Victoria Golf Club
Pay transparency report

Victoria Golf Club is committed to fair and equitable compensation practices and to providing a respectful and inclusive workplace for all employees.

As a seasonal hospitality and golf operation, our workforce includes a diverse mix of full-time, part-time, seasonal, hourly and salaried positions across a broad range of operational and professional roles. Differences in compensation reflected in this report may therefore be influenced by factors such as types of work, responsibilities, availability of PGA of Canada staff, hours worked, employment status, experience and the seasonal nature of certain roles.

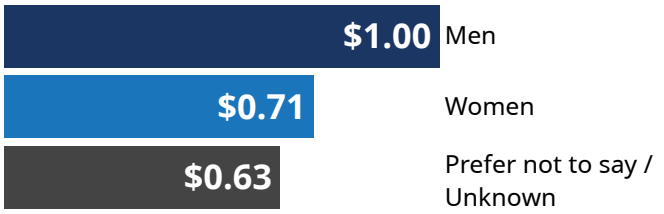
Victoria Golf Club supports the objectives of British Columbia's Pay Transparency Act and will continue to review its compensation practices to promote fairness, consistency and transparency.

Employer details

Employer:	Victoria Golf Club
Address:	1110 Beach Drive, Victoria, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	71 - Arts, entertainment and recreation
Number of Employees:	50-299

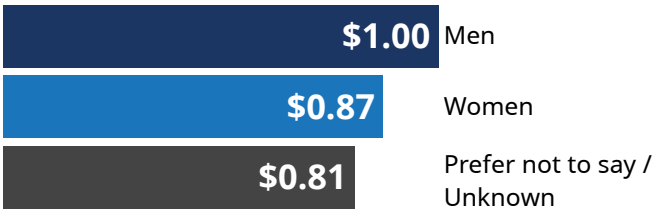
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 29% less than men's. For every dollar men earn in average hourly wages, women earn 71 cents in average hourly wages. *

Median hourly pay gap[2]



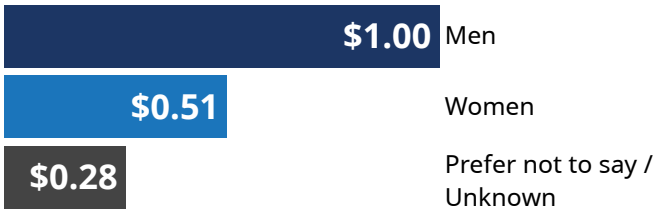
In this organization women's median hourly wages are 13% less than men's. For every dollar men earn in median hourly wages, women earn 87 cents in median hourly wages. *

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.

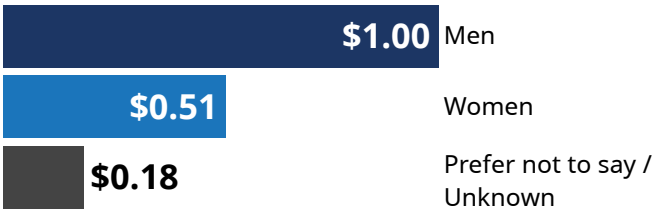
Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 49% less than men's. For every dollar men earn in average overtime pay, women earn 51 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 49% less than men's. For every dollar men earn in median overtime pay, women earn 51 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-19
Prefer not to say / Unknown	-34

In this organization the average number of overtime hours worked by women was 19 less than by men. *

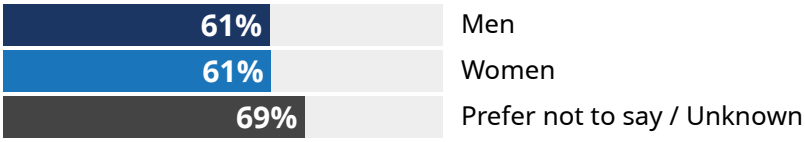
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-14
Prefer not to say / Unknown	-28

In this organization the median number of overtime hours worked by women was 14 less than by men. *

Percentage of employees in each gender category receiving overtime pay

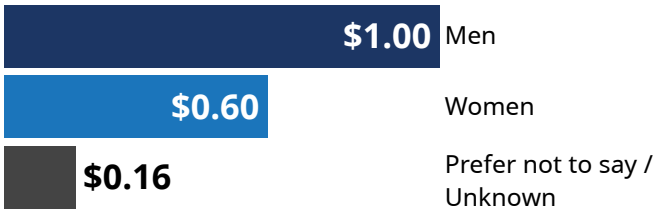


Explanatory notes

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]



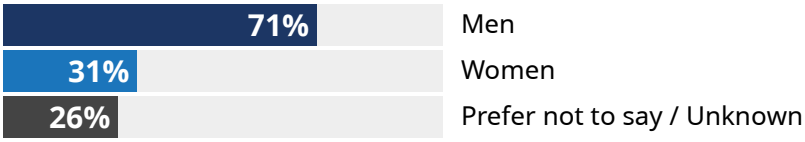
In this organization women's average bonus pay is 40% less than men's. For every dollar men earn in average bonus pay, women earn 60 cents in average bonus pay. *

Median bonus pay [8]



In this organization women's median bonus pay is 25% more than men's. For every dollar men earn in median bonus pay, women earn $1.25 in median bonus pay. *

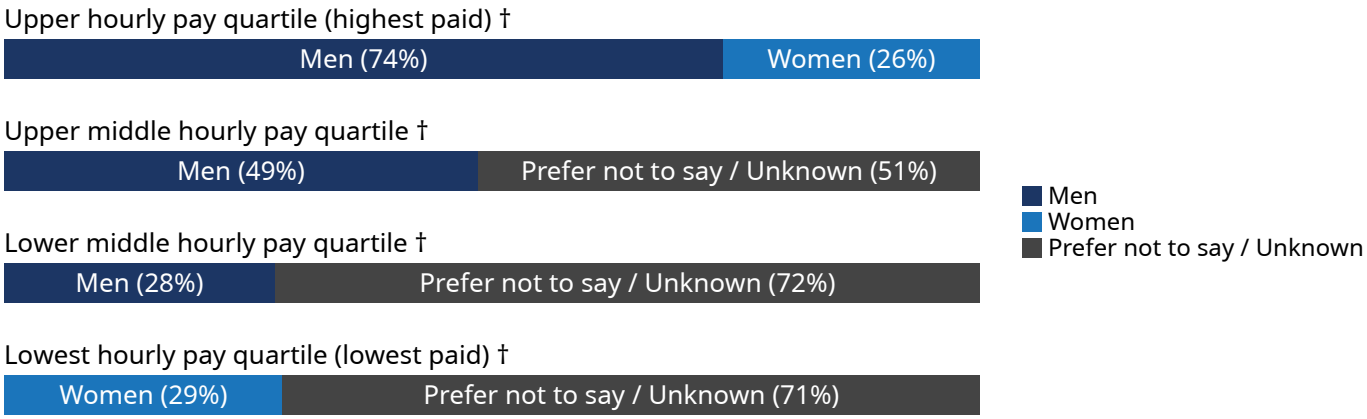
Percentage of employees in each gender category receiving bonus pay



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 26% of the highest paid jobs and 29% of the lowest paid jobs.

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

Data constraints

Victoria Golf Club employs a mix of full-time, part-time, seasonal, hourly and salaried employees, and staffing levels and hours worked fluctuate throughout the year due to the seasonal nature of Club operations. These factors may influence the aggregate pay measures presented in this report.

Gender information was not historically a mandatory field during employee onboarding. Consequently, gender information is unavailable for a number of employees, who are reported as “U – Unknown.” The Club has recently updated its onboarding process to improve the completeness of this information for future reporting periods.

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.