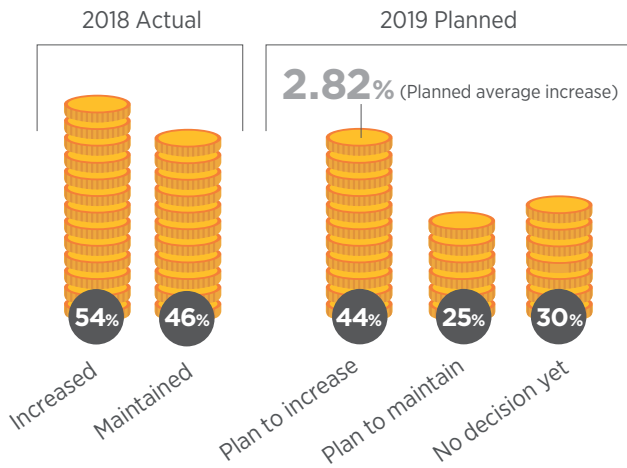


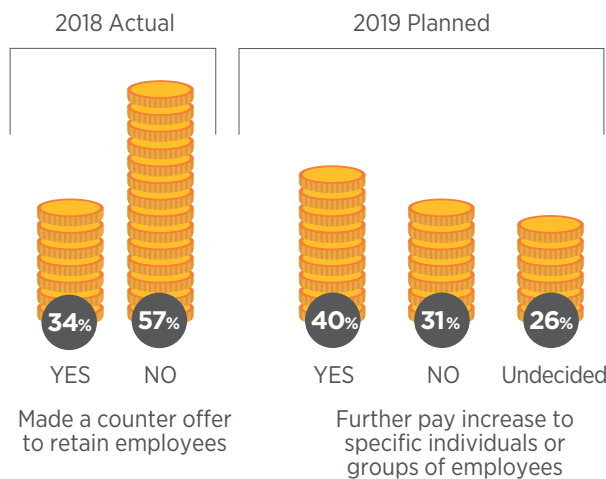
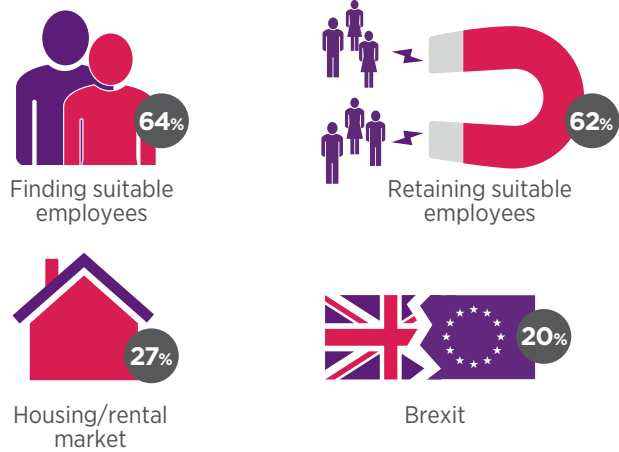
CIPD CIPD-IRN private sector pay survey 2019

Pay and benefits

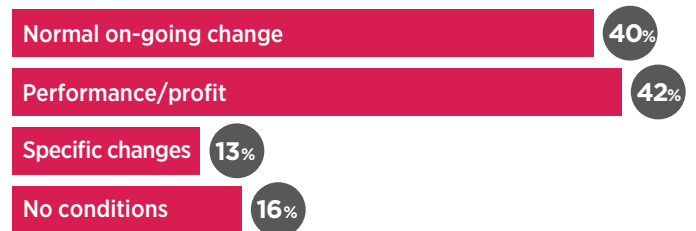
Treatment of basic pay rates



Factors influencing pay strategy



What were 2018 pay increases contingent on?



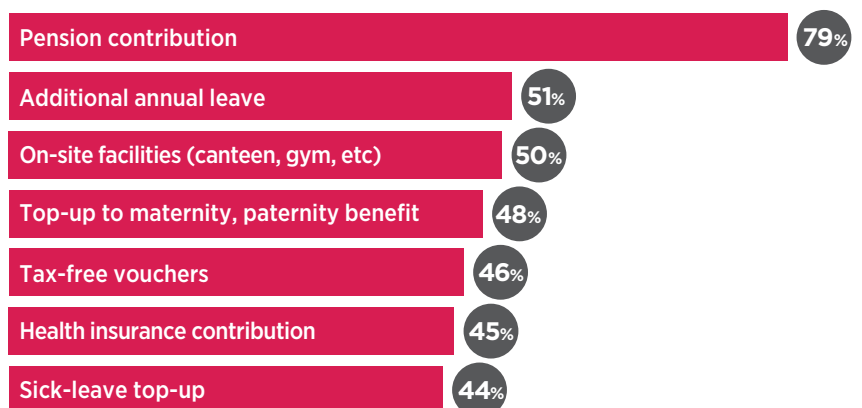
2019 Plans for bonus payment



What determines pay increases

- 1 Company performance
- 2 Pay trends in other companies
- 3 Individual performance

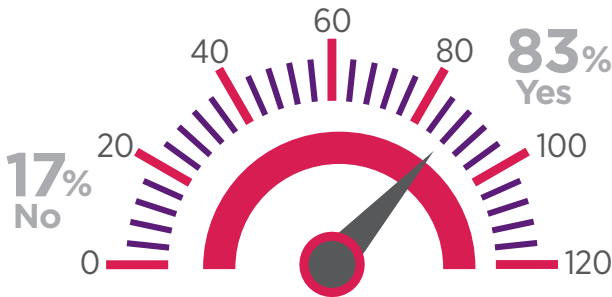
Benefits currently on offer



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Performance management

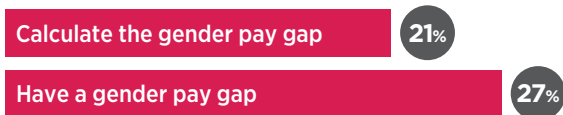
Performance management process



Changing features of performance management

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

Gender pay gap



Increase employee numbers in 2019



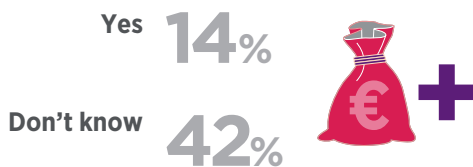
Retirement age policy



Satisfaction with Workplace Relation Commission

Services			
	Satisfied	Neutral	Dissatisfied
Mediation	41%	46%	14%
Conciliation	44%	45%	11%
Adjudication	44%	40%	16%
Inspection	32%	56%	13%

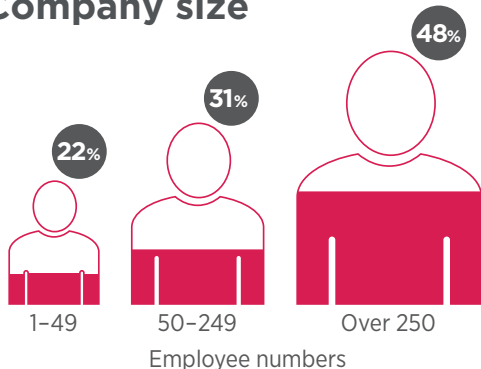
Pensions auto enrolment affect pay increases



Engagement with trade union for collective bargaining



Company size



Sector

