



2022 HEALTH AUTHORITY ENGAGEMENT SURVEY

WHAT WE HEARD

Over the last seven years, the Doctors of BC **Health Authority Engagement Survey** has provided the opportunity for members to share their thoughts on engagement, safety, and their work environment in the healthcare system. This important survey has helped discussions between Doctors of BC, health authorities, the Ministry of Health, and BC’s doctors.

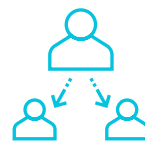
Similar to last year, the 2022 Health Authority Engagement Survey results reflects a health system physicians feel is over-burdened and under-resourced. BC doctors continue to work in a system under constant pressure and constraints.



Engagement measures declined between 3% to 10% **Female physicians scored lower than male physicians for these questions*



Members feel like they have fewer opportunities to improve patient care (down 7%)



Feeling valued by the health authority fell by 9%



Access to resources dropped by 10%



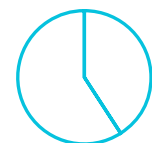
Resilience of teams remains high: *"I feel like I belong to a collaborative, patient-centred team/unit."*



Fewer physicians believe they are able to balance the demands of work and personal life (down 7%)



Physicians are still experiencing violence in the workplace



Only 41% of physicians are confident that their hospitals deal effectively with unsafe situations

Doctors in their own words

"[We should] have a more effective process to report incidents, and have leadership act on them immediately. Have an annual summary and review and in-person meeting with the group."

"I overall have been impressed with my interactions with colleagues/hospital employees, and have not had any personal concerns."

"[We need] more transparency from leadership. Issues seem to arise when decisions are made without consultation of impacted medical staff which results in mistrust and anger. Involvement of physicians in decisions that impact them is of utmost importance and shows respect."

This year, we heard that doctors are experiencing increased stress, and managing growing workloads in their daily working lives.

Physicians are experiencing increased care provision challenges, with less resources available, and reduced ability to achieve any work/life balance.

Doctors are also feeling less safe in their workplaces—both in community and hospital settings.

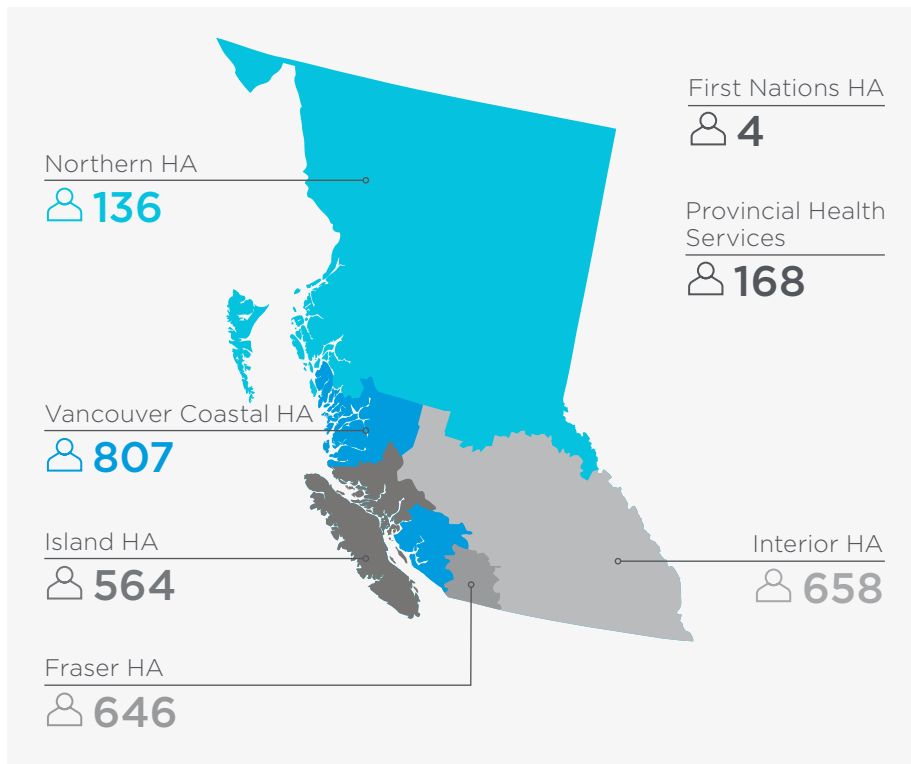
While members shared their concerns regarding the health system at large, team-based sentiments remain positive. Most respondents said at a local level, they feel like they are working on teams that collaborate effectively, and centre patient care.

Doctors of BC will continue to advocate for our member physicians, ensuring that health care partners are aware of doctors' concerns as solutions are being developed. Our successful negotiation of the [2022 Physician Master Agreement](#) is just one example of your feedback making a difference—we will continue on this path towards a healthy working environment for all doctors, and excellent care for all British Columbians.



Who participated in the survey?

The survey was conducted by external polling firm TWI Surveys from September 12, to October 12, 2022. It was sent to 12,689 members, of which 2,983 physicians responded, resulting in a 24% response rate.



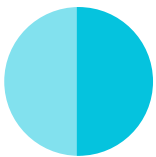
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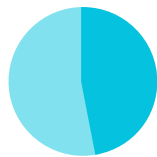
WHAT'S NEXT

- Health authorities and doctors now have an opportunity to use these results to develop thoughtful and physician-centred ways to improve engagement, as well as ensure health and safety are priorities in all health care settings.
- Detailed Summary and Supplemental Reports are now available on our website, providing robust responses to the survey questions. These reports include data breakdowns grouped by health authority, facility/hospital, community/divisions, medical leadership, and additional demographics.
- To receive a presentation of this year's Survey results, please contact advocacy@doctorsofbc.ca.

Demographics



Practice type
50% FP
50% SP



Setting
Facility 47%
Community 53%



Geographic
Rural 23%
Urban 77%



Medical Leadership
Yes 15%
No 85%

115 - 1665 West Broadway
Vancouver BC V6J 5A4
doctorsofbc.ca

@doctorsofbc
 @bcdoctors
 @doctorsofbc

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