

NOVEMBER 2025

Pay Transparency Report

BCFSA 

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Summary

The BC Financial Services Authority (BCFSA) is committed to transparency and equity in compensation. This report outlines gender-based pay patterns across the organization for the 2024 calendar year.

Key Findings

Equal Pay for Equal Work: Men and male-presenting people and women and female-presenting people receive equal pay for performing the same roles at BCFSA. The terms men and women are intended to include male-presenting and female-presenting people of any biological sex, and were self-chosen by Team Members.

On average, women earn 14.44 per cent less than men (mean pay gap). The median pay gap is 19.05 per cent, meaning women earn 81 cents for every dollar earned by men. These gaps are not due to unequal pay within roles, but rather the underrepresentation of women in senior leadership and overrepresentation in lower-level roles.

Overtime Pay

Women earn 36.18 per cent more than men in average overtime pay. However, their median overtime pay is 46.36 per cent lower, suggesting variability in how overtime is distributed or compensated. Women worked more overtime hours on average, but fewer hours at the median.

Pay Quartiles

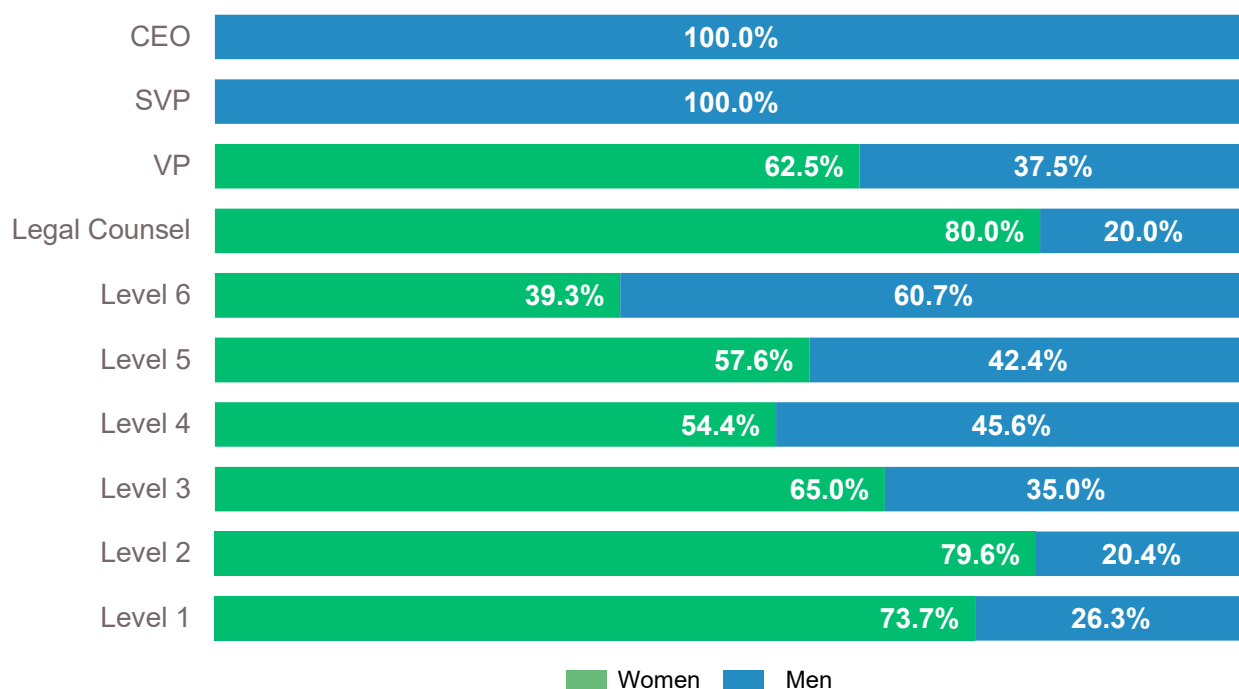
Women make up: 54.8 per cent of the highest paid quartile and 77.6 per cent of the lowest paid quartile. This indicates progress in upper-level representation but also highlights continued concentration of women in lower-paying roles.

Employer Details

- Employer: BC Financial Services Authority
- Address: 600-750 West Pender Street, Vancouver, B.C.
- Reporting Year: 2025
- Time Period: January 1, 2024 - December 31, 2024
- NAICS Code:
- Number of Employees: 300 to 999 employees

Hourly Pay

At BCFSa, men and women receive equal pay for performing the same roles. However, the overall pay distribution reflects a broader structural imbalance. Women are underrepresented in higher-paying leadership positions, such as Chief Executive Officer (CEO) and Senior Vice President (SVP), and are overrepresented in entry-level roles within Level 1 and Level 2 pay grades. This uneven representation across job levels contributes to a measurable gap in both the mean and median hourly pay between men and women.



MEAN HOURLY PAY GAP (1)



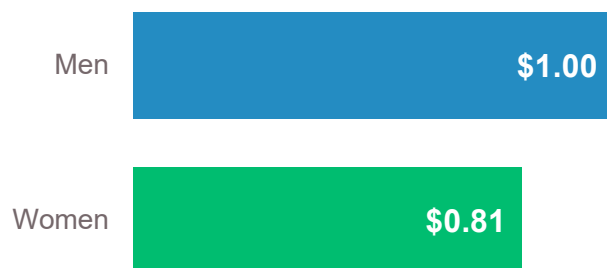
The overall women's average hourly wages are 14.44 per cent lower than men's. For every dollar earned by men in average hourly wages, women earn 86 cents. However, when the mean hourly pay is analyzed by job level, the gap narrows significantly or disappears altogether in many cases. While some mid-level roles—such as Legal Counsel and Level 6—show differences (96 cents and 98 cents for women compared to \$1.00 for men), these gaps are notably smaller than the overall company-wide average.

Mean Hourly Pay Gap by Levels



This breakdown highlights that the 14.44 per cent gap is primarily driven by the distribution of genders across job levels, rather than unequal pay for equal work. It underscores the importance of examining representation across the organizational structure to fully understand the underlying factors contributing to the pay gap.

MEDIAN HOURLY PAY GAP (2)



The overall women's median hourly wages are 19.05 per cent lower than men's. For every dollar men earn in median hourly wages, women earn 81 cents. However, when this metric is analyzed by job level, the picture improves considerably. In several roles, women earn the same as or more than men—for example, at Level 1, women earn \$1.14 compared to \$1.00 for men, and at Levels 5 and 6, women earn \$1.05 and \$1.01 respectively. Even at the VP level, women slightly outpace men with a median hourly wage of \$1.01.

Median Hourly Pay Gap by Levels

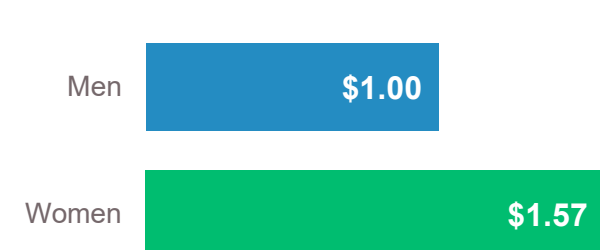


While some roles, such as Legal Counsel and Level 4, show modest gaps (\$0.94 and \$0.98 for women), these are significantly smaller than the overall company-wide gap. This breakdown indicates that the 19.05 per cent median pay gap is largely influenced by gender representation across levels, rather than unequal pay within roles. It highlights the value of disaggregating metrics to better understand pay equity across the organization.

Explanatory notes

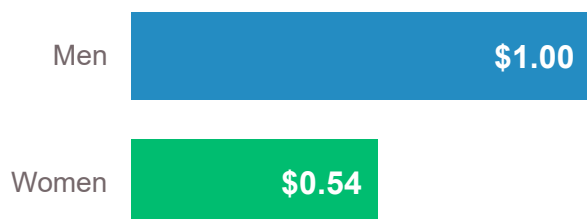
1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.

Overtime Pay



MEAN OVERTIME PAY (3)

In this organization women's average overtime pay is 36.18 per cent more than men's. For every dollar men earn in average overtime pay, women earn 157 cents.



MEDIAN OVERTIME PAY (4)

In this organization women's median overtime pay is 46.36 per cent less than men's. For every dollar men earn in median overtime pay, women earn 54 cents.

MEAN OVERTIME PAID HOURS (5)

Difference as compared to reference group (Men)	
Women	+6.44

Difference as compared to reference group (Men) in this organization the average number of overtime hours worked by women was 6.44 more than by men.

MEDIAN OVERTIME PAID HOURS (6)

Difference as compared to reference group (Men)	
Women	(5.00)

Difference as compared to reference group (Men) in this organization the median number of overtime hours worked by women was five less than by men.

Explanatory notes

3."Mean overtime pay" refers to overtime pay when averaged for each group.

4."Median overtime pay" refers to the middle point of overtime pay for each group.

5."Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.

6."Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

Bonus Pay

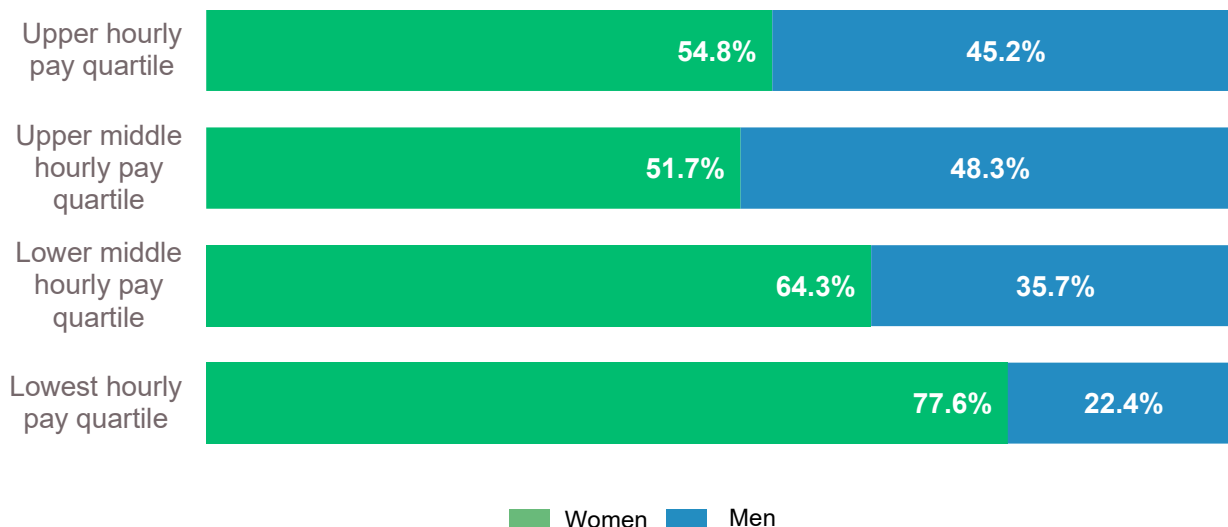
This section is included in accordance with public reporting requirements. As BCFSa does not issue any form of bonus pay, there are no entries to report for this category.

Percentage of Each Gender In Each Pay Quartile

PERCENTAGE OF EACH GENDER IN EACH PAY QUARTILE (9)

Explanatory notes

9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay. In this organization, women occupy 54.8 per cent of the highest paid jobs and 77.6 per cent of the lowest paid jobs.





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