

CIPD / IRN

Private sector pay and employment survey

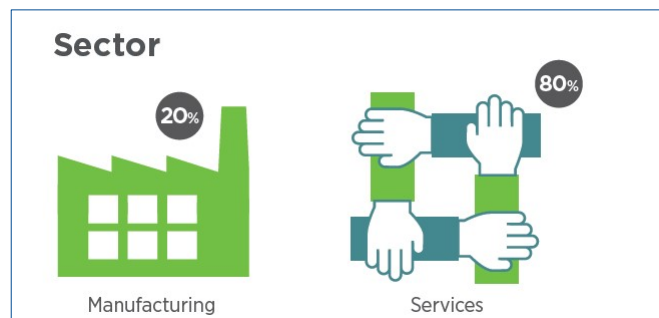
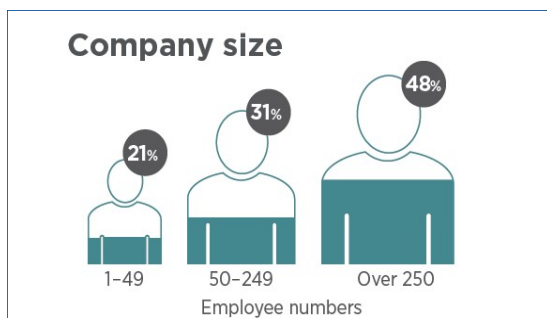
March 2020

Mary Connaughton
Director, CIPD Ireland

Data gathered Jan 2020

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2020 Pay survey composition



Engagement with
trade union for
collective bargaining



37%
Yes

Survey size: 323 companies
Data gathered Jan 2020

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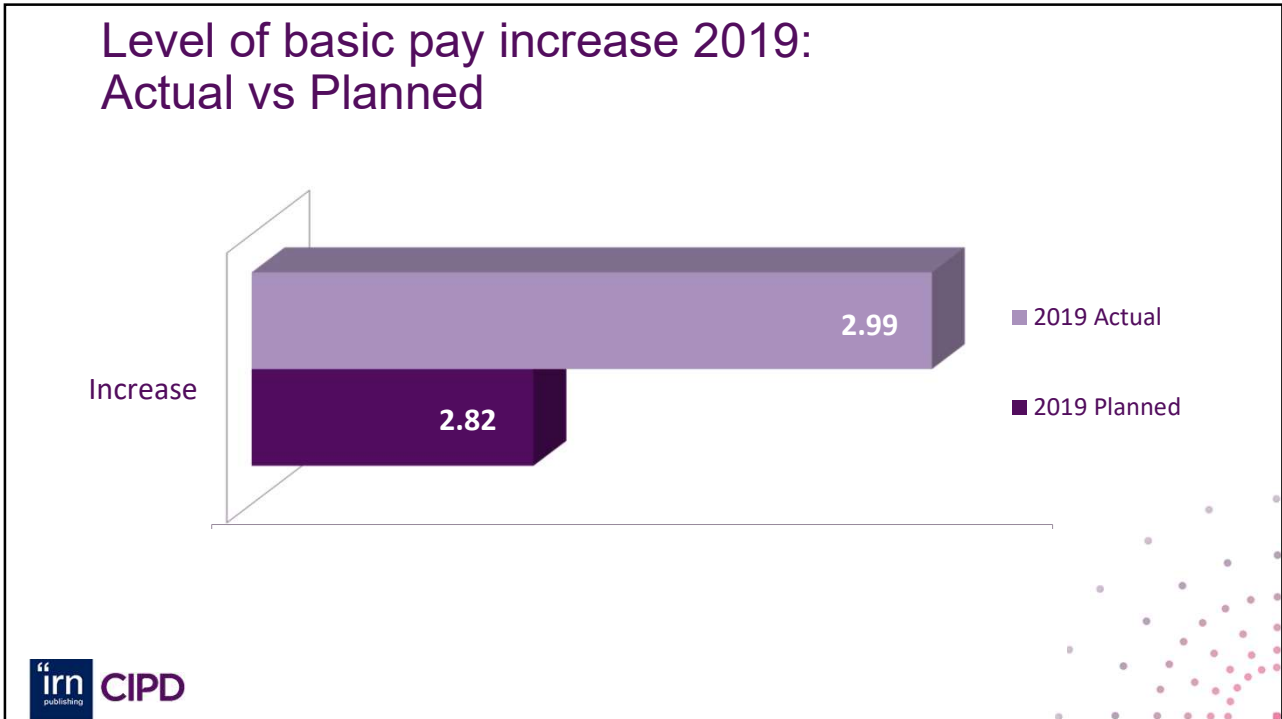
Pay trends: Looking at 2019

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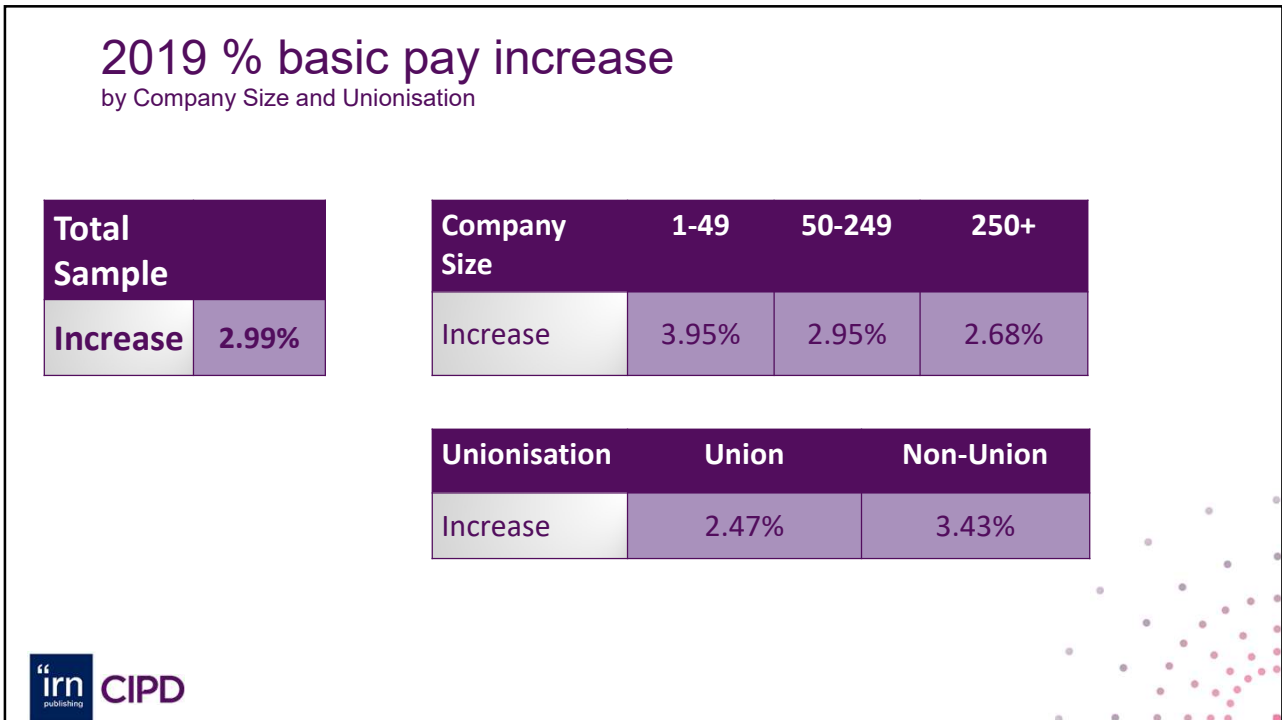
2019 basic pay trends by company size

Company Size	Increased pay	Maintained pay
All	64%	36%
1-49	54%	46%
50-249	62%	37%
250+	70%	30%
Unionisation		
Union	75%	25%
Non-union	58%	42%

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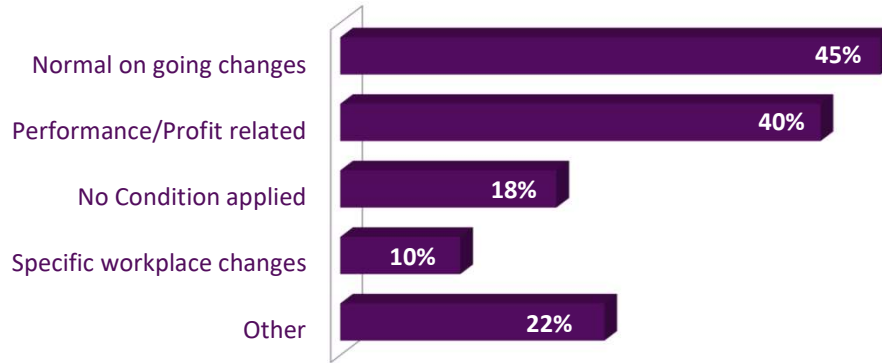


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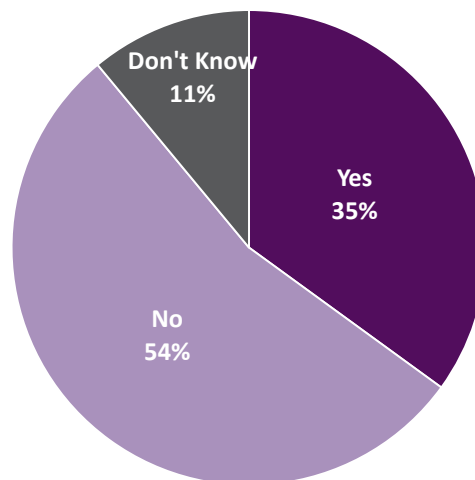


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What were 2019 pay increases contingent on?



Made a 'counter offer' when an employee intended to resign in 2019?



Pay trends 2020



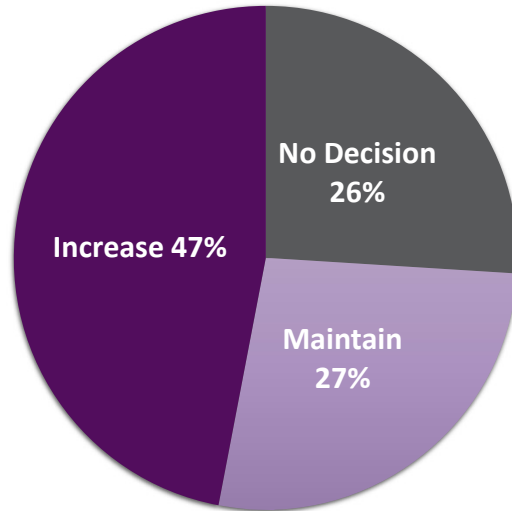
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Factors influencing pay strategy



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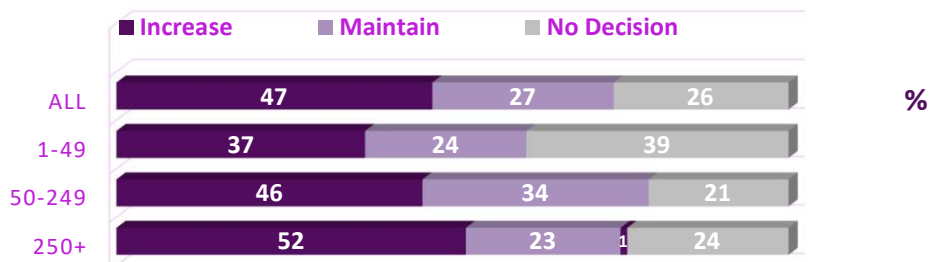
Company plans for pay in 2020



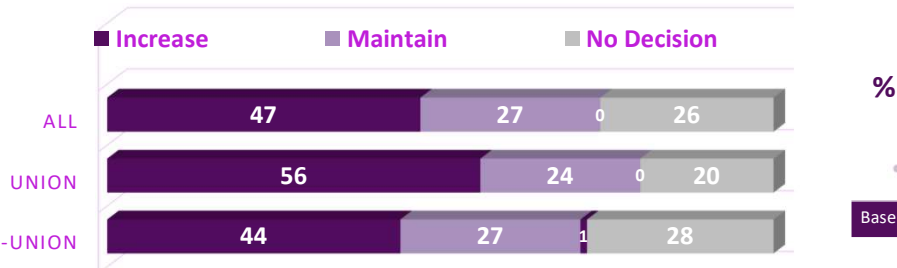
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Company plans for pay in 2020



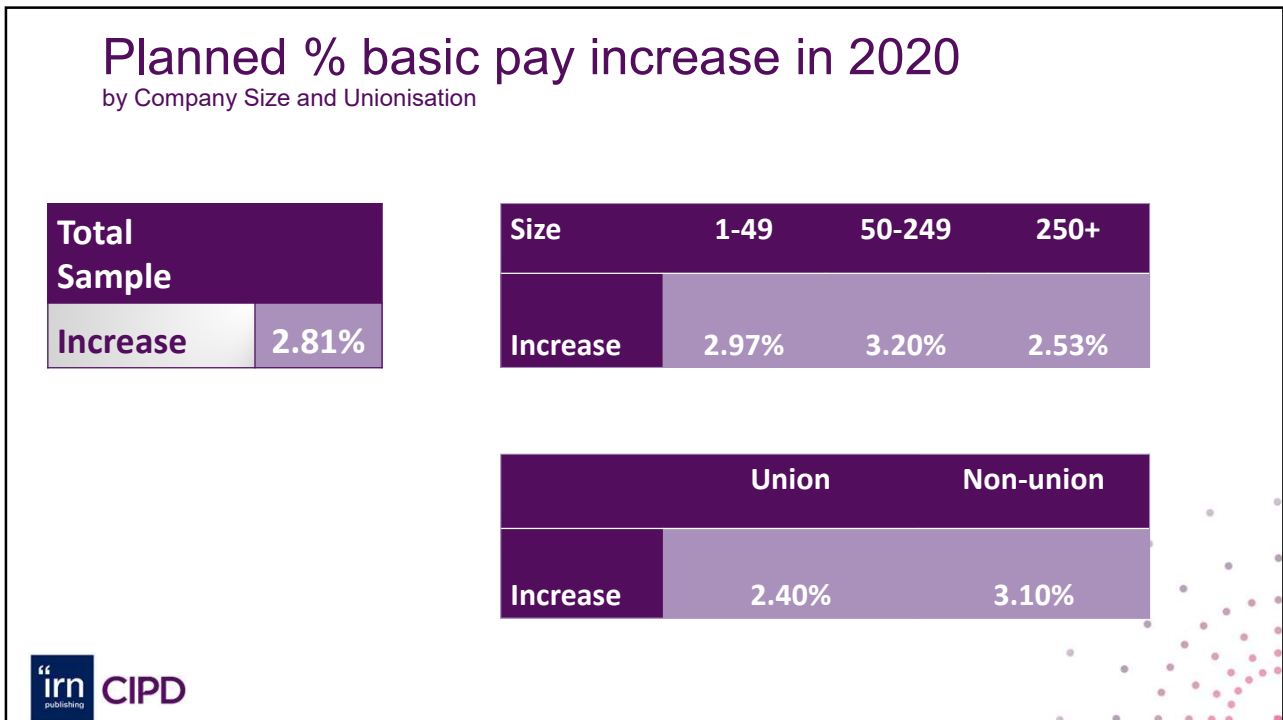
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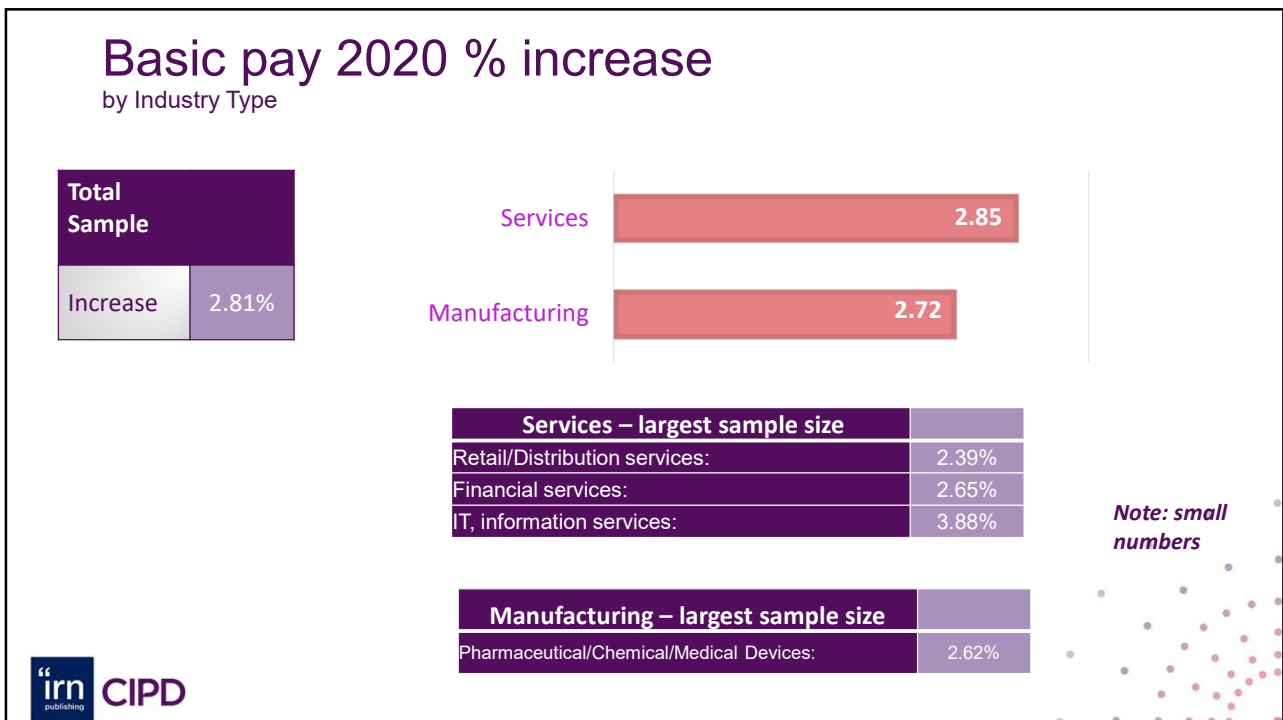
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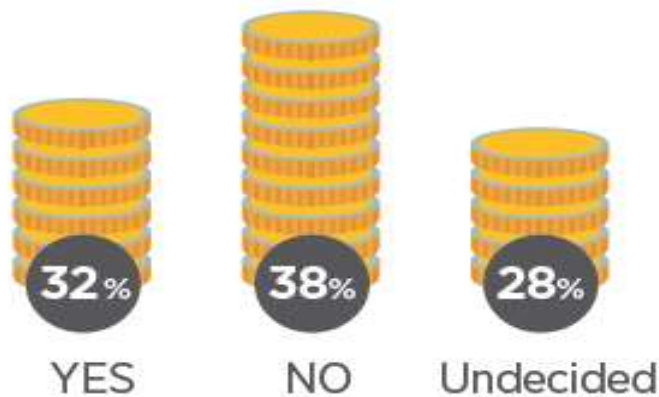
14

What are 2020 increases contingent on?



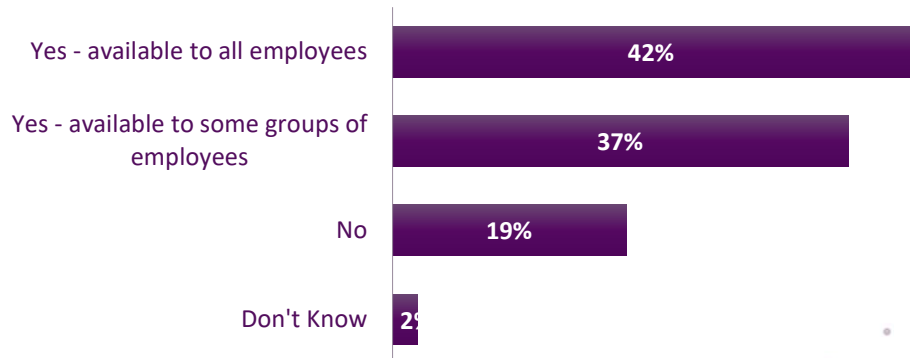
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Likelihood of additional pay increase above basic increase in 2020

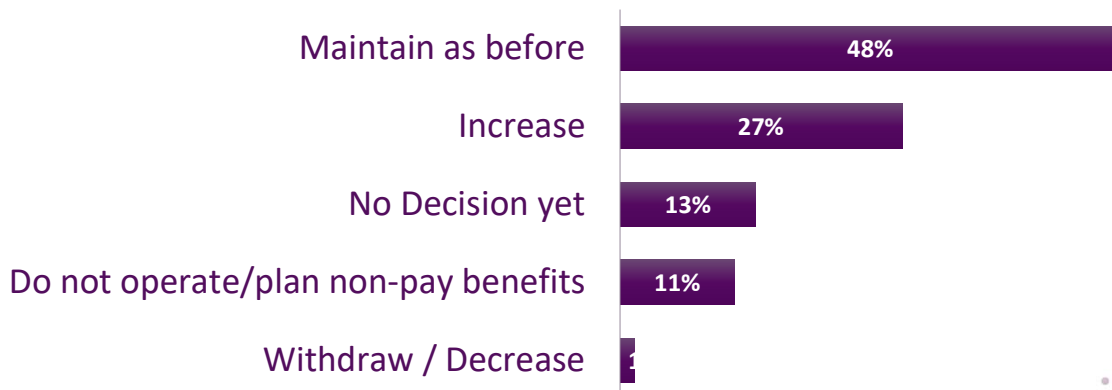


Plans for bonus payments in 2020

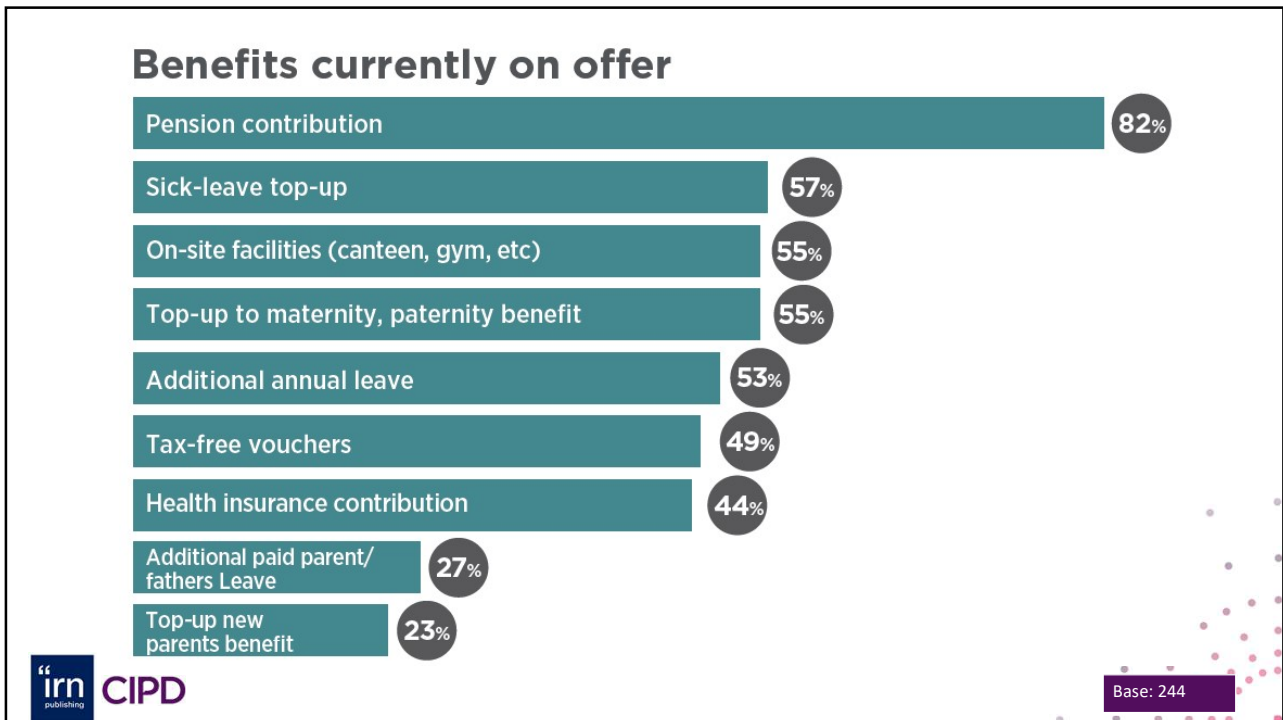
79%
Yes



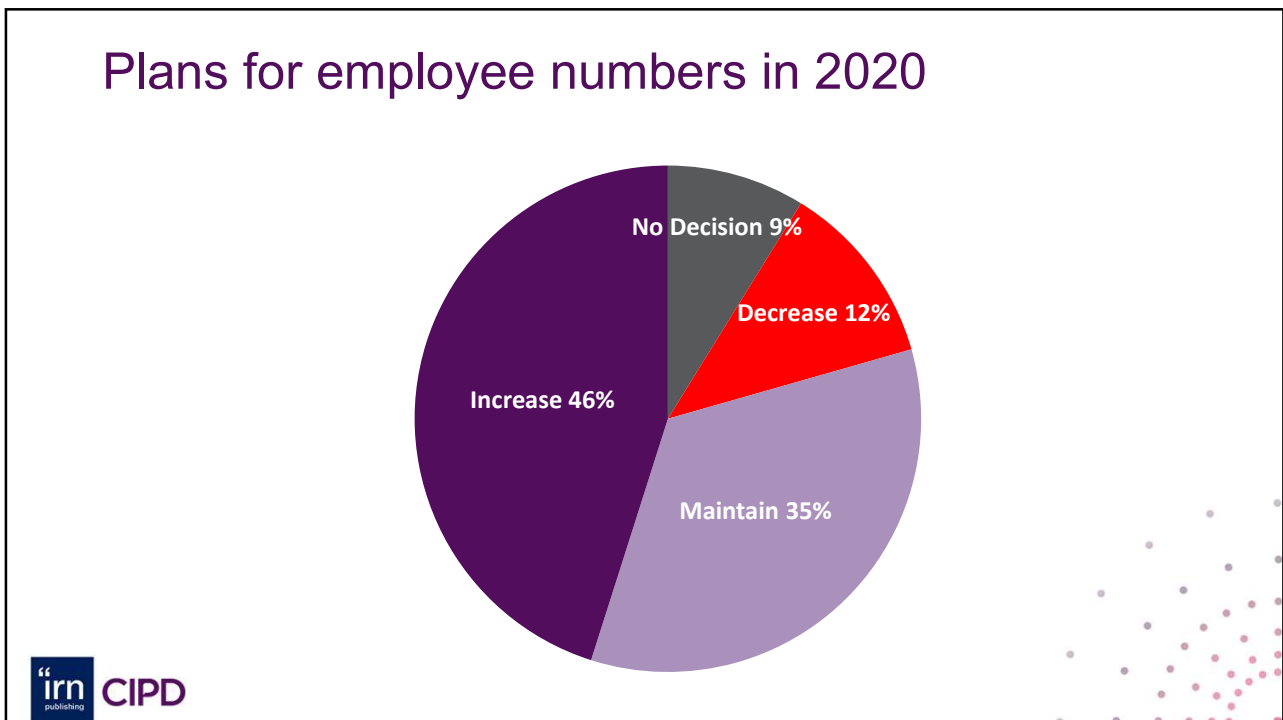
Changes to non-pay benefits



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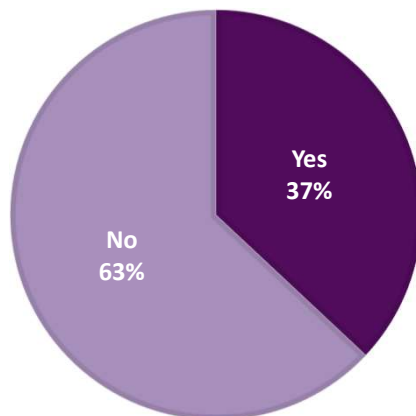
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Collective bargaining and pay agreements

Company engagement with a trade union for collective bargaining



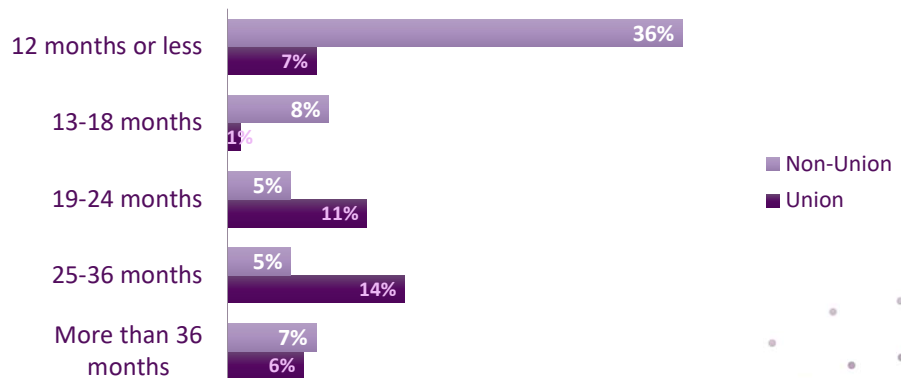
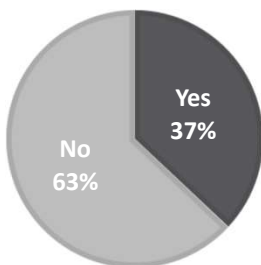
Base: 265

Reference to determine basic pay increases

Reference Method	Used by
Reference to pay trends in companies with unionised collective bargaining	79%
Reference to company performance in Ireland	56%
Reference to pay trends in non-union companies	44%
Reference to individual performance	38%
Reference to parent company performance	26%
Reference to non-union collective bargaining units in your company	25%
Don't know	6%
Other	9%

Preferred length of pay agreements

by Unionisation



Base: 244

Pensions and retirement

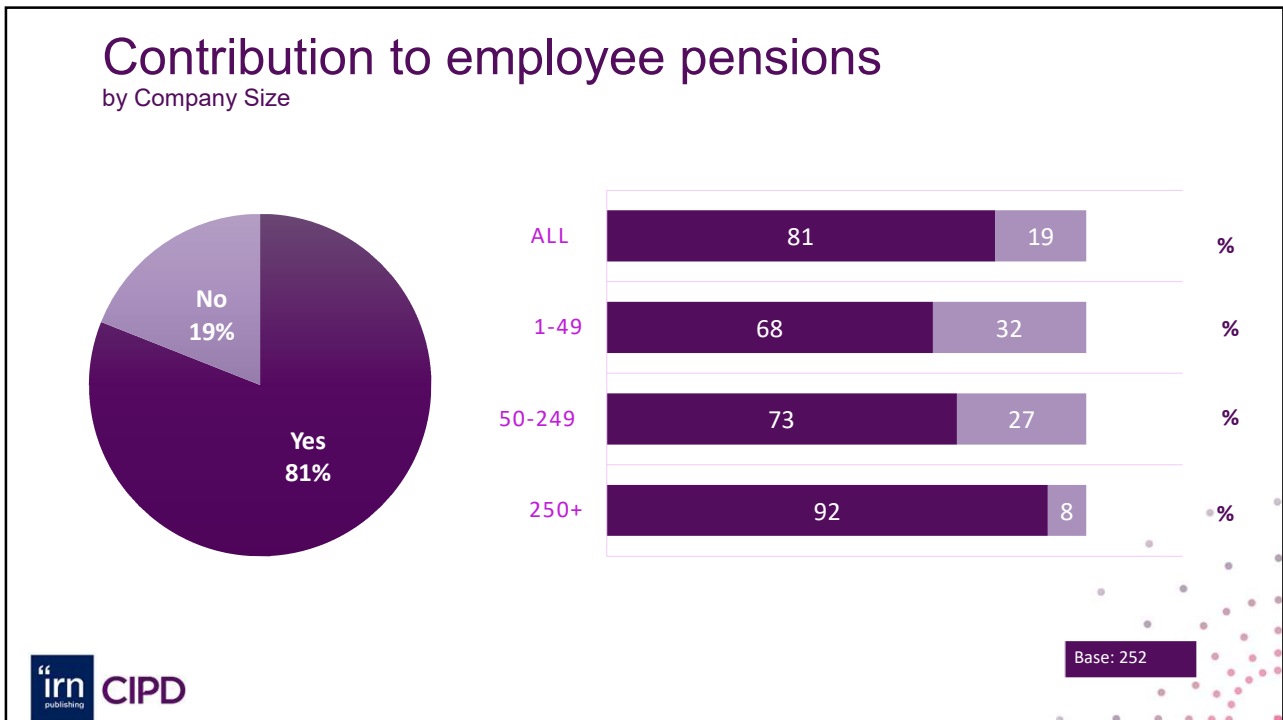
Approach to retirement age

Retirement
age policy

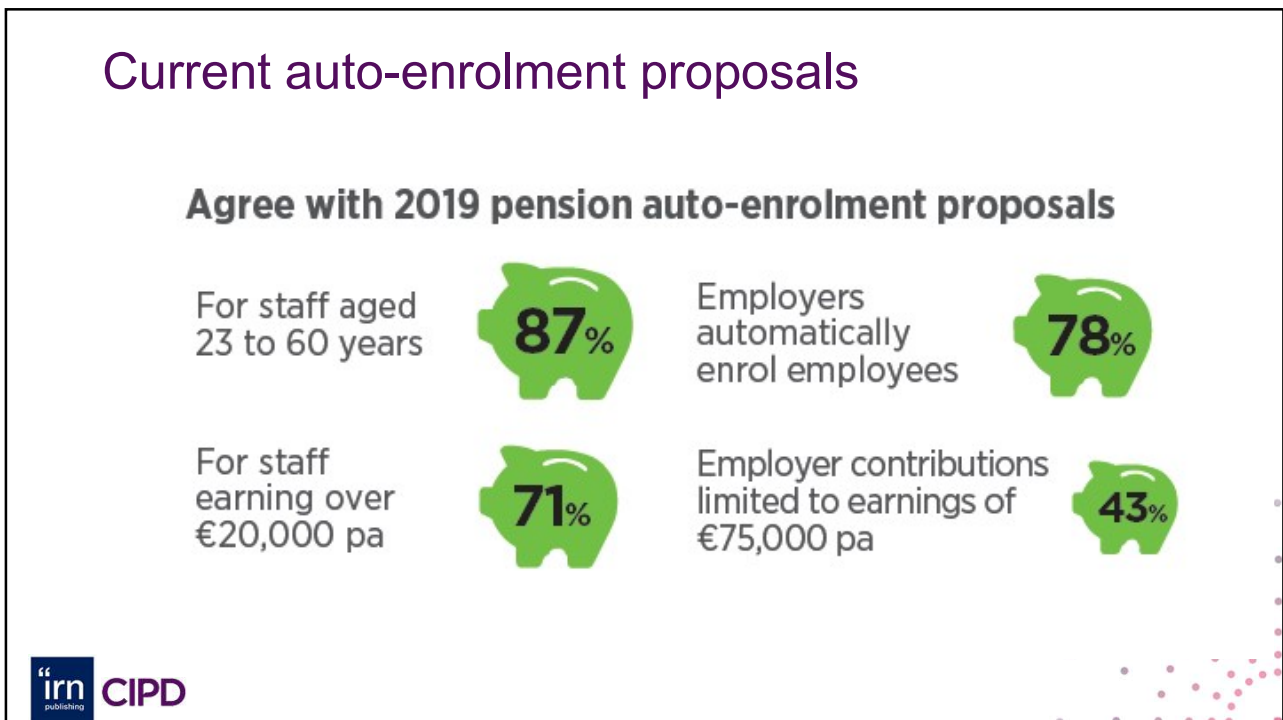
75%

Approach to retirement age

Retire at age 65	47%
In line with State retirement age of 66	33%
Offer fixed term contract on retirement	16%
Open-ended retirement option	7%
Abolished retirement age completely	5%
Fixed age other than standard 65	2%



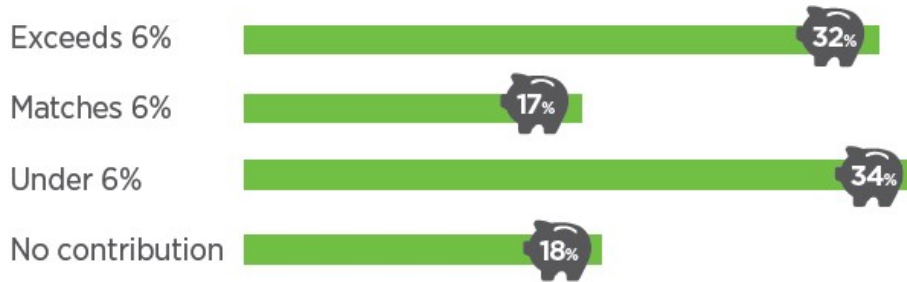
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Current auto-enrolment proposals

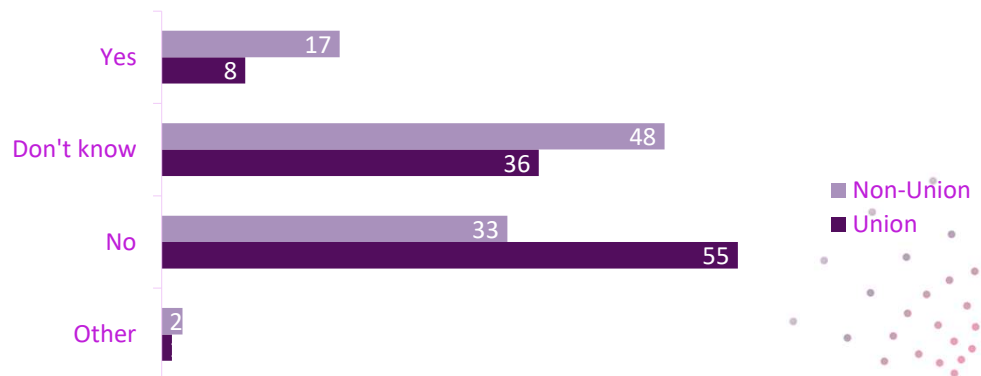
Comparison of employer pension contribution with government 6% proposal



The effect of auto-enrolment on pay rises

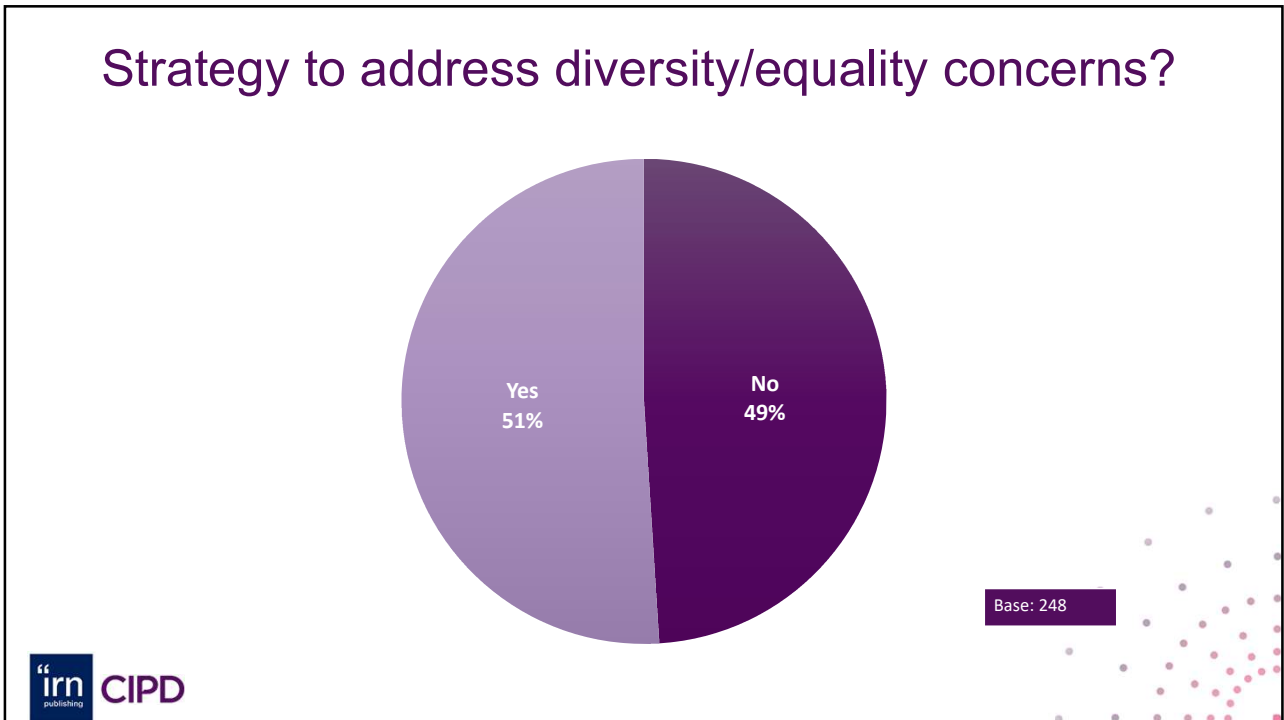
Pensions auto enrolment affect pay increases

Yes **20%** Don't know **39%**





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Addressing the gender pay gap

Gender pay gap



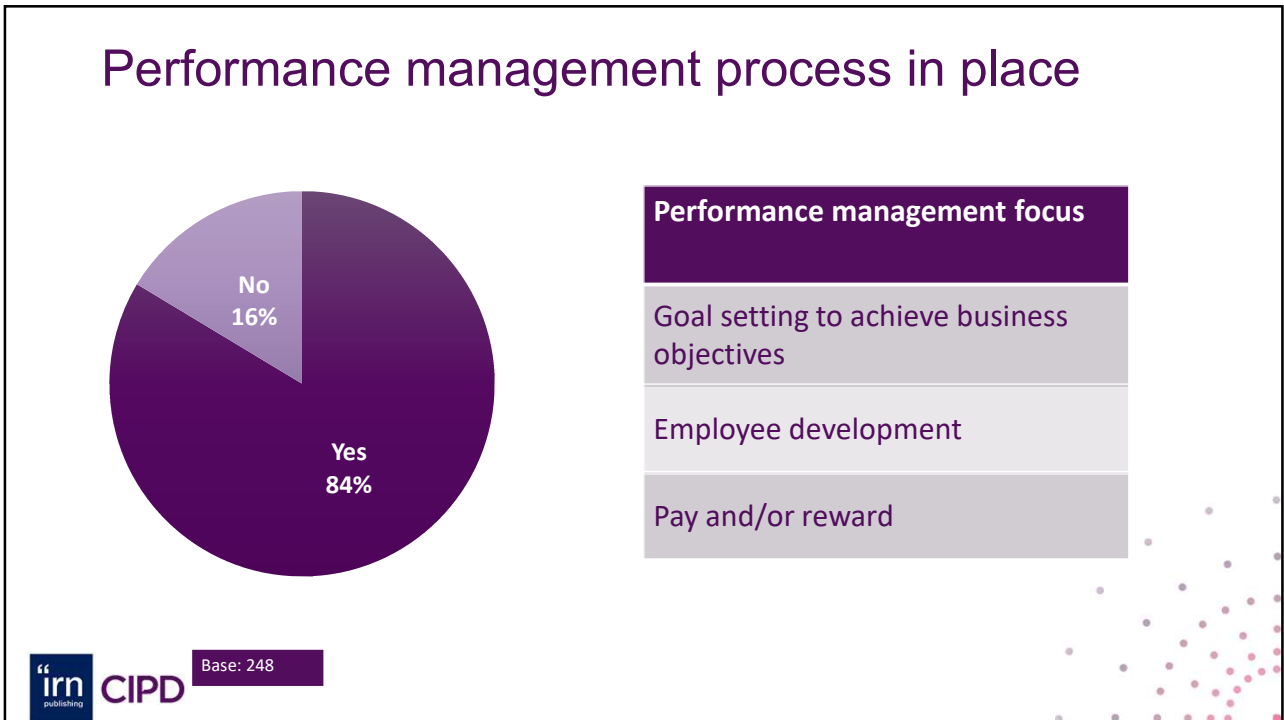
Is there a Gender Pay Gap

By company size and unionisation

Gender pay gap?	ALL	1-49	50-249	250+	Union	Non union
	N=248	%	%	%	%	%
Yes	38%	26	29	48	46	33
No	62%	74	71	52	54	67



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What's changing in performance management

Changing features of performance management

- 1 Goal setting and future focused conversations 
- 2 Link to development opportunities 
- 3 Line managers feedback 
- 4 Coaching and/or mentoring by line manager 

Thanks to all who
contributed to this survey