

Remuneration Debate

5.30pm Tuesday 18 June 2019

Herbert Smith Freehills,
Level 34, ANZ Tower, 161 Castlereagh Street, Sydney

Despite the predominance of women entering the profession there continues to be significant underrepresentation of women in the most senior roles as partners, in leadership roles, at the Bar and in the judiciary. The gender wage gap in the legal profession is one of the largest in Australia, reported to be 29.7% by WGEA in 2017 compared to an all industries gap of 22.4%. Keeping remuneration secret is a significant contributor to the large wage gap for women but it also has broader implications for work place culture in regard to trust, respect and very importantly collegiality and a sense of inclusiveness. Should firms should publicly disclose their remuneration in quartile bands, like the UK model for pay disclosure requires?

Join us and our panel to discuss and debate the issue.

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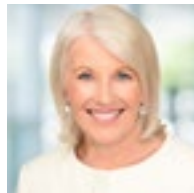
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PANEL SPEAKERS:



Andrew Pike. Andrew is the Regional Managing Partner for HSF and in that role is responsible for leading the firm's operations in Australia. Andrew is an HSF lifer and has held various

roles in the firm including as head of the Corporate Group. He is an M&A lawyer by trade having acted as a strategic adviser to many leading corporates. In his RMP role Andrew is passionate about leading the firm in a dynamic and changing environment. Continuing to improve client experience and people engagement are key focuses of his leadership.



Libby Lyons was appointed Director of the Workplace Gender Equality Agency in October 2015. Soon after starting her appointment at the Agency, Libby initiated

the development of a strategic plan focused on maximising the Agency's world-leading dataset and expanding the reach and impact of gender reporting nationally and internationally. She also presented at the United Nations Commission on the Status of Women in New York in 2018. Recently, Libby featured in 200 women who will change the way you see the world, as well as Apolitical's 100 Most Influential People Working in Gender Policy 2018 list. Prior to joining the Agency Libby had a distinguished career in corporate affairs and government relations, including heading up BHP Billiton's Olympic Dam corporate affairs division, as well as senior roles at Atlas Iron, CITIC Pacific Mining, Alcoa Australia, the Western Power Corporation and Telstra. Libby has a strong personal commitment to public

service, having started her career as a primary school teacher. She also sat on the boards of non-profit organisations SIDS and Kids WA, and was Executive Chairman for Kalparrin, a charity that supports the carers of children with disabilities.



Michael Bradley is managing partner of Marque Lawyers, an 83% female oasis of equality and diversity in the depressingly persistent white male landscape of the legal

industry. Marque has been around for a decade, happily pursuing commercial legal practice without timesheets or metrics. The firm maintains the quaintly naïve view that its people are lawyers, not units of productivity, and pretty much lets them get on with that. Mysteriously, it works. Michael also writes a regular column for Crikey and has been widely published in other media, doing that other thing that lawyers find a bit scary: expressing an opinion.



Riana Steyn is a transformative, results-focused leader who believes that a strong business culture is key to achieving exceptional results for the organisation,

employees & clients. She started as CEO at Bartier Perry in December 2017 & brings more than 15 years' strategic & operational leadership experience to her position as CEO. She has previously worked in senior roles in the financial & professional services sector in Australia & internationally. Riana is an Executive sponsor of the firms Diversity & Inclusion Committee, the Innovation Committee, and a member of the AICD.

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