

BC FAMILY MAINTENANCE AGENCY LTD.

Pay transparency report

BC Family Maintenance Agency (BCFMA) provides a free service available to families in British Columbia who are eligible to receive or pay family support. The Agency offers supports that strengthen families so that they may achieve their full potential and secure the best possible future for their children. By putting people first, we ensure recipients receive the support payments to which they are entitled, contributing to financial stability and security for B.C. families.

Employer details

Employer:	BC FAMILY MAINTENANCE AGENCY LTD.
Address:	PO Box 9289 Stn Prov Govt, Victoria, BC
Reporting Year:	2026
Time Period:	April 1, 2025 - March 31, 2026
NAICS Code:	91 - Public administration
Number of Employees:	50-299



Hourly pay

Mean hourly pay gap¹

\$1.00	Men
\$0.92	Women
\$0.93	Prefer not to say / Unknown

In this organization women's average hourly wages are 8% less than men's. For every dollar men earn in average hourly wages, women earn 92 cents in average hourly wages. *

Median hourly pay gap²

\$1.00	Men
\$1.01	Women
\$1.01	Prefer not to say / Unknown

In this organization women's median hourly wages are 1% more than men's. For every dollar men earn in median hourly wages, women earn \$1.01 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 pay³

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

Median overtime pay⁴

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

Mean overtime paid hours⁵

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

Median overtime paid hours⁶

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

Percentage of employees in each gender category receiving overtime pay

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



Bonus pay

Mean bonus pay⁷

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

Median bonus pay⁸

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.

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.
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 (lowest paid) †



■ Women
■ Prefer not to say / Unknown

In this organization, women occupy 51% of the highest paid jobs and 55% of the lowest paid jobs.

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

Data constraints

Gender information used for Pay Transparency Reporting is collected through the Agency's Human Resource Information System (HRIS) and is based on voluntary employee self-identification. Employees may choose whether or not to disclose their gender information. In accordance with legislative requirements, the Agency made reasonable efforts during the initial reporting year to collect prescribed gender information from all employees. As participation is voluntary, reporting results may not fully reflect the gender identity of the entire workforce. Representation of some gender groups within the data may be limited due to participation levels, and in certain reporting categories, results may not be presented separately where representation is too small to provide meaningful analysis or where reporting could compromise employee confidentiality.

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.