

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.

Key Findings

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

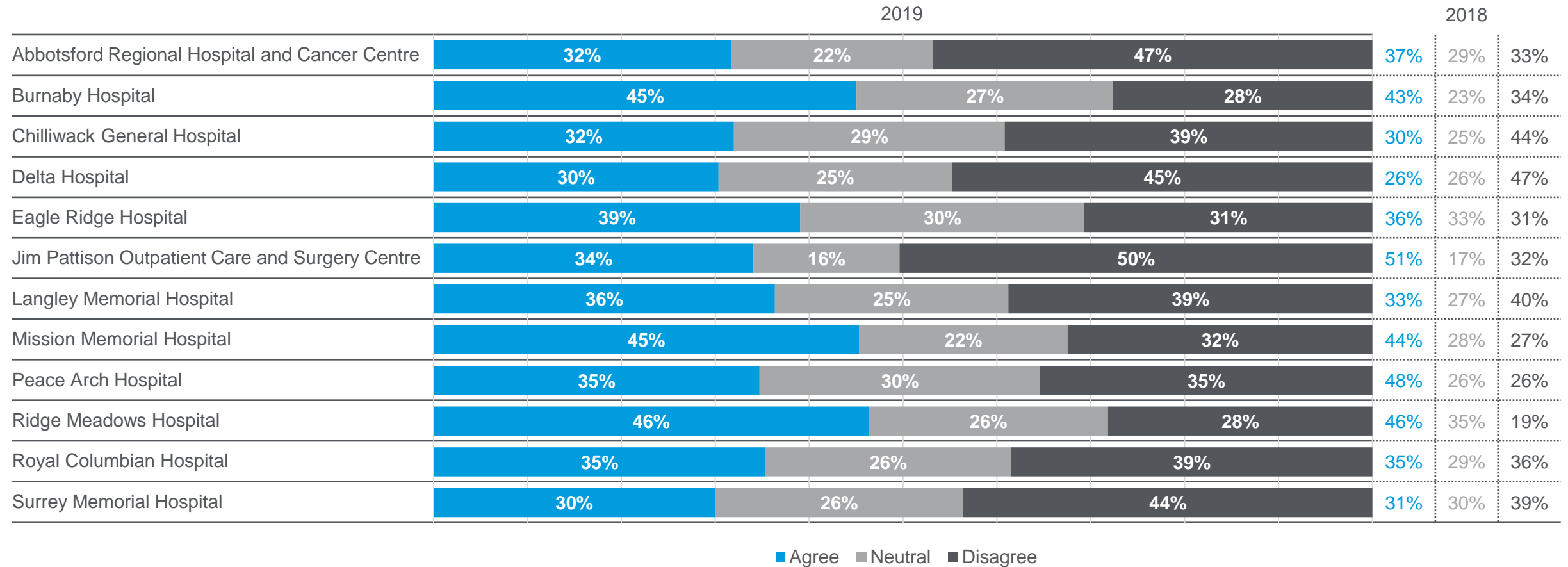
- Our goal is to share this report with members and health authorities to help inform conversations on engagement in the system at a regional and local level.
- Doctors of BC will be reaching out to work with health authorities in an effort to support areas of opportunity highlighted by the survey results. 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

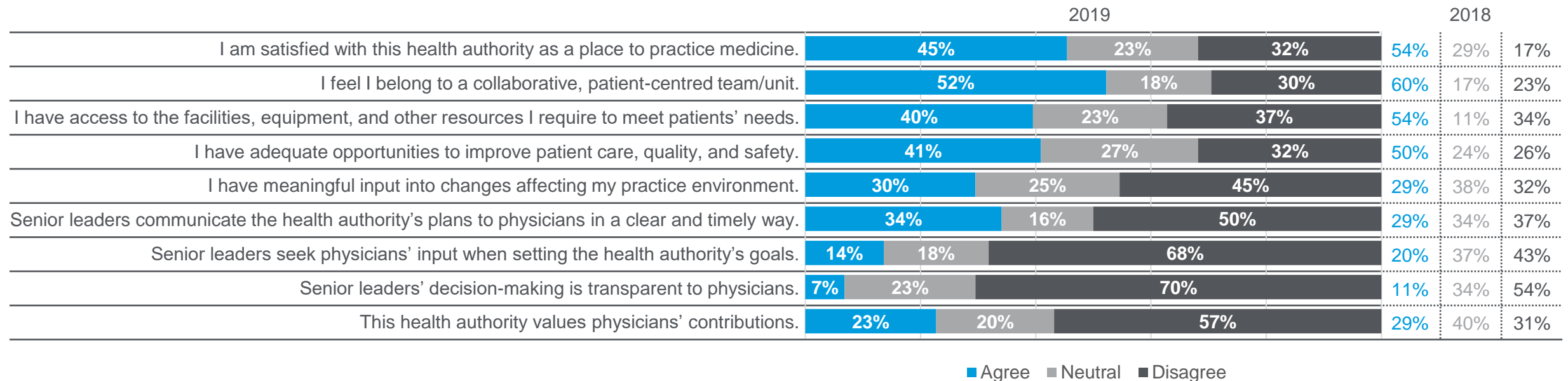
Fraser Health Authority

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



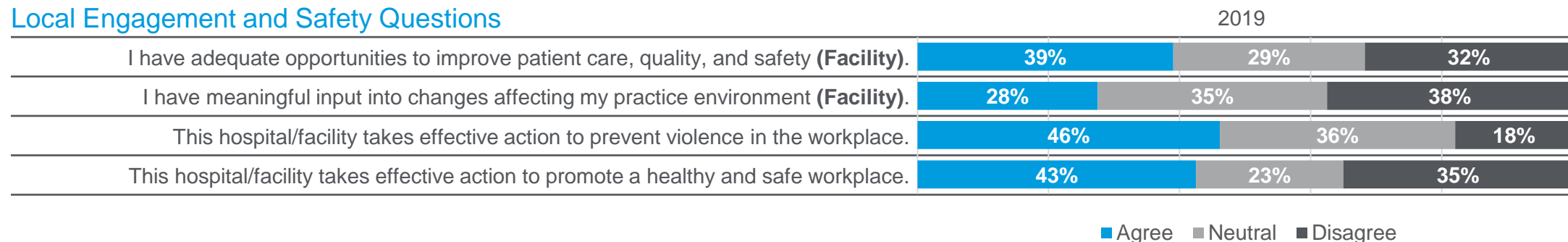
Abbotsford Regional Hospital and Cancer Centre

44 Respondents 2019 | 35 Respondents 2018



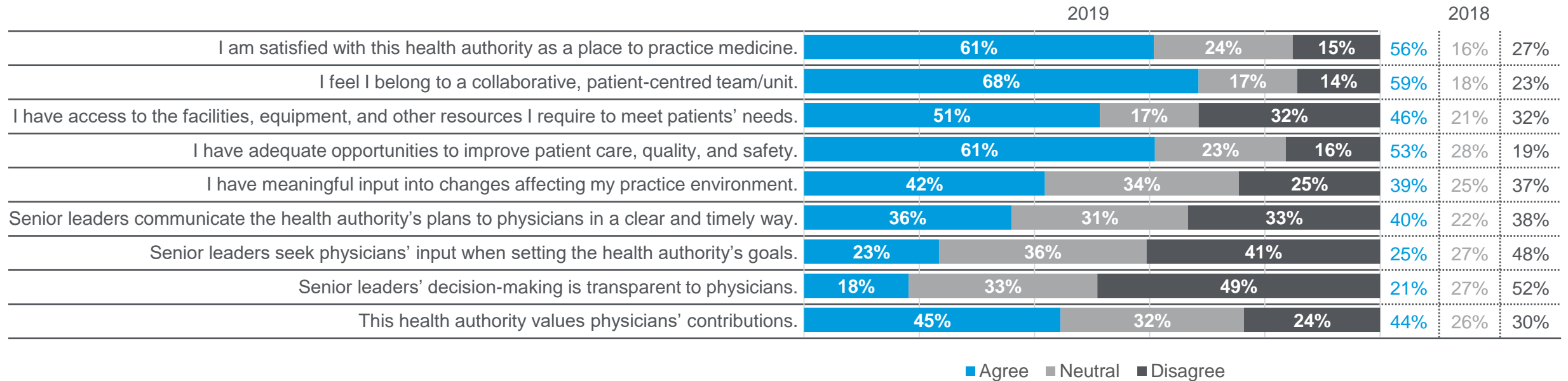
New in 2019

Local Engagement and Safety Questions



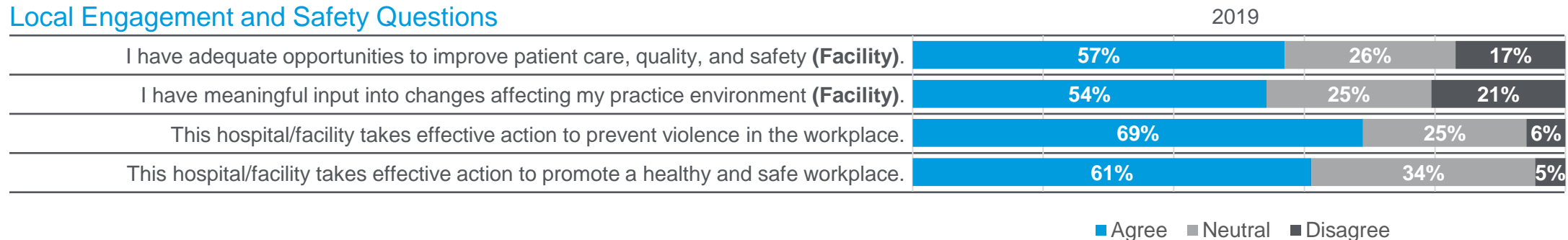
Burnaby Hospital

112 Respondents 2019 | 57 Respondents 2018



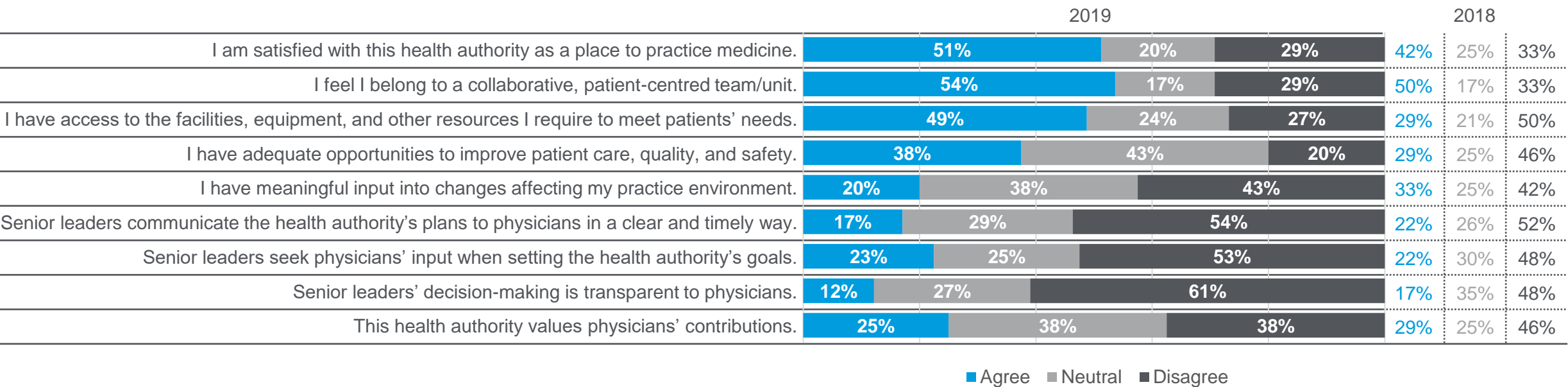
New in 2019

Local Engagement and Safety Questions



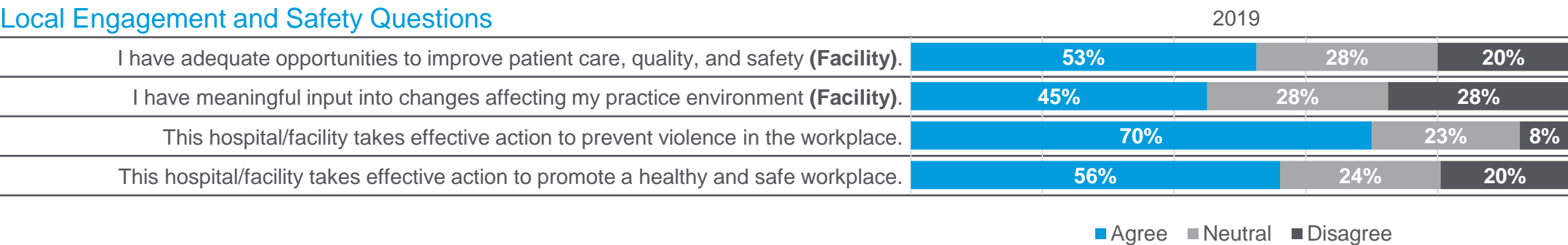
Chilliwack General Hospital

41 Respondents 2019 | 24 Respondents 2018



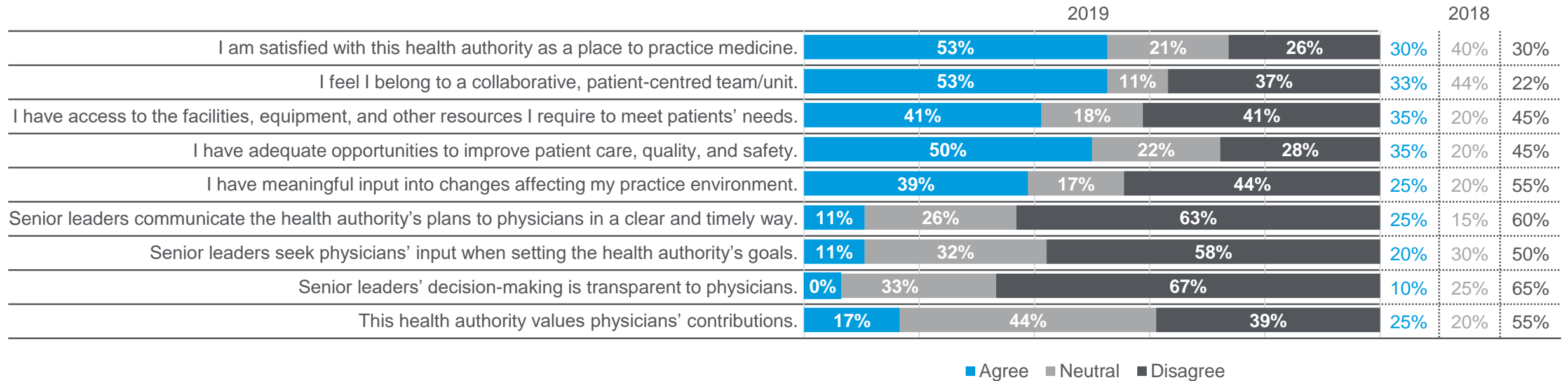
New in 2019

Local Engagement and Safety Questions



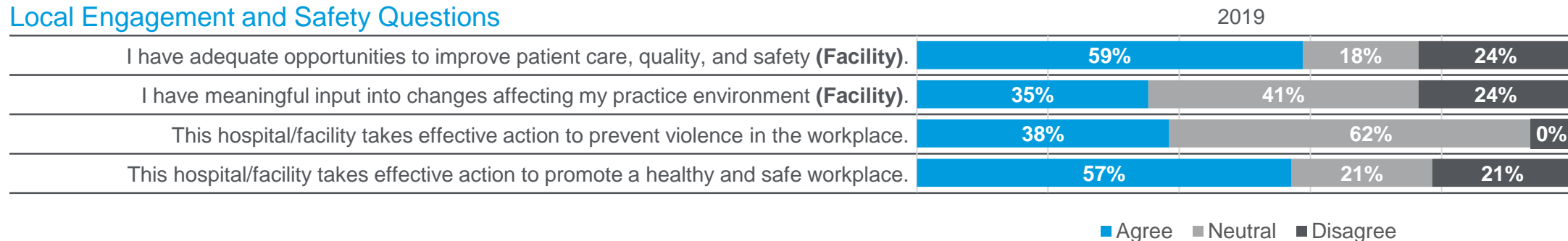
Delta Hospital

19 Respondents 2019 | 20 Respondents 2018



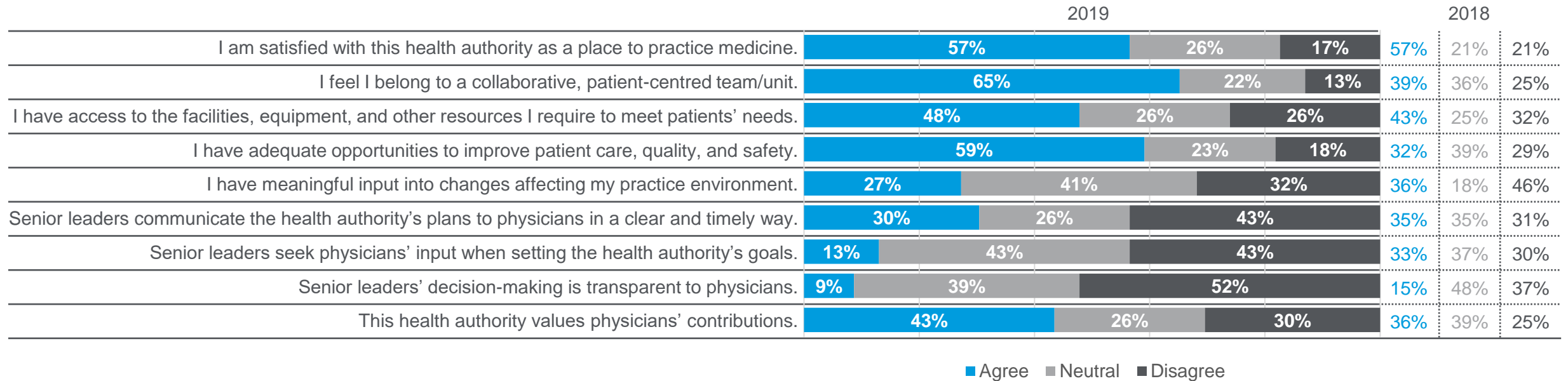
New in 2019

Local Engagement and Safety Questions



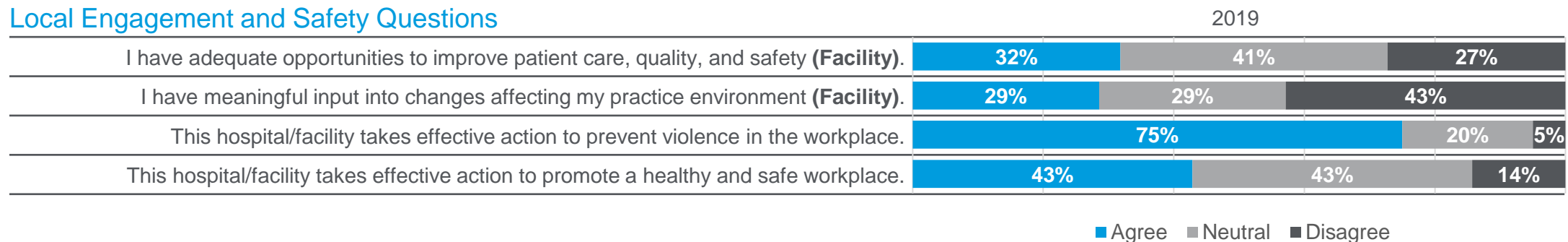
Eagle Ridge Hospital

23 Respondents 2019 | 28 Respondents 2018



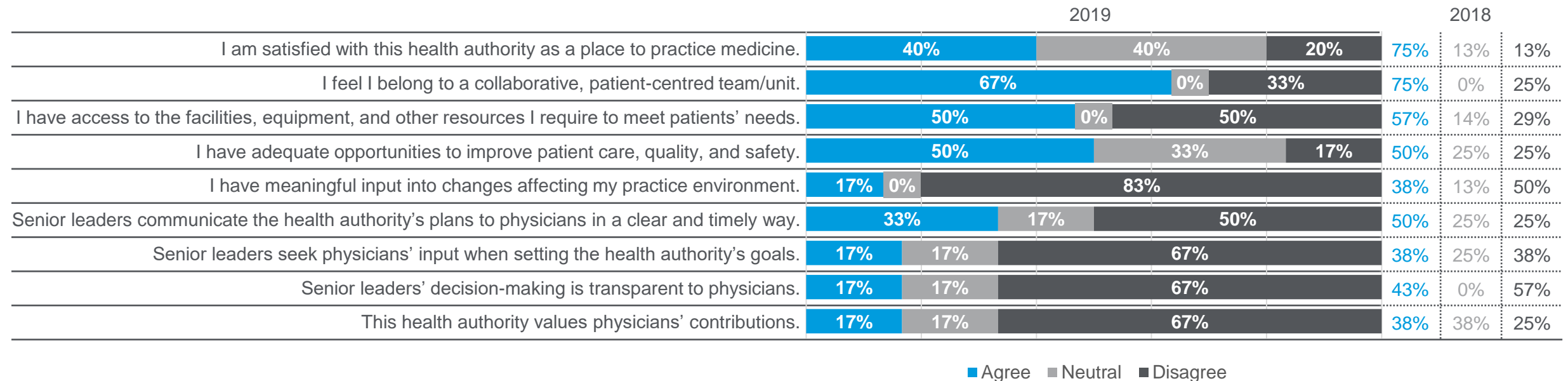
New in 2019

Local Engagement and Safety Questions



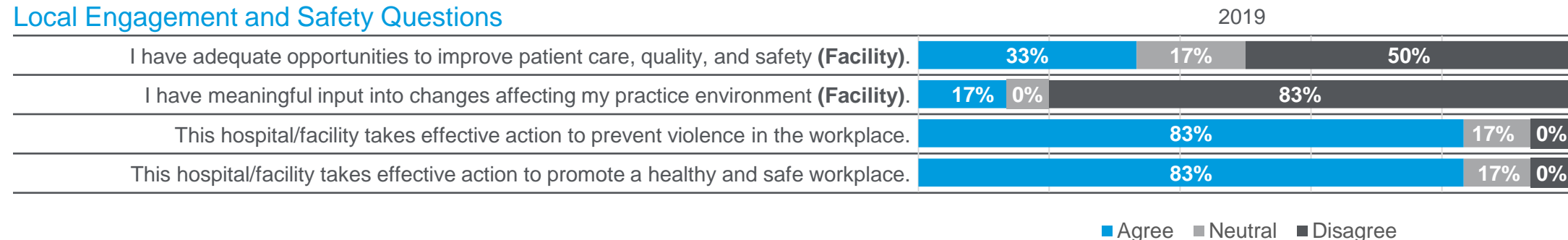
Jim Pattison Outpatient Care and Surgery Centre

6 Respondents 2019 | 8 Respondents 2018



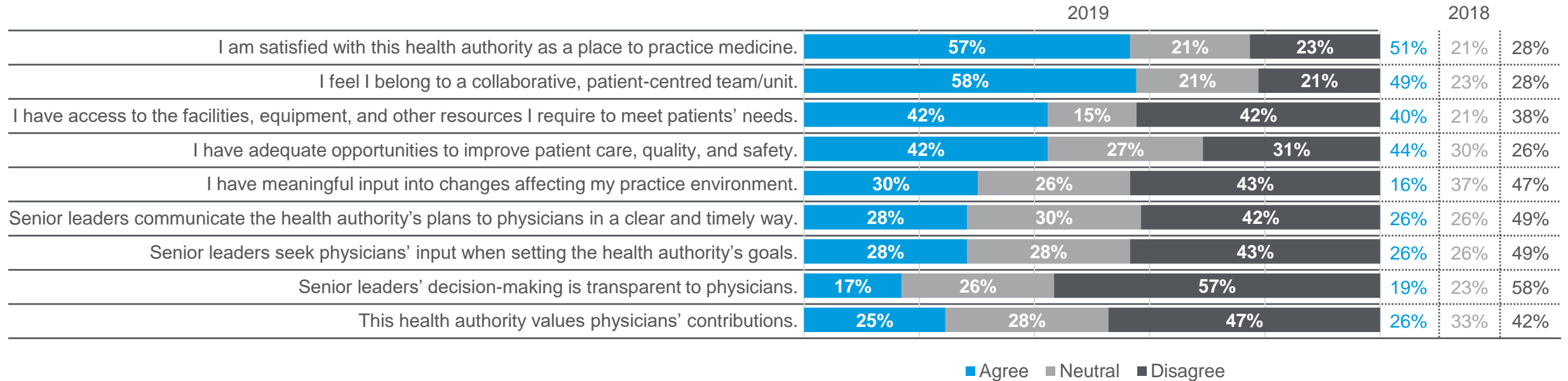
New in 2019

Local Engagement and Safety Questions



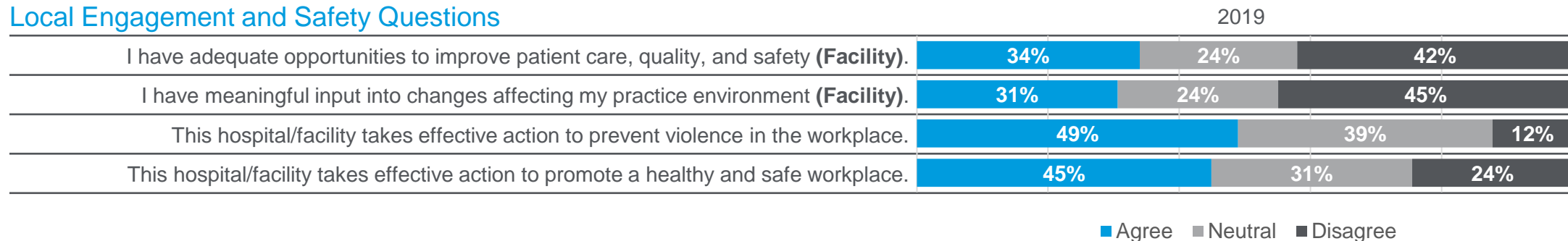
Langley Memorial Hospital

54 Respondents 2019 | 43 Respondents 2018



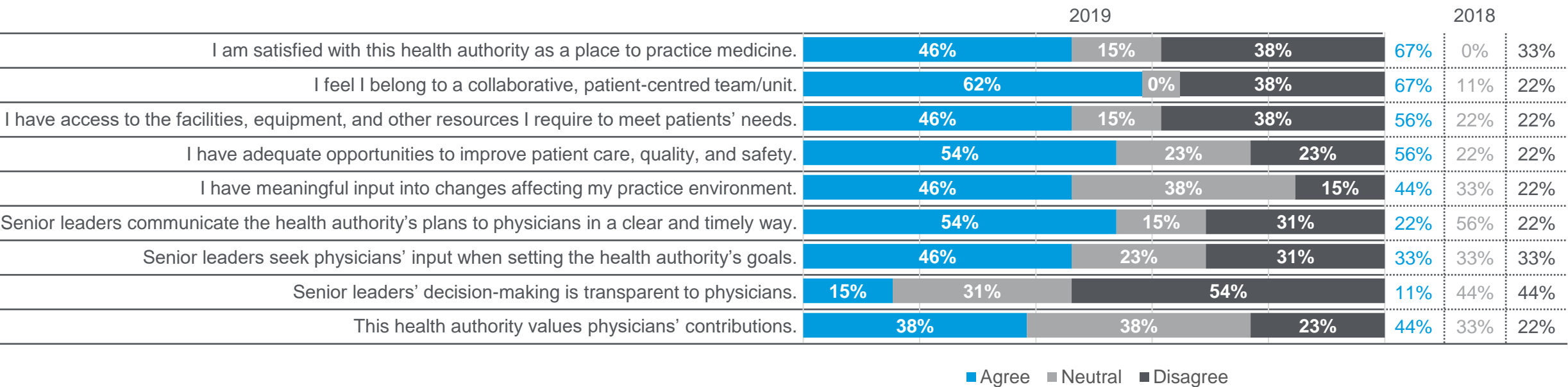
New in 2019

Local Engagement and Safety Questions



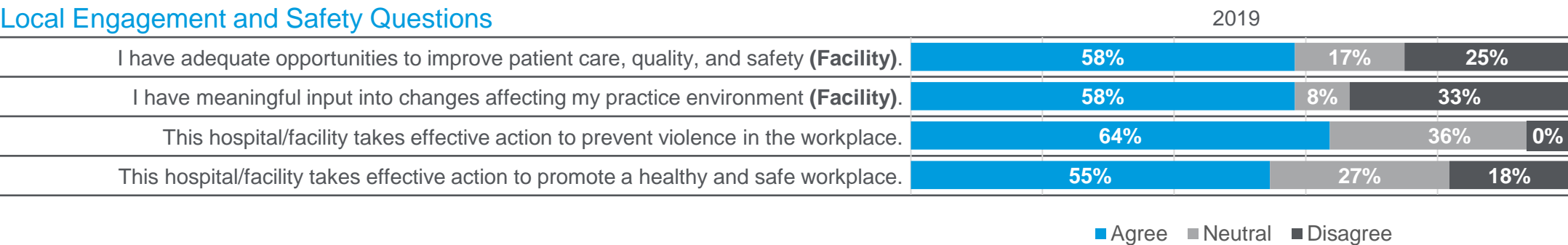
Mission Memorial Hospital

13 Respondents 2019 | 9 Respondents 2018



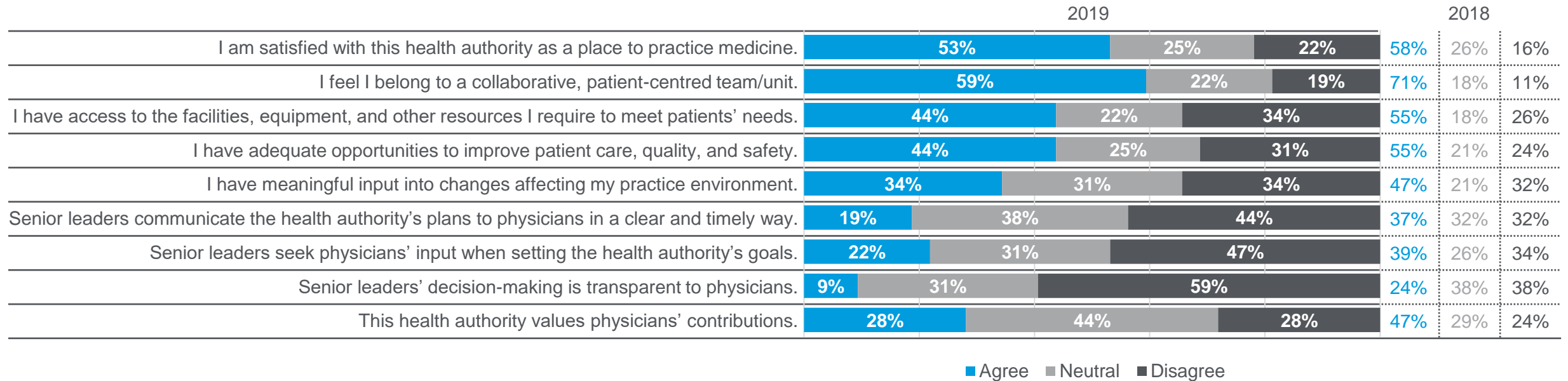
New in 2019

Local Engagement and Safety Questions



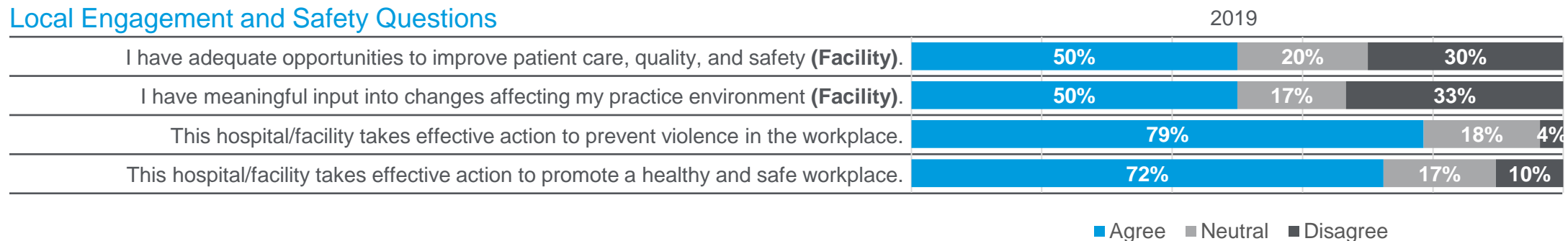
Peace Arch Hospital

32 Respondents 2019 | 38 Respondents 2018



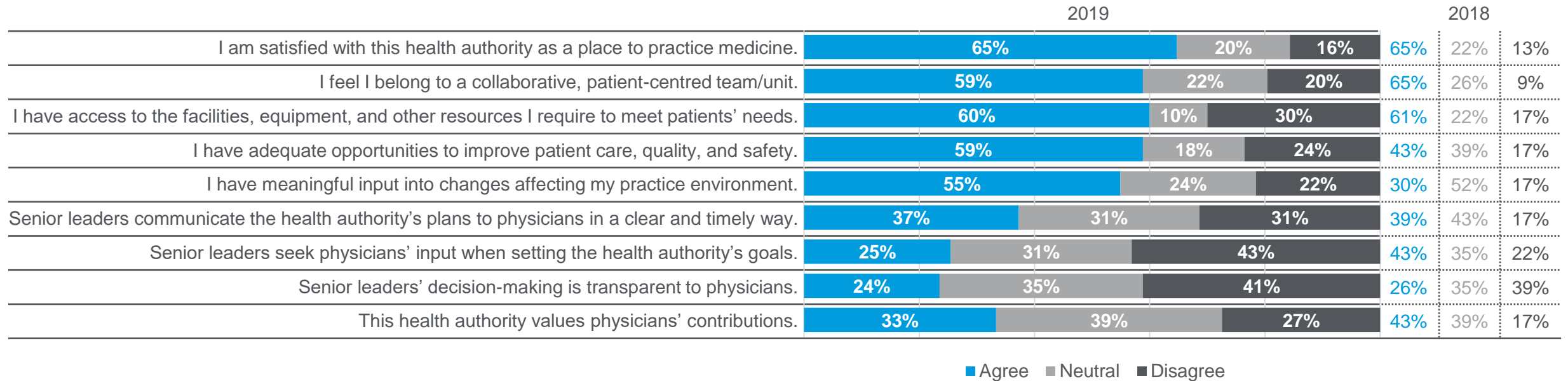
New in 2019

Local Engagement and Safety Questions



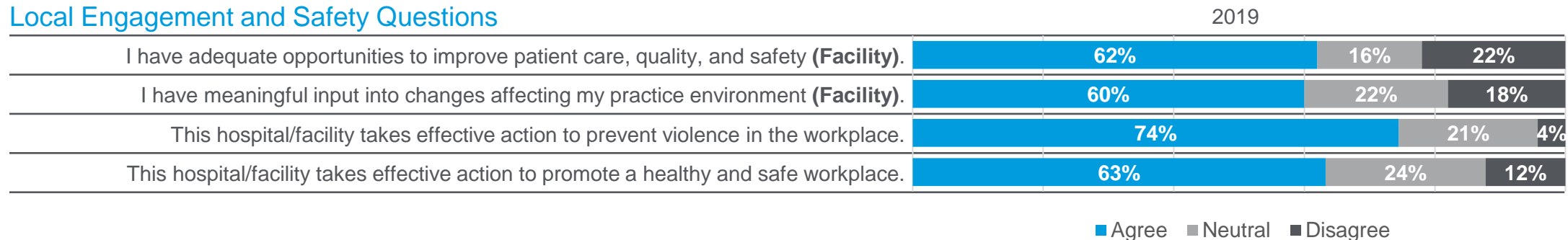
Ridge Meadows Hospital

51 Respondents 2019 | 23 Respondents 2018



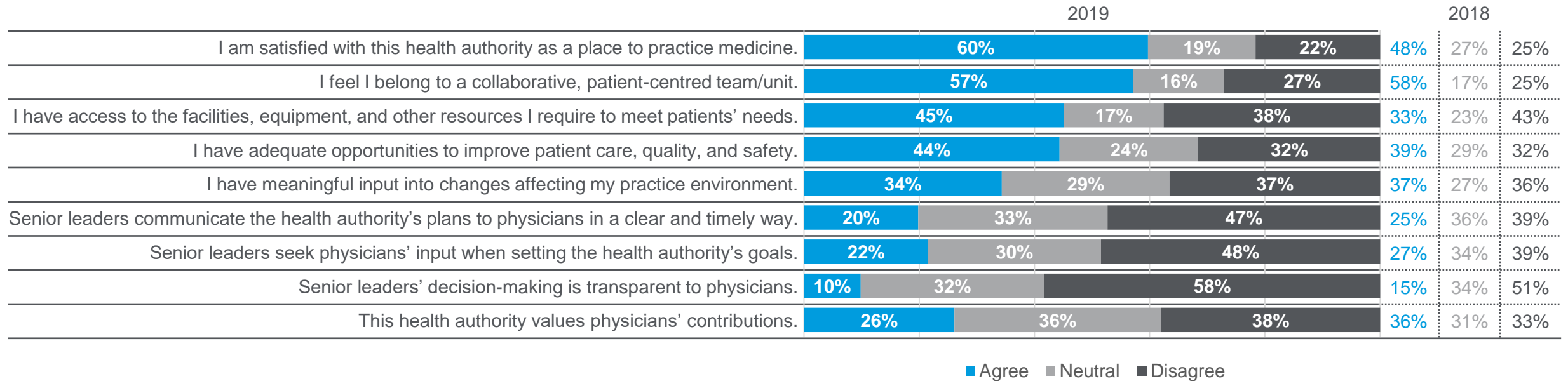
New in 2019

Local Engagement and Safety Questions



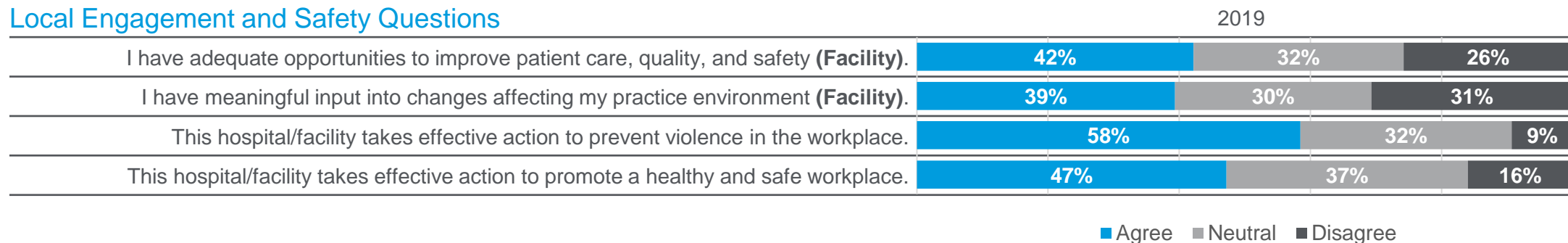
Royal Columbian Hospital

135 Respondents 2019 | 116 Respondents 2018



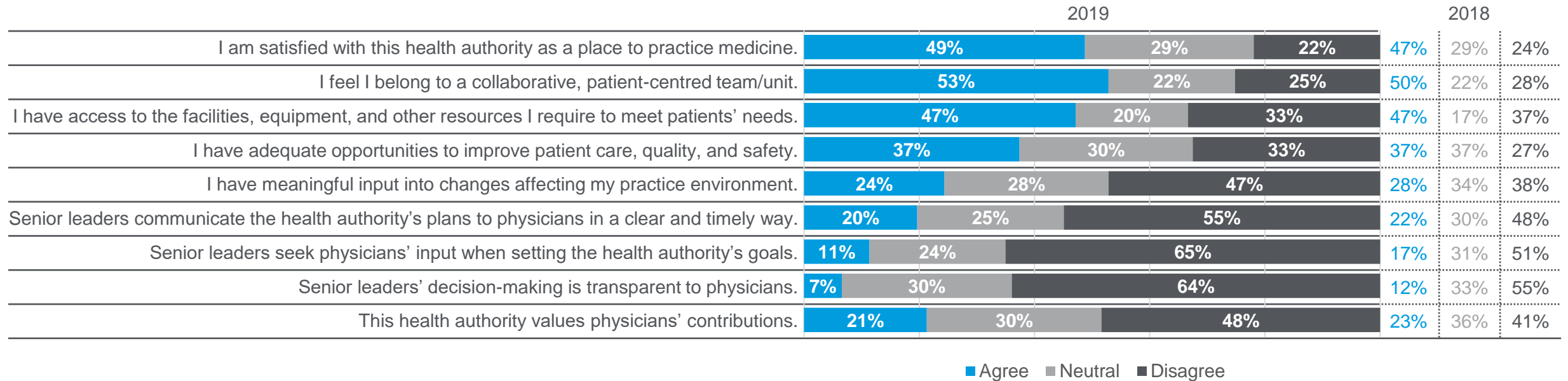
New in 2019

Local Engagement and Safety Questions



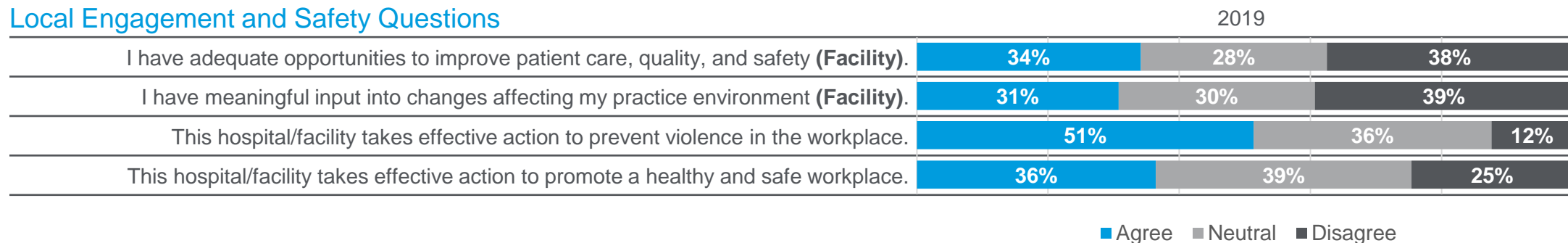
Surrey Memorial Hospital

124 Respondents 2019 | 111 Respondents 2018



New in 2019

Local Engagement and Safety Questions

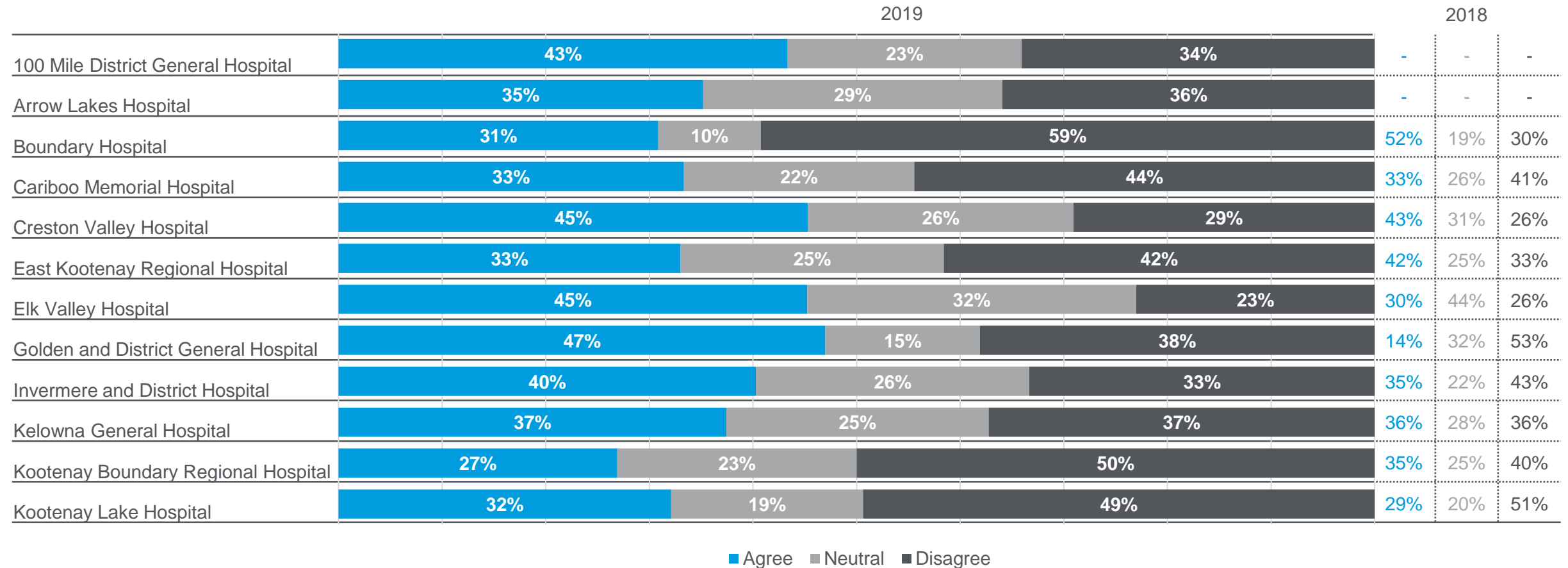


SECTION 1 – Facility Data

Interior Health Authority

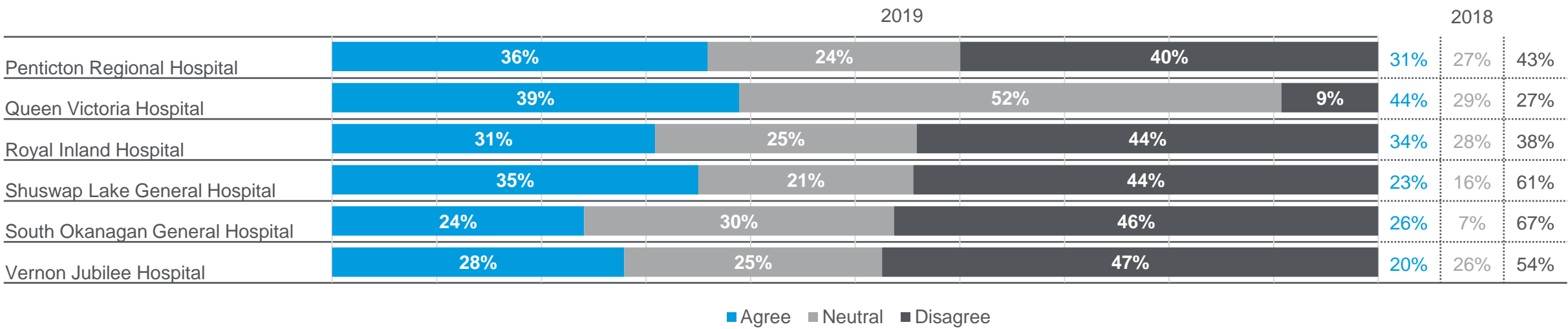
Interior Health Authority

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



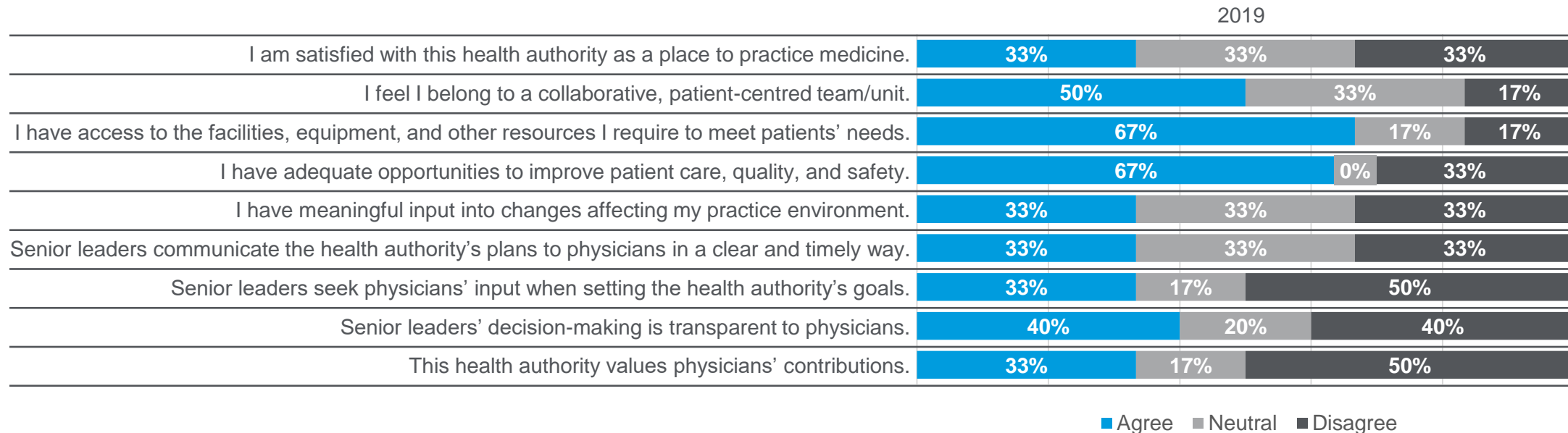
Interior Health Authority

Overall Averages by Facility (Continued)



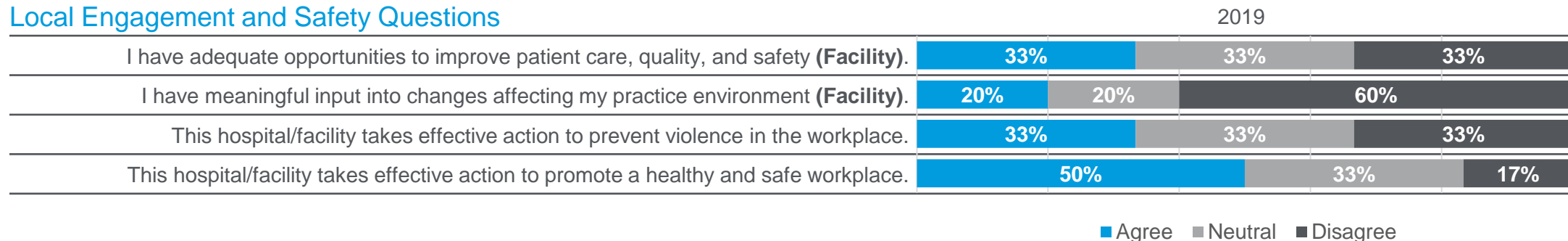
100 Mile District General Hospital

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



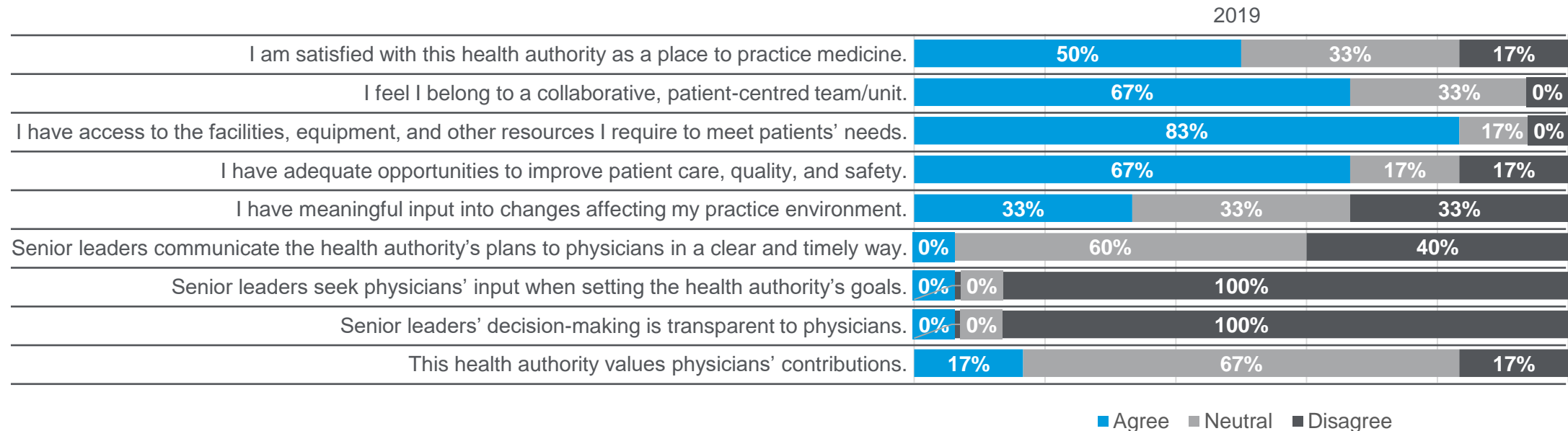
New in 2019

Local Engagement and Safety Questions



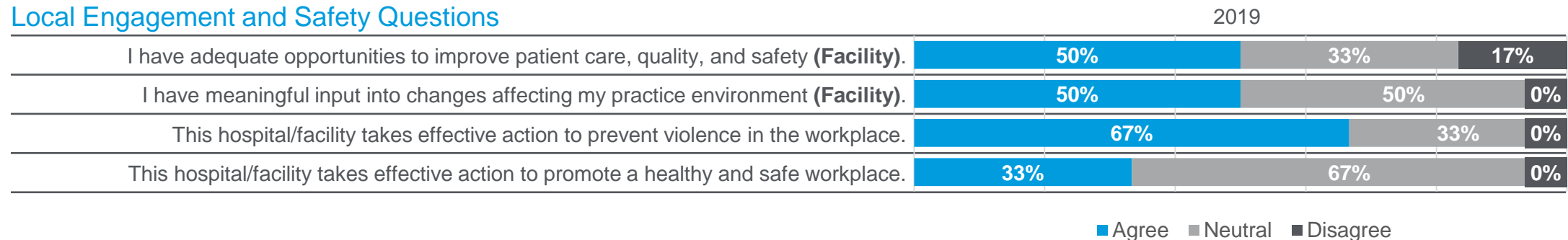
Arrow Lakes Hospital

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



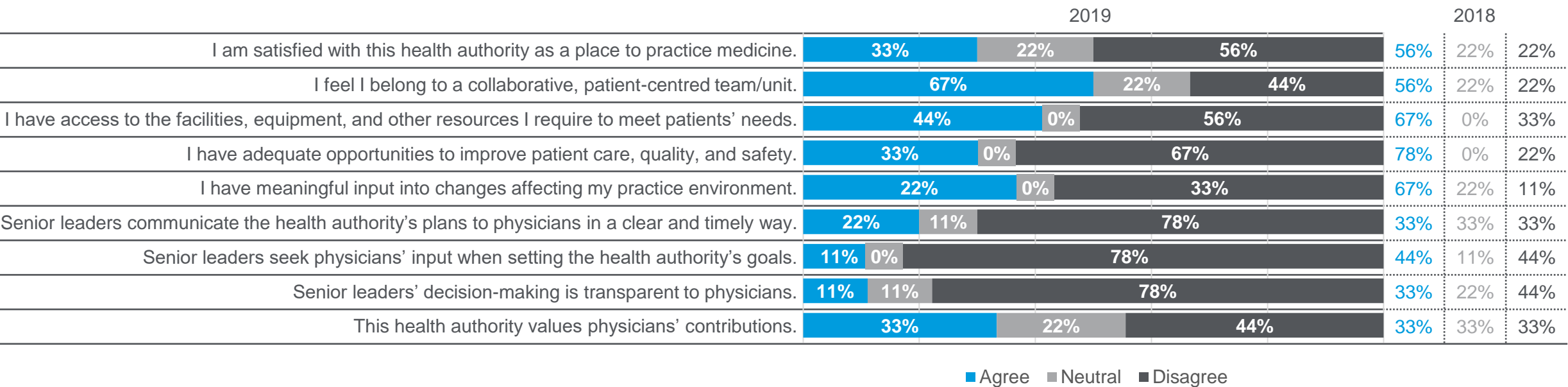
New in 2019

Local Engagement and Safety Questions



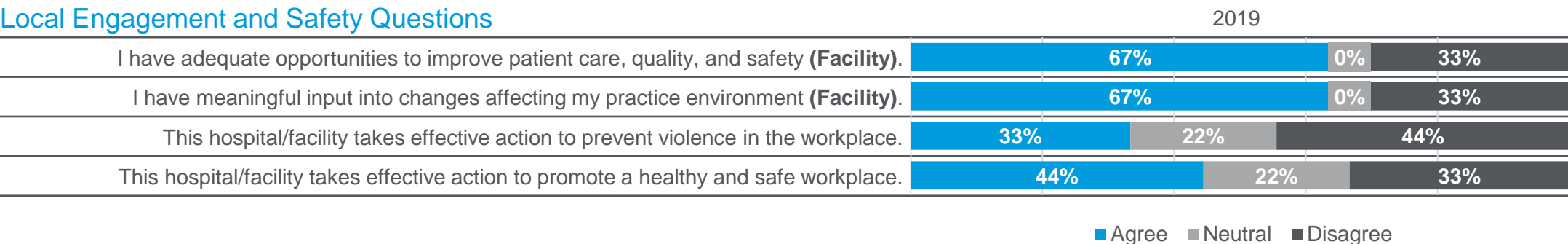
Boundary Hospital

9 Respondents 2019 | 9 Respondents 2018



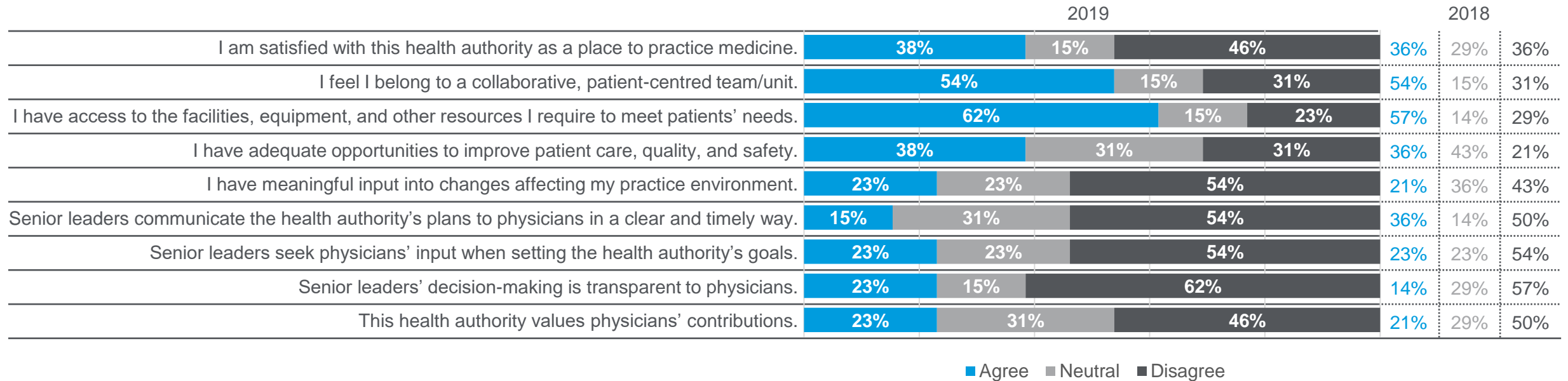
New in 2019

Local Engagement and Safety Questions



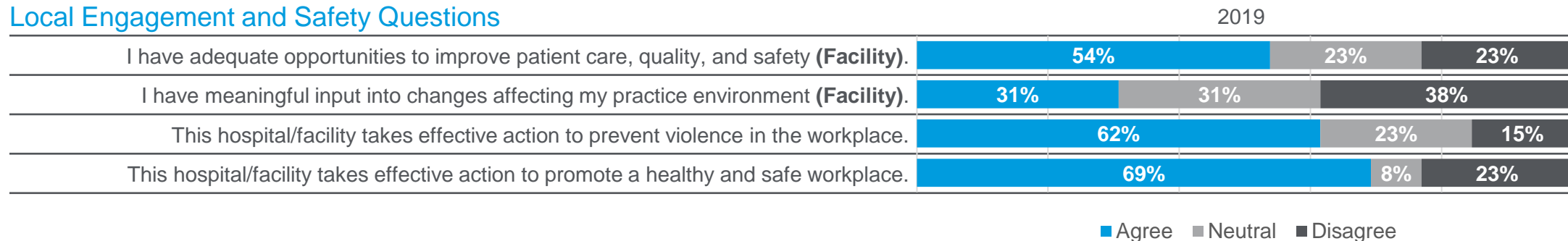
Cariboo Memorial Hospital

13 Respondents 2019 | 14 Respondents 2018



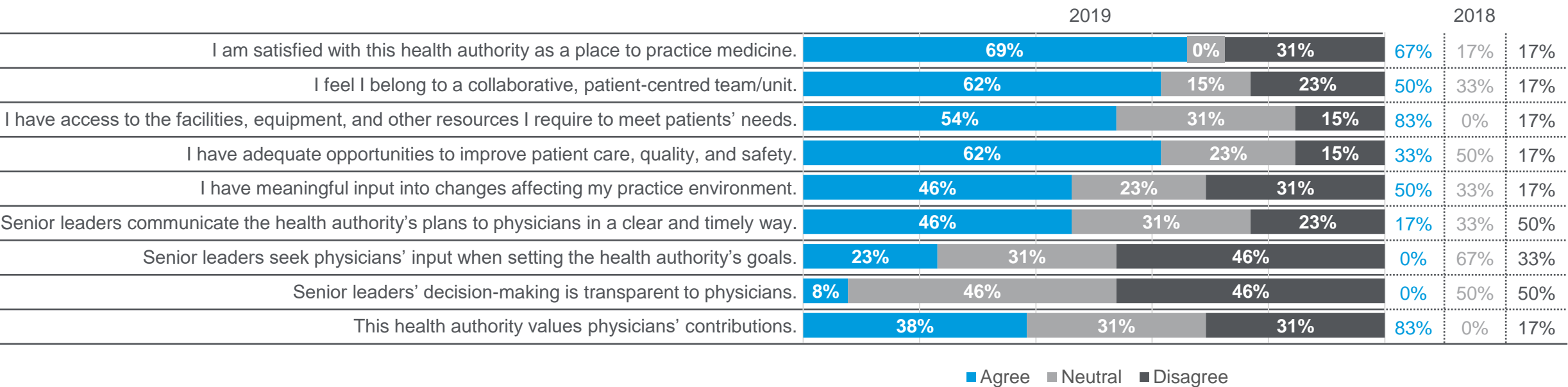
New in 2019

Local Engagement and Safety Questions



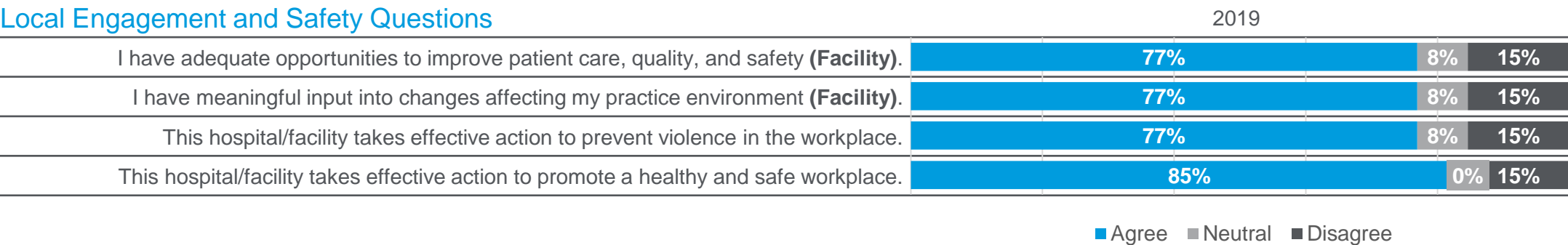
Creston Valley Hospital

13 Respondents 2019 | 6 Respondents 2018



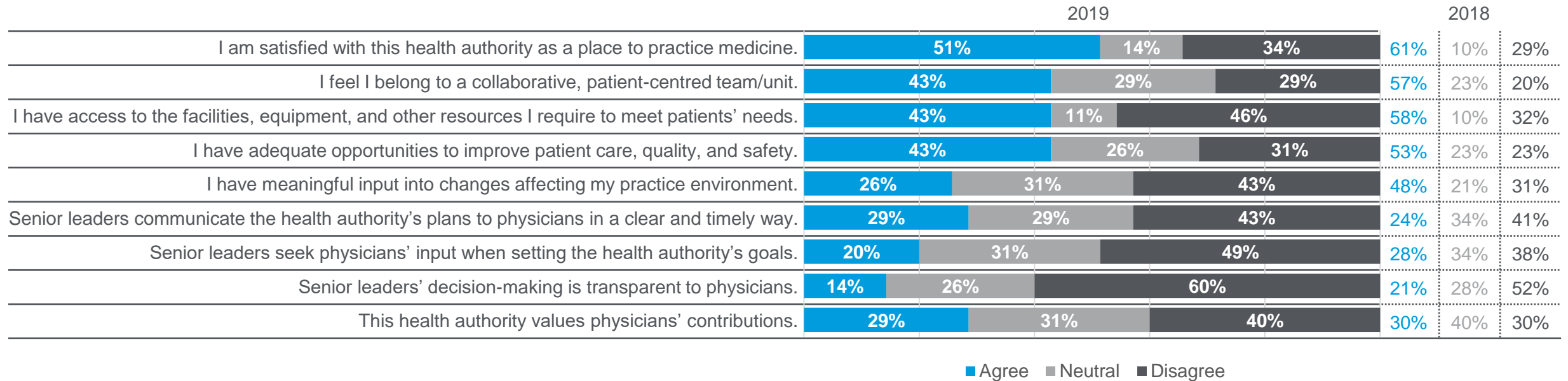
New in 2019

Local Engagement and Safety Questions



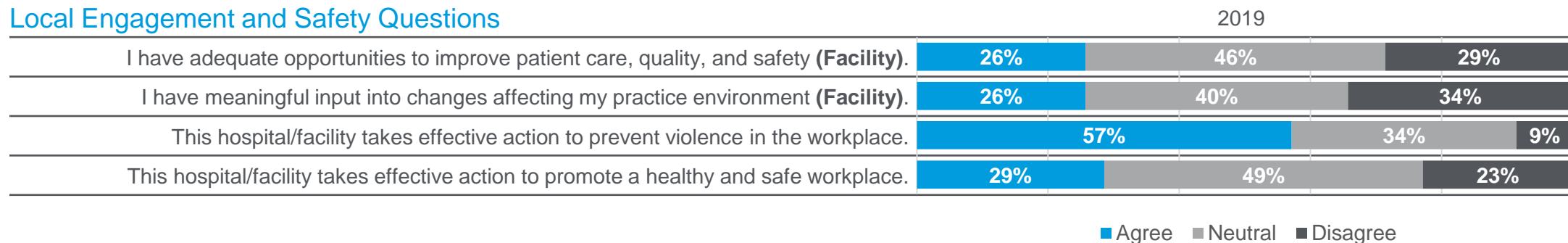
East Kootenay Regional Hospital

35 Respondents 2019 | 31 Respondents 2018



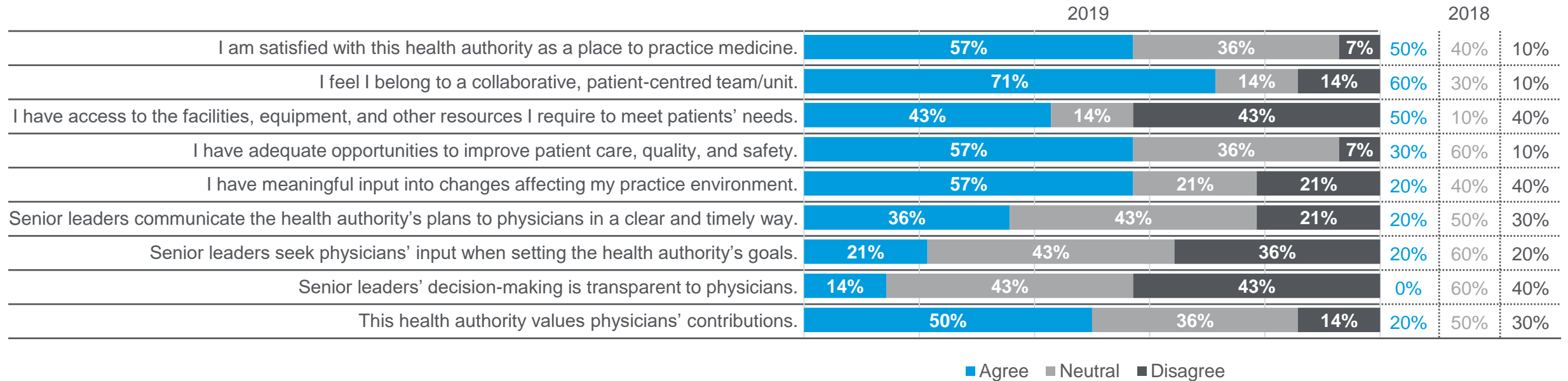
New in 2019

Local Engagement and Safety Questions



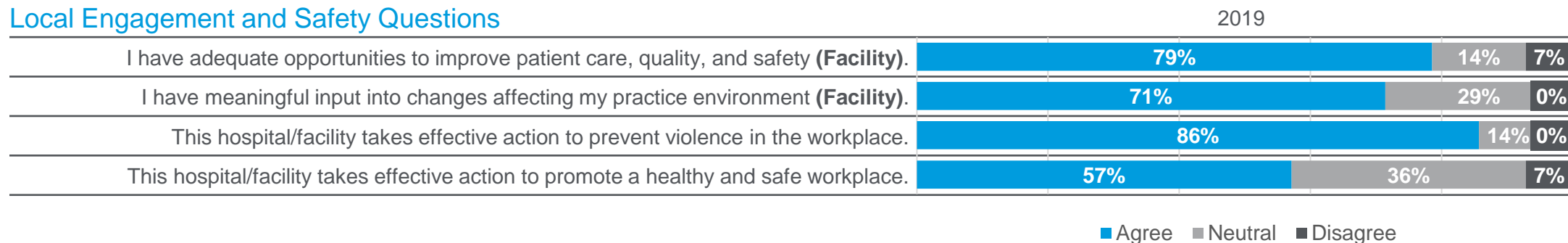
Elk Valley Hospital

14 Respondents 2019 | 10 Respondents 2018



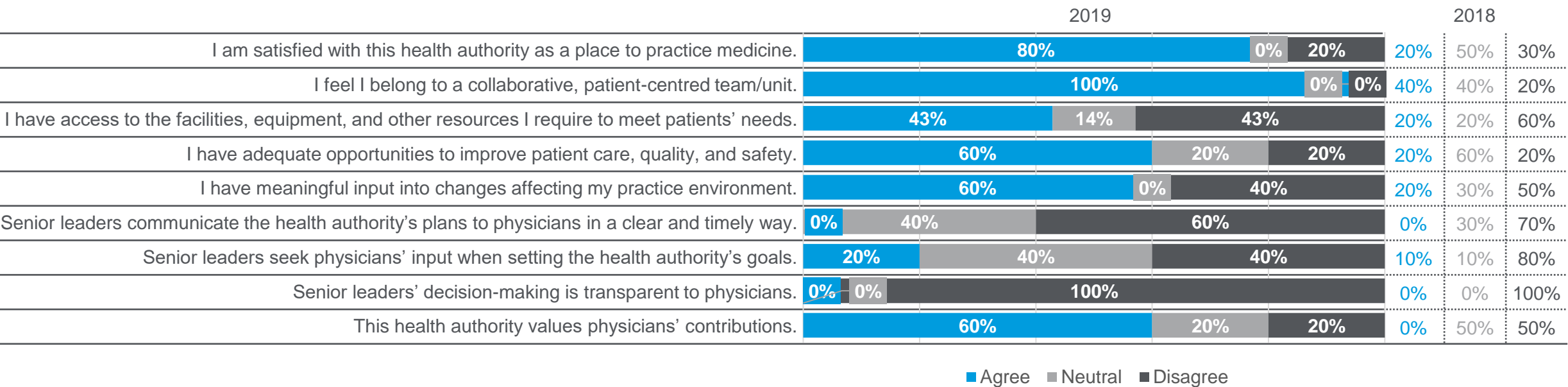
New in 2019

Local Engagement and Safety Questions



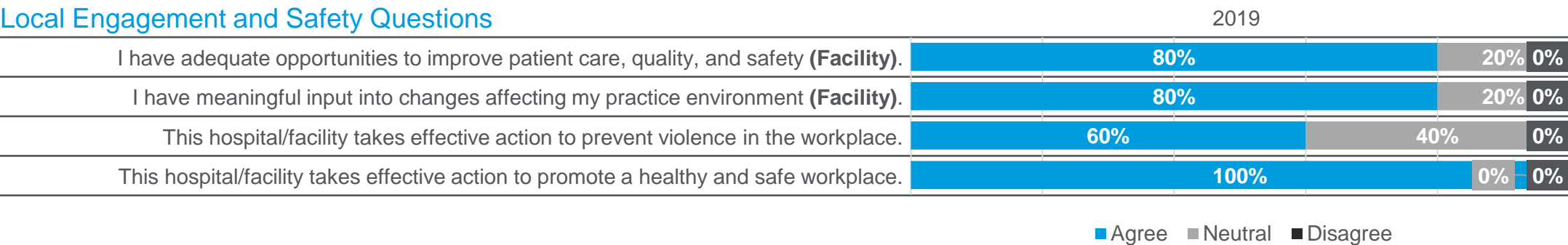
Golden and District General Hospital

5 Respondents 2019 | 10 Respondents 2018



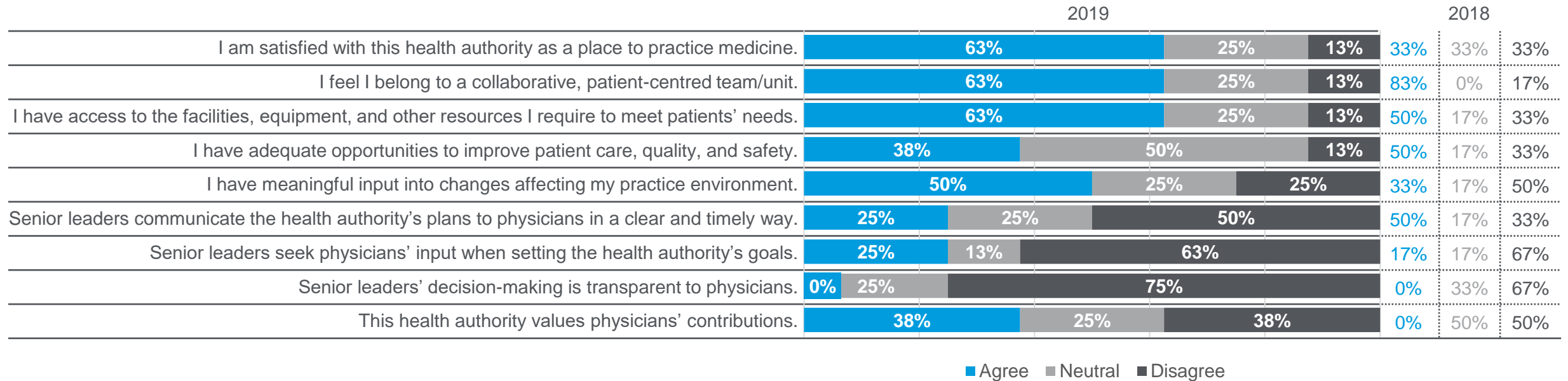
New in 2019

Local Engagement and Safety Questions



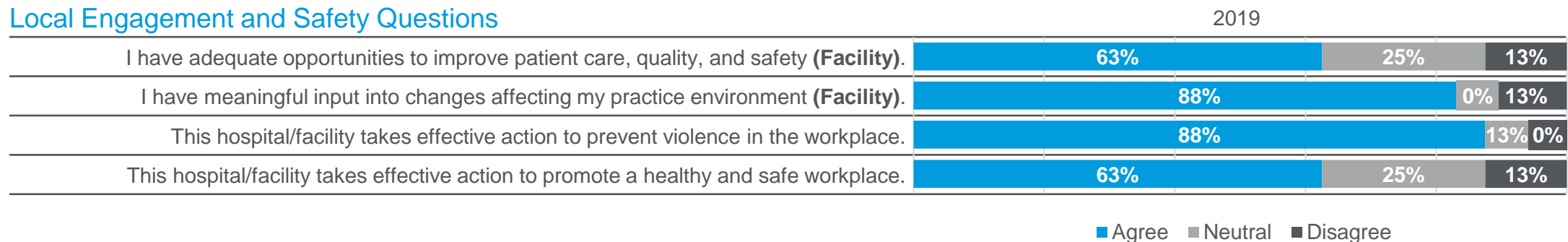
Invermere and District Hospital

8 Respondents 2019 | 6 Respondents 2018



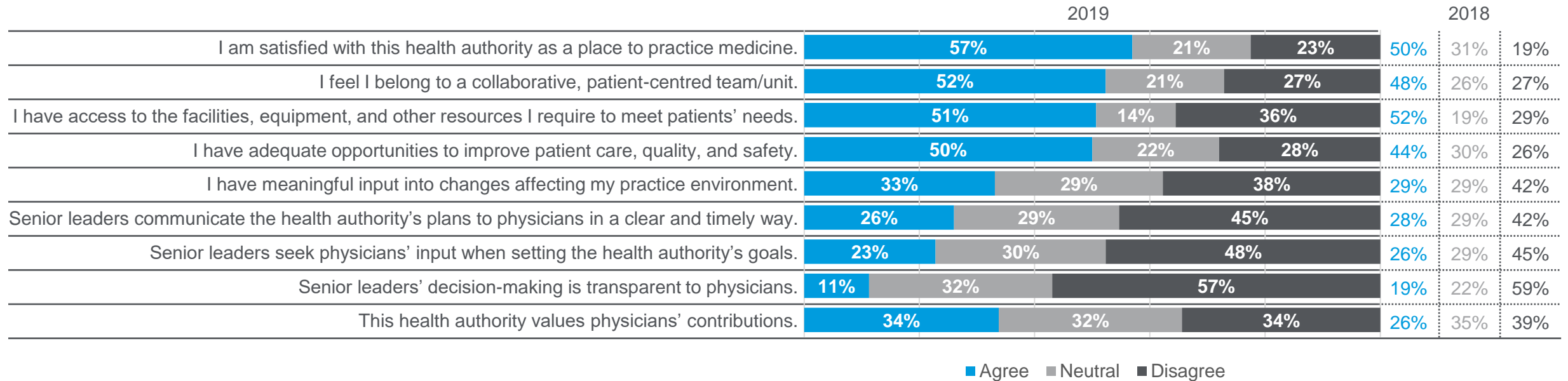
New in 2019

Local Engagement and Safety Questions



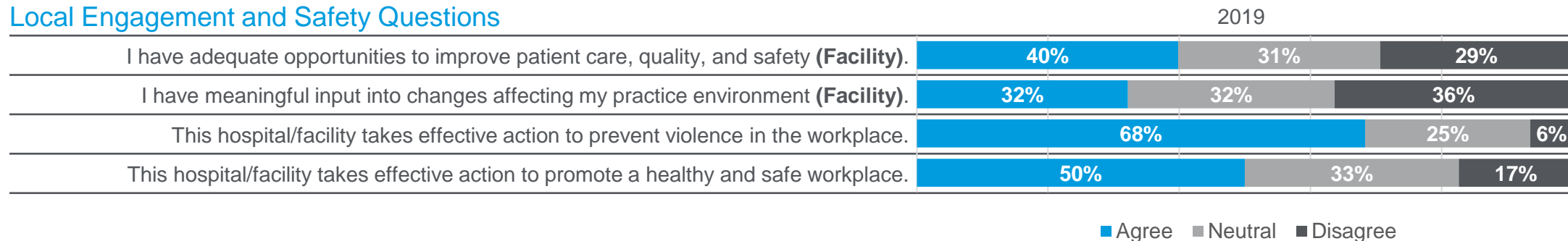
Kelowna General Hospital

152 Respondents 2019 | 87 Respondents 2018



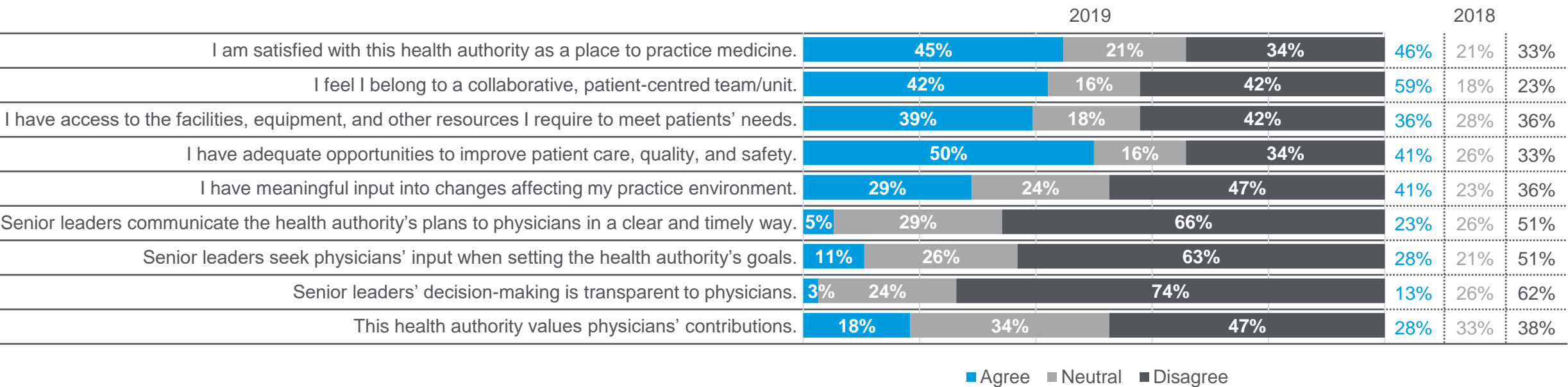
New in 2019

Local Engagement and Safety Questions



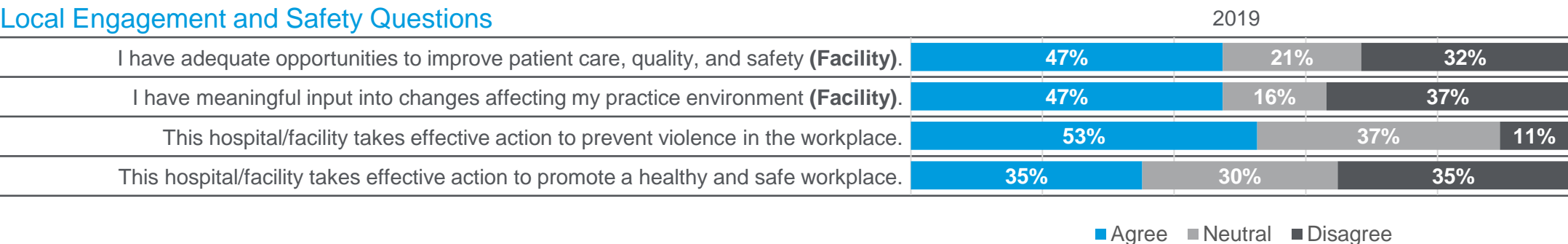
Kootenay Boundary Regional Hospital

38 Respondents 2019 | 39 Respondents 2018



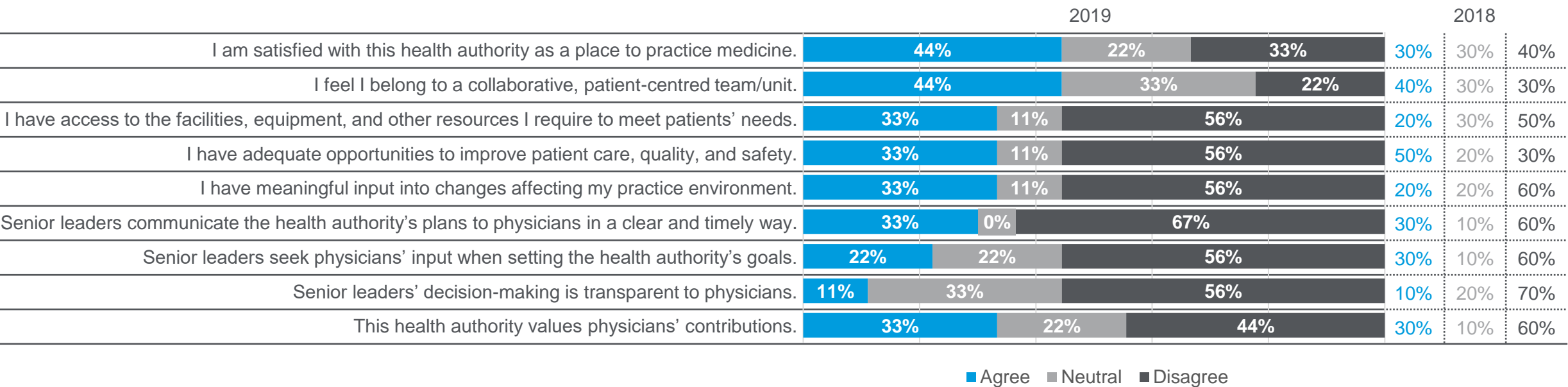
New in 2019

Local Engagement and Safety Questions



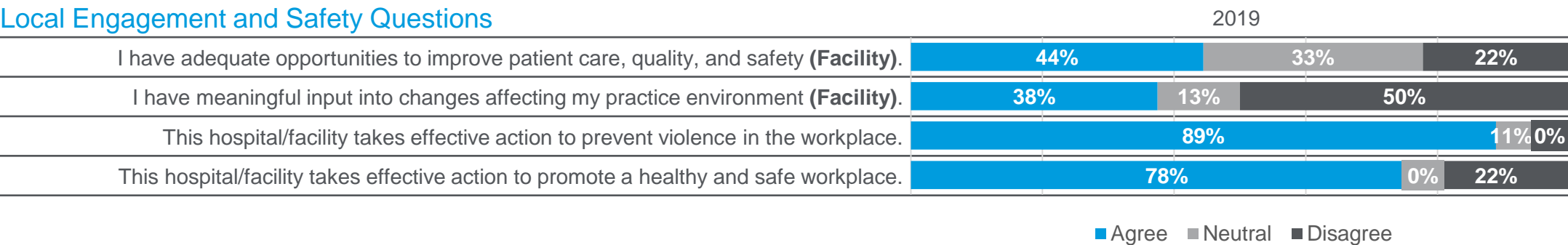
Kootenay Lake Hospital

9 Respondents 2019 | 10 Respondents 2018



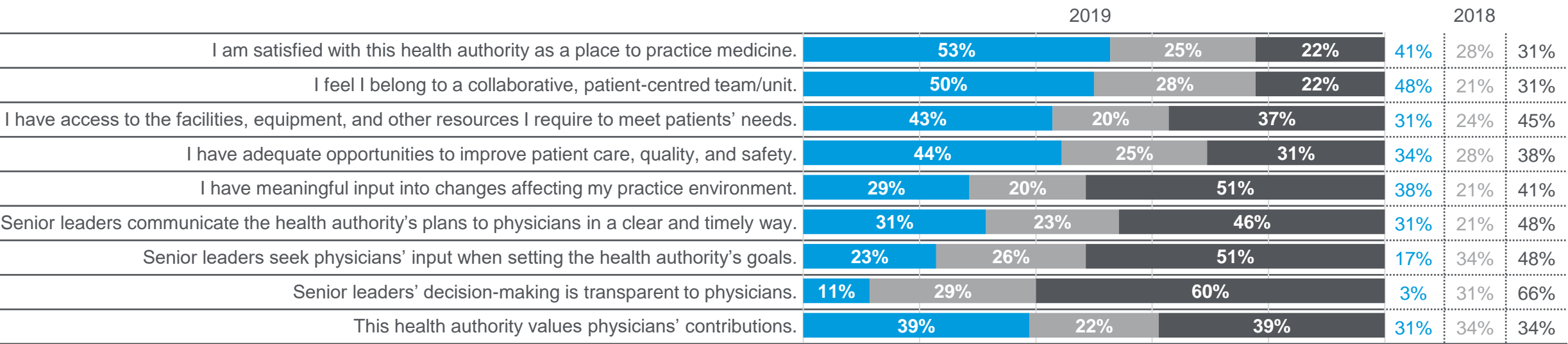
New in 2019

Local Engagement and Safety Questions



Penticton Regional Hospital

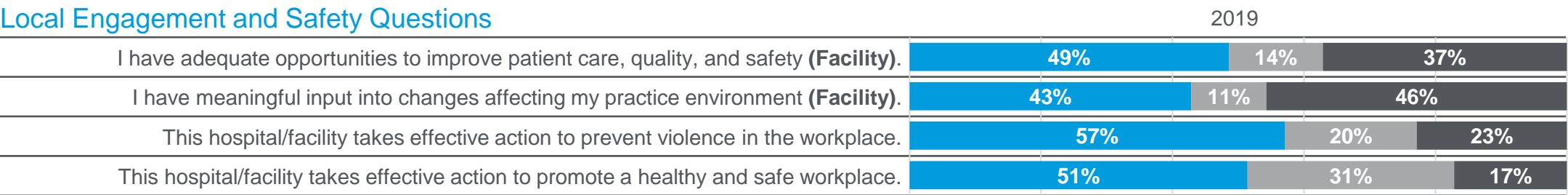
36 Respondents 2019 | 29 Respondents 2018



■ Agree ■ Neutral ■ Disagree

New in 2019

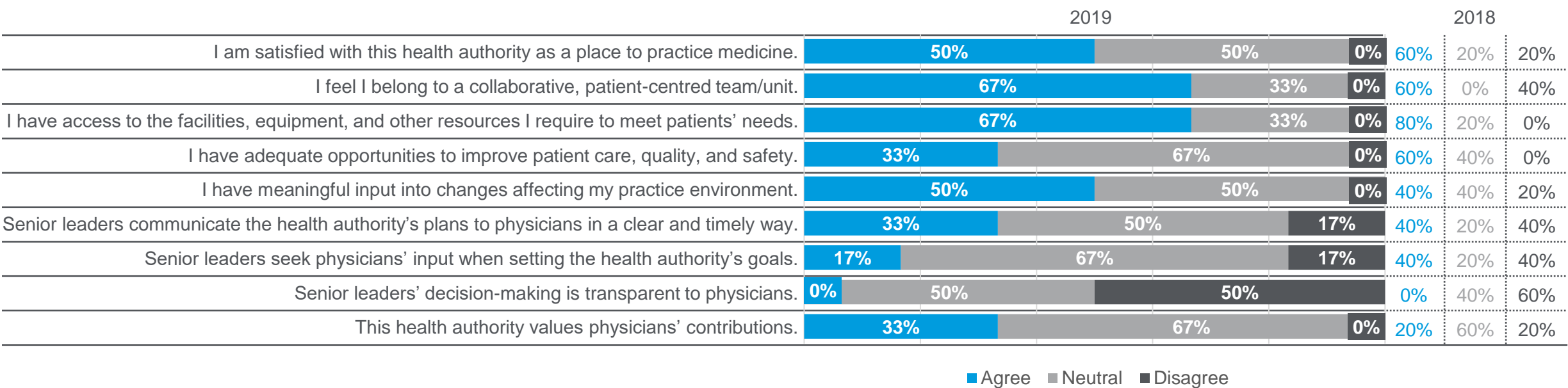
Local Engagement and Safety Questions



■ Agree ■ Neutral ■ Disagree

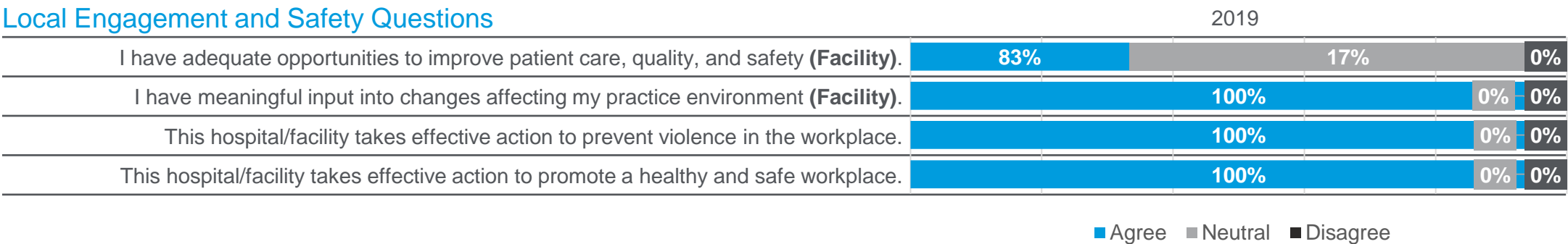
Queen Victoria Hospital

6 Respondents 2019 | 5 Respondents 2018



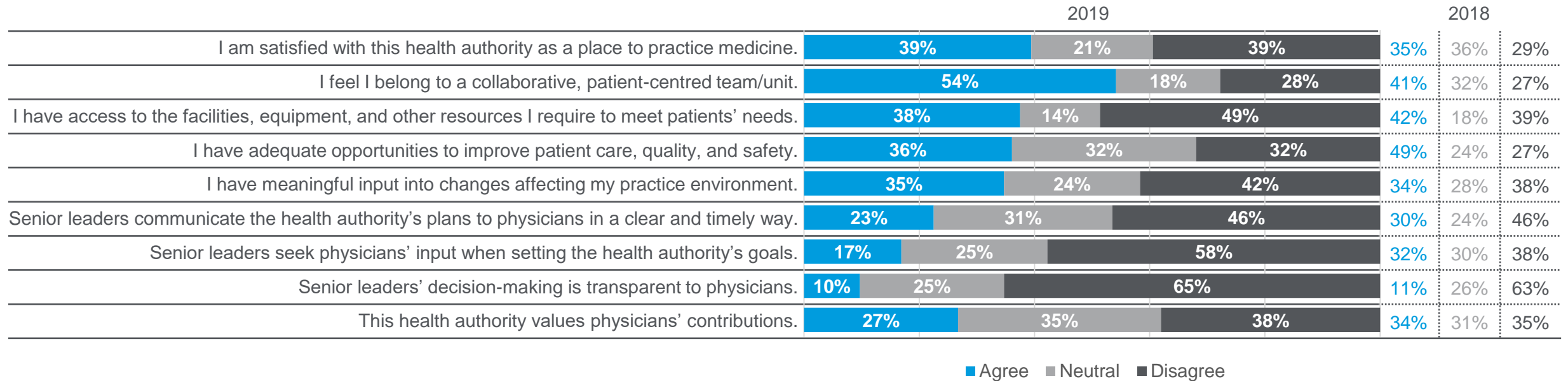
New in 2019

Local Engagement and Safety Questions



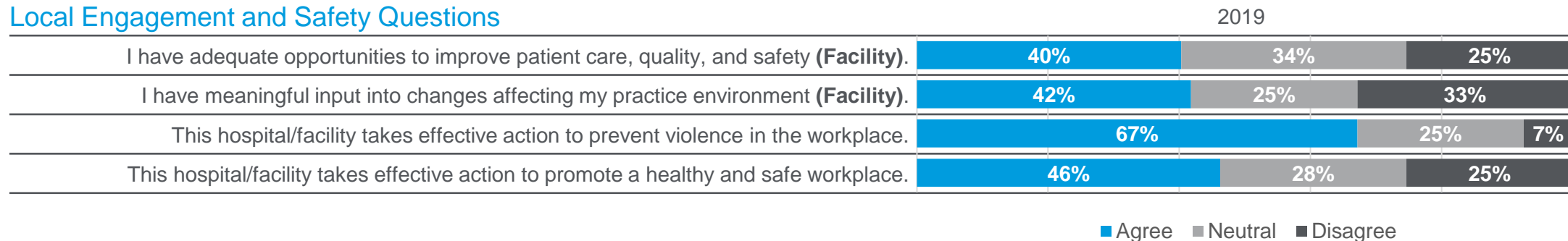
Royal Inland Hospital

72 Respondents 2019 | 72 Respondents 2018



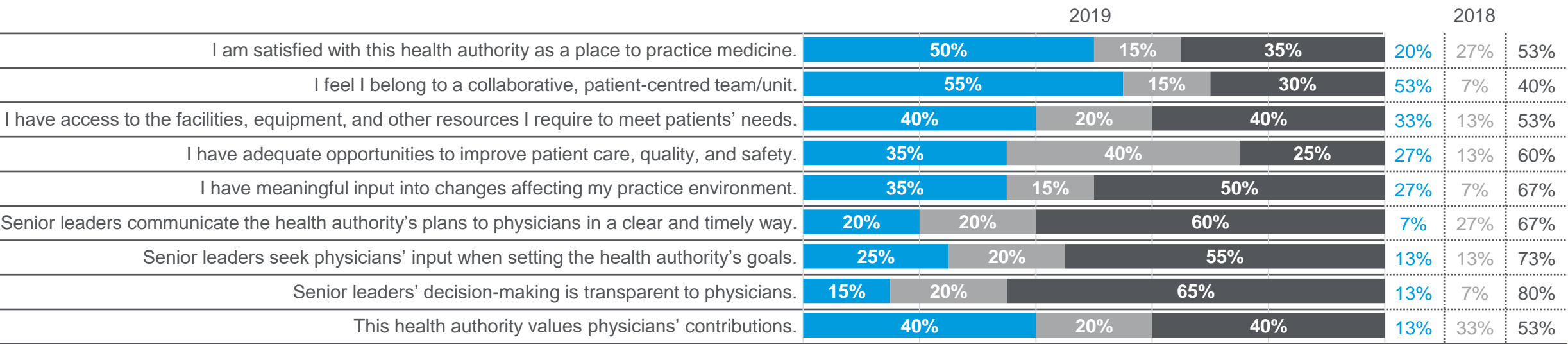
New in 2019

Local Engagement and Safety Questions



Shuswap Lake General Hospital

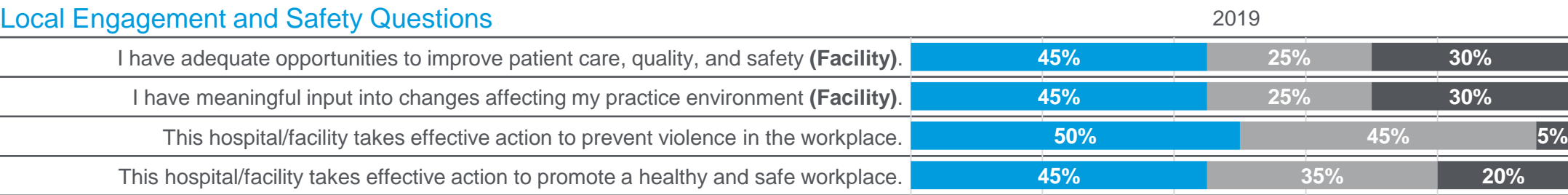
20 Respondents 2019 | 15 Respondents 2018



■ Agree
 ■ Neutral
 ■ Disagree

New in 2019

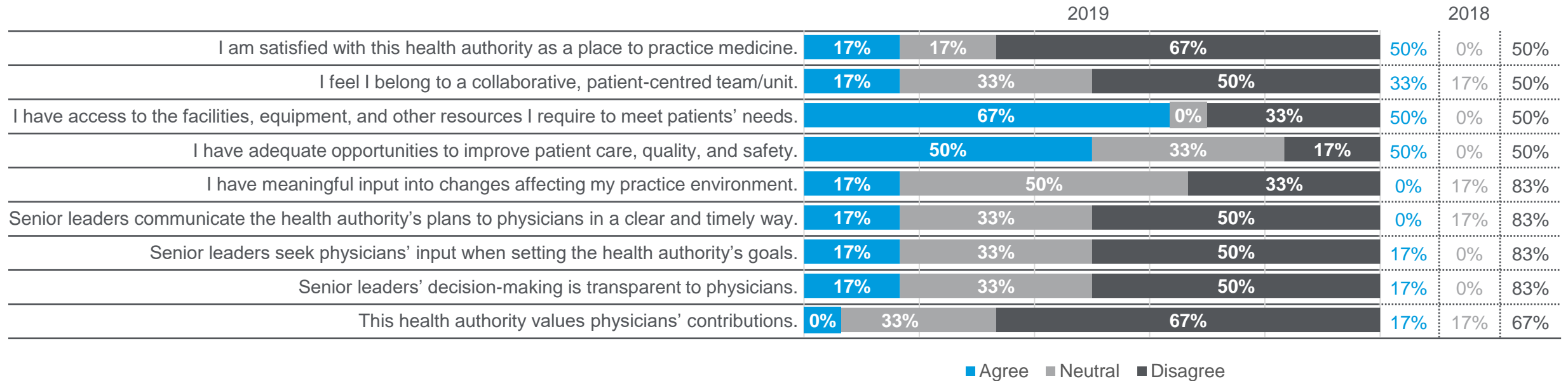
Local Engagement and Safety Questions



■ Agree
 ■ Neutral
 ■ Disagree

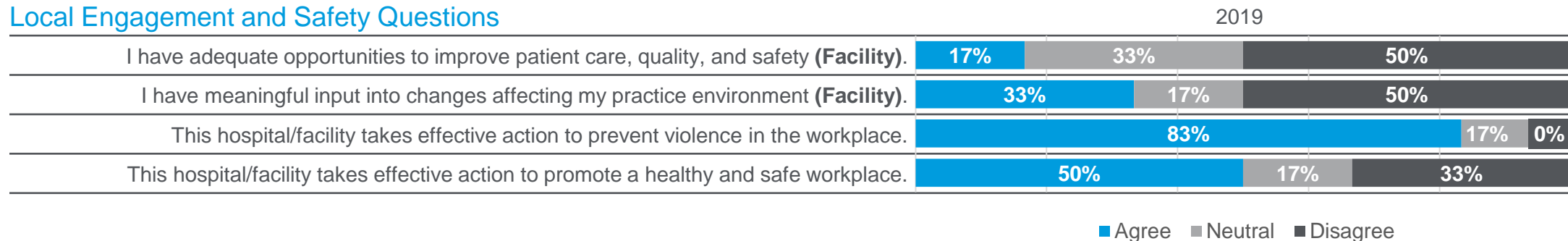
South Okanagan General Hospital

6 Respondents 2019 | 6 Respondents 2018



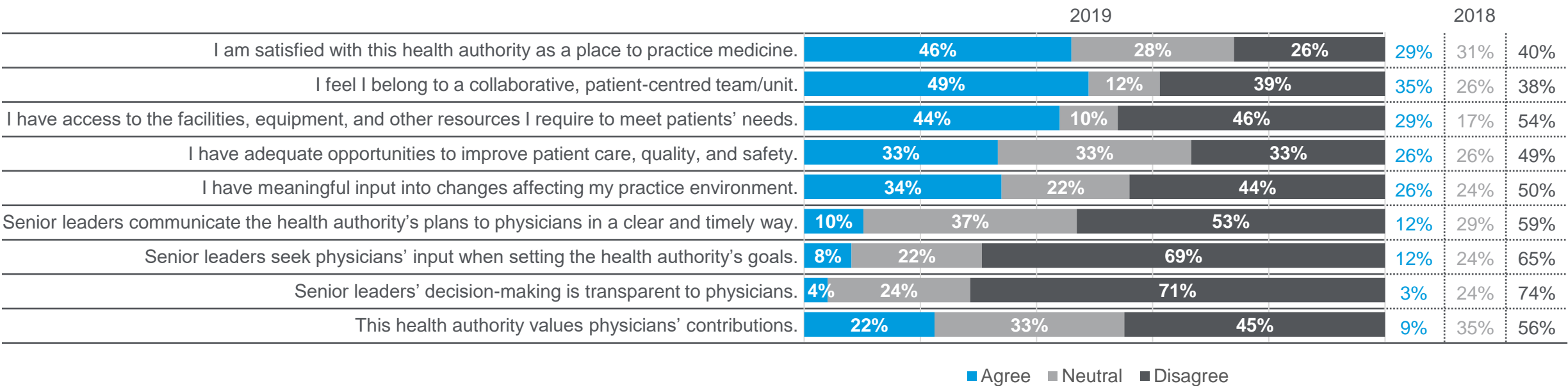
New in 2019

Local Engagement and Safety Questions



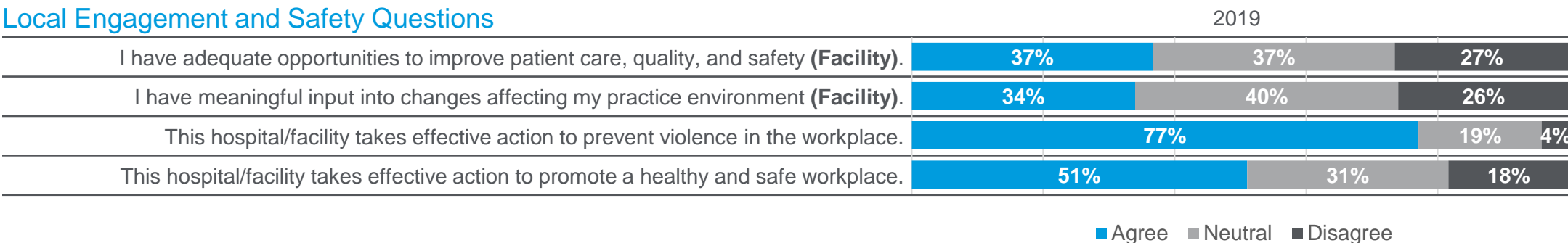
Vernon Jubilee Hospital

50 Respondents 2019 | 35 Respondents 2018



New in 2019

Local Engagement and Safety Questions

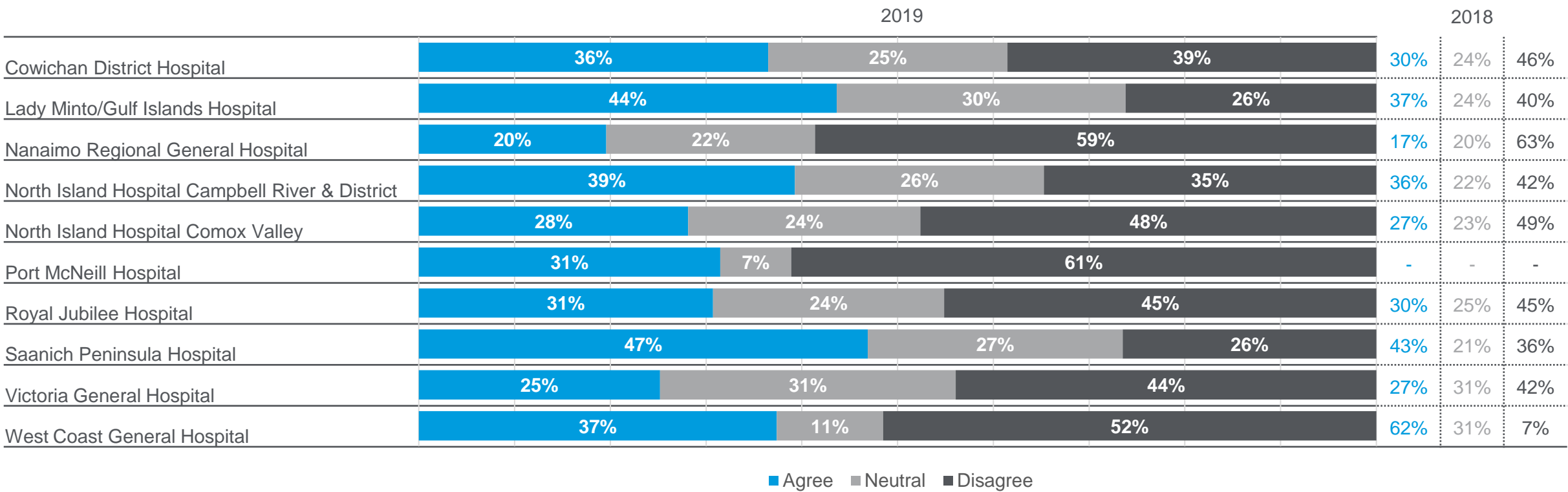


SECTION 1 – Facility Data

Island Health

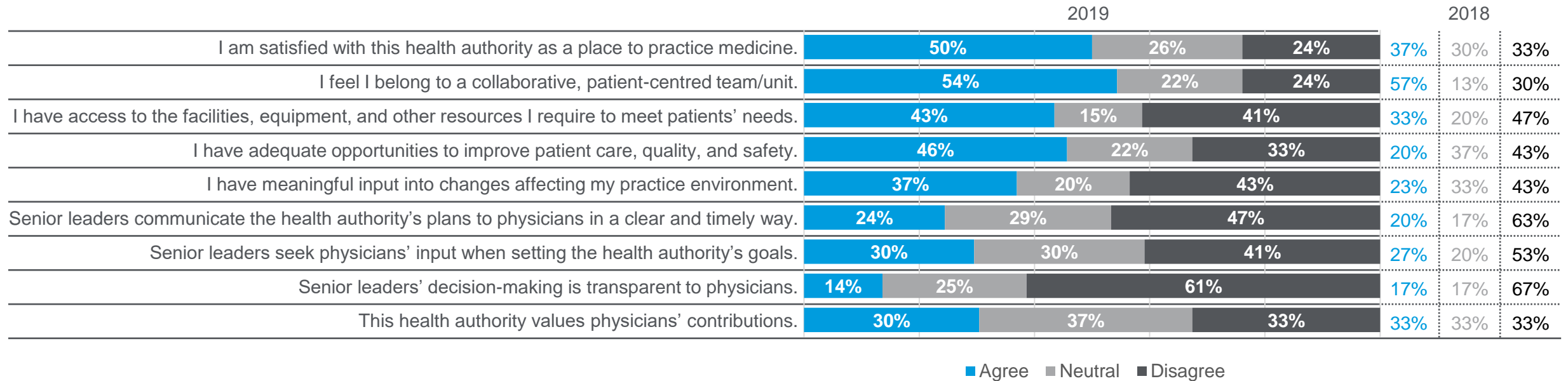
Island Health

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



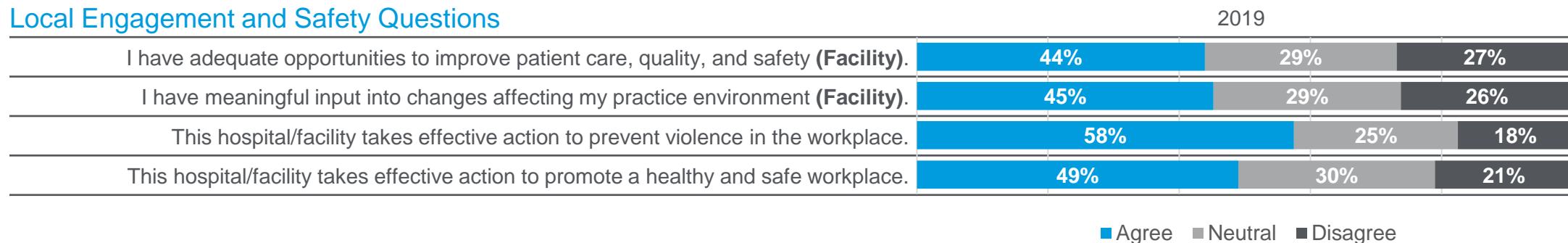
Cowichan District Hospital

46 Respondents 2019 | 30 Respondents 2018



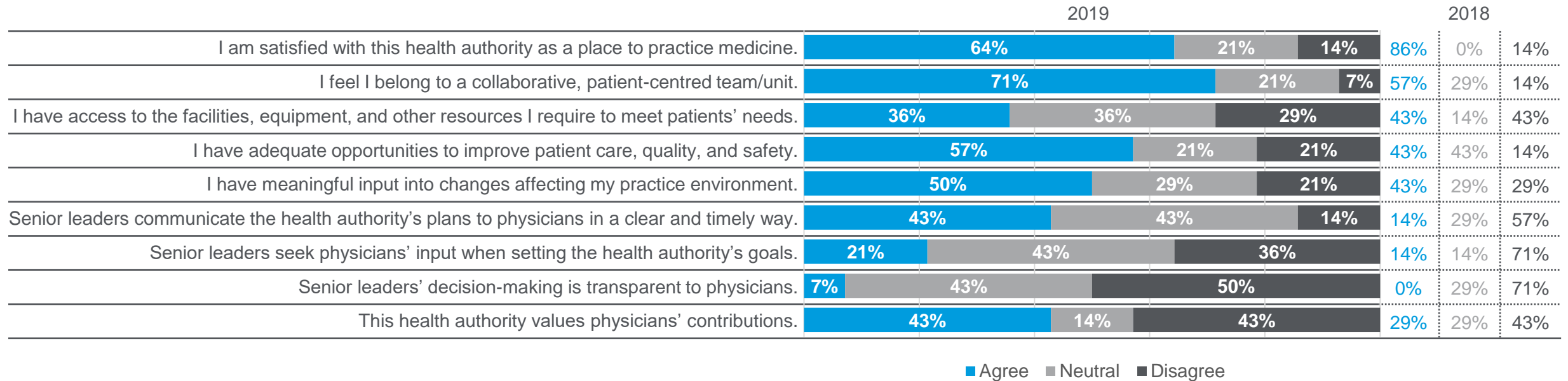
New in 2019

Local Engagement and Safety Questions



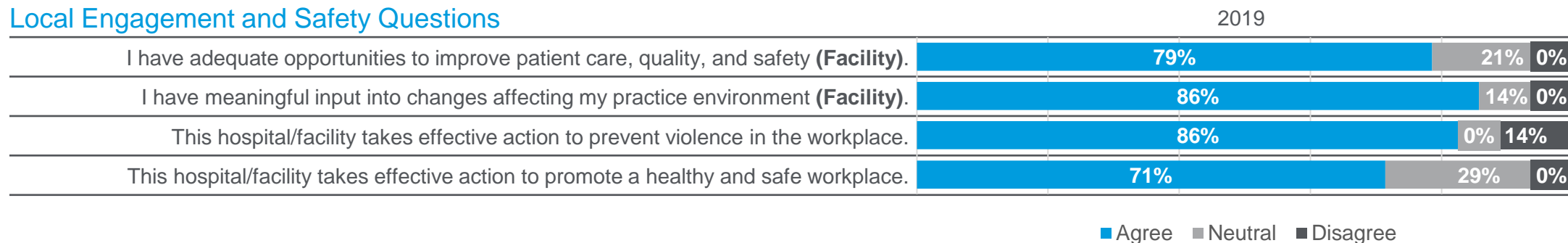
Lady Minto/Gulf Island Hospital

14 Respondents 2019 | 7 Respondents 2018



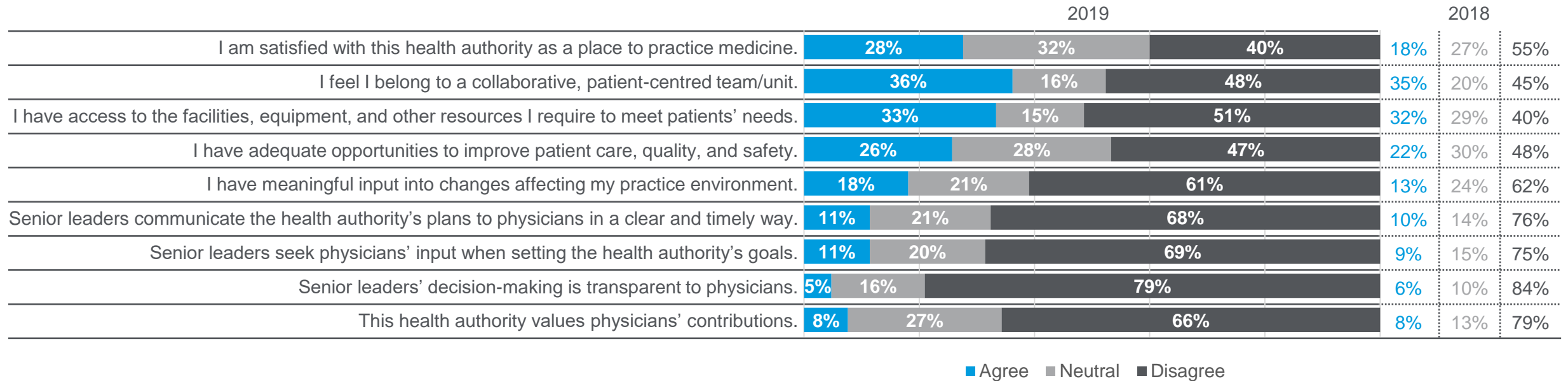
New in 2019

Local Engagement and Safety Questions



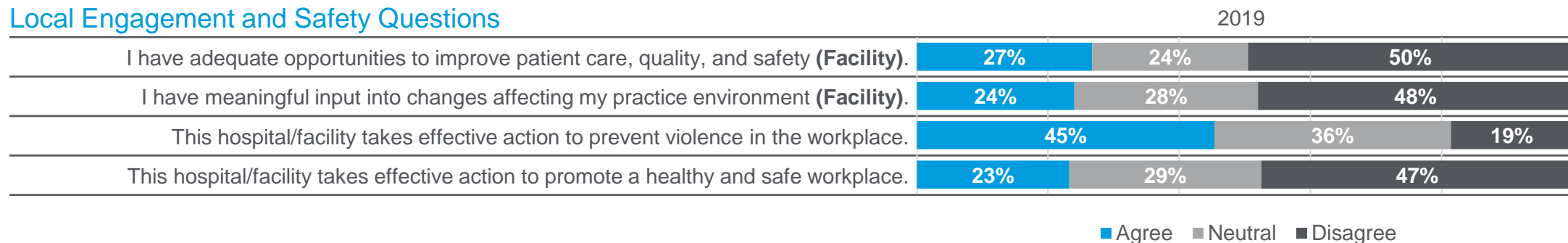
Nanaimo Regional General Hospital

105 Respondents 2019 | 99 Respondents 2018



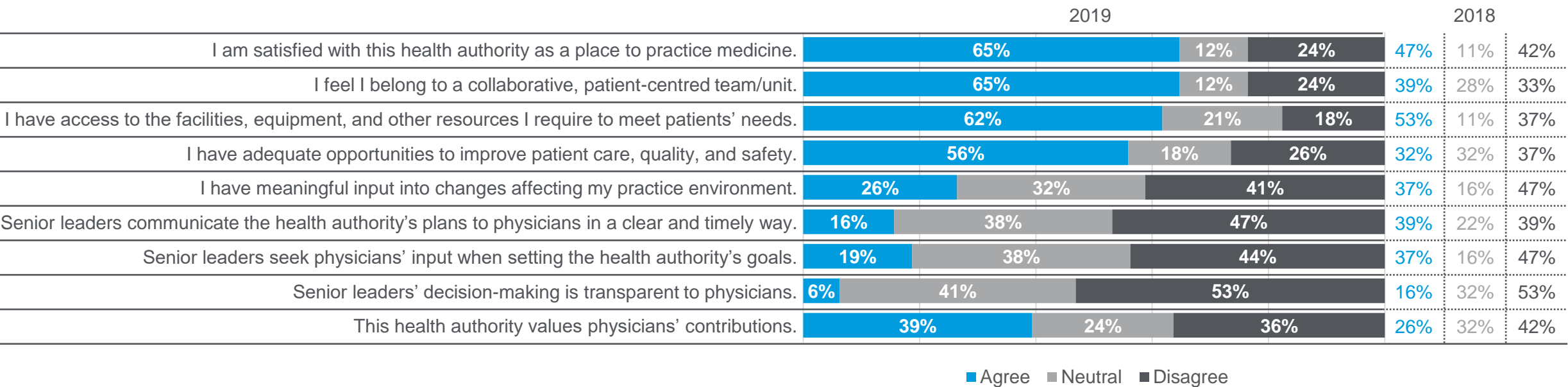
New in 2019

Local Engagement and Safety Questions



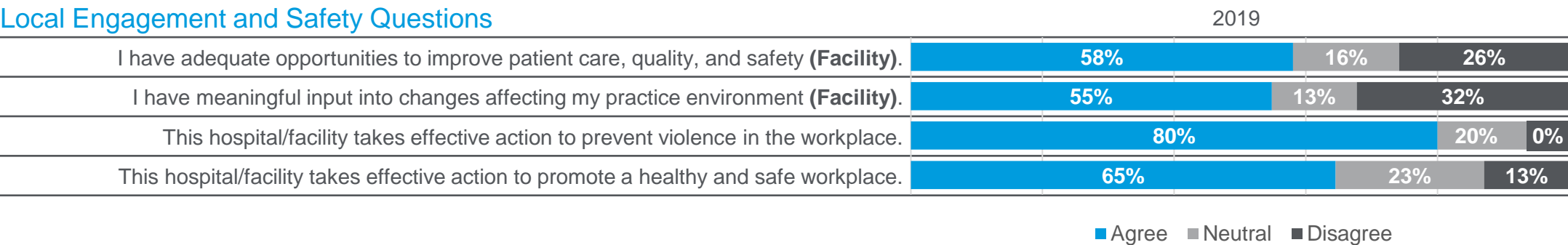
North Island Hospital Campbell River & District

34 Respondents 2019 | 30 Respondents 2018



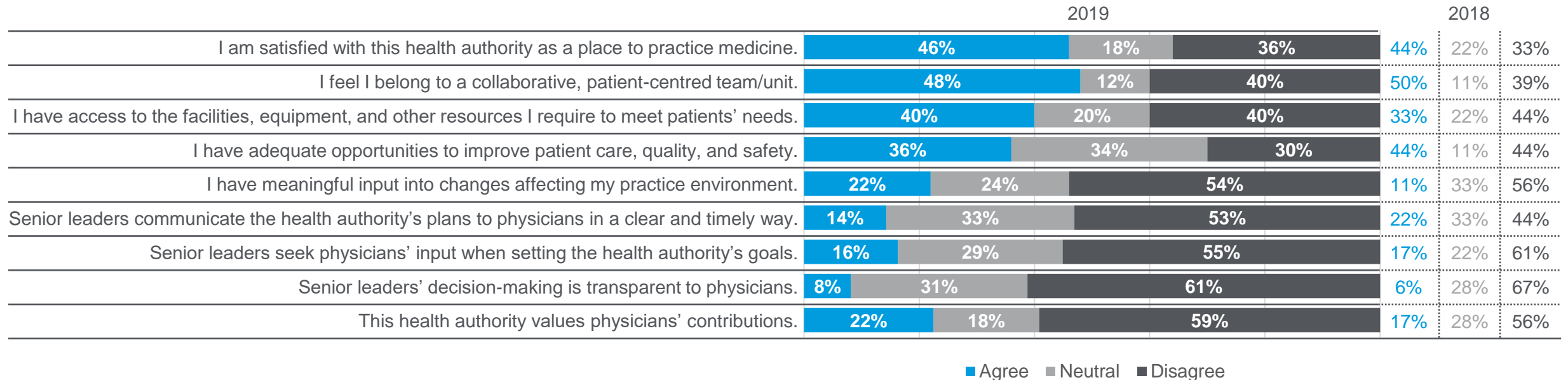
New in 2019

Local Engagement and Safety Questions



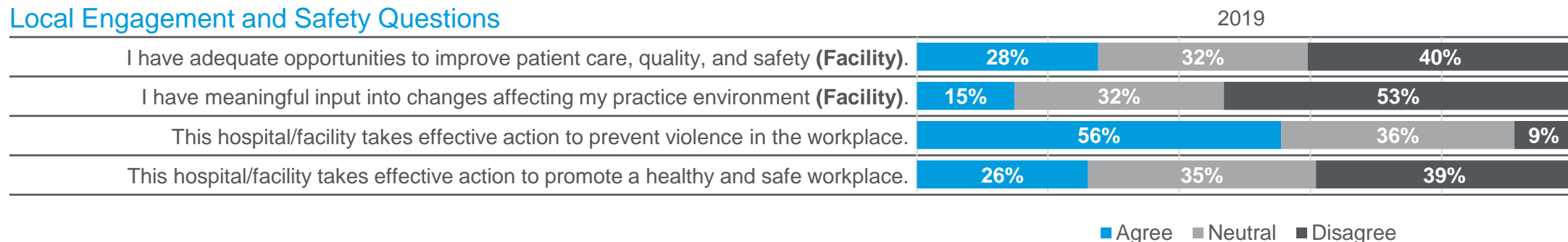
North Island Hospital Comox Valley

50 Respondents 2019 | 18 Respondents 2018



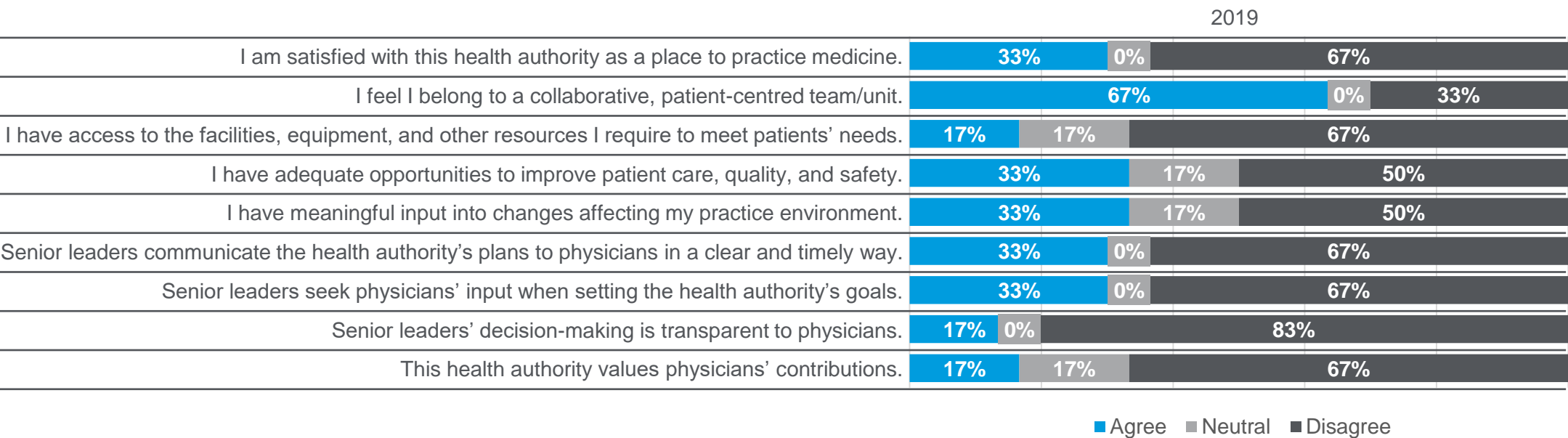
New in 2019

Local Engagement and Safety Questions



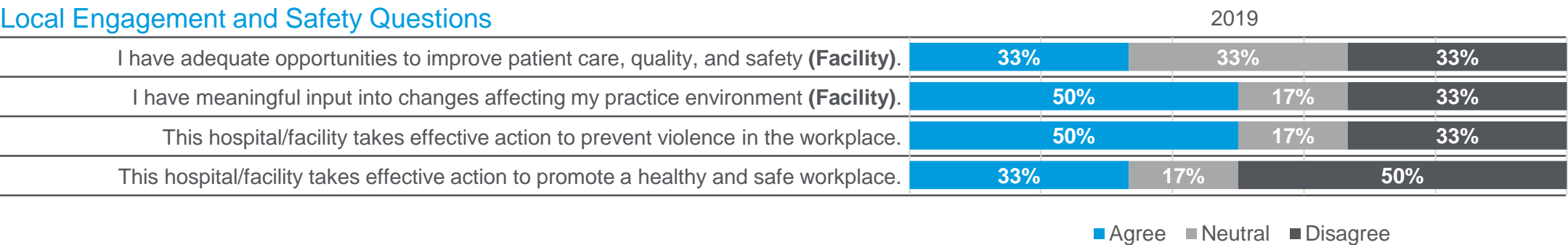
Port McNeill Hospital

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



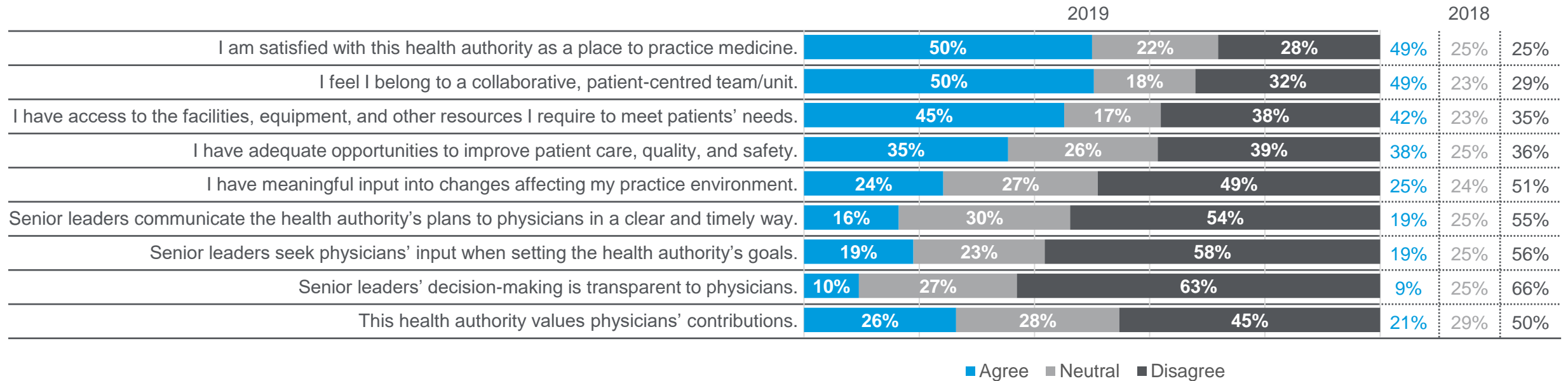
New in 2019

Local Engagement and Safety Questions



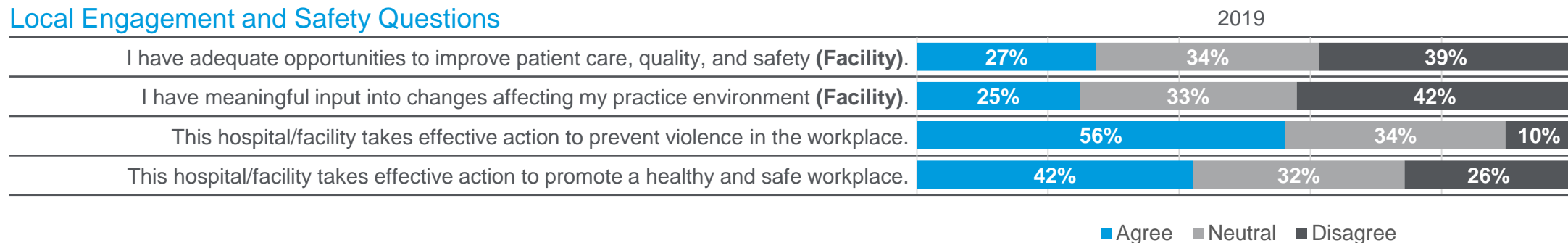
Royal Jubilee Hospital

161 Respondents 2019 | 104 Respondents 2018



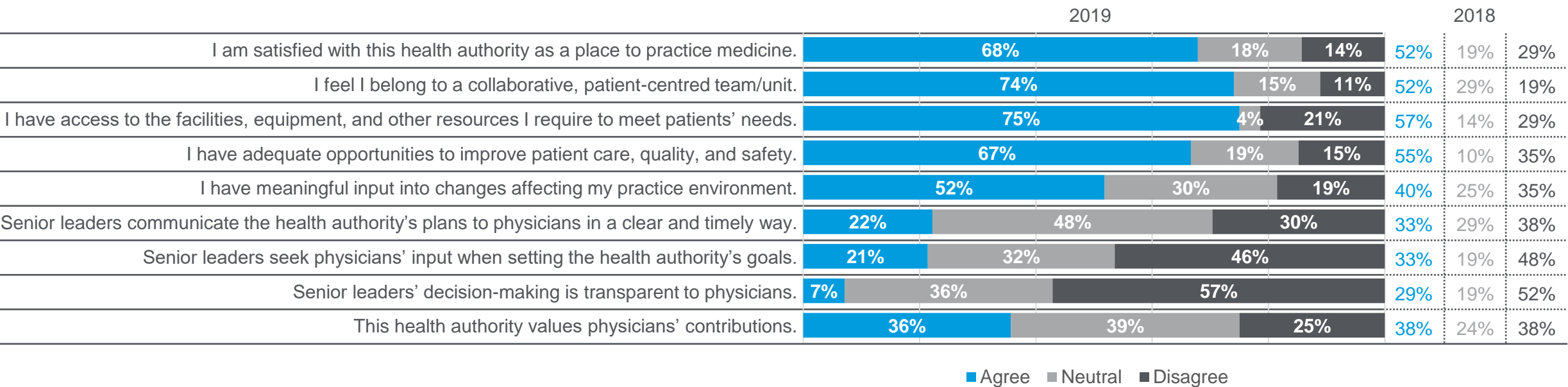
New in 2019

Local Engagement and Safety Questions



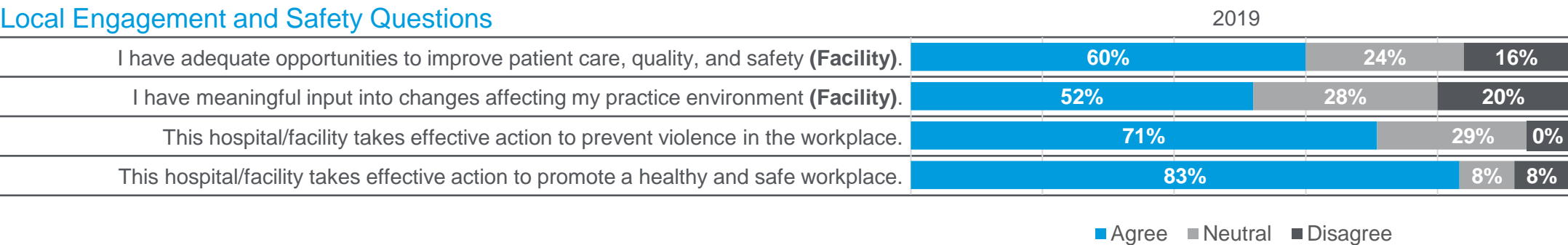
Saanich Peninsula Hospital

28 Respondents 2019 | 21 Respondents 2018



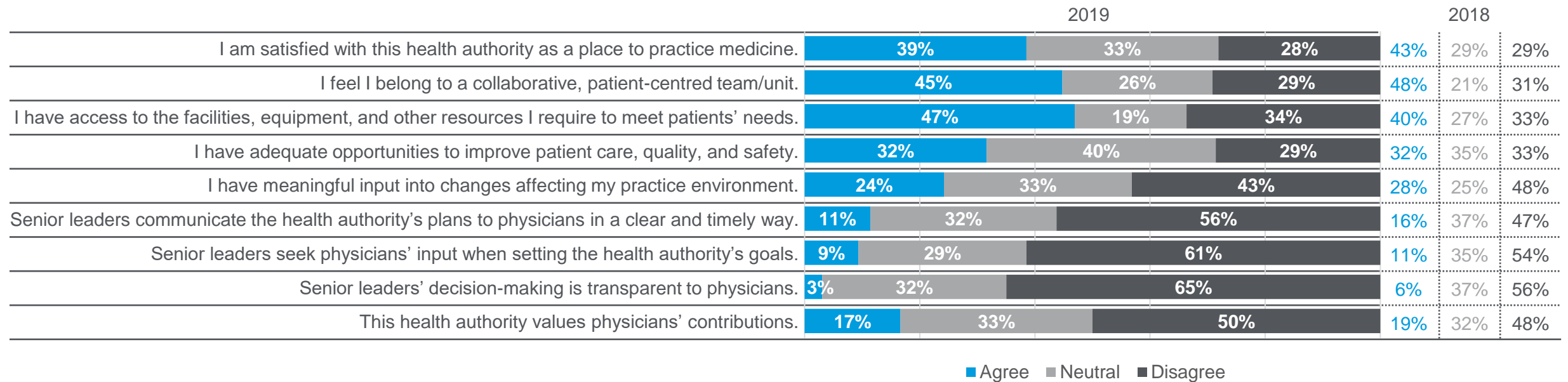
New in 2019

Local Engagement and Safety Questions



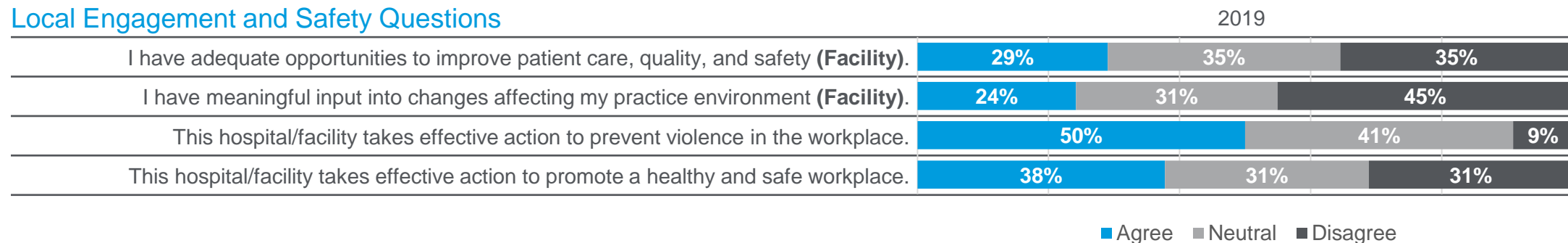
Victoria General Hospital

98 Respondents 2019 | 65 Respondents 2018



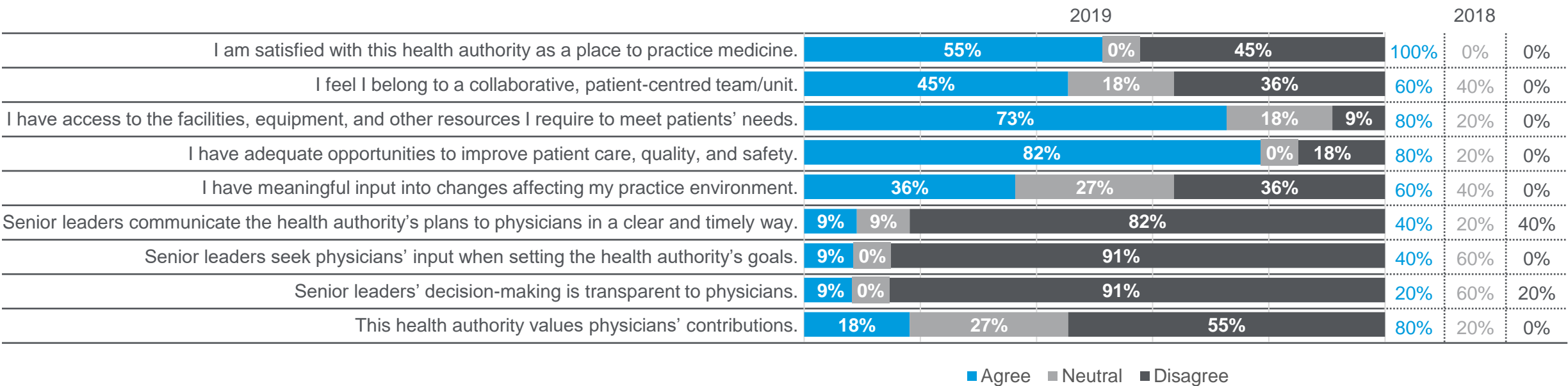
New in 2019

Local Engagement and Safety Questions



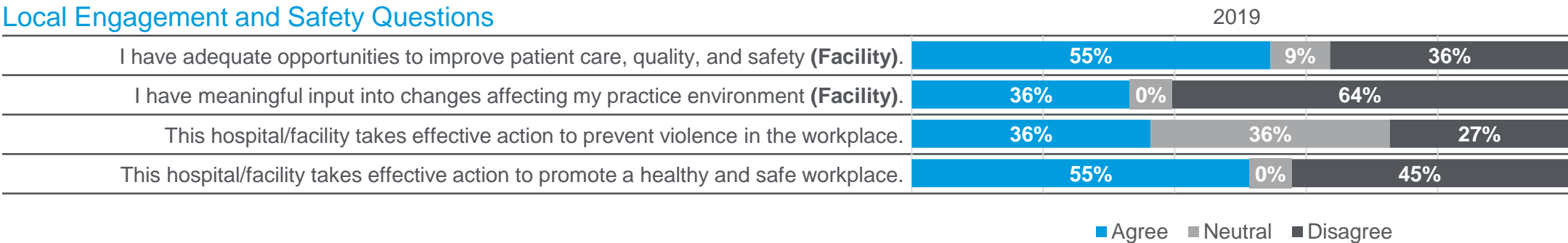
West Coast General Hospital

11 Respondents 2019 | 5 Respondents 2018



New in 2019

Local Engagement and Safety Questions

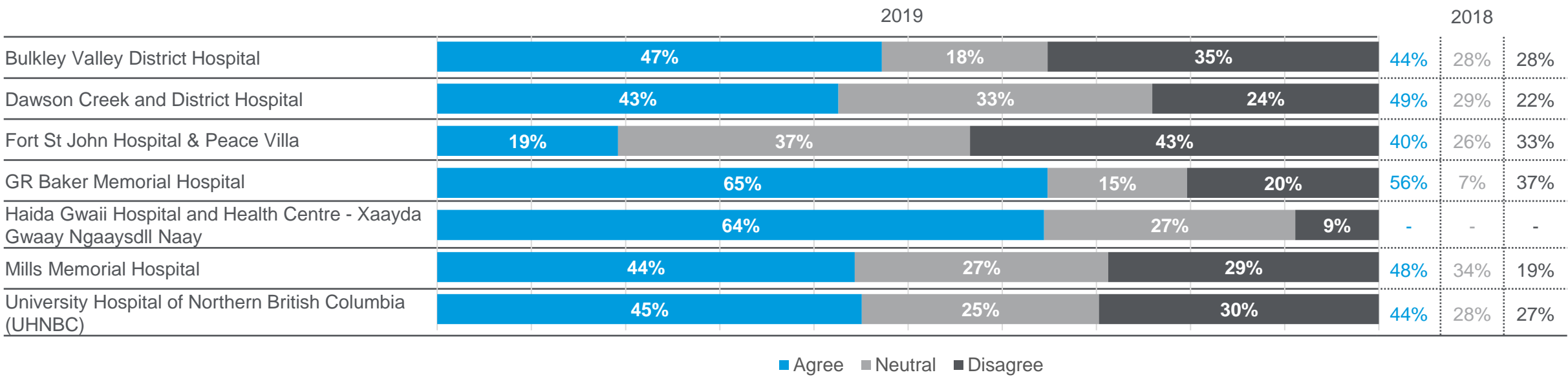


SECTION 1 – Facility Data

Northern Health

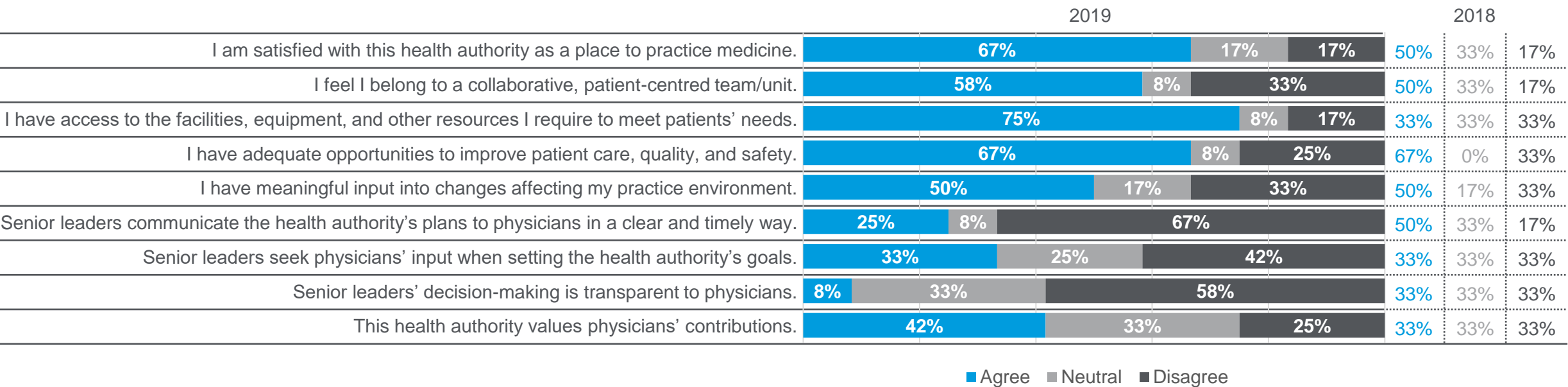
Northern Health

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



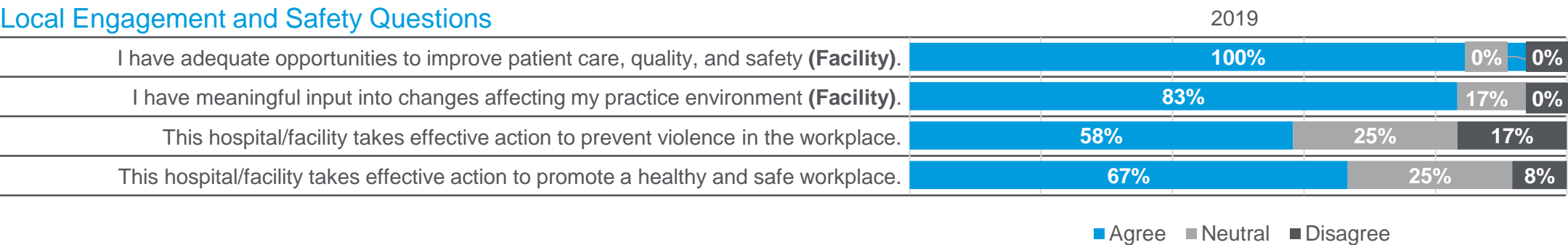
Bulkley Valley District Hospital

12 Respondents 2019 | 6 Respondents 2018



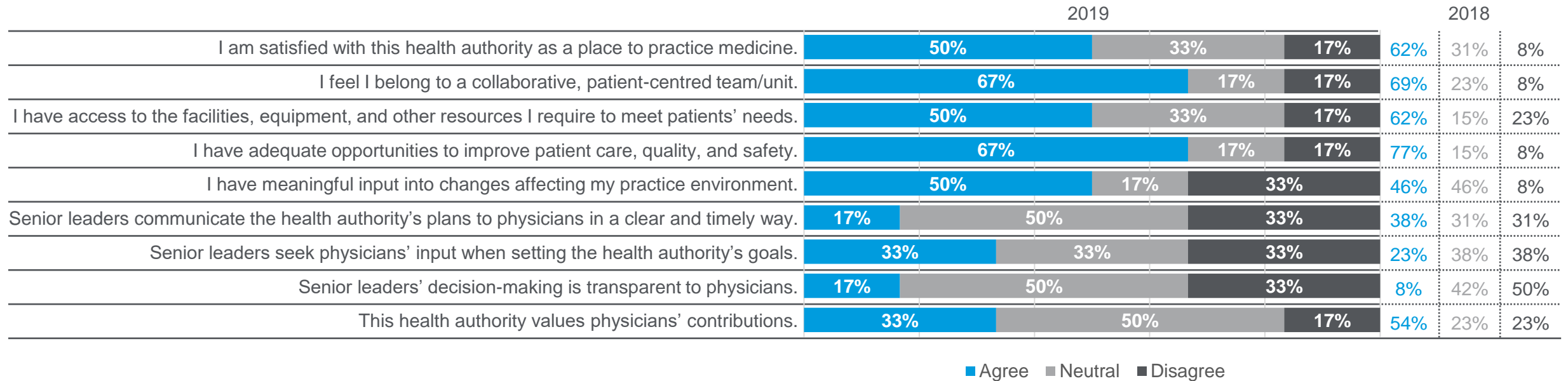
New in 2019

Local Engagement and Safety Questions



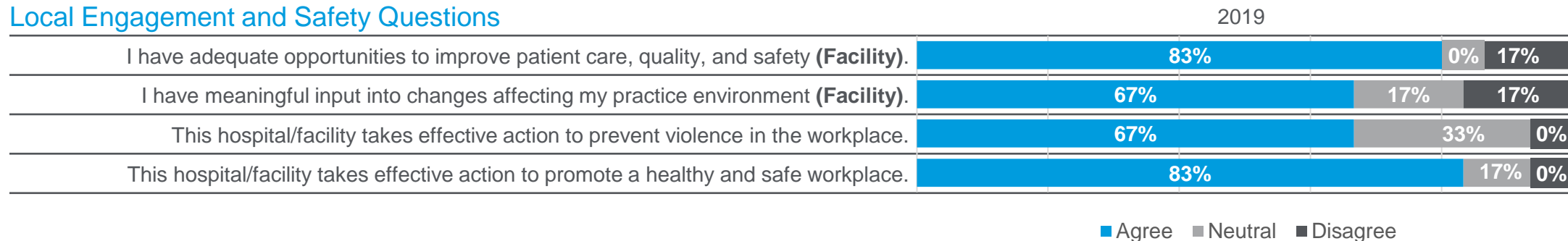
Dawson Creek and District Hospital

6 Respondents 2019 | 13 Respondents 2018



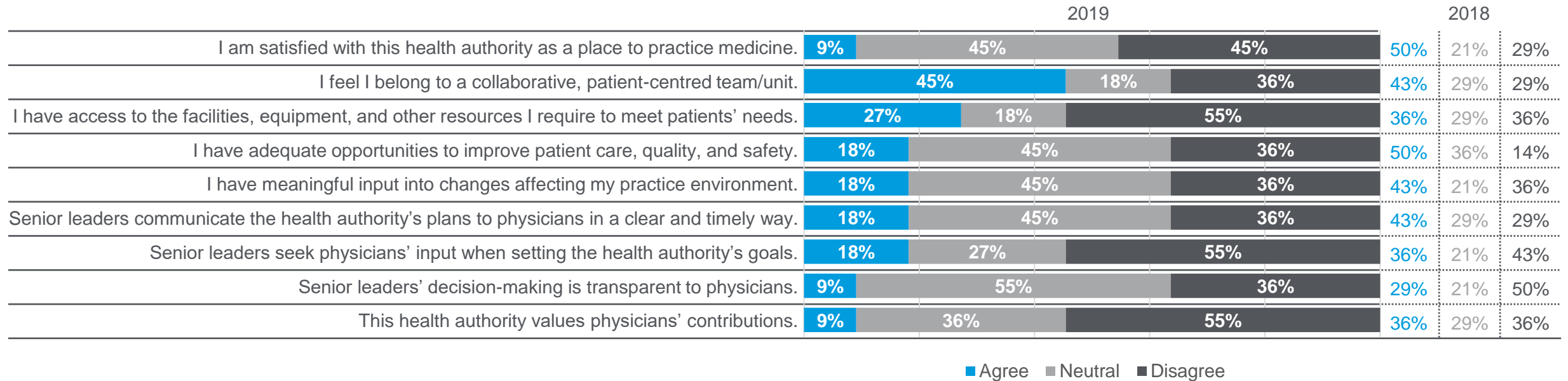
New in 2019

Local Engagement and Safety Questions



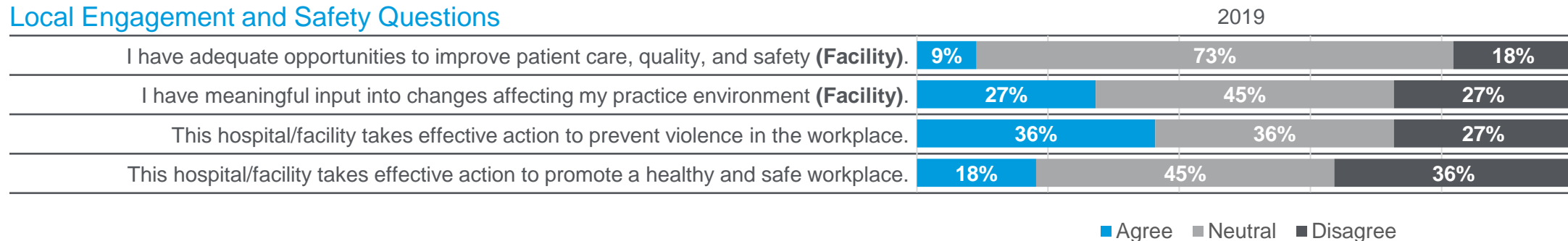
Fort St John Hospital & Peace Villa

11 Respondents 2019 | 14 Respondents 2018



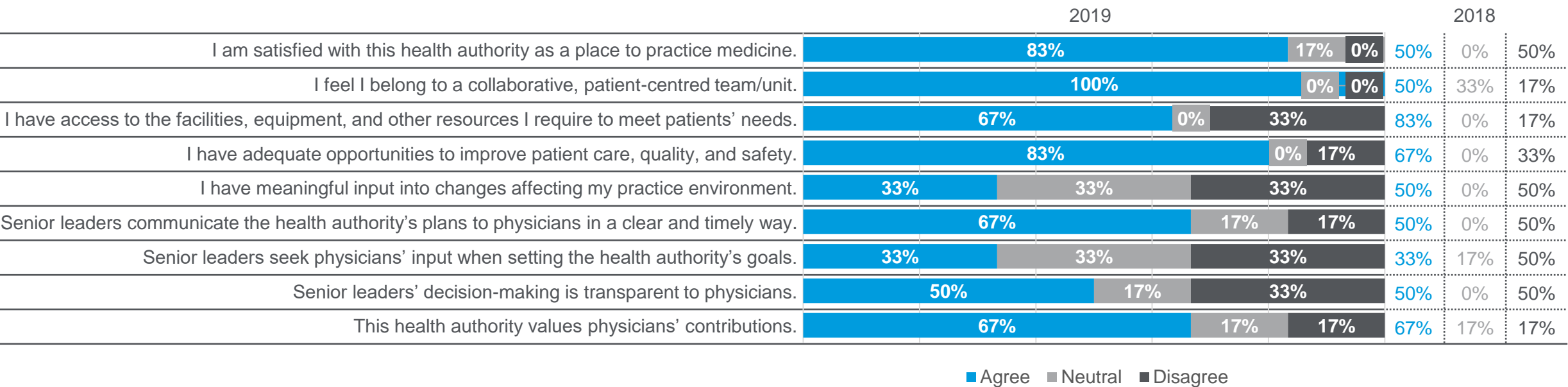
New in 2019

Local Engagement and Safety Questions



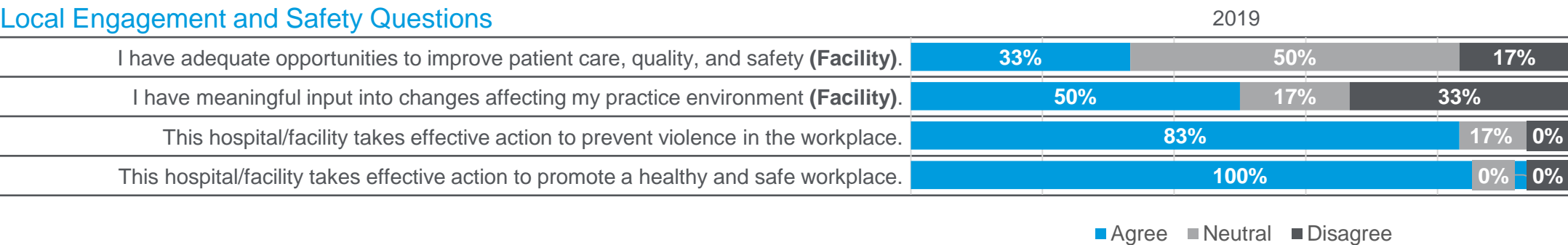
GR Baker Memorial Hospital

6 Respondents 2019 | 6 Respondents 2018



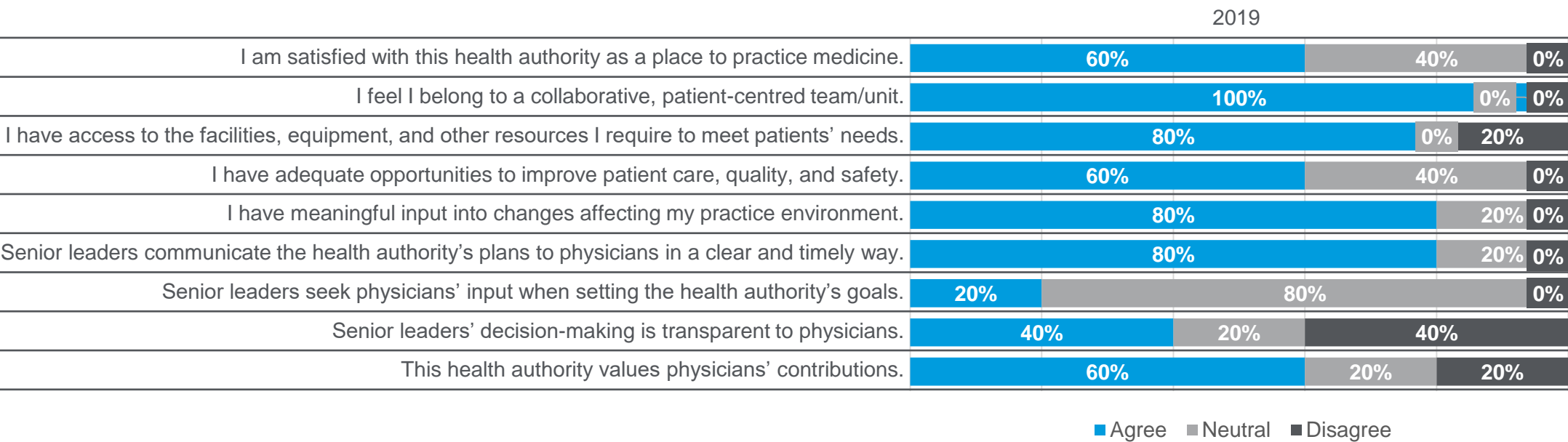
New in 2019

Local Engagement and Safety Questions



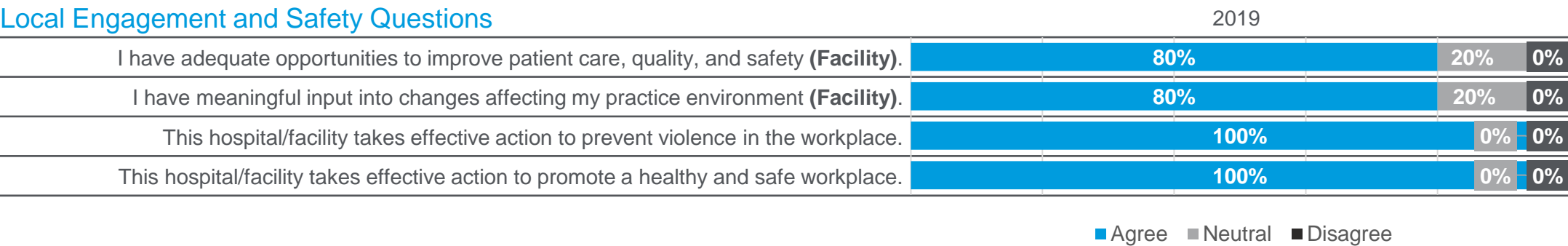
Haida Gwaii Hospital and Health Centre - Xaayda Gwaay NgaaysdII Naay

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



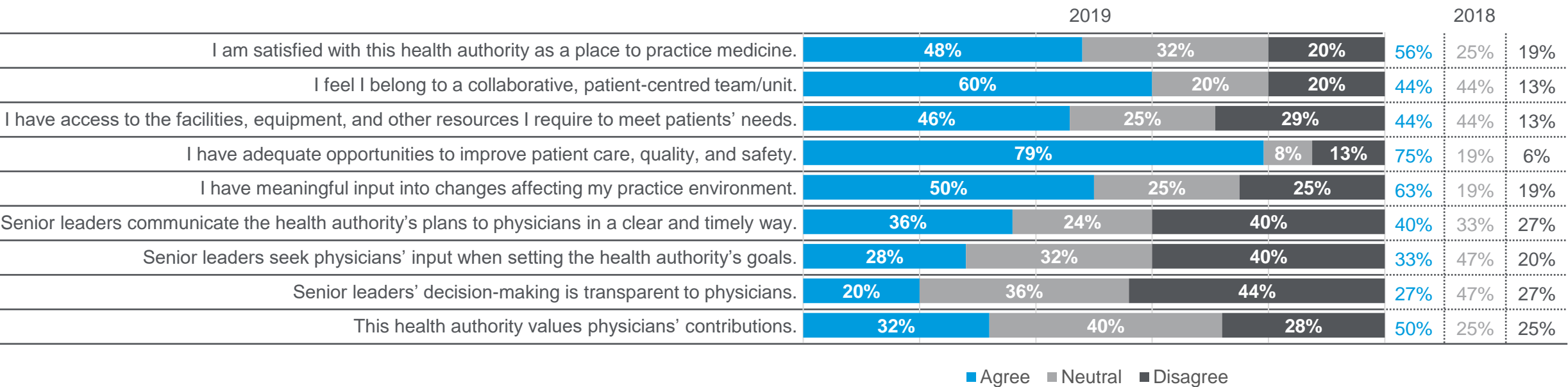
New in 2019

Local Engagement and Safety Questions



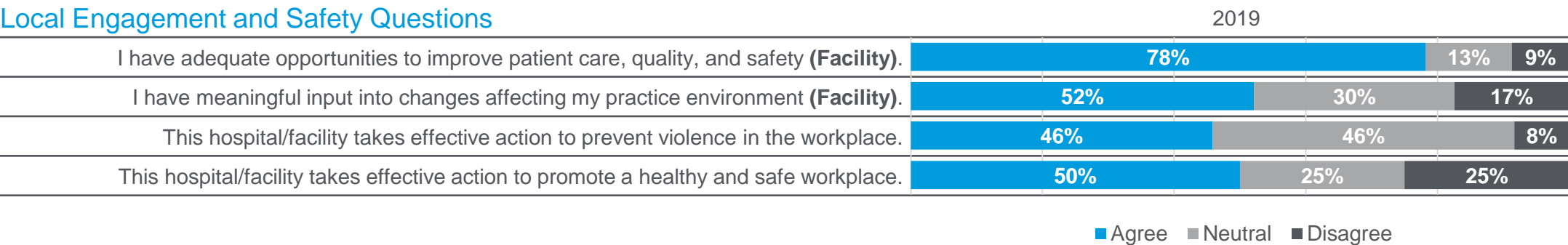
Mills Memorial Hospital

25 Respondents 2019 | 16 Respondents 2018



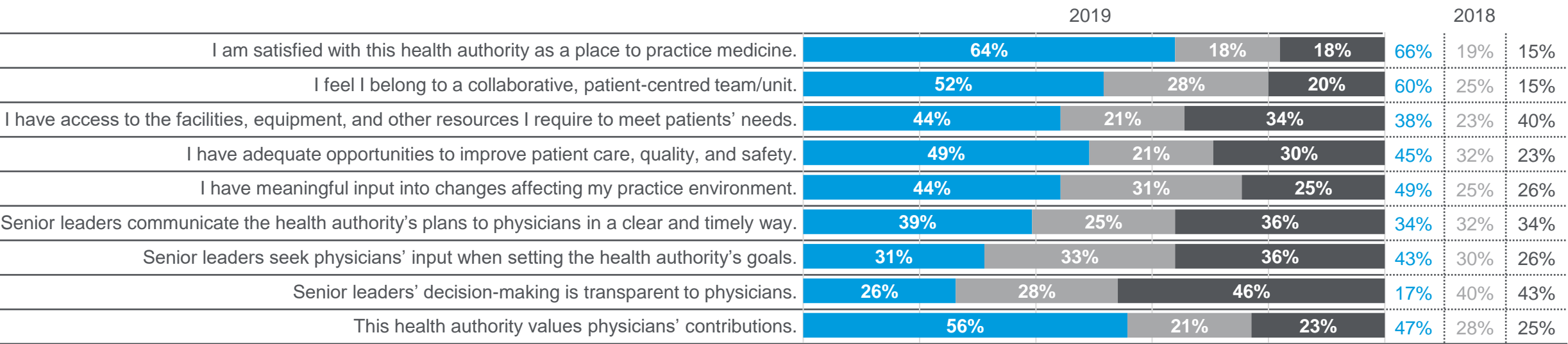
New in 2019

Local Engagement and Safety Questions



University Hospital of Northern British Columbia (UHNBC)

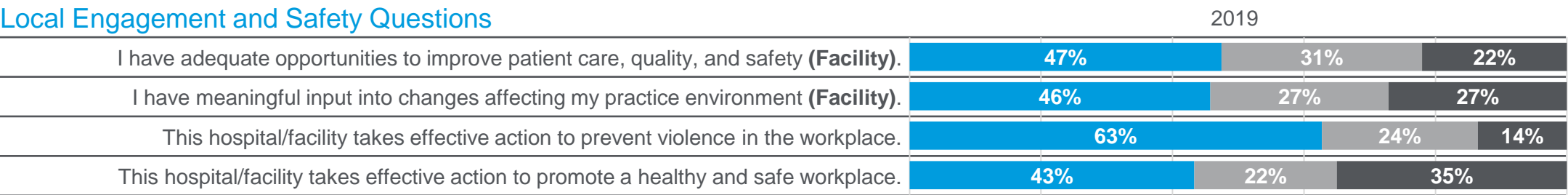
61 Respondents 2019 | 53 Respondents 2018



■ Agree ■ Neutral ■ Disagree

New in 2019

Local Engagement and Safety Questions



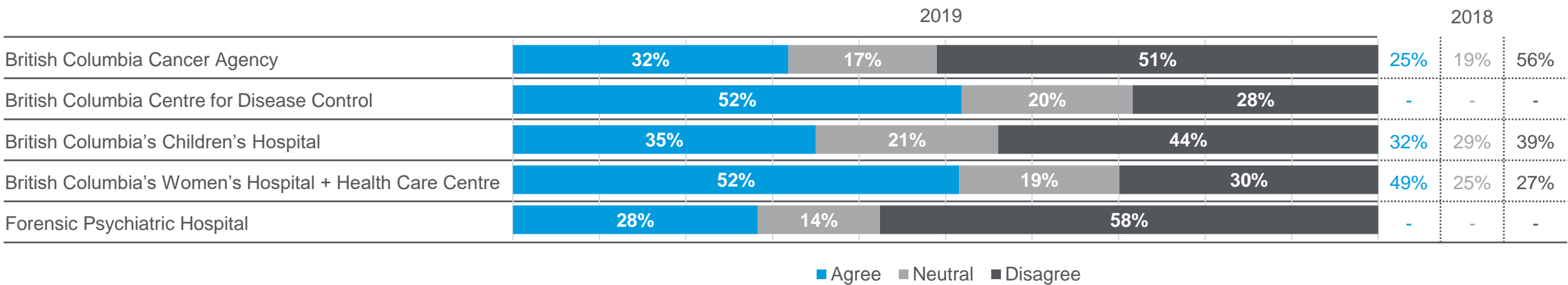
■ Agree ■ Neutral ■ Disagree

SECTION 1 – Facility Data

Provincial Health Services Authority

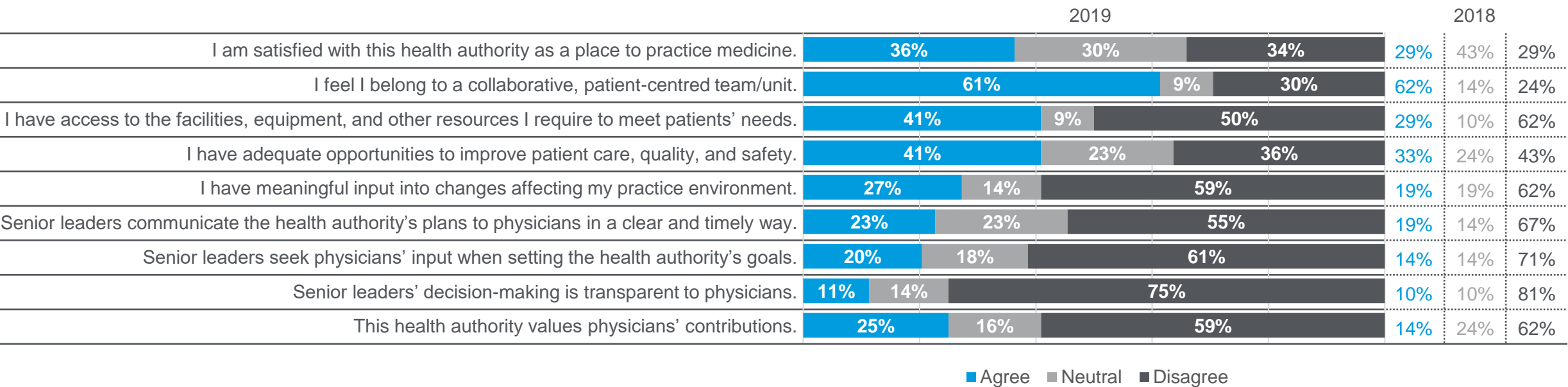
Provincial Health Services Authority

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



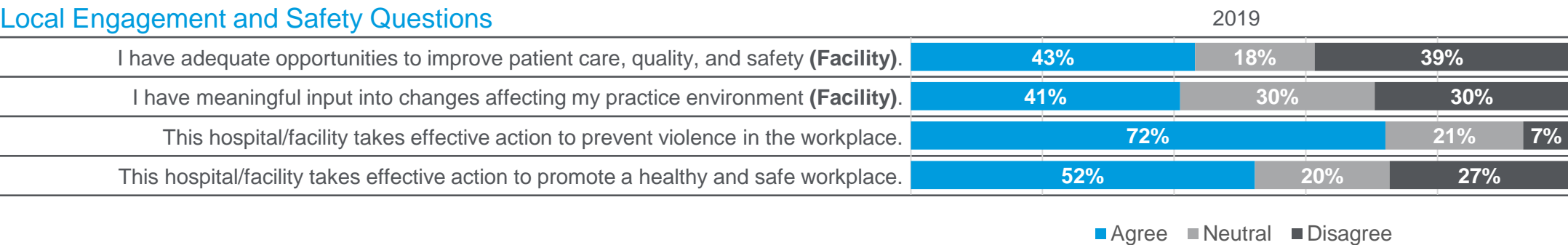
British Columbia Cancer Agency

44 Respondents 2019 | 21 Respondents 2018



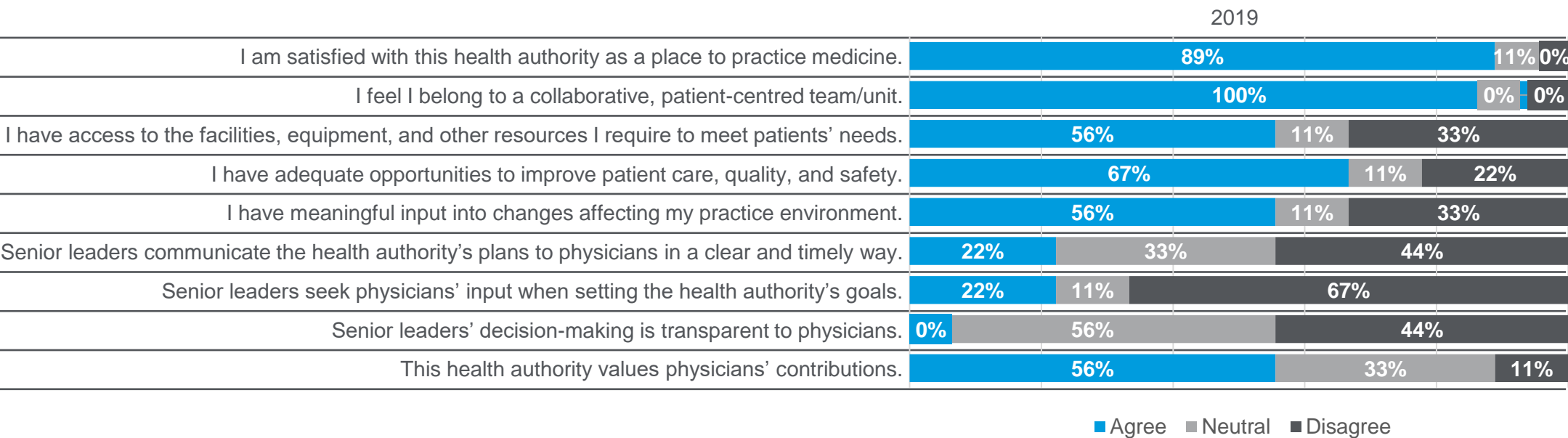
New in 2019

Local Engagement and Safety Questions



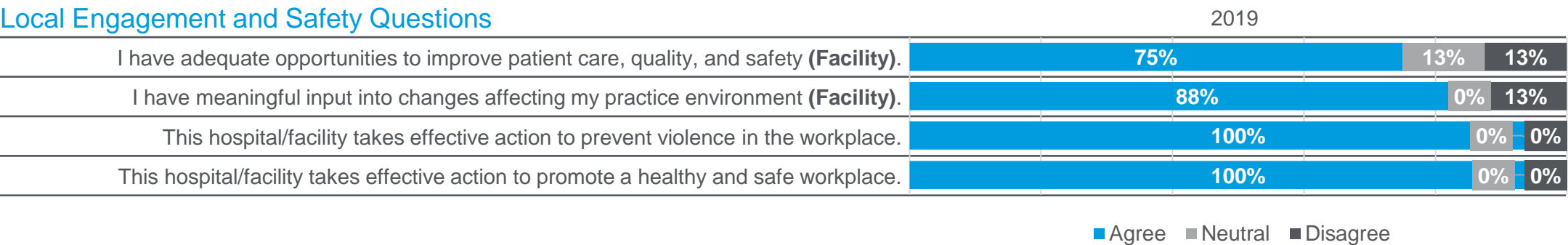
British Columbia Centre for Disease Control

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



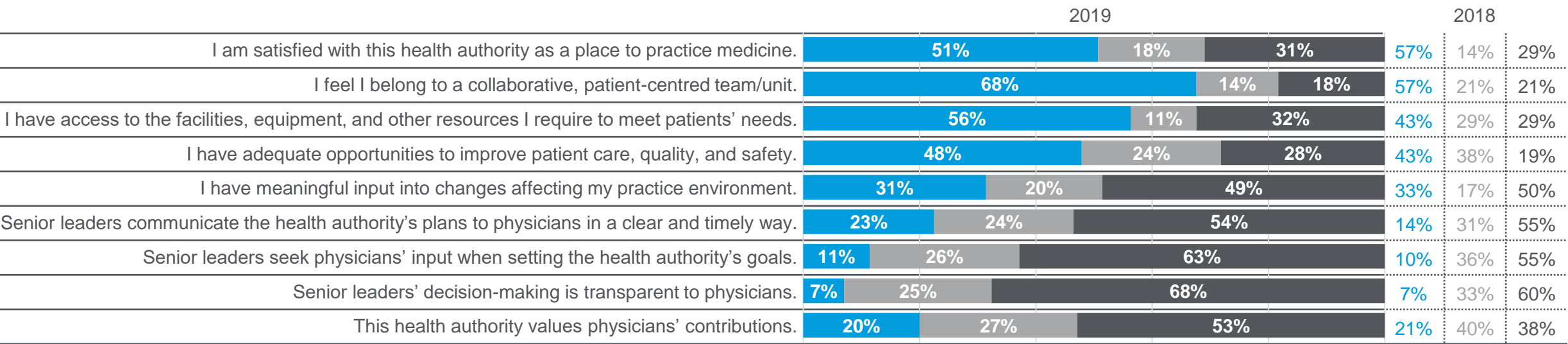
New in 2019

Local Engagement and Safety Questions



British Columbia's Children's Hospital

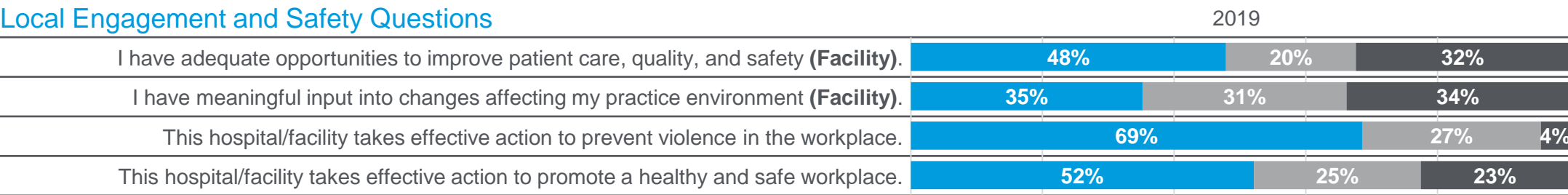
71 Respondents 2019 | 42 Respondents 2018



■ Agree
 ■ Neutral
 ■ Disagree

New in 2019

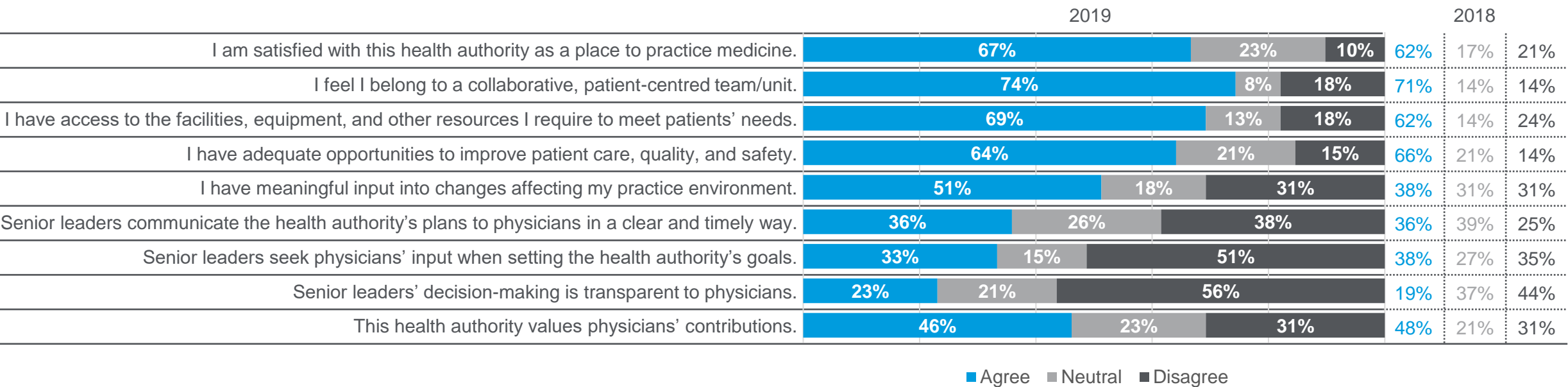
Local Engagement and Safety Questions



■ Agree
 ■ Neutral
 ■ Disagree

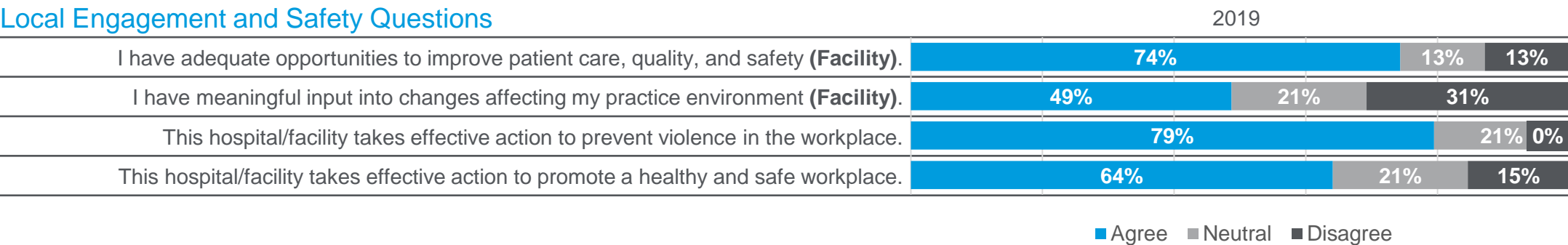
British Columbia's Women's Hospital + Health Care Centre

39 Respondents 2019 | 29 Respondents 2018



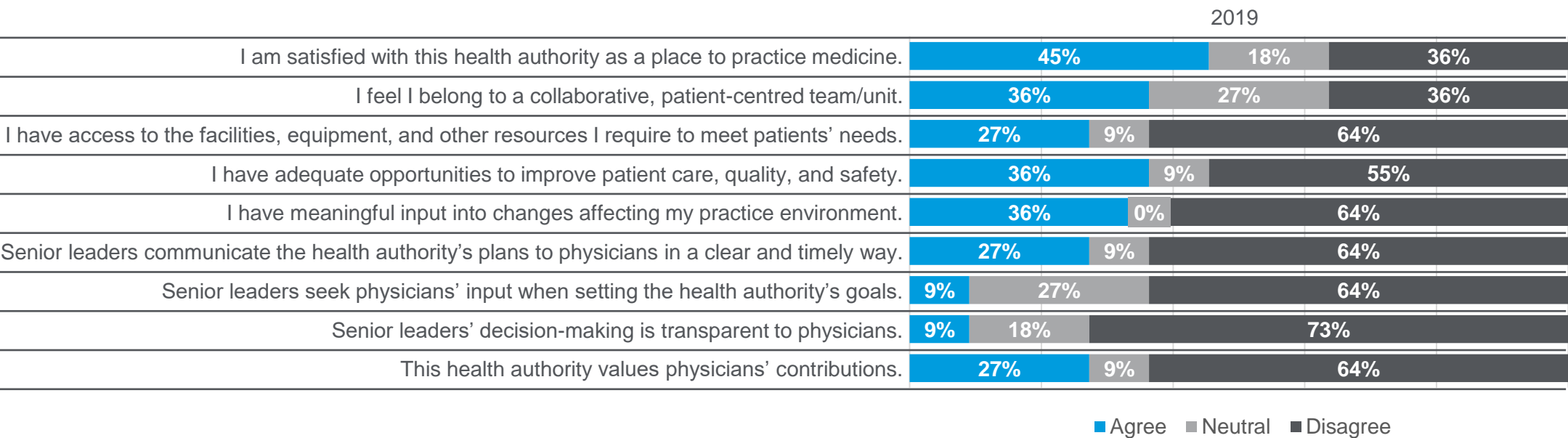
New in 2019

Local Engagement and Safety Questions



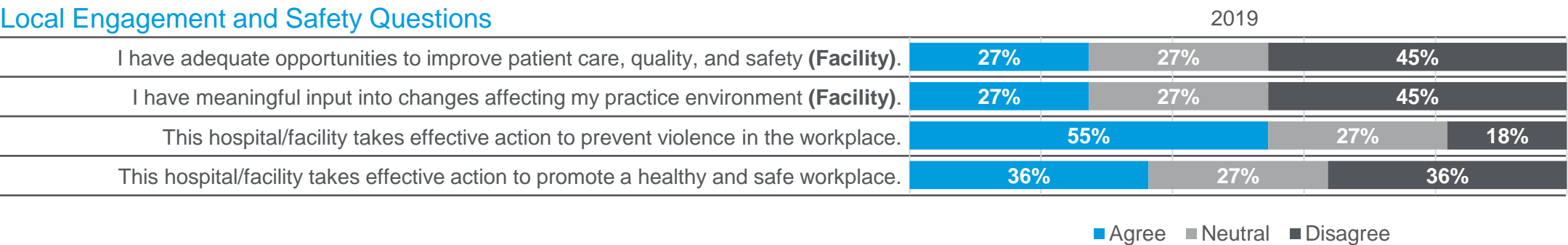
Forensic Psychiatric Hospital

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



New in 2019

Local Engagement and Safety Questions

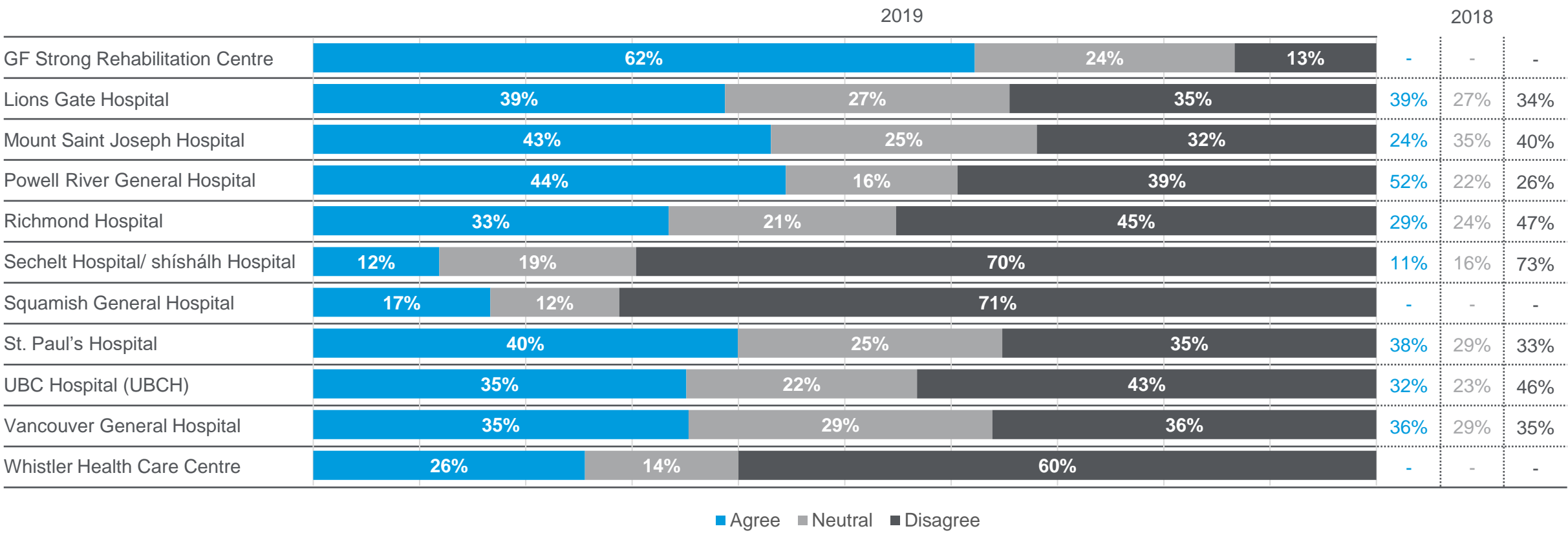


SECTION 1 – Facility Data

Vancouver Coastal Health

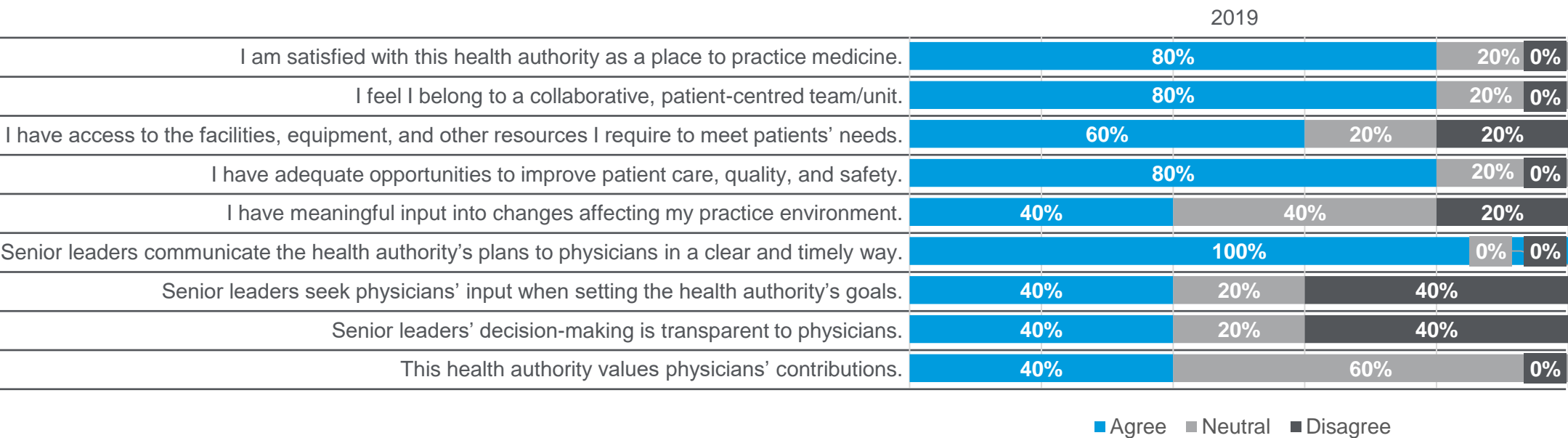
Vancouver Coastal Health

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



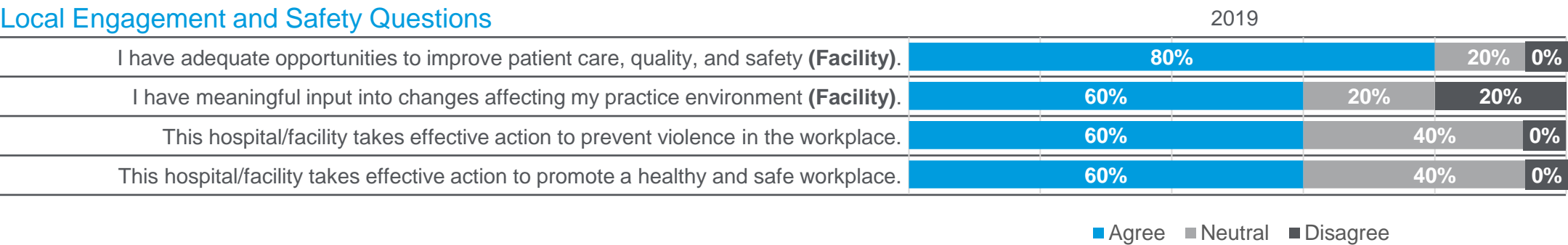
GF Strong Rehabilitation Centre

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



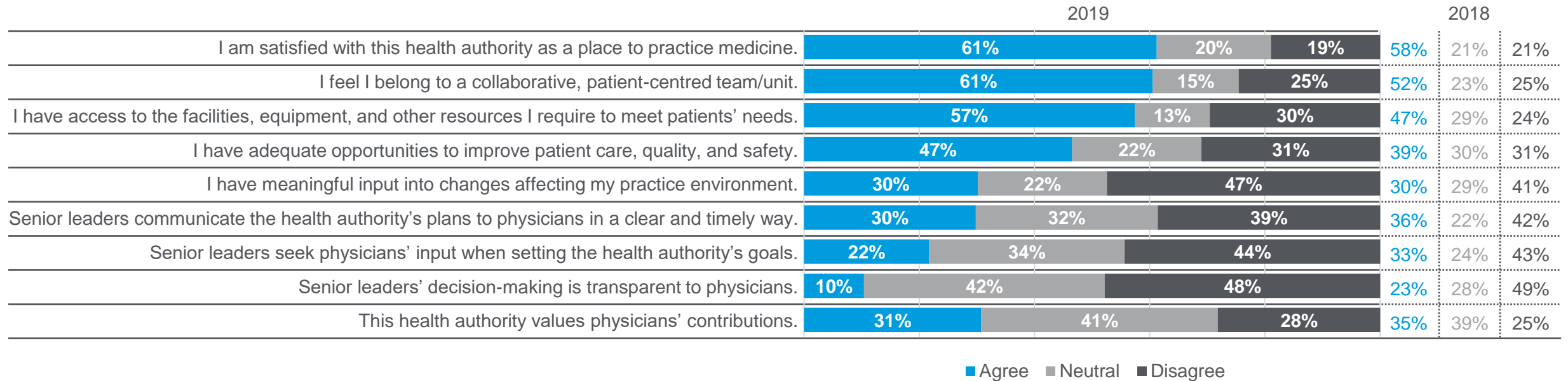
New in 2019

Local Engagement and Safety Questions



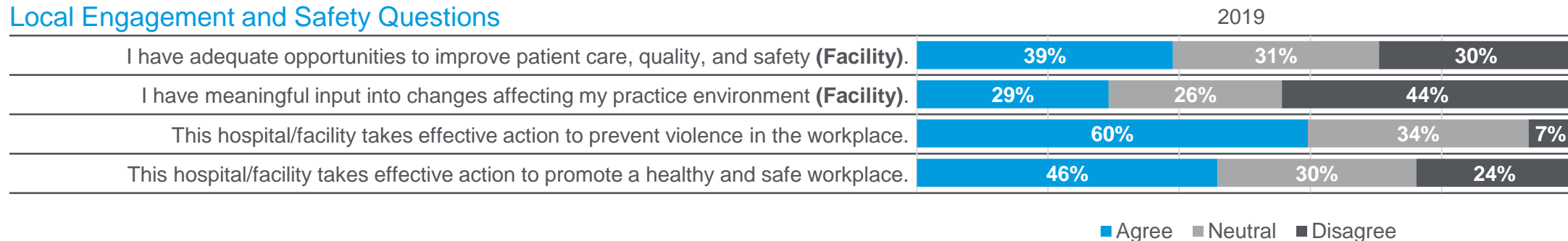
Lions Gate Hospital

117 Respondents 2019 | 72 Respondents 2018



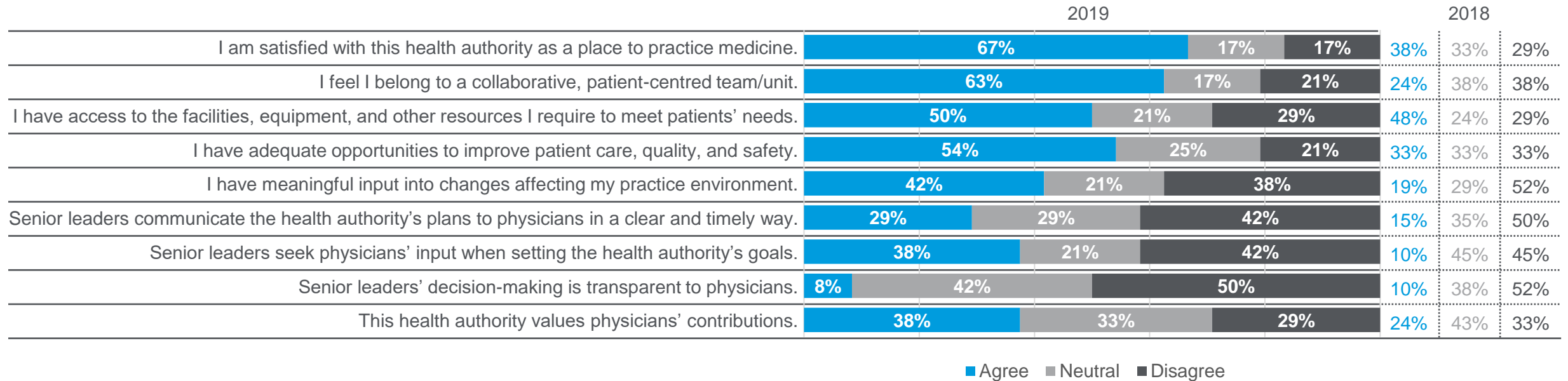
New in 2019

Local Engagement and Safety Questions



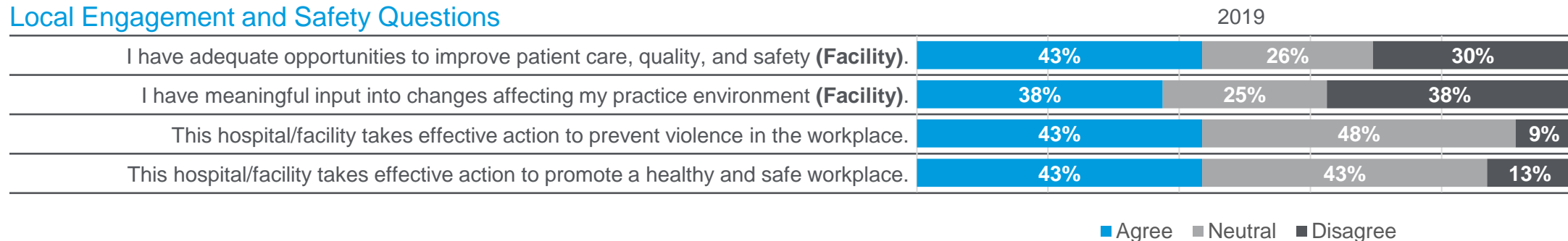
Mount Saint Joseph Hospital

24 Respondents 2019 | 21 Respondents 2018



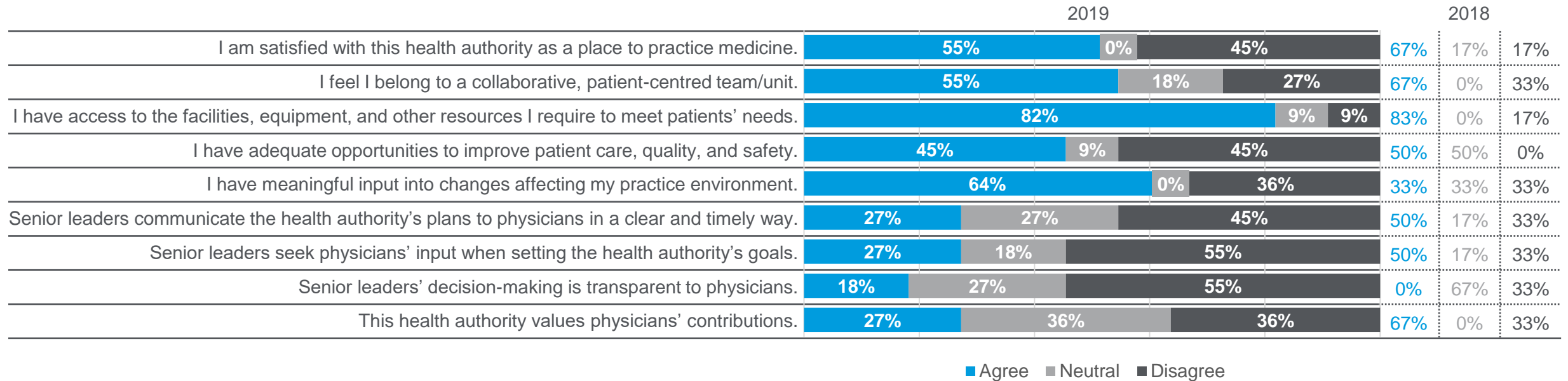
New in 2019

Local Engagement and Safety Questions



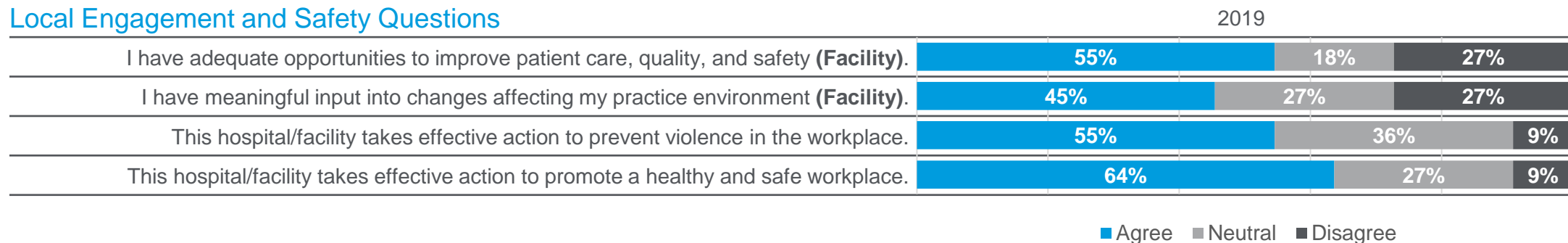
Powell River General Hospital

11 Respondents 2019 | 6 Respondents 2018



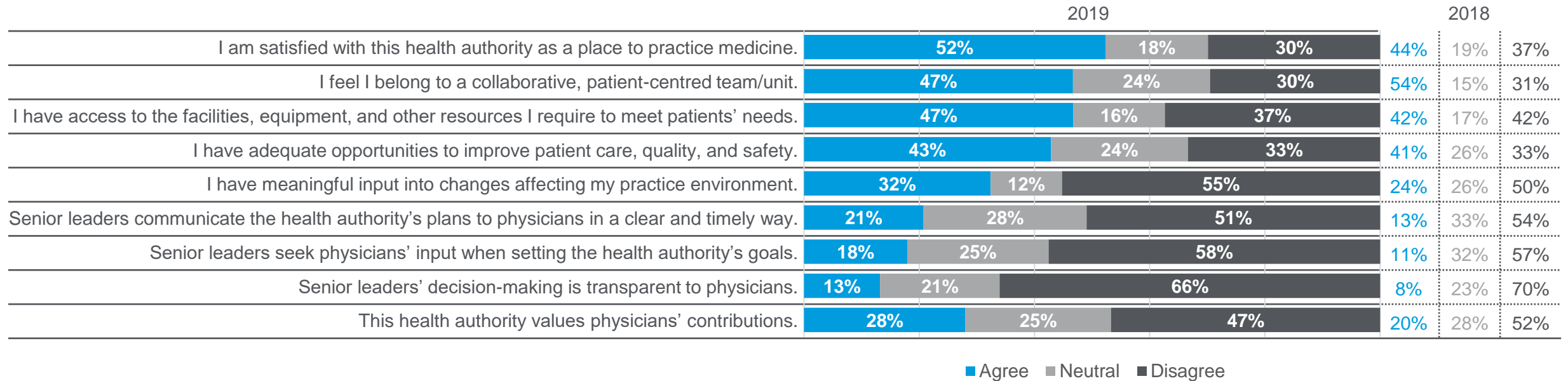
New in 2019

Local Engagement and Safety Questions



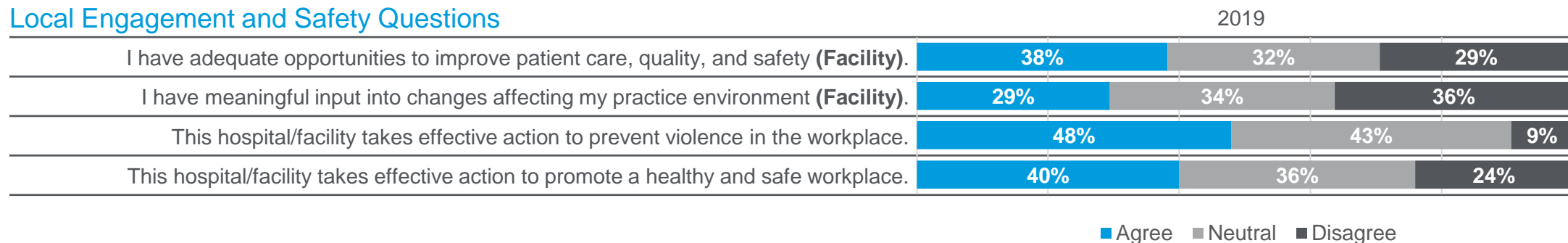
Richmond Hospital

107 Respondents 2019 | 54 Respondents 2018



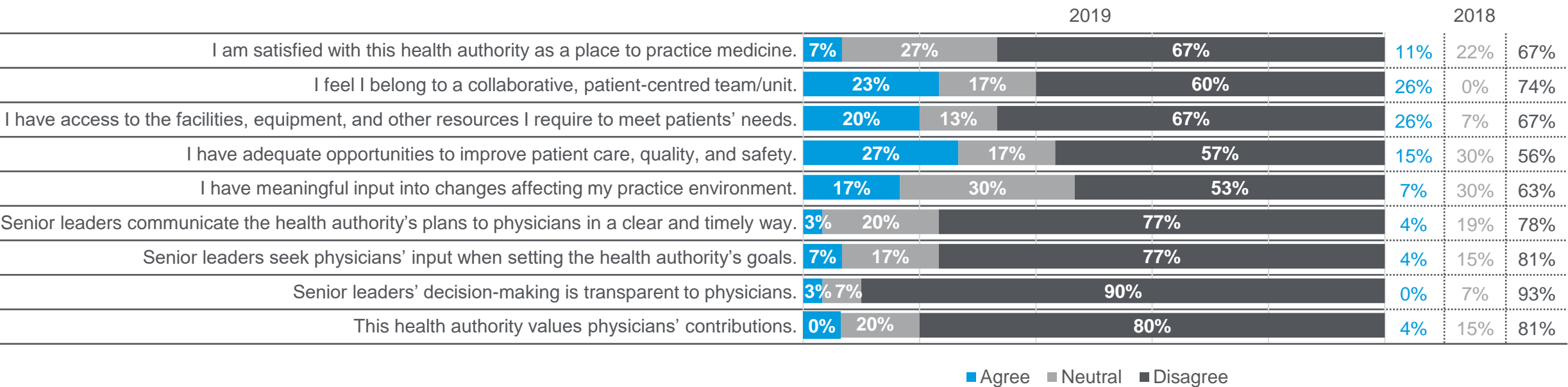
New in 2019

Local Engagement and Safety Questions



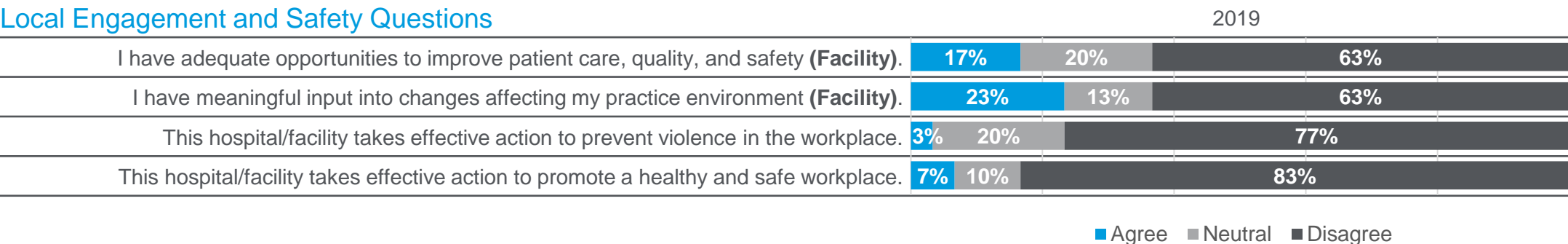
Sechelt Hospital/ shíshálh Hospital

30 Respondents 2019 | 27 Respondents 2018



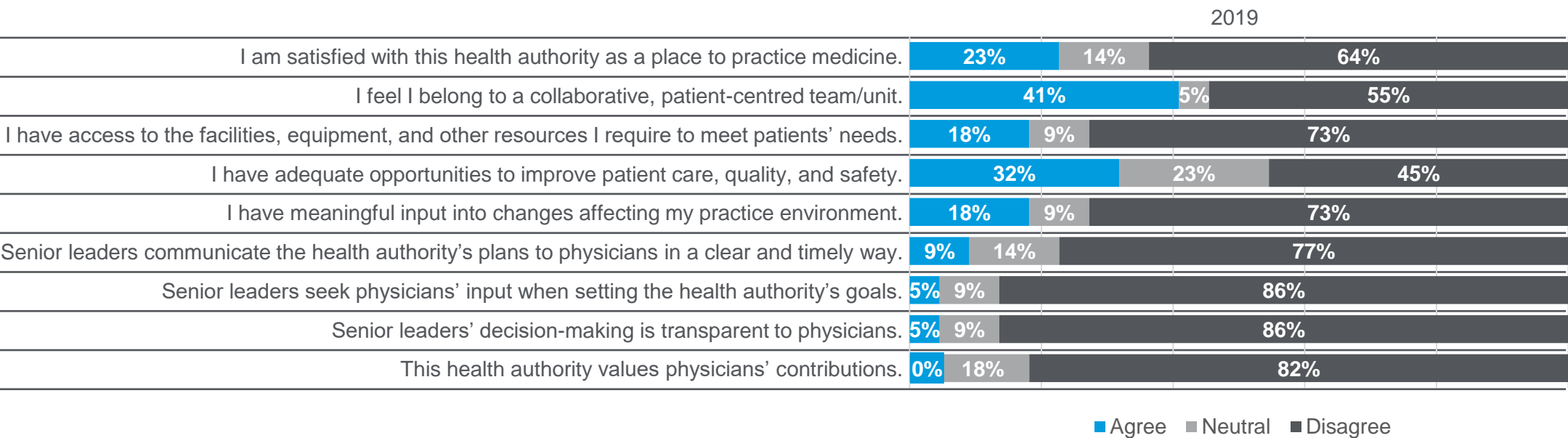
New in 2019

Local Engagement and Safety Questions



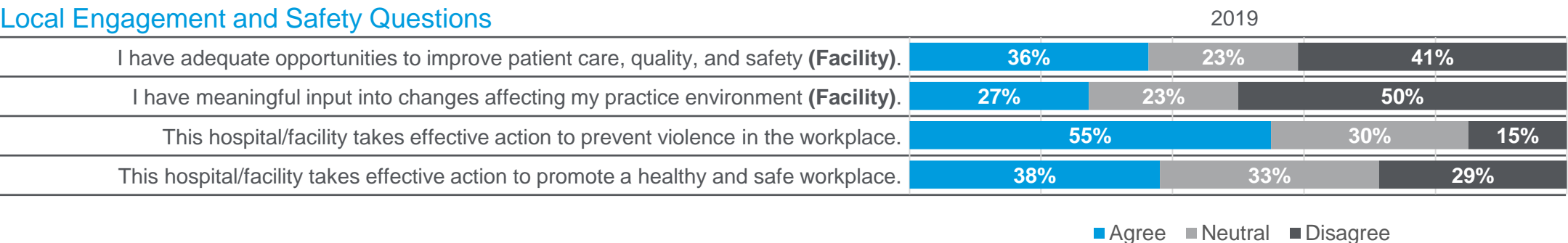
Squamish General Hospital

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



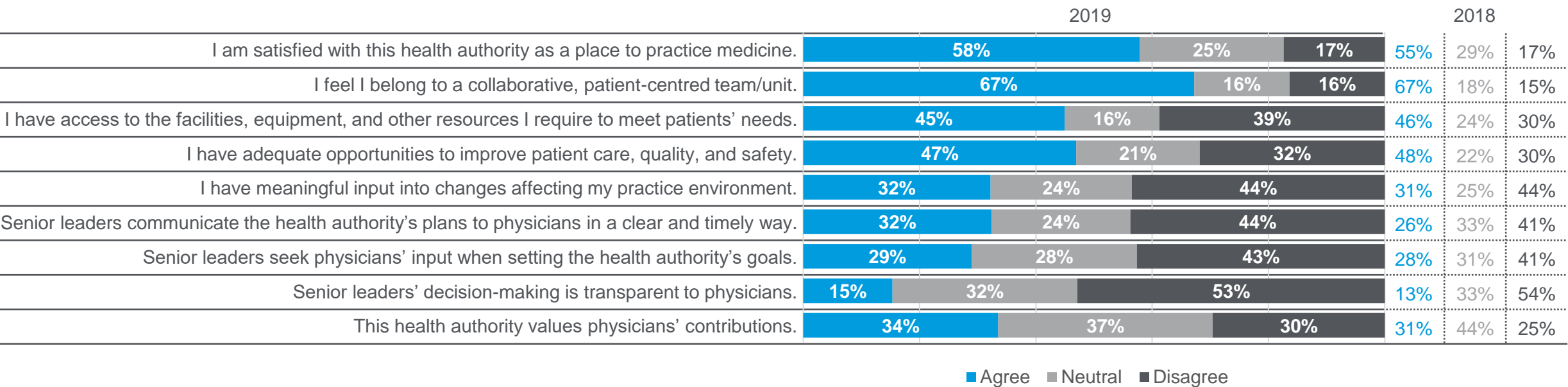
New in 2019

Local Engagement and Safety Questions



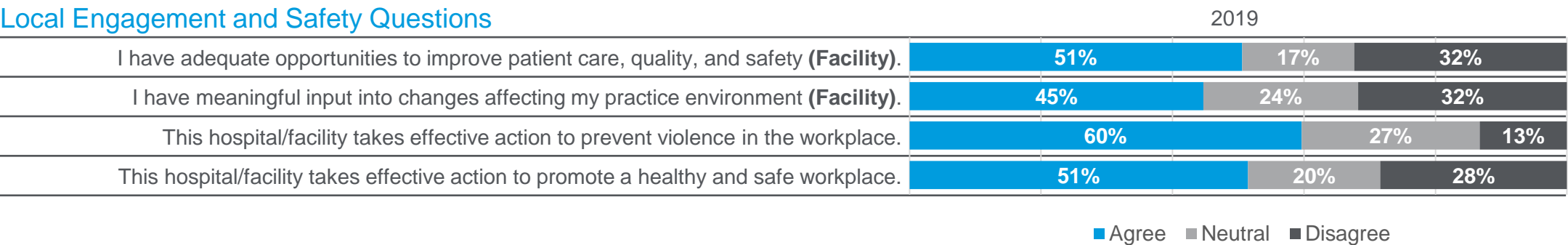
St. Paul's Hospital

179 Respondents 2019 | 86 Respondents 2018



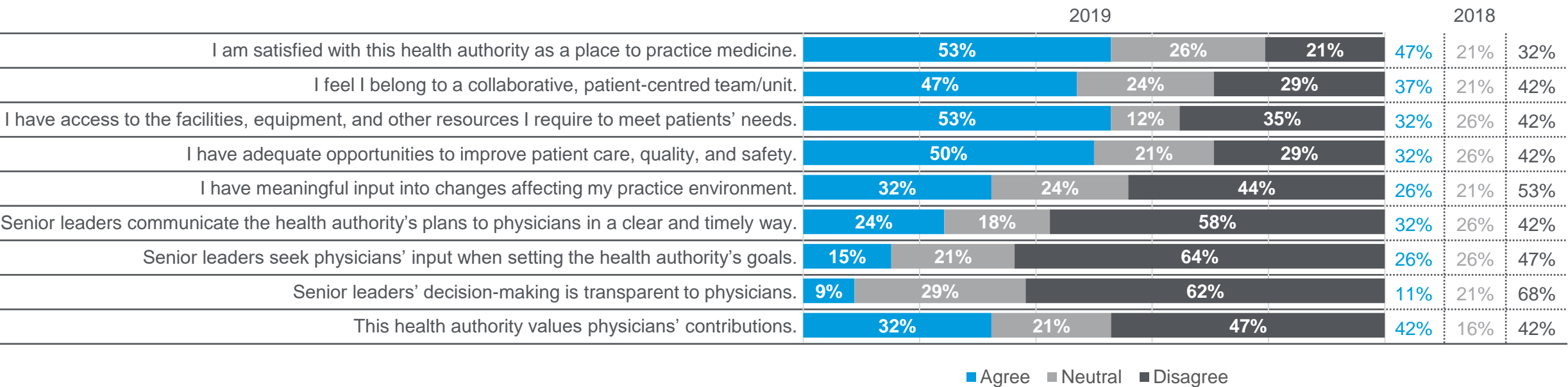
New in 2019

Local Engagement and Safety Questions



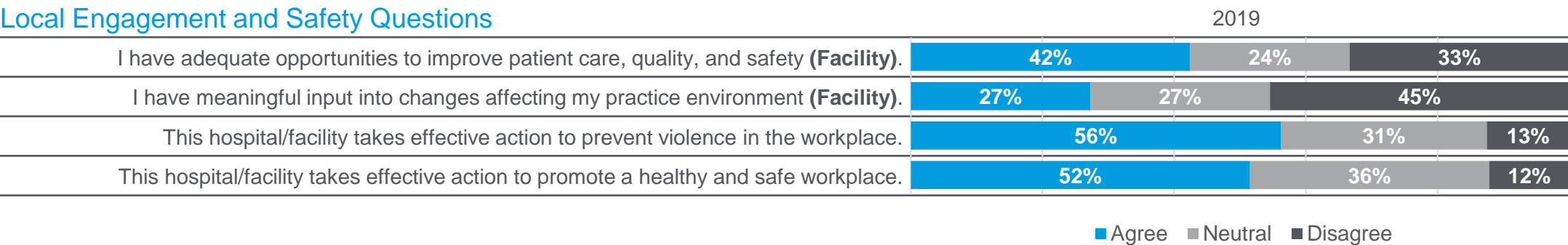
UBC Hospital (UBCH)

34 Respondents 2019 | 19 Respondents 2018



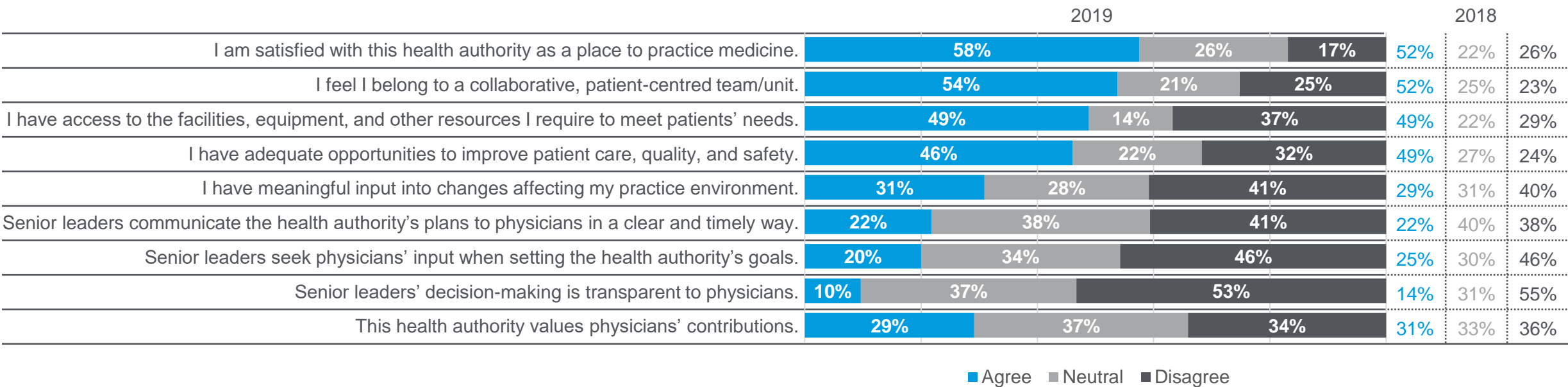
New in 2019

Local Engagement and Safety Questions



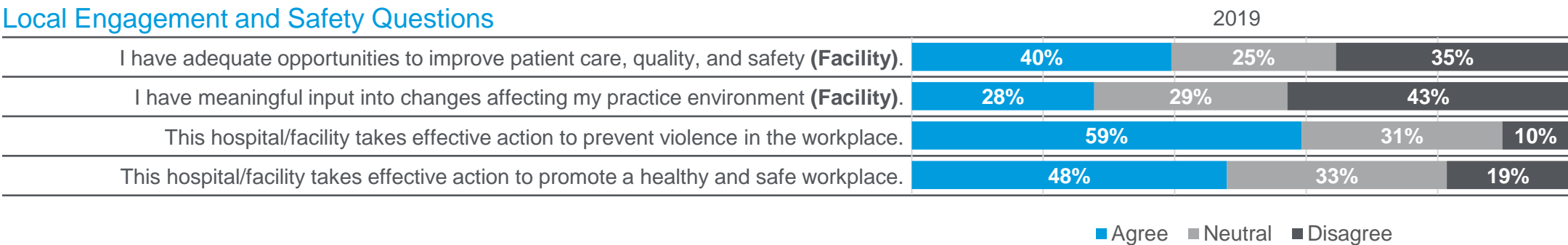
Vancouver General Hospital

266 Respondents 2019 | 190 Respondents 2018



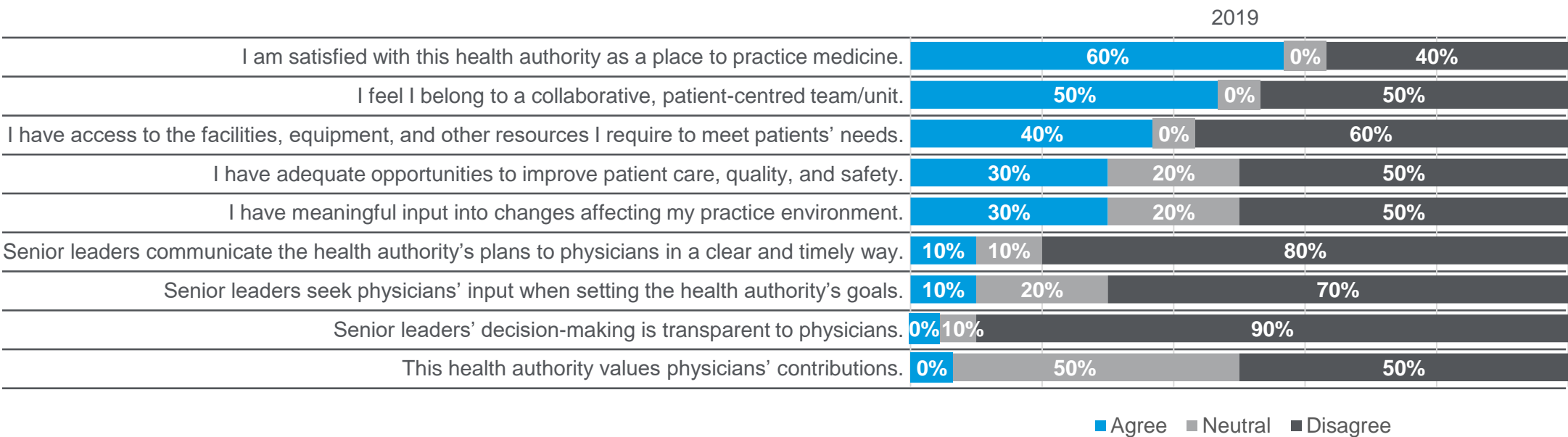
New in 2019

Local Engagement and Safety Questions



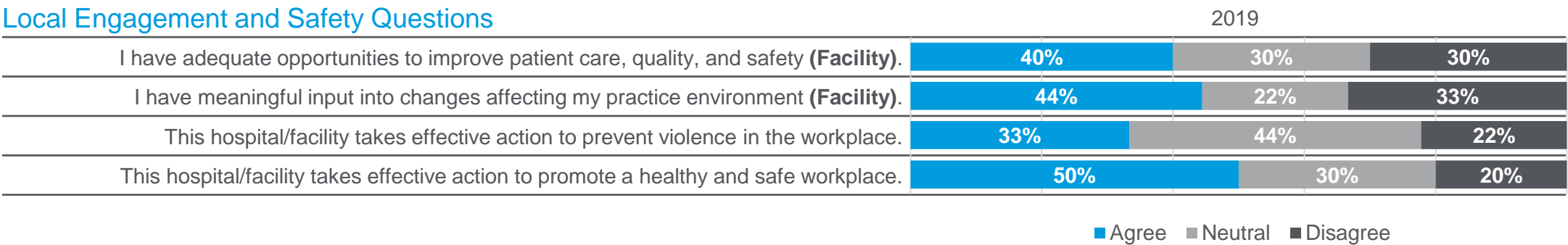
Whistler Health Care Centre

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



New in 2019

Local Engagement and Safety Questions

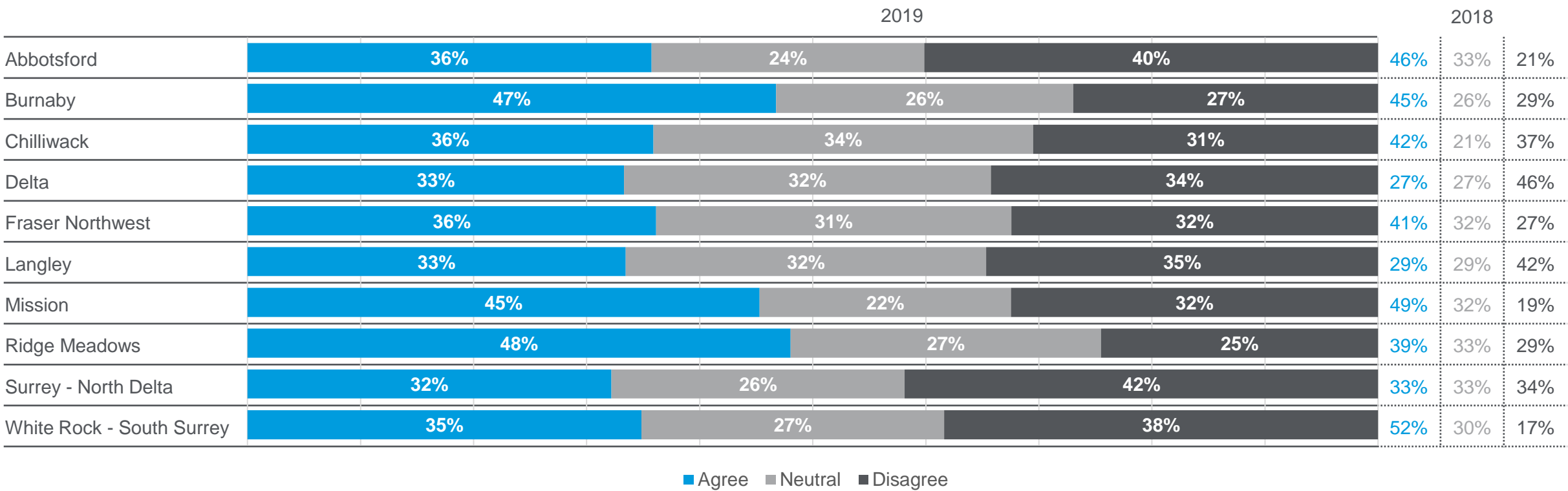


SECTION 2 – Divisions of Family Practice

Fraser

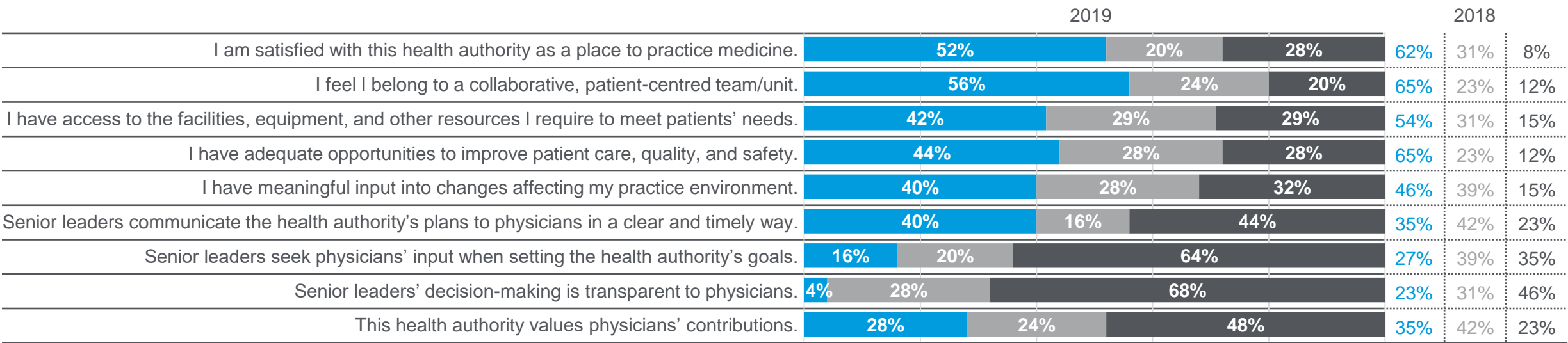
Fraser Divisions of Family Practice

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



Abbotsford Division

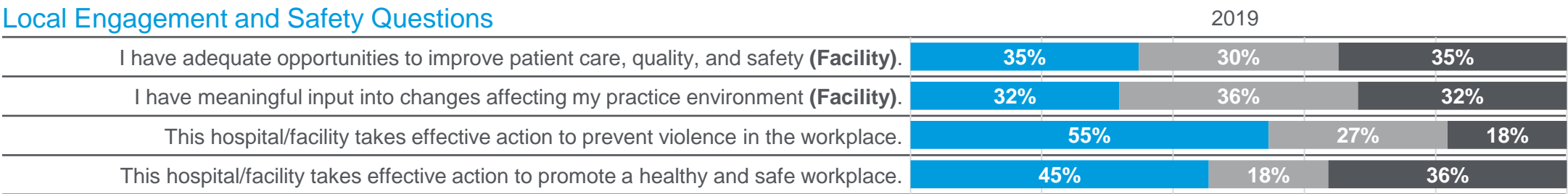
25 Respondents 2019 | 26 Respondents 2018



■ Agree ■ Neutral ■ Disagree

New in 2019

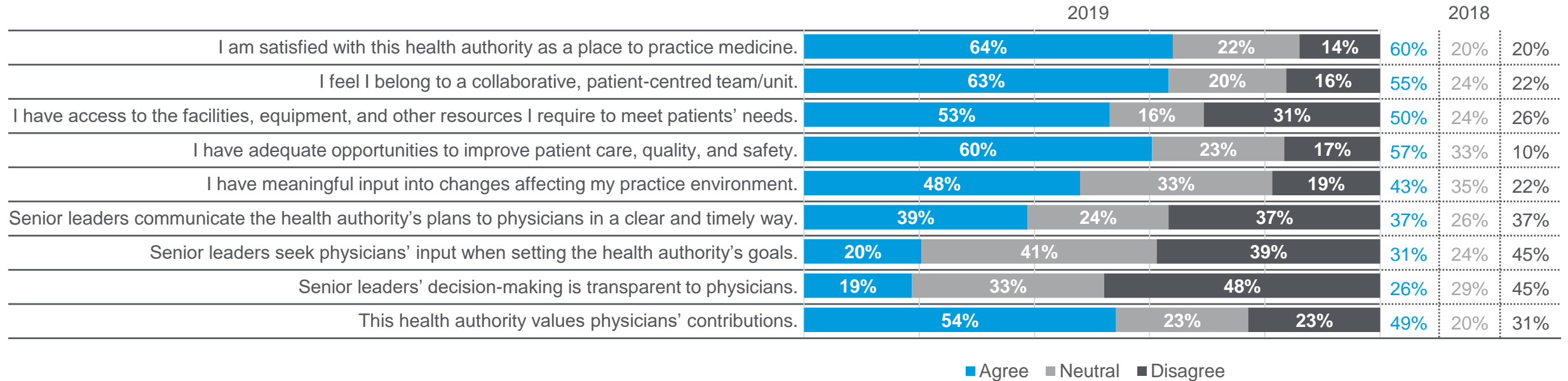
Local Engagement and Safety Questions



■ Agree ■ Neutral ■ Disagree

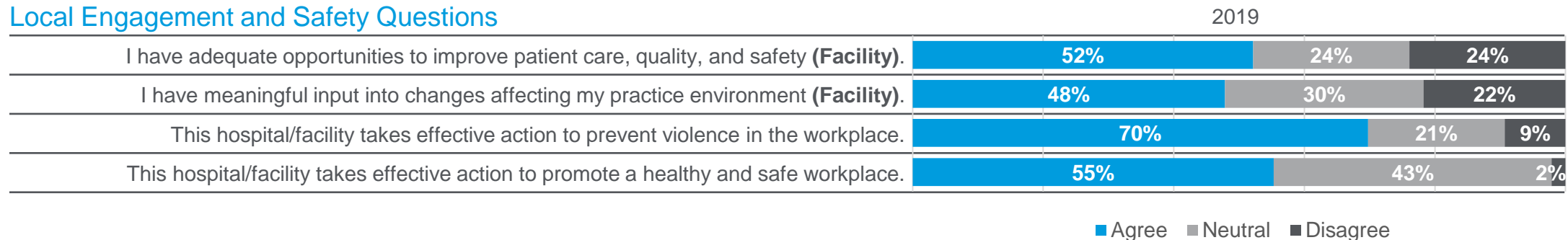
Burnaby Division

50 Respondents 2019 | 51 Respondents 2018



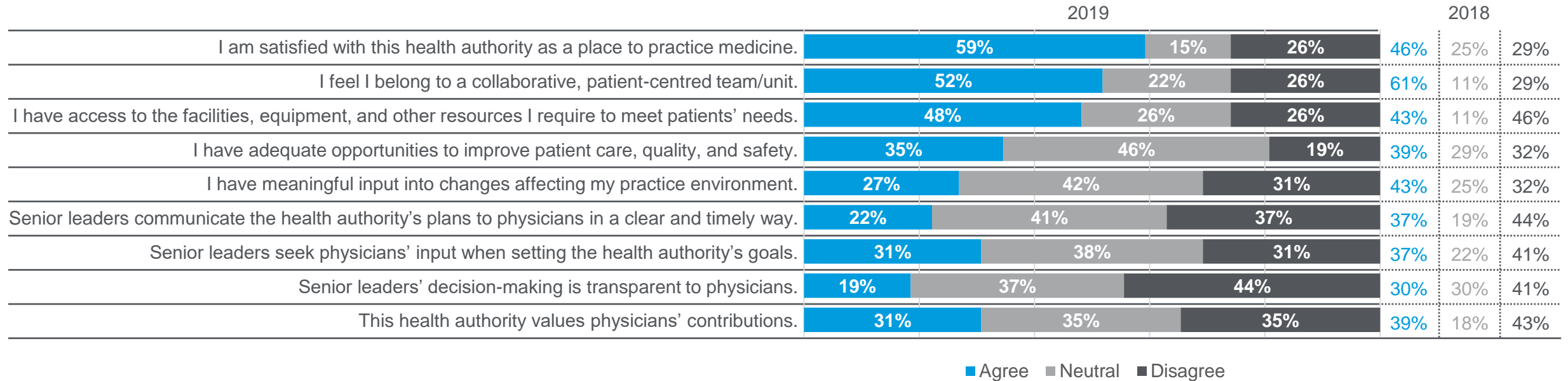
New in 2019

Local Engagement and Safety Questions



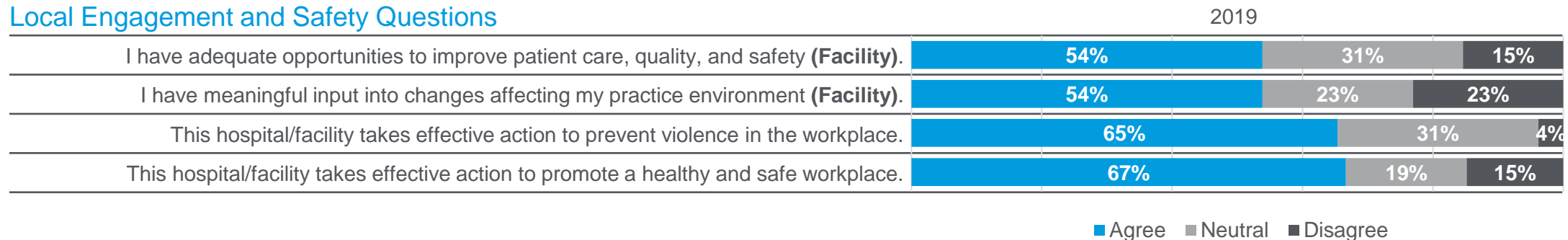
Chilliwack Division

27 Respondents 2019 | 28 Respondents 2018



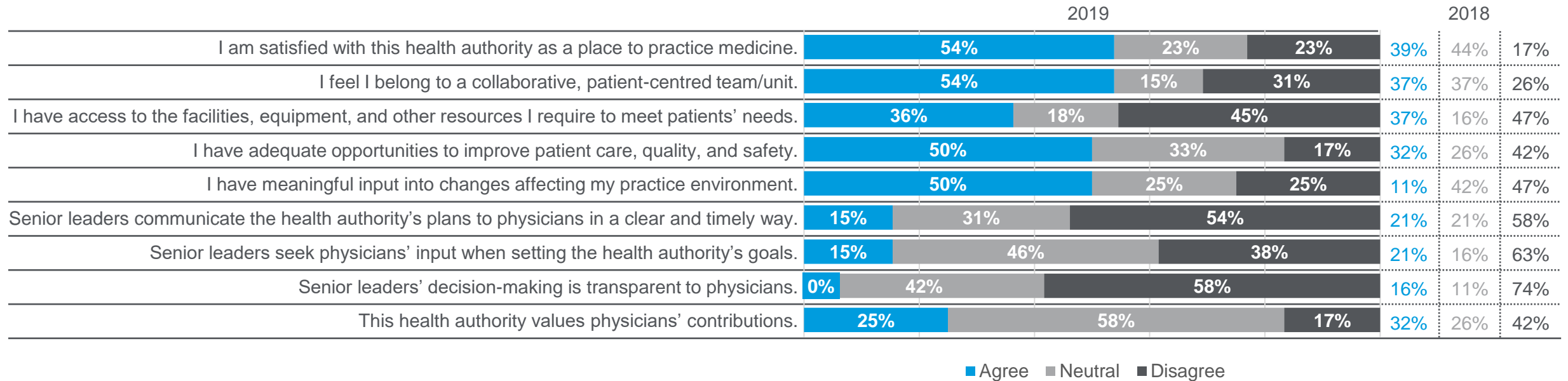
New in 2019

Local Engagement and Safety Questions



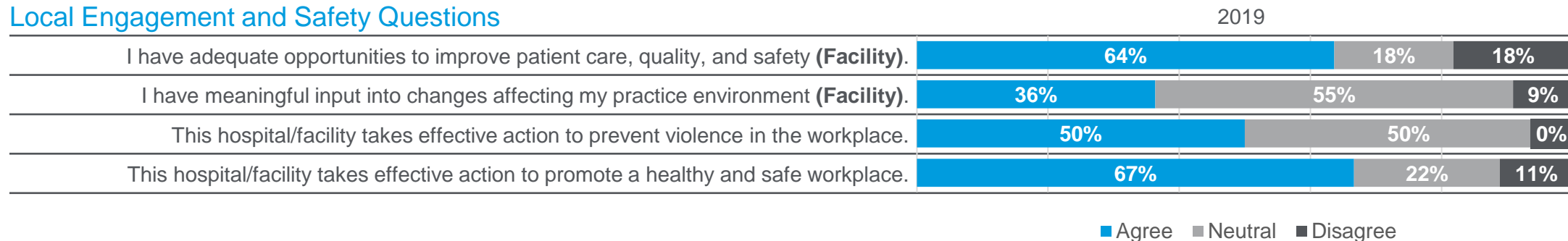
Delta Division

13 Respondents 2019 | 19 Respondents 2018



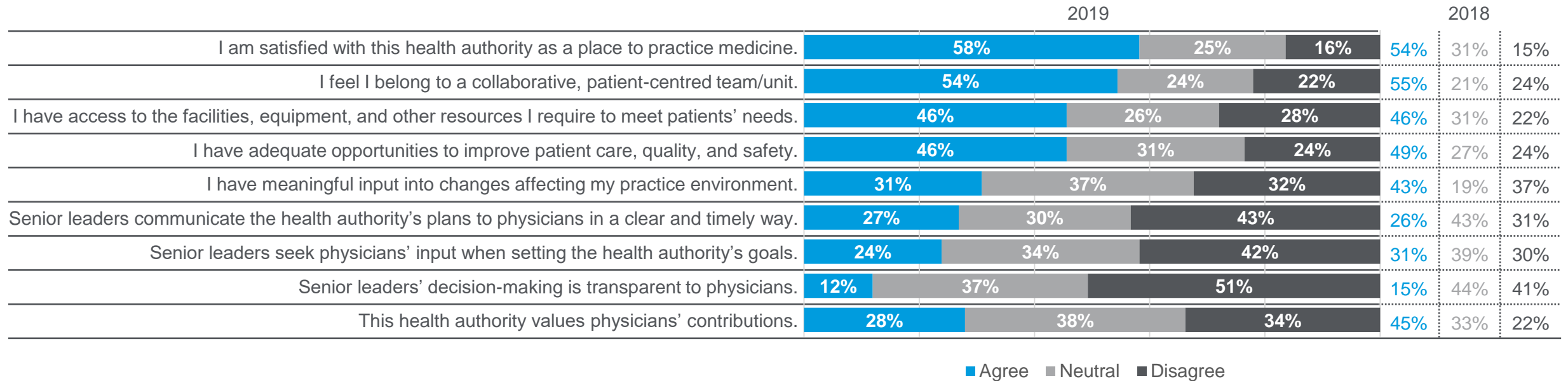
New in 2019

Local Engagement and Safety Questions



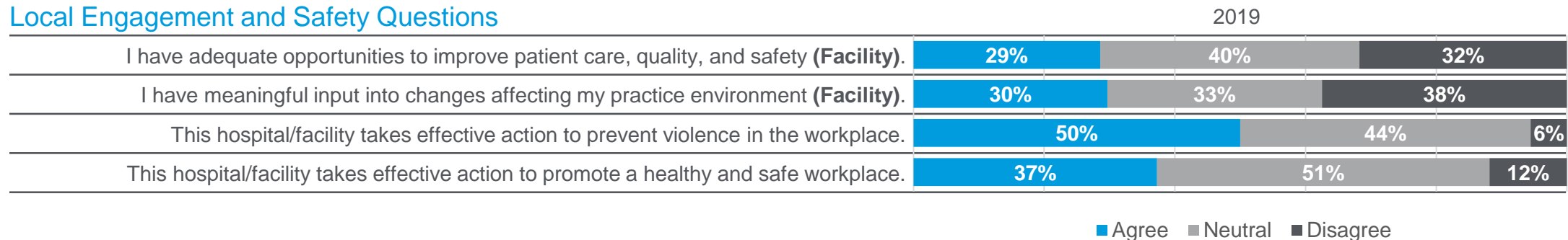
Fraser Northwest Division

68 Respondents 2019 | 67 Respondents 2018



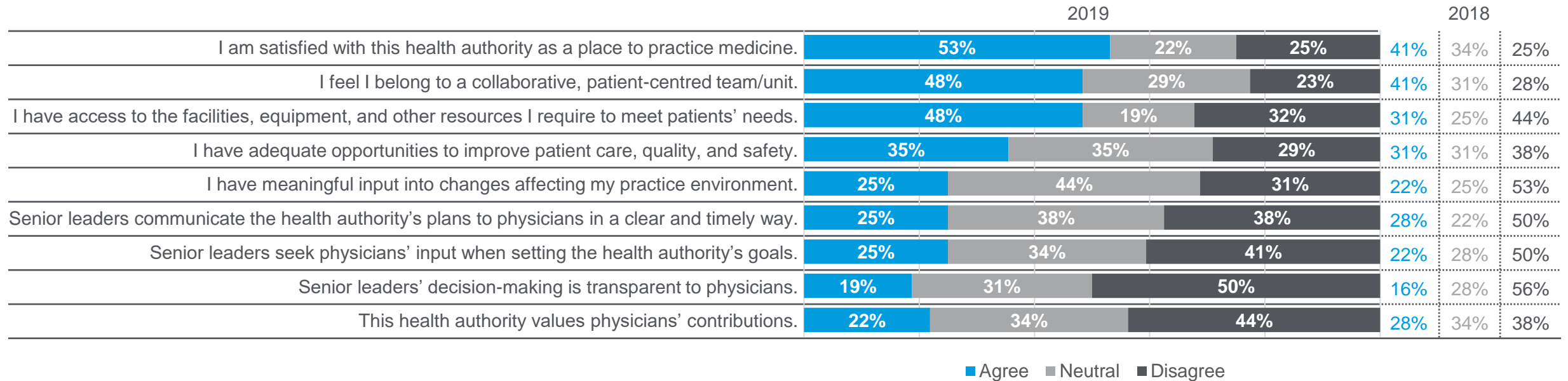
New in 2019

Local Engagement and Safety Questions



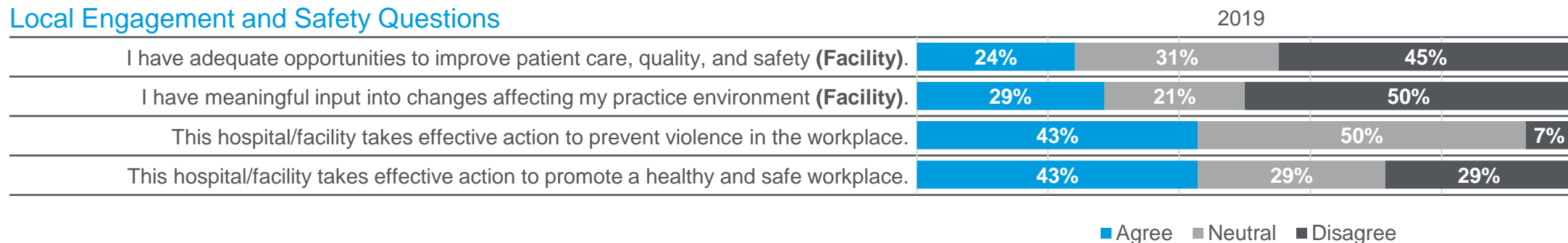
Langley Division

32 Respondents 2019 | 32 Respondents 2018



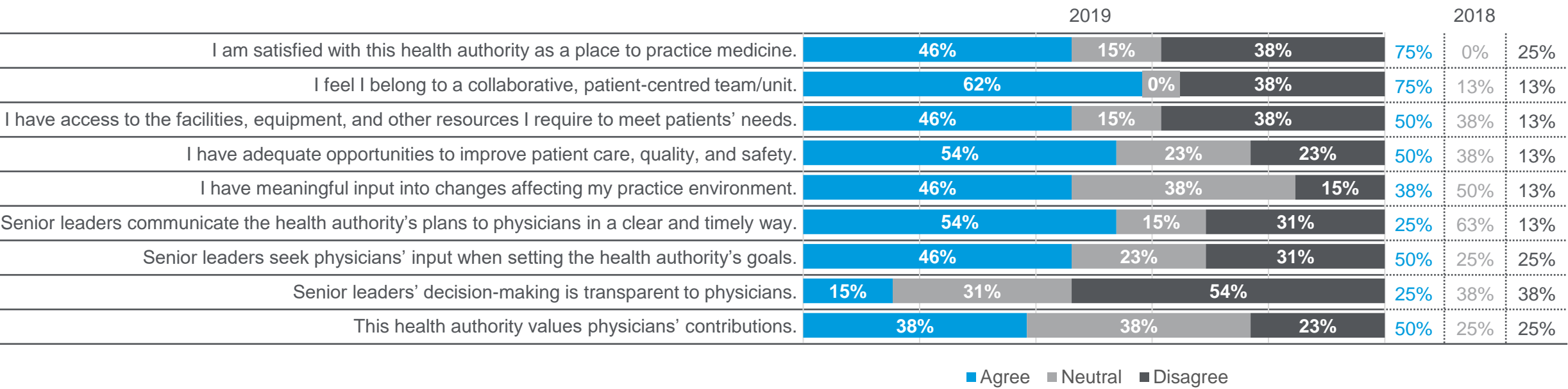
New in 2019

Local Engagement and Safety Questions



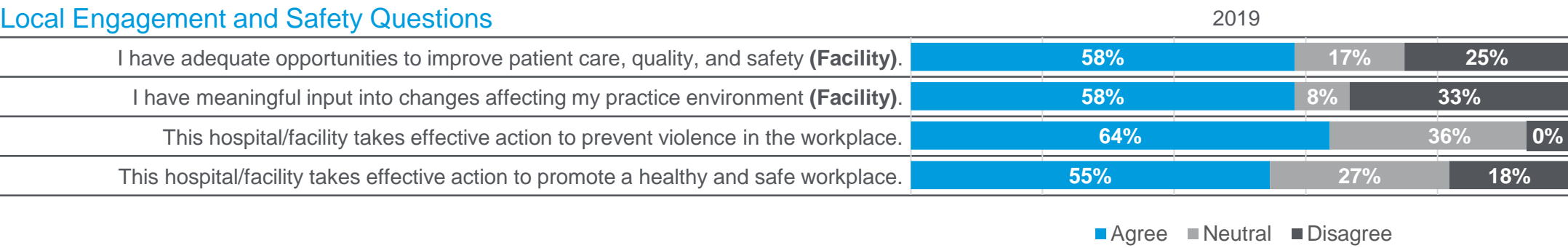
Mission Division

13 Respondents 2019 | 8 Respondents 2018



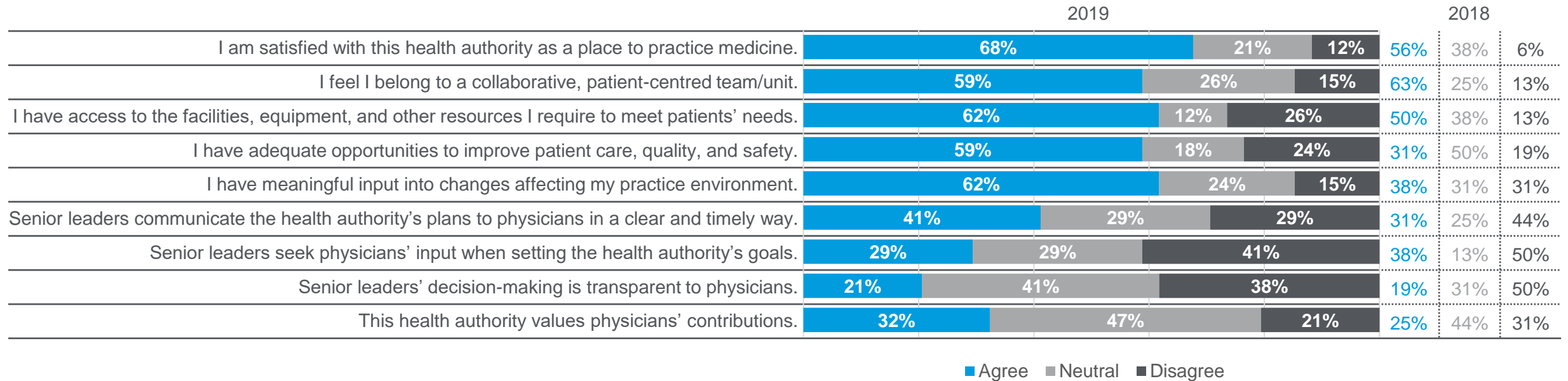
New in 2019

Local Engagement and Safety Questions



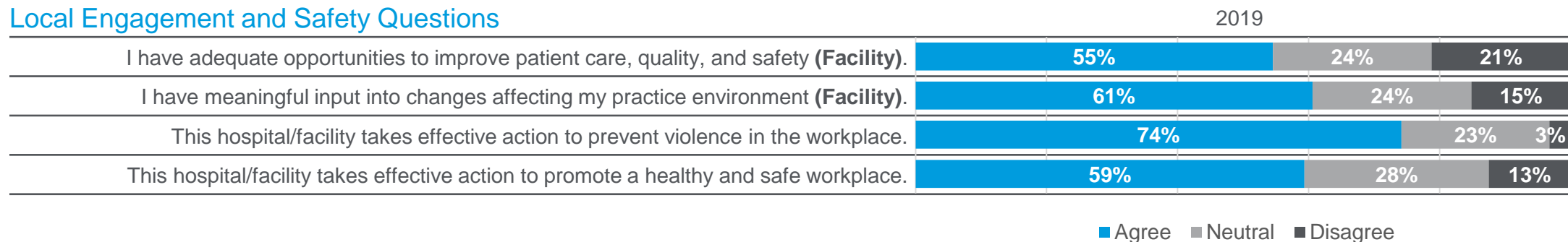
Ridge Meadows Division

34 Respondents 2019 | 16 Respondents 2018



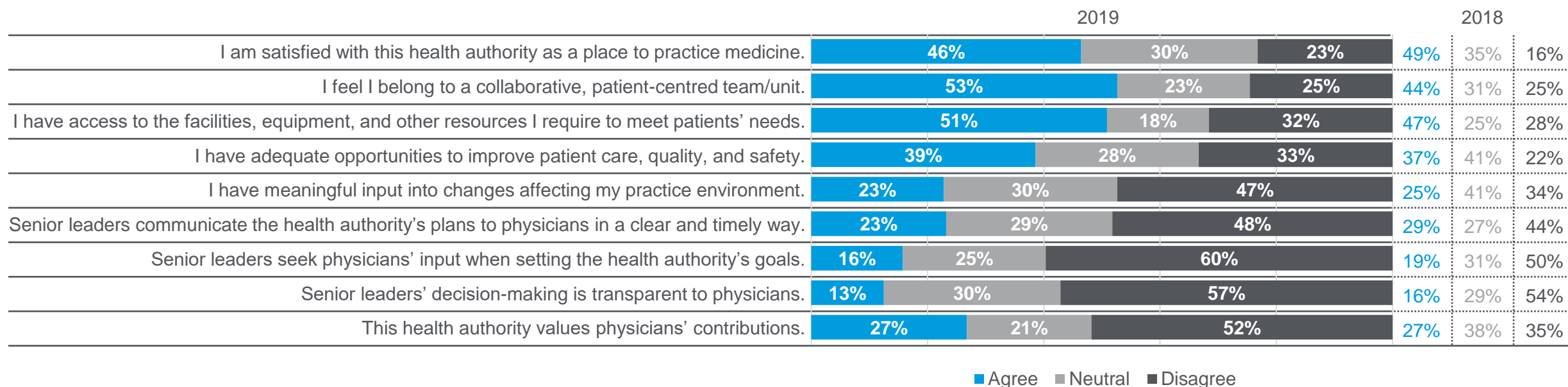
New in 2019

Local Engagement and Safety Questions



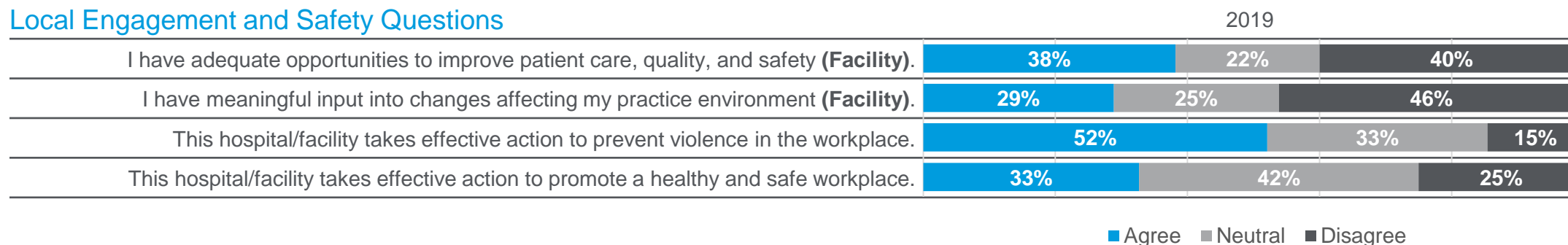
Surrey – North Delta Division

57 Respondents 2019 | 68 Respondents 2018



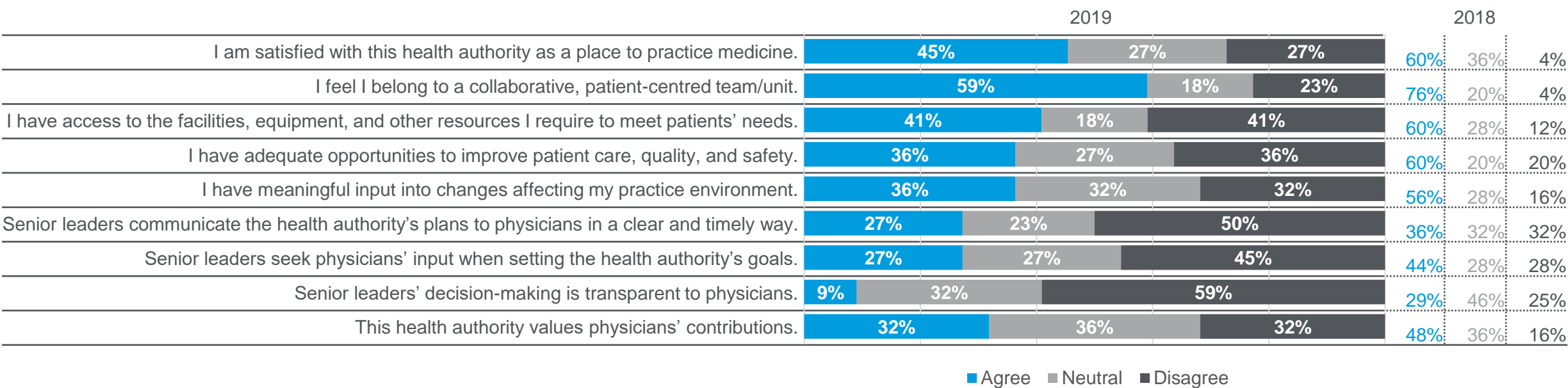
New in 2019

Local Engagement and Safety Questions



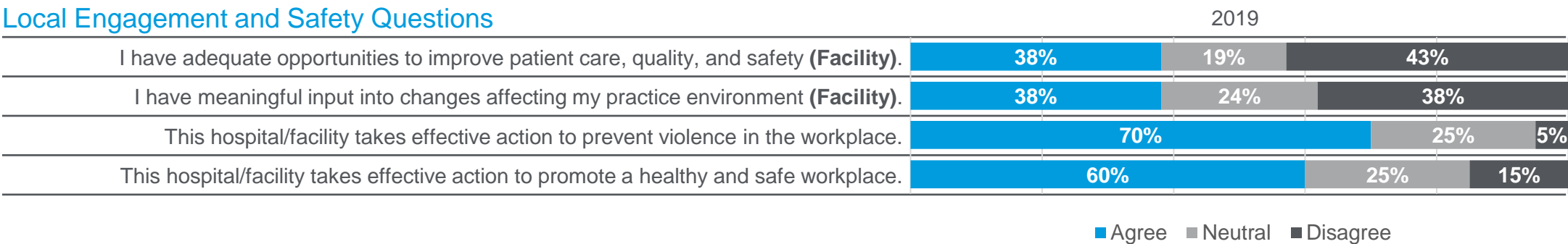
White Rock – South Surrey Division

22 Respondents 2019 | 25 Respondents 2018



New in 2019

Local Engagement and Safety Questions

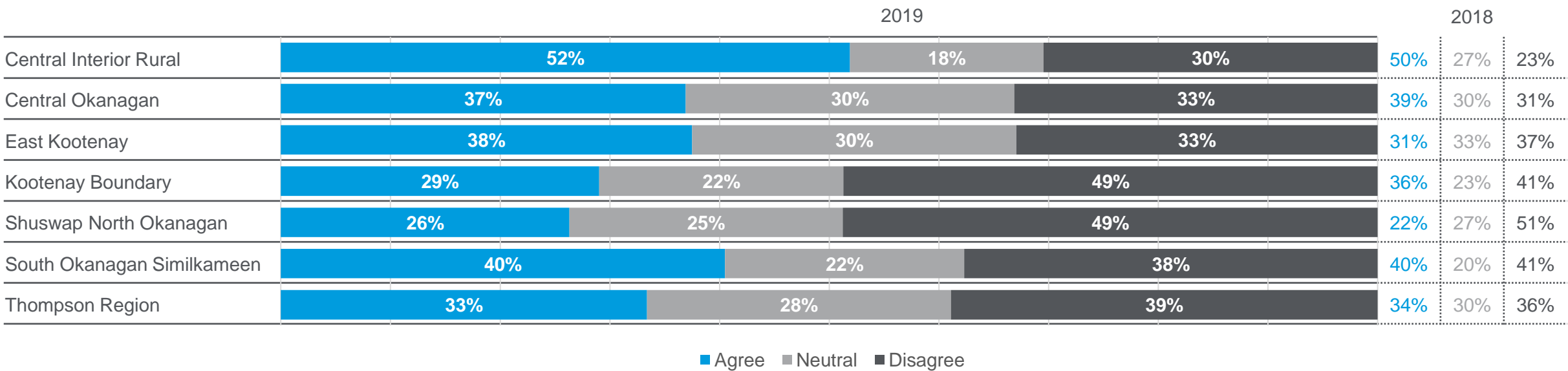


SECTION 2 – Divisions of Family Practice

Interior

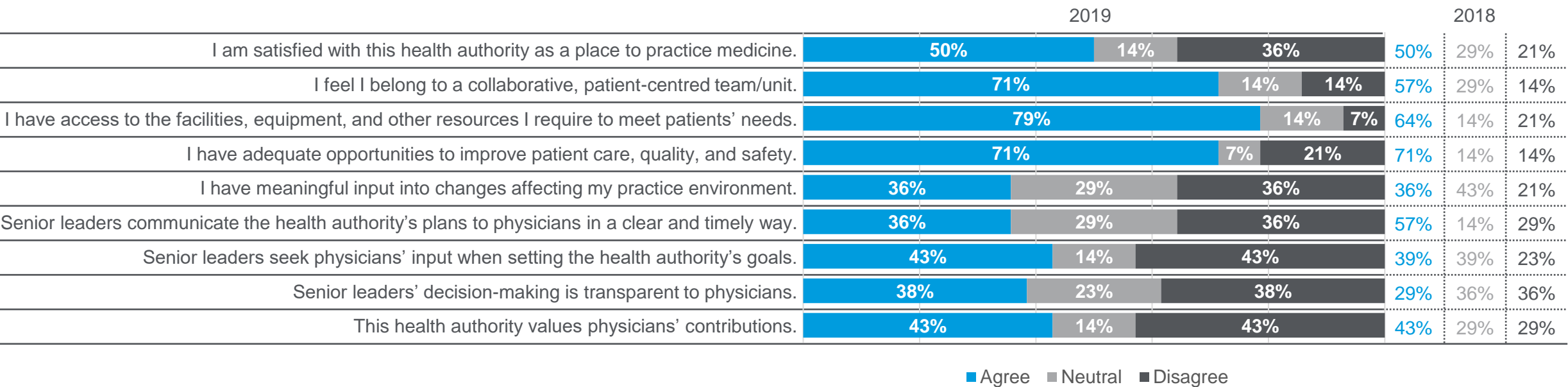
Interior Divisions of Family Practice

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



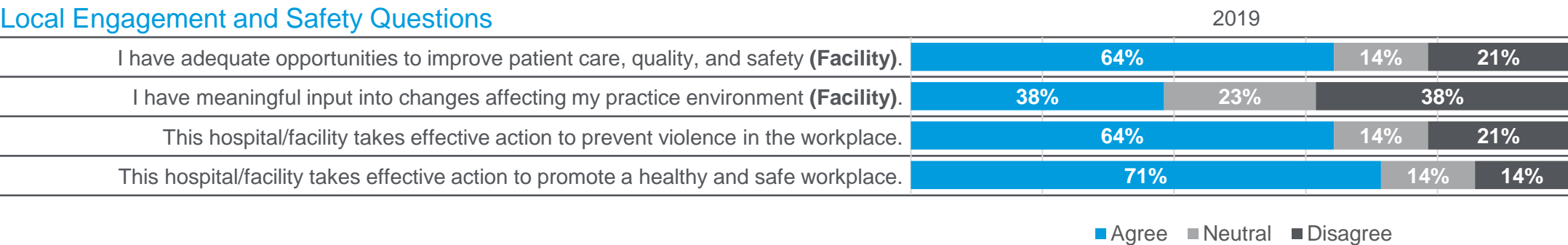
Central Interior Rural Division

14 Respondents 2019 | 14 Respondents 2018



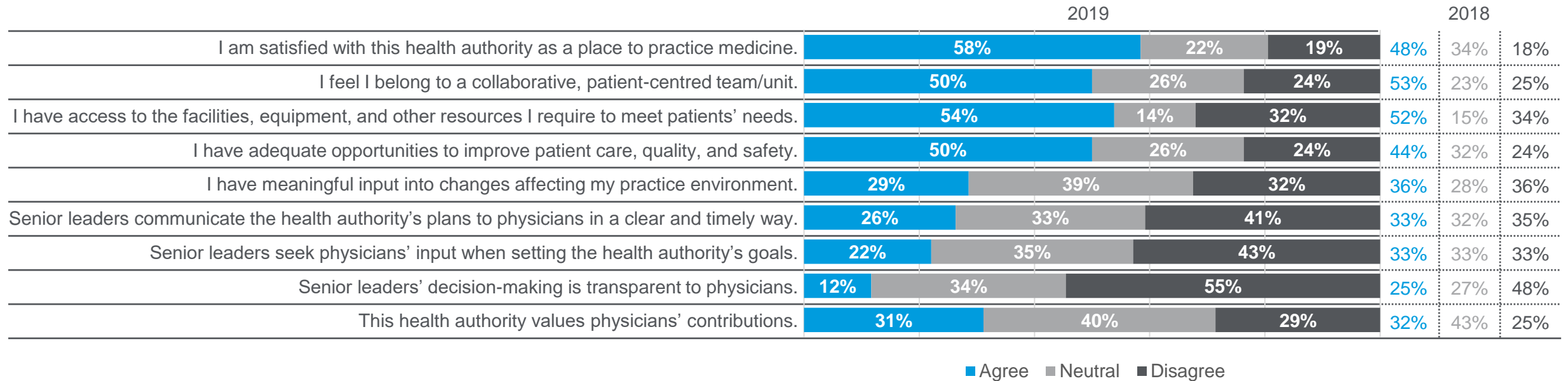
New in 2019

Local Engagement and Safety Questions



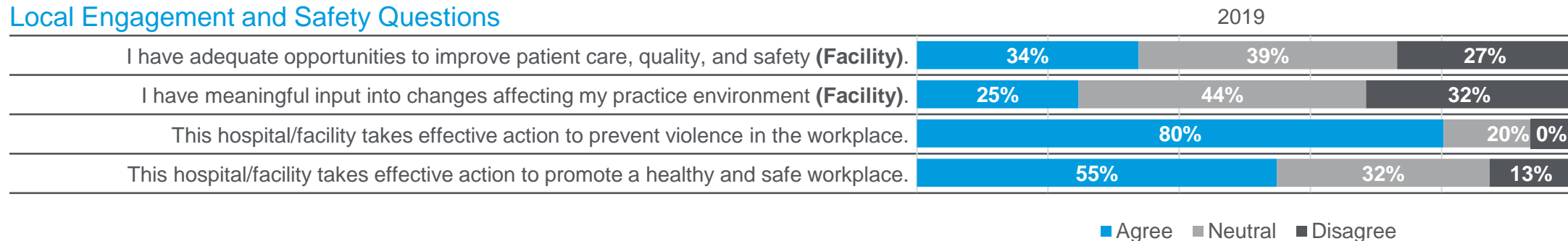
Central Okanagan Division

78 Respondents 2019 | 62 Respondents 2018



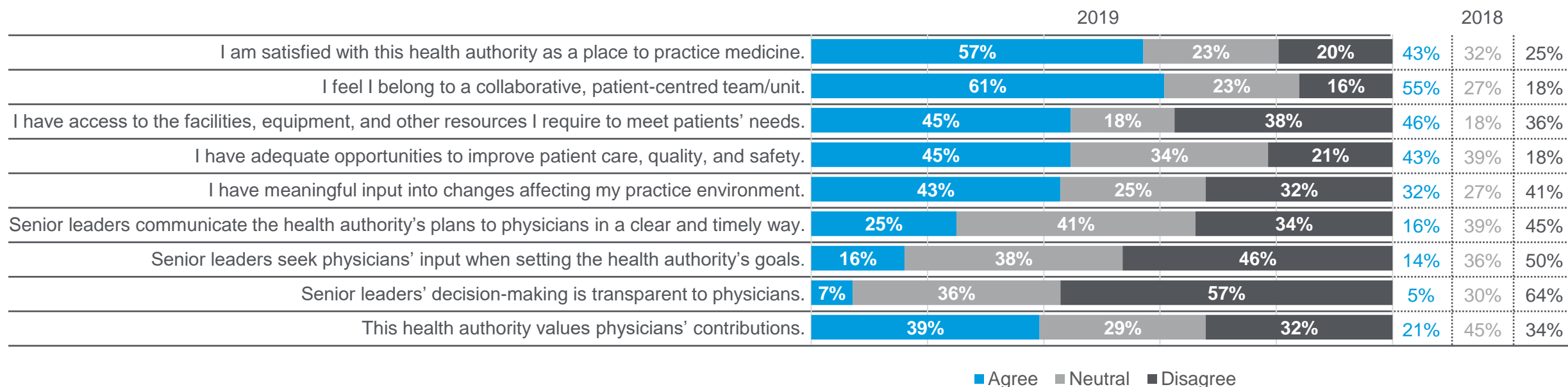
New in 2019

Local Engagement and Safety Questions



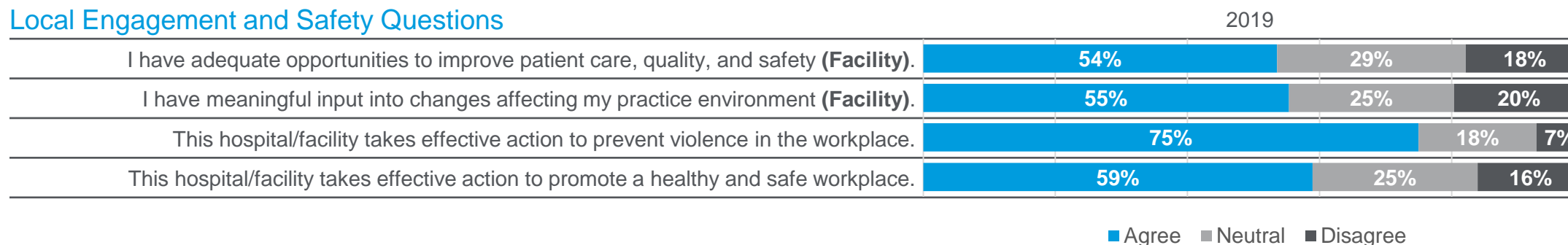
East Kootenay Division

56 Respondents 2019 | 56 Respondents 2018



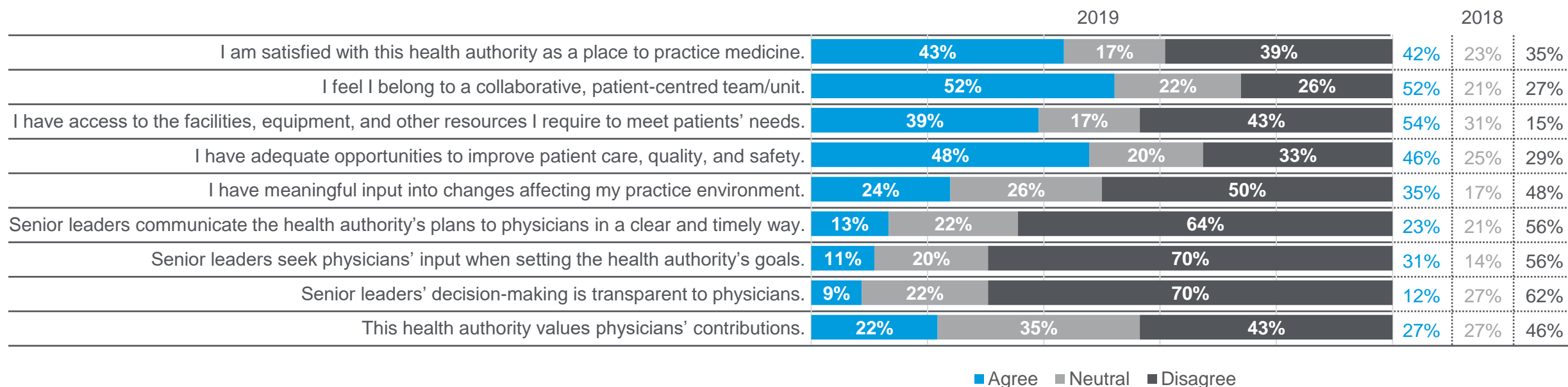
New in 2019

Local Engagement and Safety Questions



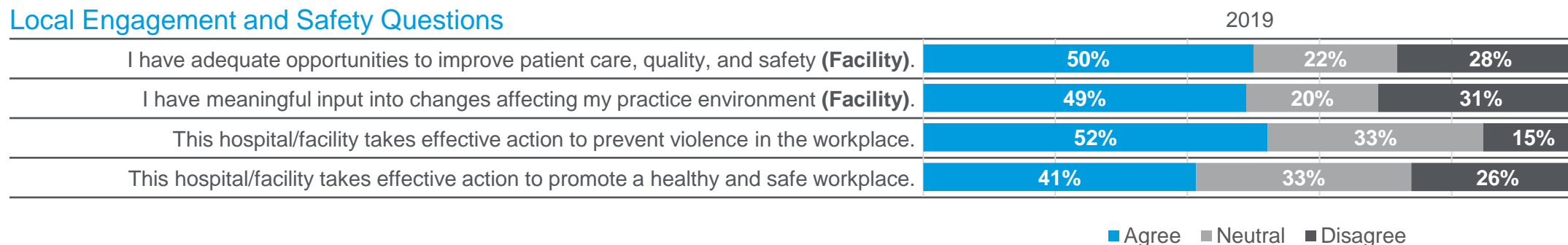
Kootenay Boundary Division

46 Respondents 2019 | 52 Respondents 2018



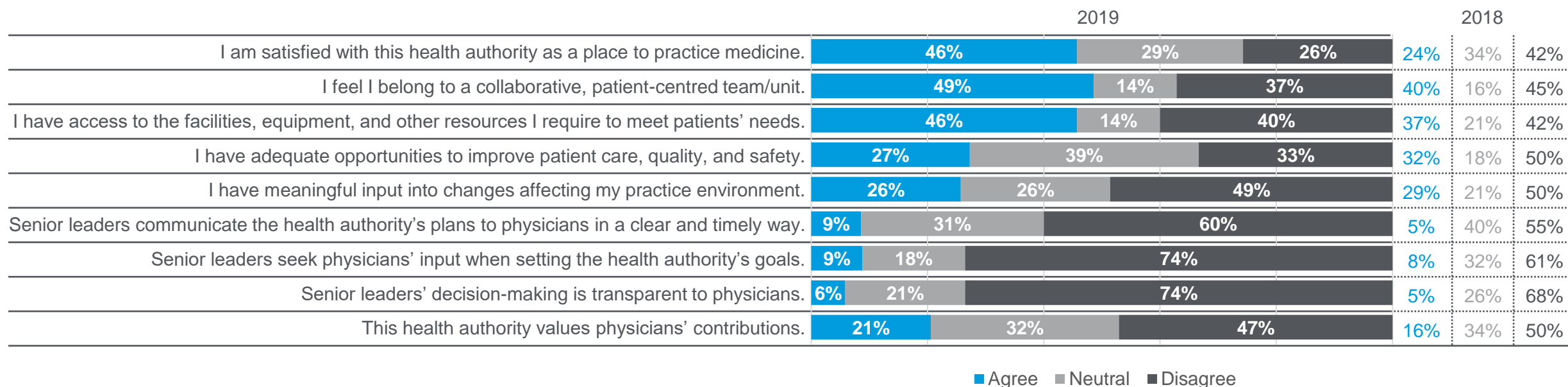
New in 2019

Local Engagement and Safety Questions



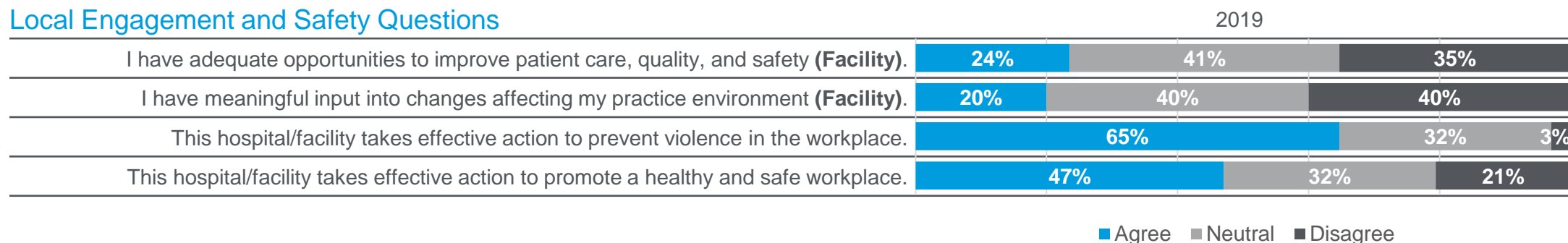
Shuswap North Okanagan Division

35 Respondents 2019 | 38 Respondents 2018



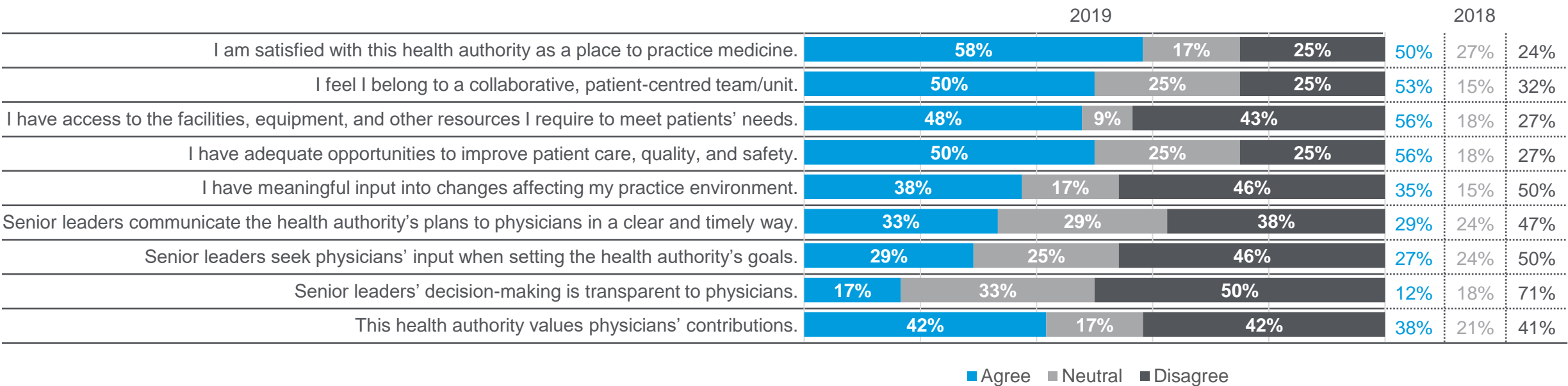
New in 2019

Local Engagement and Safety Questions



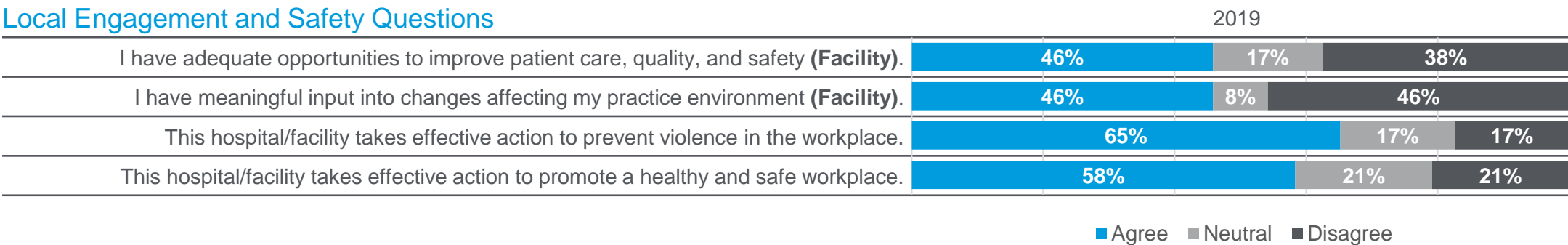
South Okanagan Similkameen Division

24 Respondents 2019 | 34 Respondents 2018



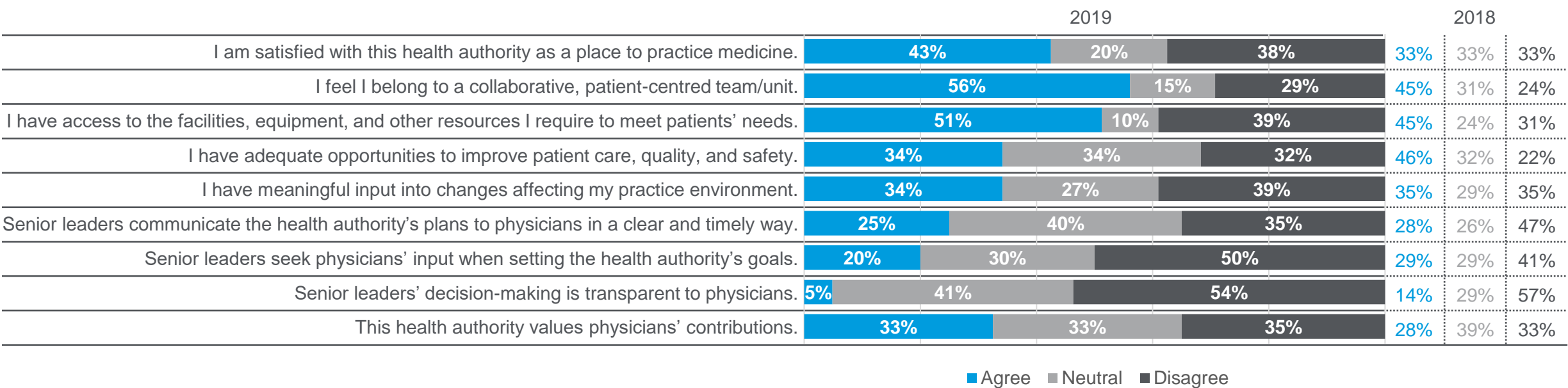
New in 2019

Local Engagement and Safety Questions



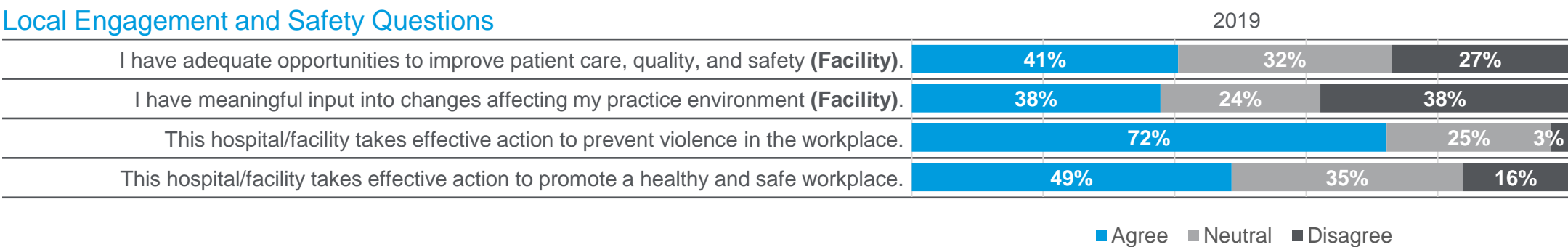
Thompson Region Division

41 Respondents 2019 | 51 Respondents 2018



New in 2019

Local Engagement and Safety Questions

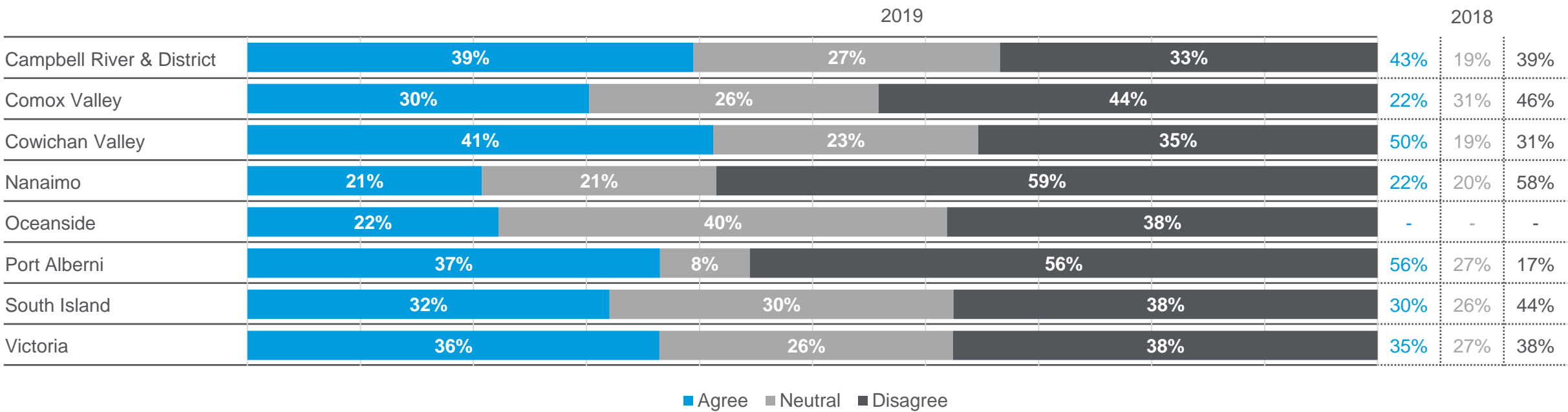


SECTION 2 – Divisions of Family Practice

Vancouver Island

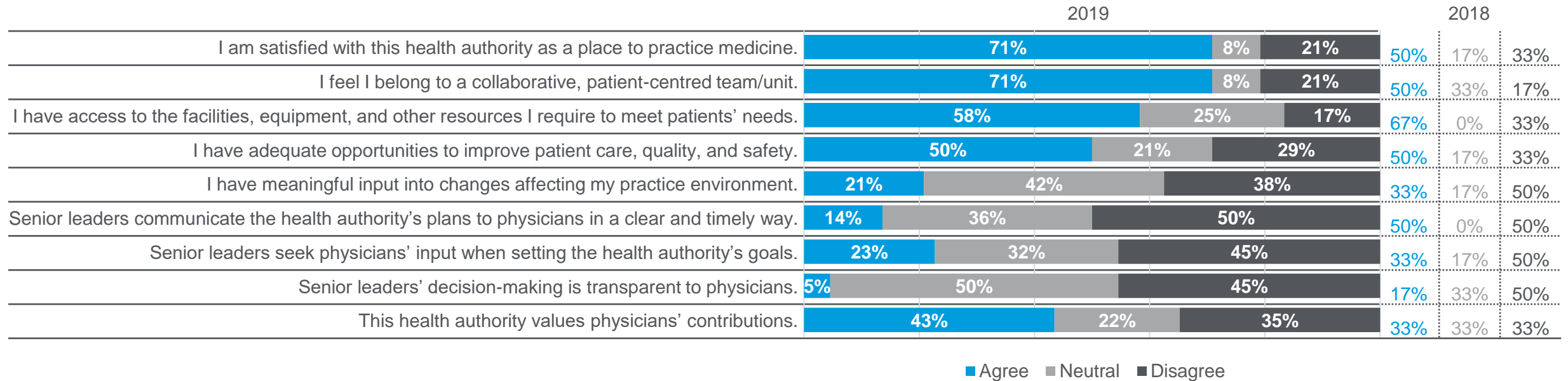
Vancouver Island Divisions of Family Practice

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



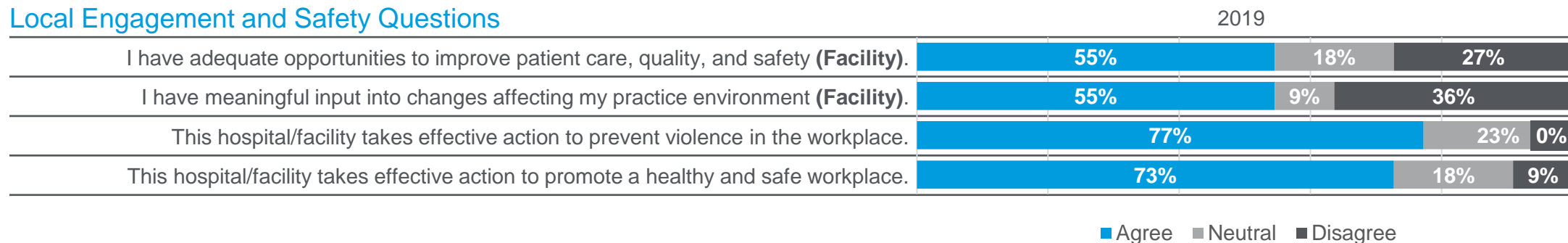
Campbell River & District Division

24 Respondents 2019 | 6 Respondents 2018



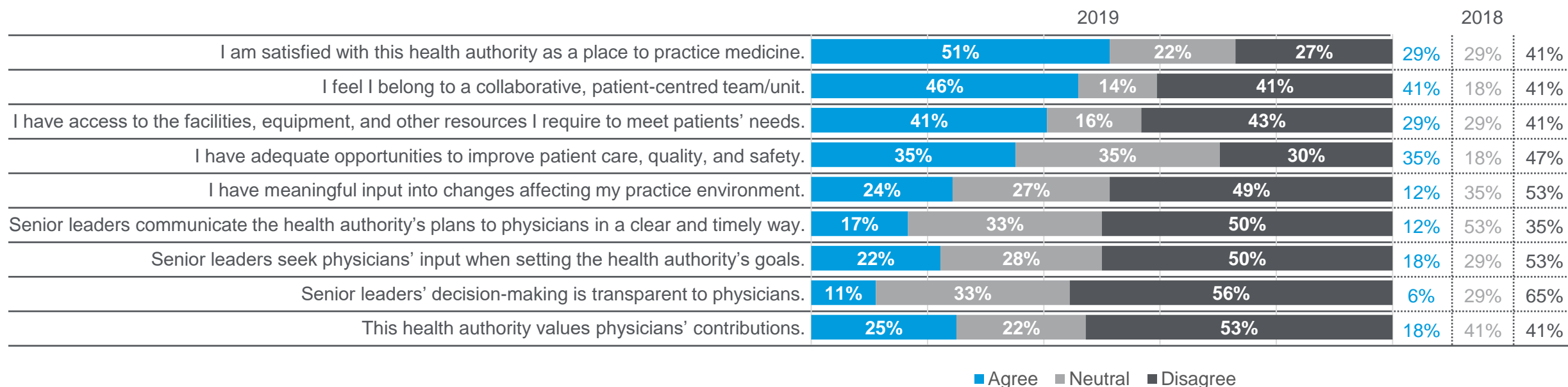
New in 2019

Local Engagement and Safety Questions



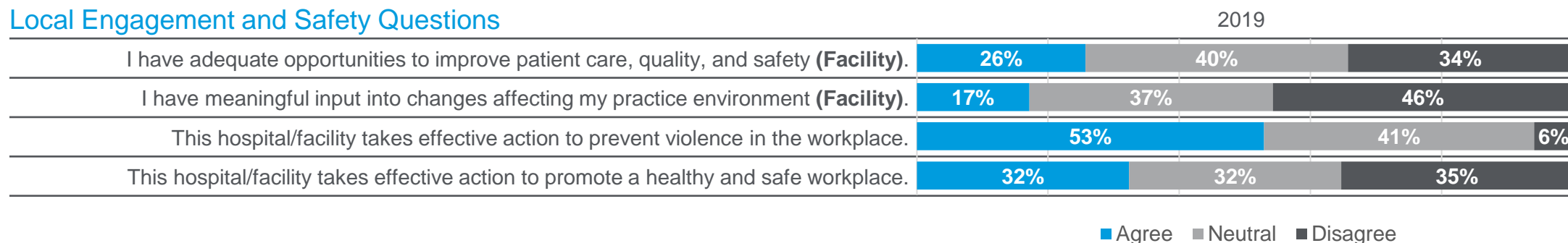
Comox Valley Division

37 Respondents 2019 | 17 Respondents 2018



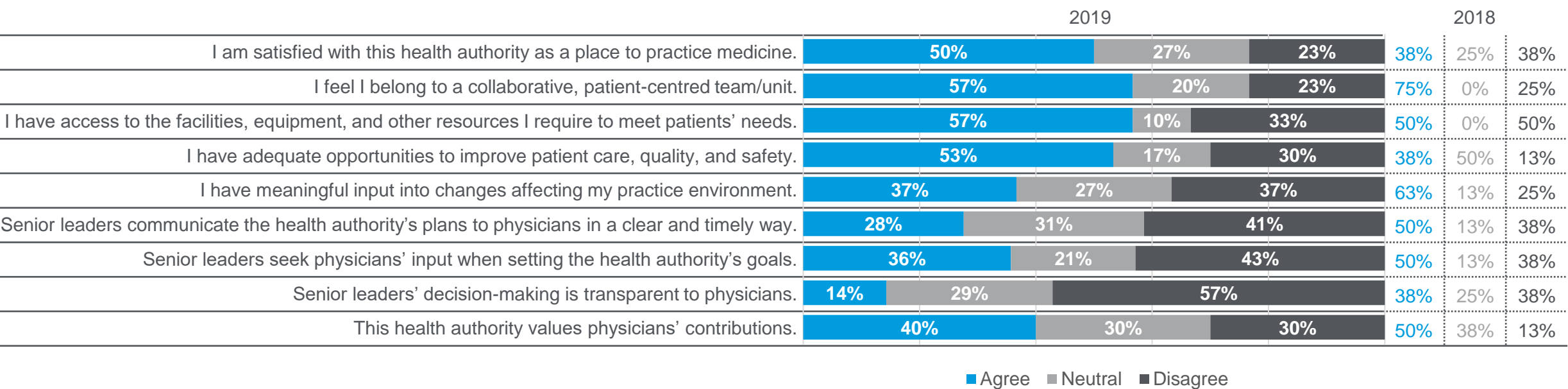
New in 2019

Local Engagement and Safety Questions



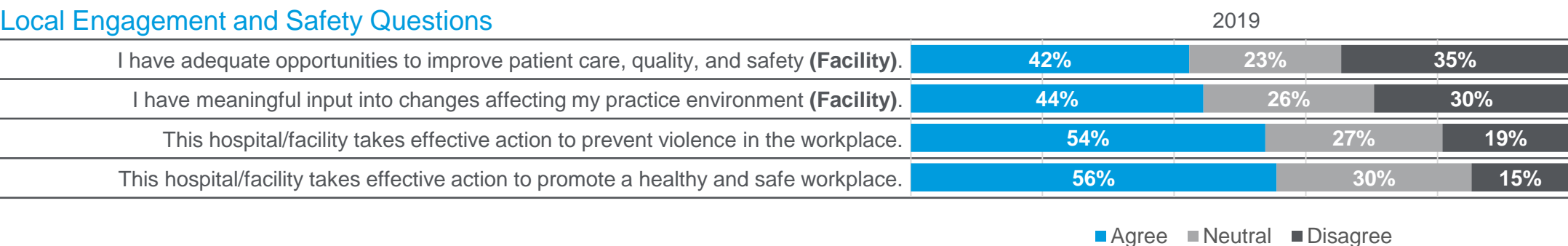
Cowichan Valley Division

30 Respondents 2019 | 8 Respondents 2018



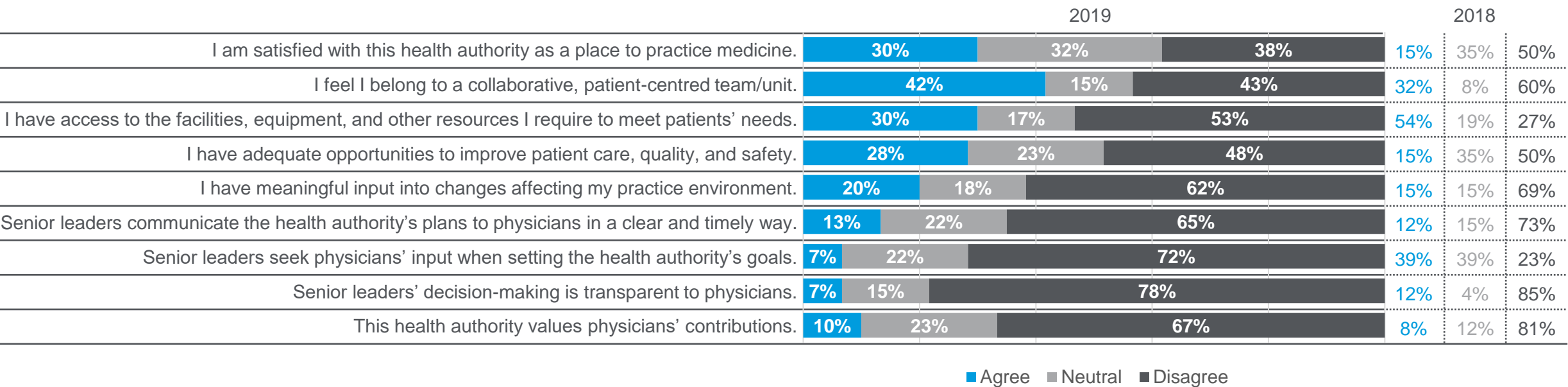
New in 2019

Local Engagement and Safety Questions



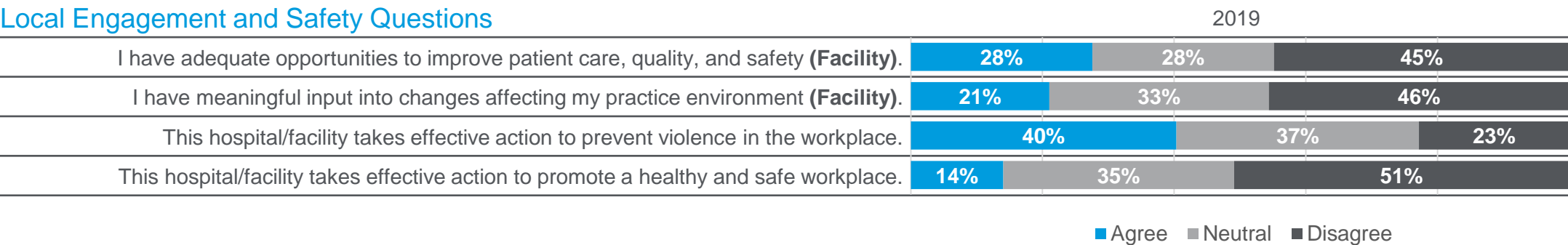
Nanaimo Division

60 Respondents 2019 | 26 Respondents 2018



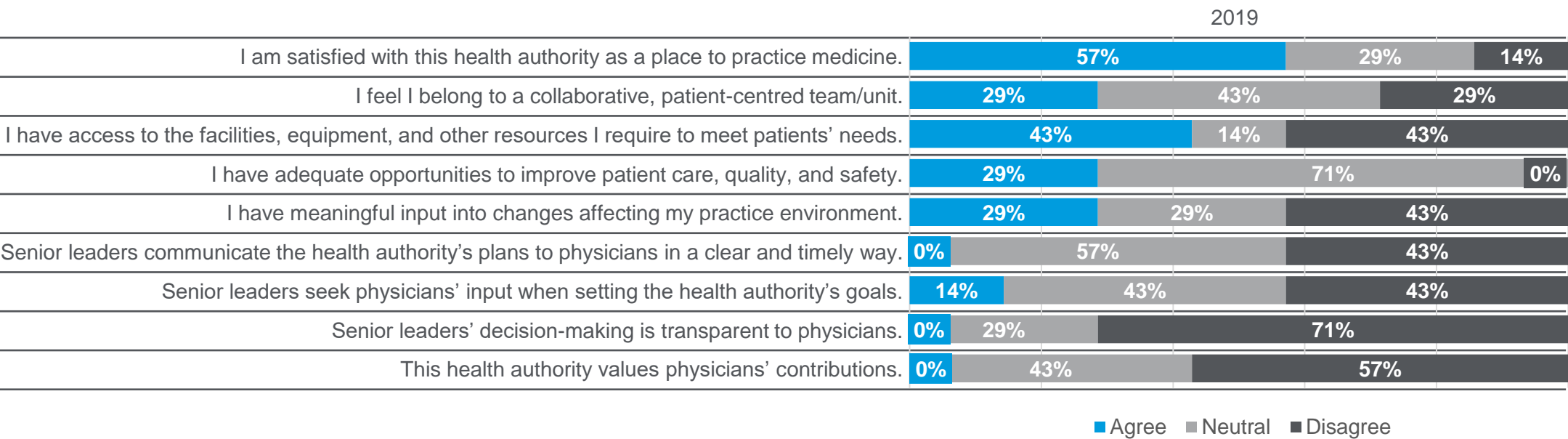
New in 2019

Local Engagement and Safety Questions



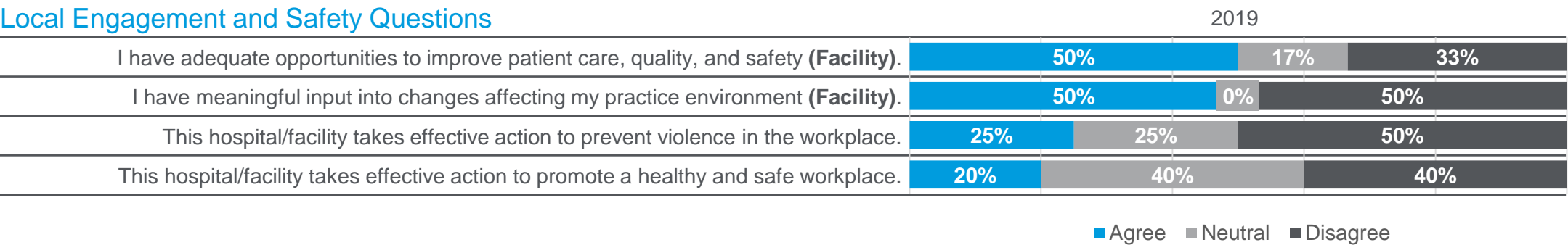
Oceanside Division

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



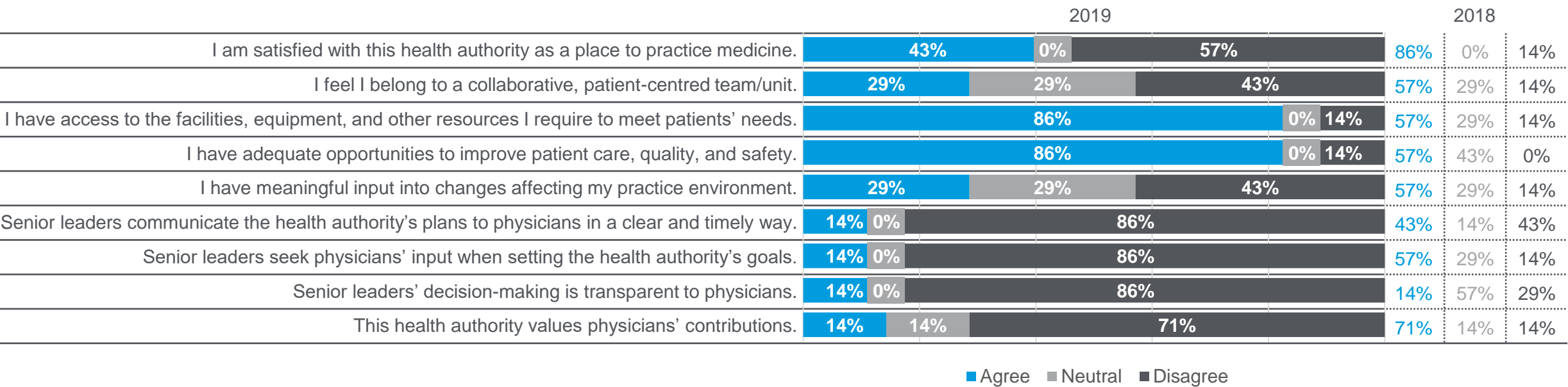
New in 2019

Local Engagement and Safety Questions



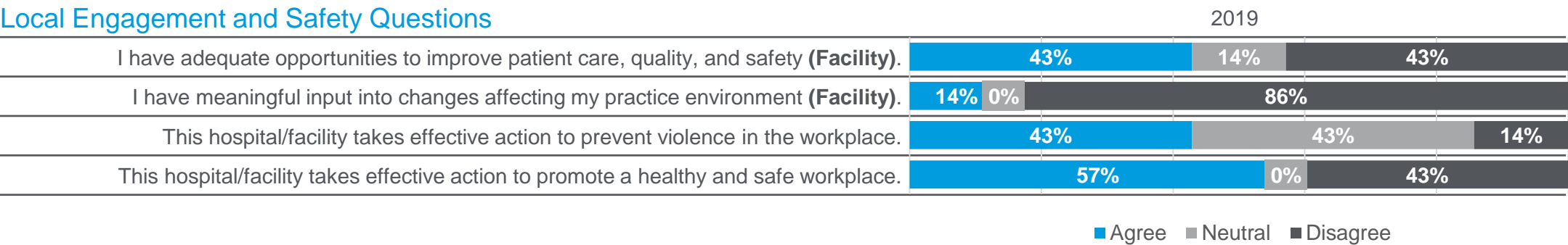
Port Alberni Division

7 Respondents 2019 | 7 Respondents 2018



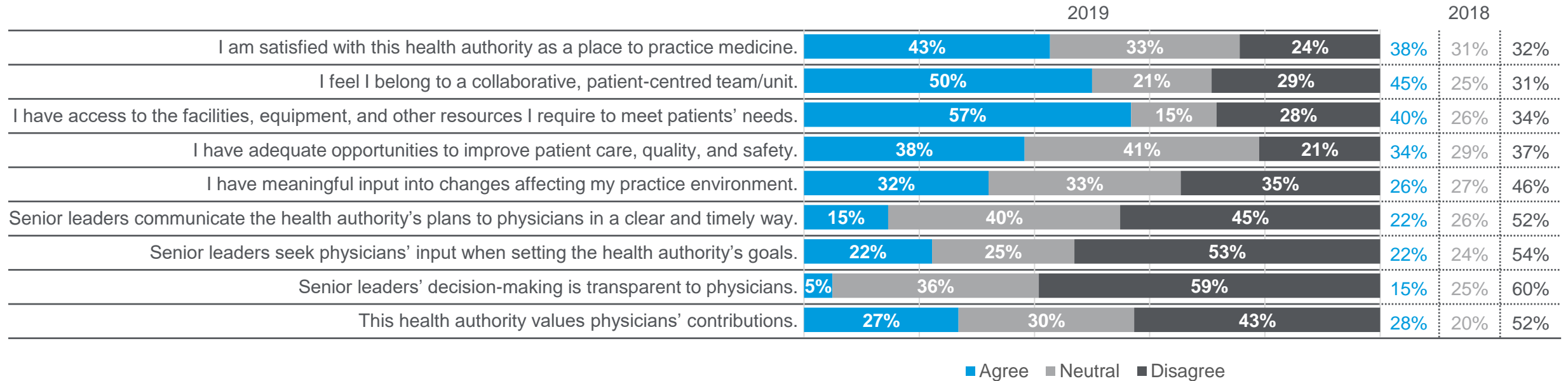
New in 2019

Local Engagement and Safety Questions



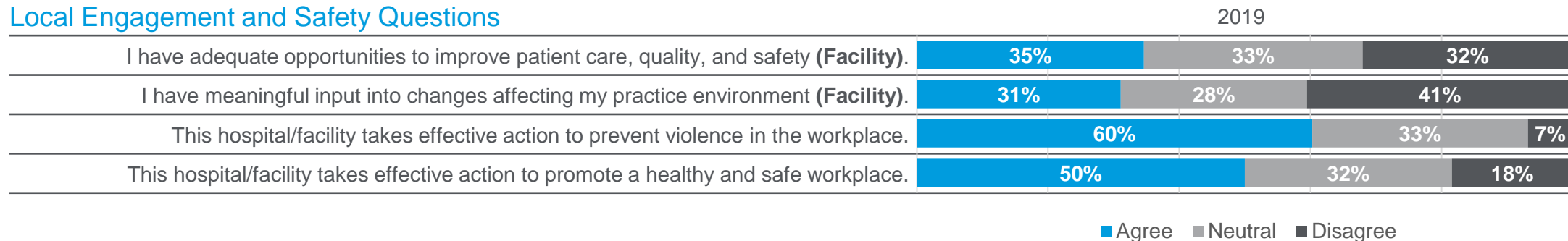
South Island Division

82 Respondents 2019 | 87 Respondents 2018



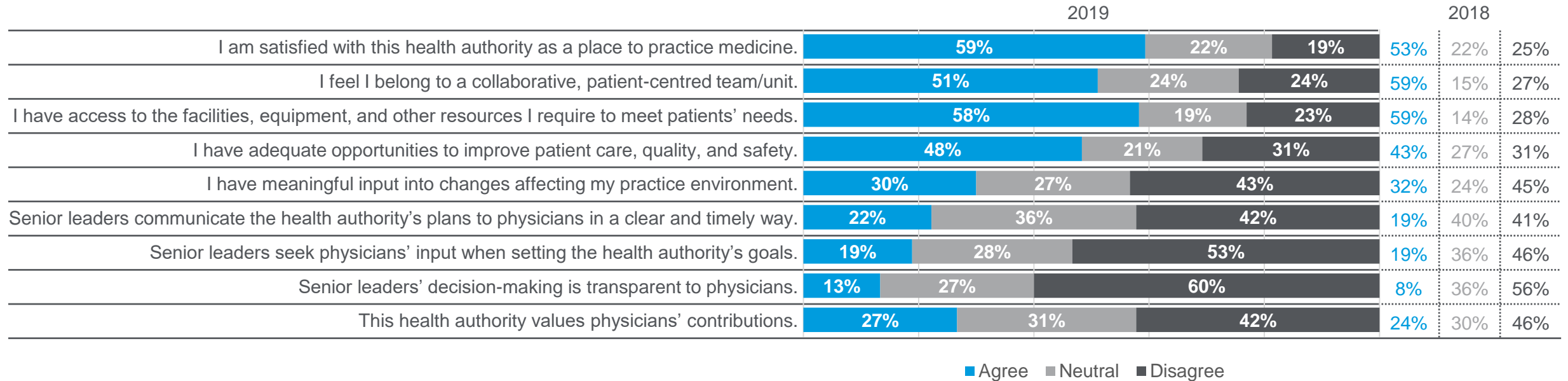
New in 2019

Local Engagement and Safety Questions



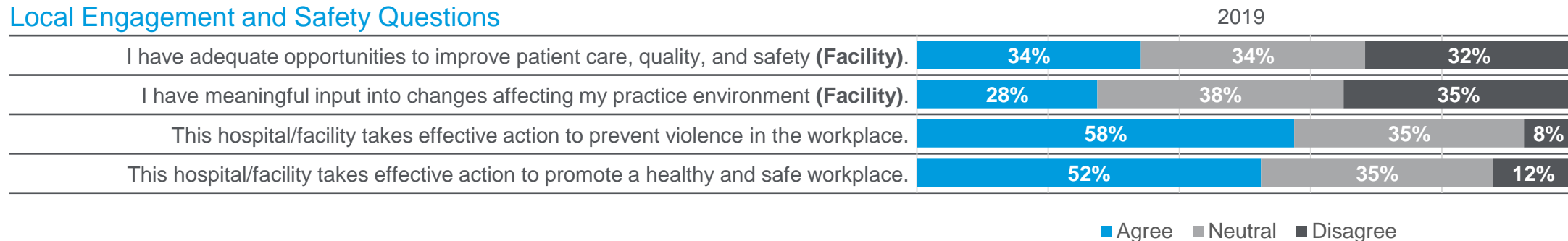
Victoria Division

92 Respondents 2019 | 94 Respondents 2018



New in 2019

Local Engagement and Safety Questions

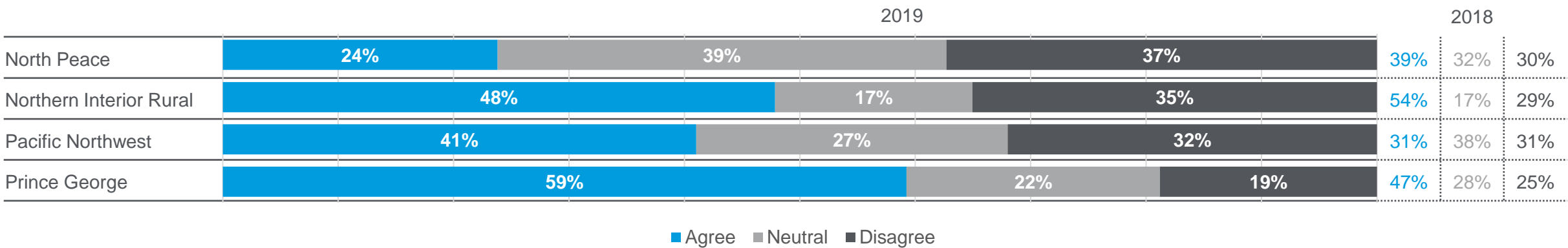


SECTION 2 – Divisions of Family Practice

Northern

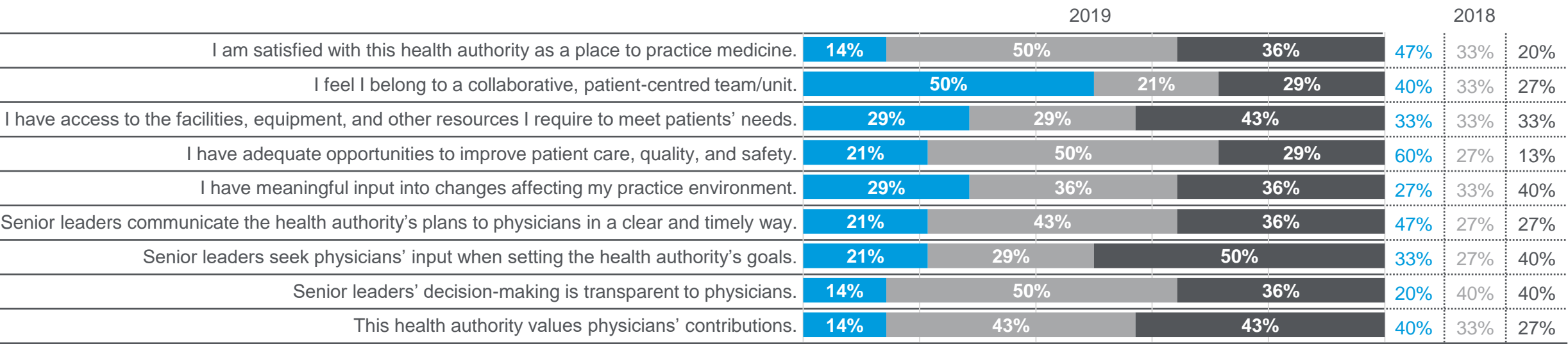
Northern Divisions of Family Practice

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



North Peace Division

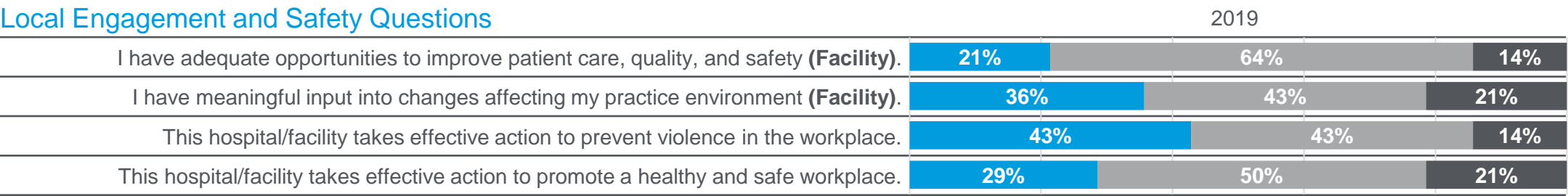
14 Respondents 2019 | 15 Respondents 2018



■ Agree ■ Neutral ■ Disagree

New in 2019

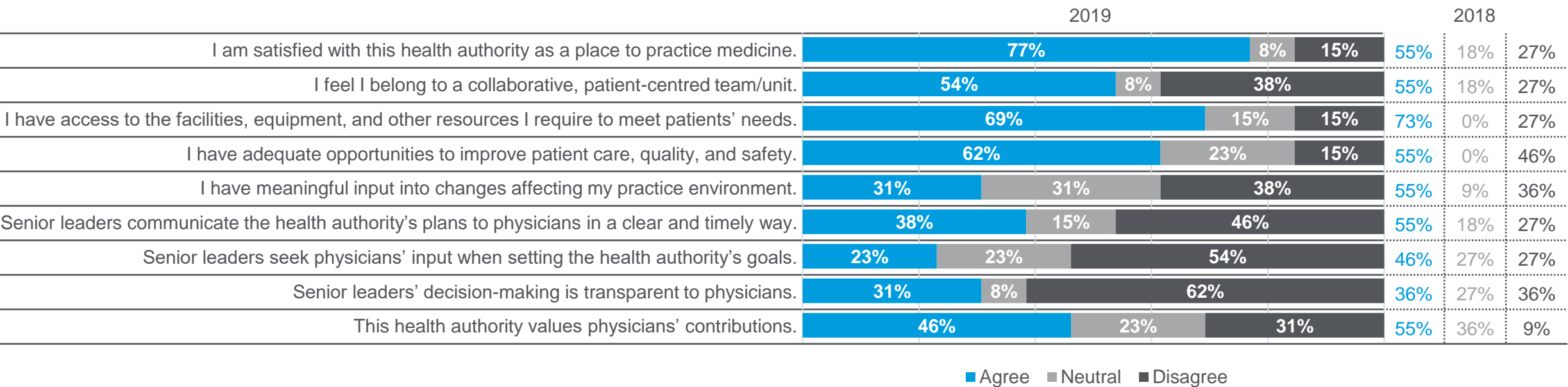
Local Engagement and Safety Questions



■ Agree ■ Neutral ■ Disagree

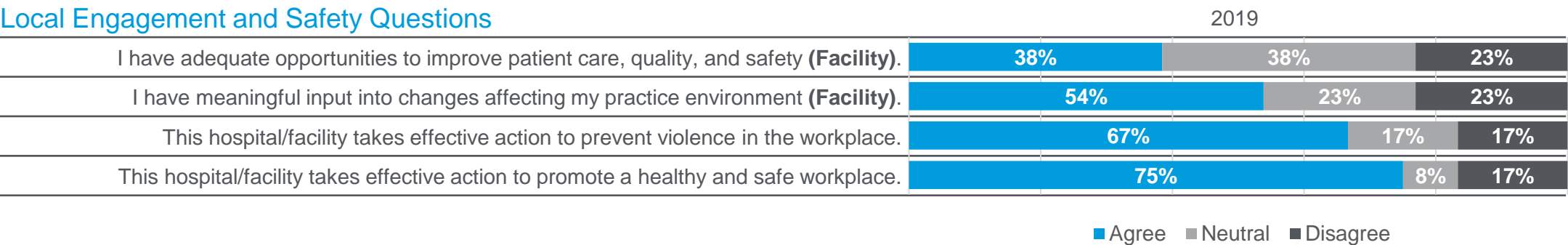
Northern Interior Rural Division

13 Respondents 2019 | 11 Respondents 2018



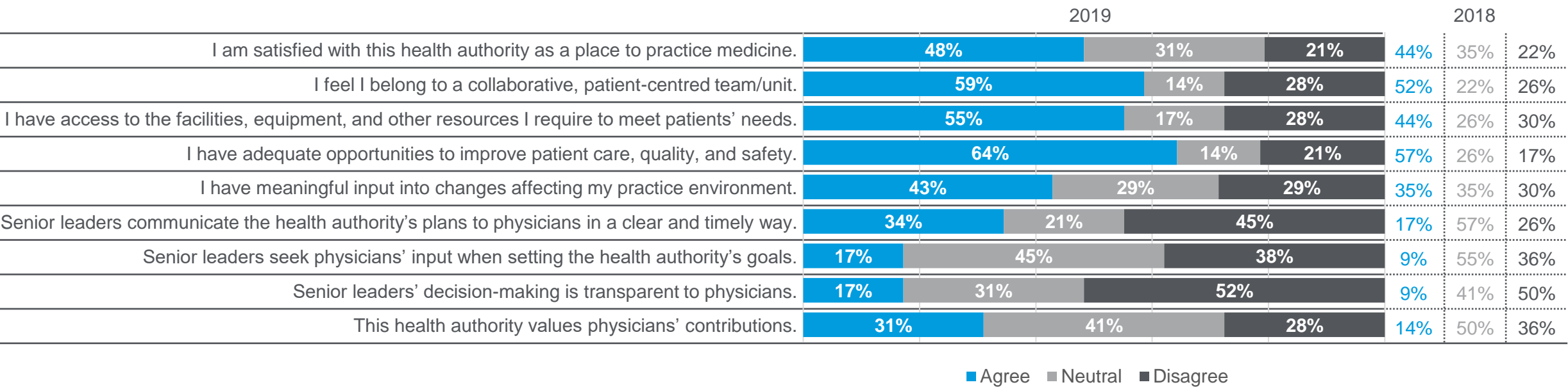
New in 2019

Local Engagement and Safety Questions



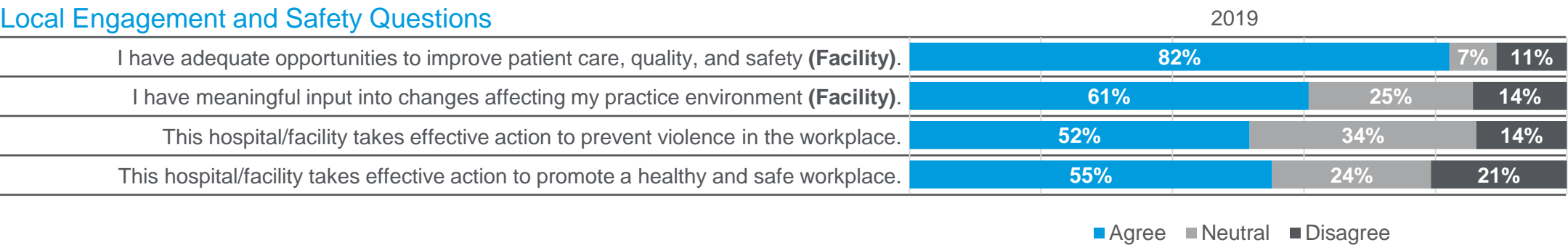
Pacific Northwest Division

29 Respondents 2019 | 23 Respondents 2018



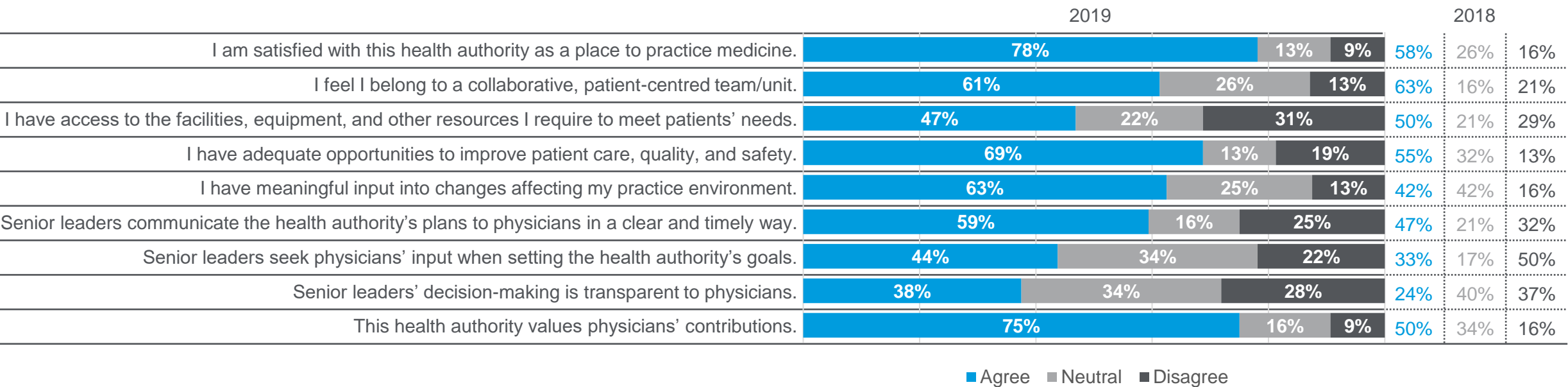
New in 2019

Local Engagement and Safety Questions



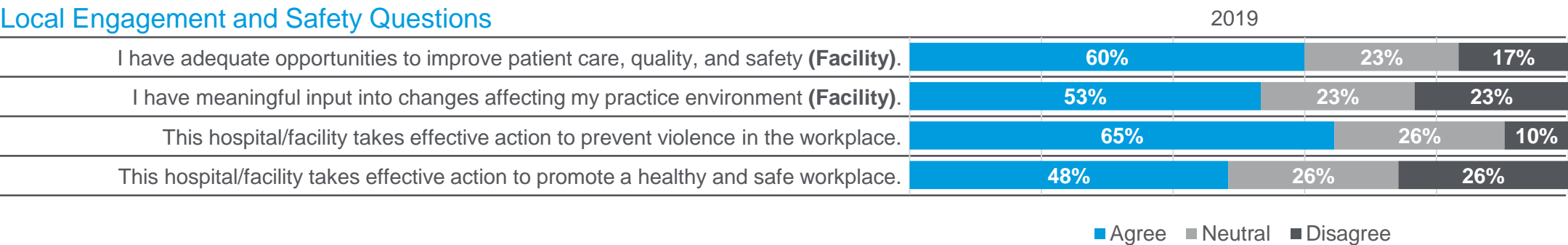
Prince George Division

32 Respondents 2019 | 38 Respondents 2018



New in 2019

Local Engagement and Safety Questions

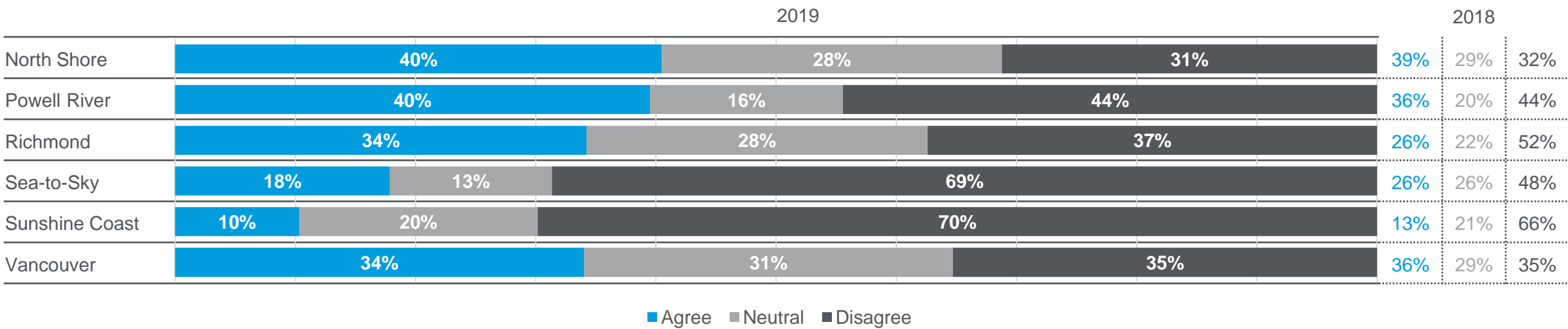


SECTION 2 – Divisions of Family Practice

Vancouver Coastal

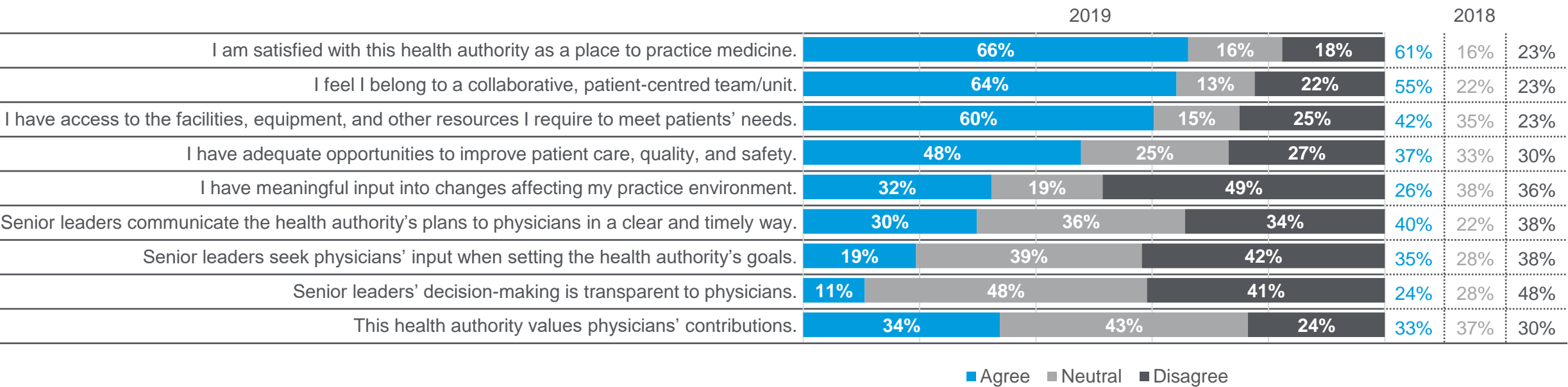
Vancouver Coastal Divisions of Family Practice

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



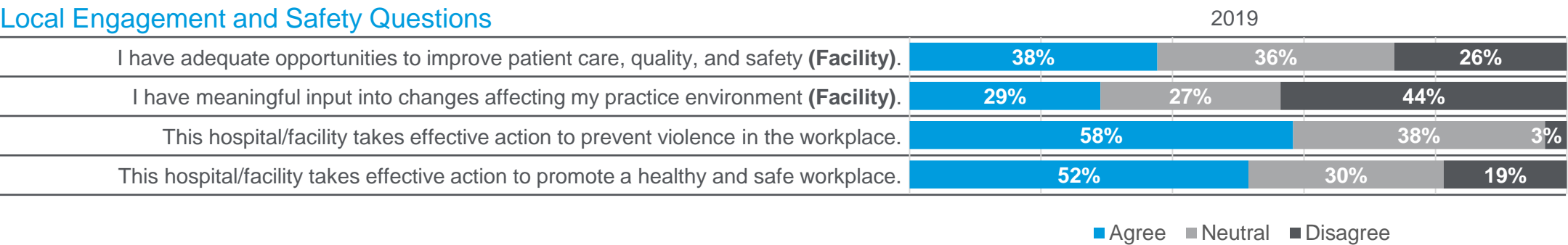
North Shore Division

68 Respondents 2019 | 61 Respondents 2018



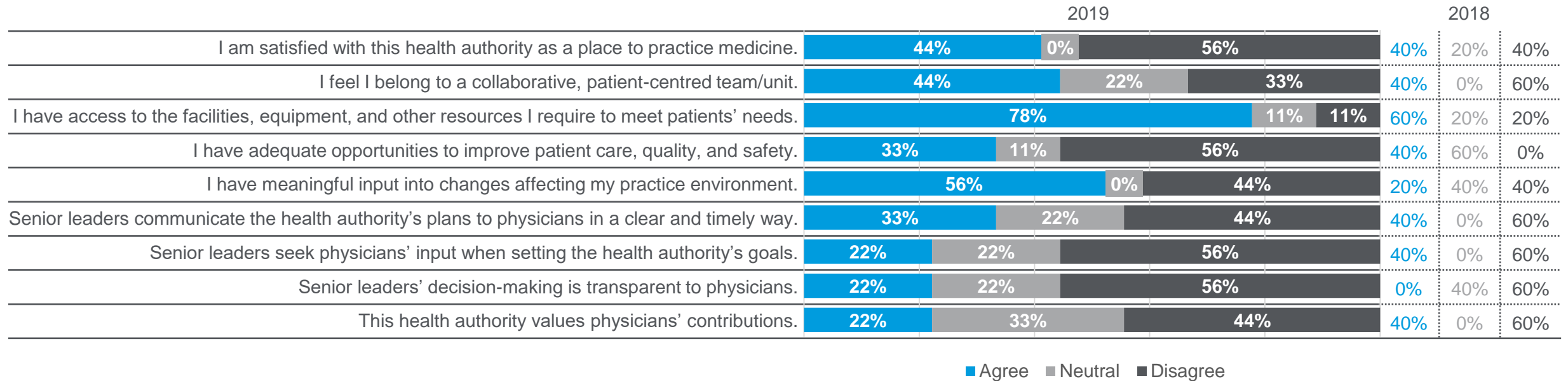
New in 2019

Local Engagement and Safety Questions



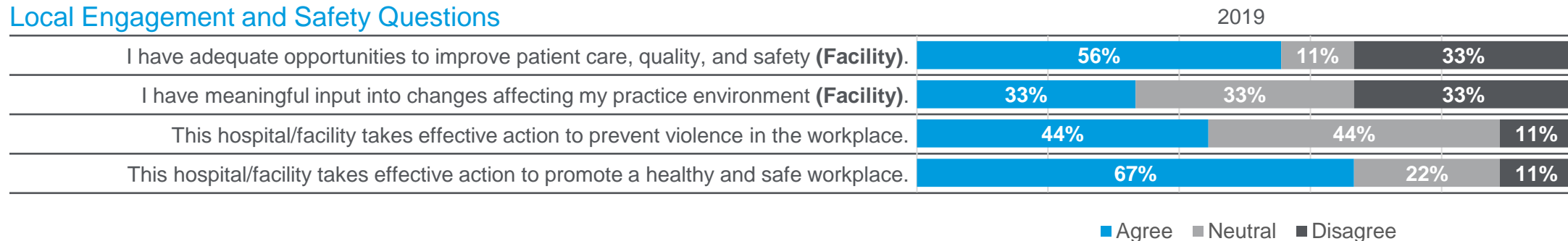
Powell River Division

9 Respondents 2019 | 5 Respondents 2018



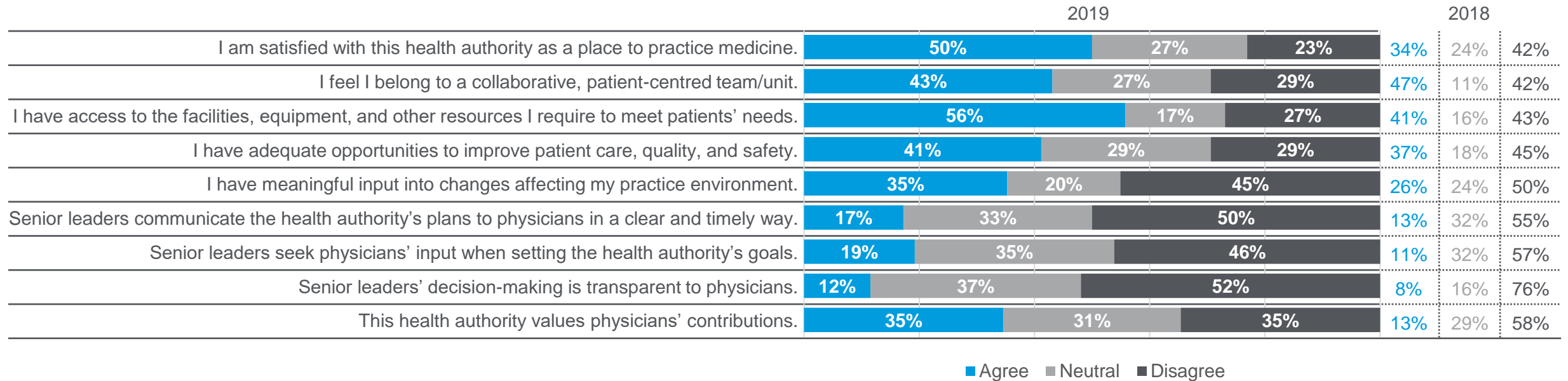
New in 2019

Local Engagement and Safety Questions



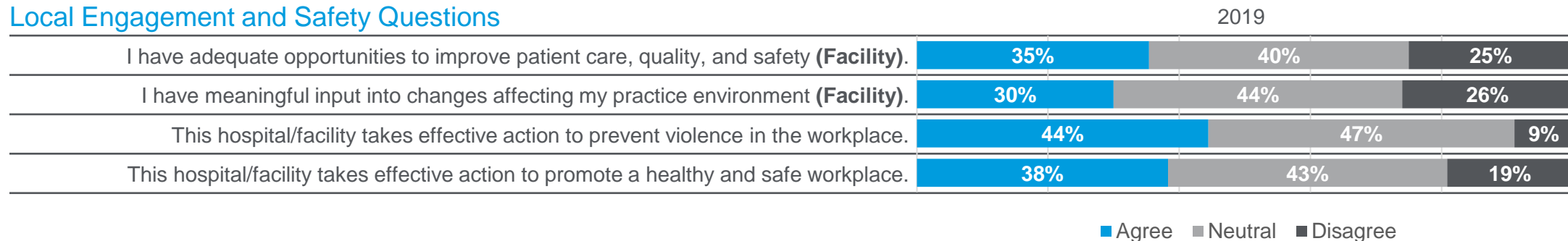
Richmond Division

52 Respondents 2019 | 38 Respondents 2018



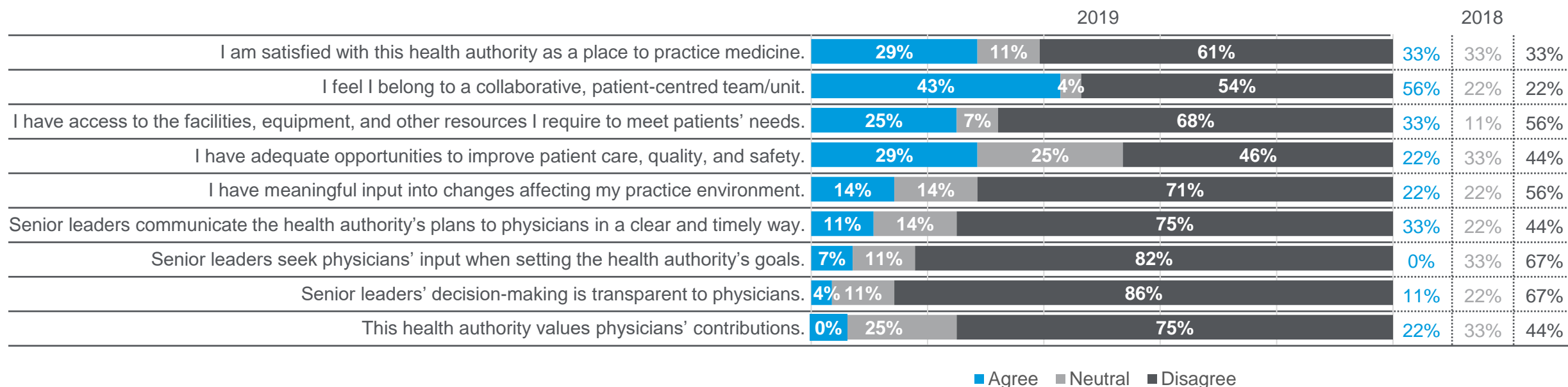
New in 2019

Local Engagement and Safety Questions



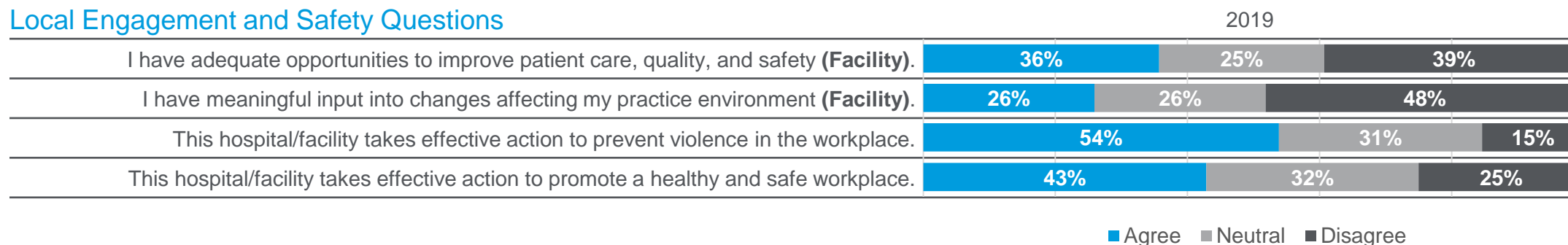
Sea-to-Sky Division

28 Respondents 2019 | 9 Respondents 2018



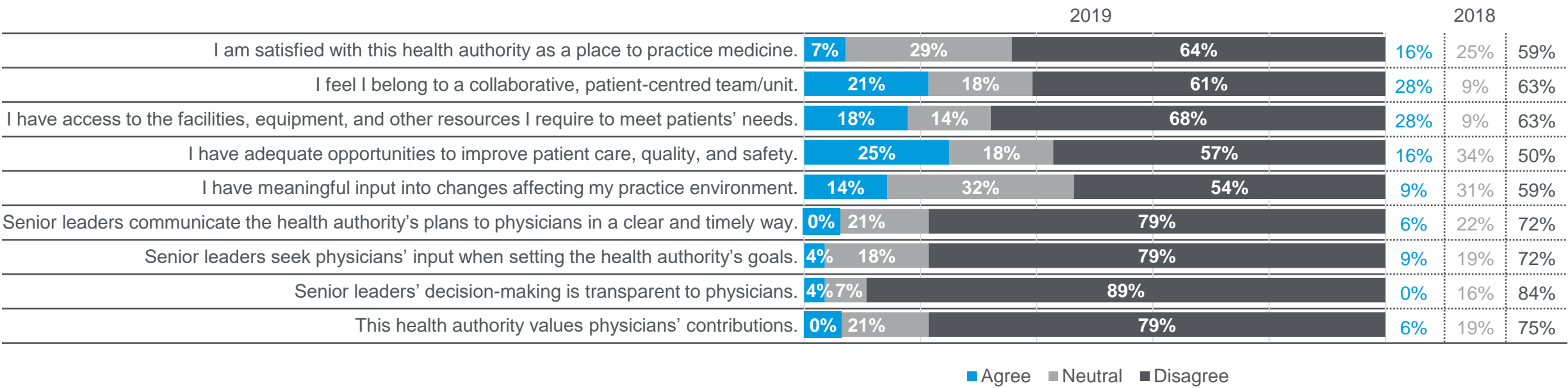
New in 2019

Local Engagement and Safety Questions



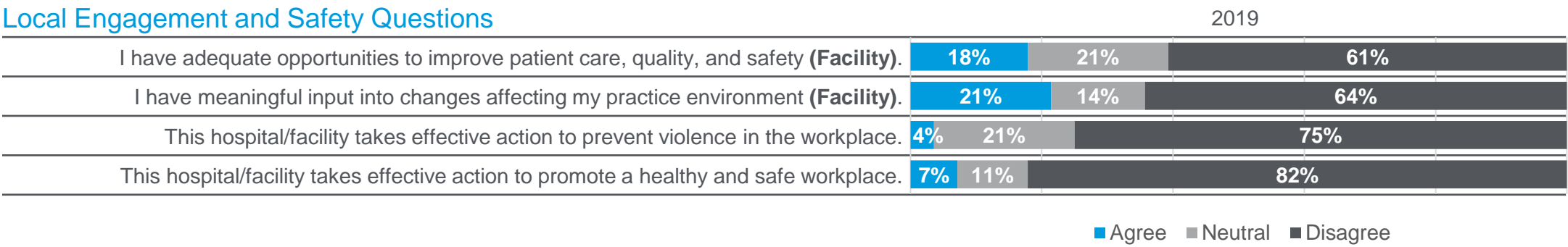
Sunshine Coast Division

28 Respondents 2019 | 32 Respondents 2018



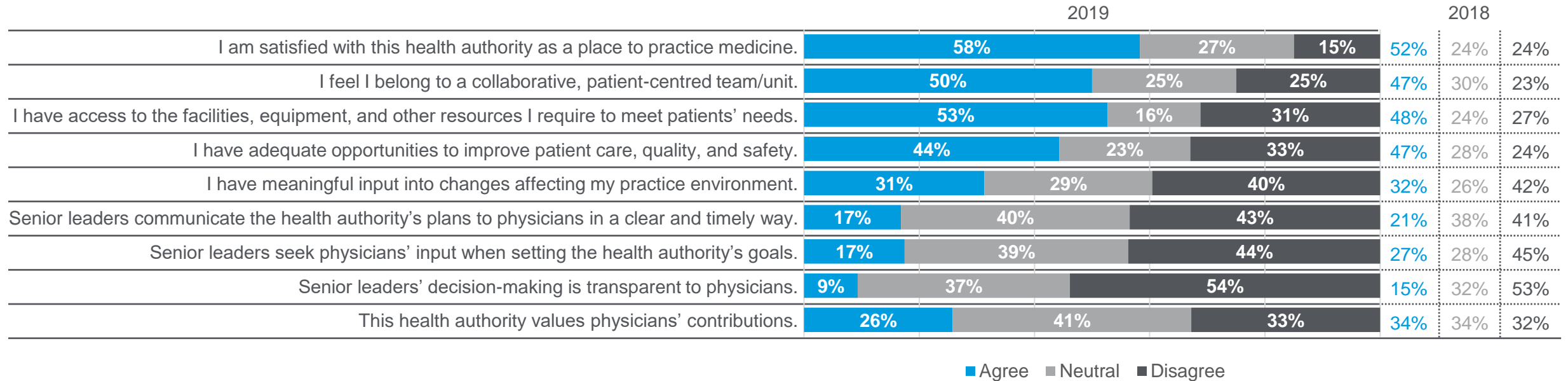
New in 2019

Local Engagement and Safety Questions



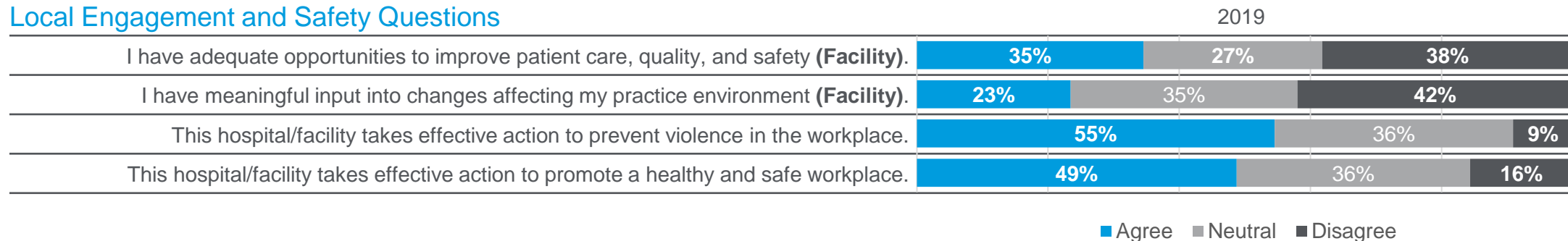
Vancouver Division

187 Respondents 2019 | 228 Respondents 2018



New in 2019

Local Engagement and Safety Questions

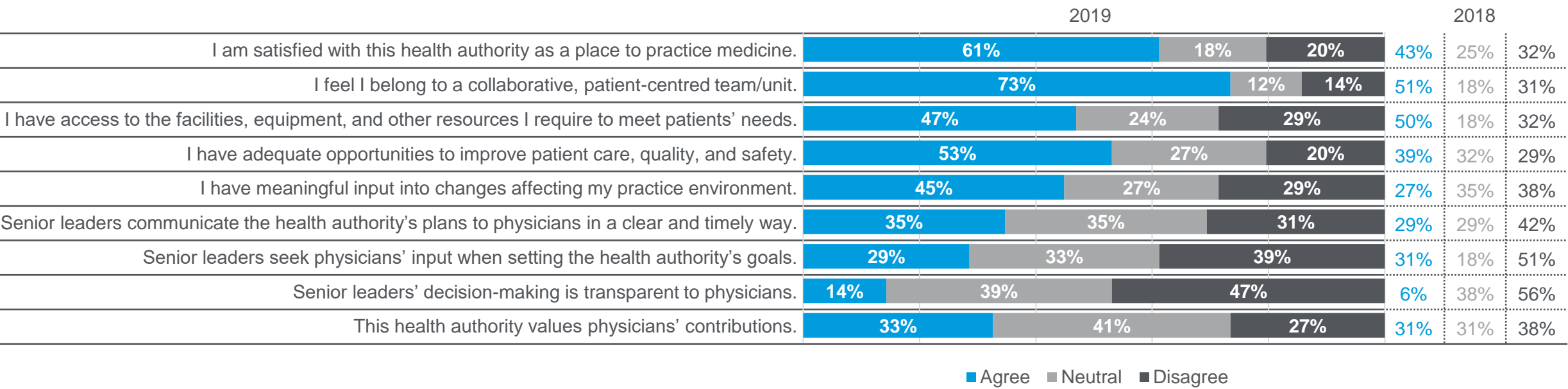


SECTION 2 – Divisions of Family Practice

Rural and Remote

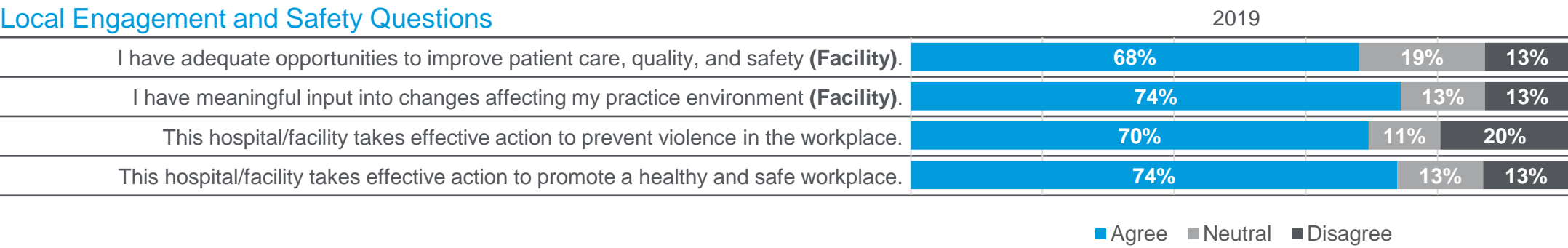
Rural and Remote Division

49 Respondents 2019 | 56 Respondents 2018



New in 2019

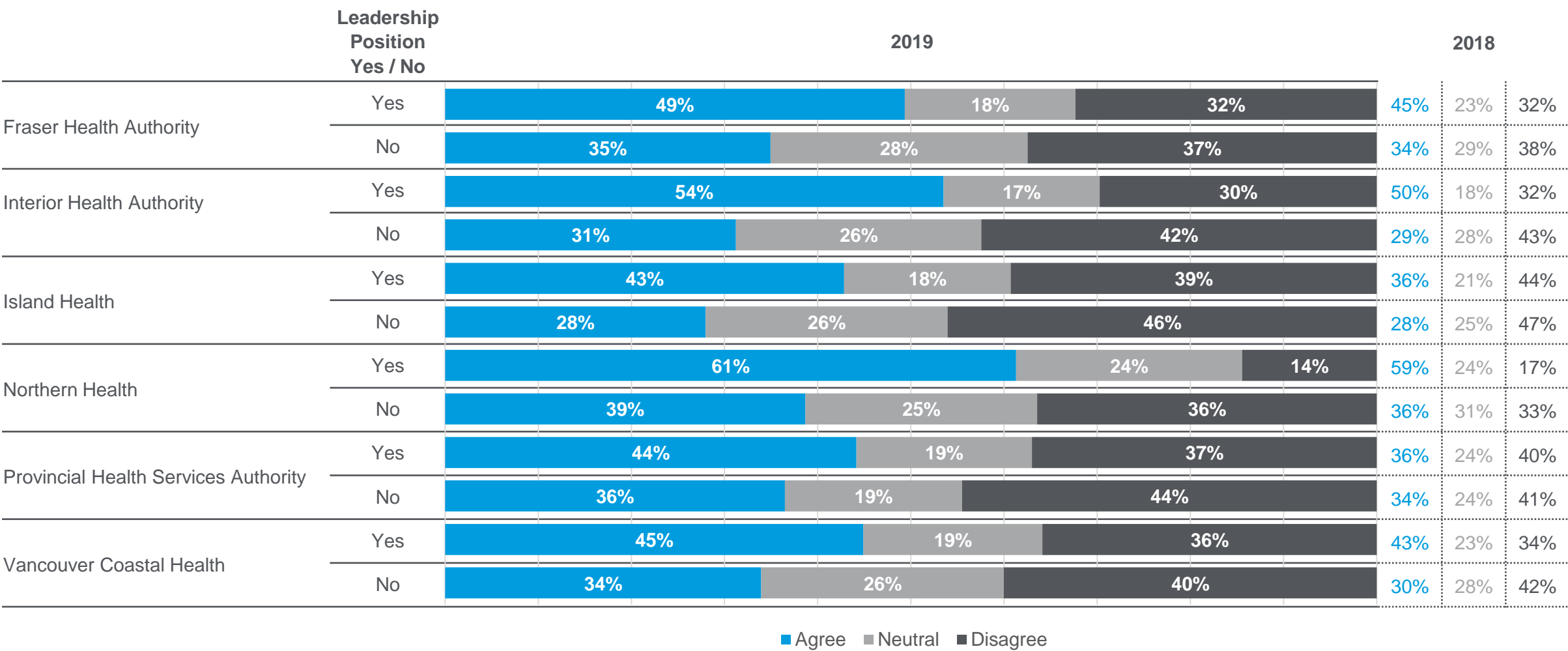
Local Engagement and Safety Questions



SECTION 3 – Medical Leadership

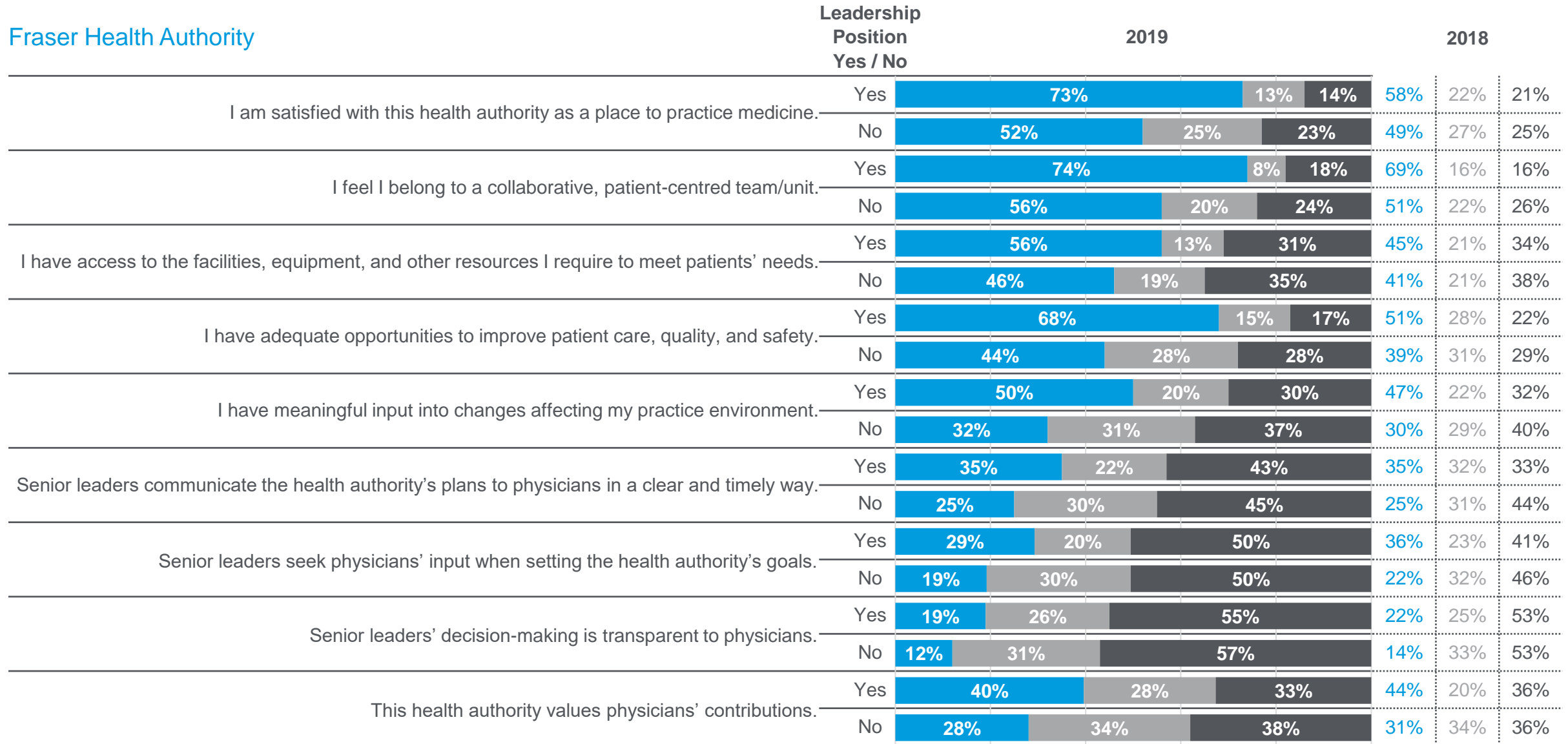
Health Authority – Medical Leadership

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



Health Authority – Medical Leadership

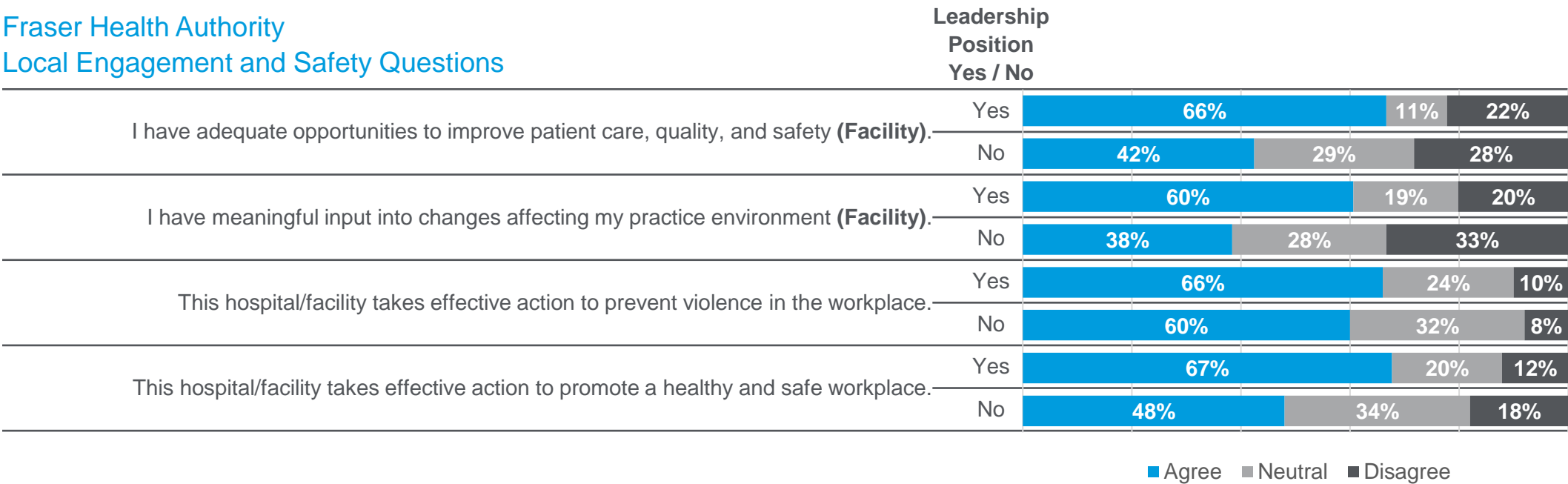
Fraser Health Authority



Health Authority – Medical Leadership

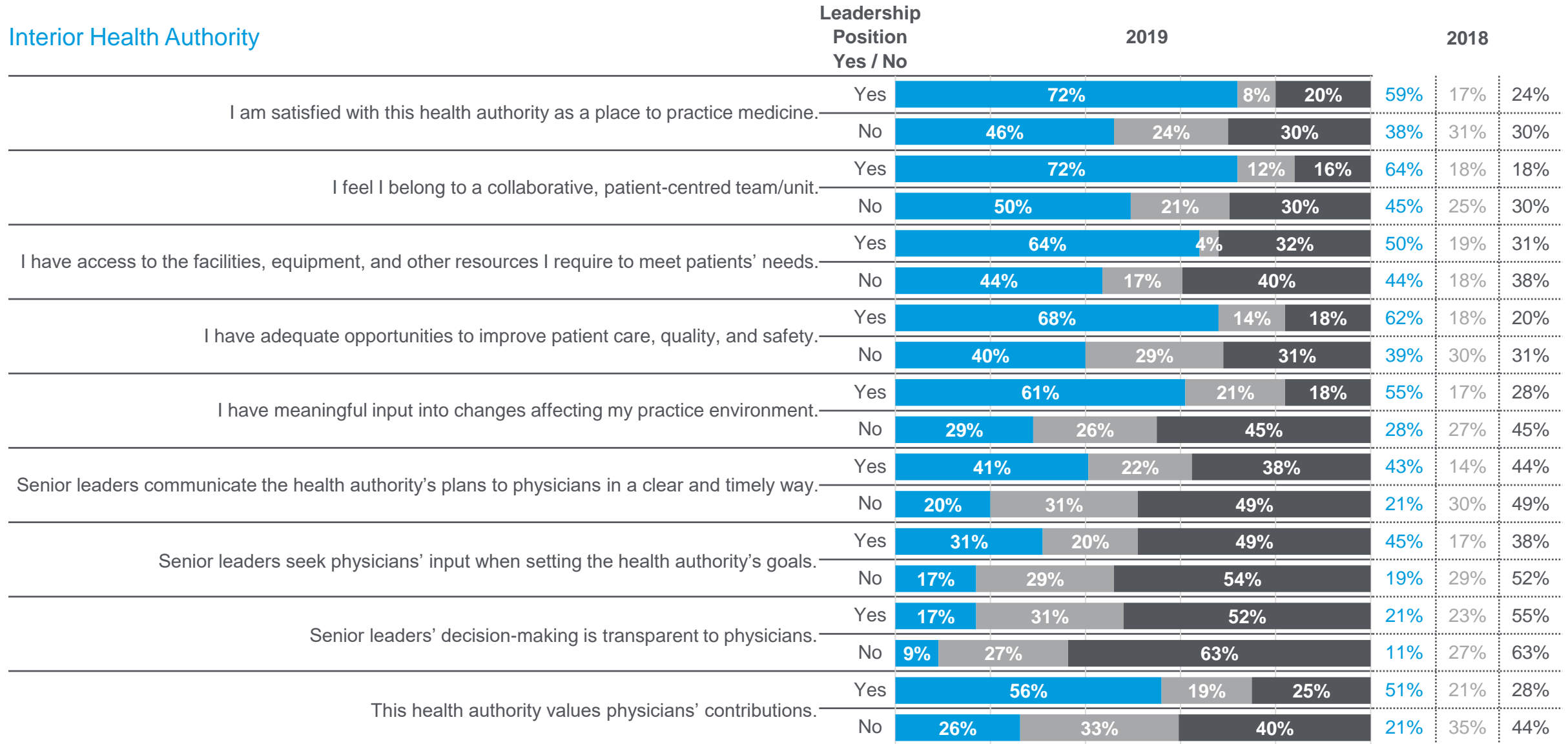
New in 2019

Fraser Health Authority Local Engagement and Safety Questions



Health Authority – Medical Leadership

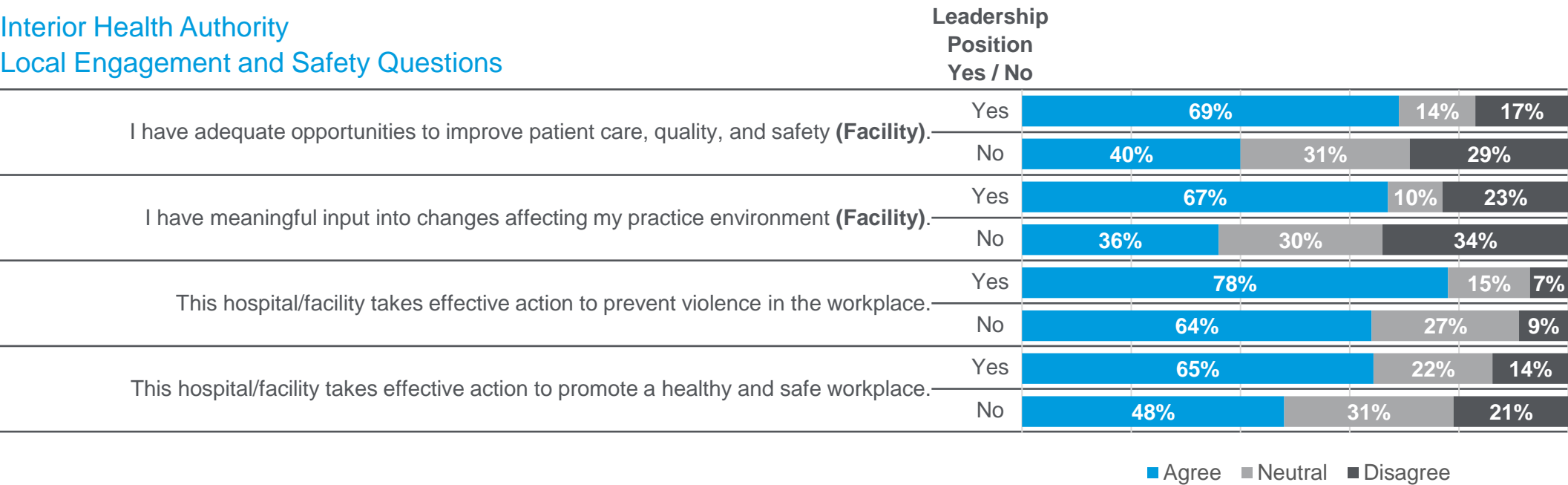
Interior Health Authority



Health Authority – Medical Leadership

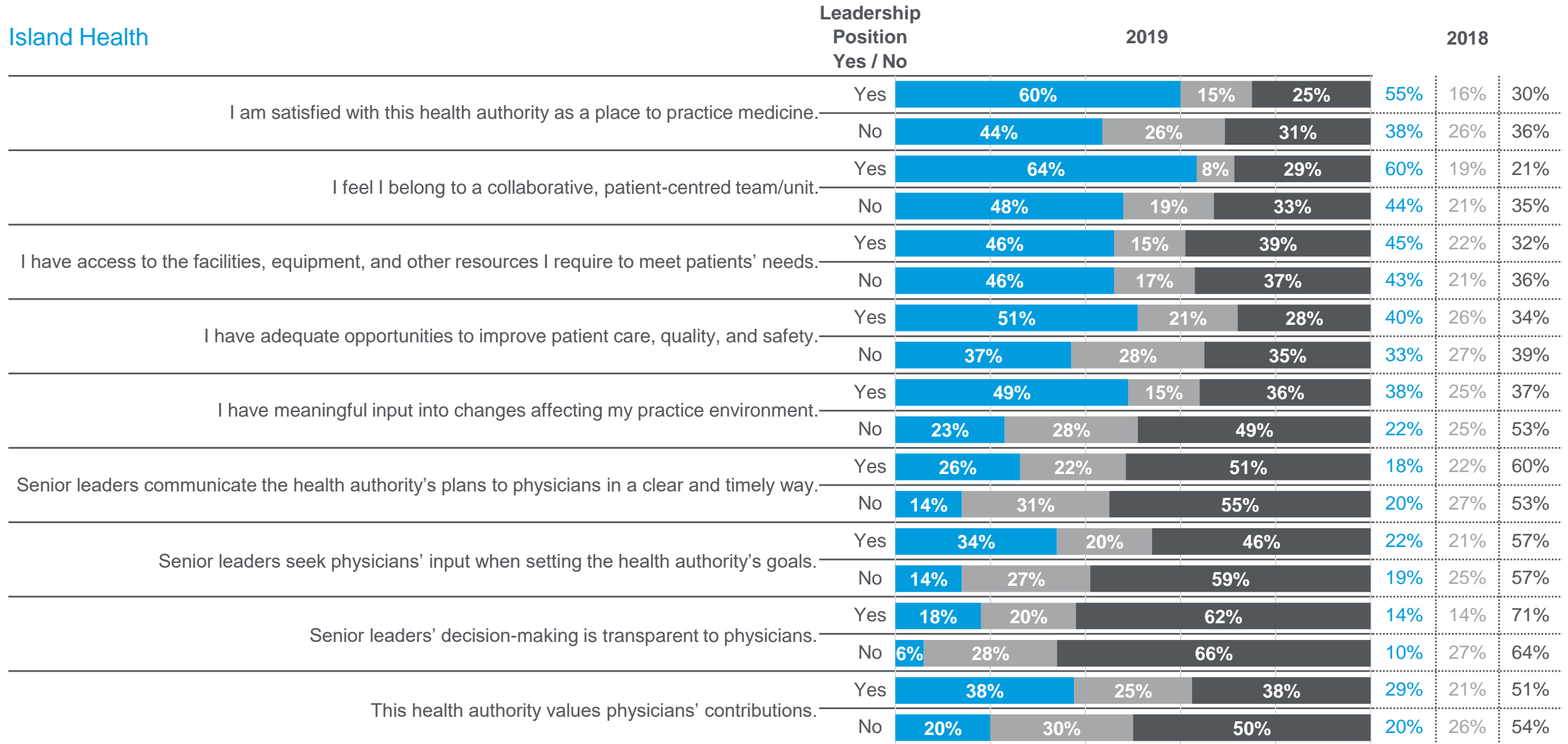
New in 2019

Interior Health Authority Local Engagement and Safety Questions



Health Authority – Medical Leadership

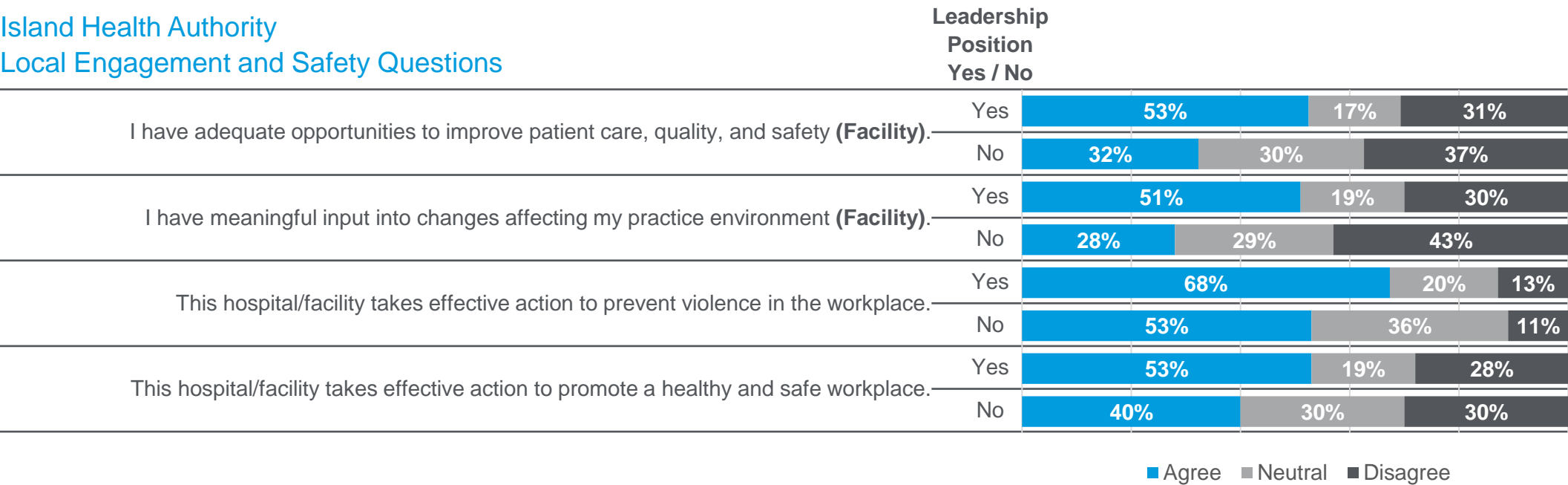
Island Health



Health Authority – Medical Leadership

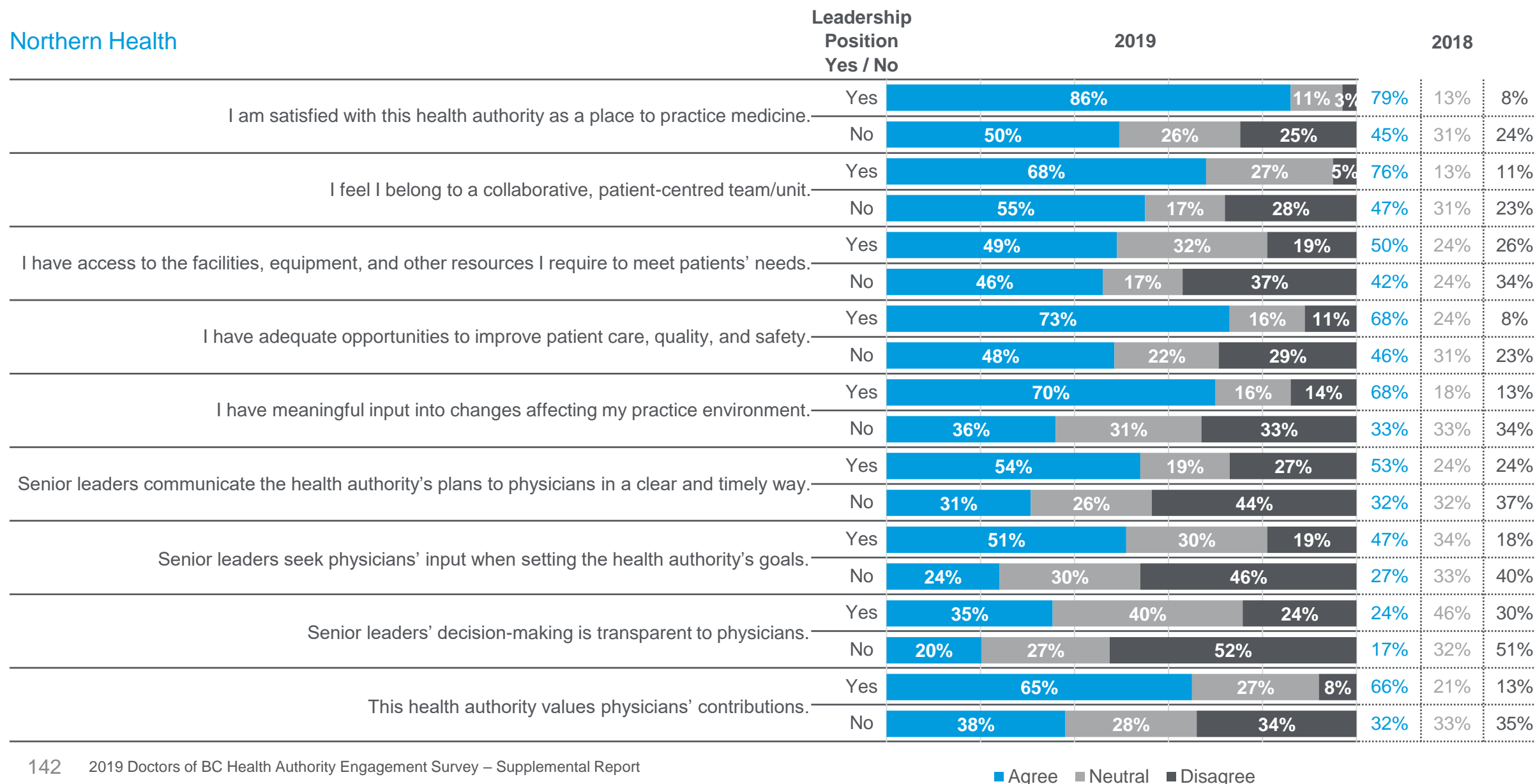
New in 2019

Island Health Authority Local Engagement and Safety Questions



Health Authority – Medical Leadership

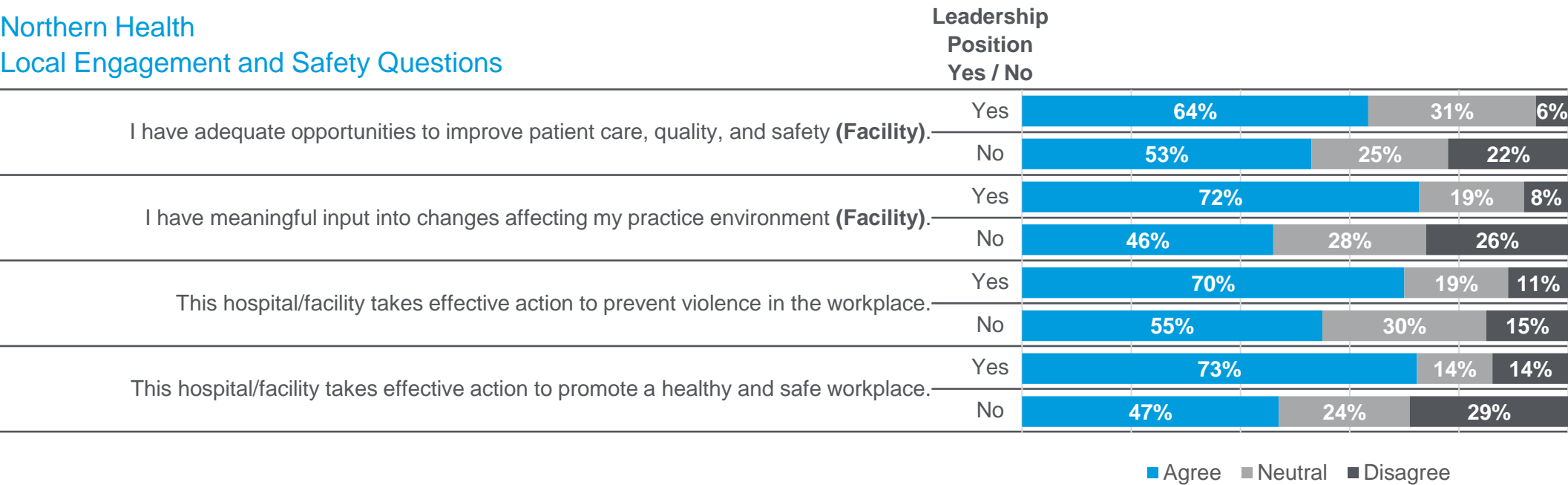
Northern Health



Health Authority – Medical Leadership

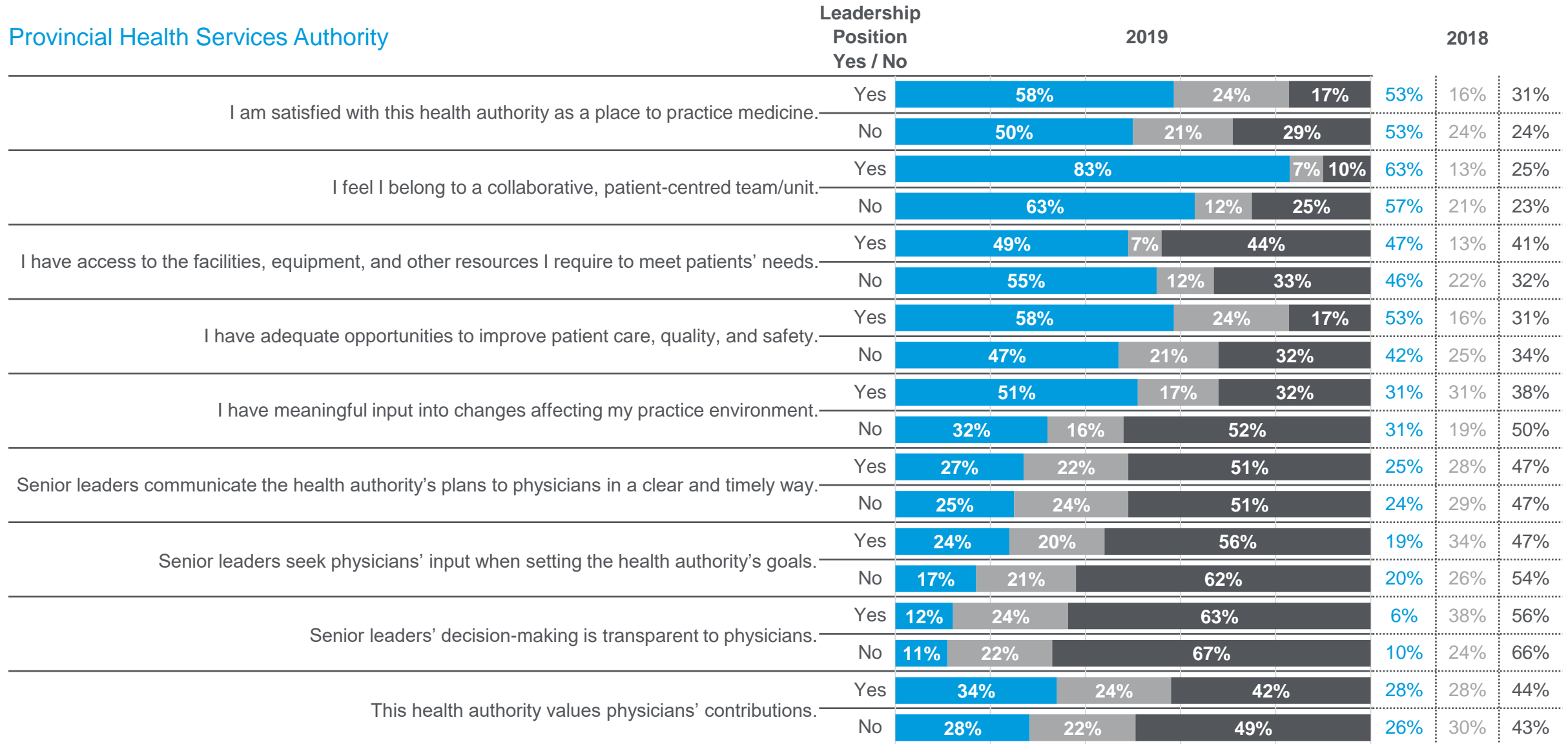
New in 2019

Northern Health Local Engagement and Safety Questions



Health Authority – Medical Leadership

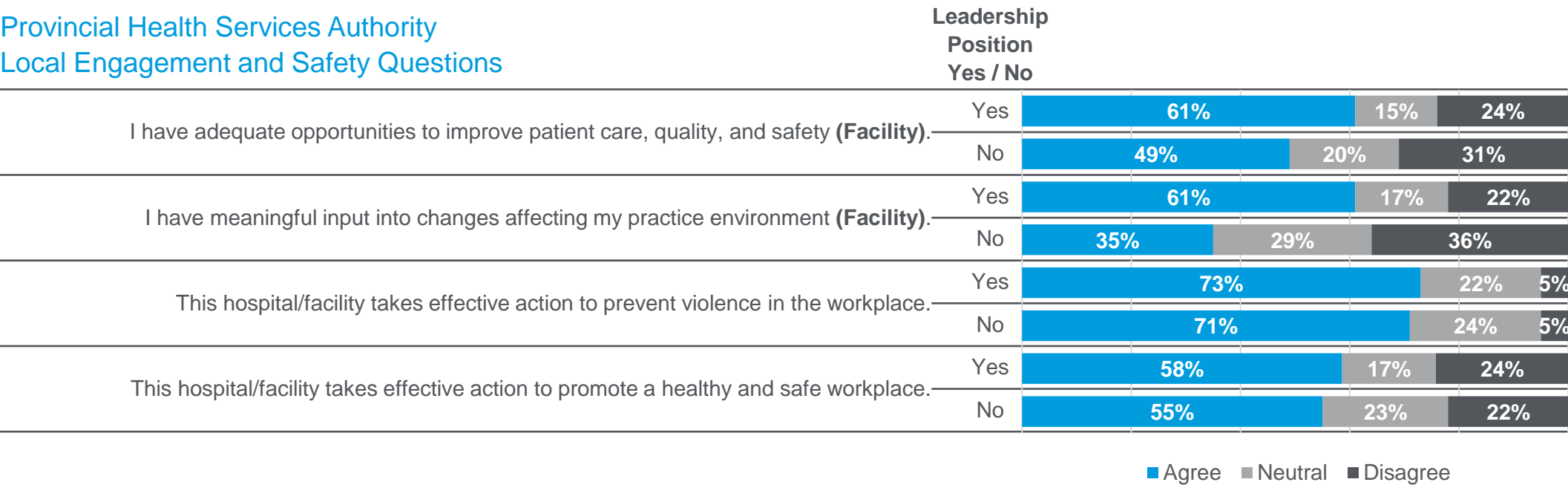
Provincial Health Services Authority



Health Authority – Medical Leadership

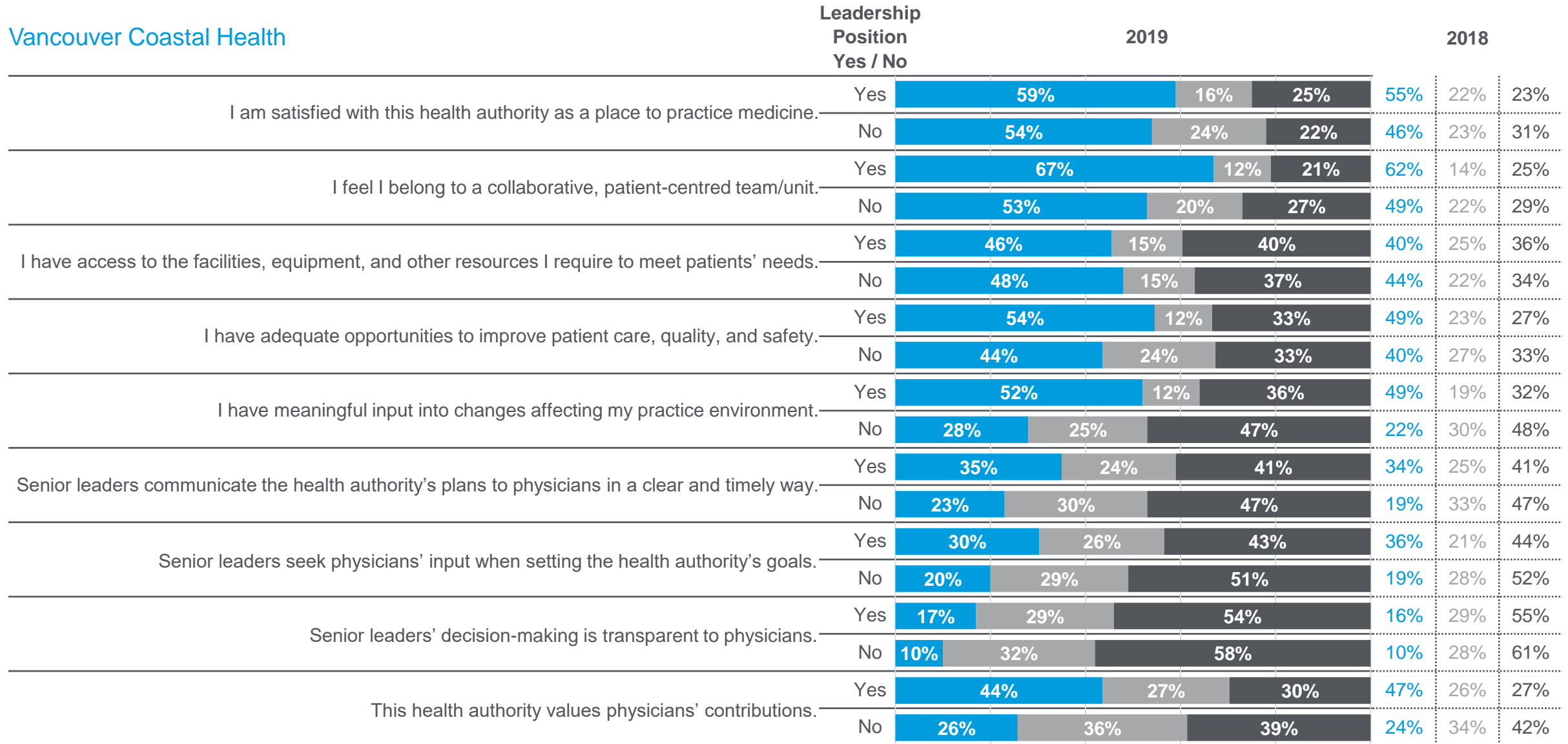
New in 2019

Provincial Health Services Authority Local Engagement and Safety Questions



Health Authority – Medical Leadership

Vancouver Coastal Health



Health Authority – Medical Leadership

New in 2019

Vancouver Coastal Health Local Engagement and Safety Questions

