

# Appendix A: Public Service Profile

## Public Service Employees by Employee Group — March 27, 2004

	Total	Percentage of Government
<b>Bargaining Unit</b>		
BC Government and Service Employees' Union (BCGEU) .....	25,460	77
Professional Employees Association (PEA) .....	1,177	4
Nurses .....	667	2
<b>Total Bargaining Unit</b> .....	<b>27,304</b>	<b>82</b>
<b>Excluded</b>		
Management .....	3,831	12
OIC .....	375	1
Other .....	1,652	5
Salaried Physicians .....	16	<1
<b>Total Excluded</b> .....	<b>5,874</b>	<b>18</b>
<b>Total Government</b> .....	<b>33,178</b>	<b>100</b>

## Public Service Employees by Ministry — March 27, 2004

	Number	Percentage of Government	Average Annual Salary (\$)*
Advanced Education	240	<1	50,300
Agriculture, Food and Fisheries	313	<1	56,400
Attorney General and Treaty Negotiations	3,543	11	54,000
Children and Family Development	4,487	14	52,300
Community, Aboriginal and Women's Services	728	2	54,600
Education	300	<1	54,500
Energy and Mines	342	1	58,000
Finance	562	2	57,800
Forests	2,784	8	53,100
Health Planning	225	<1	54,600
Health Services	906	3	48,500
Human Resources	2,473	7	45,600
Management Services	1,804	5	52,400
Provincial Revenue	951	3	51,900
Public Safety and Solicitor General	2,719	8	47,700
Skills Development and Labour	300	<1	52,200
Small Business and Economic Development	123	<1	64,100
Sustainable Resource Management	923	3	54,200
Transportation	1,281	4	52,800
Water, Land and Air Protection	996	3	56,400
Auditor General	94	<1	63,000
BC Mental Health Society	1,326	4	46,800
BC Pension Corporation	410	1	47,200
Elections	30	<1	55,500
Environmental Boards and Forest Commissions	7	<1	56,900
Forest Practices Board	25	<1	73,000
Information and Privacy Commissioner	19	<1	60,200
Land and Water BC	331	<1	54,200
Liquor Distribution Branch	3,439	10	38,700
Oak Bay Lodge	304	<1	39,500
Office of the Premier	286	<1	59,900
Ombudsman	41	<1	59,500
Police Complaints Commissioner	6	<1	62,800
Product Services	354	1	44,500
Provincial Capital Commission	29	<1	43,400
Public Sector Employers' Council	12	<1	73,300
Royal BC Museum	135	<1	48,300
Tillicum and Veterans Care	330	<1	40,500
<b>Total</b>	<b>33,178</b>	<b>100</b>	<b>50,200</b>

\* Salaries based on payroll data and rounded to nearest \$100

## Public Service Employees by Ministry and Employee Group — March 27, 2004

	Total	Bargaining Unit				Excluded				As percentage of Ministry		
		Number	BCGEU	PEA	Nurses	Number	Mgmt.*	OIC**	Other***	Barg. Unit	All Excl.	Mgmt.
Advanced Education	240	189	189	—	—	51	43	4	4	79	21	18
Agriculture, Food and Fisheries	313	261	166	95	—	52	45	4	3	83	17	14
Attorney General and Treaty Negotiations	3,543	2,048	2,048	—	—	1,495	405	18	1,072	58	42	11
Children and Family Development	4,487	4,176	3,995	49	132	311	288	8	15	93	7	6
Community, Aboriginal and Women's Services	728	569	562	7	—	159	137	9	13	78	22	19
Education	300	243	243	—	—	57	47	4	6	81	19	16
Energy and Mines	342	265	207	58	—	77	63	7	7	77	23	18
Finance	562	181	181	—	—	381	276	5	100	32	68	49
Forests	2,784	2,498	1,889	609	—	286	266	5	15	90	10	10
Health Planning	225	152	147	—	5	73	64	1	8	68	32	28
Health Services	906	737	734	3	—	169	147	8	14	81	19	16
Human Resources	2,473	2,293	2,293	—	—	180	168	5	7	93	7	7
Management Services	1,804	1,123	1,123	—	—	681	460	5	216	62	38	25
Provincial Revenue	951	854	854	—	—	97	90	3	4	90	10	9
<p>* Includes salaried physicians.</p> <p>** Order in Council appointments.</p> <p>*** Includes: Schedule A employees exempted from the union due to confidential nature of work performed, legal counsel, articling students, senior executive secretaries, executive administrative assistants, and judicial administrative assistants.</p>												

BC Public Service Agency and BC Leadership Centre

	Total	Bargaining Unit				Excluded				As percentage of Ministry		
		Number	BCGEU	PEA	Nurses	Number	Mgmt.*	OIC**	Other***	Barg. Unit	All Excl.	Mgmt.
Public Safety and Solicitor General	2,719	2,457	2,451	2	4	262	225	20	17	90	10	8
Skills Development and Labour	300	151	151	—	—	149	91	49	9	50	50	30
Small Business and Economic Development	123	40	40	—	—	83	75	4	4	33	67	61
Sustainable Resource Management	923	748	653	95	—	175	152	9	14	81	19	16
Transportation	1,281	1,075	1,002	73	—	206	193	5	8	84	16	15
Water, Land and Air Protection	996	894	802	92	—	102	93	4	5	90	10	9
Auditor General	94	—	—	—	—	94	79	—	15	—	100	84
BC Mental Health Society	1,326	1,319	851	26	442	7	6	—	1	99	1	—
BC Pension Corporation	410	379	379	—	—	31	30	—	1	92	8	7
Elections	30	—	—	—	—	30	11	1	18	—	100	37
Environmental Boards and Forest Commissions	7	3	3	—	—	4	1	—	3	43	57	14
Forest Practices Board	25	5	5	—	—	20	18	—	2	20	80	72
Information and Privacy Commissioner	19	—	—	—	—	19	12	1	6	—	100	63

\* Includes salaried physicians.

\*\* Order in Council appointments.

\*\*\* Includes: Schedule A employees exempted from the union due to confidential nature of work performed, legal counsel, articling students, senior executive secretaries, executive administrative assistants, and judicial administrative assistants.

	Total	Bargaining Unit				Excluded				As percentage of Ministry		
		Number	BCGEU	PEA	Nurses	Number	Mgmt.*	OIC**	Other***	Barg. Unit	All Excl.	Mgmt.
Land and Water BC	331	252	197	55	—	79	76	—	3	76	24	23
Liquor Distribution Branch	3,439	3,305	3,305	—	—	134	133	—	1	96	4	4
Oak Bay Lodge	304	299	250	—	49	5	3	—	2	98	2	1
Office of the Premier	286	3	3	—	—	283	56	196	31	1	99	20
Ombudsman	41	—	—	—	—	41	21	—	20	—	100	51
Police Complaints Commissioner	6	—	—	—	—	6	3	—	3	—	100	50
Product Services	354	319	308	11	—	35	33	—	2	90	10	9
Provincial Capital Commission	29	27	27	—	—	2	2	—	—	93	7	7
Public Sector Employers' Council	12	—	—	—	—	12	10	—	2	—	100	83
Royal BC Museum	135	123	123	—	—	12	12	—	—	91	9	9
Tillicum and Veterans Care	330	316	279	2	35	14	13	—	1	96	4	4
<b>Total</b>	<b>33,178</b>	<b>27,304</b>	<b>25,460</b>	<b>1,177</b>	<b>667</b>	<b>5,874</b>	<b>3,847</b>	<b>375</b>	<b>1,652</b>	<b>82</b>	<b>18</b>	<b>12</b>

\* Includes salaried physicians.

\*\* Order in Council appointments.

\*\*\* Includes: Schedule A employees exempted from the union due to confidential nature of work performed, legal counsel, articling students, senior executive secretaries, executive administrative assistants, and judicial administrative assistants.

## Public Service Employees by Employee Group, Salary and Gender — March 27, 2004

	Total				Regular				Auxiliary			
	Number	% of Group	Average Annual Salary (\$)	Female Salary As % Male	Number	% of Group	Average Annual Salary (\$)	Female Salary As % Male	Number	% of Group	Average Annual Salary (\$)	Female Salary As % Male
<b>Bargaining Unit</b>												
<b>BCGEU*</b>												
Male	9,777	38	48,100		8,341	39	49,900		1,436	33	37,500	
Female	15,683	62	43,000	89	12,776	61	44,500	89	2,907	67	36,100	96
<b>Total</b>	<b>25,460</b>	<b>100</b>	<b>44,900</b>		<b>21,117</b>	<b>100</b>	<b>46,600</b>		<b>4,343</b>	<b>100</b>	<b>36,600</b>	
<b>PEA</b>												
Male	921	78	64,100		906	80	64,200		15	35	55,100	
Female	256	22	62,500	98	228	20	63,900	99	28	65	51,600	94
<b>Total</b>	<b>1,177</b>	<b>100</b>	<b>63,800</b>		<b>1,134</b>	<b>100</b>	<b>64,200</b>		<b>43</b>	<b>100</b>	<b>52,800</b>	
<b>Nurses</b>												
Male	130	19	60,800		108	21	61,400		22	15	57,400	
Female	537	81	58,700	97	413	79	60,100	98	124	85	54,200	94
<b>Total</b>	<b>667</b>	<b>100</b>	<b>59,100</b>		<b>521</b>	<b>100</b>	<b>60,400</b>		<b>146</b>	<b>100</b>	<b>54,700</b>	
<b>Total Bargaining Unit</b>												
Male	10,828	40	49,600		9,355	41	51,400		1,473	33	38,000	
Female	16,476	60	43,800	88	13,417	59	45,300	88	3,059	67	37,000	97
<b>Total</b>	<b>27,304</b>	<b>100</b>	<b>46,100</b>		<b>22,772</b>	<b>100</b>	<b>47,800</b>		<b>4,532</b>	<b>100</b>	<b>37,300</b>	
<b>Excluded</b>												
<b>Management</b>												
Male	2,140	56	76,000		2,090	56	76,300		50	46	60,800	
Female	1,691	44	70,000	92	1,633	44	70,400	92	58	54	58,600	96
<b>Total</b>	<b>3,831</b>	<b>100</b>	<b>73,300</b>		<b>3,723</b>	<b>100</b>	<b>73,700</b>		<b>108</b>	<b>100</b>	<b>59,600</b>	
<b>OIC**</b>												
Male	141	38	65,700		141	38	65,700		—	—	—	
Female	234	62	54,800	83	232	62	55,000	84	2	100	37,200	—
<b>Total</b>	<b>375</b>	<b>100</b>	<b>58,900</b>		<b>373</b>	<b>100</b>	<b>59,100</b>		<b>2</b>	<b>100</b>	<b>37,200</b>	
<b>Physicians</b>												
Male	14	88	136,800		14	88	136,800		—	—	—	
Female	2	13	143,100	105	2	13	143,100	105	—	—	—	—
<b>Total</b>	<b>16</b>	<b>100</b>	<b>137,600</b>		<b>16</b>	<b>100</b>	<b>137,600</b>		<b>—</b>	<b>100</b>	<b>—</b>	
<b>Other***</b>												
Male	470	28	80,600		410	28	85,700		60	31	45,700	
Female	1,182	72	54,100	67	1,049	72	55,700	65	133	69	41,300	90
<b>Total</b>	<b>1,652</b>	<b>100</b>	<b>61,600</b>		<b>1,459</b>	<b>100</b>	<b>64,100</b>		<b>193</b>	<b>100</b>	<b>42,600</b>	
<b>Total Excluded</b>												
Male	2,765	47	76,600		2,655	48	77,500		110	36	52,500	
Female	3,109	53	62,800	82	2,916	52	63,900	82	193	64	46,500	88
<b>Total</b>	<b>5,874</b>	<b>100</b>	<b>69,300</b>		<b>5,571</b>	<b>100</b>	<b>70,400</b>		<b>303</b>	<b>100</b>	<b>48,700</b>	
<b>Total Government</b>												
Male	13,593	41	55,100		12,010	42	57,200		1,583	33	39,000	
Female	19,585	59	46,800	85	16,333	58	48,600	85	3,252	67	37,600	96
<b>Total</b>	<b>33,178</b>	<b>100</b>	<b>50,200</b>		<b>28,343</b>	<b>100</b>	<b>52,300</b>		<b>4,835</b>	<b>100</b>	<b>38,100</b>	

\* BC Government and Service Employees' Union.

\*\* Order in Council appointments.

\*\*\* Includes: Schedule A employees exempted from the union due to confidential nature of work performed, legal counsel, articling students, senior executive secretaries, executive administrative assistants, and judicial administrative assistants.

## Public Service Employees by Employee Group, Gender and Age — March 27, 2004

Employee Group	<25 Years		<25-34 Years		35-44 Years		45-54 Years		55-64 Years		>64 Years		All Ages	Avg. Age
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	Age
<b>Employee Group</b>														
<b>Bargaining Unit</b>														
<b>BCGEU*</b>														
Male	185	2	1,481	15	2,913	30	3,950	40	1,247	13	1	<1	9,777	44
Female	336	2	2,643	17	5,094	32	5,785	37	1,819	12	6	<1	15,683	43
<b>Total</b>	<b>521</b>	<b>2</b>	<b>4,124</b>	<b>16</b>	<b>8,007</b>	<b>31</b>	<b>9,735</b>	<b>38</b>	<b>3,066</b>	<b>12</b>	<b>7</b>	<b>&lt;1</b>	<b>25,460</b>	<b>44</b>
<b>PEA</b>														
Male	1	<1	45	5	259	28	478	52	137	15	1	<1	921	47
Female	1	<1	39	15	111	43	88	34	17	7	—	—	256	43
<b>Total</b>	<b>2</b>	<b>&lt;1</b>	<b>84</b>	<b>7</b>	<b>370</b>	<b>31</b>	<b>566</b>	<b>48</b>	<b>154</b>	<b>13</b>	<b>1</b>	<b>&lt;1</b>	<b>1,177</b>	<b>46</b>
<b>Nurses</b>														
Male	—	—	12	9	20	15	29	22	68	52	1	<1	130	51
Female	7	1	80	15	119	22	184	34	145	27	2	<1	537	47
<b>Total</b>	<b>7</b>	<b>1</b>	<b>92</b>	<b>14</b>	<b>139</b>	<b>21</b>	<b>213</b>	<b>32</b>	<b>213</b>	<b>32</b>	<b>3</b>	<b>&lt;1</b>	<b>667</b>	<b>48</b>
<b>Total Bargaining Unit</b>														
Male	186	2	1,538	14	3,192	29	4,457	41	1,452	13	3	<1	10,828	45
Female	344	2	2,762	17	5,324	32	6,057	37	1,981	12	8	<1	16,476	44
<b>Total</b>	<b>530</b>	<b>2</b>	<b>4,300</b>	<b>16</b>	<b>8,516</b>	<b>31</b>	<b>10,514</b>	<b>39</b>	<b>3,433</b>	<b>13</b>	<b>11</b>	<b>&lt;1</b>	<b>27,304</b>	<b>44</b>
<b>Excluded</b>														
<b>Management</b>														
Male	6	<1	80	4	438	20	1,195	56	421	20	—	—	2,140	49
Female	5	<1	137	8	545	32	813	48	191	11	—	—	1,691	46
<b>Total</b>	<b>11</b>	<b>&lt;1</b>	<b>217</b>	<b>6</b>	<b>983</b>	<b>26</b>	<b>2,008</b>	<b>52</b>	<b>612</b>	<b>16</b>	<b>—</b>	<b>—</b>	<b>3,831</b>	<b>47</b>
<b>OIC**</b>														
Male	5	4	37	26	38	27	41	29	20	14	—	—	141	42
Female	7	3	85	36	62	27	58	25	21	9	1	<1	234	40
<b>Total</b>	<b>12</b>	<b>3</b>	<b>122</b>	<b>33</b>	<b>100</b>	<b>27</b>	<b>99</b>	<b>26</b>	<b>41</b>	<b>11</b>	<b>1</b>	<b>&lt;1</b>	<b>375</b>	<b>41</b>
<b>Salaried Physicians</b>														
Male	—	—	—	—	2	14	4	29	8	57	—	—	14	55
Female	—	—	—	—	—	—	—	—	2	100	—	—	2	60
<b>Total</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>2</b>	<b>13</b>	<b>4</b>	<b>25</b>	<b>10</b>	<b>63</b>	<b>—</b>	<b>—</b>	<b>16</b>	<b>55</b>
<b>Other***</b>														
Male	6	1	90	19	144	31	150	32	80	17	—	—	470	44
Female	17	1	231	20	410	35	399	34	125	11	—	—	1,182	43
<b>Total</b>	<b>23</b>	<b>1</b>	<b>321</b>	<b>19</b>	<b>554</b>	<b>34</b>	<b>549</b>	<b>33</b>	<b>205</b>	<b>12</b>	<b>—</b>	<b>—</b>	<b>1,652</b>	<b>43</b>
<b>Total Excluded</b>														
Male	17	<1	207	7	622	23	1,390	50	529	19	—	—	2,765	48
Female	29	<1	453	15	1,017	33	1,270	41	339	11	1	<1	3,109	44
<b>Total</b>	<b>46</b>	<b>&lt;1</b>	<b>660</b>	<b>11</b>	<b>1,639</b>	<b>28</b>	<b>2,660</b>	<b>45</b>	<b>868</b>	<b>15</b>	<b>1</b>	<b>&lt;1</b>	<b>5,874</b>	<b>46</b>
<b>Total Government</b>														
Male	203	1	1,745	13	3,814	28	5,847	43	1,981	15	3	<1	13,593	45
Female	373	2	3,215	16	6,341	32	7,327	37	2,320	12	9	<1	19,585	44
<b>Total</b>	<b>576</b>	<b>2</b>	<b>4,960</b>	<b>15</b>	<b>10,155</b>	<b>31</b>	<b>13,174</b>	<b>40</b>	<b>4,301</b>	<b>13</b>	<b>12</b>	<b>&lt;1</b>	<b>33,178</b>	<b>44</b>

\* BC Government and Service Employees' Union.

\*\* Order in Council appointments.

\*\*\* Includes: Schedule A employees exempted from the union due to confidential nature of work performed, legal counsel, articling students, senior executive secretaries, executive administrative assistants, and judicial administrative assistants.

## Public Service Employees by Ministry and Gender — March 27, 2004

Ministry	Female Employees			Male Employees			Total Employees		Female Salary As % of Male Salary
	Number	%	Average Annual Salary (\$)	Number	%	Average Annual Salary (\$)	Number	Average Annual Salary (\$)	
Advanced Education	189	79	46,700	51	21	63,600	240	50,300	73
Agriculture, Food and Fisheries	162	52	49,000	151	48	64,400	313	56,400	76
Attorney General and Treaty Negotiations	2378	67	49,500	1165	33	63,300	3543	54,000	78
Children and Family Development	3327	74	51,100	1160	26	55,700	4487	52,300	92
Community, Aboriginal and Women's Services	396	54	48,900	332	46	61,400	728	54,600	80
Education	208	69	49,900	92	31	65,000	300	54,500	77
Energy and Mines	160	47	48,200	182	53	66,600	342	58,000	72
Finance	331	59	51,100	231	41	67,300	562	57,800	76
Forests	960	34	45,000	1824	66	57,400	2784	53,100	78
Health Planning	155	69	49,200	70	31	66,400	225	54,600	74
Health Services	658	73	44,600	248	27	58,900	906	48,500	76
Human Resources	2019	82	44,400	454	18	50,800	2473	45,600	88
Management Services	1147	64	48,600	657	36	59,100	1804	52,400	82
Provincial Revenue	547	58	47,700	404	42	57,900	951	51,900	82
Public Safety and Solicitor General	1256	46	45,900	1463	54	49,300	2719	47,700	93
Skills Development and Labour	213	71	46,200	87	29	66,900	300	52,200	69
Small Business and Economic Dev.	67	54	51,300	56	46	79,400	123	64,100	65
Sustainable Resource Management	459	50	47,800	464	50	60,600	923	54,200	79
Transportation	347	27	45,300	934	73	55,600	1281	52,800	82
Water, Land and Air Protection	329	33	49,400	667	67	59,900	996	56,400	83
Auditor General	46	49	57,800	48	51	67,900	94	63,000	85
Land and Water BC	163	49	45,000	168	51	63,100	331	54,200	71
BC Mental Health Society	958	72	46,700	368	28	46,900	1326	46,800	100
BC Pension Corporation	314	77	45,700	96	23	52,100	410	47,200	88

Salaries based on payroll data and rounded to nearest \$100



BC Public Service Agency and BC Leadership Centre

Ministry	Female Employees			Male Employees			Total Employees		Female Salary As % of Male Salary
	Number	%	Average Annual Salary (\$)	Number	%	Average Annual Salary (\$)	Number	Average Annual Salary (\$)	
Elections	21	70	53,500	9	30	60,300	30	55,500	89
Environmental Boards and Forest Commissions	6	86	60,300	1	14	36,700	7	56,900	164
Forest Practices Board	6	24	59,100	19	76	77,400	25	73,000	76
Information and Privacy Commissioner	11	58	56,400	8	42	65,400	19	60,200	86
Liquor Distribution Branch	1801	52	37,300	1638	48	40,300	3439	38,700	92
Oak Bay Lodge	245	81	39,900	59	19	37,800	304	39,500	106
Office of the Premier	188	66	58,100	98	34	63,400	286	59,900	92
Ombudsman	29	71	58,100	12	29	62,900	41	59,500	92
Police Complaints Commissioner	3	50	40,800	3	50	84,900	6	62,800	48
Product Services	146	41	43,400	208	59	45,200	354	44,500	96
Provincial Capital Commission	19	66	38,300	10	34	53,000	29	43,400	72
Public Sector Employers' Council	6	50	67,500	6	50	79,100	12	73,300	85
Royal BC Museum	75	56	44,800	60	44	52,700	135	48,300	85
Tillicum and Veterans	240	73	40,600	90	27	40,400	330	40,500	100
<b>Total Government PSA</b>	<b>19,585</b>	<b>59</b>	<b>46,800</b>	<b>13,593</b>	<b>41</b>	<b>55,100</b>	<b>33,178</b>	<b>50,200</b>	<b>85</b>

Salaries based on payroll data and rounded to nearest \$100

## Public Service Excluded Employees by Group and Type — March 27, 2004

	Total			Regular		Auxiliary	
	Number	As % of Group	Average Annual Salary (\$)	Number	Average Annual Salary (\$)	Number	Average Annual Salary (\$)
<b>Management</b>							
Deputy Minister	45	1	163,300	45	163,300	—	—
Associate Deputy Minister	—	—	—	—	—	—	—
Assistant Deputy Minister	78	2	110,400	78	110,400	—	—
Management Levels 01-12	3708	97	71,400	3600	71,800	108	59,600
<b>Total</b>	<b>3831</b>	<b>100</b>	<b>73,300</b>	<b>3723</b>	<b>73,700</b>	<b>108</b>	<b>59,600</b>
<b>OIC</b>							
Category B*	49	13	37,900	47	38,000	2	37,200
Senior Executive Secretary	—	—	—	—	—	—	—
Executive Secretary	—	—	—	—	—	—	—
Administrative Assistant	22	6	48,200	22	48,200	—	—
Ministerial Assistant	28	7	64,800	28	64,800	—	—
Executive Assistant	22	6	50,500	22	50,500	—	—
Other OIC	254	68	64,000	254	64,000	—	—
<b>Total</b>	<b>375</b>	<b>100</b>	<b>58,900</b>	<b>373</b>	<b>59,100</b>	<b>2</b>	<b>37,200</b>
<b>Salaried Physicians</b>							
Specialist	3	19	143,100	3	143,100	—	—
Physician	13	81	136,300	13	136,300	—	—
<b>Total</b>	<b>16</b>	<b>100</b>	<b>137,600</b>	<b>16</b>	<b>137,600</b>	<b>—</b>	<b>—</b>
<b>Other</b>							
Schedule A**	791	48	41,100	649	42,500	142	35,000
Senior Executive Secretary	30	2	47,000	30	47,000	—	—
Executive Secretary	110	7	43,700	106	43,900	4	38,000
Articled Student	—	—	—	—	—	—	—
Statutory Term	—	—	—	—	—	—	—
Legislative Library	—	—	—	—	—	—	—
Judicial Administrative Assistant	72	4	40,500	68	40,800	4	36,400
Legal Counsel	649	39	92,600	606	94,300	43	68,900
<b>Total</b>	<b>1652</b>	<b>100</b>	<b>61,600</b>	<b>1459</b>	<b>64,100</b>	<b>193</b>	<b>42,600</b>
<b>Total Excluded</b>	<b>5874</b>	<b>100</b>	<b>69,300</b>	<b>5571</b>	<b>70,400</b>	<b>303</b>	<b>48,700</b>

Salaries based on payroll data and rounded to nearest \$100

\* Administrative support, Minister's office

\*\* Bargaining unit classifications excluded from union membership due to confidential nature of work

## Public Service Management Employees by Level and Gender — March 27, 2004

Level	Gender	Count	As % of Level	As % of Total Mgmt.	Average Annual Salary (\$)	Female Salary As % of Male Salary
1	Male	31	25	1	44,200	
	Female	92	75	5	48,700	110
	<b>Total</b>	<b>123</b>	<b>100</b>	<b>3</b>	<b>47,600</b>	
2	Male	130	38	6	55,600	
	Female	215	62	13	55,500	100
	<b>Total</b>	<b>345</b>	<b>100</b>	<b>9</b>	<b>55,600</b>	
3	Male	239	40	11	62,300	
	Female	358	60	21	61,800	99
	<b>Total</b>	<b>597</b>	<b>100</b>	<b>16</b>	<b>62,000</b>	
4	Male	469	56	22	68,700	
	Female	371	44	22	68,100	99
	<b>Total</b>	<b>840</b>	<b>100</b>	<b>22</b>	<b>68,500</b>	
5	Male	459	63	21	73,700	
	Female	269	37	16	73,300	99
	<b>Total</b>	<b>728</b>	<b>100</b>	<b>19</b>	<b>73,600</b>	
6	Male	324	65	15	79,400	
	Female	174	35	10	79,500	100
	<b>Total</b>	<b>498</b>	<b>100</b>	<b>13</b>	<b>79,400</b>	
7	Male	206	72	10	85,900	
	Female	79	28	5	85,900	100
	<b>Total</b>	<b>285</b>	<b>100</b>	<b>7</b>	<b>85,900</b>	
8	Male	163	68	8	92,600	
	Female	75	32	4	92,400	100
	<b>Total</b>	<b>238</b>	<b>100</b>	<b>6</b>	<b>92,500</b>	
9	Male	31	67	1	101,500	
	Female	15	33	<1	101,800	100
	<b>Total</b>	<b>46</b>	<b>100</b>	<b>1</b>	<b>101,600</b>	
10	Male	38	68	2	110,000	
	Female	18	32	1	108,300	98
	<b>Total</b>	<b>56</b>	<b>100</b>	<b>1</b>	<b>109,400</b>	
11	Male	21	81	<1	118,100	
	Female	5	19	<1	110,400	93
	<b>Total</b>	<b>26</b>	<b>100</b>	<b>&lt;1</b>	<b>116,600</b>	
12	Male	28	60	1	164,700	
	Female	19	40	1	158,800	96
	<b>Total</b>	<b>47</b>	<b>100</b>	<b>1</b>	<b>162,300</b>	
Under Review/ Unknown	Male	1	50	<1	74,400	
	Female	1	50	<1	185,000	249
	<b>Total</b>	<b>2</b>	<b>100</b>	<b>&lt;1</b>	<b>129,700</b>	
<b>Total</b>						
	<b>Male</b>	<b>2140</b>	<b>56</b>	<b>100</b>	<b>76,000</b>	
	<b>Female</b>	<b>1691</b>	<b>44</b>	<b>100</b>	<b>70,000</b>	<b>92</b>

## Job Competitions Posted Across Government: 2003 – 2004\*

Ministry Name	No. of Competitions	No. of Positions	Bargaining Unit				Excluded	In Service	Out of Service
			GEU	PEA	BCNU	UPN			
Advanced Education	20	22	17	—	—	—	5	17	5
Agriculture, Food and Fisheries	33	34	13	12	—	—	9	20	14
Attorney General and Ministry Responsible for Treaty Negotiations	225	249	110	—	—	—	139	157	92
Children and Family Development	219	244	141	14	—	—	53	121	123
Community, Aboriginal and Women's Services	17	17	9	—	—	—	8	7	10
Education	41	44	35	—	—	—	9	30	14
Energy and Mines	62	72	45	11	—	—	16	27	45
Finance	61	73	16	—	—	—	57	33	40
Forests	157	166	69	61	—	—	36	104	62
Health Planning	22	22	8	1	—	—	12	9	13
Health Services	51	57	41	2	—	—	14	30	27
Human Resources	64	86	57	—	—	—	29	74	12
Management Services (Includes the Public Service Agency)	76	80	34	—	—	—	46	42	38
Provincial Revenue	89	123	105	—	—	—	18	38	85
Public Safety and Solicitor General	123	156	128	—	—	—	27	101	55
Skills Development and Labour	27	44	15	—	—	—	29	12	32
Small Business and Economic Development	27	44	15	—	—	—	29	12	32
Sustainable Resource Management	35	35	16	2	—	—	17	21	14
Transportation	108	115	67	17	—	—	31	72	43
Water, Land and Air Protection	32	36	18	12	—	—	6	14	22
Auditor General	8	9	—	—	—	—	9	2	7
BC Mental Health Society	4	4	1	—	—	—	—	2	2
BC Pension Corporation	16	16	11	—	—	—	5	5	11
Elections BC	7	7	—	—	—	—	7	—	7

\* All numbers are approximate

Ministry Name	No. of Competitions	No. of Positions	Bargaining Unit				Excluded	In Service	Out of Service
			GEU	PEA	BCNU	UPN			
Forensic Psychiatric Services Commission	30	30	14	3	—	—	1	9	21
Forest Practices Board	1	1	1	—	—	—	—	—	1
Information and Privacy Commissioner	3	4	—	—	—	—	4	1	3
Land and Water BC	36	40	19	6	—	—	15	23	17
Liquor Distribution Branch	28	35	21	—	—	—	14	16	19
Oak Bay Lodge	5	7	1	—	—	—	2	1	6
Office of the Premier	4	4	—	—	—	—	4	2	2
Police Complaints Commissioner	—	—	—	—	—	—	—	—	—
Product Services	7	7	5	—	—	—	2	3	4
Provincial Capital Commission	1	1	1	—	—	—	—	1	—
Public Sector Employers' Council	—	—	—	—	—	—	—	—	—
Royal BC Museum	6	7	6	—	—	—	1	—	7
Tillicum and Veterans Care Society	18	20	13	4	—	—	1	4	16
<b>Totals</b>	<b>1663</b>	<b>1911</b>	<b>1052</b>	<b>145</b>	<b>—</b>	<b>—</b>	<b>655</b>	<b>1010</b>	<b>901</b>