

BC Ombudsperson: Pay transparency report

Fairness is central to our work, including how we support and compensate our employees. We remain committed to fostering a fair, safe, and inclusive workforce that ensures pay equity is achieved over time.

Our workforce is comprised of over 130 employees primarily based in Victoria, British Columbia, and includes a variety of roles such as investigators, analysts, technical experts, and administrative professionals.

This report provides information about differences in pay between gender groups in our office for April 1, 2025, to March 31, 2026. It combines payroll information with gender identity information voluntarily provided by employees through Employee Self Service, the BC Public Service’s payroll system.

Data constraints

Gender information is not available for all employees. This limits how confidently we can draw conclusions from the pay comparisons. Employees who shared their gender information may not be representative of the full workforce, so the pay gaps shown may differ from those across the organization as a whole.

Employees who did not provide this information, or selected “prefer not to say,” are included in the “Prefer not to say / Unknown” reporting category. Their pay information is still included in the report.

Employer details

Employer:	BC Office of the Ombudsperson
Address:	PO Box 9039, VICTORIA, BC
Reporting Year:	2026
Time Period:	April 1, 2025 - March 31, 2026
NAICS Code:	91 - Public administration
Number of Employees:	50-299



Hourly pay

Mean hourly pay gap¹

\$1.00	Men
\$0.91	Women
\$0.90	Prefer not to say / Unknown

Women's average hourly wages are 9% less than men's. For every dollar men earn in average hourly wages, women earn 91 cents in average hourly wages.

Median hourly pay gap²

\$1.00	Men
\$0.95	Women
\$0.90	Prefer not to say / Unknown

Women's median hourly wages are 5% less than men's. For every dollar men earn in median hourly wages, women earn 95 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

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

Median overtime pay⁴

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

Mean overtime paid hours⁵

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

Median overtime paid hours⁶

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

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

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.

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.
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.



Percentage of each gender in each pay quartile ⁹

Upper hourly pay quartile (highest paid) †

Women (36%)

Prefer not to say / Unknown (64%)

Upper middle hourly pay quartile †

Prefer not to say / Unknown (100%)

Lower middle hourly pay quartile †

Prefer not to say / Unknown (100%)

Lowest hourly pay quartile (lowest paid) †

Prefer not to say / Unknown (100%)

■ Women
■ Prefer not to say / Unknown

Women occupy 36% of the highest paid jobs. "Prefer not to say / Unknown" occupy 64% of the highest paid jobs and 100% of the lowest paid jobs.

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

Explanatory notes

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.