



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.

A handwritten signature in black ink, appearing to read 'Matthew Chow', with a stylized flourish at the end.

Dr Matthew Chow
President, Doctors of BC

Table of Contents

Page

■ Introduction	5
■ Executive Summary	6
■ Response Rates	7
■ Demographics	8
■ SECTION 1: Overall Averages	9
■ Provincial Averages	10
■ Health Authority Averages	14
■ SECTION 2: Facility Data	17
■ First Nations Health Authority	18
■ Fraser Health	22
■ Interior Health	64
■ Island Health	113
■ Northern Health	149

Table of Contents

Page

■ Provincial Health Services Authority	182
■ Vancouver Coastal Health	200
■ SECTION 3: Provincial Averages by Group	236
■ Averages by Group	237
■ Averages by Question and Group	247
■ SECTION 4: Divisions of Family Practice	257
■ Fraser	258
■ Interior	291
■ Vancouver Island	318
■ Northern	348
■ Vancouver Coastal	364
■ SECTION 5: Medical Leadership	388

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 open-ended 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.

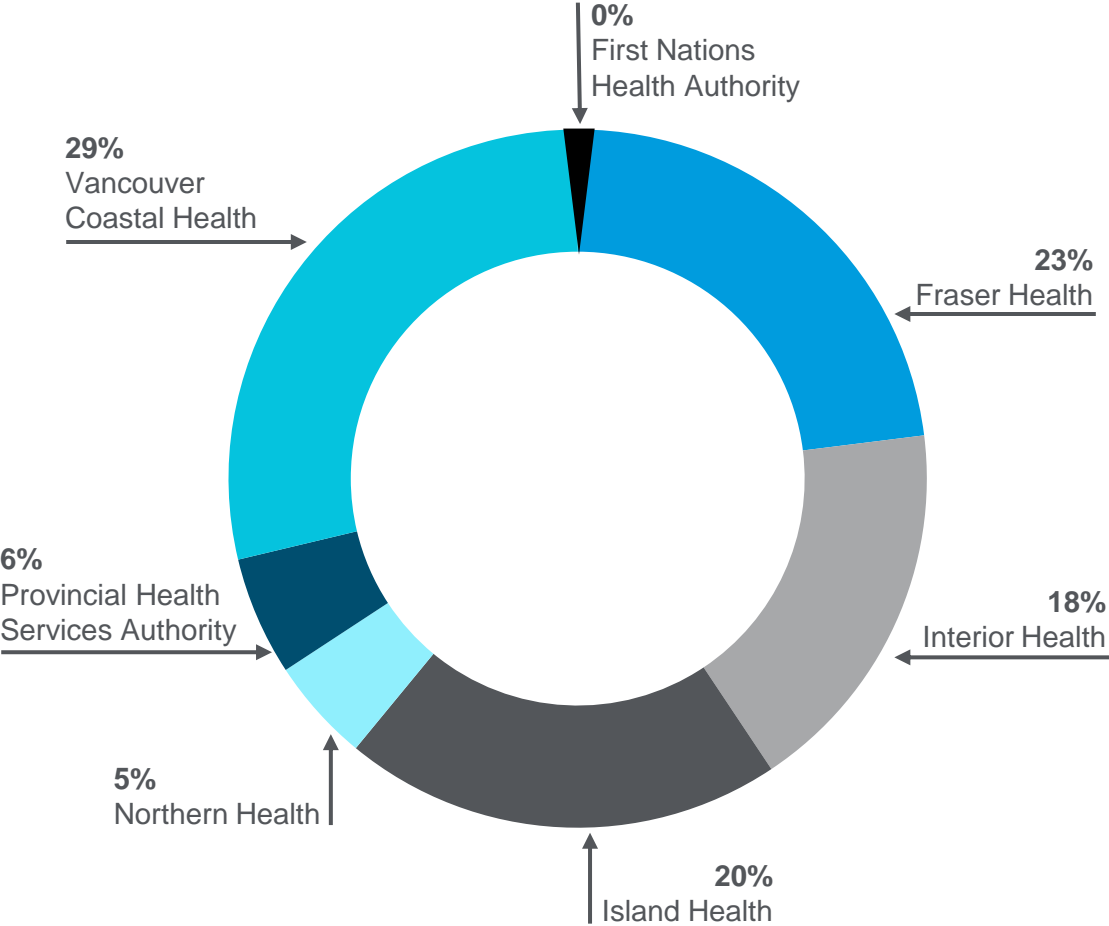
What's Next:

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

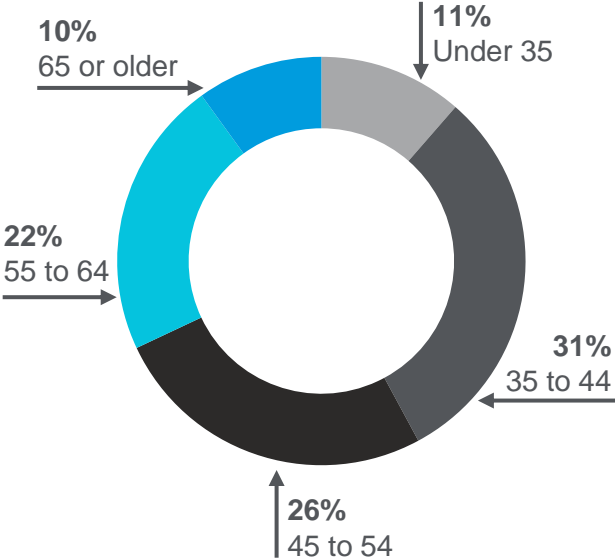
Health Authority Sample Sizes	2020	2019	2018	2017	2016
First Nations Health Authority	5	2	3	4	6
Fraser Health	735	664	650	729	555
Interior Health	563	523	528	573	388
Island Health	650	574	496	524	486
Northern Health	152	154	169	164	121
Provincial Health Services Authority	175	180	138	168	159
Vancouver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

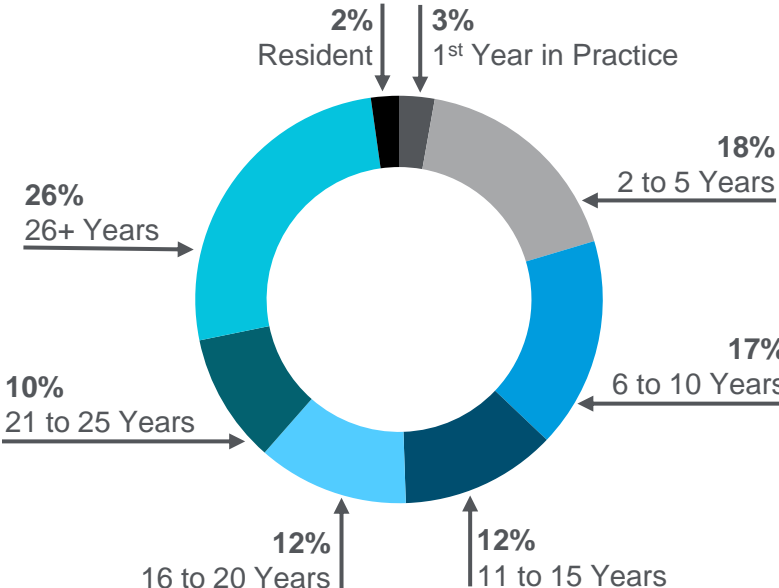


Demographics

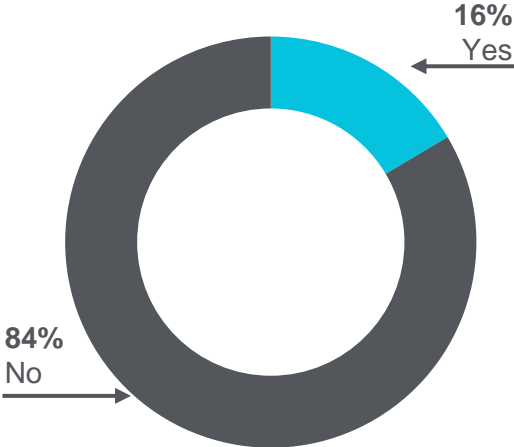
AGE



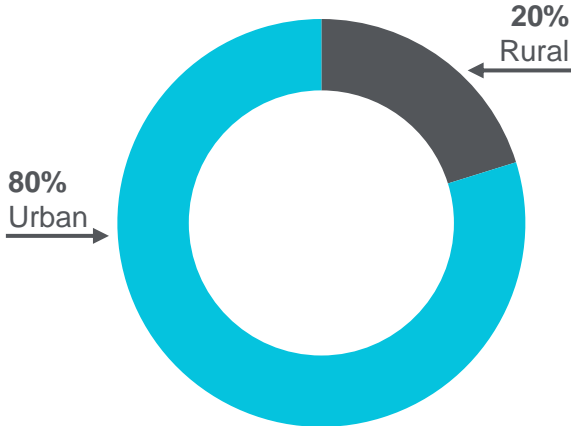
TENURE



MEDICAL LEADERSHIP



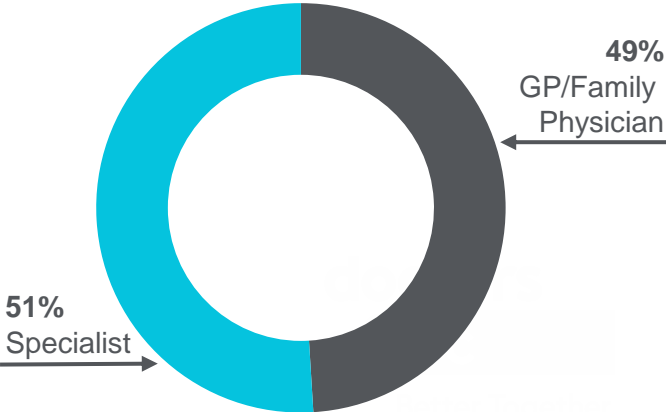
SETTING



FACILITY OR COMMUNITY BASED



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

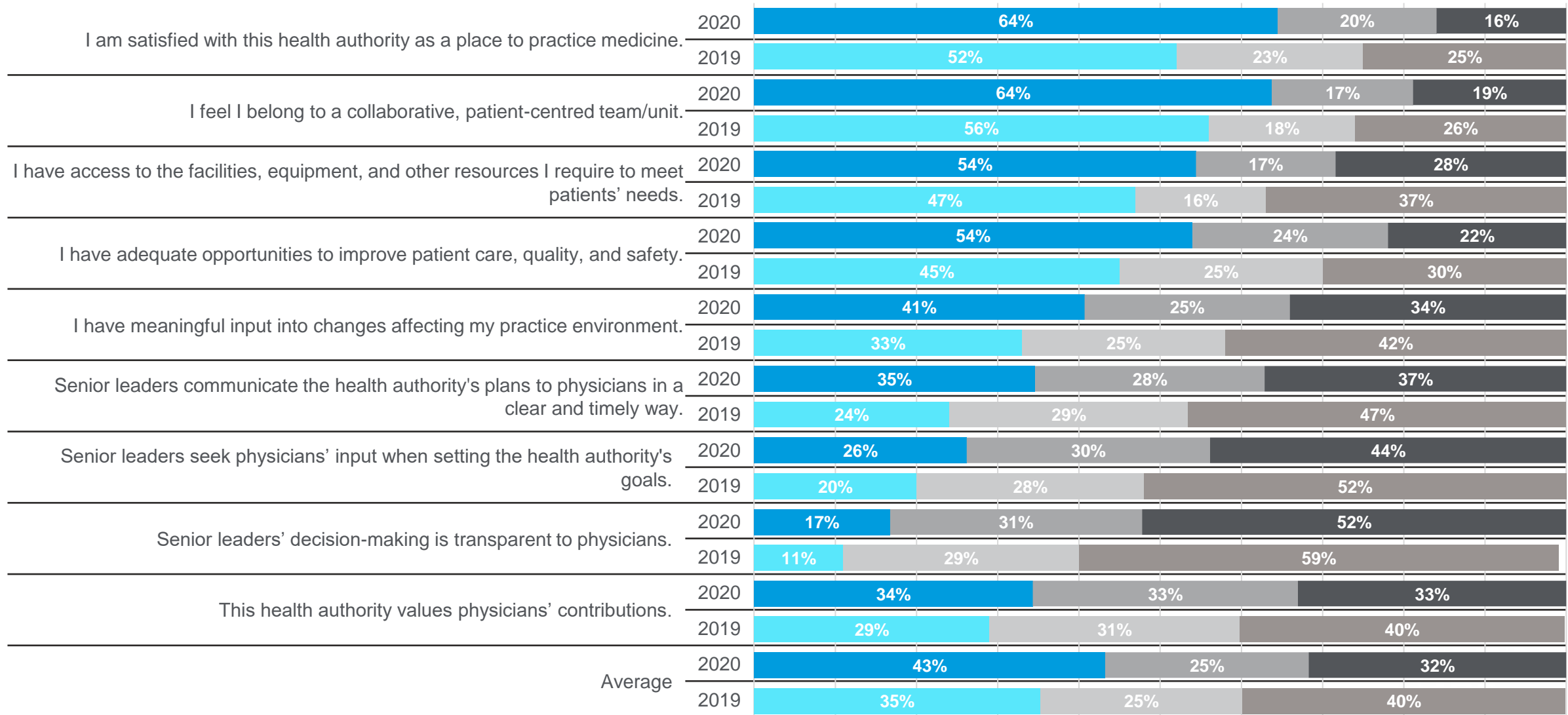


Provincial Averages

Average scores from across the province

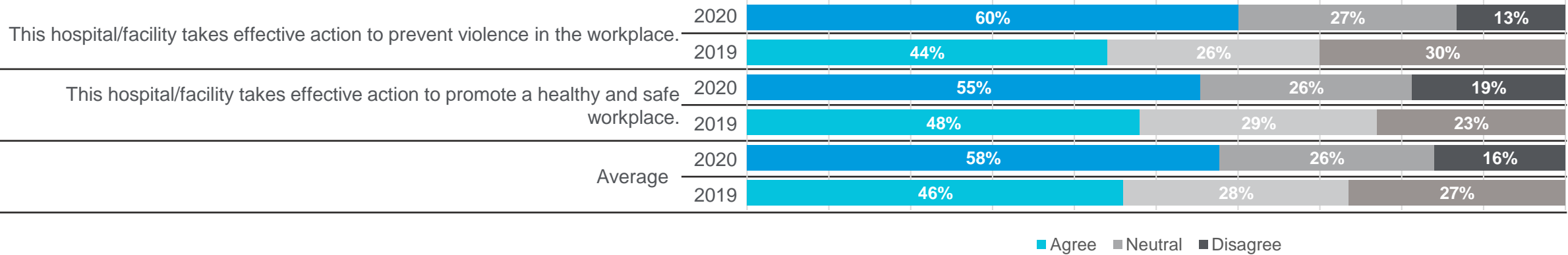
Provincial Averages

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



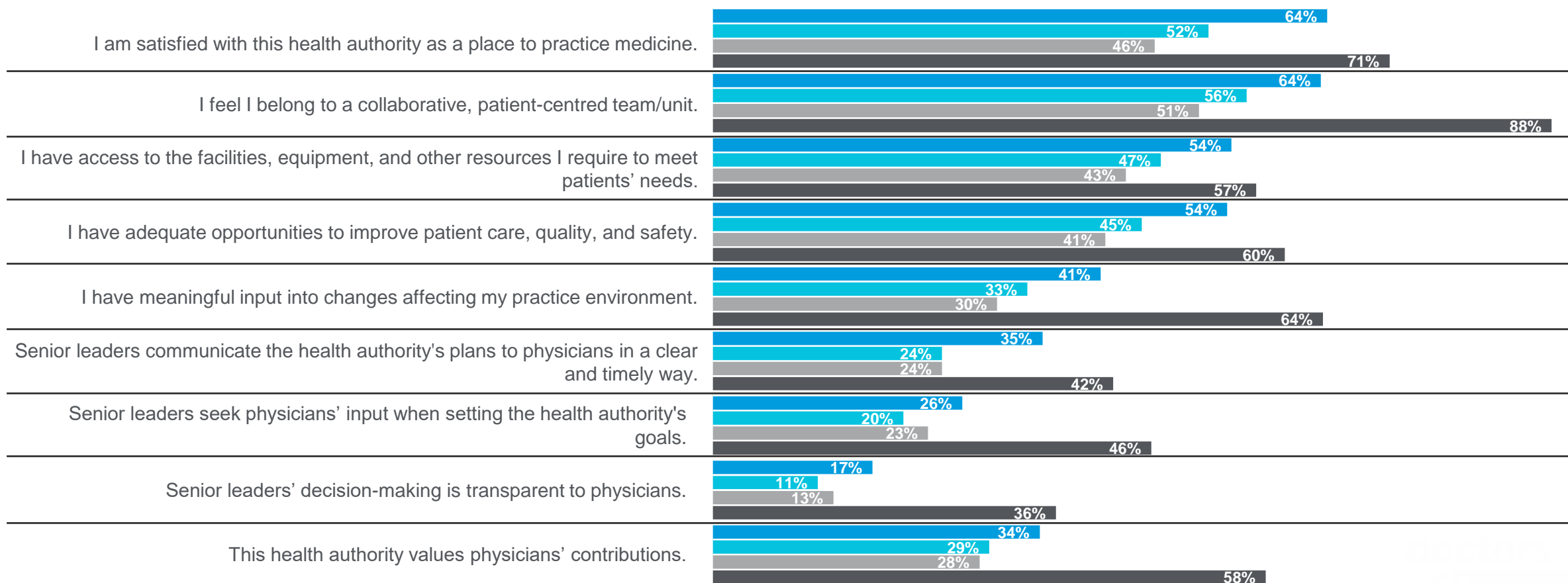
Provincial Averages

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



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.



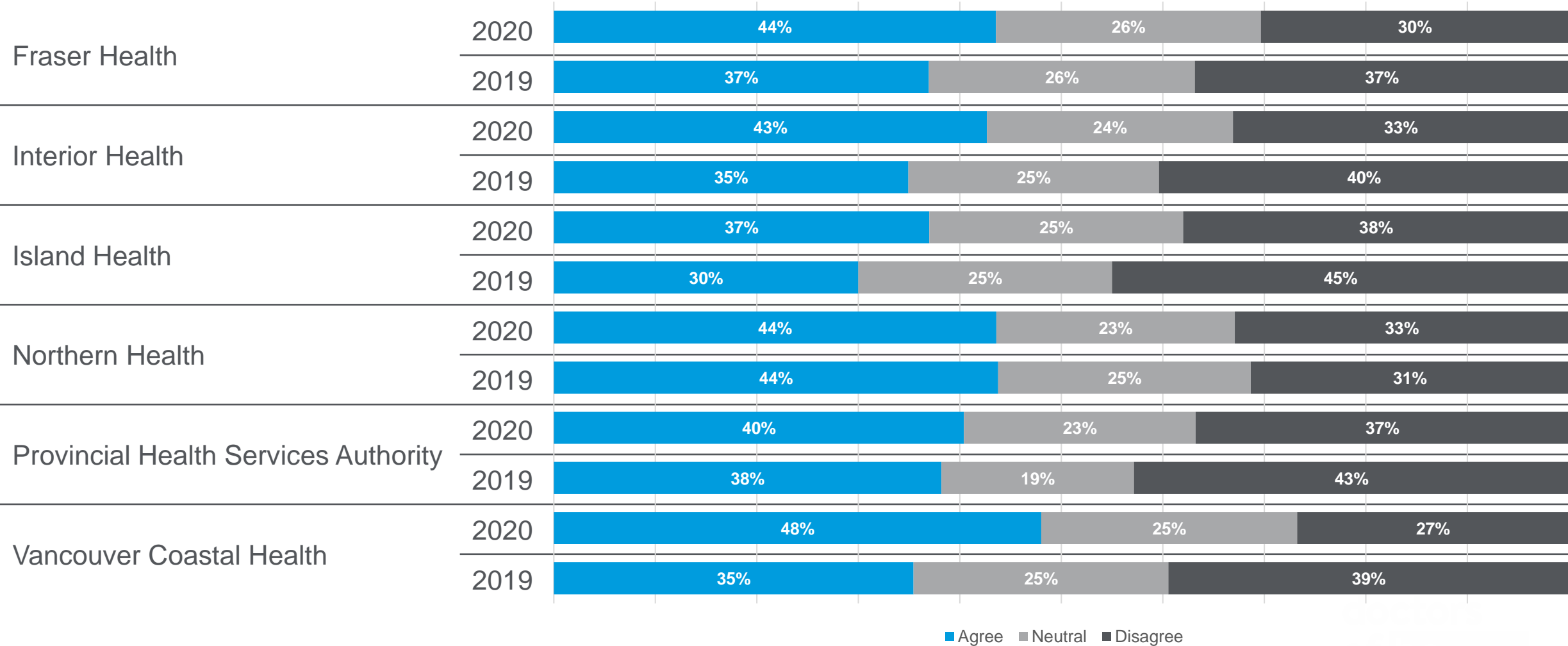
■ 2020 ■ 2019 ■ 2018 ■ All Organizations*

Health Authority Averages

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

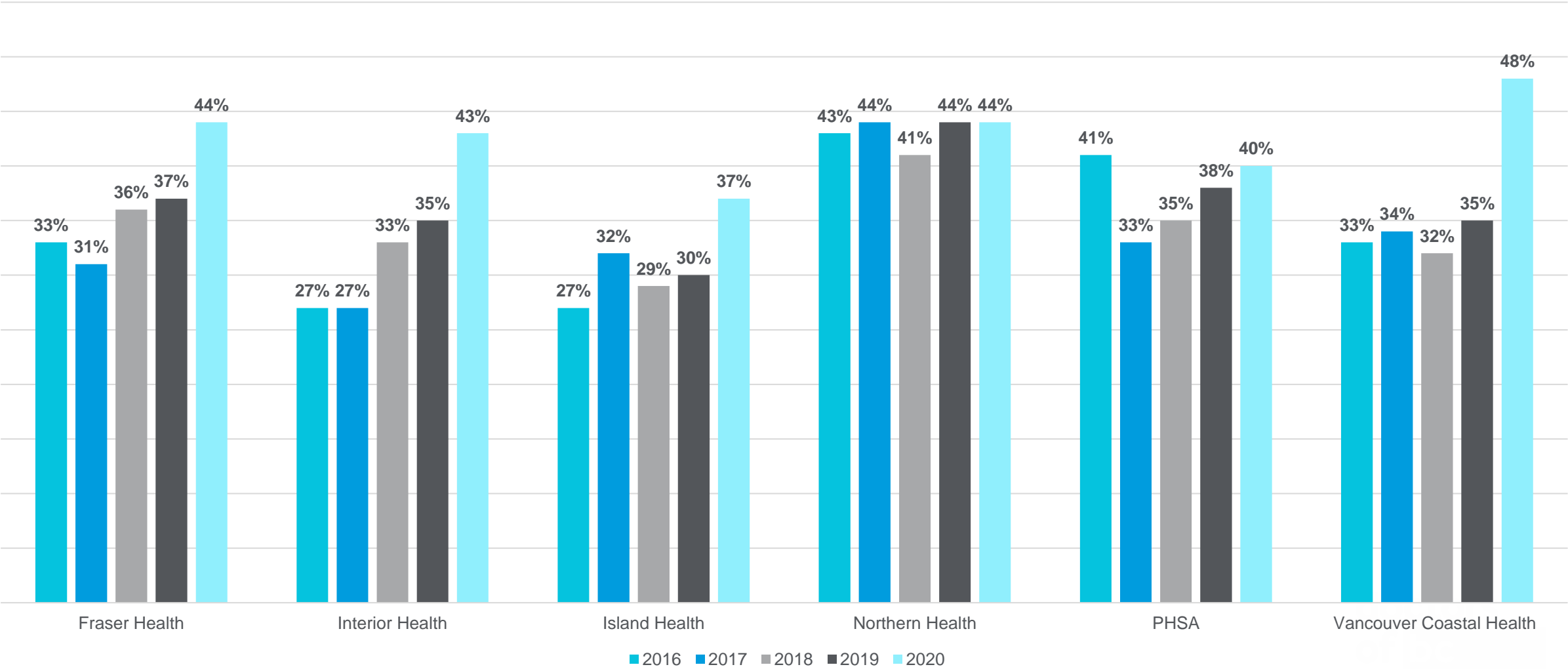
Health Authority Averages

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.*

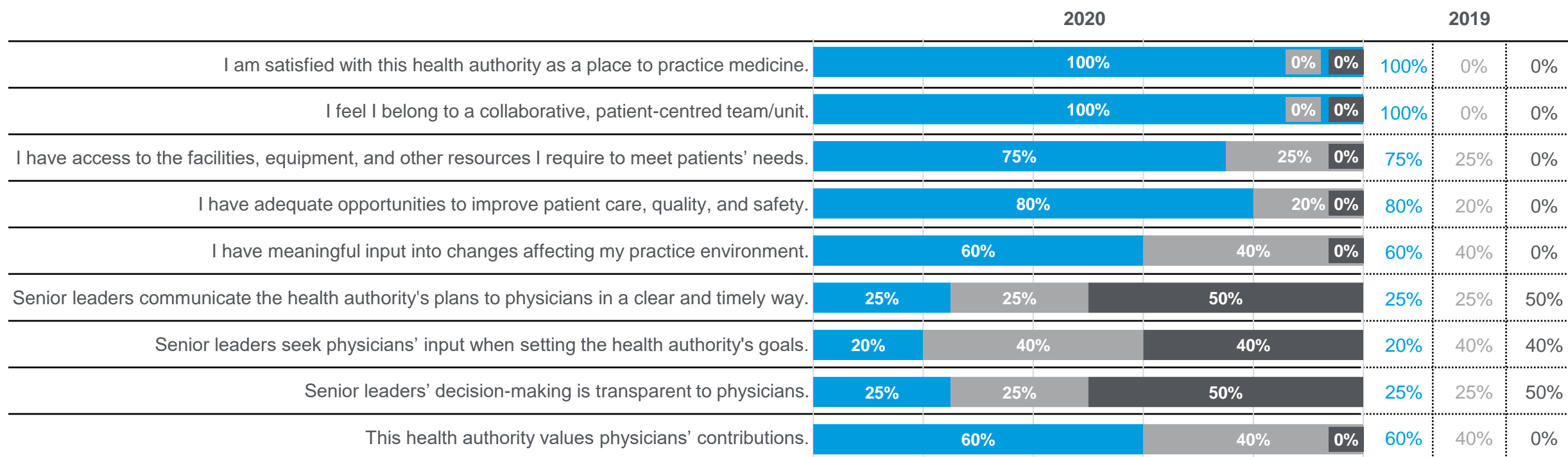
Facility Data | First Nations Health Authority

Individual Facility Breakdown

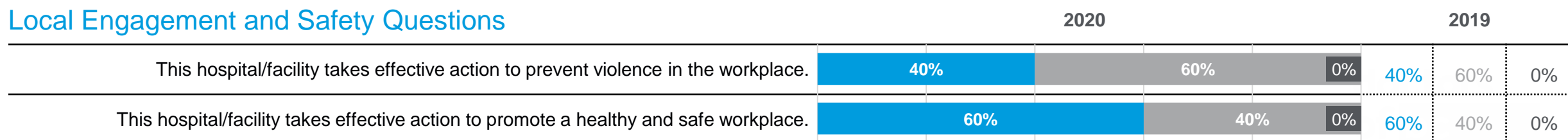
- Core nine Work Life Pulse Tool Questions
 - Senior leaders in this section refers to the most senior level of leadership in your Health Authority i.e., *CEO, Vice Presidents, VP Medicine, etc.*
- Local engagement and safety questions

First Nations Health Authority

5 Respondents 2020 | 2 Respondents 2019



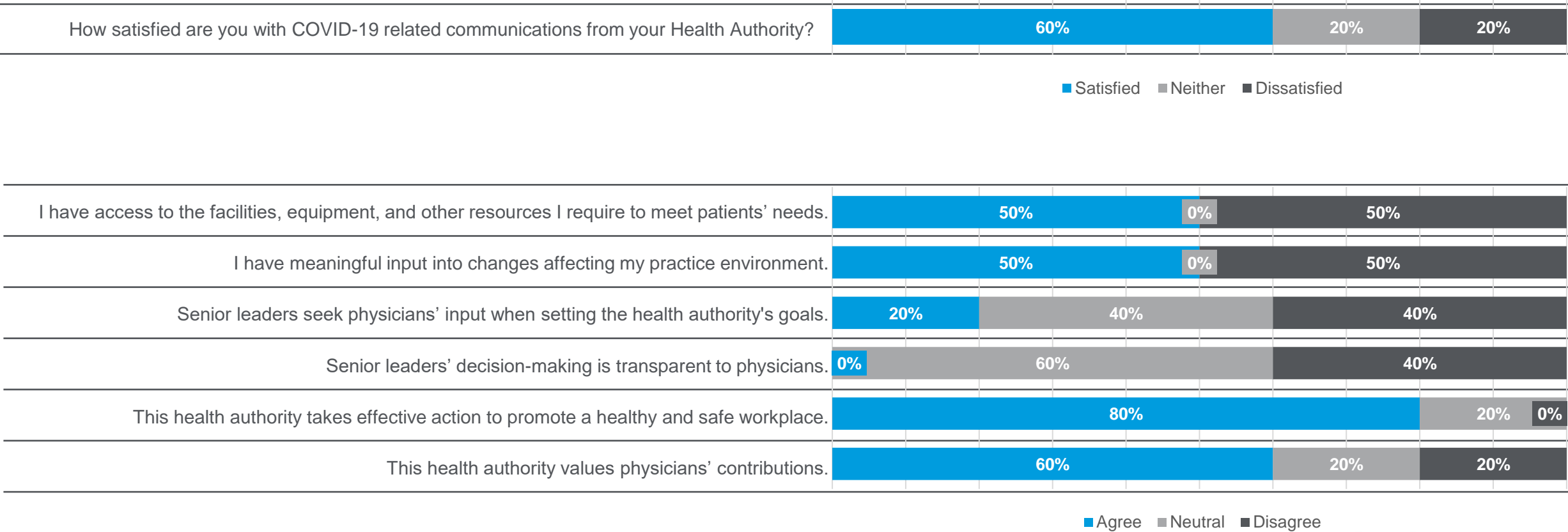
Local Engagement and Safety Questions



■ Agree ■ Neutral ■ Disagree

First Nations Health Authority

COVID-19 Pandemic



First Nations Health Authority

Psychological Health and Safety



Physical and Psychological Well-Being



Facility Leadership



■ Agree ■ Neutral ■ Disagree

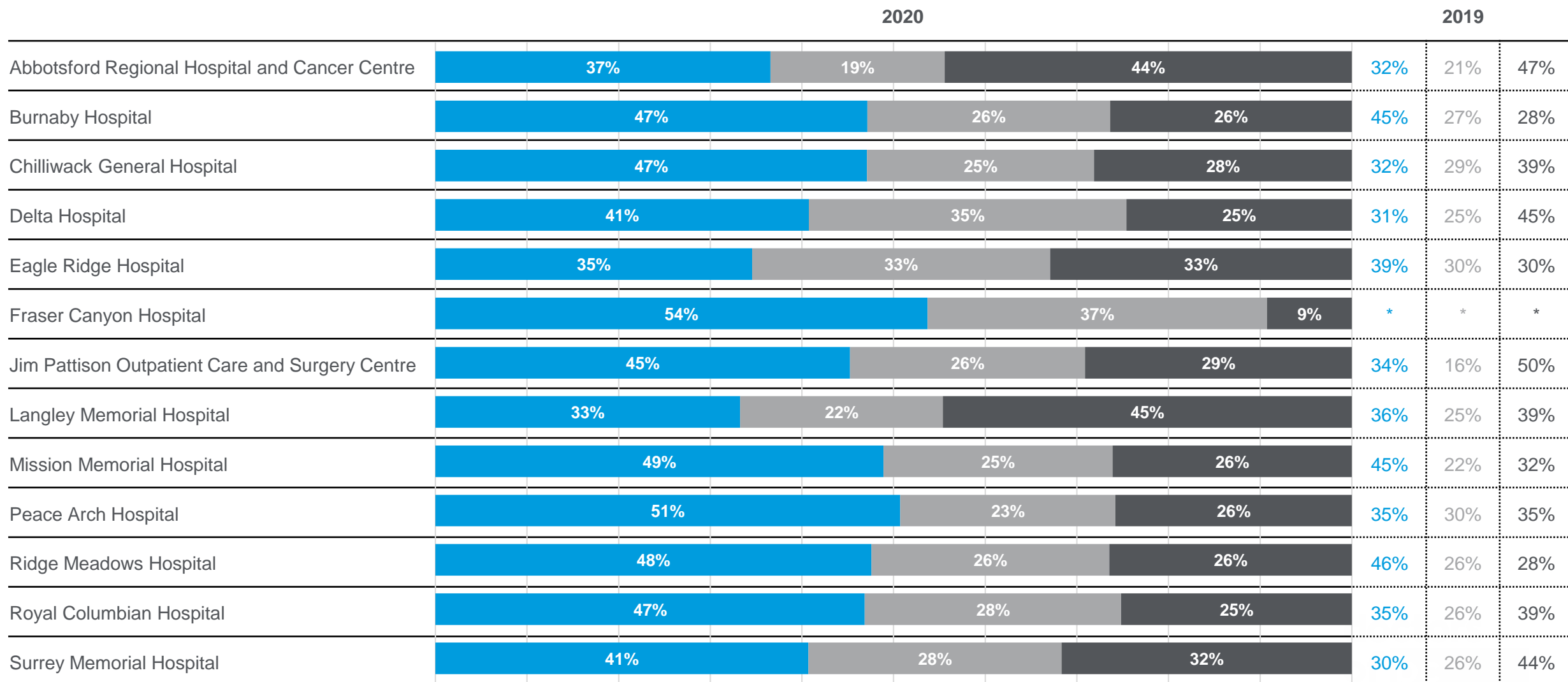
Facility Data | Fraser Health

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

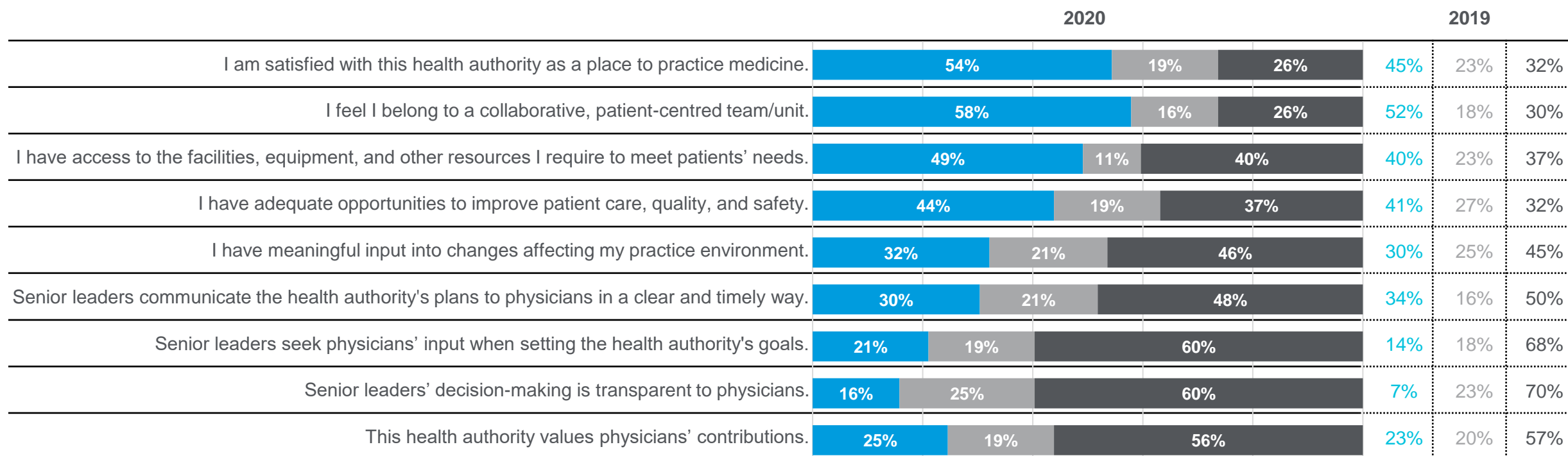


■ Agree ■ Neutral ■ Disagree

* Sample size too small to report

Abbotsford Regional Hospital and Cancer Centre

57 Respondents 2020 | 44 Respondents 2019

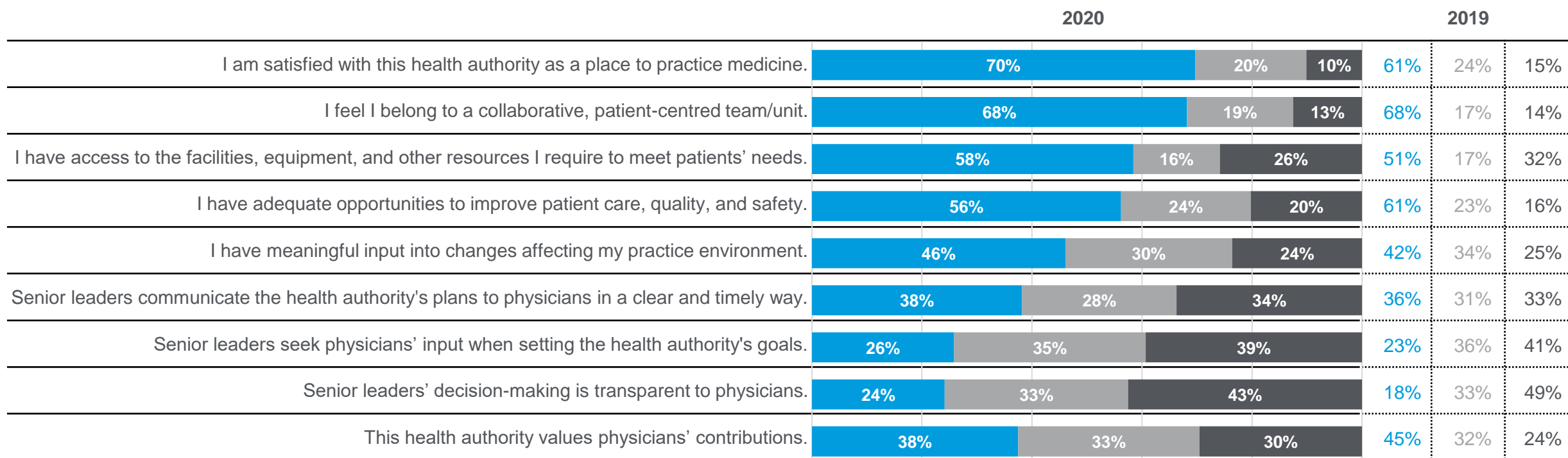


Local Engagement and Safety Questions

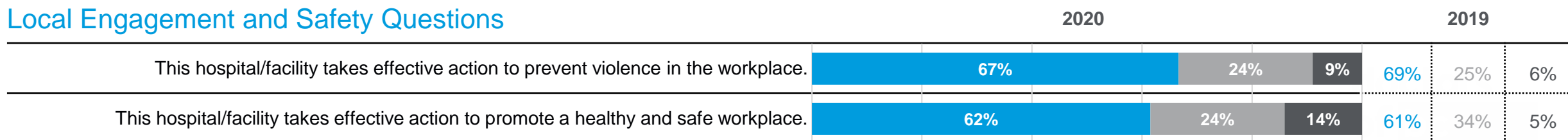


Burnaby Hospital

89 Respondents 2020 | 112 Respondents 2019



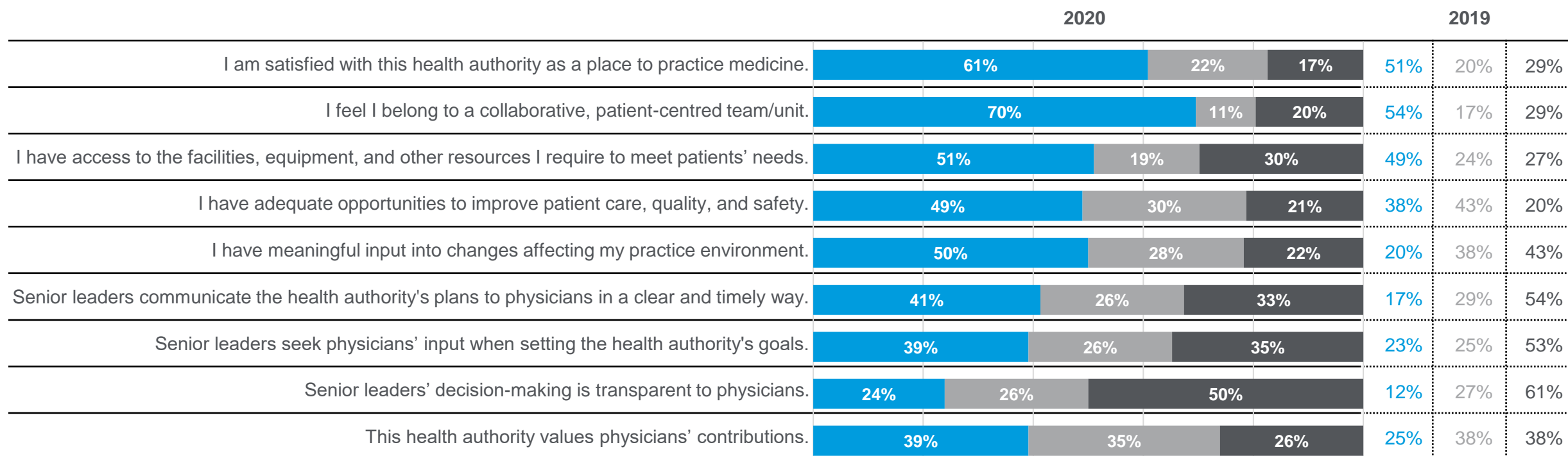
Local Engagement and Safety Questions



■ Agree ■ Neutral ■ Disagree

Chilliwack General Hospital

47 Respondents 2020 | 41 Respondents 2019

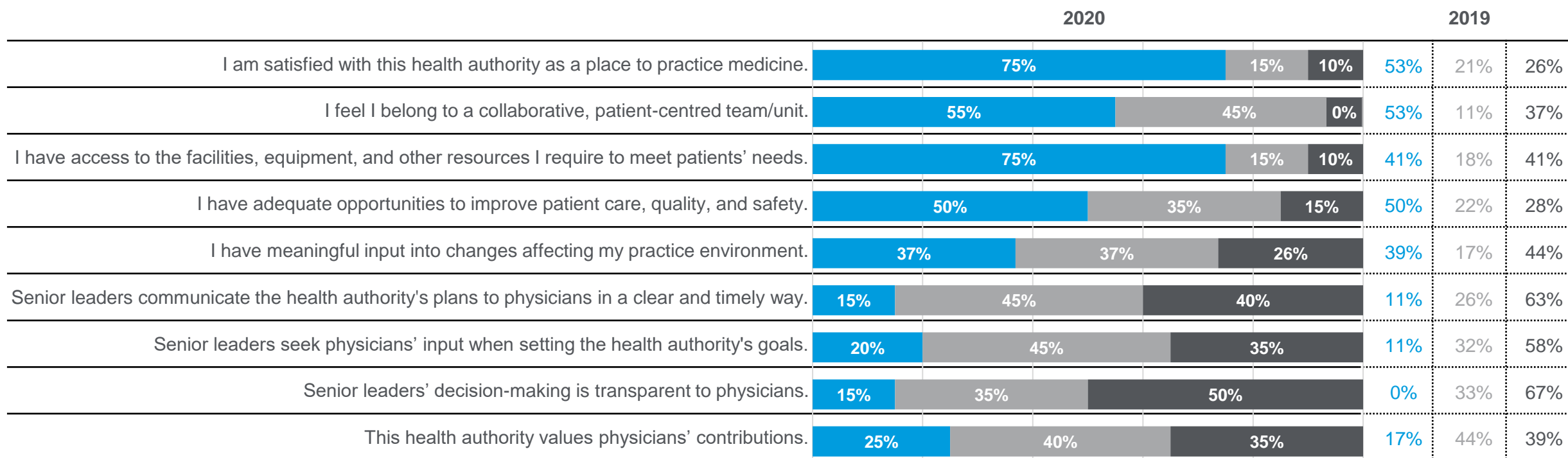


Local Engagement and Safety Questions

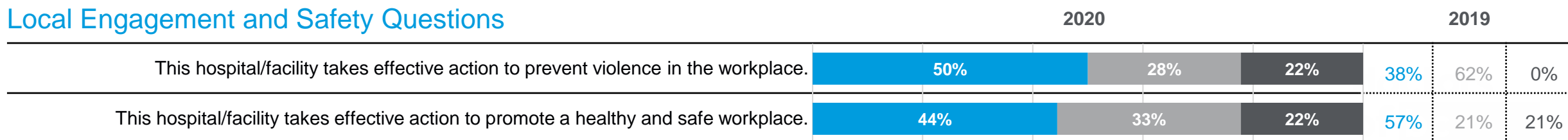


Delta Hospital

20 Respondents 2020 | 19 Respondents 2019

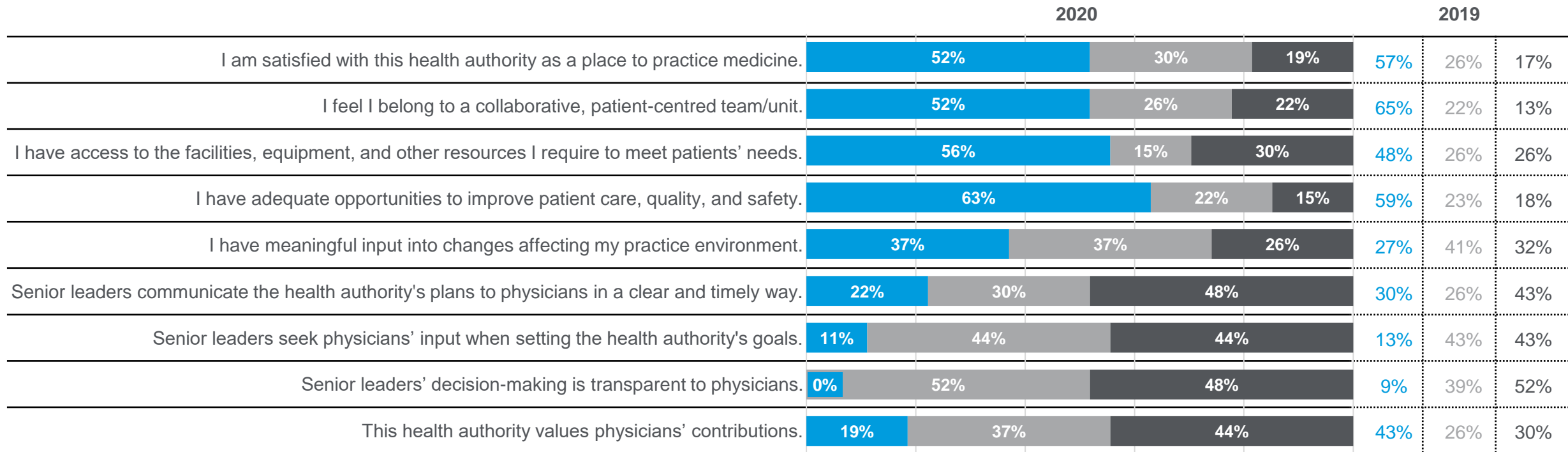


Local Engagement and Safety Questions

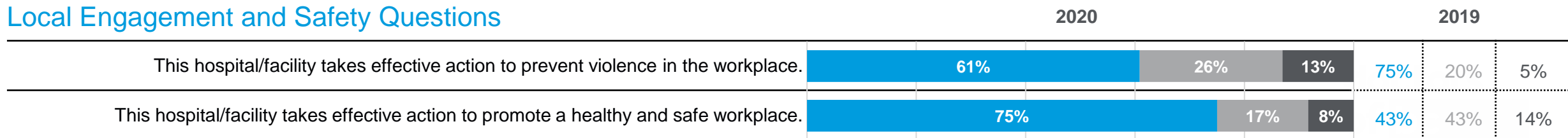


Eagle Ridge Hospital

27 Respondents 2020 | 23 Respondents 2019

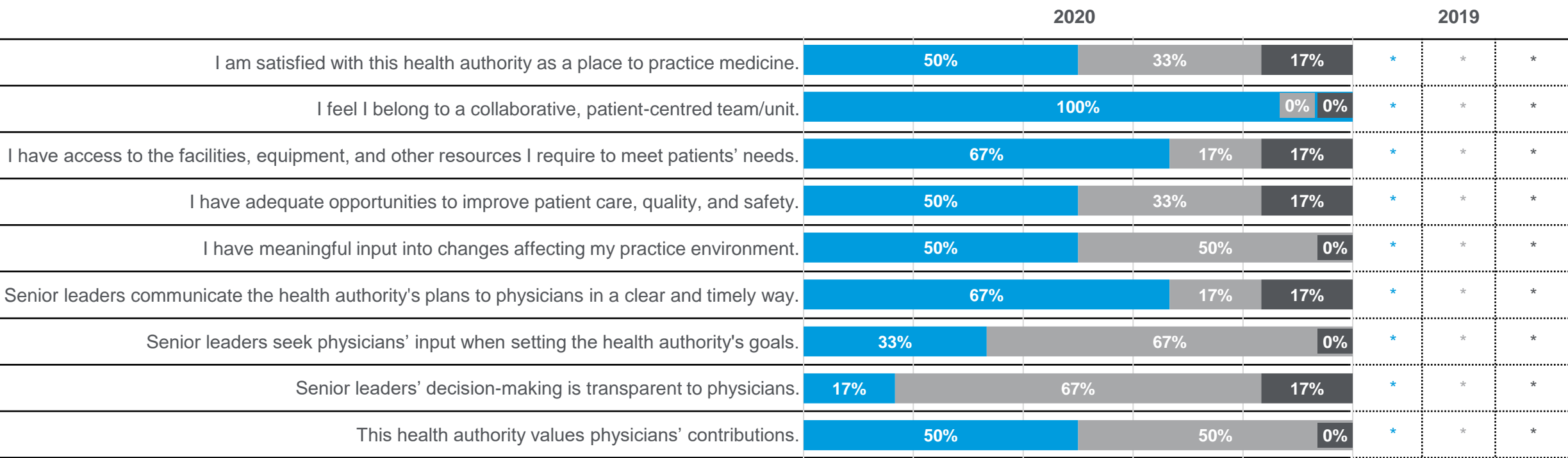


Local Engagement and Safety Questions

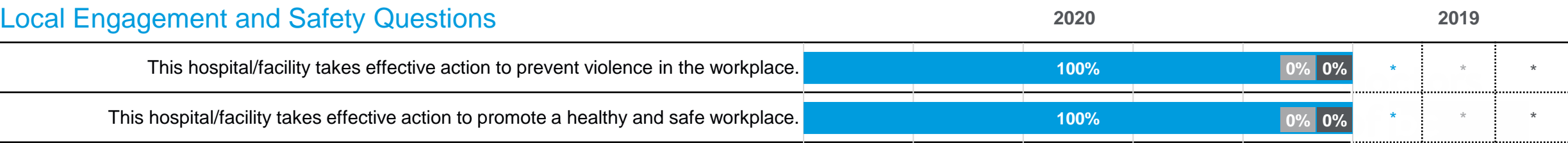


Fraser Canyon Hospital

6 Respondents 2020 | * Respondents 2019

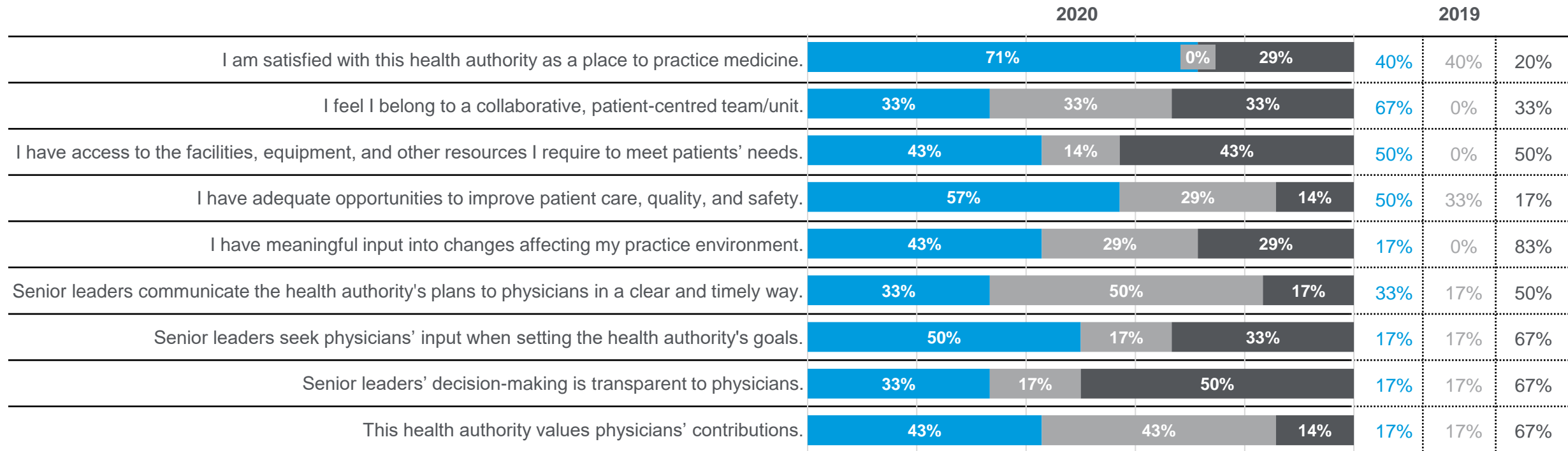


Local Engagement and Safety Questions

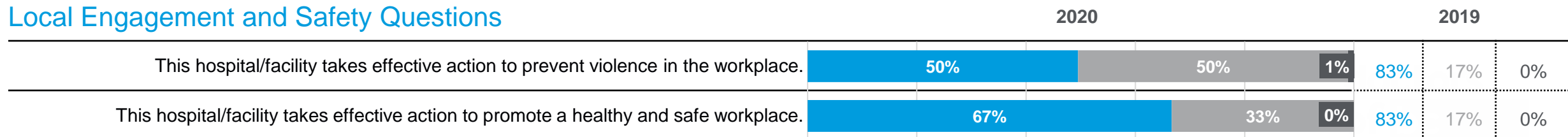


Jim Pattison Outpatient Care and Surgery Centre

7 Respondents 2020 | 8 Respondents 2019

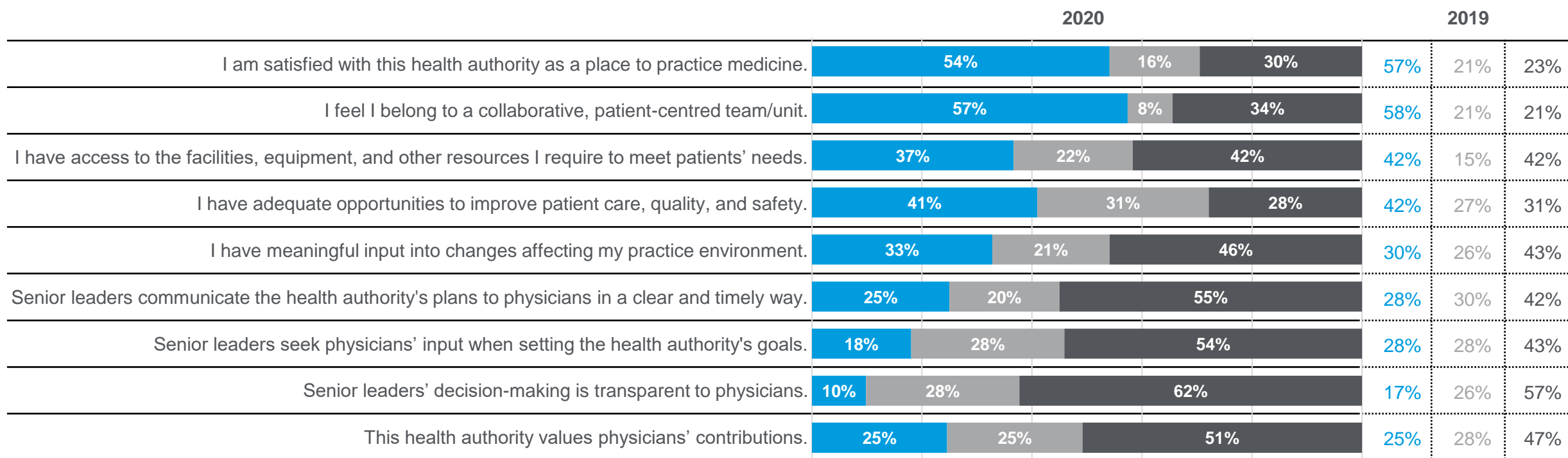


Local Engagement and Safety Questions

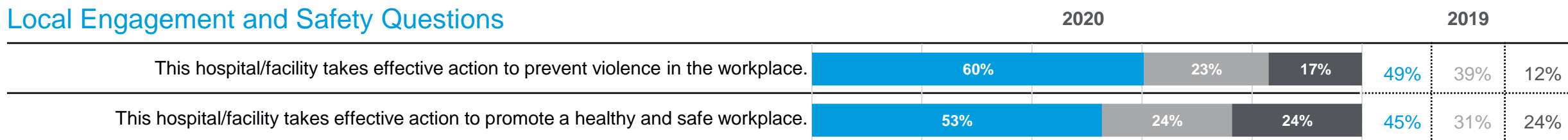


Langley Memorial Hospital

61 Respondents 2020 | 54 Respondents 2019

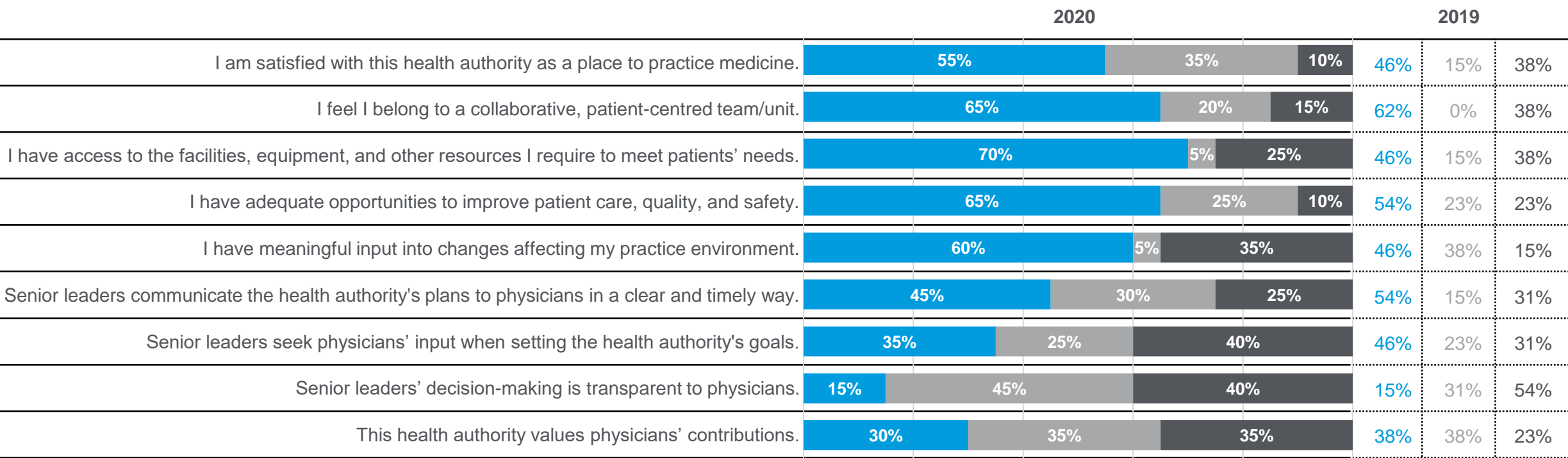


Local Engagement and Safety Questions

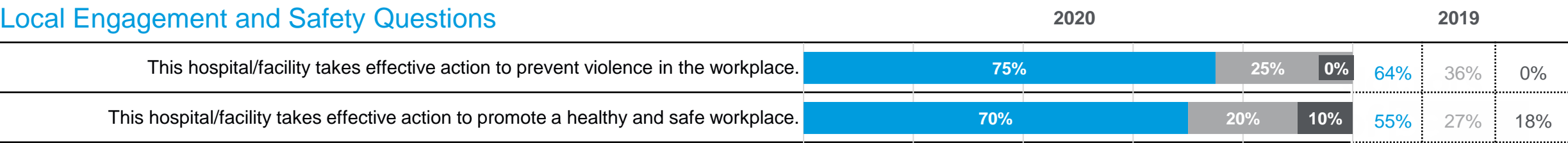


Mission Memorial Hospital

21 Respondents 2020 | 13 Respondents 2019

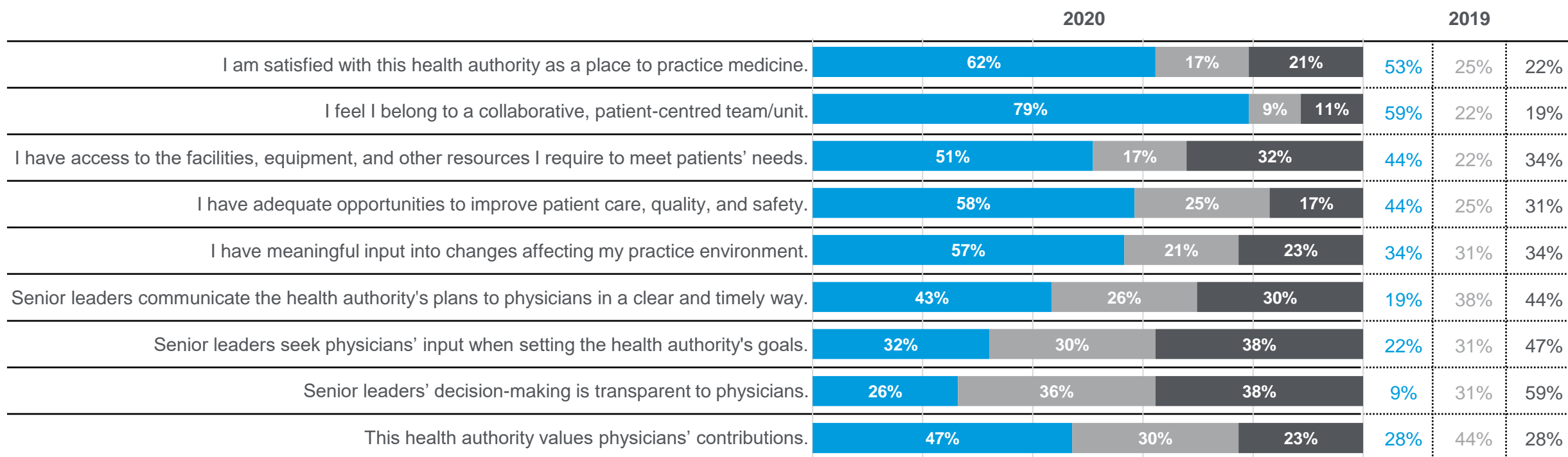


Local Engagement and Safety Questions



Peace Arch Hospital

53 Respondents 2020 | 32 Respondents 2019

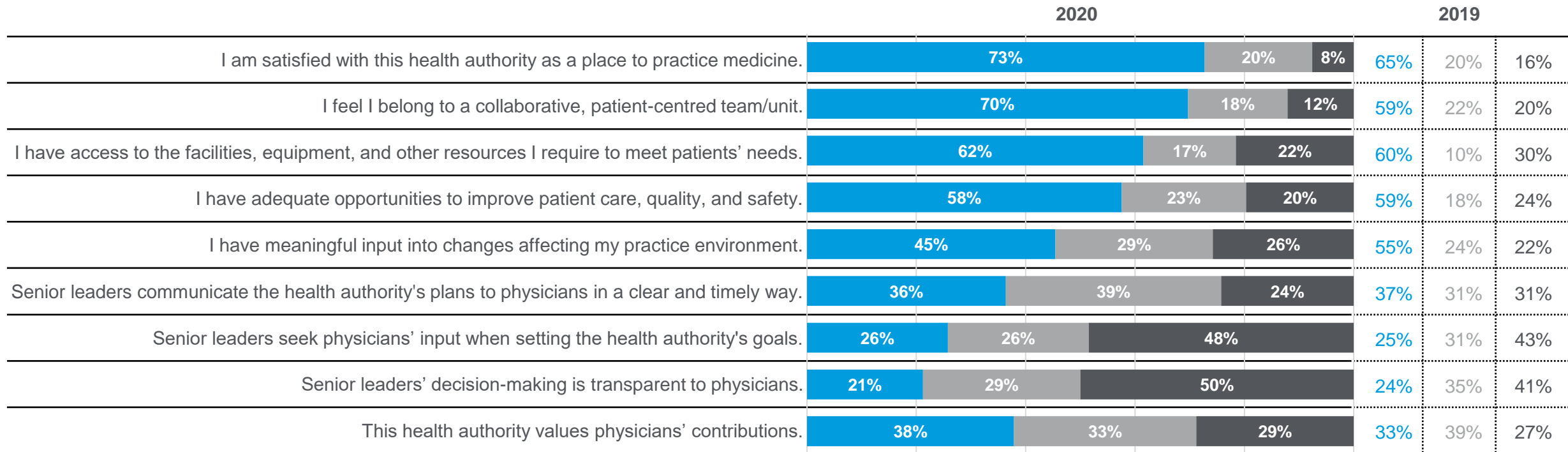


Local Engagement and Safety Questions



Ridge Meadows Hospital

66 Respondents 2020 | 51 Respondents 2019

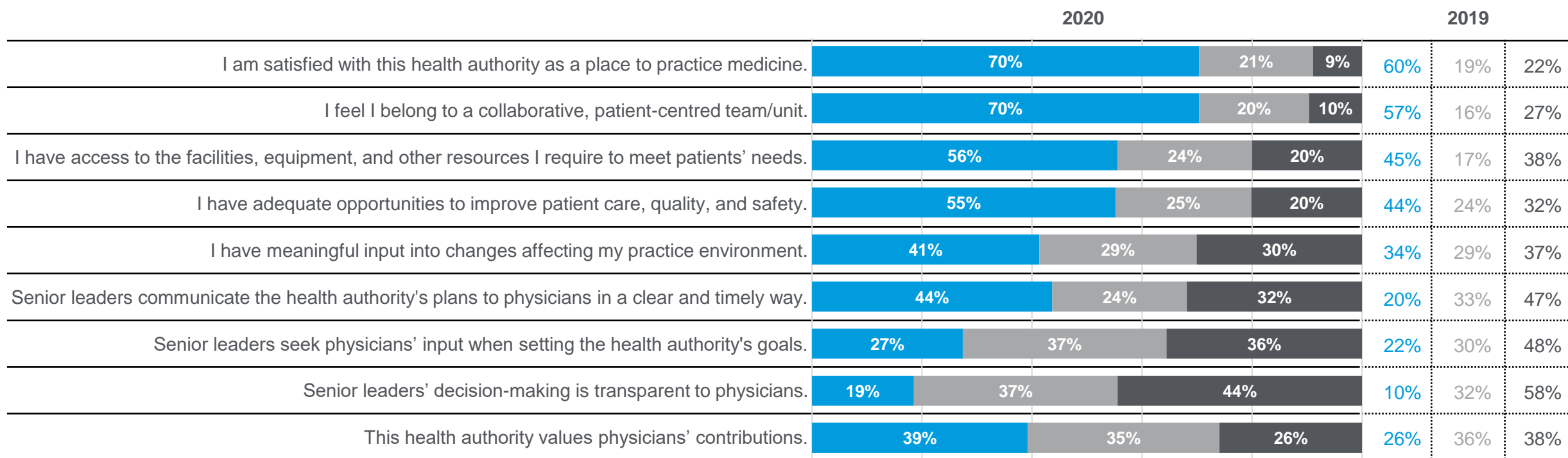


Local Engagement and Safety Questions

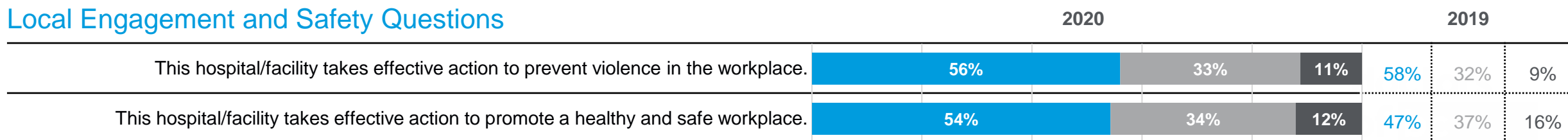


Royal Columbian Hospital

135 Respondents 2020 | 135 Respondents 2019

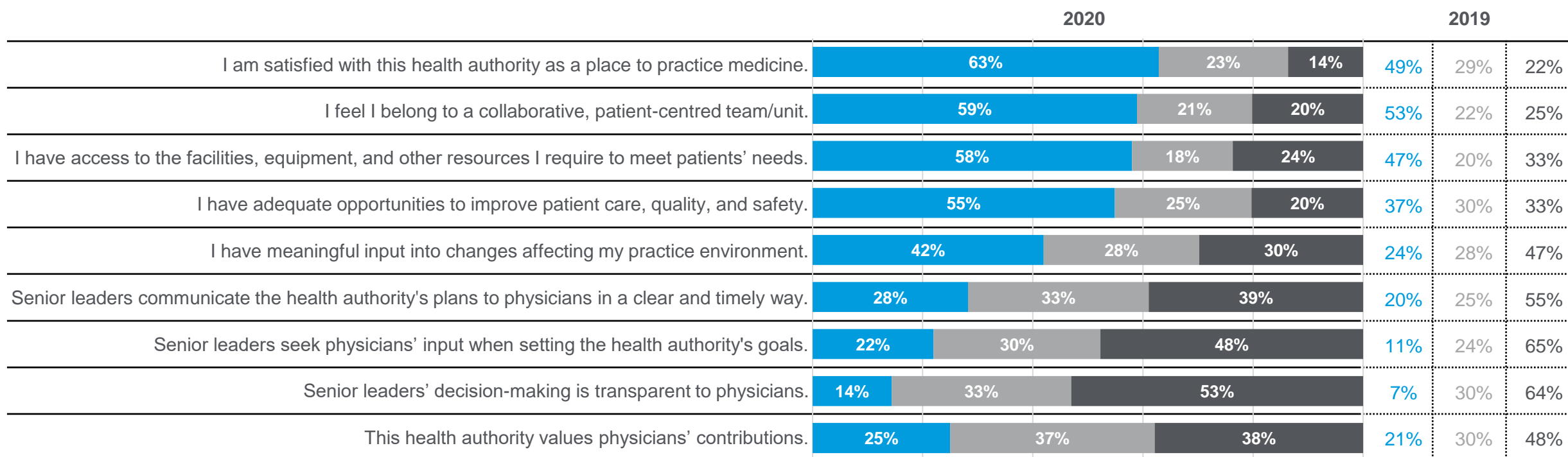


Local Engagement and Safety Questions



Surrey Memorial Hospital

133 Respondents 2020 | 124 Respondents 2019



Local Engagement and Safety Questions



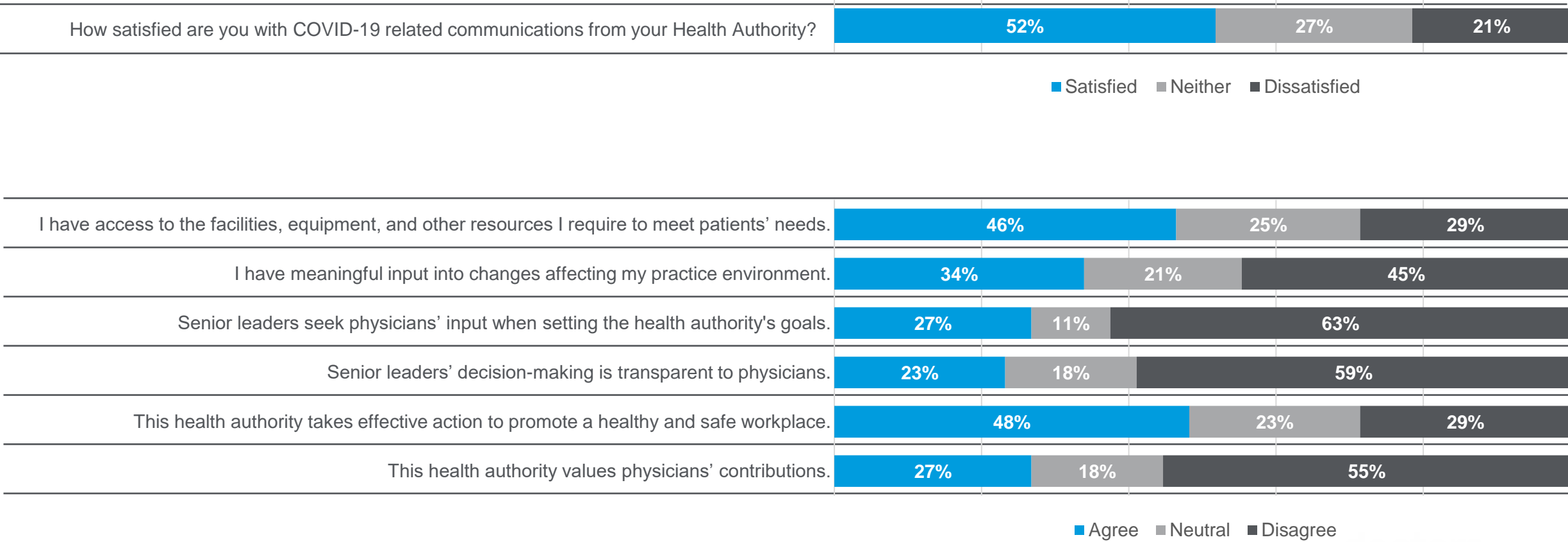
Facility Data | Fraser Health

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.*

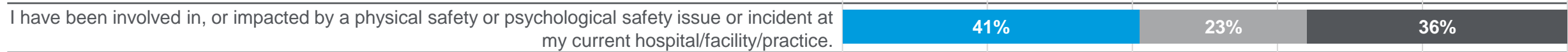
Abbotsford Regional Hospital and Cancer Centre

COVID-19 Pandemic



Abbotsford Regional Hospital and Cancer Centre

Psychological Health and Safety



Physical and Psychological Well-Being



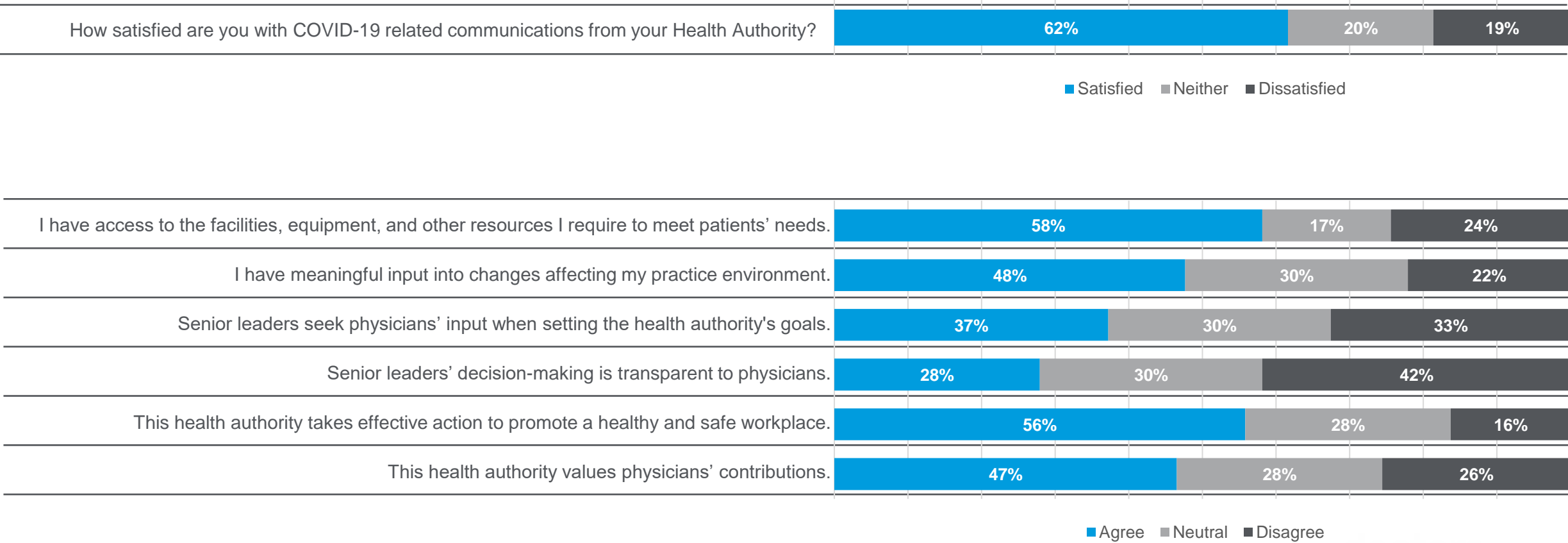
Facility Leadership



■ Agree ■ Neutral ■ Disagree

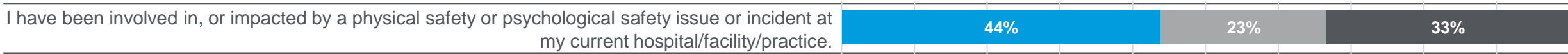
Burnaby Hospital

COVID-19



Burnaby Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



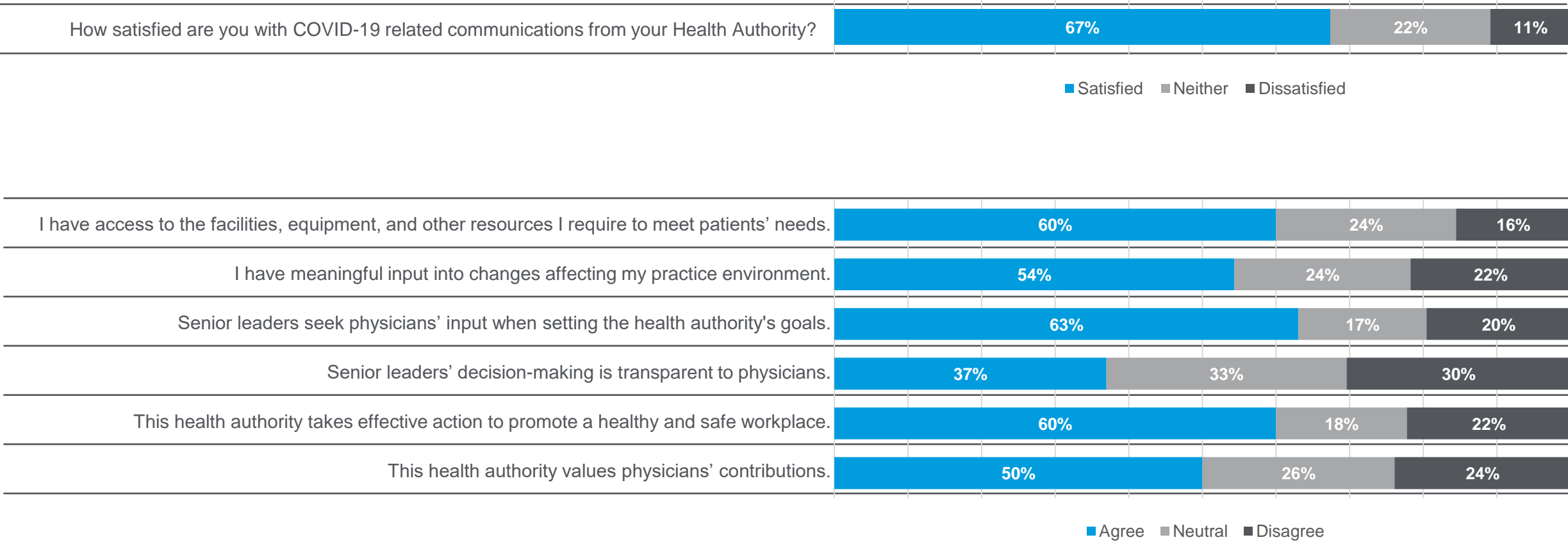
Facility Leadership



■ Agree ■ Neutral ■ Disagree

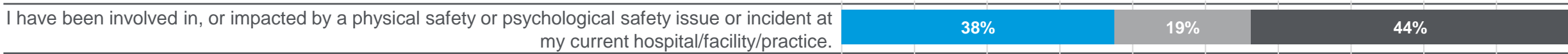
Chilliwack General Hospital

COVID-19



Chilliwack General Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



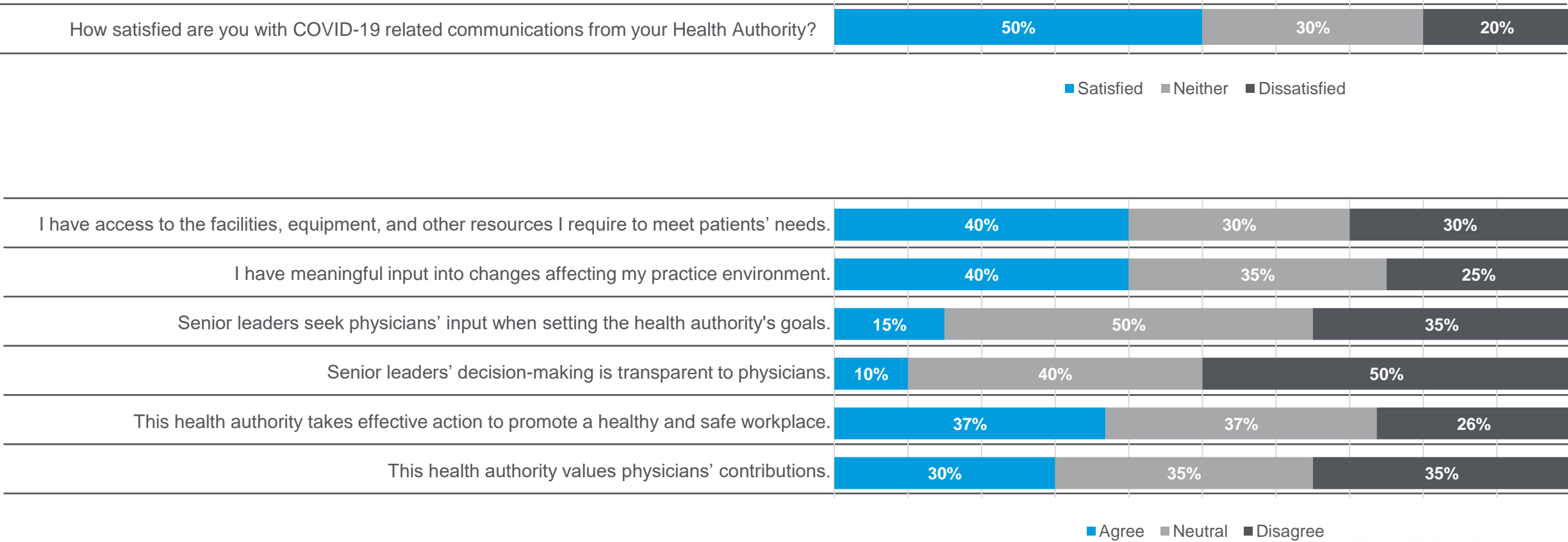
Facility Leadership



■ Agree ■ Neutral ■ Disagree

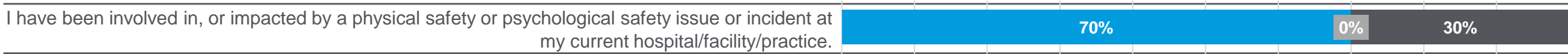
Delta Hospital

COVID-19



Delta Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



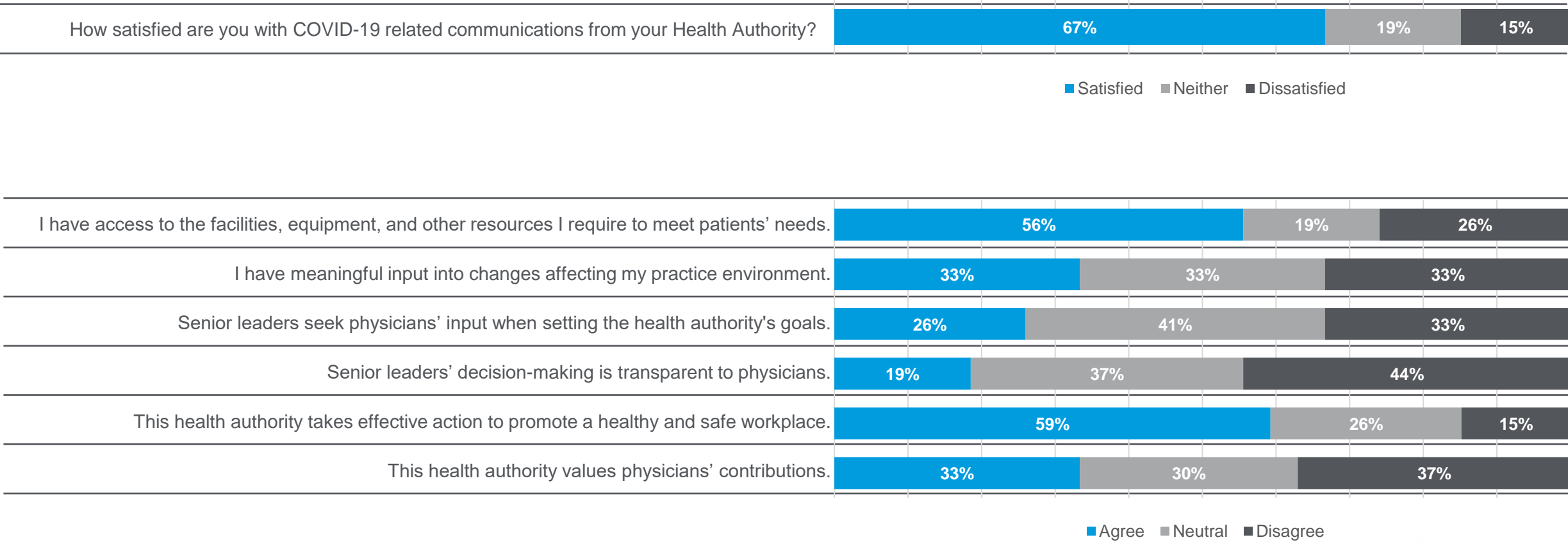
Facility Leadership



■ Agree ■ Neutral ■ Disagree

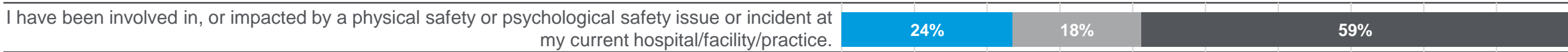
Eagle Ridge Hospital

COVID-19



Eagle Ridge Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



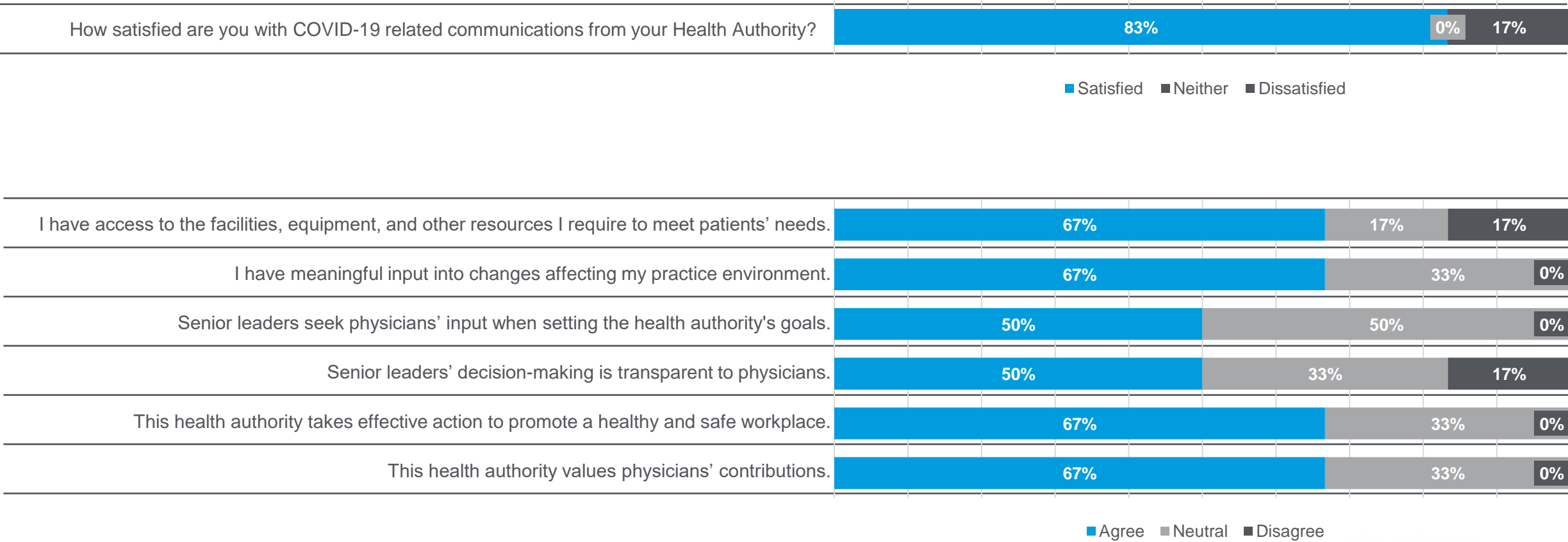
Facility Leadership



■ Agree ■ Neutral ■ Disagree

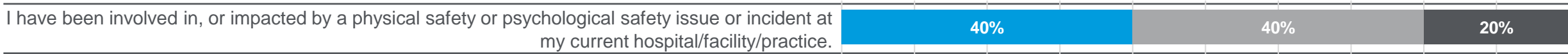
Fraser Canyon Hospital

COVID-19



Fraser Canyon Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



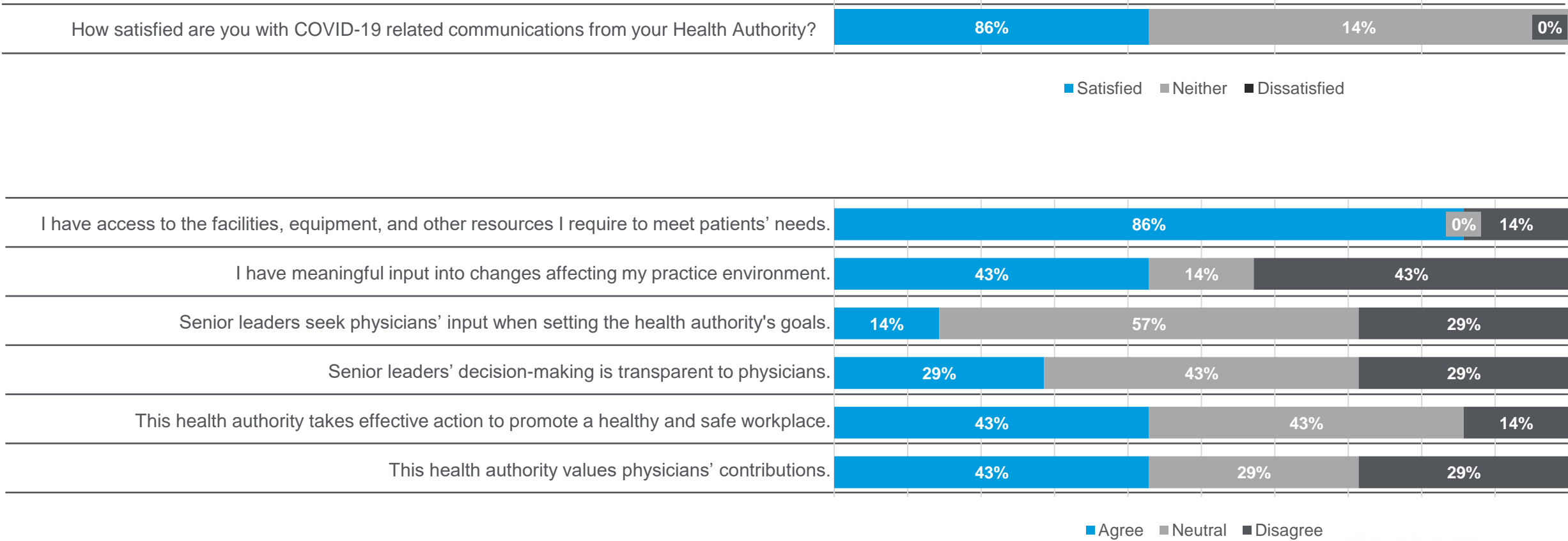
Facility Leadership



■ Agree ■ Neutral ■ Disagree

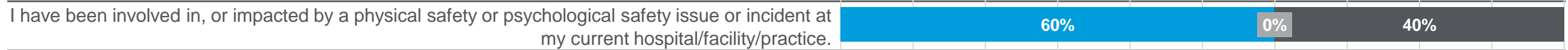
Jim Pattison Outpatient Care and Surgery Centre

COVID-19



Jim Pattison Outpatient Care and Surgery Centre

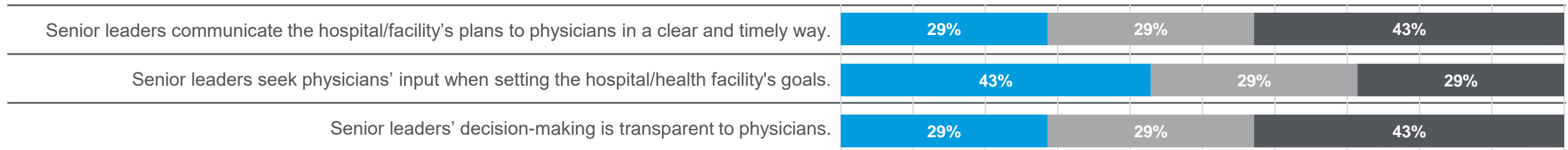
Psychological Health and Safety



Physical and Psychological Well-Being



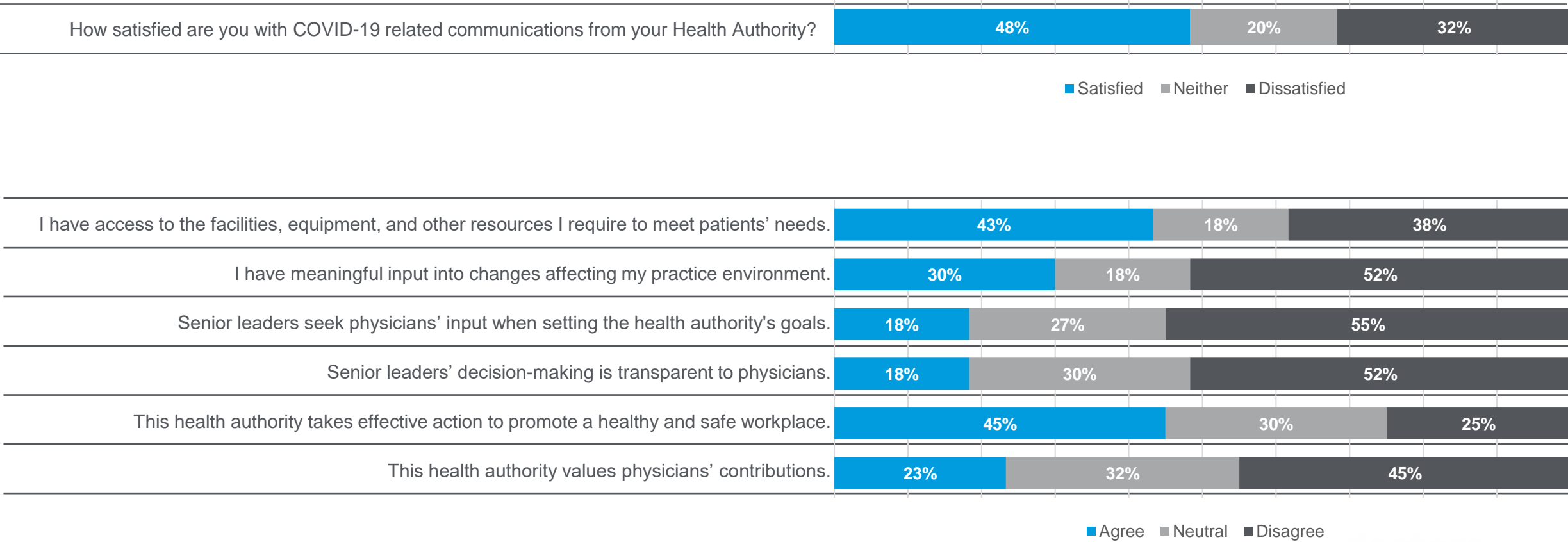
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Langley Memorial Hospital

COVID-19

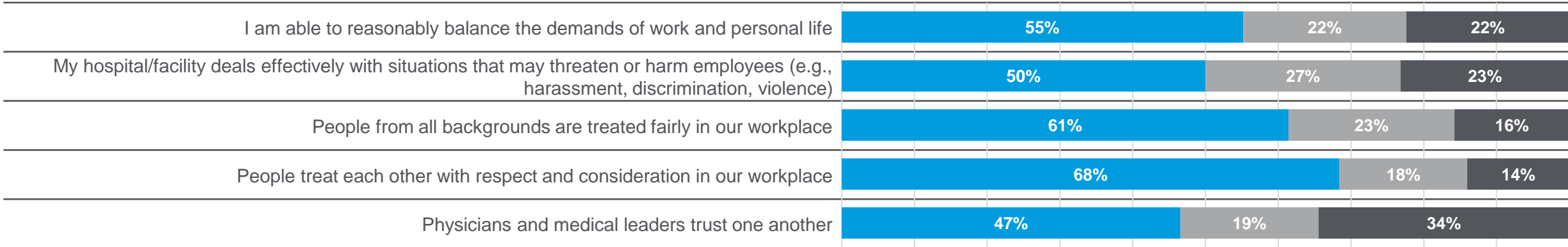


Langley Memorial Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



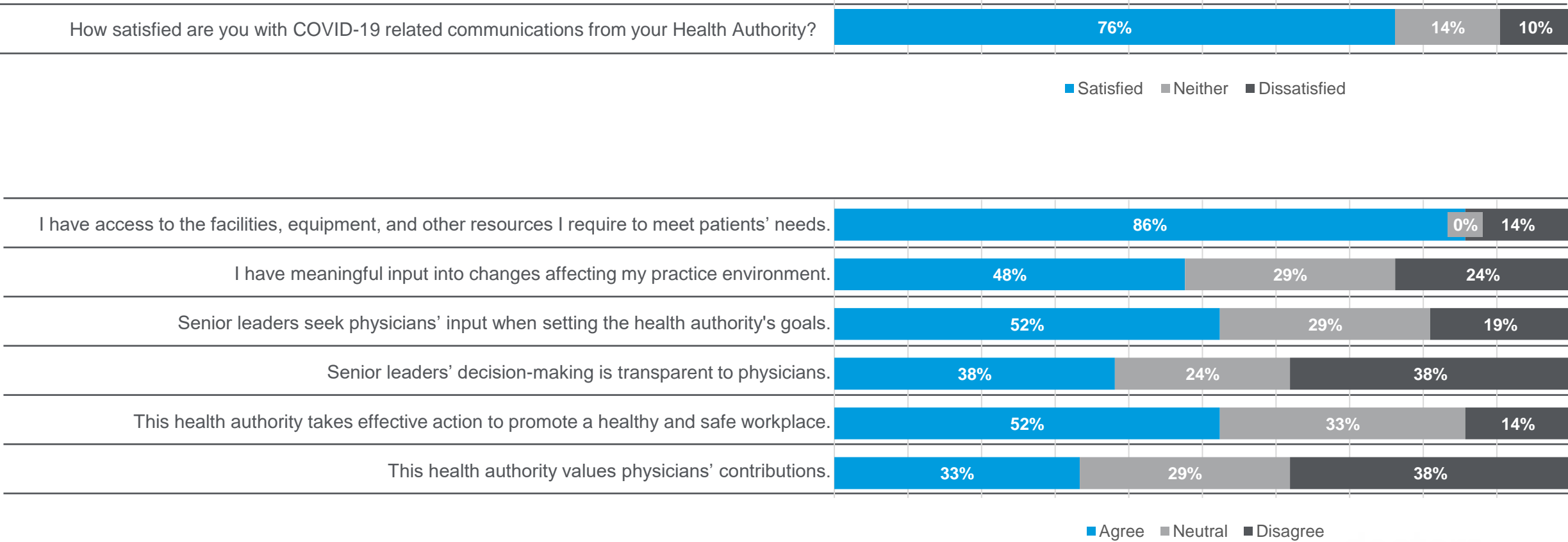
Facility Leadership



■ Agree ■ Neutral ■ Disagree

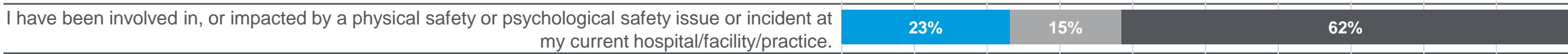
Mission Memorial Hospital

COVID-19



Mission Memorial Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



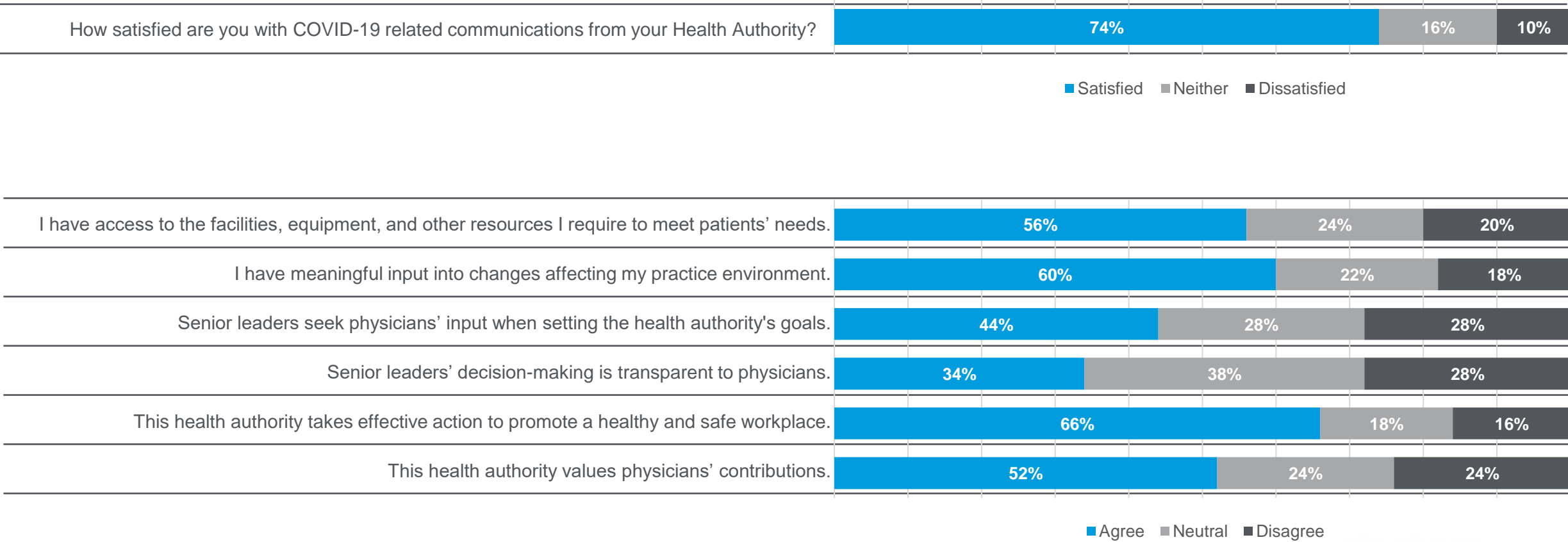
Facility Leadership



■ Agree ■ Neutral ■ Disagree

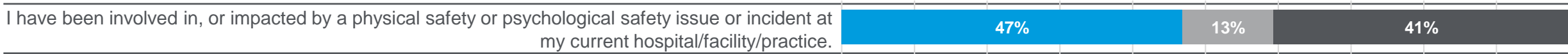
Peace Arch Hospital

COVID-19



Peace Arch Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



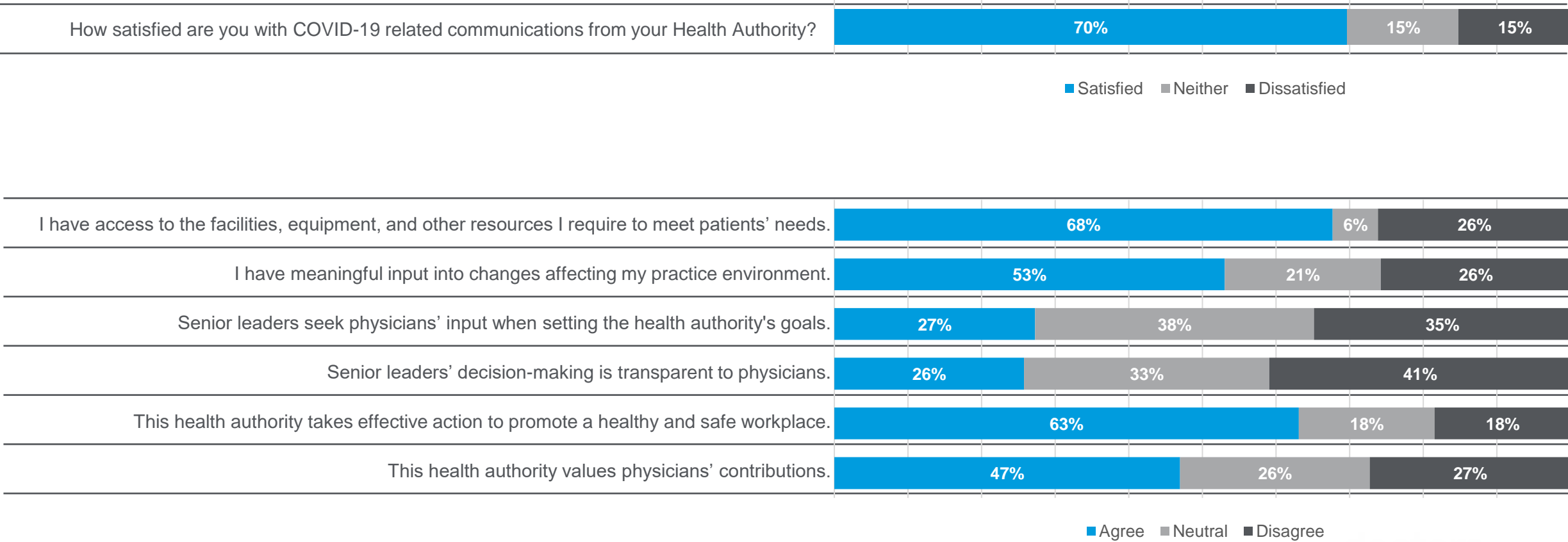
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Ridge Meadows Hospital

COVID-19



Ridge Meadows Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



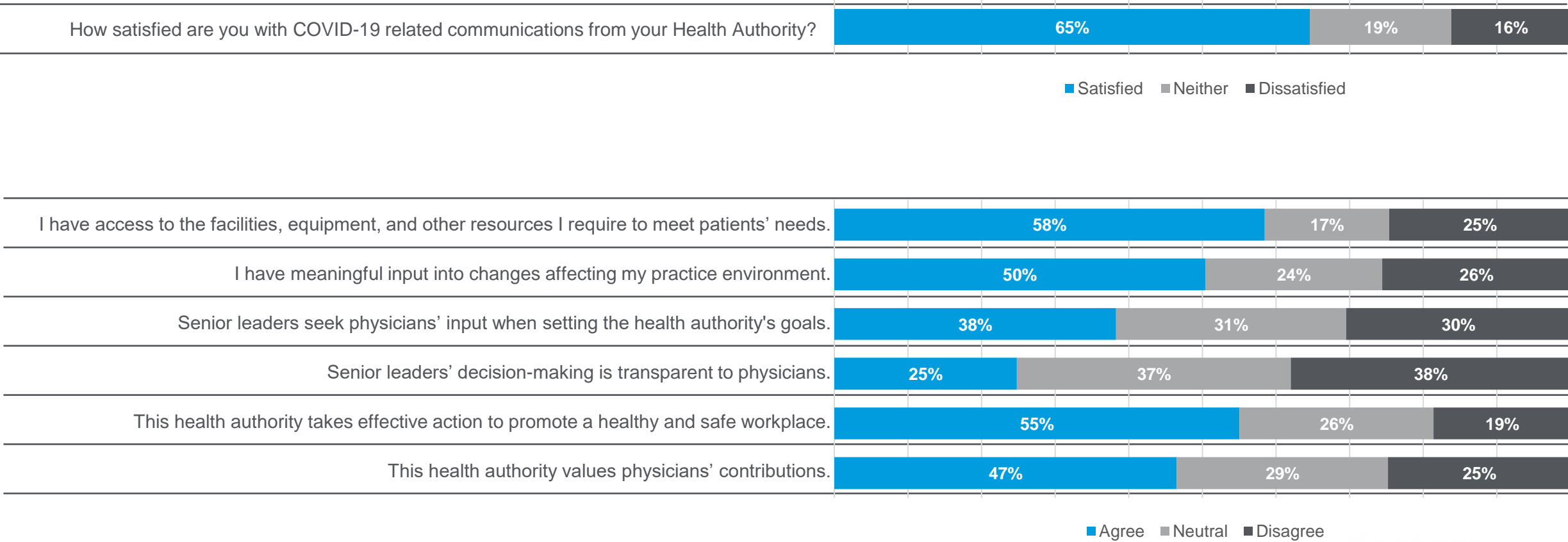
Facility Leadership



■ Agree ■ Neutral ■ Disagree

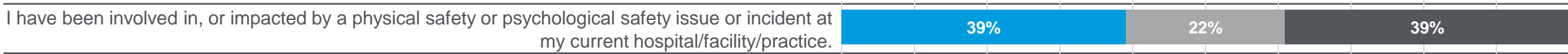
Royal Columbian Hospital

COVID-19



Royal Columbian Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



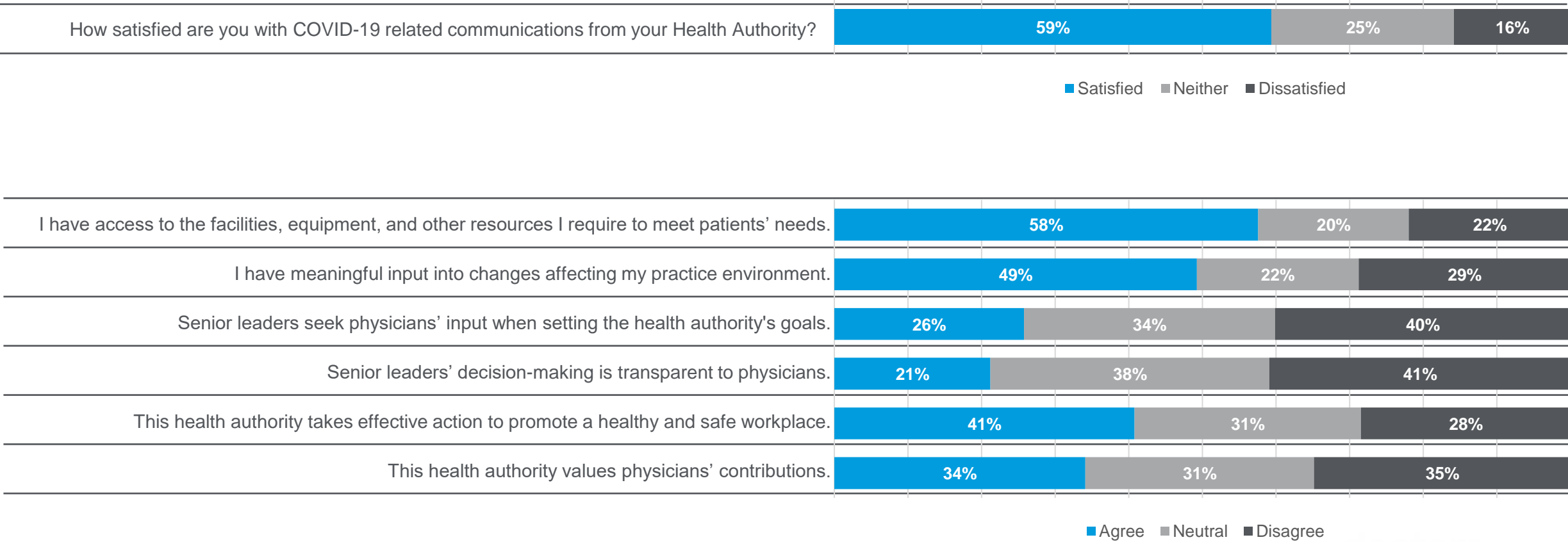
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Surrey Memorial Hospital

COVID-19

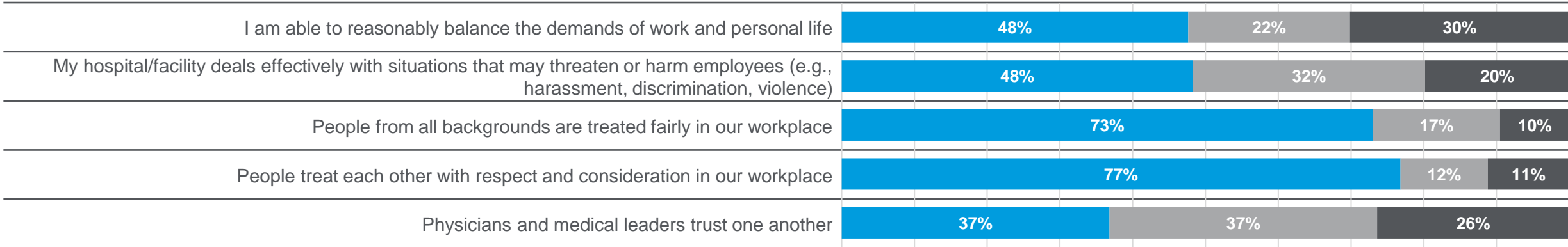


Surrey Memorial Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



Facility Leadership



■ Agree ■ Neutral ■ Disagree

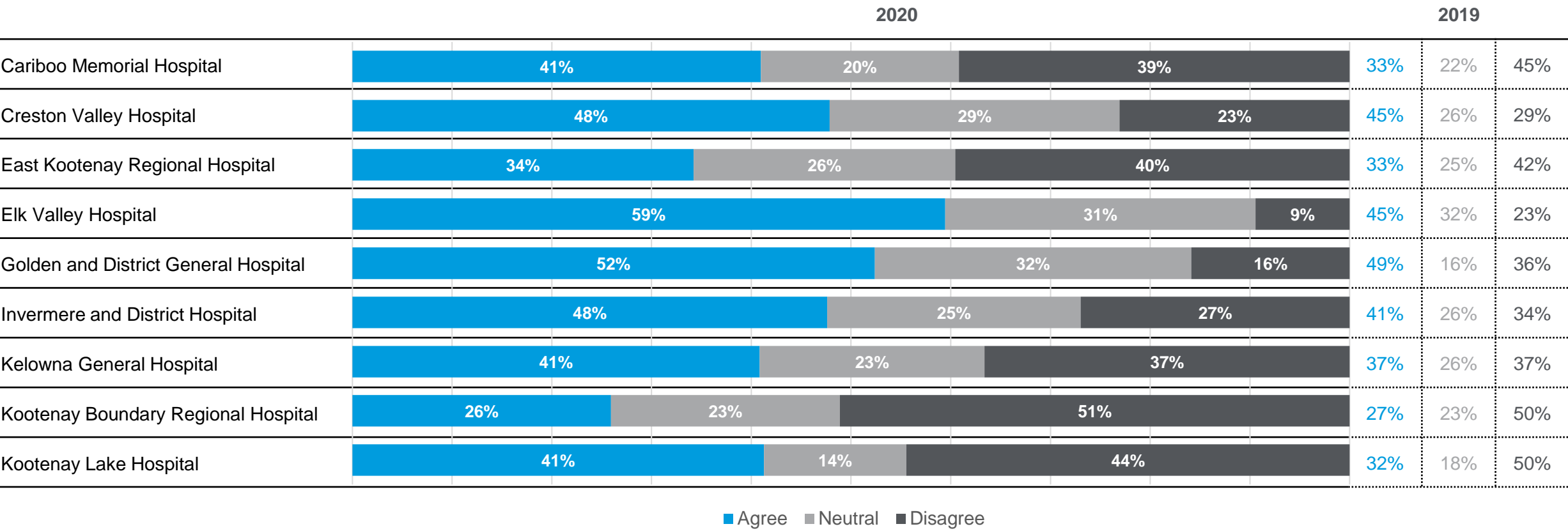
Facility Data | Interior Health

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

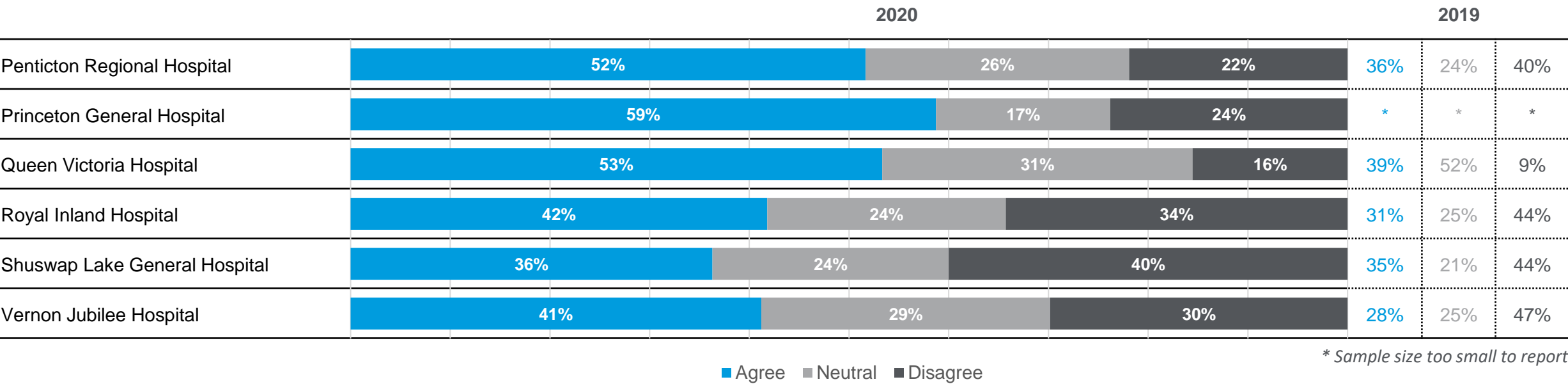
Interior Health Authority

Overall Averages by Facility



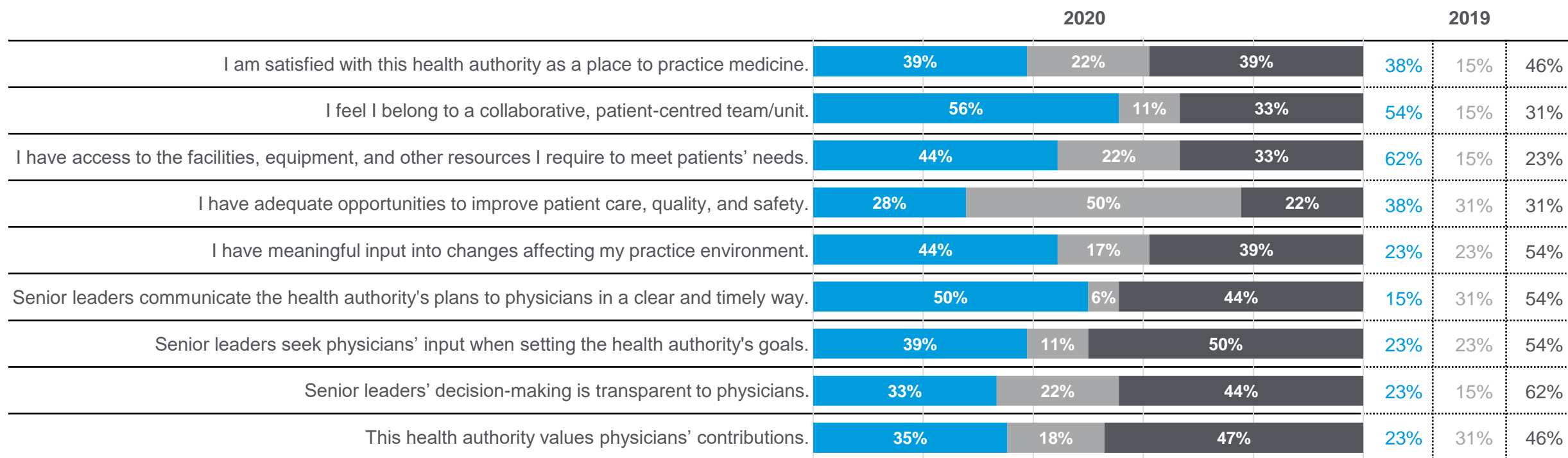
Interior Health Authority

Overall Averages by Facility (continued...)



Cariboo Memorial Hospital

18 Respondents 2020 | 13 Respondents 2019

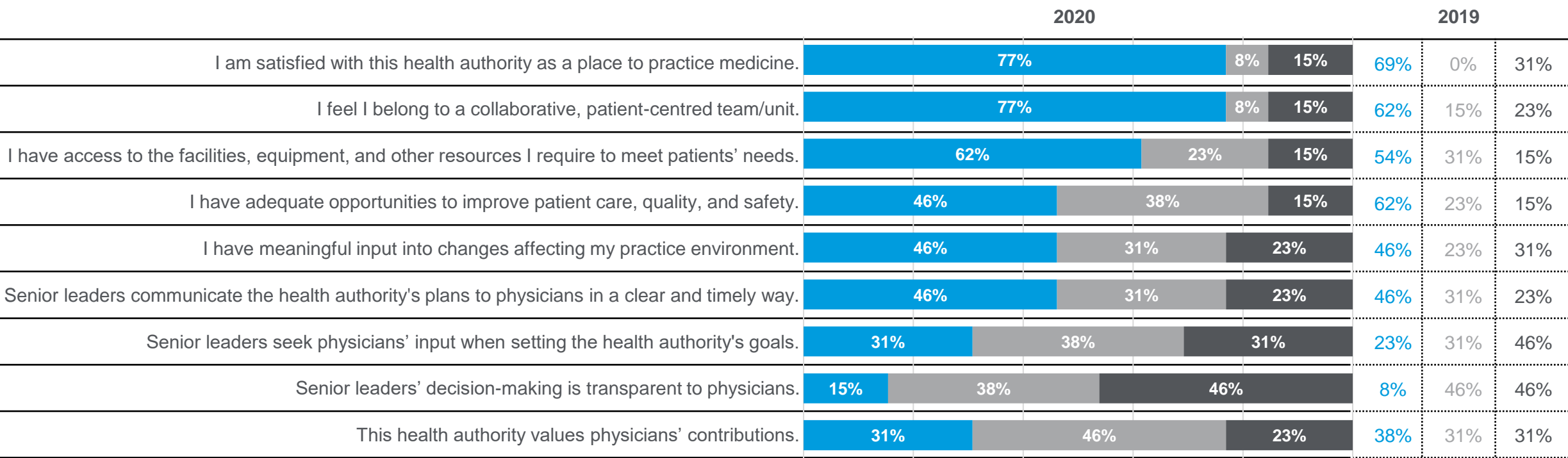


Local Engagement and Safety Questions

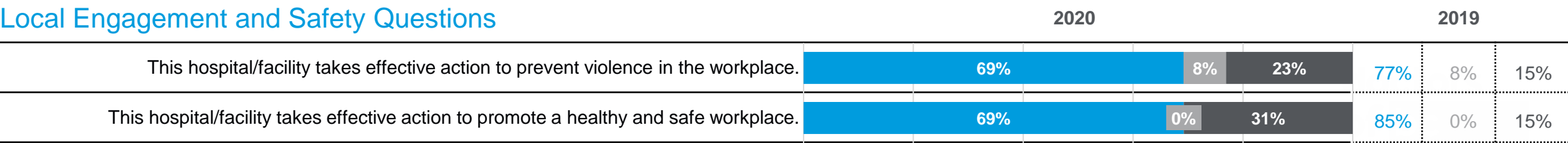


Creston Valley Hospital

13 Respondents 2020 | 13 Respondents 2019

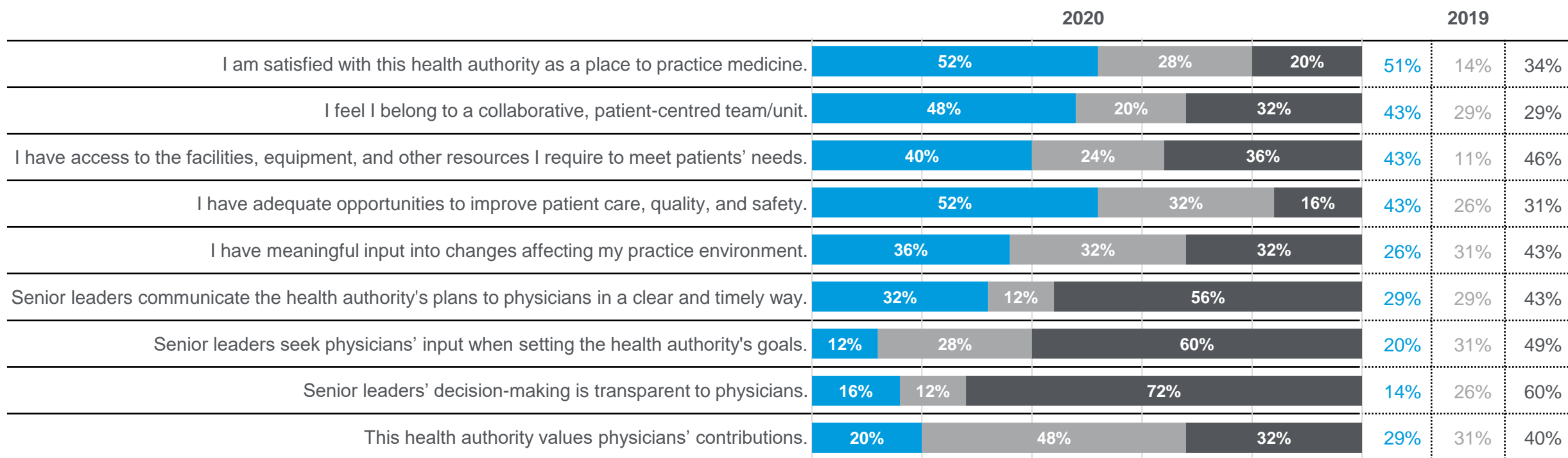


Local Engagement and Safety Questions

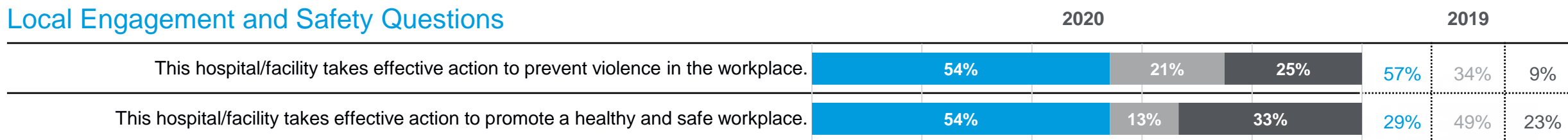


East Kootenay Regional Hospital

25 Respondents 2020 | 35 Respondents 2019

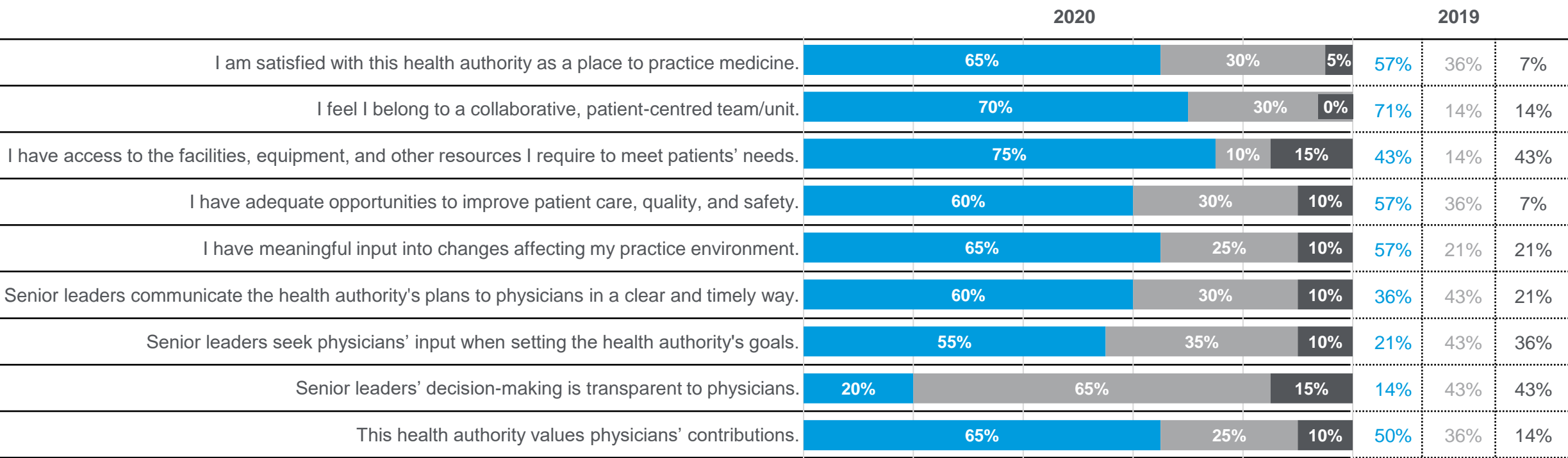


Local Engagement and Safety Questions

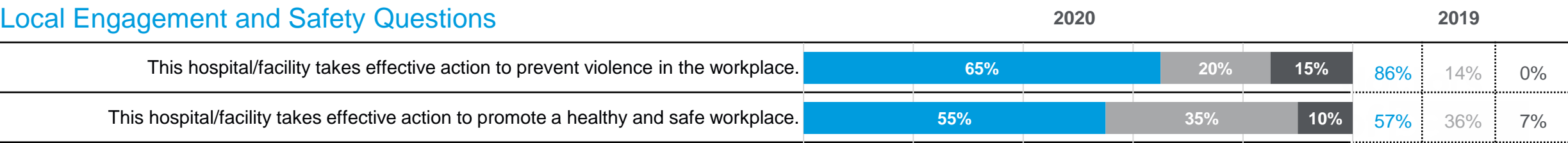


Elk Valley Hospital

20 Respondents 2020 | 14 Respondents 2019

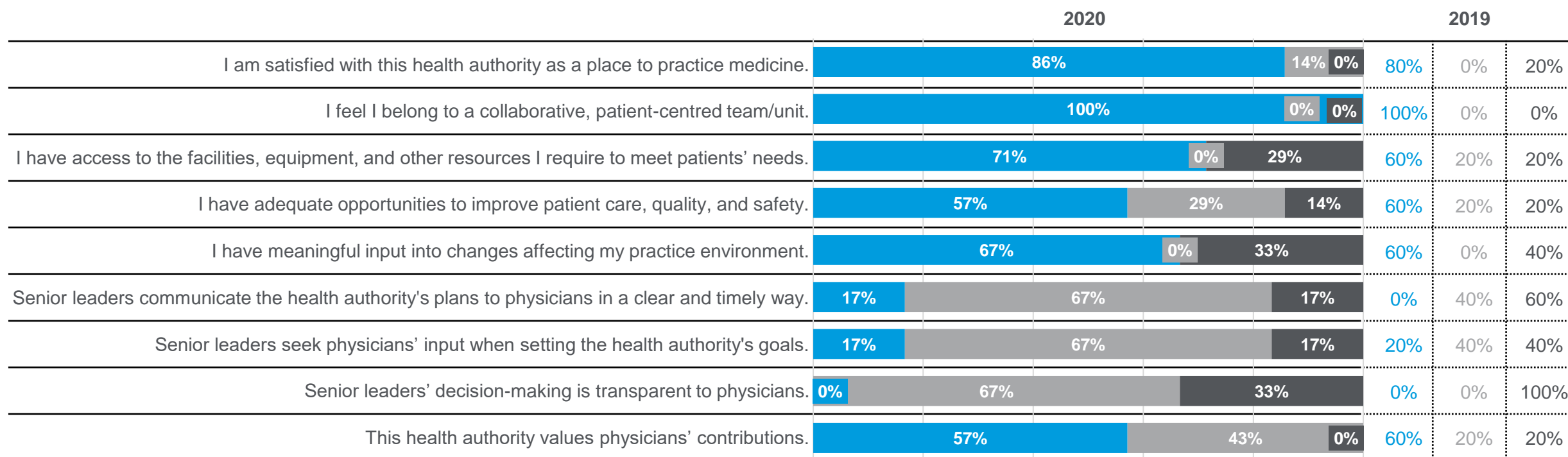


Local Engagement and Safety Questions



Golden and District General Hospital

7 Respondents 2020 | 5 Respondents 2019



Local Engagement and Safety Questions



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%	14%	29%	63%	25%	13%
I have adequate opportunities to improve patient care, quality, and safety.	71%	14%	14%	38%	50%	13%
I have meaningful input into changes affecting my practice environment.	57%	14%	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%	25%	13%	63%
Senior leaders' decision-making is transparent to physicians.	0%	57%	43%	0%	25%	75%
This health authority values physicians' contributions.	43%	29%	29%	38%	25%	38%

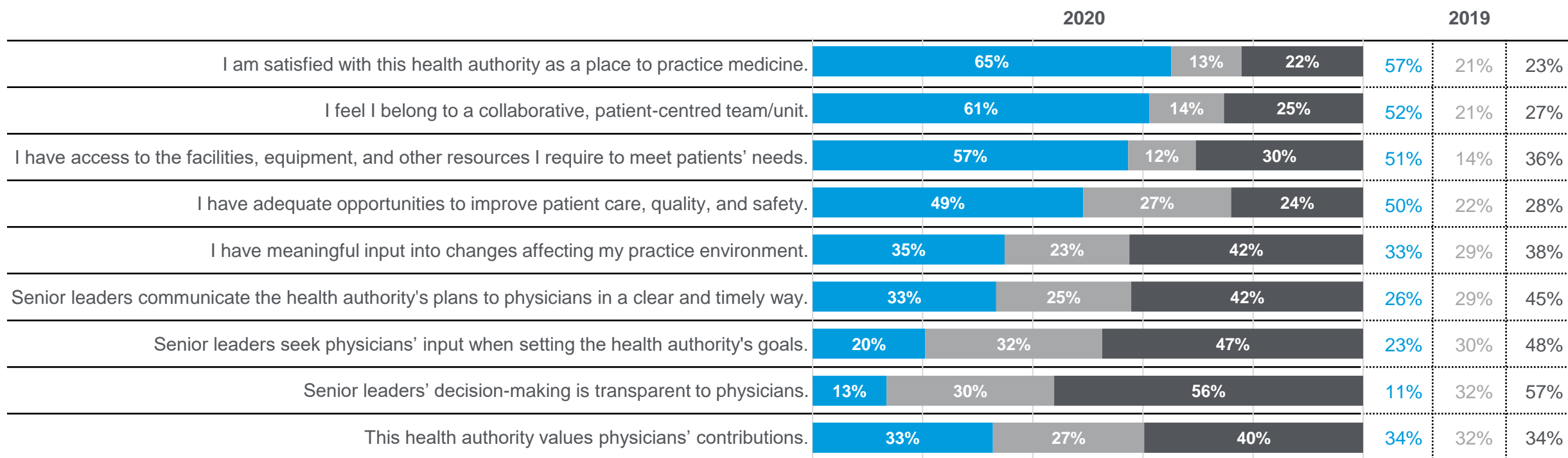
Local Engagement and Safety Questions

Local Engagement and Safety Questions

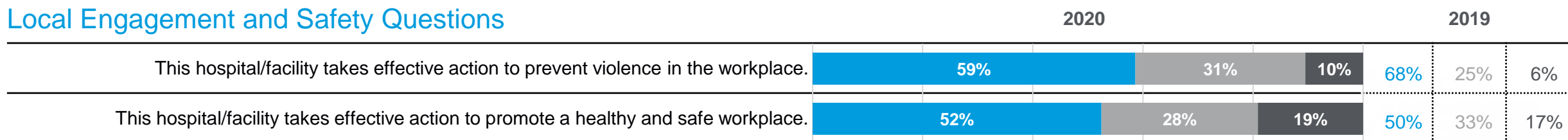
	2020			2019		
This hospital/facility takes effective action to prevent violence in the workplace.	67%	33%	0%	88%	13%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	67%	33%	0%	63%	25%	13%

Kelowna General Hospital

173 Respondents 2020 | 152 Respondents 2019

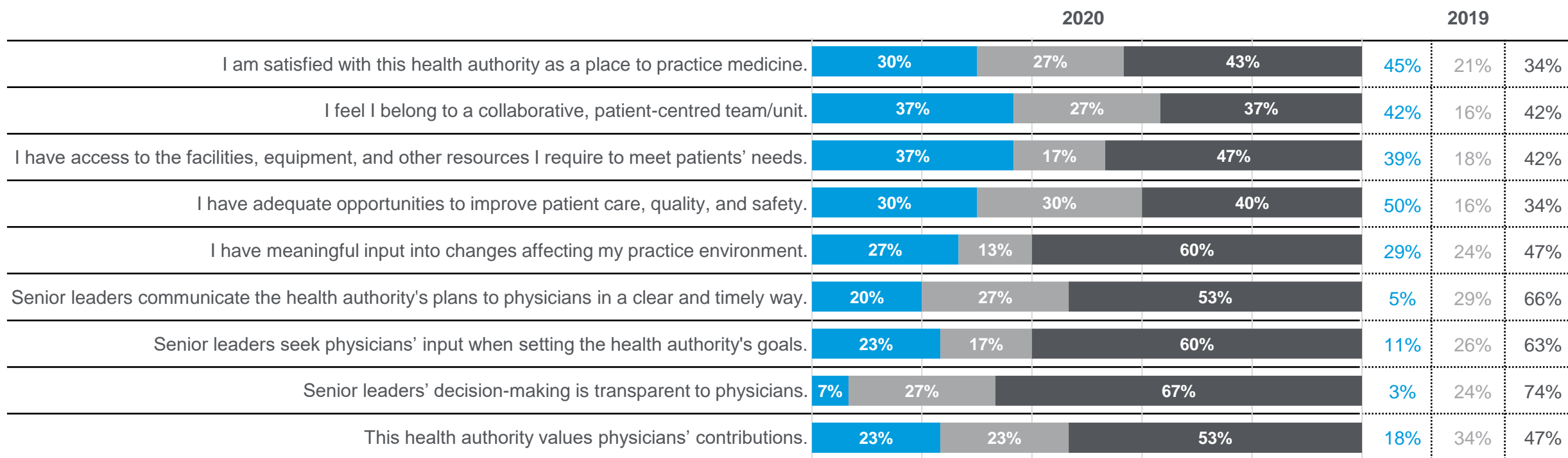


Local Engagement and Safety Questions

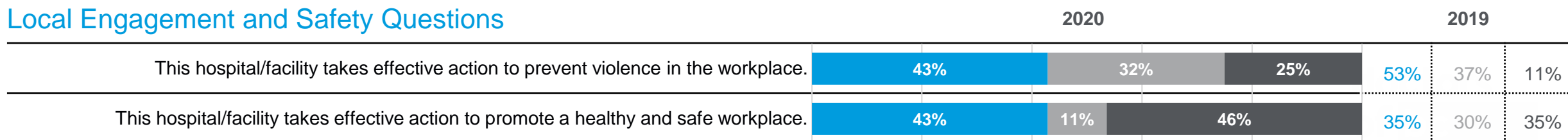


Kootenay Boundary Regional Hospital

30 Respondents 2020 | 39 Respondents 2019

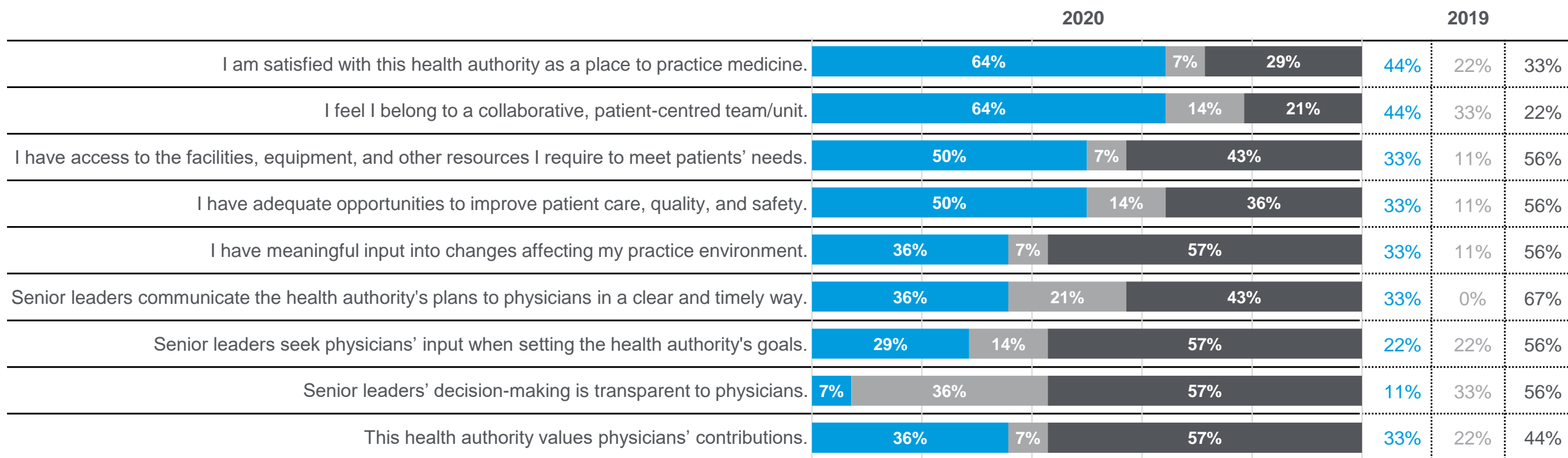


Local Engagement and Safety Questions

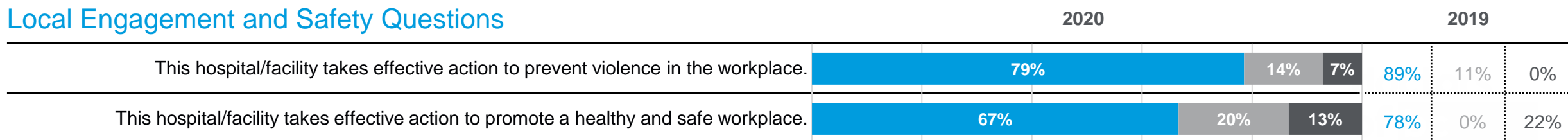


Kootenay Lake Hospital

16 Respondents 2020 | 9 Respondents 2019

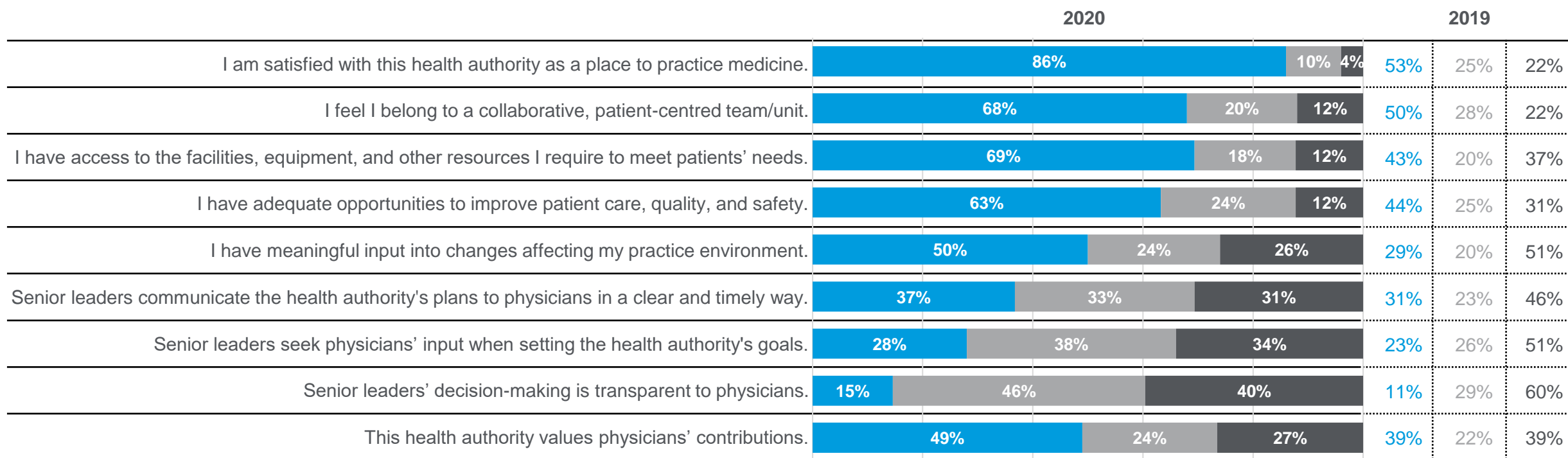


Local Engagement and Safety Questions



Penticton Regional Hospital

50 Respondents 2020 | 36 Respondents 2019

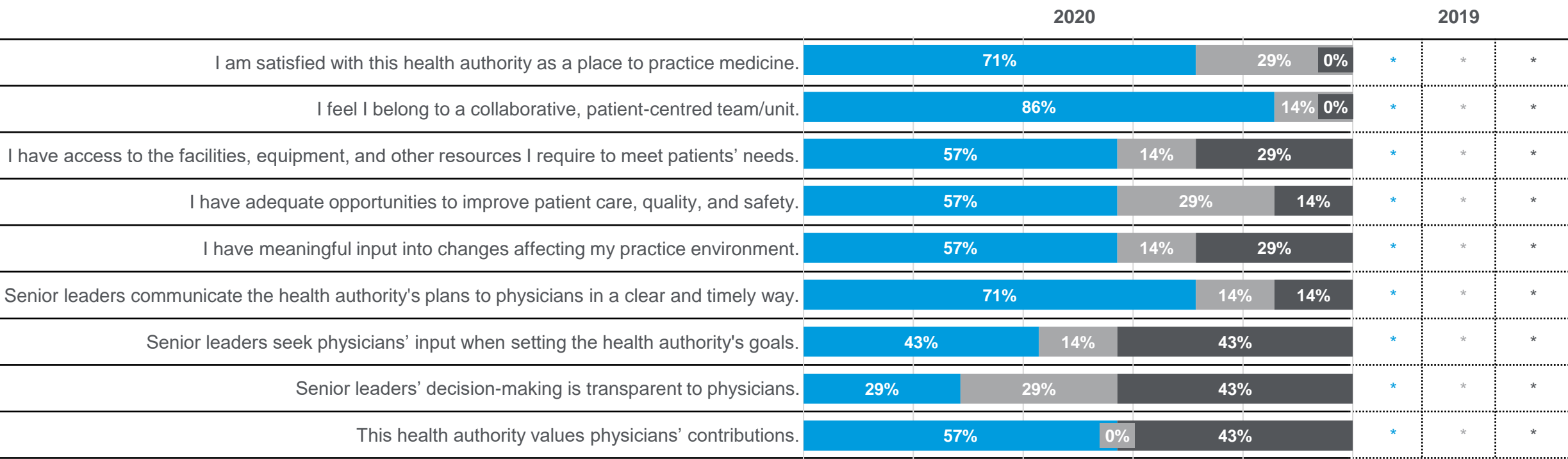


Local Engagement and Safety Questions

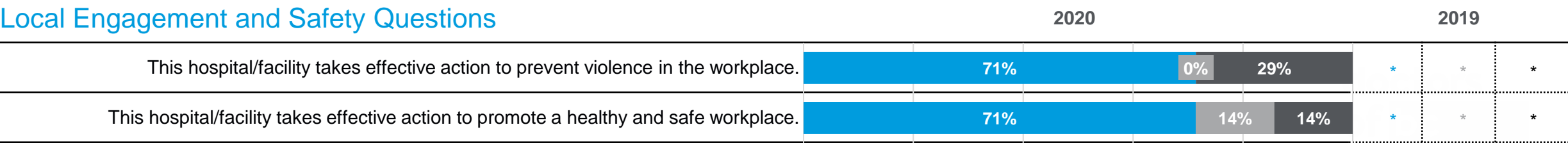


Princeton General Hospital

7 Respondents 2020 | * Respondents 2019

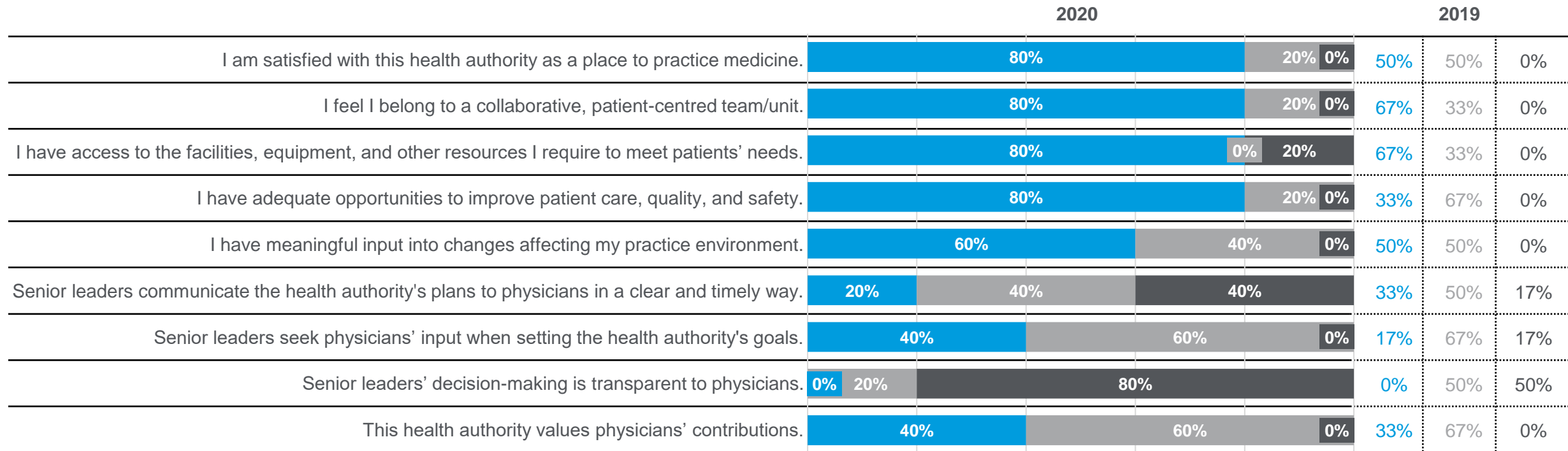


Local Engagement and Safety Questions

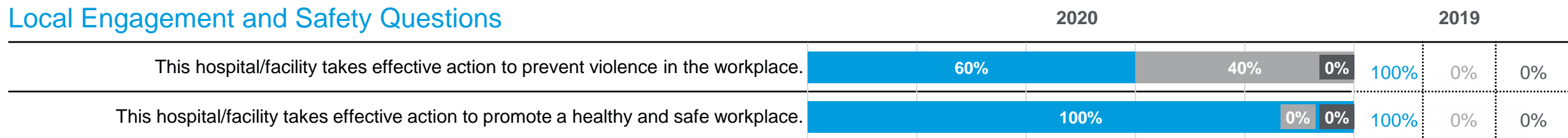


Queen Victoria Hospital

5 Respondents 2020 | 6 Respondents 2019

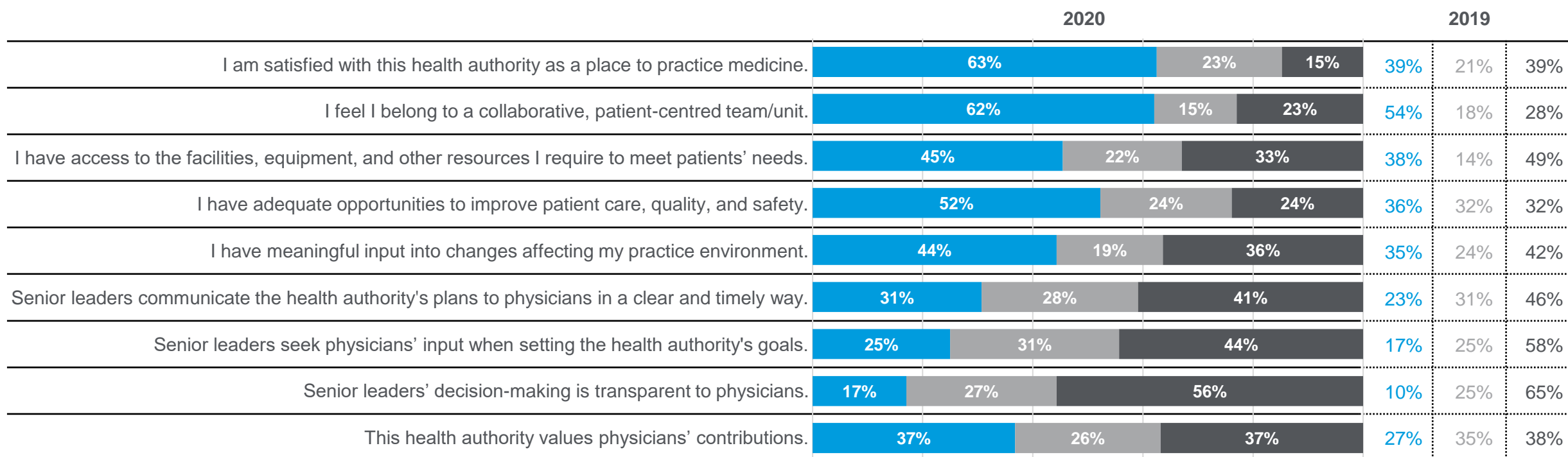


Local Engagement and Safety Questions

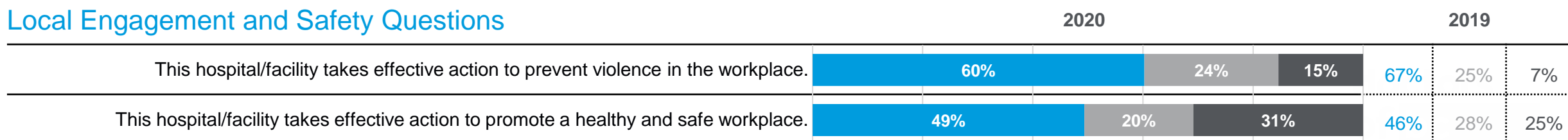


Royal Inland Hospital

88 Respondents 2020 | 72 Respondents 2019



Local Engagement and Safety Questions



Shuswap Lake General Hospital

15 Respondents 2020 | 20 Respondents 2019

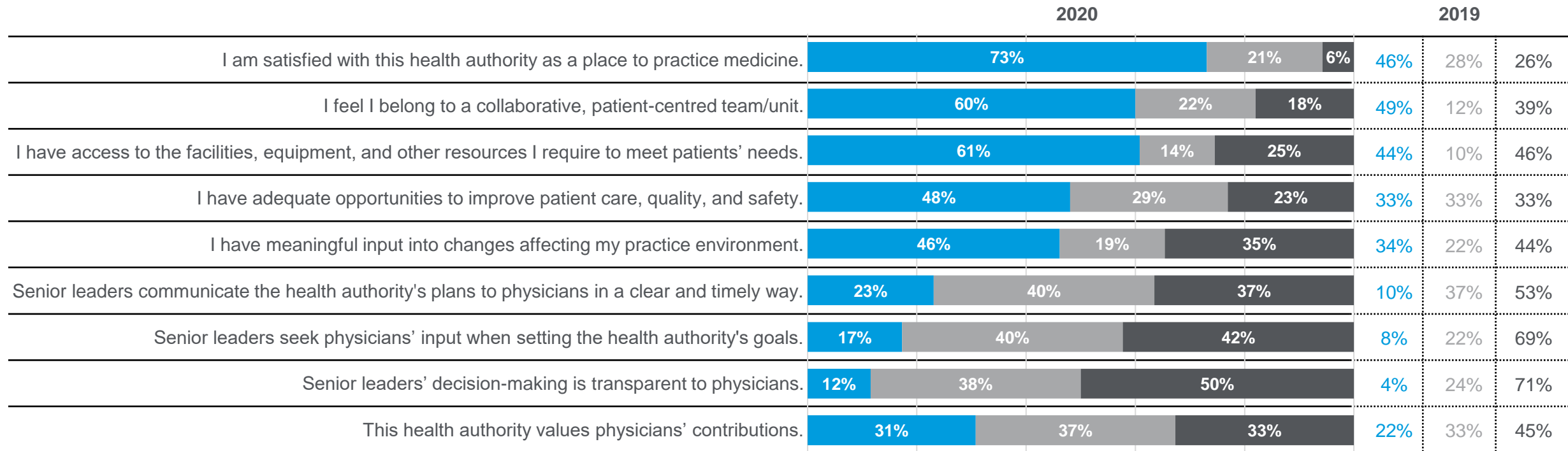
	2020			2019		
I am satisfied with this health authority as a place to practice medicine.	<div><div>60%</div><div>20%</div><div>20%</div></div>			50%	15%	35%
I feel I belong to a collaborative, patient-centred team/unit.	<div><div>40%</div><div>27%</div><div>33%</div></div>			55%	15%	30%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div><div>60%</div><div>7%</div><div>33%</div></div>			40%	20%	40%
I have adequate opportunities to improve patient care, quality, and safety.	<div><div>47%</div><div>27%</div><div>27%</div></div>			35%	40%	25%
I have meaningful input into changes affecting my practice environment.	<div><div>33%</div><div>13%</div><div>53%</div></div>			35%	15%	50%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div><div>20%</div><div>40%</div><div>40%</div></div>			20%	20%	60%
Senior leaders seek physicians' input when setting the health authority's goals.	<div><div>27%</div><div>27%</div><div>47%</div></div>			25%	20%	55%
Senior leaders' decision-making is transparent to physicians.	<div><div>7%</div><div>33%</div><div>60%</div></div>			15%	20%	65%
This health authority values physicians' contributions.	<div><div>33%</div><div>20%</div><div>47%</div></div>			40%	20%	40%

Local Engagement and Safety Questions

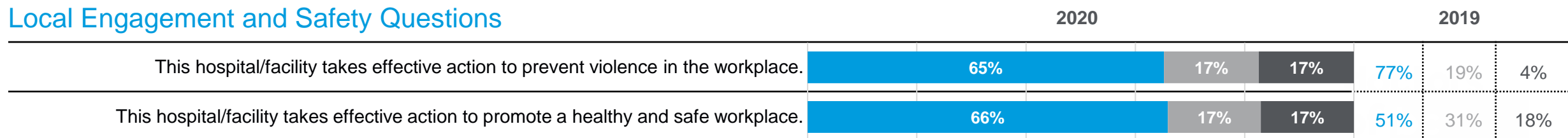
	2020			2019		
This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>50%</div><div>50%</div><div>0%</div></div>			50%	45%	5%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>47%</div><div>33%</div><div>20%</div></div>			45%	35%	20%

Vernon Jubilee Hospital

52 Respondents 2020 | 50 Respondents 2019



Local Engagement and Safety Questions



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.*

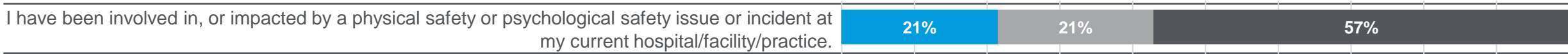
Cariboo Memorial Hospital

COVID-19



Cariboo Memorial Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



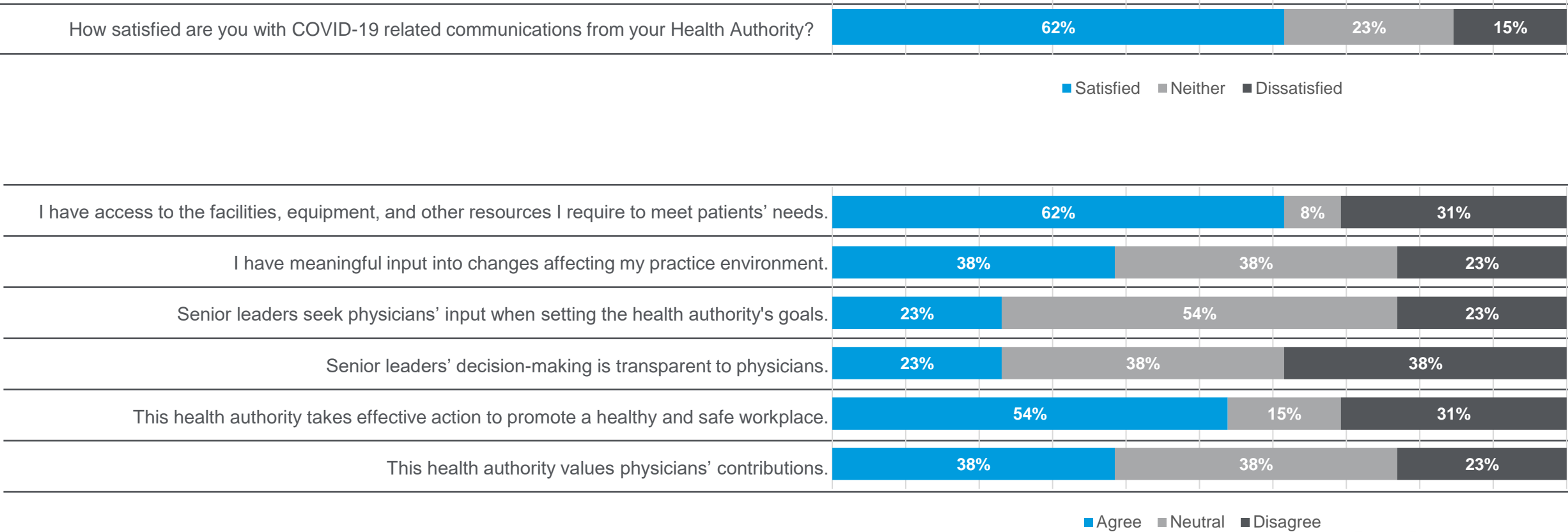
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Creston Valley Hospital

COVID-19



Creston Valley Hospital

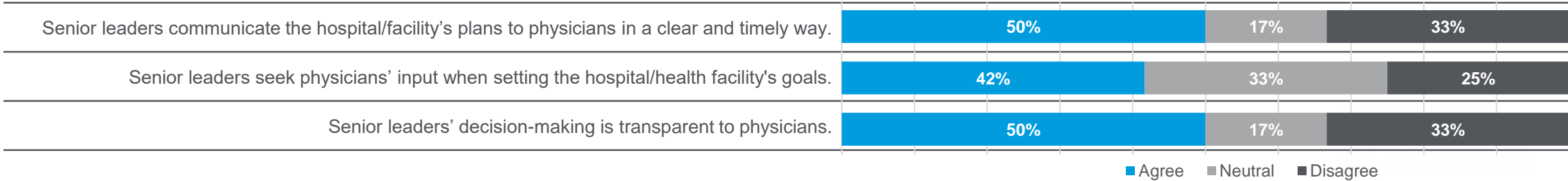
Psychological Health and Safety



Physical and Psychological Well-Being

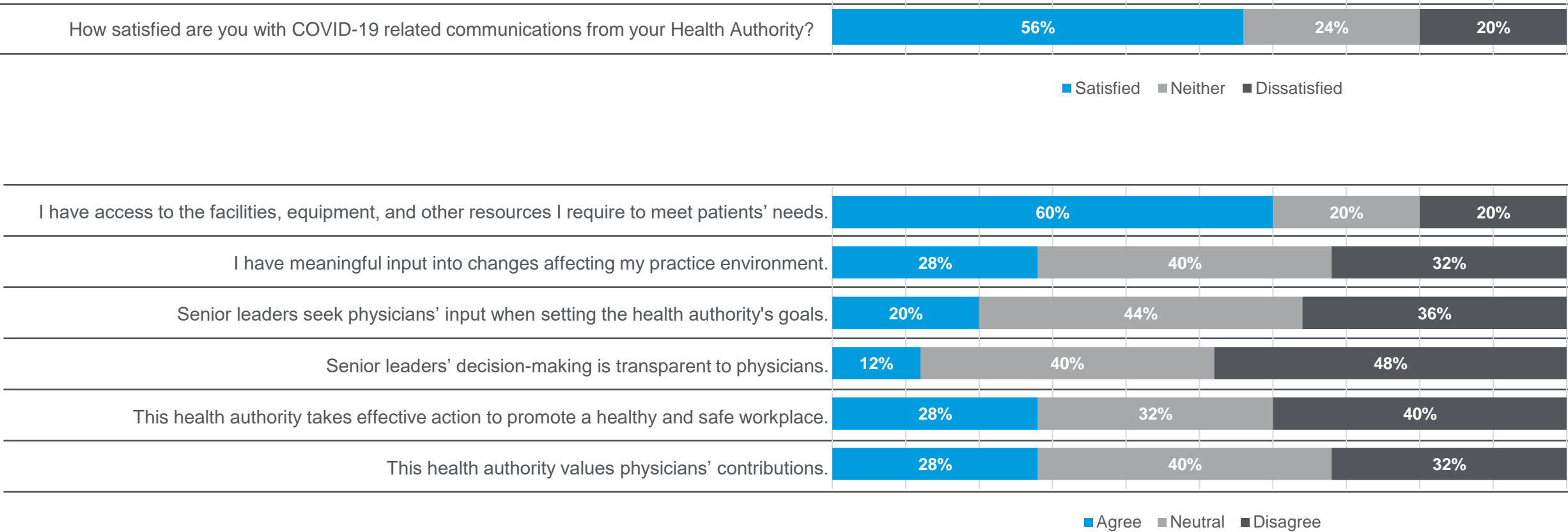


Facility Leadership



East Kootenay Regional Hospital

COVID-19



East Kootenay Regional Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



Facility Leadership



■ Agree ■ Neutral ■ Disagree

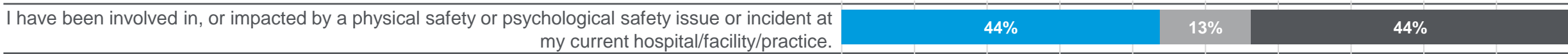
Elk Valley Hospital

COVID-19



Elk Valley Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



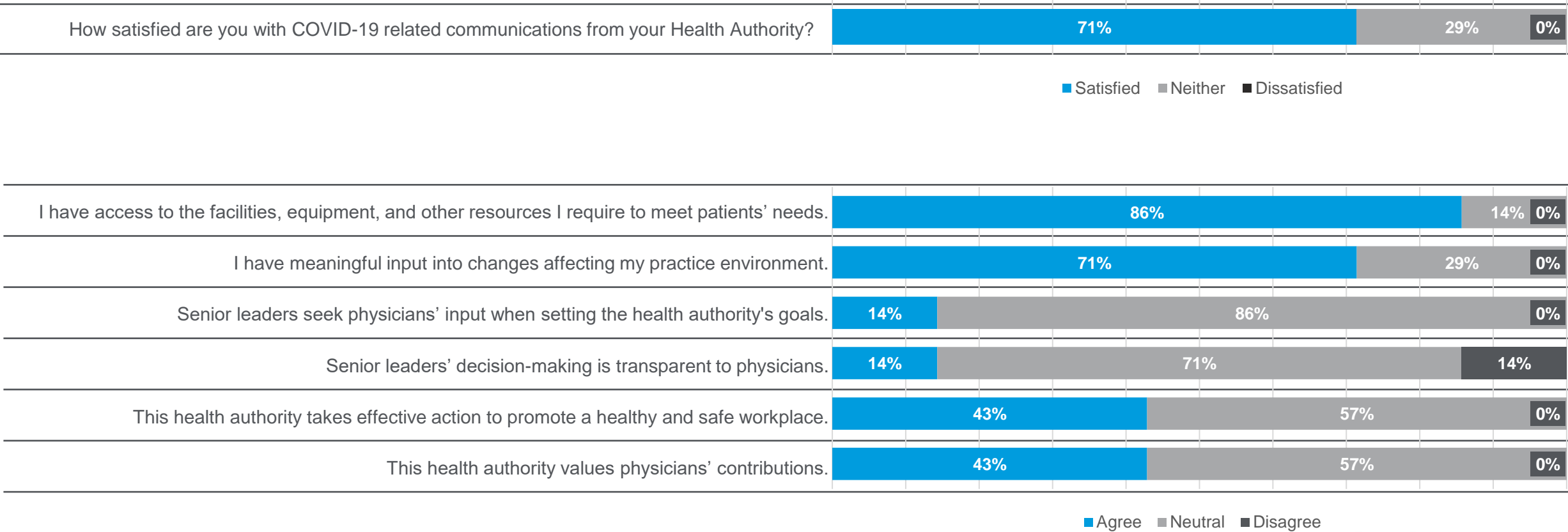
Facility Leadership



■ Agree ■ Neutral ■ Disagree

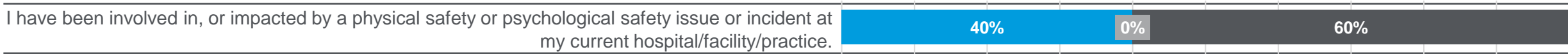
Golden and District General Hospital

COVID-19



Golden and District General Hospital

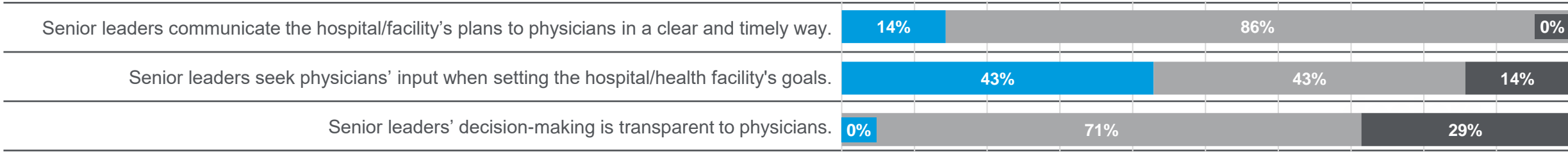
Psychological Health and Safety



Physical and Psychological Well-Being



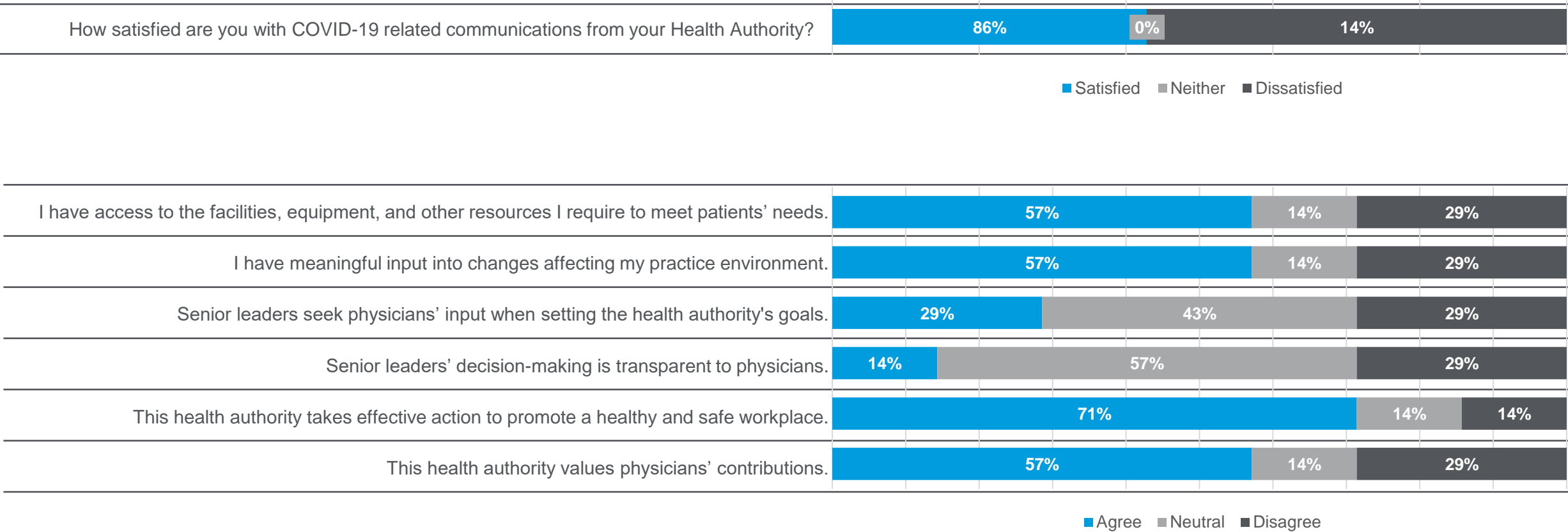
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Invermere and District Hospital

COVID-19

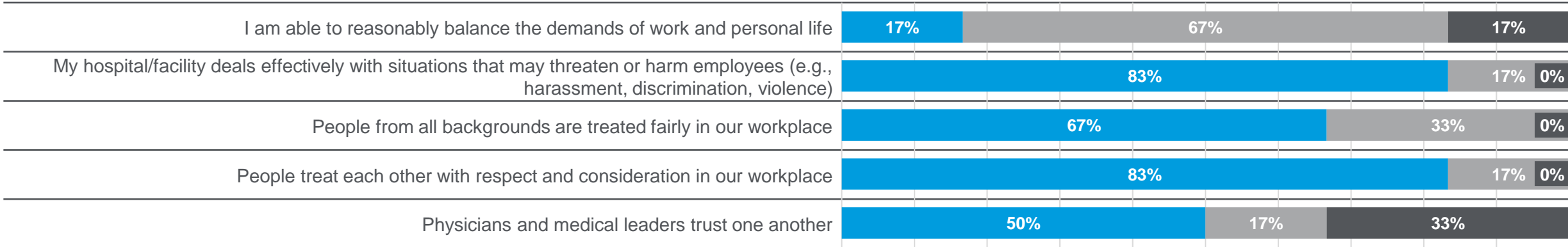


Invermere and District Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



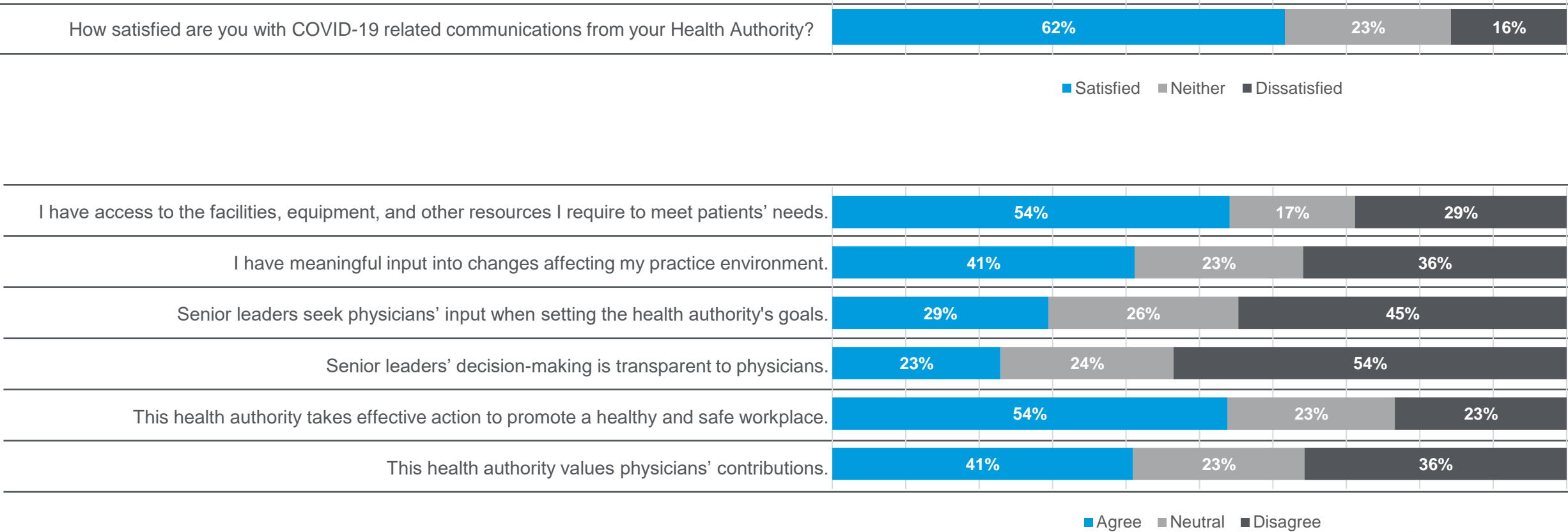
Facility Leadership



■ Agree ■ Neutral ■ Disagree

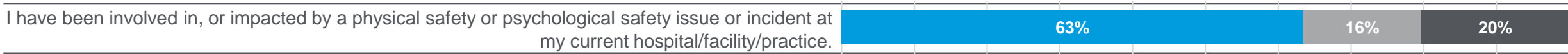
Kelowna General Hospital

COVID-19



Kelowna General Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



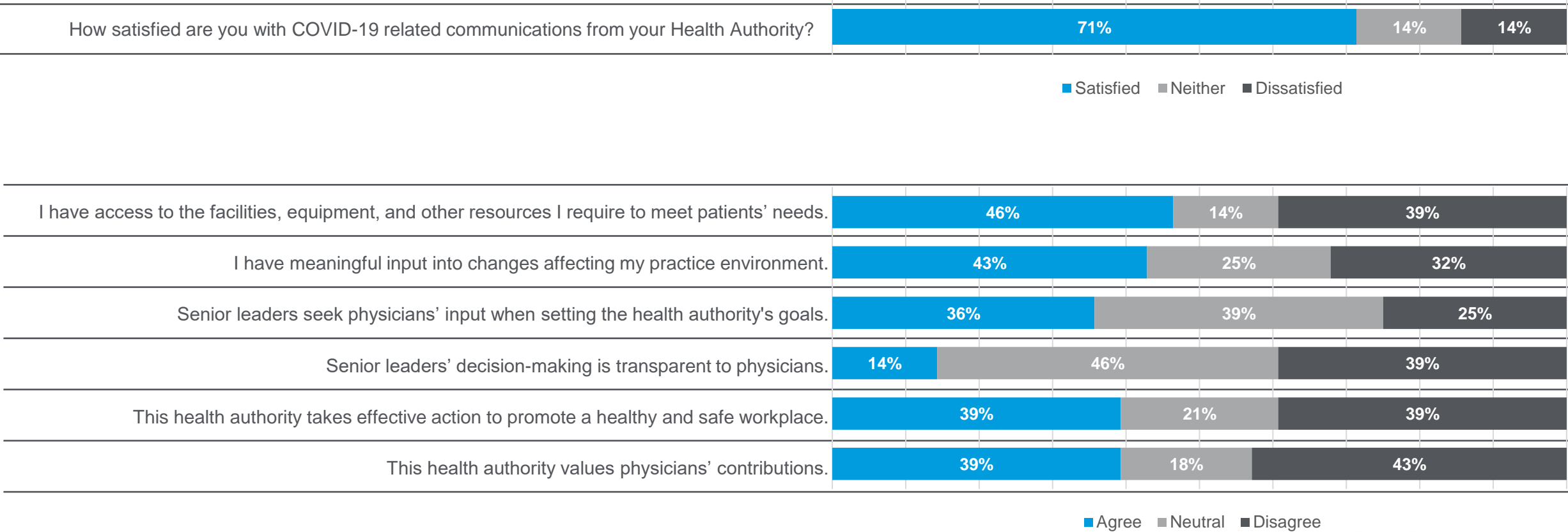
Facility Leadership



■ Agree ■ Neutral ■ Disagree

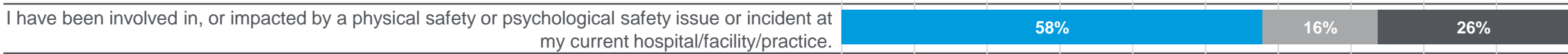
Kootenay Boundary Regional Hospital

COVID-19

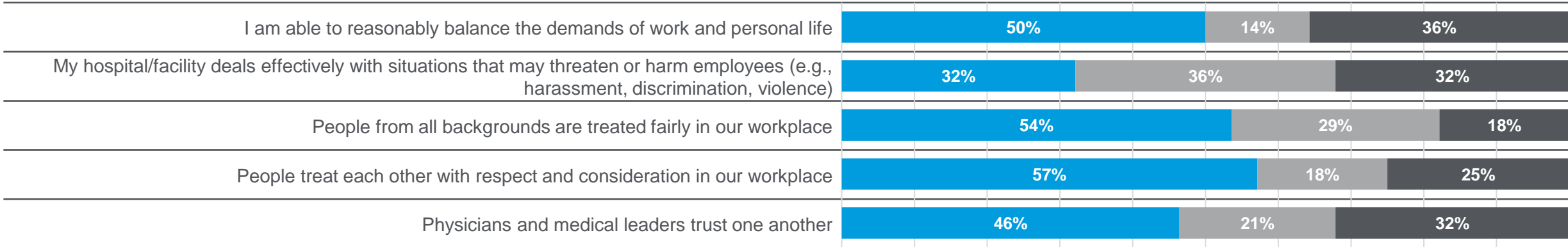


Kootenay Boundary Regional Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



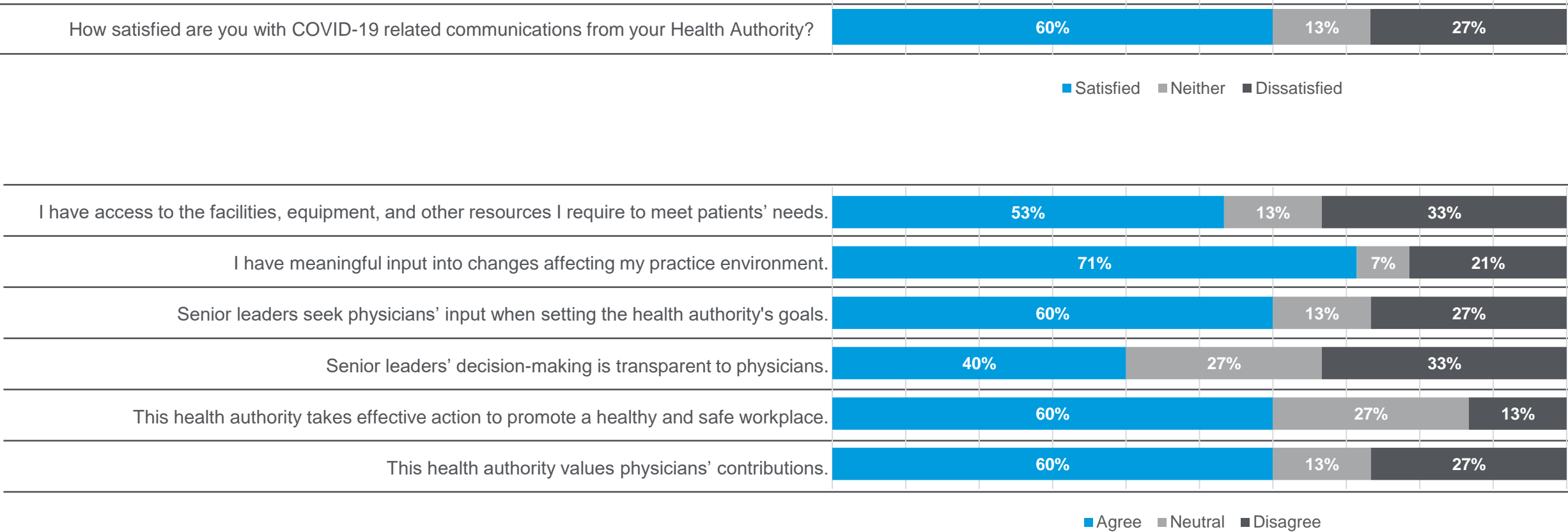
Facility Leadership



■ Agree ■ Neutral ■ Disagree

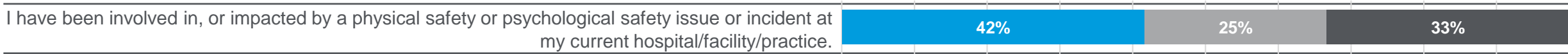
Kootenay Lake Hospital

COVID-19



Kootenay Lake Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



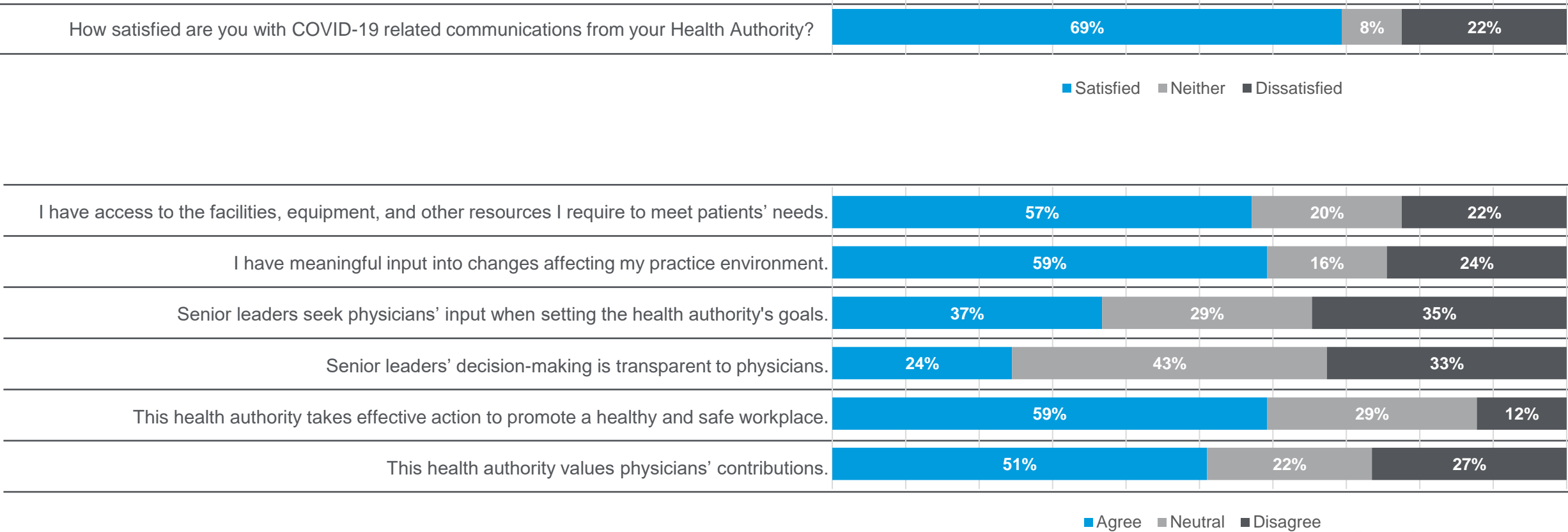
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Penticton Regional Hospital

COVID-19



Penticton Regional Hospital

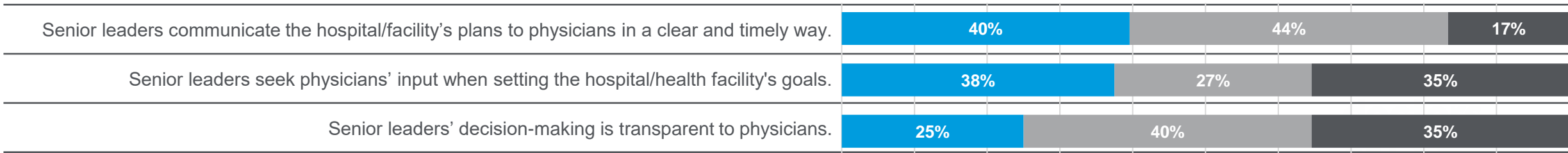
Psychological Health and Safety



Physical and Psychological Well-Being



Facility Leadership



■ Agree ■ Neutral ■ Disagree

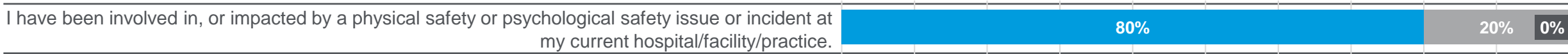
Princeton General Hospital

COVID-19



Princeton General Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



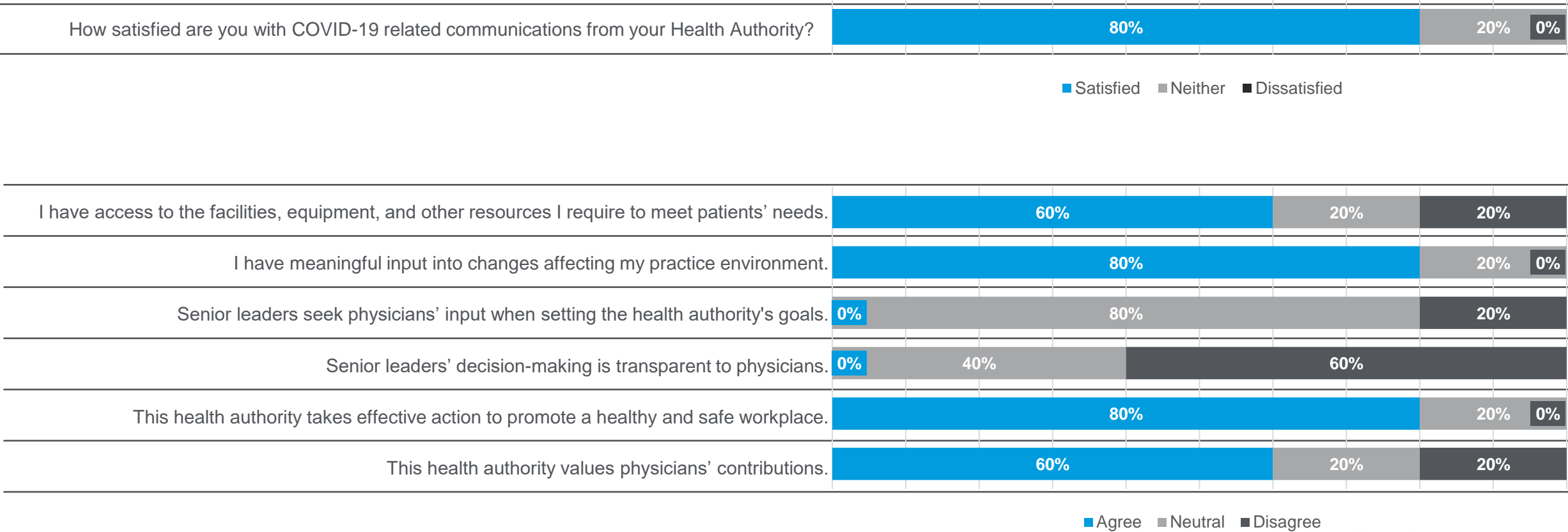
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Queen Victoria Hospital

COVID-19



Queen Victoria Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



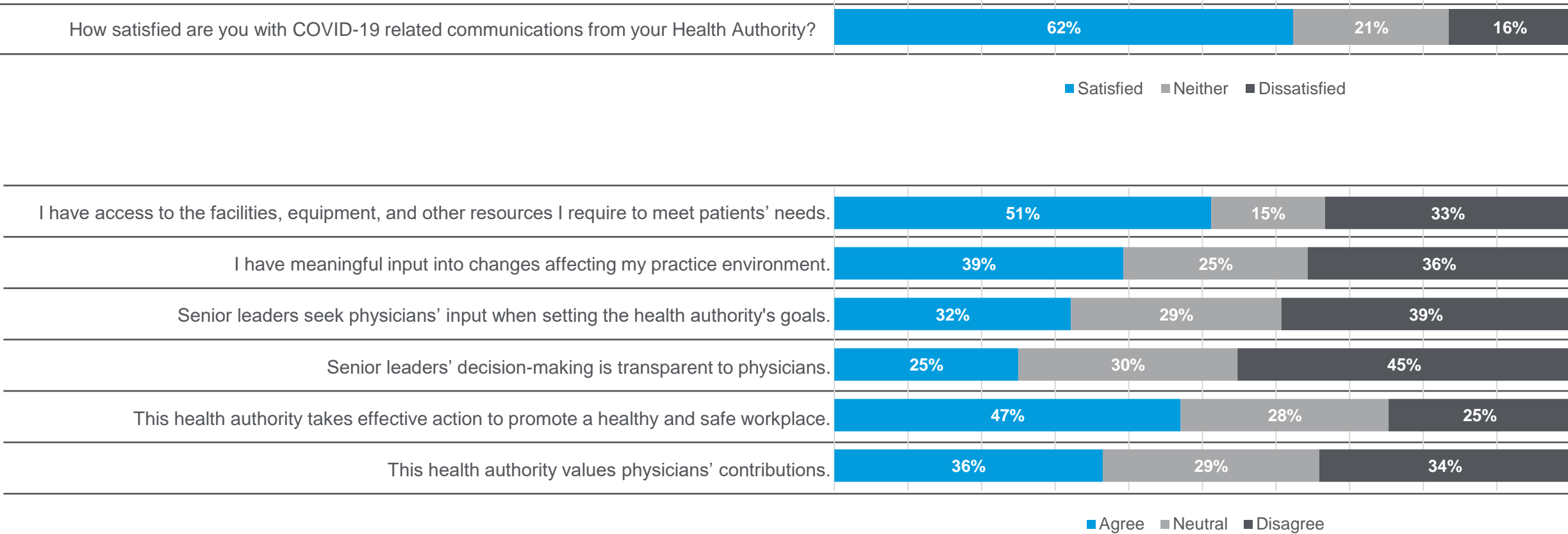
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Royal Inland Hospital

COVID-19

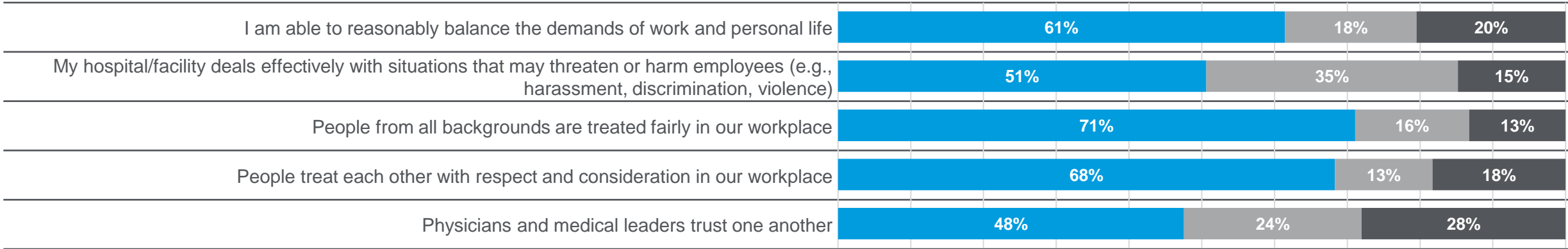


Royal Inland Hospital

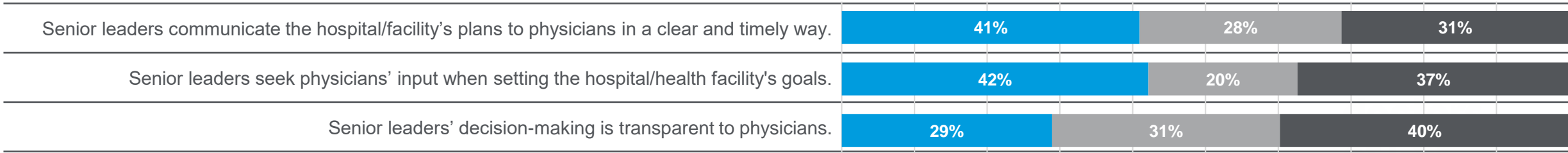
Psychological Health and Safety



Physical and Psychological Well-Being



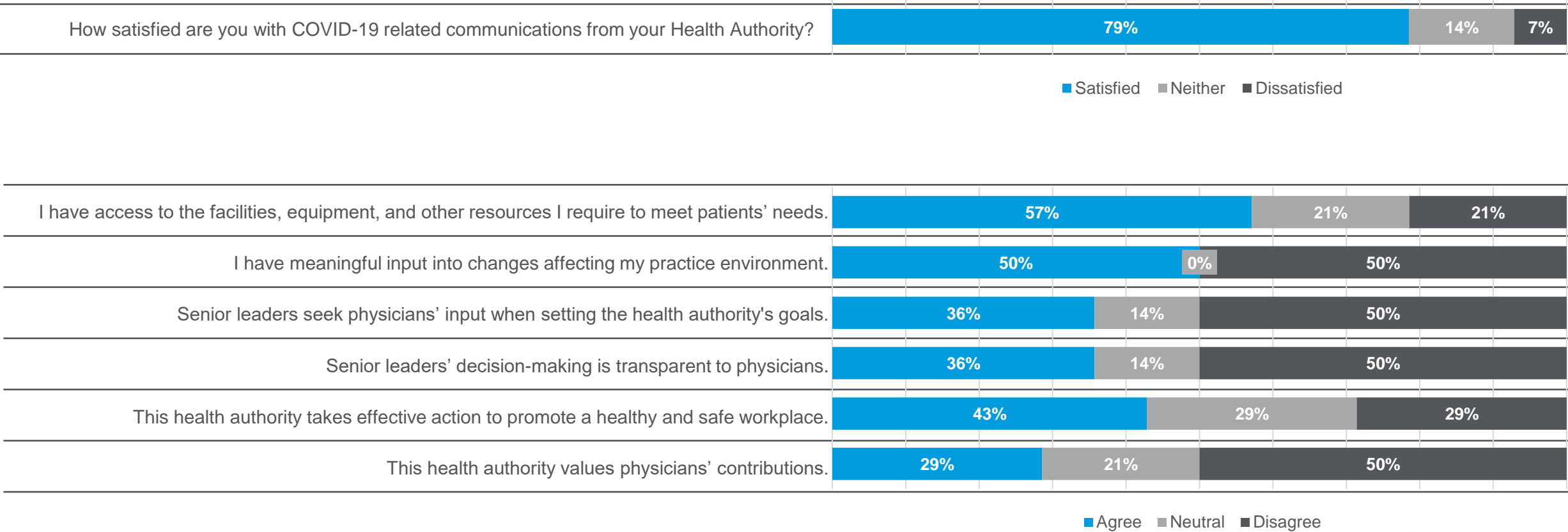
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Shuswap Lake General Hospital

COVID-19



Shuswap Lake General Hospital

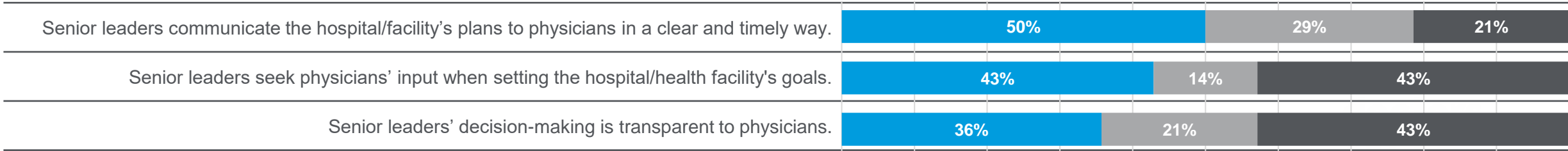
Psychological Health and Safety



Physical and Psychological Well-Being



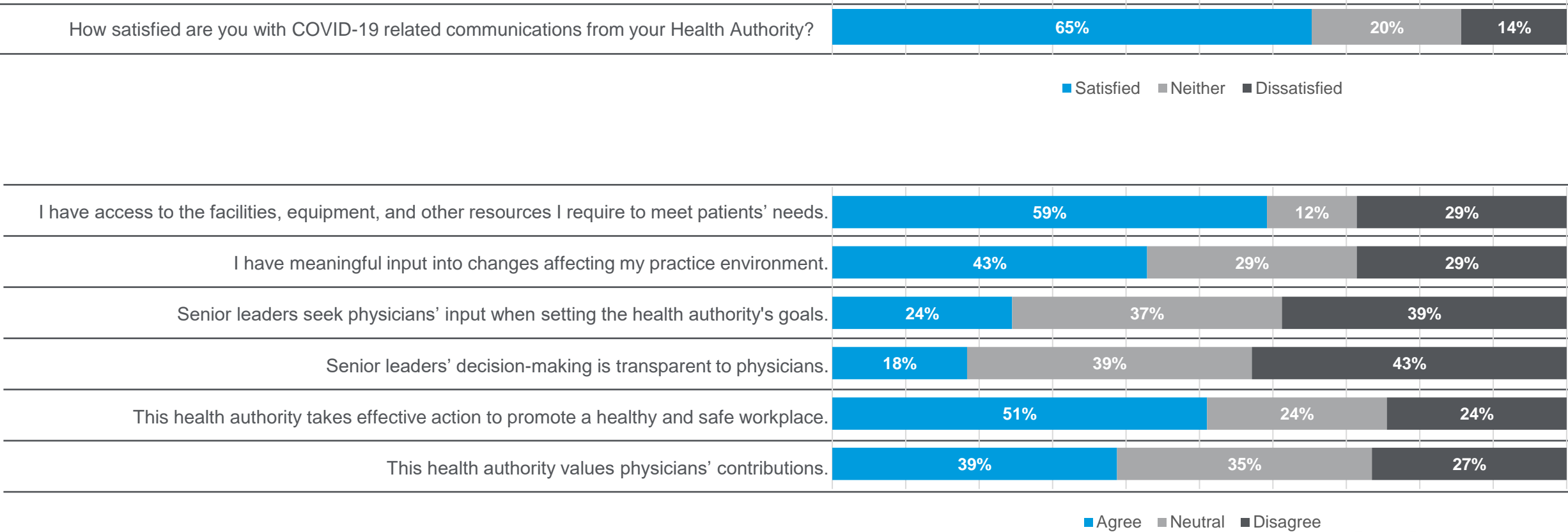
Facility Leadership



■ Agree ■ Neutral ■ Disagree

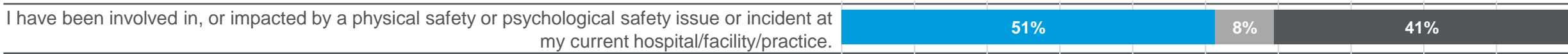
Vernon Jubilee Hospital

COVID-19



Vernon Jubilee Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



Facility Leadership



■ Agree ■ Neutral ■ Disagree

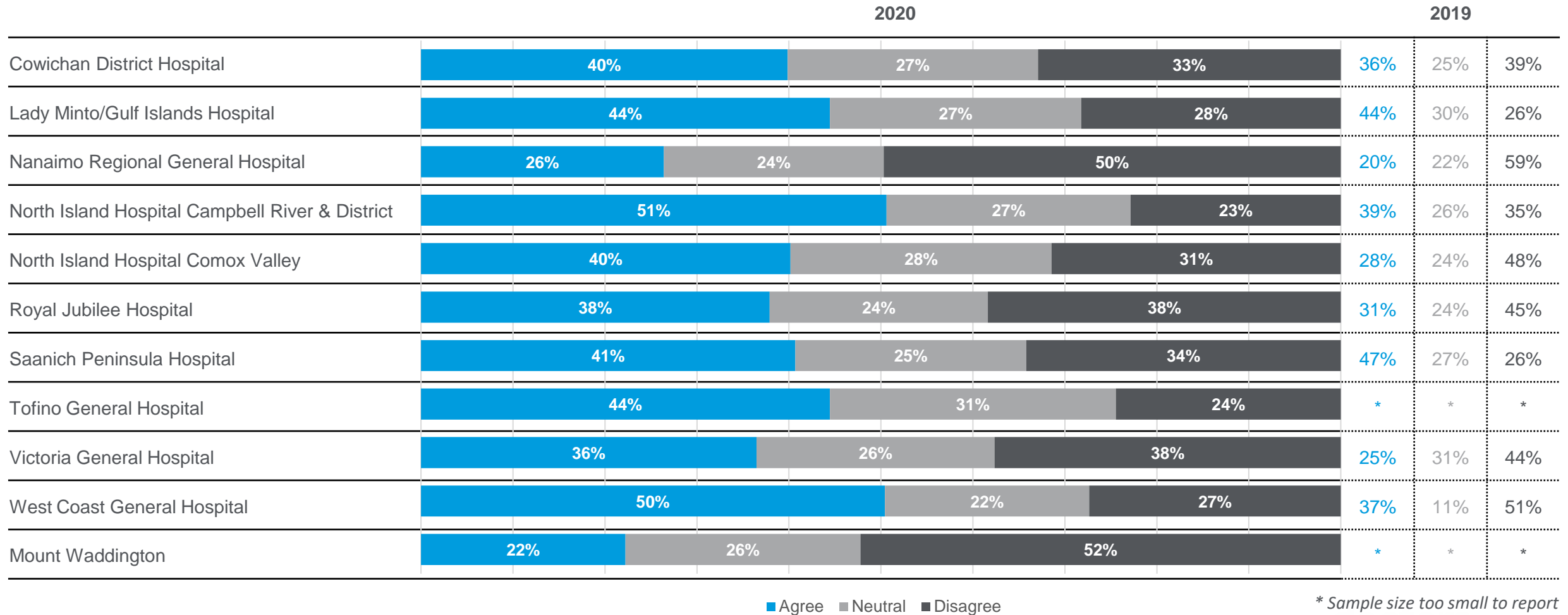
Facility Data | Island Health

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

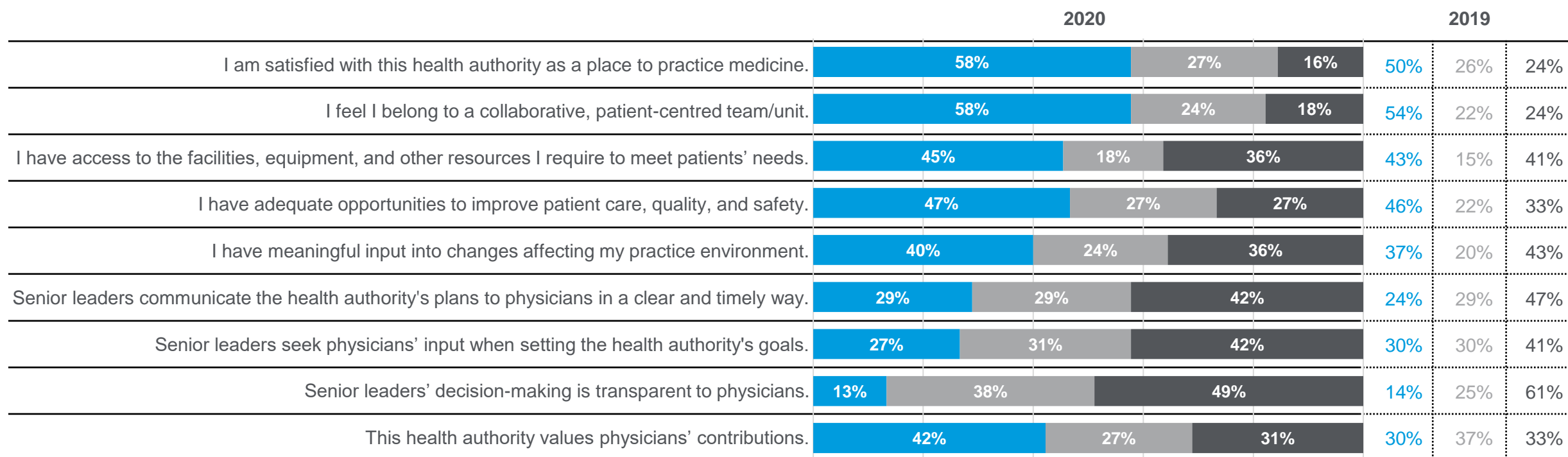
Island Health Authority

Overall Averages by Facility



Cowichan District Hospital

45 Respondents 2020 | 46 Respondents 2019

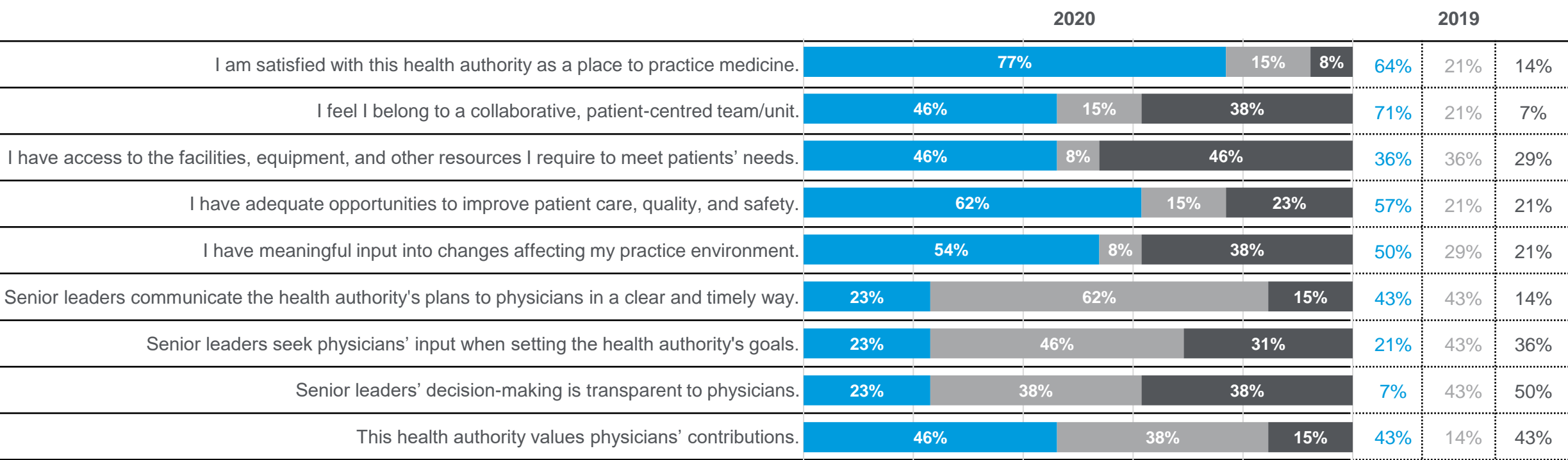


Local Engagement and Safety Questions

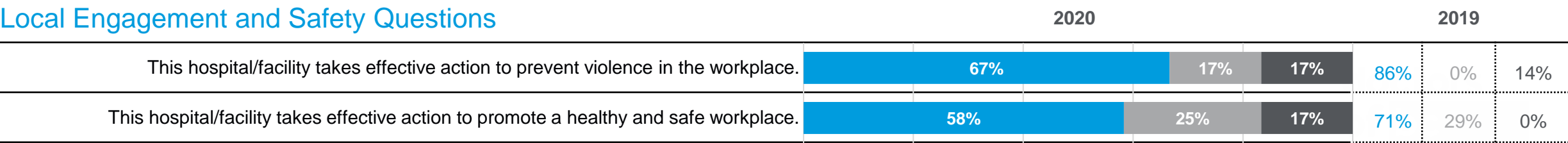


Lady Minto/Gulf Islands Hospital

13 Respondents 2020 | 14 Respondents 2019

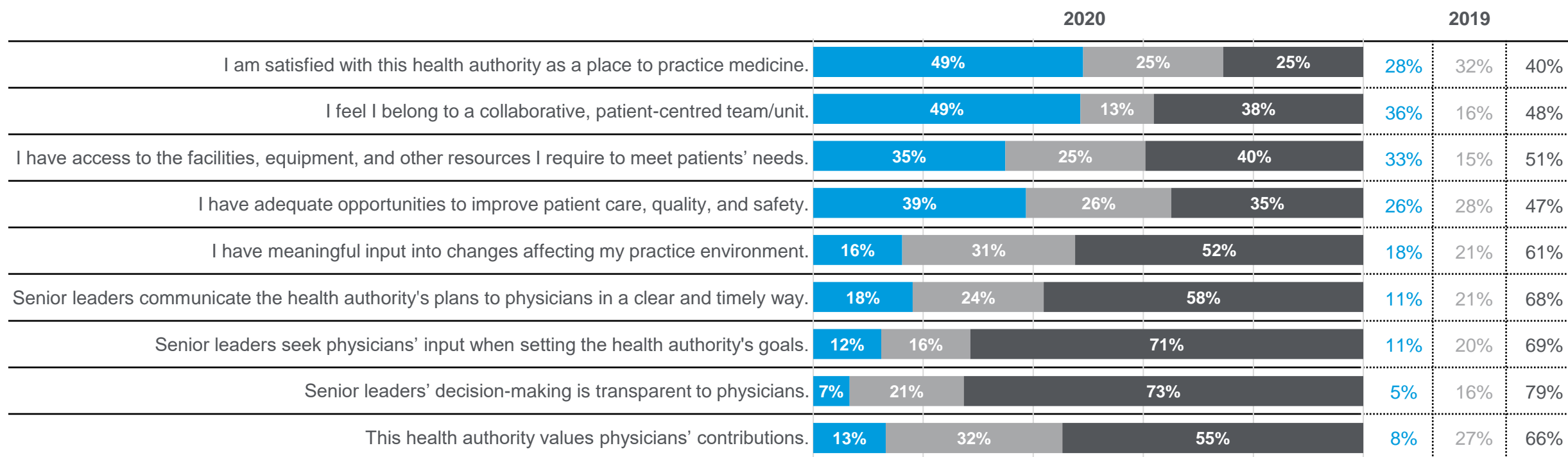


Local Engagement and Safety Questions

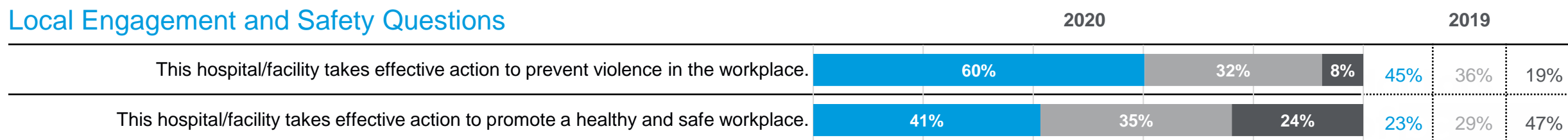


Nanaimo Regional General Hospital

106 Respondents 2020 | 105 Respondents 2019

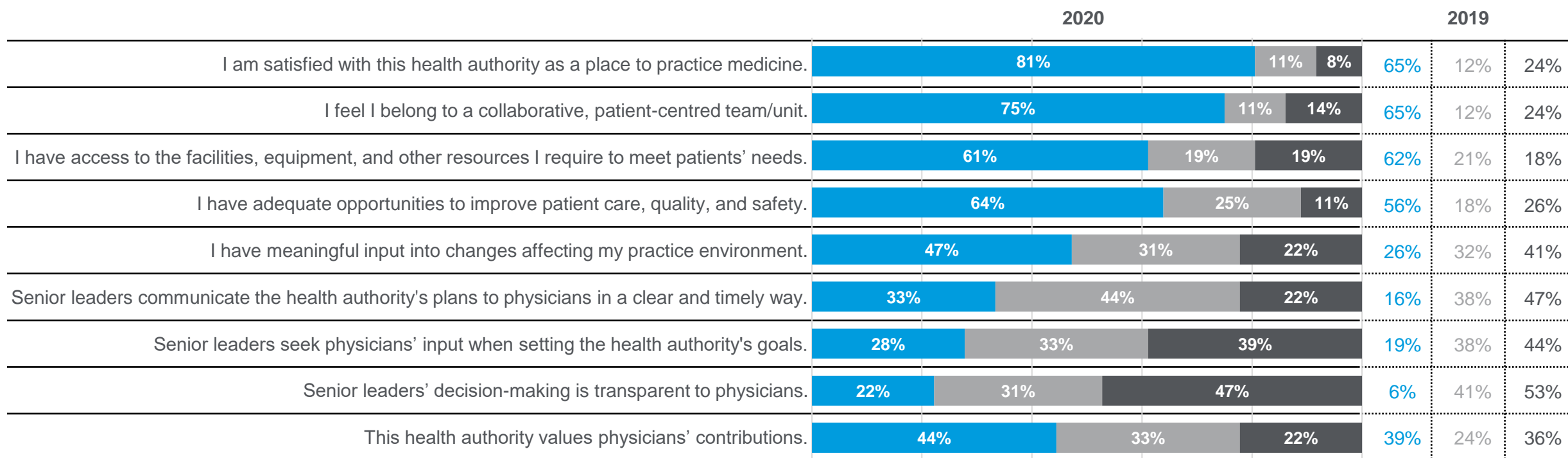


Local Engagement and Safety Questions

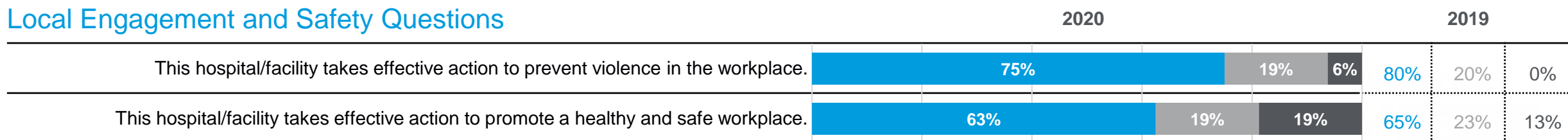


North Island Hospital Campbell River & District

36 Respondents 2020 | 34 Respondents 2019



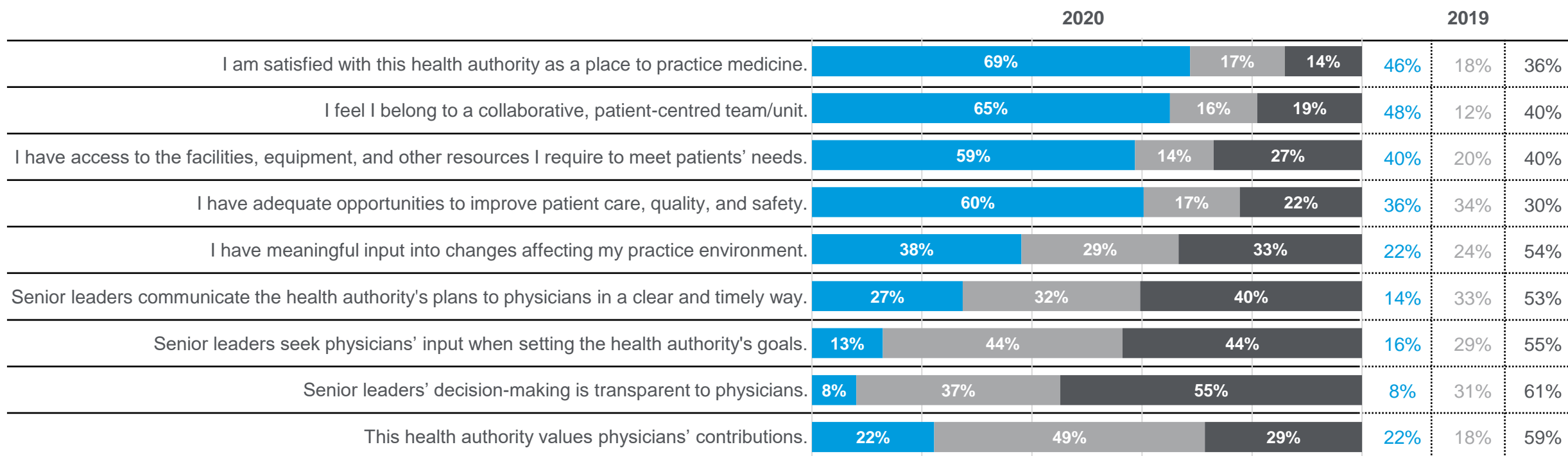
Local Engagement and Safety Questions



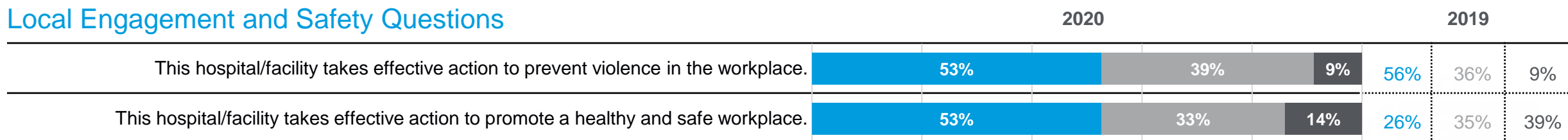
■ Agree ■ Neutral ■ Disagree

North Island Hospital Comox Valley

65 Respondents 2020 | 50 Respondents 2019

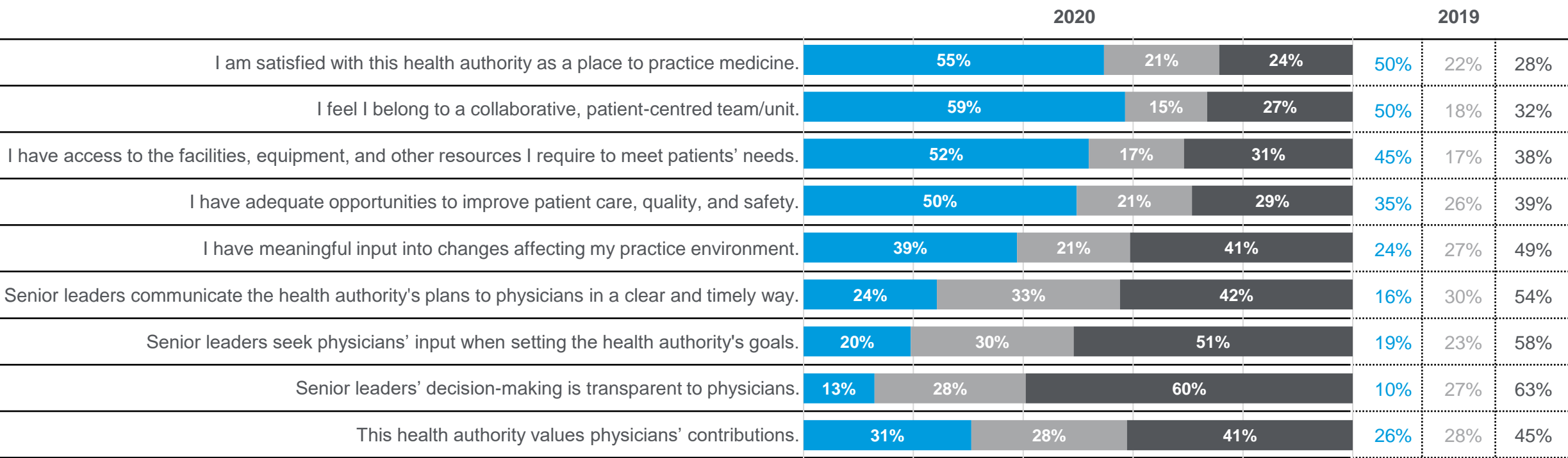


Local Engagement and Safety Questions

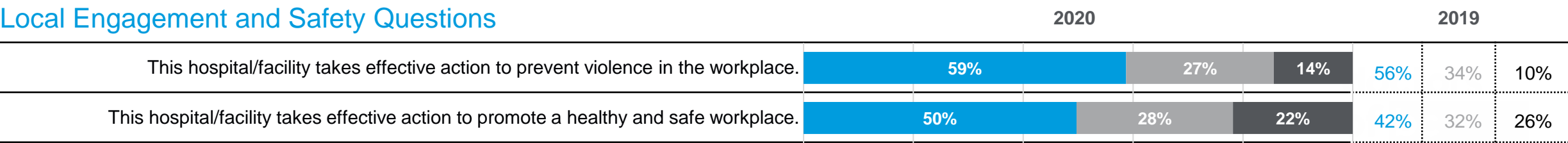


Royal Jubilee Hospital

184 Respondents 2020 | 161 Respondents 2019

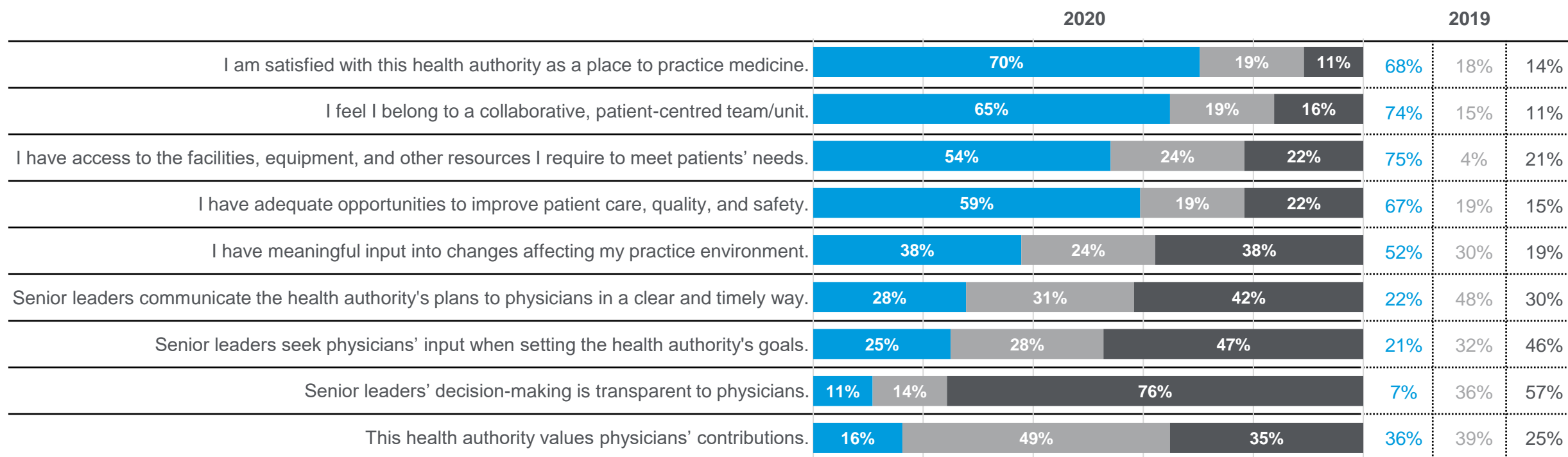


Local Engagement and Safety Questions

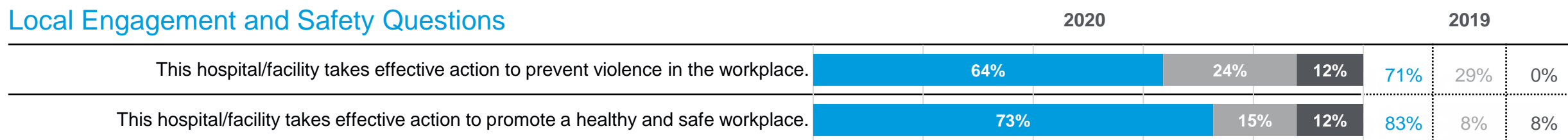


Saanich Peninsula Hospital

37 Respondents 2020 | 28 Respondents 2019



Local Engagement and Safety Questions



Tofino General Hospital

5 Respondents 2020 | * Respondents 2019

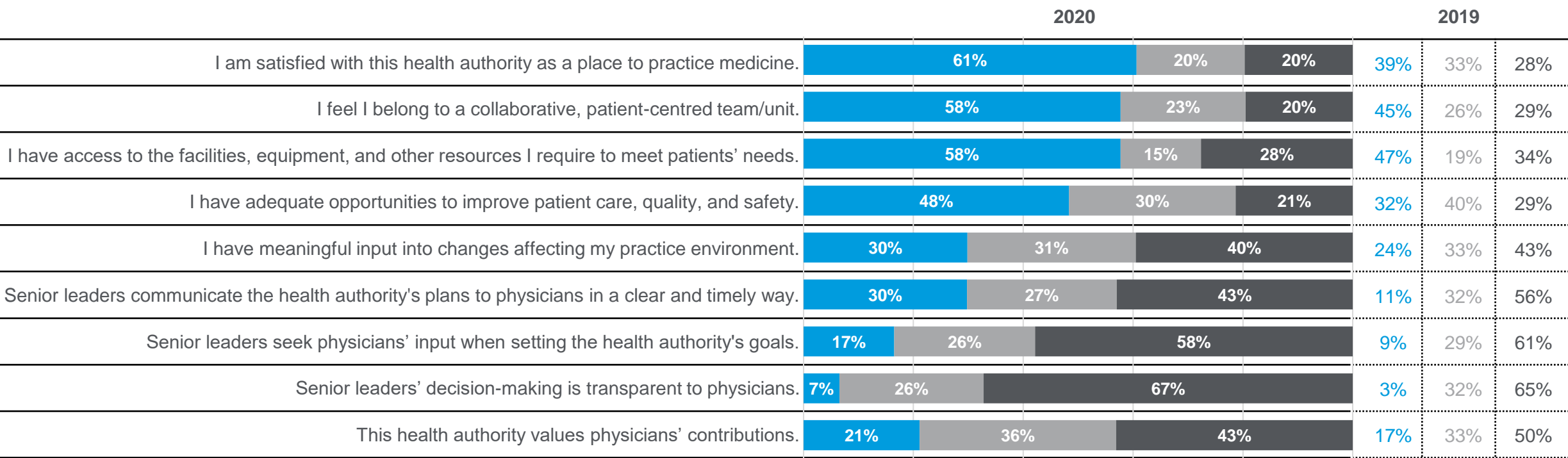
	2020				2019			
I am satisfied with this health authority as a place to practice medicine.	80%			20%	0%	*	*	*
I feel I belong to a collaborative, patient-centred team/unit.	100%			0%	0%	*	*	*
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	20%	40%	40%			*	*	*
I have adequate opportunities to improve patient care, quality, and safety.	60%		20%	20%		*	*	*
I have meaningful input into changes affecting my practice environment.	40%	40%	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.	0%	40%	60%			*	*	*
This health authority values physicians' contributions.	60%		20%	20%		*	*	*

Local Engagement and Safety Questions

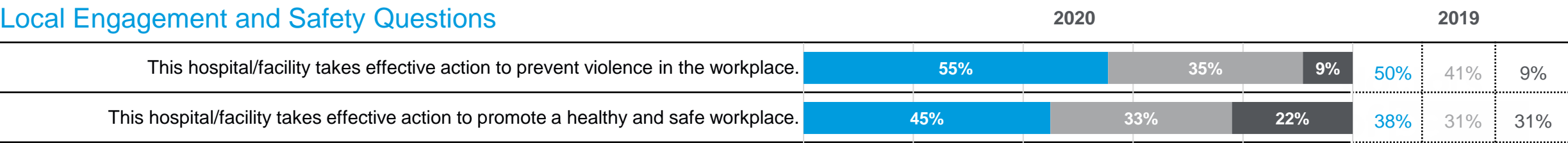
Local Engagement and Safety Questions		2020			2019		
This hospital/facility takes effective action to prevent violence in the workplace.	20%	0%	80%		*	*	*
This hospital/facility takes effective action to promote a healthy and safe workplace.	20%	60%		20%	*	*	*

Victoria General Hospital

124 Respondents 2020 | 98 Respondents 2019



Local Engagement and Safety Questions



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

Local Engagement and Safety Questions

	2020			2019		
This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>58%</div><div>8%</div><div>33%</div></div>			36%	36%	27%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>50%</div><div>17%</div><div>33%</div></div>			55%	0%	45%

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%	*	*	*

Local Engagement and Safety Questions

	2020			2019		
This hospital/facility takes effective action to prevent violence in the workplace.	60%	10%	30%	*	*	*
This hospital/facility takes effective action to promote a healthy and safe workplace.	40%	30%	30%	*	*	*

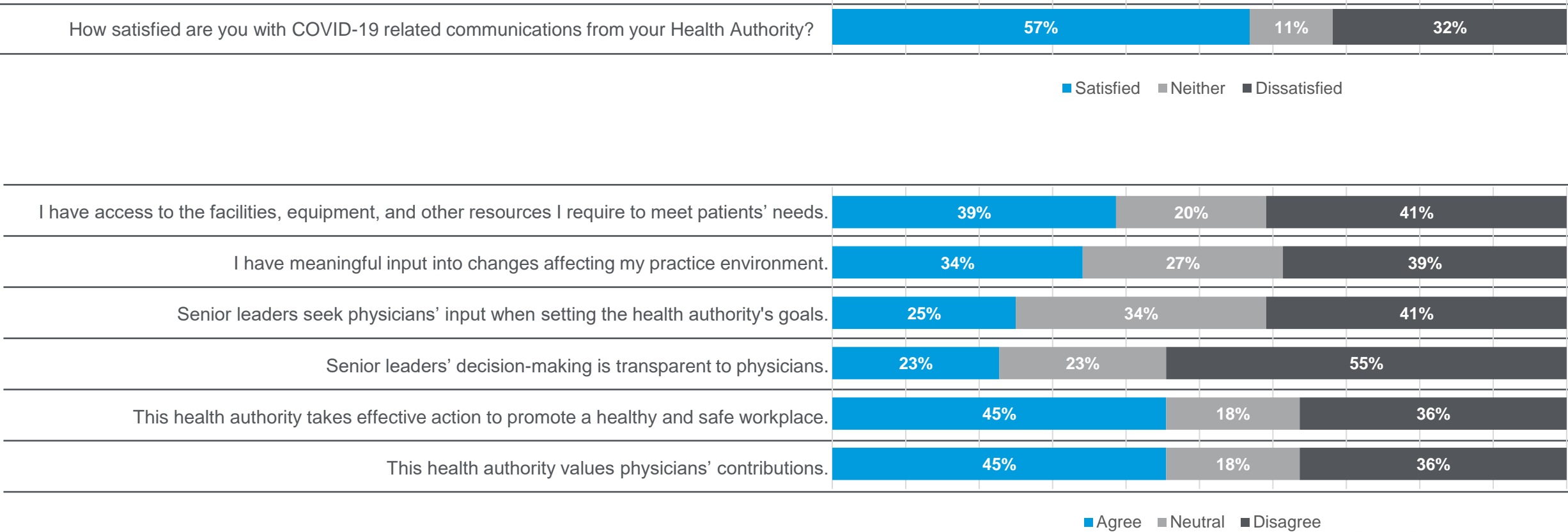
Facility Data | Island Health

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.*

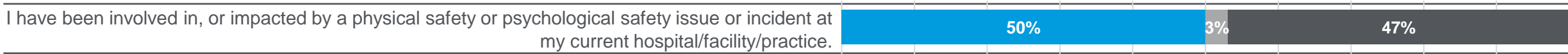
Cowichan District Hospital

COVID-19



Cowichan District Hospital

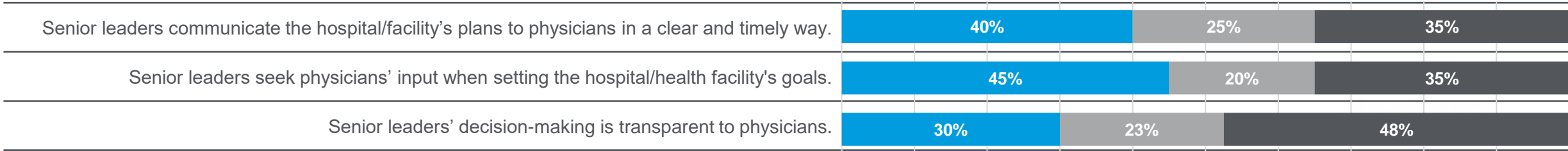
Psychological Health and Safety



Physical and Psychological Well-Being



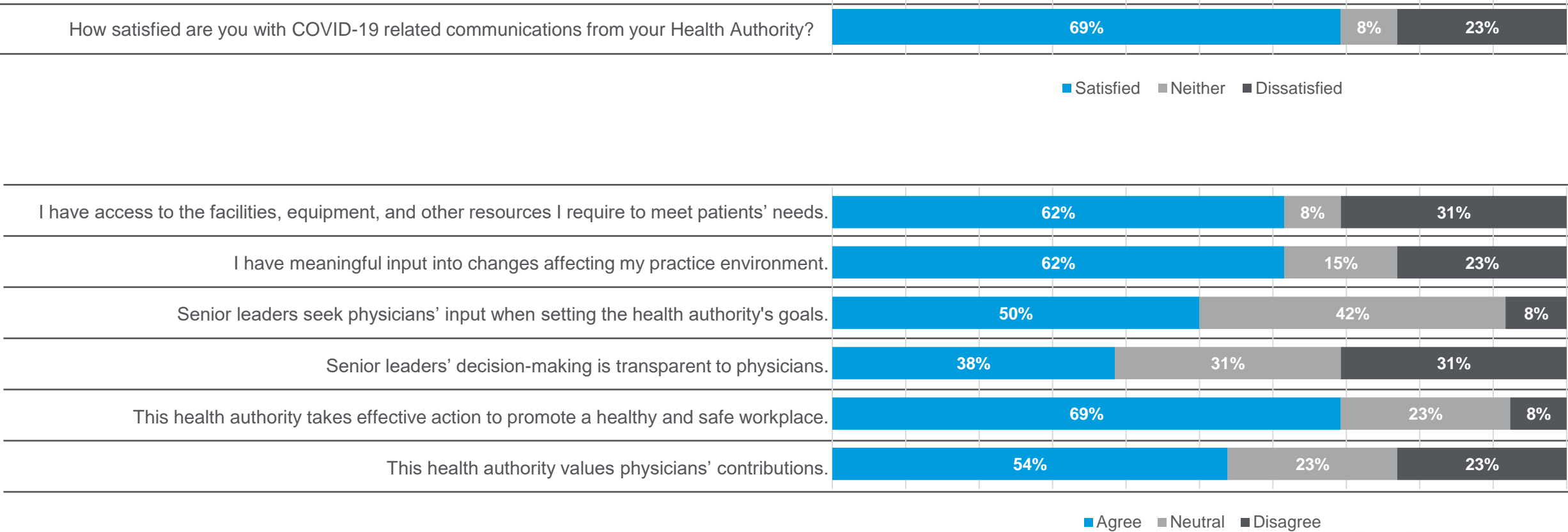
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Lady Minto/Gulf Islands Hospital

COVID-19



Lady Minto/Gulf Islands Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



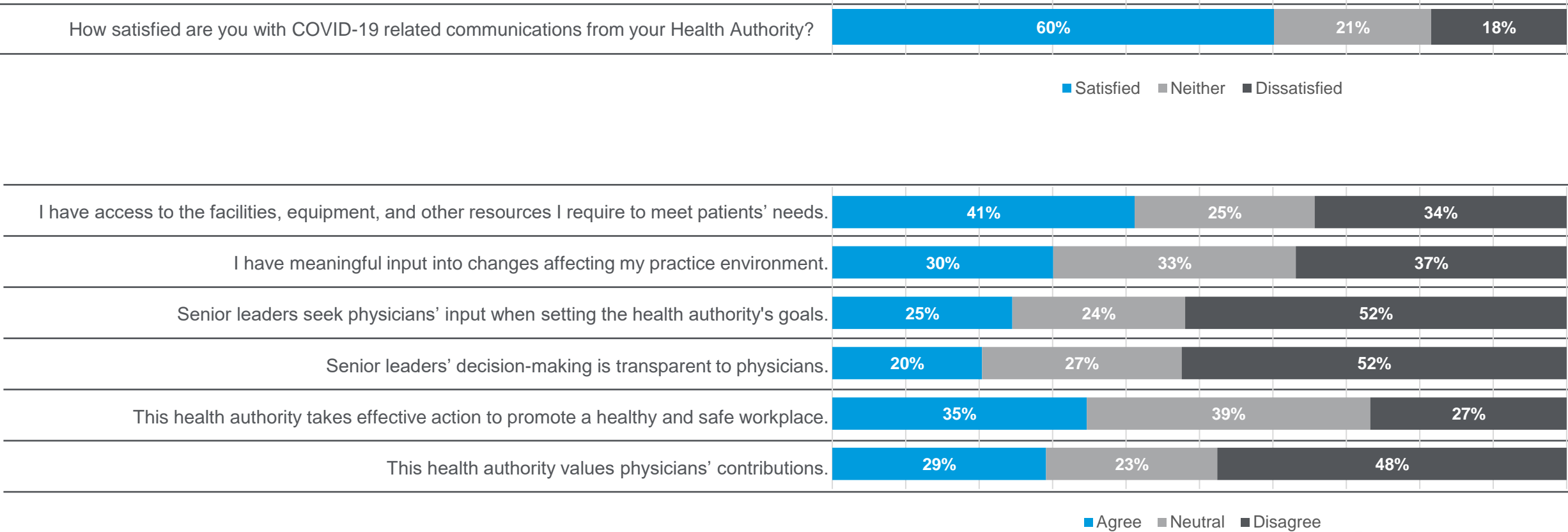
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Nanaimo Regional General Hospital

COVID-19



Nanaimo Regional General Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



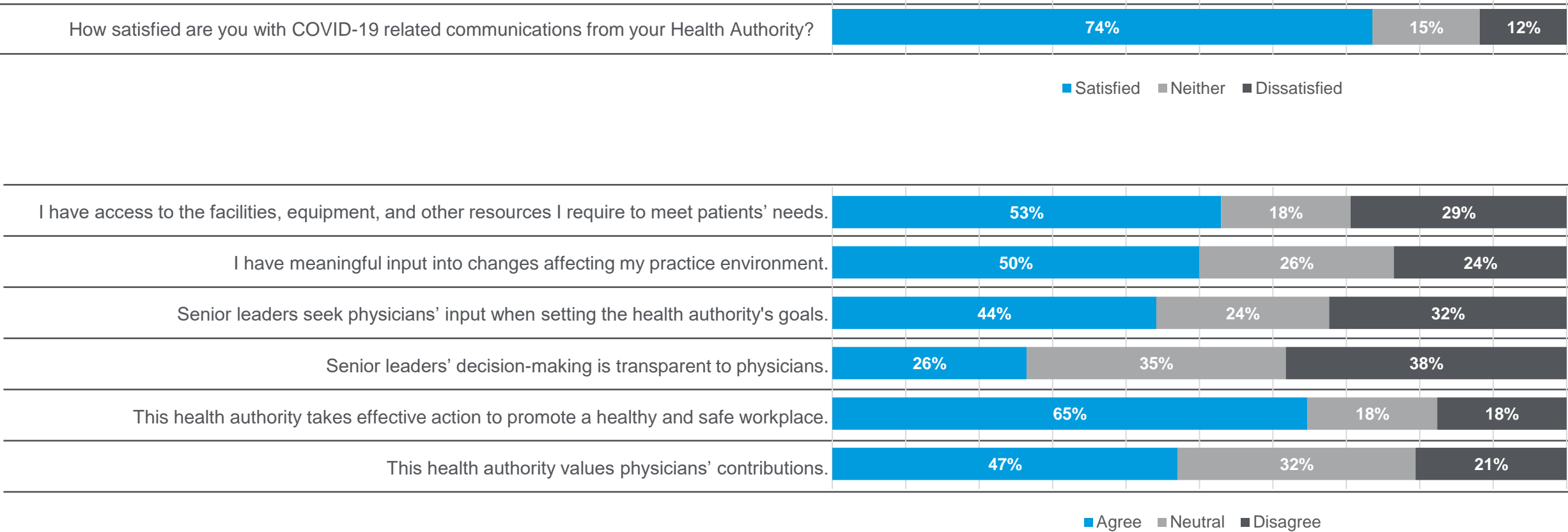
Facility Leadership



■ Agree ■ Neutral ■ Disagree

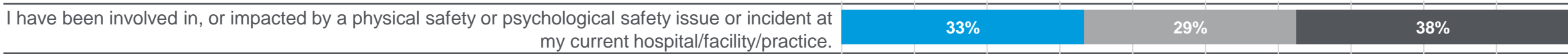
North Island Hospital Campbell River & District

COVID-19



North Island Hospital Campbell River & District

Psychological Health and Safety



Physical and Psychological Well-Being



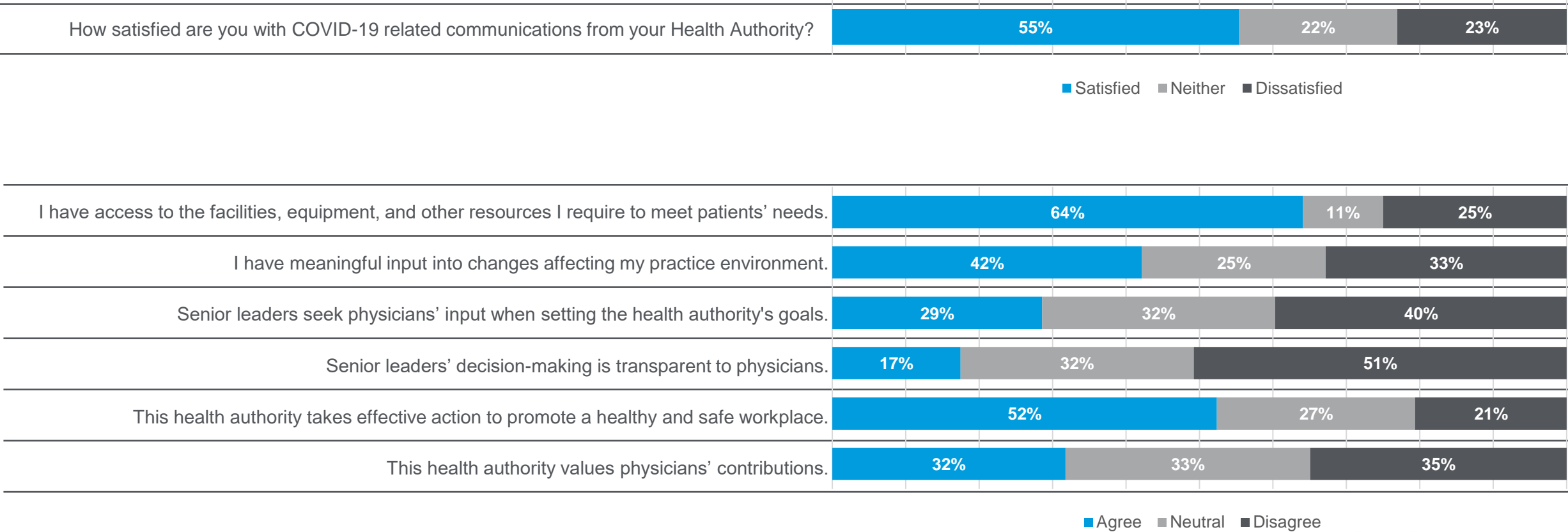
Facility Leadership



■ Agree ■ Neutral ■ Disagree

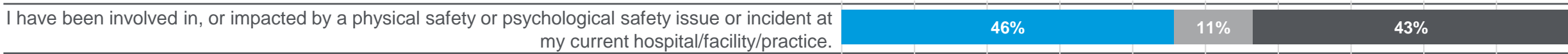
North Island Hospital Comox Valley

COVID-19



North Island Hospital Comox Valley

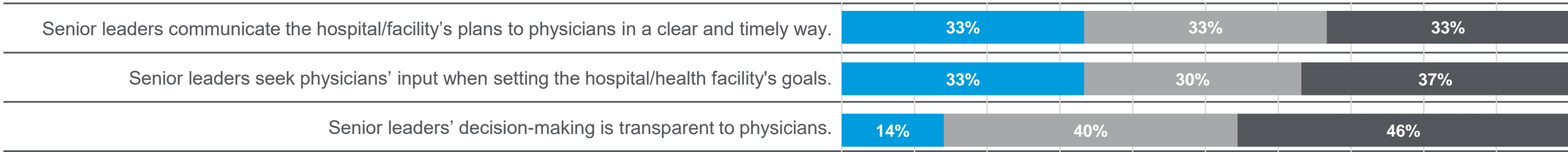
Psychological Health and Safety



Physical and Psychological Well-Being



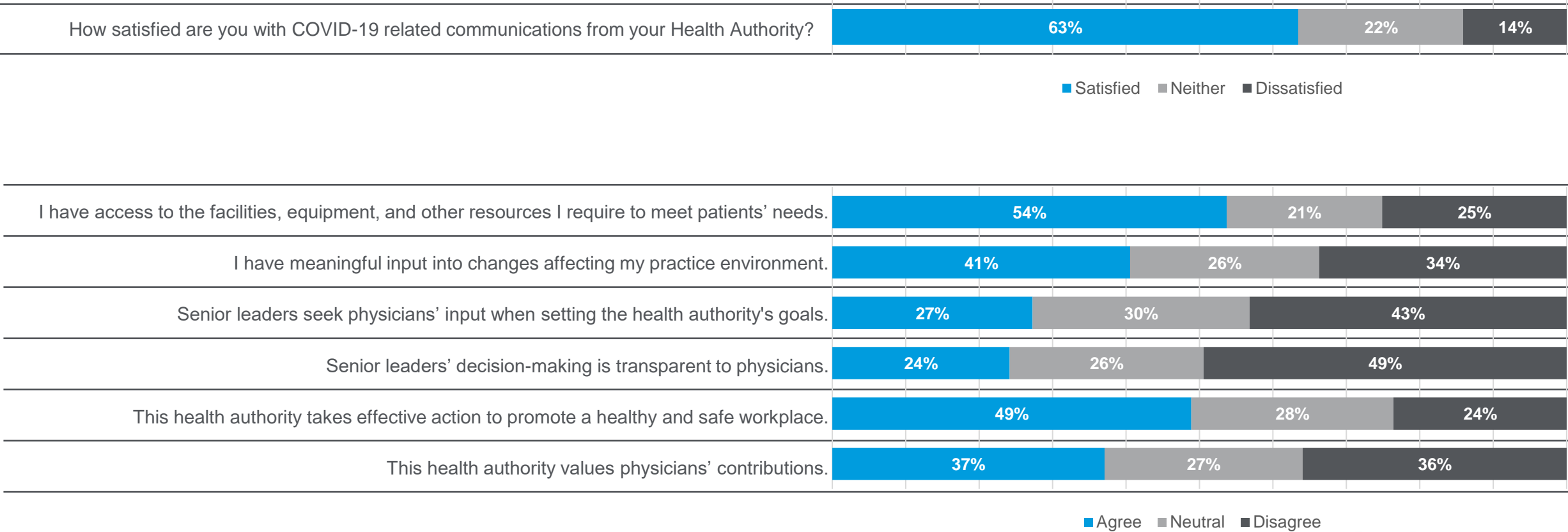
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Royal Jubilee Hospital

COVID-19



Royal Jubilee Hospital

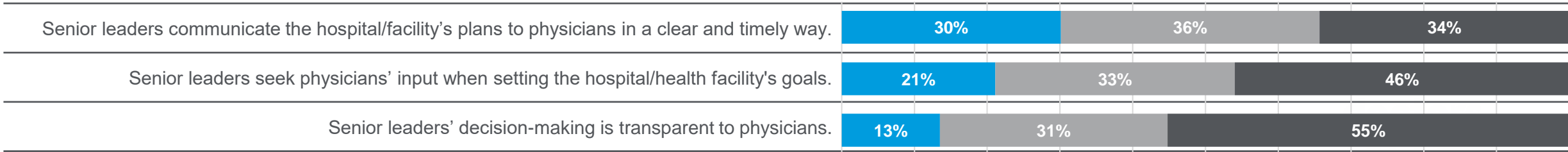
Psychological Health and Safety



Physical and Psychological Well-Being



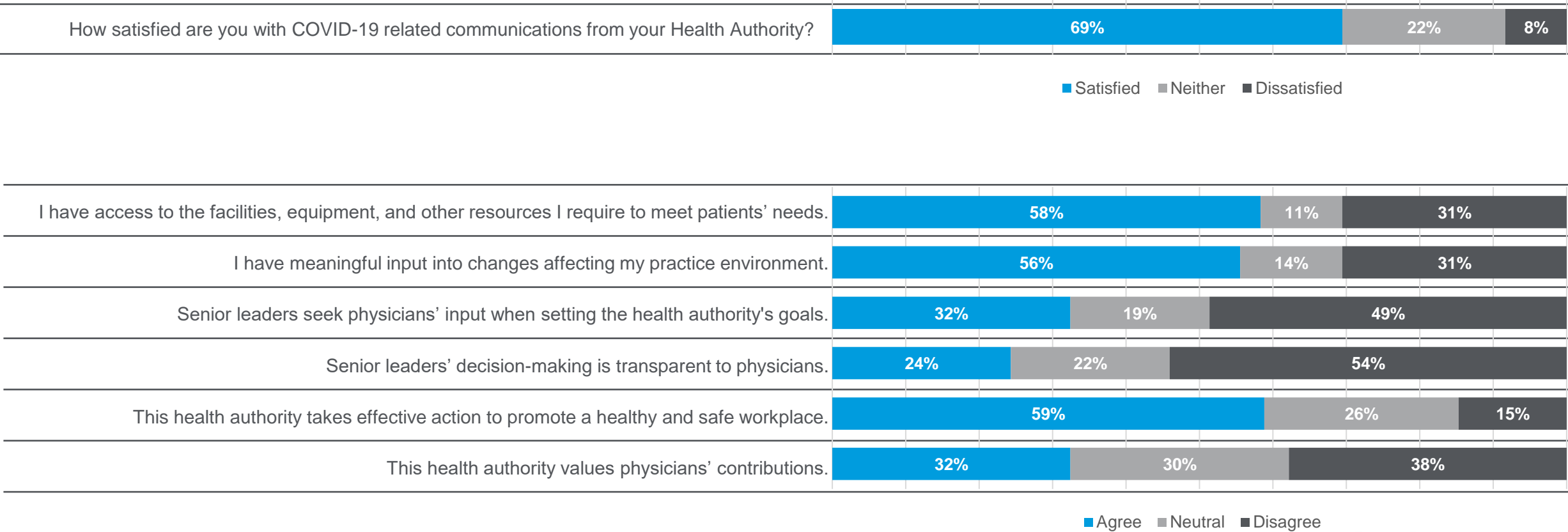
Facility Leadership



■ Agree ■ Neutral ■ Disagree

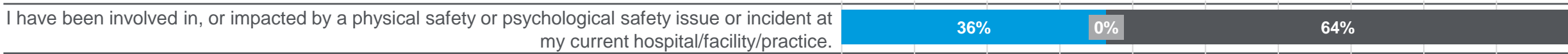
Saanich Peninsula Hospital

COVID-19



Saanich Peninsula Hospital

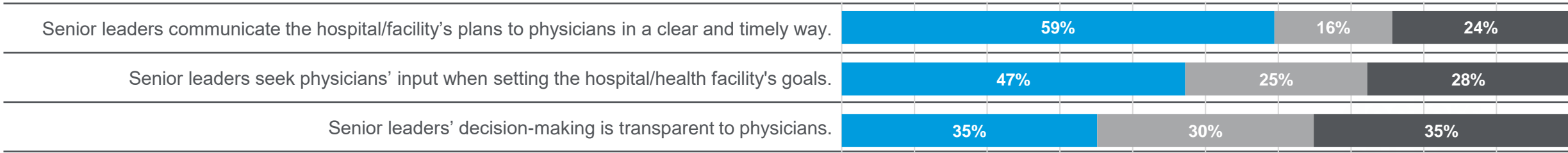
Psychological Health and Safety



Physical and Psychological Well-Being



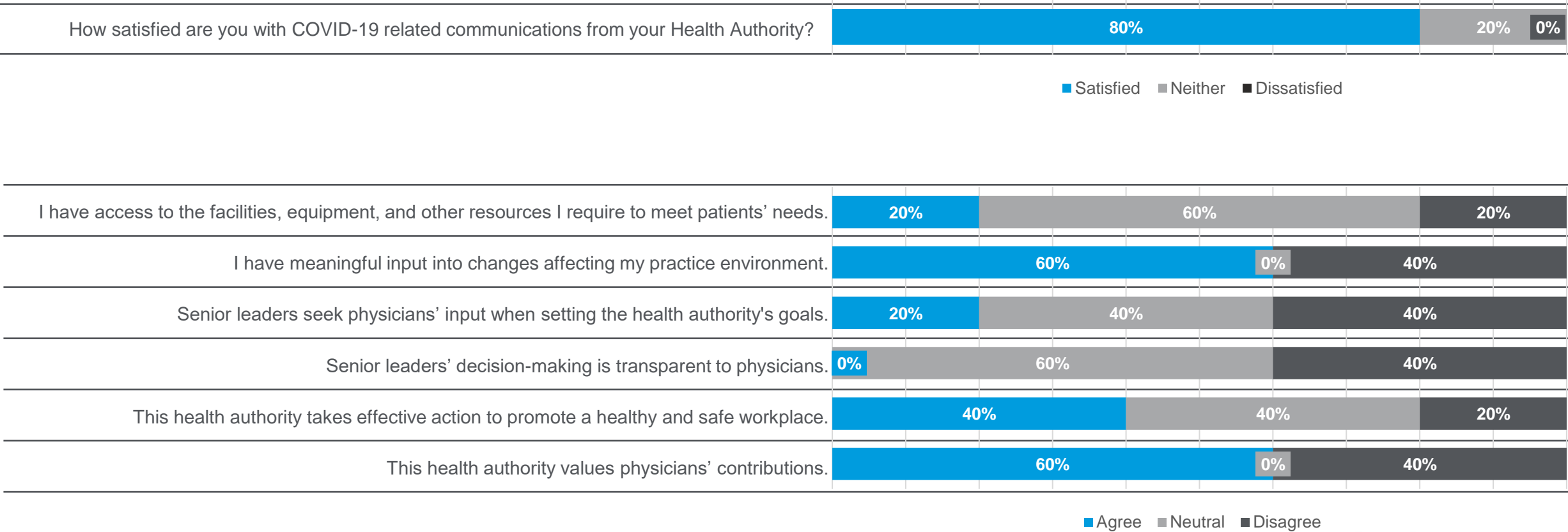
Facility Leadership



■ Agree ■ Neutral ■ Disagree

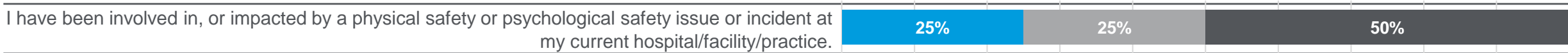
Tofino General Hospital

COVID-19

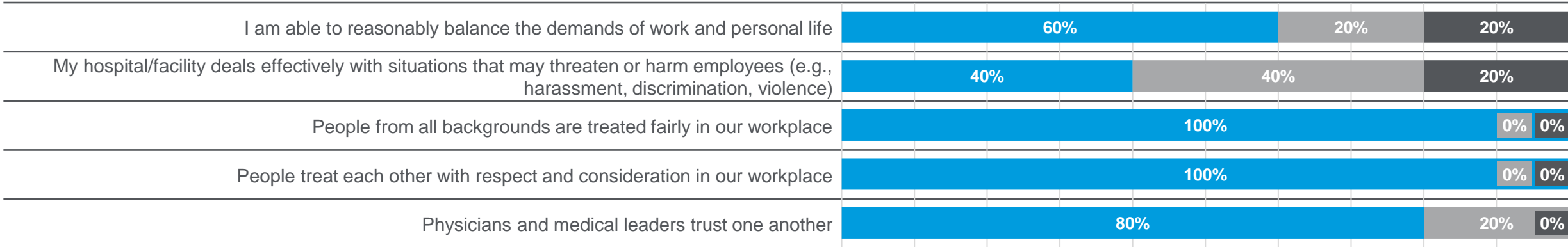


Tofino General Hospital

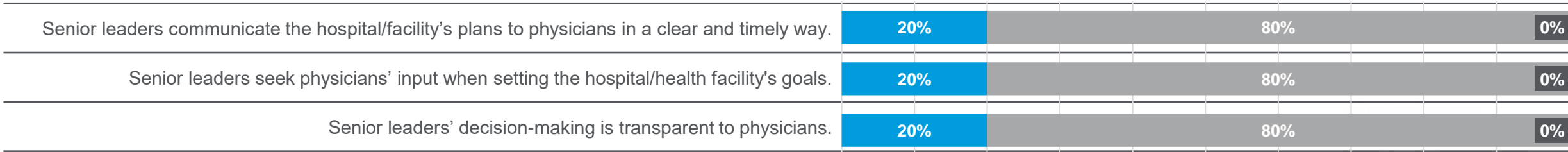
Psychological Health and Safety



Physical and Psychological Well-Being



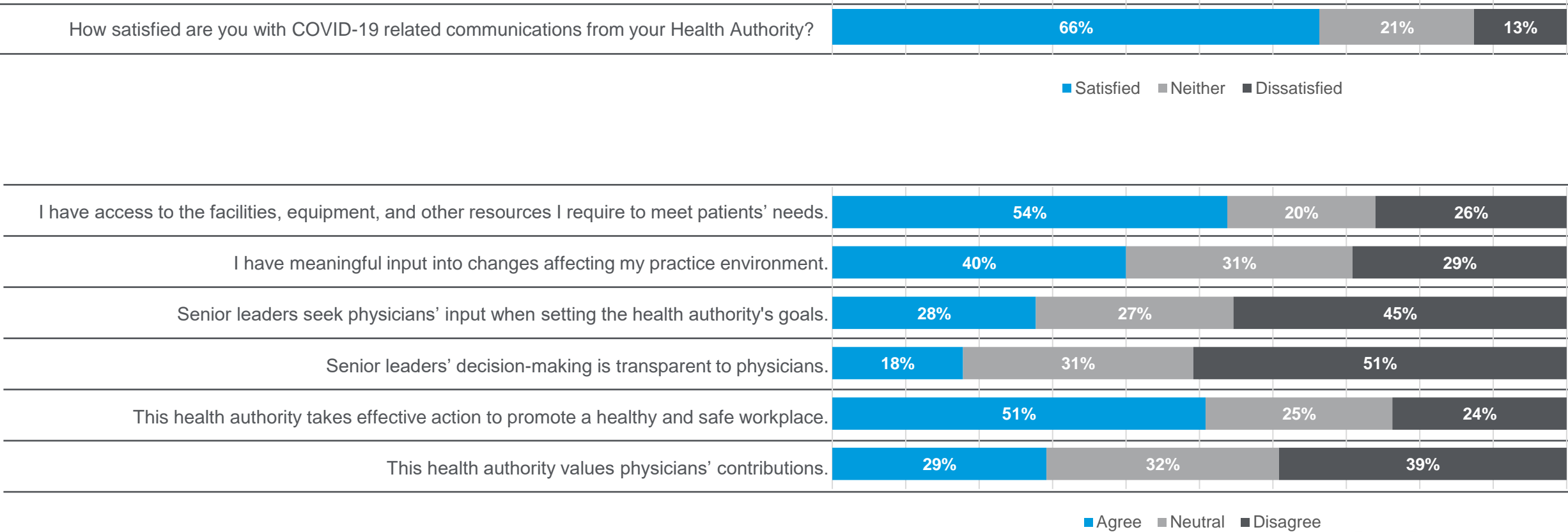
Facility Leadership



■ Agree ■ Neutral ■ Disagree

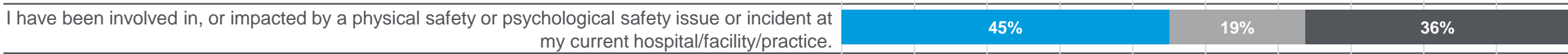
Victoria General Hospital

COVID-19



Victoria General Hospital

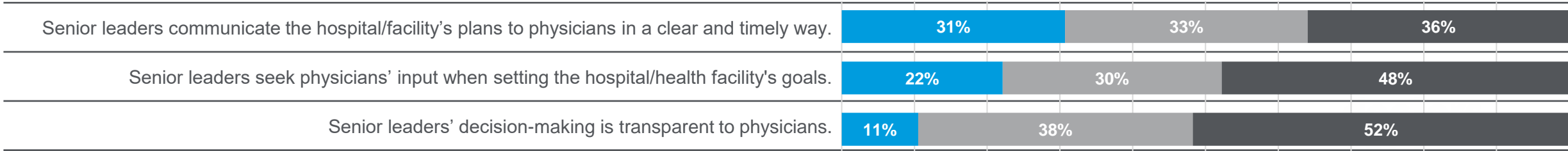
Psychological Health and Safety



Physical and Psychological Well-Being



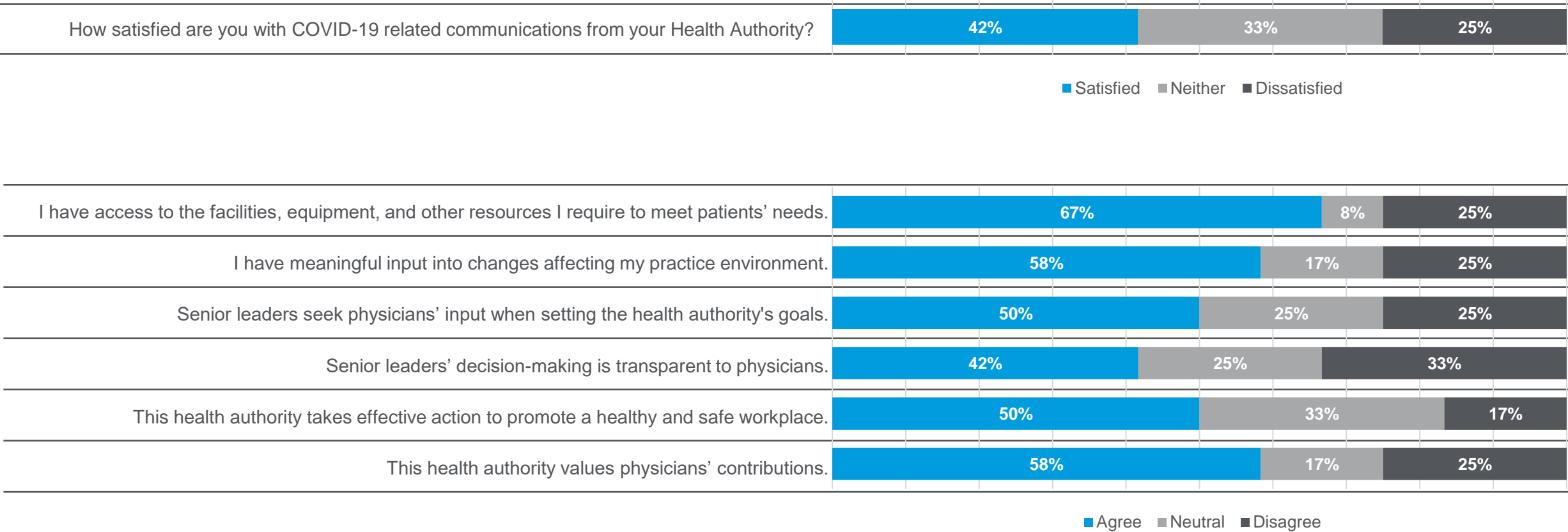
Facility Leadership



■ Agree ■ Neutral ■ Disagree

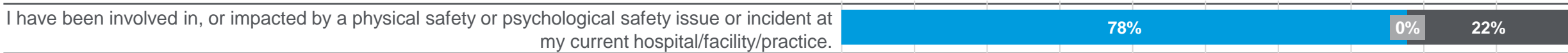
West Coast General Hospital

COVID-19



West Coast General Hospital

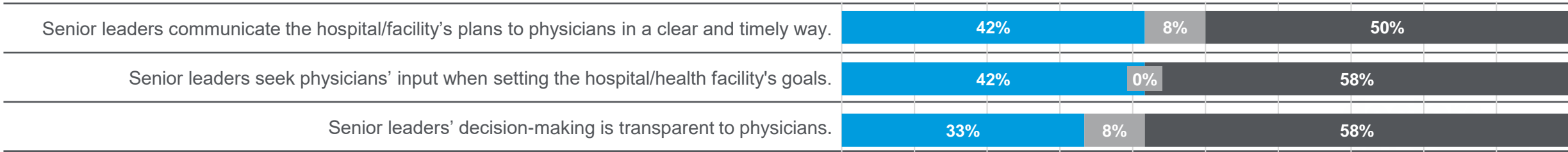
Psychological Health and Safety



Physical and Psychological Well-Being



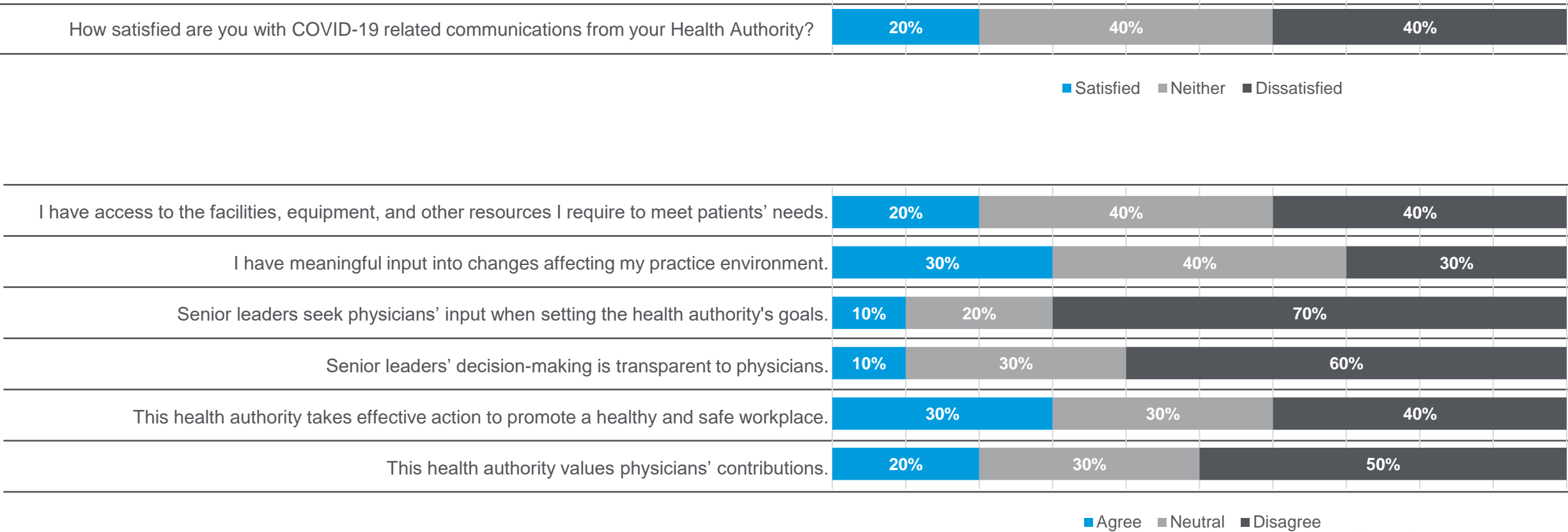
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Mount Waddington

COVID-19

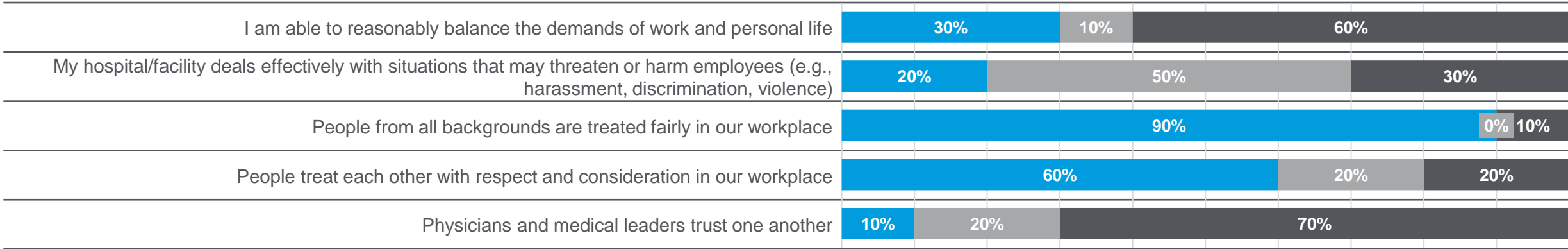


Mount Waddington

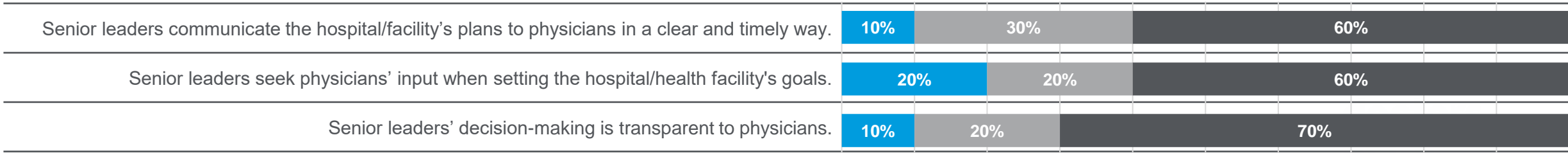
Psychological Health and Safety



Physical and Psychological Well-Being



Facility Leadership



■ Agree ■ Neutral ■ Disagree

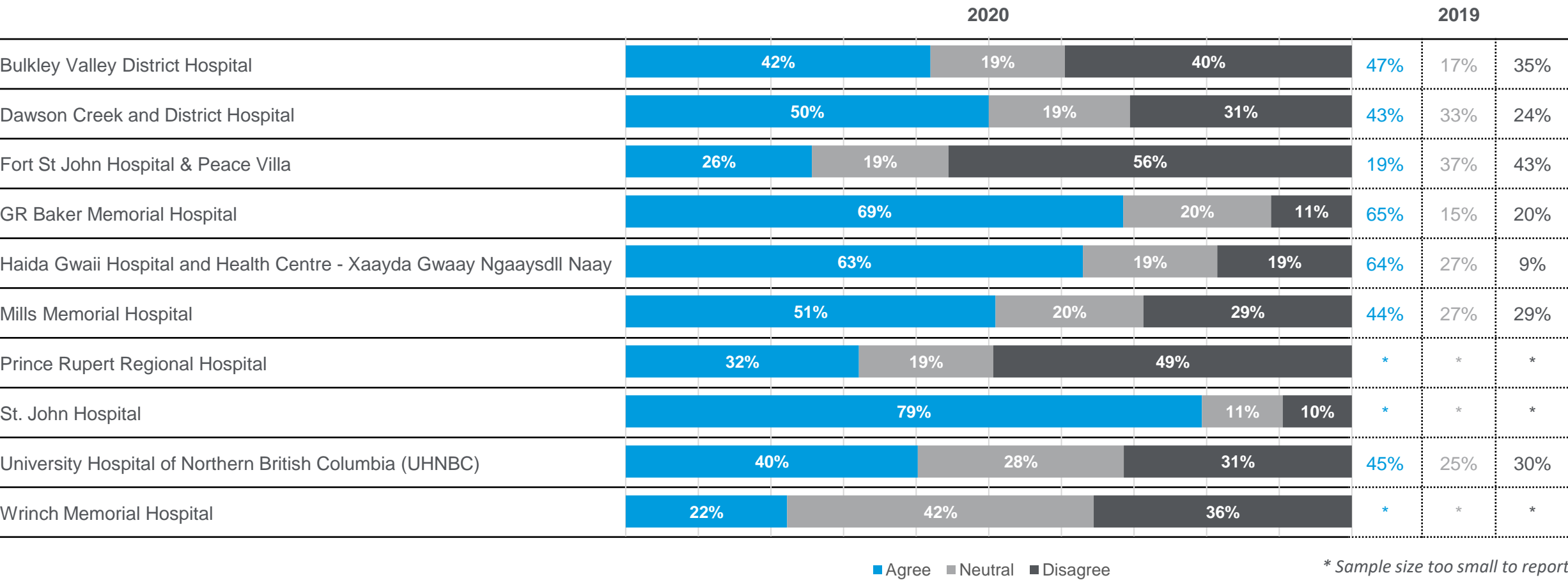
Facility Data | Northern Health

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

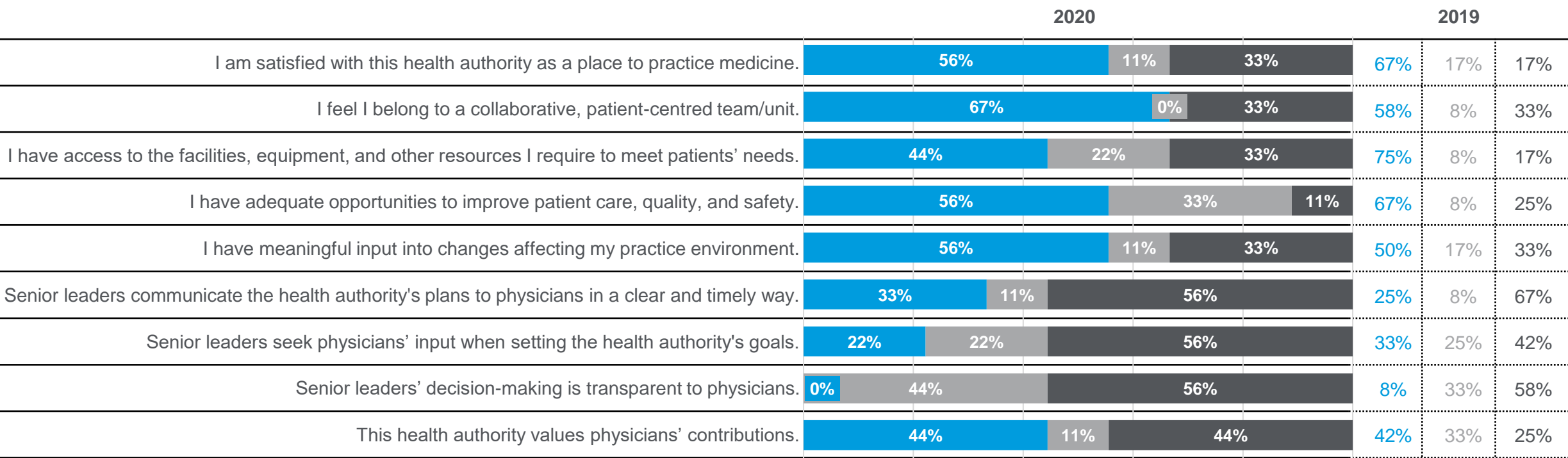
Northern Health Authority

Overall Averages by Facility

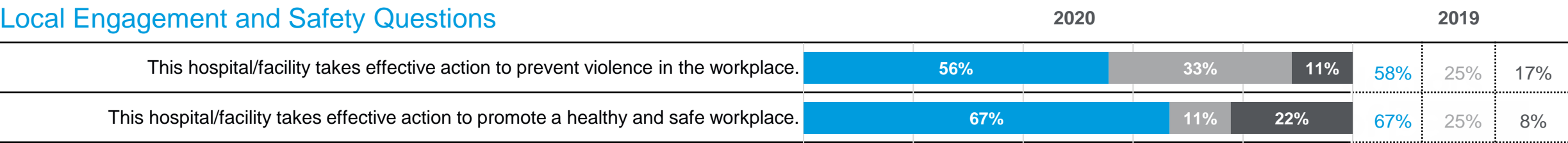


Bulkley Valley District Hospital

9 Respondents 2020 | 12 Respondents 2019

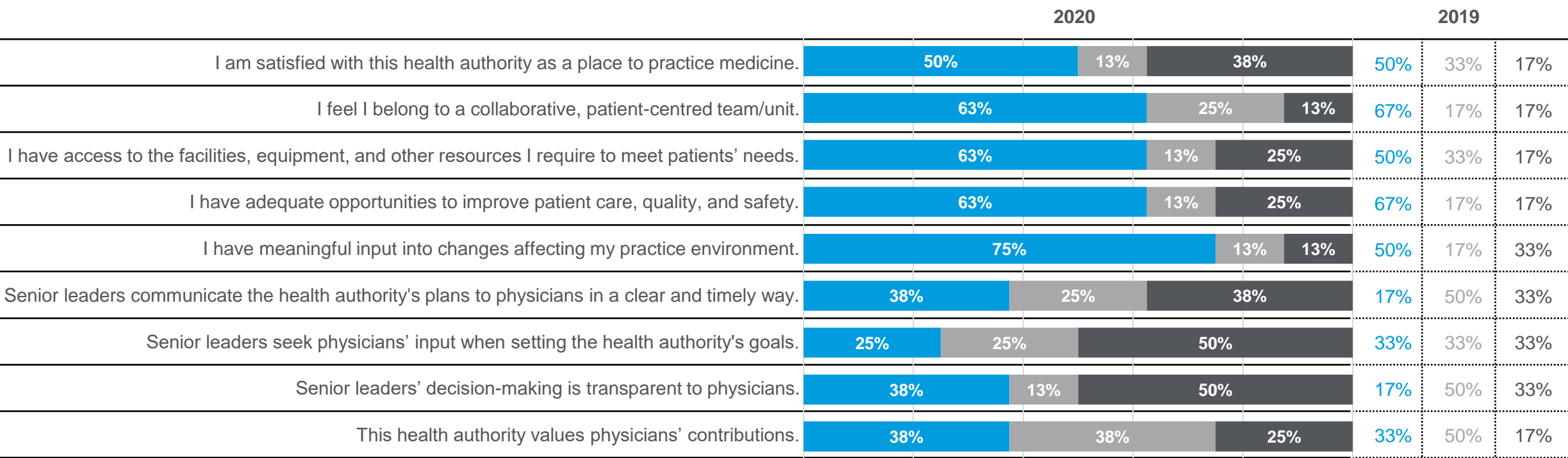


Local Engagement and Safety Questions

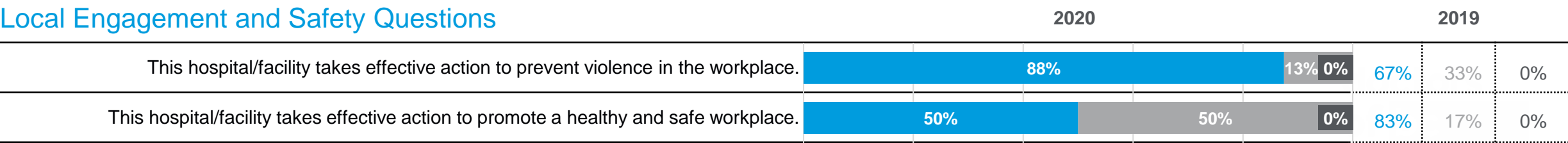


Dawson Creek and District Hospital

8 Respondents 2020 | 6 Respondents 2019

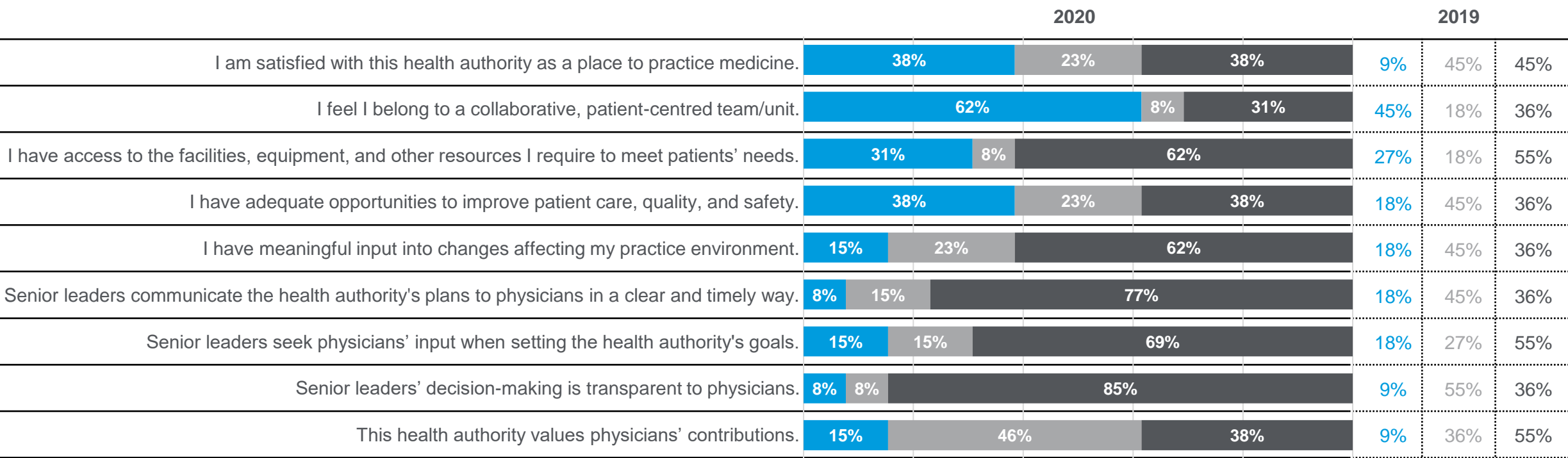


Local Engagement and Safety Questions

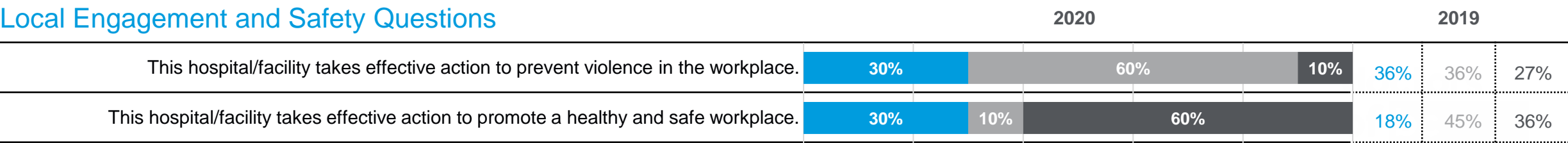


Fort St John Hospital & Peace Villa

13 Respondents 2020 | 11 Respondents 2019

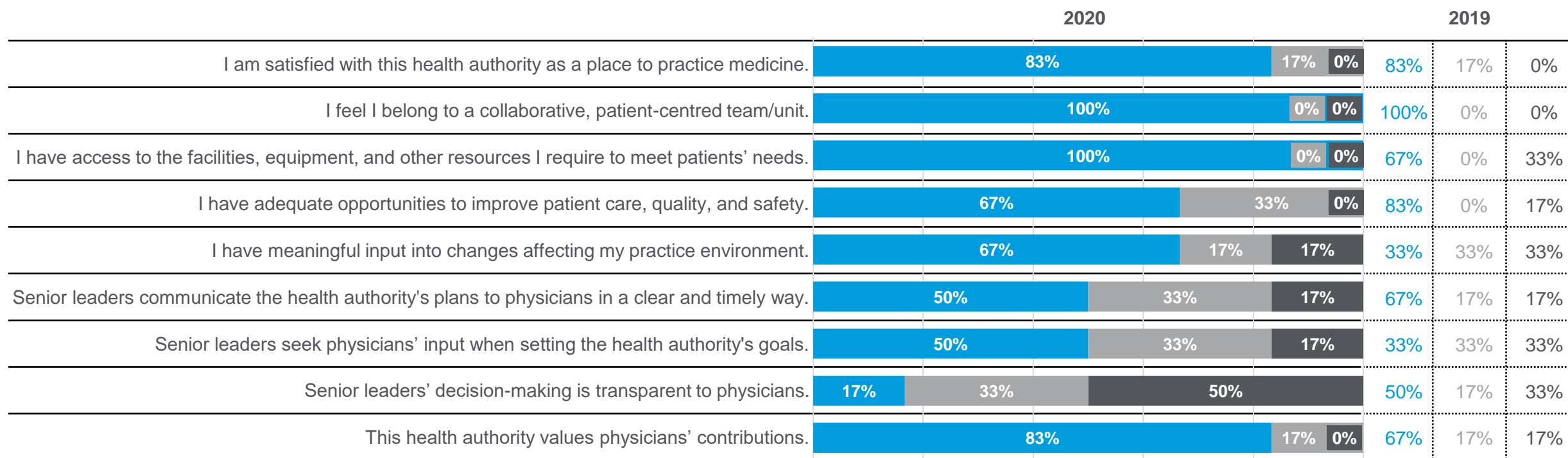


Local Engagement and Safety Questions

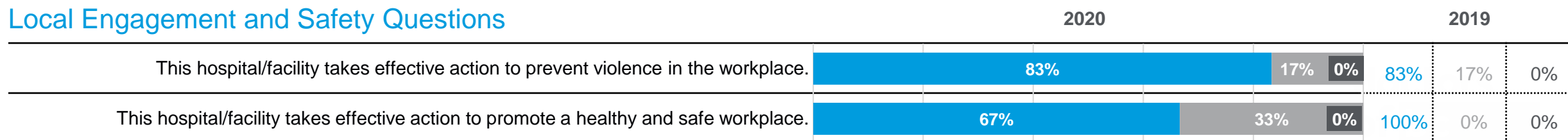


GR Baker Memorial Hospital

6 Respondents 2020 | 6 Respondents 2019

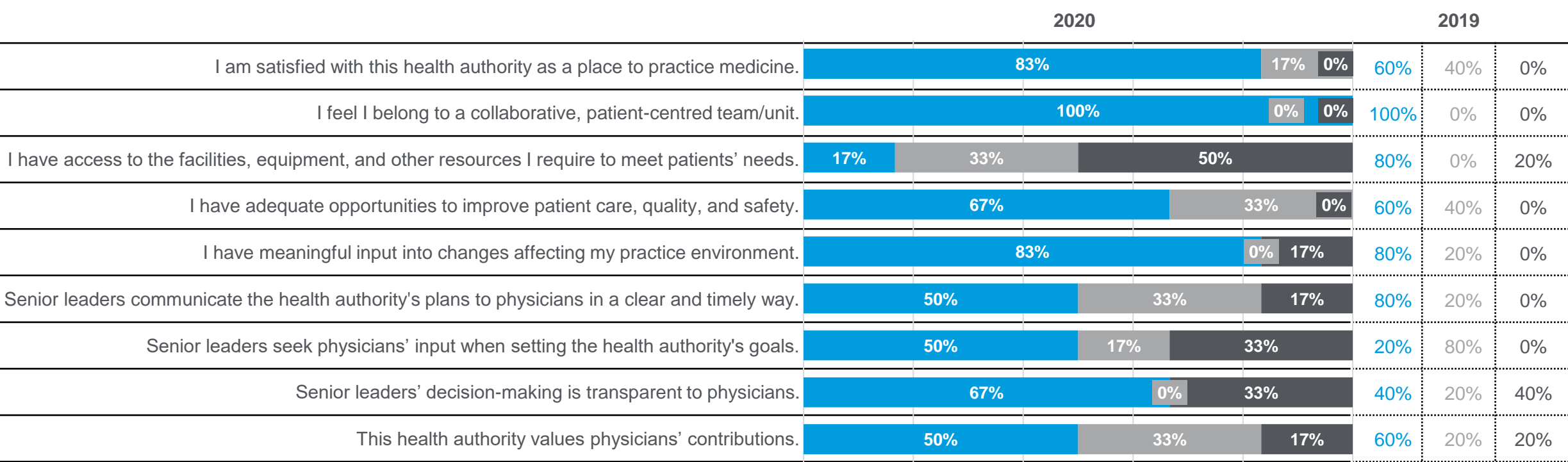


Local Engagement and Safety Questions

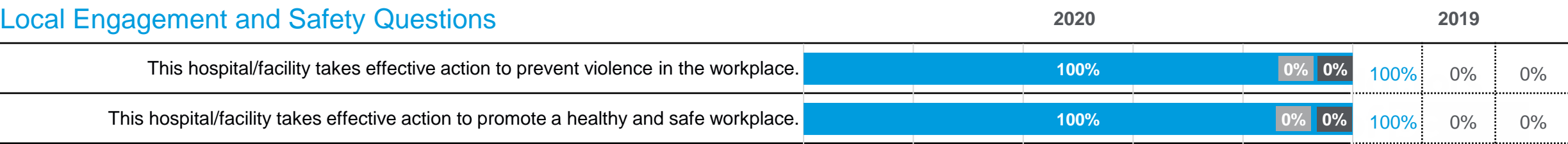


Haida Gwaii Hospital and Health Centre - Xaayda Gwaay NgaaysdII Naay

6 Respondents 2020 | 5 Respondents 2019

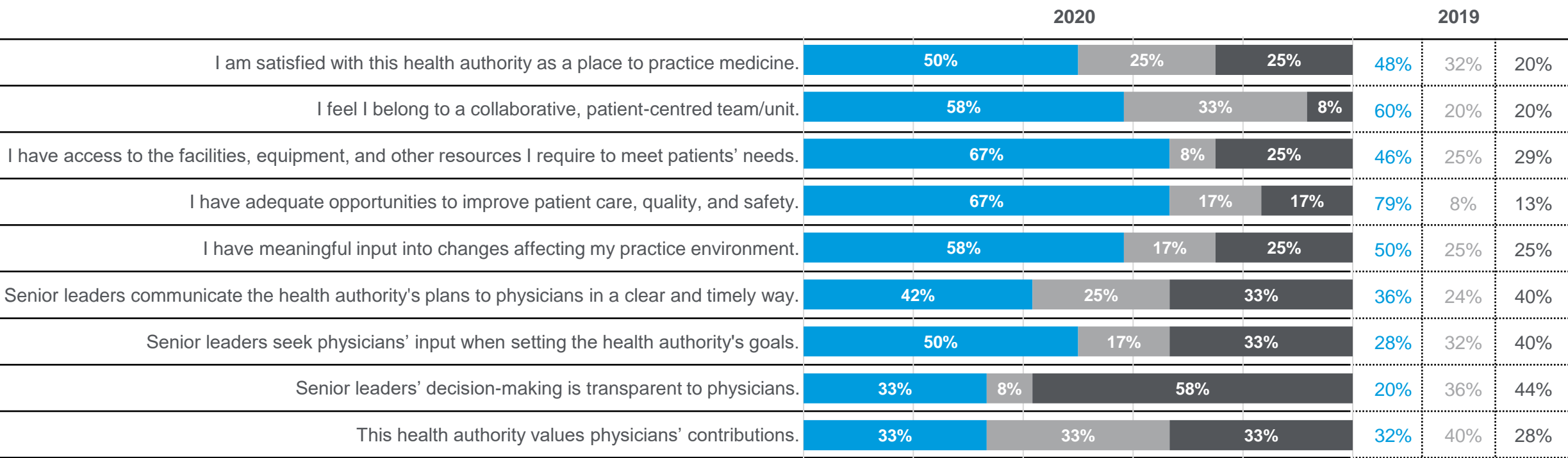


Local Engagement and Safety Questions

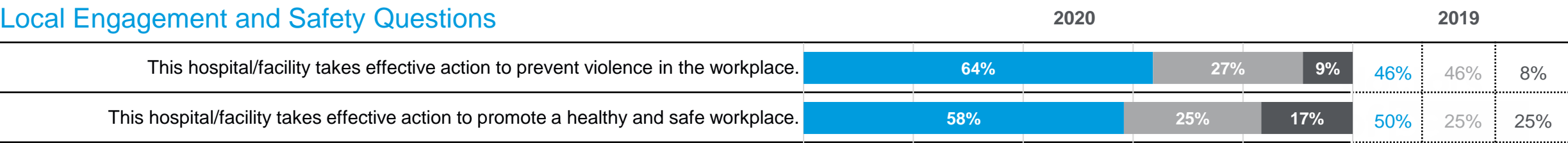


Mills Memorial Hospital

12 Respondents 2020 | 25 Respondents 2019

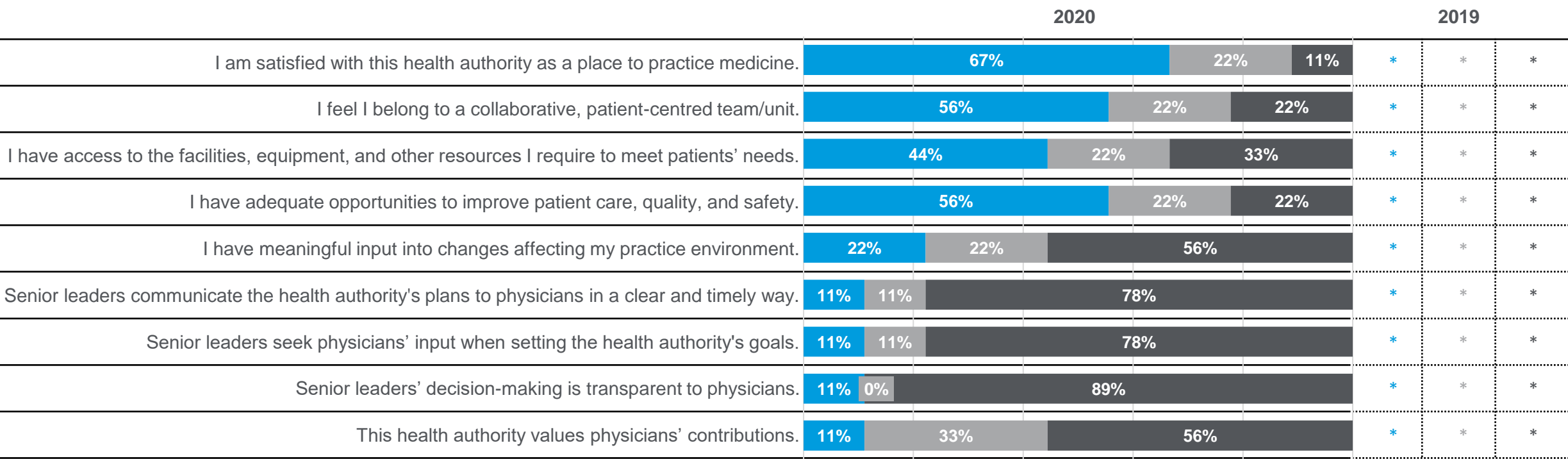


Local Engagement and Safety Questions

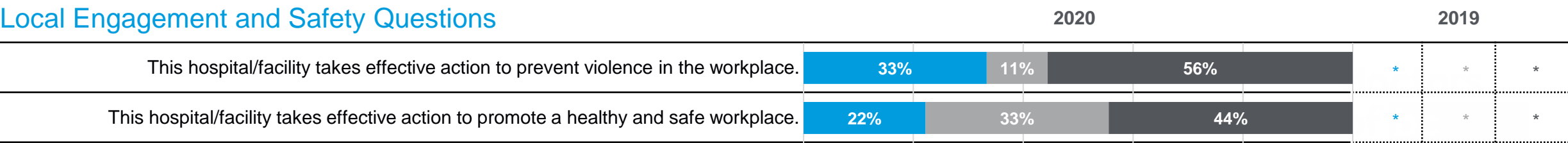


Prince Rupert Regional Hospital

9 Respondents 2020 | * Respondents 2019

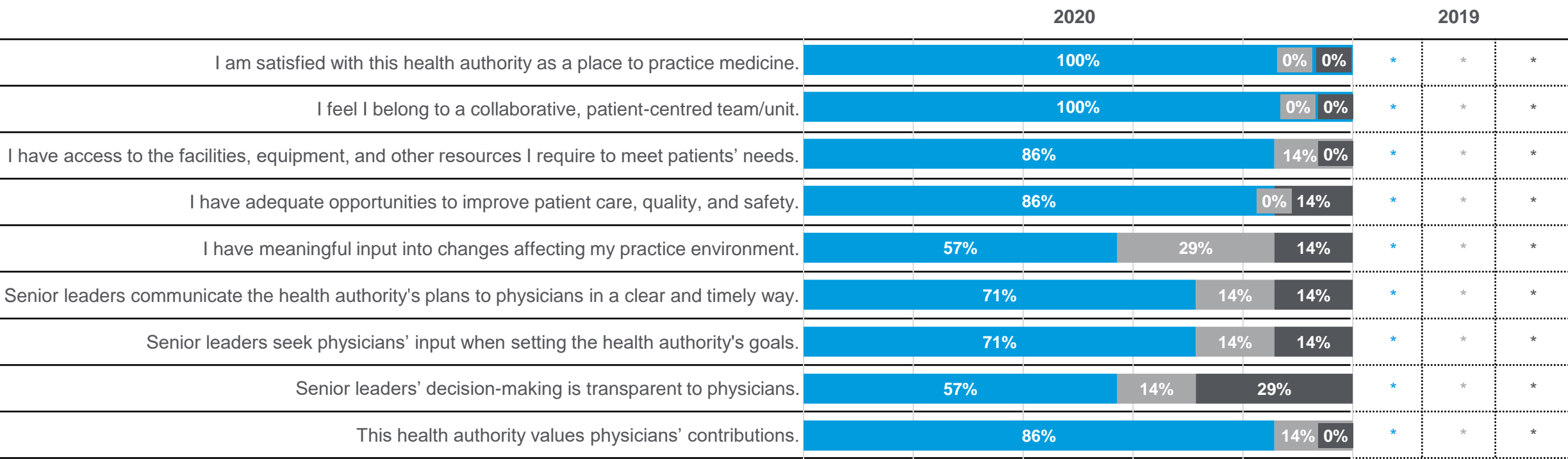


Local Engagement and Safety Questions

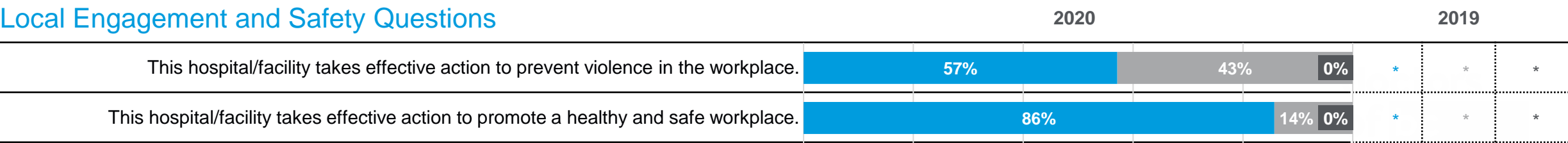


St. John Hospital

7 Respondents 2020 | * Respondents 2019



Local Engagement and Safety Questions



University Hospital of Northern British Columbia (UHNBC)

52 Respondents 2020 | 61 Respondents 2019

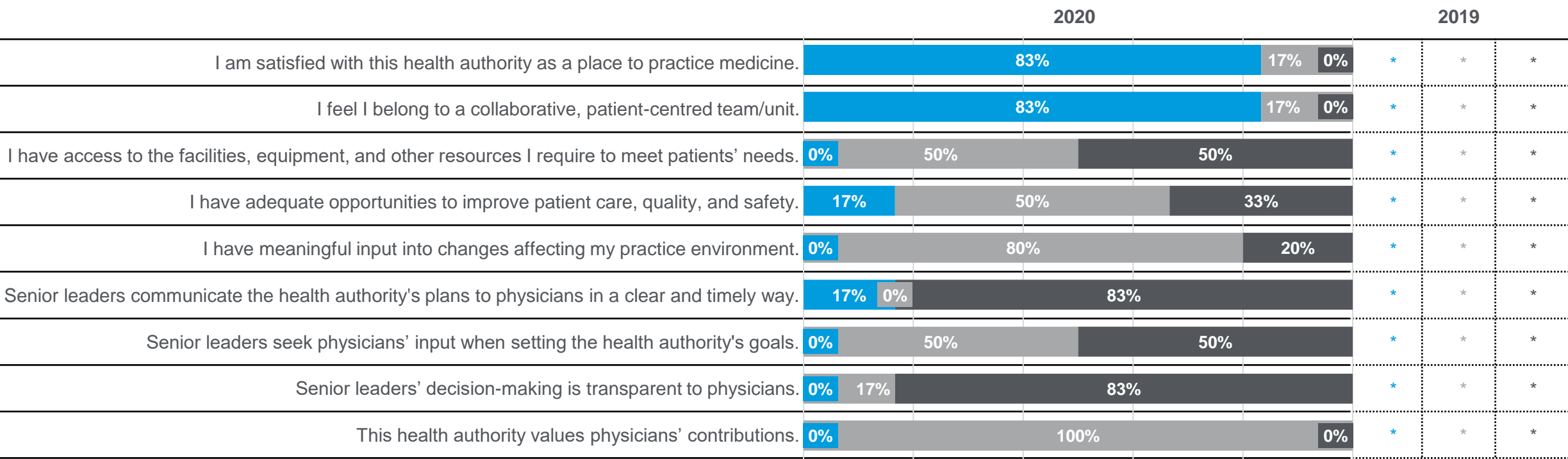
	2020			2019		
I am satisfied with this health authority as a place to practice medicine.	<div> <div>63%</div> <div>23%</div> <div>13%</div> </div>			64%	18%	18%
I feel I belong to a collaborative, patient-centred team/unit.	<div> <div>61%</div> <div>20%</div> <div>20%</div> </div>			52%	28%	20%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div> <div>43%</div> <div>24%</div> <div>33%</div> </div>			44%	21%	34%
I have adequate opportunities to improve patient care, quality, and safety.	<div> <div>46%</div> <div>27%</div> <div>27%</div> </div>			49%	21%	30%
I have meaningful input into changes affecting my practice environment.	<div> <div>50%</div> <div>21%</div> <div>29%</div> </div>			44%	31%	25%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div> <div>22%</div> <div>31%</div> <div>47%</div> </div>			39%	25%	36%
Senior leaders seek physicians' input when setting the health authority's goals.	<div> <div>23%</div> <div>37%</div> <div>40%</div> </div>			31%	33%	36%
Senior leaders' decision-making is transparent to physicians.	<div> <div>12%</div> <div>38%</div> <div>50%</div> </div>			26%	28%	46%
This health authority values physicians' contributions.	<div> <div>42%</div> <div>35%</div> <div>23%</div> </div>			56%	21%	23%

Local Engagement and Safety Questions

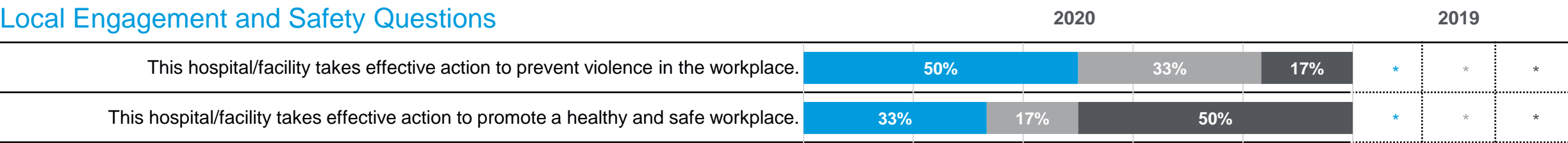
	2020			2019		
This hospital/facility takes effective action to prevent violence in the workplace.	<div> <div>68%</div> <div>9%</div> <div>23%</div> </div>			63%	24%	14%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div> <div>36%</div> <div>32%</div> <div>32%</div> </div>			43%	22%	35%

Wrinch Memorial Hospital

6 Respondents 2020 | * Respondents 2019



Local Engagement and Safety Questions



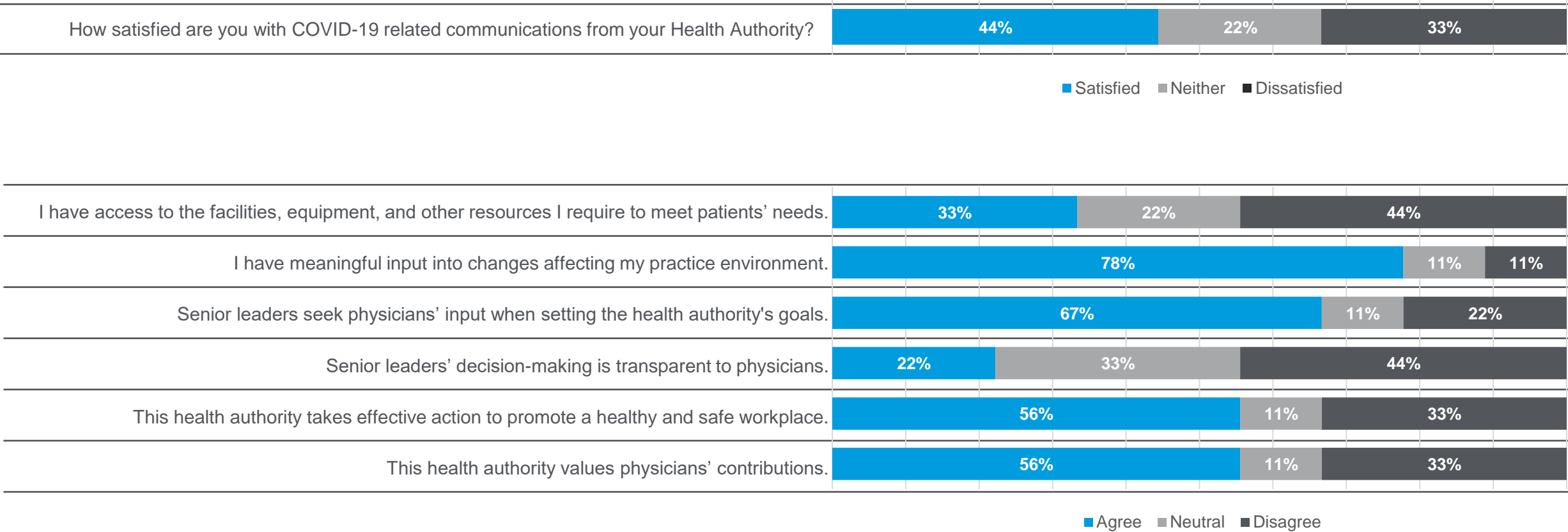
Facility Data | Northern Health

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



Physical and Psychological Well-Being



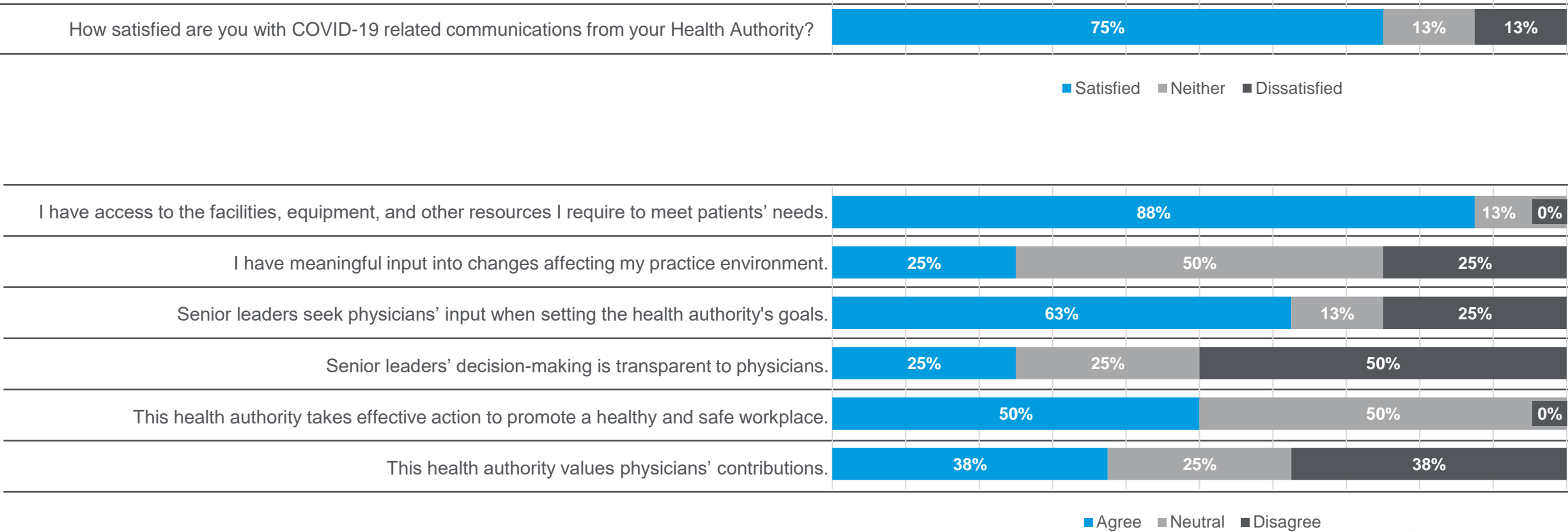
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Dawson Creek and District Hospital

COVID-19



Dawson Creek and District Hospital

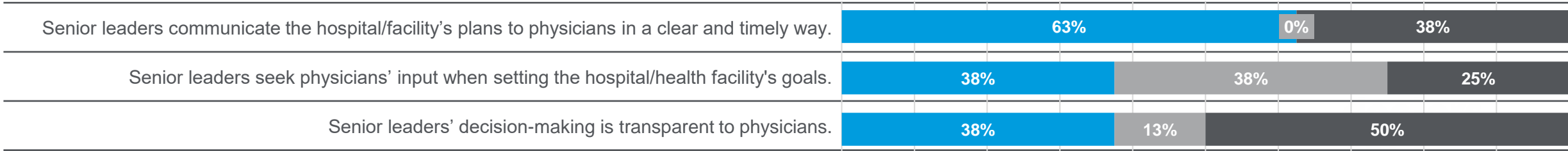
Psychological Health and Safety



Physical and Psychological Well-Being



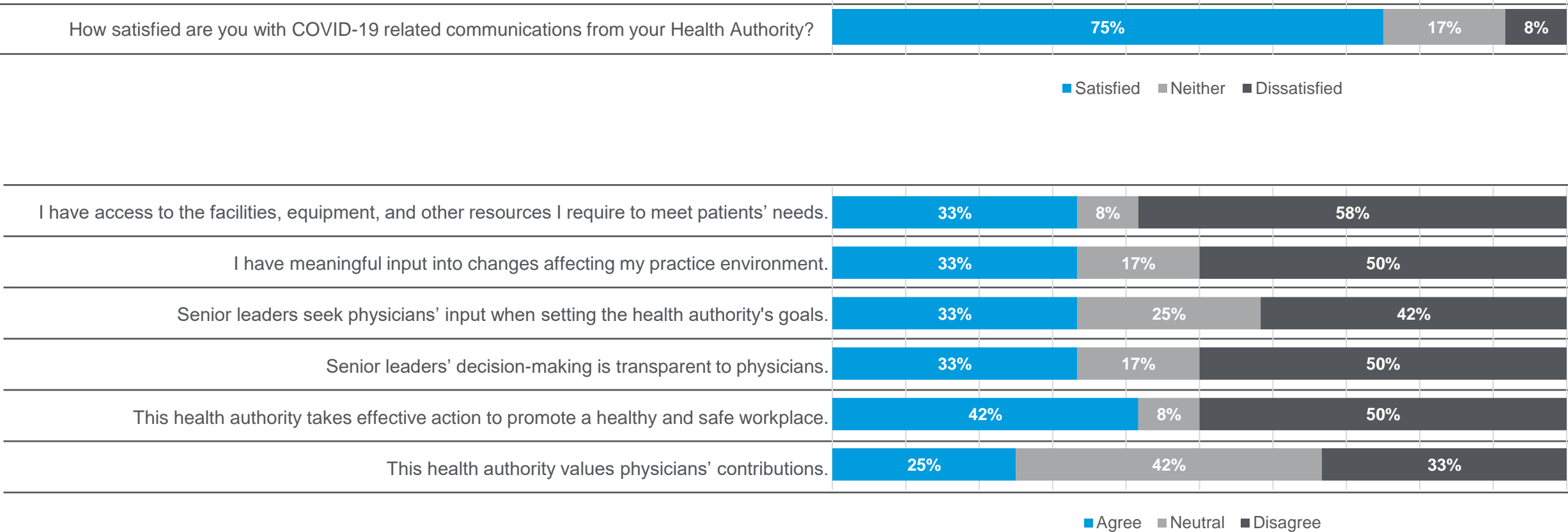
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Fort St John Hospital & Peace Villa

COVID-19



Fort St John Hospital & Peace Villa

Psychological Health and Safety



Physical and Psychological Well-Being



Facility Leadership



■ Agree ■ Neutral ■ Disagree

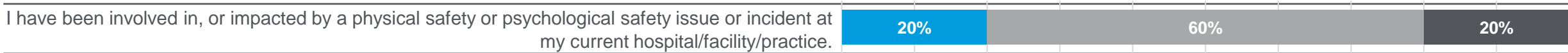
GR Baker Memorial Hospital

COVID-19

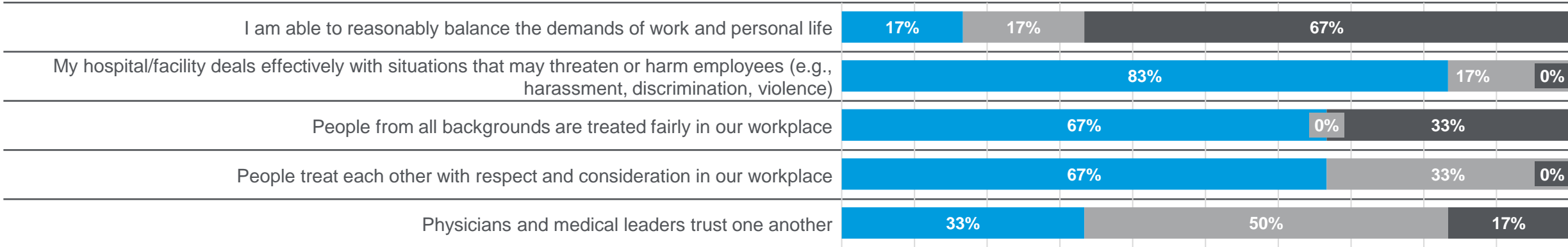


GR Baker Memorial Hospital

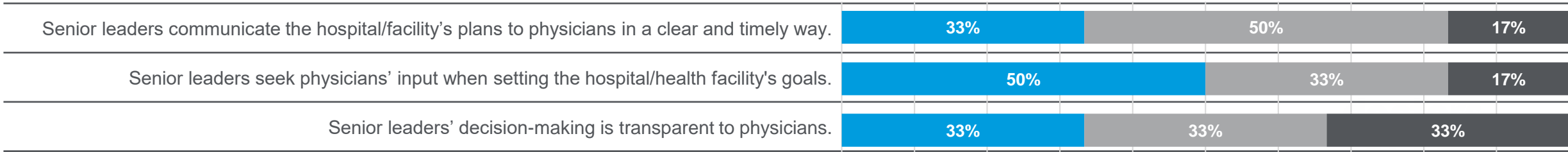
Psychological Health and Safety



Physical and Psychological Well-Being



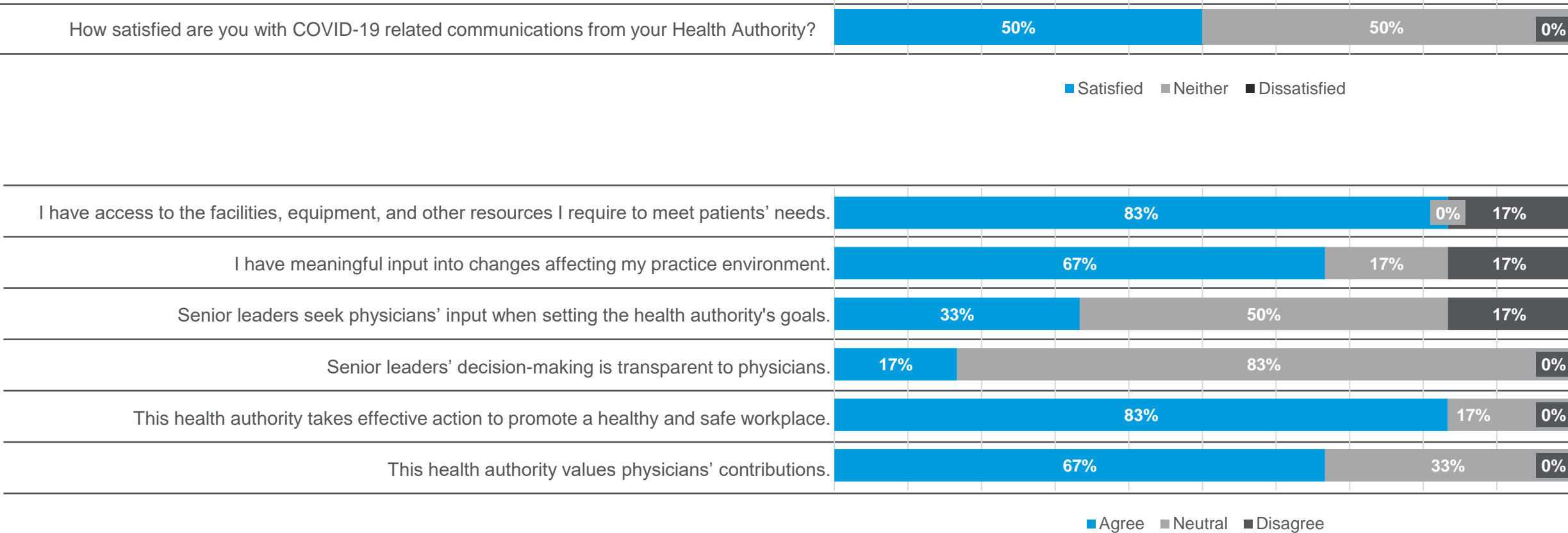
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Haida Gwaii Hospital and Health Centre - Xaayda Gwaay NgaaysdII Naay

COVID-19



Haida Gwaii Hospital and Health Centre - Xaayda Gwaay NgaaysdII Naay

Psychological Health and Safety



Physical and Psychological Well-Being



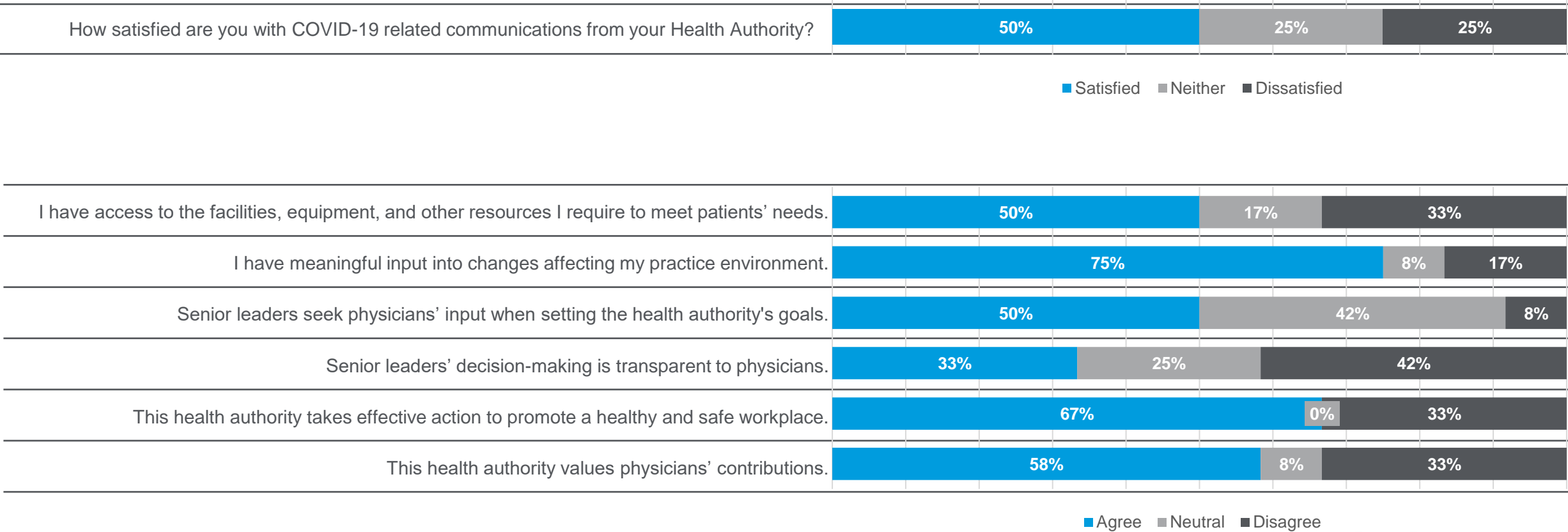
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Mills Memorial Hospital

COVID-19



Mills Memorial Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



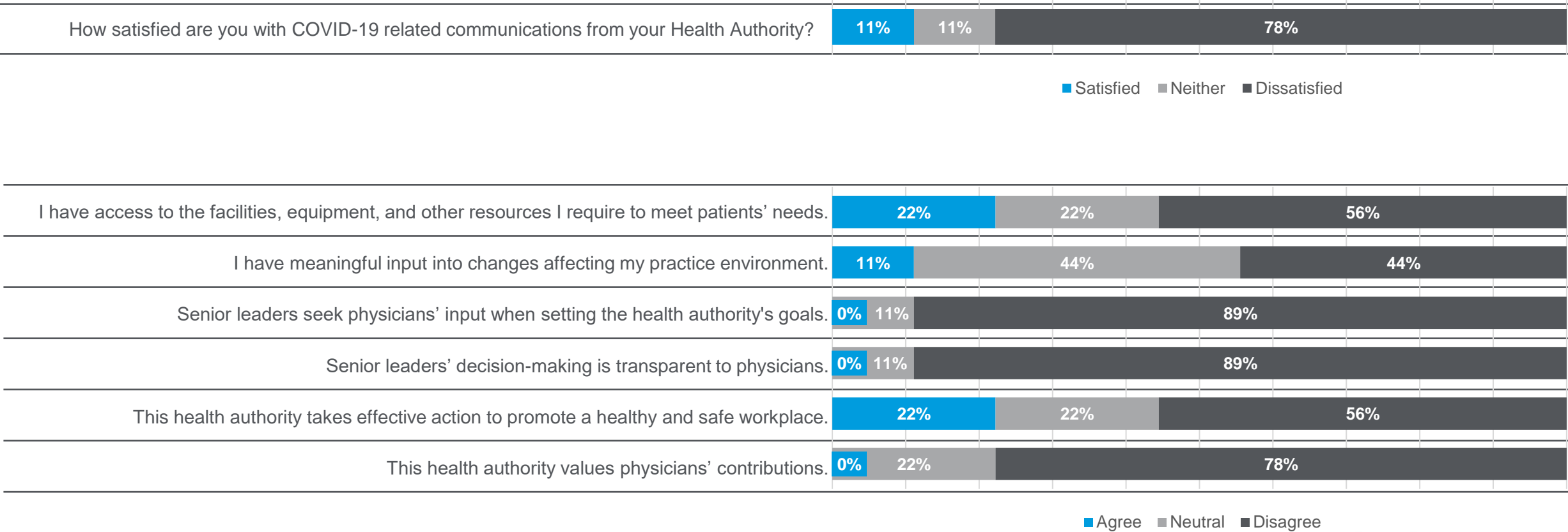
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Prince Rupert Regional Hospital

COVID-19



Prince Rupert Regional Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



Facility Leadership



■ Agree ■ Neutral ■ Disagree

St. John Hospital

COVID-19



St. John Hospital

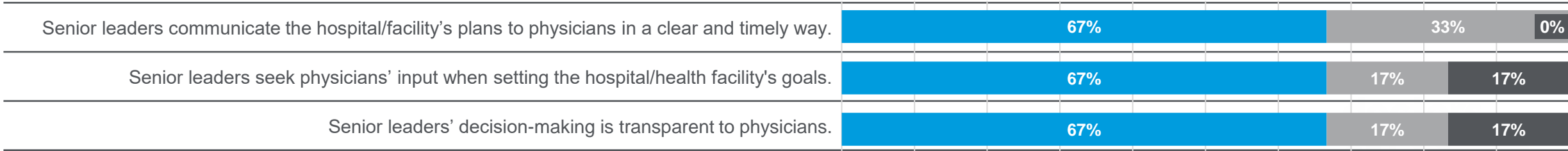
Psychological Health and Safety



Physical and Psychological Well-Being



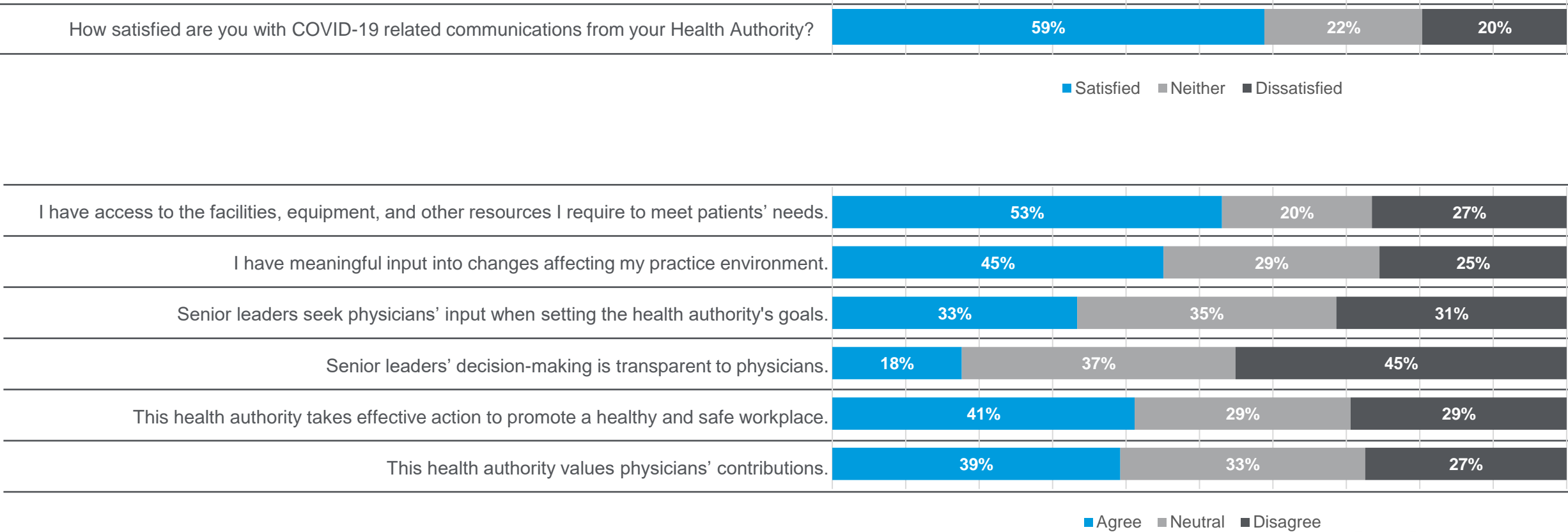
Facility Leadership



■ Agree ■ Neutral ■ Disagree

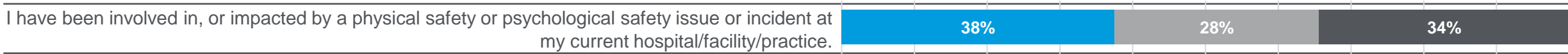
University Hospital of Northern British Columbia (UHNBC)

COVID-19



University Hospital of Northern British Columbia (UHNBC)

Psychological Health and Safety



Physical and Psychological Well-Being



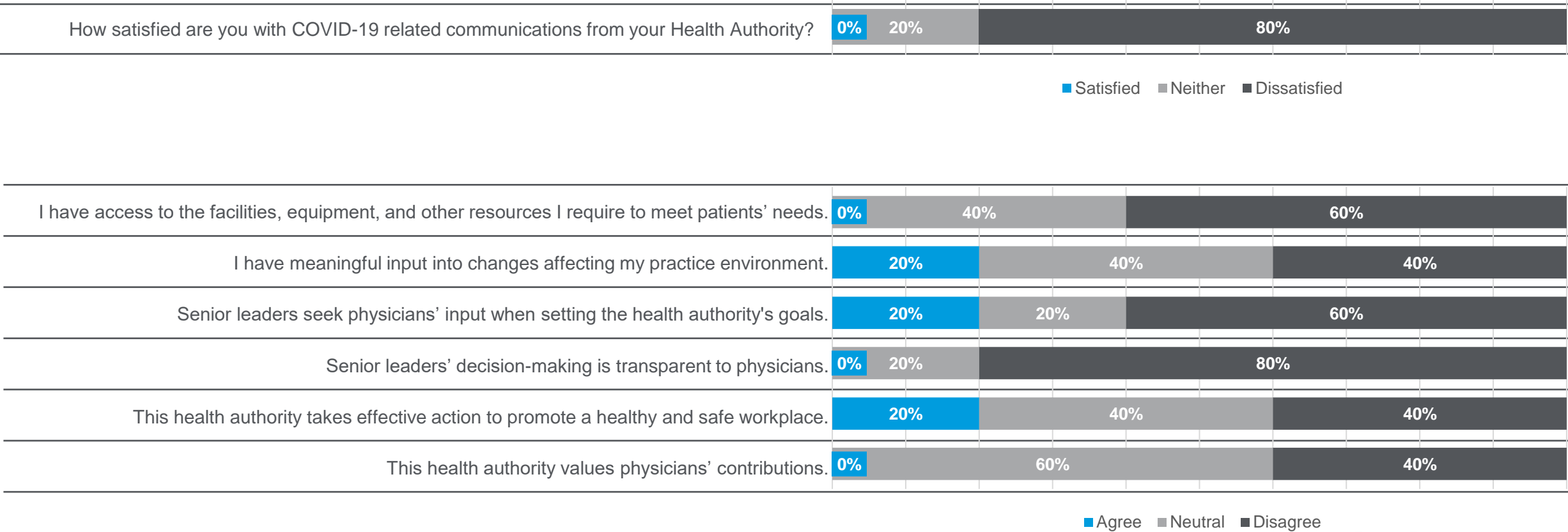
Facility Leadership



■ Agree ■ Neutral ■ Disagree

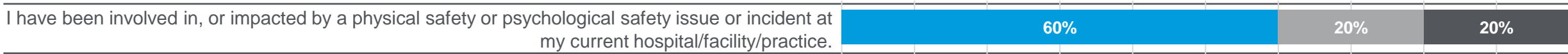
Wrinch Memorial Hospital

COVID-19

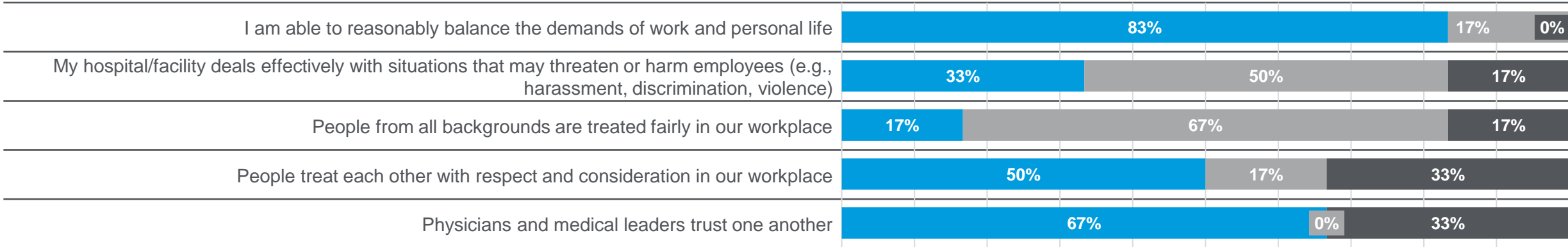


Wrinch Memorial Hospital

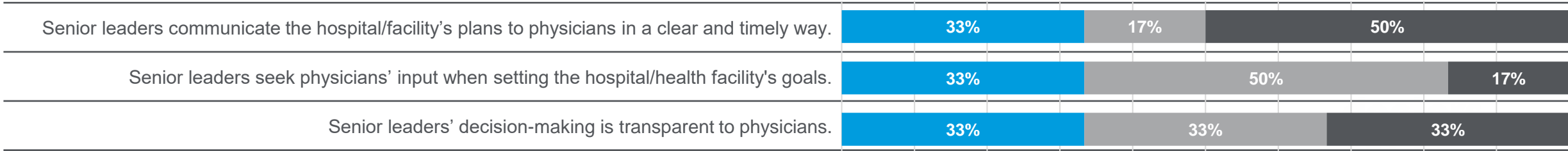
Psychological Health and Safety



Physical and Psychological Well-Being



Facility Leadership



■ Agree ■ Neutral ■ Disagree

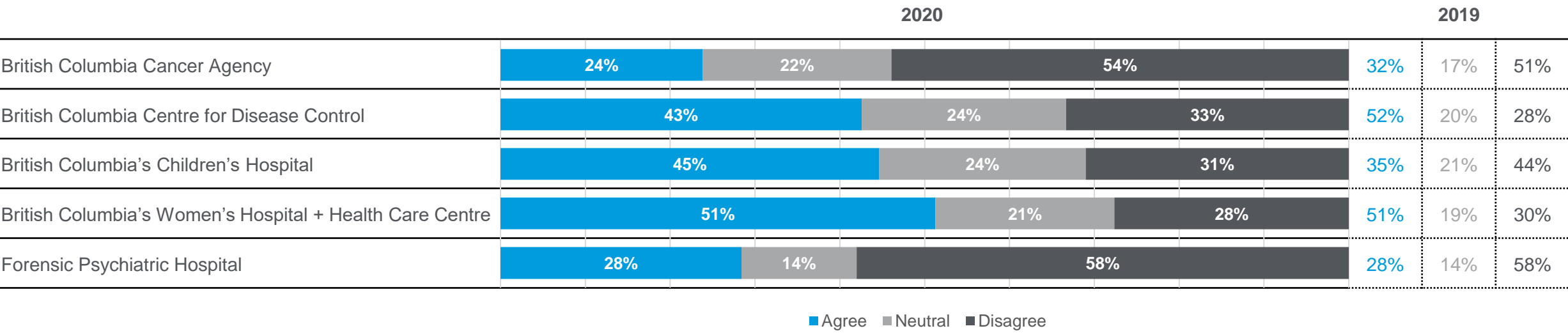
Facility Data | Provincial Health Services Authority

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

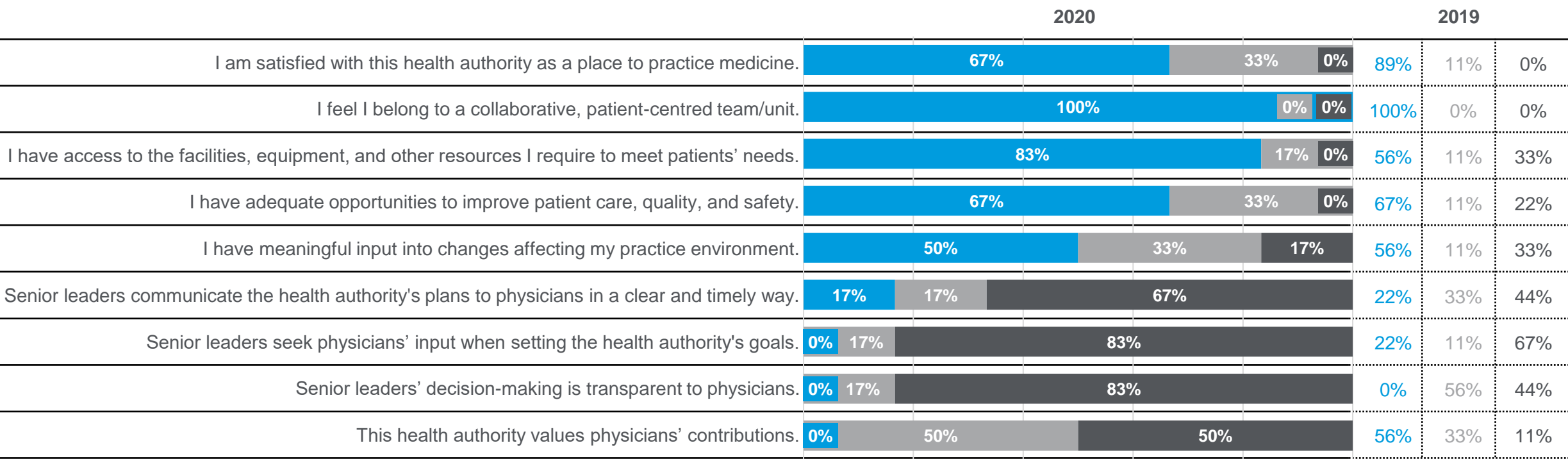
	2020			2019		
I am satisfied with this health authority as a place to practice medicine.	32%	27%	41%	36%	30%	34%
I feel I belong to a collaborative, patient-centred team/unit.	54%	24%	22%	61%	9%	30%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	41%	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%	12%	73%	20%	18%	61%
Senior leaders' decision-making is transparent to physicians.	7%	17%	76%	11%	14%	75%
This health authority values physicians' contributions.	15%	27%	59%	25%	16%	59%

Local Engagement and Safety Questions

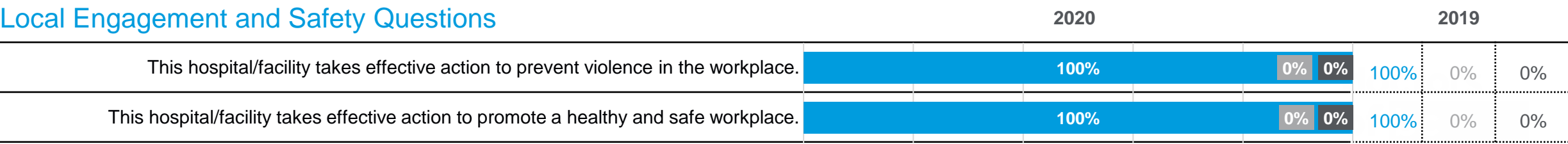
	2020			2019		
This hospital/facility takes effective action to prevent violence in the workplace.	70%	18%	13%	72%	21%	7%
This hospital/facility takes effective action to promote a healthy and safe workplace.	45%	30%	25%	52%	20%	27%

British Columbia Centre for Disease Control

6 Respondents 2020 | 9 Respondents 2019

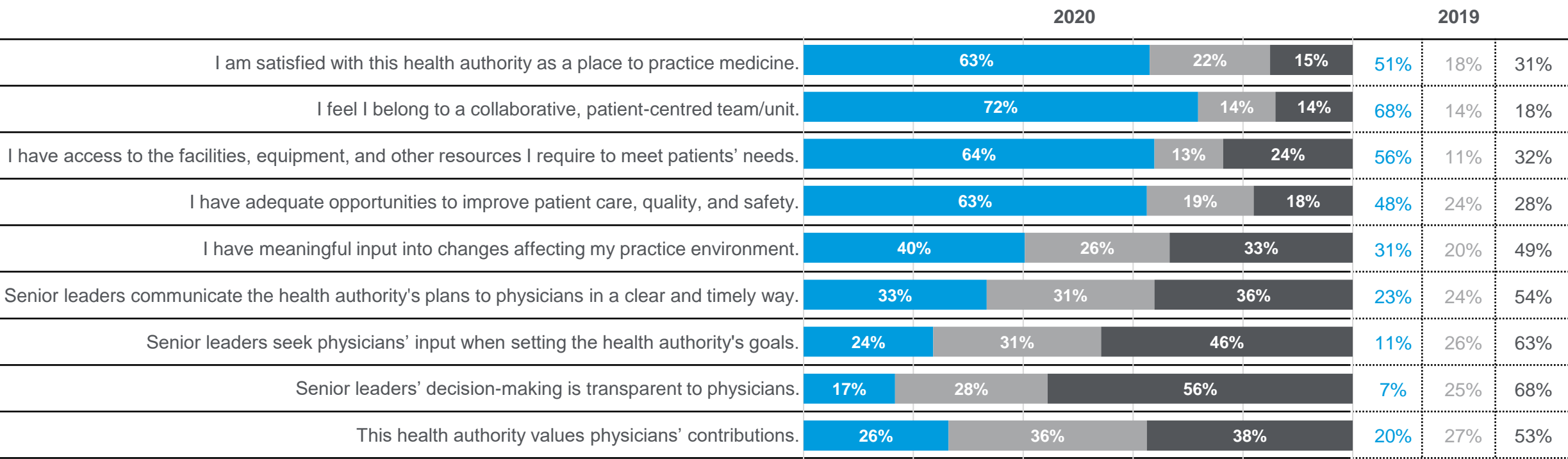


Local Engagement and Safety Questions

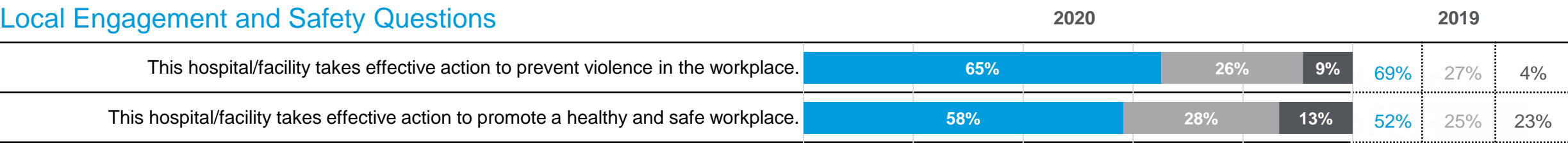


British Columbia's Children's Hospital

73 Respondents 2020 | 71 Respondents 2019

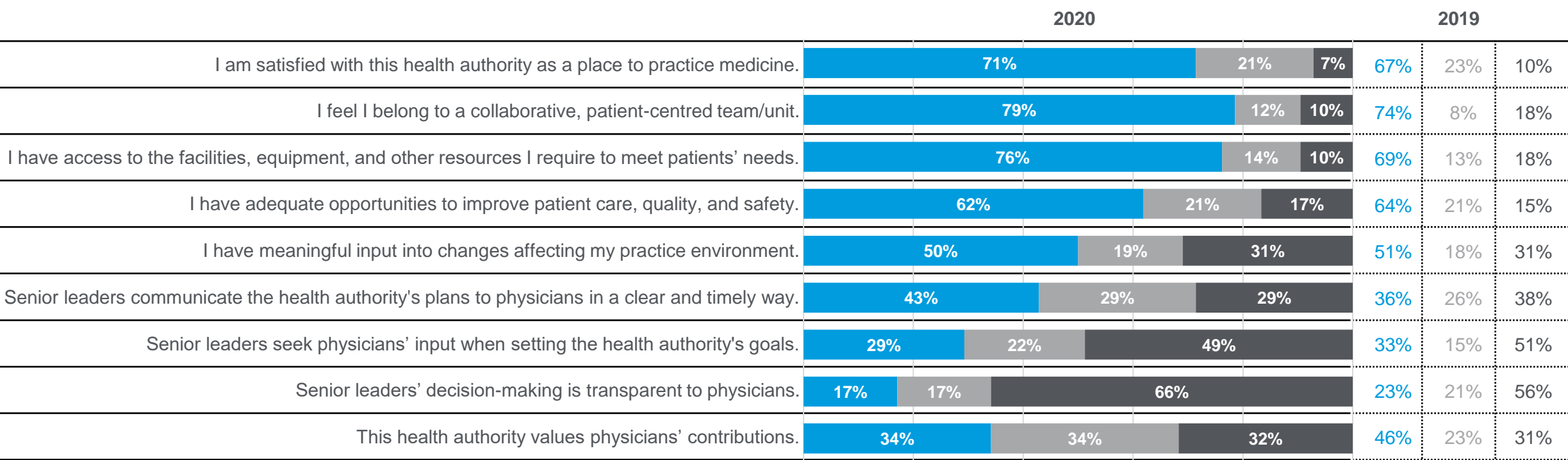


Local Engagement and Safety Questions

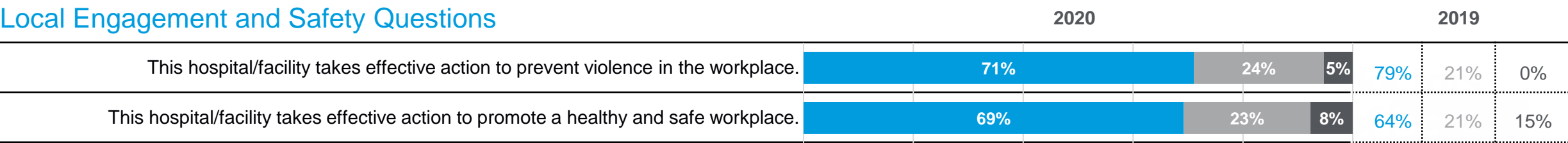


British Columbia's Women's Hospital + Health Care Centre

42 Respondents 2020 | 39 Respondents 2019

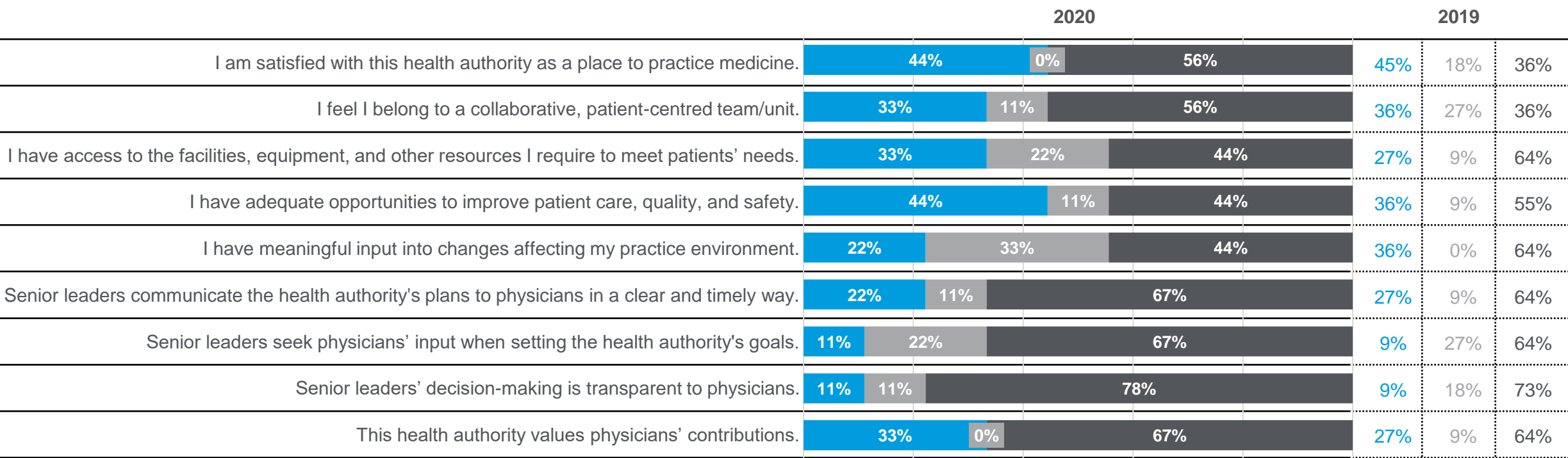


Local Engagement and Safety Questions

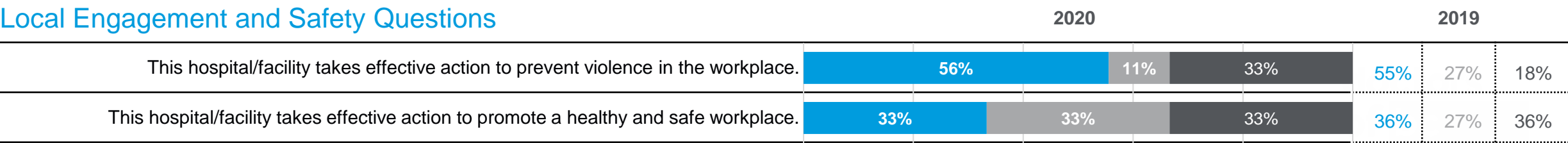


Forensic Psychiatric Hospital

9 Respondents 2020 | 11 Respondents 2019



Local Engagement and Safety Questions



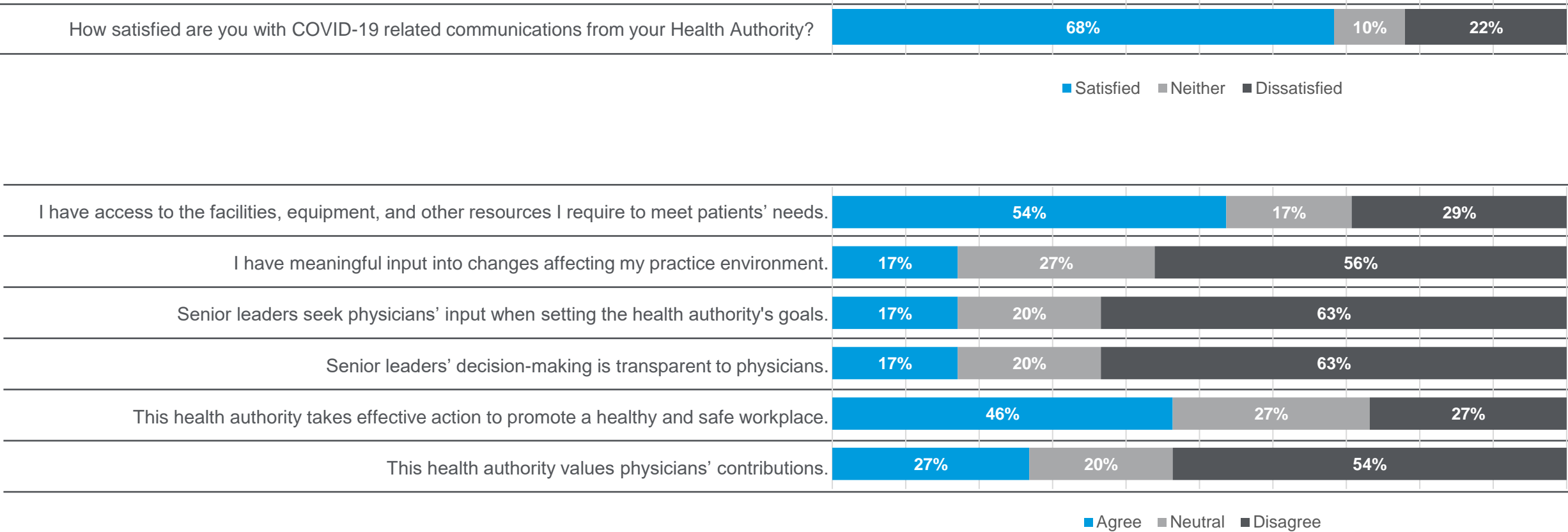
Facility Data | Provincial Health Services Authority

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



Physical and Psychological Well-Being



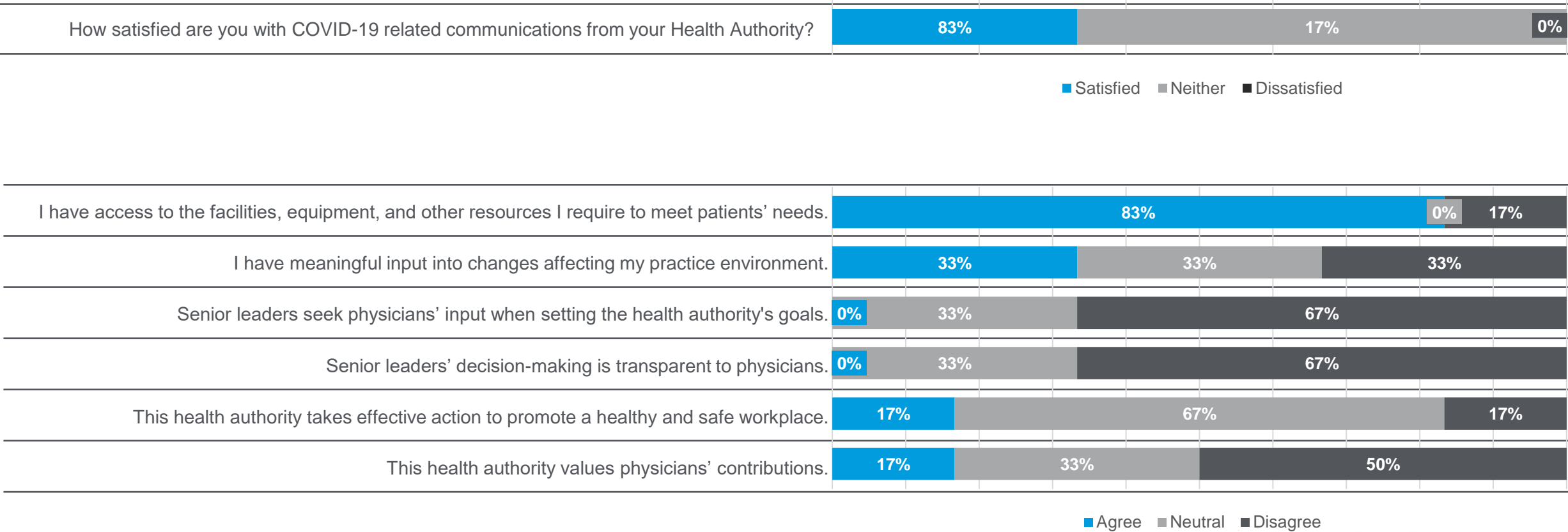
Facility Leadership



■ Agree ■ Neutral ■ Disagree

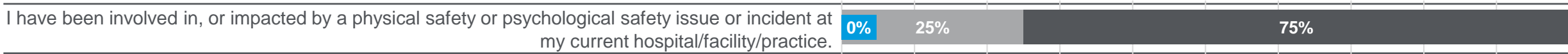
British Columbia Centre for Disease Control

COVID-19



British Columbia Centre for Disease Control

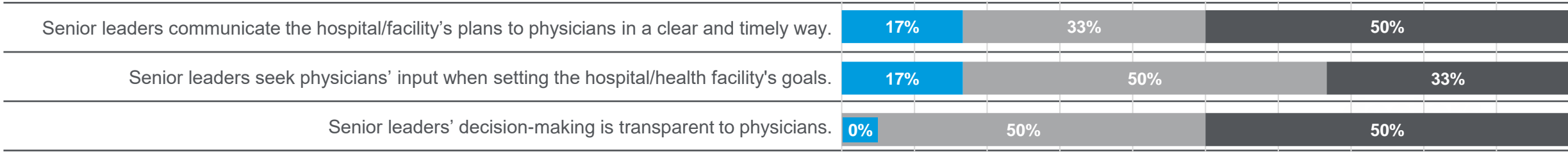
Psychological Health and Safety



Physical and Psychological Well-Being



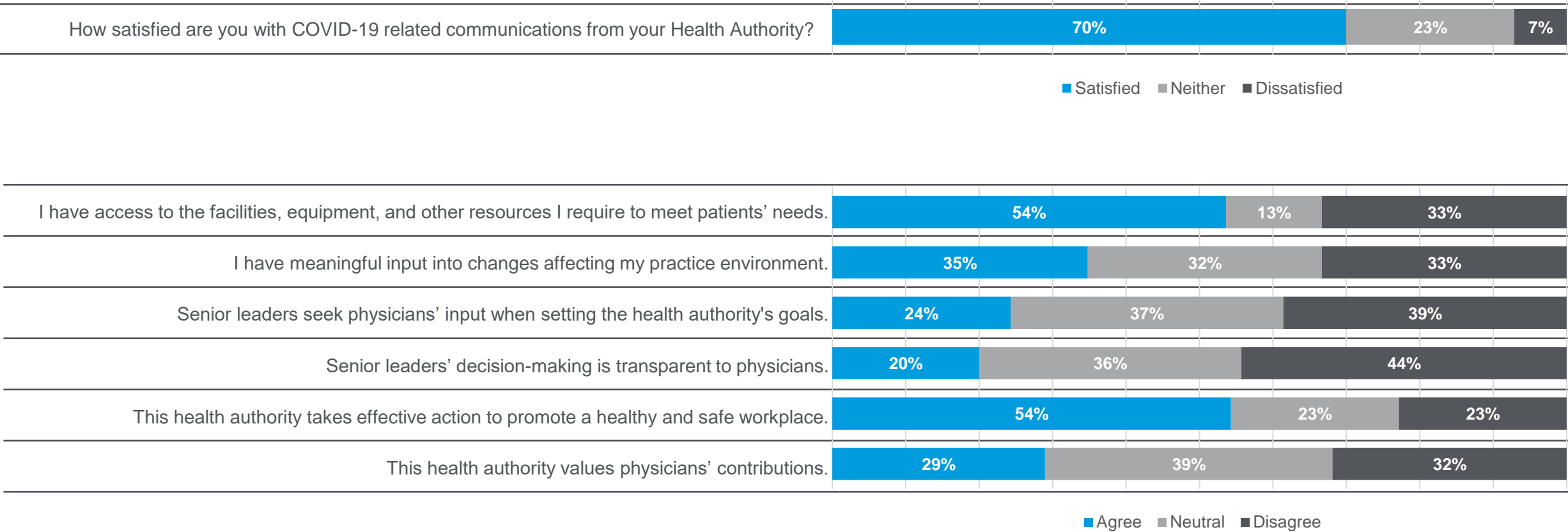
Facility Leadership



■ Agree ■ Neutral ■ Disagree

British Columbia's Children's Hospital

COVID-19



British Columbia's Children's Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



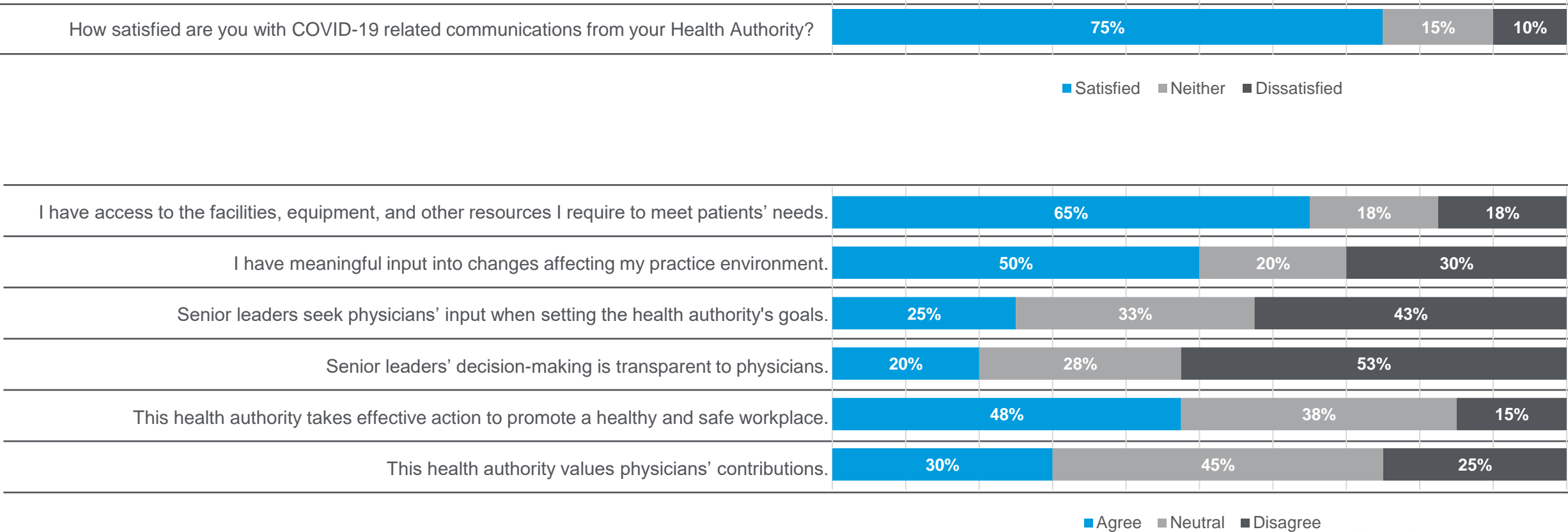
Facility Leadership



■ Agree ■ Neutral ■ Disagree

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

COVID-19

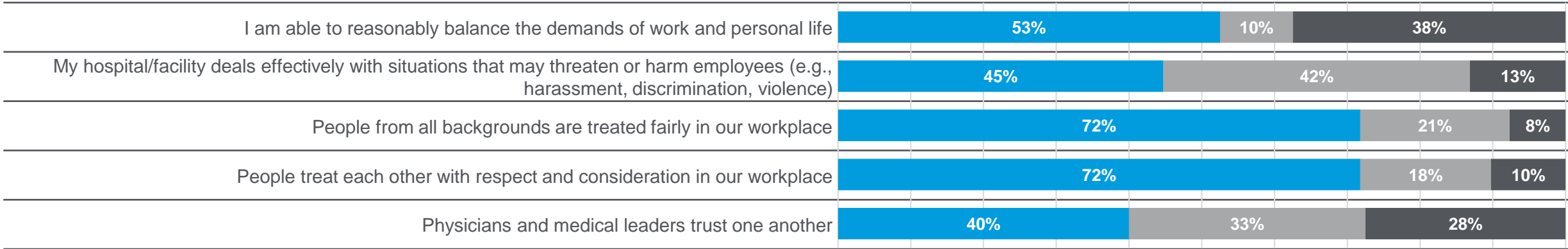


British Columbia's Women's Hospital + Health Care Centre

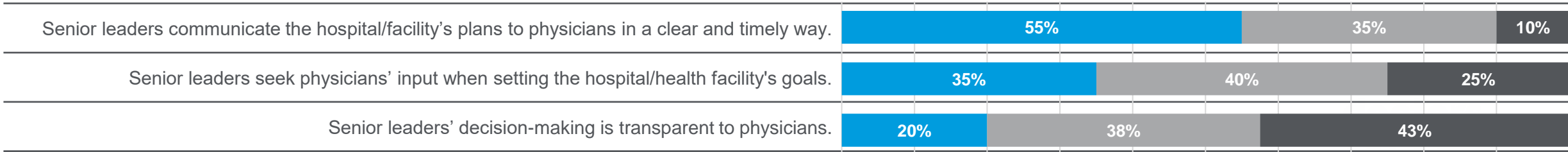
Psychological Health and Safety



Physical and Psychological Well-Being



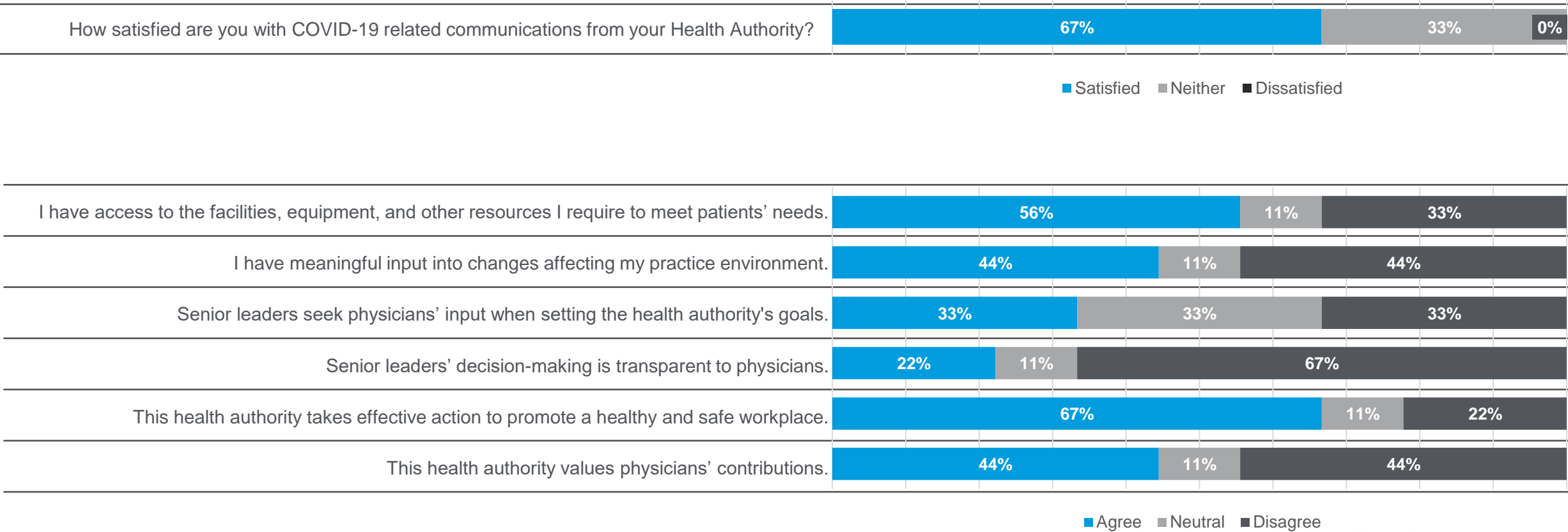
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Forensic Psychiatric Hospital

COVID-19



Forensic Psychiatric Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



Facility Leadership



■ Agree ■ Neutral ■ Disagree

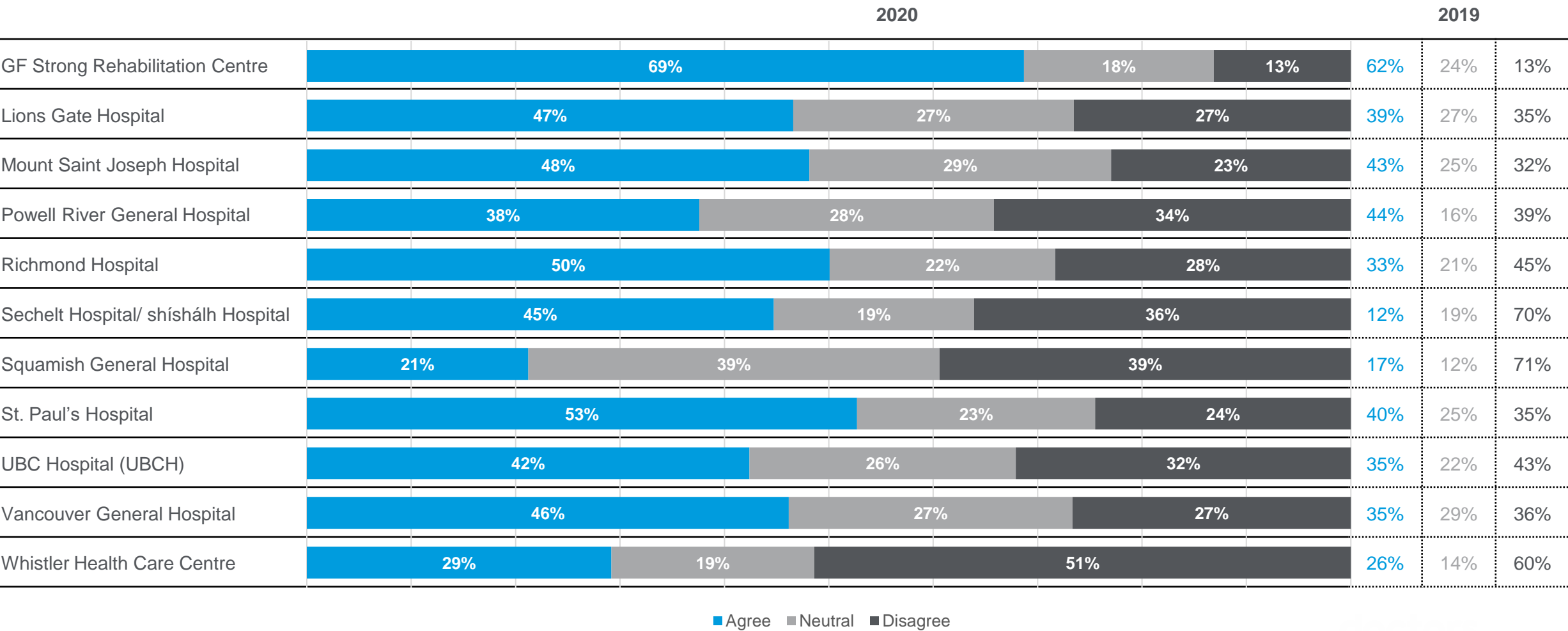
Facility Data | Vancouver Coastal Health

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

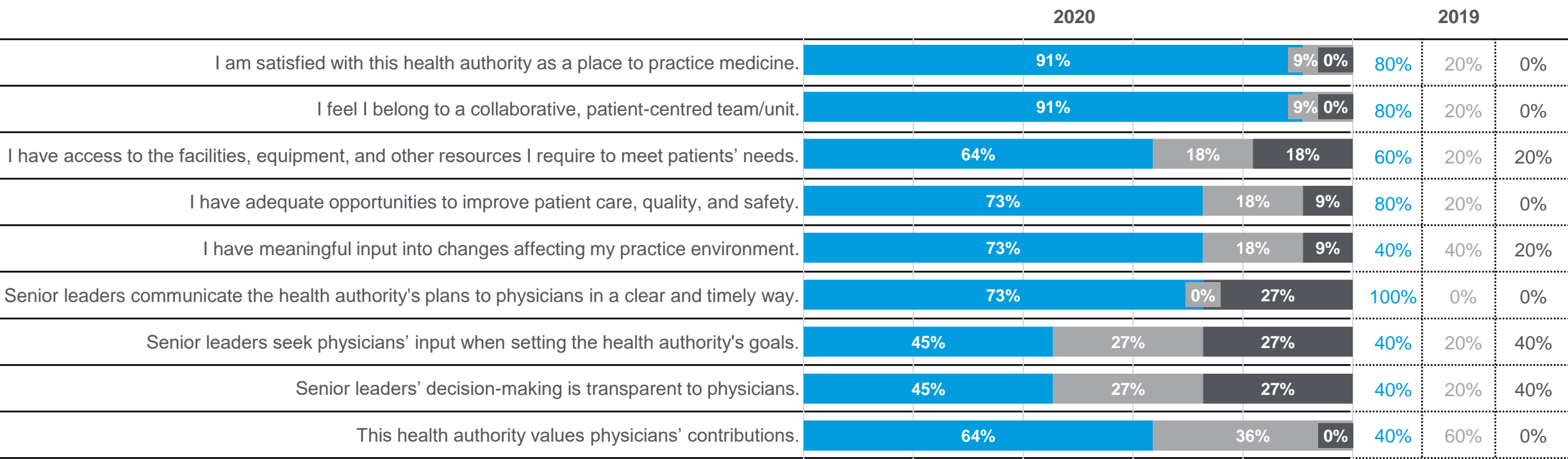
Vancouver Coastal Health

Overall Averages by Facility

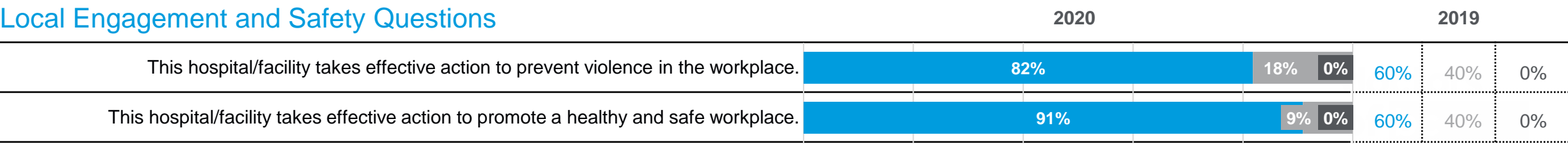


GF Strong Rehabilitation Centre

11 Respondents 2020 | 5 Respondents 2019

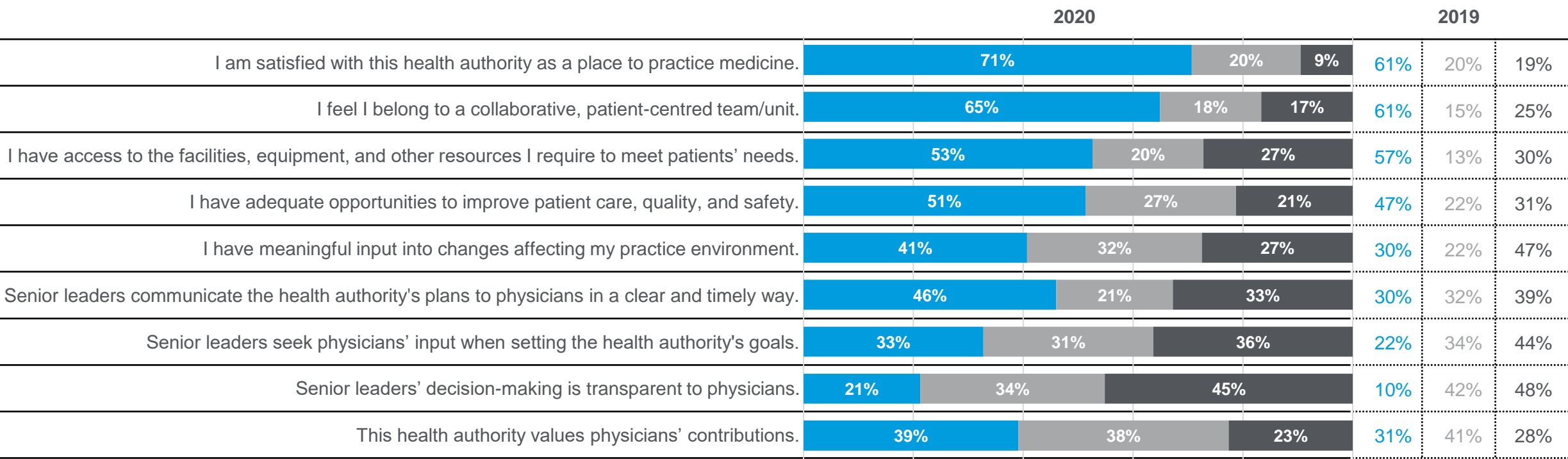


Local Engagement and Safety Questions

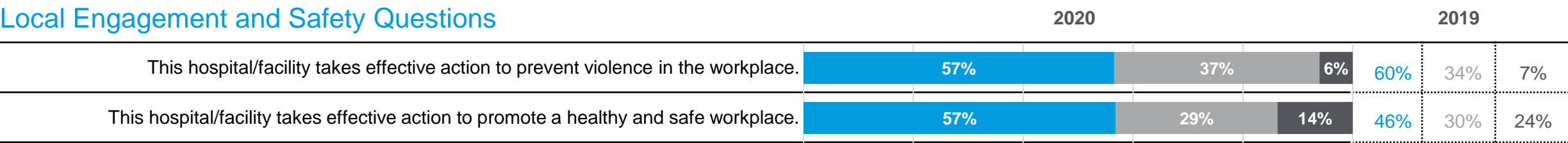


Lions Gate Hospital

119 Respondents 2020 | 117 Respondents 2019

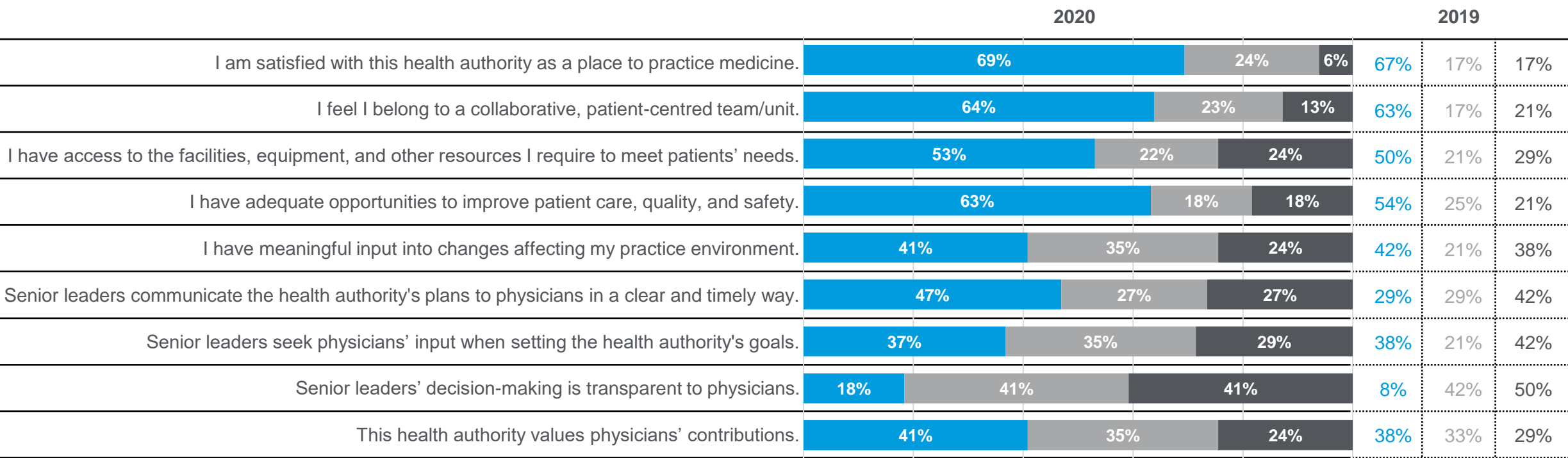


Local Engagement and Safety Questions

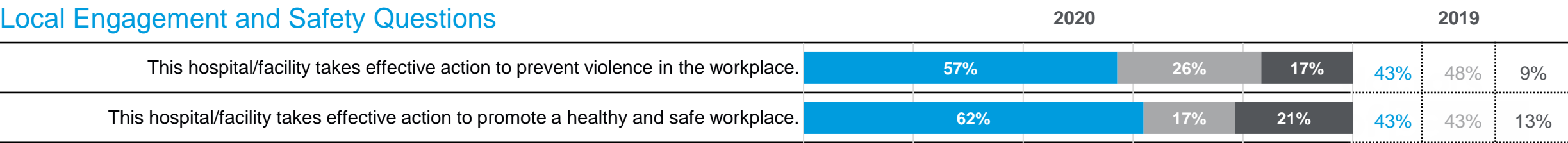


Mount Saint Joseph Hospital

49 Respondents 2020 | 24 Respondents 2019



Local Engagement and Safety Questions



Powell River General Hospital

13 Respondents 2020 | 11 Respondents 2019

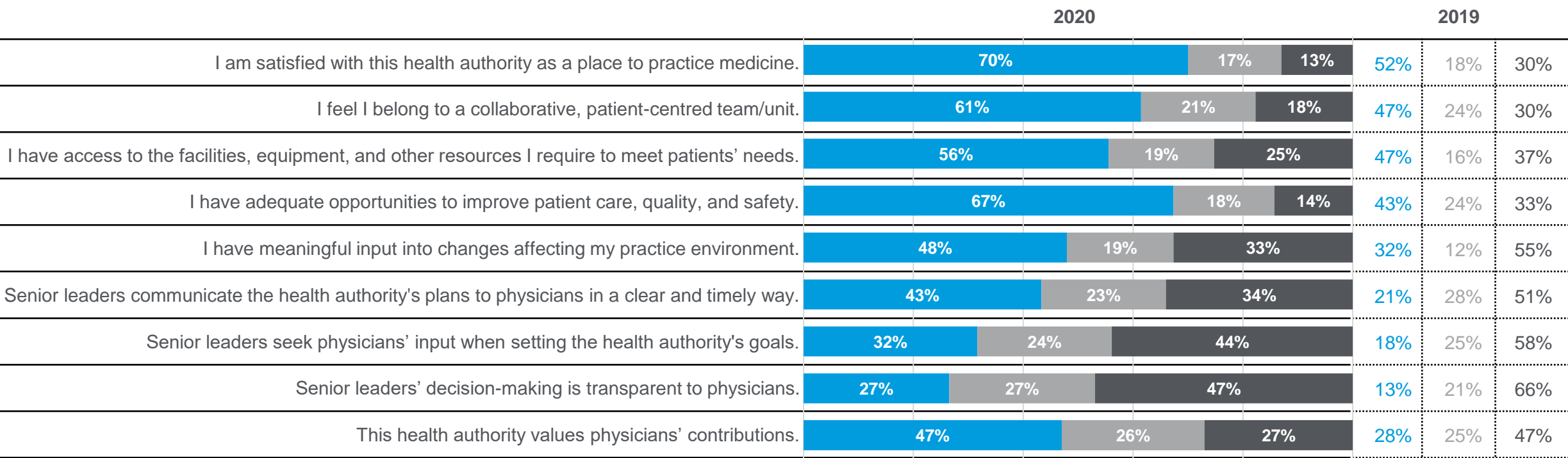
	2020			2019		
I am satisfied with this health authority as a place to practice medicine.	<div><div>46%</div><div>31%</div><div>23%</div></div>			55%	0%	45%
I feel I belong to a collaborative, patient-centred team/unit.	<div><div>69%</div><div>15%</div><div>15%</div></div>			55%	18%	27%
I have access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

Local Engagement and Safety Questions

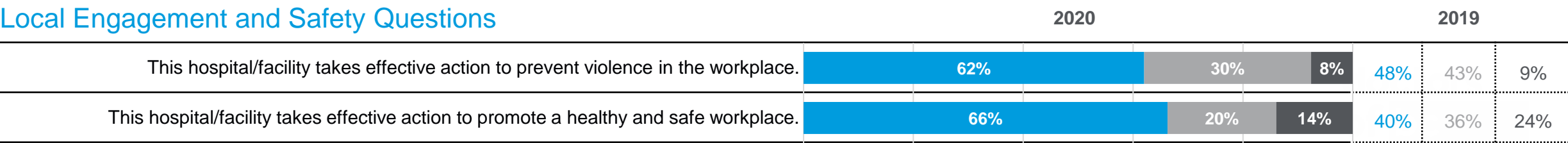
	2020			2019		
This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>85%</div><div>8%</div><div>8%</div></div>			55%	36%	9%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>85%</div><div>8%</div><div>8%</div></div>			64%	27%	9%

Richmond Hospital

100 Respondents 2020 | 107 Respondents 2019



Local Engagement and Safety Questions



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.	<div><div>67%</div><div>8%</div><div>25%</div></div>			7%	27%	67%
I feel I belong to a collaborative, patient-centred team/unit.	<div><div>67%</div><div>13%</div><div>21%</div></div>			23%	17%	60%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div><div>50%</div><div>8%</div><div>42%</div></div>			20%	13%	67%
I have adequate opportunities to improve patient care, quality, and safety.	<div><div>38%</div><div>33%</div><div>29%</div></div>			27%	17%	57%
I have meaningful input into changes affecting my practice environment.	<div><div>39%</div><div>22%</div><div>39%</div></div>			17%	30%	53%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div><div>50%</div><div>21%</div><div>29%</div></div>			3%	20%	77%
Senior leaders seek physicians' input when setting the health authority's goals.	<div><div>38%</div><div>17%</div><div>46%</div></div>			7%	17%	77%
Senior leaders' decision-making is transparent to physicians.	<div><div>22%</div><div>22%</div><div>57%</div></div>			3%	7%	90%
This health authority values physicians' contributions.	<div><div>33%</div><div>29%</div><div>38%</div></div>			0%	20%	80%

Local Engagement and Safety Questions

	2020			2019		
This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>43%</div><div>17%</div><div>39%</div></div>			3%	20%	77%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>38%</div><div>33%</div><div>29%</div></div>			7%	10%	83%

Squamish General Hospital

11 Respondents 2020 | 22 Respondents 2019

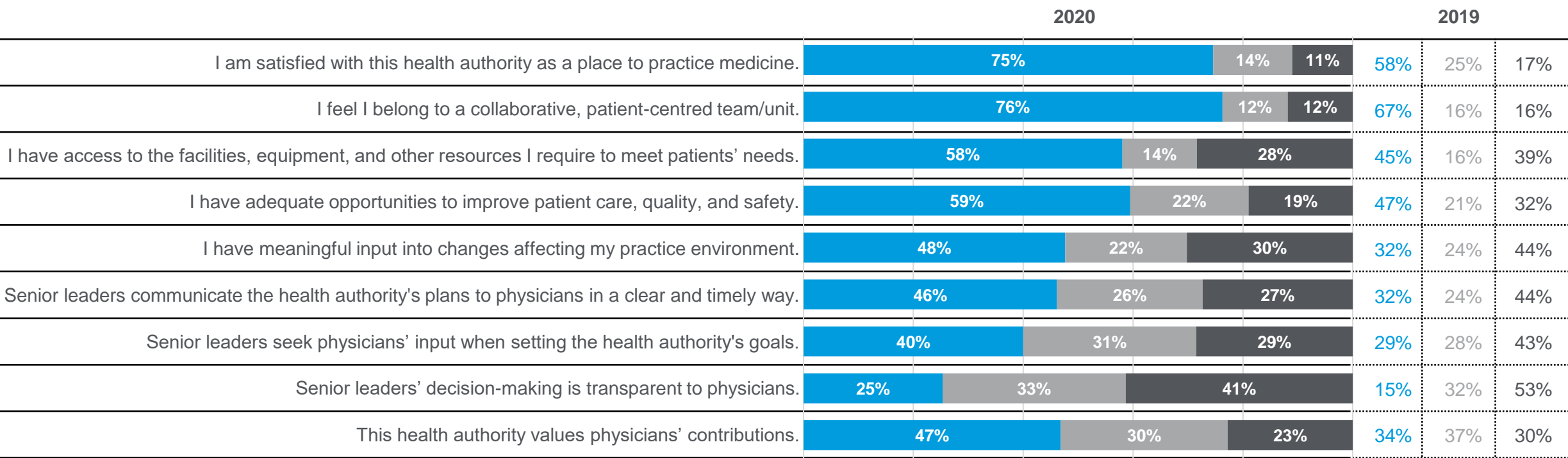
	2020			2019		
I am satisfied with this health authority as a place to practice medicine.	27%	45%	27%	23%	14%	64%
I feel I belong to a collaborative, patient-centred team/unit.	36%	27%	36%	41%	5%	55%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	18%	36%	45%	18%	9%	73%
I have adequate opportunities to improve patient care, quality, and safety.	45%	36%	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%	73%	18%	0%	18%	82%

Local Engagement and Safety Questions

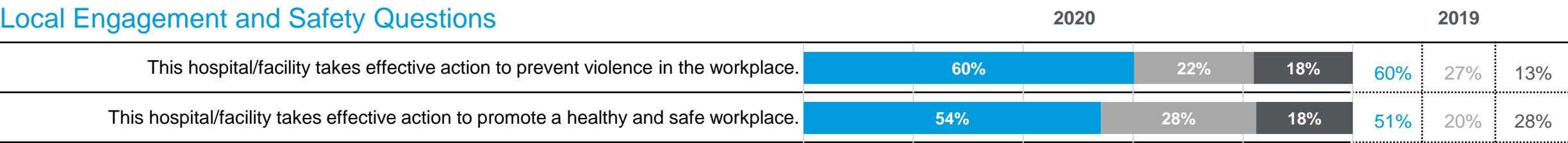
	2020			2019		
This hospital/facility takes effective action to prevent violence in the workplace.	40%	50%	10%	55%	30%	15%
This hospital/facility takes effective action to promote a healthy and safe workplace.	60%	40%	0%	38%	33%	29%

St. Paul's Hospital

237 Respondents 2020 | 179 Respondents 2019



Local Engagement and Safety Questions



UBC Hospital (UBCH)

25 Respondents 2020 | 34 Respondents 2019

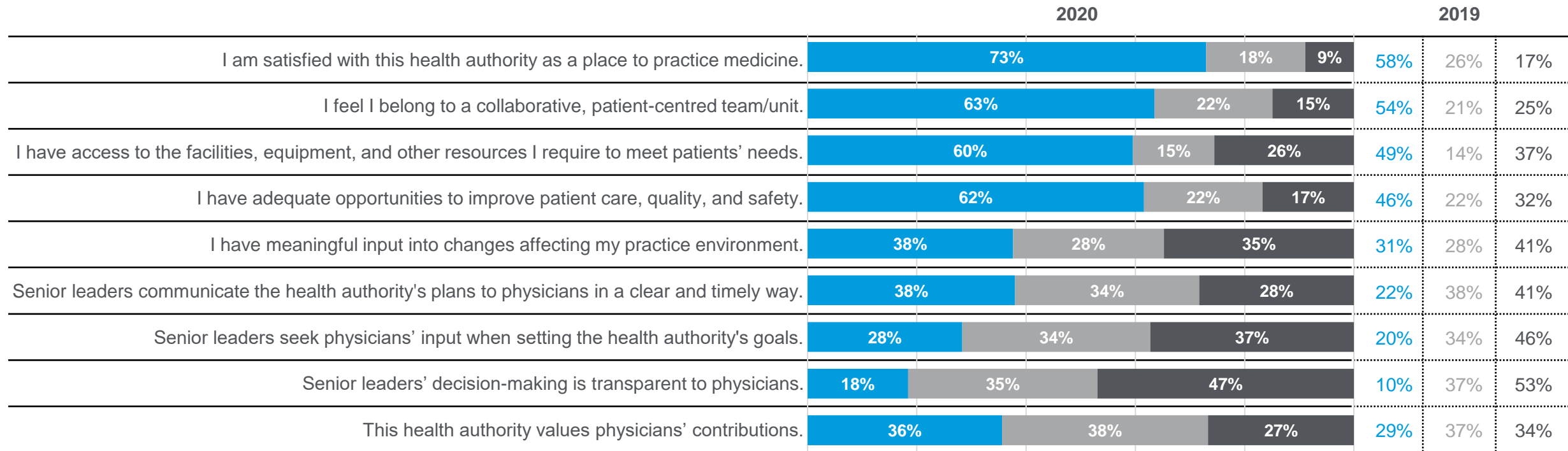
	2020			2019		
I am satisfied with this health authority as a place to practice medicine.	60%	16%	24%	53%	26%	21%
I feel I belong to a collaborative, patient-centred team/unit.	56%	20%	24%	47%	24%	29%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	54%	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%	39%	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%	38%	25%	32%	21%	47%

Local Engagement and Safety Questions

	2020			2019		
This hospital/facility takes effective action to prevent violence in the workplace.	57%	35%	9%	56%	31%	13%
This hospital/facility takes effective action to promote a healthy and safe workplace.	58%	21%	21%	52%	36%	12%

Vancouver General Hospital

284 Respondents 2020 | 266 Respondents 2019

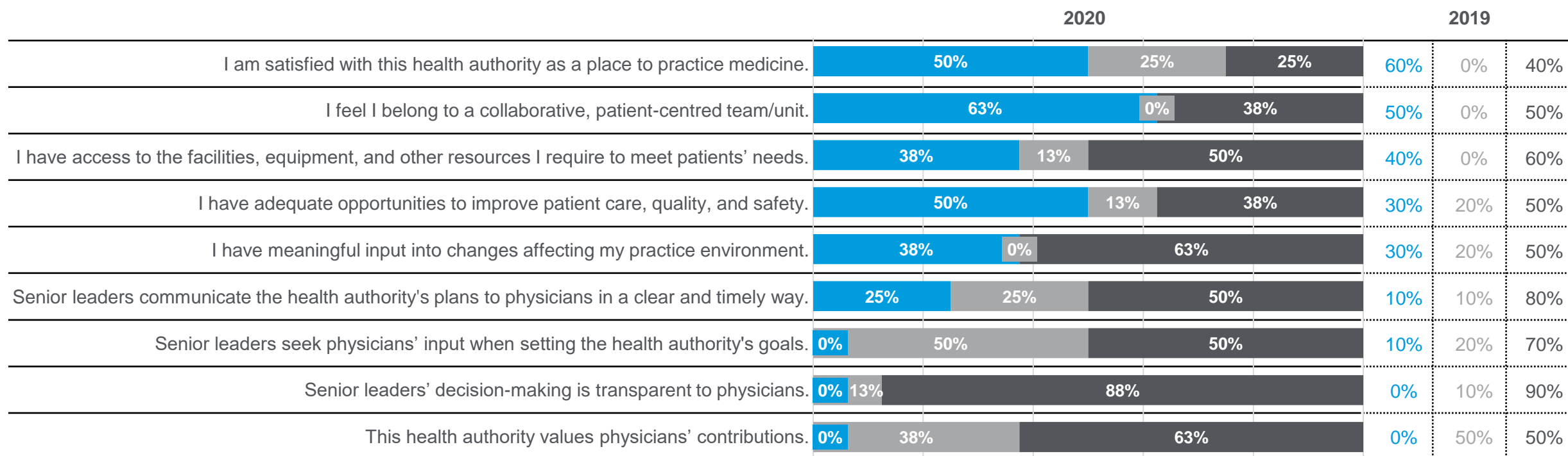


Local Engagement and Safety Questions



Whistler Health Care Centre

8 Respondents 2020 | 10 Respondents 2019



Local Engagement and Safety Questions



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.*

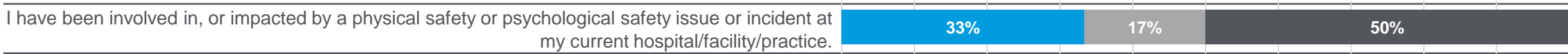
GF Strong Rehabilitation Centre

COVID-19



GF Strong Rehabilitation Centre

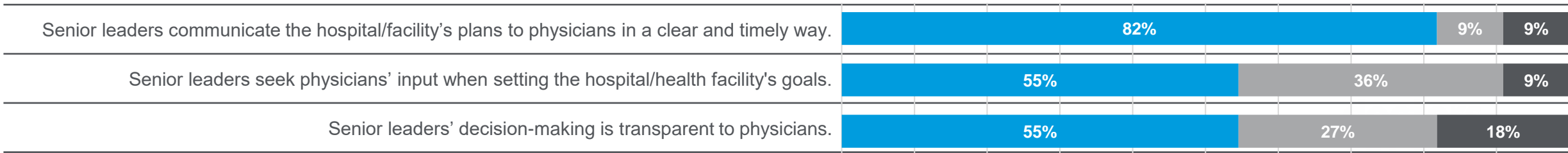
Psychological Health and Safety



Physical and Psychological Well-Being



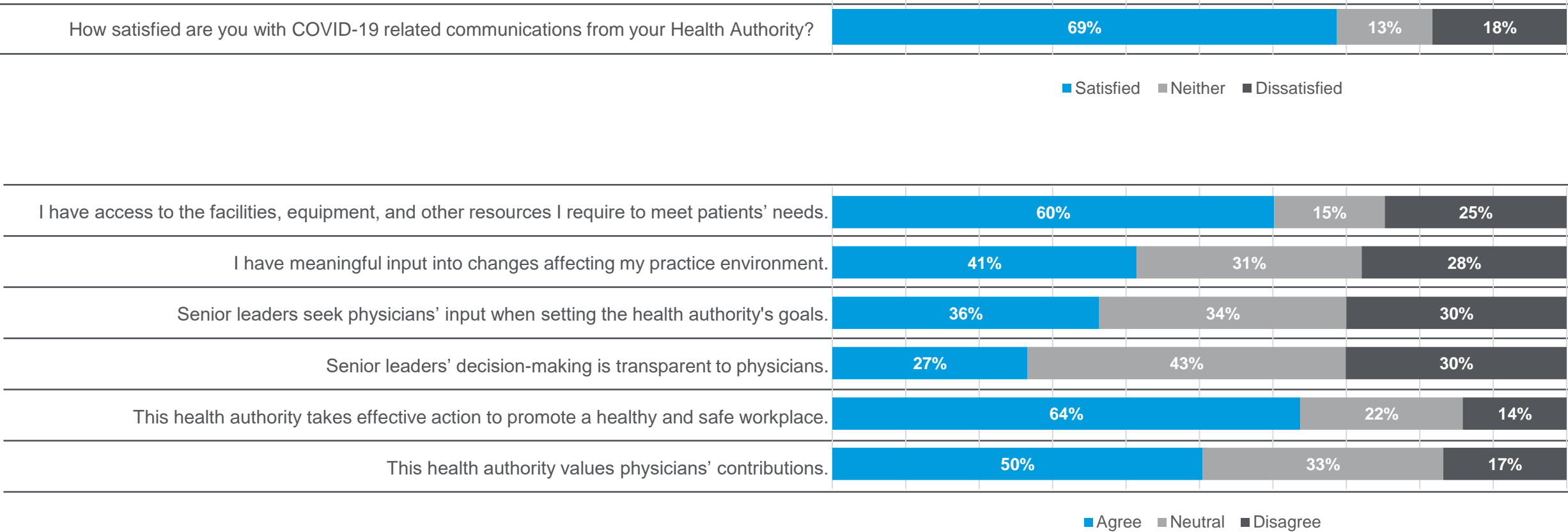
Facility Leadership



■ Agree ■ Neutral ■ Disagree

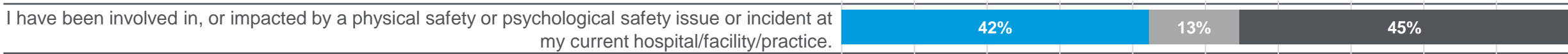
Lions Gate Hospital

COVID-19



Lions Gate Hospital

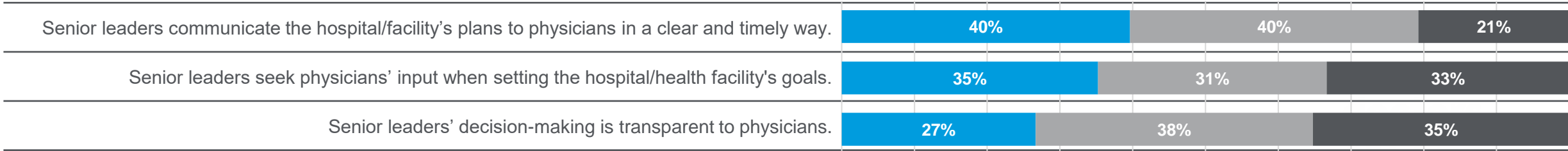
Psychological Health and Safety



Physical and Psychological Well-Being



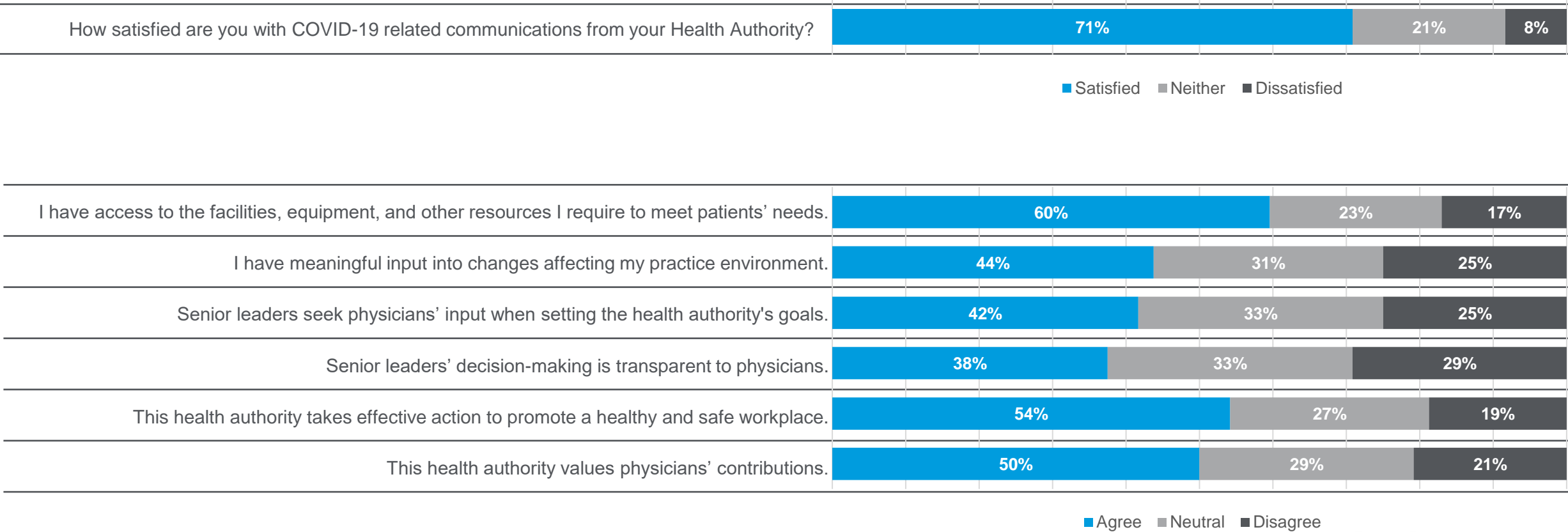
Facility Leadership



■ Agree ■ Neutral ■ Disagree

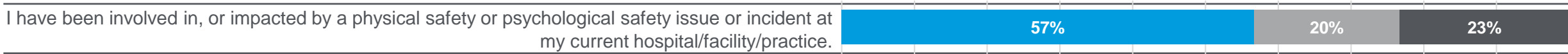
Mount Saint Joseph Hospital

COVID-19



Mount Saint Joseph Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



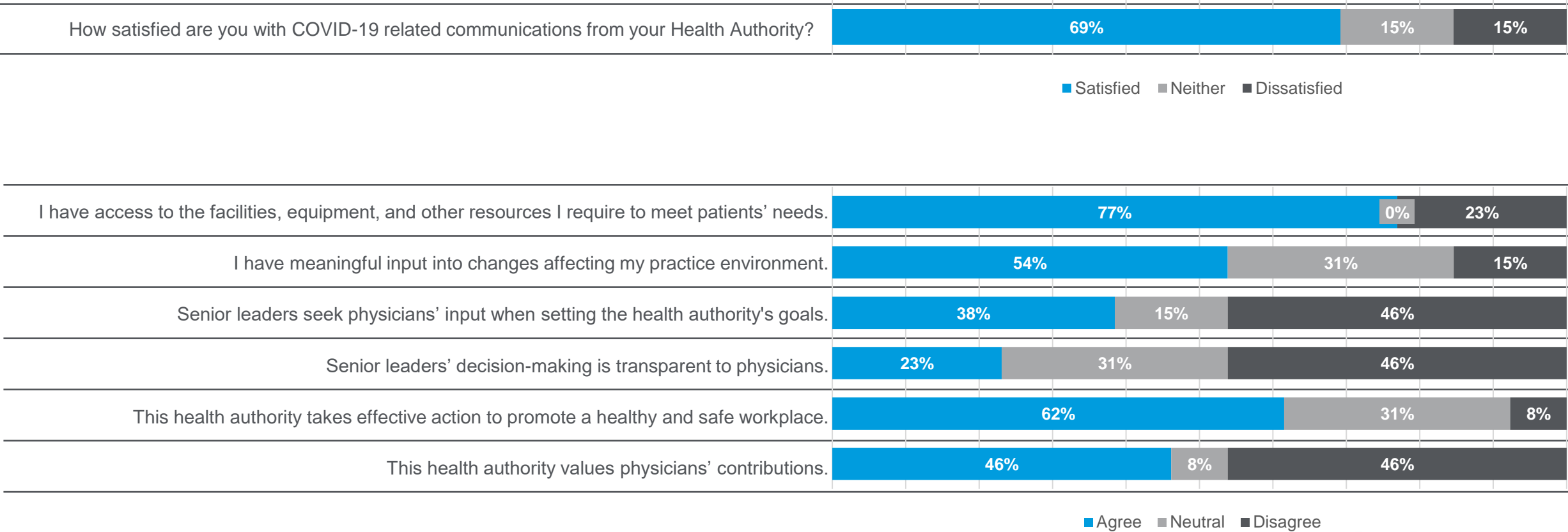
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Powell River General Hospital

COVID-19



Powell River General Hospital

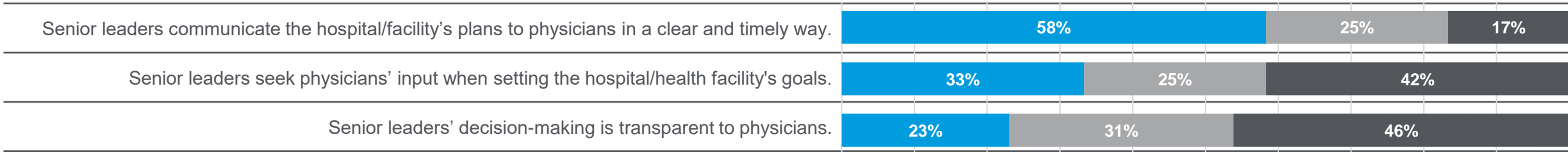
Psychological Health and Safety



Physical and Psychological Well-Being



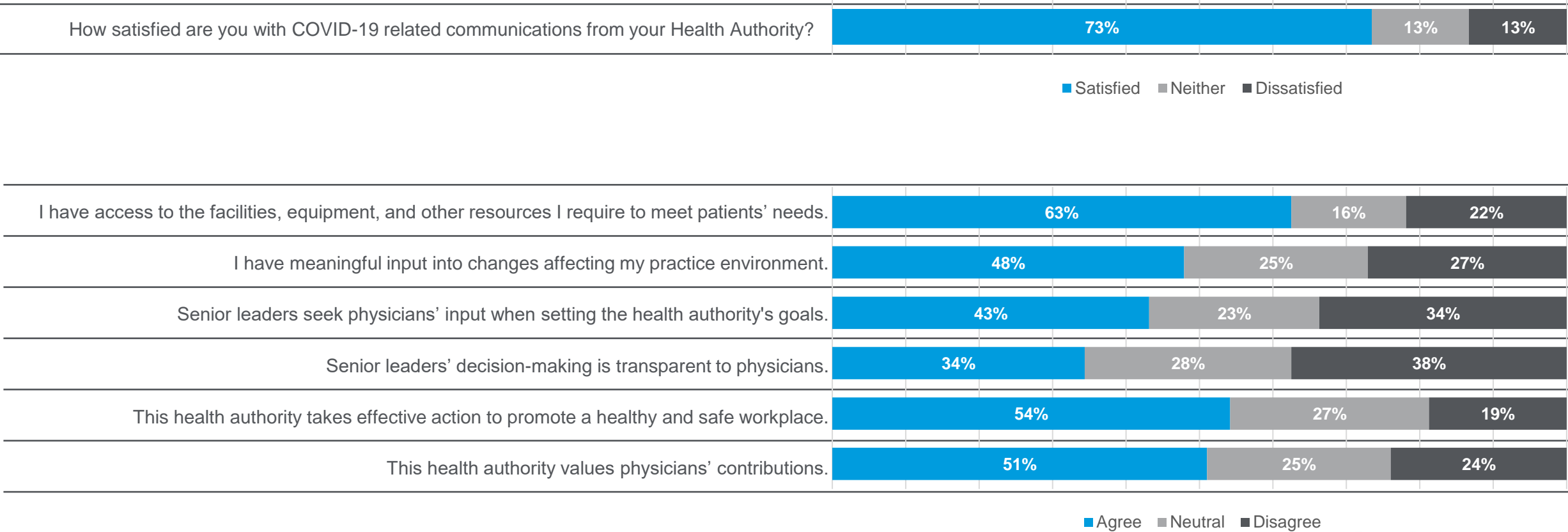
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Richmond Hospital

COVID-19



Richmond Hospital

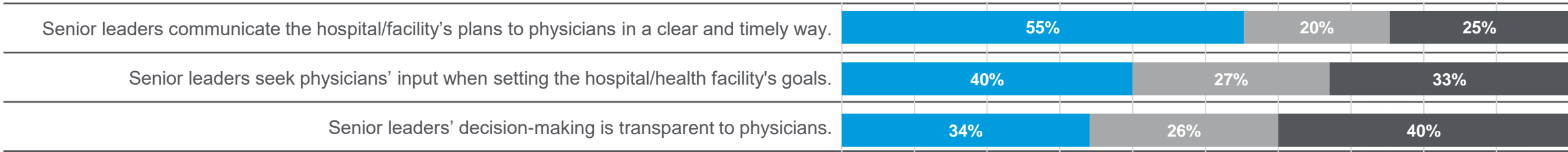
Psychological Health and Safety



Physical and Psychological Well-Being



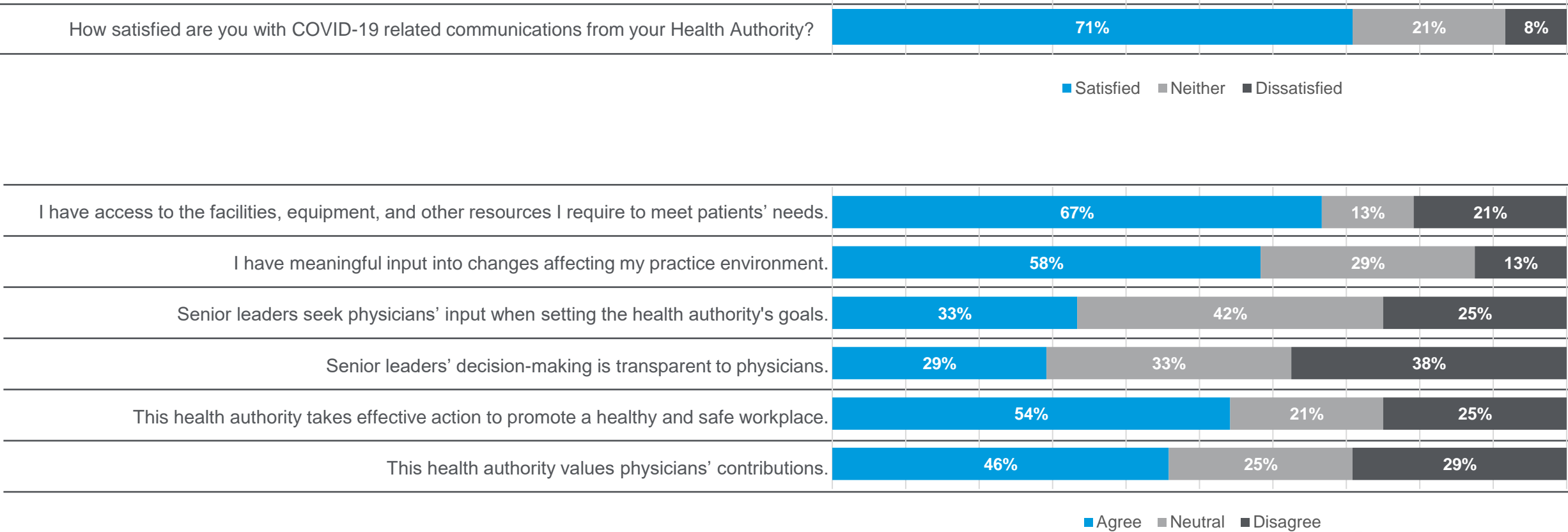
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Sechelt Hospital/ Shíshálh Hospital

COVID-19



Sechelt Hospital / Shíshálh Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



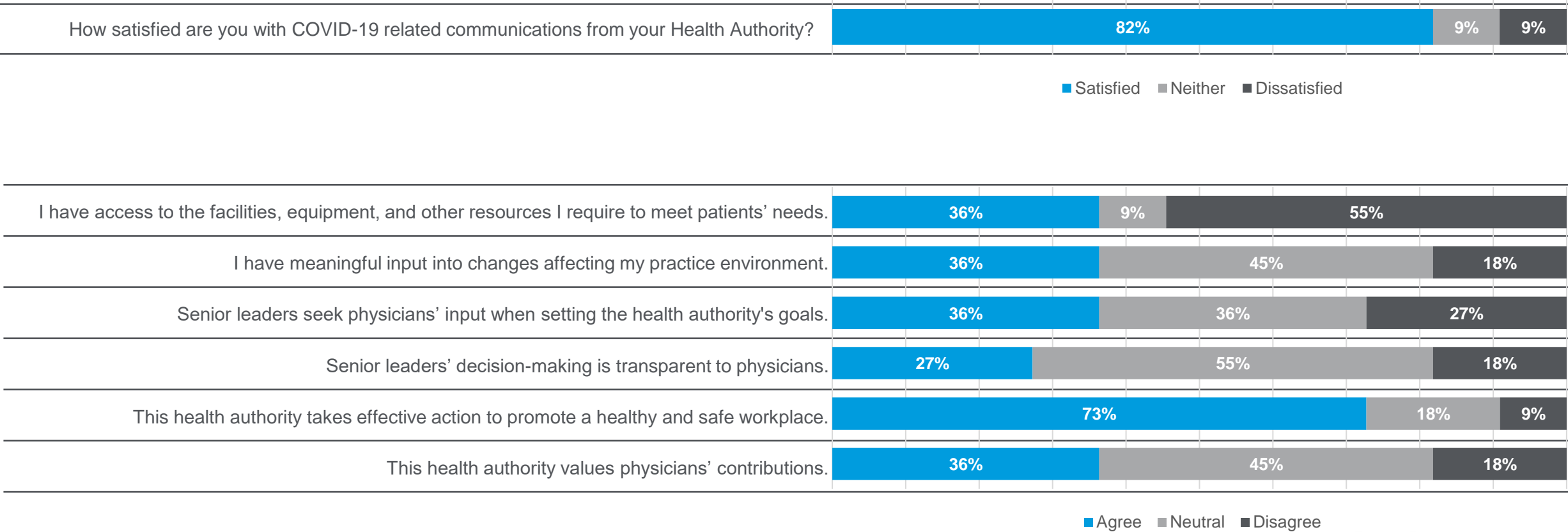
Facility Leadership



■ Agree ■ Neutral ■ Disagree

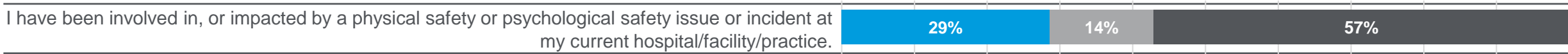
Squamish General Hospital

COVID-19



Squamish General Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



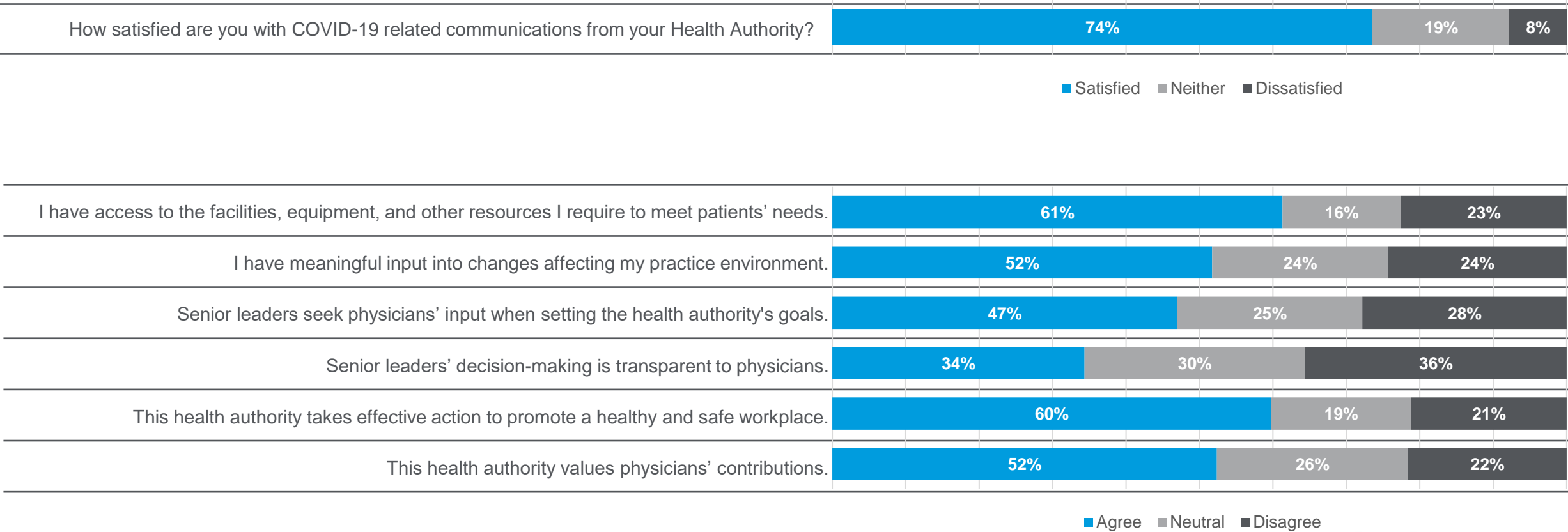
Facility Leadership



■ Agree ■ Neutral ■ Disagree

St. Paul's Hospital

COVID-19



St. Paul’s Hospital

Psychological Health and Safety



Physical and Psychological Well-Being



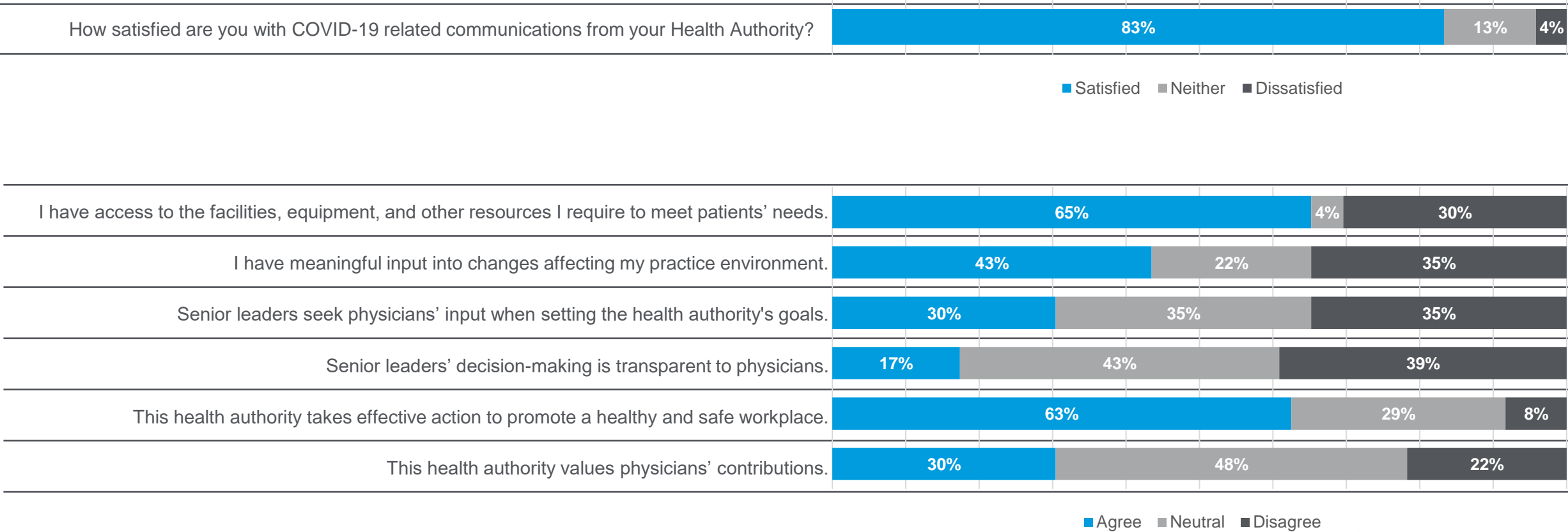
Facility Leadership



■ Agree ■ Neutral ■ Disagree

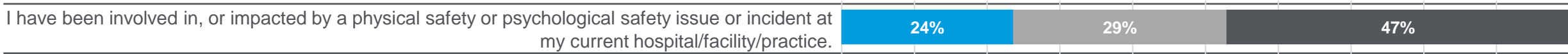
UBC Hospital (UBCH)

COVID-19



UBC Hospital (UBCH)

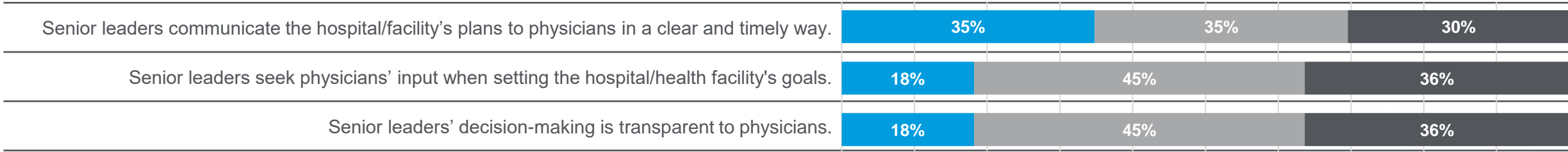
Psychological Health and Safety



Physical and Psychological Well-Being



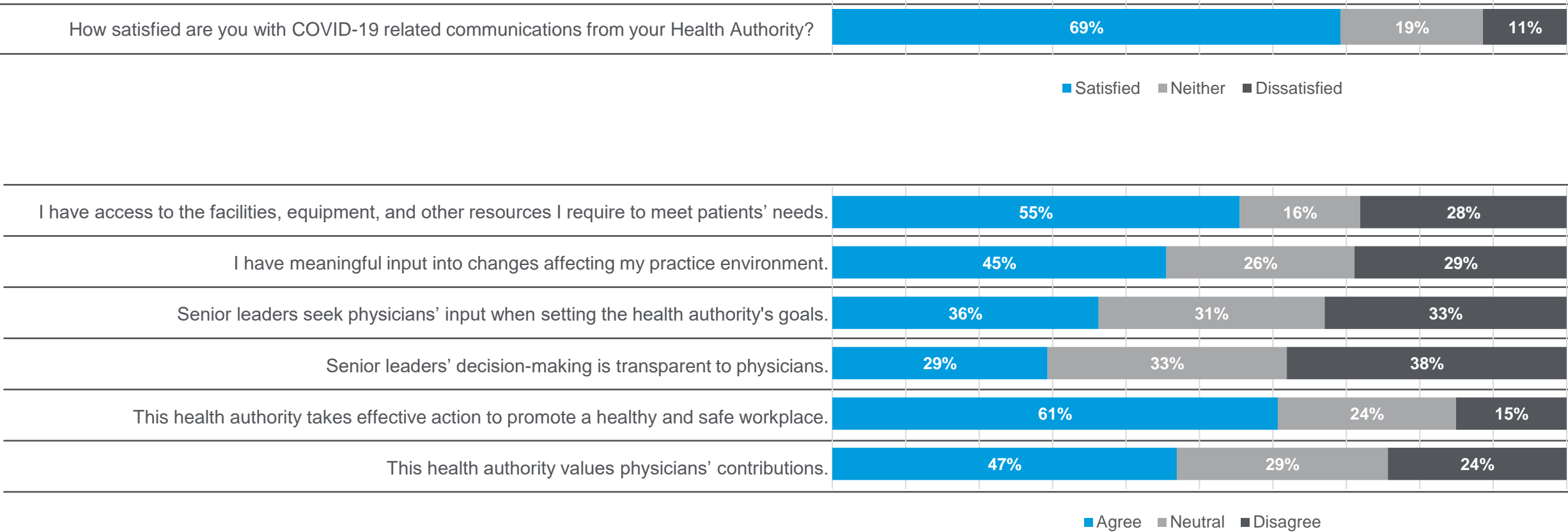
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Vancouver General Hospital

COVID-19



Vancouver General Hospital

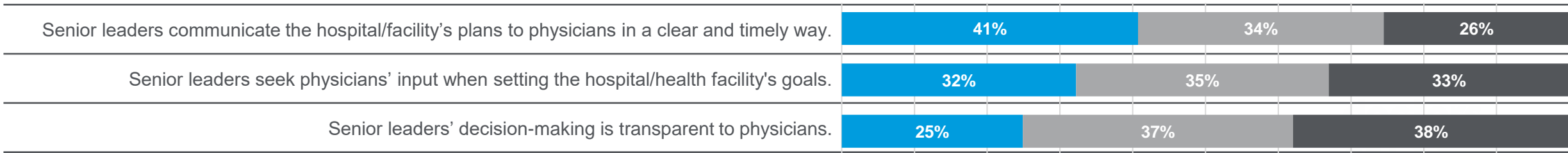
Psychological Health and Safety



Physical and Psychological Well-Being



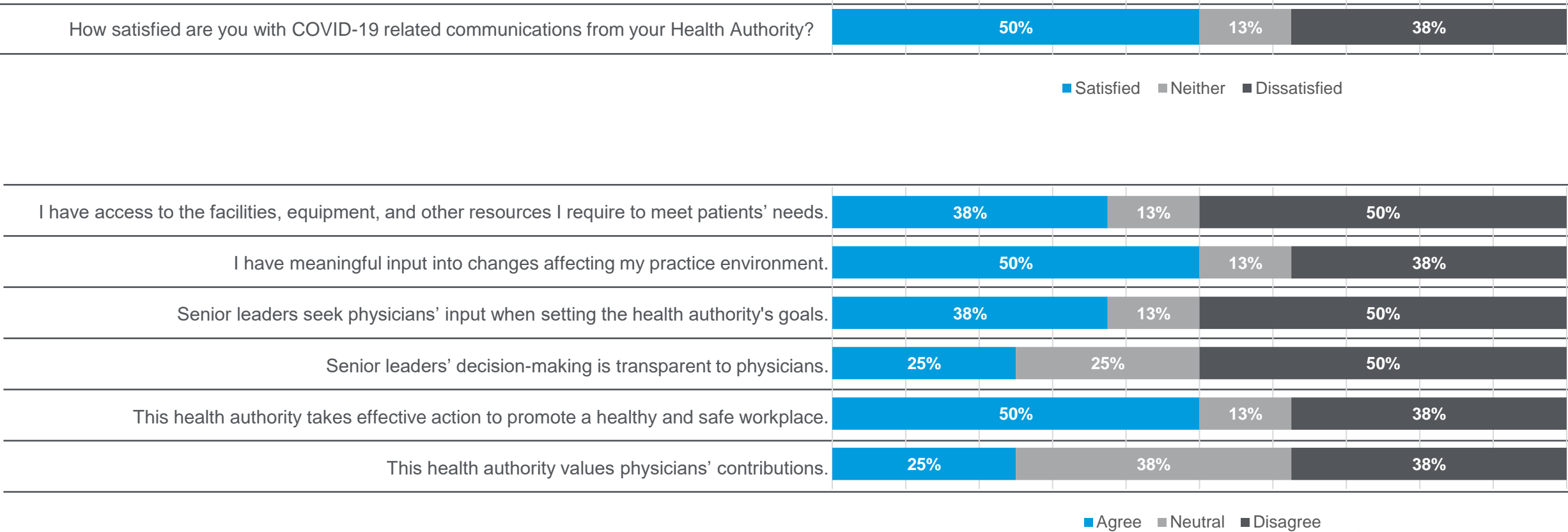
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Whistler Health Care Centre

COVID-19



Whistler Health Care Centre

Psychological Health and Safety



Physical and Psychological Well-Being



Facility Leadership



■ Agree ■ Neutral ■ Disagree

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.

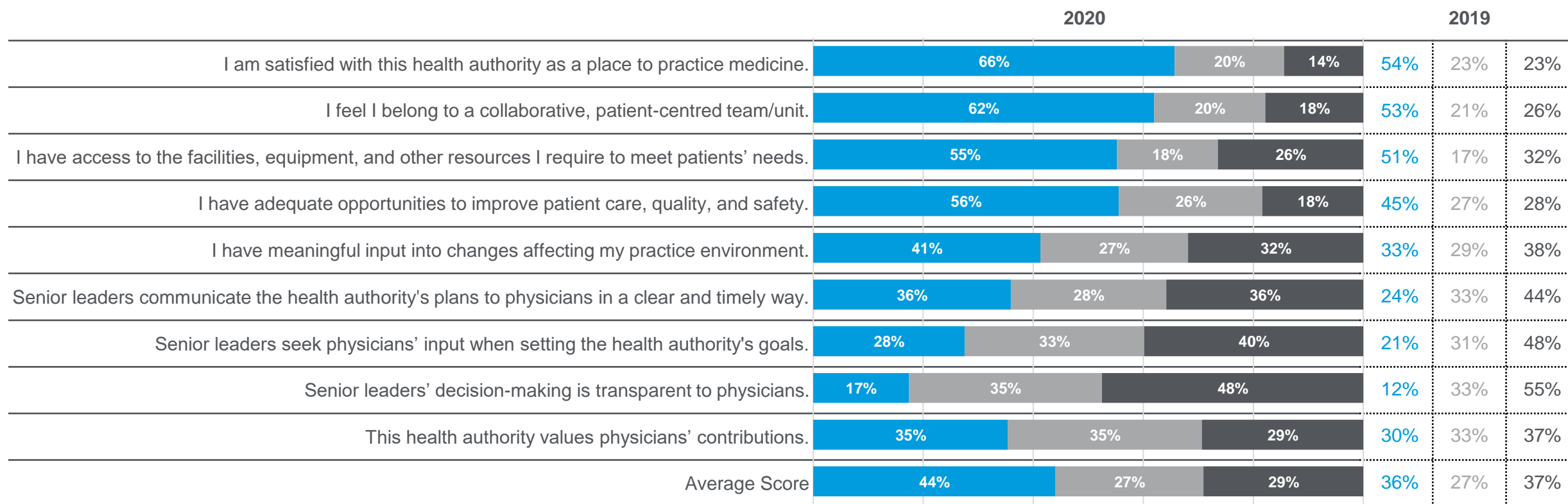


Averages by Group

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)



Local Engagement and Safety Questions



Provincial Averages (Specialists)

	2020			2019		
I am satisfied with this health authority as a place to practice medicine.	63%	19%	17%	51%	22%	27%
I feel I belong to a collaborative, patient-centred team/unit.	66%	15%	20%	58%	15%	27%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	54%	16%	30%	44%	15%	41%
I have adequate opportunities to improve patient care, quality, and safety.	52%	22%	25%	45%	22%	33%
I have meaningful input into changes affecting my practice environment.	40%	24%	36%	32%	22%	46%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	33%	28%	38%	24%	25%	51%
Senior leaders seek physicians' input when setting the health authority's goals.	25%	27%	48%	20%	23%	57%
Senior leaders' decision-making is transparent to physicians.	16%	27%	57%	11%	25%	64%
This health authority values physicians' contributions.	33%	30%	37%	28%	29%	43%
Average Score	42%	23%	34%	35%	22%	43%

Local Engagement and Safety Questions

	2020			2019		
This hospital/facility takes effective action to prevent violence in the workplace.	60%	26%	14%	60%	29%	11%
This hospital/facility takes effective action to promote a healthy and safe workplace.	52%	27%	21%	48%	26%	26%

Provincial Averages (Community Based Practice)

	2020			2019		
I am satisfied with this health authority as a place to practice medicine.	<div> <div>65%</div> <div>21%</div> <div>14%</div> </div>			51%	25%	24%
I feel I belong to a collaborative, patient-centred team/unit.	<div> <div>59%</div> <div>21%</div> <div>20%</div> </div>			50%	20%	30%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div> <div>53%</div> <div>19%</div> <div>28%</div> </div>			47%	18%	35%
I have adequate opportunities to improve patient care, quality, and safety.	<div> <div>53%</div> <div>26%</div> <div>20%</div> </div>			43%	26%	30%
I have meaningful input into changes affecting my practice environment.	<div> <div>42%</div> <div>26%</div> <div>32%</div> </div>			32%	27%	41%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div> <div>35%</div> <div>31%</div> <div>34%</div> </div>			23%	31%	46%
Senior leaders seek physicians' input when setting the health authority's goals.	<div> <div>27%</div> <div>33%</div> <div>41%</div> </div>			20%	30%	50%
Senior leaders' decision-making is transparent to physicians.	<div> <div>18%</div> <div>35%</div> <div>47%</div> </div>			12%	32%	56%
This health authority values physicians' contributions.	<div> <div>35%</div> <div>36%</div> <div>30%</div> </div>			27%	34%	39%
Average Score	<div> <div>43%</div> <div>27%</div> <div>30%</div> </div>			34%	27%	39%

Local Engagement and Safety Questions

	2020			2019		
This hospital/facility takes effective action to prevent violence in the workplace.	<div> <div>60%</div> <div>29%</div> <div>11%</div> </div>			57%	33%	10%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div> <div>58%</div> <div>27%</div> <div>15%</div> </div>			48%	33%	19%

Provincial Averages (Hospital/Facility Based Practice)

	2020			2019		
I am satisfied with this health authority as a place to practice medicine.	<div> <div></div> <div>64%</div> <div>18%</div> <div>18%</div> </div>			54%	20%	26%
I feel I belong to a collaborative, patient-centred team/unit.	<div> <div></div> <div>69%</div> <div>14%</div> <div>18%</div> </div>			61%	16%	23%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div> <div></div> <div>56%</div> <div>15%</div> <div>29%</div> </div>			48%	14%	38%
I have adequate opportunities to improve patient care, quality, and safety.	<div> <div></div> <div>55%</div> <div>22%</div> <div>24%</div> </div>			47%	23%	30%
I have meaningful input into changes affecting my practice environment.	<div> <div></div> <div>40%</div> <div>24%</div> <div>36%</div> </div>			33%	24%	43%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div> <div></div> <div>34%</div> <div>26%</div> <div>40%</div> </div>			25%	26%	49%
Senior leaders seek physicians' input when setting the health authority's goals.	<div> <div></div> <div>26%</div> <div>27%</div> <div>47%</div> </div>			20%	25%	55%
Senior leaders' decision-making is transparent to physicians.	<div> <div></div> <div>16%</div> <div>27%</div> <div>57%</div> </div>			11%	26%	63%
This health authority values physicians' contributions.	<div> <div></div> <div>34%</div> <div>30%</div> <div>37%</div> </div>			30%	29%	40%
Average Score	<div> <div></div> <div>44%</div> <div>22%</div> <div>34%</div> </div>			37%	23%	41%

Local Engagement and Safety Questions

	2020			2019		
This hospital/facility takes effective action to prevent violence in the workplace.	<div> <div></div> <div>61%</div> <div>24%</div> <div>15%</div> </div>			62%	27%	11%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div> <div></div> <div>53%</div> <div>24%</div> <div>22%</div> </div>			49%	25%	26%

Provincial Averages (Rural Based)

	2020			2019		
I am satisfied with this health authority as a place to practice medicine.	60%			50%	19%	31%
I feel I belong to a collaborative, patient-centred team/unit.	63%			54%	18%	28%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	53%			46%	17%	37%
I have adequate opportunities to improve patient care, quality, and safety.	53%			48%	23%	29%
I have meaningful input into changes affecting my practice environment.	43%			35%	26%	39%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	33%			24%	28%	49%
Senior leaders seek physicians' input when setting the health authority's goals.	27%			22%	27%	52%
Senior leaders' decision-making is transparent to physicians.	15%			14%	28%	59%
This health authority values physicians' contributions.	36%			30%	29%	41%
Average Score	42%			36%	24%	41%

Local Engagement and Safety Questions

	2020			2019		
This hospital/facility takes effective action to prevent violence in the workplace.	59%			57%	27%	16%
This hospital/facility takes effective action to promote a healthy and safe workplace.	54%			50%	24%	26%

Provincial Averages (Urban Based)

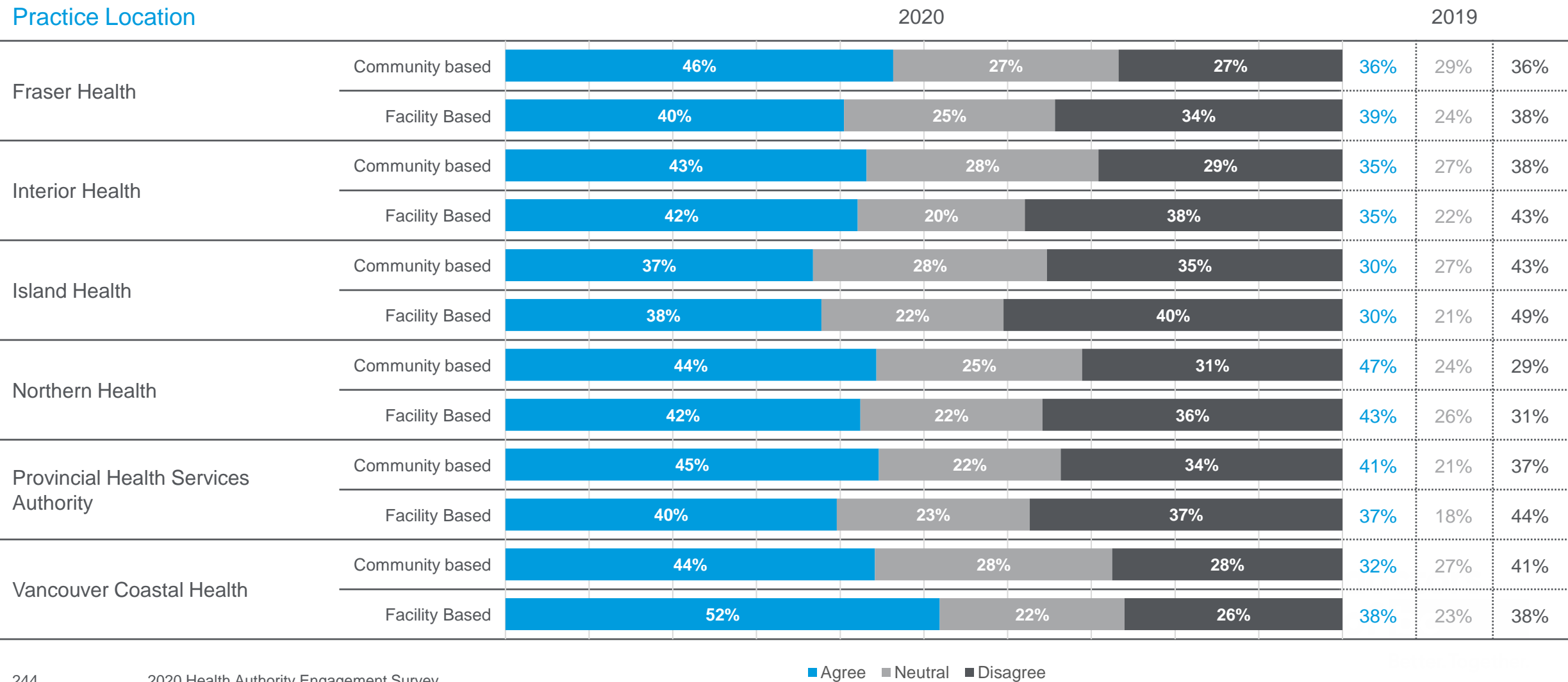
	2020			2019		
I am satisfied with this health authority as a place to practice medicine.	<div> <div>66%</div> <div>19%</div> <div>15%</div> </div>			53%	24%	23%
I feel I belong to a collaborative, patient-centred team/unit.	<div> <div>64%</div> <div>17%</div> <div>19%</div> </div>			56%	18%	26%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div> <div>55%</div> <div>17%</div> <div>28%</div> </div>			48%	16%	37%
I have adequate opportunities to improve patient care, quality, and safety.	<div> <div>54%</div> <div>23%</div> <div>22%</div> </div>			44%	25%	31%
I have meaningful input into changes affecting my practice environment.	<div> <div>40%</div> <div>25%</div> <div>35%</div> </div>			32%	25%	43%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div> <div>35%</div> <div>28%</div> <div>37%</div> </div>			24%	29%	47%
Senior leaders seek physicians' input when setting the health authority's goals.	<div> <div>26%</div> <div>30%</div> <div>44%</div> </div>			20%	28%	52%
Senior leaders' decision-making is transparent to physicians.	<div> <div>17%</div> <div>31%</div> <div>52%</div> </div>			11%	30%	59%
This health authority values physicians' contributions.	<div> <div>34%</div> <div>33%</div> <div>34%</div> </div>			29%	32%	39%
Average Score	<div> <div>43%</div> <div>25%</div> <div>32%</div> </div>			35%	25%	40%

Local Engagement and Safety Questions

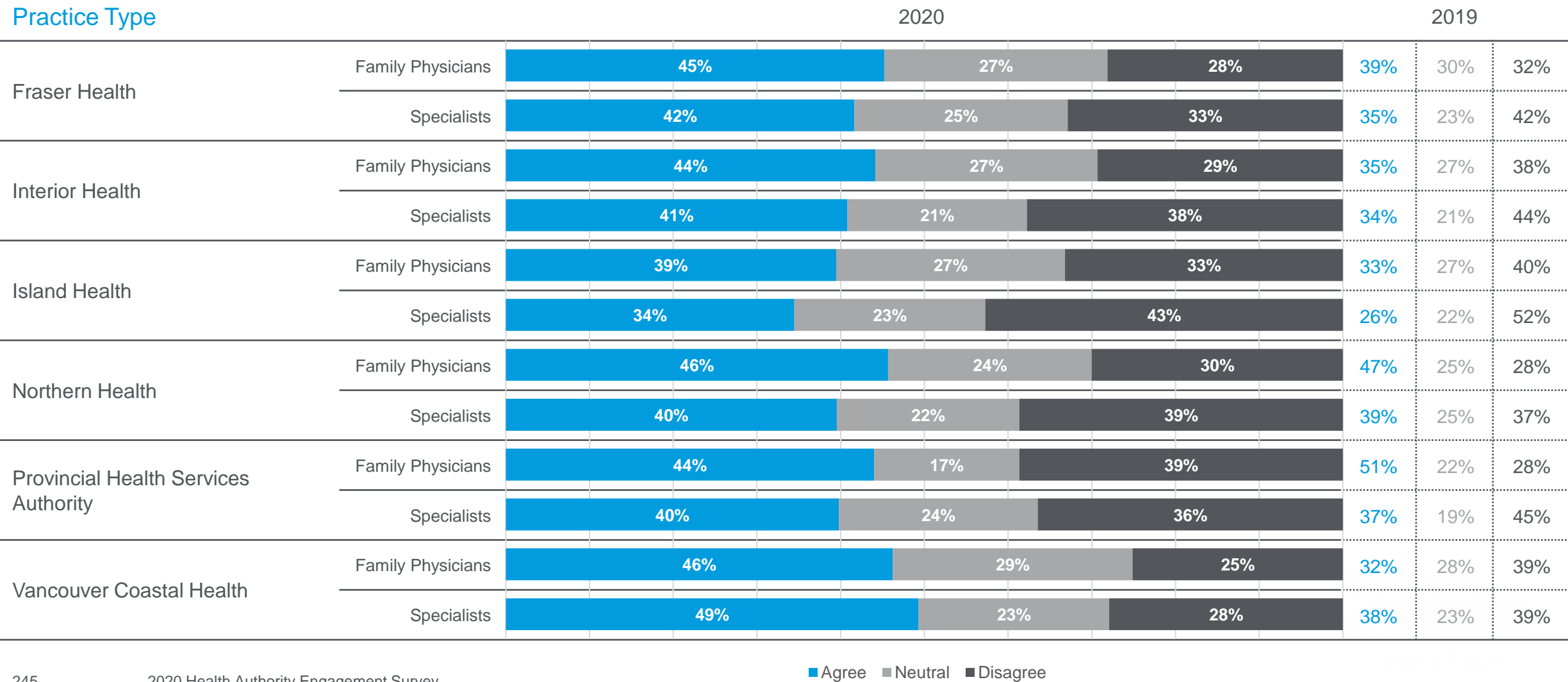
	2020			2019		
This hospital/facility takes effective action to prevent violence in the workplace.	<div> <div>60%</div> <div>27%</div> <div>12%</div> </div>			61%	30%	9%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div> <div>56%</div> <div>26%</div> <div>18%</div> </div>			48%	30%	22%

Overall Health Authority Averages

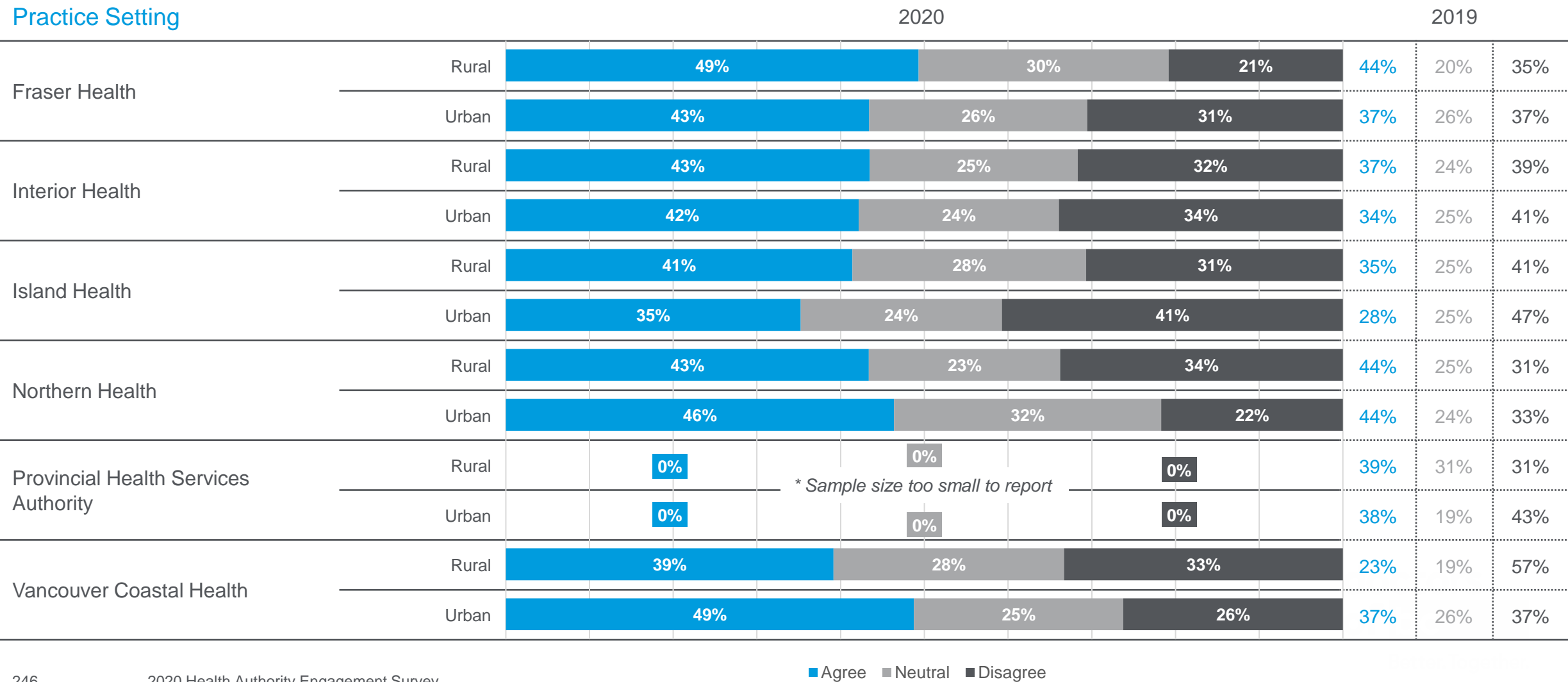
The following charts provide the overall average of the original nine core questions.



Overall Health Authority Averages



Overall Health Authority Averages



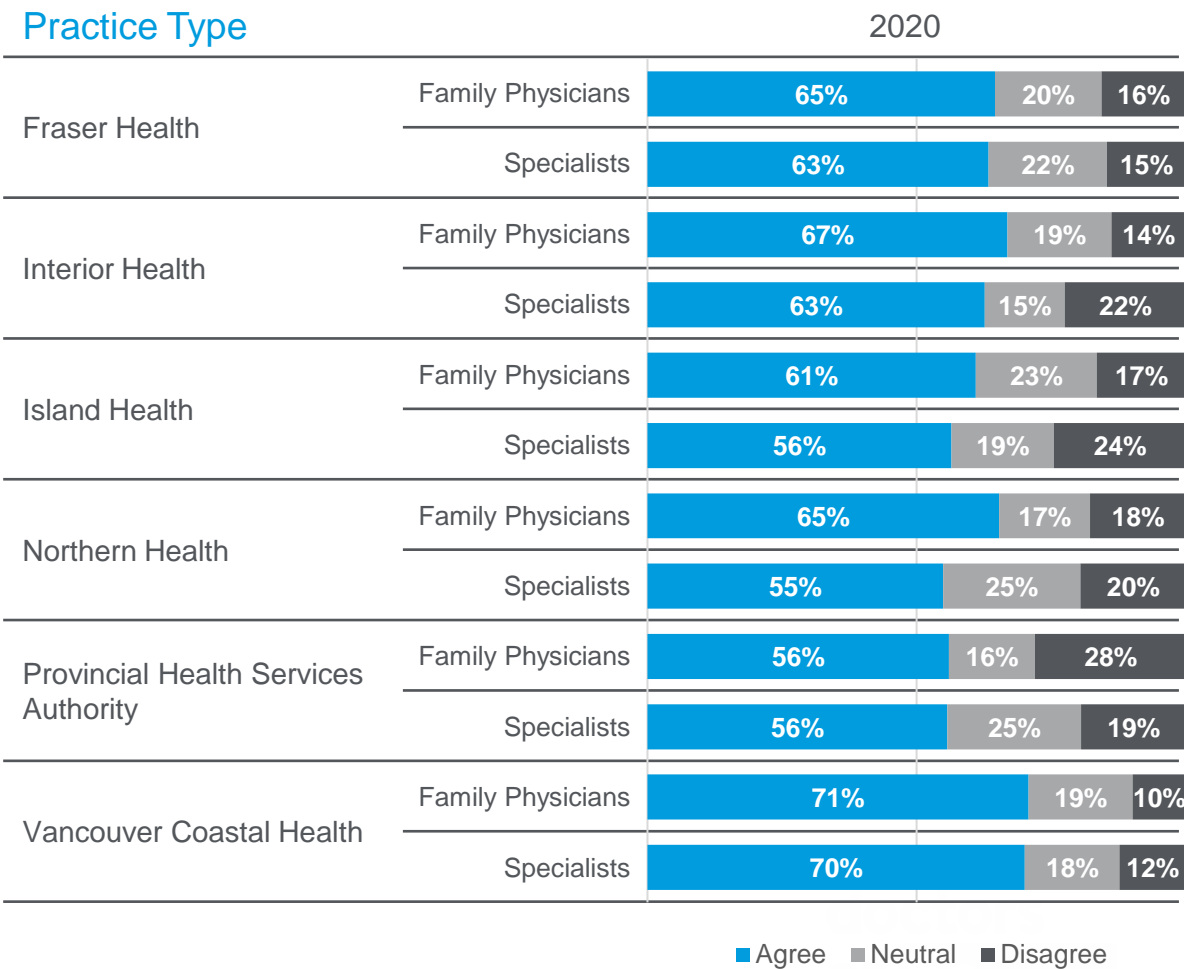
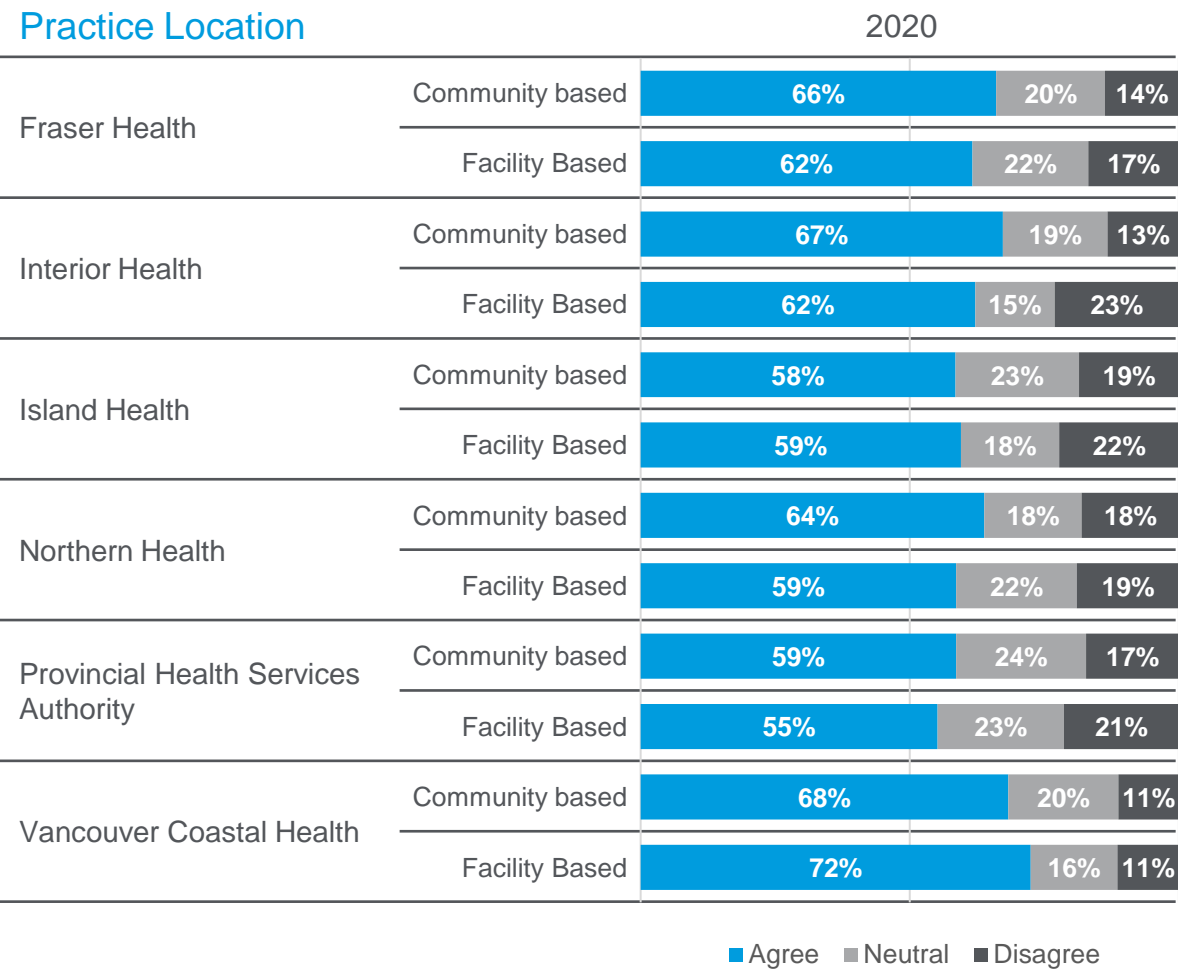
Averages by Question and Group

Regional Responses by Practice Type and Practice Location

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

Survey Questions by Group

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

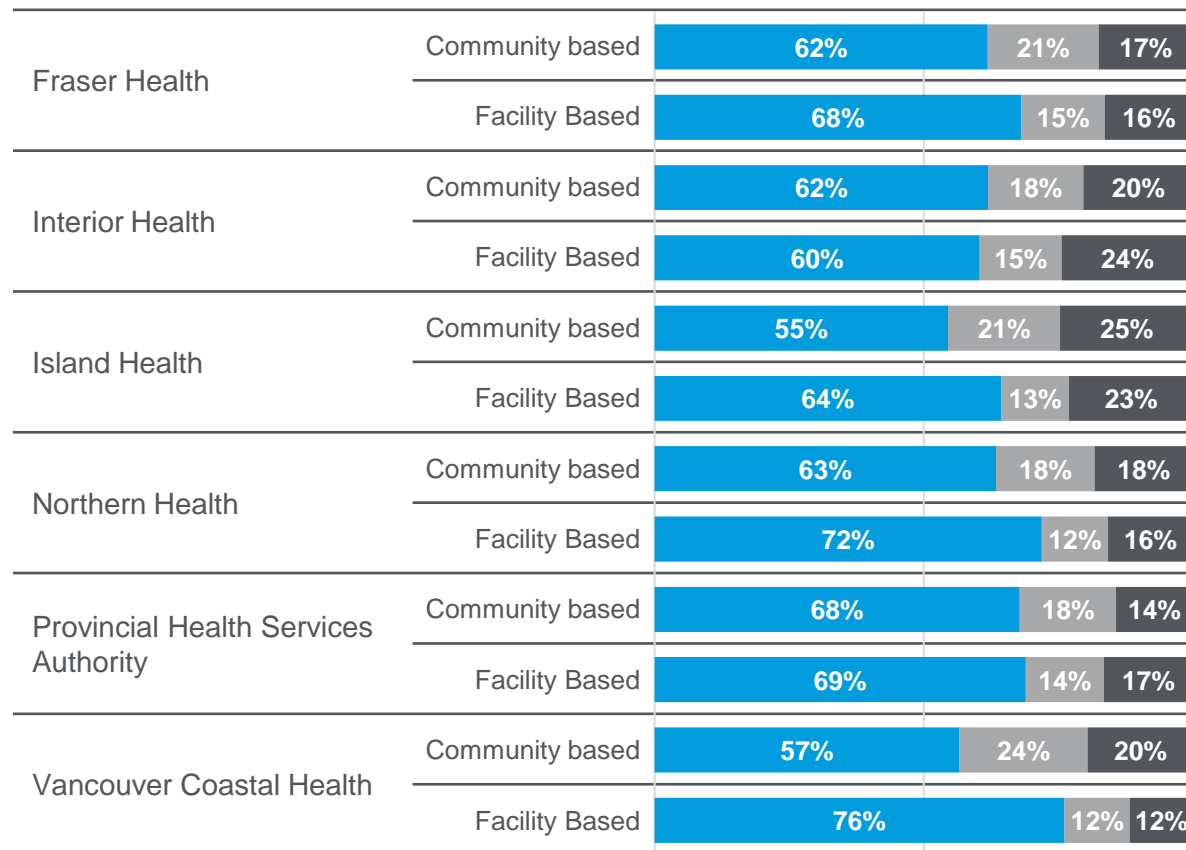


Survey Questions by Group

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

Practice Location

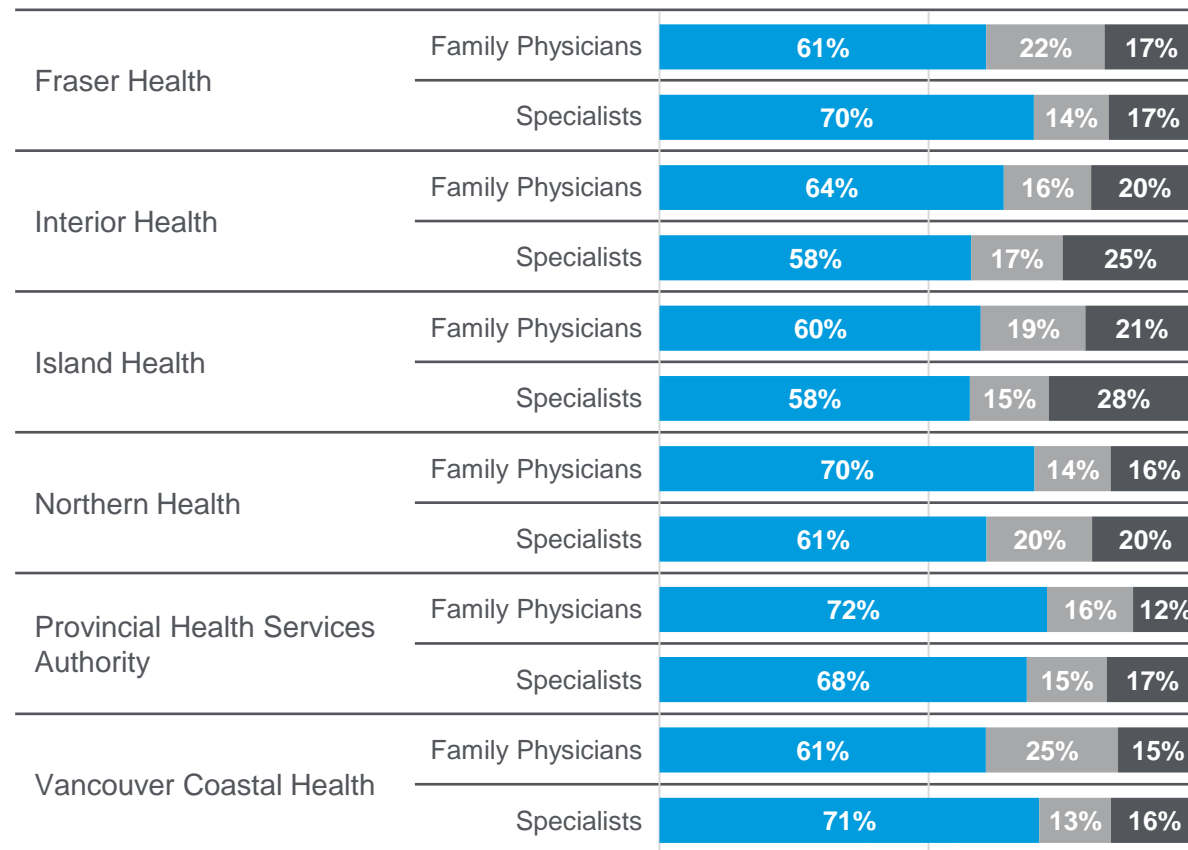
2020



■ Agree ■ Neutral ■ Disagree

Practice Type

2020

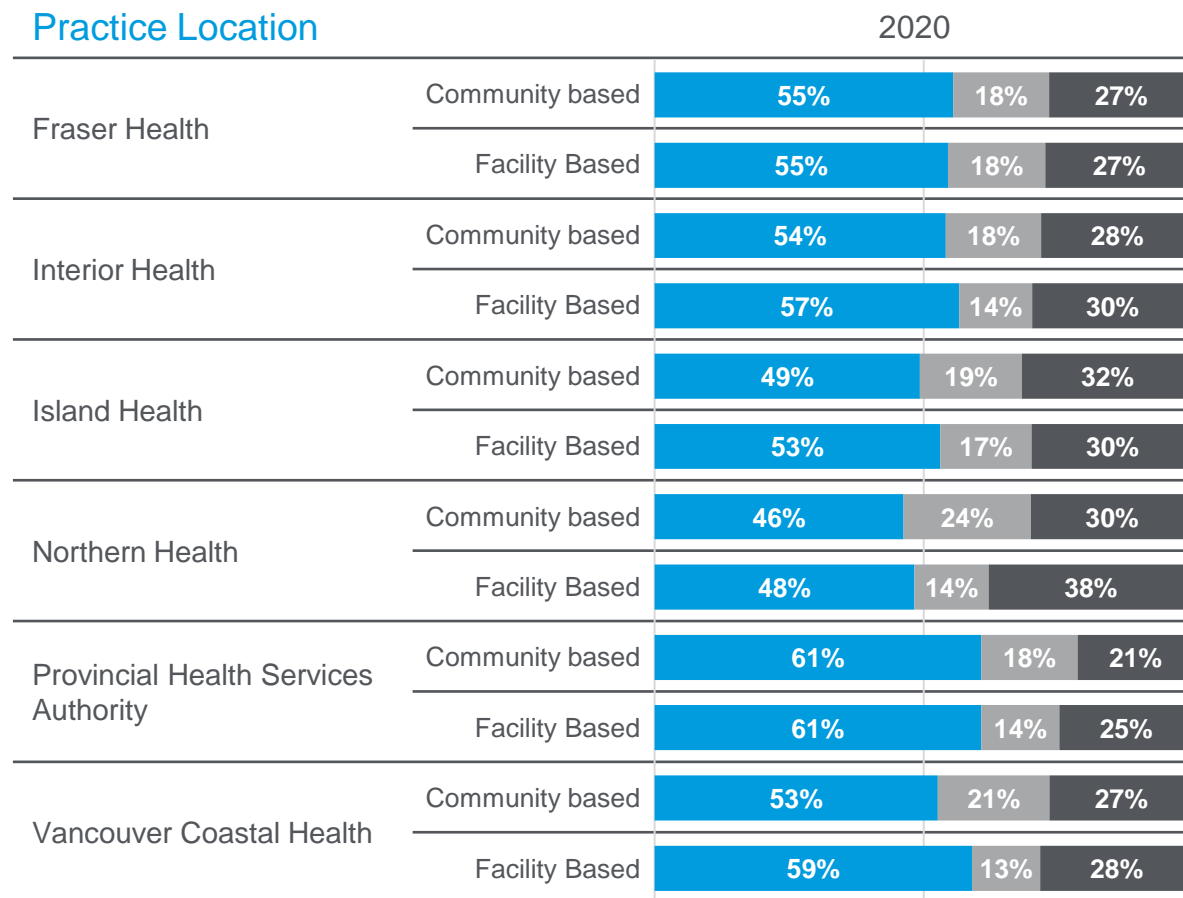


■ Agree ■ Neutral ■ Disagree

Survey Questions by Group

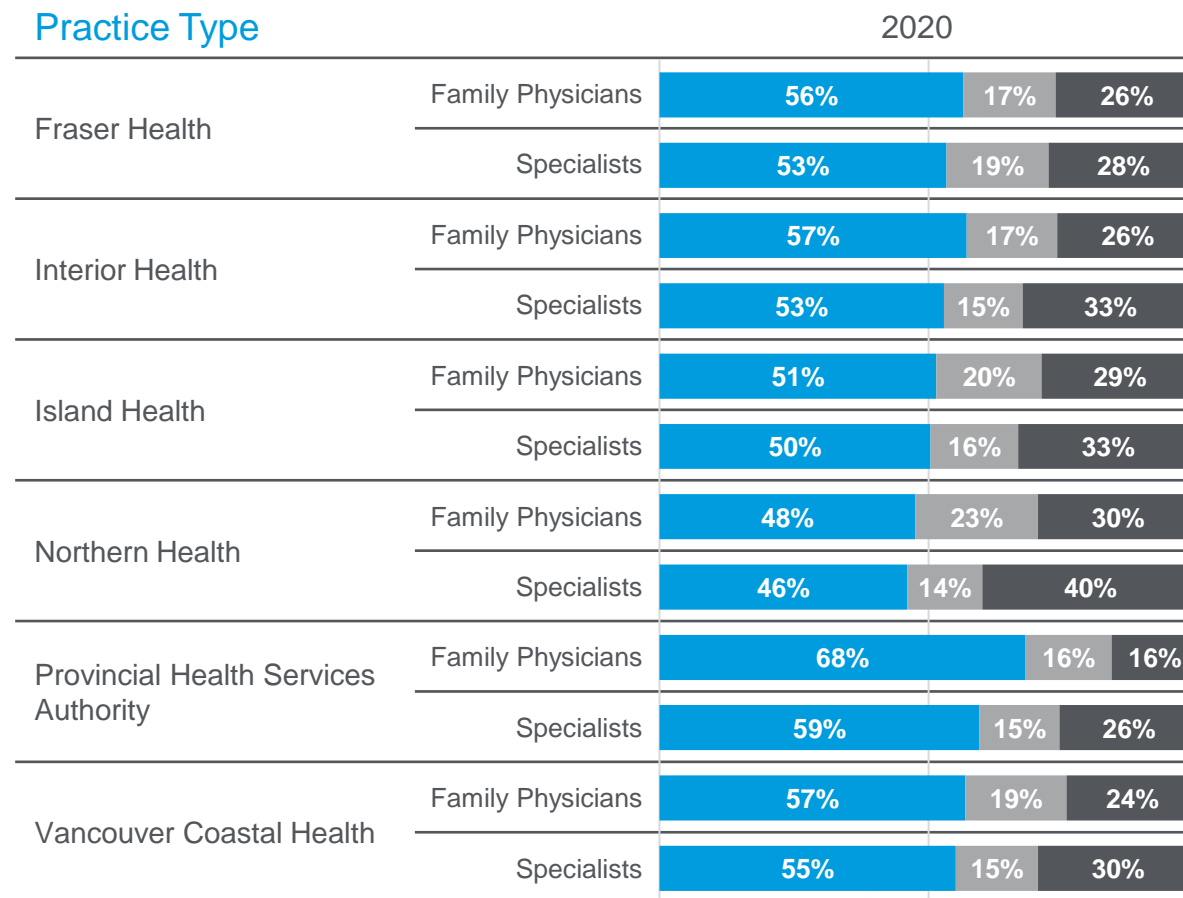
I have access to the facilities, equipment, and other resources I require to meet patients' needs.

Practice Location



■ Agree ■ Neutral ■ Disagree

Practice Type



■ Agree ■ Neutral ■ Disagree

Survey Questions by Group

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

Practice Location

		2020		
Fraser Health	Community based	55%	24%	20%
	Facility Based	51%	26%	23%
Interior Health	Community based	51%	32%	17%
	Facility Based	51%	22%	28%
Island Health	Community based	48%	27%	25%
	Facility Based	53%	20%	27%
Northern Health	Community based	51%	27%	22%
	Facility Based	55%	21%	24%
Provincial Health Services Authority	Community based	54%	29%	18%
	Facility Based	50%	21%	29%
Vancouver Coastal Health	Community based	57%	24%	19%
	Facility Based	62%	19%	19%

■ Agree ■ Neutral ■ Disagree

Practice Type

		2020		
Fraser Health	Family Physicians	57%	25%	19%
	Specialists	50%	26%	25%
Interior Health	Family Physicians	52%	31%	17%
	Specialists	50%	22%	28%
Island Health	Family Physicians	52%	26%	22%
	Specialists	48%	21%	31%
Northern Health	Family Physicians	56%	26%	18%
	Specialists	45%	22%	33%
Provincial Health Services Authority	Family Physicians	48%	28%	24%
	Specialists	51%	21%	28%
Vancouver Coastal Health	Family Physicians	61%	23%	16%
	Specialists	59%	21%	20%

■ Agree ■ Neutral ■ Disagree

Survey Questions by Group

I have meaningful input into changes affecting my practice environment.

Practice Location

2020

Fraser Health	Community based	48%	28%	25%
	Facility Based	38%	26%	36%
Interior Health	Community based	43%	25%	32%
	Facility Based	40%	18%	41%
Island Health	Community based	35%	27%	39%
	Facility Based	34%	25%	41%
Northern Health	Community based	49%	25%	26%
	Facility Based	42%	18%	40%
Provincial Health Services Authority	Community based	36%	18%	46%
	Facility Based	34%	28%	38%
Vancouver Coastal Health	Community based	40%	26%	34%
	Facility Based	45%	25%	30%

■ Agree ■ Neutral ■ Disagree

Practice Type

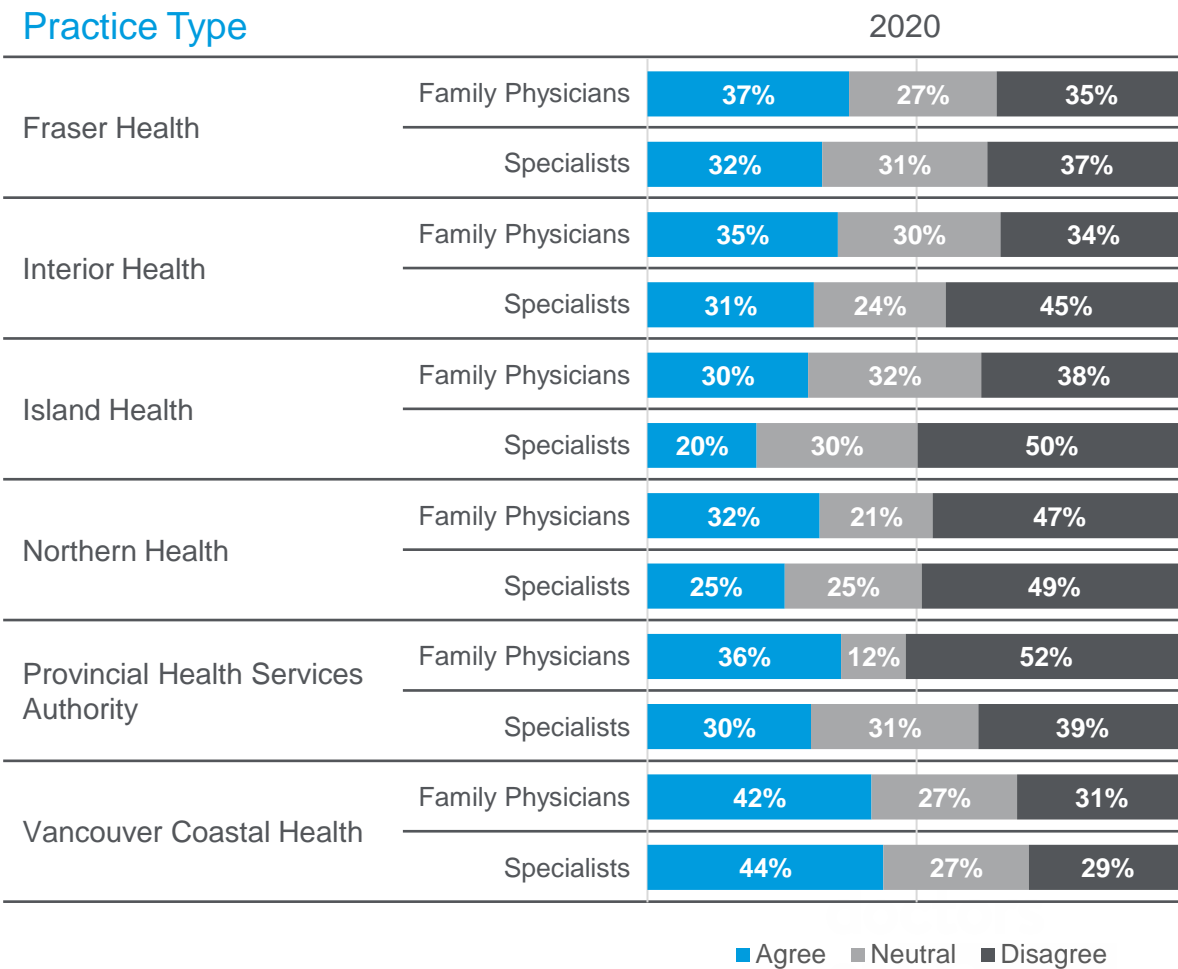
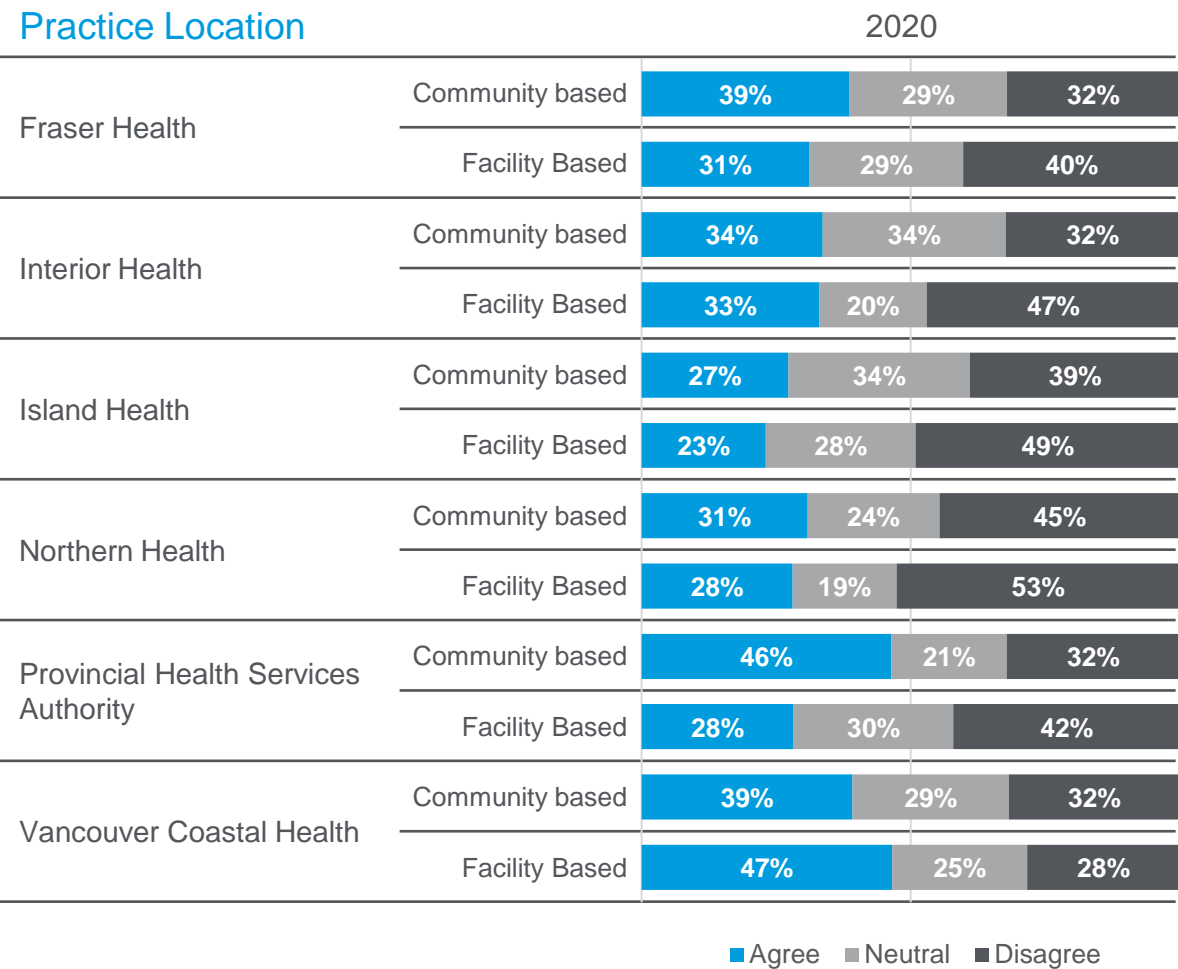
2020

Fraser Health	Family Physicians	46%	27%	27%
	Specialists	40%	26%	34%
Interior Health	Family Physicians	42%	24%	34%
	Specialists	42%	19%	39%
Island Health	Family Physicians	36%	29%	35%
	Specialists	33%	23%	44%
Northern Health	Family Physicians	48%	23%	28%
	Specialists	43%	20%	37%
Provincial Health Services Authority	Family Physicians	32%	24%	44%
	Specialists	35%	26%	39%
Vancouver Coastal Health	Family Physicians	40%	28%	32%
	Specialists	44%	24%	31%

■ Agree ■ Neutral ■ Disagree

Survey Questions by Group

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



Survey Questions by Group

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

Practice Location

		2020		
Fraser Health	Community based	31%	31%	38%
	Facility Based	19%	31%	50%
Interior Health	Community based	25%	36%	39%
	Facility Based	26%	25%	49%
Island Health	Community based	20%	32%	48%
	Facility Based	17%	24%	59%
Northern Health	Community based	34%	24%	42%
	Facility Based	28%	28%	45%
Provincial Health Services Authority	Community based	21%	25%	54%
	Facility Based	22%	23%	56%
Vancouver Coastal Health	Community based	29%	34%	37%
	Facility Based	37%	29%	35%

■ Agree ■ Neutral ■ Disagree

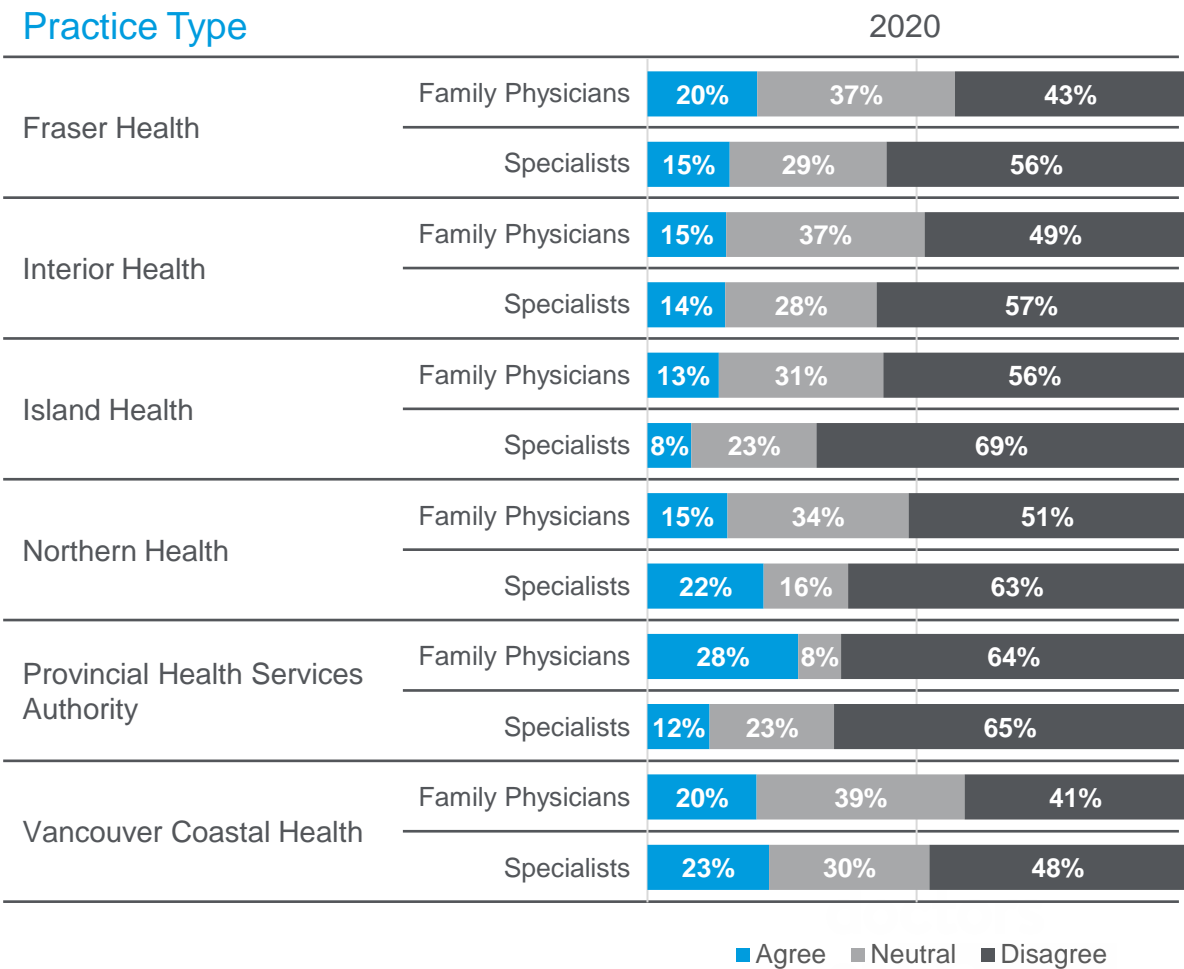
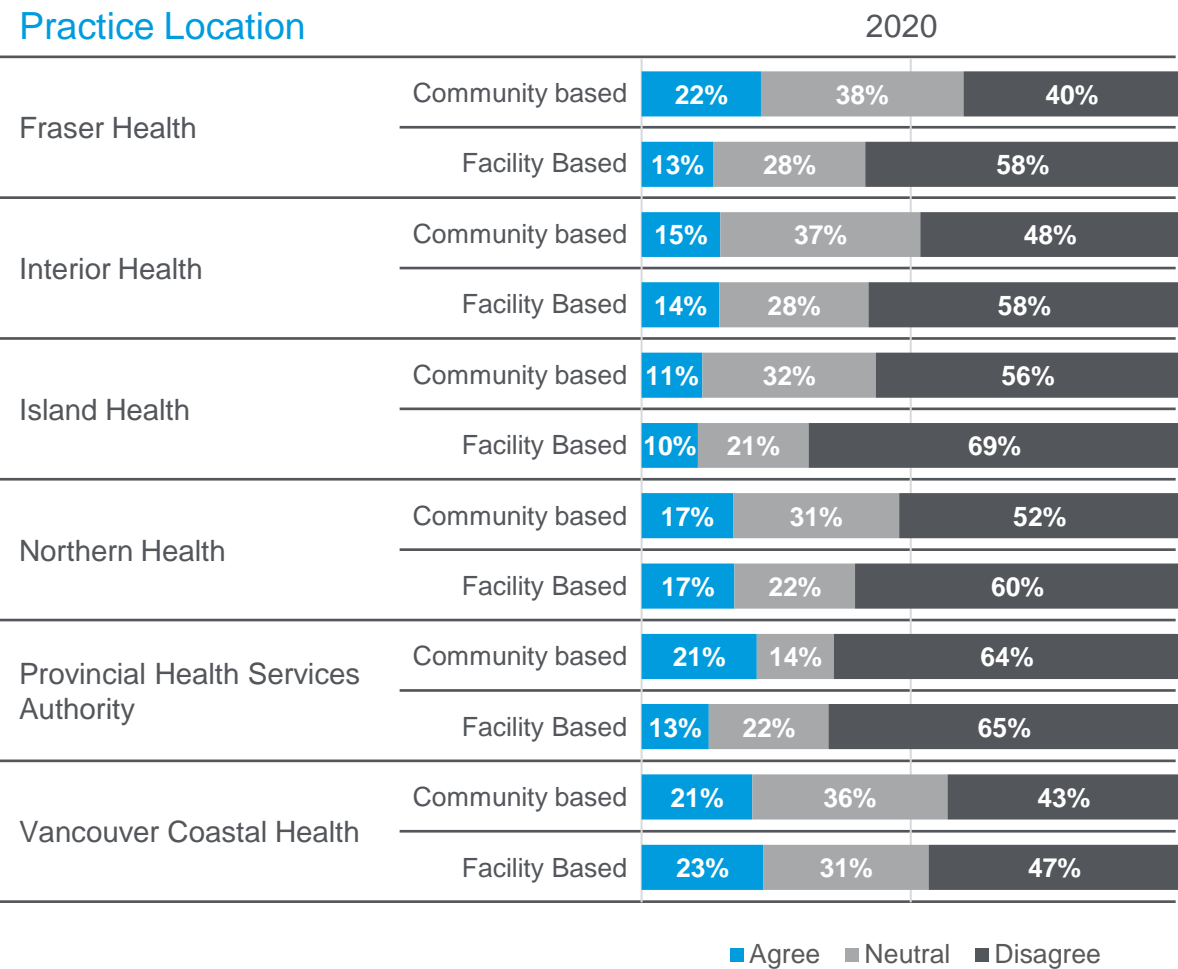
Practice Type

		2020		
Fraser Health	Family Physicians	29%	33%	38%
	Specialists	22%	29%	50%
Interior Health	Family Physicians	27%	35%	39%
	Specialists	23%	27%	50%
Island Health	Family Physicians	23%	29%	48%
	Specialists	13%	28%	59%
Northern Health	Family Physicians	35%	26%	39%
	Specialists	25%	24%	51%
Provincial Health Services Authority	Family Physicians	20%	12%	68%
	Specialists	22%	25%	53%
Vancouver Coastal Health	Family Physicians	30%	37%	34%
	Specialists	35%	28%	37%

■ Agree ■ Neutral ■ Disagree

Survey Questions by Group

Senior leaders’ decision-making is transparent to physicians.



Survey Questions by Group

This health authority values physicians' contributions.

Practice Location

2020

Fraser Health	Community based	39%	34%	28%
	Facility Based	27%	32%	41%
Interior Health	Community based	37%	31%	31%
	Facility Based	35%	23%	41%
Island Health	Community based	27%	38%	35%
	Facility Based	25%	31%	44%
Northern Health	Community based	43%	31%	27%
	Facility Based	33%	40%	28%
Provincial Health Services Authority	Community based	36%	29%	36%
	Facility Based	24%	32%	44%
Vancouver Coastal Health	Community based	34%	40%	26%
	Facility Based	46%	29%	25%

■ Agree ■ Neutral ■ Disagree

Practice Type

2020

Fraser Health	Family Physicians	36%	31%	32%
	Specialists	29%	34%	36%
Interior Health	Family Physicians	39%	29%	32%
	Specialists	33%	26%	41%
Island Health	Family Physicians	29%	38%	33%
	Specialists	23%	30%	46%
Northern Health	Family Physicians	42%	36%	23%
	Specialists	33%	31%	35%
Provincial Health Services Authority	Family Physicians	36%	24%	40%
	Specialists	24%	33%	43%
Vancouver Coastal Health	Family Physicians	36%	42%	22%
	Specialists	43%	29%	28%

■ Agree ■ Neutral ■ Disagree



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.*

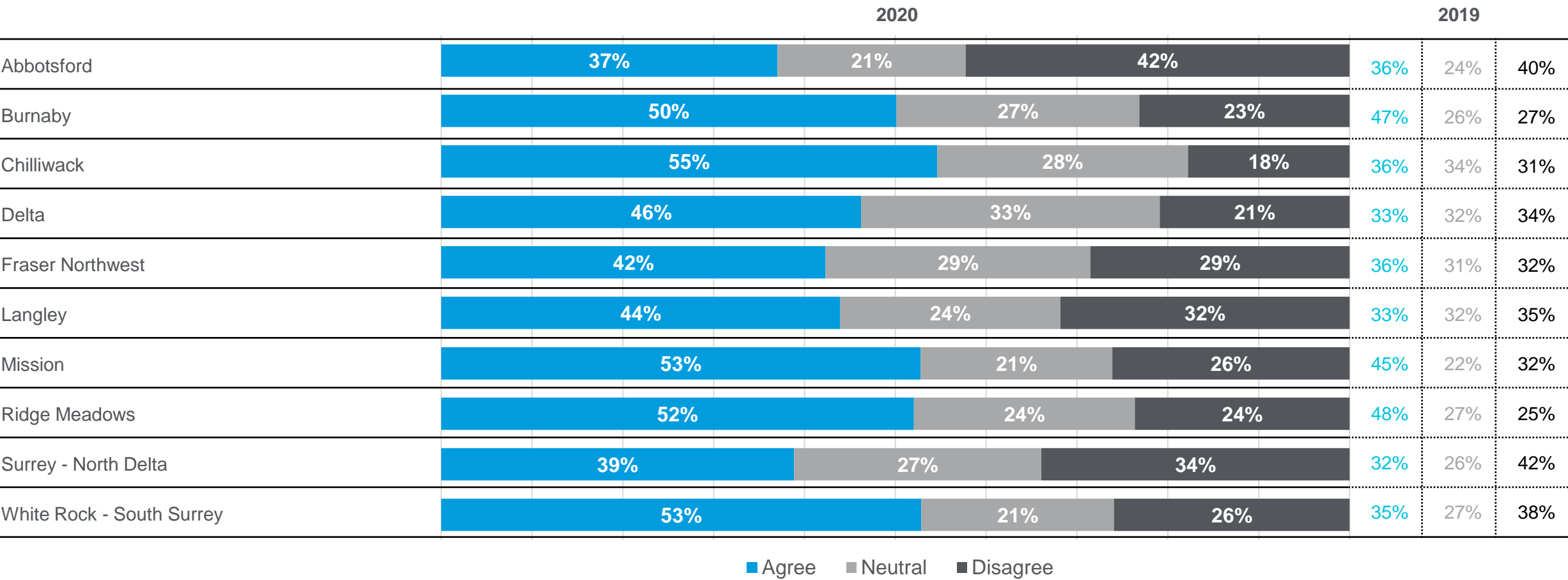
Divisions of Family Practice | Fraser

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



Abbotsford Division

28 Respondents 2020 | 25 Respondents 2019

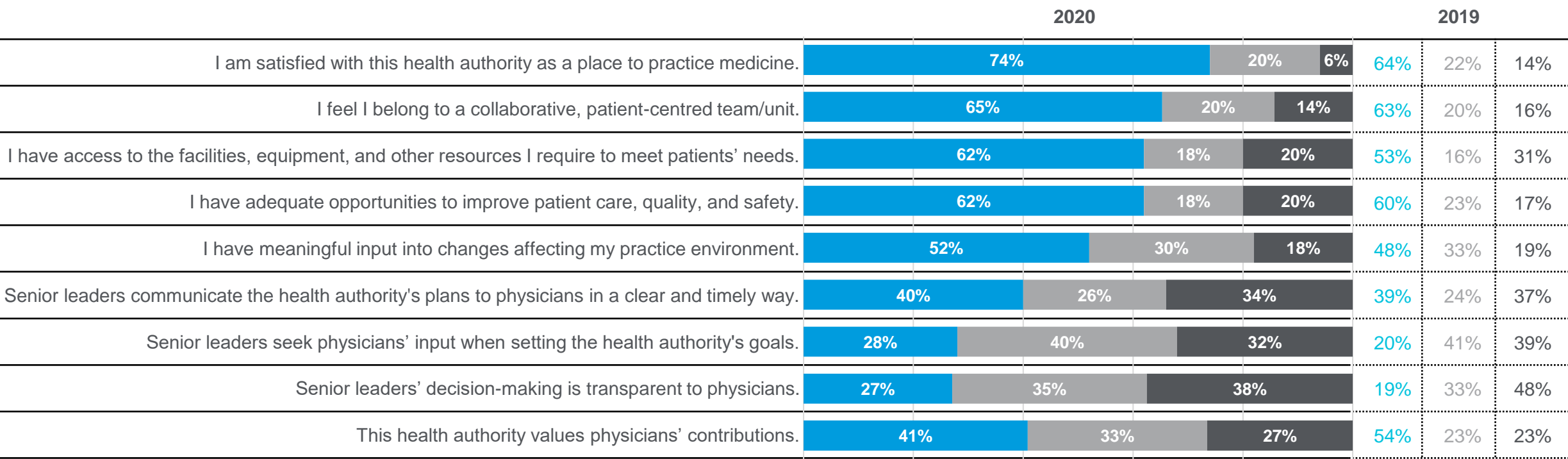
	2020			2019		
I am satisfied with this health authority as a place to practice medicine.	50%	21%	29%	52%	20%	28%
I feel I belong to a collaborative, patient-centred team/unit.	50%	21%	29%	56%	24%	20%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	54%	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%

Local Engagement and Safety Questions

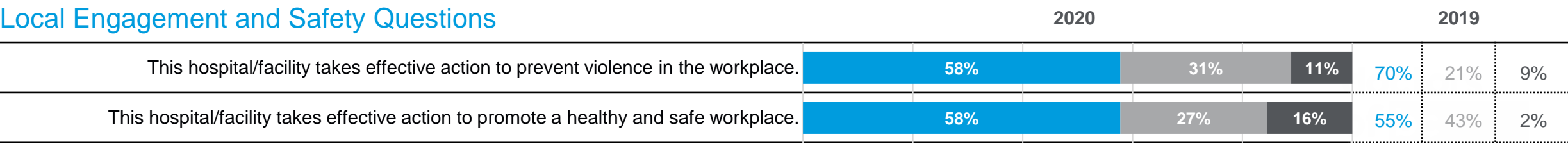
	2020			2019		
This hospital/facility takes effective action to prevent violence in the workplace.	58%	21%	21%	55%	27%	18%
This hospital/facility takes effective action to promote a healthy and safe workplace.	60%	12%	28%	45%	18%	36%

Burnaby Division

50 Respondents 2020 | 50 Respondents 2019

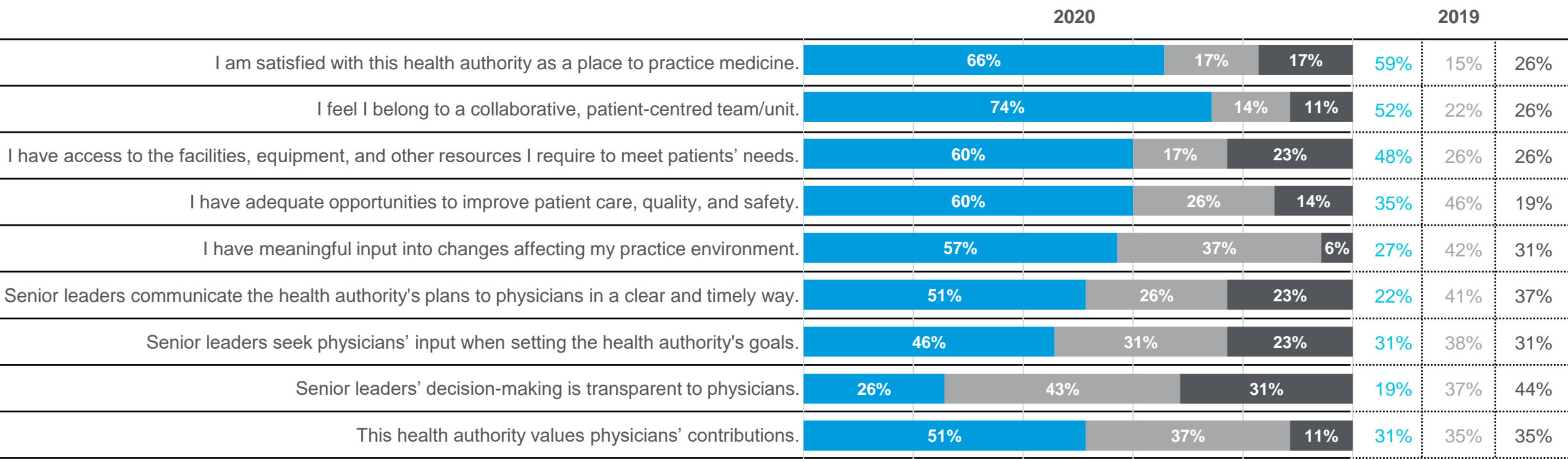


Local Engagement and Safety Questions

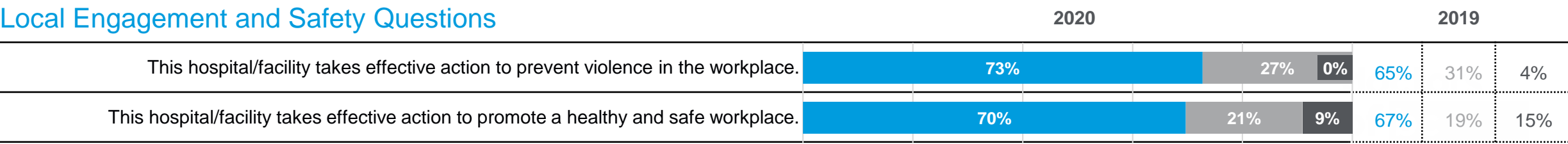


Chilliwack Division

35 Respondents 2020 | 27 Respondents 2019

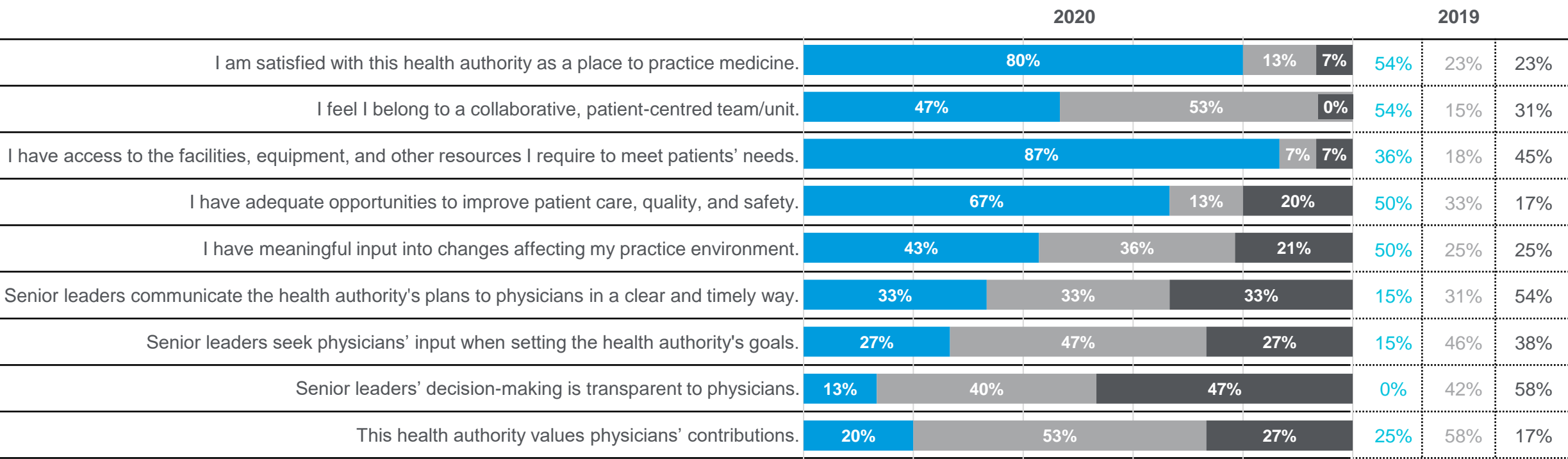


Local Engagement and Safety Questions

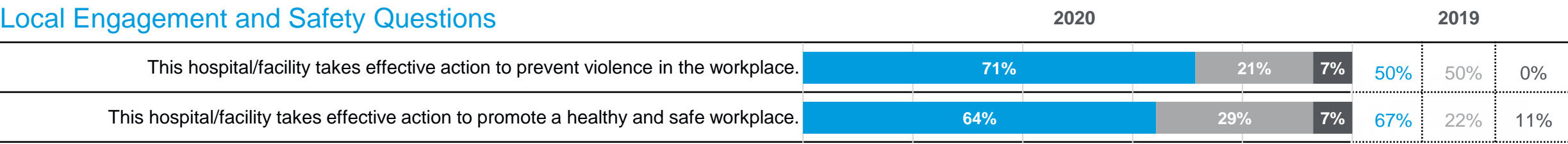


Delta Division

15 Respondents 2020 | 13 Respondents 2019

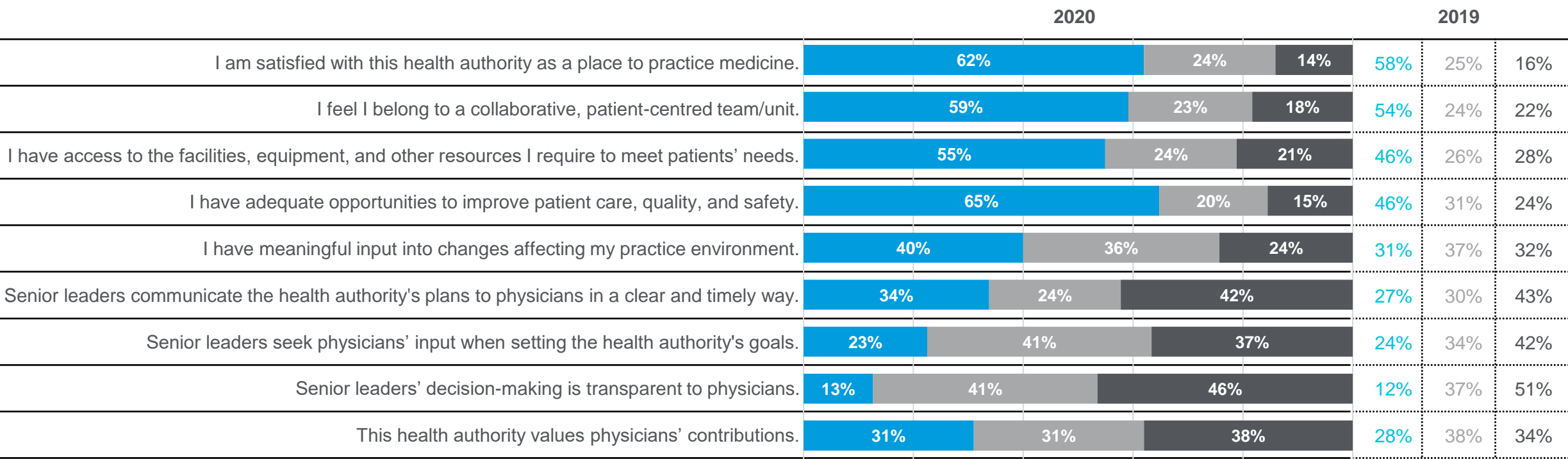


Local Engagement and Safety Questions

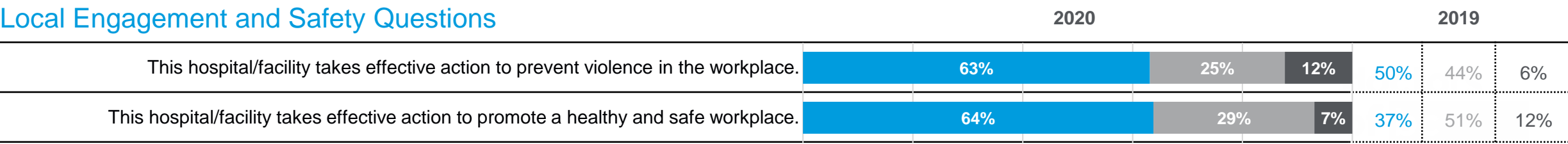


Fraser Northwest Division

71 Respondents 2020 | 68 Respondents 2019

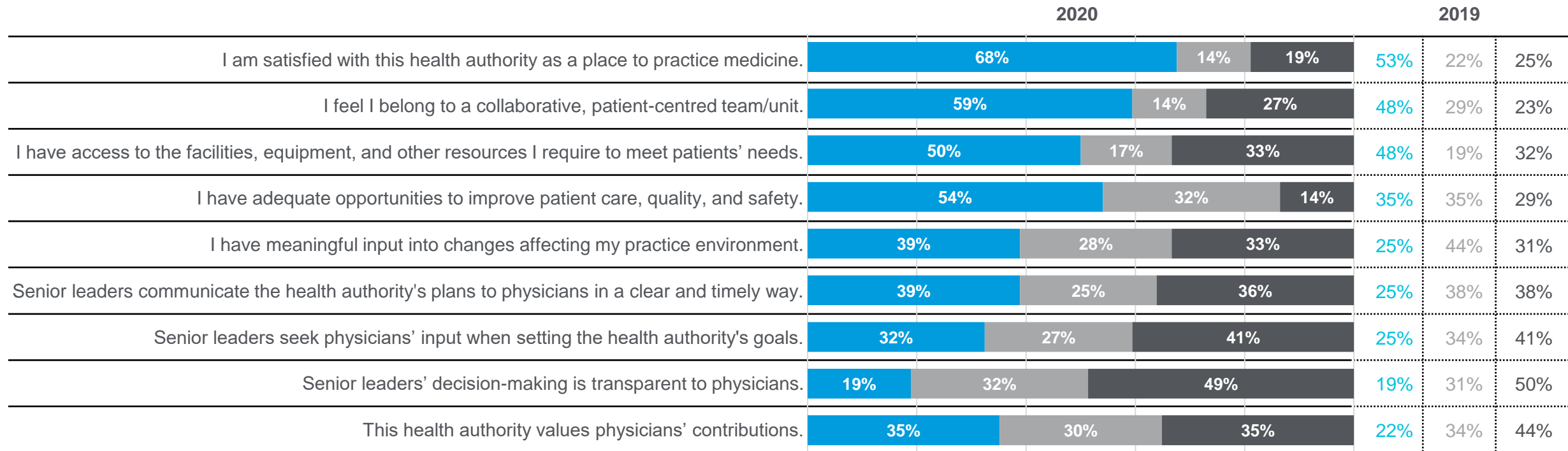


Local Engagement and Safety Questions

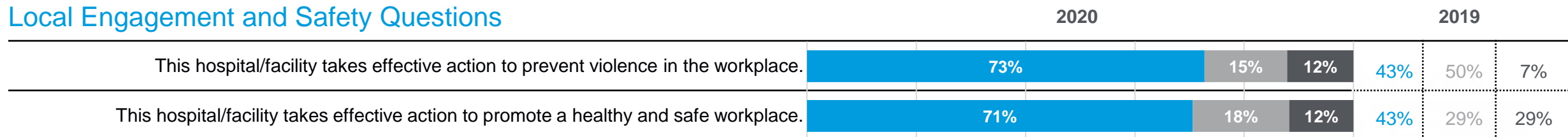


Langley Division

38 Respondents 2020 | 32 Respondents 2019

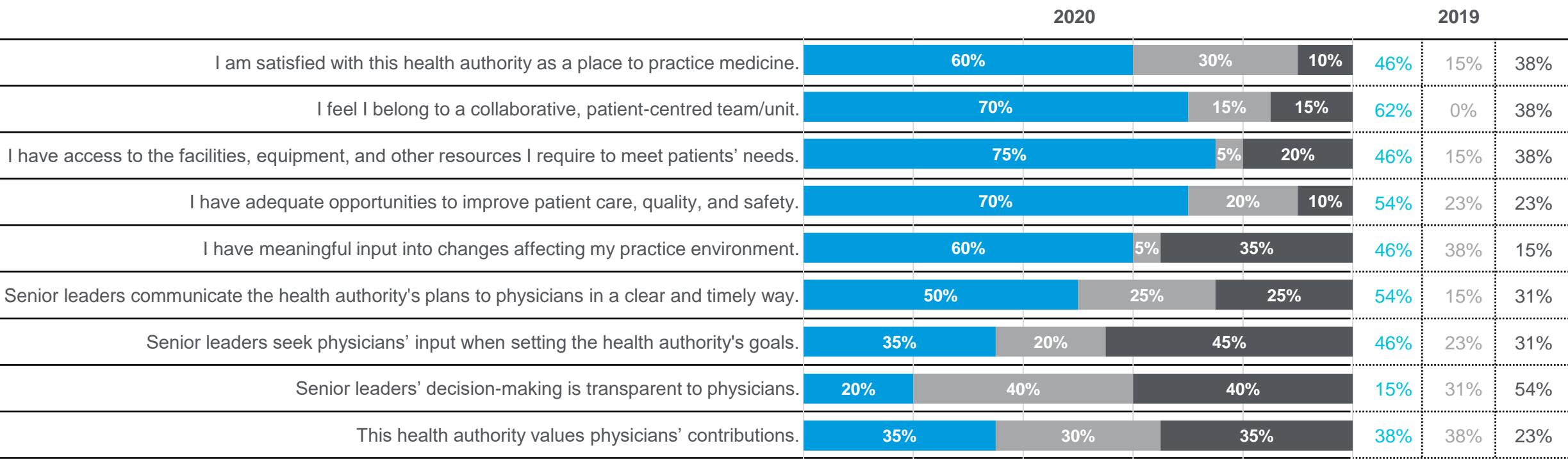


Local Engagement and Safety Questions

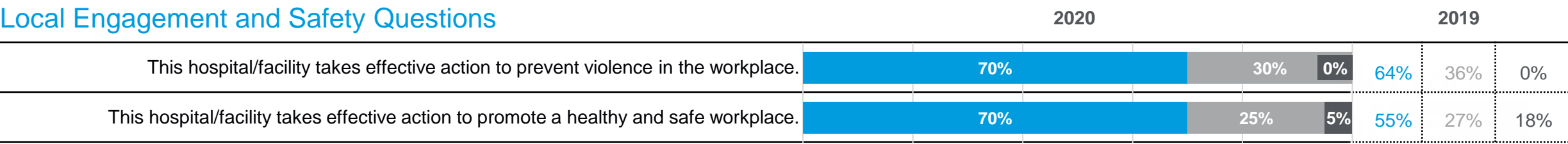


Mission Division

21 Respondents 2020 | 13 Respondents 2019

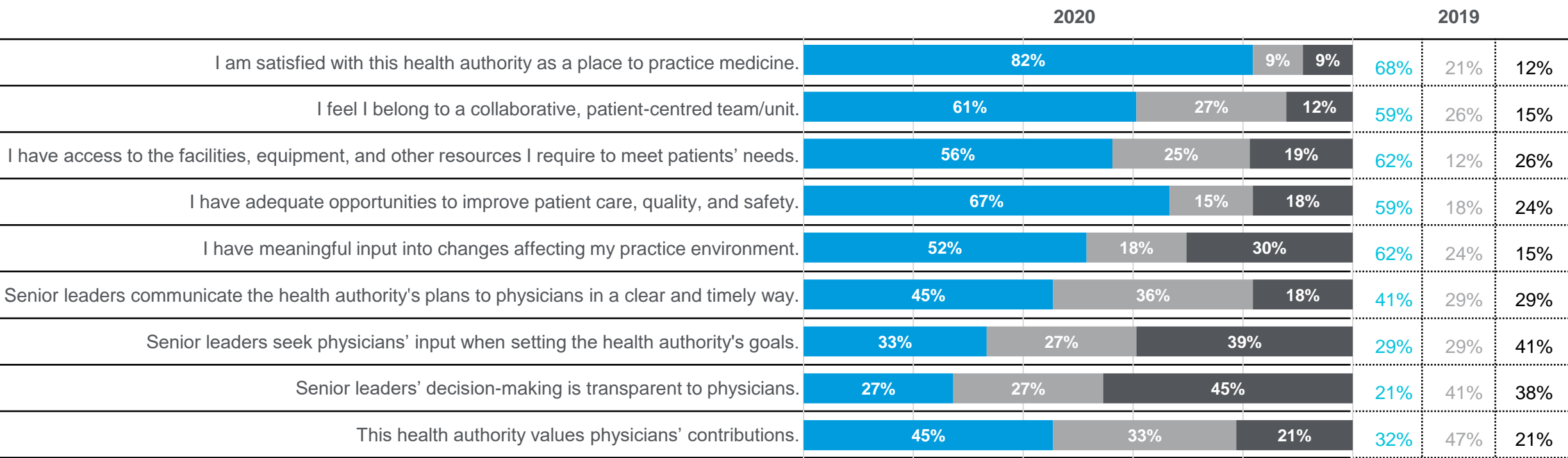


Local Engagement and Safety Questions

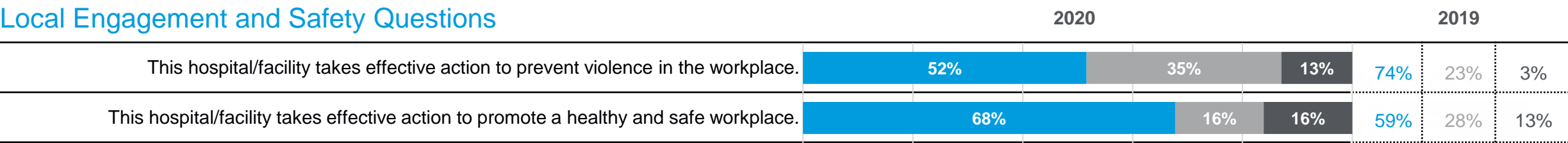


Ridge Meadow Division

33 Respondents 2020 | 34 Respondents 2019



Local Engagement and Safety Questions



Surrey-North Delta Division

61 Respondents 2020 | 57 Respondents 2019

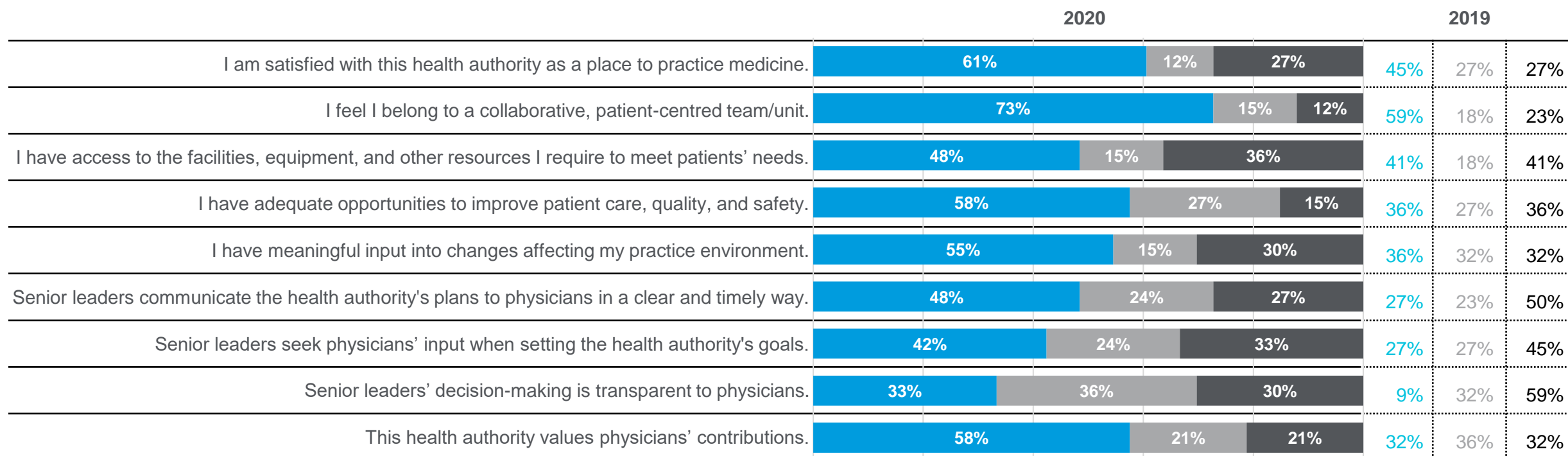
	2020			2019		
I am satisfied with this health authority as a place to practice medicine.	55%	27%	18%	46%	30%	23%
I feel I belong to a collaborative, patient-centred team/unit.	53%	23%	23%	53%	23%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	50%	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%	33%	43%	16%	25%	60%
Senior leaders' decision-making is transparent to physicians.	18%	30%	52%	13%	30%	57%
This health authority values physicians' contributions.	28%	30%	42%	27%	21%	52%

Local Engagement and Safety Questions

	2020			2019		
This hospital/facility takes effective action to prevent violence in the workplace.	46%	26%	28%	52%	33%	15%
This hospital/facility takes effective action to promote a healthy and safe workplace.	46%	21%	33%	33%	42%	25%

White Rock-South Surrey Division

33 Respondents 2020 | 22 Respondents 2019



Local Engagement and Safety Questions



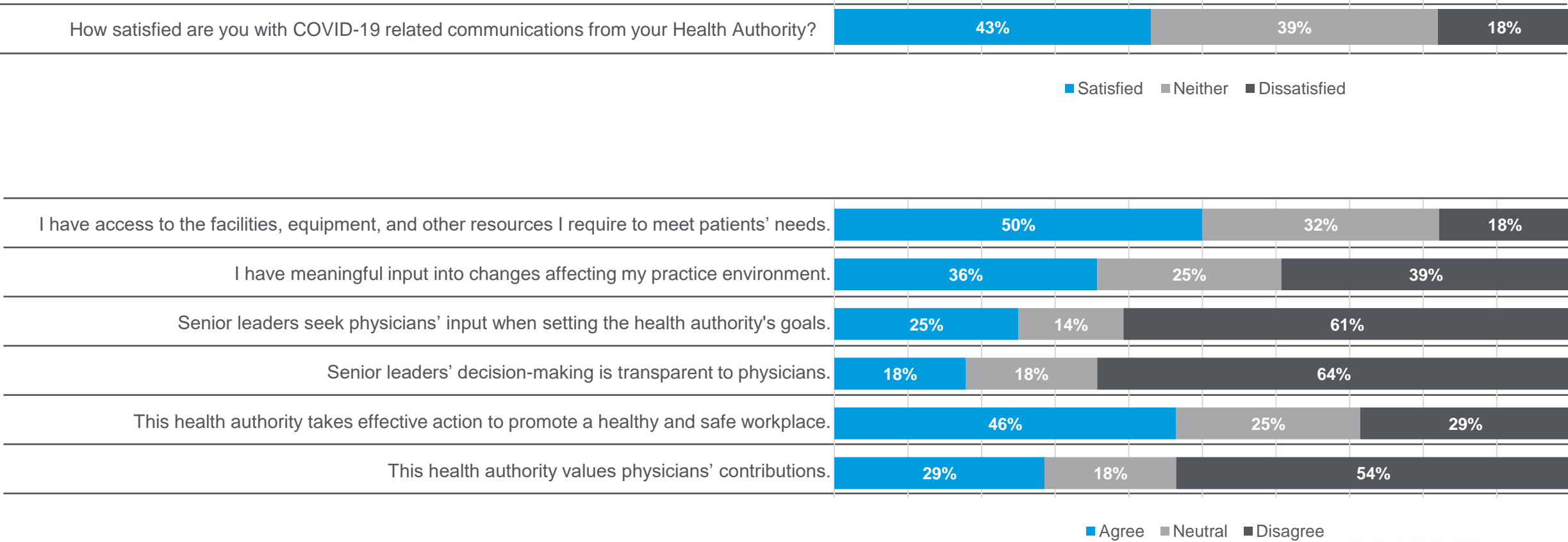
Divisions of Family Practice | Fraser

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.*

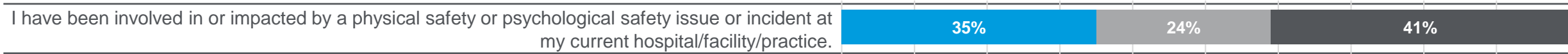
Abbotsford Division

COVID-19

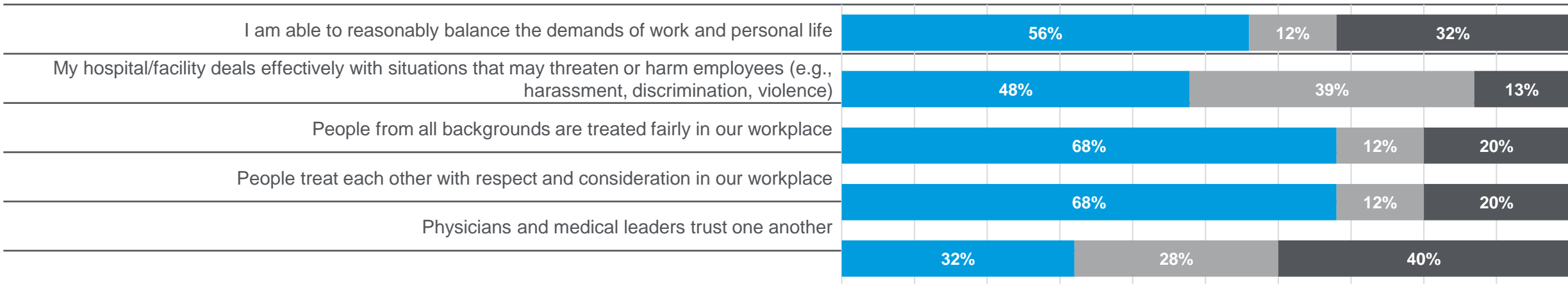


Abbotsford Division

Psychological Health and Safety



Physical and Psychological Well-Being



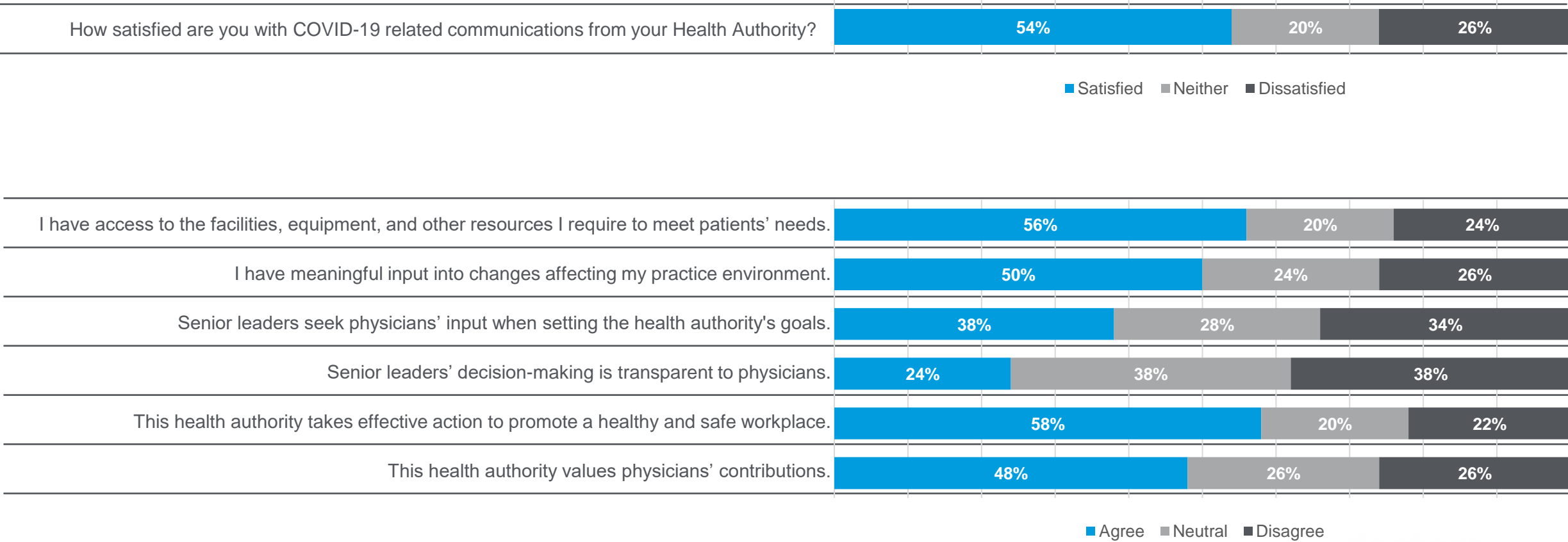
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Burnaby Division

COVID-19



Burnaby Division

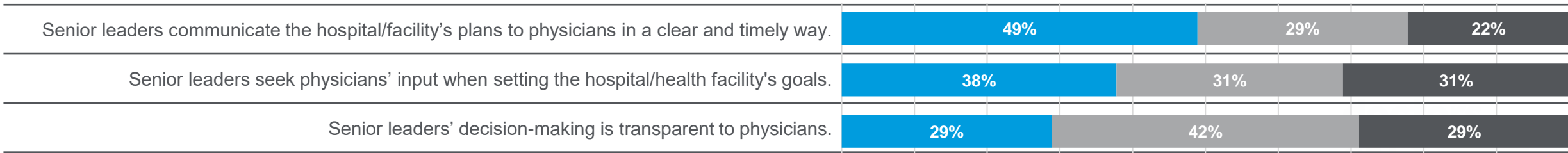
Psychological Health and Safety



Physical and Psychological Well-Being



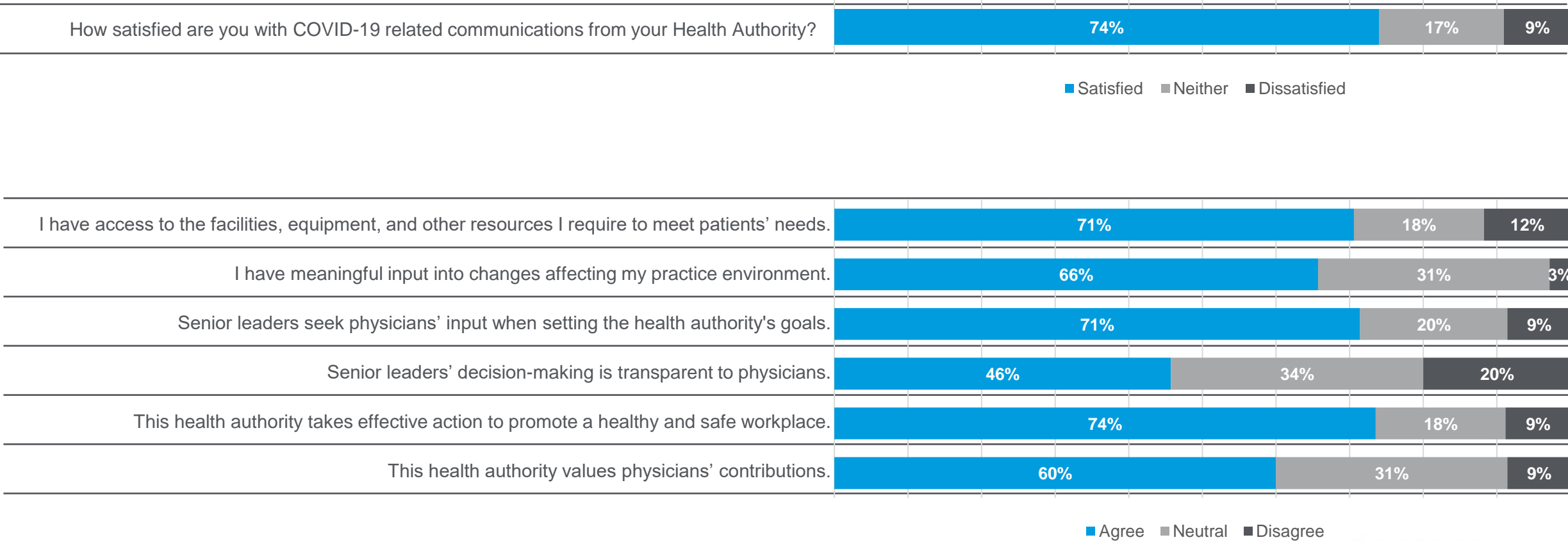
Facility Leadership



■ Agree ■ Neutral ■ Disagree

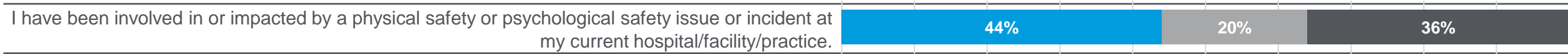
Chilliwack Division

COVID-19



Chilliwack Division

Psychological Health and Safety



Physical and Psychological Well-Being



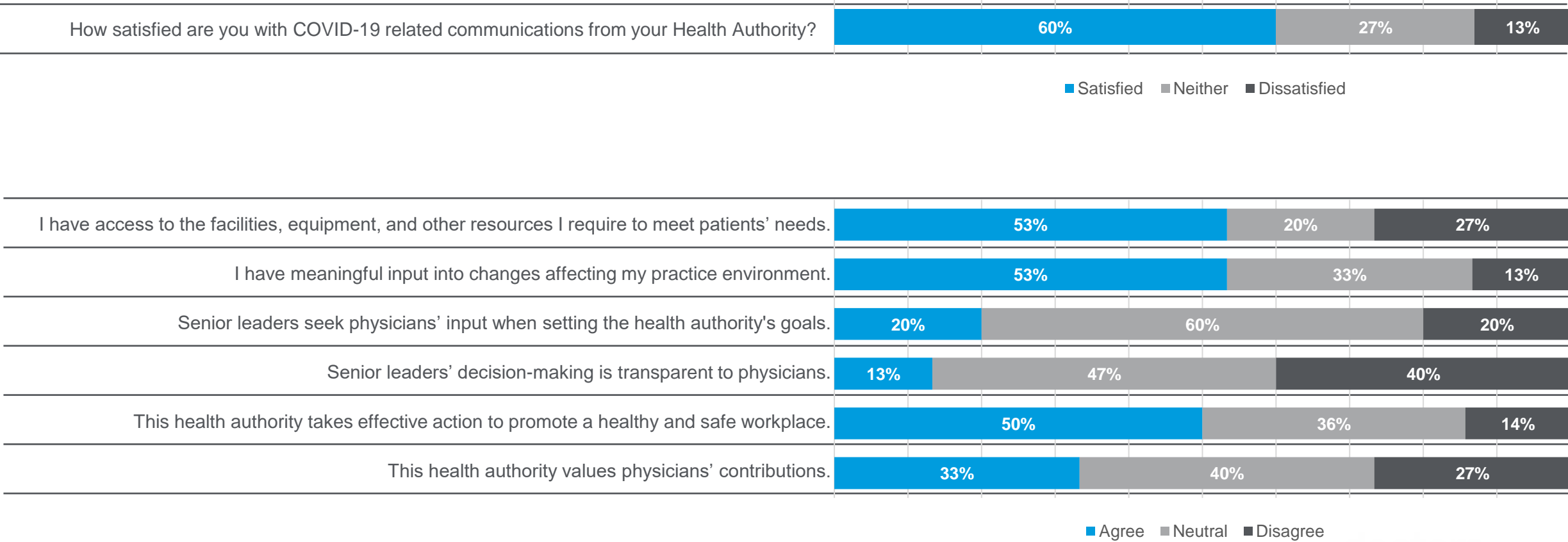
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Delta Division

COVID-19



Delta Division

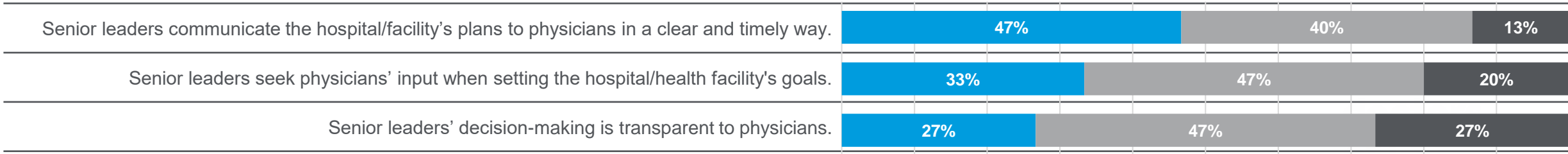
Psychological Health and Safety



Physical and Psychological Well-Being



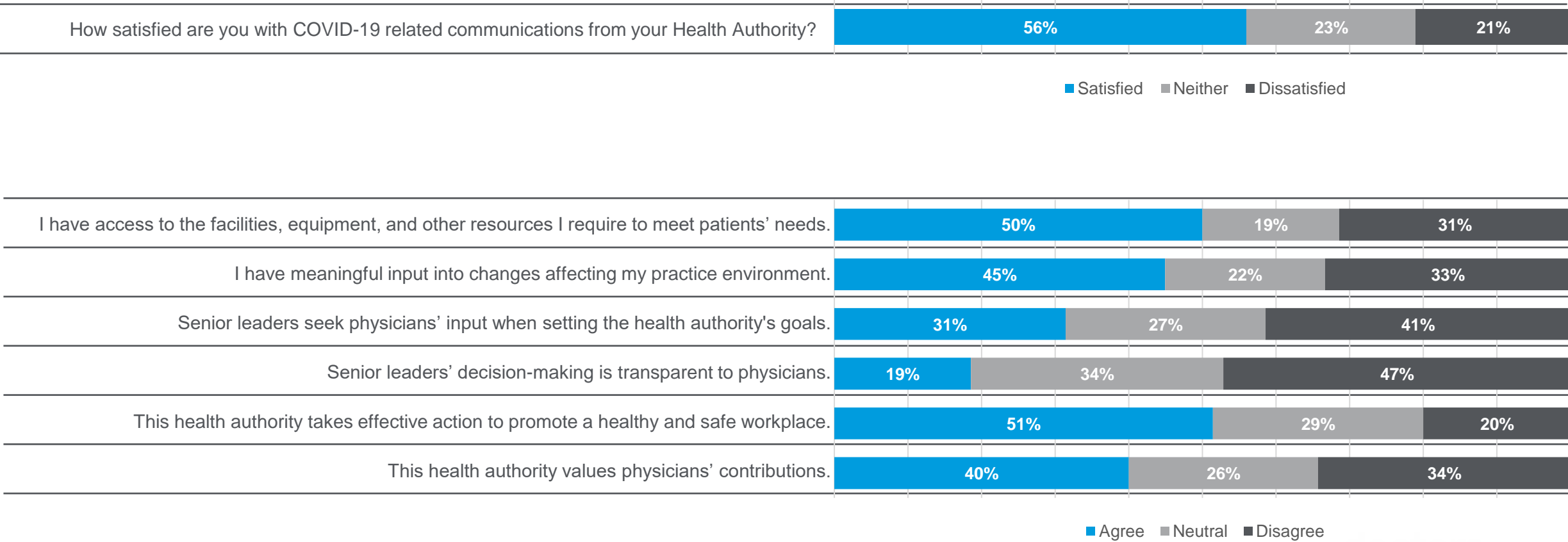
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Fraser Northwest Division

COVID-19



Fraser Northwest Division

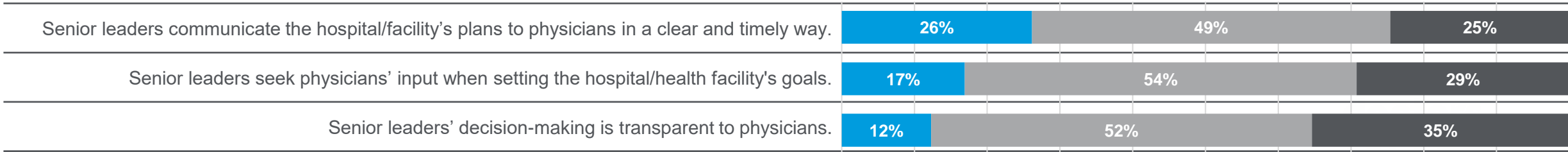
Psychological Health and Safety



Physical and Psychological Well-Being



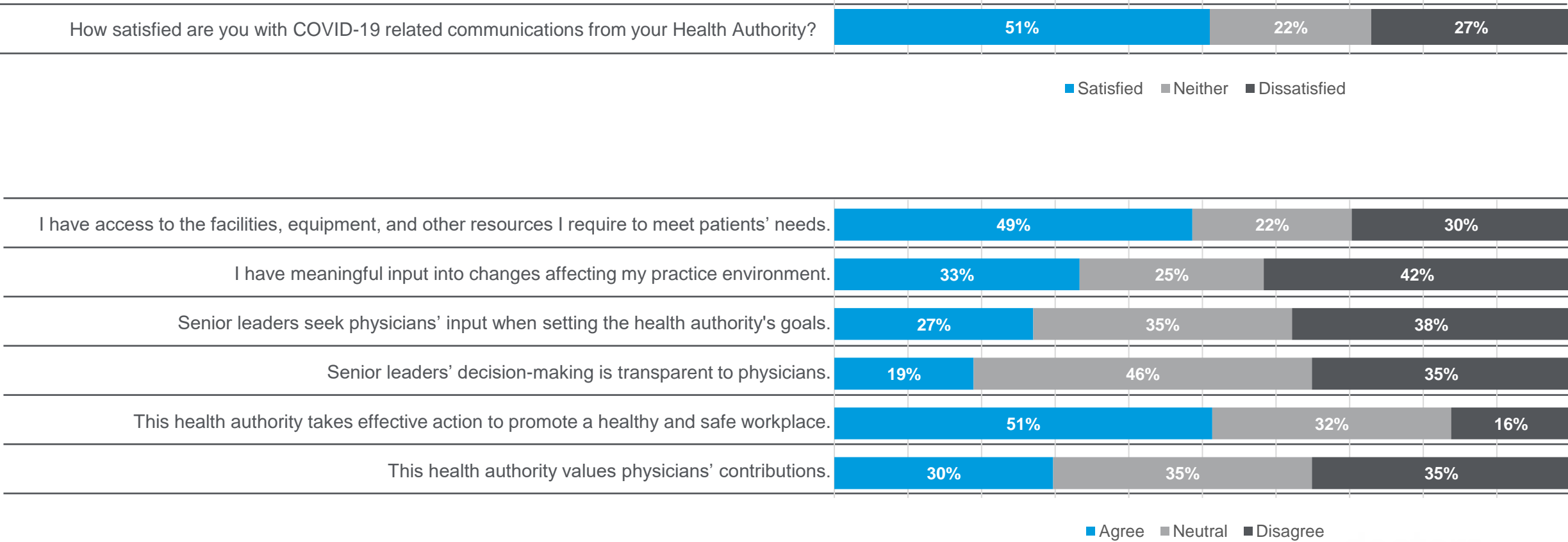
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Langley Division

COVID-19



Langley Division

Psychological Health and Safety



Physical and Psychological Well-Being



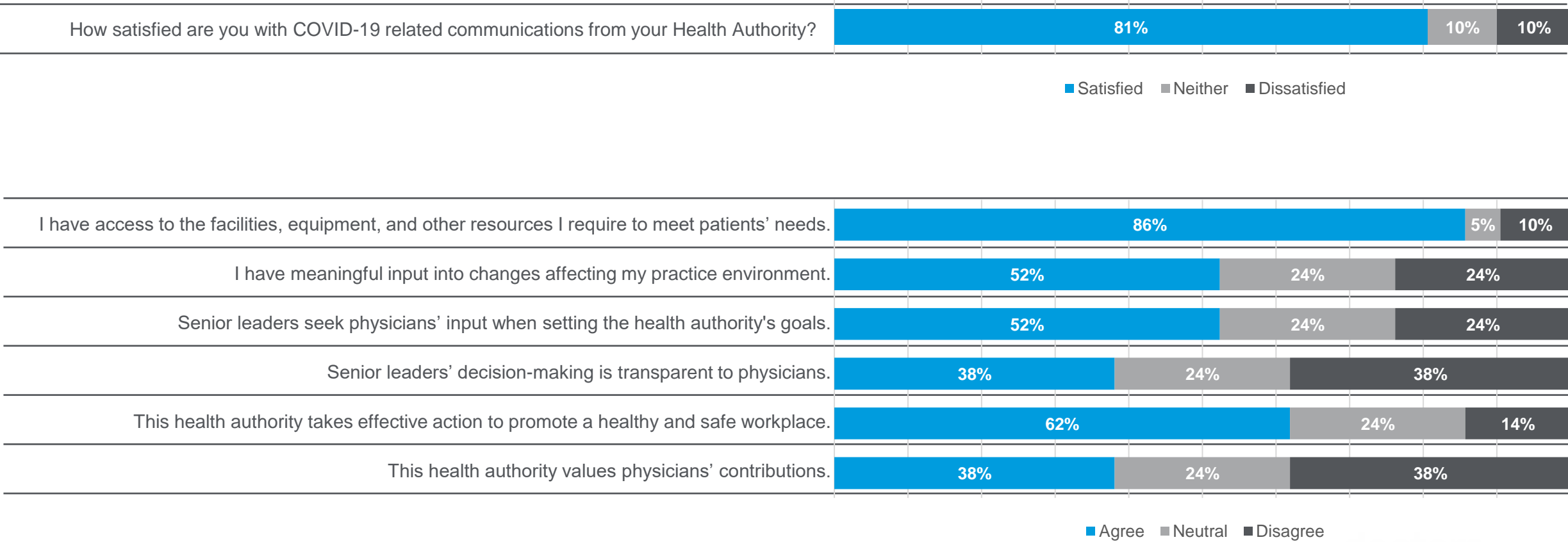
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Mission Division

COVID-19



Mission Division

Psychological Health and Safety



Physical and Psychological Well-Being



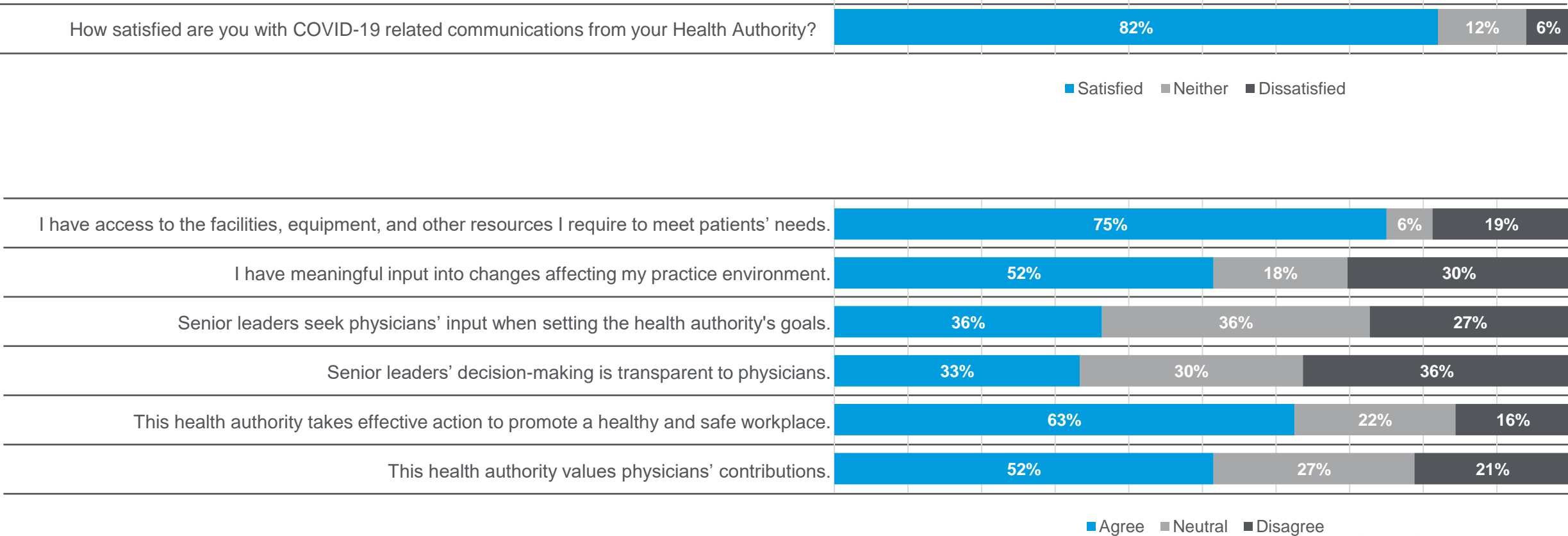
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Ridge Meadows Division

COVID-19



Ridge Meadows Division

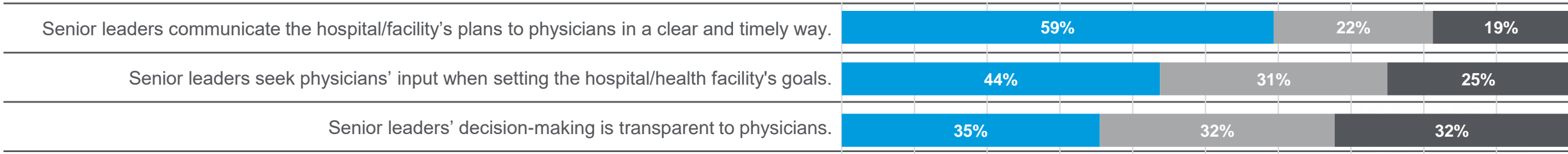
Psychological Health and Safety



Physical and Psychological Well-Being



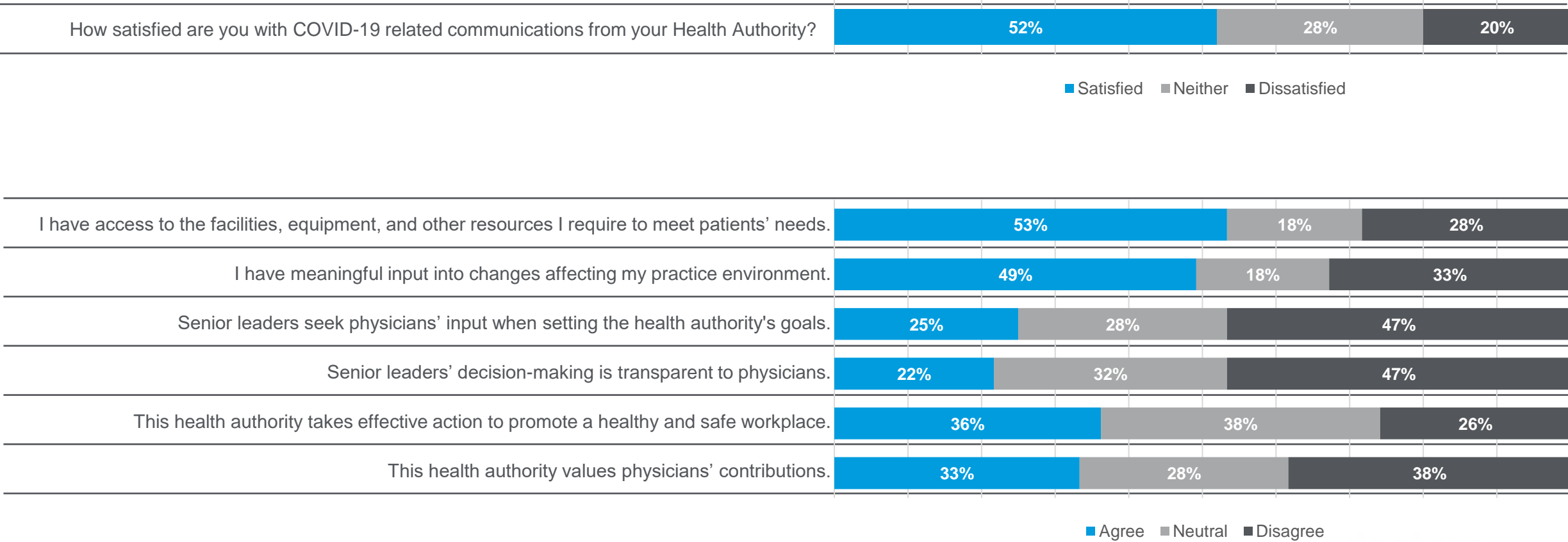
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Surrey-North Delta Division

COVID-19

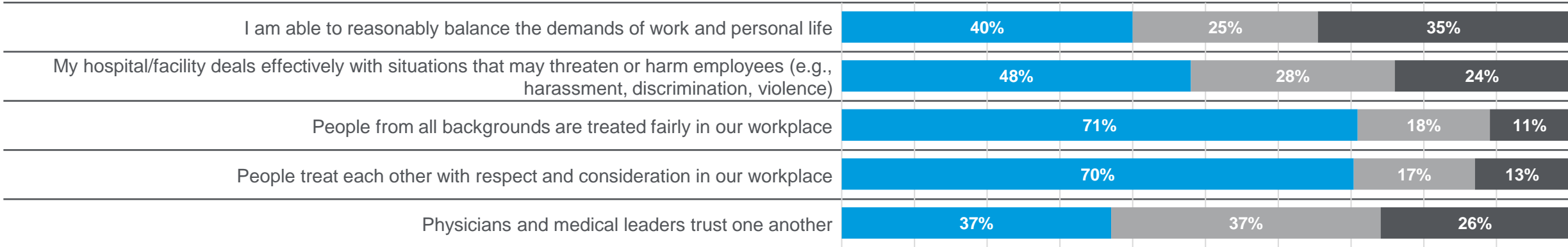


Surrey-North Delta Division

Psychological Health and Safety



Physical and Psychological Well-Being



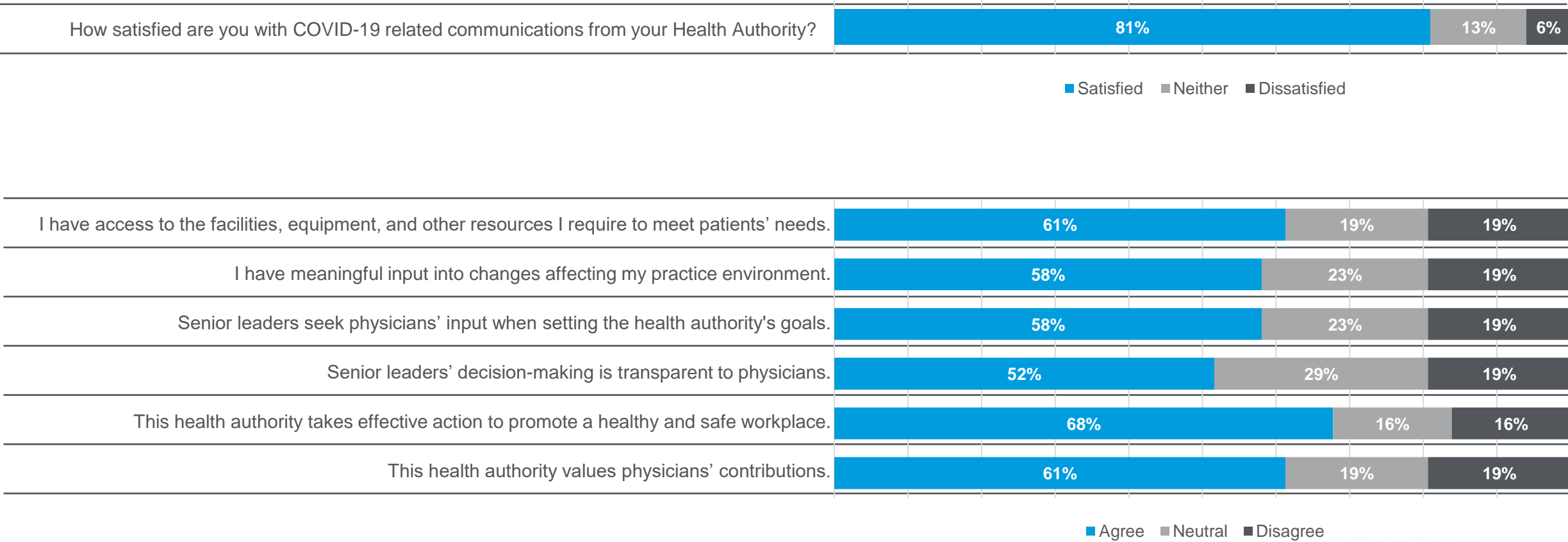
Facility Leadership



■ Agree ■ Neutral ■ Disagree

White Rock-South Surrey Division

COVID-19



White Rock-South Surrey Division

Psychological Health and Safety



Physical and Psychological Well-Being



Facility Leadership



■ Agree ■ Neutral ■ Disagree

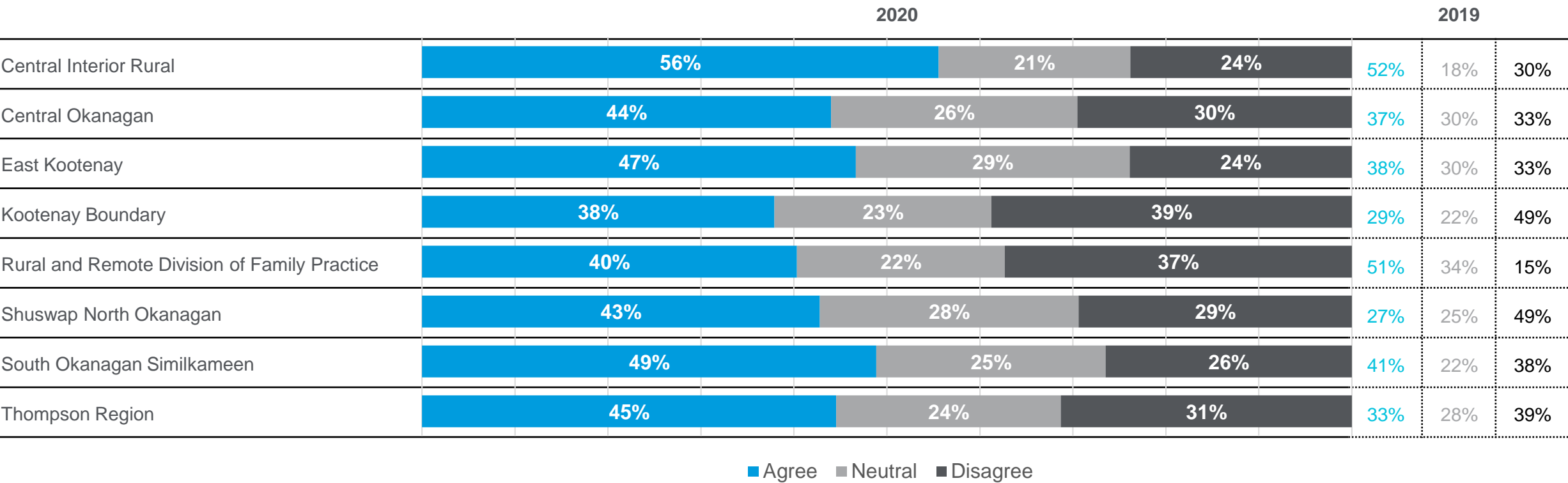
Divisions of Family Practice | Interior

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

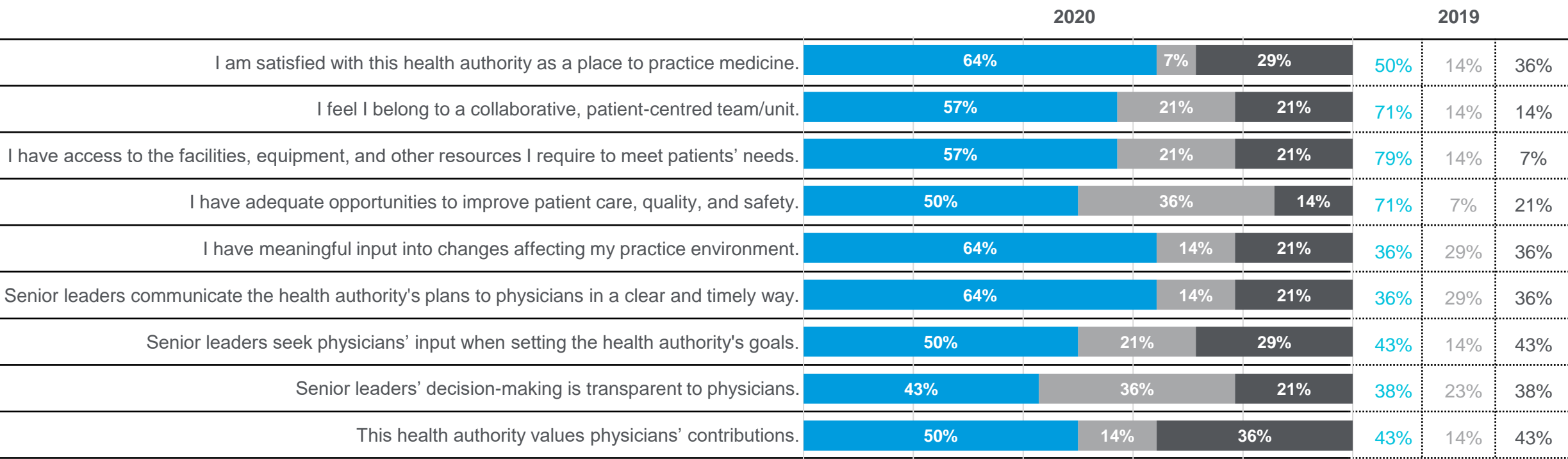
Interior Divisions of Family Practice

Overall Averages by Division

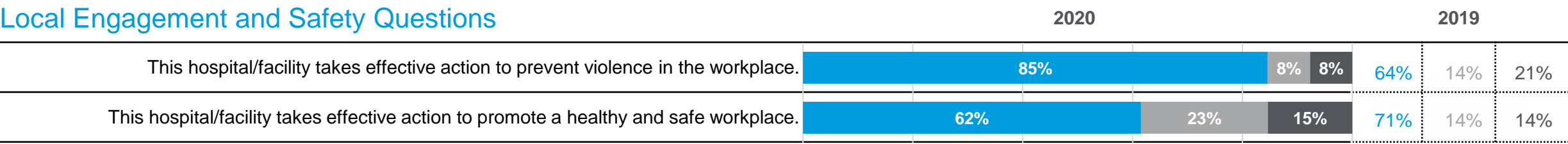


Central Interior Rural Division

14 Respondents 2020 | 14 Respondents 2019

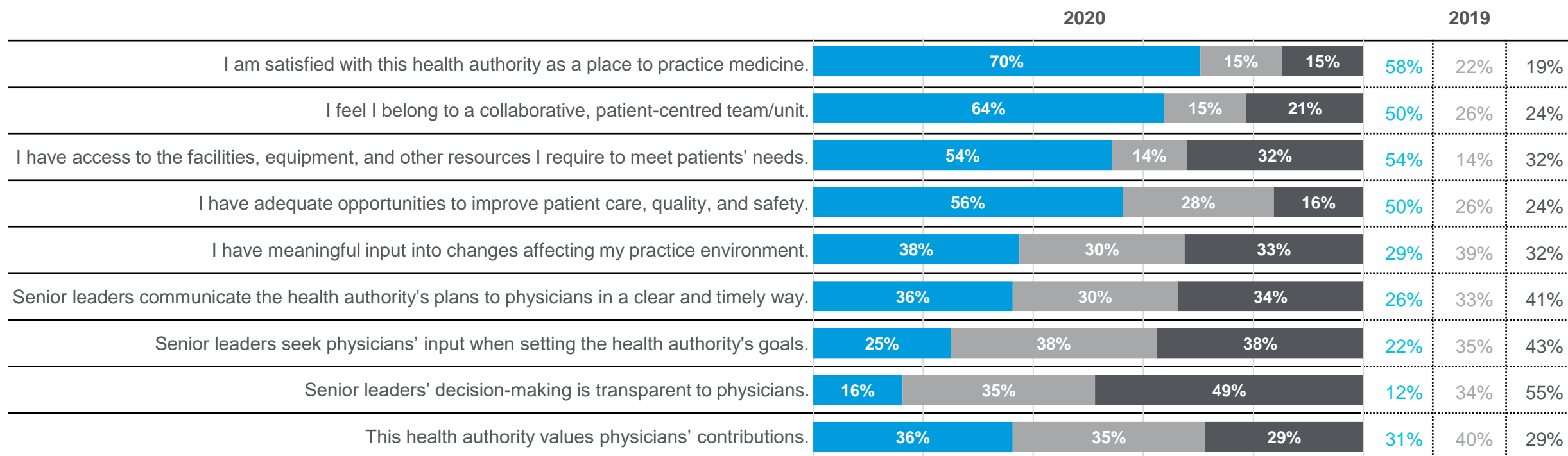


Local Engagement and Safety Questions



Central Okanagan Division

81 Respondents 2020 | 78 Respondents 2019

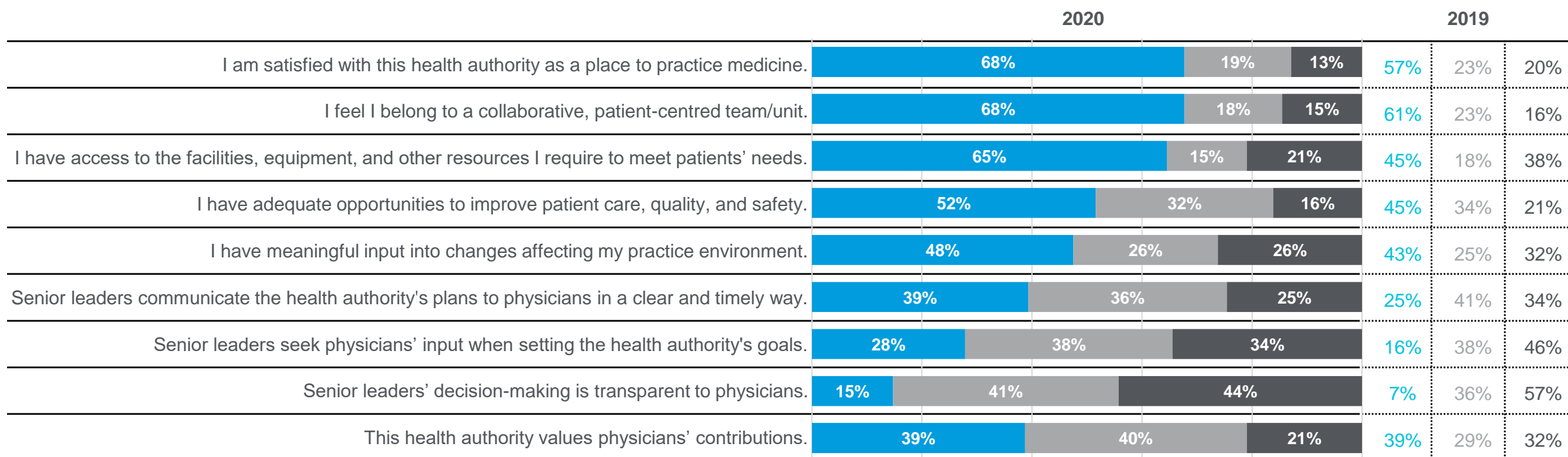


Local Engagement and Safety Questions

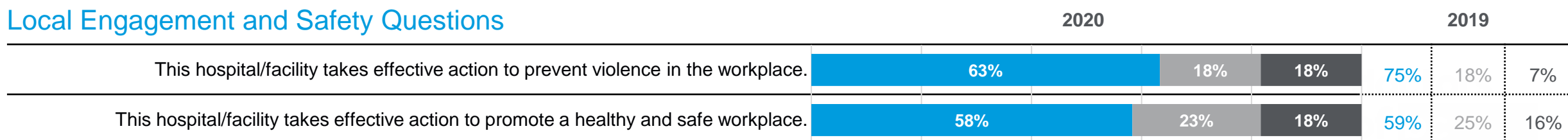


East Kootenay Division

62 Respondents 2020 | 56 Respondents 2019



Local Engagement and Safety Questions



Kootenay Boundary Division

39 Respondents 2020 | 46 Respondents 2019

	2020			2019		
I am satisfied with this health authority as a place to practice medicine.	<div> <div>59%</div> <div>15%</div> <div>26%</div> </div>			43%	17%	39%
I feel I belong to a collaborative, patient-centred team/unit.	<div> <div>59%</div> <div>15%</div> <div>26%</div> </div>			52%	22%	26%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div> <div>44%</div> <div>15%</div> <div>41%</div> </div>			39%	17%	43%
I have adequate opportunities to improve patient care, quality, and safety.	<div> <div>41%</div> <div>31%</div> <div>28%</div> </div>			48%	20%	33%
I have meaningful input into changes affecting my practice environment.	<div> <div>33%</div> <div>18%</div> <div>49%</div> </div>			24%	26%	50%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div> <div>26%</div> <div>36%</div> <div>38%</div> </div>			13%	22%	64%
Senior leaders seek physicians' input when setting the health authority's goals.	<div> <div>31%</div> <div>26%</div> <div>44%</div> </div>			11%	20%	70%
Senior leaders' decision-making is transparent to physicians.	<div> <div>8%</div> <div>38%</div> <div>54%</div> </div>			9%	22%	70%
This health authority values physicians' contributions.	<div> <div>41%</div> <div>15%</div> <div>44%</div> </div>			22%	35%	43%

Local Engagement and Safety Questions

	2020			2019		
This hospital/facility takes effective action to prevent violence in the workplace.	<div> <div>53%</div> <div>28%</div> <div>19%</div> </div>			52%	33%	15%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div> <div>58%</div> <div>19%</div> <div>22%</div> </div>			41%	33%	26%

■ Agree ■ Neutral ■ Disagree

Rural and Remote Division of Family Practice

13 Respondents 2020 | - Respondents 2019

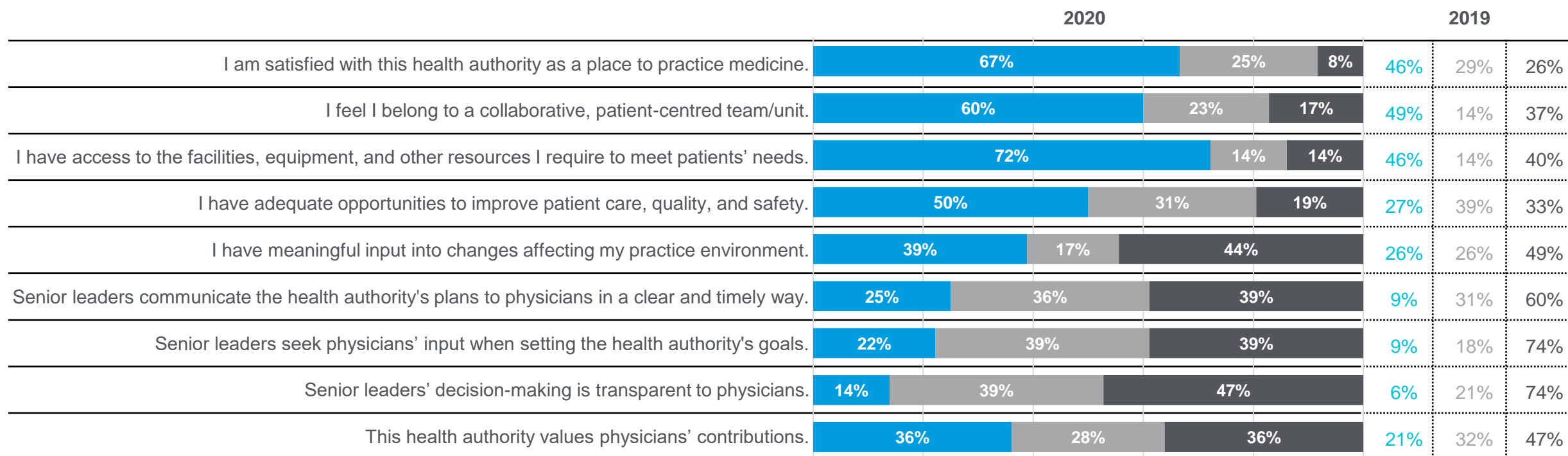
	2020			2019		
I am satisfied with this health authority as a place to practice medicine.	<div><div>54%</div><div>15%</div><div>31%</div></div>			55%	27%	18%
I feel I belong to a collaborative, patient-centred team/unit.	<div><div>58%</div><div>8%</div><div>33%</div></div>			73%	18%	9%
I have access to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

Local Engagement and Safety Questions

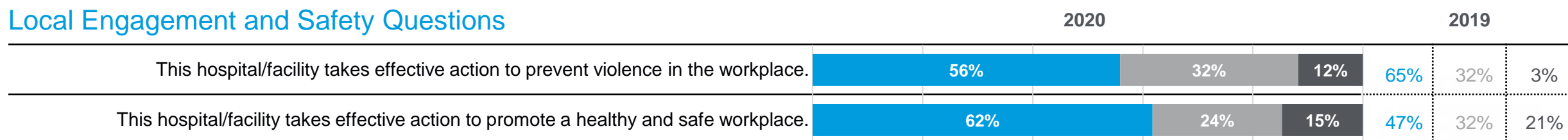
	2020			2019		
This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>50%</div><div>33%</div><div>17%</div></div>			73%	9%	18%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>58%</div><div>17%</div><div>25%</div></div>			82%	0%	18%

Shuswap North Okanagan Division

36 Respondents 2020 | 35 Respondents 2019

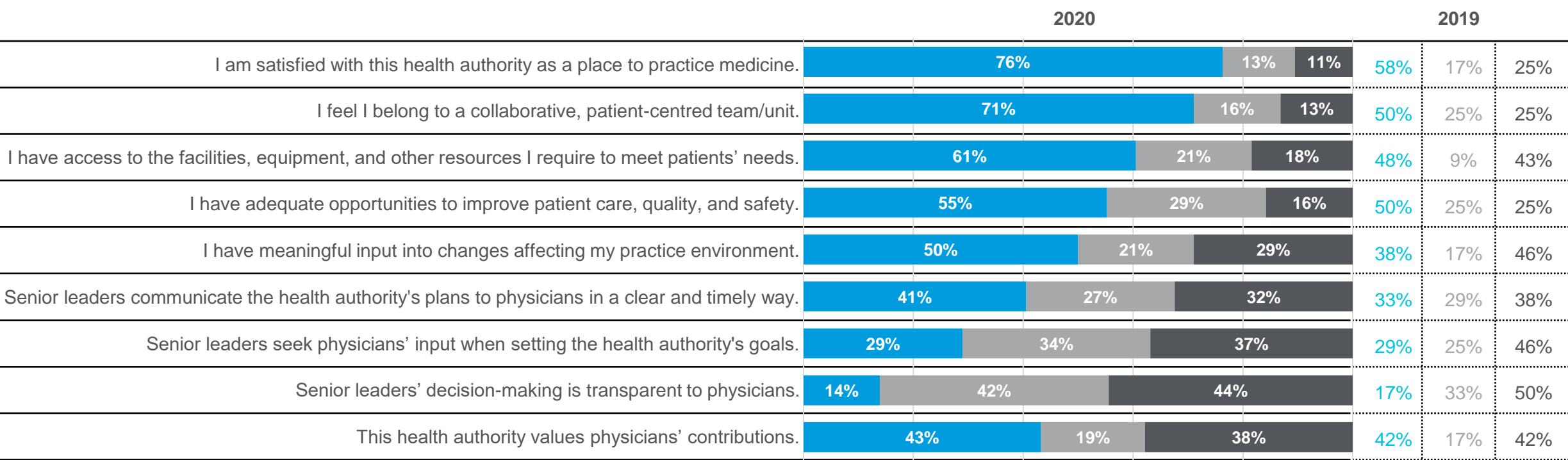


Local Engagement and Safety Questions

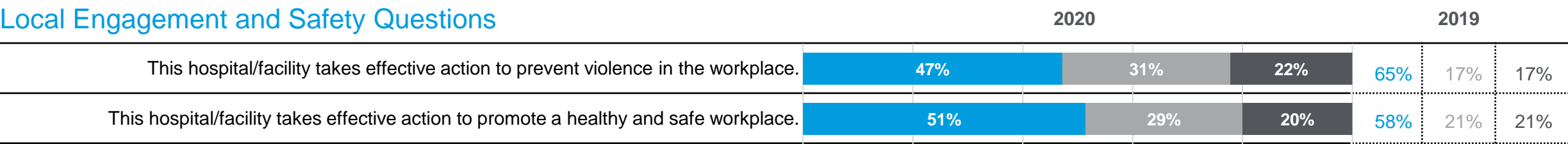


South Okanagan Similkameen Division

38 Respondents 2020 | 24 Respondents 2019

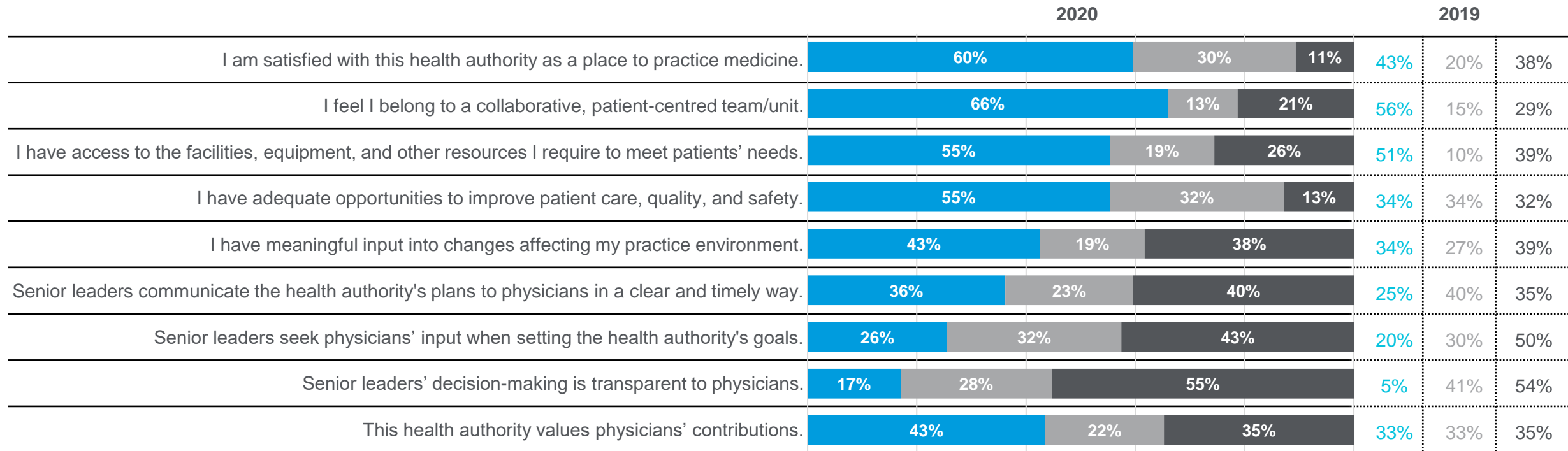


Local Engagement and Safety Questions

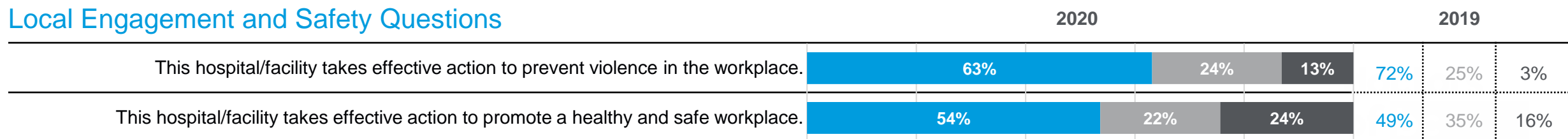


Thompson Region Division

47 Respondents 2020 | 41 Respondents 2019



Local Engagement and Safety Questions



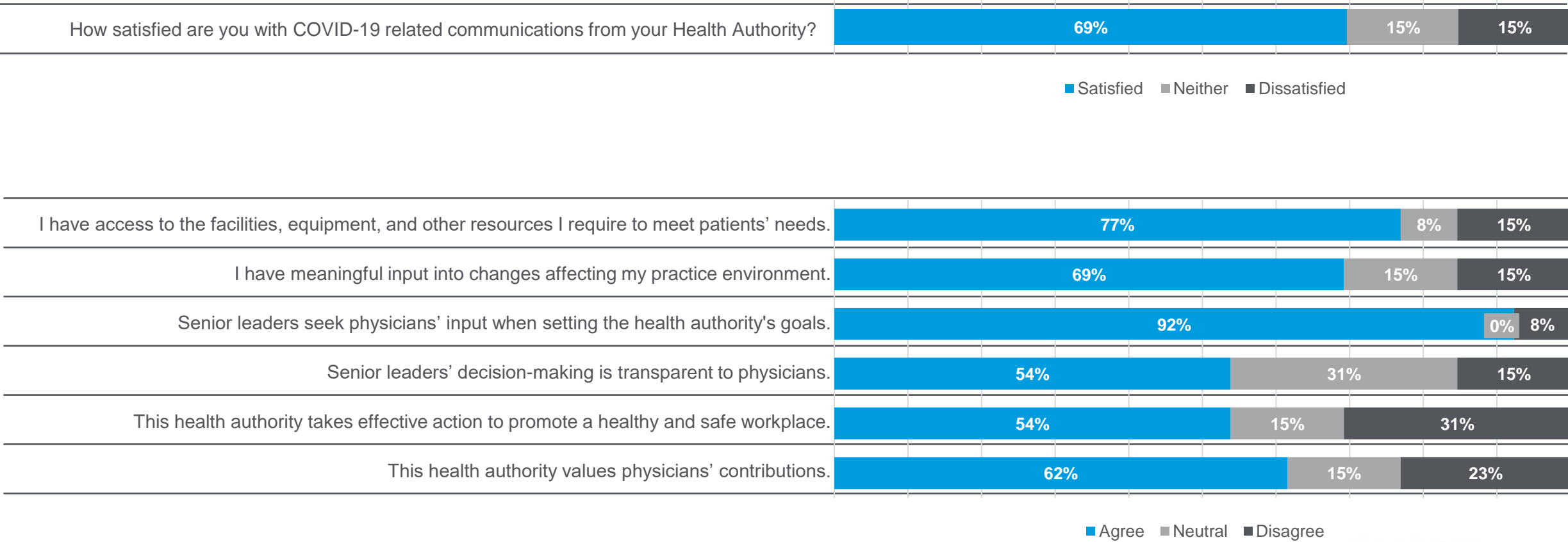
Divisions of Family Practice | Interior

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.*

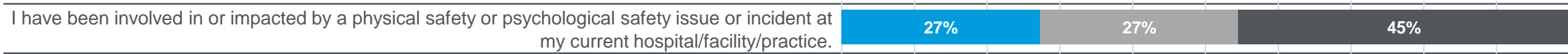
Central Interior Rural Division

COVID-19



Central Interior Rural Division

Psychological Health and Safety



Physical and Psychological Well-Being



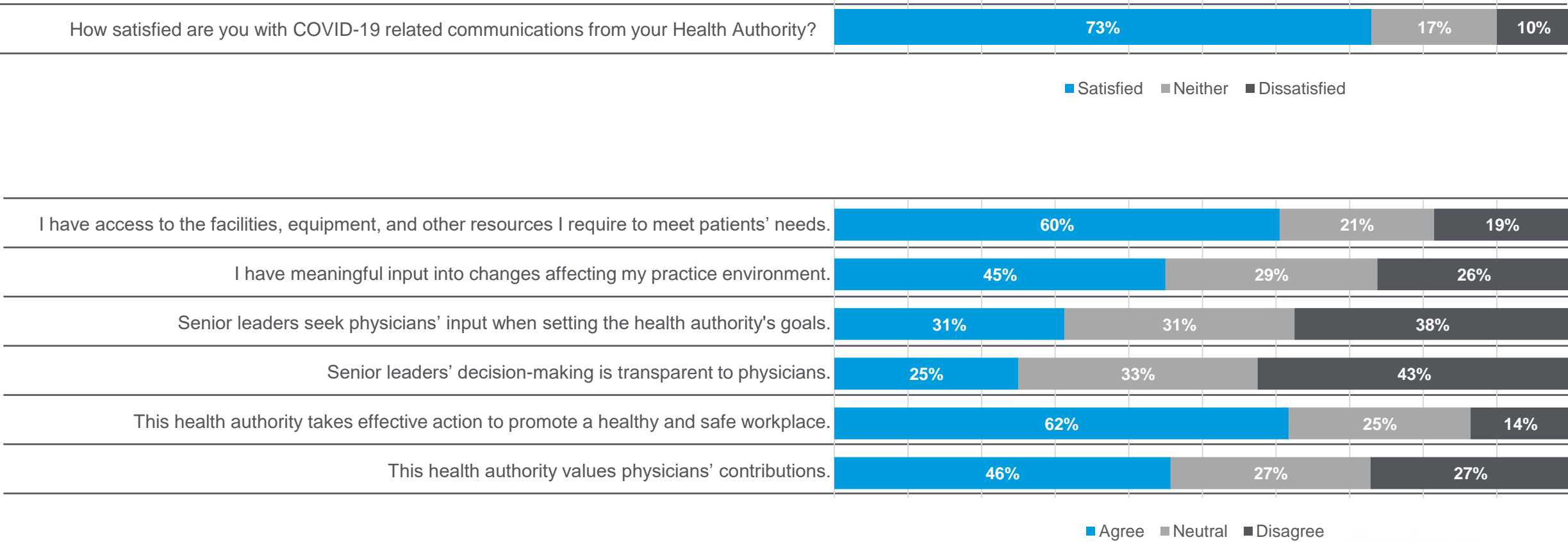
Facility Leadership



■ Agree ■ Neutral ■ Disagree

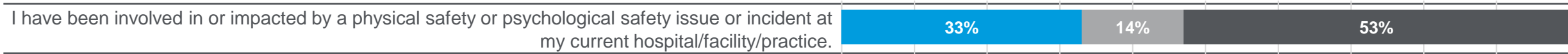
Central Okanagan Division

COVID-19



Central Okanagan Division

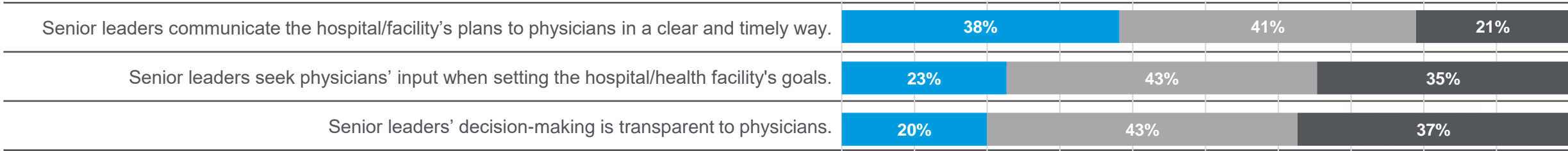
Psychological Health and Safety



Physical and Psychological Well-Being



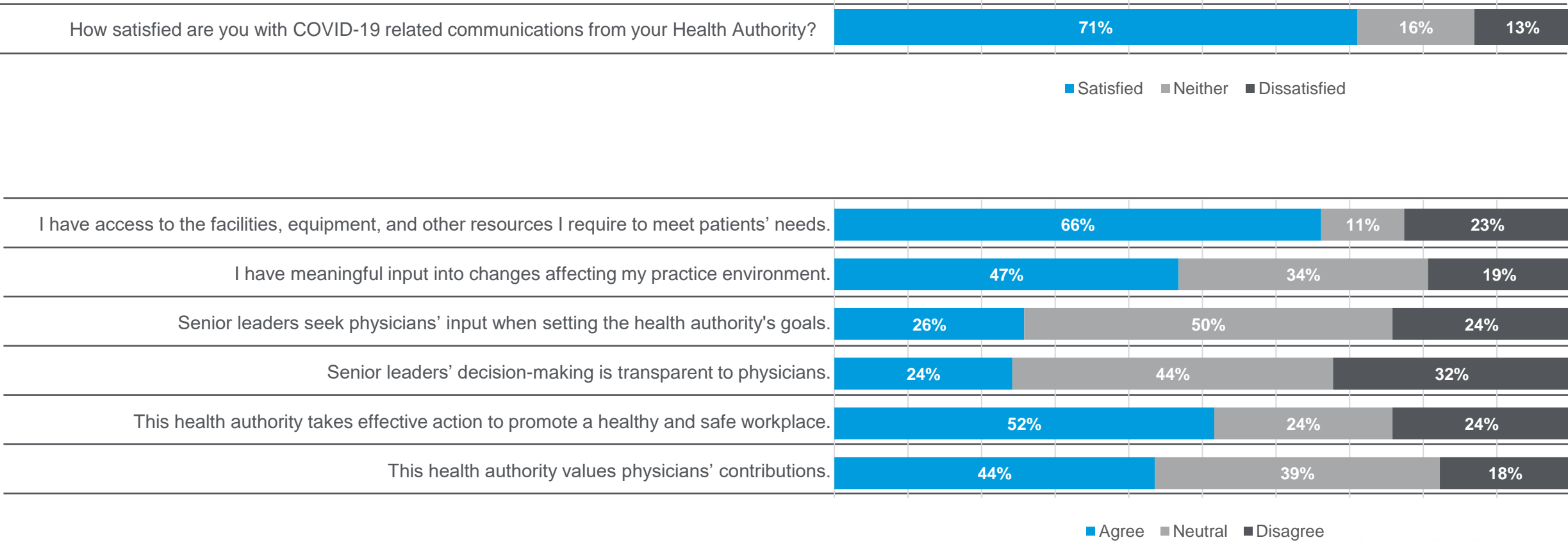
Facility Leadership



■ Agree ■ Neutral ■ Disagree

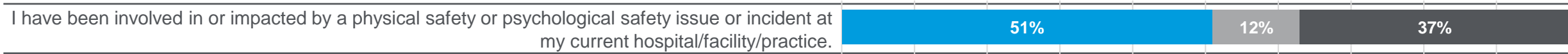
East Kootenay Division

COVID-19



East Kootenay Division

Psychological Health and Safety



Physical and Psychological Well-Being



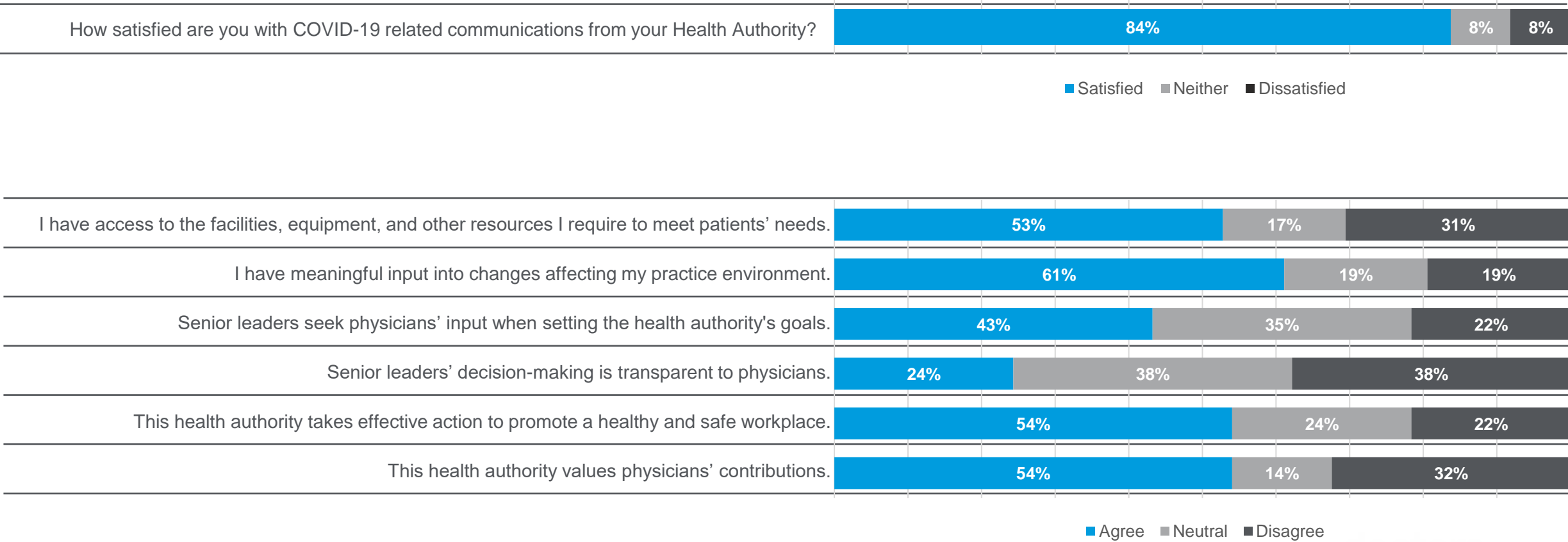
Facility Leadership



■ Agree ■ Neutral ■ Disagree

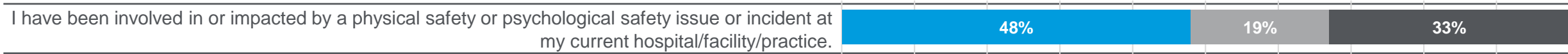
Kootenay Boundary Division

COVID-19



Kootenay Boundary Division

Psychological Health and Safety



Physical and Psychological Well-Being



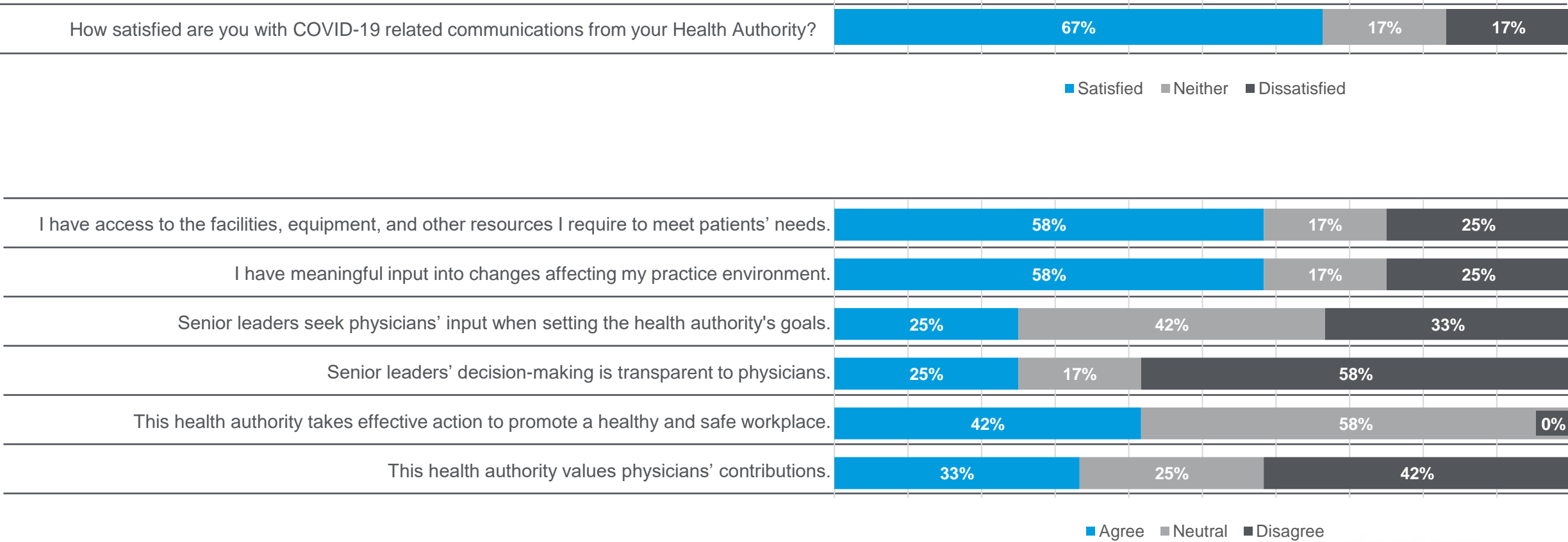
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Rural and Remote Division of Family Practice

COVID-19

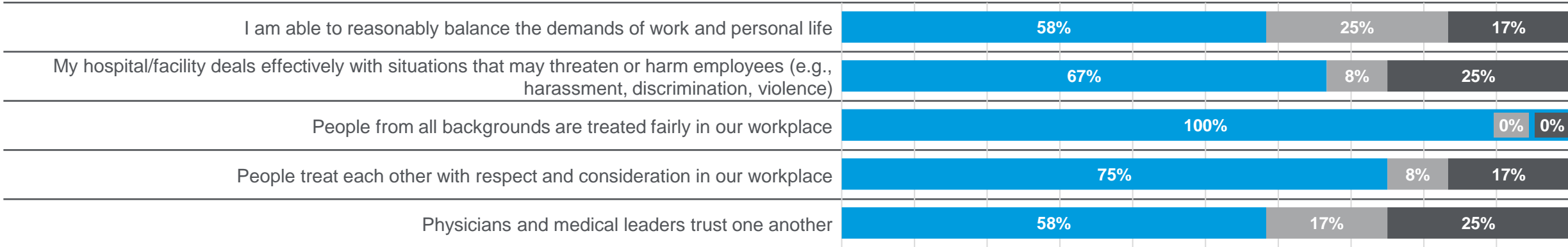


Rural and Remote Division of Family Practice

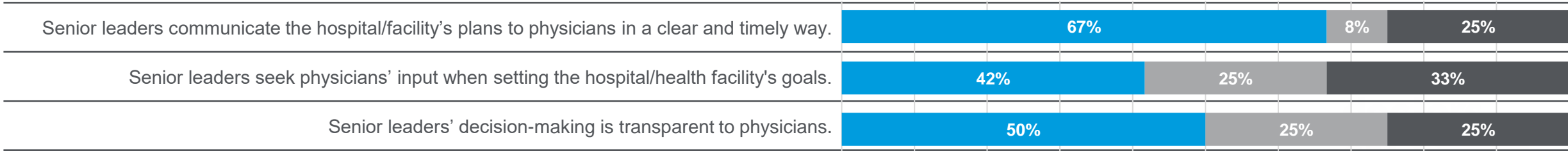
Psychological Health and Safety



Physical and Psychological Well-Being



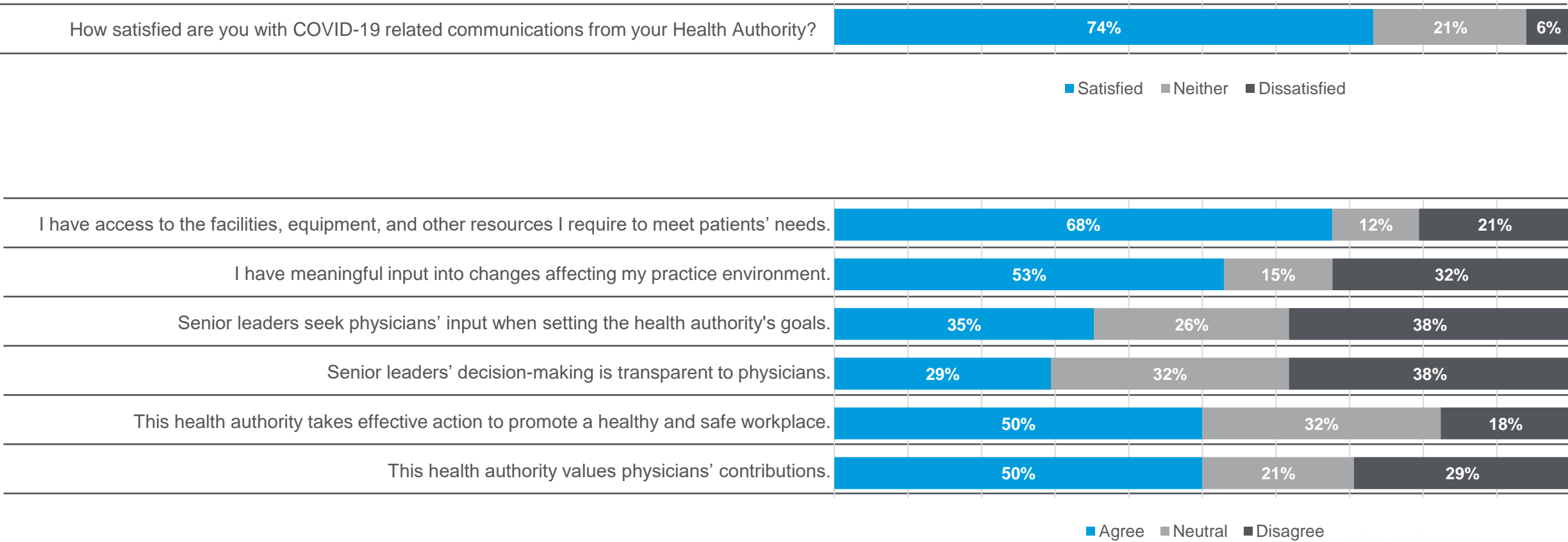
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Shuswap North Okanagan Division

COVID-19



Shuswap North Okanagan Division

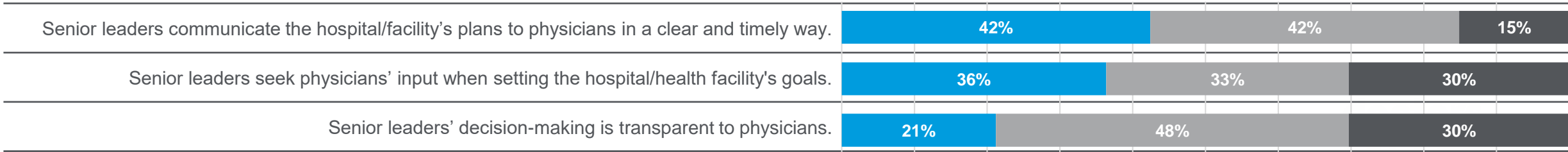
Psychological Health and Safety



Physical and Psychological Well-Being



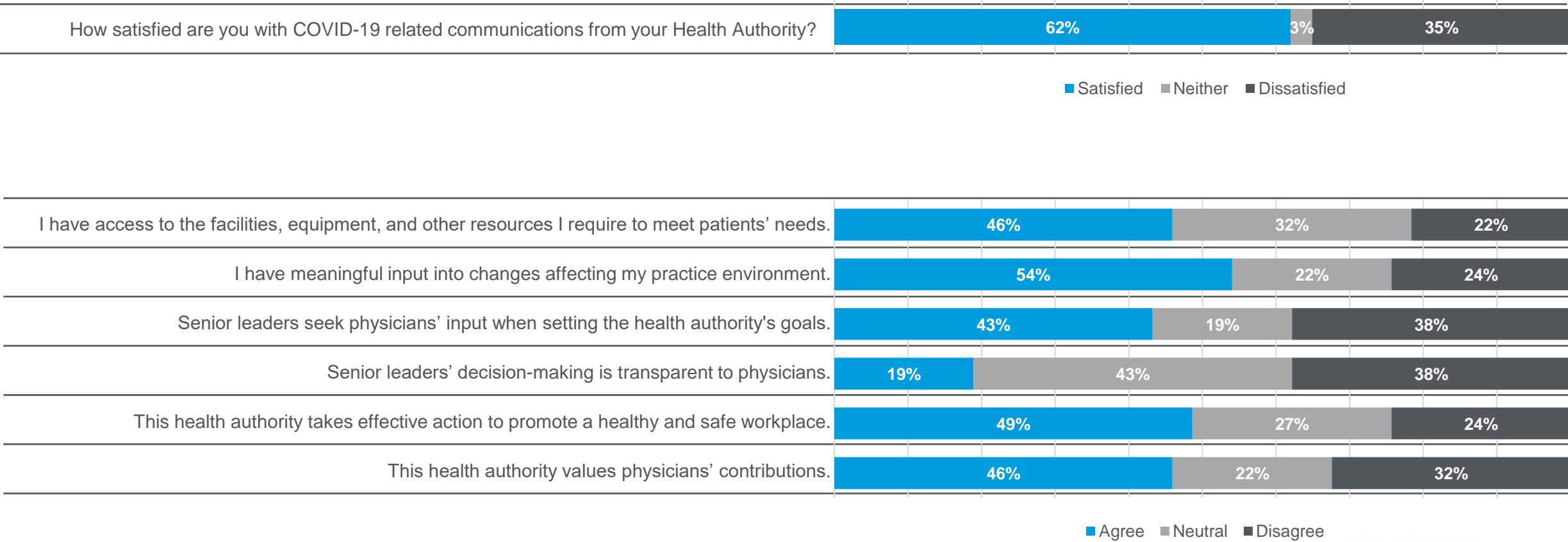
Facility Leadership



■ Agree ■ Neutral ■ Disagree

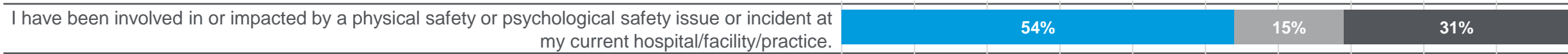
South Okanagan Similkameen Division

COVID-19

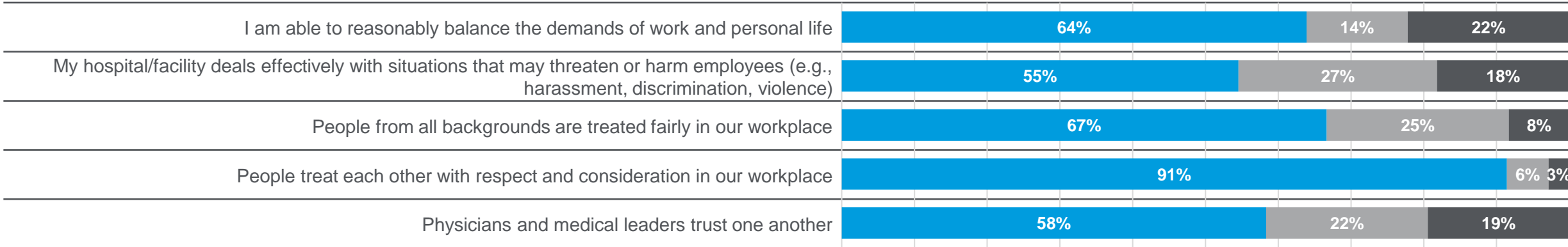


South Okanagan Similkameen Division

Psychological Health and Safety



Physical and Psychological Well-Being



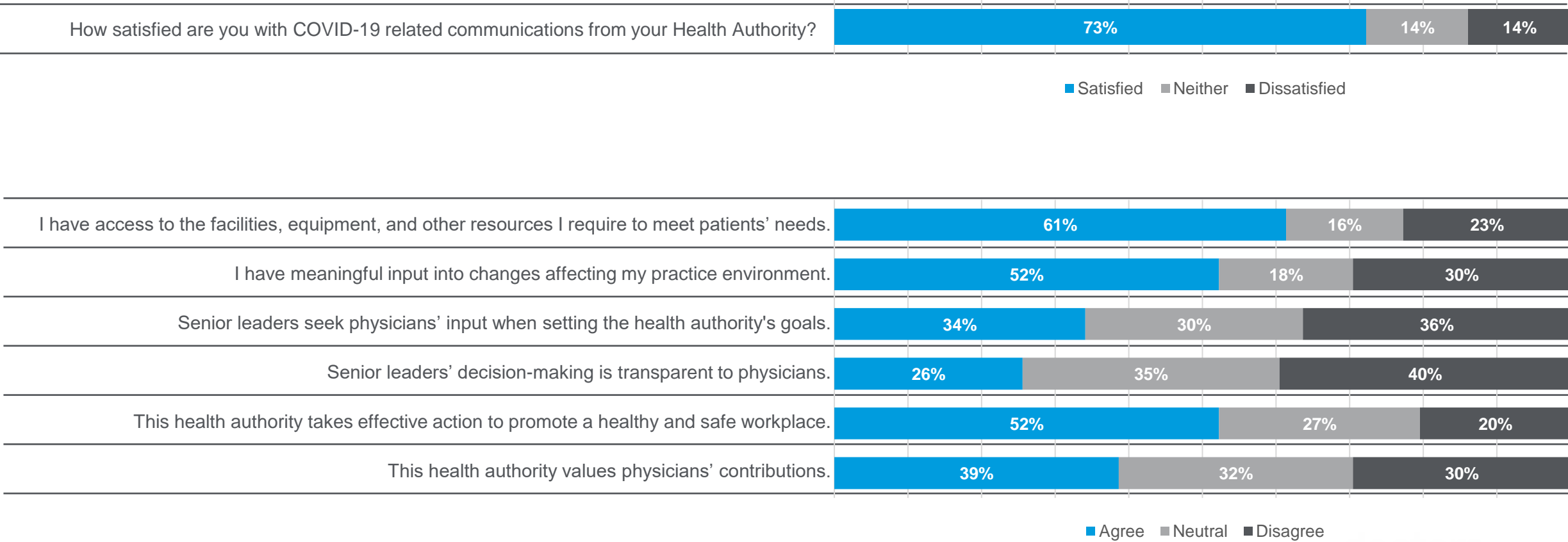
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Thompson Division

COVID-19



Thompson Division

Psychological Health and Safety



Physical and Psychological Well-Being



Facility Leadership



■ Agree ■ Neutral ■ Disagree

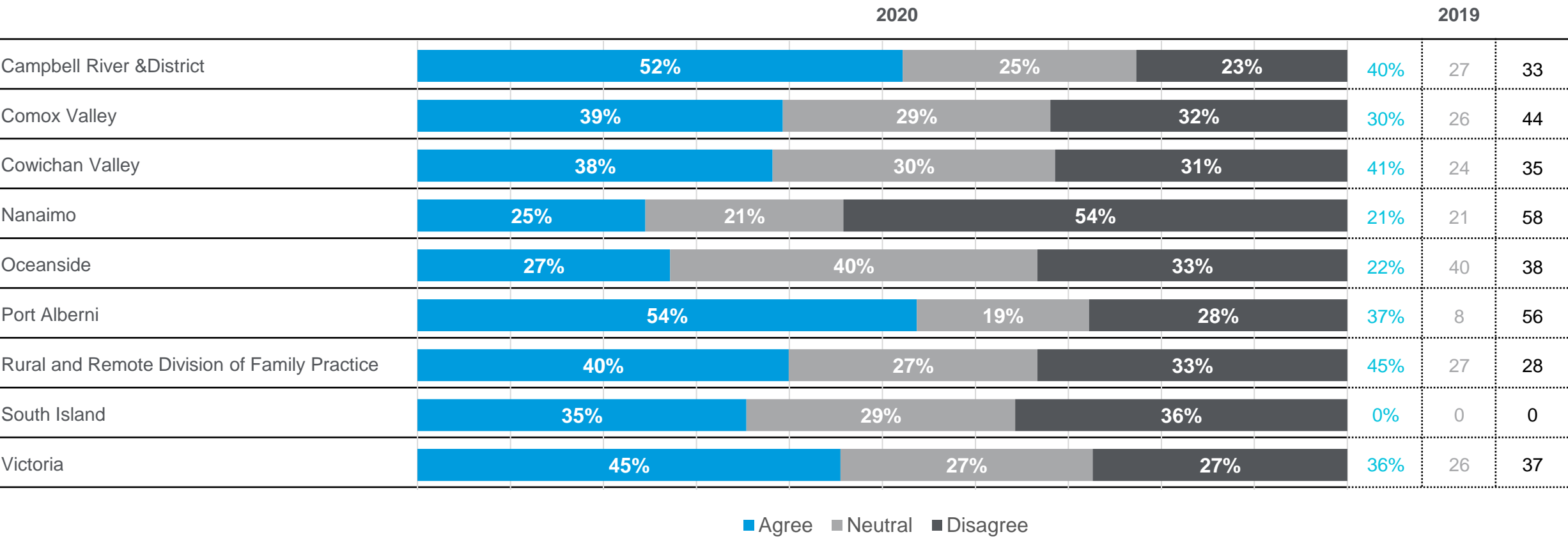
Divisions of Family Practice | Vancouver Island

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

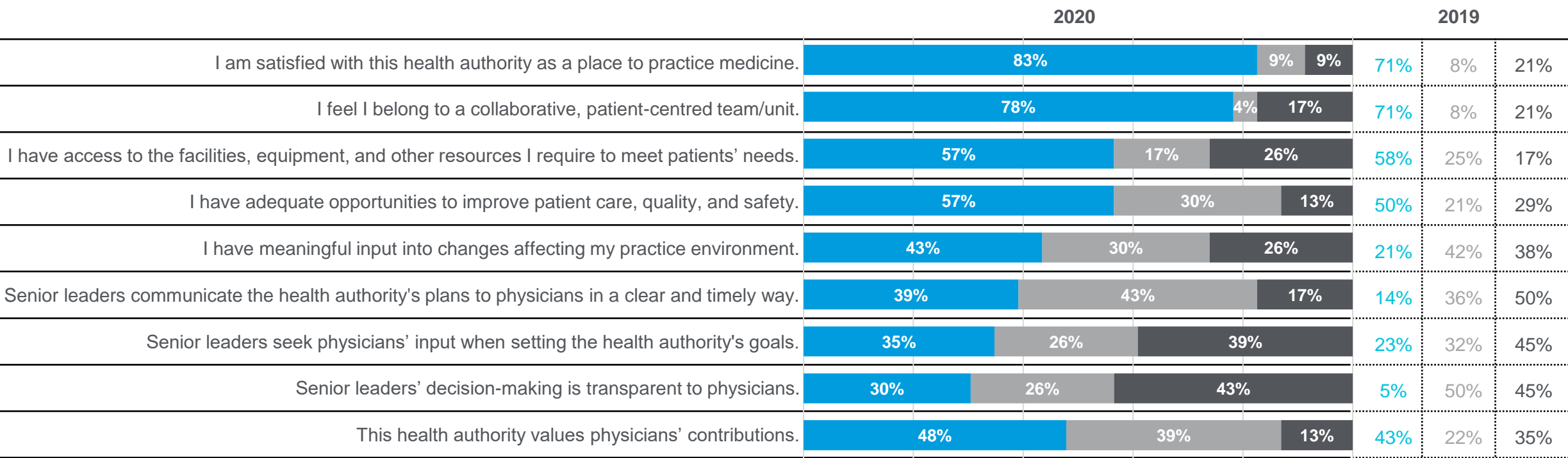
Island Divisions of Family Practice

Overall Averages by Division

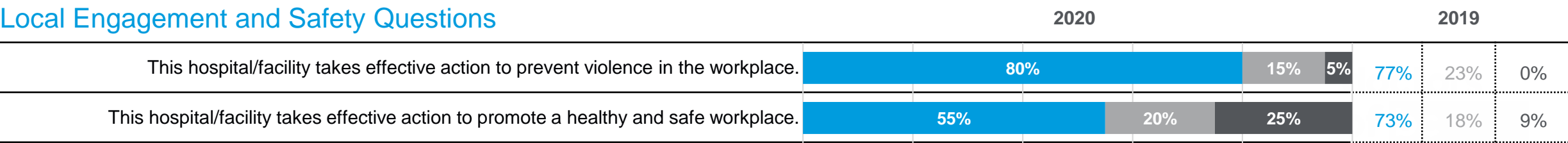


Campbell River & District Division

23 Respondents 2020 | 24 Respondents 2019

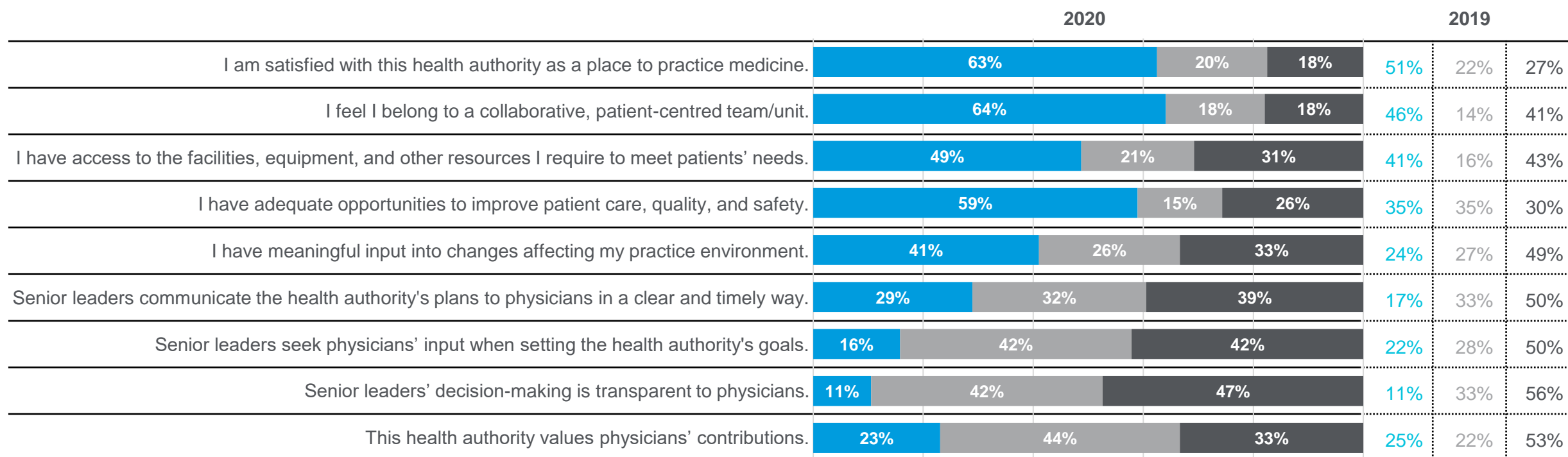


Local Engagement and Safety Questions



Comox Valley Division

41 Respondents 2020 | 37 Respondents 2019

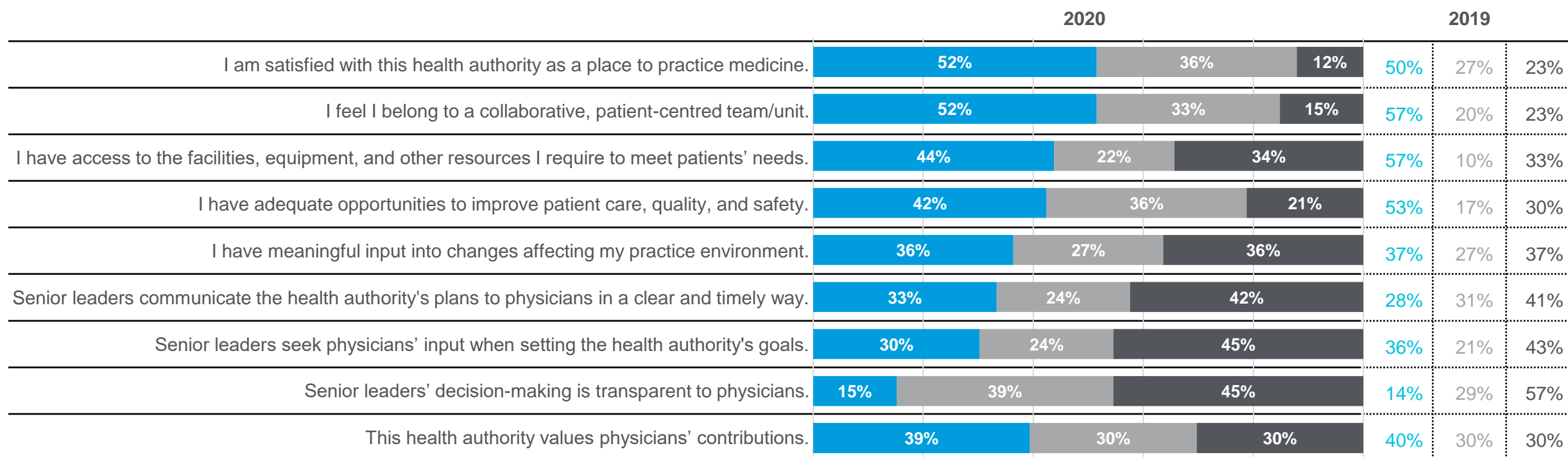


Local Engagement and Safety Questions

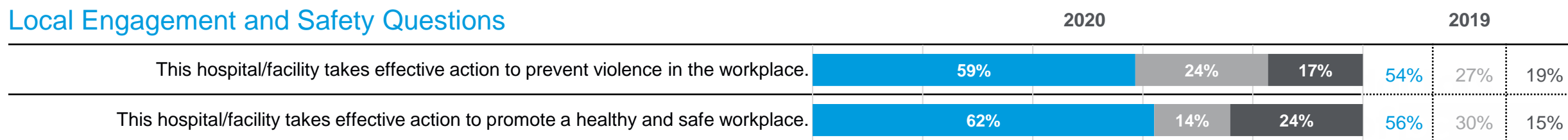


Cowichan Valley Division

33 Respondents 2020 | 30 Respondents 2019

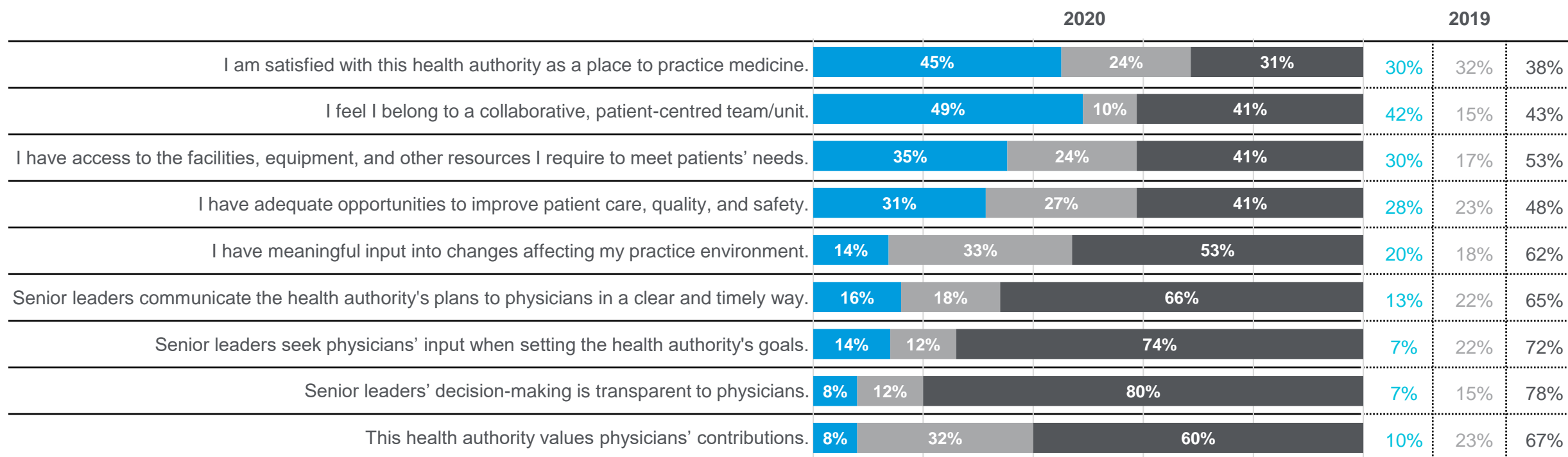


Local Engagement and Safety Questions



Nanaimo Division

51 Respondents 2020 | 60 Respondents 2019

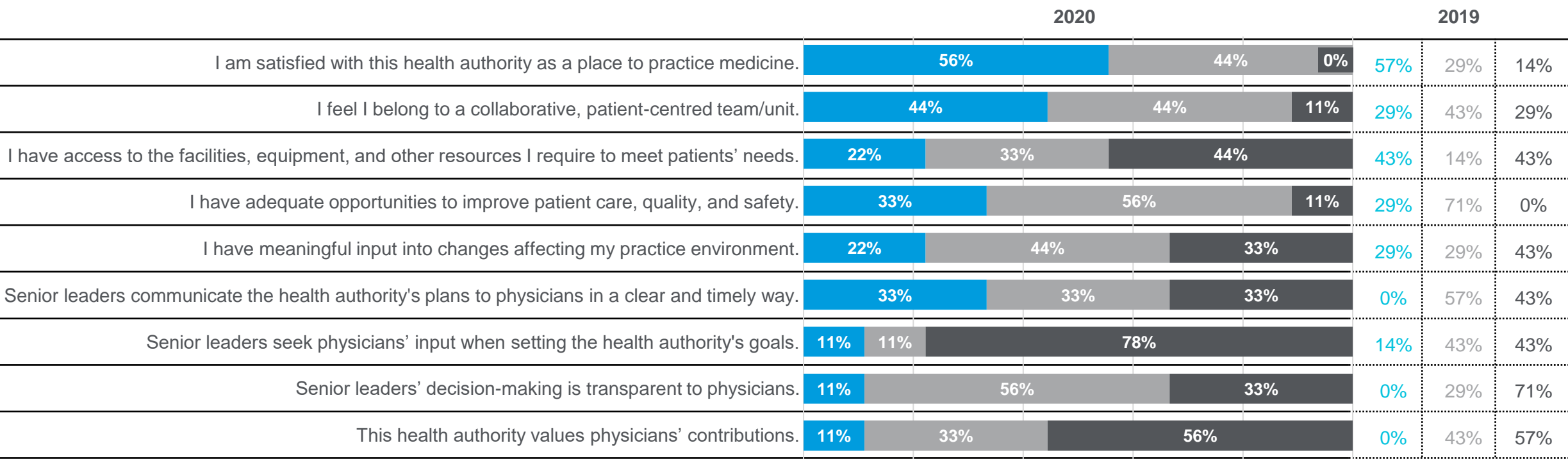


Local Engagement and Safety Questions

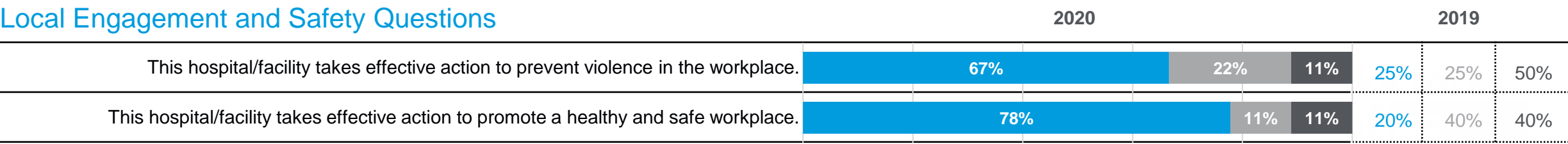


Oceanside Division

9 Respondents 2020 | 7 Respondents 2019



Local Engagement and Safety Questions



Port Alberni Division

6 Respondents 2020 | 7 Respondents 2019

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

Local Engagement and Safety Questions

	2020			2019		
This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>40%</div><div>0%</div><div>60%</div></div>			43%	43%	14%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>40%</div><div>20%</div><div>40%</div></div>			57%	0%	43%

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

27 Respondents 2020 | * Respondents 2019

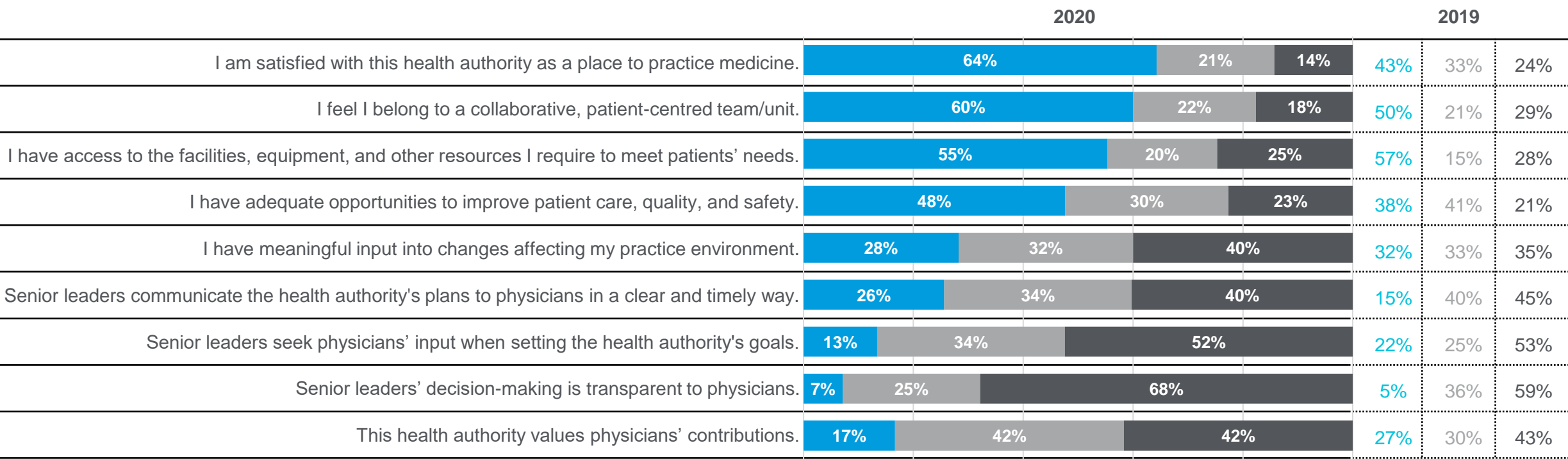
	2020			2019		
I am satisfied with this health authority as a place to practice medicine.	56%	26%	19%	65%	12%	23%
I feel I belong to a collaborative, patient-centred team/unit.	59%	19%	22%	77%	12%	12%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	37%	19%	44%	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%	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%	44%	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%

Local Engagement and Safety Questions

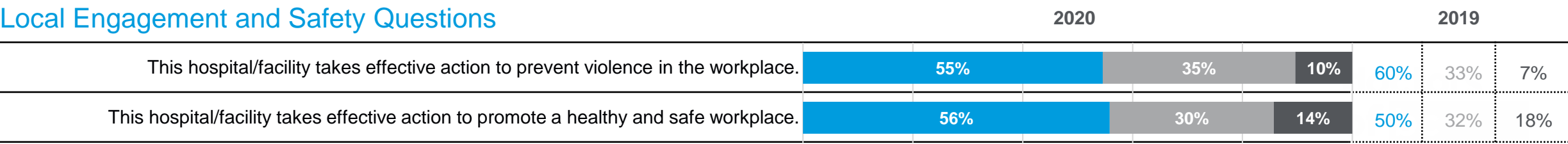
	2020			2019		
This hospital/facility takes effective action to prevent violence in the workplace.	54%	12%	35%	75%	8%	17%
This hospital/facility takes effective action to promote a healthy and safe workplace.	42%	35%	23%	71%	21%	8%

South Island Division

85 Respondents 2020 | 82 Respondents 2019

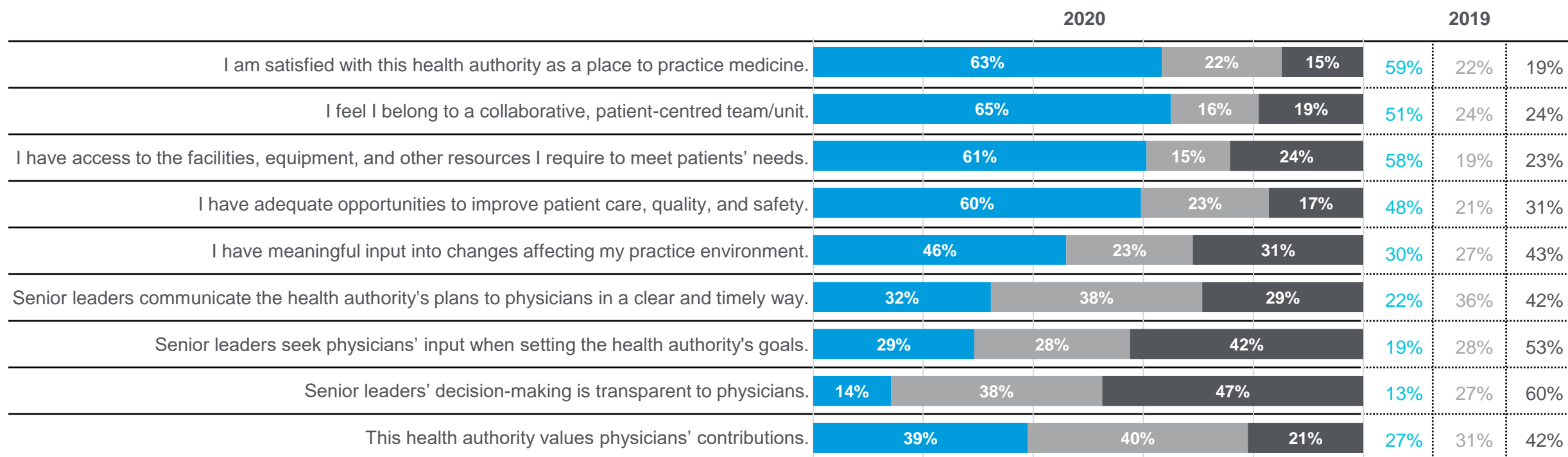


Local Engagement and Safety Questions



Victoria Division

101 Respondents 2020 | 92 Respondents 2019



Local Engagement and Safety Questions



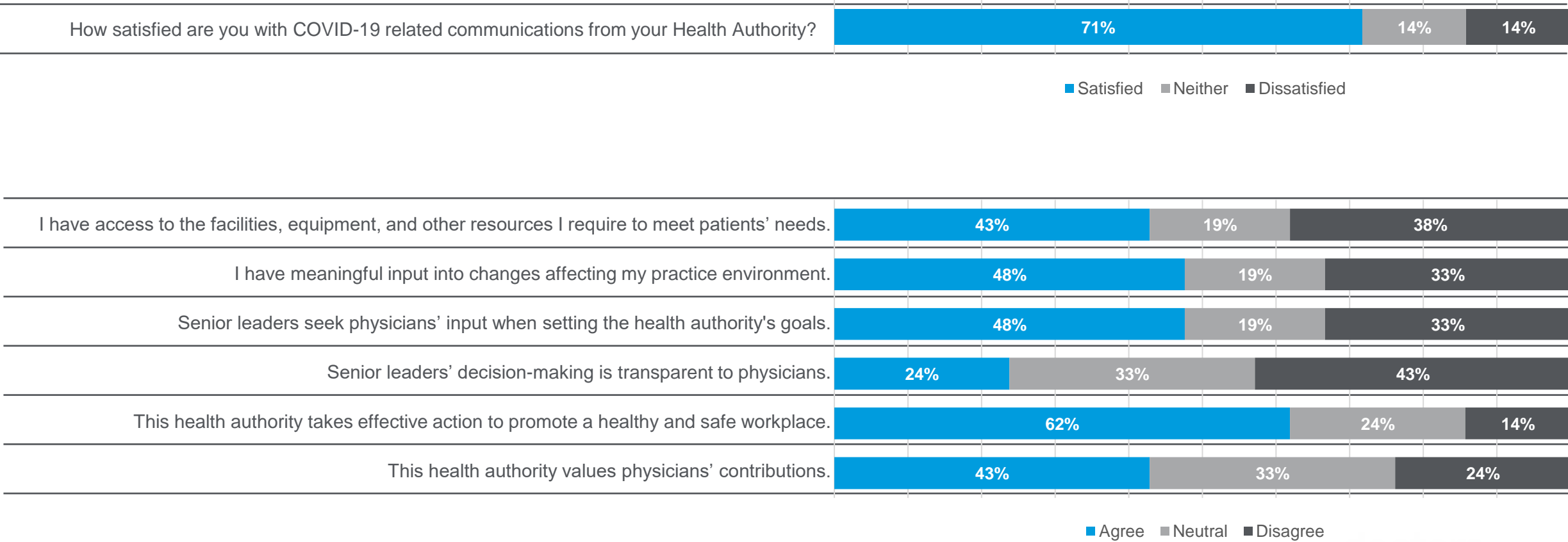
Divisions of Family Practice | Vancouver Island

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

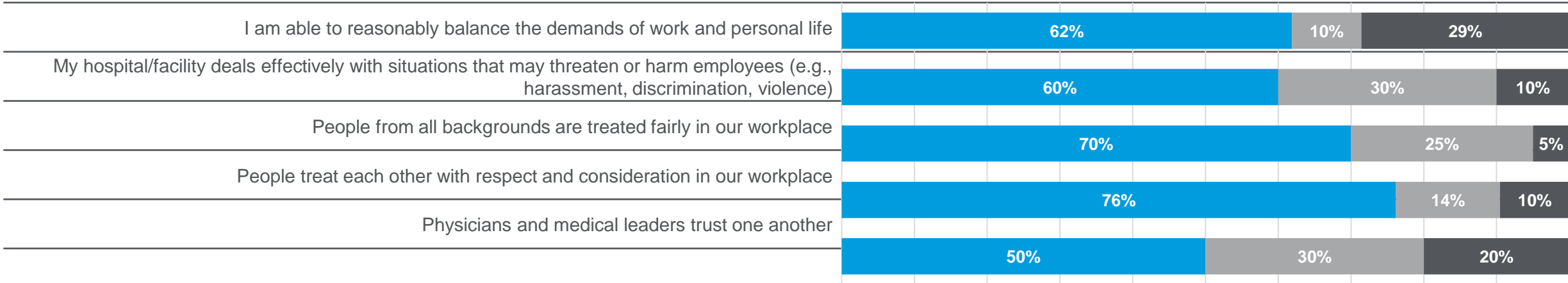


Campbell River & District Division

Psychological Health and Safety



Physical and Psychological Well-Being



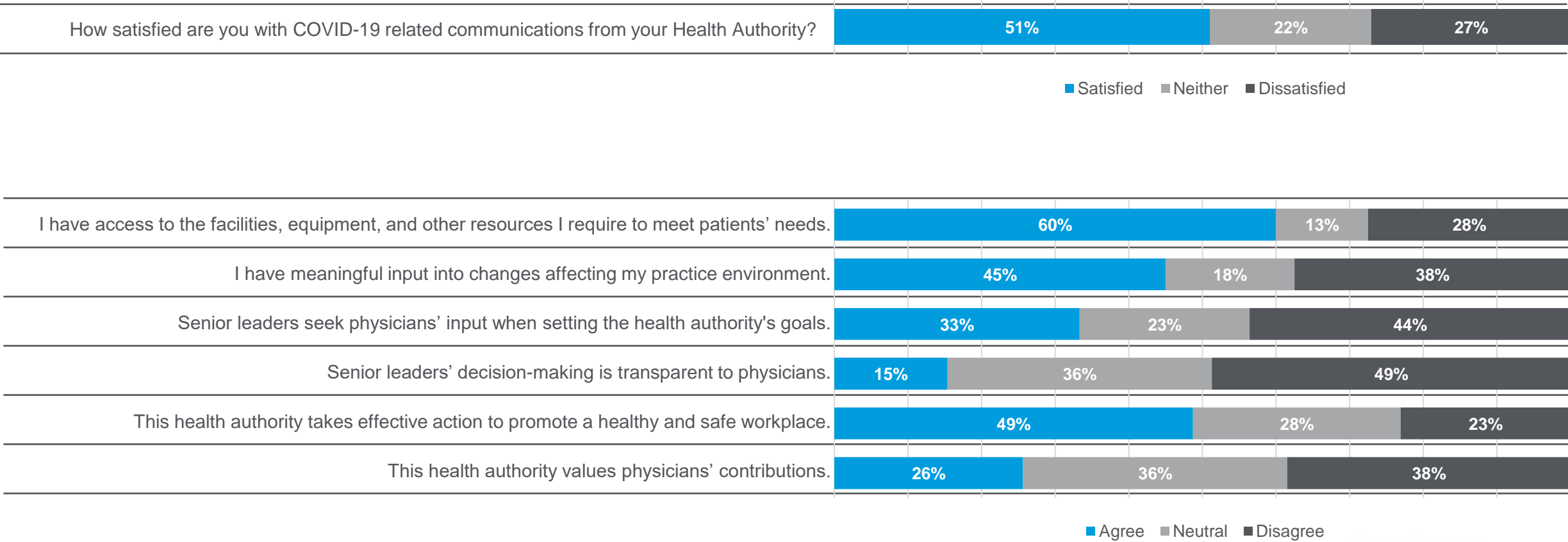
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Comox Valley Division

COVID-19



Comox Valley Division

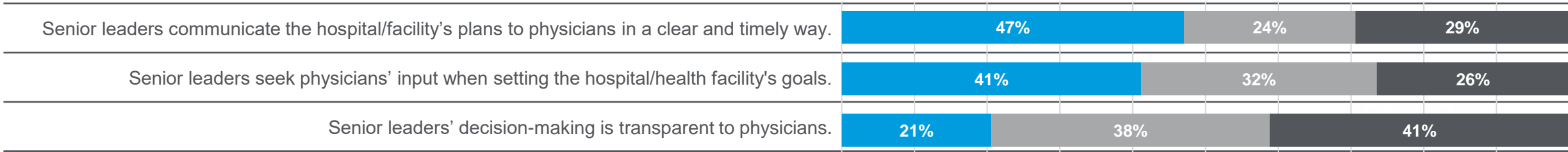
Psychological Health and Safety



Physical and Psychological Well-Being



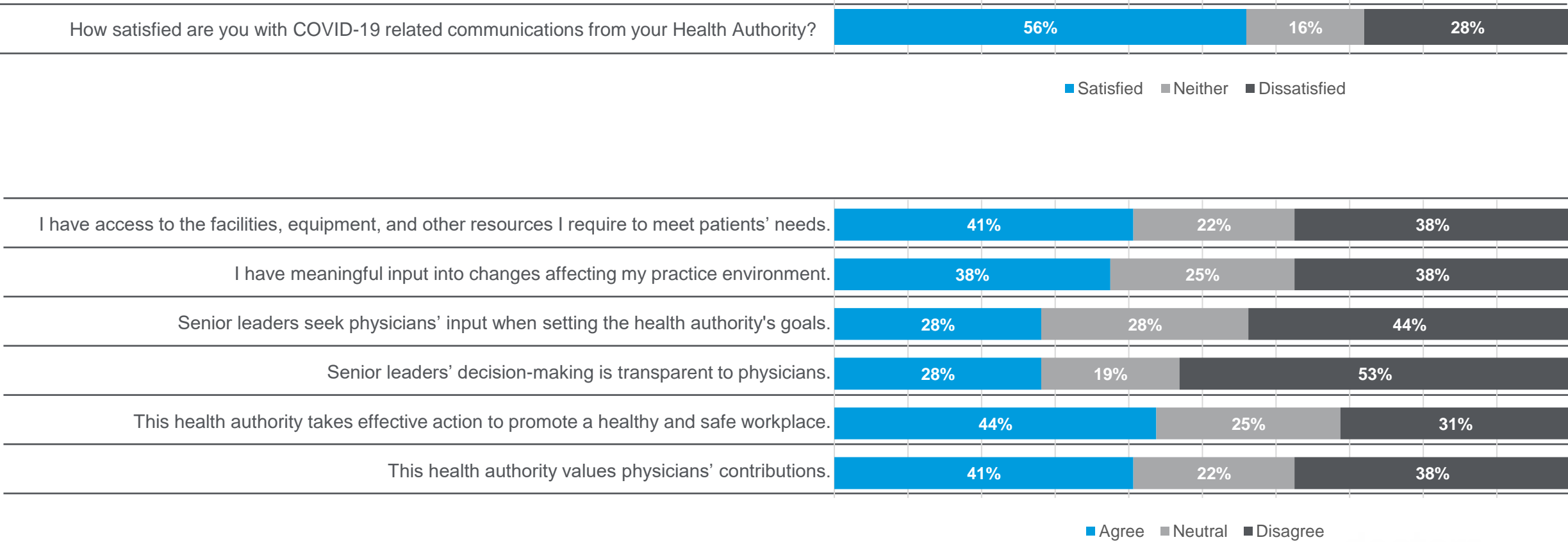
Facility Leadership



■ Agree ■ Neutral ■ Disagree

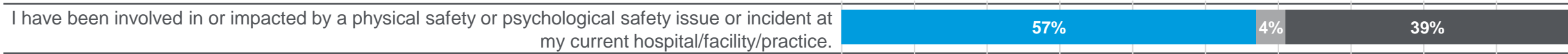
Cowichan Valley Division

COVID-19



Cowichan Valley Division

Psychological Health and Safety



Physical and Psychological Well-Being



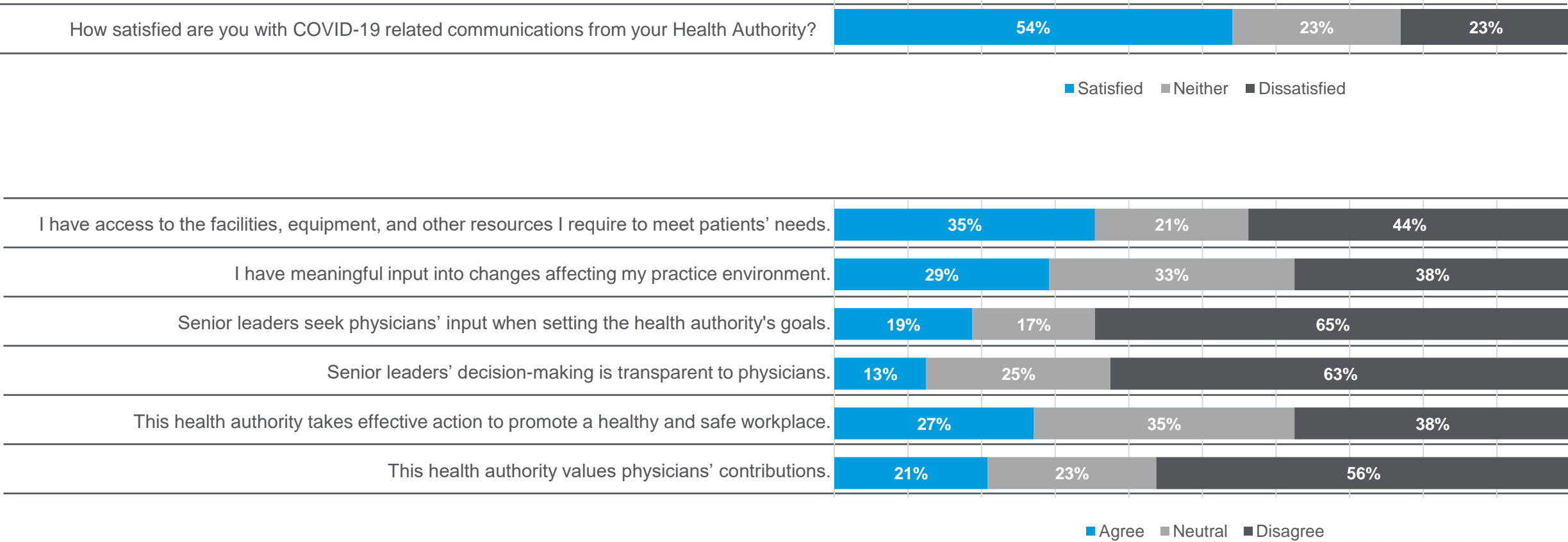
Facility Leadership



■ Agree ■ Neutral ■ Disagree

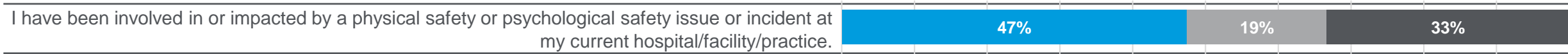
Nanaimo Division

COVID-19

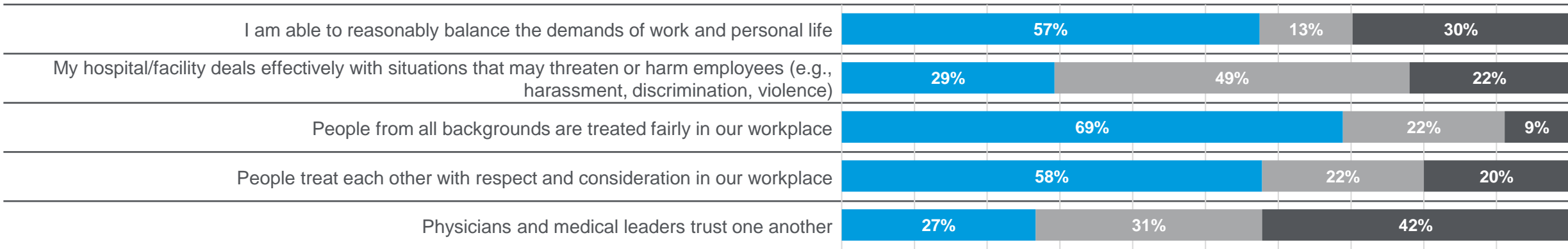


Nanaimo Division

Psychological Health and Safety



Physical and Psychological Well-Being



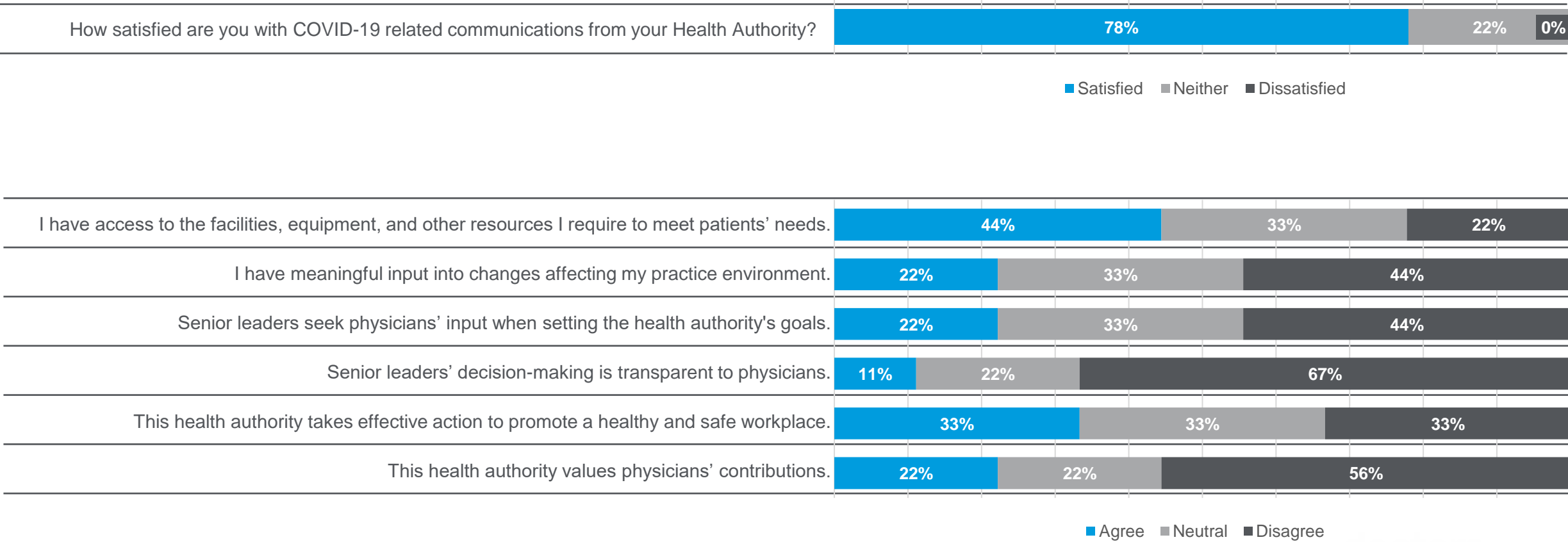
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Oceanside Division

COVID-19

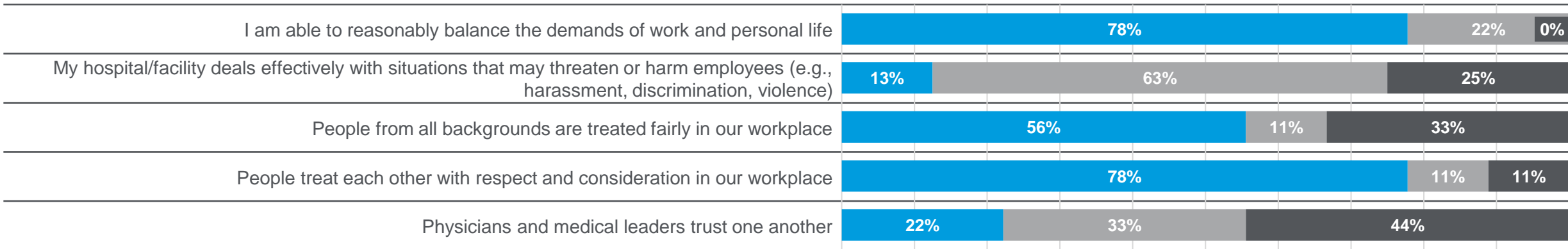


Oceanside Division

Psychological Health and Safety



Physical and Psychological Well-Being



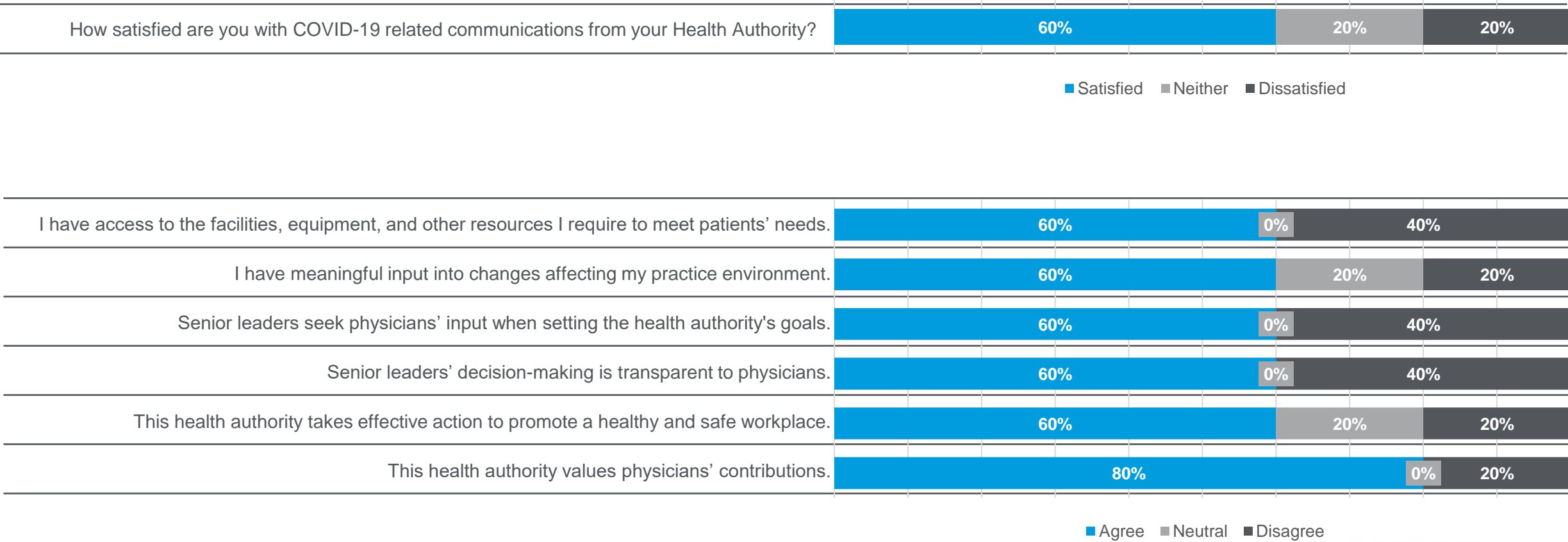
Facility Leadership



■ Agree ■ Neutral ■ Disagree

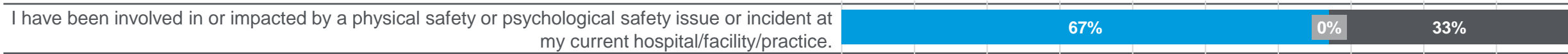
Port Alberni Division

COVID-19



Port Alberni Division

Psychological Health and Safety



Physical and Psychological Well-Being



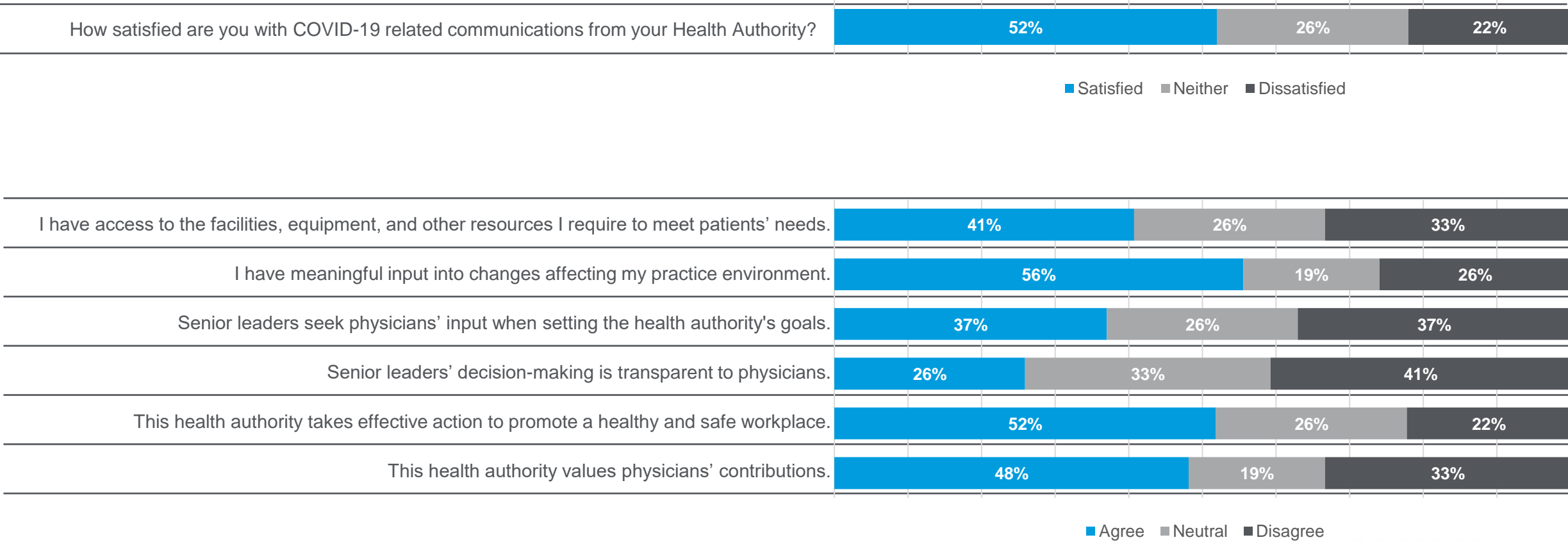
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Rural and Remote Division

COVID-19



Rural and Remote Division

Psychological Health and Safety



Physical and Psychological Well-Being



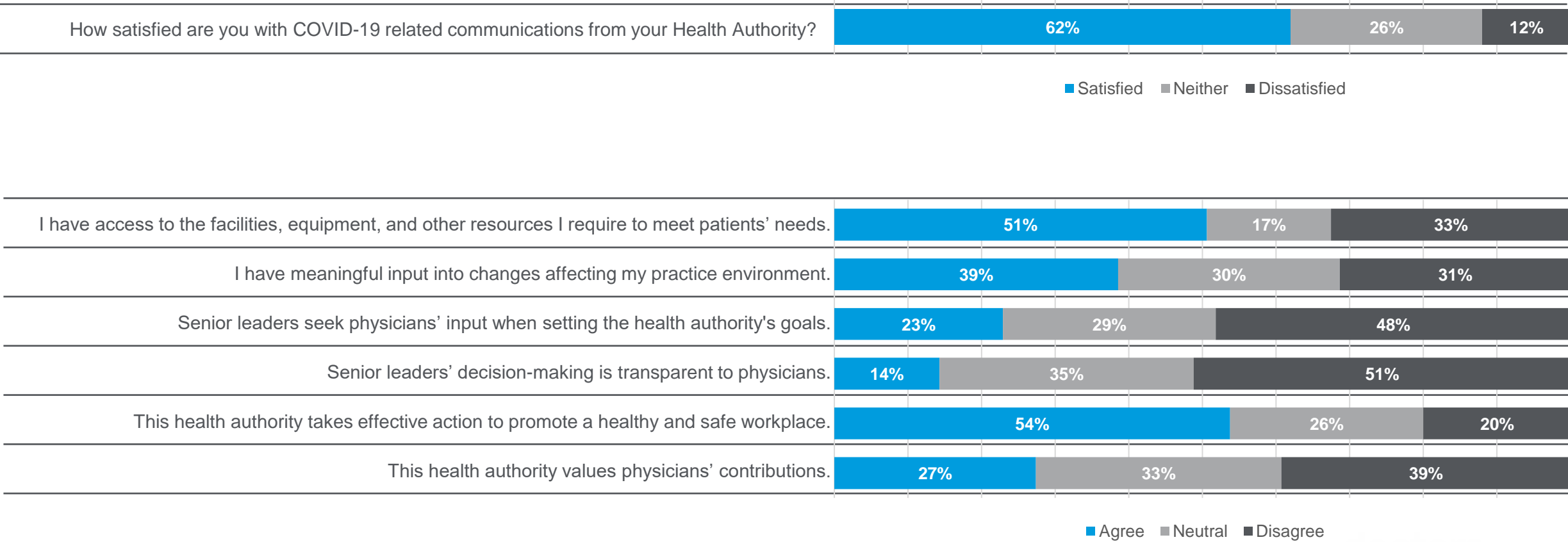
Facility Leadership



■ Agree ■ Neutral ■ Disagree

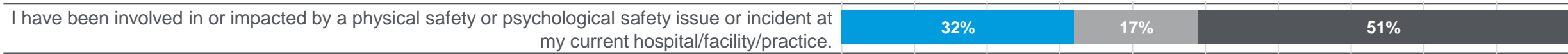
South Island Division

COVID-19



South Island Division

Psychological Health and Safety



Physical and Psychological Well-Being



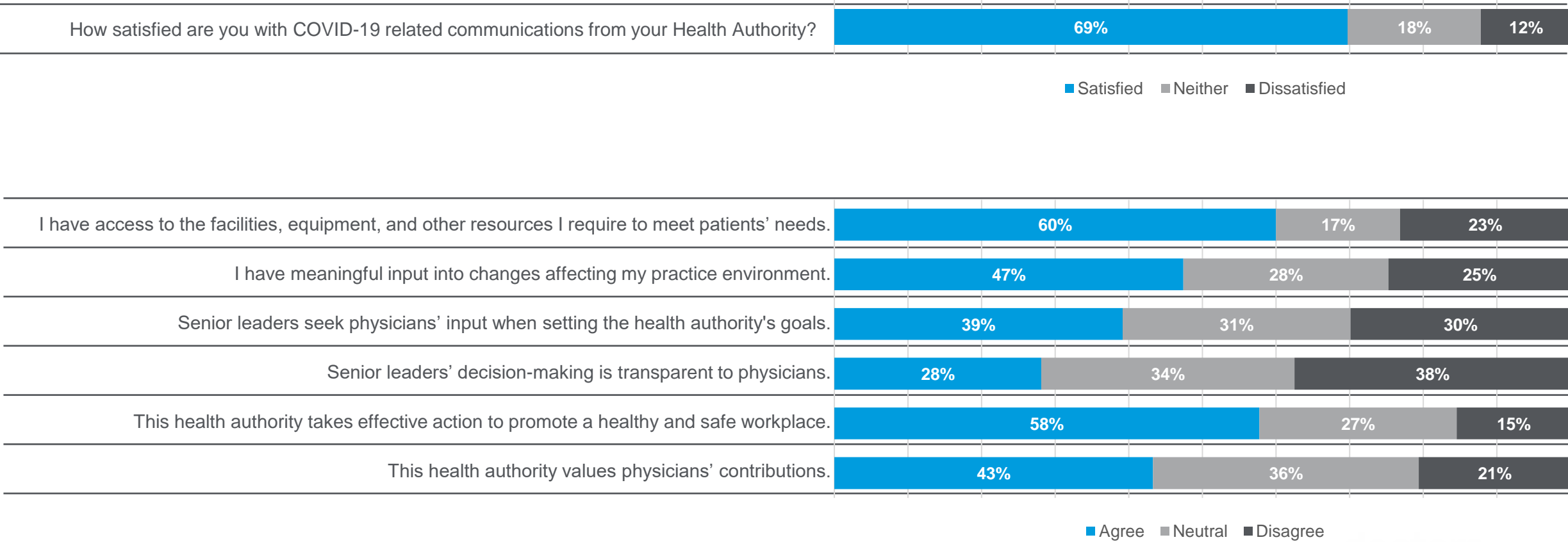
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Victoria Division

COVID-19



Victoria Division

Psychological Health and Safety



Physical and Psychological Well-Being



Facility Leadership



■ Agree ■ Neutral ■ Disagree

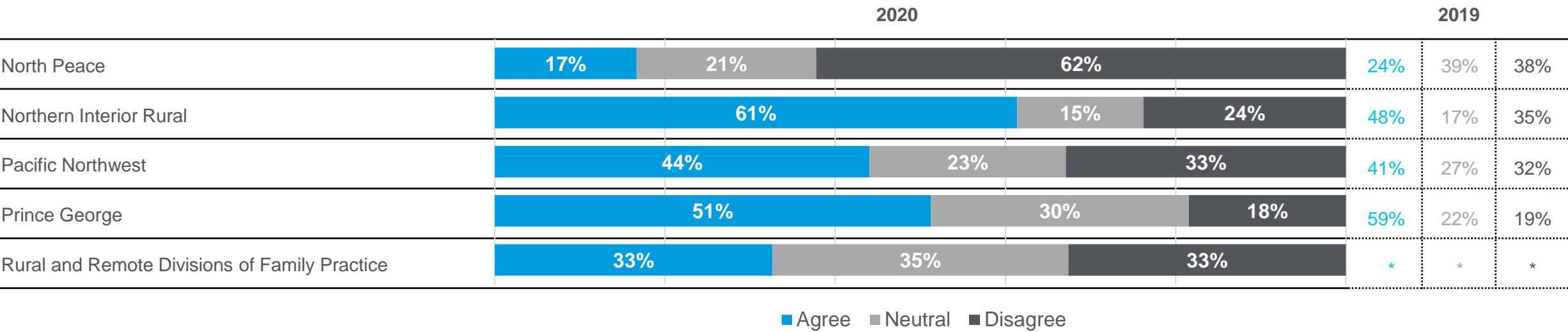
Divisions of Family Practice | Northern

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

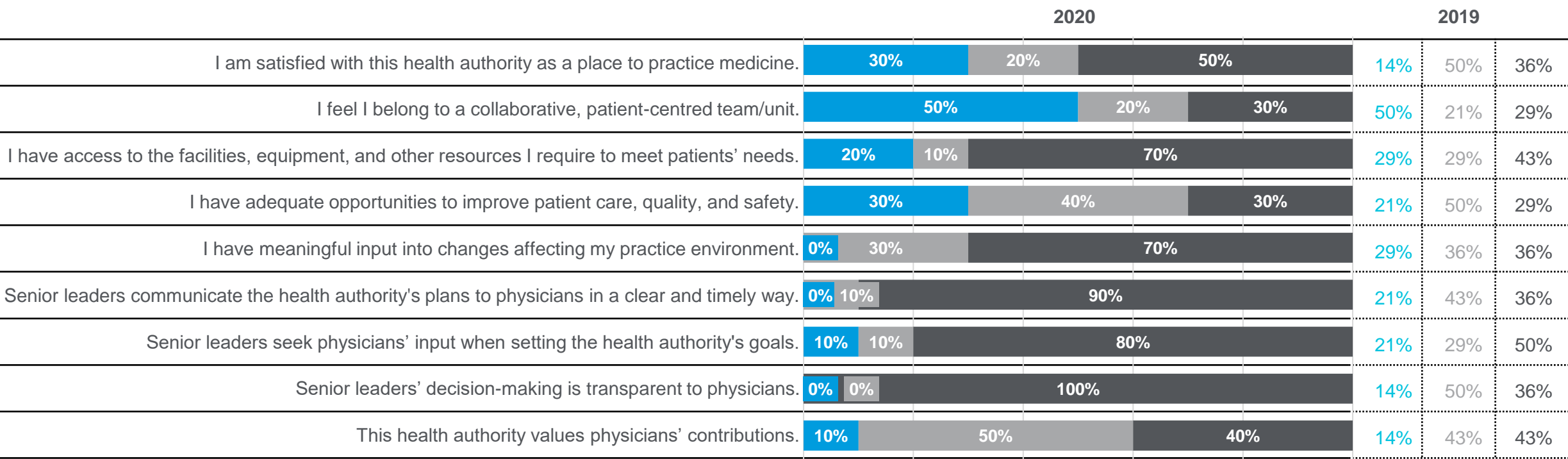
Northern Divisions of Family Practice

Overall Averages by Division

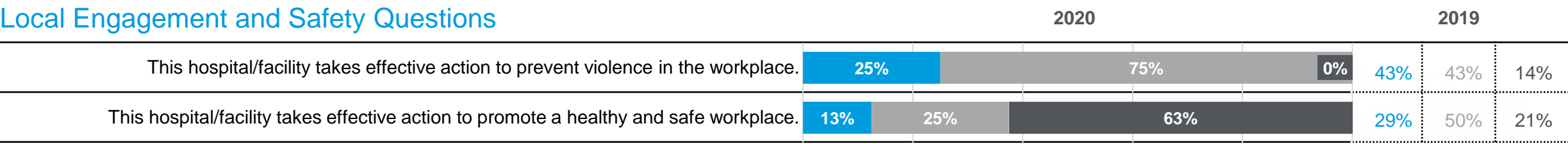


North Peace Division

10 Respondents 2020 | 14 Respondents 2019

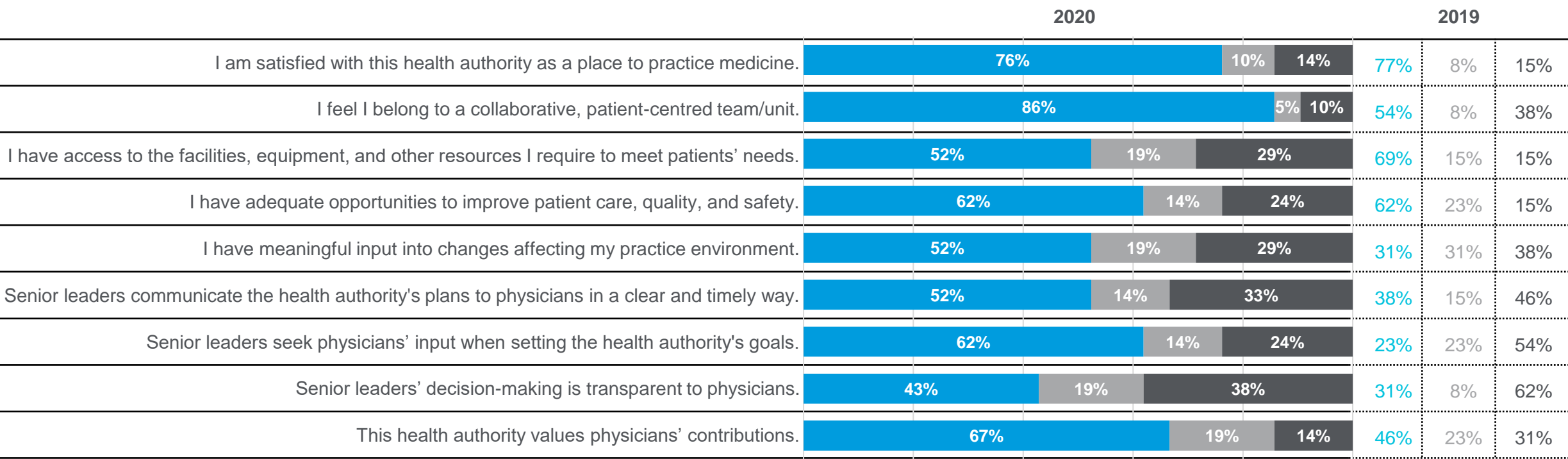


Local Engagement and Safety Questions

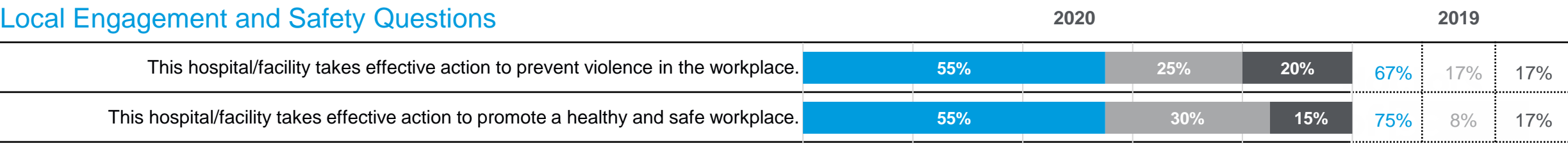


Northern Interior Rural Division

21 Respondents 2020 | 13 Respondents 2019



Local Engagement and Safety Questions



Pacific Northwest Division

26 Respondents 2020 | 29 Respondents 2019

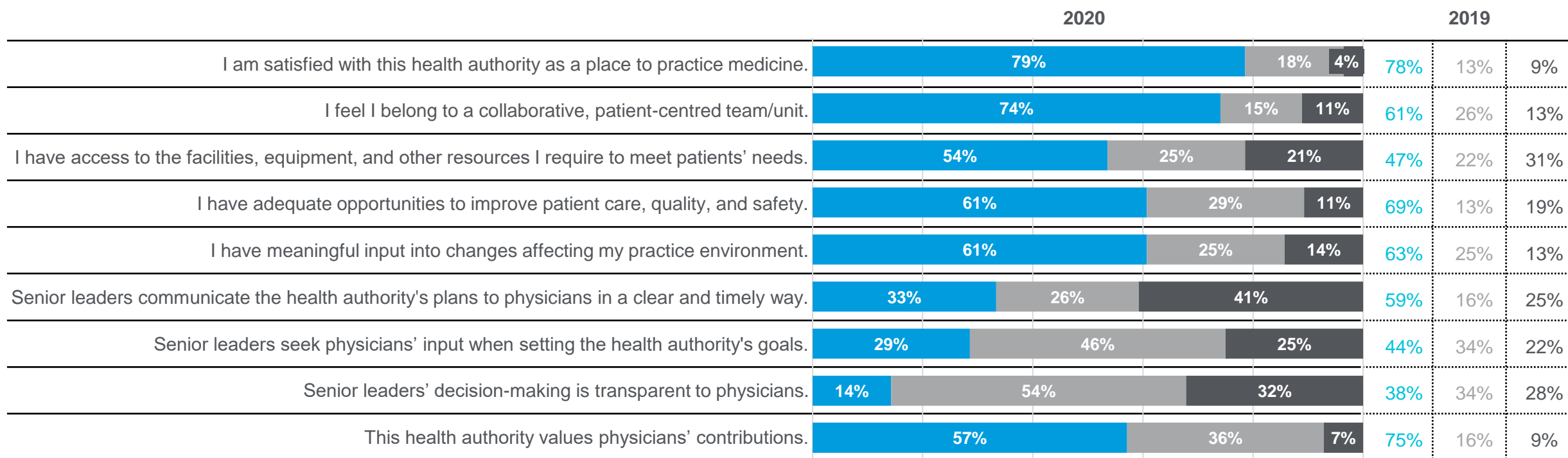
	2020			2019		
I am satisfied with this health authority as a place to practice medicine.	<div><div>58%</div><div>19%</div><div>23%</div></div>			48%	31%	21%
I feel I belong to a collaborative, patient-centred team/unit.	<div><div>69%</div><div>15%</div><div>15%</div></div>			59%	14%	28%
I have access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

Local Engagement and Safety Questions

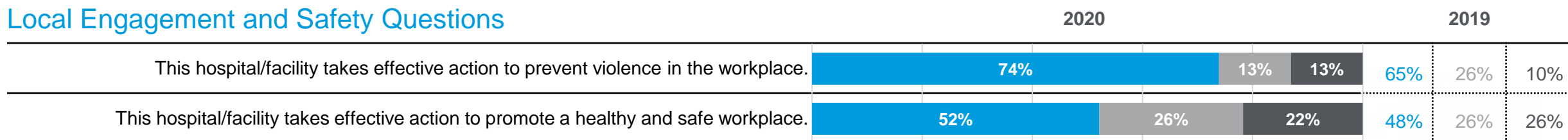
	2020			2019		
This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>56%</div><div>24%</div><div>20%</div></div>			52%	34%	14%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>58%</div><div>23%</div><div>19%</div></div>			55%	24%	21%

Prince George Division

28 Respondents 2020 | 32 Respondents 2019

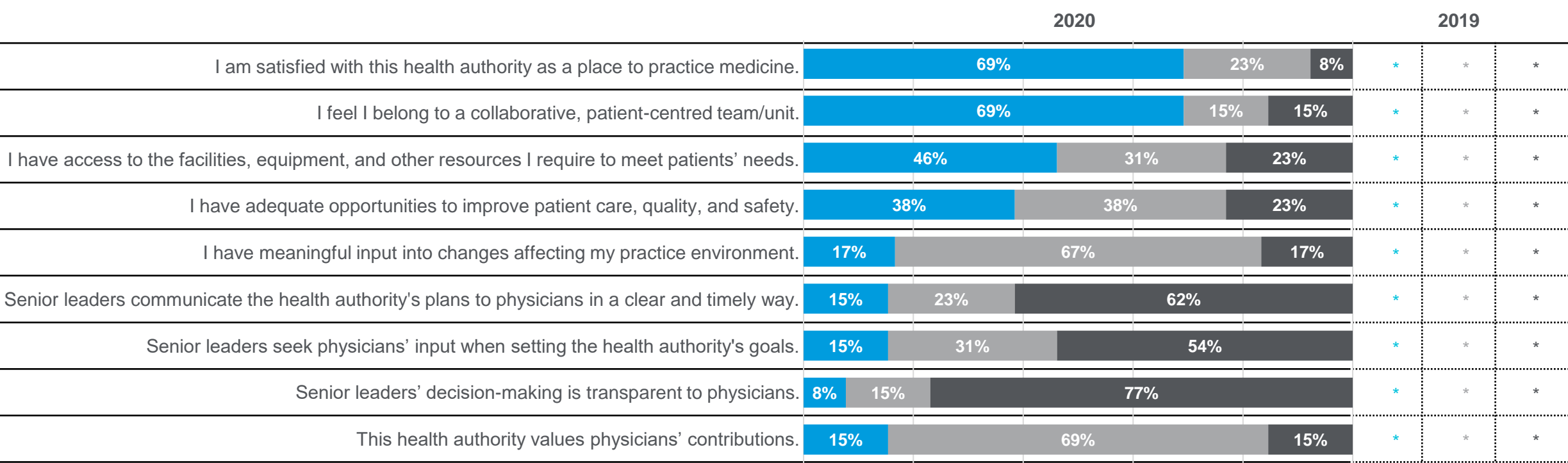


Local Engagement and Safety Questions

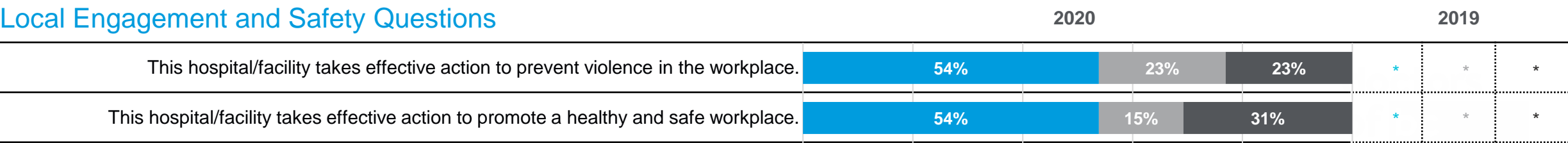


Rural and Remote Division of Family Practice

13 Respondents 2020 | * Respondents 2019



Local Engagement and Safety Questions



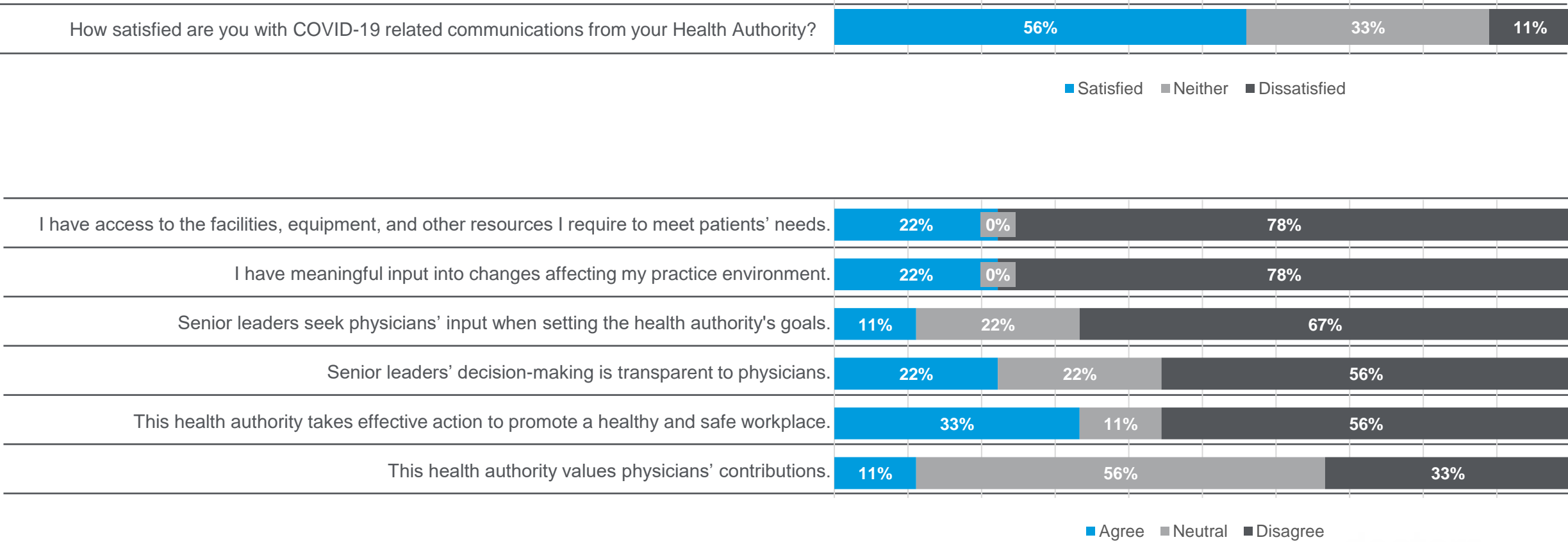
Divisions of Family Practice | Northern

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

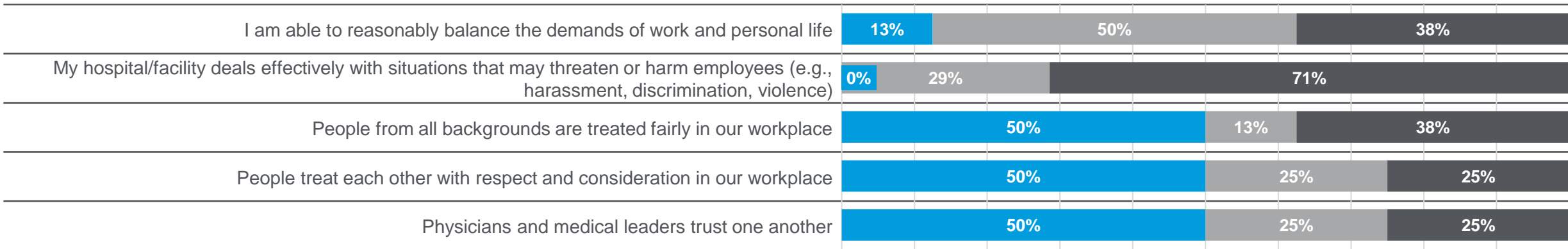


North Peace Division

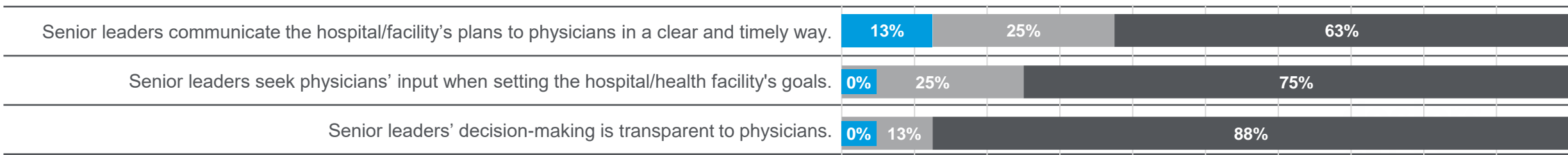
Psychological Health and Safety



Physical and Psychological Well-Being



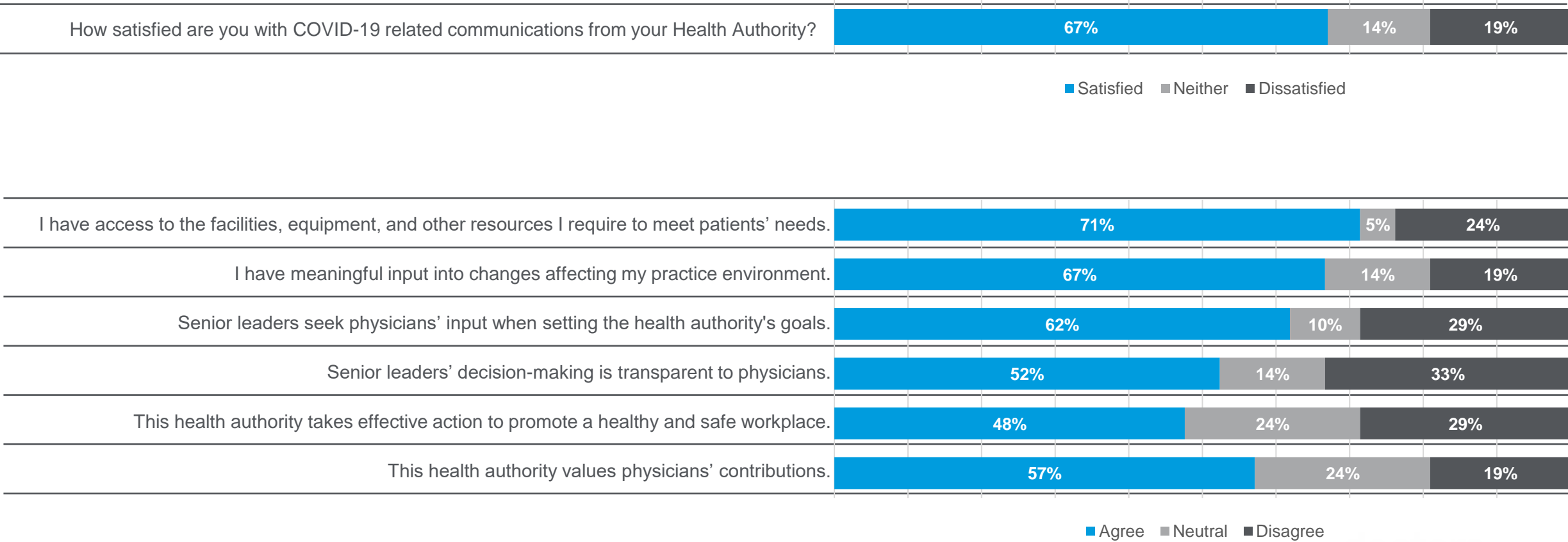
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Northern Interior Division

COVID-19



Northern Interior Division

Psychological Health and Safety



Physical and Psychological Well-Being



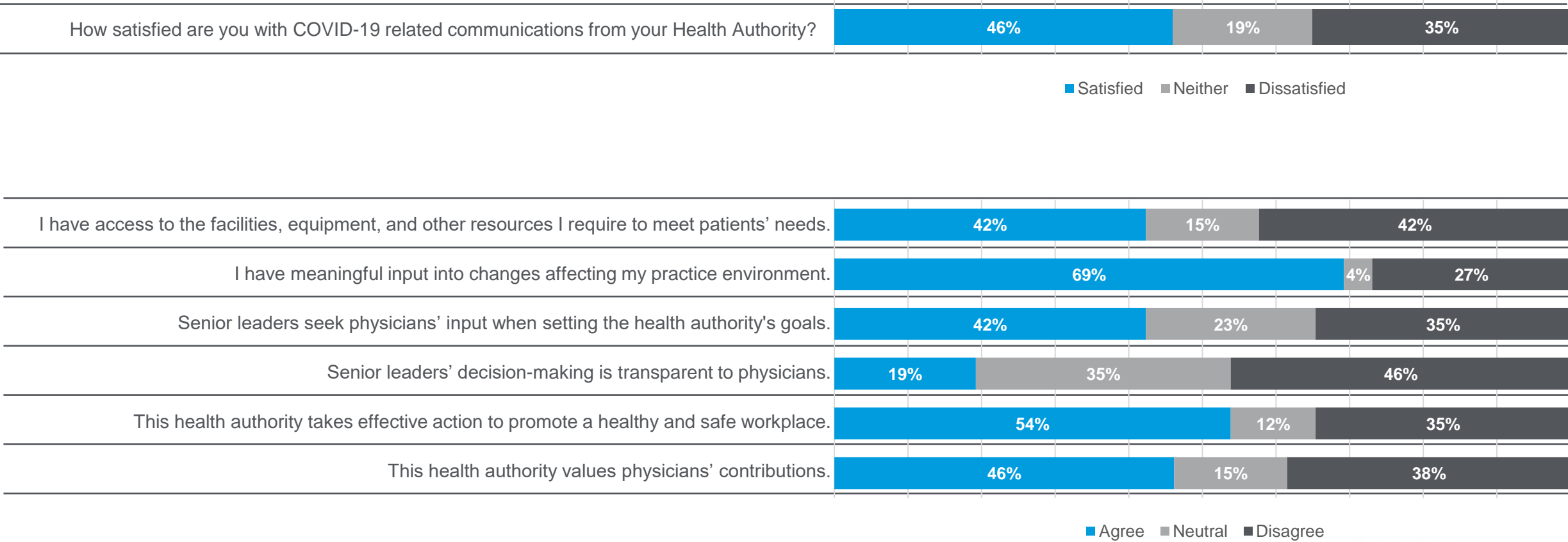
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Pacific Northwest Division

COVID-19



Pacific Northwest Division

Psychological Health and Safety



Physical and Psychological Well-Being



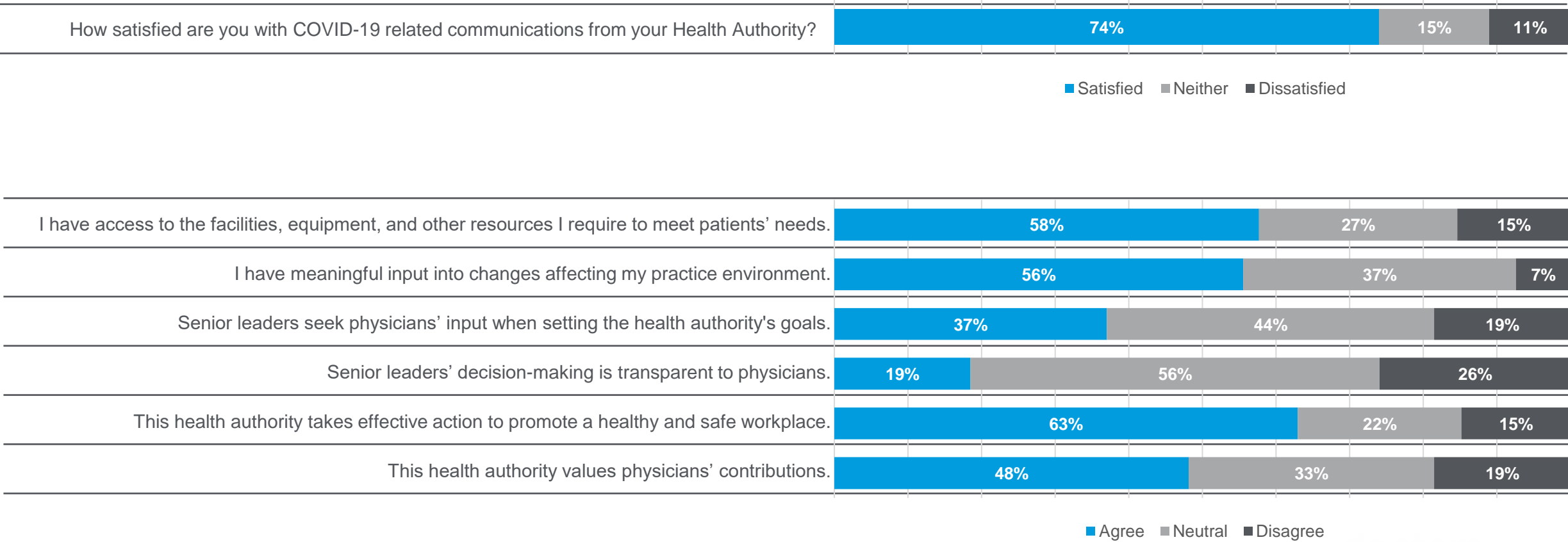
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Prince George Division

COVID-19



Prince George Division

Psychological Health and Safety



Physical and Psychological Well-Being



Facility Leadership



■ Agree ■ Neutral ■ Disagree

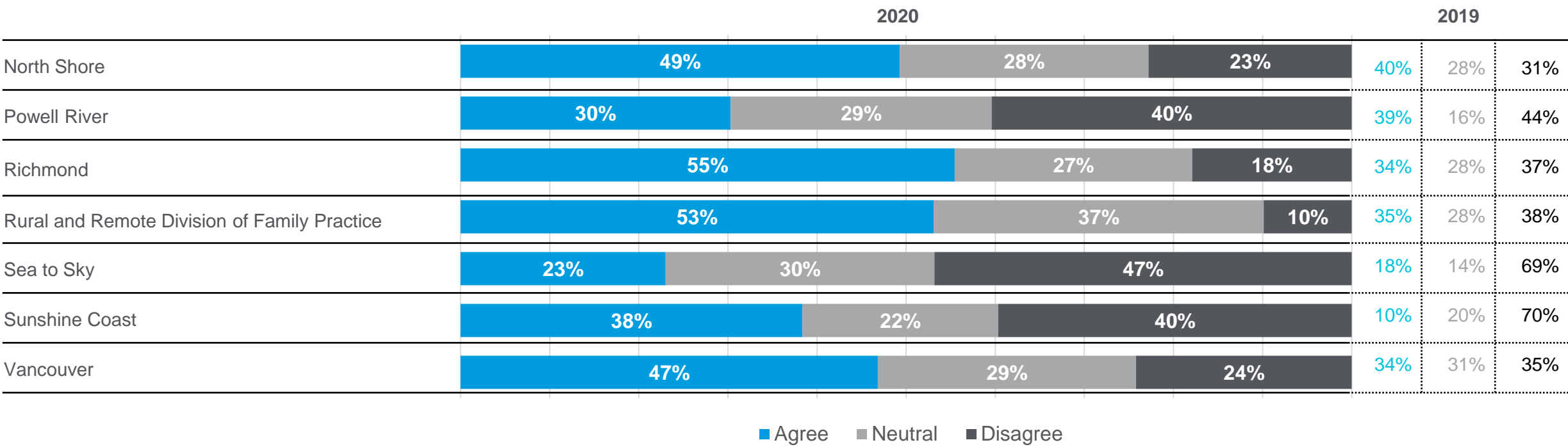
Divisions of Family Practice | Vancouver Coastal

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

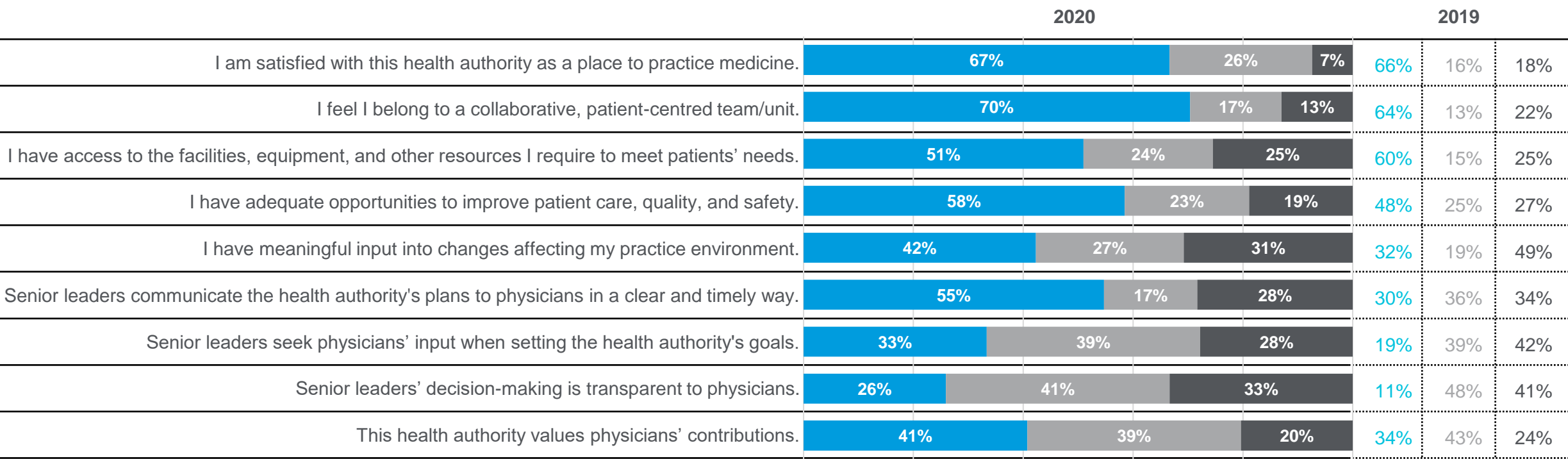
Vancouver Coastal Divisions of Family Practice

Overall Averages by Division

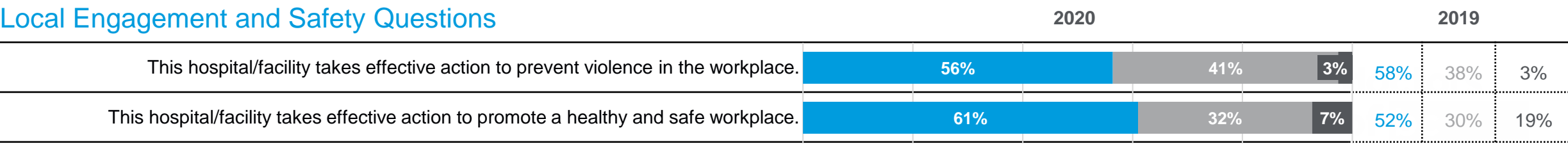


North Shore Division

55 Respondents 2020 | 68 Respondents 2019

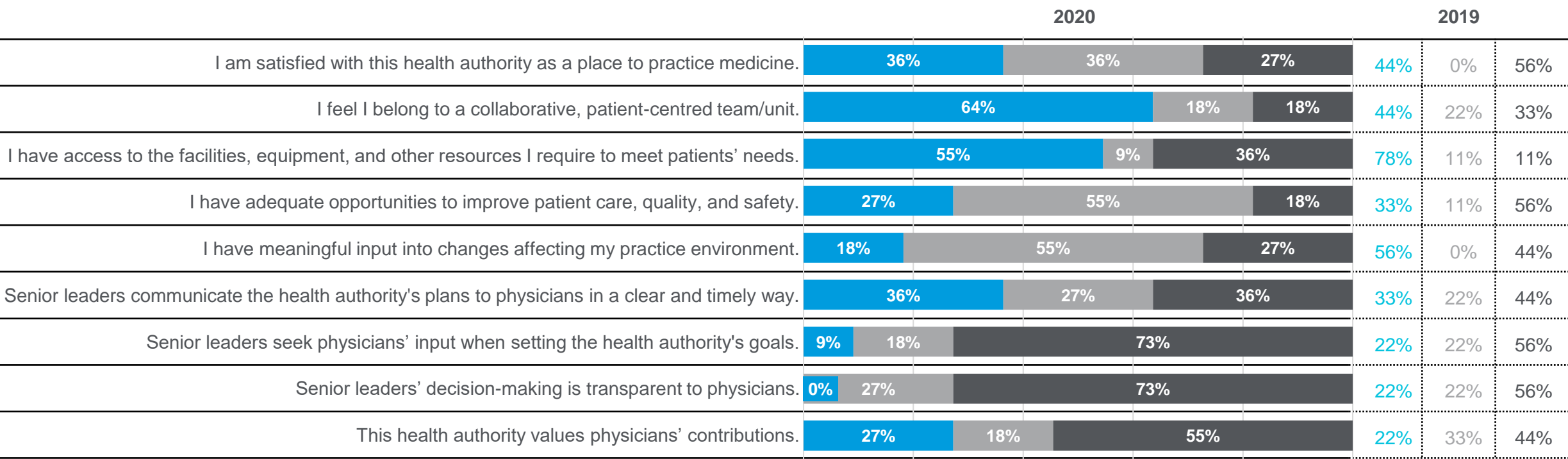


Local Engagement and Safety Questions

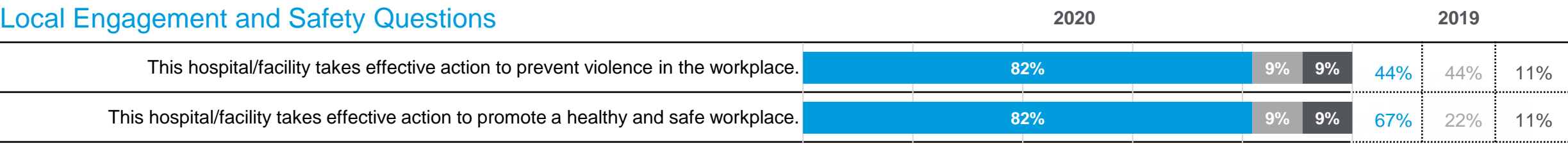


Powell River Division

11 Respondents 2020 | 9 Respondents 2019

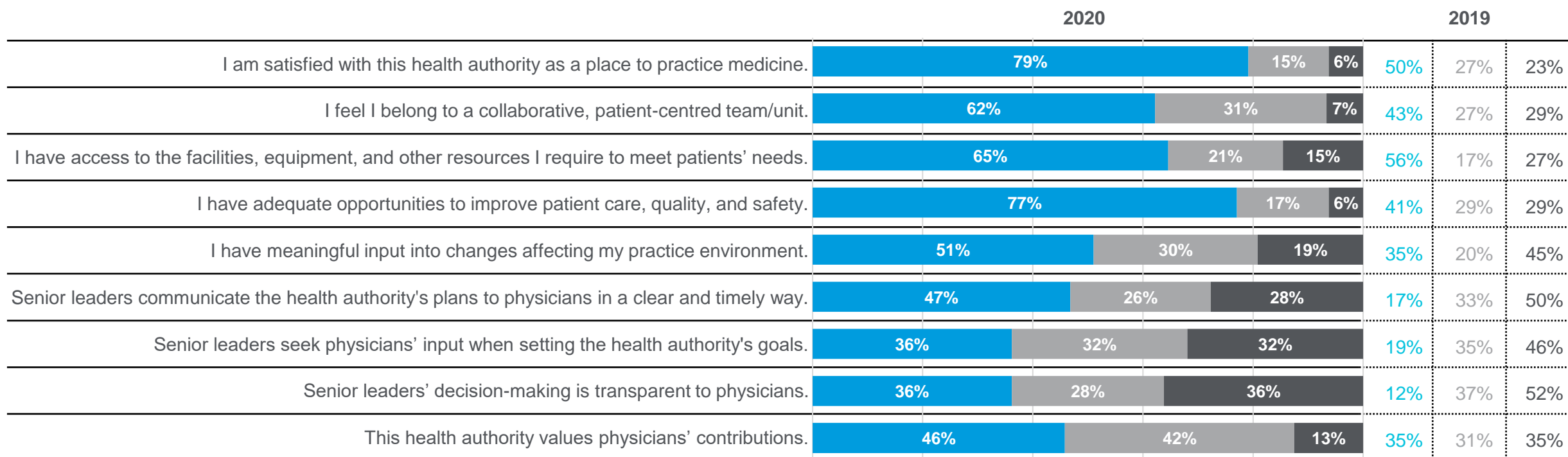


Local Engagement and Safety Questions

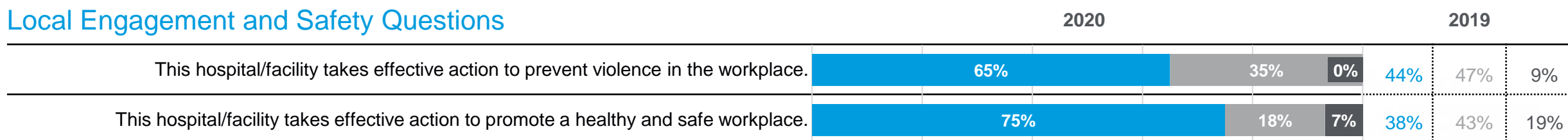


Richmond Division

48 Respondents 2020 | 52 Respondents 2019

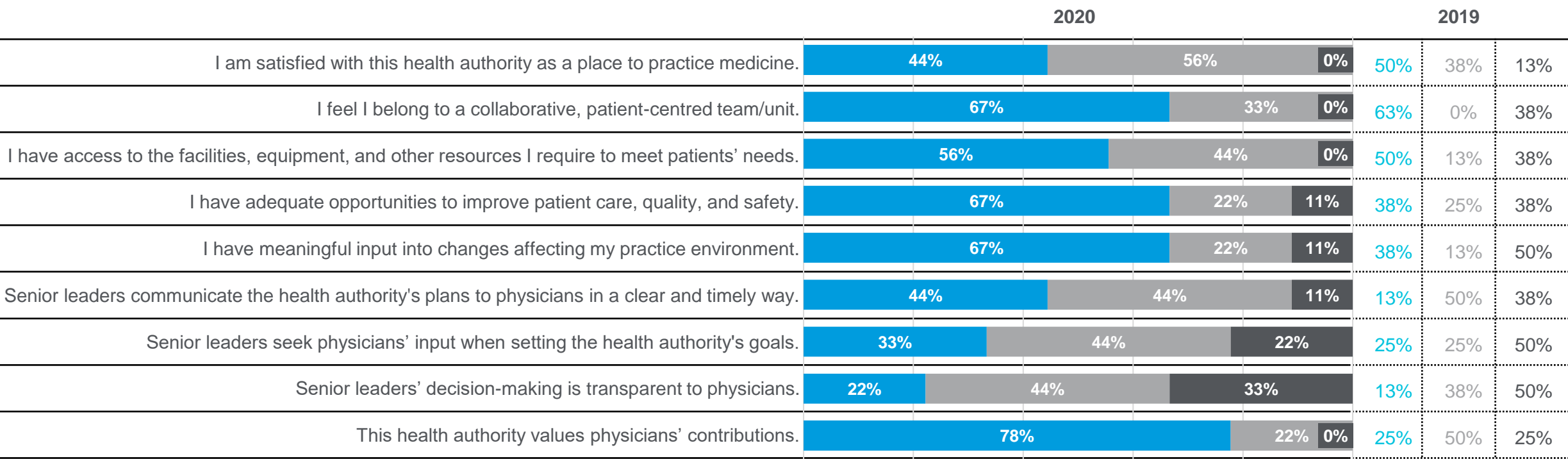


Local Engagement and Safety Questions

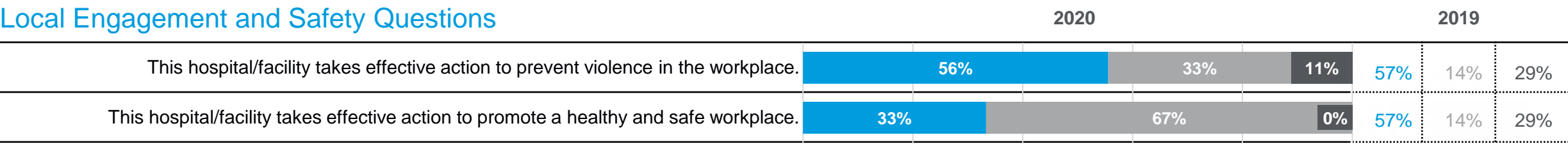


Rural and Remote Division

9 Respondents 2020 | # Respondents 2019



Local Engagement and Safety Questions



Sea to Sky Division

14 Respondents 2020 | 28 Respondents 2019

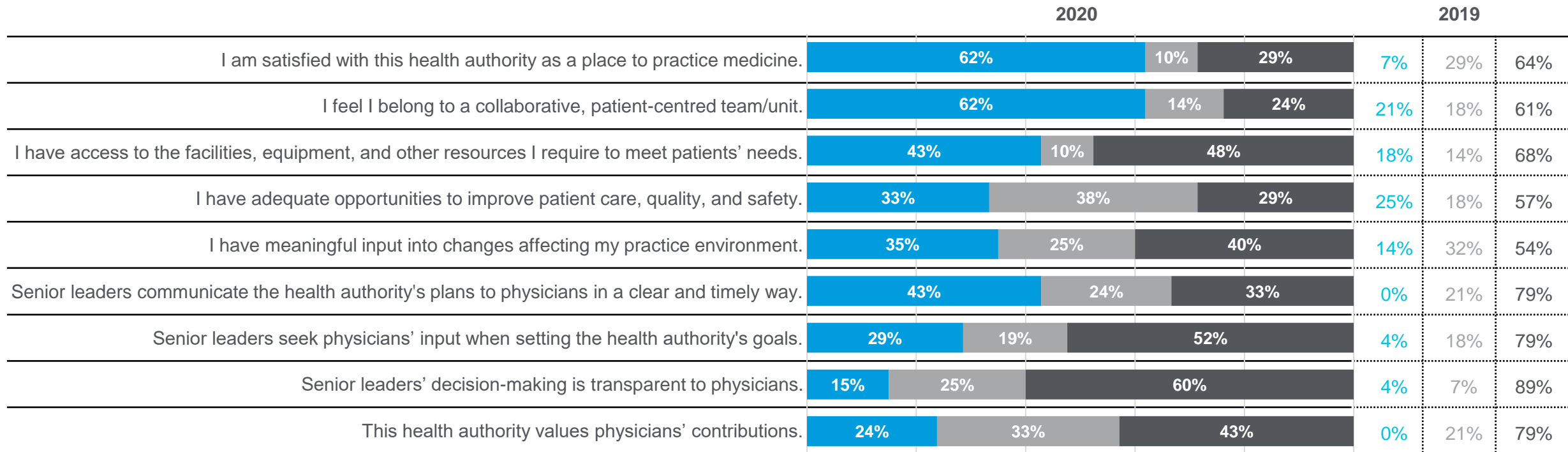
	2020			2019		
I am satisfied with this health authority as a place to practice medicine.	36%	43%	21%	29%	11%	61%
I feel I belong to a collaborative, patient-centred team/unit.	43%	14%	43%	43%	4%	54%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	21%	29%	50%	25%	7%	68%
I have adequate opportunities to improve patient care, quality, and safety.	50%	21%	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.	7%	29%	64%	7%	11%	82%
Senior leaders' decision-making is transparent to physicians.	7%	21%	71%	4%	11%	86%
This health authority values physicians' contributions.	7%	57%	36%	0%	25%	75%

Local Engagement and Safety Questions

	2020			2019		
This hospital/facility takes effective action to prevent violence in the workplace.	46%	38%	15%	54%	31%	15%
This hospital/facility takes effective action to promote a healthy and safe workplace.	62%	31%	8%	43%	32%	25%

Sunshine Coast Division

21 Respondents 2020 | 28 Respondents 2019

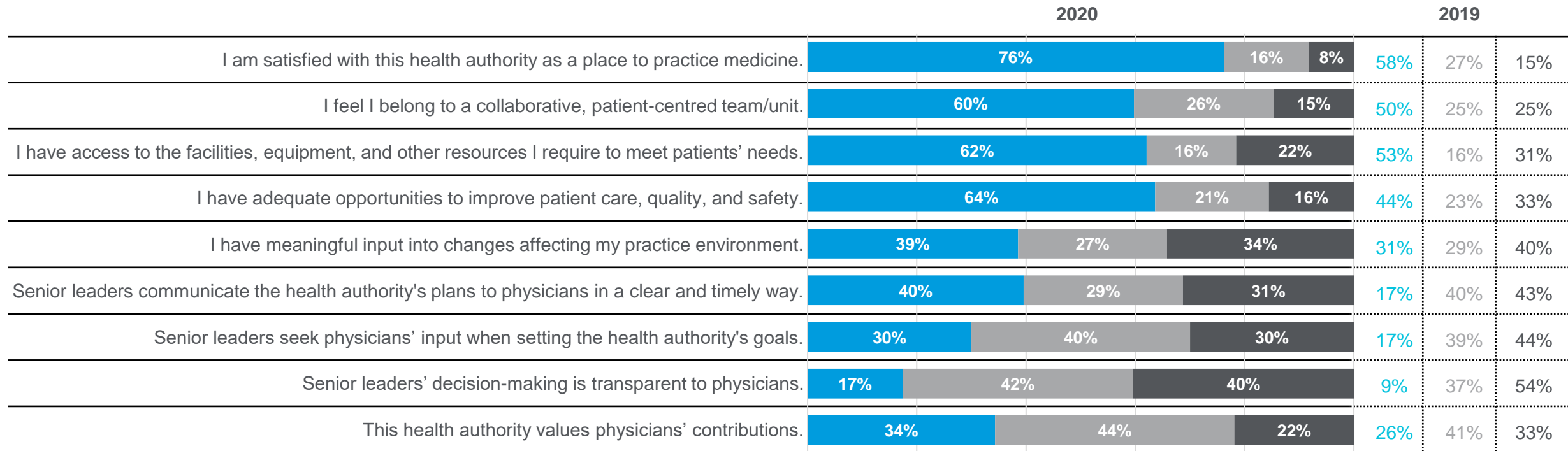


Local Engagement and Safety Questions

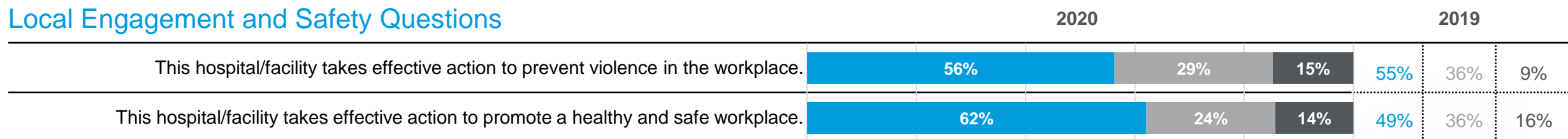


Vancouver Division

235 Respondents 2020 | 187 Respondents 2019



Local Engagement and Safety Questions



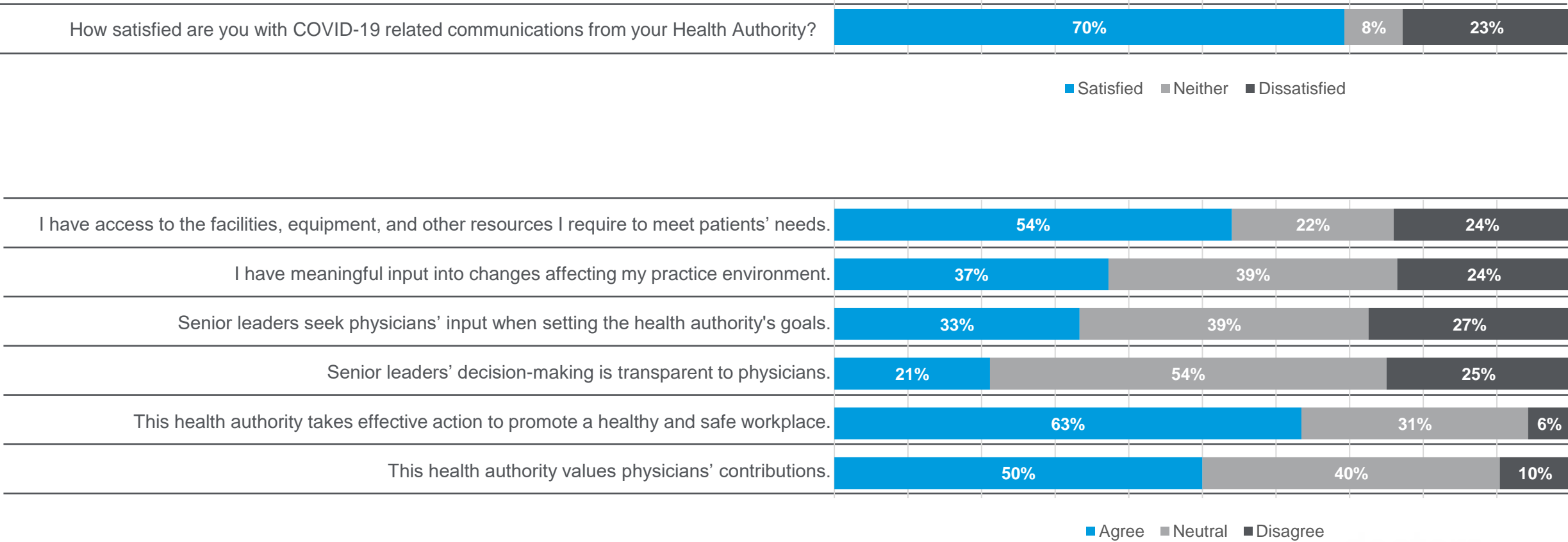
Divisions of Family Practice | Vancouver Coastal

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



Physical and Psychological Well-Being



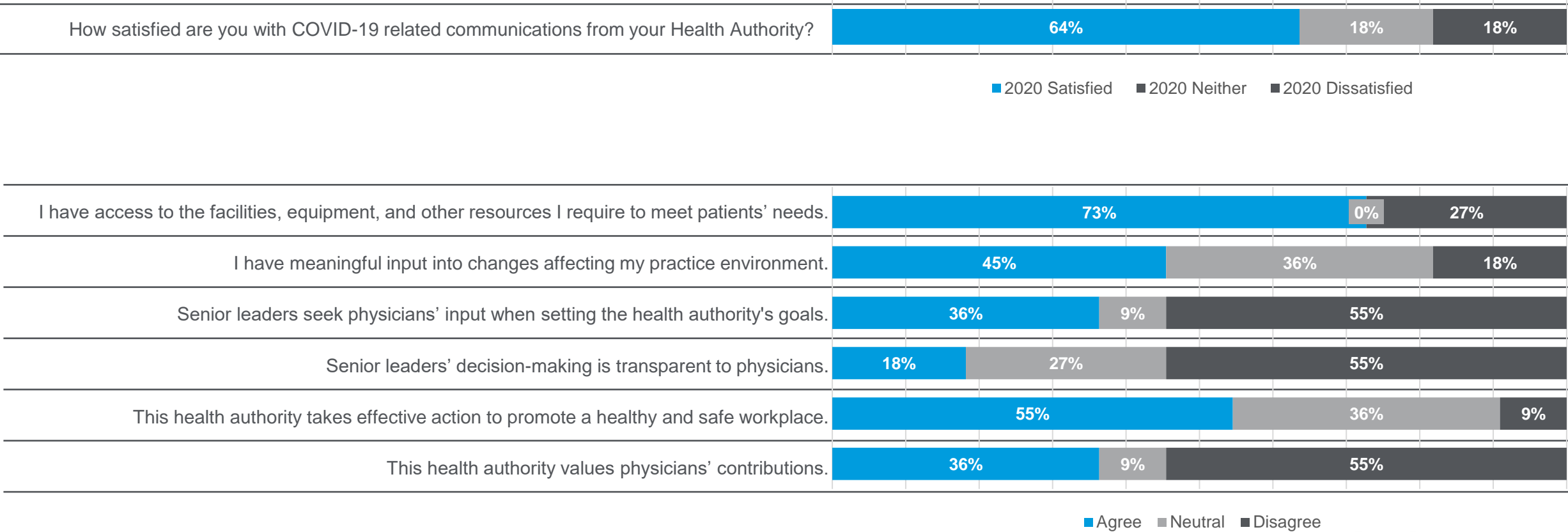
Facility Leadership



■ Agree ■ Neutral ■ Disagree

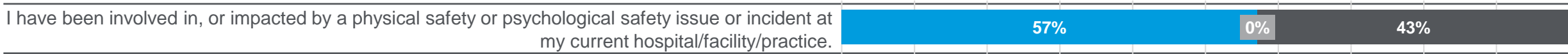
Powell River Division

COVID-19



Powell River Division

Psychological Health and Safety



Physical and Psychological Well-Being



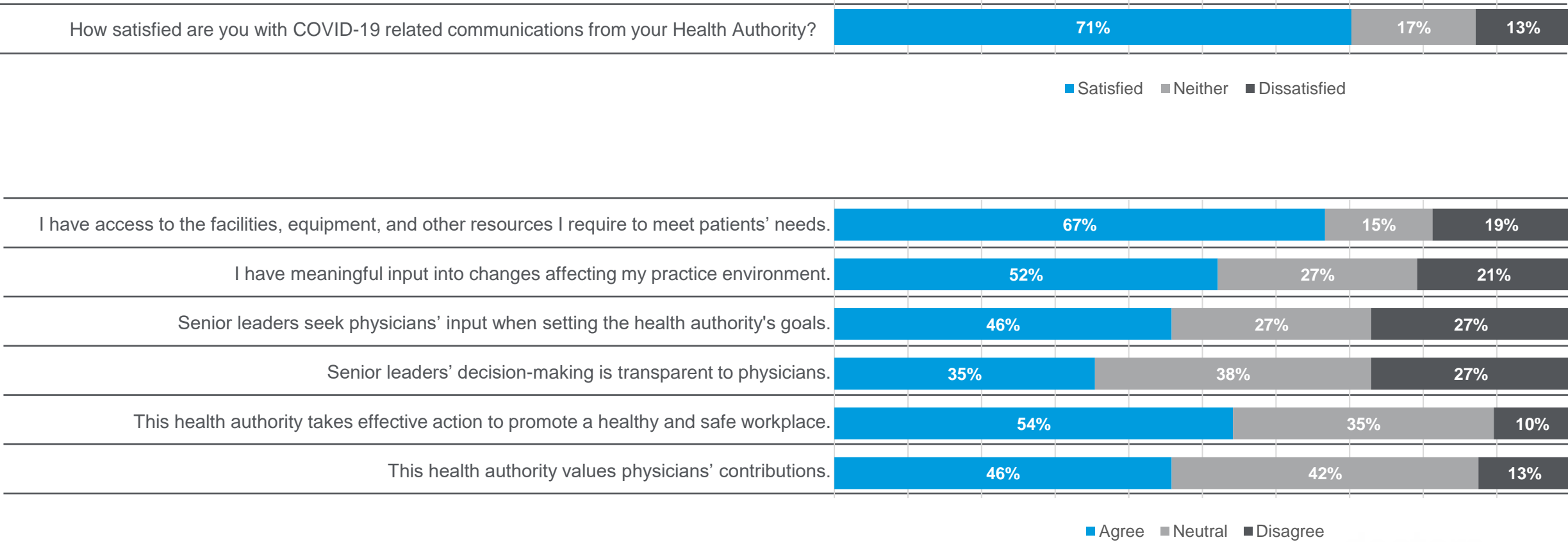
Facility Leadership



■ Agree ■ Neutral ■ Disagree

Richmond Division

COVID-19



Richmond Division

Psychological Health and Safety



Physical and Psychological Well-Being



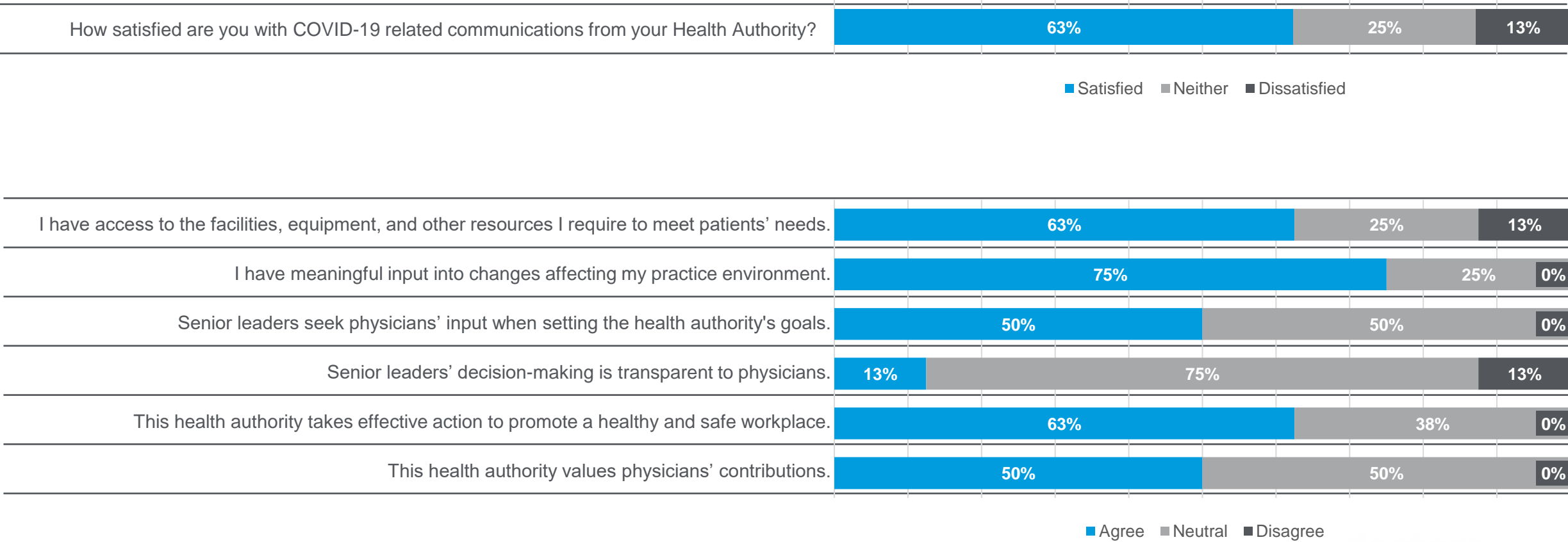
Facility Leadership



■ Agree ■ Neutral ■ Disagree

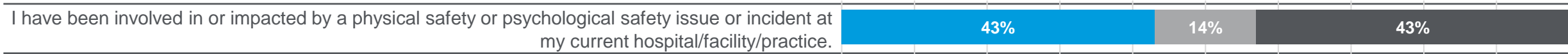
Rural and Remote Division

COVID-19



Rural and Remote Division

Psychological Health and Safety



Physical and Psychological Well-Being



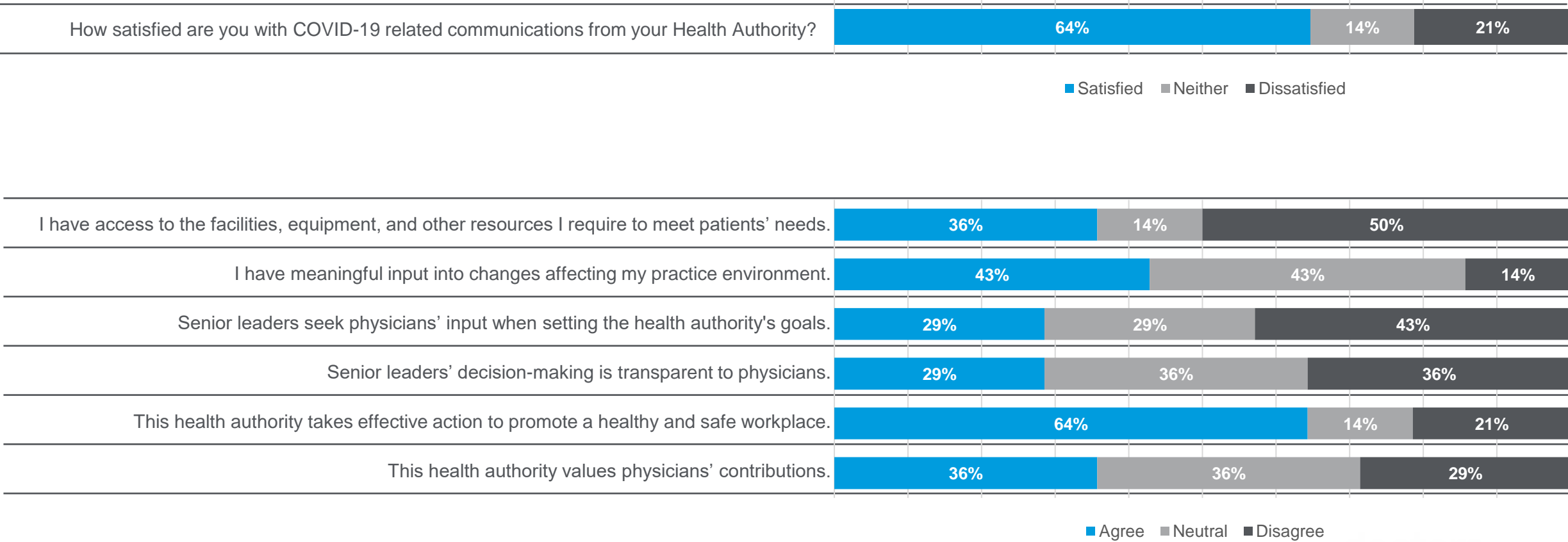
Facility Leadership



■ Agree ■ Neutral ■ Disagree

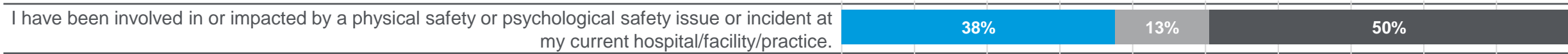
Sea to Sky Division

COVID-19



Sea to Sky Division

Psychological Health and Safety



Physical and Psychological Well-Being



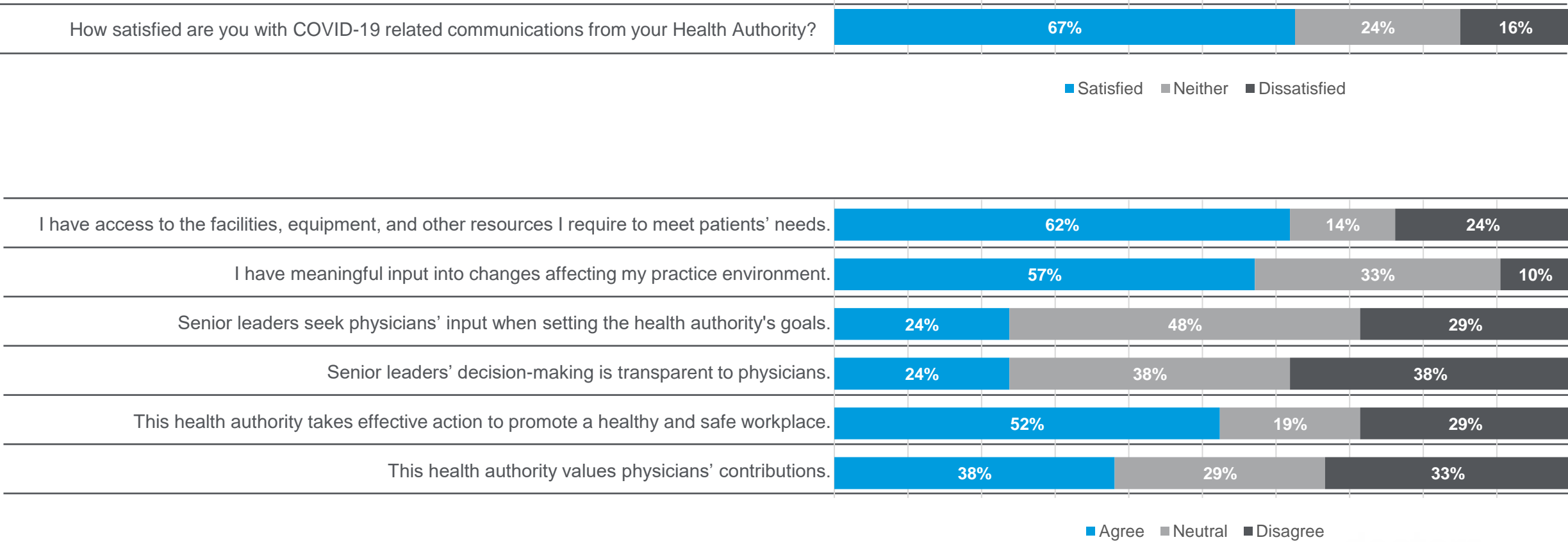
Facility Leadership



■ Agree ■ Neutral ■ Disagree

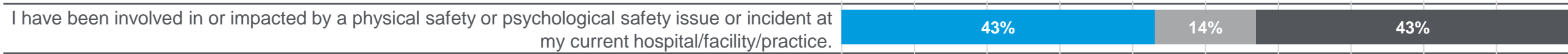
Sunshine Coast Division

COVID-19



Sunshine Coast Division

Psychological Health and Safety



Physical and Psychological Well-Being



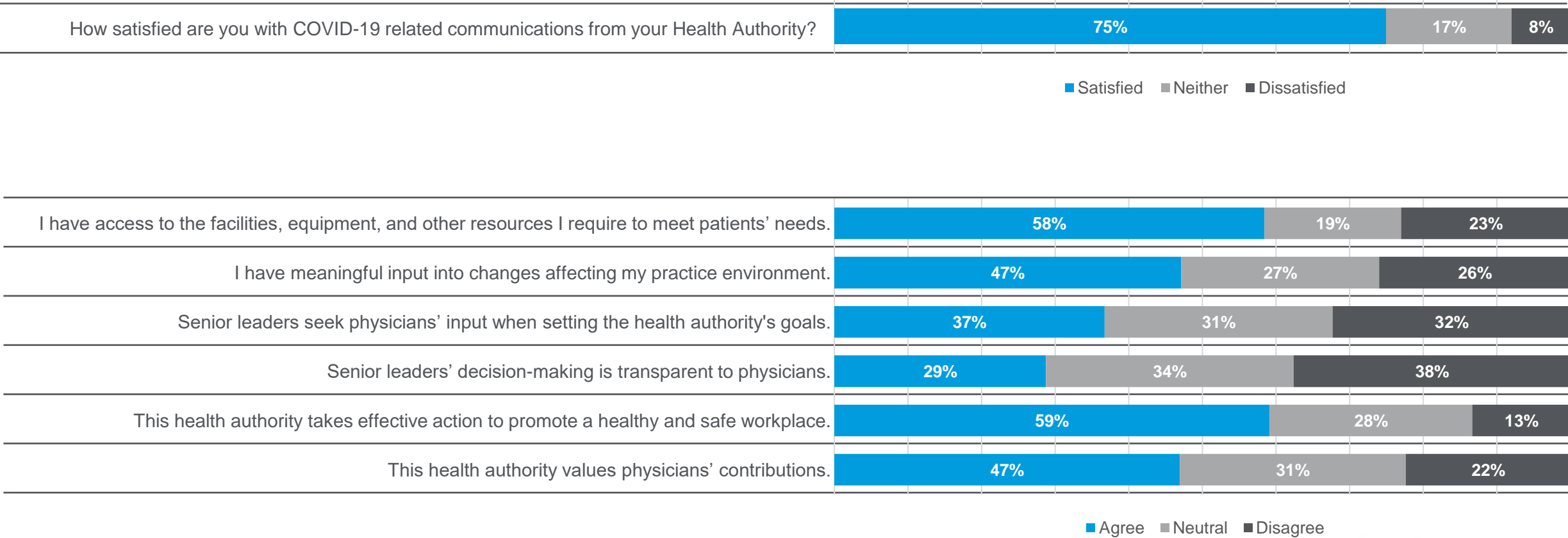
Facility Leadership



■ Agree ■ Neutral ■ Disagree

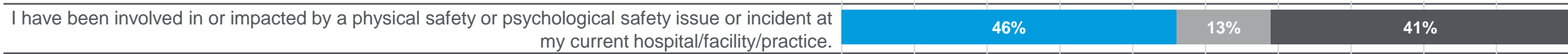
Vancouver Division

COVID-19



Vancouver Division

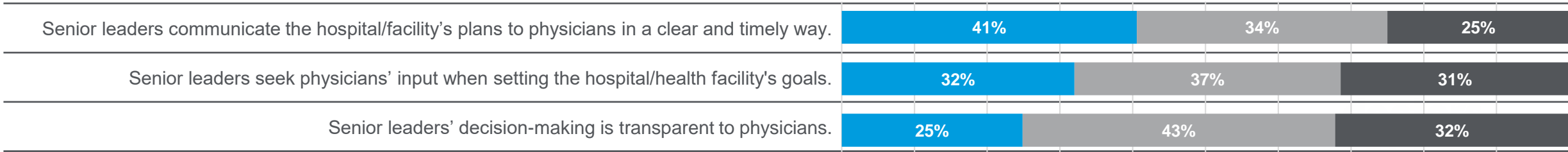
Psychological Health and Safety



Physical and Psychological Well-Being



Facility Leadership



■ Agree ■ Neutral ■ Disagree

SECTION 5

Medical Leadership

Medical leadership responses broken down by:

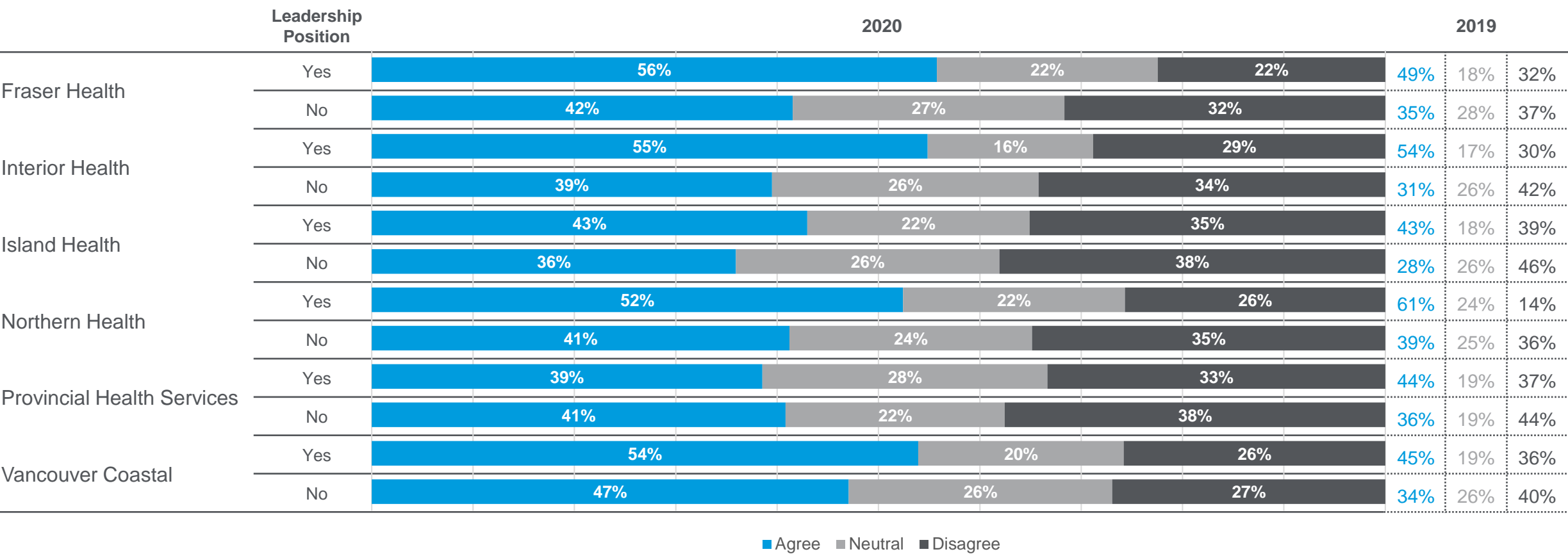
- Overall averages by health authority
- The original nine core questions by health authority
- Local engagement and safety questions by health authority

**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.*



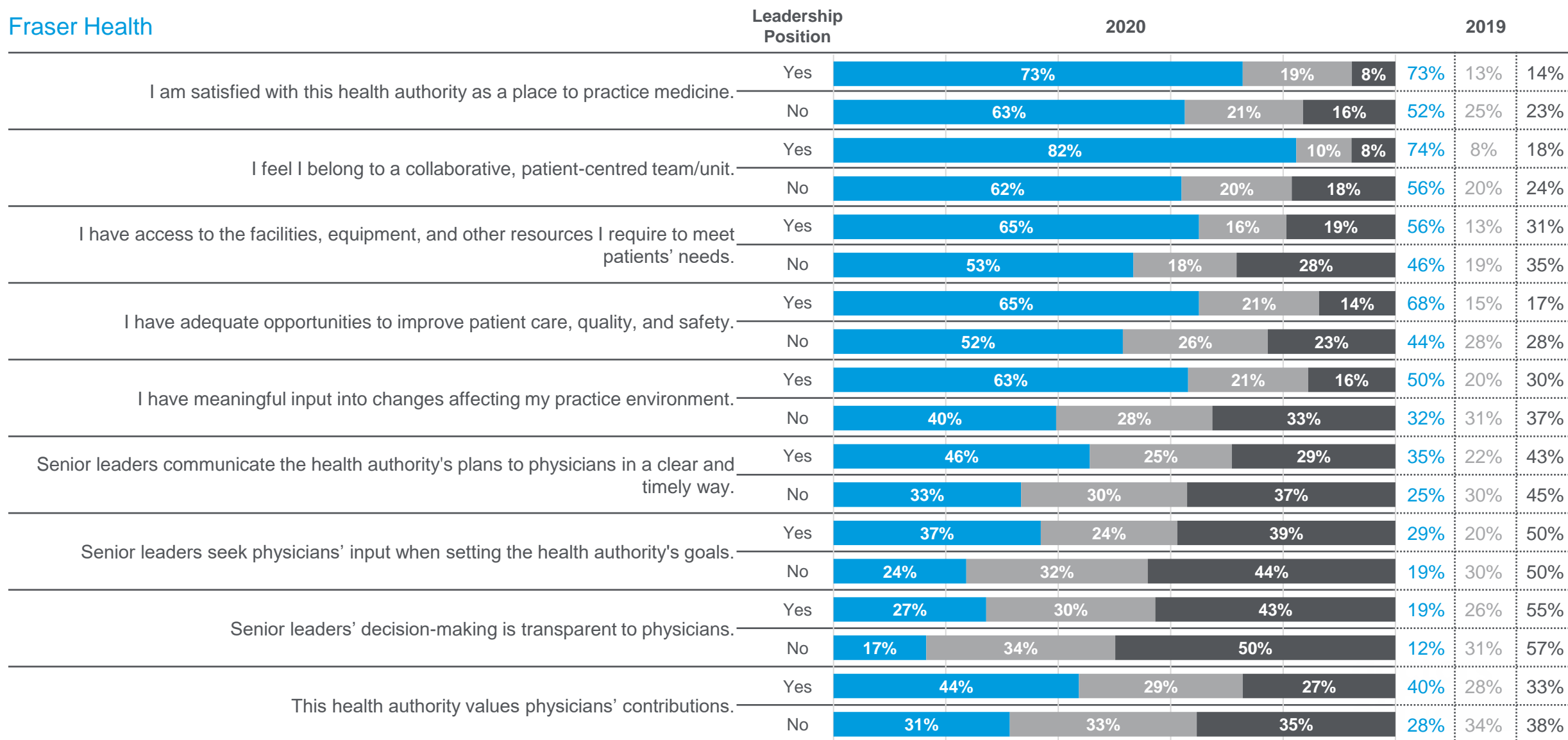
Health Authority – Medical Leadership

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



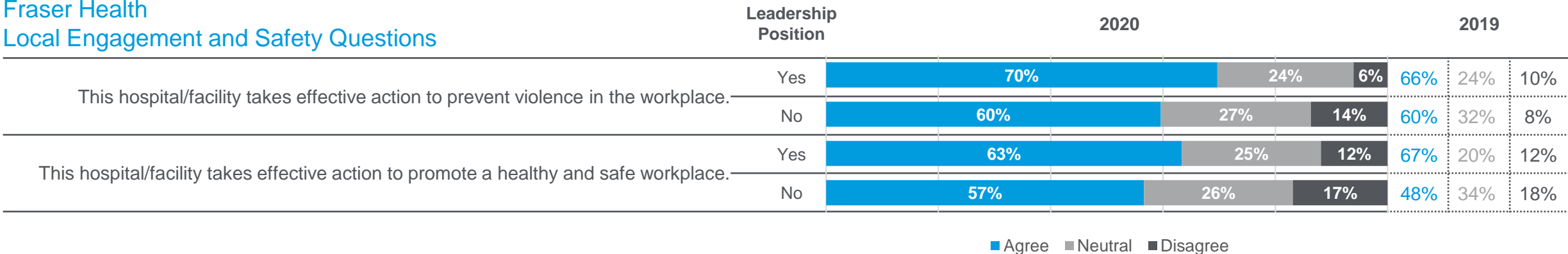
Health Authority – Medical Leadership

Fraser Health



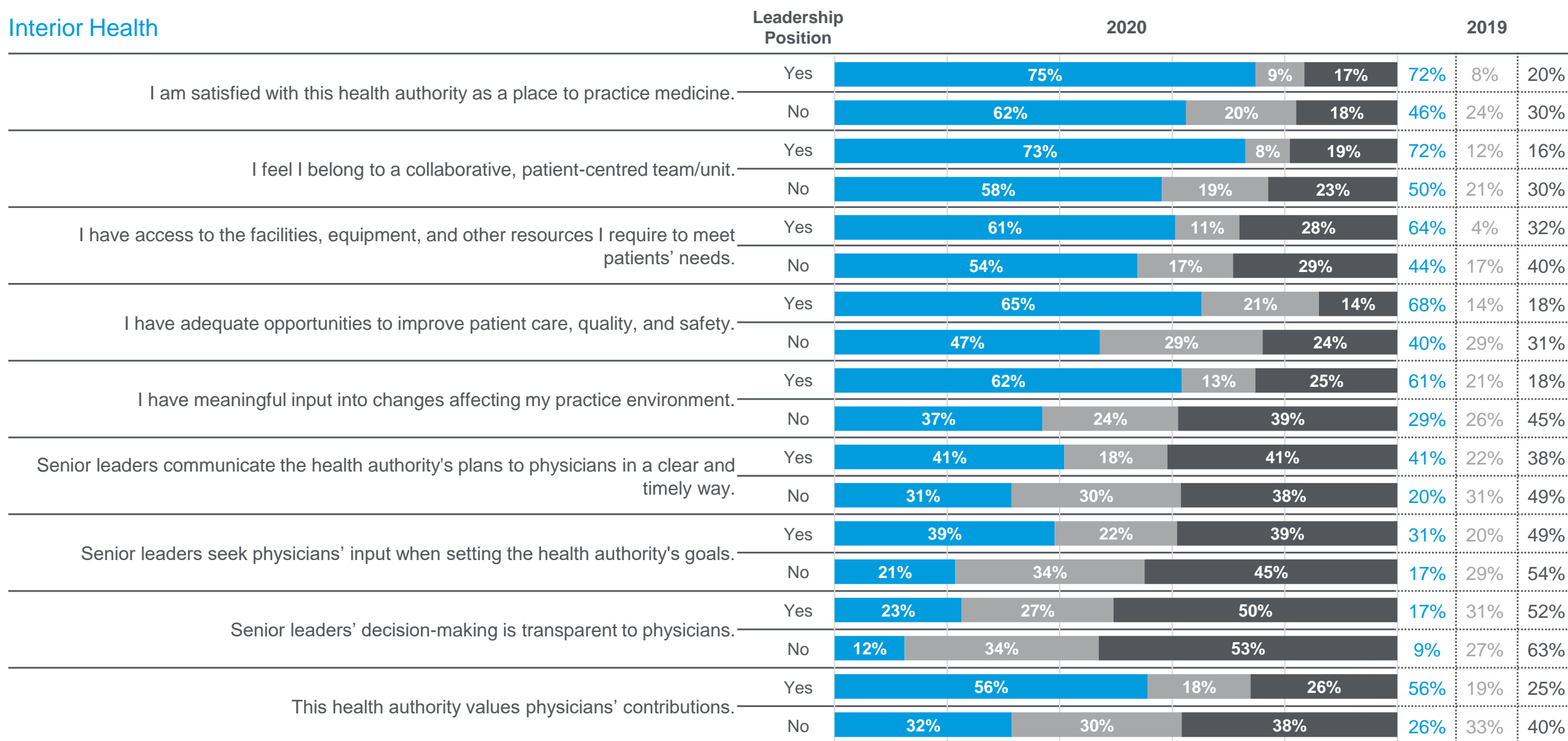
Health Authority – Medical Leadership

Fraser Health
Local Engagement and Safety Questions



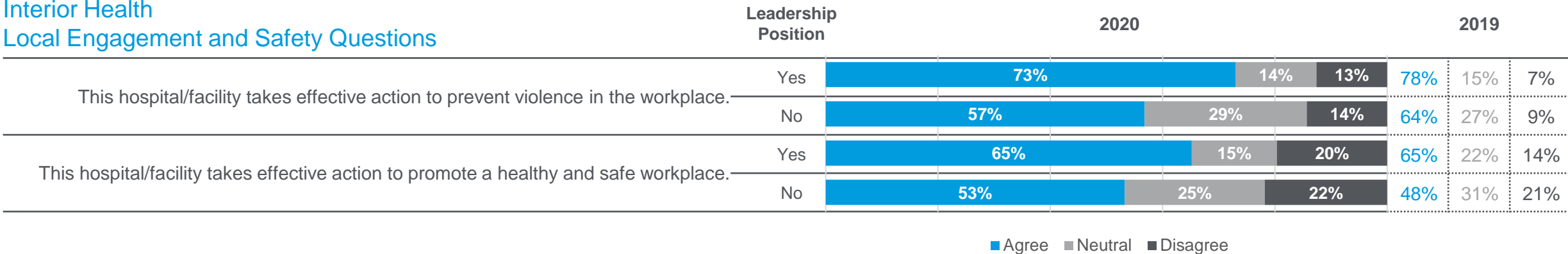
Health Authority – Medical Leadership

Interior Health



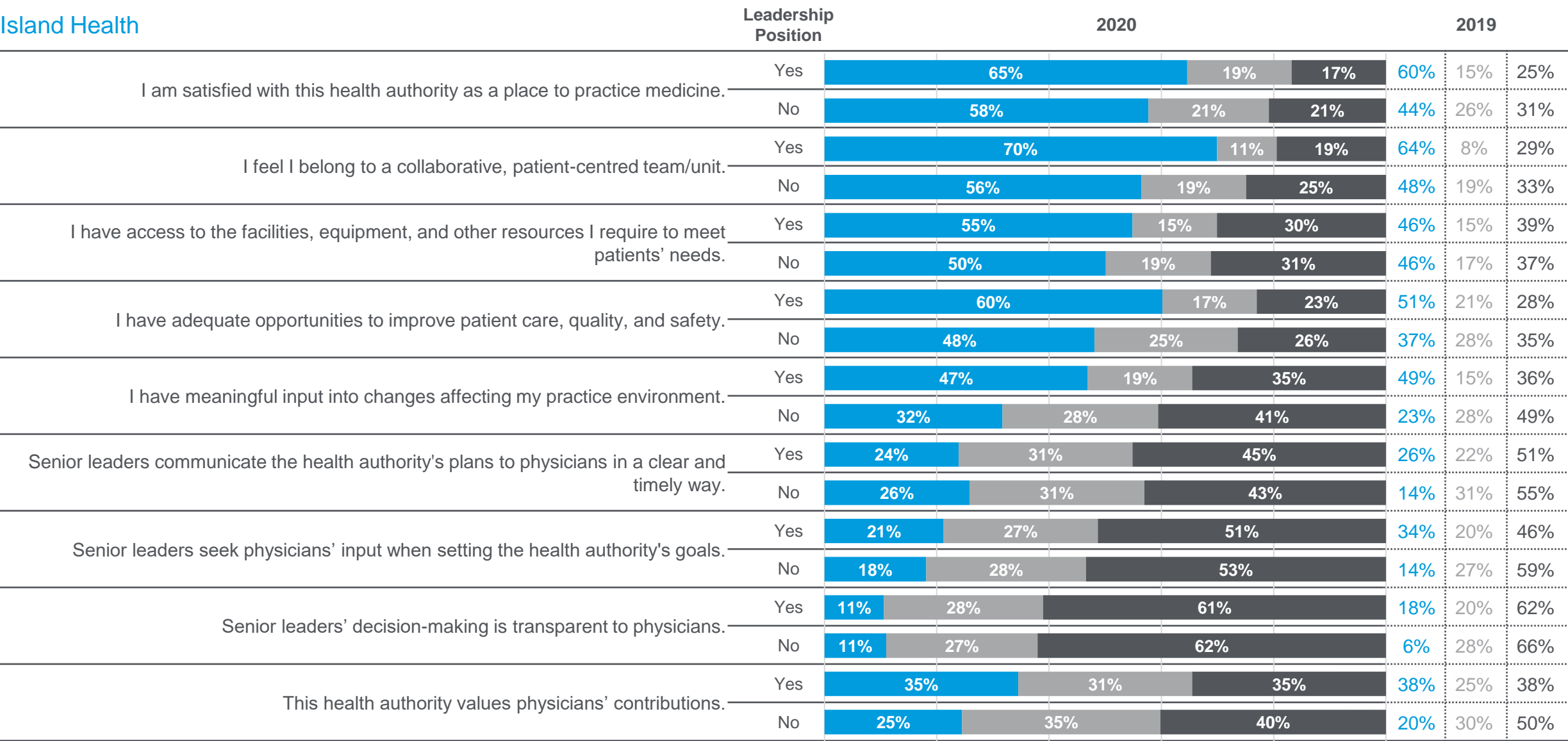
Health Authority – Medical Leadership

Interior Health Local Engagement and Safety Questions



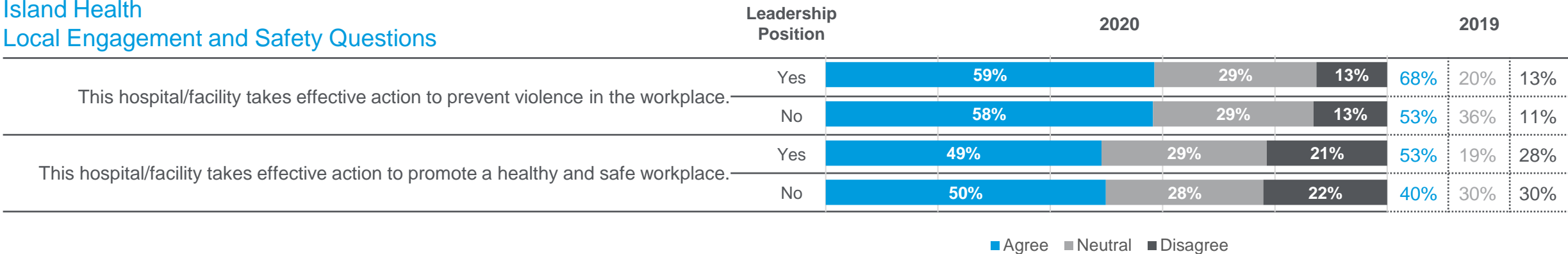
Health Authority – Medical Leadership

Island Health



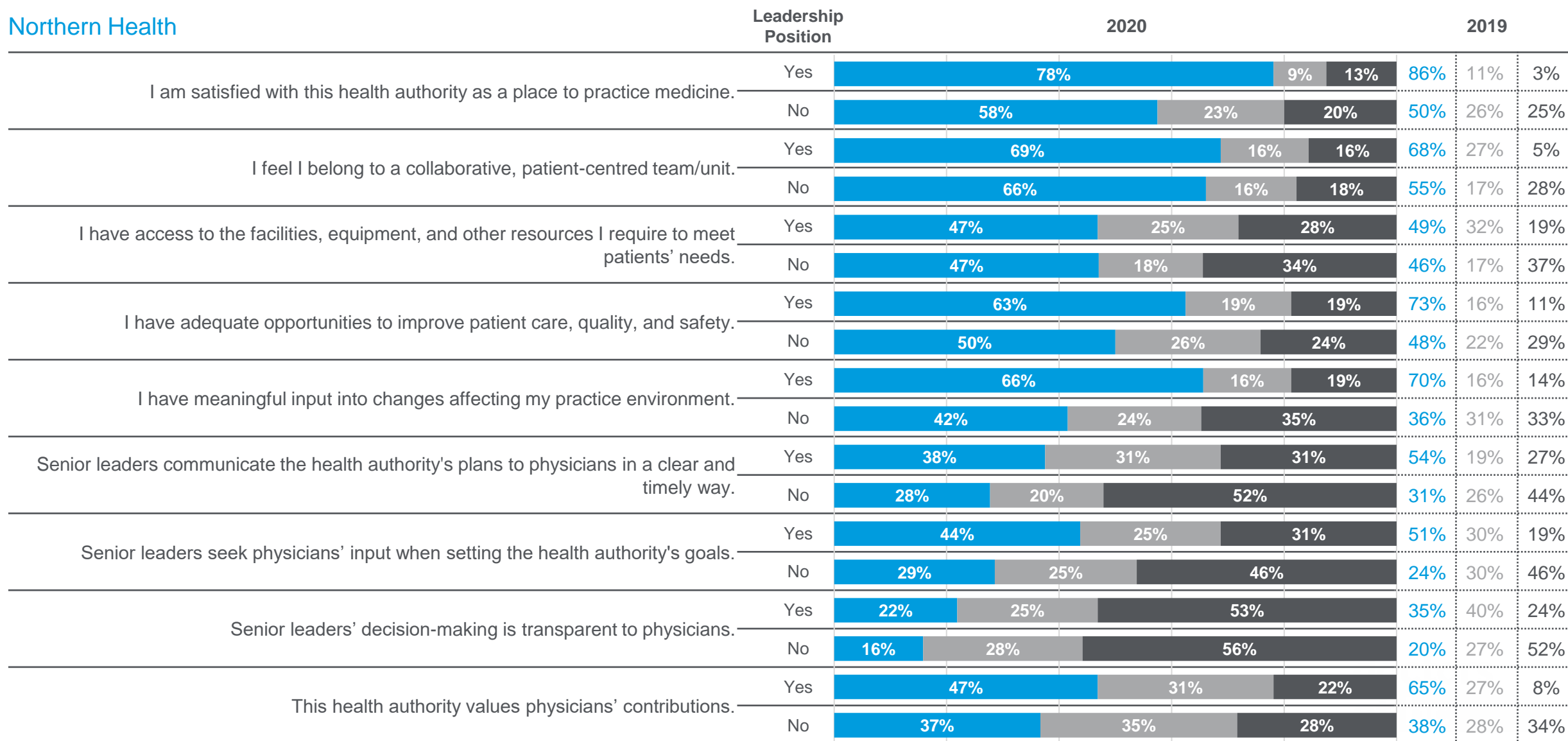
Health Authority – Medical Leadership

Island Health Local Engagement and Safety Questions



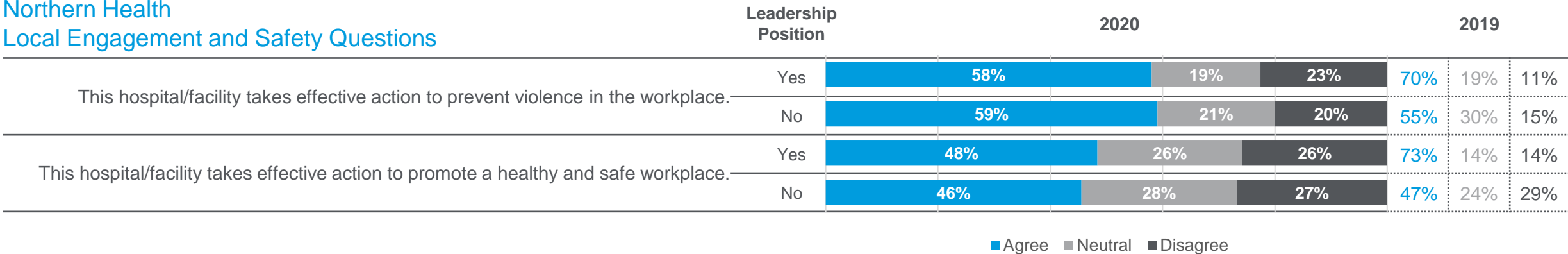
Health Authority – Medical Leadership

Northern Health



Health Authority – Medical Leadership

Northern Health Local Engagement and Safety Questions



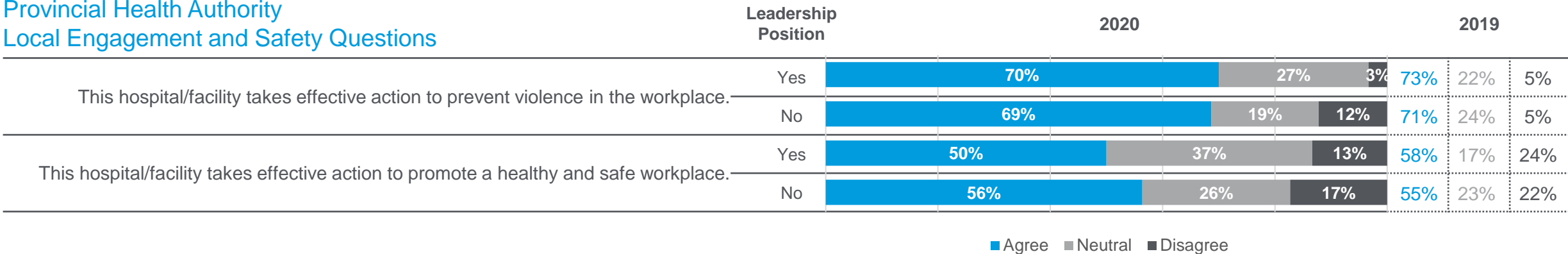
Health Authority – Medical Leadership

Provincial Health Authority

	Leadership Position	2020			2019		
		Agree	Neutral	Disagree	Agree	Neutral	Disagree
I am satisfied with this health authority as a place to practice medicine.	Yes	53%	34%	13%	58%	24%	17%
	No	56%	21%	23%	50%	21%	29%
I feel I belong to a collaborative, patient-centred team/unit.	Yes	66%	19%	16%	83%	7%	10%
	No	70%	14%	16%	63%	12%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	Yes	53%	22%	25%	49%	7%	44%
	No	62%	13%	24%	55%	12%	33%
I have adequate opportunities to improve patient care, quality, and safety.	Yes	50%	31%	19%	58%	24%	17%
	No	51%	20%	29%	47%	21%	32%
I have meaningful input into changes affecting my practice environment.	Yes	44%	28%	28%	51%	17%	32%
	No	33%	26%	42%	32%	16%	52%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	Yes	31%	28%	41%	27%	22%	51%
	No	31%	28%	40%	25%	24%	51%
Senior leaders seek physicians' input when setting the health authority's goals.	Yes	19%	31%	50%	24%	20%	56%
	No	22%	21%	56%	17%	21%	62%
Senior leaders' decision-making is transparent to physicians.	Yes	9%	22%	69%	12%	24%	63%
	No	15%	21%	64%	11%	22%	67%
This health authority values physicians' contributions.	Yes	22%	38%	41%	34%	24%	42%
	No	27%	30%	43%	28%	22%	49%

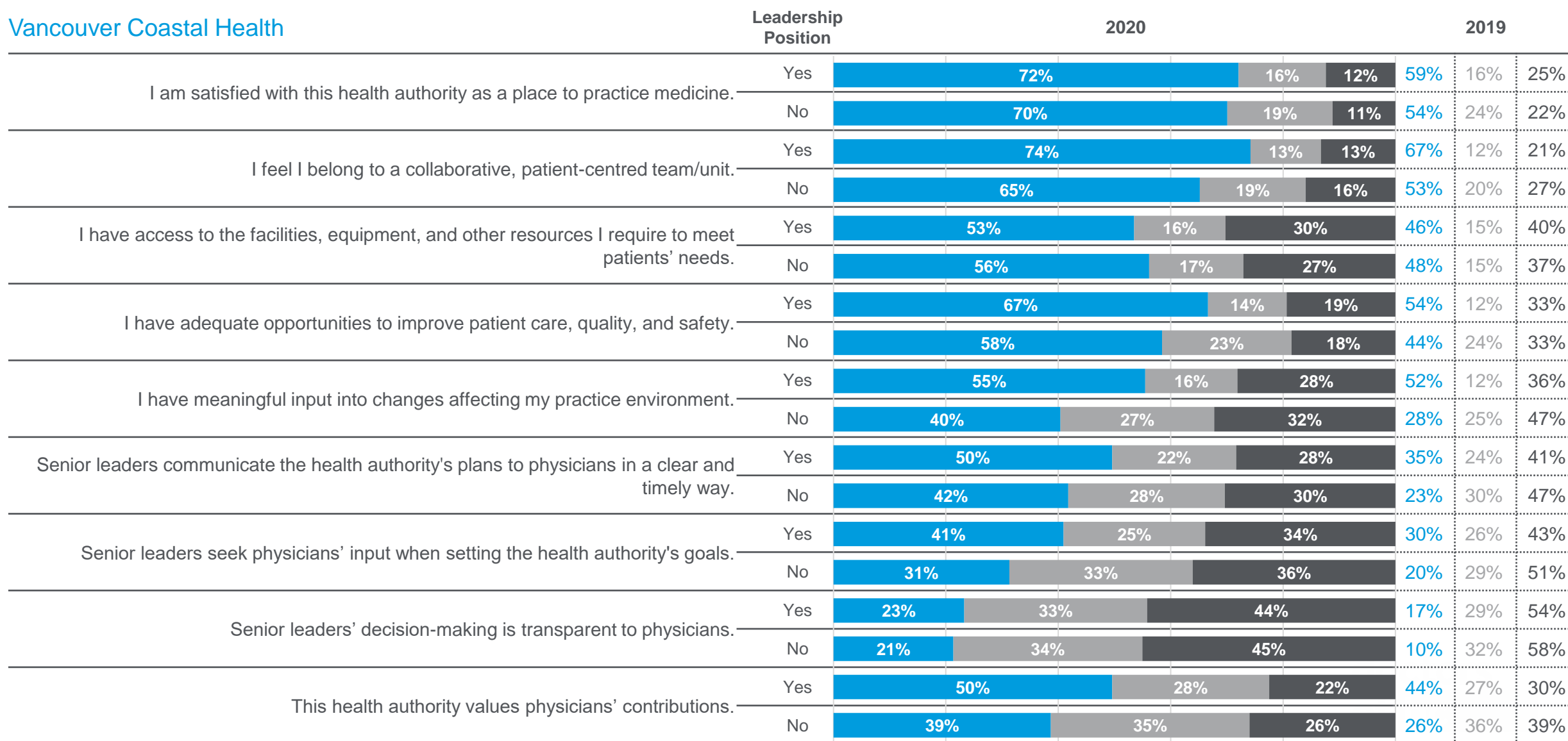
Health Authority – Medical Leadership

Provincial Health Authority Local Engagement and Safety Questions



Health Authority – Medical Leadership

Vancouver Coastal Health



Health Authority – Medical Leadership

Vancouver Coastal Health
Local Engagement and Safety Questions

