2018 Health Authority Engagement Survey Results

Supplemental Report: Facility, Divisions of Family Practice and Medical Leadership Breakdowns
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introduction</td>
<td>4</td>
</tr>
<tr>
<td>Methodology &amp; Limitations</td>
<td>5</td>
</tr>
<tr>
<td>Key Findings</td>
<td>6</td>
</tr>
<tr>
<td>Section 1 – Facility Data</td>
<td></td>
</tr>
<tr>
<td>Fraser Health Authority</td>
<td>8</td>
</tr>
<tr>
<td>Interior Health Authority</td>
<td>22</td>
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<tr>
<td>Island Health Authority</td>
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<td>Northern Health Authority</td>
<td>51</td>
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<td>Provincial Services Health Authority</td>
<td>59</td>
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<td>Vancouver Coastal Health Authority</td>
<td>64</td>
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# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section 2 – Divisions of Family Practice</th>
<th>Page</th>
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<tr>
<td>Fraser</td>
<td>74</td>
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<tr>
<td>Interior</td>
<td>86</td>
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<td>Vancouver Coastal</td>
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<td>Rural and Remote</td>
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<tr>
<td>Section 3 – Medical Leadership</td>
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INTRODUCTION

This report outlines the 2018 results from our third annual Doctors of BC Health Authority Engagement Survey.

The purpose of the survey is to seek out members’ feedback on their level of engagement and interaction with their respective health authority. The survey was conducted by Health Standards Organization (HSO). The results are important as they will help us collaborate with members in shaping programs and policies to improve physician engagement at both a local and regional level.

The same nine questions have been asked on an annual basis since 2016. The results provide provincial, regional, and facility level breakdowns of each survey question by the following groups:

- family physicians and specialists;
- community and facility;
- rural and urban;
- and two new areas, Division of Family Practice and Health Authority Medical Leadership positions.

We sincerely thank our members for the time they took to complete the survey. This report is one of many tools that physicians, health authorities and government can use to help support collaboration and engagement.
METHODOLOGY

The survey was conducted by Health Standards Organization (HSO) from May 24 to June 24, 2018. It was sent to 11,153 members, of which 2,657 responded, resulting in a response rate of 24%. The overall data is valid 99 times out of 100 within a margin of error of +/- 1.6%. The survey used 9 questions with a 5-point Likert scale from HSO’s Physician Work Life Pulse Tool. The analysis is presented in an agree, neutral, disagree format.

All percentages have been rounded to the nearest whole number. Sample sizes for the demographic breakdowns are included. The First Nations Health Authority participated in the survey; however, there were only 4 respondents. Due to the small number of respondents relative to sample size, the results within their health authority category have been suppressed.

LIMITATIONS

1. It was identified that there were missing scale options for the question “Please tell us the Division of Family Practice you belong to”. In order to resolve the issue, HSO added in an option for respondents to select ‘Other’ and specify their division.

2. Some users were experiencing technical difficulties selecting the “Other, please specify” option for the question “Please tell us the hospital/facility that you work in or are primarily associated with”. HSO’s technical team was made aware of the issue and performed maintenance to correct it.

3. The technical issue resulted in 617 records of missing facility information. Despite best efforts, HSO was unable to recover this data. For the facility level analysis, the missing 617 records were excluded and the final n size was 2,040 respondents. The provincial and regional results have the n size 2,657.
KEY FINDINGS

Response Rates & Demographics

- This year’s response rate was 24% (2,657 responses).
- The distribution of respondents from each of the health authorities was similar to previous surveys, although Vancouver Coastal had significantly fewer participants between the last two years (164 less).
- Overall, the survey respondents are reflective of Doctors of BC membership.
- This year’s additional demographic questions indicated 16% of our respondents identified themselves as having a formal medical leadership position within their health authority.
- Younger age groups and those who hold leadership positions had higher positive scores across all questions, except the question regarding access to equipment & resources.
KEY FINDINGS (con’t)

Provincial Averages

- Overall, ratings were consistent compared to 2017 results.
- Areas of significant improvement included an overall 10% increase in respondents feeling satisfied with their organization as a place to practice medicine. This is noteworthy as overall feels on engagement seem to be on a positive trend upwards.
- Further, there were 3-4% increases for ratings regards the communication from senior leaders and their transparency in decision-making.
- Ratings decreased by 3% in the areas of having meaningful input into changes affecting their practice environment and feeling that their organization values physicians’ contributions.
  - There was a significant decrease for family physicians (by 8%) in having meaningful input into their practice environment.
- In terms of national benchmarks, BC still has a lot of work to do as we range from being 10-30% lower than our counterparts across Canada. It is important to note that HSO’s national benchmark data is not very robust.
Section 1 – Facility Data
Fraser Health Authority
FRASER HEALTH AUTHORITY

Overall Averages by Facility

<table>
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<tr>
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<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Abbotsford Regional Hospital and Cancer Centre</td>
<td>Agree</td>
<td>Neutral</td>
<td>Disagree</td>
<td>Agrees</td>
<td>Neutral</td>
<td>Disagree</td>
</tr>
<tr>
<td>Burnaby Hospital</td>
<td>Agree</td>
<td>Neutral</td>
<td>Disagree</td>
<td>Agrees</td>
<td>Neutral</td>
<td>Disagree</td>
</tr>
<tr>
<td>Chilliwack General Hospital</td>
<td>Agree</td>
<td>Neutral</td>
<td>Disagree</td>
<td>Agrees</td>
<td>Neutral</td>
<td>Disagree</td>
</tr>
<tr>
<td>Delta Hospital</td>
<td>Agree</td>
<td>Neutral</td>
<td>Disagree</td>
<td>Agrees</td>
<td>Neutral</td>
<td>Disagree</td>
</tr>
<tr>
<td>Eagle Ridge Hospital</td>
<td>Agree</td>
<td>Neutral</td>
<td>Disagree</td>
<td>Agrees</td>
<td>Neutral</td>
<td>Disagree</td>
</tr>
<tr>
<td>Jim Pattison Outpatient Care and Surgery Centre</td>
<td>Agree</td>
<td>Neutral</td>
<td>Disagree</td>
<td>Agrees</td>
<td>Neutral</td>
<td>Disagree</td>
</tr>
<tr>
<td>Langley Memorial Hospital</td>
<td>Agree</td>
<td>Neutral</td>
<td>Disagree</td>
<td>Agrees</td>
<td>Neutral</td>
<td>Disagree</td>
</tr>
<tr>
<td>Mission Memorial Hospital</td>
<td>Agree</td>
<td>Neutral</td>
<td>Disagree</td>
<td>Agrees</td>
<td>Neutral</td>
<td>Disagree</td>
</tr>
<tr>
<td>Peach Arch District Hospital</td>
<td>Agree</td>
<td>Neutral</td>
<td>Disagree</td>
<td>Agrees</td>
<td>Neutral</td>
<td>Disagree</td>
</tr>
<tr>
<td>Ridge Meadows Hospital</td>
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<td>Disagree</td>
<td>Agrees</td>
<td>Neutral</td>
<td>Disagree</td>
</tr>
<tr>
<td>Royal Columbian Hospital</td>
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<td>Disagree</td>
<td>Agrees</td>
<td>Neutral</td>
<td>Disagree</td>
</tr>
<tr>
<td>Surrey Memorial Hospital</td>
<td>Agree</td>
<td>Neutral</td>
<td>Disagree</td>
<td>Agrees</td>
<td>Neutral</td>
<td>Disagree</td>
</tr>
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</table>
## ABBOTSFORD REGIONAL HOSPITAL AND CANCER CENTRE

**35 Respondents 2018 | 68 Respondents 2017**

<table>
<thead>
<tr>
<th>Statement</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>54%</td>
<td>37%</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>60%</td>
<td>47%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>54%</td>
<td>46%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>50%</td>
<td>38%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>29%</td>
<td>26%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>29%</td>
<td>18%</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>29%</td>
<td>26%</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>29%</td>
<td>18%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>28%</td>
<td>28%</td>
</tr>
</tbody>
</table>

Legend: Agree ▲ Neutral ▼ Disagree ▼
BURNABY HOSPITAL
57 Respondents 2018 | 85 Respondents 2017

- I am satisfied with this organization as a place to practice medicine
- I feel I belong to a collaborative, patient-centred team/unit
- I have access to the facilities, equipment, and other resources I require to meet patients’ needs
- I have adequate opportunities to improve patient care, quality, and safety
- I have meaningful input into changes affecting my practice environment
- Senior leaders communicate the organization’s plans to physicians in a clear and timely way
- Senior leaders seek physicians’ input when setting the organization’s goals
- Senior leaders’ decision-making is transparent to physicians
- This organization values physicians’ contributions

2018: Agree | Neutral | Disagree
56% | 16% | 27%
46% | 29% | 25%
59% | 18% | 23%
54% | 25% | 21%
46% | 21% | 32%
53% | 28% | 19%
52% | 25% | 37%
40% | 22% | 38%
40% | 31% | 33%
25% | 27% | 48%
28% | 27% | 48%
21% | 27% | 52%
15% | 29% | 51%
44% | 26% | 30%
39% | 29% | 31%
### CHILLIWACK GENERAL HOSPITAL

**24 Respondents 2018 | 36 Respondents 2017**

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<tr>
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<td>50%</td>
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<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>50%</td>
<td>56%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>29%</td>
<td>36%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>33%</td>
<td>44%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>47%</td>
<td>42%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>22%</td>
<td>19%</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>28%</td>
<td>30%</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>17%</td>
<td>26%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>29%</td>
<td>44%</td>
</tr>
</tbody>
</table>

**Agree** | **Neutral** | **Disagree**

<p>| CHILLIWACK GENERAL HOSPITAL |
|-----------------------------|----------------|
| 24 Respondents 2018         | 36 Respondents 2017 |</p>
<table>
<thead>
<tr>
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<td>I am satisfied with this organization as a place to practice medicine</td>
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<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
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<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
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<td>I have adequate opportunities to improve patient care, quality, and safety</td>
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<td>I have meaningful input into changes affecting my practice environment</td>
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<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
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<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
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<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
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<td>This organization values physicians’ contributions</td>
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<tr>
<td>Statement</td>
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<td>2017</td>
</tr>
<tr>
<td>--------------------------------------------------------------------------</td>
<td>------</td>
<td>------</td>
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<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>57%</td>
<td>21%</td>
</tr>
<tr>
<td></td>
<td>11%</td>
<td>21%</td>
</tr>
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<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>39%</td>
<td>36%</td>
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<tr>
<td></td>
<td>28%</td>
<td>25%</td>
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<tr>
<td>I have access to the facilities, equipment, and other resources I require</td>
<td>43%</td>
<td>25%</td>
</tr>
<tr>
<td></td>
<td>39%</td>
<td>32%</td>
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<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>32%</td>
<td>39%</td>
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<tr>
<td></td>
<td>50%</td>
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<td>I have meaningful input into changes affecting my practice environment</td>
<td>36%</td>
<td>46%</td>
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<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a</td>
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<td>clear and timely way</td>
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<td></td>
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<td>Senior leaders seek physicians’ input when setting the organization’s</td>
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<td></td>
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<tr>
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<td></td>
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<td>72%</td>
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<td></td>
<td>39%</td>
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EAGLE RIDGE HOSPITAL
28 Respondents 2018 | 18 Respondents 2017

Agree Neutral Disagree
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<tr>
<th>Statement</th>
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<th>2017</th>
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<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>75%</td>
<td>30%</td>
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<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>57%</td>
<td>40%</td>
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<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>50%</td>
<td>40%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>50%</td>
<td>40%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>38%</td>
<td>40%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>50%</td>
<td>40%</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>43%</td>
<td>30%</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>38%</td>
<td>30%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>30%</td>
<td>50%</td>
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**JIM PATTISON OUTPATIENT CARE AND SURGERY CENTRE**

**8 Respondents 2018 | 10 Respondents 2017**

<table>
<thead>
<tr>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>75%</td>
<td>30%</td>
<td>13%</td>
</tr>
<tr>
<td>57%</td>
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<td>50%</td>
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<td>50%</td>
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<tr>
<td>38%</td>
<td>40%</td>
<td>13%</td>
</tr>
<tr>
<td>50%</td>
<td>40%</td>
<td>25%</td>
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<tr>
<td>50%</td>
<td>40%</td>
<td>25%</td>
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<tr>
<td>10%</td>
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<tr>
<td>38%</td>
<td>40%</td>
<td>25%</td>
</tr>
<tr>
<td>30%</td>
<td>30%</td>
<td>40%</td>
</tr>
<tr>
<td>43%</td>
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<td>57%</td>
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<tr>
<td>20%</td>
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<td>50%</td>
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<td>38%</td>
<td>38%</td>
<td>25%</td>
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<tr>
<td>30%</td>
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</tr>
<tr>
<td>---------------------------------------------------------------------------</td>
<td>-------</td>
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</tr>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>Agree</td>
<td>Neutral</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>Agree</td>
<td>Neutral</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>Agree</td>
<td>Neutral</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>Agree</td>
<td>Neutral</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>Agree</td>
<td>Neutral</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>Agree</td>
<td>Neutral</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>Agree</td>
<td>Neutral</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>Agree</td>
<td>Neutral</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>Agree</td>
<td>Neutral</td>
</tr>
</tbody>
</table>
### Mission Memorial Hospital

<table>
<thead>
<tr>
<th>Category</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>67%</td>
<td>50%</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>67%</td>
<td>80%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>56%</td>
<td>50%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>56%</td>
<td>50%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>44%</td>
<td>60%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>22%</td>
<td>30%</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>33%</td>
<td>60%</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>11%</td>
<td>10%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>44%</td>
<td>50%</td>
</tr>
</tbody>
</table>

**Agree** | **Neutral** | **Disagree**
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>58%</td>
<td>26%</td>
<td>16%</td>
<td>46%</td>
<td>38%</td>
<td>17%</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>71%</td>
<td>18%</td>
<td>11%</td>
<td>46%</td>
<td>17%</td>
<td>46%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>55%</td>
<td>18%</td>
<td>26%</td>
<td>46%</td>
<td>23%</td>
<td>31%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>55%</td>
<td>21%</td>
<td>24%</td>
<td>44%</td>
<td>29%</td>
<td>27%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>47%</td>
<td>21%</td>
<td>32%</td>
<td>31%</td>
<td>38%</td>
<td>31%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>37%</td>
<td>32%</td>
<td>40%</td>
<td>21%</td>
<td>38%</td>
<td>40%</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>39%</td>
<td>26%</td>
<td>34%</td>
<td>23%</td>
<td>31%</td>
<td>42%</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>24%</td>
<td>38%</td>
<td>38%</td>
<td>13%</td>
<td>42%</td>
<td>44%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>47%</td>
<td>29%</td>
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<td>35%</td>
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<td>40%</td>
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<tr>
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<td>2017</td>
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<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>65%</td>
<td>42%</td>
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<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>65%</td>
<td>53%</td>
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</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require</td>
<td>61%</td>
<td>39%</td>
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<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>43%</td>
<td>47%</td>
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<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
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<td>36%</td>
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</tr>
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<td>39%</td>
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<td>clear and timely way</td>
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<td>43%</td>
<td>25%</td>
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</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>26%</td>
<td>19%</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>39%</td>
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RIDGE MEADOWS HOSPITAL
23 Respondents 2018 | 36 Respondents 2017

Agree | Neutral | Disagree

- 65% Agree, 22% Neutral, 13% Disagree
- 42% Agree, 28% Neutral, 31% Disagree
- 65% Agree, 26% Neutral, 9% Disagree
- 53% Agree, 17% Neutral, 31% Disagree
- 61% Agree, 22% Neutral, 17% Disagree
- 39% Agree, 31% Neutral, 31% Disagree
- 43% Agree, 39% Neutral, 17% Disagree
- 30% Agree, 52% Neutral, 28% Disagree
- 36% Agree, 36% Neutral, 28% Disagree
- 39% Agree, 43% Neutral, 17% Disagree
- 25% Agree, 31% Neutral, 44% Disagree
- 43% Agree, 35% Neutral, 42% Disagree
- 26% Agree, 35% Neutral, 39% Disagree
- 19% Agree, 19% Neutral, 61% Disagree
- 43% Agree, 39% Neutral, 17% Disagree
- 39% Agree, 25% Neutral, 36% Disagree
I am satisfied with this organization as a place to practice medicine

I feel I belong to a collaborative, patient-centred team/unit

I have access to the facilities, equipment, and other resources I require to meet patients’ needs

I have adequate opportunities to improve patient care, quality, and safety

I have meaningful input into changes affecting my practice environment

Senior leaders communicate the organization’s plans to physicians in a clear and timely way

Senior leaders seek physicians’ input when setting the organization’s goals

Senior leaders’ decision-making is transparent to physicians

This organization values physicians’ contributions

ROYAL COLUMBIAN HOSPITAL
116 Respondents 2018 | 159 Respondents 2017

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<th>2017</th>
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<td>I am satisfied with this organization as a place to practice medicine</td>
<td>48%</td>
<td>37%</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>58%</td>
<td>53%</td>
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<td>30%</td>
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<tr>
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<td>25%</td>
<td>18%</td>
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<td>27%</td>
<td>20%</td>
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<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>15%</td>
<td>10%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>36%</td>
<td>31%</td>
</tr>
</tbody>
</table>

Agree | Neutral | Disagree

2018 | 2017

48% | 37% |
58% | 53% |
33% | 39% |
36% | 30% |
37% | 30% |
25% | 18% |
27% | 20% |
15% | 10% |
36% | 31% |
31% | 36% |
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<tr>
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<td>17%</td>
<td>15%</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>12%</td>
<td>9%</td>
</tr>
<tr>
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<td>23%</td>
<td>22%</td>
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SURREY MEMORIAL HOSPITAL
111 Respondents 2018 | 140 Respondents 2017
Section 1 – Facility Data
Interior Health Authority
## Overall Averages by Facility

<table>
<thead>
<tr>
<th>Facility</th>
<th>2018</th>
<th>2017</th>
</tr>
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<tbody>
<tr>
<td>Boundary Hospital</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cariboo Memorial Hospital</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Creston Valley Hospital</td>
<td></td>
<td></td>
</tr>
<tr>
<td>East Kootenay Regional Hospital</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Elk Valley Hospital</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Golden and District General Hospital</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Invermere and District Hospital</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kelowna General Hospital</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kootenay Boundary Regional Hospital</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kootenay Lake Hospital</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Penticton Regional Hospital</td>
<td></td>
<td></td>
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<tr>
<td>Queen Victoria Hospital</td>
<td></td>
<td></td>
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<tr>
<td>Royal Inland Hospital</td>
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<td></td>
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<tr>
<td>Shuswap Lake General Hospital</td>
<td></td>
<td></td>
</tr>
<tr>
<td>South Okanagan General Hospital</td>
<td></td>
<td></td>
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<tr>
<td>Vernon Jubilee Hospital</td>
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### Agree Neutral Disagree

<table>
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<tr>
<th>Facility</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
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<tbody>
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<td></td>
</tr>
<tr>
<td>Question</td>
<td>2018</td>
<td>Agree (%)</td>
<td>Neutral (%)</td>
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<tr>
<td>------------------------------------------------------------------------</td>
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</tr>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td></td>
<td>56%</td>
<td>22%</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td></td>
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<td>22%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td></td>
<td>67%</td>
<td>0%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
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<td>78%</td>
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<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
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<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td></td>
<td>33%</td>
<td>33%</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td></td>
<td>44%</td>
<td>11%</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td></td>
<td>33%</td>
<td>22%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td></td>
<td>33%</td>
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*Sample size too small to report on*
<table>
<thead>
<tr>
<th>Statement</th>
<th>2018</th>
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<tbody>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>36%</td>
</tr>
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<td></td>
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</tr>
<tr>
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<td></td>
<td>15%</td>
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<tr>
<td></td>
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</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require</td>
<td>57%</td>
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<td></td>
<td>14%</td>
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<tr>
<td></td>
<td>29%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and</td>
<td>36%</td>
</tr>
<tr>
<td>safety</td>
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<tr>
<td></td>
<td>43%</td>
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<td></td>
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<tr>
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<td>50%</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s</td>
<td>23%</td>
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*Sample size too small to report*
**CRESTON VALLEY HOSPITAL**

**6 Respondents 2018 | * Respondents 2017**

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<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td></td>
<td>67%</td>
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<tr>
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<td>a clear and timely way</td>
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<tr>
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<tr>
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<td>7%</td>
</tr>
<tr>
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<td>20%</td>
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</table>

Agree | Neutral | Disagree
I am satisfied with this organization as a place to practice medicine

I feel I belong to a collaborative, patient-centred team/unit

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<tr>
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<th>Agree</th>
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<th>Disagree</th>
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<tr>
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</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>40% 40% 20%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>20% 20% 60%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>20% 60% 20%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>20% 30% 50%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>70% 30% 0%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>80% 10% 10%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>100% 0% 0%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>50% 50% 0%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

* Sample size too small to report on
<table>
<thead>
<tr>
<th>Statement</th>
<th>2018</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td></td>
<td>33%</td>
<td>33%</td>
<td>33%</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td></td>
<td>83%</td>
<td>0%</td>
<td>17%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require</td>
<td></td>
<td>50%</td>
<td>17%</td>
<td>33%</td>
</tr>
<tr>
<td>to meet patients’ needs</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td></td>
<td>50%</td>
<td>17%</td>
<td>33%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td></td>
<td>33%</td>
<td>17%</td>
<td>50%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a</td>
<td></td>
<td>50%</td>
<td>17%</td>
<td>33%</td>
</tr>
<tr>
<td>clear and timely way</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s</td>
<td></td>
<td>17%</td>
<td>17%</td>
<td>67%</td>
</tr>
<tr>
<td>goals</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td></td>
<td>0%</td>
<td>33%</td>
<td>67%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td></td>
<td>0%</td>
<td>50%</td>
<td>50%</td>
</tr>
</tbody>
</table>

*Sample size too small to report on*
### KELOWNA GENERAL HOSPITAL

#### 87 Respondents 2018 | 145 Respondents 2017

<table>
<thead>
<tr>
<th>Statement</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>50%</td>
<td>31%</td>
</tr>
<tr>
<td></td>
<td>31%</td>
<td>19%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>50%</td>
<td>31%</td>
</tr>
<tr>
<td></td>
<td>31%</td>
<td>19%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>50%</td>
<td>31%</td>
</tr>
<tr>
<td></td>
<td>31%</td>
<td>19%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>50%</td>
<td>31%</td>
</tr>
<tr>
<td></td>
<td>31%</td>
<td>19%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>50%</td>
<td>31%</td>
</tr>
<tr>
<td></td>
<td>31%</td>
<td>19%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>50%</td>
<td>31%</td>
</tr>
<tr>
<td></td>
<td>31%</td>
<td>19%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>50%</td>
<td>31%</td>
</tr>
<tr>
<td></td>
<td>31%</td>
<td>19%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>50%</td>
<td>31%</td>
</tr>
<tr>
<td></td>
<td>31%</td>
<td>19%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>50%</td>
<td>31%</td>
</tr>
<tr>
<td></td>
<td>31%</td>
<td>19%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
KOOTENAY BOUNDARY REGIONAL HOSPITAL
39 Respondents 2018 | 32 Respondents 2017

- I am satisfied with this organization as a place to practice medicine
  - 2018: Agree 46% Neutral 21% Disagree 33%
  - 2017: Agree 34% Neutral 31% Disagree 34%

- I feel I belong to a collaborative, patient-centred team/unit
  - 2018: Agree 59% Neutral 18% Disagree 23%
  - 2017: Agree 53% Neutral 19% Disagree 28%

- I have access to the facilities, equipment, and other resources I require to meet patients’ needs
  - 2018: Agree 36% Neutral 28% Disagree 36%
  - 2017: Agree 50% Neutral 19% Disagree 31%

- I have adequate opportunities to improve patient care, quality, and safety
  - 2018: Agree 41% Neutral 26% Disagree 33%
  - 2017: Agree 41% Neutral 19% Disagree 41%

- I have meaningful input into changes affecting my practice environment
  - 2018: Agree 41% Neutral 23% Disagree 36%
  - 2017: Agree 22% Neutral 28% Disagree 50%

- Senior leaders communicate the organization’s plans to physicians in a clear and timely way
  - 2018: Agree 23% Neutral 26% Disagree 51%
  - 2017: Agree 16% Neutral 34% Disagree 50%

- Senior leaders seek physicians’ input when setting the organization’s goals
  - 2018: Agree 28% Neutral 21% Disagree 51%
  - 2017: Agree 22% Neutral 31% Disagree 47%

- Senior leaders’ decision-making is transparent to physicians
  - 2018: Agree 13% Neutral 26% Disagree 62%
  - 2017: Agree 0% Neutral 44% Disagree 56%

- This organization values physicians’ contributions
  - 2018: Agree 28% Neutral 33% Disagree 38%
  - 2017: Agree 31% Neutral 31% Disagree 38%
I am satisfied with this organization as a place to practice medicine

I feel I belong to a collaborative, patient-centred team/unit

I have access to the facilities, equipment, and other resources I require to meet patients’ needs

I have adequate opportunities to improve patient care, quality, and safety

I have meaningful input into changes affecting my practice environment

Senior leaders communicate the organization’s plans to physicians in a clear and timely way

Senior leaders seek physicians’ input when setting the organization’s goals

Senior leaders’ decision-making is transparent to physicians

This organization values physicians’ contributions

KOOTENAY LAKE HOSPITAL
10 Respondents 2018 | 14 Respondents 2017

<table>
<thead>
<tr>
<th>Statement</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>Agree: 30%</td>
<td>Neutral: 30%</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>Agree: 40%</td>
<td>Neutral: 30%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>Agree: 20%</td>
<td>Neutral: 50%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>Agree: 36%</td>
<td>Neutral: 36%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>Agree: 20%</td>
<td>Neutral: 60%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>Agree: 30%</td>
<td>Neutral: 30%</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>Agree: 7%</td>
<td>Neutral: 64%</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>Agree: 10%</td>
<td>Neutral: 60%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>Agree: 30%</td>
<td>Neutral: 29%</td>
</tr>
</tbody>
</table>
PENTICTON REGIONAL HOSPITAL

29 Respondents 2018 | 46 Respondents 2017

I am satisfied with this organization as a place to practice medicine

<table>
<thead>
<tr>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td>Neutral</td>
</tr>
<tr>
<td>41%</td>
<td>37%</td>
</tr>
</tbody>
</table>

I feel I belong to a collaborative, patient-centred team/unit

<table>
<thead>
<tr>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td>Neutral</td>
</tr>
<tr>
<td>48%</td>
<td>52%</td>
</tr>
</tbody>
</table>

I have access to the facilities, equipment, and other resources I require to meet patients’ needs

<table>
<thead>
<tr>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td>Neutral</td>
</tr>
<tr>
<td>31%</td>
<td>39%</td>
</tr>
</tbody>
</table>

I have adequate opportunities to improve patient care, quality, and safety

<table>
<thead>
<tr>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td>Neutral</td>
</tr>
<tr>
<td>34%</td>
<td>39%</td>
</tr>
</tbody>
</table>

I have meaningful input into changes affecting my practice environment

<table>
<thead>
<tr>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td>Neutral</td>
</tr>
<tr>
<td>38%</td>
<td>37%</td>
</tr>
</tbody>
</table>

Senior leaders communicate the organization’s plans to physicians in a clear and timely way

<table>
<thead>
<tr>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td>Neutral</td>
</tr>
<tr>
<td>13%</td>
<td>22%</td>
</tr>
</tbody>
</table>

Senior leaders seek physicians’ input when setting the organization’s goals

<table>
<thead>
<tr>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td>Neutral</td>
</tr>
<tr>
<td>17%</td>
<td>22%</td>
</tr>
</tbody>
</table>

Senior leaders’ decision-making is transparent to physicians

<table>
<thead>
<tr>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td>Neutral</td>
</tr>
<tr>
<td>3%</td>
<td>9%</td>
</tr>
</tbody>
</table>

This organization values physicians’ contributions

<table>
<thead>
<tr>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td>Neutral</td>
</tr>
<tr>
<td>31%</td>
<td>37%</td>
</tr>
<tr>
<td>Statement</td>
<td>2018</td>
</tr>
<tr>
<td>--------------------------------------------------------------------------</td>
<td>------</td>
</tr>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td></td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td></td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require</td>
<td></td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td></td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td></td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a</td>
<td></td>
</tr>
<tr>
<td>clear and timely way</td>
<td></td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s</td>
<td></td>
</tr>
<tr>
<td>goals</td>
<td></td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td></td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td></td>
</tr>
</tbody>
</table>

*Sample size too small to report on*
I am satisfied with this organization as a place to practice medicine

I feel I belong to a collaborative, patient-centred team/unit

I have access to the facilities, equipment, and other resources I require to meet patients’ needs

I have adequate opportunities to improve patient care, quality, and safety

I have meaningful input into changes affecting my practice environment

Senior leaders communicate the organization’s plans to physicians in a clear and timely way

Senior leaders seek physicians’ input when setting the organization’s goals

Senior leaders’ decision-making is transparent to physicians

This organization values physicians’ contributions
<table>
<thead>
<tr>
<th>Statement</th>
<th>2018</th>
<th>2017</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>20%</td>
<td>16%</td>
<td>27%</td>
<td>63%</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>16%</td>
<td>21%</td>
<td>53%</td>
<td>32%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>21%</td>
<td>32%</td>
<td>53%</td>
<td>13%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>27%</td>
<td>13%</td>
<td>53%</td>
<td>32%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>16%</td>
<td>27%</td>
<td>7%</td>
<td>21%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>7%</td>
<td>27%</td>
<td>16%</td>
<td>32%</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>13%</td>
<td>13%</td>
<td>53%</td>
<td>21%</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>13%</td>
<td>7%</td>
<td>53%</td>
<td>32%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>13%</td>
<td>33%</td>
<td>53%</td>
<td>32%</td>
</tr>
</tbody>
</table>
I am satisfied with this organization as a place to practice medicine
2018
Agree: 50%  Neutral: 0%  Disagree: 50%

I feel I belong to a collaborative, patient-centred team/unit
2018
Agree: 33%  Neutral: 17%  Disagree: 50%

I have access to the facilities, equipment, and other resources I require to meet patients’ needs
2018
Agree: 50%  Neutral: 0%  Disagree: 50%

I have adequate opportunities to improve patient care, quality, and safety
2018
Agree: 50%  Neutral: 0%  Disagree: 50%

I have meaningful input into changes affecting my practice environment
2018
Agree: 0%  Neutral: 17%  Disagree: 83%

Senior leaders communicate the organization’s plans to physicians in a clear and timely way
2018
Agree: 0%  Neutral: 17%  Disagree: 83%

Senior leaders seek physicians’ input when setting the organization’s goals
2018
Agree: 17%  Neutral: 0%  Disagree: 83%

Senior leaders’ decision-making is transparent to physicians
2018
Agree: 17%  Neutral: 0%  Disagree: 83%

This organization values physicians’ contributions
2018
Agree: 17%  Neutral: 17%  Disagree: 67%

* Sample size too small to report on
I am satisfied with this organization as a place to practice medicine

I feel I belong to a collaborative, patient-centred team/unit

I have access to the facilities, equipment, and other resources I require to meet patients’ needs

I have adequate opportunities to improve patient care, quality, and safety

I have meaningful input into changes affecting my practice environment

Senior leaders communicate the organization’s plans to physicians in a clear and timely way

Senior leaders seek physicians’ input when setting the organization’s goals

Senior leaders’ decision-making is transparent to physicians

This organization values physicians’ contributions

VERNON JUBILEE HOSPITAL

35 Respondents 2018 | 59 Respondents 2017

<table>
<thead>
<tr>
<th>Survey Year</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
</tr>
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<tbody>
<tr>
<td>2018</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td></td>
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</tbody>
</table>
Section 1 – Facility Data
Island Health Authority
### ISLAND HEALTH

**Overall Averages by Facility**

<table>
<thead>
<tr>
<th>Facility</th>
<th>2018</th>
<th>2017</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campbell River &amp; District General Hospital</td>
<td>36%</td>
<td>22%</td>
<td>42%</td>
<td>45%</td>
</tr>
<tr>
<td>Cowichan District Hospital</td>
<td>30%</td>
<td>24%</td>
<td>46%</td>
<td>39%</td>
</tr>
<tr>
<td>Lady Minto Gulf Islands Hospital</td>
<td>37%</td>
<td>24%</td>
<td>63%</td>
<td>37%</td>
</tr>
<tr>
<td>Nanaimo Regional General Hospital</td>
<td>17%</td>
<td>20%</td>
<td>63%</td>
<td>17%</td>
</tr>
<tr>
<td>Royal Jubilee Hospital</td>
<td>30%</td>
<td>25%</td>
<td>45%</td>
<td>25%</td>
</tr>
<tr>
<td>Saanich Peninsula Hospital</td>
<td>32%</td>
<td>29%</td>
<td>36%</td>
<td>32%</td>
</tr>
<tr>
<td>St. Joseph’s General Hospital</td>
<td>27%</td>
<td>21%</td>
<td>49%</td>
<td>41%</td>
</tr>
<tr>
<td>Victoria General Hospital</td>
<td>27%</td>
<td>31%</td>
<td>42%</td>
<td>28%</td>
</tr>
<tr>
<td>West Coast General Hospital</td>
<td>62%</td>
<td>31%</td>
<td>7%</td>
<td>28%</td>
</tr>
</tbody>
</table>

*Colors: Agree = Blue, Neutral = Light Grey, Disagree = Dark Grey*
<table>
<thead>
<tr>
<th>Statement</th>
<th>2018</th>
<th>2017</th>
<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>47%</td>
<td>52%</td>
<td>11%</td>
<td>42%</td>
<td>17%</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>39%</td>
<td>65%</td>
<td>28%</td>
<td>33%</td>
<td>13%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require</td>
<td>53%</td>
<td>35%</td>
<td>11%</td>
<td>37%</td>
<td>30%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>32%</td>
<td>52%</td>
<td>32%</td>
<td>37%</td>
<td>17%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>37%</td>
<td>57%</td>
<td>16%</td>
<td>47%</td>
<td>17%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a</td>
<td>39%</td>
<td>39%</td>
<td>22%</td>
<td>39%</td>
<td>35%</td>
</tr>
<tr>
<td>clear and timely way</td>
<td></td>
<td></td>
<td>26%</td>
<td>47%</td>
<td>26%</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s</td>
<td>37%</td>
<td>37%</td>
<td>16%</td>
<td>47%</td>
<td>26%</td>
</tr>
<tr>
<td>goals</td>
<td></td>
<td></td>
<td>22%</td>
<td>26%</td>
<td>16%</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>16%</td>
<td>26%</td>
<td>32%</td>
<td>53%</td>
<td>39%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>26%</td>
<td>26%</td>
<td>32%</td>
<td>42%</td>
<td>35%</td>
</tr>
</tbody>
</table>

**Agree** ■ **Neutral** ■ **Disagree**
I am satisfied with this organization as a place to practice medicine

I feel I belong to a collaborative, patient-centred team/unit

I have access to the facilities, equipment, and other resources I require to meet patients’ needs

I have adequate opportunities to improve patient care, quality, and safety

I have meaningful input into changes affecting my practice environment

Senior leaders communicate the organization’s plans to physicians in a clear and timely way

Senior leaders seek physicians’ input when setting the organization’s goals

Senior leaders’ decision-making is transparent to physicians

This organization values physicians’ contributions
<table>
<thead>
<tr>
<th>Statement</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>86% Agree</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>57% Agree</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require</td>
<td>43% Agree</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>43% Agree</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>43% Agree</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians</td>
<td>14% Agree</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s</td>
<td>14% Agree</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>0% Agree</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>29% Agree</td>
</tr>
</tbody>
</table>

* Sample size too small to report on
<table>
<thead>
<tr>
<th>Statement</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>18% Agree</td>
<td>19% Agree</td>
</tr>
<tr>
<td></td>
<td>27% Neutral</td>
<td>19% Neutral</td>
</tr>
<tr>
<td></td>
<td>55% Disagree</td>
<td>60% Disagree</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>19% Agree</td>
<td>43% Agree</td>
</tr>
<tr>
<td></td>
<td>20% Neutral</td>
<td>14% Neutral</td>
</tr>
<tr>
<td></td>
<td>45% Disagree</td>
<td>43% Disagree</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require</td>
<td>32% Agree</td>
<td>40% Agree</td>
</tr>
<tr>
<td>to meet patients’ needs</td>
<td>29% Neutral</td>
<td>27% Neutral</td>
</tr>
<tr>
<td></td>
<td>40% Disagree</td>
<td>40% Disagree</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>22% Agree</td>
<td>31% Agree</td>
</tr>
<tr>
<td></td>
<td>30% Neutral</td>
<td>26% Neutral</td>
</tr>
<tr>
<td></td>
<td>48% Disagree</td>
<td>44% Disagree</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>13% Agree</td>
<td>29% Agree</td>
</tr>
<tr>
<td></td>
<td>24% Neutral</td>
<td>23% Neutral</td>
</tr>
<tr>
<td></td>
<td>62% Disagree</td>
<td>48% Disagree</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a</td>
<td>10% Agree</td>
<td>17% Agree</td>
</tr>
<tr>
<td>clear and timely way</td>
<td>14% Neutral</td>
<td>23% Neutral</td>
</tr>
<tr>
<td></td>
<td>76% Disagree</td>
<td>58% Disagree</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s</td>
<td>9% Agree</td>
<td>14% Agree</td>
</tr>
<tr>
<td>goals</td>
<td>15% Neutral</td>
<td>18% Neutral</td>
</tr>
<tr>
<td></td>
<td>75% Disagree</td>
<td>67% Disagree</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>6% Agree</td>
<td>7% Agree</td>
</tr>
<tr>
<td></td>
<td>10% Neutral</td>
<td>17% Neutral</td>
</tr>
<tr>
<td></td>
<td>84% Disagree</td>
<td>74% Disagree</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>8% Agree</td>
<td>13% Agree</td>
</tr>
<tr>
<td></td>
<td>15% Neutral</td>
<td>18% Neutral</td>
</tr>
<tr>
<td></td>
<td>79% Disagree</td>
<td>79% Disagree</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**NANAIMO REGIONAL GENERAL HOSPITAL**

**99 Respondents 2018 | 124 Respondents 2017**

*Agree, Neutral, Disagree*
<table>
<thead>
<tr>
<th>Statement</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>49%</td>
<td>30%</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>49%</td>
<td>51%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require</td>
<td>42%</td>
<td>52%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>38%</td>
<td>40%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>25%</td>
<td>38%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a</td>
<td>19%</td>
<td>14%</td>
</tr>
<tr>
<td>clear and timely way</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s</td>
<td>19%</td>
<td>20%</td>
</tr>
<tr>
<td>goals</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>9%</td>
<td>6%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>21%</td>
<td>29%</td>
</tr>
</tbody>
</table>

**ROYAL JUBILEE HOSPITAL**

104 Respondents 2018 | 133 Respondents 2017
### SAANICH PENINSULA HOSPITAL

**21 Respondents 2018 | 19 Respondents 2017**

<table>
<thead>
<tr>
<th>Statement</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>52%</td>
<td>47%</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>52%</td>
<td>42%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>57%</td>
<td>53%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>55%</td>
<td>42%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>40%</td>
<td>37%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>33%</td>
<td>21%</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>33%</td>
<td>32%</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>29%</td>
<td>21%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>38%</td>
<td>21%</td>
</tr>
</tbody>
</table>

**Agree** | **Neutral** | **Disagree**

---

Agree  Neutral  Disagree
<table>
<thead>
<tr>
<th>Survey Question</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>44%</td>
<td>50%</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>50%</td>
<td>67%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients' needs</td>
<td>33%</td>
<td>53%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>44%</td>
<td>40%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>11%</td>
<td>37%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>22%</td>
<td>33%</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>27%</td>
<td>30%</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>6%</td>
<td>20%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>17%</td>
<td>43%</td>
</tr>
</tbody>
</table>

ST. JOSEPH’S GENERAL HOSPITAL
18 Respondents 2018 | 30 Respondents 2017
I am satisfied with this organization as a place to practice medicine

I feel I belong to a collaborative, patient-centred team/unit

I have access to the facilities, equipment, and other resources I require to meet patients’ needs

I have adequate opportunities to improve patient care, quality, and safety

I have meaningful input into changes affecting my practice environment

Senior leaders communicate the organization’s plans to physicians in a clear and timely way

Senior leaders seek physicians’ input when setting the organization’s goals

Senior leaders’ decision-making is transparent to physicians

This organization values physicians’ contributions

VICTORIA GENERAL HOSPITAL
65 Respondents 2018 | 105 Respondents 2017

<table>
<thead>
<tr>
<th>Statement</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree: 43%</td>
<td>Neutral: 29%</td>
<td>Disagree: 29%</td>
</tr>
<tr>
<td>Agree: 33%</td>
<td>Neutral: 35%</td>
<td>Disagree: 31%</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree: 48%</td>
<td>Neutral: 21%</td>
<td>Disagree: 31%</td>
</tr>
<tr>
<td>Agree: 48%</td>
<td>Neutral: 20%</td>
<td>Disagree: 30%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree: 40%</td>
<td>Neutral: 27%</td>
<td>Disagree: 33%</td>
</tr>
<tr>
<td>Agree: 50%</td>
<td>Neutral: 19%</td>
<td>Disagree: 30%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree: 32%</td>
<td>Neutral: 35%</td>
<td>Disagree: 33%</td>
</tr>
<tr>
<td>Agree: 37%</td>
<td>Neutral: 31%</td>
<td>Disagree: 33%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree: 28%</td>
<td>Neutral: 25%</td>
<td>Disagree: 48%</td>
</tr>
<tr>
<td>Agree: 29%</td>
<td>Neutral: 26%</td>
<td>Disagree: 45%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree: 16%</td>
<td>Neutral: 37%</td>
<td>Disagree: 47%</td>
</tr>
<tr>
<td>Agree: 12%</td>
<td>Neutral: 30%</td>
<td>Disagree: 55%</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree: 11%</td>
<td>Neutral: 35%</td>
<td>Disagree: 54%</td>
</tr>
<tr>
<td>Agree: 12%</td>
<td>Neutral: 30%</td>
<td>Disagree: 55%</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree: 6%</td>
<td>Neutral: 37%</td>
<td>Disagree: 56%</td>
</tr>
<tr>
<td>Agree: 4%</td>
<td>Neutral: 29%</td>
<td>Disagree: 65%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree: 19%</td>
<td>Neutral: 32%</td>
<td>Disagree: 48%</td>
</tr>
<tr>
<td>Agree: 26%</td>
<td>Neutral: 30%</td>
<td>Disagree: 43%</td>
</tr>
</tbody>
</table>

Agree = Neutral = Disagree
I am satisfied with this organization as a place to practice medicine 2018

I feel I belong to a collaborative, patient-centred team/unit 2018

I have access to the facilities, equipment, and other resources I require to meet patients' needs 2018

I have adequate opportunities to improve patient care, quality, and safety 2018

I have meaningful input into changes affecting my practice environment 2018

Senior leaders communicate the organization’s plans to physicians in a clear and timely way 2018

Senior leaders seek physicians’ input when setting the organization’s goals 2018

Senior leaders’ decision-making is transparent to physicians 2018

This organization values physicians’ contributions 2018

* Sample size too small to report on
Section 1 – Facility Data
Northern Health Authority
# Northern Health

## Overall Averages by Facility

<table>
<thead>
<tr>
<th>Facility</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bulkley Valley District Hospital</td>
<td>Agree</td>
<td>Neutral</td>
<td>Disagree</td>
</tr>
<tr>
<td>Dawson Creek and District Hospital</td>
<td>Agree</td>
<td>Neutral</td>
<td>Disagree</td>
</tr>
<tr>
<td>Fort St. John General Hospital</td>
<td>Agree</td>
<td>Neutral</td>
<td>Disagree</td>
</tr>
<tr>
<td>G.R. Baker Memorial Hospital</td>
<td>Agree</td>
<td>Neutral</td>
<td>Disagree</td>
</tr>
<tr>
<td>Mills Memorial Hospital</td>
<td>Agree</td>
<td>Neutral</td>
<td>Disagree</td>
</tr>
<tr>
<td>The University Hospital of Northern British Columbia</td>
<td>Agree</td>
<td>Neutral</td>
<td>Disagree</td>
</tr>
<tr>
<td>Survey Question</td>
<td>2017 Percentage Distribution</td>
<td>2018 Percentage Distribution</td>
<td></td>
</tr>
<tr>
<td>--------------------------------------------------------------------------------</td>
<td>-------------------------------</td>
<td>-------------------------------</td>
<td></td>
</tr>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td></td>
<td>50% 33% 17%</td>
<td></td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td></td>
<td>50% 33% 17%</td>
<td></td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to</td>
<td></td>
<td>33% 33% 33%</td>
<td></td>
</tr>
<tr>
<td>meet patients’ needs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td></td>
<td>67% 0% 33%</td>
<td></td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td></td>
<td>50% 17% 33%</td>
<td></td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear</td>
<td></td>
<td>50% 33% 17%</td>
<td></td>
</tr>
<tr>
<td>and timely way</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td></td>
<td>33% 33% 33%</td>
<td></td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td></td>
<td>33% 33% 33%</td>
<td></td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td></td>
<td>33% 33% 33%</td>
<td></td>
</tr>
</tbody>
</table>
**DAWSON CREEK AND DISTRICT HOSPITAL**

**3 Respondents 2018 | * Respondents 2017**

<table>
<thead>
<tr>
<th>Statement</th>
<th>2018</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>2018</td>
<td>62%</td>
<td>31%</td>
<td>8%</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>2018</td>
<td>69%</td>
<td>23%</td>
<td>8%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>2018</td>
<td>62%</td>
<td>15%</td>
<td>23%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>2018</td>
<td>77%</td>
<td>15%</td>
<td>8%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>2018</td>
<td>46%</td>
<td>46%</td>
<td>8%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>2018</td>
<td>38%</td>
<td>31%</td>
<td>31%</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>2018</td>
<td>23%</td>
<td>38%</td>
<td>38%</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>2018</td>
<td>8%</td>
<td>42%</td>
<td>50%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>2018</td>
<td>54%</td>
<td>23%</td>
<td>23%</td>
</tr>
</tbody>
</table>

*Sample size too small to report on*
FORT ST. JOHN GENERAL HOSPITAL
14 Respondents 2018 | 11 Respondents 2017

I am satisfied with this organization as a place to practice medicine

<table>
<thead>
<tr>
<th>Year</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>50%</td>
<td>21%</td>
<td>29%</td>
</tr>
<tr>
<td>2017</td>
<td>45%</td>
<td>18%</td>
<td>36%</td>
</tr>
</tbody>
</table>

I feel I belong to a collaborative, patient-centred team/unit

<table>
<thead>
<tr>
<th>Year</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>43%</td>
<td>29%</td>
<td>29%</td>
</tr>
<tr>
<td>2017</td>
<td>55%</td>
<td>27%</td>
<td>18%</td>
</tr>
</tbody>
</table>

I have access to the facilities, equipment, and other resources I require to meet patients’ needs

<table>
<thead>
<tr>
<th>Year</th>
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<tr>
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<tr>
<td>2017</td>
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</table>

I have adequate opportunities to improve patient care, quality, and safety

<table>
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<th>Disagree</th>
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I have meaningful input into changes affecting my practice environment

<table>
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Senior leaders communicate the organization’s plans to physicians in a clear and timely way

<table>
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<th>Disagree</th>
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Senior leaders seek physicians’ input when setting the organization’s goals

<table>
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Senior leaders’ decision-making is transparent to physicians

<table>
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<th>Neutral</th>
<th>Disagree</th>
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<tr>
<td>2017</td>
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<td>45%</td>
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This organization values physicians’ contributions

<table>
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G.R. BAKER MEMORIAL HOSPITAL
6 Respondents 2018 | * Respondents 2017

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<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
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<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
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<tr>
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</table>
I am satisfied with this organization as a place to practice medicine

I feel I belong to a collaborative, patient-centred team/unit

I have access to the facilities, equipment, and other resources I require to meet patients’ needs

I have adequate opportunities to improve patient care, quality, and safety

I have meaningful input into changes affecting my practice environment

Senior leaders communicate the organization’s plans to physicians in a clear and timely way

Senior leaders seek physicians’ input when setting the organization’s goals

Senior leaders’ decision-making is transparent to physicians

This organization values physicians’ contributions

MILLS MEMORIAL HOSPITAL
16 Respondents 2018 | 20 Respondents 2017

<table>
<thead>
<tr>
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<td>44%</td>
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<td>44%</td>
<td>13%</td>
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<tr>
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<tr>
<td>This organization values physicians’ contributions</td>
<td>50%</td>
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<td>25%</td>
<td>45%</td>
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### The University Hospital of Northern British Columbia

**53 Respondents 2018 | 69 Respondents 2017**

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<tr>
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<td>60%</td>
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</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>36%</td>
<td>41%</td>
<td>49%</td>
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<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
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<tr>
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<table>
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<td>43%</td>
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<td>34%</td>
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<tr>
<td>47%</td>
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</table>
Section 1 – Facility Data
Provincial Health Services Authority
PROVINCIAL HEALTH SERVICES AUTHORITY

Overall Averages by Facility

British Columbia Cancer Agency

2018: Agree 25%, Neutral 19%, Disagree 56%
2017: Agree 29%, Neutral 27%, Disagree 44%

British Columbia’s Children’s Hospital

2018: Agree 32%, Neutral 29%, Disagree 39%
2017: Agree 35%, Neutral 27%, Disagree 38%

British Columbia’s Women’s Hospital and Health Care Centre

2018: Agree 49%, Neutral 25%, Disagree 27%
2017: Agree 45%, Neutral 25%, Disagree 30%
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<td>29%</td>
<td>33%</td>
<td>35%</td>
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<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>62%</td>
<td>14%</td>
<td>24%</td>
<td>63%</td>
<td>15%</td>
<td>22%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>29%</td>
<td>10%</td>
<td>62%</td>
<td>39%</td>
<td>13%</td>
<td>48%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>33%</td>
<td>24%</td>
<td>43%</td>
<td>30%</td>
<td>22%</td>
<td>48%</td>
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<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>19%</td>
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<td>62%</td>
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I am satisfied with this organization as a place to practice medicine

<table>
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I feel I belong to a collaborative, patient-centred team/unit

<table>
<thead>
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<th>Neutral</th>
<th>Disagree</th>
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I have access to the facilities, equipment, and other resources I require to meet patients’ needs

<table>
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<tr>
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I have adequate opportunities to improve patient care, quality, and safety

<table>
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I have meaningful input into changes affecting my practice environment

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Senior leaders communicate the organization’s plans to physicians in a clear and timely way

<table>
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<tr>
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<th>Neutral</th>
<th>Disagree</th>
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Senior leaders seek physicians’ input when setting the organization’s goals

<table>
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Senior leaders’ decision-making is transparent to physicians

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This organization values physicians’ contributions

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<th>Disagree</th>
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<td>27%</td>
<td>39%</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>38%</td>
<td>29%</td>
<td>37%</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>19%</td>
<td>13%</td>
<td>37%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>48%</td>
<td>46%</td>
<td>21%</td>
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Section 1 – Facility Data
Vancouver Coastal Health Authority
### VANCOUVER COASTAL HEALTH AUTHORITY

**Overall Averages by Facility**

<table>
<thead>
<tr>
<th>Facility</th>
<th>2018</th>
<th>2017</th>
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<tbody>
<tr>
<td>Lions Gate Hospital</td>
<td>39%</td>
<td>31%</td>
</tr>
<tr>
<td>Mount Saint Joseph Hospital</td>
<td>24%</td>
<td>36%</td>
</tr>
<tr>
<td>Powell River General Hospital</td>
<td>52%</td>
<td>38%</td>
</tr>
<tr>
<td>Richmond Hospital</td>
<td>29%</td>
<td>35%</td>
</tr>
<tr>
<td>Sechelt Hospital/shíshálh Hospital</td>
<td>11%</td>
<td>30%</td>
</tr>
<tr>
<td>St. Paul's Hospital</td>
<td>38%</td>
<td>34%</td>
</tr>
<tr>
<td>U.B.C. Health Sciences Centre Hospital</td>
<td>32%</td>
<td>34%</td>
</tr>
<tr>
<td>Vancouver General Hospital</td>
<td>36%</td>
<td>33%</td>
</tr>
</tbody>
</table>

**Agree** | **Neutral** | **Disagree**

- Lions Gate Hospital: Agree 39%, Neutral 27%, Disagree 34%
- Mount Saint Joseph Hospital: Agree 24%, Neutral 35%, Disagree 36%
- Powell River General Hospital: Agree 52%, Neutral 22%, Disagree 26%
- Richmond Hospital: Agree 29%, Neutral 24%, Disagree 47%
- Sechelt Hospital/shíshálh Hospital: Agree 11%, Neutral 16%, Disagree 73%
- St. Paul's Hospital: Agree 38%, Neutral 29%, Disagree 41%
- U.B.C. Health Sciences Centre Hospital: Agree 32%, Neutral 23%, Disagree 46%
- Vancouver General Hospital: Agree 36%, Neutral 30%, Disagree 35%
I am satisfied with this organization as a place to practice medicine

I feel I belong to a collaborative, patient-centred team/unit

I have access to the facilities, equipment, and other resources I require to meet patients’ needs

I have adequate opportunities to improve patient care, quality, and safety

I have meaningful input into changes affecting my practice environment

Senior leaders communicate the organization’s plans to physicians in a clear and timely way

Senior leaders seek physicians’ input when setting the organization’s goals

Senior leaders’ decision-making is transparent to physicians

This organization values physicians’ contributions
I am satisfied with this organization as a place to practice medicine

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Senior leaders’ decision-making is transparent to physicians

This organization values physicians’ contributions

MOUNT SAINT JOSEPH HOSPITAL

21 Respondents 2018 | 27 Respondents 2017

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<tr>
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<th>2018</th>
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<tbody>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>Agree: 38%</td>
<td>Neutral: 33%</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>Agree: 24%</td>
<td>Neutral: 38%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>Agree: 48%</td>
<td>Neutral: 24%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>Agree: 33%</td>
<td>Neutral: 56%</td>
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<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>Agree: 19%</td>
<td>Neutral: 29%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>Agree: 15%</td>
<td>Neutral: 35%</td>
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<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
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<td>Neutral: 45%</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>Agree: 11%</td>
<td>Neutral: 38%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>Agree: 24%</td>
<td>Neutral: 43%</td>
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<tr>
<td>Statement</td>
<td>6 Respondents 2018</td>
<td>12 Respondents 2017</td>
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<td>42%</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
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<td>33%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>83%</td>
<td>17%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>50%</td>
<td>0%</td>
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<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>33%</td>
<td>17%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>50%</td>
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<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>50%</td>
<td>25%</td>
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<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
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<tr>
<td>This organization values physicians’ contributions</td>
<td>67%</td>
<td>33%</td>
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</table>

Agree | Neutral | Disagree

67% | 33% | 17%

17% | 17% | 0%

67% | 33% | 0%

67% | 33% | 0%

83% | 0% | 17%

83% | 0% | 17%

50% | 0% | 17%

50% | 0% | 17%

50% | 0% | 17%

50% | 0% | 17%

50% | 0% | 17%

50% | 0% | 17%

50% | 0% | 17%
I am satisfied with this organization as a place to practice medicine

I feel I belong to a collaborative, patient-centred team/unit

I have access to the facilities, equipment, and other resources I require to meet patients’ needs

I have adequate opportunities to improve patient care, quality, and safety

I have meaningful input into changes affecting my practice environment

Senior leaders communicate the organization’s plans to physicians in a clear and timely way

Senior leaders seek physicians’ input when setting the organization’s goals

Senior leaders’ decision-making is transparent to physicians

This organization values physicians’ contributions

RICHMOND HOSPITAL
54 Respondents 2018 | 95 Respondents 2017

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<td>38%</td>
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<td>55%</td>
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<td>41%</td>
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<td>41%</td>
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<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>24%</td>
<td>40%</td>
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<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>13%</td>
<td>18%</td>
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<td>20%</td>
<td>39%</td>
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Agree | Neutral | Disagree
I am satisfied with this organization as a place to practice medicine

I feel I belong to a collaborative, patient-centred team/unit

I have access to the facilities, equipment, and other resources I require to meet patients’ needs

I have adequate opportunities to improve patient care, quality, and safety

I have meaningful input into changes affecting my practice environment

Senior leaders communicate the organization’s plans to physicians in a clear and timely way

Senior leaders seek physicians’ input when setting the organization’s goals

Senior leaders’ decision-making is transparent to physicians

This organization values physicians’ contributions

SECHELT HOSPITAL/ SHÍSHÁLH HOSPITAL

27 Respondents 2018 | 23 Respondents 2017
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<td>5%</td>
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<td>36%</td>
<td>12%</td>
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<td>2017</td>
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<td>to meet patients’ needs</td>
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<td>I have adequate opportunities to improve patient care, quality, and</td>
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<td>49%</td>
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<td>I have meaningful input into changes affecting my practice environment</td>
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<td>Senior leaders communicate the organization’s plans to physicians in a</td>
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<td>clear and timely way</td>
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<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s</td>
<td>25%</td>
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<tr>
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<tr>
<td>This organization values physicians’ contributions</td>
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<td>33%</td>
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</tbody>
</table>

**Agree** | **Neutral** | **Disagree**
|-----------|-------------|-----------|

**VANCOUVER GENERAL HOSPITAL**

190 Respondents 2018 | 280 Respondents 2017
Section 2 - Divisions of Family Practice
Fraser
**ABBOTSFORD DIVISION**

26 Respondents

<table>
<thead>
<tr>
<th>Statement</th>
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<td>Disagree</td>
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<td>22%</td>
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<tr>
<td>I have access to the facilities, equipment, and other resources I require</td>
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<td>24%</td>
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<td>to meet patients’ needs</td>
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<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>57%</td>
<td>33%</td>
<td>10%</td>
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<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
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<td>35%</td>
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<td>Senior leaders communicate the organization’s plans to physicians in a</td>
<td>37%</td>
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<td>clear and timely way</td>
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<td>31%</td>
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<td>Senior leaders’ decision-making is transparent to physicians</td>
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<td>This organization values physicians’ contributions</td>
<td>49%</td>
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## CHILLIWACK DIVISION

### 28 Respondents

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<td>11%</td>
<td>46%</td>
</tr>
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<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>39%</td>
<td>29%</td>
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<td>I have meaningful input into changes affecting my practice environment</td>
<td>43%</td>
<td>25%</td>
<td>32%</td>
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<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
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<tr>
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# DELTA DIVISIONS

## 19 Respondents

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<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>37%</td>
<td>37%</td>
<td>26%</td>
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<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients' needs</td>
<td>37%</td>
<td>16%</td>
<td>47%</td>
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<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>32%</td>
<td>26%</td>
<td>42%</td>
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<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
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<td>47%</td>
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<td>21%</td>
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<td>Disagree</td>
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</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>55%</td>
<td>21%</td>
<td>24%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>46%</td>
<td>31%</td>
<td>22%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>49%</td>
<td>27%</td>
<td>24%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>43%</td>
<td>19%</td>
<td>37%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>26%</td>
<td>43%</td>
<td>31%</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>31%</td>
<td>39%</td>
<td>30%</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>15%</td>
<td>44%</td>
<td>41%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>45%</td>
<td>33%</td>
<td>22%</td>
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## LANGLEY DIVISION
### 32 Respondents

<table>
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<tr>
<th>Statement</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
</tr>
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<tbody>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>41%</td>
<td>34%</td>
<td>25%</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>41%</td>
<td>31%</td>
<td>28%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>31%</td>
<td>25%</td>
<td>44%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>31%</td>
<td>31%</td>
<td>38%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>22%</td>
<td>25%</td>
<td>53%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>28%</td>
<td>22%</td>
<td>50%</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>22%</td>
<td>28%</td>
<td>50%</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>16%</td>
<td>28%</td>
<td>56%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>28%</td>
<td>34%</td>
<td>38%</td>
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## MISSION DIVISION

8 Respondents

<table>
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<tr>
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<tr>
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<td>0%</td>
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</tr>
<tr>
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<td>75%</td>
<td>13%</td>
<td>13%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients' needs</td>
<td>50%</td>
<td>38%</td>
<td>13%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>50%</td>
<td>38%</td>
<td>13%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>38%</td>
<td>50%</td>
<td>13%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization's plans to physicians in a clear and timely way</td>
<td>25%</td>
<td>63%</td>
<td>13%</td>
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<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>50%</td>
<td>25%</td>
<td>25%</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>25%</td>
<td>38%</td>
<td>38%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>50%</td>
<td>25%</td>
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RIDGE MEADOWS DIVISION
16 Respondents

<table>
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<tr>
<th>Question</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
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<tbody>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>56%</td>
<td>38%</td>
<td>6%</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>63%</td>
<td>25%</td>
<td>13%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>50%</td>
<td>38%</td>
<td>13%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>31%</td>
<td>50%</td>
<td>19%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>38%</td>
<td>31%</td>
<td>31%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>31%</td>
<td>25%</td>
<td>44%</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>38%</td>
<td>13%</td>
<td>50%</td>
</tr>
<tr>
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<td>19%</td>
<td>31%</td>
<td>50%</td>
</tr>
<tr>
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<td>25%</td>
<td>44%</td>
<td>31%</td>
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<tr>
<td>Survey Question</td>
<td>Agree</td>
<td>Neutral</td>
<td>Disagree</td>
</tr>
<tr>
<td>--------------------------------------------------------------------------------</td>
<td>-------</td>
<td>---------</td>
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</tr>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>49%</td>
<td>35%</td>
<td>16%</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>44%</td>
<td>31%</td>
<td>25%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients' needs</td>
<td>47%</td>
<td>25%</td>
<td>28%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>37%</td>
<td>41%</td>
<td>22%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>25%</td>
<td>41%</td>
<td>34%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>29%</td>
<td>27%</td>
<td>44%</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>19%</td>
<td>31%</td>
<td>50%</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>16%</td>
<td>29%</td>
<td>54%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>27%</td>
<td>38%</td>
<td>35%</td>
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</table>
## WHITE ROCK SOUTH SURREY DIVISION

25 Respondents

<table>
<thead>
<tr>
<th>Statement</th>
<th>Agree</th>
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<th>Disagree</th>
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</thead>
<tbody>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>60%</td>
<td>36%</td>
<td>4%</td>
</tr>
<tr>
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<td>76%</td>
<td>20%</td>
<td>4%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>60%</td>
<td>28%</td>
<td>12%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>60%</td>
<td>20%</td>
<td>20%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>56%</td>
<td>28%</td>
<td>16%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>36%</td>
<td>32%</td>
<td>32%</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>44%</td>
<td>28%</td>
<td>28%</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>29%</td>
<td>46%</td>
<td>25%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>48%</td>
<td>36%</td>
<td>16%</td>
</tr>
</tbody>
</table>
Section 2 - Divisions of Family Practice

Interior
INTERIOR DIVISIONS OF FAMILY PRACTICE
Overall Averages by Division

Central Interior Rural
- Agree: 50%
- Neutral: 27%
- Disagree: 23%

Central Okanagan
- Agree: 39%
- Neutral: 30%
- Disagree: 31%

East Kootenay
- Agree: 31%
- Neutral: 33%
- Disagree: 37%

Kootenay Boundary
- Agree: 36%
- Neutral: 23%
- Disagree: 41%

Shuswap North Okanagan
- Agree: 22%
- Neutral: 27%
- Disagree: 51%

South Okanagan Similkameen
- Agree: 40%
- Neutral: 20%
- Disagree: 41%

Thompson Region
- Agree: 34%
- Neutral: 30%
- Disagree: 36%

2018
I am satisfied with this organization as a place to practice medicine

- Agree: 50%
- Neutral: 29%
- Disagree: 21%

I feel I belong to a collaborative, patient-centred team/unit

- Agree: 57%
- Neutral: 29%
- Disagree: 14%

I have access to the facilities, equipment, and other resources I require to meet patients’ needs

- Agree: 64%
- Neutral: 14%
- Disagree: 21%

I have adequate opportunities to improve patient care, quality, and safety

- Agree: 71%
- Neutral: 14%
- Disagree: 14%

I have meaningful input into changes affecting my practice environment

- Agree: 36%
- Neutral: 43%
- Disagree: 21%

Senior leaders communicate the organization’s plans to physicians in a clear and timely way

- Agree: 57%
- Neutral: 14%
- Disagree: 29%

Senior leaders seek physicians’ input when setting the organization’s goals

- Agree: 39%
- Neutral: 39%
- Disagree: 23%

Senior leaders’ decision-making is transparent to physicians

- Agree: 29%
- Neutral: 36%
- Disagree: 36%

This organization values physicians’ contributions

- Agree: 43%
- Neutral: 29%
- Disagree: 29%

2018
**CENTRAL OKANAGAN DIVISION**

62 Respondents

<table>
<thead>
<tr>
<th>Statement</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>48%</td>
<td>34%</td>
<td>18%</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>53%</td>
<td>23%</td>
<td>25%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>52%</td>
<td>15%</td>
<td>34%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>44%</td>
<td>32%</td>
<td>24%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>36%</td>
<td>28%</td>
<td>36%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>33%</td>
<td>32%</td>
<td>35%</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>33%</td>
<td>33%</td>
<td>33%</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>25%</td>
<td>27%</td>
<td>48%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>32%</td>
<td>43%</td>
<td>25%</td>
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</table>
### EAST KOOTENAY DIVISION

56 Respondents

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<th>Disagree</th>
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<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>43%</td>
<td>32%</td>
<td>25%</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>55%</td>
<td>27%</td>
<td>18%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients' needs</td>
<td>46%</td>
<td>18%</td>
<td>36%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>43%</td>
<td>39%</td>
<td>18%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>32%</td>
<td>27%</td>
<td>41%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>16%</td>
<td>39%</td>
<td>45%</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>14%</td>
<td>36%</td>
<td>50%</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>5%</td>
<td>30%</td>
<td>64%</td>
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<tr>
<td>This organization values physicians’ contributions</td>
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<td>34%</td>
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</table>
KOOTENAY BOUNDARY DIVISION
52 Respondents

<table>
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<tr>
<th>Question</th>
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<th>Disagree</th>
</tr>
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<td>I am satisfied with this organization as a place to practice medicine</td>
<td>42%</td>
<td>23%</td>
<td>35%</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>52%</td>
<td>21%</td>
<td>27%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>54%</td>
<td>31%</td>
<td>15%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>46%</td>
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<td>29%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>35%</td>
<td>17%</td>
<td>48%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>23%</td>
<td>21%</td>
<td>56%</td>
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<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>31%</td>
<td>14%</td>
<td>56%</td>
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<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
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<td>27%</td>
<td>62%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>27%</td>
<td>27%</td>
<td>46%</td>
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## SHUSWAP NORTH OKANAGAN DIVISION

### 38 Respondents

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<tr>
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<tbody>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>Agree 34% Neutral 24% Disagree 42%</td>
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<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>Agree 40% Neutral 16% Disagree 45%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>Agree 37% Neutral 21% Disagree 42%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>Agree 32% Neutral 18% Disagree 50%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>Agree 29% Neutral 21% Disagree 50%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>Agree 5% Neutral 40% Disagree 55%</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
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<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>Agree 5% Neutral 26% Disagree 68%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>Agree 16% Neutral 34% Disagree 50%</td>
</tr>
<tr>
<td>Statement</td>
<td>Agree</td>
</tr>
<tr>
<td>--------------------------------------------------------------------------</td>
<td>-------</td>
</tr>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>50%</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
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<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients' needs</td>
<td>56%</td>
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<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>56%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>35%</td>
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<tr>
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<td>38%</td>
</tr>
<tr>
<td>Statement</td>
<td>Agree</td>
</tr>
<tr>
<td>--------------------------------------------------------------------------</td>
<td>-------</td>
</tr>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>33%</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>45%</td>
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<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>14%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>28%</td>
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</table>
Section 2 - Divisions of Family Practice
Northern
NORTHERN DIVISIONS OF FAMILY PRACTICE
Overall Averages by Division

<table>
<thead>
<tr>
<th>Division</th>
<th>Agree</th>
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<tr>
<td>North Peace</td>
<td>39%</td>
<td>32%</td>
<td>30%</td>
</tr>
<tr>
<td>Northern Interior Rural</td>
<td>54%</td>
<td>17%</td>
<td>29%</td>
</tr>
<tr>
<td>Pacific Northwest</td>
<td>31%</td>
<td>38%</td>
<td>31%</td>
</tr>
<tr>
<td>Prince George</td>
<td>47%</td>
<td>28%</td>
<td>25%</td>
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2018
### NORTH PEACE DIVISION

15 Respondents

<table>
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<tr>
<th>Statement</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>47%</td>
<td>33%</td>
<td>20%</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>40%</td>
<td>33%</td>
<td>27%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require</td>
<td>33%</td>
<td>33%</td>
<td>33%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>60%</td>
<td>27%</td>
<td>13%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>27%</td>
<td>33%</td>
<td>40%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a</td>
<td>47%</td>
<td>27%</td>
<td>27%</td>
</tr>
<tr>
<td>clear and timely way</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s</td>
<td>33%</td>
<td>27%</td>
<td>40%</td>
</tr>
<tr>
<td>goals</td>
<td></td>
<td></td>
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<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>20%</td>
<td>40%</td>
<td>40%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>40%</td>
<td>33%</td>
<td>27%</td>
</tr>
<tr>
<td>Statement</td>
<td>2018</td>
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</tr>
<tr>
<td>--------------------------------------------------------------------------</td>
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</tr>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>55%</td>
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<td></td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>55%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>73%</td>
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</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>55%</td>
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</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>55%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>55%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>46%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>36%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>55%</td>
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</table>
## PACIFIC NORTHWEST DIVISION

### 23 Respondents

<table>
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<th>Statement</th>
<th>Agree</th>
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<th>Disagree</th>
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<tbody>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>44%</td>
<td>35%</td>
<td>22%</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>52%</td>
<td>22%</td>
<td>26%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients' needs</td>
<td>44%</td>
<td>26%</td>
<td>30%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>57%</td>
<td>26%</td>
<td>17%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>35%</td>
<td>35%</td>
<td>30%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>17%</td>
<td>57%</td>
<td>26%</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>9%</td>
<td>55%</td>
<td>36%</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>9%</td>
<td>41%</td>
<td>50%</td>
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<tr>
<td>This organization values physicians’ contributions</td>
<td>14%</td>
<td>50%</td>
<td>36%</td>
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### PRINCE GEORGE DIVISION

#### 38 Respondents

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<th>Disagree</th>
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<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>58%</td>
<td>26%</td>
<td>16%</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>63%</td>
<td>16%</td>
<td>21%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>50%</td>
<td>21%</td>
<td>29%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>55%</td>
<td>32%</td>
<td>13%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>42%</td>
<td>42%</td>
<td>16%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>47%</td>
<td>21%</td>
<td>32%</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>33%</td>
<td>17%</td>
<td>50%</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>24%</td>
<td>40%</td>
<td>37%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>50%</td>
<td>34%</td>
<td>16%</td>
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Section 2 - Divisions of Family Practice
Vancouver Island
CAMPBELL RIVER DIVISION
6 Respondents

<table>
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<th>Statement</th>
<th>Agree</th>
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<th>Disagree</th>
</tr>
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<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>50%</td>
<td>17%</td>
<td>33%</td>
</tr>
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<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>50%</td>
<td>33%</td>
<td>17%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients' needs</td>
<td>67%</td>
<td>0%</td>
<td>33%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>50%</td>
<td>17%</td>
<td>33%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>33%</td>
<td>17%</td>
<td>50%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
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<td>0%</td>
<td>50%</td>
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<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>33%</td>
<td>17%</td>
<td>50%</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>17%</td>
<td>33%</td>
<td>50%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>33%</td>
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### COMOX VALLEY DIVISION

**17 Respondents**

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</thead>
<tbody>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>29%</td>
<td>29%</td>
<td>41%</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>41%</td>
<td>18%</td>
<td>41%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>29%</td>
<td>29%</td>
<td>41%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>35%</td>
<td>18%</td>
<td>47%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>12%</td>
<td>35%</td>
<td>53%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>12%</td>
<td>53%</td>
<td>35%</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>18%</td>
<td>29%</td>
<td>53%</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>6%</td>
<td>29%</td>
<td>65%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>18%</td>
<td>41%</td>
<td>41%</td>
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</table>

2018
<table>
<thead>
<tr>
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<th>Disagree</th>
<th>2018</th>
</tr>
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<tbody>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>38%</td>
<td>25%</td>
<td>38%</td>
<td></td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>75%</td>
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<td>25%</td>
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</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>50%</td>
<td>0%</td>
<td>50%</td>
<td></td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>38%</td>
<td>50%</td>
<td>13%</td>
<td></td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>63%</td>
<td>13%</td>
<td>25%</td>
<td></td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>50%</td>
<td>13%</td>
<td>38%</td>
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</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>50%</td>
<td>13%</td>
<td>38%</td>
<td></td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>38%</td>
<td>25%</td>
<td>38%</td>
<td></td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>50%</td>
<td>38%</td>
<td>13%</td>
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### NANAIMO DIVISION

**26 Respondents**

<table>
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<tr>
<th>Statement</th>
<th>Agree</th>
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<th>Disagree</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>15%</td>
<td>35%</td>
<td>50%</td>
<td></td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>32%</td>
<td>8%</td>
<td>60%</td>
<td></td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>54%</td>
<td>19%</td>
<td>27%</td>
<td></td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>15%</td>
<td>35%</td>
<td>50%</td>
<td></td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>15%</td>
<td>15%</td>
<td>69%</td>
<td></td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>12%</td>
<td>15%</td>
<td>73%</td>
<td></td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>39%</td>
<td>39%</td>
<td>23%</td>
<td></td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>12%</td>
<td>4%</td>
<td>85%</td>
<td></td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>8%</td>
<td>12%</td>
<td>81%</td>
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</table>

*Agree, Neutral, Disagree*
## PORT ALBERNI DIVISION

### 7 Respondents

<table>
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<th>Question</th>
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<th>Neutral</th>
<th>Disagree</th>
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<tr>
<td>1</td>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>86%</td>
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</tr>
<tr>
<td>2</td>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>57%</td>
<td>29%</td>
<td>14%</td>
</tr>
<tr>
<td>3</td>
<td>I have access to the facilities, equipment, and other resources I require to meet patients' needs</td>
<td>57%</td>
<td>29%</td>
<td>14%</td>
</tr>
<tr>
<td>4</td>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>57%</td>
<td>43%</td>
<td>0%</td>
</tr>
<tr>
<td>5</td>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>57%</td>
<td>29%</td>
<td>14%</td>
</tr>
<tr>
<td>6</td>
<td>Senior leaders communicate the organization's plans to physicians in a clear and timely way</td>
<td>43%</td>
<td>14%</td>
<td>43%</td>
</tr>
<tr>
<td>7</td>
<td>Senior leaders seek physicians' input when setting the organization's goals</td>
<td>57%</td>
<td>29%</td>
<td>14%</td>
</tr>
<tr>
<td>8</td>
<td>Senior leaders' decision-making is transparent to physicians</td>
<td>14%</td>
<td>57%</td>
<td>29%</td>
</tr>
<tr>
<td>9</td>
<td>This organization values physicians' contributions</td>
<td>71%</td>
<td>14%</td>
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</table>
## SOUTH ISLAND DIVISION

87 Respondents

<table>
<thead>
<tr>
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<th>Neutral</th>
<th>Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>38%</td>
<td>31%</td>
<td>32%</td>
</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>45%</td>
<td>25%</td>
<td>31%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>40%</td>
<td>26%</td>
<td>34%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>34%</td>
<td>29%</td>
<td>37%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>26%</td>
<td>27%</td>
<td>46%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>22%</td>
<td>26%</td>
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<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>22%</td>
<td>24%</td>
<td>54%</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>15%</td>
<td>25%</td>
<td>60%</td>
</tr>
<tr>
<td>This organization values physicians’ contributions</td>
<td>28%</td>
<td>20%</td>
<td>52%</td>
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## VICTORIA DIVISION
94 Respondents

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<td>I am satisfied with this organization as a place to practice medicine</td>
<td>53%</td>
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<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>59%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>59%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>43%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>32%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>19%</td>
</tr>
<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>19%</td>
</tr>
<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>8%</td>
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<tr>
<td>This organization values physicians’ contributions</td>
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</table>
Section 2 - Divisions of Family Practice

Vancouver Coastal
## NORTH SHORE DIVISION

### 61 Respondents

<table>
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<th>Disagree</th>
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<td>16%</td>
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<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>55%</td>
<td>22%</td>
<td>23%</td>
</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>42%</td>
<td>35%</td>
<td>23%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>37%</td>
<td>33%</td>
<td>30%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>26%</td>
<td>38%</td>
<td>36%</td>
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<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>40%</td>
<td>22%</td>
<td>38%</td>
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<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>35%</td>
<td>28%</td>
<td>38%</td>
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<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>24%</td>
<td>28%</td>
<td>48%</td>
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<tr>
<td>This organization values physicians’ contributions</td>
<td>33%</td>
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<td>30%</td>
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POWELL RIVER DIVISION
5 Respondents

<table>
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<th>Statement</th>
<th>Agree</th>
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<th>Disagree</th>
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<tr>
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<td>20%</td>
<td>40%</td>
</tr>
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<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>40%</td>
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<td>60%</td>
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<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
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<td>20%</td>
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<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>40%</td>
<td>60%</td>
<td>0%</td>
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<td>40%</td>
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<td>0%</td>
<td>60%</td>
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<td>40%</td>
<td>0%</td>
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<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
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<td>40%</td>
<td>60%</td>
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<tr>
<td>This organization values physicians’ contributions</td>
<td>40%</td>
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2018

Agree Neutral Disagree
### RICHMOND DIVISION

**38 Respondents**

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<tr>
<td>I am satisfied with this organization as a place to practice medicine</td>
<td>34%</td>
<td>24%</td>
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</tr>
<tr>
<td>I feel I belong to a collaborative, patient-centred team/unit</td>
<td>47%</td>
<td>11%</td>
<td>42%</td>
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</tr>
<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>41%</td>
<td>16%</td>
<td>43%</td>
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</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>37%</td>
<td>18%</td>
<td>45%</td>
<td></td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>26%</td>
<td>24%</td>
<td>50%</td>
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</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>13%</td>
<td>32%</td>
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<tr>
<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
<td>11%</td>
<td>32%</td>
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<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>8%</td>
<td>16%</td>
<td>76%</td>
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<tr>
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<td>13%</td>
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<th>Disagree</th>
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### SEA-TO-SKY DIVISION
9 Respondents

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<td>33%</td>
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<td>I feel I belong to a collaborative, patient-centred team/unit</td>
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<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
<td>33%</td>
<td>11%</td>
<td>56%</td>
</tr>
<tr>
<td>I have adequate opportunities to improve patient care, quality, and safety</td>
<td>22%</td>
<td>33%</td>
<td>44%</td>
</tr>
<tr>
<td>I have meaningful input into changes affecting my practice environment</td>
<td>22%</td>
<td>22%</td>
<td>56%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
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<td>22%</td>
<td>44%</td>
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<td>Senior leaders’ decision-making is transparent to physicians</td>
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<td>67%</td>
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<td>This organization values physicians’ contributions</td>
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<td>44%</td>
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<tr>
<td>Statement</td>
<td>Agree</td>
<td>Neutral</td>
<td>Disagree</td>
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<td>-------------------------------------------------------------------------</td>
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<td>I have adequate opportunities to improve patient care, quality, and safety</td>
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<td>I have meaningful input into changes affecting my practice environment</td>
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<td>31%</td>
<td>59%</td>
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<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
<td>6%</td>
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<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
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<td>Senior leaders’ decision-making is transparent to physicians</td>
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<td>6%</td>
<td>19%</td>
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# VANCOUVER DIVISION

228 Respondents

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<th>Statement</th>
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<td>I am satisfied with this organization as a place to practice medicine</td>
<td>52%</td>
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<td>I feel I belong to a collaborative, patient-centred team/unit</td>
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<tr>
<td>I have access to the facilities, equipment, and other resources I require to meet patients’ needs</td>
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<td>I have meaningful input into changes affecting my practice environment</td>
<td>32%</td>
</tr>
<tr>
<td>Senior leaders communicate the organization’s plans to physicians in a clear and timely way</td>
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<td>Senior leaders seek physicians’ input when setting the organization’s goals</td>
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<tr>
<td>Senior leaders’ decision-making is transparent to physicians</td>
<td>15%</td>
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<tr>
<td>This organization values physicians’ contributions</td>
<td>34%</td>
</tr>
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</table>

*Agree | Neutral | Disagree*
Section 2 - Divisions of Family Practice
Rural and Remote Division
RURAL & REMOTE DIVISION
56 Respondents

- I am satisfied with this organization as a place to practice medicine: 43% Agree, 25% Neutral, 32% Disagree
- I feel I belong to a collaborative, patient-centred team/unit: 51% Agree, 18% Neutral, 31% Disagree
- I have access to the facilities, equipment, and other resources I require to meet patients’ needs: 50% Agree, 18% Neutral, 32% Disagree
- I have adequate opportunities to improve patient care, quality, and safety: 39% Agree, 32% Neutral, 29% Disagree
- I have meaningful input into changes affecting my practice environment: 27% Agree, 35% Neutral, 38% Disagree
- Senior leaders communicate the organization’s plans to physicians in a clear and timely way: 29% Agree, 29% Neutral, 42% Disagree
- Senior leaders seek physicians’ input when setting the organization’s goals: 31% Agree, 18% Neutral, 51% Disagree
- Senior leaders’ decision-making is transparent to physicians: 6% Agree, 38% Neutral, 56% Disagree
- This organization values physicians’ contributions: 31% Agree, 31% Neutral, 38% Disagree
Section 3 - Medical Leadership
HEALTH AUTHORITY – MEDICAL LEADERSHIP

Q1: I am satisfied with this organization as a place to practice medicine.

<table>
<thead>
<tr>
<th>Leadership Position Yes / No</th>
<th>Fraser Health Authority</th>
<th>Interior Health Authority</th>
<th>Island Health</th>
<th>Northern Health Authority</th>
<th>Provincial Health Services Authority</th>
<th>Vancouver Coastal Health Authority</th>
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</thead>
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<tr>
<td>Yes</td>
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<tr>
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<td>38%</td>
<td>45%</td>
<td>53%</td>
<td>46%</td>
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</table>

Agree  Neutral  Disagree
HEALTH AUTHORITY – MEDICAL LEADERSHIP
Q2: I feel I belong to a collaborative, patient-centred team/unit.

<table>
<thead>
<tr>
<th>Leadership Position Yes / No</th>
<th>Fraser Health Authority</th>
<th>Interior Health Authority</th>
<th>Island Health</th>
<th>Northern Health Authority</th>
<th>Provincial Health Services Authority</th>
<th>Vancouver Coastal Health Authority</th>
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<tbody>
<tr>
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<td>69%</td>
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<td>49%</td>
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<tr>
<td>Agree</td>
<td>16%</td>
<td>18%</td>
<td>19%</td>
<td>13%</td>
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<td>22%</td>
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<tr>
<td>Disagree</td>
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<td>30%</td>
<td>35%</td>
<td>23%</td>
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</table>
HEALTH AUTHORITY – MEDICAL LEADERSHIP

Q3: I have access to the facilities, equipment, and other resources I require to meet patients' needs.

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<tr>
<th>Healthcare Authority</th>
<th>Leadership Position</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
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<tbody>
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<tr>
<td>Northern Health Authority</td>
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<tr>
<td>Provincial Health Services Authority</td>
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<td>13%</td>
<td>41%</td>
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<tr>
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<tr>
<td>Vancouver Coastal Health Authority</td>
<td>Yes</td>
<td>40%</td>
<td>25%</td>
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<td>22%</td>
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</table>
**HEALTH AUTHORITY – MEDICAL LEADERSHIP**

Q4: I have adequate opportunities to improve patient care, quality, and safety.

<table>
<thead>
<tr>
<th>Leadership Position</th>
<th>Yes</th>
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<th>Disagree</th>
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</table>
Q5: I have meaningful input into changes affecting my practice environment.

<table>
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<th>Provincial Health Services Authority</th>
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</table>

- **Agree**
- **Neutral**
- **Disagree**
## HEALTH AUTHORITY – MEDICAL LEADERSHIP

Q6: Senior leaders communicate the organization’s plans to physicians in a clear and timely way.

<table>
<thead>
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<th>Health Authority</th>
<th>Leadership Position</th>
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<th>Disagree</th>
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</table>
**HEALTH AUTHORITY – MEDICAL LEADERSHIP**

Q7: Senior leaders seek physicians’ input when setting the organization’s goals.

<table>
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<th>Neutral</th>
<th>Disagree</th>
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</table>
**HEALTH AUTHORITY – MEDICAL LEADERSHIP**

Q8: Senior leaders’ decision-making is transparent to physicians.

<table>
<thead>
<tr>
<th>Leadership Position</th>
<th>Yes</th>
<th>Neutral</th>
<th>Disagree</th>
</tr>
</thead>
<tbody>
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Legend: Agree ▶ Neutral ▼ Disagree
HEALTH AUTHORITY – MEDICAL LEADERSHIP

Q9: This organization values physicians’ contributions.

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