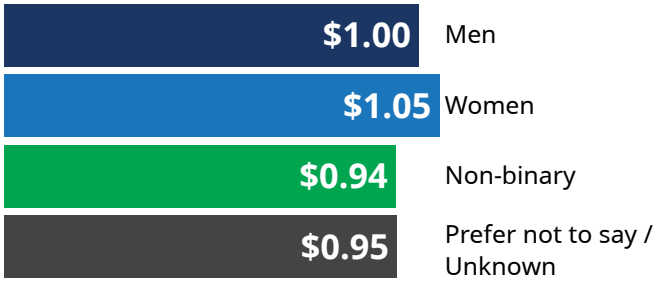
Vancouver Island Health Authority Pay transparency report

Employer details

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

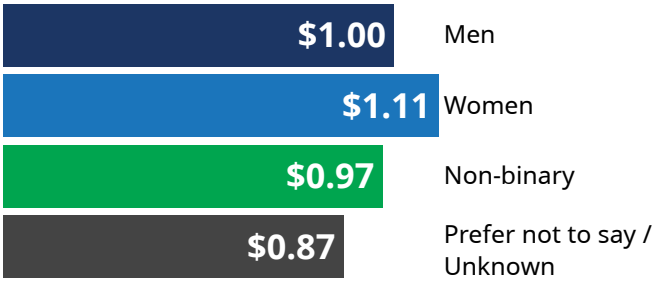
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 5% more than men's and non-binary people's average hourly wages are 6% less than men's. For every dollar men earn in average hourly wages, women earn $1.05 and non-binary people earn 94 cents in average hourly wages.

Median hourly pay gap[2]



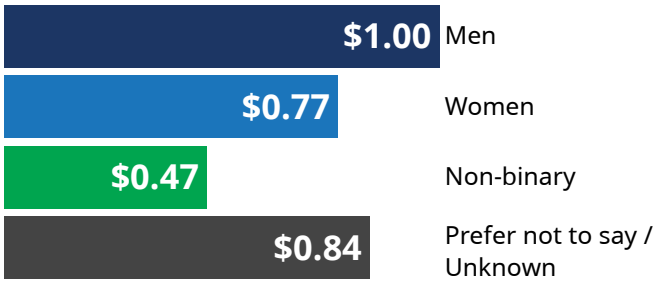
In this organization women's median hourly wages are 11% more than men's and non-binary people's median hourly wages are 3% less than men's. For every dollar men earn in median hourly wages, women earn $1.11 and non-binary people earn 97 cents in median hourly wages.

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.

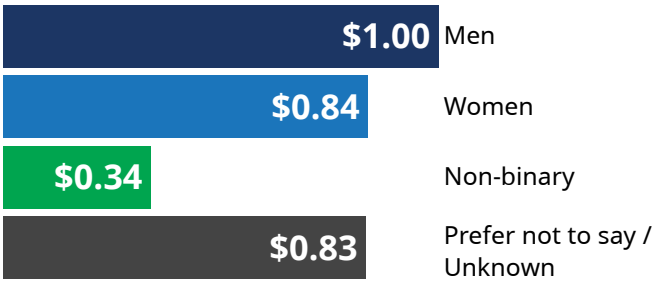
Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 23% less than men's and non-binary people's average overtime pay is 53% less than men's. For every dollar men earn in average overtime pay, women earn 77 cents and non-binary people earn 47 cents in average overtime pay.

Median overtime pay [4]



In this organization women's median overtime pay is 16% less than men's and non-binary people's median overtime pay is 66% less than men's. For every dollar men earn in median overtime pay, women earn 84 cents and non-binary people earn 34 cents in median overtime pay.

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-42
Non-binary	-83
Prefer not to say / Unknown	-28

In this organization the average number of overtime hours worked by women was 42 less than by men and the average number of overtime hours worked by non-binary people was 83 less than by men.

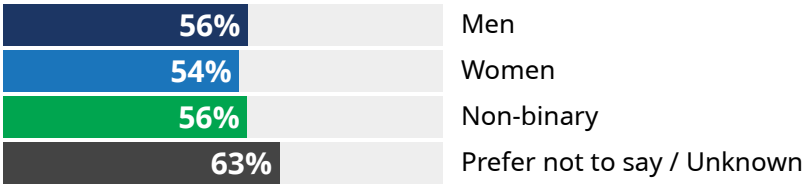
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-11
Non-binary	-33
Prefer not to say / Unknown	-10

In this organization the median number of overtime hours worked by women was 11 less than by men and the median number of overtime hours worked by non-binary people was 33 less than by men.

Percentage of employees in each gender category receiving overtime pay

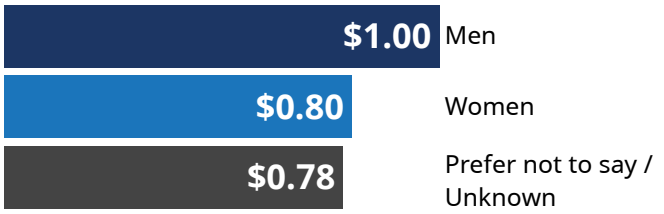


Explanatory notes

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.

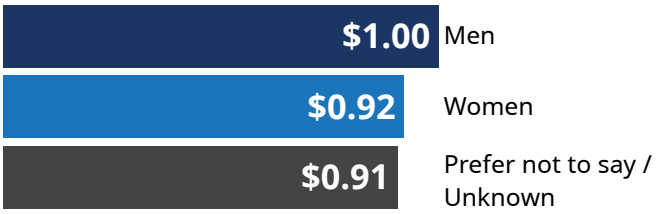
Bonus pay

Mean bonus pay [7]



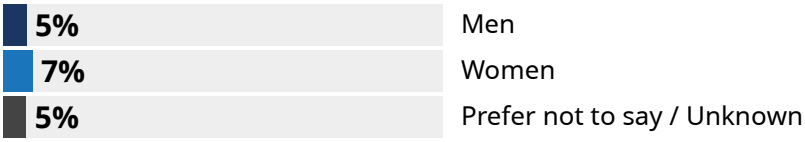
In this organization women's average bonus pay is 20% less than men's. For every dollar men earn in average bonus pay, women earn 80 cents in average bonus pay. *

Median bonus pay [8]



In this organization women's median bonus pay is 8% less than men's. For every dollar men earn in median bonus pay, women earn 92 cents in median bonus pay. *

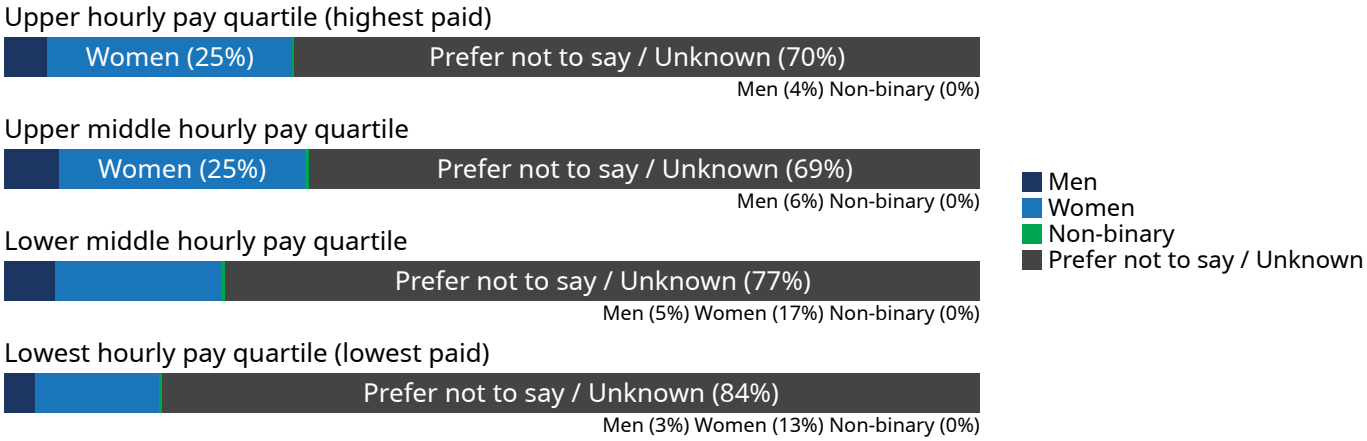
Percentage of employees in each gender category receiving bonus pay



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]



In this organization, women occupy 25% of the highest paid jobs and 13% of the lowest paid jobs. Non-binary people occupy 0% of the highest paid jobs and 0% of the lowest paid jobs.

Data constraints

Our expectation of the data is that the "Prefer not to say/Unknown" selection continue to be elevated for this reporting cycle, and continued employee responses will allow for the reporting to stabilize over future years.

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.