RC&Y

PAY TRANSPARENCY REPORT

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Introduction

The Office of the Representative for Children and Youth (RCY) has prepared this report in accordance with the requirements of British Columbia's Pay Transparency Act. RCY is committed to fostering a workplace that is equitable, inclusive and transparent. RCY is committed to compensating employees fairly based on the requirements of their role, qualifications, experience, performance and internal equity considerations. Pay transparency supports informed decision-making and contributes to a workplace culture built on trust, respect and accountability.

Employer Details

Employer: Office of the Representative for Children and Youth

Address: 400-1019 Wharf Street, Victoria, BC

Reporting Year: 2026

Reporting Period: April 1, 2025 to March 31, 2026

NAICS Code: 91 - Public Administration

Employee Count: 50-299 employees

Reporting Requirements Under the Pay Transparency Act

The Pay Transparency Act requires eligible employers to submit an annual pay transparency report using a standardized methodology established by the Pay Transparency Regulation. The report compares compensation outcomes across gender categories based on information voluntarily disclosed by employees through the BC Public Service Employee Self Service (ESS) payroll system.

Employers must use a "reference group," which serves as the baseline gender category against which hourly pay, overtime pay and bonus pay are compared. Under the reporting methodology, "Man" is used as the reference group where there are at least 10 employees in that category. Where there are fewer than 10 employees

identified as men, “Unknown” may be used as the reference group if that category contains at least 10 employees. In addition, certain results must be suppressed to protect confidentiality and anonymity.

RCY Data & Reporting Categories

Of the 89 RCY employees included in this reporting period, gender self-disclosure through ESS was as follows:

- Woman: 21
- Man: 8
- Unknown: 60
- Non-binary: 0

Reporting Limitations

This is RCY’s first Pay Transparency Report and represents an important step in meeting legislative reporting requirements and monitoring pay equity within the organization. However, because of low rates of gender self-disclosure in ESS during the reporting period, the available data does not provide a representative picture of RCY’s workforce demographics or pay equity outcomes.

This report is based on gender identity information voluntarily provided by employees through the gender field in ESS.

When the data was extracted in October 2026, relatively few RCY employees had self-identified their gender through ESS. This may reflect limited awareness of the self-disclosure option, or that some employees provided demographic information to RCY through other voluntary processes but not through the payroll system used for statutory reporting.

Several measures required under the Act were suppressed or could not be reported because the number of employees within certain gender categories fell below the minimum reporting threshold. To protect employee privacy and anonymity, the

Act requires the suppression of certain results when a gender category has too few employees to support reliable reporting. These limitations affected reporting on all measures: ordinary pay, overtime pay, bonus pay and pay quartile data.

Until self-disclosure rates increase, these calculations will have limited value as indicators of workforce demographics or pay equity outcomes.

Example of Data Limitations

RCY used the reporting tool provided by the Province of British Columbia. The tool applies the calculation methodologies and reporting rules prescribed by the Act and Regulation, including requirements intended to protect the anonymity and privacy of respondents. These rules suppress or exclude gender categories containing fewer than 10 employees.

Because there were fewer than 10 employees identified as men, the category "Unknown" was used as the reference group.

Data limitations therefore significantly affected the reported results. For example, the tool generated the following results:

> The mean hourly pay gap between Women and Prefer not to say/Unknown shows that Women make $0.89/hour versus Prefer not to say/Unknown at $1.00/hour.
>
> In this organization, women's average hourly wages are 11% less than Prefer not to say/Unknown's. For every dollar earned by Prefer not to say/Unknown employees, women earn 89 cents.
>
> (Please note that this is reproduced from the results as generated by the reporting tool - $0.89 and $1.00 express the gap per dollar earned rather than actual hourly wages.)

This result should not be interpreted as evidence of a pay gap between women and another distinct gender group. Rather, it compares a relatively small group of self-identified women against a large "Unknown" category that likely includes many employees who identify as women but did not complete gender self-disclosure through ESS.

As a result, the comparison is not meaningful and is not a reliable indicator of pay equity within RCY. The reported difference reflects incomplete demographic data rather than a reliable measure of compensation differences between gender groups.

Similarly, the reporting tool did not generate results for overtime pay, overtime hours, bonus pay, bonus amounts or pay quartiles because of insufficient data and the privacy protections required under the Act.

Looking Ahead

Although many employees had not identified a gender category in the payroll system used to generate this report, demographic information employees have shared with RCY informally indicates that its workforce is made up predominantly of employees who identify as women.

RCY will continue to encourage voluntary gender self-identification in ESS through employee communications, onboarding and employment processes, and awareness initiatives. As participation increases and the underlying data becomes more representative of the workforce, future reports will provide more meaningful analysis of workforce composition and compensation outcomes.

RCY remains committed to fair, transparent and equitable compensation practices and will continue to monitor pay practices across the organization. This first report establishes a baseline for future reporting and highlights the importance of increased participation in gender self-disclosure to improve the accuracy and usefulness of future analyses.

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