



2021 Health Authority Engagement Survey Results: Supplemental Report

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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

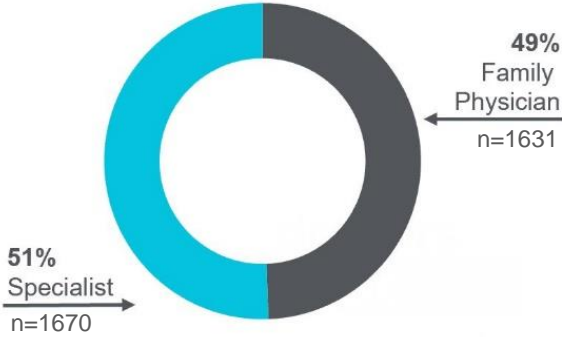
Survey timeline: September 13, 2021 to October 13, 2021

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

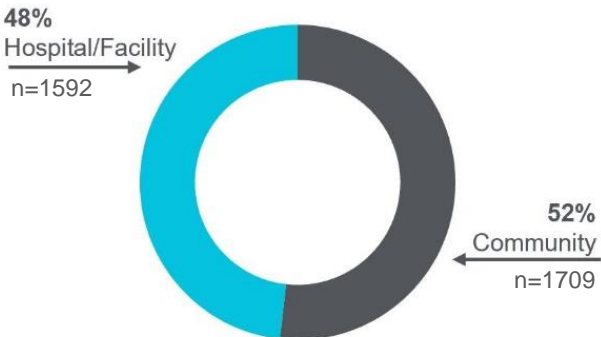
Number of Surveys Sent	2021	2020	2019	2018	2017	2016
Total number of surveys sent	12,112	11,523	11,504	11,153	11,342	12,580
Responses	3,301	3,200	2,928	2,657	2,998	2,485
Response rate (%)	27%	28%	26%	24%	26%	20%

Demographics (N = 3,301)

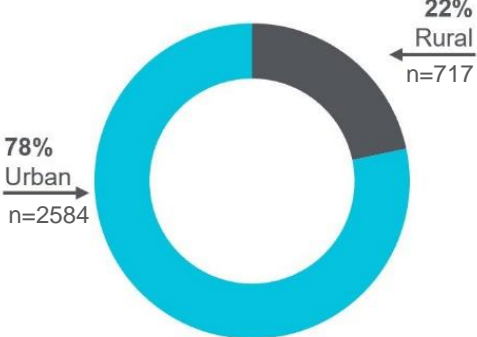
FAMILY PHYSICIANS OR SPECIALISTS



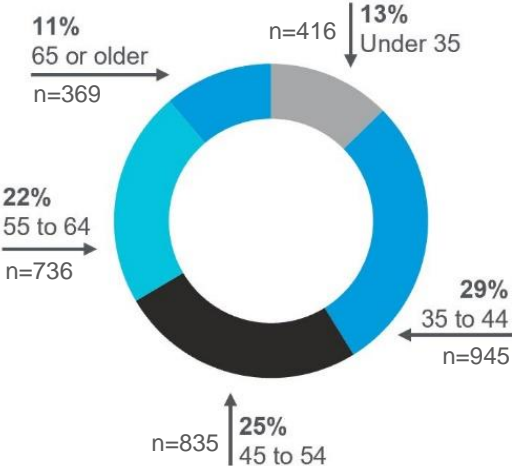
HOSPITAL/FACILITY OR COMMUNITY BASED



SETTING



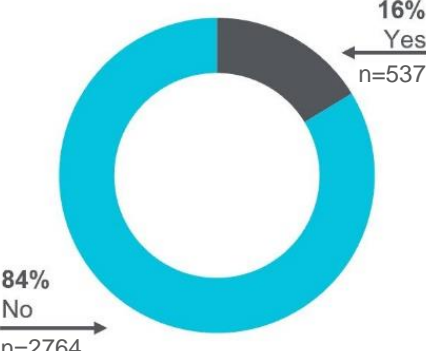
AGE



TENURE



MEDICAL LEADERSHIP



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	2.9%

*Check all that apply

**n<10

*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	9.0%
White	2105	67.0%
Another/specific identity	77	2.5%
Prefer not to answer	123	3.9%

*Check all that apply

**n<10

SECTION 1

Engagement trends

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

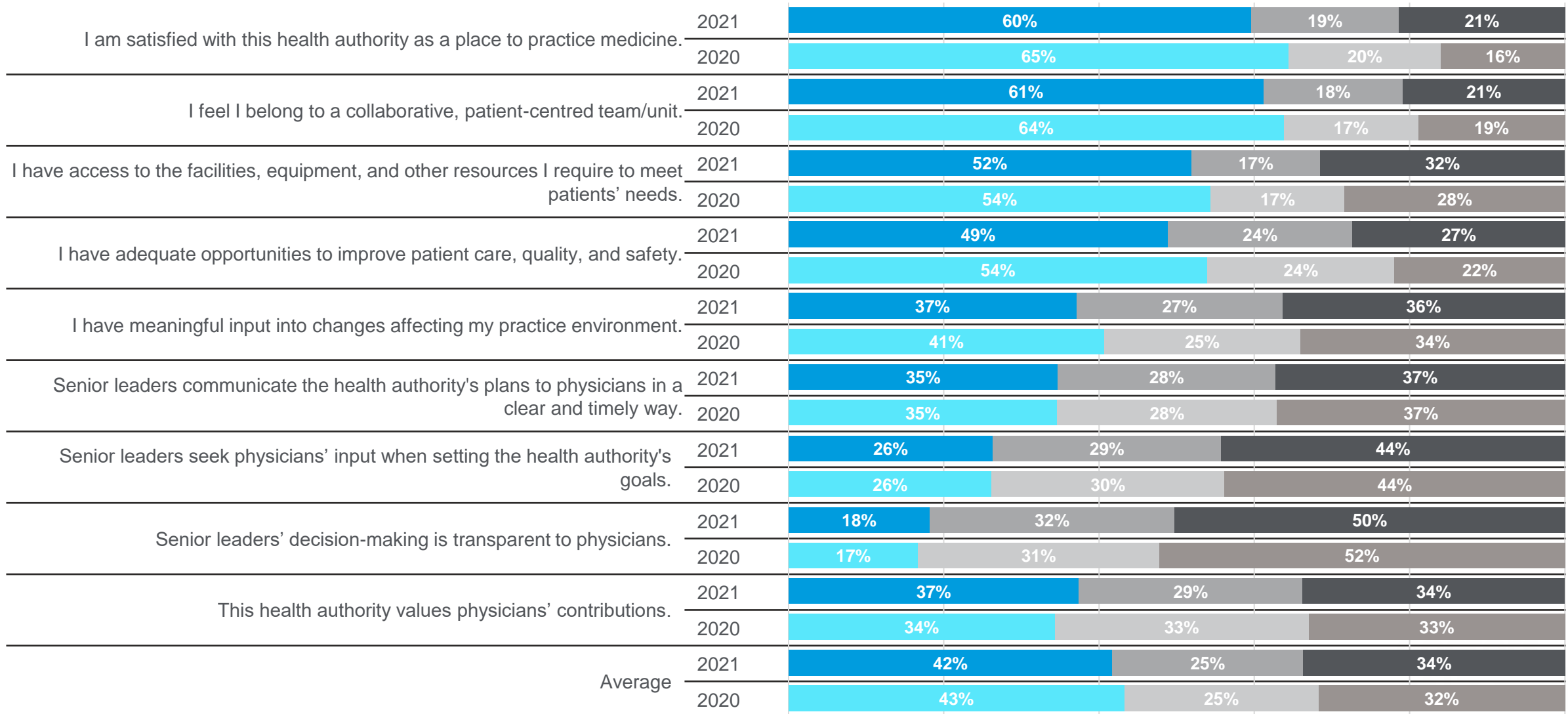


Provincial Averages

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

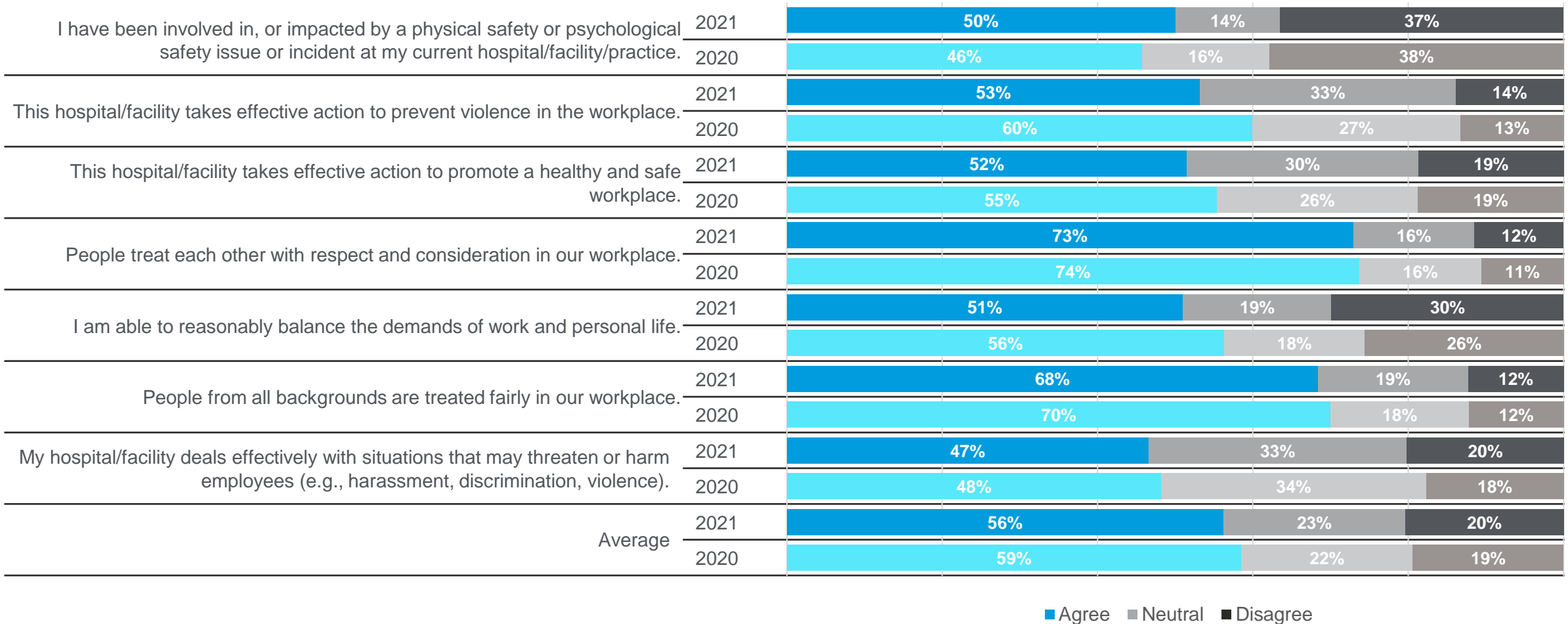
Provincial Averages

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



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.

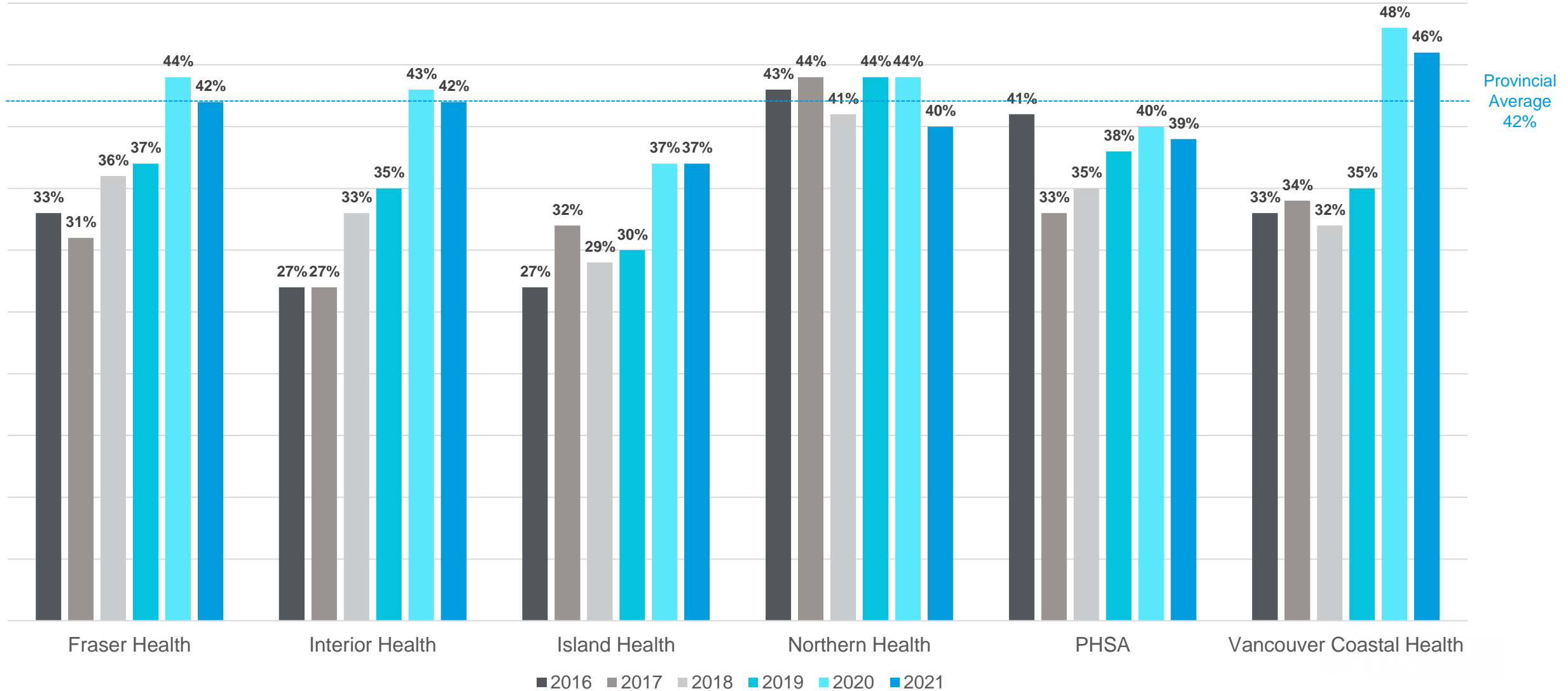


Regional Engagement Averages

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

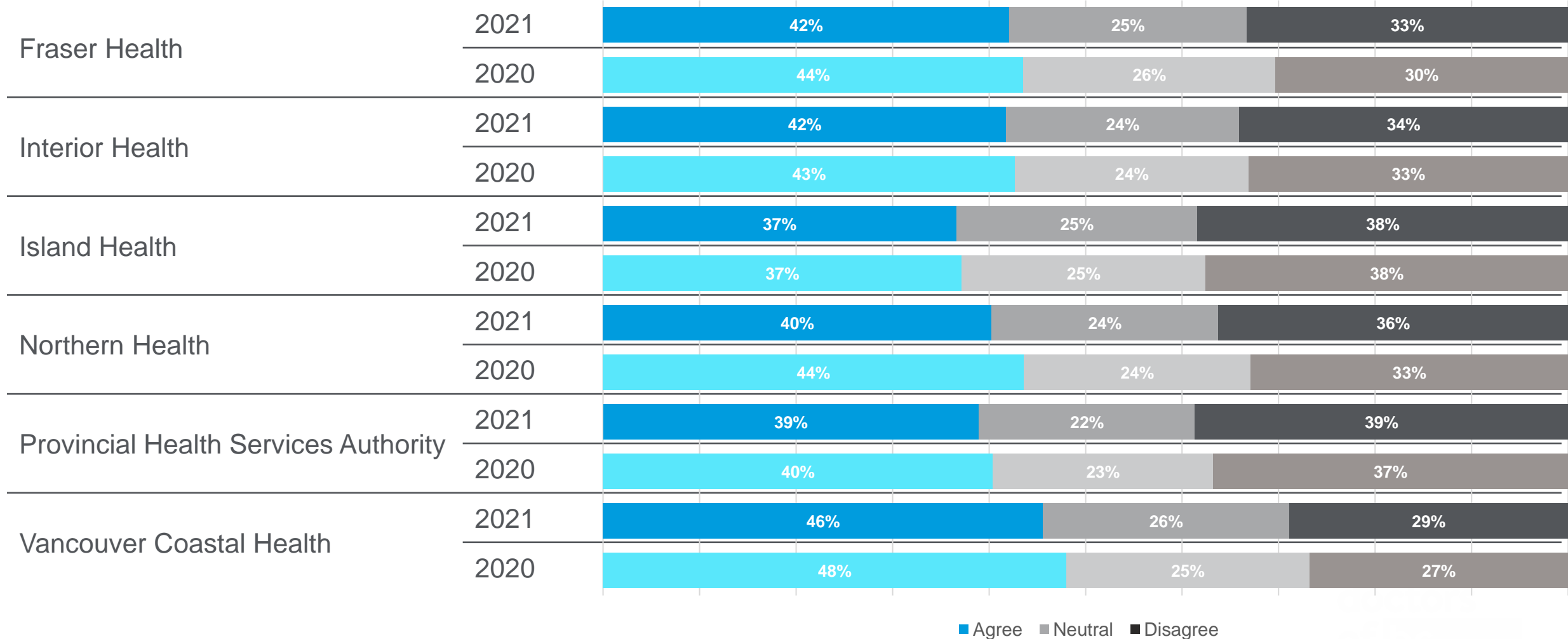
Health Authority Engagement Trends

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.





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

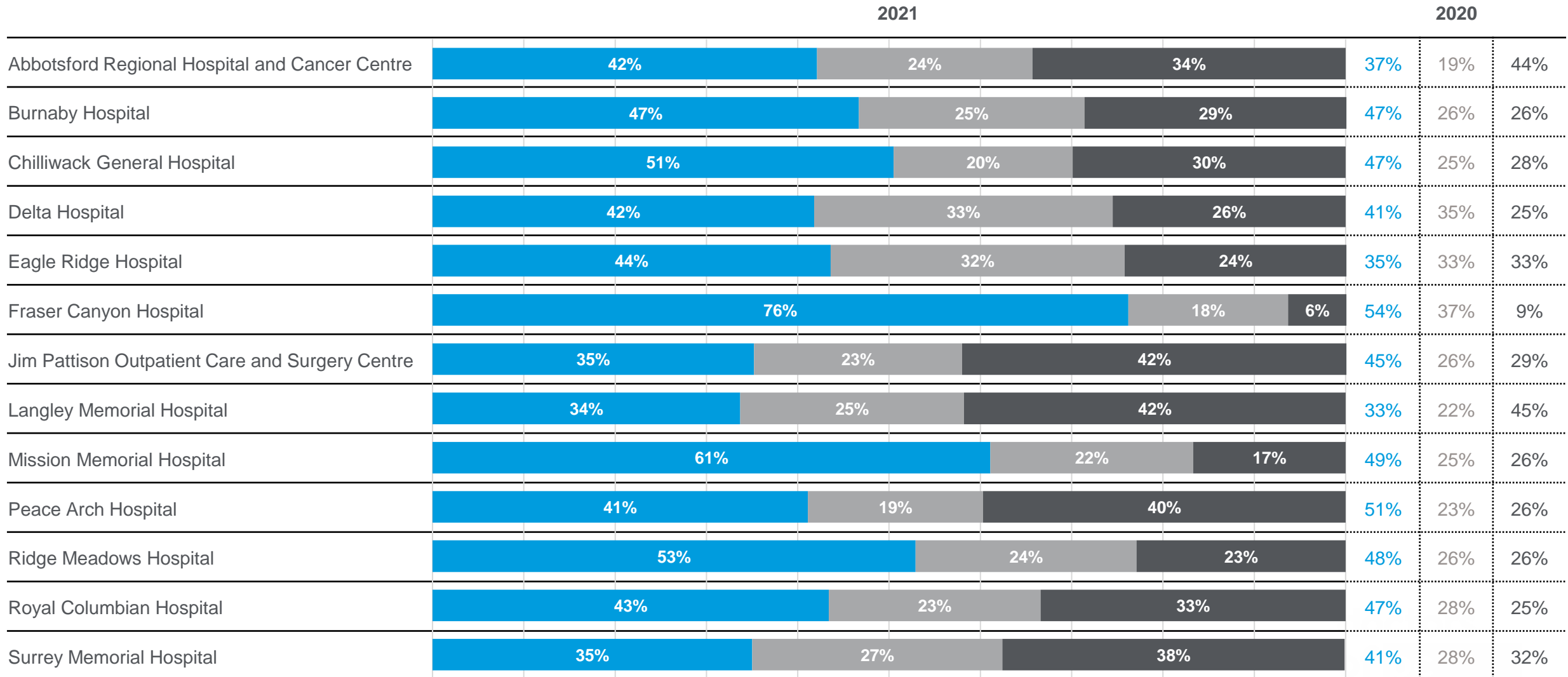
- Overall engagement averages by hospital/facility
- Engagement trends
- Physicians Feeling Valued
- Physician Health and Safety
- Trust between Physicians and Medical Leaders

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 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)



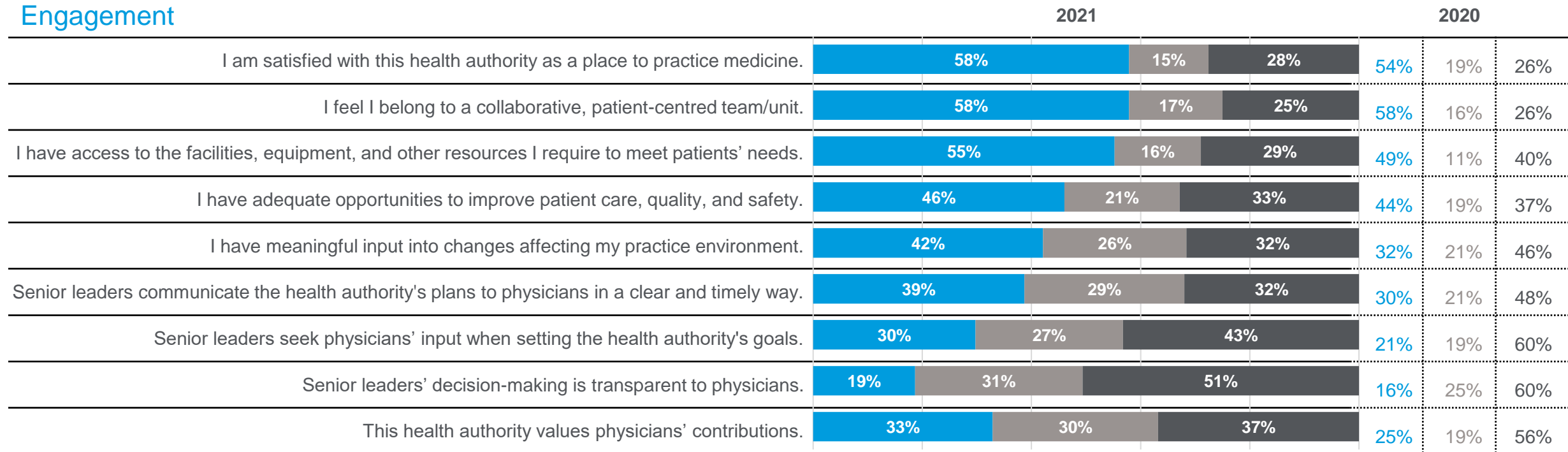
■ Agree ■ Neutral ■ Disagree

* Sample size too small to report

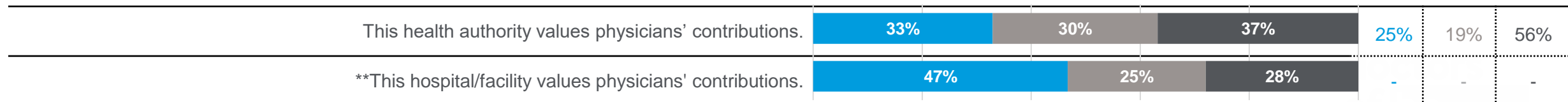
Abbotsford Regional Hospital and Cancer Centre

76 Respondents 2021 | 57 Respondents 2020

Engagement



Value



**New Question

■ Agree ■ Neutral ■ Disagree

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%	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.	82%	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%

Trust

**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%

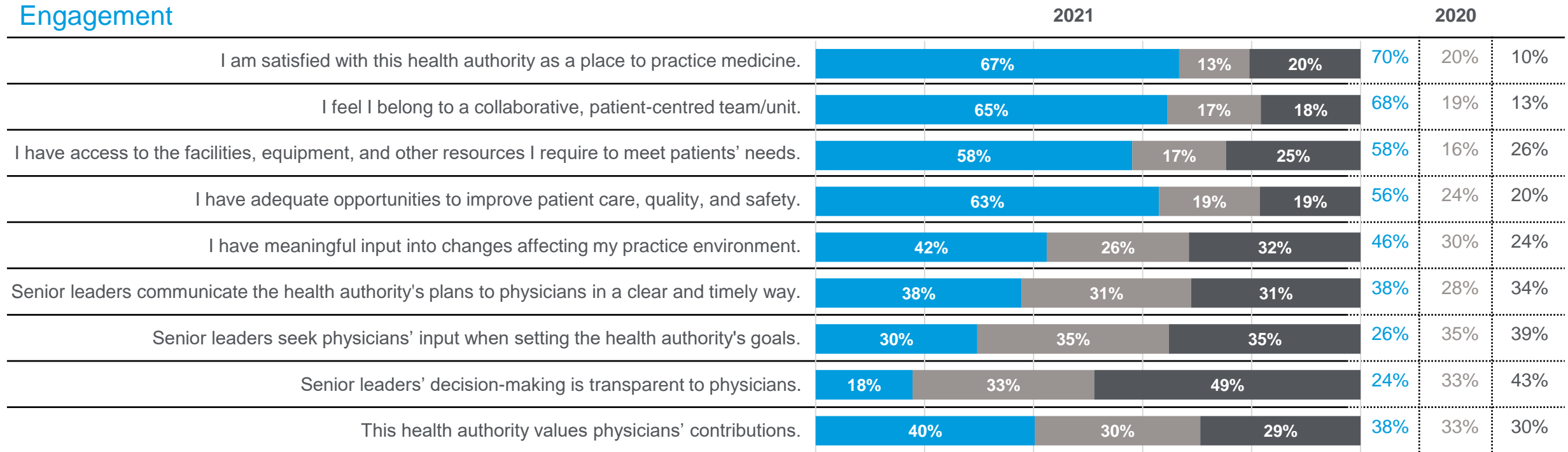
**New Question

■ Agree ■ Neutral ■ Disagree

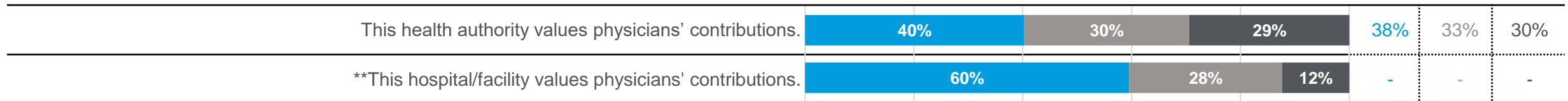
Burnaby Hospital

93 Respondents 2021 | 89 Respondents 2020

Engagement



Value



**New Question

■ Agree ■ Neutral ■ Disagree

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%	44%	23%	33%

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	64%	31%	5%	67%	24%	9%
This hospital/facility takes effective action to promote a healthy and safe workplace.	69%	25%	6%	62%	24%	14%
People treat each other with respect and consideration in our workplace.	83%	15%	2%	83%	7%	10%
I am able to reasonably balance the demands of work and personal life.	60%	16%	24%	59%	15%	26%
People from all backgrounds are treated fairly in our workplace.	80%	16%	4%	77%	12%	11%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	67%	27%	6%	66%	21%	13%

Trust

**Physicians and medical leaders trust one another in my health authority.	44%	39%	17%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	65%	26%	9%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			55%	26%	20%

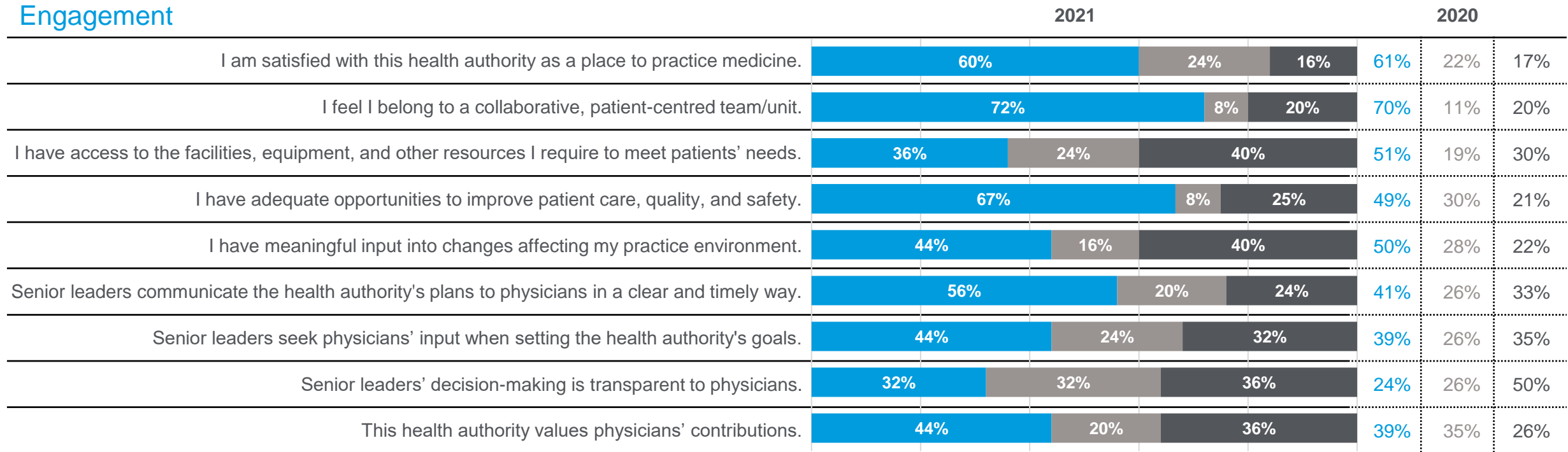
**New Question

■ Agree ■ Neutral ■ Disagree

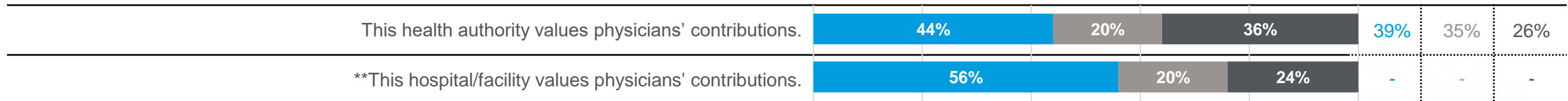
Chilliwack General Hospital

25 Respondents 2021 | 47 Respondents 2020

Engagement



Value



**New Question

■ Agree ■ Neutral ■ Disagree

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%	38%	19%	44%

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	41%	50%	9%	65%	33%	2%
This hospital/facility takes effective action to promote a healthy and safe workplace.	48%	35%	17%	66%	25%	9%
People treat each other with respect and consideration in our workplace.	58%	17%	25%	80%	11%	9%
I am able to reasonably balance the demands of work and personal life.	48%	12%	40%	52%	18%	30%
People from all backgrounds are treated fairly in our workplace.	78%	17%	4%	65%	12%	23%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	46%	23%	32%	50%	38%	12%

Trust

**Physicians and medical leaders trust one another in my health authority.	32%	44%	24%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	54%	25%	21%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			55%	32%	14%

**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%	12%	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%	35%	37%	37%	26%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	35%	29%	35%	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%	35%	25%	40%	35%

Value

This health authority values physicians' contributions.	24%	41%	35%	25%	40%	35%
**This hospital/facility values physicians' contributions.	65%	18%	18%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	36%	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%	29%	6%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			56%	28%	17%

**New Question

■ Agree ■ Neutral ■ Disagree

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.	41%	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

	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.	33%	17%	50%	24%	18%	59%

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	61%	25%	14%	61%	26%	13%
This hospital/facility takes effective action to promote a healthy and safe workplace.	52%	31%	17%	75%	17%	8%
People treat each other with respect and consideration in our workplace.	91%	9%	0%	92%	4%	4%
I am able to reasonably balance the demands of work and personal life.	59%	25%	16%	64%	8%	28%
People from all backgrounds are treated fairly in our workplace.	74%	19%	7%	68%	20%	12%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	41%	52%	7%	73%	18%	9%

Trust

**Physicians and medical leaders trust one another in my health authority.	39%	39%	23%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	69%	28%	3%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			38%	42%	21%

**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%	14%	0%	50%	50%	0%
**This hospital/facility values physicians' contributions.	100%	0%	0%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

Fraser Canyon 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.	33%	17%	50%	40%	40%	20%

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	86%	14%	0%	100%	0%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	100%	0%	0%	100%	0%	0%
People treat each other with respect and consideration in our workplace.	100%	0%	0%	83%	17%	0%
I am able to reasonably balance the demands of work and personal life.	57%	14%	29%	67%	0%	33%
People from all backgrounds are treated fairly in our workplace.	100%	0%	0%	100%	0%	0%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	86%	14%	0%	83%	17%	0%

Trust

**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 Wording of the question – included for comparability			83%	17%	0%

**New Question

■ Agree ■ Neutral ■ Disagree

Jim Pattison Outpatient Care and Surgery Centre

14 Respondents 2021 | 7 Respondents 2020

Engagement

	2021			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.	77%	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%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	60%	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%	39%	86%	0%	14%
People from all backgrounds are treated fairly in our workplace.	77%	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 Wording of the question – included for comparability			57%	0%	43%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	25%	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.	14%	28%	58%	18%	28%	54%
Senior leaders' decision-making is transparent to physicians.	16%	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

■ Agree ■ Neutral ■ Disagree

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%	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%	16%	14%	68%	18%	14%
I am able to reasonably balance the demands of work and personal life.	56%	14%	30%	55%	22%	22%
People from all backgrounds are treated fairly in our workplace.	61%	19%	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%

Trust

**Physicians and medical leaders trust one another in my health authority.	30%	33%	37%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	36%	38%	26%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			47%	19%	34%

**New Question

■ Agree ■ Neutral ■ Disagree

Mission Memorial Hospital

12 Respondents 2021 | 21 Respondents 2020

Engagement

	2021			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%	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%	25%	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%	23%	15%	62%

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	58%	42%	0%	75%	25%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	58%	33%	8%	70%	20%	10%
People treat each other with respect and consideration in our workplace.	83%	17%	0%	85%	5%	10%
I am able to reasonably balance the demands of work and personal life.	33%	33%	33%	58%	26%	16%
People from all backgrounds are treated fairly in our workplace.	83%	17%	0%	85%	10%	5%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	64%	27%	9%	58%	26%	16%

Trust

**Physicians and medical leaders trust one another in my health authority.	67%	17%	17%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	75%	17%	8%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			70%	15%	15%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	23%	42%	57%	21%	23%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	36%	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%	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%	28%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	47%	13%	41%

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	58%	33%	8%	73%	16%	11%
This hospital/facility takes effective action to promote a healthy and safe workplace.	60%	31%	8%	64%	27%	9%
People treat each other with respect and consideration in our workplace.	79%	19%	2%	89%	7%	4%
I am able to reasonably balance the demands of work and personal life.	64%	9%	26%	62%	13%	24%
People from all backgrounds are treated fairly in our workplace.	81%	15%	4%	76%	13%	11%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	51%	38%	11%	56%	29%	16%

Trust

**Physicians and medical leaders trust one another in my health authority.	25%	36%	40%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	67%	18%	16%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			51%	22%	27%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	22%	25%	36%	39%	24%
Senior leaders seek physicians' input when setting the health authority's goals.	39%	31%	31%	26%	26%	48%
Senior leaders' decision-making is transparent to physicians.	25%	35%	40%	21%	29%	50%
This health authority values physicians' contributions.	47%	30%	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%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	38%	18%	45%

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	59%	34%	7%	61%	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%

Trust

**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%	15%	12%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			71%	19%	10%

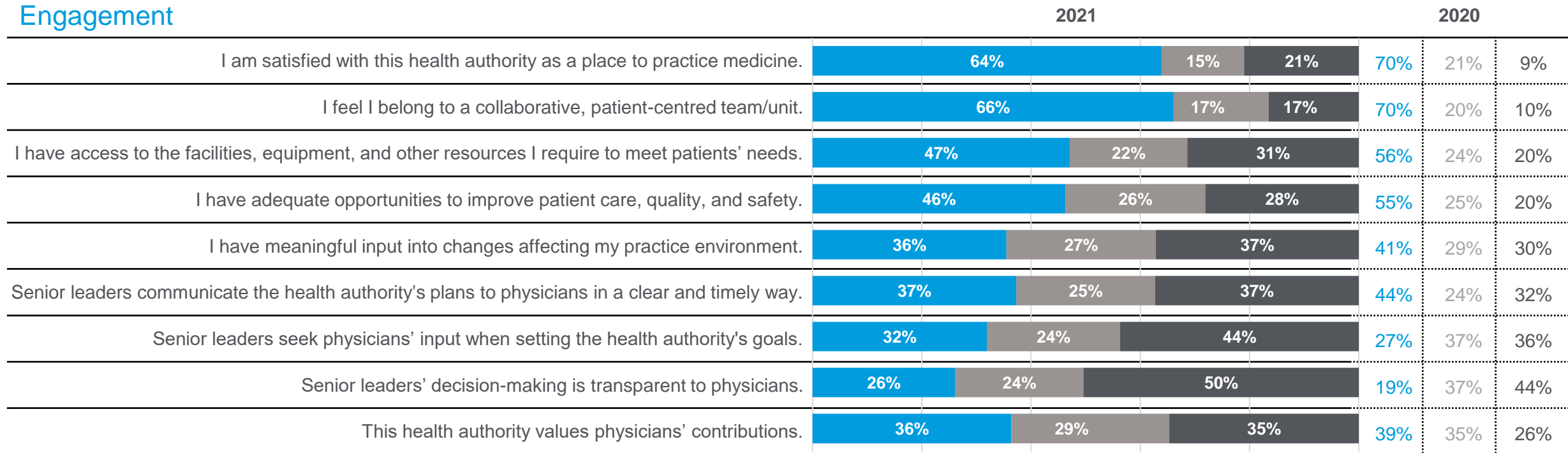
**New Question

■ Agree ■ Neutral ■ Disagree

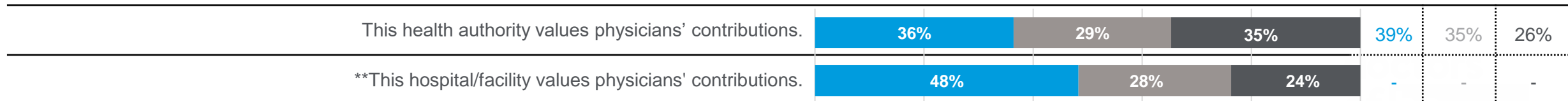
Royal Columbian Hospital

121 Respondents 2021 | 135 Respondents 2020

Engagement



Value



**New Question

■ Agree ■ Neutral ■ Disagree

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%	39%	22%	39%

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	53%	29%	18%	56%	33%	11%
This hospital/facility takes effective action to promote a healthy and safe workplace.	53%	23%	23%	54%	34%	12%
People treat each other with respect and consideration in our workplace.	79%	11%	10%	75%	19%	7%
I am able to reasonably balance the demands of work and personal life.	46%	28%	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%

Trust

**Physicians and medical leaders trust one another in my health authority.	41%	38%	22%	-	-	-
**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%	43%	34%

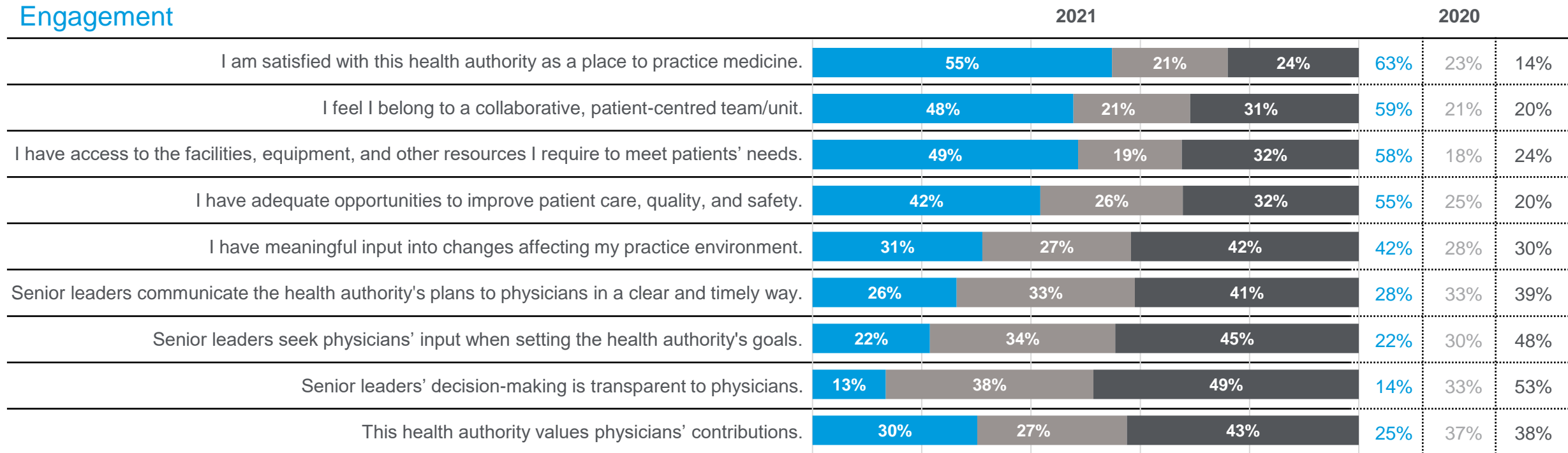
**New Question

■ Agree ■ Neutral ■ Disagree

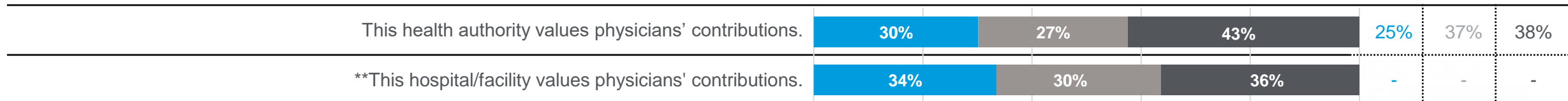
Surrey Memorial Hospital

181 Respondents 2021 | 133 Respondents 2020

Engagement



Value



**New Question

■ Agree ■ Neutral ■ Disagree

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

This hospital/facility takes effective action to prevent violence in the workplace.	47%	36%	17%	57%	26%	17%
This hospital/facility takes effective action to promote a healthy and safe workplace.	47%	33%	20%	48%	29%	23%
People treat each other with respect and consideration in our workplace.	74%	16%	10%	77%	12%	11%
I am able to reasonably balance the demands of work and personal life.	54%	16%	31%	48%	22%	30%
People from all backgrounds are treated fairly in our workplace.	74%	13%	14%	73%	18%	10%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	47%	31%	22%	48%	32%	20%

Trust

**Physicians and medical leaders trust one another in my health authority.	33%	33%	34%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	49%	24%	27%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			37%	37%	26%

**New Question

■ Agree ■ Neutral ■ Disagree

Interior Health – Hospital/Facility Data

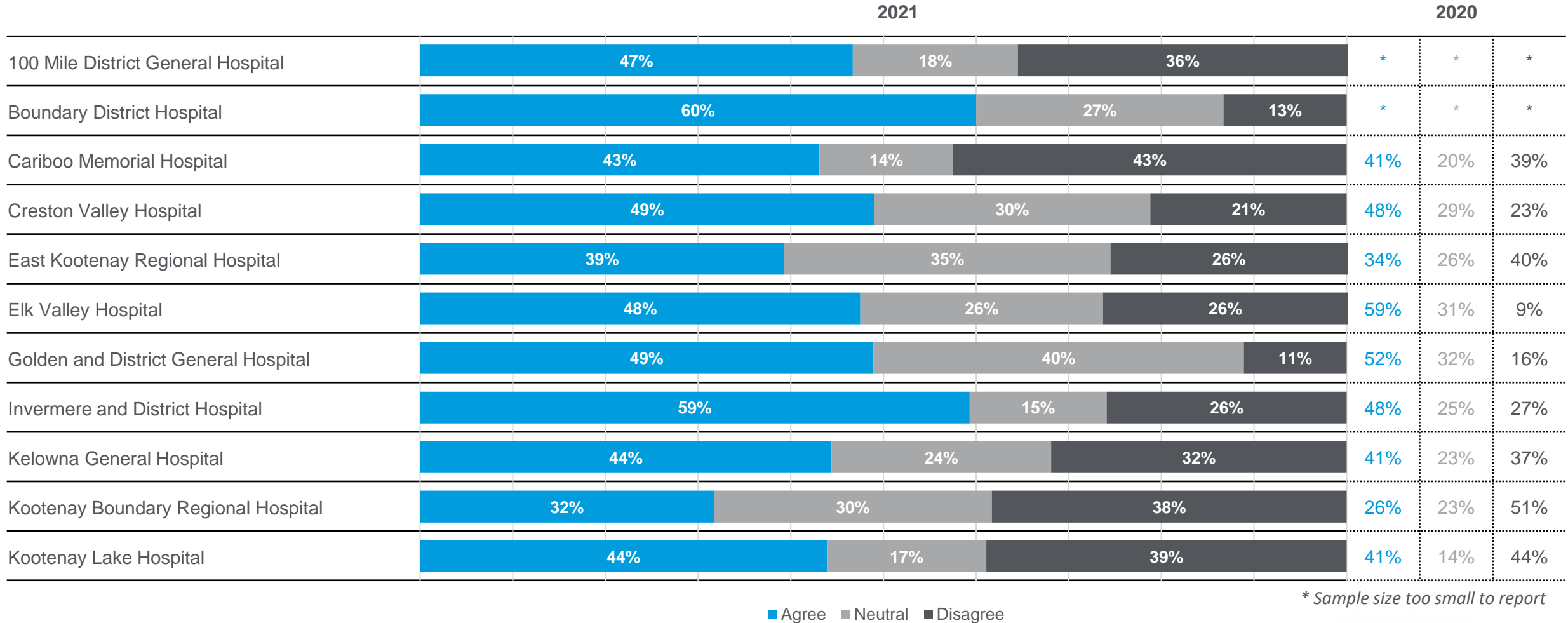
- Overall engagement averages by hospital/facility
- Engagement trends
- Physicians Feeling Valued
- Physician Health and Safety
- Trust between Physicians and Medical Leaders

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 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*

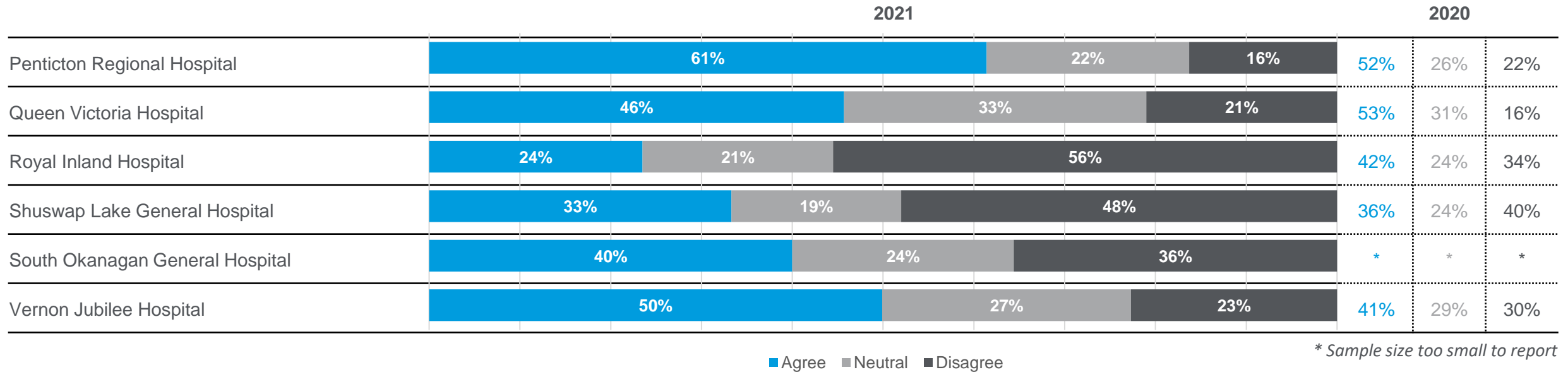
Interior Health Authority

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



Interior Health Authority

Overall Engagement Averages (continued...)



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%	*	*	*

Value

This health authority values physicians' contributions.	40%	20%	40%	*	*	*
**This hospital/facility values physicians' contributions.	40%	20%	40%	*	*	*

**New Question

■ Agree ■ Neutral ■ Disagree

* 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%	*	*	*

Trust

**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.	40%	40%	20%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			*	*	*

**New Question

■ Agree ■ Neutral ■ Disagree

* Sample size too small to report

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%	20%	0%	*	*	*
I feel I belong to a collaborative, patient-centred team/unit.	80%	20%	0%	*	*	*
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	80%	0%	20%	*	*	*
I have adequate opportunities to improve patient care, quality, and safety.	80%	20%	0%	*	*	*
I have meaningful input into changes affecting my practice environment.	40%	60%	0%	*	*	*
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%	40%	20%	*	*	*
Senior leaders' decision-making is transparent to physicians.	20%	40%	40%	*	*	*
This health authority values physicians' contributions.	80%	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

Boundary 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.	67%	33%	0%	*	*	*

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	60%	20%	20%	*	*	*
This hospital/facility takes effective action to promote a healthy and safe workplace.	80%	0%	20%	*	*	*
People treat each other with respect and consideration in our workplace.	100%	0%	0%	*	*	*
I am able to reasonably balance the demands of work and personal life.	60%	40%	0%	*	*	*
People from all backgrounds are treated fairly in our workplace.	100%	0%	0%	*	*	*
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	80%	0%	20%	*	*	*

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.	80%	0%	20%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			*	*	*

**New Question

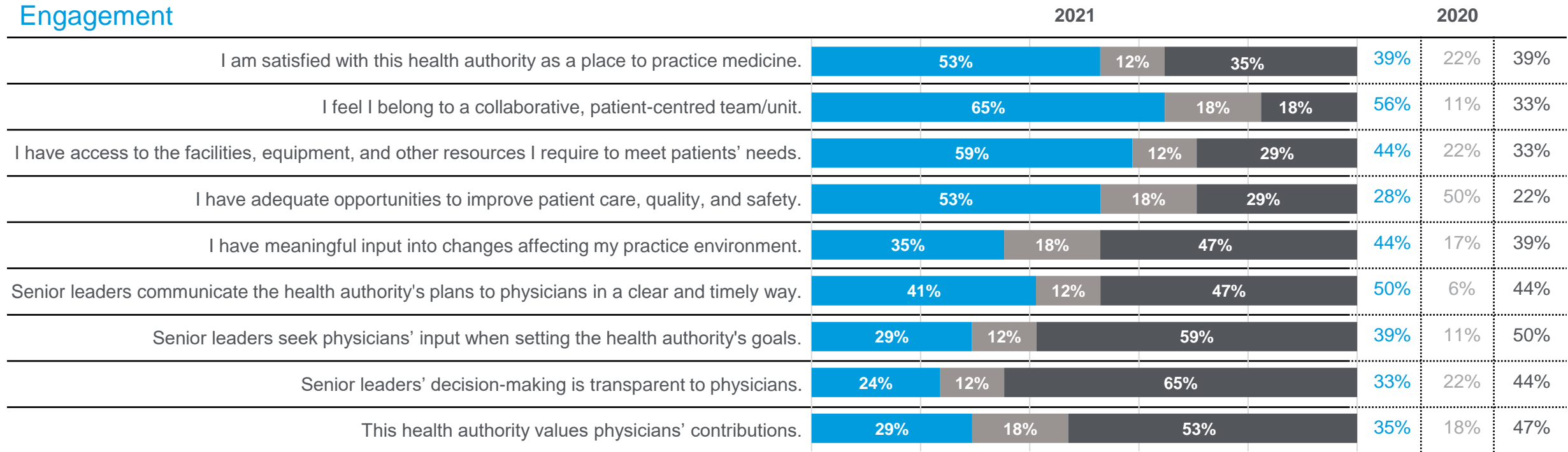
■ Agree ■ Neutral ■ Disagree

* Sample size too small to report

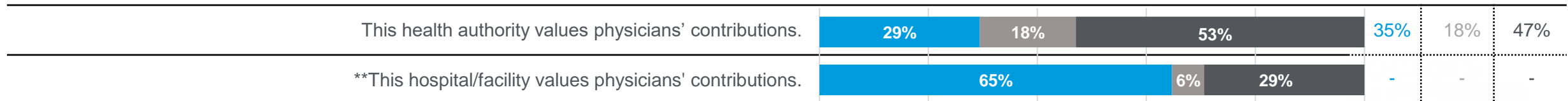
Cariboo Memorial Hospital

17 Respondents 2021 | 18 Respondents 2020

Engagement



Value



**New Question

■ Agree ■ Neutral ■ Disagree

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%	21%	21%	57%

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.	41%	6%	53%	35%	18%	47%
People from all backgrounds are treated fairly in our workplace.	71%	18%	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%	35%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	65%	18%	18%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			35%	24%	41%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	25%	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%	50%	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%	38%	15%	38%	46%
This health authority values physicians' contributions.	50%	25%	25%	31%	46%	23%

Value

This health authority values physicians' contributions.	50%	25%	25%	31%	46%	23%
**This hospital/facility values physicians' contributions.	75%	13%	13%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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

This hospital/facility takes effective action to prevent violence in the workplace.	50%	25%	25%	69%	8%	23%
This hospital/facility takes effective action to promote a healthy and safe workplace.	63%	13%	25%	69%	0%	31%
People treat each other with respect and consideration in our workplace.	88%	0%	13%	69%	15%	15%
I am able to reasonably balance the demands of work and personal life.	75%	0%	25%	46%	39%	15%
People from all backgrounds are treated fairly in our workplace.	75%	13%	13%	85%	0%	15%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	43%	43%	14%	54%	15%	31%

Trust

**Physicians and medical leaders trust one another in my health authority.	63%	38%	0%	-	-	-
**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 question – included for comparability			62%	15%	23%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	36%	27%	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%	20%	48%	32%

Value

This health authority values physicians' contributions.	31%	37%	31%	20%	48%	32%
**This hospital/facility values physicians' contributions.	54%	29%	17%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

East Kootenay 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.	61%	0%	39%	67%	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 question – included for comparability			38%	25%	38%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	25%	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%	42%	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

■ Agree ■ Neutral ■ Disagree

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

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

Trust

**Physicians and medical leaders trust one another in my health authority.	50%	42%	8%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	83%	8%	8%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			80%	15%	5%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	20%	0%	100%	0%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	40%	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%	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%	20%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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

This hospital/facility takes effective action to prevent violence in the workplace.	80%	20%	0%	86%	0%	14%
This hospital/facility takes effective action to promote a healthy and safe workplace.	60%	40%	0%	71%	14%	14%
People treat each other with respect and consideration in our workplace.	80%	20%	0%	100%	0%	0%
I am able 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%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	40%	60%	0%	43%	57%	0%

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.	80%	0%	20%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			57%	43%	0%

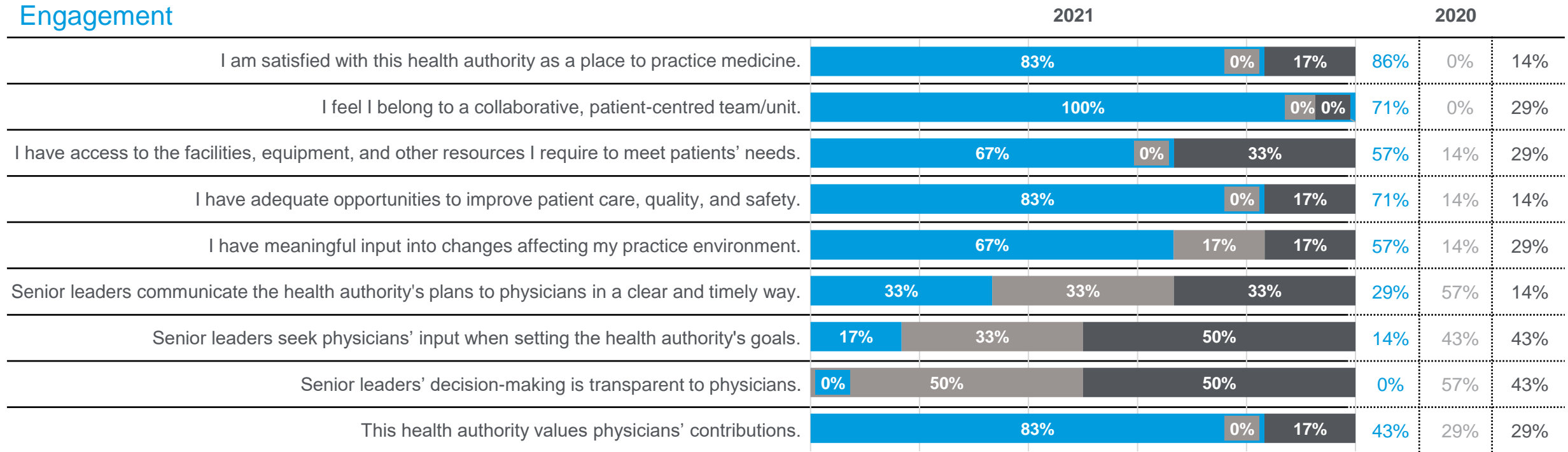
**New Question

■ Agree ■ Neutral ■ Disagree

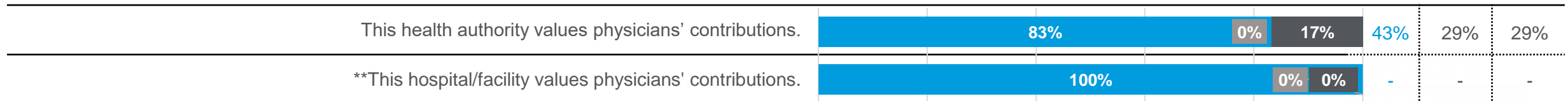
Invermere and District Hospital

6 Respondents 2021 | 7 Respondents 2020

Engagement



Value



**New Question

■ Agree ■ Neutral ■ Disagree

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%	0%	17%	25%	25%	50%

Physical and Psychological Well-Being

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

Trust

**Physicians and medical leaders trust one another in my health authority.	83%	17%	0%	-	-	-
**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 question – included for comparability			50%	17%	33%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	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%	40%	33%	25%	42%
Senior leaders seek physicians' input when setting the health authority's goals.	28%	28%	44%	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%	26%	30%	33%	27%	40%
**This hospital/facility values physicians' contributions.	48%	26%	26%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	46%	15%	39%

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%

Trust

**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			41%	25%	34%

**New Question

■ Agree ■ Neutral ■ Disagree

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.	41%	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%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	58%	16%	26%

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	46%	27%	27%	43%	32%	25%
This hospital/facility takes effective action to promote a healthy and safe workplace.	42%	29%	29%	43%	11%	46%
People treat each other with respect and consideration in our workplace.	72%	13%	15%	57%	18%	25%
I am able to reasonably balance the demands of work and personal life.	59%	10%	31%	50%	14%	36%
People from all backgrounds are treated fairly in our workplace.	59%	28%	13%	54%	29%	18%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	30%	38%	32%	32%	36%	32%

Trust

**Physicians and medical leaders trust one another in my health authority.	49%	18%	33%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	66%	11%	24%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			46%	21%	32%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	10%	15%	64%	14%	21%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	75%	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.	25%	25%	50%	36%	21%	43%
Senior leaders seek physicians' input when setting the health authority's goals.	15%	25%	60%	29%	14%	57%
Senior leaders' decision-making is transparent to physicians.	15%	10%	75%	7%	36%	57%
This health authority values physicians' contributions.	30%	20%	50%	36%	7%	57%

Value

This health authority values physicians' contributions.	30%	20%	50%	36%	7%	57%
**This hospital/facility values physicians' contributions.	80%	10%	10%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	42%	25%	33%

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%

Trust

**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 Wording of the question – included for comparability			57%	7%	36%

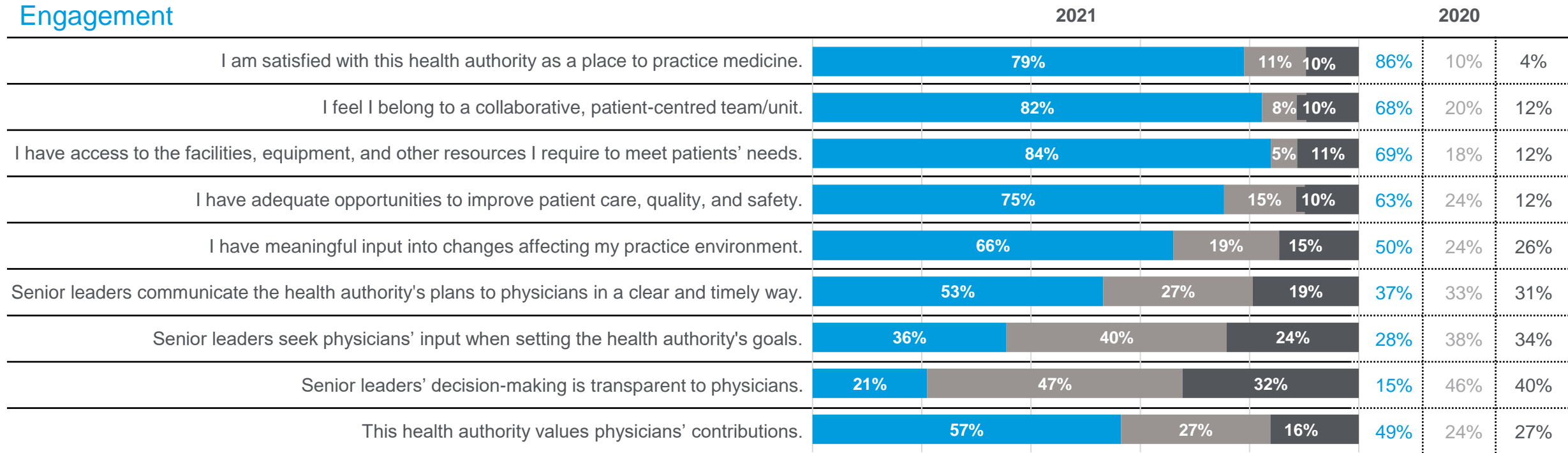
**New Question

■ Agree ■ Neutral ■ Disagree

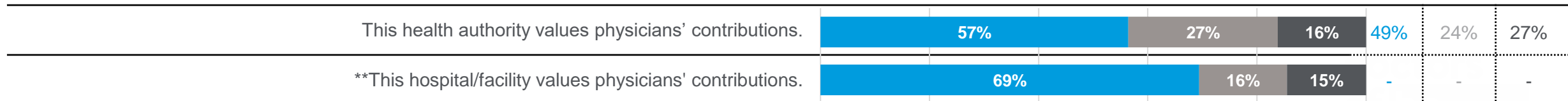
Penticton Regional Hospital

62 Respondents 2021 | 50 Respondents 2020

Engagement



Value



**New Question

■ Agree ■ Neutral ■ Disagree

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%	33%	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%	39%	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 question – included for comparability			62%	26%	13%

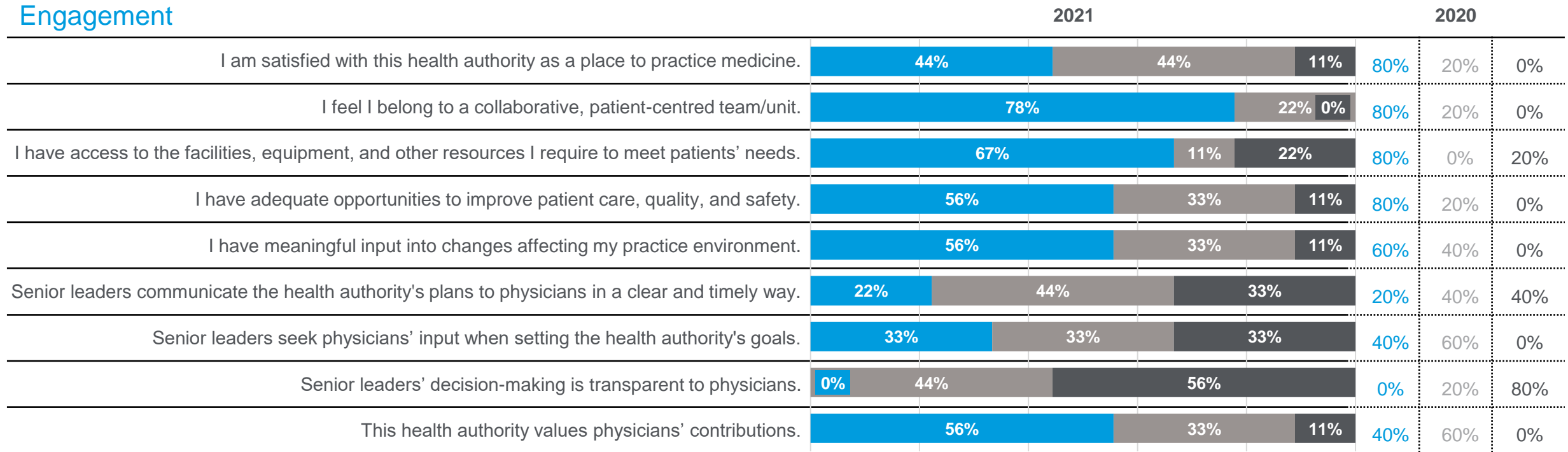
**New Question

■ Agree ■ Neutral ■ Disagree

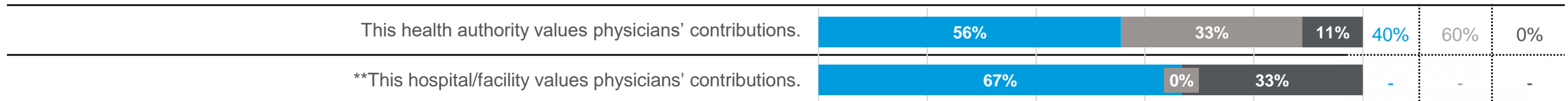
Queen Victoria Hospital

9 Respondents 2021 | 5 Respondents 2020

Engagement



Value



**New Question

■ Agree ■ Neutral ■ Disagree

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%	11%	0%	100%	0%	0%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	44%	33%	22%	80%	0%	20%

Trust

**Physicians and medical leaders trust one another in my health authority.	44%	33%	22%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	67%	11%	22%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			80%	20%	0%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	19%	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%	13%	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.	10%	23%	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.	4%	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.	35%	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.	42%	41%	17%	60%	24%	15%
This hospital/facility takes effective action to promote a healthy and safe workplace.	35%	28%	37%	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 Wording of the question – included for comparability			48%	24%	28%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	36%	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.	40%	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%	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.	12%	8%	80%	7%	33%	60%
This health authority values physicians' contributions.	40%	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

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%	17%	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%	12%	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 the question – included for comparability			33%	40%	27%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	40%	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%	*	*	*
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	40%	40%	20%	*	*	*
Senior leaders seek physicians' input when setting the health authority's goals.	20%	40%	40%	*	*	*
Senior leaders' decision-making is transparent to physicians.	0%	40%	60%	*	*	*
This health authority values physicians' contributions.	40%	20%	40%	*	*	*

Value

This health authority values physicians' contributions.	40%	20%	40%	*	*	*
**This hospital/facility values physicians' contributions.	40%	20%	40%	-	-	-

**New Question

■ 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%	20%	0%	*	*	*
I am able to reasonably balance the demands of work and personal life.	60%	0%	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%	*	*	*

Trust

**Physicians and medical leaders trust one another in my health authority.	40%	0%	60%	-	-	-
**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 – included for comparability			*	*	*

**New Question

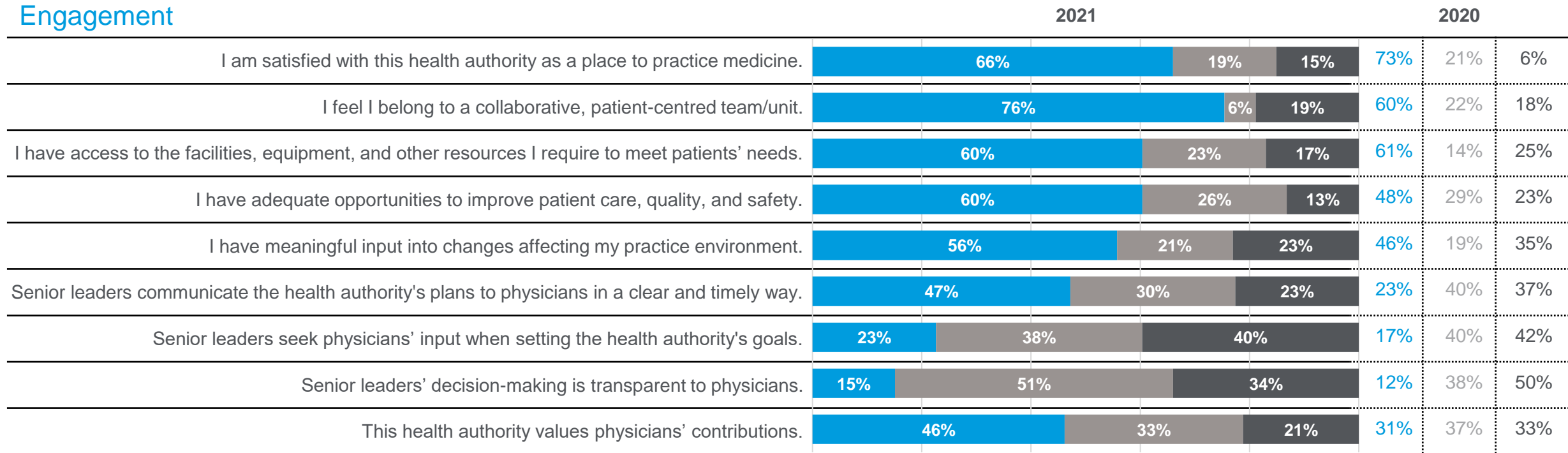
■ Agree ■ Neutral ■ Disagree

* Sample size too small to report

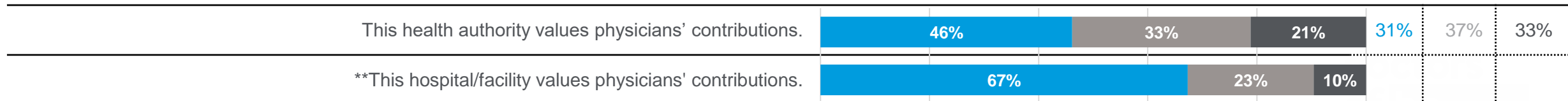
Vernon Jubilee Hospital

53 Respondents 2021 | 52 Respondents 2020

Engagement



Value



**New Question

■ Agree ■ Neutral ■ Disagree

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

This hospital/facility takes effective action to prevent violence in the workplace.	67%	28%	6%	65%	17%	17%
This hospital/facility takes effective action to promote a healthy and safe workplace.	64%	21%	15%	66%	17%	17%
People treat each other with respect and consideration in our workplace.	73%	17%	10%	87%	11%	2%
I am able to reasonably balance the demands of work and personal life.	59%	21%	21%	63%	20%	17%
People from all backgrounds are treated fairly in our workplace.	81%	10%	10%	80%	17%	2%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	58%	26%	16%	56%	33%	11%

Trust

**Physicians and medical leaders trust one another in my health authority.	54%	27%	19%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	71%	21%	8%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			47%	21%	32%

**New Question

■ Agree ■ Neutral ■ Disagree

Island Health – Facility/Hospital Data

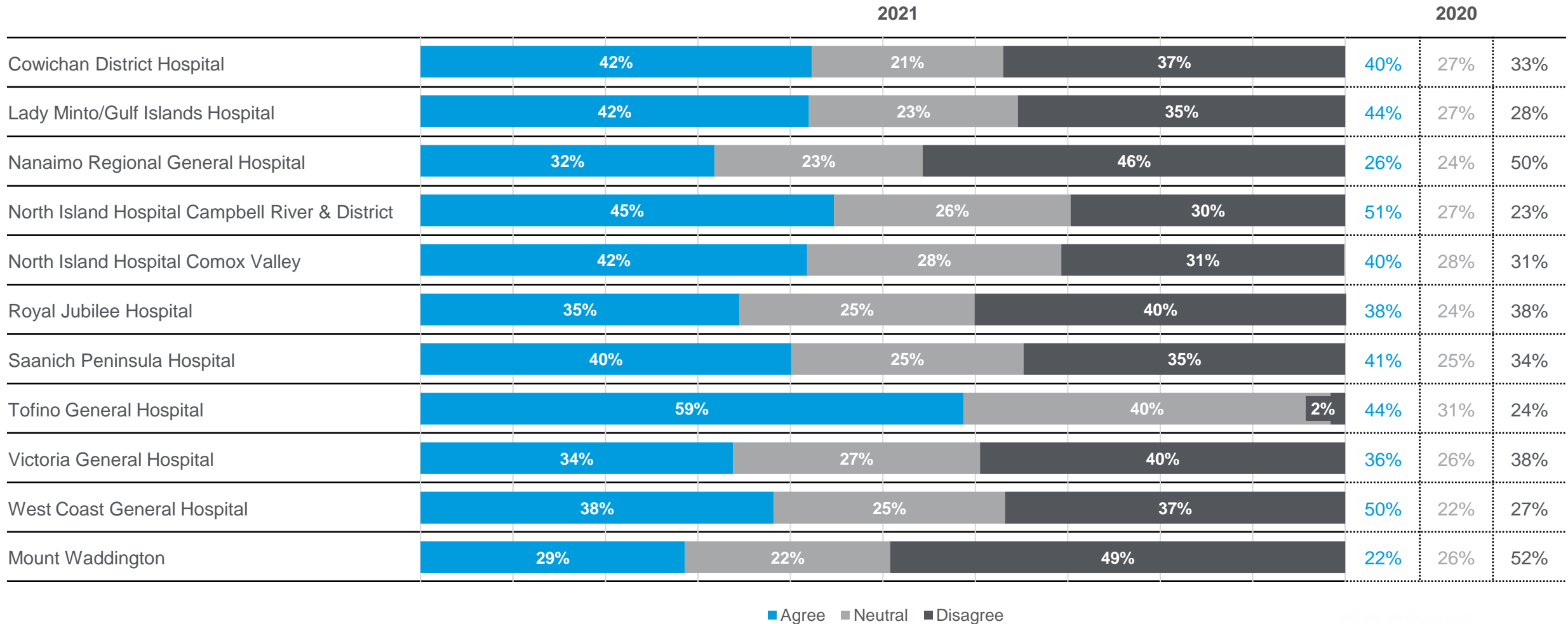
- Overall engagement averages by hospital/facility
- Engagement trends
- Physicians Feeling Valued
- Physician Health and Safety
- Trust between Physicians and Medical Leaders

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 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)



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%	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%

Value

This health authority values physicians' contributions.	42%	25%	34%	42%	27%	31%
**This hospital/facility values physicians' contributions.	44%	23%	33%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

Cowichan 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.	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%	21%	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.	36%	23%	42%	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 – included for comparability			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%	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%	42%	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%	42%	23%	38%	38%
This health authority values physicians' contributions.	25%	42%	33%	46%	38%	15%

Value

This health authority values physicians' contributions.	25%	42%	33%	46%	38%	15%
**This hospital/facility values physicians' contributions.	50%	17%	33%	-	-	-

**New Question

■ 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

This hospital/facility takes effective action to prevent violence in the workplace.	42%	33%	25%	67%	17%	17%
This hospital/facility takes effective action to promote a healthy and safe workplace.	25%	33%	42%	58%	25%	17%
People treat each other with respect and consideration in our workplace.	83%	0%	17%	92%	8%	0%
I am able to reasonably balance the demands of work and personal life.	58%	17%	25%	50%	17%	33%
People from all backgrounds are treated fairly in our workplace.	50%	25%	25%	92%	8%	0%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	17%	42%	42%	54%	39%	8%

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.	50%	17%	33%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			31%	54%	15%

**New Question

■ Agree ■ Neutral ■ Disagree

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.	18%	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

■ Agree ■ Neutral ■ Disagree

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

This hospital/facility takes effective action to prevent violence in the workplace.	55%	36%	10%	60%	32%	8%
This hospital/facility takes effective action to promote a healthy and safe workplace.	47%	33%	20%	41%	35%	24%
People treat each other with respect and consideration in our workplace.	79%	11%	10%	60%	24%	16%
I am able to reasonably balance the demands of work and personal life.	55%	21%	24%	53%	19%	29%
People from all backgrounds are treated fairly in our workplace.	61%	25%	14%	61%	25%	14%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	47%	37%	16%	38%	43%	19%

Trust

**Physicians and medical leaders trust one another in my health authority.	21%	40%	39%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	45%	28%	28%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			27%	28%	44%

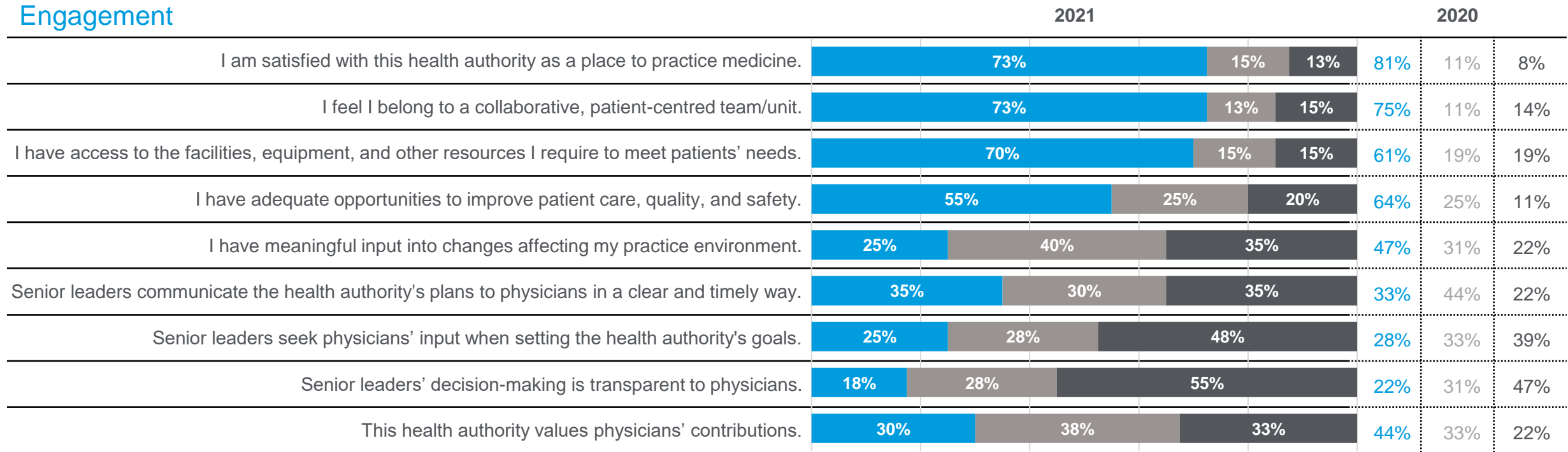
**New Question

■ Agree ■ Neutral ■ Disagree

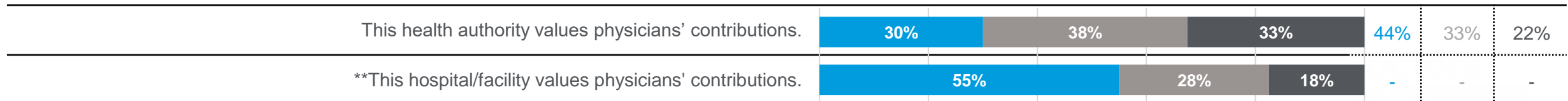
North Island Hospital Campbell River & District

40 Respondents 2021 | 36 Respondents 2020

Engagement



Value



**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%	26%	52%	36%	12%

Trust

**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 Wording of the question – included for comparability			48%	33%	18%

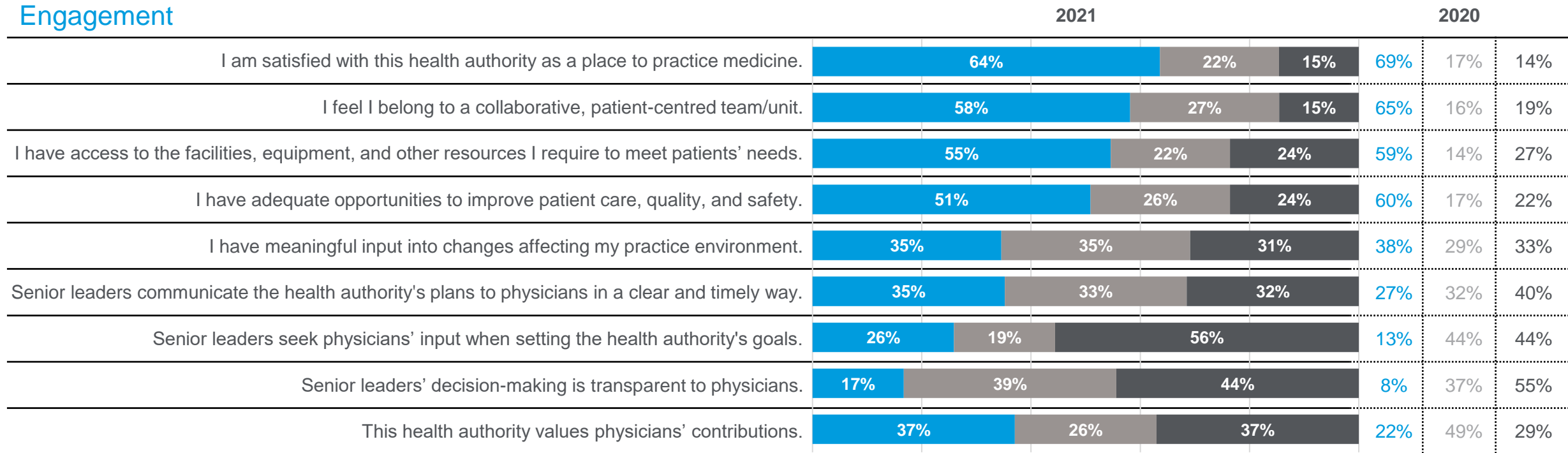
**New Question

■ Agree ■ Neutral ■ Disagree

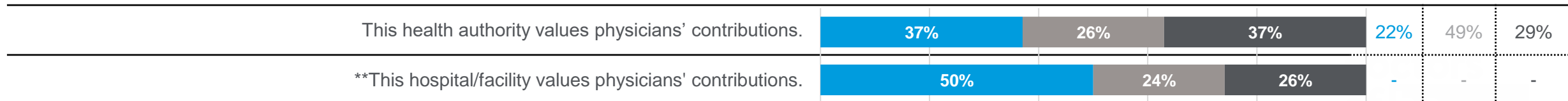
North Island Hospital Comox Valley

55 Respondents 2021 | 65 Respondents 2020

Engagement



Value



**New Question

■ Agree ■ Neutral ■ Disagree

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%	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%	40%	24%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	57%	31%	12%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			35%	46%	19%

**New Question

■ Agree ■ Neutral ■ Disagree

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.	18%	32%	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

	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%	12%	32%	45%	15%	40%

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	42%	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%	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%

Trust

**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 the question – included for comparability			32%	26%	42%

**New Question

■ Agree ■ Neutral ■ Disagree

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.	22%	24%	53%	25%	28%	47%
Senior leaders' decision-making is transparent to physicians.	13%	22%	64%	11%	14%	76%
This health authority values physicians' contributions.	27%	38%	36%	16%	49%	35%

Value

This health authority values physicians' contributions.	27%	38%	36%	16%	49%	35%
**This hospital/facility values physicians' contributions.	73%	14%	14%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

Saanich Peninsula 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%	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%	58%	14%	28%
People from all backgrounds are treated fairly in our workplace.	77%	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%

Trust

**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 Wording of the question – included for comparability			67%	12%	21%

**New Question

■ 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.	43%	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%	43%	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%	14%	0%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	25%	25%	50%

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	43%	29%	29%	20%	0%	80%
This hospital/facility takes effective action to promote a healthy and safe workplace.	71%	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%	60%	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%

Trust

**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.	71%	29%	0%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			80%	20%	0%

**New Question

■ Agree ■ Neutral ■ Disagree

Victoria General Hospital

110 Respondents 2021 | 124 Respondents 2020

Engagement

	2021			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%	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%	-	-	-

**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%	37%	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%	14%	15%	74%	16%	10%
I am able to reasonably balance the demands of work and personal life.	50%	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%

Trust

**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** 35% 32% 34%

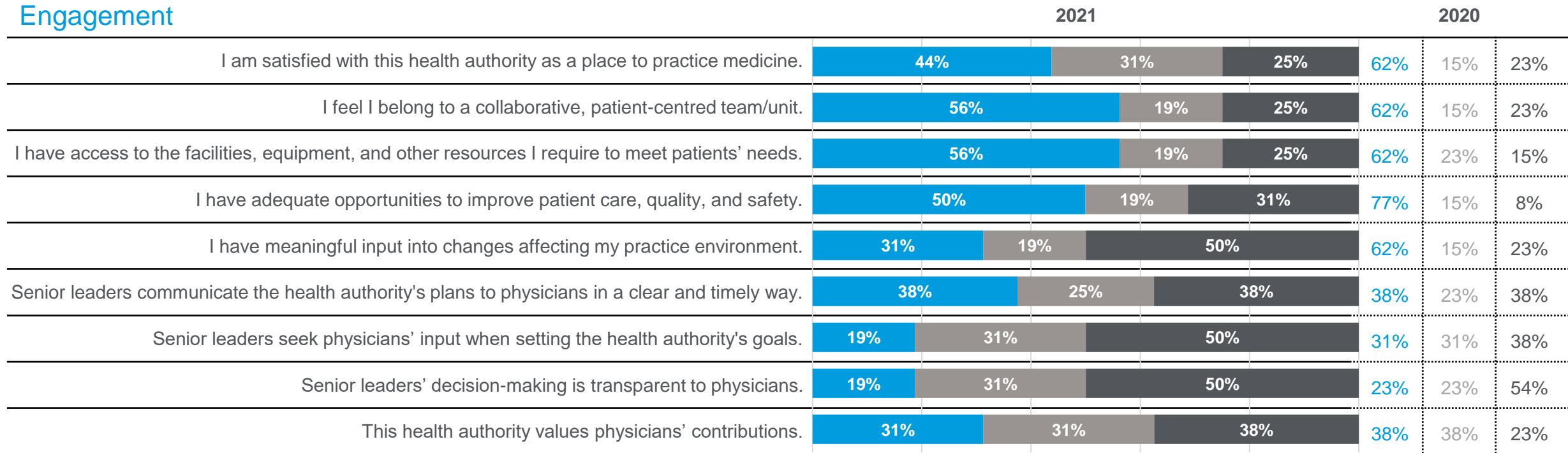
**New Question

■ Agree ■ Neutral ■ Disagree

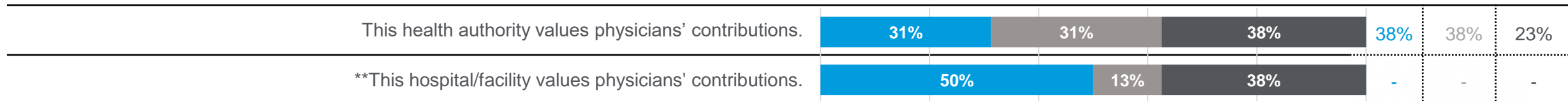
West Coast General Hospital

16 Respondents 2021 | 13 Respondents 2020

Engagement



Value



**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%	13%	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.	81%	13%	6%	75%	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%	19%	83%	0%	17%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	56%	19%	25%	42%	25%	33%

Trust

**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 question – included for comparability			58%	8%	33%

**New Question

■ 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.	43%	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.	14%	14%	71%	20%	10%	70%
Senior leaders' decision-making is transparent to physicians.	14%	14%	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%	0%	57%	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%	43%	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 Wording of the question – included for comparability			10%	20%	70%

**New Question

■ Agree ■ Neutral ■ Disagree

Northern Health – Hospital/ Facility Data

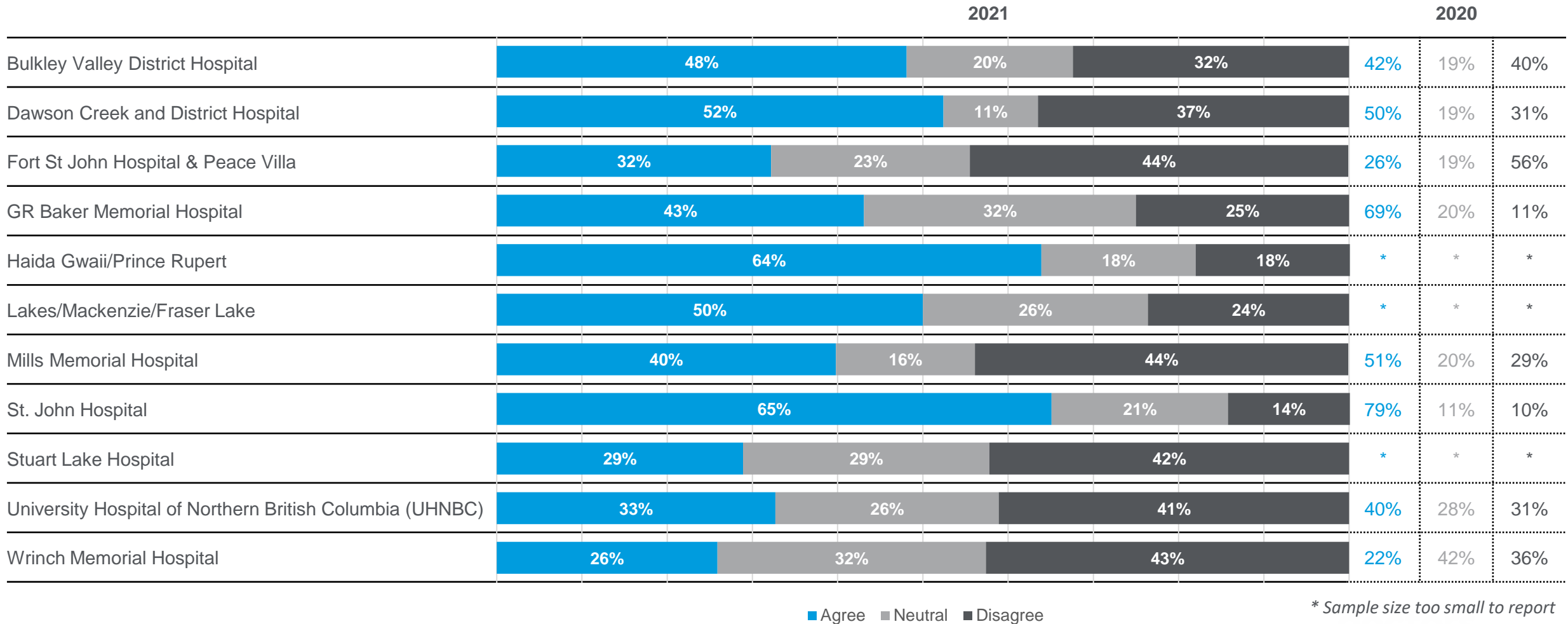
- Overall engagement averages by hospital/facility
- Engagement trends
- Physicians Feeling Valued
- Physician Health and Safety
- Trust between Physicians and Medical Leaders

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 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)



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.	17%	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%	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

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

Trust

**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.	90%	10%	0%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			78%	0%	22%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	29%	14%	50%	13%	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%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	17%	0%	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.	43%	43%	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.	43%	14%	43%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			50%	13%	50%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	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%

Value

This health authority values physicians' contributions.	20%	45%	35%	15%	46%	38%
**This hospital/facility values physicians' contributions.	50%	20%	30%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	50%	11%	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%	60%	20%	30%	50%
People from all backgrounds are treated fairly in our workplace.	45%	35%	20%	70%	0%	30%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	37%	47%	16%	22%	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 the question – included for comparability			50%	30%	20%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	25%	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%	25%	38%	50%	33%	17%
Senior leaders seek physicians' input when setting the health authority's goals.	13%	50%	38%	50%	33%	17%
Senior leaders' decision-making is transparent to physicians.	0%	50%	50%	17%	33%	50%
This health authority values physicians' contributions.	38%	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

■ Agree ■ Neutral ■ Disagree

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%	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%	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%	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 Wording of the question – included for comparability			33%	50%	17%

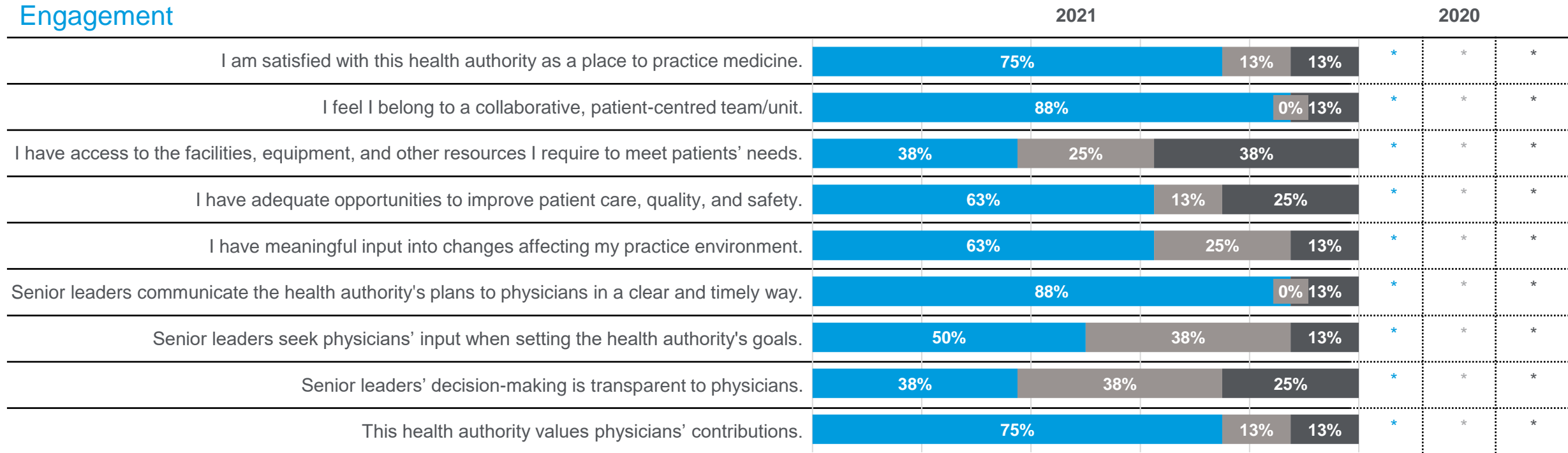
**New Question

■ Agree ■ Neutral ■ Disagree

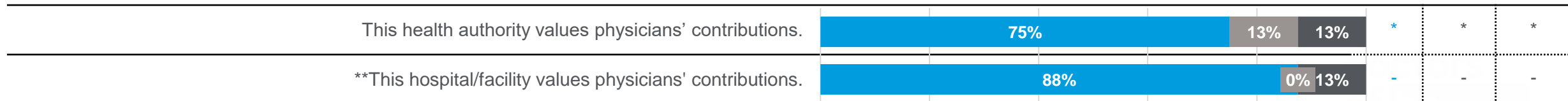
Haida Gwaii/Prince Rupert

8 Respondents 2021 | * Respondents 2020

Engagement



Value



**New Question

■ Agree ■ Neutral ■ Disagree

* Sample size too small to report

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%	*	*	*

Trust

**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 the question – included for comparability			*	*	*

**New Question

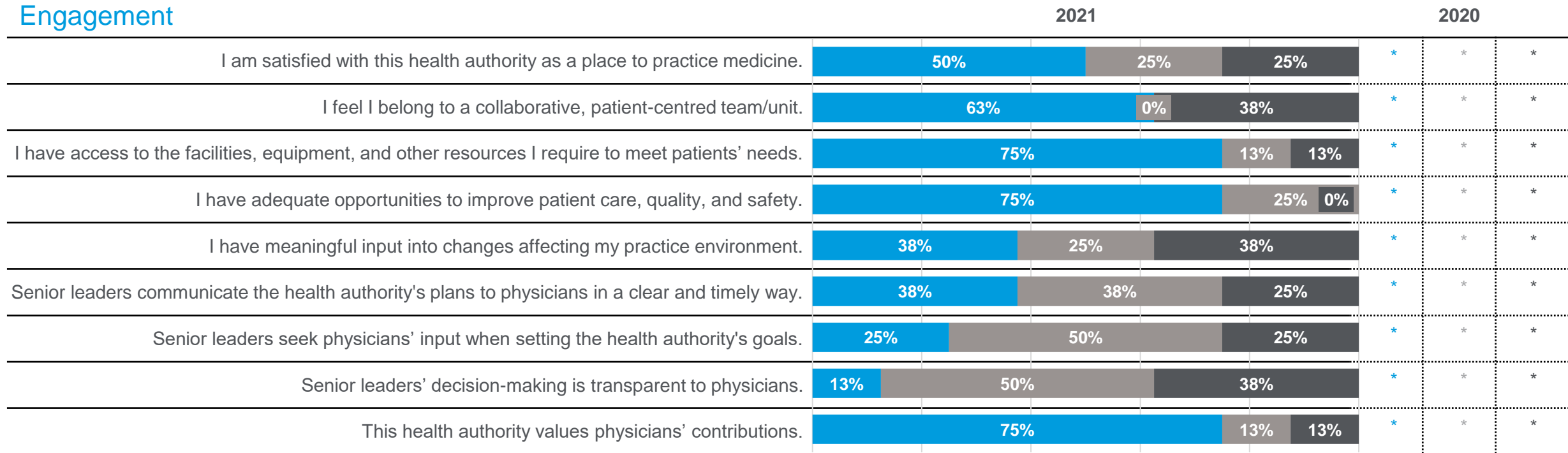
■ Agree ■ Neutral ■ Disagree

* Sample size too small to report

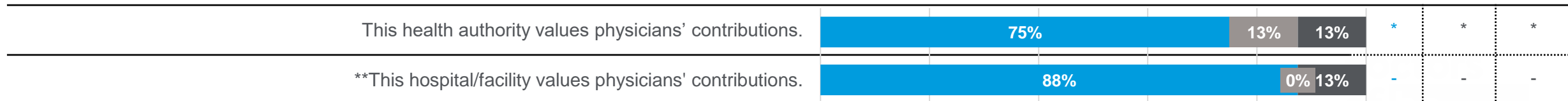
Lakes/Mackenzie/Fraser Lake

8 Respondents 2021 | * Respondents 2020

Engagement



Value



**New Question

■ Agree ■ Neutral ■ Disagree

* Sample size too small to report

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

This hospital/facility takes effective action to prevent violence in the workplace.	50%	13%	38%	*	*	*
This hospital/facility takes effective action to promote a healthy and safe workplace.	50%	13%	38%	*	*	*
People treat each other with respect and consideration in our workplace.	75%	0%	25%	*	*	*
I am able to reasonably balance the demands of work and personal life.	63%	0%	38%	*	*	*
People from all backgrounds are treated fairly in our workplace.	50%	25%	25%	*	*	*
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	50%	13%	38%	*	*	*

Trust

**Physicians and medical leaders trust one another in my health authority.	63%	13%	25%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	63%	25%	13%	-	-	-

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

**New Question

■ Agree ■ Neutral ■ Disagree

* Sample size too small to report

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%	35%	50%	25%	25%
I feel I belong to a collaborative, patient-centred team/unit.	55%	20%	25%	58%	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

■ Agree ■ Neutral ■ Disagree

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

This hospital/facility takes effective action to prevent violence in the workplace.	47%	26%	26%	64%	27%	9%
This hospital/facility takes effective action to promote a healthy and safe workplace.	40%	30%	30%	58%	25%	17%
People treat each other with respect and consideration in our workplace.	75%	10%	15%	75%	17%	8%
I am able to reasonably balance the demands of work and personal life.	55%	5%	40%	58%	8%	33%
People from all backgrounds are treated fairly in our workplace.	74%	11%	16%	67%	17%	17%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	61%	6%	33%	55%	18%	27%

Trust

**Physicians and medical leaders trust one another in my health authority.	40%	20%	40%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	55%	20%	25%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			50%	0%	50%

**New Question

■ Agree ■ Neutral ■ Disagree

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.	86%	0%	14%	100%	0%	0%
I feel I belong to a collaborative, patient-centred team/unit.	86%	0%	14%	100%	0%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	71%	14%	14%	86%	14%	0%
I have adequate opportunities to improve patient care, quality, and safety.	57%	29%	14%	86%	0%	14%
I have meaningful input into changes affecting my practice environment.	57%	29%	14%	57%	29%	14%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	57%	29%	14%	71%	14%	14%
Senior leaders seek physicians' input when setting the health authority's goals.	57%	29%	14%	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

■ Agree ■ Neutral ■ Disagree

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%	75%	25%	0%

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%	14%	0%	86%	0%	14%
I am able to reasonably balance the demands of work and personal life.	14%	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%

Trust

**Physicians and medical leaders trust one another in my health authority.	71%	14%	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 question – included for comparability** 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%	40%	*	*	*
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	20%	40%	40%	*	*	*
Senior leaders seek physicians' input when setting the health authority's goals.	40%	20%	40%	*	*	*
Senior leaders' decision-making is transparent to physicians.	20%	40%	40%	*	*	*
This health authority values physicians' contributions.	40%	40%	20%	*	*	*

Value

This health authority values physicians' contributions.	40%	40%	20%	*	*	*
**This hospital/facility values physicians' contributions.	60%	20%	20%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

* Sample size too small to 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.	40%	40%	20%	*	*	*
People from all backgrounds are treated fairly in our workplace.	40%	40%	20%	*	*	*
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	20%	40%	40%	*	*	*

Trust

**Physicians and medical leaders trust one another in my health authority.	20%	40%	40%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	40%	40%	20%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			*	*	*

**New Question

■ Agree ■ Neutral ■ Disagree

* Sample size too small to report

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%	25%	42%	46%	27%	27%
I have meaningful input into changes affecting my practice environment.	28%	28%	45%	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%	30%	36%	42%	35%	23%

Value

This health authority values physicians' contributions.	34%	30%	36%	42%	35%	23%
**This hospital/facility values physicians' contributions.	39%	26%	35%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%

Trust

**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%	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%	50%	33%	17%	50%	33%
I have meaningful input into changes affecting my practice environment.	17%	50%	33%	0%	80%	20%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	0%	33%	67%	17%	0%	83%
Senior leaders seek physicians' input when setting the health authority's goals.	0%	33%	67%	0%	50%	50%
Senior leaders' decision-making is transparent to physicians.	0%	33%	67%	0%	17%	83%
This health authority values physicians' contributions.	17%	50%	33%	0%	100%	0%

Value

This health authority values physicians' contributions.	17%	50%	33%	0%	100%	0%
**This hospital/facility values physicians' contributions.	67%	33%	0%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	83%	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%

Trust

**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%	0%	17%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			67%	0%	33%

**New Question

■ Agree ■ Neutral ■ Disagree

Provincial Health Services Authority – Hospital/Facility Data

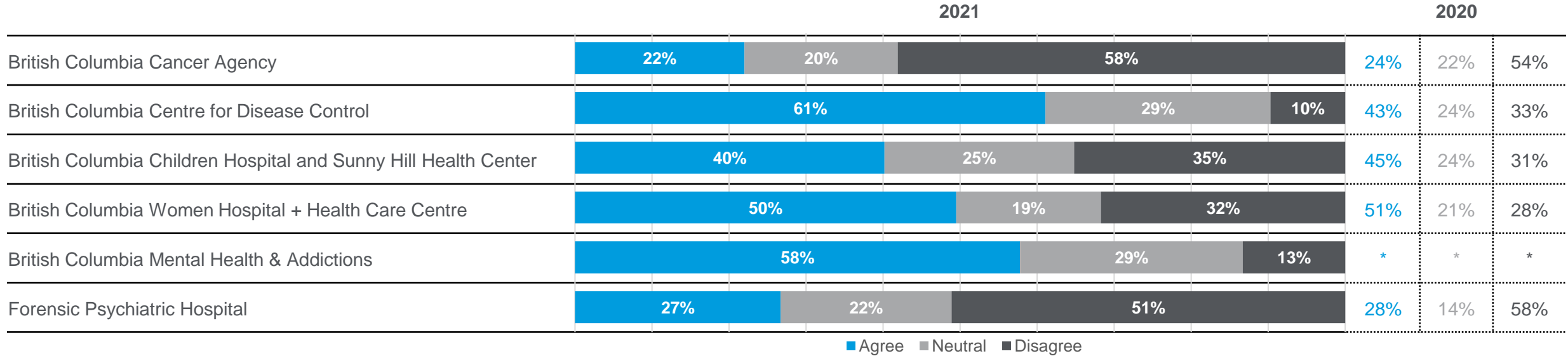
- Overall engagement averages by hospital/facility
- Engagement trends
- Physicians Feeling Valued
- Physician Health and Safety
- Trust between Physicians and Medical Leaders

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 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)



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%	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.	23%	28%	49%	20%	27%	54%
I have meaningful input into changes affecting my practice environment.	12%	23%	65%	12%	27%	61%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	21%	19%	61%	20%	20%	61%
Senior leaders seek physicians' input when setting the health authority's goals.	12%	14%	74%	15%	12%	73%
Senior leaders' decision-making is transparent to physicians.	2%	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%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	45%	21%	35%

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.	40%	40%	21%	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%	56%	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%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	37%	16%	47%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			25%	40%	35%

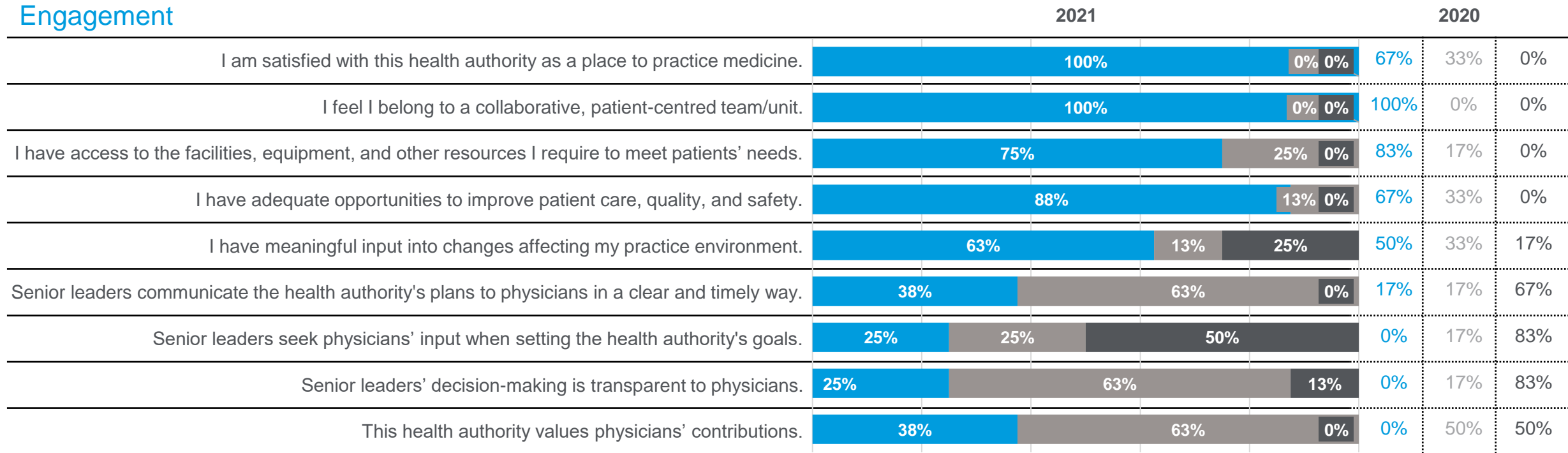
**New Question

■ Agree ■ Neutral ■ Disagree

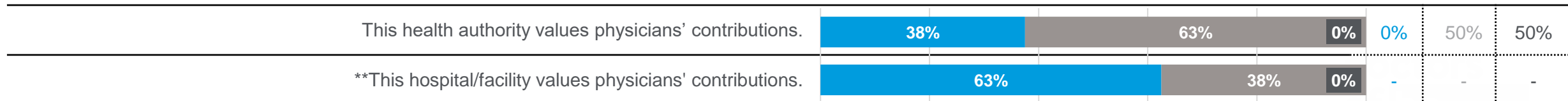
British Columbia Centre for Disease Control

8 Respondents 2021 | 6 Respondents 2020

Engagement



Value



**New Question

■ Agree ■ Neutral ■ Disagree

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.	0%	20%	80%	0%	25%	75%

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	88%	13%	0%	100%	0%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	75%	25%	0%	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.	75%	0%	25%	50%	33%	17%
People from all backgrounds are treated fairly in our workplace.	88%	0%	13%	67%	17%	17%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	75%	13%	13%	80%	20%	0%

Trust

**Physicians and medical leaders trust one another in my health authority.	63%	38%	0%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	88%	13%	0%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			50%	50%	0%

**New Question

■ Agree ■ Neutral ■ Disagree

British Columbia Children's Hospital and Sunny Hill Health Center

78 Respondents 2021 | 73 Respondents 2020

Engagement

	2021			2020		
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%	36%	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%	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%

Value

This health authority values physicians' contributions.	27%	33%	40%	26%	36%	38%
**This hospital/facility values physicians' contributions.	46%	21%	33%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	46%	12%	42%

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%	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%

Trust

**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 Wording of the question – included for comparability** 41% 34% 25%

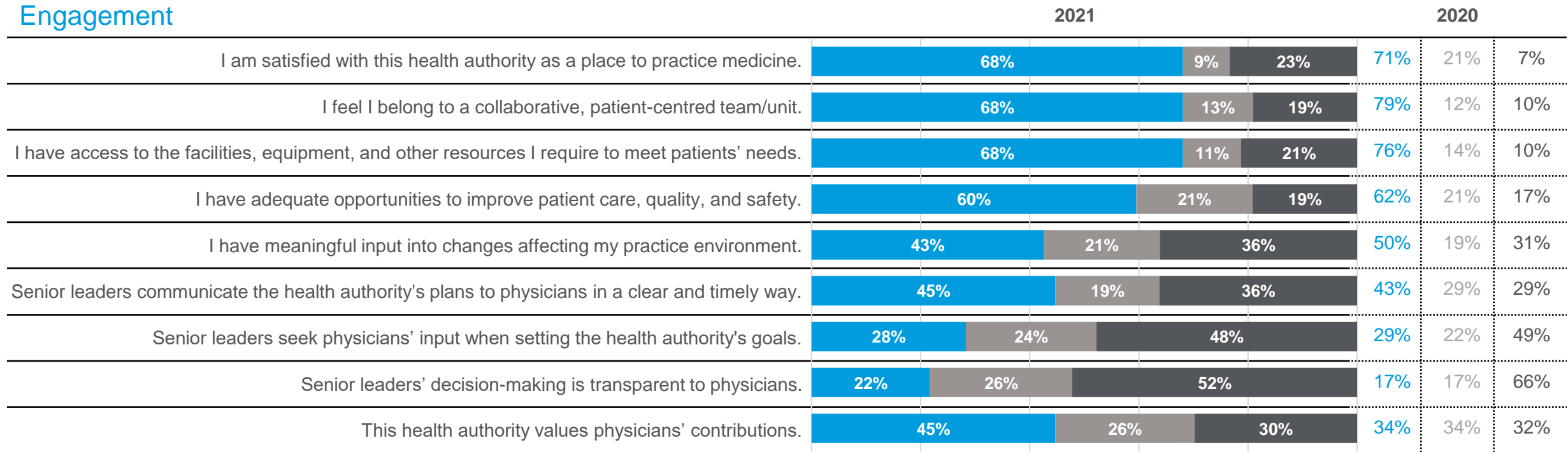
**New Question

■ Agree ■ Neutral ■ Disagree

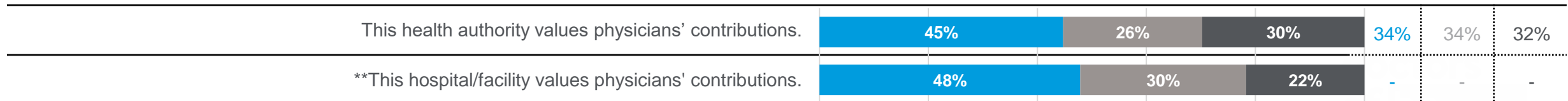
British Columbia Women's Hospital + Health Care Centre

47 Respondents 2021 | 42 Respondents 2020

Engagement



Value



**New Question

■ Agree ■ Neutral ■ Disagree

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%	35%	15%	50%

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%

Trust

**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			40%	33%	28%

**New Question

■ Agree ■ Neutral ■ Disagree

British Columbia Mental Health & Addictions

5 Respondents 2021 | * Respondents 2020

Engagement

	2021			2020		
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%	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%	*	*	*

Value

This health authority values physicians' contributions.	60%	40%	0%	*	*	*
**This hospital/facility values physicians' contributions.	60%	20%	20%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

* Sample size too small to report

British Columbia Mental Health & Addictions

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%	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%	*	*	*

Trust

**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 – 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%	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%	40%	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.	0%	40%	60%	11%	22%	67%
Senior leaders' decision-making is transparent to physicians.	0%	13%	87%	11%	11%	78%
This health authority values physicians' contributions.	13%	40%	47%	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

■ Agree ■ Neutral ■ Disagree

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%	63%	25%	13%

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	67%	27%	7%	56%	11%	33%
This hospital/facility takes effective action to promote a healthy and safe workplace.	47%	40%	13%	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%	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%

Trust

**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 Wording of the question – included for comparability			22%	11%	67%

**New Question

■ Agree ■ Neutral ■ Disagree

Vancouver Coastal Health – Hospital/Facility Data

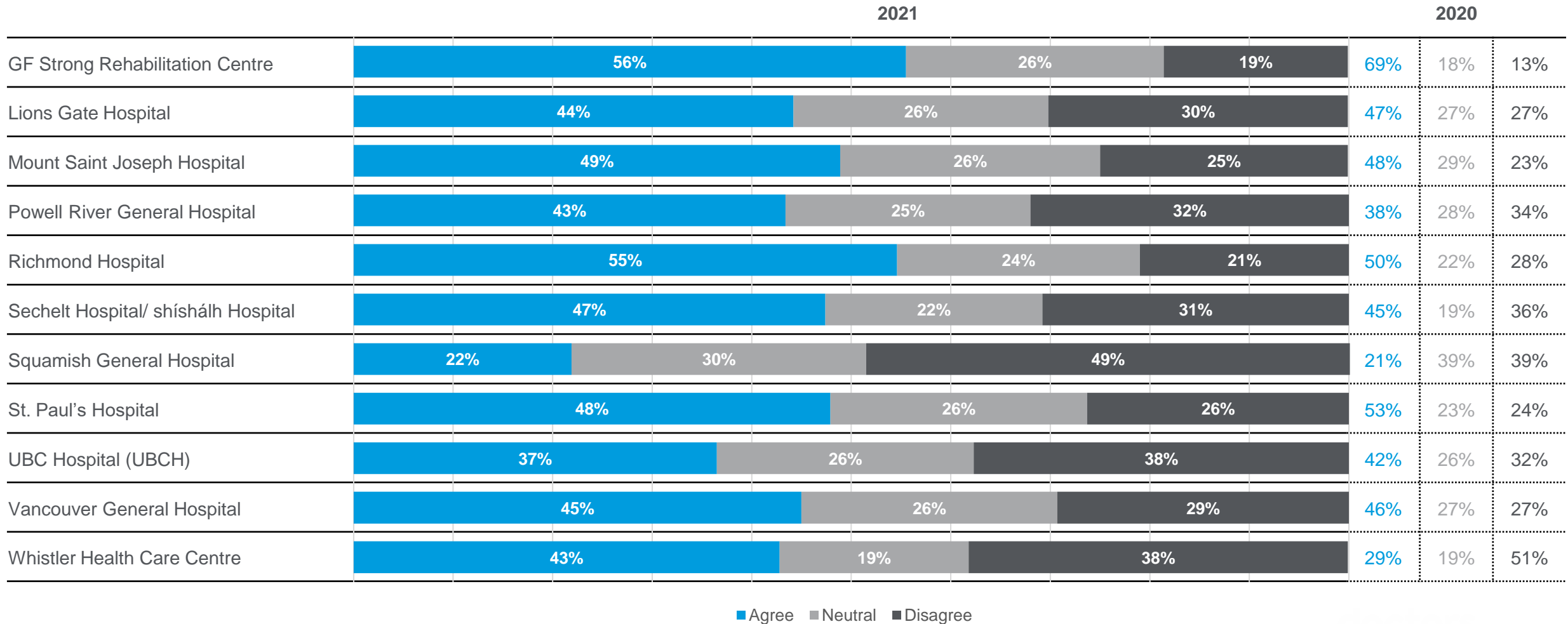
- Overall engagement averages by hospital/facility
- Engagement trends
- Physicians Feeling Valued
- Physician Health and Safety
- Trust between Physicians and Medical Leaders

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 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)



GF Strong Rehabilitation Centre

6 Respondents 2021 | 11 Respondents 2020

Engagement

	2021			2020		
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%	33%	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%	33%	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

■ Agree ■ Neutral ■ Disagree

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%	33%	17%	50%

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%

Trust

**Physicians and medical leaders trust one another in my health authority.	17%	67%	17%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	83%	17%	0%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			73%	27%	0%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	15%	31%	53%	20%	27%
I have adequate opportunities to improve patient care, quality, and safety.	41%	32%	27%	51%	27%	21%
I have meaningful input into changes affecting my practice environment.	38%	25%	37%	41%	32%	27%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	46%	23%	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%	27%	30%	39%	38%	23%

Value

This health authority values physicians' contributions.	43%	27%	30%	39%	38%	23%
**This hospital/facility values physicians' contributions.	56%	22%	23%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	42%	13%	45%

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%

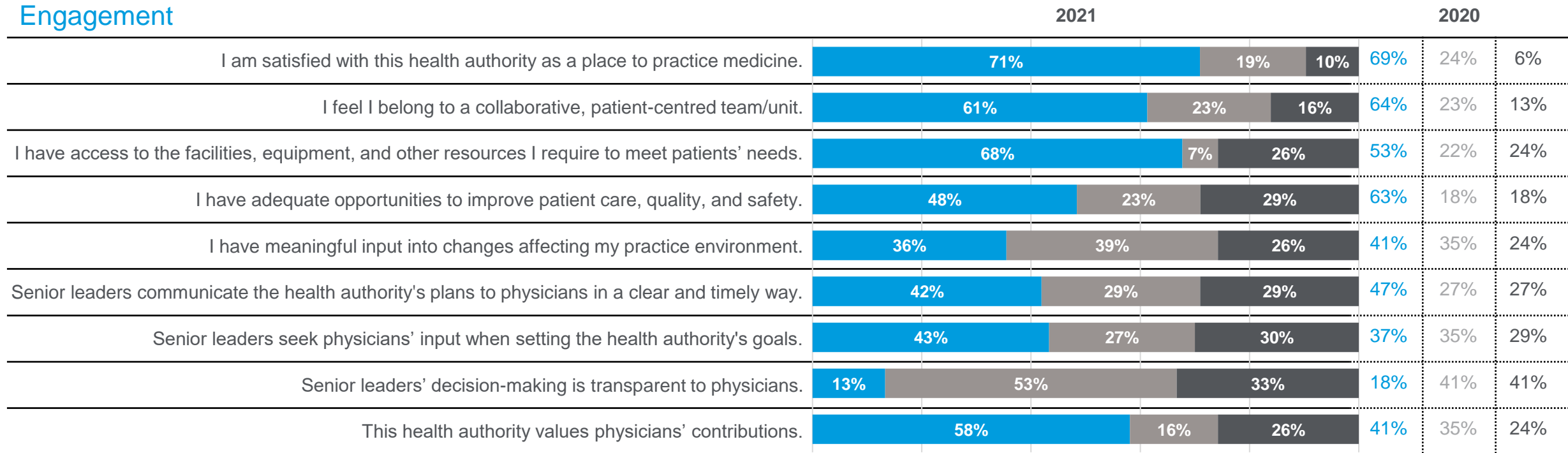
**New Question

■ Agree ■ Neutral ■ Disagree

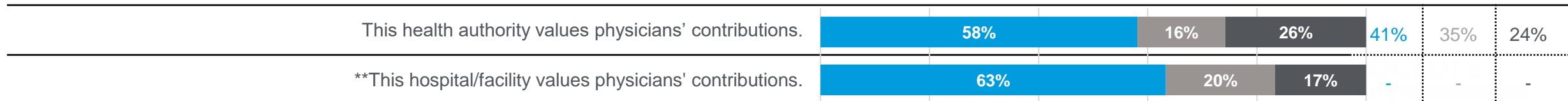
Mount Saint Joseph Hospital

31 Respondents 2021 | 49 Respondents 2020

Engagement



Value



**New Question

■ Agree ■ Neutral ■ Disagree

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%	57%	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%	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%	20%	10%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			50%	26%	24%

**New Question

■ Agree ■ Neutral ■ Disagree

Powell River General Hospital

20 Respondents 2021 | 13 Respondents 2020

Engagement

	2021			2020		
I am satisfied with this health authority as a place to practice medicine.	65%	15%	20%	46%	31%	23%
I feel I belong to a collaborative, patient-centred team/unit.	60%	15%	25%	69%	15%	15%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	55%	25%	20%	62%	8%	31%
I have adequate opportunities to improve patient care, quality, and safety.	60%	20%	20%	38%	46%	15%
I have meaningful input into changes affecting my practice environment.	50%	15%	35%	31%	46%	23%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	30%	45%	25%	38%	31%	31%
Senior leaders seek physicians' input when setting the health authority's goals.	16%	26%	58%	15%	23%	62%
Senior leaders' decision-making is transparent to physicians.	5%	35%	60%	8%	31%	62%
This health authority values physicians' contributions.	50%	25%	25%	31%	23%	46%

Value

This health authority values physicians' contributions.	50%	25%	25%	31%	23%	46%
**This hospital/facility values physicians' contributions.	55%	20%	25%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	44%	22%	33%

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%	54%	46%	0%

Trust

**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 Wording of the question – included for comparability			77%	8%	15%

**New Question

■ Agree ■ Neutral ■ Disagree

Richmond Hospital

112 Respondents 2021 | 100 Respondents 2020

Engagement

	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%	15%	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%	30%	18%	47%	26%	27%

Value

This health authority values physicians' contributions.	52%	30%	18%	47%	26%	27%
**This hospital/facility values physicians' contributions.	61%	23%	16%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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

This hospital/facility takes effective action to prevent violence in the workplace.	53%	36%	11%	62%	30%	8%
This hospital/facility takes effective action to promote a healthy and safe workplace.	60%	30%	10%	66%	20%	14%
People treat each other with respect and consideration in our workplace.	73%	16%	12%	72%	17%	11%
I am able to reasonably balance the demands of work and personal life.	61%	20%	19%	62%	17%	21%
People from all backgrounds are treated fairly in our workplace.	75%	14%	11%	71%	15%	15%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	55%	29%	16%	52%	30%	18%

Trust

**Physicians and medical leaders trust one another in my health authority.	48%	35%	17%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	60%	26%	15%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			45%	27%	27%

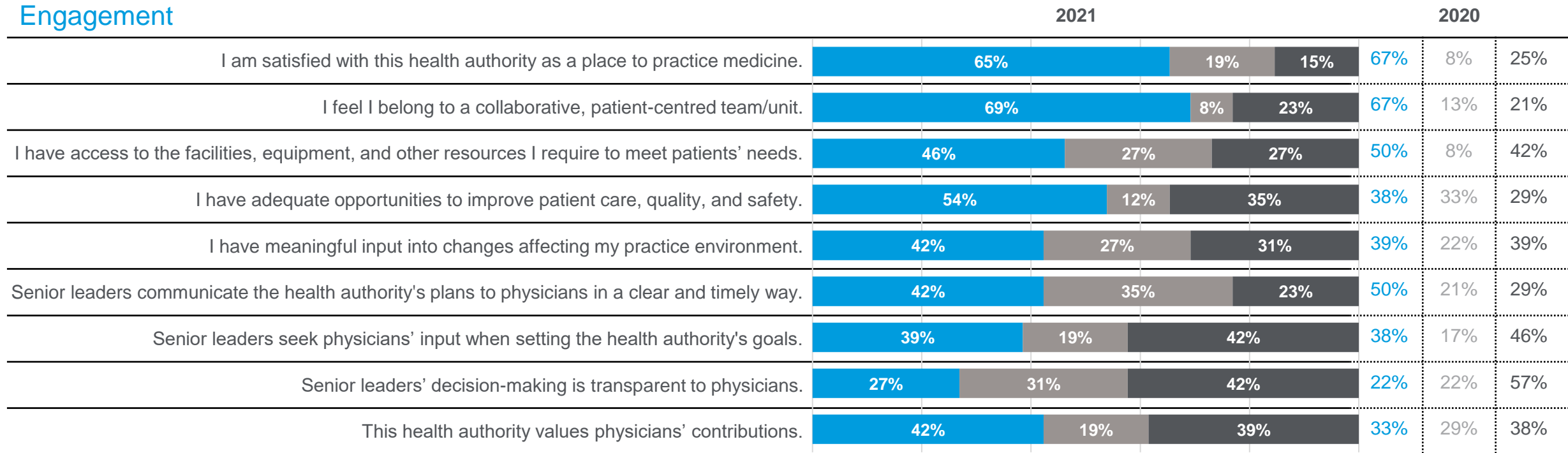
**New Question

■ Agree ■ Neutral ■ Disagree

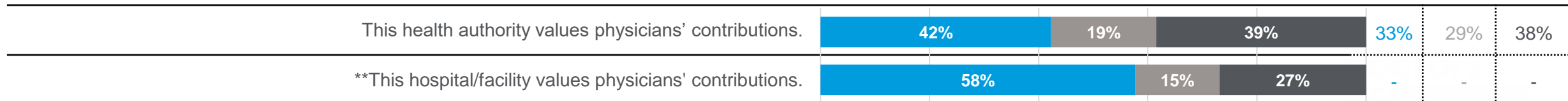
Sechelt Hospital/ shíshálh Hospital

26 Respondents 2021 | 24 Respondents 2020

Engagement



Value



**New Question

■ Agree ■ Neutral ■ Disagree

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%
This 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.	77%	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%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	36%	32%	32%	42%	21%	38%

Trust

**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 Wording of the question – included for comparability			42%	29%	29%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	39%	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%	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.	8%	19%	73%	9%	27%	65%
This health authority values physicians' contributions.	19%	39%	42%	9%	73%	18%

Value

This health authority values physicians' contributions.	19%	39%	42%	9%	73%	18%
**This hospital/facility values physicians' contributions.	54%	19%	27%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	29%	14%	57%

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	48%	36%	16%	40%	50%	10%
This hospital/facility takes effective action to promote a healthy and safe workplace.	50%	42%	8%	60%	40%	0%
People treat each other with respect and consideration in our workplace.	81%	8%	12%	90%	10%	0%
I am able to reasonably balance the demands of work and personal life.	42%	15%	42%	60%	30%	10%
People from all backgrounds are treated fairly in our workplace.	84%	12%	4%	60%	40%	0%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	35%	48%	17%	30%	50%	20%

Trust

**Physicians and medical leaders trust one another in my health authority.	31%	15%	54%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	65%	15%	19%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			20%	64%	18%

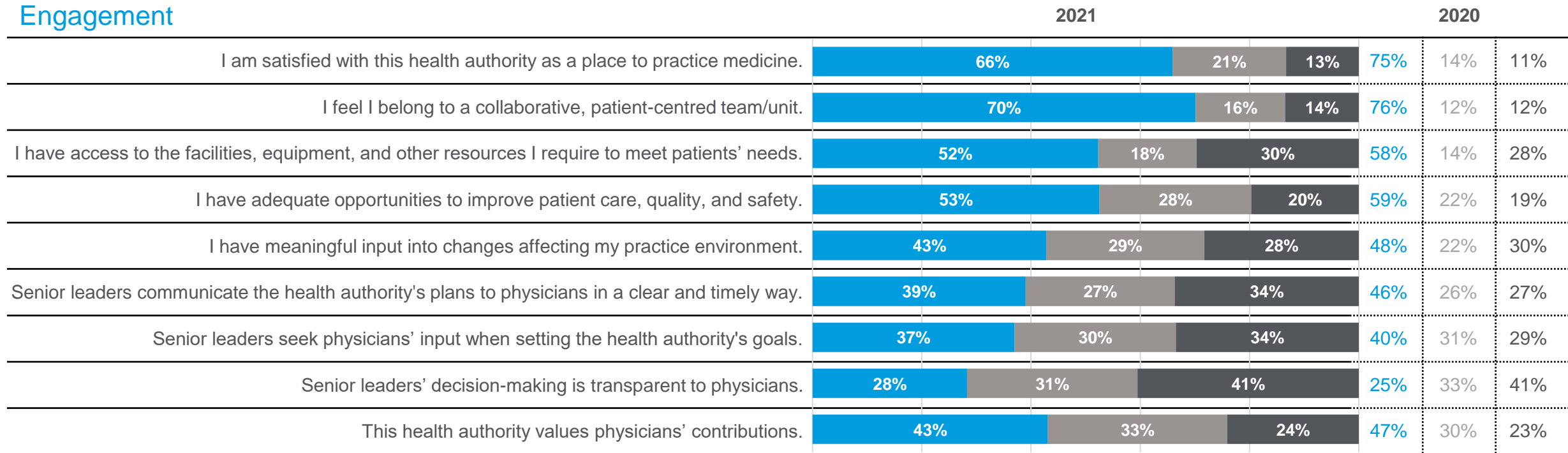
**New Question

■ Agree ■ Neutral ■ Disagree

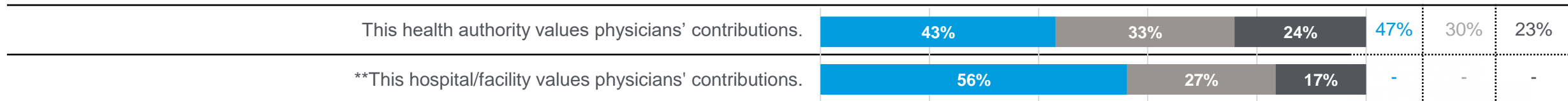
St. Paul's Hospital

175 Respondents 2021 | 237 Respondents 2020

Engagement



Value



**New Question

■ Agree ■ Neutral ■ Disagree

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%	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 question – included for comparability** 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%	21%	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.	43%	29%	29%	70%	4%	26%
I have meaningful input into changes affecting my practice environment.	25%	29%	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%	32%	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%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	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 – included for comparability			42%	29%	29%

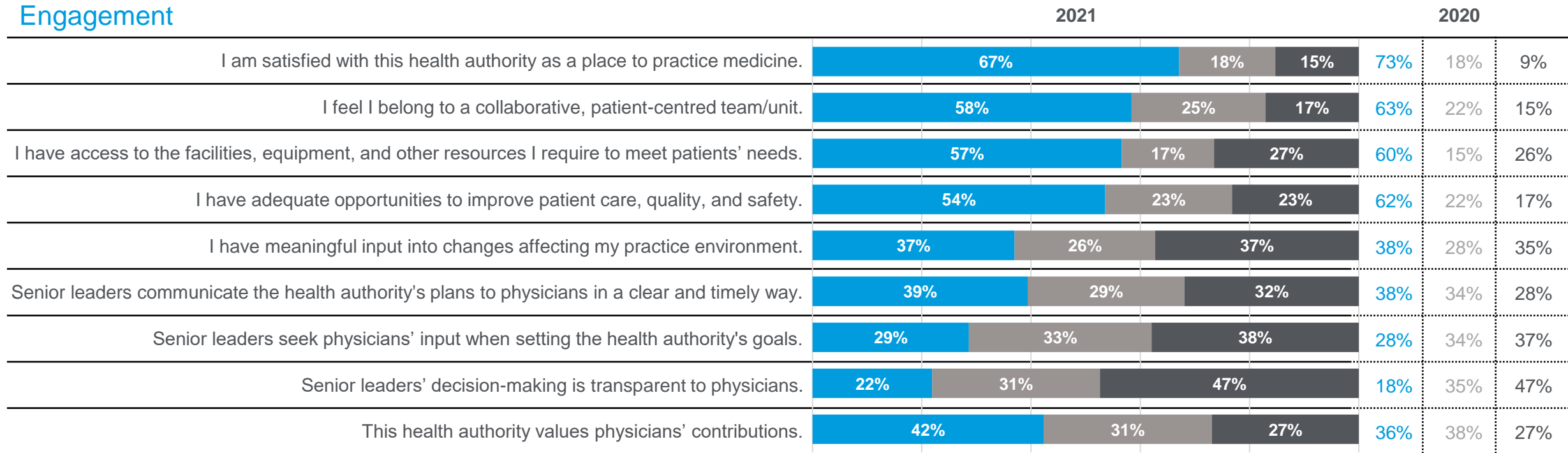
**New Question

■ Agree ■ Neutral ■ Disagree

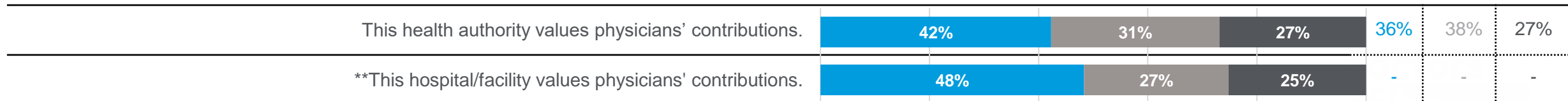
Vancouver General Hospital

316 Respondents 2021 | 284 Respondents 2020

Engagement



Value



**New Question

■ Agree ■ Neutral ■ Disagree

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

This hospital/facility takes effective action to prevent violence in the workplace.	57%	34%	10%	60%	29%	11%
This hospital/facility takes effective action to promote a healthy and safe workplace.	60%	29%	11%	61%	22%	17%
People treat each other with respect and consideration in our workplace.	72%	16%	13%	69%	22%	9%
I am able to reasonably balance the demands of work and personal life.	47%	19%	35%	49%	18%	32%
People from all backgrounds are treated fairly in our workplace.	67%	20%	14%	66%	20%	14%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	49%	34%	17%	47%	36%	17%

Trust

**Physicians and medical leaders trust one another in my health authority.	41%	38%	21%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	48%	35%	17%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			42%	33%	26%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	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.	43%	14%	43%	38%	0%	63%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	29%	29%	43%	25%	25%	50%
Senior leaders seek physicians' input when setting the health authority's goals.	0%	57%	43%	0%	50%	50%
Senior leaders' decision-making is transparent to physicians.	0%	57%	43%	0%	13%	88%
This health authority values physicians' contributions.	57%	0%	43%	0%	38%	63%

Value

This health authority values physicians' contributions.	57%	0%	43%	0%	38%	63%
**This hospital/facility values physicians' contributions.	71%	0%	29%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	0%	60%	29%	57%	14%

Trust

**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%	17%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			38%	25%	38%

**New Question

■ Agree ■ Neutral ■ Disagree

Providence Health Care – Hospital/Facility Data

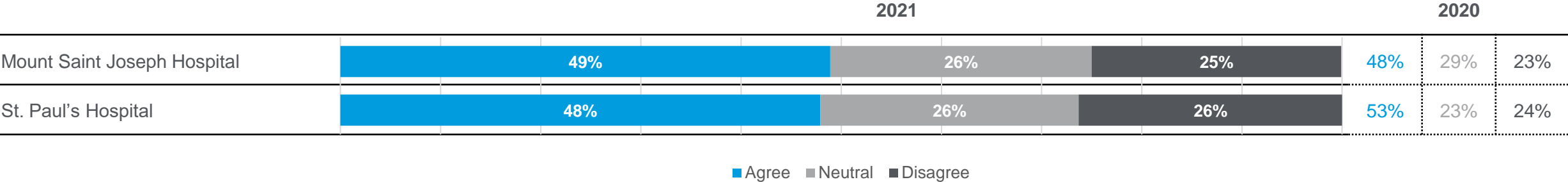
- Overall engagement averages by hospital/facility
- Engagement trends
- Physicians Feeling Valued
- Physician Health and Safety
- Trust between Physicians and Medical Leaders

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 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

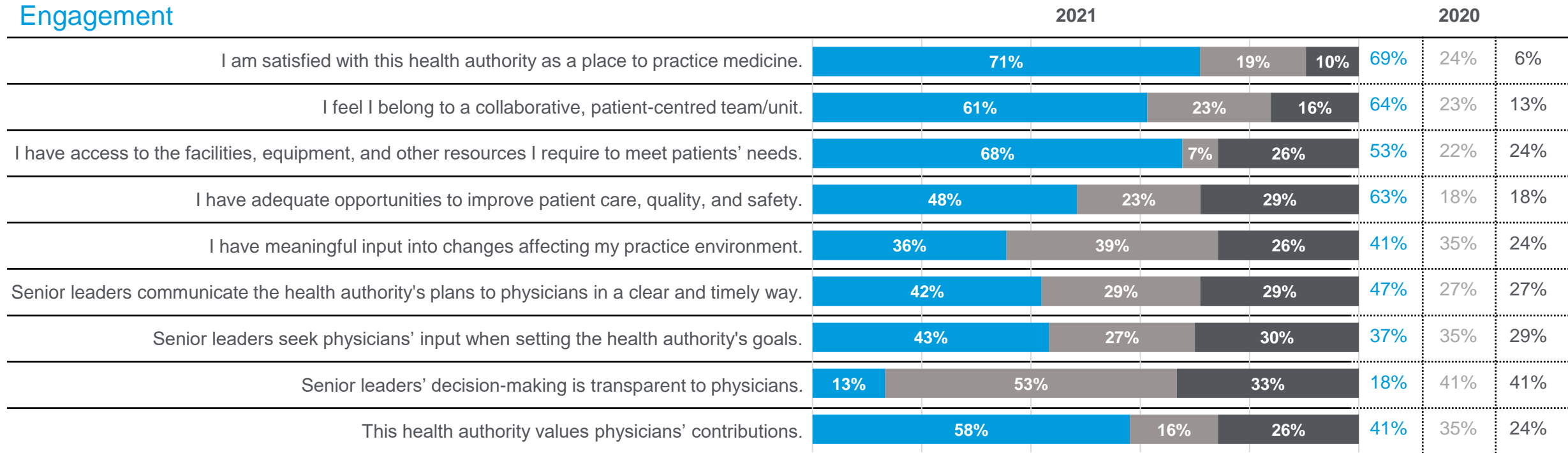
Overall Engagement Averages (based on the same nine engagement questions asked in previous years)



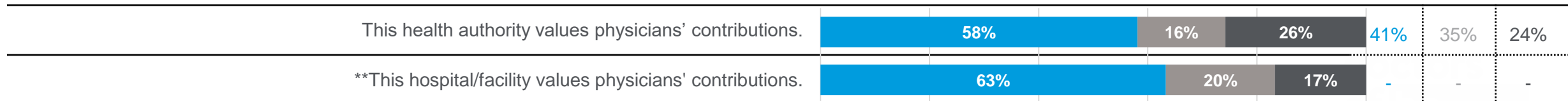
Mount Saint Joseph Hospital

31 Respondents 2021 | 49 Respondents 2020

Engagement



Value



**New Question

■ Agree ■ Neutral ■ Disagree

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%	57%	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%	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%	20%	10%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			50%	26%	24%

**New Question

■ Agree ■ Neutral ■ 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%

Value

This health authority values physicians' contributions.	43%	33%	24%	47%	30%	23%
**This hospital/facility values physicians' contributions.	56%	27%	17%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	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 question – included for comparability			52%	27%	21%

**New Question

■ Agree ■ 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

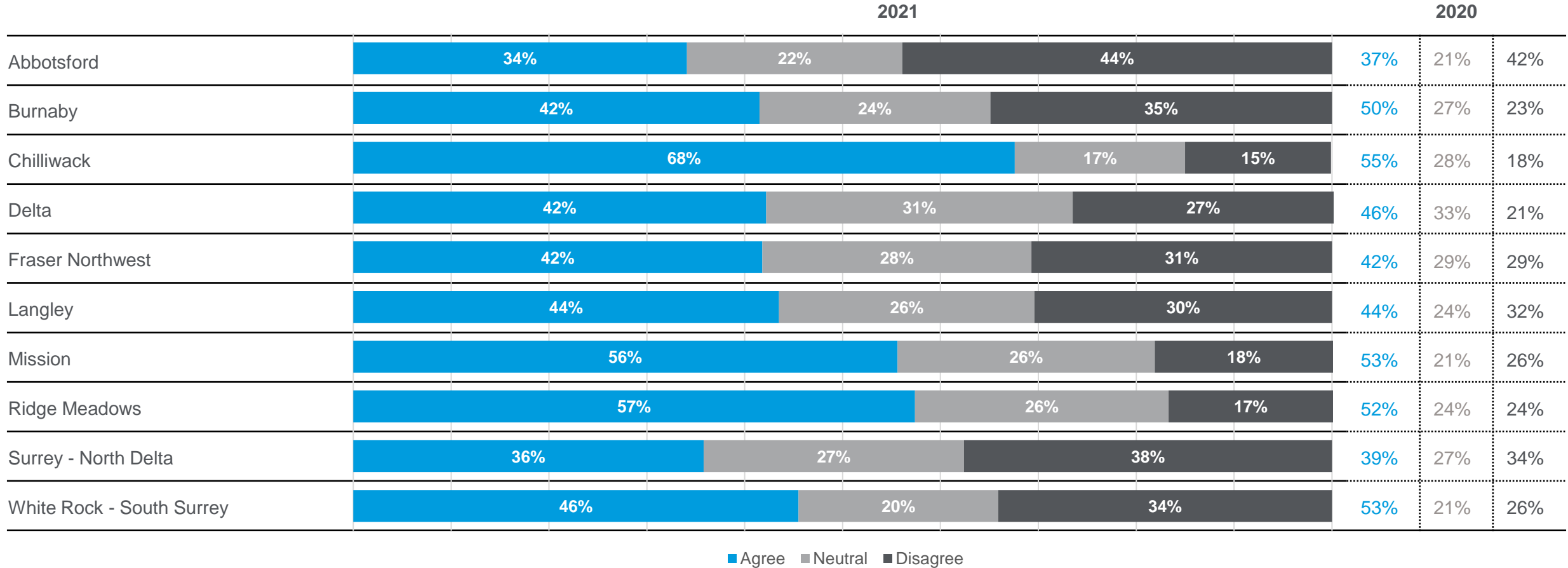
- Overall engagement averages by division
- Engagement trends
- Physicians Feeling Valued
- Physician Health and Safety
- Trust between Physicians and Medical Leaders

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 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 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.	46%	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.	42%	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%	30%	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%

Value

This health authority values physicians' contributions.	22%	29%	49%	29%	18%	54%
**This hospital/facility values physicians' contributions.	33%	28%	39%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	35%	24%	41%

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.	83%	12%	5%	68%	12%	20%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	44%	39%	17%	48%	39%	13%

Trust

**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.	41%	26%	33%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			32%	28%	40%

**New Question

■ Agree ■ Neutral ■ Disagree

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.	40%	18%	42%	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%	42%	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

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%	41%	24%	35%

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	65%	28%	8%	58%	31%	11%
This hospital/facility takes effective action to promote a healthy and safe workplace.	62%	31%	7%	58%	27%	16%
People treat each other with respect and consideration in our workplace.	73%	20%	7%	81%	6%	13%
I am able to reasonably balance the demands of work and personal life.	50%	23%	27%	54%	17%	29%
People from all backgrounds are treated fairly in our workplace.	76%	17%	7%	82%	10%	8%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	66%	24%	10%	67%	20%	13%

Trust

**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.	58%	37%	5%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			61%	27%	12%

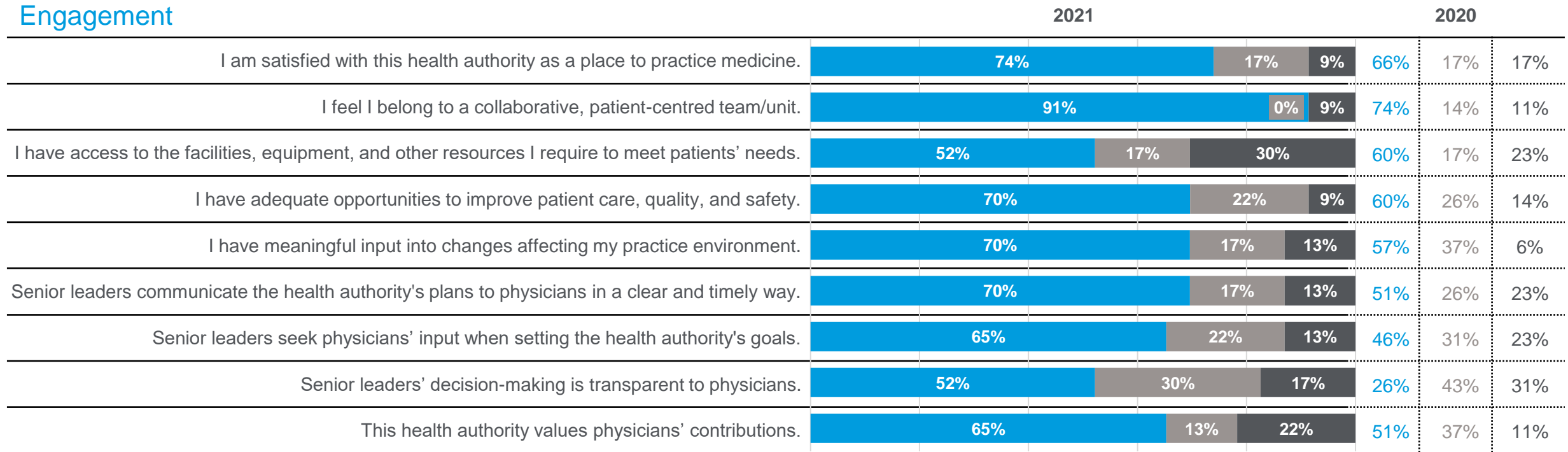
**New Question

■ Agree ■ Neutral ■ Disagree

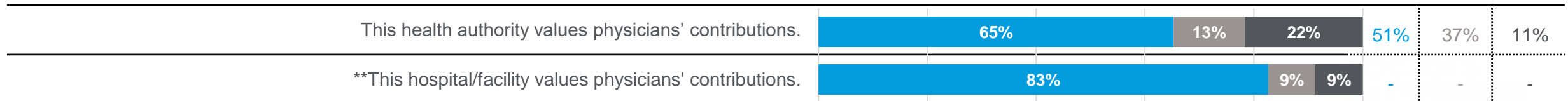
Chilliwack Division

23 Respondents 2021 | 35 Respondents 2020

Engagement



Value



**New Question

■ Agree ■ Neutral ■ Disagree

Chilliwack 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.	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.	83%	13%	4%	72%	9%	19%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	67%	24%	10%	53%	38%	9%

Trust

**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 question – included for comparability** 70% 24% 6%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	67%	13%	20%
I have meaningful input into changes affecting my practice environment.	33%	33%	33%	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%

Value

This health authority values physicians' contributions.	33%	33%	33%	20%	53%	27%
**This hospital/facility values physicians' contributions.	73%	7%	20%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	63%	0%	38%

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%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	43%	43%	14%	69%	31%	0%

Trust

**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 Wording of the question – included for comparability			71%	21%	7%

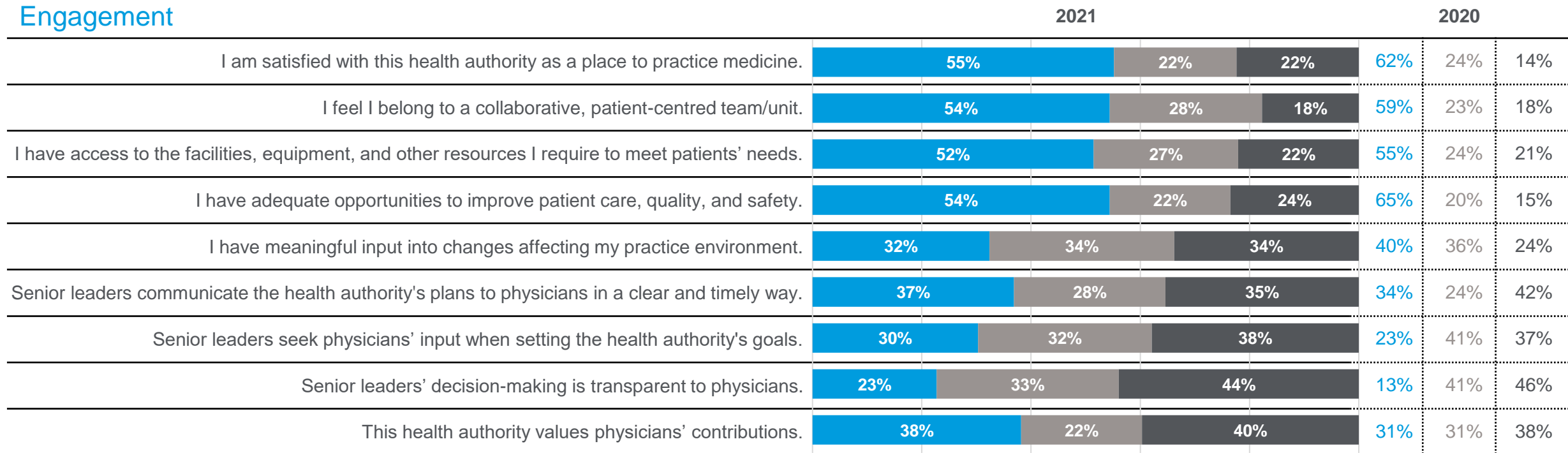
**New Question

■ Agree ■ Neutral ■ Disagree

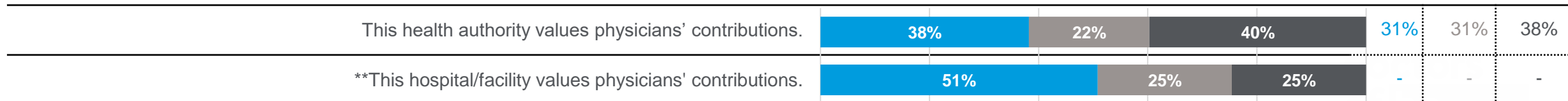
Fraser Northwest Division

68 Respondents 2021 | 71 Respondents 2020

Engagement



Value



**New Question

■ Agree ■ Neutral ■ Disagree

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

This hospital/facility takes effective action to prevent violence in the workplace.	59%	29%	12%	63%	25%	12%
This hospital/facility takes effective action to promote a healthy and safe workplace.	60%	23%	17%	64%	29%	7%
People treat each other with respect and consideration in our workplace.	85%	8%	8%	74%	20%	7%
I am able to reasonably balance the demands of work and personal life.	43%	19%	37%	52%	19%	29%
People from all backgrounds are treated fairly in our workplace.	71%	15%	14%	70%	22%	8%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	56%	35%	9%	55%	34%	11%

Trust

**Physicians and medical leaders trust one another in my health authority.	39%	39%	21%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	60%	32%	8%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			51%	32%	17%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	23%	59%	14%	27%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	61%	11%	28%	50%	17%	33%
I have adequate opportunities to improve patient care, quality, and safety.	54%	20%	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%	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%

Value

This health authority values physicians' contributions.	41%	27%	32%	35%	30%	35%
**This hospital/facility values physicians' contributions.	38%	32%	29%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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

This hospital/facility takes effective action to prevent violence in the workplace.	57%	37%	7%	73%	15%	12%
This hospital/facility takes effective action to promote a healthy and safe workplace.	52%	42%	6%	71%	18%	12%
People treat each other with respect and consideration in our workplace.	78%	14%	8%	72%	19%	8%
I am able to reasonably balance the demands of work and personal life.	56%	19%	25%	54%	24%	22%
People from all backgrounds are treated fairly in our workplace.	67%	22%	11%	61%	25%	14%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	68%	27%	6%	49%	34%	17%

Trust

**Physicians and medical leaders trust one another in my health authority.	39%	30%	30%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	41%	34%	25%	-	-	-

Physicians and medical leaders trust one another. **2020 Wording of the question – included for comparability** 58% 11% 31%

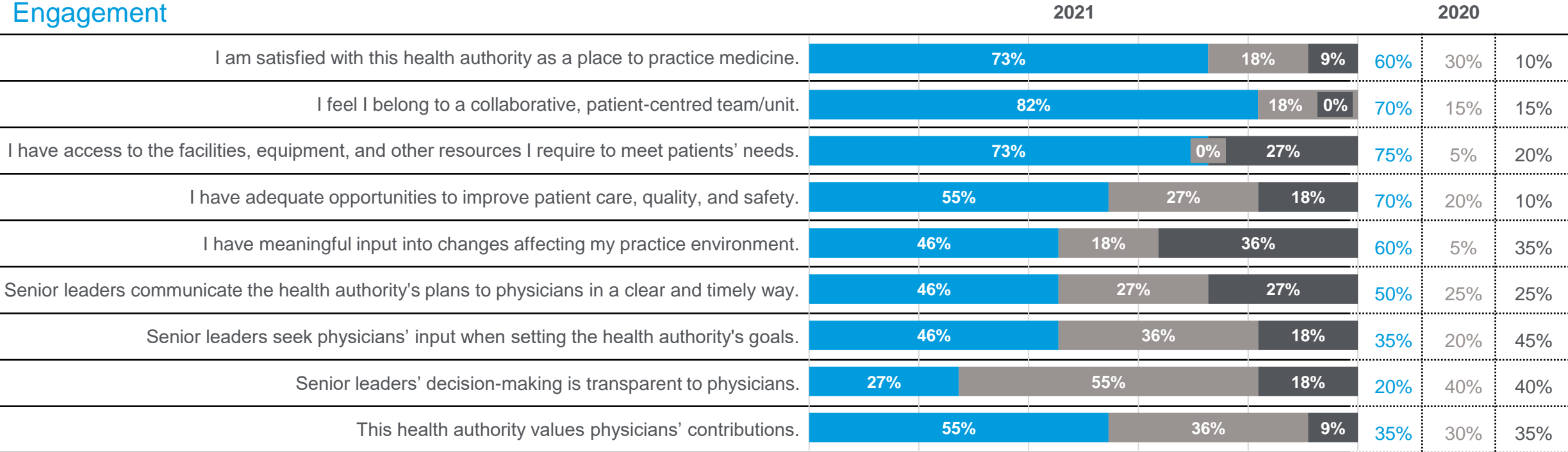
**New Question

■ Agree ■ Neutral ■ Disagree

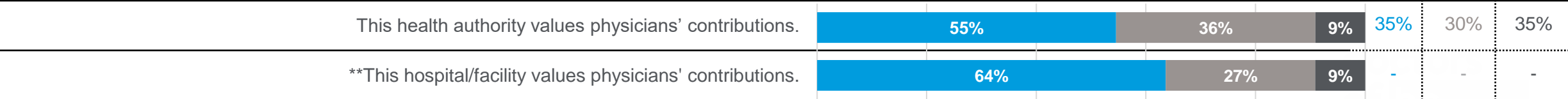
Mission Division

11 Respondents 2021 | 21 Respondents 2020

Engagement



Value



**New Question

■ Agree ■ Neutral ■ Disagree

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%	33%	13%	53%

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%	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 – included for comparability			75%	10%	15%

**New Question

■ Agree ■ Neutral ■ Disagree

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.	41%	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%	3%	18%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%
This 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%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	60%	23%	17%	61%	36%	4%

Trust

**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%	19%	9%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			66%	22%	13%

**New Question

■ Agree ■ Neutral ■ Disagree

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.	55%	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%

Value

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 ■ Disagree

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%	65%	16%	19%

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	43%	34%	23%	46%	26%	28%
This hospital/facility takes effective action to promote a healthy and safe workplace.	49%	28%	24%	46%	21%	33%
People treat each other with respect and consideration in our workplace.	63%	21%	17%	70%	17%	13%
I am able to reasonably balance the demands of work and personal life.	51%	20%	29%	40%	26%	35%
People from all backgrounds are treated fairly in our workplace.	63%	18%	19%	71%	18%	11%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	51%	25%	24%	48%	28%	24%

Trust

**Physicians and medical leaders trust one another in my health authority.	33%	37%	30%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	52%	28%	20%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			37%	37%	26%

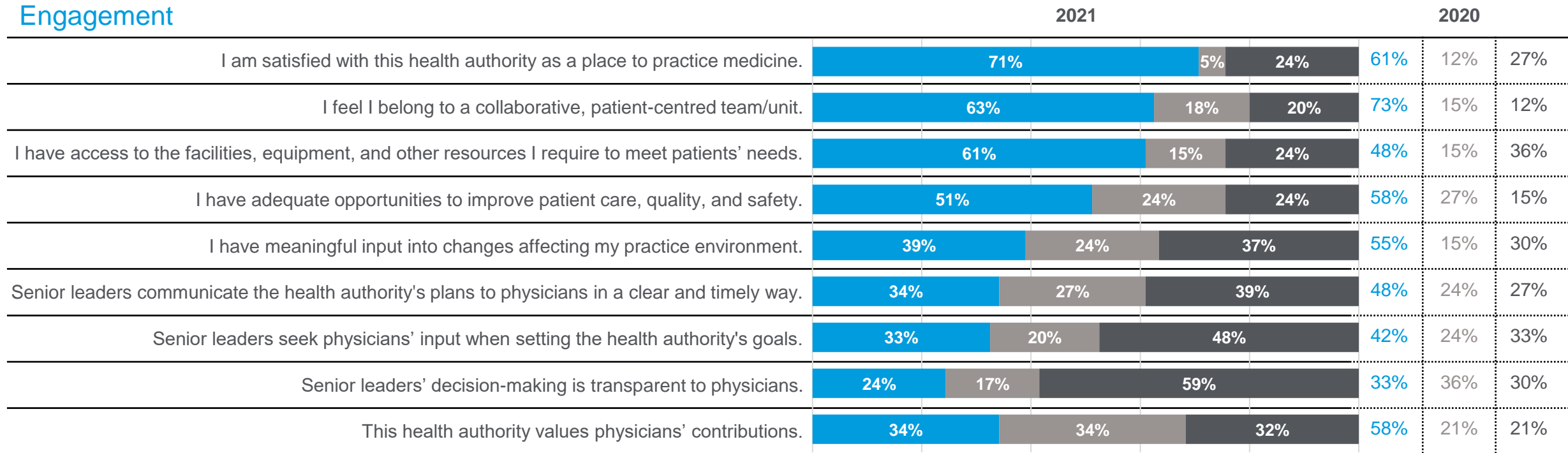
**New Question

■ Agree ■ Neutral ■ Disagree

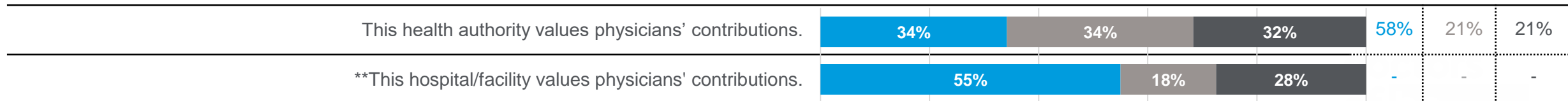
White Rock-South Surrey Division

31 Respondents 2021 | 33 Respondents 2020

Engagement



Value



**New Question

■ Agree ■ Neutral ■ Disagree

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%	61%	17%	22%

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	58%	36%	6%	71%	21%	7%
This hospital/facility takes effective action to promote a healthy and safe workplace.	50%	39%	11%	66%	21%	14%
People treat each other with respect and consideration in our workplace.	83%	18%	0%	86%	7%	7%
I am able to reasonably balance the demands of work and personal life.	58%	13%	30%	62%	17%	21%
People from all backgrounds are treated fairly in our workplace.	80%	18%	3%	83%	7%	10%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	53%	34%	13%	52%	35%	14%

Trust

**Physicians and medical leaders trust one another in my health authority.	32%	29%	39%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	64%	13%	23%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			62%	14%	24%

**New Question

■ Agree ■ Neutral ■ Disagree

Interior Health - Divisions of Family Practice

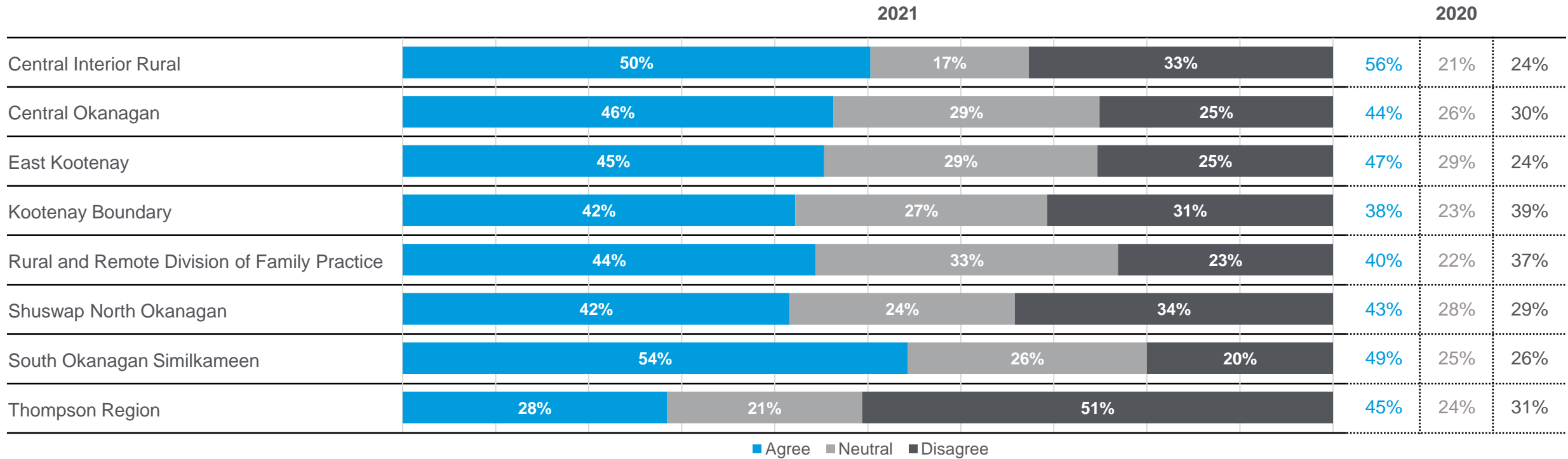
- Overall engagement averages by division
- Engagement trends
- Physicians Feeling Valued
- Physician Health and Safety
- Trust between Physicians and Medical Leaders

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 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)



* Sample Size too small to report

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%	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.	47%	24%	29%	64%	14%	21%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	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.	41%	18%	41%	50%	14%	36%
**This hospital/facility values physicians' contributions.	65%	6%	29%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	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%	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%

Trust

**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%

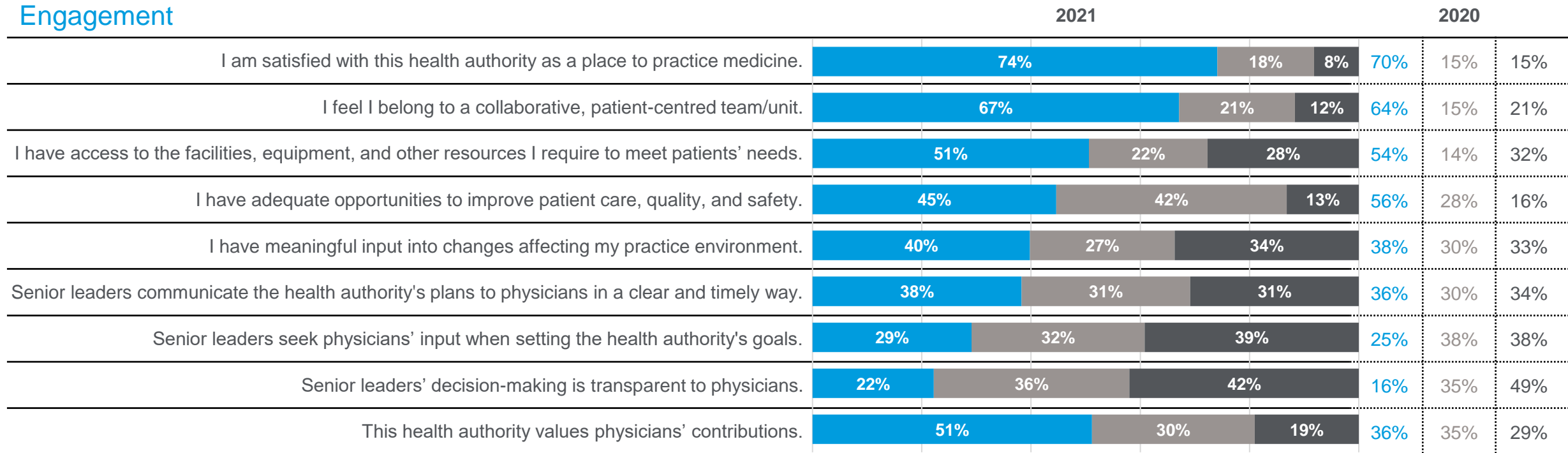
**New Question

■ Agree ■ Neutral ■ Disagree

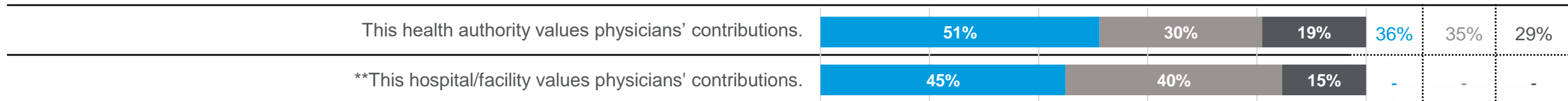
Central Okanagan Division

85 Respondents 2021 | 81 Respondents 2020

Engagement



Value



**New Question

■ Agree ■ Neutral ■ Disagree

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%	33%	14%	53%

Physical and Psychological Well-Being

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

Trust

**Physicians and medical leaders trust one another in my health authority.	48%	35%	17%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	55%	36%	9%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			44%	38%	18%

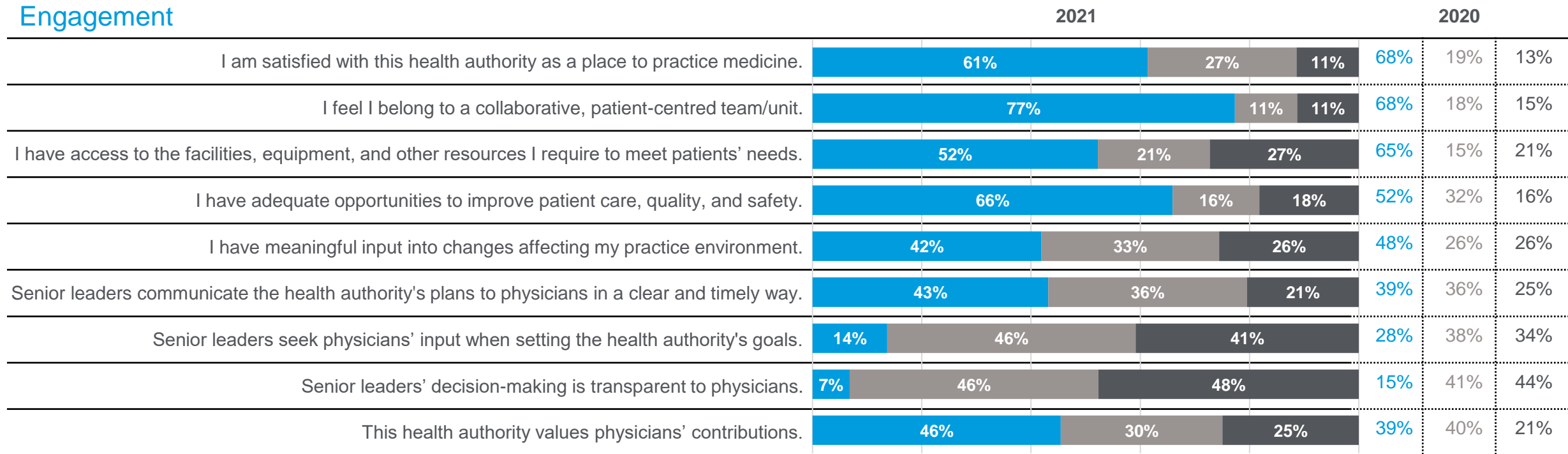
**New Question

■ Agree ■ Neutral ■ Disagree

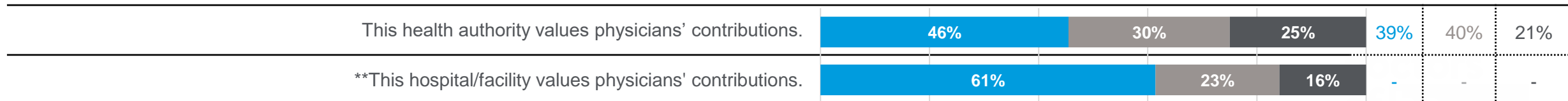
East Kootenay Division

44 Respondents 2021 | 62 Respondents 2020

Engagement



Value



**New Question

■ Agree ■ Neutral ■ Disagree

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%	51%	12%	37%

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%

Trust

**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 question – included for comparability			62%	20%	18%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	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%	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%	31%	42%	31%	26%	44%
Senior leaders' decision-making is transparent to physicians.	18%	29%	53%	8%	38%	54%
This health authority values physicians' contributions.	38%	31%	31%	41%	15%	44%

Value

This health authority values physicians' contributions.	38%	31%	31%	41%	15%	44%
**This hospital/facility values physicians' contributions.	66%	16%	18%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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.	82%	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%

Trust

**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 question – included for comparability			61%	11%	28%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	31%	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%	54%	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

■ Agree ■ Neutral ■ Disagree

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%	50%	13%	38%

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	69%	23%	8%	50%	33%	17%
This hospital/facility takes effective action to promote a healthy and safe workplace.	69%	15%	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%	39%	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 the question – included for comparability			58%	17%	25%

**New Question

■ Agree ■ Neutral ■ Disagree

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.	38%	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

■ Agree ■ Neutral ■ Disagree

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%	11%	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%

Trust

**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 question – included for comparability			41%	26%	32%

**New Question

■ Agree ■ Neutral ■ Disagree

South Okanagan Similkameen Division

45 Respondents 2021 | 38 Respondents 2020

Engagement

	2021			2020		
I am satisfied with this health authority as a place to practice medicine.	64%	20%	16%	76%	13%	11%
I feel I belong to a collaborative, patient-centred team/unit.	78%	9%	13%	71%	16%	13%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	78%	9%	13%	61%	21%	18%
I have adequate opportunities to improve patient care, quality, and safety.	67%	18%	16%	55%	29%	16%
I have meaningful input into changes affecting my practice environment.	56%	22%	22%	50%	21%	29%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	51%	29%	20%	41%	27%	32%
Senior leaders seek physicians' input when setting the health authority's goals.	31%	47%	22%	29%	34%	37%
Senior leaders' decision-making is transparent to physicians.	16%	49%	36%	14%	42%	44%
This health authority values physicians' contributions.	49%	29%	22%	43%	19%	38%

Value

This health authority values physicians' contributions.	49%	29%	22%	43%	19%	38%
**This hospital/facility values physicians' contributions.	56%	24%	20%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	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 question – included for comparability			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%	30%	11%
I feel I belong to a collaborative, patient-centred team/unit.	47%	17%	37%	66%	13%	21%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	42%	15%	43%	55%	19%	26%
I have adequate opportunities to improve patient care, quality, and safety.	40%	20%	40%	55%	32%	13%
I have meaningful input into changes affecting my practice environment.	32%	24%	44%	43%	19%	38%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	15%	24%	61%	36%	23%	40%
Senior leaders seek physicians' input when setting the health authority's goals.	10%	23%	67%	26%	32%	43%
Senior leaders' decision-making is transparent to physicians.	8%	22%	70%	17%	28%	55%
This health authority values physicians' contributions.	23%	27%	50%	43%	22%	35%

Value

This health authority values physicians' contributions.	23%	27%	50%	43%	22%	35%
**This hospital/facility values physicians' contributions.	38%	26%	36%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	50%	15%	35%

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	41%	43%	16%	63%	24%	13%
This hospital/facility takes effective action to promote a healthy and safe workplace.	33%	35%	33%	54%	22%	24%
People treat each other with respect and consideration in our workplace.	64%	15%	20%	71%	15%	15%
I am able to reasonably balance the demands of work and personal life.	52%	22%	27%	67%	14%	19%
People from all backgrounds are treated fairly in our workplace.	60%	28%	12%	69%	19%	12%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	32%	51%	18%	50%	38%	13%

Trust

**Physicians and medical leaders trust one another in my health authority.	25%	34%	41%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	45%	31%	24%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			52%	21%	26%

**New Question

■ Agree ■ Neutral ■ Disagree

Island Health - Divisions of Family Practice

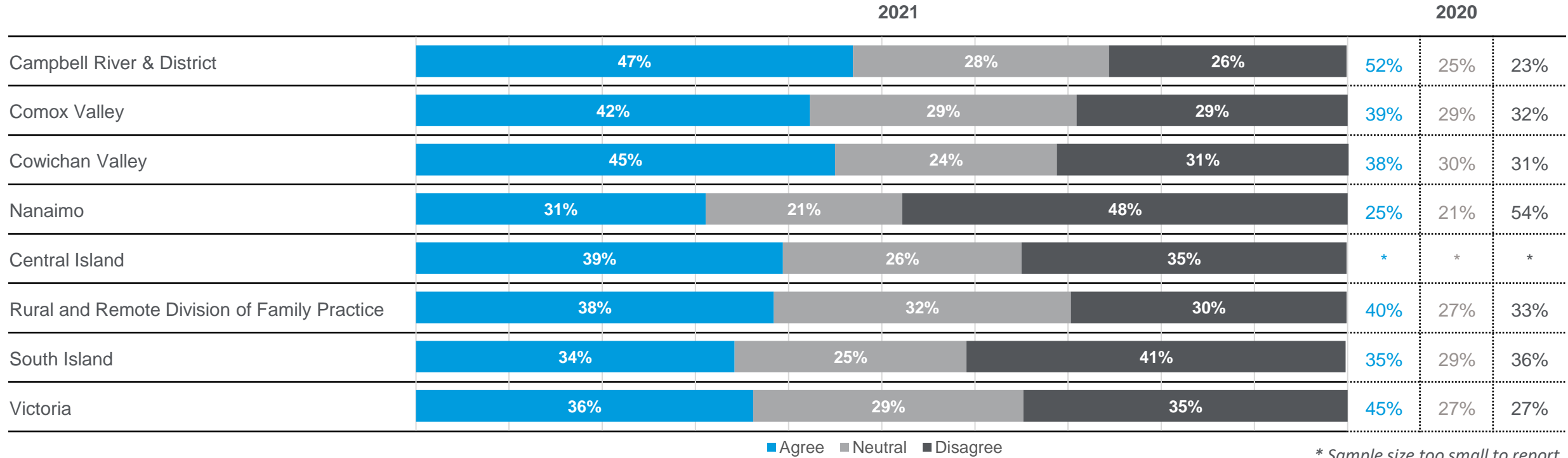
- Overall engagement averages by division
- Engagement trends
- Physicians Feeling Valued
- Physician Health and Safety
- Trust between Physicians and Medical Leaders

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 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)



* Sample size too small to report

Campbell River & District Division

27 Respondents 2021 | 23 Respondents 2020

Engagement

	2021			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%	19%	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.	22%	44%	33%	43%	30%	26%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	41%	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.	19%	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

■ Agree ■ Neutral ■ Disagree

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

This hospital/facility takes effective action to prevent violence in the workplace.	58%	39%	4%	80%	15%	5%
This hospital/facility takes effective action to promote a healthy and safe workplace.	56%	37%	7%	55%	20%	25%
People treat each other with respect and consideration in our workplace.	78%	15%	7%	76%	14%	10%
I am able to reasonably balance the demands of work and personal life.	56%	33%	11%	62%	10%	29%
People from all backgrounds are treated fairly in our workplace.	70%	22%	7%	70%	25%	5%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	44%	33%	22%	60%	30%	10%

Trust

**Physicians and medical leaders trust one another in my health authority.	15%	65%	19%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	54%	31%	15%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			50%	30%	20%

**New Question

■ Agree ■ Neutral ■ Disagree

Comox Valley Division

46 Respondents 2021 | 41 Respondents 2020

Engagement

	2021			2020		
I am satisfied with this health authority as a place to practice medicine.	63%	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%	37%	26%	41%	26%	33%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	40%	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%	42%	11%	42%	47%
This health authority values physicians' contributions.	40%	27%	33%	23%	44%	33%

Value

This health authority values physicians' contributions.	40%	27%	33%	23%	44%	33%
**This hospital/facility values physicians' contributions.	49%	27%	24%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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

This hospital/facility takes effective action to prevent violence in the workplace.	58%	35%	8%	51%	43%	6%
This hospital/facility takes effective action to promote a healthy and safe workplace.	45%	40%	15%	49%	40%	11%
People treat each other with respect and consideration in our workplace.	65%	16%	19%	60%	29%	12%
I am able to reasonably balance the demands of work and personal life.	55%	11%	34%	56%	26%	18%
People from all backgrounds are treated fairly in our workplace.	63%	24%	12%	62%	27%	11%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	38%	53%	10%	41%	44%	15%

Trust

**Physicians and medical leaders trust one another in my health authority.	42%	37%	22%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	55%	31%	14%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			42%	36%	22%

**New Question

■ Agree ■ Neutral ■ Disagree

Cowichan Valley Division

37 Respondents 2021 | 33 Respondents 2020

Engagement

	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%	11%	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%	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%

Value

This health authority values physicians' contributions.	43%	27%	30%	39%	30%	30%
**This hospital/facility values physicians' contributions.	46%	30%	24%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	57%	4%	39%

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%	41%	19%	62%	14%	24%
People treat each other with respect and consideration in our workplace.	76%	16%	8%	72%	17%	10%
I am able to reasonably balance the demands of work and personal life.	35%	24%	41%	48%	17%	35%
People from all backgrounds are treated fairly in our workplace.	54%	14%	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%

Trust

**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 Wording of the question – included for comparability			43%	32%	25%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	23%	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

■ Agree ■ Neutral ■ Disagree

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%	47%	19%	33%

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.	45%	33%	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%	32%	46%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	38%	30%	32%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			27%	31%	42%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	*	*	*

Value

This health authority values physicians' contributions.	29%	29%	41%	*	*	*
**This hospital/facility values physicians' contributions.	41%	18%	41%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

* Sample size too small to report

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

This hospital/facility takes effective action to prevent violence in the workplace.	53%	20%	27%	*	*	*
This hospital/facility takes effective action to promote a healthy and safe workplace.	60%	13%	27%	*	*	*
People treat each other with respect and consideration in our workplace.	65%	18%	18%	*	*	*
I am able to reasonably balance the demands of work and personal life.	59%	12%	29%	*	*	*
People from all backgrounds are treated fairly in our workplace.	77%	6%	18%	*	*	*
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	50%	25%	25%	*	*	*

Trust

**Physicians and medical leaders trust one another in my health authority.	47%	24%	29%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	59%	12%	29%	-	-	-

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

**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.	46%	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%	25%	38%	37%	19%	44%
I have adequate opportunities to improve patient care, quality, and safety.	50%	29%	21%	56%	19%	26%
I have meaningful input into changes affecting my practice environment.	29%	38%	33%	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%	33%	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%	33%	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

■ Agree ■ Neutral ■ Disagree

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 – included for comparability			33%	33%	33%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	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%	18%	39%	55%	20%	25%
I have adequate opportunities to improve patient care, quality, and safety.	43%	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%	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%	7%	25%	68%
This health authority values physicians' contributions.	31%	26%	43%	17%	42%	42%

Value

This health authority values physicians' contributions.	31%	26%	43%	17%	42%	42%
**This hospital/facility values physicians' contributions.	58%	19%	23%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	32%	17%	51%

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%	30%	21%	56%	30%	14%
People treat each other with respect and consideration in our workplace.	77%	13%	10%	77%	17%	6%
I am able to reasonably balance the demands of work and personal life.	44%	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 Wording of the question – included for comparability			42%	31%	27%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	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.	34%	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 ■ Disagree

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%	51%	12%	38%

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%	13%	75%	17%	8%
I am able to reasonably balance the demands of work and personal life.	42%	20%	38%	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%

Trust

**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 – included for comparability			46%	28%	27%

**New Question

■ Agree ■ Neutral ■ Disagree

Northern Health - Divisions of Family Practice

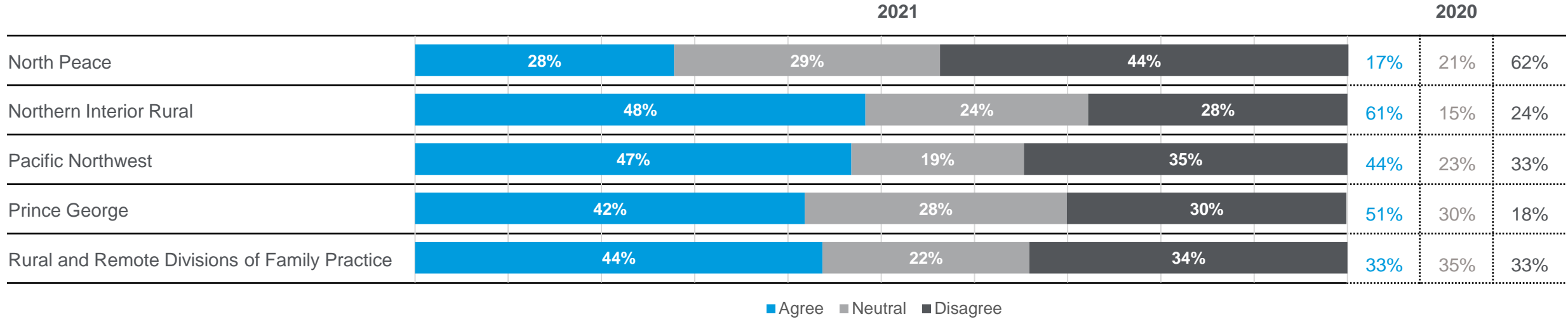
- Overall engagement averages by division
- Engagement trends
- Physicians Feeling Valued
- Physician Health and Safety
- Trust between Physicians and Medical Leaders

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 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)



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.	44%	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%	44%	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.	0%	38%	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

■ Agree ■ Neutral ■ Disagree

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%	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%	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%

Trust

**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 Wording of the question – included for comparability			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%	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.	58%	27%	15%	67%	19%	14%
**This hospital/facility values physicians' contributions.	62%	19%	19%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	63%	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%	27%	15%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			60%	30%	10%

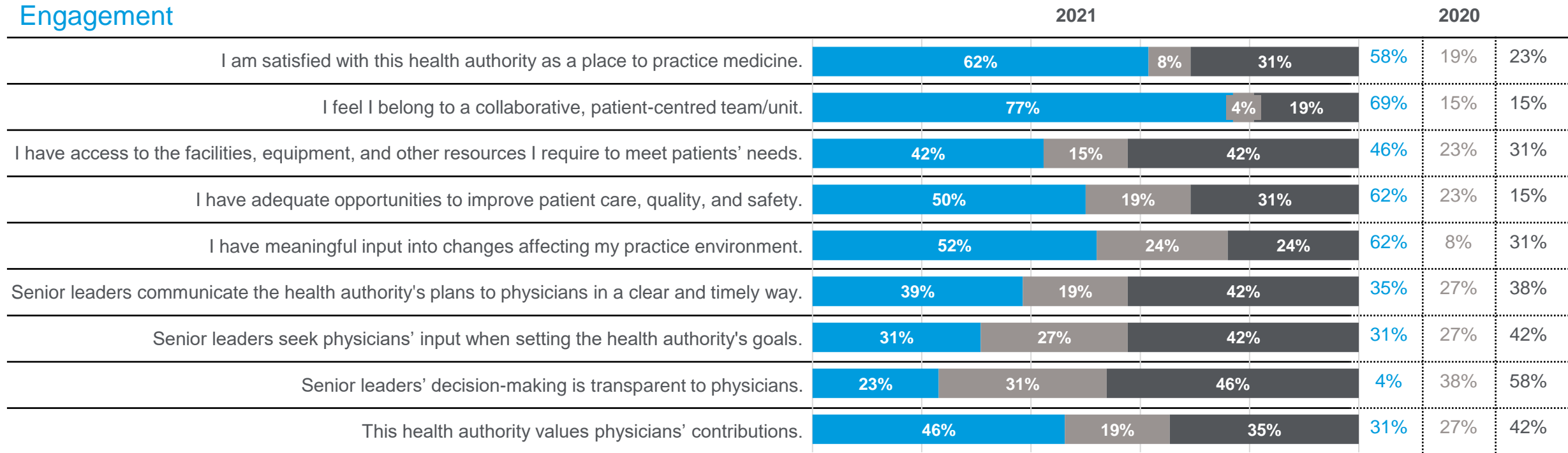
**New Question

■ Agree ■ Neutral ■ Disagree

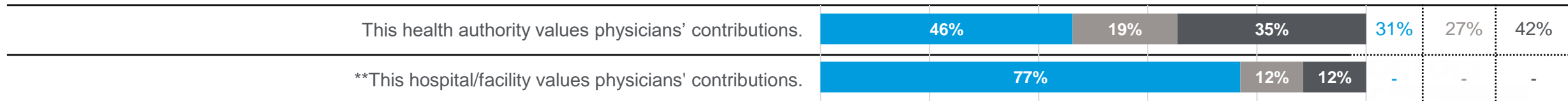
Pacific Northwest Division

27 Respondents 2021 | 26 Respondents 2020

Engagement



Value



**New Question

■ Agree ■ Neutral ■ Disagree

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.	81%	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).	40%	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 Wording of the question – included for 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%	17%	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%

Value

This health authority values physicians' contributions.	43%	30%	27%	57%	36%	7%
**This hospital/facility values physicians' contributions.	50%	27%	23%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	33%	27%	40%

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	60%	27%	13%	74%	13%	13%
This hospital/facility takes effective action to promote a healthy and safe workplace.	43%	20%	37%	52%	26%	22%
People treat each other with respect and consideration in our workplace.	60%	23%	17%	63%	25%	13%
I am able to reasonably balance the demands of work and personal life.	37%	27%	37%	63%	25%	13%
People from all backgrounds are treated fairly in our workplace.	53%	20%	27%	67%	8%	25%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	40%	33%	27%	52%	35%	13%

Trust

**Physicians and medical leaders trust one another in my health authority.	37%	37%	27%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	53%	27%	20%	-	-	-

Physicians and medical leaders trust one another. **2020 Wording of the question – included for comparability** 52% 22% 26%

**New Question

■ Agree ■ Neutral ■ Disagree

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.	53%	20%	27%	46%	31%	23%
I have adequate opportunities to improve patient care, quality, and safety.	47%	33%	20%	38%	38%	23%
I have meaningful input into changes affecting my practice environment.	53%	13%	33%	17%	67%	17%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	33%	20%	47%	15%	23%	62%
Senior leaders seek physicians' input when setting the health authority's goals.	27%	20%	53%	15%	31%	54%
Senior leaders' decision-making is transparent to physicians.	27%	20%	53%	8%	15%	77%
This health authority values physicians' contributions.	33%	33%	33%	15%	69%	15%

Value

This health authority values physicians' contributions.	33%	33%	33%	15%	69%	15%
**This hospital/facility values physicians' contributions.	67%	13%	20%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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

This hospital/facility takes effective action to prevent violence in the workplace.	40%	47%	13%	54%	23%	23%
This hospital/facility takes effective action to promote a healthy and safe workplace.	33%	60%	7%	54%	15%	31%
People treat each other with respect and consideration in our workplace.	80%	13%	7%	54%	31%	15%
I am able to reasonably balance the demands of work and personal life.	60%	0%	40%	62%	23%	15%
People from all backgrounds are treated fairly in our workplace.	60%	33%	7%	46%	39%	15%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	43%	43%	14%	46%	31%	23%

Trust

**Physicians and medical leaders trust one another in my health authority.	40%	20%	40%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	67%	13%	20%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			46%	23%	31%

**New Question

■ Agree ■ Neutral ■ Disagree

Vancouver Coastal Health - Divisions of Family Practice

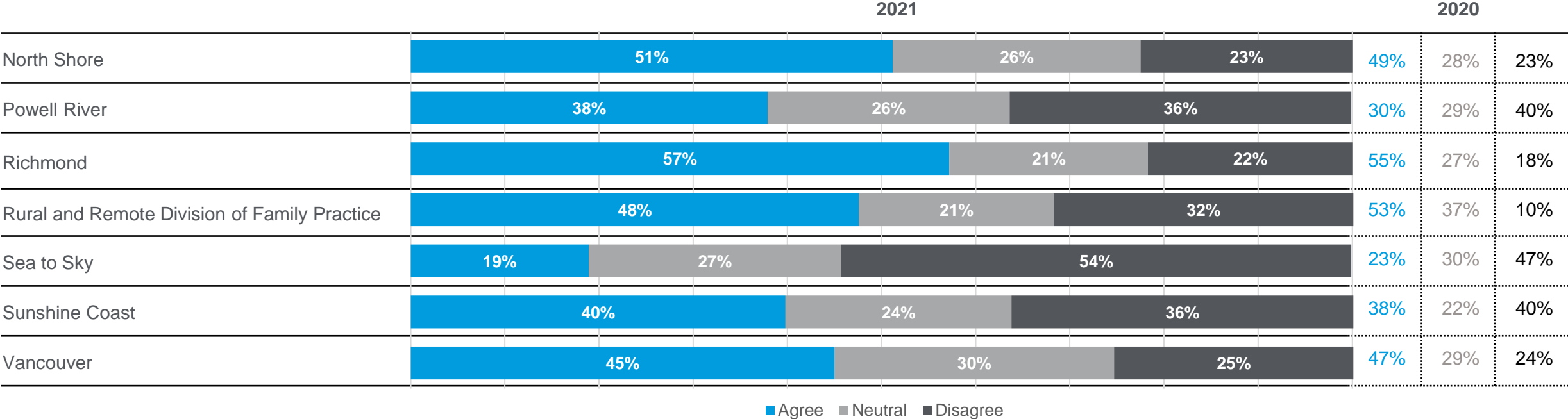
- Overall engagement averages by division
- Engagement trends
- Physicians Feeling Valued
- Physician Health and Safety
- Trust between Physicians and Medical Leaders

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 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)



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.	71%	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

■ Agree ■ Neutral ■ Disagree

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

This hospital/facility takes effective action to prevent violence in the workplace.	65%	33%	2%	56%	41%	3%
This hospital/facility takes effective action to promote a healthy and safe workplace.	62%	35%	4%	61%	32%	7%
People treat each other with respect and consideration in our workplace.	80%	18%	2%	80%	18%	2%
I am able to reasonably balance the demands of work and personal life.	43%	18%	39%	46%	23%	31%
People from all backgrounds are treated fairly in our workplace.	79%	14%	7%	71%	23%	7%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	58%	34%	8%	45%	40%	15%

Trust

**Physicians and medical leaders trust one another in my health authority.	59%	33%	9%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	60%	33%	7%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			42%	40%	19%

**New Question

■ Agree ■ Neutral ■ Disagree

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.	41%	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.	6%	31%	63%	9%	18%	73%
Senior leaders' decision-making is transparent to physicians.	0%	35%	65%	0%	27%	73%
This health authority values physicians' contributions.	47%	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

■ Agree ■ Neutral ■ Disagree

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%	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%	25%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	53%	29%	18%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			73%	9%	18%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	13%	11%	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%

Value

This health authority values physicians' contributions.	53%	28%	19%	46%	42%	13%
**This hospital/facility values physicians' contributions.	49%	32%	19%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	22%	44%	6%	50%

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	52%	42%	6%	65%	35%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	57%	37%	6%	75%	18%	7%
People treat each other with respect and consideration in our workplace.	75%	24%	2%	73%	20%	7%
I am able to reasonably balance the demands of work and personal life.	61%	16%	23%	62%	13%	24%
People from all backgrounds are treated fairly in our workplace.	77%	14%	9%	67%	20%	13%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	51%	37%	12%	52%	41%	7%

Trust

**Physicians and medical leaders trust one another in my health authority.	47%	36%	17%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	57%	28%	16%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			51%	33%	16%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	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%	22%	44%	33%
This health authority values physicians' contributions.	43%	43%	14%	78%	22%	0%

Value

This health authority values physicians' contributions.	43%	43%	14%	78%	22%	0%
**This hospital/facility values physicians' contributions.	86%	14%	0%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	17%	43%	14%	43%

Physical and Psychological Well-Being

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

Trust

**Physicians and medical leaders trust one another in my health authority.	43%	14%	43%	-	-	-
**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 question – included for comparability** 89% 11% 0%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	41%	41%	36%	43%	21%
I feel I belong to a collaborative, patient-centred team/unit.	37%	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.	8%	19%	73%	7%	29%	64%
Senior leaders' decision-making is transparent to physicians.	4%	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%	33%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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%	38%	13%	50%

Physical and Psychological Well-Being

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

Trust

**Physicians and medical leaders trust one another in my health authority.	26%	15%	59%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	59%	19%	22%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			23%	54%	23%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	32%	32%	43%	24%	33%
Senior leaders seek physicians' input when setting the health authority's goals.	37%	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%	16%	47%	24%	33%	43%

Value

This health authority values physicians' contributions.	37%	16%	47%	4%	21%	75%
**This hospital/facility values physicians' contributions.	47%	21%	32%	7%	11%	82%

**New Question

■ Agree ■ Neutral ■ Disagree

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

This hospital/facility takes effective action to prevent violence in the workplace.	42%	21%	37%	45%	15%	40%
This hospital/facility takes effective action to promote a healthy and safe workplace.	26%	32%	42%	33%	38%	29%
People treat each other with respect and consideration in our workplace.	74%	16%	11%	67%	14%	19%
I am able to reasonably balance the demands of work and personal life.	37%	26%	37%	43%	19%	38%
People from all backgrounds are treated fairly in our workplace.	63%	21%	16%	86%	5%	10%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	22%	39%	39%	38%	19%	43%

Trust

**Physicians and medical leaders trust one another in my health authority.	37%	26%	37%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	63%	16%	21%	-	-	-

Physicians and medical leaders trust one another. **2020 Wording of the question – included for comparability** 33% 33% 33%

**New Question

■ Agree ■ Neutral ■ Disagree

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%	31%	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%	27%	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

■ Agree ■ Neutral ■ Disagree

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

This hospital/facility takes effective action to prevent violence in the workplace.	60%	32%	8%	56%	29%	15%
This hospital/facility takes effective action to promote a healthy and safe workplace.	60%	30%	10%	62%	24%	14%
People treat each other with respect and consideration in our workplace.	82%	12%	7%	75%	18%	7%
I am able to reasonably balance the demands of work and personal life.	42%	22%	36%	51%	20%	30%
People from all backgrounds are treated fairly in our workplace.	69%	19%	12%	68%	20%	12%
My hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	53%	37%	11%	48%	36%	16%

Trust

**Physicians and medical leaders trust one another in my health authority.	41%	44%	15%	-	-	-
**Physicians and medical leaders trust one another in my hospital/facility.	49%	41%	10%	-	-	-
Physicians and medical leaders trust one another.	2020 Wording of the question – included for comparability			50%	30%	20%

**New Question

■ Agree ■ Neutral ■ Disagree

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.	53%	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%	28%	33%	40%
Senior leaders' decision-making is transparent to physicians.	19%	34%	47%	17%	35%	48%
This health authority values physicians' contributions.	40%	30%	31%	35%	35%	29%
Average	43%	26%	31%	44%	27%	29%

Value

This health authority values physicians' contributions.	40%	30%	31%	35%	35%	29%
**This hospital/facility values physicians' contributions.	51%	26%	23%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

Provincial Averages - Specialists

Engagement

	2021			2020		
I am satisfied with this health authority as a place to practice medicine.	59%	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

■ Agree ■ Neutral ■ Disagree

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%	29%	53%	19%	28%
I have adequate opportunities to improve patient care, quality, and safety.	51%	25%	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.	19%	35%	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

■ Agree ■ Neutral ■ Disagree

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%	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.	17%	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

■ Agree ■ Neutral ■ Disagree

Provincial Averages - Rural Based

Engagement

	2021			2020		
I am satisfied with this health authority as a place to practice medicine.	56%	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%	27%	36%	43%	26%	32%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	35%	30%	36%	33%	28%	39%
Senior leaders seek physicians' input when setting the health authority's goals.	27%	27%	46%	27%	30%	43%
Senior leaders' decision-making is transparent to physicians.	18%	32%	50%	15%	33%	52%
This health authority values physicians' contributions.	38%	29%	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

■ Agree ■ Neutral ■ Disagree

Provincial Averages - Urban Based

Engagement

	2021			2020		
I am satisfied with this health authority as a place to practice medicine.	61%	18%	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.	18%	31%	50%	17%	31%	52%
This health authority values physicians' contributions.	37%	29%	34%	34%	33%	34%
Average	42%	25%	34%	43%	25%	32%

Value

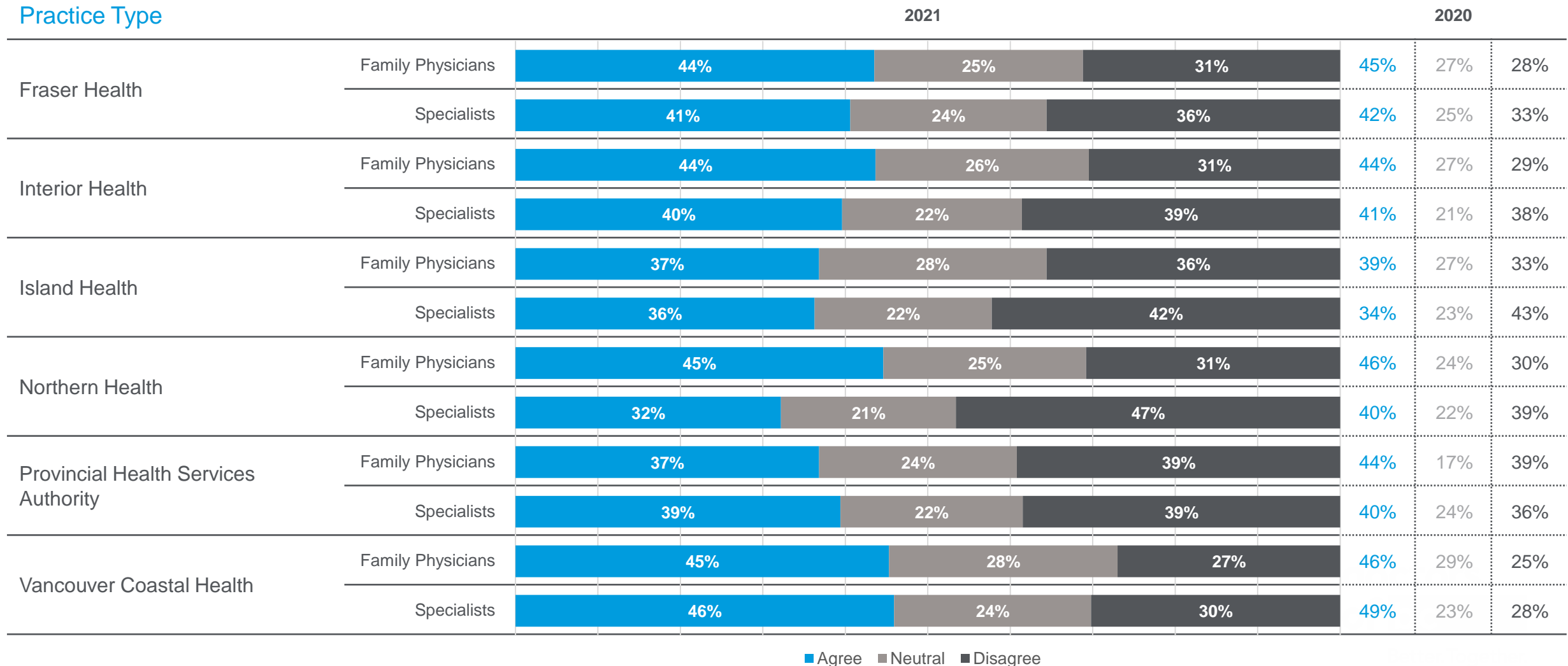
This health authority values physicians' contributions.	37%	29%	34%	34%	33%	34%
**This hospital/facility values physicians' contributions.	49%	25%	26%	-	-	-

**New Question

■ Agree ■ Neutral ■ Disagree

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

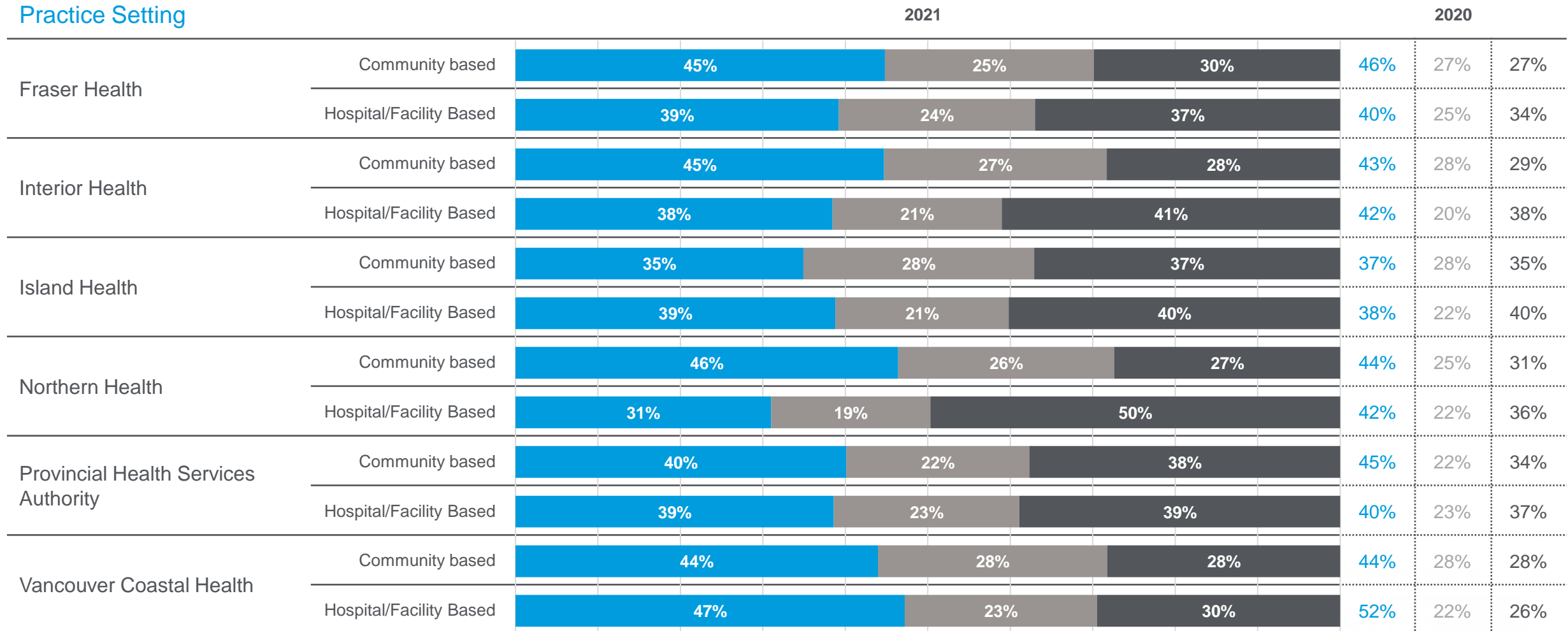
The following charts provide the overall average of the same nine engagement questions asked in previous years.



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

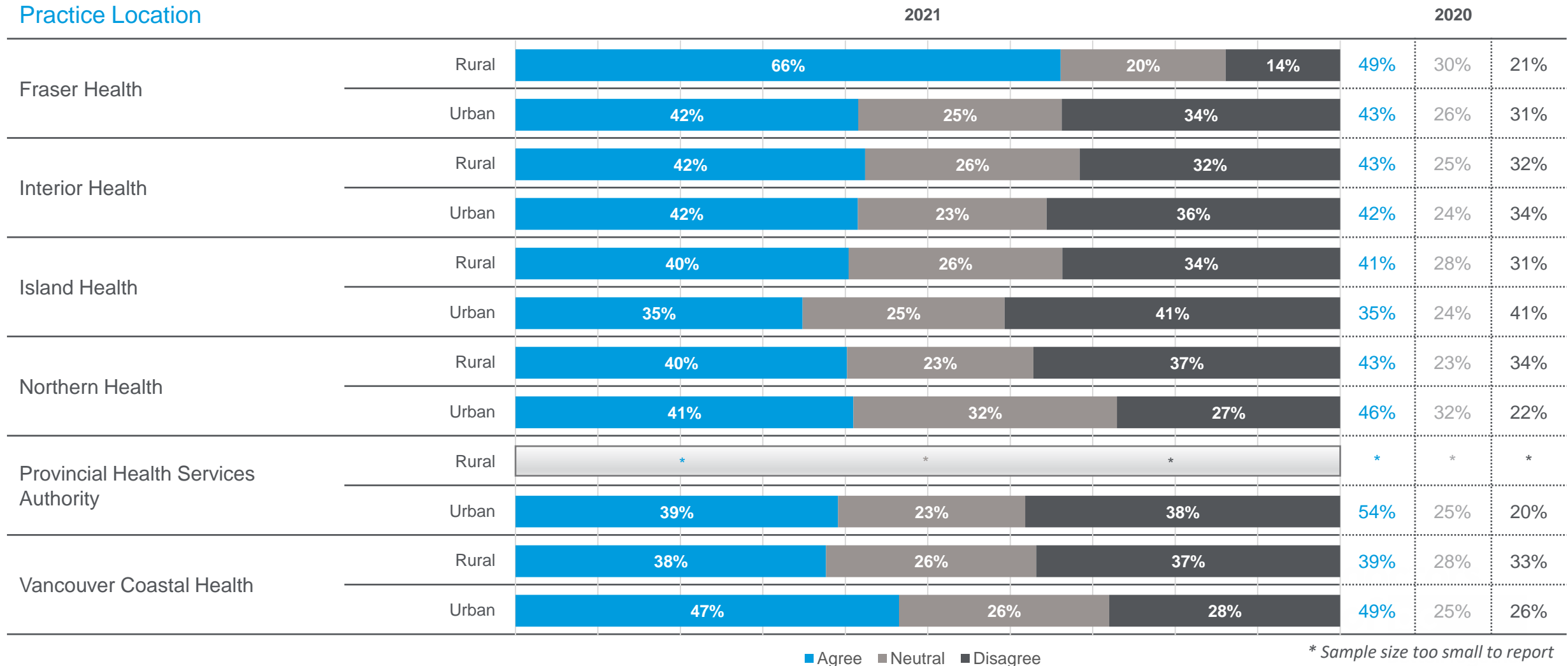


■ Agree ■ Neutral ■ Disagree

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



■ Agree ■ Neutral ■ Disagree

* Sample size too small to report

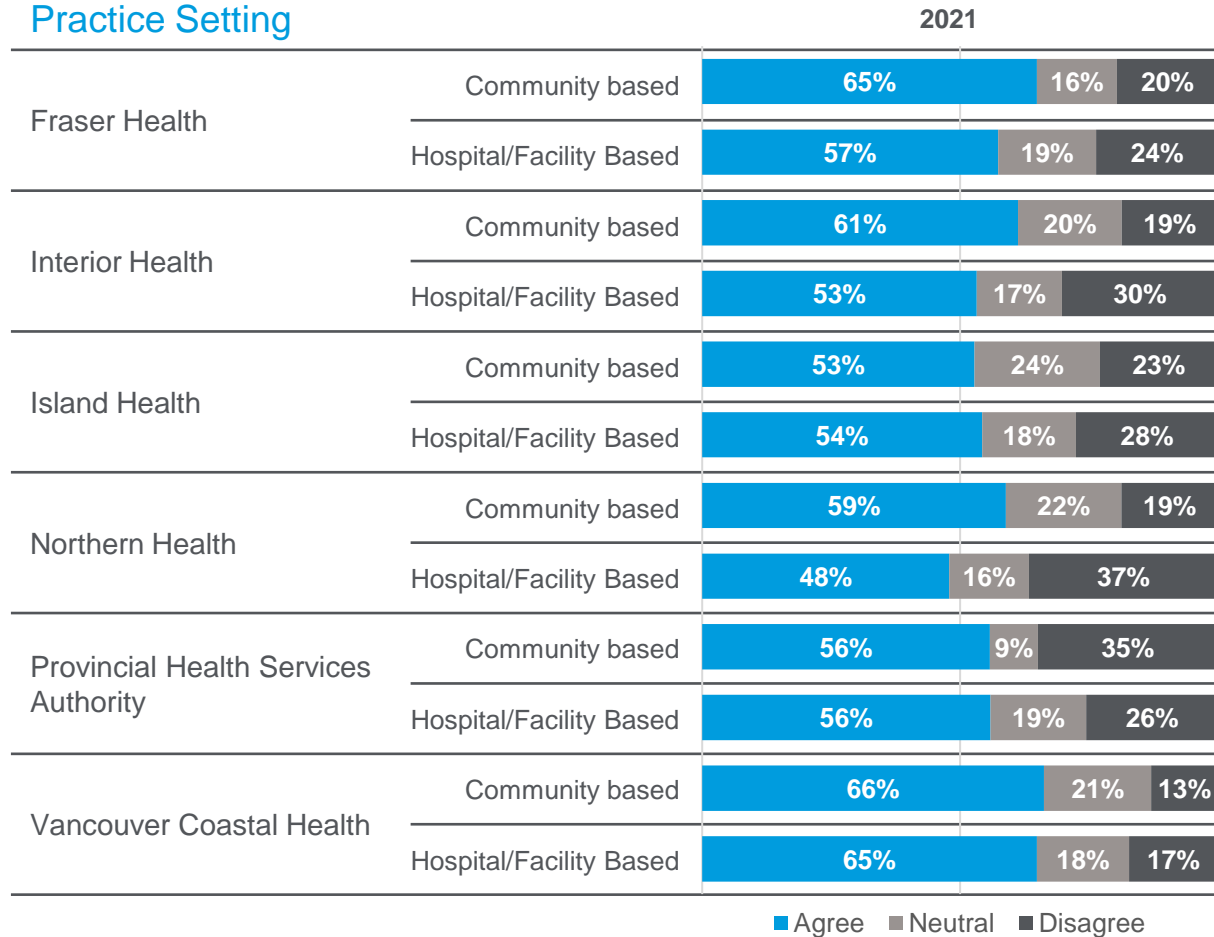
Engagement Questions by Group and Region

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

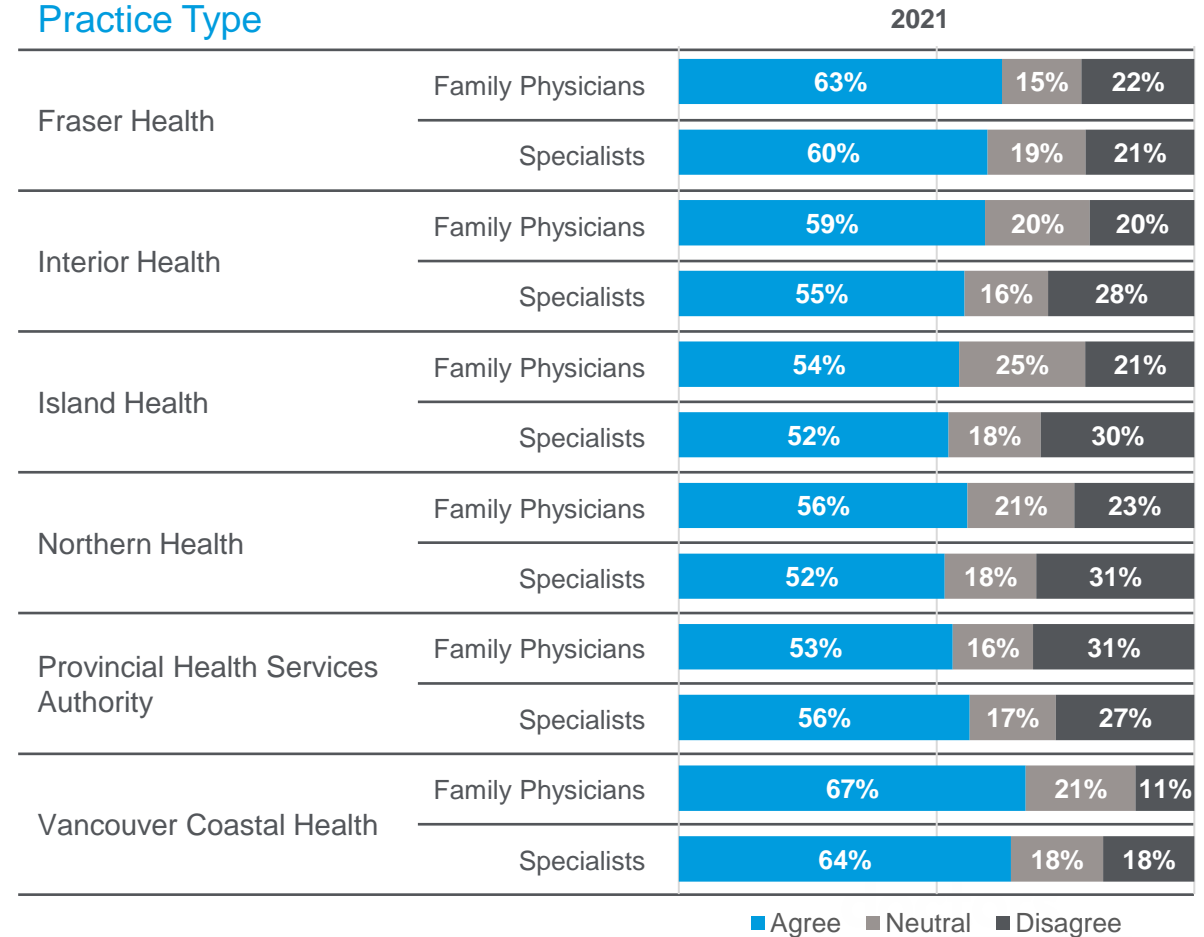
Survey Questions by Group

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

Practice Setting



Practice Type



Survey Questions by Group

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

Practice Setting

2021

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

■ Agree ■ Neutral ■ Disagree

Practice Type

2020

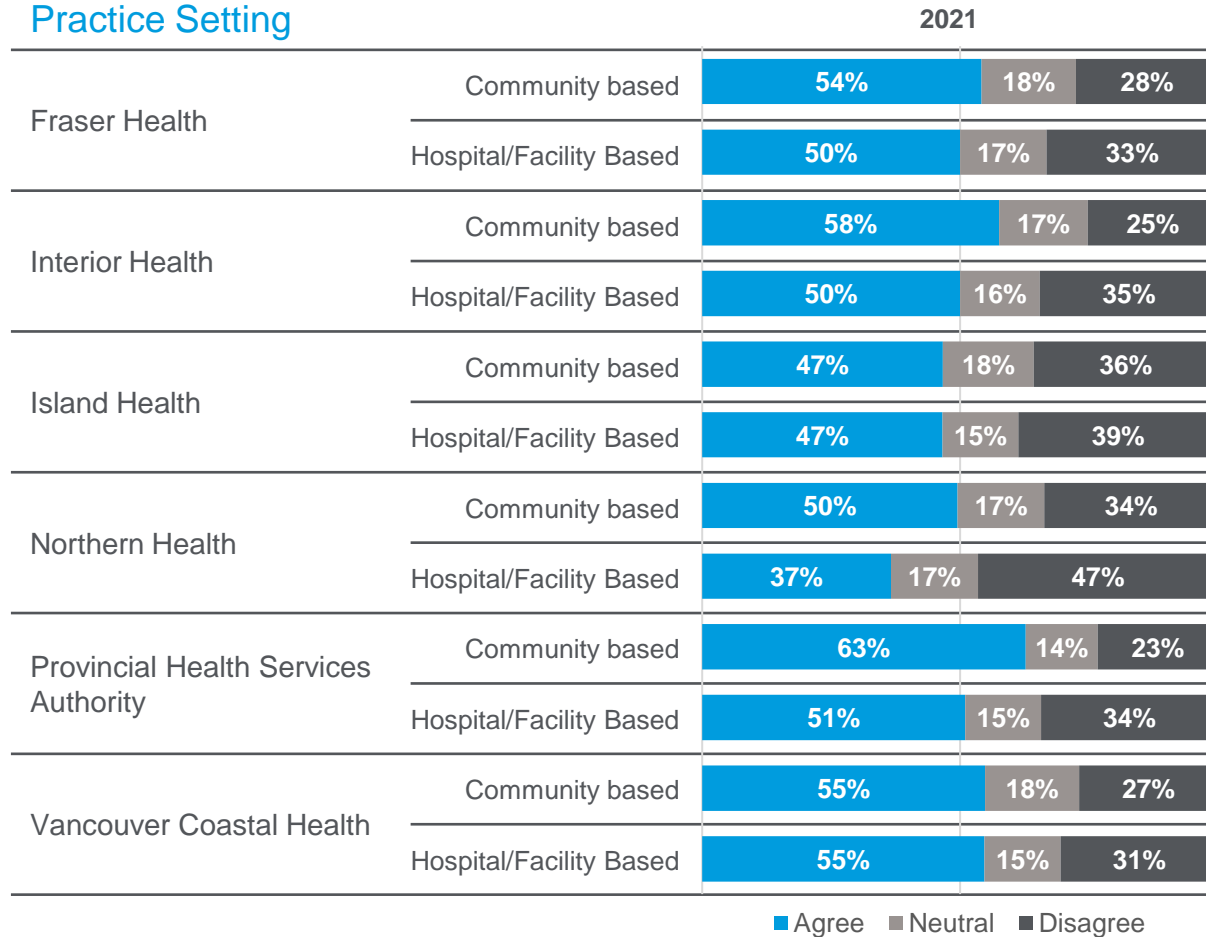
Health Authority	Practice Type	Agree	Neutral	Disagree
Fraser Health	Family Physicians	58%	20%	22%
	Specialists	63%	17%	20%
Interior Health	Family Physicians	64%	17%	19%
	Specialists	59%	14%	26%
Island Health	Family Physicians	56%	20%	24%
	Specialists	65%	10%	25%
Northern Health	Family Physicians	64%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

■ Agree ■ Neutral ■ Disagree

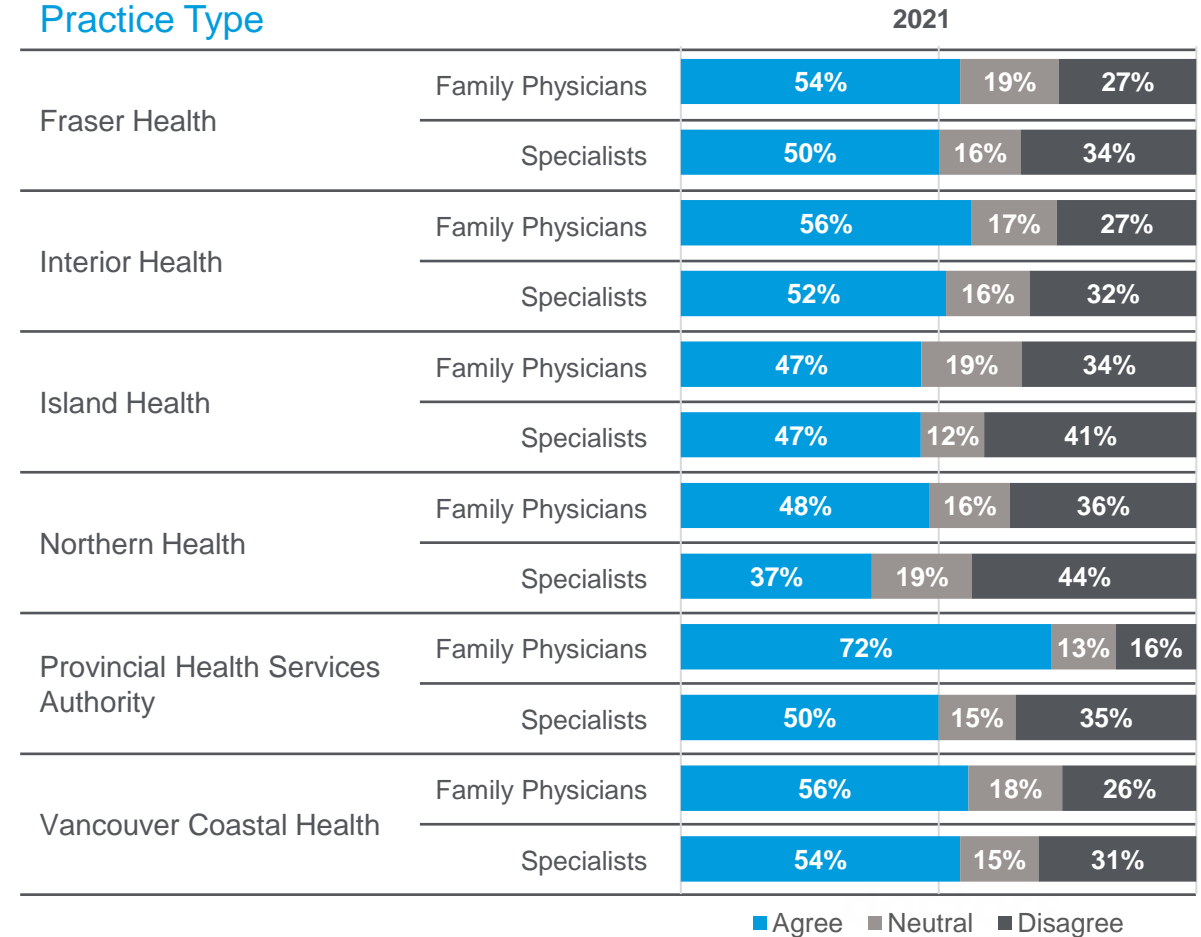
Survey Questions by Group

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

Practice Setting



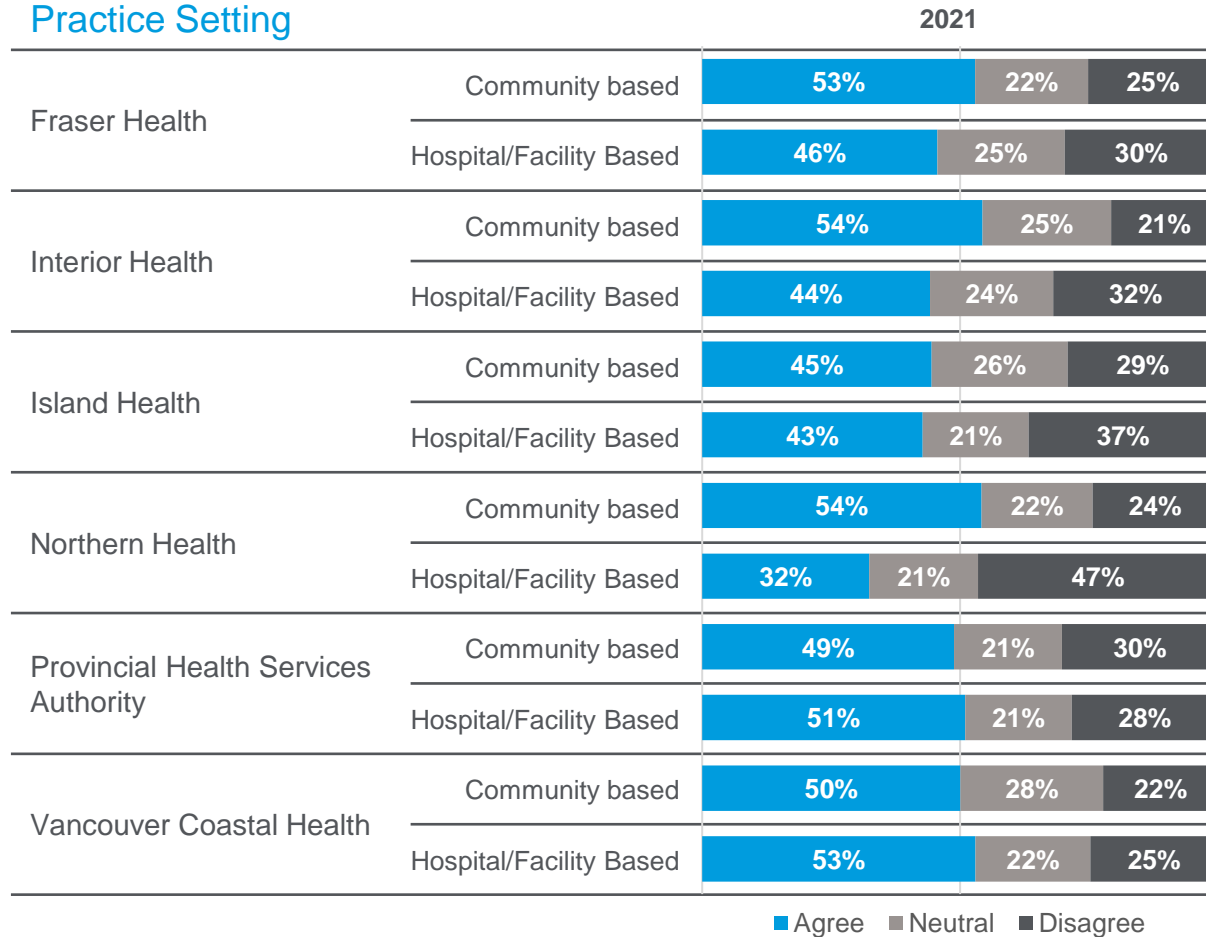
Practice Type



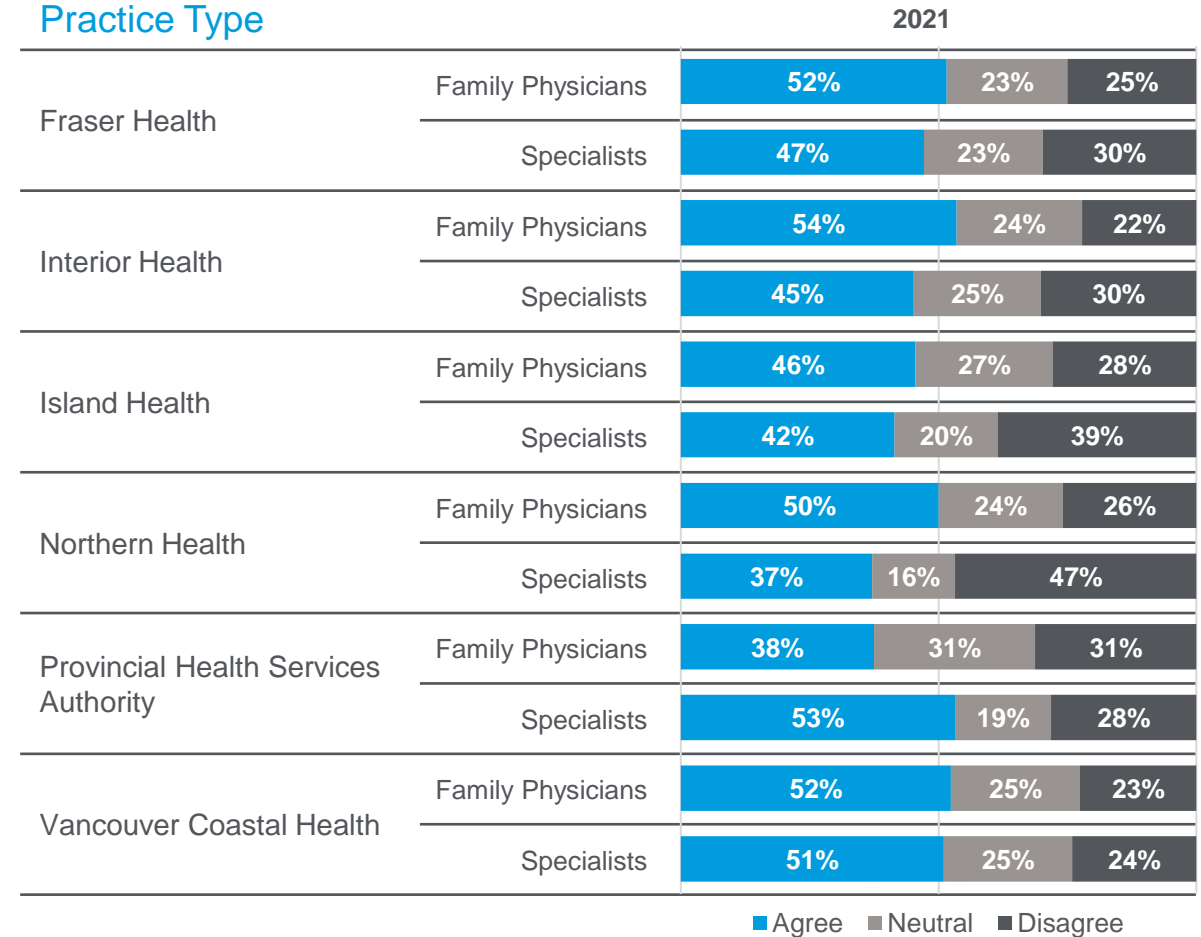
Survey Questions by Group

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

Practice Setting



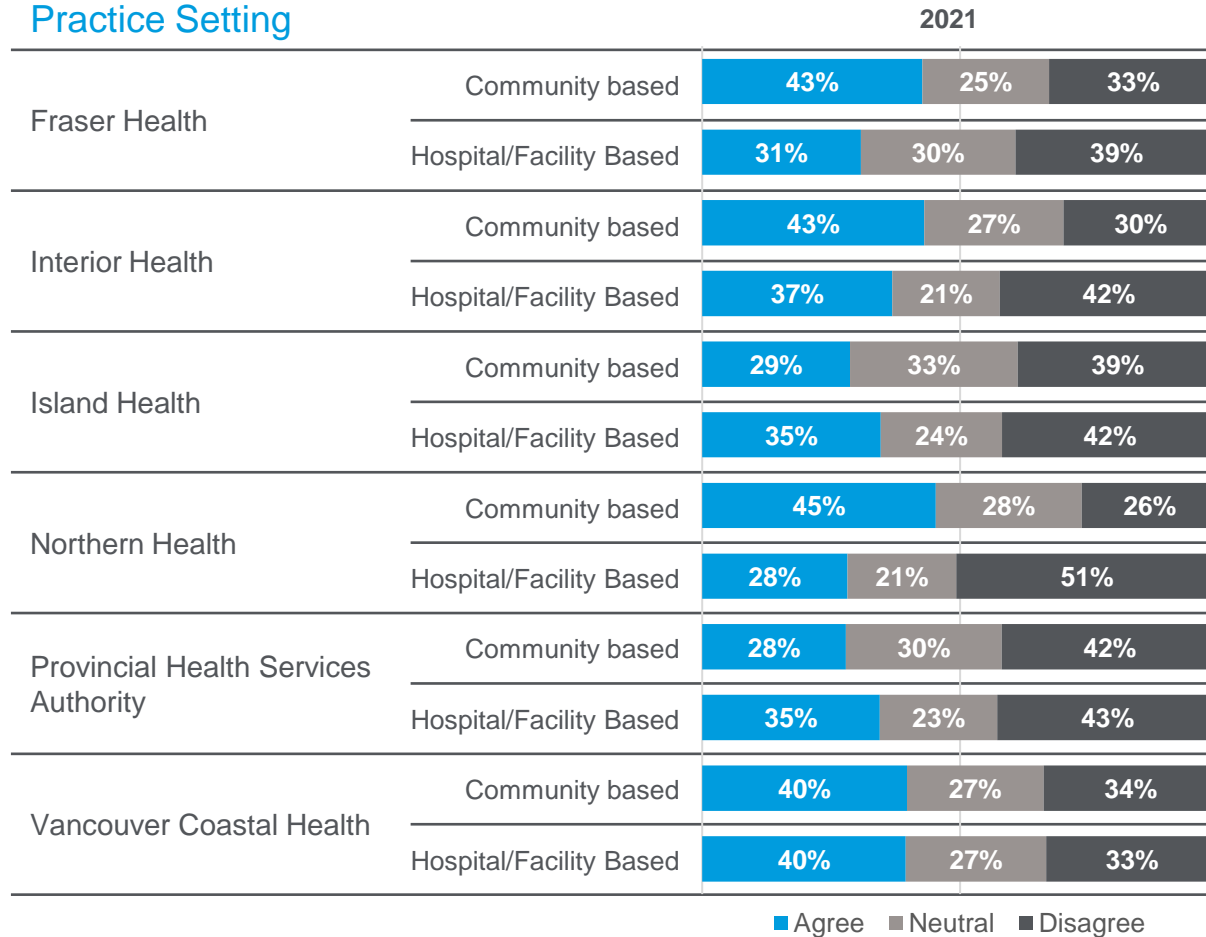
Practice Type



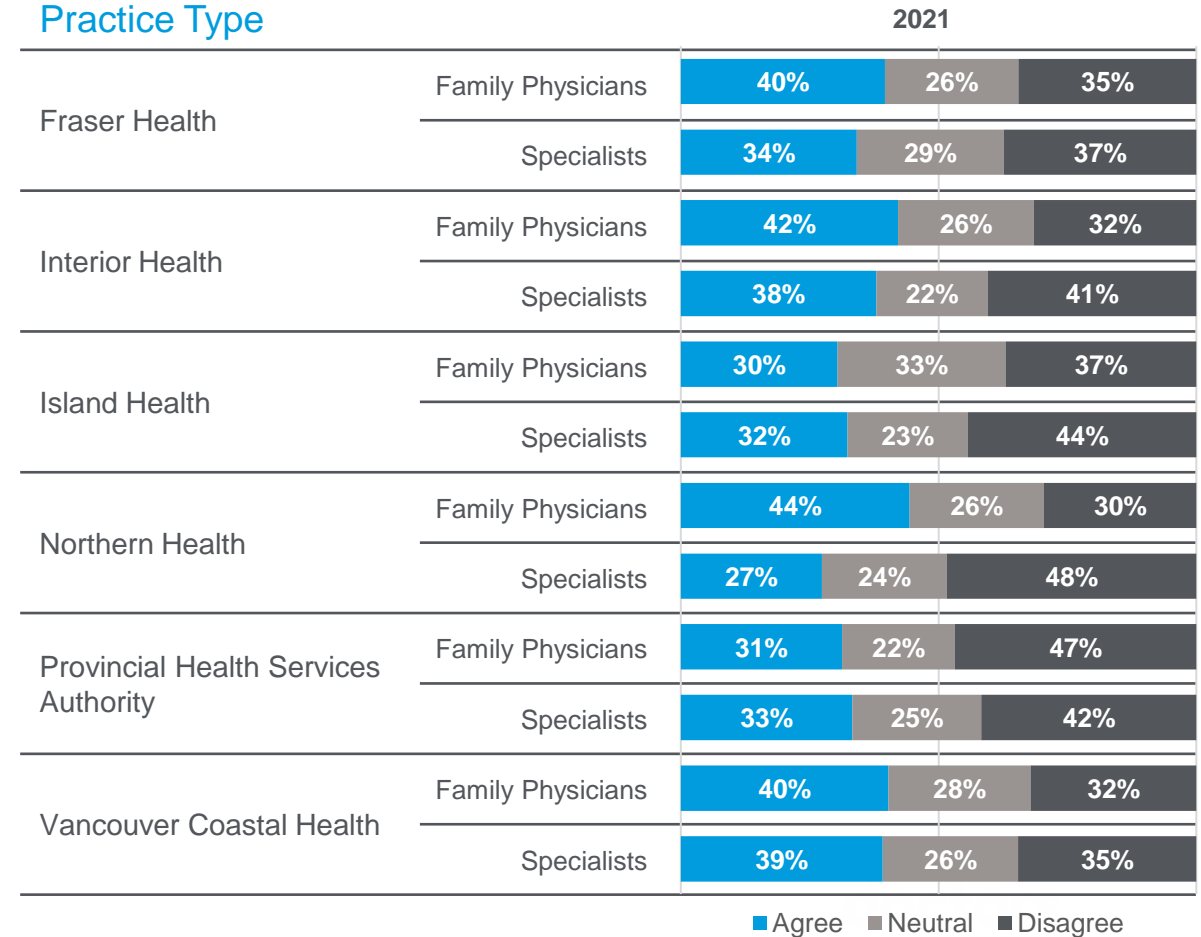
Survey Questions by Group

I have meaningful input into changes affecting my practice environment.

Practice Setting



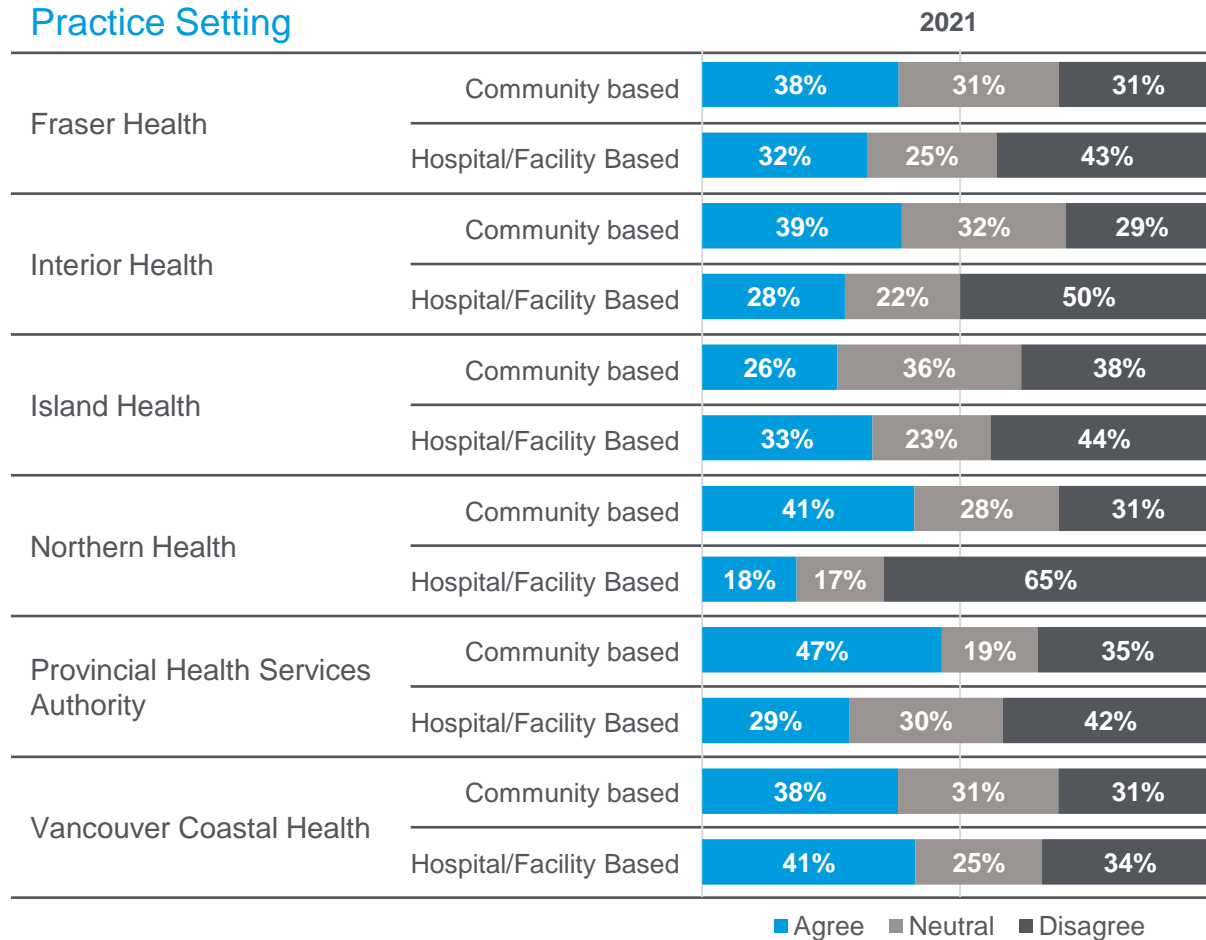
Practice Type



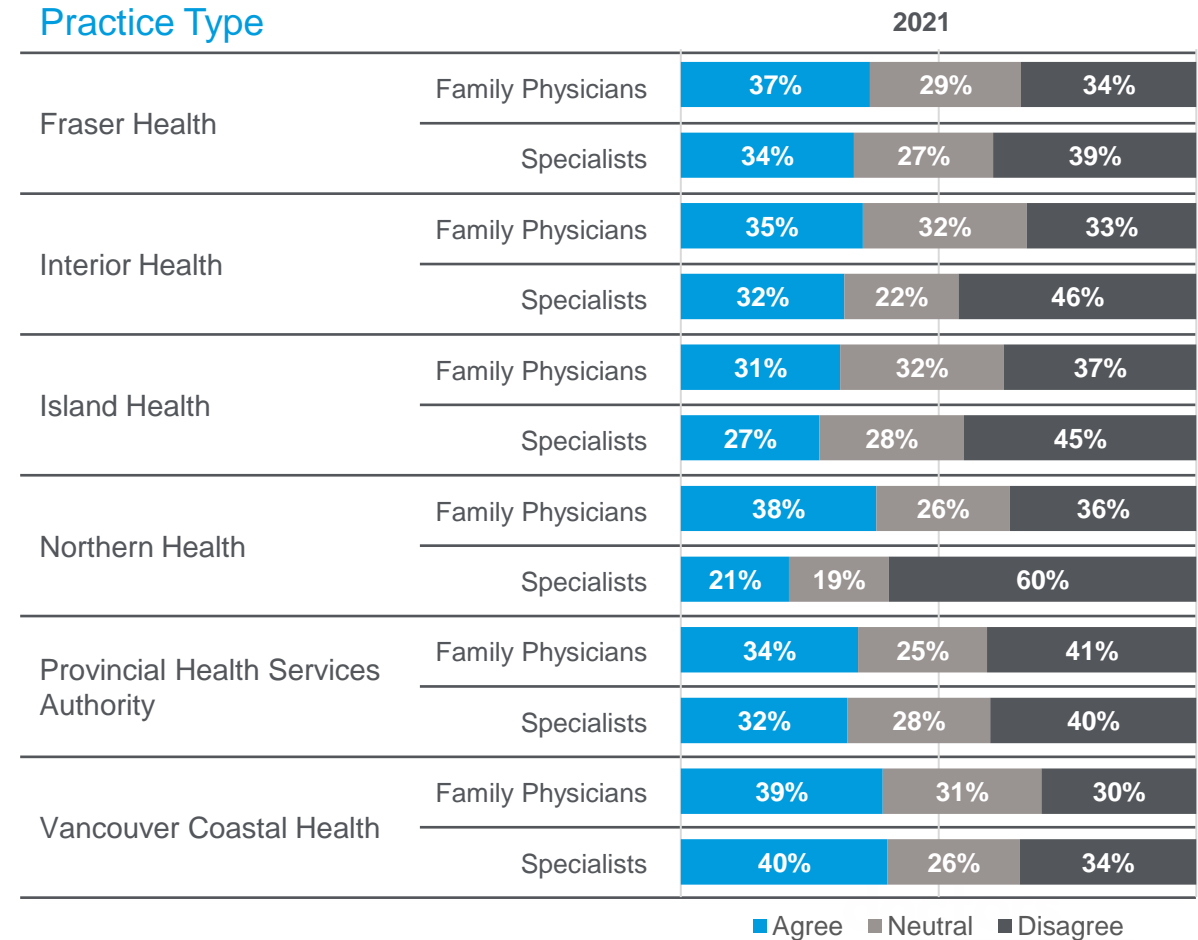
Survey Questions by Group

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

Practice Setting



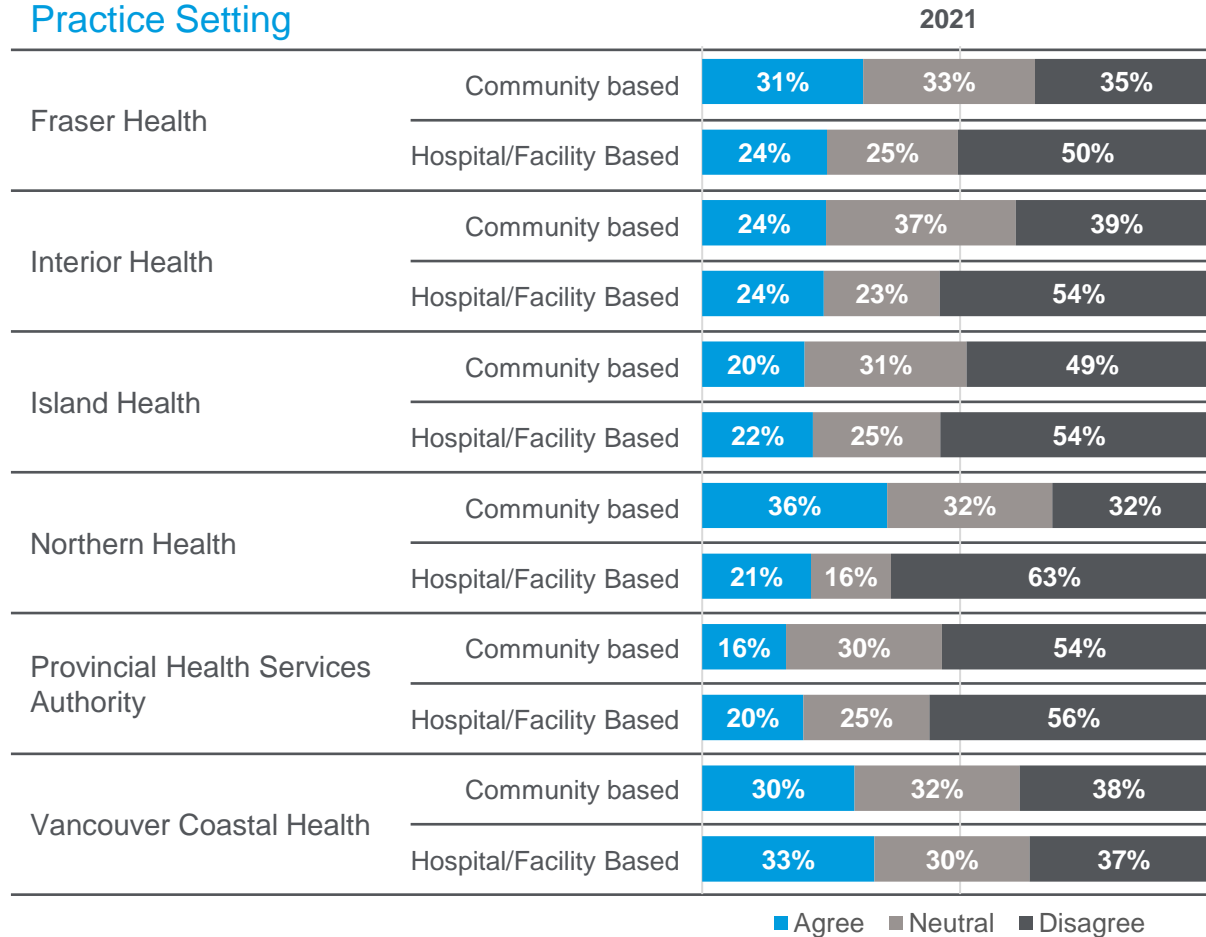
Practice Type



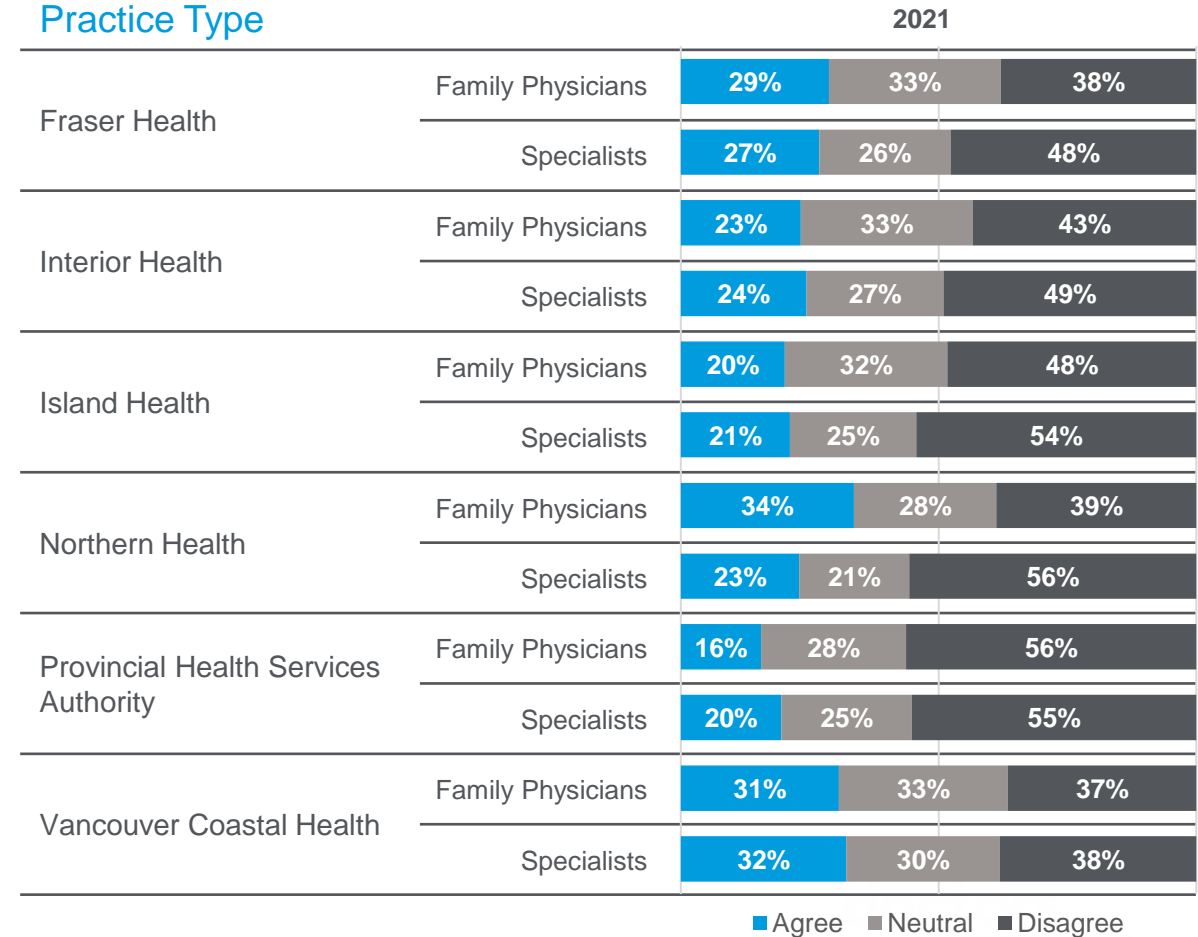
Survey Questions by Group

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

Practice Setting



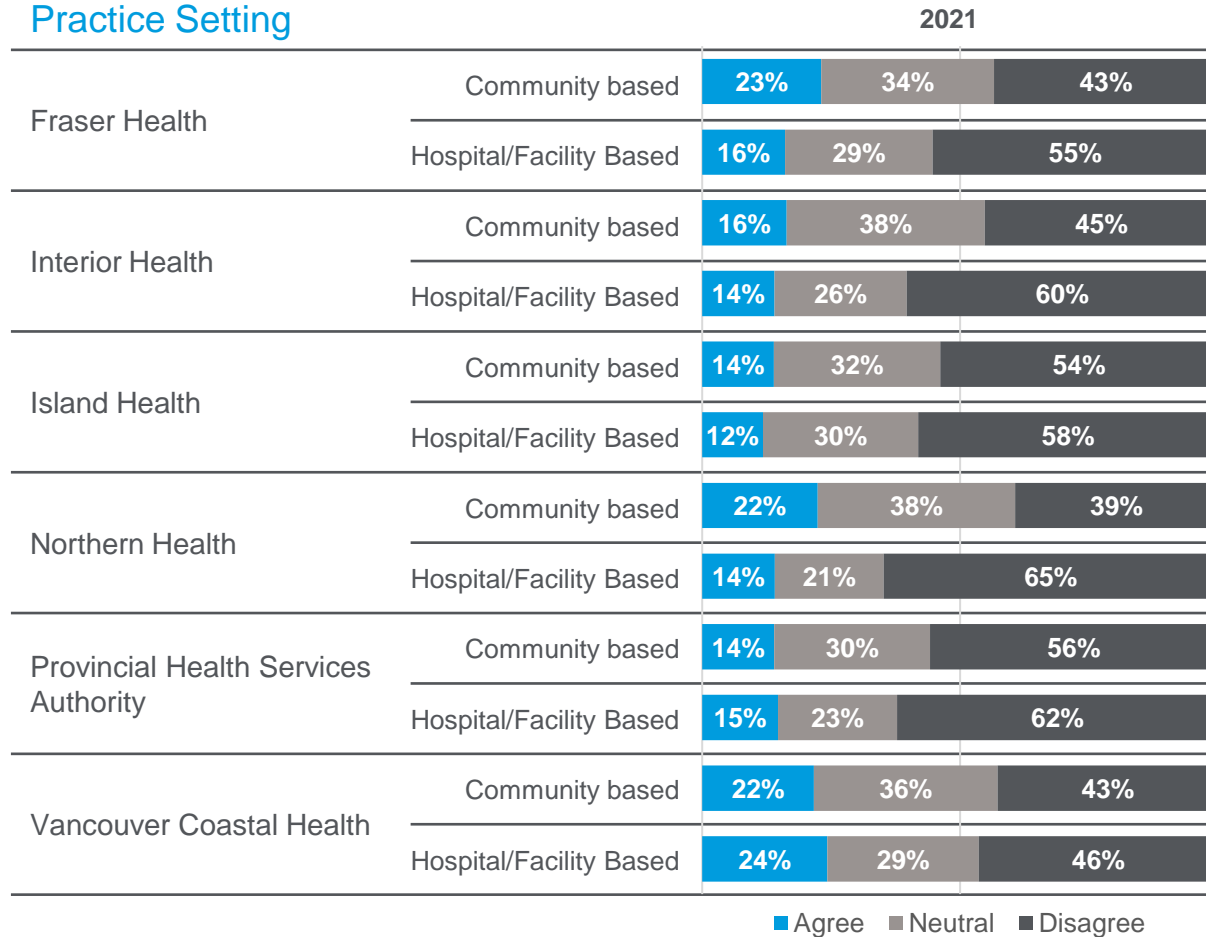
Practice Type



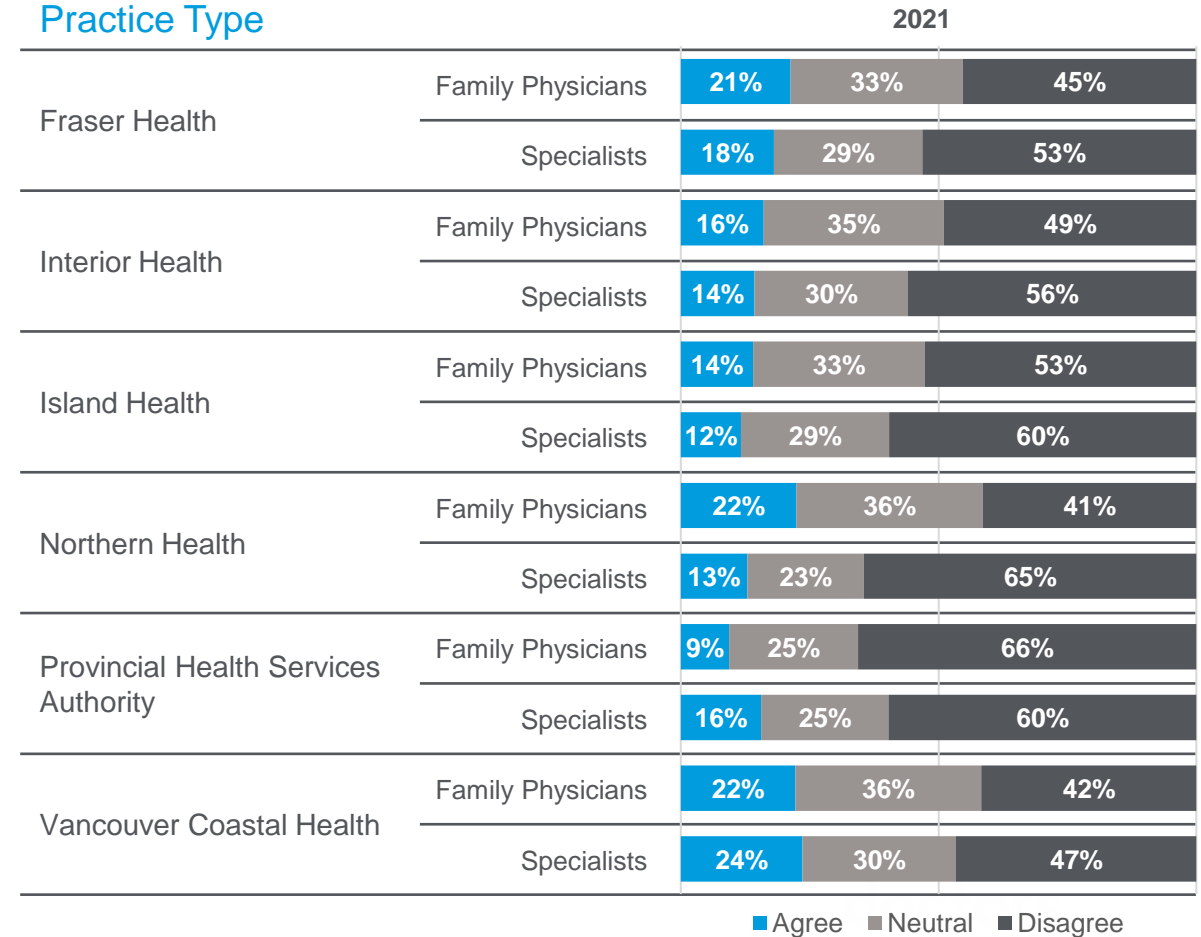
Survey Questions by Group

Senior leaders' decision-making is transparent to physicians.

Practice Setting



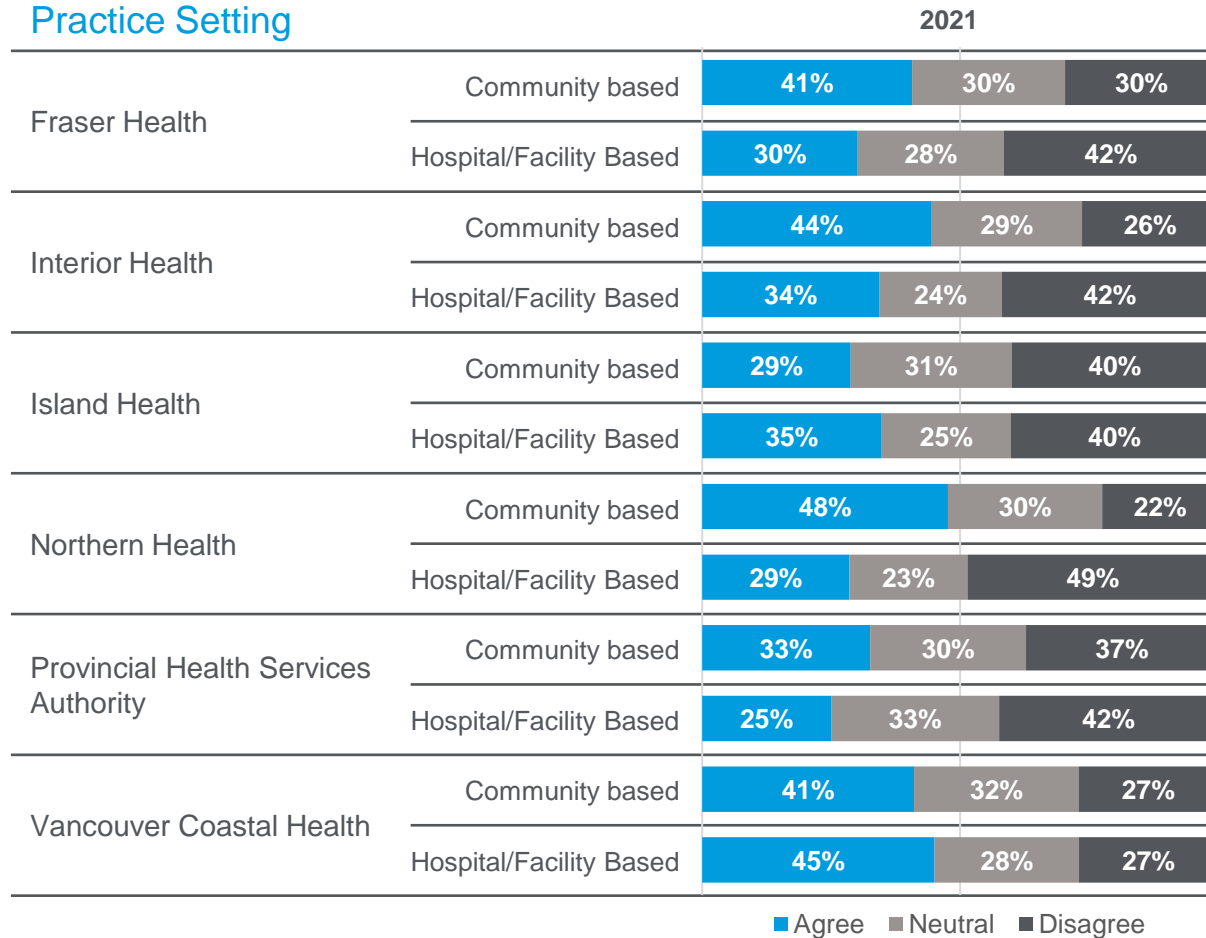
Practice Type



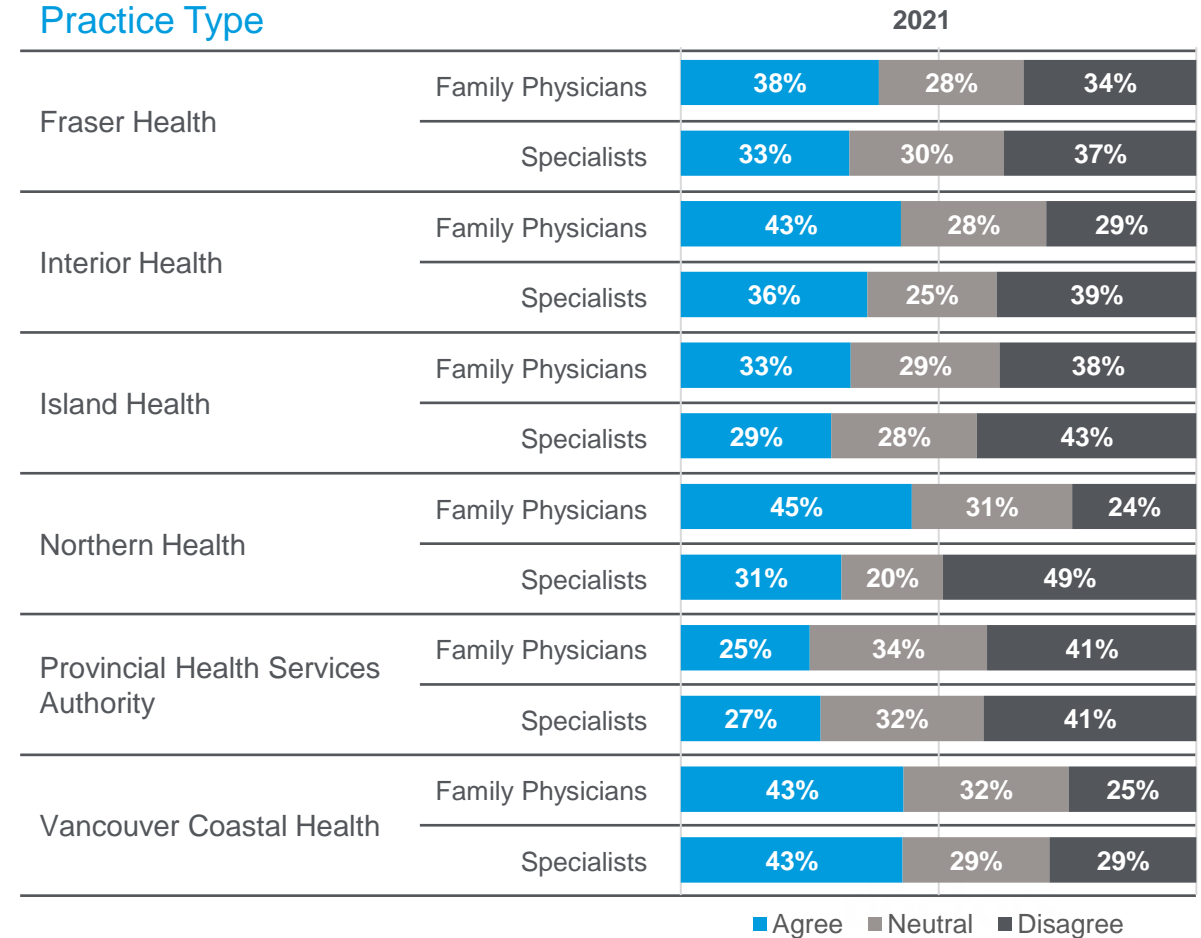
Survey Questions by Group

This health authority values physicians' contributions.

Practice Setting



Practice Type



SECTION 5

Medical Leadership

Medical leadership responses by region and include:

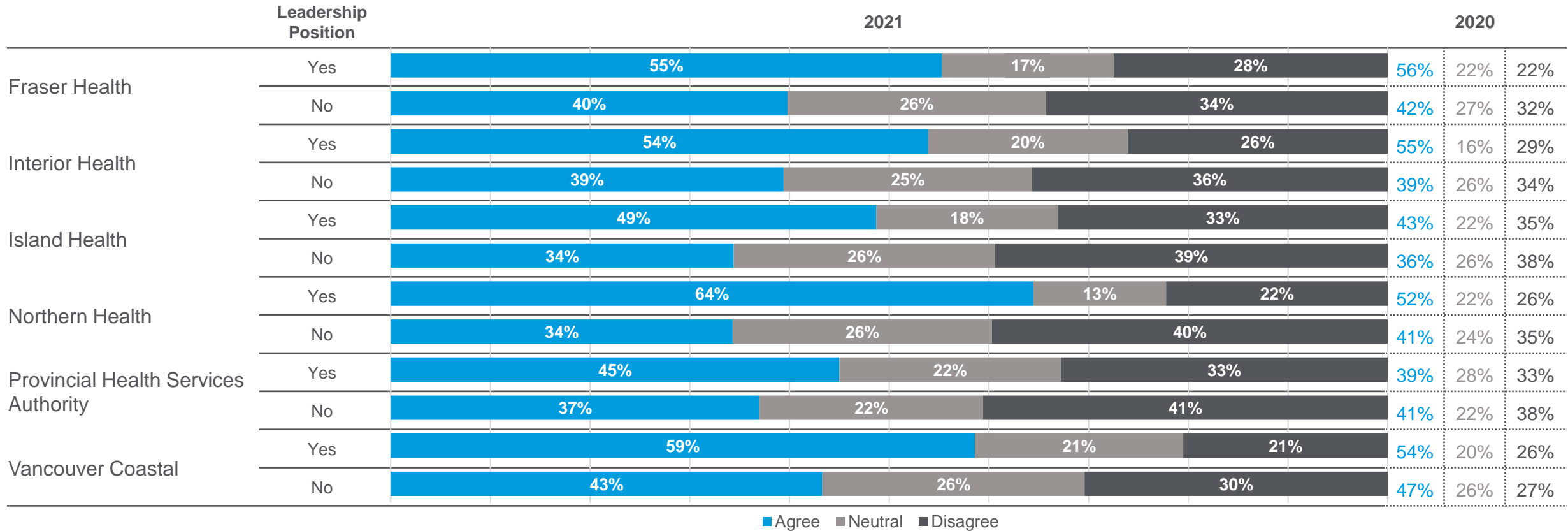
- Overall engagement averages
- Each of the nine engagement questions
- Select Physician Health and Safety questions

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.

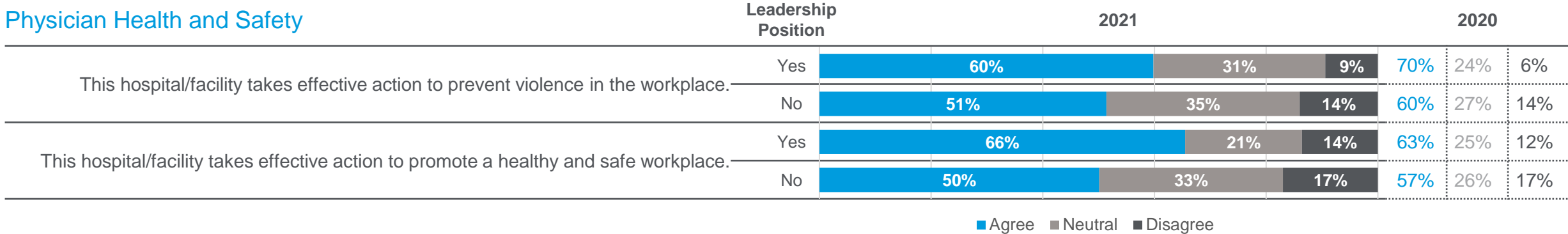


Fraser Health - Medical Leadership

	Leadership Position	2021			2020		
I am satisfied with this health authority as a place to practice medicine.	Yes	73%	8%	19%	73%	19%	8%
	No	59%	19%	22%	63%	21%	16%
I feel I belong to a collaborative, patient-centred team/unit.	Yes	76%	8%	16%	82%	10%	8%
	No	58%	20%	22%	62%	20%	18%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	Yes	59%	13%	29%	65%	16%	19%
	No	51%	18%	31%	53%	18%	28%
I have adequate opportunities to improve patient care, quality, and safety.	Yes	63%	16%	21%	65%	21%	14%
	No	47%	25%	29%	52%	26%	23%
I have meaningful input into changes affecting my practice environment.	Yes	59%	16%	25%	63%	21%	16%
	No	33%	29%	38%	40%	28%	33%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	Yes	52%	19%	30%	46%	25%	29%
	No	32%	30%	38%	33%	30%	37%
Senior leaders seek physicians' input when setting the health authority's goals.	Yes	41%	23%	35%	37%	24%	39%
	No	25%	31%	44%	24%	32%	44%
Senior leaders' decision-making is transparent to physicians.	Yes	29%	29%	43%	27%	30%	43%
	No	18%	32%	50%	17%	34%	50%
This health authority values physicians' contributions.	Yes	46%	23%	31%	44%	29%	27%
	No	34%	30%	36%	31%	33%	35%

Fraser Health - Medical Leadership

Physician Health and Safety

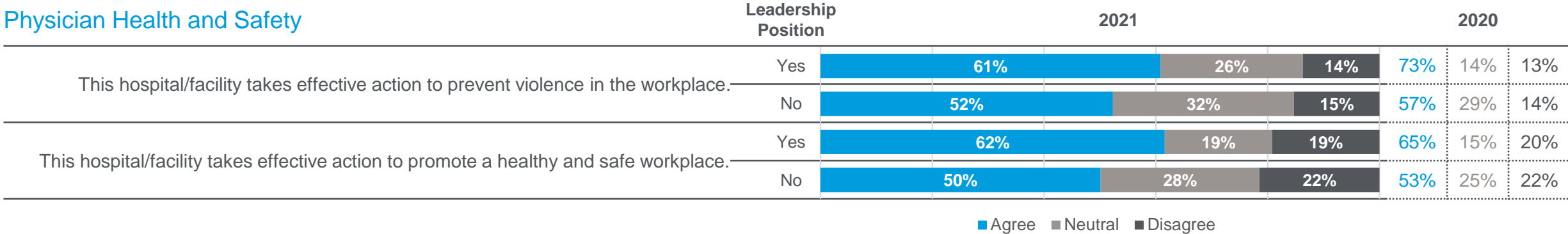


Interior Health - Medical Leadership

	Leadership Position	2021			2020		
I am satisfied with this health authority as a place to practice medicine.	Yes	68%	14%	17%	75%	9%	17%
	No	56%	19%	25%	62%	20%	18%
I feel I belong to a collaborative, patient-centred team/unit.	Yes	73%	13%	15%	73%	8%	19%
	No	60%	17%	24%	58%	19%	23%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	Yes	63%	14%	24%	61%	11%	28%
	No	53%	17%	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%	28%	47%	29%	24%
I have meaningful input into changes affecting my practice environment.	Yes	62%	19%	19%	62%	13%	25%
	No	36%	25%	39%	37%	24%	39%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	Yes	41%	22%	37%	41%	18%	41%
	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%
Senior leaders' decision-making is transparent to physicians.	Yes	22%	32%	46%	23%	27%	50%
	No	14%	33%	53%	12%	34%	53%
This health authority values physicians' contributions.	Yes	57%	19%	24%	56%	18%	26%
	No	36%	28%	35%	32%	30%	38%

Interior Health - Medical Leadership

Physician Health and Safety

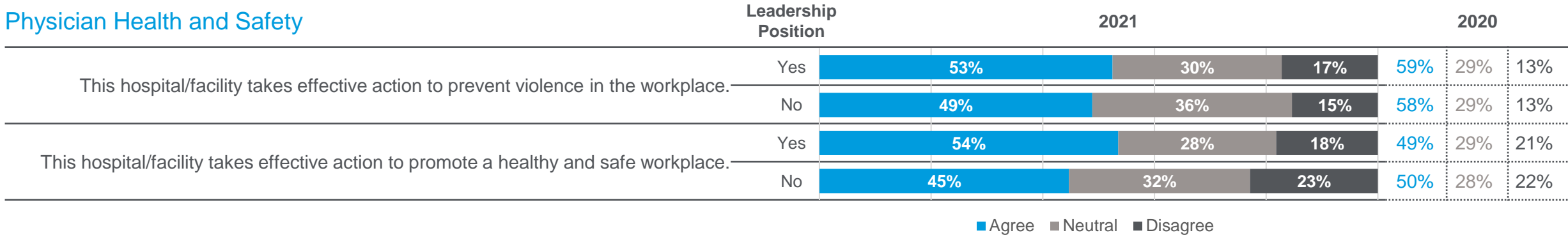


Island Health - Medical Leadership

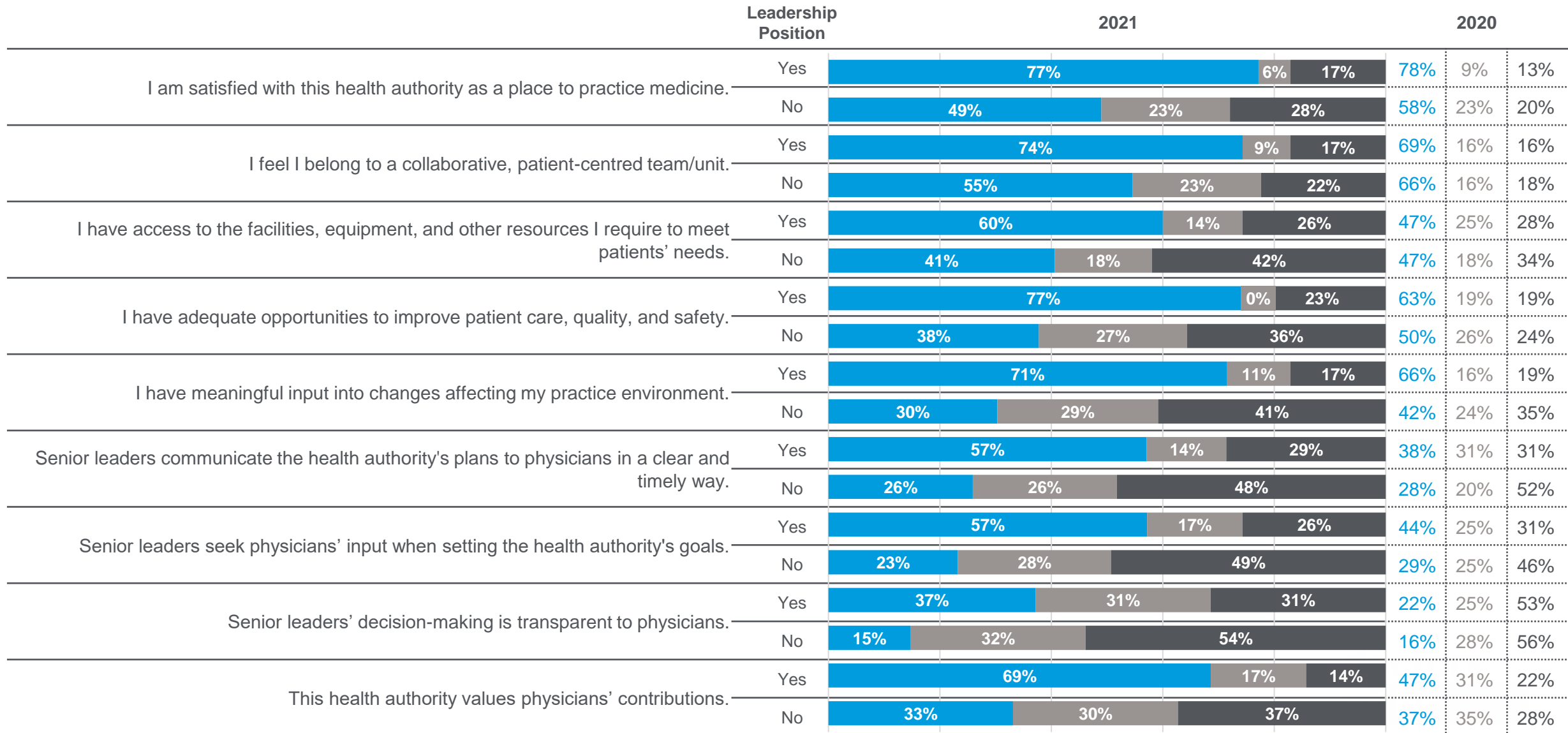
	Leadership Position	2021			2020		
I am satisfied with this health authority as a place to practice medicine.	Yes	64%	15%	21%	65%	19%	17%
	No	52%	23%	26%	58%	21%	21%
I feel I belong to a collaborative, patient-centred team/unit.	Yes	73%	8%	19%	70%	11%	19%
	No	58%	17%	25%	56%	19%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	Yes	53%	17%	30%	55%	15%	30%
	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%	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 timely way.	Yes	41%	25%	34%	24%	31%	45%
	No	27%	31%	42%	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%
Senior leaders' decision-making is transparent to physicians.	Yes	22%	24%	54%	11%	28%	61%
	No	11%	33%	56%	11%	27%	62%
This health authority values physicians' contributions.	Yes	43%	23%	34%	35%	31%	35%
	No	29%	30%	41%	25%	35%	40%

Island Health - Medical Leadership

Physician Health and Safety



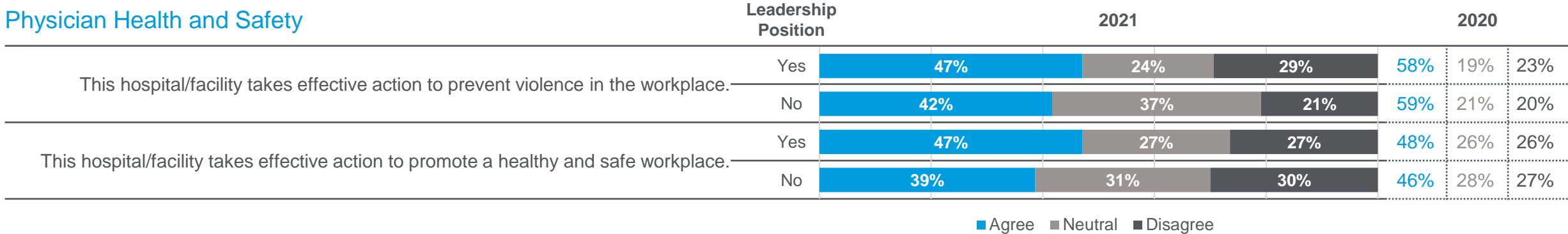
Northern Health - Medical Leadership



■ Agree ■ Neutral ■ Disagree

Northern Health - Medical Leadership

Physician Health and Safety

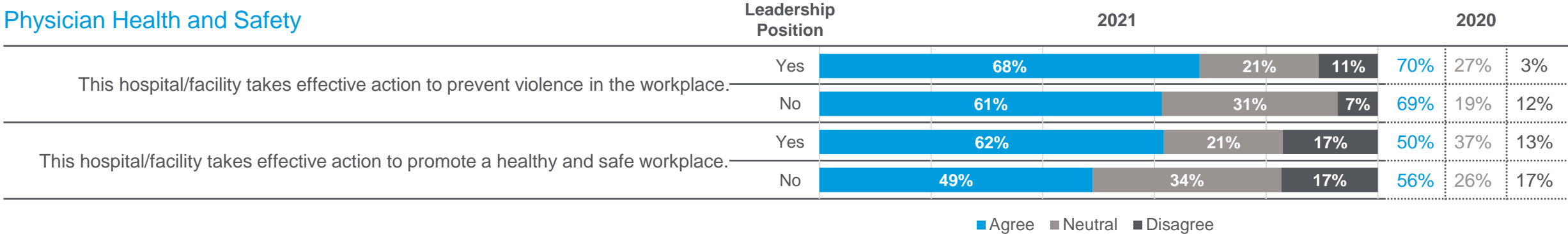


Provincial Health Services Authority - Medical Leadership

	Leadership Position	2021			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%	21%	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%	28%	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 timely way.	Yes	39%	30%	30%	31%	28%	41%
	No	31%	26%	43%	31%	28%	40%
Senior leaders seek physicians' input when setting the health authority's goals.	Yes	35%	17%	48%	19%	31%	50%
	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%	39%	22%	38%	41%
	No	24%	34%	42%	27%	30%	43%

Provincial Health Services Authority - Medical Leadership

Physician Health and Safety

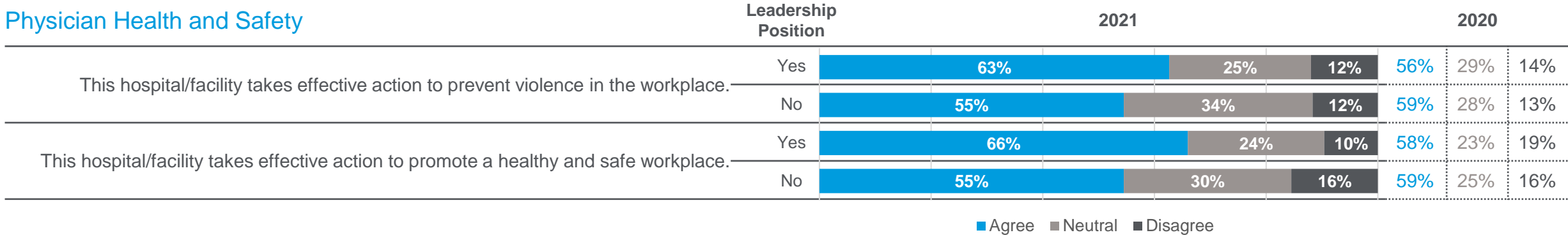


Vancouver Coastal Health - Medical Leadership

	Leadership Position	2021			2020		
I am satisfied with this health authority as a place to practice medicine.	Yes	78%	14%	8%	72%	16%	12%
	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 patients' needs.	Yes	58%	20%	23%	53%	16%	30%
	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%
	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%	28%	36%	40%	27%	32%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	Yes	55%	22%	23%	50%	22%	28%
	No	37%	29%	34%	42%	28%	30%
Senior leaders seek physicians' input when setting the health authority's goals.	Yes	45%	27%	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%	46%	21%	34%	45%
This health authority values physicians' contributions.	Yes	58%	23%	20%	50%	28%	22%
	No	41%	31%	28%	39%	35%	26%

Vancouver Coastal Health - Medical Leadership

Physician Health and Safety



For any survey inquiries please email advocacy@doctorsofbc.ca

