Office of the Auditor General of British Columbia

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Office of the Auditor General of B.C. Pay Transparency Report

The Office of the Auditor General of British Columbia (OAG) is an independent, non-partisan office of the Legislative Assembly. Under the *Auditor General Act*, the OAG provides independent assurance and trusted information to assist the Legislative Assembly.

Our workforce includes professionals with diverse expertise in financial and performance auditing, accounting, information technology, and corporate support services. OAG employees are excluded from collective bargaining and are not covered by a collective agreement.

The OAG is committed to fair, equitable, and transparent compensation practices that recognize employees' contributions, responsibilities, and professional growth. Our compensation framework establishes salary ranges and supports consistent and appropriate compensation decisions. Salary determination and progression are informed by established criteria, including the responsibilities of a position, relevant skills and experience, and performance.

Our Growth-Based Performance Development program connects employee development and performance with established competencies, expectations and organizational priorities. Compensation decisions are supported by this framework, appropriate salary determination practices, and regular reviews.

The OAG also recognizes that fair compensation is an important component of an inclusive and respectful workplace. As outlined in our publicly available strategic and service plans, we are committed to supporting employee growth, strengthening our workplace culture, and advancing equity, diversity, and inclusion.

This is the OAG's first pay transparency report under B.C.'s *Pay Transparency Act*. We recognize the importance of pay transparency in identifying and addressing potential gender-based pay inequities. While limitations in the available data affect our ability to draw meaningful conclusions from this year's results, we remain committed to equitable compensation practices and to using reliable information to inform future assessments and improvements.

Employer details

Employer	Office of the Auditor General of B.C.
Address	623 Fort St., Victoria, B.C.
Reporting year	2026
Time period	April 1, 2025 – March 31, 2026
NAICS code	91 – Public administration
Number of employees	50-299

Data constraints



The results of this report should be interpreted with consideration of the following data limitations.

The collection of employee gender information is voluntary. Employees who have not provided this information are included in the "Prefer not to say/Unknown" category for reporting purposes.

At the time of preparing this report, 37.7% of current OAG employees had voluntarily provided gender information. As a result, gender information is unavailable for a substantial proportion of employees included in the reporting period.

Given the OAG's relatively small workforce and the limited number of employees who have voluntarily disclosed their gender, the available data does not provide a sufficiently representative basis for drawing reliable conclusions about potential gender-based differences in compensation.

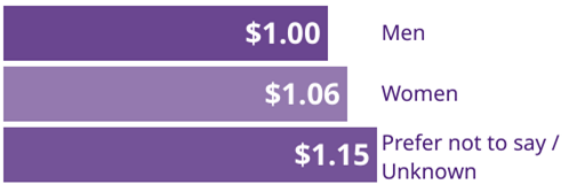
These limitations also affect the interpretation of reported gender representation across pay quartiles. The results should not be considered representative of the gender composition of the OAG's overall workforce.

The OAG is unable report meaningful overtime pay comparisons due to insufficient data and does not provide bonus pay compensation.

The absence of sufficient data to identify a gender pay gap should not be interpreted as confirmation of whether or not a pay gap exists. Should more employees voluntarily provide gender information as this remains an option, the OAG anticipates an improved ability to assess potential differences in compensation and ability to identify opportunities for further review.

Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 6% more than men's. For every dollar men earn in average hourly wages, women earn $1.06 in average hourly wages.*

Median hourly pay gap[2]



In this organization women's median hourly wages are 6% less than men's. For every dollar men earn in median hourly wages, women earn 94 cents in median hourly wages.*

* 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.

Overtime pay

Mean overtime pay[3]

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

Median overtime pay[4]

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

Mean overtime paid hours[5]

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

Median overtime paid hours[6]

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

Percentage of employees in each gender category receiving overtime pay

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

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.
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.

Bonus pay

Mean bonus pay[7]

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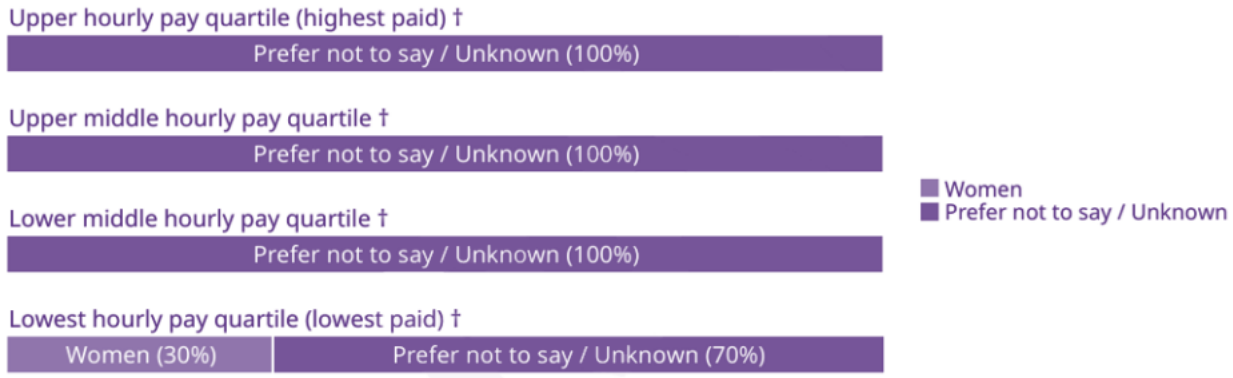
Median bonus pay[8]

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 quartile[9]



In this organization, women occupy 30% of the lowest paid jobs. Prefer not to say / Unknown occupy 100% of the highest paid jobs and 70% of the lowest paid jobs.

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

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.