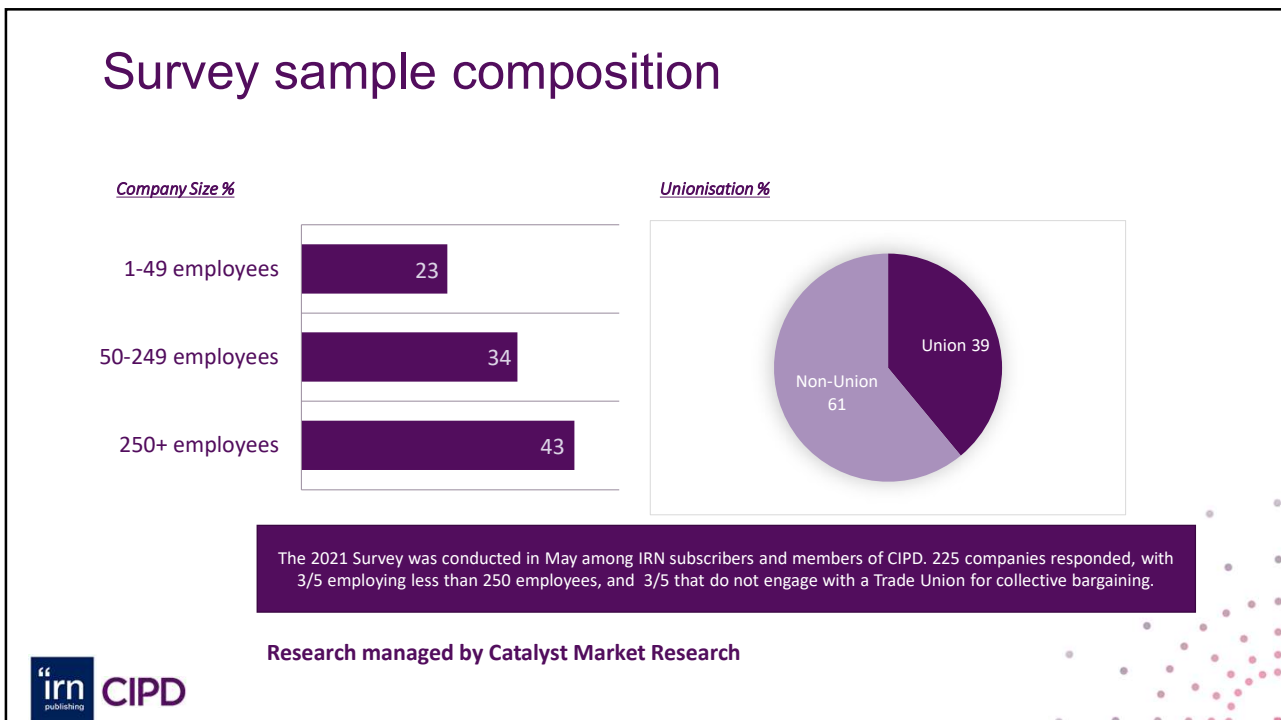




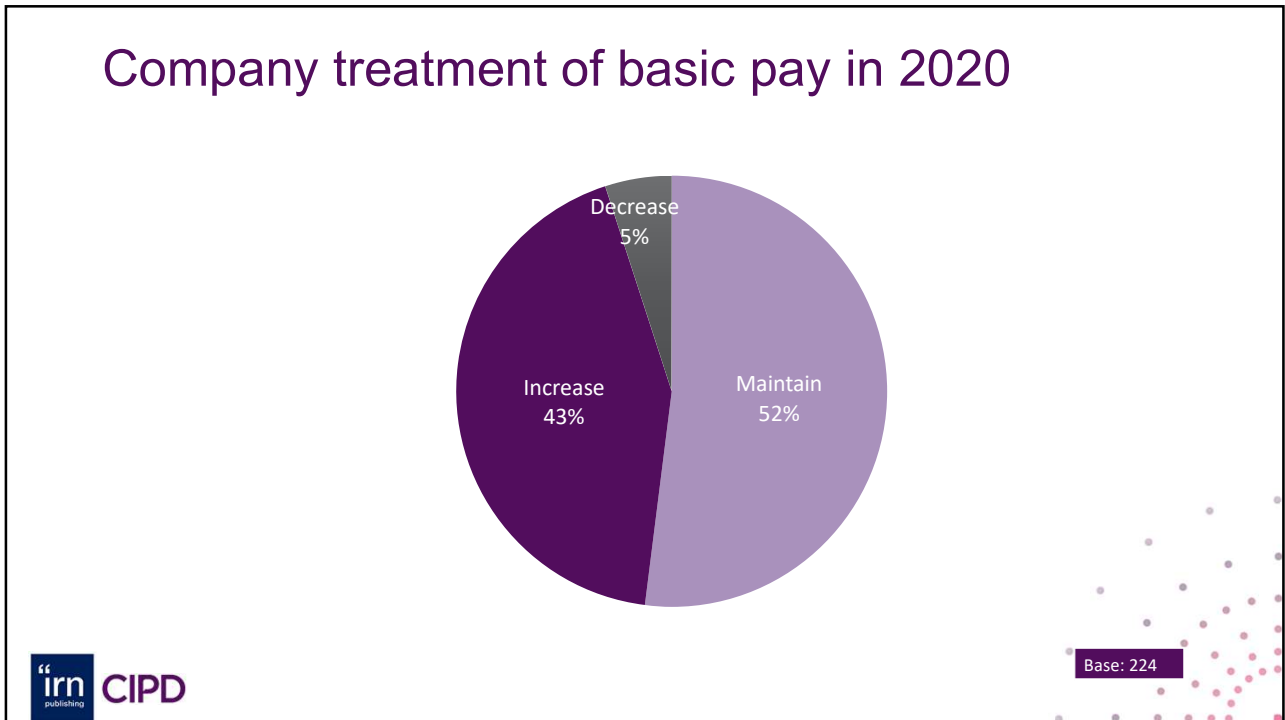
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2

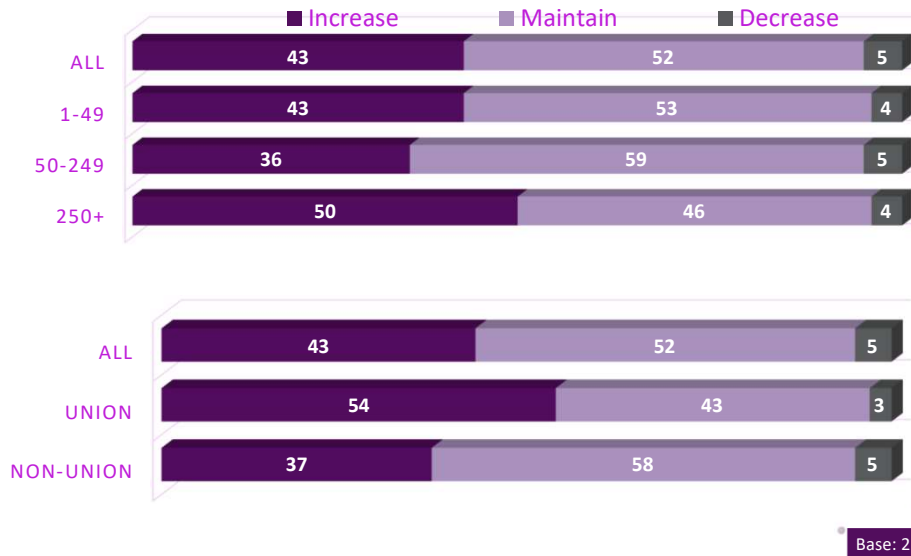


3



4

Company treatment of basic pay in 2020



5

Basic pay 2020 increase

by Company Size and Unionisation

Total	
Increase	2.75%

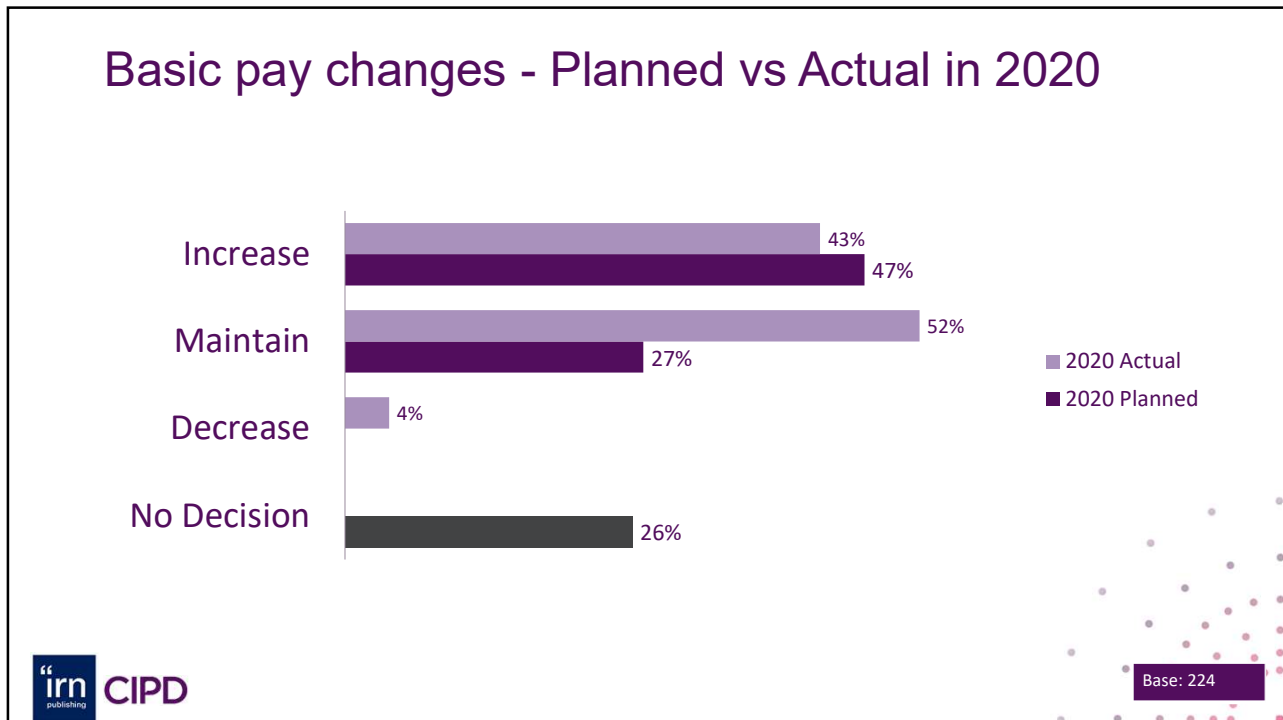
Company Size	1-49	50-249	250+
Increase	3%	2.42%	2.83%

Unionisation	Union	Non-Union
Increase	2.29%	3.18%

Sector	Services	Manufacturing
Increase	2.65%	2.92%



6

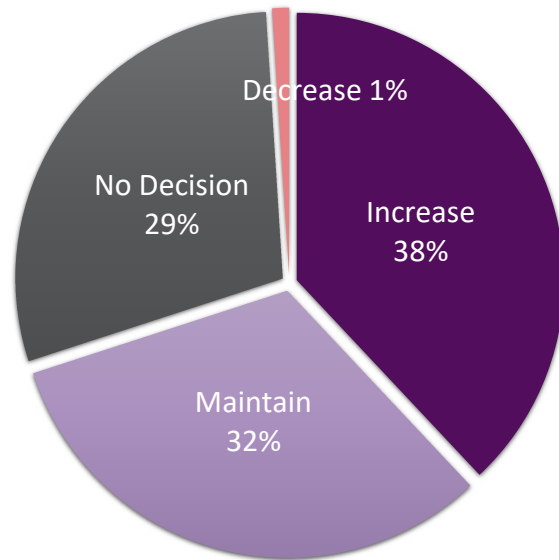


7



8

Company plans for basic pay in 2021

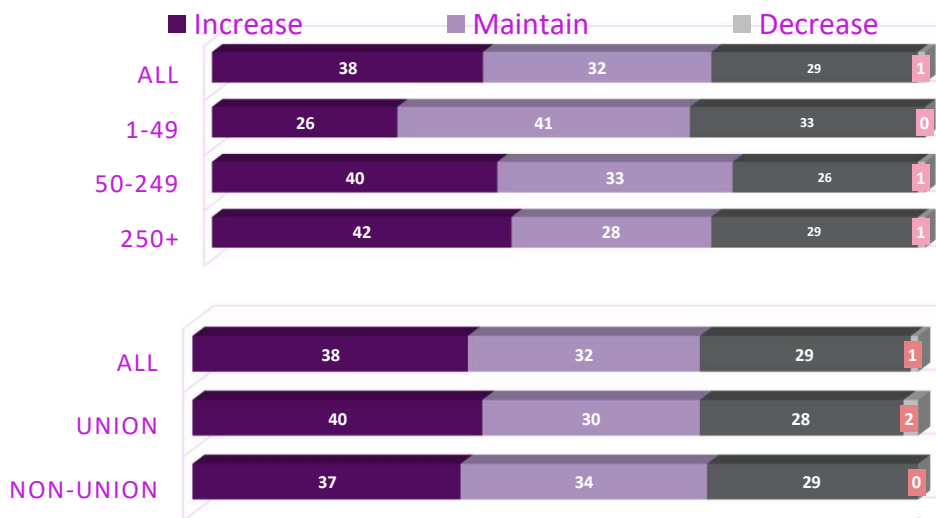


irn publishing CIPD

Base: 225

9

Company plans for 2021 basic rates of pay

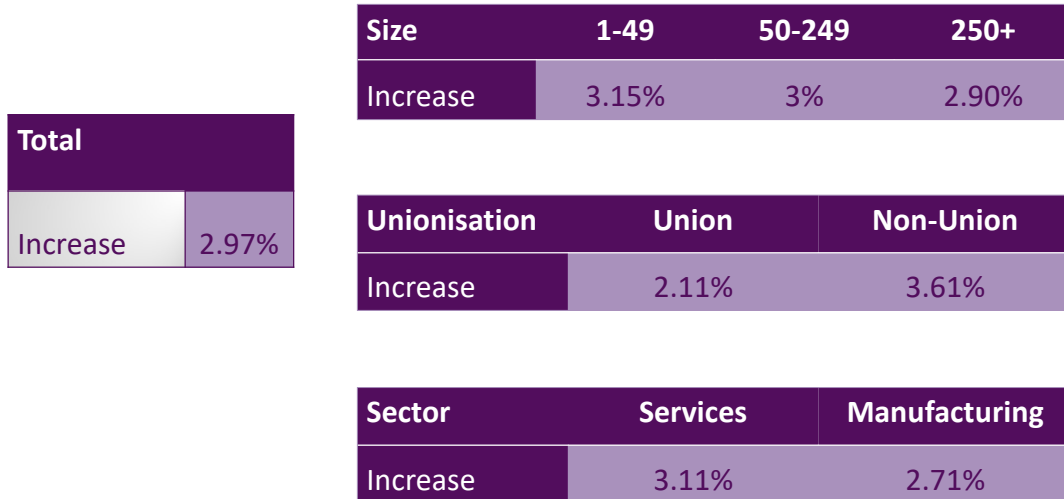


irn publishing CIPD

Base: 225

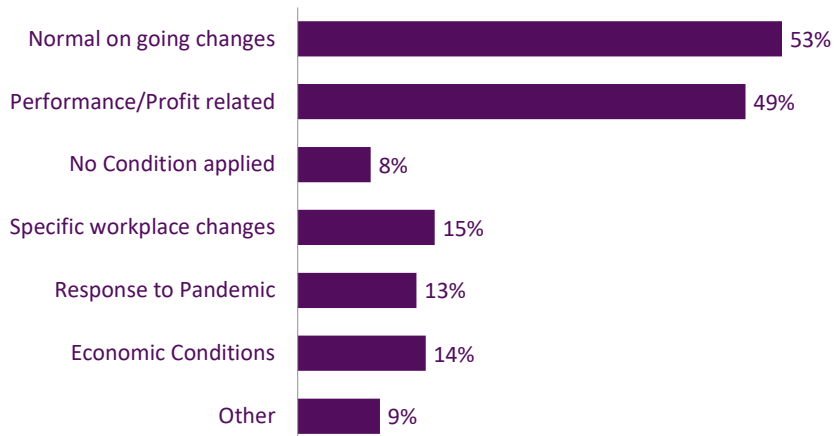
10

Planned % basic pay increase in 2021



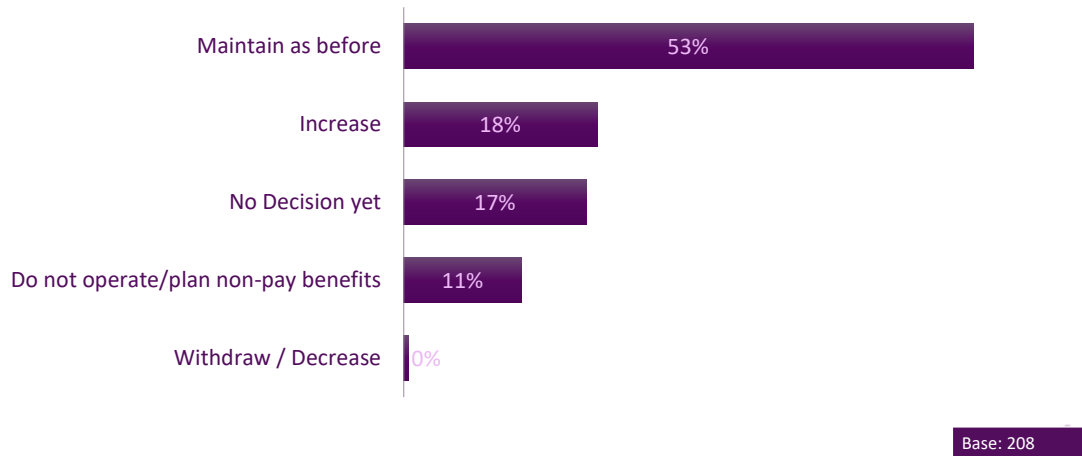
11

What the 2021 increase will be contingent on

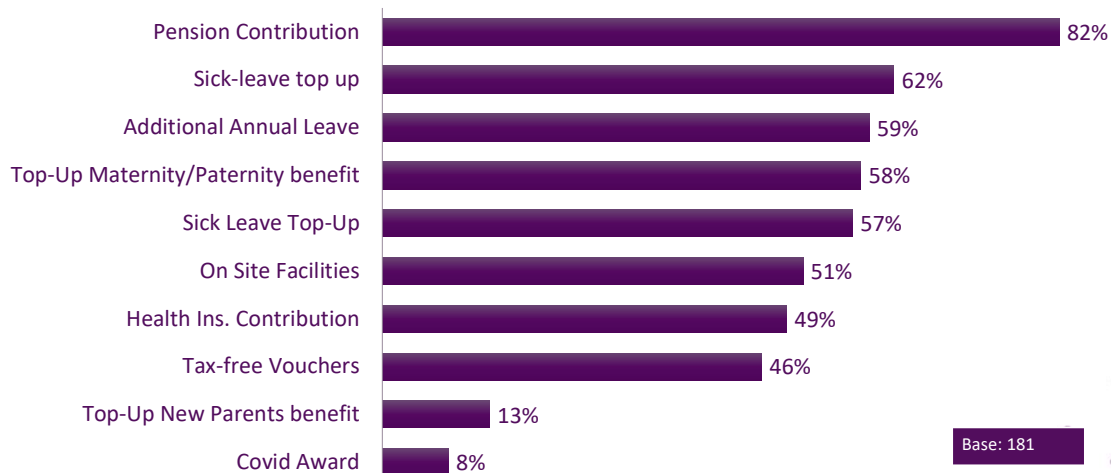


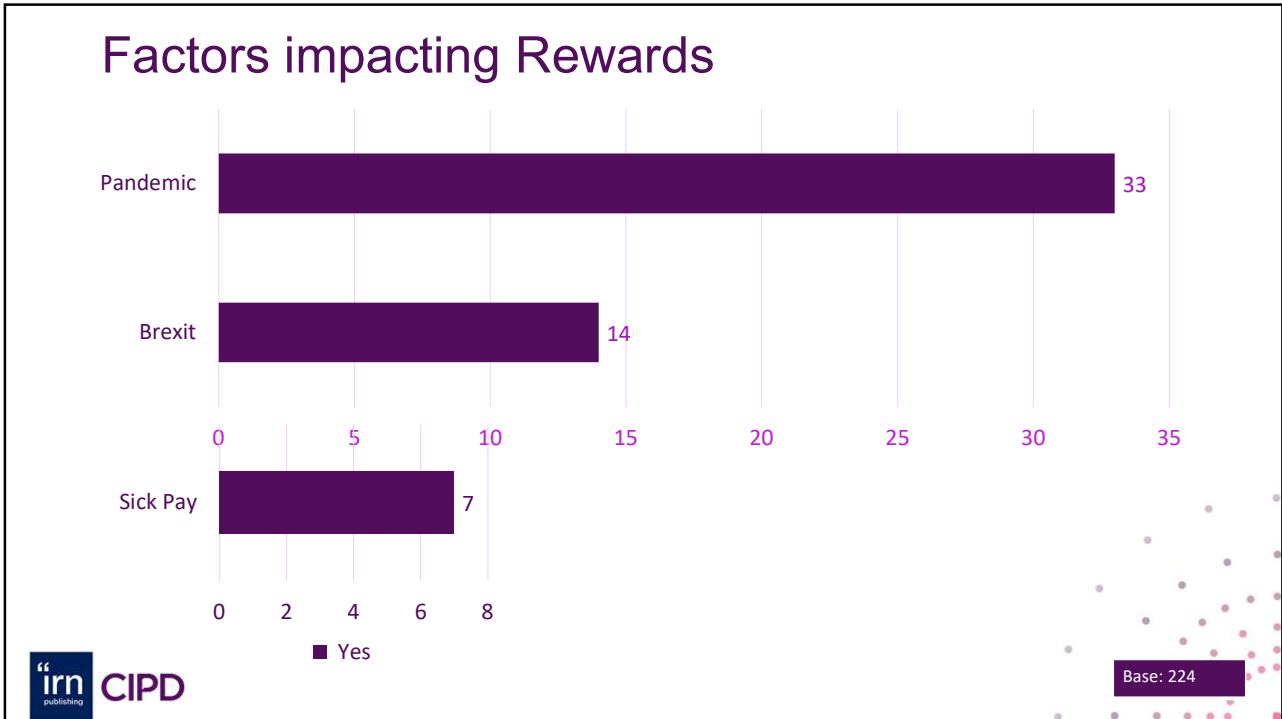
12

Changing non-pay benefits

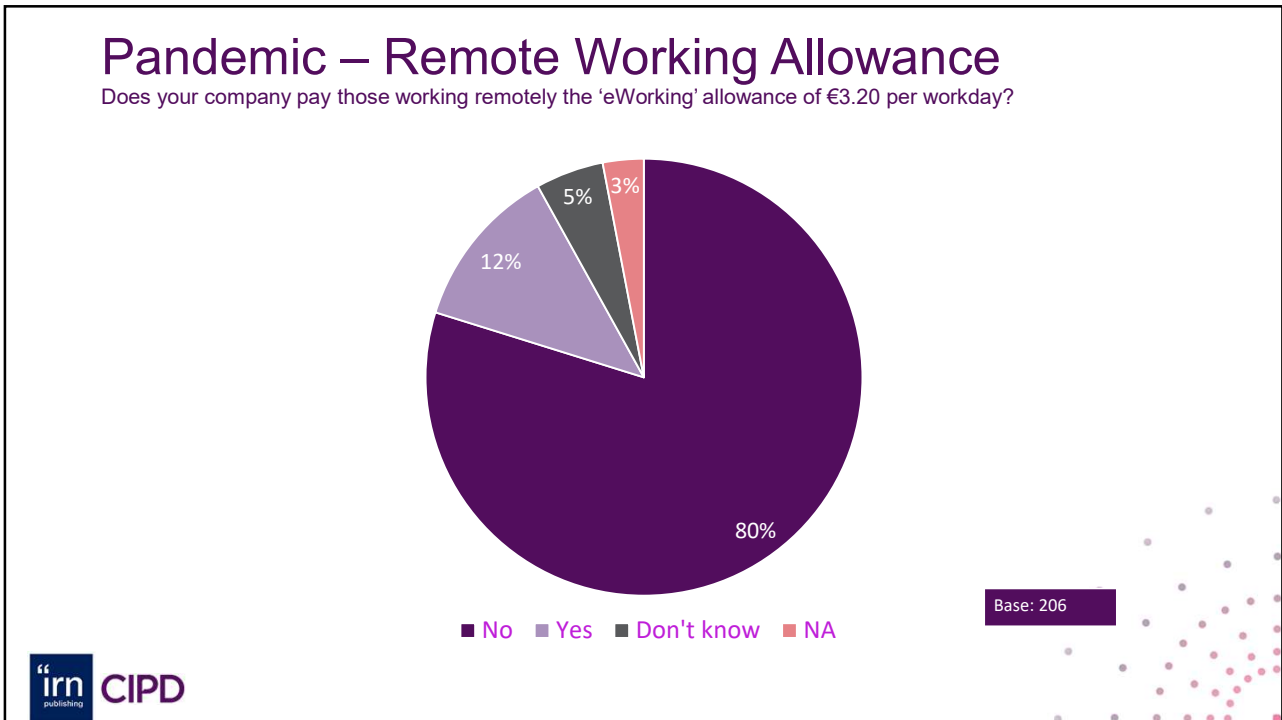


Non-Pay Benefits Currently Offered

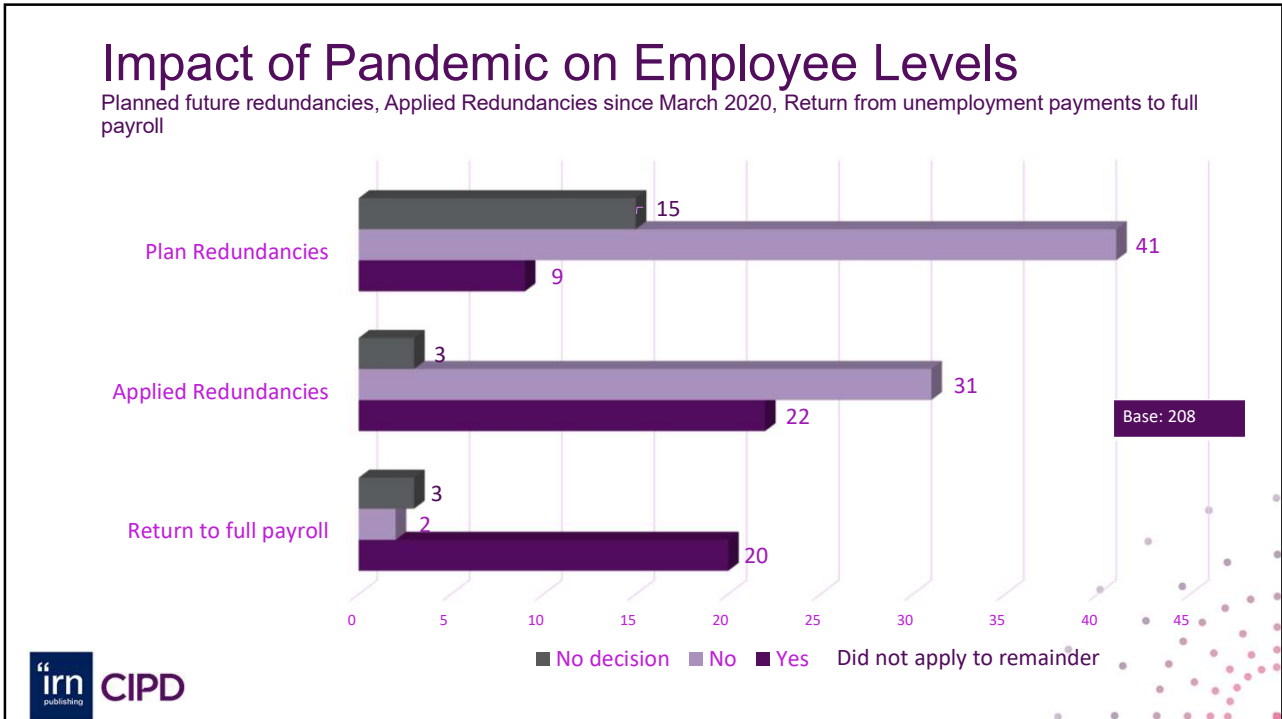




15



16

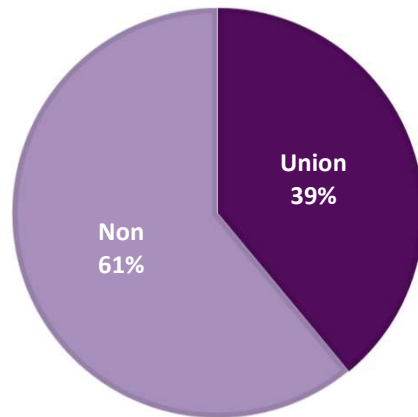


17

Collective Bargaining, pay and disputes

18

Company engagement with a trade union for collective bargaining



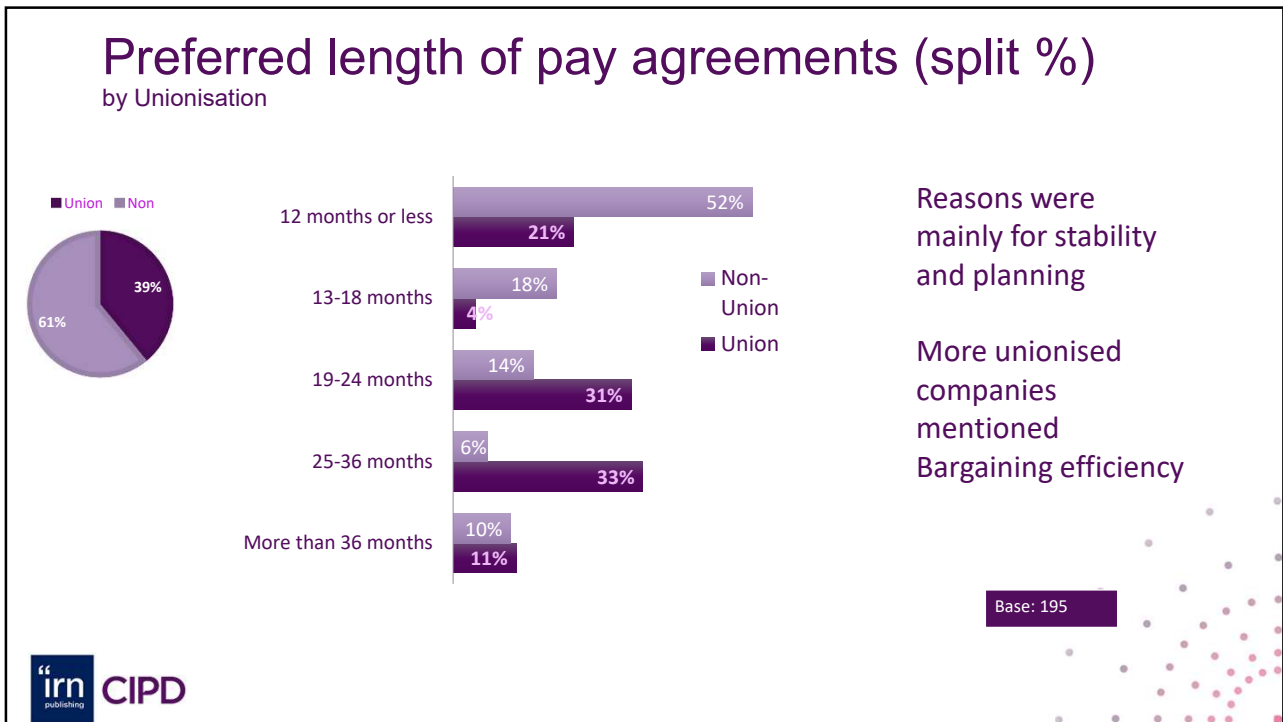
Base: 225

Reference Methods used to determine basic pay increases

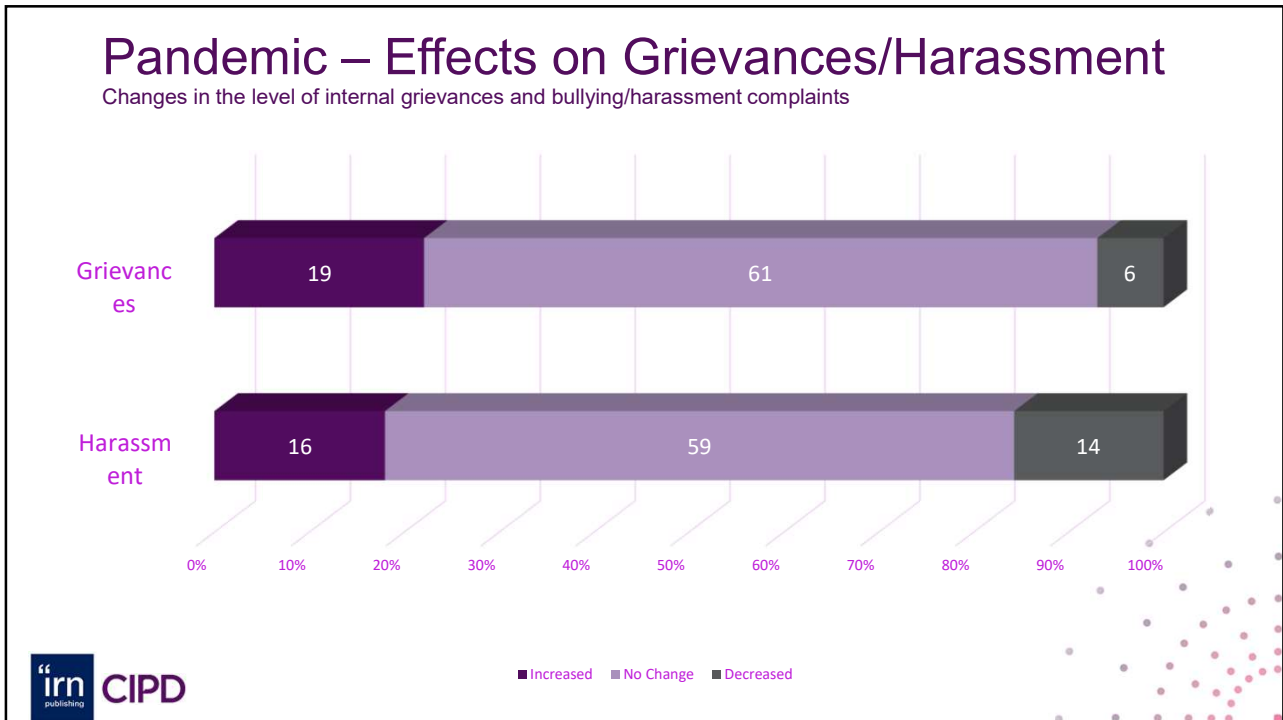
Multiple Response

Reference Method	Percentage
Reference to pay trends in companies with unionised collective bargaining	39%
Reference to non-union collective bargaining units based within your company	11%
Reference to company performance in Ireland	48%
Reference to pay trends in non-union companies	33%
Reference to individual performance	56%
Reference to parent company performance	23%
Reference to non-union collective bargaining units in your company	11%
Don't know	8%
Other	7%

Base: 211



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22

Level of satisfaction with online/virtual WRC services

Excludes those who did not use the services

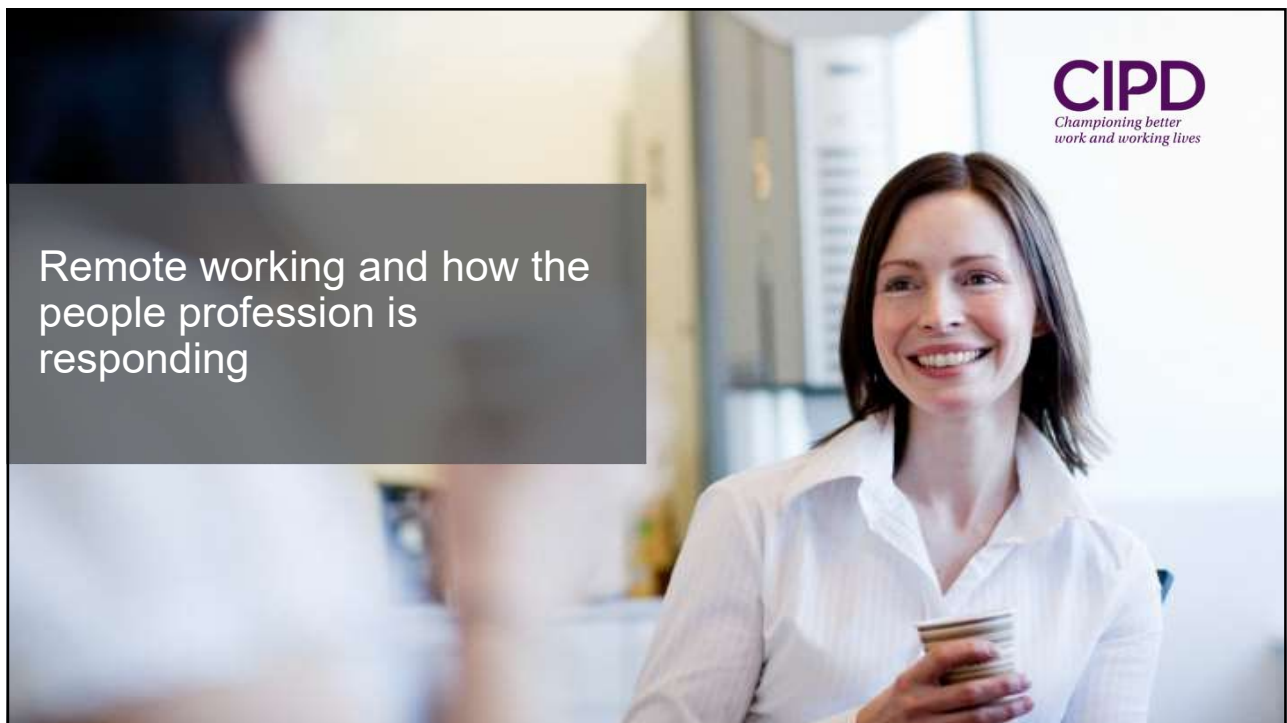
	Mediation:	Conciliation:	Adjudication:	Inspection:
■ Ex dissatisfied	2%	1%	1%	1%
■ Dissatisfied	3%	5%	5%	1%
■ Neutral	12%	10%	9%	10%
■ Satisfied	11%	12%	12%	9%
■ Ex satisfied	1%	2%	2%	1%

	Labour Court
■ Ex dissatisfied	2%
■ Dissatisfied	2%
■ Neutral	12%
■ Satisfied	9%
■ Ex satisfied	2%

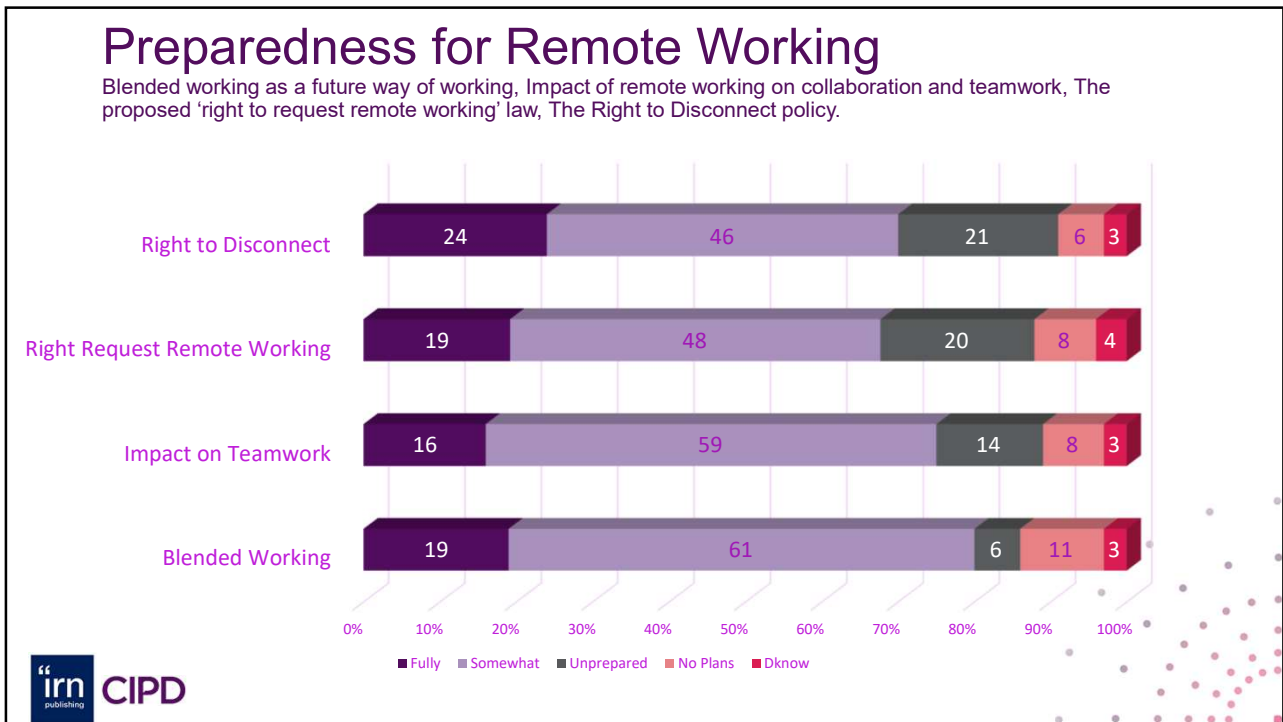


Base: 1

23



24

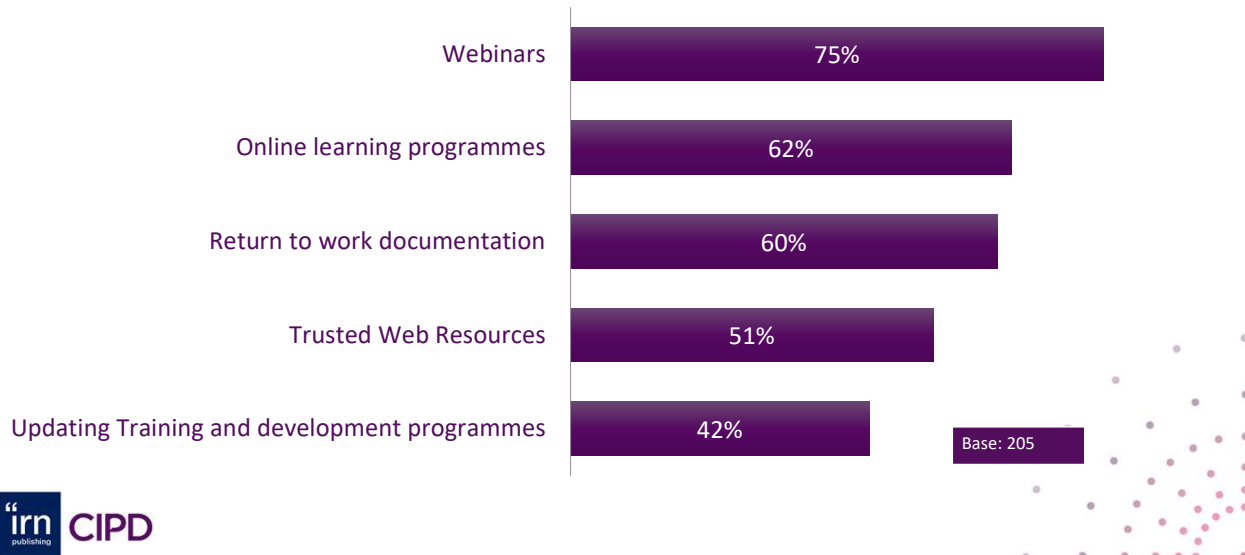


25



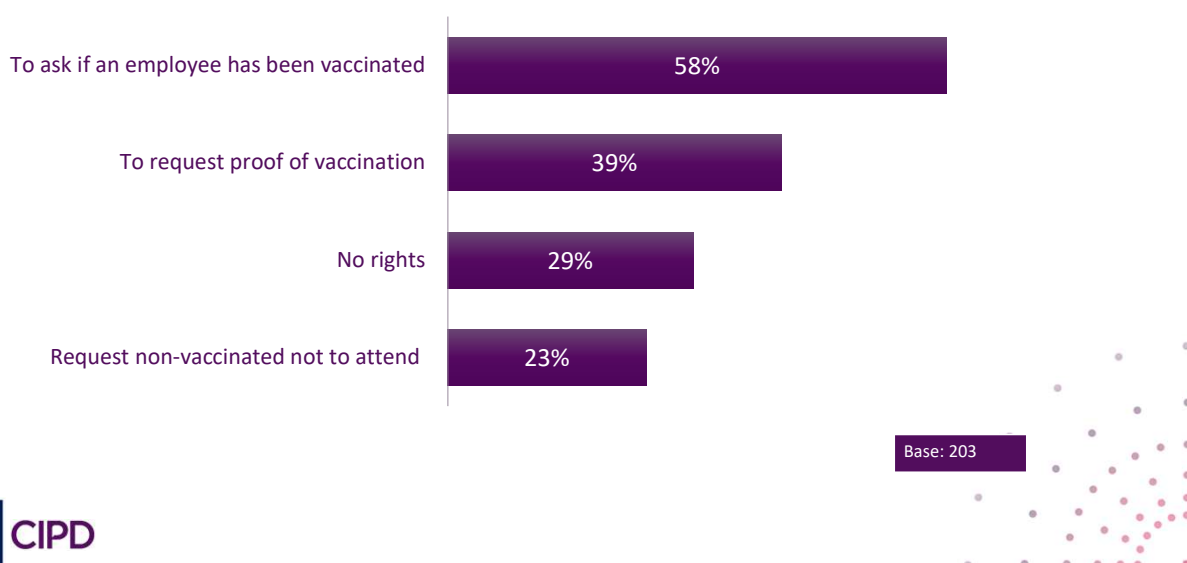
26

Tools to learn how to deal with the challenges



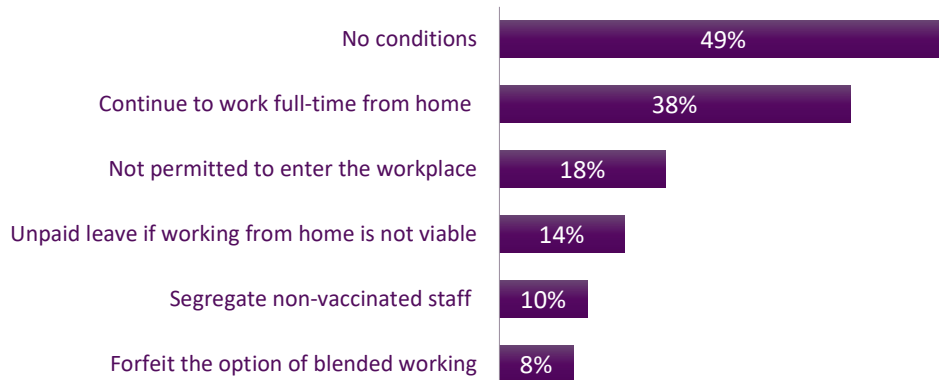
27

Should employers know about vaccinations?



28

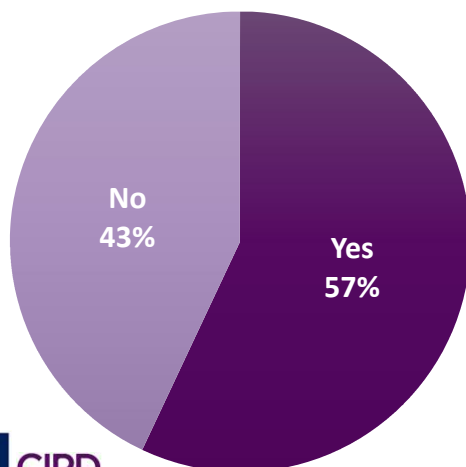
Any conditions for non-vaccinated employees?



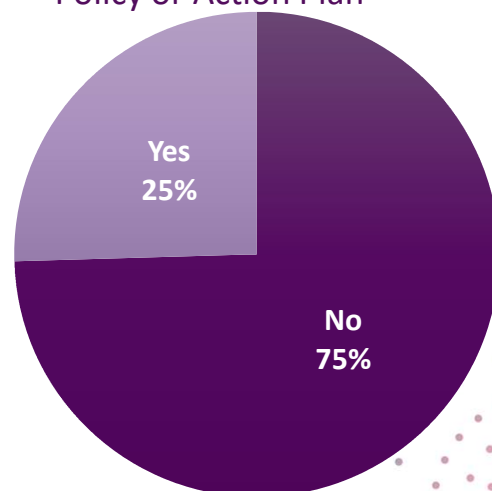
Base: 203

The diversity & equality agenda

Active Strategy on
Diversity/Equality

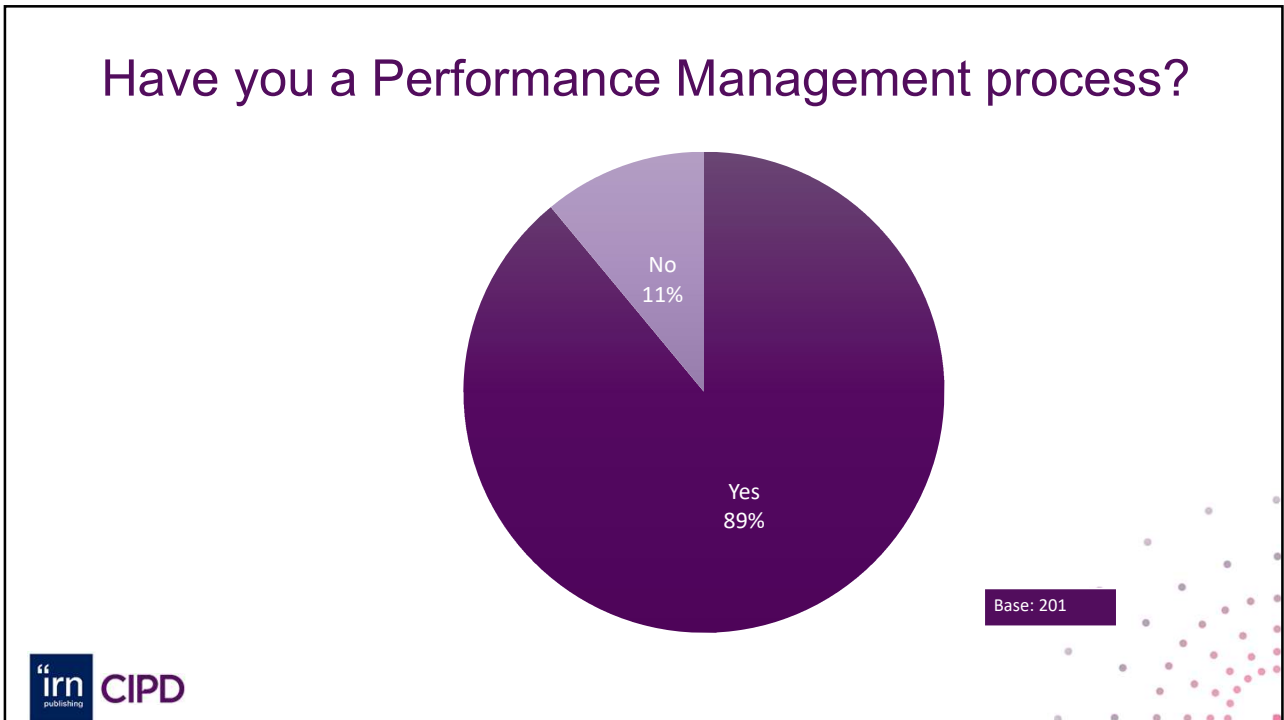


Published Gender Pay Gap
Policy or Action Plan



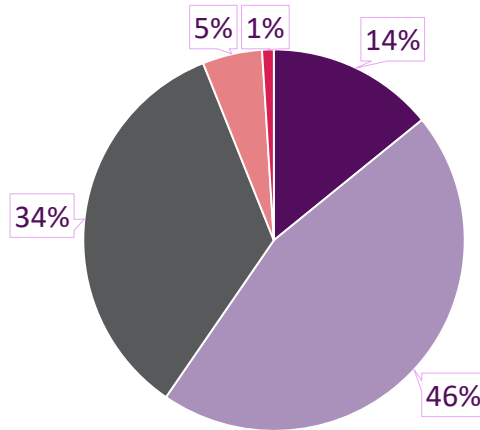


31



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Has remote working changed your performance management practice?



■ Significantly changed: ■ Changed/modified: ■ Unchanged: ■ Not used: ■ Don't know:

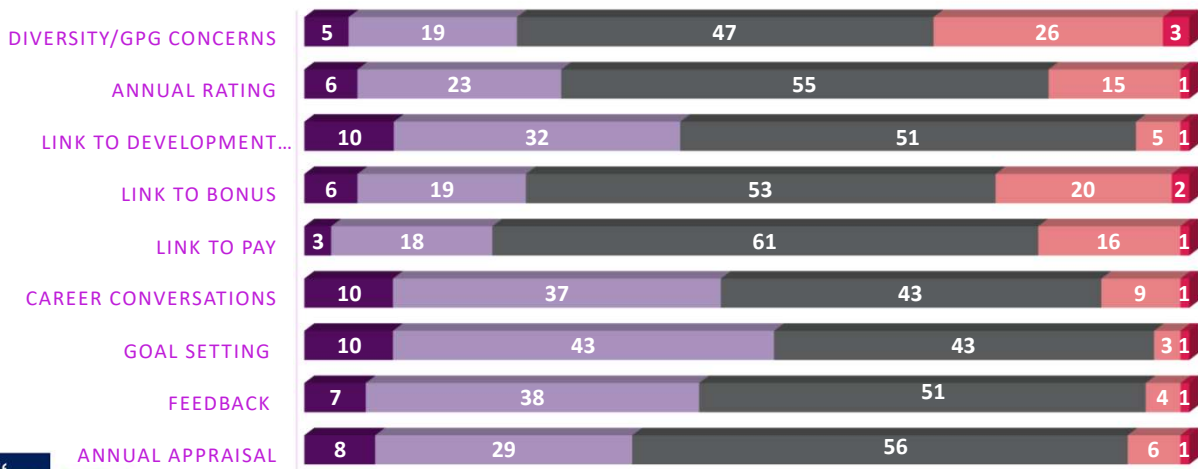


Base: 206

33

Approach to the performance management in the last 18 months

■ Significantly Changed ■ Changed/ Modified ■ Unchanged ■ Not Used ■ Don't Know



34

