

# S.U.C.C.E.S.S. Multi-Level Care Society

## Pay transparency report

S.U.C.C.E.S.S. (Multi-Level Care Society) provides an annual Pay Transparency Report in alignment with the BC Pay Transparency Act. Our workforce is comprised of 272 staff (Full-time, Part-time, Permanent, Temporary, and Casual).

S.U.C.C.E.S.S. Multi-Level Care Society provides high-quality, culturally appropriate care to seniors with complex needs, in our Simon K. Y. Lee Seniors Care Home, at our assisted living facilities Austin Harris Residence in Richmond and Harmony House in Vancouver, and through our Adult Day Programs (Vancouver and Richmond). Its workforce includes professionals from diverse backgrounds who are committed to equity, inclusion, and culturally responsive seniors’ programs & services.

Focusing on pay equity in relation to gender, this report is an important step in identifying and assessing pay equity gaps. The foundation for additional research and data analysis, this report will assist us as we continue to put strategies in place to address, reduce and remove systemic barriers to pay equity.

### Employer details

|                      |                                                    |
|----------------------|----------------------------------------------------|
| Employer:            | S.U.C.C.E.S.S. Multi-Level Care Society            |
| Address:             | 28 WEST PENDER STREET, VANCOUVER, BC               |
| Reporting Year:      | 2025                                               |
| Time Period:         | January 1, 2024 - December 31, 2024                |
| NAICS Code:          | 81 - Other services (except public administration) |
| Number of Employees: | 50-299                                             |



## Hourly pay

### Mean hourly pay gap<sup>1</sup>



In this organization women's average hourly wages are 7% more than men's. For every dollar men earn in average hourly wages, women earn \$1.07 in average hourly wages. \*

### Median hourly pay gap<sup>2</sup>



In this organization women's median hourly wages are 6% more than men's. For every dollar men earn in median hourly wages, women earn \$1.06 in median hourly wages. \*

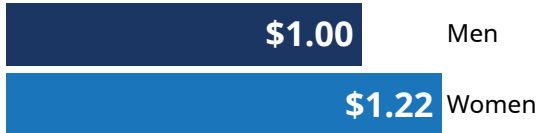
### Explanatory notes

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<sup>3</sup>



In this organization women's average overtime pay is 22% more than men's. For every dollar men earn in average overtime pay, women earn \$1.22 in average overtime pay. \*

### Median overtime pay<sup>4</sup>



In this organization women's median overtime pay is 166% more than men's. For every dollar men earn in median overtime pay, women earn \$2.66 in median overtime pay. \*

### Mean overtime paid hours<sup>5</sup>

Difference as compared to reference group (Men)

|       |    |
|-------|----|
| Women | 10 |
|-------|----|

In this organization the average number of overtime hours worked by women was 10 more than by men. \*

### Median overtime paid hours<sup>6</sup>

Difference as compared to reference group (Men)

|       |    |
|-------|----|
| Women | 15 |
|-------|----|

In this organization the median number of overtime hours worked by women was 15 more than by men. \*

### Percentage of employees in each gender category receiving overtime pay



#### Explanatory notes

- "Mean overtime pay" refers to overtime pay when averaged for each group.
- "Median overtime pay" refers to the middle point of overtime pay for each group.
- "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
- "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.



## Bonus pay

### Mean bonus pay <sup>7</sup>

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

### Median bonus pay <sup>8</sup>

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 <sup>9</sup>

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men  
■ Women

In this organization, women occupy 82% 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.

### 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.

\* 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.