



2022 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, which ran from September 12 to October 12, 2022. The survey was conducted by an external polling firm, TWI Surveys. It was sent to 12,689 members, of which 2,983 physicians responded, resulting in a response rate of 24%. All individual responses and comments are anonymous and confidential.

The survey used 18 questions with a 5-point Likert scale, adopting questions from Health Standards 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 19 times out of 20 with a margin of error of +/- 1.57%. All percentages have been rounded to the nearest whole number. Sample sizes for the demographic breakdowns are included in some of the charts below.

Note (August 2025): Divisions scores/frequency have been updated and indicated via * after an audit discovered a reporting error for 2021 (Chilliwack), and 2022 (Vancouver).

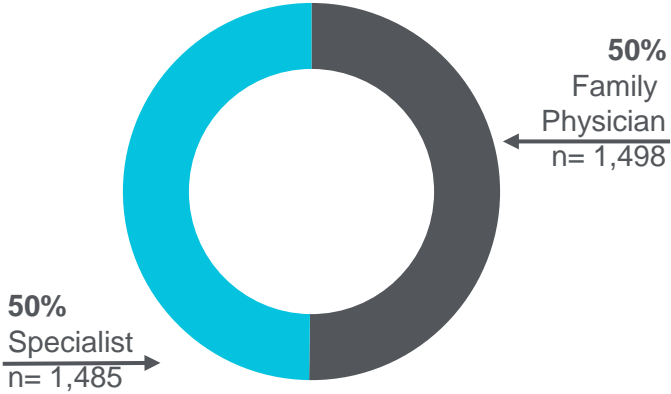
Response Rates and Sample Sizes

Survey timeline: September 12, 2022 to October 12, 2022

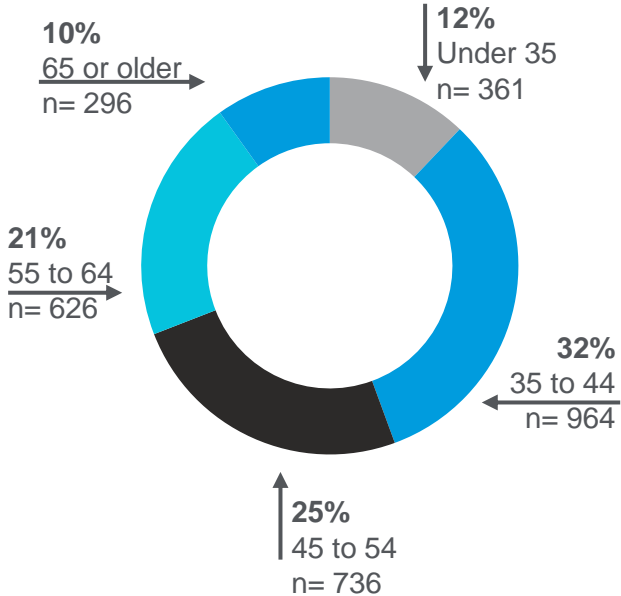
Health Authority Sample Sizes	2022	2021	2020	2019	2018	2017	2016	Number of Surveys Sent	2022	2021	2020	2019	2018	2017	2016
First Nations Health Authority	4	3	5	2	3	4	6	Total number of surveys sent	12,689	12,112	11,523	11,504	11,153	11,342	12,580
Fraser Health	646	758	735	664	650	729	555	Responses	2,983	3,301	3,200	2,928	2,657	2,998	2,485
Interior Health	658	617	563	523	528	573	388	Response rate (%)	24%	27%	28%	26%	24%	26%	20%
Island Health	564	649	650	574	496	524	486	The data is valid 19 times out of 20 within a margin of error of +/- 1.57%.							
Northern Health	136	179	152	154	169	164	121								
Provincial Health Services Authority	168	188	175	180	138	168	159								
Vancouver Coastal Health	807	907	920	831	672	836	693								

Demographics (N = 2,983)

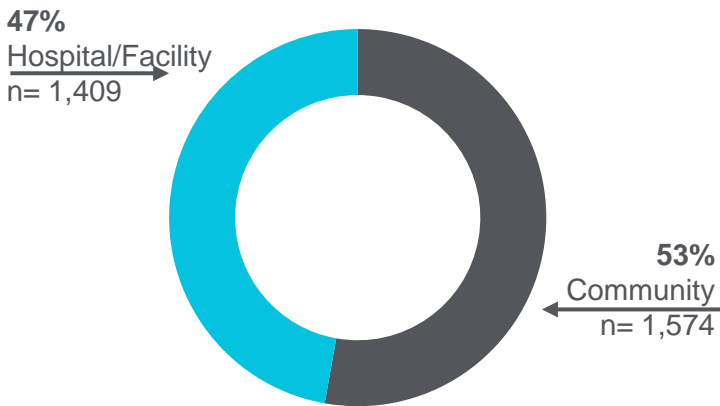
FAMILY PHYSICIANS OR SPECIALISTS



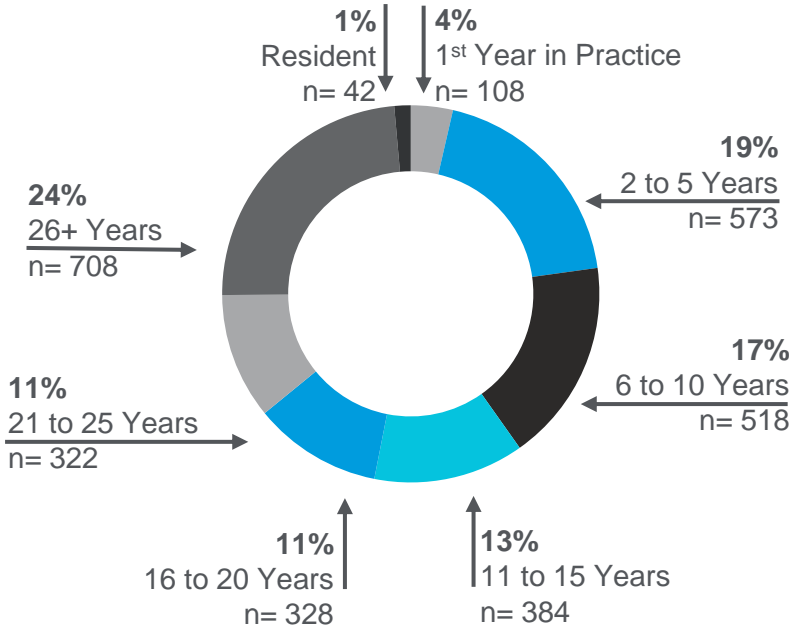
AGE



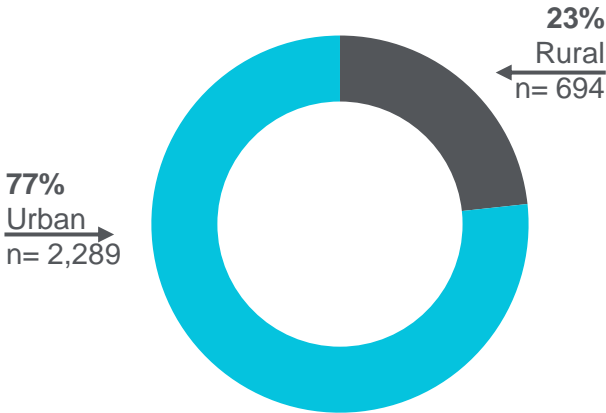
HOSPITAL/FACILITY OR COMMUNITY BASED



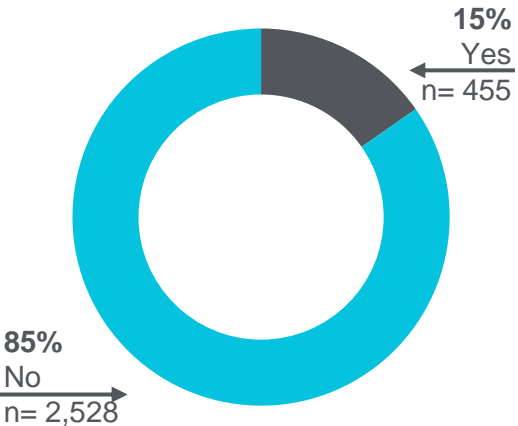
TENURE



SETTING



MEDICAL LEADERSHIP



Demographics - OPTIONAL

The following two demographic questions were asked for the first time in the 2021 survey. In 2022, the gender identity question asked to select the option that best describes your identity or write in a term that works better for you. The background question asked to 'check all that apply' format.

Gender Identity (N= 2,839) Select one	n	%	2021 Check all that apply
Male/Man	1,418	50%	50%
Female/Woman	1,282	45%	45%
*Transgender Male/Man	*	*	*
*Transgender Female/Woman	*	*	*
*Nonbinary	*	*	-
Another gender	11	0.4%	0.2%
Prefer not to answer	120	4%	3%

*n<10

Background (N= 2,834) Check all that apply	n	%	2021
Indigenous	38	1%	1%
Black	47	2%	1%
East Asian	387	14%	13%
Southeast Asian	33	1%	1%
Latina/o	14	1%	1%
Middle Eastern	100	4%	3%
South Asian	272	10%	9%
White	1,819	64%	67%
Another/specific identity	170	6%	3%
Prefer not to answer	66	2%	4%

SECTION 1

Engagement trends

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

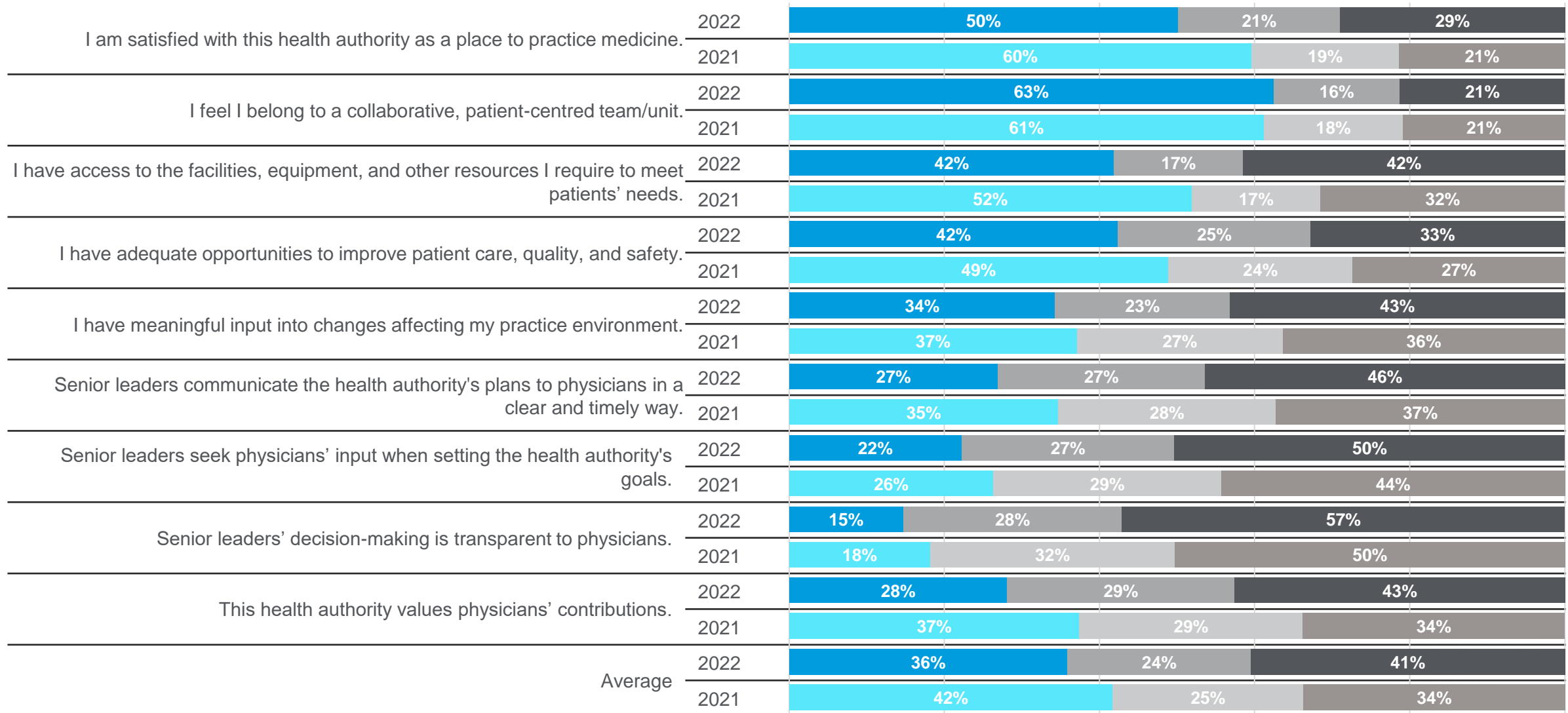


Provincial Averages

Average scores and comparisons from 2021 for the same engagement and health and safety questions asked in previous years.

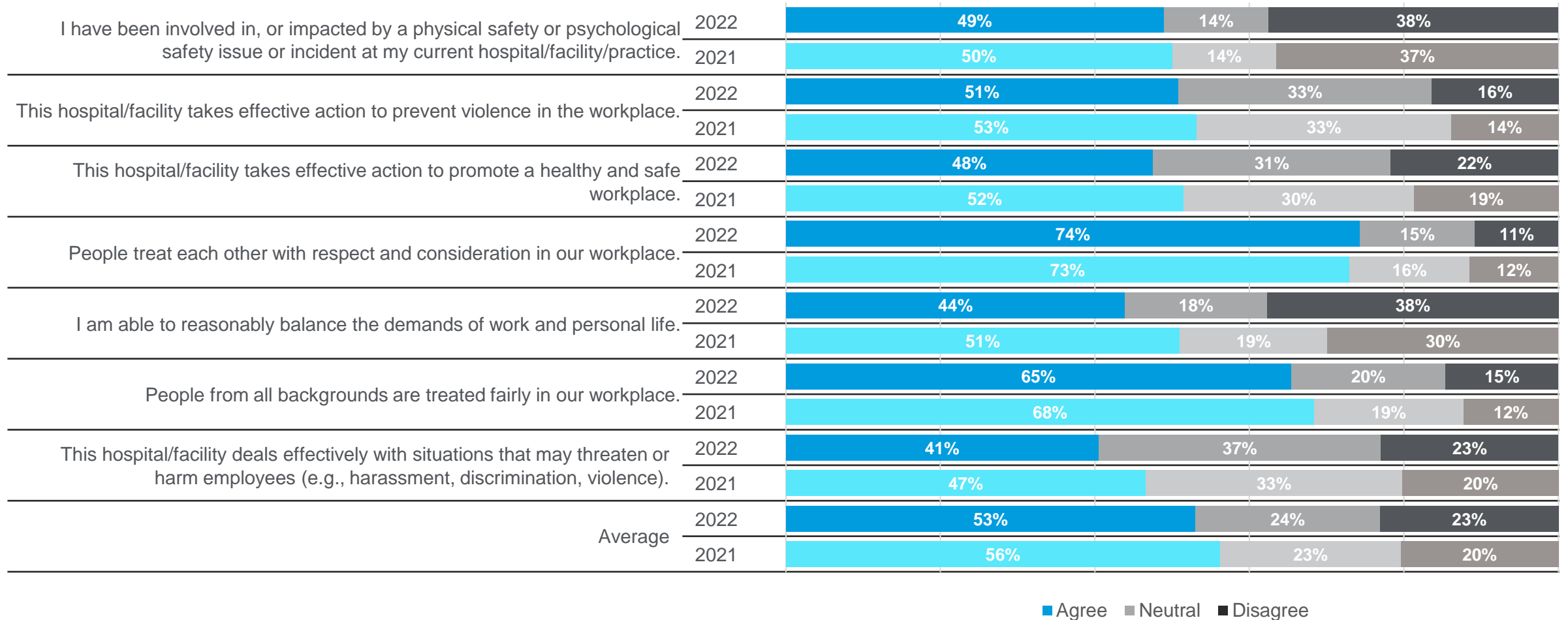
Provincial Averages

The following chart compares the 2022 and 2021 provincial average scores for each of the same nine questions asked in previous surveys.

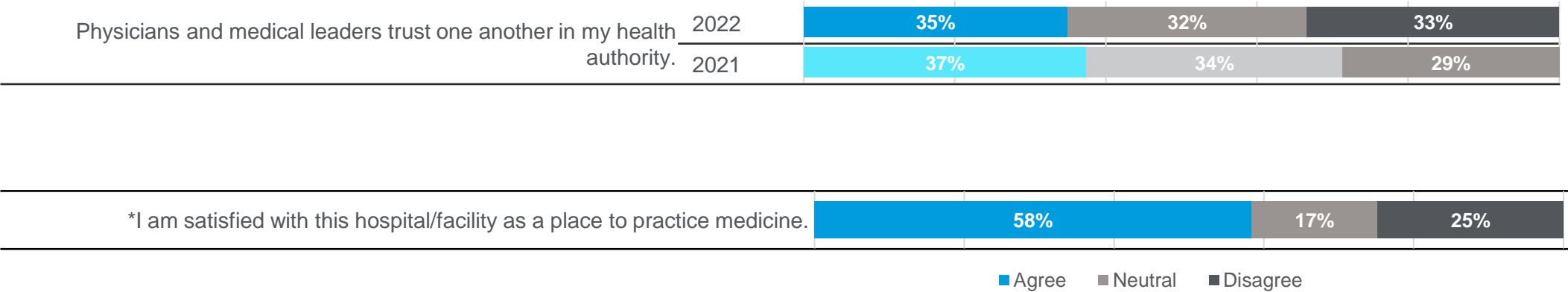


Provincial Averages

The following chart compares the 2022 and 2021 provincial average scores for each of the same seven questions asked in previous surveys.

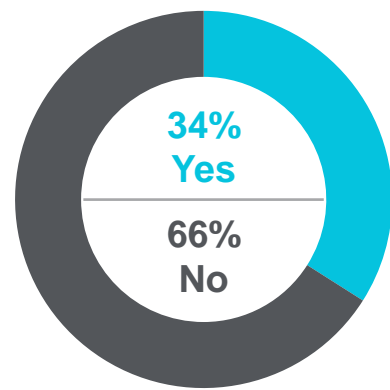


Provincial Averages - *New Question



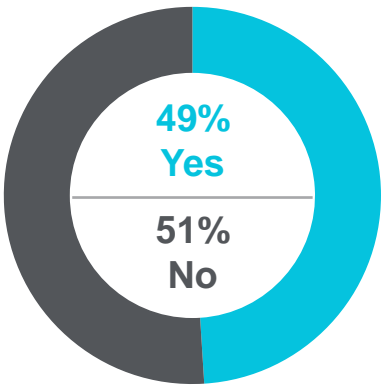
Provincial Averages - *New Question

Experienced a physical safety incident



Of those who experienced an incident(s),
85% were in the range of 1-10.

Experienced a psychological safety incident



Of those who experienced an incident(s),
80% were in the range of 1-10.

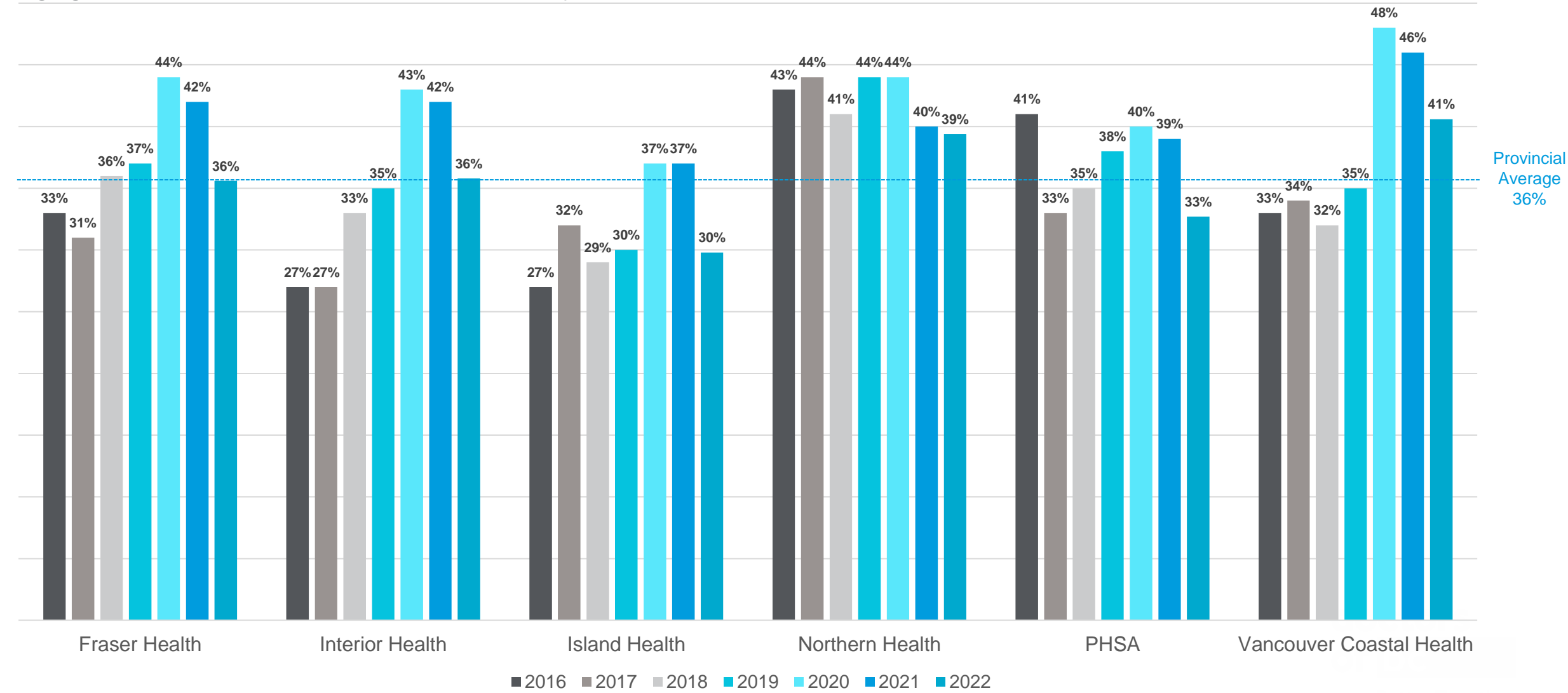
	Mean	Mode	Median	Min	Max	Count
*Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	15.00	1	3	1	999	1,014/ 2,983
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	20.95	1	4	1	999	1,472/ 2,983

Regional Engagement Averages

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

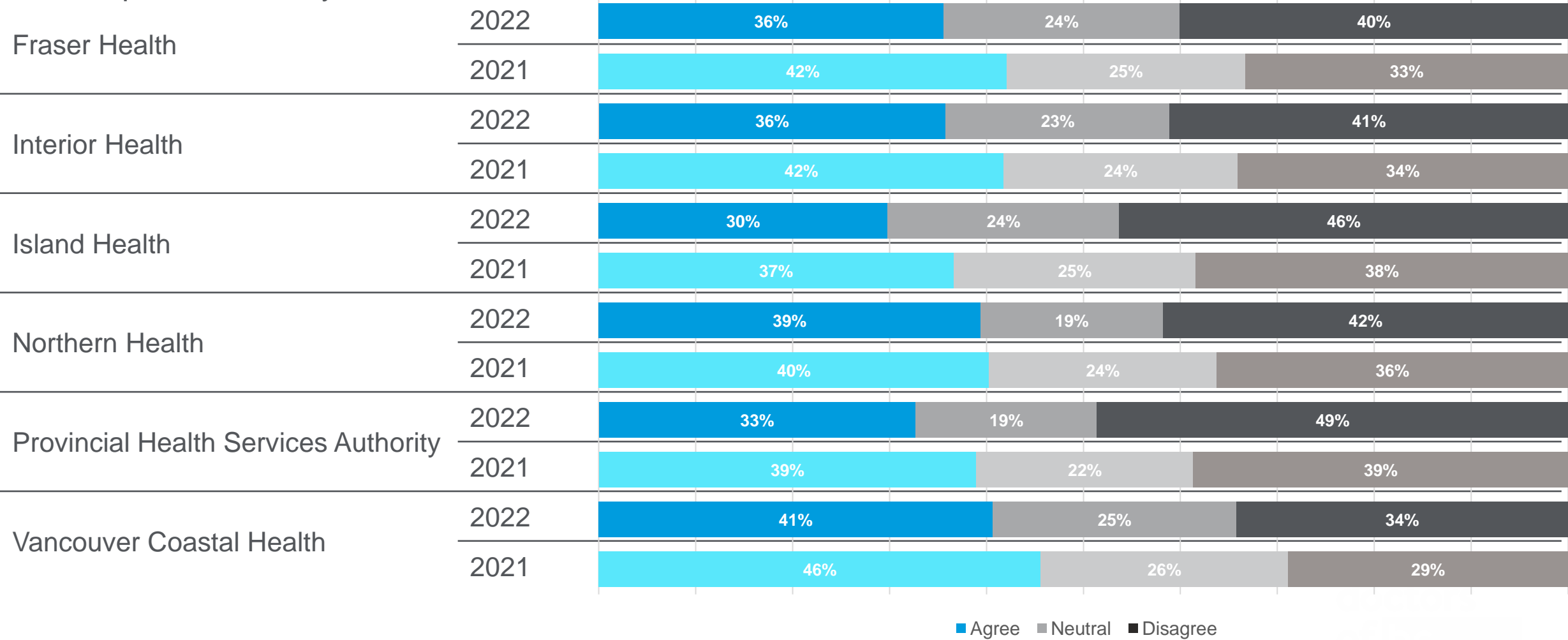
Health Authority Engagement Trends

The following chart outlines overall average scores (% Agree only) from 2016 to 2022 for the same nine engagement questions asked in previous years.



Health Authority Averages

The following chart compares 2022 and 2021 regional average scores for the same nine engagement questions asked in previous surveys.





SECTION 2

Facility/Hospital Data

- The following section outlines demographics and survey results for each health authority along with facility/hospital level results.
- The question themes are:
 - Engagement
 - Physician Health and Safety
 - Physical and Psychological Safety Incidents



Fraser Health – Hospital/Facility Data

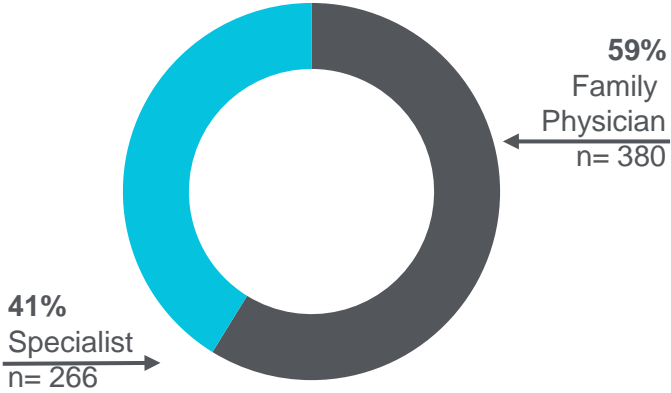
- Demographics
- Overall engagement averages by hospital/facility
- Engagement trends
- Physician Health and Safety
- Incidents Related to Physical and Psychological Safety

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

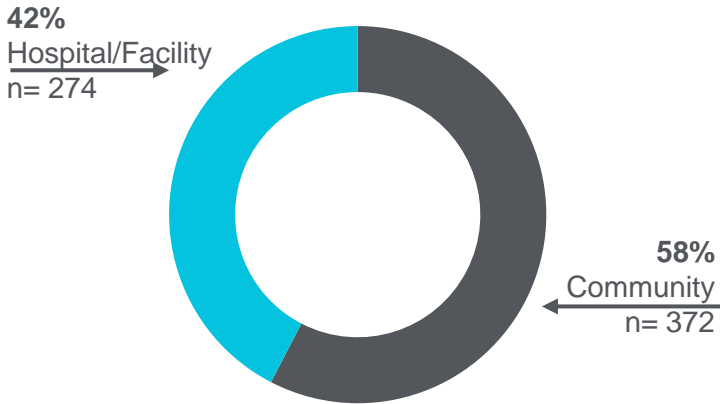
Medical leaders refers to those who hold a formal medical leadership position and receive a stipend/payment from the Health Authority i.e., *Department Head, Regional Medical Lead/Director, Vice President of Medicine.*

Demographics - Fraser (N = 646)

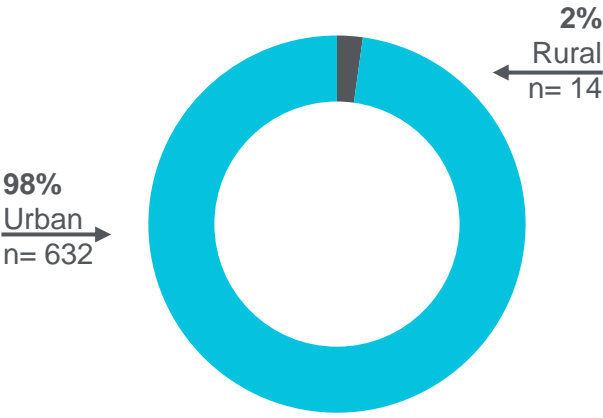
FAMILY PHYSICIANS OR SPECIALISTS



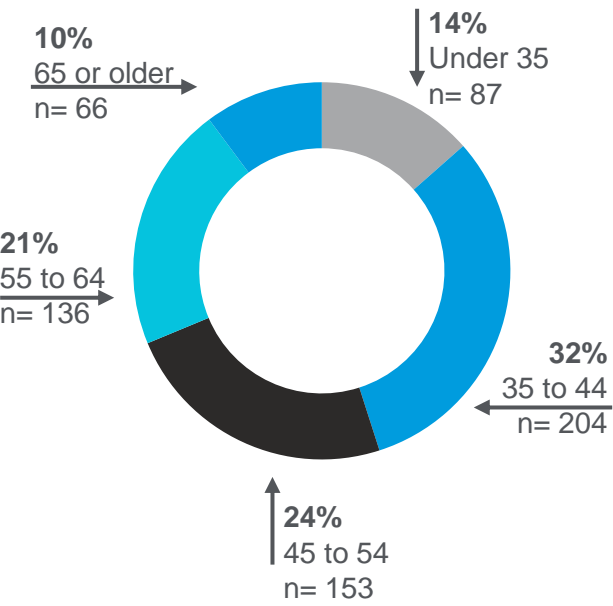
HOSPITAL/FACILITY OR COMMUNITY BASED



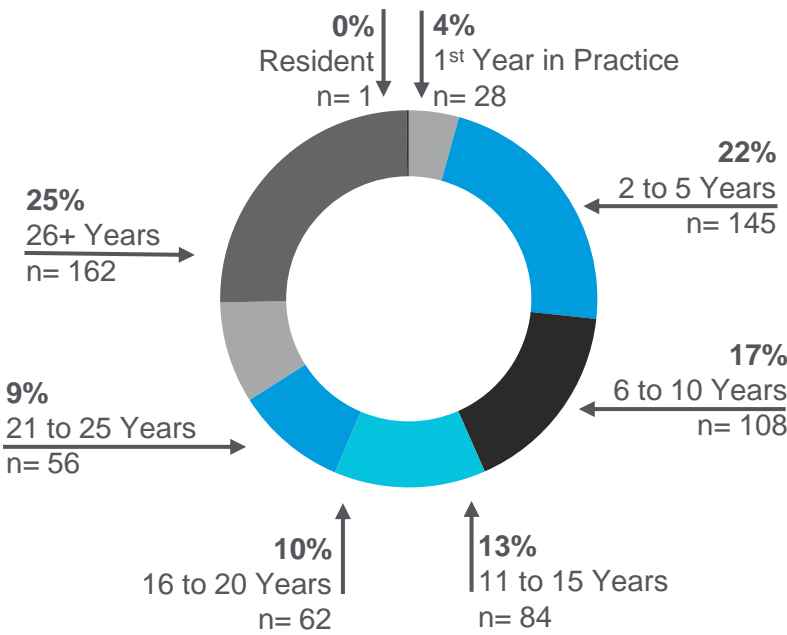
SETTING



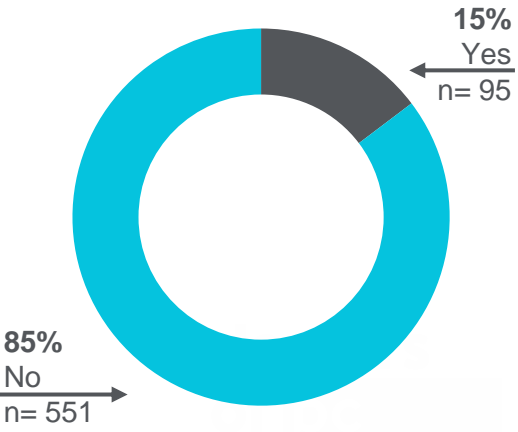
AGE



TENURE

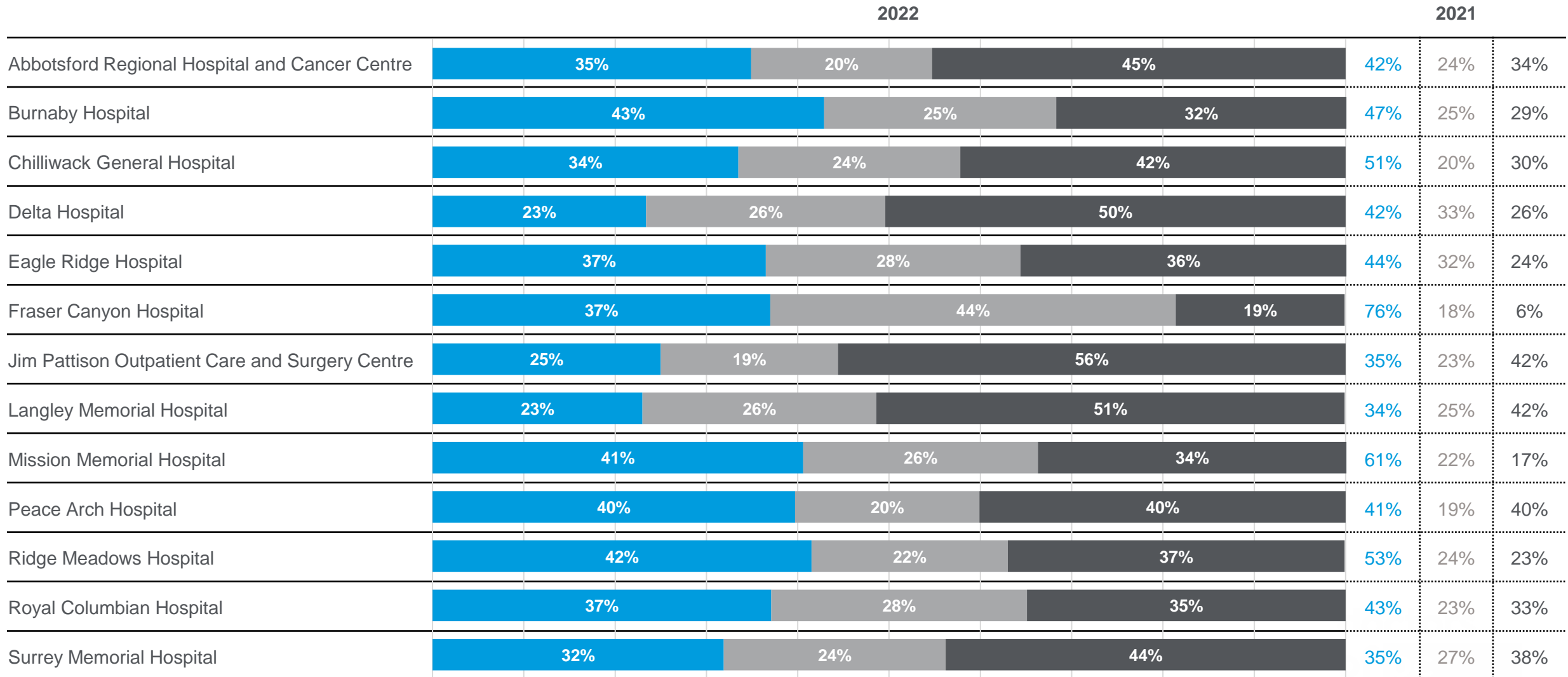


MEDICAL LEADERSHIP



Fraser Health Authority

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



■ Agree ■ Neutral ■ Disagree

Abbotsford Regional Hospital and Cancer Centre

53 Respondents 2022 | 76 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	47%	15%	38%	58%	15%	28%
I feel I belong to a collaborative, patient-centred team/unit.	55%	13%	32%	58%	17%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	47%	15%	38%	55%	16%	29%
I have adequate opportunities to improve patient care, quality, and safety.	47%	17%	36%	46%	21%	33%
I have meaningful input into changes affecting my practice environment.	26%	32%	42%	42%	26%	32%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	30%	17%	53%	39%	29%	32%
Senior leaders seek physicians' input when setting the health authority's goals.	19%	25%	56%	30%	27%	43%
Senior leaders' decision-making is transparent to physicians.	17%	21%	62%	19%	31%	51%
This health authority values physicians' contributions.	25%	23%	53%	33%	30%	37%

Value

This health authority values physicians' contributions.	25%	23%	53%	33%	30%	37%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	57%	10%	33%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Abbotsford Regional Hospital and Cancer Centre

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	33%		22%	41%			44%	24%	32%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.19	2	2.0	1.00	10.00	16 / 53	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	13.14	5	5.0	1.00	100.00	21 / 53	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	43%		41%	16%	35%	44%	22%
This hospital/facility takes effective action to promote a healthy and safe workplace.	45%		30%	26%	35%	44%	21%
People treat each other with respect and consideration in our workplace.	66%		19%	15%	73%	17%	9%
I am able to reasonably balance the demands of work and personal life.	45%		22%	33%	59%	22%	19%
People from all backgrounds are treated fairly in our workplace.	64%		24%	12%	82%	12%	7%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	37%		41%	22%	46%	41%	13%

Trust

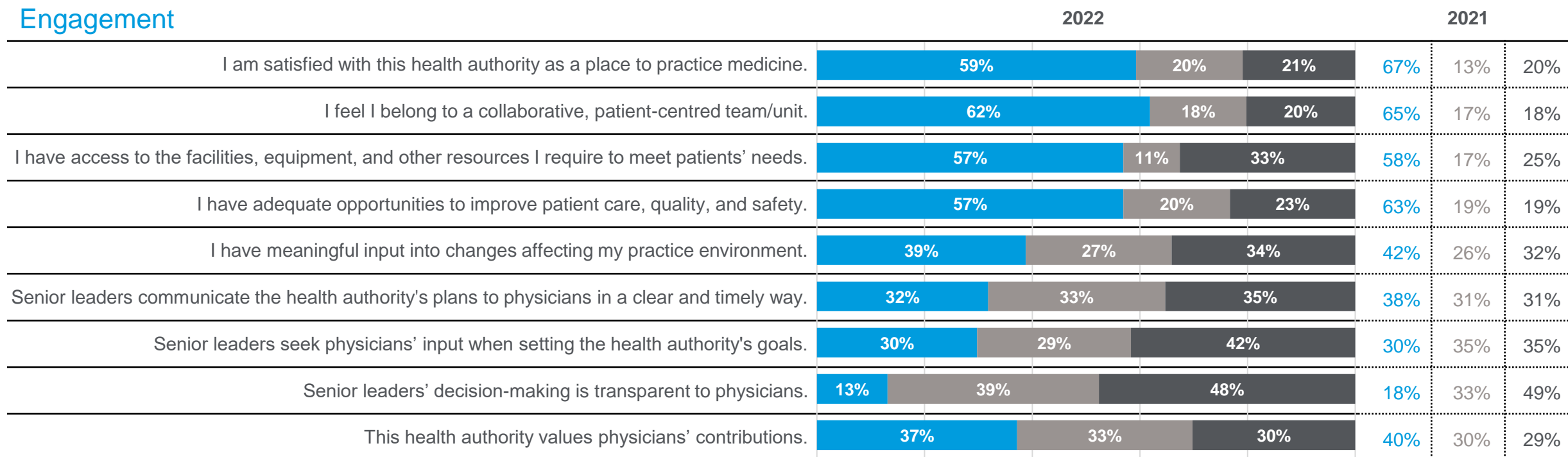
Physicians and medical leaders trust one another in my health authority.	35%		29%	37%	39%	28%	33%
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■ Agree ■ Neutral ■ Disagree

Burnaby Hospital

87 Respondents 2022 | 93 Respondents 2021

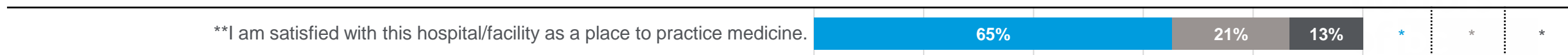
Engagement



Value



Local Satisfaction **New Question



■ Agree ■ Neutral ■ Disagree

Burnaby Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div> <div>44%</div> <div>19%</div> <div>37%</div> </div>						47%	12%	41%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.96	1 (b)	4.0	1.00	50.00	27 / 87	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	12.76	2	4.5	1.00	100.00	38 / 87	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div> <div>55%</div> <div>31%</div> <div>14%</div> </div>						64%	31%	5%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div> <div>63%</div> <div>22%</div> <div>15%</div> </div>						69%	25%	6%
People treat each other with respect and consideration in our workplace.	<div> <div>79%</div> <div>9%</div> <div>12%</div> </div>						83%	15%	2%
I am able to reasonably balance the demands of work and personal life.	<div> <div>52%</div> <div>15%</div> <div>33%</div> </div>						60%	16%	24%
People from all backgrounds are treated fairly in our workplace.	<div> <div>75%</div> <div>14%</div> <div>11%</div> </div>						80%	16%	4%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div> <div>50%</div> <div>34%</div> <div>16%</div> </div>						67%	27%	6%

Trust

Physicians and medical leaders trust one another in my health authority.	<div> <div>44%</div> <div>36%</div> <div>20%</div> </div>						44%	39%	17%
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■ Agree
■ Neutral
■ Disagree

Chilliwack General Hospital

34 Respondents 2022 | 25 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	32%	38%	29%	60%	24%	16%
I feel I belong to a collaborative, patient-centred team/unit.	76%	9%	15%	72%	8%	20%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	36%	9%	55%	36%	24%	40%
I have adequate opportunities to improve patient care, quality, and safety.	35%	41%	24%	67%	8%	25%
I have meaningful input into changes affecting my practice environment.	27%	27%	46%	44%	16%	40%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	27%	24%	50%	56%	20%	24%
Senior leaders seek physicians' input when setting the health authority's goals.	27%	21%	53%	44%	24%	32%
Senior leaders' decision-making is transparent to physicians.	18%	24%	59%	32%	32%	36%
This health authority values physicians' contributions.	24%	27%	50%	44%	20%	36%

Value

This health authority values physicians' contributions.	24%	27%	50%	44%	20%	36%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	46%	24%	30%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Chilliwack General Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>46%</div><div>19%</div><div>35%</div></div>						35%	20%	45%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	26.91	2	2.0	1.00	120.00	11 / 34	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	70.39	1	3.5	1.00	999.00	18 / 34	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>44%</div><div>38%</div><div>19%</div></div>						41%	50%	9%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>42%</div><div>39%</div><div>18%</div></div>						48%	35%	17%
People treat each other with respect and consideration in our workplace.	<div><div>79%</div><div>6%</div><div>15%</div></div>						58%	17%	25%
I am able to reasonably balance the demands of work and personal life.	<div><div>53%</div><div>12%</div><div>35%</div></div>						48%	12%	40%
People from all backgrounds are treated fairly in our workplace.	<div><div>59%</div><div>21%</div><div>21%</div></div>						78%	17%	4%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>32%</div><div>36%</div><div>32%</div></div>						46%	23%	32%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>39%</div><div>18%</div><div>42%</div></div>						32%	44%	24%
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Delta Hospital

15 Respondents 2022 | 17 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	47%	33%	20%	77%	12%	12%
I feel I belong to a collaborative, patient-centred team/unit.	60%	7%	33%	65%	24%	12%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	36%	21%	43%	53%	29%	18%
I have adequate opportunities to improve patient care, quality, and safety.	20%	33%	47%	59%	35%	6%
I have meaningful input into changes affecting my practice environment.	20%	27%	53%	29%	35%	35%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	21%	29%	50%	35%	29%	35%
Senior leaders seek physicians' input when setting the health authority's goals.	7%	36%	57%	24%	47%	29%
Senior leaders' decision-making is transparent to physicians.	0%	29%	71%	12%	41%	47%
This health authority values physicians' contributions.	0%	21%	79%	24%	41%	35%

Value

This health authority values physicians' contributions.	0%	21%	79%	24%	41%	35%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	69%	0%	31%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Delta Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>27%</div><div>9%</div><div>64%</div></div>						20%	40%	40%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	13.50	2 (b)	13.5	2.00	25.00	2 / 15	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.25	5	3.5	1.00	5.00	4 / 15	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>31%</div><div>54%</div><div>15%</div></div>		69%	15%	15%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>39%</div><div>46%</div><div>15%</div></div>		46%	23%	31%
People treat each other with respect and consideration in our workplace.	<div><div>53%</div><div>20%</div><div>27%</div></div>		87%	0%	13%
I am able to reasonably balance the demands of work and personal life.	<div><div>27%</div><div>20%</div><div>53%</div></div>		59%	29%	12%
People from all backgrounds are treated fairly in our workplace.	<div><div>64%</div><div>7%</div><div>29%</div></div>		77%	18%	6%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>23%</div><div>54%</div><div>23%</div></div>		43%	36%	21%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>43%</div><div>29%</div><div>29%</div></div>		53%	29%	18%
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Eagle Ridge Hospital

33 Respondents 2022 | 32 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	49%	30%	21%	66%	19%	16%
I feel I belong to a collaborative, patient-centred team/unit.	64%	21%	15%	72%	19%	9%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	39%	18%	42%	45%	36%	19%
I have adequate opportunities to improve patient care, quality, and safety.	46%	24%	30%	50%	31%	19%
I have meaningful input into changes affecting my practice environment.	38%	28%	34%	41%	38%	22%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	26%	36%	39%	24%	45%	31%
Senior leaders seek physicians' input when setting the health authority's goals.	19%	32%	48%	23%	43%	33%
Senior leaders' decision-making is transparent to physicians.	16%	29%	55%	17%	40%	43%
This health authority values physicians' contributions.	32%	32%	36%	55%	19%	26%

Value

This health authority values physicians' contributions.	32%	32%	36%	55%	19%	26%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	74%	16%	10%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Eagle Ridge Hospital

Physician Health and Safety

	2022						2021		
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%			33%	17%	50%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	2.36	2	2.0	1.00	5.00	11 / 33	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.40	1	3.0	1.00	20.00	15 / 33	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	54%		35%	12%	61%	25%	14%
This hospital/facility takes effective action to promote a healthy and safe workplace.	42%		39%	19%	52%	31%	17%
People treat each other with respect and consideration in our workplace.	88%		9%	3%	91%	9%	0%
I am able to reasonably balance the demands of work and personal life.	50%		19%	31%	59%	25%	16%
People from all backgrounds are treated fairly in our workplace.	72%		19%	9%	74%	19%	7%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	44%		28%	28%	41%	52%	7%

Trust

Physicians and medical leaders trust one another in my health authority.	33%		47%	20%	39%	39%	23%
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Fraser Canyon Hospital

6 Respondents 2022 | 7 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	33%	33%	33%	71%	29%	0%
I feel I belong to a collaborative, patient-centred team/unit.	83%	17%	0%	100%	0%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	50%	33%	17%	71%	14%	14%
I have adequate opportunities to improve patient care, quality, and safety.	33%	67%	0%	71%	29%	0%
I have meaningful input into changes affecting my practice environment.	50%	33%	17%	71%	29%	0%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	33%	50%	17%	71%	14%	14%
Senior leaders seek physicians' input when setting the health authority's goals.	17%	50%	33%	71%	14%	14%
Senior leaders' decision-making is transparent to physicians.	17%	50%	33%	71%	14%	14%
This health authority values physicians' contributions.	17%	67%	17%	86%	14%	0%

Value

This health authority values physicians' contributions.	17%	67%	17%	86%	14%	0%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	83%	17%	0%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Fraser Canyon Hospital

Physician Health and Safety

	2022						2021			
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%	33%	17%	50%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count				
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	2.50	2 (b)	2.5	2.00	3.00	2 / 6	-			
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.50	3 (b)	3.5	3.00	4.00	2 / 6	-			

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	67%			33%			0%	86%	14%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	50%			50%			0%	100%	0%	0%
People treat each other with respect and consideration in our workplace.	83%			17%			0%	100%	0%	0%
I am able to reasonably balance the demands of work and personal life.	17%			50%			33%	57%	14%	29%
People from all backgrounds are treated fairly in our workplace.	67%			33%			0%	100%	0%	0%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	60%			40%			0%	86%	14%	0%

Trust

Physicians and medical leaders trust one another in my health authority.	67%			17%			17%	86%	14%	0%
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Jim Pattison Outpatient Care and Surgery Centre

8 Respondents 2022 | 14 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	38%	25%	38%	69%	8%	23%
I feel I belong to a collaborative, patient-centred team/unit.	75%	13%	13%	77%	0%	23%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	25%	13%	63%	57%	7%	36%
I have adequate opportunities to improve patient care, quality, and safety.	13%	25%	63%	29%	29%	43%
I have meaningful input into changes affecting my practice environment.	25%	13%	63%	31%	31%	39%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	13%	13%	75%	15%	39%	46%
Senior leaders seek physicians' input when setting the health authority's goals.	25%	13%	63%	15%	23%	62%
Senior leaders' decision-making is transparent to physicians.	0%	13%	88%	8%	31%	62%
This health authority values physicians' contributions.	13%	50%	38%	15%	39%	46%

Value

This health authority values physicians' contributions.	13%	50%	38%	15%	39%	46%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	50%	25%	25%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Jim Pattison Outpatient Care and Surgery Centre

Physician Health and Safety

	2022						2021		
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%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.67	1	1.0	1.00	12.00	3 / 8	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.33	2 (b)	7.0	1.00	15.00	6 / 8	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.							58%	33%	8%
This hospital/facility takes effective action to promote a healthy and safe workplace.							50%	33%	17%
People treat each other with respect and consideration in our workplace.							67%	17%	17%
I am able to reasonably balance the demands of work and personal life.							54%	8%	39%
People from all backgrounds are treated fairly in our workplace.							77%	23%	0%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).							50%	40%	10%

Trust

Physicians and medical leaders trust one another in my health authority.							23%	46%	31%
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Langley Memorial Hospital

50 Respondents 2022 | 58 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	36%	26%	38%	58%	18%	25%
I feel I belong to a collaborative, patient-centred team/unit.	48%	19%	33%	52%	25%	23%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	29%	14%	57%	44%	12%	44%
I have adequate opportunities to improve patient care, quality, and safety.	26%	30%	44%	38%	23%	39%
I have meaningful input into changes affecting my practice environment.	16%	34%	50%	28%	31%	41%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	20%	27%	53%	26%	24%	50%
Senior leaders seek physicians' input when setting the health authority's goals.	10%	29%	61%	14%	28%	58%
Senior leaders' decision-making is transparent to physicians.	6%	27%	67%	16%	25%	60%
This health authority values physicians' contributions.	16%	26%	58%	29%	35%	36%

Value

This health authority values physicians' contributions.	16%	26%	58%	29%	35%	36%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	42%	19%	40%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Langley Memorial Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>48%</div><div>21%</div><div>32%</div></div>						55%	14%	31%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	6.58	1	2.0	1.00	50.00	24 / 50	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	11.29	10	5.5	1.00	100.00	24 / 50	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>20%</div><div>51%</div><div>29%</div></div>						52%	37%	12%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>21%</div><div>45%</div><div>34%</div></div>						46%	39%	15%
People treat each other with respect and consideration in our workplace.	<div><div>74%</div><div>14%</div><div>12%</div></div>						70%	16%	14%
I am able to reasonably balance the demands of work and personal life.	<div><div>38%</div><div>14%</div><div>48%</div></div>						56%	14%	30%
People from all backgrounds are treated fairly in our workplace.	<div><div>56%</div><div>28%</div><div>16%</div></div>						61%	19%	19%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>14%</div><div>48%</div><div>39%</div></div>						57%	23%	20%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>27%</div><div>33%</div><div>41%</div></div>						30%	33%	37%
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Mission Memorial Hospital

18 Respondents 2022 | 12 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	35%	41%	24%	75%	17%	8%
I feel I belong to a collaborative, patient-centred team/unit.	50%	22%	28%	83%	17%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	35%	18%	47%	75%	0%	25%
I have adequate opportunities to improve patient care, quality, and safety.	50%	11%	39%	67%	17%	17%
I have meaningful input into changes affecting my practice environment.	44%	22%	33%	50%	17%	33%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	39%	28%	33%	50%	25%	25%
Senior leaders seek physicians' input when setting the health authority's goals.	50%	17%	33%	58%	25%	17%
Senior leaders' decision-making is transparent to physicians.	17%	50%	33%	42%	42%	17%
This health authority values physicians' contributions.	44%	22%	33%	50%	42%	8%

Value

This health authority values physicians' contributions.	44%	22%	33%	50%	42%	8%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	35%	41%	24%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Mission Memorial Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>25%</div><div>44%</div><div>31%</div></div>						55%	0%	46%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	115.75	1 (b)	3.0	1.00	900.00	8 / 18	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	168.00	1	3.0	1.00	900.00	6 / 18	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>56%</div><div>33%</div><div>11%</div></div>						58%	42%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>67%</div><div>22%</div><div>11%</div></div>						58%	33%	8%
People treat each other with respect and consideration in our workplace.	<div><div>67%</div><div>28%</div><div>6%</div></div>						83%	17%	0%
I am able to reasonably balance the demands of work and personal life.	<div><div>50%</div><div>17%</div><div>33%</div></div>						33%	33%	33%
People from all backgrounds are treated fairly in our workplace.	<div><div>67%</div><div>28%</div><div>6%</div></div>						83%	17%	0%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>47%</div><div>35%</div><div>18%</div></div>						64%	27%	9%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>44%</div><div>28%</div><div>28%</div></div>						67%	17%	17%
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Peace Arch Hospital

45 Respondents 2022 | 53 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	64%	11%	25%	62%	17%	21%
I feel I belong to a collaborative, patient-centred team/unit.	64%	22%	13%	64%	21%	15%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	36%	22%	42%	51%	9%	40%
I have adequate opportunities to improve patient care, quality, and safety.	41%	21%	39%	49%	23%	28%
I have meaningful input into changes affecting my practice environment.	34%	21%	46%	36%	23%	42%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	34%	16%	50%	36%	19%	45%
Senior leaders seek physicians' input when setting the health authority's goals.	28%	21%	51%	26%	14%	61%
Senior leaders' decision-making is transparent to physicians.	23%	21%	57%	21%	17%	62%
This health authority values physicians' contributions.	34%	27%	39%	26%	30%	43%

Value

This health authority values physicians' contributions.	34%	27%	39%	26%	30%	43%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	72%	9%	19%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Peace Arch Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div></div><div>58%</div><div>6%</div><div>36%</div></div>						48%	14%	39%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	10.93	1	2.0	1.00	100.00	14 / 45	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.94	1 (b)	3.0	1.00	50.00	17 / 45	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div></div><div>43%</div><div>38%</div><div>20%</div></div>			58%	33%	8%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div></div><div>48%</div><div>25%</div><div>28%</div></div>			60%	31%	8%
People treat each other with respect and consideration in our workplace.	<div><div></div><div>89%</div><div>7%</div><div>4%</div></div>			79%	19%	2%
I am able to reasonably balance the demands of work and personal life.	<div><div></div><div>52%</div><div>16%</div><div>32%</div></div>			64%	9%	26%
People from all backgrounds are treated fairly in our workplace.	<div><div></div><div>79%</div><div>12%</div><div>9%</div></div>			81%	15%	4%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div></div><div>45%</div><div>33%</div><div>23%</div></div>			51%	38%	11%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div></div><div>34%</div><div>32%</div><div>34%</div></div>			25%	36%	40%
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Ridge Meadows Hospital

39 Respondents 2022 | 61 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	62%	13%	26%	69%	16%	15%
I feel I belong to a collaborative, patient-centred team/unit.	66%	18%	16%	67%	18%	15%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	51%	8%	41%	72%	13%	15%
I have adequate opportunities to improve patient care, quality, and safety.	46%	15%	39%	62%	21%	16%
I have meaningful input into changes affecting my practice environment.	41%	15%	44%	43%	31%	26%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	32%	24%	43%	53%	22%	25%
Senior leaders seek physicians' input when setting the health authority's goals.	22%	35%	43%	39%	31%	31%
Senior leaders' decision-making is transparent to physicians.	16%	38%	46%	25%	35%	40%
This health authority values physicians' contributions.	38%	27%	35%	47%	30%	23%

Value

This health authority values physicians' contributions.	38%	27%	35%	47%	30%	23%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	76%	8%	16%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Ridge Meadows Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>25%</div><div>25%</div><div>50%</div></div>						52%	15%	33%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	10.67	1	3.0	1.00	50.00	9 / 39	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.00	10	5.0	1.00	25.00	18 / 39	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>64%</div><div>36%</div><div>0%</div></div>						59%	34%	7%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>58%</div><div>31%</div><div>11%</div></div>						63%	26%	11%
People treat each other with respect and consideration in our workplace.	<div><div>87%</div><div>5%</div><div>8%</div></div>						80%	13%	6%
I am able to reasonably balance the demands of work and personal life.	<div><div>41%</div><div>18%</div><div>41%</div></div>						63%	13%	23%
People from all backgrounds are treated fairly in our workplace.	<div><div>64%</div><div>21%</div><div>15%</div></div>						79%	14%	7%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>54%</div><div>34%</div><div>12%</div></div>						57%	25%	18%

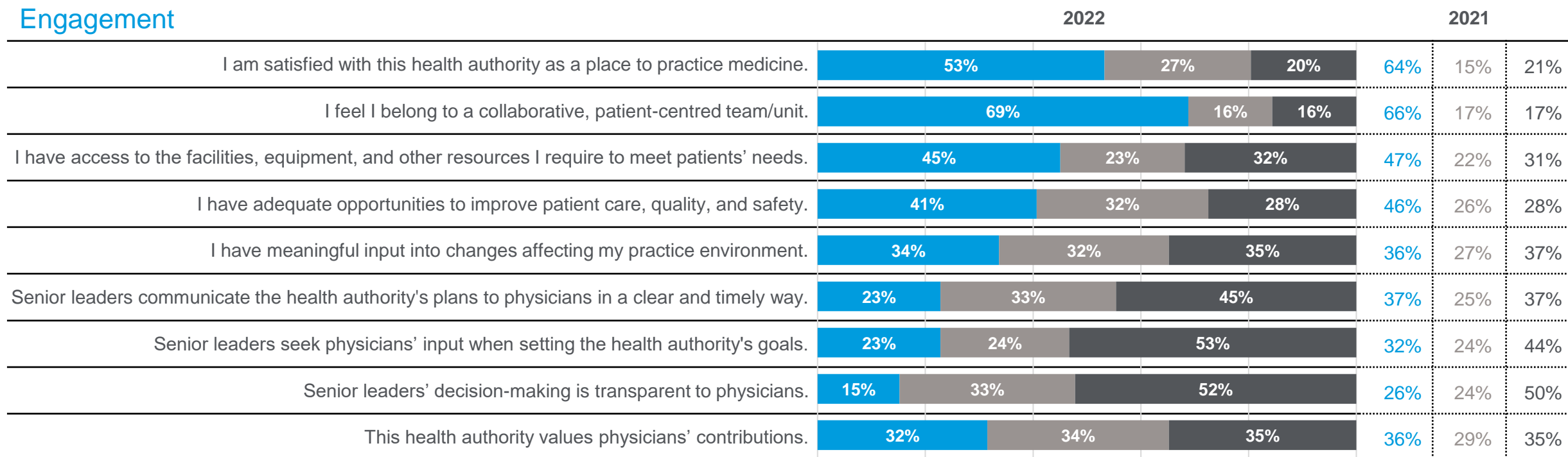
Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>50%</div><div>24%</div><div>26%</div></div>						53%	29%	19%
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Royal Columbian Hospital

92 Respondents 2022 | 121 Respondents 2021

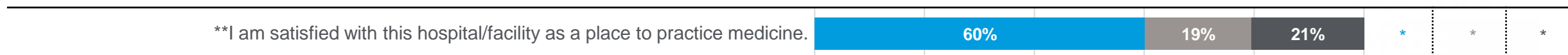
Engagement



Value



Local Satisfaction **New Question



■ Agree ■ Neutral ■ Disagree

Royal Columbian Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	44%		14%	43%			50%	16%	34%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.68	1	2.0	1.00	12.00	28 / 92	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.55	1	3.5	1.00	44.00	42 / 92	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	59%		23%	18%	53%	29%	18%
This hospital/facility takes effective action to promote a healthy and safe workplace.	52%		21%	28%	53%	23%	23%
People treat each other with respect and consideration in our workplace.	79%		11%	10%	79%	11%	10%
I am able to reasonably balance the demands of work and personal life.	46%		19%	36%	46%	28%	26%
People from all backgrounds are treated fairly in our workplace.	59%		30%	11%	71%	16%	13%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	47%		31%	22%	48%	34%	18%

Trust

Physicians and medical leaders trust one another in my health authority.	36%		34%	30%	41%	38%	22%
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Surrey Memorial Hospital

156 Respondents 2022 | 181 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	49%	20%	31%	55%	21%	24%
I feel I belong to a collaborative, patient-centred team/unit.	50%	20%	30%	48%	21%	31%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	41%	20%	40%	49%	19%	32%
I have adequate opportunities to improve patient care, quality, and safety.	37%	28%	34%	42%	26%	32%
I have meaningful input into changes affecting my practice environment.	32%	21%	47%	31%	27%	42%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	25%	28%	47%	26%	33%	41%
Senior leaders seek physicians' input when setting the health authority's goals.	17%	29%	54%	22%	34%	45%
Senior leaders' decision-making is transparent to physicians.	13%	24%	64%	13%	38%	49%
This health authority values physicians' contributions.	23%	30%	47%	30%	27%	43%

Value

This health authority values physicians' contributions.	23%	30%	47%	30%	27%	43%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	51%	20%	29%	*	*	*
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Agree Neutral Disagree

Surrey Memorial Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div> <div>59%</div> <div>12%</div> <div>29%</div> </div>						56%	12%	32%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.66	1	3.0	1.00	100.00	65 / 156	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	10.98	2	4.0	1.00	100.00	85 / 156	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div> <div>53%</div> <div>31%</div> <div>16%</div> </div>						47%	36%	17%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div> <div>50%</div> <div>30%</div> <div>20%</div> </div>						47%	33%	20%
People treat each other with respect and consideration in our workplace.	<div> <div>73%</div> <div>15%</div> <div>12%</div> </div>						74%	16%	10%
I am able to reasonably balance the demands of work and personal life.	<div> <div>33%</div> <div>20%</div> <div>47%</div> </div>						54%	16%	31%
People from all backgrounds are treated fairly in our workplace.	<div> <div>70%</div> <div>15%</div> <div>16%</div> </div>						74%	13%	14%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div> <div>40%</div> <div>39%</div> <div>21%</div> </div>						47%	31%	22%

Trust

Physicians and medical leaders trust one another in my health authority.	<div> <div>30%</div> <div>34%</div> <div>36%</div> </div>						33%	33%	34%
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■ Agree
■ Neutral
■ Disagree

Interior Health – Hospital/Facility Data

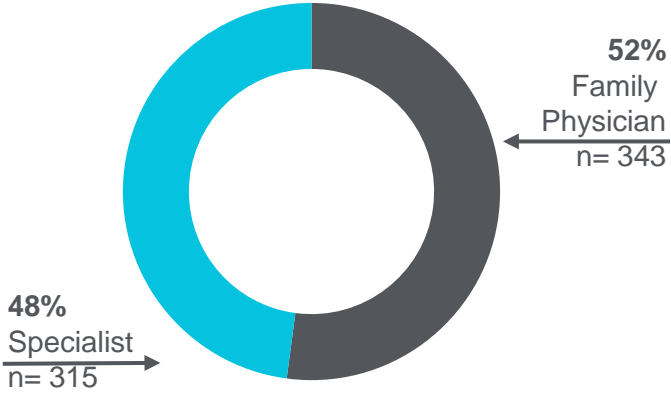
- Demographics
- Overall engagement averages by hospital/facility
- Engagement trends
- Physician Health and Safety
- Incidents Related to Physical and Psychological Safety

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

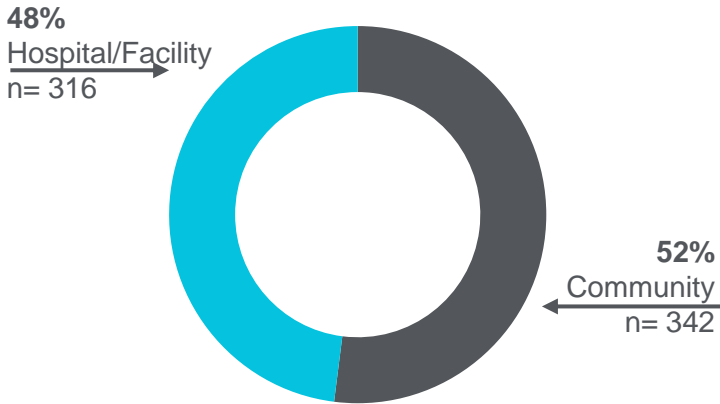
Medical leaders refers to those who hold a formal medical leadership position and receive a stipend/payment from the Health Authority i.e., *Department Head, Regional Medical Lead/Director, Vice President of Medicine*

Demographics - Interior (N = 658)

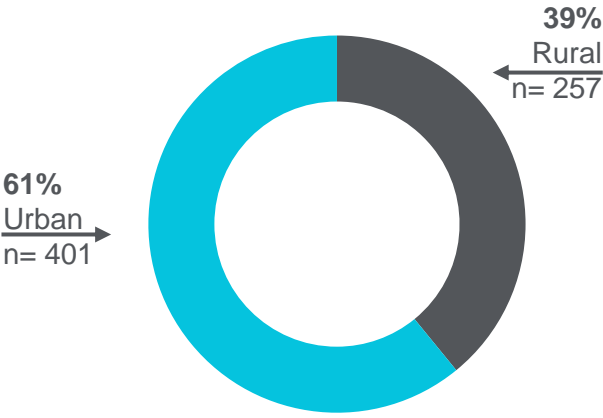
FAMILY PHYSICIANS OR SPECIALISTS



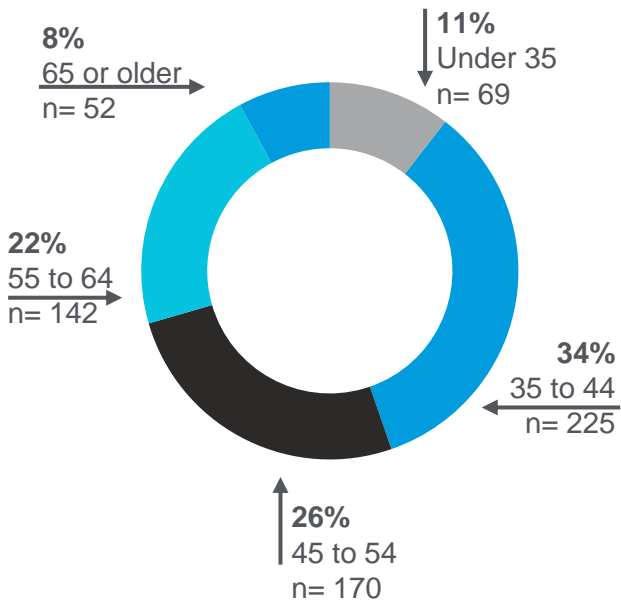
HOSPITAL/FACILITY OR COMMUNITY BASED



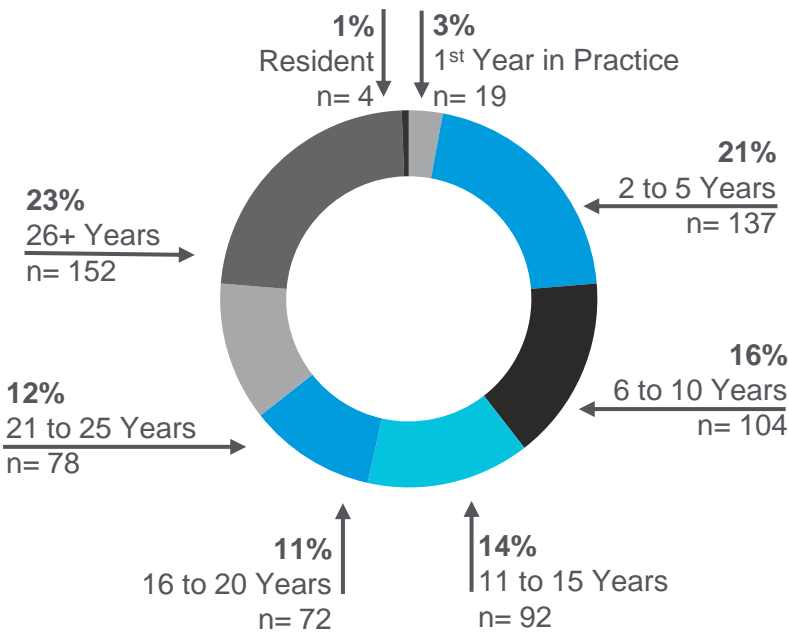
SETTING



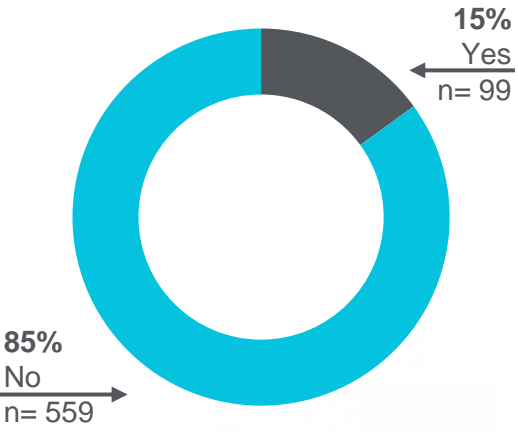
AGE



TENURE

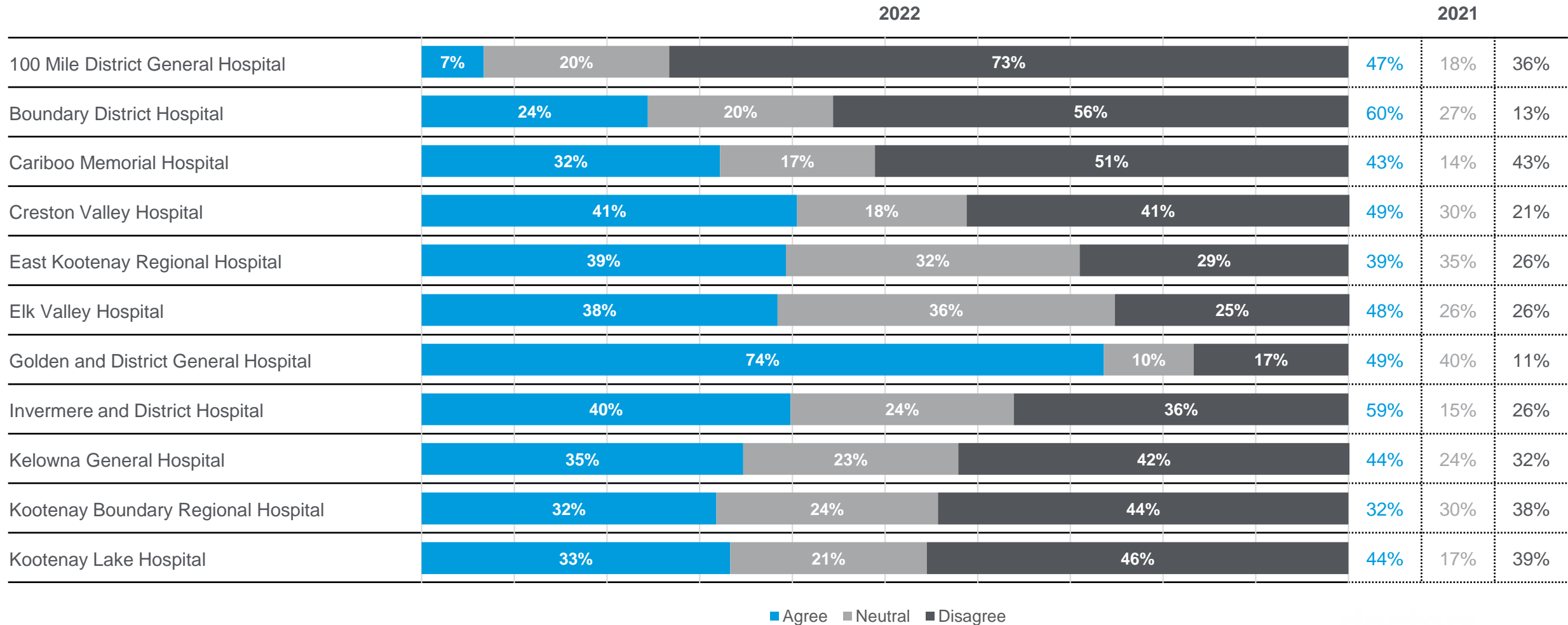


MEDICAL LEADERSHIP



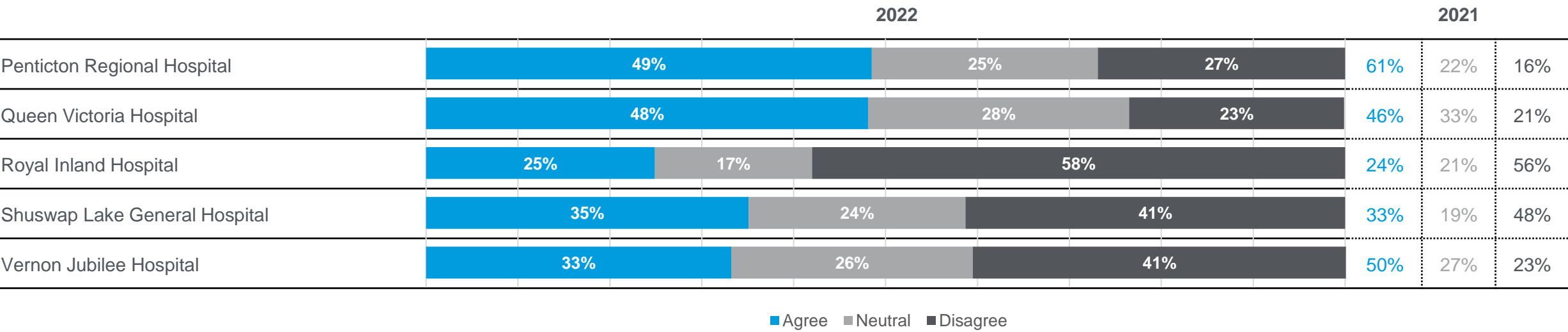
Interior Health Authority

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 2022 | 5 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	0%	20%	80%	60%	0%	40%
I feel I belong to a collaborative, patient-centred team/unit.	20%	60%	20%	40%	20%	40%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	20%	20%	60%	80%	0%	20%
I have adequate opportunities to improve patient care, quality, and safety.	0%	40%	60%	40%	20%	40%
I have meaningful input into changes affecting my practice environment.	20%	0%	80%	40%	40%	20%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	0%	0%	100%	40%	20%	40%
Senior leaders seek physicians' input when setting the health authority's goals.	0%	20%	80%	40%	20%	40%
Senior leaders' decision-making is transparent to physicians.	0%	20%	80%	40%	20%	40%
This health authority values physicians' contributions.	0%	0%	100%	40%	20%	40%

Value

This health authority values physicians' contributions.	0%	0%	100%	40%	20%	40%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	20%	20%	60%	*	*	*
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■ Agree ■ Neutral ■ Disagree

100 Mile District General

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>100%</div><div>0%</div><div>0%</div></div>						67%	0%	33%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	-	-	-	-	-	-	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	259.00	2 (b)	17.5	2.00	999.00	4 / 5	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>0%</div><div>75%</div><div>25%</div></div>	40%	20%	40%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>25%</div><div>25%</div><div>50%</div></div>	40%	60%	0%
People treat each other with respect and consideration in our workplace.	<div><div>80%</div><div>0%</div><div>20%</div></div>	40%	0%	60%
I am able to reasonably balance the demands of work and personal life.	<div><div>40%</div><div>40%</div><div>20%</div></div>	100%	0%	0%
People from all backgrounds are treated fairly in our workplace.	<div><div>60%</div><div>0%</div><div>40%</div></div>	80%	20%	0%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>0%</div><div>60%</div><div>40%</div></div>	40%	20%	40%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>0%</div><div>40%</div><div>60%</div></div>	40%	40%	20%
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Boundary District Hospital

5 Respondents 2022 | 5 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	20%	60%	20%	80%	20%	0%
I feel I belong to a collaborative, patient-centred team/unit.	100%	0%	0%	80%	20%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	20%	0%	80%	80%	0%	20%
I have adequate opportunities to improve patient care, quality, and safety.	20%	40%	40%	80%	20%	0%
I have meaningful input into changes affecting my practice environment.	20%	0%	80%	40%	60%	0%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	0%	0%	100%	40%	20%	40%
Senior leaders seek physicians' input when setting the health authority's goals.	0%	20%	80%	40%	40%	20%
Senior leaders' decision-making is transparent to physicians.	0%	20%	80%	20%	40%	40%
This health authority values physicians' contributions.	40%	40%	20%	80%	20%	0%

Value

This health authority values physicians' contributions.	40%	40%	20%	80%	20%	0%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	20%	20%	60%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Boundary District Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div></div><div>60%</div><div>0%</div><div>40%</div></div>						67%	33%	0%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	2.67	1 (b)	2.0	1.00	5.00	3 / 5	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.67	2 (b)	5.0	2.00	10.00	3 / 5	-		

Physical and Psychological Well-Being

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

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div></div><div>40%</div><div>0%</div><div>60%</div></div>						60%	20%	20%
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Cariboo Memorial Hospital

20 Respondents 2022 | 17 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	30%	25%	45%	53%	12%	35%
I feel I belong to a collaborative, patient-centred team/unit.	65%	20%	15%	65%	18%	18%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	60%	10%	30%	59%	12%	29%
I have adequate opportunities to improve patient care, quality, and safety.	30%	20%	50%	53%	18%	29%
I have meaningful input into changes affecting my practice environment.	20%	20%	60%	35%	18%	47%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	25%	5%	70%	41%	12%	47%
Senior leaders seek physicians' input when setting the health authority's goals.	25%	20%	55%	29%	12%	59%
Senior leaders' decision-making is transparent to physicians.	15%	15%	70%	24%	12%	65%
This health authority values physicians' contributions.	20%	15%	65%	29%	18%	53%

Value

This health authority values physicians' contributions.	20%	15%	65%	29%	18%	53%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	60%	0%	40%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Cariboo Memorial Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	44%		19%	38%			39%	8%	54%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.00	1	2.0	1.00	8.00	8 / 20	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.50	10	3.0	1.00	12.00	12 / 20	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	56%		28%	17%	53%	35%	12%
This hospital/facility takes effective action to promote a healthy and safe workplace.	50%		20%	30%	59%	18%	24%
People treat each other with respect and consideration in our workplace.	60%		30%	10%	88%	12%	0%
I am able to reasonably balance the demands of work and personal life.	20%	25%	55%		41%	6%	53%
People from all backgrounds are treated fairly in our workplace.	70%		25%	5%	71%	18%	12%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	37%	32%	32%		56%	31%	13%

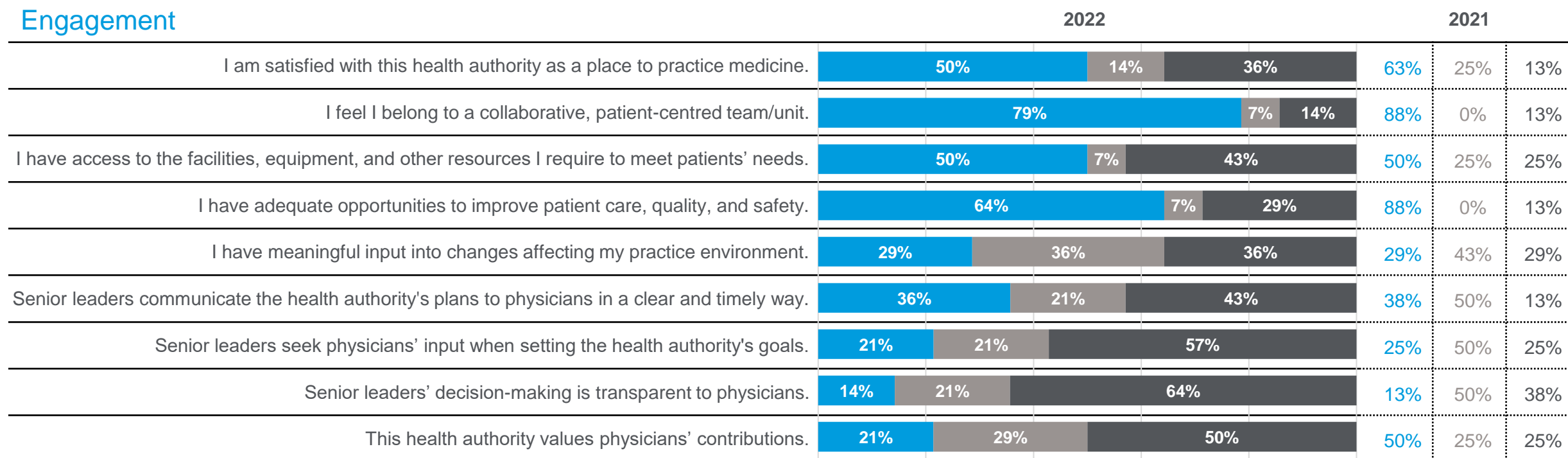
Trust

Physicians and medical leaders trust one another in my health authority.	15%	30%	55%		24%	41%	35%
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Creston Valley Hospital

14 Respondents 2022 | 8 Respondents 2021

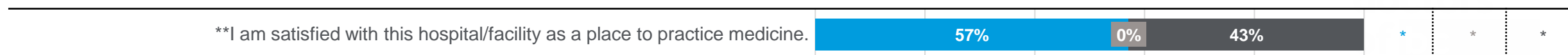
Engagement



Value



Local Satisfaction **New Question



■ Agree ■ Neutral ■ Disagree

Creston Valley Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>46%</div><div>15%</div><div>39%</div></div>						29%	14%	57%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	2.00	2	2.0	1.00	3.00	8 / 14	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.80	1 (b)	2.0	1.00	10.00	5 / 14	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>57%</div><div>14%</div><div>29%</div></div>						50%	25%	25%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>57%</div><div>29%</div><div>14%</div></div>						63%	13%	25%
People treat each other with respect and consideration in our workplace.	<div><div>79%</div><div>7%</div><div>14%</div></div>						88%	0%	13%
I am able to reasonably balance the demands of work and personal life.	<div><div>50%</div><div>14%</div><div>36%</div></div>						75%	0%	25%
People from all backgrounds are treated fairly in our workplace.	<div><div>57%</div><div>7%</div><div>36%</div></div>						75%	13%	13%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>64%</div><div>7%</div><div>29%</div></div>						43%	43%	14%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>36%</div><div>21%</div><div>43%</div></div>						63%	38%	0%
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East Kootenay Regional Hospital

33 Respondents 2022 | 35 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	58%	12%	30%	60%	31%	9%
I feel I belong to a collaborative, patient-centred team/unit.	81%	13%	6%	66%	20%	14%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	49%	18%	33%	49%	23%	29%
I have adequate opportunities to improve patient care, quality, and safety.	39%	42%	18%	46%	34%	20%
I have meaningful input into changes affecting my practice environment.	36%	30%	33%	36%	36%	27%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	21%	39%	39%	43%	34%	23%
Senior leaders seek physicians' input when setting the health authority's goals.	21%	49%	30%	11%	51%	37%
Senior leaders' decision-making is transparent to physicians.	15%	46%	39%	11%	49%	40%
This health authority values physicians' contributions.	33%	36%	30%	31%	37%	31%

Value

This health authority values physicians' contributions.	33%	36%	30%	31%	37%	31%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	59%	16%	25%	*	*	*
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■ Agree ■ Neutral ■ Disagree

East Kootenay Regional Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div></div><div>56%</div><div>4%</div><div>40%</div></div>						61%	0%	39%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.79	1	2.0	1.00	50.00	14 / 33	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.75	2	2.0	1.00	12.00	20 / 33	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div></div><div>43%</div><div>47%</div><div>10%</div></div>	41%	41%	18%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div></div><div>48%</div><div>39%</div><div>13%</div></div>	37%	37%	26%
People treat each other with respect and consideration in our workplace.	<div><div></div><div>76%</div><div>18%</div><div>6%</div></div>	77%	17%	6%
I am able to reasonably balance the demands of work and personal life.	<div><div></div><div>61%</div><div>18%</div><div>21%</div></div>	51%	9%	40%
People from all backgrounds are treated fairly in our workplace.	<div><div></div><div>69%</div><div>25%</div><div>6%</div></div>	60%	34%	6%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div></div><div>24%</div><div>62%</div><div>14%</div></div>	34%	34%	31%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div></div><div>49%</div><div>30%</div><div>21%</div></div>	33%	33%	33%
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Elk Valley Hospital

11 Respondents 2022 | 12 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	<div><div>64%</div><div>36%</div><div>0%</div></div>			50%	33%	17%
I feel I belong to a collaborative, patient-centred team/unit.	<div><div>64%</div><div>36%</div><div>0%</div></div>			67%	17%	17%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div><div>27%</div><div>46%</div><div>27%</div></div>			67%	17%	17%
I have adequate opportunities to improve patient care, quality, and safety.	<div><div>64%</div><div>27%</div><div>9%</div></div>			50%	25%	25%
I have meaningful input into changes affecting my practice environment.	<div><div>27%</div><div>46%</div><div>27%</div></div>			50%	8%	42%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div><div>27%</div><div>18%</div><div>55%</div></div>			42%	42%	17%
Senior leaders seek physicians' input when setting the health authority's goals.	<div><div>27%</div><div>36%</div><div>36%</div></div>			27%	27%	46%
Senior leaders' decision-making is transparent to physicians.	<div><div>18%</div><div>27%</div><div>55%</div></div>			17%	42%	42%
This health authority values physicians' contributions.	<div><div>27%</div><div>55%</div><div>18%</div></div>			58%	25%	17%

Value

This health authority values physicians' contributions.	<div><div>27%</div><div>55%</div><div>18%</div></div>			58%	25%	17%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	<div><div>82%</div><div>18%</div><div>0%</div></div>			*	*	*
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Elk Valley Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div></div><div>82%</div><div>9%</div><div>9%</div></div>						50%	0%	50%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.75	1	2.0	1.00	30.00	4 / 11	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.43	2	2.0	1.00	10.00	7 / 11	-		

Physical and Psychological Well-Being

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

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div></div><div>64%</div><div>36%</div><div>0%</div></div>	50%	42%	8%
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Golden and District General Hospital

8 Respondents 2022 | 5 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	<div><div></div><div></div><div></div></div> 88%0%13%			80%	20%	0%
I feel I belong to a collaborative, patient-centred team/unit.	<div><div></div><div></div><div></div></div> 88%0%13%			80%	20%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div><div></div><div></div><div></div></div> 63%13%25%			40%	40%	20%
I have adequate opportunities to improve patient care, quality, and safety.	<div><div></div><div></div><div></div></div> 88%0%13%			60%	40%	0%
I have meaningful input into changes affecting my practice environment.	<div><div></div><div></div><div></div></div> 88%0%13%			40%	40%	20%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div><div></div><div></div><div></div></div> 63%13%25%			60%	40%	0%
Senior leaders seek physicians' input when setting the health authority's goals.	<div><div></div><div></div><div></div></div> 63%25%13%			20%	80%	0%
Senior leaders' decision-making is transparent to physicians.	<div><div></div><div></div><div></div></div> 50%25%25%			0%	60%	40%
This health authority values physicians' contributions.	<div><div></div><div></div><div></div></div> 75%13%13%			60%	20%	20%

Value

This health authority values physicians' contributions.	<div><div></div><div></div><div></div></div> 75%13%13%			60%	20%	20%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	<div><div></div><div></div><div></div></div> 75%13%13%			*	*	*
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Golden and District General Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div></div><div>14%0%</div><div></div><div></div><div>86%</div><div></div></div>						75%	0%	25%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	1.50	1 (b)	1.5	1.00	2.00	2 / 8	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.50	1 (b)	5.5	1.00	10.00	2 / 8	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div></div><div>88%</div><div>13%0%</div><div></div></div>						80%	20%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div></div><div>75%</div><div>25%0%</div><div></div></div>						60%	40%	0%
People treat each other with respect and consideration in our workplace.	<div><div></div><div>88%</div><div>0%13%</div><div></div></div>						80%	20%	0%
I am able to reasonably balance the demands of work and personal life.	<div><div></div><div>50%</div><div>13%</div><div>38%</div><div></div></div>						60%	20%	20%
People from all backgrounds are treated fairly in our workplace.	<div><div></div><div>100%</div><div>0%0%</div><div></div></div>						40%	40%	20%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div></div><div>75%</div><div>25%0%</div><div></div></div>						40%	60%	0%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div></div><div>88%</div><div>0%</div><div>13%</div><div></div></div>						60%	20%	20%
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Invermere and District Hospital

12 Respondents 2022 | 6 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	<div> <div>67%</div> <div>17%</div> <div>17%</div> </div>			83%	0%	17%
I feel I belong to a collaborative, patient-centred team/unit.	<div> <div>83%</div> <div>8%</div> <div>8%</div> </div>			100%	0%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div> <div>33%</div> <div>33%</div> <div>33%</div> </div>			67%	0%	33%
I have adequate opportunities to improve patient care, quality, and safety.	<div> <div>67%</div> <div>0%</div> <div>33%</div> </div>			83%	0%	17%
I have meaningful input into changes affecting my practice environment.	<div> <div>67%</div> <div>0%</div> <div>33%</div> </div>			67%	17%	17%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div> <div>0%</div> <div>42%</div> <div>58%</div> </div>			33%	33%	33%
Senior leaders seek physicians' input when setting the health authority's goals.	<div> <div>8%</div> <div>50%</div> <div>42%</div> </div>			17%	33%	50%
Senior leaders' decision-making is transparent to physicians.	<div> <div>0%</div> <div>33%</div> <div>67%</div> </div>			0%	50%	50%
This health authority values physicians' contributions.	<div> <div>33%</div> <div>33%</div> <div>33%</div> </div>			83%	0%	17%

Value

This health authority values physicians' contributions.	<div> <div>33%</div> <div>33%</div> <div>33%</div> </div>			83%	0%	17%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	<div> <div>67%</div> <div>8%</div> <div>25%</div> </div>			*	*	*
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■ Agree ■ Neutral ■ Disagree

Invermere and District Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div></div><div>80%</div><div>0%</div><div>20%</div></div>						83%	0%	17%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	6.67	2	2.5	1.00	20.00	6 / 12	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.86	1 (b)	5.0	1.00	12.00	7 / 12	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div></div><div>25%</div><div>42%</div><div>33%</div></div>	50%	17%	33%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div></div><div>25%</div><div>42%</div><div>33%</div></div>	50%	50%	0%
People treat each other with respect and consideration in our workplace.	<div><div></div><div>83%</div><div>8%</div><div>8%</div></div>	100%	0%	0%
I am able to reasonably balance the demands of work and personal life.	<div><div></div><div>50%</div><div>17%</div><div>33%</div></div>	33%	67%	0%
People from all backgrounds are treated fairly in our workplace.	<div><div></div><div>67%</div><div>17%</div><div>17%</div></div>	100%	0%	0%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div></div><div>27%</div><div>46%</div><div>27%</div></div>	50%	33%	17%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div></div><div>50%</div><div>42%</div><div>8%</div></div>	83%	17%	0%
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Kelowna General Hospital

200 Respondents 2022 | 174 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	52%	18%	30%	68%	13%	19%
I feel I belong to a collaborative, patient-centred team/unit.	59%	19%	22%	63%	18%	19%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	36%	15%	49%	53%	21%	26%
I have adequate opportunities to improve patient care, quality, and safety.	37%	29%	34%	47%	32%	21%
I have meaningful input into changes affecting my practice environment.	31%	23%	47%	39%	23%	39%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	30%	25%	44%	37%	24%	40%
Senior leaders seek physicians' input when setting the health authority's goals.	21%	28%	51%	28%	28%	44%
Senior leaders' decision-making is transparent to physicians.	18%	24%	58%	21%	29%	49%
This health authority values physicians' contributions.	28%	28%	45%	44%	26%	30%

Value

This health authority values physicians' contributions.	28%	28%	45%	44%	26%	30%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	55%	18%	27%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Kelowna General Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div> <div>45%</div> <div>15%</div> <div>40%</div> </div>						45%	15%	40%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.44	1 (b)	2.0	1.00	30.00	68 / 200	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	32.39	1	4.5	1.00	999.00	98 / 200	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div> <div>56%</div> <div>30%</div> <div>15%</div> </div>						56%	33%	11%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div> <div>52%</div> <div>25%</div> <div>24%</div> </div>						57%	28%	15%
People treat each other with respect and consideration in our workplace.	<div> <div>74%</div> <div>15%</div> <div>12%</div> </div>						65%	22%	13%
I am able to reasonably balance the demands of work and personal life.	<div> <div>46%</div> <div>17%</div> <div>37%</div> </div>						56%	19%	26%
People from all backgrounds are treated fairly in our workplace.	<div> <div>69%</div> <div>17%</div> <div>14%</div> </div>						65%	21%	14%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div> <div>42%</div> <div>37%</div> <div>22%</div> </div>						48%	34%	17%

Trust

Physicians and medical leaders trust one another in my health authority.	<div> <div>36%</div> <div>27%</div> <div>38%</div> </div>						42%	29%	29%
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■ Agree
■ Neutral
■ Disagree

Kootenay Boundary Regional Hospital

41 Respondents 2022 | 39 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	44%	17%	39%	39%	28%	33%
I feel I belong to a collaborative, patient-centred team/unit.	51%	15%	34%	39%	26%	36%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	46%	20%	34%	41%	21%	39%
I have adequate opportunities to improve patient care, quality, and safety.	39%	20%	42%	36%	26%	39%
I have meaningful input into changes affecting my practice environment.	29%	17%	54%	24%	42%	34%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	20%	33%	48%	33%	36%	31%
Senior leaders seek physicians' input when setting the health authority's goals.	17%	34%	49%	28%	31%	41%
Senior leaders' decision-making is transparent to physicians.	12%	27%	61%	18%	31%	51%
This health authority values physicians' contributions.	27%	34%	39%	28%	31%	41%

Value

This health authority values physicians' contributions.	27%	34%	39%	28%	31%	41%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	53%	20%	28%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Kootenay Boundary Regional Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div> <div>50%</div> <div>19%</div> <div>31%</div> </div>						43%	9%	49%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	9.29	1 (b)	4.0	1.00	50.00	21 / 41	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	9.64	1	4.0	1.00	60.00	25 / 41	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div> <div>30%</div> <div>35%</div> <div>35%</div> </div>						46%	27%	27%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div> <div>37%</div> <div>32%</div> <div>32%</div> </div>						42%	29%	29%
People treat each other with respect and consideration in our workplace.	<div> <div>73%</div> <div>15%</div> <div>12%</div> </div>						72%	13%	15%
I am able to reasonably balance the demands of work and personal life.	<div> <div>54%</div> <div>24%</div> <div>22%</div> </div>						59%	10%	31%
People from all backgrounds are treated fairly in our workplace.	<div> <div>59%</div> <div>26%</div> <div>15%</div> </div>						59%	28%	13%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div> <div>30%</div> <div>33%</div> <div>38%</div> </div>						30%	38%	32%

Trust

Physicians and medical leaders trust one another in my health authority.	<div> <div>34%</div> <div>34%</div> <div>32%</div> </div>						49%	18%	33%
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■ Agree
■ Neutral
■ Disagree

Kootenay Lake Hospital

21 Respondents 2022 | 20 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	29%	33%	38%	60%	25%	15%
I feel I belong to a collaborative, patient-centred team/unit.	52%	19%	29%	75%	10%	15%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	57%	0%	43%	75%	10%	15%
I have adequate opportunities to improve patient care, quality, and safety.	38%	29%	33%	55%	15%	30%
I have meaningful input into changes affecting my practice environment.	48%	14%	38%	45%	15%	40%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	24%	29%	48%	25%	25%	50%
Senior leaders seek physicians' input when setting the health authority's goals.	19%	19%	62%	15%	25%	60%
Senior leaders' decision-making is transparent to physicians.	10%	29%	62%	15%	10%	75%
This health authority values physicians' contributions.	24%	19%	57%	30%	20%	50%

Value

This health authority values physicians' contributions.	24%	19%	57%	30%	20%	50%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	57%	14%	29%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Kootenay Lake Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>65%12%24%</div>						50%	19%	31%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	10.00	5	4.0	1.00	50.00	7 / 21	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.42	1	2.0	1.00	12.00	12 / 21	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>60%25%15%</div>						58%	32%	11%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>65%20%15%</div>						74%	21%	5%
People treat each other with respect and consideration in our workplace.	<div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>86%5%10%</div>						95%	5%	0%
I am able to reasonably balance the demands of work and personal life.	<div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>43%19%38%</div>						50%	20%	30%
People from all backgrounds are treated fairly in our workplace.	<div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>65%25%10%</div>						75%	20%	5%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>45%30%25%</div>						68%	16%	16%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>19%43%38%</div>						30%	40%	30%
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Penticton Regional Hospital

73 Respondents 2022 | 62 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	<div><div>63%</div><div>25%</div><div>12%</div></div>			79%	11%	10%
I feel I belong to a collaborative, patient-centred team/unit.	<div><div>74%</div><div>14%</div><div>12%</div></div>			82%	8%	10%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div><div>55%</div><div>15%</div><div>30%</div></div>			84%	5%	11%
I have adequate opportunities to improve patient care, quality, and safety.	<div><div>64%</div><div>22%</div><div>14%</div></div>			75%	15%	10%
I have meaningful input into changes affecting my practice environment.	<div><div>46%</div><div>33%</div><div>21%</div></div>			66%	19%	15%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div><div>43%</div><div>18%</div><div>39%</div></div>			53%	27%	19%
Senior leaders seek physicians' input when setting the health authority's goals.	<div><div>34%</div><div>26%</div><div>40%</div></div>			36%	40%	24%
Senior leaders' decision-making is transparent to physicians.	<div><div>21%</div><div>33%</div><div>47%</div></div>			21%	47%	32%
This health authority values physicians' contributions.	<div><div>37%</div><div>36%</div><div>27%</div></div>			57%	27%	16%

Value

This health authority values physicians' contributions.	<div><div>37%</div><div>36%</div><div>27%</div></div>			57%	27%	16%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	<div><div>79%</div><div>13%</div><div>8%</div></div>			*	*	*
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Penticton Regional Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	40%		14%	46%			35%	17%	48%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	9.00	2	4.0	1.00	50.00	20 / 73	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.81	2	3.0	1.00	50.00	31 / 73	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	55%		37%	8%	67%	23%	10%
This hospital/facility takes effective action to promote a healthy and safe workplace.	59%		32%	10%	61%	26%	13%
People treat each other with respect and consideration in our workplace.	85%		10%	6%	77%	13%	10%
I am able to reasonably balance the demands of work and personal life.	44%		29%	27%	52%	15%	34%
People from all backgrounds are treated fairly in our workplace.	53%		32%	15%	73%	19%	8%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	40%		50%	10%	51%	37%	12%

Trust

Physicians and medical leaders trust one another in my health authority.	44%		32%	25%	48%	39%	13%
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Queen Victoria Hospital

9 Respondents 2022 | 9 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	44%	44%	11%	44%	44%	11%
I feel I belong to a collaborative, patient-centred team/unit.	89%	11%	0%	78%	22%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	44%	33%	22%	67%	11%	22%
I have adequate opportunities to improve patient care, quality, and safety.	78%	11%	11%	56%	33%	11%
I have meaningful input into changes affecting my practice environment.	56%	11%	33%	56%	33%	11%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	22%	56%	22%	22%	44%	33%
Senior leaders seek physicians' input when setting the health authority's goals.	33%	44%	22%	33%	33%	33%
Senior leaders' decision-making is transparent to physicians.	11%	44%	44%	0%	44%	56%
This health authority values physicians' contributions.	56%	0%	44%	56%	33%	11%

Value

This health authority values physicians' contributions.	56%	0%	44%	56%	33%	11%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	89%	11%	0%	*	*	*
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Queen Victoria Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	33%		0%	67%			63%	0%	38%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.50	1 (b)	4.5	1.00	8.00	2 / 9	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	1.00	1	1.0	1.00	1.00	2 / 9	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	100%		0%	0%	67%	22%	11%
This hospital/facility takes effective action to promote a healthy and safe workplace.	100%		0%	0%	67%	22%	11%
People treat each other with respect and consideration in our workplace.	89%		11%	0%	100%	0%	0%
I am able to reasonably balance the demands of work and personal life.	44%		33%	22%	33%	22%	44%
People from all backgrounds are treated fairly in our workplace.	89%		11%	0%	89%	11%	0%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	89%		11%	0%	44%	33%	22%

Trust

Physicians and medical leaders trust one another in my health authority.	44%		33%	22%	44%	33%	22%
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Royal Inland Hospital

99 Respondents 2022 | 113 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	33%	14%	53%	33%	19%	49%
I feel I belong to a collaborative, patient-centred team/unit.	52%	13%	35%	41%	19%	41%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	28%	17%	56%	35%	13%	51%
I have adequate opportunities to improve patient care, quality, and safety.	27%	21%	52%	32%	23%	45%
I have meaningful input into changes affecting my practice environment.	24%	19%	57%	25%	21%	54%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	16%	18%	65%	10%	23%	67%
Senior leaders seek physicians' input when setting the health authority's goals.	17%	16%	66%	11%	25%	65%
Senior leaders' decision-making is transparent to physicians.	10%	17%	73%	4%	23%	74%
This health authority values physicians' contributions.	17%	17%	66%	22%	23%	55%

Value

This health authority values physicians' contributions.	17%	17%	66%	22%	23%	55%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	35%	11%	54%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Royal Inland Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div> <div>56%</div> <div>12%</div> <div>32%</div> </div>						52%	22%	27%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	10.82	1	4.0	1.00	100.00	28 / 99	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	15.96	2	5.0	1.00	180.00	48 / 99	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div> <div>41%</div> <div>38%</div> <div>21%</div> </div>						42%	41%	17%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div> <div>35%</div> <div>29%</div> <div>36%</div> </div>						35%	28%	37%
People treat each other with respect and consideration in our workplace.	<div> <div>74%</div> <div>16%</div> <div>10%</div> </div>						63%	18%	20%
I am able to reasonably balance the demands of work and personal life.	<div> <div>37%</div> <div>20%</div> <div>43%</div> </div>						49%	24%	27%
People from all backgrounds are treated fairly in our workplace.	<div> <div>63%</div> <div>21%</div> <div>16%</div> </div>						60%	27%	13%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div> <div>33%</div> <div>34%</div> <div>33%</div> </div>						37%	38%	26%

Trust

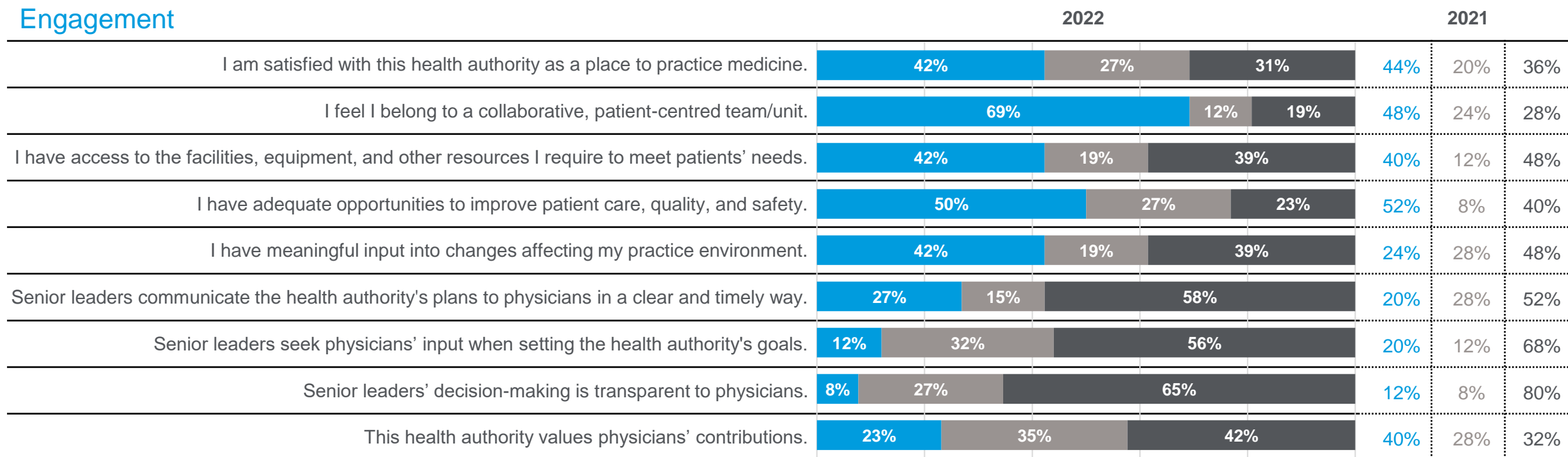
Physicians and medical leaders trust one another in my health authority.	<div> <div>29%</div> <div>18%</div> <div>53%</div> </div>						23%	29%	49%
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■ Agree
■ Neutral
■ Disagree

Shuswap Lake General Hospital

26 Respondents 2022 | 25 Respondents 2021

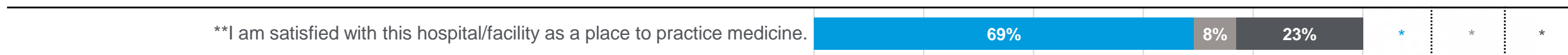
Engagement



Value



Local Satisfaction **New Question



■ Agree ■ Neutral ■ Disagree

Shuswap Lake General Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div></div><div>50%</div><div>4%</div><div>46%</div></div>						55%	9%	36%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.82	2	3.0	1.00	30.00	11 / 26	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.55	4 (b)	5.0	1.00	30.00	11 / 26	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div></div><div>28%</div><div>48%</div><div>24%</div></div>						58%	17%	25%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div></div><div>46%</div><div>35%</div><div>19%</div></div>						56%	16%	28%
People treat each other with respect and consideration in our workplace.	<div><div></div><div>81%</div><div>4%</div><div>15%</div></div>						80%	4%	16%
I am able to reasonably balance the demands of work and personal life.	<div><div></div><div>54%</div><div>15%</div><div>31%</div></div>						48%	16%	36%
People from all backgrounds are treated fairly in our workplace.	<div><div></div><div>69%</div><div>12%</div><div>19%</div></div>						64%	12%	24%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div></div><div>38%</div><div>46%</div><div>17%</div></div>						46%	23%	32%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div></div><div>31%</div><div>27%</div><div>42%</div></div>						24%	40%	36%
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Vernon Jubilee Hospital

50 Respondents 2022 | 53 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	56%			66%	19%	15%
I feel I belong to a collaborative, patient-centred team/unit.	62%			76%	6%	19%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	29%	23%	49%	60%	23%	17%
I have adequate opportunities to improve patient care, quality, and safety.	40%	30%	30%	60%	26%	13%
I have meaningful input into changes affecting my practice environment.	32%	28%	40%	56%	21%	23%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	20%	24%	56%	47%	30%	23%
Senior leaders seek physicians' input when setting the health authority's goals.	20%	26%	54%	23%	38%	40%
Senior leaders' decision-making is transparent to physicians.	12%	28%	60%	15%	51%	34%
This health authority values physicians' contributions.	28%	42%	30%	46%	33%	21%

Value

This health authority values physicians' contributions.	28%	42%	30%	46%	33%	21%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	60%	18%	22%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Vernon Jubilee Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>49%</div><div>15%</div><div>37%</div></div>						43%	21%	36%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.33	1	3.0	1.00	20.00	21 / 50	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	6.68	1 (b)	5.0	1.00	30.00	25 / 50	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>54%</div><div>35%</div><div>11%</div></div>						67%	28%	6%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>46%</div><div>38%</div><div>16%</div></div>						64%	21%	15%
People treat each other with respect and consideration in our workplace.	<div><div>72%</div><div>20%</div><div>8%</div></div>						73%	17%	10%
I am able to reasonably balance the demands of work and personal life.	<div><div>44%</div><div>16%</div><div>40%</div></div>						59%	21%	21%
People from all backgrounds are treated fairly in our workplace.	<div><div>80%</div><div>14%</div><div>6%</div></div>						81%	10%	10%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>43%</div><div>41%</div><div>16%</div></div>						58%	26%	16%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>26%</div><div>34%</div><div>40%</div></div>						54%	27%	19%
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Island Health – Facility/Hospital Data

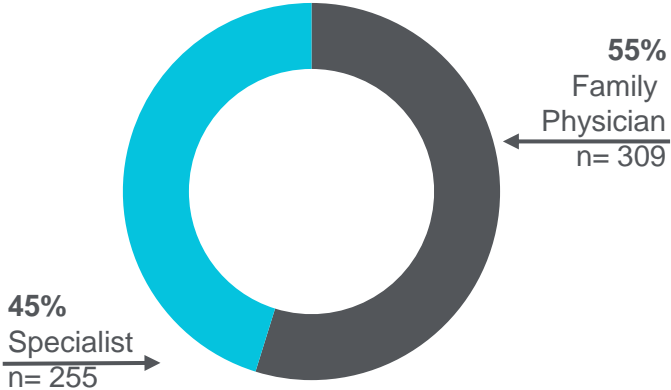
- Demographics
- Overall engagement averages by hospital/facility
- Engagement trends
- Physician Health and Safety
- Incidents Related to Physical and Psychological Safety

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

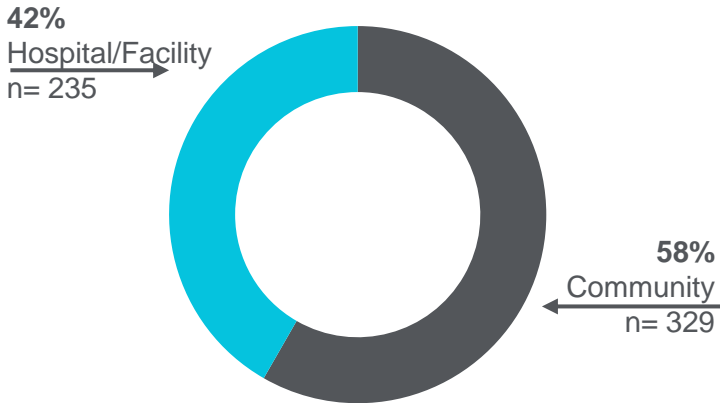
Medical leaders refers to those who hold a formal medical leadership position and receive a stipend/payment from the Health Authority i.e., *Department Head, Regional Medical Lead/Director, Vice President of Medicine*

Demographics - Island (N = 564)

FAMILY PHYSICIANS OR SPECIALISTS



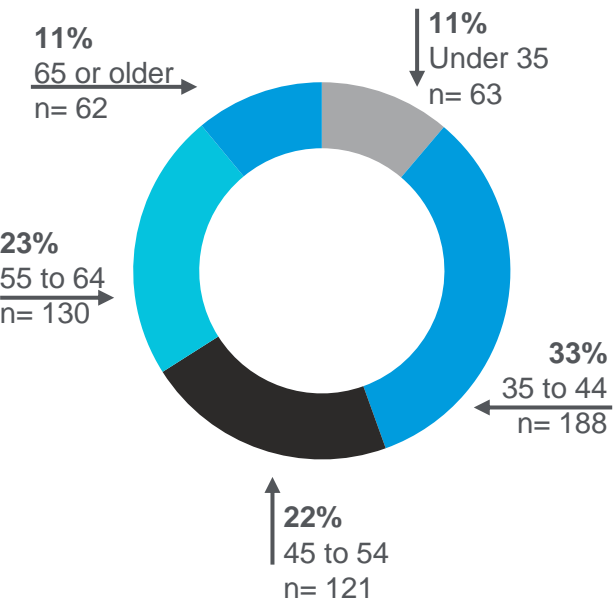
HOSPITAL/FACILITY OR COMMUNITY BASED



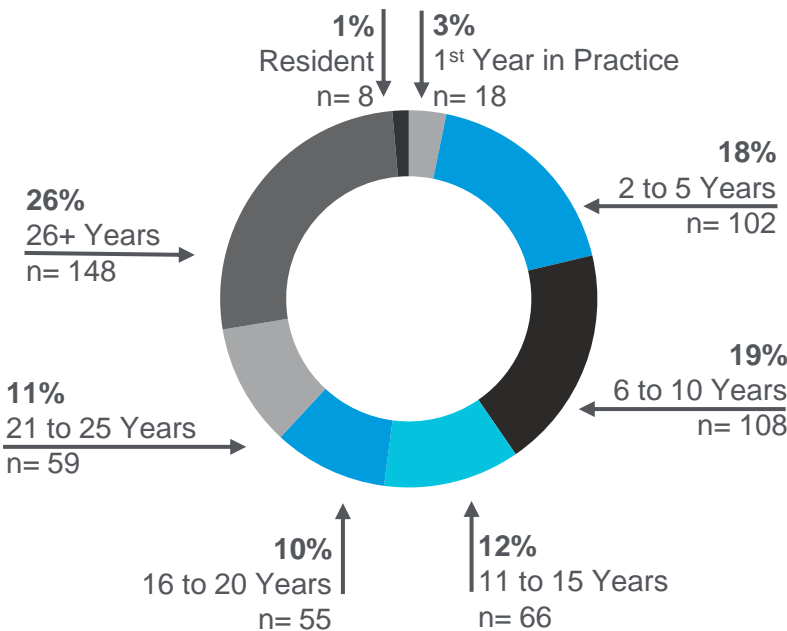
SETTING



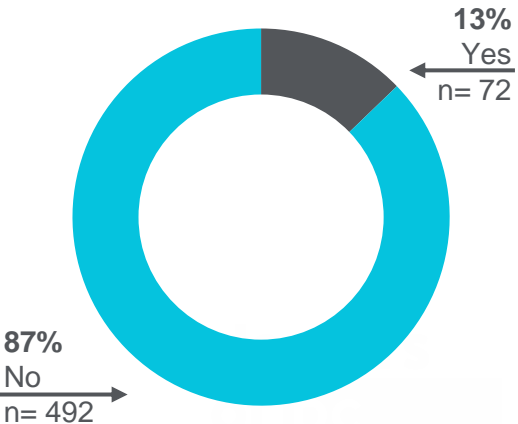
AGE



TENURE

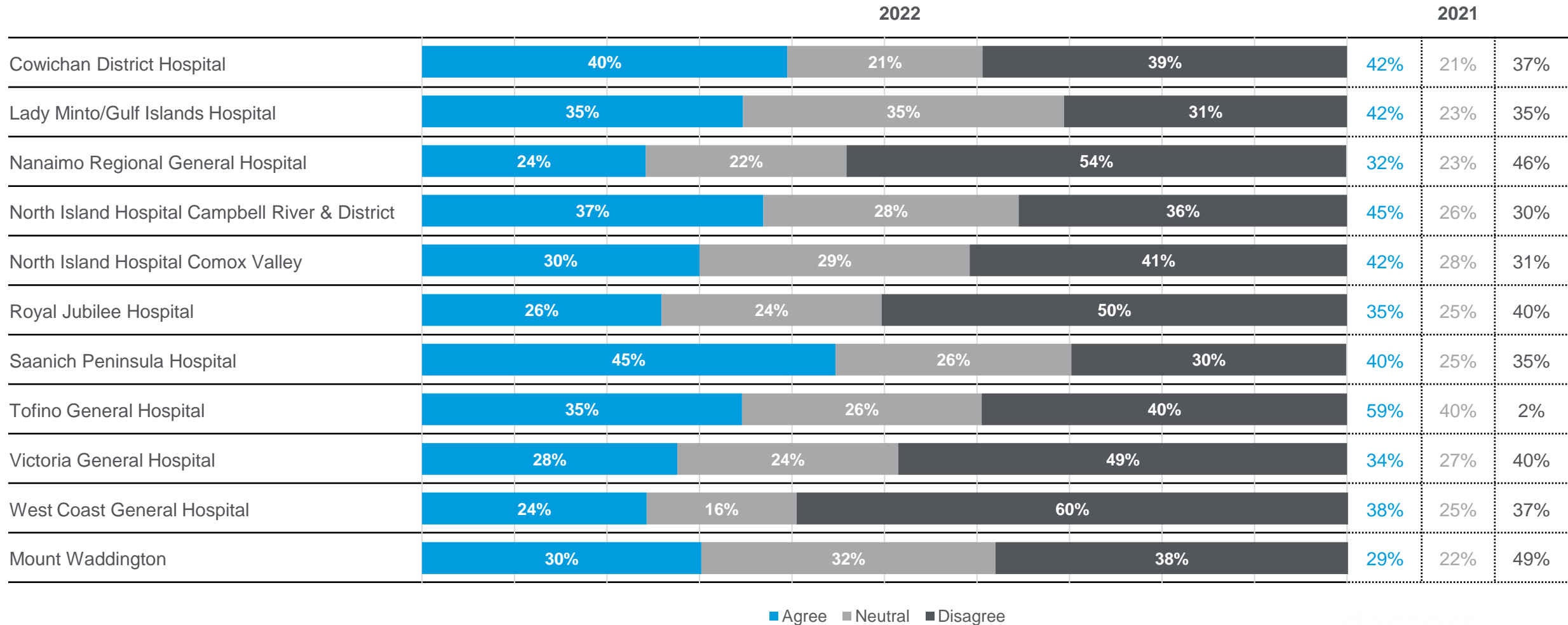


MEDICAL LEADERSHIP



Island Health Authority

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



Cowichan District Hospital

59 Respondents 2022 | 53 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	49%	15%	36%	62%	13%	25%
I feel I belong to a collaborative, patient-centred team/unit.	61%	15%	24%	55%	17%	28%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	34%	24%	42%	45%	15%	40%
I have adequate opportunities to improve patient care, quality, and safety.	37%	34%	29%	51%	13%	36%
I have meaningful input into changes affecting my practice environment.	35%	16%	50%	34%	21%	45%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	36%	25%	39%	44%	21%	35%
Senior leaders seek physicians' input when setting the health authority's goals.	40%	14%	47%	26%	30%	44%
Senior leaders' decision-making is transparent to physicians.	22%	27%	51%	22%	31%	47%
This health authority values physicians' contributions.	42%	20%	37%	42%	25%	34%

Value

This health authority values physicians' contributions.	42%	20%	37%	42%	25%	34%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	43%	17%	40%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Cowichan District Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	49%			12%	39%		44%	12%	44%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.27	1	2.0	1.00	50.00	22 / 59	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	15.00	1	4.0	1.00	100.00	27 / 59	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	48%			35%	17%	54%	25%	21%
This hospital/facility takes effective action to promote a healthy and safe workplace.	40%			40%	20%	40%	32%	28%
People treat each other with respect and consideration in our workplace.	75%			16%	9%	68%	13%	19%
I am able to reasonably balance the demands of work and personal life.	33%			12%	55%	36%	23%	42%
People from all backgrounds are treated fairly in our workplace.	62%			16%	22%	57%	11%	32%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	37%			44%	19%	41%	29%	29%

Trust

Physicians and medical leaders trust one another in my health authority.	59%			16%	26%	50%	17%	33%
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Lady Minto/Gulf Islands Hospital

8 Respondents 2022 | 12 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	<div><div>63%</div><div>25%</div><div>13%</div></div>			50%	25%	25%
I feel I belong to a collaborative, patient-centred team/unit.	<div><div>88%</div><div>0%</div><div>13%</div></div>			58%	17%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div><div>38%</div><div>38%</div><div>25%</div></div>			33%	8%	58%
I have adequate opportunities to improve patient care, quality, and safety.	<div><div>50%</div><div>25%</div><div>25%</div></div>			58%	8%	33%
I have meaningful input into changes affecting my practice environment.	<div><div>25%</div><div>25%</div><div>50%</div></div>			33%	25%	42%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div><div>13%</div><div>63%</div><div>25%</div></div>			42%	25%	33%
Senior leaders seek physicians' input when setting the health authority's goals.	<div><div>13%</div><div>38%</div><div>50%</div></div>			36%	36%	27%
Senior leaders' decision-making is transparent to physicians.	<div><div>13%</div><div>38%</div><div>50%</div></div>			42%	17%	42%
This health authority values physicians' contributions.	<div><div>13%</div><div>63%</div><div>25%</div></div>			25%	42%	33%

Value

This health authority values physicians' contributions.	<div><div>13%</div><div>63%</div><div>25%</div></div>			25%	42%	33%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	<div><div>75%</div><div>25%</div><div>0%</div></div>			*	*	*
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Lady Minto/Gulf Islands Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	25%		13%	63%			58%	8%	33%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.67	2 (b)	4.0	2.00	5.00	3 / 8	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.50	2 (b)	4.5	2.00	7.00	2 / 8	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	50%		38%	13%	42%	33%	25%
This hospital/facility takes effective action to promote a healthy and safe workplace.	50%		38%	13%	25%	33%	42%
People treat each other with respect and consideration in our workplace.	100%		0%	0%	83%	0%	17%
I am able to reasonably balance the demands of work and personal life.	50%		38%	13%	58%	17%	25%
People from all backgrounds are treated fairly in our workplace.	50%		50%	0%	50%	25%	25%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	63%		38%	0%	17%	42%	42%

Trust

Physicians and medical leaders trust one another in my health authority.	38%		63%	0%	33%	33%	33%
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Nanaimo Regional General Hospital

99 Respondents 2022 | 115 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	35%	27%	39%	46%	22%	32%
I feel I belong to a collaborative, patient-centred team/unit.	57%	17%	26%	60%	14%	27%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	26%	13%	61%	40%	13%	47%
I have adequate opportunities to improve patient care, quality, and safety.	27%	21%	52%	36%	23%	41%
I have meaningful input into changes affecting my practice environment.	18%	18%	63%	29%	25%	46%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	16%	26%	58%	24%	28%	49%
Senior leaders seek physicians' input when setting the health authority's goals.	14%	27%	59%	18%	25%	57%
Senior leaders' decision-making is transparent to physicians.	7%	21%	72%	10%	27%	64%
This health authority values physicians' contributions.	18%	25%	57%	25%	26%	49%

Value

This health authority values physicians' contributions.	18%	25%	57%	25%	26%	49%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	39%	24%	38%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Nanaimo Regional General Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	43%		16%	42%			39%	12%	49%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	84.82	1	3.0	1.00	999.00	33 / 99	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	68.57	2	3.5	1.00	999.00	46 / 99	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	46%		39%	15%	55%	36%	10%
This hospital/facility takes effective action to promote a healthy and safe workplace.	32%		37%	31%	47%	33%	20%
People treat each other with respect and consideration in our workplace.	76%		20%	4%	79%	11%	10%
I am able to reasonably balance the demands of work and personal life.	34%		17%	49%	55%	21%	24%
People from all backgrounds are treated fairly in our workplace.	62%		31%	7%	61%	25%	14%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	30%		51%	19%	47%	37%	16%

Trust

Physicians and medical leaders trust one another in my health authority.	25%		34%	42%	21%	40%	39%
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■ Agree ■ Neutral ■ Disagree

North Island Hospital Campbell River & District

31 Respondents 2022 | 40 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	55%			73%	15%	13%
I feel I belong to a collaborative, patient-centred team/unit.	81%			73%	13%	15%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	65%			70%	15%	15%
I have adequate opportunities to improve patient care, quality, and safety.	45%			55%	25%	20%
I have meaningful input into changes affecting my practice environment.	30%			25%	40%	35%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	17%			35%	30%	35%
Senior leaders seek physicians' input when setting the health authority's goals.	14%			25%	28%	48%
Senior leaders' decision-making is transparent to physicians.	3%			18%	28%	55%
This health authority values physicians' contributions.	23%			30%	38%	33%

Value

This health authority values physicians' contributions.	23%			30%	38%	33%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	74%			*	*	*
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■ Agree ■ Neutral ■ Disagree

North Island Hospital Campbell River & District

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div></div><div>58%</div><div>12%</div><div>31%</div></div>						60%	7%	33%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.00	2	2.0	1.00	12.00	12 / 31	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.41	1 (b)	5.0	1.00	30.00	17 / 31	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div></div><div>65%</div><div>19%</div><div>16%</div></div>						55%	32%	13%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div></div><div>45%</div><div>32%</div><div>23%</div></div>						54%	31%	15%
People treat each other with respect and consideration in our workplace.	<div><div></div><div>77%</div><div>13%</div><div>10%</div></div>						75%	18%	8%
I am able to reasonably balance the demands of work and personal life.	<div><div></div><div>65%</div><div>3%</div><div>32%</div></div>						55%	25%	20%
People from all backgrounds are treated fairly in our workplace.	<div><div></div><div>61%</div><div>16%</div><div>23%</div></div>						73%	20%	8%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div></div><div>37%</div><div>40%</div><div>23%</div></div>						46%	28%	26%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div></div><div>36%</div><div>39%</div><div>26%</div></div>						21%	56%	23%
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North Island Hospital Comox Valley

56 Respondents 2022 | 55 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	41%	25%	34%	64%	22%	15%
I feel I belong to a collaborative, patient-centred team/unit.	53%	25%	23%	58%	27%	15%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	49%	15%	36%	55%	22%	24%
I have adequate opportunities to improve patient care, quality, and safety.	43%	32%	26%	51%	26%	24%
I have meaningful input into changes affecting my practice environment.	30%	33%	37%	35%	35%	31%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	21%	32%	47%	35%	33%	32%
Senior leaders seek physicians' input when setting the health authority's goals.	11%	32%	57%	26%	19%	56%
Senior leaders' decision-making is transparent to physicians.	8%	30%	62%	17%	39%	44%
This health authority values physicians' contributions.	15%	40%	45%	37%	26%	37%

Value

This health authority values physicians' contributions.	15%	40%	45%	37%	26%	37%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	63%	19%	19%	*	*	*
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■ Agree ■ Neutral ■ Disagree

North Island Hospital Comox Valley

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>45%</div><div>17%</div><div>38%</div></div>						41%	16%	43%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.26	1	2.0	1.00	10.00	19 / 56	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	27.72	2	3.0	1.00	650.00	29 / 56	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>65%</div><div>31%</div><div>4%</div></div>						51%	39%	10%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>45%</div><div>31%</div><div>25%</div></div>						41%	43%	16%
People treat each other with respect and consideration in our workplace.	<div><div>68%</div><div>17%</div><div>15%</div></div>						64%	14%	23%
I am able to reasonably balance the demands of work and personal life.	<div><div>53%</div><div>18%</div><div>29%</div></div>						51%	13%	36%
People from all backgrounds are treated fairly in our workplace.	<div><div>74%</div><div>19%</div><div>7%</div></div>						64%	24%	12%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>36%</div><div>49%</div><div>15%</div></div>						35%	49%	16%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>26%</div><div>47%</div><div>28%</div></div>						36%	40%	24%
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Royal Jubilee Hospital

133 Respondents 2022 | 176 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	35%	27%	38%	52%	21%	27%
I feel I belong to a collaborative, patient-centred team/unit.	58%	17%	26%	59%	17%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	33%	18%	49%	42%	16%	42%
I have adequate opportunities to improve patient care, quality, and safety.	36%	26%	39%	40%	24%	36%
I have meaningful input into changes affecting my practice environment.	26%	17%	57%	31%	28%	42%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	15%	26%	59%	25%	32%	43%
Senior leaders seek physicians' input when setting the health authority's goals.	13%	29%	59%	18%	32%	50%
Senior leaders' decision-making is transparent to physicians.	5%	24%	71%	9%	33%	58%
This health authority values physicians' contributions.	13%	31%	56%	35%	26%	40%

Value

This health authority values physicians' contributions.	13%	31%	56%	35%	26%	40%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	51%	20%	29%	*	*	*
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Royal Jubilee Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>53%</div><div>11%</div><div>37%</div></div>						57%	12%	32%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.08	2	5.0	1.00	50.00	51 / 133	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	14.92	1	5.0	1.00	365.00	73 / 133	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>41%</div><div>36%</div><div>23%</div></div>						42%	40%	17%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>31%</div><div>37%</div><div>32%</div></div>						45%	32%	23%
People treat each other with respect and consideration in our workplace.	<div><div>68%</div><div>16%</div><div>16%</div></div>						68%	21%	11%
I am able to reasonably balance the demands of work and personal life.	<div><div>35%</div><div>18%</div><div>47%</div></div>						43%	21%	36%
People from all backgrounds are treated fairly in our workplace.	<div><div>50%</div><div>24%</div><div>26%</div></div>						61%	22%	17%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>25%</div><div>40%</div><div>35%</div></div>						33%	42%	25%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>20%</div><div>37%</div><div>43%</div></div>						31%	34%	36%
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Saanich Peninsula Hospital

37 Respondents 2022 | 45 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	51%	11%	38%	58%	22%	20%
I feel I belong to a collaborative, patient-centred team/unit.	76%	16%	8%	62%	20%	18%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	57%	14%	30%	55%	23%	23%
I have adequate opportunities to improve patient care, quality, and safety.	54%	30%	16%	52%	27%	21%
I have meaningful input into changes affecting my practice environment.	49%	27%	24%	39%	23%	39%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	27%	38%	35%	33%	27%	40%
Senior leaders seek physicians' input when setting the health authority's goals.	32%	24%	43%	22%	24%	53%
Senior leaders' decision-making is transparent to physicians.	24%	32%	43%	13%	22%	64%
This health authority values physicians' contributions.	32%	38%	30%	27%	38%	36%

Value

This health authority values physicians' contributions.	32%	38%	30%	27%	38%	36%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	70%	12%	18%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Saanich Peninsula Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div> <div>43%</div> <div>14%</div> <div>43%</div> </div>						39%	15%	46%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	20.00	2 (b)	4.5	1.00	144.00	12 / 37	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	24.50	1	2.5	1.00	160.00	16 / 37	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div> <div>54%</div> <div>23%</div> <div>23%</div> </div>						58%	33%	9%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div> <div>61%</div> <div>22%</div> <div>17%</div> </div>						74%	19%	7%
People treat each other with respect and consideration in our workplace.	<div> <div>87%</div> <div>5%</div> <div>8%</div> </div>						89%	5%	7%
I am able to reasonably balance the demands of work and personal life.	<div> <div>46%</div> <div>16%</div> <div>38%</div> </div>						47%	24%	29%
People from all backgrounds are treated fairly in our workplace.	<div> <div>65%</div> <div>27%</div> <div>8%</div> </div>						77%	21%	2%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div> <div>49%</div> <div>30%</div> <div>21%</div> </div>						51%	42%	7%

Trust

Physicians and medical leaders trust one another in my health authority.	<div> <div>54%</div> <div>22%</div> <div>24%</div> </div>						30%	39%	32%
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■ Agree
■ Neutral
■ Disagree

Tofino General Hospital

9 Respondents 2022 | 7 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	<div> <div>67%</div> <div>11%</div> <div>22%</div> </div>			71%	29%	0%
I feel I belong to a collaborative, patient-centred team/unit.	<div> <div>100%</div> <div>0%</div> <div>0%</div> </div>			100%	0%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div> <div>33%</div> <div>33%</div> <div>33%</div> </div>			71%	29%	0%
I have adequate opportunities to improve patient care, quality, and safety.	<div> <div>56%</div> <div>22%</div> <div>22%</div> </div>			71%	29%	0%
I have meaningful input into changes affecting my practice environment.	<div> <div>33%</div> <div>56%</div> <div>11%</div> </div>			43%	57%	0%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div> <div>0%</div> <div>22%</div> <div>78%</div> </div>			29%	71%	0%
Senior leaders seek physicians' input when setting the health authority's goals.	<div> <div>11%</div> <div>33%</div> <div>56%</div> </div>			57%	43%	0%
Senior leaders' decision-making is transparent to physicians.	<div> <div>0%</div> <div>22%</div> <div>78%</div> </div>			29%	71%	0%
This health authority values physicians' contributions.	<div> <div>11%</div> <div>33%</div> <div>56%</div> </div>			57%	29%	14%

Value

This health authority values physicians' contributions.	<div> <div>11%</div> <div>33%</div> <div>56%</div> </div>			57%	29%	14%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	<div> <div>67%</div> <div>22%</div> <div>11%</div> </div>			*	*	*
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Tofino General Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	38%		25%	38%			43%	0%	57%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	16.00	2	6.0	2.00	50.00	4 / 9	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	6.25	2	2.0	1.00	20.00	4 / 9	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	44%		33%	22%	43%	29%	29%
This hospital/facility takes effective action to promote a healthy and safe workplace.	44%		56%	0%	71%	29%	0%
People treat each other with respect and consideration in our workplace.	100%		0%	0%	86%	14%	0%
I am able to reasonably balance the demands of work and personal life.	67%		11%	22%	43%	14%	43%
People from all backgrounds are treated fairly in our workplace.	89%		0%	11%	86%	14%	0%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	22%		67%	11%	57%	29%	14%

Trust

Physicians and medical leaders trust one another in my health authority.	33%		33%	33%	57%	43%	0%
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Victoria General Hospital

100 Respondents 2022 | 110 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	41%	20%	38%	49%	27%	24%
I feel I belong to a collaborative, patient-centred team/unit.	55%	20%	25%	61%	9%	30%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	33%	13%	54%	42%	17%	40%
I have adequate opportunities to improve patient care, quality, and safety.	38%	24%	38%	40%	28%	33%
I have meaningful input into changes affecting my practice environment.	24%	33%	44%	30%	30%	40%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	16%	27%	57%	28%	33%	40%
Senior leaders seek physicians' input when setting the health authority's goals.	15%	25%	60%	17%	29%	53%
Senior leaders' decision-making is transparent to physicians.	8%	25%	67%	10%	35%	55%
This health authority values physicians' contributions.	18%	29%	53%	27%	31%	42%

Value

This health authority values physicians' contributions.	18%	29%	53%	27%	31%	42%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	51%	15%	35%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Victoria General Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	43%		23%	35%			55%	13%	33%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	10.32	2	2.0	1.00	180.00	31 / 100	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.45	1	3.0	1.00	100.00	53 / 100	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	50%		33%	18%		46%	37%	17%
This hospital/facility takes effective action to promote a healthy and safe workplace.	39%		41%	21%		40%	34%	26%
People treat each other with respect and consideration in our workplace.	74%		17%	9%		71%	14%	15%
I am able to reasonably balance the demands of work and personal life.	47%		18%	35%		50%	18%	32%
People from all backgrounds are treated fairly in our workplace.	57%		27%	16%		62%	20%	18%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	36%		41%	24%		35%	40%	25%

Trust

Physicians and medical leaders trust one another in my health authority.	24%		36%	40%		28%	38%	35%
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West Coast General Hospital

11 Respondents 2022 | 16 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	18%	18%	64%	44%	31%	25%
I feel I belong to a collaborative, patient-centred team/unit.	27%	27%	46%	56%	19%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	36%	36%	27%	56%	19%	25%
I have adequate opportunities to improve patient care, quality, and safety.	46%	27%	27%	50%	19%	31%
I have meaningful input into changes affecting my practice environment.	27%	9%	64%	31%	19%	50%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	9%	18%	73%	38%	25%	38%
Senior leaders seek physicians' input when setting the health authority's goals.	18%	0%	82%	19%	31%	50%
Senior leaders' decision-making is transparent to physicians.	18%	9%	73%	19%	31%	50%
This health authority values physicians' contributions.	18%	0%	82%	31%	31%	38%

Value

This health authority values physicians' contributions.	18%	0%	82%	31%	31%	38%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	46%	9%	46%	*	*	*
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■ Agree ■ Neutral ■ Disagree

West Coast General Hospital

Physician Health and Safety

	2022						2021				
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	80%						10%	10%	40%	7%	53%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count					
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.75	4	4.0	1.00	10.00	4 / 11	-				
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	9.57	20	5.0	1.00	20.00	7 / 11	-				

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	33%	33%	33%	69%	13%	19%
This hospital/facility takes effective action to promote a healthy and safe workplace.	18%	64%	18%	63%	19%	19%
People treat each other with respect and consideration in our workplace.	55%	27%	18%	81%	13%	6%
I am able to reasonably balance the demands of work and personal life.	36%	9%	55%	63%	13%	25%
People from all backgrounds are treated fairly in our workplace.	55%	9%	36%	75%	6%	19%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	27%	55%	18%	56%	19%	25%

Trust

Physicians and medical leaders trust one another in my health authority.	18%	27%	55%	44%	25%	31%
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Mount Waddington

7 Respondents 2022 | 7 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	14%	29%	57%	29%	29%	43%
I feel I belong to a collaborative, patient-centred team/unit.	71%	14%	14%	57%	14%	29%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	29%	57%	14%	43%	14%	43%
I have adequate opportunities to improve patient care, quality, and safety.	29%	43%	29%	29%	43%	29%
I have meaningful input into changes affecting my practice environment.	57%	14%	29%	29%	29%	43%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	0%	43%	57%	14%	29%	57%
Senior leaders seek physicians' input when setting the health authority's goals.	29%	29%	43%	14%	14%	71%
Senior leaders' decision-making is transparent to physicians.	0%	43%	57%	14%	14%	71%
This health authority values physicians' contributions.	43%	14%	43%	29%	14%	57%

Value

This health authority values physicians' contributions.	43%	14%	43%	29%	14%	57%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	57%	14%	29%	*	*	*
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Agree Neutral Disagree

Mount Waddington

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div></div><div>71%</div><div>14%</div><div>14%</div></div>						86%	14%	0%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.67	1 (b)	3.0	1.00	7.00	3 / 7	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	12.33	2 (b)	7.5	2.00	30.00	6 / 7	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div></div><div>57%</div><div>14%</div><div>29%</div></div>						29%	14%	57%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div></div><div>29%</div><div>29%</div><div>43%</div></div>						29%	0%	71%
People treat each other with respect and consideration in our workplace.	<div><div></div><div>71%</div><div>14%</div><div>14%</div></div>						57%	14%	29%
I am able to reasonably balance the demands of work and personal life.	<div><div></div><div>29%</div><div>0%</div><div>71%</div></div>						29%	29%	43%
People from all backgrounds are treated fairly in our workplace.	<div><div></div><div>57%</div><div>29%</div><div>14%</div></div>						57%	29%	14%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div></div><div>17%</div><div>50%</div><div>33%</div></div>						14%	14%	71%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div></div><div>0%</div><div>14%</div><div>86%</div></div>						14%	14%	71%
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Northern Health – Hospital/ Facility Data

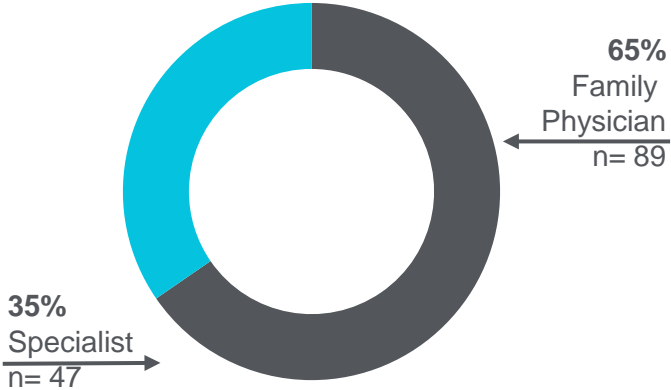
- Demographics
- Overall engagement averages by hospital/facility
- Engagement trends
- Physician Health and Safety
- Incidents Related to Physical and Psychological Safety

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

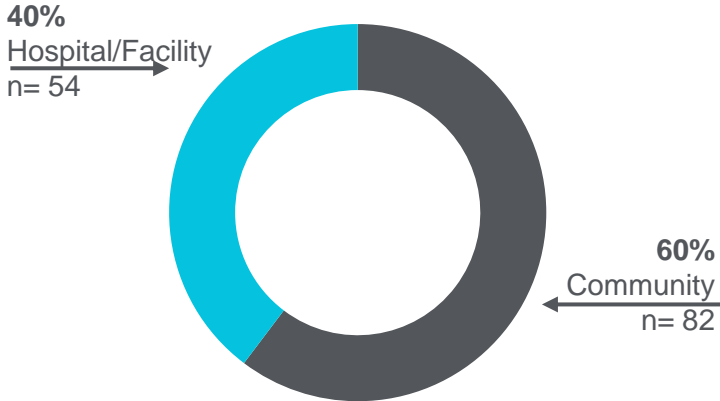
Medical leaders refers to those who hold a formal medical leadership position and receive a stipend/payment from the Health Authority i.e., *Department Head, Regional Medical Lead/Director, Vice President of Medicine*

Demographics - Northern (N = 136)

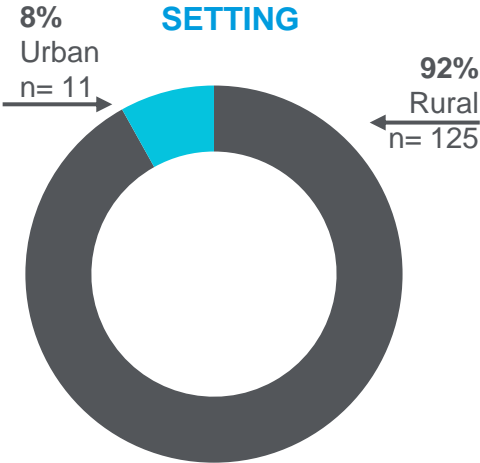
FAMILY PHYSICIANS OR SPECIALISTS



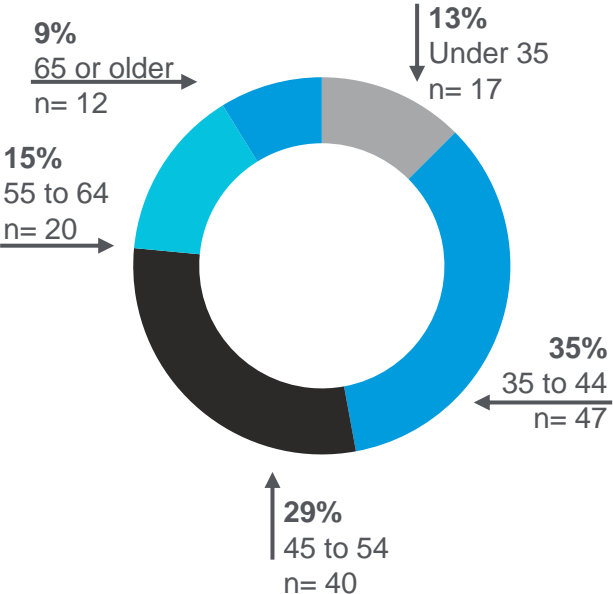
HOSPITAL/FACILITY OR COMMUNITY BASED



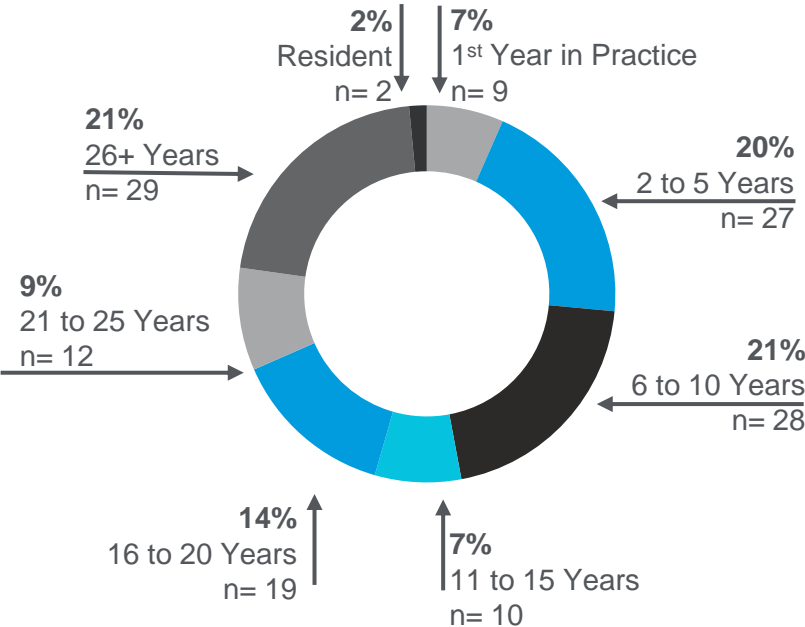
SETTING



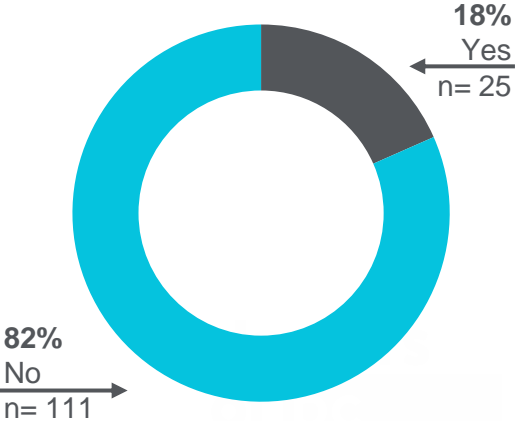
AGE



TENURE

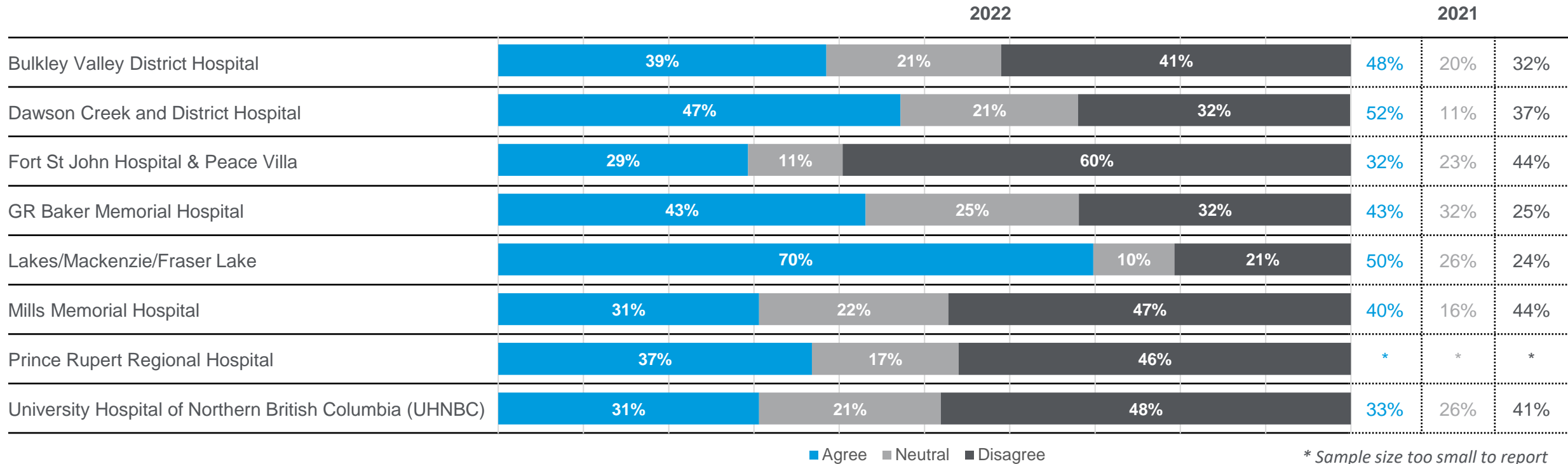


MEDICAL LEADERSHIP



Northern Health Authority

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



Bulkley Valley District Hospital

13 Respondents 2022 | 12 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	46%	8%	46%	67%	17%	17%
I feel I belong to a collaborative, patient-centred team/unit.	77%	15%	8%	75%	8%	17%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	69%	8%	23%	67%	8%	25%
I have adequate opportunities to improve patient care, quality, and safety.	31%	39%	31%	58%	25%	17%
I have meaningful input into changes affecting my practice environment.	46%	15%	39%	58%	17%	25%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	23%	23%	54%	17%	42%	42%
Senior leaders seek physicians' input when setting the health authority's goals.	15%	31%	54%	33%	17%	50%
Senior leaders' decision-making is transparent to physicians.	8%	23%	69%	25%	25%	50%
This health authority values physicians' contributions.	31%	23%	46%	33%	17%	50%

Value

This health authority values physicians' contributions.	31%	23%	46%	33%	17%	50%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	77%	23%	0%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Bulkley Valley District Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>46%</div><div>0%</div><div>54%</div></div>						55%	0%	46%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.83	1 (b)	3.0	1.00	10.00	6 / 13	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.00	1 (b)	5.0	1.00	20.00	7 / 13	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>39%</div><div>46%</div><div>15%</div></div>						55%	46%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>54%</div><div>31%</div><div>15%</div></div>						64%	9%	27%
People treat each other with respect and consideration in our workplace.	<div><div>77%</div><div>8%</div><div>15%</div></div>						100%	0%	0%
I am able to reasonably balance the demands of work and personal life.	<div><div>69%</div><div>8%</div><div>23%</div></div>						58%	17%	25%
People from all backgrounds are treated fairly in our workplace.	<div><div>67%</div><div>17%</div><div>17%</div></div>						67%	25%	8%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>39%</div><div>39%</div><div>23%</div></div>						60%	30%	10%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>23%</div><div>39%</div><div>39%</div></div>						40%	40%	20%
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Dawson Creek and District Hospital

8 Respondents 2022 | 7 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	<div><div>63%</div><div>25%</div><div>13%</div></div>			57%	29%	14%
I feel I belong to a collaborative, patient-centred team/unit.	<div><div>50%</div><div>13%</div><div>38%</div></div>			57%	14%	29%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div><div>63%</div><div>0%</div><div>38%</div></div>			71%	0%	29%
I have adequate opportunities to improve patient care, quality, and safety.	<div><div>63%</div><div>13%</div><div>25%</div></div>			71%	14%	14%
I have meaningful input into changes affecting my practice environment.	<div><div>50%</div><div>13%</div><div>38%</div></div>			43%	0%	57%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div><div>50%</div><div>13%</div><div>38%</div></div>			43%	14%	43%
Senior leaders seek physicians' input when setting the health authority's goals.	<div><div>25%</div><div>38%</div><div>38%</div></div>			43%	0%	57%
Senior leaders' decision-making is transparent to physicians.	<div><div>25%</div><div>38%</div><div>38%</div></div>			43%	14%	43%
This health authority values physicians' contributions.	<div><div>38%</div><div>38%</div><div>25%</div></div>			43%	14%	43%

Value

This health authority values physicians' contributions.	<div><div>38%</div><div>38%</div><div>25%</div></div>			43%	14%	43%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	<div><div>38%</div><div>38%</div><div>25%</div></div>			*	*	*
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■ Agree ■ Neutral ■ Disagree

Dawson Creek and District Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div></div><div>71%</div><div>14%</div><div>14%</div></div>						83%	17%	0%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	16.75	2 (b)	17.5	2.00	30.00	4 / 8	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	18.60	15	15.0	5.00	50.00	5 / 8	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div></div><div>50%</div><div>38%</div><div>13%</div></div>						29%	57%	14%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div></div><div>38%</div><div>50%</div><div>13%</div></div>						43%	43%	14%
People treat each other with respect and consideration in our workplace.	<div><div></div><div>75%</div><div>0%</div><div>25%</div></div>						71%	14%	14%
I am able to reasonably balance the demands of work and personal life.	<div><div></div><div>38%</div><div>25%</div><div>38%</div></div>						29%	14%	57%
People from all backgrounds are treated fairly in our workplace.	<div><div></div><div>63%</div><div>13%</div><div>25%</div></div>						29%	57%	14%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div></div><div>25%</div><div>50%</div><div>25%</div></div>						29%	43%	29%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div></div><div>38%</div><div>38%</div><div>25%</div></div>						29%	14%	57%
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Fort St John Hospital & Peace Villa

6 Respondents 2022 | 20 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	17%	17%	67%	35%	25%	40%
I feel I belong to a collaborative, patient-centred team/unit.	80%	0%	20%	65%	25%	10%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	33%	17%	50%	45%	15%	40%
I have adequate opportunities to improve patient care, quality, and safety.	33%	17%	50%	45%	5%	50%
I have meaningful input into changes affecting my practice environment.	33%	17%	50%	25%	35%	40%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	17%	17%	67%	25%	15%	60%
Senior leaders seek physicians' input when setting the health authority's goals.	17%	0%	83%	20%	15%	65%
Senior leaders' decision-making is transparent to physicians.	17%	0%	83%	10%	30%	60%
This health authority values physicians' contributions.	17%	17%	67%	20%	45%	35%

Value

This health authority values physicians' contributions.	17%	17%	67%	20%	45%	35%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	17%	33%	50%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Fort St John Hospital & Peace Villa

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	40%		40%		20%		39%	22%	39%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.40	2 (b)	2.0	1.00	6.00	5 / 6	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.80	2	4.0	2.00	6.00	5 / 6	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	50%		33%		17%		39%	50%	11%
This hospital/facility takes effective action to promote a healthy and safe workplace.	33%		50%		17%		44%	33%	22%
People treat each other with respect and consideration in our workplace.	33%		67%		0%		60%	20%	20%
I am able to reasonably balance the demands of work and personal life.	0%		33%		67%		25%	15%	60%
People from all backgrounds are treated fairly in our workplace.	50%		50%		0%		45%	35%	20%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	33%		67%		0%		37%	47%	16%

Trust

Physicians and medical leaders trust one another in my health authority.	33%		33%		33%		30%	30%	40%
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GR Baker Memorial Hospital

8 Respondents 2022 | 8 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	38%	25%	38%	50%	38%	13%
I feel I belong to a collaborative, patient-centred team/unit.	63%	25%	13%	50%	25%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	50%	13%	38%	50%	38%	13%
I have adequate opportunities to improve patient care, quality, and safety.	50%	13%	38%	63%	25%	13%
I have meaningful input into changes affecting my practice environment.	75%	0%	25%	88%	0%	13%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	25%	50%	25%	38%	25%	38%
Senior leaders seek physicians' input when setting the health authority's goals.	25%	25%	50%	13%	50%	38%
Senior leaders' decision-making is transparent to physicians.	25%	38%	38%	0%	50%	50%
This health authority values physicians' contributions.	38%	38%	25%	38%	38%	25%

Value

This health authority values physicians' contributions.	38%	38%	25%	38%	38%	25%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	50%	25%	25%	*	*	*
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■ Agree ■ Neutral ■ Disagree

GR Baker Memorial Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>50%</div><div>33%</div><div>17%</div></div>						57%	0%	43%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.40	2	3.0	2.00	10.00	5 / 8	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.80	5	5.0	4.00	20.00	5 / 8	-		

Physical and Psychological Well-Being

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

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>38%</div><div>25%</div><div>38%</div></div>						13%	75%	13%
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Lakes/Mackenzie/Fraser Lake

7 Respondents 2022 | 8 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	71%	14%	14%	50%	25%	25%
I feel I belong to a collaborative, patient-centred team/unit.	71%	14%	14%	63%	0%	38%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	71%	0%	29%	75%	13%	13%
I have adequate opportunities to improve patient care, quality, and safety.	86%	0%	14%	75%	25%	0%
I have meaningful input into changes affecting my practice environment.	71%	0%	29%	38%	25%	38%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	71%	14%	14%	38%	38%	25%
Senior leaders seek physicians' input when setting the health authority's goals.	71%	14%	14%	25%	50%	25%
Senior leaders' decision-making is transparent to physicians.	43%	29%	29%	13%	50%	38%
This health authority values physicians' contributions.	71%	0%	29%	75%	13%	13%

Value

This health authority values physicians' contributions.	71%	0%	29%	75%	13%	13%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	86%	0%	14%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Lakes/Mackenzie/Fraser Lake

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	29%		0%	71%			38%	0%	63%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.00	5	5.0	5.00	5.00	1 / 7	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	10.00	10	10.0	10.00	10.00	1 / 7	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	57%		29%	14%	50%	13%	38%
This hospital/facility takes effective action to promote a healthy and safe workplace.	71%		29%	0%	50%	13%	38%
People treat each other with respect and consideration in our workplace.	86%		14%	0%	75%	0%	25%
I am able to reasonably balance the demands of work and personal life.	57%		14%	29%	63%	0%	38%
People from all backgrounds are treated fairly in our workplace.	86%		14%	0%	50%	25%	25%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	57%		29%	14%	50%	13%	38%

Trust

Physicians and medical leaders trust one another in my health authority.	43%		43%	14%	63%	13%	25%
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Mills Memorial Hospital

12 Respondents 2022 | 20 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	42%	25%	33%	50%	15%	35%
I feel I belong to a collaborative, patient-centred team/unit.	58%	17%	25%	55%	20%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	33%	17%	50%	45%	10%	45%
I have adequate opportunities to improve patient care, quality, and safety.	25%	33%	42%	35%	20%	45%
I have meaningful input into changes affecting my practice environment.	33%	8%	58%	32%	21%	47%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	25%	17%	58%	35%	15%	50%
Senior leaders seek physicians' input when setting the health authority's goals.	17%	25%	58%	37%	21%	42%
Senior leaders' decision-making is transparent to physicians.	17%	25%	58%	30%	15%	55%
This health authority values physicians' contributions.	25%	33%	42%	40%	10%	50%

Value

This health authority values physicians' contributions.	25%	33%	42%	40%	10%	50%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	58%	0%	42%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Mills Memorial Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>55%</div><div>18%</div><div>27%</div></div>						56%	11%	33%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.60	10	4.0	1.00	10.00	5 / 12	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	25.14	1	3.0	1.00	100.00	7 / 12	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>42%</div><div>25%</div><div>33%</div></div>						47%	26%	26%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>42%</div><div>25%</div><div>33%</div></div>						40%	30%	30%
People treat each other with respect and consideration in our workplace.	<div><div>50%</div><div>25%</div><div>25%</div></div>						75%	10%	15%
I am able to reasonably balance the demands of work and personal life.	<div><div>50%</div><div>8%</div><div>42%</div></div>						55%	5%	40%
People from all backgrounds are treated fairly in our workplace.	<div><div>67%</div><div>0%</div><div>33%</div></div>						74%	11%	16%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>42%</div><div>17%</div><div>42%</div></div>						61%	6%	33%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>25%</div><div>17%</div><div>58%</div></div>						40%	20%	40%
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Prince Rupert Regional Hospital

10 Respondents 2022 | * Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	40%	20%	40%	*	*	*
I feel I belong to a collaborative, patient-centred team/unit.	70%	30%	0%	*	*	*
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.	56%	33%	11%	*	*	*
I have meaningful input into changes affecting my practice environment.	56%	11%	33%	*	*	*
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	30%	0%	70%	*	*	*
Senior leaders seek physicians' input when setting the health authority's goals.	20%	10%	70%	*	*	*
Senior leaders' decision-making is transparent to physicians.	20%	10%	70%	*	*	*
This health authority values physicians' contributions.	20%	20%	60%	*	*	*

Value

This health authority values physicians' contributions.	20%	20%	60%	*	*	*
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	50%	10%	40%	*	*	*
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Prince Rupert Regional Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div> <div>67%</div> <div>22%</div> <div>11%</div> </div>						*	*	*
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.13	2 (b)	5.0	2.00	12.00	8 / 10	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.00	3 (b)	4.5	3.00	25.00	8 / 10	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div> <div>44%</div> <div>0%</div> <div>56%</div> </div>						*	*	*
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div> <div>33%</div> <div>44%</div> <div>22%</div> </div>						*	*	*
People treat each other with respect and consideration in our workplace.	<div> <div>60%</div> <div>10%</div> <div>30%</div> </div>						*	*	*
I am able to reasonably balance the demands of work and personal life.	<div> <div>30%</div> <div>30%</div> <div>40%</div> </div>						*	*	*
People from all backgrounds are treated fairly in our workplace.	<div> <div>80%</div> <div>10%</div> <div>10%</div> </div>						*	*	*
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div> <div>22%</div> <div>33%</div> <div>44%</div> </div>						*	*	*

Trust

Physicians and medical leaders trust one another in my health authority.	<div> <div>22%</div> <div>22%</div> <div>56%</div> </div>						*	*	*
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University Hospital of Northern British Columbia (UHNBC)

51 Respondents 2022 | 65 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	<div><div>53%</div><div>16%</div><div>31%</div></div>			51%	22%	28%
I feel I belong to a collaborative, patient-centred team/unit.	<div><div>47%</div><div>22%</div><div>31%</div></div>			48%	29%	23%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div><div>31%</div><div>28%</div><div>41%</div></div>			32%	19%	49%
I have adequate opportunities to improve patient care, quality, and safety.	<div><div>35%</div><div>16%</div><div>49%</div></div>			34%	25%	42%
I have meaningful input into changes affecting my practice environment.	<div><div>31%</div><div>18%</div><div>51%</div></div>			28%	28%	45%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div><div>20%</div><div>22%</div><div>59%</div></div>			28%	25%	48%
Senior leaders seek physicians' input when setting the health authority's goals.	<div><div>18%</div><div>24%</div><div>58%</div></div>			28%	25%	48%
Senior leaders' decision-making is transparent to physicians.	<div><div>16%</div><div>20%</div><div>64%</div></div>			12%	35%	52%
This health authority values physicians' contributions.	<div><div>24%</div><div>28%</div><div>48%</div></div>			34%	30%	36%

Value

This health authority values physicians' contributions.	<div><div>24%</div><div>28%</div><div>48%</div></div>			34%	30%	36%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	<div><div>51%</div><div>12%</div><div>37%</div></div>			*	*	*
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University Hospital of Northern British Columbia (UHNBC)

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div></div><div>64%</div><div>10%</div><div>26%</div></div>						59%	11%	30%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.71	1	2.5	1.00	20.00	14 / 51	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	22.64	1	5.0	1.00	150.00	28 / 51	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div></div><div>40%</div><div>38%</div><div>22%</div></div>	50%	27%	23%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div></div><div>32%</div><div>32%</div><div>36%</div></div>	41%	22%	38%
People treat each other with respect and consideration in our workplace.	<div><div></div><div>53%</div><div>24%</div><div>24%</div></div>	46%	32%	22%
I am able to reasonably balance the demands of work and personal life.	<div><div></div><div>42%</div><div>20%</div><div>38%</div></div>	42%	25%	34%
People from all backgrounds are treated fairly in our workplace.	<div><div></div><div>49%</div><div>18%</div><div>33%</div></div>	49%	19%	32%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div></div><div>28%</div><div>32%</div><div>40%</div></div>	31%	31%	38%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div></div><div>23%</div><div>33%</div><div>45%</div></div>	29%	35%	37%
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Provincial Health Services Authority – Hospital/Facility Data

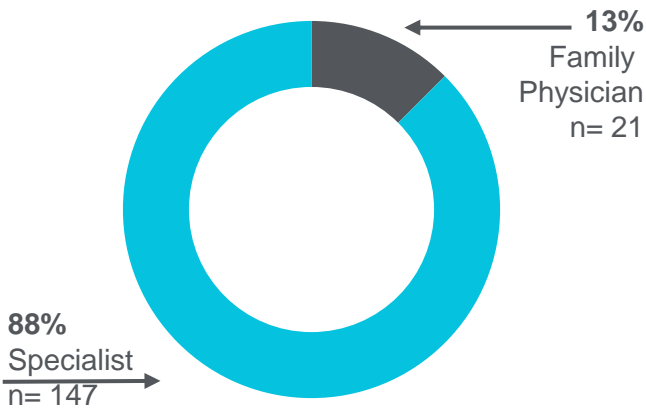
- Demographics
- Overall engagement averages by hospital/facility
- Engagement trends
- Physician Health and Safety
- Incidents Related to Physical and Psychological Safety

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

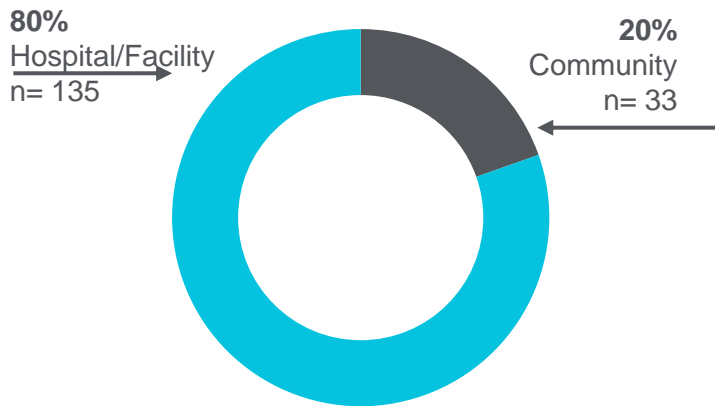
Medical leaders refers to those who hold a formal medical leadership position and receive a stipend/payment from the Health Authority i.e., *Department Head, Regional Medical Lead/Director, Vice President of Medicine*

Demographics - Provincial Health Services (N = 168)

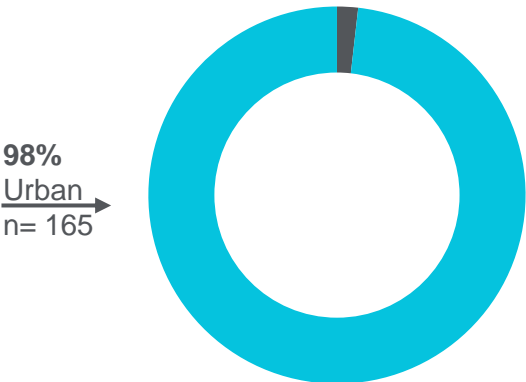
FAMILY PHYSICIANS OR SPECIALISTS



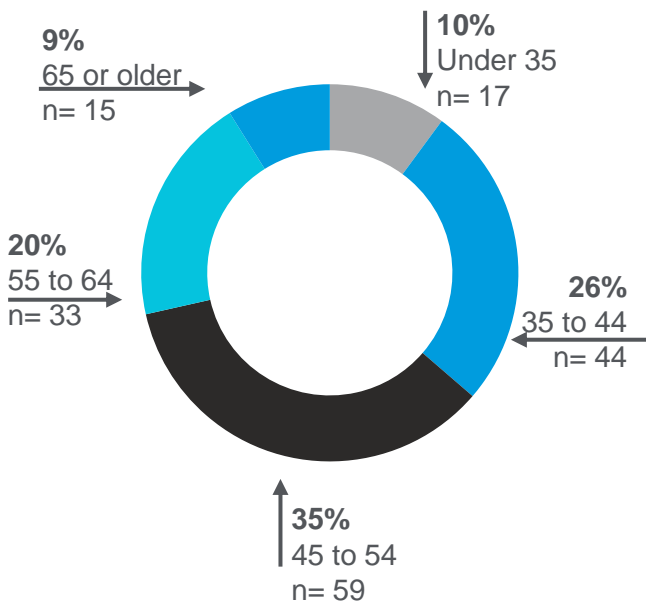
HOSPITAL/FACILITY OR COMMUNITY BASED



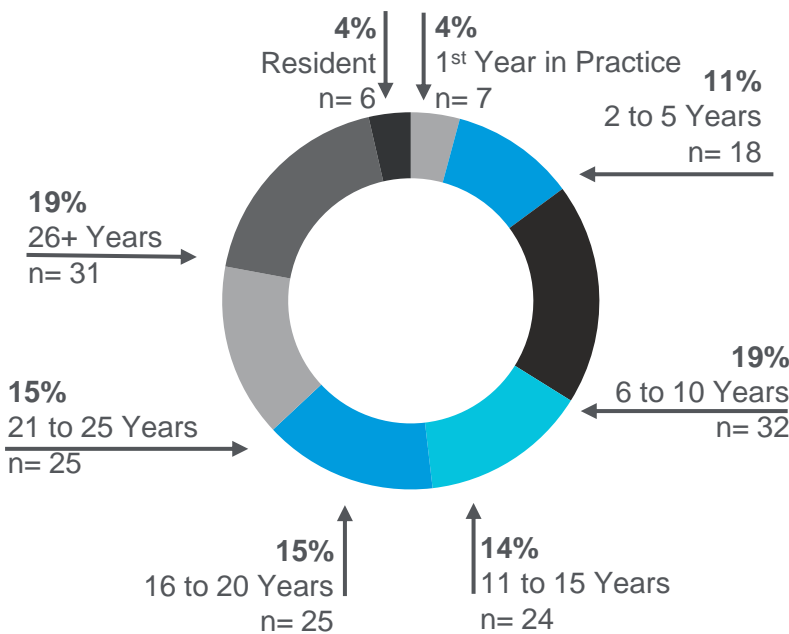
SETTING
2% Rural
n= 3



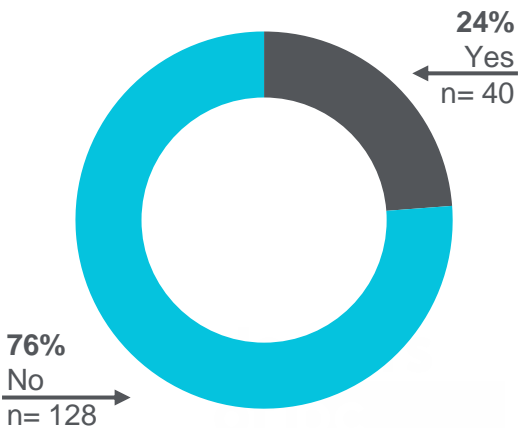
AGE



TENURE

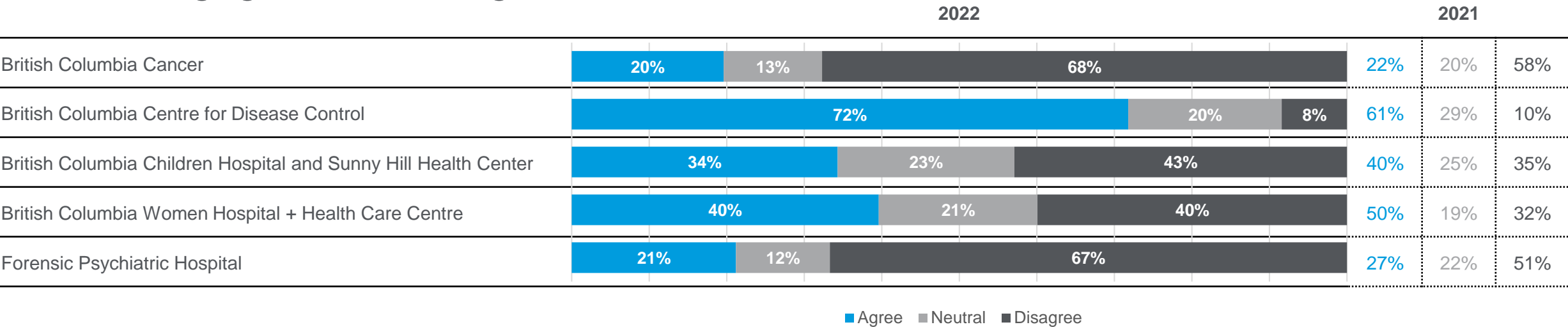


MEDICAL LEADERSHIP



Provincial Health Services Authority

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



British Columbia Cancer

43 Respondents 2022 | 43 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	21%	9%	70%	33%	12%	56%
I feel I belong to a collaborative, patient-centred team/unit.	49%	12%	40%	49%	21%	30%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	28%	19%	54%	37%	16%	47%
I have adequate opportunities to improve patient care, quality, and safety.	19%	19%	63%	23%	28%	49%
I have meaningful input into changes affecting my practice environment.	16%	9%	74%	12%	23%	65%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	14%	14%	72%	21%	19%	61%
Senior leaders seek physicians' input when setting the health authority's goals.	9%	12%	79%	12%	14%	74%
Senior leaders' decision-making is transparent to physicians.	9%	9%	81%	2%	21%	77%
This health authority values physicians' contributions.	12%	12%	77%	9%	26%	65%

Value

This health authority values physicians' contributions.	12%	12%	77%	9%	26%	65%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	35%	14%	51%	*	*	*
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■ Agree ■ Neutral ■ Disagree

British Columbia Cancer

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>49%</div><div>16%</div><div>35%</div></div>						57%	9%	34%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	48.78	2	2.0	1.00	220.00	9 / 43	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	34.73	1	4.0	1.00	220.00	26 / 43	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>51%</div><div>29%</div><div>20%</div></div>						58%	35%	7%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>41%</div><div>21%</div><div>38%</div></div>						40%	40%	21%
People treat each other with respect and consideration in our workplace.	<div><div>67%</div><div>14%</div><div>19%</div></div>						67%	19%	14%
I am able to reasonably balance the demands of work and personal life.	<div><div>17%</div><div>14%</div><div>69%</div></div>						26%	19%	56%
People from all backgrounds are treated fairly in our workplace.	<div><div>62%</div><div>17%</div><div>21%</div></div>						67%	26%	7%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>44%</div><div>23%</div><div>33%</div></div>						48%	38%	14%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>19%</div><div>14%</div><div>67%</div></div>						19%	23%	58%
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British Columbia Centre for Disease Control

8 Respondents 2022 | 8 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	<div><div></div><div></div><div></div></div> 88%13%0%			100%	0%	0%
I feel I belong to a collaborative, patient-centred team/unit.	<div><div></div><div></div><div></div></div> 100%0%0%			100%	0%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div><div></div><div></div><div></div></div> 63%38%0%			75%	25%	0%
I have adequate opportunities to improve patient care, quality, and safety.	<div><div></div><div></div><div></div></div> 71%29%0%			88%	13%	0%
I have meaningful input into changes affecting my practice environment.	<div><div></div><div></div><div></div></div> 75%13%13%			63%	13%	25%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div><div></div><div></div><div></div></div> 75%13%13%			38%	63%	0%
Senior leaders seek physicians' input when setting the health authority's goals.	<div><div></div><div></div><div></div></div> 63%38%0%			25%	25%	50%
Senior leaders' decision-making is transparent to physicians.	<div><div></div><div></div><div></div></div> 50%25%25%			25%	63%	13%
This health authority values physicians' contributions.	<div><div></div><div></div><div></div></div> 63%13%25%			38%	63%	0%

Value

This health authority values physicians' contributions.	<div><div></div><div></div><div></div></div> 63%13%25%			38%	63%	0%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	<div><div></div><div></div><div></div></div> 83%17%0%			*	*	*
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British Columbia Centre for Disease Control

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>0%20%80%</div>						0%	20%	80%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	-	-	-	-	-	-	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.00	5	5.0	5.00	5.00	1 / 8	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>100%0%0%</div>						88%	13%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>75%25%0%</div>						75%	25%	0%
People treat each other with respect and consideration in our workplace.	<div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>100%0%0%</div>						100%	0%	0%
I am able to reasonably balance the demands of work and personal life.	<div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>63%0%38%</div>						75%	0%	25%
People from all backgrounds are treated fairly in our workplace.	<div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>75%13%13%</div>						88%	0%	13%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>88%13%0%</div>						75%	13%	13%

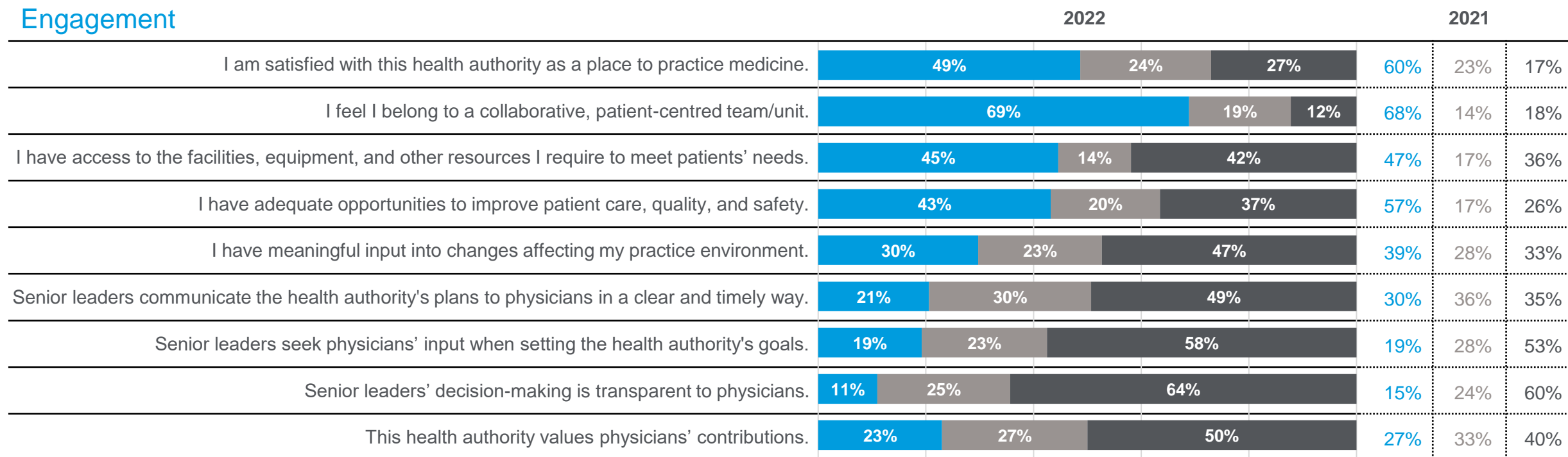
Trust

Physicians and medical leaders trust one another in my health authority.	<div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>75%13%13%</div>						63%	38%	0%
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British Columbia Children's Hospital and Sunny Hill Health Center

74 Respondents 2022 | 78 Respondents 2021

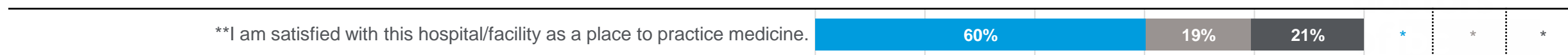
Engagement



Value



Local Satisfaction **New Question



■ Agree ■ Neutral ■ Disagree

British Columbia Children’s Hospital and Sunny Hill Health Center

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div></div><div>59%</div><div>11%</div><div>31%</div></div>						44%	11%	45%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.43	1	1.0	1.00	50.00	23 / 74	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.38	1	3.0	1.00	88.00	47 / 74	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div></div><div>58%</div><div>27%</div><div>16%</div></div>						64%	28%	8%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div></div><div>49%</div><div>31%</div><div>21%</div></div>						54%	29%	17%
People treat each other with respect and consideration in our workplace.	<div><div></div><div>66%</div><div>24%</div><div>10%</div></div>						66%	27%	7%
I am able to reasonably balance the demands of work and personal life.	<div><div></div><div>38%</div><div>20%</div><div>42%</div></div>						42%	29%	30%
People from all backgrounds are treated fairly in our workplace.	<div><div></div><div>48%</div><div>30%</div><div>22%</div></div>						57%	35%	8%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div></div><div>41%</div><div>32%</div><div>27%</div></div>						39%	39%	22%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div></div><div>32%</div><div>35%</div><div>33%</div></div>						31%	42%	27%
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British Columbia Women's Hospital + Health Care Centre

31 Respondents 2022 | 47 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	48%	19%	32%	68%	9%	23%
I feel I belong to a collaborative, patient-centred team/unit.	68%	13%	19%	68%	13%	19%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	58%	16%	26%	68%	11%	21%
I have adequate opportunities to improve patient care, quality, and safety.	57%	13%	30%	60%	21%	19%
I have meaningful input into changes affecting my practice environment.	42%	16%	42%	43%	21%	36%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	26%	26%	48%	45%	19%	36%
Senior leaders seek physicians' input when setting the health authority's goals.	13%	23%	65%	28%	24%	48%
Senior leaders' decision-making is transparent to physicians.	13%	26%	61%	22%	26%	52%
This health authority values physicians' contributions.	32%	32%	36%	45%	26%	30%

Value

This health authority values physicians' contributions.	32%	32%	36%	45%	26%	30%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	61%	23%	16%	*	*	*
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■ Agree ■ Neutral ■ Disagree

British Columbia Women's Hospital + Health Care Centre

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div> <div>50%</div> <div>13%</div> <div>38%</div> </div>						49%	5%	46%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.88	2	3.5	1.00	12.00	8 / 31	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.17	1	1.0	1.00	30.00	18 / 31	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div> <div>58%</div> <div>39%</div> <div>3%</div> </div>						64%	24%	11%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div> <div>45%</div> <div>36%</div> <div>19%</div> </div>						64%	23%	13%
People treat each other with respect and consideration in our workplace.	<div> <div>71%</div> <div>19%</div> <div>10%</div> </div>						68%	17%	15%
I am able to reasonably balance the demands of work and personal life.	<div> <div>39%</div> <div>19%</div> <div>42%</div> </div>						45%	30%	26%
People from all backgrounds are treated fairly in our workplace.	<div> <div>68%</div> <div>16%</div> <div>16%</div> </div>						55%	28%	17%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div> <div>32%</div> <div>32%</div> <div>36%</div> </div>						51%	24%	24%

Trust

Physicians and medical leaders trust one another in my health authority.	<div> <div>29%</div> <div>39%</div> <div>32%</div> </div>						40%	40%	19%
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■ Agree
■ Neutral
■ Disagree

Forensic Psychiatric Services

11 Respondents 2022 | 15 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	18%	18%	64%	40%	27%	33%
I feel I belong to a collaborative, patient-centred team/unit.	64%	9%	27%	53%	20%	27%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	46%	18%	36%	67%	0%	33%
I have adequate opportunities to improve patient care, quality, and safety.	18%	36%	46%	33%	27%	40%
I have meaningful input into changes affecting my practice environment.	9%	9%	82%	13%	20%	67%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	9%	0%	91%	20%	13%	67%
Senior leaders seek physicians' input when setting the health authority's goals.	9%	9%	82%	0%	40%	60%
Senior leaders' decision-making is transparent to physicians.	9%	0%	91%	0%	13%	87%
This health authority values physicians' contributions.	9%	9%	82%	13%	40%	47%

Value

This health authority values physicians' contributions.	9%	9%	82%	13%	40%	47%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	40%	20%	40%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Forensic Psychiatric Services

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>56%</div><div>11%</div><div>33%</div></div>						80%	0%	20%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.80	2	2.0	1.00	10.00	5 / 11	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.00	2	4.0	2.00	12.00	5 / 11	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>46%</div><div>27%</div><div>27%</div></div>						67%	27%	7%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>36%</div><div>27%</div><div>36%</div></div>						47%	40%	13%
People treat each other with respect and consideration in our workplace.	<div><div>36%</div><div>27%</div><div>36%</div></div>						40%	27%	33%
I am able to reasonably balance the demands of work and personal life.	<div><div>36%</div><div>46%</div><div>18%</div></div>						73%	20%	7%
People from all backgrounds are treated fairly in our workplace.	<div><div>64%</div><div>18%</div><div>18%</div></div>						40%	53%	7%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>46%</div><div>9%</div><div>46%</div></div>						27%	27%	47%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>9%</div><div>9%</div><div>82%</div></div>						7%	36%	57%
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Vancouver Coastal Health – Hospital/Facility Data

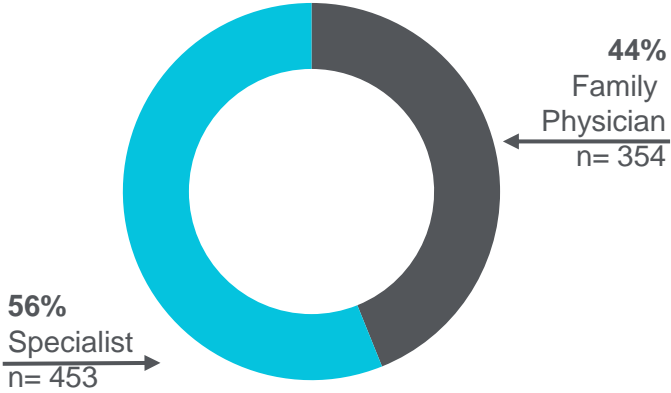
- Demographics
- Overall engagement averages by hospital/facility
- Engagement trends
- Physician Health and Safety
- Incidents Related to Physical and Psychological Safety

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

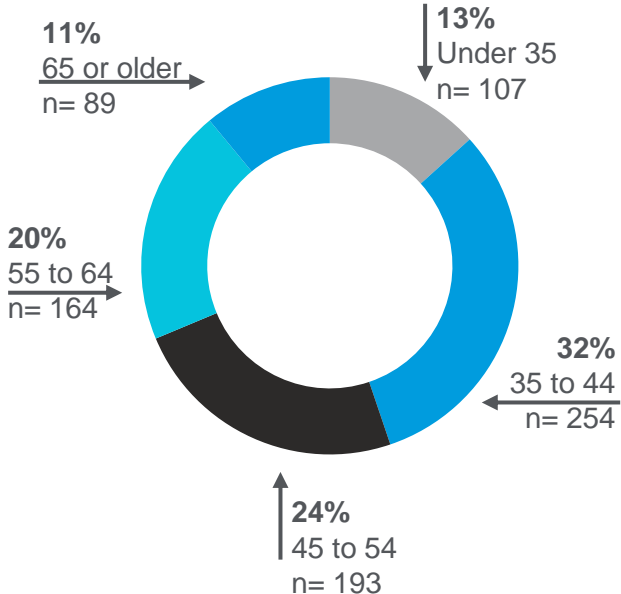
Medical leaders refers to those who hold a formal medical leadership position and receive a stipend/payment from the Health Authority i.e., *Department Head, Regional Medical Lead/Director, Vice President of Medicine*

Demographics - Vancouver Coastal (N = 807)

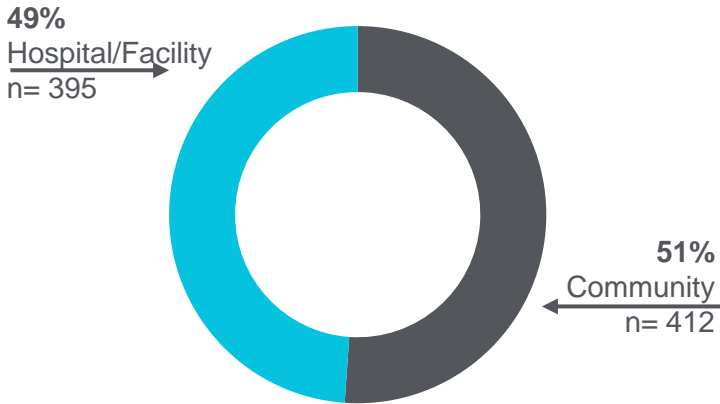
FAMILY PHYSICIANS OR SPECIALISTS



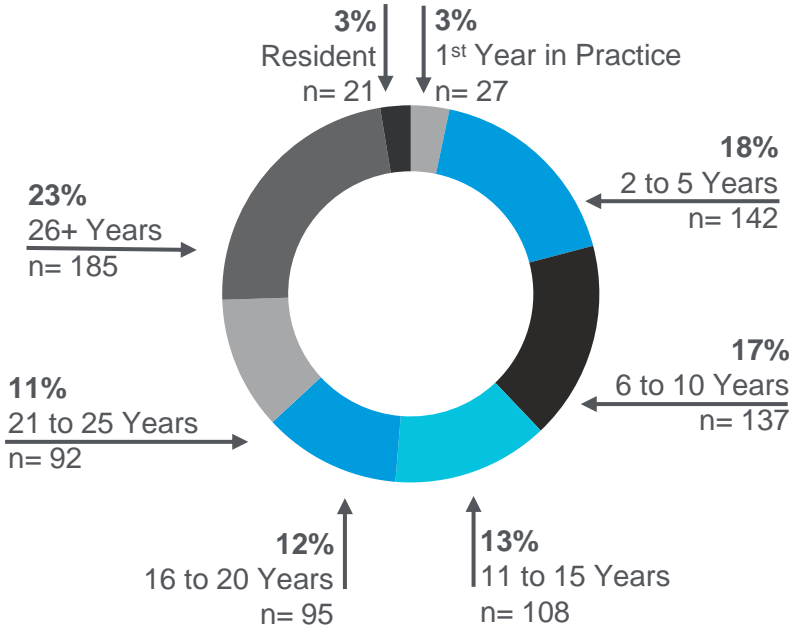
AGE



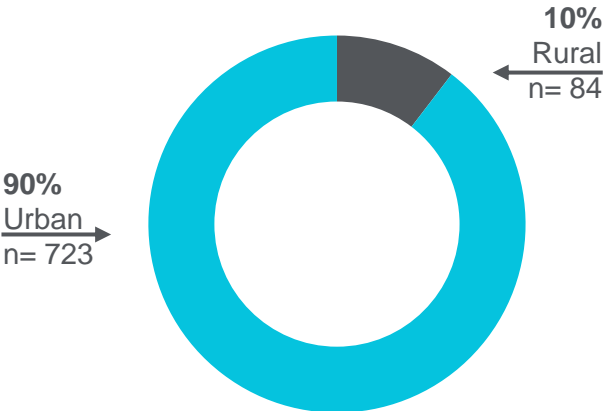
HOSPITAL/FACILITY OR COMMUNITY BASED



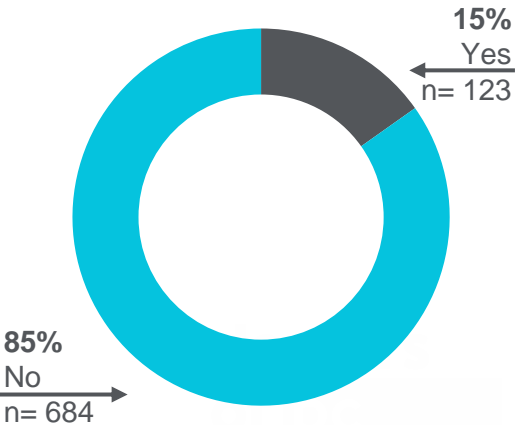
TENURE



SETTING

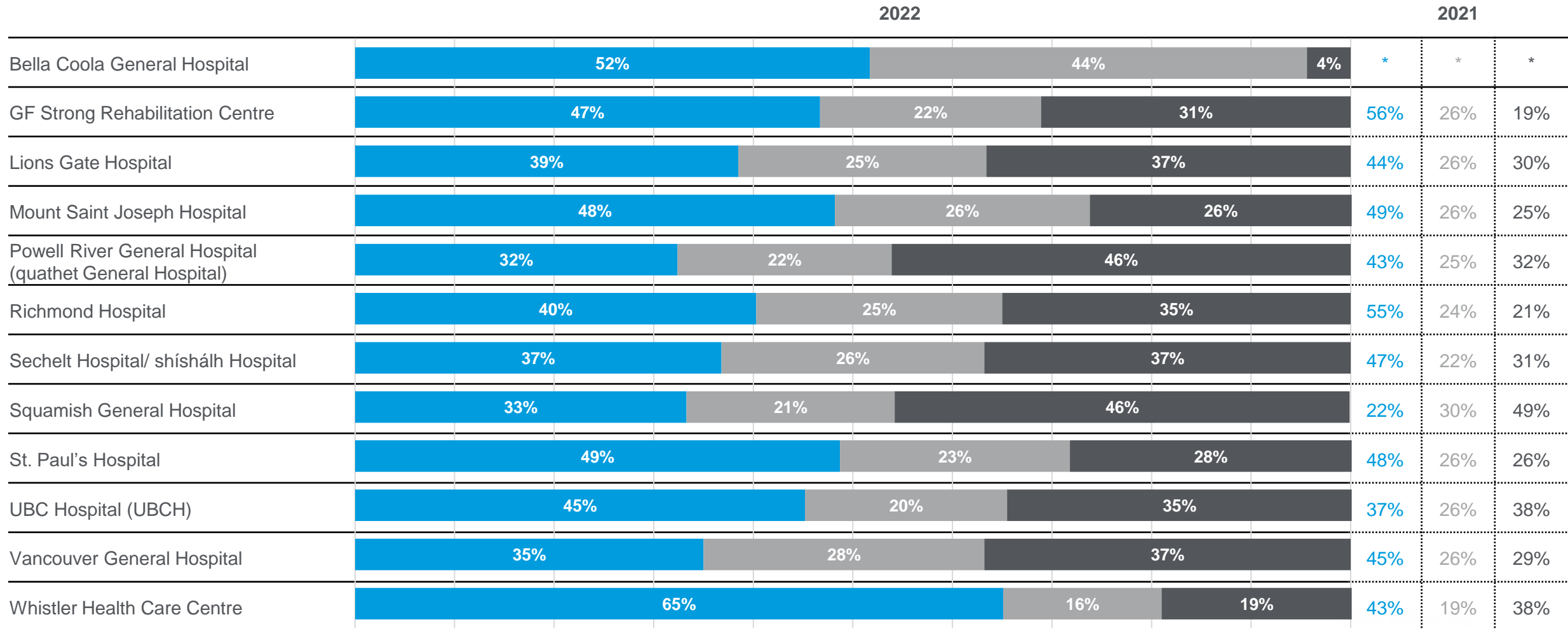


MEDICAL LEADERSHIP



Vancouver Coastal 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

Bella Coola General Hospital

5 Respondents 2022 | * Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	<div><div>80%</div><div>20%</div><div>0%</div></div>			*	*	*
I feel I belong to a collaborative, patient-centred team/unit.	<div><div>80%</div><div>20%</div><div>0%</div></div>			*	*	*
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div><div>40%</div><div>40%</div><div>20%</div></div>			*	*	*
I have adequate opportunities to improve patient care, quality, and safety.	<div><div>100%</div><div>0%</div><div>0%</div></div>			*	*	*
I have meaningful input into changes affecting my practice environment.	<div><div>80%</div><div>20%</div><div>0%</div></div>			*	*	*
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div><div>25%</div><div>75%</div><div>0%</div></div>			*	*	*
Senior leaders seek physicians' input when setting the health authority's goals.	<div><div>0%</div><div>80%</div><div>20%</div></div>			*	*	*
Senior leaders' decision-making is transparent to physicians.	<div><div>0%</div><div>100%</div><div>0%</div></div>			*	*	*
This health authority values physicians' contributions.	<div><div>60%</div><div>40%</div><div>0%</div></div>			*	*	*

Value

This health authority values physicians' contributions.	<div><div>60%</div><div>40%</div><div>0%</div></div>			*	*	*
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	<div><div>60%</div><div>40%</div><div>0%</div></div>			*	*	*
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Bella Coola General Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div></div><div>80%</div><div>0%</div><div>20%</div></div>						*	*	*
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	2.25	2	2.0	2.00	3.00	4 / 5	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	9.00	2 (b)	5.0	2.00	20.00	3 / 5	-		

Physical and Psychological Well-Being

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

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div></div><div>20%</div><div></div><div>60%</div><div>20%</div></div>						*	*	*
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GF Strong Rehabilitation Centre

5 Respondents 2022 | 6 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	100%			83%	17%	0%
I feel I belong to a collaborative, patient-centred team/unit.	100%			83%	17%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	0%	0%	100%	50%	33%	17%
I have adequate opportunities to improve patient care, quality, and safety.	40%	40%	20%	67%	33%	0%
I have meaningful input into changes affecting my practice environment.	40%	20%	40%	50%	33%	17%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	60%	20%	20%	67%	17%	17%
Senior leaders seek physicians' input when setting the health authority's goals.	40%	40%	20%	33%	33%	33%
Senior leaders' decision-making is transparent to physicians.	0%	40%	60%	33%	17%	50%
This health authority values physicians' contributions.	40%	40%	20%	33%	33%	33%

Value

This health authority values physicians' contributions.	40%	40%	20%	33%	33%	33%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	100%	0%	0%	*	*	*
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■ Agree ■ Neutral ■ Disagree

GF Strong Rehabilitation Centre

Physician Health and Safety

	2022						2021		
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%			40%	20%	40%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	2.00	2	2.0	2.00	2.00	1 / 5	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	-	-	-	-	-	-	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	60%		40%	0%	60%	40%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	80%		20%	0%	83%	17%	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.	20%	40%	40%		33%	17%	50%
People from all backgrounds are treated fairly in our workplace.	100%		0%	0%	83%	17%	0%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	60%		20%	20%	83%	17%	0%

Trust

Physicians and medical leaders trust one another in my health authority.	60%		40%	0%	17%	67%	17%
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Lions Gate Hospital

108 Respondents 2022 | 124 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	<div><div>62%</div><div>19%</div><div>19%</div></div>			63%	19%	18%
I feel I belong to a collaborative, patient-centred team/unit.	<div><div>63%</div><div>18%</div><div>19%</div></div>			58%	25%	18%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div><div>40%</div><div>14%</div><div>46%</div></div>			54%	15%	31%
I have adequate opportunities to improve patient care, quality, and safety.	<div><div>43%</div><div>23%</div><div>35%</div></div>			41%	32%	27%
I have meaningful input into changes affecting my practice environment.	<div><div>36%</div><div>22%</div><div>42%</div></div>			38%	25%	37%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div><div>35%</div><div>28%</div><div>37%</div></div>			46%	23%	31%
Senior leaders seek physicians' input when setting the health authority's goals.	<div><div>23%</div><div>33%</div><div>45%</div></div>			31%	31%	38%
Senior leaders' decision-making is transparent to physicians.	<div><div>15%</div><div>35%</div><div>50%</div></div>			25%	33%	42%
This health authority values physicians' contributions.	<div><div>31%</div><div>33%</div><div>37%</div></div>			43%	27%	30%

Value

This health authority values physicians' contributions.	<div><div>31%</div><div>33%</div><div>37%</div></div>			43%	27%	30%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	<div><div>63%</div><div>15%</div><div>22%</div></div>			*	*	*
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Lions Gate Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	48%		12%	40%			47%	17%	36%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	13.56	2	2.0	1.00	200.00	25 / 108	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	12.40	1 (b)	5.0	1.00	200.00	45 / 108	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	59%		36%	4%	59%	31%	9%
This hospital/facility takes effective action to promote a healthy and safe workplace.	63%		29%	8%	58%	27%	15%
People treat each other with respect and consideration in our workplace.	81%		11%	8%	76%	15%	9%
I am able to reasonably balance the demands of work and personal life.	54%		10%	36%	51%	15%	34%
People from all backgrounds are treated fairly in our workplace.	77%		14%	9%	80%	13%	8%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	49%		40%	11%	57%	27%	16%

Trust

Physicians and medical leaders trust one another in my health authority.	41%		37%	22%	51%	28%	22%
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Mount Saint Joseph Hospital

33 Respondents 2022 | 31 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	<div><div>61%</div><div>21%</div><div>18%</div></div>			71%	19%	10%
I feel I belong to a collaborative, patient-centred team/unit.	<div><div>88%</div><div>3%</div><div>9%</div></div>			61%	23%	16%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div><div>52%</div><div>21%</div><div>27%</div></div>			68%	7%	26%
I have adequate opportunities to improve patient care, quality, and safety.	<div><div>49%</div><div>39%</div><div>12%</div></div>			48%	23%	29%
I have meaningful input into changes affecting my practice environment.	<div><div>36%</div><div>24%</div><div>39%</div></div>			36%	39%	26%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div><div>38%</div><div>31%</div><div>31%</div></div>			42%	29%	29%
Senior leaders seek physicians' input when setting the health authority's goals.	<div><div>41%</div><div>31%</div><div>28%</div></div>			43%	27%	30%
Senior leaders' decision-making is transparent to physicians.	<div><div>28%</div><div>31%</div><div>41%</div></div>			13%	53%	33%
This health authority values physicians' contributions.	<div><div>42%</div><div>27%</div><div>30%</div></div>			58%	16%	26%

Value

This health authority values physicians' contributions.	<div><div>42%</div><div>27%</div><div>30%</div></div>			58%	16%	26%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	<div><div>81%</div><div>10%</div><div>10%</div></div>			*	*	*
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Mount Saint Joseph Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	48%			11%	41%		42%	19%	39%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.75	1	2.0	1.00	15.00	12 / 33	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	18.87	2 (b)	5.0	1.00	100.00	15 / 33	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	67%			23%	10%	53%	40%	6%
This hospital/facility takes effective action to promote a healthy and safe workplace.	63%			31%	6%	57%	33%	10%
People treat each other with respect and consideration in our workplace.	88%			9%	3%	84%	13%	3%
I am able to reasonably balance the demands of work and personal life.	58%			15%	27%	58%	13%	29%
People from all backgrounds are treated fairly in our workplace.	79%			12%	9%	77%	16%	6%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	58%			39%	3%	43%	47%	10%

Trust

Physicians and medical leaders trust one another in my health authority.	49%			27%	42%	43%	33%	23%
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Powell River General Hospital (quathet General Hospital)

17 Respondents 2022 | 20 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	47%	6%	47%	65%	15%	20%
I feel I belong to a collaborative, patient-centred team/unit.	59%	0%	41%	60%	15%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	47%	18%	35%	55%	25%	20%
I have adequate opportunities to improve patient care, quality, and safety.	29%	29%	41%	60%	20%	20%
I have meaningful input into changes affecting my practice environment.	29%	29%	41%	50%	15%	35%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	25%	38%	38%	30%	45%	25%
Senior leaders seek physicians' input when setting the health authority's goals.	19%	25%	56%	16%	26%	58%
Senior leaders' decision-making is transparent to physicians.	6%	31%	63%	5%	35%	60%
This health authority values physicians' contributions.	29%	18%	53%	50%	25%	25%

Value

This health authority values physicians' contributions.	29%	18%	53%	50%	25%	25%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	47%	12%	41%	*	*	*
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Powell River General Hospital (quathet General Hospital)

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>54%</div><div>15%</div><div>31%</div></div>						50%	11%	39%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	1.50	1 (b)	1.5	1.00	2.00	4 / 17	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.50	2 (b)	4.0	1.00	20.00	8 / 17	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>50%</div><div>25%</div><div>25%</div></div>						47%	42%	11%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>38%</div><div>25%</div><div>38%</div></div>						55%	40%	5%
People treat each other with respect and consideration in our workplace.	<div><div>65%</div><div>6%</div><div>29%</div></div>						75%	15%	10%
I am able to reasonably balance the demands of work and personal life.	<div><div>53%</div><div>6%</div><div>41%</div></div>						80%	10%	10%
People from all backgrounds are treated fairly in our workplace.	<div><div>50%</div><div>25%</div><div>25%</div></div>						75%	15%	10%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>31%</div><div>31%</div><div>38%</div></div>						50%	28%	22%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>29%</div><div>24%</div><div>47%</div></div>						21%	58%	21%
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Richmond Hospital

108 Respondents 2022 | 112 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	59%			75%	17%	8%
I feel I belong to a collaborative, patient-centred team/unit.	59%			71%	15%	15%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	49%			64%	17%	19%
I have adequate opportunities to improve patient care, quality, and safety.	44%			66%	15%	20%
I have meaningful input into changes affecting my practice environment.	40%			50%	28%	22%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	31%			46%	29%	25%
Senior leaders seek physicians' input when setting the health authority's goals.	25%			41%	33%	26%
Senior leaders' decision-making is transparent to physicians.	19%			28%	36%	36%
This health authority values physicians' contributions.	37%			52%	30%	18%

Value

This health authority values physicians' contributions.	37%			52%	30%	18%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	59%			*	*	*
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■ Agree ■ Neutral ■ Disagree

Richmond Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>51%</div><div>11%</div><div>39%</div></div>						58%	21%	22%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.16	1	2.0	1.00	50.00	38 / 108	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.45	1 (b)	5.0	1.00	50.00	51 / 108	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>43%</div><div>41%</div><div>16%</div></div>						53%	36%	11%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>45%</div><div>34%</div><div>22%</div></div>						60%	30%	10%
People treat each other with respect and consideration in our workplace.	<div><div>65%</div><div>16%</div><div>19%</div></div>						73%	16%	12%
I am able to reasonably balance the demands of work and personal life.	<div><div>50%</div><div>18%</div><div>32%</div></div>						61%	20%	19%
People from all backgrounds are treated fairly in our workplace.	<div><div>61%</div><div>25%</div><div>14%</div></div>						75%	14%	11%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>39%</div><div>40%</div><div>22%</div></div>						55%	29%	16%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>36%</div><div>32%</div><div>31%</div></div>						48%	35%	17%
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Sechelt Hospital/ shíshálh Hospital

16 Respondents 2022 | 26 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	<div><div>56%</div><div>25%</div><div>19%</div></div>			65%	19%	15%
I feel I belong to a collaborative, patient-centred team/unit.	<div><div>63%</div><div>6%</div><div>31%</div></div>			69%	8%	23%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div><div>50%</div><div>0%</div><div>50%</div></div>			46%	27%	27%
I have adequate opportunities to improve patient care, quality, and safety.	<div><div>44%</div><div>25%</div><div>31%</div></div>			54%	12%	35%
I have meaningful input into changes affecting my practice environment.	<div><div>25%</div><div>38%</div><div>38%</div></div>			42%	27%	31%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div><div>25%</div><div>44%</div><div>31%</div></div>			42%	35%	23%
Senior leaders seek physicians' input when setting the health authority's goals.	<div><div>31%</div><div>38%</div><div>31%</div></div>			39%	19%	42%
Senior leaders' decision-making is transparent to physicians.	<div><div>13%</div><div>44%</div><div>44%</div></div>			27%	31%	42%
This health authority values physicians' contributions.	<div><div>25%</div><div>19%</div><div>56%</div></div>			42%	19%	39%

Value

This health authority values physicians' contributions.	<div><div>25%</div><div>19%</div><div>56%</div></div>			42%	19%	39%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	<div><div>56%</div><div>19%</div><div>25%</div></div>			*	*	*
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Sechelt Hospital/ shíshálh Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>50%</div><div>8%</div><div>42%</div></div>						38%	10%	52%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	16.00	2 (b)	5.0	2.00	50.00	5 / 16	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	18.86	2	5.0	1.00	100.00	7 / 16	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>56%</div><div>19%</div><div>25%</div></div>						50%	19%	31%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>44%</div><div>31%</div><div>25%</div></div>						35%	31%	35%
People treat each other with respect and consideration in our workplace.	<div><div>81%</div><div>19%</div><div>0%</div></div>						77%	12%	12%
I am able to reasonably balance the demands of work and personal life.	<div><div>38%</div><div>19%</div><div>44%</div></div>						54%	19%	27%
People from all backgrounds are treated fairly in our workplace.	<div><div>81%</div><div>13%</div><div>6%</div></div>						69%	15%	15%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>44%</div><div>31%</div><div>25%</div></div>						36%	32%	32%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>44%</div><div>25%</div><div>31%</div></div>						50%	19%	31%
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Squamish General Hospital

26 Respondents 2022 | 26 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	19%	42%	39%	23%	39%	39%
I feel I belong to a collaborative, patient-centred team/unit.	73%	8%	19%	46%	23%	31%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	35%	19%	46%	15%	27%	58%
I have adequate opportunities to improve patient care, quality, and safety.	58%	19%	23%	19%	54%	27%
I have meaningful input into changes affecting my practice environment.	42%	15%	42%	27%	23%	50%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	23%	19%	58%	23%	23%	54%
Senior leaders seek physicians' input when setting the health authority's goals.	15%	19%	65%	16%	20%	64%
Senior leaders' decision-making is transparent to physicians.	15%	19%	65%	8%	19%	73%
This health authority values physicians' contributions.	19%	27%	54%	19%	39%	42%

Value

This health authority values physicians' contributions.	19%	27%	54%	19%	39%	42%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	65%	15%	19%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Squamish General Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	20%	10%			70%		24%	16%	60%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	2.25	3	2.5	1.00	3.00	4 / 26	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.30	2	2.0	1.00	10.00	10 / 26	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>42%</div><div>46%</div><div>12%</div></div>	48%	36%	16%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>54%</div><div>27%</div><div>19%</div></div>	50%	42%	8%
People treat each other with respect and consideration in our workplace.	<div><div>73%</div><div>19%</div><div>8%</div></div>	81%	8%	12%
I am able to reasonably balance the demands of work and personal life.	<div><div>27%</div><div>23%</div><div>50%</div></div>	42%	15%	42%
People from all backgrounds are treated fairly in our workplace.	<div><div>58%</div><div>33%</div><div>8%</div></div>	84%	12%	4%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>42%</div><div>33%</div><div>25%</div></div>	35%	48%	17%

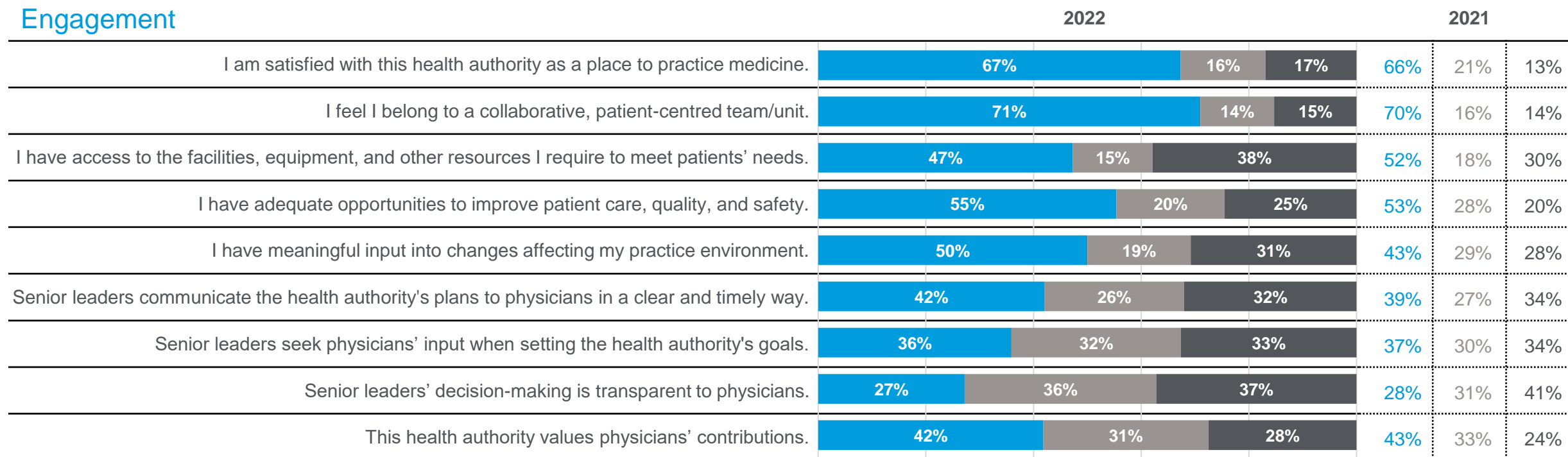
Trust

Physicians and medical leaders trust one another in my health authority.	23%	35%	42%	31%	15%	54%
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St. Paul's Hospital

184 Respondents 2022 | 175 Respondents 2021

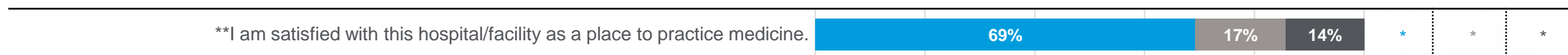
Engagement



Value



Local Satisfaction **New Question



■ Agree ■ Neutral ■ Disagree

St. Paul's Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	47%		15%	38%			53%	12%	35%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	12.17	1	5.0	1.00	100.00	72 / 184	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	38.87	1	4.0	1.00	999.00	87 / 184	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	55%		22%	23%			56%	29%	15%
This hospital/facility takes effective action to promote a healthy and safe workplace.	57%		22%	22%			52%	26%	22%
People treat each other with respect and consideration in our workplace.	83%		11%	7%			79%	12%	9%
I am able to reasonably balance the demands of work and personal life.	51%		20%	30%			49%	24%	27%
People from all backgrounds are treated fairly in our workplace.	72%		16%	12%			71%	18%	10%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	53%		25%	23%			51%	28%	21%

Trust

Physicians and medical leaders trust one another in my health authority.	48%		29%	23%			38%	39%	23%
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UBC Hospital (UBCH)

23 Respondents 2022 | 28 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	64%	5%	32%	64%	25%	11%
I feel I belong to a collaborative, patient-centred team/unit.	55%	27%	18%	54%	21%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	50%	9%	41%	57%	7%	36%
I have adequate opportunities to improve patient care, quality, and safety.	64%	5%	32%	43%	29%	29%
I have meaningful input into changes affecting my practice environment.	43%	14%	43%	25%	29%	46%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	36%	32%	32%	29%	18%	54%
Senior leaders seek physicians' input when setting the health authority's goals.	27%	36%	36%	18%	32%	50%
Senior leaders' decision-making is transparent to physicians.	27%	27%	46%	11%	32%	57%
This health authority values physicians' contributions.	41%	27%	32%	29%	39%	32%

Value

This health authority values physicians' contributions.	41%	27%	32%	29%	39%	32%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	73%	9%	18%	*	*	*
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■ Agree ■ Neutral ■ Disagree

UBC Hospital (UBCH)

Physician Health and Safety

	2022						2021		
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%			69%	6%	25%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.00	1	5.5	1.00	20.00	4 / 23	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.30	2	2.5	2.00	10.00	10 / 23	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	62%		38%	0%	63%	33%	4%
This hospital/facility takes effective action to promote a healthy and safe workplace.	55%		32%	14%	54%	27%	19%
People treat each other with respect and consideration in our workplace.	73%		18%	9%	70%	15%	15%
I am able to reasonably balance the demands of work and personal life.	48%		26%	26%	48%	26%	26%
People from all backgrounds are treated fairly in our workplace.	59%		18%	23%	67%	19%	15%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	60%		25%	15%	55%	23%	23%

Trust

Physicians and medical leaders trust one another in my health authority.	44%		26%	30%	32%	36%	32%
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Vancouver General Hospital

247 Respondents 2022 | 316 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	57%			22%	21%	67%
I feel I belong to a collaborative, patient-centred team/unit.	59%			20%	21%	58%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	44%			14%	41%	57%
I have adequate opportunities to improve patient care, quality, and safety.	40%			30%	30%	54%
I have meaningful input into changes affecting my practice environment.	29%			25%	46%	37%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	27%			34%	39%	39%
Senior leaders seek physicians' input when setting the health authority's goals.	19%			34%	47%	29%
Senior leaders' decision-making is transparent to physicians.	11%			37%	52%	22%
This health authority values physicians' contributions.	28%			38%	34%	42%

Value

This health authority values physicians' contributions.	28%			38%	34%	42%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	62%			19%	19%	*
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■ Agree ■ Neutral ■ Disagree

Vancouver General Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>48%</div><div>10%</div><div>42%</div></div>						53%	13%	34%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	29.56	1	3.0	1.00	999.00	64 / 247	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	27.68	2	4.0	1.00	999.00	120 / 247	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>51%</div><div>34%</div><div>15%</div></div>						57%	34%	10%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>48%</div><div>33%</div><div>19%</div></div>						60%	29%	11%
People treat each other with respect and consideration in our workplace.	<div><div>67%</div><div>20%</div><div>13%</div></div>						72%	16%	13%
I am able to reasonably balance the demands of work and personal life.	<div><div>42%</div><div>21%</div><div>38%</div></div>						47%	19%	35%
People from all backgrounds are treated fairly in our workplace.	<div><div>65%</div><div>19%</div><div>16%</div></div>						67%	20%	14%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>41%</div><div>34%</div><div>25%</div></div>						49%	34%	17%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>32%</div><div>41%</div><div>27%</div></div>						41%	38%	21%
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Whistler Health Care Centre

7 Respondents 2022 | 7 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	57%	14%	29%	57%	14%	29%
I feel I belong to a collaborative, patient-centred team/unit.	100%	0%	0%	57%	0%	43%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	71%	14%	14%	71%	0%	29%
I have adequate opportunities to improve patient care, quality, and safety.	86%	0%	14%	71%	0%	29%
I have meaningful input into changes affecting my practice environment.	86%	0%	14%	43%	14%	43%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	57%	29%	14%	29%	29%	43%
Senior leaders seek physicians' input when setting the health authority's goals.	57%	14%	29%	0%	57%	43%
Senior leaders' decision-making is transparent to physicians.	43%	29%	29%	0%	57%	43%
This health authority values physicians' contributions.	29%	43%	29%	57%	0%	43%

Value

This health authority values physicians' contributions.	29%	43%	29%	57%	0%	43%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	71%	14%	14%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Whistler Health Care Centre

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div> <div>50%</div> <div>50%</div> <div>0%</div> </div>						60%	0%	40%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	-	-	-	-	-	-	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.50	5 (b)	7.5	5.00	10.00	2 / 7	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div> <div>86%</div> <div>14%</div> <div>0%</div> </div>						67%	0%	33%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div> <div>71%</div> <div>14%</div> <div>14%</div> </div>						67%	17%	17%
People treat each other with respect and consideration in our workplace.	<div> <div>86%</div> <div>14%</div> <div>0%</div> </div>						71%	14%	14%
I am able to reasonably balance the demands of work and personal life.	<div> <div>57%</div> <div>29%</div> <div>14%</div> </div>						57%	0%	43%
People from all backgrounds are treated fairly in our workplace.	<div> <div>71%</div> <div>29%</div> <div>0%</div> </div>						83%	17%	0%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div> <div>71%</div> <div>14%</div> <div>14%</div> </div>						40%	0%	60%

Trust

Physicians and medical leaders trust one another in my health authority.	<div> <div>57%</div> <div>0%</div> <div>43%</div> </div>						57%	14%	29%
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■ Agree
■ Neutral
■ Disagree

Providence Health Care – Hospital/Facility Data

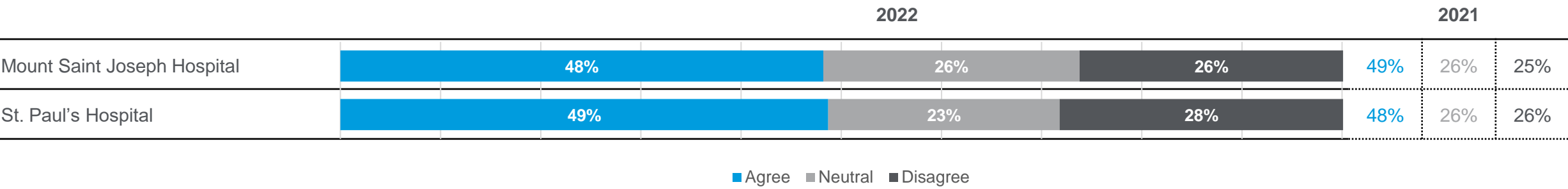
- Overall engagement averages by hospital/facility
- Engagement trends
- Physician Health and Safety
- Incidents Related to Physical and Psychological Safety

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

33 Respondents 2022 | 31 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	<div><div>61%</div><div>21%</div><div>18%</div></div>			71%	19%	10%
I feel I belong to a collaborative, patient-centred team/unit.	<div><div>88%</div><div>3%</div><div>9%</div></div>			61%	23%	16%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div><div>52%</div><div>21%</div><div>27%</div></div>			68%	7%	26%
I have adequate opportunities to improve patient care, quality, and safety.	<div><div>49%</div><div>39%</div><div>12%</div></div>			48%	23%	29%
I have meaningful input into changes affecting my practice environment.	<div><div>36%</div><div>24%</div><div>39%</div></div>			36%	39%	26%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div><div>38%</div><div>31%</div><div>31%</div></div>			42%	29%	29%
Senior leaders seek physicians' input when setting the health authority's goals.	<div><div>41%</div><div>31%</div><div>28%</div></div>			43%	27%	30%
Senior leaders' decision-making is transparent to physicians.	<div><div>28%</div><div>31%</div><div>41%</div></div>			13%	53%	33%
This health authority values physicians' contributions.	<div><div>42%</div><div>27%</div><div>30%</div></div>			58%	16%	26%

Value

This health authority values physicians' contributions.	<div><div>42%</div><div>27%</div><div>30%</div></div>			58%	16%	26%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	<div><div>81%</div><div>10%</div><div>10%</div></div>			*	*	*
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Mount Saint Joseph Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	48%			11%	41%		42%	19%	39%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.75	1	2.0	1.00	15.00	12 / 33	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	18.87	2 (b)	5.0	1.00	100.00	15 / 33	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	67%			23%	10%	53%	40%	6%
This hospital/facility takes effective action to promote a healthy and safe workplace.	63%			31%	6%	57%	33%	10%
People treat each other with respect and consideration in our workplace.	88%			9%	3%	84%	13%	3%
I am able to reasonably balance the demands of work and personal life.	58%			15%	27%	58%	13%	29%
People from all backgrounds are treated fairly in our workplace.	79%			12%	9%	77%	16%	6%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	58%			39%	3%	43%	47%	10%

Trust

Physicians and medical leaders trust one another in my health authority.	49%			27%	42%	43%	33%	23%
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St. Paul's Hospital

184 Respondents 2022 | 175 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	<div><div></div><div></div><div></div></div> 67%16%17%			66%	21%	13%
I feel I belong to a collaborative, patient-centred team/unit.	<div><div></div><div></div><div></div></div> 71%14%15%			70%	16%	14%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div><div></div><div></div><div></div></div> 47%15%38%			52%	18%	30%
I have adequate opportunities to improve patient care, quality, and safety.	<div><div></div><div></div><div></div></div> 55%20%25%			53%	28%	20%
I have meaningful input into changes affecting my practice environment.	<div><div></div><div></div><div></div></div> 50%19%31%			43%	29%	28%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div><div></div><div></div><div></div></div> 42%26%32%			39%	27%	34%
Senior leaders seek physicians' input when setting the health authority's goals.	<div><div></div><div></div><div></div></div> 36%32%33%			37%	30%	34%
Senior leaders' decision-making is transparent to physicians.	<div><div></div><div></div><div></div></div> 27%36%37%			28%	31%	41%
This health authority values physicians' contributions.	<div><div></div><div></div><div></div></div> 42%31%28%			43%	33%	24%

Value

This health authority values physicians' contributions.	<div><div></div><div></div><div></div></div> 42%31%28%			43%	33%	24%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	<div><div></div><div></div><div></div></div> 69%17%14%			*	*	*
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St. Paul's Hospital

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	47%		15%	38%			53%	12%	35%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	12.17	1	5.0	1.00	100.00	72 / 184	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	38.87	1	4.0	1.00	999.00	87 / 184	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	55%		22%	23%			56%	29%	15%
This hospital/facility takes effective action to promote a healthy and safe workplace.	57%		22%	22%			52%	26%	22%
People treat each other with respect and consideration in our workplace.	83%		11%	7%			79%	12%	9%
I am able to reasonably balance the demands of work and personal life.	51%		20%	30%			49%	24%	27%
People from all backgrounds are treated fairly in our workplace.	72%		16%	12%			71%	18%	10%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	53%		25%	23%			51%	28%	21%

Trust

Physicians and medical leaders trust one another in my health authority.	48%		29%	23%			38%	39%	23%
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SECTION 3

Divisions of Family Practice

Individual Division Breakdown

- The following outline survey results for each Division, under the question themes:
 - Engagement
 - Physician Health and Safety
 - Physical and Psychological Safety Incidents



Fraser Health - Divisions of Family Practice

- Overall engagement averages by division
- Engagement trends
- Physician Health and Safety
- Incidents Related to Physical and Psychological Safety

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)

	2022			2021		
Abbotsford	33%	19%	49%	35%	22%	43%
Burnaby	43%	26%	31%	42%	24%	35%
Chilliwack	42%	25%	33%	*65%	*20%	15%
Delta	25%	25%	50%	42%	31%	27%
Fraser Northwest	32%	29%	40%	42%	28%	31%
Langley	24%	26%	50%	43%	27%	30%
Mission	44%	28%	28%	56%	26%	18%
Ridge Meadows	42%	24%	35%	57%	26%	17%
Surrey - North Delta	32%	26%	42%	36%	27%	37%
White Rock - South Surrey	44%	23%	33%	44%	17%	39%

Note (August 2025): 2021 scores have been updated after an audit discovered a reporting error (Chilliwack).

■ Agree ■ Neutral ■ Disagree

Abbotsford Division

29 Respondents 2022 | 42 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	41%	10%	48%	55%	5%	41%
I feel I belong to a collaborative, patient-centred team/unit.	48%	17%	35%	48%	19%	33%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	45%	14%	41%	50%	17%	33%
I have adequate opportunities to improve patient care, quality, and safety.	38%	21%	41%	43%	14%	43%
I have meaningful input into changes affecting my practice environment.	24%	31%	45%	36%	26%	38%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	35%	14%	52%	29%	29%	42%
Senior leaders seek physicians' input when setting the health authority's goals.	24%	21%	55%	18%	30%	53%
Senior leaders' decision-making is transparent to physicians.	18%	18%	64%	12%	32%	56%
This health authority values physicians' contributions.	21%	24%	55%	24%	29%	48%

Value

This health authority values physicians' contributions.	21%	24%	55%	24%	29%	48%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	46%	19%	35%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Abbotsford Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div> <div>43%</div> <div>14%</div> <div>43%</div> </div>						44%	25%	31%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.22	2 (b)	3.0	1.00	5.00	9 / 29	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.08	5 (b)	5.0	1.00	24.00	12 / 29	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div> <div>36%</div> <div>41%</div> <div>23%</div> </div>						34%	37%	29%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div> <div>42%</div> <div>33%</div> <div>25%</div> </div>						37%	40%	24%
People treat each other with respect and consideration in our workplace.	<div> <div>69%</div> <div>21%</div> <div>10%</div> </div>						73%	17%	10%
I am able to reasonably balance the demands of work and personal life.	<div> <div>41%</div> <div>22%</div> <div>37%</div> </div>						62%	24%	14%
People from all backgrounds are treated fairly in our workplace.	<div> <div>69%</div> <div>15%</div> <div>15%</div> </div>						83%	12%	5%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div> <div>38%</div> <div>42%</div> <div>21%</div> </div>						46%	38%	16%

Trust

Physicians and medical leaders trust one another in my health authority.	<div> <div>41%</div> <div>28%</div> <div>31%</div> </div>						28%	33%	40%
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■ Agree
■ Neutral
■ Disagree

Burnaby Division

52 Respondents 2022 | 47 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	67%			66%	15%	19%
I feel I belong to a collaborative, patient-centred team/unit.	65%			64%	15%	21%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	57%			55%	15%	30%
I have adequate opportunities to improve patient care, quality, and safety.	61%			65%	13%	22%
I have meaningful input into changes affecting my practice environment.	37%			41%	17%	41%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	24%			30%	30%	39%
Senior leaders seek physicians' input when setting the health authority's goals.	28%			17%	41%	41%
Senior leaders' decision-making is transparent to physicians.	12%			9%	28%	63%
This health authority values physicians' contributions.	39%			28%	37%	35%

Value

This health authority values physicians' contributions.	39%			28%	37%	35%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	71%			*	*	*
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■ Agree ■ Neutral ■ Disagree

Burnaby Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>51%</div><div>19%</div><div>30%</div></div>						47%	16%	37%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	6.80	1 (b)	2.0	1.00	50.00	15 / 52	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	15.74	2	2.0	1.00	100.00	23 / 52	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>51%</div><div>35%</div><div>14%</div></div>						66%	27%	7%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>61%</div><div>26%</div><div>14%</div></div>						61%	33%	7%
People treat each other with respect and consideration in our workplace.	<div><div>80%</div><div>6%</div><div>14%</div></div>						74%	20%	7%
I am able to reasonably balance the demands of work and personal life.	<div><div>53%</div><div>14%</div><div>33%</div></div>						49%	22%	29%
People from all backgrounds are treated fairly in our workplace.	<div><div>76%</div><div>14%</div><div>10%</div></div>						75%	19%	6%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>50%</div><div>38%</div><div>12%</div></div>						67%	24%	10%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>41%</div><div>37%</div><div>23%</div></div>						34%	43%	23%
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Chilliwack Division

29 Respondents 2022 | 23 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	41%	28%	31%	74%	17%	9%
I feel I belong to a collaborative, patient-centred team/unit.	86%	11%	4%	91%	0%	9%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	43%	11%	46%	52%	17%	30%
I have adequate opportunities to improve patient care, quality, and safety.	38%	45%	17%	70%	22%	9%
I have meaningful input into changes affecting my practice environment.	43%	21%	36%	70%	17%	13%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	35%	24%	41%	70%	17%	13%
Senior leaders seek physicians' input when setting the health authority's goals.	35%	21%	45%	65%	22%	13%
Senior leaders' decision-making is transparent to physicians.	24%	35%	41%	52%	30%	17%
This health authority values physicians' contributions.	31%	35%	35%	65%	13%	22%

Value

This health authority values physicians' contributions.	31%	35%	35%	65%	13%	22%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	57%	21%	21%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Chilliwack Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>50%</div><div>23%</div><div>27%</div></div>						26%	26%	47%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	15.11	2	2.0	1.00	120.00	9 / 29	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	83.60	1	3.0	1.00	999.00	15 / 29	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>50%</div><div>36%</div><div>14%</div></div>						59%	36%	5%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>46%</div><div>39%</div><div>14%</div></div>						70%	26%	4%
People treat each other with respect and consideration in our workplace.	<div><div>86%</div><div>3%</div><div>10%</div></div>						87%	9%	4%
I am able to reasonably balance the demands of work and personal life.	<div><div>48%</div><div>14%</div><div>38%</div></div>						61%	9%	30%
People from all backgrounds are treated fairly in our workplace.	<div><div>55%</div><div>21%</div><div>24%</div></div>						83%	13%	4%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>44%</div><div>28%</div><div>28%</div></div>						67%	24%	10%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>50%</div><div>11%</div><div>39%</div></div>						61%	30%	9%
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Delta Division

15 Respondents 2022 | 15 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	47%	33%	20%	80%	0%	20%
I feel I belong to a collaborative, patient-centred team/unit.	53%	7%	40%	67%	27%	7%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	36%	21%	43%	47%	40%	13%
I have adequate opportunities to improve patient care, quality, and safety.	20%	33%	47%	53%	33%	13%
I have meaningful input into changes affecting my practice environment.	20%	27%	53%	33%	33%	33%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	21%	29%	50%	27%	33%	40%
Senior leaders seek physicians' input when setting the health authority's goals.	14%	29%	57%	27%	40%	33%
Senior leaders' decision-making is transparent to physicians.	7%	21%	71%	13%	40%	47%
This health authority values physicians' contributions.	7%	21%	71%	33%	33%	33%

Value

This health authority values physicians' contributions.	7%	21%	71%	33%	33%	33%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	62%	0%	39%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Delta Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	30%		10%	60%			18%	46%	36%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	10.00	2 (b)	3.0	2.00	25.00	3 / 15	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.80	1 (b)	5.0	1.00	12.00	5 / 15	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	23%		46%		31%	58%	33%	8%
This hospital/facility takes effective action to promote a healthy and safe workplace.	39%		39%		23%	50%	42%	8%
People treat each other with respect and consideration in our workplace.	53%		27%		20%	93%	0%	7%
I am able to reasonably balance the demands of work and personal life.	27%		20%		53%	60%	20%	20%
People from all backgrounds are treated fairly in our workplace.	71%		7%		21%	87%	13%	0%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	23%		46%		31%	43%	43%	14%

Trust

Physicians and medical leaders trust one another in my health authority.	43%		36%		21%	53%	27%	20%
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Fraser Northwest Division

61 Respondents 2022 | 68 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	41%	31%	28%	55%	22%	22%
I feel I belong to a collaborative, patient-centred team/unit.	55%	23%	22%	54%	28%	18%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	35%	25%	40%	52%	27%	22%
I have adequate opportunities to improve patient care, quality, and safety.	39%	26%	34%	54%	22%	24%
I have meaningful input into changes affecting my practice environment.	32%	32%	37%	32%	34%	34%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	19%	34%	48%	37%	28%	35%
Senior leaders seek physicians' input when setting the health authority's goals.	22%	27%	51%	30%	32%	38%
Senior leaders' decision-making is transparent to physicians.	12%	31%	58%	23%	33%	44%
This health authority values physicians' contributions.	32%	29%	39%	38%	22%	40%

Value

This health authority values physicians' contributions.	32%	29%	39%	38%	22%	40%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	49%	27%	24%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Fraser Northwest Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>45%</div><div>16%</div><div>39%</div></div>						42%	15%	42%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	2.29	1	1.0	1.00	12.00	21 / 61	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.28	1 (b)	6.0	1.00	44.00	29 / 61	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>55%</div><div>29%</div><div>16%</div></div>						59%	29%	12%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>49%</div><div>28%</div><div>24%</div></div>						60%	23%	17%
People treat each other with respect and consideration in our workplace.	<div><div>82%</div><div>13%</div><div>5%</div></div>						85%	8%	8%
I am able to reasonably balance the demands of work and personal life.	<div><div>33%</div><div>29%</div><div>38%</div></div>						43%	19%	37%
People from all backgrounds are treated fairly in our workplace.	<div><div>64%</div><div>26%</div><div>10%</div></div>						71%	15%	14%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>43%</div><div>27%</div><div>31%</div></div>						56%	35%	9%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>29%</div><div>43%</div><div>28%</div></div>						39%	39%	21%
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Langley Division

33 Respondents 2022 | 38 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	42%	24%	33%	60%	16%	24%
I feel I belong to a collaborative, patient-centred team/unit.	44%	25%	31%	53%	25%	22%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	38%	22%	41%	60%	14%	27%
I have adequate opportunities to improve patient care, quality, and safety.	27%	30%	42%	56%	19%	25%
I have meaningful input into changes affecting my practice environment.	15%	33%	52%	40%	29%	32%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	13%	28%	59%	34%	40%	26%
Senior leaders seek physicians' input when setting the health authority's goals.	13%	25%	63%	19%	46%	35%
Senior leaders' decision-making is transparent to physicians.	6%	22%	72%	24%	27%	49%
This health authority values physicians' contributions.	18%	27%	55%	40%	29%	32%

Value

This health authority values physicians' contributions.	18%	27%	55%	40%	29%	32%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	44%	22%	33%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Langley Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	37%		26%	37%			55%	7%	39%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.33	2	2.0	1.00	10.00	12 / 33	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	13.23	10	5.0	1.00	100.00	13 / 33	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	21%	61%	18%	58%	36%	6%
This hospital/facility takes effective action to promote a healthy and safe workplace.	23%	53%	23%	50%	44%	6%
People treat each other with respect and consideration in our workplace.	73%	21%	6%	76%	16%	8%
I am able to reasonably balance the demands of work and personal life.	46%	9%	46%	57%	19%	24%
People from all backgrounds are treated fairly in our workplace.	64%	18%	18%	65%	24%	11%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	15%	56%	30%	66%	29%	6%

Trust

Physicians and medical leaders trust one another in my health authority.	28%	28%	44%	38%	29%	32%
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Mission Division

17 Respondents 2022 | 11 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	44%	44%	13%	73%	18%	9%
I feel I belong to a collaborative, patient-centred team/unit.	59%	24%	18%	82%	18%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	38%	19%	44%	73%	0%	27%
I have adequate opportunities to improve patient care, quality, and safety.	59%	12%	29%	55%	27%	18%
I have meaningful input into changes affecting my practice environment.	47%	29%	24%	46%	18%	36%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	41%	29%	29%	46%	27%	27%
Senior leaders seek physicians' input when setting the health authority's goals.	47%	24%	29%	46%	36%	18%
Senior leaders' decision-making is transparent to physicians.	18%	47%	35%	27%	55%	18%
This health authority values physicians' contributions.	47%	24%	29%	55%	36%	9%

Value

This health authority values physicians' contributions.	47%	24%	29%	55%	36%	9%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	44%	31%	25%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Mission Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	20%	33%	47%				50%	0%	50%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	152.17	1	2.5	1.00	900.00	6 / 17	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	225.75	1	1.0	1.00	900.00	4 / 17	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	65%	35%	0%	64%	36%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.	71%	24%	6%	64%	36%	0%
People treat each other with respect and consideration in our workplace.	65%	29%	6%	82%	18%	0%
I am able to reasonably balance the demands of work and personal life.	59%	12%	29%	36%	27%	36%
People from all backgrounds are treated fairly in our workplace.	71%	24%	6%	82%	18%	0%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	56%	38%	6%	70%	20%	10%

Trust

Physicians and medical leaders trust one another in my health authority.	53%	24%	24%	60%	20%	20%
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Ridge Meadow Division

29 Respondents 2022 | 34 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	<div><div></div><div></div><div></div></div> 59%17%24%			71%	21%	9%
I feel I belong to a collaborative, patient-centred team/unit.	<div><div></div><div></div><div></div></div> 57%25%18%			68%	21%	12%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div><div></div><div></div><div></div></div> 48%10%41%			70%	18%	12%
I have adequate opportunities to improve patient care, quality, and safety.	<div><div></div><div></div><div></div></div> 48%14%38%			71%	15%	15%
I have meaningful input into changes affecting my practice environment.	<div><div></div><div></div><div></div></div> 41%14%45%			50%	27%	24%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div><div></div><div></div><div></div></div> 33%30%37%			63%	22%	16%
Senior leaders seek physicians' input when setting the health authority's goals.	<div><div></div><div></div><div></div></div> 26%33%41%			41%	38%	22%
Senior leaders' decision-making is transparent to physicians.	<div><div></div><div></div><div></div></div> 22%41%37%			30%	39%	30%
This health authority values physicians' contributions.	<div><div></div><div></div><div></div></div> 41%30%30%			55%	33%	12%

Value

This health authority values physicians' contributions.	<div><div></div><div></div><div></div></div> 41%30%30%			55%	33%	12%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	<div><div></div><div></div><div></div></div> 67%15%19%			*	*	*
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Ridge Meadow Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	27%		23%		50%		62%	4%	35%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	12.71	1	3.0	1.00	50.00	7 / 29	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	6.25	10	5.0	1.00	16.00	16 / 29	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	58%		42%		0%	58%	36%	7%
This hospital/facility takes effective action to promote a healthy and safe workplace.	54%		35%		12%	74%	23%	3%
People treat each other with respect and consideration in our workplace.	86%		7%		7%	85%	9%	6%
I am able to reasonably balance the demands of work and personal life.	41%		14%		45%	71%	12%	18%
People from all backgrounds are treated fairly in our workplace.	59%		28%		14%	91%	6%	3%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	48%		40%		12%	60%	23%	17%

Trust

Physicians and medical leaders trust one another in my health authority.	43%		32%		25%	56%	28%	16%
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Surrey-North Delta Division

86 Respondents 2022 | 89 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	52%	19%	29%	55%	18%	26%
I feel I belong to a collaborative, patient-centred team/unit.	46%	18%	35%	44%	22%	35%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	35%	24%	42%	43%	22%	36%
I have adequate opportunities to improve patient care, quality, and safety.	34%	26%	40%	39%	28%	33%
I have meaningful input into changes affecting my practice environment.	37%	21%	42%	36%	21%	43%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	27%	31%	42%	31%	30%	40%
Senior leaders seek physicians' input when setting the health authority's goals.	19%	40%	41%	26%	32%	42%
Senior leaders' decision-making is transparent to physicians.	13%	32%	55%	16%	39%	46%
This health authority values physicians' contributions.	26%	26%	49%	36%	28%	35%

Value

This health authority values physicians' contributions.	26%	26%	49%	36%	28%	35%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	51%	19%	30%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Surrey-North Delta Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div></div><div>62%</div><div>10%</div><div>28%</div></div>						61%	13%	26%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	6.03	1	2.0	1.00	50.00	38 / 86	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	11.20	2	5.0	1.00	100.00	45 / 86	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div></div><div>51%</div><div>35%</div><div>15%</div></div>						43%	35%	23%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div></div><div>49%</div><div>34%</div><div>17%</div></div>						48%	29%	23%
People treat each other with respect and consideration in our workplace.	<div><div></div><div>70%</div><div>17%</div><div>13%</div></div>						63%	21%	17%
I am able to reasonably balance the demands of work and personal life.	<div><div></div><div>30%</div><div>20%</div><div>50%</div></div>						51%	20%	30%
People from all backgrounds are treated fairly in our workplace.	<div><div></div><div>69%</div><div>12%</div><div>19%</div></div>						64%	18%	19%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div></div><div>43%</div><div>37%</div><div>20%</div></div>						51%	25%	24%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div></div><div>30%</div><div>36%</div><div>34%</div></div>						34%	36%	30%
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White Rock-South Surrey Division

33 Respondents 2022 | 31 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	72% <div><div></div></div>			65%	3%	32%
I feel I belong to a collaborative, patient-centred team/unit.	70% <div><div></div></div>			61%	16%	23%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	36% <div><div></div></div>			61%	7%	32%
I have adequate opportunities to improve patient care, quality, and safety.	46% <div><div></div></div>			48%	23%	29%
I have meaningful input into changes affecting my practice environment.	41% <div><div></div></div>			39%	19%	42%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	41% <div><div></div></div>			32%	26%	42%
Senior leaders seek physicians' input when setting the health authority's goals.	31% <div><div></div></div>			30%	17%	53%
Senior leaders' decision-making is transparent to physicians.	22% <div><div></div></div>			26%	13%	61%
This health authority values physicians' contributions.	41% <div><div></div></div>			29%	32%	39%

Value

This health authority values physicians' contributions.	41% <div><div></div></div>			29%	32%	39%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	83% <div><div></div></div>			*	*	*
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■ Agree ■ Neutral ■ Disagree

White Rock-South Surrey Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>54%</div><div>13%</div><div>33%</div></div>						58%	13%	29%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.40	1	1.5	1.00	15.00	10 / 33	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.08	2	2.0	1.00	10.00	13 / 33	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>46%</div><div>43%</div><div>11%</div></div>						58%	35%	8%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>54%</div><div>29%</div><div>18%</div></div>						54%	31%	15%
People treat each other with respect and consideration in our workplace.	<div><div>94%</div><div>6%</div><div>0%</div></div>						87%	13%	0%
I am able to reasonably balance the demands of work and personal life.	<div><div>53%</div><div>22%</div><div>25%</div></div>						70%	7%	23%
People from all backgrounds are treated fairly in our workplace.	<div><div>84%</div><div>13%</div><div>3%</div></div>						90%	7%	3%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>46%</div><div>39%</div><div>14%</div></div>						50%	32%	18%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>44%</div><div>31%</div><div>25%</div></div>						32%	26%	42%
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Please note: incorrect data filter used in 2021 reporting - updated to reflect correct results.

Interior Health - Divisions of Family Practice

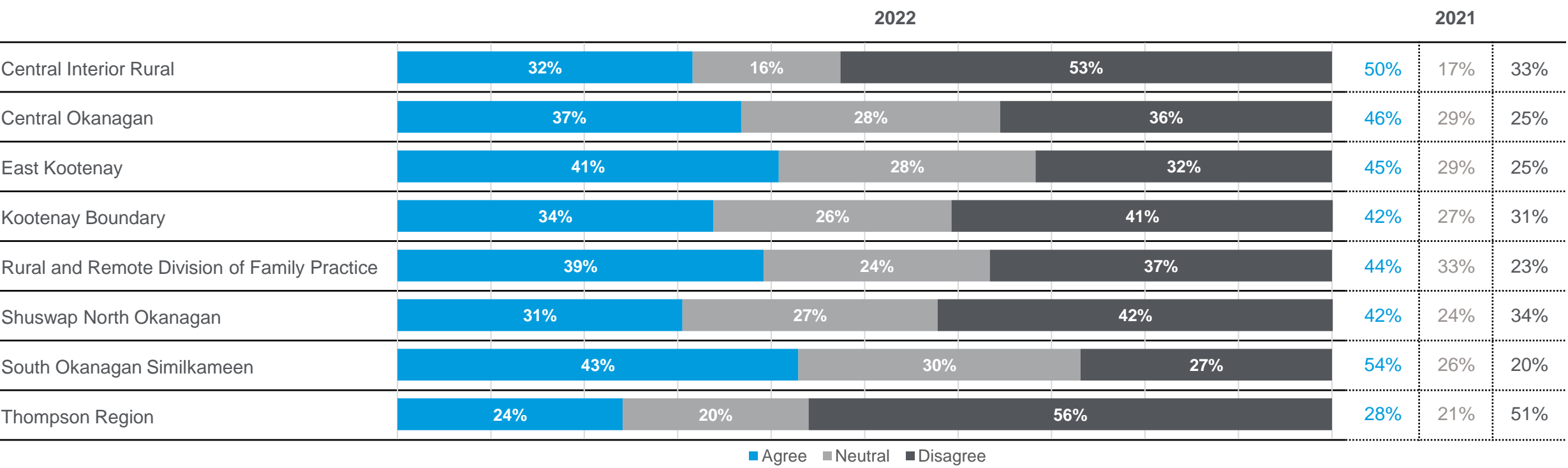
- Overall engagement averages by division
- Engagement trends
- Physician Health and Safety
- Incidents Related to Physical and Psychological Safety

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)



Central Interior Rural Division

22 Respondents 2022 | 17 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	27%	23%	50%	59%	12%	29%
I feel I belong to a collaborative, patient-centred team/unit.	62%	24%	14%	59%	18%	24%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	55%	14%	32%	71%	12%	18%
I have adequate opportunities to improve patient care, quality, and safety.	27%	18%	55%	65%	12%	24%
I have meaningful input into changes affecting my practice environment.	23%	14%	64%	47%	24%	29%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	23%	5%	73%	47%	18%	35%
Senior leaders seek physicians' input when setting the health authority's goals.	27%	18%	55%	35%	18%	47%
Senior leaders' decision-making is transparent to physicians.	18%	18%	64%	29%	24%	47%
This health authority values physicians' contributions.	23%	9%	68%	41%	18%	41%

Value

This health authority values physicians' contributions.	23%	9%	68%	41%	18%	41%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	50%	9%	41%	*	*	*
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Agree Neutral Disagree

Central Interior Rural Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>53%</div><div>18%</div><div>29%</div></div>						42%	8%	50%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	2.78	1	1.0	1.00	8.00	9 / 22	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	83.62	2 (b)	5.0	1.00	999.00	13 / 22	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>45%</div><div>35%</div><div>20%</div></div>						53%	24%	24%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>52%</div><div>14%</div><div>33%</div></div>						59%	29%	12%
People treat each other with respect and consideration in our workplace.	<div><div>73%</div><div>18%</div><div>9%</div></div>						77%	6%	18%
I am able to reasonably balance the demands of work and personal life.	<div><div>18%</div><div>32%</div><div>50%</div></div>						65%	6%	29%
People from all backgrounds are treated fairly in our workplace.	<div><div>68%</div><div>18%</div><div>14%</div></div>						77%	18%	6%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>33%</div><div>33%</div><div>33%</div></div>						56%	25%	19%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>18%</div><div>23%</div><div>59%</div></div>						29%	41%	29%
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Central Okanagan Division

87 Respondents 2022 | 85 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	<div><div>58%</div><div>18%</div><div>24%</div></div>			74%	18%	8%
I feel I belong to a collaborative, patient-centred team/unit.	<div><div>58%</div><div>24%</div><div>18%</div></div>			67%	21%	12%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div><div>33%</div><div>17%</div><div>51%</div></div>			51%	22%	28%
I have adequate opportunities to improve patient care, quality, and safety.	<div><div>42%</div><div>26%</div><div>32%</div></div>			45%	42%	13%
I have meaningful input into changes affecting my practice environment.	<div><div>33%</div><div>29%</div><div>38%</div></div>			40%	27%	34%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div><div>35%</div><div>32%</div><div>33%</div></div>			38%	31%	31%
Senior leaders seek physicians' input when setting the health authority's goals.	<div><div>20%</div><div>37%</div><div>44%</div></div>			29%	32%	39%
Senior leaders' decision-making is transparent to physicians.	<div><div>22%</div><div>31%</div><div>47%</div></div>			22%	36%	42%
This health authority values physicians' contributions.	<div><div>31%</div><div>36%</div><div>33%</div></div>			51%	30%	19%

Value

This health authority values physicians' contributions.	<div><div>31%</div><div>36%</div><div>33%</div></div>			51%	30%	19%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	<div><div>64%</div><div>13%</div><div>23%</div></div>			*	*	*
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Central Okanagan Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	48%		12%	40%			41%	16%	43%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.07	1	2.0	1.00	30.00	29 / 87	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	12.31	1	3.0	1.00	200.00	42 / 87	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	59%		32%	9%	57%	31%	12%
This hospital/facility takes effective action to promote a healthy and safe workplace.	62%		23%	15%	56%	35%	10%
People treat each other with respect and consideration in our workplace.	82%		12%	6%	69%	26%	5%
I am able to reasonably balance the demands of work and personal life.	48%		14%	38%	58%	23%	19%
People from all backgrounds are treated fairly in our workplace.	79%		12%	10%	67%	22%	11%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	47%		42%	10%	55%	29%	16%

Trust

Physicians and medical leaders trust one another in my health authority.	39%		38%	23%	48%	35%	17%
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East Kootenay Division

61 Respondents 2022 | 44 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	59%			20%	21%	61%
I feel I belong to a collaborative, patient-centred team/unit.	80%			12%	8%	77%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	43%			23%	34%	52%
I have adequate opportunities to improve patient care, quality, and safety.	54%			21%	25%	66%
I have meaningful input into changes affecting my practice environment.	46%			23%	31%	42%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	23%			33%	44%	43%
Senior leaders seek physicians' input when setting the health authority's goals.	21%			41%	38%	14%
Senior leaders' decision-making is transparent to physicians.	12%			36%	53%	7%
This health authority values physicians' contributions.	30%			39%	31%	46%

Value

This health authority values physicians' contributions.	30%			39%	31%	46%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	60%			15%	25%	*
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■ Agree ■ Neutral ■ Disagree

East Kootenay Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>56%</div><div>8%</div><div>37%</div></div>						53%	3%	45%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	6.19	1	2.0	1.00	50.00	26 / 61	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.33	1	2.0	1.00	12.00	30 / 61	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>50%</div><div>33%</div><div>17%</div></div>						44%	30%	26%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>47%</div><div>38%</div><div>15%</div></div>						41%	41%	18%
People treat each other with respect and consideration in our workplace.	<div><div>82%</div><div>10%</div><div>8%</div></div>						77%	18%	5%
I am able to reasonably balance the demands of work and personal life.	<div><div>56%</div><div>15%</div><div>30%</div></div>						57%	14%	30%
People from all backgrounds are treated fairly in our workplace.	<div><div>71%</div><div>16%</div><div>13%</div></div>						68%	25%	7%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>40%</div><div>47%</div><div>14%</div></div>						37%	44%	20%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>48%</div><div>33%</div><div>20%</div></div>						50%	33%	17%
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Kootenay Boundary Division

59 Respondents 2022 | 55 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	34%	34%	32%	53%	27%	20%
I feel I belong to a collaborative, patient-centred team/unit.	63%	15%	22%	55%	24%	22%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	51%	14%	36%	60%	13%	27%
I have adequate opportunities to improve patient care, quality, and safety.	36%	29%	36%	56%	20%	24%
I have meaningful input into changes affecting my practice environment.	31%	25%	44%	38%	35%	27%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	28%	26%	47%	35%	35%	31%
Senior leaders seek physicians' input when setting the health authority's goals.	24%	24%	53%	27%	31%	42%
Senior leaders' decision-making is transparent to physicians.	14%	27%	59%	18%	29%	53%
This health authority values physicians' contributions.	25%	36%	39%	38%	31%	31%

Value

This health authority values physicians' contributions.	25%	36%	39%	38%	31%	31%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	54%	19%	28%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Kootenay Boundary Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div> <div>57%</div> <div>18%</div> <div>26%</div> </div>						55%	14%	32%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.82	1 (b)	4.0	1.00	50.00	33 / 59	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.03	5	5.0	1.00	60.00	36 / 59	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div> <div>42%</div> <div>30%</div> <div>28%</div> </div>						46%	33%	21%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div> <div>43%</div> <div>31%</div> <div>26%</div> </div>						53%	23%	25%
People treat each other with respect and consideration in our workplace.	<div> <div>83%</div> <div>10%</div> <div>7%</div> </div>						82%	9%	9%
I am able to reasonably balance the demands of work and personal life.	<div> <div>56%</div> <div>22%</div> <div>22%</div> </div>						55%	20%	26%
People from all backgrounds are treated fairly in our workplace.	<div> <div>68%</div> <div>25%</div> <div>7%</div> </div>						66%	26%	9%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div> <div>30%</div> <div>38%</div> <div>32%</div> </div>						44%	27%	29%

Trust

Physicians and medical leaders trust one another in my health authority.	<div> <div>36%</div> <div>36%</div> <div>29%</div> </div>						46%	24%	31%
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■ Agree
■ Neutral
■ Disagree

Rural and Remote Division

17 Respondents 2022 | 13 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	35%	29%	35%	46%	31%	23%
I feel I belong to a collaborative, patient-centred team/unit.	65%	12%	24%	69%	15%	15%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	41%	29%	29%	69%	15%	15%
I have adequate opportunities to improve patient care, quality, and safety.	59%	12%	29%	54%	31%	15%
I have meaningful input into changes affecting my practice environment.	47%	12%	41%	62%	23%	15%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	29%	35%	35%	15%	54%	31%
Senior leaders seek physicians' input when setting the health authority's goals.	29%	35%	35%	31%	39%	31%
Senior leaders' decision-making is transparent to physicians.	12%	41%	47%	8%	46%	46%
This health authority values physicians' contributions.	35%	12%	53%	46%	39%	15%

Value

This health authority values physicians' contributions.	35%	12%	53%	46%	39%	15%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	69%	6%	25%	*	*	*
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Rural and Remote Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	36%		18%	46%			46%	9%	46%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.00	1 (b)	4.0	1.00	8.00	5 / 17	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	6.13	1	1.0	1.00	20.00	8 / 17	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	81%		13%	6%	69%	23%	8%
This hospital/facility takes effective action to promote a healthy and safe workplace.	69%		13%	19%	69%	15%	15%
People treat each other with respect and consideration in our workplace.	82%		18%	0%	92%	0%	8%
I am able to reasonably balance the demands of work and personal life.	41%		18%	41%	39%	23%	39%
People from all backgrounds are treated fairly in our workplace.	77%		18%	6%	85%	8%	8%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	69%		25%	6%	54%	23%	23%

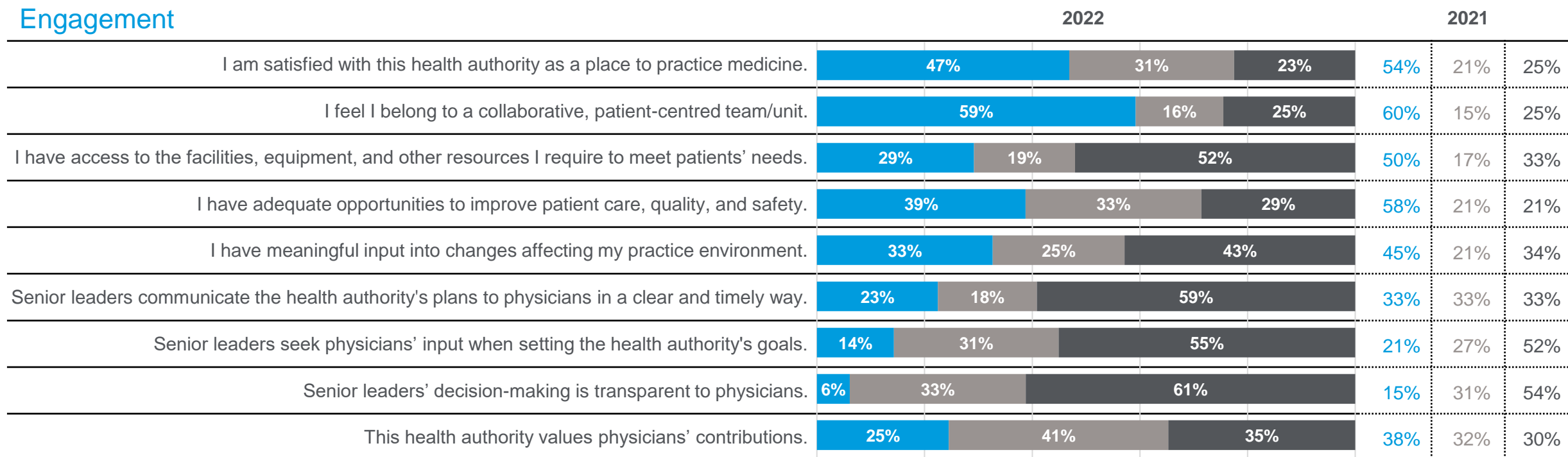
Trust

Physicians and medical leaders trust one another in my health authority.	35%		35%	29%	46%	31%	23%
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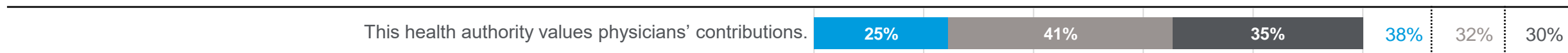
Shuswap North Okanagan Division

49 Respondents 2022 | 48 Respondents 2021

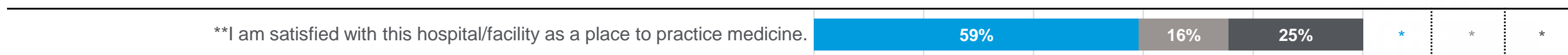
Engagement



Value



Local Satisfaction **New Question



■ Agree ■ Neutral ■ Disagree

Shuswap North Okanagan Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div> <div>50%</div> <div>11%</div> <div>39%</div> </div>						51%	15%	33%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	15.96	1 (b)	5.0	1.00	250.00	23 / 49	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	17.65	2	5.0	1.00	250.00	26 / 49	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div> <div>43%</div> <div>43%</div> <div>15%</div> </div>						61%	22%	17%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div> <div>43%</div> <div>37%</div> <div>20%</div> </div>						60%	17%	23%
People treat each other with respect and consideration in our workplace.	<div> <div>76%</div> <div>16%</div> <div>8%</div> </div>						77%	11%	13%
I am able to reasonably balance the demands of work and personal life.	<div> <div>45%</div> <div>14%</div> <div>41%</div> </div>						58%	17%	25%
People from all backgrounds are treated fairly in our workplace.	<div> <div>71%</div> <div>14%</div> <div>14%</div> </div>						75%	11%	15%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div> <div>37%</div> <div>41%</div> <div>22%</div> </div>						57%	21%	21%

Trust

Physicians and medical leaders trust one another in my health authority.	<div> <div>29%</div> <div>35%</div> <div>37%</div> </div>						40%	33%	27%
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■ Agree
■ Neutral
■ Disagree

South Okanagan Similkameen Division

40 Respondents 2022 | 45 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	45%	35%	20%	64%	20%	16%
I feel I belong to a collaborative, patient-centred team/unit.	68%	20%	13%	78%	9%	13%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	53%	15%	33%	78%	9%	13%
I have adequate opportunities to improve patient care, quality, and safety.	54%	26%	21%	67%	18%	16%
I have meaningful input into changes affecting my practice environment.	36%	36%	28%	56%	22%	22%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	41%	23%	36%	51%	29%	20%
Senior leaders seek physicians' input when setting the health authority's goals.	38%	30%	33%	31%	47%	22%
Senior leaders' decision-making is transparent to physicians.	20%	40%	40%	16%	49%	36%
This health authority values physicians' contributions.	33%	48%	20%	49%	29%	22%

Value

This health authority values physicians' contributions.	33%	48%	20%	49%	29%	22%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	67%	18%	15%	*	*	*
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■ Agree ■ Neutral ■ Disagree

South Okanagan Similkameen Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div></div><div>59%</div><div>3%</div><div>38%</div></div>						43%	14%	43%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.88	1 (b)	4.0	1.00	50.00	16 / 40	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.19	2	3.0	1.00	50.00	21 / 40	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div></div><div>46%</div><div>39%</div><div>15%</div></div>						57%	27%	16%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div></div><div>50%</div><div>35%</div><div>15%</div></div>						52%	34%	14%
People treat each other with respect and consideration in our workplace.	<div><div></div><div>83%</div><div>13%</div><div>5%</div></div>						71%	16%	13%
I am able to reasonably balance the demands of work and personal life.	<div><div></div><div>30%</div><div>38%</div><div>33%</div></div>						44%	20%	36%
People from all backgrounds are treated fairly in our workplace.	<div><div></div><div>44%</div><div>36%</div><div>21%</div></div>						64%	27%	9%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div></div><div>29%</div><div>53%</div><div>19%</div></div>						45%	36%	19%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div></div><div>43%</div><div>35%</div><div>23%</div></div>						47%	31%	22%
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Thompson Region Division

45 Respondents 2022 | 60 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	36%	14%	50%	38%	18%	43%
I feel I belong to a collaborative, patient-centred team/unit.	48%	21%	32%	47%	17%	37%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	27%	21%	52%	42%	15%	43%
I have adequate opportunities to improve patient care, quality, and safety.	27%	30%	43%	40%	20%	40%
I have meaningful input into changes affecting my practice environment.	29%	16%	56%	32%	24%	44%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	9%	25%	66%	15%	24%	61%
Senior leaders seek physicians' input when setting the health authority's goals.	18%	16%	66%	10%	23%	67%
Senior leaders' decision-making is transparent to physicians.	7%	21%	73%	8%	22%	70%
This health authority values physicians' contributions.	16%	18%	67%	23%	27%	50%

Value

This health authority values physicians' contributions.	16%	18%	67%	23%	27%	50%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	39%	13%	49%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Thompson Region Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div></div><div>62%</div><div>10%</div><div>28%</div></div>						63%	10%	27%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	9.94	2	2.0	1.00	100.00	16 / 45	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	23.62	2	3.0	1.00	180.00	21 / 45	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div></div><div>43%</div><div>35%</div><div>23%</div></div>			41%	43%	16%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div></div><div>39%</div><div>27%</div><div>34%</div></div>			33%	35%	33%
People treat each other with respect and consideration in our workplace.	<div><div></div><div>74%</div><div>14%</div><div>12%</div></div>			64%	15%	20%
I am able to reasonably balance the demands of work and personal life.	<div><div></div><div>34%</div><div>25%</div><div>41%</div></div>			52%	22%	27%
People from all backgrounds are treated fairly in our workplace.	<div><div></div><div>65%</div><div>19%</div><div>16%</div></div>			60%	28%	12%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div></div><div>26%</div><div>36%</div><div>39%</div></div>			32%	51%	18%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div></div><div>25%</div><div>27%</div><div>48%</div></div>			25%	34%	41%
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Island Health - Divisions of Family Practice

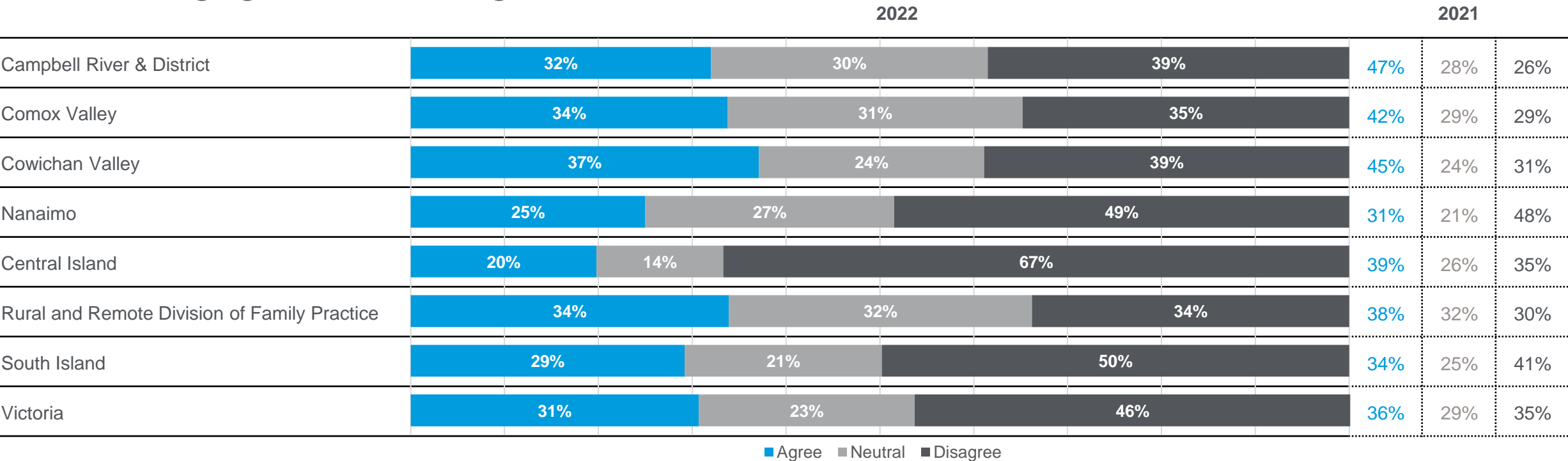
- Overall engagement averages by division
- Engagement trends
- Physician Health and Safety
- Incidents Related to Physical and Psychological Safety

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)



Campbell River & District Division

20 Respondents 2022 | 27 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	50%	20%	30%	78%	11%	11%
I feel I belong to a collaborative, patient-centred team/unit.	85%	5%	10%	70%	19%	11%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	60%	15%	25%	78%	11%	11%
I have adequate opportunities to improve patient care, quality, and safety.	35%	50%	15%	56%	30%	15%
I have meaningful input into changes affecting my practice environment.	11%	47%	42%	22%	44%	33%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	11%	28%	61%	41%	26%	33%
Senior leaders seek physicians' input when setting the health authority's goals.	17%	33%	50%	26%	33%	41%
Senior leaders' decision-making is transparent to physicians.	0%	37%	63%	19%	33%	48%
This health authority values physicians' contributions.	20%	30%	50%	33%	41%	26%

Value

This health authority values physicians' contributions.	20%	30%	50%	33%	41%	26%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	75%	10%	15%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Campbell River & District Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div></div><div>69%</div><div>13%</div><div>19%</div></div>						53%	11%	37%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	2.89	2	2.0	1.00	12.00	9 / 20	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	9.08	1	5.0	1.00	30.00	13 / 20	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div></div><div>60%</div><div>20%</div><div>20%</div></div>						58%	39%	4%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div></div><div>45%</div><div>30%</div><div>25%</div></div>						56%	37%	7%
People treat each other with respect and consideration in our workplace.	<div><div></div><div>80%</div><div>15%</div><div>5%</div></div>						78%	15%	7%
I am able to reasonably balance the demands of work and personal life.	<div><div></div><div>60%</div><div>0%</div><div>40%</div></div>						56%	33%	11%
People from all backgrounds are treated fairly in our workplace.	<div><div></div><div>50%</div><div>25%</div><div>25%</div></div>						70%	22%	7%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div></div><div>35%</div><div>40%</div><div>25%</div></div>						44%	33%	22%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div></div><div>30%</div><div>45%</div><div>25%</div></div>						15%	65%	19%
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Comox Valley Division

38 Respondents 2022 | 46 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	40%	34%	26%	63%	20%	17%
I feel I belong to a collaborative, patient-centred team/unit.	54%	26%	20%	54%	28%	17%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	54%	16%	30%	52%	26%	22%
I have adequate opportunities to improve patient care, quality, and safety.	49%	30%	22%	50%	28%	22%
I have meaningful input into changes affecting my practice environment.	35%	30%	35%	37%	37%	26%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	28%	36%	36%	40%	29%	31%
Senior leaders seek physicians' input when setting the health authority's goals.	14%	36%	50%	27%	22%	51%
Senior leaders' decision-making is transparent to physicians.	11%	33%	56%	18%	40%	42%
This health authority values physicians' contributions.	19%	42%	39%	40%	27%	33%

Value

This health authority values physicians' contributions.	19%	42%	39%	40%	27%	33%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	64%	19%	17%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Comox Valley Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	39%		14%	46%			35%	16%	49%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.56	1	2.0	1.00	10.00	9 / 38	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.88	1	3.0	1.00	10.00	16 / 38	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	72%		25%	3%	58%	35%	8%
This hospital/facility takes effective action to promote a healthy and safe workplace.	49%		33%	18%	45%	40%	15%
People treat each other with respect and consideration in our workplace.	69%		14%	17%	65%	16%	19%
I am able to reasonably balance the demands of work and personal life.	51%		16%	32%	55%	11%	34%
People from all backgrounds are treated fairly in our workplace.	81%		16%	3%	63%	24%	12%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	45%		45%	10%	38%	53%	10%

Trust

Physicians and medical leaders trust one another in my health authority.	25%		50%	25%	42%	37%	22%
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Cowichan Valley Division

44 Respondents 2022 | 37 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	43%	21%	36%	65%	16%	19%
I feel I belong to a collaborative, patient-centred team/unit.	57%	16%	27%	60%	14%	27%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	32%	25%	43%	46%	16%	38%
I have adequate opportunities to improve patient care, quality, and safety.	39%	36%	25%	57%	11%	32%
I have meaningful input into changes affecting my practice environment.	32%	23%	46%	41%	27%	32%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	32%	30%	39%	44%	28%	28%
Senior leaders seek physicians' input when setting the health authority's goals.	39%	16%	46%	27%	35%	38%
Senior leaders' decision-making is transparent to physicians.	18%	30%	52%	23%	40%	37%
This health authority values physicians' contributions.	43%	21%	36%	43%	27%	30%

Value

This health authority values physicians' contributions.	43%	21%	36%	43%	27%	30%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	37%	19%	44%	*	*	*
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Cowichan Valley Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	47%		16%	37%			31%	17%	52%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	6.89	1	2.0	1.00	50.00	18 / 44	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	15.25	1	3.0	1.00	100.00	20 / 44	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	42%		42%	17%	51%	35%	14%
This hospital/facility takes effective action to promote a healthy and safe workplace.	39%		42%	20%	41%	41%	19%
People treat each other with respect and consideration in our workplace.	76%		17%	7%	76%	16%	8%
I am able to reasonably balance the demands of work and personal life.	33%		12%	56%	35%	24%	41%
People from all backgrounds are treated fairly in our workplace.	63%		9%	28%	54%	14%	32%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	30%		50%	20%	31%	46%	23%

Trust

Physicians and medical leaders trust one another in my health authority.	56%		16%	28%	54%	24%	22%
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Nanaimo Division

42 Respondents 2022 | 61 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	38%	36%	26%	49%	20%	31%
I feel I belong to a collaborative, patient-centred team/unit.	67%	14%	19%	62%	17%	22%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	33%	14%	52%	38%	13%	49%
I have adequate opportunities to improve patient care, quality, and safety.	24%	33%	43%	32%	20%	48%
I have meaningful input into changes affecting my practice environment.	14%	19%	67%	27%	23%	50%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	17%	29%	54%	21%	28%	51%
Senior leaders seek physicians' input when setting the health authority's goals.	10%	38%	53%	18%	23%	58%
Senior leaders' decision-making is transparent to physicians.	5%	27%	68%	10%	22%	68%
This health authority values physicians' contributions.	17%	29%	55%	23%	25%	53%

Value

This health authority values physicians' contributions.	17%	29%	55%	23%	25%	53%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	38%	26%	36%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Nanaimo Division

Physician Health and Safety

	2022						2021		
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%			37%	11%	52%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	96.91	1	3.5	1.00	999.00	18 / 42	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	96.62	1	4.0	1.00	999.00	21 / 42	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	40%		40%	20%	59%	29%	12%
This hospital/facility takes effective action to promote a healthy and safe workplace.	33%		38%	30%	45%	33%	22%
People treat each other with respect and consideration in our workplace.	74%		17%	10%	80%	12%	8%
I am able to reasonably balance the demands of work and personal life.	21%		21%	57%	49%	23%	28%
People from all backgrounds are treated fairly in our workplace.	59%		31%	10%	60%	28%	12%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	32%		50%	18%	54%	29%	17%

Trust

Physicians and medical leaders trust one another in my health authority.	20%		37%	44%	22%	32%	46%
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Central Island Division

14 Respondents 2022 | 17 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	14%	29%	57%	47%	29%	24%
I feel I belong to a collaborative, patient-centred team/unit.	36%	21%	43%	47%	29%	24%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	36%	7%	57%	53%	29%	18%
I have adequate opportunities to improve patient care, quality, and safety.	29%	14%	57%	59%	29%	12%
I have meaningful input into changes affecting my practice environment.	14%	7%	79%	31%	25%	44%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	14%	7%	79%	41%	12%	47%
Senior leaders seek physicians' input when setting the health authority's goals.	14%	7%	79%	24%	24%	53%
Senior leaders' decision-making is transparent to physicians.	14%	7%	79%	24%	24%	53%
This health authority values physicians' contributions.	7%	21%	71%	29%	29%	41%

Value

This health authority values physicians' contributions.	7%	21%	71%	29%	29%	41%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	29%	36%	36%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Central Island Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>55%</div><div>0%</div><div>46%</div></div>						47%	13%	40%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.00	10	10.0	4.00	10.00	3 / 14	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.00	2	4.0	1.00	20.00	7 / 14	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>27%</div><div>36%</div><div>36%</div></div>						53%	20%	27%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>21%</div><div>43%</div><div>36%</div></div>						60%	13%	27%
People treat each other with respect and consideration in our workplace.	<div><div>64%</div><div>21%</div><div>14%</div></div>						65%	18%	18%
I am able to reasonably balance the demands of work and personal life.	<div><div>54%</div><div>8%</div><div>39%</div></div>						59%	12%	29%
People from all backgrounds are treated fairly in our workplace.	<div><div>62%</div><div>23%</div><div>15%</div></div>						77%	6%	18%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>31%</div><div>46%</div><div>23%</div></div>						50%	25%	25%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>14%</div><div>21%</div><div>64%</div></div>						47%	24%	29%
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Rural and Remote Division

30 Respondents 2022 | 24 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	<div><div>50%</div><div>20%</div><div>30%</div></div>			46%	33%	21%
I feel I belong to a collaborative, patient-centred team/unit.	<div><div>83%</div><div>10%</div><div>7%</div></div>			67%	17%	17%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div><div>40%</div><div>37%</div><div>23%</div></div>			38%	25%	38%
I have adequate opportunities to improve patient care, quality, and safety.	<div><div>47%</div><div>37%</div><div>17%</div></div>			50%	29%	21%
I have meaningful input into changes affecting my practice environment.	<div><div>41%</div><div>31%</div><div>28%</div></div>			29%	38%	33%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div><div>7%</div><div>43%</div><div>50%</div></div>			29%	42%	29%
Senior leaders seek physicians' input when setting the health authority's goals.	<div><div>17%</div><div>33%</div><div>50%</div></div>			29%	38%	33%
Senior leaders' decision-making is transparent to physicians.	<div><div>3%</div><div>37%</div><div>60%</div></div>			25%	33%	42%
This health authority values physicians' contributions.	<div><div>17%</div><div>43%</div><div>40%</div></div>			33%	33%	33%

Value

This health authority values physicians' contributions.	<div><div>17%</div><div>43%</div><div>40%</div></div>			33%	33%	33%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	<div><div>68%</div><div>21%</div><div>11%</div></div>			*	*	*
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Rural and Remote Division

Physician Health and Safety

	2022						2021		
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%			63%	8%	29%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.91	2	3.0	1.00	50.00	11 / 30	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.73	2	4.0	1.00	30.00	15 / 30	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	50%		31%	19%	33%	33%	33%
This hospital/facility takes effective action to promote a healthy and safe workplace.	45%		41%	14%	42%	21%	38%
People treat each other with respect and consideration in our workplace.	93%		3%	3%	79%	8%	13%
I am able to reasonably balance the demands of work and personal life.	53%		17%	30%	38%	25%	38%
People from all backgrounds are treated fairly in our workplace.	70%		23%	7%	63%	25%	13%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	37%		52%	11%	29%	33%	38%

Trust

Physicians and medical leaders trust one another in my health authority.	24%		41%	35%	38%	33%	29%
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South Island Division

70 Respondents 2022 | 88 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	36%	21%	43%	50%	23%	27%
I feel I belong to a collaborative, patient-centred team/unit.	59%	17%	23%	58%	10%	32%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	33%	7%	60%	43%	18%	39%
I have adequate opportunities to improve patient care, quality, and safety.	28%	33%	39%	43%	29%	29%
I have meaningful input into changes affecting my practice environment.	30%	21%	49%	30%	27%	43%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	21%	21%	57%	27%	32%	41%
Senior leaders seek physicians' input when setting the health authority's goals.	23%	16%	61%	18%	28%	53%
Senior leaders' decision-making is transparent to physicians.	14%	20%	66%	9%	31%	60%
This health authority values physicians' contributions.	19%	31%	50%	31%	26%	43%

Value

This health authority values physicians' contributions.	19%	31%	50%	31%	26%	43%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	54%	16%	31%	*	*	*
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South Island Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div></div><div>47%</div><div>8%</div><div></div><div>45%</div></div>						49%	11%	41%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	12.84	2	5.0	1.00	144.00	25 / 70	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	11.92	1	4.0	1.00	144.00	38 / 70	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div></div><div>49%</div><div></div><div>26%</div><div></div><div>25%</div></div>						55%	32%	14%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div></div><div>44%</div><div></div><div>34%</div><div></div><div>23%</div></div>						49%	30%	21%
People treat each other with respect and consideration in our workplace.	<div><div></div><div>70%</div><div></div><div>16%</div><div></div><div>14%</div></div>						77%	13%	10%
I am able to reasonably balance the demands of work and personal life.	<div><div></div><div>35%</div><div></div><div>23%</div><div></div><div>42%</div></div>						44%	21%	35%
People from all backgrounds are treated fairly in our workplace.	<div><div></div><div>54%</div><div></div><div>29%</div><div></div><div>16%</div></div>						69%	20%	11%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div></div><div>37%</div><div></div><div>36%</div><div></div><div>27%</div></div>						40%	41%	19%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div></div><div>33%</div><div></div><div>27%</div><div></div><div>40%</div></div>						24%	39%	37%
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Victoria Division

77 Respondents 2022 | 105 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	38%	20%	42%	50%	31%	19%
I feel I belong to a collaborative, patient-centred team/unit.	55%	24%	21%	52%	23%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	42%	15%	43%	46%	17%	38%
I have adequate opportunities to improve patient care, quality, and safety.	47%	17%	36%	45%	26%	29%
I have meaningful input into changes affecting my practice environment.	25%	27%	48%	34%	30%	37%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	18%	25%	57%	30%	35%	35%
Senior leaders seek physicians' input when setting the health authority's goals.	18%	29%	53%	21%	34%	45%
Senior leaders' decision-making is transparent to physicians.	11%	26%	63%	14%	36%	50%
This health authority values physicians' contributions.	22%	24%	54%	36%	29%	36%

Value

This health authority values physicians' contributions.	22%	24%	54%	36%	29%	36%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	59%	16%	25%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Victoria Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div> <div>50%</div> <div>13%</div> <div>38%</div> </div>						55%	8%	37%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	6.81	2	5.0	1.00	23.00	27 / 77	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	10.21	10	6.0	1.00	50.00	39 / 77	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div> <div>39%</div> <div>42%</div> <div>19%</div> </div>						47%	44%	9%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div> <div>34%</div> <div>44%</div> <div>22%</div> </div>						51%	34%	15%
People treat each other with respect and consideration in our workplace.	<div> <div>75%</div> <div>19%</div> <div>6%</div> </div>						69%	18%	13%
I am able to reasonably balance the demands of work and personal life.	<div> <div>43%</div> <div>16%</div> <div>41%</div> </div>						42%	20%	38%
People from all backgrounds are treated fairly in our workplace.	<div> <div>55%</div> <div>21%</div> <div>24%</div> </div>						57%	25%	19%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div> <div>26%</div> <div>46%</div> <div>28%</div> </div>						34%	45%	21%

Trust

Physicians and medical leaders trust one another in my health authority.	<div> <div>22%</div> <div>41%</div> <div>37%</div> </div>						35%	41%	24%
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Northern Health - Divisions of Family Practice

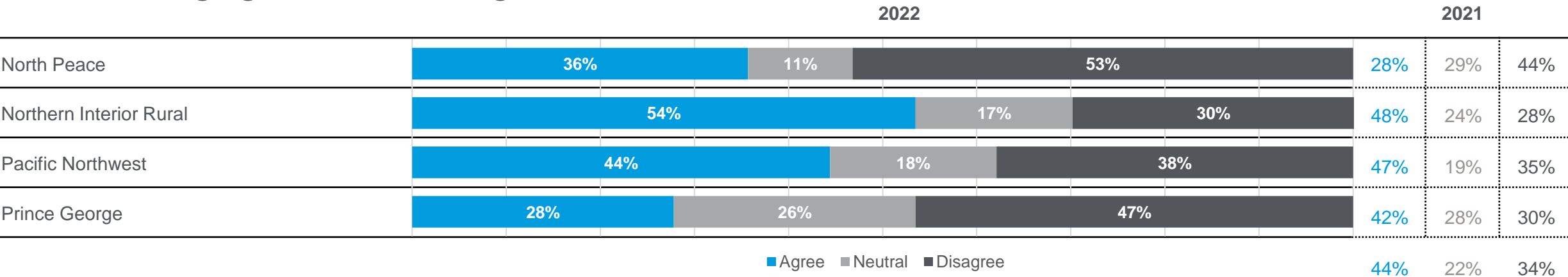
- Overall engagement averages by division
- Engagement trends
- Physician Health and Safety
- Incidents Related to Physical and Psychological Safety

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

8 Respondents 2022 | 16 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	25%	25%	50%	31%	38%	31%
I feel I belong to a collaborative, patient-centred team/unit.	71%	0%	29%	56%	31%	13%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	50%	13%	38%	44%	6%	50%
I have adequate opportunities to improve patient care, quality, and safety.	38%	25%	38%	50%	6%	44%
I have meaningful input into changes affecting my practice environment.	38%	13%	50%	19%	44%	38%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	25%	13%	63%	19%	19%	63%
Senior leaders seek physicians' input when setting the health authority's goals.	25%	0%	75%	13%	25%	63%
Senior leaders' decision-making is transparent to physicians.	25%	0%	75%	0%	38%	63%
This health authority values physicians' contributions.	25%	13%	63%	19%	50%	31%

Value

This health authority values physicians' contributions.	25%	13%	63%	19%	50%	31%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	25%	38%	38%	*	*	*
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■ Agree ■ Neutral ■ Disagree

North Peace Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>43%</div><div>29%</div><div>29%</div></div>						57%	7%	36%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.40	2 (b)	2.0	1.00	6.00	5 / 8	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.50	2	4.5	2.00	8.00	6 / 8	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>50%</div><div>38%</div><div>13%</div></div>						33%	53%	13%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>25%</div><div>63%</div><div>13%</div></div>						47%	27%	27%
People treat each other with respect and consideration in our workplace.	<div><div>38%</div><div>50%</div><div>13%</div></div>						56%	19%	25%
I am able to reasonably balance the demands of work and personal life.	<div><div>13%</div><div>38%</div><div>50%</div></div>						25%	13%	63%
People from all backgrounds are treated fairly in our workplace.	<div><div>50%</div><div>38%</div><div>13%</div></div>						38%	38%	25%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>25%</div><div>75%</div><div>0%</div></div>						27%	53%	20%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>38%</div><div>38%</div><div>25%</div></div>						31%	31%	38%
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Northern Interior Rural Division

16 Respondents 2022 | 26 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	56%	13%	31%	58%	23%	19%
I feel I belong to a collaborative, patient-centred team/unit.	69%	13%	19%	58%	8%	35%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	44%	13%	44%	58%	12%	31%
I have adequate opportunities to improve patient care, quality, and safety.	69%	6%	25%	58%	23%	19%
I have meaningful input into changes affecting my practice environment.	69%	0%	31%	46%	23%	31%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	50%	25%	25%	39%	31%	31%
Senior leaders seek physicians' input when setting the health authority's goals.	44%	25%	31%	39%	31%	31%
Senior leaders' decision-making is transparent to physicians.	25%	38%	38%	23%	39%	39%
This health authority values physicians' contributions.	56%	19%	25%	58%	27%	15%

Value

This health authority values physicians' contributions.	56%	19%	25%	58%	27%	15%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	63%	6%	31%	*	*	*
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Northern Interior Rural Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>53%</div><div>13%</div><div>33%</div></div>						54%	8%	38%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.00	2 (b)	3.0	1.00	10.00	7 / 16	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	11.11	5	5.0	1.00	40.00	9 / 16	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>44%</div><div>25%</div><div>31%</div></div>						35%	19%	46%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>50%</div><div>31%</div><div>19%</div></div>						35%	27%	39%
People treat each other with respect and consideration in our workplace.	<div><div>69%</div><div>19%</div><div>13%</div></div>						62%	23%	15%
I am able to reasonably balance the demands of work and personal life.	<div><div>31%</div><div>19%</div><div>50%</div></div>						42%	8%	50%
People from all backgrounds are treated fairly in our workplace.	<div><div>69%</div><div>6%</div><div>25%</div></div>						46%	23%	31%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>50%</div><div>31%</div><div>19%</div></div>						40%	20%	40%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>44%</div><div>25%</div><div>31%</div></div>						50%	23%	27%
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Pacific Northwest Division

35 Respondents 2022 | 27 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	<div><div>53%</div><div>12%</div><div>35%</div></div>			62%	8%	31%
I feel I belong to a collaborative, patient-centred team/unit.	<div><div>77%</div><div>14%</div><div>9%</div></div>			77%	4%	19%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div><div>49%</div><div>11%</div><div>40%</div></div>			42%	15%	42%
I have adequate opportunities to improve patient care, quality, and safety.	<div><div>50%</div><div>29%</div><div>21%</div></div>			50%	19%	31%
I have meaningful input into changes affecting my practice environment.	<div><div>59%</div><div>6%</div><div>35%</div></div>			52%	24%	24%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div><div>37%</div><div>17%</div><div>46%</div></div>			39%	19%	42%
Senior leaders seek physicians' input when setting the health authority's goals.	<div><div>23%</div><div>26%</div><div>51%</div></div>			31%	27%	42%
Senior leaders' decision-making is transparent to physicians.	<div><div>17%</div><div>23%</div><div>60%</div></div>			23%	31%	46%
This health authority values physicians' contributions.	<div><div>35%</div><div>21%</div><div>44%</div></div>			46%	19%	35%

Value

This health authority values physicians' contributions.	<div><div>35%</div><div>21%</div><div>44%</div></div>			46%	19%	35%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	<div><div>69%</div><div>14%</div><div>17%</div></div>			*	*	*
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Pacific Northwest Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div></div><div>63%</div><div>9%</div><div>28%</div></div>						72%	0%	28%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.67	1 (b)	4.0	1.00	12.00	21 / 35	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.32	1	4.5	1.00	50.00	22 / 35	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div></div><div>44%</div><div>27%</div><div>29%</div></div>	31%	39%	31%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div></div><div>51%</div><div>31%</div><div>17%</div></div>	31%	39%	31%
People treat each other with respect and consideration in our workplace.	<div><div></div><div>74%</div><div>11%</div><div>14%</div></div>	81%	12%	8%
I am able to reasonably balance the demands of work and personal life.	<div><div></div><div>50%</div><div>18%</div><div>32%</div></div>	50%	19%	31%
People from all backgrounds are treated fairly in our workplace.	<div><div></div><div>80%</div><div>3%</div><div>17%</div></div>	69%	15%	15%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div></div><div>44%</div><div>29%</div><div>27%</div></div>	40%	28%	32%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div></div><div>32%</div><div>29%</div><div>38%</div></div>	42%	19%	39%
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Prince George Division

25 Respondents 2022 | 30 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	44%	32%	24%	53%	23%	23%
I feel I belong to a collaborative, patient-centred team/unit.	44%	28%	28%	60%	17%	23%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	24%	36%	40%	40%	20%	40%
I have adequate opportunities to improve patient care, quality, and safety.	32%	16%	52%	37%	33%	30%
I have meaningful input into changes affecting my practice environment.	32%	16%	52%	37%	30%	33%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	20%	20%	60%	43%	30%	27%
Senior leaders seek physicians' input when setting the health authority's goals.	21%	17%	63%	40%	27%	33%
Senior leaders' decision-making is transparent to physicians.	13%	25%	63%	23%	43%	33%
This health authority values physicians' contributions.	21%	42%	38%	43%	30%	27%

Value

This health authority values physicians' contributions.	21%	42%	38%	43%	30%	27%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	39%	26%	35%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Prince George Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div></div><div>78%</div><div>6%</div><div>17%</div></div>						42%	17%	42%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.67	1	5.0	1.00	20.00	9 / 25	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	15.40	10	10.0	1.00	100.00	15 / 25	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div></div><div>46%</div><div>33%</div><div>21%</div></div>			60%	27%	13%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div></div><div>33%</div><div>29%</div><div>38%</div></div>			43%	20%	37%
People treat each other with respect and consideration in our workplace.	<div><div></div><div>48%</div><div>24%</div><div>28%</div></div>			60%	23%	17%
I am able to reasonably balance the demands of work and personal life.	<div><div></div><div>36%</div><div>16%</div><div>48%</div></div>			37%	27%	37%
People from all backgrounds are treated fairly in our workplace.	<div><div></div><div>52%</div><div>20%</div><div>28%</div></div>			53%	20%	27%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div></div><div>33%</div><div>33%</div><div>33%</div></div>			40%	33%	27%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div></div><div>22%</div><div>30%</div><div>48%</div></div>			37%	37%	27%
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Vancouver Coastal Health - Divisions of Family Practice

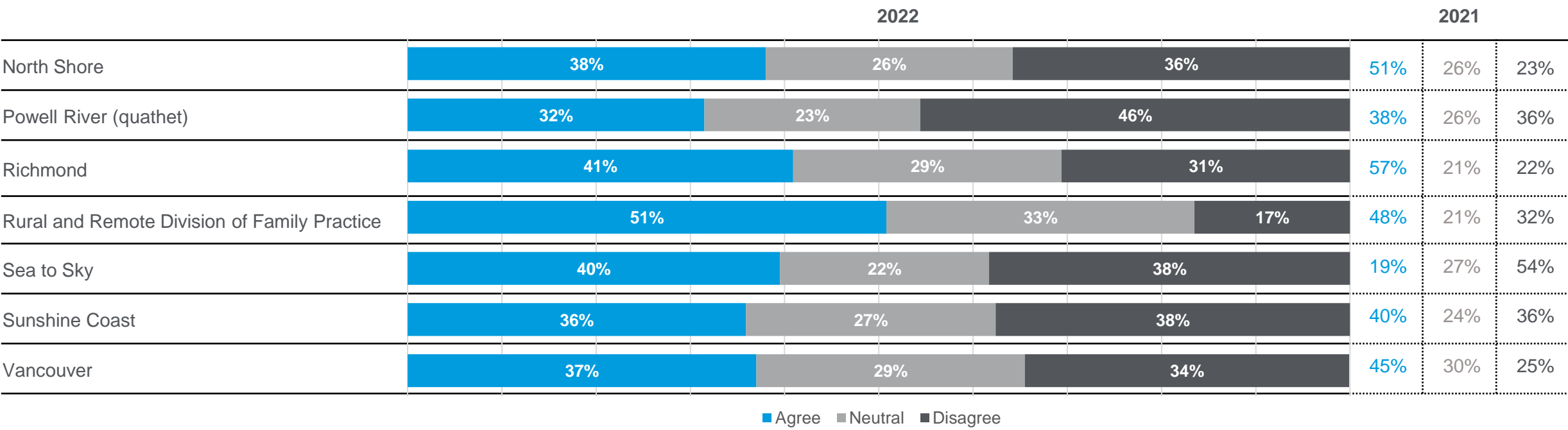
- Overall engagement averages by division
- Engagement trends
- Physician Health and Safety
- Incidents Related to Physical and Psychological Safety

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

56 Respondents 2022 | 61 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	70%			71%	21%	8%
I feel I belong to a collaborative, patient-centred team/unit.	66%			60%	28%	12%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	34%	13%	54%	57%	17%	27%
I have adequate opportunities to improve patient care, quality, and safety.	39%	21%	39%	50%	25%	25%
I have meaningful input into changes affecting my practice environment.	35%	22%	44%	44%	24%	32%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	32%	32%	36%	55%	25%	20%
Senior leaders seek physicians' input when setting the health authority's goals.	20%	37%	43%	41%	30%	30%
Senior leaders' decision-making is transparent to physicians.	17%	39%	44%	33%	38%	30%
This health authority values physicians' contributions.	29%	36%	35%	51%	30%	20%

Value

This health authority values physicians' contributions.	29%	36%	35%	51%	30%	20%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	68%	22%	10%	*	*	*
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■ Agree ■ Neutral ■ Disagree

North Shore Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	41%		11%	49%			42%	23%	35%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.83	2	2.0	1.00	30.00	12 / 56	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	9.95	1	3.5	1.00	100.00	22 / 56	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	56%		40%	4%	65%	33%	2%
This hospital/facility takes effective action to promote a healthy and safe workplace.	57%		39%	4%	62%	35%	4%
People treat each other with respect and consideration in our workplace.	86%		13%	2%	80%	18%	2%
I am able to reasonably balance the demands of work and personal life.	48%		7%	45%	43%	18%	39%
People from all backgrounds are treated fairly in our workplace.	82%		15%	4%	79%	14%	7%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	48%		42%	11%	58%	34%	8%

Trust

Physicians and medical leaders trust one another in my health authority.	38%		49%	13%	59%	33%	9%
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Powell River Division (quathet)

15 Respondents 2022 | 17 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	47%	7%	47%	59%	18%	24%
I feel I belong to a collaborative, patient-centred team/unit.	60%	0%	40%	53%	18%	29%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	47%	20%	33%	59%	18%	24%
I have adequate opportunities to improve patient care, quality, and safety.	27%	33%	40%	53%	24%	24%
I have meaningful input into changes affecting my practice environment.	27%	33%	40%	41%	18%	41%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	29%	36%	36%	24%	47%	29%
Senior leaders seek physicians' input when setting the health authority's goals.	14%	29%	57%	6%	31%	63%
Senior leaders' decision-making is transparent to physicians.	7%	29%	64%	0%	35%	65%
This health authority values physicians' contributions.	27%	20%	53%	47%	24%	29%

Value

This health authority values physicians' contributions.	27%	20%	53%	47%	24%	29%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	47%	13%	40%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Powell River Division (quathet)

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>55%</div><div>18%</div><div>27%</div></div>						53%	30%	33%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	1.50	1 (b)	1.5	1.00	2.00	4 / 15	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	6.43	2 (b)	4.0	1.00	20.00	7 / 15	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>50%</div><div>29%</div><div>21%</div></div>						44%	44%	13%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>36%</div><div>29%</div><div>36%</div></div>						47%	47%	6%
People treat each other with respect and consideration in our workplace.	<div><div>67%</div><div>7%</div><div>27%</div></div>						77%	12%	12%
I am able to reasonably balance the demands of work and personal life.	<div><div>53%</div><div>7%</div><div>40%</div></div>						82%	6%	12%
People from all backgrounds are treated fairly in our workplace.	<div><div>50%</div><div>29%</div><div>21%</div></div>						82%	6%	12%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>29%</div><div>36%</div><div>36%</div></div>						44%	31%	25%

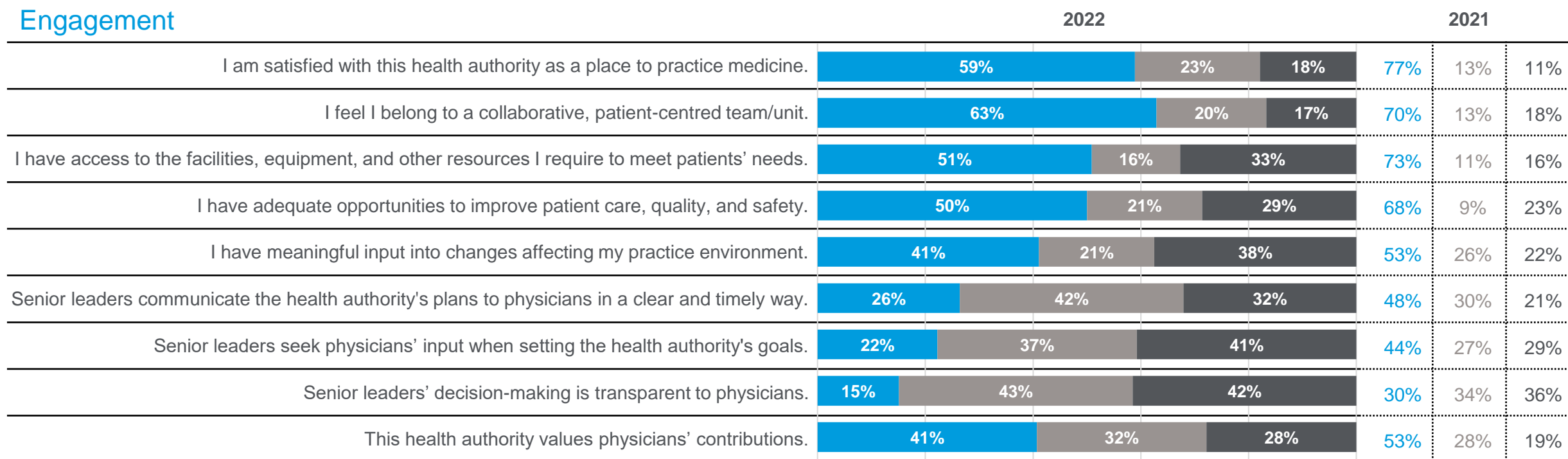
Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>33%</div><div>20%</div><div>47%</div></div>						25%	50%	25%
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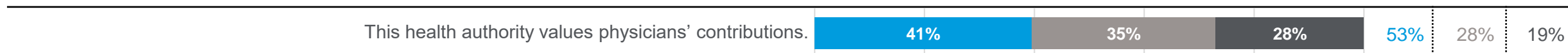
Richmond Division

56 Respondents 2022 | 57 Respondents 2021

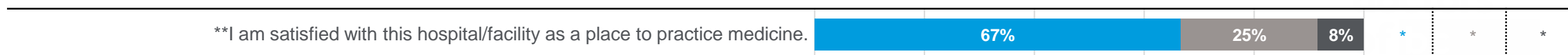
Engagement



Value



Local Satisfaction **New Question



■ Agree ■ Neutral ■ Disagree

Richmond Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div></div><div>50%</div><div>5%</div><div>45%</div></div>						49%	29%	22%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.56	1	2.0	1.00	50.00	18 / 56	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.95	2 (b)	3.0	1.00	50.00	21 / 56	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div></div><div>38%</div><div>50%</div><div>13%</div></div>						52%	42%	6%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div></div><div>46%</div><div>38%</div><div>16%</div></div>						57%	37%	6%
People treat each other with respect and consideration in our workplace.	<div><div></div><div>80%</div><div>13%</div><div>7%</div></div>						75%	24%	2%
I am able to reasonably balance the demands of work and personal life.	<div><div></div><div>52%</div><div>19%</div><div>30%</div></div>						61%	16%	23%
People from all backgrounds are treated fairly in our workplace.	<div><div></div><div>62%</div><div>24%</div><div>15%</div></div>						77%	14%	9%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div></div><div>38%</div><div>44%</div><div>18%</div></div>						51%	37%	12%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div></div><div>37%</div><div>11%</div><div>22%</div></div>						47%	36%	17%
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Rural and Remote Division

11 Respondents 2022 | 7 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	<div><div>64%</div><div>36%</div><div>0%</div></div>			71%	29%	0%
I feel I belong to a collaborative, patient-centred team/unit.	<div><div>82%</div><div>18%</div><div>0%</div></div>			71%	0%	29%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div><div>46%</div><div>18%</div><div>36%</div></div>			43%	0%	57%
I have adequate opportunities to improve patient care, quality, and safety.	<div><div>82%</div><div>18%</div><div>0%</div></div>			57%	29%	14%
I have meaningful input into changes affecting my practice environment.	<div><div>82%</div><div>9%</div><div>9%</div></div>			29%	43%	29%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div><div>30%</div><div>40%</div><div>30%</div></div>			43%	14%	43%
Senior leaders seek physicians' input when setting the health authority's goals.	<div><div>18%</div><div>55%</div><div>27%</div></div>			43%	0%	57%
Senior leaders' decision-making is transparent to physicians.	<div><div>18%</div><div>55%</div><div>27%</div></div>			29%	29%	43%
This health authority values physicians' contributions.	<div><div>36%</div><div>46%</div><div>18%</div></div>			43%	43%	14%

Value

This health authority values physicians' contributions.	<div><div>36%</div><div>46%</div><div>18%</div></div>			43%	43%	14%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	<div><div>64%</div><div>27%</div><div>9%</div></div>			*	*	*
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Rural and Remote Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div></div><div>64%</div><div>0%</div><div>36%</div></div>						67%	17%	17%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	2.33	2	2.0	2.00	3.00	6 / 11	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	6.20	1 (b)	3.0	1.00	20.00	5 / 11	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div></div><div>46%</div><div>27%</div><div>27%</div></div>						0%	71%	29%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div></div><div>64%</div><div>27%</div><div>9%</div></div>						29%	57%	14%
People treat each other with respect and consideration in our workplace.	<div><div></div><div>100%</div><div>0%</div><div>0%</div></div>						86%	14%	0%
I am able to reasonably balance the demands of work and personal life.	<div><div></div><div>64%</div><div>9%</div><div>27%</div></div>						86%	0%	14%
People from all backgrounds are treated fairly in our workplace.	<div><div></div><div>91%</div><div>9%</div><div>0%</div></div>						100%	0%	0%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div></div><div>55%</div><div>27%</div><div>18%</div></div>						29%	57%	14%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div></div><div>46%</div><div>36%</div><div>18%</div></div>						43%	14%	43%
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Sea to Sky Division

29 Respondents 2022 | 27 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	24%	45%	31%	19%	41%	41%
I feel I belong to a collaborative, patient-centred team/unit.	83%	7%	10%	37%	22%	41%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	45%	17%	38%	22%	26%	52%
I have adequate opportunities to improve patient care, quality, and safety.	62%	21%	17%	22%	44%	33%
I have meaningful input into changes affecting my practice environment.	48%	14%	38%	22%	22%	56%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	28%	28%	45%	19%	19%	63%
Senior leaders seek physicians' input when setting the health authority's goals.	24%	17%	59%	8%	19%	73%
Senior leaders' decision-making is transparent to physicians.	21%	21%	59%	4%	19%	78%
This health authority values physicians' contributions.	21%	31%	48%	19%	30%	52%

Value

This health authority values physicians' contributions.	21%	31%	48%	19%	30%	52%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	66%	17%	17%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Sea to Sky Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>26%</div><div>22%</div><div>52%</div></div>						32%	16%	52%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	2.50	1 (b)	2.5	2.00	3.00	2 / 29	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.78	5	5.0	1.00	10.00	9 / 29	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>55%</div><div>41%</div><div>3%</div></div>						56%	28%	16%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>59%</div><div>28%</div><div>14%</div></div>						50%	42%	8%
People treat each other with respect and consideration in our workplace.	<div><div>79%</div><div>17%</div><div>3%</div></div>						74%	11%	15%
I am able to reasonably balance the demands of work and personal life.	<div><div>35%</div><div>28%</div><div>38%</div></div>						48%	11%	41%
People from all backgrounds are treated fairly in our workplace.	<div><div>67%</div><div>33%</div><div>0%</div></div>						82%	15%	4%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>44%</div><div>37%</div><div>19%</div></div>						36%	40%	24%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>35%</div><div>24%</div><div>41%</div></div>						26%	15%	59%
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Sunshine Coast Division

13 Respondents 2022 | 19 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	54%	31%	15%	58%	26%	16%
I feel I belong to a collaborative, patient-centred team/unit.	62%	8%	31%	63%	11%	26%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	54%	0%	46%	32%	37%	32%
I have adequate opportunities to improve patient care, quality, and safety.	46%	15%	39%	47%	11%	42%
I have meaningful input into changes affecting my practice environment.	23%	39%	39%	32%	32%	37%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	23%	46%	31%	37%	32%	32%
Senior leaders seek physicians' input when setting the health authority's goals.	31%	39%	31%	37%	16%	47%
Senior leaders' decision-making is transparent to physicians.	8%	46%	46%	16%	37%	47%
This health authority values physicians' contributions.	23%	15%	62%	37%	16%	47%

Value

This health authority values physicians' contributions.	23%	15%	62%	37%	16%	47%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	54%	23%	23%	*	*	*
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■ Agree ■ Neutral ■ Disagree

Sunshine Coast Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>55%</div><div>9%</div><div>36%</div></div>						42%	11%	47%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	16.00	2 (b)	5.0	2.00	50.00	5 / 13	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	18.86	2	5.0	1.00	100.00	7 / 13	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>54%</div><div>15%</div><div>31%</div></div>						42%	21%	37%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>39%</div><div>39%</div><div>23%</div></div>						26%	32%	42%
People treat each other with respect and consideration in our workplace.	<div><div>85%</div><div>15%</div><div>0%</div></div>						74%	16%	11%
I am able to reasonably balance the demands of work and personal life.	<div><div>31%</div><div>23%</div><div>46%</div></div>						37%	26%	37%
People from all backgrounds are treated fairly in our workplace.	<div><div>85%</div><div>8%</div><div>8%</div></div>						63%	21%	16%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>39%</div><div>31%</div><div>31%</div></div>						22%	39%	39%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>46%</div><div>23%</div><div>31%</div></div>						37%	26%	37%
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Vancouver Division

*219 Respondents 2022 | 225 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	<div><div>56%</div><div>24%</div><div>20%</div></div>			71%	20%	9%
I feel I belong to a collaborative, patient-centred team/unit.	<div><div>59%</div><div>19%</div><div>22%</div></div>			54%	31%	15%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div><div>48%</div><div>16%</div><div>36%</div></div>			58%	18%	23%
I have adequate opportunities to improve patient care, quality, and safety.	<div><div>44%</div><div>31%</div><div>25%</div></div>			54%	27%	19%
I have meaningful input into changes affecting my practice environment.	<div><div>33%</div><div>27%</div><div>41%</div></div>			39%	29%	32%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div><div>27%</div><div>33%</div><div>40%</div></div>			35%	33%	32%
Senior leaders seek physicians' input when setting the health authority's goals.	<div><div>22%</div><div>33%</div><div>45%</div></div>			29%	38%	34%
Senior leaders' decision-making is transparent to physicians.	<div><div>15%</div><div>36%</div><div>49%</div></div>			22%	37%	41%
This health authority values physicians' contributions.	<div><div>30%</div><div>38%</div><div>32%</div></div>			43%	34%	23%

Value

This health authority values physicians' contributions.	<div><div>30%</div><div>38%</div><div>32%</div></div>			43%	34%	23%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	<div><div>66%</div><div>22%</div><div>12%</div></div>			*	*	*
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NOTE (August 2025): Frequency has been updated after an audit discovered a reporting error.

Vancouver Division

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div></div><div>46%</div><div>11%</div><div>43%</div></div>						52%	12%	36%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	22.72	1	2.0	1.00	999.00	64 / 205	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	14.27	1	4.0	1.00	400.00	93 / 205	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div></div><div>54%</div><div>33%</div><div>13%</div></div>						60%	32%	8%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div></div><div>55%</div><div>28%</div><div>17%</div></div>						60%	30%	10%
People treat each other with respect and consideration in our workplace.	<div><div></div><div>76%</div><div>15%</div><div>9%</div></div>						82%	12%	7%
I am able to reasonably balance the demands of work and personal life.	<div><div></div><div>42%</div><div>20%</div><div>38%</div></div>						42%	22%	36%
People from all backgrounds are treated fairly in our workplace.	<div><div></div><div>71%</div><div>15%</div><div>15%</div></div>						69%	19%	12%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div></div><div>49%</div><div>34%</div><div>18%</div></div>						53%	37%	11%

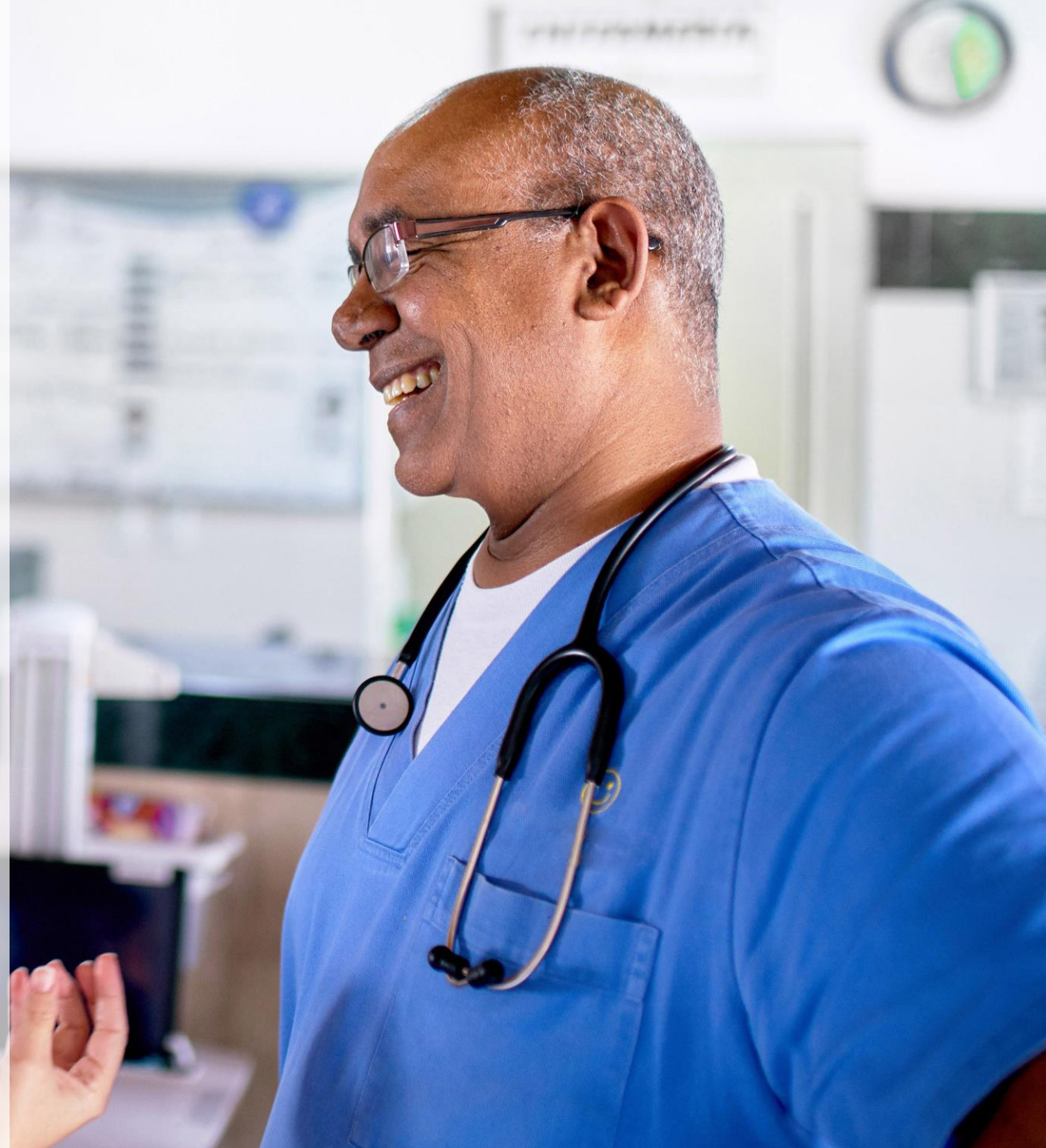
Trust

Physicians and medical leaders trust one another in my health authority.	<div><div></div><div>34%</div><div>42%</div><div>24%</div></div>						41%	44%	15%
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SECTION 4

Provincial & Regional Averages by Group

- Group breakdowns on engagement 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

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	49%	24%	28%	61%	20%	19%
I feel I belong to a collaborative, patient-centred team/unit.	61%	19%	20%	59%	20%	21%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	41%	18%	41%	53%	18%	29%
I have adequate opportunities to improve patient care, quality, and safety.	43%	26%	32%	51%	25%	25%
I have meaningful input into changes affecting my practice environment.	35%	23%	42%	39%	28%	34%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	26%	30%	44%	36%	30%	34%
Senior leaders seek physicians' input when setting the health authority's goals.	23%	29%	48%	26%	32%	42%
Senior leaders' decision-making is transparent to physicians.	14%	31%	54%	19%	34%	47%
This health authority values physicians' contributions.	27%	32%	41%	40%	30%	31%
Average	35%	26%	39%	43%	26%	31%

Value

This health authority values physicians' contributions.	27%	32%	41%	40%	30%	31%
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Local Satisfaction

**I am satisfied with this hospital/facility as a place to practice medicine.	59%	19%	23%	*	*	*
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Provincial Averages - Specialists

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	<div> <div>52%</div> <div>18%</div> <div>30%</div> </div>			59%	18%	24%
I feel I belong to a collaborative, patient-centred team/unit.	<div> <div>64%</div> <div>14%</div> <div>22%</div> </div>			63%	16%	21%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div> <div>43%</div> <div>15%</div> <div>42%</div> </div>			51%	15%	34%
I have adequate opportunities to improve patient care, quality, and safety.	<div> <div>42%</div> <div>24%</div> <div>34%</div> </div>			47%	23%	30%
I have meaningful input into changes affecting my practice environment.	<div> <div>34%</div> <div>22%</div> <div>45%</div> </div>			36%	25%	39%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div> <div>28%</div> <div>24%</div> <div>48%</div> </div>			34%	26%	41%
Senior leaders seek physicians' input when setting the health authority's goals.	<div> <div>22%</div> <div>26%</div> <div>53%</div> </div>			26%	27%	47%
Senior leaders' decision-making is transparent to physicians.	<div> <div>15%</div> <div>25%</div> <div>60%</div> </div>			18%	29%	54%
This health authority values physicians' contributions.	<div> <div>29%</div> <div>26%</div> <div>45%</div> </div>			35%	28%	37%
Average	<div> <div>37%</div> <div>21%</div> <div>42%</div> </div>			41%	23%	36%

Value

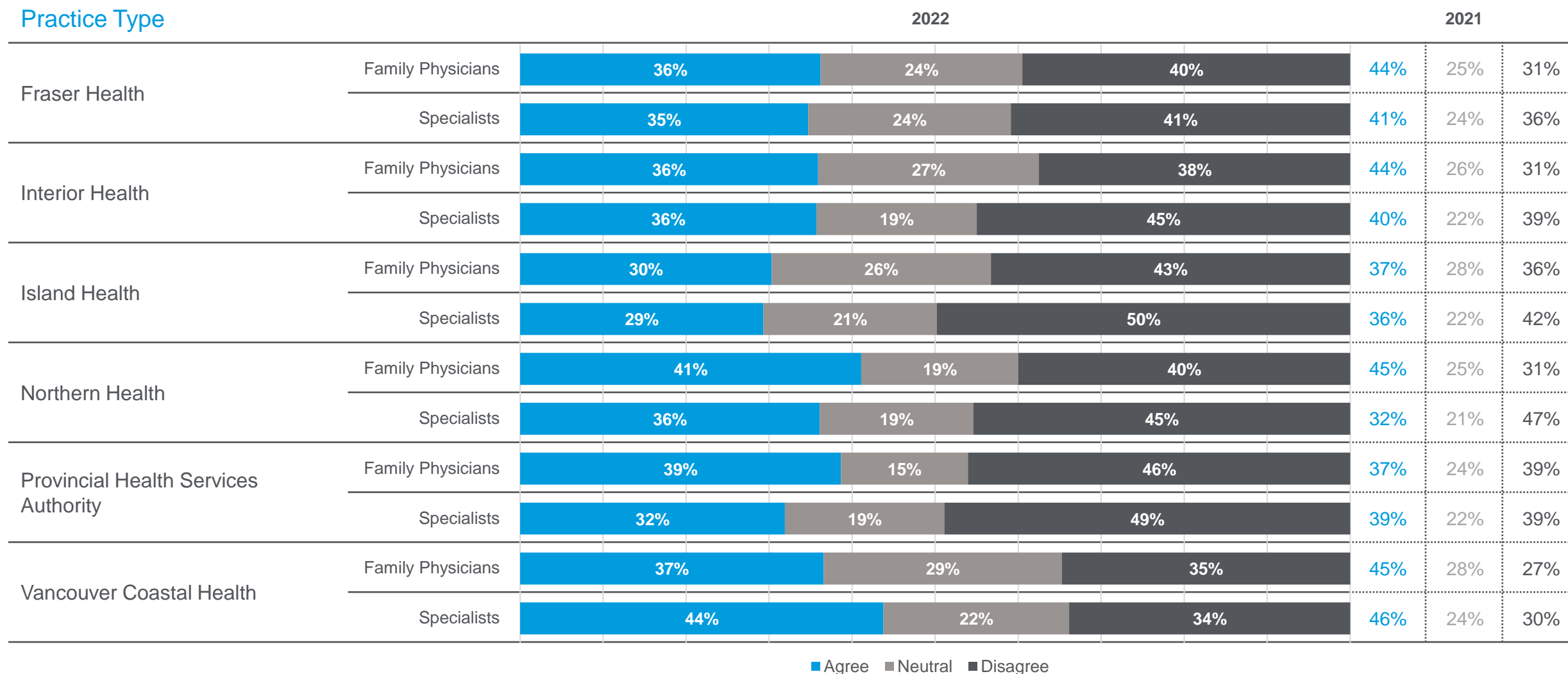
This health authority values physicians' contributions.	<div> <div>29%</div> <div>26%</div> <div>45%</div> </div>			35%	28%	37%
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Local Satisfaction

**I am satisfied with this hospital/facility as a place to practice medicine.	<div> <div>58%</div> <div>15%</div> <div>27%</div> </div>			*	*	*
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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.



Provincial Averages - Community Based Practice

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	50%	23%	27%	61%	20%	19%
I feel I belong to a collaborative, patient-centred team/unit.	58%	19%	23%	56%	21%	23%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	40%	18%	41%	53%	18%	29%
I have adequate opportunities to improve patient care, quality, and safety.	42%	26%	32%	51%	25%	24%
I have meaningful input into changes affecting my practice environment.	36%	23%	42%	39%	28%	34%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	27%	29%	44%	36%	32%	32%
Senior leaders seek physicians' input when setting the health authority's goals.	24%	29%	47%	27%	33%	40%
Senior leaders' decision-making is transparent to physicians.	15%	31%	53%	19%	35%	46%
This health authority values physicians' contributions.	28%	32%	40%	39%	31%	30%
Average	36%	26%	39%	43%	27%	31%

Value

This health authority values physicians' contributions.	28%	32%	40%	39%	31%	30%
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Local Satisfaction

**I am satisfied with this hospital/facility as a place to practice medicine.	57%	20%	24%	*	*	*
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Provincial Averages - Hospital/Facility Based Practice

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	<div> <div>50%</div> <div>19%</div> <div>32%</div> </div>			58%	18%	24%
I feel I belong to a collaborative, patient-centred team/unit.	<div> <div>67%</div> <div>14%</div> <div>19%</div> </div>			67%	15%	19%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div> <div>44%</div> <div>15%</div> <div>42%</div> </div>			50%	15%	34%
I have adequate opportunities to improve patient care, quality, and safety.	<div> <div>43%</div> <div>24%</div> <div>34%</div> </div>			47%	23%	31%
I have meaningful input into changes affecting my practice environment.	<div> <div>33%</div> <div>22%</div> <div>45%</div> </div>			35%	25%	39%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div> <div>27%</div> <div>25%</div> <div>49%</div> </div>			33%	24%	43%
Senior leaders seek physicians' input when setting the health authority's goals.	<div> <div>21%</div> <div>25%</div> <div>54%</div> </div>			26%	26%	49%
Senior leaders' decision-making is transparent to physicians.	<div> <div>14%</div> <div>25%</div> <div>61%</div> </div>			17%	28%	55%
This health authority values physicians' contributions.	<div> <div>28%</div> <div>27%</div> <div>45%</div> </div>			35%	27%	38%
Average	<div> <div>36%</div> <div>22%</div> <div>42%</div> </div>			41%	22%	37%

Value

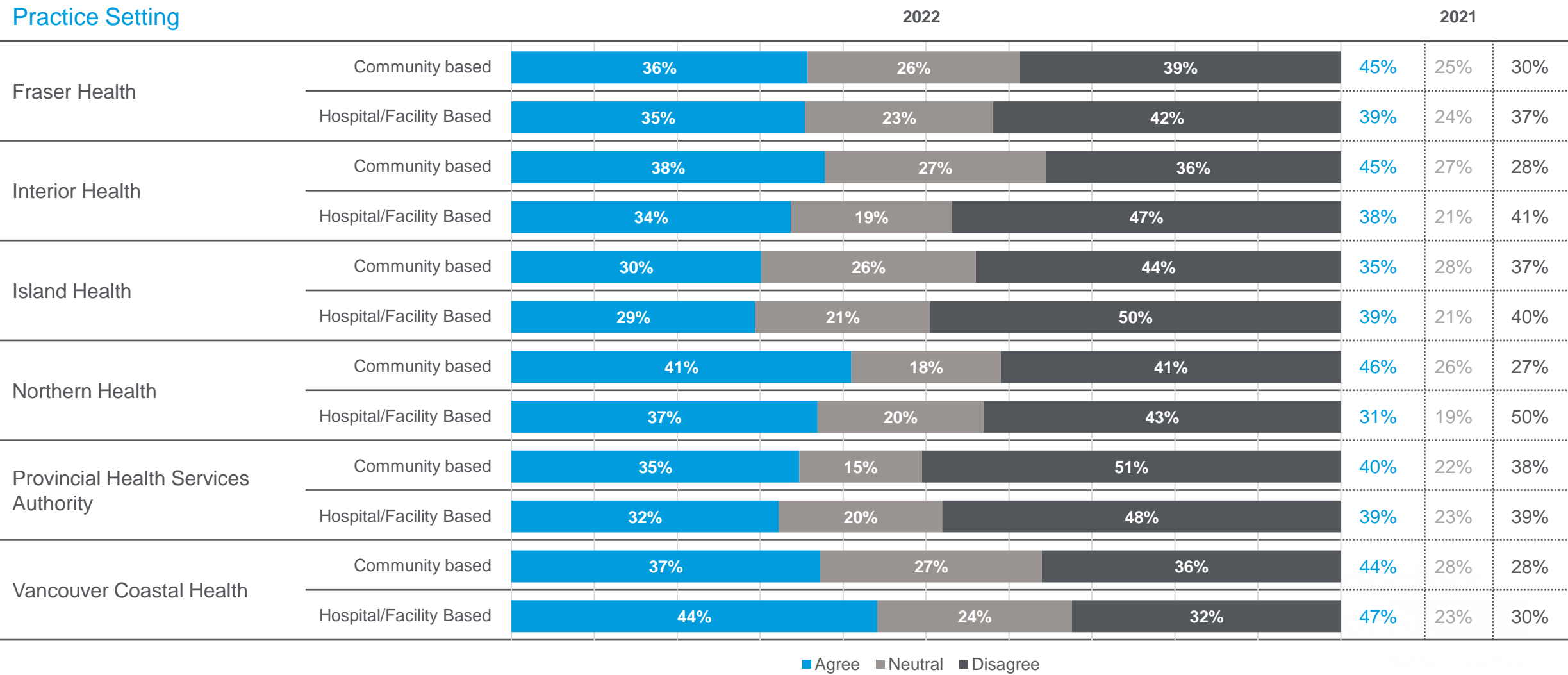
This health authority values physicians' contributions.	<div> <div>28%</div> <div>27%</div> <div>45%</div> </div>			35%	27%	38%
---	---	--	--	-----	-----	-----

Local Satisfaction

**I am satisfied with this hospital/facility as a place to practice medicine.	<div> <div>60%</div> <div>14%</div> <div>26%</div> </div>			*	*	*
---	---	--	--	---	---	---

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.



Provincial Averages - Rural Based

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	46%	23%	31%	56%	22%	23%
I feel I belong to a collaborative, patient-centred team/unit.	66%	15%	19%	61%	18%	21%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	46%	18%	37%	51%	17%	32%
I have adequate opportunities to improve patient care, quality, and safety.	47%	25%	29%	50%	22%	27%
I have meaningful input into changes affecting my practice environment.	41%	21%	39%	37%	27%	36%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	26%	28%	46%	35%	30%	36%
Senior leaders seek physicians' input when setting the health authority's goals.	23%	28%	49%	27%	27%	46%
Senior leaders' decision-making is transparent to physicians.	15%	29%	56%	18%	32%	50%
This health authority values physicians' contributions.	29%	29%	42%	38%	29%	33%
Average	38%	24%	39%	41%	25%	34%

Value

This health authority values physicians' contributions.	29%	29%	42%	38%	29%	33%
---	-----	-----	-----	-----	-----	-----

Local Satisfaction

**I am satisfied with this hospital/facility as a place to practice medicine.	59%	16%	25%	*	*	*
---	-----	-----	-----	---	---	---

Provincial Averages - Urban Based

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	51%	20%	28%	61%	18%	21%
I feel I belong to a collaborative, patient-centred team/unit.	61%	17%	22%	61%	18%	21%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	41%	16%	43%	52%	16%	31%
I have adequate opportunities to improve patient care, quality, and safety.	41%	25%	34%	48%	24%	27%
I have meaningful input into changes affecting my practice environment.	33%	23%	45%	37%	27%	36%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	27%	26%	46%	35%	28%	38%
Senior leaders seek physicians' input when setting the health authority's goals.	22%	27%	51%	26%	30%	44%
Senior leaders' decision-making is transparent to physicians.	15%	28%	58%	18%	31%	50%
This health authority values physicians' contributions.	28%	29%	43%	37%	29%	34%
Average	35%	24%	41%	42%	25%	34%

Value

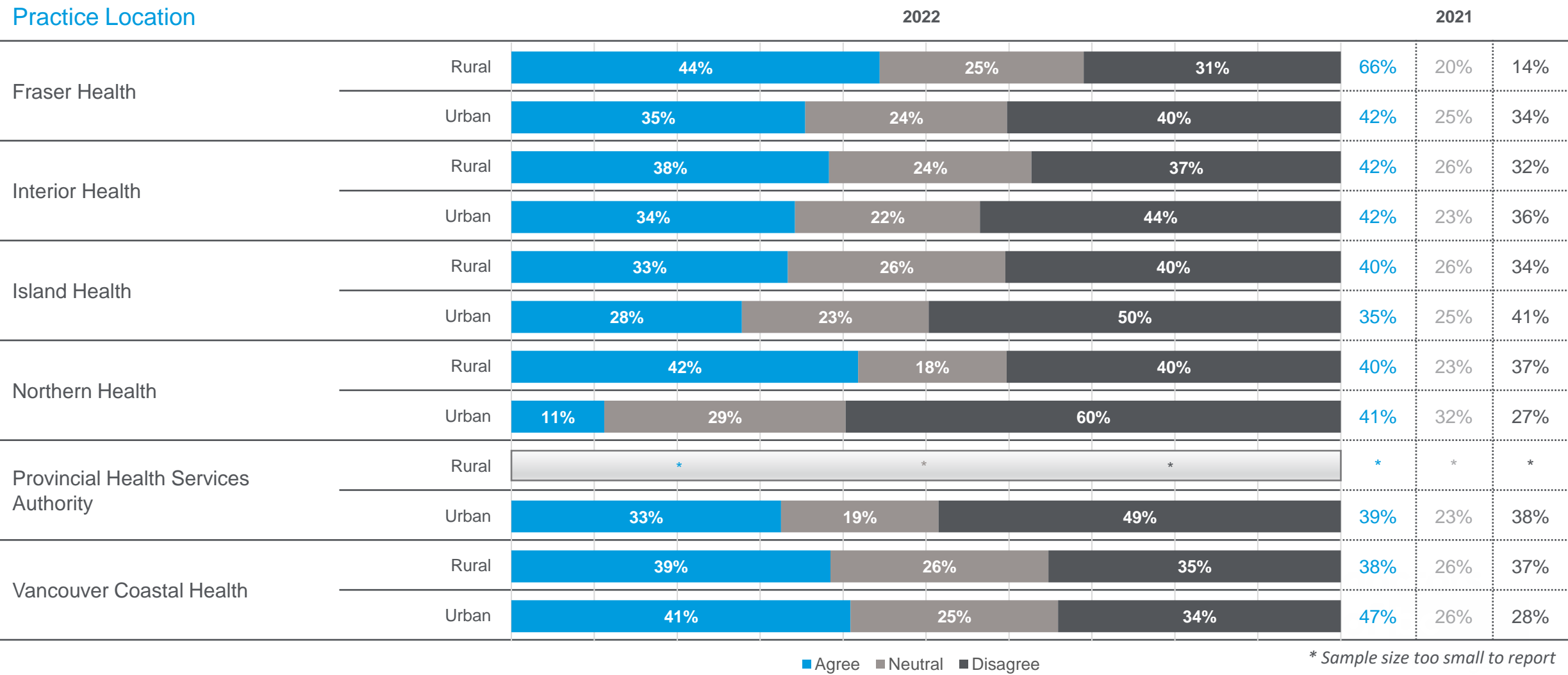
This health authority values physicians' contributions.	28%	29%	43%	37%	29%	34%
---	-----	-----	-----	-----	-----	-----

Local Satisfaction

**I am satisfied with this hospital/facility as a place to practice medicine.	58%	17%	25%	*	*	*
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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.



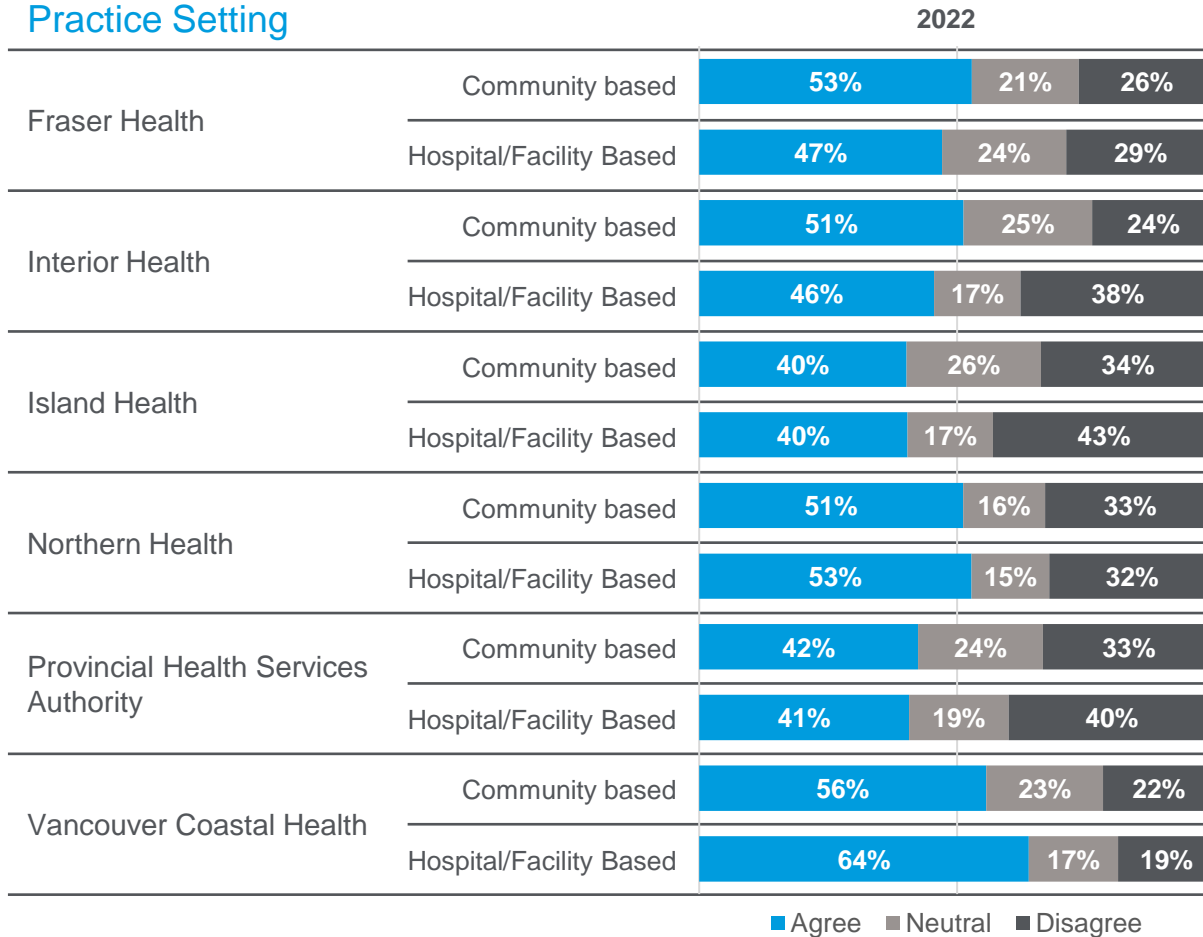
Engagement Questions by Group and Region

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

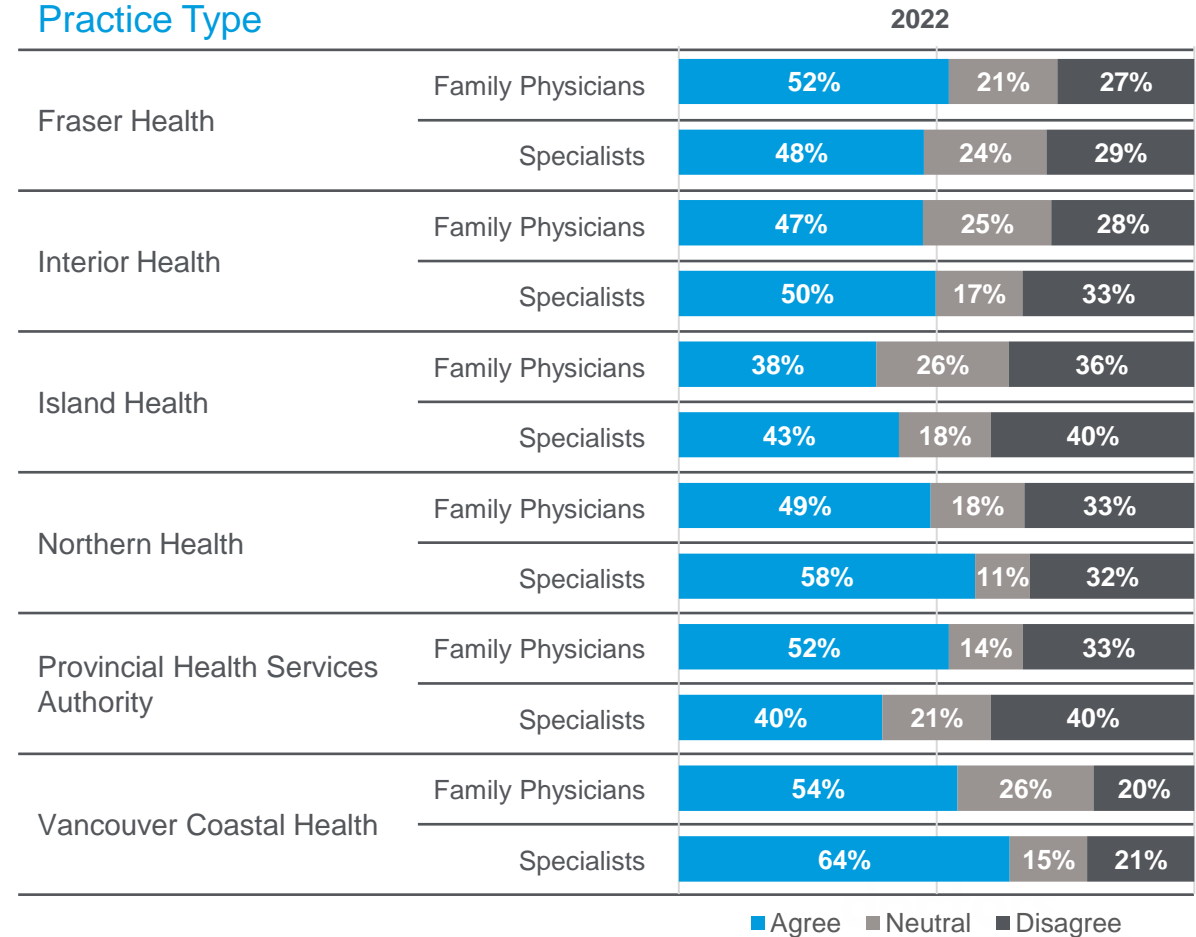
Survey Questions by Group

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

Practice Setting



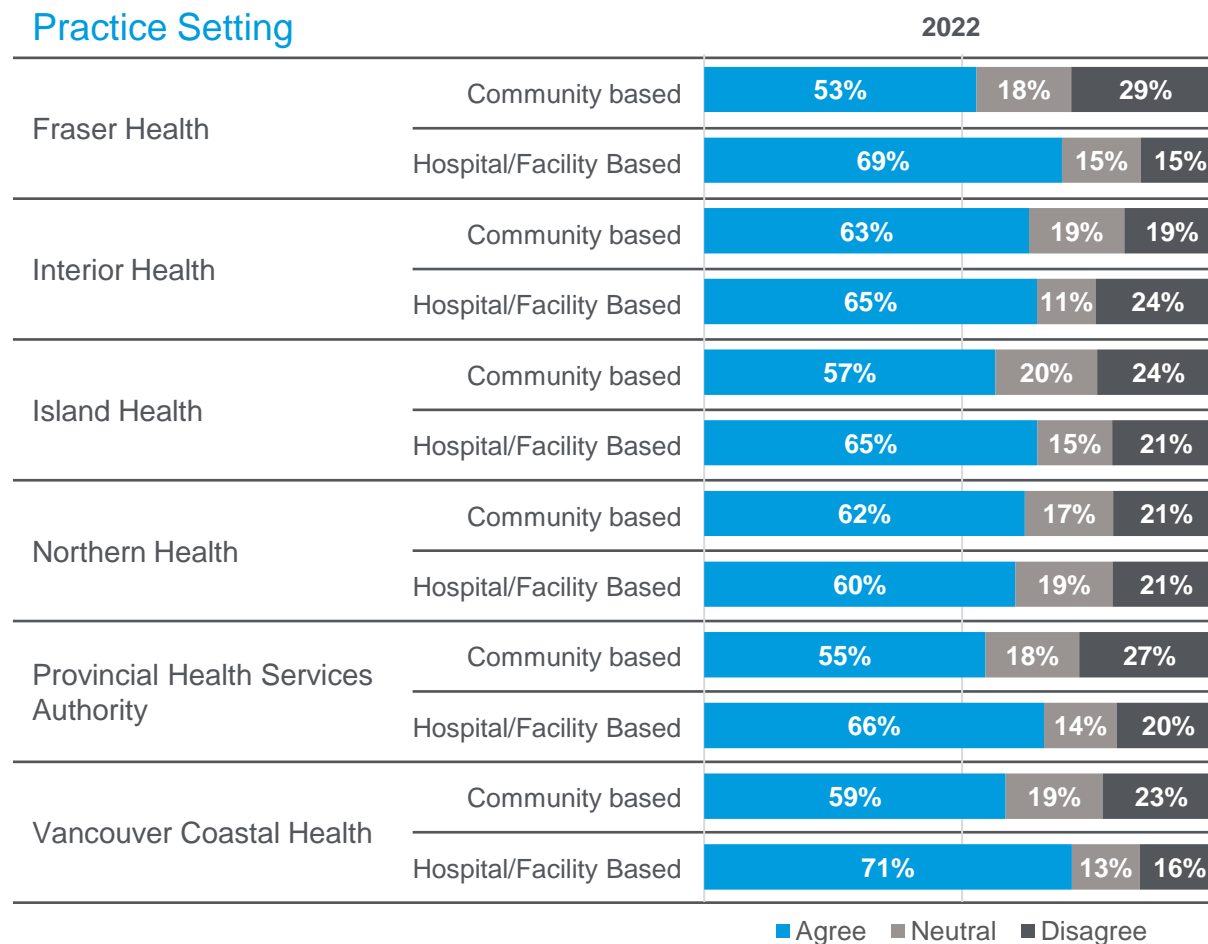
Practice Type



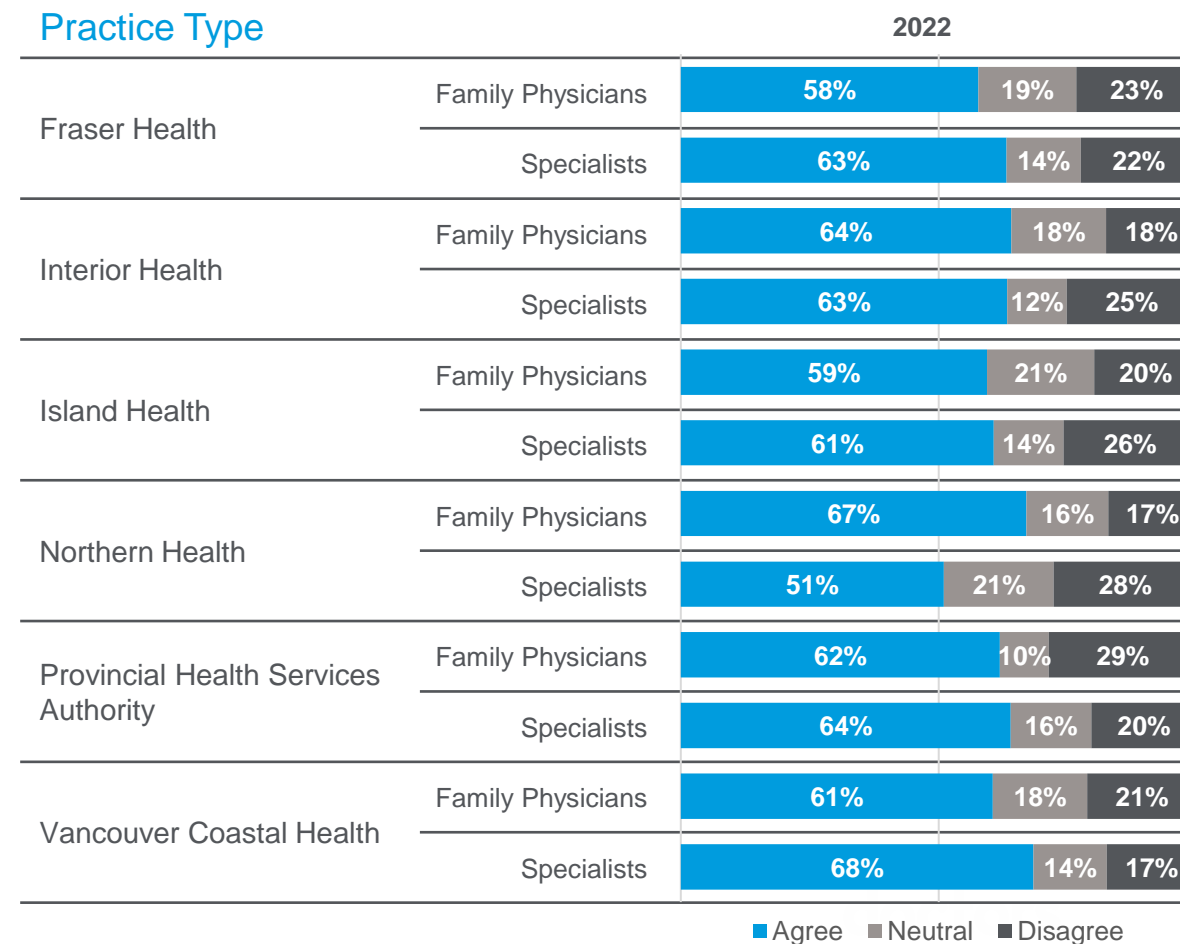
Survey Questions by Group

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

Practice Setting



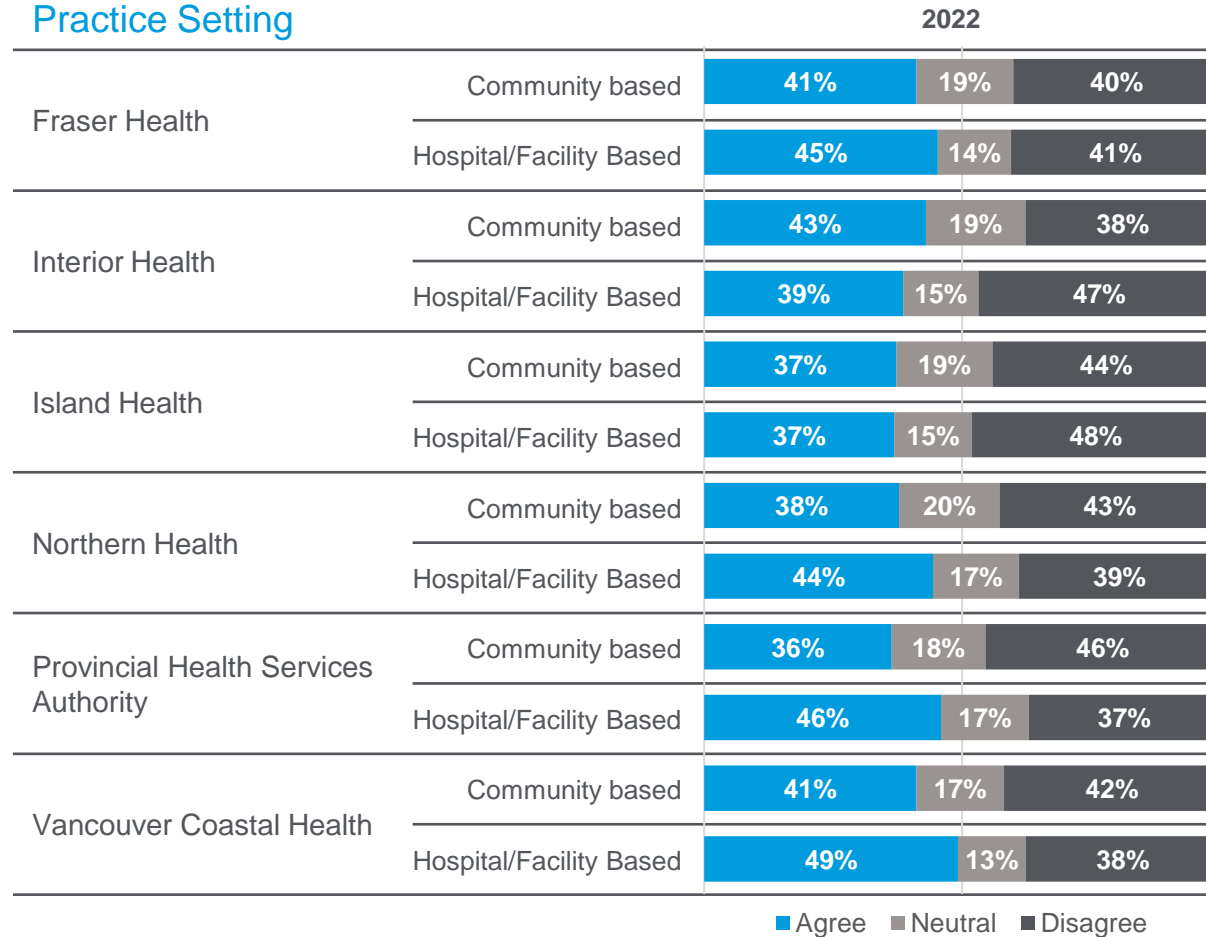
Practice Type



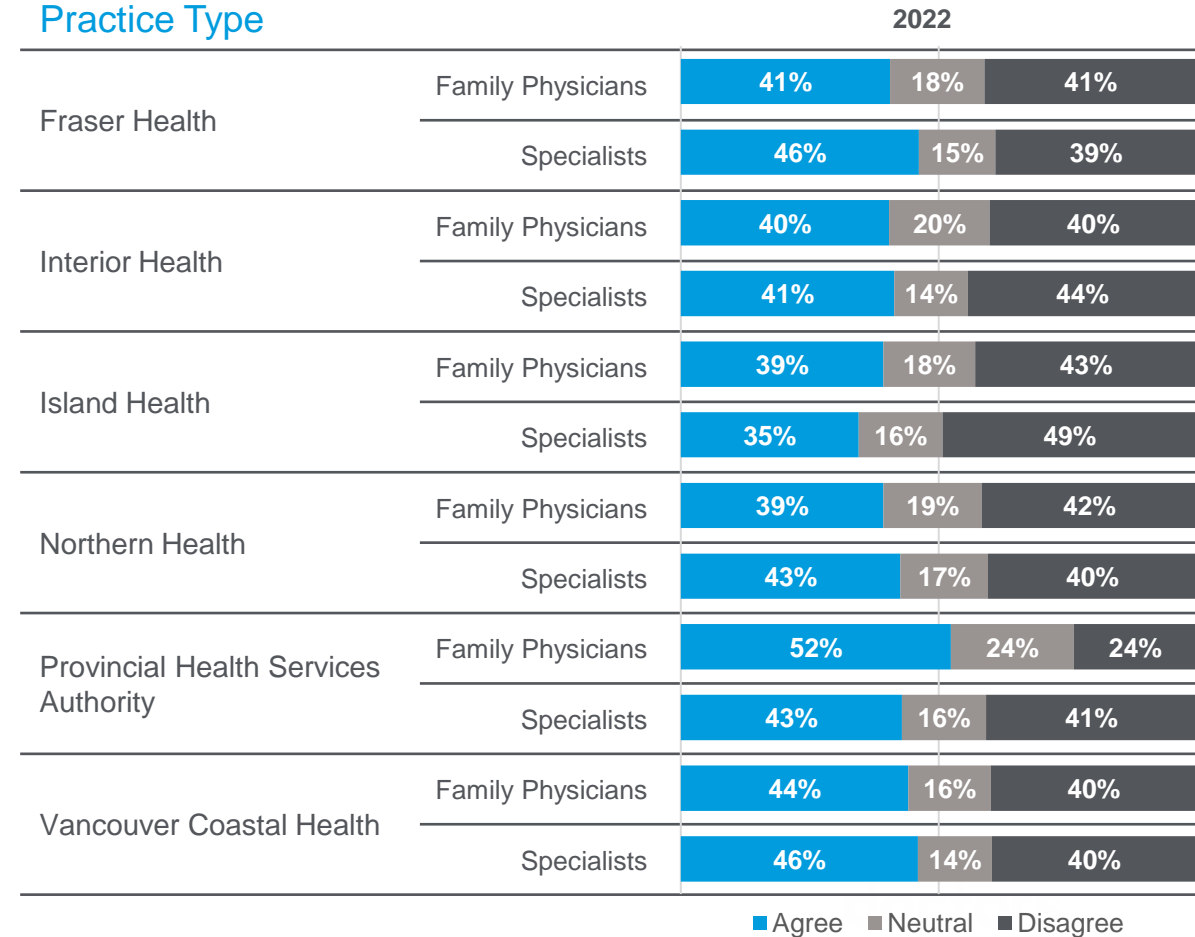
Survey Questions by Group

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

Practice Setting



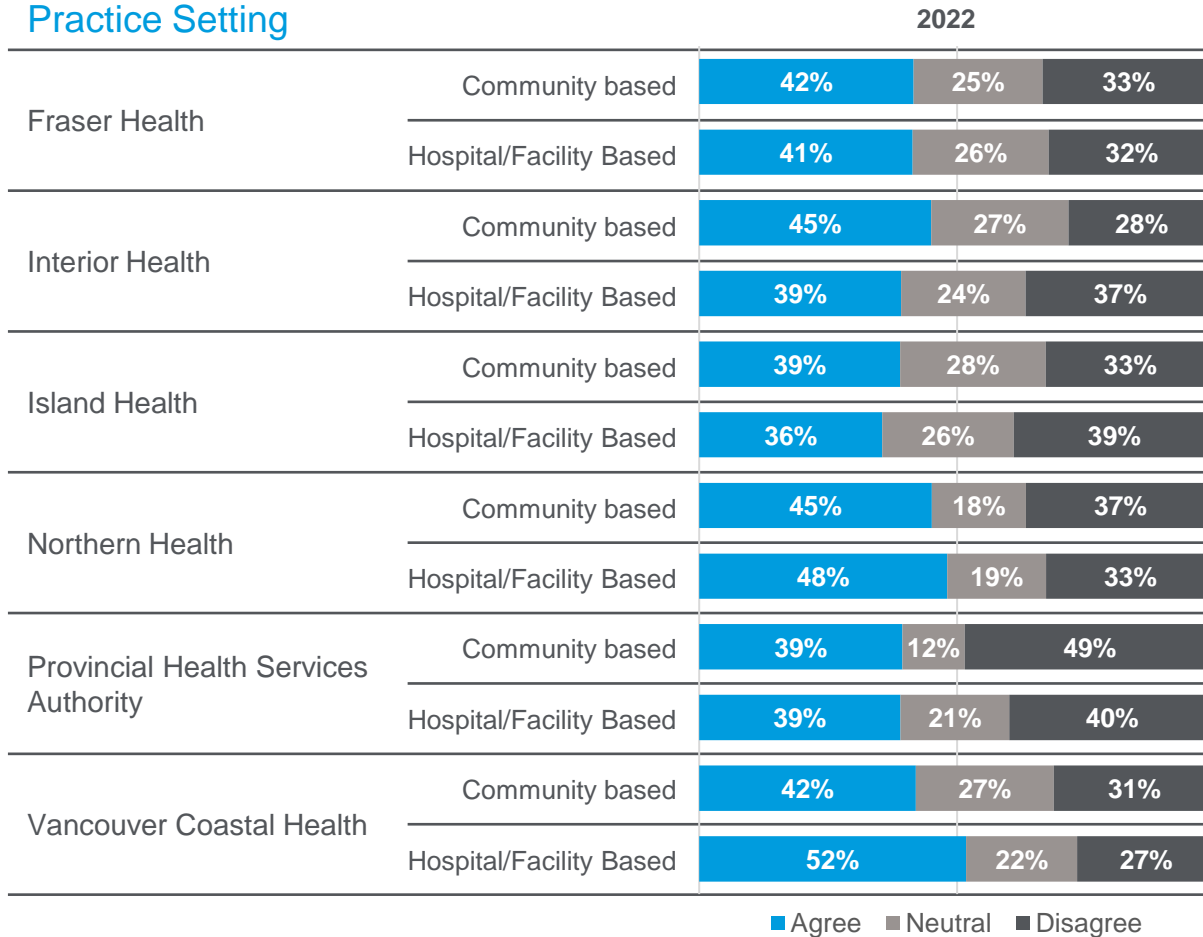
Practice Type



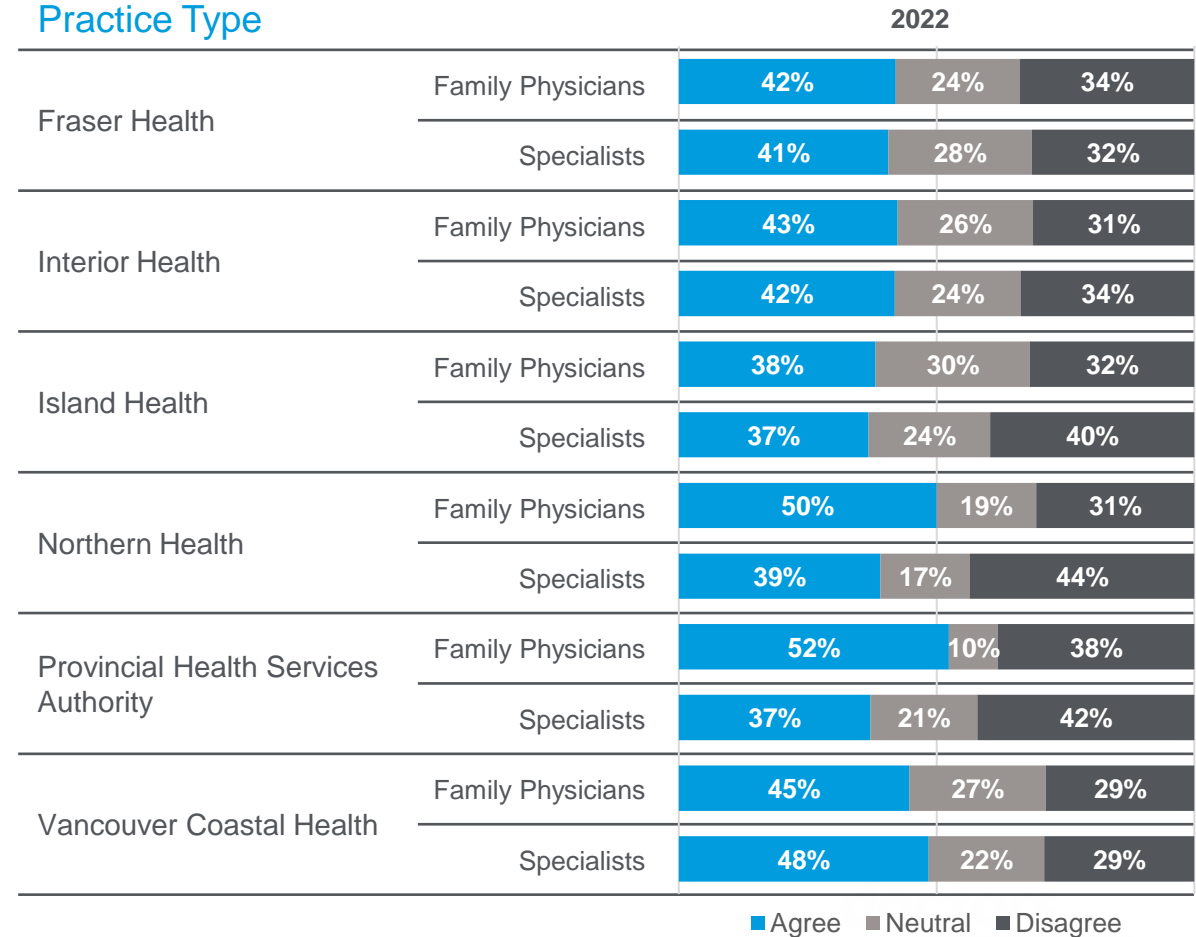
Survey Questions by Group

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

Practice Setting

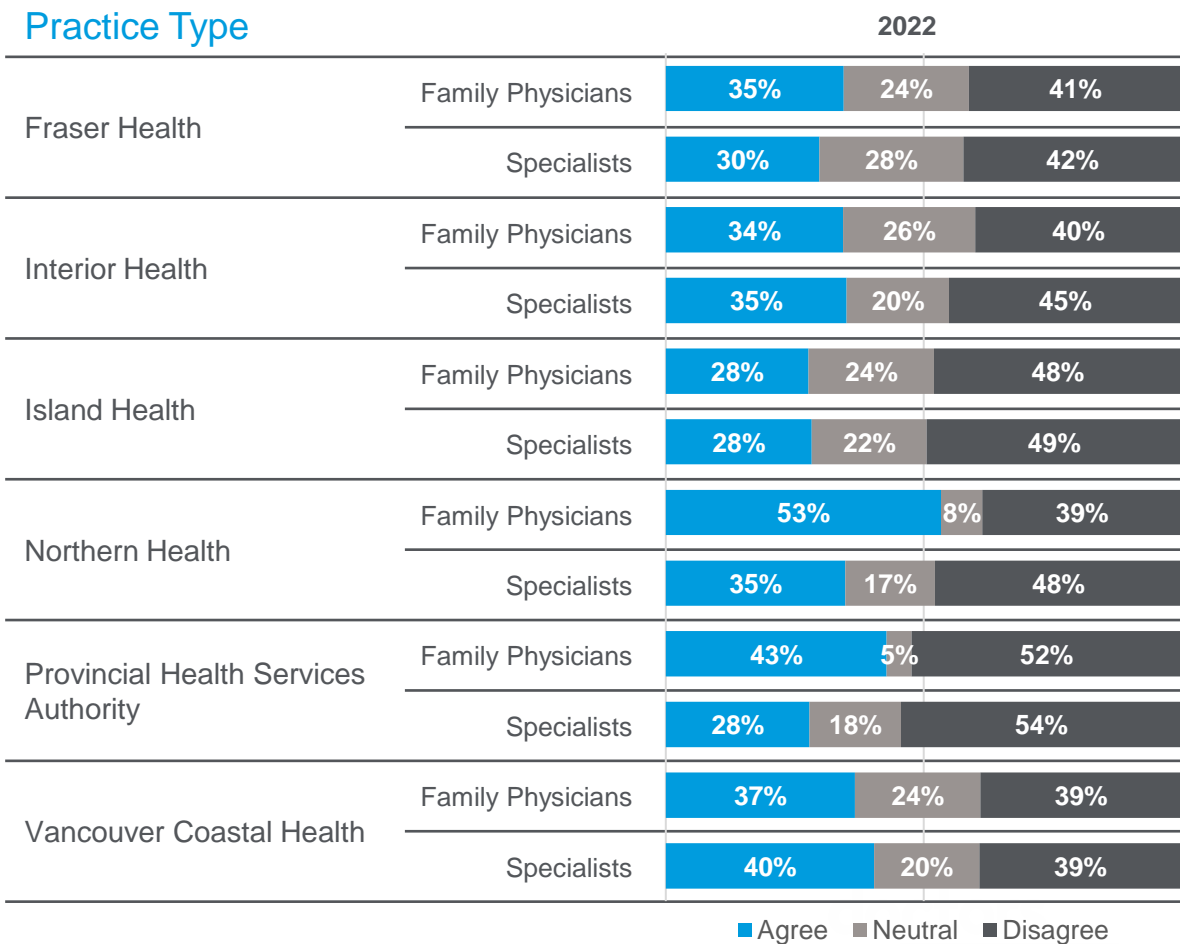
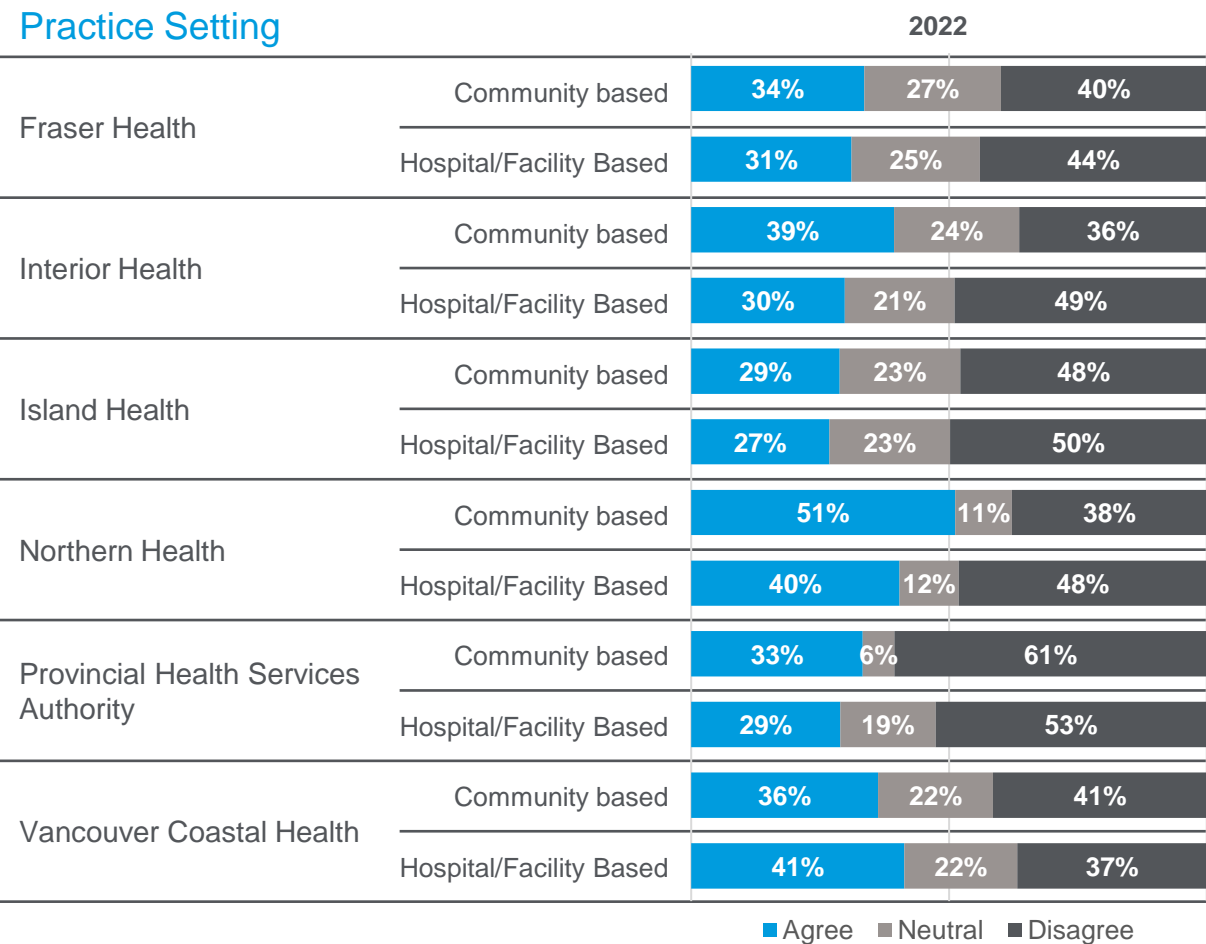


Practice Type



Survey Questions by Group

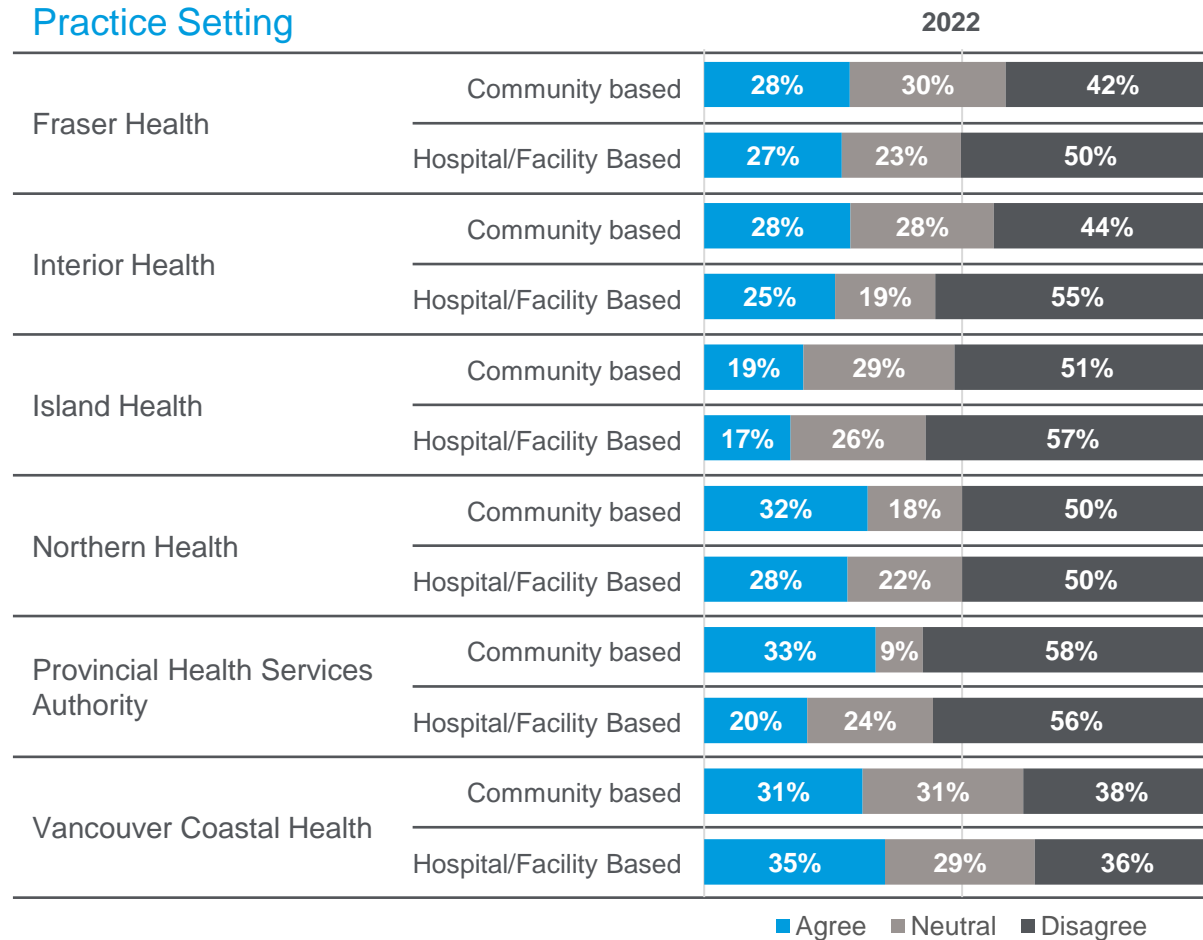
I have meaningful input into changes affecting my practice environment.



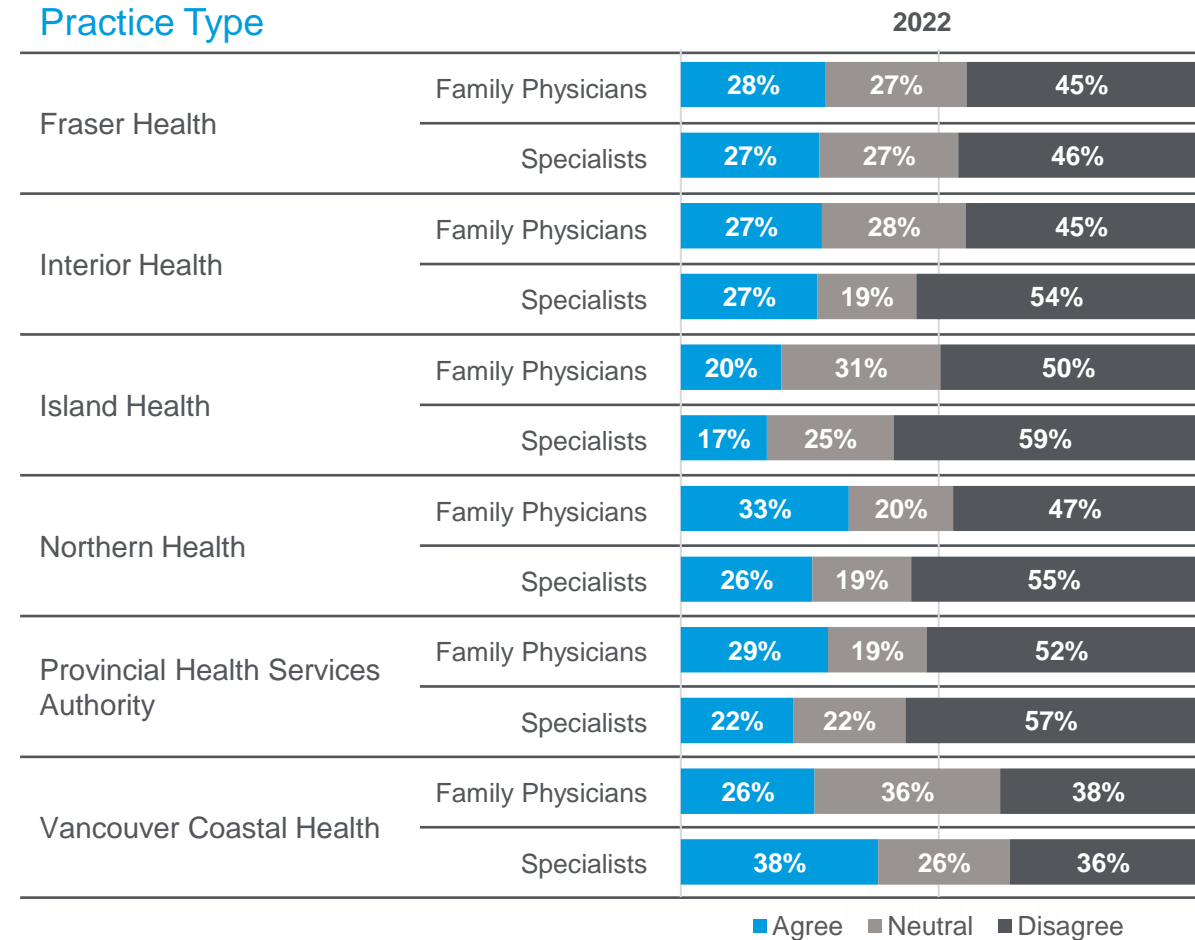
Survey Questions by Group

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

Practice Setting



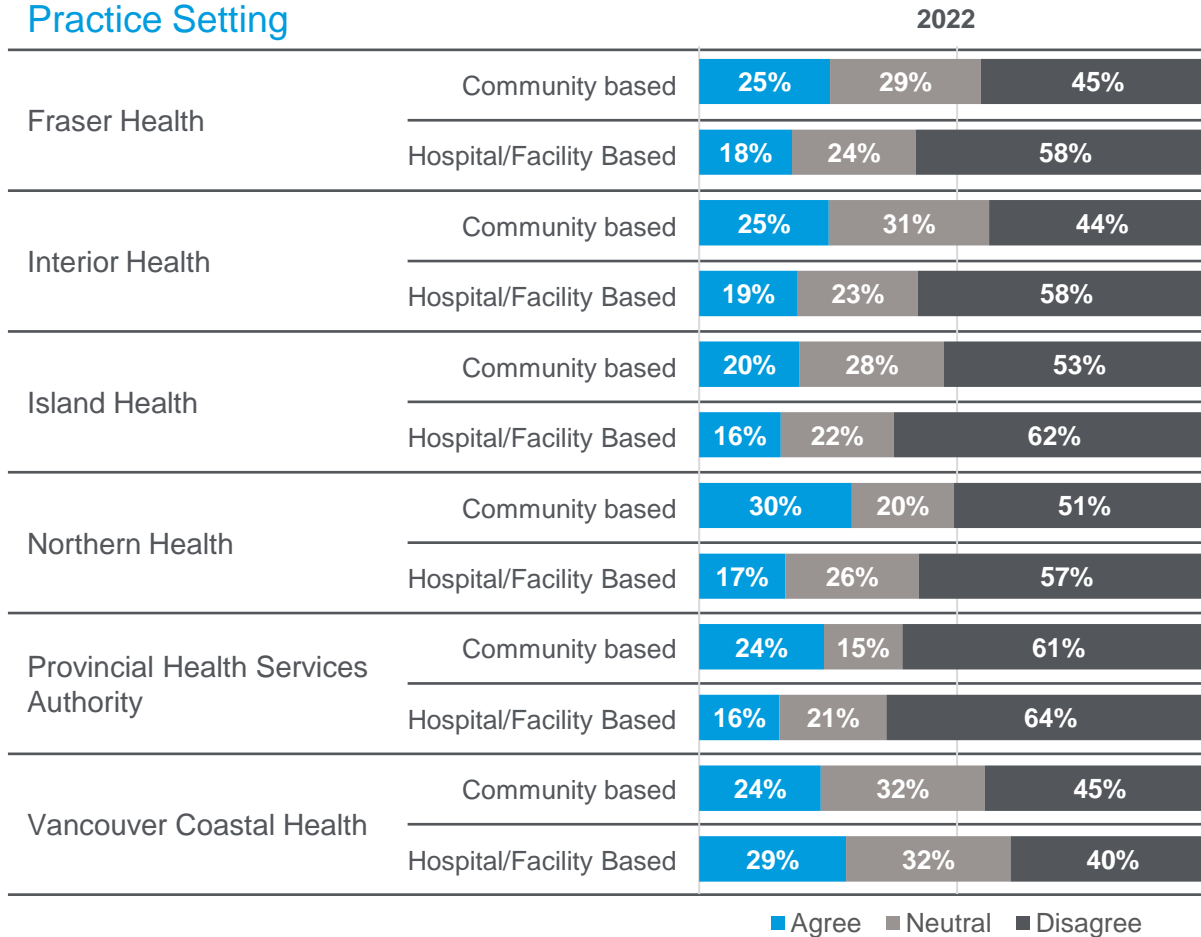
Practice Type



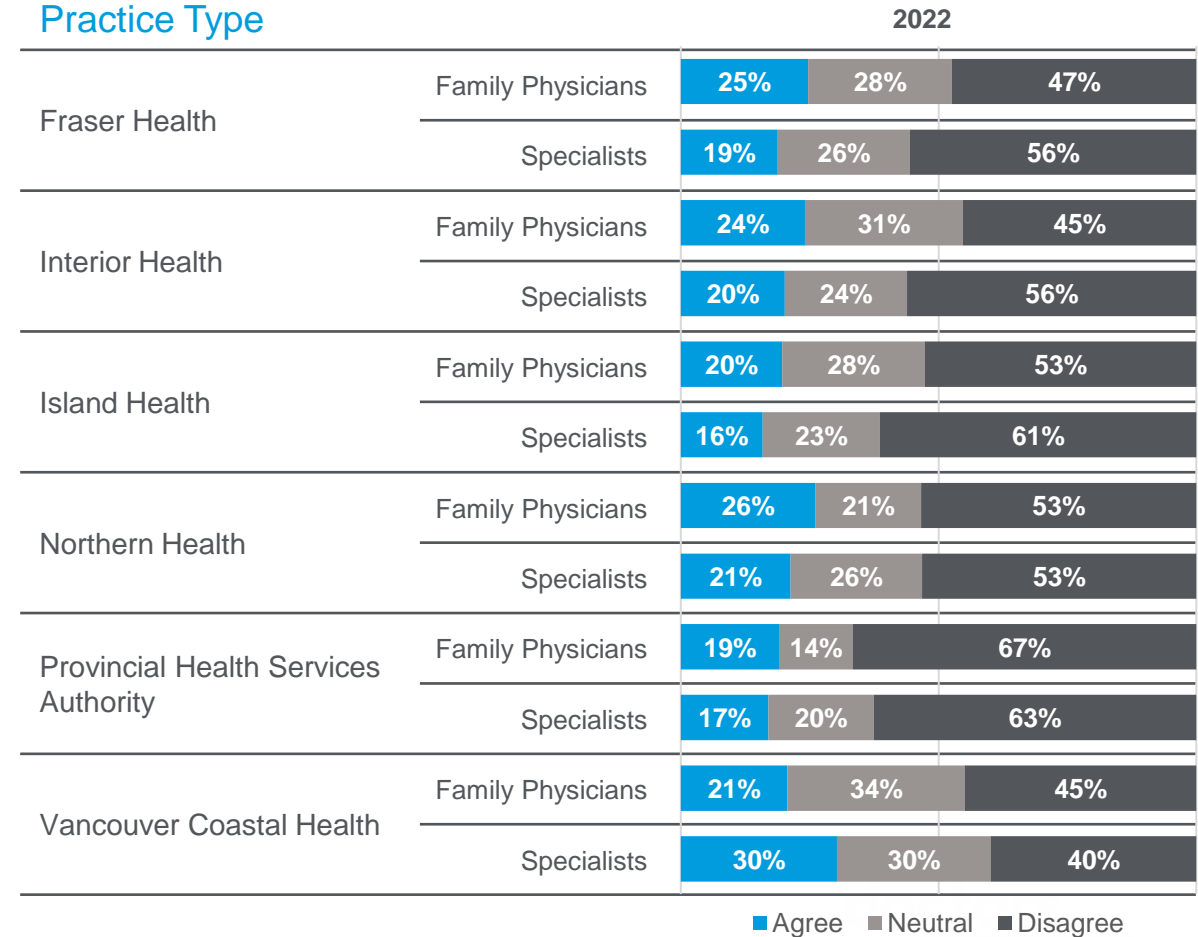
Survey Questions by Group

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

Practice Setting



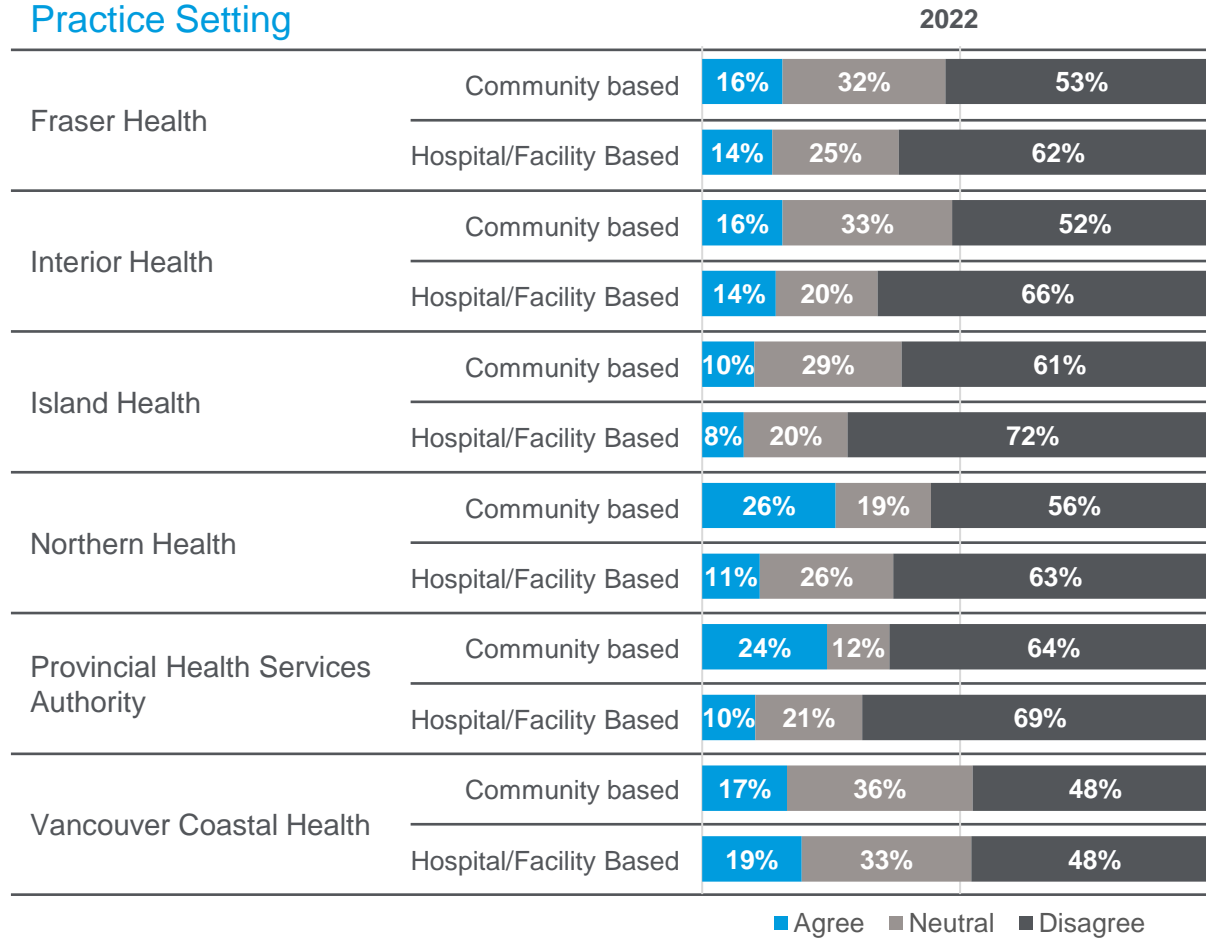
Practice Type



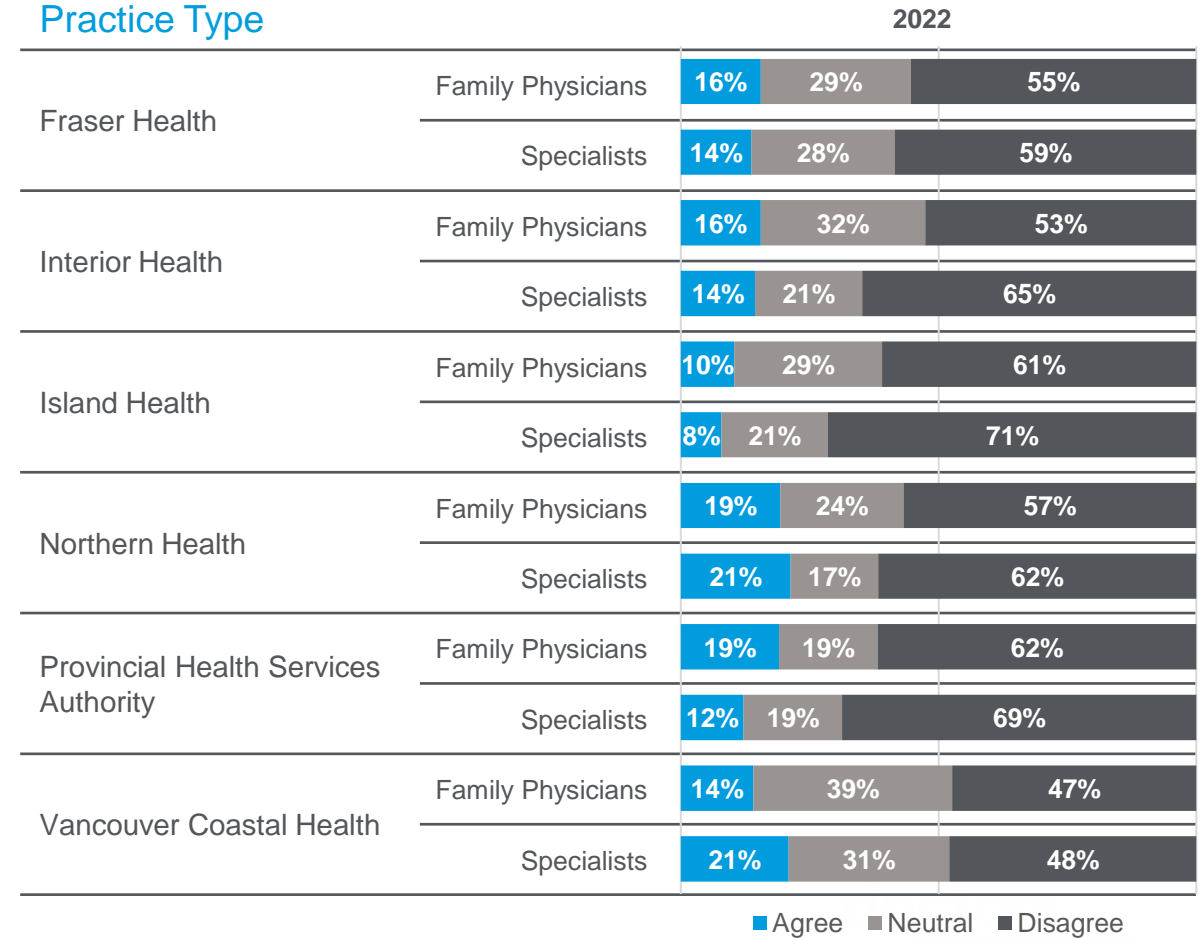
Survey Questions by Group

Senior leaders' decision-making is transparent to physicians.

Practice Setting



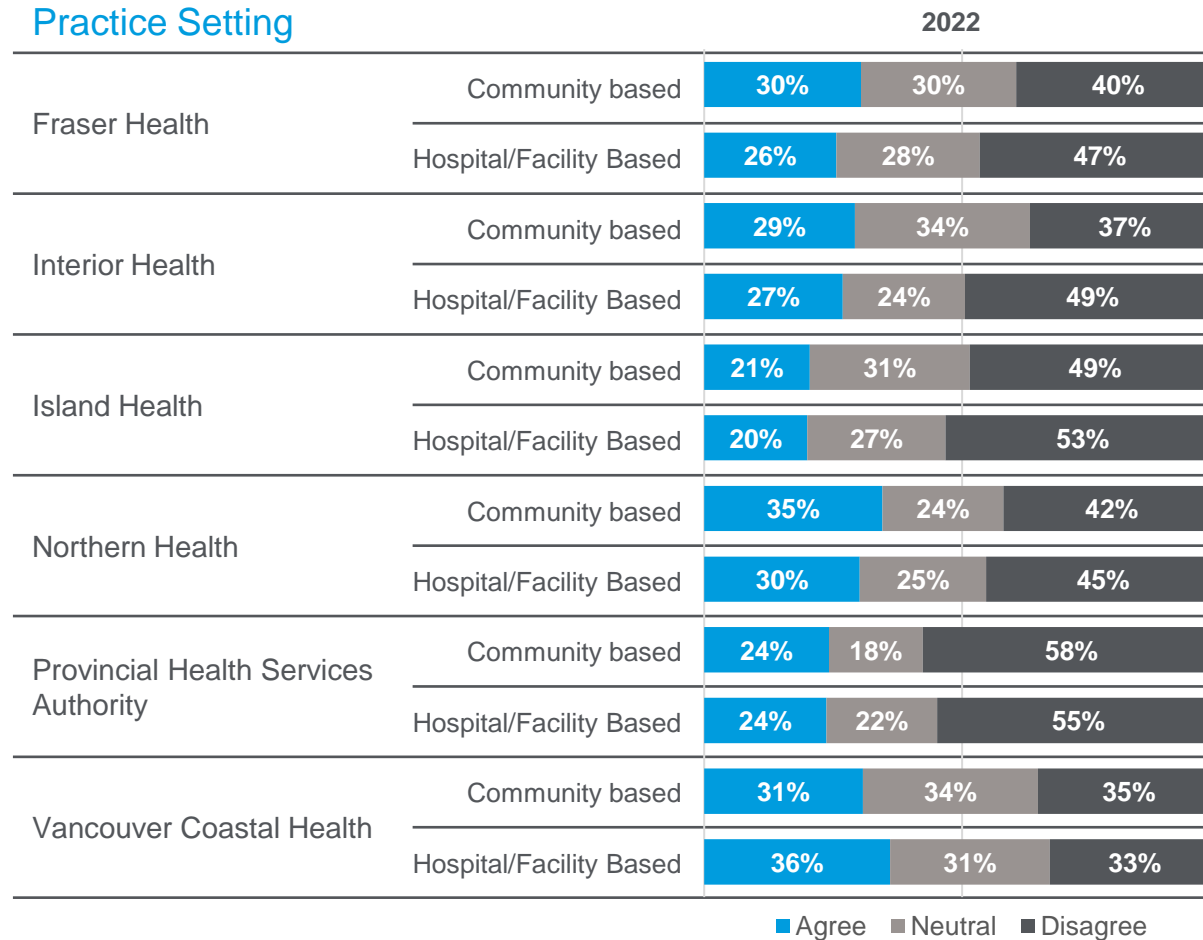
Practice Type



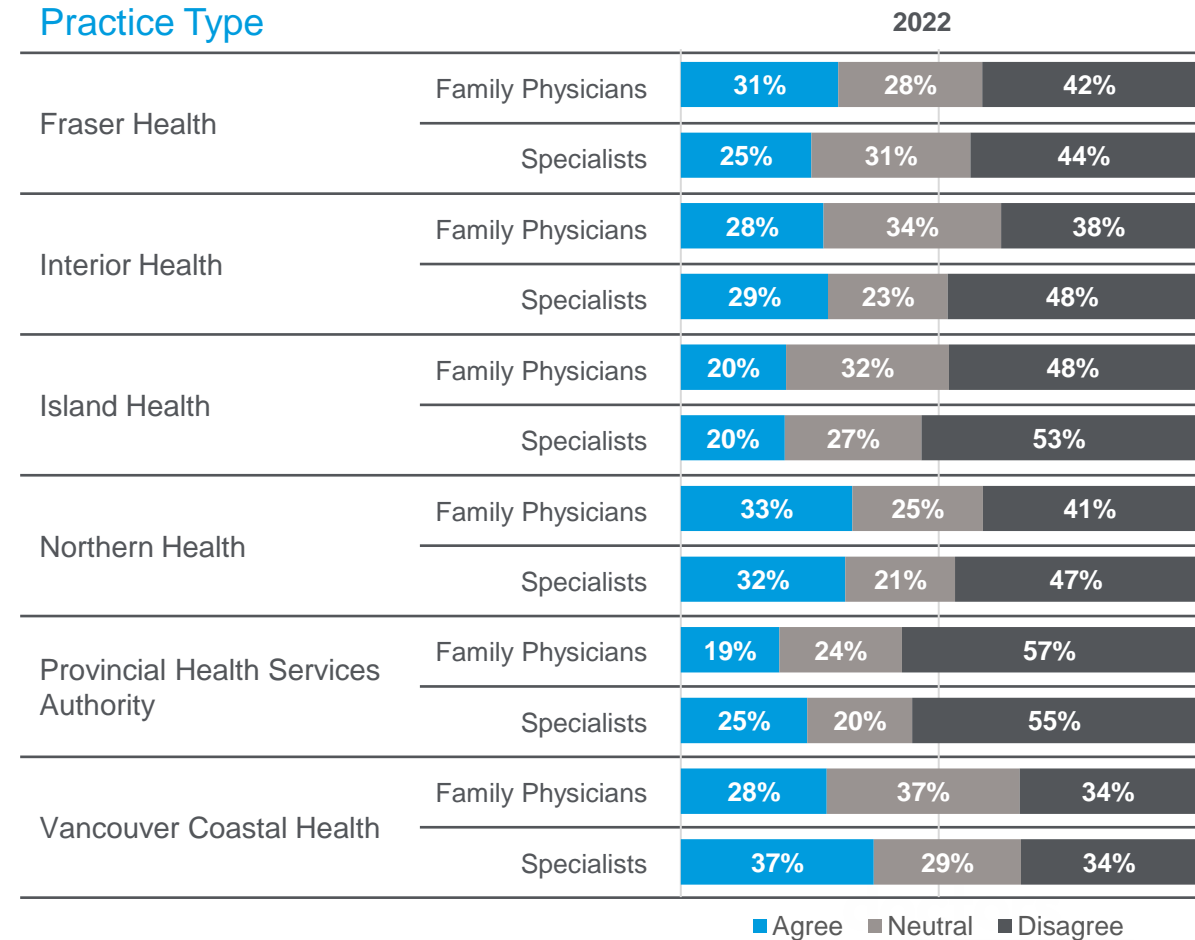
Survey Questions by Group

This health authority values physicians' contributions.

Practice Setting



Practice Type



SECTION 5

Medical Leadership

Medical leadership responses by region and include:

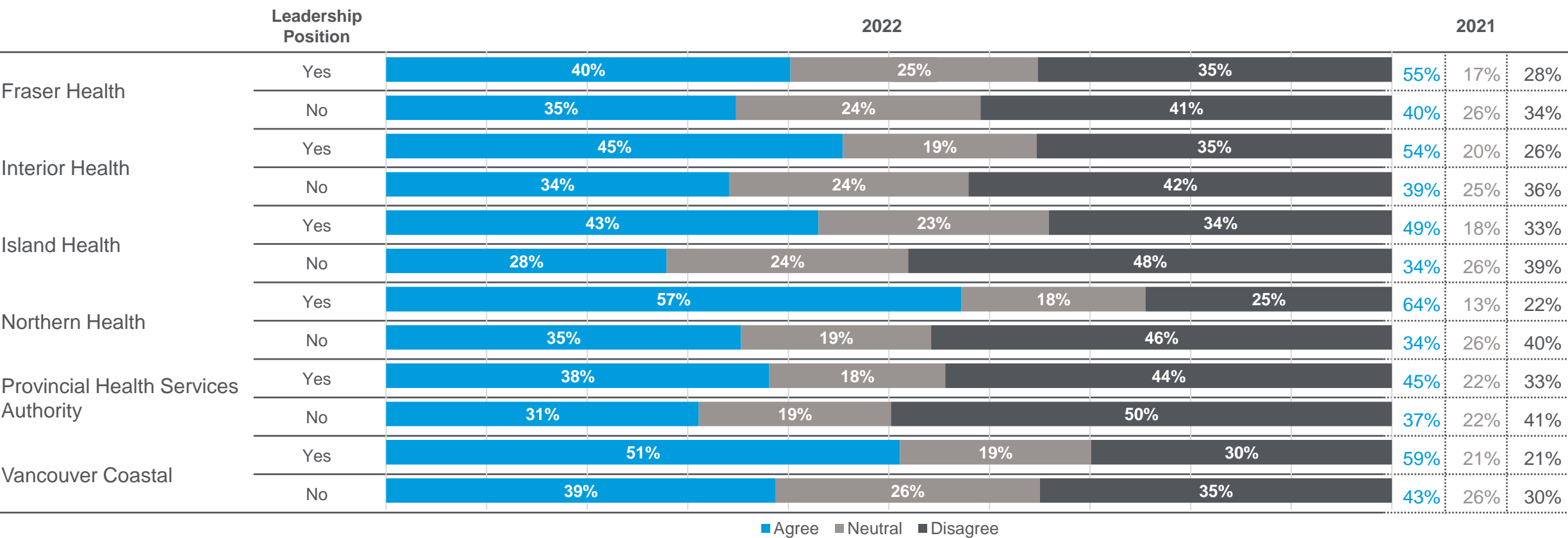
- Overall engagement averages
- Each of the nine engagement questions
- Select Physician Health and Safety questions

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.

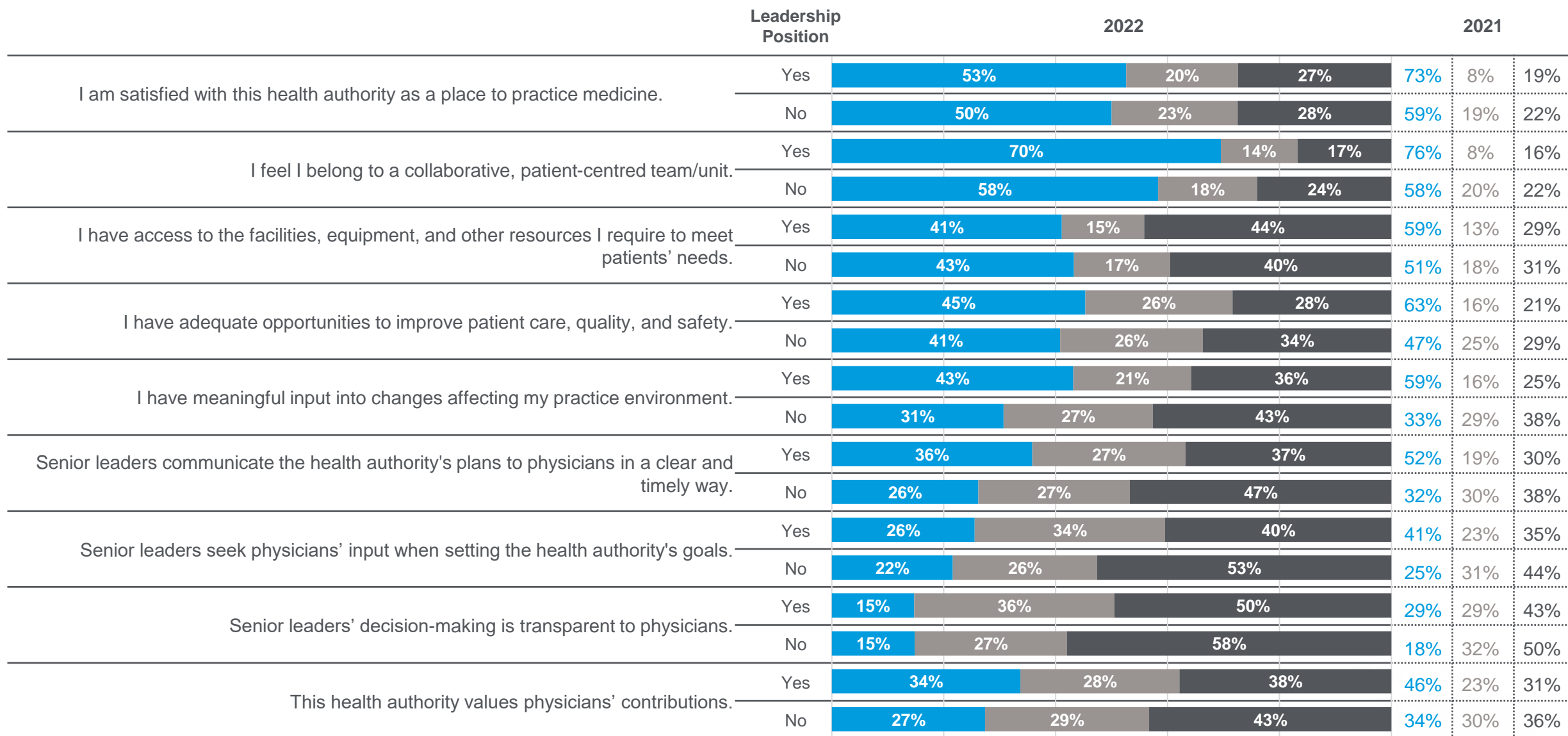


Health Authority Engagement Trends - Medical Leadership

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

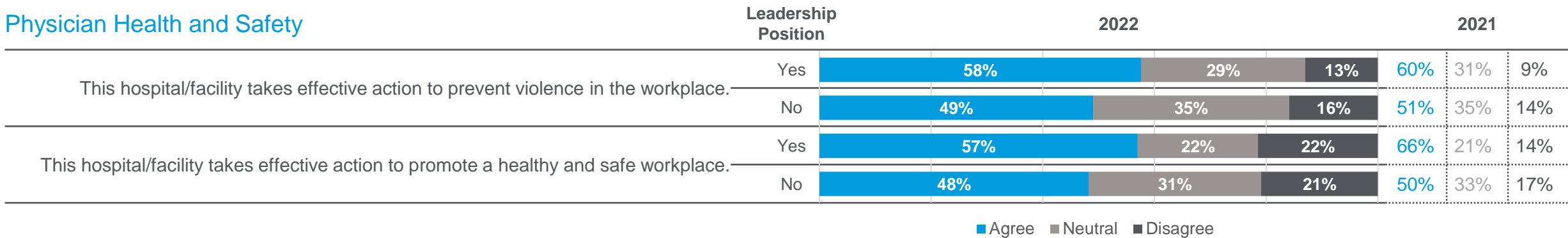


Fraser Health - Medical Leadership



Fraser Health - Medical Leadership

Physician Health and Safety

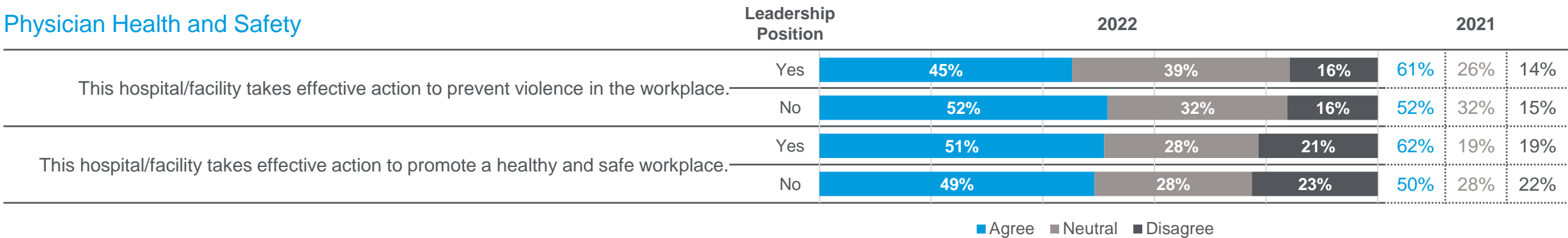


Interior Health - Medical Leadership

	Leadership Position	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	Yes	<div> <div></div> <div>64%</div> <div></div> <div>15%</div> <div>21%</div> </div>			68%	14%	17%
	No	<div> <div></div> <div>46%</div> <div></div> <div>22%</div> <div>32%</div> </div>			56%	19%	25%
I feel I belong to a collaborative, patient-centred team/unit.	Yes	<div> <div></div> <div>75%</div> <div></div> <div>4%</div> <div>21%</div> </div>			73%	13%	15%
	No	<div> <div></div> <div>62%</div> <div></div> <div>17%</div> <div>21%</div> </div>			60%	17%	24%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	Yes	<div> <div></div> <div>45%</div> <div></div> <div>14%</div> <div>41%</div> </div>			63%	14%	24%
	No	<div> <div></div> <div>40%</div> <div></div> <div>18%</div> <div>42%</div> </div>			53%	17%	31%
I have adequate opportunities to improve patient care, quality, and safety.	Yes	<div> <div></div> <div>49%</div> <div></div> <div>21%</div> <div>30%</div> </div>			64%	18%	17%
	No	<div> <div></div> <div>41%</div> <div></div> <div>26%</div> <div>33%</div> </div>			47%	26%	28%
I have meaningful input into changes affecting my practice environment.	Yes	<div> <div></div> <div>51%</div> <div></div> <div>16%</div> <div>33%</div> </div>			62%	19%	19%
	No	<div> <div></div> <div>32%</div> <div></div> <div>24%</div> <div>44%</div> </div>			36%	25%	39%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	Yes	<div> <div></div> <div>36%</div> <div></div> <div>17%</div> <div>47%</div> </div>			41%	22%	37%
	No	<div> <div></div> <div>25%</div> <div></div> <div>25%</div> <div>50%</div> </div>			32%	29%	39%
Senior leaders seek physicians' input when setting the health authority's goals.	Yes	<div> <div></div> <div>30%</div> <div></div> <div>29%</div> <div>40%</div> </div>			36%	29%	36%
	No	<div> <div></div> <div>21%</div> <div></div> <div>27%</div> <div>52%</div> </div>			21%	31%	48%
Senior leaders' decision-making is transparent to physicians.	Yes	<div> <div></div> <div>21%</div> <div></div> <div>25%</div> <div>54%</div> </div>			22%	32%	46%
	No	<div> <div></div> <div>14%</div> <div></div> <div>27%</div> <div>59%</div> </div>			14%	33%	53%
This health authority values physicians' contributions.	Yes	<div> <div></div> <div>38%</div> <div></div> <div>31%</div> <div>30%</div> </div>			57%	19%	24%
	No	<div> <div></div> <div>26%</div> <div></div> <div>29%</div> <div>45%</div> </div>			36%	28%	35%

Interior Health - Medical Leadership

Physician Health and Safety

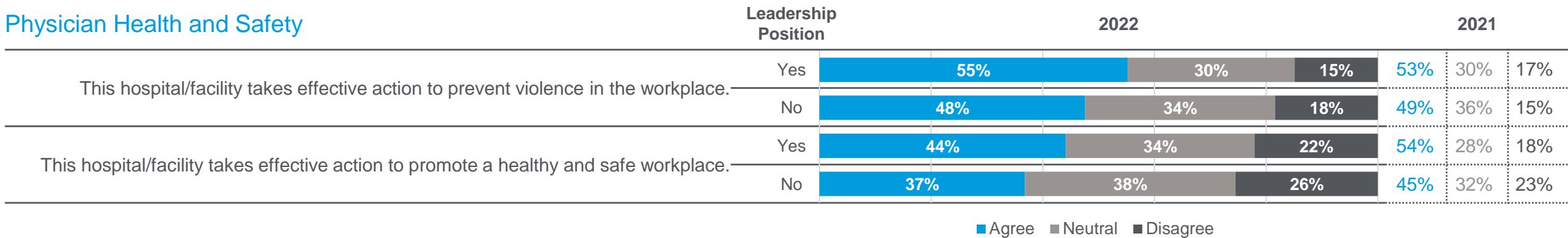


Island Health - Medical Leadership

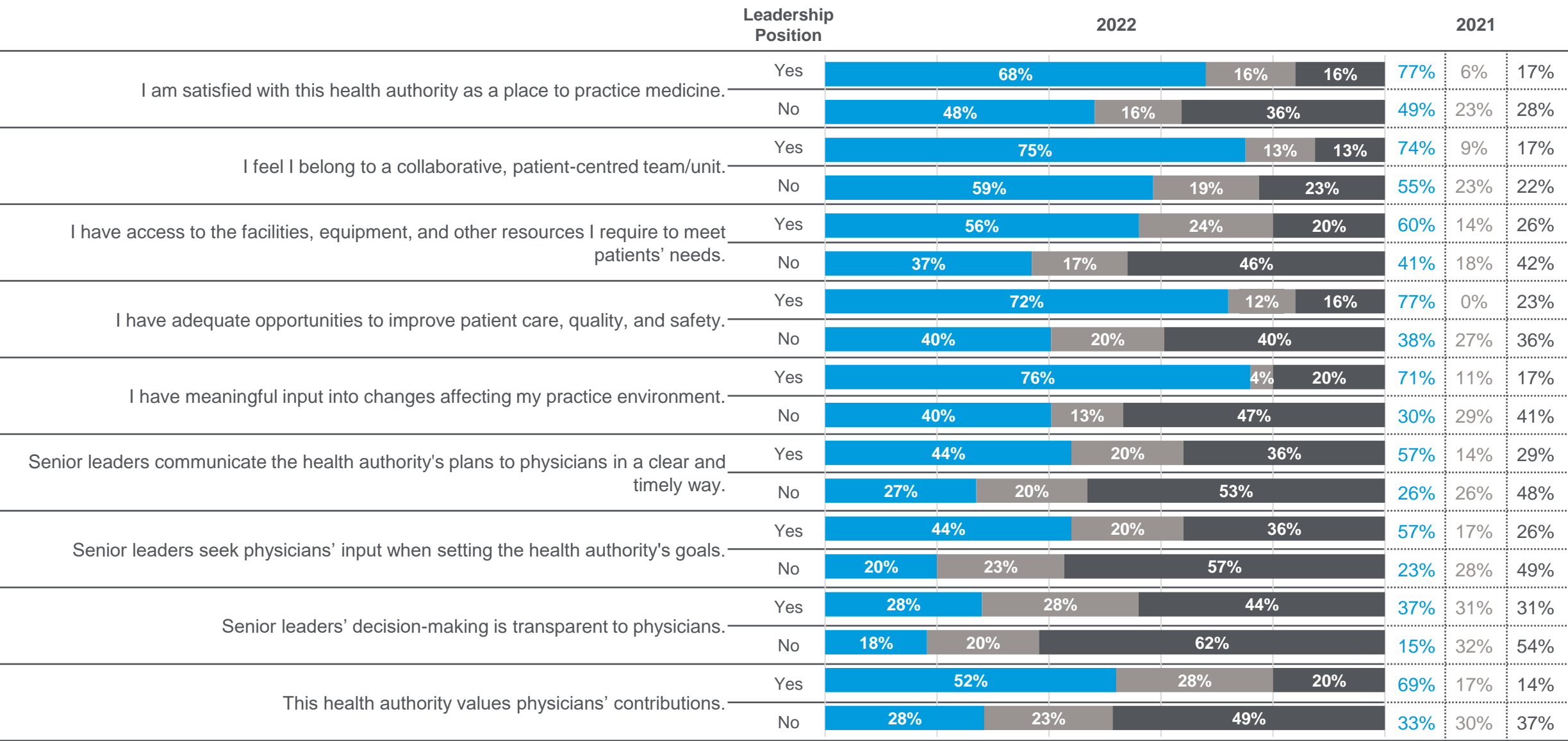
	Leadership Position	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	Yes	<div> <div>61%</div> <div>14%</div> <div>25%</div> </div>			64%	15%	21%
	No	<div> <div>37%</div> <div>23%</div> <div>40%</div> </div>			52%	23%	26%
I feel I belong to a collaborative, patient-centred team/unit.	Yes	<div> <div>67%</div> <div>17%</div> <div>17%</div> </div>			73%	8%	19%
	No	<div> <div>59%</div> <div>18%</div> <div>23%</div> </div>			58%	17%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	Yes	<div> <div>44%</div> <div>21%</div> <div>35%</div> </div>			53%	17%	30%
	No	<div> <div>36%</div> <div>17%</div> <div>47%</div> </div>			46%	16%	38%
I have adequate opportunities to improve patient care, quality, and safety.	Yes	<div> <div>56%</div> <div>25%</div> <div>19%</div> </div>			60%	15%	25%
	No	<div> <div>35%</div> <div>27%</div> <div>38%</div> </div>			41%	26%	34%
I have meaningful input into changes affecting my practice environment.	Yes	<div> <div>52%</div> <div>18%</div> <div>30%</div> </div>			51%	15%	34%
	No	<div> <div>24%</div> <div>24%</div> <div>52%</div> </div>			28%	31%	41%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	Yes	<div> <div>26%</div> <div>26%</div> <div>47%</div> </div>			41%	25%	34%
	No	<div> <div>17%</div> <div>28%</div> <div>55%</div> </div>			27%	31%	42%
Senior leaders seek physicians' input when setting the health authority's goals.	Yes	<div> <div>31%</div> <div>26%</div> <div>43%</div> </div>			31%	22%	47%
	No	<div> <div>16%</div> <div>25%</div> <div>59%</div> </div>			19%	30%	52%
Senior leaders' decision-making is transparent to physicians.	Yes	<div> <div>14%</div> <div>28%</div> <div>58%</div> </div>			22%	24%	54%
	No	<div> <div>9%</div> <div>25%</div> <div>67%</div> </div>			11%	33%	56%
This health authority values physicians' contributions.	Yes	<div> <div>36%</div> <div>31%</div> <div>33%</div> </div>			43%	23%	34%
	No	<div> <div>18%</div> <div>29%</div> <div>53%</div> </div>			29%	30%	41%

Island Health - Medical Leadership

Physician Health and Safety

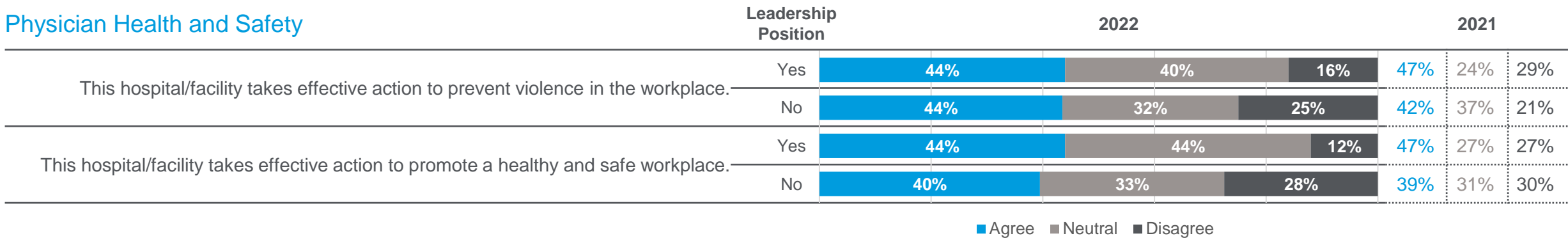


Northern Health - Medical Leadership



Northern Health - Medical Leadership

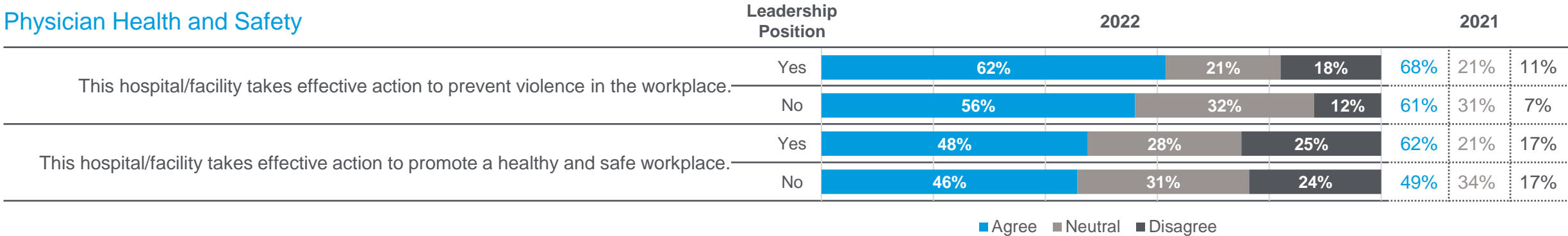
Physician Health and Safety



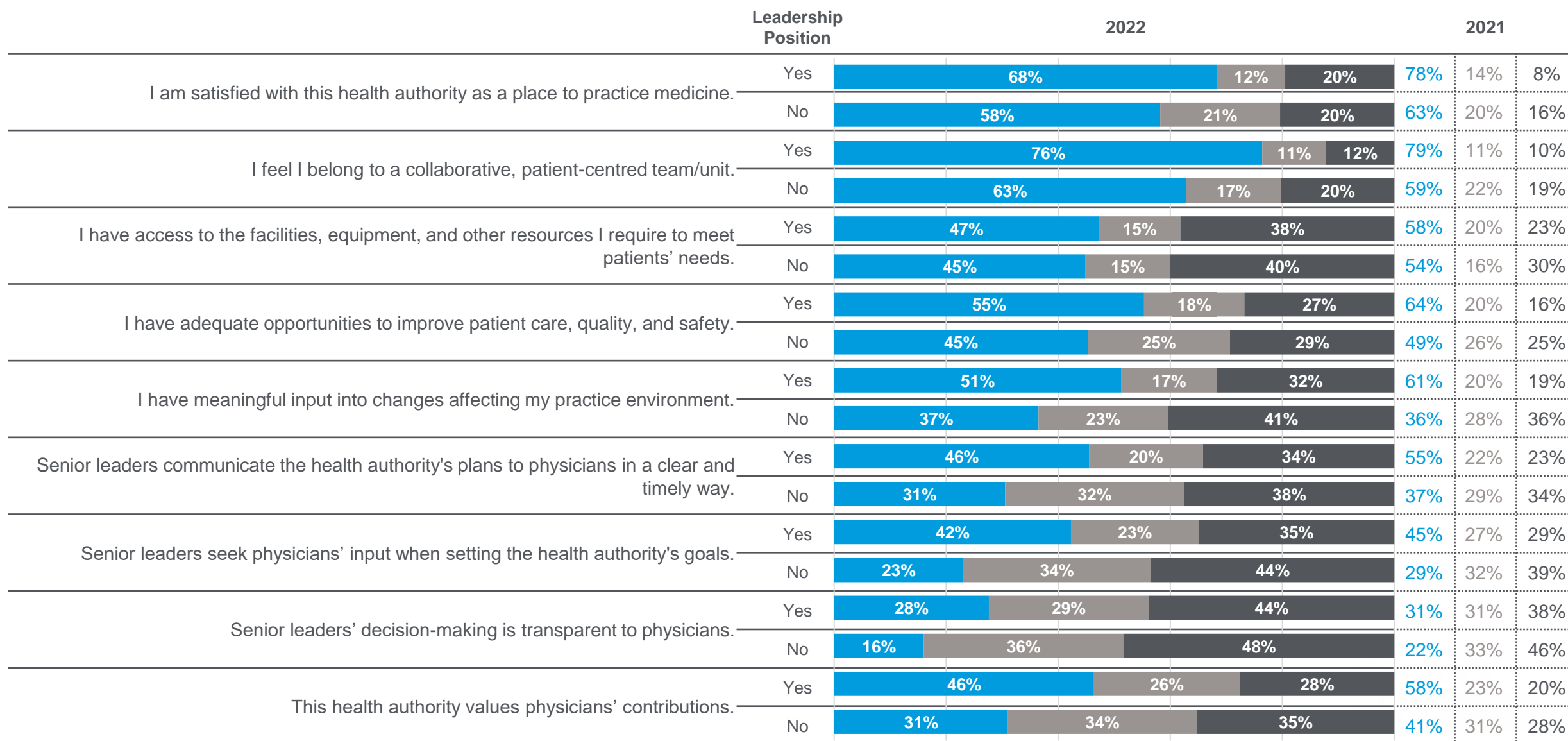
Provincial Health Services Authority - Medical Leadership

	Leadership Position	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	Yes	40%	28%	33%	55%	23%	21%
	No	41%	18%	41%	56%	14%	30%
I feel I belong to a collaborative, patient-centred team/unit.	Yes	75%	13%	13%	68%	21%	11%
	No	60%	16%	24%	64%	14%	23%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	Yes	45%	10%	45%	55%	15%	30%
	No	44%	20%	37%	53%	14%	32%
I have adequate opportunities to improve patient care, quality, and safety.	Yes	45%	23%	33%	53%	21%	26%
	No	37%	18%	44%	50%	21%	30%
I have meaningful input into changes affecting my practice environment.	Yes	43%	15%	43%	43%	28%	30%
	No	26%	16%	58%	30%	23%	47%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	Yes	28%	13%	60%	39%	30%	30%
	No	21%	24%	55%	31%	26%	43%
Senior leaders seek physicians' input when setting the health authority's goals.	Yes	20%	18%	63%	35%	17%	48%
	No	16%	20%	63%	14%	29%	58%
Senior leaders' decision-making is transparent to physicians.	Yes	18%	15%	68%	22%	17%	61%
	No	12%	20%	68%	12%	27%	61%
This health authority values physicians' contributions.	Yes	30%	25%	45%	35%	26%	39%
	No	22%	20%	59%	24%	34%	42%

Provincial Health Services Authority - Medical Leadership

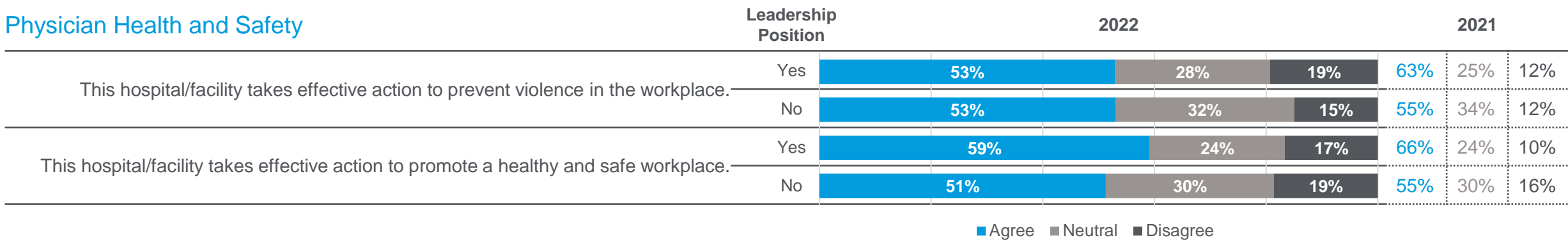


Vancouver Coastal Health - Medical Leadership



Vancouver Coastal Health - Medical Leadership

Physician Health and Safety



SECTION 6

Gender & Background

Gender & Background responses provincially:

- Overall engagement averages
- Each of the nine engagement questions
- Physician Health and Safety questions
- Physical and Psychological Safety Incidents



Demographics - OPTIONAL

The following two demographic questions were asked for the first time in the 2021 survey. In 2022, the gender identity question asked to select the option that best describes your identity or write in a term that works better for you. The background question asked to ‘check all that apply’ format.

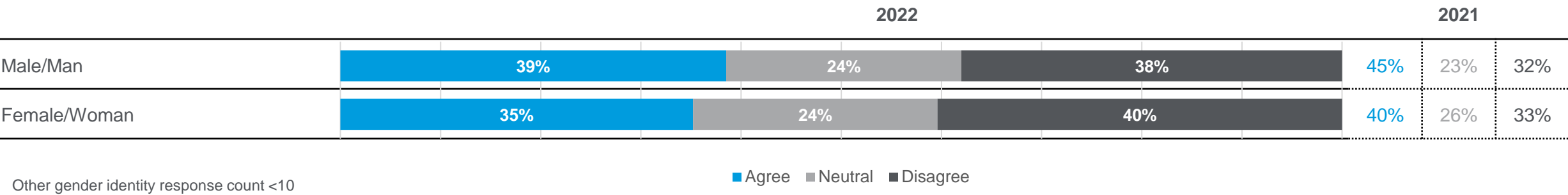
Gender Identity (N= 2,839) Select one	n	%	2021 Check all that apply
Male/Man	1,418	50%	50%
Female/Woman	1,282	45%	45%
*Transgender Male/Man	*	*	*
*Transgender Female/Woman	*	*	*
*Nonbinary	*	*	-
Another gender	11	0.4%	0.2%
Prefer not to answer	120	4%	3%

*n<10

Background (N= 2,834) Check all that apply	n	%	2021
Indigenous	38	1%	1%
Black	47	2%	1%
East Asian	387	14%	13%
Southeast Asian	33	1%	1%
Latina/o	14	1%	1%
Middle Eastern	100	4%	3%
South Asian	272	10%	9%
White	1,819	64%	67%
Another/specific identity	170	6%	3%
Prefer not to answer	66	2%	4%

Provincial Averages - Gender

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



Male/Man

1,418 Respondents 2022 | 1,582 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	53%	20%	28%	63%	17%	21%
I feel I belong to a collaborative, patient-centred team/unit.	62%	17%	21%	63%	16%	21%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	46%	17%	38%	57%	16%	27%
I have adequate opportunities to improve patient care, quality, and safety.	45%	25%	30%	53%	23%	24%
I have meaningful input into changes affecting my practice environment.	36%	25%	39%	41%	25%	34%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	30%	26%	44%	37%	26%	37%
Senior leaders seek physicians' input when setting the health authority's goals.	26%	26%	48%	30%	27%	43%
Senior leaders' decision-making is transparent to physicians.	17%	29%	54%	21%	30%	49%
This health authority values physicians' contributions.	31%	28%	41%	40%	28%	32%

Value

This health authority values physicians' contributions.	31%	28%	41%	40%	28%	32%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	61%	15%	24%	*	*	*
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Male/Man

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	44%		16%	40%			47%	15%	37%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	12.26	1	3.0	1.00	999.00	459 / 1,418	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	22.91	1	5.0	1.00	999.00	619 / 1,418	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	53%		33%	14%	56%	31%	13%
This hospital/facility takes effective action to promote a healthy and safe workplace.	52%		29%	19%	55%	28%	18%
People treat each other with respect and consideration in our workplace.	78%		13%	9%	76%	13%	11%
I am able to reasonably balance the demands of work and personal life.	48%		18%	34%	55%	19%	26%
People from all backgrounds are treated fairly in our workplace.	71%		18%	11%	73%	17%	10%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	44%		36%	20%	51%	30%	19%

Trust

Physicians and medical leaders trust one another in my health authority.	38%		30%	32%	40%	31%	28%
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Female/Woman

1,282 Respondents 2022 | 1,425 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	<div><div>50%</div><div>23%</div><div>27%</div></div>			60%	21%	20%
I feel I belong to a collaborative, patient-centred team/unit.	<div><div>67%</div><div>15%</div><div>18%</div></div>			62%	19%	19%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div><div>39%</div><div>16%</div><div>45%</div></div>			49%	17%	34%
I have adequate opportunities to improve patient care, quality, and safety.	<div><div>42%</div><div>25%</div><div>34%</div></div>			47%	25%	28%
I have meaningful input into changes affecting my practice environment.	<div><div>34%</div><div>21%</div><div>45%</div></div>			35%	29%	36%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div><div>25%</div><div>29%</div><div>46%</div></div>			34%	30%	36%
Senior leaders seek physicians' input when setting the health authority's goals.	<div><div>20%</div><div>31%</div><div>50%</div></div>			24%	33%	44%
Senior leaders' decision-making is transparent to physicians.	<div><div>13%</div><div>29%</div><div>58%</div></div>			16%	35%	49%
This health authority values physicians' contributions.	<div><div>27%</div><div>32%</div><div>42%</div></div>			37%	29%	33%

Value

This health authority values physicians' contributions.	<div><div>27%</div><div>32%</div><div>42%</div></div>			37%	29%	33%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	<div><div>59%</div><div>19%</div><div>23%</div></div>			*	*	*
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Female/Woman

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div> <div>53%</div> <div>11%</div> <div>36%</div> </div>						51%	11%	37%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	15.27	1	2.0	1.00	999.00	447 / 1,282	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	18.56	1	4.0	1.00	999.00	703 / 1,282	-		

Physical and Psychological Well-Being

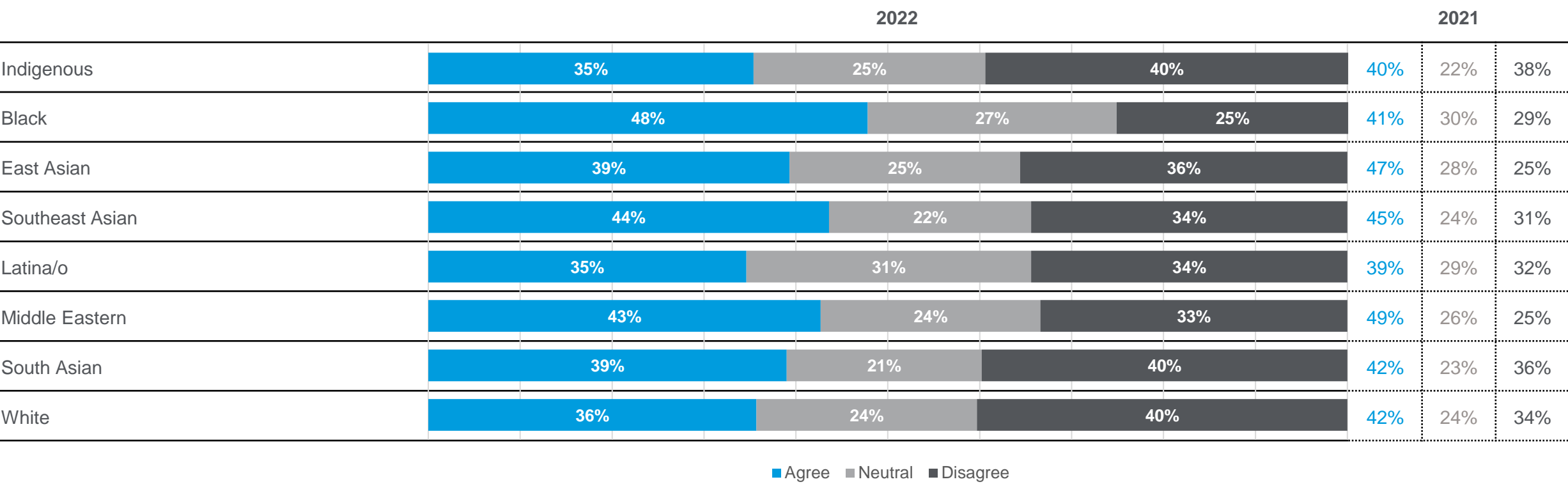
This hospital/facility takes effective action to prevent violence in the workplace.	<div> <div>51%</div> <div>31%</div> <div>17%</div> </div>						52%	34%	14%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div> <div>46%</div> <div>32%</div> <div>23%</div> </div>						51%	31%	19%
People treat each other with respect and consideration in our workplace.	<div> <div>72%</div> <div>16%</div> <div>12%</div> </div>						72%	17%	11%
I am able to reasonably balance the demands of work and personal life.	<div> <div>41%</div> <div>18%</div> <div>41%</div> </div>						48%	19%	34%
People from all backgrounds are treated fairly in our workplace.	<div> <div>61%</div> <div>22%</div> <div>17%</div> </div>						64%	22%	14%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div> <div>39%</div> <div>37%</div> <div>24%</div> </div>						43%	36%	21%

Trust

Physicians and medical leaders trust one another in my health authority.	<div> <div>33%</div> <div>34%</div> <div>33%</div> </div>						37%	36%	27%
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Provincial Averages - Background (OPTIONAL) (Check all that apply):

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



Indigenous

38 Respondents 2022 | 40 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	37%	29%	34%	53%	23%	25%
I feel I belong to a collaborative, patient-centred team/unit.	71%	13%	16%	63%	8%	30%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	45%	13%	42%	49%	15%	36%
I have adequate opportunities to improve patient care, quality, and safety.	40%	24%	37%	35%	20%	45%
I have meaningful input into changes affecting my practice environment.	29%	32%	40%	38%	25%	38%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	24%	32%	45%	40%	25%	35%
Senior leaders seek physicians' input when setting the health authority's goals.	29%	24%	47%	26%	26%	49%
Senior leaders' decision-making is transparent to physicians.	16%	32%	53%	20%	35%	45%
This health authority values physicians' contributions.	29%	29%	42%	40%	20%	40%

Value

This health authority values physicians' contributions.	29%	29%	42%	40%	20%	40%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	46%	20%	34%	*	*	*
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Indigenous

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>58%</div><div>14%</div><div>28%</div></div>						62%	9%	29%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	9.53	1	3.0	1.00	52.00	17 / 38	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	14.04	2 (b)	5.0	1.00	100.00	24 / 38	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>53%</div><div>22%</div><div>25%</div></div>						40%	38%	23%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>47%</div><div>28%</div><div>25%</div></div>						45%	28%	28%
People treat each other with respect and consideration in our workplace.	<div><div>68%</div><div>24%</div><div>8%</div></div>						60%	23%	18%
I am able to reasonably balance the demands of work and personal life.	<div><div>38%</div><div>24%</div><div>38%</div></div>						40%	20%	40%
People from all backgrounds are treated fairly in our workplace.	<div><div>54%</div><div>22%</div><div>24%</div></div>						43%	30%	28%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>49%</div><div>20%</div><div>31%</div></div>						30%	33%	38%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>35%</div><div>38%</div><div>27%</div></div>						40%	29%	32%
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Black

47 Respondents 2022 | 43 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	57%	28%	15%	61%	21%	19%
I feel I belong to a collaborative, patient-centred team/unit.	65%	13%	22%	58%	23%	19%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	59%	17%	24%	54%	21%	26%
I have adequate opportunities to improve patient care, quality, and safety.	62%	26%	13%	54%	28%	19%
I have meaningful input into changes affecting my practice environment.	45%	30%	26%	26%	31%	43%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	49%	24%	27%	41%	24%	36%
Senior leaders seek physicians' input when setting the health authority's goals.	38%	31%	31%	26%	40%	35%
Senior leaders' decision-making is transparent to physicians.	24%	38%	38%	19%	40%	42%
This health authority values physicians' contributions.	32%	36%	32%	30%	42%	28%

Value

This health authority values physicians' contributions.	32%	36%	32%	30%	42%	28%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	60%	24%	17%	*	*	*
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Black

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>56%</div><div>13%</div><div>31%</div></div>						40%	23%	37%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.95	3	5.0	1.00	30.00	19 / 47	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.81	2	4.0	1.00	50.00	27 / 47	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>56%</div><div>32%</div><div>12%</div></div>						54%	27%	20%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>49%</div><div>34%</div><div>17%</div></div>						49%	29%	22%
People treat each other with respect and consideration in our workplace.	<div><div>72%</div><div>9%</div><div>20%</div></div>						77%	12%	12%
I am able to reasonably balance the demands of work and personal life.	<div><div>49%</div><div>21%</div><div>30%</div></div>						51%	12%	37%
People from all backgrounds are treated fairly in our workplace.	<div><div>53%</div><div>23%</div><div>23%</div></div>						51%	30%	19%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>39%</div><div>42%</div><div>20%</div></div>						37%	39%	24%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>31%</div><div>42%</div><div>27%</div></div>						41%	38%	21%
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East Asian

387 Respondents 2022 | 414 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	<div><div>55%</div><div>20%</div><div>25%</div></div>			67%	18%	15%
I feel I belong to a collaborative, patient-centred team/unit.	<div><div>65%</div><div>16%</div><div>20%</div></div>			66%	18%	16%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div><div>47%</div><div>19%</div><div>34%</div></div>			58%	20%	22%
I have adequate opportunities to improve patient care, quality, and safety.	<div><div>46%</div><div>27%</div><div>27%</div></div>			55%	28%	17%
I have meaningful input into changes affecting my practice environment.	<div><div>39%</div><div>23%</div><div>38%</div></div>			42%	30%	27%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div><div>29%</div><div>30%</div><div>41%</div></div>			36%	35%	29%
Senior leaders seek physicians' input when setting the health authority's goals.	<div><div>23%</div><div>29%</div><div>47%</div></div>			32%	35%	34%
Senior leaders' decision-making is transparent to physicians.	<div><div>16%</div><div>30%</div><div>54%</div></div>			22%	37%	40%
This health authority values physicians' contributions.	<div><div>33%</div><div>31%</div><div>36%</div></div>			41%	32%	27%

Value

This health authority values physicians' contributions.	<div><div>33%</div><div>31%</div><div>36%</div></div>			41%	32%	27%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	<div><div>62%</div><div>20%</div><div>18%</div></div>			*	*	*
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East Asian

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	44%		14%	41%			44%	20%	36%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	13.24	1	2.0	1.00	900.00	119 / 387	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	12.85	1	3.0	1.00	900.00	190 / 387	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	51%		35%	15%	52%	38%	11%
This hospital/facility takes effective action to promote a healthy and safe workplace.	49%		33%	19%	56%	32%	12%
People treat each other with respect and consideration in our workplace.	75%		15%	10%	78%	14%	8%
I am able to reasonably balance the demands of work and personal life.	47%		20%	33%	56%	22%	22%
People from all backgrounds are treated fairly in our workplace.	67%		19%	14%	72%	17%	10%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	40%		42%	18%	54%	32%	14%

Trust

Physicians and medical leaders trust one another in my health authority.	40%		32%	28%	46%	34%	20%
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Southeast Asian

33 Respondents 2022 | 42 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	<div><div>67%</div><div>15%</div><div>18%</div></div>			67%	21%	12%
I feel I belong to a collaborative, patient-centred team/unit.	<div><div>73%</div><div>15%</div><div>12%</div></div>			60%	19%	21%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div><div>55%</div><div>6%</div><div>39%</div></div>			52%	19%	29%
I have adequate opportunities to improve patient care, quality, and safety.	<div><div>53%</div><div>25%</div><div>22%</div></div>			48%	29%	24%
I have meaningful input into changes affecting my practice environment.	<div><div>42%</div><div>27%</div><div>30%</div></div>			36%	26%	38%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div><div>30%</div><div>27%</div><div>42%</div></div>			41%	24%	36%
Senior leaders seek physicians' input when setting the health authority's goals.	<div><div>15%</div><div>33%</div><div>52%</div></div>			31%	24%	45%
Senior leaders' decision-making is transparent to physicians.	<div><div>15%</div><div>27%</div><div>58%</div></div>			31%	21%	48%
This health authority values physicians' contributions.	<div><div>42%</div><div>21%</div><div>36%</div></div>			41%	33%	26%

Value

This health authority values physicians' contributions.	<div><div>42%</div><div>21%</div><div>36%</div></div>			41%	33%	26%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	<div><div>78%</div><div>6%</div><div>16%</div></div>			*	*	*
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Southeast Asian

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>50%</div><div>13%</div><div>37%</div></div>						36%	36%	28%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.38	1 (b)	5.0	1.00	15.00	13 / 33	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.89	1	3.0	1.00	20.00	18 / 33	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>47%</div><div>41%</div><div>13%</div></div>						39%	50%	11%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>63%</div><div>25%</div><div>13%</div></div>						53%	33%	14%
People treat each other with respect and consideration in our workplace.	<div><div>82%</div><div>9%</div><div>9%</div></div>						76%	17%	7%
I am able to reasonably balance the demands of work and personal life.	<div><div>49%</div><div>9%</div><div>42%</div></div>						55%	24%	21%
People from all backgrounds are treated fairly in our workplace.	<div><div>61%</div><div>27%</div><div>12%</div></div>						59%	32%	10%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>45%</div><div>36%</div><div>19%</div></div>						46%	36%	18%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>52%</div><div>21%</div><div>27%</div></div>						51%	26%	23%
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Latina/o

14 Respondents 2022 | 24 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	<div><div>57%</div><div>14%</div><div>29%</div></div>			63%	21%	17%
I feel I belong to a collaborative, patient-centred team/unit.	<div><div>77%</div><div>0%</div><div>23%</div></div>			57%	26%	17%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div><div>71%</div><div>7%</div><div>21%</div></div>			50%	21%	29%
I have adequate opportunities to improve patient care, quality, and safety.	<div><div>29%</div><div>50%</div><div>21%</div></div>			46%	21%	33%
I have meaningful input into changes affecting my practice environment.	<div><div>31%</div><div>31%</div><div>39%</div></div>			29%	33%	38%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div><div>15%</div><div>46%</div><div>39%</div></div>			25%	38%	38%
Senior leaders seek physicians' input when setting the health authority's goals.	<div><div>8%</div><div>39%</div><div>54%</div></div>			38%	21%	42%
Senior leaders' decision-making is transparent to physicians.	<div><div>15%</div><div>31%</div><div>54%</div></div>			21%	29%	50%
This health authority values physicians' contributions.	<div><div>8%</div><div>62%</div><div>31%</div></div>			21%	54%	25%

Value

This health authority values physicians' contributions.	<div><div>8%</div><div>62%</div><div>31%</div></div>			21%	54%	25%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	<div><div>54%</div><div>15%</div><div>31%</div></div>			*	*	*
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Latina/o

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div></div><div>63%</div><div>13%</div><div>25%</div></div>						60%	13%	27%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.00	1 (b)	3.0	1.00	8.00	3 / 14	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	2.50	1	1.5	1.00	6.00	4 / 14	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div></div><div>31%</div><div>54%</div><div>15%</div></div>	55%	23%	23%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div></div><div>31%</div><div>39%</div><div>31%</div></div>	27%	55%	18%
People treat each other with respect and consideration in our workplace.	<div><div></div><div>79%</div><div>7%</div><div>14%</div></div>	70%	17%	13%
I am able to reasonably balance the demands of work and personal life.	<div><div></div><div>71%</div><div>7%</div><div>21%</div></div>	46%	33%	21%
People from all backgrounds are treated fairly in our workplace.	<div><div></div><div>50%</div><div>29%</div><div>21%</div></div>	54%	29%	17%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div></div><div>15%</div><div>62%</div><div>23%</div></div>	55%	30%	15%

Trust

Physicians and medical leaders trust one another in my health authority.	<div><div></div><div>14%</div><div>57%</div><div>29%</div></div>	35%	44%	22%
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Middle Eastern

100 Respondents 2022 | 95 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	<div><div>57%</div><div>20%</div><div>23%</div></div>			66%	17%	17%
I feel I belong to a collaborative, patient-centred team/unit.	<div><div>66%</div><div>21%</div><div>12%</div></div>			61%	19%	20%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div><div>51%</div><div>12%</div><div>37%</div></div>			58%	20%	22%
I have adequate opportunities to improve patient care, quality, and safety.	<div><div>44%</div><div>26%</div><div>29%</div></div>			53%	26%	21%
I have meaningful input into changes affecting my practice environment.	<div><div>40%</div><div>27%</div><div>33%</div></div>			50%	25%	26%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div><div>36%</div><div>27%</div><div>37%</div></div>			46%	26%	28%
Senior leaders seek physicians' input when setting the health authority's goals.	<div><div>32%</div><div>27%</div><div>41%</div></div>			34%	36%	30%
Senior leaders' decision-making is transparent to physicians.	<div><div>22%</div><div>29%</div><div>49%</div></div>			26%	40%	34%
This health authority values physicians' contributions.	<div><div>36%</div><div>26%</div><div>39%</div></div>			50%	21%	30%

Value

This health authority values physicians' contributions.	<div><div>36%</div><div>26%</div><div>39%</div></div>			50%	21%	30%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	<div><div>58%</div><div>21%</div><div>21%</div></div>			*	*	*
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Middle Eastern

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div> <div>51%</div> <div>18%</div> <div>31%</div> </div>						52%	20%	28%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	48.72	2	3.0	1.00	999.00	25 / 100	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	48.00	1	5.0	1.00	999.00	52 / 100	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div> <div>47%</div> <div>41%</div> <div>13%</div> </div>						63%	23%	14%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div> <div>52%</div> <div>31%</div> <div>16%</div> </div>						56%	27%	17%
People treat each other with respect and consideration in our workplace.	<div> <div>80%</div> <div>12%</div> <div>8%</div> </div>						71%	18%	11%
I am able to reasonably balance the demands of work and personal life.	<div> <div>32%</div> <div>14%</div> <div>54%</div> </div>						54%	13%	33%
People from all backgrounds are treated fairly in our workplace.	<div> <div>61%</div> <div>14%</div> <div>25%</div> </div>						66%	17%	18%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div> <div>48%</div> <div>32%</div> <div>21%</div> </div>						53%	25%	22%

Trust

Physicians and medical leaders trust one another in my health authority.	<div> <div>38%</div> <div>32%</div> <div>30%</div> </div>						49%	25%	26%
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South Asian

272 Respondents 2022 | 283 Respondents 2021

Engagement

	2022			2021		
I am satisfied with this health authority as a place to practice medicine.	<div><div>56%</div><div>17%</div><div>28%</div></div>			61%	18%	21%
I feel I belong to a collaborative, patient-centred team/unit.	<div><div>61%</div><div>16%</div><div>24%</div></div>			58%	19%	23%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<div><div>44%</div><div>17%</div><div>40%</div></div>			51%	16%	34%
I have adequate opportunities to improve patient care, quality, and safety.	<div><div>47%</div><div>18%</div><div>35%</div></div>			49%	22%	29%
I have meaningful input into changes affecting my practice environment.	<div><div>37%</div><div>20%</div><div>43%</div></div>			39%	24%	37%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<div><div>34%</div><div>21%</div><div>46%</div></div>			35%	23%	42%
Senior leaders seek physicians' input when setting the health authority's goals.	<div><div>26%</div><div>27%</div><div>48%</div></div>			28%	24%	48%
Senior leaders' decision-making is transparent to physicians.	<div><div>18%</div><div>28%</div><div>54%</div></div>			21%	28%	52%
This health authority values physicians' contributions.	<div><div>31%</div><div>28%</div><div>41%</div></div>			34%	31%	35%

Value

This health authority values physicians' contributions.	<div><div>31%</div><div>28%</div><div>41%</div></div>			34%	31%	35%
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Local Satisfaction **New Question

**I am satisfied with this hospital/facility as a place to practice medicine.	<div><div>61%</div><div>12%</div><div>27%</div></div>			*	*	*
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South Asian

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<div><div>52%</div><div>17%</div><div>31%</div></div>						55%	15%	31%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	6.20	1	2.0	1.00	180.00	94 / 272	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	11.45	2	5.0	1.00	180.00	142 / 272	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	<div><div>50%</div><div>29%</div><div>21%</div></div>						51%	34%	15%
This hospital/facility takes effective action to promote a healthy and safe workplace.	<div><div>48%</div><div>28%</div><div>23%</div></div>						53%	29%	19%
People treat each other with respect and consideration in our workplace.	<div><div>70%</div><div>16%</div><div>14%</div></div>						72%	9%	13%
I am able to reasonably balance the demands of work and personal life.	<div><div>43%</div><div>17%</div><div>40%</div></div>						47%	18%	35%
People from all backgrounds are treated fairly in our workplace.	<div><div>60%</div><div>16%</div><div>24%</div></div>						64%	17%	19%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	<div><div>41%</div><div>34%</div><div>25%</div></div>						49%	30%	20%

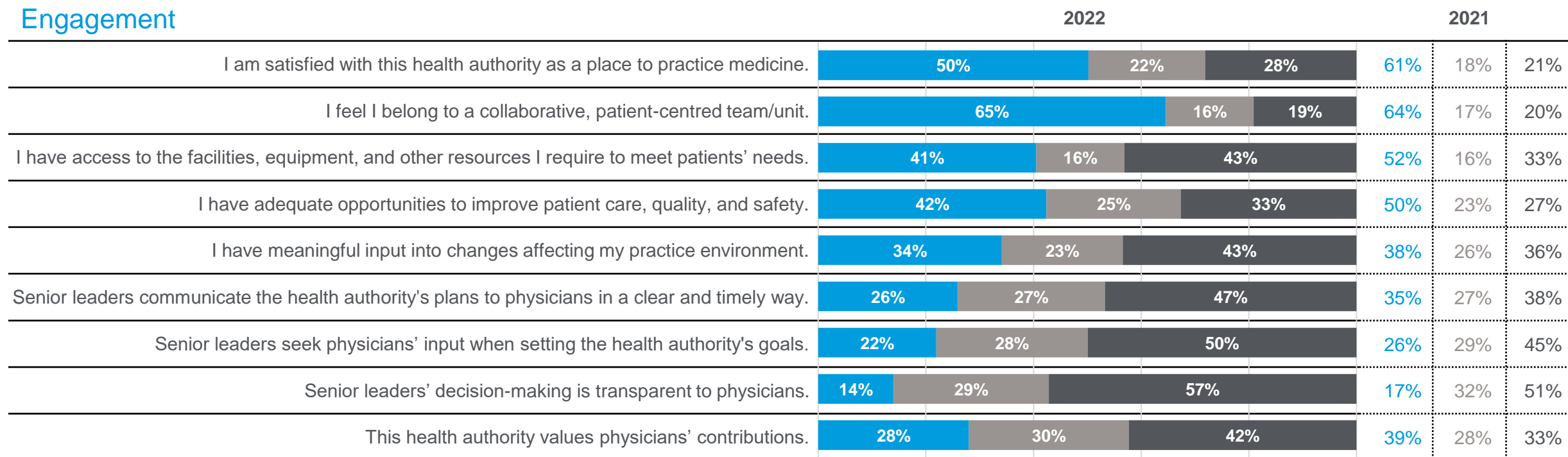
Trust

Physicians and medical leaders trust one another in my health authority.	<div><div>40%</div><div>29%</div><div>31%</div></div>						38%	33%	29%
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White

1,819 Respondents 2022 | 2,105 Respondents 2021

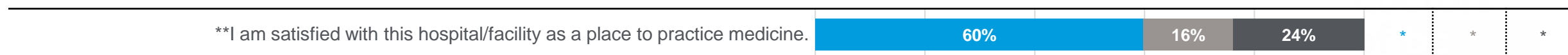
Engagement



Value



Local Satisfaction **New Question



■ Agree ■ Neutral ■ Disagree

White

Physician Health and Safety

	2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	48%		12%	40%			50%	11%	39%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	13.91	1	3.0	1.00	999.00	612 / 1,819	-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	23.40	1	4.0	1.00	999.00	862 / 1,819	-		

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.	54%		31%	15%	55%	31%	13%
This hospital/facility takes effective action to promote a healthy and safe workplace.	49%		30%	21%	53%	29%	18%
People treat each other with respect and consideration in our workplace.	76%		14%	9%	74%	15%	11%
I am able to reasonably balance the demands of work and personal life.	46%		18%	37%	51%	18%	30%
People from all backgrounds are treated fairly in our workplace.	68%		20%	12%	70%	20%	11%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	42%		35%	22%	47%	34%	20%

Trust

Physicians and medical leaders trust one another in my health authority.	35%		32%	33%	38%	34%	29%
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