

Vancouver Island Health Authority

Pay transparency report

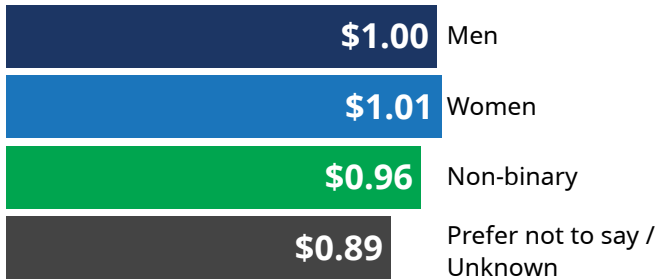
Employer details

| | |
|----------------------|--|
| Employer: | Vancouver Island Health Authority |
| Address: | 1952 Bay Street, Victoria, 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 |



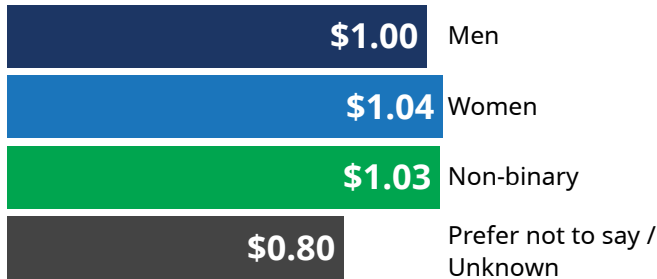
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 1% more than men's and non-binary people's average hourly wages are 4% less than men's. For every dollar men earn in average hourly wages, women earn \$1.01 and non-binary people earn 96 cents in average hourly wages.

Median hourly pay gap²



In this organization women's median hourly wages are 4% more than men's and non-binary people's median hourly wages are 3% more than men's. For every dollar men earn in median hourly wages, women earn \$1.04 and non-binary people earn \$1.03 in median hourly wages.

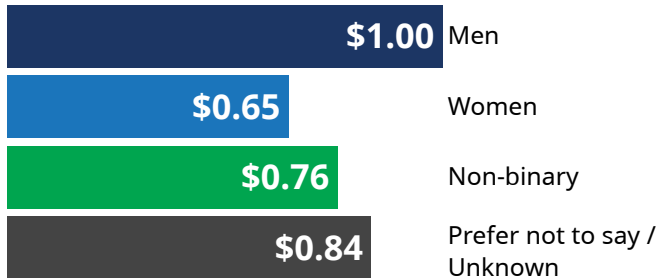
Explanatory notes

- "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.
- "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.



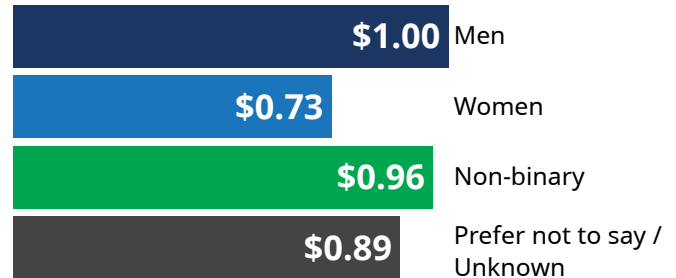
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 35% less than men's and non-binary people's average overtime pay is 24% less than men's. For every dollar men earn in average overtime pay, women earn 65 cents and non-binary people earn 76 cents in average overtime pay.

Median overtime pay⁴



In this organization women's median overtime pay is 27% less than men's and non-binary people's median overtime pay is 4% less than men's. For every dollar men earn in median overtime pay, women earn 73 cents and non-binary people earn 96 cents in median overtime pay.

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

| | |
|-----------------------------|-----|
| Women | -58 |
| Non-binary | -61 |
| Prefer not to say / Unknown | -21 |

In this organization the average number of overtime hours worked by women was 58 less than by men and the average number of overtime hours worked by non-binary people was 61 less than by men.

Median overtime paid hours⁶

Difference as compared to reference group (Men)

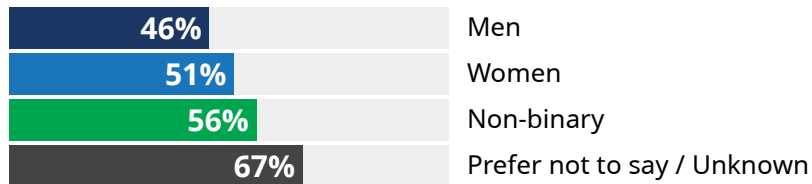
| | |
|-----------------------------|-----|
| Women | -19 |
| Non-binary | -18 |
| Prefer not to say / Unknown | -8 |

In this organization the median number of overtime hours worked by women was 19 less than by men and the median number of overtime hours worked by non-binary people was 18 less than by men.

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.

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.

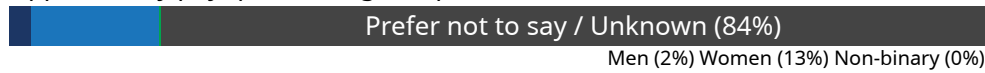
Explanatory notes

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.

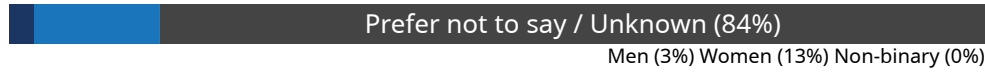


Percentage of each gender in each pay quartile ⁹

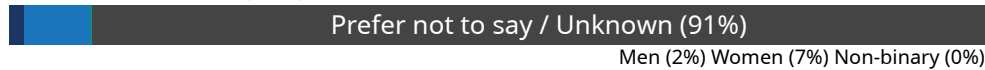
Upper hourly pay quartile (highest paid)



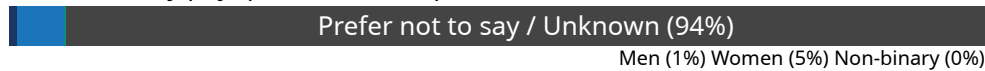
Upper middle hourly pay quartile



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 13% of the highest paid jobs and 5% of the lowest paid jobs. Non-binary people occupy 0% of the highest paid jobs and 0% of the lowest paid jobs.

Data constraints

The expectation of the data is that the "Prefer not to say/Unknown" selection is elevated for this reporting cycle, but will stabilize over the next reporting period.

Explanatory notes

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