

We provide high quality medical services with trained specialists and dowanced medical equipment. Our team is completely involved with the protents delivering a comprehensive range of services ranging from primary to terriary care, from consultation and degreese, proning and executing treatment, and following-up results.



we have amout 20 tenants ranging from daily convenience stores, bonks and popular international chains, in addition, there is a selection of retail and food and beverage outlets. We provide high quality medical services with trained specialities and advanced medical equipment. Our tencompletely involved with the patients delivering in memory of tenservices ranging from primes to pro-

# 2019 Health Authority Engagement Survey Results

**Supplemental Report:** Facility, Divisions of Family Practice and Medical Leadership Breakdowns



#### Dear colleagues,

At Doctors of BC we recognize that strong collaborative relationships between physicians and health authorities are critical to providing optimal patient care, and to fostering a work culture that values and supports physicians and their work in a way that improves job satisfaction.

In order to maintain and improve these relationships, Doctors of BC negotiated and helped create programs to support stronger engagement and collaboration between physicians – both in facilities and in the community – and health authorities. To ensure these programs are working and aiding you in your professional lives, we need to measure the results by asking you to tell us about your experiences.

We do so through our annual Health Authority Engagement Survey which seeks your views regarding your level of engagement and interaction with your health authority. The results allow for comparisons across regions, physician practice types and locations. They also provide us with important insights on how we can better advocate for you, not only within your health authorities but also more broadly in your communities.

In this report you will find the results from this year's survey which show stability in some key areas. They also confirm what you have told us previously, that long-term fundamental change takes time.

In our next steps, we will be reaching out to each health authority to provide further information and to discuss opportunities to work together to address issues identified. We anticipate this will include working with Medical Staff Associations and Divisions of Family Practice. We also expect to highlight questions regarding senior leadership – in particular, transparency in decision making. We believe this work will result in increased engagement and will help improve the workplace for all in the health care system.

Thank you to all members who took the time to participate in this valuable review. We will continue to use the results from this annual survey to help inform conversations at the local and regional levels on engagement in the system.

Sincerely,

Dr Kathleen Ross, MD President, Doctors of BC



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### Introduction

This report outlines the 2019 results from our fourth annual Doctors of BC Health Authority Engagement Survey.

The purpose of the survey is to better understand members' feedback on their engagement levels with their respective health authority. The survey is conducted by the Health Standards Organization (HSO) and the questions are from HSO's validated *Work Life Pulse Tool for Physicians*. The results help us collaborate with members and health authorities in shaping programs and policies to improve physician engagement at both local and regional levels.

The same nine questions have been asked on an annual basis since 2016. Asking the same questions over four years allows us to track trends over time and to help evaluate new policies and programs that have been implemented to address specific issues.

This year we asked members to answer two of the nine questions at both the regional and site level to help compare levels of local engagement. Additionally, we added two new questions to help measure how physicians feel about their psychological and physical safety at their local/site.

We are thankful to our members for the time they took to complete the survey. This is the largest survey of its kind across Canada and helps to create conversations about meaningful engagement. Overall, this report is one of many tools that physicians, health authorities and government can use to help support collaboration, engagement, and quality improvement for BC's health system.



### Methodology

The survey was conducted by the Health Standards Organization (HSO) from April 1-30, 2019. It was sent to 11,504 members via email, of which 2,928 responded, resulting in a response rate of 26%. Weekly email reminders were sent to members that had not yet submitted a completed survey.

The survey used 13 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 fewer than 5 responses. Due to the small number of respondents relative to sample size, the results within their health authority category have been suppressed by HSO, however, their results have been included in the provincial level analysis.

The report includes benchmark data from HSO. These data include all Canadian facilities that have been classified as acute care and used the validated *Work Life Pulse Physician Survey* on a HSO platform. The responses were collected from January 1, 2016 to December 31, 2018. The benchmark is comprised of 28 organizations and 1,457 responses.

Note: References to 'medical leadership' refers to a formal position with the health authority in which a physician receives a stipend/payment from the health authority (e.g. Department Head, Regional Medical Lead/Director, Vice President of Medicine); this category does not include positions within Medical Staff Associations, Societies or Advisory Groups.



# **Key Findings**

#### Provincial Averages

- Overall, we see consistency in survey results compared to 2018. This indicates stability in areas of strength such as satisfaction levels, but also areas of opportunity related to senior leadership engagement.
- This year's average positive score of the same nine questions from previous surveys has improved slightly in comparison to last year's results (moving from 33% to 35%).

Year	Agree	Neutral	Disagree
2019	35	25	40
2018	33	27	40

- The areas of strength continue to be satisfaction levels with the physician's organization as a place to practice medicine, with a 6% point increase in positive scores from last year (i.e. 46% to 52%). Additionally, there was a 5% point increase (i.e. 51% to 56%) with respondents feeling they belong to a collaborative, patient-centered team/unit.
- The areas with the lowest scores are consistent with previous years. 2019 saw decreased provincial average scores for questions regarding senior leaders seeking physician input when setting goals for the health authority and transparency in decision-making. Questions related to senior leaders were the lowest ranked across all demographics.
- Although the national benchmark data consists of a smaller sample size in comparison to our 2019 survey, the significant variation between scores across all questions suggests recent work on engagement needs to continue and much more work is required to help increase our engagement scores to match national standards.





Regional Averages

- Overall scores for regions were similar to last year. However, Northern, Vancouver Coastal, and Provincial Health Services Authority (PHSA) had a 3% point increase in overall average scores based on the same nine questions from previous surveys.
- For the highest ranked question "satisfaction with the health authority as a place to practice medicine", the largest percentage point increase occurred in Interior Health, which saw a 9% point increase in 2019 vs 2018.
- Regional results may also vary based on respondents who indicate they hold a formal medical leadership position with the health authority. On average, this group has higher positive scores across all questions. For respondents not in this category, the average scores based on the same nine questions indicate consistency from last year.
- This year we asked respondents to answer the question "I have meaningful input into changes affecting my practice environment" from both the health authority and the local/site level. On average, respondents indicated 5% higher positive scores at the local/site level compared to the health authority level. However, at a site level, there is significant range amongst and between sites for these questions. These results will be released in the 2019 supplemental report.



# **Key Findings**

Psychological and Physical Health and Safety

- A current area of focus for health care stakeholders is psychological health and safety in the workplace, including the
  prevention of violence. These areas have a direct link to engagement levels and contributing positively to the BC health
  system.
- This is the first year we asked questions directly related to this topic. As new collaborative efforts develop to encourage psychological and physical safety in the workplace, we are hopeful these ratings will increase.
- On average at the provincial level, 50% of respondents indicated that their facility was taking effective action to promote a healthy and safe workplace whereas HSO's benchmark is closer to 70%.
- On average at the provincial level, 60% of respondents indicated that their facility is taking effective action to prevent violence in the workplace whereas HSO's benchmark is 75%.
- This is the first year these questions were included in our survey. The intent is to use this information to work with health authorities to improve these scores over time.



### **Next Steps**

- Our goal is to share this report with members and health authorities to help inform conversations on engagement in the system at a regional and local level.
- Doctors of BC will be reaching out to work with health authorities in an effort to support areas of opportunity highlighted by the survey results. The two key areas we would like to address in future work is transparency and the promotion of a healthy and safe workplace.
- We encourage both health authorities and government to adopt physician engagement as a key measure in their planning and evaluation processes.



# SECTION 1 – Facility Data

Fraser Health Authority



# **Fraser Health Authority**

Overall Averages by Facility (for the same nine questions asked in previous surveys)

		2019		2018
Abbotsford Regional Hospital and Cancer Centre	32%	22%	47%	37% 29% 33%
Burnaby Hospital	45%	27%	28%	<b>43%</b> 23% <b>34%</b>
Chilliwack General Hospital	32%	29%	39%	<b>30%</b> 25% 44%
Delta Hospital	30%	25%	45%	<b>26%</b> 26% 47%
Eagle Ridge Hospital	39%	30%	31%	<b>36%</b> 33% <b>31%</b>
Jim Pattison Outpatient Care and Surgery Centre	34%	16%	50%	<b>51%</b> 17% <b>32%</b>
Langley Memorial Hospital	36%	25%	39%	33% 27% 40%
Mission Memorial Hospital	45%	22%	32%	<b>44%</b> 28% <b>27%</b>
Peace Arch Hospital	35%	30%	35%	48% 26% 26%
Ridge Meadows Hospital	46%	26%	28%	46% 35% 19%
Royal Columbian Hospital	35%	26%	39%	35% 29% 36%
Surrey Memorial Hospital	30%	26%	44%	31% 30% 39%

# Abbotsford Regional Hospital and Cancer Centre

### 44 Respondents 2019 | 35 Respondents 2018

		2019			2018	
I am satisfied with this health authority as a place to practice medicine.	45%	23%	32%	54%	29%	17%
I feel I belong to a collaborative, patient-centred team/unit.	52%	18%	30%	60%	17%	23%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	40%	23%	37%	54%	11%	34%
I have adequate opportunities to improve patient care, quality, and safety.	41%	27%	32%	50%	24%	26%
I have meaningful input into changes affecting my practice environment.	30%	25%	45%	29%	38%	32%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	34%	16%	50%	29%	34%	37%
Senior leaders seek physicians' input when setting the health authority's goals.	<mark>14%</mark> 18%	68%		20%	37%	43%
Senior leaders' decision-making is transparent to physicians.	<mark>7%</mark> 23%	70%		11%	34%	54%
This health authority values physicians' contributions.	<b>23%</b> 20	9% 5	7%	29%	40%	31%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions			2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	39%		29%		32%
I have meaningful input into changes affecting my practice environment (Facility).	28%	28%		5% 38%	
This hospital/facility takes effective action to prevent violence in the workplace.		46%		36%	18%
This hospital/facility takes effective action to promote a healthy and safe workplace.	4	3%	23%		35%

# Burnaby Hospital 112 Respondents 2019 | 57 Respondents 2018

			2019			2018	
I am satisfied with this health authority as a place to practice medicine.		61%		24% 15%	56%	16%	27%
I feel I belong to a collaborative, patient-centred team/unit.		68%		17% 14%	59%	18%	23%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		51%	17%	32%	46%	21%	32%
I have adequate opportunities to improve patient care, quality, and safety.		61%		23% 16%	53%	28%	19%
I have meaningful input into changes affecting my practice environment.		42%	34%	25%	39%	25%	37%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	3(	6%	31%	33%	40%	22%	38%
Senior leaders seek physicians' input when setting the health authority's goals.	23%	3	36%	41%	25%	27%	48%
Senior leaders' decision-making is transparent to physicians.	18%	33%		49%	21%	27%	52%
This health authority values physicians' contributions.		45%	32%	24%	44%	26%	30%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	57%		26%	17%
I have meaningful input into changes affecting my practice environment (Facility).	54%		25%	21%
This hospital/facility takes effective action to prevent violence in the workplace.	69%		2	.5% 6%
This hospital/facility takes effective action to promote a healthy and safe workplace.	61%		34%	% 5%

# **Chilliwack General Hospital**

### 41 Respondents 2019 | 24 Respondents 2018

			2019			2018	
I am satisfied with this health authority as a place to practice medicine.		51%	20%	29%	42%	25%	33%
I feel I belong to a collaborative, patient-centred team/unit.		54%	17%	29%	50%	17%	33%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		49%	24%	27%	29%	21%	50%
I have adequate opportunities to improve patient care, quality, and safety.	38	%	43%	20%	29%	25%	46%
I have meaningful input into changes affecting my practice environment.	20%	38%		43%	33%	25%	42%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	17%	29%	54%	6	22%	26%	52%
Senior leaders seek physicians' input when setting the health authority's goals.	23%	25%	53%	%	22%	30%	48%
Senior leaders' decision-making is transparent to physicians.	12%	27%	61%		17%	35%	48%
This health authority values physicians' contributions.	25%	38'	%	38%	29%	25%	46%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019							
I have adequate opportunities to improve patient care, quality, and safety (Facility).	53%	28%		5 <mark>3%</mark> 28%		53%		2	0%
I have meaningful input into changes affecting my practice environment (Facility).	45%	<b>6</b> 28%		28% 2		28%	)		
This hospital/facility takes effective action to prevent violence in the workplace.	70%			23%	8%				
This hospital/facility takes effective action to promote a healthy and safe workplace.	56%		24%	2	0%				

# **Delta Hospital**

### 19 Respondents 2019 | 20 Respondents 2018

			2019				2018	
I am satisfied with this health authority as a place to practice medicine.		53%		21%	26%	30%	40%	30%
I feel I belong to a collaborative, patient-centred team/unit.		53%	1	1%	37%	33%	44%	22%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	4	1%	18%	4	1%	35%	20%	45%
I have adequate opportunities to improve patient care, quality, and safety.		50%		22%	28%	35%	20%	45%
I have meaningful input into changes affecting my practice environment.	39	9%	17%	44	%	25%	20%	55%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	11%	26%		63%		25%	15%	60%
Senior leaders seek physicians' input when setting the health authority's goals.	11%	32%		58%		20%	30%	50%
Senior leaders' decision-making is transparent to physicians.	<mark>0%</mark> 33%	6		67%		10%	25%	65%
This health authority values physicians' contributions.	17%	4	4%		39%	25%	20%	55%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	59	9%	18%	24%
I have meaningful input into changes affecting my practice environment (Facility).	35%	41%		24%
This hospital/facility takes effective action to prevent violence in the workplace.	38%		62%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	57	7%	21%	21%

# Eagle Ridge Hospital

### 23 Respondents 2019 | 28 Respondents 2018

	2019				2018			
I am satisfied with this health authority as a place to practice medicine.		57%		26%	17%	57%	21%	21%
I feel I belong to a collaborative, patient-centred team/unit.		65%		22%	13%	39%	36%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		48%	269	%	26%	43%	25%	32%
I have adequate opportunities to improve patient care, quality, and safety.		59%		23%	18%	32%	39%	29%
I have meaningful input into changes affecting my practice environment.	27%		41%	3	2%	36%	18%	46%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	30%	26%	/o	43%		35%	35%	31%
Senior leaders seek physicians' input when setting the health authority's goals.	13%	43%		43%		33%	37%	30%
Senior leaders' decision-making is transparent to physicians.	9%	39%		52%		15%	48%	37%
This health authority values physicians' contributions.		43%	26%		30%	36%	39%	25%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	32%	41%		27%
I have meaningful input into changes affecting my practice environment (Facility).	29%	29%	43'	%
This hospital/facility takes effective action to prevent violence in the workplace.		75%		20% 5%
This hospital/facility takes effective action to promote a healthy and safe workplace.	4	3%	43%	14%

# Jim Pattison Outpatient Care and Surgery Centre

### 6 Respondents 2019 | 8 Respondents 2018

			2019				2018	
I am satisfied with this health authority as a place to practice medicine.		40%		40%	20%	75%	13%	13%
I feel I belong to a collaborative, patient-centred team/unit.		67%	, D	0%	33%	75%	0%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		50%	0%	50%	Ď	57%	14%	29%
I have adequate opportunities to improve patient care, quality, and safety.		50%		33%	17%	50%	25%	25%
I have meaningful input into changes affecting my practice environment.	17% 0	%	8	3%		38%	13%	50%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	33	3%	17%	50%	Ď	50%	25%	25%
Senior leaders seek physicians' input when setting the health authority's goals.	17%	17%		67%		38%	25%	38%
Senior leaders' decision-making is transparent to physicians.	17%	17%		67%		43%	0%	57%
This health authority values physicians' contributions.	17%	17%		67%		38%	38%	25%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions				
I have adequate opportunities to improve patient care, quality, and safety (Facility).	33%	17%	50%	
I have meaningful input into changes affecting my practice environment (Facility).	<b>17%</b> 0%	83%	6	
This hospital/facility takes effective action to prevent violence in the workplace.		83%		17% 0%
This hospital/facility takes effective action to promote a healthy and safe workplace.		83%		17% 0%

# Langley Memorial Hospital

### 54 Respondents 2019 | 43 Respondents 2018

		2019				2018	
I am satisfied with this health authority as a place to practice medicine.		57%	21%	23%	51%	21%	28%
I feel I belong to a collaborative, patient-centred team/unit.		58%	21%	21%	49%	23%	28%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	4	<b>2%</b> 15%	42%	6	40%	21%	38%
I have adequate opportunities to improve patient care, quality, and safety.	4	<b>2%</b> 27	7%	31%	44%	30%	26%
I have meaningful input into changes affecting my practice environment.	30%	26%	43%	Ď	16%	37%	47%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	28%	30%	42%	6	26%	26%	49%
Senior leaders seek physicians' input when setting the health authority's goals.	28%	28%	43%	Ď	26%	26%	49%
Senior leaders' decision-making is transparent to physicians.	17%	26%	57%		19%	23%	58%
This health authority values physicians' contributions.	25%	28%	47%		26%	33%	42%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	<b>34%</b> 24%		42%	6
I have meaningful input into changes affecting my practice environment (Facility).	31%	24%	45%	,
This hospital/facility takes effective action to prevent violence in the workplace.	49%		39%	12%
This hospital/facility takes effective action to promote a healthy and safe workplace.	45%		31%	24%

# **Mission Memorial Hospital**

### 13 Respondents 2019 | 9 Respondents 2018

		2019			2018	
I am satisfied with this health authority as a place to practice medicine.	46%	15%	38%	67%	0%	33%
I feel I belong to a collaborative, patient-centred team/unit.	62%	0%	38%	<b>67%</b>	11%	22%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	46%	15%	38%	56%	22%	22%
I have adequate opportunities to improve patient care, quality, and safety.	54%	23%	23%	56%	22%	22%
I have meaningful input into changes affecting my practice environment.	46%	38%	15%	44%	33%	22%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	54%	15%	31%	22%	56%	22%
Senior leaders seek physicians' input when setting the health authority's goals.	46%	23%	31%	33%	33%	33%
Senior leaders' decision-making is transparent to physicians.	<b>15%</b> 31%	54	!%	11%	44%	44%
This health authority values physicians' contributions.	38%	38%	23%	44%	33%	22%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions	2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	58%	17%	25%
I have meaningful input into changes affecting my practice environment (Facility).	58%	8%	33%
This hospital/facility takes effective action to prevent violence in the workplace.	64%		36% 0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	55%	27%	18%

# Peace Arch Hospital

### 32 Respondents 2019 | 38 Respondents 2018

	2019					2018		
I am satisfied with this health authority as a place to practice medicine.		53%		25%	22%	58%	26%	16%
I feel I belong to a collaborative, patient-centred team/unit.		59%		22%	19%	71%	18%	11%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	4	44%	22%		34%	55%	18%	26%
I have adequate opportunities to improve patient care, quality, and safety.	L	44%	25%		31%	55%	21%	24%
I have meaningful input into changes affecting my practice environment.	34%	o la	31%		34%	47%	21%	32%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	19%	38%		44%	6	37%	32%	32%
Senior leaders seek physicians' input when setting the health authority's goals.	22%	31%		47%		39%	26%	34%
Senior leaders' decision-making is transparent to physicians.	9%	31%		59%		24%	38%	38%
This health authority values physicians' contributions.	28%		44%		28%	47%	29%	24%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	50%	20%	30%
I have meaningful input into changes affecting my practice environment (Facility).	50%	17%	33%
This hospital/facility takes effective action to prevent violence in the workplace.	79	%	18% 4%
This hospital/facility takes effective action to promote a healthy and safe workplace.	72%		17% 10%

# **Ridge Meadows Hospital**

### 51 Respondents 2019 | 23 Respondents 2018

		2	019				2018	
I am satisfied with this health authority as a place to practice medicine.		65%		20%	16%	65%	22%	13%
I feel I belong to a collaborative, patient-centred team/unit.		59%		22%	20%	65%	26%	9%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		60%		10%	30%	61%	22%	17%
I have adequate opportunities to improve patient care, quality, and safety.		59%		18%	24%	43%	39%	17%
I have meaningful input into changes affecting my practice environment.	5	55%		24%	22%	30%	52%	17%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	37%		31%		31%	39%	43%	17%
Senior leaders seek physicians' input when setting the health authority's goals.	25%	31%		43	%	43%	35%	22%
Senior leaders' decision-making is transparent to physicians.	24%	35%		41	1%	26%	35%	39%
This health authority values physicians' contributions.	33%		39%		27%	43%	39%	17%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	62%	16%	22%
I have meaningful input into changes affecting my practice environment (Facility).	60%	22%	18%
This hospital/facility takes effective action to prevent violence in the workplace.	74%		21% 4%
This hospital/facility takes effective action to promote a healthy and safe workplace.	63%	24%	12%

# **Royal Columbian Hospital**

### 135 Respondents 2019 | 116 Respondents 2018

	2019						2018	
I am satisfied with this health authority as a place to practice medicine.		60%		19%	22%	48%	27%	25%
I feel I belong to a collaborative, patient-centred team/unit.		57%		16%	27%	58%	17%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		45%	17%		38%	33%	23%	43%
I have adequate opportunities to improve patient care, quality, and safety.	4	44%	24%		32%	39%	29%	32%
I have meaningful input into changes affecting my practice environment.	34%		29%		37%	37%	27%	36%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	20%	33%		47%	, 0	25%	36%	39%
Senior leaders seek physicians' input when setting the health authority's goals.	22%	30%		48%	)	27%	34%	39%
Senior leaders' decision-making is transparent to physicians.	10%	32%		58%		15%	34%	51%
This health authority values physicians' contributions.	26%		36%	;	38%	36%	31%	33%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019			
I have adequate opportunities to improve patient care, quality, and safety (Facility).	42%	32%		26%	
I have meaningful input into changes affecting my practice environment (Facility).	39%	30%		31%	
This hospital/facility takes effective action to prevent violence in the workplace.	58%		32%	9%	
This hospital/facility takes effective action to promote a healthy and safe workplace.	47%		37%	16%	

# Surrey Memorial Hospital

### 124 Respondents 2019 | 111 Respondents 2018

			2019			2018	
I am satisfied with this health authority as a place to practice medicine.		49%	29	% 22%	47%	29%	24%
I feel I belong to a collaborative, patient-centred team/unit.		53%	22	.% 25%	50%	22%	28%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		47%	20%	33%	47%	17%	37%
I have adequate opportunities to improve patient care, quality, and safety.	379	%	30%	33%	37%	37%	27%
I have meaningful input into changes affecting my practice environment.	24%	28%		47%	28%	34%	38%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	20%	25%		55%	22%	30%	48%
Senior leaders seek physicians' input when setting the health authority's goals.	11%	24%		65%	17%	31%	51%
Senior leaders' decision-making is transparent to physicians.	<mark>7%</mark> 3	0%		64%	12%	33%	55%
This health authority values physicians' contributions.	21%	30%		48%	23%	36%	41%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions			2019			
I have adequate opportunities to improve patient care, quality, and safety (Facility).	34%		28%	3	38%	
I have meaningful input into changes affecting my practice environment (Facility).	31%		30%	39	9%	
This hospital/facility takes effective action to prevent violence in the workplace.		51%		36%	12%	
This hospital/facility takes effective action to promote a healthy and safe workplace.	36%	6	39%		25%	

# SECTION 1 – Facility Data

Interior Health Authority



# **Interior Health Authority**

Overall Averages by Facility (for the same nine questions asked in previous surveys)

					2019				2018	
100 Mile District General Hospital		43%			23%		34%	-	-	-
Arrow Lakes Hospital	35%			29	%		36%	-	-	-
Boundary Hospital	31%		10%			59%		52%	19%	30%
Cariboo Memorial Hospital	33%			22%		44%	)	33%	26%	41%
Creston Valley Hospital		45%			26%		29%	43%	31%	26%
East Kootenay Regional Hospital	33%			25%		42	.%	42%	25%	33%
Elk Valley Hospital		45%			32%	6	23%	30%	44%	26%
Golden and District General Hospital		47%			15%		38%	14%	32%	53%
Invermere and District Hospital	40	)%			26%		33%	35%	22%	43%
Kelowna General Hospital	37%	6		25	5%		37%	36%	28%	36%
Kootenay Boundary Regional Hospital	27%		23%	)		50%		35%	25%	40%
Kootenay Lake Hospital	32%			19%		49%		29%	20%	51%

# **Interior Health Authority**

### Overall Averages by Facility (Continued)

			2019		2018
Penticton Regional Hospital	36%	24%	4	0% 31%	27% 43%
Queen Victoria Hospital	39%		52%	9% 44%	29% 27%
Royal Inland Hospital	31%	25%	44%	34%	28% 38%
Shuswap Lake General Hospital	35%	21%	44%	23%	16% <b>61%</b>
South Okanagan General Hospital	24%	30%	46%	26%	7% 67%
Vernon Jubilee Hospital	28%	25%	47%	20%	26% 54%

# **100 Mile District General Hospital**

### 6 Respondents 2019 | Respondents 2018 (sample size too small to report)

			2019		
I am satisfied with this health authority as a place to practice medicine.	33%		33%		33%
I feel I belong to a collaborative, patient-centred team/unit.		50%		33%	17%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		67%		17%	17%
I have adequate opportunities to improve patient care, quality, and safety.		67%		0%	33%
I have meaningful input into changes affecting my practice environment.	33%		33%		33%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	33%		33%		33%
Senior leaders seek physicians' input when setting the health authority's goals.	33%		17%	50%	)
Senior leaders' decision-making is transparent to physicians.	40	)%	20%	4	10%
This health authority values physicians' contributions.	33%		17%	50%	)

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions			2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	33%		33%		33%
I have meaningful input into changes affecting my practice environment (Facility).	20%	20%		60%	
This hospital/facility takes effective action to prevent violence in the workplace.	33%		33%		33%
This hospital/facility takes effective action to promote a healthy and safe workplace.		50%		33%	17%

## **Arrow Lakes Hospital**

### 6 Respondents 2019 | Respondents 2018 (sample size too small to report)

		2019		
I am satisfied with this health authority as a place to practice medicine.	50%		33%	17%
I feel I belong to a collaborative, patient-centred team/unit.	67%		3	3% 0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		83%		17% 0%
I have adequate opportunities to improve patient care, quality, and safety.	67%		17%	17%
I have meaningful input into changes affecting my practice environment.	3%	33%	3	3%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way. 0%	60%		40%	6
Senior leaders seek physicians' input when setting the health authority's goals. 0% 0%		100%		
Senior leaders' decision-making is transparent to physicians. 0% 0%		100%		
This health authority values physicians' contributions. <b>17%</b>		67%		17%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions			2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).		50%		33%	17%
I have meaningful input into changes affecting my practice environment (Facility).		50%		50%	0%
This hospital/facility takes effective action to prevent violence in the workplace.		67%			33% 0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	33%		1	67%	0%

# Boundary Hospital

### 9 Respondents 2019 | 9 Respondents 2018

			201	9			2018	
I am satisfied with this health authority as a place to practice medicine.	33%		22%		56%	56%	22%	22%
I feel I belong to a collaborative, patient-centred team/unit.		67%		22%	44%	56%	22%	22%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		44%	0%		56%	67%	0%	33%
I have adequate opportunities to improve patient care, quality, and safety.	33%	0%	, D	67%	)	78%	0%	22%
I have meaningful input into changes affecting my practice environment.	22	2%	0%	3:	3%	67%	22%	11%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	22%	11%		78%		33%	33%	33%
Senior leaders seek physicians' input when setting the health authority's goals.	<mark>11%</mark> 0%			78%		44%	11%	44%
Senior leaders' decision-making is transparent to physicians.	<b>11%</b> 11%			78%		33%	22%	44%
This health authority values physicians' contributions.	33%		22%		44%	33%	33%	33%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions			2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).		67%		0%	33%
I have meaningful input into changes affecting my practice environment (Facility).		67%		0%	33%
This hospital/facility takes effective action to prevent violence in the workplace.	33%		22%	449	%
This hospital/facility takes effective action to promote a healthy and safe workplace.	4	4%	22%		33%

# **Cariboo Memorial Hospital**

### 13 Respondents 2019 | 14 Respondents 2018

	2019					2018		
I am satisfied with this health authority as a place to practice medicine.	38%	%	15%	46%	, D	36%	29%	36%
I feel I belong to a collaborative, patient-centred team/unit.		54%	1	5%	31%	54%	15%	31%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		62%		15%	23%	57%	14%	29%
I have adequate opportunities to improve patient care, quality, and safety.	38%	%	31%		31%	36%	43%	21%
I have meaningful input into changes affecting my practice environment.	23%	23%		54%		21%	36%	43%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	15%	31%		54%		36%	14%	50%
Senior leaders seek physicians' input when setting the health authority's goals.	23%	23%		54%		23%	23%	54%
Senior leaders' decision-making is transparent to physicians.	23%	15%		62%		14%	29%	57%
This health authority values physicians' contributions.	23%	31%	6	46%	, D	21%	29%	50%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions			2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).		54%		23%	23%
I have meaningful input into changes affecting my practice environment (Facility).	31%	31%		31% 389	
This hospital/facility takes effective action to prevent violence in the workplace.		62%		23%	15%
This hospital/facility takes effective action to promote a healthy and safe workplace.		69%		8%	23%

# **Creston Valley Hospital**

### 13 Respondents 2019 | 6 Respondents 2018

	2019					2018			
I am satisfied with this health authority as a place to practice medicine.			69%		0%	31%	67%	17%	17%
I feel I belong to a collaborative, patient-centred team/unit.			62%		15%	23%	50%	33%	17%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.			54%		31%	15%	83%	0%	17%
I have adequate opportunities to improve patient care, quality, and safety.			62%		23%	15%	33%	50%	17%
I have meaningful input into changes affecting my practice environment.		4	46%	23	%	31%	50%	33%	17%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.			46%		31%	23%	17%	33%	50%
Senior leaders seek physicians' input when setting the health authority's goals.		23%	31	%	46%	6	0%	67%	33%
Senior leaders' decision-making is transparent to physicians.	8%		46%		46%	6	0%	50%	50%
This health authority values physicians' contributions.		389	/₀	31%		31%	83%	0%	17%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions	2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	77%	8% 15%
I have meaningful input into changes affecting my practice environment (Facility).	77%	8% 15%
This hospital/facility takes effective action to prevent violence in the workplace.	77%	8% 15%
This hospital/facility takes effective action to promote a healthy and safe workplace.	85%	0% 15%

# East Kootenay Regional Hospital

### 35 Respondents 2019 | 31 Respondents 2018

	2019					2018	
I am satisfied with this health authority as a place to practice medicine.	51%		14%	34%	61%	10%	29%
I feel I belong to a collaborative, patient-centred team/unit.	4	3%	29%	29%	57%	23%	20%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	4	3%	11%	46%	58%	10%	32%
I have adequate opportunities to improve patient care, quality, and safety.	4	3%	26%	31%	53%	23%	23%
I have meaningful input into changes affecting my practice environment.	26%	31%		43%	48%	21%	31%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	29%	29%		43%	24%	34%	41%
Senior leaders seek physicians' input when setting the health authority's goals.	20%	31%		49%	28%	34%	38%
Senior leaders' decision-making is transparent to physicians.	14%	26%		60%	21%	28%	52%
This health authority values physicians' contributions.	29%		31%	40%	30%	40%	30%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions			2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	26%		46%		29%
I have meaningful input into changes affecting my practice environment (Facility).	26%		40%		34%
This hospital/facility takes effective action to prevent violence in the workplace.		57%		34%	9%
This hospital/facility takes effective action to promote a healthy and safe workplace.	29%		49%		23%

# Elk Valley Hospital

### 14 Respondents 2019 | 10 Respondents 2018

	2019			2019		2019				2018	
I am satisfied with this health authority as a place to practice medicine.		57%		36%	7%	50%	40%	10%			
I feel I belong to a collaborative, patient-centred team/unit.		71%		14%	% 14%	<mark>60%</mark>	30%	10%			
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	4	3%	14%	43%	6	50%	10%	40%			
I have adequate opportunities to improve patient care, quality, and safety.		57%		36%	7%	30%	60%	10%			
I have meaningful input into changes affecting my practice environment.		57%		21%	21%	20%	40%	40%			
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	36%	p	43%		21%	20%	50%	30%			
Senior leaders seek physicians' input when setting the health authority's goals.	21%		43%	3	6%	20%	60%	20%			
Senior leaders' decision-making is transparent to physicians.	14%	43%		43%	6	0%	60%	40%			
This health authority values physicians' contributions.		50%		36%	14%	20%	50%	30%			

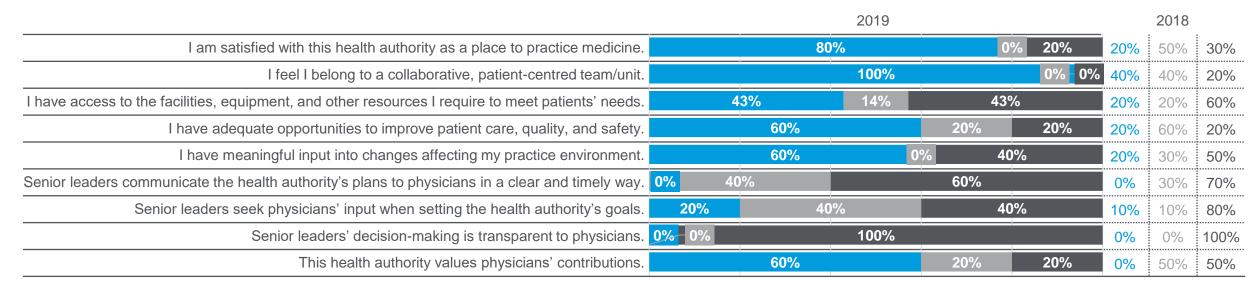
■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions	2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	79%	14% 7%
I have meaningful input into changes affecting my practice environment (Facility).	71%	29% 0%
This hospital/facility takes effective action to prevent violence in the workplace.	86%	14% 0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<b>57%</b> 36	% 7%

# **Golden and District General Hospital**

### 5 Respondents 2019 | 10 Respondents 2018



■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions	2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	80%	20% 0%
I have meaningful input into changes affecting my practice environment (Facility).	80%	20% 0%
This hospital/facility takes effective action to prevent violence in the workplace.	60%	40% 0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	100%	0%

## **Invermere and District Hospital**

### 8 Respondents 2019 | 6 Respondents 2018

	2019				2018	
I am satisfied with this health authority as a place to practice medicine.		63%	25%	13% 33%	33%	33%
I feel I belong to a collaborative, patient-centred team/unit.		63%	25%	13% 83%	0%	17%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		63%	25%	13% 50%	17%	33%
I have adequate opportunities to improve patient care, quality, and safety.	389	/o	50%	13% 50%	17%	33%
I have meaningful input into changes affecting my practice environment.		50%	25%	25% 33%	17%	50%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	25%	25%	50%	50%	17%	33%
Senior leaders seek physicians' input when setting the health authority's goals.	25%	13%	63%	17%	17%	67%
Senior leaders' decision-making is transparent to physicians.	<mark>0%</mark> 25%		75%	0%	33%	67%
This health authority values physicians' contributions.	389	/o	25% 3	8% 0%	50%	50%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions	2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	<b>63%</b> 25%	13%
I have meaningful input into changes affecting my practice environment (Facility).	88%	0% 13%
This hospital/facility takes effective action to prevent violence in the workplace.	88%	13% <mark>0%</mark>
This hospital/facility takes effective action to promote a healthy and safe workplace.	<b>63%</b> 25%	13%

# Kelowna General Hospital

## 152 Respondents 2019 | 87 Respondents 2018

	2019					2018		
I am satisfied with this health authority as a place to practice medicine.		57%		21%	23% 50%	31%	19%	
I feel I belong to a collaborative, patient-centred team/unit.		52%		21% 2	27% 48%	26%	27%	
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		51%	14%	ه <mark>م 3</mark> 6%	% 52%	19%	29%	
I have adequate opportunities to improve patient care, quality, and safety.		50%	2	2% 2	28% 44%	30%	26%	
I have meaningful input into changes affecting my practice environment.	33%		29%	38%	<b>6</b> 29%	29%	42%	
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	26%	2	9%	45%	28%	29%	42%	
Senior leaders seek physicians' input when setting the health authority's goals.	23%	30%	6	48%	26%	29%	45%	
Senior leaders' decision-making is transparent to physicians.	11%	32%		57%	19%	22%	59%	
This health authority values physicians' contributions.	34%		32%	349	<mark>% 26%</mark>	35%	39%	

■ Agree ■ Neutral ■ Disagree

### New in 2019

Local Engagement and Safety Questions		2019			
I have adequate opportunities to improve patient care, quality, and safety (Facility).	40%	31%		29%	
I have meaningful input into changes affecting my practice environment (Facility).	32%	32%		36%	
This hospital/facility takes effective action to prevent violence in the workplace.	6	8%		25%	6%
This hospital/facility takes effective action to promote a healthy and safe workplace.	50%		33%		17%

# Kootenay Boundary Regional Hospital

### 38 Respondents 2019 | 39 Respondents 2018

			2019	9			2018	
I am satisfied with this health authority as a place to practice medicine.		45%		21%	34%	46%	21%	33%
I feel I belong to a collaborative, patient-centred team/unit.	4	2%	16%	6	42%	59%	18%	23%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	39	%	18%		42%	36%	28%	36%
I have adequate opportunities to improve patient care, quality, and safety.		50%		16%	34%	41%	26%	33%
I have meaningful input into changes affecting my practice environment.	29%		24%		47%	41%	23%	36%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<mark>5%</mark> 29	%			66%	23%	26%	51%
Senior leaders seek physicians' input when setting the health authority's goals.	11%	26%			63%	28%	21%	51%
Senior leaders' decision-making is transparent to physicians.	<mark>3</mark> % 24%			74	1%	13%	26%	62%
This health authority values physicians' contributions.	18%		34%		47%	28%	33%	38%

■ Agree ■ Neutral ■ Disagree

### New in 2019

Local Engagement and Safety Questions	2019				
I have adequate opportunities to improve patient care, quality, and safety (Facility).	47%	21%	32%		
I have meaningful input into changes affecting my practice environment (Facility).	47%	16%	37%		
This hospital/facility takes effective action to prevent violence in the workplace.	53%		37% 11%		
This hospital/facility takes effective action to promote a healthy and safe workplace.	35%	30%	35%		

# Kootenay Lake Hospital

## 9 Respondents 2019 | 10 Respondents 2018

	2019				2018		
I am satisfied with this health authority as a place to practice medicine.	4	4%	22%	33%	30%	30%	40%
I feel I belong to a collaborative, patient-centred team/unit.	4	4%	33%	22%	40%	30%	30%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	33%	11%	56%	)	20%	30%	50%
I have adequate opportunities to improve patient care, quality, and safety.	33%	11%	56%	)	50%	20%	30%
I have meaningful input into changes affecting my practice environment.	33%	11%	56%	)	20%	20%	60%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	33%	0%	67%		30%	10%	60%
Senior leaders seek physicians' input when setting the health authority's goals.	22%	22%	56%	)	30%	10%	60%
Senior leaders' decision-making is transparent to physicians.	11%	33%	56%	)	10%	20%	70%
This health authority values physicians' contributions.	33%	2	2%	44%	30%	10%	60%

■ Agree ■ Neutral ■ Disagree

### New in 2019

Local Engagement and Safety Questions	2019				
I have adequate opportunities to improve patient care, quality, and safety (Facility).	44%	33	3%	22%	
I have meaningful input into changes affecting my practice environment (Facility).	38%	13%	50%		
This hospital/facility takes effective action to prevent violence in the workplace.		89%		<mark>11%</mark> 0%	
This hospital/facility takes effective action to promote a healthy and safe workplace.		78%	0%	22%	

# **Penticton Regional Hospital**

## 36 Respondents 2019 | 29 Respondents 2018

	2019					2018		
I am satisfied with this health authority as a place to practice medicine.		53%		25%	22%	41%	28%	31%
I feel I belong to a collaborative, patient-centred team/unit.		50%		28%	22%	48%	21%	31%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	4	3%	20%	3	7%	31%	24%	45%
I have adequate opportunities to improve patient care, quality, and safety.		44%	25%		31%	34%	28%	38%
I have meaningful input into changes affecting my practice environment.	29%	20	%	51%	,	38%	21%	41%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	31%		23%	46%	, D	31%	21%	48%
Senior leaders seek physicians' input when setting the health authority's goals.	23%	26%		51%		17%	34%	48%
Senior leaders' decision-making is transparent to physicians.	11%	29%		60%	· ·	3%	31%	66%
This health authority values physicians' contributions.	39	%	22%	39	9%	31%	34%	34%

■ Agree ■ Neutral ■ Disagree

### New in 2019

Local Engagement and Safety Questions		2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	49%	14%	3	7%
I have meaningful input into changes affecting my practice environment (Facility).	43%	11%	46%	)
This hospital/facility takes effective action to prevent violence in the workplace.	57%		20%	23%
This hospital/facility takes effective action to promote a healthy and safe workplace.	51%		31%	17%

# Queen Victoria Hospital 6 Respondents 2019 | 5 Respondents 2018

			2019				2018	
I am satisfied with this health authority as a place to practice medicine.		50%		50%	0%	60%	20%	20%
I feel I belong to a collaborative, patient-centred team/unit.		67%			33% 0%	60%	0%	40%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		67%			33% 0%	80%	20%	0%
I have adequate opportunities to improve patient care, quality, and safety.	33%			67%	0%	60%	40%	0%
I have meaningful input into changes affecting my practice environment.		50%		50%	0%	40%	40%	20%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	33%		50%	/ 0	17%	40%	20%	40%
Senior leaders seek physicians' input when setting the health authority's goals.	17%		67%		17%	40%	20%	40%
Senior leaders' decision-making is transparent to physicians.	<mark>0%</mark>	50%		50%		0%	40%	60%
This health authority values physicians' contributions.	33%			67%	0%	20%	60%	20%

■ Agree ■ Neutral ■ Disagree

### New in 2019

Local Engagement and Safety Questions		 2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	83%		17%	0%
I have meaningful input into changes affecting my practice environment (Facility).		100%		0% 0%
This hospital/facility takes effective action to prevent violence in the workplace.		100%		0% 0%
This hospital/facility takes effective action to promote a healthy and safe workplace.		100%	l .	0% 0%

# **Royal Inland Hospital**

## 72 Respondents 2019 | 72 Respondents 2018

		2019			2018	
I am satisfied with this health authority as a place to practice medicine.	39%	21%	39%	35%	36%	29%
I feel I belong to a collaborative, patient-centred team/unit.	54%		18% 28%	41%	32%	27%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	38%	14%	49%	42%	18%	39%
I have adequate opportunities to improve patient care, quality, and safety.	36%	32%	32%	49%	24%	27%
I have meaningful input into changes affecting my practice environment.	35%	24%	42%	34%	28%	38%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<b>23%</b> 31 <sup>°</sup>	%	46%	30%	24%	46%
Senior leaders seek physicians' input when setting the health authority's goals.	<b>17%</b> 25%		58%	32%	30%	38%
Senior leaders' decision-making is transparent to physicians.	<b>10%</b> 25%		65%	11%	26%	63%
This health authority values physicians' contributions.	27%	35%	38%	34%	31%	35%

■ Agree ■ Neutral ■ Disagree

### New in 2019

Local Engagement and Safety Questions	2019					
I have adequate opportunities to improve patient care, quality, and safety (Facility).	40%	34%	25%			
I have meaningful input into changes affecting my practice environment (Facility).	42%	25%	33%			
This hospital/facility takes effective action to prevent violence in the workplace.	67%		25% 7%			
This hospital/facility takes effective action to promote a healthy and safe workplace.	46%	28%	25%			

# Shuswap Lake General Hospital

## 20 Respondents 2019 | 15 Respondents 2018

			2019			2018	
I am satisfied with this health authority as a place to practice medicine.		50%	15%	35%	20%	27%	53%
I feel I belong to a collaborative, patient-centred team/unit.		55%	-	30%	53%	7%	40%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	40	%	20%	40%	33%	13%	53%
I have adequate opportunities to improve patient care, quality, and safety.	35%	b and the second s	40%	25%	27%	13%	60%
I have meaningful input into changes affecting my practice environment.	35%	D	15%	50%	27%	7%	67%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	20%	20%		60%	7%	27%	67%
Senior leaders seek physicians' input when setting the health authority's goals.	25%	20%		55%	13%	13%	73%
Senior leaders' decision-making is transparent to physicians.	15%	20%		65%	13%	7%	80%
This health authority values physicians' contributions.	40	%	20%	40%	13%	33%	53%

■ Agree ■ Neutral ■ Disagree

### New in 2019

Local Engagement and Safety Questions		2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	45%	25%	30%	
I have meaningful input into changes affecting my practice environment (Facility).	45%	25%	30%	
This hospital/facility takes effective action to prevent violence in the workplace.	50%	45%	5%	
This hospital/facility takes effective action to promote a healthy and safe workplace.	45%	35%	20%	

# South Okanagan General Hospital

## 6 Respondents 2019 | 6 Respondents 2018

			2019		2018	
I am satisfied with this health authority as a place to practice medicine.	17%	17%	67%	50%	0%	50%
I feel I belong to a collaborative, patient-centred team/unit.	17%	33%	50%	33%	17%	50%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		67%	0% 33%	<mark>60% ک</mark>	0%	50%
I have adequate opportunities to improve patient care, quality, and safety.		50%	33%	17% <mark>50%</mark>	0%	50%
I have meaningful input into changes affecting my practice environment.	17%	50%	/ 33%	6 0%	17%	83%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	17%	33%	50%	0%	17%	83%
Senior leaders seek physicians' input when setting the health authority's goals.	17%	33%	50%	17%	0%	83%
Senior leaders' decision-making is transparent to physicians.	17%	33%	50%	17%	0%	83%
This health authority values physicians' contributions.	<b>0%</b> 3	3%	67%	17%	17%	67%

■ Agree ■ Neutral ■ Disagree

### New in 2019

Local Engagement and Safety Questions			2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	17%	33%		50%	
I have meaningful input into changes affecting my practice environment (Facility).	33%	17	%	50%	
This hospital/facility takes effective action to prevent violence in the workplace.		83	83%		17% 0%
This hospital/facility takes effective action to promote a healthy and safe workplace.		50%	17%	6	33%

# Vernon Jubilee Hospital

## 50 Respondents 2019 | 35 Respondents 2018

			2019			2018	
I am satisfied with this health authority as a place to practice medicine.		46%	28	3% 26%	29%	31%	40%
I feel I belong to a collaborative, patient-centred team/unit.		49%	12%	39%	35%	26%	38%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		44%	10%	46%	29%	17%	54%
I have adequate opportunities to improve patient care, quality, and safety.	3	3%	33%	33%	26%	26%	49%
I have meaningful input into changes affecting my practice environment.	3	34%	22%	44%	26%	24%	50%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	10%	37%		53%	12%	29%	59%
Senior leaders seek physicians' input when setting the health authority's goals.	8%	22%		69%	12%	24%	65%
Senior leaders' decision-making is transparent to physicians.	<mark>4%</mark> 2	4%		71%	3%	24%	74%
This health authority values physicians' contributions.	22%	(	33%	45%	9%	35%	56%

■ Agree ■ Neutral ■ Disagree

### New in 2019

Local Engagement and Safety Questions		2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	37%	37%	27%
I have meaningful input into changes affecting my practice environment (Facility).	34%	40%	26%
This hospital/facility takes effective action to prevent violence in the workplace.		77%	19% 4%
This hospital/facility takes effective action to promote a healthy and safe workplace.	51%	31%	6 18%

# SECTION 1 – Facility Data

Island Health



## **Island Health**

## Overall Averages by Facility (for the same nine questions asked in previous surveys)

				2019				2018	
Cowichan District Hospital	36%	D		25%	3	9%	30%	24%	46%
Lady Minto/Gulf Islands Hospital		44%		30%	ó	26%	37%	24%	40%
Nanaimo Regional General Hospital	20%	22%			59%		17%	20%	63%
North Island Hospital Campbell River & District	39	%		26%		35%	36%	22%	42%
North Island Hospital Comox Valley	28%		24%		48%		27%	23%	49%
Port McNeill Hospital	31%		7%		61%		-	-	-
Royal Jubilee Hospital	31%		24%		45%		30%	25%	45%
Saanich Peninsula Hospital		47%		27	7%	26%	43%	21%	36%
Victoria General Hospital	25%		31%		44%	, D	27%	31%	42%
West Coast General Hospital	37%	6	11%		52%		62%	31%	7%

# **Cowichan District Hospital**

## 46 Respondents 2019 | 30 Respondents 2018

			2019				2018	
I am satisfied with this health authority as a place to practice medicine.		50%		26%	24%	37%	30%	33%
I feel I belong to a collaborative, patient-centred team/unit.		54%		22%	24%	57%	13%	30%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	43	%	15%	41	%	33%	20%	47%
I have adequate opportunities to improve patient care, quality, and safety.	46	6%	22%		33%	20%	37%	43%
I have meaningful input into changes affecting my practice environment.	37%		20%	43%	6	23%	33%	43%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	24%	29	%	47%		20%	17%	63%
Senior leaders seek physicians' input when setting the health authority's goals.	30%		30%	41	%	27%	20%	53%
Senior leaders' decision-making is transparent to physicians.	14%	25%		61%		17%	17%	67%
This health authority values physicians' contributions.	30%		37%		33%	33%	33%	33%

■ Agree ■ Neutral ■ Disagree

### New in 2019

Local Engagement and Safety Questions		2019	
I have adequate opportunities to improve patient care, quality, and safety <b>(Facility)</b> .	44%	29%	27%
I have meaningful input into changes affecting my practice environment <b>(Facility)</b> .	45%	29%	26%
This hospital/facility takes effective action to prevent violence in the workplace.	58%	25%	18%
This hospital/facility takes effective action to promote a healthy and safe workplace.	49%	30%	21%

## Lady Minto/Gulf Island Hospital

## 14 Respondents 2019 | 7 Respondents 2018

			2019				2018	
I am satisfied with this health authority as a place to practice medicine.		64%	1	21%	14%	86%	0%	14%
I feel I belong to a collaborative, patient-centred team/unit.		71%			21% 7%	57%	29%	14%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	36%	6	36%		29%	43%	14%	43%
I have adequate opportunities to improve patient care, quality, and safety.		57%		21%	21%	43%	43%	14%
I have meaningful input into changes affecting my practice environment.		50%		29%	21%	43%	29%	29%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	4	3%		43%	14%	14%	29%	57%
Senior leaders seek physicians' input when setting the health authority's goals.	21%		43%		36%	14%	14%	71%
Senior leaders' decision-making is transparent to physicians.	7%	43%		50%		0%	29%	71%
This health authority values physicians' contributions.	4	3%	14%	43	%	29%	29%	43%

■ Agree ■ Neutral ■ Disagree

### New in 2019

Local Engagement and Safety Questions	2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	79%	21% 0%
I have meaningful input into changes affecting my practice environment (Facility).	86%	14% 0%
This hospital/facility takes effective action to prevent violence in the workplace.	86%	0% 14%
This hospital/facility takes effective action to promote a healthy and safe workplace.	71%	29% 0%

# Nanaimo Regional General Hospital

### 105 Respondents 2019 | 99 Respondents 2018

		2019			2018	
I am satisfied with this health authority as a place to practice medicine.	28%	32%	40%	18%	27%	55%
I feel I belong to a collaborative, patient-centred team/unit.	36%	16%	48%	35%	20%	45%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	33%	15%	51%	32%	29%	40%
I have adequate opportunities to improve patient care, quality, and safety.	26%	28%	47%	22%	30%	48%
I have meaningful input into changes affecting my practice environment.	<b>18%</b> 21%	6	61%	13%	24%	62%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<b>11%</b> 21%		68%	10%	14%	76%
Senior leaders seek physicians' input when setting the health authority's goals.	<mark>11%</mark> 20%		69%	9%	15%	75%
Senior leaders' decision-making is transparent to physicians.	<mark>5%</mark> 16%		79%	6%	10%	84%
This health authority values physicians' contributions.	<mark>8%</mark> 27%		66%	8%	13%	79%

■ Agree ■ Neutral ■ Disagree

### New in 2019

Local Engagement and Safety Questions		201	9	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	27%	24%	50%	
I have meaningful input into changes affecting my practice environment (Facility).	24%	28%	48%	
This hospital/facility takes effective action to prevent violence in the workplace.	4	15%	36%	19%
This hospital/facility takes effective action to promote a healthy and safe workplace.	23%	29%	47%	

# North Island Hospital Campbell River & District

## 34 Respondents 2019 | 30 Respondents 2018

	2019					2018		
I am satisfied with this health authority as a place to practice medicine.		65%		12%	24%	47%	11%	42%
I feel I belong to a collaborative, patient-centred team/unit.		65%		12%	24%	39%	28%	33%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		62%		21%	18%	53%	11%	37%
I have adequate opportunities to improve patient care, quality, and safety.		56%		18%	26%	32%	32%	37%
I have meaningful input into changes affecting my practice environment.	26%	32%	6	4′	1%	37%	16%	47%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	16%	38%		47%	, 0	39%	22%	39%
Senior leaders seek physicians' input when setting the health authority's goals.	19%	38%		44	%	37%	16%	47%
Senior leaders' decision-making is transparent to physicians.	<mark>6%</mark>	41%		53%		16%	32%	53%
This health authority values physicians' contributions.	39	9%	24%		36%	26%	32%	42%

■ Agree ■ Neutral ■ Disagree

### New in 2019

Local Engagement and Safety Questions	2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	58%	16%	26%
I have meaningful input into changes affecting my practice environment (Facility).	55%	13%	32%
This hospital/facility takes effective action to prevent violence in the workplace.	80%		20% 0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	65%	23%	<b>13%</b>

# North Island Hospital Comox Valley

### 50 Respondents 2019 | 18 Respondents 2018

	2019				2018		
I am satisfied with this health authority as a place to practice medicine.		46%	18%	36%	44%	22%	33%
I feel I belong to a collaborative, patient-centred team/unit.		48%	12%	40%	50%	11%	39%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	4	40%	20%	40%	33%	22%	44%
I have adequate opportunities to improve patient care, quality, and safety.	36	5%	34%	30%	44%	11%	44%
I have meaningful input into changes affecting my practice environment.	22%	24%		54%	11%	33%	56%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	14%	33%		53%	22%	33%	44%
Senior leaders seek physicians' input when setting the health authority's goals.	16%	29%		55%	17%	22%	61%
Senior leaders' decision-making is transparent to physicians.	8%	31%		61%	6%	28%	67%
This health authority values physicians' contributions.	22%	18%		59%	17%	28%	56%

■ Agree ■ Neutral ■ Disagree

### New in 2019

Local Engagement and Safety Questions			2019			
I have adequate opportunities to improve patient care, quality, and safety (Facility).	28%	28%		40 <sup>°</sup>	0%	
I have meaningful input into changes affecting my practice environment (Facility).	15%	32%		53%		
This hospital/facility takes effective action to prevent violence in the workplace.		56%		36%	9%	
This hospital/facility takes effective action to promote a healthy and safe workplace.	26%		35%	39	%	

## **Port McNeill Hospital**

## 6 Respondents 2019 | Respondents 2018 (sample size too small to report)

		201	9	
I am satisfied with this health authority as a place to practice medicine.	33%	0%	67%	
I feel I belong to a collaborative, patient-centred team/unit.		67%	0%	33%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	17%	17%	67%	
I have adequate opportunities to improve patient care, quality, and safety.	33%	17%	50%	
I have meaningful input into changes affecting my practice environment.	33%	17%	50%	
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	33%	0%	67%	
Senior leaders seek physicians' input when setting the health authority's goals.	33%	0%	67%	
Senior leaders' decision-making is transparent to physicians.	<b>17%</b> 0%		83%	
This health authority values physicians' contributions.	17%	17%	67%	

■ Agree ■ Neutral ■ Disagree

### New in 2019

Local Engagement and Safety Questions		2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	33%	33%	33%
I have meaningful input into changes affecting my practice environment (Facility).	50%	17%	33%
This hospital/facility takes effective action to prevent violence in the workplace.	50%	17%	33%
This hospital/facility takes effective action to promote a healthy and safe workplace.	33%	17%	50%

# **Royal Jubilee Hospital**

## 161 Respondents 2019 | 104 Respondents 2018

	2019					2018	
I am satisfied with this health authority as a place to practice medicine.		50%	22	.% 28%	49%	25%	25%
I feel I belong to a collaborative, patient-centred team/unit.		50%	18%	6 32%	49%	23%	29%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		45%	17%	38%	42%	23%	35%
I have adequate opportunities to improve patient care, quality, and safety.	359	%	26%	39%	38%	25%	36%
I have meaningful input into changes affecting my practice environment.	24%	27%	0	49%	25%	24%	51%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	16%	30%		54%	19%	25%	55%
Senior leaders seek physicians' input when setting the health authority's goals.	19%	23%		58%	19%	25%	56%
Senior leaders' decision-making is transparent to physicians.	10%	27%		63%	9%	25%	66%
This health authority values physicians' contributions.	26%	28	3%	45%	21%	29%	50%

■ Agree ■ Neutral ■ Disagree

### New in 2019

Local Engagement and Safety Questions		2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	27%	34%		9%
I have meaningful input into changes affecting my practice environment (Facility).	25%	33%	42 <sup>0</sup>	%
This hospital/facility takes effective action to prevent violence in the workplace.		56%	34%	10%
This hospital/facility takes effective action to promote a healthy and safe workplace.	42 <sup>0</sup>	% 32	%	26%

## Saanich Peninsula Hospital

### 28 Respondents 2019 | 21 Respondents 2018

		2019				2018	
I am satisfied with this health authority as a place to practice medicine.	6	8%	18%	14%	52%	19%	29%
I feel I belong to a collaborative, patient-centred team/unit.		74%	15	% 11%	52%	29%	19%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		75%	4%	21%	57%	14%	29%
I have adequate opportunities to improve patient care, quality, and safety.	67	<b>%</b>	19%	15%	55%	10%	35%
I have meaningful input into changes affecting my practice environment.	52%		30%	19%	40%	25%	35%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	22%	48%		30%	33%	29%	38%
Senior leaders seek physicians' input when setting the health authority's goals.	21%	32%	46%		33%	19%	48%
Senior leaders' decision-making is transparent to physicians.	<mark>7%</mark> 36%		57%		29%	19%	52%
This health authority values physicians' contributions.	36%	39%		25%	38%	24%	38%

■ Agree ■ Neutral ■ Disagree

### New in 2019

Local Engagement and Safety Questions		2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	60%	24%	16%
I have meaningful input into changes affecting my practice environment (Facility).	52%	28%	20%
This hospital/facility takes effective action to prevent violence in the workplace.	71%		29% 0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	8	3%	8% 8%

# Victoria General Hospital

## 98 Respondents 2019 | 65 Respondents 2018

		2	2019			2018	
I am satisfied with this health authority as a place to practice medicine.	39	%	33%	28%	43%	29%	29%
I feel I belong to a collaborative, patient-centred team/unit.		45%	26%	29%	48%	21%	31%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		47%	19%	34%	40%	27%	33%
I have adequate opportunities to improve patient care, quality, and safety.	32%		40%	29%	32%	35%	33%
I have meaningful input into changes affecting my practice environment.	24%	33%	4	3%	28%	25%	48%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	11%	32%	56%		16%	37%	47%
Senior leaders seek physicians' input when setting the health authority's goals.	9%	29%	61%		11%	35%	54%
Senior leaders' decision-making is transparent to physicians.	<mark>3%</mark> 32	%	65%		6%	37%	56%
This health authority values physicians' contributions.	17%	33%	50%	6	19%	32%	48%

■ Agree ■ Neutral ■ Disagree

### New in 2019

Local Engagement and Safety Questions			2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	29%	35%			35%
I have meaningful input into changes affecting my practice environment (Facility).	24%	31	%	45%	0
This hospital/facility takes effective action to prevent violence in the workplace.		50%		41%	9%
This hospital/facility takes effective action to promote a healthy and safe workplace.	38	%	31%		31%

# West Coast General Hospital

## 11 Respondents 2019 | 5 Respondents 2018

		2019			2018	
I am satisfied with this health authority as a place to practice medicine.		<b>55%</b> 0%	45%	100%	0%	0%
I feel I belong to a collaborative, patient-centred team/unit.		<b>45%</b> 18%	36%	60%	40%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		73%	18% 9	<b>%</b> 80%	20%	0%
I have adequate opportunities to improve patient care, quality, and safety.		82%	0% 18%	80%	20%	0%
I have meaningful input into changes affecting my practice environment.	369	<mark>% 2</mark> 7%	36%	60%	40%	0%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<mark>9%</mark> 9%	82	%	40%	20%	40%
Senior leaders seek physicians' input when setting the health authority's goals.	9% 0%	91%		40%	60%	0%
Senior leaders' decision-making is transparent to physicians.	<mark>9%</mark> 0%	91%		20%	60%	20%
This health authority values physicians' contributions.	18%	27%	55%	80%	20%	0%

■ Agree ■ Neutral ■ Disagree

### New in 2019

Local Engagement and Safety Questions		2019	
I have adequate opportunities to improve patient care, quality, and safety <b>(Facility)</b> .	55%	9%	36%
I have meaningful input into changes affecting my practice environment <b>(Facility)</b> .	36% 0%	64%	/o
This hospital/facility takes effective action to prevent violence in the workplace.	36%	36%	27%
This hospital/facility takes effective action to promote a healthy and safe workplace.	55%	0%	45%

# SECTION 1 – Facility Data

Northern Health



# Northern Health

## Overall Averages by Facility (for the same nine questions asked in previous surveys)

				20	19						2018	
Bulkley Valley District Hospital		47%			18%			35%		44%	28%	28%
Dawson Creek and District Hospital		43%			339	%		24%		49%	29%	22%
Fort St John Hospital & Peace Villa	19%		37%				43%	,		40%	26%	33%
GR Baker Memorial Hospital			65%				15%	20%	6	56%	7%	37%
Haida Gwaii Hospital and Health Centre - Xaayda Gwaay Ngaaysdll Naay			64%				27%		9%	-	-	-
Mills Memorial Hospital		44%			27%			29%		48%	34%	19%
University Hospital of Northern British Columbia (UHNBC)		45%			25%			30%		44%	28%	27%

## **Bulkley Valley District Hospital**

## 12 Respondents 2019 | 6 Respondents 2018

				2019				2018	
I am satisfied with this health authority as a place to practice medicine.			67%		17	7% 17%	<b>6</b> 50%	33%	17%
I feel I belong to a collaborative, patient-centred team/unit.			58%		8%	33%	50%	33%	17%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.			75%	, D		8% 17%	<mark>⁄₀ 33%</mark>	33%	33%
I have adequate opportunities to improve patient care, quality, and safety.			67%		8%	25%	67%	0%	33%
I have meaningful input into changes affecting my practice environment.			50%	179	%	33%	50%	17%	33%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.		25%	8%		67%		50%	33%	17%
Senior leaders seek physicians' input when setting the health authority's goals.		33%		25%		42%	33%	33%	33%
Senior leaders' decision-making is transparent to physicians.	8%		33%		58%		33%	33%	33%
This health authority values physicians' contributions.		42	%	339	%	25%	33%	33%	33%

■ Agree ■ Neutral ■ Disagree

### New in 2019

Local Engagement and Safety Questions	20	19	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	10	0%	0% 0%
I have meaningful input into changes affecting my practice environment (Facility).	83%		17% 0%
This hospital/facility takes effective action to prevent violence in the workplace.	58%	25%	17%
This hospital/facility takes effective action to promote a healthy and safe workplace.	67%	25%	% 8%

# **Dawson Creek and District Hospital**

## 6 Respondents 2019 | 13 Respondents 2018

			2018			
I am satisfied with this health authority as a place to practice medicine.	50%		33% 17	% <mark>62</mark> %	31%	8%
I feel I belong to a collaborative, patient-centred team/unit.	6	7%	17% 17	% <mark>69%</mark>	23%	8%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	50%		33% 17	% <mark>62%</mark>	15%	23%
I have adequate opportunities to improve patient care, quality, and safety.	6	7%	17% 17	% 77%	15%	8%
I have meaningful input into changes affecting my practice environment.	50%	17%	33%	46%	46%	8%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	17%	50%	33%	38%	31%	31%
Senior leaders seek physicians' input when setting the health authority's goals.	33%	33%	33%	23%	38%	38%
Senior leaders' decision-making is transparent to physicians.	17%	50%	33%	8%	42%	50%
This health authority values physicians' contributions.	33%	50%	b 17	<mark>% 54%</mark>	23%	23%

■ Agree ■ Neutral ■ Disagree

### New in 2019

Local Engagement and Safety Questions	2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	83%	0% 17%
I have meaningful input into changes affecting my practice environment (Facility).	67%	17% 17%
This hospital/facility takes effective action to prevent violence in the workplace.	67%	33% 0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	83%	17% 0%

# Fort St John Hospital & Peace Villa

## 11 Respondents 2019 | 14 Respondents 2018

	2019			2019		2018	
I am satisfied with this health authority as a place to practice medicine.	9%	45%		45%	50%	21%	29%
I feel I belong to a collaborative, patient-centred team/unit.		45%	18%	36%	43%	29%	29%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	27%	<b>. 1</b> 8%		55%	36%	29%	36%
I have adequate opportunities to improve patient care, quality, and safety.	18%	45%		36%	50%	36%	14%
I have meaningful input into changes affecting my practice environment.	18%	45%		36%	43%	21%	36%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	18%	45%		36%	43%	29%	29%
Senior leaders seek physicians' input when setting the health authority's goals.	18%	27%		55%	36%	21%	43%
Senior leaders' decision-making is transparent to physicians.	9%	55%		36%	29%	21%	50%
This health authority values physicians' contributions.	9%	36%		55%	36%	29%	36%

■ Agree ■ Neutral ■ Disagree

### New in 2019

Local Engagement and Safety Questions		2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	9%	73%	18%
I have meaningful input into changes affecting my practice environment (Facility).	27%	45%	27%
This hospital/facility takes effective action to prevent violence in the workplace.	36%	36%	27%
This hospital/facility takes effective action to promote a healthy and safe workplace.	18%	45%	36%

# **GR Baker Memorial Hospital**

## 6 Respondents 2019 | 6 Respondents 2018

			2019				2018	
I am satisfied with this health authority as a place to practice medicine.		8	33%		17% 0%	50%	0%	50%
I feel I belong to a collaborative, patient-centred team/unit.			100%		0% 0%	50%	33%	17%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		67%		0%	33%	83%	0%	17%
I have adequate opportunities to improve patient care, quality, and safety.		8	33%		0% 17%	67%	0%	33%
I have meaningful input into changes affecting my practice environment.	33%		33%		33%	50%	0%	50%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.		67%		17%	17%	50%	0%	50%
Senior leaders seek physicians' input when setting the health authority's goals.	33%		33%		33%	33%	17%	50%
Senior leaders' decision-making is transparent to physicians.		50%	17%		33%	50%	0%	50%
This health authority values physicians' contributions.		67%		17%	17%	67%	17%	17%

■ Agree ■ Neutral ■ Disagree

### New in 2019

Local Engagement and Safety Questions			2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	33%		50%	17%
I have meaningful input into changes affecting my practice environment (Facility).		50%		33%
This hospital/facility takes effective action to prevent violence in the workplace.	83%			17% 0%
This hospital/facility takes effective action to promote a healthy and safe workplace.			100%	0% 0%

# Haida Gwaii Hospital and Health Centre - Xaayda Gwaay Ngaaysdll Naay

### **5 Respondents 2019** | Respondents 2018 (sample size too small to report)

			2019			
I am satisfied with this health authority as a place to practice medicine.		60%		(	40%	0%
I feel I belong to a collaborative, patient-centred team/unit.			100%			0% 0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		80	0%		0%	20%
I have adequate opportunities to improve patient care, quality, and safety.		60%			40%	0%
I have meaningful input into changes affecting my practice environment.		80	0%			20% 0%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.		80%				20% 0%
Senior leaders seek physicians' input when setting the health authority's goals.	20%	80%		0%		0%
Senior leaders' decision-making is transparent to physicians.	4	.0%	20%		40%	
This health authority values physicians' contributions.		60%		20%		20%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions	2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	80%	20% 0%
I have meaningful input into changes affecting my practice environment (Facility).	80%	20% 0%
This hospital/facility takes effective action to prevent violence in the workplace.	100%	0% 0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	100%	0% 0%

# Mills Memorial Hospital

## 25 Respondents 2019 | 16 Respondents 2018

	2019					2018	
I am satisfied with this health authority as a place to practice medicine.		48%	32%	20%	56%	25%	19%
I feel I belong to a collaborative, patient-centred team/unit.		60%	20	0% 20%	44%	44%	13%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		46%	25%	29%	44%	44%	13%
I have adequate opportunities to improve patient care, quality, and safety.		79%		8% 13%	75%	19%	6%
I have meaningful input into changes affecting my practice environment.		50%	25%	25%	63%	19%	19%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	36%	6 2	4%	40%	40%	33%	27%
Senior leaders seek physicians' input when setting the health authority's goals.	28%	32%	b	40%	33%	47%	20%
Senior leaders' decision-making is transparent to physicians.	20%	36%		44%	27%	47%	27%
This health authority values physicians' contributions.	32%		40%	28%	50%	25%	25%

■ Agree ■ Neutral ■ Disagree

### New in 2019

Local Engagement and Safety Questions	20	19	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	78%		13% 9%
I have meaningful input into changes affecting my practice environment (Facility).	52%	30%	17%
This hospital/facility takes effective action to prevent violence in the workplace.	46%	46%	8%
This hospital/facility takes effective action to promote a healthy and safe workplace.	50%	25%	25%

# University Hospital of Northern British Columbia (UHNBC)

### 61 Respondents 2019 | 53 Respondents 2018

	2019				2018	
I am satisfied with this health authority as a place to practice medicine.	64	%	18% 18%	66%	19%	15%
I feel I belong to a collaborative, patient-centred team/unit.	52%		28% 20%	60%	25%	15%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	44%	21%	34%	38%	23%	40%
I have adequate opportunities to improve patient care, quality, and safety.	49%	21%	30%	45%	32%	23%
I have meaningful input into changes affecting my practice environment.	44%	31%	25%	49%	25%	26%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	39%	25%	36%	34%	32%	34%
Senior leaders seek physicians' input when setting the health authority's goals.	31%	33%	36%	43%	30%	26%
Senior leaders' decision-making is transparent to physicians.	26%	28%	46%	17%	40%	43%
This health authority values physicians' contributions.	56%		21% 23%	47%	28%	25%

■ Agree ■ Neutral ■ Disagree

### New in 2019

Local Engagement and Safety Questions		2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	47%	31%	, D	22%
I have meaningful input into changes affecting my practice environment (Facility).	46%	27%		27%
This hospital/facility takes effective action to prevent violence in the workplace.	63%		24%	14%
This hospital/facility takes effective action to promote a healthy and safe workplace.	43%	22%		35%

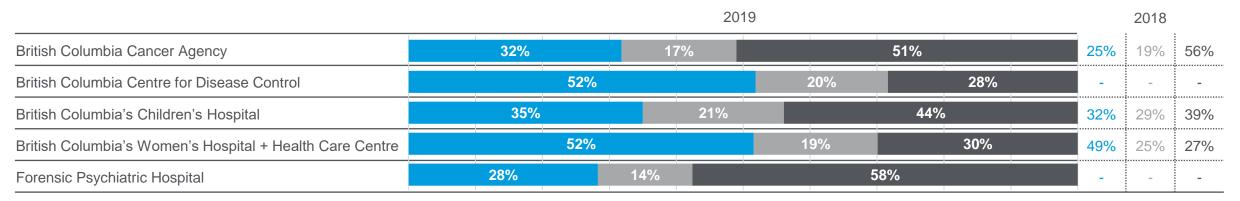
## SECTION 1 – Facility Data

Provincial Health Services Authority



# **Provincial Health Services Authority**

Overall Averages by Facility (for the same nine questions asked in previous surveys)



# **British Columbia Cancer Agency**

## 44 Respondents 2019 | 21 Respondents 2018

			2019				2018	
I am satisfied with this health authority as a place to practice medicine.	36%		30%		34%	29%	43%	29%
I feel I belong to a collaborative, patient-centred team/unit.		61%		9%	30%	62%	14%	24%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	41%	6	9%	50%	)	29%	10%	62%
I have adequate opportunities to improve patient care, quality, and safety.	41%	6	23%		36%	33%	24%	43%
I have meaningful input into changes affecting my practice environment.	27%	14%		59%		19%	19%	62%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	23%	23%		55%		19%	14%	67%
Senior leaders seek physicians' input when setting the health authority's goals.	20%	18%		61%		14%	14%	71%
Senior leaders' decision-making is transparent to physicians.	<b>11%</b> 14%			75%		10%	10%	81%
This health authority values physicians' contributions.	25%	16%		59%		14%	24%	62%

■ Agree ■ Neutral ■ Disagree

### New in 2019

Local Engagement and Safety Questions		2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	43%	18%	39%
I have meaningful input into changes affecting my practice environment (Facility).	41%	30%	30%
This hospital/facility takes effective action to prevent violence in the workplace.	72%		21% 7%
This hospital/facility takes effective action to promote a healthy and safe workplace.	52%	20%	27%

# British Columbia Centre for Disease Control

### 9 Respondents 2019 | Respondents 2018 (sample size too small to report)

		201	9	
I am satisfied with this health authority as a place to practice medicine.		89%		11% <mark>0%</mark>
I feel I belong to a collaborative, patient-centred team/unit.		100	%	0% 0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		56%	11%	33%
I have adequate opportunities to improve patient care, quality, and safety.		67%	11%	22%
I have meaningful input into changes affecting my practice environment.		56%	11%	33%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	22%	33%	44	%
Senior leaders seek physicians' input when setting the health authority's goals.	22%	11%	67%	
Senior leaders' decision-making is transparent to physicians.	0%	56%	44	%
This health authority values physicians' contributions.		56%	33%	11%

■ Agree ■ Neutral ■ Disagree

- - . -

### New in 2019

Local Engagement and Safety Questions	2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	75%	13% 13%
I have meaningful input into changes affecting my practice environment (Facility).	88%	0% 13%
This hospital/facility takes effective action to prevent violence in the workplace.	100%	0% 0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	100%	0% 0%

# British Columbia's Children's Hospital

## 71 Respondents 2019 | 42 Respondents 2018

		2	2019			2018	
I am satisfied with this health authority as a place to practice medicine.		51%	18%	31%	57%	14%	29%
I feel I belong to a collaborative, patient-centred team/unit.		68%	14%	<b>6 18%</b>	57%	21%	21%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		56%	11%	32%	43%	29%	29%
I have adequate opportunities to improve patient care, quality, and safety.		48%	24%	28%	43%	38%	19%
I have meaningful input into changes affecting my practice environment.	31%	20%	499	%	33%	17%	50%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	23%	24%	54%		14%	31%	55%
Senior leaders seek physicians' input when setting the health authority's goals.	11%	26%	63%		10%	36%	55%
Senior leaders' decision-making is transparent to physicians.	<b>7%</b> 25	%	68%		7%	33%	60%
This health authority values physicians' contributions.	20%	27%	53%		21%	40%	38%

■ Agree ■ Neutral ■ Disagree

### New in 2019

Local Engagement and Safety Questions			2019														
I have adequate opportunities to improve patient care, quality, and safety (Facility).		48%		48%		48%		48%		48%		48%		48%		0	32%
I have meaningful input into changes affecting my practice environment (Facility).	35%	35%			34%												
This hospital/facility takes effective action to prevent violence in the workplace.		69%			27% 4%												
This hospital/facility takes effective action to promote a healthy and safe workplace.		52%		25%	23%												

# British Columbia's Women's Hospital + Health Care Centre

### 39 Respondents 2019 | 29 Respondents 2018

			2019				2018	
I am satisfied with this health authority as a place to practice medicine.		67%		23%	10%	62%	17%	21%
I feel I belong to a collaborative, patient-centred team/unit.		74%		8%	18%	71%	14%	14%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		69%		13%	18%	62%	14%	24%
I have adequate opportunities to improve patient care, quality, and safety.		64%		21%	15%	66%	21%	14%
I have meaningful input into changes affecting my practice environment.		51%	18%		31%	38%	31%	31%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	36%		26%	38	%	36%	39%	25%
Senior leaders seek physicians' input when setting the health authority's goals.	33%	15%	6	51%		38%	27%	35%
Senior leaders' decision-making is transparent to physicians.	23%	21%		56%		19%	37%	44%
This health authority values physicians' contributions.	4	6%	23%		31%	48%	21%	31%

■ Agree ■ Neutral ■ Disagree

### New in 2019

Local Engagement and Safety Questions	2019	2019				
I have adequate opportunities to improve patient care, quality, and safety (Facility).	74%	1	3% 13%			
I have meaningful input into changes affecting my practice environment (Facility).	49%	21%	31%			
This hospital/facility takes effective action to prevent violence in the workplace.	79%		21% 0%			
This hospital/facility takes effective action to promote a healthy and safe workplace.	64%	21%	15%			

## Forensic Psychiatric Hospital

### 11 Respondents 2019 | Respondents 2018 (sample size too small to report)

				2019		
I am satisfied with this health authority as a place to practice medicine.		4	5%	18%		36%
I feel I belong to a collaborative, patient-centred team/unit.		36%		27%		36%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	2	7%	9%		64%	
I have adequate opportunities to improve patient care, quality, and safety.		36%		9%	55%	
I have meaningful input into changes affecting my practice environment.		36%	0%	, D	64%	
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	2	7%	9%		64%	
Senior leaders seek physicians' input when setting the health authority's goals.	9%	27	7%		64%	
Senior leaders' decision-making is transparent to physicians.	9%	18%			73%	
This health authority values physicians' contributions.	2	7%	9%		64%	

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	27%	27%	45%	6
I have meaningful input into changes affecting my practice environment (Facility).	27%	27%	45%	%
This hospital/facility takes effective action to prevent violence in the workplace.		55%	27%	18%
This hospital/facility takes effective action to promote a healthy and safe workplace.	36%	<mark>/ 27%</mark>	27%	

# SECTION 1 – Facility Data

Vancouver Coastal Health



## Vancouver Coastal Health

## Overall Averages by Facility (for the same nine questions asked in previous surveys)

					2019				_	2018	
GF Strong Rehabilitation Centre			62%				24%	13%	-	-	-
Lions Gate Hospital		39%			27%		35%		39%	27%	34%
Mount Saint Joseph Hospital		43%			25%		32%		24%	35%	40%
Powell River General Hospital		44%			16%		39%		52%	22%	26%
Richmond Hospital		33%		21%			45%		29%	24%	47%
Sechelt Hospital/ shíshálh Hospital	12%	19%				70%			11%	16%	73%
Squamish General Hospital	17%	12%				71%			-	-	-
St. Paul's Hospital		40%			25%		35%		38%	29%	33%
UBC Hospital (UBCH)		35%		22%			43%		32%	23%	46%
Vancouver General Hospital		35%		299	%		36%		36%	29%	35%
Whistler Health Care Centre		26%	14%			60	%		-	-	-

# **GF Strong Rehabilitation Centre**

### 5 Respondents 2019 | Respondents 2018 (sample size too small to report)

		2019		
I am satisfied with this health authority as a place to practice medicine.		80%		20% 0%
I feel I belong to a collaborative, patient-centred team/unit.		80%		20% 0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	6	60%	20%	20%
I have adequate opportunities to improve patient care, quality, and safety.		80%		20% 0%
I have meaningful input into changes affecting my practice environment.	40%	4	40%	20%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.		100%		0% 0%
Senior leaders seek physicians' input when setting the health authority's goals.	40%	20%	4	10%
Senior leaders' decision-making is transparent to physicians.	40%	20%	4	10%
This health authority values physicians' contributions.	40%		60%	0%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions	2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	80%		20% 0%
I have meaningful input into changes affecting my practice environment (Facility).	60%	20%	20%
This hospital/facility takes effective action to prevent violence in the workplace.	60%	40	0% 0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	60%	40	0% 0%

## **Lions Gate Hospital**

### 117 Respondents 2019 | 72 Respondents 2018

		2	2019			2018	
I am satisfied with this health authority as a place to practice medicine.		61%	20%	19%	58%	21%	21%
I feel I belong to a collaborative, patient-centred team/unit.		61%	15%	25%	52%	23%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		57%	13%	30%	47%	29%	24%
I have adequate opportunities to improve patient care, quality, and safety.	4	7%	22%	31%	39%	30%	31%
I have meaningful input into changes affecting my practice environment.	30%	22%	47	7%	30%	29%	41%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	30%	32	%	39%	36%	22%	42%
Senior leaders seek physicians' input when setting the health authority's goals.	22%	34%	4	14%	33%	24%	43%
Senior leaders' decision-making is transparent to physicians.	10%	42%	48	3%	23%	28%	49%
This health authority values physicians' contributions.	31%		41%	28%	35%	39%	25%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	39	<mark>% 3</mark> 1%		30%
I have meaningful input into changes affecting my practice environment (Facility).	29%	26%	44%	6
This hospital/facility takes effective action to prevent violence in the workplace.		60%	34%	7%
This hospital/facility takes effective action to promote a healthy and safe workplace.		46%	30%	24%

## Mount Saint Joseph Hospital

## 24 Respondents 2019 | 21 Respondents 2018

	2019					2018		
I am satisfied with this health authority as a place to practice medicine.		67%		17%	17%	38%	33%	29%
I feel I belong to a collaborative, patient-centred team/unit.		63%		17%	21%	24%	38%	38%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		50%		21%	29%	48%	24%	29%
I have adequate opportunities to improve patient care, quality, and safety.		54%		25%	21%	33%	33%	33%
I have meaningful input into changes affecting my practice environment.		42%	21%		38%	19%	29%	52%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.		29%	29%	42	2%	15%	35%	50%
Senior leaders seek physicians' input when setting the health authority's goals.		38%	21%	42	2%	10%	45%	45%
Senior leaders' decision-making is transparent to physicians.	8%	42%		50%		10%	38%	52%
This health authority values physicians' contributions.		38%	33%		29%	24%	43%	33%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	43%	26%	30%
I have meaningful input into changes affecting my practice environment (Facility).	38%	25%	38%
This hospital/facility takes effective action to prevent violence in the workplace.	43%	-	48% 9%
This hospital/facility takes effective action to promote a healthy and safe workplace.	43%	43	3% 13%

# **Powell River General Hospital**

## 11 Respondents 2019 | 6 Respondents 2018

			2019				2018	
I am satisfied with this health authority as a place to practice medicine.		55%	0%	45%	6	67%	17%	17%
I feel I belong to a collaborative, patient-centred team/unit.		55%		18%	27%	67%	0%	33%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		82	2%	·	9% 9%	83%	0%	17%
I have adequate opportunities to improve patient care, quality, and safety.		45%	9%	45%	6	50%	50%	0%
I have meaningful input into changes affecting my practice environment.		64%		0%	36%	33%	33%	33%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	27%	2	7%	45%	6	50%	17%	33%
Senior leaders seek physicians' input when setting the health authority's goals.	27%	18%		55%		50%	17%	33%
Senior leaders' decision-making is transparent to physicians.	18%	27%		55%		0%	67%	33%
This health authority values physicians' contributions.	27%		36%		36%	67%	0%	33%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	55%	18%	27%
I have meaningful input into changes affecting my practice environment (Facility).	45%	27%	27%
This hospital/facility takes effective action to prevent violence in the workplace.	55%	36%	9%
This hospital/facility takes effective action to promote a healthy and safe workplace.	64%	27	% 9%

## **Richmond Hospital**

### 107 Respondents 2019 | 54 Respondents 2018

			2019			2018	
I am satisfied with this health authority as a place to practice medicine.		52%	18%	30%	44%	19%	37%
I feel I belong to a collaborative, patient-centred team/unit.		47%	24%	30%	54%	15%	31%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		47%	16%	37%	42%	17%	42%
I have adequate opportunities to improve patient care, quality, and safety.		43%	24%	33%	41%	26%	33%
I have meaningful input into changes affecting my practice environment.	32%	<mark>/ 12</mark> %	5	5%	24%	26%	50%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	21%	28%		51%	13%	33%	54%
Senior leaders seek physicians' input when setting the health authority's goals.	18%	25%	58	%	11%	32%	57%
Senior leaders' decision-making is transparent to physicians.	13%	21%	66%		8%	23%	70%
This health authority values physicians' contributions.	28%	25%		47%	20%	28%	52%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions			2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	38	%	32%		29%
I have meaningful input into changes affecting my practice environment (Facility).	29%		34%		36%
This hospital/facility takes effective action to prevent violence in the workplace.		48%		43%	9%
This hospital/facility takes effective action to promote a healthy and safe workplace.	4(	%	36%		24%

## Sechelt Hospital/ shíshálh Hospital

### 30 Respondents 2019 | 27 Respondents 2018

			2019		2018	
I am satisfied with this health authority as a place to practice medicine.	<b>7%</b> 27	7%	67%	11%	22%	67%
I feel I belong to a collaborative, patient-centred team/unit.	23%	17%	60%	26%	0%	74%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	20%	13%	67%	26%	7%	67%
I have adequate opportunities to improve patient care, quality, and safety.	27%	17%	57%	15%	30%	56%
I have meaningful input into changes affecting my practice environment.	17%	30%	53%	7%	30%	63%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<mark>3%</mark> 20%		77%	4%	19%	78%
Senior leaders seek physicians' input when setting the health authority's goals.	<b>7%</b> 17%		77%	4%	15%	81%
Senior leaders' decision-making is transparent to physicians.	<mark>3%</mark> 7%		90%	0%	7%	93%
This health authority values physicians' contributions.	<b>0%</b> 20%		80%	4%	15%	81%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019			
I have adequate opportunities to improve patient care, quality, and safety (Facility).	17%	20%	63%		
I have meaningful input into changes affecting my practice environment (Facility).	23%	13%	63%		
This hospital/facility takes effective action to prevent violence in the workplace.	<mark>3%</mark> 20%		77%		
This hospital/facility takes effective action to promote a healthy and safe workplace.	<mark>7%</mark> 10%		83%		

## **Squamish General Hospital**

## 22 Respondents 2019 | Respondents 2018 (sample size too small to report)

		2019		
I am satisfied with this health authority as a place to practice medicine.	23%	14%		64%
I feel I belong to a collaborative, patient-centred team/unit.	4	1%	5%	55%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	18%	9%		73%
I have adequate opportunities to improve patient care, quality, and safety.	32%		23%	45%
I have meaningful input into changes affecting my practice environment.	18%	9%		73%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<b>9%</b> 14%		7	7%
Senior leaders seek physicians' input when setting the health authority's goals.	<mark>5%</mark> 9%		86%	, 0
Senior leaders' decision-making is transparent to physicians.	<mark>5%</mark> 9%		86%	, 0
This health authority values physicians' contributions.	<mark>0%</mark> 18%		82	%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions			2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	36%		23%		%
I have meaningful input into changes affecting my practice environment (Facility).	27%	23%	0	50%	
This hospital/facility takes effective action to prevent violence in the workplace.		55%		30%	15%
This hospital/facility takes effective action to promote a healthy and safe workplace.	389	%	33%		29%

## St. Paul's Hospital

### 179 Respondents 2019 | 86 Respondents 2018

		2019			2018	
I am satisfied with this health authority as a place to practice medicine.	58%		25% 17%	55%	29%	17%
I feel I belong to a collaborative, patient-centred team/unit.	67%		16% 16%	67%	18%	15%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	45%	16%	39%	46%	24%	30%
I have adequate opportunities to improve patient care, quality, and safety.	47%	21%	32%	48%	22%	30%
I have meaningful input into changes affecting my practice environment.	32%	24%	44%	31%	25%	44%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	32%	24%	44%	26%	33%	41%
Senior leaders seek physicians' input when setting the health authority's goals.	29%	28%	43%	28%	31%	41%
Senior leaders' decision-making is transparent to physicians.	<b>15%</b> 32%		53%	13%	33%	54%
This health authority values physicians' contributions.	34%	37%	30%	31%	44%	25%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	51%	17%	32%
I have meaningful input into changes affecting my practice environment (Facility).	45%	24%	32%
This hospital/facility takes effective action to prevent violence in the workplace.	60%	27%	6 13%
This hospital/facility takes effective action to promote a healthy and safe workplace.	51%	20%	28%

# UBC Hospital (UBCH)

### 34 Respondents 2019 | 19 Respondents 2018

			2019				2018	
I am satisfied with this health authority as a place to practice medicine.		53%		26%	21%	47%	21%	32%
I feel I belong to a collaborative, patient-centred team/unit.		47%		24%	29%	37%	21%	42%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		53%		12%	35%	32%	26%	42%
I have adequate opportunities to improve patient care, quality, and safety.		50%		21%	29%	32%	26%	42%
I have meaningful input into changes affecting my practice environment.	32%		24%	44	%	26%	21%	53%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	24%	18%		58%		32%	26%	42%
Senior leaders seek physicians' input when setting the health authority's goals.	15%	21%		64%		26%	26%	47%
Senior leaders' decision-making is transparent to physicians.	9%	29%		62%		11%	21%	68%
This health authority values physicians' contributions.	32%		21%	47%	6	42%	16%	42%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	42%	24%	3	33%
I have meaningful input into changes affecting my practice environment (Facility).	27%	27%	45%	
This hospital/facility takes effective action to prevent violence in the workplace.		56%	31%	13%
This hospital/facility takes effective action to promote a healthy and safe workplace.	5	2%	36%	12%

# Vancouver General Hospital

### 266 Respondents 2019 | 190 Respondents 2018

			2019				2018	
I am satisfied with this health authority as a place to practice medicine.		58%		26%	17%	52%	22%	26%
I feel I belong to a collaborative, patient-centred team/unit.		54%		21%	25%	52%	25%	23%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		49%	14%		37%	49%	22%	29%
I have adequate opportunities to improve patient care, quality, and safety.		46%	22%	6	32%	49%	27%	24%
I have meaningful input into changes affecting my practice environment.	31%		28%	4	1%	29%	31%	40%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	22%	38	8%	4	1%	22%	40%	38%
Senior leaders seek physicians' input when setting the health authority's goals.	20%	34%		46	%	25%	30%	46%
Senior leaders' decision-making is transparent to physicians.	10%	37%		53%		14%	31%	55%
This health authority values physicians' contributions.	29%		37%		34%	31%	33%	36%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions			2019				
I have adequate opportunities to improve patient care, quality, and safety (Facility).	40	<b>40%</b> 25%		40%			35%
I have meaningful input into changes affecting my practice environment (Facility).	28%		29% 43		6		
This hospital/facility takes effective action to prevent violence in the workplace.		59%	59%		10%		
This hospital/facility takes effective action to promote a healthy and safe workplace.		48%		33%	19%		

## Whistler Health Care Centre

### **10 Respondents 2019** | Respondents 2018 (sample size too small to report)

			2019		
I am satisfied with this health authority as a place to practice medicine.		60%	(	)% 40	%
I feel I belong to a collaborative, patient-centred team/unit.		50%	0%	50%	
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	4(	0% 0	%	60%	
I have adequate opportunities to improve patient care, quality, and safety.	30%	20	)%	50%	
I have meaningful input into changes affecting my practice environment.	30%	20	)%	50%	
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<b>10%</b> 10%		8	0%	
Senior leaders seek physicians' input when setting the health authority's goals.	<b>10%</b> 20	)%		70%	
Senior leaders' decision-making is transparent to physicians.	<mark>0%</mark> 10%		90%		
This health authority values physicians' contributions.	0%	50%		50%	

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	40%	30%	30%
I have meaningful input into changes affecting my practice environment (Facility).	44%	22%	33%
This hospital/facility takes effective action to prevent violence in the workplace.	33%	44%	22%
This hospital/facility takes effective action to promote a healthy and safe workplace.	50%	30%	20%

## SECTION 2 – Divisions of Family Practice

Fraser



# **Fraser Divisions of Family Practice**

Overall Averages by Division (for the same nine questions asked in previous surveys)

			2019			2	2018			
Abbotsford	36%		24%			40%	46	% 3	33%	21%
Burnaby	47%	6		26%		27'	% 45	% 2	26%	29%
Chilliwack	36%			34%		31%	42	% 2	21%	37%
Delta	33%		32%			34%	27	% 2	27%	46%
Fraser Northwest	36%		3	1%		32%	41	% 3	32%	27%
Langley	33%		32%			35%	29	% 2	29%	42%
Mission	45%			22%		32%	49	% 3	32%	19%
Ridge Meadows	489	%		27	7%	2	5% 39	% 3	33%	29%
Surrey - North Delta	32%		26%			42%	33	% 3	33%	34%
White Rock - South Surrey	35%		27%			38%	52	% 3	30%	17%

## **Abbotsford Division**

### 25 Respondents 2019 | 26 Respondents 2018

		2019			2018	
I am satisfied with this health authority as a place to practice medicine.	52%	20%	28%	62%	31%	8%
I feel I belong to a collaborative, patient-centred team/unit.	56%	24%	20%	65%	23%	12%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	42%	29%	29%	54%	31%	15%
I have adequate opportunities to improve patient care, quality, and safety.	44%	28%	28%	65%	23%	12%
I have meaningful input into changes affecting my practice environment.	40%	28%	32%	46%	39%	15%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	40%	16%	44%	35%	42%	23%
Senior leaders seek physicians' input when setting the health authority's goals.	<mark>16%</mark> 20%	64%		27%	39%	35%
Senior leaders' decision-making is transparent to physicians.	<mark>4%</mark> 28%	68%		23%	31%	46%
This health authority values physicians' contributions.	<b>28%</b> 2	4%	18%	35%	42%	23%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions			2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	35%	0	30%		35%
I have meaningful input into changes affecting my practice environment (Facility).	32%		36%		32%
This hospital/facility takes effective action to prevent violence in the workplace.	55%			27%	18%
This hospital/facility takes effective action to promote a healthy and safe workplace.	45%		18%		36%

## **Burnaby Division**

### 50 Respondents 2019 | 51 Respondents 2018

			2019				2018	
I am satisfied with this health authority as a place to practice medicine.		64%		22%	14%	60%	20%	20%
I feel I belong to a collaborative, patient-centred team/unit.		63%		20%	16%	55%	24%	22%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		53%		16%	31%	50%	24%	26%
I have adequate opportunities to improve patient care, quality, and safety.		60%		23%	17%	57%	33%	10%
I have meaningful input into changes affecting my practice environment.		48%		33%	19%	43%	35%	22%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	39	)%	24%		37%	37%	26%	37%
Senior leaders seek physicians' input when setting the health authority's goals.	20%	4	1%		39%	31%	24%	45%
Senior leaders' decision-making is transparent to physicians.	19%	33%		48%	6	26%	29%	45%
This health authority values physicians' contributions.		54%		23%	23%	49%	20%	31%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	52%	24%	24	4%
I have meaningful input into changes affecting my practice environment (Facility).	48%	30%	2	2%
This hospital/facility takes effective action to prevent violence in the workplace.	70%		21%	9%
This hospital/facility takes effective action to promote a healthy and safe workplace.	55%		43%	2%

# **Chilliwack Division**

### 27 Respondents 2019 | 28 Respondents 2018

				2018		
I am satisfied with this health authority as a place to practice medicine.	59	<b>)%</b> 15%	% 26%	46%	25%	29%
I feel I belong to a collaborative, patient-centred team/unit.	52%	22%	26%	61%	11%	29%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	48%	26%	26%	43%	11%	46%
I have adequate opportunities to improve patient care, quality, and safety.	35%	46%	19%	39%	29%	32%
I have meaningful input into changes affecting my practice environment.	27%	42%	31%	43%	25%	32%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	22%	41%	37%	37%	19%	44%
Senior leaders seek physicians' input when setting the health authority's goals.	31%	38%	31%	37%	22%	41%
Senior leaders' decision-making is transparent to physicians.	19%	37%	44%	30%	30%	41%
This health authority values physicians' contributions.	31%	35%	35%	39%	18%	43%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	54%		31%	15%
I have meaningful input into changes affecting my practice environment (Facility).	54%	2	23%	23%
This hospital/facility takes effective action to prevent violence in the workplace.	65%		3	1% 4%
This hospital/facility takes effective action to promote a healthy and safe workplace.	67%	l l	19%	15%

## **Delta Division**

## 13 Respondents 2019 | 19 Respondents 2018

			2019				2018	
I am satisfied with this health authority as a place to practice medicine.		54%		23%	23%	39%	44%	17%
I feel I belong to a collaborative, patient-centred team/unit.		54%		15%	31%	37%	37%	26%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	36%	/o	18%	45%	, D	37%	16%	47%
I have adequate opportunities to improve patient care, quality, and safety.		50%		33%	17%	32%	26%	42%
I have meaningful input into changes affecting my practice environment.		50%		25%	25%	11%	42%	47%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	15%	31%		54%		21%	21%	58%
Senior leaders seek physicians' input when setting the health authority's goals.	15%	46%	6	3	8%	21%	16%	63%
Senior leaders' decision-making is transparent to physicians.	<b>0%</b> 4	2%		58%		16%	11%	74%
This health authority values physicians' contributions.	25%		58%		17%	32%	26%	42%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	64%	18%	18%
I have meaningful input into changes affecting my practice environment (Facility).	36%	55%	9%
This hospital/facility takes effective action to prevent violence in the workplace.	50%	50%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	67%	22%	<b>6 11%</b>

## **Fraser Northwest Division**

### 68 Respondents 2019 | 67 Respondents 2018

			2019			2018	
I am satisfied with this health authority as a place to practice medicine.		58%		25%	16% <mark>5</mark> 4%	<b>3</b> 1%	15%
I feel I belong to a collaborative, patient-centred team/unit.		54%		24%	22% <mark>55</mark> %	<mark>6</mark> 21%	24%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		46%	26	% 28	3% <mark>46</mark> %	6 31%	22%
I have adequate opportunities to improve patient care, quality, and safety.		46%	3	31%	24% 49%	<b>6</b> 27%	24%
I have meaningful input into changes affecting my practice environment.	31%		37%	32%	<mark>ه 43</mark> %	<mark>6</mark> 19%	37%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	27%		30%	43%	26%	<b>6</b> 43%	31%
Senior leaders seek physicians' input when setting the health authority's goals.	24%	3	34%	42%	31%	6 39%	30%
Senior leaders' decision-making is transparent to physicians.	12%	37%		51%	15%	<b>6</b> 44%	41%
This health authority values physicians' contributions.	28%		38%	34%	<b>45</b> %	<b>3</b> 3%	22%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions			2019			
I have adequate opportunities to improve patient care, quality, and safety (Facility).	29%	<b>29%</b> 40%			32%	
I have meaningful input into changes affecting my practice environment (Facility).	30%	30%		3	8%	
This hospital/facility takes effective action to prevent violence in the workplace.		50%		44%	6%	
This hospital/facility takes effective action to promote a healthy and safe workplace.	37%		51%		12%	

# Langley Division

### 32 Respondents 2019 | 32 Respondents 2018

		2019			2018	
I am satisfied with this health authority as a place to practice medicine.	5	3% 22	.% 25%	41%	34%	25%
I feel I belong to a collaborative, patient-centred team/unit.	48%	۶ <u>۵</u>	% 23%	41%	31%	28%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	48%	<b>// 19%</b>	32%	31%	25%	44%
I have adequate opportunities to improve patient care, quality, and safety.	35%	35%	29%	31%	31%	38%
I have meaningful input into changes affecting my practice environment.	25%	44%	31%	22%	25%	53%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	25%	38%	38%	28%	22%	50%
Senior leaders seek physicians' input when setting the health authority's goals.	25% 34%		41%	22%	28%	50%
Senior leaders' decision-making is transparent to physicians.	19%	31%	50%	16%	28%	56%
This health authority values physicians' contributions.	22%	34%	44%	28%	34%	38%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		201	9	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	<b>24%</b> 31%		45%	6
I have meaningful input into changes affecting my practice environment (Facility).	29%	21%	50%	
This hospital/facility takes effective action to prevent violence in the workplace.	43%	/0	50%	7%
This hospital/facility takes effective action to promote a healthy and safe workplace.	43%	/0	29%	29%

## **Mission Division**

### 13 Respondents 2019 | 8 Respondents 2018

					2018	
I am satisfied with this health authority as a place to practice medicine.	46%	15%	38%	75%	0%	25%
I feel I belong to a collaborative, patient-centred team/unit.	62%	0%	38%	75%	13%	13%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	46%	15%	38%	50%	38%	13%
I have adequate opportunities to improve patient care, quality, and safety.	54%	23%	23%	50%	38%	13%
I have meaningful input into changes affecting my practice environment.	46%	38%	15%	38%	50%	13%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	54%	15%	31%	25%	63%	13%
Senior leaders seek physicians' input when setting the health authority's goals.	46%	23%	31%	50%	25%	25%
Senior leaders' decision-making is transparent to physicians.	<b>15%</b> 31%	54	%	25%	38%	38%
This health authority values physicians' contributions.	38%	38%	23%	50%	25%	25%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions	201	9	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	58%	17%	25%
I have meaningful input into changes affecting my practice environment (Facility).	58%	8%	33%
This hospital/facility takes effective action to prevent violence in the workplace.	64%		36% 0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	55%	27%	18%

# **Ridge Meadows Division**

## 34 Respondents 2019 | 16 Respondents 2018

	2019					2018		
I am satisfied with this health authority as a place to practice medicine.		68%		21%	<b>%</b> 12%	56%	38%	6%
I feel I belong to a collaborative, patient-centred team/unit.		59%		26%	15%	<mark>63%</mark>	25%	13%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		62%		12%	26%	50%	38%	13%
I have adequate opportunities to improve patient care, quality, and safety.		59%		18%	24%	31%	50%	19%
I have meaningful input into changes affecting my practice environment.		62%		24%	15%	38%	31%	31%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	419	%	29%		29%	31%	25%	44%
Senior leaders seek physicians' input when setting the health authority's goals.	29%	<b>29%</b> 29%		41	%	38%	13%	50%
Senior leaders' decision-making is transparent to physicians.	21%	4	41%	3	8%	19%	31%	50%
This health authority values physicians' contributions.	32%		47%		21%	25%	44%	31%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	55%	24%	21%
I have meaningful input into changes affecting my practice environment (Facility).	61%	24%	15%
This hospital/facility takes effective action to prevent violence in the workplace.	74%		23% 3 <mark>%</mark>
This hospital/facility takes effective action to promote a healthy and safe workplace.	59%	28%	13%

# Surrey – North Delta Division

## 57 Respondents 2019 | 68 Respondents 2018

			2019			2018	
I am satisfied with this health authority as a place to practice medicine.	46%		30%	23%	49%	35%	16%
I feel I belong to a collaborative, patient-centred team/unit.	53%		23%	25%	44%	31%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	51%		18%	32%	47%	25%	28%
I have adequate opportunities to improve patient care, quality, and safety.	39%		28%	33%	37%	41%	22%
I have meaningful input into changes affecting my practice environment.	<b>23%</b> 30%			47%	25%	41%	34%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	23%	29%	48%		29%	27%	44%
Senior leaders seek physicians' input when setting the health authority's goals.	16%	25%	60%		19%	31%	50%
Senior leaders' decision-making is transparent to physicians.	<b>13%</b> 30% 57%		/ 0	16%	29%	54%	
This health authority values physicians' contributions.	27%	21%	52	2%	27%	38%	35%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019			
I have adequate opportunities to improve patient care, quality, and safety (Facility).	38%	<b>38%</b> 22%		40%	
I have meaningful input into changes affecting my practice environment (Facility).	29%	25%	46%	, D	
This hospital/facility takes effective action to prevent violence in the workplace.		52%	33%	15%	
This hospital/facility takes effective action to promote a healthy and safe workplace.	33%	42	.%	25%	

## White Rock – South Surrey Division

### 22 Respondents 2019 | 25 Respondents 2018

	2019		2019				2018	
I am satisfied with this health authority as a place to practice medicine.		45%	27	7%	27%	60%	36%	4%
I feel I belong to a collaborative, patient-centred team/unit.		59%		18%	23%	76%	20%	4%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	41	%	18%	41	%	60%	28%	12%
I have adequate opportunities to improve patient care, quality, and safety.	36%	6	27%		36%	60%	20%	20%
I have meaningful input into changes affecting my practice environment.	36%	6	32%		32%	56%	28%	16%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	27%	23	5%	50%		36%	32%	32%
Senior leaders seek physicians' input when setting the health authority's goals.	27%		27%	45%	0	44%	28%	28%
Senior leaders' decision-making is transparent to physicians.	9%	32%		59%		29%	46%	25%
This health authority values physicians' contributions.	32%		36%		32%	48%	36%	16%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).			439	%
I have meaningful input into changes affecting my practice environment (Facility).	38%	24%	3	8%
This hospital/facility takes effective action to prevent violence in the workplace.	70%	1		25% 5%
This hospital/facility takes effective action to promote a healthy and safe workplace.	60%	1	25%	15%

## SECTION 2 – Divisions of Family Practice

Interior



# **Interior Divisions of Family Practice**

Overall Averages by Division (for the same nine questions asked in previous surveys)

			2019			2018	
Central Interior Rural	52%		18%	30%	50%	27%	23%
Central Okanagan	37%	3	30%	33%	39%		31%
East Kootenay	38%		30%	33%	31%	33%	37%
Kootenay Boundary	29%	22%		49%	36%	23%	41%
Shuswap North Okanagan	26%	25%		49%	22%	27%	51%
South Okanagan Similkameen	40%	2	2%	38%	40%	20%	41%
Thompson Region	33%	28%		39%	34%	30%	36%

## **Central Interior Rural Division**

### 14 Respondents 2019 | 14 Respondents 2018

		2019				2018		
I am satisfied with this health authority as a place to practice medicine.		50%	14%	3	6%	50%	29%	21%
I feel I belong to a collaborative, patient-centred team/unit.		71%		14%	<b>14%</b>	57%	29%	14%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		79	%		14% 7%	<mark>64%</mark>	14%	21%
I have adequate opportunities to improve patient care, quality, and safety.		71%		7%	21%	71%	14%	14%
I have meaningful input into changes affecting my practice environment.	36%		29%	3	6%	36%	43%	21%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	36%		29%	3	6%	57%	14%	29%
Senior leaders seek physicians' input when setting the health authority's goals.	43	%	14%	43%	, D	39%	39%	23%
Senior leaders' decision-making is transparent to physicians.	38%	, D	23%	38	%	29%	36%	36%
This health authority values physicians' contributions.	43	%	14%	43%	, D	43%	29%	29%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions			2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).		64%	l	14%	21%
I have meaningful input into changes affecting my practice environment (Facility).	38%	38%		3	8%
This hospital/facility takes effective action to prevent violence in the workplace.		64%		14%	21%
This hospital/facility takes effective action to promote a healthy and safe workplace.		71%		149	% 14%

# **Central Okanagan Division**

### 78 Respondents 2019 | 62 Respondents 2018

			2019				2018	
I am satisfied with this health authority as a place to practice medicine.		58%	1	22%	19%	48%	34%	18%
I feel I belong to a collaborative, patient-centred team/unit.		50%		26%	24%	53%	23%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		54%	1	4%	32%	52%	15%	34%
I have adequate opportunities to improve patient care, quality, and safety.		50%		26%	24%	44%	32%	24%
I have meaningful input into changes affecting my practice environment.	29%		39%		32%	36%	28%	36%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	26%		33%	41	%	33%	32%	35%
Senior leaders seek physicians' input when setting the health authority's goals.	22%	35	%	439	%	33%	33%	33%
Senior leaders' decision-making is transparent to physicians.	12%	34%		55%		25%	27%	48%
This health authority values physicians' contributions.	31%		40%		29%	32%	43%	25%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	34%	39%		27%
I have meaningful input into changes affecting my practice environment (Facility).	25%	44%		32%
This hospital/facility takes effective action to prevent violence in the workplace.		80%		20% 0%
This hospital/facility takes effective action to promote a healthy and safe workplace.		55%	32%	13%

# East Kootenay Division

### 56 Respondents 2019 | 56 Respondents 2018

			2019			2018	
I am satisfied with this health authority as a place to practice medicine.		57%		23% 20%	43%	32%	25%
I feel I belong to a collaborative, patient-centred team/unit.		61%		23% 16%	6 <mark>55</mark> %	27%	18%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		45%	18%	38%	46%	18%	36%
I have adequate opportunities to improve patient care, quality, and safety.		45%	3	4% 21%	43%	39%	18%
I have meaningful input into changes affecting my practice environment.	4	3%	25%	32%	32%	27%	41%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	25%		41%	34%	16%	39%	45%
Senior leaders seek physicians' input when setting the health authority's goals.	16%	38%		46%	14%	36%	50%
Senior leaders' decision-making is transparent to physicians.	<mark>7%</mark>	36%		57%	5%	30%	64%
This health authority values physicians' contributions.	39	9%	29%	32%	21%	45%	34%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions	2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	54%	29%	18%
I have meaningful input into changes affecting my practice environment (Facility).	55%	25%	20%
This hospital/facility takes effective action to prevent violence in the workplace.	75%		18% 7%
This hospital/facility takes effective action to promote a healthy and safe workplace.	59%	25%	16%

# **Kootenay Boundary Division**

### 46 Respondents 2019 | 52 Respondents 2018

			2019			2018	r.
I am satisfied with this health authority as a place to practice medicine.	43%		17%	39	9% 429	<mark>/</mark> 6 23%	35%
I feel I belong to a collaborative, patient-centred team/unit.	52%	6		22%	26% 529	<mark>/</mark> 6 21%	27%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	39%		17%	43%	<mark>6 54</mark> 9	<mark>%</mark> 31%	15%
I have adequate opportunities to improve patient care, quality, and safety.	48%		20%	6	33% 469	<mark>/</mark> 6 25%	29%
I have meaningful input into changes affecting my practice environment.	24%	26%		50%	359	<mark>/</mark> 6 17%	48%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<b>13%</b> 22%			64%	239	<mark>/</mark> 6 21%	56%
Senior leaders seek physicians' input when setting the health authority's goals.	<mark>11%</mark> 20%			70%	319	<b>%</b> 14%	56%
Senior leaders' decision-making is transparent to physicians.	<b>9%</b> 22%			70%	129	<mark>/</mark> 6 27%	62%
This health authority values physicians' contributions.	22%	35%	/0	43%	<mark>ہ 27</mark> 9	<mark>/</mark> 6 27%	46%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	50%	22%	28%
I have meaningful input into changes affecting my practice environment (Facility).	49%	20%	31%
This hospital/facility takes effective action to prevent violence in the workplace.	52%	33%	15%
This hospital/facility takes effective action to promote a healthy and safe workplace.	41%	33%	26%

# Shuswap North Okanagan Division

## 35 Respondents 2019 | 38 Respondents 2018

					2019			2018	
I am satisfied with this health authority as a place to practice medicine.			46%		29	% 26%	24%	34%	42%
I feel I belong to a collaborative, patient-centred team/unit.			49%		14%	37%	40%	16%	45%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.			46%		14%	40%	37%	21%	42%
I have adequate opportunities to improve patient care, quality, and safety.		27%			39%	33%	32%	18%	50%
I have meaningful input into changes affecting my practice environment.		26%		26%		49%	29%	21%	50%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	9%		31%			60%	5%	40%	55%
Senior leaders seek physicians' input when setting the health authority's goals.	9%	18%	0			74%	8%	32%	61%
Senior leaders' decision-making is transparent to physicians.	<mark>6%</mark>	21%				74%	5%	26%	68%
This health authority values physicians' contributions.	2	1%		32%		47%	16%	34%	50%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	<b>24%</b> 41%		35%
I have meaningful input into changes affecting my practice environment (Facility).	20%	40%	40%
This hospital/facility takes effective action to prevent violence in the workplace.		65%	32% 3%
This hospital/facility takes effective action to promote a healthy and safe workplace.		47%	32% 21%

# South Okanagan Similkameen Division

### 24 Respondents 2019 | 34 Respondents 2018

			2019			2018	
I am satisfied with this health authority as a place to practice medicine.		58%		17% 25%	50%	27%	24%
I feel I belong to a collaborative, patient-centred team/unit.		50%		25% 25%	53%	15%	32%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		48%	9%	43%	56%	18%	27%
I have adequate opportunities to improve patient care, quality, and safety.		50%		25% 25%	56%	18%	27%
I have meaningful input into changes affecting my practice environment.	389	/o	17%	46%	35%	15%	50%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	33%		29%	38%	29%	24%	47%
Senior leaders seek physicians' input when setting the health authority's goals.	29%		25%	46%	27%	24%	50%
Senior leaders' decision-making is transparent to physicians.	17%	33%		50%	12%	18%	71%
This health authority values physicians' contributions.	42	2%	17%	42%	38%	21%	41%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	46%	<b>46%</b> 17%		8%
I have meaningful input into changes affecting my practice environment (Facility).	46%	8%	46%	
This hospital/facility takes effective action to prevent violence in the workplace.	65	5%	17%	17%
This hospital/facility takes effective action to promote a healthy and safe workplace.	58%		21%	21%

# **Thompson Region Division**

## 41 Respondents 2019 | 51 Respondents 2018

		201	9		20	18
I am satisfied with this health authority as a place to practice medicine.	4	3% 2	:0%	38% 33	<mark>%</mark> 33	3% 33%
I feel I belong to a collaborative, patient-centred team/unit.		56%	15%	29% 45	<mark>%</mark> 31	% 24%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		51%	10%	39% 45	<b>%</b> 24	% 31%
I have adequate opportunities to improve patient care, quality, and safety.	34%	34	4%	32% 46	<mark>%</mark> 32	2% 22%
I have meaningful input into changes affecting my practice environment.	34%	27%		39% 35	<mark>%</mark> 29	% 35%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	25%	40%		35% 28	<mark>%</mark> 26	6% 47%
Senior leaders seek physicians' input when setting the health authority's goals.	20%	30%	50%	6 29	<mark>%</mark> 29	9% 41%
Senior leaders' decision-making is transparent to physicians.	<mark>5%</mark>	41%	54%	14	<mark>%</mark> 29	% 57%
This health authority values physicians' contributions.	33%	33%	6	35% 28	<b>%</b> 39	33%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions			2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	419	%	32%		27%
I have meaningful input into changes affecting my practice environment (Facility).	38%		24%	3	38%
This hospital/facility takes effective action to prevent violence in the workplace.		72%	1		25% 3 <mark>%</mark>
This hospital/facility takes effective action to promote a healthy and safe workplace.		49%		35%	16%

## SECTION 2 – Divisions of Family Practice

Vancouver Island



## Vancouver Island Divisions of Family Practice

Overall Averages by Division (for the same nine questions asked in previous surveys)

				2019				2018	
Campbell River & District	39%			27%		33%	43%	19%	39%
Comox Valley	30%		26%		44%	, 0	22%	31%	46%
Cowichan Valley	41%			23%		35%	50%	19%	31%
Nanaimo	21%	21%			59%		22%	20%	58%
Oceanside	22%		40%			38%	-	-	-
Port Alberni	37%		8%		56%		56%	27%	
South Island	32%		30%			38%	30%	26%	44%
Victoria	36%		26	%		38%	35%	27%	38%

## **Campbell River & District Division**

### 24 Respondents 2019 | 6 Respondents 2018

		2	2019				2018	
I am satisfied with this health authority as a place to practice medicine.		71%		8%	21%	50%	17%	33%
I feel I belong to a collaborative, patient-centred team/unit.		71%		8%	21%	50%	33%	17%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		58%		25%	17%	67%	0%	33%
I have adequate opportunities to improve patient care, quality, and safety.		50%	21%		29%	50%	17%	33%
I have meaningful input into changes affecting my practice environment.	21%	42%		38'	%	33%	17%	50%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	14%	36%		50%		50%	0%	50%
Senior leaders seek physicians' input when setting the health authority's goals.	23%	32%		45%		33%	17%	50%
Senior leaders' decision-making is transparent to physicians.	<mark>5%</mark>	50%		45%		17%	33%	50%
This health authority values physicians' contributions.		43%	22%	3	5%	33%	33%	33%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	55%	18%	27%
I have meaningful input into changes affecting my practice environment (Facility).	55%	9%	36%
This hospital/facility takes effective action to prevent violence in the workplace.	77%	6	23% 0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	73%		18% 9%

# **Comox Valley Division**

### 37 Respondents 2019 | 17 Respondents 2018

			2019			2018	
I am satisfied with this health authority as a place to practice medicine.		51%	22%	27%	29%	29%	41%
I feel I belong to a collaborative, patient-centred team/unit.		46%	14%	41%	41%	18%	41%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	41	%	16%	43%	29%	29%	41%
I have adequate opportunities to improve patient care, quality, and safety.	35%		35%	30%	35%	18%	47%
I have meaningful input into changes affecting my practice environment.	24%	27%	, 0	49%	12%	35%	53%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	17%	33%		50%	12%	53%	35%
Senior leaders seek physicians' input when setting the health authority's goals.	22%	28%		50%	18%	29%	53%
Senior leaders' decision-making is transparent to physicians.	11%	33%		56%	6%	29%	65%
This health authority values physicians' contributions.	25%	22%		53%	18%	41%	41%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions			2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	26%		40%		34%
I have meaningful input into changes affecting my practice environment (Facility).	17%	37%		46%	0
This hospital/facility takes effective action to prevent violence in the workplace.		53%		41%	6%
This hospital/facility takes effective action to promote a healthy and safe workplace.	32%		32%		35%

# **Cowichan Valley Division**

### 30 Respondents 2019 | 8 Respondents 2018

			2019				2018	
I am satisfied with this health authority as a place to practice medicine.		50%		27%	23%	38%	25%	38%
I feel I belong to a collaborative, patient-centred team/unit.		57%		20%	23%	75%	0%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		57%	-	0%	33%	50%	0%	50%
I have adequate opportunities to improve patient care, quality, and safety.		53%	-	7%	30%	38%	50%	13%
I have meaningful input into changes affecting my practice environment.	37%		27%	3	7%	63%	13%	25%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	28%		31%	41	%	50%	13%	38%
Senior leaders seek physicians' input when setting the health authority's goals.	36%		21%	439	%	50%	13%	38%
Senior leaders' decision-making is transparent to physicians.	14%	29%		57%		38%	25%	38%
This health authority values physicians' contributions.	40%	/ 0	30%		30%	50%	38%	13%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	42%	23%	35%
I have meaningful input into changes affecting my practice environment (Facility).	44%	26%	30%
This hospital/facility takes effective action to prevent violence in the workplace.	54%	27	% 19%
This hospital/facility takes effective action to promote a healthy and safe workplace.	56%		30% 15%

## Nanaimo Division

### 60 Respondents 2019 | 26 Respondents 2018

		2019			2018	
I am satisfied with this health authority as a place to practice medicine.	30%	32%	38%	15%	35%	50%
I feel I belong to a collaborative, patient-centred team/unit.	4:	<b>2%</b> 15%	43%	32%	8%	60%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	30%	17%	53%	54%	19%	27%
I have adequate opportunities to improve patient care, quality, and safety.	28%	23%	48%	15%	35%	50%
I have meaningful input into changes affecting my practice environment.	20%	18%	62%	15%	15%	69%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	13%	22%	65%	12%	15%	73%
Senior leaders seek physicians' input when setting the health authority's goals.	<mark>7%</mark> 22%	6	72%	39%	39%	23%
Senior leaders' decision-making is transparent to physicians.	<mark>7%</mark> 15%		78%	12%	4%	85%
This health authority values physicians' contributions.	10% 2	23%	67%	8%	12%	81%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions			2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	<b>28%</b> 28		3%	45%
I have meaningful input into changes affecting my practice environment (Facility).	21%	33%		46%
This hospital/facility takes effective action to prevent violence in the workplace.	40	%	37%	23%
This hospital/facility takes effective action to promote a healthy and safe workplace.	14%	35%	5	1%

## **Oceanside Division**

### 7 Respondents 2019 | Respondents 2018 (sample size too small to report)

			2019		
I am satisfied with this health authority as a place to practice medicine.		57%		29%	14%
I feel I belong to a collaborative, patient-centred team/unit.	29%		43%		29%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		43%	14%	43%	6
I have adequate opportunities to improve patient care, quality, and safety.	29%			71%	0%
I have meaningful input into changes affecting my practice environment.	29%		29%	43%	6
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	0%	57%		43%	6
Senior leaders seek physicians' input when setting the health authority's goals.	14%	4	3%	43%	6
Senior leaders' decision-making is transparent to physicians.	<mark>0%</mark> 29%			71%	
This health authority values physicians' contributions.	0%	43%		57%	

■Agree ■Neutral ■Disagree

- - - -

#### New in 2019

Local Engagement and Safety Questions			2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).		50%	17%	33%
I have meaningful input into changes affecting my practice environment (Facility).		50%	0%	50%
This hospital/facility takes effective action to prevent violence in the workplace.	25%	25%		50%
This hospital/facility takes effective action to promote a healthy and safe workplace.	20%	40%		40%

## Port Alberni Division

### 7 Respondents 2019 | 7 Respondents 2018

		2019			2018	
I am satisfied with this health authority as a place to practice medicine.	4:	3% 0%	57%	86%	0%	14%
I feel I belong to a collaborative, patient-centred team/unit.	29%	29%	43%	57%	29%	14%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		86%	0% 14%	57%	29%	14%
I have adequate opportunities to improve patient care, quality, and safety.		86%	0% 14%	57%	43%	0%
I have meaningful input into changes affecting my practice environment.	29%	29%	43%	57%	29%	14%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<mark>14%</mark> 0%	869	%	43%	14%	43%
Senior leaders seek physicians' input when setting the health authority's goals.	<mark>14%</mark> 0%	869	%	57%	29%	14%
Senior leaders' decision-making is transparent to physicians.	<mark>14%</mark> 0%	869	%	14%	57%	29%
This health authority values physicians' contributions.	<b>14%</b> 14	4%	71%	71%	14%	14%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	43%	14%	43%
I have meaningful input into changes affecting my practice environment (Facility).	<mark>14%</mark> 0%	86%	
This hospital/facility takes effective action to prevent violence in the workplace.	43%	43%	14%
This hospital/facility takes effective action to promote a healthy and safe workplace.	57%	0%	43%

## South Island Division

### 82 Respondents 2019 | 87 Respondents 2018

	2019				2018	
I am satisfied with this health authority as a place to practice medicine.	43%	3:	3% 24%	38%	31%	32%
I feel I belong to a collaborative, patient-centred team/unit.	50%	2	21% 29%	45%	25%	31%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	57%	%	15% 28%	40%	26%	34%
I have adequate opportunities to improve patient care, quality, and safety.	38%	41	% 21%	34%	29%	37%
I have meaningful input into changes affecting my practice environment.	32%	33%	35%	26%	27%	46%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	15%	40%	45%	22%	26%	52%
Senior leaders seek physicians' input when setting the health authority's goals.	22%	25%	53%	22%	24%	54%
Senior leaders' decision-making is transparent to physicians.	<mark>5%</mark> 36%		59%	15%	25%	60%
This health authority values physicians' contributions.	27%	30%	43%	28%	20%	52%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	35%	33%		32%
I have meaningful input into changes affecting my practice environment (Facility).	31%	28%	41	%
This hospital/facility takes effective action to prevent violence in the workplace.	60%		33%	7%
This hospital/facility takes effective action to promote a healthy and safe workplace.	50%		32%	18%

## Victoria Division

### 92 Respondents 2019 | 94 Respondents 2018

	2019					2018	
I am satisfied with this health authority as a place to practice medicine.		59%	22%	19%	53%	22%	25%
I feel I belong to a collaborative, patient-centred team/unit.		51%	24%	24%	59%	15%	27%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		58%	19%	23%	59%	14%	28%
I have adequate opportunities to improve patient care, quality, and safety.		48%	21%	31%	43%	27%	31%
I have meaningful input into changes affecting my practice environment.	30%	27%	4	3%	32%	24%	45%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	22%	36%	4	2%	19%	40%	41%
Senior leaders seek physicians' input when setting the health authority's goals.	19%	28%	53%		19%	36%	46%
Senior leaders' decision-making is transparent to physicians.	13%	27%	60%		8%	36%	56%
This health authority values physicians' contributions.	27%	31%	4	2%	24%	30%	46%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions			2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	34%		34%		32%
I have meaningful input into changes affecting my practice environment (Facility).	28%		38%		35%
This hospital/facility takes effective action to prevent violence in the workplace.		58%		35%	8%
This hospital/facility takes effective action to promote a healthy and safe workplace.		52%		35%	12%

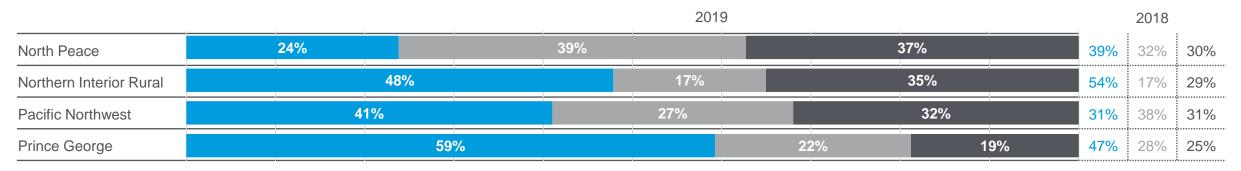
## SECTION 2 – Divisions of Family Practice

Northern



# Northern Divisions of Family Practice

Overall Averages by Division (for the same nine questions asked in previous surveys)



## North Peace Division

### 14 Respondents 2019 | 15 Respondents 2018

		2019			2018	
I am satisfied with this health authority as a place to practice medicine.	14%	50%	36%	47%	33%	20%
I feel I belong to a collaborative, patient-centred team/unit.		50%	21% 29%	40%	33%	27%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	29%	29%	43%	33%	33%	33%
I have adequate opportunities to improve patient care, quality, and safety.	21%	50%	29%	60%	27%	13%
I have meaningful input into changes affecting my practice environment.	29%	36%	36%	27%	33%	40%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	21%	43%	36%	47%	27%	27%
Senior leaders seek physicians' input when setting the health authority's goals.	21%	29%	50%	33%	27%	40%
Senior leaders' decision-making is transparent to physicians.	14%	50%	36%	20%	40%	40%
This health authority values physicians' contributions.	14%	43%	43%	40%	33%	27%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions			2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	21%		64%		14%
I have meaningful input into changes affecting my practice environment (Facility).	36%	6	43%	/ 0	21%
This hospital/facility takes effective action to prevent violence in the workplace.	4	3%		43%	14%
This hospital/facility takes effective action to promote a healthy and safe workplace.	29%		50%	1	21%

## Northern Interior Rural Division

### 13 Respondents 2019 | 11 Respondents 2018

	2019					2018	
I am satisfied with this health authority as a place to practice medicine.		77	%	8% 15%	55%	18%	27%
I feel I belong to a collaborative, patient-centred team/unit.		54%	8%	38%	55%	18%	27%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		69%		15% 15%	73%	0%	27%
I have adequate opportunities to improve patient care, quality, and safety.		62%		23% 15%	55%	0%	46%
I have meaningful input into changes affecting my practice environment.	31%		31%	38%	55%	9%	36%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	389	%	15%	46%	55%	18%	27%
Senior leaders seek physicians' input when setting the health authority's goals.	23%	23%		54%	46%	27%	27%
Senior leaders' decision-making is transparent to physicians.	31%	8%		62%	36%	27%	36%
This health authority values physicians' contributions.	4	46%	23%	31%	55%	36%	9%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	38%	38%	23%
I have meaningful input into changes affecting my practice environment (Facility).	54%	23%	23%
This hospital/facility takes effective action to prevent violence in the workplace.	67%	17%	6 17%
This hospital/facility takes effective action to promote a healthy and safe workplace.	75%	6	8% 17%

## **Pacific Northwest Division**

### 29 Respondents 2019 | 23 Respondents 2018

			2019				2018	
I am satisfied with this health authority as a place to practice medicine.		48%		31%	21%	44%	35%	22%
I feel I belong to a collaborative, patient-centred team/unit.		59%		14%	28%	52%	22%	26%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		55%		17%	28%	44%	26%	30%
I have adequate opportunities to improve patient care, quality, and safety.		64%		14%	21%	57%	26%	17%
I have meaningful input into changes affecting my practice environment.	4	3%	29%	D	29%	35%	35%	30%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	34%	Ď	21%	45	%	17%	57%	26%
Senior leaders seek physicians' input when setting the health authority's goals.	17%	۷	5%		38%	9%	55%	36%
Senior leaders' decision-making is transparent to physicians.	17%	31%		52%		9%	41%	50%
This health authority values physicians' contributions.	31%		41%		28%	14%	50%	36%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	8	2%	7% 11%
I have meaningful input into changes affecting my practice environment (Facility).	61%	25%	14%
This hospital/facility takes effective action to prevent violence in the workplace.	52%	34%	14%
This hospital/facility takes effective action to promote a healthy and safe workplace.	55%	24%	21%

# Prince George Division

### 32 Respondents 2019 | 38 Respondents 2018

		2019				2018	
I am satisfied with this health authority as a place to practice medicine.	7	78%		13% 9%	58%	26%	16%
I feel I belong to a collaborative, patient-centred team/unit.	61%		26%	13%	63%	16%	21%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	47%	22%	0	31%	50%	21%	29%
I have adequate opportunities to improve patient care, quality, and safety.	69%	, D	13%	19%	55%	32%	13%
I have meaningful input into changes affecting my practice environment.	63%		25%	13%	42%	42%	16%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	59%		16%	25%	47%	21%	32%
Senior leaders seek physicians' input when setting the health authority's goals.	44%	34	4%	22%	33%	17%	50%
Senior leaders' decision-making is transparent to physicians.	38%	34%		28%	24%	40%	37%
This health authority values physicians' contributions.	75	5%		16% 9%	50%	34%	16%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	60%	23%	17%
I have meaningful input into changes affecting my practice environment (Facility).	53%	23%	23%
This hospital/facility takes effective action to prevent violence in the workplace.	65%		26% 10%
This hospital/facility takes effective action to promote a healthy and safe workplace.	48%	26%	26%

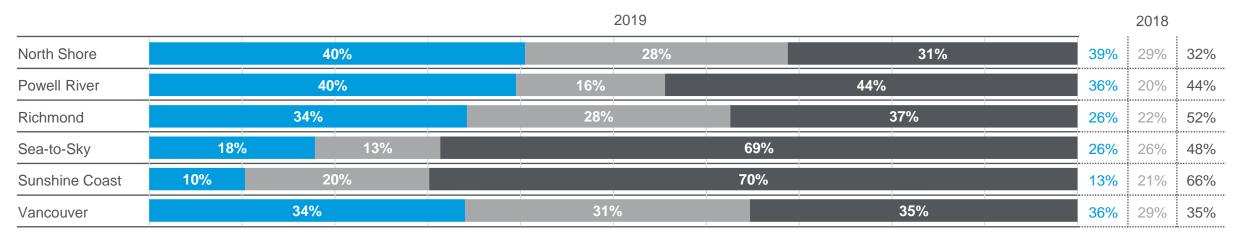
## SECTION 2 – Divisions of Family Practice

Vancouver Coastal



# Vancouver Coastal Divisions of Family Practice

Overall Averages by Division (for the same nine questions asked in previous surveys)



## North Shore Division

### 68 Respondents 2019 | 61 Respondents 2018

	2019				2018	
I am satisfied with this health authority as a place to practice medicine.		66%	16% 18%	61%	16% 2	23%
I feel I belong to a collaborative, patient-centred team/unit.		64%	13% 22%	55%	22% 2	23%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		60%	15% 25%	42%	35% 2	23%
I have adequate opportunities to improve patient care, quality, and safety.		48%	25% 27%	37%	33%	30%
I have meaningful input into changes affecting my practice environment.	32%	19%	49%	26%	38%	36%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	30%	36%	34%	40%	22%	38%
Senior leaders seek physicians' input when setting the health authority's goals.	19%	39%	42%	35%	28%	38%
Senior leaders' decision-making is transparent to physicians.	11%	48%	41%	24%	28% 4	48%
This health authority values physicians' contributions.	34%	4:	3% 24%	33%	37%	30%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions			2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	389	38%			26%
I have meaningful input into changes affecting my practice environment (Facility).	29%		27%	44%	6
This hospital/facility takes effective action to prevent violence in the workplace.		58%		38%	5 3 <mark>%</mark>
This hospital/facility takes effective action to promote a healthy and safe workplace.		52%		30%	19%

## **Powell River Division**

### 9 Respondents 2019 | 5 Respondents 2018

	2019				2018		
I am satisfied with this health authority as a place to practice medicine.	Ĺ	44% 0	%	56%	40%	20%	40%
I feel I belong to a collaborative, patient-centred team/unit.	Ĺ	44%	22%	33%	40%	0%	60%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		78%		11% 11%	60%	20%	20%
I have adequate opportunities to improve patient care, quality, and safety.	33%	11%		56%	40%	60%	0%
I have meaningful input into changes affecting my practice environment.		56%	0%	44%	20%	40%	40%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	33%	22	2%	44%	40%	0%	60%
Senior leaders seek physicians' input when setting the health authority's goals.	22%	22%		56%	40%	0%	60%
Senior leaders' decision-making is transparent to physicians.	22%	22%		56%	0%	40%	60%
This health authority values physicians' contributions.	22%	33%		44%	40%	0%	60%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions			2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).		56%	1	1%	33%
I have meaningful input into changes affecting my practice environment (Facility).	33%		33%		33%
This hospital/facility takes effective action to prevent violence in the workplace.	4	4%		44%	11%
This hospital/facility takes effective action to promote a healthy and safe workplace.		67%		229	% 11%

## **Richmond Division**

### 52 Respondents 2019 | 38 Respondents 2018

			2019				2018	
I am satisfied with this health authority as a place to practice medicine.		50%		27%	23%	34%	24%	42%
I feel I belong to a collaborative, patient-centred team/unit.		43%	27%		29%	47%	11%	42%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		56%		17%	27%	41%	16%	43%
I have adequate opportunities to improve patient care, quality, and safety.		41%	29%		29%	37%	18%	45%
I have meaningful input into changes affecting my practice environment.	;	35%	20%	45%	, 0	26%	24%	50%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	17%	33%		50%		13%	32%	55%
Senior leaders seek physicians' input when setting the health authority's goals.	19%	35%		46%	)	11%	32%	57%
Senior leaders' decision-making is transparent to physicians.	12%	37%		52%		8%	16%	76%
This health authority values physicians' contributions.	3	35%	31%		35%	13%	29%	58%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019	
I have adequate opportunities to improve patient care, quality, and safety (Facility).	35%	40%	25%
I have meaningful input into changes affecting my practice environment (Facility).	30%	44%	26%
This hospital/facility takes effective action to prevent violence in the workplace.	44%	47%	9%
This hospital/facility takes effective action to promote a healthy and safe workplace.	38%	43%	19%

## Sea-to-Sky Division

### 28 Respondents 2019 | 9 Respondents 2018

	2019			2018			
I am satisfied with this health authority as a place to practice medicine.	29%	11%		61%	33%	33%	33%
I feel I belong to a collaborative, patient-centred team/unit.	4	3%	4%	54%	56%	22%	22%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	25%	7%		68%	33%	11%	56%
I have adequate opportunities to improve patient care, quality, and safety.	29%		25%	46%	22%	33%	44%
I have meaningful input into changes affecting my practice environment.	<b>14%</b> 1	4%		71%	22%	22%	56%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<b>11%</b> 14%	6		75%	33%	22%	44%
Senior leaders seek physicians' input when setting the health authority's goals.	<b>7%</b> 11%		82	%	0%	33%	67%
Senior leaders' decision-making is transparent to physicians.	<mark>4%</mark> 11%		86%	)	11%	22%	67%
This health authority values physicians' contributions.	<mark>0%</mark> 25%			75%	22%	33%	44%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019		
I have adequate opportunities to improve patient care, quality, and safety (Facility).	36%	25%	3	9%
I have meaningful input into changes affecting my practice environment (Facility).	26%	26%	48%	
This hospital/facility takes effective action to prevent violence in the workplace.		54%	31%	15%
This hospital/facility takes effective action to promote a healthy and safe workplace.	43%		32%	25%

# **Sunshine Coast Division**

### 28 Respondents 2019 | 32 Respondents 2018

			2019		2018	
I am satisfied with this health authority as a place to practice medicine.	7%	29%	64%	16%	25%	59%
I feel I belong to a collaborative, patient-centred team/unit.	21%	18%	61%	28%	9%	63%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	18%	14%	68%	28%	9%	63%
I have adequate opportunities to improve patient care, quality, and safety.	25%	18%	57%	16%	34%	50%
I have meaningful input into changes affecting my practice environment.	14%	32%	54%	9%	31%	59%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<mark>0%</mark> 21%		79%	6%	22%	72%
Senior leaders seek physicians' input when setting the health authority's goals.	<mark>4%</mark> 18%		79%	9%	19%	72%
Senior leaders' decision-making is transparent to physicians.	<mark>4%</mark> 7%		89%	0%	16%	84%
This health authority values physicians' contributions.	<mark>0%</mark> 21%		79%	6%	19%	75%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions			2019
I have adequate opportunities to improve patient care, quality, and safety (Facility).	18%	21%	61%
I have meaningful input into changes affecting my practice environment (Facility).	21%	14%	64%
This hospital/facility takes effective action to prevent violence in the workplace.	<mark>4%</mark> 21%		75%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<b>7%</b> 11%		82%

## Vancouver Division

### 187 Respondents 2019 | 228 Respondents 2018

			2019			2018	
I am satisfied with this health authority as a place to practice medicine.		58%		27%	15% 52%	24%	24%
I feel I belong to a collaborative, patient-centred team/unit.		50%	2	25%	25% 47%	30%	23%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		53%	16	<b>3%</b> 3	1% 48%	24%	27%
I have adequate opportunities to improve patient care, quality, and safety.		44%	23%	33	<b>3%</b> 47%	28%	24%
I have meaningful input into changes affecting my practice environment.	31%	o de la companya de la	29%	40%	32%	26%	42%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	17%	40%		43%	21%	38%	41%
Senior leaders seek physicians' input when setting the health authority's goals.	17%	39%		44%	27%	28%	45%
Senior leaders' decision-making is transparent to physicians.	9%	37%		54%	15%	32%	53%
This health authority values physicians' contributions.	26%		41%	33	3% 34%	34%	32%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions	2019					
I have adequate opportunities to improve patient care, quality, and safety (Facility).	<b>35%</b> 27%		38	8%		
I have meaningful input into changes affecting my practice environment (Facility).	23%	<b>23%</b> 35%		6		
This hospital/facility takes effective action to prevent violence in the workplace.		55%	36%	9%		
This hospital/facility takes effective action to promote a healthy and safe workplace.	4	9%	36%	16%		

## SECTION 2 – Divisions of Family Practice

**Rural and Remote** 



## **Rural and Remote Division**

### 49 Respondents 2019 | 56 Respondents 2018

	2019					2018	
I am satisfied with this health authority as a place to practice medicine.		61%		18% 20%	43%	25%	32%
I feel I belong to a collaborative, patient-centred team/unit.		73%		12% 14%	51%	18%	31%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		47%	249	/ 29%	50%	18%	32%
I have adequate opportunities to improve patient care, quality, and safety.		53%		27% 20%	39%	32%	29%
I have meaningful input into changes affecting my practice environment.		45%	27%	29%	27%	35%	38%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	35%	o	35%	31%	29%	29%	42%
Senior leaders seek physicians' input when setting the health authority's goals.	29%		33%	39%	31%	18%	51%
Senior leaders' decision-making is transparent to physicians.	14%	39%		47%	6%	38%	56%
This health authority values physicians' contributions.	33%		41%	27%	31%	31%	38%

■ Agree ■ Neutral ■ Disagree

#### New in 2019

Local Engagement and Safety Questions		2019
I have adequate opportunities to improve patient care, quality, and safety (Facility).	68%	19% 13%
I have meaningful input into changes affecting my practice environment (Facility).	74%	13% 13%
This hospital/facility takes effective action to prevent violence in the workplace.	70%	11% 20%
This hospital/facility takes effective action to promote a healthy and safe workplace.	74%	13% 13%

## SECTION 3 – Medical Leadership



Overall Averages by Health Authority (for the same nine questions asked in previous surveys)

	Leadership Position Yes / No		201	19			2018	
	Yes	49%		18%	32%	45%	23%	32%
Fraser Health Authority	No	35%	28%		37%	34%	29%	38%
Interior Health Authority	Yes	54%		17%	30%	50%	18%	32%
·	No	31%	26%		42%	29%	28%	43%
	Yes	43%	1	8%	39%	36%	21%	44%
Island Health	No	28%	26%		46%	28%	25%	47%
	Yes	6	51%		24%	14% 59%	24%	17%
Northern Health	No	39%	2	5%	36%	36%	31%	33%
	Yes	44%		19%	37%	36%	24%	40%
Provincial Health Services Authority	No	36%	19%		44%	34%	24%	41%
	Yes	45%		19%	36%	43%	23%	34%
Vancouver Coastal Health	No	34%	26%		40%	30%	28%	42%

Fraser Health Authority	Leaders Positic Yes / N	on .		2019			2018	
I am satisfied with this health authority as a place to practice med	Yes		73%		13% 14%	58%	22%	21%
	No	Ę	52%	25%	23%	49%	27%	25%
I feel I belong to a collaborative, patient-centred team	Yes		74%		8% 18%	69%	16%	16%
	No		56%	20%	24%	51%	22%	26%
I have access to the facilities, equipment, and other resources I require to meet patients' ne	Yes		56%	13%	31%	45%	21%	34%
	No	46	6%	19%	35%	41%	21%	38%
I have adequate opportunities to improve patient care, quality, and safety	Yes		68%		15% 17%	51%	28%	22%
	No	44	%	28%	28%	39%	31%	29%
	Yes	5	0%	20%	30%	47%	22%	32%
I have meaningful input into changes affecting my practice environr	No	32%		31%	37%	30%	29%	40%
Senior leaders communicate the health authority's plans to physicians in a clear and timely	Yes	35%	2	2%	43%	35%	32%	33%
Senior leaders communicate the health authority's plans to physicians in a clear and timely	No	25%	30%		45%	25%	31%	44%
	Yes	29%	20%		50%	36%	23%	41%
Senior leaders seek physicians' input when setting the health authority's g	joals. No	19%	30%		50%	22%	32%	46%
	Yes	19%	26%		55%	22%	25%	53%
Senior leaders' decision-making is transparent to physicia	No	12%	31%	5	7%	14%	33%	53%
	Yes	40%	, D	28%	33%	44%	20%	36%
This health authority values physicians' contribution	tions. No	28%	34	4%	38%	31%	34%	36%

New in 2019

Fraser Health Authority Local Engagement and Safety Questions	Leadersh Position Yes / No	1			
I have adequate opportunities to improve patient care, quality, and safety (Facility	Yes	66%		11%	22%
	No	42%	29%	6	28%
L have meaningful input into changes affecting my practice environment (Facility	Yes	60%		19%	20%
I have meaningful input into changes affecting my practice environment (Facility)	No	38%	28%		33%
This hospital/facility takes effective action to prevent violence in the workplace	Yes	66%	) •	249	% 10%
	No	60%		32%	8%
This hospital/facility takes effective action to promote a healthy and safe workplace	Yes	67%		20%	% 12%
	No	48%		34%	18%

Interior Health Authority	Leaders Positic Yes / N	on .		2019				2018	
I am satisfied with this health authority as a place to practice medicin	Yes		729	%	8%	<b>%</b> 20%	59%	17%	24%
Tam satisfied with this fleath authority as a place to practice fledicin	No	4	6%	24%	/o	30%	38%	31%	30%
I feel I belong to a collaborative, patient contrad team/un	Yes		729	%	12	2% 16%	64%	18%	18%
I feel I belong to a collaborative, patient-centred team/un	No		50%	21	%	30%	45%	25%	30%
I have access to the facilities, equipment, and other resources I require to meet notionte' need	Yes		64%		<mark>4</mark> %	32%	50%	19%	31%
I have access to the facilities, equipment, and other resources I require to meet patients' need	No	44	4%	17%	4	40%	44%	18%	38%
I have adequate opportunities to improve patient care, quality, and safety	Yes		68%	)	14%	% 18%	62%	18%	20%
	No	40	%	29%		31%	39%	30%	31%
	Yes		61%		21%	18%	55%	17%	28%
I have meaningful input into changes affecting my practice environmer	No	29%		26%	45	5%	28%	27%	45%
Conjer leaders communicate the health authority's plane to physicians in a clear and timely wa	Yes	41	%	22%		38%	43%	14%	44%
Senior leaders communicate the health authority's plans to physicians in a clear and timely wa	No	20%	31%	/o	499	%	21%	30%	49%
	Yes	31%		20%	<b>49</b> 9	%	45%	17%	38%
Senior leaders seek physicians' input when setting the health authority's goal	s. No	17%	29%		54%		19%	29%	52%
	Yes	17%	31%		52%	, o	21%	23%	55%
Senior leaders' decision-making is transparent to physiciar	s. No	<mark>9%</mark> 2	7%		63%		11%	27%	63%
	Yes		56%		19%	25%	51%	21%	28%
This health authority values physicians' contribution	s. No	26%		33%	4	40%	21%	35%	44%

New in 2019

Interior Health Authority Local Engagement and Safety Questions	Leadersh Position Yes / No	n			
have adaguate appartunities to improve patient care, quality, and eafaty (Escility)	Yes	699	6	14%	17%
I have adequate opportunities to improve patient care, quality, and safety (Facility)	No	40%	31%		29%
I have meaningful input into changes affecting my practice environment (Facility)	Yes	67%	0	10%	23%
	No	36%	30%		34%
This haspital/facility takes offective action to provent violence in the workplace	Yes		78%		15% 7%
This hospital/facility takes effective action to prevent violence in the workplace	No	64%		27%	<b>%</b> 9%
This bospital/facility takes offective extian to promote a booltby and cafe workplace	Yes	65%		22%	14%
This hospital/facility takes effective action to promote a healthy and safe workplac	No	48%		31%	21%

Island Health	Leaders Positic Yes / N	on .		2019			2018	
I am satisfied with this health authority as a place to practice medicine	Yes		60%	1	5% 25%	55%	16%	30%
Tam satisfied with this fleath autionty as a place to practice medicine	No	44%	, D	26%	31%	38%	26%	36%
I feel I belong to a collaborative, patient-centred team/unit	Yes		64%		8% 29%	60%	19%	21%
r leer i belong to a collaborative, patient-centred team/unit	No	489	%	19%	33%	44%	21%	35%
I have access to the facilities, equipment, and other resources I require to meet patients' needs	Yes	46%	6	15%	39%	45%	22%	32%
	No	46%	6	17%	37%	43%	21%	36%
I have adequate opportunities to improve patient care, quality, and safety	Yes	51	%	21%	28%	40%	26%	34%
Thave adequate opportunities to improve patient care, quality, and sarety		37%		28%	35%	33%	27%	39%
I have meaningful input into changes affecting my practice environment	Yes	49	%	15%	36%	38%	25%	37%
Thave meaningful input into changes allecting my practice environment	No	23%	28%		49%	22%	25%	53%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way	Yes	26%	22%	, 0	51%	18%	22%	60%
Senior leaders communicate the nearth authority's plans to physicians in a clear and timely way	No	14%	31%		55%	20%	27%	53%
	Yes	34%		20%	46%	22%	21%	57%
Senior leaders seek physicians' input when setting the health authority's goals	No	<b>14%</b> 2	27%		59%	19%	25%	57%
	Yes	18% 2	20%		62%	14%	14%	71%
Senior leaders' decision-making is transparent to physicians	No	<mark>6%</mark> 28%		6	6%	10%	27%	64%
	Yes	38%		25%	38%	29%	21%	51%
This health authority values physicians' contributions	No	20%	30%		50%	20%	26%	54%

New in 2019

Island Health Authority Local Engagement and Safety Questions	Leadersh Position Yes / No	n				
I have adequate opportunities to improve patient care, quality, and safety (Facility)	Yes		53%	-	17%	31%
Thave adequate opportunities to improve patient care, quality, and safety (Facility)	No	32%		30%		37%
I have meaningful input into changes affecting my practice environment (Facility).	Yes		51%	1	9%	30%
	No	28%		29%		3%
This hospital/facility takes effective action to prevent violence in the workplace	Yes		68%		2	0% 13%
	No		53%		36%	11%
This hospital/facility takes offective action to promote a healthy and safe workplace	Yes		53%		19%	28%
This hospital/facility takes effective action to promote a healthy and safe workpla	No	40	%	30%	0	30%

Positio	Position 2019		2019				
Yes		8	6%	11% 3 <mark>%</mark>	79%	13%	8%
No	50	%	26%	25%	45%	31%	24%
Yes		68%		27% 5%	76%	13%	11%
No	Ę	55%	17%	28%	47%	31%	23%
Yes	49	%	32%	19%	50%	24%	26%
No	46%	6	17%	37%	42%	24%	34%
Yes		73%		16% 11%	68%	24%	8%
No	48	%	22%	29%	46%	31%	23%
Yes		70%		16% 14%	68%	18%	13%
No	36%		31%	33%	33%	33%	34%
Yes	5	4%	19%	27%	53%	24%	24%
No	31%		26%	44%	32%	32%	37%
Yes	5′	1%	30%	19%	47%	34%	18%
yoais. No	24%	30%	%	46%	27%	33%	40%
Yes	35%		40%	24%	24%	46%	30%
cians. No	20%	27%		52%	17%	32%	51%
Yes		65%		27% 8%	66%	21%	13%
No	38%		28%	34%	32%	33%	35%
	Position Yes / N dicine. No Munit. No Yes heeds. No Yes ment. No Yes ment. No Yes No Yes No Yes No Yes No Yes No Yes No Yes No Yes No Yes	dicine. No 50 Yes 50 No 469 No 469 Preeds. No 469 Pres 50 No 469 Pres 50 No 36% Yes 55 Yes 55 Yes 55 Yes 55 Yes 55 No 31% Yes 55 No 31% Yes 55 No 24% Yes 35% Cians. No 20% Yes 55 No 20%	Position Yes / No           Hicine.         Yes         8           No         50%         8           In/unit.         No         55%           No         55%         49%           Heeds.         No         46%           Yes         49%         73%           Heeds.         No         46%           Yes         73%         73%           Heeds.         No         48%           Yes         70%         70%           Heeds.         No         36%           Yes         70%         1           Heeds.         No         36%           Yes         54%         1           Yes         54%         1           Yes         51%         1           Yes         51%         1           Yes         35%         1           Yes         35%         1           Yes         35%         1           Yes         65%         1	Position Yes / No         2019           dicine.         Yes         86%           No         50%         26%           n/unit.         Yes         68%         17%           n/unit.         No         55%         17%           n/unit.         No         55%         17%           n/unit.         No         46%         17%           needs.         No         46%         17%           reeds.         No         46%         22%           meeds.         Yes         73%         1           reeds.         No         48%         22%           reeds.         No         48%         22%           reafety.         No         48%         22%           reafety.         No         36%         31%           reafety.         No         36%         31%           reafety.         No         31%         9%           reafety.         No         31%         30%           reafety.         No         31%         30%           reafety.         No         31%         30%           reafety.         No         24%         30%	Position Yes / No         2019           dicine.         Yes         86%         11% 3%           No         50%         26%         25%           n/unit.         Yes         68%         27%         5%           n/unit.         Yes         68%         27%         5%           n/unit.         No         55%         17%         28%           reeds.         Yes         49%         32%         19%           reeds.         No         46%         17%         37%           reeds.         Yes         73%         16%         11%           reeds.         No         46%         22%         29%           reeds.         No         48%         22%         29%           reeds.         No         48%         22%         29%           reeds.         No         48%         22%         29%           reeds.         No         36%         31%         33%           reeds.         No         36%         31%         33%           reeds.         No         36%         31%         33%           reeds.         Yes         51%         30%         46% </td <td>Position Yes / No         2019           dicine.         Yes         86%         11% 3%         79%           ho         50%         26%         25%         45%           hounit.         Yes         68%         27%         5%         76%           hounit.         No         55%         17%         28%         47%           No         55%         17%         28%         47%           reeds.         Yes         49%         32%         19%         50%           reeds.         Yes         49%         32%         19%         50%           reeds.         Yes         73%         16%         11%         68%           reeds.         Yes         73%         16%         11%         68%           reeds.         Yes         73%         16%         11%         68%           reeds.         No         48%         22%         29%         46%           reeds.         No         36%         31%         33%         33%           reeds.         Yes         54%         19%         27%         53%           reeds.         Yes         54%         30%         19%<!--</td--><td>Position Yes / No         2019         2018           Idicine.         Yes         86%         11% 3%         79%         13%           Idicine.         Yes         68%         26%         25%         45%         31%           Idicine.         Yes         68%         27%         5%         76%         13%           In/unit.         Yes         68%         27%         5%         76%         13%           In/unit.         Yes         68%         27%         50%         24%           In/unit.         Yes         49%         32%         19%         50%         24%           In/unit.         No         46%         17%         37%         42%         24%           Ineeds.         Yes         73%         16%         11%         68%         24%           Inite         Yes         70%         16%         14%         68%         31%           Inite         Yes         70%         31%         33%         33%         33%         33%         33%         33%         33%         33%         33%         33%         33%         33%         33%         33%         33%         33%         33%</td></td>	Position Yes / No         2019           dicine.         Yes         86%         11% 3%         79%           ho         50%         26%         25%         45%           hounit.         Yes         68%         27%         5%         76%           hounit.         No         55%         17%         28%         47%           No         55%         17%         28%         47%           reeds.         Yes         49%         32%         19%         50%           reeds.         Yes         49%         32%         19%         50%           reeds.         Yes         73%         16%         11%         68%           reeds.         Yes         73%         16%         11%         68%           reeds.         Yes         73%         16%         11%         68%           reeds.         No         48%         22%         29%         46%           reeds.         No         36%         31%         33%         33%           reeds.         Yes         54%         19%         27%         53%           reeds.         Yes         54%         30%         19% </td <td>Position Yes / No         2019         2018           Idicine.         Yes         86%         11% 3%         79%         13%           Idicine.         Yes         68%         26%         25%         45%         31%           Idicine.         Yes         68%         27%         5%         76%         13%           In/unit.         Yes         68%         27%         5%         76%         13%           In/unit.         Yes         68%         27%         50%         24%           In/unit.         Yes         49%         32%         19%         50%         24%           In/unit.         No         46%         17%         37%         42%         24%           Ineeds.         Yes         73%         16%         11%         68%         24%           Inite         Yes         70%         16%         14%         68%         31%           Inite         Yes         70%         31%         33%         33%         33%         33%         33%         33%         33%         33%         33%         33%         33%         33%         33%         33%         33%         33%         33%</td>	Position Yes / No         2019         2018           Idicine.         Yes         86%         11% 3%         79%         13%           Idicine.         Yes         68%         26%         25%         45%         31%           Idicine.         Yes         68%         27%         5%         76%         13%           In/unit.         Yes         68%         27%         5%         76%         13%           In/unit.         Yes         68%         27%         50%         24%           In/unit.         Yes         49%         32%         19%         50%         24%           In/unit.         No         46%         17%         37%         42%         24%           Ineeds.         Yes         73%         16%         11%         68%         24%           Inite         Yes         70%         16%         14%         68%         31%           Inite         Yes         70%         31%         33%         33%         33%         33%         33%         33%         33%         33%         33%         33%         33%         33%         33%         33%         33%         33%         33%

New in 2019

Northern Health Local Engagement and Safety Questions	Leaders Positio Yes / N	n n			
I have adequate appartunities to improve actions are quality, and actaty (Facility)	Yes	64%		3′	6%
I have adequate opportunities to improve patient care, quality, and safety (Facility)	No	53%		25%	22%
Libovo mooningful input into obongoo offecting my practice onvironment (Facility)	Yes	72%			19% 8%
I have meaningful input into changes affecting my practice environment (Facil	No	46%	28	3%	26%
This bospital/facility takes offective action to provent violence in the workplace	Yes	70%		1	9% 11%
This hospital/facility takes effective action to prevent violence in the workplace	No	55%		30%	15%
This bospital/facility takes offective estion to promote a booltby and este workplace	Yes	73%		1	4% 14%
This hospital/facility takes effective action to promote a healthy and safe workplace	No	47%	24	%	29%

Provincial Health Services Authority	Leaders Positic Yes / N	on in the second s		2019			2018	
I am satisfied with this health authority as a place to practice medici	Yes		58%	24%	17%	53%	16%	31%
I am sausned with this health authonly as a place to practice medici	No	Į	50%	21%	29%	53%	24%	24%
I feel I belong to a collaborative, patient-centred team/unit.	Yes		83% 7% 10%		63%	13%	25%	
	No		63%	12%	25%	57%	21%	23%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	Yes	4	19%	7%	44%	47%	13%	41%
	No		55%	12%	33%	46%	22%	32%
I have adequate opportunities to improve patient care, quality, and safety.	Yes		58%	24%	17%	53%	16%	31%
	No	4	7%	21%	32%	42%	25%	34%
Libovo mooningful input into obongoo offecting my prostice environme	Yes		51%	17%	32%	31%	31%	38%
I have meaningful input into changes affecting my practice environme	No	32%	16%	52	%	31%	19%	50%
Conjer leaders communicate the health authority's plane to physicians in a clear and timely w	Yes	27%	22%	51	1%	25%	28%	47%
Senior leaders communicate the health authority's plans to physicians in a clear and timely wa	ay. <u>No</u>	25%	24%	51	%	24%	29%	47%
Senior leaders seek physicians' input when setting the health authority's goals	Yes	24%	20%	56%	6	19%	34%	47%
	ls. No	17%	21%	62%		20%	26%	54%
Senior leaders' decision-making is transparent to physicians.	Yes	<b>12%</b> 2	24%	63%		6%	38%	56%
	ns. No	<b>11%</b> 22	2%	67%		10%	24%	66%
This health authority values physicians' contributions	Yes	34%	24	%	42%	28%	28%	44%
	ns. No	28%	22%	4	9%	26%	30%	43%

New in 2019

Provincial Health Services Authority Local Engagement and Safety Questions	Leadersl Positio Yes / N	n.				
I have adequate opportunities to improve patient care, quality, and safety (Facility).	Yes		61%		15%	24%
	). No		49%	20	%	31%
I have meaningful input into changes affecting my practice environment (Facility).	Yes		61%		17%	22%
	). No	35%	6	29%		36%
This hospital/facility takes effective action to prevent violence in the workplace	Yes		73%			22% 5%
	No		71%			24% 5%
This hospital/facility takes effective action to promote a healthy and safe workplace	Yes		58%		17%	24%
	No		55%		23%	22%

Vancouver Coastal Health	Leaders Positic Yes / N	on .		2019			2018	
I am satisfied with this health authority as a place to practice medicing	Yes		59%	16	% 25%	55%	22%	23%
I am sausned with this health authonity as a place to practice medi	No		54%	24	% 22%	46%	23%	31%
I feel I belong to a collaborative, patient-centred team/unit	Yes		67%		12% 21%	62%	14%	25%
Treef Tbelong to a collaborative, patient-centred team	No		53%	20%	27%	49%	22%	29%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	Yes	46	%	15%	40%	40%	25%	36%
	No	48	3%	15%	37%	44%	22%	34%
I have adequate opportunities to improve patient care, quality, and safety.	Yes		54%	12%	33%	49%	23%	27%
	No	44	%	24%	33%	40%	27%	33%
I have meaningful input into changes affecting my practice environn	Yes	Ę	52%	12%	36%	49%	19%	32%
Thave meaningrui input into changes anecting my practice environm	No	28%	25%		47%	22%	30%	48%
	Yes	35%		24%	41%	34%	25%	41%
Senior leaders communicate the health authority's plans to physicians in a clear and timely	No	23%	30%		47%	19%	33%	47%
Senior leaders seek physicians' input when setting the health authority's goals	Yes	30%	26	%	43%	36%	21%	44%
	oals. No	20%	29%		51%	19%	28%	52%
Senior leaders' decision-making is transparent to physicians	Yes	17%	29%		54%	16%	29%	55%
	ians. No	<b>10%</b> 3	32%		58%	10%	28%	61%
This health authority values physicians' contributions.	Yes	44	%	27%	30%	47%	26%	27%
	ions. No	26%	36	%	39%	24%	34%	42%

New in 2019

Vancouver Coastal Health Local Engagement and Safety Questions	Leadershi Position Yes / No	•				
I have adequate opportunities to improve patient care, quality, and safety (Facility).	Yes	56%	19%		25%	
	No	40%	26%		35%	
I have meaningful input into changes affecting my practice environment (Facility)	Yes	52%		21%	27%	
	No	30%	28%	4	2%	
This hospital/facility takes effective action to prevent violence in the workplace.	Yes	56%		26%	18%	
	No	54%		33%	12%	
This hospital/facility takes effective action to promote a healthy and safe workplace	Yes	49%	2 <sup>,</sup>	1%	29%	
	No	46%	3	1%	24%	

