

2021 Health Authority Engagement Survey Results: Supplemental Report

doctors of bc Better. Together.

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### **Survey Introduction**

All actively practicing members of Doctors of BC were invited by email to participate in this survey. The survey was conducted by an external polling firm, TWI Surveys, from September 13, to October 13, 2021. It was sent to 12,112 members, of which 3,301 physicians responded, resulting in a response rate of 27%. All individual responses and comments are anonymous and confidential.

The survey used 19 questions with a 5-point Likert scale, adopting questions from Health Standard's Organization's Physician Work Life Pulse Tool and the Guarding Minds Survey. The analysis is presented in an agree, neutral, disagree format.

The overall data is valid 99 times out of 100 with a margin of error of +/- 1.92%. All percentages have been rounded to the nearest whole number. Sample sizes for the demographic breakdowns are included in some of the charts below.



### **Response Rates and Sample Sizes**

Survey timeline: September 13, 2021 to October 13, 2021

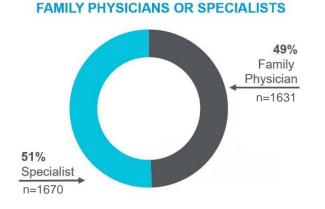
Health Authority Sample Sizes	2021	2020	2019	2018	2017	2016
First Nations Health Authority	3	5	2	3	4	6
Fraser Health	758	735	664	650	729	555
Interior Health	617	563	523	528	573	388
Island Health	649	650	574	496	524	486
Northern Health	179	152	154	169	164	121
Provincial Health Services Authority	188	175	180	138	168	159
Vancouver Coastal Health	907	920	831	672	836	693

Number of Surveys Sent	2021	2020	2019	2018	2017	2016
Total number of surveys sent	12,112	11,523	11,504	11,153	11,342	12,580
Responses	3,301	3,200	2,928	2,657	2,998	2,485
Response rate (%)	27%	28%	26%	24%	26%	20%

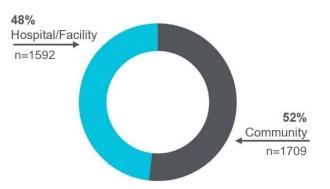


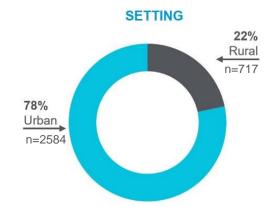
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### **Demographics** (N = 3,301)

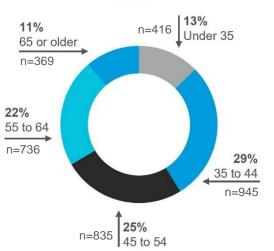


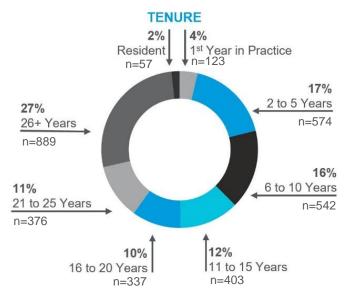
#### HOSPITAL/FACILITY OR COMMUNITY BASED



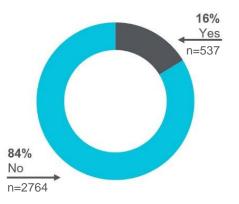


AGE





MEDICAL LEADERSHIP



of be

### **Demographics - NEW**

The following two demographic questions were asked for the first time in the 2021 survey. The questions were optional and asked in a 'check all that apply' format.

*Gender Identity (N=3143)	n	%
Non-Binary	13	0.4%
**Two-Spirit	-	-
Man	1582	50.3%
Woman	1425	45.3%
**Transgender	-	-
Cisgender	229	7.3%
Another gender	-	-
Prefer not to answer	91	29%
*0		

\*Check all that apply \*\*n<10

7

*Background (N=3141)	n	%
Indigenous	40	1.3%
Black	43	1.4%
East Asian	414	13.2%
Southeast Asian	42	1.3%
Latina/o	24	0.8%
Middle Eastern	95	3.0%
South Asian	283	90%
White	2105	67.0%
Another/specific identity	123	3.9%
Prefer not to answer	77	2.5%
*Cheal, all that apply		

\*Check all that apply

\*\*n<10

# **SECTION 1**

# Engagement trends

Overall engagement averages at both provincial and regional levels with comparisons from previous years.

# **Provincial Averages**

Average scores and comparisons from 2020 for the same engagement and health and safety questions asked in previous years.



### **Provincial Averages**

The following chart compares the 2021 and 2020 provincial average scores for each of the same nine engagement questions asked in previous years.

	2021		60%		19%	21%
I am satisfied with this health authority as a place to practice medicine.	2020		65%		20%	16%
	2021		61%		18%	21%
I feel I belong to a collaborative, patient-centred team/unit.	2020		64%		17%	19%
I have access to the facilities, equipment, and other resources I require to meet	2021		52%	179	/0	32%
patients' needs.	2020		54%		17%	28%
I have adequate apportunities to improve patient care, quality, and acfety	2021		49%	24	%	27%
I have adequate opportunities to improve patient care, quality, and safety.	2020		54%		24%	22%
I have machingful input into changes offecting my practice equipanment	2021	37%		27%		36%
I have meaningful input into changes affecting my practice environment	2020	41	%	25%		34%
Senior leaders communicate the health authority's plans to physicians in a	2021	35%		28%		37%
clear and timely way.	2020	35%		28%		37%
Senior leaders seek physicians' input when setting the health authority's	2021	26%	2	29%		/6
goals.	2020	26%	3	0%	449	%
Conjer leaders' desision making is transporter to physiciana	2021	18%	32%		50%	
Senior leaders' decision-making is transparent to physicians.	2020	17%	31%		52%	
This boolth authority values physicians' contributions	2021	37%		29%		34%
	2020	34%		33%		33%
Senior leaders' decision-making is transparent to physicians This health authority values physicians' contributions Average	2021	42	2%	25%		34%
Average	2020	4	3%	25%		32%

# **Provincial Averages**

The following chart compares the 2021 and 2020 provincial average scores for each of the same seven health and safety questions asked in previous years.

I have been involved in, or impacted by a physical safety or psychological	2021	50%	14%		37%
safety issue or incident at my current hospital/facility/practice.	2020	46%	16%		38%
This hospital/facility takes effective action to prevent violence in the workplace.	2021	53%		33%	14%
	2020	60%		27%	13%
This hospital/facility takes effective action to promote a healthy and safe	2021	52%		30%	19%
workplace.	2020	55%		26%	19%
People treat each other with respect and consideration in our workplace	2021	73%	6		16% 12%
People treat each other with respect and consideration in our workplace	2020	749	/o		16% 11%
I am able to reasonably balance the demands of work and personal life.	2021	51%	19	0%	30%
	2020	56%		18%	26%
People from all backgrounds are treated fairly in our workplace.	2021	68%		199	% 12%
	2020	70%		18	9% 12%
My hospital/facility deals effectively with situations that may threaten or harm	2021	47%		33%	20%
employees (e.g., harassment, discrimination, violence).	2020	48%		34%	18%
Average	2021	56%		23%	20%
Average	2020	59%		22%	19%

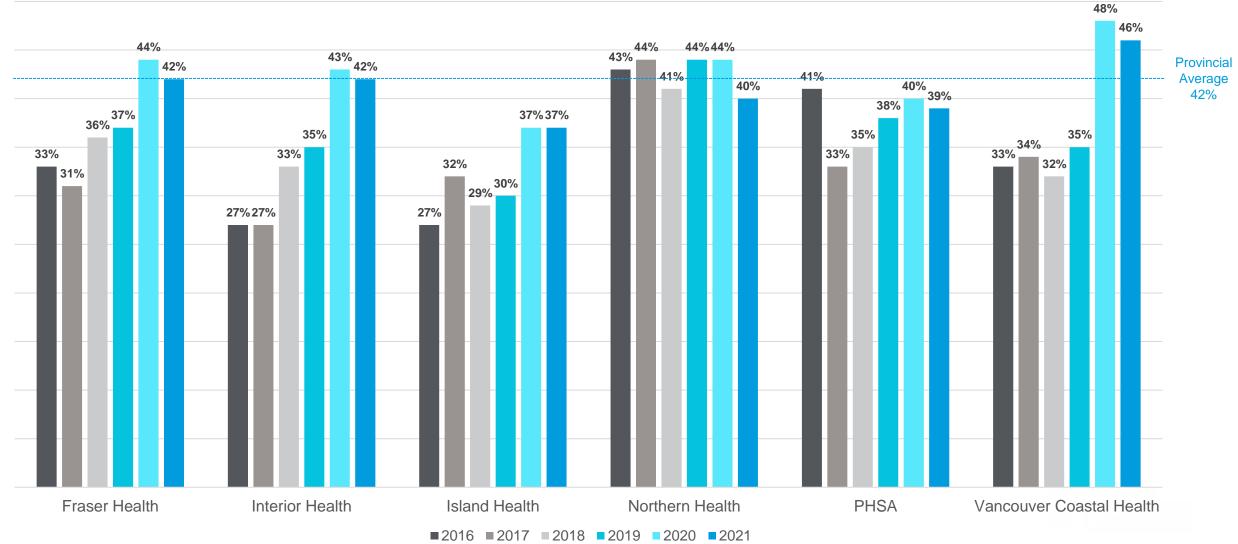
# **Regional Engagement Averages**

Average scores and comparisons from previous years for the same engagement questions asked in previous years.



### Health Authority Engagement Trends

The following chart outlines overall average scores (% Agree only) from 2016 to 2021 for the same nine engagement questions asked in previous years.



### Health Authority Averages

The following chart compares 2021 and 2020 regional average scores for the same nine engagement questions asked in previous surveys.

Fraser Health	2021	42%	25%	33%
	2020	44%	26%	30%
Interior Health	2021	42%	24%	34%
	2020	43%	24%	33%
Island Health	2021	37%	25%	38%
	and Health       2021     37%       2020     37%       2021     40%	37%	25%	38%
Northern Health	2021	40%	24%	36%
land Health $ \begin{array}{c c} \hline 2020 & 379 \\ \hline 2021 & 4 \\ \hline 2020 & 2021 \\ \hline 2021 & 39 \\ \hline 39 \\$	44%	24%	33%	
Provincial Health Services Authority	2021	39%	22%	39%
$\frac{2020}{2021}$ sland Health $\frac{2021}{2020}$ $\frac{2021}{37\%}$ $\frac{2021}{2020}$ $\frac{40\%}{2020}$ Provincial Health Services Authority $\frac{2021}{2020}$ $\frac{2021}{39\%}$ $\frac{2021}{2020}$	40%	23%	37%	
Vancouver Coastal Health	2021	46%	26%	29%
	2020	48%	25%	27%



# SECTION 2 Facility/Hospital Data

- The following outline survey results for each health authority and hospital/facility, under the question themes:
  - Engagement
  - Physicians Feeling Valued
  - Psychological Health and Safety
  - Trust Between Physicians and Medical Leaders

### Fraser Health – Hospital/Facility Data

- Overall engagement averages by hospital/facility
- Engagement trends
- Physicians Feeling Valued
- Physician Health and Safety
- Trust between Physicians and Medical Leaders

Senior leaders refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.

**Medical leaders** refers to refers to those who hold a formal medical leadership position and receive a stipend/payment from the Health Authority i.e., Department Head, Regional Medical Lead/Director, Vice President of Medicine.



# Fraser Health Authority

Overall Engagement Averages (based on the same nine engagement questions asked in previous years)

				2	021					2020	
Abbotsford Regional Hospital and Cancer Centre		42%			24%			34%	37%	19%	44%
Burnaby Hospital		47%			259	%		29%	47%	26%	26%
Chilliwack General Hospital		51%			2	0%		30%	47%	25%	28%
Delta Hospital	2	12%			33%			26%	41%	35%	25%
Eagle Ridge Hospital		44%			32	2%		24%	35%	33%	33%
Fraser Canyon Hospital			76%					18% 6%	54%	37%	9%
Jim Pattison Outpatient Care and Surgery Centre	35%			23%			429	%	45%	26%	29%
Langley Memorial Hospital	34%			25%			420	%	33%	22%	45%
Mission Memorial Hospital		61'	%				22%	17%	49%	25%	26%
Peace Arch Hospital	4	1%		1	9%		4(	0%	51%	23%	26%
Ridge Meadows Hospital		53%				24%		23%	48%	26%	26%
Royal Columbian Hospital		43%			23%			33%	47%	28%	25%
Surrey Memorial Hospital	35%			27%	6			38%	41%	28%	32%

### Abbotsford Regional Hospital and Cancer Centre

#### 76 Respondents 2021 | 57 Respondents 2020

Engagement		2021			2020	
I am satisfied with this health authority as a place to practice medicine.	58%		15% 28	8% 54%	19%	26%
I feel I belong to a collaborative, patient-centred team/unit.	58%		17% 2	25% 58%	16%	26%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	55%		16% 29	9% 49%	11%	40%
I have adequate opportunities to improve patient care, quality, and safety.	46%	21%	33%	<b>6</b> 44%	19%	37%
I have meaningful input into changes affecting my practice environment.	42%	26%	32%	% 32%	21%	46%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	39%	29%	32%	% 30%	21%	48%
Senior leaders seek physicians' input when setting the health authority's goals.	30%	27%	43%	21%	19%	60%
Senior leaders' decision-making is transparent to physicians.	<b>19%</b> 3′	1%	51%	16%	25%	60%
This health authority values physicians' contributions.	33%	30%	37%	25%	19%	56%
/alue						
This health authority values physicians' contributions.	33%	30%	37%	25%	19%	56%
**This hospital/facility values physicians' contributions.	47%	259	% 28	3% _	-	-
			are e		<b>.</b>	£

\*\*New Question

# Abbotsford Regional Hospital and Cancer Centre

Physician Health and Safety		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	44%	24%	32%	41% 23% 36%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	35% 44		44%		44%		44% 22%		22%	58%	24%	18%
This hospital/facility takes effective action to promote a healthy and safe workplace.	35%		44%		21%	48%	25%	27%				
People treat each other with respect and consideration in our workplace.		73%			17% 9%	75%	14%	12%				
I am able to reasonably balance the demands of work and personal life.		59%		22%	19%	59%	15%	26%				
People from all backgrounds are treated fairly in our workplace.		8	2%		12% 7%	70%	13%	17%				
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		46%		41%	13%	42%	42%	16%				
Frust												
**Physicians and medical leaders trust one another in my health authority.	39	%	28%		33%	-	-	-				
**Physicians and medical leaders trust one another in my hospital/facility.		51%		24%	24%	-	-	-				
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability					36%	28%	36%				

■ Agree ■ Neutral ■ Disagree

\*\*New Question

### **Burnaby Hospital**

#### 93 Respondents 2021 | 89 Respondents 2020

Engagement			2021				2020	
I am satisfied with this health authority as a place to practice medicine.		67%		13%	20%	70%	20%	10%
I feel I belong to a collaborative, patient-centred team/unit.		65%		17%	18%	68%	19%	13%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		58%		17%	25%	58%	16%	26%
I have adequate opportunities to improve patient care, quality, and safety.		63%		19%	19%	56%	24%	20%
I have meaningful input into changes affecting my practice environment.	42%		26%		32%	46%	30%	24%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	38%		31%		31%	38%	28%	34%
Senior leaders seek physicians' input when setting the health authority's goals.	30%		35%		35%	26%	35%	39%
Senior leaders' decision-making is transparent to physicians.	18%	33%		49%		24%	33%	43%
This health authority values physicians' contributions.	40%		30%		29%	38%	33%	30%
Value	· · · · ·				·			
This health authority values physicians' contributions.	40%		30%		29%	38%	33%	30%
**This hospital/facility values physicians' contributions.		60%		28%	12%	-	-	-

\*\*New Question

# **Burnaby Hospital**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	47%	12%	41%	<b>44%</b> 23% <b>33%</b>

#### Physical and Psychological Well-Being

s effective action to prevent violence in the workplace.	64%	31% 5%	67%	24%	9%
ective action to promote a healthy and safe workplace.	69%	25% 6%	62%	24%	14%
other with respect and consideration in our workplace.	83%	15% 2%	83%	7%	10%
onably balance the demands of work and personal life.	60%	16% 24%	59%	15%	26%
om all backgrounds are treated fairly in our workplace.	80%	16% 4%	77%	12%	11%
situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	67%	27% 6%	66%	21%	13%
edical leaders trust one another in my health authority.	44%	39% 17%	-	-	-
edical leaders trust one another in my hospital/facility.	65%	26% 9%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – in	ncluded for comparability	55%	26%	20%
	Agree ■ Neutral ■	Disagree			

### **Chilliwack General Hospital**

#### 25 Respondents 2021 | 47 Respondents 2020

Engagement		2021			2020	
I am satisfied with this health authority as a place to practice medicine.	60%		24% 16%	61%	22%	17%
I feel I belong to a collaborative, patient-centred team/unit.		72%	8% 20%	70%	11%	20%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	36%	24%	40%	51%	19%	30%
I have adequate opportunities to improve patient care, quality, and safety.	67	7%	8% 25%	49%	30%	21%
I have meaningful input into changes affecting my practice environment.	44%	16%	40%	50%	28%	22%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	56%		20% 24%	41%	26%	33%
Senior leaders seek physicians' input when setting the health authority's goals.	44%	24%	32%	39%	26%	35%
Senior leaders' decision-making is transparent to physicians.	32%	32%	36%	24%	26%	50%
This health authority values physicians' contributions.	44%	20%	36%	39%	35%	26%
Value						
This health authority values physicians' contributions.	44%	20%	36%	39%	35%	26%
**This hospital/facility values physicians' contributions.	56%		20% 24%	-	-	-

\*\*New Question

# **Chilliwack General Hospital**

#### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	35%	20%	45%	<b>38%</b> 19% <b>44%</b>

#### Physical and Psychological Well-Being

33% <b>2%</b>	65%	0% 9%		%	41	This hospital/facility takes effective action to prevent violence in the workplace.
25% 9%	66%	ő 17%	3	48%		This hospital/facility takes effective action to promote a healthy and safe workplace.
11% 9%	80%	7% 25%		58%		People treat each other with respect and consideration in our workplace.
18% 30%	52%	40%	12%	48%		I am able to reasonably balance the demands of work and personal life.
12% 23%	<mark>65%</mark>	17% 4%	6	78%		People from all backgrounds are treated fairly in our workplace.
38% 12%	50%	32%	23%	6%	4	My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).
						Trust
	-	24%	44%		32%	**Physicians and medical leaders trust one another in my health authority.
	-	5% 21%		54%		**Physicians and medical leaders trust one another in my hospital/facility.
32% 14%	55%	for comparability	estion – incluc	ing of the que	2020 Word	Physicians and medical leaders trust one another.

Physicians and medical leaders trust one another.

\*\*New Question

■ Agree ■ Neutral ■ Disagree

### **Delta Hospital**

### 17 Respondents 2021 | 20 Respondents 2020

Engagement			2021				2020	
I am satisfied with this health authority as a place to practice medicine.		77	7%	1:	2% 12%	75%	15%	10%
I feel I belong to a collaborative, patient-centred team/unit.		65%		24%	12%	55%	45%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		53%		29%	18%	75%	15%	10%
I have adequate opportunities to improve patient care, quality, and safety.		59%		35%	6%	50%	35%	15%
I have meaningful input into changes affecting my practice environment.	29%		35%	3	5%	37%	37%	26%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	35%	6	29%	3	5%	15%	45%	40%
Senior leaders seek physicians' input when setting the health authority's goals.	24%		47%		29%	20%	45%	35%
Senior leaders' decision-making is transparent to physicians.	12%	41%		47%		15%	35%	50%
This health authority values physicians' contributions.	24%		41%	3	5%	25%	40%	35%
Value								
This health authority values physicians' contributions.	24%		41%	3	5%	25%	40%	35%
**This hospital/facility values physicians' contributions.		65%		18%	18%	-	-	-
	•		- 0	· · · · ·		······		

■Agree ■Neutral ■Disagree

24

\*\*New Question

### **Delta Hospital**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	20%	40%	40%	70% 0% 30%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	69	%	15%	15%	50%	28%	22%
This hospital/facility takes effective action to promote a healthy and safe workplace.	46%	23%		31%	44%	33%	22%
People treat each other with respect and consideration in our workplace.		87%		0% 13%	61%	22%	17%
I am able to reasonably balance the demands of work and personal life.	59%		29%	12%	72%	22%	6%
People from all backgrounds are treated fairly in our workplace.		77%		18% 6%	72%	17%	11%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	43%	3	6%	21%	53%	35%	12%
Trust							
**Physicians and medical leaders trust one another in my health authority.	53%		29%	18%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	65%	6	29%	6%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the	question – inclu	ided for compai	rability	56%	28%	17%
**New Question	Agree	■Neutral ■Dis	agree		i		

### Eagle Ridge Hospital

### 32 Respondents 2021 | 27 Respondents 2020

Engagement			2021			2020	
I am satisfied with this health authority as a place to practice medicine.		66%		19% 16%	52%	30%	19%
I feel I belong to a collaborative, patient-centred team/unit.		72%		19% 9%	52%	26%	22%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		45%	36%	19%	56%	15%	30%
I have adequate opportunities to improve patient care, quality, and safety.		50%	31%	19%	63%	22%	15%
I have meaningful input into changes affecting my practice environment.	4	1%	38%	22%	37%	37%	26%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	24%		45%	31%	22%	30%	48%
Senior leaders seek physicians' input when setting the health authority's goals.	23%		43%	33%	11%	44%	44%
Senior leaders' decision-making is transparent to physicians.	17%	40%		43%	0%	52%	48%
This health authority values physicians' contributions.		55%	19%	26%	19%	37%	44%
Value							
This health authority values physicians' contributions.		55%	19%	26%	19%	37%	44%
**This hospital/facility values physicians' contributions.		72%		21% 7%	-	-	-

\*\*New Question

■ Agree ■ Neutral ■ Disagree

# Eagle Ridge Hospital

### Physician Health and Safety

		202	1	2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	33%	17%	50%	24% 18% 59%

#### Physical and Psychological Well-Being

13%	26%	61%	14%	25%	61%		This hospital/facility takes effective action to prevent violence in the workplace.
8%	17%	75%	17%	31%	52%	52	This hospital/facility takes effective action to promote a healthy and safe workplace.
4%	4%	92%	<mark>9</mark> % 0%	,	91%		People treat each other with respect and consideration in our workplace.
28%	8%	64%	16%	25%	59%		I am able to reasonably balance the demands of work and personal life.
12%	20%	68%	19% 7%		74%		People from all backgrounds are treated fairly in our workplace.
9%	18%	73%	7%	52%	,	41%	My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).
							Trust
-	-	-	23%	39%		39%	**Physicians and medical leaders trust one another in my health authority.
-	-	-	28% 3 <mark>%</mark>		69%		**Physicians and medical leaders trust one another in my hospital/facility.
21%	42%	38%	parability	n – included for comp	ng of the question	2020 Wording	Physicians and medical leaders trust one another.
		i		al Disagree	■ Agree ■ Neutr		**New Question

■ Agree ■ Neutral ■ Disagree

### Fraser Canyon Hospital

### 7 Respondents 2021 | 6 Respondents 2020

Engagement	2021			2020	
I am satisfied with this health authority as a place to practice medicine.	71%	29% 0%	50%	33%	17%
I feel I belong to a collaborative, patient-centred team/unit.	100%	0% 0%	100%	0%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	71%	14% 14%	67%	17%	17%
I have adequate opportunities to improve patient care, quality, and safety.	71%	29% 0%	50%	33%	17%
I have meaningful input into changes affecting my practice environment.	71%	29% 0%	50%	50%	0%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	71%	14% 14%	67%	17%	17%
Senior leaders seek physicians' input when setting the health authority's goals.	71%	14% 14%	33%	67%	0%
Senior leaders' decision-making is transparent to physicians.	71%	14% 14%	17%	67%	17%
This health authority values physicians' contributions.	86%	14% 0%	50%	50%	0%
Value					
This health authority values physicians' contributions.	86%	149 0%	50%	50%	0%

			 		<u>;</u>	
					1	
**This hospital/facility values physicians' contributions.		100%	0% 0%	-	-	-

\*\*New Question

# Fraser Canyon Hospital

### Physician Health and Safety

		202	21	2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	33%	17%	50%	40% 40% 20%

#### Physical and Psychological Well-Being

86%	14% 0%	100%	0%	0%
100%	0% 0%	100%	0%	0%
100%	0% 0%	83%	17%	0%
<b>57%</b> 14%	29%	67%	0%	33%
100%	0% 0%	100%	0%	0%
86%	14% 0%	83%	17%	0%
	100% 100% 57% 14%	100%       0% 0%         100%       0% 0%         100%       0% 0%         57%       14%       29%         100%       0% 0%       0% 0%	100%       0% 0%       100%         100%       0% 0%       83%         57%       14%       29%       67%         100%       0% 0%       100%	100%       0% 0%       100%       0%         100%       0% 0%       83%       17%         57%       14%       29%       67%       0%         100%       0% 0%       100%       0%       0%

**Physicians and medical leaders trust one another in my health authority.		86%		14% 0%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.		100%		0% 0%	-	-	-
Physicians and medical leaders trust one another.	2020 Word	ling of the question – inclu	arability	83%	17%	0%	
**New Question		Agree Neutral Disa	agree				

# Jim Pattison Outpatient Care and Surgery Centre

### 14 Respondents 2021 | 7 Respondents 2020

Engagement				2020				
I am satisfied with this health authority as a place to practice medicine.		69%		8%	23% 71%	0%	29%	
I feel I belong to a collaborative, patient-centred team/unit.		779	6	0%	23% 33%	33%	33%	
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		57%	7%	% 36%	43%	14%	43%	
I have adequate opportunities to improve patient care, quality, and safety.	29%		29%	43%	57%	29%	14%	
I have meaningful input into changes affecting my practice environment.	31%		31%	39%	43%	29%	29%	
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	15%	39%		46%	33%	50%	17%	
Senior leaders seek physicians' input when setting the health authority's goals.	15%	23%		62%	50%	17%	33%	
Senior leaders' decision-making is transparent to physicians.	8%	31%		62%	33%	17%	50%	
This health authority values physicians' contributions.	15%	39%		46%	43%	43%	14%	
Value								
This health authority values physicians' contributions.	15%	39%		46%	43%	43%	14%	
**This hospital/facility values physicians' contributions.	31%		31%	39%	-	-	-	
		·	. <u> </u>					

■ Agree ■ Neutral ■ Disagree

30

\*\*New Question

# Jim Pattison Outpatient Care and Surgery Centre

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	46%	9%	46%	<b>60%</b> 0% 40%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.		58%		33%	8%	50%	50%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.		50%		33%	17%	67%	33%	0%
People treat each other with respect and consideration in our workplace.		67%		17%	17%	71%	14%	14%
I am able to reasonably balance the demands of work and personal life.		54%	8%	3	9%	<mark>86%</mark>	0%	14%
People from all backgrounds are treated fairly in our workplace.		77%	6		23% 0%	57%	43%	0%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		50%		40%	10%	33%	50%	17%
Trust								
**Physicians and medical leaders trust one another in my health authority.	23%		46%		31%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.		46%		39%	15%	-	-	-
Physicians and medical leaders trust one another.	2020 Wor	ding of the qu	estion – inclu	ded for comp	arability	57%	0%	43%

■ Agree ■ Neutral ■ Disagree

31

\*\*New Question

### Langley Memorial Hospital

#### 58 Respondents 2021 | 61 Respondents 2020

Engagement		2021			2020	
I am satisfied with this health authority as a place to practice medicine.	58	%	18% 25%	54%	16%	30%
I feel I belong to a collaborative, patient-centred team/unit.	52%	2	5% 23%	57%	8%	34%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	44%	12%	44%	37%	22%	42%
I have adequate opportunities to improve patient care, quality, and safety.	38%	23%	39%	41%	31%	28%
I have meaningful input into changes affecting my practice environment.	28%	31%	41%	33%	21%	46%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	26%	24%	50%	25%	20%	55%
Senior leaders seek physicians' input when setting the health authority's goals.	<b>14%</b> 28%	%	58%	18%	28%	54%
Senior leaders' decision-making is transparent to physicians.	<b>16%</b> 25%	%	60%	10%	28%	62%
This health authority values physicians' contributions.	29%	35%	36%	25%	25%	51%
Value						
This health authority values physicians' contributions.	29%	35%	36%	25%	25%	51%
**This hospital/facility values physicians' contributions.	38%	30%	32%	-	-	-
**New Question	Aa	aree ■Neutral ■Disa	aree	i		

# Langley Memorial Hospital

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	55%	14%	31%	50% 17% 33%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.		52%		37%	6	12%	60%	23%	17%
This hospital/facility takes effective action to promote a healthy and safe workplace.		46%		39%		15%	53%	24%	24%
People treat each other with respect and consideration in our workplace.		70%	, D		16%	14%	68%	18%	14%
I am able to reasonably balance the demands of work and personal life.		56%		14%	3	30%	55%	22%	22%
People from all backgrounds are treated fairly in our workplace.		61%		199	%	19%	61%	23%	16%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		57%		23%		20%	50%	27%	23%
rust									
**Physicians and medical leaders trust one another in my health authority.	30%		33%		37%	6	-	_	-
**Physicians and medical leaders trust one another in my hospital/facility.	36%	10	38%			26%	-	-	-
Physicians and medical leaders trust one another.	2020 Word	ding of the q	juestion – inclu	uded for o	compara	ability	47%	19%	34%
**New Question		Agree	■Neutral ■Dis	sagree			i.		

■ Agree ■ Neutral ■ Disagree

### **Mission Memorial Hospital**

### 12 Respondents 2021 | 21 Respondents 2020

Engagement	2	021			2020	
I am satisfied with this health authority as a place to practice medicine.	75%		17% 8%	55%	35%	10%
I feel I belong to a collaborative, patient-centred team/unit.	83%		17% 0%	65%	20%	15%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	75%	0%	25%	70%	5%	25%
I have adequate opportunities to improve patient care, quality, and safety.	67%	17%	6 17%	65%	25%	10%
I have meaningful input into changes affecting my practice environment.	50%	17%	33%	60%	5%	35%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	50%	25%	25%	45%	30%	25%
Senior leaders seek physicians' input when setting the health authority's goals.	58%	25%	17%	35%	25%	40%
Senior leaders' decision-making is transparent to physicians.	42%	42%	17%	15%	45%	40%
This health authority values physicians' contributions.	50%	42%	8%	30%	35%	35%
Value						
This health authority values physicians' contributions.	50%	42%	8%	30%	35%	35%
**This hospital/facility values physicians' contributions.	67%	2	5% 8%	-	-	-

\*\*New Question

■Agree ■Neutral ■Disagree

### **Mission Memorial Hospital**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	55%	0%	46%	<b>23%</b> 15% 62%

#### Physical and Psychological Well-Being

	58%	4	2% 0%	75%	25%	0%
	58%	33%	8%	70%	20%	10%
	83%		17% 0%	85%	5%	10%
33%		33%	33%	58%	26%	16%
	83%		17% 0%	85%	10%	5%
	64%	27	% 9%	58%	26%	16%
	67%	17%	۰ ۲۳%	-	-	-
	75%		17% 8%	-	-	-
2020 Wording	of the question	on – included for com	parability	70%	15%	15%
	33%	33% 83% 64% 65% 75%	58%       33%         83%       33%         33%       33%         33%       33%         83%       27         64%       27         67%       17%         75%       17%	58%       33%       8%         83%       17% 0%         33%       33%       33%         83%       17% 0%         64%       27% 9%         67%       17% 17%	58%       33%       8%       70%         83%       17% 0%       85%         33%       33%       58%         33%       33%       58%         83%       17% 0%       85%         64%       27%       9%         67%       17%       17%         75%       17%       8%	58%       33%       8%       70%       20%         83%       17% 0%       85%       5%         33%       33%       33%       58%       26%         83%       17% 0%       85%       10%         64%       27%       9%       58%       26%         67%       17%       17%       -       -         75%       17%       8%       -       -

■ Agree ■ Neutral ■ Disagree

\*\*New Question

### **Peace Arch Hospital**

### 53 Respondents 2021 | 53 Respondents 2020

Engagement	2021			2020			
I am satisfied with this health authority as a place to practice medicine.		62%		17% 21%	62%	17%	21%
I feel I belong to a collaborative, patient-centred team/unit.		64%		21% 15%	79%	9%	11%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		51%	9%	40%	51%	17%	32%
I have adequate opportunities to improve patient care, quality, and safety.		49%	23	% 28%	58%	25%	17%
I have meaningful input into changes affecting my practice environment.	36%	6	23%	42%	57%	21%	23%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	36%	6	19%	45%	43%	26%	30%
Senior leaders seek physicians' input when setting the health authority's goals.	26%	14%		61%	32%	30%	38%
Senior leaders' decision-making is transparent to physicians.	21%	17%	62%		26%	36%	38%
This health authority values physicians' contributions.	26%	30%	6	43%	47%	30%	23%
Value							
This health authority values physicians' contributions.	26%		30%	43%	47%	30%	23%
**This hospital/facility values physicians' contributions.		53%	19	9% 28%	-	-	-
**New Question		Agree	Neutral ∎Disa	gree			

### **Peace Arch Hospital**

#### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	48%	14%	39%	<b>47%</b> 13% <b>41%</b>

#### Physical and Psychological Well-Being

58%	33%	8%	73%	16%	11%
60%	31%	8%	64%	27%	9%
79	%	19% 2%	89%	7%	4%
64%	9%	26%	62%	13%	24%
81	1%	15% 4%	76%	13%	11%
51%	38%	11%	56%	29%	16%
25%	36% 4	40%	-	-	-
67%	18%	16%	-	-	-
	60%         79         64%         64%         51%	60%       31%         79%       9%         64%       9%         81%       38%         51%       38%	60%       31%       8%         79%       19%       2%         64%       9%       26%         81%       15%       4%         51%       38%       11%         25%       36%       40%	60%       31%       8%       64%         79%       19%       2%       89%         64%       9%       26%       62%         81%       15%       4%       76%         51%       38%       11%       56%	60%       31%       8%       64%       27%         79%       19%       2%       89%       7%         64%       9%       26%       62%       13%         81%       15%       4%       76%       13%         51%       38%       11%       56%       29%         25%       36%       40%       -       -

Physicians and medical leaders trust one another. 2020 Wording of the question – included for comparability

\*\*New Question

■ Agree ■ Neutral ■ Disagree

51%

22%

27%

### **Ridge Meadows Hospital**

### 61 Respondents 2021 | 66 Respondents 2020

Engagement	2021					2020		
I am satisfied with this health authority as a place to practice medicine.		69%		16%	15%	73%	20%	8%
I feel I belong to a collaborative, patient-centred team/unit.		67%		18%	15%	70%	18%	12%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	72%		13%	15%	62%	17%	22%	
I have adequate opportunities to improve patient care, quality, and safety.	62%		21%	16%	58%	23%	20%	
I have meaningful input into changes affecting my practice environment.	43%		31%		26%	45%	29%	26%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	53	%	2	22%	25%	36%	39%	24%
Senior leaders seek physicians' input when setting the health authority's goals.	39%		31%	3	1%	26%	26%	48%
Senior leaders' decision-making is transparent to physicians.	25%	3	5%	40%		21%	29%	50%
This health authority values physicians' contributions.	47%	47% 30% 23%		23%	38%	33%	29%	
Value								
This health authority values physicians' contributions.	47%		30	)%	23%	38%	33%	29%
**This hospital/facility values physicians' contributions.		74%		12%	14%	-	-	-
		l.						•••••

■ Agree ■ Neutral ■ Disagree

\*\*New Question

## **Ridge Meadows Hospital**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	52%	15%	33%	<b>38%</b> 18% <b>45%</b>

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	59%	34%	7%	<mark>61%</mark>	28%	12%
This hospital/facility takes effective action to promote a healthy and safe workplace.	63%	26%	11%	68%	21%	11%
People treat each other with respect and consideration in our workplace.	80%		13% 6%	83%	8%	10%
I am able to reasonably balance the demands of work and personal life.	63%	13%	23%	58%	20%	22%
People from all backgrounds are treated fairly in our workplace.	79%		14% 7%	74%	16%	10%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	57%	25%	18%	64%	29%	7%
Frust						
**Physicians and medical leaders trust one another in my health authority.	53%	29%	19%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	73%	159	% 12%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability				19%	10%
**New Question	■Agree ■Neut	tral Disagree			à	

## **Royal Columbian Hospital**

#### 121 Respondents 2021 | 135 Respondents 2020

Engagement	2021			2020			
I am satisfied with this health authority as a place to practice medicine.	64%		15% 21%	70%	21%	9%	
I feel I belong to a collaborative, patient-centred team/unit.		66%	17% 17%	70%	20%	10%	
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	47%	22%	31%	56%	24%	20%	
I have adequate opportunities to improve patient care, quality, and safety.	46% 26%		28%	55%	25%	20%	
I have meaningful input into changes affecting my practice environment.	36%	27%	37%	41%	29%	30%	
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	37%	25%	37%	44%	24%	32%	
Senior leaders seek physicians' input when setting the health authority's goals.	32%	24%	44%	27%	37%	36%	
Senior leaders' decision-making is transparent to physicians.	26%	24%	50%	19%	37%	44%	
This health authority values physicians' contributions.	36%	29%	35%	39%	35%	26%	
Value							
This health authority values physicians' contributions.	36%	29%	35%	39%	35%	26%	
**This hospital/facility values physicians' contributions.	48%	289	% 24%	-	-	-	
**New Question	A	gree ■Neutral ■Disag	jree				

## **Royal Columbian Hospital**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	50%	16%	34%	<b>39%</b> 22% <b>39%</b>

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	53%			29% 18%		<mark>56</mark> %	33%	11%
This hospital/facility takes effective action to promote a healthy and safe workplace.		53%	2:	3%	23%	54%	34%	12%
People treat each other with respect and consideration in our workplace.		79	%	1	1% 10%	75%	19%	7%
I am able to reasonably balance the demands of work and personal life.	4	6%	28%	6	26%	60%	22%	18%
People from all backgrounds are treated fairly in our workplace.		71%		16%	13%	73%	19%	8%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		48%		34%	18%	44%	44%	12%
Frust								
**Physicians and medical leaders trust one another in my health authority.	41	%	38%	6	22%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.		59%		29%	12%	-	-	-
Physicians and medical leaders trust one another.	2020 Word	ing of the qu	estion – includ	ed for compa	arability	54%	43%	34%

\*\*New Question

■Agree ■Neutral ■Disagree

41

## **Surrey Memorial Hospital**

#### 181 Respondents 2021 | 133 Respondents 2020

Engagement	2021				2020			
I am satisfied with this health authority as a place to practice medicine.		55%		% 24%	63%	23%	14%	
I feel I belong to a collaborative, patient-centred team/unit.		48%	21%	31%	59%	21%	20%	
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		49%	19%	32%	58%	18%	24%	
I have adequate opportunities to improve patient care, quality, and safety.	4	2%	26%	32%	55%	25%	20%	
I have meaningful input into changes affecting my practice environment.	31%		27%	42%	42%	28%	30%	
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	26%		33%	41%	28%	33%	39%	
Senior leaders seek physicians' input when setting the health authority's goals.	22%	34%		45%	22%	30%	48%	
Senior leaders' decision-making is transparent to physicians.	13%	38%		49%	14%	33%	53%	
This health authority values physicians' contributions.	30%	9% 27%		43%	25%	37%	38%	
√alue								
This health authority values physicians' contributions.	30%		27%	43%	25%	37%	38%	
**This hospital/facility values physicians' contributions.	34%		30%	36%	-	-	-	
**New Question		Agree	Neutral ■Disagree	9				

## **Surrey Memorial Hospital**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	56%	12%	32%	48% 17% 35%

#### Physical and Psychological Well-Being

	47%	36%	17%	57%	26%	17%
	47%	33%	20%	48%	29%	23%
	74%		16% 10%	77%	12%	11%
	54%	16%	31%	48%	22%	30%
	74%		13% 14%	73%	18%	10%
	47%	31%	22%	48%	32%	20%
33%		33%	34%	-	-	-
	49%	24%	27%	-	-	-
2020 Word	omparability	37%	37%	26%		
	33%	54%       74%       47%       33%       49%	47%       33%         74%       16%         54%       16%         47%       31%         33%       33%         47%       24%	47%       33%       20%         74%       16%       10%         54%       16%       31%         74%       13%       14%         47%       31%       22%         33%       33%       34%	47%       33%       20%       48%         74%       16%       10%       77%         54%       16%       31%       48%         74%       13%       14%       73%         47%       31%       22%       48%         33%       33%       34%       -         49%       24%       27%       -	47%       33%       20%       48%       29%         74%       16%       10%       77%       12%         54%       16%       31%       48%       22%         74%       13%       14%       73%       18%         47%       31%       22%       48%       32%         33%       33%       34%       -       -         49%       24%       27%       -       -

■ Agree ■ Neutral ■ Disagree

\*\*New Question

### Interior Health – Hospital/Facility Data

- Overall engagement averages by hospital/facility
- Engagement trends
- Physicians Feeling Valued
- Physician Health and Safety
- Trust between Physicians and Medical Leaders

Senior leaders refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.

**Medical leaders** refers to refers to those who hold a formal medical leadership position and receive a stipend/payment from the Health Authority i.e., Department Head, Regional Medical Lead/Director, Vice President of Medicine



# **Interior** Health Authority

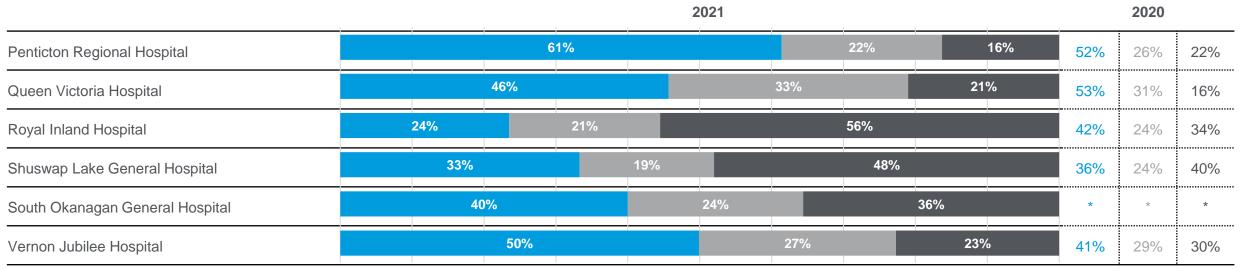
Overall Engagement Averages (based on the same nine engagement questions asked in previous years)

				2021						2020	
100 Mile District General Hospital	4	7%		18%			36%		*	*	*
Boundary District Hospital		60%				27%		13%	*	*	*
Cariboo Memorial Hospital	43%	6		14%		43%	6		41%	20%	39%
Creston Valley Hospital		49%			30%		219	6	48%	29%	23%
East Kootenay Regional Hospital	39%			35%			26%		34%	26%	40%
Elk Valley Hospital		48%		2	6%		26%		59%	31%	9%
Golden and District General Hospital		49%			40%	%		11%	52%	32%	16%
Invermere and District Hospital		59%			15%		26%		48%	25%	27%
Kelowna General Hospital	44	%		24%			32%		41%	23%	37%
Kootenay Boundary Regional Hospital	32%		30%			3	8%		26%	23%	51%
Kootenay Lake Hospital	44	%		17%		3	9%		41%	14%	44%

\* Sample size too small to report

# **Interior** Health Authority

### Overall Engagement Averages (continued...)



■Agree ■Neutral ■Disagree

\* Sample size too small to report



Better. Together.

## **100 Mile District General**

#### **5 Respondents 2021** | \* Respondents 2020

Engagement		2021			2020	
I am satisfied with this health authority as a place to practice medicine.	60%	0%	40%	*	*	*
I feel I belong to a collaborative, patient-centred team/unit.	40%	20%	40%	*	*	*
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		80%	0% 20%	*	*	*
I have adequate opportunities to improve patient care, quality, and safety.	40%	20%	40%	*	*	*
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.	40%	20%	40%	*	*	*
Senior leaders seek physicians' input when setting the health authority's goals.	40%	20%	40%	*	*	*
Senior leaders' decision-making is transparent to physicians.	40%	20%	40%	*	*	*
This health authority values physicians' contributions.	40%	20%	40%	*	*	*
√alue						
This health authority values physicians' contributions.	40%	20%	40%	*	*	*
**This hospital/facility values physicians' contributions.	40%	20%	40%	*	*	*
**New Question	Agree	■Neutral ■Disagr	ee			

\* Sample size too small to report

## **100 Mile District General**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	67%	0%	33%	* * *

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	40%	20%	40%	*	*	*
This hospital/facility takes effective action to promote a healthy and safe workplace.	40%		60% 0%	*	*	*
People treat each other with respect and consideration in our workplace.	40%	0%	60%	*	*	*
I am able to reasonably balance the demands of work and personal life.		100%	0% 0%	*	*	*
People from all backgrounds are treated fairly in our workplace.		80%	20% 0%	*	*	*
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	40%	20%	40%	*	*	*
rust						
**Physicians and medical leaders trust one another in my health authority.	40%	4	.0% 20%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	40%	4	0% 20%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of	the question – inclu	Ided for comparability	*	*	*

■ Agree ■ Neutral ■ Disagree

\* Sample size too small to report

\*\*New Question

## **Boundary District Hospital**

### **5 Respondents 2021** | \* Respondents 2020

Engagement			2021				2020	
I am satisfied with this health authority as a place to practice medicine.		80%	6		20% 0%	*	*	*
I feel I belong to a collaborative, patient-centred team/unit.		80%	6		20% 0%	*	*	*
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		80%	6	0%	20%	*	*	*
I have adequate opportunities to improve patient care, quality, and safety.		80%	6		20% 0%	*	*	*
I have meaningful input into changes affecting my practice environment.	4	0%		60%	0%	*	*	*
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	4	0%	20%	4	0%	*	*	*
Senior leaders seek physicians' input when setting the health authority's goals.	4	0%	40	%	20%	*	*	*
Senior leaders' decision-making is transparent to physicians.	20%	40%	6	4	0%	*	*	*
This health authority values physicians' contributions.		80%	6		20% 0%	*	*	*
Value								
This health authority values physicians' contributions.		80	%		20% 0%	*	*	*
**This hospital/facility values physicians' contributions.			100%		0% 0%	*	*	*

\*\*New Question

■Agree ■Neutral ■Disagree

\* Sample size too small to report

49

## **Boundary District Hospital**

### Physician Health and Safety

		2021			202	20	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	67%		33%	0%	* *		*

#### Physical and Psychological Well-Being

*	*	*	20%	20%		60%	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.
*	*	*	0% 0%		100%		People treat each other with respect and consideration in our workplace.
*	*	*	0%	40%		60%	I am able to reasonably balance the demands of work and personal life.
*	*	*	0% 0%		100%		People from all backgrounds are treated fairly in our workplace.
*	*	*	20%	0%	)%	80	My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).
							Frust
-	_	-	20%	20%		60%	**Physicians and medical leaders trust one another in my health authority.
-	-	-	20%	0%	0%	8	**Physicians and medical leaders trust one another in my hospital/facility.

Physicians and medical leaders trust one another.

2020 Wording of the question – included for comparability

■ Agree ■ Neutral ■ Disagree

\* Sample size too small to report

\*

\*

\*

2021 Health Authority Engagement Survey

\*\*New Question

### **Cariboo Memorial Hospital**

#### 17 Respondents 2021 | 18 Respondents 2020

Engagement			2021				2020	
I am satisfied with this health authority as a place to practice medicine.		53%	129	%	35%	39%	22%	39%
I feel I belong to a collaborative, patient-centred team/unit.		65%		18%	18%	56%	11%	33%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		59%		12%	29%	44%	22%	33%
I have adequate opportunities to improve patient care, quality, and safety.		53%	1	8%	29%	28%	50%	22%
I have meaningful input into changes affecting my practice environment.	35%		18%	47%		44%	17%	39%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	41	%	12%	479	%	50%	6%	44%
Senior leaders seek physicians' input when setting the health authority's goals.	29%	12%		59%		39%	11%	50%
Senior leaders' decision-making is transparent to physicians.	24%	12%		65%		33%	22%	44%
This health authority values physicians' contributions.	29%	18%	6	53%		35%	18%	47%
Value								
This health authority values physicians' contributions.	29%	18	%	53%		35%	18%	47%
**This hospital/facility values physicians' contributions.		65%		6%	29%	-	-	-

\*\*New Question

## **Cariboo Memorial Hospital**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	39%	8%	54%	<b>21%</b> 21% <b>57%</b>

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.		53%		35%	12%	65%	24%	12%
This hospital/facility takes effective action to promote a healthy and safe workplace.		59%		18%	24%	65%	12%	24%
People treat each other with respect and consideration in our workplace.			88%		12% 0%	65%	12%	24%
I am able to reasonably balance the demands of work and personal life.	419	%	6%	53%		35%	18%	47%
People from all backgrounds are treated fairly in our workplace.		71%		18%	<b>6</b> 12%	71%	18%	12%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		56%		31%	13%	59%	29%	12%
Trust								
**Physicians and medical leaders trust one another in my health authority.	24%		41%	3	5%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.		65%		18%	18%	-	-	-
Physicians and medical leaders trust one another.	2020 Wordi	ing of the qu	estion – inclu	ded for compa	rability	35%	24%	41%

■Agree ■Neutral ■Disagree

\*\*New Question

## **Creston Valley Hospital**

#### 8 Respondents 2021 | 13 Respondents 2020

Engagement			2021				2020	
I am satisfied with this health authority as a place to practice medicine.		63%		25%	13%	77%	8%	15%
I feel I belong to a collaborative, patient-centred team/unit.			88%		0% 13%	77%	8%	15%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		50%	2!	5%	25%	62%	23%	15%
I have adequate opportunities to improve patient care, quality, and safety.			88%		0% 13%	46%	38%	15%
I have meaningful input into changes affecting my practice environment.	29%		43%		29%	46%	31%	23%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	38	%	5(	)%	13%	46%	31%	23%
Senior leaders seek physicians' input when setting the health authority's goals.	25%		50%		25%	31%	38%	31%
Senior leaders' decision-making is transparent to physicians.	13%	50%		3	8%	15%	38%	46%
This health authority values physicians' contributions.		50%	25	5%	25%	31%	46%	23%
Value								
This health authority values physicians' contributions.		50%	2	25%	25%	31%	46%	23%
**This hospital/facility values physicians' contributions.		75%	6		13% 13%	-	-	-

\*\*New Question

## **Creston Valley Hospital**

### Physician Health and Safety

			2021	2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	29%	14%	57%	60% 10% 30%

#### Physical and Psychological Well-Being

23%	8%	69%	5% 25%	%	50%	This hospital/facility takes effective action to prevent violence in the workplace.
31%	0%	69%	13% 25%	63%	63	This hospital/facility takes effective action to promote a healthy and safe workplace.
15%	15%	69%	0% 13%	88%		People treat each other with respect and consideration in our workplace.
15%	39%	46%	0% 25%	75%		I am able to reasonably balance the demands of work and personal life.
15%	0%	85%	13% 13%	75%		People from all backgrounds are treated fairly in our workplace.
31%	15%	54%	43% 14%		43%	My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).
						Trust
-	-	-	38% 0%	63%	63	**Physicians and medical leaders trust one another in my health authority.
-	-	-	0% 0%	100%		**Physicians and medical leaders trust one another in my hospital/facility.
23%	15%	62%	ed for comparability	of the question – inclu	2020 Wording of t	Physicians and medical leaders trust one another.

Physicians and medical leaders trust one another.

### East Kootenay Regional Hospital

#### 35 Respondents 2021 | 25 Respondents 2020

Engagement			2021			2020	
I am satisfied with this health authority as a place to practice medicine.		60%		31%	9% 52%	28%	20%
I feel I belong to a collaborative, patient-centred team/unit.		66%		20%	14% 48%	20%	32%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		49%	23%	29	% 40%	24%	36%
I have adequate opportunities to improve patient care, quality, and safety.		46%	34%		20% 52%	32%	16%
I have meaningful input into changes affecting my practice environment.	36	i%	36%	27	7% 36%	32%	32%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.		43%	34%		23% 32%	12%	56%
Senior leaders seek physicians' input when setting the health authority's goals.	11%	51%		37%	12%	28%	60%
Senior leaders' decision-making is transparent to physicians.	11%	49%		40%	16%	12%	72%
This health authority values physicians' contributions.	31%		37%	31%	6 20%	48%	32%
Value							
This health authority values physicians' contributions.	31	%	37%	31%	<mark>ه 20%</mark>	48%	32%
**This hospital/facility values physicians' contributions.		54%		29%	17% -	-	-
	1						÷

\*\*New Question

## East Kootenay Regional Hospital

### Physician Health and Safety

	2	2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	61%	0%	39%	<b>67%</b> 13% 20%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	41%	41%	18%	54%	21%	25%
This hospital/facility takes effective action to promote a healthy and safe workplace.	37%	37%	26%	54%	13%	33%
People treat each other with respect and consideration in our workplace.		77%	17% 6%	63%	33%	4%
I am able to reasonably balance the demands of work and personal life.	51%	9%	40%	64%	12%	24%
People from all backgrounds are treated fairly in our workplace.	60%		34% 6%	75%	8%	17%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	34%	34%	31%	46%	21%	33%
Trust						
**Physicians and medical leaders trust one another in my health authority.	33%	33%	33%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	49%	27%	24%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the	e question – included fo	or comparability	38%	25%	38%
**New Question	Agree	e ■Neutral ■Disagree		i		1

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### Elk Valley Hospital

### 12 Respondents 2021 | 20 Respondents 2020

Engagement		:	2021				2020	
I am satisfied with this health authority as a place to practice medicine.		50%		33%	17%	65%	30%	5%
I feel I belong to a collaborative, patient-centred team/unit.		67%		17%	17%	70%	30%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		67%		17%	17%	75%	10%	15%
I have adequate opportunities to improve patient care, quality, and safety.		50%	2	5%	25%	60%	30%	10%
I have meaningful input into changes affecting my practice environment.		50%	8%	42%		65%	25%	10%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	42	2%	4	2%	17%	60%	30%	10%
Senior leaders seek physicians' input when setting the health authority's goals.	27%	27%		46%		55%	35%	10%
Senior leaders' decision-making is transparent to physicians.	17%	42%		42%		20%	65%	15%
This health authority values physicians' contributions.		58%		25%	17%	65%	25%	10%
Value								
This health authority values physicians' contributions.		58%		25%	17%	65%	25%	10%
**This hospital/facility values physicians' contributions.		67%		25%	8%	-	-	-

\*\*New Question

## Elk Valley Hospital

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	50%	0%	50%	44% 13% 44%

#### Physical and Psychological Well-Being

15%	20%	<mark>65</mark> %	18%	27%		55%	This hospital/facility takes effective action to prevent violence in the workplace.
10%	35%	55%	18%	36%		46%	This hospital/facility takes effective action to promote a healthy and safe workplace.
0%	25%	75%	36% 0%			64%	People treat each other with respect and consideration in our workplace.
15%	15%	70%	27%	9%		64%	I am able to reasonably balance the demands of work and personal life.
0%	15%	85%	18% 0%		82%	8	People from all backgrounds are treated fairly in our workplace.
10%	40%	50%	6 0%	46%		55%	My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).
							Trust
-	-	-	8%	42%		50%	**Physicians and medical leaders trust one another in my health authority.
-	-	-	8% 8%		83%		**Physicians and medical leaders trust one another in my hospital/facility.

Physicians and medical leaders trust one another.

■Agree ■Neutral ■Disagree

2020 Wording of the question – included for comparability

\*\*New Question

15%

5%

80%

## Golden and District General Hospital

#### **5 Respondents 2021** | 7 Respondents 2020

Engagement			2021				2020	
I am satisfied with this health authority as a place to practice medicine.		80%	%		20% 0%	86%	14%	0%
I feel I belong to a collaborative, patient-centred team/unit.		80%	6		20% 0%	100%	0%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	40%	6	40%		20%	71%	0%	29%
I have adequate opportunities to improve patient care, quality, and safety.		60%		40%	0%	57%	29%	14%
I have meaningful input into changes affecting my practice environment.	40%	6	40%		20%	67%	0%	33%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.		60%		40%	0%	17%	67%	17%
Senior leaders seek physicians' input when setting the health authority's goals.	20%		80%	,	0%	17%	67%	17%
Senior leaders' decision-making is transparent to physicians.	0%	60%		40%		2%	67%	33%
This health authority values physicians' contributions.		60%		20%	20%	57%	43%	0%
Value								
This health authority values physicians' contributions.		60%		20%	20%	57%	43%	0%
**This hospital/facility values physicians' contributions.		80	0%	0%	20%	-	-	-

\*\*New Question

## Golden and District General Hospital

#### Physician Health and Safety

		2021			2020	)
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	75%		0%	25%	40% 0%	60%

#### Physical and Psychological Well-Being

cility takes effective action to prevent violence in the workplace.	80%	20% 0	<mark>% 86%</mark>	0%	14%
takes effective action to promote a healthy and safe workplace.	60%	40% 0	<b>71%</b>	14%	14%
eat each other with respect and consideration in our workplace.	80%	20% 0	/ 100%	0%	0%
e to reasonably balance the demands of work and personal life.	60%	20% 20%	57%	14%	29%
People from all backgrounds are treated fairly in our workplace.	40%	40% 20%	71%	29%	0%
ively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	40%	60% <b>0</b> 4	<mark>% 43%</mark>	57%	0%
					_
ns and medical leaders trust one another in my health authority.	60%	20% 20%	-	-	-
ns and medical leaders trust one another in my hospital/facility.	80%	0% 20%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the quest	tion – included for comparability	57%	43%	0%
stion	■Agree ■Ne	utral Disagree		·	<u>.</u>

### **Invermere and District Hospital**

### 6 Respondents 2021 | 7 Respondents 2020

Engagement			2021				2020	
I am satisfied with this health authority as a place to practice medicine.			83%	0%	17%	86%	0%	14%
I feel I belong to a collaborative, patient-centred team/unit.			100%		0% 0%	71%	0%	29%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		67%		0% 33	5%	57%	14%	29%
I have adequate opportunities to improve patient care, quality, and safety.			83%	0%	17%	71%	14%	14%
I have meaningful input into changes affecting my practice environment.		67%		17%	17%	57%	14%	29%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	33%		33%	33	%	29%	57%	14%
Senior leaders seek physicians' input when setting the health authority's goals.	17%	33%		50%		14%	43%	43%
Senior leaders' decision-making is transparent to physicians.	0%	50%		50%		0%	57%	43%
This health authority values physicians' contributions.			83%	0%	17%	43%	29%	29%
Value								
This health authority values physicians' contributions.			83%	0%	17%	43%	29%	29%
**This hospital/facility values physicians' contributions.			100%		0% 0%	-	-	-

\*\*New Question

■Agree ■Neutral ■Disagree

61

## **Invermere and District Hospital**

#### Physician Health and Safety

	2021	2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	83%	<b>0% 17% 25%</b> 25% 50%

#### Physical and Psychological Well-Being

6 33% 0%	67%	33%	17%	50%		This hospital/facility takes effective action to prevent violence in the workplace.
6 33% 0%	67%	50% 0%	5	50%		This hospital/facility takes effective action to promote a healthy and safe workplace.
<b>6</b> 17% 0%	83%	0% 0%	100%			People treat each other with respect and consideration in our workplace.
67% 17%	17%	0%	67%		33%	I am able to reasonably balance the demands of work and personal life.
6 33% 0%	67%	0% 0%	100%			People from all backgrounds are treated fairly in our workplace.
<b>6</b> 17% <b>0%</b>	83%	17%	33%	50%		My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).
						Trust
	-	17% 0%	83%			**Physicians and medical leaders trust one another in my health authority.
	-	0% 0%	100%			**Physicians and medical leaders trust one another in my hospital/facility.

Physicians and medical leaders trust one another. 2020 Wording of the question – included for comparability

\*\*New Question

■ Agree ■ Neutral ■ Disagree

17%

33%

50%

### Kelowna General Hospital

#### 174 Respondents 2021 | 173 Respondents 2020

Engagement	2021				2020		
I am satisfied with this health authority as a place to practice medicine.	68%		13%	19%	65%	13%	22%
I feel I belong to a collaborative, patient-centred team/unit.	63	3%	18%	19%	61%	14%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	53%		21%	26%	57%	12%	30%
I have adequate opportunities to improve patient care, quality, and safety.	47%		32%	21%	49%	27%	24%
I have meaningful input into changes affecting my practice environment.	39%	23%	39	%	35%	23%	42%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	37%	24%	4	0%	33%	25%	42%
Senior leaders seek physicians' input when setting the health authority's goals.	28%	28%	449	%	20%	32%	47%
Senior leaders' decision-making is transparent to physicians.	21%	29%	49%		13%	30%	56%
This health authority values physicians' contributions.	44%	26	%	30%	33%	27%	40%
Value							
This health authority values physicians' contributions.	44%	2	6%	30%	33%	27%	40%
**This hospital/facility values physicians' contributions.	48%		26%	26%	-	-	-
**New Question	Agi	ree ■Neutral ■D	)isagree		;.		

## Kelowna General Hospital

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	45%	15%	40%	<b>46%</b> 15% <b>39%</b>

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	56%	33%	11%	59%	31%	11%
This hospital/facility takes effective action to promote a healthy and safe workplace.	57%	28%	15%	53%	28%	19%
People treat each other with respect and consideration in our workplace.	65%	22%	13%	67%	17%	16%
I am able to reasonably balance the demands of work and personal life.	56%	19%	26%	59%	17%	24%
People from all backgrounds are treated fairly in our workplace.	65%	21%	14%	64%	16%	20%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	48%	34%	17%	46%	33%	21%
rust						
**Physicians and medical leaders trust one another in my health authority.	42%	29%	29%	-	_	-
**Physicians and medical leaders trust one another in my hospital/facility.	51%	27%	21%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability				25%	34%
**New Question	Agree ■Neutral ■Disagree					

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## Kootenay Boundary Regional Hospital

#### **39 Respondents 2021** | 30 Respondents 2020

Engagement		2021			2020	
I am satisfied with this health authority as a place to practice medicine.	39%	28%	33%	30%	27%	43%
I feel I belong to a collaborative, patient-centred team/unit.	39%	26%	36%	37%	27%	37%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	419	<mark>6</mark> 21%	39%	37%	17%	47%
I have adequate opportunities to improve patient care, quality, and safety.	36%	26%	39%	30%	30%	40%
I have meaningful input into changes affecting my practice environment.	24%	42%	34%	27%	13%	60%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	33%	36%	31%	20%	27%	53%
Senior leaders seek physicians' input when setting the health authority's goals.	28%	31%	41%	23%	17%	60%
Senior leaders' decision-making is transparent to physicians.	18%	31%	51%	7%	27%	67%
This health authority values physicians' contributions.	28%	31%	41%	23%	23%	53%
Value						
This health authority values physicians' contributions.	28%	31%	41%	23%	23%	53%
**This hospital/facility values physicians' contributions.		51%	18% 31%	-	-	-
**Now Question	· · ·					

\*\*New Question

■Agree ■Neutral ■Disagree

65

## **Kootenay Boundary Regional Hospital**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	43%	9%	49%	<b>58%</b> 16% <b>26%</b>

#### Physical and Psychological Well-Being

49% 66% 2020 Wording of the ques		33% 1% 24%	- - 46%	- - 21%	- - 32%
			-	-	
49%	18%	33%	_	-	-
1	1				
30%	38%	32%	32%	36%	32%
59%		28% 13%	54%	29%	18%
59%	10%	31%	50%	14%	36%
72%		13% 15%	57%	18%	25%
42%	29%	29%	43%	11%	46%
46%	27%	27%	43%	32%	25%
	42% 72% 59% 59%	42% 29% 72% 59% 10%	42%       29%       29%         72%       13%       15%         59%       10%       31%         59%       28%       13%	$\begin{array}{c c c c c c c c c c c c c c c c c c c $	42%       29%       29%       43%       11%         72%       13%       15%       57%       18%         59%       10%       31%       50%       14%         59%       28%       13%       54%       29%

### Kootenay Lake Hospital

#### 20 Respondents 2021 | 16 Respondents 2020

Engagement	2021			2020	
I am satisfied with this health authority as a place to practice medicine.	60%	25% 15%	64%	7%	29%
I feel I belong to a collaborative, patient-centred team/unit.	75%	<b>6</b> 10% 15%	64%	14%	21%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	75%	<b>.</b> 10% 15%	50%	7%	43%
I have adequate opportunities to improve patient care, quality, and safety.	55%	15% 30%	50%	14%	36%
I have meaningful input into changes affecting my practice environment.	45%	15% 40%	36%	7%	57%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<b>25%</b> 25%	50%	36%	21%	43%
Senior leaders seek physicians' input when setting the health authority's goals.	<b>15%</b> 25%	60%	29%	14%	57%
Senior leaders' decision-making is transparent to physicians.	<b>15%</b> 10%	75%	7%	36%	57%
This health authority values physicians' contributions.	30% 20	9% 50%	36%	7%	57%
Value					
This health authority values physicians' contributions.	30% 2	20% 50%	36%	7%	57%
**This hospital/facility values physicians' contributions.	8	2 <mark>0%</mark> 10% 10%	-	-	-

\*\*New Question

## **Kootenay Lake Hospital**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	50%	19%	31%	<b>42%</b> 25% <b>33%</b>

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.		58%		32%	11%	79%	14%	7%
This hospital/facility takes effective action to promote a healthy and safe workplace.		74%			21% 5%	67%	20%	13%
People treat each other with respect and consideration in our workplace.			95%		5% 0%	80%	0%	20%
I am able to reasonably balance the demands of work and personal life.		50%	20	%	30%	53%	13%	33%
People from all backgrounds are treated fairly in our workplace.		75%			20% 5%	87%	13%	0%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		68%		16%	16%	57%	21%	21%
rust								
**Physicians and medical leaders trust one another in my health authority.	30%		40%		30%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.		75%			20% 5%	-	-	-
Physicians and medical leaders trust one another.	2020 Word	ing of the qu	estion – includ	ded for comp	arability	57%	7%	36%
**New Question		■Agree ■	Neutral ■Disa	agree		i.		

### Penticton Regional Hospital

#### 62 Respondents 2021 | 50 Respondents 2020

Engagement			2021				2020	
I am satisfied with this health authority as a place to practice medicine.		79	%		11% 10%	86%	10%	4%
I feel I belong to a collaborative, patient-centred team/unit.		8	2%		8%_10%	68%	20%	12%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		8	4%		5% 11%	69%	18%	12%
I have adequate opportunities to improve patient care, quality, and safety.		75%	) )	1	5% 10%	63%	24%	12%
I have meaningful input into changes affecting my practice environment.		66%		19%	15%	50%	24%	26%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.		53%		27%	19%	37%	33%	31%
Senior leaders seek physicians' input when setting the health authority's goals.	36%		40%		24%	28%	38%	34%
Senior leaders' decision-making is transparent to physicians.	21%		47%		32%	15%	46%	40%
This health authority values physicians' contributions.		57%		27%	16%	49%	24%	27%
Value								
This health authority values physicians' contributions.		57%		27%	16%	49%	24%	27%
**This hospital/facility values physicians' contributions.		69%		16%	15%	-	-	-

\*\*New Question

## **Penticton Regional Hospital**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	35%	17%	48%	<b>33%</b> 12% 55%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	67%		23%	10%	60%	28%	13%
This hospital/facility takes effective action to promote a healthy and safe workplace.	61%		26%	13%	57%	30%	13%
People treat each other with respect and consideration in our workplace.	77	%	13%	10%	80%	15%	4%
I am able to reasonably balance the demands of work and personal life.	52%	15%	34%		62%	13%	26%
People from all backgrounds are treated fairly in our workplace.	73%		19%	8%	68%	26%	6%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	51%		37%	12%	55%	39%	7%
Trust							
**Physicians and medical leaders trust one another in my health authority.	48%	3	9%	13%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	74%	%	20%	7%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the qu	lestion – included f	or comparabi	lity	62%	26%	13%
**New Question	Agree	Neutral Disagree	1				

## **Queen Victoria Hospital**

### 9 Respondents 2021 | 5 Respondents 2020

	2021				2020	
44%		44%	11%	80%	20%	0%
	78%		22% 0%	80%	20%	0%
6	7%	11%	22%	80%	0%	20%
56%		33%	11%	80%	20%	0%
56%		33%	11%	60%	40%	0%
22%	44%	33	3%	20%	40%	40%
33%	33%	33	3%	40%	60%	0%
<mark>0%</mark> 44%		56%		0%	20%	80%
56%		33%	11%	40%	60%	0%
56%	,	33%	11%	40%	60%	0%
	67%	0% 3	3%	-	-	-
	6 56% 22% 33% 0% 44% 56%	44%       78%         67%       67%         56%       1         22%       44%         33%       33%	44%       44%         78%       11%         67%       11%         56%       33%         22%       44%       33         33%       33%       33%         0%       44%       56%         33%       33%       33%         0%       56%       33%         56%       33%       33%	44%       44%       11%         78%       22% 0%         67%       11%       22%         56%       33%       11%         22%       44%       33%         33%       33%       33%         0%       44%       56%         56%       33%       11%         56%       33%       11%         56%       33%       11%	44%       11%       80%         78%       22% 0%       80%         67%       11%       22%       80%         56%       33%       11%       80%         22%       44%       33%       20%         33%       33%       30%       40%         0%       44%       56%       0%         56%       33%       11%       40%	44%       44%       11%       80%       20%         78%       22%       0%       80%       20%         67%       11%       22%       80%       0%         56%       33%       11%       80%       20%         56%       33%       11%       60%       40%         22%       44%       33%       20%       40%         33%       33%       33%       0%       20%         60%       33%       11%       60%       40%         56%       33%       33%       0%       20%         56%       33%       11%       60%       60%         56%       33%       11%       40%       60%

\*\*New Question

## **Queen Victoria Hospital**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	63%	0%	38%	50% 0% 50%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.		67%		22%	11%	60%	40%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.		67%		22%	11%	100%	0%	0%
People treat each other with respect and consideration in our workplace.			100%		0% 0%	100%	0%	0%
I am able to reasonably balance the demands of work and personal life.	33%		22%	44%		40%	40%	20%
People from all backgrounds are treated fairly in our workplace.			89%		<mark>1</mark> 1% 0%	100%	0%	0%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	44	1%	3	3%	22%	80%	0%	20%
Trust								
**Physicians and medical leaders trust one another in my health authority.	4	4%	:	33%	22%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.		67%		11%	22%	-	-	-
Physicians and medical leaders trust one another.	2020 Wordi	ng of the qu	estion – inclu	ded for compa	rability	80%	20%	0%

\*\*New Question

■Agree ■Neutral ■Disagree

72

## **Royal Inland Hospital**

### **113 Respondents 2021** | 88 Respondents 2020

Engagement			2021			2020	
I am satisfied with this health authority as a place to practice medicine.	33%		9%	49%	63%	23%	15%
I feel I belong to a collaborative, patient-centred team/unit.	41	%	19%	41%	62%	15%	23%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	35%		3%	51%	45%	22%	33%
I have adequate opportunities to improve patient care, quality, and safety.	32%		23%	45%	52%	24%	24%
I have meaningful input into changes affecting my practice environment.	25%	21%		54%	44%	19%	36%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<mark>10%</mark> 2	3%		67%	31%	28%	41%
Senior leaders seek physicians' input when setting the health authority's goals.	11%	25%		65%	25%	31%	44%
Senior leaders' decision-making is transparent to physicians.	<mark>4%</mark> 23%			74%	17%	27%	56%
This health authority values physicians' contributions.	22%	23%		55%	37%	26%	37%
Value							
This health authority values physicians' contributions.	22%	23%		55%	37%	26%	37%
**This hospital/facility values physicians' contributions.	359	%	22%	43%	-	_	-

\*\*New Question

■Agree ■Neutral ■Disagree

## **Royal Inland Hospital**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	52%	22%	27%	48% 18% 33%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	429	%	4	1%	17%	60%	24%	15%
This hospital/facility takes effective action to promote a healthy and safe workplace.	35%		28%	3	7%	49%	20%	31%
People treat each other with respect and consideration in our workplace.		63%		18%	20%	68%	13%	18%
I am able to reasonably balance the demands of work and personal life.		49%	24	%	27%	62%	18%	21%
People from all backgrounds are treated fairly in our workplace.		60%		27%	13%	71%	16%	13%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	37%		38%		26%	51%	35%	15%
Trust								
**Physicians and medical leaders trust one another in my health authority.	23%	29%		49%		-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	42	%	25%		34%	-	-	-
Physicians and medical leaders trust one another.	2020 Wordi	ng of the que	estion – includ	ed for comp	arability	48%	24%	28%

■Agree ■Neutral ■Disagree

74

## Shuswap Lake General Hospital

### 25 Respondents 2021 | 15 Respondents 2020

Engagement			2021				2020	
I am satisfied with this health authority as a place to practice medicine.		44%	20%	3	6%	60%	20%	20%
I feel I belong to a collaborative, patient-centred team/unit.		48%	24	%	28%	40%	27%	33%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	4	0%	12%	48%		60%	7%	33%
I have adequate opportunities to improve patient care, quality, and safety.		52%	8%	40	%	47%	27%	27%
I have meaningful input into changes affecting my practice environment.	24%	28%	6	48%		33%	13%	53%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	20%	28%		52%		20%	40%	40%
Senior leaders seek physicians' input when setting the health authority's goals.	20%	12%		68%		27%	27%	47%
Senior leaders' decision-making is transparent to physicians.	<b>12%</b> 8%		80	%		7%	33%	60%
This health authority values physicians' contributions.	4	0%	28%		32%	33%	20%	47%
Value								
This health authority values physicians' contributions.		40%	28%		32%	33%	20%	47%
**This hospital/facility values physicians' contributions.		68%		12%	20%	-	-	-

\*\*New Question

■Agree ■Neutral ■Disagree

75

## Shuswap Lake General Hospital

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	55%	9%	36%	58% 8% 33%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	58%	6 17%	6 25%	50%	50%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	56%	16%	28%	47%	33%	20%
People treat each other with respect and consideration in our workplace.		80%	4% 16%	73%	20%	7%
I am able to reasonably balance the demands of work and personal life.	48%	16%	36%	67%	20%	13%
People from all backgrounds are treated fairly in our workplace.	64	4% 1	2% 24%	60%	27%	13%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	46%	23%	32%	33%	47%	20%
Trust						
**Physicians and medical leaders trust one another in my health authority.	24%	40%	36%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	44%	28%	28%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of t	he question – included fo	or comparability	33%	40%	27%
**New Question	■ Agr	ee ■Neutral ■Disagree				

76

## South Okanagan General Hospital

### 5 Respondents 2021 | \* Respondents 2020

Engagement	2021					2020		
I am satisfied with this health authority as a place to practice medicine.	40%	4	.0%	20%	*	*	*	
I feel I belong to a collaborative, patient-centred team/unit.		80%	0%	20%	*	*	*	
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		60%	20%	20%	*	*	*	
I have adequate opportunities to improve patient care, quality, and safety.	40%	0%	60%		*	*	*	
I have meaningful input into changes affecting my practice environment.	40%	20%	40%	, o	*	*	*	
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	40%	4	0%	20%	*	*	*	
Senior leaders seek physicians' input when setting the health authority's goals.	20%	40%	40%	, o	*	*	*	
Senior leaders' decision-making is transparent to physicians.	<mark>0%</mark> 40%		60%		*	*	*	
This health authority values physicians' contributions.	40%	20%	40%	, o	*	*	*	
√alue								
This health authority values physicians' contributions.	40%	20%	40	%	*	*	*	
**This hospital/facility values physicians' contributions.	40%	20%	40	%	-	-	-	
					<i>i</i>			

■Agree ■Neutral ■Disagree

\* Sample size too small to report

## South Okanagan General Hospital

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	50%	0%	50%	* * *

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	40%		20%		40%	*	*	*
This hospital/facility takes effective action to promote a healthy and safe workplace.	40%		40%		20%	*	*	*
People treat each other with respect and consideration in our workplace.		80%	/o		20% 0%	*	*	*
I am able to reasonably balance the demands of work and personal life.		60%	0%	6	40%	*	*	*
People from all backgrounds are treated fairly in our workplace.		60%		40%	0%	*	*	*
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		75%			25% 0%	*	*	*
rust								_
**Physicians and medical leaders trust one another in my health authority.	40%	0%	/ D	60%		-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.		60%		20%	20%	-	-	-
Physicians and medical leaders trust one another.	2020 Wordin	g of the que	stion – includ	led for com	parability	*	*	*

■ Agree ■ Neutral ■ Disagree

\* Sample size too small to report

## Vernon Jubilee Hospital

### 53 Respondents 2021 | 52 Respondents 2020

Engagement	2021							
I am satisfied with this health authority as a place to practice medicine.		66%		19%	15%	73%	21%	6%
I feel I belong to a collaborative, patient-centred team/unit.		769	6	6'	% 19%	60%	22%	18%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		60%		23%	17%	61%	14%	25%
I have adequate opportunities to improve patient care, quality, and safety.		60%		26%	13%	48%	29%	23%
I have meaningful input into changes affecting my practice environment.		56%		21%	23%	46%	19%	35%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.		47%		30%	23%	23%	40%	37%
Senior leaders seek physicians' input when setting the health authority's goals.	23%		38%	4	0%	17%	40%	42%
Senior leaders' decision-making is transparent to physicians.	15%	5	1%		34%	12%	38%	50%
This health authority values physicians' contributions.		46%		33%	21%	31%	37%	33%
Value								
This health authority values physicians' contributions.		46%		33%	21%	31%	37%	33%
**This hospital/facility values physicians' contributions.		67%		2	23% 10%	5		

\*\*New Question

■Agree ■Neutral ■Disagree

79

## Vernon Jubilee Hospital

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	43%	21%	36%	51% 8% 41%

#### Physical and Psychological Well-Being

67%	28%	6% <mark>65</mark> %	17%	17%
64%	21% 1	5% <mark>66</mark> %	17%	17%
73%	17%	10% 87%	11%	2%
59%	21% 219	63%	20%	17%
81	% 10%	10% 80%	17%	2%
58%	26% 10	5% <u>56%</u>	33%	11%
54%	27% 19	% _	-	-
71%	21%	8% -	-	-
2020 Wording of the qu	estion – included for comparability	47%	21%	32%
	64%         73%         59%         81         58%         54%         71%	64%       21%       15         73%       17%       17%         59%       21%       21%         59%       21%       21%         59%       21%       10%         58%       26%       16         54%       27%       19%	64%       21%       15%       66%         73%       17%       10%       87%         59%       21%       21%       63%         81%       10%       10%       80%         58%       26%       16%       56%         54%       27%       19%       -         71%       21%       8%       -	64%       21%       15%       66%       17%         73%       17%       10%       87%       11%         59%       21%       21%       63%       20%         81%       10%       10%       80%       17%         58%       26%       16%       56%       33%         54%       27%       19%       -       -         71%       21%       8%       -       -

■ Agree ■ Neutral ■ Disagree

## Island Health – Facility/Hospital Data

- Overall engagement averages by hospital/facility
- Engagement trends
- Physicians Feeling Valued
- Physician Health and Safety
- Trust between Physicians and Medical Leaders

Senior leaders refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.

**Medical leaders** refers to refers to those who hold a formal medical leadership position and receive a stipend/payment from the Health Authority i.e., Department Head, Regional Medical Lead/Director, Vice President of Medicine



# Island Health Authority

Overall Engagement Averages (based on the same nine engagement questions asked in previous years)

			2021						2020	
Cowichan District Hospital	42%	6		21%		37%		40%	27%	33%
Lady Minto/Gulf Islands Hospital	42%	, D		23%		35%		44%	27%	28%
Nanaimo Regional General Hospital	32%		23%		46%			26%	24%	50%
North Island Hospital Campbell River & District	45	%		26%		30%		51%	27%	23%
North Island Hospital Comox Valley	42%	5		28%		31%		40%	28%	31%
Royal Jubilee Hospital	35%		25%		40	)%		38%	24%	38%
Saanich Peninsula Hospital	40%			25%		35%		41%	25%	34%
Tofino General Hospital		59%			40%	6	2%	44%	31%	24%
Victoria General Hospital	34%		27%		4	0%		36%	26%	38%
West Coast General Hospital	38%		25	5%		37%		50%	22%	27%
Mount Waddington	29%	2	2%		49%			22%	26%	52%

■ Agree ■ Neutral ■ Disagree

Better, Together,

## **Cowichan District Hospital**

### 53 Respondents 2021 | 45 Respondents 2020

Engagement	2021				2020		
I am satisfied with this health authority as a place to practice medicine.	62	2%	13% 25%	58%	27%	16%	
I feel I belong to a collaborative, patient-centred team/unit.	55%		17% 28%	58%	24%	18%	
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	45%	15%	40%	45%	18%	36%	
I have adequate opportunities to improve patient care, quality, and safety.	51%	13%	36%	47%	27%	27%	
I have meaningful input into changes affecting my practice environment.	34%	21%	45%	40%	24%	36%	
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	44%	21%	35%	29%	29%	42%	
Senior leaders seek physicians' input when setting the health authority's goals.	26%	30%	44%	27%	31%	42%	
Senior leaders' decision-making is transparent to physicians.	22%	31%	47%	13%	38%	49%	
This health authority values physicians' contributions.	42%	25%	34%	42%	27%	31%	
/alue							
This health authority values physicians' contributions.	42%	25%	34%	42%	27%	31%	
**This hospital/facility values physicians' contributions.	44%	23%	33%	-	-	-	
**New Question	Ag	ree ■Neutral ■Disa	agree				

## **Cowichan District Hospital**

### Physician Health and Safety

		2020		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	44%	12%	44%	50% 3% 47%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	54%		25%		55%	23%	23%	
This hospital/facility takes effective action to promote a healthy and safe workplace.	40%	32%		28%	50%	18%	33%	
People treat each other with respect and consideration in our workplace.		68%	13%	19%	70%	13%	18%	
I am able to reasonably balance the demands of work and personal life.	<mark>36%</mark> 23%		12%	43%	28%	30%		
People from all backgrounds are treated fairly in our workplace.	57%		11%	32%	64%	13%	23%	
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	41%	29%		29%	54%	22%	24%	
Trust								
**Physicians and medical leaders trust one another in my health authority.	50%	17	%	33%	-	-	-	
**Physicians and medical leaders trust one another in my hospital/facility.	56%		21%	23%	-	-	-	
Physicians and medical leaders trust one another.	2020 Wording of	the question – inclu	ded for com	parability	41%	26%	33%	
**New Question	Agree ■Neutral ■Disagree							

## Lady Minto/Gulf Islands Hospital

### 12 Respondents 2021 | 13 Respondents 2020

Engagement	2021					2020	
I am satisfied with this health authority as a place to practice medicine.	50%		25%		77%	15%	8%
I feel I belong to a collaborative, patient-centred team/unit.	58%		17%	25%	46%	15%	38%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	33%	8%	58%		46%	8%	46%
I have adequate opportunities to improve patient care, quality, and safety.	58%		8%	33%	62%	15%	23%
I have meaningful input into changes affecting my practice environment.	33%	25%	4	-2%	54%	8%	38%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	42%	25%		33%	23%	62%	15%
Senior leaders seek physicians' input when setting the health authority's goals.	36%	36%		27%	23%	46%	31%
Senior leaders' decision-making is transparent to physicians.	42%	17%	4	-2%	23%	38%	38%
This health authority values physicians' contributions.	25%	42%		33%	46%	38%	15%
/alue							
This health authority values physicians' contributions.	25%	42%		33%	46%	38%	15%
**This hospital/facility values physicians' contributions.	50%	17	7%	33%	-	-	-
	I	ļ	1				

■ Agree ■ Neutral ■ Disagree

## Lady Minto/Gulf Islands Hospital

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	58%	8%	33%	70% 10% 20%

#### Physical and Psychological Well-Being

5 17%	17%	67%	25%	33%	2%	42%	This hospital/facility takes effective action to prevent violence in the workplace.
5 17%	25%	58%	42%		33%	25%	This hospital/facility takes effective action to promote a healthy and safe workplace.
0%	8%	92%	0% 17%	83%			People treat each other with respect and consideration in our workplace.
33%	17%	50%	25%	58% 17%			I am able to reasonably balance the demands of work and personal life.
0%	8%	92%	25%	25%	50%		People from all backgrounds are treated fairly in our workplace.
8%	39%	54%	42%		42%	17%	My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).
							rust
-	-	-	33%	33%	3	33%	**Physicians and medical leaders trust one another in my health authority.
-	-	-	33%	17%	50%		**Physicians and medical leaders trust one another in my hospital/facility.
15%	54%	31%	mparability	n – included for co	ling of the question	2020 Wordi	Physicians and medical leaders trust one another.
				al Disagree	Agree ■Neutral		**New Question

## Nanaimo Regional General Hospital

### 115 Respondents 2021 | 106 Respondents 2020

Engagement		2021	2020			
I am satisfied with this health authority as a place to practice medicine.	46%	22%	32%	49%	25%	25%
I feel I belong to a collaborative, patient-centred team/unit.	60%		14% 27%	49%	13%	38%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	40%	13%	47%	35%	25%	40%
I have adequate opportunities to improve patient care, quality, and safety.	36%	23%	41%	39%	26%	35%
I have meaningful input into changes affecting my practice environment.	29%	25%	46%	16%	31%	52%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	24%	28%	49%	18%	24%	58%
Senior leaders seek physicians' input when setting the health authority's goals.	<b>18%</b> 25%		57%	12%	16%	71%
Senior leaders' decision-making is transparent to physicians.	10% 27%		64%	7%	21%	73%
This health authority values physicians' contributions.	25%	26%	49%	13%	32%	55%
Value						
This health authority values physicians' contributions.	25%	26%	49%	13%	32%	55%
**This hospital/facility values physicians' contributions.	39%	26%	35%	-	-	-
**New Question	Agre	e ■Neutral ■Dis	agree			

## Nanaimo Regional General Hospital

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	39%	12%	49%	51% 17% 32%

#### Physical and Psychological Well-Being

	55%		36%	10%	<mark>60%</mark>	32%	8%
	47%		33%	20%	41%	35%	24%
79%		9%		11% 10%	60%	24%	16%
55%			21% 24%		53%	19%	29%
61%			25% 14%		<mark>61%</mark>	25%	14%
	47%		37%	16%	38%	43%	19%
21%		40%	3	9%	-	-	-
	45%	28	3%	28%	-	-	-
2020 Wor	ding of the q	uestion – inclu	uded for comp	arability	27%	28%	44%
	21%	47% 7 55% 61% 47% 21% 45%	47%       79%         55%       55%         61%       47%         47%       42%         21%       40%         45%       28	47%       33%         79%       79%         55%       21%         61%       25%         47%       37%         21%       37%         21%       40%         21%       38%	47%       33%       20%         79%       11%       10%         55%       21%       24%         61%       25%       14%         47%       37%       16%         21%       40%       39%	47%       33%       20%       41%         79%       11%       10%       60%         55%       21%       24%       53%         61%       25%       14%       61%         47%       37%       16%       38%         21%       40%       39%       -         45%       28%       28%       28%       -	47%       33%       20%       41%       35%         79%       11%       10%       60%       24%         55%       21%       24%       53%       19%         61%       25%       14%       61%       25%         47%       37%       16%       38%       43%         21%       40%       39%       -       -         45%       28%       28%       -       -

■ Agree ■ Neutral ■ Disagree

## North Island Hospital Campbell River & District

### 40 Respondents 2021 | 36 Respondents 2020

Engagement			2021				2020	
I am satisfied with this health authority as a place to practice medicine.		73%		1:	5% 13%	81%	11%	8%
I feel I belong to a collaborative, patient-centred team/unit.		73%		13	% 15%	75%	11%	14%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		70%		15%	6 15%	61%	19%	19%
I have adequate opportunities to improve patient care, quality, and safety.		55%		25%	20%	64%	25%	11%
I have meaningful input into changes affecting my practice environment.	25%		40%	35%		47%	31%	22%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	35%		30%		35%	33%	44%	22%
Senior leaders seek physicians' input when setting the health authority's goals.	25%	289	6	48%		28%	33%	39%
Senior leaders' decision-making is transparent to physicians.	18%	28%		55%		22%	31%	47%
This health authority values physicians' contributions.	30%		38%		33%	44%	33%	22%
√alue								
This health authority values physicians' contributions.	30%		38%		33%	44%	33%	22%
**This hospital/facility values physicians' contributions.		55%		28%	18%	-	-	-

\*\*New Question

■Agree ■Neutral ■Disagree

## North Island Hospital Campbell River & District

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	60%	7%	33%	33% 29% 38%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.		55%		32%	13%	75%	19%	6%
This hospital/facility takes effective action to promote a healthy and safe workplace.		54%		31%	15%	63%	19%	19%
People treat each other with respect and consideration in our workplace.		75%			18% 8%	77%	15%	9%
I am able to reasonably balance the demands of work and personal life.		55%		25%	20%	62%	12%	27%
People from all backgrounds are treated fairly in our workplace.		73%			20% 8%	67%	24%	9%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		46%	28	8%	26%	52%	36%	12%
rust								
**Physicians and medical leaders trust one another in my health authority.	21%		56%		23%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.		59%		26%	15%	-	-	-
Physicians and medical leaders trust one another.	2020 Wor	ding of the que	estion – inclue	ded for com	parability	48%	33%	18%

■ Agree ■ Neutral ■ Disagree

## North Island Hospital Comox Valley

### 55 Respondents 2021 | 65 Respondents 2020

Engagement	2021					2020		
I am satisfied with this health authority as a place to practice medicine.		64%		22%	15% 69	<mark>%</mark> 17	% 14%	
I feel I belong to a collaborative, patient-centred team/unit.		58%		27%	15% 65	<mark>%</mark> 16	% 19%	
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		55%		22%	24% 59	<mark>%</mark> 14	% 27%	
I have adequate opportunities to improve patient care, quality, and safety.		51%		26%	24% 60	<b>%</b> 17	% 22%	
I have meaningful input into changes affecting my practice environment.	35%	o	35%	3	1% 38	<mark>%</mark> 29	% 33%	
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	35%	6	33%	3:	2% 27	<mark>%</mark> 32	% 40%	
Senior leaders seek physicians' input when setting the health authority's goals.	26%	19%		56%	13	<b>%</b> 44	% 44%	
Senior leaders' decision-making is transparent to physicians.	17%	39%		44%	89	6 37	% 55%	
This health authority values physicians' contributions.	379	%	26%	37%	6 22	<b>%</b> 49	% 29%	
Value								
This health authority values physicians' contributions.	37	7%	26%	37	% 22	% 49	% 29%	
**This hospital/facility values physicians' contributions.		50%		24%	26%		-	

\*\*New Question

■Agree ■Neutral ■Disagree

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## North Island Hospital Comox Valley

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	41%	16%	43%	46% 11% 44%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.		51%		39%	10%	53%	39%	9%
This hospital/facility takes effective action to promote a healthy and safe workplace.	41	%	43'	%	16%	53%	33%	14%
People treat each other with respect and consideration in our workplace.		64%		14%	23%	58%	32%	11%
I am able to reasonably balance the demands of work and personal life.		51%	13%	3	36%	61%	20%	20%
People from all backgrounds are treated fairly in our workplace.		64%		24%	12%	64%	27%	9%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	35%		49%		16%	43%	41%	16%
Trust								
**Physicians and medical leaders trust one another in my health authority.	36%	6	40%		24%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.		57%		31%	12%	-	-	-
Physicians and medical leaders trust one another.	2020 Word	ling of the que	estion – include	d for compa	arability	35%	46%	19%
**New Question		■Agree ■I	Neutral Disag	ree		i.		

92

## **Royal Jubilee Hospital**

### 176 Respondents 2021 | 184 Respondents 2020

Engagement	2021				2020			
I am satisfied with this health authority as a place to practice medicine.	52%	21%	27%	55%	21%	24%		
I feel I belong to a collaborative, patient-centred team/unit.	59%		17% 25%	59%	15%	27%		
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	42%	16%	42%	52%	17%	31%		
I have adequate opportunities to improve patient care, quality, and safety.	40%	24%	36%	50%	21%	29%		
I have meaningful input into changes affecting my practice environment.	31%	28%	42%	39%	21%	41%		
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	25%	32%	43%	24%	33%	42%		
Senior leaders seek physicians' input when setting the health authority's goals.	<b>18%</b> 32	2%	50%	20%	30%	51%		
Senior leaders' decision-making is transparent to physicians.	9% 33%		58%	13%	28%	60%		
This health authority values physicians' contributions.	35%	26%	40%	31%	28%	41%		
Value	·	· · · · · ·		,				
This health authority values physicians' contributions.	35%	26%	40%	31%	28%	41%		
**This hospital/facility values physicians' contributions.	39%	31%	30%	-	-	-		
**New Question	Agree ■Neutral ■Disagree							

## **Royal Jubilee Hospital**

### Physician Health and Safety

		2020		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	57%	12%	32%	<b>45%</b> 15% <b>40%</b>

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<b>42%</b> 40%		17%	59%	27%	14%
This hospital/facility takes effective action to promote a healthy and safe workplace.	45%	32%	23%	50%	29%	22%
People treat each other with respect and consideration in our workplace.	68	3%	21% 11%	68%	18%	14%
I am able to reasonably balance the demands of work and personal life.	43%	21%	36%	56%	18%	27%
People from all backgrounds are treated fairly in our workplace.	61%		22% 17%	62%	21%	17%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	33%	42%	25%	35%	40%	26%
Frust						
**Physicians and medical leaders trust one another in my health authority.	31%	34%	36%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	35%	38%	27%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of th	e question – included f	or comparability	32%	26%	42%
**New Question	Agree	e ■Neutral ■Disagree				

■ Agree ■ Neutral ■ Disagree

94

## Saanich Peninsula Hospital

### 45 Respondents 2021 | 37 Respondents 2020

Engagement	2021					2020			
I am satisfied with this health authority as a place to practice medicine.	58%		22%	20%	70%	19%	11%		
I feel I belong to a collaborative, patient-centred team/unit.	62%		20%	18%	65%	19%	16%		
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	55%		23%	23%	54%	24%	22%		
I have adequate opportunities to improve patient care, quality, and safety.	52%		27%	21%	59%	19%	22%		
I have meaningful input into changes affecting my practice environment.	39% 23%		39	%	38%	24%	38%		
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	33% 27%		40%		28%	31%	42%		
Senior leaders seek physicians' input when setting the health authority's goals.	<b>22%</b> 24%		53%		25%	28%	47%		
Senior leaders' decision-making is transparent to physicians.	<b>13%</b> 22%		64%		11%	14%	76%		
This health authority values physicians' contributions.	27%	38%	3	6%	16%	49%	35%		
Value									
This health authority values physicians' contributions.	27%	38%		36%	16%	49%	35%		
**This hospital/facility values physicians' contributions.	739	/0	14	% 14%	-	-	-		
				·,					

\*\*New Question

■Agree ■Neutral ■Disagree

## Saanich Peninsula Hospital

### Physician Health and Safety

		2020		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	39%	15%	46%	36% 0% 64%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.		58%		33%	9%	64%	24%	12%
This hospital/facility takes effective action to promote a healthy and safe workplace.		74%			19% 7%	73%	15%	12%
People treat each other with respect and consideration in our workplace.			89%		5% 7%	89%	6%	6%
I am able to reasonably balance the demands of work and personal life.		47%	24% 29%		29%	58%	14%	28%
People from all backgrounds are treated fairly in our workplace.		779	6		21% 2%	71%	23%	6%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		51%		42%	7%	65%	26%	10%
rust								
**Physicians and medical leaders trust one another in my health authority.	30%		39%		32%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.		77	%		16% 7%	-	-	-
Physicians and medical leaders trust one another.	2020 Word	ling of the qu	estion – inclu	ded for comp	parability	67%	12%	21%

■ Agree ■ Neutral ■ Disagree

## **Tofino General Hospital**

### 7 Respondents 2021 | 5 Respondents 2020

Engagement			2021				2020	
I am satisfied with this health authority as a place to practice medicine.		71%			29% 0%	80%	20%	0%
I feel I belong to a collaborative, patient-centred team/unit.			100%		0% 0%	100%	0%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		71%			29% 0%	20%	40%	40%
I have adequate opportunities to improve patient care, quality, and safety.		71%			29% 0%	60%	20%	20%
I have meaningful input into changes affecting my practice environment.	4	3%		57%	0%	40%	40%	20%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	29%			71%	0%	20%	60%	20%
Senior leaders seek physicians' input when setting the health authority's goals.		57%		439	% 0%	20%	40%	40%
Senior leaders' decision-making is transparent to physicians.	29%			71%	0%	0%	40%	60%
This health authority values physicians' contributions.		57%		29%	14%	60%	20%	20%
Value								
This health authority values physicians' contributions.		57%		29%	14%	60%	20%	20%
**This hospital/facility values physicians' contributions.			86%		<mark>1</mark> 4% 0%	-	-	-

\*\*New Question

■Agree ■Neutral ■Disagree

97

## **Tofino General Hospital**

### Physician Health and Safety

		2021	2020	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	43%	0%	57%	<b>25%</b> 25% 50%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	43%	29%	2	29%	20%	0%	80%
This hospital/facility takes effective action to promote a healthy and safe workplace.	7	1%	2	29% 0%	20%	60%	20%
People treat each other with respect and consideration in our workplace.		86%		14% 0%	100%	0%	0%
I am able to reasonably balance the demands of work and personal life.	43%	14%	43%		<mark>60%</mark>	20%	20%
People from all backgrounds are treated fairly in our workplace.		86%		14% 0%	100%	0%	0%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	57%		29%	14%	40%	40%	20%
Frust							
**Physicians and medical leaders trust one another in my health authority.	57%		43%	0%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	7	71%		29% 0%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the	e question – includ	led for compara	bility	80%	20%	0%

■Agree ■Neutral ■Disagree

## Victoria General Hospital

### 110 Respondents 2021 | 124 Respondents 2020

Engagement			2020				
I am satisfied with this health authority as a place to practice medicine.	49%	27	% 24%	61%	20%	20%	
I feel I belong to a collaborative, patient-centred team/unit.	61%		9% 30%	58%	23%	20%	
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	42%	17%	40%	58%	15%	28%	
I have adequate opportunities to improve patient care, quality, and safety.	40%	28%	33%	48%	30%	21%	
I have meaningful input into changes affecting my practice environment.	30%	30%	40%	30%	31%	40%	
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	28%	33%	40%	30%	27%	43%	
Senior leaders seek physicians' input when setting the health authority's goals.	17% 29%	, o	53%	17%	26%	58%	
Senior leaders' decision-making is transparent to physicians.	10% 35%		55%	7%	26%	67%	
This health authority values physicians' contributions.	27%	31%	42%	21%	36%	43%	
Value							
This health authority values physicians' contributions.	27%	31%	42%	21%	36%	43%	
**This hospital/facility values physicians' contributions.	40%	30%	31%	-	-	-	
			1				

\*\*New Question

■Agree ■Neutral ■Disagree

## Victoria General Hospital

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	55%	13%	33%	45% 19% 36%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	46	%	3	7%	17%	56%	36%	9%
This hospital/facility takes effective action to promote a healthy and safe workplace.	40%		34%		26%	45%	33%	22%
People treat each other with respect and consideration in our workplace.		71%		149	% 15%	74%	16%	10%
I am able to reasonably balance the demands of work and personal life.	5	0%	18%		32%	58%	15%	27%
People from all backgrounds are treated fairly in our workplace.		62%		20%	18%	65%	23%	12%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	35%		40%		25%	40%	41%	18%
Frust								
**Physicians and medical leaders trust one another in my health authority.	28%		38%		35%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	43%	%	29%		28%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			arability	35%	32%	34%	

■ Agree ■ Neutral ■ Disagree

## West Coast General Hospital

### 16 Respondents 2021 | 13 Respondents 2020

Engagement						
I am satisfied with this health authority as a place to practice medicine.	44%	31%	25%	62%	15%	23%
I feel I belong to a collaborative, patient-centred team/unit.	56%	19%	25%	62%	15%	23%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	56%	19%	25%	62%	23%	15%
I have adequate opportunities to improve patient care, quality, and safety.	50%	19%	31%	77%	15%	8%
I have meaningful input into changes affecting my practice environment.	31%	19%	50%	62%	15%	23%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	38%	25%	38%	38%	23%	38%
Senior leaders seek physicians' input when setting the health authority's goals.	<b>19%</b> 31	%	50%	31%	31%	38%
Senior leaders' decision-making is transparent to physicians.	<b>19%</b> 31	%	50%	23%	23%	54%
This health authority values physicians' contributions.	31%	31%	38%	38%	38%	23%
/alue						
This health authority values physicians' contributions.	31%	31%	38%	38%	38%	23%
**This hospital/facility values physicians' contributions.	50%	13%	38%	-	-	-
**Naw Questier					·····	

\*\*New Question

■Agree ■Neutral ■Disagree

## West Coast General Hospital

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	40%	7%	53%	78% 0% 22%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	69%	1	3% 19%	58%	8%	33%
This hospital/facility takes effective action to promote a healthy and safe workplace.	63%	19%	% 19%	50%	17%	33%
People treat each other with respect and consideration in our workplace.	8	1%	13% 6	% <mark>75%</mark>	17%	8%
I am able to reasonably balance the demands of work and personal life.	63%	13%	25%	83%	17%	0%
People from all backgrounds are treated fairly in our workplace.	75%	6	6% 19%	83%	0%	17%
y hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	56%	19%	25%	42%	25%	33%
ist						
**Physicians and medical leaders trust one another in my health authority.	44%	25%	31%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	75%	%	19% 6	% -	-	-
Physicians and medical leaders trust one another.	2020 Wording of the qu	58%	8%	33%		

■ Agree ■ Neutral ■ Disagree

## Mount Waddington

### 7 Respondents 2021 | 10 Respondents 2020

Engagement			2021				2020	
I am satisfied with this health authority as a place to practice medicine.	29%		29%	43	%	10%	40%	50%
I feel I belong to a collaborative, patient-centred team/unit.		57%		14%	29%	50%	30%	20%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	4	3%	14%	43	%	40%	10%	50%
I have adequate opportunities to improve patient care, quality, and safety.	29%		43%		29%	40%	20%	40%
I have meaningful input into changes affecting my practice environment.	29%		29%	43	%	10%	40%	50%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	14%	29%		57%		10%	20%	70%
Senior leaders seek physicians' input when setting the health authority's goals.	<b>14%</b> 1	4%		71%		20%	10%	70%
Senior leaders' decision-making is transparent to physicians.	<b>14%</b> 1	4%		71%		10%	20%	70%
This health authority values physicians' contributions.	29%	14%		57%		10%	40%	50%
Value								
This health authority values physicians' contributions.	29%	14%		57%		10%	40%	50%
**This hospital/facility values physicians' contributions.		57%	·	14%	29%	-	-	-

\*\*New Question

■Agree ■Neutral ■Disagree

## Mount Waddington

### Physician Health and Safety

		2021	2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	86%	14%	<b>0% 57%</b> 43% 0%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	29%	14%		57%		60%	10%	30%
This hospital/facility takes effective action to promote a healthy and safe workplace.	29%	0%		71%		40%	30%	30%
People treat each other with respect and consideration in our workplace.		57%		14%	29%	60%	20%	20%
I am able to reasonably balance the demands of work and personal life.	29%		29%	4	3%	30%	10%	60%
People from all backgrounds are treated fairly in our workplace.		57%		29%	14%	90%	0%	10%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	14%	14%		71%		20%	50%	30%
Trust								
**Physicians and medical leaders trust one another in my health authority.	14%	14%		71%		-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	29%		29%		43%	-	-	-
Physicians and medical leaders trust one another.	2020 Wo	rding of the qu	estion – inclu	ided for com	parability	10%	20%	70%
**New Question		Agree	Neutral Dis	agree				

## Northern Health – Hospital/ Facility Data

- Overall engagement averages by hospital/facility
- Engagement trends
- Physicians Feeling Valued
- Physician Health and Safety
- Trust between Physicians and Medical Leaders

Senior leaders refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.

**Medical leaders** refers to refers to those who hold a formal medical leadership position and receive a stipend/payment from the Health Authority i.e., Department Head, Regional Medical Lead/Director, Vice President of Medicine



# **Northern** Health Authority

Overall Engagement Averages (based on the same nine engagement questions asked in previous years)

					2021			_	_		2020	
Bulkley Valley District Hospital		48%			20%			32%		42%	19%	40%
Dawson Creek and District Hospital		52%			11%			37%		50%	19%	31%
Fort St John Hospital & Peace Villa	32%			23%			44%			26%	19%	56%
GR Baker Memorial Hospital		43%			32%	0		25%	, )	69%	20%	11%
Haida Gwaii/Prince Rupert			64%				18%		18%	*	*	*
Lakes/Mackenzie/Fraser Lake		50%				26%		24%	%	*	*	*
Mills Memorial Hospital	40	%		16%			44%			51%	20%	29%
St. John Hospital			65%				21%		14%	79%	11%	10%
Stuart Lake Hospital	29%			29%			42%	6		*	*	*
University Hospital of Northern British Columbia (UHNBC)	33%			26%			41	%		40%	28%	31%
Wrinch Memorial Hospital	26%		3:	2%			43%	, 0		22%	42%	36%

■ Agree ■ Neutral ■ Disagree

\* Sample size too small to report

## **Bulkley Valley District Hospital**

### 12 Respondents 2021 | 9 Respondents 2020

Engagement		2021			2020	
I am satisfied with this health authority as a place to practice medicine.		67%	17% 17%	56%	11%	33%
I feel I belong to a collaborative, patient-centred team/unit.		75%	8% 17%	67%	0%	33%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		67%	8% 25%	44%	22%	33%
I have adequate opportunities to improve patient care, quality, and safety.		58%	25% 17%	56%	33%	11%
I have meaningful input into changes affecting my practice environment.		58%	17% 25%	56%	11%	33%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<mark>17%</mark> 42%		42%	33%	11%	56%
Senior leaders seek physicians' input when setting the health authority's goals.	33%	17%	50%	22%	22%	56%
Senior leaders' decision-making is transparent to physicians.	25%	25%	50%	0%	44%	56%
This health authority values physicians' contributions.	33%	<b>33%</b> 17% 50		44%	11%	44%
Value						
This health authority values physicians' contributions.	33%	17%	50%	44%	11%	44%
**This hospital/facility values physicians' contributions.		83%	0% 17%	-	-	-

\*\*New Question

■Agree ■Neutral ■Disagree

# **Bulkley Valley District Hospital**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	55%	0%	46%	44% 22% 33%

#### Physical and Psychological Well-Being

11%	33%	56%	46% 0%		55%	This hospital/facility takes effective action to prevent violence in the workplace.
22%	11%	67%	9% 27%		64%	This hospital/facility takes effective action to promote a healthy and safe workplace.
0%	11%	89%	0% 0%	100%		People treat each other with respect and consideration in our workplace.
0%	0%	100%	17% 25%		58%	I am able to reasonably balance the demands of work and personal life.
11%	11%	78%	25% 8%		67%	People from all backgrounds are treated fairly in our workplace.
11%	22%	67%	30% 10%		60%	My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).
-						rust
-	-	-	0% 20%	4	40%	**Physicians and medical leaders trust one another in my health authority.
-	-	-	10% 0%	90%		**Physicians and medical leaders trust one another in my hospital/facility.
1			· · · · · · · · · · · · · · · · · · ·	·		

Physicians and medical leaders trust one another. 2020 Wording of the question – included for comparability

\*\*New Question

■Agree ■Neutral ■Disagree

0%

22%

78%

### **Dawson Creek and District Hospital**

### 7 Respondents 2021 | 8 Respondents 2020

Engagement		2021			2020	
I am satisfied with this health authority as a place to practice medicine.	57%	57%		14% 50%		38%
I feel I belong to a collaborative, patient-centred team/unit.	57%		14% 29%	63%	25%	13%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		71%	0% 29%	63%	13%	25%
I have adequate opportunities to improve patient care, quality, and safety.		71%	14% 14%	63%	13%	25%
I have meaningful input into changes affecting my practice environment.	43%	0%	57%	75%	13%	13%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	43%	14%	43%	38%	25%	38%
Senior leaders seek physicians' input when setting the health authority's goals.	43%	0%	57%	25%	25%	50%
Senior leaders' decision-making is transparent to physicians.	43%	14%	43%	38%	13%	50%
This health authority values physicians' contributions.	43%	14%	43%	38%	38%	25%
Value						
This health authority values physicians' contributions.	43%	14%	43%	38%	38%	25%
**This hospital/facility values physicians' contributions.		83%	0% 17%	6 -	-	-

\*\*New Question

### **Dawson Creek and District Hospital**

### Physician Health and Safety

	2021	2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	83%	<b>17% 0%</b> 86% 14% 0%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	29%		57%	14%	88%	13%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	4:	3%	43	3% 14%	50%	50%	0%
People treat each other with respect and consideration in our workplace.		71%		14% 14%	88%	0%	13%
I am able to reasonably balance the demands of work and personal life.	29%	14%		57%	63%	0%	38%
People from all backgrounds are treated fairly in our workplace.	29%		57%	14%	63%	25%	13%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	29%		43%	29%	50%	38%	13%
Trust							
**Physicians and medical leaders trust one another in my health authority.	29%	14%		57%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	4	3%	14%	43%	-	-	-
Physicians and medical leaders trust one another.	2020 Word	ling of the qu	estion – include	d for comparability	50%	13%	50%
**New Question		Agree	Neutral Disagr		i		

## Fort St John Hospital & Peace Villa

#### 20 Respondents 2021 | 13 Respondents 2020

Engagement			2021			2020	
I am satisfied with this health authority as a place to practice medicine.	35%	6	25%	40%	38%	23%	38%
I feel I belong to a collaborative, patient-centred team/unit.		65%		25% 10%	62%	8%	31%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		45%	15%	40%	31%	8%	62%
I have adequate opportunities to improve patient care, quality, and safety.		45%	5%	50%	38%	23%	38%
I have meaningful input into changes affecting my practice environment.	25%		35%	40%	15%	23%	62%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	25%	15%		60%	8%	15%	77%
Senior leaders seek physicians' input when setting the health authority's goals.	20%	15%		65%	15%	15%	69%
Senior leaders' decision-making is transparent to physicians.	10%	30%		60%	8%	8%	85%
This health authority values physicians' contributions.	20%		45%	35%	15%	46%	38%
/alue							
This health authority values physicians' contributions.	20%		45%	35%	15%	46%	38%
**This hospital/facility values physicians' contributions.		50%	2	20% 30%	-	-	-

\*\*New Question

## Fort St John Hospital & Peace Villa

#### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	39%	22%	39%	83% 0% 17%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	39%	Ę	50% 1 <sup>-</sup>	30%	60%	10%
This hospital/facility takes effective action to promote a healthy and safe workplace.	44%	33'	% 22%	30%	10%	60%
People treat each other with respect and consideration in our workplace.	60%		20% 20%	60%	10%	30%
I am able to reasonably balance the demands of work and personal life.	25% 15	5%	60%	20%	30%	50%
People from all backgrounds are treated fairly in our workplace.	45%	3:	5% 20%	70%	0%	30%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	37%	47%	6 169	<mark>⁄~ 22%</mark>	11%	67%
Trust						
**Physicians and medical leaders trust one another in my health authority.	30%	30%	40%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	35%	35%	30%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of th	ne question – includ	ed for comparability	50%	30%	20%
**New Question	■ Agre	ee ■Neutral ■Disag	jree			i

### **GR Baker Memorial Hospital**

### 8 Respondents 2021 | 6 Respondents 2020

Engagement			2021				2020	
I am satisfied with this health authority as a place to practice medicine.		50%		38%	13%	83%	17%	0%
I feel I belong to a collaborative, patient-centred team/unit.		50%	2	5%	25%	100%	0%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		50%		38%	13%	100%	0%	0%
I have adequate opportunities to improve patient care, quality, and safety.		63%		25%	13%	67%	33%	0%
I have meaningful input into changes affecting my practice environment.			88%		0% 13%	67%	17%	17%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	38%	6	25%	3	8%	50%	33%	17%
Senior leaders seek physicians' input when setting the health authority's goals.	13%	50%	) )	3	8%	50%	33%	17%
Senior leaders' decision-making is transparent to physicians.	0%	50%		50%		17%	33%	50%
This health authority values physicians' contributions.	38%	6	38%		25%	83%	17%	0%
Value								
This health authority values physicians' contributions.	38	%	38%		25%	83%	17%	0%
**This hospital/facility values physicians' contributions.		63%		25%	13%	-	-	-

\*\*New Question

## **GR Baker Memorial Hospital**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	57%	0%	43%	20% 60% 20%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	38%	D	38%	25%	83%	17%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	25%		38%	38%	67%	33%	0%
People treat each other with respect and consideration in our workplace.	38%	0	38%	25%	67%	33%	0%
I am able to reasonably balance the demands of work and personal life.	25%	13%		63%	17%	17%	67%
People from all backgrounds are treated fairly in our workplace.	13%	38%		50%	67%	0%	33%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	13%	50%	6	38%	83%	17%	0%
Trust							
**Physicians and medical leaders trust one another in my health authority.	13%		75%	13%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	25%		50%	25%	-	-	-
Physicians and medical leaders trust one another.	2020 Word	ing of the qu	estion – incluc	led for comparability	33%	50%	17%
**New Question		Agree	Neutral Disa	gree	i		

## Haida Gwaii/Prince Rupert

#### 8 Respondents 2021 | \* Respondents 2020

Engagement	2021					2020	
I am satisfied with this health authority as a place to practice medicine.		75%	1	3% 13%	*	*	*
I feel I belong to a collaborative, patient-centred team/unit.		88%		0% 13%	*	*	*
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	38%	25%	3	8%	*	*	*
I have adequate opportunities to improve patient care, quality, and safety.	63	9%	13%	25%	*	*	*
I have meaningful input into changes affecting my practice environment.	63	9%	25%	13%	*	*	*
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.		88%		0% 13%	*	*	*
Senior leaders seek physicians' input when setting the health authority's goals.	50%		38%	13%	*	*	*
Senior leaders' decision-making is transparent to physicians.	38%	38%		25%	*	*	*
This health authority values physicians' contributions.		75%	1	3% 13%	*	*	*
/alue							
This health authority values physicians' contributions.		75%		13% 13%	*	*	*
**This hospital/facility values physicians' contributions.		88%		0% 13%	-	-	-
**New Question	Ag	ree ■Neutral ■Dis	agree	* Sam	ole size t	oo small t	o repoi

## Haida Gwaii/Prince Rupert

### Physician Health and Safety

	2021	2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	88%	0% 13% * * *

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	25%	38%		38%	*	*	*
This hospital/facility takes effective action to promote a healthy and safe workplace.	25%	63	%	13%	*	*	*
People treat each other with respect and consideration in our workplace.		75%		13% 13%	*	*	*
I am able to reasonably balance the demands of work and personal life.	38%	13%	50	%	*	*	*
People from all backgrounds are treated fairly in our workplace.		75%		13% 13%	*	*	*
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	50%		25%	25%	*	*	*
rust							
**Physicians and medical leaders trust one another in my health authority.	38%	13%	50	)%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	50%	13	%	38%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of t	he question – inc	luded for cor	nparability	*	*	*

\*\*New Question

■Agree ■Neutral ■Disagree

\* Sample size too small to report

### Lakes/Mackenzie/Fraser Lake

#### 8 Respondents 2021 | \* Respondents 2020

Engagement	2021				202			
I am satisfied with this health authority as a place to practice medicine.		50%		25%	25%	*	*	*
I feel I belong to a collaborative, patient-centred team/unit.		63%		0%	38%	*	*	*
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		75%			13% 13%	*	*	*
I have adequate opportunities to improve patient care, quality, and safety.		75%	)		25% 0%	*	*	*
I have meaningful input into changes affecting my practice environment.	38%	6	25%		38%	*	*	*
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	389	%	38%		25%	*	*	*
Senior leaders seek physicians' input when setting the health authority's goals.	25%		50%		25%	*	*	*
Senior leaders' decision-making is transparent to physicians.	13%	50%			38%	*	*	*
This health authority values physicians' contributions.		75%	)		13% 13%	*	*	*
√alue								
This health authority values physicians' contributions.		759	6		13% 13%	*	*	*
**This hospital/facility values physicians' contributions.			88%		0% 13%	-	-	-
**New Question	■Agree ■Neutral ■Disagree * Sample				ole size t	oo small t	o report	

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### Lakes/Mackenzie/Fraser Lake

### Physician Health and Safety

			2021	2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	38%	0%	63%	* * *

#### Physical and Psychological Well-Being

63% 63% Vording of the questi		3%   25%     25%   13%     or comparability	-	*	- -
	1		-	-	-
63%	1	3% 25%	-	-	-
50%	13%	38%	*	*	*
50%	25%	25%	*	*	*
63%	0%	38%	*	*	*
75%		0 <mark>% 25%</mark>	*	*	*
50%	13%	38%	*	*	*
50%	13%	38%	*	*	*
	50% 75% 63% 50%	50%     13%       75%     0%       63%     0%       50%     25%	50%     13%     38%       75%     0%     25%       63%     0%     38%       50%     25%     25%	50%       13%       38%       *         75%       0%       25%       *         63%       0%       38%       *         50%       25%       25%       *	50%       13%       38%       *       *         75%       0%       25%       *       *         63%       0%       38%       *       *         50%       25%       25%       *       *

### Mills Memorial Hospital

### 20 Respondents 2021 | 12 Respondents 2020

Engagement		2021			2020	
I am satisfied with this health authority as a place to practice medicine.	50%	15%	% 3!	5% 50%	25%	25%
I feel I belong to a collaborative, patient-centred team/unit.	55'	%	20%	25% <mark>58</mark> %	33%	8%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	45%	10%	45%	67%	8%	25%
I have adequate opportunities to improve patient care, quality, and safety.	35%	20%	45%	67%	17%	17%
I have meaningful input into changes affecting my practice environment.	32%	21%	47%	58%	17%	25%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	35%	15%	50%	42%	25%	33%
Senior leaders seek physicians' input when setting the health authority's goals.	37%	21%	42%	50%	17%	33%
Senior leaders' decision-making is transparent to physicians.	30%	15%	55%	33%	8%	58%
This health authority values physicians' contributions.	40%	10%	50%	33%	33%	33%
Value						
This health authority values physicians' contributions.	40%	10%	50%	33%	33%	33%
**This hospital/facility values physicians' contributions.		65%	15%	20% -	-	-

\*\*New Question

## **Mills Memorial Hospital**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	56%	11%	33%	56% 11% 33%

#### Physical and Psychological Well-Being

47%	26%	26%	64%	27%	9%
40%	30%	30%	58%	25%	17%
75%		10% 15%	75%	17%	8%
55%	5%	40%	58%	8%	33%
74%		11% 16%	67%	17%	17%
61%	6%	33%	55%	18%	27%
40%	20%	40%	-	-	-
55%	20%	25%	-	-	-
2020 Wording of the qu	estion – included for	comparability	50%	0%	50%
	40% 75% 55% 74% 61% 40% 55%	40%       30%         75%       5%         55%       5%         74%       6%         61%       6%         40%       20%         55%       20%	40%       30%       30%         75%       10%       15%         55%       5%       40%         74%       11%       16%         61%       6%       33%         40%       20%       40%	40%       30%       30%       58%         75%       10%       15%       75%         55%       5%       40%       58%         74%       11%       16%       67%         61%       6%       33%       55%         40%       20%       40%       -         55%       20%       25%       -	40%       30%       30%       58%       25%         75%       10%       15%       75%       17%         55%       5%       40%       58%       8%         74%       11%       16%       67%       17%         61%       6%       33%       55%       18%         40%       20%       40%       -       -         55%       20%       25%       -       -

■ Agree ■ Neutral ■ Disagree

\*\*New Question

## St. John Hospital

### 7 Respondents 2021 | 7 Respondents 2020

Engagement		2021			2020				
I am satisfied with this health authority as a place to practice medicine.	8	6%	0% 1	4% 100%	0%	0%			
I feel I belong to a collaborative, patient-centred team/unit.	8	6%	0% 1	4% 100%	0%	0%			
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	71%		14% 1	4% 86%	14%	0%			
I have adequate opportunities to improve patient care, quality, and safety.	57%		29% 1	4% 86%	0%	14%			
I have meaningful input into changes affecting my practice environment.	57%		29% 1	4% 57%	29%	14%			
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	57%		29% 1	4% 71%	14%	14%			
Senior leaders seek physicians' input when setting the health authority's goals.	57%		29% 1	4% 71%	14%	14%			
Senior leaders' decision-making is transparent to physicians.	43%	29%	29%	57%	14%	29%			
This health authority values physicians' contributions.	71%		29%	0% 86%	14%	0%			
Value									
This health authority values physicians' contributions.	71%		29%	0% 86%	14%	0%			
**This hospital/facility values physicians' contributions.		100%	0	% 0% -	-	-			

\*\*New Question

## St. John Hospital

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	43%	14%	43%	<b>75%</b> 25% <b>0%</b>

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	57%		14%	29%		57%	43%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	71%			14%	14%	86%	14%	0%
People treat each other with respect and consideration in our workplace.		86%		1	4% 0%	86%	0%	14%
I am able to reasonably balance the demands of work and personal life.	<b>14%</b> 14%		71%			57%	14%	29%
People from all backgrounds are treated fairly in our workplace.		86%		0%	14%	86%	0%	14%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		83%		0%	17%	67%	17%	17%
Frust								

**Physicians and medical leaders trust one another in my health authority.	71%	149	% 14%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.		100%	0% 0%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the qu	estion – included for compa	rability	71%	14%	14%
**New Question	Agree	Neutral Disagree				

### **Stuart Lake Hospital**

#### **5 Respondents 2021** | \* Respondents 2020

Engagement		2021				2020		
I am satisfied with this health authority as a place to practice medicine.		60%		20%	20%	*	*	*
I feel I belong to a collaborative, patient-centred team/unit.	20%	20%		60%		*	*	*
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	20%	20%		60%		*	*	*
I have adequate opportunities to improve patient care, quality, and safety.	20%	20%		60%		*	*	*
I have meaningful input into changes affecting my practice environment.	20%	40%	6	4(	)%	*	*	*
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	20%	40%	6	4(	)%	*	*	*
Senior leaders seek physicians' input when setting the health authority's goals.		40%	20%	4(	)%	*	*	*
Senior leaders' decision-making is transparent to physicians.	20%	40%	6	4(	)%	*	*	*
This health authority values physicians' contributions.		40%	40%		20%	*	*	*
/alue								
This health authority values physicians' contributions.		40%	40%		20%	*	*	*
**This hospital/facility values physicians' contributions.		60%		20%	20%	-	-	-
**New Question		Agree ■N	leutral ∎Disag	ree	* San	nple size t	oo small t	o report

### **Stuart Lake Hospital**

### Physician Health and Safety

	2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	60%	40% 0%	* * *

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	20%	20%	)	60	%	*	*	*
This hospital/facility takes effective action to promote a healthy and safe workplace.	20%		40%		40%	*	*	*
People treat each other with respect and consideration in our workplace.			80%		20% 0%	*	*	*
I am able to reasonably balance the demands of work and personal life.	4	40%		40%	20%	*	*	*
People from all backgrounds are treated fairly in our workplace.	4	40%		40%	20%	*	*	*
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	20%		40%		40%	*	*	*
<b>Frust</b>								
**Physicians and medical leaders trust one another in my health authority.	20%		40%		40%	- 1	-	-
**Physicians and medical leaders trust one another in my hospital/facility.		40%		40%	20%	-	-	-
Physicians and medical leaders trust one another.	2020 Wo	ording of th	ne question	- included for	comparability	*	*	*
**New Question		■ Agre	e ■Neutral	■ Disagree	* Sam	ole size t	oo small	to repo

## University Hospital of Northern British Columbia (UHNBC)

### 65 Respondents 2021 | 52 Respondents 2020

Engagement	2021				2020			
I am satisfied with this health authority as a place to practice medicine.		51%	22%	28% 63%	23%	13%		
I feel I belong to a collaborative, patient-centred team/unit.		48%	29%	23% 61%	20%	20%		
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	32%	19%	49	% 43%	24%	33%		
I have adequate opportunities to improve patient care, quality, and safety.	34%	6 2	5%	42% 46%	27%	27%		
I have meaningful input into changes affecting my practice environment.	28%	28%	4	5% 50%	21%	29%		
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	28%	25%	48	% 22%	31%	47%		
Senior leaders seek physicians' input when setting the health authority's goals.	28%	25%	48	% 23%	37%	40%		
Senior leaders' decision-making is transparent to physicians.	12%	35%	52%	» 12%	38%	50%		
This health authority values physicians' contributions.	34%	6	30%	36% 42%	35%	23%		
√alue								
This health authority values physicians' contributions.	34	%	30%	36% 42%	35%	23%		
**This hospital/facility values physicians' contributions.	3	9%	26%	35% -	-	-		
**New Question		■Agree ■Ne	utral ∎Disagree		<u>;</u>	ė		

## University Hospital of Northern British Columbia (UHNBC)

### Physician Health and Safety

		2021		2020	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	59%	11%	30%	38% 28%	34%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	50%	27%	23%	68%	9%	23%
This hospital/facility takes effective action to promote a healthy and safe workplace.	41%	22%	38%	36%	32%	32%
People treat each other with respect and consideration in our workplace.	46%	32%	22%	56%	23%	21%
I am able to reasonably balance the demands of work and personal life.	42%	25%	34%	56%	23%	21%
People from all backgrounds are treated fairly in our workplace.	49%	19%	32%	58%	15%	27%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	31%	31%	38%	40%	34%	26%
rust						
**Physicians and medical leaders trust one another in my health authority.	29%	35%	37%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	38%	31%	31%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the	question – included for	comparability	34%	29%	46%
**New Question	■ Agree	■Neutral ■Disagree				

### Wrinch Memorial Hospital

### 6 Respondents 2021 | 6 Respondents 2020

Engagement			2021			2020	
I am satisfied with this health authority as a place to practice medicine.		67%		0% 33%	83%	17%	0%
I feel I belong to a collaborative, patient-centred team/unit.		67%		17% 17%	6 83%	17%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		50%	17%	33%	0%	50%	50%
I have adequate opportunities to improve patient care, quality, and safety.	17%	5	0%	33%	17%	50%	33%
I have meaningful input into changes affecting my practice environment.	17%	5	0%	33%	0%	80%	20%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<mark>0%</mark> 33%			67%	17%	0%	83%
Senior leaders seek physicians' input when setting the health authority's goals.	<mark>0%</mark> 33%			67%	0%	50%	50%
Senior leaders' decision-making is transparent to physicians.	<mark>0%</mark> 33%			67%	0%	17%	83%
This health authority values physicians' contributions.	17%	5	0%	33%	0%	100%	0%
Value							
This health authority values physicians' contributions.	17%	ł	50%	33%	0%	100%	0%
**This hospital/facility values physicians' contributions.		67%		33%	0% -	-	-

■Agree ■Neutral ■Disagree

\*\*New Question

### Wrinch Memorial Hospital

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	40%	20%	40%	60% 20% 20%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	0%	100%		0%	50%	33%	17%
This hospital/facility takes effective action to promote a healthy and safe workplace.	17%	839	%	0%	33%	17%	50%
People treat each other with respect and consideration in our workplace.		83%		17% 0%	50%	17%	33%
I am able to reasonably balance the demands of work and personal life.		100%		0% 0%	83%	17%	0%
People from all backgrounds are treated fairly in our workplace.		67%	17%	17%	17%	67%	17%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	0%	100%		0%	33%	50%	17%
Frust							
**Dhypiciano and modical loaders trust and another in my health authority	470/	470/	070/				

**Physicians and medical leaders trust one another in my health authority.	17%	17%		67%		-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.			83%	09	6 17%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability						0%	33%
**New Question	Agree ■ Neutral ■ Disagree							

## **Provincial Health Services Authority** – Hospital/Facility Data

- Overall engagement averages by hospital/facility
- Engagement trends
- Physicians Feeling Valued
- Physician Health and Safety
- Trust between Physicians and Medical Leaders

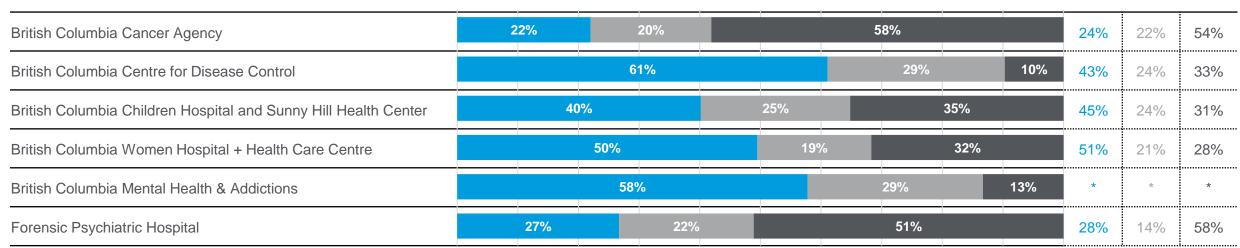
Senior leaders refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.

**Medical leaders** refers to refers to those who hold a formal medical leadership position and receive a stipend/payment from the Health Authority i.e., Department Head, Regional Medical Lead/Director, Vice President of Medicine



# Provincial Health Services Authority

Overall Engagement Averages (based on the same nine engagement questions asked in previous years)
2021
2020
2020





## **British Columbia Cancer Agency**

#### 43 Respondents 2021 | 41 Respondents 2020

Engagement		2021		2020	
I am satisfied with this health authority as a place to practice medicine.	33% 12	2% 56%	32%	27%	41%
I feel I belong to a collaborative, patient-centred team/unit.	49%	21% 30%	% 54%	24%	22%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	37%	16% 47%	41%	20%	39%
I have adequate opportunities to improve patient care, quality, and safety.	<b>23%</b> 28	% 49%	20%	27%	54%
I have meaningful input into changes affecting my practice environment.	<b>12%</b> 23%	65%	12%	27%	61%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<b>21%</b> 19%	61%	20%	20%	61%
Senior leaders seek physicians' input when setting the health authority's goals.	<b>12%</b> 14%	74%	15%	12%	73%
Senior leaders' decision-making is transparent to physicians.	<mark>2%</mark> 21%	77%	7%	17%	76%
This health authority values physicians' contributions.	9% 26%	65%	15%	27%	59%
Value					
This health authority values physicians' contributions.	9% 26%	65%	15%	27%	59%
**This hospital/facility values physicians' contributions.	33%	30% 37%	-	-	-

■Agree ■Neutral ■Disagree

\*\*New Question

## British Columbia Cancer Agency

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	57%	9%	34%	<b>45%</b> 21% <b>35%</b>

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.		58%		35%	7%	70%	18%	13%
This hospital/facility takes effective action to promote a healthy and safe workplace.	4(	)%	40%	21	1%	45%	30%	25%
People treat each other with respect and consideration in our workplace.		67%		19%	14%	78%	20%	3%
I am able to reasonably balance the demands of work and personal life.	26%	19%	50	6%		35%	18%	48%
People from all backgrounds are treated fairly in our workplace.		67%		26%	7%	69%	18%	13%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		48%	38%		14%	62%	28%	10%
Trust								
**Physicians and medical leaders trust one another in my health authority.	19%	23%	58	8%		-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	37	%	16%	47%		-	-	-
Physicians and medical leaders trust one another.	2020 Wor	ding of the qu	estion – included for	comparabilit	ty 2	25%	40%	35%

■ Agree ■ Neutral ■ Disagree

\*\*New Question

## British Columbia Centre for Disease Control

### 8 Respondents 2021 | 6 Respondents 2020

Engagement		202	1			2020	
I am satisfied with this health authority as a place to practice medicine.		100	)%	0% 0%	67%	33%	0%
I feel I belong to a collaborative, patient-centred team/unit.		100	)%	0% 0%	100%	0%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	75%			25% 0%	83%	17%	0%
I have adequate opportunities to improve patient care, quality, and safety.	88%			13% 0%	67%	33%	0%
I have meaningful input into changes affecting my practice environment.		63%	13%	25%	50%	33%	17%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	38%		63%	0%	17%	17%	67%
Senior leaders seek physicians' input when setting the health authority's goals.	25%	25%	50%	)	0%	17%	83%
Senior leaders' decision-making is transparent to physicians.	25%		63%	13%	0%	17%	83%
This health authority values physicians' contributions.	38%		63%	0%	0%	50%	50%
Value							
This health authority values physicians' contributions.	38%		63%	0%	0%	50%	50%
**This hospital/facility values physicians' contributions.		63%		38% 0%	-	-	-

\*\*New Question

## British Columbia Centre for Disease Control

### Physician Health and Safety

		2021	2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<mark>0%</mark> 20%	80%	0% 25% 75%

#### Physical and Psychological Well-Being

0%	0%	100%	13% 0%	88%		This hospital/facility takes effective action to prevent violence in the workplace.
0%	0%	100%	25% 0%	,	75%	This hospital/facility takes effective action to promote a healthy and safe workplace.
0%	0%	100%	0% 0%	100%		People treat each other with respect and consideration in our workplace.
17%	33%	50%	0% 25%		75%	I am able to reasonably balance the demands of work and personal life.
17%	17%	<mark>67%</mark>	0% 13%	88%		People from all backgrounds are treated fairly in our workplace.
0%	20%	80%	13% 13%	•	75%	My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).
_						Trust
-	-	-	38% 0%		63%	**Physicians and medical leaders trust one another in my health authority.
-	-	-	13 <mark>% 0%</mark>	88%		**Physicians and medical leaders trust one another in my hospital/facility.
0%	50%	50%	ded for comparability	estion – includ	2020 Wording of the qu	Physicians and medical leaders trust one another.

■ Agree ■ Neutral ■ Disagree

\*\*New Question

## British Columbia Children's Hospital and Sunny Hill Health Center

#### 78 Respondents 2021 | 73 Respondents 2020

Engagement	2021							
I am satisfied with this health authority as a place to practice medicine.		60%		23%	17%	63%	22%	15%
I feel I belong to a collaborative, patient-centred team/unit.		68%		14%	18%	72%	14%	14%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		47%	17%	369	/₀	64%	13%	24%
I have adequate opportunities to improve patient care, quality, and safety.		57%		17%	26%	63%	19%	18%
I have meaningful input into changes affecting my practice environment.	39	%	28%	33	8%	40%	26%	33%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	30%		36%	35	%	33%	31%	36%
Senior leaders seek physicians' input when setting the health authority's goals.	19%	28%		53%		24%	31%	46%
Senior leaders' decision-making is transparent to physicians.	15%	24%		60%		17%	28%	56%
This health authority values physicians' contributions.	27%		33%	40%		26%	36%	38%
√alue								
This health authority values physicians' contributions.	27%		33%	40%	/o	26%	36%	38%
**This hospital/facility values physicians' contributions.		46%	21%	3	3%	-	-	
**New Question		Agree	Neutral ■Disa	agree				

## British Columbia Children's Hospital and Sunny Hill Health Center

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	44%	11%	45%	<b>46%</b> 12% <b>42%</b>

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.		64%		28%	8%	65%	26%	9%
This hospital/facility takes effective action to promote a healthy and safe workplace.		54%		29%	17%	58%	28%	13%
People treat each other with respect and consideration in our workplace.		66%		27	% 7%	76%	15%	9%
I am able to reasonably balance the demands of work and personal life.	42	2%	29%		30%	52%	25%	24%
People from all backgrounds are treated fairly in our workplace.		57%		35%	8%	68%	19%	13%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	39%	%	39%		22%	37%	40%	23%
rust								
**Physicians and medical leaders trust one another in my health authority.	31%		42%		27%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.		53%		23%	24%	-	-	-
Physicians and medical leaders trust one another.	2020 Word	ling of the qu	estion – incluc	led for compa	rability	41%	34%	25%
**New Question		Agree ■I	Neutral ■Disa	gree		i.	i	

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

#### 47 Respondents 2021 | 42 Respondents 2020

Engagement	2021					2020				
I am satisfied with this health authority as a place to practice medicine.		68%		9%	23%	71%	21%	7%		
I feel I belong to a collaborative, patient-centred team/unit.		68%		13%	19%	79%	12%	10%		
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		68%		11%	21%	76%	14%	10%		
I have adequate opportunities to improve patient care, quality, and safety.		60%		21%	19%	62%	21%	17%		
I have meaningful input into changes affecting my practice environment.	439	%	21%		36%	50%	19%	31%		
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	45	5%	19%		36%	43%	29%	29%		
Senior leaders seek physicians' input when setting the health authority's goals.	28%	24	%	48%		29%	22%	49%		
Senior leaders' decision-making is transparent to physicians.	22%	26%		52%		17%	17%	66%		
This health authority values physicians' contributions.	45	5%	26%		30%	34%	34%	32%		
/alue										
This health authority values physicians' contributions.	4	5%	26%		30%	34%	34%	32%		
**This hospital/facility values physicians' contributions.		48%	3	30%	22%	-	-	-		
**New Question	I I	Agree	Neutral ■Disag	gree		i				

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

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	49%	5%	46%	<b>35%</b> 15% <b>50%</b>

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	64%	24%	11%	71%	24%	5%
This hospital/facility takes effective action to promote a healthy and safe workplace.	64%	23%	13%	69%	23%	8%
People treat each other with respect and consideration in our workplace.	68%	17%	15%	72%	18%	10%
I am able to reasonably balance the demands of work and personal life.	45%	30%	26%	53%	10%	38%
People from all backgrounds are treated fairly in our workplace.	55%	28%	17%	72%	21%	8%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	51%	24%	24%	45%	42%	13%
rust						
**Physicians and medical leaders trust one another in my health authority.	40%	40%	19%	-	_	-
**Physicians and medical leaders trust one another in my hospital/facility.	47%	32%	21%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability				33%	28%
**New Question	■ Agree ■ Neu					

## British Columbia Mental Health & Addictions

### 5 Respondents 2021 | \* Respondents 2020

Engagement	2021	2021			
I am satisfied with this health authority as a place to practice medicine.	80%	0% 20%	* * *		
I feel I belong to a collaborative, patient-centred team/unit.	60%	40% 0%	* * *		
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	60%	20% 20%	* * *		
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% 20 <sup>°</sup>	% 40%	* * *		
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	60%	40% 0%	* * *		
Senior leaders seek physicians' input when setting the health authority's goals.	40%	60% 0%	* * *		
Senior leaders' decision-making is transparent to physicians.	60%	20% 20%	* * *		
This health authority values physicians' contributions.	60%	40% 0%	* * *		
√alue					
This health authority values physicians' contributions.	60%	40% 0%	* * *		
**This hospital/facility values physicians' contributions.	60%	20% 20%			
**New Question	■Agree ■Neutral	■Disagree * Sampl	e size too small to report		

## British Columbia Mental Health & Addictions

### Physician Health and Safety

		2021			2	020	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	60%		20%	20%	*	*	*

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	60%	40% 0%	*	*	*
This hospital/facility takes effective action to promote a healthy and safe workplace.	40%	60% 0%	*	*	*
People treat each other with respect and consideration in our workplace.	60%	20% 20%	*	*	*
I am able to reasonably balance the demands of work and personal life.	60%	20% 20%	*	*	*
People from all backgrounds are treated fairly in our workplace.	60%	40% 0%	*	*	*
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	40%	40% 20%	*	*	*
Frust					
**Physicians and medical leaders trust one another in my health authority.	40%	40% 20%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	60%	20% 20%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question	n – included for comparability	*	*	*

\*\*New Question

■Agree ■Neutral ■Disagree

\* Sample size too small to report

## Forensic Psychiatric Services

### 15 Respondents 2021 | 9 Respondents 2020

Engagement			2021				2020	
I am satisfied with this health authority as a place to practice medicine.	40	0%	27%		33%	44%	0%	56%
I feel I belong to a collaborative, patient-centred team/unit.		53%		20%	27%	33%	11%	56%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		67%		0%	33%	33%	22%	44%
I have adequate opportunities to improve patient care, quality, and safety.	33%		27%	4	10%	44%	11%	44%
I have meaningful input into changes affecting my practice environment.	13%	20%		67%		22%	33%	44%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	20%	13%		67%		22%	11%	67%
Senior leaders seek physicians' input when setting the health authority's goals.	<b>0%</b> 40	0%		60%		11%	22%	67%
Senior leaders' decision-making is transparent to physicians.	<mark>0%</mark> 13%		87%			11%	11%	78%
This health authority values physicians' contributions.	13%	40%		479	%	33%	0%	67%
Value								
This health authority values physicians' contributions.	13%	40%		47	/%	33%	0%	67%
**This hospital/facility values physicians' contributions.	21%	21%		57%		-	-	-

\*\*New Question

## **Forensic Psychiatric Services**

### Physician Health and Safety

	2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	80%	0% 20%	<b>63%</b> 25% 1 <b>3%</b>

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	67%		27% 79		7% <mark>56</mark> %	11%	33%	
This hospital/facility takes effective action to promote a healthy and safe workplace.		47%		40%	139	% 33%	33%	33%
People treat each other with respect and consideration in our workplace.		40%	27%		33%	56%	0%	44%
I am able to reasonably balance the demands of work and personal life.		73%			20%	7% 44%	56%	0%
People from all backgrounds are treated fairly in our workplace.		40%		53% 7%		7% 44%	33%	22%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	27	% 27	%	47	/%	56%	22%	22%
rust								
**Physicians and medical leaders trust one another in my health authority.	7%	36%		57%		-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	8%	31%		62%		-	-	-
Physicians and medical leaders trust one another.	2020 \	Nording of the que	estion – inclu	ided for con	nparability	22%	11%	67%
**New Question	■ Agree ■ Neutral ■ Disagree							

### Vancouver Coastal Health – Hospital/Facility Data

- Overall engagement averages by hospital/facility
- Engagement trends
- Physicians Feeling Valued
- Physician Health and Safety
- Trust between Physicians and Medical Leaders

Senior leaders refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.

**Medical leaders** refers to refers to those who hold a formal medical leadership position and receive a stipend/payment from the Health Authority i.e., Department Head, Regional Medical Lead/Director, Vice President of Medicine



# Vancouver Coastal Health Authority

Overall Engagement Averages (based on the same nine engagement questions asked in previous years)

	2021					_		2020			
GF Strong Rehabilitation Centre		56%		26%			19%		69%	18%	13%
Lions Gate Hospital	44	<b>!%</b>		26%			30%		47%	27%	27%
Mount Saint Joseph Hospital		49%			26%		25%		48%	29%	23%
Powell River General Hospital	43	%		25%			32%		38%	28%	34%
Richmond Hospital		55%		24%			21%		50%	22%	28%
Sechelt Hospital/ shíshálh Hospital		47%		22%			31%		45%	19%	36%
Squamish General Hospital	22%	30%				49%			21%	39%	39%
St. Paul's Hospital		48%		2	.6%		26%		53%	23%	24%
UBC Hospital (UBCH)	37%		26	5%		38'	%		42%	26%	32%
Vancouver General Hospital	4	5%		26%			29%		46%	27%	27%
Whistler Health Care Centre	439	%		19%		38%	%		29%	19%	51%

## **GF Strong Rehabilitation Centre**

#### 6 Respondents 2021 | 11 Respondents 2020

Engagement	2021						
I am satisfied with this health authority as a place to practice medicine.		83%		17% 0%	91%	9%	0%
I feel I belong to a collaborative, patient-centred team/unit.		83%		17% 0%	91%	9%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		50%		17%	64%	18%	18%
I have adequate opportunities to improve patient care, quality, and safety.		67%		33% 0%	73%	18%	9%
I have meaningful input into changes affecting my practice environment.		50%		17%	73%	18%	9%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.		67%	17%	17%	73%	0%	27%
Senior leaders seek physicians' input when setting the health authority's goals.	33%	33%		33%	45%	27%	27%
Senior leaders' decision-making is transparent to physicians.	33%	17%	50%		45%	27%	27%
This health authority values physicians' contributions.	33%	33%		33%	64%	36%	0%
Value							
This health authority values physicians' contributions.	33%	33%		33%	64%	36%	0%
**This hospital/facility values physicians' contributions.		67%		33% 0%	-	-	-

\*\*New Question

## **GF Strong Rehabilitation Centre**

#### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	40%	20%	40%	<b>33%</b> 17% <b>50%</b>

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.		60%	40% 0%	82%	18%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.		83%	17% 0%	91%	9%	0%
People treat each other with respect and consideration in our workplace.		83%	17% 0%	73%	27%	0%
I am able to reasonably balance the demands of work and personal life.	33%	17%	50%	64%	0%	36%
People from all backgrounds are treated fairly in our workplace.		83%	17% 0%	82%	18%	0%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		83%	17% 0%	80%	20%	0%
rust						
**Physicians and medical leaders trust one another in my health authority.	17%	67%	17%	-	-	-
			· · · · · · · · · · · · · · · · · · ·			, <b></b>

\*\*Physicians and medical leaders trust one another in my hospital/facility.

Physicians and medical leaders trust one another. 2020 Wording of the question – included for comparability

\*\*New Question

83%

27%

0%

73%

17% 0%

### **Lions Gate Hospital**

### 124 Respondents 2021 | 119 Respondents 2020

Engagement	2021			2020				
I am satisfied with this health authority as a place to practice medicine.		63%		19%	18%	71%	20%	9%
I feel I belong to a collaborative, patient-centred team/unit.		58%		25%	18%	65%	18%	17%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		54%		5%	31%	53%	20%	27%
I have adequate opportunities to improve patient care, quality, and safety.	41	%	32%	6	27%	51%	27%	21%
I have meaningful input into changes affecting my practice environment.	38%	6	25%		37%	41%	32%	27%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	4	6%	23%	0	31%	46%	21%	33%
Senior leaders seek physicians' input when setting the health authority's goals.	31%		31%		38%	33%	31%	36%
Senior leaders' decision-making is transparent to physicians.	25%		33%		42%	21%	34%	45%
This health authority values physicians' contributions.	43	3%	27%		30%	39%	38%	23%
/alue								
This health authority values physicians' contributions.	4	3%	27'	6	30%	39%	38%	23%
**This hospital/facility values physicians' contributions.		56%		22%	23%	-	_	-
**New Question	1	Agree	■Neutral ■Di	sagree	l.	;		

## **Lions Gate Hospital**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	47%	17%	36%	<b>42%</b> 13% <b>45%</b>

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	59%	31% 9%	57%	37%	6%
This hospital/facility takes effective action to promote a healthy and safe workplace.	58%	27% 15%	57%	29%	14%
People treat each other with respect and consideration in our workplace.	76%	15% 9%	72%	18%	10%
I am able to reasonably balance the demands of work and personal life.	51%	15% 34%	59%	17%	24%
People from all backgrounds are treated fairly in our workplace.	80%	13% 8%	77%	17%	6%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	57%	27% 16%	46%	40%	13%
Trust					
**Physicians and medical leaders trust one another in my health authority.	51%	28% 22%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	56%	25% 18%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question –	included for comparability	43%	34%	23%

■ Agree ■ Neutral ■ Disagree

\*\*New Question

### Mount Saint Joseph Hospital

#### 31 Respondents 2021 | 49 Respondents 2020

Engagement		2021				2020			
I am satisfied with this health authority as a place to practice medicine.		71%		71% 19% 10%		19% 10%	69%	24%	6%
I feel I belong to a collaborative, patient-centred team/unit.		61%		23% 16%	<mark>64%</mark>	23%	13%		
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		68%		7% 26%	53%	22%	24%		
I have adequate opportunities to improve patient care, quality, and safety.		48%	23%	29%	63%	18%	18%		
I have meaningful input into changes affecting my practice environment.	36'	%	39%	26%	41%	35%	24%		
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.		42%	29%	29%	47%	27%	27%		
Senior leaders seek physicians' input when setting the health authority's goals.		43%	27%	30%	37%	35%	29%		
Senior leaders' decision-making is transparent to physicians.	13%	53%		33%	18%	41%	41%		
This health authority values physicians' contributions.		58%	16%	6 26%	41%	35%	24%		
Value									
This health authority values physicians' contributions.		58%	16	% 26%	41%	35%	24%		
**This hospital/facility values physicians' contributions.		63%		20% 17%	-	-	-		

\*\*New Question

## Mount Saint Joseph Hospital

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	42%	19%	39%	<b>57%</b> 20% 23%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	53%	40%	6%	57%	26%	17%
This hospital/facility takes effective action to promote a healthy and safe workplace.	57%	33%	10%	62%	17%	21%
People treat each other with respect and consideration in our workplace.	84	1%	13% 3%	87%	7%	7%
I am able to reasonably balance the demands of work and personal life.	58%	13%	29%	49%	11%	40%
People from all backgrounds are treated fairly in our workplace.	77%		16% 6%	78%	11%	11%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	43%	47%	10%	49%	40%	12%
Trust						_
**Physicians and medical leaders trust one another in my health authority.	43%	33%	23%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	70%	2	0% 10%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			50%	26%	24%
**New Question	■Agree ■N	leutral Disagree				

### **Powell River General Hospital**

#### 20 Respondents 2021 | 13 Respondents 2020

	2021						
е.	65%		15%	20%	46%	31%	23%
it.	60%		15%	25%	69%	15%	15%
s.	55%		25%	20%	62%	8%	31%
у.	60%		20%	20%	38%	46%	15%
it.	50%	15%		35%	31%	46%	23%
y. <b>30</b> %	6	45%		25%	38%	31%	31%
s. 16%	26%		58%		15%	23%	62%
s. <mark>5%</mark>	35%		60%		8%	31%	62%
S.	50%	2	5%	25%	31%	23%	46%
s.	50%		25%	25%	31%	23%	46%
s.	55%		20%	25%	-	-	-
		nit. 60% ds. 55% ty. 60% nt. 50% ay. 30% 26% ns. 5% 35% ns. 5% 50%	nit. $60\%$ ds. $55\%$ $4ty$ . $60\%$ $ay$ . $30\%$ $30\%$ $45\%$ $as$ . $5\%$ $5\%$ $35\%$ $as$ . $50\%$ $as$ . $as$	nit. $60\%$ 15%         ds. $55\%$ $25\%$ aty. $60\%$ $20\%$ nt. $50\%$ $15\%$ ay. $30\%$ $45\%$ als. $16\%$ $26\%$ $55\%$ $25\%$ ns. $50\%$ $25\%$ ns. $50\%$ $25\%$ ns. $50\%$ $25\%$	nit. $60\%$ $15\%$ $25\%$ ds. $55\%$ $25\%$ $20\%$ aty. $60\%$ $20\%$ $20\%$ aty. $50\%$ $15\%$ $35\%$ ay. $30\%$ $45\%$ $25\%$ als. $16\%$ $26\%$ $58\%$ as. $5\%$ $35\%$ $60\%$ as. $5\%$ $25\%$ $25\%$ as. $50\%$ $25\%$ $25\%$ as. $50\%$ $25\%$ $25\%$ as. $50\%$ $25\%$ $25\%$	A. 100       100       100         Anit.       60%       15%       25%       69%         ds.       55%       25%       20%       62%         dty.       60%       20%       20%       38%         atty.       50%       15%       35%       31%         ay.       30%       45%       25%       38%         als.       16%       26%       58%       15%         ass.       50%       25%       25%       31%         ass.       50%       25%       25%       31%	1010       1010

\*\*New Question

## **Powell River General Hospital**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	50%	11%	39%	<b>44%</b> 22% <b>33%</b>

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.		47%		42%		11%	85%	8%	8%
This hospital/facility takes effective action to promote a healthy and safe workplace.		55%		40%		5%	85%	8%	8%
People treat each other with respect and consideration in our workplace.		75%	,		15%	10%	92%	8%	0%
I am able to reasonably balance the demands of work and personal life.		80	%		10%	10%	77%	8%	15%
People from all backgrounds are treated fairly in our workplace.		75%	)		15%	10%	77%	15%	8%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		50%		28%	22%	6	54%	46%	0%
Frust									
**Physicians and medical leaders trust one another in my health authority.	21%		58%		21	%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.		55%		30%		15%	-	-	-
Physicians and medical leaders trust one another.	2020 Word	ding of the que	estion – inclu	ded for comp	arability	/	77%	8%	15%

\*\*New Question

### **Richmond Hospital**

#### 112 Respondents 2021 | 100 Respondents 2020

Engagement	2021				2021			2021						2020	
I am satisfied with this health authority as a place to practice medicine.		75%			17% 8%	70%	17%	13%							
I feel I belong to a collaborative, patient-centred team/unit.		71%		159	<b>%</b> 15%	61%	21%	18%							
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		64%		17%	19%	56%	19%	25%							
I have adequate opportunities to improve patient care, quality, and safety.		66%		15%	20%	67%	18%	14%							
I have meaningful input into changes affecting my practice environment.	50%	%		28%	22%	48%	19%	33%							
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	46%	)	29	%	25%	43%	23%	34%							
Senior leaders seek physicians' input when setting the health authority's goals.	41%		33%		26%	32%	24%	44%							
Senior leaders' decision-making is transparent to physicians.	28%		36%		36%	27%	27%	47%							
This health authority values physicians' contributions.	52	2%		30%	18%	47%	26%	27%							
Value															
This health authority values physicians' contributions.	5	52%		30%	18%	47%	26%	27%							
**This hospital/facility values physicians' contributions.		61%		23%	16%	-	-	-							

\*\*New Question

## **Richmond Hospital**

### Physician Health and Safety

	2021			2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	58%	21%	22%	49% 13% 38%

#### Physical and Psychological Well-Being

8%	30%	62%	36% 11%	53%	This hospital/facility takes effective action to prevent violence in the workplace.
5 14%	20%	66%	30% 10%	60%	This hospital/facility takes effective action to promote a healthy and safe workplace.
5 11%	17%	72%	16% 12%	73%	People treat each other with respect and consideration in our workplace.
21%	17%	62%	20% 19%	61%	I am able to reasonably balance the demands of work and personal life.
5 15%	15%	71%	14% 11%	75%	People from all backgrounds are treated fairly in our workplace.
18%	30%	52%	29% 16%	55%	My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).
					Trust
-	-	-	35% 17%	48%	**Physicians and medical leaders trust one another in my health authority.
-	-	-	26% 15%	60%	**Physicians and medical leaders trust one another in my hospital/facility.
27%	27%	45%	ded for comparability	2020 Wording of the question – inclu	Physicians and medical leaders trust one another.

■ Agree ■ Neutral ■ Disagree

\*\*New Question

### Sechelt Hospital/ shíshálh Hospital

#### 26 Respondents 2021 | 24 Respondents 2020

Engagement		2021			2020	
I am satisfied with this health authority as a place to practice medicine.	65%		19% 15%	67%	8%	25%
I feel I belong to a collaborative, patient-centred team/unit.	69%		8% 23%	67%	13%	21%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	46%	27%	27%	50%	8%	42%
I have adequate opportunities to improve patient care, quality, and safety.	54%	12%	35%	38%	33%	29%
I have meaningful input into changes affecting my practice environment.	42%	27%	31%	39%	22%	39%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	42%	35%	23%	50%	21%	29%
Senior leaders seek physicians' input when setting the health authority's goals.	39%	19%	42%	38%	17%	46%
Senior leaders' decision-making is transparent to physicians.	27%	31%	42%	22%	22%	57%
This health authority values physicians' contributions.	42%	19%	39%	33%	29%	38%
/alue						
This health authority values physicians' contributions.	42%	19%	39%	33%	29%	38%
**This hospital/facility values physicians' contributions.	58%	1	5% 27%	-	_	-
	l	I	I			•

■Agree ■Neutral ■Disagree

\*\*New Question

## Sechelt Hospital/ shíshálh Hospital

#### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	38%	10%	52%	44% 13% 44%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.		50%	19%	31%	44%	17%	39%
hospital/facility takes effective action to promote a healthy and safe workplace.	35%		31%	35%	38%	33%	29%
People treat each other with respect and consideration in our workplace.		779	%	12% 12%	71%	13%	17%
I am able to reasonably balance the demands of work and personal life.		54%	19%	27%	46%	17%	38%
People from all backgrounds are treated fairly in our workplace.		69%		15% 15%	88%	4%	8%
cility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	36%	6	32%	32%	42%	21%	38%
**Physicians and medical leaders trust one another in my health authority.		50%	19%	31%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.		72%		12% 16%	-	-	-
Physicians and medical leaders trust one another.	2020 Wor	ding of the qu	estion – included fo	or comparability	42%	29%	29%
**New Question		Agree	Neutral Disagree		i		

## **Squamish General Hospital**

#### **26 Respondents 2021** | 11 Respondents 2020

Engagement			2021				2020	
I am satisfied with this health authority as a place to practice medicine.	23%	39%		3	9%	27%	45%	27%
I feel I belong to a collaborative, patient-centred team/unit.		46%	23%		31%	36%	27%	36%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	15%	27%		58%		18%	36%	45%
I have adequate opportunities to improve patient care, quality, and safety.	19%	54	4%		27%	45%	36%	18%
I have meaningful input into changes affecting my practice environment.	27%	23%		50%		18%	45%	36%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	23%	23%		54%		18%	36%	45%
Senior leaders seek physicians' input when setting the health authority's goals.	16%	20%		64%		9%	27%	64%
Senior leaders' decision-making is transparent to physicians.	<mark>8%</mark> 19%	6	7	/3%		9%	27%	65%
This health authority values physicians' contributions.	19%	39%		42	%	9%	73%	18%
Value								
This health authority values physicians' contributions.	19%	39%		4	2%	9%	73%	18%
**This hospital/facility values physicians' contributions.		54%		19%	27%	-	-	-

\*\*New Question

## **Squamish General Hospital**

#### Physician Health and Safety

			2021	2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	24%	16%	60%	<b>29%</b> 14% <b>57%</b>

#### Physical and Psychological Well-Being

	36% 16%	40%	500/	
		1070	50%	10%
	42% 8%	60%	40%	0%
81%	8% 12%	90%	10%	0%
15%	42%	60%	30%	10%
84%	12% 4%	60%	40%	0%
48%	% 17%	30%	50%	20%
5%	54%	-	-	-
	15% 19%	-	-	-
1	15%			

Physicians and medical leaders trust one another.

\*\*New Question

■Agree ■Neutral ■Disagree

2020 Wording of the question - included for comparability

64%

18%

20%

## St. Paul's Hospital

#### 175 Respondents 2021 | 237 Respondents 2020

Engagement	2021					
I am satisfied with this health authority as a place to practice medicine.	66%		21% 13%	75%	14%	11%
I feel I belong to a collaborative, patient-centred team/unit.	70%		16% 14%	76%	12%	12%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	52%	18%	30%	58%	14%	28%
I have adequate opportunities to improve patient care, quality, and safety.	53%	28%	20%	59%	22%	19%
I have meaningful input into changes affecting my practice environment.	43%	29%	28%	48%	22%	30%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	39%	27%	34%	46%	26%	27%
Senior leaders seek physicians' input when setting the health authority's goals.	37%	30%	34%	40%	31%	29%
Senior leaders' decision-making is transparent to physicians.	28%	31%	41%	25%	33%	41%
This health authority values physicians' contributions.	43%	33%	24%	47%	30%	23%
√alue						•
This health authority values physicians' contributions.	43%	33%	24%	47%	30%	23%
**This hospital/facility values physicians' contributions.	56%	27	7% 17%	-	-	-
**New Question	Agree	■Neutral ■Disagree	l.			à

## St. Paul's Hospital

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	53%	12%	35%	46% 19% 35%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	56%	29%	15%	60%	22%	18%
This hospital/facility takes effective action to promote a healthy and safe workplace.	52%	26%	22%	54%	28%	18%
People treat each other with respect and consideration in our workplace.	79%	6	12% 9%	78%	13%	9%
I am able to reasonably balance the demands of work and personal life.	49%	24%	27%	55%	20%	26%
People from all backgrounds are treated fairly in our workplace.	71%		18% 10%	72%	16%	12%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	51%	28%	21%	48%	31%	21%
Trust						
**Physicians and medical leaders trust one another in my health authority.	38%	39%	23%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	55%	25%	21%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the que	estion – included for com	parability	52%	27%	21%
**New Question	Agree ■ Neutral ■ Disagree					

## **UBC** Hospital (UBCH)

### 28 Respondents 2021 | 25 Respondents 2020

Engagement	2021						2020				
I am satisfied with this health authority as a place to practice medicine.		64%		25%	11% 60	%	16%	24%			
I feel I belong to a collaborative, patient-centred team/unit.		54%	2	1%	25% 56	%	20%	24%			
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		57%	7%	36	% 54	%	8%	38%			
I have adequate opportunities to improve patient care, quality, and safety.	4:	3%	29%		29% 70	%	4%	26%			
I have meaningful input into changes affecting my practice environment.	25%	29%	, D	46%	35	%	26%	39%			
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	29%	18%		54%	35	%	30%	35%			
Senior leaders seek physicians' input when setting the health authority's goals.	18%	32%		50%	22	%	35%	43%			
Senior leaders' decision-making is transparent to physicians.	11%	32%		57%	13	%	52%	35%			
This health authority values physicians' contributions.	29%		39%	3	2% 38	%	38%	25%			
Value											
This health authority values physicians' contributions.	29%		39%		32% 38	%	38%	25%			
**This hospital/facility values physicians' contributions.	33%		30%	37	7% -		-	-			
**New Question	1	Agree ■N	leutral ∎Disag	Iree							

## **UBC** Hospital (UBCH)

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	69%	6%	25%	24% 29% 47%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	63%		33%	% 4%	57%	35%	9%
This hospital/facility takes effective action to promote a healthy and safe workplace.	54%		27%	19%	58%	21%	21%
People treat each other with respect and consideration in our workplace.	70	%	15%	15%	67%	25%	8%
I am able to reasonably balance the demands of work and personal life.	48%	26%	/o	26%	58%	25%	17%
People from all backgrounds are treated fairly in our workplace.	67%		19%	15%	75%	25%	0%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	55%		23%	23%	61%	30%	9%
Trust							
**Physicians and medical leaders trust one another in my health authority.	32%	36%		32%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	40%	32%		28%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the	question – include	ed for compa	rability	42%	29%	29%
**New Question	Agree		i.				

### Vancouver General Hospital

#### 316 Respondents 2021 | 284 Respondents 2020

Engagement	2021					2020			
I am satisfied with this health authority as a place to practice medicine.		67%		189	% 15%	73%	18%	9%	
I feel I belong to a collaborative, patient-centred team/unit.		58%		25%	17%	63%	22%	15%	
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		57%		17%	27%	60%	15%	26%	
I have adequate opportunities to improve patient care, quality, and safety.		54%		23%	23%	62%	22%	17%	
I have meaningful input into changes affecting my practice environment.	37%	6	26%		37%	38%	28%	35%	
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	39	%	29%		32%	38%	34%	28%	
Senior leaders seek physicians' input when setting the health authority's goals.	29%		33%		38%	28%	34%	37%	
Senior leaders' decision-making is transparent to physicians.	22%	31%	D	47	%	18%	35%	47%	
This health authority values physicians' contributions.	4	2%	31%	0	27%	36%	38%	27%	
/alue									
This health authority values physicians' contributions.		42%	319	%	27%	36%	38%	27%	
**This hospital/facility values physicians' contributions.		48%		27%	25%	-	-	-	
**New Question	1	Agree	Neutral Dis	agree		:			

## Vancouver General Hospital

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	53%	13%	34%	43% 15% 42%

#### Physical and Psychological Well-Being

**New Question	Agree ■N	i					
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability				42%	33%	26%
**Physicians and medical leaders trust one another in my hospital/facility.	48%		35%	17%	-	-	-
**Physicians and medical leaders trust one another in my health authority.	41%	3	8%	21%	-	-	-
Trust							
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	49%		34%	17%	47%	36%	17%
People from all backgrounds are treated fairly in our workplace.	67%		20%	14%	66%	20%	14%
I am able to reasonably balance the demands of work and personal life.	47%	19%	359	%	49%	18%	32%
People treat each other with respect and consideration in our workplace.	72%		16%	13%	69%	22%	9%
This hospital/facility takes effective action to promote a healthy and safe workplace.	60%		29%	11%	61%	22%	17%
This hospital/facility takes effective action to prevent violence in the workplace.	57%		34%	10%	60%	29%	11%

## Whistler Health Care Centre

### 7 Respondents 2021 | 8 Respondents 2020

Engagement			2021				2020	
I am satisfied with this health authority as a place to practice medicine.		57%		14%	29%	50%	25%	25%
I feel I belong to a collaborative, patient-centred team/unit.		57%	0%	43	3%	63%	0%	38%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		71%		0%	29%	38%	13%	50%
I have adequate opportunities to improve patient care, quality, and safety.		71%		0%	29%	50%	13%	38%
I have meaningful input into changes affecting my practice environment.	4	3%	14%	43	3%	38%	0%	63%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	29%		29%	4	3%	25%	25%	50%
Senior leaders seek physicians' input when setting the health authority's goals.	0%	57%		43	3%	0%	50%	50%
Senior leaders' decision-making is transparent to physicians.	0%	57%		43	3%	0%	13%	88%
This health authority values physicians' contributions.		57%	0%	43	3%	0%	38%	63%
Value								
This health authority values physicians' contributions.		57%	0%	D A	13%	0%	38%	63%
**This hospital/facility values physicians' contributions.		71%		0%	29%	-	_	-

\*\*New Question

## Whistler Health Care Centre

#### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	60%	0%	40%	75% 0% 25%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	67%		0%	33%	38%	25%	38%
This hospital/facility takes effective action to promote a healthy and safe workplace.	67%		17	% 17%	63%	13%	25%
People treat each other with respect and consideration in our workplace.	71%			14% 14%	75%	13%	13%
I am able to reasonably balance the demands of work and personal life.	57%	0%		43%	75%	0%	25%
People from all backgrounds are treated fairly in our workplace.		83%		17% 0%	88%	0%	13%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	40%	)%	60%		29%	57%	14%
Frust							
**Physicians and medical leaders trust one another in my health authority.	57%		14%	29%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	67%		17	7% 17%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the qu	uestion – inclue	ded for cor	mparability	38%	25%	38%
**New Question	Agree	Neutral Disa	agree				

## Providence Health Care – Hospital/Facility Data

- Overall engagement averages by hospital/facility
- Engagement trends
- Physicians Feeling Valued
- Physician Health and Safety
- Trust between Physicians and Medical Leaders

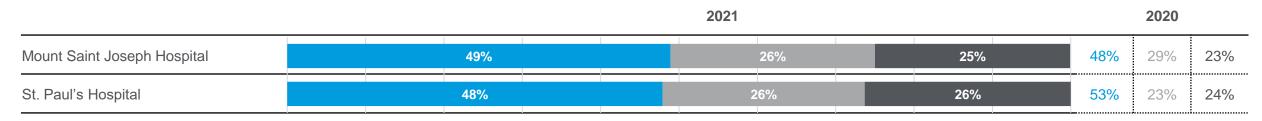
Senior leaders refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.

**Medical leaders** refers to refers to those who hold a formal medical leadership position and receive a stipend/payment from the Health Authority i.e., Department Head, Regional Medical Lead/Director, Vice President of Medicine



# **Providence** Health Care

Overall Engagement Averages (based on the same nine engagement questions asked in previous years)



■ Agree ■ Neutral ■ Disagree



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### Mount Saint Joseph Hospital

#### 31 Respondents 2021 | 49 Respondents 2020

Engagement			2021			2020	
I am satisfied with this health authority as a place to practice medicine.		71%		19% 10%	69%	24%	6%
I feel I belong to a collaborative, patient-centred team/unit.		61%		23% 16%	64%	23%	13%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		68%		7% 26%	53%	22%	24%
I have adequate opportunities to improve patient care, quality, and safety.		48%	23%	29%	63%	18%	18%
I have meaningful input into changes affecting my practice environment.	36'	%	39%	26%	41%	35%	24%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.		42%	29%	29%	47%	27%	27%
Senior leaders seek physicians' input when setting the health authority's goals.		43%	27%	30%	37%	35%	29%
Senior leaders' decision-making is transparent to physicians.	13%	53%		33%	18%	41%	41%
This health authority values physicians' contributions.		58%	16%	6 26%	41%	35%	24%
Value							
This health authority values physicians' contributions.		58%	16	% 26%	41%	35%	24%
**This hospital/facility values physicians' contributions.		63%		20% 17%	-	-	-

\*\*New Question

## Mount Saint Joseph Hospital

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	42%	19%	39%	<b>57%</b> 20% 23%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	53%	40%	6%	57%	26%	17%
This hospital/facility takes effective action to promote a healthy and safe workplace.	57%	33%	10%	62%	17%	21%
People treat each other with respect and consideration in our workplace.	84	1%	13% 3%	87%	7%	7%
I am able to reasonably balance the demands of work and personal life.	58%	13%	29%	49%	11%	40%
People from all backgrounds are treated fairly in our workplace.	77%		16% 6%	78%	11%	11%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	43%	47%	10%	49%	40%	12%
Trust						_
**Physicians and medical leaders trust one another in my health authority.	43%	33%	23%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	70%	2	0% 10%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the que	stion – included for comp	arability	50%	26%	24%
**New Question	■Agree ■N	leutral Disagree				

## St. Paul's Hospital

#### 175 Respondents 2021 | 237 Respondents 2020

Engagement		2021			2020	
I am satisfied with this health authority as a place to practice medicine.	66%		21% 13%	75%	14%	11%
I feel I belong to a collaborative, patient-centred team/unit.	70%		16% 14%	76%	12%	12%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	52%	18%	30%	58%	14%	28%
I have adequate opportunities to improve patient care, quality, and safety.	53%	28%	20%	59%	22%	19%
I have meaningful input into changes affecting my practice environment.	43%	29%	28%	48%	22%	30%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	39%	27%	34%	46%	26%	27%
Senior leaders seek physicians' input when setting the health authority's goals.	37%	30%	34%	40%	31%	29%
Senior leaders' decision-making is transparent to physicians.	28%	31%	41%	25%	33%	41%
This health authority values physicians' contributions.	43%	33%	24%	47%	30%	23%
√alue						
This health authority values physicians' contributions.	43%	33%	24%	47%	30%	23%
**This hospital/facility values physicians' contributions.	56%	27	7% 17%	-	-	-
**New Question	Agree	■Neutral ■Disagree	l.			

## St. Paul's Hospital

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	53%	12%	35%	46% 19% 35%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	56%	29%	15%	60%	22%	18%
This hospital/facility takes effective action to promote a healthy and safe workplace.	52%	26%	22%	54%	28%	18%
People treat each other with respect and consideration in our workplace.	799	%	12% 9%	78%	13%	9%
I am able to reasonably balance the demands of work and personal life.	49%	24%	27%	55%	20%	26%
People from all backgrounds are treated fairly in our workplace.	71%		18% 10%	72%	16%	12%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	51%	28%	21%	48%	31%	21%
Frust						
**Physicians and medical leaders trust one another in my health authority.	38%	39%	23%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	55%	25%	21%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the que	estion – included for comp	parability	52%	27%	21%
**New Question	■ Agree ■ N	Neutral Disagree				

# SECTION 3 Divisions of Family Practice

### Individual Division Breakdown

- The following outline survey results for each Division, under the question themes:
  - Engagement
  - Physicians Feeling Valued
  - Psychological Health and Safety
  - Trust Between Physicians and Medical Leaders

### Fraser Health - Divisions of Family Practice

- Overall engagement averages by division
- Engagement trends
- Physicians Feeling Valued
- Physician Health and Safety
- Trust between Physicians and Medical Leaders

Senior leaders refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.

**Medical leaders** refers to refers to those who hold a formal medical leadership position and receive a stipend/payment from the Health Authority i.e., Department Head, Regional Medical Lead/Director, Vice President of Medicine



# **Fraser** Divisions of Family Practice

Overall Engagement Averages (based on the same nine engagement questions asked in previous years)

Abbotsford	34%		22%		44%			37%	21%	42%
Burnaby	42%		24%			35%		50%	27%	23%
Chilliwack		68%			17%		15%	55%	28%	18%
Delta	42%		31%			27%		46%	33%	21%
Fraser Northwest	42%		28%			31%		42%	29%	29%
Langley	44%		26%			30%		44%	24%	32%
Mission	56%			26%	, 0		18%	53%	21%	26%
Ridge Meadows	57%			2(	6%		17%	52%	24%	24%
Surrey - North Delta	36%		27%		:	38%	1	39%	27%	34%
White Rock - South Surrey	46%		20%			34%		53%	21%	26%

■ Agree ■ Neutral ■ Disagree

2021

2020

### **Abbotsford Division**

### 42 Respondents 2021 | 28 Respondents 2020

Engagement			2021			2020	
I am satisfied with this health authority as a place to practice medicine.	54% 5%		42%	50%	21%	29%	
I feel I belong to a collaborative, patient-centred team/unit.	4	6%	20%	34%	50%	21%	29%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		49%	17%	34%	54%	11%	36%
I have adequate opportunities to improve patient care, quality, and safety.	429	%	15%	44%	46%	21%	32%
I have meaningful input into changes affecting my practice environment.	37%		24%	39%	30%	22%	48%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	28%	3	0%	43%	32%	18%	50%
Senior leaders seek physicians' input when setting the health authority's goals.	18%	28%		54%	25%	25%	50%
Senior leaders' decision-making is transparent to physicians.	13%	30%		58%	18%	29%	54%
This health authority values physicians' contributions.	22%	29%		49%	29%	18%	54%
√alue							
This health authority values physicians' contributions.	22%	29%		49%	29%	18%	54%
**This hospital/facility values physicians' contributions.	33%		28%	39%	-	-	-
**New Question		■Agree ■N	Neutral ∎Disa	gree			ż

### **Abbotsford Division**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	43%	26%	31%	<b>35%</b> 24% <b>41%</b>

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	35%	,	35%		30%	58%	21%	21%
This hospital/facility takes effective action to promote a healthy and safe workplace.	35%	,	41%		24%	60%	12%	28%
People treat each other with respect and consideration in our workplace.		73%			18% 10%	68%	12%	20%
I am able to reasonably balance the demands of work and personal life.		63%		22%	15%	56%	12%	32%
People from all backgrounds are treated fairly in our workplace.		٤	33%		12% 5%	68%	12%	20%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	L	4%		39%	17%	48%	39%	13%
rust								
**Physicians and medical leaders trust one another in my health authority.	26%		33%		41%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	4	1%	26%		33%	-	-	-
Physicians and medical leaders trust one another.	2020 Word	ding of the qu	estion – inclu	Ided for com	parability	32%	28%	40%

■ Agree ■ Neutral ■ Disagree

177

\*\*New Question

### **Burnaby Division**

### 47 Respondents 2021 | 50 Respondents 2020

Engagement			2021				2020	
I am satisfied with this health authority as a place to practice medicine.		65%		15%	20%	74%	20%	6%
I feel I belong to a collaborative, patient-centred team/unit.		63%		15%	22%	65%	20%	14%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		57%		13%	30%	62%	18%	20%
I have adequate opportunities to improve patient care, quality, and safety.		64%		13%	22%	62%	18%	20%
I have meaningful input into changes affecting my practice environment.	4	0%	18%	4	12%	52%	30%	18%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	31%		31%		38%	40%	26%	34%
Senior leaders seek physicians' input when setting the health authority's goals.	18%	40%	/ 0	4	12%	28%	40%	32%
Senior leaders' decision-making is transparent to physicians.	9%	29%		62%		27%	35%	38%
This health authority values physicians' contributions.	27%		38%		36%	41%	33%	27%
Value								
This health authority values physicians' contributions.	27%		38%		36%	41%	33%	27%
**This hospital/facility values physicians' contributions.		48%		36%	16%	-	-	-
**New Question		Agree	Neutral	Disagree	1			

## **Burnaby Division**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	46%	16%	38%	<b>41%</b> 24% <b>35%</b>

#### Physical and Psychological Well-Being

11%	31%	58%	28% 8%	65%	This hospital/facility takes effective action to prevent violence in the workplace.
16%	27%	58%	31% 7%	62%	This hospital/facility takes effective action to promote a healthy and safe workplace.
13%	6%	81%	20% 7%	73%	People treat each other with respect and consideration in our workplace.
29%	17%	54%	% 27%	<b>50%</b> 23°	I am able to reasonably balance the demands of work and personal life.
8%	10%	82%	17% 7%	76%	People from all backgrounds are treated fairly in our workplace.
13%	20%	67%	24% 10%	66%	My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).
					rust
-	-	-	24%	<b>35%</b> 41%	**Physicians and medical leaders trust one another in my health authority.
-	-	-	37% 5%	58%	**Physicians and medical leaders trust one another in my hospital/facility.
12%	27%	61%	ed for comparability	2020 Wording of the question – include	Physicians and medical leaders trust one another.
		i	Iree	Agree ■ Neutral ■ Disag	**New Question

### **Chilliwack Division**

#### 23 Respondents 2021 | 35 Respondents 2020

Engagement	20	021		2020	
I am satisfied with this health authority as a place to practice medicine.	74%	17% 9%	66%	17%	17%
I feel I belong to a collaborative, patient-centred team/unit.	91%	% 0% 9%	74%	14%	11%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	52%	17% 30%	60%	17%	23%
I have adequate opportunities to improve patient care, quality, and safety.	70%	22% 9%	60%	26%	14%
I have meaningful input into changes affecting my practice environment.	70%	17% 13%	57%	37%	6%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	70%	17% 13%	51%	26%	23%
Senior leaders seek physicians' input when setting the health authority's goals.	65%	22% 13%	46%	31%	23%
Senior leaders' decision-making is transparent to physicians.	52%	30% 17%	26%	43%	31%
This health authority values physicians' contributions.	65%	13% 22%	51%	37%	11%
Value					
This health authority values physicians' contributions.	65%	13% 22%	51%	37%	11%
**This hospital/facility values physicians' contributions.	83%	9% 9%	-	-	-

\*\*New Question

## **Chilliwack Division**

### Physician Health and Safety

	2021 26% 26% 47'			2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	26%	26%	47%	44% 20% 36%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	59%		36%	5%	73%	27%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	70%			26% 4%	70%	21%	9%
People treat each other with respect and consideration in our workplace.		87%		9% 4%	82%	15%	3%
I am able to reasonably balance the demands of work and personal life.	61%		9%	30%	55%	15%	30%
People from all backgrounds are treated fairly in our workplace.	Ę	33%		13% 4%	72%	9%	19%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	67%		249	% 10%	53%	38%	9%
Frust							
**Physicians and medical leaders trust one another in my health authority.	61%		30%	9%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.		83%		13% 4%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the qu	lestion – inclu	Ided for comp	arability	70%	24%	6%
**New Question	Agree	Neutral Dis	agree				

### **Delta Division**

### 15 Respondents 2021 | 15 Respondents 2020

Engagement	2021					2020	
I am satisfied with this health authority as a place to practice medicine.	80%		0%	20% 80%	13%	7%	
I feel I belong to a collaborative, patient-centred team/unit.		67%		27%	7% 47%	53%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		47%		40%	13% 87%	7%	7%
I have adequate opportunities to improve patient care, quality, and safety.		53%		33%	13% <mark>67%</mark>	13%	20%
I have meaningful input into changes affecting my practice environment.	33%		33%	33%	9 43%	36%	21%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	27%		33%	40%	33%	33%	33%
Senior leaders seek physicians' input when setting the health authority's goals.	27%		40%	33%	27%	47%	27%
Senior leaders' decision-making is transparent to physicians.	13%	40%		47%	13%	40%	47%
This health authority values physicians' contributions.	33%		33%	33%	20%	53%	27%
/alue							
This health authority values physicians' contributions.	33%		33%	33%	% 20%	<b>5</b> 3%	27%
**This hospital/facility values physicians' contributions.		73%	6	7%	20% -	-	-
						····	·

■Agree ■Neutral ■Disagree

\*\*New Question

### **Delta Division**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	18%	46%	36%	<b>63%</b> 0% <b>38%</b>

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.		58%		33%	8%	71%	21%	7%
This hospital/facility takes effective action to promote a healthy and safe workplace.		50%		42%	8%	64%	29%	7%
People treat each other with respect and consideration in our workplace.			93%		0% 7%	79%	14%	7%
I am able to reasonably balance the demands of work and personal life.		60%		20%	20%	86%	7%	7%
People from all backgrounds are treated fairly in our workplace.			87%		13% 0%	93%	7%	0%
hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	43	3%		43%	14%	69%	31%	0%
t								
**Physicians and medical leaders trust one another in my health authority.		53%		27%	20%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.		60%			40% 0%	-	-	-
Physicians and medical leaders trust one another.	2020 Word	ling of the qu	estion – inclu	ided for com	parability	71%	21%	7%

\*\*New Question

### **Fraser Northwest Division**

### 68 Respondents 2021 | 71 Respondents 2020

Engagement		2021				2020	
I am satisfied with this health authority as a place to practice medicine.	55%	6	22%	22%	62%	24%	14%
I feel I belong to a collaborative, patient-centred team/unit.	54%		28%	18%	59%	23%	18%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	52%		27%	22%	55%	24%	21%
I have adequate opportunities to improve patient care, quality, and safety.	54%		22%	24%	65%	20%	15%
I have meaningful input into changes affecting my practice environment.	32%	34%		34%	40%	36%	24%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	37%	28%		35%	34%	24%	42%
Senior leaders seek physicians' input when setting the health authority's goals.	30%	32%		38%	23%	41%	37%
Senior leaders' decision-making is transparent to physicians.	23%	33%	4	44%	13%	41%	46%
This health authority values physicians' contributions.	38%	22%		40%	31%	31%	38%
/alue							
This health authority values physicians' contributions.	38%	22%		40%	31%	31%	38%
**This hospital/facility values physicians' contributions.	51%		25%	25%	-	-	-

\*\*New Question

### **Fraser Northwest Division**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	42%	15%	42%	38% 22% 41%

#### Physical and Psychological Well-Being

25% 12%	63%	9% 12%		59%		This hospital/facility takes effective action to prevent violence in the workplace.
29% 7%	64%	% 17%		60%		This hospital/facility takes effective action to promote a healthy and safe workplace.
20% 7%	74%	8% 8%	35%	8		People treat each other with respect and consideration in our workplace.
19% 29%	52%	37%	19%	3%	43	I am able to reasonably balance the demands of work and personal life.
22% 8%	70%	15% 14%		71%		People from all backgrounds are treated fairly in our workplace.
34% 11%	55%	5% 9%		56%		My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).
						Trust
	-	21%	39%	%	39%	**Physicians and medical leaders trust one another in my health authority.
	-	32% 8%		60%		**Physicians and medical leaders trust one another in my hospital/facility.
32% 17%	51%	comparability	estion – included fo	ling of the que	2020 Wordi	Physicians and medical leaders trust one another.

■ Agree ■ Neutral ■ Disagree

\*\*New Question

## Langley Division

### 38 Respondents 2021 | 38 Respondents 2020

Engagement	2021					2020				
I am satisfied with this health authority as a place to practice medicine.		61%		14% 25%	68%	14%	19%			
I feel I belong to a collaborative, patient-centred team/unit.		54%	23	3% 23%	59%	14%	27%			
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		61%	1	1% 28%	50%	17%	33%			
I have adequate opportunities to improve patient care, quality, and safety.		54%	209	% 26%	54%	32%	14%			
I have meaningful input into changes affecting my practice environment.	41	%	30%	30%	39%	28%	33%			
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	35%		38%	27%	39%	25%	36%			
Senior leaders seek physicians' input when setting the health authority's goals.	19%	4	44%	36%	32%	27%	41%			
Senior leaders' decision-making is transparent to physicians.	25%	28	%	47%	19%	32%	49%			
This health authority values physicians' contributions.	41	%	27%	32%	35%	30%	35%			
√alue										
This health authority values physicians' contributions.	4	1%	27%	32%	35%	30%	35%			
**This hospital/facility values physicians' contributions.	38	%	32%	29%	-	-	-			
**New Question		Agree	Neutral ■Disagre	ee	;					

## Langley Division

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	57%	7%	37%	40% 28% 32%

#### Physical and Psychological Well-Being

57%	3	7% 7%	73%	15%	12%
52%	42'	% 6%	<b>71%</b>	18%	12%
78	9%	14% 8%	72%	19%	8%
56%	19%	25%	54%	24%	22%
67%		22% 11%	61%	25%	14%
68%		27% 6%	<b>49%</b>	34%	17%
39%	30%	30%	-	-	-
41%	34%	25%	-	-	-
2020 Wording of the qu	uestion – included for co	omparability	58%	11%	31%
	52% 78 56% 67% 68% 39% 41%	52%       42         78%       19%         56%       19%         67%       19%         68%       1         39%       30%         41%       34%	52%       42%       6%         78%       14%       8%         56%       19%       25%         67%       22%       11%         68%       27%       6%         39%       30%       30%	52%       42%       6%       71%         78%       14%       8%       72%         56%       19%       25%       54%         67%       22%       11%       61%         68%       27%       6%       49%         39%       30%       -       -         41%       34%       25%       -	52%       42%       6%       71%       18%         78%       14%       8%       72%       19%         56%       19%       25%       54%       24%         67%       22%       11%       61%       25%         68%       27%       6%       49%       34%         39%       30%       -       -         41%       34%       25%       -       -

■ Agree ■ Neutral ■ Disagree

\*\*New Question

### **Mission Division**

### 11 Respondents 2021 | 21 Respondents 2020

Engagement			2020			
I am satisfied with this health authority as a place to practice medicine.	73%		18% 9%	60%	30%	10%
I feel I belong to a collaborative, patient-centred team/unit.	82	2%	18% 0%	70%	15%	15%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	73%	0%	27%	75%	5%	20%
I have adequate opportunities to improve patient care, quality, and safety.	55%	27%	18%	70%	20%	10%
I have meaningful input into changes affecting my practice environment.	46%	18%	36%	60%	5%	35%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	46%	27%	27%	50%	25%	25%
Senior leaders seek physicians' input when setting the health authority's goals.	46%	36%	18%	35%	20%	45%
Senior leaders' decision-making is transparent to physicians.	27%	55%	18%	20%	40%	40%
This health authority values physicians' contributions.	55%	36%	9%	35%	30%	35%
Value						
This health authority values physicians' contributions.	55%	36%	9%	35%	30%	35%
**This hospital/facility values physicians' contributions.	64%	2	7% 9%	-	-	-

\*\*New Question

### **Mission Division**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	50%	0%	50%	<b>33%</b> 13% <b>53%</b>

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	64%	36% 0%	70%	30%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	64%	36% 0%	70%	25%	5%
People treat each other with respect and consideration in our workplace.	82%	18% 0%	85%	5%	10%
I am able to reasonably balance the demands of work and personal life.	36% 27%	6 36%	58%	26%	16%
People from all backgrounds are treated fairly in our workplace.	82%	18% 0%	85%	10%	5%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	70%	20% 10%	63%	21%	16%
Trust					_
**Physicians and medical leaders trust one another in my health authority.	60%	20% 20%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	73%	18% 9%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question –	75%	10%	15%	

■Agree ■Neutral ■Disagree

\*\*New Question

### **Ridge Meadow Division**

### 34 Respondents 2021 | 33 Respondents 2020

Engagement		2021				2020		
I am satisfied with this health authority as a place to practice medicine.		71%		21%	% 9%	82%	9%	9%
I feel I belong to a collaborative, patient-centred team/unit.		68%		21%	12%	61%	27%	12%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		70%		18%	12%	56%	25%	19%
I have adequate opportunities to improve patient care, quality, and safety.		71%		15%	15%	67%	15%	18%
I have meaningful input into changes affecting my practice environment.		50%	27	%	24%	52%	18%	30%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.		63%		22%	16%	45%	36%	18%
Senior leaders seek physicians' input when setting the health authority's goals.	419	%	38%		22%	33%	27%	39%
Senior leaders' decision-making is transparent to physicians.	30%		39%	:	30%	27%	27%	45%
This health authority values physicians' contributions.		55%		33%	12%	45%	33%	21%
Value								
This health authority values physicians' contributions.		55%		33%	12%	45%	33%	21%
**This hospital/facility values physicians' contributions.		79	9%	3%	<b>%</b> 18%	-	-	-

\*\*New Question

## **Ridge Meadows Division**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	62%	4%	35%	41% 9% 50%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	58%		36%	7%	52%	36%	13%
nis hospital/facility takes effective action to promote a healthy and safe workplace.	74%			23% 3%	68%	16%	16%
People treat each other with respect and consideration in our workplace.		85%		9% 6%	81%	9%	9%
I am able to reasonably balance the demands of work and personal life.	71%		12%	18%	61%	15%	24%
People from all backgrounds are treated fairly in our workplace.		91%		6% 3%	74%	19%	6%
acility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	60%		23%	17%	61%	36%	4%
**Physicians and medical leaders trust one another in my health authority.	56%		28%	16%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	72%		1	9% 9%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the qu	estion – includ	ded for compa	arability	66%	22%	13%

\*\*New Question

## Surrey-North Delta Division

#### 89 Respondents 2021 | 61 Respondents 2020

Engagement	2021			2020			
I am satisfied with this health authority as a place to practice medicine.	5	5%	19% 27%	55%	27%	18%	
I feel I belong to a collaborative, patient-centred team/unit.	44%	22%	35%	53%	23%	23%	
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	42%	22%	36%	50%	22%	28%	
I have adequate opportunities to improve patient care, quality, and safety.	39%	28%	33%	49%	26%	25%	
I have meaningful input into changes affecting my practice environment.	37%	20%	44%	47%	22%	32%	
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	30%	30%	40%	25%	32%	42%	
Senior leaders seek physicians' input when setting the health authority's goals.	25%	32%	43%	23%	33%	43%	
Senior leaders' decision-making is transparent to physicians.	15%	39%	46%	18%	30%	52%	
This health authority values physicians' contributions.	36%	29%	36%	28%	30%	42%	
/alue	· · · · · ·	· · · · · · · · · · · · · · · · · · ·					
This health authority values physicians' contributions.	28%	30%	42%	28%	30%	42%	
**This hospital/facility values physicians' contributions.	33%	32%	35%	-	-	-	
**New Question	· · · · ·	Agree ■Neutral ■Disa	agree			÷	

## Surrey-North Delta Division

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	61%	13%	26%	<b>65%</b> 16% 19%

#### Physical and Psychological Well-Being

5% <b>28%</b>	26%	46%	23%	34%	9%	43	This hospital/facility takes effective action to prevent violence in the workplace.
1% 33%	21%	46%	24%	28%	49%		This hospital/facility takes effective action to promote a healthy and safe workplace.
7% 13%	17%	70%	1% 17%	219	63%		People treat each other with respect and consideration in our workplace.
5% 35%	26%	40%	29%	20%	51%		I am able to reasonably balance the demands of work and personal life.
3% 11%	18%	71%	% 19%	18%	63%		People from all backgrounds are treated fairly in our workplace.
3% 24%	28%	48%	24%	25%	51%		My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).
							Trust
-	-	-	30%	37%		33%	**Physicians and medical leaders trust one another in my health authority.
-	-	-	20%	28%	52%		**Physicians and medical leaders trust one another in my hospital/facility.
% 26%	37%	37%	comparability	estion – included for co	ing of the que	2020 Wordi	Physicians and medical leaders trust one another.

\*\*New Question

■Agree ■Neutral ■Disagree

193

## White Rock-South Surrey Division

#### 31 Respondents 2021 | 33 Respondents 2020

Engagement	2021			2020				
I am satisfied with this health authority as a place to practice medicine.	71%		5%	24%	61%	12%	27%	
I feel I belong to a collaborative, patient-centred team/unit.		63%		18%	20%	73%	15%	12%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		61%		15%	24%	48%	15%	36%
I have adequate opportunities to improve patient care, quality, and safety.	51%		24%	24%	58%	27%	15%	
I have meaningful input into changes affecting my practice environment.	39%	)	24%		37%	55%	15%	30%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	34%		27%	3	9%	48%	24%	27%
Senior leaders seek physicians' input when setting the health authority's goals.	33%		20%	48%	, D	42%	24%	33%
Senior leaders' decision-making is transparent to physicians.	24%	17%		59%		33%	36%	30%
This health authority values physicians' contributions.	34%		34%		32%	58%	21%	21%
/alue								
This health authority values physicians' contributions.	34%		34%		32%	58%	21%	21%
**This hospital/facility values physicians' contributions.		55%		18%	28%	-	-	-
**New Question		Agree	Neutral Dis	sagree	1			ż

## White Rock-South Surrey Division

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	58%	9%	33%	<b>61%</b> 17% 22%

#### Physical and Psychological Well-Being

e in the workplace.	This hospital/facility takes effective action to prevent violence in the workplace	58%		36%	6%	71%	21%	7%
nd safe workplace.	This hospital/facility takes effective action to promote a healthy and safe workplace	50%		39%	11%	<mark>66%</mark>	21%	14%
n in our workplace.	People treat each other with respect and consideration in our workplace	83%			18% 0%	86%	7%	7%
k and personal life.	I am able to reasonably balance the demands of work and personal life	58%		13%	30%	62%	17%	21%
y in our workplace.	People from all backgrounds are treated fairly in our workplace	80%			18% 3%	83%	7%	10%
	hospital/facility deals effectively with situations that may threaten or harm employees (e.g. harassment, discrimination, violence)	53%		34%	13%	52%	35%	14%
	st							
ny health authority.	**Physicians and medical leaders trust one another in my health authority		29%	39%		-	-	-
my hospital/facility.	**Physicians and medical leaders trust one another in my hospital/facility	64%		13%	23%	-	-	-
s trust one another. 2020 V	Physicians and medical leaders trust one another	2020 Wording of the question – included for comparabili			arability	62%	14%	24%
	**New Question	Agree	Neutral Dis	agree		i.	à	

### Interior Health - Divisions of Family Practice

- Overall engagement averages by division
- Engagement trends
- Physicians Feeling Valued
- Physician Health and Safety
- Trust between Physicians and Medical Leaders

Senior leaders refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.

**Medical leaders** refers to refers to those who hold a formal medical leadership position and receive a stipend/payment from the Health Authority i.e., Department Head, Regional Medical Lead/Director, Vice President of Medicine



# **Interior** Divisions of Family Practice

Overall Engagement Averages (based on the same nine engagement questions asked in previous years)

			2021				2020	
Central Interior Rural	50%		17%		33%	56%	21%	24%
Central Okanagan	46%		29%		25%	44%	26%	30%
East Kootenay	45%		29%		25%	47%	29%	24%
Kootenay Boundary	42%		27%		31%	38%	23%	39%
Rural and Remote Division of Family Practice	44%		33%		23%	40%	22%	37%
Shuswap North Okanagan	42%		24%		34%	43%	28%	29%
South Okanagan Similkameen	54%			26%	20%	49%	25%	26%
Thompson Region	28%	21%		51%		45%	24%	31%

### **Central Interior Rural Division**

### 17 Respondents 2021 | 14 Respondents 2020

Engagement	2021					2020		
I am satisfied with this health authority as a place to practice medicine.		59%		12%	29%	64%	7%	29%
I feel I belong to a collaborative, patient-centred team/unit.		59%		18%	24%	57%	21%	21%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		71%	6	12%	18%	57%	21%	21%
I have adequate opportunities to improve patient care, quality, and safety.		65%		12%	24%	50%	36%	14%
I have meaningful input into changes affecting my practice environment.	4	47%	24	%	29%	64%	14%	21%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	4	47%	18%		35%	64%	14%	21%
Senior leaders seek physicians' input when setting the health authority's goals.	35%		18%	47%		50%	21%	29%
Senior leaders' decision-making is transparent to physicians.	29%		24%	47%		43%	36%	21%
This health authority values physicians' contributions.	41	%	18%	41	%	50%	14%	36%
Value								
This health authority values physicians' contributions.	4	1%	18%	4	1%	50%	14%	36%
**This hospital/facility values physicians' contributions.		65%		6%	29%	-	-	-

\*\*New Question

## **Central Interior Rural Division**

#### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	42%	8%	50%	27% 27% 46%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.		53%		24%	24%	85%	8%	8%
This hospital/facility takes effective action to promote a healthy and safe workplace.		59%		29%	12%	62%	23%	15%
People treat each other with respect and consideration in our workplace.		77%	6	(	6% 18%	77%	15%	8%
I am able to reasonably balance the demands of work and personal life.		65%		6%	29%	46%	15%	39%
People from all backgrounds are treated fairly in our workplace.		77%	6		18% 6%	77%	8%	15%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		56%		25%	19%	62%	31%	8%
rust								
**Physicians and medical leaders trust one another in my health authority.	29%		41%		29%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.		59%		29%	12%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability				54%	15%	31%	

■ Agree ■ Neutral ■ Disagree

\*\*New Question

## **Central Okanagan Division**

### 85 Respondents 2021 | 81 Respondents 2020

Engagement			2020			
I am satisfied with this health authority as a place to practice medicine.	749	%	18% 8%	70%	15%	15%
I feel I belong to a collaborative, patient-centred team/unit.	67%		21% 12%	64%	15%	21%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	51%	22%	28%	54%	14%	32%
I have adequate opportunities to improve patient care, quality, and safety.	45%	42%	13%	56%	28%	16%
I have meaningful input into changes affecting my practice environment.	40%	27%	34%	38%	30%	33%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	38%	31%	31%	36%	30%	34%
Senior leaders seek physicians' input when setting the health authority's goals.	29%	32%	39%	25%	38%	38%
Senior leaders' decision-making is transparent to physicians.	22% 3	36%	42%	16%	35%	49%
This health authority values physicians' contributions.	51%	30%	19%	36%	35%	29%
/alue						
This health authority values physicians' contributions.	51%	30%	19%	36%	35%	29%
**This hospital/facility values physicians' contributions.	45%	40%	15%	-	-	-
**New Question	Agree	■Neutral ■Disagree	·		<i>.</i>	••••••

## **Central Okanagan Division**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	41%	16%	43%	<b>33%</b> 14% <b>53%</b>

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to promote a healthy and safe workplace.       56%       35%       10%       53%         People treat each other with respect and consideration in our workplace.       69%       26%       5%       70%       26%       5%       62%						
People treat each other with respect and consideration in our workplace.       69%       26%       5%       70%       2         I am able to reasonably balance the demands of work and personal life.       58%       23%       19%       62%       6	33% 8%	33%	59%	31% 12%	57%	This hospital/facility takes effective action to prevent violence in the workplace.
I am able to reasonably balance the demands of work and personal life.       58%       23%       19%       62%         People from all backgrounds are treated fairly in our workplace.       67%       22%       11%       62%         My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).       55%       29%       16%       43%	37% 9%	37%	53%	35% 10%	56%	This hospital/facility takes effective action to promote a healthy and safe workplace.
People from all backgrounds are treated fairly in our workplace.       67%       22%       11%       62%         My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).       55%       29%       16%       43%	21% <b>9%</b>	21%	70%	26% 5%	69%	People treat each other with respect and consideration in our workplace.
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	13% 25%	13%	62%	23% 19%	58%	I am able to reasonably balance the demands of work and personal life.
harassment, discrimination, violence).	21% 18%	21%	62%	22% 11%	67%	People from all backgrounds are treated fairly in our workplace.
Trust	44% 13%	44%	43%	29% 16%	55%	
						Trust
**Physicians and medical leaders trust one another in my health authority. 48% 35% 17% -		-	-	35% 17%	48%	**Physicians and medical leaders trust one another in my health authority.
**Physicians and medical leaders trust one another in my hospital/facility. 55% 36% 9% -		-	-	36% 9%	55%	**Physicians and medical leaders trust one another in my hospital/facility.

Physicians and medical leaders trust one another.

■Agree ■Neutral ■Disagree

2020 Wording of the question - included for comparability

\*\*New Question

2021 Health Authority Engagement Survey

38%

18%

44%

### East Kootenay Division

#### 44 Respondents 2021 | 62 Respondents 2020

Engagement		2021		2020				
I am satisfied with this health authority as a place to practice medicine.	61%	27% 119	<mark>68%</mark>	19%	13%			
I feel I belong to a collaborative, patient-centred team/unit.	77%	11% 119	68%	18%	15%			
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	52%	21% 27%	65%	15%	21%			
I have adequate opportunities to improve patient care, quality, and safety.	66%	16% 18%	52%	32%	16%			
I have meaningful input into changes affecting my practice environment.	42%	33% 26%	48%	26%	26%			
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	43%	36% 21%	39%	36%	25%			
Senior leaders seek physicians' input when setting the health authority's goals.	<b>14%</b> 46%	41%	28%	38%	34%			
Senior leaders' decision-making is transparent to physicians.	7% 46%	48%	15%	41%	44%			
This health authority values physicians' contributions.	46%	30% 25%	39%	40%	21%			
Value								
This health authority values physicians' contributions.	46%	30% 25%	39%	40%	21%			
**This hospital/facility values physicians' contributions.	61%	23% 16%	<b>-</b>	-	-			

\*\*New Question

## East Kootenay Division

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	53%	3%	45%	<b>51%</b> 12% <b>37%</b>

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	44%	30%	26%	63%	18%	18%
This hospital/facility takes effective action to promote a healthy and safe workplace.	41%	41%	18%	58%	23%	18%
People treat each other with respect and consideration in our workplace.	77%	,	18% 5%	72%	23%	5%
I am able to reasonably balance the demands of work and personal life.	57%	14%	30%	59%	21%	20%
People from all backgrounds are treated fairly in our workplace.	68%		25% 7%	77%	13%	10%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	37%	44%	20%	52%	30%	18%
rust						
**Physicians and medical leaders trust one another in my health authority.	50%	33%	17%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	79%	%	12% 10%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the que	estion – included for co	mparability	62%	20%	18%
**New Question	■Agree ■N	leutral ■Disagree		i.		

### **Kootenay Boundary Division**

#### 55 Respondents 2021 | 39 Respondents 2020

Engagement				2021				2020	
I am satisfied with this health authority as a place to practice medicine.		53%			27%	20%	59%	15%	26%
I feel I belong to a collaborative, patient-centred team/unit.		55%			24%	22%	59%	15%	26%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		60%	6		13%	27%	44%	15%	41%
I have adequate opportunities to improve patient care, quality, and safety.		56%			20%	24%	41%	31%	28%
I have meaningful input into changes affecting my practice environment.	38	3%		35%		27%	33%	18%	49%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	35%	%		35%		31%	26%	36%	38%
Senior leaders seek physicians' input when setting the health authority's goals.	27%		3	31%	4	2%	31%	26%	44%
Senior leaders' decision-making is transparent to physicians.	18%	2	9%		53%		8%	38%	54%
This health authority values physicians' contributions.	38	3%		31%		31%	41%	15%	44%
Value									
This health authority values physicians' contributions.	3	38%		31%		31%	41%	15%	44%
**This hospital/facility values physicians' contributions.		(	66%		16%	18%	-	-	-

\*\*New Question

## **Kootenay Boundary Division**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	55%	14%	32%	48% 19% 33%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	46%	33%	21%	53%	28%	19%
This hospital/facility takes effective action to promote a healthy and safe workplace.	53%	23%	25%	58%	19%	22%
People treat each other with respect and consideration in our workplace.	8	2%	9% 9%	76%	11%	14%
I am able to reasonably balance the demands of work and personal life.	55%	20%	26%	49%	16%	35%
People from all backgrounds are treated fairly in our workplace.	66%		26% 9%	68%	27%	5%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	44%	27%	29%	43%	35%	22%
rust						
**Physicians and medical leaders trust one another in my health authority.	46%	24%	31%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	67%		17% 17%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the qu	lestion – included for c	omparability	61%	11%	28%
**New Question	Agree	Neutral Disagree		i		

### **Rural and Remote Division**

### 13 Respondents 2021 | 13 Respondents 2020

Engagement			2021				2020	_
I am satisfied with this health authority as a place to practice medicine.		46%	3	1%	23%	54%	15%	31%
I feel I belong to a collaborative, patient-centred team/unit.		69%		15%	15%	58%	8%	33%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		69%		15%	15%	58%	8%	33%
I have adequate opportunities to improve patient care, quality, and safety.		54%		31%	15%	46%	23%	31%
I have meaningful input into changes affecting my practice environment.		62%		23%	15%	46%	31%	23%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	15%	5	4%		31%	23%	31%	46%
Senior leaders seek physicians' input when setting the health authority's goals.	31%		39%		31%	31%	38%	31%
Senior leaders' decision-making is transparent to physicians.	8%	46%		46%		15%	15%	69%
This health authority values physicians' contributions.		46%		39%	15%	31%	31%	38%
Value								
This health authority values physicians' contributions.		46%		39%	15%	31%	31%	38%
**This hospital/facility values physicians' contributions.		62%		8%	31%	-	-	-

\*\*New Question

## **Rural and Remote Division**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	46%	9%	46%	<b>50%</b> 13% <b>38%</b>

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.		69%	2	.3% 8%	50%	33%	17%
This hospital/facility takes effective action to promote a healthy and safe workplace.		69%	15%	6 15%	58%	17%	25%
People treat each other with respect and consideration in our workplace.		92%		0% 8%	75%	8%	17%
I am able to reasonably balance the demands of work and personal life.	39%	23%	3	9%	58%	25%	17%
People from all backgrounds are treated fairly in our workplace.		85%		8% 8%	100%	0%	0%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	54%		23%	23%	67%	8%	25%
Trust							
**Physicians and medical leaders trust one another in my health authority.	46%		31%	23%	-	_	-
**Physicians and medical leaders trust one another in my hospital/facility.	62	%	15%	23%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of t	he question – inc	luded for comp	arability	58%	17%	25%
**New Question	Agreen	ee ■Neutral ■D	isagree		i.		

## Shuswap North Okanagan Division

#### 48 Respondents 2021 | 36 Respondents 2020

Engagement			2021				2020	
I am satisfied with this health authority as a place to practice medicine.		54%		21%	25%	67%	25%	8%
I feel I belong to a collaborative, patient-centred team/unit.		60%		15%	25%	60%	23%	17%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		50%	17%	,	33%	72%	14%	14%
I have adequate opportunities to improve patient care, quality, and safety.		58%		21%	21%	50%	31%	19%
I have meaningful input into changes affecting my practice environment.		45%	21%		34%	39%	17%	44%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	33%	%	33%		33%	25%	36%	39%
Senior leaders seek physicians' input when setting the health authority's goals.	21%	27%		52%		22%	39%	39%
Senior leaders' decision-making is transparent to physicians.	15%	31%		54%		14%	39%	47%
This health authority values physicians' contributions.	3	8%	32%		30%	36%	28%	36%
Value								
This health authority values physicians' contributions.		38%	32%		30%	36%	28%	36%
**This hospital/facility values physicians' contributions.		64%		19%	17%	-	-	-

\*\*New Question

## Shuswap North Okanagan Division

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	51%	15%	33%	54% 4% 42%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	61%	22%	17%	56%	32%	12%
This hospital/facility takes effective action to promote a healthy and safe workplace.	60%	17%	23%	62%	24%	15%
People treat each other with respect and consideration in our workplace.	77%	1	1% 13%	82%	18%	0%
I am able to reasonably balance the demands of work and personal life.	58%	17%	25%	76%	9%	15%
People from all backgrounds are treated fairly in our workplace.	75%	11	% 15%	82%	18%	0%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	57%	21%	21%	41%	50%	9%
Frust						
**Physicians and medical leaders trust one another in my health authority.	40%	33%	27%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	60%	21%	19%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the quest	tion – included for compa	arability	41%	26%	32%
**New Question	■Agree ■Ne	utral Disagree		i.		

## South Okanagan Similkameen Division

#### 45 Respondents 2021 | 38 Respondents 2020

Engagement		2	2021		2020	
I am satisfied with this health authority as a place to practice medicine.		64%	20%	16% 76	<mark>%</mark> 13%	11%
I feel I belong to a collaborative, patient-centred team/unit.		78%	9	% 13% <mark>71</mark> 9	<mark>%</mark> 16%	13%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		78%	9	% 13% <mark>61</mark>	<mark>%</mark> 21%	18%
I have adequate opportunities to improve patient care, quality, and safety.		67%	18%	16% <mark>55</mark> 9	<mark>%</mark> 29%	16%
I have meaningful input into changes affecting my practice environment.		56%	22%	22% <u>50</u>	<b>%</b> 21%	29%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.		51%	29%	20% 41	<b>%</b> 27%	32%
Senior leaders seek physicians' input when setting the health authority's goals.	31%		47%	22% 29	<b>%</b> 34%	37%
Senior leaders' decision-making is transparent to physicians.	16%	49%	3(	6% 14	<b>%</b> 42%	44%
This health authority values physicians' contributions.		49%	29%	22% 43	<b>%</b> 19%	38%
Value						
This health authority values physicians' contributions.		49%	29%	22% 43	<b>%</b> 19%	38%
**This hospital/facility values physicians' contributions.		56%	24%	20% -	-	-

\*\*New Question

## South Okanagan Similkameen Division

#### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	43%	14%	43%	54% 15% 31%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	57%	27	7%	16%	47%	31%	22%
This hospital/facility takes effective action to promote a healthy and safe workplace.	52%	34	%	14%	51%	29%	20%
People treat each other with respect and consideration in our workplace.	71%		16%	13%	91%	6%	3%
I am able to reasonably balance the demands of work and personal life.	44%	20%	36%		64%	14%	22%
People from all backgrounds are treated fairly in our workplace.	64%		27%	9%	67%	25%	8%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	45%	36%		19%	55%	27%	18%
Trust							
**Physicians and medical leaders trust one another in my health authority.	47%	31%		22%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	71%		21%	9%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the qu	estion – included for	comparat	oility	58%	22%	19%
**New Question	■Agree ■	Neutral Disagree					

## **Thompson Region Division**

### 60 Respondents 2021 | 47 Respondents 2020

Engagement	2021		2020
I am satisfied with this health authority as a place to practice medicine.	38% 18%	43% 60%	6 30% 11%
I feel I belong to a collaborative, patient-centred team/unit.	47% 17%	% 37% 66%	<b>6</b> 13% <b>21%</b>
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<b>42%</b> 15%	43% 55%	<b>6</b> 19% <b>26%</b>
I have adequate opportunities to improve patient care, quality, and safety.	40% 20%	40% 55%	6 32% 13%
I have meaningful input into changes affecting my practice environment.	32% 24%	44% 43%	<b>6</b> 19% <b>38%</b>
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<b>15%</b> 24%	61% 36%	6 23% 40%
Senior leaders seek physicians' input when setting the health authority's goals.	10% 23%	<b>67%</b> 26%	6 32% 43%
Senior leaders' decision-making is transparent to physicians.	8% 22%	70% 17%	6 28% 55%
This health authority values physicians' contributions.	<b>23%</b> 27%	50% 43%	6 22% 35%
Value			
This health authority values physicians' contributions.	23% 27%	50% 43%	<b>6</b> 22% <b>35%</b>
**This hospital/facility values physicians' contributions.	38% 26%	- 36%	

\*\*New Question

## **Thompson Division**

### Physician Health and Safety

	2021			2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	63%	10%	27%	<b>50%</b> 15% <b>35%</b>

#### Physical and Psychological Well-Being

24% 13%	63%	16%	43%	%	41	This hospital/facility takes effective action to prevent violence in the workplace.
22% 24%	54%	33%	35%		33%	This hospital/facility takes effective action to promote a healthy and safe workplace.
15% <b>15%</b>	71%	5% 20%	1	64%		People treat each other with respect and consideration in our workplace.
14% 19%	67%	27%	22%	52%		I am able to reasonably balance the demands of work and personal life.
19% 12%	69%	28% 12%		60%		People from all backgrounds are treated fairly in our workplace.
38% 13%	50%	18%	51%		32%	My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).
						rust
	-	41%	34%	34	25%	**Physicians and medical leaders trust one another in my health authority.
	-	24%	31%	45%		**Physicians and medical leaders trust one another in my hospital/facility.
21% 26%	52%	comparability	estion – included for	ding of the ques	2020 Word	Physicians and medical leaders trust one another.
	·····		Neutral Disagree	Agree ■N		**New Question

### Island Health - Divisions of Family Practice

- Overall engagement averages by division
- Engagement trends
- Physicians Feeling Valued
- Physician Health and Safety
- Trust between Physicians and Medical Leaders

Senior leaders refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.

**Medical leaders** refers to refers to those who hold a formal medical leadership position and receive a stipend/payment from the Health Authority i.e., Department Head, Regional Medical Lead/Director, Vice President of Medicine



# **Island** Divisions of Family Practice

Overall Engagement Averages (based on the same nine engagement questions asked in previous years)

Campbell River & District		47%		2	8%		26%	52%	25%	23%
Comox Valley		42%		29%			29%	39%	29%	32%
Cowichan Valley		45%		24%			31%	38%	30%	31%
Nanaimo	31%		21%			48%		25%	21%	54%
Central Island	39	%		26%			35%	*	*	*
Rural and Remote Division of Family Practice	389	%		32%			30%	40%	27%	33%
South Island	34%		25%			41	%	35%	29%	36%
Victoria	36%		2	9%			35%	45%	27%	27%

■Agree ■Neutral ■Disagree

2021

\* Sample size too small to report

2020

## **Campbell River & District Division**

#### 27 Respondents 2021 | 23 Respondents 2020

Engagement			2020					
I am satisfied with this health authority as a place to practice medicine.	78%			11% 11%	83%	9%	9%	
I feel I belong to a collaborative, patient-centred team/unit.	70%		199	% 11%	78%	4%	17%	
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	78%			11% 11%	57%	17%	26%	
I have adequate opportunities to improve patient care, quality, and safety.		56%		30%	15%	57%	30%	13%
I have meaningful input into changes affecting my practice environment.	<b>22%</b> 44%		44%	33%		43%	30%	26%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	419	%	26%	33%		39%	43%	17%
Senior leaders seek physicians' input when setting the health authority's goals.	26%	33%		41%		35%	26%	39%
Senior leaders' decision-making is transparent to physicians.		33%		48%		30%	26%	43%
This health authority values physicians' contributions.	33%		41%		26%	48%	39%	13%
Value								
This health authority values physicians' contributions.	33%		41%		26%	48%	39%	13%
**This hospital/facility values physicians' contributions.		59%		26%	15%	-	-	-

\*\*New Question

# **Campbell River & District Division**

#### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	53%	11%	37%	29% 29% 43%

#### Physical and Psychological Well-Being

<b>% 4% 80%</b> 15°	39%	58%	This hospital/facility takes effective action to prevent violence in the workplace
<b>7% 55%</b> 209	37%	56%	This hospital/facility takes effective action to promote a healthy and safe workplace
<b>15% 7% 76%</b> 14 <sup>°</sup>	6	78'	People treat each other with respect and consideration in our workplace
<b>11% 62%</b> 10 <sup>6</sup>	33%	56%	I am able to reasonably balance the demands of work and personal life
<b>22% 7% 70%</b> 25%	2	70%	People from all backgrounds are treated fairly in our workplace
<b>22%</b> 60% 30 <sup>6</sup>	33%	44%	hospital/facility deals effectively with situations that may threaten or harm employees (e.g. harassment, discrimination, violence)
			st
19%	65%	5%	**Physicians and medical leaders trust one another in my health authority
15%	31%	54%	**Physicians and medical leaders trust one another in my hospital/facility
parability 50% 30%	estion – included for comp	020 Wording of the qu	Physicians and medical leaders trust one another

■ Agree ■ Neutral ■ Disagree

\*\*New Question

# **Comox Valley Division**

#### 46 Respondents 2021 | 41 Respondents 2020

Engagement	2021								
I am satisfied with this health authority as a place to practice medicine.		639	%		20%	17%	63%	20%	18%
I feel I belong to a collaborative, patient-centred team/unit.		54%			28%	17%	64%	18%	18%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		52%			26%	22%	49%	21%	31%
I have adequate opportunities to improve patient care, quality, and safety.	50%		28%		22%	59%	15%	26%	
I have meaningful input into changes affecting my practice environment.	37	7%		37%		26%	41%	26%	33%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	4	10%		29%		31%	29%	32%	39%
Senior leaders seek physicians' input when setting the health authority's goals.	27%		22%		51%	,	16%	42%	42%
Senior leaders' decision-making is transparent to physicians.	18%		40%		4	2%	11%	42%	47%
This health authority values physicians' contributions.	4	40%		27%		33%	23%	44%	33%
√alue									
This health authority values physicians' contributions.		40%		27%		33%	23%	44%	33%
**This hospital/facility values physicians' contributions.		49%		2	27%	24%	-	-	-
**New Question		Agre	e ∎N	leutral ∎Disa	gree		;		

# **Comox Valley Division**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	35%	16%	49%	48% 15% 37%

#### Physical and Psychological Well-Being

43% 6%	51%	35% 8%		58%	This hospital/facility takes effective action to prevent violence in the workplace.
40% 11%	49%	15%	40%	45%	This hospital/facility takes effective action to promote a healthy and safe workplace.
29% 12%	60%	16% 19%	1	65%	People treat each other with respect and consideration in our workplace.
26% 18%	56%	34%	11%	55%	I am able to reasonably balance the demands of work and personal life.
27% 11%	62%	24% 12%		63%	People from all backgrounds are treated fairly in our workplace.
44% 15%	41%	10%	53%	38%	My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).
					Trust
	-	22%	37%	42%	**Physicians and medical leaders trust one another in my health authority.
	-	1% 14%	319	55%	**Physicians and medical leaders trust one another in my hospital/facility.
36% 22%	42%	comparability	estion – included for d	2020 Wording of the qu	Physicians and medical leaders trust one another.

\*\*New Question

# **Cowichan Valley Division**

### 37 Respondents 2021 | 33 Respondents 2020

Engagement	2021					2021					2020		
I am satisfied with this health authority as a place to practice medicine.	65%		16%	19%	52%	36%	12%						
I feel I belong to a collaborative, patient-centred team/unit.	60%		14%	27%	52%	33%	15%						
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	46%	16%		38%	44%	22%	34%						
I have adequate opportunities to improve patient care, quality, and safety.	57%	1	1%	32%	42%	36%	21%						
I have meaningful input into changes affecting my practice environment.	41%	27%		32%	36%	27%	36%						
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	44%	28%	, D	28%	33%	24%	42%						
Senior leaders seek physicians' input when setting the health authority's goals.	27%	35%		38%	30%	24%	45%						
Senior leaders' decision-making is transparent to physicians.	23%	40%		37%	15%	39%	45%						
This health authority values physicians' contributions.	43%	27%		30%	39%	30%	30%						
/alue													
This health authority values physicians' contributions.	43%	27%		30%	39%	30%	30%						
**This hospital/facility values physicians' contributions.	46%	3	0%	24%	-	-	-						
**New Question	Agree	■Neutral ■Disa	agree										

# **Cowichan Valley Division**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	31%	17%	52%	<b>57%</b> 4% <b>39%</b>

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.		51%		35%	14%	59%	24%	17%
This hospital/facility takes effective action to promote a healthy and safe workplace.	41	%	4	1%	19%	62%	14%	24%
People treat each other with respect and consideration in our workplace.		70	6%		16% 8%	72%	17%	10%
I am able to reasonably balance the demands of work and personal life.	35%	6	24%		41%	48%	17%	35%
People from all backgrounds are treated fairly in our workplace.		54%	14	4%	32%	68%	14%	18%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	31%		46%		23%	54%	32%	14%
rust								
**Physicians and medical leaders trust one another in my health authority.		54%		24%	22%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.		60%		24%	16%	-	-	-
Physicians and medical leaders trust one another.	2020 Wor	ding of the c	question – inclu	ded for com	parability	43%	32%	25%
**New Question		Agree	■Neutral ■Disa	agree		i.		

### Nanaimo Division

### 61 Respondents 2021 | 51 Respondents 2020

Engagement	2021					2020	
I am satisfied with this health authority as a place to practice medicine.	49%		20%	31%	45%	24%	31%
I feel I belong to a collaborative, patient-centred team/unit.		62%	17%	22%	49%	10%	41%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	38%	13%	49%		35%	24%	41%
I have adequate opportunities to improve patient care, quality, and safety.	32%	20%	48%		31%	27%	41%
I have meaningful input into changes affecting my practice environment.	27%	23%	50%		14%	33%	53%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	21%	28%	51%		16%	18%	66%
Senior leaders seek physicians' input when setting the health authority's goals.	18% 2	.3%	58%		14%	12%	74%
Senior leaders' decision-making is transparent to physicians.	10% 22%		68%		8%	12%	80%
This health authority values physicians' contributions.	23%	25%	53%		8%	32%	60%
Value							
This health authority values physicians' contributions.	23%	25%	53%		8%	32%	60%
**This hospital/facility values physicians' contributions.	42%		27%	32%	-	-	-

\*\*New Question

# Nanaimo Division

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	37%	11%	52%	<b>47%</b> 19% <b>33%</b>

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.		59%		29%	12%	61%	33%	7%
This hospital/facility takes effective action to promote a healthy and safe workplace.	4	5%	33	8%	22%	38%	36%	26%
People treat each other with respect and consideration in our workplace.		80	)%		12% 8%	58%	22%	20%
I am able to reasonably balance the demands of work and personal life.		49%	23	%	28%	58%	13%	30%
People from all backgrounds are treated fairly in our workplace.		60%		28%	12%	69%	22%	9%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		54%		29%	17%	29%	49%	22%
Trust								
**Physicians and medical leaders trust one another in my health authority.	22%	329	%	469	%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	389	%	30%		32%	-	-	-
Physicians and medical leaders trust one another.	2020 Word	ing of the qu	estion – includ	ed for comp	parability	27%	31%	42%

■ Agree ■ Neutral ■ Disagree

\*\*New Question

# **Central Island Division**

### 17 Respondents 2021 | \* Respondents 2020

Engagement			2021				2020	
I am satisfied with this health authority as a place to practice medicine.		47%		29%	24%	*	*	*
I feel I belong to a collaborative, patient-centred team/unit.		47%		29%	24%	*	*	*
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		53%		29%	18%	*	*	*
I have adequate opportunities to improve patient care, quality, and safety.		59%		29%	12%	*	*	*
I have meaningful input into changes affecting my practice environment.	31%		25%	44%		*	*	*
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	41	%	12%	47%		*	*	*
Senior leaders seek physicians' input when setting the health authority's goals.	24%	24%		53%		*	*	*
Senior leaders' decision-making is transparent to physicians.	24%	24%		53%		*	*	*
This health authority values physicians' contributions.	29%		29%	41%	, 0	*	*	*
Value								
This health authority values physicians' contributions.	29%		29%	41	%	*	*	*
**This hospital/facility values physicians' contributions.	4	1%	18%	41	%	-	-	-
**New Question	·	Agree	Neutral Dis	sagree	* San	nple size	too small	to report

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# **Central Island Division**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	47%	13%	40%	* * *

#### Physical and Psychological Well-Being

53%	20%	27%	*	*	*
60%	13%	27%	*	*	*
65%	18%	18%	*	*	*
59%	12%	29%	*	*	*
77%		5% 18%	*	*	*
50%	25%	25%	*	*	*
47%	24%	29%	-	-	-
59%	12%	29%	-	-	-
2020 Wording of the question	n – included for com	parability	*	*	*
	60% 65% 59% 77% 50% 47% 59%	60%       13%         65%       18%         59%       12%         77%       25%         50%       25%         47%       24%         59%       12%	60%       13%       27%         65%       18%       18%         59%       12%       29%         77%       6%       18%         50%       25%       25%         47%       24%       29%	60%       13%       27%       *         65%       18%       18%       *         59%       12%       29%       *         77%       6%       18%       *         50%       25%       25%       *         47%       24%       29%       -         59%       12%       29%       -	60%       13%       27%       *       *         65%       18%       18%       *       *         59%       12%       29%       *       *         77%       6%       18%       *       *         50%       25%       25%       *       *         47%       24%       29%       -       -         59%       12%       29%       -       -

\*\*New Question

■Agree ■Neutral ■Disagree

\* Sample size too small to report

### **Rural and Remote Division**

### 24 Respondents 2021 | 27 Respondents 2020

Engagement			2021				2020	
I am satisfied with this health authority as a place to practice medicine.	4	6%	33'	%	21%	56%	26%	19%
I feel I belong to a collaborative, patient-centred team/unit.		67%		17%	17%	59%	19%	22%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	38%	0	25%	38'	%	37%	19%	44%
I have adequate opportunities to improve patient care, quality, and safety.		50%	2	9%	21%	56%	19%	26%
I have meaningful input into changes affecting my practice environment.	29%		38%	3	3%	37%	30%	33%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	29%		42%		29%	26%	41%	33%
Senior leaders seek physicians' input when setting the health authority's goals.	29%		38%	3	3%	30%	26%	44%
Senior leaders' decision-making is transparent to physicians.	25%	;	33%	42%		19%	30%	52%
This health authority values physicians' contributions.	33%		33%	3	3%	41%	33%	26%
Value								
This health authority values physicians' contributions.	33%		33%		33%	41%	33%	26%
**This hospital/facility values physicians' contributions.		65%		13%	22%	-	-	-

\*\*New Question

# **Rural and Remote Division**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	63%	8%	29%	53% 26% 21%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	33%	33%	33%	54%	12%	35%
This hospital/facility takes effective action to promote a healthy and safe workplace.	42%	21%	38%	42%	35%	23%
People treat each other with respect and consideration in our workplace.		79%	8% 13%	78%	15%	7%
I am able to reasonably balance the demands of work and personal life.	38%	25%	38%	44%	15%	41%
People from all backgrounds are treated fairly in our workplace.		63%	25% 13%	85%	11%	4%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	29%	33%	38%	42%	39%	19%
Trust						
**Physicians and medical leaders trust one another in my health authority.	38%	33%	29%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.		58%	21% 21%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording	of the question – includ	ed for comparability	33%	33%	33%
**New Question	4	Agree ■Neutral ■Disa	gree			

# South Island Division

### 88 Respondents 2021 | 85 Respondents 2020

Engagement			2021				2020	
I am satisfied with this health authority as a place to practice medicine.		50%	23	3%	27%	64%	21%	14%
I feel I belong to a collaborative, patient-centred team/unit.		58%		10%	32%	60%	22%	18%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	43	8%	18%	3	9%	55%	20%	25%
I have adequate opportunities to improve patient care, quality, and safety.	43	8%	29%		29%	48%	30%	23%
I have meaningful input into changes affecting my practice environment.	30%		27%	43	%	28%	32%	40%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	27%		32%	41	1%	26%	34%	40%
Senior leaders seek physicians' input when setting the health authority's goals.	18%	28%		53%		13%	34%	52%
Senior leaders' decision-making is transparent to physicians.	9%	31%		60%	1	7%	25%	68%
This health authority values physicians' contributions.	31%		26%	43	%	17%	42%	42%
Value								
This health authority values physicians' contributions.	31%		26%	4:	3%	17%	42%	42%
**This hospital/facility values physicians' contributions.		58%		19%	23%	-	-	-

\*\*New Question

# **South Island Division**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	49%	11%	41%	<b>32%</b> 17% <b>51%</b>

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.		55%		32%	14%	55%	35%	10%
This hospital/facility takes effective action to promote a healthy and safe workplace.		49%	3(	)%	21%	56%	30%	14%
People treat each other with respect and consideration in our workplace.		77	%	13%	6 10%	77%	17%	6%
I am able to reasonably balance the demands of work and personal life.	4	4%	21%	35%		56%	15%	29%
People from all backgrounds are treated fairly in our workplace.		69%		20%	11%	65%	24%	11%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	40'	%	41%		19%	49%	38%	14%
Trust								
**Physicians and medical leaders trust one another in my health authority.	24%		39%	37%		-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.		58%		24%	19%	-	-	-
Physicians and medical leaders trust one another.	2020 Word	ing of the qu	estion – include	d for comparat	oility	42%	31%	27%
**New Question		Agree	Neutral Disagr	ee		i.		

### Victoria Division

#### 105 Respondents 2021 | 101 Respondents 2020

Engagement			2021			2020	
I am satisfied with this health authority as a place to practice medicine.		50%	31	19%	63%	22%	15%
I feel I belong to a collaborative, patient-centred team/unit.		52%	23%	6 25%	65%	16%	19%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		46%	17%	38%	61%	15%	24%
I have adequate opportunities to improve patient care, quality, and safety.		45%	26%	29%	60%	23%	17%
I have meaningful input into changes affecting my practice environment.	3	4%	30%	37%	46%	23%	31%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	30	%	35%	35%	32%	38%	29%
Senior leaders seek physicians' input when setting the health authority's goals.	21%	34	!%	45%	29%	28%	42%
Senior leaders' decision-making is transparent to physicians.	14%	36%		50%	14%	38%	47%
This health authority values physicians' contributions.		36%	29%	36%	39%	40%	21%
Value							
This health authority values physicians' contributions.		36%	29%	36%	39%	40%	21%
**This hospital/facility values physicians' contributions.		37%	33%	30%	-	-	-
**New Question		Agree	■Neutral ■Disagre	ee			

## Victoria Division

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	55%	8%	37%	<b>51%</b> 12% <b>38%</b>

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	47%		44%	9%	66%	23%	11%
This hospital/facility takes effective action to promote a healthy and safe workplace.	51%		34%	15%	59%	24%	18%
People treat each other with respect and consideration in our workplace.	69%	%	18%	i 13%	75%	17%	8%
I am able to reasonably balance the demands of work and personal life.	42%	20%	3	8%	64%	12%	24%
People from all backgrounds are treated fairly in our workplace.	57%		25%	19%	62%	18%	19%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	34%	45%		21%	38%	42%	20%
rust							
**Physicians and medical leaders trust one another in my health authority.	35%	41%		24%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	44%		39%	17%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the	question – inclu	ided for compa	arability	46%	28%	27%
**New Question	Agree	■Neutral ■Dis	agree				

### Northern Health - Divisions of Family Practice

- Overall engagement averages by division
- Engagement trends
- Physicians Feeling Valued
- Physician Health and Safety
- Trust between Physicians and Medical Leaders

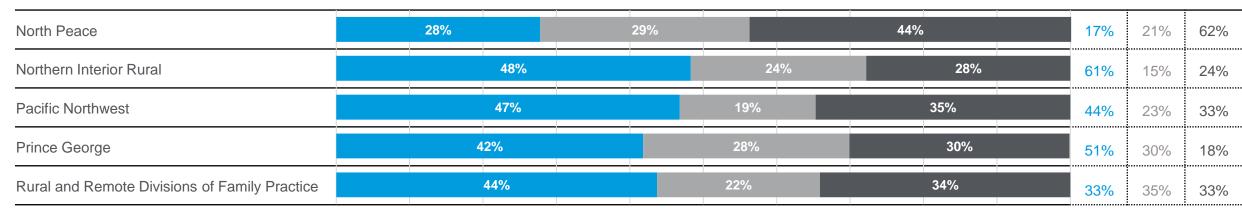
Senior leaders refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.

**Medical leaders** refers to refers to those who hold a formal medical leadership position and receive a stipend/payment from the Health Authority i.e., Department Head, Regional Medical Lead/Director, Vice President of Medicine



# **Northern** Divisions of Family Practice

Overall Engagement Averages (based on the same nine engagement questions asked in previous years)



■Agree ■Neutral ■Disagree

2021



Better. Together.

2020

### North Peace Division

### 16 Respondents 2021 | 10 Respondents 2020

Engagement			2021			2020	
I am satisfied with this health authority as a place to practice medicine.	31%		38%	31%	30%	20%	50%
I feel I belong to a collaborative, patient-centred team/unit.		56%		31% 13%	50%	20%	30%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	2	4%	6%	50%	20%	10%	70%
I have adequate opportunities to improve patient care, quality, and safety.		50%	6%	44%	30%	40%	30%
I have meaningful input into changes affecting my practice environment.	19%	4	.4%	38%	0%	30%	70%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	19%	19%		63%	0%	10%	90%
Senior leaders seek physicians' input when setting the health authority's goals.	13%	25%		63%	10%	10%	80%
Senior leaders' decision-making is transparent to physicians.	<mark>0%</mark> 389	%		63%	0%	0%	100%
This health authority values physicians' contributions.	19%		50%	31%	10%	50%	40%
Value							
This health authority values physicians' contributions.	19%		50%	31%	10%	50%	40%
**This hospital/facility values physicians' contributions.		56%		13% 31%	-	-	-

\*\*New Question

### North Peace Division

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	57%	7%	36%	75% 0% 25%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	33%	<b>3%</b> 53%		13%	25%	75%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.		47%	27%	27%	13%	25%	63%
People treat each other with respect and consideration in our workplace.		56%	19%	25%	50%	25%	25%
I am able to reasonably balance the demands of work and personal life.	25%	13%	63%		13%	50%	38%
People from all backgrounds are treated fairly in our workplace.	38%	38% 38%		25%	50%	13%	38%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	27%		53%	20%	0%	29%	71%
Frust							
**Physicians and medical leaders trust one another in my health authority.	31%		31%	38%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	31%		38%	31%	-	-	-
Physicians and medical leaders trust one another.	2020 Word	ling of the qu	lestion – included for co	omparability	50%	25%	25%
**New Question		Agree	Neutral Disagree				

### Northern Interior Rural Division

#### 26 Respondents 2021 | 21 Respondents 2020

Engagement		2021				2020	
I am satisfied with this health authority as a place to practice medicine.	58%		23%	19%	76%	10%	14%
I feel I belong to a collaborative, patient-centred team/unit.	58%		8%	35%	86%	5%	10%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	58%		12%	31%	52%	19%	29%
I have adequate opportunities to improve patient care, quality, and safety.	58%		23%	19%	62%	14%	24%
I have meaningful input into changes affecting my practice environment.	46%	23%	6	31%	52%	19%	29%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	39%	31%		31%	52%	14%	33%
Senior leaders seek physicians' input when setting the health authority's goals.	39%	31%		31%	62%	14%	24%
Senior leaders' decision-making is transparent to physicians.	23%	39%		39%	43%	19%	38%
This health authority values physicians' contributions.	58%	,	27%	15%	67%	19%	14%
Value							
This health authority values physicians' contributions.	589	%	27%	15%	67%	19%	14%
**This hospital/facility values physicians' contributions.	62	2%	19%	19%	-	-	-
			-	-			

\*\*New Question

# Northern Interior Rural Division

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	54%	8%	38%	<b>63%</b> 25% 13%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	35%	19%	46%	55%	25%	20%
This hospital/facility takes effective action to promote a healthy and safe workplace.	35%	27%	39%	55%	30%	15%
People treat each other with respect and consideration in our workplace.	62%	%	23% 15%	85%	5%	10%
I am able to reasonably balance the demands of work and personal life.	42%	8%	50%	50%	15%	35%
People from all backgrounds are treated fairly in our workplace.	46%	23%	31%	80%	0%	20%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	40%	20%	40%	61%	11%	28%
Trust						
**Physicians and medical leaders trust one another in my health authority.	50%	23	% 27%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	58%	, <u> </u>	27% 15%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of th	he question – includ	ed for comparability	60%	30%	10%
**New Question	Agre	ee ■Neutral ■Disag	gree			·

### **Pacific Northwest Division**

### 27 Respondents 2021 | 26 Respondents 2020

Engagement				2021				2020	
I am satisfied with this health authority as a place to practice medicine.	62%		8%	31%	58%	19%	23%		
I feel I belong to a collaborative, patient-centred team/unit.			77%			4% 19%	69%	15%	15%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		42%		15%		42%	46%	23%	31%
I have adequate opportunities to improve patient care, quality, and safety.		50%		19	%	31%	62%	23%	15%
I have meaningful input into changes affecting my practice environment.		52%			24%	24%	62%	8%	31%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	3	9%		19%		42%	35%	27%	38%
Senior leaders seek physicians' input when setting the health authority's goals.	31%			27%		42%	31%	27%	42%
Senior leaders' decision-making is transparent to physicians.	23%		31%			46%	4%	38%	58%
This health authority values physicians' contributions.		46%	· · · ·	19%		35%	31%	27%	42%
/alue									
This health authority values physicians' contributions.		46%		19%		35%	31%	27%	42%
**This hospital/facility values physicians' contributions.			77	%		12% 129	% -	-	-
**Now Question				Neutral ∎Dis	agraa				·····

\*\*New Question

### **Pacific Northwest Division**

### Physician Health and Safety

		2021			2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	72%		0%	28%	48% 20% 32%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	31%		39%	31%	56%	24%	20%
This hospital/facility takes effective action to promote a healthy and safe workplace.	31%		39%	31%	58%	23%	19%
People treat each other with respect and consideration in our workplace.		8	1%	12% 8%	89%	8%	4%
I am able to reasonably balance the demands of work and personal life.		50%	19%	31%	69%	4%	27%
People from all backgrounds are treated fairly in our workplace.		69%		15% 15%	77%	12%	12%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	4	0%	28%	32%	65%	15%	19%
Trust							
**Physicians and medical leaders trust one another in my health authority.		42%	19%	39%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.		64%		16% 20%	-	-	-
Physicians and medical leaders trust one another.	2020 Wor	ding of the qu	lestion – included f	or comparability	62%	8%	31%
**New Question		Agree	Neutral Disagree				

# **Prince George Division**

#### **30 Respondents 2021** | 28 Respondents 2020

Engagement		2021			2020	
I am satisfied with this health authority as a place to practice medicine.	53%	23%	23%	79%	18%	4%
I feel I belong to a collaborative, patient-centred team/unit.	60%	179	% 23%	74%	15%	11%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	40%	20%	40%	54%	25%	21%
I have adequate opportunities to improve patient care, quality, and safety.	37%	33%	30%	61%	29%	11%
I have meaningful input into changes affecting my practice environment.	37%	30%	33%	61%	25%	14%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	43%	30%	27%	33%	26%	41%
Senior leaders seek physicians' input when setting the health authority's goals.	40%	27%	33%	29%	46%	25%
Senior leaders' decision-making is transparent to physicians.	23%	43%	33%	14%	54%	32%
This health authority values physicians' contributions.	43%	30%	27%	57%	36%	7%
/alue						
This health authority values physicians' contributions.	43%	30%	27%	57%	36%	7%
**This hospital/facility values physicians' contributions.	50%	27%	23%	-	-	-
**New Question						·

\*\*New Question

# **Prince George Division**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	42%	17%	42%	<b>33%</b> 27% 40%

#### Physical and Psychological Well-Being

13% 13%	74%	27% 13%		60%	This hospital/facility takes effective action to prevent violence in the workplace.
26% <b>22%</b>	52%	37%	20%	43%	This hospital/facility takes effective action to promote a healthy and safe workplace.
25% 13%	63%	23% 17%		60%	People treat each other with respect and consideration in our workplace.
25% 13%	63%	37%	27%	37%	I am able to reasonably balance the demands of work and personal life.
8% 25%	67%	20% 27%		53%	People from all backgrounds are treated fairly in our workplace.
35% 13%	52%	27%	33%	40%	My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).
					Trust
	-	27%	37%	37%	**Physicians and medical leaders trust one another in my health authority.
	-	27% 20%		53%	**Physicians and medical leaders trust one another in my hospital/facility.
22% 26%	52%	ded for comparability	question – inclu	2020 Wording of the q	Physicians and medical leaders trust one another.
	i	agree	■Neutral ■Disa	Agree	**New Question

### **Rural and Remote Division**

### 15 Respondents 2021 | 13 Respondents 2020

Engagement			2021				2020	
I am satisfied with this health authority as a place to practice medicine.		60%		20%	20%	69%	23%	8%
I feel I belong to a collaborative, patient-centred team/unit.		60%		20%	20%	69%	15%	15%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	5	3%		20%	27%	46%	31%	23%
I have adequate opportunities to improve patient care, quality, and safety.	47%	6		33%	20%	38%	38%	23%
I have meaningful input into changes affecting my practice environment.	5	3%		13%	33%	17%	67%	17%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	33%		20%	4	7%	15%	23%	62%
Senior leaders seek physicians' input when setting the health authority's goals.	27%	20%		53%	, D	15%	31%	54%
Senior leaders' decision-making is transparent to physicians.	27%	20%		53%	, D	8%	15%	77%
This health authority values physicians' contributions.	33%		33%		33%	15%	69%	15%
/alue								
This health authority values physicians' contributions.	33%		33%		33%	15%	69%	15%
**This hospital/facility values physicians' contributions.		67%		13'	% 20%	-	-	-
**New Question			Neutral	Disagree	-			••••••

\*\*New Question

# **Rural and Remote Division**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	50%	21%	29%	64% 9% 27%

#### Physical and Psychological Well-Being

3% 23%	23%	54%	13%	47%	40%	This hospital/facility takes effective action to prevent violence in the workplace.
5% 31%	15%	54%	7%	60%	33%	This hospital/facility takes effective action to promote a healthy and safe workplace.
1% 15%	31%	54%	13% 7%	%	80	People treat each other with respect and consideration in our workplace.
3% 15%	23%	62%	40%	0%	60%	I am able to reasonably balance the demands of work and personal life.
9% 15%	39%	46%	33% 7%		60%	People from all backgrounds are treated fairly in our workplace.
1% 23%	31%	46%	14%	43%	43%	My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).
						Trust
	-	-	40%	20%	40%	**Physicians and medical leaders trust one another in my health authority.
	-	-	13% 20%		67%	**Physicians and medical leaders trust one another in my hospital/facility.
31%	23%	46%	or comparability	estion – included fo	) Wording of the qu	Physicians and medical leaders trust one another.

■Agree ■Neutral ■Disagree

\*\*New Question

## Vancouver Coastal Health - Divisions of Family Practice

- Overall engagement averages by division
- Engagement trends
- Physicians Feeling Valued
- Physician Health and Safety
- Trust between Physicians and Medical Leaders

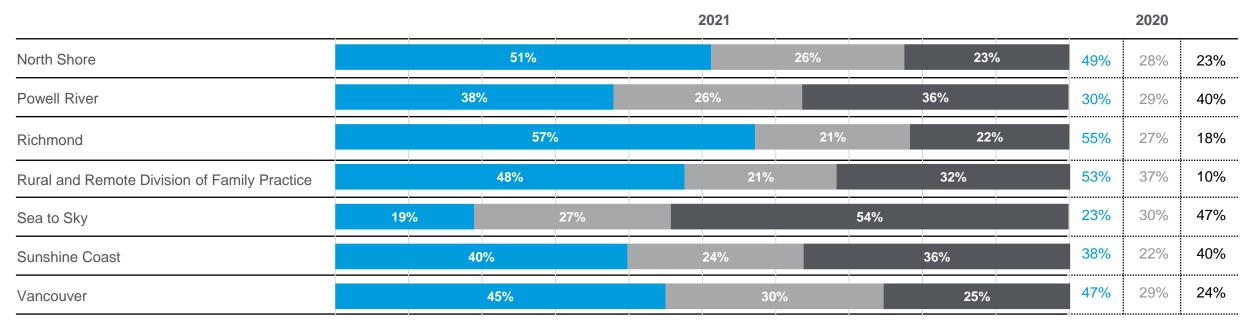
Senior leaders refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.

**Medical leaders** refers to refers to those who hold a formal medical leadership position and receive a stipend/payment from the Health Authority i.e., Department Head, Regional Medical Lead/Director, Vice President of Medicine



# Vancouver Coastal Divisions of Family Practice

Overall Engagement Averages (based on the same nine engagement questions asked in previous years)



■Agree ■Neutral ■Disagree



Better, logether.

### North Shore Division

### 61 Respondents 2021 | 55 Respondents 2020

Engagement		2021				2020	
I am satisfied with this health authority as a place to practice medicine.	719	%		21% 8%	67%	26%	7%
I feel I belong to a collaborative, patient-centred team/unit.	60%		28%	12%	70%	17%	13%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	57%		17%	27%	51%	24%	25%
I have adequate opportunities to improve patient care, quality, and safety.	50%		25%	25%	58%	23%	19%
I have meaningful input into changes affecting my practice environment.	44%	24%		32%	42%	27%	31%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	55%		25%	20%	55%	17%	28%
Senior leaders seek physicians' input when setting the health authority's goals.	41%	30%		30%	33%	39%	28%
Senior leaders' decision-making is transparent to physicians.	33%	38%		30%	26%	41%	33%
This health authority values physicians' contributions.	51%		30%	20%	41%	39%	20%
Value							
This health authority values physicians' contributions.	51%		30%	20%	41%	39%	20%
**This hospital/facility values physicians' contributions.	56%		27%	17%	-	-	-

\*\*New Question

# North Shore Division

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	42%	23%	35%	36% 20% 44%

#### Physical and Psychological Well-Being

65%	33% 2%	56%	41%	3%
62%	35% 4%	61%	32%	7%
80%	18% 2%	80%	18%	2%
<b>43%</b> 18%	39%	46%	23%	31%
79%	14% 7%	71%	23%	7%
58%	34% 8%	45%	40%	15%
				-
59%	33% 9%	-	-	-
60%	33% 7%	-	-	-
2020 Wording of the question – inc		42%	40%	19%
	62% 80% 43% 18% 58% 58% 60%	62%       35%       4%         80%       18%       2%         43%       18%       39%         79%       14%       7%         58%       34%       8%         59%       33%       9%         60%       33%       7%	62%       35%       4%       61%         80%       18%       2%       80%         43%       18%       39%       46%         79%       14%       7%       71%         58%       34%       8%       45%         60%       33%       9%       -         60%       33%       7%       -	62%       35%       4%       61%       32%         80%       18%       2%       80%       18%         43%       18%       39%       46%       23%         79%       14%       7%       71%       23%         58%       34%       8%       45%       40%         59%       33%       9%       -       -         60%       33%       7%       -       -

■ Agree ■ Neutral ■ Disagree

\*\*New Question

## **Powell River Division**

### 17 Respondents 2021 | 11 Respondents 2020

Engagement			2021				2020	
I am satisfied with this health authority as a place to practice medicine.		59%		18%	24%	36%	36%	27%
I feel I belong to a collaborative, patient-centred team/unit.		53%		18%	29%	64%	18%	18%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		59%		18%	24%	55%	9%	36%
I have adequate opportunities to improve patient care, quality, and safety.		53%		24%	24%	27%	55%	18%
I have meaningful input into changes affecting my practice environment.	4	1%	18%		41%	18%	55%	27%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	24%		47%		29%	36%	27%	36%
Senior leaders seek physicians' input when setting the health authority's goals.	<mark>6%</mark>	31%		63%		9%	18%	73%
Senior leaders' decision-making is transparent to physicians.	<mark>0%</mark> 35%	6		65%		0%	27%	73%
This health authority values physicians' contributions.		47%	2	24%	29%	27%	18%	55%
Value								
This health authority values physicians' contributions.		47%		24%	29%	27%	18%	55%
**This hospital/facility values physicians' contributions.		47%		24%	29%	-	-	-

\*\*New Question

# **Powell River Division**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	53%	30%	33%	57% 0% 43%

#### Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	44%		44%	13%	82%	9%	9%
This hospital/facility takes effective action to promote a healthy and safe workplace.	47%	b	47%	6%	82%	9%	9%
People treat each other with respect and consideration in our workplace.		77%	12	% 12%	91%	9%	0%
I am able to reasonably balance the demands of work and personal life.		82%		6% 12%	73%	9%	18%
People from all backgrounds are treated fairly in our workplace.		82%		6% 12%	73%	18%	9%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	44%		31%	25%	46%	55%	0%
Trust							
**Physicians and medical leaders trust one another in my health authority.	25%	50%	6	25%	-	-	-

\*\*Physicians and medical leaders trust one another in my hospital/facility.

Physicians and medical leaders trust one another. **2020 Wording of the question – included for comparability** 

\*\*New Question

■ Agree ■ Neutral ■ Disagree

29%

18%

53%

9%

18%

73%

### **Richmond Division**

### 57 Respondents 2021 | 48 Respondents 2020

Engagement		2021		2020	
I am satisfied with this health authority as a place to practice medicine.	77%	<mark>6 13% 11%</mark>	79%	15%	6%
I feel I belong to a collaborative, patient-centred team/unit.	70%	13% 18%	62%	31%	7%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	73%	11% 16%	65%	21%	15%
I have adequate opportunities to improve patient care, quality, and safety.	68%	9% 23%	77%	17%	6%
I have meaningful input into changes affecting my practice environment.	53%	26% 22%	51%	30%	19%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	48%	30% 21%	47%	26%	28%
Senior leaders seek physicians' input when setting the health authority's goals.	44%	27% 29%	36%	32%	32%
Senior leaders' decision-making is transparent to physicians.	30%	34% 36%	36%	28%	36%
This health authority values physicians' contributions.	53%	28% 19%	46%	42%	13%
√alue					
This health authority values physicians' contributions.	53%	28% 19%	46%	42%	13%
**This hospital/facility values physicians' contributions.	49%	32% 19%	-	-	-
	1	· · · ·			

\*\*New Question

# **Richmond Division**

### Physician Health and Safety

		2021	2020	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	49%	29%	<b>22%</b> 44% 6% 50%	_

#### Physical and Psychological Well-Being

52%	42%	6%	65%	35%	0%
57%	37%	6%	75%	18%	7%
75%	24	4% 2%	73%	20%	7%
61%	16%	23%	62%	13%	24%
77%	149	<b>6 9%</b>	67%	20%	13%
51%	37%	12%	52%	41%	7%
47%	36%	17%	-	-	-
57%	28%	16%	-	-	-
2020 Wording of the question	- included for comparab	ilitv	51%	33%	16%
	57% 75% 61% 77% 51% 47%	57%       37%         75%       24         61%       16%         77%       14%         51%       37%         47%       36%         57%       28%	57%       37%       6%         75%       24%       2%         61%       16%       23%         77%       14%       9%         51%       37%       12%         47%       36%       17%	57%       37%       6%       75%         75%       24%       2%       73%         61%       16%       23%       62%         77%       14%       9%       67%         51%       37%       12%       52%         47%       36%       17%       -         57%       28%       16%       -	57%       37%       6%       75%       18%         75%       24%       2%       73%       20%         61%       16%       23%       62%       13%         77%       14%       9%       67%       20%         51%       37%       12%       52%       41%         47%       36%       17%       -       -         57%       28%       16%       -       -

■Agree ■Neutral ■Disagree

\*\*New Question

# **Rural and Remote Division**

### 7 Respondents 2021 | 9 Respondents 2020

Engagement		2021				2020	
I am satisfied with this health authority as a place to practice medicine.		71%		29% 0%	44%	56%	0%
I feel I belong to a collaborative, patient-centred team/unit.		71%	0%	29%	67%	33%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	43%	0%	57%		56%	44%	0%
I have adequate opportunities to improve patient care, quality, and safety.	57%		29%	14%	67%	22%	11%
I have meaningful input into changes affecting my practice environment.	29%	43%		29%	67%	22%	11%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	43%	14%	43	9%	44%	44%	11%
Senior leaders seek physicians' input when setting the health authority's goals.	43%	0%	57%		33%	44%	22%
Senior leaders' decision-making is transparent to physicians.	29%	29%	43	9%	22%	44%	33%
This health authority values physicians' contributions.	43%		43%	14%	78%	22%	0%
√alue							
This health authority values physicians' contributions.	43%		43%	14%	78%	22%	0%
**This hospital/facility values physicians' contributions.		86%		14% 0%	-	-	-
**New Question	<b>■</b> Agr	ee ■Neutral ■D	isagree				

## **Rural and Remote Division**

#### Physician Health and Safety

		2021	2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	67%	17	43% 14% 43%

#### Physical and Psychological Well-Being

% 11%	33%	56%	29%		71%	0%	This hospital/facility takes effective action to prevent violence in the workplace.
% 0%	67%	33%	/ 14%	57%		29%	This hospital/facility takes effective action to promote a healthy and safe workplace.
% 0%	11%	89%	149 0%	86%			People treat each other with respect and consideration in our workplace.
% 11%	33%	56%	0% 14%	86%			I am able to reasonably balance the demands of work and personal life.
% 0%	11%	89%	0% 0%	100%			People from all backgrounds are treated fairly in our workplace.
% 11%	33%	56%	6 14%	57%		29%	My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).
							rust
-	-	-	43%	14%	3%	4	**Physicians and medical leaders trust one another in my health authority.
-	-	-	0% 0%	100%			**Physicians and medical leaders trust one another in my hospital/facility.

Physicians and medical leaders trust one another.

\*\*New Question

■ Agree ■ Neutral ■ Disagree

2020 Wording of the question - included for comparability

11%

0%

89%

## Sea to Sky Division

### 27 Respondents 2021 | 14 Respondents 2020

Engagement			2021				2020	
I am satisfied with this health authority as a place to practice medicine.	19%	419	%	41	%	36%	43%	21%
I feel I belong to a collaborative, patient-centred team/unit.	37%	6	22%	41	%	43%	14%	43%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	22%	26%		52%		21%	29%	50%
I have adequate opportunities to improve patient care, quality, and safety.	22%		44%		33%	50%	21%	29%
I have meaningful input into changes affecting my practice environment.	22%	22%		56%		21%	29%	50%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	19%	19%		63%		14%	29%	57%
Senior leaders seek physicians' input when setting the health authority's goals.	<mark>8%</mark> 19%			73%		7%	29%	64%
Senior leaders' decision-making is transparent to physicians.	<mark>4%</mark> 19%		·	78%		7%	21%	71%
This health authority values physicians' contributions.	19%	30%		52%		7%	57%	36%
Value								
This health authority values physicians' contributions.	19%	30%		52%		7%	57%	36%
**This hospital/facility values physicians' contributions.		48%	19	9%	33%	-	-	-

\*\*New Question

# Sea to Sky Division

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	32%	16%	52%	<b>38%</b> 13% <b>50%</b>

#### Physical and Psychological Well-Being

15%	39%	46%	28% 16%		56%		This hospital/facility takes effective action to prevent violence in the workplace.
8%	31%	62%	42% 8%		50%		This hospital/facility takes effective action to promote a healthy and safe workplace.
8%	8%	85%	11% 15%		74%		People treat each other with respect and consideration in our workplace.
8%	15%	77%	41%	11%	48%		I am able to reasonably balance the demands of work and personal life.
8%	23%	69%	15% 4%	2%	82		People from all backgrounds are treated fairly in our workplace.
15%	54%	31%	24%	40%		36%	My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).
							Frust
-	-	-	59%		15%	26%	**Physicians and medical leaders trust one another in my health authority.
-	-	-	19% 22%		59%		**Physicians and medical leaders trust one another in my hospital/facility.
1			· · · · · · · · · · · · · · · · · · ·				

Physicians and medical leaders trust one another.

\*\*New Question

■Agree ■Neutral ■Disagree

2020 Wording of the question - included for comparability

54%

23%

23%

## **Sunshine Coast Division**

### 19 Respondents 2021 | 21 Respondents 2020

Engagement			2021			2020	
I am satisfied with this health authority as a place to practice medicine.		58%		26% 16%	62%	10%	29%
I feel I belong to a collaborative, patient-centred team/unit.		63%		11% 26%	62%	14%	24%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	32%		37%	32%	43%	10%	48%
I have adequate opportunities to improve patient care, quality, and safety.		47%	11%	42%	33%	38%	29%
I have meaningful input into changes affecting my practice environment.	32%		32%	37%	35%	25%	40%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	37%	6	32%	32%	43%	24%	33%
Senior leaders seek physicians' input when setting the health authority's goals.	37%	6	16%	47%	29%	19%	52%
Senior leaders' decision-making is transparent to physicians.	16%	37%		47%	15%	25%	60%
This health authority values physicians' contributions.	37%	6	16%	47%	24%	33%	43%
√alue							
This health authority values physicians' contributions.	37	%	16%	47%	4%	21%	75%
**This hospital/facility values physicians' contributions.		47%	219	% 32%	7%	11%	82%
*** \ \ 0					;		

\*\*New Question

# **Sunshine Coast Division**

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	42%	11%	47%	43% 14% 43%

#### Physical and Psychological Well-Being

% 40%	15%	45%	37%	21%	42%	This hospital/facility takes effective action to prevent violence in the workplace.
% 29%	38%	33%	42%	32%	26%	This hospital/facility takes effective action to promote a healthy and safe workplace.
% 19%	14%	67%	16% 11%	74%	7	People treat each other with respect and consideration in our workplace.
% 38%	19%	43%	37%	26%	37%	I am able to reasonably balance the demands of work and personal life.
5 10%	5%	86%	21% 16%	6	63%	People from all backgrounds are treated fairly in our workplace.
6 43%	19%	38%	39%	39%	22%	My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).
						rust
-	-	-	37%	26%	37%	**Physicians and medical leaders trust one another in my health authority.
-	-	-	16% 21%	%	63%	**Physicians and medical leaders trust one another in my hospital/facility.
33%	33%	33%	ed for comparability	e question – include	2020 Wording of the	Physicians and medical leaders trust one another.
		i.	gree	e ■Neutral ■Disag	Agree	**New Question

### Vancouver Division

### 225 Respondents 2021 | 235 Respondents 2020

Engagement	2021				2020	
I am satisfied with this health authority as a place to practice medicine.	71	%	20% 9%	76%	16%	8%
I feel I belong to a collaborative, patient-centred team/unit.	54%	3	1% 15%	60%	26%	15%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	58%	18'	% 23%	62%	16%	22%
I have adequate opportunities to improve patient care, quality, and safety.	54%	279	% 19%	64%	21%	16%
I have meaningful input into changes affecting my practice environment.	39%	29%	32%	39%	27%	34%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	35%	33%	32%	40%	29%	31%
Senior leaders seek physicians' input when setting the health authority's goals.	29%	38%	34%	30%	40%	30%
Senior leaders' decision-making is transparent to physicians.	22%	37%	41%	17%	42%	40%
This health authority values physicians' contributions.	43%	34%	23%	34%	44%	22%
Value						
This health authority values physicians' contributions.	43%	34%	23%	34%	44%	22%
**This hospital/facility values physicians' contributions.	49%	35	% 16%	-	-	-
**New Question						

\*\*New Question

## Vancouver Division

### Physician Health and Safety

		2021		2020
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	52%	12%	36%	46% 13% 41%

#### Physical and Psychological Well-Being

60%		32% 8%	56%	29%	15%
60%		30% 10%	62%	24%	14%
82%		12% 7%	75%	18%	7%
42%	22%	36%	51%	20%	30%
69%		19% 12%	68%	20%	12%
53%	37%	6 11%	48%	36%	16%
41%	44%	15%	-	-	-
49%	41%	. 10%	-	-	-
2020 Wording of the qu	estion – included for c	omparability	50%	30%	20%
	60% 8 42% 69% 53% 41% 49%	60%     3       82%     22%       42%     22%       69%     37%       53%     37%       41%     44%       49%     41%	60%       30%       10%         82%       12%       7%         42%       22%       36%         69%       19%       12%         53%       37%       11%         41%       44%       15%	60%       30%       10%       62%         82%       12%       7%       75%         42%       22%       36%       51%         69%       19%       12%       68%         53%       37%       11%       48%         41%       44%       15%       -         49%       41%       10%       -	60%       30%       10%       62%       24%         82%       12%       7%       75%       18%         42%       22%       36%       51%       20%         69%       19%       12%       68%       20%         53%       37%       11%       48%       36%         41%       44%       15%       -       -         49%       41%       10%       -       -

■ Agree ■ Neutral ■ Disagree

\*\*New Question

# SECTION 4 Provincial & Regional Averages by Group

- Group breakdowns for both Provincial and Regional levels include:
  - Practice type (family physicians / specialists)
  - Practice setting (community / facility based)
  - Practice location (rural / urban)

# Provincial Averages - Family Physicians

Engagement	2021					2020	
I am satisfied with this health authority as a place to practice medicine.		61%	20%	19%	66%	20%	14%
I feel I belong to a collaborative, patient-centred team/unit.		59%	20%	21%	62%	20%	18%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	5	3%	18%	29%	55%	18%	26%
I have adequate opportunities to improve patient care, quality, and safety.	51	%	25%	25%	56%	26%	18%
I have meaningful input into changes affecting my practice environment.	39%	28%		34%	41%	27%	32%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	36%	30%		34%	36%	28%	36%
Senior leaders seek physicians' input when setting the health authority's goals.	26%	32%	42	2%	28%	33%	40%
Senior leaders' decision-making is transparent to physicians.	19%	34%	47%	, 0	17%	35%	48%
This health authority values physicians' contributions.	40%	30%		31%	35%	35%	29%
Average	43%	26%		31%	44%	27%	29%

This health authority values physicians' contributions.	40%	30%	31%	<b>35%</b> 35%	29%
**This hospital/facility values physicians' contributions.	51%	26%			-

\*\*New Question

# Provincial Averages - Specialists

Engagement		2021			2020	
I am satisfied with this health authority as a place to practice medicine.	59	9%	18% 24%	63%	19%	17%
I feel I belong to a collaborative, patient-centred team/unit.		63%	16% 21%	66%	15%	20%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	51%	15%	34%	54%	16%	30%
I have adequate opportunities to improve patient care, quality, and safety.	47%	23%	30%	52%	22%	25%
I have meaningful input into changes affecting my practice environment.	36%	25%	39%	40%	24%	36%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	34%	26%	41%	33%	28%	38%
Senior leaders seek physicians' input when setting the health authority's goals.	26%	27%	47%	25%	27%	48%
Senior leaders' decision-making is transparent to physicians.	18%	29%	54%	16%	27%	57%
This health authority values physicians' contributions.	35%	28%	37%	33%	30%	37%
Average	41%	23%	36%	42%	23%	34%
Value						
This health authority values physicians' contributions.	35%	28%	37%	33%	30%	37%
**This hospital/facility values physicians' contributions.	50%	22	% 28%	-	-	-

\*\*New Question

# Provincial Averages - Community Based Practice

Engagement	2021			2020			
I am satisfied with this health authority as a place to practice medicine.	61%		20%	19%	65%	21%	14%
I feel I belong to a collaborative, patient-centred team/unit.	56%		21%	23%	59%	21%	20%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	53%	18	3%	29%	53%	19%	28%
I have adequate opportunities to improve patient care, quality, and safety.	51%	2	5%	24%	53%	26%	20%
I have meaningful input into changes affecting my practice environment.	39%	28%		34%	42%	26%	32%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	36%	32%		32%	35%	31%	34%
Senior leaders seek physicians' input when setting the health authority's goals.	27%	33%	40	)%	27%	33%	41%
Senior leaders' decision-making is transparent to physicians.	<b>19%</b> 3	5%	46%	)	18%	35%	47%
This health authority values physicians' contributions.	39%	31%		30%	35%	36%	30%
Average	43%	27%		31%	43%	27%	30%
Value							
This health authority values physicians' contributions.	39%	31%		30%	35%	36%	30%
**This hospital/facility values physicians' contributions.	50%		27%	23%	-	-	-

\*\*New Question

# Provincial Averages - Hospital/Facility Based Practice

Engagement		2021			2020	
I am satisfied with this health authority as a place to practice medicine.	58%		18% 24%	64%	18%	18%
I feel I belong to a collaborative, patient-centred team/unit.	67%	6	15% 19%	69%	14%	18%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	50%	15%	34%	56%	15%	29%
I have adequate opportunities to improve patient care, quality, and safety.	47%	23%	31%	55%	22%	24%
I have meaningful input into changes affecting my practice environment.	35%	25%	39%	40%	24%	36%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	33%	24%	43%	34%	26%	40%
Senior leaders seek physicians' input when setting the health authority's goals.	26%	26%	49%	26%	27%	47%
Senior leaders' decision-making is transparent to physicians.	<b>17%</b> 28%		55%	16%	27%	57%
This health authority values physicians' contributions.	35%	27%	38%	34%	30%	37%
Average	41%	22%	37%	44%	22%	34%
Value						
This health authority values physicians' contributions.	35%	27%	38%	34%	30%	37%
**This hospital/facility values physicians' contributions.	51%	21	% 27%	-	-	-

\*\*New Question

# Provincial Averages - Rural Based

Engagement		2021	l			2020	
I am satisfied with this health authority as a place to practice medicine.	5	6%	22%	23%	60%	21%	18%
I feel I belong to a collaborative, patient-centred team/unit.		61%	18%	21%	63%	17%	19%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	51	%	17%	32%	53%	17%	30%
I have adequate opportunities to improve patient care, quality, and safety.	50	%	22%	27%	53%	27%	21%
I have meaningful input into changes affecting my practice environment.	37%	279	6	36%	43%	26%	32%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	35%	30%	6	36%	33%	28%	39%
Senior leaders seek physicians' input when setting the health authority's goals.	27%	27%	4	6%	27%	30%	43%
Senior leaders' decision-making is transparent to physicians.	18%	32%	50'	%	15%	33%	52%
This health authority values physicians' contributions.	38%	2	9%	33%	36%	33%	31%
Average	41%		25%	34%	42%	26%	32%
Value							
This health authority values physicians' contributions.	38%		29%	33%	36%	33%	31%
**This hospital/facility values physicians' contributions.		56%	20%	24%	-	-	-

\*\*New Question

# Provincial Averages - Urban Based

Engagement		2021			2020	
I am satisfied with this health authority as a place to practice medicine.	61%	1	8% 21%	66%	19%	15%
I feel I belong to a collaborative, patient-centred team/unit.	61%		18% 21%	64%	17%	19%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	52%	16%	31%	55%	17%	28%
I have adequate opportunities to improve patient care, quality, and safety.	48%	24%	27%	54%	23%	22%
I have meaningful input into changes affecting my practice environment.	37%	27%	36%	40%	25%	35%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	35%	28%	38%	35%	28%	37%
Senior leaders seek physicians' input when setting the health authority's goals.	26%	30%	44%	26%	30%	44%
Senior leaders' decision-making is transparent to physicians.	<b>18%</b> 31 <sup>°</sup>	%	50%	17%	31%	52%
This health authority values physicians' contributions.	37%	29%	34%	34%	33%	34%
Average	42%	25%	34%	43%	25%	32%
Value						
This health authority values physicians' contributions.	37%	29%	34%	34%	33%	34%
**This hospital/facility values physicians' contributions.	49%	25%	26%	-	-	-

\*\*New Question

# Health Authority Engagement Trends by Practice Type – Family Physicians / Specialists

The following charts provide the overall average of the same nine engagement questions asked in previous years.

Practice Type			2021			2020	
Freezer Lleelth	Family Physicians	44%	25%	31%	45%	27%	28%
Fraser Health	Specialists	41%	24%	36%	42%	25%	33%
Interior Health	Family Physicians	44%	26%	31%	44%	27%	29%
	Specialists	40%	22%	39%	41%	21%	38%
Island Health	Family Physicians	37%	28%	36%	39%	27%	33%
	Specialists	36%	22%	42%	34%	23%	43%
Northern Health	Family Physicians	45%	25%	31%	46%	24%	30%
	Specialists	32%	21%	47%	40%	22%	39%
Provincial Health Services	Family Physicians	37%	24%	39%	44%	17%	39%
Authority	Specialists	39%	22%	39%	40%	24%	36%
Vancouver Coastal Health	Family Physicians	45%	28%	27%	46%	29%	25%
	Specialists	46%	24%	30%	49%	23%	28%

# Health Authority Engagement Trends by Practice Setting – Community / Facility

The following charts provide the overall average of the same nine engagement questions asked in previous years.

Practice Setting				2021			2020	
	Community based		45%	25%	30%	46%	27%	27%
Fraser Health	Hospital/Facility Based	39	%	24%	37%	40%	25%	34%
Interior Health	Community based		45%	27%	28%	43%	28%	29%
	Hospital/Facility Based	389	%	21%	41%	42%	20%	38%
Island Health	Community based	35%		28%	37%	37%	28%	35%
	Hospital/Facility Based	39'	%	21%	40%	38%	22%	40%
Northern Health	Community based		46%	26%	27%	44%	25%	31%
	Hospital/Facility Based	31%	1	9%	50%	42%	22%	36%
Provincial Health Services	Community based	40	%	22%	38%	45%	22%	34%
Authority	Hospital/Facility Based	399	%	23%	39%	40%	23%	37%
Vancouver Coastal Health	Community based		44%	28%	28%	44%	28%	28%
	Hospital/Facility Based		47%	23%	30%	52%	22%	26%

# Health Authority Engagement Trends by Practice Location – Rural / Urban

The following charts provide the overall average of the same nine engagement questions asked in previous years.

Practice Location			2021			2020	
	Rural	66%		20% 14%	49%	30%	21%
Fraser Health -	Urban	42%	25%	34%	43%	26%	31%
Interior Health	Rural	42%	26%	32%	43%	25%	32%
Interior Health	Urban	42%	23%	36%	42%	24%	34%
Island Health -	Rural	40%	26%	34%	41%	28%	31%
	Urban	35%	25%	41%	35%	24%	41%
Northern Health	Rural	40%	23%	37%	43%	23%	34%
	Urban	41%	32%	27%	46%	32%	22%
Provincial Health Services	Rural	*	*	*	*	*	*
Authority	Urban	39%	23%	38%	54%	25%	20%
Vancouver Coastal Health	Rural	38%	26%	37%	39%	28%	33%
	Urban	47%	26%	28%	49%	25%	26%

\* Sample size too small to report

### **Engagement Questions by Group and Region**

This section provides a regional breakdown of each engagement question by their noted group.



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

Practice Setting		202	21
Encore Licotth	Community based	65%	16% 20%
Fraser Health	Hospital/Facility Based	57%	19% 24%
	Community based	61%	20% 19%
Interior Health	Hospital/Facility Based	53%	17% 30%
Island Health	Community based	53%	24% 23%
	Hospital/Facility Based	54%	18% 28%
	Community based	59%	22% 19%
Northern Health	Hospital/Facility Based	48%	16% 37%
Provincial Health Services	Community based	56%	9% 35%
Authority	Hospital/Facility Based	56%	19% 26%
Vancouver Coastal Health	Community based	66%	21% 13%
	Hospital/Facility Based	65%	18% 17%
			itral ∎Disagree

Family Physicians	63%	15% 22%
Specialists		
·	60%	19% 21%
Family Physicians	59%	20% 20%
Specialists	55%	16% 28%
amily Physicians	54%	25% 21%
Specialists	52%	18% 30%
amily Physicians	56%	21% 23%
Specialists	52%	18% 31%
amily Physicians	53%	16% 31%
Specialists	56%	17% 27%
amily Physicians	67%	21% 11%
Specialists	64%	18% 18%
	amily Physicians Specialists	Family Physicians59%Specialists55%Family Physicians54%Specialists52%Family Physicians56%Specialists52%Family Physicians56%Specialists53%Specialists56%Family Physicians56%Family Physicians56%Family Physicians56%Family Physicians67%

■Agree ■Neutral ■Disagree

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

Practice Setting		202	21		
Encore Health	Community based	55%	20% 25%		
Fraser Health	Hospital/Facility Based	67%	16% 17%		
	Community based	62%	18% 20%		
Interior Health	Hospital/Facility Based	62%	14% 24%		
Island Health	Community based	52%	21% 27%		
	Hospital/Facility Based	70%	9% 21%		
	Community based	63%	19% 19%		
Northern Health	Hospital/Facility Based	52%	23% 25%		
Provincial Health Services	Community based	56%	16% 28%		
Authority	Hospital/Facility Based	68%	15% 17%		
Vancouver Coastal Health	Community based	54%	27% 19%		
	Hospital/Facility Based	69%	15% 16%		
■Agree ■Neutral ■Disagree					

■Agree ■Ne	eutral Disagree
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Practice Type 2020				
	Family Physicians	58%	20% 22%	
Fraser Health	Specialists	63%	17% 20%	
	Family Physicians	64%	17% 19%	
Interior Health	Specialists	59%	14% 26%	
Island Health	Family Physicians	56%	20% 24%	
	Specialists	65%	10% 25%	
	Family Physicians	64%	15% 22%	
Northern Health	Specialists	48%	31% 21%	
Provincial Health Services	Family Physicians	53%	22% 25%	
Authority	Specialists	67%	14% 19%	
	Family Physicians	57%	26% 18%	
Vancouver Coastal Health	Specialists	65%	17% 18%	

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

Practice Setting		202	21	Practice Type
E 11 M	Community based	54%	18% 28%	
Fraser Health	Hospital/Facility Based	50%	17% 33%	Fraser Health
later's all solds	Community based	58%	17% 25%	
Interior Health	Hospital/Facility Based	50%	16% 35%	Interior Health
Island Health	Community based	47%	18% 36%	
	Hospital/Facility Based	47%	15% 39%	Island Health
	Community based	50%	17% 34%	
Northern Health	Hospital/Facility Based	<b>37%</b> 17%	<b>47%</b>	Northern Health
Provincial Health Services	Community based	63%	14% 23%	Provincial Health Services
Authority	Hospital/Facility Based	51%	15% 34%	Authority
Vancouver Coastal Health	Community based	55%	18% 27%	Vancouver Coastal Health
vancouver Coastal Health	Hospital/Facility Based	55%	15% 31%	Vancouver Coastal Health
		Agree Neu	itral ∎Disagree	

Practice Type		202	21
Encourt the alth	Family Physicians	54%	19% 27%
Fraser Health	Specialists	50%	16% 34%
	Family Physicians	56%	17% 27%
Interior Health	Specialists	52%	16% 32%
Island Health	Family Physicians	47%	19% 34%
	Specialists	47%	12% 41%
Northorn Lloolth	Family Physicians	48%	16% 36%
Northern Health	Specialists	<b>37%</b> 199	% 44%
Provincial Health Services	Family Physicians	72%	13% 16%
Authority	Specialists	50%	15% 35%
	Family Physicians	56%	18% 26%
Vancouver Coastal Health	Specialists	54%	15% 31%

■ Agree ■ Neutral ■ Disagree

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

Practice Setting 2021				
Energy Hardlik	Community based	53%	22% 25%	
Fraser Health	Hospital/Facility Based	46%	25% 30%	
	Community based	54%	25% 21%	
Interior Health	Hospital/Facility Based	44%	24% 32%	
	Community based	45%	26% 29%	
Island Health	Hospital/Facility Based	43%	21% 37%	
	Community based	54%	22% 24%	
Northern Health	Hospital/Facility Based	<b>32%</b> 21%	<b>47%</b>	
Provincial Health Services	Community based	49%	21% 30%	
Authority	Hospital/Facility Based	51%	21% 28%	
Vanaguyar Cagatal Lagth	Community based	50%	28% 22%	
Vancouver Coastal Health	Hospital/Facility Based	53%	22% 25%	
		■Agree ■Ne	utral Disagree	

Agree	Neutral	Disagree
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Practice Type	2021			
Freezet Leelth	Family Physicians	52%	23% 25%	
Fraser Health	Specialists	47%	23% 30%	
	Family Physicians	54%	24% 22%	
Interior Health	Specialists	45%	25% 30%	
Island Health	Family Physicians	46%	27% 28%	
	Specialists	<b>42%</b> 20	0% 39%	
	Family Physicians	50%	24% 26%	
Northern Health	Specialists	<b>37%</b> 16%	47%	
Provincial Health Services	Family Physicians	38% 3	31% 31%	
Authority	Specialists	53%	19% 28%	
	Family Physicians	52%	25% 23%	
Vancouver Coastal Health	Specialists	51%	25% 24%	

I have meaningful input into changes affecting my practice environment.

Practice Setting		2021			
Free or Llockh	Community based	43%	25%	33%	
Fraser Health	Hospital/Facility Based	31%	30%	39%	
	Community based	43%	27%	30%	
Interior Health	Hospital/Facility Based	37%	21%	42%	
Island Health	Community based	29%	33%	39%	
	Hospital/Facility Based	35%	24%	42%	
	Community based	45%	28%	6 26%	
Northern Health	Hospital/Facility Based	28%	21%	51%	
Provincial Health Services	Community based	28%	30%	42%	
Authority	Hospital/Facility Based	35%	23%	43%	
	Community based	40%	27%	34%	
Vancouver Coastal Health	Hospital/Facility Based	40%	27%	33%	
		Aare	e ∎Neutral ∎	Disagree	

Practice Type			2021	
	Family Physicians	40%	26%	35%
Fraser Health	Specialists	34%	29%	37%
	Family Physicians	42%	26%	32%
Interior Health	Specialists	38%	22%	41%
	Family Physicians	30%	33%	37%
Island Health	Specialists	32%	23%	44%
	Family Physicians	44%	26%	30%
Northern Health	Specialists	27%	24%	48%
Provincial Health Services	Family Physicians	31%	22%	47%
Authority	Specialists	33%	25%	42%
	Family Physicians	40%	28%	32%
Vancouver Coastal Health	Specialists	39%	26%	35%
				Disagroo

■ Agree ■ Neutral ■ Disagree

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

Practice Setting			2021		Practice Type
Energy the slite	Community based	38%	31%	31%	Energy Hardth
Fraser Health	Hospital/Facility Based	32%	25%	43%	Fraser Health
laterier la skie	Community based	39%	32%	29%	
Interior Health	Hospital/Facility Based	28% 2	2%	50%	Interior Health
Jolond Hoolth	Community based	26%	36%	38%	laland Health
Island Health	Hospital/Facility Based	33%	23%	44%	Island Health
Northern Health	Community based	41%	28%	31%	Northern Health
	Hospital/Facility Based	<b>18%</b> 17%	65	5%	
Provincial Health Services	Community based	47%	19%	35%	Provincial Health Ser
Authority	Hospital/Facility Based	29%	30%	42%	Authority
Vancouver Coastal Health	Community based	38%	31%	31%	Vancouver Coastal H
	Hospital/Facility Based	41%	25%	34%	
		Agree	Neutral	Disagree	

Practice Type			2021	
Free on Lie olde	Family Physicians	37%	29%	34%
Fraser Health	Specialists	34%	27%	39%
	Family Physicians	35%	32%	33%
Interior Health	Specialists	32%	22%	46%
Island Health	Family Physicians	31%	32%	37%
	Specialists	27%	28%	45%
	Family Physicians	38%	26%	36%
Northern Health	Specialists	<b>21%</b> 19%	6	60%
Provincial Health Services	Family Physicians	34%	25%	41%
Authority	Specialists	32%	28%	40%
	Family Physicians	39%	31%	30%
Vancouver Coastal Health	Specialists	40%	26%	34%
		_ 0		D:

■ Agree ■ Neutral ■ Disagree

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

Practice Setting		20	021	Practice Type			2021	
Energy and the slide	Community based	31% 3	3% 35%		Family Physicians	29%	33%	38%
Fraser Health	Hospital/Facility Based	<b>24%</b> 25%	50%	Fraser Health	Specialists	27%	26%	48%
later's all solds	Community based	<b>24%</b> 37%	<b>39%</b>		Family Physicians	23%	33%	43%
Interior Health	Hospital/Facility Based	<b>24%</b> 23%	54%	Interior Health	Specialists	24%	27%	49%
	Community based	<b>20%</b> 31%	49%		Family Physicians	20%	32%	48%
Island Health Hospital/Facility Based 22% 25% 54%	54%	Island Health	Specialists	21%	25%	54%		
Nextleave the still	Community based	36%	32% 32%		Family Physicians	34%	28%	39%
Northern Health	Hospital/Facility Based	<b>21%</b> 16%	63%	Northern Health	Specialists	23%	21%	56%
Provincial Health Services	Community based	<mark>16%</mark> 30%	54%	Provincial Health Services	Family Physicians	16%	28%	56%
Authority	Hospital/Facility Based	<b>20%</b> 25%	56%	Authority	Specialists	20%	25%	55%
	Community based	<b>30%</b> 32	% 38%		Family Physicians	31%	33%	37%
Vancouver Coastal Health	Hospital/Facility Based	<b>33%</b> 3	0% 37%	Vancouver Coastal Health	Specialists	32%	30%	38%
		_Agree ■Ne	eutral Disagree			Agi	ee ■Neutral	■ Disagree

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Senior leaders' decision-making is transparent to physicians.

Practice Setting		20	)21
	Community based	<b>23%</b> 34%	43%
Fraser Health	Hospital/Facility Based	<mark>16%</mark> 29%	55%
	Community based	<mark>16%</mark> 38%	45%
Interior Health	Hospital/Facility Based	<mark>14%</mark> 26%	60%
	Community based	<mark>14%</mark> 32%	54%
Island Health	Hospital/Facility Based	<mark>12%</mark> 30%	58%
	Community based	<b>22%</b> 38%	39%
Northern Health	Hospital/Facility Based	<mark>14%</mark> 21%	65%
Provincial Health Services	Community based	<mark>14%</mark> 30%	56%
Authority	Hospital/Facility Based	<mark>15%</mark> 23%	62%
	Community based	<b>22%</b> 36%	43%
Vancouver Coastal Health	Hospital/Facility Based	<b>24%</b> 29%	46%

Agree	Neutral	Disagree
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Practice Type		2021					
	Family Physicians	<b>21%</b> 33%	45%				
Fraser Health	Specialists	<b>18%</b> 29%	53%				
laterier lie ekk	Family Physicians	<mark>16%</mark> 35%	49%				
Interior Health	Specialists	<mark>14%</mark> 30%	56%				
	Family Physicians	<mark>14%</mark> 33%	53%				
Island Health	Specialists	<mark>12%</mark> 29%	60%				
	Family Physicians	<b>22%</b> 36%	41%				
Northern Health	Specialists	<mark>13%</mark> 23%	65%				
Provincial Health Services	Family Physicians	<mark>9%</mark> 25%	66%				
Authority	Specialists	<mark>16%</mark> 25%	60%				
	Family Physicians	<b>22%</b> 36%	42%				
Vancouver Coastal Health	Specialists	<b>24%</b> 30%	47%				
			· ·				

This health authority values physicians' contributions.

Practice Setting	2021					
Energy Hardth	Community based	41%	30%	30%		
Fraser Health	Hospital/Facility Based	30%	28%	42%		
	Community based	44%	29%	26%		
Interior Health	Hospital/Facility Based	34%	24%	42%		
	Community based	29%	31%	40%		
Island Health	Hospital/Facility Based	35%	25%	40%		
	Community based	48%	30	% 22%		
Northern Health	Hospital/Facility Based	29%	23%	49%		
Provincial Health Services	Community based	33%	30%	37%		
Authority	Hospital/Facility Based	25%	33%	42%		
Vanaauvar Caaatal Llasth	Community based	41%	32%	27%		
Vancouver Coastal Health	Hospital/Facility Based	45%	28%	27%		
		Aaree	Neutral	Disagree		

Practice Type		2021				
	Family Physicians	38%	28%	34%		
Fraser Health	Specialists	33%	30%	37%		
	Family Physicians	43%	28%	29%		
Interior Health	Specialists	36%	25%	39%		
	Family Physicians	33%	29%	38%		
Island Health	Specialists	29%	28%	43%		
	Family Physicians	45%	31%	24%		
Northern Health	Specialists	31%	20%	49%		
Provincial Health Services	Family Physicians	25%	34%	41%		
Authority	Specialists	27%	32%	41%		
	Family Physicians	43%	32%	25%		
Vancouver Coastal Health	Specialists	43%	29%	29%		

Agree ■ Neutral ■ Disagree

# SECTION 5 Medical Leadership

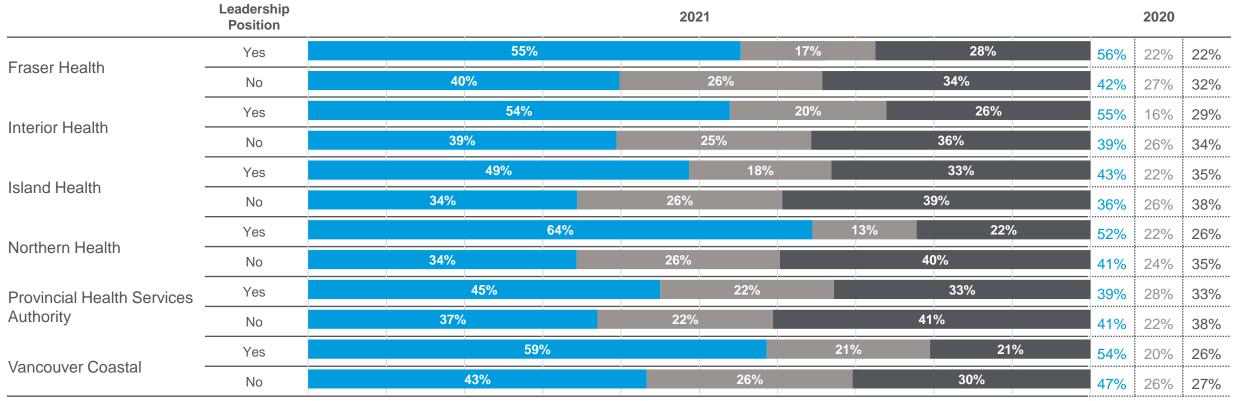
Medical leadership responses by region and include:

- Overall engagement averages
- Each of the nine engagement questions
- Select Physician Health and Safety questions

**Medical leadership** refers to 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 Medical Staff Associations, Societies or Advisory Groups.

# Health Authority Engagement Trends - Medical Leadership

Engagement averages by health authority for the same nine engagement questions asked in previous years.



# Fraser Health - Medical Leadership

	Leadership Position	)		2021				2020	
	Yes		73%		8	% 19%	73%	19%	8%
I am satisfied with this health authority as a place to practice medicine.	No		59%		19%	22%	63%	21%	16%
I feel I belong to a collaborative patient contrad team/unit -	Yes		76%	•		8% 16%	82%	10%	8%
I feel I belong to a collaborative, patient-centred team/unit	No		58%		20%	22%	62%	20%	18%
I have access to the facilities, equipment, and other resources I require to meet	Yes		59%		13%	29%	65%	16%	19%
patients' needs.	No		51%	189	/o	31%	53%	18%	28%
I have adequate opportunities to improve patient care, quality, and safety	Yes		63%		16%	21%	65%	21%	14%
	No	4	7%	25%	, D	29%	52%	26%	23%
I have meaningful input into changes affecting my practice environment	Yes		59%		16%	25%	63%	21%	16%
Thave meaning of input into changes arecting my practice environment.	No	33%		29%		38%	40%	28%	33%
Senior leaders communicate the health authority's plans to physicians in a clear and	Yes		52%	19	%	30%	46%	25%	29%
timely way.	No	32%		30%		38%	33%	30%	37%
Senior leaders seek physicians' input when setting the health authority's goals	Yes	41%	6	23%		35%	37%	24%	39%
Senior leaders seek physicians input when setting the health authority's goals.	No	25%	31	%	44	1%	24%	32%	44%
Senior leaders' decision-making is transparent to physicians	Yes	29%		29%	4	3%	27%	30%	43%
	No	18%	32%		50%	,	17%	34%	50%
This health authority values physicians' contributions	Yes	40	6%	23%		31%	44%	29%	27%
This health autionty values physicians contributions.	No	34%		30%		36%	31%	33%	35%

### Fraser Health - Medical Leadership

Physician Health and Safety	Leadership Position	2021	I	2020
This hospital/facility takes effective action to prevent violence in the workplace	Yes	60%	31% 9	<b>% 70%</b> 24% 6%
	No	51%	35% 14%	<b>60%</b> 27% 14%
This hospital/facility takes effective action to promote a healthy and safe workplace	Yes	66%	21% 14%	<b>63%</b> 25% 12%
	No	50%	33% 17%	<b>57%</b> 26% 17%

■ Agree ■ Neutral ■ Disagree



Better, logether.

### Interior Health - Medical Leadership

	Leadershi Position			2021				2020	
I am activity this health authority as a place to practice medicine	Yes		68%		149	% 17%	75%	9%	17%
I am satisfied with this health authority as a place to practice medicine.—	No		56%		19%	25%	<mark>62%</mark>	20%	18%
I feel I belong to a collaborative patient contrad team/unit -	Yes		73%			13% 15%	73%	8%	19%
I feel I belong to a collaborative, patient-centred team/unit	No		60%		17%	24%	58%	19%	23%
I have access to the facilities, equipment, and other resources I require to meet	Yes		63%		14%	24%	<mark>61%</mark>	11%	28%
patients' needs.	No		53%	1	7%	31%	54%	17%	29%
I have adequate opportunities to improve patient care, quality, and safety.—	Yes		64%		18%	17%	65%	21%	14%
	No		47%	26	6%	28%	47%	29%	24%
L have magningful input into changes offecting my practice environment —	Yes		62%		19%	19%	62%	13%	25%
I have meaningful input into changes affecting my practice environment.	No	36%		25%		39%	37%	24%	39%
Senior leaders communicate the health authority's plans to physicians in a clear and	Yes	41	%	22%		37%	41%	18%	41%
timely way.	No	32%		29%		39%	31%	30%	38%
Senior leaders seek physicians' input when setting the health authority's goals.—	Yes	36%		29%		36%	39%	22%	39%
	No	21%	31%		48'	%	21%	34%	45%
Conjer leaders' desision making is transportent to physicians	Yes	22%	32%		46	6%	23%	27%	50%
Senior leaders' decision-making is transparent to physicians.—	No	14%	33%		53%		12%	34%	53%
This boolth sutherity values physicians' certributions	Yes		57%		19%	24%	56%	18%	26%
This health authority values physicians' contributions.	No	36%		28%		35%	32%	30%	38%

### Interior Health - Medical Leadership

Physician Health and Safety	Leadership Position	•	2020	
This beapital/facility takes offective action to provent violance in the workplace	Yes	61%	26%	<b>14% 73%</b> 14% <b>13%</b>
This hospital/facility takes effective action to prevent violence in the workplace	No	52%	32%	<b>5% 57%</b> 29% 14%
This hospital/facility takes effective action to promote a healthy and safe workplace.	Yes	62%	19% 19	<b>% 65%</b> 15% 20%
	No	50%	28% 22'	<b>6 53%</b> 25% 22%

■ Agree ■ Neutral ■ Disagree



Better, logether.

## Island Health - Medical Leadership

	Leadershi Position			2021				2020	
I am satisfied with this health authority as a place to practice medicine.	Yes		64%		15%	21%	65%	19%	17%
	No		52%		23%	26%	58%	21%	21%
I feel I belong to a collaborative, patient-centred team/unit.	Yes		739	%	8	% 19%	70%	11%	19%
	No		58%		17%	25%	56%	19%	25%
I have access to the facilities, equipment, and other resources I require to meet	Yes		53%		17%	30%	55%	15%	30%
patients' needs.	No		46%	16%		38%	50%	19%	31%
I have adequate opportunities to improve patient care, quality, and safety	Yes		60%		15%	25%	60%	17%	23%
	No	41	%	26%		34%	48%	25%	26%
I have meaningful input into changes affecting my practice environment.	Yes		51%	15	5%	34%	47%	19%	35%
	No	28%		31%		41%	32%	28%	41%
Senior leaders communicate the health authority's plans to physicians in a clear and	Yes	41	%	25%		34%	24%	31%	45%
timely way.	No	27%		31%		<b>12%</b>	26%	31%	43%
Senior leaders seek physicians' input when setting the health authority's goals.	Yes	31%		22%	47	°%	21%	27%	51%
	No	19%	30%		52%		18%	28%	53%
Sonier leaders' decision making is transported to physicians	Yes	22%	24%		54%		11%	28%	61%
Senior leaders' decision-making is transparent to physicians	No	11%	33%		56%		11%	27%	62%
This health authority values physicians' contributions.	Yes	4	3%	23%		34%	35%	31%	35%
This nearth authority values physicians contributions.	No	29%		30%		41%	25%	35%	40%

### Island Health - Medical Leadership

Physician Health and Safety	Leadership Position		2021	2020	
This hospital/facility takes effective action to prevent violence in the workplace	Yes	53%	30%	17%	<b>59%</b> 29% 13%
	No	49%	36%	15%	<b>58%</b> 29% 13%
This hear its life sility to be affective action to promote a backby and acts working as	Yes	54%	28%	18%	<b>49%</b> 29% 21%
This hospital/facility takes effective action to promote a healthy and safe workplace	No	45%	32%	23%	50% 28% 22%

■Agree ■Neutral ■Disagree



Better, logether.

### Northern Health - Medical Leadership

	Leadershi Position	p 2021				2020			
I am activitad with this health outbority as a place to practice medicine -	Yes		77%	6		6% 17%	78%	9%	13%
I am satisfied with this health authority as a place to practice medicine.	No	4	9%	2	3%	28%	58%	23%	20%
I feel I belong to a collaborative, patient-centred team/unit.	Yes		74%			9% 17%	69%	16%	16%
	No		55%		23%	22%	66%	16%	18%
I have access to the facilities, equipment, and other resources I require to meet			60%		14%	26%	47%	25%	28%
patients' needs.	No	41%		18%		42%	47%	18%	34%
I have adequate opportunities to improve patient care, quality, and safety	Yes		77%	6		0% 23%	63%	19%	19%
	No	38%		27%		36%	50%	26%	24%
I have meaningful input into changes affecting my practice environment.	Yes		71%			11% 17%	66%	16%	19%
	No	30%		29%		41%	42%	24%	35%
Senior leaders communicate the health authority's plans to physicians in a clear and	Yes		57%		14%	29%	38%	31%	31%
timely way.	No	26%	269	%		48%	28%	20%	52%
Senior leaders seek physicians' input when setting the health authority's goals.	Yes		57%		17%	26%	44%	25%	31%
	No	23%	28%		4	19%	29%	25%	46%
Sonier leaders' decision making is transporent to physicians.	Yes	37%		31%		31%	22%	25%	53%
Senior leaders' decision-making is transparent to physicians.	No	15%	32%		54	%	16%	28%	56%
This health authority values physicians' contributions.	Yes		69%			17% 14%	47%	31%	22%
	No	33%		30%		37%	37%	35%	28%

### Northern Health - Medical Leadership

Physician Health and Safety	Leadership Position	·			2020		
This hospital/facility takes effective action to prevent violence in the workplace	Yes	47%	24%	29%	<b>58%</b> 19% <b>23%</b>		
	No	42%	37%	21%	<b>59%</b> 21% 20%		
This hospital/facility takes effective action to promote a healthy and safe workplace.—	Yes	47%	27%	27%	<b>48%</b> 26% <b>26%</b>		
	No	39%	31%	30%	46% 28% 27%		

■ Agree ■ Neutral ■ Disagree



Better, logether.

## Provincial Health Services Authority - Medical Leadership

	Leadershi Position					2020			
I am satisfied with this health authority as a place to practice medicine	Yes		55%		23%	21%	53%	34%	13%
	No		56%		14%	30%	56%	21%	23%
I feel I belong to a collaborative, patient-centred team/unit	Yes		68%		219	% 11%	66%	19%	16%
	No		64%		14%	23%	70%	14%	16%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	Yes		55%		15%	30%	53%	22%	25%
	No		53%		14%	32%	62%	13%	24%
I have adequate opportunities to improve patient care, quality, and safety	Yes		53%		21%	26%	50%	31%	19%
	No		50%		21%	30%	51%	20%	29%
I have meaningful input into changes affecting my practice environment.	Yes	43	3%	289	%	30%	44%	28%	28%
	No	30%		23%	47%		33%	26%	42%
Senior leaders communicate the health authority's plans to physicians in a clear and	Yes	39%	/o	30%		30%	31%	28%	41%
timely way.	No	31%		26%	43°	6	31%	28%	40%
Senior leaders seek physicians' input when setting the health authority's goals.	Yes	35%		17%	48%		19%	31%	50%
Senior leaders seek physicians input when setting the health authority's goals."	No	14%	29%		58%		22%	21%	56%
Senior leaders' decision-making is transparent to physicians	Yes	22%	17%		61%		9%	22%	69%
	No	12%	27%		61%		15%	21%	64%
This health authority values physicians' contributions	Yes	35%		26%	3	9%	22%	38%	41%
This health authority values physicians' contributions	No	24%		34%	42	%	27%	30%	43%

## Provincial Health Services Authority - Medical Leadership

Physician Health and Safety	Leadership Position	2021			2020
This hospital/facility takes effective action to prevent violence in the workplace.—	Yes	68%	21%	11%	<b>70%</b> 27% <b>3%</b>
	No	61%	31%	7%	<b>69%</b> 19% <b>12%</b>
This hospital/facility takes effective action to promote a healthy and safe workplace.—	Yes	62%	21%	17%	<b>50%</b> 37% <b>13%</b>
	No	49%	34%	17%	<b>56%</b> 26% 17%

■ Agree ■ Neutral ■ Disagree



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	Leadershi Position	р		2021				2020	
I am satisfied with this health authority as a place to practice medicine.—	Yes		78	%		14% 8%	72%	16%	12%
Tam satisfied with this fleatin authority as a place to practice medicine.	No		63%		20%	16%	70%	19%	11%
I feel I belong to a collaborative, patient-centred team/unit	Yes		79	%		11% 10%	74%	13%	13%
	No		59%		22%	19%	65%	19%	16%
I have access to the facilities, equipment, and other resources I require to meet	Yes		58%		20%	23%	53%	16%	30%
patients' needs.	No		54%		16%	30%	56%	17%	27%
I have adequate opportunities to improve patient care, quality, and safety.	Yes		64%		20%	16%	67%	14%	19%
Thave adequate opportunities to improve patient care, quality, and safety.	No		49%		26%	25%	58%	23%	18%
I have meaningful input into changes affecting my practice environment.	Yes		61%		20%	19%	55%	16%	28%
	No	36%	6	28%		36%	40%	27%	32%
Senior leaders communicate the health authority's plans to physicians in a clear and			55%		22%	23%	50%	22%	28%
timely way.	No	37%	6	29%		34%	42%	28%	30%
Senior leaders seek physicians' input when setting the health authority's goals.—	Yes		45%	27%	6	29%	41%	25%	34%
	No	29%		32%	:	39%	31%	33%	36%
Senior leaders' decision-making is transparent to physicians	Yes	31%		31%		38%	23%	33%	44%
	No	22%	33%	6	469	%	21%	34%	45%
This health authority values physicians' contributions	Yes		58%		23%	20%	50%	28%	22%
This health authority values physicians' contributions	No	41	1%	31%		28%	39%	35%	26%

# Vancouver Coastal Health - Medical Leadership

## Vancouver Coastal Health - Medical Leadership

Physician Health and Safety	Leadership Position	202	21	2020
This hospital/facility takes effective action to prevent violence in the workplace.	Yes	63%	25% 12%	<b>56%</b> 29% 14%
	No	55%	34% 12%	<b>59%</b> 28% 13%
This hospital/facility takes effective action to promote a healthy and safe workplace.—	Yes	66%	24% 10%	<b>58%</b> 23% 19%
	No	55%	30% 16%	<b>59%</b> 25% 16%

■ Agree ■ Neutral ■ Disagree



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For any survey inquiries please email **advocacy@doctorsofbc.ca** 

