

BC Emergency Health Services (BCEHS) Pay transparency report

BC Emergency Health Services is the largest paramedic and ambulance service in the country and is part of the Provincial Health Services Authority (PHSA). It provides provincial emergency-call taking, dispatch and paramedic health-care services under the Emergency Health Services Act to all people in British Columbia.

It is also responsible for the planning and co-ordination of interfacility patient transfers that require paramedic care, as well as the community paramedicine program, which provides scheduled care to patients living with chronic health conditions in remote and rural communities across British Columbia.

Moving toward our collective vision at PHSA to boldly create an equitable, anti-racist and culturally safe health system where everyone thrives, we are committed to employment equity. We recognize that our ability to provide the best care for our diverse patient populations in a safe, inclusive, and welcoming environment relies on a workforce with a rich diversity of skills, knowledge, background and experience.

Of the 5,441 employees included in the data of this report, 42.9% are women, 57.1% are men. 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. These numbers are pulled from our Human Resources/payroll system.

This report serves as a benchmark for improvement and a baseline to track progress and measure the success of future initiatives aimed at improving pay equity at all levels of the organization.

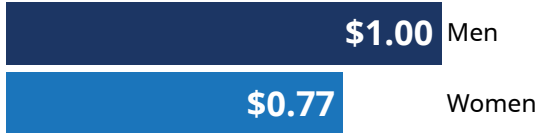
Employer details

Employer:	BC Emergency Health Services (BCEHS)
Address:	2261 Keating Cross Rd, Saanichton BC, 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 23% less than men's. For every dollar men earn in average hourly wages, women earn 77 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 7% less than men's. For every dollar men earn in median hourly wages, women earn 93 cents in median hourly wages. *

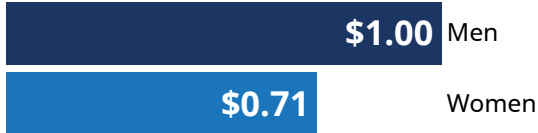
Explanatory notes

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.



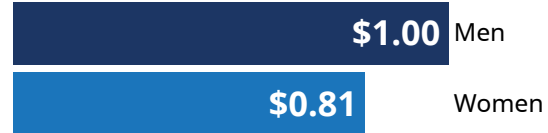
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 29% less than men's. For every dollar men earn in average overtime pay, women earn 71 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 19% less than men's. For every dollar men earn in median overtime pay, women earn 81 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-47
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In this organization the average number of overtime hours worked by women was 47 less than by men. *

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-23
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In this organization the median number of overtime hours worked by women was 23 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

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.



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

In this organization, women occupy 33% of the highest paid jobs and 48% 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.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.
9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

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