Lookout Housing and Health Society

Pay transparency report

Lookout Housing and Health Society is a charitable organization and social safety net, providing a range of housing, health, and support services that promote improved wellbeing for those in need.

Employer details

Employer:	LOOKOUT HOUSING AND HEALTH SOCIETY
Address:	3200 650 WEST GEORGIA ST, Vancouver, BC
Reporting Year:	2024
Time Period:	January 1, 2024 - December 31, 2024
NASICS Code:	62 - Health care and social assistance
Number of Employees:	1000 or more

Hourly pay

Mean hourly pay gap[1]

$1.00 Men

$1.01 Women

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

Median hourly pay gap[2]

$1.00 Men

$1.02 Women

In this organization women's median hourly wages are 2% more than men's. For every dollar men earn in median hourly wages, women earn $1.02 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 8% less than men's. For every dollar men earn in average overtime pay, women earn 92 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 4% more than men's. For every dollar men earn in median overtime pay, women earn $1.04 in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-2

In this organization the average number of overtime hours worked by women was 2 less than by men. *

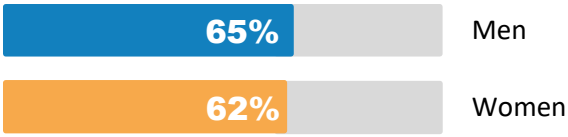
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	0

In this organization the median number of overtime hours worked by women was 0 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]

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

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]

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



In this organization, women occupy 56% of the highest paid jobs and 50% 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.

Data constraints

Employees on leave during the reporting period, as well as those with negative payroll balances, were excluded from this report. Minor discrepancies in data have also been omitted where inclusion would not materially affect the overall analysis.

Wage for the majority of our staff, who are part of the BCGEU Community Collective Agreement, is determined by the agreement's wage grids. Overtime is also allocated, to some extent, based on seniority. These provisions do not apply to excluded staff.

* 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.