

# Northern Health Authority pay transparency report

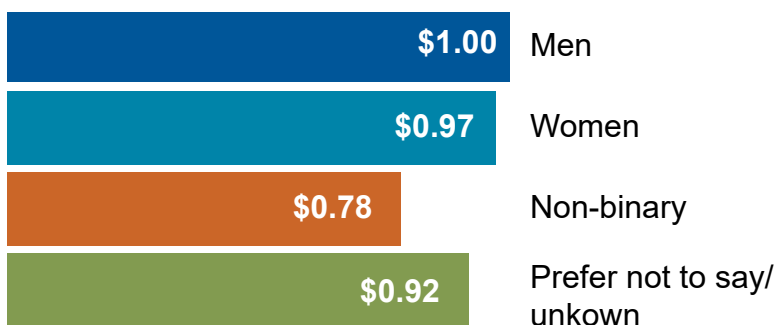
## Employer details

Employer details:	Northern Health Authority
Address:	700-299 Victoria Street, Prince George, BC
Reporting year:	2024
Time period:	January 1, 2023 - December 31, 2023
NAICS code:	62 - Health care and social assistance
Number of employees:	1000 or more



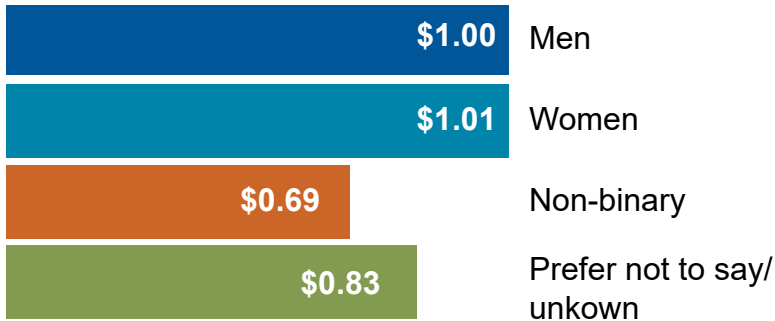
## Hourly pay

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



In this organization women's average hourly wages are 3% less than men's and non-binary people's average hourly wages are 22% less than men's. For every dollar men earn in average hourly wages, women earn 97 cents and non-binary people earn 78 cents in average hourly wages.

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



In this organization women's median hourly wages are 1% more than men's and non-binary people's median hourly wages are 31% less than men's. For every dollar men earn in median hourly wages, women earn \$1.01 and non-binary people earn 69 cents in median hourly wages.

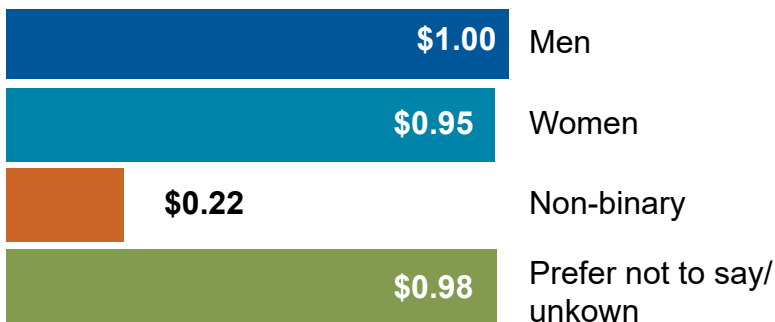
### Explanatory notes

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.



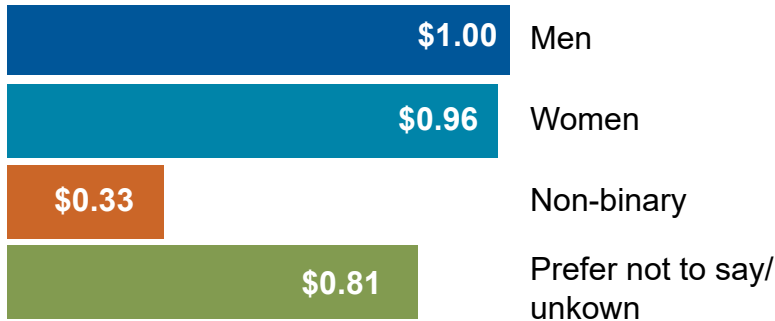
## Overtime pay

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



In this organization women's average overtime pay is 5% less than men's and non-binary people's average overtime pay is 78% less than men's. For every dollar men earn in average overtime pay, women earn 95 cents and non-binary people earn 22 cents in average overtime pay.

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



In this organization women's median overtime pay is 4% less than men's and non-binary people's median overtime pay is 67% less than men's. For every dollar men earn in median overtime pay, women earn 96 cents and non-binary people earn 33 cents in median overtime pay.

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

### Difference as compared to reference group (Men)

Women	-7
Non-binary	-72
Prefer not to say/ unknown	2

In this organization the average number of overtime hours worked by women was 7 less than by men and the average number of overtime hours worked by non-binary people was 72 less than by men.

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

### Difference as compared to reference group (Men)

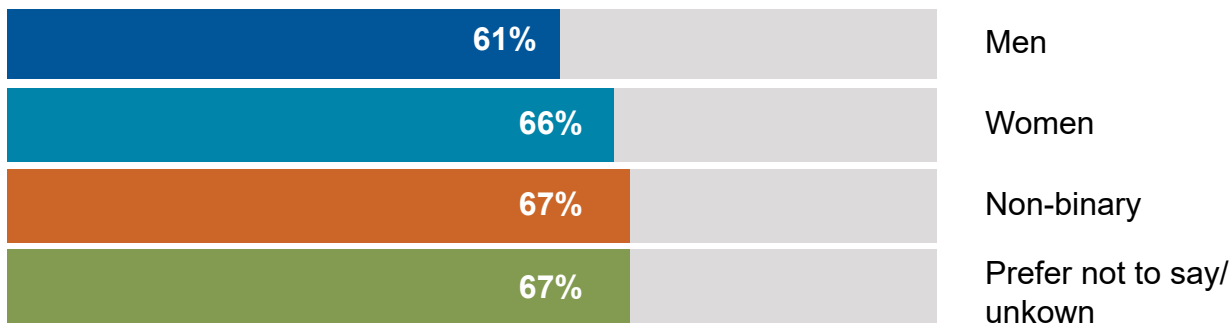
Women	-4
Non-binary	-24
Prefer not to say/ unknown	2-7

In this organization the median number of overtime hours worked by women was 4 less than by men and the median number of overtime hours worked by non-binary people was 24 less than by men.

### 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.

## Percentage of employees in each gender category receiving overtime pay



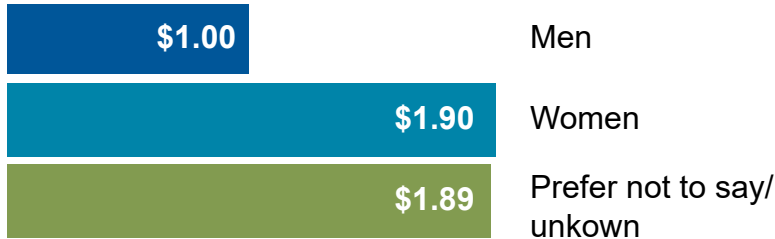
## Bonus pay

### Mean bonus pay <sup>7</sup>



In this organization women's average bonus pay is 51% more than men's. For every dollar men earn in average bonus pay, women earn \$1.51 in average bonus pay. \*

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



In this organization women's median bonus pay is 90% more than men's. For every dollar men earn in median bonus pay, women earn \$1.90 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 <sup>9</sup>

■ Men ■ Women ■ Prefer not to say/unknown

Upper hourly pay quartile (highest paid) <sup>†</sup>



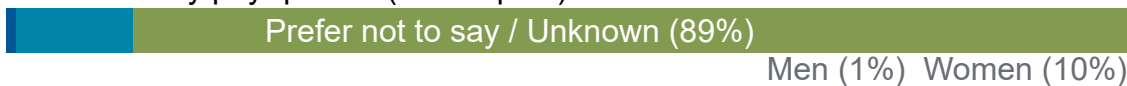
Upper middle hourly pay quartile <sup>†</sup>



Lower middle hourly pay quartile <sup>†</sup>



Lowest hourly pay quartile (lowest paid) <sup>†</sup>



In this organization, women occupy 18% of the highest paid jobs and 10% of the lowest paid jobs.

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

### Explanatory notes

9. “Pay quartile” refers to the percentage of each gender within four equal sized groups based on their hourly pay.8. “Median bonus pay” refers to the middle point of bonus pay for each group.

\* 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.