

# FIRST NATIONS HEALTH AUTHORITY

## Pay transparency report

FNHA employs more than 1200 staff across the province. FNHA supports BC First Nations individuals, families and communities to achieve and enjoy the highest level of health and wellness by: working with them on their health and wellness journeys; honouring traditions and cultures; and championing First Nations health and wellness within the FNHA organization and with all of our partners.

FNHA is committed to understanding and analyzing the results of the report and making any necessary improvements. Because gender identity information is collected on a voluntary basis there is a large portion of employees (40%) 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.

Participation in the report increased from 39% last year to 60% this year. This year the results have improved slightly with women who consented to being included earning within 5%/4% (average/median) of men which is an improvement from last year. Last year with the smaller reporting sample, the difference was 8%/5%. FNHA believes with higher participation rates this difference may further decrease.

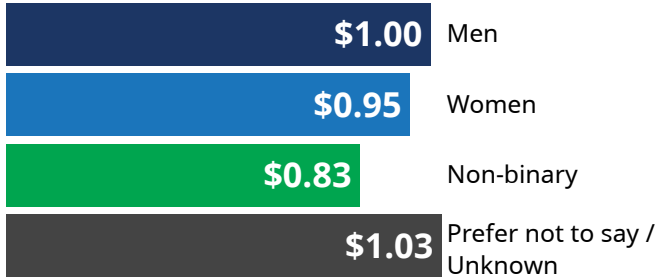
### Employer details

<b>Employer:</b>	FIRST NATIONS HEALTH AUTHORITY
<b>Address:</b>	501 - 100 PARK ROYAL S, WEST VANCOUVER, BC
<b>Reporting Year:</b>	2025
<b>Time Period:</b>	October 1, 2024 - September 30, 2025
<b>NAICS Code:</b>	62 - Health care and social assistance
<b>Number of Employees:</b>	1000 or more



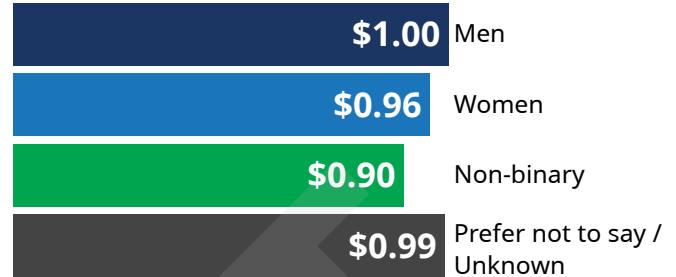
## Hourly pay

### Mean hourly pay gap<sup>1</sup>



In this organization women's average hourly wages are 5% less than men's and non-binary people's average hourly wages are 17% less than men's. For every dollar men earn in average hourly wages, women earn 95 cents and non-binary people earn 83 cents in average hourly wages.

### Median hourly pay gap<sup>2</sup>



In this organization women's median hourly wages are 4% less than men's and non-binary people's median hourly wages are 10% less than men's. For every dollar men earn in median hourly wages, women earn 96 cents and non-binary people earn 90 cents in median hourly wages.

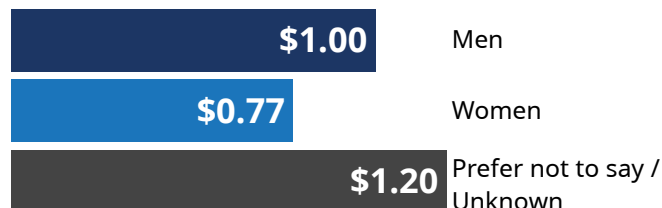
#### Explanatory notes

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.



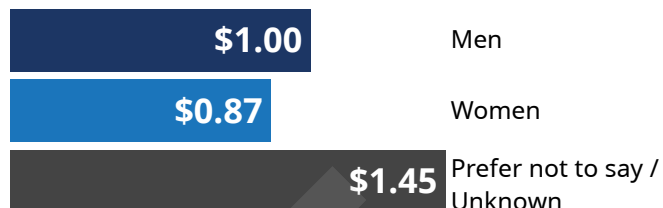
## Overtime pay

### Mean overtime pay<sup>3</sup>



In this organization women's average overtime pay is 23% less than men's. For every dollar men earn in average overtime pay, women earn 77 cents in average overtime pay. \*

### Median overtime pay<sup>4</sup>



In this organization women's median overtime pay is 13% less than men's. For every dollar men earn in median overtime pay, women earn 87 cents in median overtime pay. \*

### Mean overtime paid hours<sup>5</sup>

Difference as compared to reference group (Men)

Women	-4
Prefer not to say / Unknown	11

In this organization the average number of overtime hours worked by women was 4 less than by men. \*

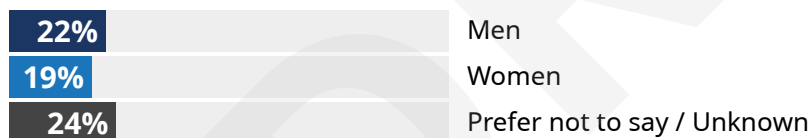
### Median overtime paid hours<sup>6</sup>

Difference as compared to reference group (Men)

Women	2
Prefer not to say / Unknown	6

In this organization the median number of overtime hours worked by women was 2 more 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 <sup>7</sup>

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

### Median bonus pay <sup>8</sup>

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 <sup>9</sup>

### 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 39% of the highest paid jobs and 58% 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 60% 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 and/or to the limited respondents in categories.

In addition, 30% of FNHA employees are unionized and their pay is determined by the collective agreement under which they are working.

### Explanatory notes

- "Mean bonus pay" refers to bonus pay when averaged for each group.
- "Median bonus pay" refers to the middle point of bonus pay for each group.
- "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.

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