

REGIONAL DISTRICT OF NANAIMO

Pay Transparency Report

Employer details

Employer:	Regional District of Nanaimo
Address:	6300 Hammond Bay Road, Nanaimo, BC V9T 6N2
Reporting Year:	2025
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	91 - Public administration
Number of Employees:	300 or more



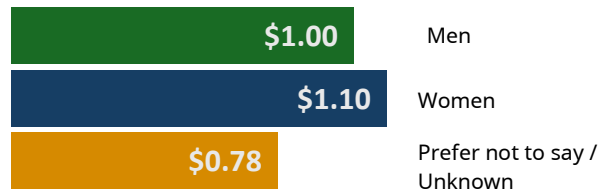
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 8% higher than men's. For every dollar men earn in average hourly wages, women earn a dollar and 8 cents.*

Median hourly pay gap²



In this organization women's median hourly wages are 10% higher than men's. For every dollar men earn in median hourly wages, women earn a dollar and 10 cents.*

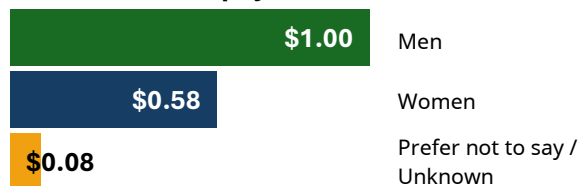
Explanatory notes

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



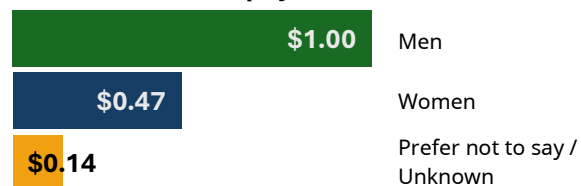
Overtime pay

Mean overtime pay³



In this organization, women's average overtime pay is 42% less than men's. For every dollar men earn in average overtime pay, women earn 58 cents in average overtime pay.*

Median overtime pay⁴



In this organization, women's median overtime pay is 54% less than men's. For every dollar men earn in median overtime pay, women earn 47 cents.

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-27
Prefer not to say / Unknown	-57

In this organization the average number of overtime hours worked by women was 27 less than by men.*

Median overtime paid hours⁶

Difference as compared to reference group (Men)

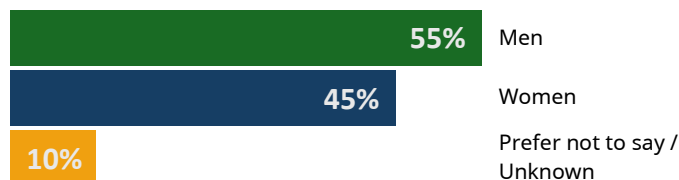
Women	-9
Prefer not to say / Unknown	-18

In this organization the median number of overtime hours worked by women was 9 less than by men.*

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.

Percentage of employees in each gender category receiving overtime pay*





Bonus pay

Mean Bonus Pay⁷

The RDN does not provide bonus pay of any kind, therefore there is no data for this pay category.

Median bonus pay⁸

The RDN does not provide bonus pay of any kind, therefore there is no data for this pay category.

Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed because the RDN does not provide bonus pay.

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

Upper hourly pay quartile (highest paid)



Upper middle hourly pay quartile



Lower middle hourly pay quartile



Lowest hourly pay quartile



In this organization, women occupy 44% of the highest paid jobs and 22% of the lowest paid jobs.

Explanatory notes

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

Data Constraints

*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.