CHARTERED PROFESSIONAL ACCOUNTANTS OF BRITISH COLUMBIA Pay transparency report

At CPABC, we are committed to fair, consistent, and transparent compensation practices. Pay transparency helps employees understand how compensation decisions are made while supporting equity across our organization.

Our compensation practices are designed to ensure alignment with Pay Transparency, and our approach is designed to support informed conversations about compensation while recognizing the unique responsibilities, skills, experience, and contributions associated with each role.

Employer details

Employer:	CHARTERED PROFESSIONAL ACCOUNTANTS OF BRITISH COLUMBIA
Address:	555 West Hastings 8th Floor, Vancouver, BC
Reporting Year:	2026
Time Period:	November 1, 2025 - October 31, 2026
NAICS Code:	54 - Professional, scientific and technical services
Number of Employees:	50-299

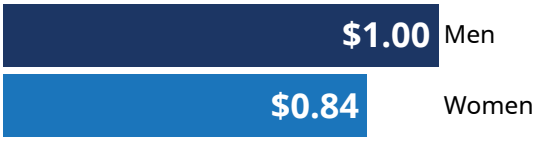
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 3% less than men's. For every dollar men earn in average hourly wages, women earn 97 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 16% less than men's. For every dollar men earn in median hourly wages, women earn 84 cents 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]



In this organization women's average overtime pay is 52% less than men's. For every dollar men earn in average overtime pay, women earn 48 cents in average overtime pay. *

Median overtime pay [4]



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

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-21

In this organization the average number of overtime hours worked by women was 21 less than by men. *

Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-29

In this organization the median number of overtime hours worked by women was 29 less than by men. *

Percentage of employees in each gender category receiving overtime pay

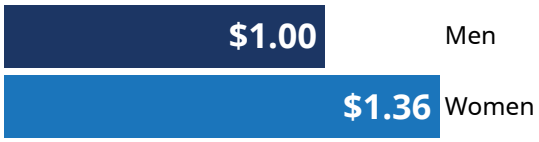


Explanatory notes

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]



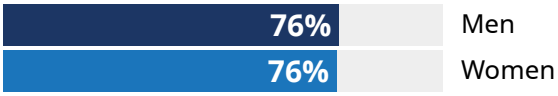
In this organization women's average bonus pay is 36% more than men's. For every dollar men earn in average bonus pay, women earn $1.36 in average bonus pay. *

Median bonus pay [8]



In this organization women's median bonus pay is 7% more than men's. For every dollar men earn in median bonus pay, women earn $1.07 in median bonus pay. *

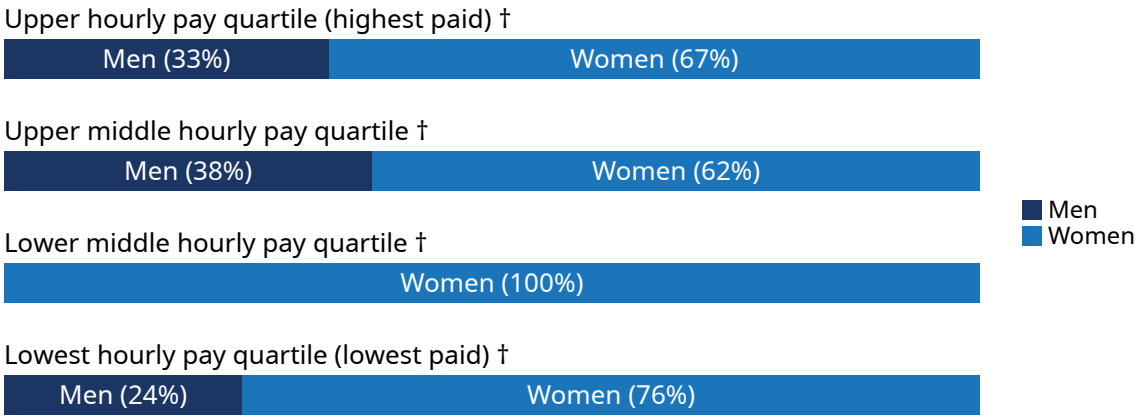
Percentage of employees in each gender category receiving bonus pay



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]



In this organization, women occupy 67% of the highest paid jobs and 76% of the lowest paid jobs.

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

Data constraints

The reported hourly pay calculations are aggregate measures and do not account for differences in seniority or experience levels amongst employees within each group. These factors may affect the reported results.

CPABC's overtime (OT) data included in this report is calculated according to the BC Ministry of Finance reporting guidelines and methodology.

CPABC's results are influenced both by the number of employees who worked overtime, and the total number of overtime hours they worked. During the reporting period, more than twice as many women as men recorded overtime hours. Collectively, however, women worked approximately 1.4 times as many overtime hours as men. This means that, although more women worked overtime, men who recorded overtime worked more overtime hours per individual, on average.

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.