

Pay Transparency Report

College of Complementary Health
Professionals of British Columbia
January 1, 2025 - December 31, 2025





Pay transparency report

CCHPBC provides an annual Pay Transparency Report in alignment with the BC Pay Transparency Act. Focusing on pay equity in relation to gender, this report is an important step in understanding and assessing pay equity within the organization. The findings provide a foundation for further analysis and support our commitment to continuous improvement as we consider opportunities to address barriers to pay equity.

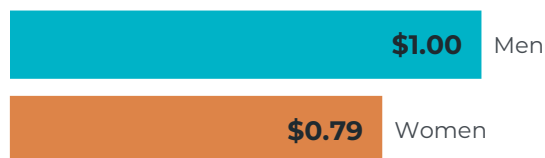
CCHPBC remains committed to creating an inclusive and equitable workplace where all employees have the opportunity to contribute, grow, and thrive.

Employer details

Employer:	College of Complementary Health Professionals of British Columbia
Address:	900 - 200 Granville St, Vancouver, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	91 - Public administration
Number of Employees:	50-299

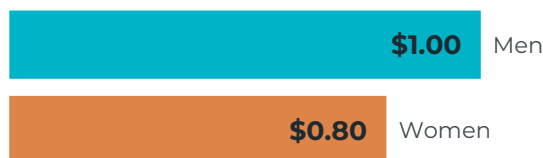
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 21% less than men's. For every dollar men earn in average hourly wages, women earn 79 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 20% less than men's. For every dollar men earn in median hourly wages, women earn 80 cents in median hourly wages. *

PAY TRANSPARENCY REPORT



Overtime pay

Mean overtime pay³

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

Median overtime pay⁴

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

Mean overtime paid hours⁵

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

Median overtime paid hours⁶

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 pay⁷

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

Median bonus pay⁸

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.

PAY TRANSPARENCY REPORT



Percentage of each gender in each pay quartile⁹

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



In this organization, women occupy 58% 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.

Data constraints

CCHPBC is a relatively new organization, having commenced operations in June 2024. As a result, our workforce size remains modest and some employee groups may contain a limited number of employees. Care should be taken when interpreting the results, as small sample sizes can have a greater impact on reported pay transparency metrics. CCHPBC will continue to monitor compensation practices and workforce trends as the organization grows and evolves.

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.