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.

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 23,788 employees included in this report's data, 72.9% identify as women, 26.3% as men, 0.2% as non-binary and 0.67% preferred not to specify their gender. These figures are drawn from our Human Resources and payroll systems.

PHSA continues to advance initiatives that support a thriving, equitable workforce, including bias-aware hiring practices guided by a GBA+ framework. We recognize Indigenous lived experience and expertise in job qualifications and compensation to support equitable hiring for Indigenous employees in Indigenous-specific roles. We also offer leadership education on equity and compensation, and targeted recruitment programs for BIPOC, transgender and Two-Spirit communities. This work is supported by policies that we regularly review and strengthen, including the Anti-Racism and Anti-Discrimination Policy and Indigenous-specific Anti-Racism and Discrimination Staff Policy. We use employee self-identification and workplace experience data to help inform action planning.

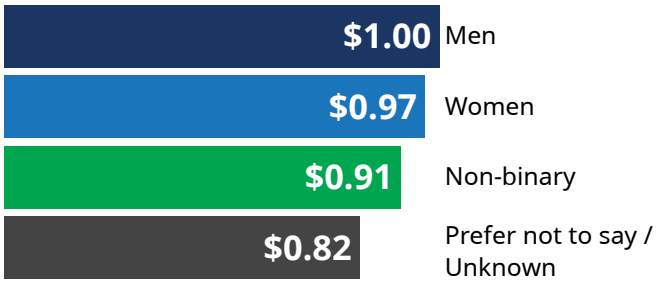
This report allows us to measure progress and guide future initiatives aimed at advancing pay equity across all levels of the organization.

Employer details

Employer:	Provincial Health Services Authority
Address:	700 - 1380 Burrard Street, Vancouver, BC
Reporting Year:	2026
Time Period:	April 1, 2025 - March 31, 2026
NAICS Code:	62 - Health care and social assistance
Number of Employees:	1000 or more

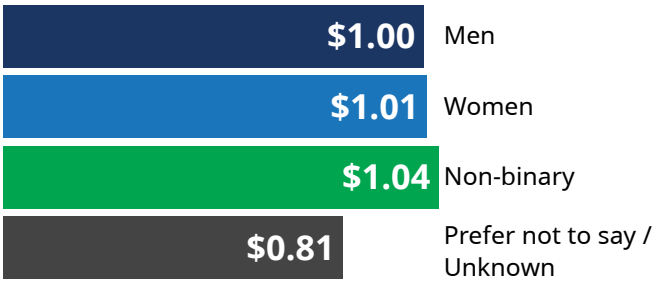
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 3% less than men's and non-binary people's average hourly wages are 9% less than men's. For every dollar men earn in average hourly wages, women earn 97 cents and non-binary people earn 91 cents in average hourly wages.

Median hourly pay gap[2]



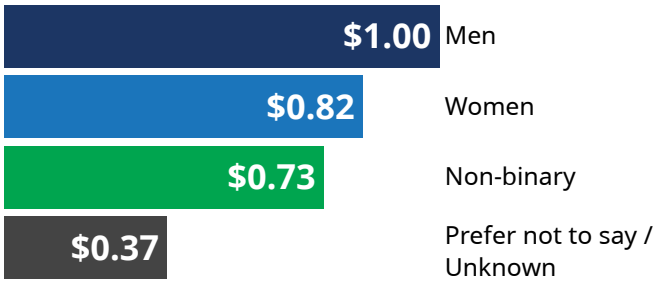
In this organization women's median hourly wages are 1% more than men's and non-binary people's median hourly wages are 4% more than men's. For every dollar men earn in median hourly wages, women earn $1.01 and non-binary people earn $1.04 in median hourly wages.

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.

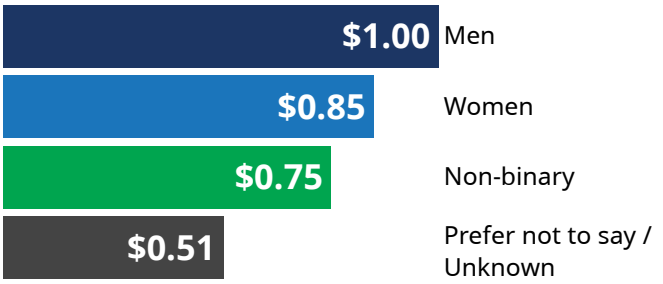
Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 18% less than men's and non-binary people's average overtime pay is 27% less than men's. For every dollar men earn in average overtime pay, women earn 82 cents and non-binary people earn 73 cents in average overtime pay.

Median overtime pay [4]



In this organization women's median overtime pay is 15% less than men's and non-binary people's median overtime pay is 25% less than men's. For every dollar men earn in median overtime pay, women earn 85 cents and non-binary people earn 75 cents in median overtime pay.

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-21
Non-binary	-35
Prefer not to say / Unknown	-47

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 35 less than by men.

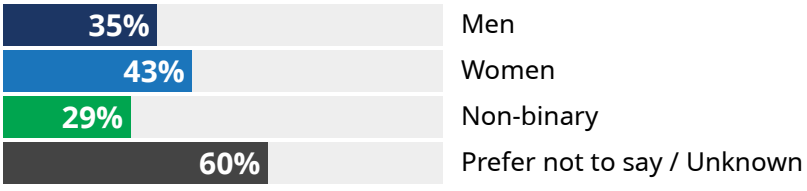
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-4
Non-binary	-5
Prefer not to say / Unknown	-8

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 5 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]

In this organization women's average bonus pay is 3% more than men's. For every dollar men earn in average bonus pay, women earn $1.03 in average bonus pay. *

Median bonus pay [8]

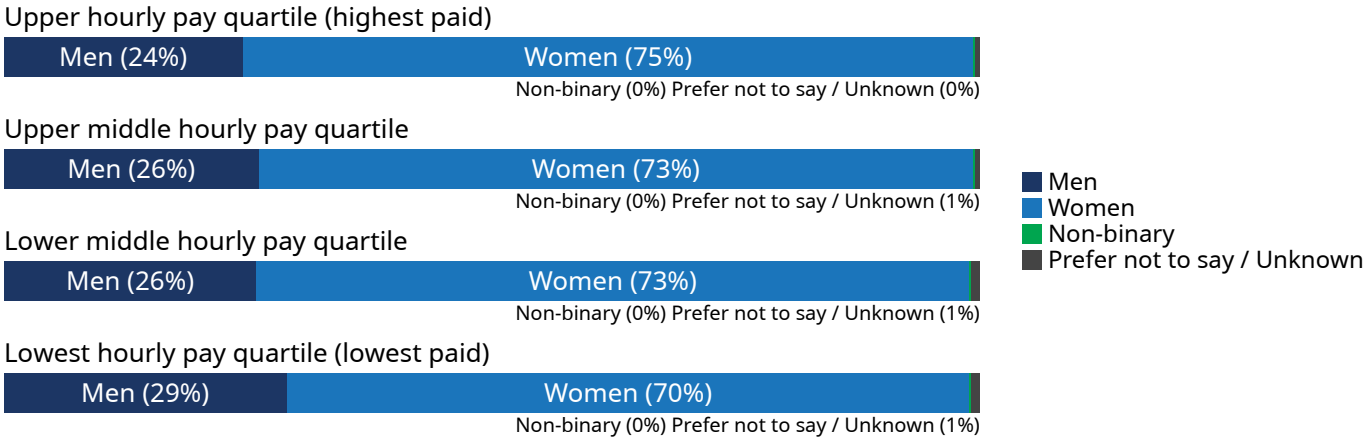
In this organization women's median bonus pay is 0% less than men's. For every dollar men earn in median bonus pay, women earn $1.00 in median bonus pay. *

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]



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 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.

* 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.