

Archway Community Services

Pay Transparency Report 2024

Archway Community Services is committed to pay transparency and helping close the gender pay gap.

Employer:	Archway Community Services
Address:	2420 Montrose Ave, Abbotsford, BC
Reporting Year:	2025
Time Period:	January 1, 2024 – December 31, 2024
NAICS Code:	62 - Health care and social assistance
Number of Employees:	300 – 999

Introduction

Archway Community Services is committed to equitable pay practices and full transparency in alignment with the Pay Transparency Act. Our analysis shows that women in our organization make slightly more than men, which reflects their increased representation at leadership levels. This report provides a high-level overview of our pay practices and demonstrates our ongoing commitment to fairness and transparency.

Methodology

Data was collected for the reporting period January 1 – December 31, 2024, and analyzed according to provincial pay transparency requirements. Calculations include mean and median hourly pay gaps; overtime pay and pay quartiles.

Observations

- Archway Community Services demonstrates a strong representation of women across all programs, consistent with workforce trends in the non-profit social services sector.
- Leadership roles are predominantly held by women, reflecting the organization's history and sector norms.

- Bonus pay data could not be disclosed due to insufficient information, in compliance with privacy and reporting requirements.
- Most overtime pay at Archway is limited to one program which skews our data that men make more overtime pay than women.

Organizational Actions & Commitments

Archway Community Services remains committed to:

- Maintaining transparency by publishing annual pay transparency updates in compliance with the Pay Transparency Act.
- Continuing to monitor pay equity across all roles and levels.
- Enhancing transparency in compensation policies and practices.
- Providing education and training for leaders on equitable pay practices.
- Strengthening hiring and promotion practices to support pay equity.
- Implementing regular monitoring and reporting to track progress on pay equity goals.

Conclusion

Archway Community Services is proud to support pay transparency as part of our commitment to fairness and equity. We recognize that transparency is an ongoing journey, and we will continue to take meaningful steps to ensure all employees are valued and compensated equitably. By publishing annual updates and monitoring progress, we aim to build trust, foster accountability, and create a workplace where pay equity is not just a goal—but a standard.

ARCHWAY COMMUNITY SERVICES SOCIETY

Pay transparency report

Employer details

Employer:	ARCHWAY COMMUNITY SERVICES SOCIETY
Address:	2420 MONTROSE AVENUE, ABBOTSFORD, BC
Reporting Year:	2025
Time Period:	January 1, 2024 - December 31, 2024
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Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 10% more than men's. For every dollar men earn in average hourly wages, women earn \$1.10 in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 9% more than men's. For every dollar men earn in median hourly wages, women earn \$1.09 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



In this organization women's average overtime pay is 46% less than men's. For every dollar men earn in average overtime pay, women earn 54 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 78% less than men's. For every dollar men earn in median overtime pay, women earn 22 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

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

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-41
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In this organization the median number of overtime hours worked by women was 41 less 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 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) †



■ Men
■ Women

In this organization, women occupy 81% of the highest paid jobs and 64% 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.