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October 23, 2023

**BLOG**

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**EFFECTIVE NOVEMBER 1, 2023 JOB ADVERTISEMENTS  
TO CONTAIN WAGE/SALARY INFORMATION**

As we indicated in our earlier client bulletin, and newsletter article, the *Pay Transparency Act* (the “Act”) received Royal Assent and became law in British Columbia on May 11, 2023. The Act contains new requirements for employers in the province to address pay inequity in their organizations.

Effective November 1, 2023, all employers must, when advertising a job opportunity publicly, specify in the advertisement either the expected salary or wage for the job, or the expected salary or wage range for the job. The Government of BC has published some guidance on this requirement, which can be found here:

<https://www2.gov.bc.ca/gov/content/gender-equity/wage-or-salary-information-on-job-postings>

For more information on the Act, please contact us or see our earlier client bulletin and newsletter article, which can be found at the following links:

<https://www.younganderson.ca/publications/bulletins/pay-transparency-legislation-enacted>

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