ORIGIN AT LONGWOOD RETIREMENT COMMUNITY INC.
Pay transparency report

Origin at Longwood Retirement Community Inc. is dedicated to building an equitable, supportive and inclusive workplace. Our 2026 Pay Transparency Report reflects our current workforce structure and indicates a median hourly pay gap and an overtime pay gap that trend in favour of female employees. This outcome is directly tied to the historical and ongoing demographics of the healthcare and senior care sector. Nurses, care aides, and clinical support staff—roles that are historically female-dominated—make up the vast majority of our front-line workforce. As we move forward, Origin at Longwood remains committed to maintaining equitable compensation structures and professional development pathways for all employees across our organization, regardless of gender identity. Origin at Longwood is located at 6205 Oliver Road, Nanaimo, BC.

Employer details

Employer:	ORIGIN AT LONGWOOD RETIREMENT COMMUNITY INC.
Address:	800 - 885 West Georgia Street, Vancouver, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	62 - Health care and social assistance
Number of Employees:	50-299

Hourly pay

Mean hourly pay gap[1]

In this organization women's average hourly wages are 8% more than men's. For every dollar men earn in average hourly wages, women earn $1.08 in average hourly wages. *

Median hourly pay gap[2]

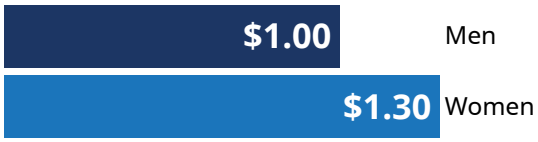
In this organization women's median hourly wages are 10% more than men's. For every dollar men earn in median hourly wages, women earn $1.10 in median hourly wages. *

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.

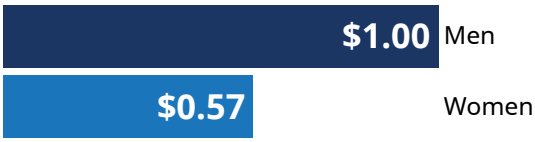
Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 30% more than men's. For every dollar men earn in average overtime pay, women earn $1.30 in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 43% less than men's. For every dollar men earn in median overtime pay, women earn 57 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	2

In this organization the average number of overtime hours worked by women was 2 more than by men. *

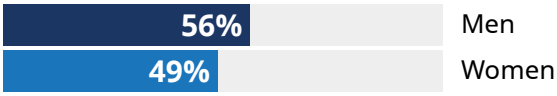
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-8

In this organization the median number of overtime hours worked by women was 8 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]

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

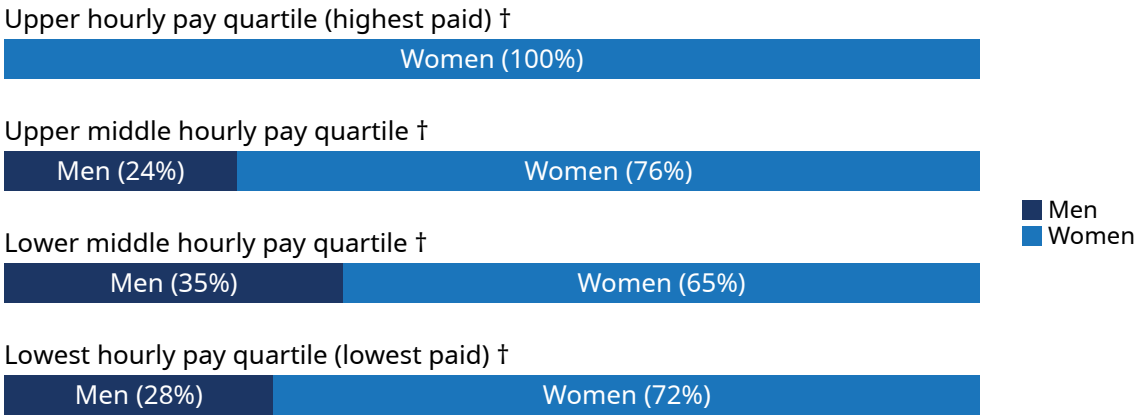
Median bonus pay [8]

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]



In this organization, women occupy 100% of the highest paid jobs and 72% 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.

Data constraints

Our organizational data reflects a distinct demographic profile, with female employees representing approximately 74% of our total workforce. Because our most heavily staffed operational departments consist of specialized nursing and care aide roles with higher hourly wages, their numbers heavily influence our upper pay quartiles. By comparison, our smaller administrative, facilities, or general support teams feature a more even gender distribution of employees, which lowers the overall median calculation for males. As these front-line care roles also carry the highest operational demand for shift coverage, overtime earnings are also heavily concentrated among female employees. Finally, bonus pay could not be measured or reported due to the rarity of bonus structures within the organization for the reporting period.

* 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.