

Nicola Valley Institute Of Technology

Pay transparency report

NVIT's first year reporting under the British Columbia Pay Transparency Act provides an initial baseline for understanding gender-based pay across our institution. Of the 242 employees included in this report, 50 voluntarily reported their gender identity. Reported pay outcomes may be influenced by a variety of factors, including the availability of gender self-identification, employee types, hours of work, sector compensation frameworks, and collective agreements.

As an Indigenous post-secondary institution, NVIT is guided by the teachings of our Elder Protocols. Our commitment to pay equity and transparency reflects the values of *zəŋʷzo ɬwt ~ kʷckʷact* (Strength), by communicating with clarity, rigour, and respect; *nkseytkn ~ nəqsíłt* (the All), by honouring diverse voices and ensuring relevance and reciprocity in our decisions; *sneʔm ~ məyntwíxʷ* (Song/Spirit), by speaking with honesty, documenting decisions, and following through with accountability; and *qʷəmqʷəmt ~ qʷaṁ qʷaṁt* (Balance/Beauty), by fostering respectful communication and understanding in our workplace. These teachings guide NVIT's ongoing commitment to equity, inclusion, transparency, and fairness in compensation practices.

NVIT remains committed to improving the completeness of voluntary gender identity data. As voluntary gender self-identification increases, future reports should reflect a more representative understanding of gender-based pay and pay equity within our institution.

Employer details

Employer:	Nicola Valley Institute Of Technology
Address:	4155 BELSHAW ST, MERRITT, BC
Reporting Year:	2026
Time Period:	April 1, 2025 - March 31, 2026
NAICS Code:	61 - Educational services
Number of Employees:	50-299



Hourly pay

Mean hourly pay gap¹

\$1.00	Men
\$0.66	Women
\$1.48	Prefer not to say / Unknown

In this organization women's average hourly wages are 34% less than men's. For every dollar men earn in average hourly wages, women earn 66 cents in average hourly wages. *

Median hourly pay gap²

\$1.00	Men
\$0.75	Women
\$1.39	Prefer not to say / Unknown

In this organization women's median hourly wages are 25% less than men's. For every dollar men earn in median hourly wages, women earn 75 cents in median hourly wages. *



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.

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.
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) †

Prefer not to say / Unknown (100%)

Upper middle hourly pay quartile †

Prefer not to say / Unknown (100%)

Lower middle hourly pay quartile †

Prefer not to say / Unknown (82%)

Women (18%)

Lowest hourly pay quartile (lowest paid) †

Women (31%)

Prefer not to say / Unknown (69%)

■ Women
■ Prefer not to say / Unknown

In this organization, women occupy 31% of the lowest paid jobs.

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

Data constraints

There was no overtime or 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.
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.