

FIRST NATIONS HEALTH AUTHORITY

Pay transparency report

FNHA is committed to understanding and analyzing the results of the report and making any necessary improvements. This report will serve as a baseline to track improvements from organizational initiatives that target reducing pay gaps. Because gender identity information is collected on a voluntary basis there is a significant portion of employees (61%) whose gender could not be determined and are reflected in the unknown category. These include employees who may have declined to consent, who chose not to complete the survey, or who were on leave of absence during the survey period. The FNHA expects there will be an increase in consent to disclose aggregated data in the next year as Human Resources has been exploring ways to enhance employee data collection.

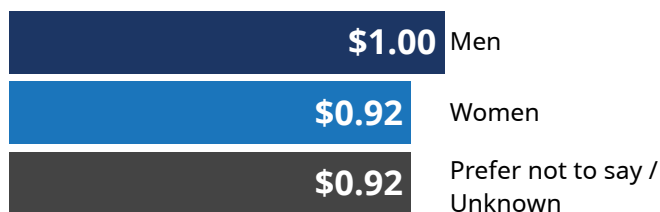
Employer details

Employer:	FIRST NATIONS HEALTH AUTHORITY
Address:	501 - 100 PARK ROYAL S, WEST VANCOUVER, BC
Reporting Year:	2024
Time Period:	October 1, 2023 - September 30, 2024
NAICS Code:	62 - Health care and social assistance
Number of Employees:	1000 or more



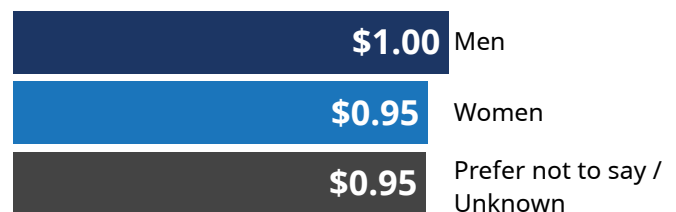
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 8% less than men's. For every dollar men earn in average hourly wages, women earn 92 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 5% less than men's. For every dollar men earn in median hourly wages, women earn 95 cents in median hourly wages. *

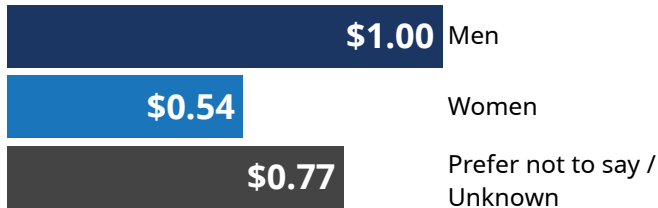
Explanatory notes

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.



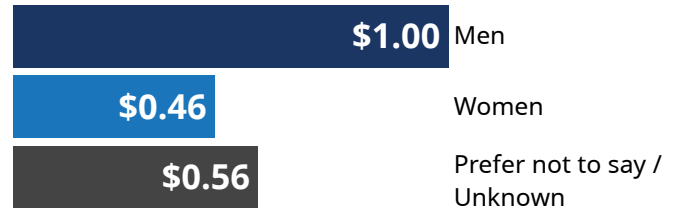
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 46% less than men's. For every dollar men earn in average overtime pay, women earn 54 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 54% less than men's. For every dollar men earn in median overtime pay, women earn 46 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-23
Prefer not to say / Unknown	-13

In this organization the average number of overtime hours worked by women was 23 less than by men. *

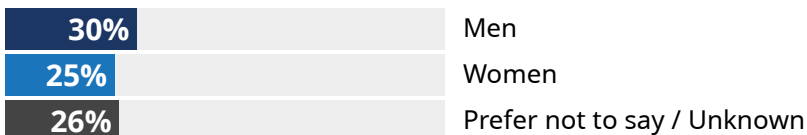
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-12
Prefer not to say / Unknown	-8

In this organization the median number of overtime hours worked by women was 12 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.

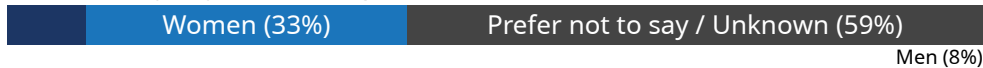
Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

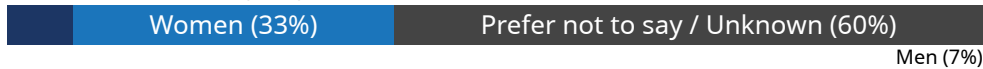


Percentage of each gender in each pay quartile ⁹

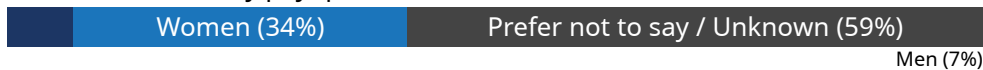
Upper hourly pay quartile (highest paid) †



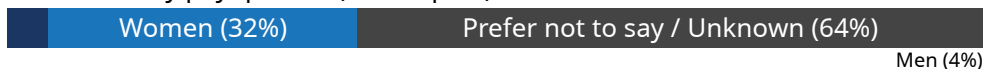
Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
 ■ Women
 ■ Prefer not to say / Unknown

In this organization, women occupy 33% of the highest paid jobs and 32% of the lowest paid jobs.

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

Data constraints

Due to the voluntary nature of the collection of data only 39% of employees consented to having their gender identity included in the report, it's possible that the pay differential may be overstated due to the lack of respondents. In accordance with the Act and reporting rules designed to protect the anonymity and privacy of respondents, FNHA is unable to report data on those who self-identify as nonbinary, gender fluid, two-spirit and another gender because the total number of respondents is below 10. This data has not been combined with Prefer not to say/Opt-out/Unknown.

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.

* 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.