

BC Energy Regulator

Pay Transparency Report FY 24/25

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, 2024 - March 31, 2025
NAICS Code:	91 - Public administration
Number of Employees:	300-999

About BC Energy Regulator’s Workforce

BC Energy Regulator (BCER) is the provincial single-window regulatory agency responsible for regulating energy resource activities in British Columbia. We protect public safety and safeguard the environment through the sound regulation of energy resource activities in B.C., while balancing a broad range of environmental, economic and social considerations. Our workforce of approximately 311 employees spans a wide range of disciplines including a large number of skilled specialties and highly technical roles.

BCER employs 311 people, who can be 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).

BCER is committed to paying employees equitably for work of equal value. However, women are underrepresented in higher-paying professional, scientific, and technical jobs, such as engineering and technical resource roles. This underrepresentation results in an average pay difference between men and women. This reflects the broader workforce from which we are able to recruit. For example, engineers are vital to our workforce, but with 17% of engineers in B.C. being women, the ability to hire women into these jobs can be challenging.

For members of the PEA and BCGEU, when comparing remuneration for the same or similar jobs, gender disparity is explained by tenure. Employees move through the steps in their classification level with each year of service, therefore employees with more years of service earn more than those starting out in their particular role or classification level.

This report is prepared by the BC Energy Regulator in accordance with the B.C. Pay Transparency Act.



Hourly Pay

Is there a gender¹ pay difference?

At BCER, men and women are paid at the same rate for doing the same job. For example, men and women engineers are paid the same hourly wage rate in accordance with their respective collective agreement. However, BCER has a wide range of jobs with different accountabilities and pay rates. Women are underrepresented in some higher-paying professional, scientific, and technical jobs which results in an overall organizational average hourly pay difference.



Overall, 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.



Overall, women's median hourly wages are 11% less than men's. For every dollar men earn in median hourly wages, women earn 89 cents in median hourly wages.

To illustrate, the following graphs show the average hourly pay differences between two jobs – Engineer, Drilling & Production and Pipelines & Facilities Application Advisor - and the gender representation in each. For every one dollar of hourly pay an Engineer, Drilling & Production earns on average, a Pipelines & Facilities Application Advisor earns 50 cents.

Mean hourly pay gap



Gender Representation



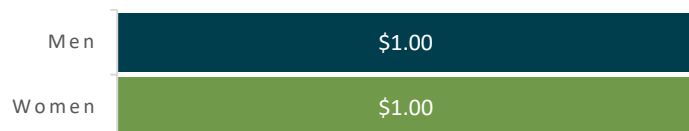
Explanatory notes

1. 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.
2. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include overtime.
3. "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.

Are men and women paid equally for the same jobs?

Yes, men and women at BC Energy Regulator are paid equally for doing the same jobs. For example, there is no difference in average hourly pay between men and women Compliance & Enforcement Officers, which is a common job at BCER.

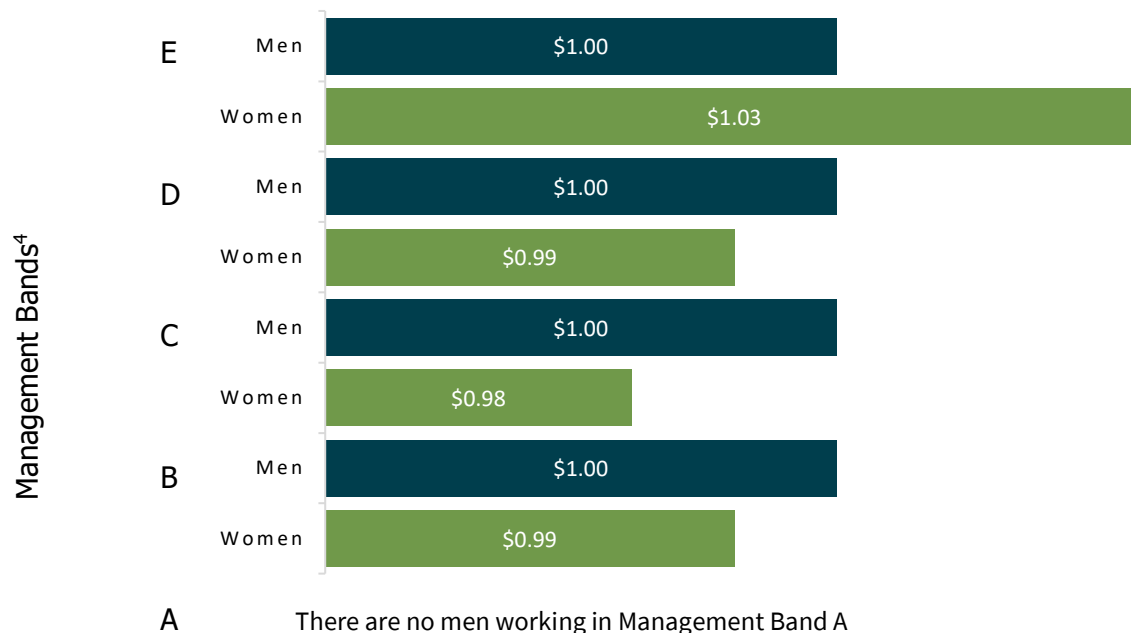
Compliance & Enforcement Officer mean hourly pay gap



While unionized employees are paid the same rates in accordance with the wage rates and salary schedules in their collective agreements, salaries for non-unionized employees can vary based on factors such as tenure, education and performance.

There is little difference in average hourly pay between men and women at the different non-unionized salary band levels, as shown in the graph below. BCER takes meaningful steps to minimize gender pay gaps with regard to excluded staff remuneration. Consideration is given to tenure and compression issues. Excluded staff rate increases are based on merit, performance and a 360-degree review. Remuneration is monitored to support equity through the use of band penetration calculations.

Mean hourly pay gaps by non-unionized salary grades



Explanatory notes

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

- Management Band E: Commissioner & CEO; Executive Vice President
- Management Band D: Vice President
- Management Band C: Executive Director; Legal
- Management Band B: Director
- Management Band A: Manager



Overtime

Who works overtime⁵?

Overtime is worked by unionized employees and is based on organizational need. Overtime is offered on an equitable basis to eligible employees, within skillsets and teams.

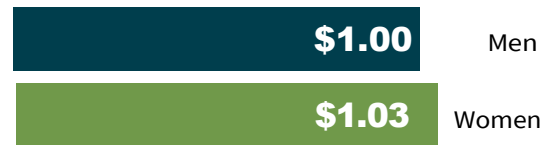
Unionized employees who are eligible for overtime are closely distributed by gender. 119 employees are women and 106 employees are men. Men and women are paid the same premium rates when working overtime in accordance with their collective agreements and B.C. Employment Standards Act.

Mean overtime pay⁶



On average, men earned more overtime pay than women, with women earning \$0.47 for every \$1.00 earned by men.

Median overtime pay⁷



When comparing median overtime earnings, which reflect the typical employee, women earned slightly more, \$1.03 for every \$1.00 earned by men.

Mean overtime hours⁸

Difference as compared to reference group (Men)



In this organization, the average number of overtime hours worked by women was 18 less than those worked by men.

Median overtime hours⁹

Difference as compared to reference group (Men)



In this organization, the median overtime hours worked by women was 3 less than those worked by men.

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

5. Overtime pay includes all overtime paid in the fiscal reporting period. Overtime that was banked is excluded.
6. "Mean overtime pay" refers to overtime pay when averaged for each group.
7. "Median overtime pay" refers to the middle point of overtime pay for each group.
8. "Mean overtime hours" refers to the average number of overtime hours worked for each group.
9. "Median overtime hours" refers to the middle point of overtime hours worked for each group.



Bonus pay

Bonus pay is not part of 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 quartile¹⁰

Upper hourly pay quartile (highest paid)



Upper middle hourly pay quartile



Lower middle hourly pay quartile



Lowest hourly pay quartile (lowest paid)



In this organization, women occupy 45% of the highest paid jobs and 75% of the lowest paid jobs.

Explanatory notes

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