JOHN HOWARD SOCIETY OF OKANAGAN & KOOTENAY Pay transparency report

Employer details

Employer:	JOHN HOWARD SOCIETY OF OKANAGAN & KOOTENAY
Address:	1440 ST. PAUL STREET, KELOWNA, BC
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 women's average hourly wages are 6% more than men's. For every dollar men earn in average hourly wages, women earn $1.06 in average hourly wages. *

Median hourly pay gap[2]



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. *

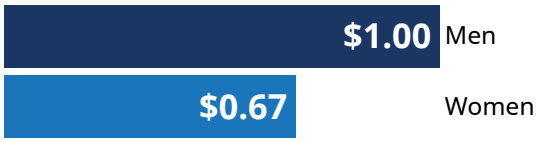
JHSOK utilizes a fair and transparent Wage Grid system which includes set pay bands for all roles except executive leadership. The Wage Grid is published and accessible to all employees within the organization.

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 33% less than men's. For every dollar men earn in average overtime pay, women earn 67 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 9% less than men's. For every dollar men earn in median overtime pay, women earn 91 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-13

In this organization the average number of overtime hours worked by women was 13 less than by men. *

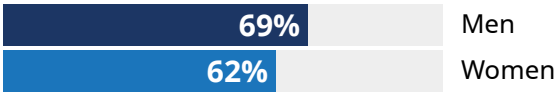
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-3

In this organization the median number of overtime hours worked by women was 3 less than by men. *

Percentage of employees in each gender category receiving overtime pay



The data generated on this page is aggregated across the organization. It does not reflect individual numbers. All employees at JHSOK have equal access to overtime (OT) based on the operational needs per department.

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 3% less than men's. For every dollar men earn in average bonus pay, women earn 97 cents in average bonus pay. *

Median bonus pay [8]



In this organization women's median bonus pay is 0% less than men's. For every dollar men earn in median bonus pay, women earn $1.00 in median bonus pay. *

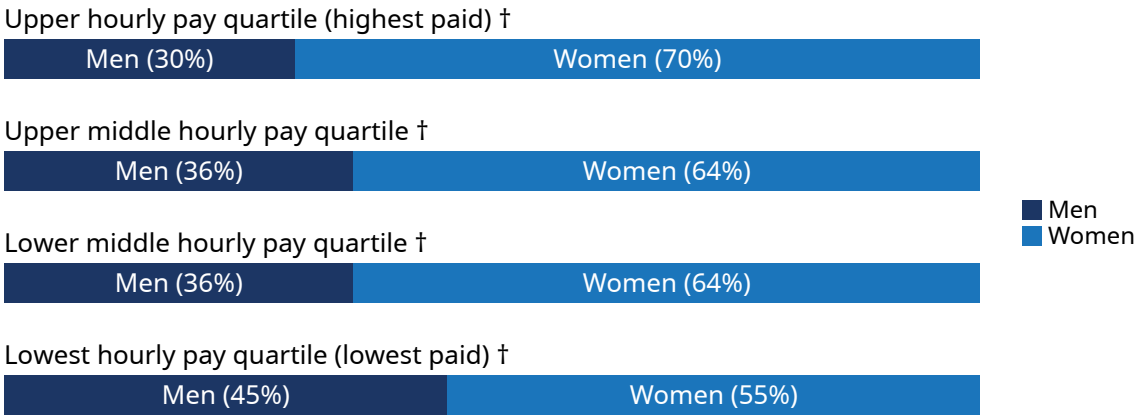
Percentage of employees in each gender category receiving bonus pay



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 70% 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.

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.