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.

As we work toward our collective vision of an equitable, anti-racist and culturally safe health system where everyone thrives, BCEHS and PHSA are committed to employment equity. We understand that delivering exceptional care to diverse patient populations requires a workforce enriched by a broad range of skills, experiences and perspectives. Of the 6,313 BCEHS employees included in the data of this report, 43.3% identify as women, 56.5% as 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 (including non-binary) have been excluded due to insufficient numbers to meet disclosure requirements. These figures are drawn from our Human Resources and payroll systems.

BCEHS and PHSA continue to collectively advance a range of initiatives to build a thriving, equitable workforce guided in part by BCEHS' three-year People Plan (2023-2026), and the BCEHS Indigenous Health Strategy & Action Plan (*Listening, Laying a Path for Generational Health*, Sep 2024). As part of PHSA, BCEHS is committed to equitable, bias-aware recruitment, hiring and preboarding practices for Indigenous and equity-deserving prospects, employees and candidates guided by a GBA+ framework. Serving every corner of the province from rural and remote to urban, BCEHS remains focused on actively sourcing candidates from diverse networks and communities.

We recognize Indigenous lived experience and expertise in job qualifications and compensation to support equitable hiring for Indigenous employees in Indigenous-specific roles. We also offer leadership education on equity and compensation, and targeted recruitment programs for BIPOC, transgender and Two-Spirit communities. This work is supported by policies that we regularly review and strengthen, including the Anti-Racism and Anti-Discrimination Policy and Indigenous-specific Anti-Racism and Discrimination Staff Policy, as well as the Gender Equity Policy and accompanying Decision Support Tool in development. We use employee self-identification and workplace experience data to help inform action planning.

This report allows us to measure progress and guide future initiatives aimed at advancing pay equity across all levels of the organization.

Employer details

Employer:	BC Emergency Health Services (BCEHS)
Address:	2261 Keating Cross Rd, Saanichton BC, 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 4% less than men's. For every dollar men earn in average hourly wages, women earn 96 cents in average hourly wages. *

Median hourly pay gap[2]



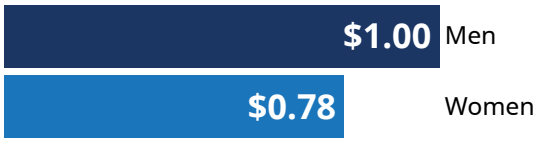
In this organization women's median hourly wages are 5% less than men's. For every dollar men earn in median hourly wages, women earn 95 cents in median hourly wages. *

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.

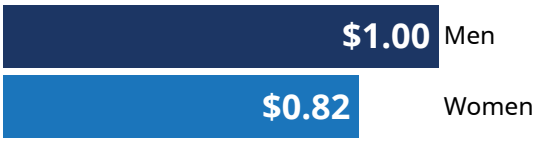
Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 22% less than men's. For every dollar men earn in average overtime pay, women earn 78 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 18% less than men's. For every dollar men earn in median overtime pay, women earn 82 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-38

In this organization the average number of overtime hours worked by women was 38 less than by men. *

Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-20

In this organization the median number of overtime hours worked by women was 20 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]

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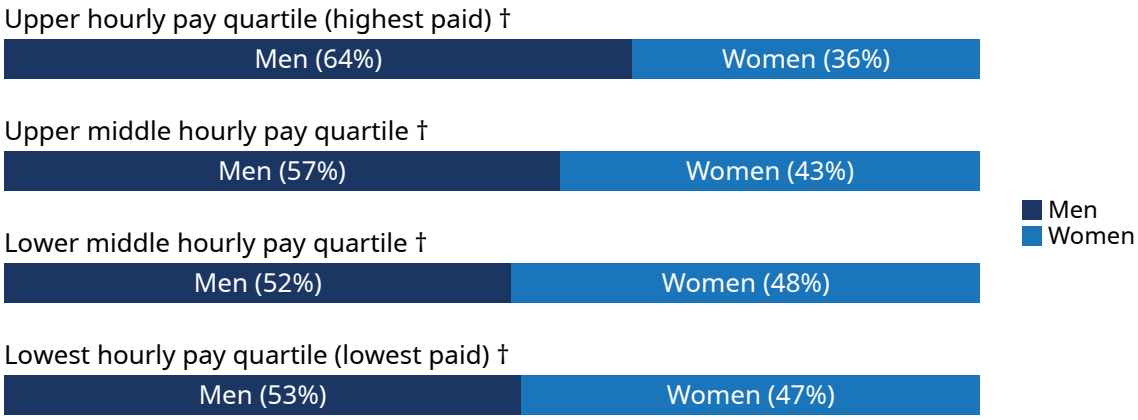
Median bonus pay [8]

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]



In this organization, women occupy 36% of the highest paid jobs and 47% 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.

* 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.