

Vancouver Coastal Health Pay Transparency Report

Vancouver Coastal Health (VCH) is made up of a team of more than 30,000 staff and medical staff supporting the delivery of exceptional care and support to 1.25 million people living in the region.

Equity, diversity and inclusion (EDI) is one of our four pillars that guide our commitment to delivering safe, quality care.

VCH is pleased to prepare and publish our annual Pay Transparency Report in accordance with the British Columbia Pay Transparency Act, focusing on gender-based pay equity as an important step in identifying and addressing potential pay equity gaps.

Data required for the pay gap analysis includes regular pay, number of regular hours worked, overtime pay and overtime hours worked, and bonus pay from April 1, 2024 to March 31, 2025.

To protect the anonymity and privacy of employees, no individual or personal details are included in this report. Only aggregate data is provided.

Under the B.C. Pay Transparency regulation and reporting requirements for the purpose of this report, contracted medical staff are out of scope and are not included in this report.

Learn more about our commitment to equity, diversity and inclusion on [VCH.ca](#).

Employer details

Employer:	Vancouver Coastal Health
Address:	Suite 200 - 520 West 6th Avenue, 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

\$1.00	Men
\$1.02	Women
\$0.94	Prefer not to say / Unknown

In this organization women's average hourly wages are 2% more than men's. For every dollar men earn in average hourly wages, women earn \$1.02 in average hourly wages. *

Median hourly pay gap²

\$1.00	Men
\$1.09	Women
\$1.05	Prefer not to say / Unknown

In this organization women's median hourly wages are 9% more than men's. For every dollar men earn in median hourly wages, women earn \$1.09 in median hourly wages. *

Explanatory notes (hourly pay)

1. "Mean hourly pay gap" refers to the difference 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 difference in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.

The majority of VCH employees are unionized and their pay is determined by the collective agreement under which they are working.

Generally, employees who identify as women make up a significant majority across occupations at VCH, particularly for higher-earning (\$/hour) employed occupations such as nursing and management for the 12-month reporting period (April 2024 - March 2025).

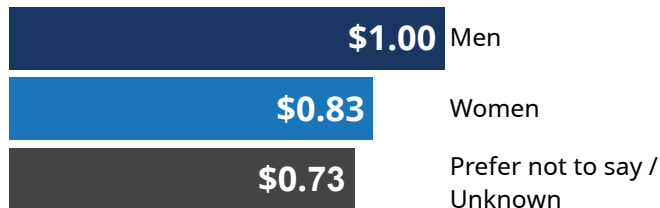
- 78.4% Women
- 19.0% Men
- 2.6% Prefer not to say/Unknown

The non-binary category was excluded in this report due to insufficient numbers to meet disclosure requirements intended to protect privacy. The number of staff in each category must be greater than 10, otherwise this category is excluded from the report.



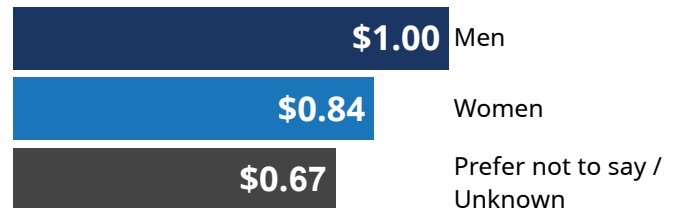
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 17% less than men's. For every dollar men earn in average overtime pay, women earn 83 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 16% less than men's. For every dollar men earn in median overtime pay, women earn 84 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-18
Prefer not to say / Unknown	-39

In this organization the average number of overtime hours worked by women was 18 less than by men. *

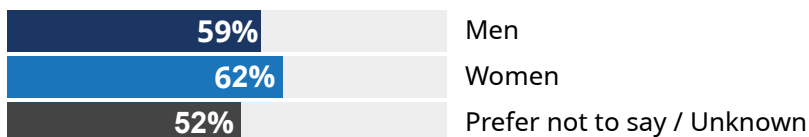
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-9
Prefer not to say / Unknown	-18

In this organization the median number of overtime hours worked by women was 9 less than by men. *

Percentage of employees in each gender category receiving overtime pay



Explanatory notes (Overtime Pay)

- "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.

The majority of VCH employees are unionized with overtime pay and access to overtime hours determined by the collective agreement under which they are working.

Overtime pay is defined by the regulation as money paid to an employee for hours worked in addition to the employee's usual hours of work. Total overtime pay is based on a rate of pay that is at least 1.5 times the usual rate of pay.

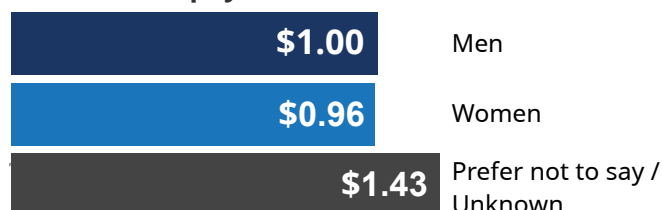
Overtime pay mean and medians are expressed as a comparison of total annual overtime paid. The reporting template compares the mean and median total overtime pay for employees across the gender groups. On average, VCH employees who identify as men worked more overtime hours than the other gender groups for the reporting period.

The non-binary category was excluded in this report due to insufficient numbers to meet disclosure requirements intended to protect privacy.

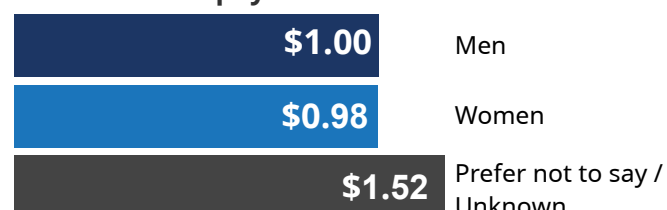


Bonus pay

Mean bonus pay ⁷



Median bonus pay ⁸

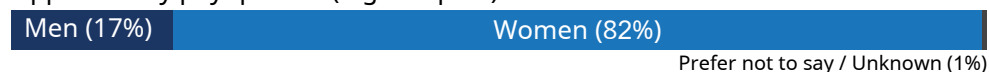


Percentage of employees in each gender category receiving bonus pay



Percentage of each gender in each pay quartile ⁹

Upper hourly pay quartile (highest paid) †



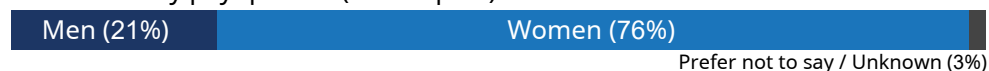
Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women
■ Prefer not to say / Unknown

In this organization, women occupy 82% of the highest paid jobs and 76% of the lowest paid jobs.

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

Explanatory notes

7. "Mean bonus pay" refers to bonus pay when averaged for each group.

a. VCH administered Ministry of Health targeted Recruitment & Retention Incentives for eligible rural, remote, difficult to fill positions

8. "Median bonus pay" refers to the middle point of bonus pay for each group.

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

The non-binary category was excluded in this report due to insufficient numbers to meet disclosure requirements intended to protect privacy.

*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.