CHILDREN'S HEALTH FOUNDATION OF VANCOUVER ISLAND
Pay transparency report

We are committed to fair, equitable, and transparent compensation practices. We value the contributions of all employees and recognize that pay transparency is an important part of supporting equity in the workplace.

This report has been prepared in accordance with British Columbia's Pay Transparency Act and Regulation using the prescribed reporting methodology and available employee compensation and gender data for the applicable reporting period.

The results in this report provide a point-in-time view of our workforce. Pay differences may be influenced by a number of factors, including differences in position, responsibilities, hours worked, length of service, experience, qualifications, and the distribution of employees across roles. The reported figures should therefore be considered in the context of our workforce composition.

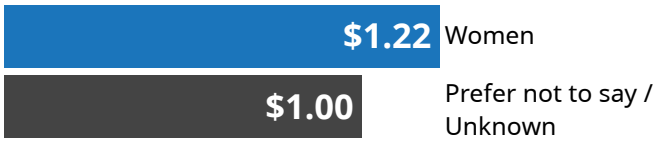
We will continue to review our compensation practices and use the information available to us to identify opportunities to support equitable and consistent compensation.

Employer details

Employer:	CHILDREN'S HEALTH FOUNDATION OF VANCOUVER ISLAND
Address:	345 WALE RD, VICTORIA, BC
Reporting Year:	2026
Time Period:	November 1, 2025 - October 31, 2026
NAICS Code:	62 - Health care and social assistance
Number of Employees:	50-299

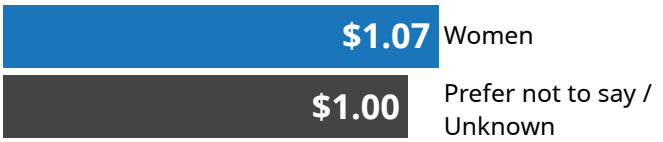
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 22% more than prefer not to say / unknown's. For every dollar prefer not to say / unknown earn in average hourly wages, women earn $1.22 in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 7% more than prefer not to say / unknown's. For every dollar prefer not to say / unknown earn in median hourly wages, women earn $1.07 in median hourly wages. *

Overtime pay

Mean overtime pay [3]

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

Median overtime pay [4]

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

Mean overtime paid hours [5]

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

Median overtime paid hours [6]

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

Percentage of employees in each gender category receiving overtime pay

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

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.
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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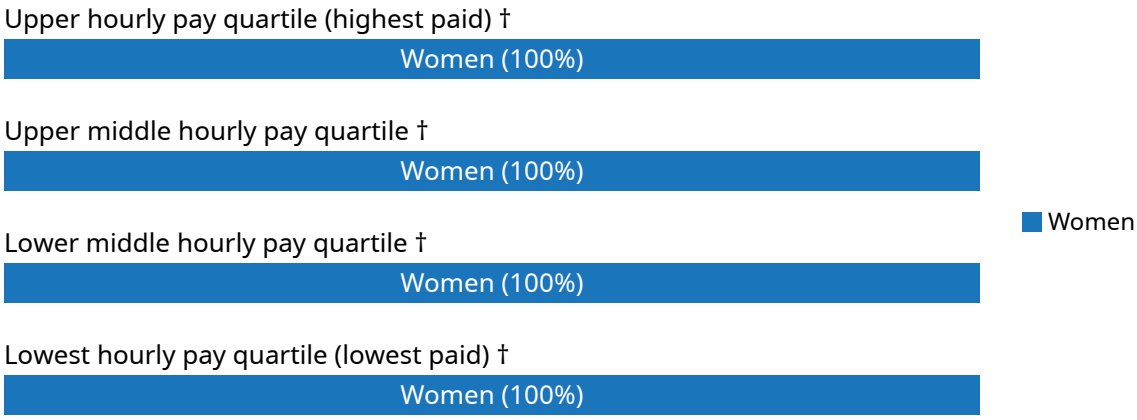
Median bonus pay [8]

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 100% of the highest paid jobs and 100% 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.