BAYSHORE HEALTHCARE SOLUTIONS LTD.
Pay transparency report

At Bayshore, we believe in creating special moments for our clients each and every day, whether at the bedside, on the phone or in the clinic. These moments touch the lives of our clients and our employees, and they guide the way we run our business. These moments inspire, change and encourage us. They are what we call the Bayshore *difference*.

Bayshore HealthCare is one of the country's leading providers of home and community health care services and is a Canadian-owned company. Bayshore HealthCare has been a recipient of Canada's Best Managed Companies award since 2006 and is an Imagine Canada Caring Company, committed to the communities we serve.

With locations across the country, including more than 80 home care offices, 11 pharmacies and over 100 community care clinics, Bayshore has more than 18,000 staff members across Canada and provides care to over 350,000 clients annually. We are dedicated to enhancing the quality of life, dignity and independence of all Canadians, by providing customized care plans and solutions that allow clients to remain in the comfort of their own home.

Employer details

Employer:	BAYSHORE HEALTHCARE SOLUTIONS LTD.
Address:	PO Box 49290 1000-595 Burrard Street, Vancouver, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
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 2% less than men's. For every dollar men earn in average hourly wages, women earn 98 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 0% more than men's. For every dollar men earn in median hourly wages, women earn $1.00 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

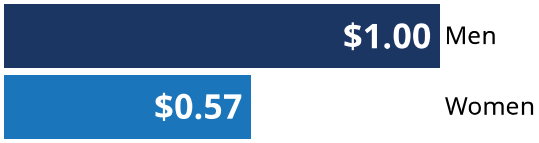
This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

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]



In this organization women's average bonus pay is 43% less than men's. For every dollar men earn in average bonus pay, women earn 57 cents in average bonus pay. *

Median bonus pay [8]



In this organization women's median bonus pay is 56% less than men's. For every dollar men earn in median bonus pay, women earn 44 cents in median bonus pay. *

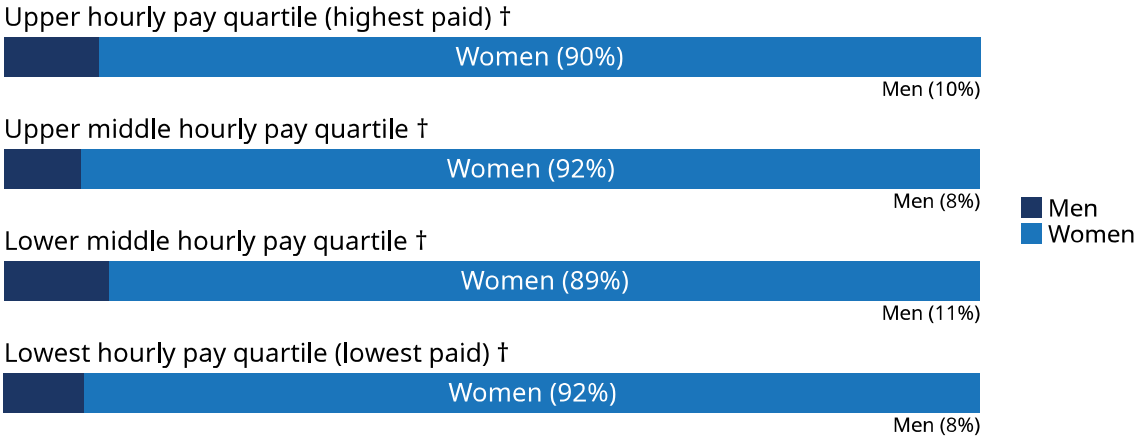
Percentage of employees in each gender category receiving bonus pay



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 [9]



In this organization, women occupy 90% of the highest paid jobs and 92% of the lowest paid jobs.

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

Data constraints

Bonus pay gap results for this employee group should be interpreted with caution. Fewer employees who identify as men received bonus pay than employees who identify as women. Because of this, a small number of individual payments, or changes in staffing from one year to the next, can noticeably change the mean and median results.

The reported mean and median bonus gaps reflect differences in the mix of roles held by bonus recipients. More of the men who received a bonus held management or leadership positions, and these roles usually carry higher bonus eligibility. More of the women who received a bonus held non-management positions, where bonus amounts are typically lower.

The median bonus gap is larger than the mean bonus gap. This means the difference is not driven only by a few high payments; the typical bonus paid to women in this group was lower than the typical bonus paid to men. Compared with the previous reporting year, changes in who held bonus-eligible roles also contributed to the year-over-year change in results.

When comparing employees in similar roles, the gap does not hold consistently. Among management employees, women generally received higher bonus payments than men. Bayshore will continue to monitor bonus eligibility and distribution across roles to make sure bonus practices are applied equitably.

Explanatory notes

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.