NORTH SHORE NEIGHBOURHOOD HOUSE
Pay Transparency Report

North Shore Neighbourhood House is committed to pay transparency and to fostering a more equitable workplace. This report was prepared in accordance with British Columbia's Pay Transparency Act and Pay Transparency Regulation (B.C. Reg. 225/2023) using payroll data for all employees who were paid in British Columbia during the reporting period. Because women make up the substantial majority of the workforce, women have been used as the reference category against which the other gender category is compared. Where a gender category contains fewer than ten employees for a given measure, that breakdown is not disclosed, in order to protect the anonymity and privacy of individual employees.

Employer details

Employer:	North Shore Neighbourhood House
Address:	225 2nd St E, North Vancouver, BC V7L 1C4
Reporting Year:	2026
Time Period:	January 1, 2025 – December 31, 2025
NAICS Code:	62 – Health care and social assistance
Number of Employees:	50–299

Hourly pay

Mean hourly pay gap[1]



In this organization men's average hourly wages are 1% less than women's. For every dollar women earn in average hourly wages, men earn 99 cents in average hourly wages.

Median hourly pay gap[2]



In this organization men's median hourly wages are 5% more than women's. For every dollar women earn in median hourly wages, men earn $1.05 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 pay[3]

This measure is not displayed because there is insufficient data to meet disclosure requirements. *

Median overtime pay[4]

This measure is not displayed because there is insufficient data to meet disclosure requirements. *

Mean overtime paid hours[5]

This measure is not displayed because there is insufficient data to meet disclosure requirements. *

Median overtime paid hours[6]

This measure is not displayed because there is insufficient data to meet disclosure requirements. *

Percentage of employees in each gender category receiving overtime pay

This measure is not 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.

Bonus pay

Mean bonus pay[7]

Not applicable — no bonus pay was paid to any employee during the reporting period.

Median bonus pay[8]

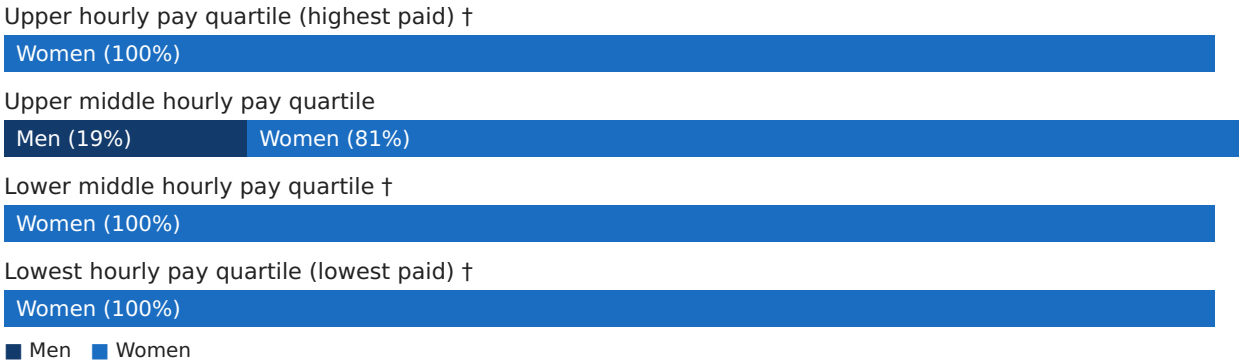
Not applicable — no bonus pay was paid to any employee during the reporting period.

Percentage of employees in each gender category receiving bonus pay

Not applicable — the organization does not pay bonuses, commissions, profit-sharing amounts, or bonuses in the form of securities, and no employee in any gender category received bonus pay during the reporting period.

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.

Percentage of each gender in each pay quartile [9]



In the upper middle hourly pay quartile, where both gender categories have ten or more employees, women occupy 81% of positions and men occupy 19%. In the three remaining quartiles the men’s percentage is not disclosed because fewer than ten men fall within each of those quartiles; the percentage reported for women in those quartiles is therefore calculated on the reduced employee count for the quartile.

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

Data constraints

Pay data was extracted from the organization’s Payworks payroll system for the 12-month reporting period. Ordinary pay comprises regular pay, salary, non-union regular pay, statutory and shift premium earnings paid at 100% of salary, paid sick leave and vacation pay taken with the corresponding paid hours. Overtime pay and overtime hours are reported separately and are excluded from the regular pay calculations. The organization does not operate any bonus, commission, incentive, profit-sharing or securities-based compensation program, and no bonus pay was paid during the reporting period. No employees were paid on a special salary (lump-sum) basis.

Gender information is self-identified by employees. All employees in the payroll data identified as either a woman or a man; there were no employees in the non-binary category and no employees whose gender was unknown or who preferred not to answer, and because each of those categories contains fewer than ten employees no figures are shown for them. Employees who received no earnings and no paid hours during the reporting period (for example, employees on unpaid leave or inactive casual staff) are excluded, so the pay-gap and quartile calculations are based on 213 employees — 183 women and 30 men. Total ordinary pay was $5,234,592.67 over 190,687.02 paid hours.

Only a small number of employees received overtime pay during the reporting period, and that number is fewer than ten in each gender category. All four overtime pay and overtime hours measures, together with the percentage of employees receiving overtime pay, have therefore been withheld. The same disclosure threshold has been applied to three of the four pay quartiles. Readers should also note that a difference in average or median pay is not by itself evidence of unequal pay for the same work: wage rates for unionized positions are set by the collective agreement and rates for excluded positions are set by established salary ranges, in both cases without regard to gender.

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.