

2020 Health Authority Engagement Survey Results: Supplemental Report



### Dear Colleagues,

At Doctors of BC, we understand that collaborative relationships between doctors and health authorities are a cornerstone of our healthcare system. Collaboration is necessary for providing optimal patient care, and nurturing a work culture that supports and values physicians.

To get a sense of these important relationships across the province, and the programs that help support them, we seek out your views and feedback. Last September, we rolled out our fifth annual Health Authority Engagement Survey, asking you for your thoughts on your engagement and interaction with your health authority, as well as your physical and psychological health and safety.

In 2020, we added a number of sections, including a section on senior leadership, a deeper review of physical and psychological health and safety, and a chance to provide your open-ended feedback on a number of topics. Given the impact of the ongoing COVID-19 pandemic, we also sought out your feedback on its effects.

This year's survey results demonstrate that we have generally seen meaningful improvements in many areas in comparison to previous years. Provincially and in most regions, positive scores have increased across all 9 core questions. The 2020 survey results also show that even in the midst of a challenging year living with COVID-19, levels of communication and engagement between physicians and health authorities have improved.

While existing challenges do remain, we want to harness these results to drive progress forward in our conversations at the local and regional levels in BC's healthcare system. Thank you to all members who took the time to participate in this valuable review. Your feedback is deeply appreciated, particularly during such an unprecedented year for BC's doctors.

Dr Matthew Chow President, Doctors of BC



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### Introduction

In this survey, Doctors of BC asked the same nine core questions from the Health Standards Organization Work Life Pulse Tool about overall satisfaction, engagement, and senior leadership from previous years' surveys to track trends over time. For 2020, we added questions regarding engagement during the COVID-19 pandemic, and physical and psychological health and safety. We introduced new questions about senior leadership engagement at a local level, along with open-ended text opportunities to better understand challenges and opportunities.

The 2020 survey results include insights on the following topics:

- The impact of COVID-19 on physician engagement.
- A select number of questions on physical and psychological health and safety from the Guarding Minds at Work survey. These results will
  enable comparisons with other healthcare sector surveys that use this common survey tool.
- Comparisons between senior leadership engagement at a regional and local level.
- Physicians' challenges and ideas on enhancing physician engagement, COVID-19 communication, and physical and psychological health and safety in the workplace gleaned from over 2,500 open ended comments.



# **Executive Summary**

The purpose of this report is to outline the 2020 results and key highlights from the fifth annual Doctors of BC Health Authority Engagement Survey. This survey is based on Health Standards Organization's (HSO) validated Work Life Pulse Tool for Physicians and it ran from September 14, 2020 to October 14, 2020.

### Highlights:

- This year saw a record response rate with 3,200 physicians completing the survey, resulting in a 28% response rate.
- At a provincial level, survey respondents have reported meaningful improvements in areas of engagement and overall satisfaction.
- There is an improvement in engagement scores during the COVID-19 pandemic in comparison to pre-pandemic survey results. The COVID-19 pandemic inspired an environment for health authorities and physicians to break down engagement barriers, resulting in enhanced collaboration and communication.
- All health authorities have seen an increase in positive scores from 2018 to 2020 according to the averages across HSO's Work Life Pulse Tool questions.
- Approximately one in two physicians across BC reported being involved or impacted by a physical or psychological safety incident in their workplace.
- At a provincial level, the topics of physical and psychological health and safety indicate higher positive scores than some other engagement questions, but openended comments related to the topic also outlined challenging areas and highlighted significant opportunities. Including additional demographic questions in future surveys may enrich the insights these results provide.
- Engagement between regional and local senior leadership tends to be higher at the hospital/facility level, but data indicates that rural sites tend to have greater engagement at a local level, in comparison to the engagement at the regional level.
- Family physicians, specialists, community-based, and facility-based physicians had similar findings across the core questions. This is important to highlight as it indicates a convergence of opinion on these questions compared with survey results from previous years.

#### What's Next:

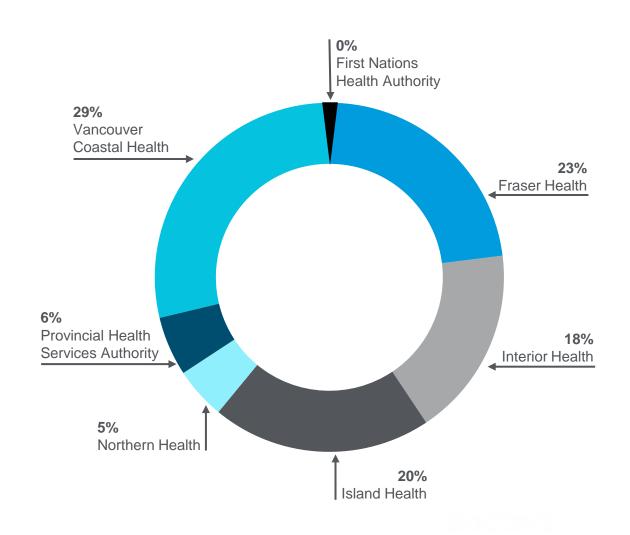
Doctors of BC will be sharing results with members, staff across the organization, and health authorities. Doctors of BC will be presenting the results to groups across the Province, including Medical Staff Associations, Divisions of Family Practice, and Health Authority Medical Advisory Committees in an effort to discuss trends, high-level feedback from the open-ended comments, and opportunities for improvement. Additionally, staff may offer insight on Doctors of BC policies, programs, and new initiatives to support specific issues and topic areas.



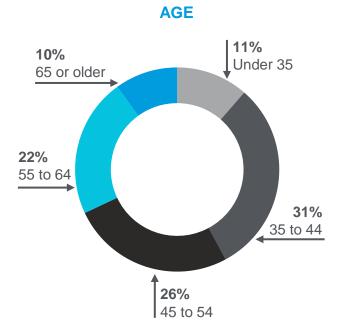
# Response Rates

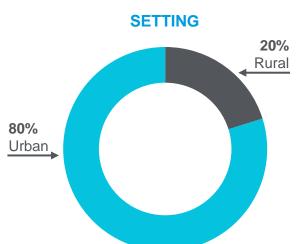
Health Authority Sample Sizes	2020	2019	2018	2017	2016
First Nations Health Authority	5	2	3	4	6
Fraser Health	735	664	650	729	555
Interior Health	563	523	528	573	388
Island Health	650	574	496	524	486
Northern Health	152	154	169	164	121
Provincial Health Services Authority	175	180	138	168	159
Vancouver Coastal Health	920	831	672	836	693

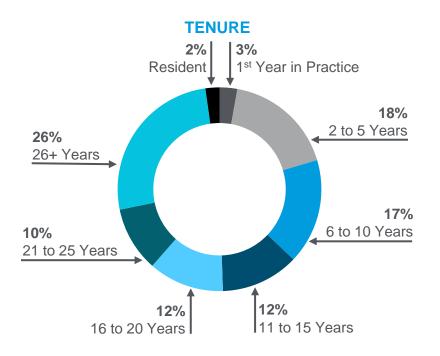
Number of Surveys Sent	2020	2019	2018	2017	2016
Total number of surveys sent	11,523	11,504	11,153	11,342	12,580
Responses	3,200	2,928	2,657	2,998	2,485
Response rate (%)	28.2%	26%	24%	26%	20%



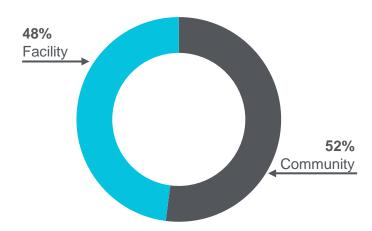
# **Demographics**



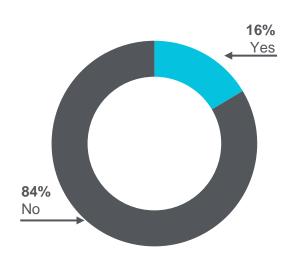




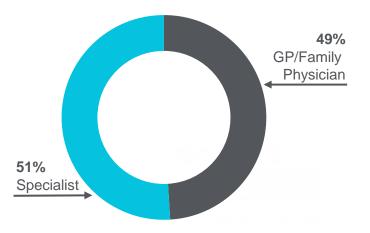




### **MEDICAL LEADERSHIP**



### **FAMILY PHYSICIANS OR SPECIALISTS**



# SECTION 1 Overall Averages

The average scores from across the province which includes:

- First Nations Health Authority
- Fraser Health
- Interior Health
- Northern Health
- Provincial Health Services Authority
- Vancouver Coastal Health

Overall health authority averages



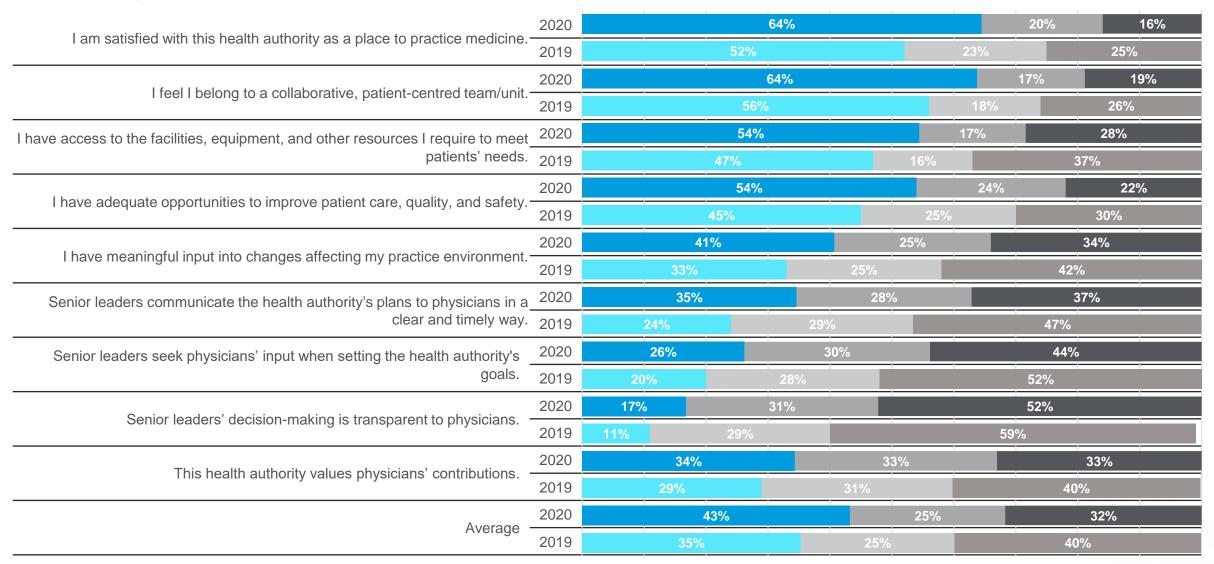
# **Provincial Averages**

Average scores from across the province



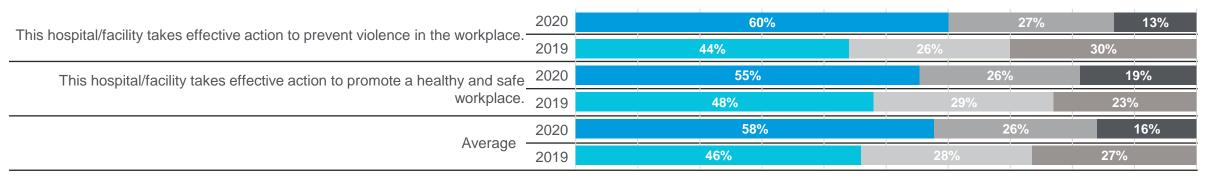
# **Provincial Averages**

The following chart compares the 2020 and 2019 provincial average scores for each of the same nine questions asked in previous surveys.



# **Provincial Averages**

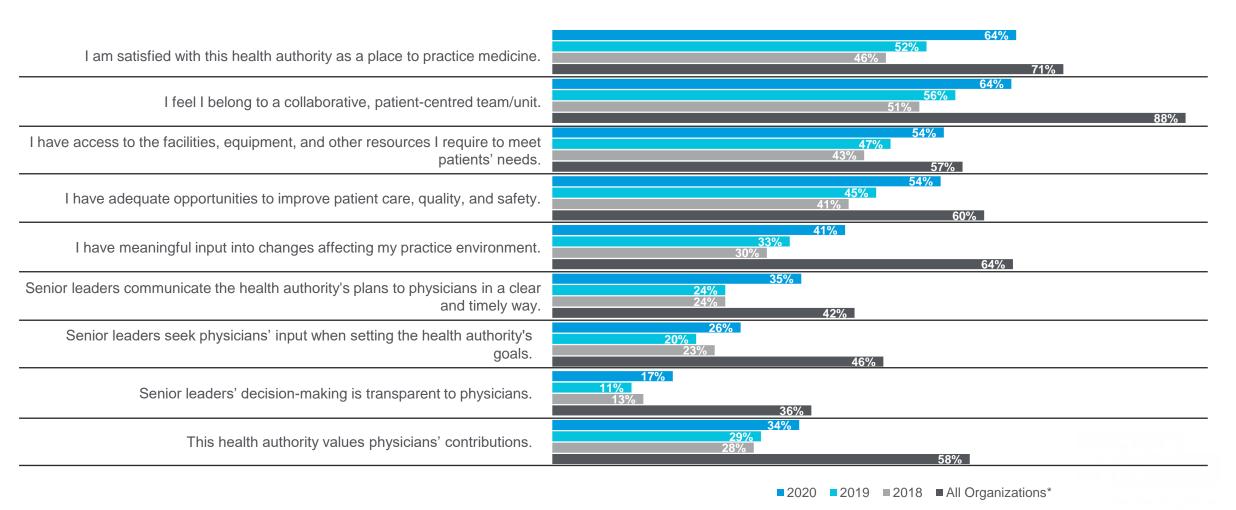
The following chart compares the 2020 and 2019 provincial average scores for each of the same nine questions asked in previous surveys.



■ Agree ■ Neutral ■ Disagree

## Provincial Averages – Percentage of Agreement

\* All Organization average includes Accreditation Canada clients who deployed the Work life Pulse Physician Survey between Jan 1, 2019 - Dec 31, 2019. Overall, there were 2019 responses representing 37 organizations.



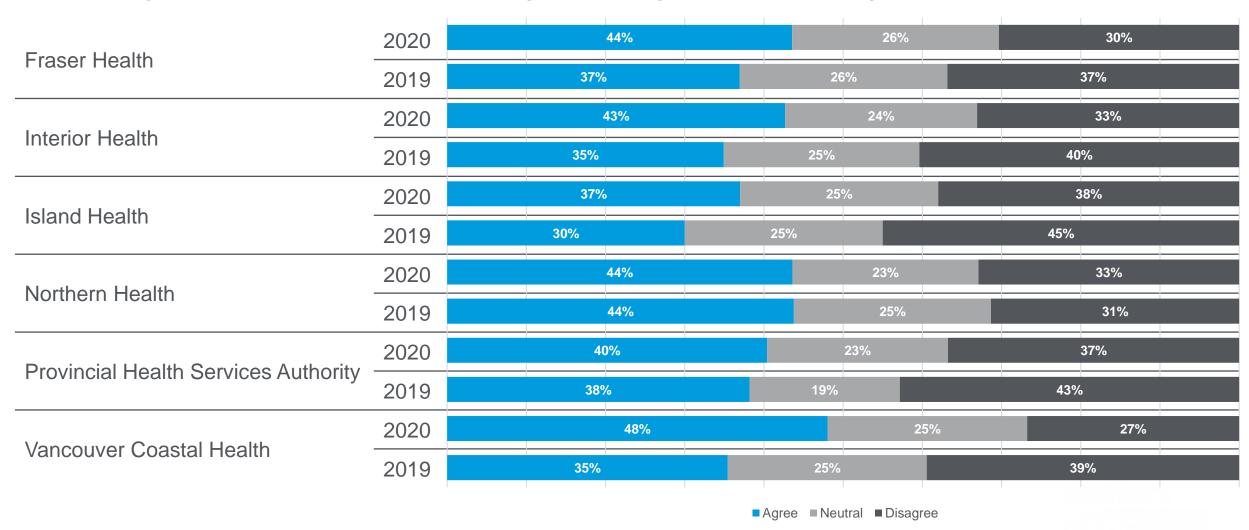
# **Health Authority Averages**

Average scores by health authority for 2019 to 2020 and 2016 to 2020



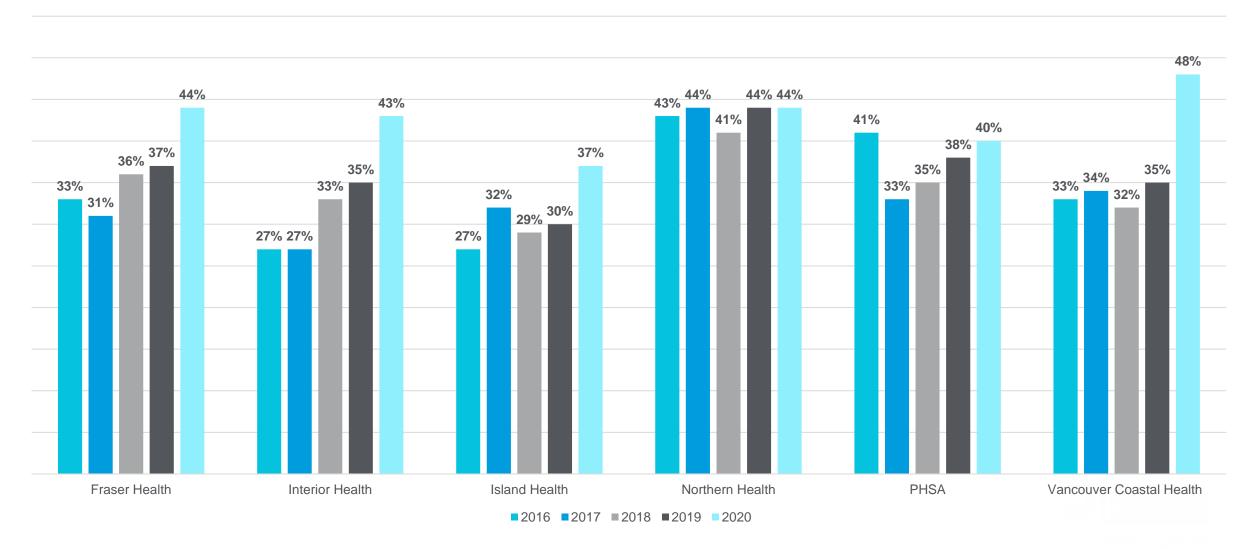
# Health Authority Averages

The following chart compares 2020 and 2019 regional average scores for the original nine core questions.



# Health Authority Averages

The following chart outlines overall average scores (% Agree only) from 2016 to 2020 for each health authority.





# SECTION 2 Facility Data

### Individual Facility Breakdown

- Core nine Work Life Pulse Tool Questions
  - Senior leaders in this section refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.
- Local engagement and safety questions

### New Questions for 2020

- COVID-19
  - Respondents answered these questions from the perspective of engagement during the Pandemic (March 2020 to current)
- Psychological Health and Safety
- Facility Leadership
  - Senior Leadership refers to site level leadership i.e., Site Administrator, Chief Operations Officer for the Hospital, Site Managers, Site Medical Directors, Chiefs of Staff, etc.

# Facility Data | First Nations Health Authority

### **Individual Facility Breakdown**

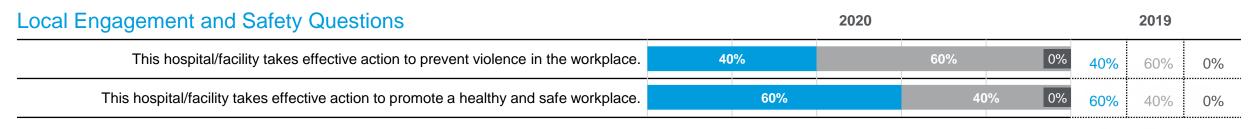
- Core nine Work Life Pulse Tool Questions
  - Senior leaders in this section refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.
- Local engagement and safety questions



# First Nations Health Authority

### **5 Respondents 2020** | 2 Respondents 2019

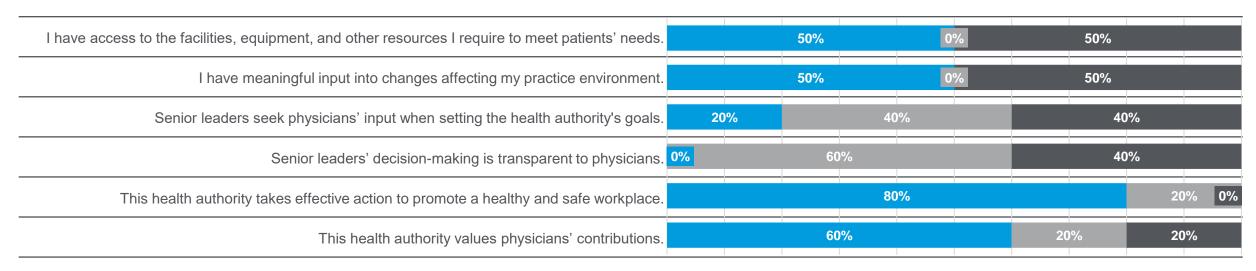
		2020			2019	
I am satisfied with this health authority as a place to practice medicine.		100%	0% 0%	100%	0%	0%
I feel I belong to a collaborative, patient-centred team/unit.		100%	0% 0%	100%	0%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		75%	25% 0%	75%	25%	0%
I have adequate opportunities to improve patient care, quality, and safety.		80%	20% 0%	80%	20%	0%
I have meaningful input into changes affecting my practice environment.		60%	40% 0%	60%	40%	0%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	25%	25%	50%	25%	25%	50%
Senior leaders seek physicians' input when setting the health authority's goals.	20%	40%	40%	20%	40%	40%
Senior leaders' decision-making is transparent to physicians.	25%	25%	50%	25%	25%	50%
This health authority values physicians' contributions.		60%	40% 0%	60%	40%	0%



# First Nations Health Authority

### COVID-19 Pandemic





■Agree ■Neutral ■Disagree

# First Nations Health Authority

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

### Physical and Psychological Well-Being



### **Facility Leadership**



■ Agree ■ Neutral ■ Disagree

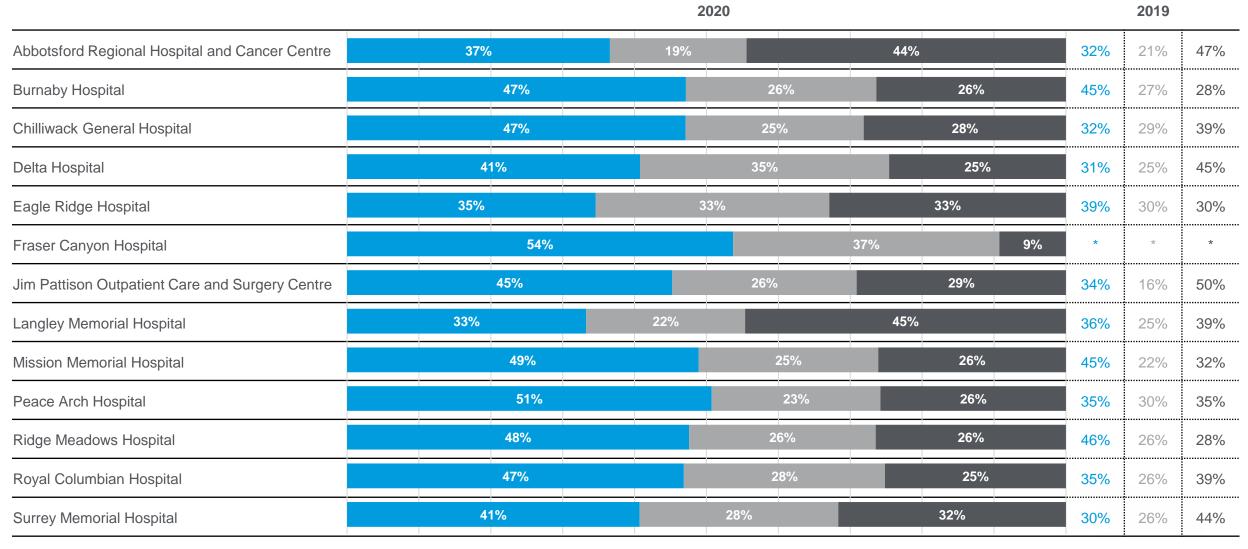
# Facility Data | Fraser Health

### **Individual Facility Breakdown**

- Core nine Work Life Pulse Tool
  - Senior leaders in this section refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.
- Local engagement and safety questions



# Fraser Health Authority Overall Averages by Facility



<sup>■</sup> Agree ■ Neutral ■ Disagree

# Abbotsford Regional Hospital and Cancer Centre

### **57 Respondents 2020** | 44 Respondents 2019

	2020		2020				2019	
I am satisfied with this health authority as a place to practice medicine.		54%		19%	26%	45%	23%	32%
I feel I belong to a collaborative, patient-centred team/unit.		58%		16%	26%	52%	18%	30%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		49%	11%	4	10%	40%	23%	37%
I have adequate opportunities to improve patient care, quality, and safety.	4	44%	19%		37%	41%	27%	32%
I have meaningful input into changes affecting my practice environment.	32%		21%	469	<b>%</b>	30%	25%	45%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	30%	2	21%	48%	6	34%	16%	50%
Senior leaders seek physicians' input when setting the health authority's goals.	21%	19%		60%		14%	18%	68%
Senior leaders' decision-making is transparent to physicians.	16%	25%		60%		7%	23%	70%
This health authority values physicians' contributions.	25%	19%		56%		23%	20%	57%



# **Burnaby Hospital**

### 89 Respondents 2020 | 112 Respondents 2019

	2020			2019	
70%	2	20% 10%	61%	24%	15%
68%	19	% 13%	68%	17%	14%
58%	16%	26%	51%	17%	32%
56%	24%	20%	61%	23%	16%
46%	30%	24%	42%	34%	25%
38%	28%	34%	36%	31%	33%
26%	35%	39%	23%	36%	41%
24% 3:	3% 4:	3%	18%	33%	49%
38%	33%	30%	45%	32%	24%
	58% 56% 46% 38% 26% 24% 33	70%       2         68%       19         58%       16%         56%       24%         46%       30%         38%       28%         26%       35%         24%       33%	70%       20%       10%         68%       19%       13%         58%       16%       26%         56%       24%       20%         46%       30%       24%         38%       28%       34%         26%       35%       39%         24%       33%       43%	70%       20%       10%       61%         68%       19%       13%       68%         58%       16%       26%       51%         56%       24%       20%       61%         46%       30%       24%       42%         38%       28%       34%       36%         26%       35%       39%       23%         24%       33%       43%       18%	70%       20%       10%       61%       24%         68%       19%       13%       68%       17%         58%       16%       26%       51%       17%         56%       24%       20%       61%       23%         46%       30%       24%       42%       34%         38%       28%       34%       36%       31%         26%       35%       39%       23%       36%         24%       33%       43%       18%       33%



# Chilliwack General Hospital

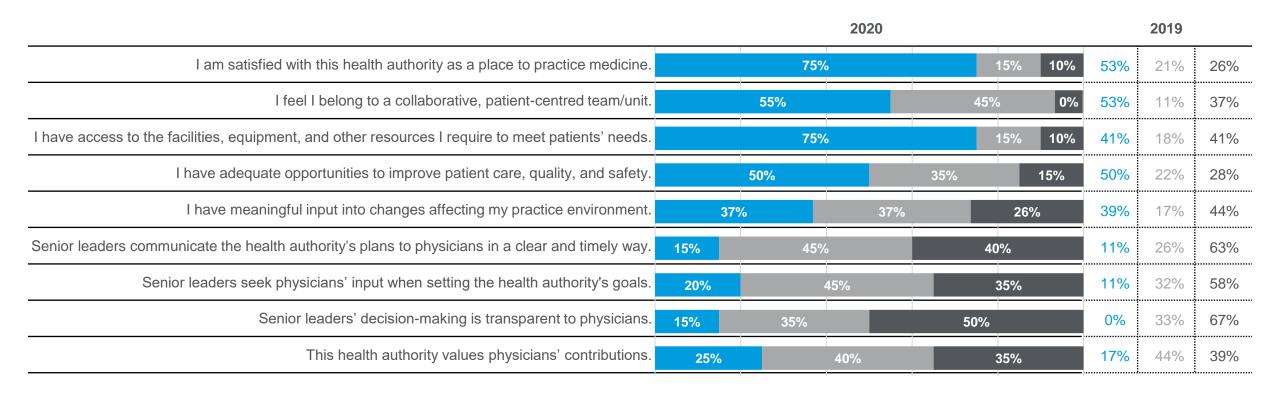
### 47 Respondents 2020 | 41 Respondents 2019

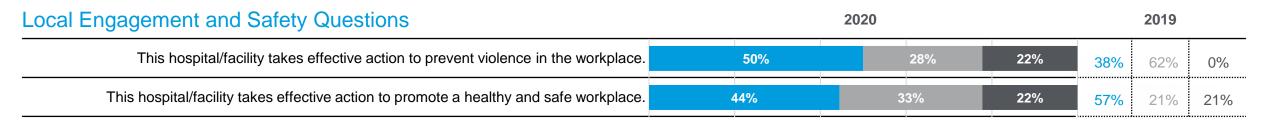
			2020				2019	
I am satisfied with this health authority as a place to practice medicine.	61%	22%	17%	51%	20%	29%		
I feel I belong to a collaborative, patient-centred team/unit.	70%	119	<b>20%</b>	54%	17%	29%		
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	51%	19%	30%	49%	24%	27%		
I have adequate opportunities to improve patient care, quality, and safety.	49%	30%	21%	38%	43%	20%		
I have meaningful input into changes affecting my practice environment.	50%	28%	22%	20%	38%	43%		
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	41%	26%	33%	17%	29%	54%		
Senior leaders seek physicians' input when setting the health authority's goals.	39%	26%	35%	23%	25%	53%		
Senior leaders' decision-making is transparent to physicians.	24% 26%	50%	6	12%	27%	61%		
This health authority values physicians' contributions.	39%	35%	26%	25%	38%	38%		
				1				



# **Delta Hospital**

### 20 Respondents 2020 | 19 Respondents 2019





# Eagle Ridge Hospital

### 27 Respondents 2020 | 23 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		52%		30%	19%	57%	26%	17%
I feel I belong to a collaborative, patient-centred team/unit.		52%		26%	22%	65%	22%	13%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		56%	1	5%	30%	48%	26%	26%
I have adequate opportunities to improve patient care, quality, and safety.		63%		22%	15%	59%	23%	18%
I have meaningful input into changes affecting my practice environment.	37%	/o	37%		26%	27%	41%	32%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	22%	30%		48%		30%	26%	43%
Senior leaders seek physicians' input when setting the health authority's goals.	11%	44%		44%	<b>/</b> 6	13%	43%	43%
Senior leaders' decision-making is transparent to physicians.	0%	52%		48%		9%	39%	52%
This health authority values physicians' contributions.	19%	37%		44%	<b>%</b>	43%	26%	30%



# Fraser Canyon Hospital

### 6 Respondents 2020 | \* Respondents 2019

		2020				2019	
	50%		33%	17%	*	*	*
		100%		0% 0%	*	*	*
	67%		17%	17%	*	*	*
	50%		33%	17%	*	*	*
	50%		50%	0%	*	*	*
	67%		17%	17%	*	*	*
33%			67%	0%	*	*	*
17%		67%		17%	*	*	*
	50%		50%	0%	*	*	*
	33%	67% 50% 50% 67% 33%	50%  100%  67%  50%  50%  47%  67%  67%	50%     33%       100%     17%       50%     33%       50%     50%       67%     17%       33%     67%       17%     67%	50%       33%       17%         100%       0%       0%         67%       17%       17%         50%       33%       17%         50%       50%       0%         67%       17%       17%         17%       67%       0%	50%       33%       17%       *         100%       0%       0%       *         67%       17%       17%       *         50%       33%       17%       *         50%       50%       0%       *         67%       17%       17%       *         17%       67%       17%       *	50%       33%       17%       *       *         100%       0%       0%       *       *         67%       17%       17%       *       *         50%       33%       17%       *       *         50%       50%       0%       *       *         67%       17%       17%       *       *         17%       67%       0%       *       *

Local Engagement and Safety Questions	2020		2019	
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% *	*	*

<sup>\*</sup> Sample size too small to report

# Jim Pattison Outpatient Care and Surgery Centre

### 7 Respondents 2020 | 8 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		7	'1%	0% 2	9%	40%	40%	20%
I feel I belong to a collaborative, patient-centred team/unit.	33%		33%	339	%	67%	0%	33%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	4	3%	14%	43%		50%	0%	50%
I have adequate opportunities to improve patient care, quality, and safety.		57%		29%	14%	50%	33%	17%
I have meaningful input into changes affecting my practice environment.	4	3%	29%	2	9%	17%	0%	83%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	33%		50%		17%	33%	17%	50%
Senior leaders seek physicians' input when setting the health authority's goals.		50%	17%	339	%	17%	17%	67%
Senior leaders' decision-making is transparent to physicians.	33%		17%	50%		17%	17%	67%
This health authority values physicians' contributions.	4	3%	4	3%	14%	17%	17%	67%



# **Langley Memorial Hospital**

### **61 Respondents 2020** | 54 Respondents 2019

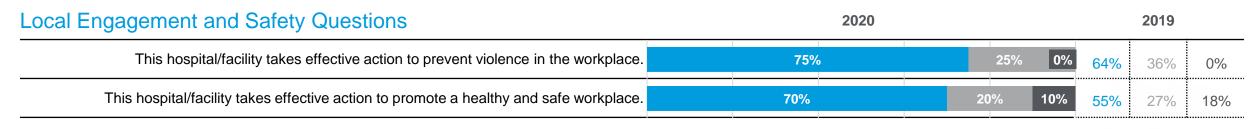
			2020			2019	
I am satisfied with this health authority as a place to practice medicine.		54%	16%	30%	57%	21%	23%
I feel I belong to a collaborative, patient-centred team/unit.	57%		8%	34%	58%	21%	21%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	37	<b>7</b> %	22%	42%	42%	15%	42%
I have adequate opportunities to improve patient care, quality, and safety.	4	11%	31%	28%	42%	27%	31%
I have meaningful input into changes affecting my practice environment.	33%	6	21%	46%	30%	26%	43%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	25%	20%		55%	28%	30%	42%
Senior leaders seek physicians' input when setting the health authority's goals.	18%	28%		54%	28%	28%	43%
Senior leaders' decision-making is transparent to physicians.	10%	28%	62	%	17%	26%	57%
This health authority values physicians' contributions.	25%	25%	/ <sub>0</sub>	51%	25%	28%	47%



# Mission Memorial Hospital

### 21 Respondents 2020 | 13 Respondents 2019

	2020							
I am satisfied with this health authority as a place to practice medicine.		55%		35%	10%	46%	15%	38%
I feel I belong to a collaborative, patient-centred team/unit.		65%		20%	15%	62%	0%	38%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		70%		5%	25%	46%	15%	38%
I have adequate opportunities to improve patient care, quality, and safety.		65%		25	10%	54%	23%	23%
I have meaningful input into changes affecting my practice environment.		60%		5%	35%	46%	38%	15%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.		45%	3	0%	25%	54%	15%	31%
Senior leaders seek physicians' input when setting the health authority's goals.	35%		25%		40%	46%	23%	31%
Senior leaders' decision-making is transparent to physicians.	15%	45%			40%	15%	31%	54%
This health authority values physicians' contributions.	30%		35%		35%	38%	38%	23%



# Peace Arch Hospital

### **53 Respondents 2020** | 32 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		62%		17%	21%	53%	25%	22%
I feel I belong to a collaborative, patient-centred team/unit.		79	9%		9% 11%	59%	22%	19%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		51%	179	<b>/</b> o	32%	44%	22%	34%
I have adequate opportunities to improve patient care, quality, and safety.		58%		25%	17%	44%	25%	31%
I have meaningful input into changes affecting my practice environment.		57%		21%	23%	34%	31%	34%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	4	3%	26%		30%	19%	38%	44%
Senior leaders seek physicians' input when setting the health authority's goals.	32%		30%		38%	22%	31%	47%
Senior leaders' decision-making is transparent to physicians.	26%		36%		38%	9%	31%	59%
This health authority values physicians' contributions.		47%	3	0%	23%	28%	44%	28%



# Ridge Meadows Hospital

### 66 Respondents 2020 | 51 Respondents 2019

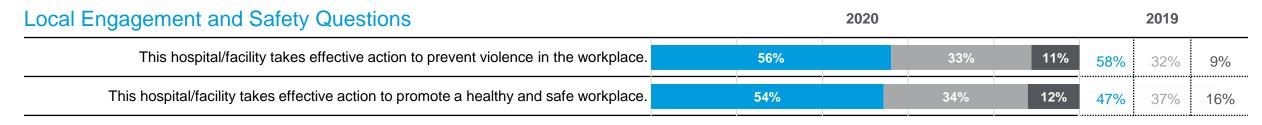
					2020				2019	
I am satisfied with this health authority as a place to practice medicine.		73%			20% 8%	65%	20%	16%		
I feel I belong to a collaborative, patient-centred team/unit.		70%		189	% 12%	59%	22%	20%		
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		62%		17%	22%	60%	10%	30%		
I have adequate opportunities to improve patient care, quality, and safety.		58%		23%	20%	59%	18%	24%		
I have meaningful input into changes affecting my practice environment.	45	5%	29%		26%	55%	24%	22%		
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	36%		39%		24%	37%	31%	31%		
Senior leaders seek physicians' input when setting the health authority's goals.	26%	26%		48%		25%	31%	43%		
Senior leaders' decision-making is transparent to physicians.	21%	29%		50%		24%	35%	41%		
This health authority values physicians' contributions.	38%		33%		29%	33%	39%	27%		



# Royal Columbian Hospital

### **135 Respondents 2020** | 135 Respondents 2019

		2020		2019	
I am satisfied with this health authority as a place to practice medicine.	70%		21% 9% 60	19%	22%
I feel I belong to a collaborative, patient-centred team/unit.	70%	2	20% 10% 57	<b>′%</b> 16%	27%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	56%	24%	20% 45	<b>5%</b> 17%	38%
I have adequate opportunities to improve patient care, quality, and safety.	55%	25%	20% 44	<b>!%</b> 24%	32%
I have meaningful input into changes affecting my practice environment.	41%	29%	30% 34	<b>%</b> 29%	37%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	44%	24%	32% 20	<b>)%</b> 33%	47%
Senior leaders seek physicians' input when setting the health authority's goals.	27%	37%	36% 22	<b>2%</b> 30%	48%
Senior leaders' decision-making is transparent to physicians.	19% 37%	<b>44</b>	% 10	<b>)%</b> 32%	58%
This health authority values physicians' contributions.	39%	35%	26% 26	36%	38%



# **Surrey Memorial Hospital**

### **133 Respondents 2020** | 124 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		63%		23%	14%	49%	29%	22%
I feel I belong to a collaborative, patient-centred team/unit.		59%		21%	20%	53%	22%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		58%		18%	24%	47%	20%	33%
I have adequate opportunities to improve patient care, quality, and safety.		55%		25%	20%	37%	30%	33%
I have meaningful input into changes affecting my practice environment.	4	2%	28%		30%	24%	28%	47%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	28%		33%	3	9%	20%	25%	55%
Senior leaders seek physicians' input when setting the health authority's goals.	22%	30%		48%		11%	24%	65%
Senior leaders' decision-making is transparent to physicians.	14%	33%		53%		7%	30%	64%
This health authority values physicians' contributions.	25%		37%	3	8%	21%	30%	48%



# Facility Data | Fraser Health

## **New Questions for 2020**

- COVID-19
  - Respondents answered these questions from the perspective of engagement during the Pandemic (March 2020 to current)
- Psychological Health and Safety
- Facility Leadership:
  - Senior Leadership refers to site level leadership i.e., Site Administrator, Chief Operations Officer for the Hospital, Site Managers, Site Medical Directors, Chiefs of Staff, etc.



# Abbotsford Regional Hospital and Cancer Centre

## COVID-19 Pandemic





# Abbotsford Regional Hospital and Cancer Centre

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

41%

23%

36%

## Physical and Psychological Well-Being



#### **Facility Leadership**



# **Burnaby Hospital**

COVID-19





# **Burnaby Hospital**

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

## Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	59%	15%		26%	
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	66%		21%		13%
People from all backgrounds are treated fairly in our workplace	77%			12%	11%
People treat each other with respect and consideration in our workplace	83%			7%	10%
Physicians and medical leaders trust one another	55%	26%		20	0%

#### **Facility Leadership**



# Chilliwack General Hospital

COVID-19





# Chilliwack General Hospital

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

38%

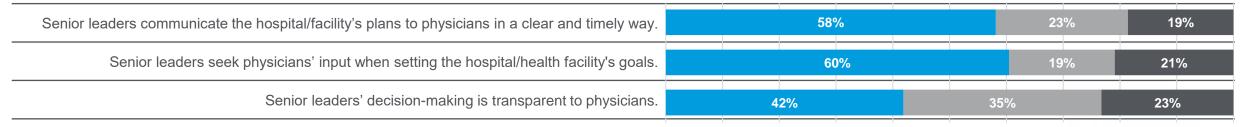
19%

44%

## Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	52%			18%		30%	
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	20.70			;	88%		12%
People from all backgrounds are treated fairly in our workplace		65%			12%	23%	5
People treat each other with respect and consideration in our workplace		80	%			11%	9%
Physicians and medical leaders trust one another	55%				32%		14%

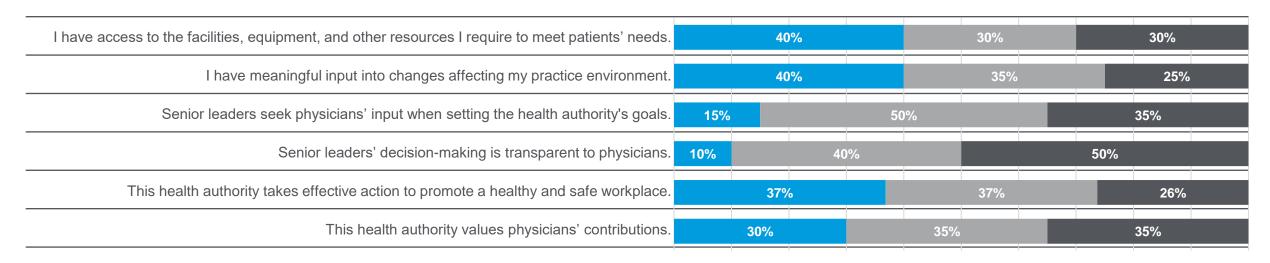
#### **Facility Leadership**



# **Delta Hospital**

## COVID-19





# **Delta Hospital**

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

## Physical and Psychological Well-Being



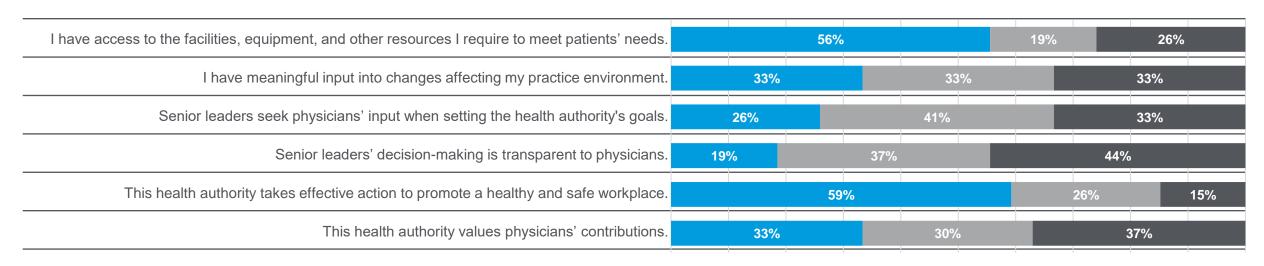
#### **Facility Leadership**



# Eagle Ridge Hospital

COVID-19





# Eagle Ridge Hospital

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

24%

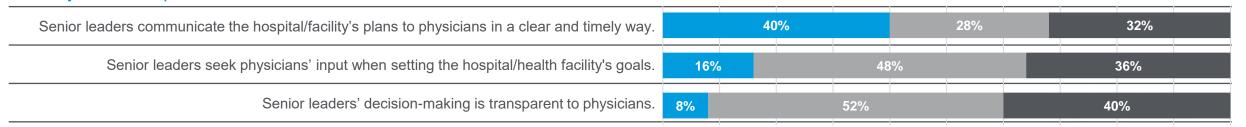
18%

59%

## Physical and Psychological Well-Being



#### **Facility Leadership**



# Fraser Canyon Hospital

COVID-19





# Fraser Canyon Hospital

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

## Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	67%			0%	33%	
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)		83%			17'	% 0%
People from all backgrounds are treated fairly in our workplace		10	0%			0% 0%
People treat each other with respect and consideration in our workplace		83%			,	17% 0%
Physicians and medical leaders trust one another		83%			·	17% 0%

#### **Facility Leadership**



# Jim Pattison Outpatient Care and Surgery Centre

COVID-19





# Jim Pattison Outpatient Care and Surgery Centre

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

## Physical and Psychological Well-Being



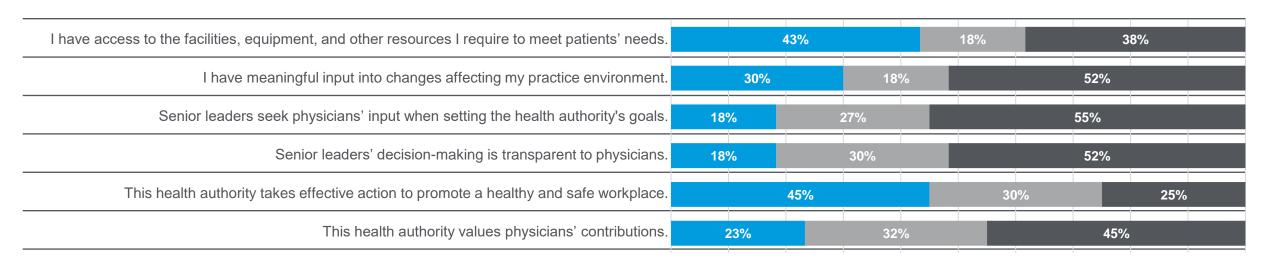
#### **Facility Leadership**



# **Langley Memorial Hospital**

## COVID-19





# **Langley Memorial Hospital**

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

## Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	55%			22%		22'	%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	50%			27%		23%	/o
People from all backgrounds are treated fairly in our workplace	61	1%			23%		16%
People treat each other with respect and consideration in our workplace		68%			18%		14%
Physicians and medical leaders trust one another	47%		19%			34%	

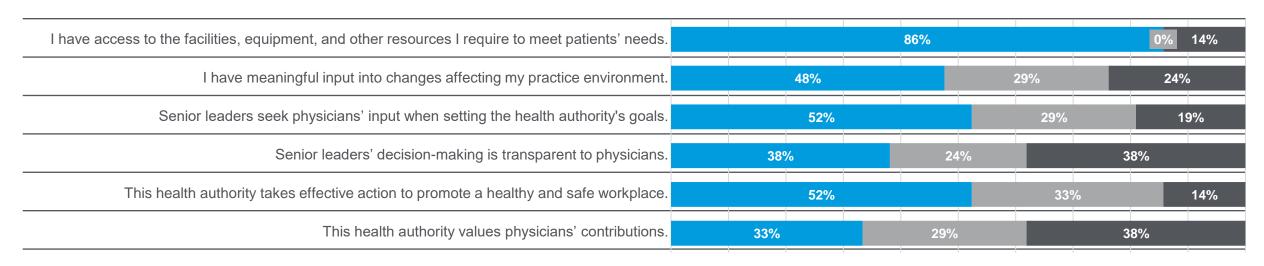
#### **Facility Leadership**



# Mission Memorial Hospital

COVID-19





# Mission Memorial Hospital

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

23%
15%
62%

## Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	58%	<b>/</b> 6		2	6%		16%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	78	6		2	6%		16%
People from all backgrounds are treated fairly in our workplace			85%			10	0% 5%
People treat each other with respect and consideration in our workplace			85%			5%	10%
Physicians and medical leaders trust one another		70%			15%		15%

#### **Facility Leadership**



# Peace Arch Hospital

COVID-19





# Peace Arch Hospital

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

## Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	62%	13%	6	24%	
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	56%	29	%	1	16%
People from all backgrounds are treated fairly in our workplace	76%			13%	11%
People treat each other with respect and consideration in our workplace	89%				7%
Physicians and medical leaders trust one another	51%	22%		27%	

#### **Facility Leadership**



# Ridge Meadows Hospital

COVID-19





# Ridge Meadows Hospital

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

38%

18%

45%

## Physical and Psychological Well-Being



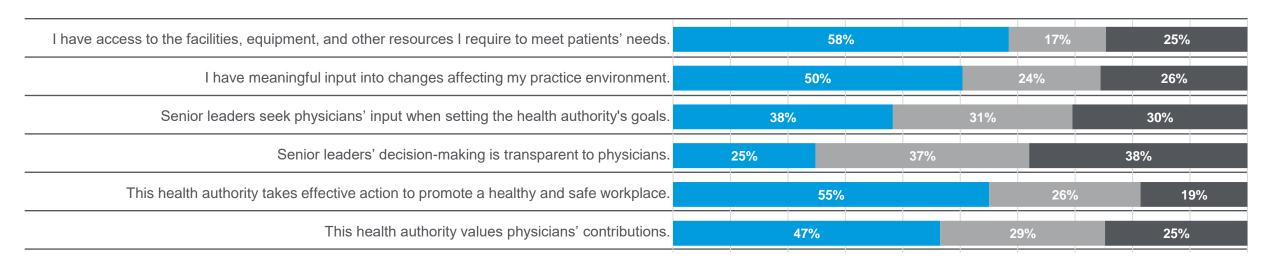
#### **Facility Leadership**



# Royal Columbian Hospital

COVID-19





# Royal Columbian Hospital

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

## Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	60%				22%		18%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)		44%		44%	44%		12%
People from all backgrounds are treated fairly in our workplace		73%				19%	8%
People treat each other with respect and consideration in our workplace		75%	6			19%	7%
Physicians and medical leaders trust one another		54%			32%		14%

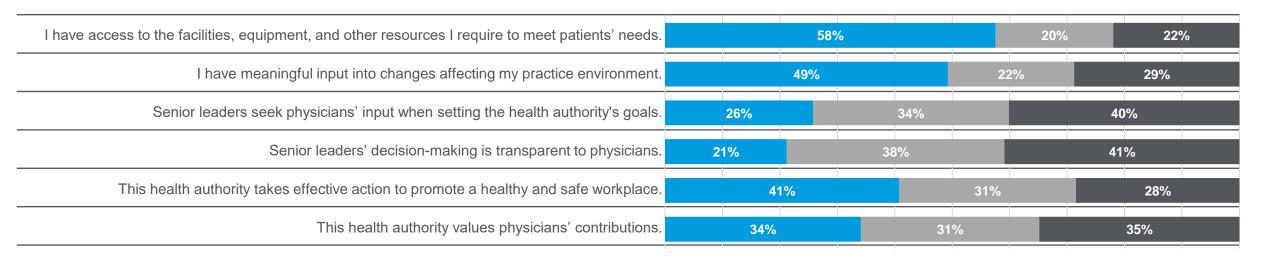
#### **Facility Leadership**



# **Surrey Memorial Hospital**

COVID-19





# **Surrey Memorial Hospital**

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

48%

16%

35%

## Physical and Psychological Well-Being



## **Facility Leadership**



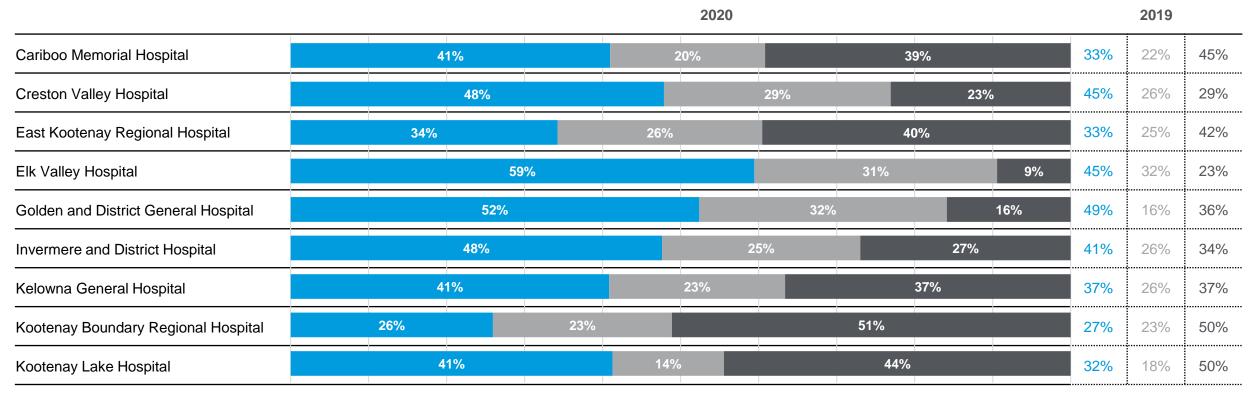
# Facility Data | Interior Health

## **Individual Facility Breakdown**

- Core nine Work Life Pulse Tool
  - Senior leaders in this section refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.
- Local engagement and safety questions

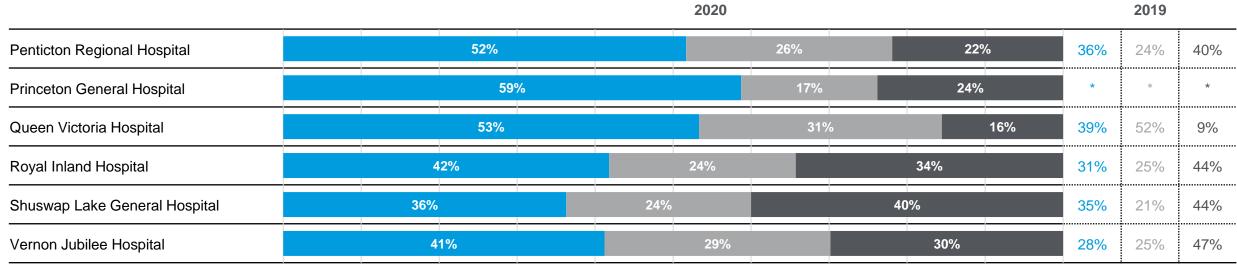


# Interior Health Authority Overall Averages by Facility



# Interior Health Authority Overall Averages by Facility

# Overall Averages by Facility (continued...)

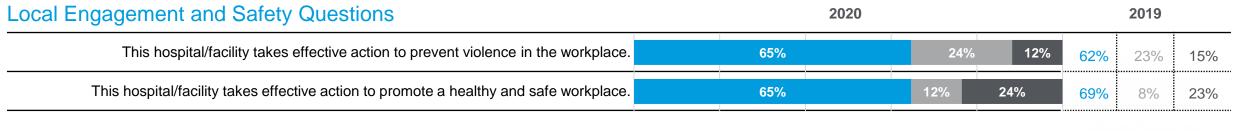


<sup>\*</sup> Sample size too small to report

# Cariboo Memorial Hospital

## 18 Respondents 2020 | 13 Respondents 2019

			2020		2019		
I am satisfied with this health authority as a place to practice medicine.	39	%	22%	39%	38%	15%	46%
I feel I belong to a collaborative, patient-centred team/unit.		56%	11'	33%	54%	15%	31%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	4	14%	22%	33%	62%	15%	23%
I have adequate opportunities to improve patient care, quality, and safety.	28%		50%	22%	38%	31%	31%
I have meaningful input into changes affecting my practice environment.	4	14%	17%	39%	23%	23%	54%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.		50%	6%	44%	15%	31%	54%
Senior leaders seek physicians' input when setting the health authority's goals.	39	%	11%	50%	23%	23%	54%
Senior leaders' decision-making is transparent to physicians.	33%		22%	44%	23%	15%	62%
This health authority values physicians' contributions.	35%		18%	47%	23%	31%	46%



# **Creston Valley Hospital**

## 13 Respondents 2020 | 13 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		77%	, D	8	% 15%	69%	0%	31%
I feel I belong to a collaborative, patient-centred team/unit.		77%	, D	8	% 15%	62%	15%	23%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		62%		23%	15%	54%	31%	15%
I have adequate opportunities to improve patient care, quality, and safety.		46%		38%	15%	62%	23%	15%
I have meaningful input into changes affecting my practice environment.		46%	3	1%	23%	46%	23%	31%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.		46%	3	1%	23%	46%	31%	23%
Senior leaders seek physicians' input when setting the health authority's goals.	31%		38%		31%	23%	31%	46%
Senior leaders' decision-making is transparent to physicians.	15%	38%		46%		8%	46%	46%
This health authority values physicians' contributions.	31%		46%		23%	38%	31%	31%



# East Kootenay Regional Hospital

## 25 Respondents 2020 | 35 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		52%		28%	20%	51%	14%	34%
I feel I belong to a collaborative, patient-centred team/unit.		48%	20%	/o	32%	43%	29%	29%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	40	%	24%		36%	43%	11%	46%
I have adequate opportunities to improve patient care, quality, and safety.		52%		32%	16%	43%	26%	31%
I have meaningful input into changes affecting my practice environment.	36%	6	32%		32%	26%	31%	43%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	32%	12	%	56%		29%	29%	43%
Senior leaders seek physicians' input when setting the health authority's goals.	12%	28%		60%		20%	31%	49%
Senior leaders' decision-making is transparent to physicians.	<b>16</b> % 1	2%		72%		14%	26%	60%
This health authority values physicians' contributions.	20%		48%		32%	29%	31%	40%



# Elk Valley Hospital

## 20 Respondents 2020 | 14 Respondents 2019

	2020			2019	
I am satisfied with this health authority as a place to practice medicine.	65%	30% 5%	57%	36%	7%
I feel I belong to a collaborative, patient-centred team/unit.	70%	30% 0%	71%	14%	14%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	75%	10% 15%	43%	14%	43%
I have adequate opportunities to improve patient care, quality, and safety.	60%	30% 10%	57%	36%	7%
I have meaningful input into changes affecting my practice environment.	65%	25% 10%	57%	21%	21%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	60%	30% 10%	36%	43%	21%
Senior leaders seek physicians' input when setting the health authority's goals.	55%	35% 10%	21%	43%	36%
Senior leaders' decision-making is transparent to physicians.	20% 65%	15%	14%	43%	43%
This health authority values physicians' contributions.	65%	25% 10%	50%	36%	14%



# Golden and District General Hospital

## 7 Respondents 2020 | 5 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.			86%		14% 0%	80%	0%	20%
I feel I belong to a collaborative, patient-centred team/unit.			100%		0% 0%	100%	0%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		71%		0%	29%	60%	20%	20%
I have adequate opportunities to improve patient care, quality, and safety.		57%		29%	14%	60%	20%	20%
I have meaningful input into changes affecting my practice environment.		67%		0%	33%	60%	0%	40%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	17%		67%		17%	0%	40%	60%
Senior leaders seek physicians' input when setting the health authority's goals.	17%		67%		17%	20%	40%	40%
Senior leaders' decision-making is transparent to physicians.	0%	67%			33%	0%	0%	100%
This health authority values physicians' contributions.		57%		4:	3% 0%	60%	20%	20%



## Invermere and District Hospital

## 7 Respondents 2020 | 8 Respondents 2019

	2020					2019			
I am satisfied with this health authority as a place to practice medicine.			86%		0% 14%	63%	25%	13%	
I feel I belong to a collaborative, patient-centred team/unit.		71%		0%	29%	63%	25%	13%	
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		57%	1	4%	29%	63%	25%	13%	
I have adequate opportunities to improve patient care, quality, and safety.		71%		14%	4 14%	38%	50%	13%	
I have meaningful input into changes affecting my practice environment.		57%	1	4%	29%	50%	25%	25%	
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	29%		57%		14%	25%	25%	50%	
Senior leaders seek physicians' input when setting the health authority's goals.	14%	43%		43%	<b>%</b>	25%	13%	63%	
Senior leaders' decision-making is transparent to physicians.	0%	57%		43%	6	0%	25%	75%	
This health authority values physicians' contributions.	43	3%	29%		29%	38%	25%	38%	



### Kelowna General Hospital

### **173 Respondents 2020** | 152 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		65%		13%	22%	57%	21%	23%
I feel I belong to a collaborative, patient-centred team/unit.		61%		14%	25%	52%	21%	27%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		57%		12%	30%	51%	14%	36%
I have adequate opportunities to improve patient care, quality, and safety.		49%		27%	24%	50%	22%	28%
I have meaningful input into changes affecting my practice environment.	35%		23%	42	2%	33%	29%	38%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	33%		25%	42	2%	26%	29%	45%
Senior leaders seek physicians' input when setting the health authority's goals.	20%	32%		47%	/o	23%	30%	48%
Senior leaders' decision-making is transparent to physicians.	13%	30%		56%		11%	32%	57%
This health authority values physicians' contributions.	33%		27%	4	0%	34%	32%	34%



# Kootenay Boundary Regional Hospital

### **30 Respondents 2020** | 39 Respondents 2019

			2020			2019	
I am satisfied with this health authority as a place to practice medicine.	30%		27%	43%	45%	21%	34%
I feel I belong to a collaborative, patient-centred team/unit.	37%	<b>/</b> 6	27%	37%	42%	16%	42%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	37%	<b>/</b> o	17%	47%	39%	18%	42%
I have adequate opportunities to improve patient care, quality, and safety.	30%		30%	40%	50%	16%	34%
I have meaningful input into changes affecting my practice environment.	27%	13%		60%	29%	24%	47%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	20%	27%		53%	5%	29%	66%
Senior leaders seek physicians' input when setting the health authority's goals.	23%	17%		60%	11%	26%	63%
Senior leaders' decision-making is transparent to physicians.	<mark>7%</mark> 27	<b>7</b> %		67%	3%	24%	74%
This health authority values physicians' contributions.	23%	23%		53%	18%	34%	47%



# Kootenay Lake Hospital

### **16 Respondents 2020** | 9 Respondents 2019

				2020				2019	
I am satisfied with this health authority as a place to practice medicine.		64	%		7%	29%	44%	22%	33%
I feel I belong to a collaborative, patient-centred team/unit.		64	%		14%	21%	44%	33%	22%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		50%		7%	4	3%	33%	11%	56%
I have adequate opportunities to improve patient care, quality, and safety.		50%		14%		36%	33%	11%	56%
I have meaningful input into changes affecting my practice environment.	3	6%	7%		57%		33%	11%	56%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	3	6%		21%	4	3%	33%	0%	67%
Senior leaders seek physicians' input when setting the health authority's goals.	29%		14%		57%		22%	22%	56%
Senior leaders' decision-making is transparent to physicians.	7%	36%			57%		11%	33%	56%
This health authority values physicians' contributions.	30	6%	7%		57%		33%	22%	44%



### Penticton Regional Hospital

### **50 Respondents 2020** | 36 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.			86%		10% 4%	53%	25%	22%
I feel I belong to a collaborative, patient-centred team/unit.		68%		20	12%	50%	28%	22%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		69%		1	8% 12%	43%	20%	37%
I have adequate opportunities to improve patient care, quality, and safety.		63%		24%	<b>12%</b>	44%	25%	31%
I have meaningful input into changes affecting my practice environment.		50%	2	24%	26%	29%	20%	51%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	37%	<b>/</b> 6	33%		31%	31%	23%	46%
Senior leaders seek physicians' input when setting the health authority's goals.	28%		38%		34%	23%	26%	51%
Senior leaders' decision-making is transparent to physicians.	15%	46%	, , ,		40%	11%	29%	60%
This health authority values physicians' contributions.		49%	2	4%	27%	39%	22%	39%



# Princeton General Hospital

### 7 Respondents 2020 | \* Respondents 2019

		2020				2019	
I am satisfied with this health authority as a place to practice medicine.	71%	6		29% 0%	*	*	*
I feel I belong to a collaborative, patient-centred team/unit.		86%		14% 0%	*	*	*
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	57%		14%	29%	*	*	*
I have adequate opportunities to improve patient care, quality, and safety.	57%		29%	14%	*	*	*
I have meaningful input into changes affecting my practice environment.	57%		14%	29%	*	*	*
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	71%	,	149	% 14%	*	*	*
Senior leaders seek physicians' input when setting the health authority's goals.	43%	14%	439	%	*	*	*
Senior leaders' decision-making is transparent to physicians.	29%	29%	439	%	*	*	*
This health authority values physicians' contributions.	57%	0%	439	<b>%</b>	*	*	*



# Queen Victoria Hospital

### **5 Respondents 2020** | 6 Respondents 2019

		2020			2019	
I am satisfied with this health authority as a place to practice medicine.		80%	20% 0%	50%	50%	0%
I feel I belong to a collaborative, patient-centred team/unit.		80%	20% 0%	67%	33%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		80%	0% 20%	67%	33%	0%
I have adequate opportunities to improve patient care, quality, and safety.		80%	20% 0%	33%	67%	0%
I have meaningful input into changes affecting my practice environment.		60%	40% 0%	50%	50%	0%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	20%	40%	40%	33%	50%	17%
Senior leaders seek physicians' input when setting the health authority's goals.	40	0%	60% 0%	17%	67%	17%
Senior leaders' decision-making is transparent to physicians.	0% 20%		80%	0%	50%	50%
This health authority values physicians' contributions.	40	0%	60% 0%	33%	67%	0%



# Royal Inland Hospital

### 88 Respondents 2020 | 72 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		63%		23%	15%	39%	21%	39%
I feel I belong to a collaborative, patient-centred team/unit.		62%		15%	23%	54%	18%	28%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		45%	22%		33%	38%	14%	49%
I have adequate opportunities to improve patient care, quality, and safety.		52%		24%	24%	36%	32%	32%
I have meaningful input into changes affecting my practice environment.		44%	19%		36%	35%	24%	42%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	31%		28%	4	1%	23%	31%	46%
Senior leaders seek physicians' input when setting the health authority's goals.	25%		31%	449	%	17%	25%	58%
Senior leaders' decision-making is transparent to physicians.	17%	27%		56%		10%	25%	65%
This health authority values physicians' contributions.	3	7%	26%		37%	27%	35%	38%



# Shuswap Lake General Hospital

### 15 Respondents 2020 | 20 Respondents 2019

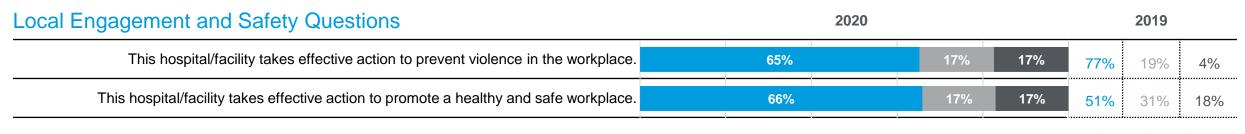
			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		60%		20%	20%	50%	15%	35%
I feel I belong to a collaborative, patient-centred team/unit.	40	)%	27%		33%	55%	15%	30%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		60%		7%	33%	40%	20%	40%
I have adequate opportunities to improve patient care, quality, and safety.		47%	27	<b>'</b> %	27%	35%	40%	25%
I have meaningful input into changes affecting my practice environment.	33%	139	<b>%</b>	53%		35%	15%	50%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	20%	40%	<b>%</b>		40%	20%	20%	60%
Senior leaders seek physicians' input when setting the health authority's goals.	27%	27%	<b>%</b>	47	%	25%	20%	55%
Senior leaders' decision-making is transparent to physicians.	7%	33%		60%		15%	20%	65%
This health authority values physicians' contributions.	33%	2	20%	47	%	40%	20%	40%



### Vernon Jubilee Hospital

### **52 Respondents 2020** | 50 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		73%			21% 6%	46%	28%	26%
I feel I belong to a collaborative, patient-centred team/unit.		60%		22%	18%	49%	12%	39%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		61%		14%	25%	44%	10%	46%
I have adequate opportunities to improve patient care, quality, and safety.		48%		29%	23%	33%	33%	33%
I have meaningful input into changes affecting my practice environment.		46%	19%		35%	34%	22%	44%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	23%		40%		37%	10%	37%	53%
Senior leaders seek physicians' input when setting the health authority's goals.	17%	40%			42%	8%	22%	69%
Senior leaders' decision-making is transparent to physicians.	12%	38%		50	)%	4%	24%	71%
This health authority values physicians' contributions.	31%		37%		33%	22%	33%	45%



# Facility Data | Interior Health

#### **New Questions for 2020**

- COVID-19
  - Respondents answered these questions from the perspective of engagement during the Pandemic (March 2020 to current)
- Psychological Health and Safety
- Facility Leadership:
  - Senior Leadership refers to site level leadership i.e., Site Administrator, Chief Operations Officer for the Hospital, Site Managers, Site Medical Directors, Chiefs of Staff, etc.



# Cariboo Memorial Hospital COVID-19





# Cariboo Memorial Hospital

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

21%
21%
57%

#### Physical and Psychological Well-Being



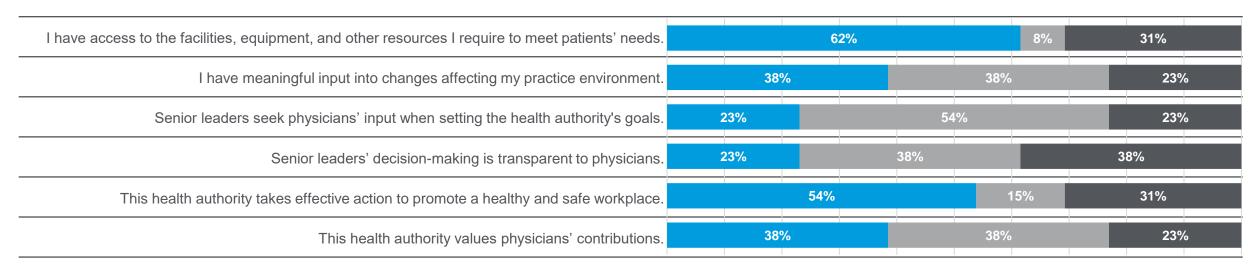
#### **Facility Leadership**



# **Creston Valley Hospital**

COVID-19





# **Creston Valley Hospital**

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being



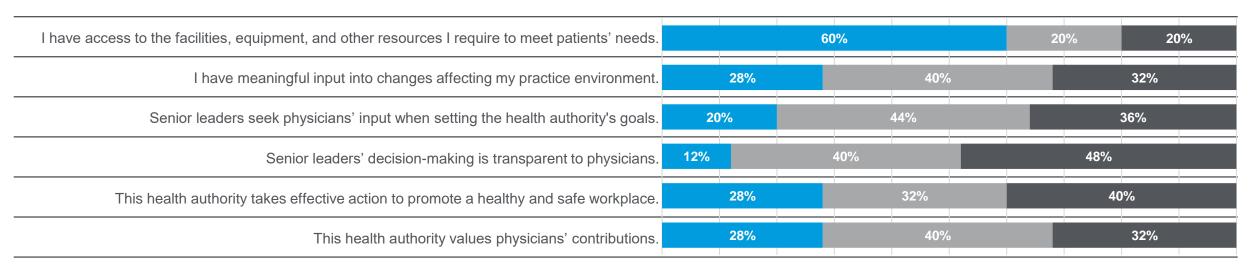
#### **Facility Leadership**



# East Kootenay Regional Hospital

COVID-19





# East Kootenay Regional Hospital

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being



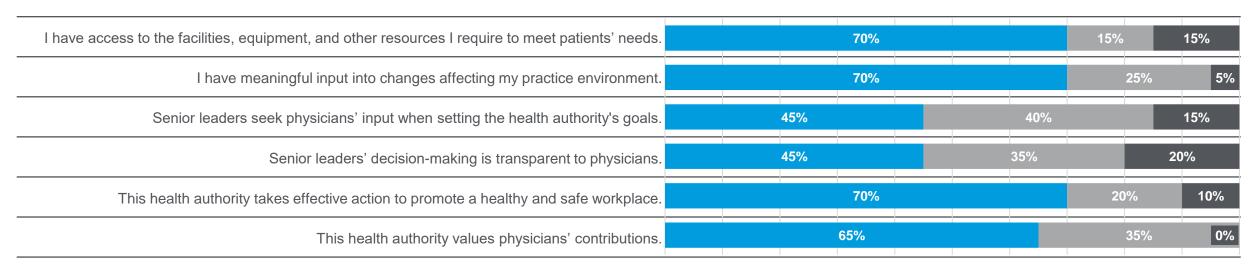
#### **Facility Leadership**



# Elk Valley Hospital

#### COVID-19





# Elk Valley Hospital

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at		_	
Thave been involved in, or impacted by a physical early of poyonological early leade of incident at	44%	13%	44%
my ourrent beenitel/feeility/prectice	TT /0	1370	4470
my current hospital/facility/practice.			

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life		70%			15%		15%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	50%			40	)%		10%
People from all backgrounds are treated fairly in our workplace			85%				15% 0%
People treat each other with respect and consideration in our workplace		75%				25%	0%
Physicians and medical leaders trust one another		80	)%			15%	5%

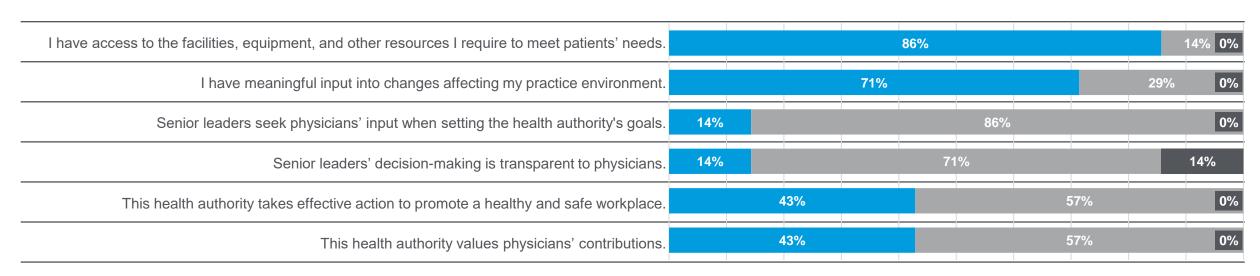
#### **Facility Leadership**



# Golden and District General Hospital

COVID-19





# Golden and District General Hospital

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being



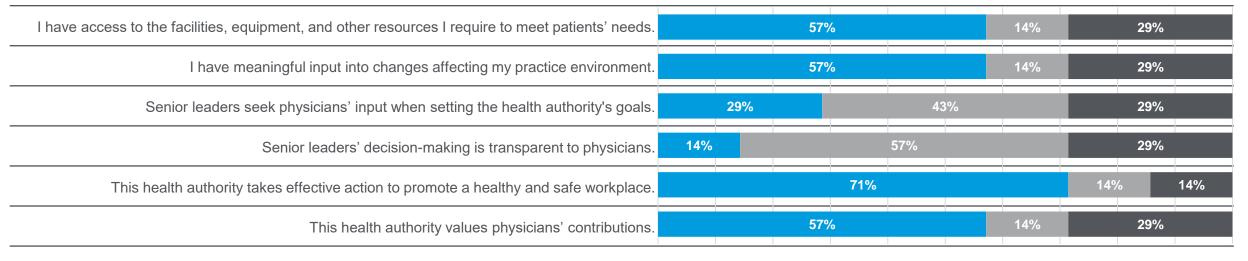
#### **Facility Leadership**



# Invermere and District Hospital

COVID-19





### Invermere and District Hospital

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being



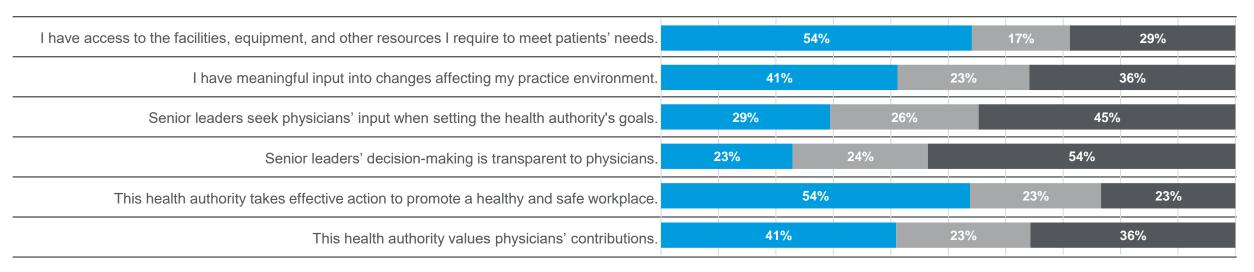
#### **Facility Leadership**



### Kelowna General Hospital

COVID-19





### Kelowna General Hospital

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

63%

16%

20%

#### Physical and Psychological Well-Being



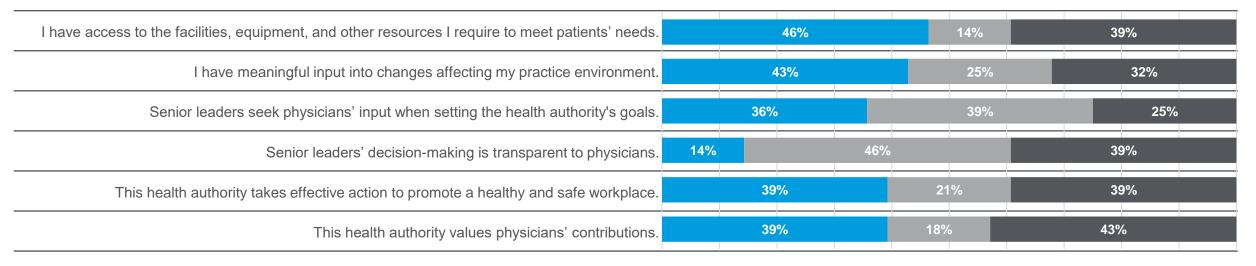
#### **Facility Leadership**



# Kootenay Boundary Regional Hospital

COVID-19





# Kootenay Boundary Regional Hospital

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being



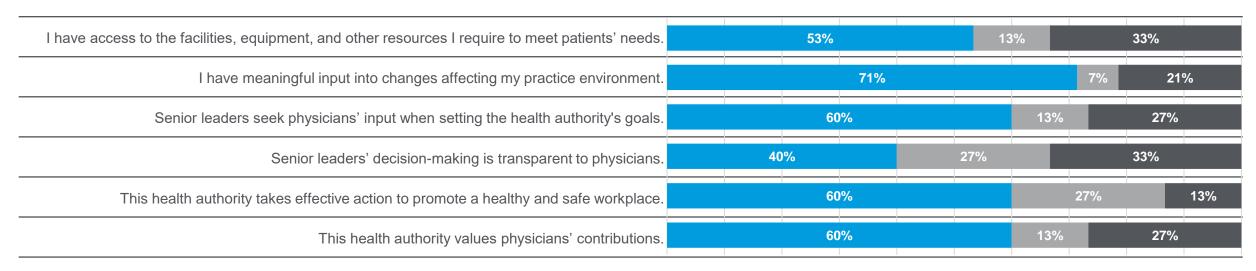
#### **Facility Leadership**



# Kootenay Lake Hospital

#### COVID-19





# Kootenay Lake Hospital

### Psychological Health and Safety



#### Physical and Psychological Well-Being



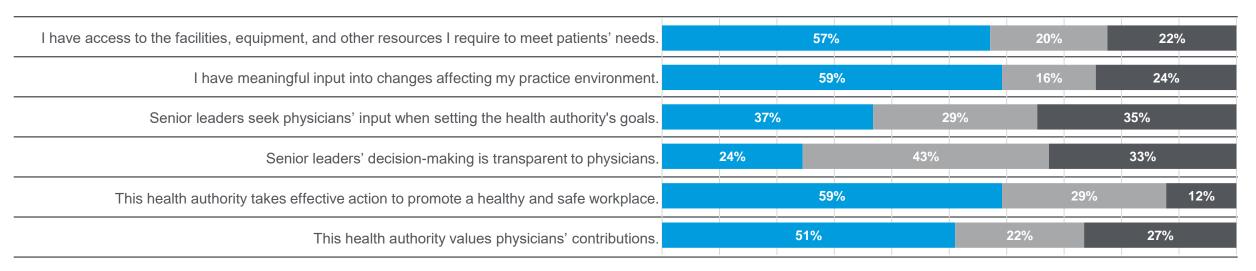
#### **Facility Leadership**



# Penticton Regional Hospital

#### COVID-19





# Penticton Regional Hospital

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being



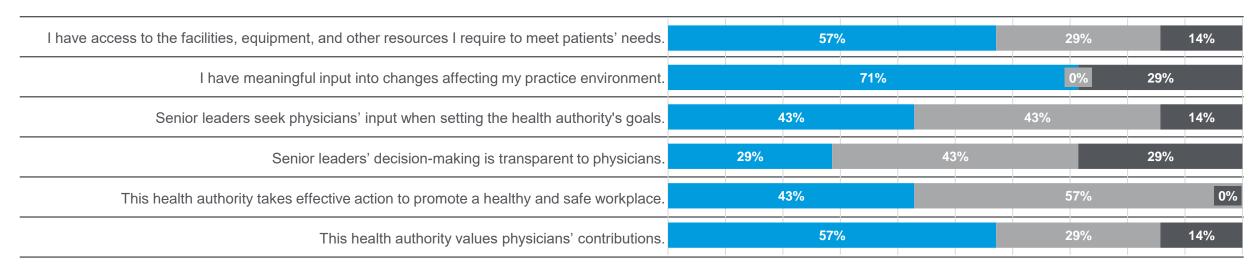
#### **Facility Leadership**



# Princeton General Hospital

#### COVID-19





# Princeton General Hospital

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at		80	0/2		20	IU/ NU/
my current hospital/facility/practice.		00	70			0 /0

#### Physical and Psychological Well-Being

71% 14%	I am able to reasonably balance the demands of work and personal life
86%	My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)
86%	People from all backgrounds are treated fairly in our workplace
100%	People treat each other with respect and consideration in our workplace
86%	Physicians and medical leaders trust one another

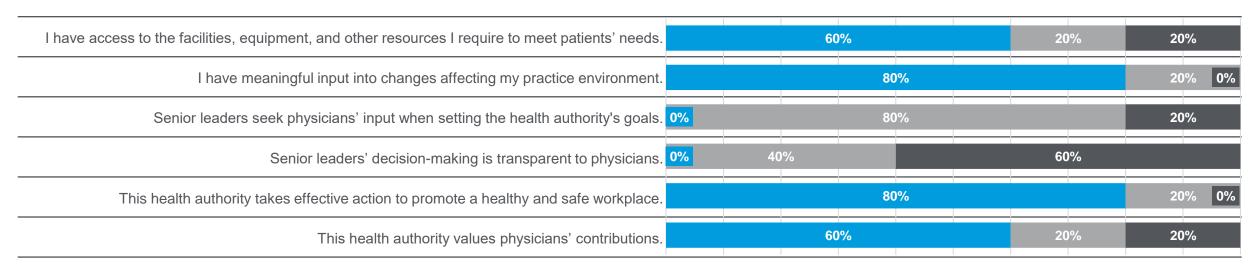
#### **Facility Leadership**



# Queen Victoria Hospital

#### COVID-19





# Queen Victoria Hospital

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	40%	40%	20%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	80%		0% 20%
People from all backgrounds are treated fairly in our workplace		100%	0% 0%
People treat each other with respect and consideration in our workplace		100%	0% 0%
Physicians and medical leaders trust one another	80%		20% 0%

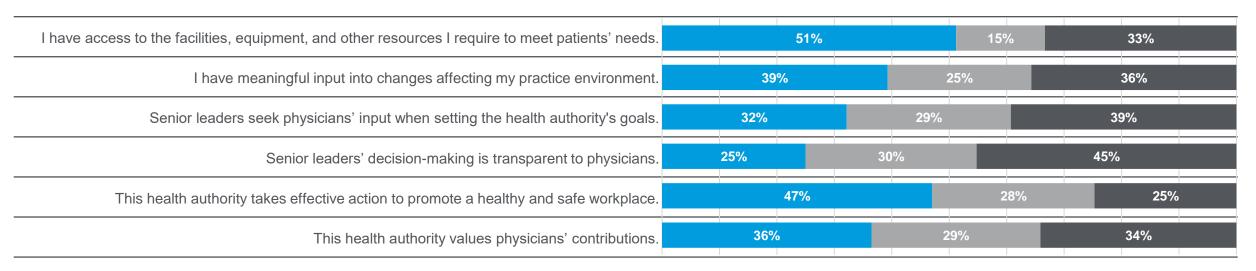
#### **Facility Leadership**



# Royal Inland Hospital

#### COVID-19





# **Royal Inland Hospital**

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

48%

18%

33%

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	al life 61% 18%		61%			61%		3%	20%	
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)		51%				35%		15%		
People from all backgrounds are treated fairly in our workplace		71%				16%	<b>%</b>	13%		
People treat each other with respect and consideration in our workplace		68%			13%		1	18%		
Physicians and medical leaders trust one another		48%		48% 24%		%		28%		

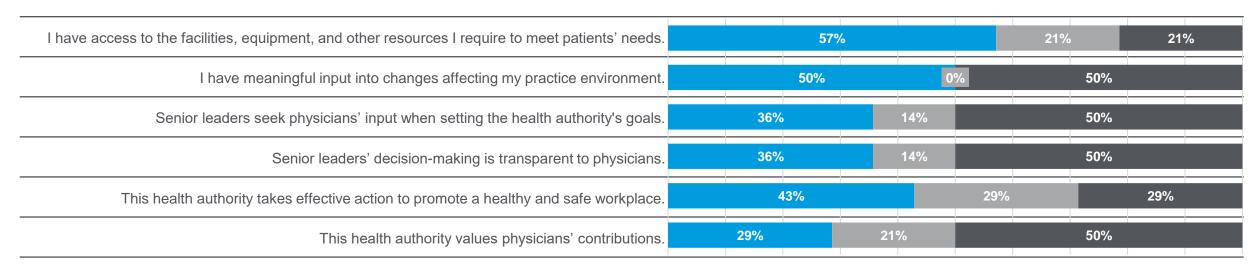
#### **Facility Leadership**



# Shuswap Lake General Hospital

#### COVID-19





## Shuswap Lake General Hospital

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

58%
8%
33%

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life			67%		20%		13%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	33%			47%		20	%
People from all backgrounds are treated fairly in our workplace		60	%		27%		13%
People treat each other with respect and consideration in our workplace			73%			20%	7%
Physicians and medical leaders trust one another	33%			40%		27%	

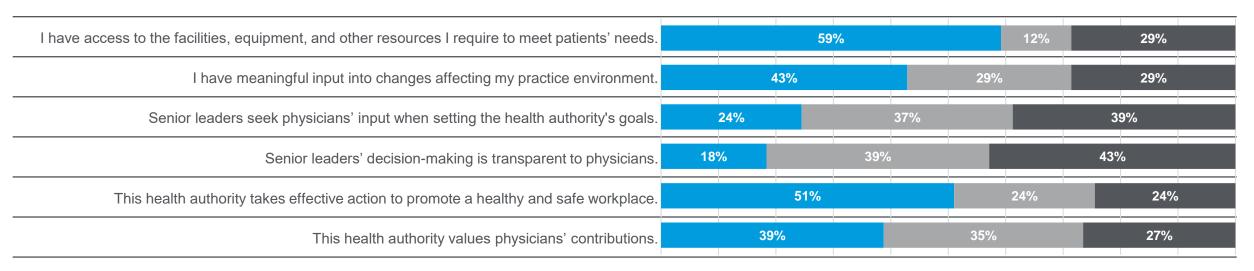
#### **Facility Leadership**



# Vernon Jubilee Hospital

#### COVID-19





# Vernon Jubilee Hospital

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

51%

8%

41%

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	63%	20%	17%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	56%	33%	11%
People from all backgrounds are treated fairly in our workplace	80%		17% 2%
People treat each other with respect and consideration in our workplace	87%		11% 2%
Physicians and medical leaders trust one another	47%	21%	32%

#### **Facility Leadership**



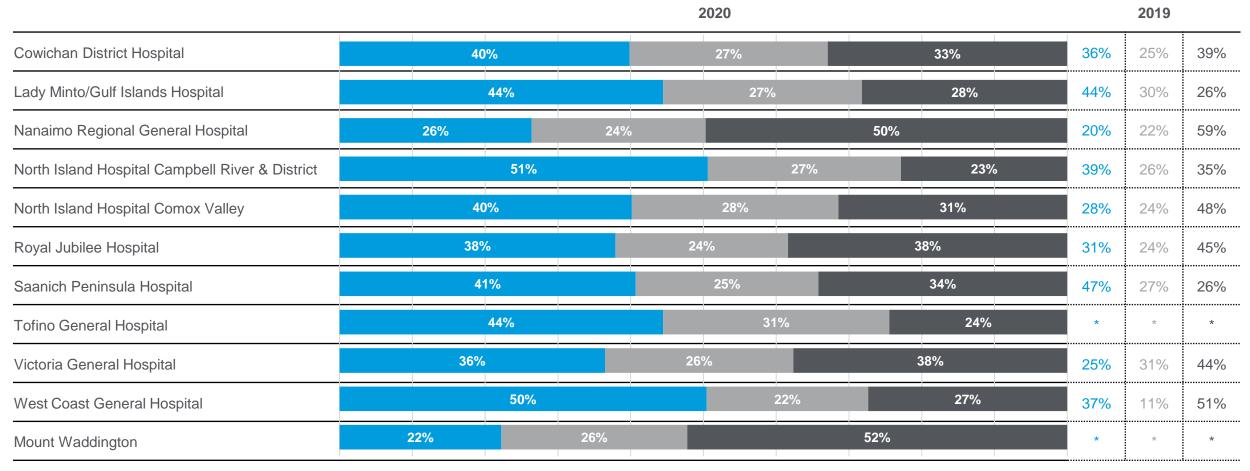
# Facility Data | Island Health

### **Individual Facility Breakdown**

- Core nine Work Life Pulse Tool
  - Senior leaders in this section refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.
- Local engagement and safety questions



# Island Health Authority Overall Averages by Facility



<sup>■</sup> Agree ■ Neutral ■ Disagree

<sup>\*</sup> Sample size too small to report

### Cowichan District Hospital

### 45 Respondents 2020 | 46 Respondents 2019

			2020			2019	
I am satisfied with this health authority as a place to practice medicine.		58%		27% 16%	50%	26%	24%
I feel I belong to a collaborative, patient-centred team/unit.		58%		24% 18%	54%	22%	24%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		45%	18%	36%	43%	15%	41%
I have adequate opportunities to improve patient care, quality, and safety.		47%	27	27%	46%	22%	33%
I have meaningful input into changes affecting my practice environment.	40	)%	24%	36%	37%	20%	43%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	29%		29%	42%	24%	29%	47%
Senior leaders seek physicians' input when setting the health authority's goals.	27%		31%	42%	30%	30%	41%
Senior leaders' decision-making is transparent to physicians.	13%	38%		49%	14%	25%	61%
This health authority values physicians' contributions.	4	2%	27%	31%	30%	37%	33%



# Lady Minto/Gulf Islands Hospital

### 13 Respondents 2020 | 14 Respondents 2019

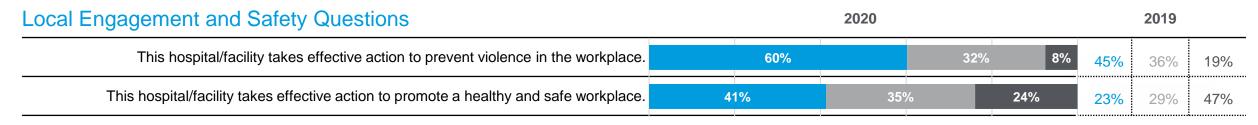
			2020			2019	
I am satisfied with this health authority as a place to practice medicine.		77	<b>'</b> %	15% 8%	64%	21%	14%
I feel I belong to a collaborative, patient-centred team/unit.		46%	15%	38%	71%	21%	7%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		46%	8%	46%	36%	36%	29%
I have adequate opportunities to improve patient care, quality, and safety.		62%		15% 23%	57%	21%	21%
I have meaningful input into changes affecting my practice environment.		54%	8%	38%	50%	29%	21%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	23%		62%	15%	43%	43%	14%
Senior leaders seek physicians' input when setting the health authority's goals.	23%		46%	31%	21%	43%	36%
Senior leaders' decision-making is transparent to physicians.	23%		38%	38%	7%	43%	50%
This health authority values physicians' contributions.		46%		38% 15%	43%	14%	43%



### Nanaimo Regional General Hospital

### **106 Respondents 2020** | 105 Respondents 2019

		2020	2019
I am satisfied with this health authority as a place to practice medicine.	49%	25% 25%	28% 32% 40%
I feel I belong to a collaborative, patient-centred team/unit.	49%	13% 38%	<b>36</b> % 16% 48%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	35%	25% 40%	<b>33</b> % 15% <b>51</b> %
I have adequate opportunities to improve patient care, quality, and safety.	39%	26% 35%	<b>26</b> % 28% 47%
I have meaningful input into changes affecting my practice environment.	16% 31%	52%	18% 21% 61%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	18% 24%	58%	<b>11%</b> 21% <b>68%</b>
Senior leaders seek physicians' input when setting the health authority's goals.	<b>12%</b> 16%	71%	11% 20% 69%
Senior leaders' decision-making is transparent to physicians.	<mark>7%</mark> 21%	73%	<b>5</b> % 16% <b>79</b> %
This health authority values physicians' contributions.	13% 32%	55%	<b>8</b> % 27% 66%



# North Island Hospital Campbell River & District

### **36 Respondents 2020** | 34 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		81	%		11% 8%	65%	12%	24%
I feel I belong to a collaborative, patient-centred team/unit.		75%	)		11% 14%	65%	12%	24%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		61%		19%	19%	62%	21%	18%
I have adequate opportunities to improve patient care, quality, and safety.		64%		2	5% 11%	56%	18%	26%
I have meaningful input into changes affecting my practice environment.		47%		31%	22%	26%	32%	41%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	33%		44%		22%	16%	38%	47%
Senior leaders seek physicians' input when setting the health authority's goals.	28%		33%		39%	19%	38%	44%
Senior leaders' decision-making is transparent to physicians.	22%	31%		4	7%	6%	41%	53%
This health authority values physicians' contributions.	4	14%	3	3%	22%	39%	24%	36%



### North Island Hospital Comox Valley

### 65 Respondents 2020 | 50 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		69%		17%	14%	46%	18%	36%
I feel I belong to a collaborative, patient-centred team/unit.		65%		16%	19%	48%	12%	40%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		59%		14%	27%	40%	20%	40%
I have adequate opportunities to improve patient care, quality, and safety.		60%		17%	22%	36%	34%	30%
I have meaningful input into changes affecting my practice environment.	38	%	29%		33%	22%	24%	54%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	27%		32%	40	%	14%	33%	53%
Senior leaders seek physicians' input when setting the health authority's goals.	13%	44%		44%	, 0	16%	29%	55%
Senior leaders' decision-making is transparent to physicians.	8%	37%		55%		8%	31%	61%
This health authority values physicians' contributions.	22%		49%		29%	22%	18%	59%



# Royal Jubilee Hospital

### **184 Respondents 2020** | 161 Respondents 2019

	202		2020				2019		
I am satisfied with this health authority as a place to practice medicine.		55%		21%	24%	50%	22%	28%	
I feel I belong to a collaborative, patient-centred team/unit.		59%		15%	27%	50%	18%	32%	
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		52%	17	7%	31%	45%	17%	38%	
I have adequate opportunities to improve patient care, quality, and safety.		50%	21	%	29%	35%	26%	39%	
I have meaningful input into changes affecting my practice environment.	39	%	21%	4	11%	24%	27%	49%	
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	24%	3	3%	4	2%	16%	30%	54%	
Senior leaders seek physicians' input when setting the health authority's goals.	20%	30%		51%		19%	23%	58%	
Senior leaders' decision-making is transparent to physicians.	13%	28%		60%		10%	27%	63%	
This health authority values physicians' contributions.	31%		28%	4	11%	26%	28%	45%	



## Saanich Peninsula Hospital

### 37 Respondents 2020 | 28 Respondents 2019

		2020				2019	
I am satisfied with this health authority as a place to practice medicine.		70%	19%	6 11%	68%	18%	14%
I feel I belong to a collaborative, patient-centred team/unit.		65%	19%	16%	74%	15%	11%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	54	4%	24%	22%	75%	4%	21%
I have adequate opportunities to improve patient care, quality, and safety.		59%	19%	22%	67%	19%	15%
I have meaningful input into changes affecting my practice environment.	38%	24%	38	%	52%	30%	19%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	28%	31%	42%	,	22%	48%	30%
Senior leaders seek physicians' input when setting the health authority's goals.	25%	28%	47%		21%	32%	46%
Senior leaders' decision-making is transparent to physicians.	11% 14%		76%		7%	36%	57%
This health authority values physicians' contributions.	16%	49%	3	5%	36%	39%	25%



# Tofino General Hospital

### **5 Respondents 2020** | \* Respondents 2019

			2020				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.			100%		0% 0%	*	*	*
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	20%	40	%	40	)%	*	*	*
I have adequate opportunities to improve patient care, quality, and safety.		60%		20%	20%	*	*	*
I have meaningful input into changes affecting my practice environment.	4	0%	4(	)%	20%	*	*	*
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	20%		60%		20%	*	*	*
Senior leaders seek physicians' input when setting the health authority's goals.	20%	40	%	40	)%	*	*	*
Senior leaders' decision-making is transparent to physicians.	<mark>0%</mark> 4	0%		60%		*	*	*
This health authority values physicians' contributions.		60%		20%	20%	*	*	*



# Victoria General Hospital

### **124 Respondents 2020** | 98 Respondents 2019

		202	20			2019	
I am satisfied with this health authority as a place to practice medicine.		61%	20%	20%	39%	33%	28%
I feel I belong to a collaborative, patient-centred team/unit.		58%	23%	20%	45%	26%	29%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		58%	15%	28%	47%	19%	34%
I have adequate opportunities to improve patient care, quality, and safety.		48%	30%	21%	32%	40%	29%
I have meaningful input into changes affecting my practice environment.	30%	31%		40%	24%	33%	43%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	30%	27%	4	3%	11%	32%	56%
Senior leaders seek physicians' input when setting the health authority's goals.	17%	26%	58%		9%	29%	61%
Senior leaders' decision-making is transparent to physicians.	7% 26	5%	67%		3%	32%	65%
This health authority values physicians' contributions.	21%	36%	4	3%	17%	33%	50%



## West Coast General Hospital

### 13 Respondents 2020 | 11 Respondents 2019

	2020						2019	
I am satisfied with this health authority as a place to practice medicine.		62%		15%	23%	55%	0%	45%
I feel I belong to a collaborative, patient-centred team/unit.		62%		15%	23%	45%	18%	36%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		62%		23%	15%	73%	18%	9%
I have adequate opportunities to improve patient care, quality, and safety.		77	%		15% 8%	82%	0%	18%
I have meaningful input into changes affecting my practice environment.		62%		15%	23%	36%	27%	36%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	38%	<b>%</b>	23%	3	88%	9%	9%	82%
Senior leaders seek physicians' input when setting the health authority's goals.	31%		31%	3	88%	9%	0%	91%
Senior leaders' decision-making is transparent to physicians.	23%	23%		54%		9%	0%	91%
This health authority values physicians' contributions.	38%	6	38%		23%	18%	27%	55%



## **Mount Waddington**

### 10 Respondents 2020 | \* Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.	10%	40%		50%		*	*	*
I feel I belong to a collaborative, patient-centred team/unit.		50%		30%	20%	*	*	*
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		40%	10%	50%		*	*	*
I have adequate opportunities to improve patient care, quality, and safety.		40%	20%	40	%	*	*	*
I have meaningful input into changes affecting my practice environment.	10%	40%		50%		*	*	*
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	10%	20%		70%		*	*	*
Senior leaders seek physicians' input when setting the health authority's goals.	20%	10%		70%		*	*	*
Senior leaders' decision-making is transparent to physicians.	10%	20%		70%		*	*	*
This health authority values physicians' contributions.	10%	40%		50%		*	*	*



# Facility Data | Island Health

#### **New Questions for 2020**

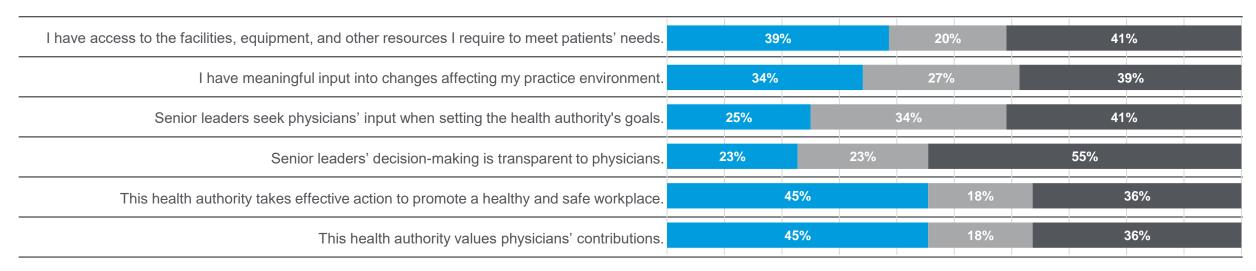
- COVID-19
  - Respondents answered these questions from the perspective of engagement during the Pandemic (March 2020 to current)
- Psychological Health and Safety
- Facility Leadership:
  - Senior Leadership refers to site level leadership i.e., Site Administrator, Chief Operations Officer for the Hospital, Site Managers, Site Medical Directors, Chiefs of Staff, etc.



# Cowichan District Hospital

#### COVID-19





# Cowichan District Hospital

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	43%	43%				30%	
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	54%	54%		22%		24%	
People from all backgrounds are treated fairly in our workplace		64%		1	3%	23%	
People treat each other with respect and consideration in our workplace		70%			13%	18%	
Physicians and medical leaders trust one another	41%		26%			33%	

#### **Facility Leadership**



# Lady Minto/Gulf Islands Hospital

#### COVID-19





# Lady Minto/Gulf Islands Hospital

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at				10%					
That's been inverted in, or impacted by a physical carety of poyentiological carety leads of including at	70%					20%	0/6		
my current hospital/facility/practice	1070				10 /0		70		
my current hospital/facility/practice.									

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life		50%		17%	6		33%	
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)		54%				38%		8%
People from all backgrounds are treated fairly in our workplace			92%					8% 0%
People treat each other with respect and consideration in our workplace			92%					8% 0%
Physicians and medical leaders trust one another	31%			54%				15%

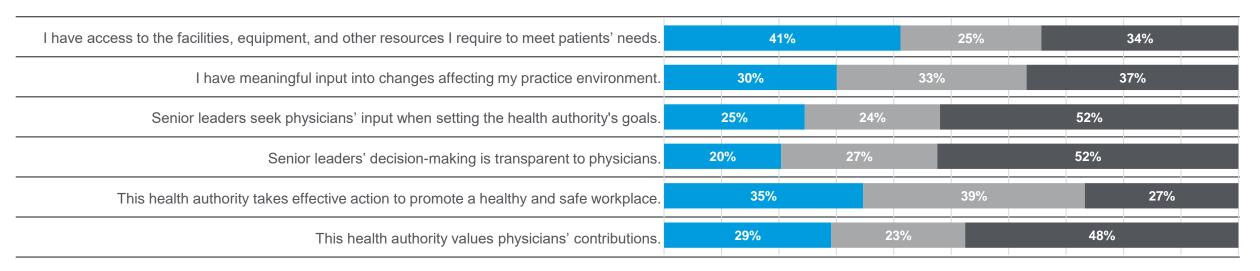
#### **Facility Leadership**



# Nanaimo Regional General Hospital

#### COVID-19





## Nanaimo Regional General Hospital

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

51%

17%

32%

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life		53%				19%		29%	
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	38%	6			43	%		19	%
People from all backgrounds are treated fairly in our workplace		61	%				25%		14%
People treat each other with respect and consideration in our workplace		60	%				24%		16%
Physicians and medical leaders trust one another	27%		:	28%			44%		

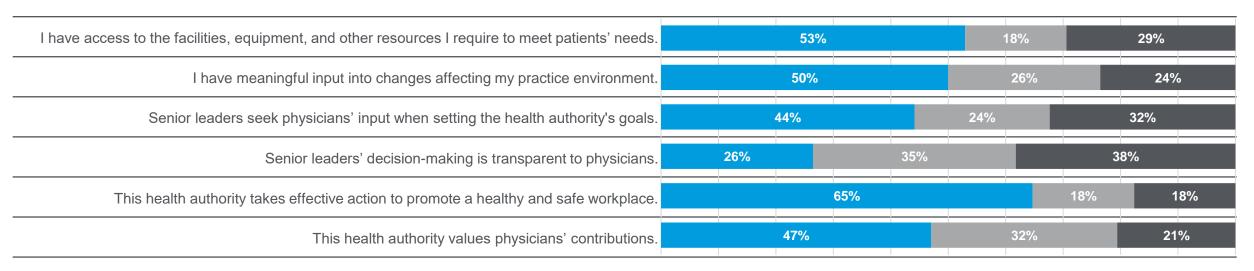
#### **Facility Leadership**



# North Island Hospital Campbell River & District

#### COVID-19





## North Island Hospital Campbell River & District

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life		62%		12%		26%	
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)		2%		36	5%		12%
People from all backgrounds are treated fairly in our workplace		67%			24%	/ <sub>0</sub>	9%
People treat each other with respect and consideration in our workplace		7	6%			15%	9%
Physicians and medical leaders trust one another	48'	<b>%</b>		33%		1	8%

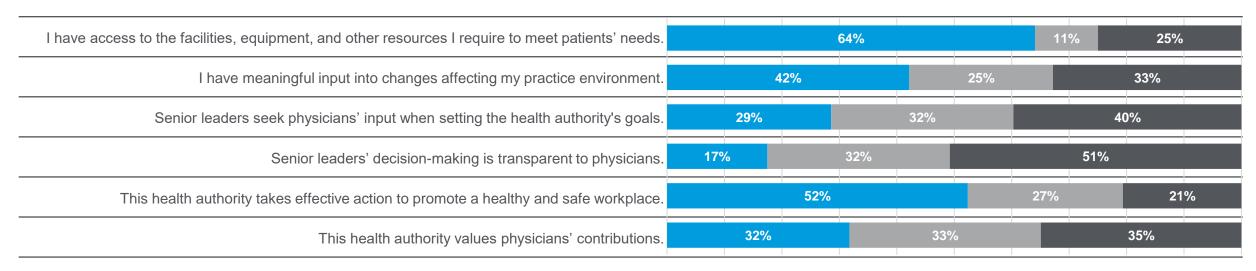
#### **Facility Leadership**



# North Island Hospital Comox Valley

#### COVID-19





## North Island Hospital Comox Valley

### Psychological Health and Safety



#### Physical and Psychological Well-Being



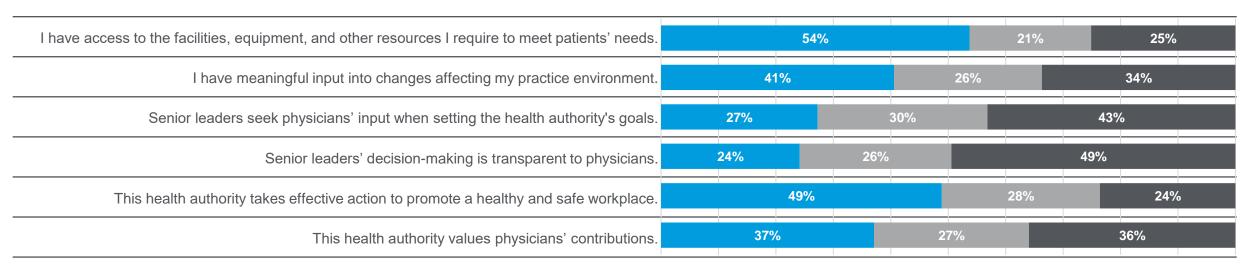
#### **Facility Leadership**



# Royal Jubilee Hospital

#### COVID-19





# Royal Jubilee Hospital

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being



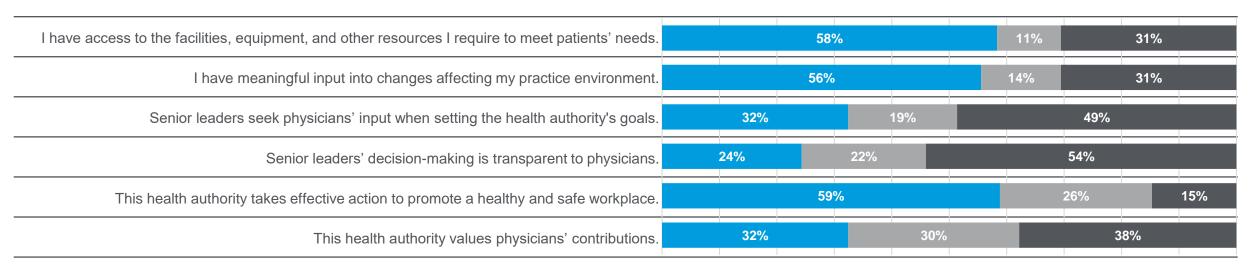
#### **Facility Leadership**



# Saanich Peninsula Hospital

#### COVID-19





## Saanich Peninsula Hospital

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being



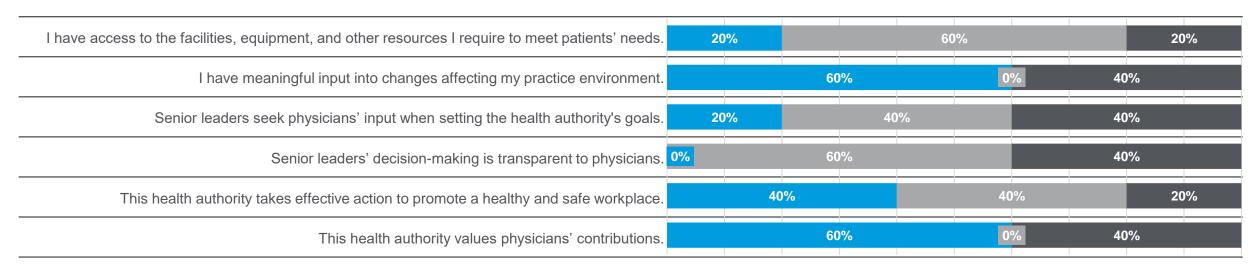
#### **Facility Leadership**



# Tofino General Hospital

#### COVID-19





## Tofino General Hospital

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	60%			20%	20%	0
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	40%		40%		20%	0
People from all backgrounds are treated fairly in our workplace			0	% 0%		
People treat each other with respect and consideration in our workplace			01	% 0%		
Physicians and medical leaders trust one another		80%			20%	6 0%

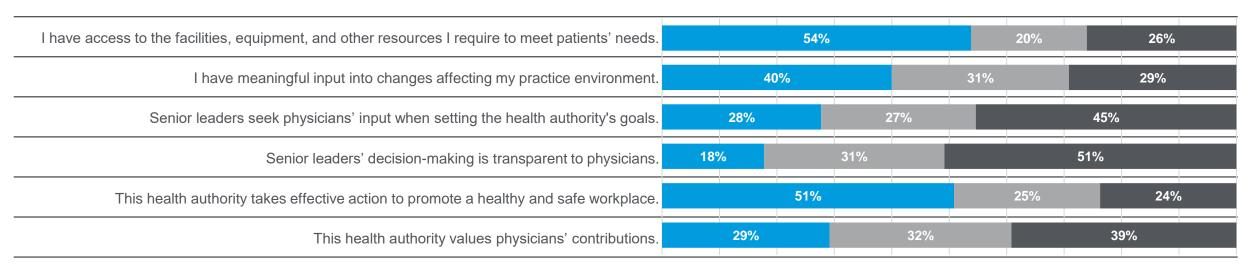
#### **Facility Leadership**



# Victoria General Hospital

#### COVID-19





## Victoria General Hospital

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being



#### **Facility Leadership**



# West Coast General Hospital

#### COVID-19





# West Coast General Hospital

### Psychological Health and Safety



#### Physical and Psychological Well-Being



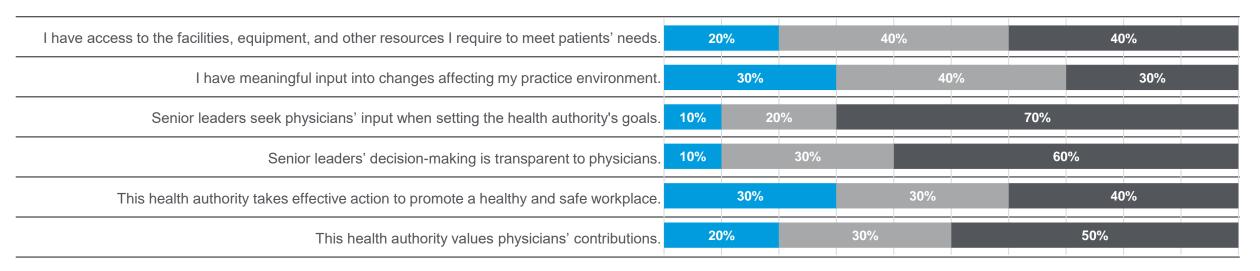
#### **Facility Leadership**



# **Mount Waddington**

#### COVID-19





# **Mount Waddington**

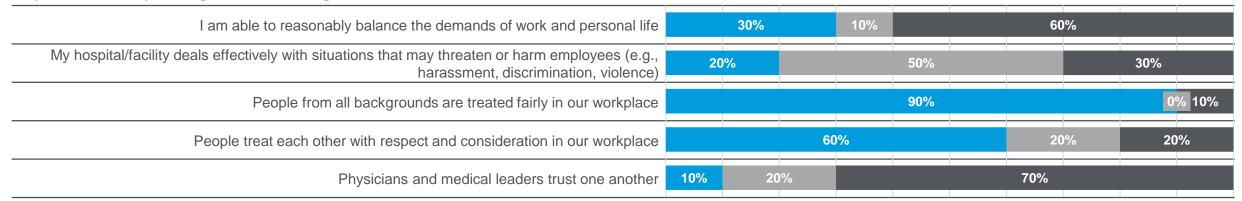
### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

57%

43%

#### Physical and Psychological Well-Being



#### **Facility Leadership**



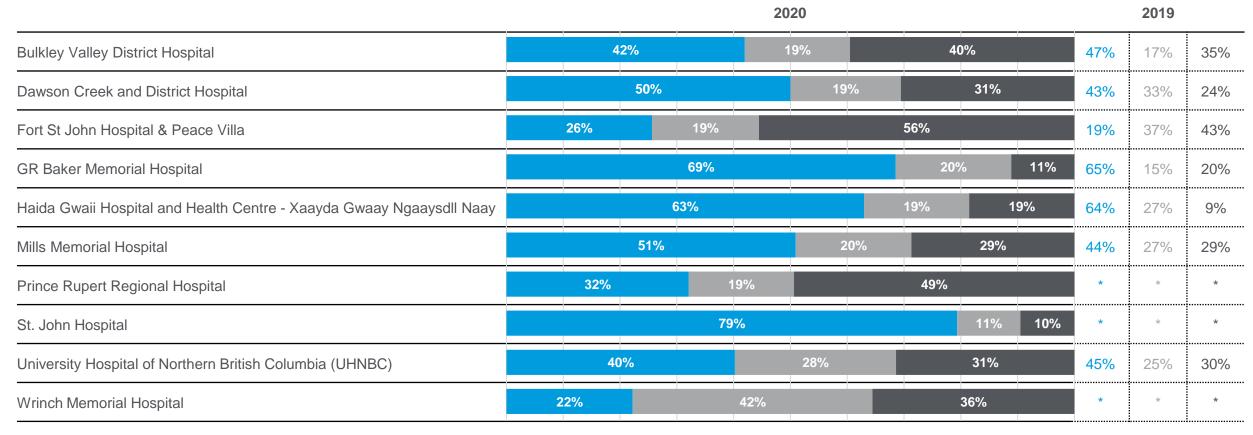
# Facility Data | Northern Health

### **Individual Facility Breakdown**

- Core nine Work Life Pulse Tool
  - Senior leaders in this section refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.
- Local engagement and safety questions



# Northern Health Authority Overall Averages by Facility



<sup>■</sup>Agree ■Neutral ■Disagree

<sup>\*</sup> Sample size too small to report

# **Bulkley Valley District Hospital**

### 9 Respondents 2020 | 12 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		56%	1′	1%	33%	67%	17%	17%
I feel I belong to a collaborative, patient-centred team/unit.		67%		0%	33%	58%	8%	33%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		44%	22%		33%	75%	8%	17%
I have adequate opportunities to improve patient care, quality, and safety.		56%		33%	11%	67%	8%	25%
I have meaningful input into changes affecting my practice environment.		56%	1	1%	33%	50%	17%	33%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	33%	11%		56%		25%	8%	67%
Senior leaders seek physicians' input when setting the health authority's goals.	22%	22%		56%		33%	25%	42%
Senior leaders' decision-making is transparent to physicians.	0%	44%		56%		8%	33%	58%
This health authority values physicians' contributions.		44%	11%	4	4%	42%	33%	25%



### Dawson Creek and District Hospital

### 8 Respondents 2020 | 6 Respondents 2019

				2019		
I am satisfied with this health authority as a place to practice medicine.	50%	13%	38%	50%	33%	17%
I feel I belong to a collaborative, patient-centred team/unit.	63%		25% 13%	67%	17%	17%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	63%		13% 25%	50%	33%	17%
I have adequate opportunities to improve patient care, quality, and safety.	63%		13% 25%	67%	17%	17%
I have meaningful input into changes affecting my practice environment.	75	%	13% 13%	50%	17%	33%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	38%	25%	38%	17%	50%	33%
Senior leaders seek physicians' input when setting the health authority's goals.	25% 25	%	50%	33%	33%	33%
Senior leaders' decision-making is transparent to physicians.	38%	13%	50%	17%	50%	33%
This health authority values physicians' contributions.	38%	38%	25%	33%	50%	17%



# Fort St John Hospital & Peace Villa

### 13 Respondents 2020 | 11 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.	38'	%	23%		38%	9%	45%	45%
I feel I belong to a collaborative, patient-centred team/unit.		62%		8%	31%	45%	18%	36%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	31%	8%		62%		27%	18%	55%
I have adequate opportunities to improve patient care, quality, and safety.	38	%	23%		38%	18%	45%	36%
I have meaningful input into changes affecting my practice environment.	15%	23%		62%		18%	45%	36%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	8% 15%			77%		18%	45%	36%
Senior leaders seek physicians' input when setting the health authority's goals.	15%	15%		69%		18%	27%	55%
Senior leaders' decision-making is transparent to physicians.	8% 8%		859	%		9%	55%	36%
This health authority values physicians' contributions.	15%	469	<b>%</b>		38%	9%	36%	55%



# **GR** Baker Memorial Hospital

### 6 Respondents 2020 | 6 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		8	3%		17% 0%	83%	17%	0%
I feel I belong to a collaborative, patient-centred team/unit.			100%		0% 0%	100%	0%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.			100%		0% 0%	67%	0%	33%
I have adequate opportunities to improve patient care, quality, and safety.		67%		33	3% 0%	83%	0%	17%
I have meaningful input into changes affecting my practice environment.		67%		17%	17%	33%	33%	33%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.		50%		33%	17%	67%	17%	17%
Senior leaders seek physicians' input when setting the health authority's goals.		50%		33%	17%	33%	33%	33%
Senior leaders' decision-making is transparent to physicians.	17%	33%		50%		50%	17%	33%
This health authority values physicians' contributions.		8	3%		17% 0%	67%	17%	17%



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

### 6 Respondents 2020 | 5 Respondents 2019

		20	)20			2019	
I am satisfied with this health authority as a place to practice medicine.		83%		17% 0%	60%	40%	0%
I feel I belong to a collaborative, patient-centred team/unit.		10	00%	0% 0%	100%	0%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	17%	33%	50%	%	80%	0%	20%
I have adequate opportunities to improve patient care, quality, and safety.		67%		33% 0%	60%	40%	0%
I have meaningful input into changes affecting my practice environment.		83%		0% 17%	80%	20%	0%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.		50%	33%	17%	80%	20%	0%
Senior leaders seek physicians' input when setting the health authority's goals.		50%	17%	33%	20%	80%	0%
Senior leaders' decision-making is transparent to physicians.		67%	0%	33%	40%	20%	40%
This health authority values physicians' contributions.		50%	33%	17%	60%	20%	20%



# Mills Memorial Hospital

### 12 Respondents 2020 | 25 Respondents 2019

2020			2020				2019		
50%		25%	25%	48%	32%	20%			
58%	5	33%	8%	60%	20%	20%			
6	7%	8%	25%	46%	25%	29%			
6	7%	17%	17%	79%	8%	13%			
58%	5	17%	25%	50%	25%	25%			
42%	25%		33%	36%	24%	40%			
50%	17%	/o	33%	28%	32%	40%			
33%	8%	58%		20%	36%	44%			
33%	33%		33%	32%	40%	28%			
	58% 66 58% 42% 50%	50%  58%  67%  67%  58%  25%  42%  25%  179	50%     25%       58%     33%       67%     8%       58%     17%       42%     25%       50%     17%       33%     8%     58%	50%       25%       25%         58%       33%       8%         67%       8%       25%         67%       17%       17%         58%       17%       25%         42%       25%       33%         50%       17%       33%         33%       8%       58%	50%       25%       25%       48%         58%       33%       8%       60%         67%       8%       25%       46%         67%       17%       17%       79%         58%       17%       25%       50%         42%       25%       33%       36%         50%       17%       33%       28%         33%       8%       58%       20%	50%         25%         25%         48%         32%           58%         33%         8%         60%         20%           67%         8%         25%         46%         25%           67%         17%         17%         79%         8%           58%         17%         25%         50%         25%           42%         25%         33%         36%         24%           50%         17%         33%         28%         32%           33%         8%         58%         20%         36%			



# Prince Rupert Regional Hospital

### 9 Respondents 2020 | \* Respondents 2019

		2020	2019
I am satisfied with this health authority as a place to practice medicine.	67%	22% 11%	* * *
I feel I belong to a collaborative, patient-centred team/unit.	56%	22% 22%	* * *
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	44%	22% 33%	* * *
I have adequate opportunities to improve patient care, quality, and safety.	56%	22% 22%	* * *
I have meaningful input into changes affecting my practice environment.	22% 22%	56%	* * *
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	11% 11%	78%	* * *
Senior leaders seek physicians' input when setting the health authority's goals.	11% 11%	78%	* * *
Senior leaders' decision-making is transparent to physicians.	11% 0%	89%	* * *
This health authority values physicians' contributions.	11% 33%	56%	* * *



# St. John Hospital

### 7 Respondents 2020 | \* Respondents 2019

		2020				2019	
I am satisfied with this health authority as a place to practice medicine.		100%		0% 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.		86%		14% 0%	*	*	*
I have adequate opportunities to improve patient care, quality, and safety.		86%		0% 14%	*	*	*
I have meaningful input into changes affecting my practice environment.	57%		29%	14%	*	*	*
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	71%		14%	<b>6</b> 14%	*	*	*
Senior leaders seek physicians' input when setting the health authority's goals.	71%		14%	<b>6</b> 14%	*	*	*
Senior leaders' decision-making is transparent to physicians.	57%		14%	29%	*	*	*
This health authority values physicians' contributions.		86%		14% 0%	*	*	*



<sup>\*</sup> Sample size too small to report

### University Hospital of Northern British Columbia (UHNBC)

### **52 Respondents 2020** | 61 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		63%		23%	13%	64%	18%	18%
I feel I belong to a collaborative, patient-centred team/unit.		61%		20%	20%	52%	28%	20%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	4	13%	24%		33%	44%	21%	34%
I have adequate opportunities to improve patient care, quality, and safety.		46%	279	%	27%	49%	21%	30%
I have meaningful input into changes affecting my practice environment.		50%	21	%	29%	44%	31%	25%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	22%	31%		47%	<b>%</b>	39%	25%	36%
Senior leaders seek physicians' input when setting the health authority's goals.	23%	37%	<b>/</b> o	4	.0%	31%	33%	36%
Senior leaders' decision-making is transparent to physicians.	12%	38%		50%		26%	28%	46%
This health authority values physicians' contributions.	4	2%	35	%	23%	56%	21%	23%



# Wrinch Memorial Hospital

### 6 Respondents 2020 | \* Respondents 2019

		2020			2019	
I am satisfied with this health authority as a place to practice medicine.		83%	17% 0%	*	*	*
I feel I belong to a collaborative, patient-centred team/unit.		83%	17% 0%	*	*	*
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	0% 50%	50%		*	*	*
I have adequate opportunities to improve patient care, quality, and safety.	17%	50%	33%	*	*	*
I have meaningful input into changes affecting my practice environment.	0%	0%	20%	*	*	*
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	17% 0%	83%		*	*	*
Senior leaders seek physicians' input when setting the health authority's goals.	0% 50%	50%		*	*	*
Senior leaders' decision-making is transparent to physicians.	0% 17%	83%		*	*	*
This health authority values physicians' contributions.	0%	100%	0%	*	*	*



# Facility Data | Northern Health

#### **New Questions for 2020**

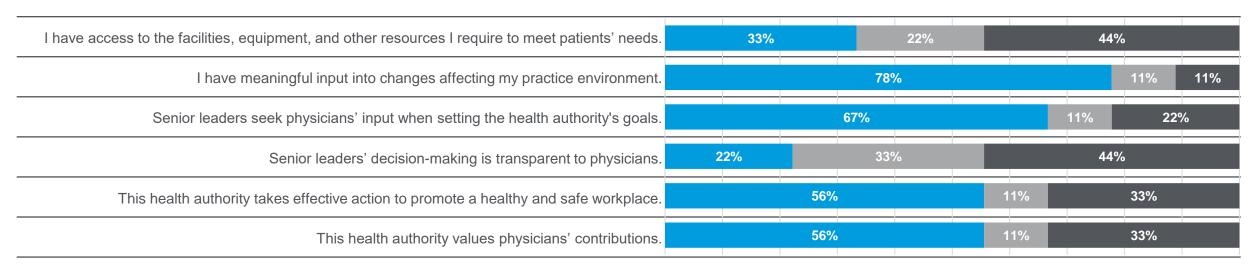
- COVID-19
  - Respondents answered these questions from the perspective of engagement during the Pandemic (March 2020 to current)
- Psychological Health and Safety
- Facility Leadership:
  - Senior Leadership refers to site level leadership i.e., Site Administrator, Chief Operations Officer for the Hospital, Site Managers, Site Medical Directors, Chiefs of Staff, etc.



# **Bulkley Valley District Hospital**

#### COVID-19





# **Bulkley Valley District Hospital**

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at	44%		22%	_	33%	
my current hospital/facility/practice.	4470		22 /0		0070	

#### Physical and Psychological Well-Being



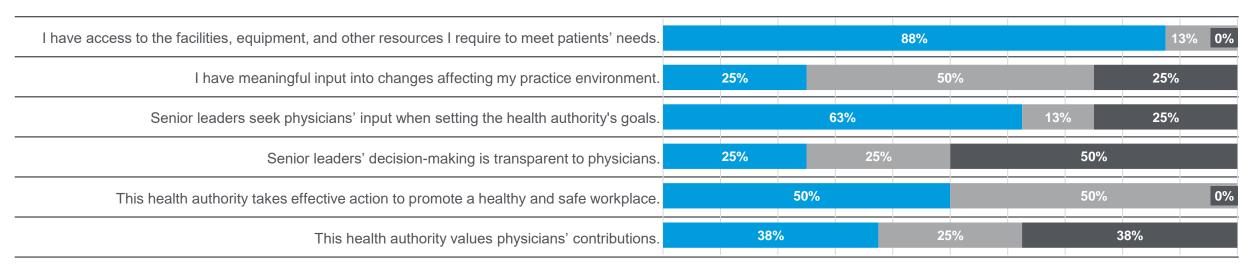
#### **Facility Leadership**



# Dawson Creek and District Hospital

#### COVID-19





# Dawson Creek and District Hospital

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

86%

14%

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	(	3%		0%	3	88%	
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	50%			38%	<b>/</b> 6		13%
People from all backgrounds are treated fairly in our workplace	(	3%			25%		13%
People treat each other with respect and consideration in our workplace			88%			0%	13%
Physicians and medical leaders trust one another	50%			25%		25%	

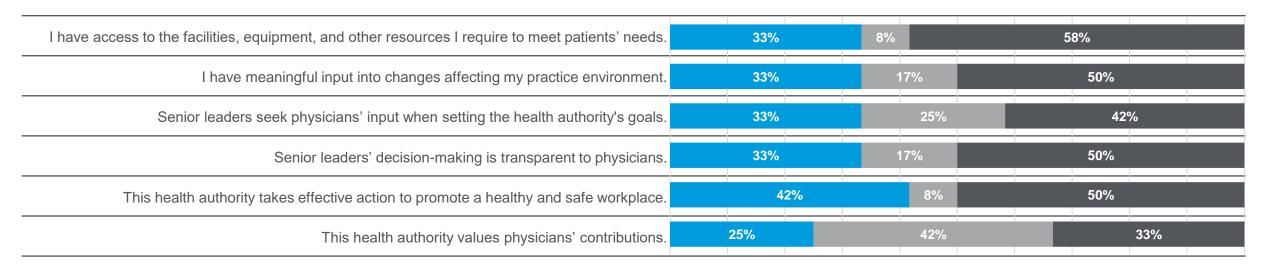
#### **Facility Leadership**



# Fort St John Hospital & Peace Villa

#### COVID-19





# Fort St John Hospital & Peace Villa

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	20%	30%	50%	
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	22%	11%	67%	
People from all backgrounds are treated fairly in our workplace		70%	0%	30%
People treat each other with respect and consideration in our workplace		60%	10%	30%
Physicians and medical leaders trust one another		50%	30%	20%

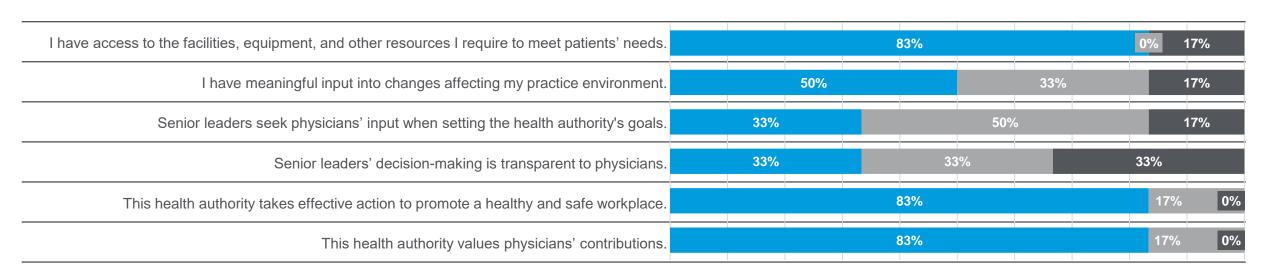
#### **Facility Leadership**



# **GR Baker Memorial Hospital**

#### COVID-19



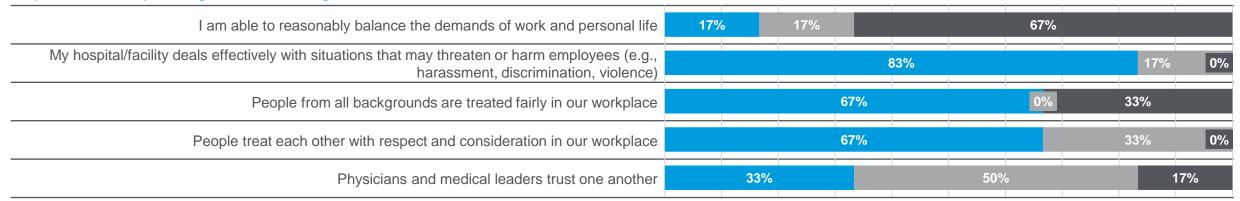


# **GR Baker Memorial Hospital**

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being



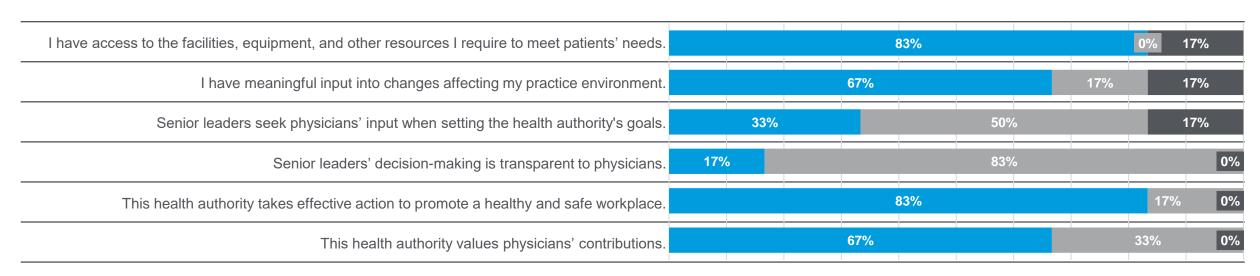
#### **Facility Leadership**



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

#### COVID-19





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

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	33%	0%			67%		
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)			10	0%			0% 0%
People from all backgrounds are treated fairly in our workplace			83%			17%	0%
People treat each other with respect and consideration in our workplace			10	0%			0% 0%
Physicians and medical leaders trust one another			83%			17%	0%

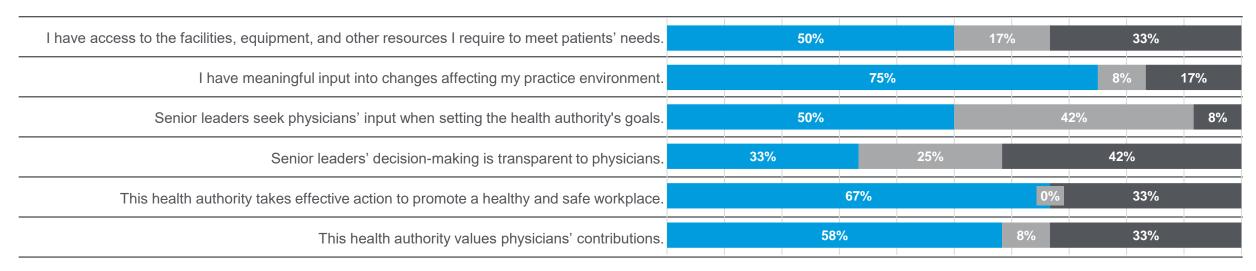
#### **Facility Leadership**



# Mills Memorial Hospital

#### COVID-19





# Mills Memorial Hospital

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	58%		8%		33%		
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	77%			18%		27%	
People from all backgrounds are treated fairly in our workplace		67%			17%		17%
People treat each other with respect and consideration in our workplace		75%	0			17%	8%
Physicians and medical leaders trust one another	50%		0%		50%		

#### **Facility Leadership**



# Prince Rupert Regional Hospital

#### COVID-19





# Prince Rupert Regional Hospital

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	56%	11%	33%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	33%	33%	33%
People from all backgrounds are treated fairly in our workplace	56%	22%	22%
People treat each other with respect and consideration in our workplace	44%	22%	33%
Physicians and medical leaders trust one another	56%	11%	33%

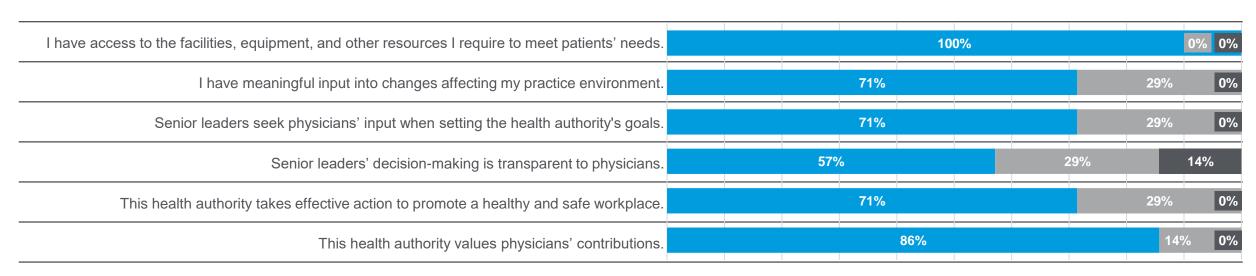
#### **Facility Leadership**



# St. John Hospital

#### COVID-19





# St. John Hospital

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	57%	57%		14%		29%		
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)		67%				17%		17%
People from all backgrounds are treated fairly in our workplace			86%				0%	14%
People treat each other with respect and consideration in our workplace			86%				0%	14%
Physicians and medical leaders trust one another		71%				14%		14%

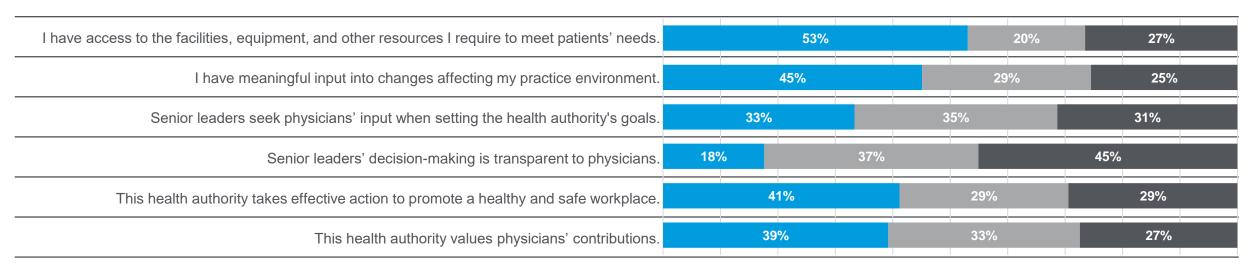
#### **Facility Leadership**



# University Hospital of Northern British Columbia (UHNBC)

#### COVID-19





# University Hospital of Northern British Columbia (UHNBC)

### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being



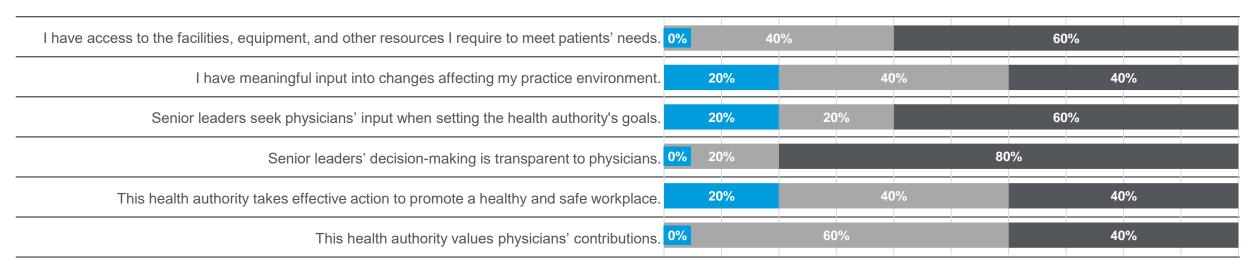
#### **Facility Leadership**



# Wrinch Memorial Hospital

#### COVID-19



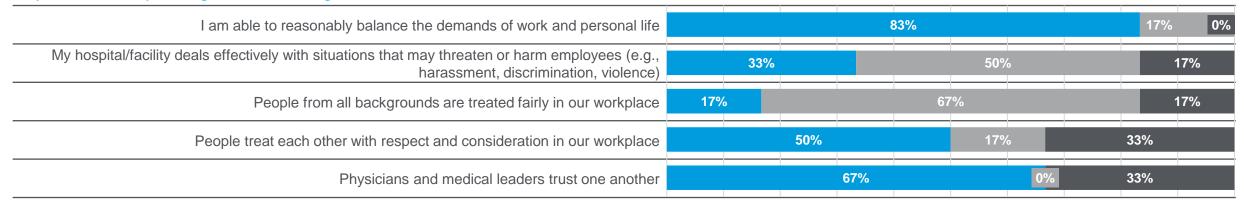


# Wrinch Memorial Hospital

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being



#### **Facility Leadership**



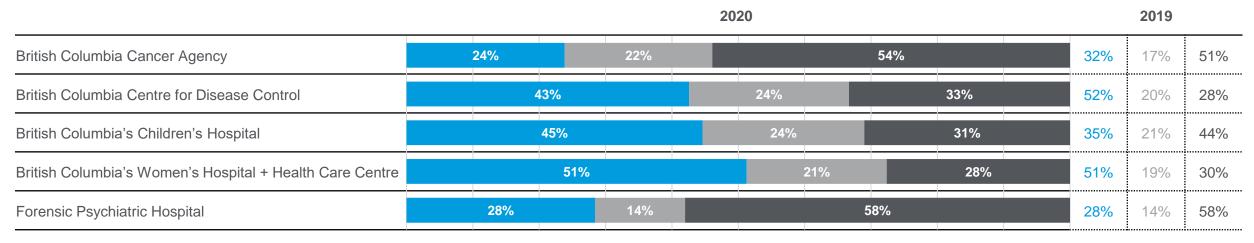
# Facility Data | Provincial Health Services Authority

## **Individual Facility Breakdown**

- Core nine Work Life Pulse Tool
  - Senior leaders in this section refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.
- Local engagement and safety questions



# Provincial Health Authority Overall Averages by Facility



# British Columbia Cancer Agency

## 41 Respondents 2020 | 44 Respondents 2019

			2020			2019	
I am satisfied with this health authority as a place to practice medicine.	32%		27%	41%	36%	30%	34%
I feel I belong to a collaborative, patient-centred team/unit.		54%		24% 22%	61%	9%	30%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	4	1%	20%	39%	41%	9%	50%
I have adequate opportunities to improve patient care, quality, and safety.	20%	27%		54%	41%	23%	36%
I have meaningful input into changes affecting my practice environment.	12%	27%		61%	27%	14%	59%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	20%	20%		61%	23%	23%	55%
Senior leaders seek physicians' input when setting the health authority's goals.	15% 1	2%		73%	20%	18%	61%
Senior leaders' decision-making is transparent to physicians.	<b>7%</b> 17%			76%	11%	14%	75%
This health authority values physicians' contributions.	15%	27%		59%	25%	16%	59%



## British Columbia Centre for Disease Control

## 6 Respondents 2020 | 9 Respondents 2019

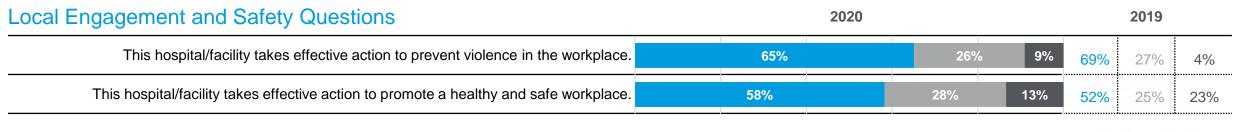
		2020				2019	
	67%			33% 0%	89%	11%	0%
		100%		0% 0%	100%	0%	0%
		83%		17% 0%	56%	11%	33%
	67%			33% 0%	67%	11%	22%
	50%		33%	17%	56%	11%	33%
17%	17%		67%		22%	33%	44%
<mark>0%</mark> 17%		83%	)		22%	11%	67%
<mark>0%</mark> 17%		83%	)		0%	56%	44%
0%	50%		50%		56%	33%	11%
	17% 0% 17% 0% 17%	67% 50% 17% 17% 0% 17%	67%  100%  83%  67%  50%  17%  17%  17%  83%  0% 17%  83%	67%  100%  83%  67%  50%  33%  17%  17%  67%  83%  0% 17%  83%	67%       33%       0%         100%       0%       0%         83%       17%       0%         67%       33%       0%         17%       17%       67%         0%       17%       83%         0%       17%       83%	67%       33%       0%       89%         100%       0%       0%       100%         83%       17%       0%       56%         67%       33%       0%       67%         50%       33%       17%       56%         17%       17%       67%       22%         0%       17%       83%       0%         0%       17%       83%       0%	67%       33%       0%       89%       11%         100%       0%       0%       100%       0%         83%       17%       0%       56%       11%         67%       33%       0%       67%       11%         17%       17%       67%       22%       33%         0%       17%       83%       22%       11%         0%       17%       83%       0%       56%



## British Columbia's Children's Hospital

## 73 Respondents 2020 | 71 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		63%		22%	15%	51%	18%	31%
I feel I belong to a collaborative, patient-centred team/unit.		72%		14%	14%	68%	14%	18%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		64%		13%	24%	56%	11%	32%
I have adequate opportunities to improve patient care, quality, and safety.		63%		19%	18%	48%	24%	28%
I have meaningful input into changes affecting my practice environment.	4	10%	26%	3	3%	31%	20%	49%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	33%	<b>/</b> 6	31%	36	6%	23%	24%	54%
Senior leaders seek physicians' input when setting the health authority's goals.	24%	319	%	46%		11%	26%	63%
Senior leaders' decision-making is transparent to physicians.	17%	28%		56%		7%	25%	68%
This health authority values physicians' contributions.	26%		36%	38	%	20%	27%	53%



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

## 42 Respondents 2020 | 39 Respondents 2019

			2020			2019	
I am satisfied with this health authority as a place to practice medicine.		71%		21% 7%	67%	23%	10%
I feel I belong to a collaborative, patient-centred team/unit.		799	%	12% 10%	74%	8%	18%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		76%	,	14% 10%	69%	13%	18%
I have adequate opportunities to improve patient care, quality, and safety.		62%		21% 17%	64%	21%	15%
I have meaningful input into changes affecting my practice environment.		50%	19%	31%	51%	18%	31%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	4	3%	29%	29%	36%	26%	38%
Senior leaders seek physicians' input when setting the health authority's goals.	29%	22	%	49%	33%	15%	51%
Senior leaders' decision-making is transparent to physicians.	17%	17%		66%	23%	21%	56%
This health authority values physicians' contributions.	34%		34%	32%	46%	23%	31%



# Forensic Psychiatric Hospital

## 9 Respondents 2020 | 11 Respondents 2019

			2020			2019	
I am satisfied with this health authority as a place to practice medicine.	4	14%	0%	56%	45%	18%	36%
I feel I belong to a collaborative, patient-centred team/unit.	33%	11	1%	56%	36%	27%	36%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	33%		22%	44%	27%	9%	64%
I have adequate opportunities to improve patient care, quality, and safety.	4	14%	11%	44%	36%	9%	55%
I have meaningful input into changes affecting my practice environment.	22%	33	8%	44%	36%	0%	64%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	22%	11%		67%	27%	9%	64%
Senior leaders seek physicians' input when setting the health authority's goals.	11%	22%		67%	9%	27%	64%
Senior leaders' decision-making is transparent to physicians.	11% 11%		7	78%	9%	18%	73%
This health authority values physicians' contributions.	33%	0%		67%	27%	9%	64%



# Facility Data | Provincial Health Services Authority

#### **New Questions for 2020**

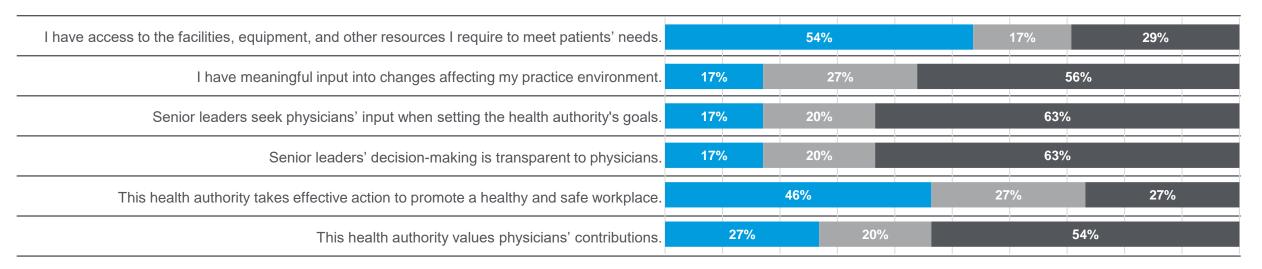
- COVID-19
  - Respondents answered these questions from the perspective of engagement during the Pandemic (March 2020 to current)
- Psychological Health and Safety
- Facility Leadership:
  - Senior Leadership refers to site level leadership i.e., Site Administrator, Chief Operations Officer for the Hospital, Site Managers, Site Medical Directors, Chiefs of Staff, etc.



# British Columbia Cancer Agency

#### COVID-19





# British Columbia Cancer Agency

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being



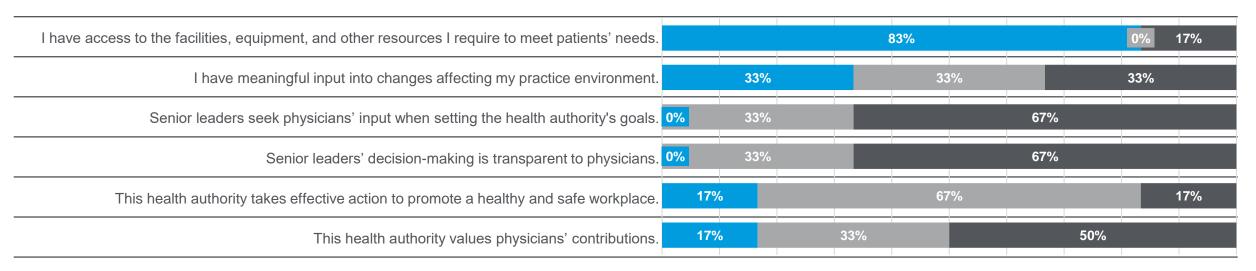
#### **Facility Leadership**



## British Columbia Centre for Disease Control

#### COVID-19





## British Columbia Centre for Disease Control

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.



#### Physical and Psychological Well-Being



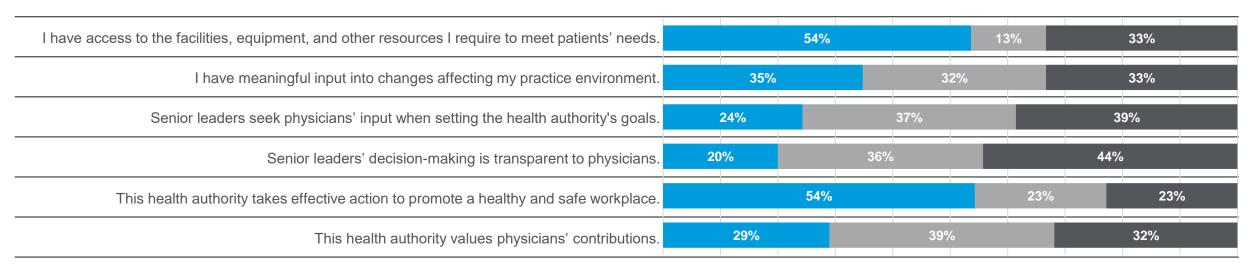
#### **Facility Leadership**



# British Columbia's Children's Hospital

#### COVID-19





# British Columbia's Children's Hospital

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being



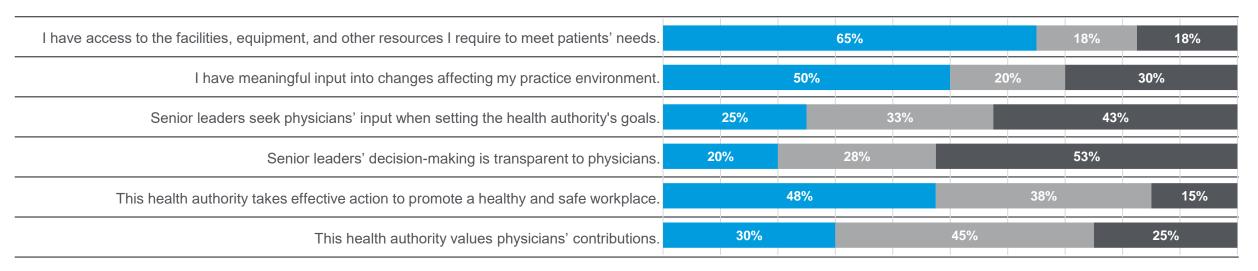
#### **Facility Leadership**



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

#### COVID-19





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

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

35%

15%

#### Physical and Psychological Well-Being



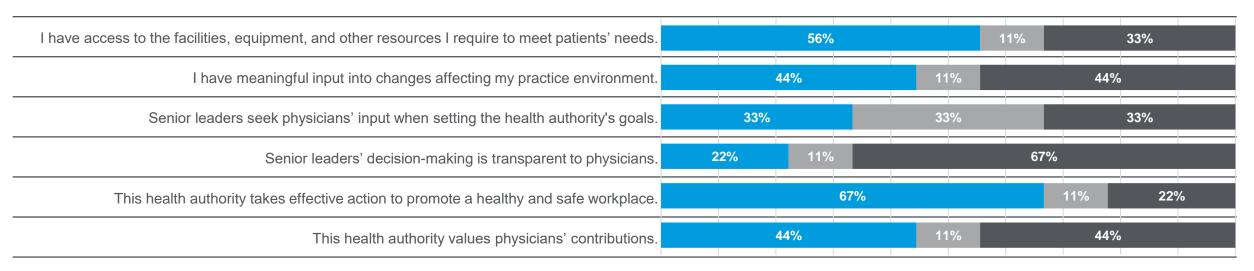
#### **Facility Leadership**



# Forensic Psychiatric Hospital

#### COVID-19





# Forensic Psychiatric Hospital

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being



#### **Facility Leadership**



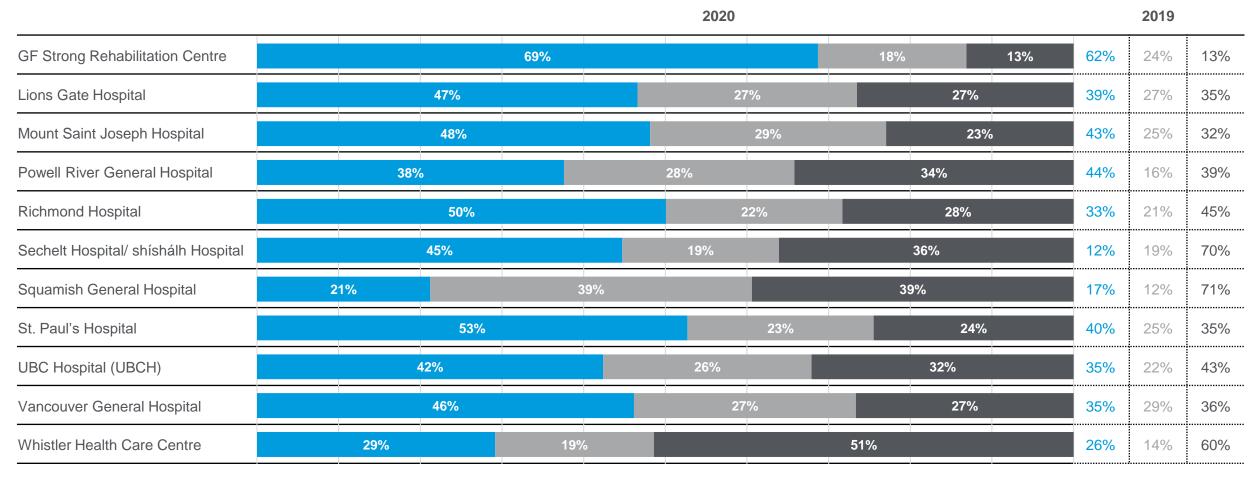
# Facility Data | Vancouver Coastal Health

## **Individual Facility Breakdown**

- Core nine Work Life Pulse Tool
  - Senior leaders in this section refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.
- Local engagement and safety questions



# Vancouver Coastal Health Overall Averages by Facility



# **GF Strong Rehabilitation Centre**

## 11 Respondents 2020 | 5 Respondents 2019

		2020			2019	
I am satisfied with this health authority as a place to practice medicine.		91%	9% 0%	80%	20%	0%
I feel I belong to a collaborative, patient-centred team/unit.		91%	9% 0%	80%	20%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	64%	18%	18%	60%	20%	20%
I have adequate opportunities to improve patient care, quality, and safety.	73%		18% 9%	80%	20%	0%
I have meaningful input into changes affecting my practice environment.	73%		18% 9%	40%	40%	20%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	73%	0%	27%	100%	0%	0%
Senior leaders seek physicians' input when setting the health authority's goals.	45%	27%	27%	40%	20%	40%
Senior leaders' decision-making is transparent to physicians.	45%	27%	27%	40%	20%	40%
This health authority values physicians' contributions.	64%		36% 0%	40%	60%	0%

Local Engagement and Safety Questions	2020	2019
This hospital/facility takes effective action to prevent violence in the workplace.	82%	<b>18% 0%</b> 60% 40% 0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	91%	<b>9% 0%</b> 60% 40% 0%

# **Lions Gate Hospital**

## **119 Respondents 2020** | 117 Respondents 2019

	2020				2019	
I am satisfied with this health authority as a place to practice medicine.	71%		20% 9%	61%	20%	19%
I feel I belong to a collaborative, patient-centred team/unit.	65%	189	4 17%	61%	15%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	53%	20%	27%	57%	13%	30%
I have adequate opportunities to improve patient care, quality, and safety.	51%	27%	21%	47%	22%	31%
I have meaningful input into changes affecting my practice environment.	41%	32%	27%	30%	22%	47%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	46%	21%	33%	30%	32%	39%
Senior leaders seek physicians' input when setting the health authority's goals.	33%	31%	36%	22%	34%	44%
Senior leaders' decision-making is transparent to physicians.	21% 34%	/ <sub>6</sub> 4	5%	10%	42%	48%
This health authority values physicians' contributions.	39%	38%	23%	31%	41%	28%



## Mount Saint Joseph Hospital

## 49 Respondents 2020 | 24 Respondents 2019

			2020			2019	
I am satisfied with this health authority as a place to practice medicine.		69%		24% 6%	67%	17%	17%
I feel I belong to a collaborative, patient-centred team/unit.		64%		23% 13%	63%	17%	21%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		53%	22	24%	50%	21%	29%
I have adequate opportunities to improve patient care, quality, and safety.		63%		18% 18%	54%	25%	21%
I have meaningful input into changes affecting my practice environment.	4	1%	35%	24%	42%	21%	38%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.		47%	27%	27%	29%	29%	42%
Senior leaders seek physicians' input when setting the health authority's goals.	379	%	35%	29%	38%	21%	42%
Senior leaders' decision-making is transparent to physicians.	18%	41%		41%	8%	42%	50%
This health authority values physicians' contributions.	4	1%	35%	24%	38%	33%	29%



# Powell River General Hospital

## 13 Respondents 2020 | 11 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		46%	3	1%	23%	55%	0%	45%
I feel I belong to a collaborative, patient-centred team/unit.		69%		15%	15%	55%	18%	27%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		62%		8%	31%	82%	9%	9%
I have adequate opportunities to improve patient care, quality, and safety.	38	%	4	6%	15%	45%	9%	45%
I have meaningful input into changes affecting my practice environment.	31%		46%		23%	64%	0%	36%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	38	%	31%		31%	27%	27%	45%
Senior leaders seek physicians' input when setting the health authority's goals.	15%	23%		62%		27%	18%	55%
Senior leaders' decision-making is transparent to physicians.	8%	31%		62%		18%	27%	55%
This health authority values physicians' contributions.	31%	2	23%	46%	,	27%	36%	36%



# Richmond Hospital

## **100 Respondents 2020** | 107 Respondents 2019

		202	0				2019	
I am satisfied with this health authority as a place to practice medicine.		70%		17%	13% 5	2%	18%	30%
I feel I belong to a collaborative, patient-centred team/unit.	61	1%		21%	18% 4	<b>17</b> %	24%	30%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	56%	,	19%		25% 4	7%	16%	37%
I have adequate opportunities to improve patient care, quality, and safety.		67%		18%	14% 4	<b>13</b> %	24%	33%
I have meaningful input into changes affecting my practice environment.	48%		19%	33%	% 3	32%	12%	55%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	43%		23%	34%	<b>6</b> 2	21%	28%	51%
Senior leaders seek physicians' input when setting the health authority's goals.	32%	24%		44%	1	8%	25%	58%
Senior leaders' decision-making is transparent to physicians.	27%	27%		47%	1	3%	21%	66%
This health authority values physicians' contributions.	47%		26%	2	7% 2	28%	25%	47%



# Sechelt Hospital/shíshálh Hospital

## 24 Respondents 2020 | 30 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		67%		8%	25%	7%	27%	67%
I feel I belong to a collaborative, patient-centred team/unit.		67%		13%	21%	23%	17%	60%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		50%	8%	4	12%	20%	13%	67%
I have adequate opportunities to improve patient care, quality, and safety.	38%	6	33%		29%	27%	17%	57%
I have meaningful input into changes affecting my practice environment.	39	%	22%		39%	17%	30%	53%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.		50%	2	1%	29%	3%	20%	77%
Senior leaders seek physicians' input when setting the health authority's goals.	38%	6	17%	46	%	7%	17%	77%
Senior leaders' decision-making is transparent to physicians.	22%	22%		57%		3%	7%	90%
This health authority values physicians' contributions.	33%		29%		38%	0%	20%	80%



# **Squamish General Hospital**

## 11 Respondents 2020 | 22 Respondents 2019

			2020			2019	
I am satisfied with this health authority as a place to practice medicine.	27%		45%	27%	23%	14%	64%
I feel I belong to a collaborative, patient-centred team/unit.	36	%	27%	36%	41%	5%	55%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	18%	36%		45%	18%	9%	73%
I have adequate opportunities to improve patient care, quality, and safety.		45%	3	6% 18%	32%	23%	45%
I have meaningful input into changes affecting my practice environment.	18%	45%		36%	18%	9%	73%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	18%	36%		45%	9%	14%	77%
Senior leaders seek physicians' input when setting the health authority's goals.	9%	27%		64%	5%	9%	86%
Senior leaders' decision-making is transparent to physicians.	9%	27%		64%	5%	9%	86%
This health authority values physicians' contributions.	9%	7	<b>73</b> %	18%	0%	18%	82%



# St. Paul's Hospital

## **237 Respondents 2020** | 179 Respondents 2019

	2020			2019	
75%		14% 11%	58%	25%	17%
76%	6	12% 12%	67%	16%	16%
58%	14%	28%	45%	16%	39%
59%	22%	19%	47%	21%	32%
48%	22%	30%	32%	24%	44%
46%	26%	27%	32%	24%	44%
40%	31%	29%	29%	28%	43%
25%	33%	41%	15%	32%	53%
47%	30%	23%	34%	37%	30%
	58% 59% 48% 46% 40%	75%  76%  58%  14%  59%  22%  48%  22%  46%  31%  25%  33%	75%       14%       11%         76%       12%       12%         58%       14%       28%         59%       22%       19%         48%       22%       30%         46%       26%       27%         40%       31%       29%         25%       33%       41%	75%       14%       11%       58%         76%       12%       12%       67%         58%       14%       28%       45%         59%       22%       19%       47%         48%       22%       30%       32%         46%       26%       27%       32%         40%       31%       29%       29%         25%       33%       41%       15%	75%       14%       11%       58%       25%         76%       12%       12%       67%       16%         58%       14%       28%       45%       16%         59%       22%       19%       47%       21%         48%       22%       30%       32%       24%         46%       26%       27%       32%       24%         40%       31%       29%       29%       28%         25%       33%       41%       15%       32%



# **UBC** Hospital (UBCH)

## 25 Respondents 2020 | 34 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		60%		16%	24%	53%	26%	21%
I feel I belong to a collaborative, patient-centred team/unit.		56%		20%	24%	47%	24%	29%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		54%	8%		38%	53%	12%	35%
I have adequate opportunities to improve patient care, quality, and safety.		70%		4%	26%	50%	21%	29%
I have meaningful input into changes affecting my practice environment.	35%		26%	3	9%	32%	24%	44%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	35%		30%		35%	24%	18%	58%
Senior leaders seek physicians' input when setting the health authority's goals.	22%	35	%	43	%	15%	21%	64%
Senior leaders' decision-making is transparent to physicians.	13%	52	%		35%	9%	29%	62%
This health authority values physicians' contributions.	38%	<b>%</b>	38%		25%	32%	21%	47%



## Vancouver General Hospital

## **284 Respondents 2020** | 266 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		73%			18% 9%	58%	26%	17%
I feel I belong to a collaborative, patient-centred team/unit.		63%		22%	15%	54%	21%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	6	0%		15%	26%	49%	14%	37%
I have adequate opportunities to improve patient care, quality, and safety.		62%		22%	17%	46%	22%	32%
I have meaningful input into changes affecting my practice environment.	38%		28%		35%	31%	28%	41%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	38%		34%		28%	22%	38%	41%
Senior leaders seek physicians' input when setting the health authority's goals.	28%		34%	:	37%	20%	34%	46%
Senior leaders' decision-making is transparent to physicians.	18%	35%		47%		10%	37%	53%
This health authority values physicians' contributions.	36%		38%		27%	29%	37%	34%



## Whistler Health Care Centre

## 8 Respondents 2020 | 10 Respondents 2019

	2020					2019				
I am satisfied with this health authority as a place to practice medicine.		50%			25%		25%	60%	0%	40%
I feel I belong to a collaborative, patient-centred team/unit.		6	3%		0%	38	%	50%	0%	50%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		38%		13%		50%		40%	0%	60%
I have adequate opportunities to improve patient care, quality, and safety.		50%			13%	38	%	30%	20%	50%
I have meaningful input into changes affecting my practice environment.		38%	0%		6	3%		30%	20%	50%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	25%		25%			50%		10%	10%	80%
Senior leaders seek physicians' input when setting the health authority's goals.	0%	50%				50%		10%	20%	70%
Senior leaders' decision-making is transparent to physicians.	<mark>0%</mark> 13%				88%			0%	10%	90%
This health authority values physicians' contributions.	0%	38%			6	3%		0%	50%	50%



# Facility Data | Vancouver Coastal Health

#### **New Questions for 2020**

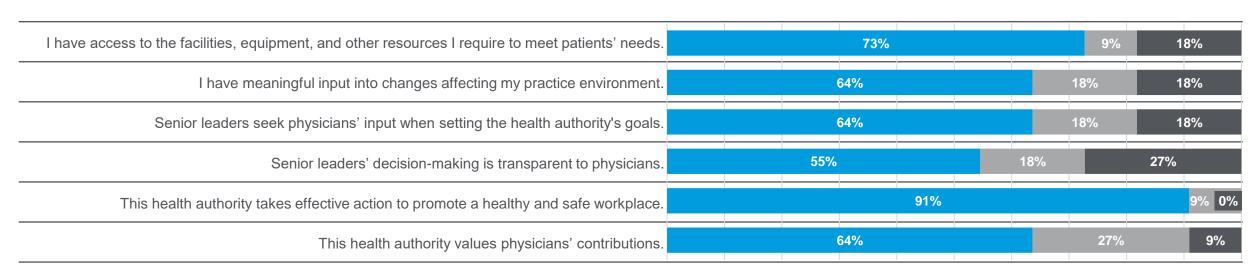
- COVID-19
  - Respondents answered these questions from the perspective of engagement during the Pandemic (March 2020 to current)
- Psychological Health and Safety
- Facility Leadership:
  - Senior Leadership refers to site level leadership i.e., Site Administrator, Chief Operations Officer for the Hospital, Site Managers, Site Medical Directors, Chiefs of Staff, etc.



# GF Strong Rehabilitation Centre

#### COVID-19





# GF Strong Rehabilitation Centre

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

33%

17%

50%

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	64%	0%	36%		
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	80%		20% 0%		
People from all backgrounds are treated fairly in our workplace	82%		18% 0%		
People treat each other with respect and consideration in our workplace	73%		27% 0%		
Physicians and medical leaders trust one another	73%		27% 0%		

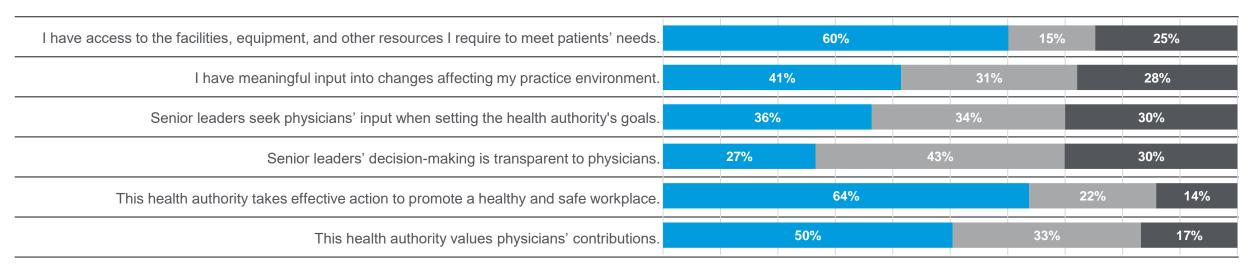
#### **Facility Leadership**



# **Lions Gate Hospital**

#### COVID-19





# **Lions Gate Hospital**

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

## Physical and Psychological Well-Being



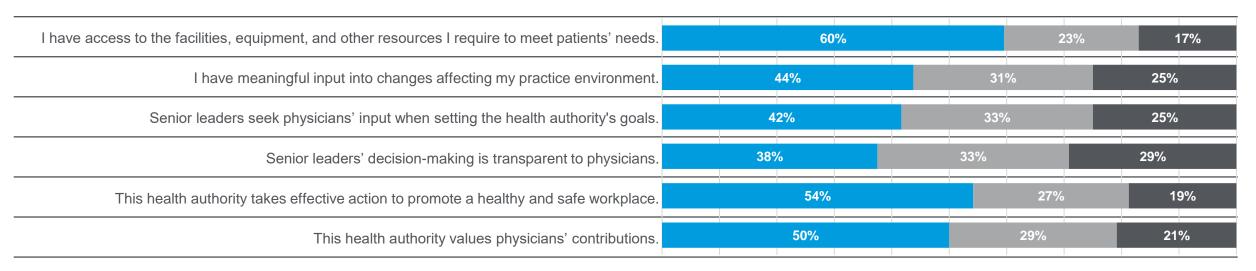
#### **Facility Leadership**



# Mount Saint Joseph Hospital

## COVID-19





# Mount Saint Joseph Hospital

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at							
Thave been involved in, or impacted by a physical safety of psychological safety issue of incluent at		570/ <sub>-</sub>		20%	23%		
		JI/	0		ZU-70	23/	D
my current hospital/facility/practice.							

## Physical and Psychological Well-Being



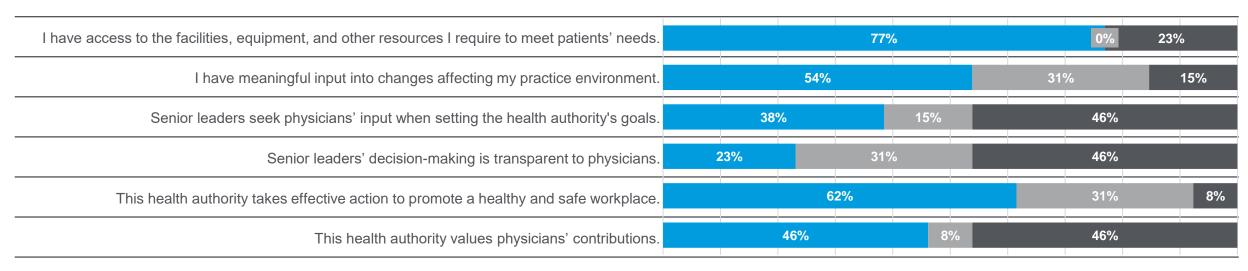
#### **Facility Leadership**



# Powell River General Hospital

## COVID-19





# Powell River General Hospital

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being



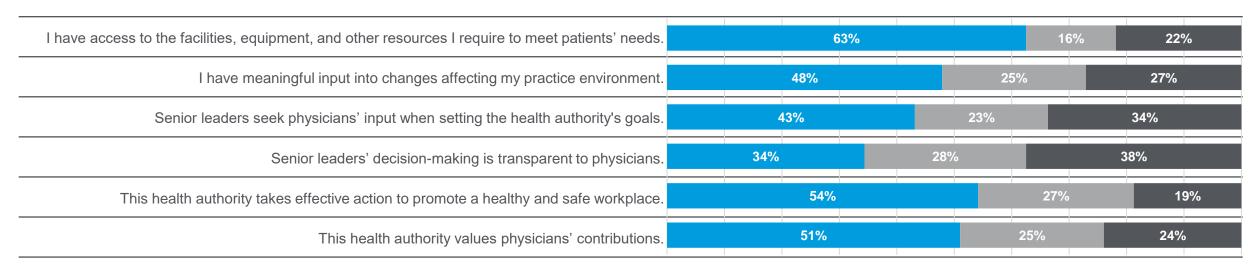
#### **Facility Leadership**



# Richmond Hospital

## COVID-19





# Richmond Hospital

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

49%

13%

38%

## Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life		6	2%		17	7%	21%	<b>/</b> o
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)		52%			30%		18	8%
People from all backgrounds are treated fairly in our workplace			70%			15%		15%
People treat each other with respect and consideration in our workplace			72%			17	%	11%
Physicians and medical leaders trust one another	4	45%		27%	<b>/</b> o		27%	

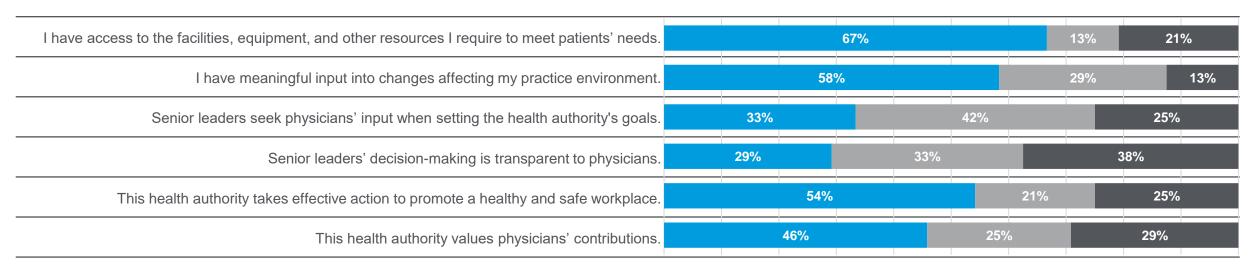
## Facility Leadership



# Sechelt Hospital/ Shíshálh Hospital

## COVID-19





# Sechelt Hospital / Shíshálh Hospital

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being



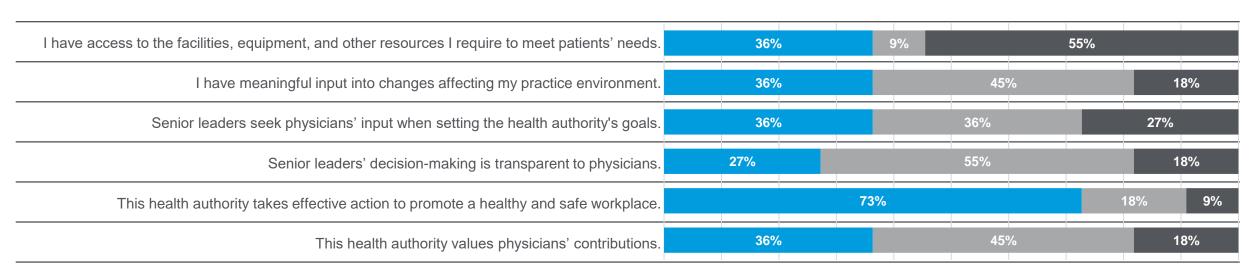
#### **Facility Leadership**



# Squamish General Hospital

## COVID-19





# Squamish General Hospital

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

## Physical and Psychological Well-Being



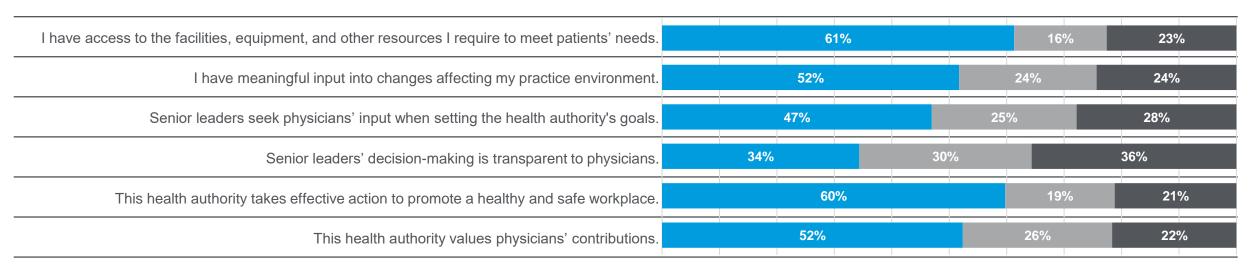
#### **Facility Leadership**



# St. Paul's Hospital

## COVID-19





# St. Paul's Hospital

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at		46%		19%		35%		
mv current hospital/facility/practice.				13/0			33 /6	
y can an incorporation y practice.								

## Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life		55%			20%		25%	
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	44	8%			31%		21%	<b>/</b> o
People from all backgrounds are treated fairly in our workplace			72%			16	5%	12%
People treat each other with respect and consideration in our workplace			789	<b>%</b>			13%	9%
Physicians and medical leaders trust one another		52%			27%		21%	<b>/</b> /o

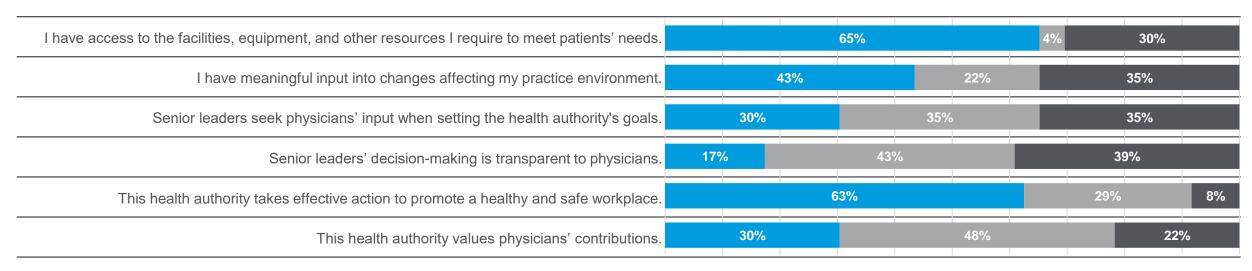
## **Facility Leadership**



# **UBC** Hospital (UBCH)

## COVID-19





# **UBC** Hospital (UBCH)

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

## Physical and Psychological Well-Being



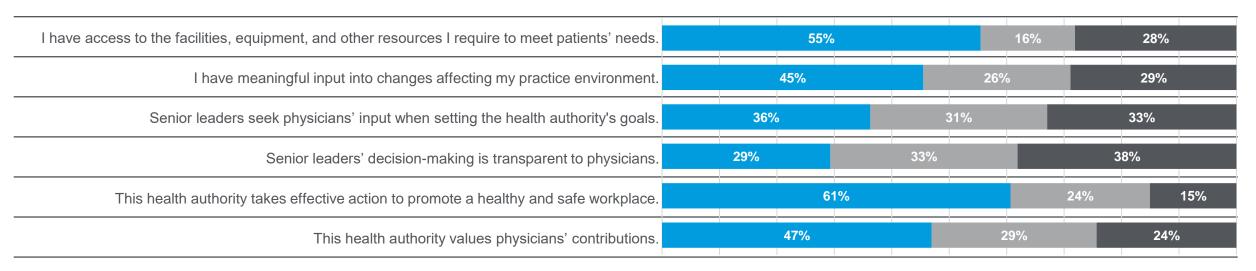
#### **Facility Leadership**



# Vancouver General Hospital

## COVID-19





# Vancouver General Hospital

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

43%

15%

42%

## Physical and Psychological Well-Being



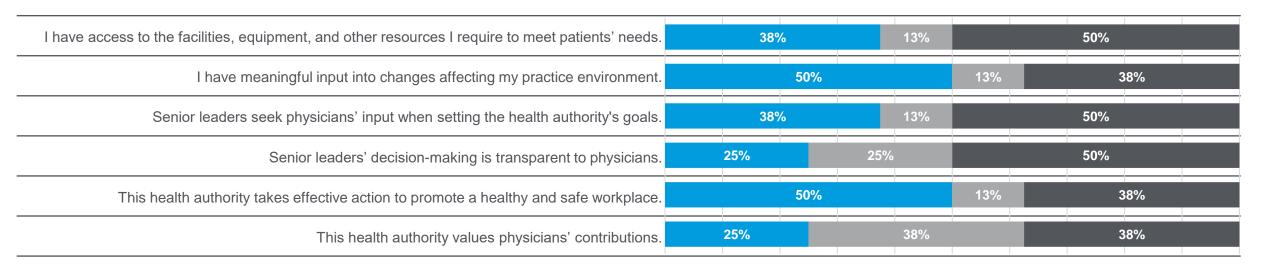
## **Facility Leadership**



## Whistler Health Care Centre

## COVID-19





## Whistler Health Care Centre

## Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

## Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life			75%			0%	25%	
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	29%				57%			14%
People from all backgrounds are treated fairly in our workplace				88%			0%	13%
People treat each other with respect and consideration in our workplace			75%			1	3%	13%
Physicians and medical leaders trust one another	38%	<b>%</b>		2!	5%	3	88%	

## **Facility Leadership**



# SECTION 3 Provincial Averages by Group

## **Provincial Averages by Group**

- This data provides a comparison of provincial averages by group:
  - Practice type (family physicians / specialists)
  - Practice setting (community / facility based)
  - Practice location (rural / urban)

# Regional Responses by Practice type and Practice location

 This section provides a breakdown of each survey question by their noted group and region.



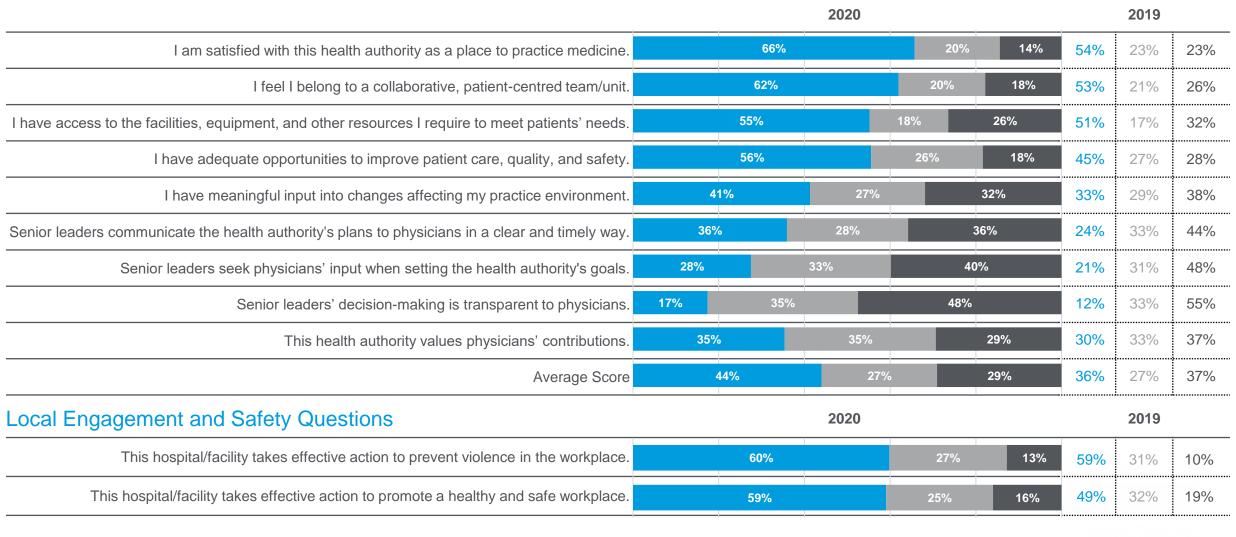
# Averages by Group

## This data provides a comparison of provincial averages by group

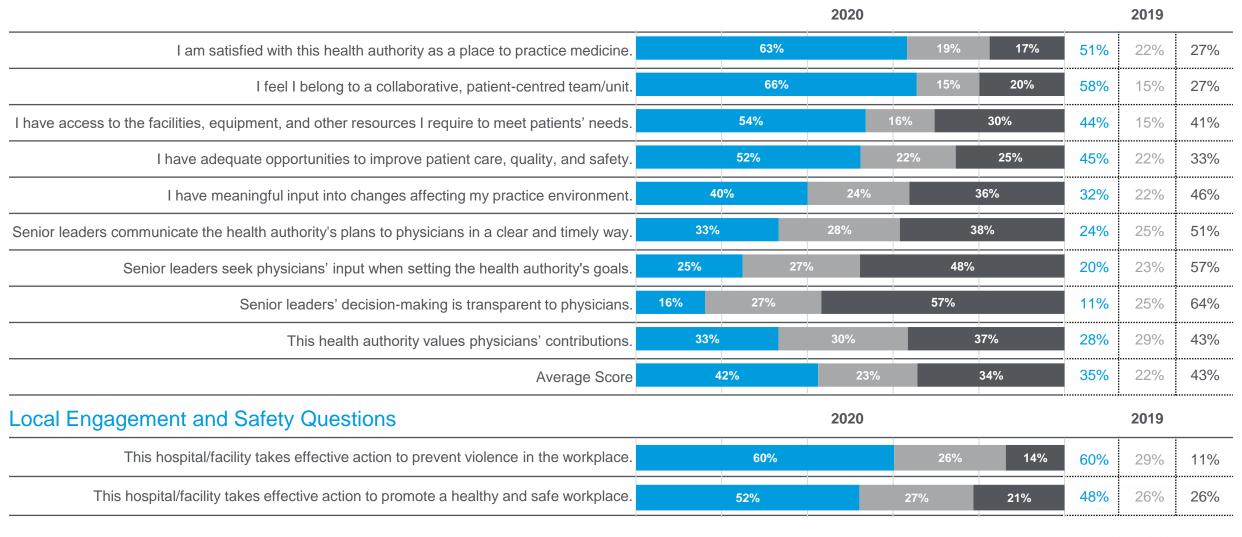
- Practice type (family physicians / specialists)
- Practice setting (community / facility based)
- Practice location (rural / urban)



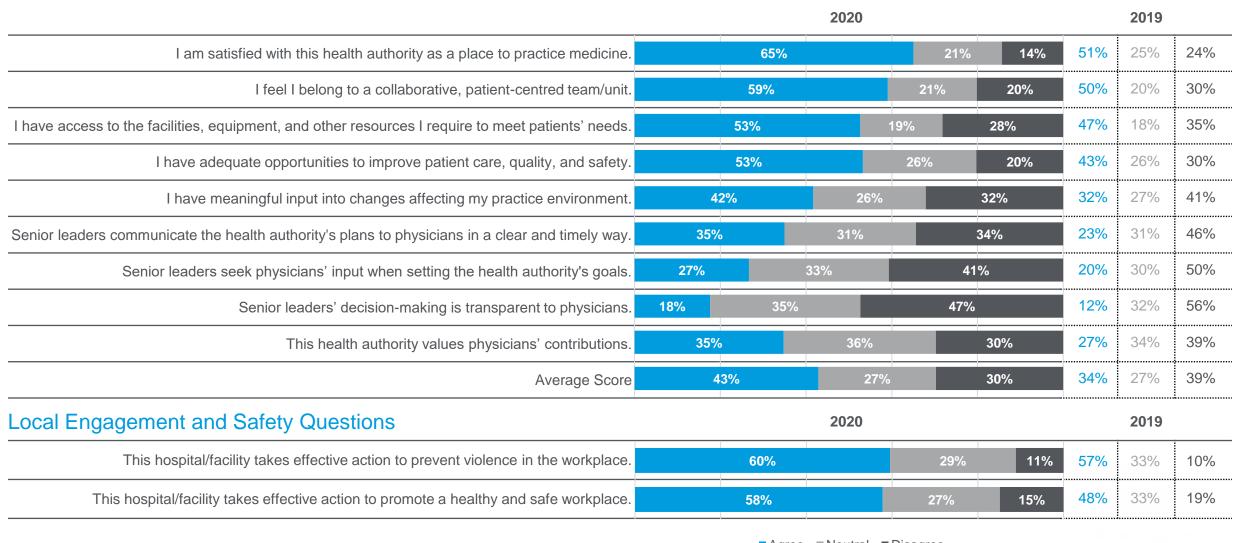
# Provincial Averages (Family Physicians)



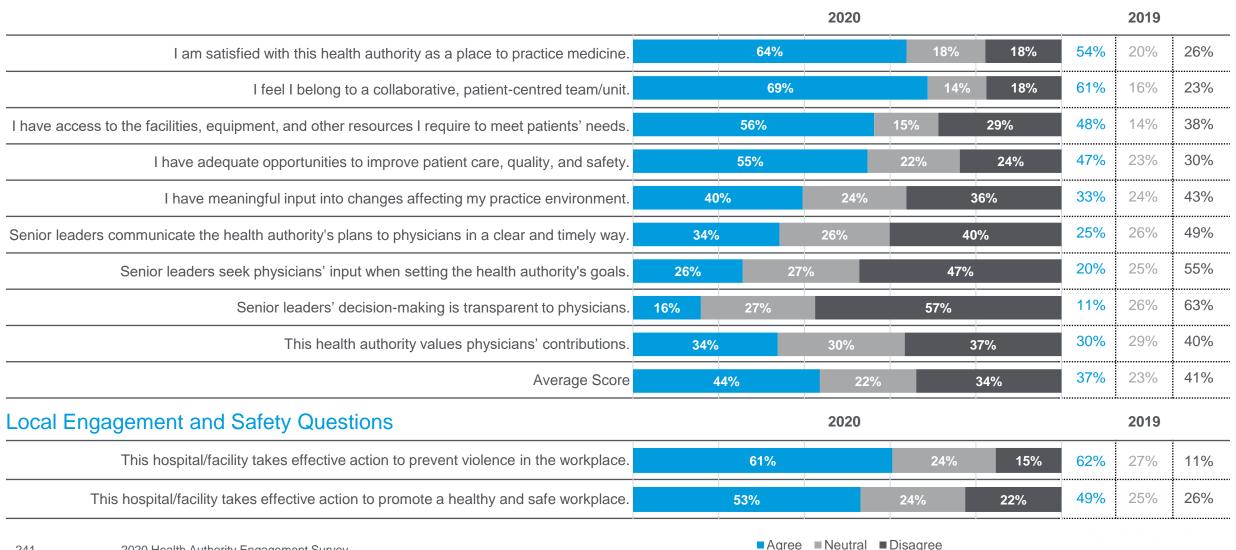
# Provincial Averages (Specialists)



# Provincial Averages (Community Based Practice)

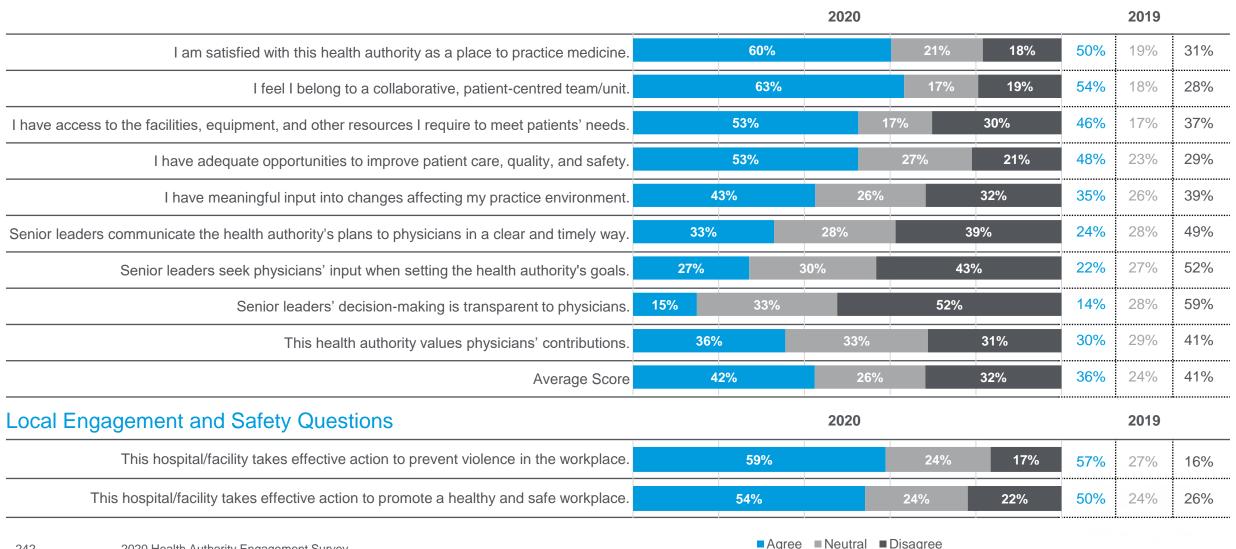


# Provincial Averages (Hospital/Facility Based Practice)

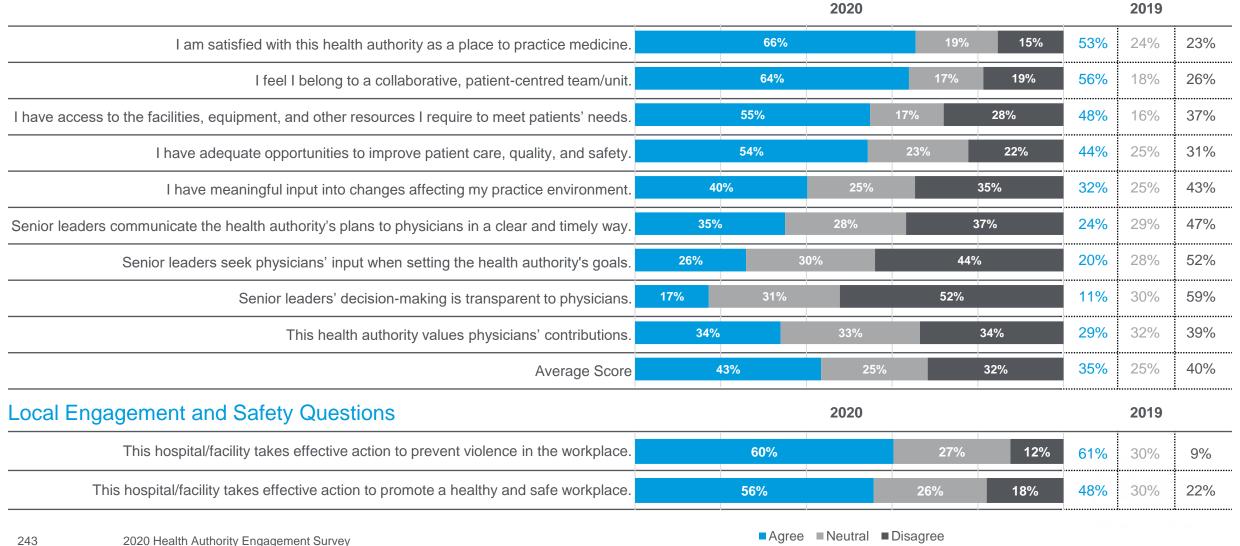


241

# Provincial Averages (Rural Based)

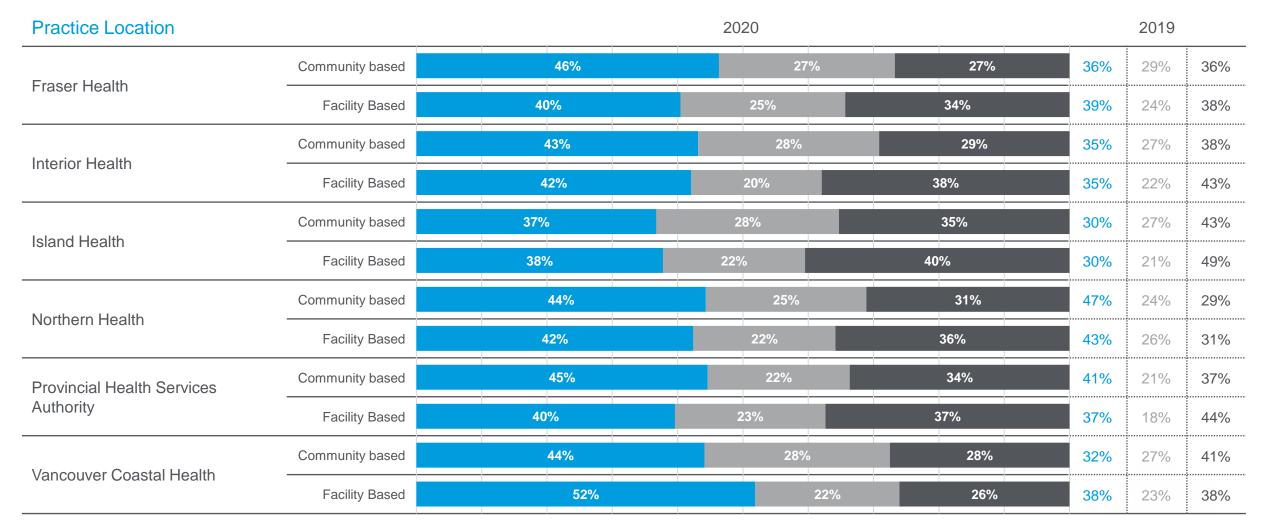


# Provincial Averages (Urban Based)

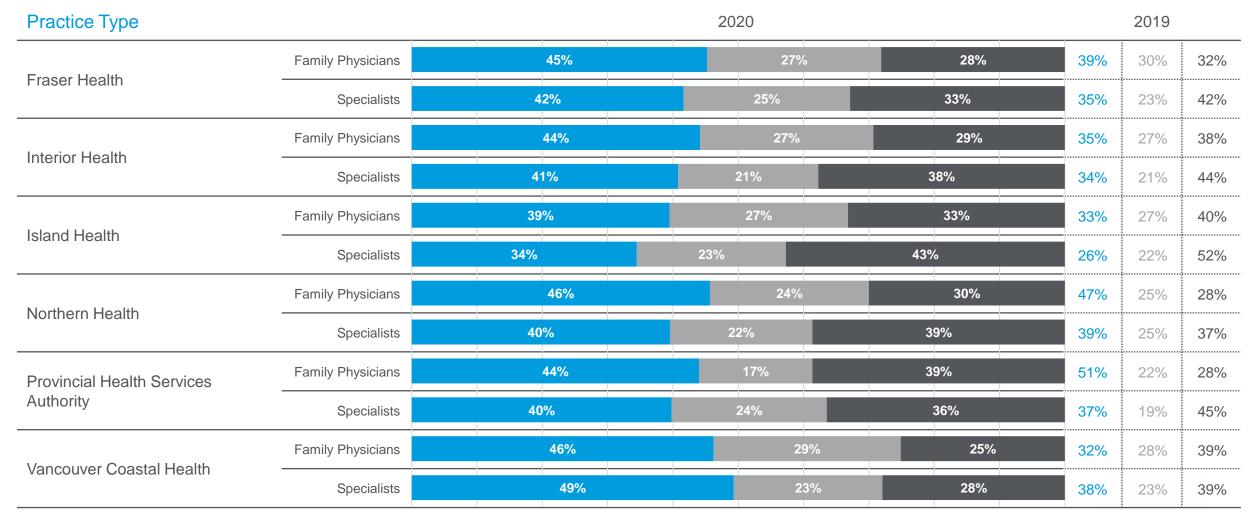


# **Overall Health Authority Averages**

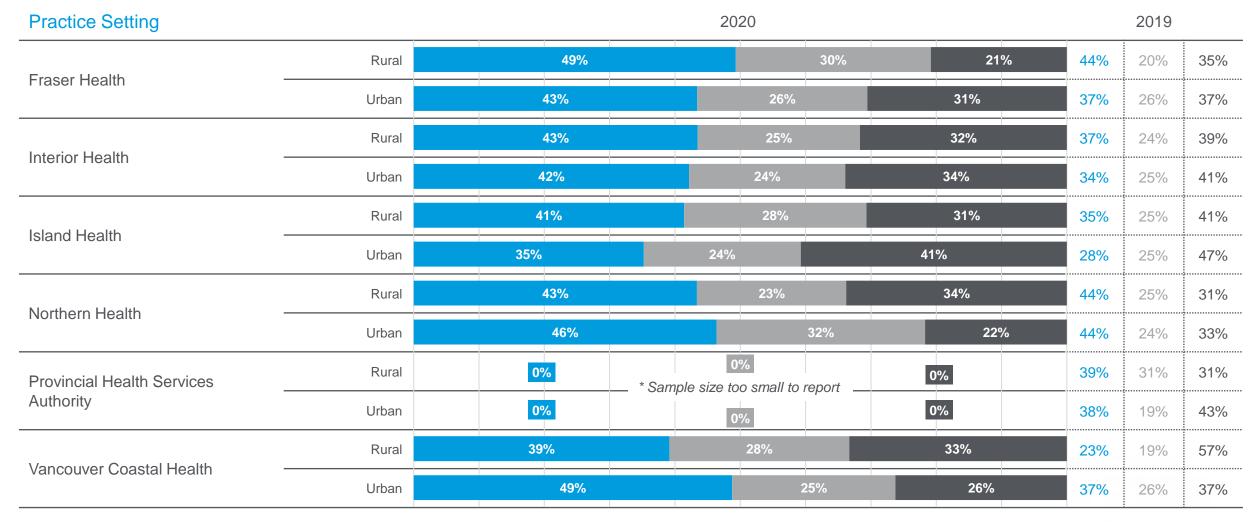
The following charts provide the overall average of the original nine core questions.



# **Overall Health Authority Averages**



# **Overall Health Authority Averages**



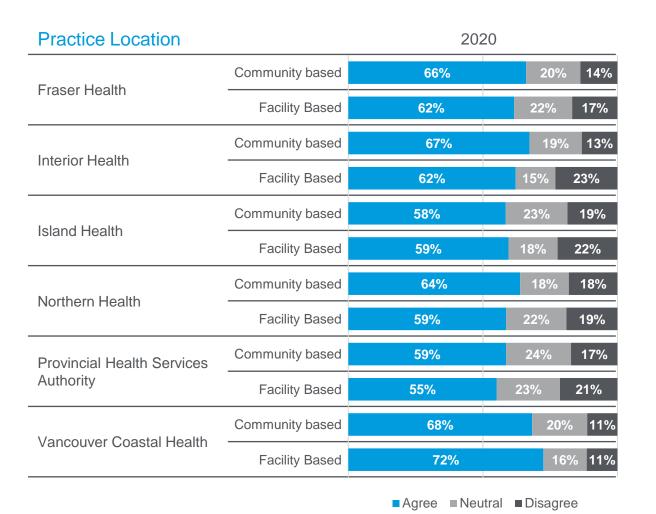
# Averages by Question and Group

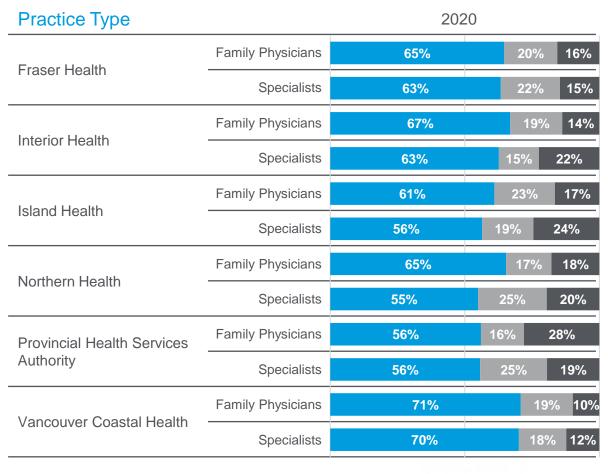
## Regional Responses by Practice Type and Practice Location

This section provides a breakdown of each survey question by their noted group and region.

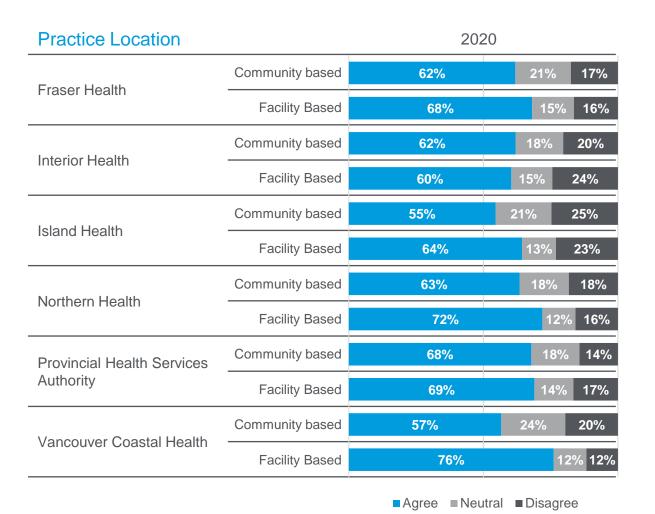


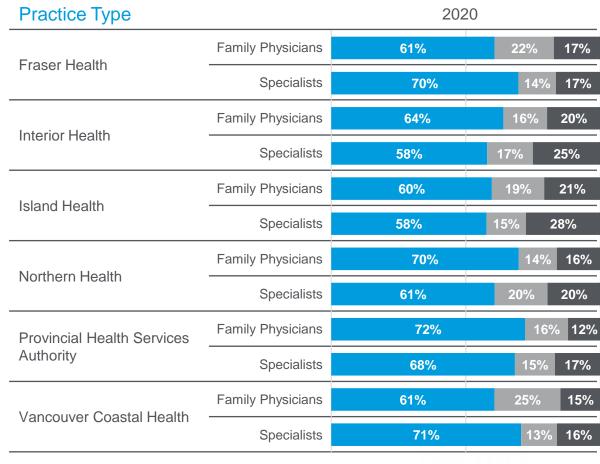
I am satisfied with this health authority as a place to practice medicine.



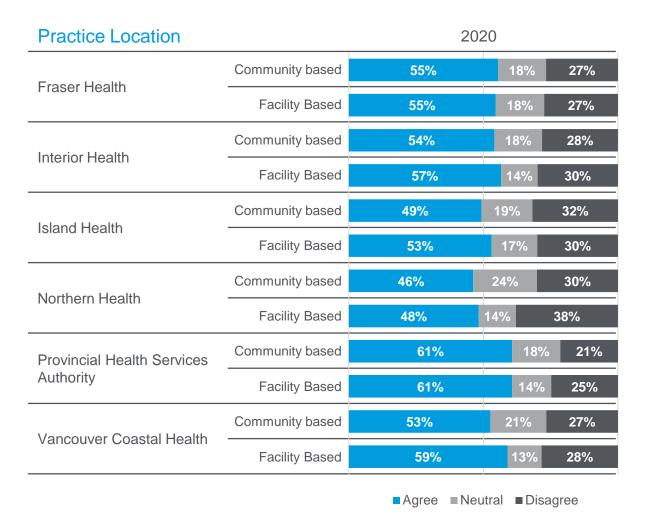


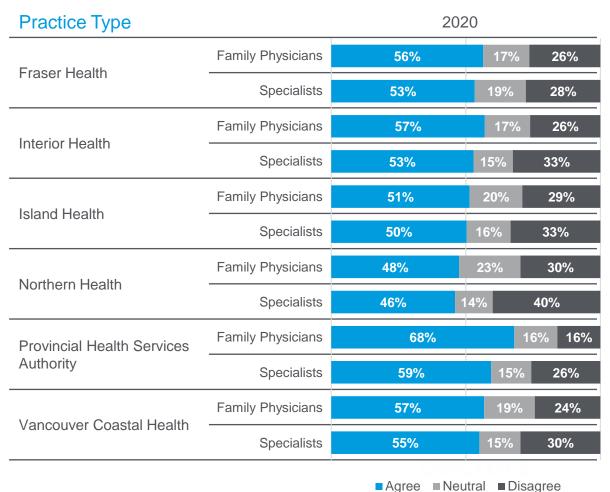
I feel I belong to a collaborative, patient-centred team/unit.



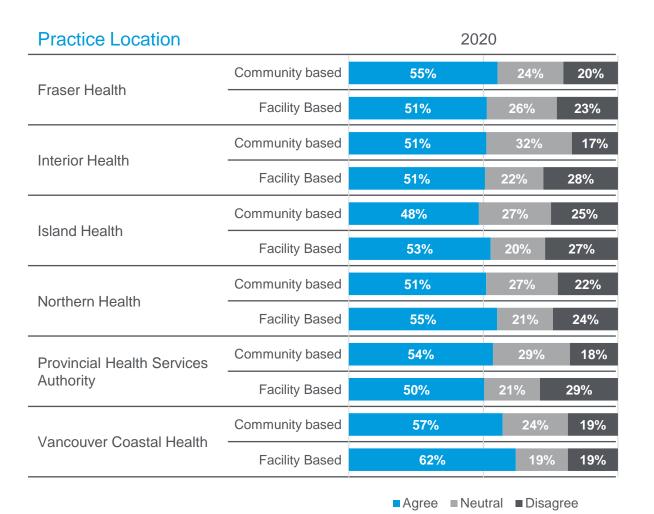


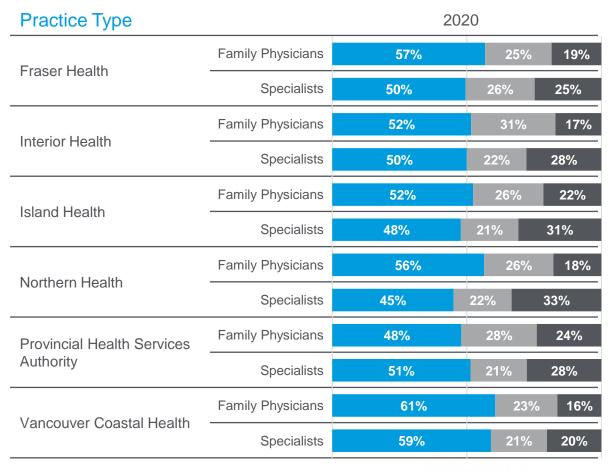
I have access to the facilities, equipment, and other resources I require to meet patients' needs.



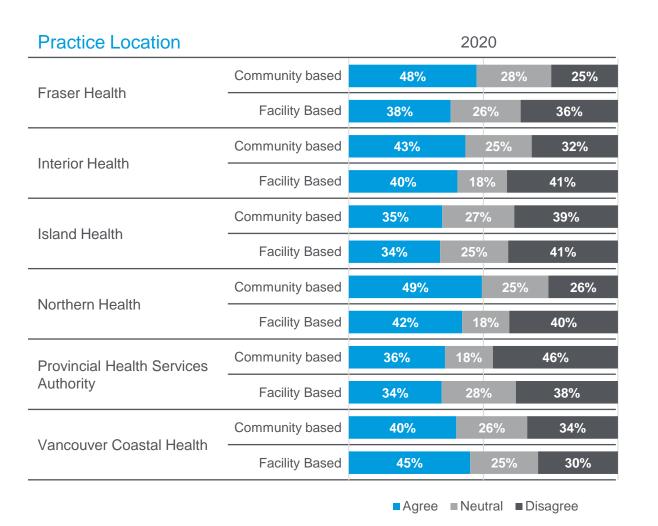


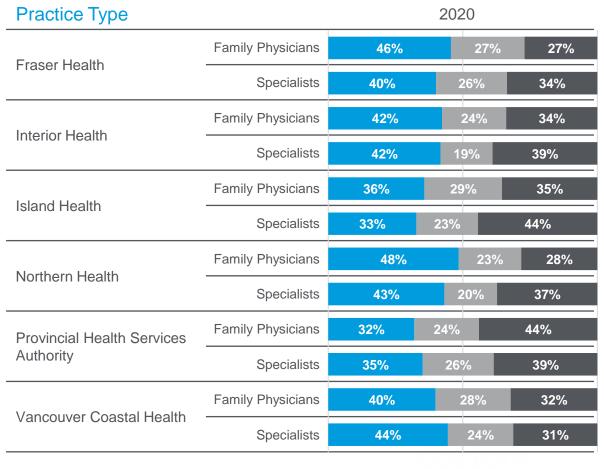
I have adequate opportunities to improve patient care, quality, and safety.



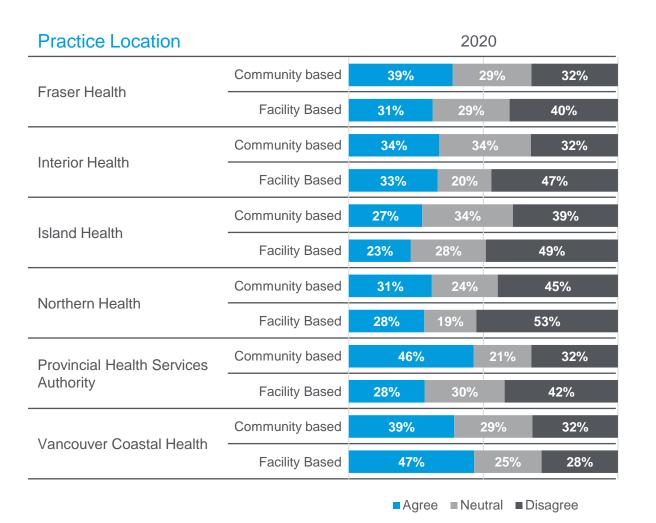


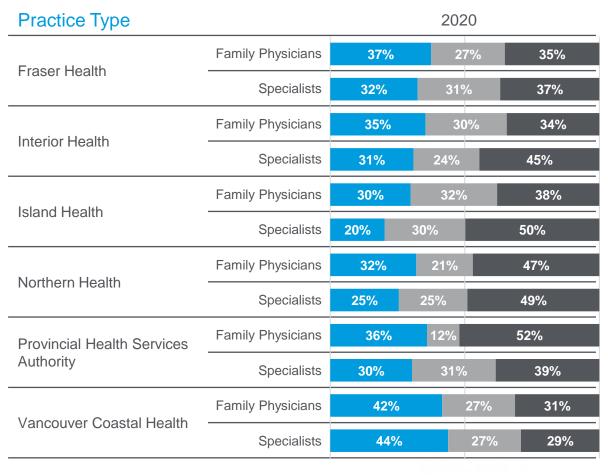
I have meaningful input into changes affecting my practice environment.



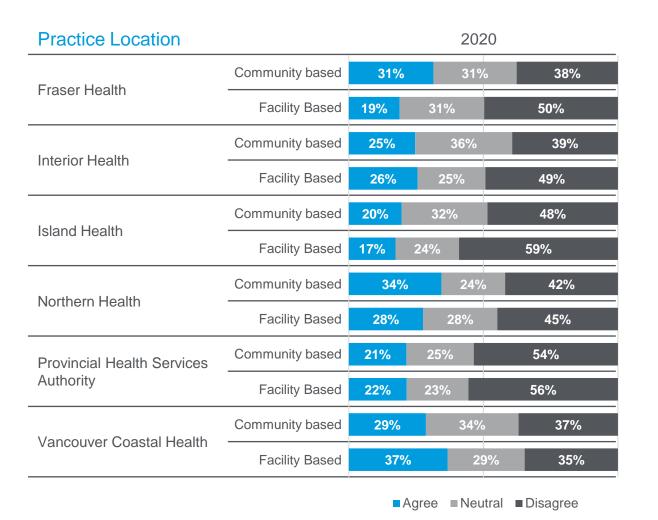


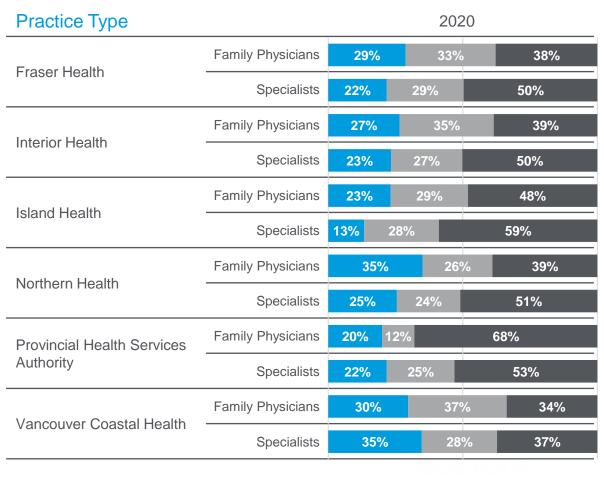
Senior leaders communicate the health authorities plans to physicians in a clear and timely way.



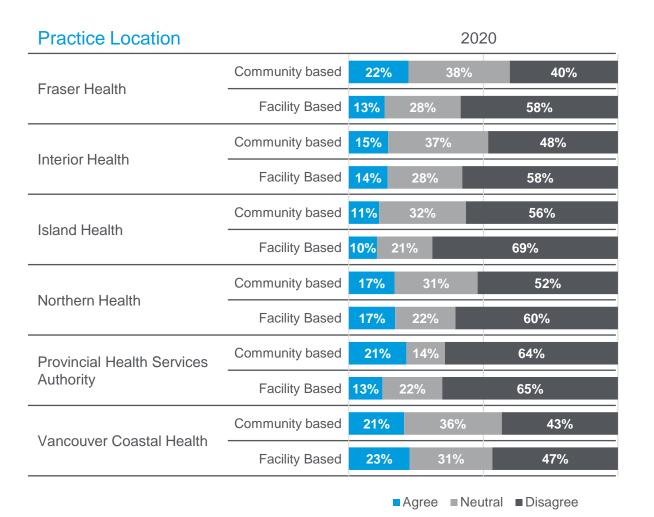


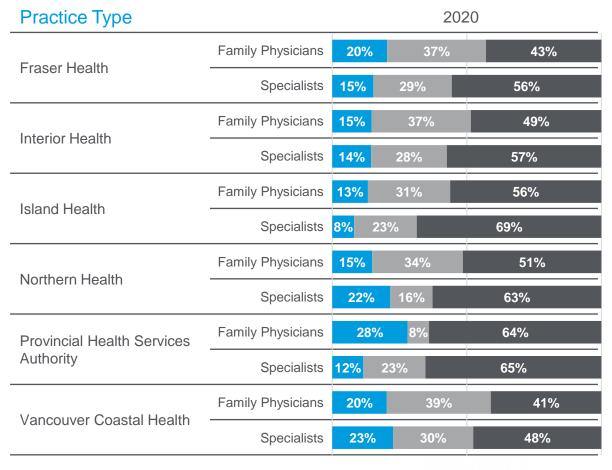
Senior leaders seek physicians' input when setting the health authorities goals.



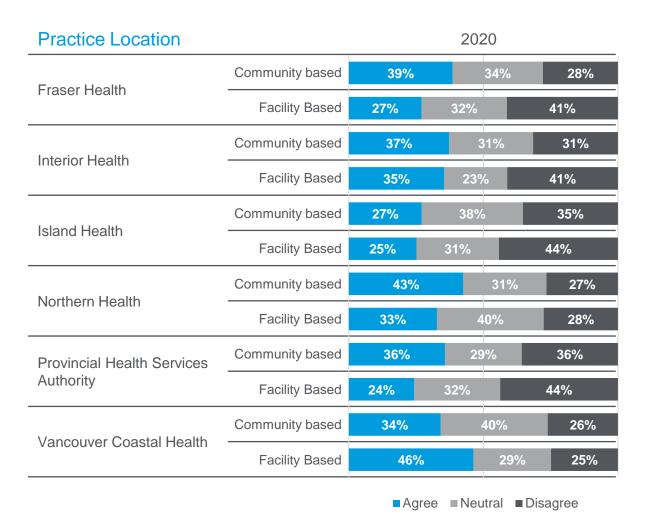


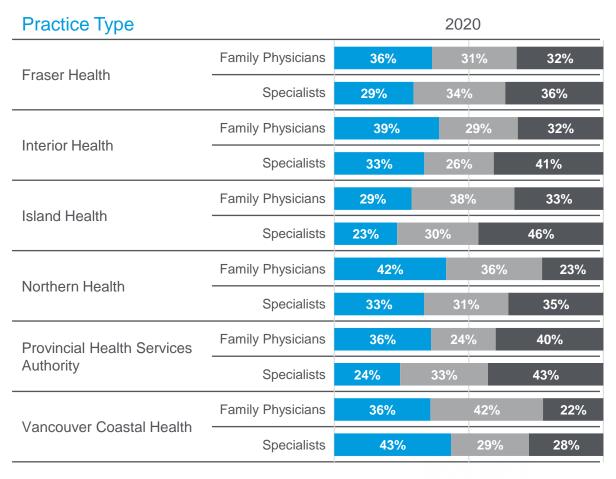
Senior leaders' decision-making is transparent to physicians.





This health authority values physicians' contributions.







# SECTION 4 Divisions of Family Practice

## Individual Facility Breakdown

- Core nine WorkLife Pulse Tool
  - Senior leaders in this section refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.
- Local engagement and safety questions

#### New Questions for 2020

- COVID-19
  - Respondents answered these questions from the perspective of engagement during the Pandemic (March 2020 to current)
- Psychological Health and Safety
- Facility Leadership
  - Senior Leadership refers to site level leadership i.e., Site Administrator, Chief Operations Officer for the Hospital, Site Managers, Site Medical Directors, Chiefs of Staff, etc.

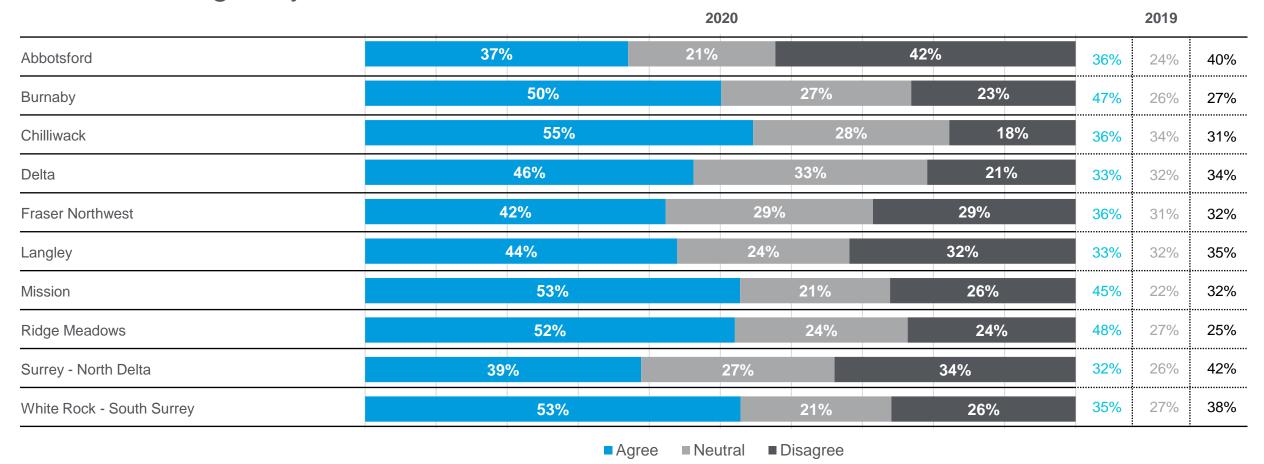
# Divisions of Family Practice | Fraser

## **Individual Facility Breakdown**

- Core nine Work Life Pulse Tool
  - Senior leaders in this section refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.
- Local engagement and safety questions



# Fraser Divisions of Family Practice Overall Averages by Division



<sup>\*</sup> Sample Size too small to report

## **Abbotsford Division**

## 28 Respondents 2020 | 25 Respondents 2019

			2020			2019	
I am satisfied with this health authority as a place to practice medicine.		50%	21%	29%	52%	20%	28%
I feel I belong to a collaborative, patient-centred team/unit.		50%	21%	29%	56%	24%	20%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		54%	11%	36%	42%	29%	29%
I have adequate opportunities to improve patient care, quality, and safety.		46%	21%	32%	44%	28%	28%
I have meaningful input into changes affecting my practice environment.	30%	22%		48%	40%	28%	32%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	32%	18%		50%	40%	16%	44%
Senior leaders seek physicians' input when setting the health authority's goals.	25%	25%		50%	16%	20%	64%
Senior leaders' decision-making is transparent to physicians.	18%	29%		54%	4%	28%	68%
This health authority values physicians' contributions.	29%	18%		54%	28%	24%	48%



# **Burnaby Division**

## **50 Respondents 2020** | 50 Respondents 2019

		2020				2019	
I am satisfied with this health authority as a place to practice medicine.	74%			20% 6%	64%	22%	14%
I feel I belong to a collaborative, patient-centred team/unit.	65%		20%	14%	63%	20%	16%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	62%		18%	20%	53%	16%	31%
I have adequate opportunities to improve patient care, quality, and safety.	62%		18%	20%	60%	23%	17%
I have meaningful input into changes affecting my practice environment.	52%		30%	18%	48%	33%	19%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	40%	26%		34%	39%	24%	37%
Senior leaders seek physicians' input when setting the health authority's goals.	28%	40%		32%	20%	41%	39%
Senior leaders' decision-making is transparent to physicians.	27%	35%	3	8%	19%	33%	48%
This health authority values physicians' contributions.	41%	33%		27%	54%	23%	23%



## Chilliwack Division

## 35 Respondents 2020 | 27 Respondents 2019

		2020		2019	
I am satisfied with this health authority as a place to practice medicine.	66%	17%	17% 59%	15%	26%
I feel I belong to a collaborative, patient-centred team/unit.	74%	6 1.	4% 11% 52%	22%	26%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	60%	17%	23% 48%	26%	26%
I have adequate opportunities to improve patient care, quality, and safety.	60%	26%	14% 35%	46%	19%
I have meaningful input into changes affecting my practice environment.	57%	37%	6% 27%	42%	31%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	51%	26%	23% 22%	41%	37%
Senior leaders seek physicians' input when setting the health authority's goals.	46%	31%	23% 31%	38%	31%
Senior leaders' decision-making is transparent to physicians.	26%	43%	31% 19%	37%	44%
This health authority values physicians' contributions.	51%	37%	11% 31%	35%	35%



## **Delta Division**

## 15 Respondents 2020 | 13 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		80	%		13% 7%	54%	23%	23%
I feel I belong to a collaborative, patient-centred team/unit.		47%		53%	0%	54%	15%	31%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.			87%		7% 7%	36%	18%	45%
I have adequate opportunities to improve patient care, quality, and safety.		67%		13%	20%	50%	33%	17%
I have meaningful input into changes affecting my practice environment.	4	3%	36	%	21%	50%	25%	25%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	33%		33%		33%	15%	31%	54%
Senior leaders seek physicians' input when setting the health authority's goals.	27%		47%		27%	15%	46%	38%
Senior leaders' decision-making is transparent to physicians.	13%	40%		47%	, D	0%	42%	58%
This health authority values physicians' contributions.	20%		53%		27%	25%	58%	17%



## Fraser Northwest Division

## 71 Respondents 2020 | 68 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		62%		24%	14%	58%	25%	16%
I feel I belong to a collaborative, patient-centred team/unit.		59%		23%	18%	54%	24%	22%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		55%		24%	21%	46%	26%	28%
I have adequate opportunities to improve patient care, quality, and safety.		65%		20%	15%	46%	31%	24%
I have meaningful input into changes affecting my practice environment.	40	)%	36%		24%	31%	37%	32%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	34%		24%	42%	6	27%	30%	43%
Senior leaders seek physicians' input when setting the health authority's goals.	23%		41%	3	7%	24%	34%	42%
Senior leaders' decision-making is transparent to physicians.	13%	41%		46%		12%	37%	51%
This health authority values physicians' contributions.	31%		31%	38	3%	28%	38%	34%



# **Langley Division**

## 38 Respondents 2020 | 32 Respondents 2019

			2020			2019	
I am satisfied with this health authority as a place to practice medicine.		68%		14% 19%	53%	22%	25%
I feel I belong to a collaborative, patient-centred team/unit.		59%		14% 27%	48%	29%	23%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		50%	17%	33%	48%	19%	32%
I have adequate opportunities to improve patient care, quality, and safety.		54%		32% 14%	35%	35%	29%
I have meaningful input into changes affecting my practice environment.	39	%	28%	33%	25%	44%	31%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	39	%	25%	36%	25%	38%	38%
Senior leaders seek physicians' input when setting the health authority's goals.	32%		27%	41%	25%	34%	41%
Senior leaders' decision-making is transparent to physicians.	19%	32%		49%	19%	31%	50%
This health authority values physicians' contributions.	35%		30%	35%	22%	34%	44%



## **Mission Division**

## 21 Respondents 2020 | 13 Respondents 2019

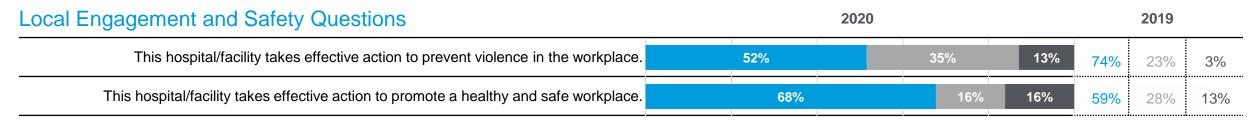
			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		60%		3	10%	46%	15%	38%
I feel I belong to a collaborative, patient-centred team/unit.		70%			15% 15%	62%	0%	38%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		75	%		5% 20%	46%	15%	38%
I have adequate opportunities to improve patient care, quality, and safety.		70%			20% 10%	54%	23%	23%
I have meaningful input into changes affecting my practice environment.		60%		5%	35%	46%	38%	15%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.		50%		25%	25%	54%	15%	31%
Senior leaders seek physicians' input when setting the health authority's goals.	35%		20%		45%	46%	23%	31%
Senior leaders' decision-making is transparent to physicians.	20%	4	0%		40%	15%	31%	54%
This health authority values physicians' contributions.	35%		30%		35%	38%	38%	23%



# Ridge Meadow Division

#### 33 Respondents 2020 | 34 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		8	2%		9% 9%	68%	21%	12%
I feel I belong to a collaborative, patient-centred team/unit.		61%		27%	12%	59%	26%	15%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		56%		25%	19%	62%	12%	26%
I have adequate opportunities to improve patient care, quality, and safety.		67%		15%	18%	59%	18%	24%
I have meaningful input into changes affecting my practice environment.		52%	1	8%	30%	62%	24%	15%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.		45%		36%	18%	41%	29%	29%
Senior leaders seek physicians' input when setting the health authority's goals.	33%		27%	3	9%	29%	29%	41%
Senior leaders' decision-making is transparent to physicians.	27%	2	7%	45%	<b>%</b>	21%	41%	38%
This health authority values physicians' contributions.		45%		33%	21%	32%	47%	21%



# Surrey-North Delta Division

#### 61 Respondents 2020 | 57 Respondents 2019

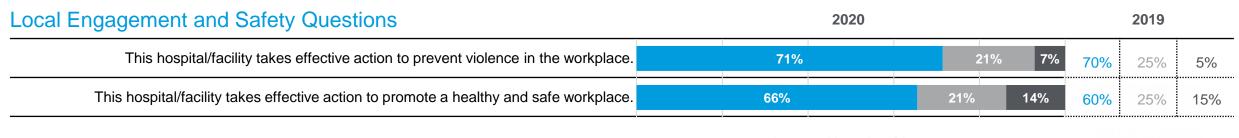
			2020				2019		
I am satisfied with this health authority as a place to practice medicine.		55%		27%	18%	46%	30%	23%	
I feel I belong to a collaborative, patient-centred team/unit.		53%		23%	23%	53%	23%	25%	
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		50%		22%	28%	51%	18%	32%	
I have adequate opportunities to improve patient care, quality, and safety.		49%		26%	25%	39%	28%	33%	
I have meaningful input into changes affecting my practice environment.		47%		22%	32%	23%	30%	47%	
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	25%		32%		42%	23%	29%	48%	
Senior leaders seek physicians' input when setting the health authority's goals.	23%	3	3%		43%	16%	25%	60%	
Senior leaders' decision-making is transparent to physicians.	18%	30%		5	2%	13%	30%	57%	
This health authority values physicians' contributions.	28%		30%		42%	27%	21%	52%	



# White Rock-South Surrey Division

#### 33 Respondents 2020 | 22 Respondents 2019

		2020			2019	
I am satisfied with this health authority as a place to practice medicine.	61%	12%	27%	45%	27%	27%
I feel I belong to a collaborative, patient-centred team/unit.	73%	6	15% 12%	59%	18%	23%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	48%	15%	36%	41%	18%	41%
I have adequate opportunities to improve patient care, quality, and safety.	58%	27%	15%	36%	27%	36%
I have meaningful input into changes affecting my practice environment.	55%	15%	30%	36%	32%	32%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	48%	24%	27%	27%	23%	50%
Senior leaders seek physicians' input when setting the health authority's goals.	42%	24%	33%	27%	27%	45%
Senior leaders' decision-making is transparent to physicians.	33%	36%	30%	9%	32%	59%
This health authority values physicians' contributions.	58%	21%	21%	32%	36%	32%



# Divisions of Family Practice | Fraser

#### **New Questions for 2020**

- COVID-19
  - Respondents answered these questions from the perspective of engagement during the Pandemic (March 2020 to current)
- Psychological Health and Safety
- Facility Leadership:
  - Senior Leadership refers to site level leadership i.e., Site Administrator, Chief Operations Officer for the Hospital, Site Managers, Site Medical Directors, Chiefs of Staff, etc.



## **Abbotsford Division**

#### COVID-19





## **Abbotsford Division**

#### Psychological Health and Safety



#### Physical and Psychological Well-Being



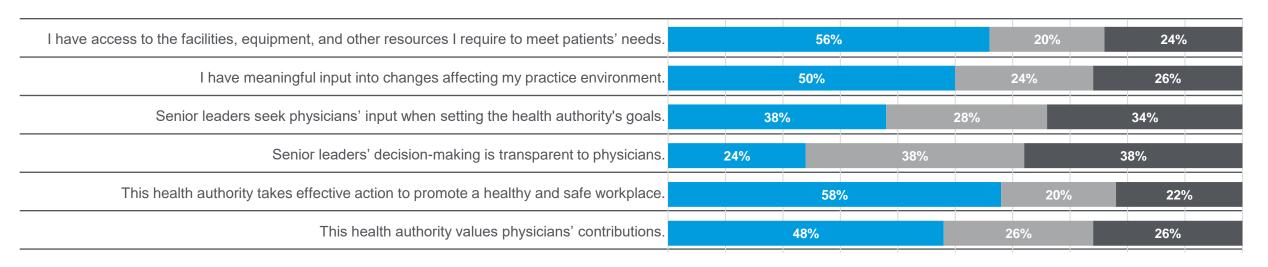
#### Facility Leadership



# **Burnaby Division**

COVID-19





# **Burnaby Division**

#### Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at	/11	10/2		24%		35%	
my current hospital/facility/practice.		70		Z <del> 7</del> /0		JJ /0	
Thy carron hoopital/radiity/pradice.							

#### Physical and Psychological Well-Being



#### **Facility Leadership**



## Chilliwack Division

#### COVID-19





## Chilliwack Division

## Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at	1	1/10/2		20%		36%	
my current hospital/facility/practice.	_	r <del>-1</del> /0		20%		JU /0	
y carrette promotes and prom							

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	55%	15%		30%	
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	53%		38%		9%
People from all backgrounds are treated fairly in our workplace	72%		9%	1	9%
People treat each other with respect and consideration in our workplace	82%			15	% 3
Physicians and medical leaders trust one another	70%		:	24%	6%

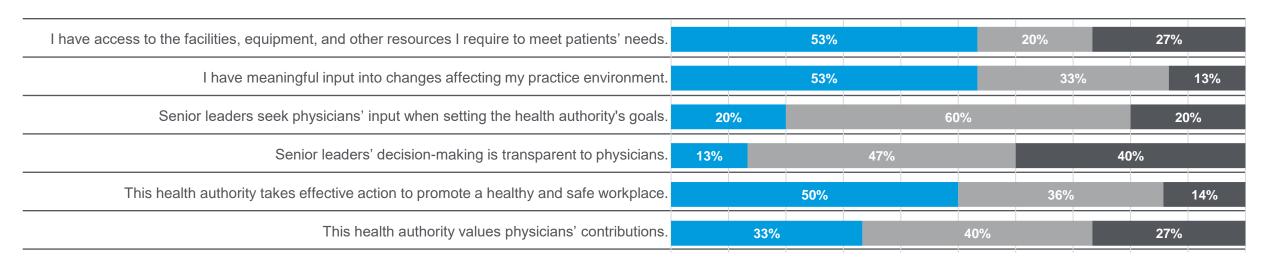
#### **Facility Leadership**



## **Delta Division**

#### COVID-19





## **Delta Division**

#### Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being



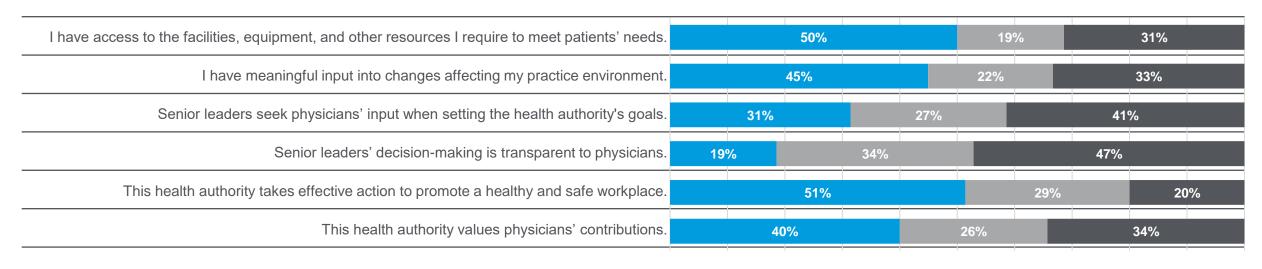
#### **Facility Leadership**



## Fraser Northwest Division

#### COVID-19





## Fraser Northwest Division

#### Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being



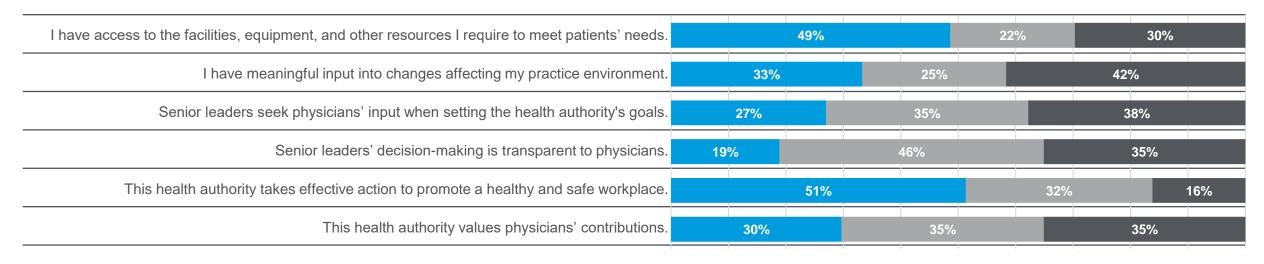
#### **Facility Leadership**



# **Langley Division**

#### COVID-19





# **Langley Division**

#### Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being



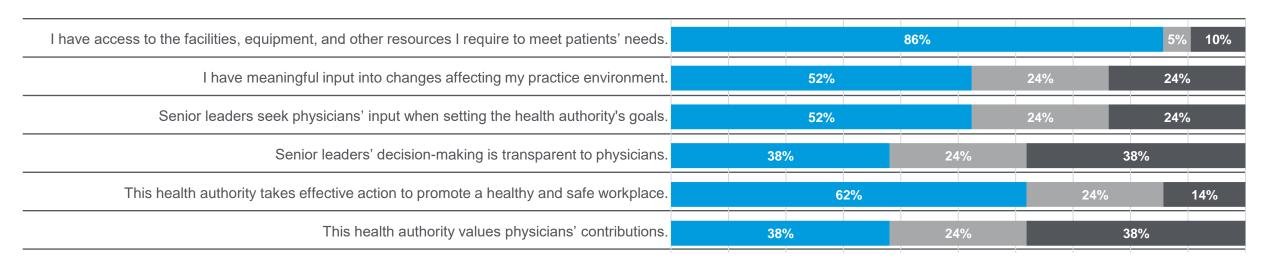
#### **Facility Leadership**



## Mission Division

#### COVID-19





## Mission Division

## Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

33%
13%
53%

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	589	58%			2	26%		16%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)		63%				21%		16%
People from all backgrounds are treated fairly in our workplace			85%				1	0% 5%
People treat each other with respect and consideration in our workplace			85%				5%	10%
Physicians and medical leaders trust one another		75%				10	)%	15%

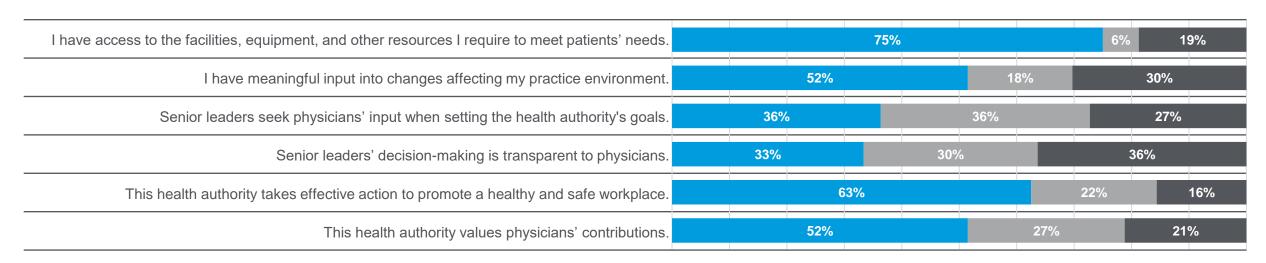
#### **Facility Leadership**



# Ridge Meadows Division

COVID-19





# Ridge Meadows Division

#### Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

41%

9%

50%

#### Physical and Psychological Well-Being



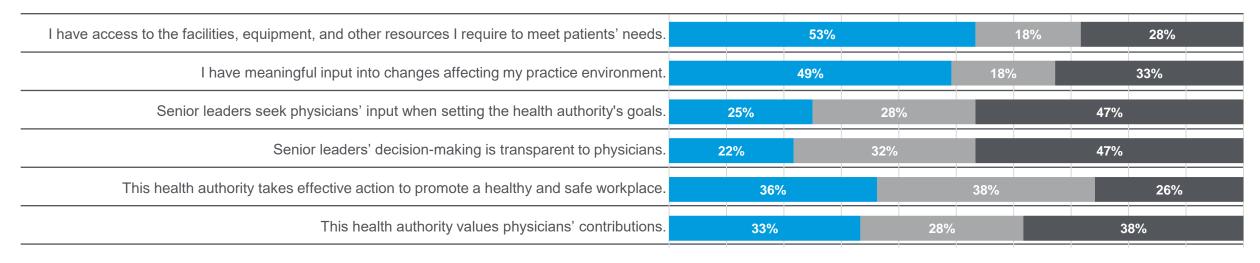
#### **Facility Leadership**



# Surrey-North Delta Division

COVID-19





# Surrey-North Delta Division

## Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

65%
16%
19%

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	40%			25%		35%			
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)		48%	%			28%		24%	
People from all backgrounds are treated fairly in our workplace			71%				18	%	11%
People treat each other with respect and consideration in our workplace			70%				17%	<b>6</b>	13%
Physicians and medical leaders trust one another	:	37%			37%			26%	

#### **Facility Leadership**



# White Rock-South Surrey Division

COVID-19





# White Rock-South Surrey Division

### Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at		619			17	0/	229	%
my current hospital/facility/practice.		01	/0		.,	/0		70
,								

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	6	2%		1	7%	21	l%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	52%			34	% 		14%
People from all backgrounds are treated fairly in our workplace		8	33%			7%	10%
People treat each other with respect and consideration in our workplace			86%			7	% 7%
Physicians and medical leaders trust one another	6	2%		14'	%	24%	0

#### **Facility Leadership**



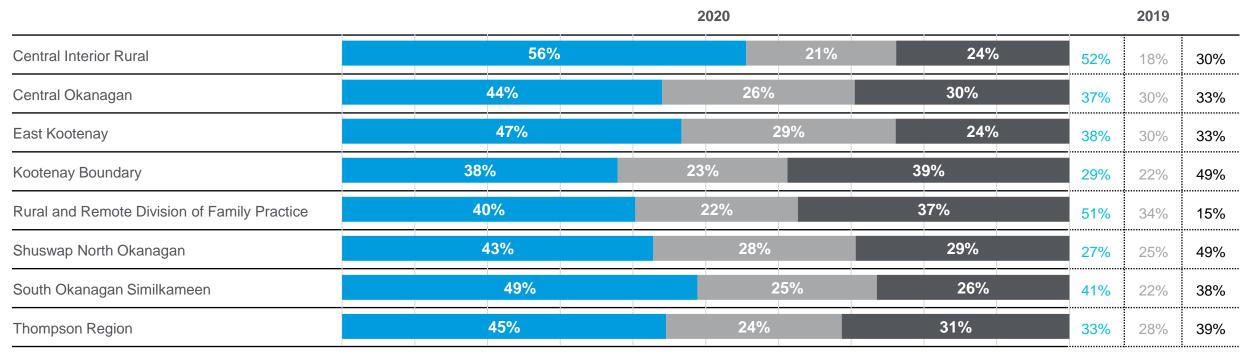
# Divisions of Family Practice | Interior

### **Individual Facility Breakdown**

- Core nine Work Life Pulse Tool
  - Senior leaders in this section refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.
- Local engagement and safety questions



# Interior Divisions of Family Practice Overall Averages by Division



<sup>■</sup> Agree ■ Neutral ■ Disagree

### Central Interior Rural Division

### 14 Respondents 2020 | 14 Respondents 2019

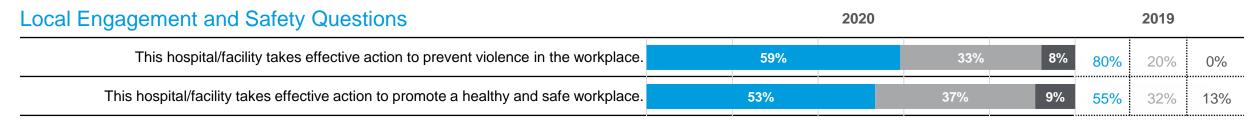
	:	2020			2019	
I am satisfied with this health authority as a place to practice medicine.	64%	7%	29%	50%	14%	36%
I feel I belong to a collaborative, patient-centred team/unit.	57%	21%	21%	71%	14%	14%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	57%	21%	21%	79%	14%	7%
I have adequate opportunities to improve patient care, quality, and safety.	50%	36%	14%	71%	7%	21%
I have meaningful input into changes affecting my practice environment.	64%	14%	21%	36%	29%	36%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	64%	14%	21%	36%	29%	36%
Senior leaders seek physicians' input when setting the health authority's goals.	50%	21%	29%	43%	14%	43%
Senior leaders' decision-making is transparent to physicians.	43%	36%	21%	38%	23%	38%
This health authority values physicians' contributions.	50%	14% 36	6%	43%	14%	43%



# Central Okanagan Division

### 81 Respondents 2020 | 78 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		70%		15	% 15%	58%	22%	19%
I feel I belong to a collaborative, patient-centred team/unit.		64%		15%	21%	50%	26%	24%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		54%	1	4%	32%	54%	14%	32%
I have adequate opportunities to improve patient care, quality, and safety.		56%		28%	16%	50%	26%	24%
I have meaningful input into changes affecting my practice environment.	38%	<b>/</b> 6	30%		33%	29%	39%	32%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	36%	6	30%		34%	26%	33%	41%
Senior leaders seek physicians' input when setting the health authority's goals.	25%		38%		38%	22%	35%	43%
Senior leaders' decision-making is transparent to physicians.	16%	35%		49%	)	12%	34%	55%
This health authority values physicians' contributions.	36%	6	35%		29%	31%	40%	29%



# **East Kootenay Division**

### **62 Respondents 2020** | 56 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		68%		19%	13%	57%	23%	20%
I feel I belong to a collaborative, patient-centred team/unit.		68%		18%	15%	61%	23%	16%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		65%		15%	21%	45%	18%	38%
I have adequate opportunities to improve patient care, quality, and safety.		52%		32%	16%	45%	34%	21%
I have meaningful input into changes affecting my practice environment.		48%	26	%	26%	43%	25%	32%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	39	%	36%		25%	25%	41%	34%
Senior leaders seek physicians' input when setting the health authority's goals.	28%		38%	3	4%	16%	38%	46%
Senior leaders' decision-making is transparent to physicians.	15%	41%		44%		7%	36%	57%
This health authority values physicians' contributions.	39	%	40%	,	21%	39%	29%	32%



### Kootenay Boundary Division

### 39 Respondents 2020 | 46 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		59%		15%	26%	43%	17%	39%
I feel I belong to a collaborative, patient-centred team/unit.		59%		15%	26%	52%	22%	26%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	4	4%	15%		41%	39%	17%	43%
I have adequate opportunities to improve patient care, quality, and safety.	4	<b>1</b> %	31%		28%	48%	20%	33%
I have meaningful input into changes affecting my practice environment.	33%		18%	49	%	24%	26%	50%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	26%		36%		38%	13%	22%	64%
Senior leaders seek physicians' input when setting the health authority's goals.	31%		26%	4	14%	11%	20%	70%
Senior leaders' decision-making is transparent to physicians.	8%	38%		54%		9%	22%	70%
This health authority values physicians' contributions.	4	<b>1</b> %	15%	4	14%	22%	35%	43%



### Rural and Remote Division of Family Practice

### **13 Respondents 2020** | - Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		54%	1	5%	31%	55%	27%	18%
I feel I belong to a collaborative, patient-centred team/unit.		58%		8%	33%	73%	18%	9%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		58%		8%	33%	73%	18%	9%
I have adequate opportunities to improve patient care, quality, and safety.		46%	23%	6	31%	64%	36%	0%
I have meaningful input into changes affecting my practice environment.		46%	3	31%	23%	55%	36%	9%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	23%	31%			46%	64%	27%	9%
Senior leaders seek physicians' input when setting the health authority's goals.	31%		38%		31%	27%	45%	27%
Senior leaders' decision-making is transparent to physicians.	15%	15%		69%		18%	36%	45%
This health authority values physicians' contributions.	31%		31%		38%	27%	64%	9%



# Shuswap North Okanagan Division

#### **36 Respondents 2020** | 35 Respondents 2019

		20	020			2019	
I am satisfied with this health authority as a place to practice medicine.		67%	25	5% 8%	46%	29%	26%
I feel I belong to a collaborative, patient-centred team/unit.		60%	23%	17%	49%	14%	37%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		72%	14	14%	46%	14%	40%
I have adequate opportunities to improve patient care, quality, and safety.		50%	31%	19%	27%	39%	33%
I have meaningful input into changes affecting my practice environment.	39	17%	<b>44</b> '	%	26%	26%	49%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	25%	36%	3	39%	9%	31%	60%
Senior leaders seek physicians' input when setting the health authority's goals.	22%	39%		39%	9%	18%	74%
Senior leaders' decision-making is transparent to physicians.	14%	39%	47%	, 0	6%	21%	74%
This health authority values physicians' contributions.	369	<b>%</b> 2	8%	36%	21%	32%	47%



# South Okanagan Similkameen Division

#### 38 Respondents 2020 | 24 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		76%	6	1;	3% 11%	58%	17%	25%
I feel I belong to a collaborative, patient-centred team/unit.		71%		16%	13%	50%	25%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		61%		21%	18%	48%	9%	43%
I have adequate opportunities to improve patient care, quality, and safety.		55%		29%	16%	50%	25%	25%
I have meaningful input into changes affecting my practice environment.		50%	219	%	29%	38%	17%	46%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	4	1%	27%	3	2%	33%	29%	38%
Senior leaders seek physicians' input when setting the health authority's goals.	29%		34%	37	%	29%	25%	46%
Senior leaders' decision-making is transparent to physicians.	14%	42%		44%		17%	33%	50%
This health authority values physicians' contributions.	4	<b>13</b> %	19%	389	%	42%	17%	42%



## Thompson Region Division

#### 47 Respondents 2020 | 41 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		60%		30%	11%	43%	20%	38%
I feel I belong to a collaborative, patient-centred team/unit.		66%		13%	21%	56%	15%	29%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		55%		19%	26%	51%	10%	39%
I have adequate opportunities to improve patient care, quality, and safety.		55%		32%	13%	34%	34%	32%
I have meaningful input into changes affecting my practice environment.	4	3%	19%	38	%	34%	27%	39%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	36%	6	23%	40°	<b>%</b>	25%	40%	35%
Senior leaders seek physicians' input when setting the health authority's goals.	26%	32	2%	43%	, D	20%	30%	50%
Senior leaders' decision-making is transparent to physicians.	17%	28%		55%		5%	41%	54%
This health authority values physicians' contributions.		13%	22%	3	5%	33%	33%	35%



# Divisions of Family Practice | Interior

#### **New Questions for 2020**

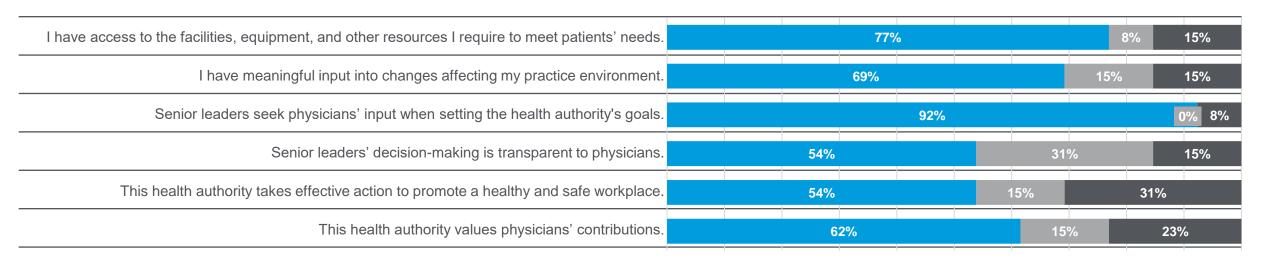
- COVID-19
  - Respondents answered these questions from the perspective of engagement during the Pandemic (March 2020 to current)
- Psychological Health and Safety
- Facility Leadership:
  - Senior Leadership refers to site level leadership i.e., Site Administrator, Chief Operations Officer for the Hospital, Site Managers, Site Medical Directors, Chiefs of Staff, etc.



### Central Interior Rural Division

#### COVID-19





### Central Interior Rural Division

### Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	46%			15%		3	8%	
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	6	2%				31%		8%
People from all backgrounds are treated fairly in our workplace		77%	6			8	3%	15%
People treat each other with respect and consideration in our workplace		77%	<b>%</b>				15%	8%
Physicians and medical leaders trust one another	54%				15%		31%	

#### **Facility Leadership**



# Central Okanagan Division

COVID-19





# Central Okanagan Division

#### Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

33%

14%

53%

#### Physical and Psychological Well-Being



#### **Facility Leadership**



# East Kootenay Division

COVID-19





# **East Kootenay Division**

### Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at							
Thave been involved in or impacted by a physical safety of psychological safety issue of includin at		51%		12%		37%	
may a unwant be a pital/facility/proptice		J 1 /0		12/0	•	J1 /0	
my current hospital/facility/practice.							
7 1 71							

#### Physical and Psychological Well-Being

<u>,                                      </u>	<del></del>						
I am able to reasonably balance the demands of work and personal life	59'	%		2	1%	2	0%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	52%	52%				18%	
People from all backgrounds are treated fairly in our workplace		77%				13%	10%
People treat each other with respect and consideration in our workplace		72%				23%	5%
Physicians and medical leaders trust one another	6	2%			20%	1	18%

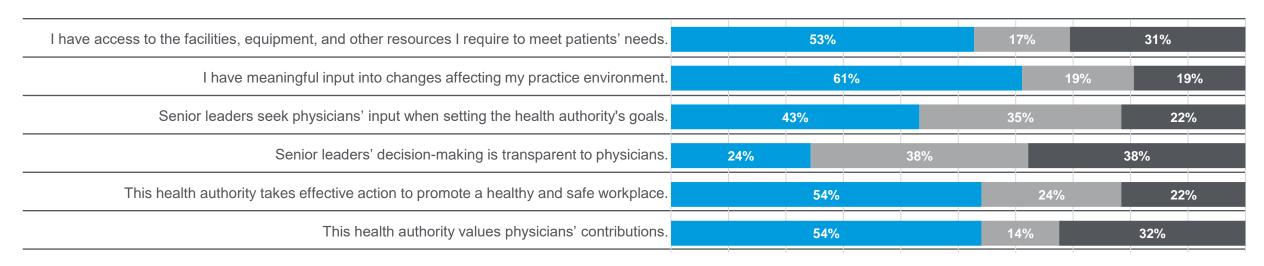
#### **Facility Leadership**



# Kootenay Boundary Division

COVID-19





### **Kootenay Boundary Division**

#### Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

48%

19%

33%

#### Physical and Psychological Well-Being



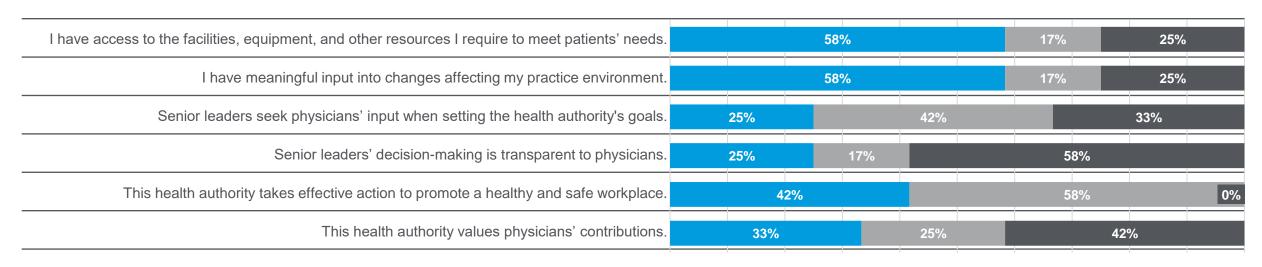
#### **Facility Leadership**



## Rural and Remote Division of Family Practice

COVID-19





## Rural and Remote Division of Family Practice

### Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at		50%		50%				13%	38%		
my current hospital/facility/practice.		30 /8			13/0	•	JO /0				
Thy current hopital/lability/practice.											

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	589	%			25%			17%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)		67%			3	3%	25%	
People from all backgrounds are treated fairly in our workplace			10	0%				0% 0%
People treat each other with respect and consideration in our workplace		75%				8%		17%
Physicians and medical leaders trust one another	589	%			17%		25%	

#### **Facility Leadership**



# Shuswap North Okanagan Division

COVID-19





## Shuswap North Okanagan Division

#### Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being



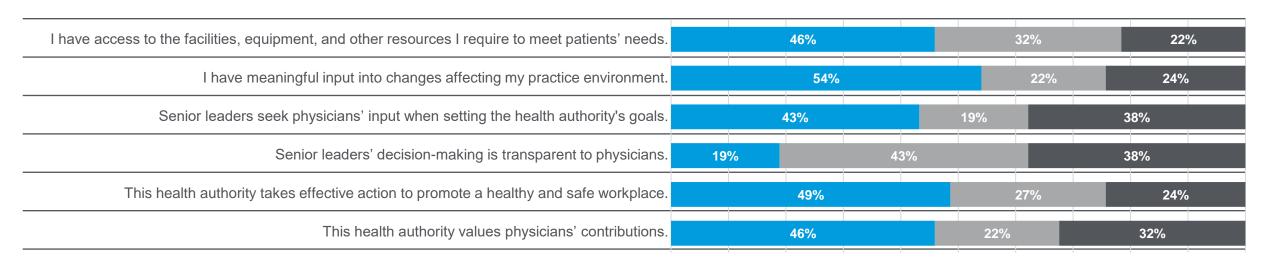
#### **Facility Leadership**



## South Okanagan Similkameen Division

COVID-19





# South Okanagan Similkameen Division

#### Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being



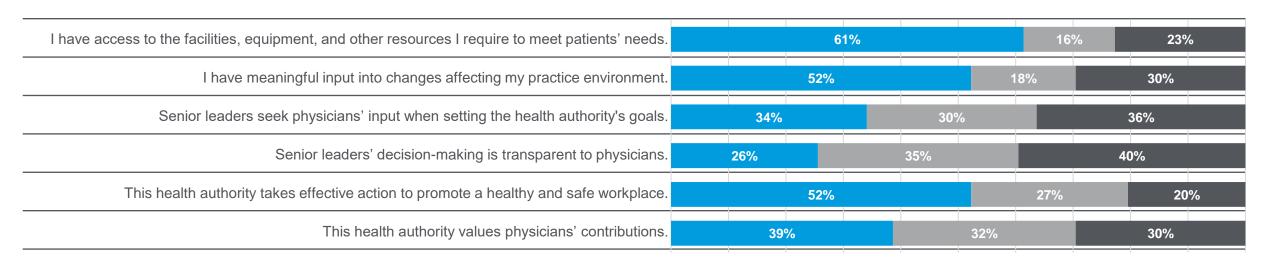
#### **Facility Leadership**



# Thompson Division

COVID-19





# Thompson Division

### Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at		50%		15%		35%		
mv current hospital/facility/practice.				15%		33 /0		
,								

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life		67%			14%	19	9%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	50%			38%	/ <sub>6</sub>		13%
People from all backgrounds are treated fairly in our workplace		69%			19%	0	12%
People treat each other with respect and consideration in our workplace		71%			15%		15%
Physicians and medical leaders trust one another	52%			21%		26%	

#### **Facility Leadership**



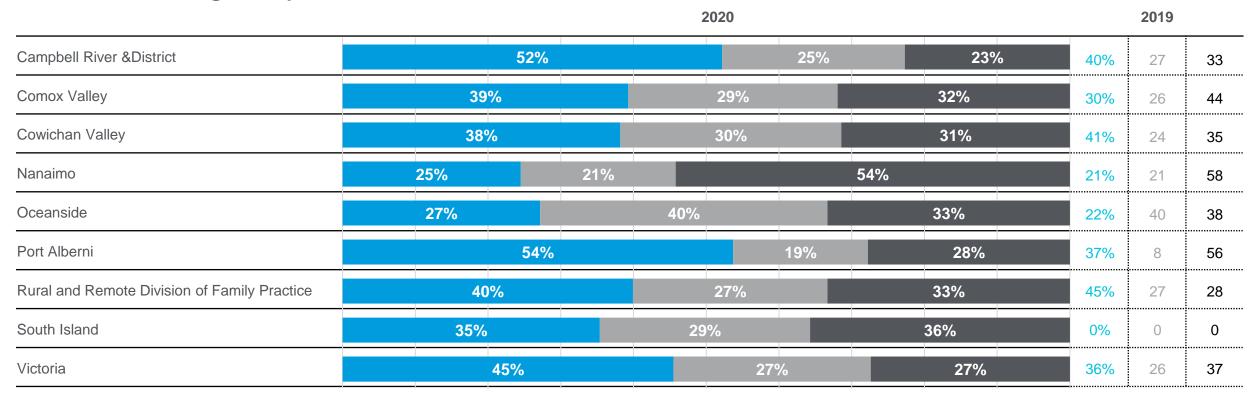
# Divisions of Family Practice | Vancouver Island

### **Individual Facility Breakdown**

- Core nine Work Life Pulse Tool
  - Senior leaders in this section refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.
- Local engagement and safety questions



# Island Divisions of Family Practice Overall Averages by Division



### Campbell River & District Division

#### 23 Respondents 2020 | 24 Respondents 2019

	2020						2019	
I am satisfied with this health authority as a place to practice medicine.		8	3%		9% 9%	71%	8%	21%
I feel I belong to a collaborative, patient-centred team/unit.		78	%		4% 17%	71%	8%	21%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		57%		17%	26%	58%	25%	17%
I have adequate opportunities to improve patient care, quality, and safety.		57%		30%	13%	50%	21%	29%
I have meaningful input into changes affecting my practice environment.	4	3%	309	%	26%	21%	42%	38%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	39	%	4:	3%	17%	14%	36%	50%
Senior leaders seek physicians' input when setting the health authority's goals.	35%		26%		39%	23%	32%	45%
Senior leaders' decision-making is transparent to physicians.	30%		26%	4	3%	5%	50%	45%
This health authority values physicians' contributions.		48%		39%	13%	43%	22%	35%



# **Comox Valley Division**

### 41 Respondents 2020 | 37 Respondents 2019

					2019		
I am satisfied with this health authority as a place to practice medicine.		63%		20% 18%	51%	22%	27%
I feel I belong to a collaborative, patient-centred team/unit.		64%		18% 18%	46%	14%	41%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		49%	21%	31%	41%	16%	43%
I have adequate opportunities to improve patient care, quality, and safety.		59%		15% 26%	35%	35%	30%
I have meaningful input into changes affecting my practice environment.	4	1%	26%	33%	24%	27%	49%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	29%		32%	39%	17%	33%	50%
Senior leaders seek physicians' input when setting the health authority's goals.	16%	42%		42%	22%	28%	50%
Senior leaders' decision-making is transparent to physicians.	11%	42%		47%	11%	33%	56%
This health authority values physicians' contributions.	23%		44%	33%	25%	22%	53%



## Cowichan Valley Division

#### 33 Respondents 2020 | 30 Respondents 2019

						2019	
I am satisfied with this health authority as a place to practice medicine.		52%		36% 12%	50%	27%	23%
I feel I belong to a collaborative, patient-centred team/unit.		52%		33% 15%	57%	20%	23%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	4	4%	22%	34%	57%	10%	33%
I have adequate opportunities to improve patient care, quality, and safety.	4	2%	369	% 21%	53%	17%	30%
I have meaningful input into changes affecting my practice environment.	36%	<b>/</b> 6	27%	36%	37%	27%	37%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	33%		24%	42%	28%	31%	41%
Senior leaders seek physicians' input when setting the health authority's goals.	30%		24%	45%	36%	21%	43%
Senior leaders' decision-making is transparent to physicians.	15%	39%		45%	14%	29%	57%
This health authority values physicians' contributions.	39	%	30%	30%	40%	30%	30%



### Nanaimo Division

### **51 Respondents 2020** | 60 Respondents 2019

	2020		2020			2019	
I am satisfied with this health authority as a place to practice medicine.		45%	24%	31%	30%	32%	38%
I feel I belong to a collaborative, patient-centred team/unit.		49%	10%	41%	42%	15%	43%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	35%	/ <sub>6</sub>	24%	41%	30%	17%	53%
I have adequate opportunities to improve patient care, quality, and safety.	31%		27%	41%	28%	23%	48%
I have meaningful input into changes affecting my practice environment.	14%	33%		53%	20%	18%	62%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	16%	18%		66%	13%	22%	65%
Senior leaders seek physicians' input when setting the health authority's goals.	14% 1:	2%	7	4%	7%	22%	72%
Senior leaders' decision-making is transparent to physicians.	8% 12%		80%	6	7%	15%	78%
This health authority values physicians' contributions.	8%	32%		60%	10%	23%	67%



### Oceanside Division

### 9 Respondents 2020 | 7 Respondents 2019

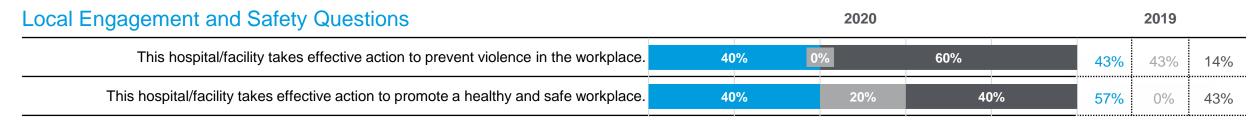
			2020			2019	
I am satisfied with this health authority as a place to practice medicine.		56%		44% 0%	57%	29%	14%
I feel I belong to a collaborative, patient-centred team/unit.		44%		44% 11%	29%	43%	29%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	22%	33%	6	44%	43%	14%	43%
I have adequate opportunities to improve patient care, quality, and safety.	33%		56	% 11%	29%	71%	0%
I have meaningful input into changes affecting my practice environment.	22%		44%	33%	29%	29%	43%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	33%		33%	33%	0%	57%	43%
Senior leaders seek physicians' input when setting the health authority's goals.	11% 11%		78'	%	14%	43%	43%
Senior leaders' decision-making is transparent to physicians.	11%	56%	6	33%	0%	29%	71%
This health authority values physicians' contributions.	11%	33%		56%	0%	43%	57%



### Port Alberni Division

### 6 Respondents 2020 | 7 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		67%		17%	17%	43%	0%	57%
I feel I belong to a collaborative, patient-centred team/unit.	Ę	50%		33%	17%	29%	29%	43%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		67%		17%	17%	86%	0%	14%
I have adequate opportunities to improve patient care, quality, and safety.			100%		0% 0%	86%	0%	14%
I have meaningful input into changes affecting my practice environment.		67%		17%	17%	29%	29%	43%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	33%	1	7%	50%		14%	0%	86%
Senior leaders seek physicians' input when setting the health authority's goals.	33%	1	7%	50%		14%	0%	86%
Senior leaders' decision-making is transparent to physicians.	17%	17%		67%		14%	0%	86%
This health authority values physicians' contributions.	Ę	50%		33%	17%	14%	14%	71%



# Rural and Remote Division of Family Practice (Vancouver Island Region)

#### 27 Respondents 2020 | \* Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		56%		26%	19%	65%	12%	23%
I feel I belong to a collaborative, patient-centred team/unit.		59%		19%	22%	77%	12%	12%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	37%	6	19%	4	4%	42%	27%	31%
I have adequate opportunities to improve patient care, quality, and safety.		56%		19%	26%	58%	23%	19%
I have meaningful input into changes affecting my practice environment.	37%	6	30%		33%	46%	27%	27%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	26%		41%		33%	35%	38%	27%
Senior leaders seek physicians' input when setting the health authority's goals.	30%		26%	4	4%	31%	35%	35%
Senior leaders' decision-making is transparent to physicians.	19%	30%		52%		12%	42%	46%
This health authority values physicians' contributions.	41	%	33%		26%	38%	27%	35%



### South Island Division

### 85 Respondents 2020 | 82 Respondents 2019

		202	20			2019	
I am satisfied with this health authority as a place to practice medicine.		64%	21%	14%	43%	33%	24%
I feel I belong to a collaborative, patient-centred team/unit.		60%	22%	18%	50%	21%	29%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		55%	20%	25%	57%	15%	28%
I have adequate opportunities to improve patient care, quality, and safety.		48%	30%	23%	38%	41%	21%
I have meaningful input into changes affecting my practice environment.	28%	32%	40	)%	32%	33%	35%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	26%	34%	40	)%	15%	40%	45%
Senior leaders seek physicians' input when setting the health authority's goals.	13%	34%	52%		22%	25%	53%
Senior leaders' decision-making is transparent to physicians.	<mark>7%</mark> 25	5%	68%		5%	36%	59%
This health authority values physicians' contributions.	17%	42%	42	%	27%	30%	43%



### Victoria Division

### **101 Respondents 2020** | 92 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		63%		22%	15%	59%	22%	19%
I feel I belong to a collaborative, patient-centred team/unit.		65%		16%	19%	51%	24%	24%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		61%		15%	24%	58%	19%	23%
I have adequate opportunities to improve patient care, quality, and safety.		60%		23%	17%	48%	21%	31%
I have meaningful input into changes affecting my practice environment.		46%	23%		31%	30%	27%	43%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	32%		38%		29%	22%	36%	42%
Senior leaders seek physicians' input when setting the health authority's goals.	29%		28%	42	2%	19%	28%	53%
Senior leaders' decision-making is transparent to physicians.	14%	38%		47%	<b>)</b>	13%	27%	60%
This health authority values physicians' contributions.	39	9%	40%	/ <sub>6</sub>	21%	27%	31%	42%



## Divisions of Family Practice | Vancouver Island

#### **New Questions for 2020**

- COVID-19
  - Respondents answered these questions from the perspective of engagement during the Pandemic (March 2020 to current)
- Psychological Health and Safety
- Facility Leadership:
  - Senior Leadership refers to site level leadership i.e., Site Administrator, Chief Operations Officer for the Hospital, Site Managers, Site Medical Directors, Chiefs of Staff, etc.



# Campbell River & District Division

COVID-19





# Campbell River & District Division

#### Psychological Health and Safety



#### Physical and Psychological Well-Being



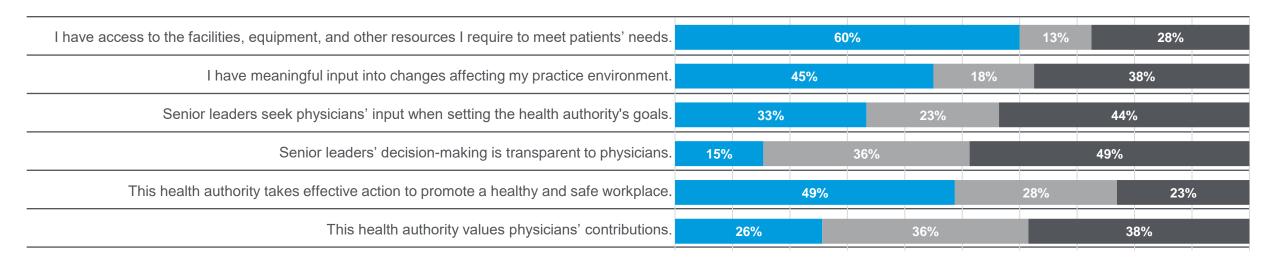
#### **Facility Leadership**



# **Comox Valley Division**

COVID-19





# **Comox Valley Division**

#### Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

48%

15%

37%

#### Physical and Psychological Well-Being



#### **Facility Leadership**



# Cowichan Valley Division

COVID-19





# Cowichan Valley Division

#### Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being



#### **Facility Leadership**



### Nanaimo Division

#### COVID-19





### Nanaimo Division

#### Psychological Health and Safety



#### Physical and Psychological Well-Being



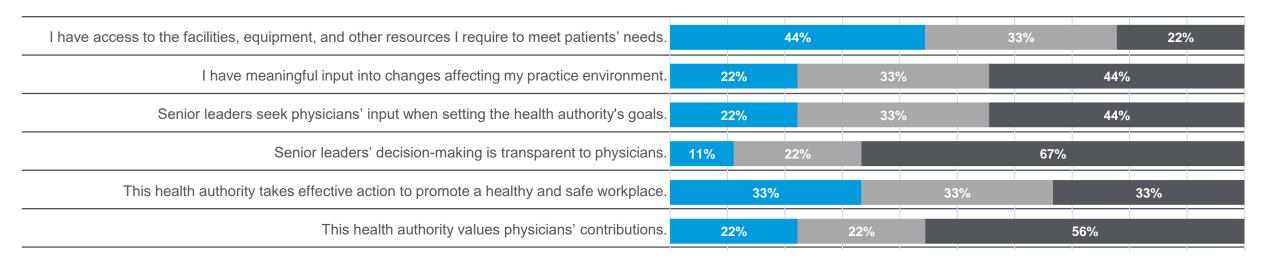
#### **Facility Leadership**



### Oceanside Division

#### COVID-19



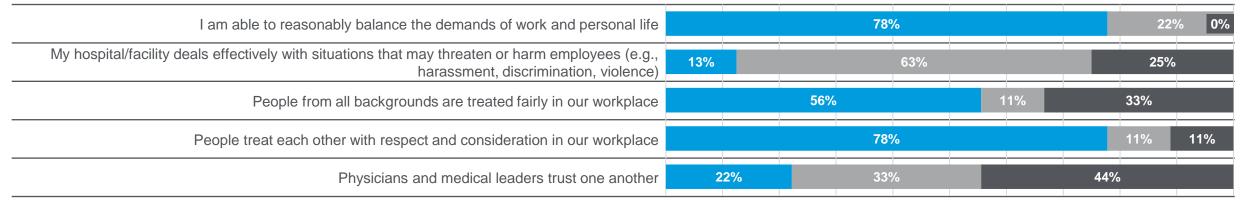


### Oceanside Division

#### Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being



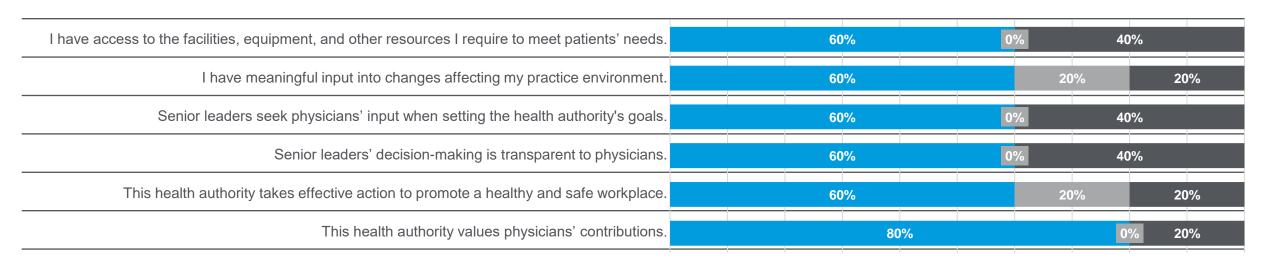
#### **Facility Leadership**



### Port Alberni Division

#### COVID-19





### Port Alberni Division

### Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being

80%		I am able to reasonably balance the demands of work and personal life
20%	40%	hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)
100%		People from all backgrounds are treated fairly in our workplace
80%		People treat each other with respect and consideration in our workplace
6	60	Physicians and medical leaders trust one another

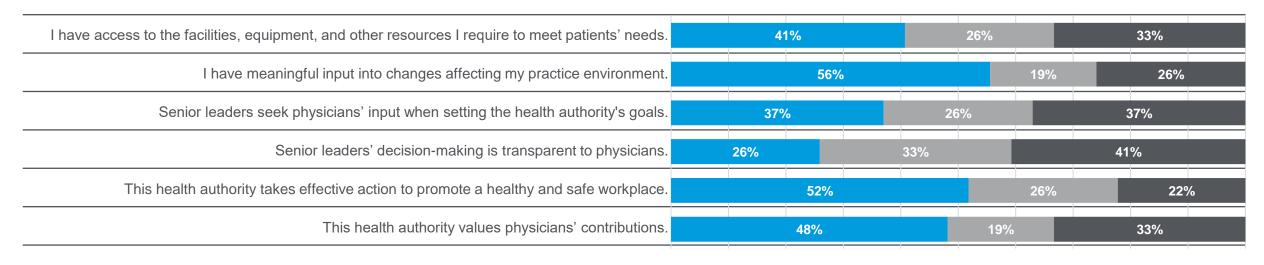
#### **Facility Leadership**



### Rural and Remote Division

#### COVID-19





### Rural and Remote Division

#### Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life		44%			15%		41	%	
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	4	12%				38%		19	9%
People from all backgrounds are treated fairly in our workplace				85%				1	1% 4%
People treat each other with respect and consideration in our workplace			78%	<b>/</b> 6				15%	7%
Physicians and medical leaders trust one another	33%			3	3%			33%	

#### **Facility Leadership**



### South Island Division

#### COVID-19





### South Island Division

#### Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

32%
17%
51%

#### Physical and Psychological Well-Being



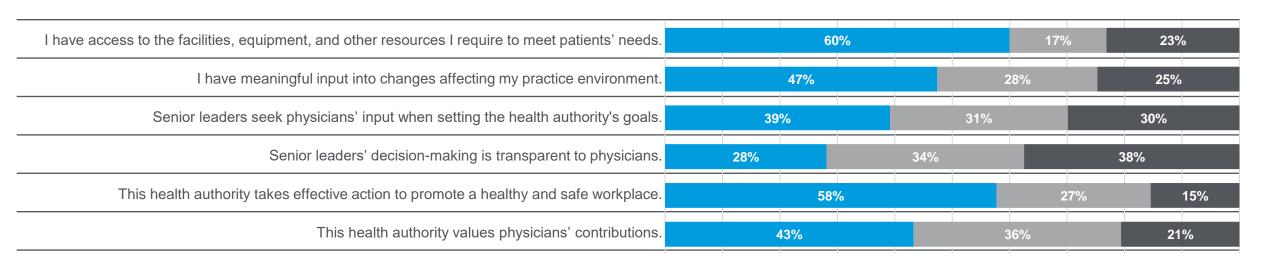
#### **Facility Leadership**



### Victoria Division

#### COVID-19





### Victoria Division

#### Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

51%

12%

38%

#### Physical and Psychological Well-Being



#### **Facility Leadership**



# Divisions of Family Practice | Northern

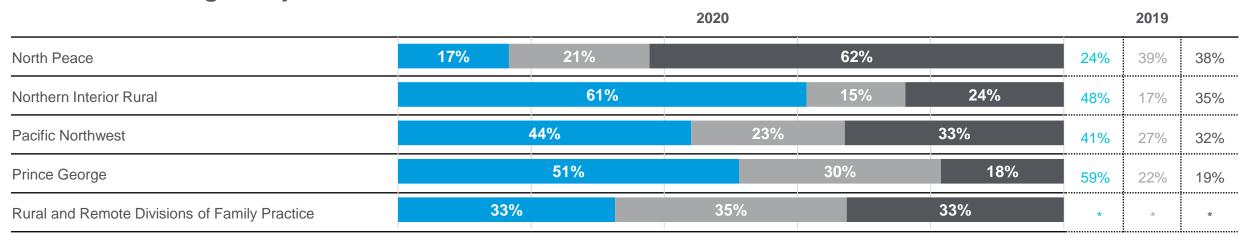
### **Individual Facility Breakdown**

- Core nine Work Life Pulse Tool
  - Senior leaders in this section refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.
- Local engagement and safety questions



# Northern Divisions of Family Practice

# Overall Averages by Division

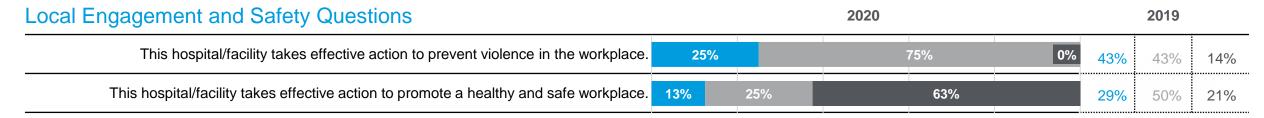


<sup>■</sup> Agree ■ Neutral ■ Disagree

### North Peace Division

### 10 Respondents 2020 | 14 Respondents 2019

			2020			2019	
I am satisfied with this health authority as a place to practice medicine.	30%	20%		50%	14%	50%	36%
I feel I belong to a collaborative, patient-centred team/unit.		50%	20%	30%	50%	21%	29%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	20%	10%	70%		29%	29%	43%
I have adequate opportunities to improve patient care, quality, and safety.	30%		40%	30%	21%	50%	29%
I have meaningful input into changes affecting my practice environment.	0% 30%		70%		29%	36%	36%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<mark>0%</mark> 10%		90%		21%	43%	36%
Senior leaders seek physicians' input when setting the health authority's goals.	10% 10%		80%		21%	29%	50%
Senior leaders' decision-making is transparent to physicians.	0% 0%		100%		14%	50%	36%
This health authority values physicians' contributions.	10%	50%		40%	14%	43%	43%



### Northern Interior Rural Division

### 21 Respondents 2020 | 13 Respondents 2019

		2020				2019	
I am satisfied with this health authority as a place to practice medicine.		76%		10% 14%	77%	8%	15%
I feel I belong to a collaborative, patient-centred team/unit.		86%		5% 10%	54%	8%	38%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	52%		19%	29%	69%	15%	15%
I have adequate opportunities to improve patient care, quality, and safety.	6	2%	14%	24%	62%	23%	15%
I have meaningful input into changes affecting my practice environment.	52%		19%	29%	31%	31%	38%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	52%	1	4%	33%	38%	15%	46%
Senior leaders seek physicians' input when setting the health authority's goals.	6	2%	14%	24%	23%	23%	54%
Senior leaders' decision-making is transparent to physicians.	43%	19%		38%	31%	8%	62%
This health authority values physicians' contributions.		67%	1	9% 14%	46%	23%	31%



### **Pacific Northwest Division**

### 26 Respondents 2020 | 29 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		58%		19%	23%	48%	31%	21%
I feel I belong to a collaborative, patient-centred team/unit.		69%		159	<b>15%</b>	59%	14%	28%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		46%	23%		31%	55%	17%	28%
I have adequate opportunities to improve patient care, quality, and safety.		62%		23%	15%	64%	14%	21%
I have meaningful input into changes affecting my practice environment.		62%		8%	31%	43%	29%	29%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	35%		27%		38%	34%	21%	45%
Senior leaders seek physicians' input when setting the health authority's goals.	31%		27%	4:	2%	17%	45%	38%
Senior leaders' decision-making is transparent to physicians.	4%	38%		58%		17%	31%	52%
This health authority values physicians' contributions.	31%		27%	42	2%	31%	41%	28%



# Prince George Division

### 28 Respondents 2020 | 32 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		79	)%		18% 4%	78%	13%	9%
I feel I belong to a collaborative, patient-centred team/unit.		74%	ó		15% 11%	61%	26%	13%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		54%		25%	21%	47%	22%	31%
I have adequate opportunities to improve patient care, quality, and safety.		61%		29%	11%	69%	13%	19%
I have meaningful input into changes affecting my practice environment.		61%		25%	14%	63%	25%	13%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	33%		26%	4	1%	59%	16%	25%
Senior leaders seek physicians' input when setting the health authority's goals.	29%		46%		25%	44%	34%	22%
Senior leaders' decision-making is transparent to physicians.	14%	Ę	54%		32%	38%	34%	28%
This health authority values physicians' contributions.		57%		36%	7%	75%	16%	9%



# Rural and Remote Division of Family Practice

#### 13 Respondents 2020 | \* Respondents 2019

	2020		2019
69%	23%	* 8%	* *
69%	15%	15% *	* *
46%	31%	23% *	* *
38%	38%	23% *	* *
17%	67%	17% *	* *
15% 23%	62%	*	* *
15% 31%	54%	*	* *
8% 15%	77%	*	* *
15%	69%	15% *	* *
	69% 46% 38% 17% 23% 15% 31%	69%       23%         69%       15%         38%       38%         17%       67%         15%       23%       62%         15%       31%       54%         8%       15%       77%	69%       23%       8%       *         69%       15%       15%       *         46%       31%       23%       *         38%       38%       23%       *         17%       67%       17%       *         15%       23%       62%       *         15%       31%       54%       *         8%       15%       77%       *



# Divisions of Family Practice | Northern

#### **New Questions for 2020**

- COVID-19
  - Respondents answered these questions from the perspective of engagement during the Pandemic (March 2020 to current)
- Psychological Health and Safety
- Facility Leadership:
  - Senior Leadership refers to site level leadership i.e., Site Administrator, Chief Operations Officer for the Hospital, Site Managers, Site Medical Directors, Chiefs of Staff, etc.



### North Peace Division

#### COVID-19





### North Peace Division

### Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	13%			50%			38	8%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	0%	29%				71%		
People from all backgrounds are treated fairly in our workplace			50%		13%		38	8%
People treat each other with respect and consideration in our workplace			50%			25%		25%
Physicians and medical leaders trust one another			50%			25%		25%

#### **Facility Leadership**



### Northern Interior Division

#### COVID-19





### Northern Interior Division

### Psychological Health and Safety

					_		 
I have been involved in or impacted by a physical safety or psychological safety issue or incident at	63%				25%	13%	
my current hospital/facility/practice.							

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	50%			15%		35%			
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	61%				11%		28%		
People from all backgrounds are treated fairly in our workplace	80%						20% 0%		
People treat each other with respect and consideration in our workplace			85%				5%	10%	
Physicians and medical leaders trust one another	60%	%				30%		10%	

#### **Facility Leadership**



### Pacific Northwest Division

#### COVID-19





## **Pacific Northwest Division**

#### Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being



#### **Facility Leadership**



# Prince George Division

COVID-19





# Prince George Division

#### Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	6	3%		25%		13%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	7/%		;	35%		13%
People from all backgrounds are treated fairly in our workplace		67%		8%	25%	
People treat each other with respect and consideration in our workplace	6	3%		25%		13%
Physicians and medical leaders trust one another	52%		22%		26%	

#### **Facility Leadership**



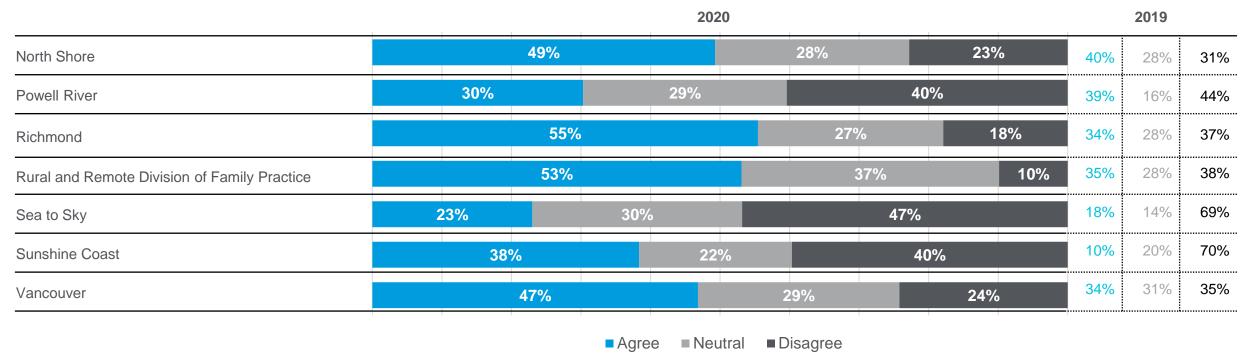
# Divisions of Family Practice | Vancouver Coastal

#### **Individual Facility Breakdown**

- Core nine Work Life Pulse Tool
  - Senior leaders in this section refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.
- Local engagement and safety questions



# Vancouver Coastal Divisions of Family Practice Overall Averages by Division



<sup>\*</sup> Sample Size too small to report

## North Shore Division

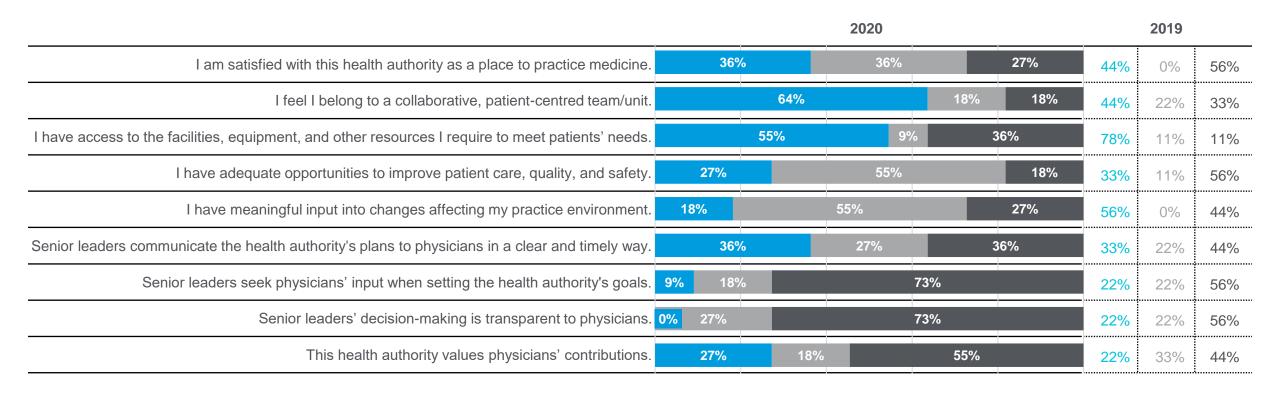
## **55 Respondents 2020** | 68 Respondents 2019

		2020			2019	
I am satisfied with this health authority as a place to practice medicine.	67%		26% 7%	66%	16%	18%
I feel I belong to a collaborative, patient-centred team/unit.	70%		17% 13%	64%	13%	22%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	51%	24%	25%	60%	15%	25%
I have adequate opportunities to improve patient care, quality, and safety.	58%	23%	19%	48%	25%	27%
I have meaningful input into changes affecting my practice environment.	42%	27%	31%	32%	19%	49%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	55%	17%	28%	30%	36%	34%
Senior leaders seek physicians' input when setting the health authority's goals.	33%	39%	28%	19%	39%	42%
Senior leaders' decision-making is transparent to physicians.	26%	41%	33%	11%	48%	41%
This health authority values physicians' contributions.	41%	39%	20%	34%	43%	24%



## **Powell River Division**

#### 11 Respondents 2020 | 9 Respondents 2019





## **Richmond Division**

## 48 Respondents 2020 | 52 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		799	<b>%</b>		15% 6%	50%	27%	23%
I feel I belong to a collaborative, patient-centred team/unit.		62%		31'	% 7%	43%	27%	29%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		65%		21%	15%	56%	17%	27%
I have adequate opportunities to improve patient care, quality, and safety.		77%	, D		17% 6%	41%	29%	29%
I have meaningful input into changes affecting my practice environment.		51%		30%	19%	35%	20%	45%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.		47%	26	%	28%	17%	33%	50%
Senior leaders seek physicians' input when setting the health authority's goals.	36%	6	32%		32%	19%	35%	46%
Senior leaders' decision-making is transparent to physicians.	36%	6	28%		36%	12%	37%	52%
This health authority values physicians' contributions.		46%		42%	13%	35%	31%	35%



## Rural and Remote Division

## 9 Respondents 2020 | # Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.	44%			56%	0%	50%	38%	13%
I feel I belong to a collaborative, patient-centred team/unit.		67%			33% 0%	63%	0%	38%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	5	6%		44%	0%	50%	13%	38%
I have adequate opportunities to improve patient care, quality, and safety.		67%		22%	11%	38%	25%	38%
I have meaningful input into changes affecting my practice environment.		67%		22%	11%	38%	13%	50%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	44%			44%	11%	13%	50%	38%
Senior leaders seek physicians' input when setting the health authority's goals.	33%		44%		22%	25%	25%	50%
Senior leaders' decision-making is transparent to physicians.	22%	4	4%		33%	13%	38%	50%
This health authority values physicians' contributions.		78%			22% 0%	25%	50%	25%



# Sea to Sky Division

## 14 Respondents 2020 | 28 Respondents 2019

			2020			2019	
I am satisfied with this health authority as a place to practice medicine.	36%	6	43%	21%	29%	11%	61%
I feel I belong to a collaborative, patient-centred team/unit.	4	3%	14%	43%	43%	4%	54%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	21%	29%		50%	25%	7%	68%
I have adequate opportunities to improve patient care, quality, and safety.		50%	21%	6 29%	29%	25%	46%
I have meaningful input into changes affecting my practice environment.	21%	29%		50%	14%	14%	71%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	14%	29%		57%	11%	14%	75%
Senior leaders seek physicians' input when setting the health authority's goals.	<b>7</b> % 2	9%		64%	7%	11%	82%
Senior leaders' decision-making is transparent to physicians.	<b>7%</b> 21%	70	7	11%	4%	11%	86%
This health authority values physicians' contributions.	7%	57%		36%	0%	25%	75%



## **Sunshine Coast Division**

## 21 Respondents 2020 | 28 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		62%		10%	29%	7%	29%	64%
I feel I belong to a collaborative, patient-centred team/unit.		62%		14%	24%	21%	18%	61%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	4	3%	10%	48	3%	18%	14%	68%
I have adequate opportunities to improve patient care, quality, and safety.	33%		38%		29%	25%	18%	57%
I have meaningful input into changes affecting my practice environment.	35%	6	25%		40%	14%	32%	54%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	4	3%	24%		33%	0%	21%	79%
Senior leaders seek physicians' input when setting the health authority's goals.	29%	19%		52%	, 0	4%	18%	79%
Senior leaders' decision-making is transparent to physicians.	15%	25%		60%		4%	7%	89%
This health authority values physicians' contributions.	24%	33	%		43%	0%	21%	79%



## Vancouver Division

## **235 Respondents 2020** | 187 Respondents 2019

			2020				2019	
I am satisfied with this health authority as a place to practice medicine.		76°	<b>/</b> 6		16% 8%	58%	27%	15%
I feel I belong to a collaborative, patient-centred team/unit.		60%		26%	15%	50%	25%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		62%		16%	22%	53%	16%	31%
I have adequate opportunities to improve patient care, quality, and safety.		64%		21%	16%	44%	23%	33%
I have meaningful input into changes affecting my practice environment.	39	%	27%		34%	31%	29%	40%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	40	%	29%		31%	17%	40%	43%
Senior leaders seek physicians' input when setting the health authority's goals.	30%		40%		30%	17%	39%	44%
Senior leaders' decision-making is transparent to physicians.	17%	42	%	40°	%	9%	37%	54%
This health authority values physicians' contributions.	34%		44%		22%	26%	41%	33%



# Divisions of Family Practice | Vancouver Coastal

#### **New Questions for 2020**

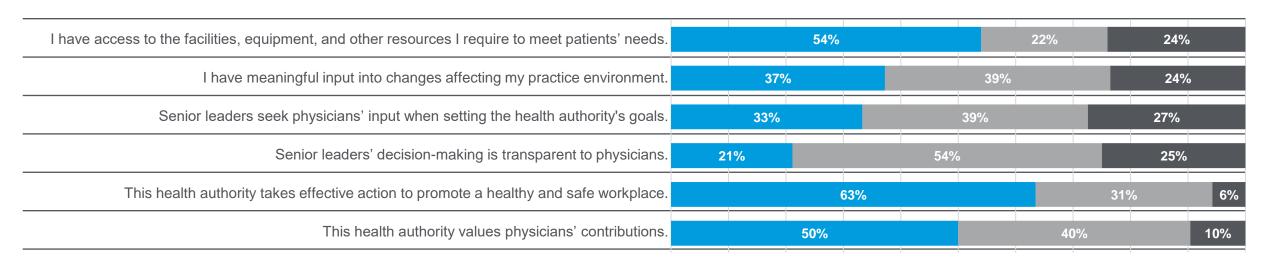
- COVID-19
  - Respondents answered these questions from the perspective of engagement during the Pandemic (March 2020 to current)
- Psychological Health and Safety
- Facility Leadership:
  - Senior Leadership refers to site level leadership i.e., Site Administrator, Chief Operations Officer for the Hospital, Site Managers, Site Medical Directors, Chiefs of Staff, etc.



## North Shore Division

#### COVID-19





## North Shore Division

#### Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being



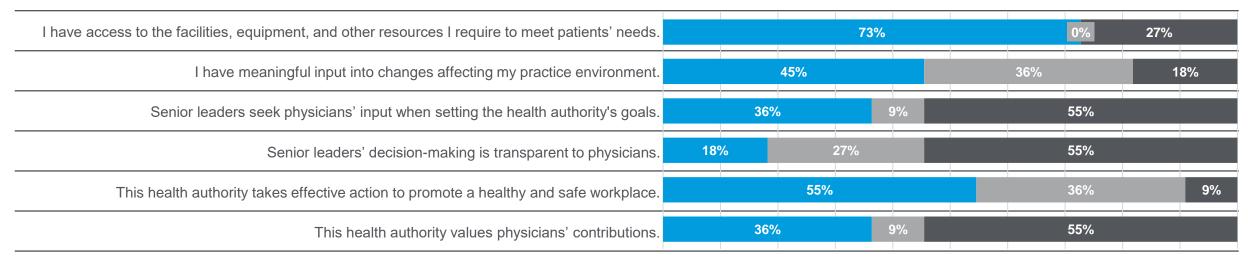
#### **Facility Leadership**



## **Powell River Division**

#### COVID-19





## **Powell River Division**

#### Psychological Health and Safety

I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being



#### **Facility Leadership**



## **Richmond Division**

#### COVID-19





## Richmond Division

#### Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

44%

6%

50%

#### Physical and Psychological Well-Being



#### **Facility Leadership**



## Rural and Remote Division

#### COVID-19





## Rural and Remote Division

## Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at	43%		10/	43%	<b>/</b> a	
my current hospital/facility/practice.	TO /0		+70	75 /	0	
, our our respirations, producer						

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	56%		33%	11%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	3h%		33%	11%
People from all backgrounds are treated fairly in our workplace		89%		11% 0%
People treat each other with respect and consideration in our workplace		89%		11% 0%
Physicians and medical leaders trust one another		89%		11% 0%

#### **Facility Leadership**



# Sea to Sky Division

#### COVID-19





# Sea to Sky Division

#### Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being



#### **Facility Leadership**



## **Sunshine Coast Division**

#### COVID-19





## **Sunshine Coast Division**

## Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

43%

43%

#### Physical and Psychological Well-Being



#### **Facility Leadership**



## Vancouver Division

#### COVID-19





## Vancouver Division

## Psychological Health and Safety

I have been involved in or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.

#### Physical and Psychological Well-Being

I am able to reasonably balance the demands of work and personal life	51%		2	0%		30%	
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence)	48%			36%			16%
People from all backgrounds are treated fairly in our workplace		68%			20%		12%
People treat each other with respect and consideration in our workplace		75%				18%	7%
Physicians and medical leaders trust one another	50%			30%		20	0%

#### **Facility Leadership**



# SECTION 5 Medical Leadership

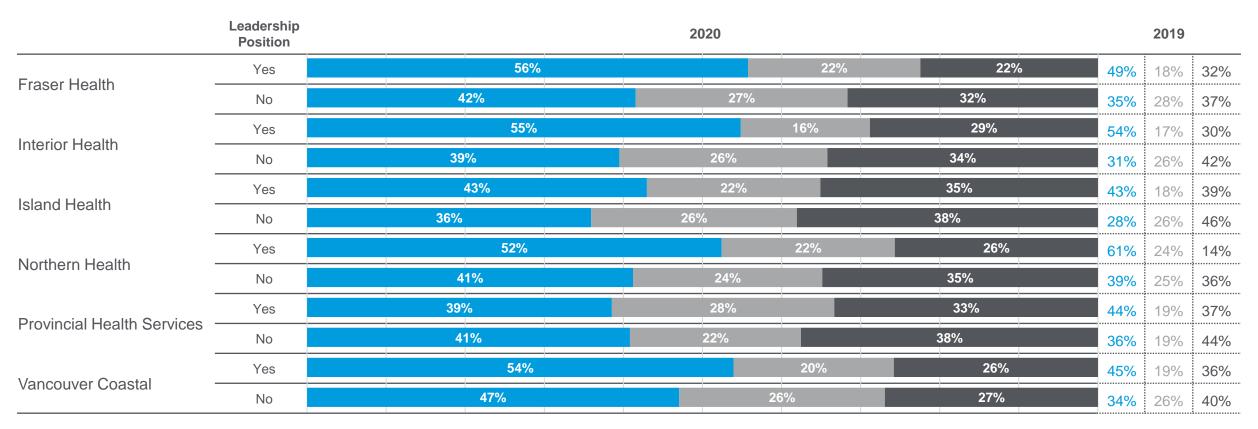
## Medical leadership responses broken down by:

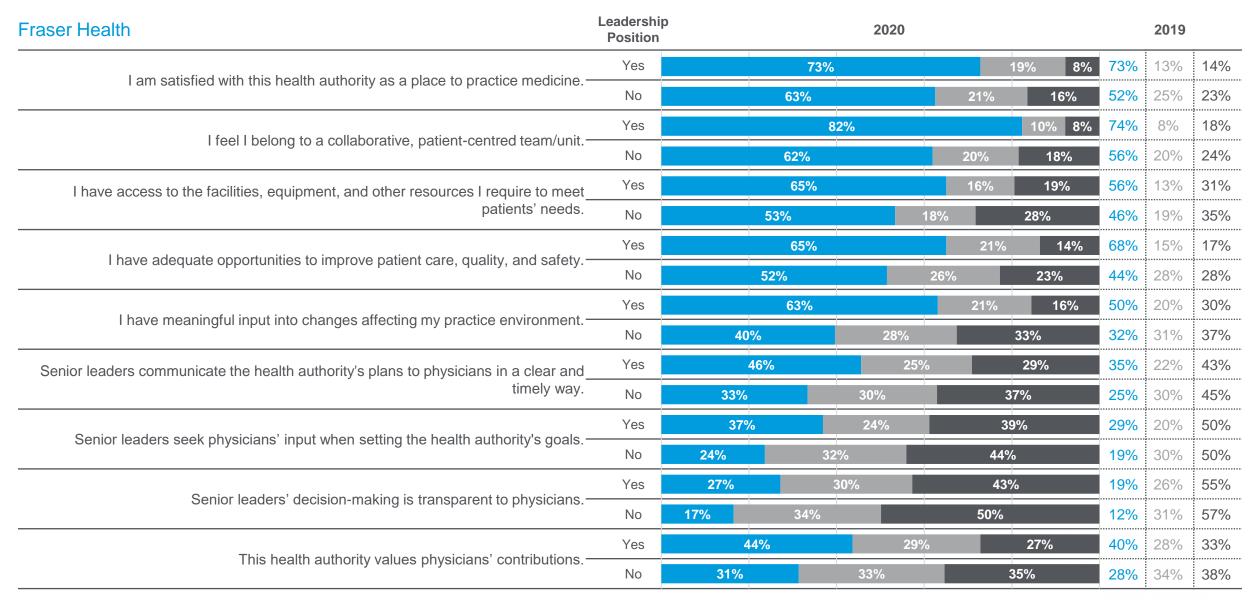
- Overall averages by health authority
- The original nine core questions by health authority
- Local engagement and safety questions by health authority

\*Medical leadership is defined as holding a formal medical leadership position for which you receive a stipend/payment from the health authority (e.g., Department Head, Regional Medical Lead/Director, Vice President of Medicine). Please note, this category does not include positions with your Medical Staff Association, Society or Advisory Group.



Overall averages by health authority for the original nine core questions.

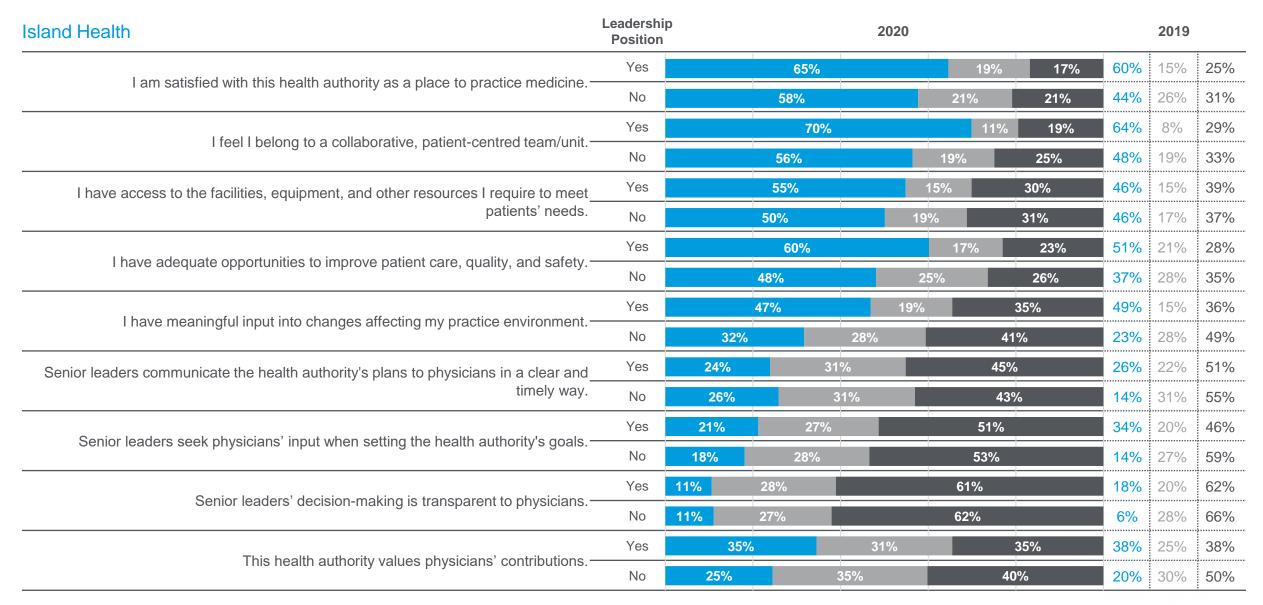




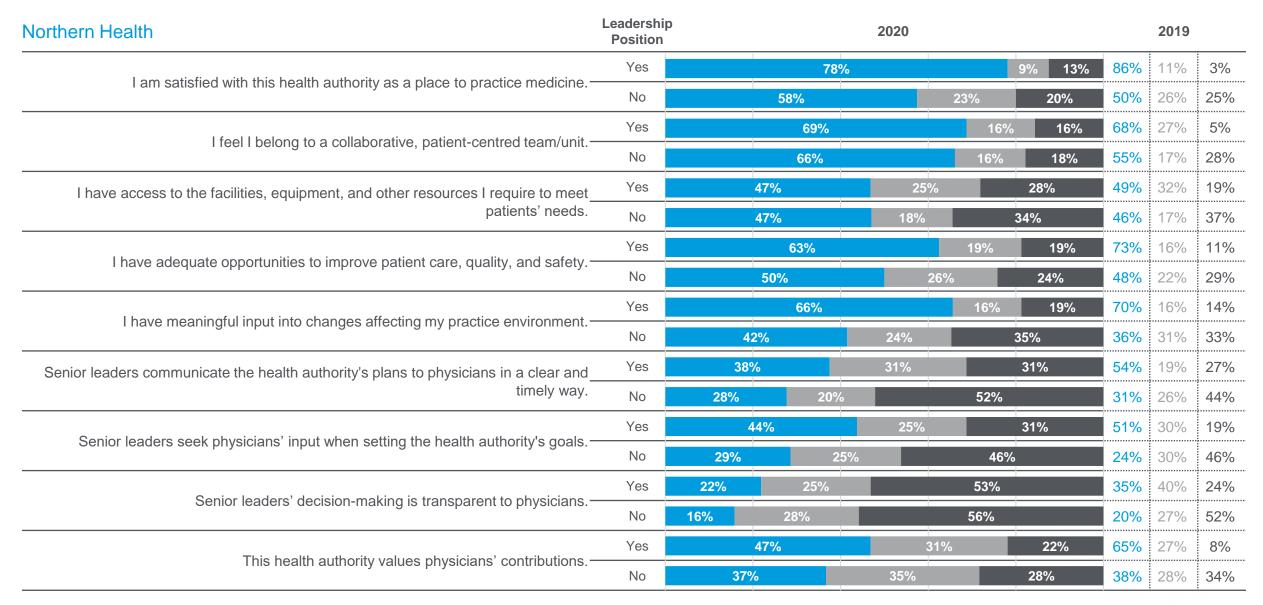
Fraser Health Local Engagement and Safety Questions	Leadership Position		2020			2019	
This beginsted to citize the confictive action to provent violence in the works less	Yes	70%		2	24% 6%	66% 24%	10%
This hospital/facility takes effective action to prevent violence in the workplace	No	60%		27%	14%	60% 32%	8%
This hospital/facility takes offective action to promote a healthy and acfe workplace	Yes	63%		25%	12%	<b>67%</b> 20%	12%
This hospital/facility takes effective action to promote a healthy and safe workplace	No	57%		26%	17%	48% 34%	18%

nterior Health	Leadersh Position			2020				2019	
	Yes		75%			9% 17%	72%	8%	20%
I am satisfied with this health authority as a place to practice medicine.	No		62%		20%	18%	46%	24%	30%
I feel I belong to a collaborative, patient-centred team/unit.	Yes		73%		8	% 19%	72%	12%	16%
rieerr belong to a collaborative, patient-centred team/unit.	No		58%		19%	23%	50%	21%	30%
I have access to the facilities, equipment, and other resources I require to meet	Yes		61%		11%	28%	64%	4%	32%
patients' needs.	No		54%		17%	29%	44%	17%	40%
Lhave adequate expertunities to improve nations are quality, and sefety.	Yes		65%		219	<b>14%</b>	68%	14%	18%
I have adequate opportunities to improve patient care, quality, and safety.	No	4	47%		29%	24%	40%	29%	31%
I have meaningful input into changes affecting my practice environment.	Yes		62%		13%	25%	61%	21%	18%
Thave meaningful input into changes affecting my practice environment.	No	37%		24%		39%	29%	26%	45%
Senior leaders communicate the health authority's plans to physicians in a clear and	Yes	410	%	18%	Ļ	41%	41%	22%	38%
timely way.	No	31%		30%		38%	20%	31%	49%
Senior leaders seek physicians' input when setting the health authority's goals.	Yes	39%	<b>/</b> 6	22%		39%	31%	20%	49%
Senior leaders seek physicians input when setting the nearth authority's goals.	No	21%	349	<b>/</b> o	4:	5%	17%	29%	54%
Senior leaders' decision-making is transparent to physicians.	Yes	23%	27%		50%	6	17%	31%	52%
Senior leaders decision-making is transparent to physicians.	No	12%	34%		53%		9%	27%	63%
This health authority values physicians' contributions.	Yes		56%		18%	26%	56%	19%	25%
This health authority values physicians contributions.	No	32%		30%		38%	26%	33%	40%

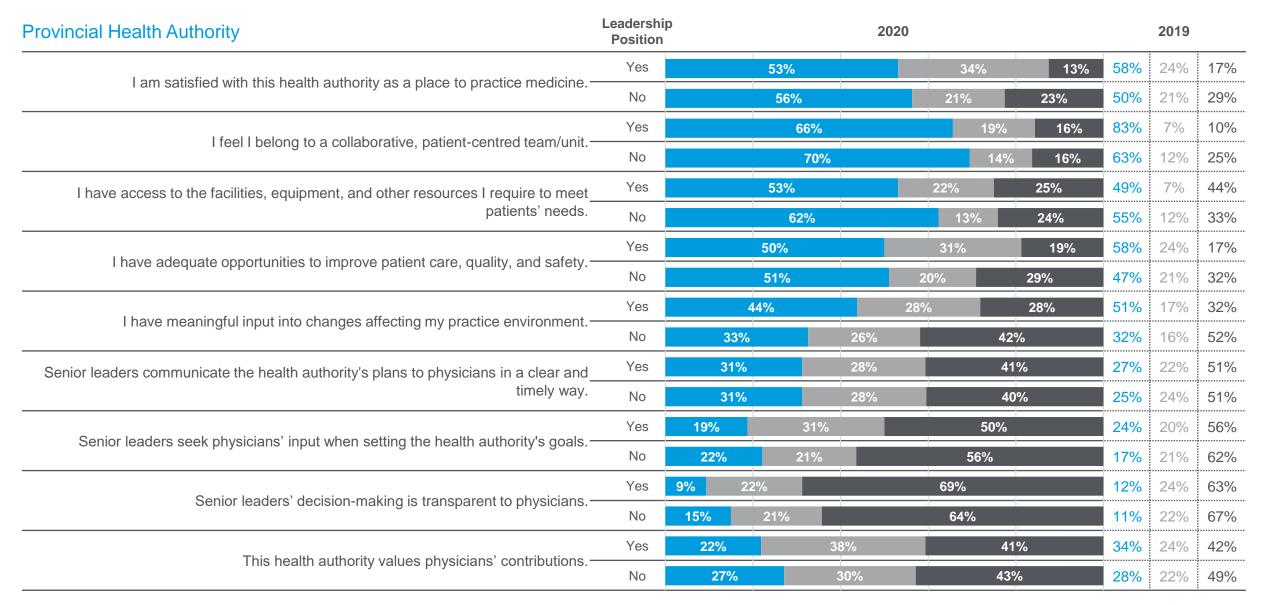


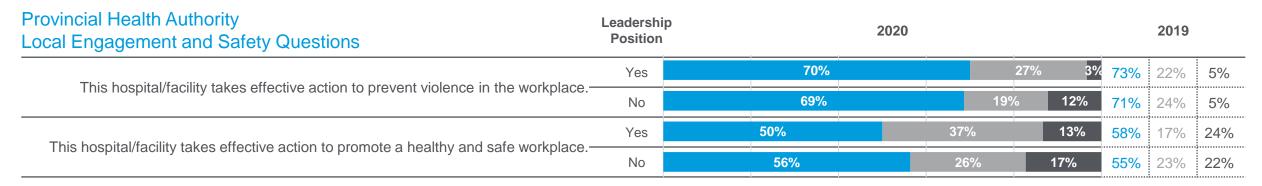


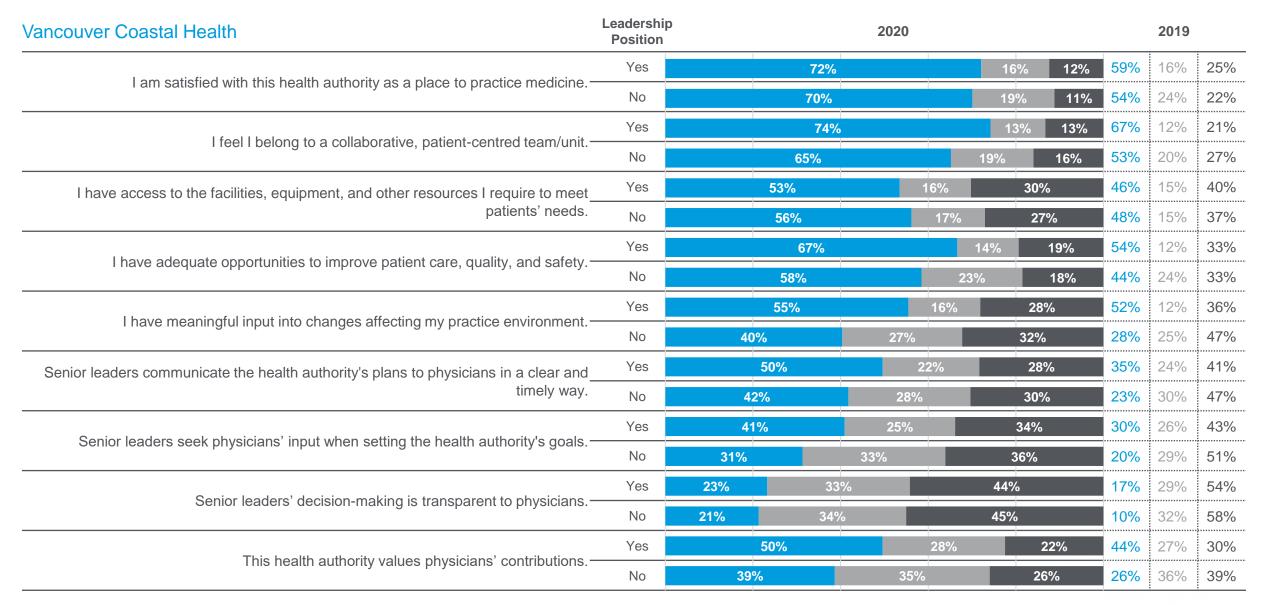
Island Health Local Engagement and Safety Questions	Leadership Position	2020			2019		
This hospital/facility takes effective action to prevent violence in the workplace.—	Yes	59%	29%	13%	<b>68%</b> 20% <b>13</b> 9	%	
	No	58%	29%	13%	<b>53%</b> 36% 119	%	
This hospital/facility takes effective action to promote a healthy and safe workplace.—	Yes	49%	29%	21%	<b>53%</b> 19% <b>28</b> 9	%	
	No	50%	28%	22%	40% 30% 30%	1%	



Northern Health Local Engagement and Safety Questions	Leadershi Position	•	2020			2019		
This hospital/facility takes effective action to prevent violence in the workplace.—	Yes		58%		19%	23%	<b>70%</b> 199	% 11%
	No		59%		21%	20%	<b>55%</b> 309	% 15%
This hospital/facility takes effective action to promote a healthy and safe workplace.—	Yes		48%	2	6%	26%	<b>73</b> % 149	% 14%
	No	4	46%	28	%	27%	<b>47</b> % 249	% 29%







Vancouver Coastal Health Local Engagement and Safety Questions	Leadership Position	2020	2020		
This hospital/facility takes effective action to prevent violence in the workplace.—	Yes	56%	29%	14%	56% 26% 18%
	No	59%	28%	13%	<b>54%</b> 33% <b>12%</b>
This hospital/facility takes effective action to promote a healthy and safe workplace.—	Yes	58%	23%	19%	49% 21% 29%
	No	59%	25%	16%	46% 31% 24%

