

METIS PROVINCIAL COUNCIL OF BRITISH COLUMBIA

Pay transparency report

As an organization proudly serving the Métis community across British Columbia, we are committed to fostering a workplace rooted in respect, equity, and transparency. This Pay Transparency Report reflects our ongoing efforts to ensure fair and inclusive compensation practices for all employees. Guided by our cultural values and deep respect for the unique contributions of Métis people in British Columbia, we strive to continue building a workplace where everyone feels valued, supported, and empowered to thrive.

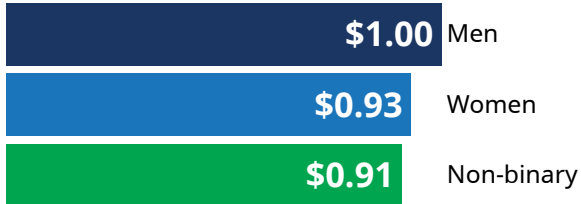
Employer details

Employer:	METIS PROVINCIAL COUNCIL OF BRITISH COLUMBIA
Address:	380 - 13401 108 AV, SURREY, BC
Reporting Year:	2024
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	81 - Other services (except public administration)
Number of Employees:	300-999



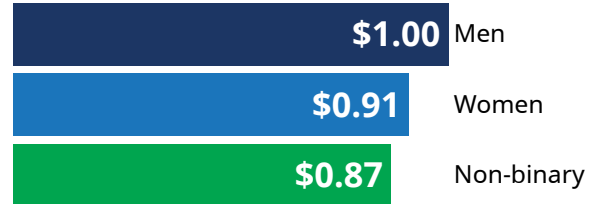
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 7% less than men's and non-binary people's average hourly wages are 9% less than men's. For every dollar men earn in average hourly wages, women earn 93 cents and non-binary people earn 91 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 9% less than men's and non-binary people's median hourly wages are 13% less than men's. For every dollar men earn in median hourly wages, women earn 91 cents and non-binary people earn 87 cents in median hourly wages. *

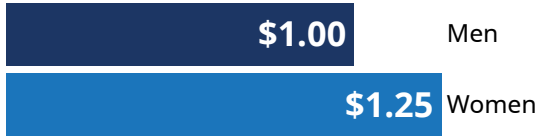
Explanatory notes

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.



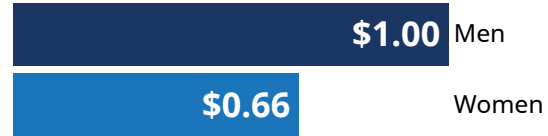
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 25% more than men's. For every dollar men earn in average overtime pay, women earn \$1.25 in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 34% less than men's. For every dollar men earn in median overtime pay, women earn 66 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	11
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In this organization the average number of overtime hours worked by women was 11 more than by men. *

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-11
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In this organization the median number of overtime hours worked by women was 11 less than by men. *

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

- "Mean overtime pay" refers to overtime pay when averaged for each group.
- "Median overtime pay" refers to the middle point of overtime pay for each group.
- "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
- "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.



Bonus pay

Mean bonus pay⁷

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median bonus pay⁸

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.



Percentage of each gender in each pay quartile⁹

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women

In this organization, women occupy 67% of the highest paid jobs and 76% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Data constraints

MNBC's compensation practices do not encompass bonus payments.

Explanatory notes

7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.
9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.