BC Energy Regulator
Pay Transparency Report FY 2025/26

Employer details

Employer:	BC Energy Regulator
Address:	PO Box 9331 Stn Prov Govt, Victoria, B.C., V8W 9N3
Reporting Year:	2025
Time Period:	April 1, 2025 - March 31, 2026
NAICS Code:	91 - Public administration
Number of Employees:	300-999

About the BC Energy Regulator's Workforce

The BC Energy Regulator (BCER) is the single-window regulator responsible for overseeing energy resource activities in British Columbia. The BCER protects public safety and the environment through the effective regulation of energy resource activities while balancing environmental, economic and social considerations. The BCER works closely with Indigenous Peoples, communities, landowners, industry, and government partners to ensure responsible resource development and compliance with provincial legislation.

The BCER employs approximately 350 people across seven offices throughout British Columbia. Our workforce includes a diverse range of specialized professional, technical, operational and administrative roles that support the delivery of our regulatory mandate. Employees are broadly classified into three groups: executive and excluded staff, members of the Professional Employees Association (PEA), and members of the BC General Employees' Union (BCGEU).

The BCER is committed to providing equitable compensation and ensuring employees are paid fairly for work of equal value. The organization regularly reviews workforce and compensation data to support pay equity, transparency and informed workforce planning.

Women represented approximately 55% of the BCER's workforce in 2026 and continued to hold 60% of executive positions. Growth in overall staffing levels, driven by the BCER's expanded mandate, resulted in increased representation of women across the organization. While notable gains were observed in PEA positions and Band C (Executive Director) roles, women represented 26% of excluded employees in 2026, down slightly from 28% in 2025. While some of these results demonstrate continued progress, opportunities remain to increase representation in Band D (Vice President) and other professional and technical roles where women remained underrepresented relative to the broader workforce.

The BCER's overall gender pay gap is influenced in part by workforce representation across occupational groups and salary ranges. The data shows women are underrepresented in some higher-paying professional, scientific, and technical positions, while representing a larger proportion of employees in several administrative and support functions. These workforce representation patterns contribute to the overall gender pay gap reflected in this report.

Compensation practices at the BCER are designed to support pay equity and fairness. For unionized employees, pay is determined through collective agreements and established salary grids, with differences in earnings generally reflecting tenure and progression through salary steps. Compensation for excluded employees is guided by principles of internal equity, market competitiveness, performance, and organizational consistency.

The BCER is committed to fostering an equitable and inclusive workplace and addressing factors that contribute to gender pay gaps over time. Through workforce planning, mentorship opportunities, succession planning, and the work of the Equity, Diversity and Inclusion Committee, the BCER supports employee growth, reduces barriers to advancement, and promotes equitable access to leadership and higher-paid positions.

This report is prepared by the BC Energy Regulator in accordance with the *Pay Transparency Act* of British Columbia.

Hourly Pay

Mean hourly pay gap



Median hourly pay gap



Overall, women's average hourly wages are 10% less than men's. For every dollar men earn in average hourly wages, women earn 90 cents in average hourly wages.

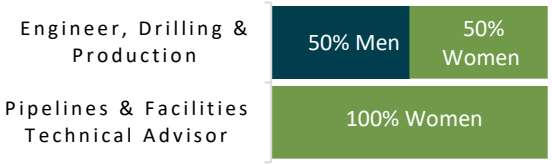
Overall, women's median hourly wages are 9% less than men's. For every dollar men earn in median hourly wages, women earn 91 cents in median hourly wages.

The following graphs provide examples of how average hourly pay and gender representation vary across selected roles. They show how organization-wide pay outcomes reflect the distribution of employees across roles with different responsibilities, classifications under different Collective Agreements, and pay rates.

Mean hourly pay gap



Gender Representation



Explanatory notes

- BC Energy Regulator uses the following gender classifications: Men; Women; Prefer Not to Say; Non-binary.
- In accordance with the B.C. Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories have been excluded due to insufficient numbers to meet disclosure requirements.
- "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include overtime.
- "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 overtime.

For positions covered by collective agreements, employees are compensated according to negotiated wage schedules. Analysis of representative positions shows no difference in hourly pay between men and women performing the same role. For example, the data shows no difference in average hourly pay between men and women in the Compliance & Enforcement Officer role, one of the BCER's most common positions.

Compliance & Enforcement Officer mean hourly pay gap



While employees performing the same role are compensated according to established salary structures, differences in average pay can occur across occupational groups and management bands due to workforce composition, tenure, experience, and position within salary ranges. The following chart illustrates average hourly pay outcomes across the BCER's non-unionized management bands.

Mean hourly pay gaps by non-unionized salary grades



Explanatory notes

The BCER uses management pay bands to classify and remunerate excluded positions:

- OIC: Commissioner & CEO (No comparables for pay gap analysis)
- Management Band E: Executive Vice President
- Management Band D: Vice President
- Management Band C: Executive Director; Legal
- Management Band B: Director
- Management Band A: Manager

Overtime

Overtime is worked by unionized employees based on operational requirements and is offered equitably to eligible employees within the appropriate teams and skill areas.

Among unionized employees eligible for overtime, 144 are women and 128 are men. Overtime premiums are paid in accordance with collective agreements and the B.C. Employment Standards Act, with men and women receiving the same overtime rates.

At the BCER, differences in overtime primarily reflect differences in overtime hours worked. On average, women received less overtime pay than men. However, the median overtime pay for women was higher than for men, reflecting differences in how overtime hours were distributed among eligible employees.

Mean overtime pay



In this organization, women earned an average of $0.54 in overtime pay for every $1.00 earned by men.

Median overtime pay



In this organization, women earned $1.19 in median overtime pay for every $1.00 earned by men.

Mean overtime hours

Difference as compared to reference group (Men)



In this organization, women worked an average of 13 fewer overtime hours than men.

Median overtime hours

Difference as compared to reference group (Men)



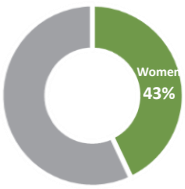
In this organization, the median number of overtime hours worked by women was 3 hours greater than the median for men.

Percentage of employees in each gender category receiving overtime pay

Men



Women



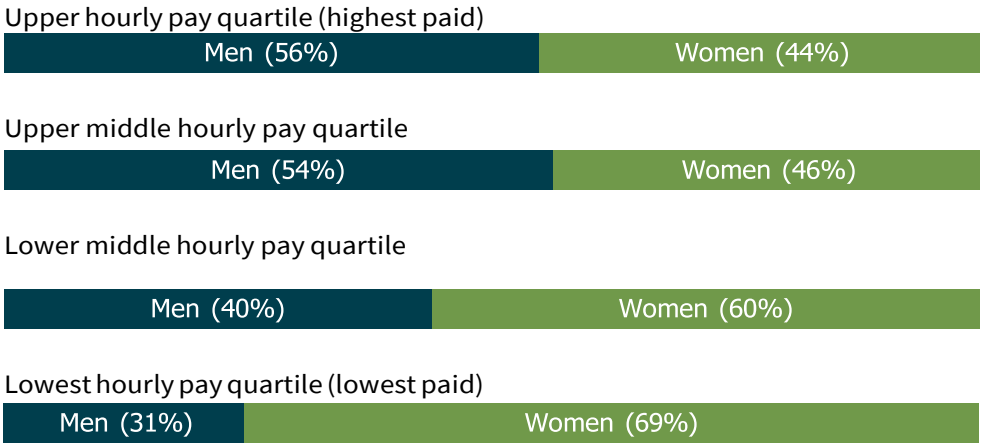
Explanatory notes

- Overtime pay includes all overtime paid in the fiscal reporting period. Overtime that was banked is excluded.
- "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 hours" refers to the average number of overtime hours worked for each group.
- "Median overtime hours" refers to the middle point of overtime hours worked for each group.

Bonus Pay

Bonus pay is not part of the BCER's total rewards offerings. The organization does not offer bonuses, gainsharing, or performance incentives. This holds true for executive leadership, excluded management and union members.

Percentage of each gender in each pay quartile



In this organization, women represent 44% of employees in the highest hourly pay quartile and 69% of employees in the lowest hourly pay quartile. This distribution reflects workforce representation across occupational groups and classifications and aligns with the broader gender composition of the organization. The BCER continues to monitor workforce trends and representation to support equitable employment and advancement opportunities.

Explanatory notes

- "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

Conclusion

The BCER remains committed to equitable compensation, transparency, and equal pay for work of equal value. The results of this report indicate that differences in pay outcomes are primarily influenced by workforce representation across occupations and salary levels rather than differences in compensation practices. The BCER will continue to monitor workforce and compensation trends and invest in initiatives that support equitable recruitment, career development, leadership readiness, and advancement opportunities across the organization.