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2025 Pay Transparency Report

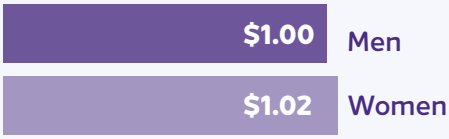
The British Columbia College of Nurses and Midwives (BCCNM) is the regulatory body empowered under the *Health Professions and Occupations Act* to regulate the practice of licensed practical nurses, nurse practitioners, registered midwives, registered nurses, and registered psychiatric nurses in British Columbia.

Regulation helps protect the public by ensuring nurses and midwives provide safe, competent, and ethical care.

This report provides a snapshot of hourly pay differences between gender groups at BCCNM, as required under the B.C. *Pay Transparency Act*. The report includes employees and excludes contractors. The results show organization-wide patterns and do not compare the pay of people doing the same or similar work.

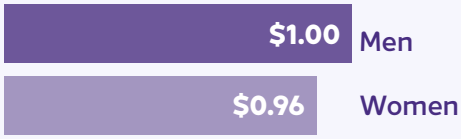
Hourly pay

Mean hourly pay gap[1]



In this organization, women's average hourly wages are 2% more than men's. For every dollar men earn in average hourly wages, women earn $1.02 in average hourly wages.

Median hourly pay gap[2]



In this organization, women's median hourly wages are 4% less than men's. For every dollar men earn in median hourly wages, women earn $0.96 in median hourly wages.

Explanatory notes

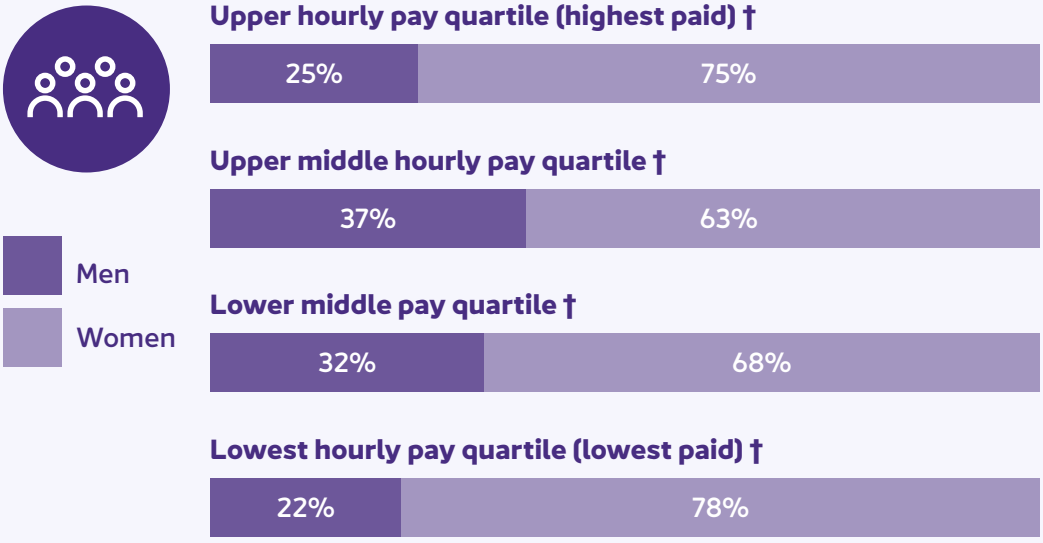
1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.

Women's average (mean) hourly pay was two per cent higher than men's, while women's median hourly pay was four per cent lower than men's. Mean and median are different measures of pay. The mean reflects the average pay across all employees, while the median reflects the pay of the employee in the middle of the pay distribution. As a result, the two measures can show different results.

Overtime pay

Insufficient data to report on overtime hours.

Percentage of each gender in each pay quartile[3]



In this organization, women occupy 75% of the higest paid jobs and 78% of the lowest paid jobs.

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

Explanatory notes

3 "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.

Women represented about 71 per cent of employees, while men represented approximately 29 per cent. Women were represented in all four pay quartiles, with the highest representation in the lowest-paid quartile (78 per cent) and the highest-paid quartile (75 per cent).

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