

Pay Transparency Compliance Gameplan



This gameplan is a comprehensive guide designed for HR professionals to navigate and comply with pay transparency laws. It outlines the importance of pay transparency in HR law, detailing mandatory actions for compliance in jurisdictions where these laws are in effect. Key steps include posting pay information in job ads, refraining from asking about pay history, allowing employees to discuss their pay, and submitting annual pay transparency reports. The document also provides an overview of pay transparency laws across Canada, highlighting jurisdictions with active laws and those without, and includes a model pay transparency policy for organizations to adapt.