

Provincial Health Services Authority

Pay transparency report

The Provincial Health Services Authority (PHSA) provides specialized health care services and programs to communities across British Columbia, on the territories of many distinct First Nations. We work in partnership with other B.C. health authorities and the provincial government to deliver province-wide solutions that create a healthier province for all, focusing on clinical policy, clinical service delivery, commercial services, and digital and information technology. For more information, visit our website at phsa.ca.

Moving toward our vision to boldly create an equitable, anti-racist and culturally safe health system where everyone thrives, we are committed to employment equity. We recognize that our ability to provide the best care for our diverse patient populations in a safe, inclusive, and welcoming environment relies on a workforce with a rich diversity of skills, knowledge, background and experience. Of the 22,925 employees included in the data of this report, 73.4% are women, 25.9% are men, 0.2% are non-binary and 0.5% preferred not to specify gender. These numbers are pulled from our Human Resources/payroll system.

This report serves as a benchmark for improvement and a baseline to track progress and measure the success of future initiatives aimed at improving pay equity at all levels of the organization.

Employer details

Employer:	Provincial Health Services Authority
Address:	200 - 1333 W. Broadway, Vancouver, BC
Reporting Year:	2024
Time Period:	April 1, 2023 - March 31, 2024
NAICS Code:	62 - Health care and social assistance
Number of Employees:	1000 or more



Hourly pay

Mean hourly pay gap¹

\$1.00	Men
\$0.83	Women
\$0.74	Non-binary
\$0.72	Prefer not to say / Unknown

In this organization women's average hourly wages are 17% less than men's and non-binary people's average hourly wages are 26% less than men's. For every dollar men earn in average hourly wages, women earn 83 cents and non-binary people earn 74 cents in average hourly wages.

Median hourly pay gap²

\$1.00	Men
\$1.02	Women
\$0.98	Non-binary
\$1.00	Prefer not to say / Unknown

In this organization women's median hourly wages are 2% more than men's and non-binary people's median hourly wages are 2% less than men's. For every dollar men earn in median hourly wages, women earn \$1.02 and non-binary people earn 98 cents in median hourly wages.

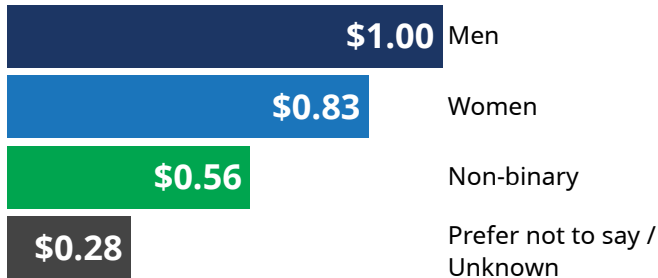
Explanatory notes

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.



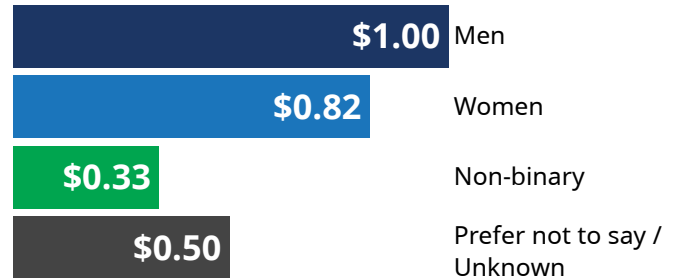
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 17% less than men's and non-binary people's average overtime pay is 44% less than men's. For every dollar men earn in average overtime pay, women earn 83 cents and non-binary people earn 56 cents in average overtime pay.

Median overtime pay⁴



In this organization women's median overtime pay is 18% less than men's and non-binary people's median overtime pay is 67% less than men's. For every dollar men earn in median overtime pay, women earn 82 cents and non-binary people earn 33 cents in median overtime pay.

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-20
Non-binary	-41
Prefer not to say / Unknown	-56

In this organization the average number of overtime hours worked by women was 20 less than by men and the average number of overtime hours worked by non-binary people was 41 less than by men.

Median overtime paid hours⁶

Difference as compared to reference group (Men)

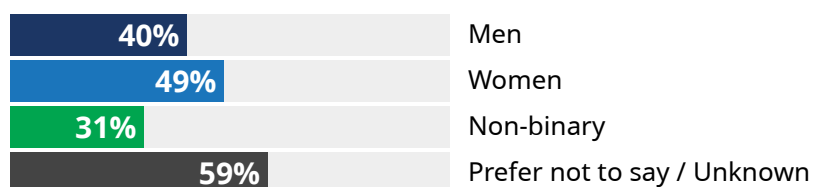
Women	-5
Non-binary	-15
Prefer not to say / Unknown	-13

In this organization the median number of overtime hours worked by women was 5 less than by men and the median number of overtime hours worked by non-binary people was 15 less than by men.

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.

Percentage of employees in each gender category receiving overtime pay



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.

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

Upper hourly pay quartile (highest paid)



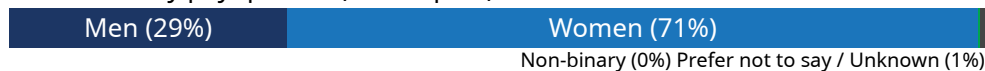
Upper middle hourly pay quartile



Lower middle hourly pay quartile



Lowest hourly pay quartile (lowest paid)



■ Men
■ Women
■ Non-binary
■ Prefer not to say / Unknown

In this organization, women occupy 75% of the highest paid jobs and 71% of the lowest paid jobs. Non-binary people occupy 0% of the highest paid jobs and 0% of the lowest paid jobs.

Explanatory notes

9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.