

Provincial Health Services Authority

Pay transparency report

The Provincial Health Services Authority (PHSA) delivers specialized health care services and programs across British Columbia, on the territories of many distinct First Nations. In collaboration with other BC health authorities and the provincial government, we provide province-wide solutions to create a healthier province for all, focusing on clinical policy, clinical service delivery, commercial services, and digital health.

As we work toward our vision of an equitable, anti-racist and culturally safe health system where everyone thrives, PHSA is committed to employment equity. We understand that delivering exceptional care to diverse patient populations requires a workforce enriched by a broad range of skills, experiences and perspectives. Of the 23,451 employees included in this report's data, 72.9% identify as women, 26.3% as men, 0.16% as non-binary and 0.58% preferred not to specify their gender. These figures are drawn from our Human Resources and payroll systems.

PHSA is advancing a range of initiatives to build a thriving, equitable workforce. These include bias-aware hiring practices guided by a GBA+ framework, leadership education on equity and compensation, and targeted recruitment programs for BIPOC, transgender and Two-Spirit communities. We've launched an Equity in Healthcare Certificate program with Simon Fraser University, implemented an Anti-Racism and Anti-Discrimination Policy, and are using employee self-identification and workplace experience data to inform action planning. We also recognize Indigenous lived experience and expertise in job qualifications and compensation to support equitable hiring practices for Indigenous employees in Indigenous-specific roles.

This report allows us to measure progress and guide future initiatives aimed at advancing pay equity across all levels of the organization.

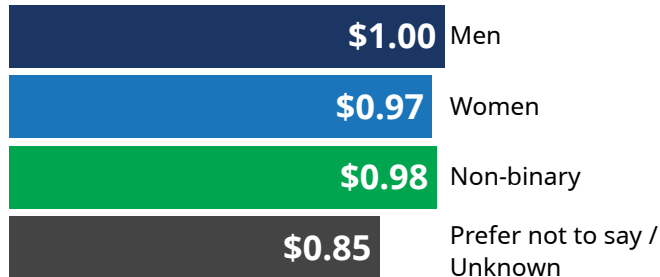
Employer details

Employer:	Provincial Health Services Authority
Address:	700 - 1380 Burrard Street, Vancouver, BC
Reporting Year:	2025
Time Period:	April 1, 2024 - March 31, 2025
NAICS Code:	62 - Health care and social assistance
Number of Employees:	1000 or more



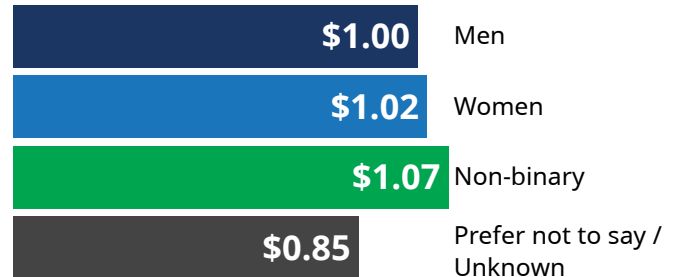
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 3% less than men's and non-binary people's average hourly wages are 2% less than men's. For every dollar men earn in average hourly wages, women earn 97 cents and non-binary people earn 98 cents in average hourly wages.

Median hourly pay gap²



In this organization women's median hourly wages are 2% more than men's and non-binary people's median hourly wages are 7% more than men's. For every dollar men earn in median hourly wages, women earn \$1.02 and non-binary people earn \$1.07 in median hourly wages.

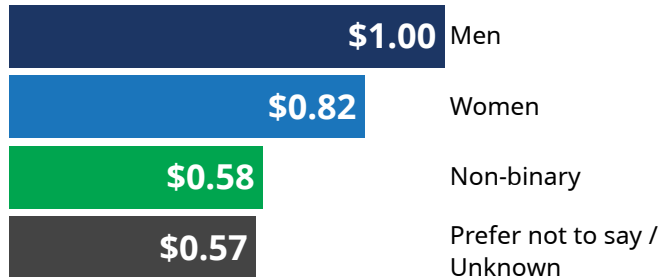
Explanatory notes

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.



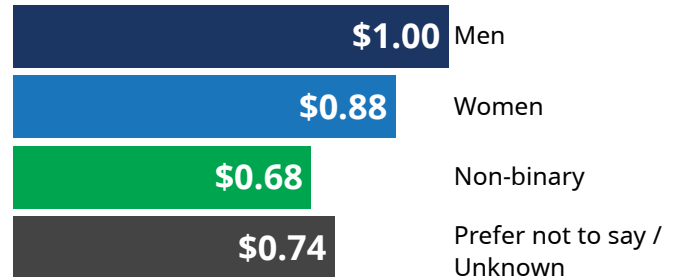
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 18% less than men's and non-binary people's average overtime pay is 42% less than men's. For every dollar men earn in average overtime pay, women earn 82 cents and non-binary people earn 58 cents in average overtime pay.

Median overtime pay⁴



In this organization women's median overtime pay is 12% less than men's and non-binary people's median overtime pay is 32% less than men's. For every dollar men earn in median overtime pay, women earn 88 cents and non-binary people earn 68 cents in median overtime pay.

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-21
Non-binary	-43
Prefer not to say / Unknown	-34

In this organization the average number of overtime hours worked by women was 21 less than by men and the average number of overtime hours worked by non-binary people was 43 less than by men.

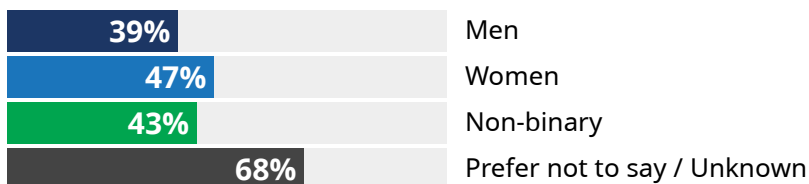
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-4
Non-binary	-7
Prefer not to say / Unknown	-3

In this organization the median number of overtime hours worked by women was 4 less than by men and the median number of overtime hours worked by non-binary people was 7 less than by men.

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

- "Mean overtime pay" refers to overtime pay when averaged for each group.
- "Median overtime pay" refers to the middle point of overtime pay for each group.
- "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
- "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.



Bonus pay

Mean bonus pay ⁷



In this organization women's average bonus pay is 9% less than men's. For every dollar men earn in average bonus pay, women earn 91 cents in average bonus pay. *

Median bonus pay ⁸



In this organization women's median bonus pay is 74% less than men's. For every dollar men earn in median bonus pay, women earn 26 cents in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



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 70% of the lowest paid jobs. Non-binary people occupy 0% of the highest paid jobs.

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

Data constraints

The 2023/24 report included a data error related to “special pay.” Instead of calculating an hourly rate, lump sum payments were incorrectly treated as hourly wages, resulting in extreme outliers—particularly among employees who identify as men, who represent a smaller portion of PHSA’s workforce. This skewed the average hourly pay and led to a misleading pay equity ratio of 83 cents earned by women for every dollar earned by men.

When these outliers are removed, the adjusted 2023/24 averages show men earning \$47.93/hour and women \$46.85/hour—a ratio of 98 cents to the dollar. In the 2024/25 report, “special pay” was excluded entirely, resulting in average hourly rates of \$49.55 for men and \$48.14 for women. This yields a ratio of 97 cents to the dollar, closely aligned with the corrected 2023/24 data. This confirms that the discrepancy in last year’s report was due solely to the misclassification of “special pay.”

Explanatory notes

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.