BC Pay Transparency Report

Spectrum Society for Community Living

Prepared from the complete 2025 payroll population

Employer	Spectrum Society for Community Living
Mailing address	3231 Kingsway, Vancouver, BC V5R 5K3
NAICS sector code	62 - Health care and social assistance
Reporting period	January 1, 2025 to December 31, 2025
Employees as of January 1	50 to 299 employees

Reporting basis

The payroll extract contains 239 employees who received ordinary pay during the reporting period: 71 men and 168 women. Both gender categories exceed the 10-employee publication threshold. Man is the reference category.

Hourly rates were calculated as ordinary pay divided by paid hours, including salary hours for salaried employees. Overtime and bonus amounts were excluded from hourly pay.

Hourly pay

Measure	Men	Women	Reported difference
Mean hourly rate	$26.78	$26.35	Women: 2% less
Median hourly rate	$25.15	$24.53	Women: 2% less

For every dollar men earn, women earn approximately $0.98 in both mean and median hourly pay.

Overtime

Percentage of employees in each gender category receiving overtime pay. This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Bonus pay

Percentage of employees in each gender category receiving bonus pay. This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Pay quartiles

Employees were ranked from the lowest to the highest hourly rate and divided into four segments as equal in size as possible.

Pay quartile	Employees	Women	Men
Lower quartile	60	75%	25%
Lower-middle quartile	60	72%	28%
Upper-middle quartile	60	70%	30%
Upper quartile	59	64%	36%

Explanatory notes

- A positive pay-gap percentage means women received less than men. Where women received more, the result is stated directly as “more” rather than shown as a negative percentage.
- Mean and median overtime measures include only employees who received overtime pay or worked overtime hours.
- Percentages and differences are rounded to the nearest whole number for statutory reporting. Dollar amounts shown in this draft are rounded to the nearest cent for transparency.
- The source extract contains only the gender categories F and M. No figures are reported for non-binary or unknown/prefer-not-to-say categories because no records in those categories appear in the supplied data.

Methodology references

British Columbia Pay Transparency Regulation, B.C. Reg. 225/2023, sections 1 and 3-13; and Government of British Columbia, Pay Transparency Report Calculations Guide. Data source: TRANSPAR2025-Final.csv supplied by Spectrum Society for Community Living.