THE PERSONNEL DEPARTMENT LTD. Pay transparency report

About TPD
TPD is an international Total Workforce Solutions provider with deep expertise in the mining, semiconductor, and manufacturing industries. For more than 40 years, we have helped organizations succeed in a constantly changing talent landscape with flexible, scalable workforce solutions that improve ROI and reduce risk. Headquartered in Vancouver, British Columbia, and Portland, Oregon, we deliver skilled talent across North America and internationally, and are committed to providing an exceptional experience for candidates and clients alike.

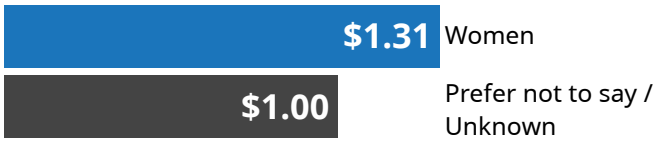
About This Report
This report covers TPD's internal employees in British Columbia, as well as the temporary and long-term assignment employees we deploy to client sites in the province. Assignment employees make up the majority of our BC workforce. Compensation and candidate selection are determined in collaboration with our clients, and TPD is not the sole decision-maker on either. Client pay rates and hiring decisions therefore influence the results presented here.

Employer details

Employer:	THE PERSONNEL DEPARTMENT LTD.
Address:	25TH FLOOR, 700 WEST GEORGIA STREET, VANCOUVER, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	54 - Professional, scientific and technical services
Number of Employees:	50-299

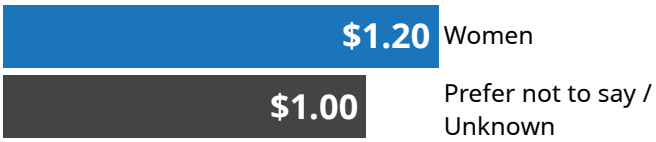
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 31% more than prefer not to say / unknown's. For every dollar prefer not to say / unknown earn in average hourly wages, women earn $1.31 in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 20% more than prefer not to say / unknown's. For every dollar prefer not to say / unknown earn in median hourly wages, women earn $1.20 in median hourly wages. *

Overtime pay

Mean overtime pay [3]

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

Median overtime pay [4]

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

Mean overtime paid hours [5]

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

Median overtime paid hours [6]

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) †

Upper middle hourly pay quartile †

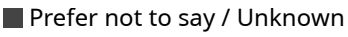
Prefer not to say / Unknown (100%)

Lower middle hourly pay quartile †

Prefer not to say / Unknown (100%)

Lowest hourly pay quartile (lowest paid) †

Prefer not to say / Unknown (100%)



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

Data constraints

Gender disclosure is voluntary, and a significant number of our assignment employees choose not to provide it. As a result, this report contains a high proportion of “Unknown” responses and may not fully reflect the gender diversity of our workforce. TPD will continue to communicate the purpose of this data collection and the safeguards in place to protect confidentiality, and we expect participation, and therefore data quality, to improve in future reports.

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.