



2023 Health Authority Engagement Survey Results

Supplemental Report

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Survey Introduction

All actively practicing members of Doctors of BC were invited to participate in this survey, which ran from September 12 to October 11, 2023. The survey was conducted by an external polling firm, TWI Surveys. It was sent to 13,323 members, of which 2,625 physicians responded, resulting in a response rate of 20%. All individual responses and comments are anonymous and confidential.

The survey used 17 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.
Note from TWI: Due to the implementation of a new data system, the rounding of 2022 scores may differ slightly from last year's report (+1%/-1%).

Sample sizes for the demographic breakdowns are included in some of the charts in this report.



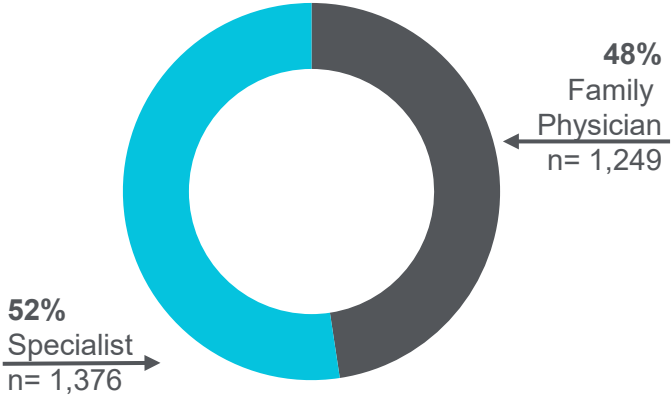
Response Rates and Sample Sizes

Survey timeline: September 12, 2023 to October 11, 2023

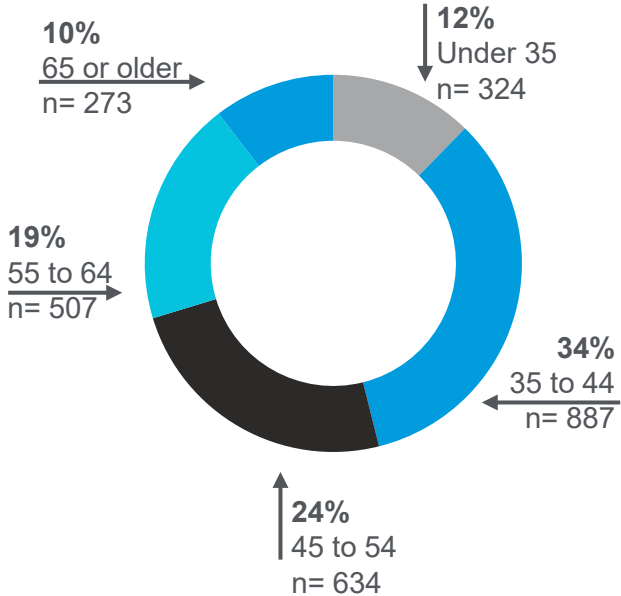
| Health Authority Sample Sizes | 2023 | 2022 | 2021 | 2020 | 2019 | 2018 | 2017 | 2016 |
|--------------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|
| First Nations Health Authority | 4 | 4 | 3 | 5 | 2 | 3 | 4 | 6 |
| Fraser Health | 565 | 646 | 758 | 735 | 664 | 650 | 729 | 555 |
| Interior Health | 477 | 658 | 617 | 563 | 523 | 528 | 573 | 388 |
| Island Health | 583 | 564 | 649 | 650 | 574 | 496 | 524 | 486 |
| Northern Health | 132 | 136 | 179 | 152 | 154 | 169 | 164 | 121 |
| Provincial Health Services Authority | 168 | 168 | 188 | 175 | 180 | 138 | 168 | 159 |
| Vancouver Coastal Health | 696 | 807 | 907 | 920 | 831 | 672 | 836 | 693 |
| Number of Surveys Sent | 2023 | 2022 | 2021 | 2020 | 2019 | 2018 | 2017 | 2016 |
| Total number of surveys sent | 13,323 | 12,689 | 12,112 | 11,523 | 11,504 | 11,153 | 11,342 | 12,580 |
| Responses | 2,625 | 2,983 | 3,301 | 3,200 | 2,928 | 2,657 | 2,998 | 2,485 |
| Response rate (%) | 20% | 24% | 27% | 28% | 26% | 24% | 26% | 20% |

Demographics (N = 2,625)

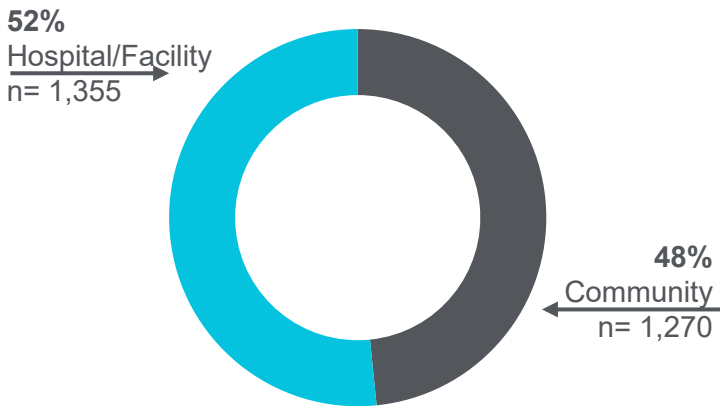
FAMILY PHYSICIANS OR SPECIALISTS



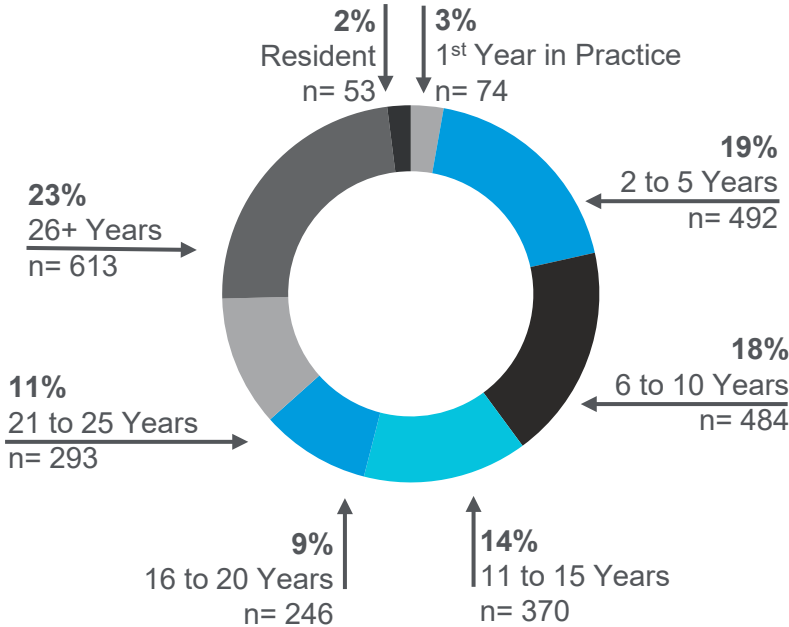
AGE



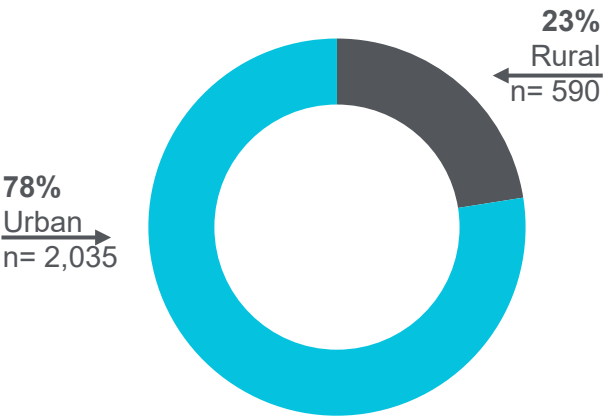
HOSPITAL/FACILITY OR COMMUNITY BASED



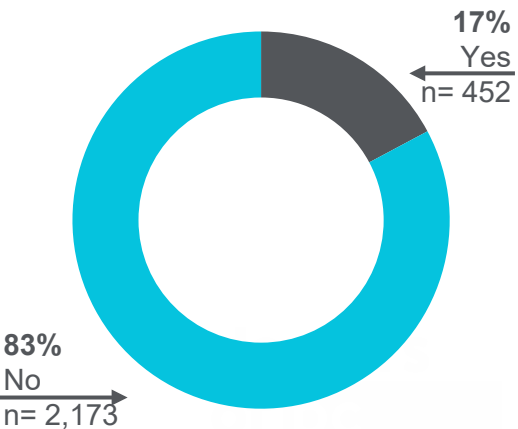
TENURE



SETTING



MEDICAL LEADERSHIP



Demographics - OPTIONAL

The following two optional 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 was asked in a 'check all that apply' format.

| Gender Identity (N= 2,453) Select one | n | % |
|--|----------|----------|
| Male/Man | 1,171 | 48% |
| Female/Woman | 1,150 | 47% |
| *Transgender Male/Man | * | * |
| *Transgender Female/Woman | * | * |
| *Nonbinary | * | * |
| Another gender | * | * |
| Prefer not to answer | 119 | 5% |

*n<10

| Background (N= 2,452) Check all that apply | n | % |
|---|----------|----------|
| Indigenous | 31 | 1% |
| Black | 33 | 1% |
| East Asian | 332 | 14% |
| Southeast Asian | 25 | 1% |
| Latina/o | 21 | 1% |
| Middle Eastern | 82 | 3% |
| South Asian | 192 | 8% |
| White | 1,595 | 65% |
| Another/specific identity | 51 | 2% |
| Prefer not to answer | 181 | 7% |



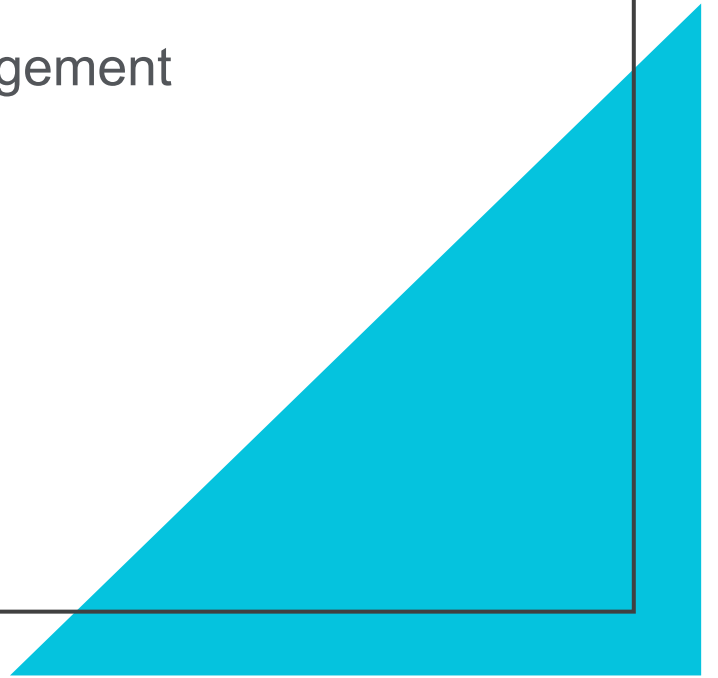
SECTION 1

ENGAGEMENT TRENDS

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

Provincial Averages

Average scores and comparisons from 2022 for the same Engagement and Health and Safety questions asked in previous years.



2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Provincial Averages

| | |
|------|-------------------|
| 2023 | Respondents: 2625 |
| 2022 | Respondents: 2983 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 48% | 20% | 32% |
| | 2022 | 50% | 21% | 29% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 58% | 17% | 25% |
| | 2022 | 62% | 16% | 21% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 39% | 16% | 44% |
| | 2022 | 42% | 17% | 42% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 41% | 25% | 34% |
| | 2022 | 42% | 25% | 33% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 32% | 24% | 44% |
| | 2022 | 34% | 22% | 43% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 23% | 28% | 49% |
| | 2022 | 27% | 27% | 46% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 19% | 26% | 54% |
| | 2022 | 22% | 27% | 50% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 13% | 26% | 61% |
| | 2022 | 15% | 28% | 57% |
| This health authority values physicians' contributions. | 2023 | 26% | 29% | 45% |
| | 2022 | 28% | 29% | 43% |
| Overall Average: | 2023 | 33% | 23% | 43% |
| | 2022 | 36% | 24% | 40% |

Agree

Neither agree nor disagree

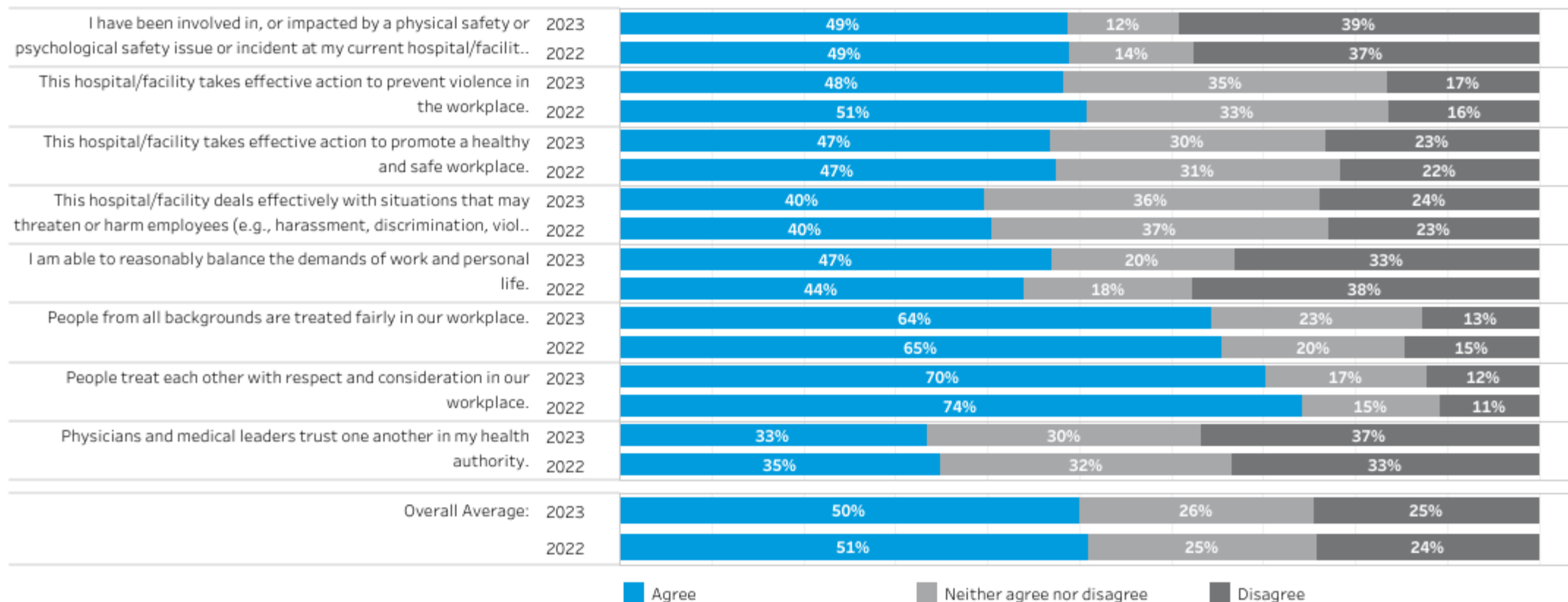
Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Provincial Averages

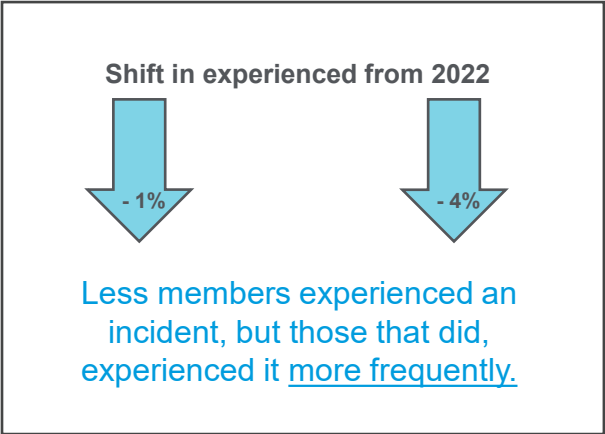
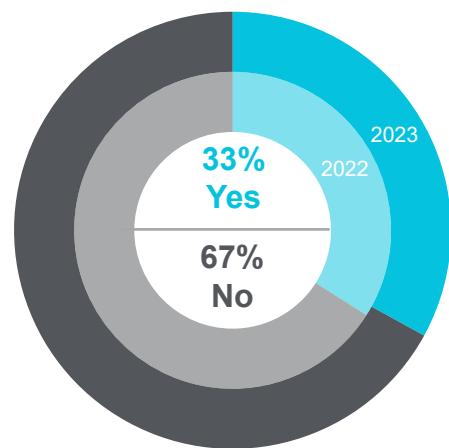
| | |
|------|-------------------|
| 2023 | Respondents: 2625 |
| 2022 | Respondents: 2983 |

Physician Health and Safety



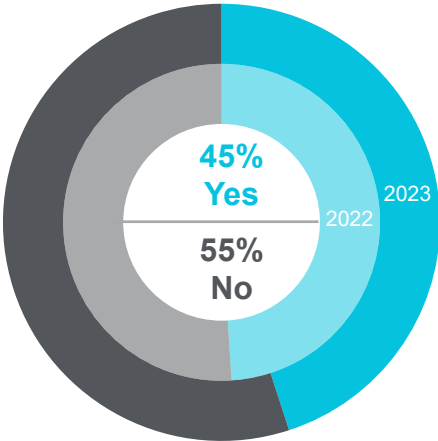
Provincial Averages

Experienced a physical safety incident



Of those who experienced an incident(s), **83%** (-2% shift) were in the range of 1-10.

Experienced a psychological safety incident



Of those who experienced an incident(s), **76%** (-4% shift) were in the range of 1-10.

| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 15.27 | 15.00 | 1 | 3 | 1 | 999 | 870 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 29.02 | 20.95 | 1 | 4.5 | 1 | 999 | 1,170 |

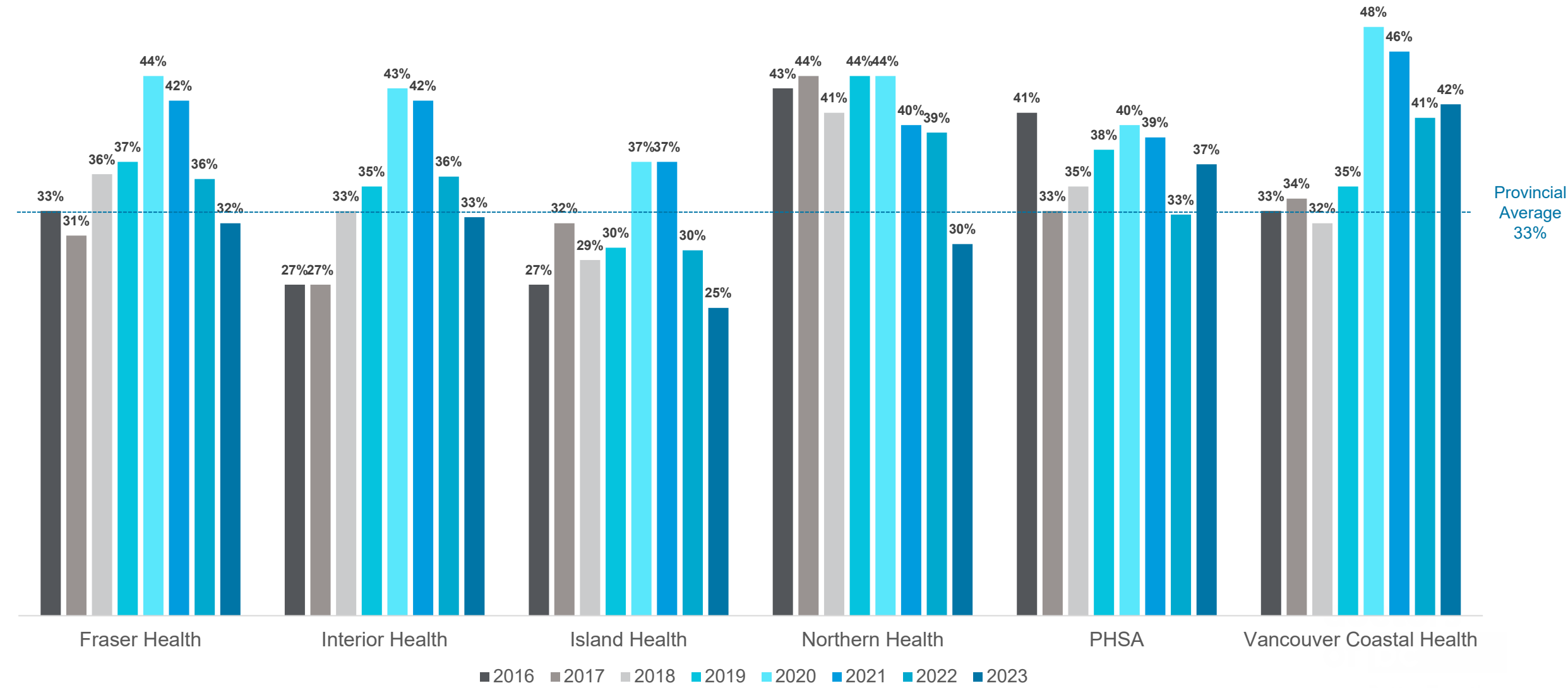
Regional Engagement Averages

Average scores and comparisons from 2022 for the same Engagement and Health and Safety questions asked in previous years.



Health Authority Engagement Trends

The following chart outlines overall average scores (% Agree only) from 2016 to 2023 for the same nine engagement questions asked in previous years.



2023 Doctors of BC Health Authority Engagement Survey

Health Authority Comparision

| Survey Year | Fraser Health Authority | Interior Health Authority | Island Health Authority | Northern Health Authority | Provincial Health Services Authority | Vancouver Coastal Health Authority | Total |
|-------------|-------------------------|---------------------------|-------------------------|---------------------------|--------------------------------------|------------------------------------|-------|
| 2023 | 565 | 477 | 583 | 132 | 168 | 696 | 2,621 |
| 2022 | 646 | 658 | 564 | 136 | 168 | 807 | 2,979 |

Engagement

| | | | | |
|--------------------------------------|------|-----|-----|-----|
| Fraser Health Authority | 2023 | 32% | 23% | 45% |
| | 2022 | 36% | 24% | 40% |
| Interior Health Authority | 2023 | 33% | 24% | 43% |
| | 2022 | 36% | 23% | 41% |
| Island Health Authority | 2023 | 25% | 22% | 53% |
| | 2022 | 30% | 24% | 46% |
| Northern Health Authority | 2023 | 30% | 20% | 50% |
| | 2022 | 39% | 19% | 42% |
| Provincial Health Services Authority | 2023 | 37% | 23% | 40% |
| | 2022 | 33% | 19% | 49% |
| Vancouver Coastal Health Authority | 2023 | 42% | 26% | 32% |
| | 2022 | 41% | 25% | 34% |

Physician Health and Safety

| | | | | |
|--------------------------------------|------|-----|-----|-----|
| Fraser Health Authority | 2023 | 51% | 26% | 23% |
| | 2022 | 52% | 25% | 23% |
| Interior Health Authority | 2023 | 51% | 26% | 23% |
| | 2022 | 52% | 24% | 24% |
| Island Health Authority | 2023 | 45% | 27% | 28% |
| | 2022 | 47% | 27% | 26% |
| Northern Health Authority | 2023 | 43% | 23% | 34% |
| | 2022 | 47% | 25% | 28% |
| Provincial Health Services Authority | 2023 | 53% | 22% | 25% |
| | 2022 | 48% | 24% | 28% |
| Vancouver Coastal Health Authority | 2023 | 54% | 24% | 22% |
| | 2022 | 54% | 24% | 22% |



SECTION 2

Hospital/Facility 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

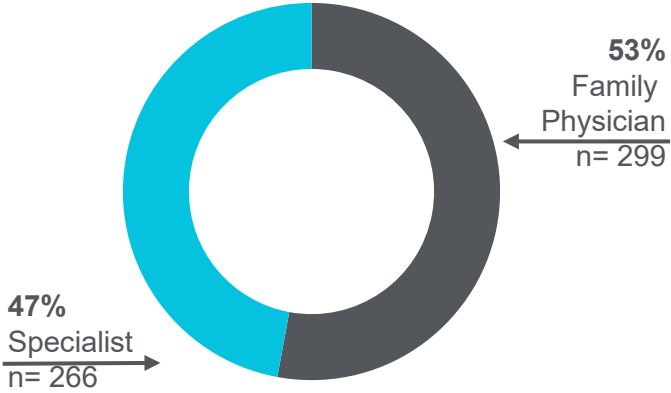
- Demographics
- Overall Engagement averages by hospital/facility
- Engagement Trends
- Physician Health and Safety
- Incidents related to Physical and Psychological Safety

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

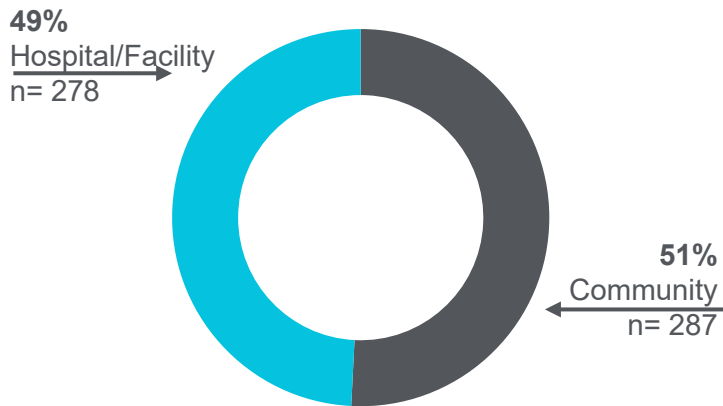
Medical leaders refers to those who hold a formal medical leadership position and receive a stipend/payment from the Health Authority i.e., Department Head, Regional Medical Lead/Director, Vice President of Medicine. It does not include leadership positions on Medical Staff Associations.

Demographics - Fraser (N = 565)

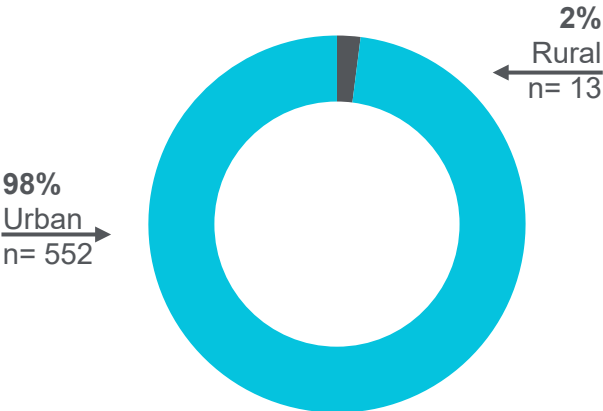
FAMILY PHYSICIANS OR SPECIALISTS



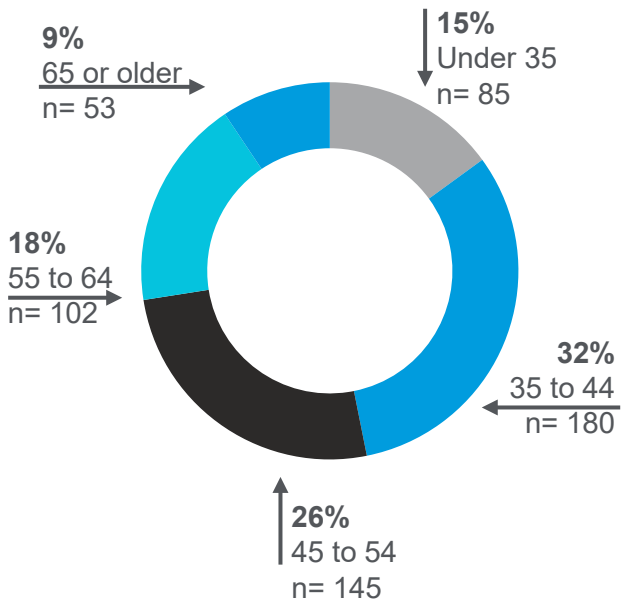
HOSPITAL/FACILITY OR COMMUNITY BASED



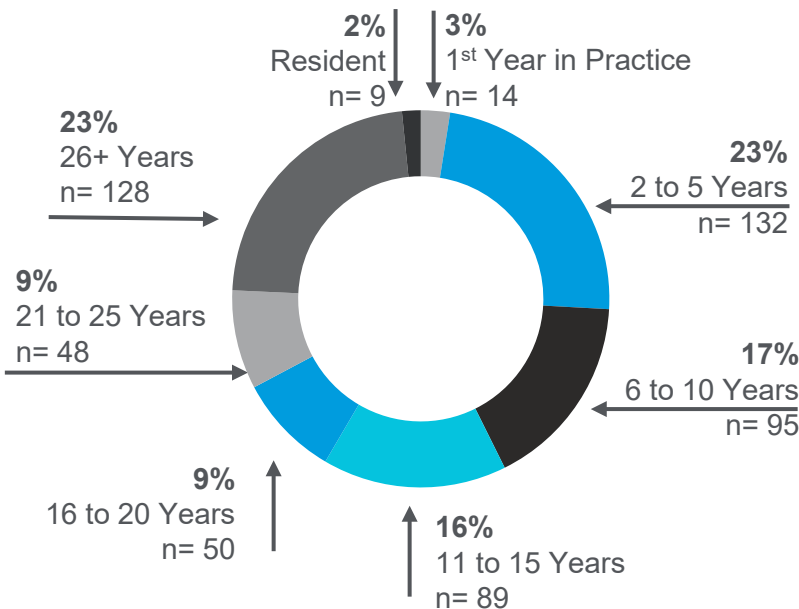
SETTING



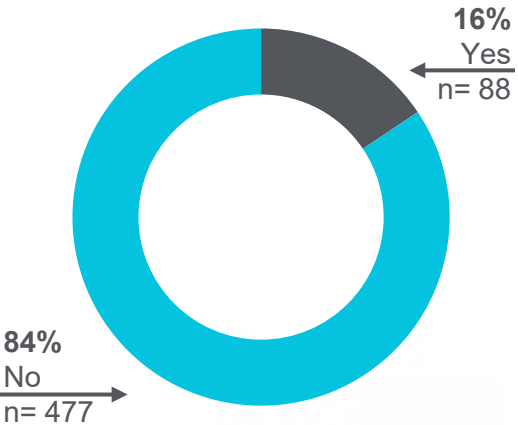
AGE



TENURE

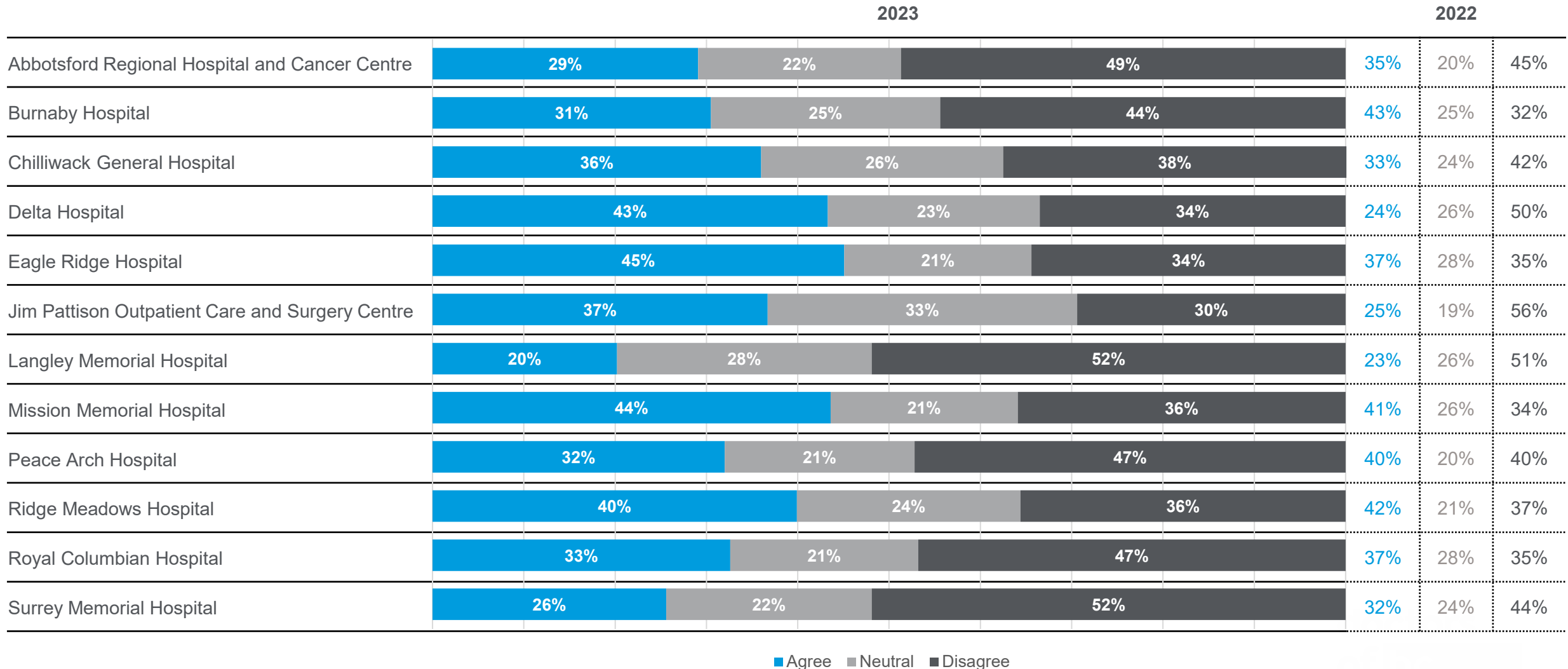


MEDICAL LEADERSHIP



Fraser Health Authority

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



2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Fraser Health Authority

Hospital / Division

Abbotsford Regional Hospital and Cancer Centre

Survey Year

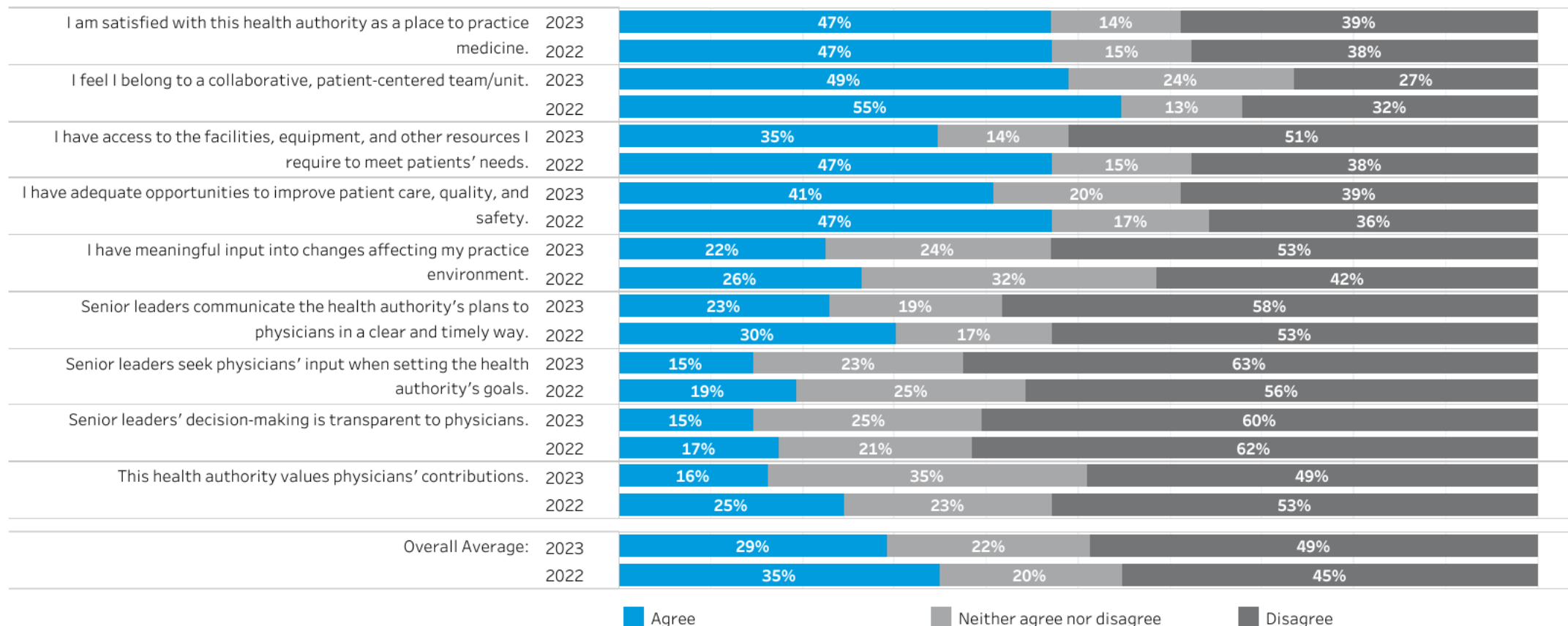
2023

Abbotsford Regional Hospital and Cancer Centre

2023 Respondents: 49

2022 Respondents: 53

Engagement



2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Fraser Health Authority

Hospital / Division

Abbotsford Regional Hospital and Cancer Centre

Survey Year

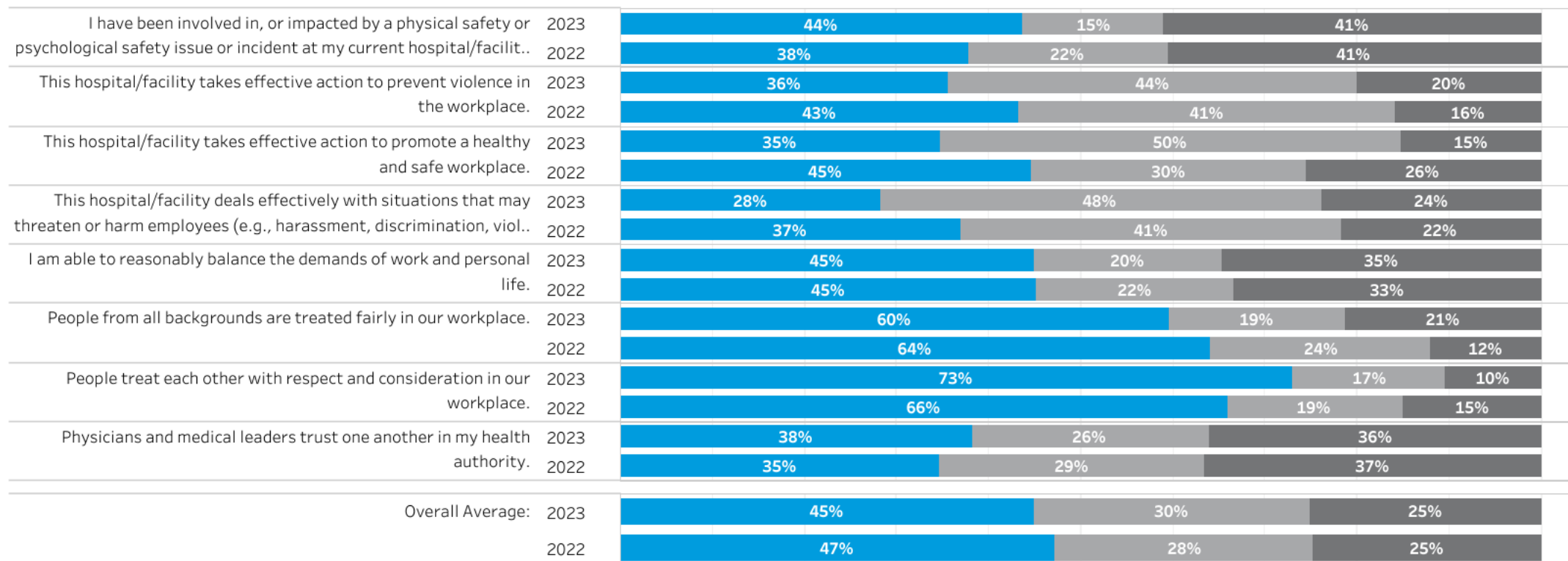
2023

Abbotsford Regional Hospital and Cancer Centre

2023 Respondents: 49

2022 Respondents: 53

Physician Health and Safety



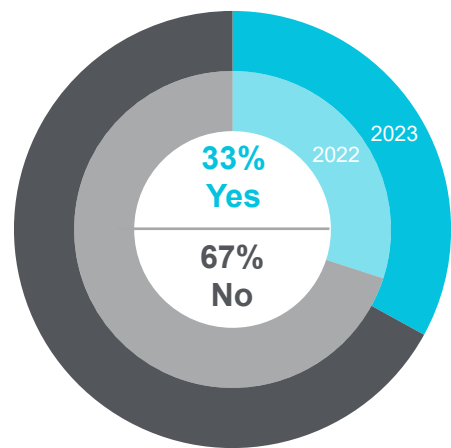
Agree

Neither agree nor disagree

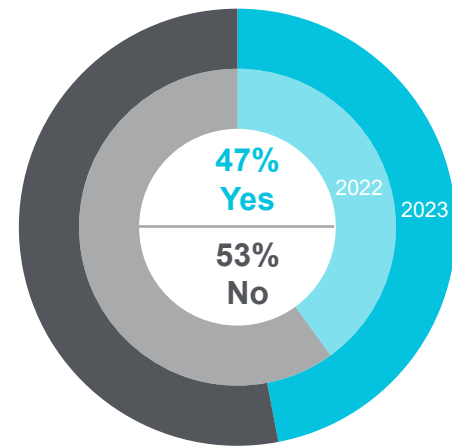
Disagree

Abbotsford Regional Hospital and Cancer Centre

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 9.75 | 3.19 | 2 (b) | 5 | 1 | 50 | 16 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 55.70 | 13.14 | 2 | 4 | 1 | 999 | 23 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Multiple values

Hospital / Division

Burnaby Hospital

Survey Year

2023

Burnaby Hospital

| | |
|------|-----------------|
| 2023 | Respondents: 82 |
| 2022 | Respondents: 87 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 43% | 27% | 30% |
| | 2022 | 59% | 20% | 21% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 54% | 21% | 26% |
| | 2022 | 62% | 18% | 20% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 37% | 15% | 48% |
| | 2022 | 57% | 10% | 33% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 38% | 28% | 34% |
| | 2022 | 57% | 20% | 23% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 32% | 22% | 46% |
| | 2022 | 39% | 27% | 34% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 18% | 29% | 54% |
| | 2022 | 32% | 33% | 35% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 19% | 25% | 57% |
| | 2022 | 30% | 29% | 42% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 11% | 26% | 63% |
| | 2022 | 13% | 39% | 48% |
| This health authority values physicians' contributions. | 2023 | 24% | 34% | 43% |
| | 2022 | 37% | 33% | 30% |
| Overall Average: | 2023 | 31% | 25% | 44% |
| | 2022 | 43% | 25% | 32% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Multiple values

Hospital / Division

Burnaby Hospital

Survey Year

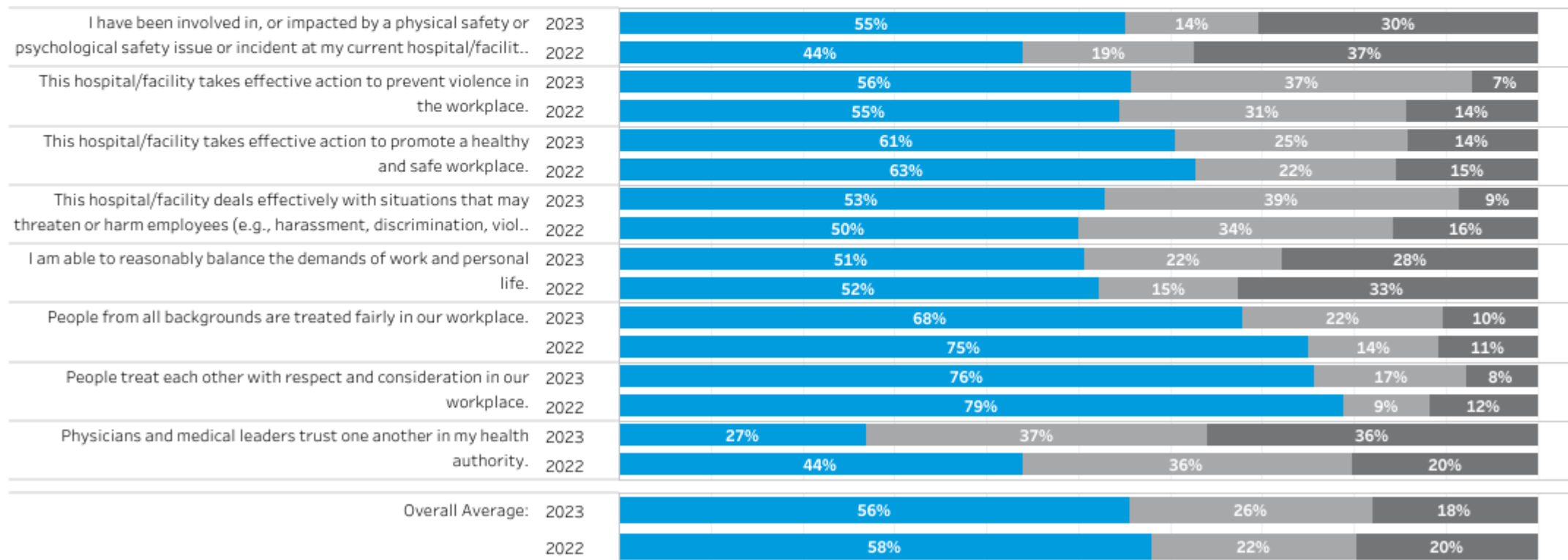
2023

Burnaby Hospital

2023 Respondents: 82

2022 Respondents: 87

Physician Health and Safety



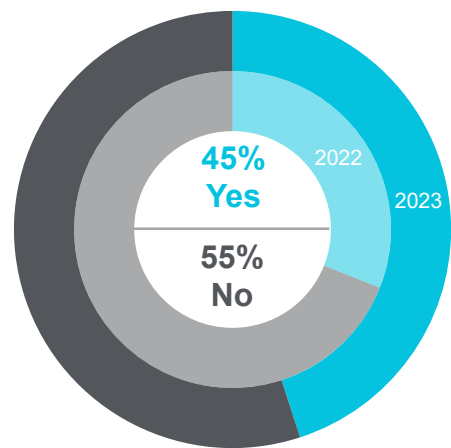
Agree

Neither agree nor disagree

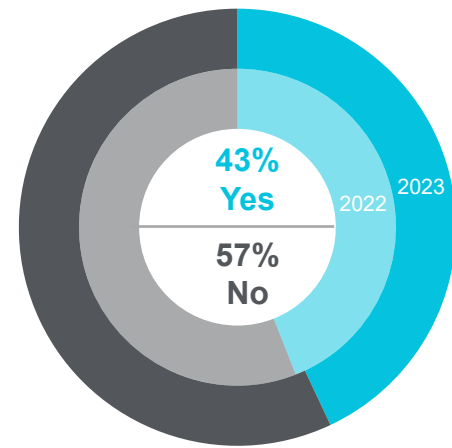
Disagree

Burnaby Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 16.14 | 8.96 | 1 (b) | 3 | 1 | 365 | 37 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 28.26 | 12.76 | 10 | 10 | 1 | 365 | 35 |

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Hospital or Division

Hospital

Health Authority

Fraser Health Authority

Hospital / Division

Chilliwack General Hospital

Survey Year

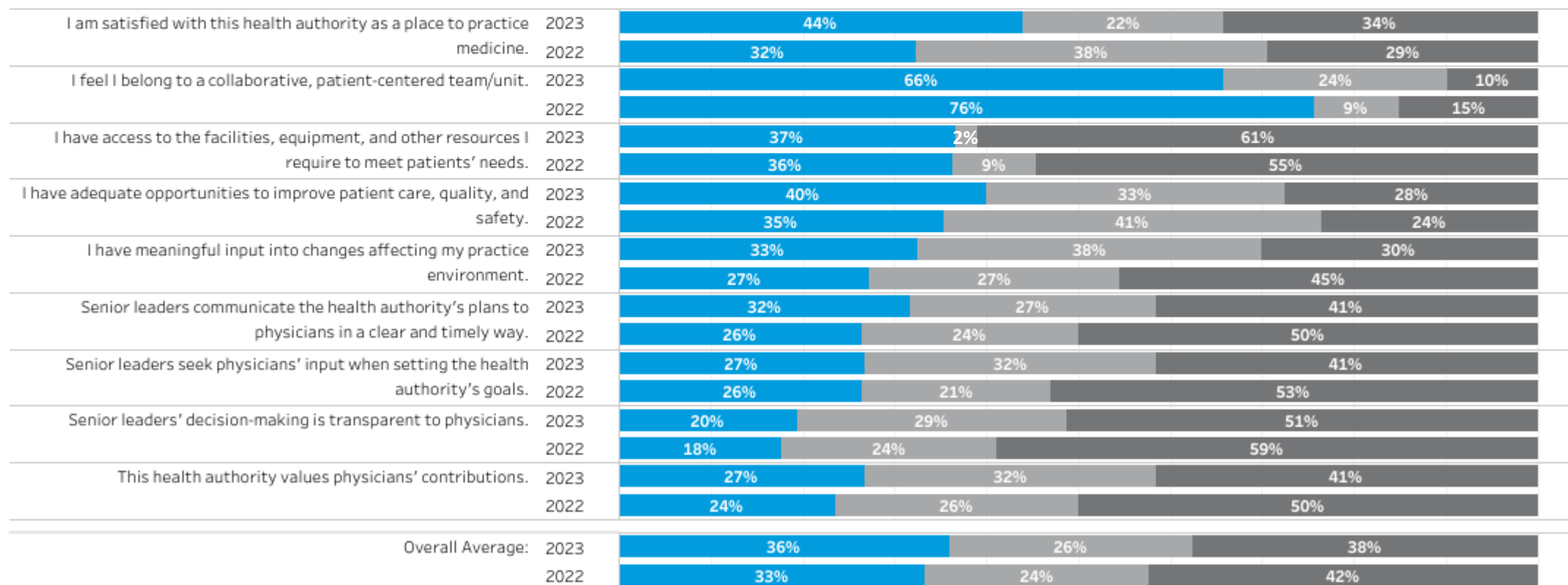
2023

Chilliwack General Hospital

2023 Respondents: 41

2022 Respondents: 34

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Fraser Health Authority

Hospital / Division

Chilliwack General Hospital

Survey Year

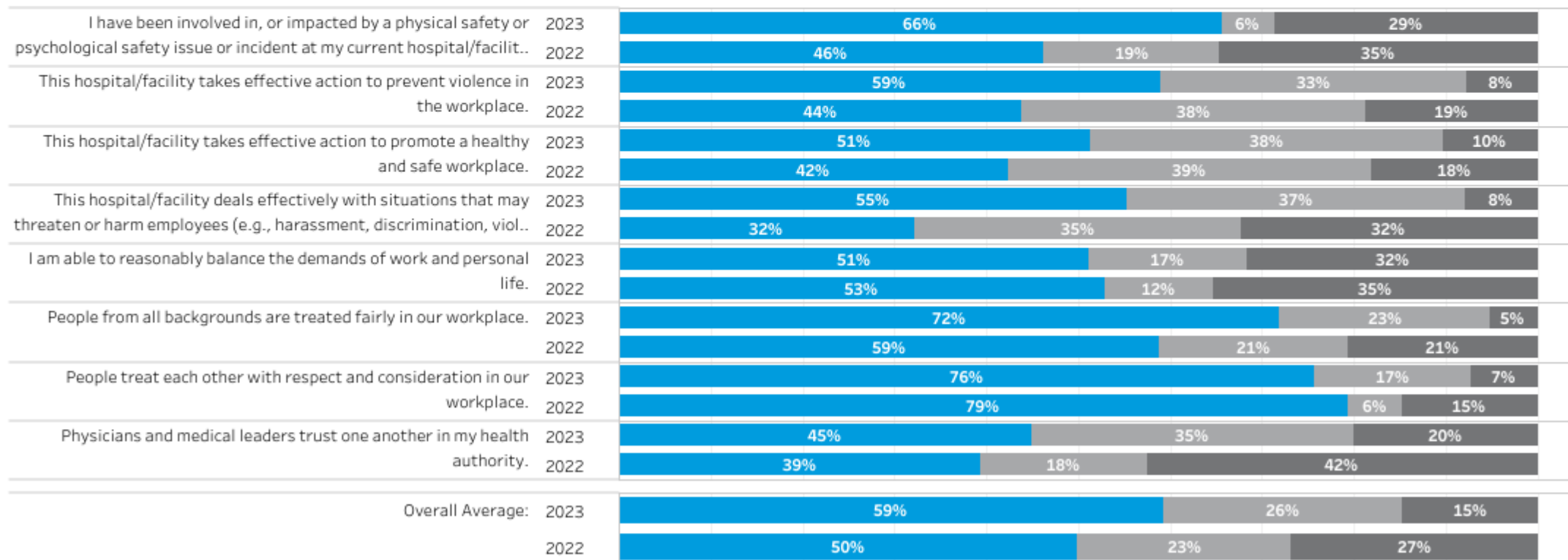
2023

Chilliwack General Hospital

2023 Respondents: 41

2022 Respondents: 34

Physician Health and Safety



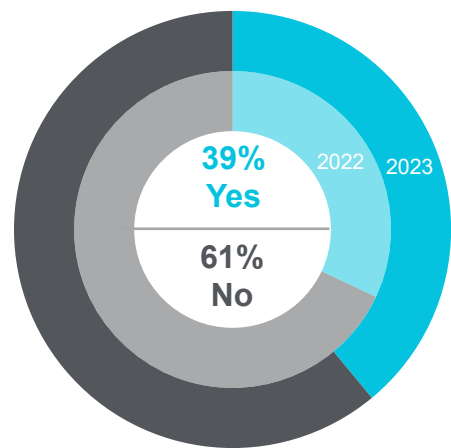
Agree

Neither agree nor disagree

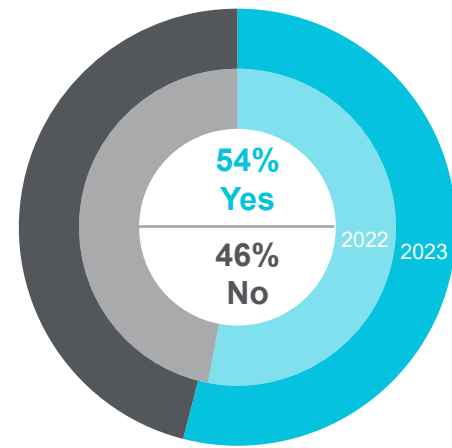
Disagree

Chilliwack General Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 4.06 | 26.91 | 1 | 3 | 1 | 15 | 16 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 71.05 | 70.39 | 1 | 4.5 | 1 | 999 | 22 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Fraser Health Authority

Hospital / Division

Delta Hospital

Survey Year

2023

Delta Hospital

2023 Respondents: 15

2022 Respondents: 15

Engagement

| | | | | | | |
|--|------|-----|--|--|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 67% | | | 20% | 13% |
| | 2022 | 47% | | | 33% | 20% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 67% | | | 27% | 7% |
| | 2022 | 60% | | | 7% | 33% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 53% | | | 13% | 33% |
| | 2022 | 36% | | | 21% | 43% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 60% | | | 20% | 20% |
| | 2022 | 20% | | | 33% | 47% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 43% | | | 29% | 29% |
| | 2022 | 20% | | | 27% | 53% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 27% | | | 27% | 47% |
| | 2022 | 21% | | | 29% | 50% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 20% | | | 27% | 53% |
| | 2022 | 7% | | | 36% | 57% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 20% | | | 27% | 53% |
| | 2022 | 29% | | | 71% | |
| This health authority values physicians' contributions. | 2023 | 33% | | | 20% | 47% |
| | 2022 | 21% | | | 79% | |
| Overall Average: | 2023 | 43% | | | 23% | 34% |
| | 2022 | 24% | | | 26% | 50% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Fraser Health Authority

Hospital / Division

Delta Hospital

Survey Year

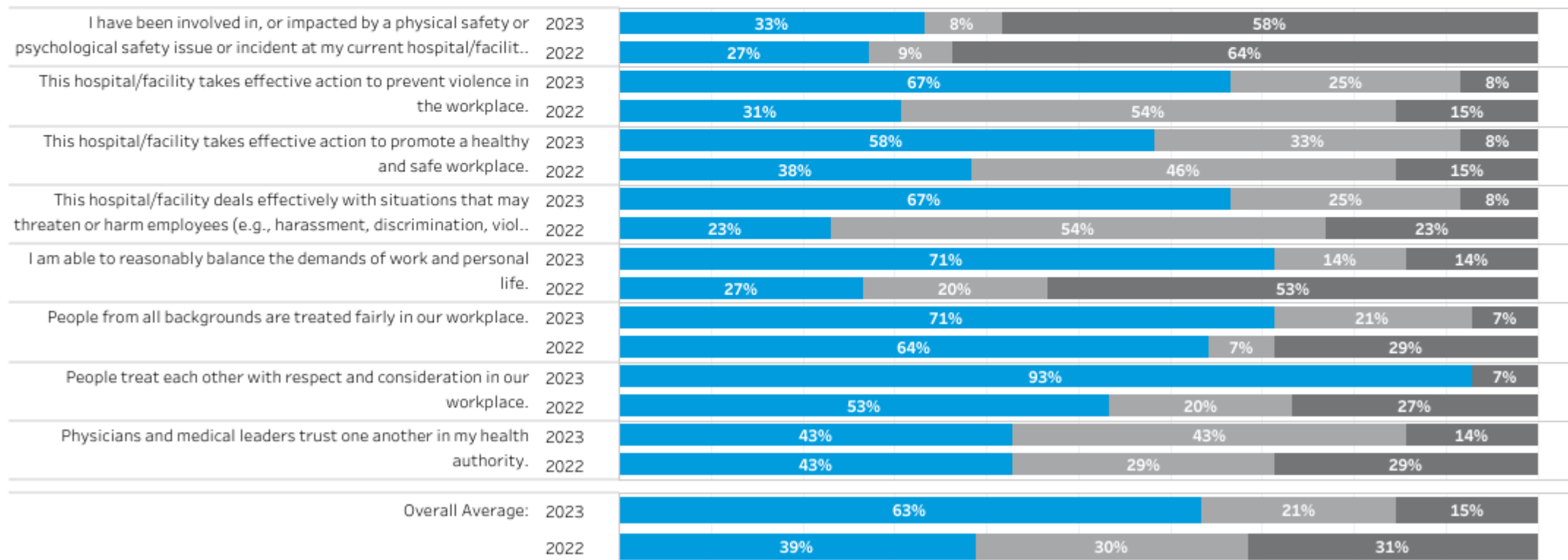
2023

Delta Hospital

2023 Respondents: 15

2022 Respondents: 15

Physician Health and Safety

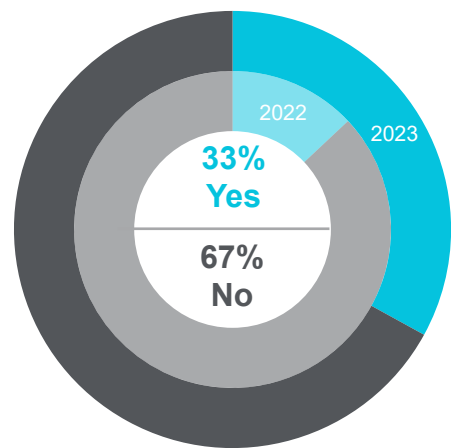


Agree

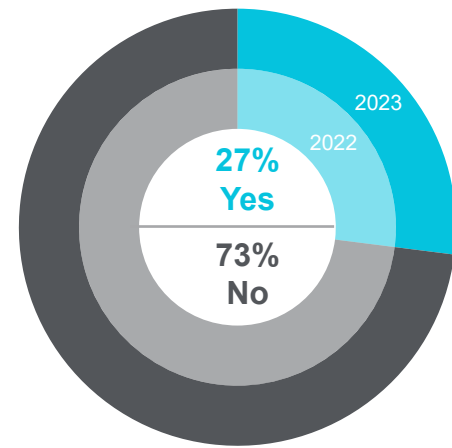
Neither agree nor disagree

Disagree

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 7.60 | 13.50 | 1 | 6 | 1 | 20 | 5 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 13.50 | 3.25 | 4 (b) | 10 | 4 | 30 | 4 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Fraser Health Authority

Hospital / Division

Eagle Ridge Hospital

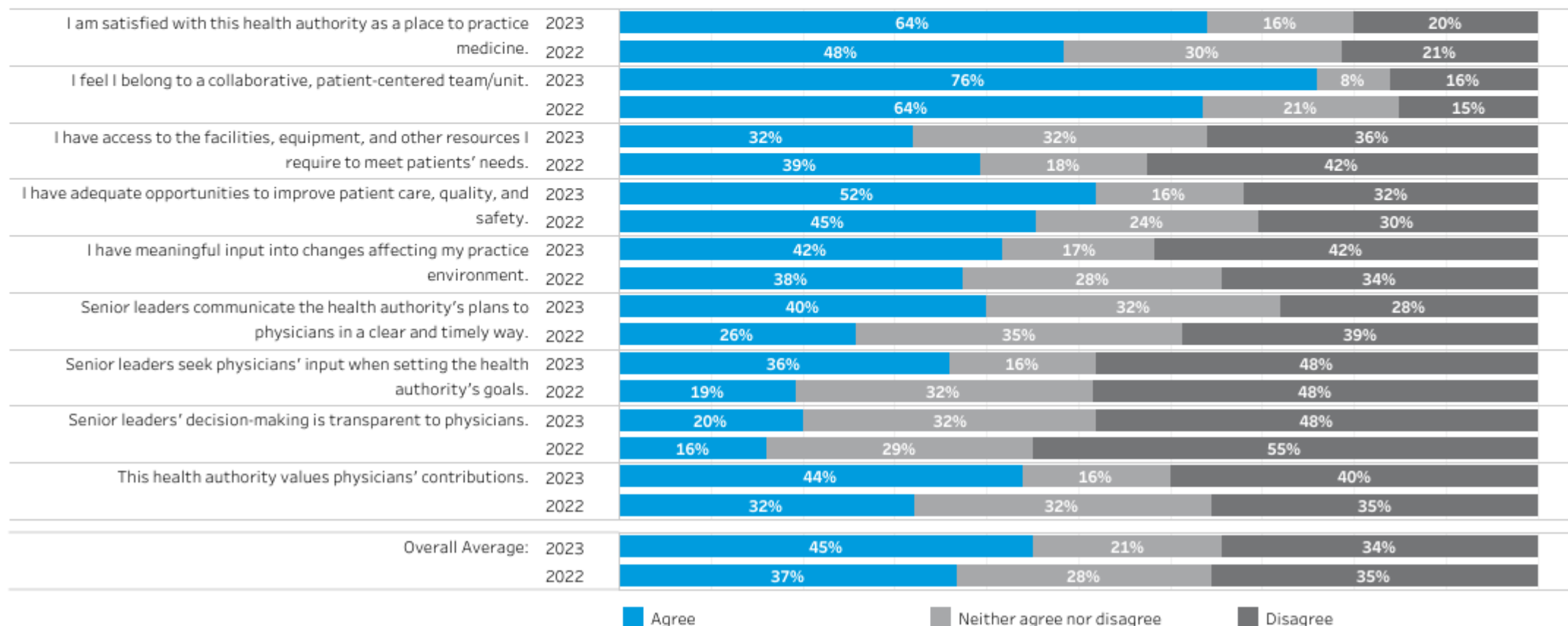
Survey Year

2023

Eagle Ridge Hospital

| | |
|------|-----------------|
| 2023 | Respondents: 25 |
| 2022 | Respondents: 33 |

Engagement



2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Fraser Health Authority

Hospital / Division

Eagle Ridge Hospital

Survey Year

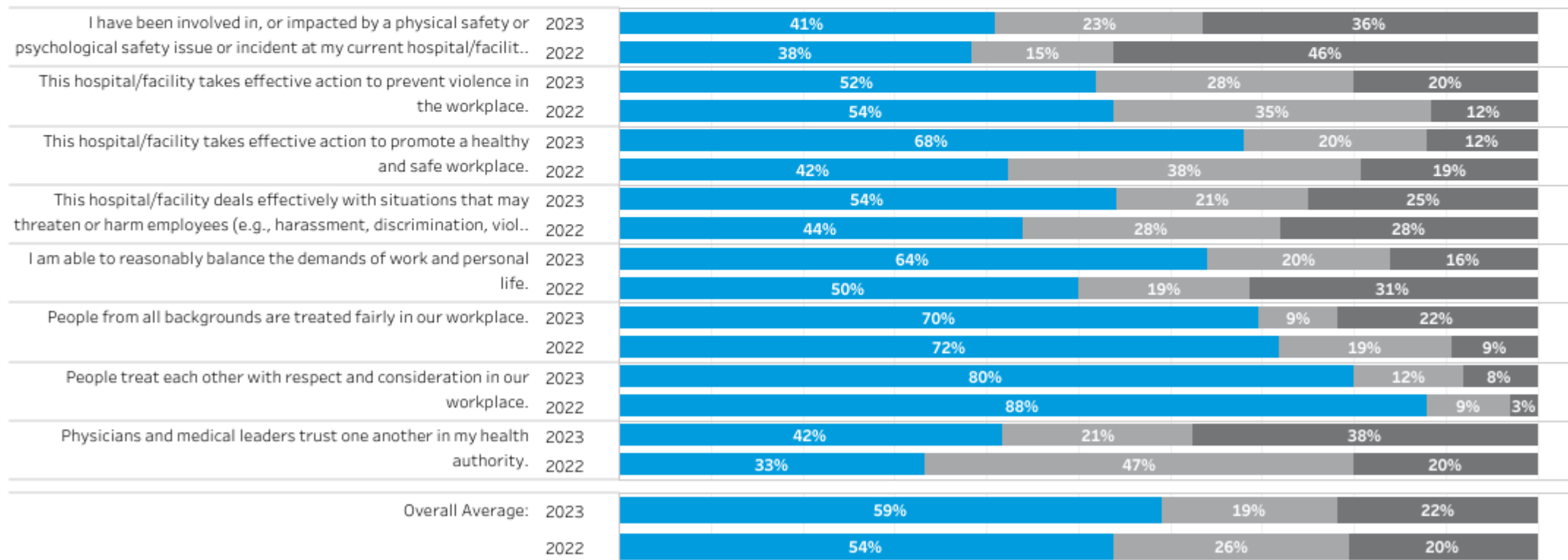
2023

Eagle Ridge Hospital

2023 Respondents: 25

2022 Respondents: 33

Physician Health and Safety



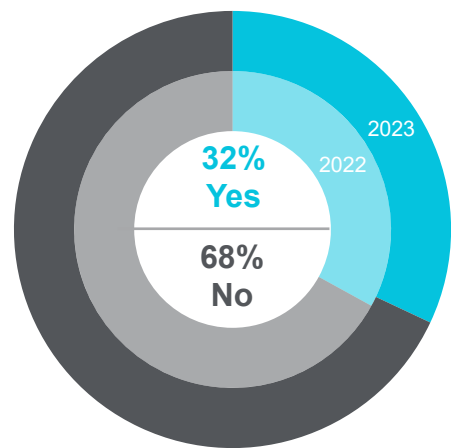
Agree

Neither agree nor disagree

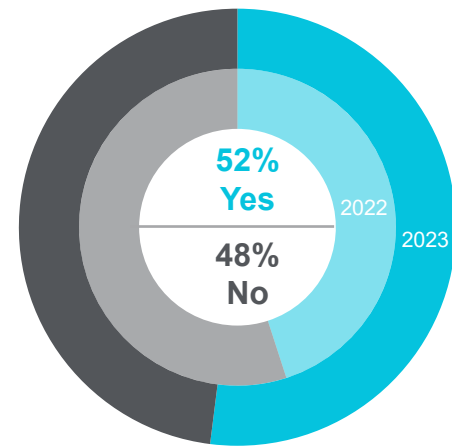
Disagree

Eagle Ridge Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 4.38 | 2.36 | 2 | 3 | 2 | 15 | 8 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 13.08 | 5.40 | 3 | 3 | 1 | 100 | 13 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Fraser Health Authority

Hospital / Division

Jim Pattison Outpatient Care and Surgery Centre

Survey Year

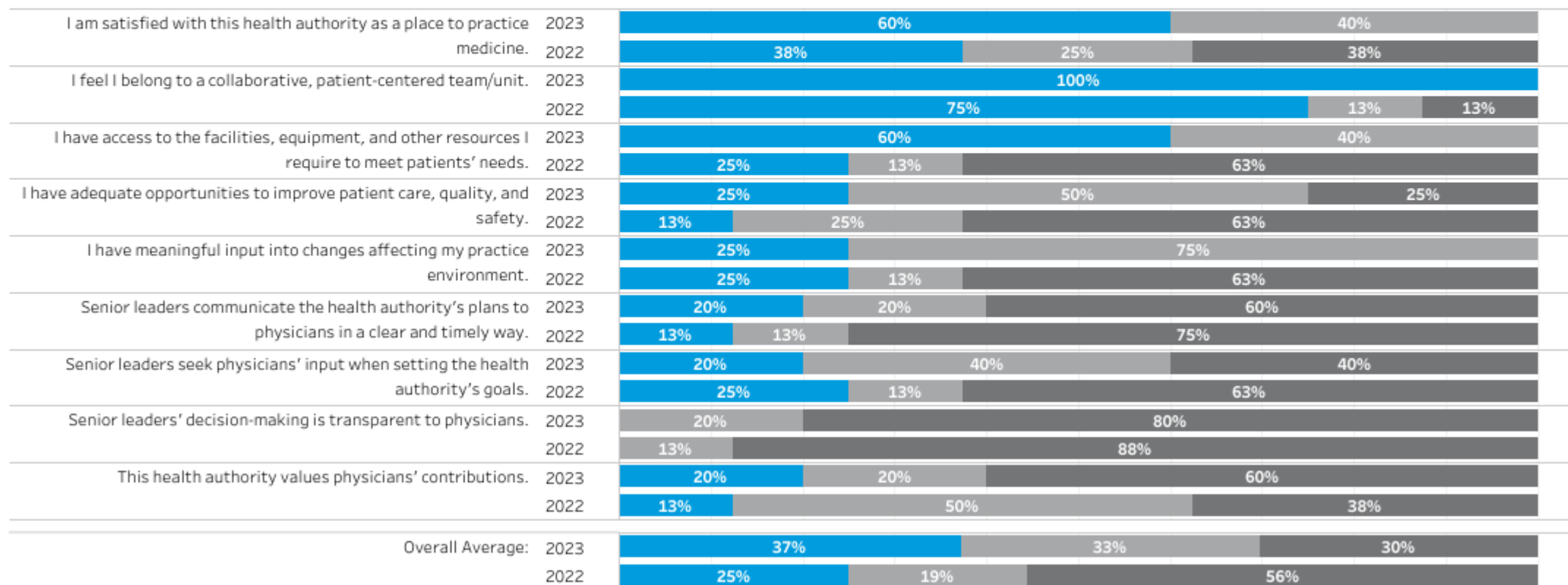
2023

Jim Pattison Outpatient Care and Surgery Centre

2023 Respondents: 5

2022 Respondents: 8

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Fraser Health Authority

Hospital / Division

Jim Pattison Outpatient Care and Surgery Centre

Survey Year

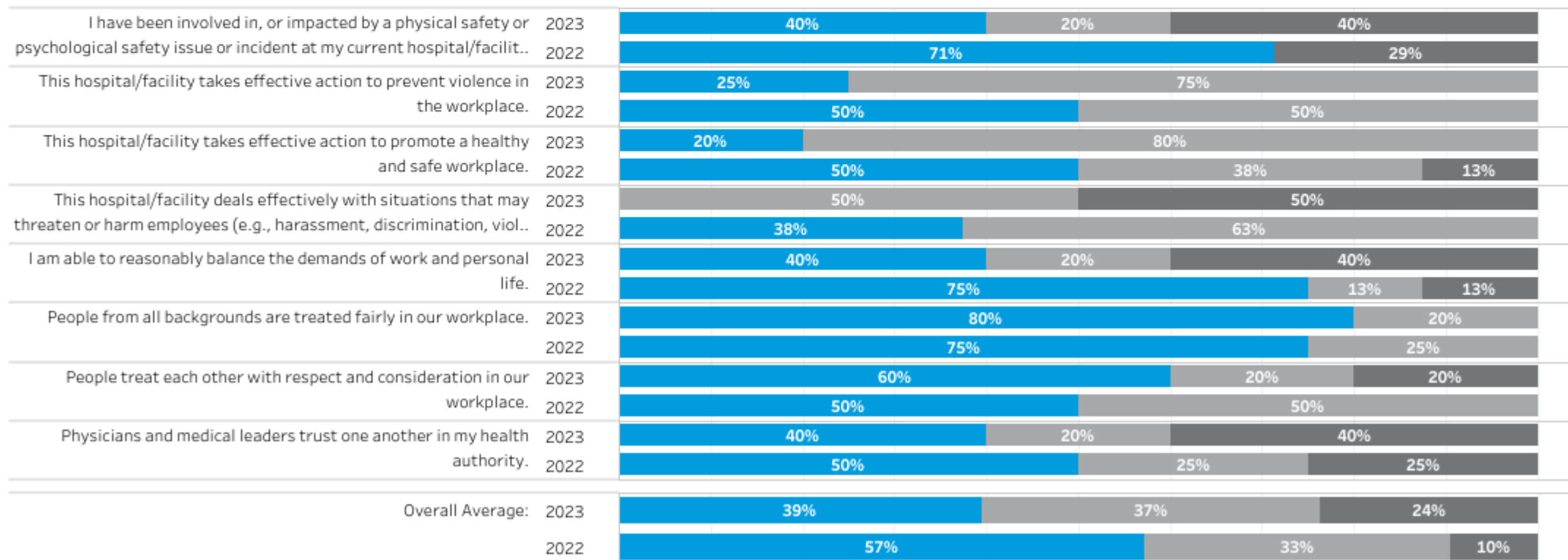
2023

Jim Pattison Outpatient Care and Surgery Centre

2023 Respondents: 5

2022 Respondents: 8

Physician Health and Safety



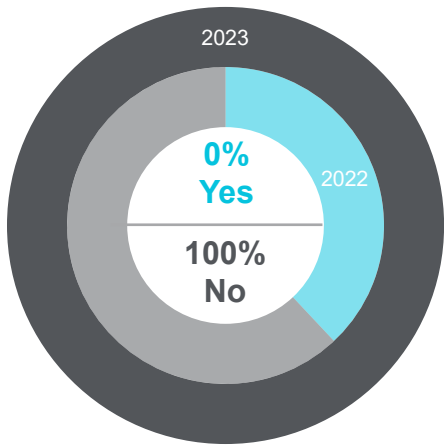
Agree

Neither agree nor disagree

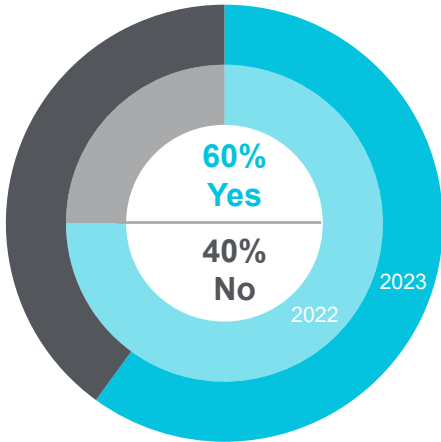
Disagree

Jim Pattison Outpatient Care and Surgery Centre

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | - | 4.67 | - | - | - | - | - |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 11.67 | 7.33 | 5 (b) | 10 | 5 | 20 | 3 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Fraser Health Authority

Hospital / Division

Langley Memorial Hospital

Survey Year

2023

Langley Memorial Hospital

2023 Respondents: 37

2022 Respondents: 50

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 25% | 36% | 39% |
| | 2022 | 36% | 26% | 38% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 42% | 22% | 36% |
| | 2022 | 48% | 19% | 33% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 14% | 14% | 71% |
| | 2022 | 29% | 14% | 57% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 29% | 29% | 43% |
| | 2022 | 26% | 30% | 44% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 17% | 31% | 53% |
| | 2022 | 16% | 34% | 50% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 19% | 33% | 47% |
| | 2022 | 20% | 27% | 53% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 8% | 36% | 56% |
| | 2022 | 10% | 29% | 61% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 8% | 28% | 64% |
| | 2022 | 6% | 27% | 67% |
| This health authority values physicians' contributions. | 2023 | 19% | 22% | 58% |
| | 2022 | 16% | 26% | 58% |
| Overall Average: | 2023 | 20% | 28% | 52% |
| | 2022 | 23% | 26% | 51% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Fraser Health Authority

Hospital / Division

Langley Memorial Hospital

Survey Year

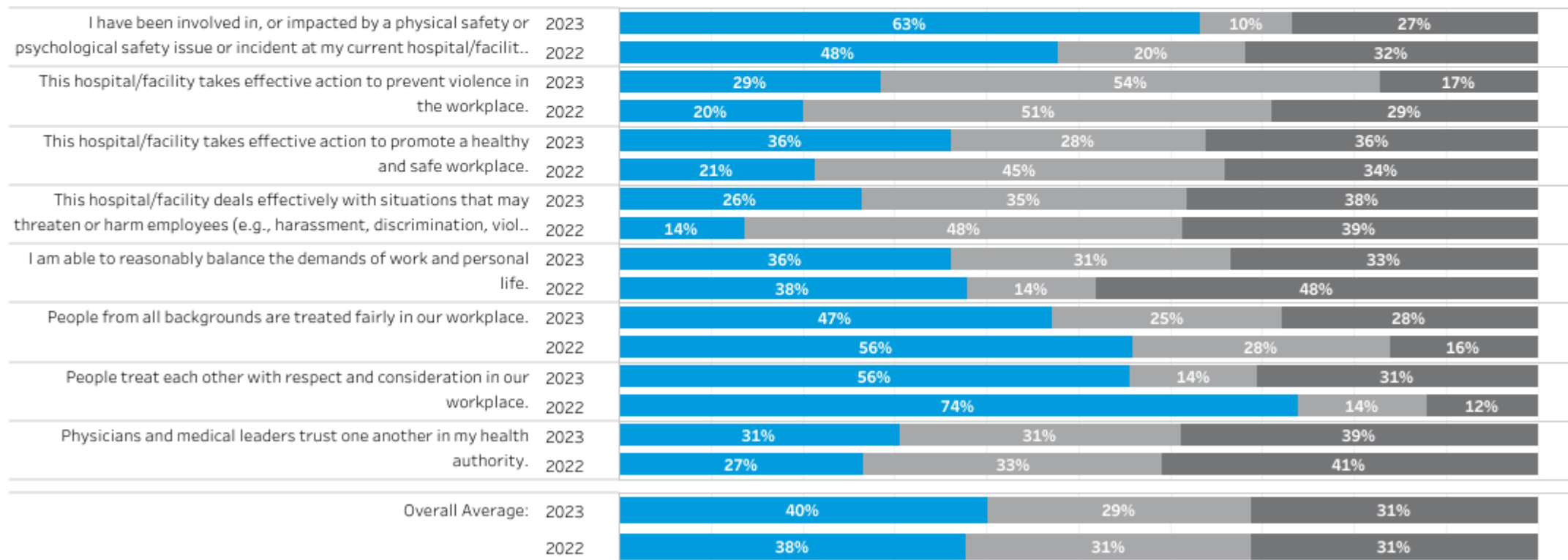
2023

Langley Memorial Hospital

2023 Respondents: 37

2022 Respondents: 50

Physician Health and Safety



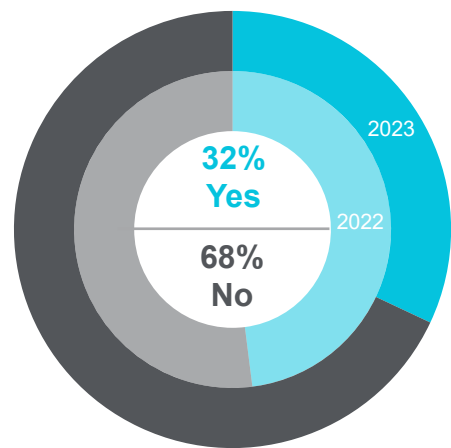
Agree

Neither agree nor disagree

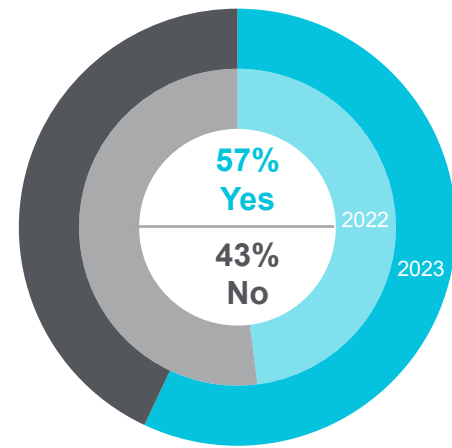
Disagree

Langley Memorial Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 7.67 | 6.58 | 1 | 3.5 | 1 | 30 | 12 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 7.05 | 11.29 | 1 (b) | 3 | 1 | 30 | 21 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Fraser Health Authority

Hospital / Division

Mission Memorial Hospital

Survey Year

2023

Mission Memorial Hospital

2023 Respondents: 13

2022 Respondents: 18

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 62% | 15% | 23% |
| | 2022 | 35% | 41% | 24% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 62% | 15% | 23% |
| | 2022 | 50% | 22% | 28% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 31% | 15% | 54% |
| | 2022 | 35% | 18% | 47% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 46% | 15% | 38% |
| | 2022 | 50% | 11% | 39% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 54% | 15% | 31% |
| | 2022 | 44% | 22% | 33% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 46% | 23% | 31% |
| | 2022 | 39% | 28% | 33% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 38% | 15% | 46% |
| | 2022 | 50% | 17% | 33% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 15% | 46% | 38% |
| | 2022 | 17% | 50% | 33% |
| This health authority values physicians' contributions. | 2023 | 38% | 23% | 38% |
| | 2022 | 44% | 22% | 33% |
| Overall Average: | 2023 | 44% | 21% | 36% |
| | 2022 | 41% | 26% | 34% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Fraser Health Authority

Hospital / Division

Mission Memorial Hospital

Survey Year

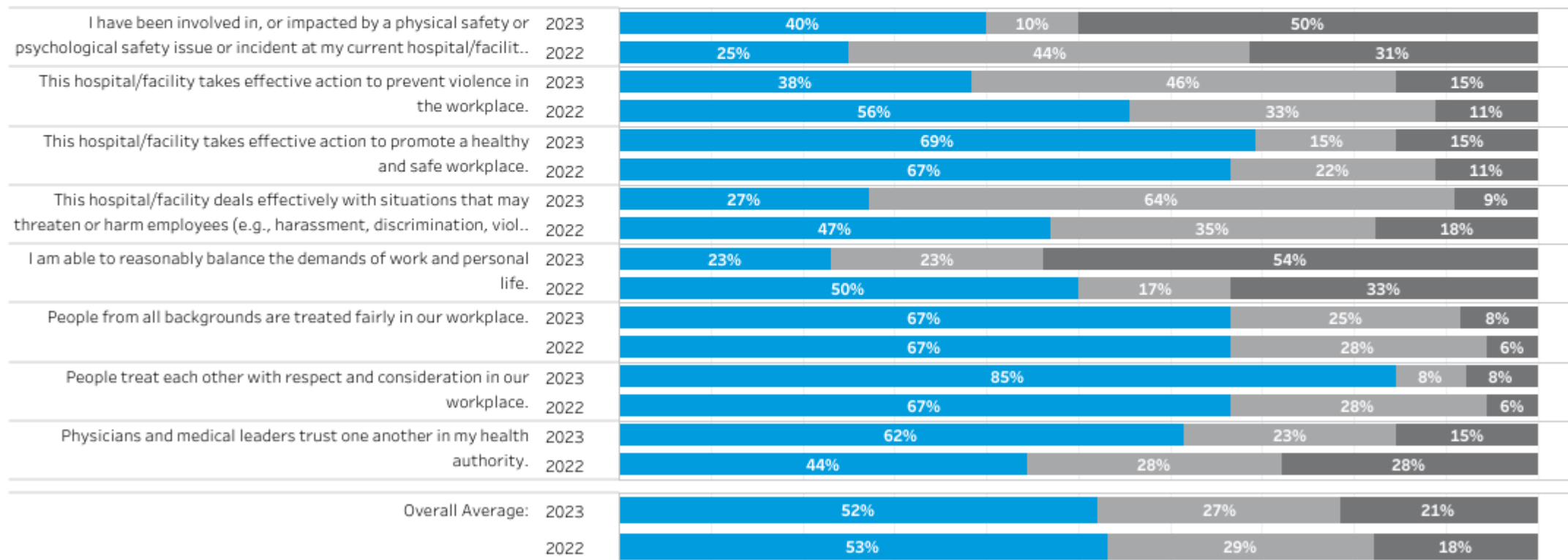
2023

Mission Memorial Hospital

2023 Respondents: 13

2022 Respondents: 18

Physician Health and Safety



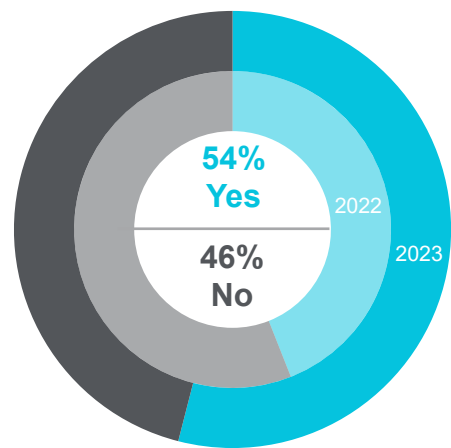
Agree

Neither agree nor disagree

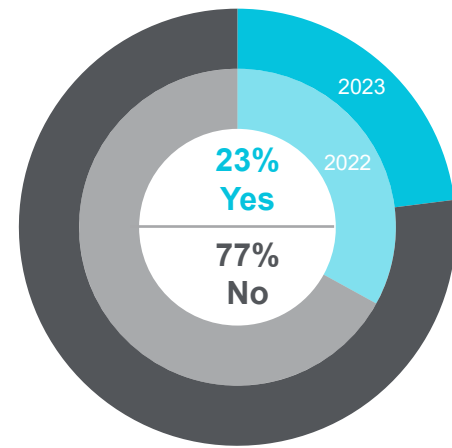
Disagree

Mission Memorial Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 55.14 | 115.75 | 2 (b) | 3 | 1 | 365 | 7 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 34.00 | 168.00 | 1 | 1 | 1 | 100 | 3 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Fraser Health Authority

Hospital / Division

Peace Arch Hospital

Survey Year

2023

Peace Arch Hospital

| | |
|------|-----------------|
| 2023 | Respondents: 32 |
| 2022 | Respondents: 45 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 38% | 16% | 47% |
| | 2022 | 64% | 11% | 25% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 63% | 13% | 25% |
| | 2022 | 64% | 22% | 13% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 38% | 16% | 47% |
| | 2022 | 36% | 22% | 42% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 44% | 22% | 34% |
| | 2022 | 41% | 20% | 39% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 28% | 19% | 53% |
| | 2022 | 34% | 20% | 45% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 19% | 28% | 53% |
| | 2022 | 34% | 16% | 50% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 22% | 16% | 63% |
| | 2022 | 28% | 21% | 51% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 16% | 28% | 56% |
| | 2022 | 23% | 20% | 57% |
| This health authority values physicians' contributions. | 2023 | 22% | 31% | 47% |
| | 2022 | 34% | 27% | 39% |
| Overall Average: | 2023 | 32% | 21% | 47% |
| | 2022 | 40% | 20% | 40% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Fraser Health Authority

Hospital / Division

Peace Arch Hospital

Survey Year

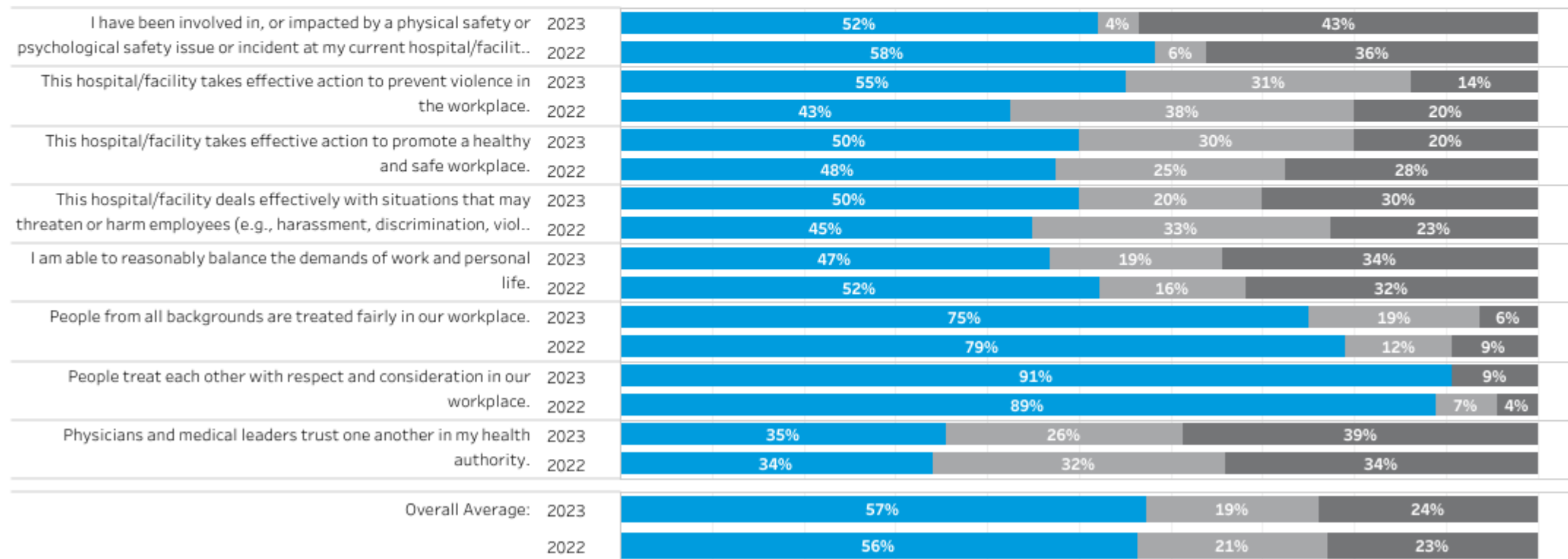
2023

Peace Arch Hospital

2023 Respondents: 32

2022 Respondents: 45

Physician Health and Safety



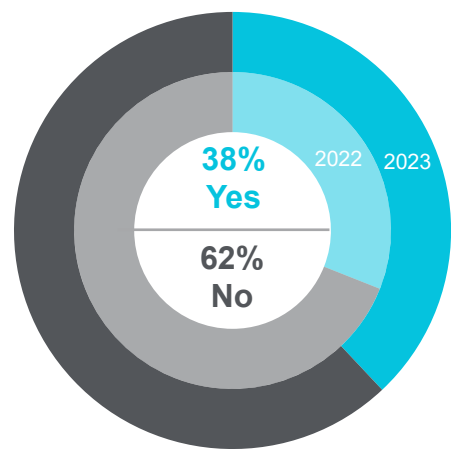
Agree

Neither agree nor disagree

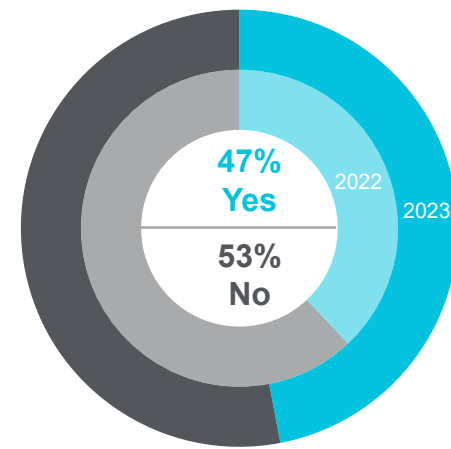
Disagree

Peace Arch Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 7.92 | 10.93 | 1 | 3 | 1 | 40 | 12 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 10.73 | 5.94 | 1 | 4 | 1 | 80 | 15 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Fraser Health Authority

Hospital / Division

Ridge Meadows Hospital

Survey Year

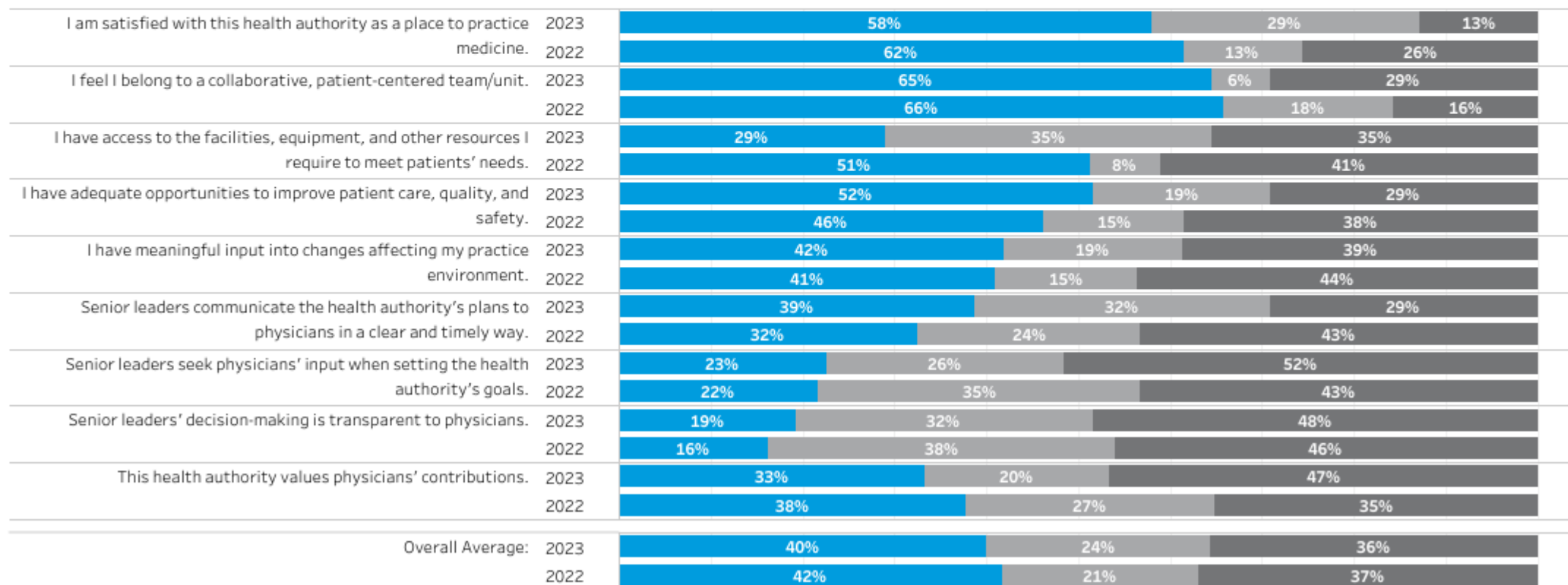
2023

Ridge Meadows Hospital

2023 Respondents: 31

2022 Respondents: 39

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Fraser Health Authority

Hospital / Division

Ridge Meadows Hospital

Survey Year

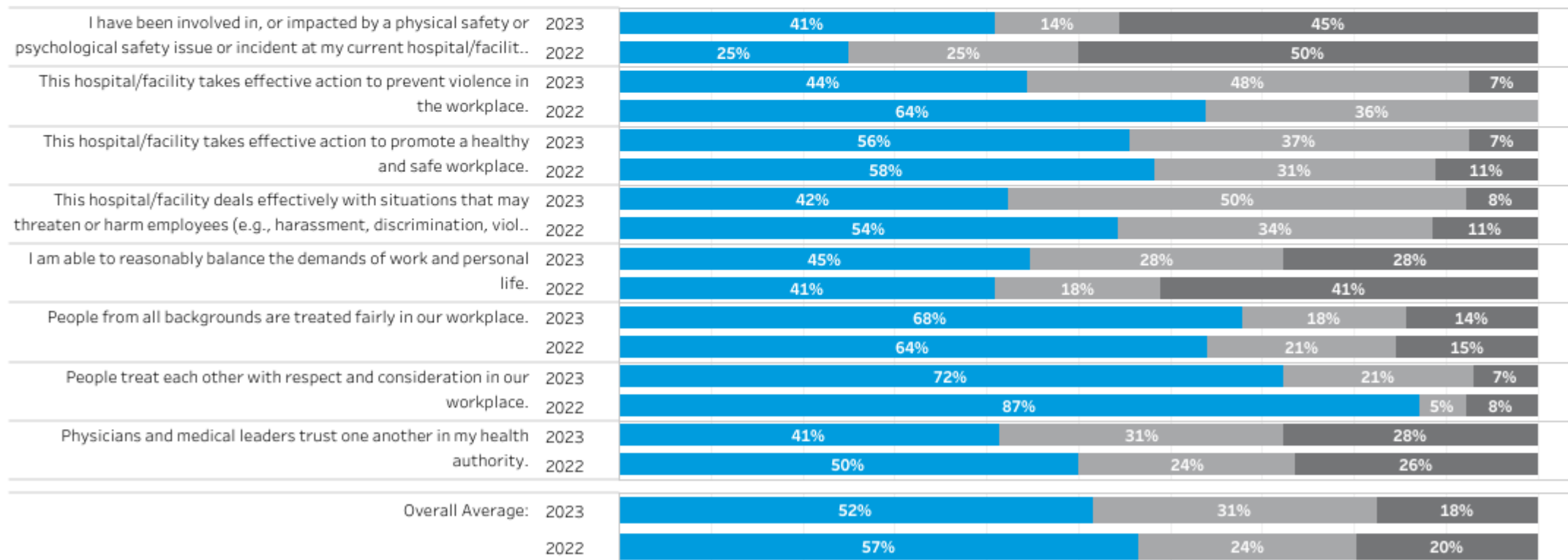
2023

Ridge Meadows Hospital

2023 Respondents: 31

2022 Respondents: 39

Physician Health and Safety



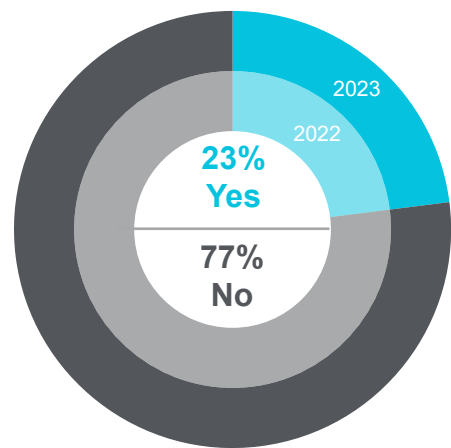
Agree

Neither agree nor disagree

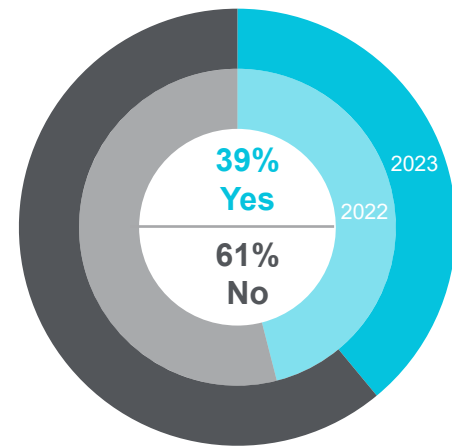
Disagree

Ridge Meadows Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 7.14 | 10.67 | 1 | 2 | 1 | 40 | 7 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 86.50 | 7.00 | 1 | 3 | 1 | 999 | 12 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Multiple values

Hospital / Division

Royal Columbian Hospital

Survey Year

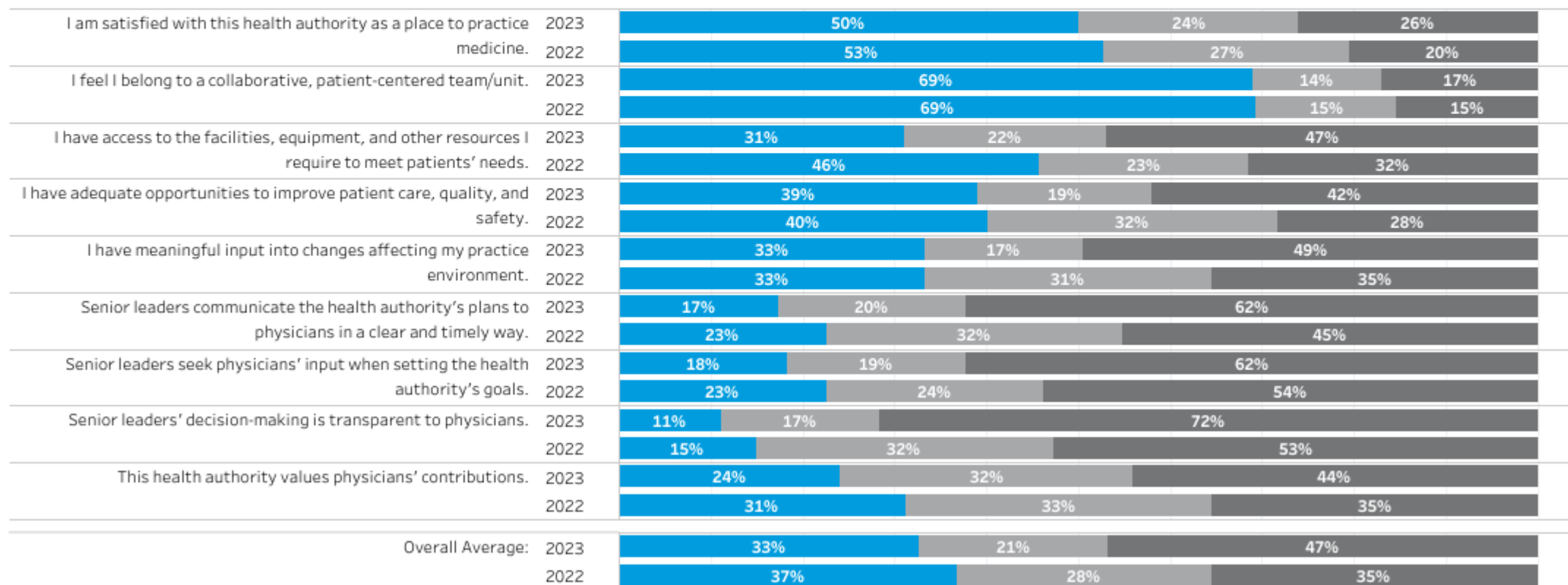
2023

Royal Columbian Hospital

2023 Respondents: 100

2022 Respondents: 93

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Multiple values

Hospital / Division

Royal Columbian Hospital

Survey Year

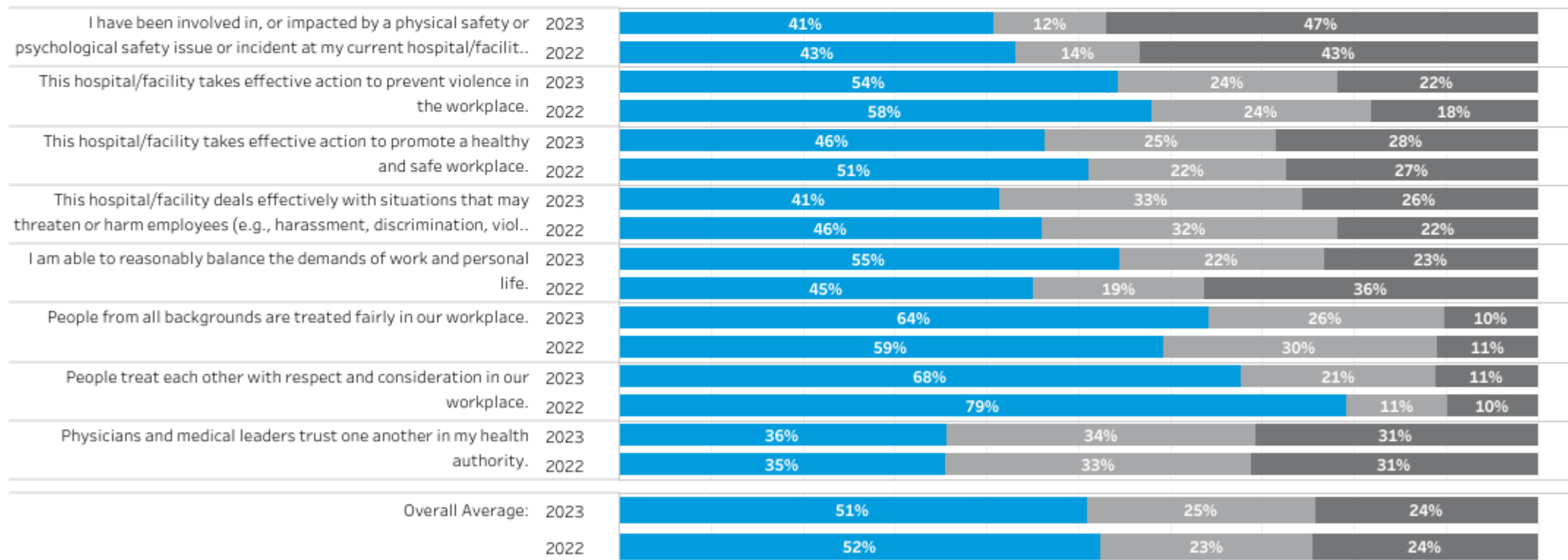
2023

Royal Columbian Hospital

2023 Respondents: 100

2022 Respondents: 93

Physician Health and Safety



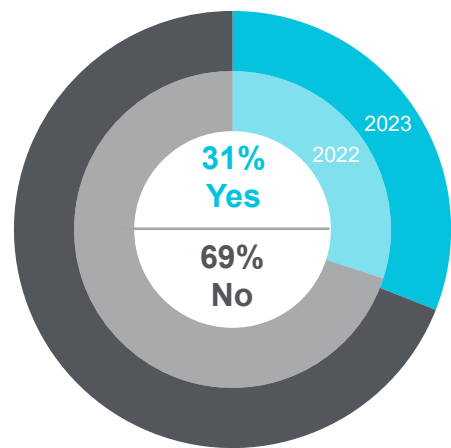
Agree

Neither agree nor disagree

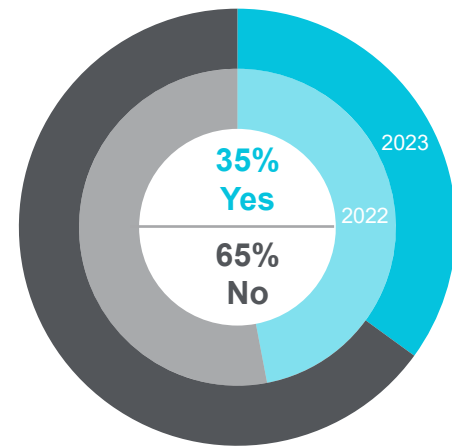
Disagree

Royal Columbian Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 19.81 | 3.68 | 1 (b) | 2 | 1 | 365 | 31 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 7.74 | 5.55 | 1 | 4 | 1 | 30 | 35 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Fraser Health Authority

Hospital / Division

Surrey Memorial Hospital

Survey Year

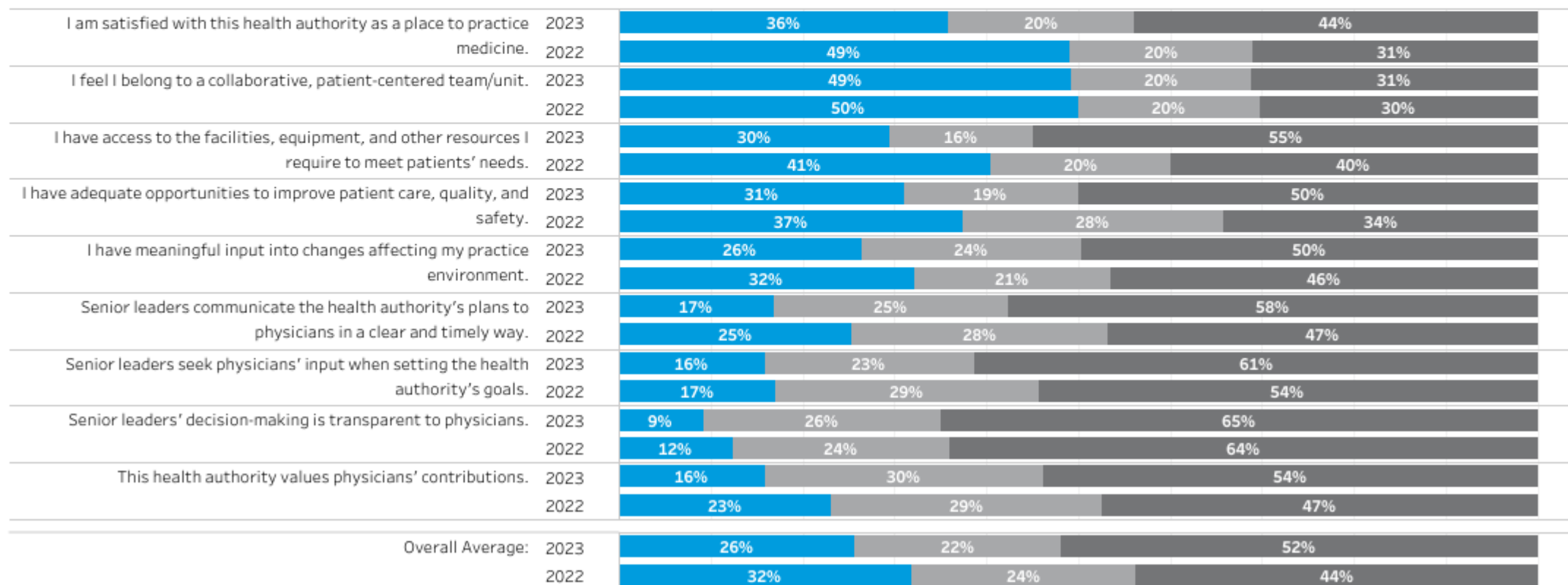
2023

Surrey Memorial Hospital

2023 Respondents: 123

2022 Respondents: 156

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Fraser Health Authority

Hospital / Division

Surrey Memorial Hospital

Survey Year

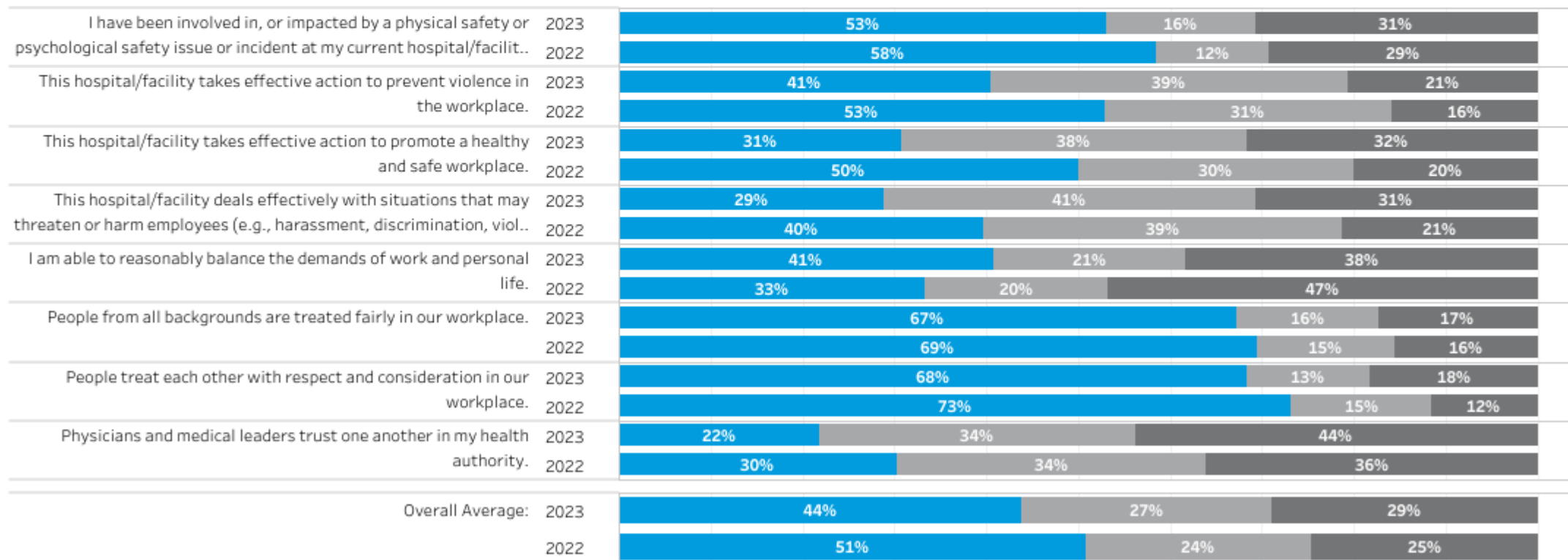
2023

Surrey Memorial Hospital

2023 Respondents: 123

2022 Respondents: 156

Physician Health and Safety



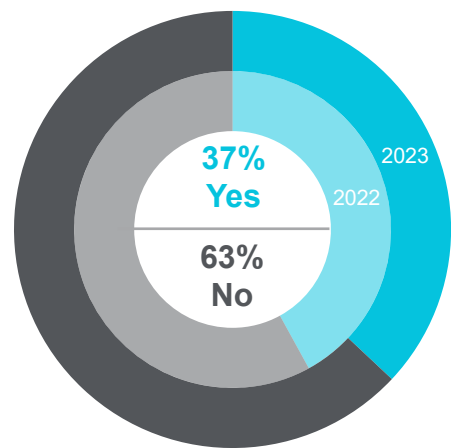
Agree

Neither agree nor disagree

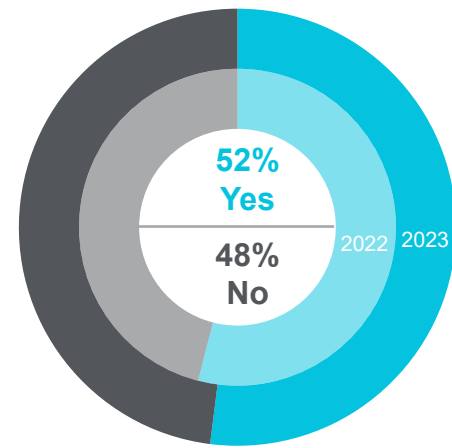
Disagree

Surrey Memorial Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 19.13 | 8.66 | 2 (b) | 3 | 1 | 500 | 46 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 66.36 | 10.98 | 1 | 6.5 | 1 | 999 | 64 |

Interior Health Hospital/Facility Data

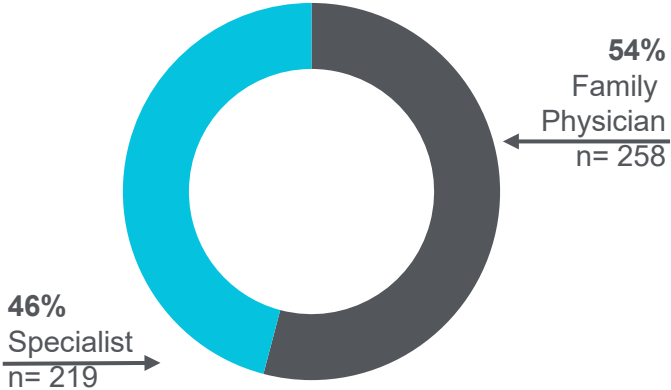
- Demographics
- Overall Engagement averages by hospital/facility
- Engagement Trends
- Physician Health and Safety
- Incidents related to Physical and Psychological Safety

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

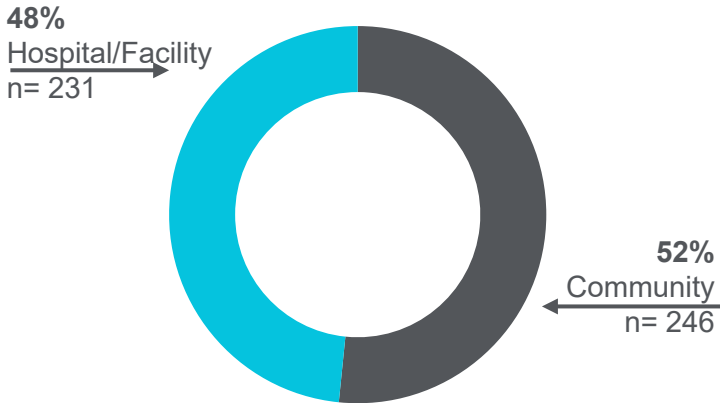
Medical leaders refers to those who hold a formal medical leadership position and receive a stipend/payment from the Health Authority i.e., Department Head, Regional Medical Lead/Director, Vice President of Medicine. It does not include leadership positions on Medical Staff Associations.

Demographics - Interior (N = 477)

FAMILY PHYSICIANS OR SPECIALISTS



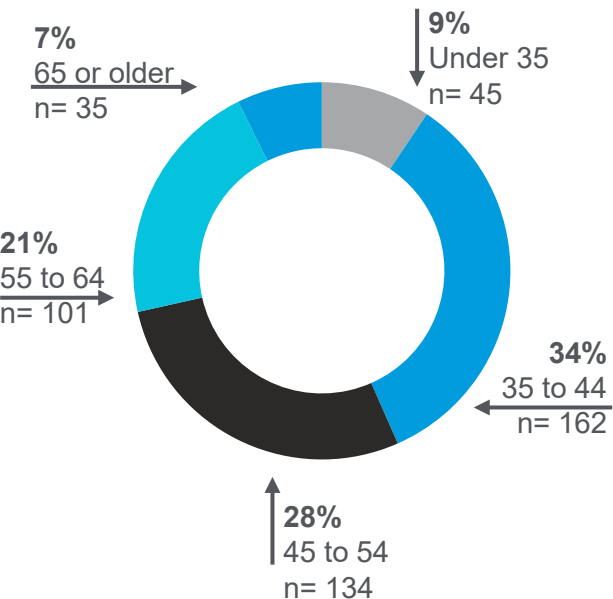
HOSPITAL/FACILITY OR COMMUNITY BASED



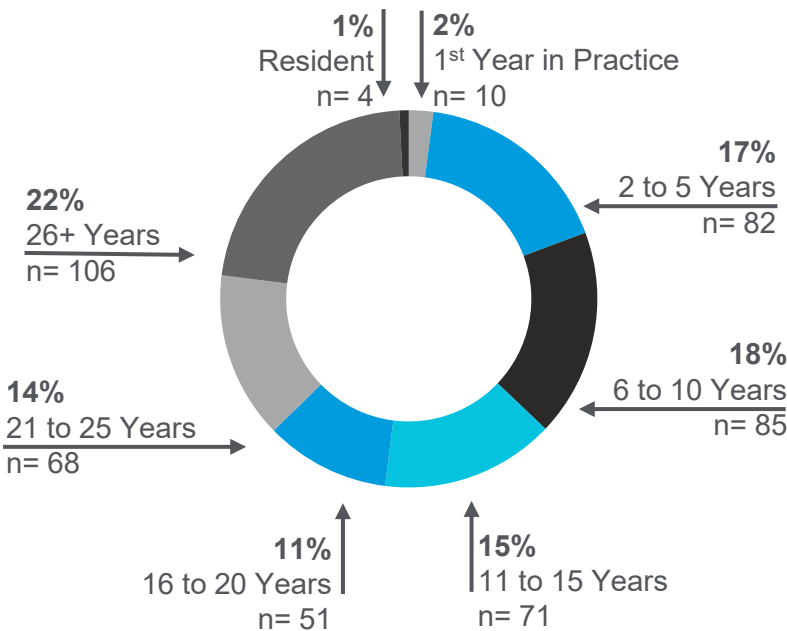
SETTING



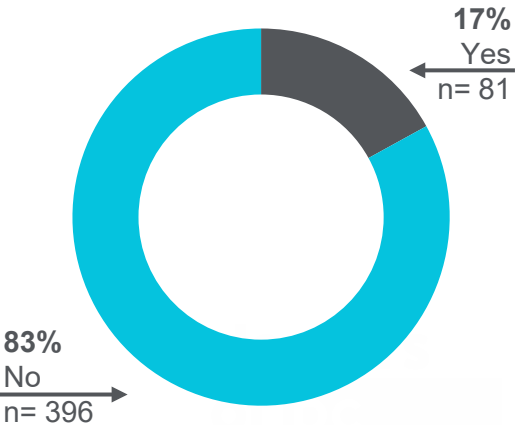
AGE



TENURE

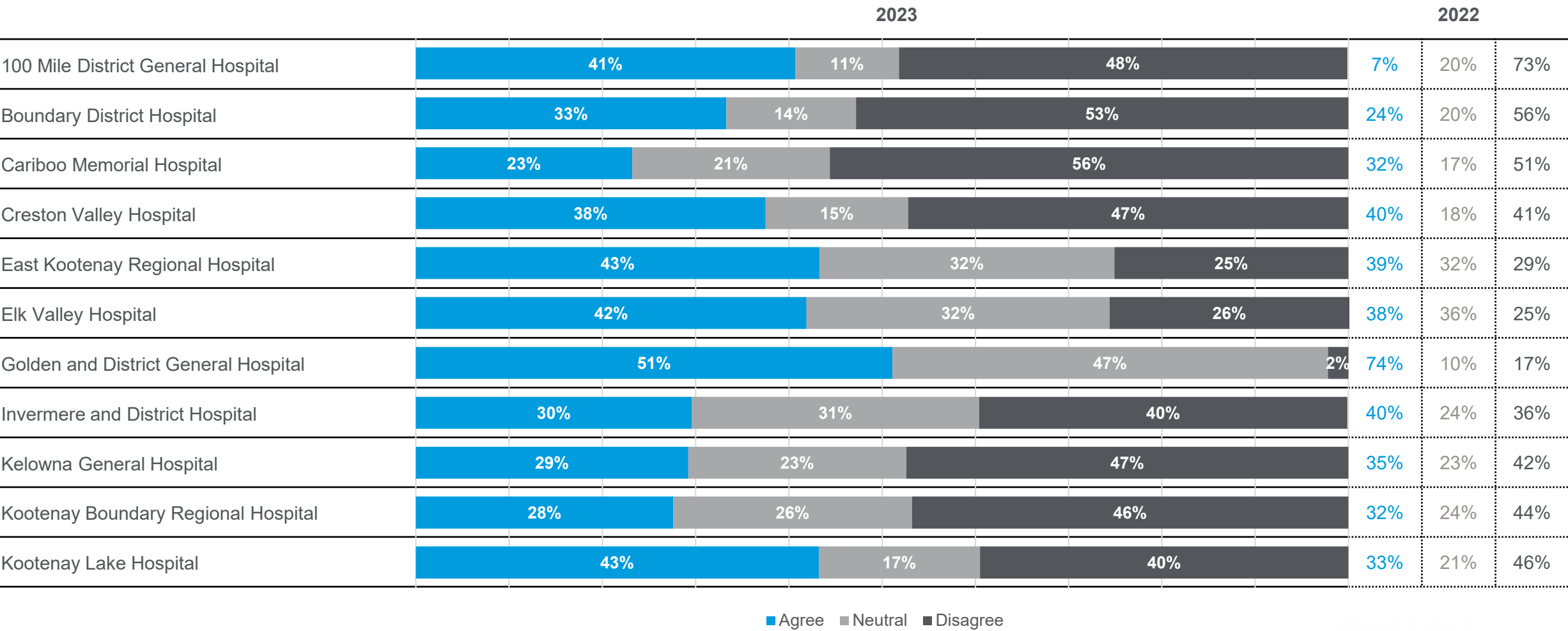


MEDICAL LEADERSHIP



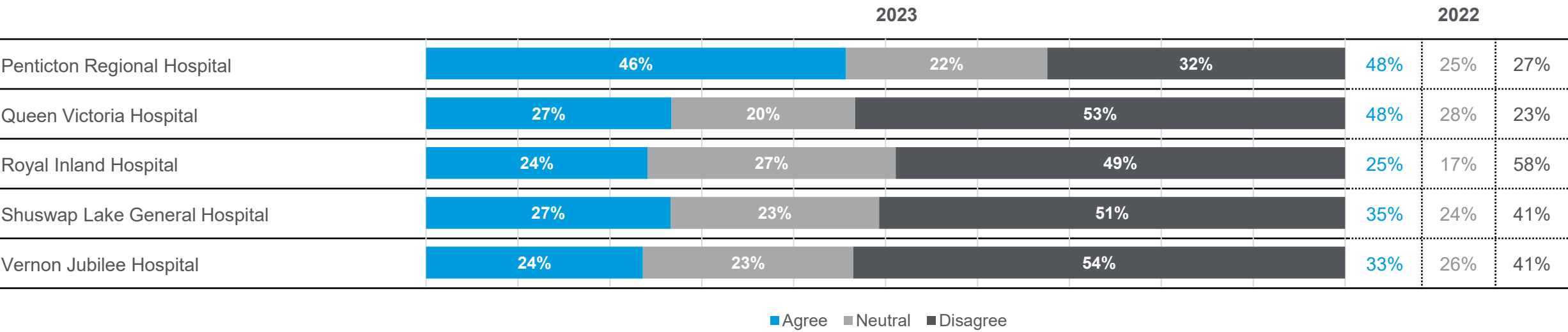
Interior Health Authority

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



Interior Health Authority

Overall Engagement Averages (continued...)



2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

100 Mile District General

Survey Year

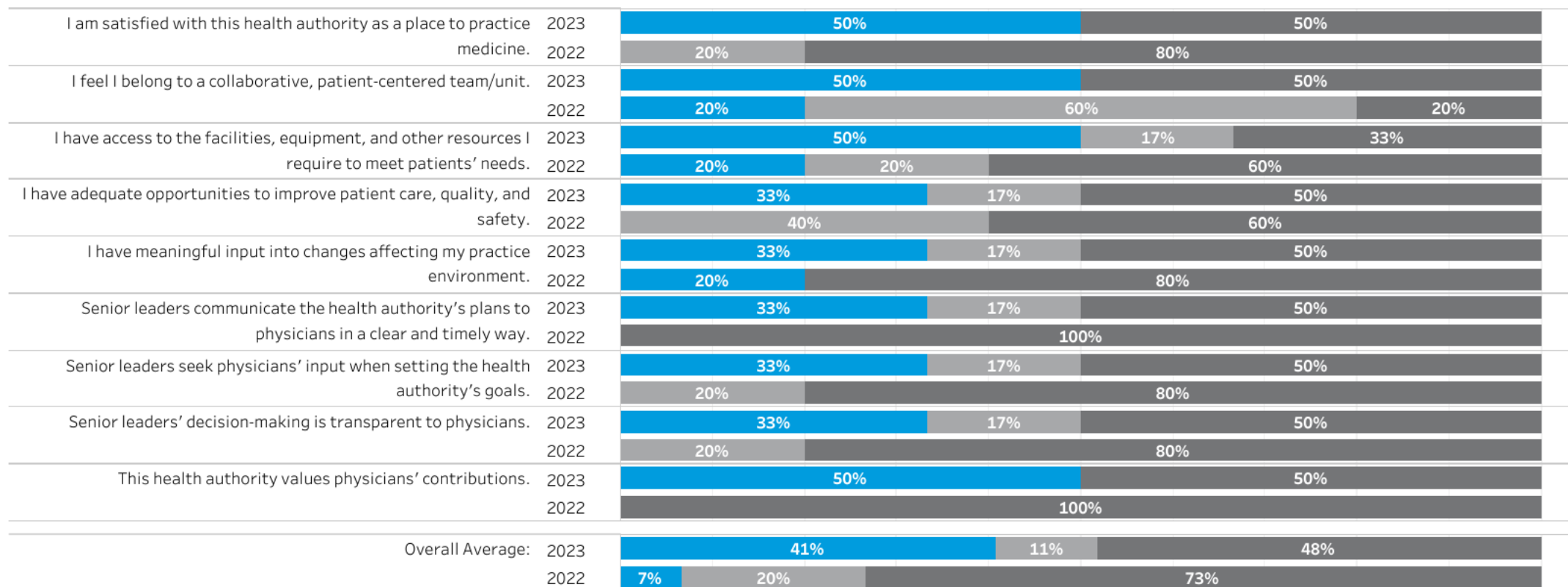
2023

100 Mile District General

2023 Respondents: 6

2022 Respondents: 5

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

100 Mile District General

Survey Year

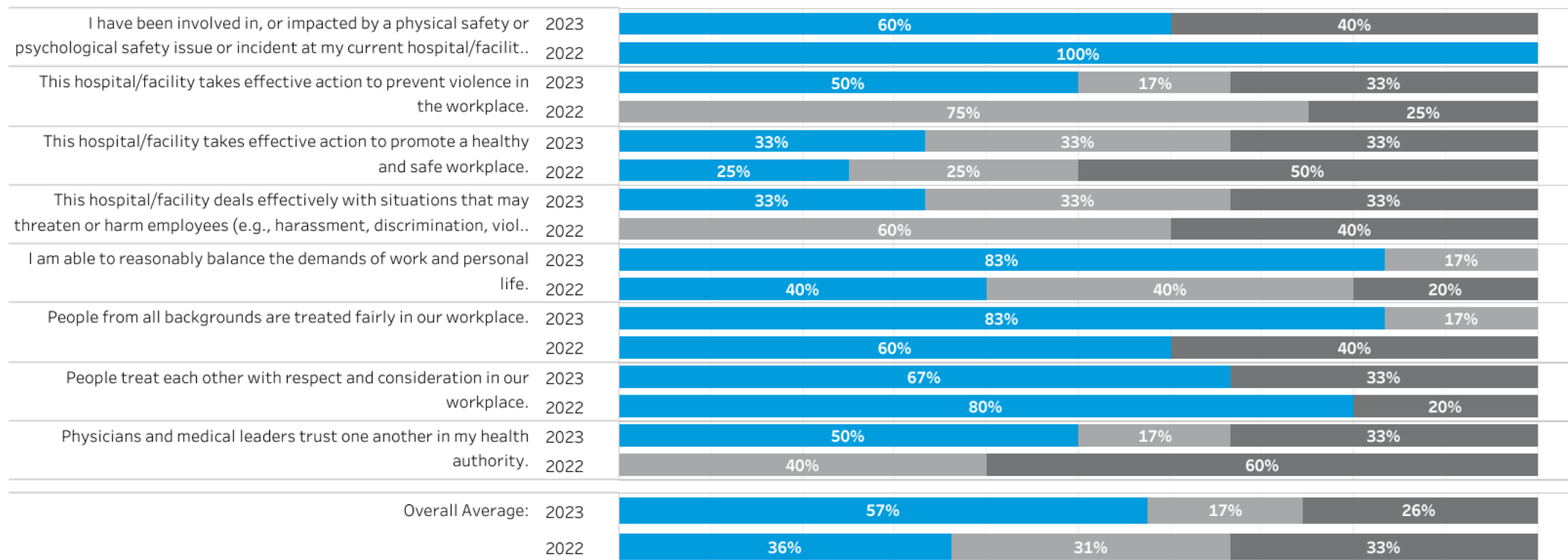
2023

100 Mile District General

2023 Respondents: 6

2022 Respondents: 5

Physician Health and Safety



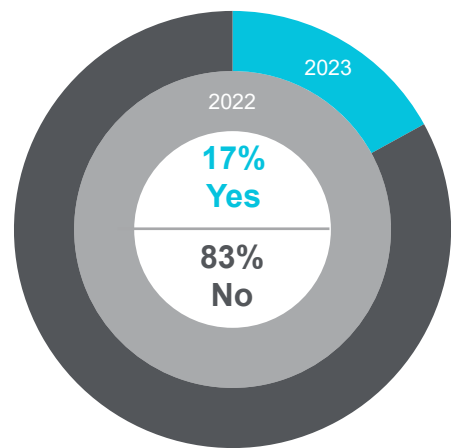
Agree

Neither agree nor disagree

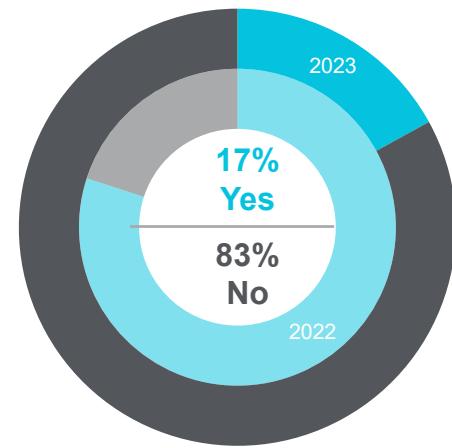
Disagree

100 Mile District General Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 2.00 | - | 2 | 2 | 2 | 2 | 1 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 1 | 259.00 | 1 | 1 | 1 | 1 | 1 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

Boundary District Hospital

Survey Year

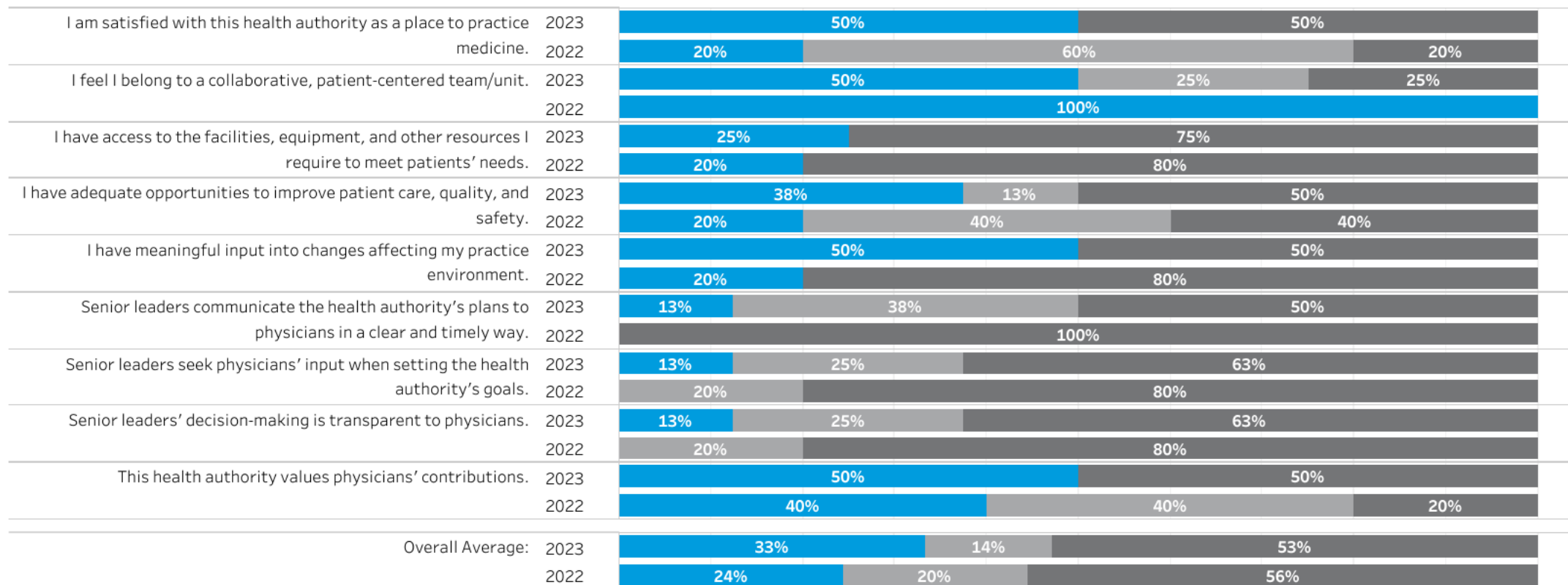
2023

Boundary District Hospital

2023 Respondents: 8

2022 Respondents: 5

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

Boundary District Hospital

Survey Year

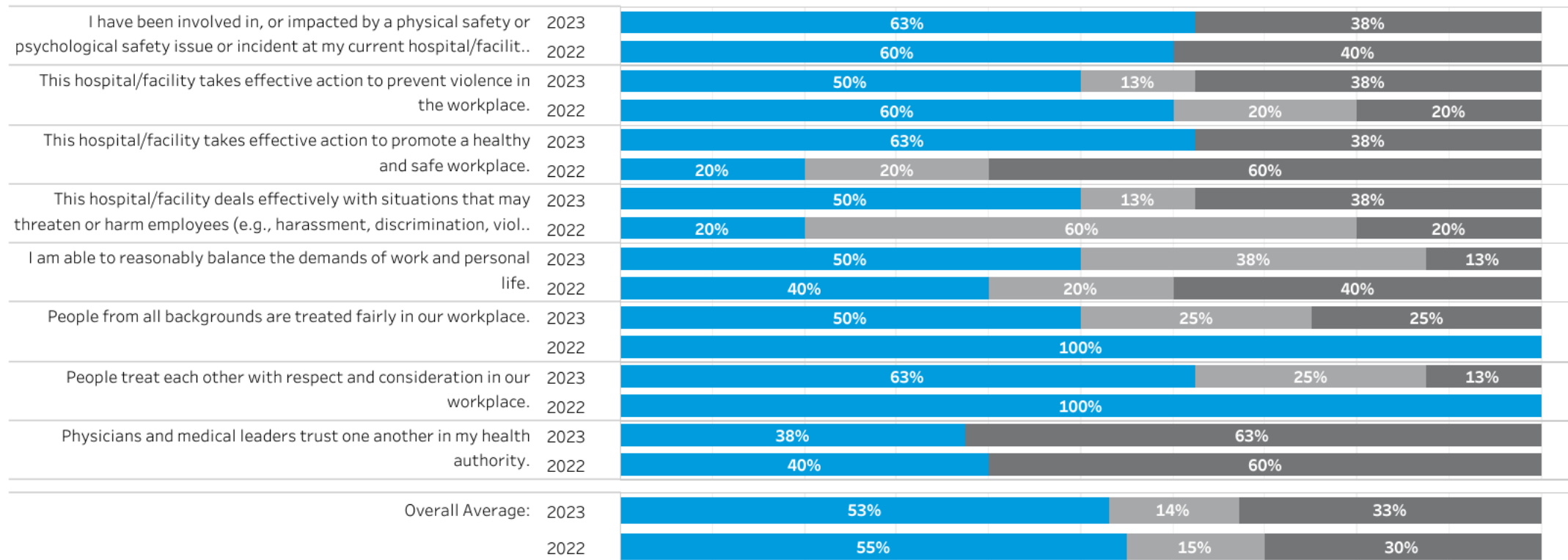
2023

Boundary District Hospital

2023 Respondents: 8

2022 Respondents: 5

Physician Health and Safety



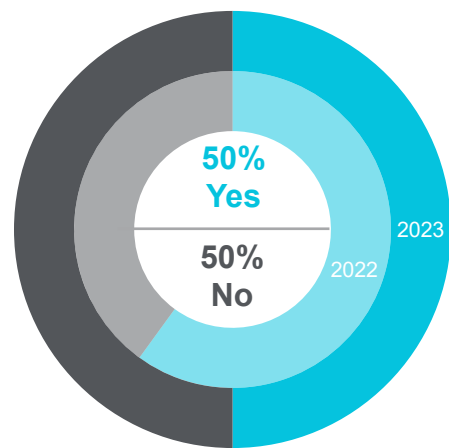
Agree

Neither agree nor disagree

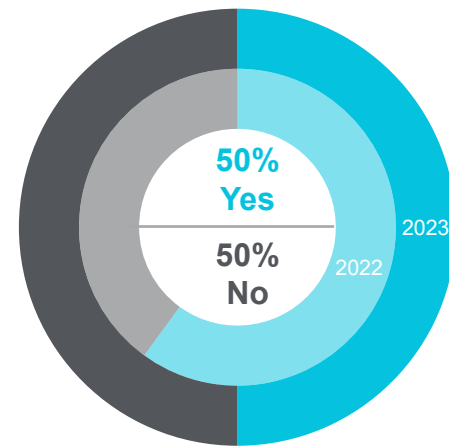
Disagree

Boundary District Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 2.00 | 2.67 | 2 | 2 | 1 | 3 | 4 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 14.25 | 5.67 | 2 (b) | 15 | 2 | 25 | 4 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

Cariboo Memorial Hospital

Survey Year

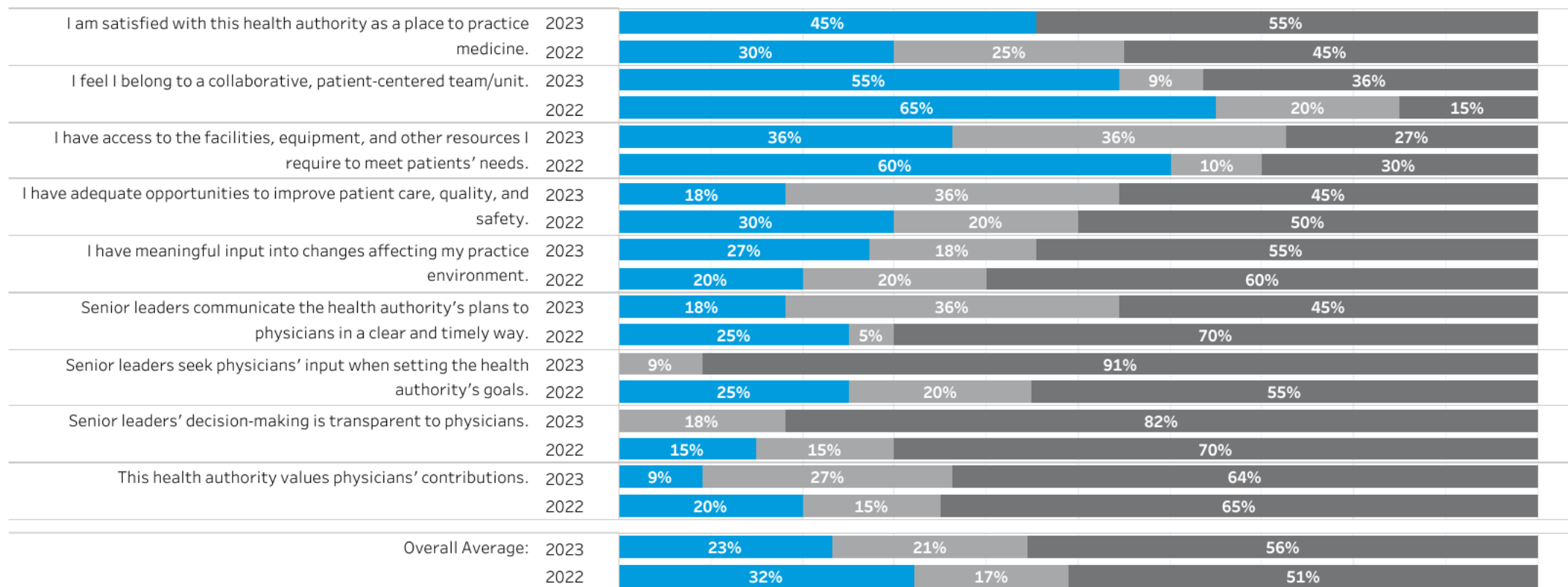
2023

Cariboo Memorial Hospital

2023 Respondents: 11

2022 Respondents: 20

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

Cariboo Memorial Hospital

Survey Year

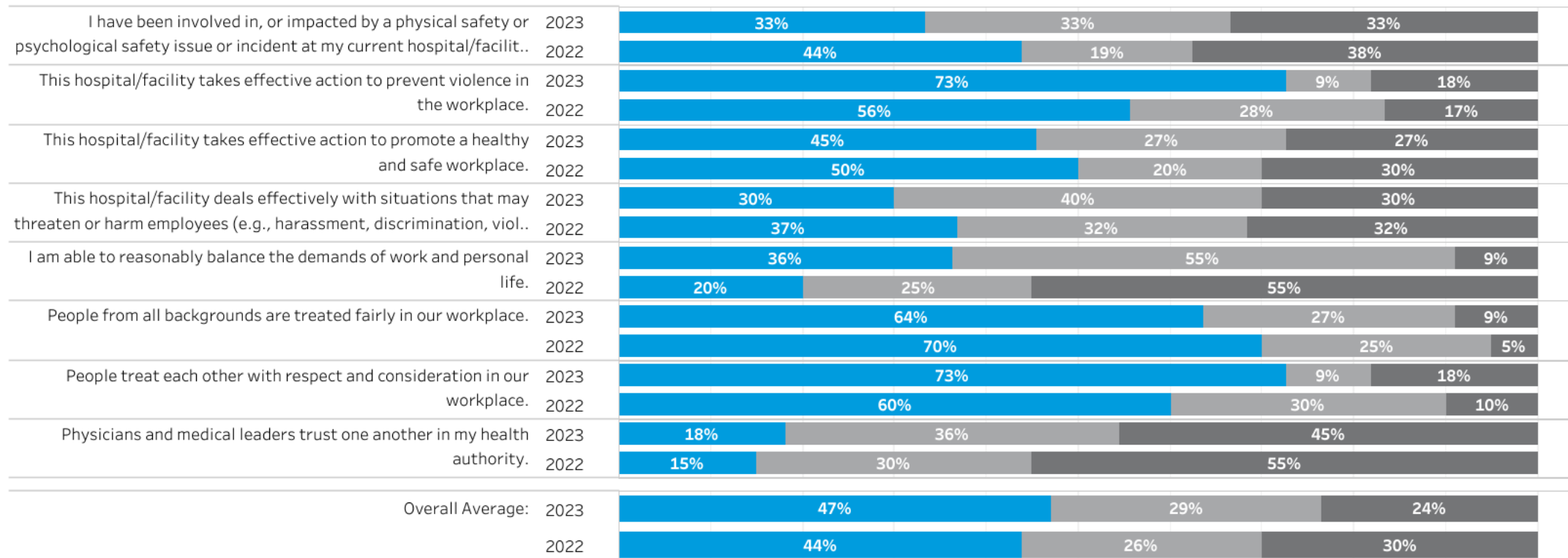
2023

Cariboo Memorial Hospital

2023 Respondents: 11

2022 Respondents: 20

Physician Health and Safety



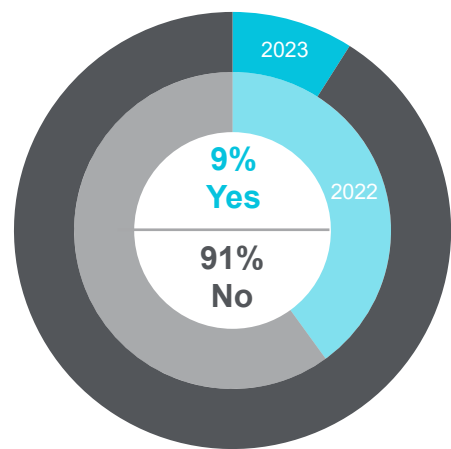
Agree

Neither agree nor disagree

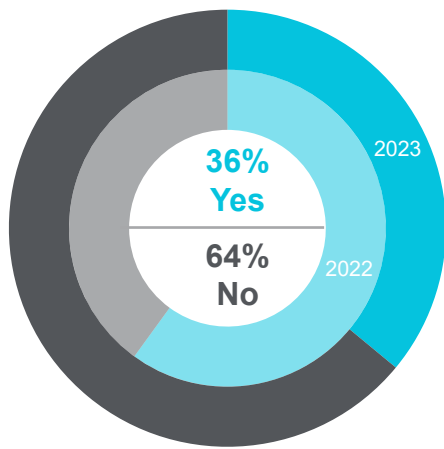
Disagree

Cariboo Memorial Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 12.00 | 3.00 | 12 | 12 | 12 | 12 | 1 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 3.25 | 5.50 | 1 | 1 | 1 | 10 | 4 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

Creston Valley Hospital

Survey Year

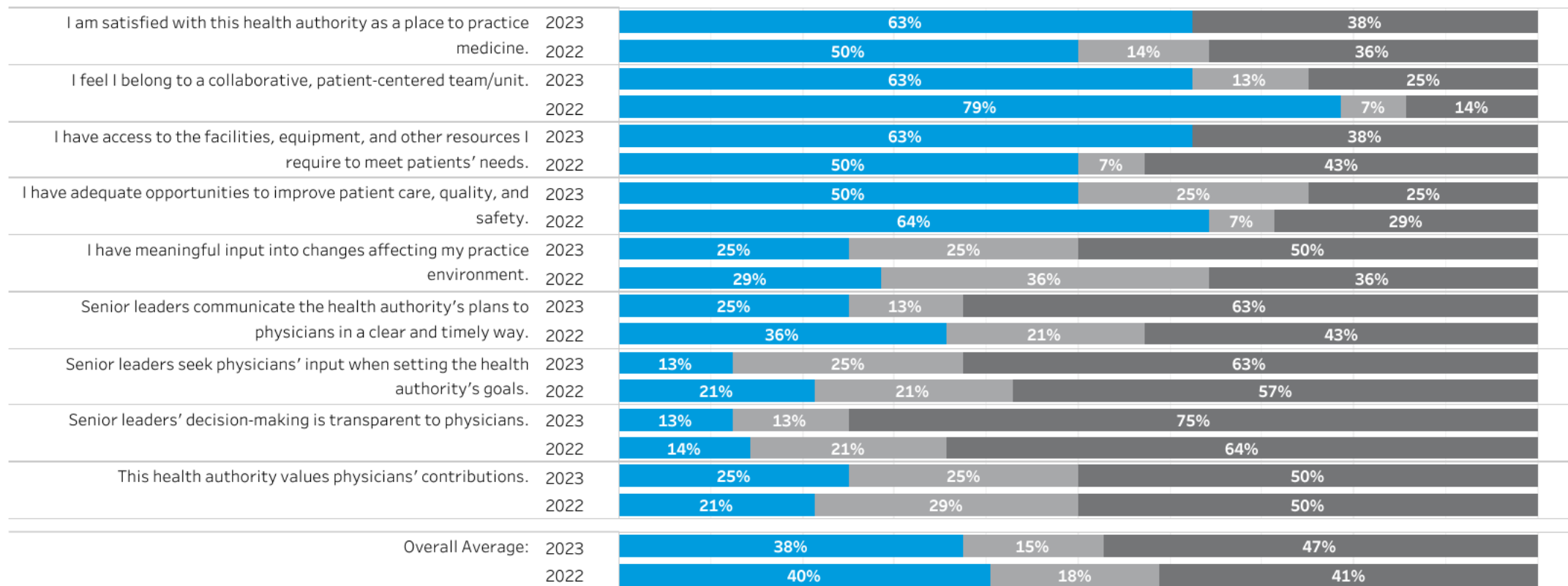
2023

Creston Valley Hospital

2023 Respondents: 8

2022 Respondents: 14

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

Creston Valley Hospital

Survey Year

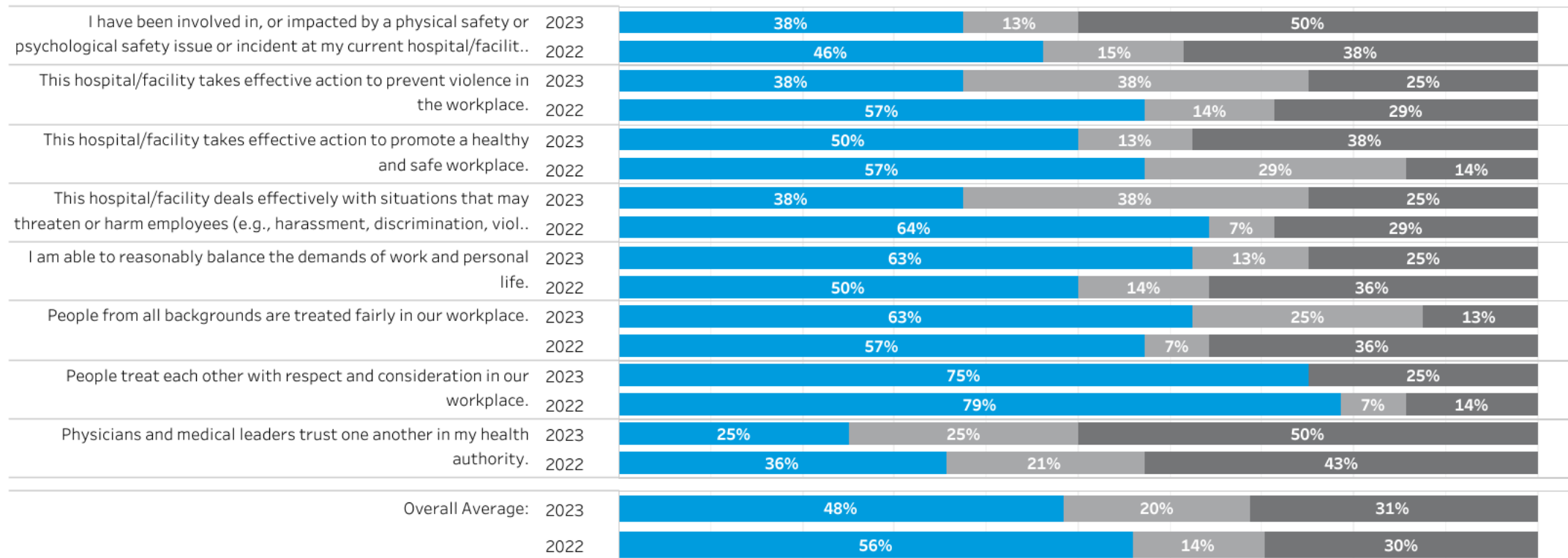
2023

Creston Valley Hospital

2023 **Respondents: 8**

2022 **Respondents: 14**

Physician Health and Safety



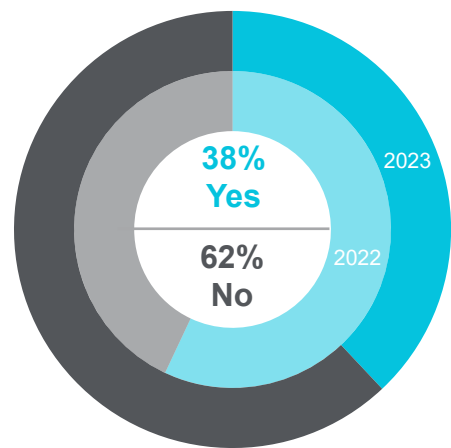
Agree

Neither agree nor disagree

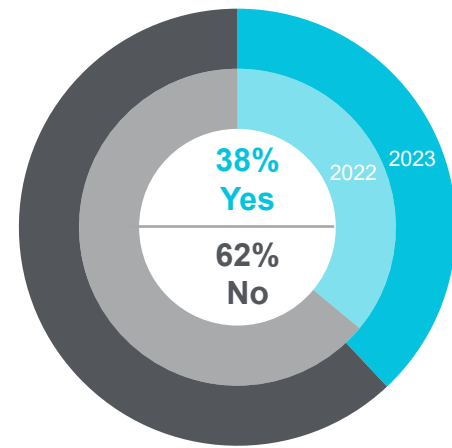
Disagree

Creston Valley Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 1.67 | 2.00 | 2 | 2 | 1 | 2 | 3 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 8.67 | 4.80 | 1 (b) | 5 | 1 | 20 | 3 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

East Kootenay Regional Hospital

Survey Year

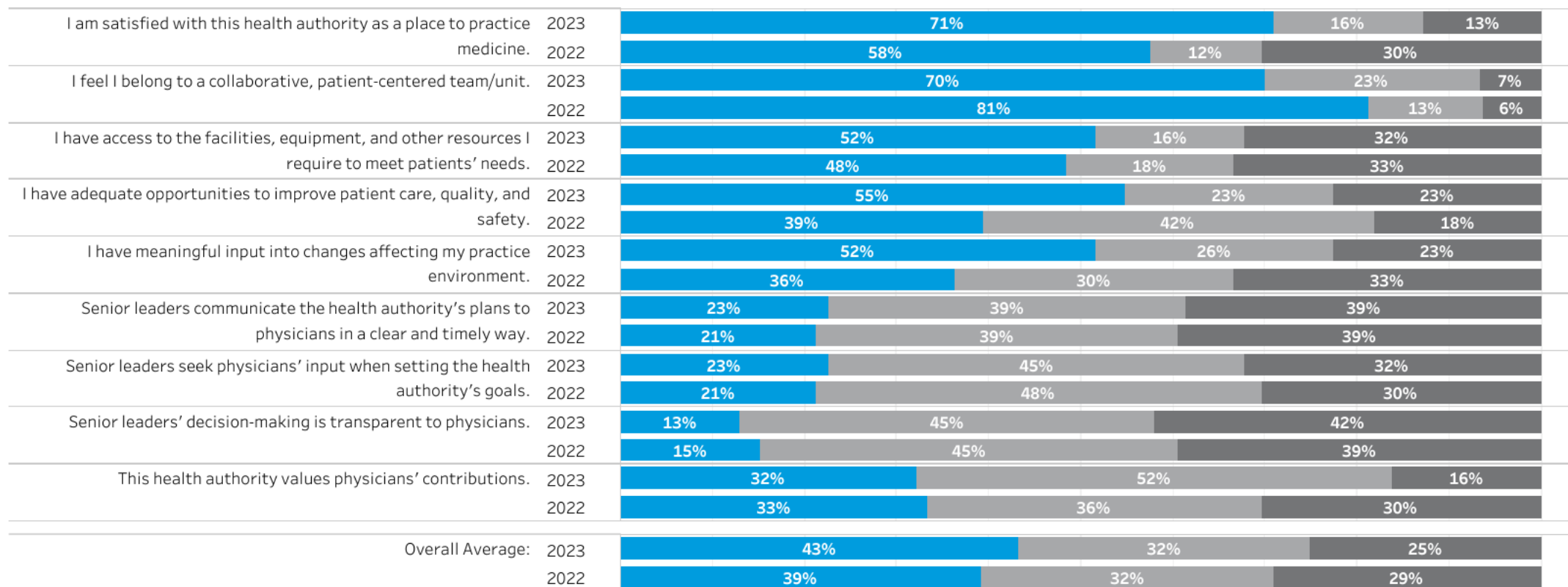
2023

East Kootenay Regional Hospital

2023 Respondents: 31

2022 Respondents: 33

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

East Kootenay Regional Hospital

Survey Year

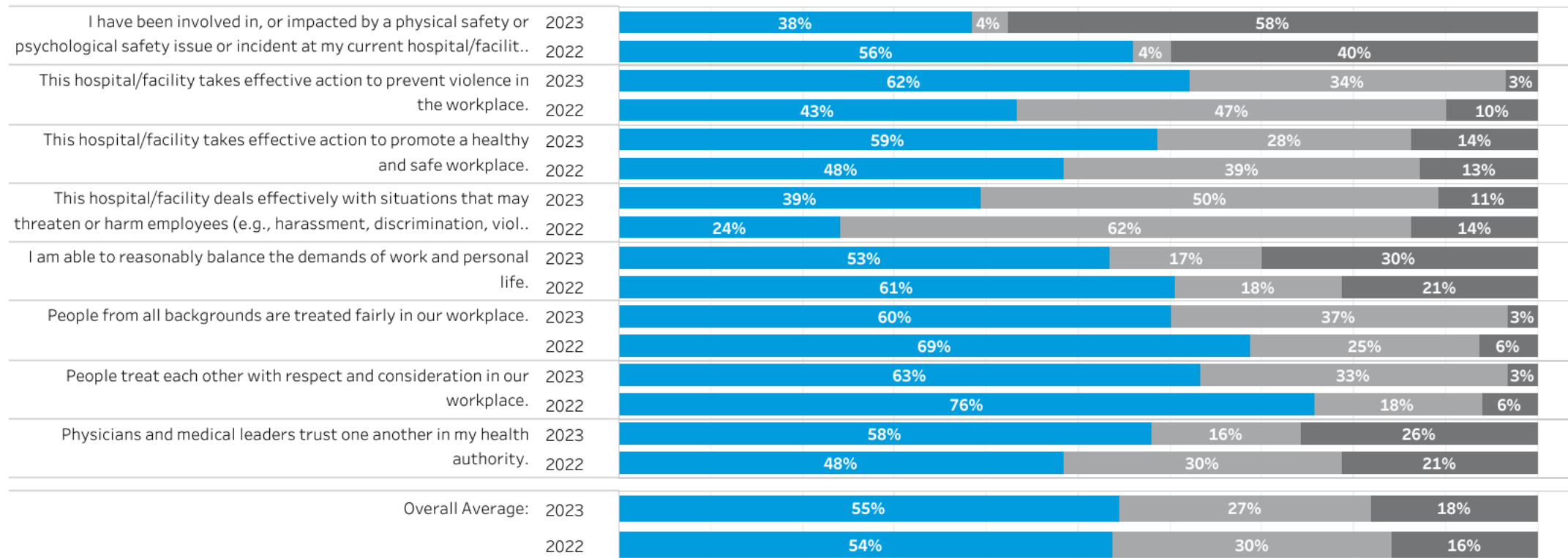
2023

East Kootenay Regional Hospital

2023 Respondents: 31

2022 Respondents: 33

Physician Health and Safety



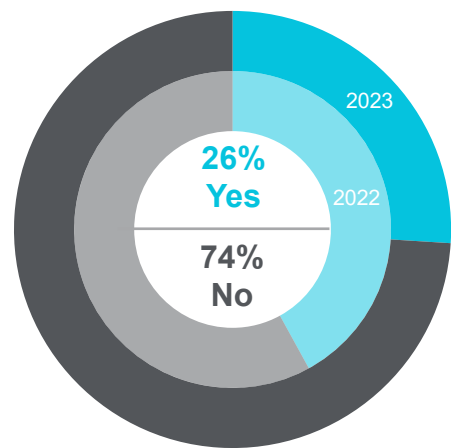
Agree

Neither agree nor disagree

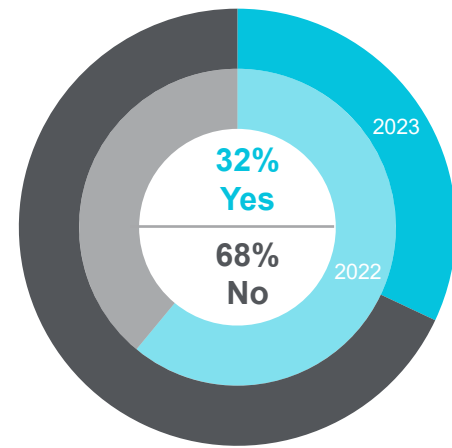
Disagree

East Kootenay Regional Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 21.00 | 5.79 | 1 | 3 | 1 | 104 | 8 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 153.50 | 3.75 | 2 | 2.5 | 1 | 999 | 10 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

Elk Valley Hospital

Survey Year

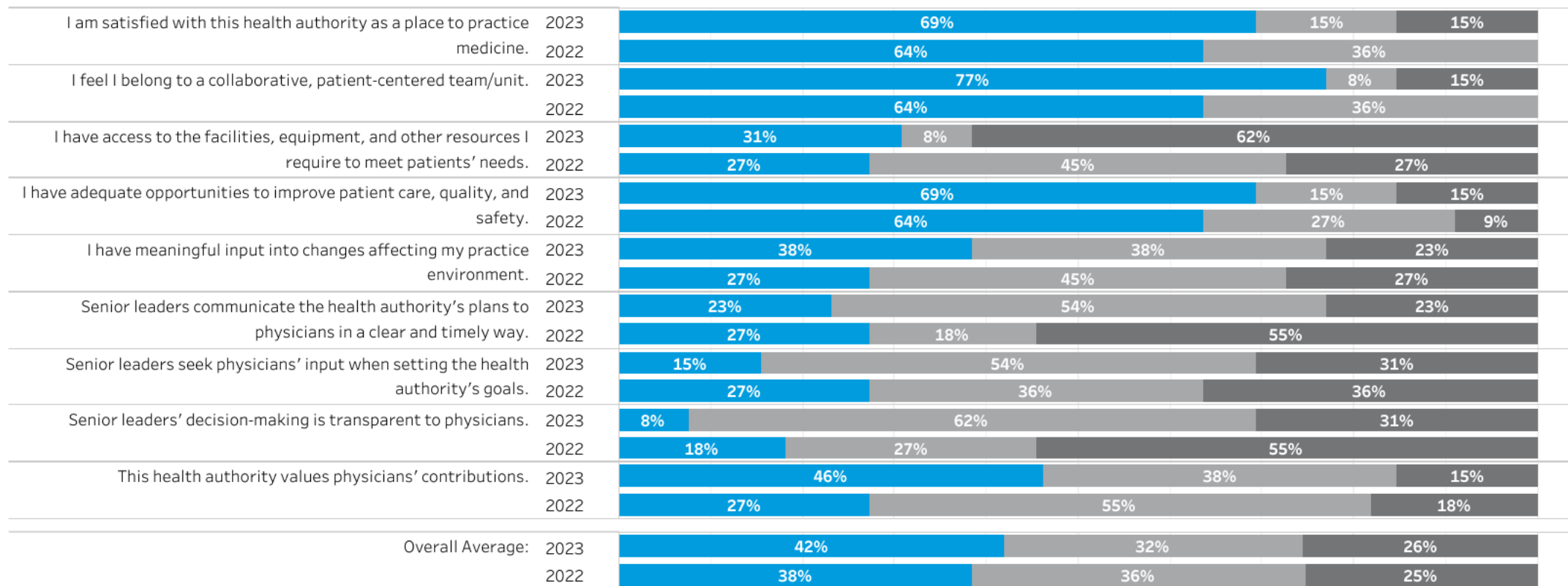
2023

Elk Valley Hospital

2023 Respondents: 13

2022 Respondents: 11

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

Elk Valley Hospital

Survey Year

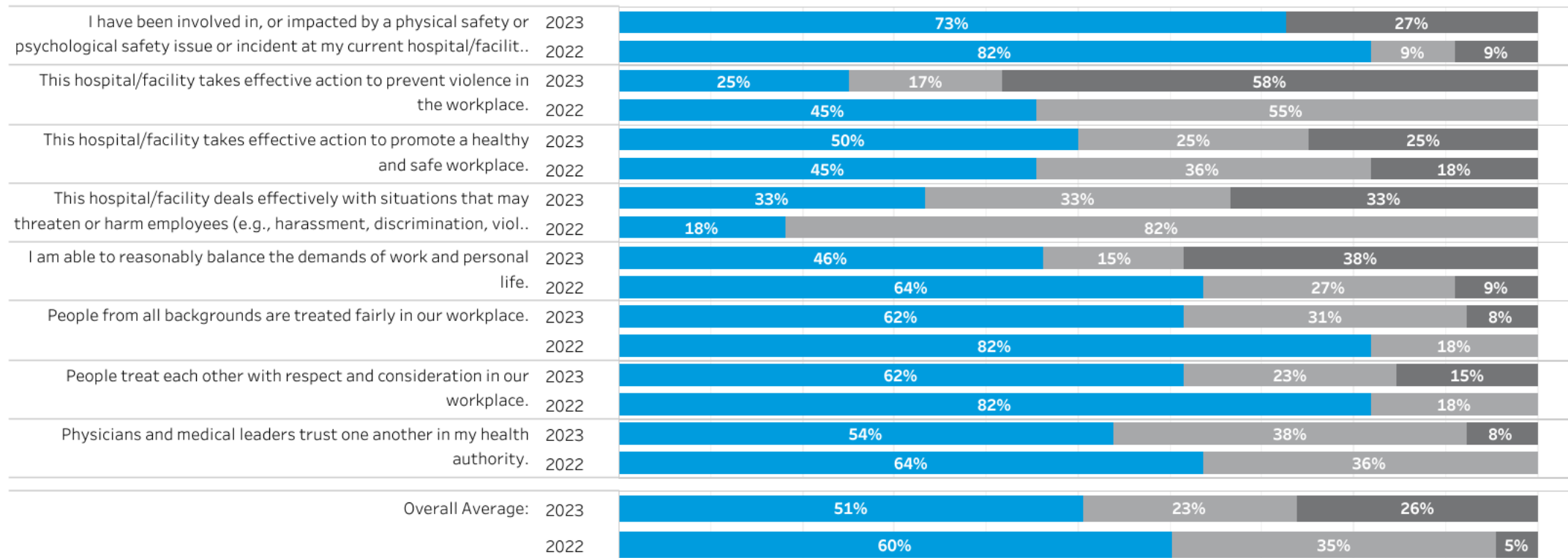
2023

Elk Valley Hospital

2023 Respondents: 13

2022 Respondents: 11

Physician Health and Safety



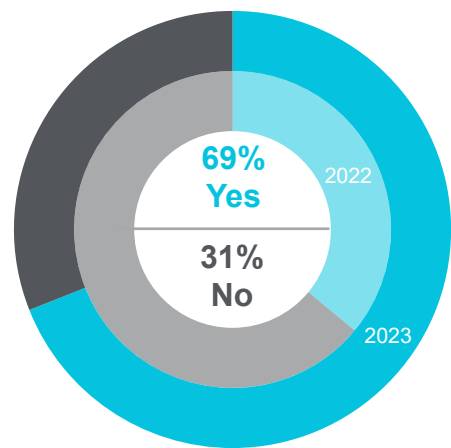
Agree

Neither agree nor disagree

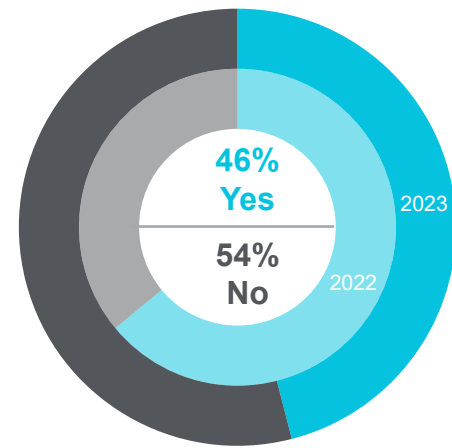
Disagree

Elk Valley Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 9.56 | 8.75 | 1 (b) | 5 | 1 | 50 | 9 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 5.83 | 3.43 | 2 (b) | 3 | 2 | 15 | 6 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

Golden and District General Hospital

Survey Year

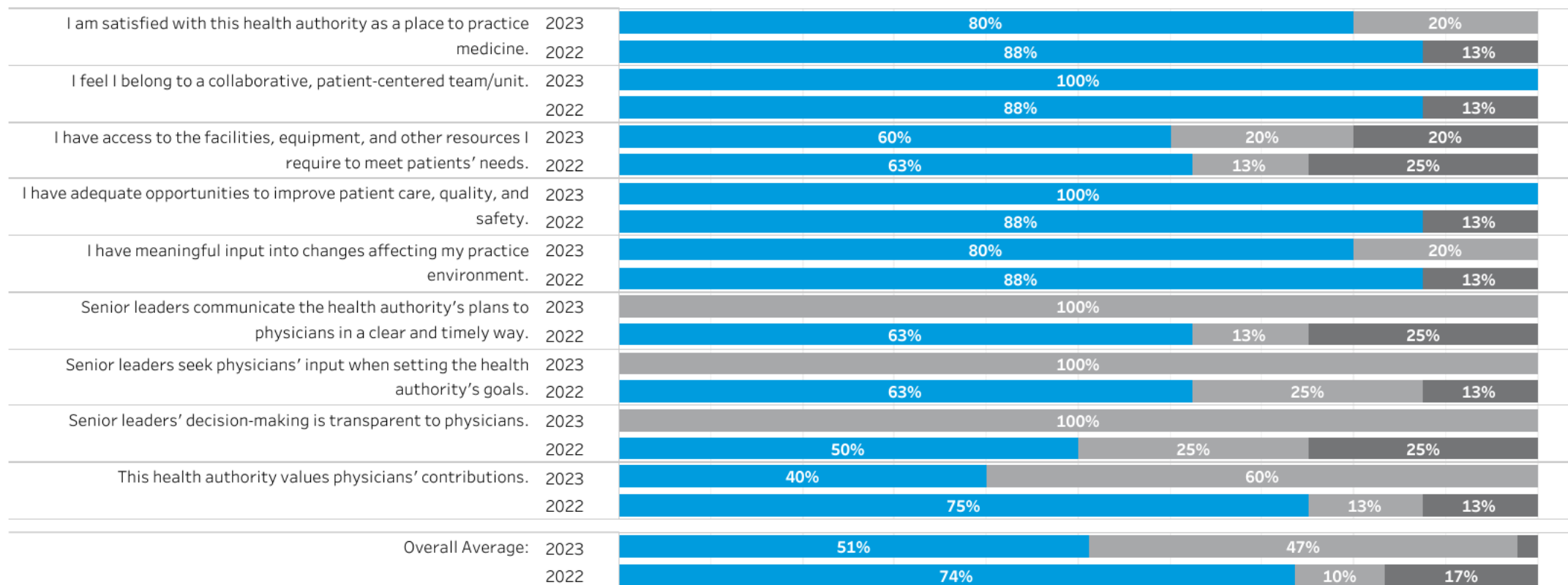
2023

Golden and District General Hospital

2023 Respondents: 5

2022 Respondents: 8

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

Golden and District General Hospital

Survey Year

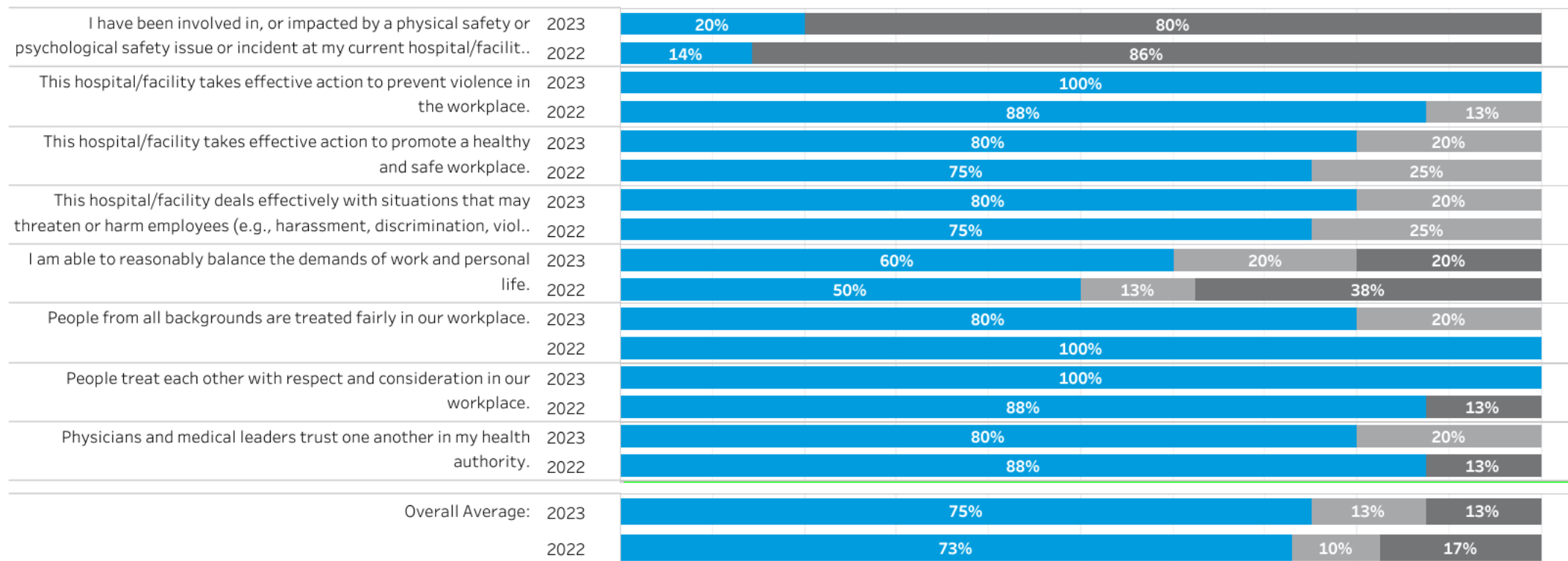
2023

Golden and District General Hospital

2023 Respondents: 5

2022 Respondents: 8

Physician Health and Safety



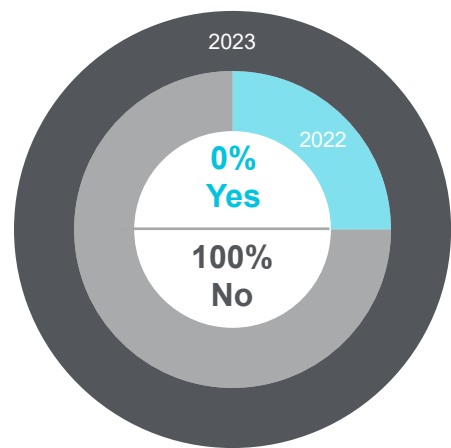
Agree

Neither agree nor disagree

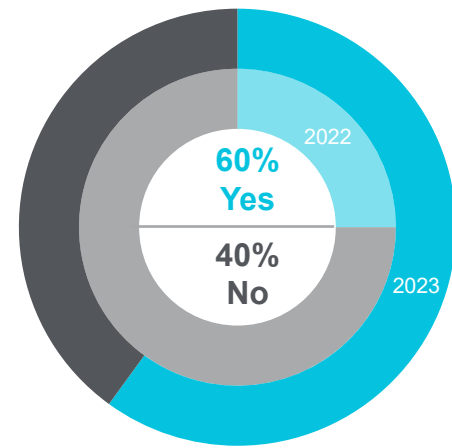
Disagree

Golden and District General Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | - | 1.50 | - | - | - | - | - |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 4.67 | 5.50 | 5 | 5 | 4 | 5 | 3 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

Invermere and District Hospital

Survey Year

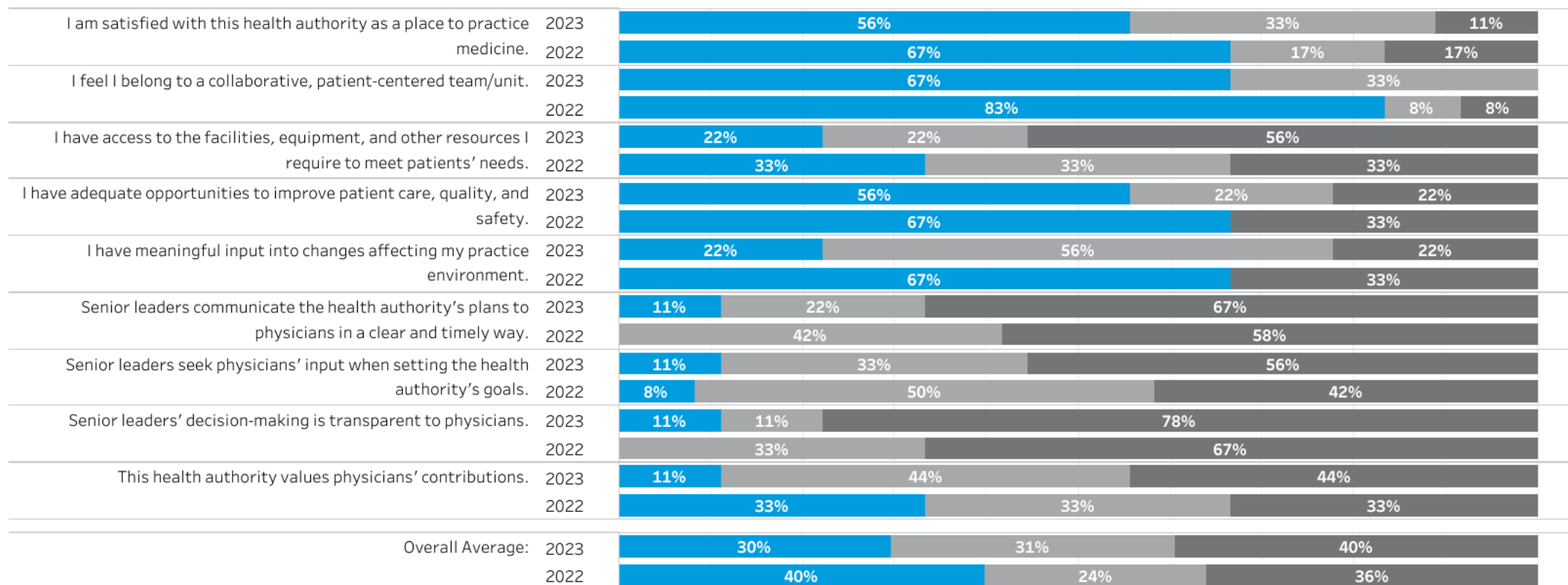
2023

Invermere and District Hospital

2023 Respondents: 9

2022 Respondents: 12

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

Invermere and District Hospital

Survey Year

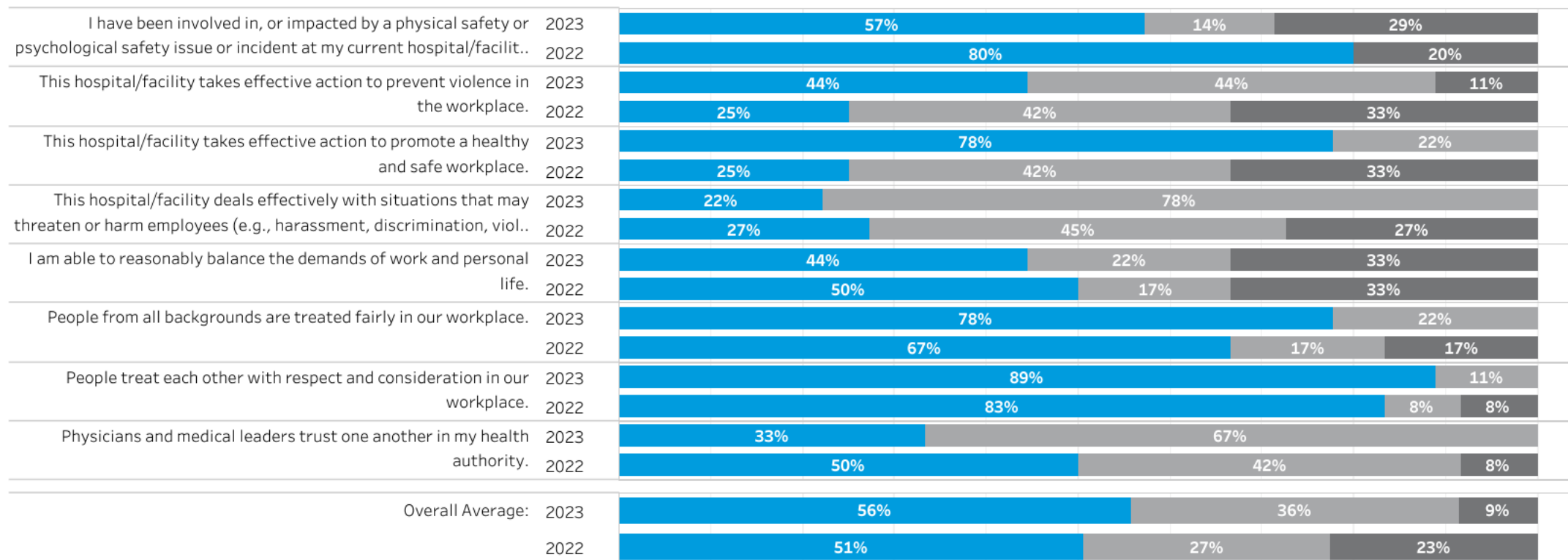
2023

Invermere and District Hospital

2023 Respondents: 9

2022 Respondents: 12

Physician Health and Safety



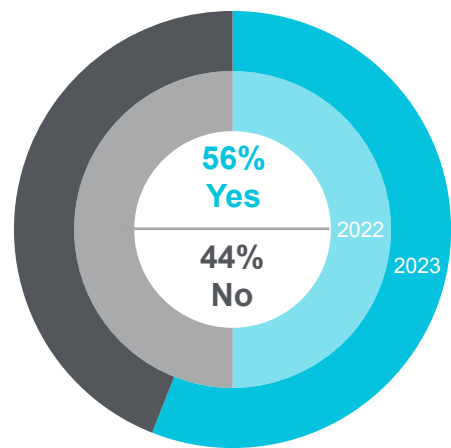
Agree

Neither agree nor disagree

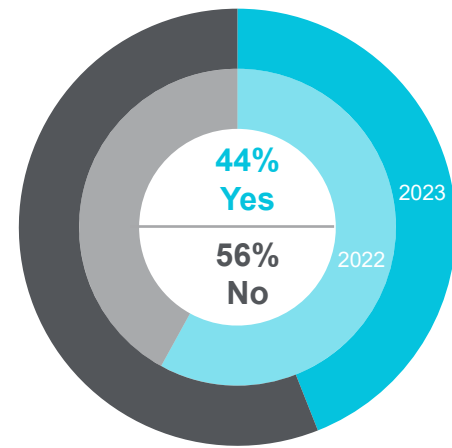
Disagree

Invermere and District Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 12.20 | 6.67 | 1 (b) | 3 | 1 | 50 | 5 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 6.75 | 5.86 | 10 | 8 | 1 | 10 | 4 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

Kelowna General Hospital

Survey Year

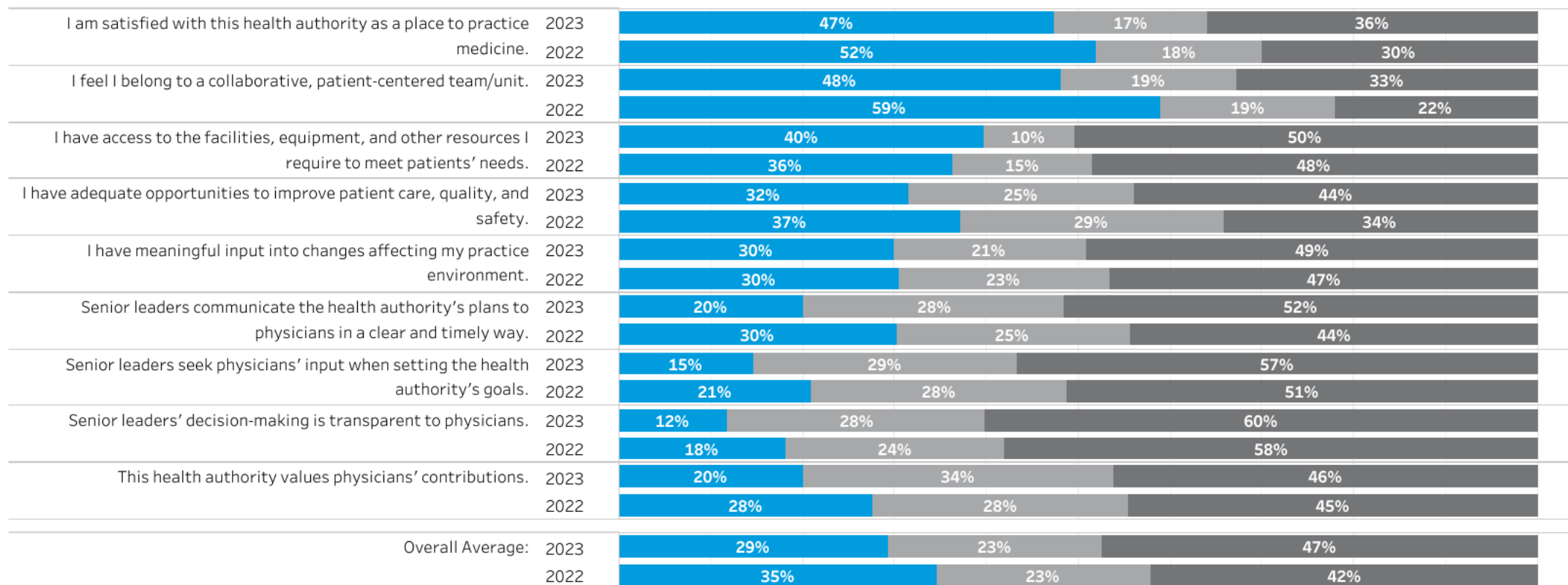
2023

Kelowna General Hospital

2023 Respondents: 131

2022 Respondents: 200

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

Kelowna General Hospital

Survey Year

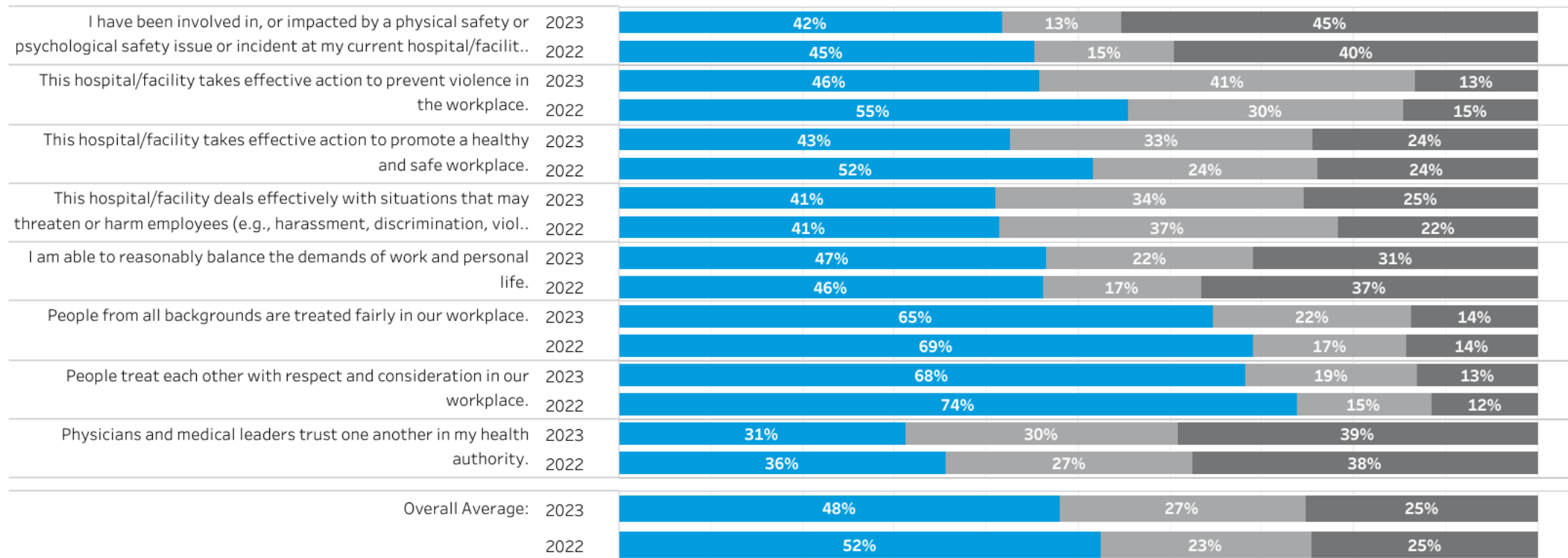
2023

Kelowna General Hospital

2023 Respondents: 131

2022 Respondents: 200

Physician Health and Safety



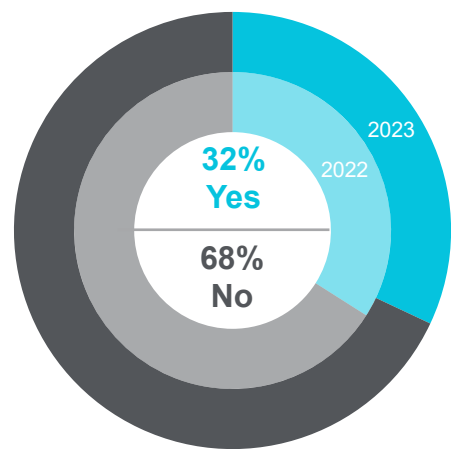
Agree

Neither agree nor disagree

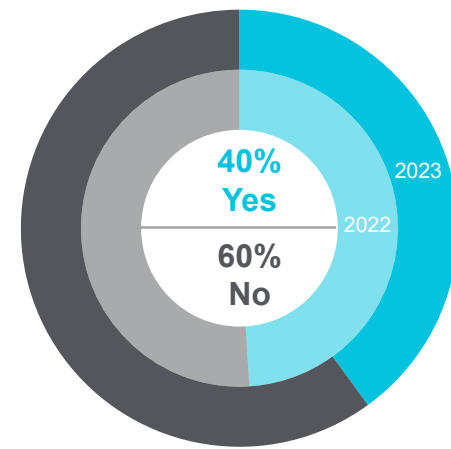
Disagree

Kelowna General Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 5.14 | 5.44 | 2 (b) | 3 | 1 | 12 | 42 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 24.57 | 32.39 | 12 | 6 | 1 | 500 | 53 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

Kootenay Boundary Regional Hospital

Survey Year

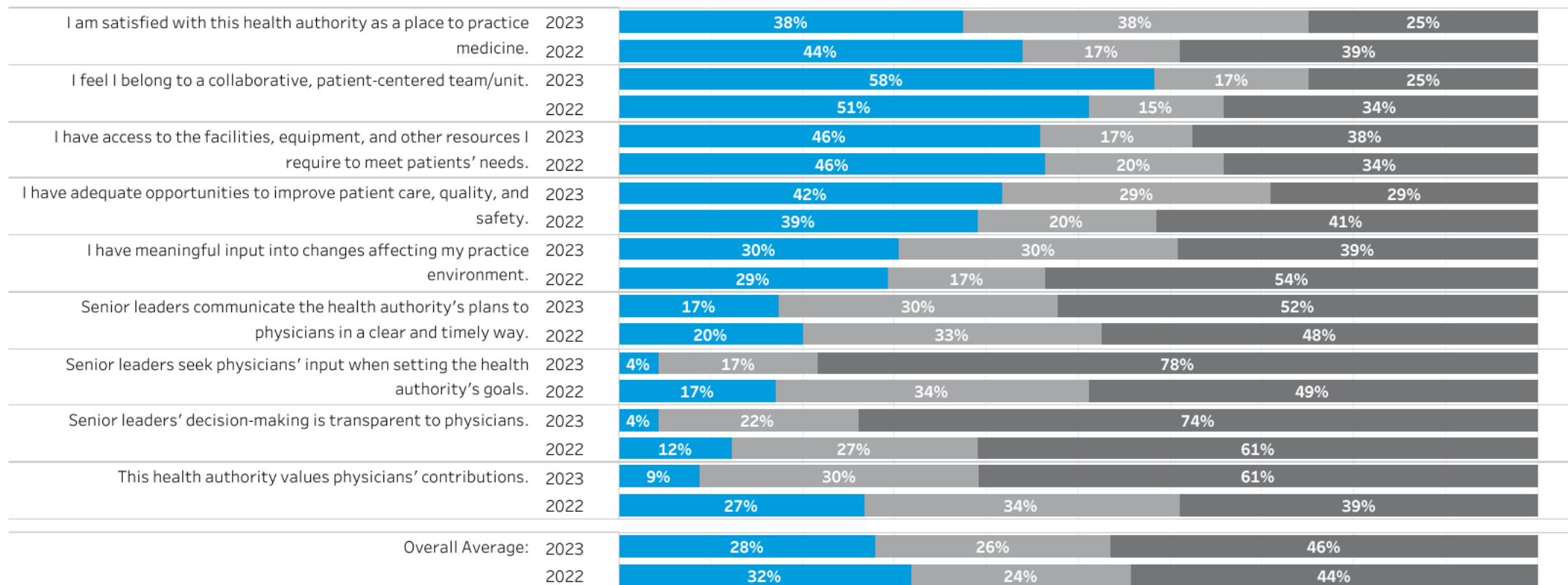
2023

Kootenay Boundary Regional Hospital

2023 Respondents: 24

2022 Respondents: 41

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

Kootenay Boundary Regional Hospital

Survey Year

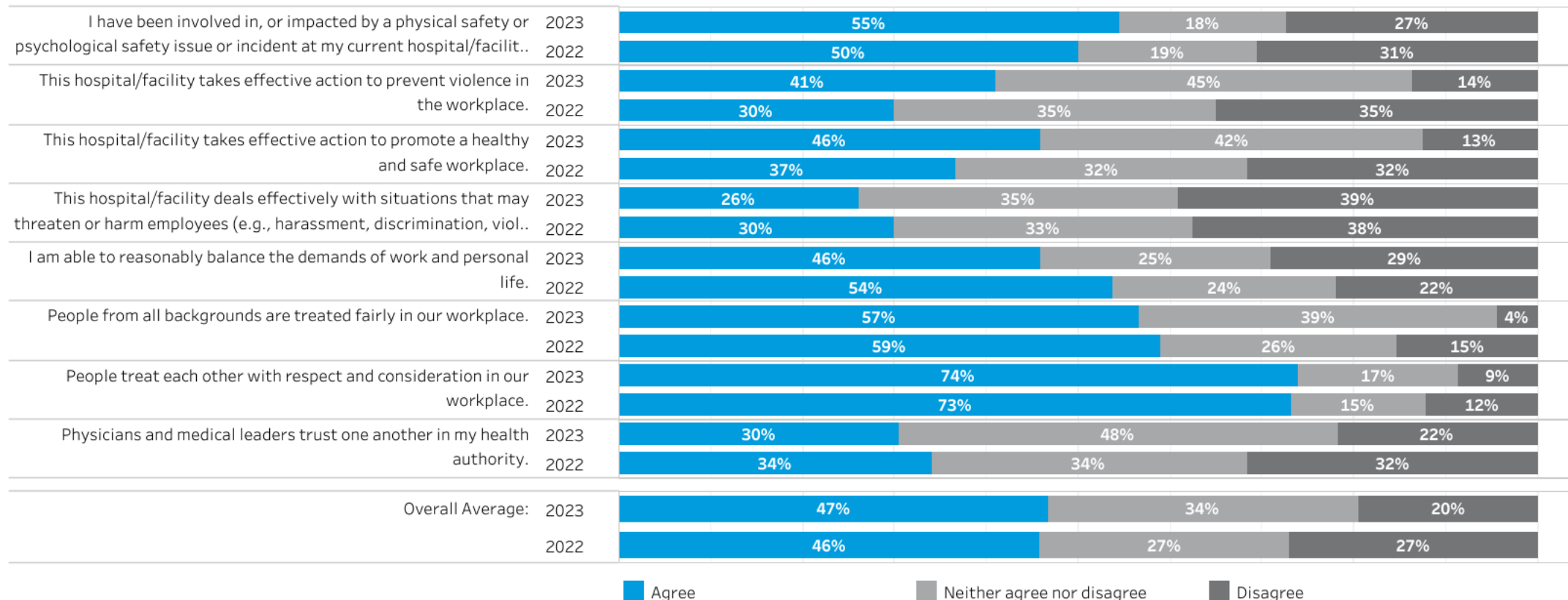
2023

Kootenay Boundary Regional Hospital

2023 Respondents: 24

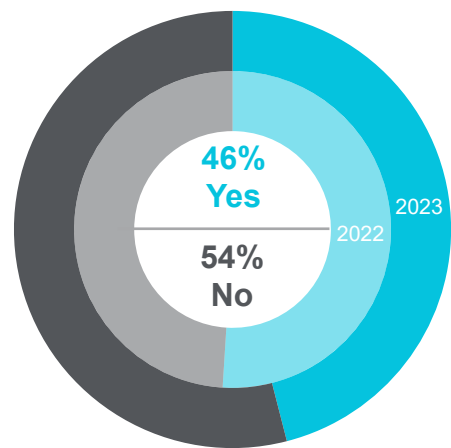
2022 Respondents: 41

Physician Health and Safety

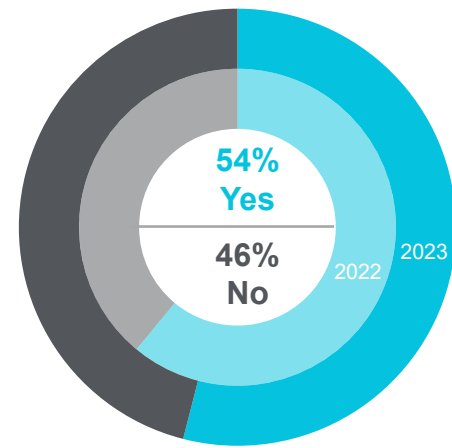


Kootenay Boundary Regional Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 12.00 | 9.29 | 1 | 3 | 1 | 100 | 11 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 11.62 | 9.64 | 2 (b) | 5 | 1 | 50 | 13 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

Kootenay Lake Hospital

Survey Year

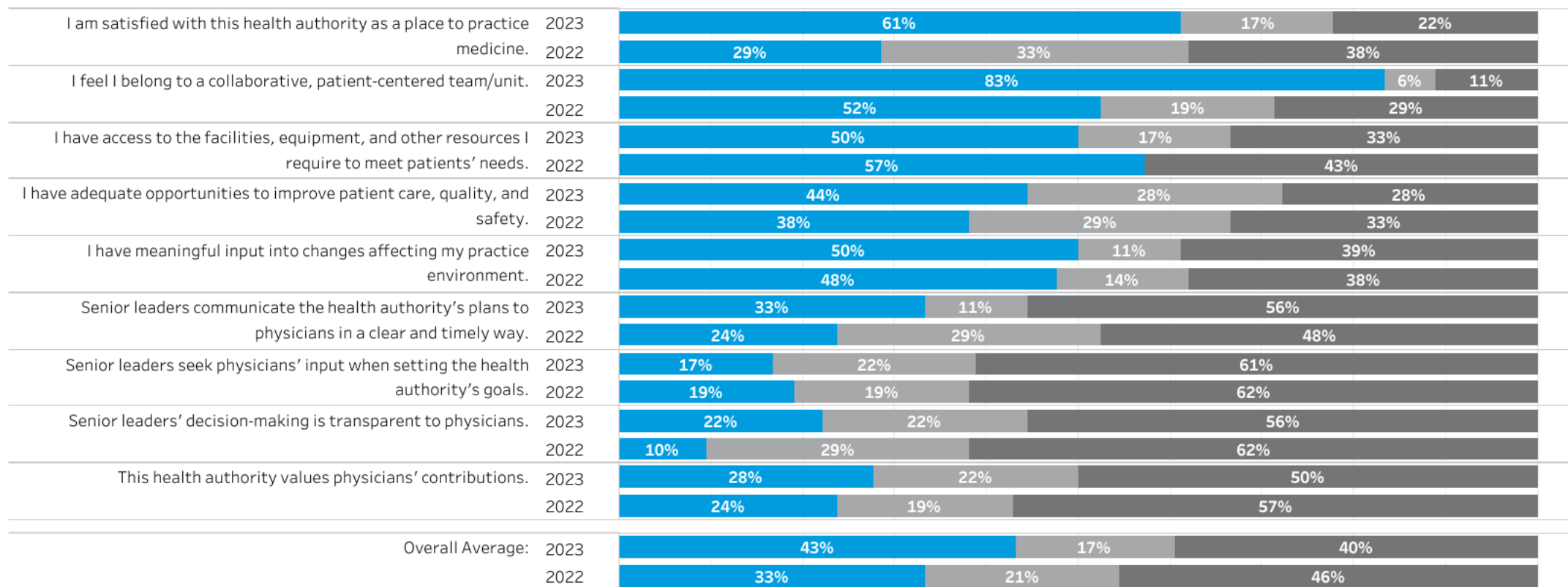
2023

Kootenay Lake Hospital

2023 Respondents: 18

2022 Respondents: 21

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

Kootenay Lake Hospital

Survey Year

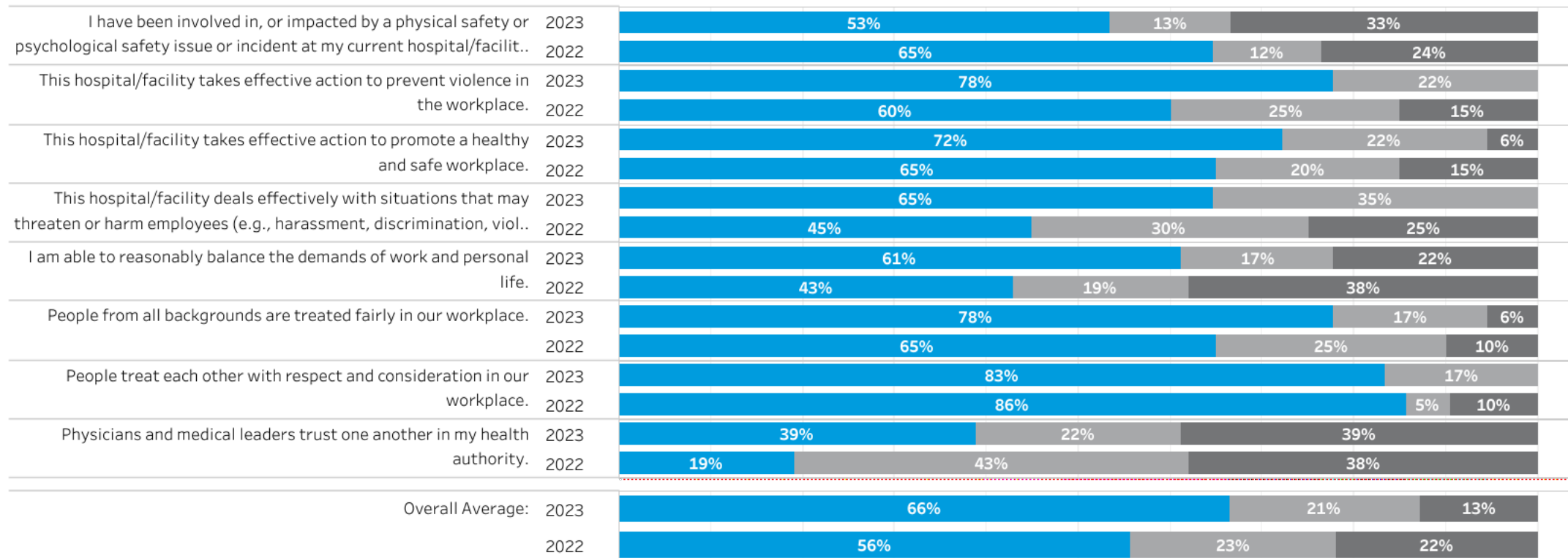
2023

Kootenay Lake Hospital

2023 Respondents: 18

2022 Respondents: 21

Physician Health and Safety



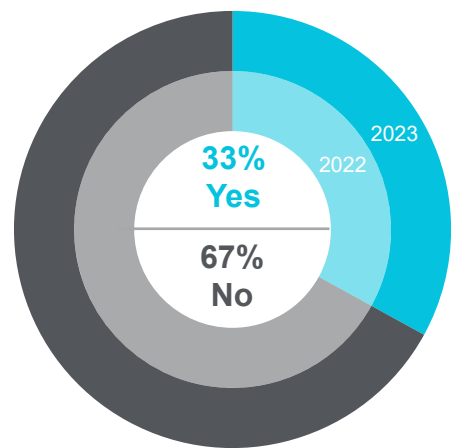
Agree

Neither agree nor disagree

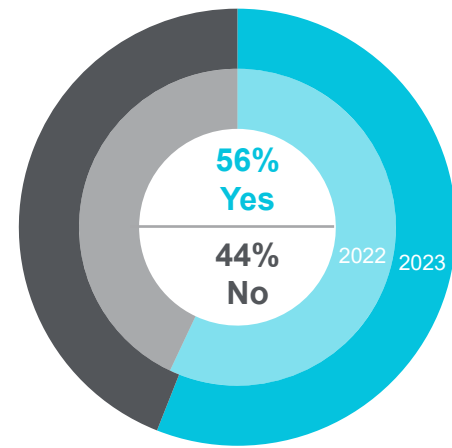
Disagree

Kootenay Lake Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 1.83 | 10.00 | 1 | 1 | 1 | 5 | 6 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 7.00 | 3.42 | 10 | 5.5 | 1 | 20 | 10 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

Penticton Regional Hospital

Survey Year

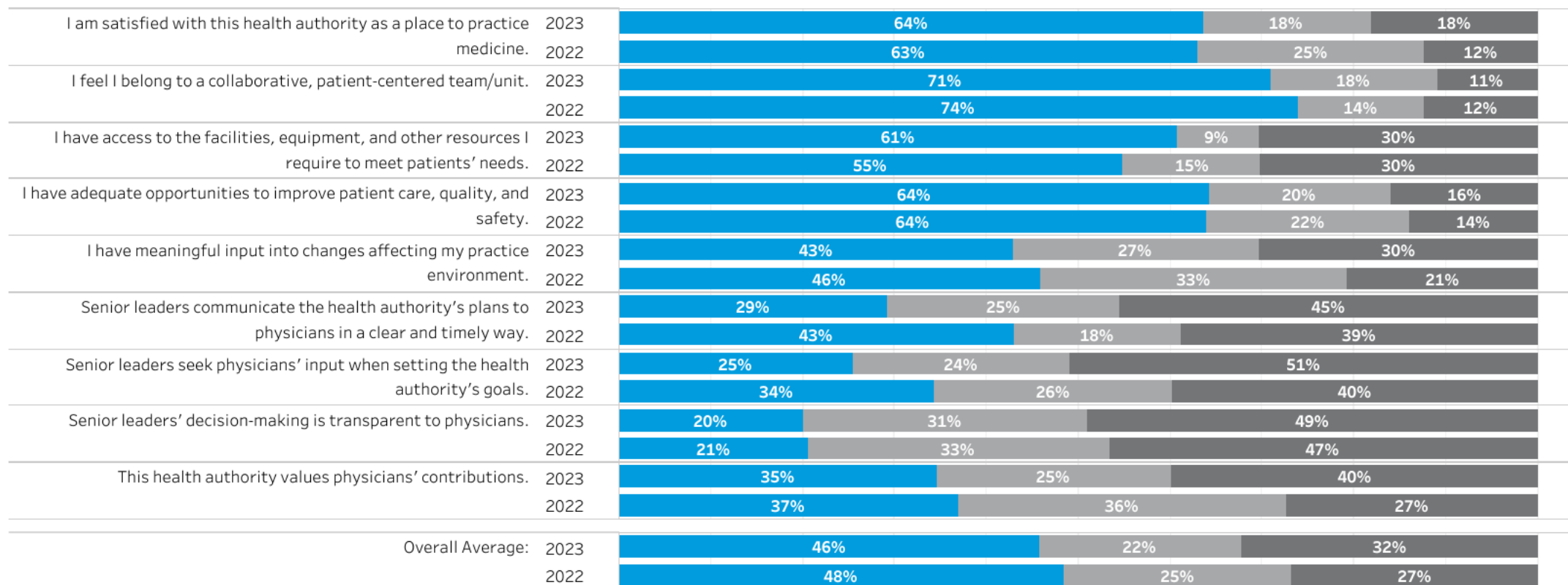
2023

Penticton Regional Hospital

2023 Respondents: 56

2022 Respondents: 73

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

Penticton Regional Hospital

Survey Year

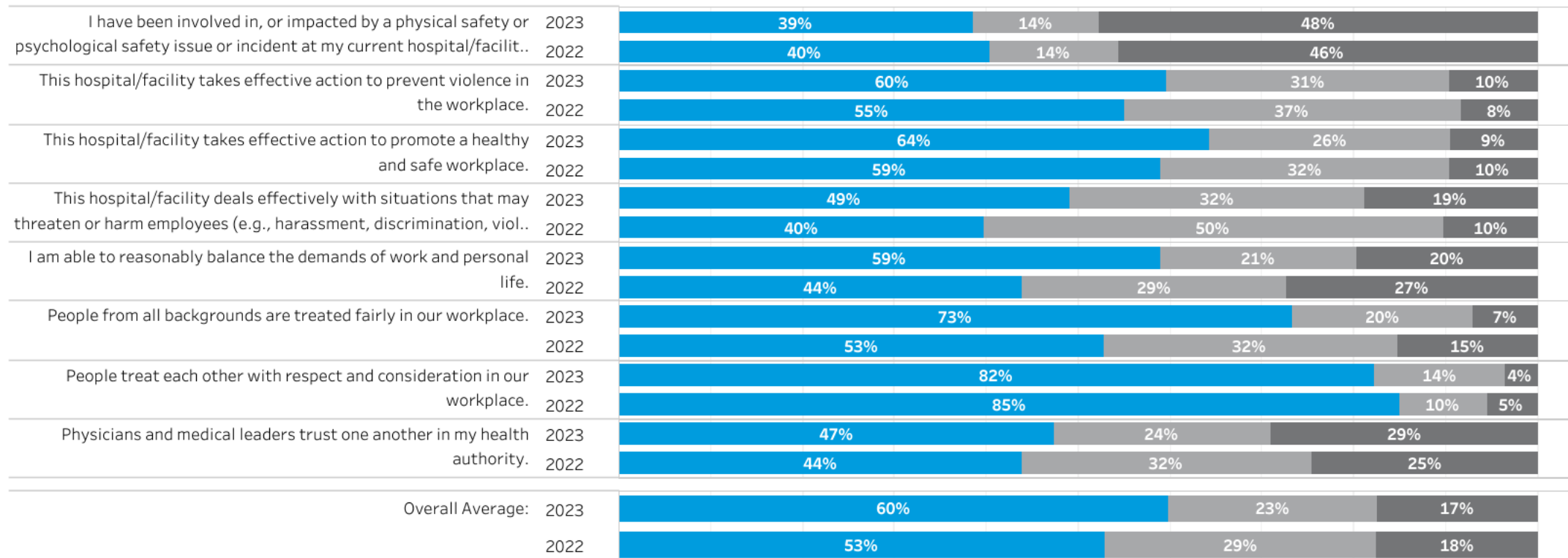
2023

Penticton Regional Hospital

2023 Respondents: 56

2022 Respondents: 73

Physician Health and Safety



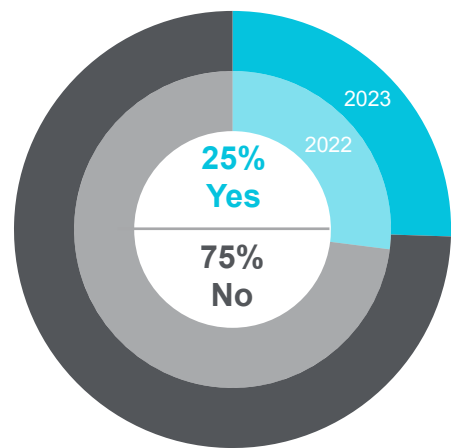
Agree

Neither agree nor disagree

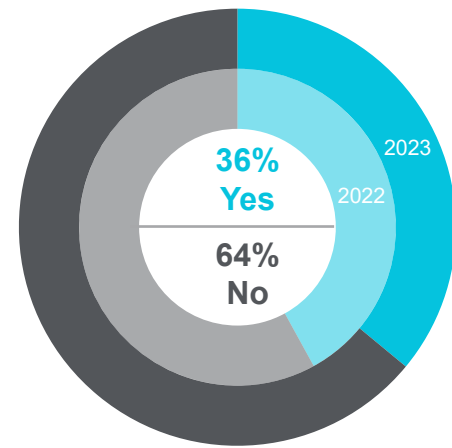
Disagree

Penticton Regional Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 5.71 | 9.00 | 1 | 2 | 1 | 20 | 14 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 3.75 | 5.81 | 1 (b) | 3 | 1 | 12 | 20 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

Queen Victoria Hospital

Survey Year

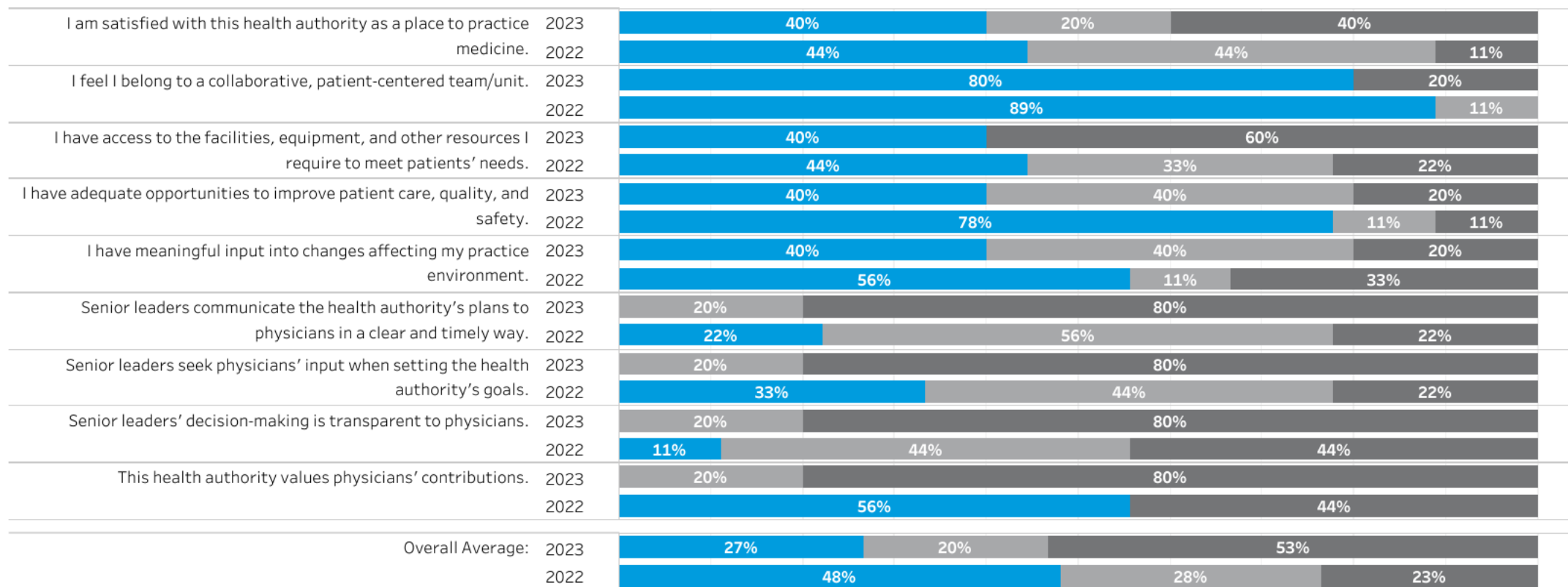
2023

Queen Victoria Hospital

2023 Respondents: 5

2022 Respondents: 9

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey

Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

Queen Victoria Hospital

Survey Year

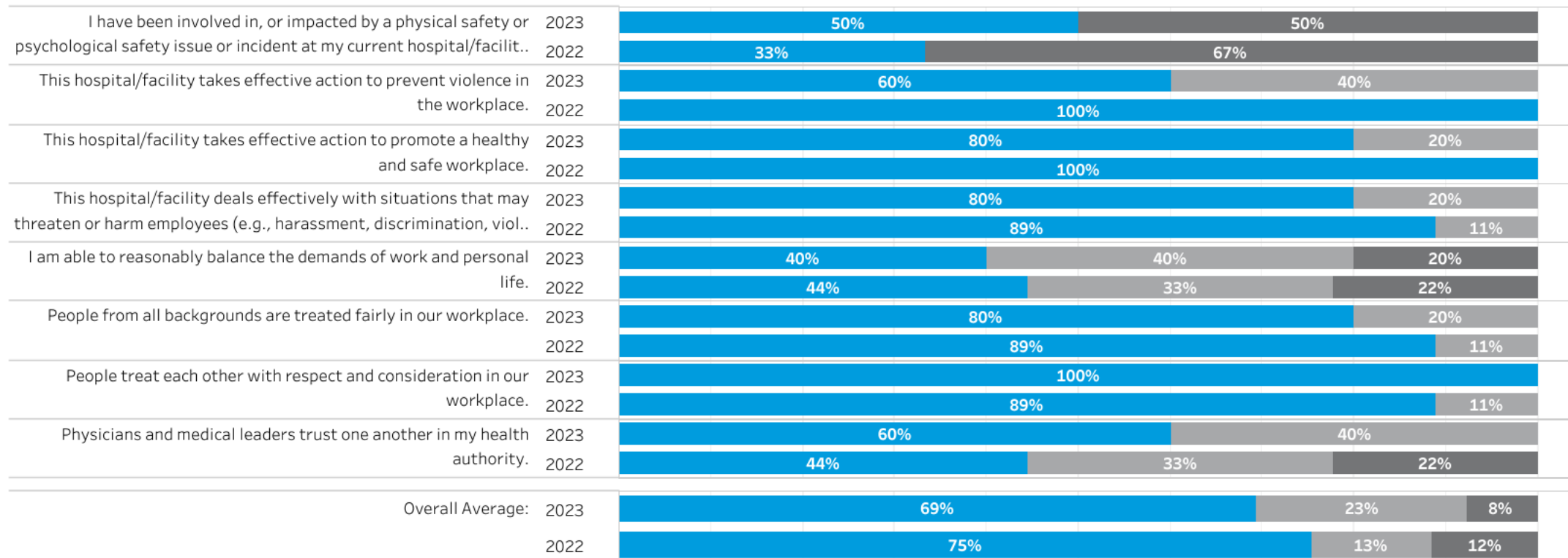
2023

Queen Victoria Hospital

2023 **Respondents: 5**

2022 **Respondents: 9**

Physician Health and Safety



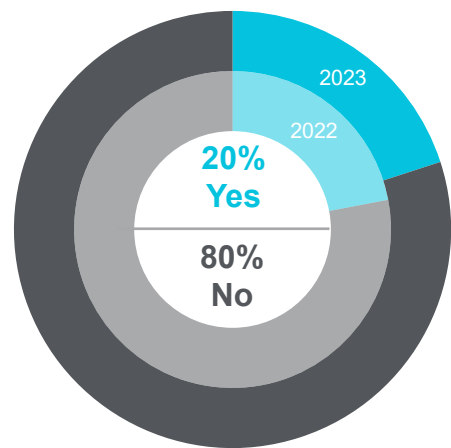
Agree

Neither agree nor disagree

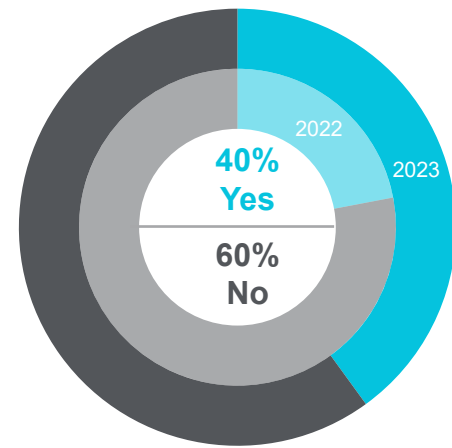
Disagree

Queen Victoria Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 1.00 | 4.50 | 1 | 1 | 1 | 1 | 1 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 1.00 | 1.00 | 1 | 1 | 1 | 1 | 2 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

Royal Inland Hospital

Survey Year

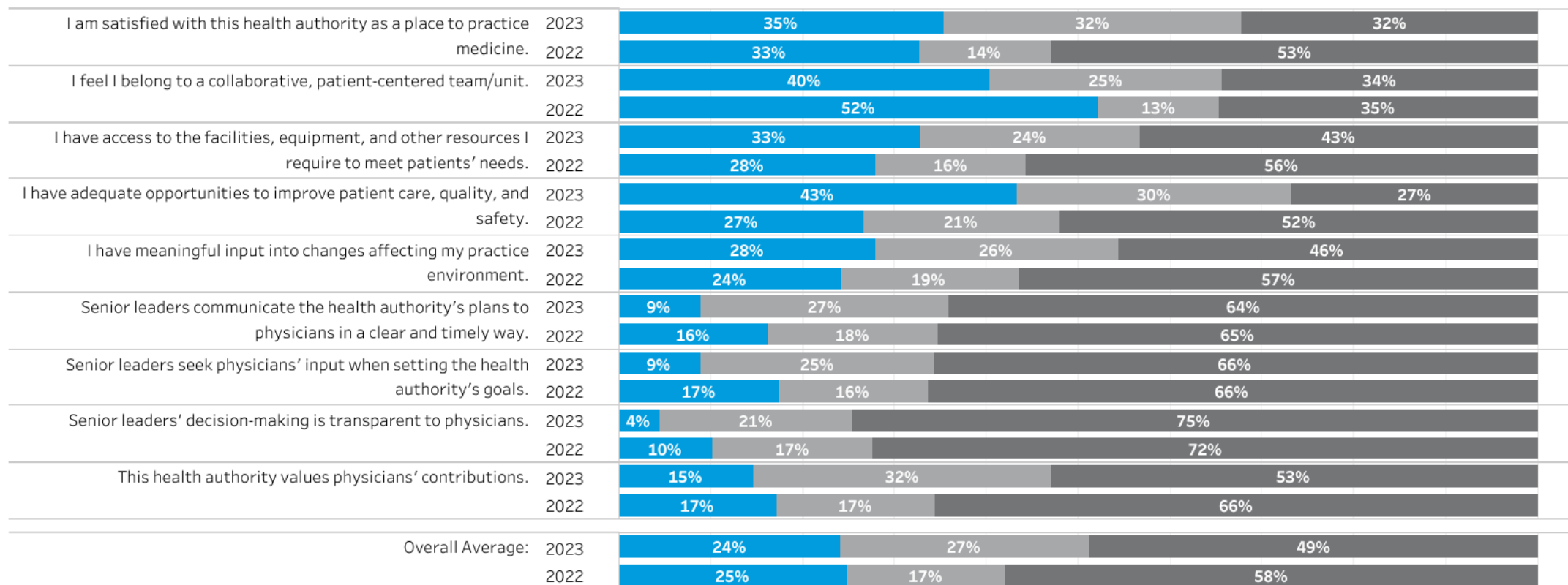
2023

Royal Inland Hospital

2023 Respondents: 68

2022 Respondents: 99

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

Royal Inland Hospital

Survey Year

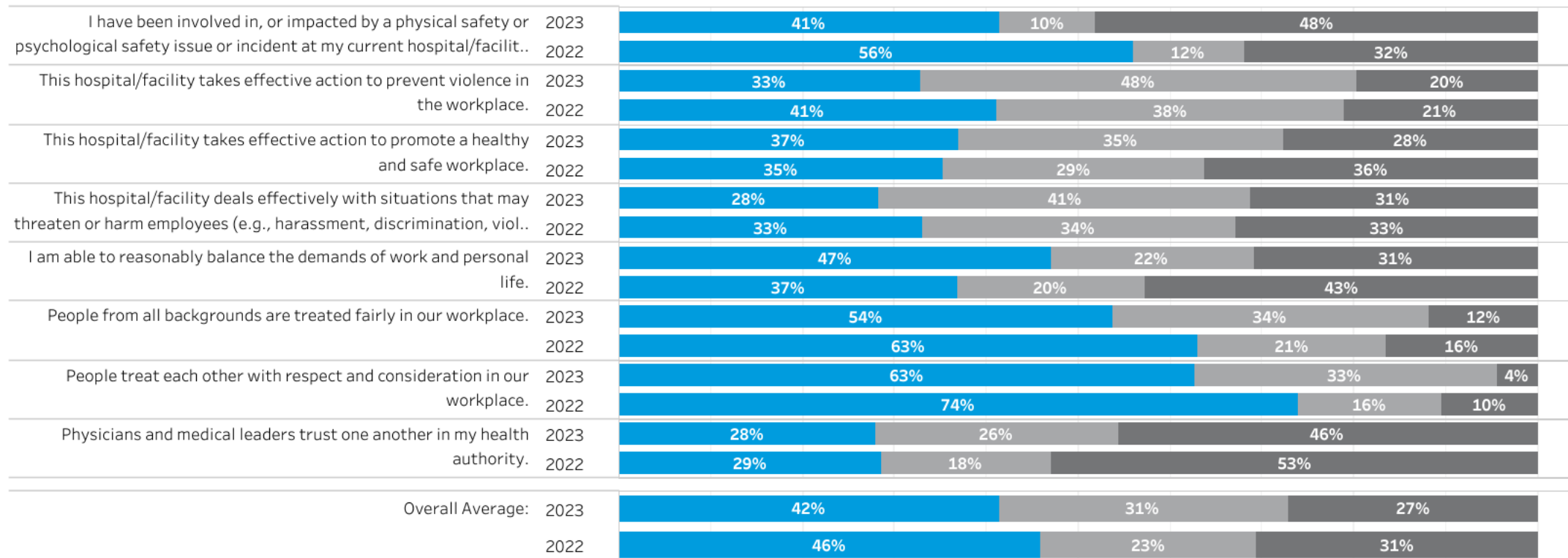
2023

Royal Inland Hospital

2023 Respondents: 68

2022 Respondents: 99

Physician Health and Safety



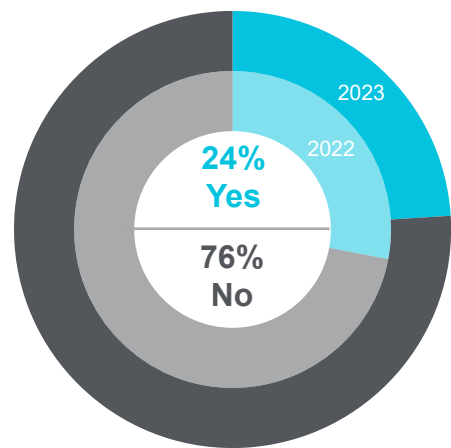
Agree

Neither agree nor disagree

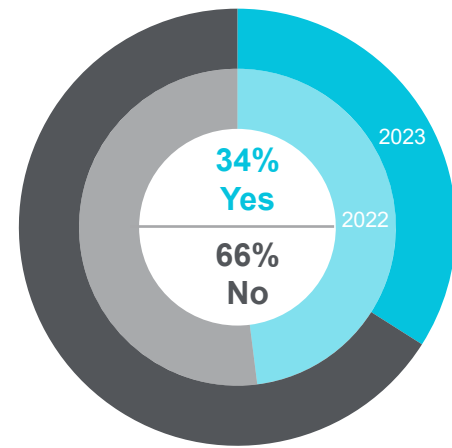
Disagree

Royal Inland Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 4.06 | 10.82 | 1 | 3 | 1 | 20 | 16 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 17.04 | 15.96 | 1 | 5 | 1 | 200 | 23 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Survey Year: 2023 Health Authority: Multiple values Hospital or Division: Hospital Hospital / Division: Shuswap Lake General Hospital Physician Group: All Physician Group - Select: All

Shuswap Lake General Hospital

| | |
|------|-----------------|
| 2023 | Respondents: 23 |
| 2022 | Respondents: 26 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 39% | 13% | 48% |
| | 2022 | 42% | 27% | 31% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 61% | 9% | 30% |
| | 2022 | 69% | 12% | 19% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 26% | 22% | 52% |
| | 2022 | 42% | 19% | 38% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 35% | 30% | 35% |
| | 2022 | 50% | 27% | 23% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 22% | 22% | 57% |
| | 2022 | 42% | 19% | 38% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 22% | 26% | 52% |
| | 2022 | 27% | 15% | 58% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 13% | 22% | 65% |
| | 2022 | 12% | 32% | 56% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 4% | 17% | 78% |
| | 2022 | 8% | 27% | 65% |
| This health authority values physicians' contributions. | 2023 | 17% | 43% | 39% |
| | 2022 | 23% | 35% | 42% |
| Overall Average: | 2023 | 27% | 23% | 51% |
| | 2022 | 35% | 24% | 41% |

Agree

Neither agree nor disagree

Disagree

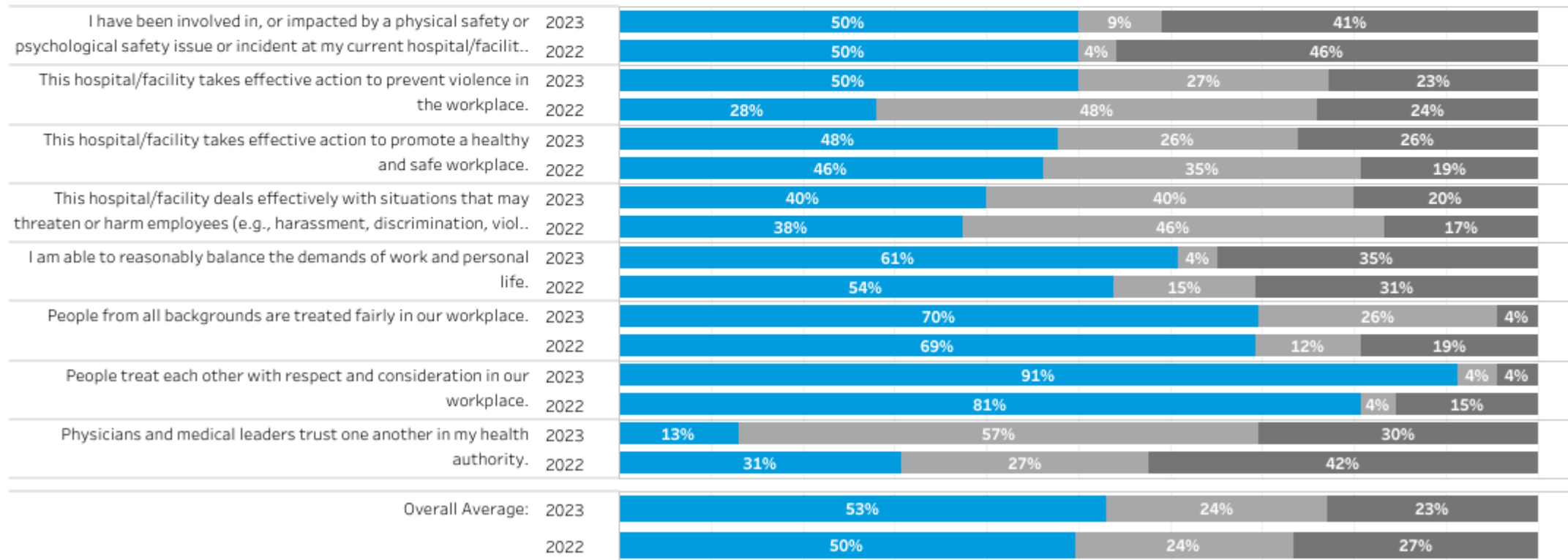
2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Survey Year: 2023 Health Authority: Multiple values Hospital or Division: Hospital Hospital / Division: Shuswap Lake General Hospital Physician Group: All Physician Group - Select:

Shuswap Lake General Hospital

| | |
|------|-----------------|
| 2023 | Respondents: 23 |
| 2022 | Respondents: 26 |

Physician Health and Safety



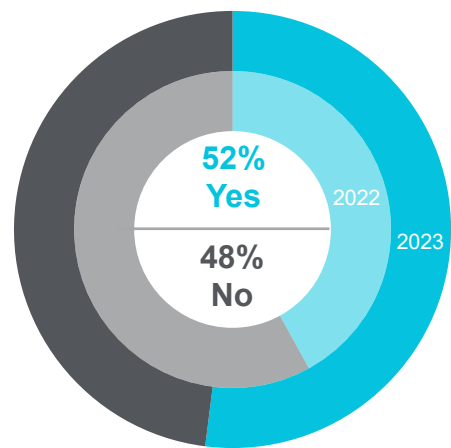
Agree

Neither agree nor disagree

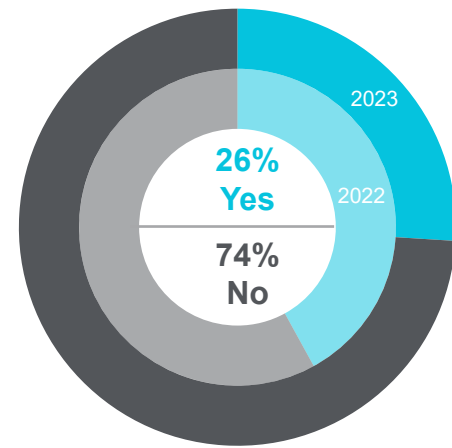
Disagree

Shuswap Lake General Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 5.75 | 5.82 | 2 | 3 | 1 | 25 | 12 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 20.67 | 8.55 | 3 | 4 | 3 | 100 | 6 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

Vernon Jubilee Hospital

Survey Year

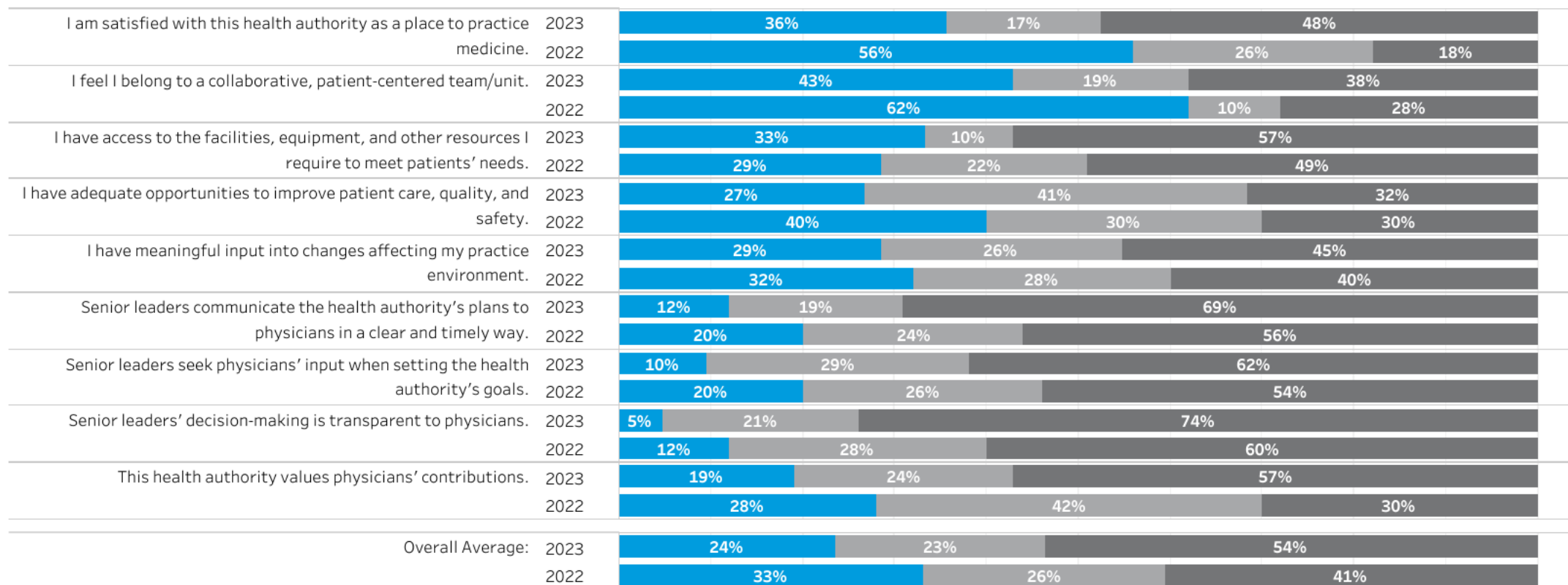
2023

Vernon Jubilee Hospital

2023 Respondents: 42

2022 Respondents: 50

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Interior Health Authority

Hospital / Division

Vernon Jubilee Hospital

Survey Year

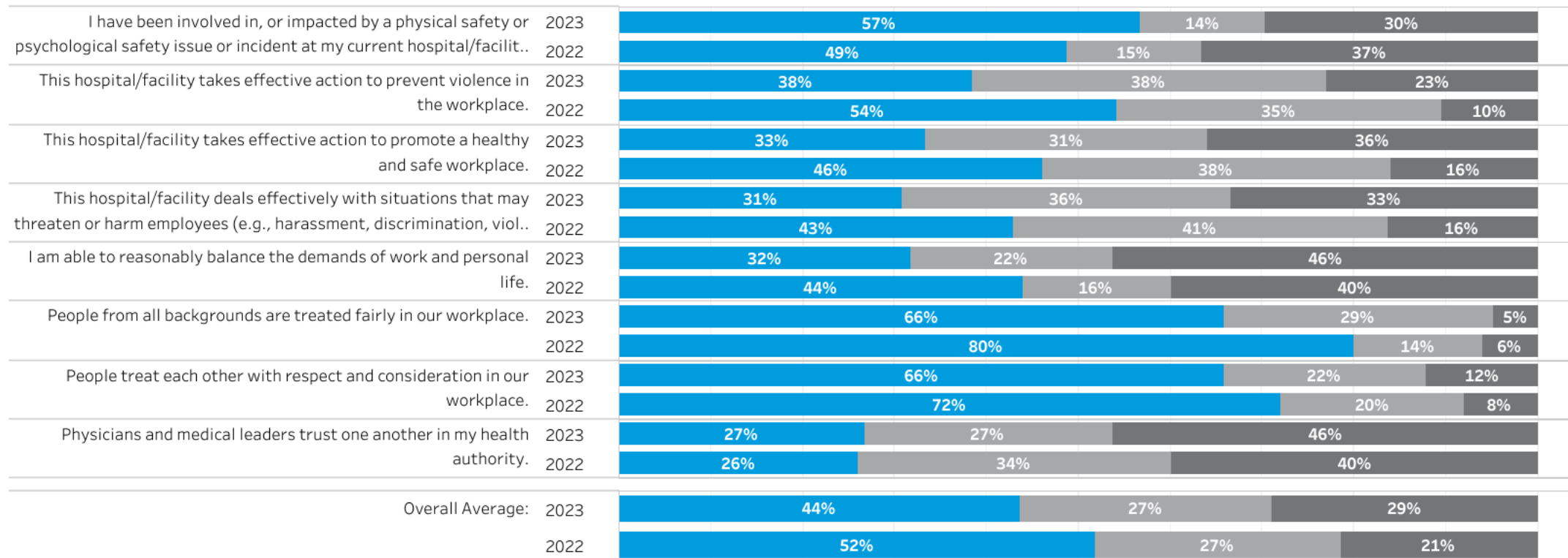
2023

Vernon Jubilee Hospital

2023 Respondents: 42

2022 Respondents: 50

Physician Health and Safety



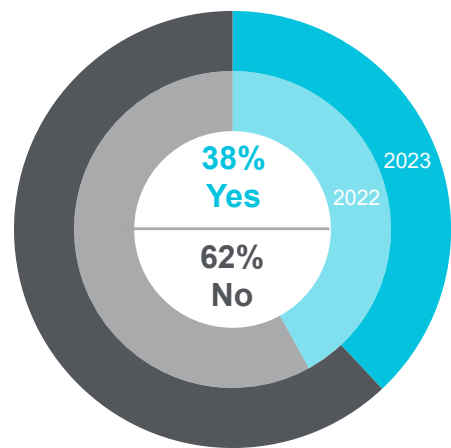
Agree

Neither agree nor disagree

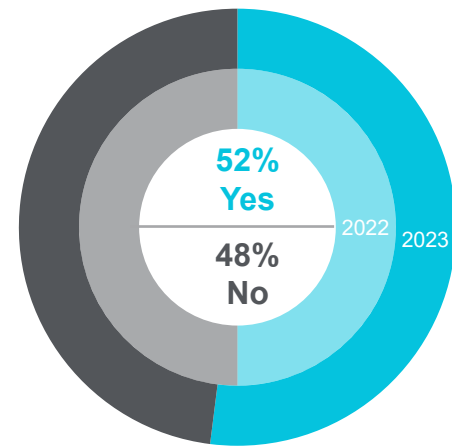
Disagree

Vernon Jubilee Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 6.13 | 4.33 | 2 | 3 | 1 | 25 | 16 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 7.27 | 6.68 | 2 | 5 | 1 | 25 | 22 |

Island Health

Hospital/Facility Data

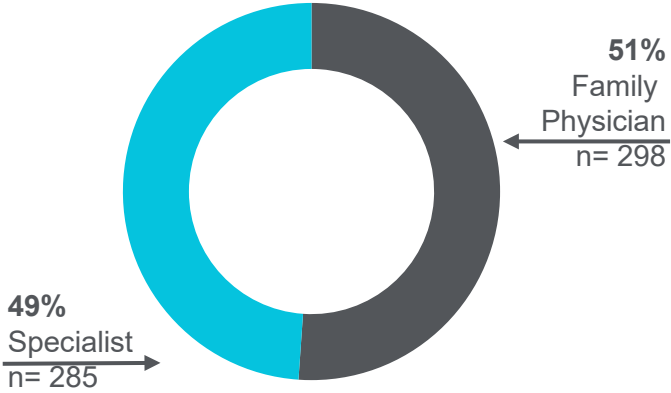
- Demographics
- Overall Engagement averages by hospital/facility
- Engagement Trends
- Physician Health and Safety
- Incidents related to Physical and Psychological Safety

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

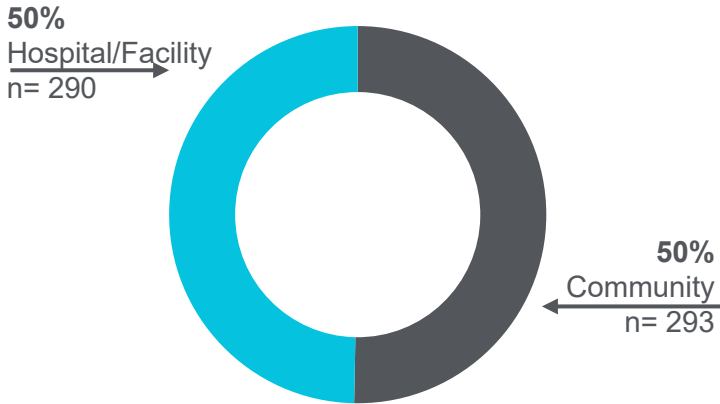
Medical leaders refers to those who hold a formal medical leadership position and receive a stipend/payment from the Health Authority i.e., Department Head, Regional Medical Lead/Director, Vice President of Medicine. It does not include leadership positions on Medical Staff Associations.

Demographics - Island (N = 583)

FAMILY PHYSICIANS OR SPECIALISTS



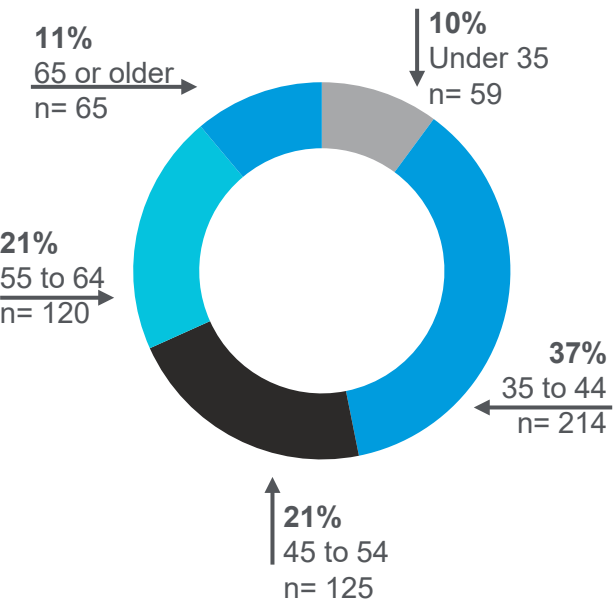
HOSPITAL/FACILITY OR COMMUNITY BASED



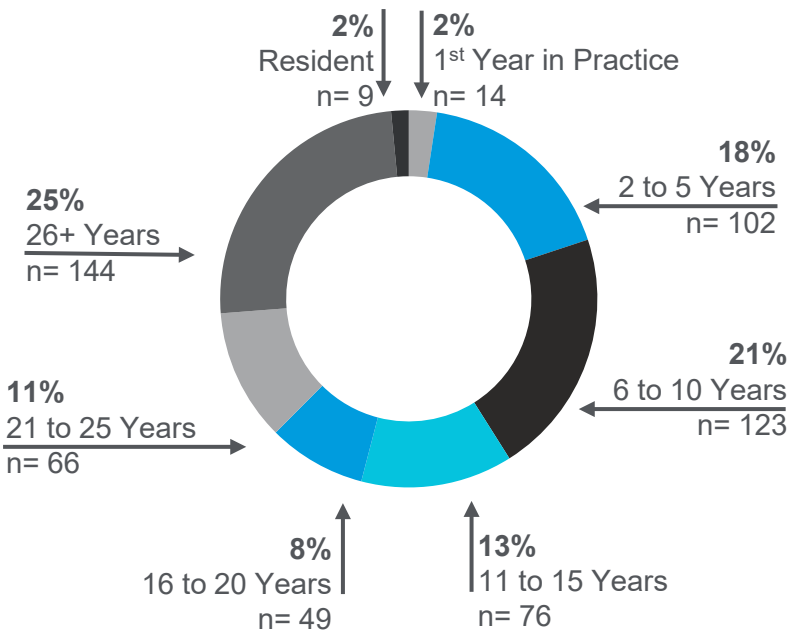
SETTING



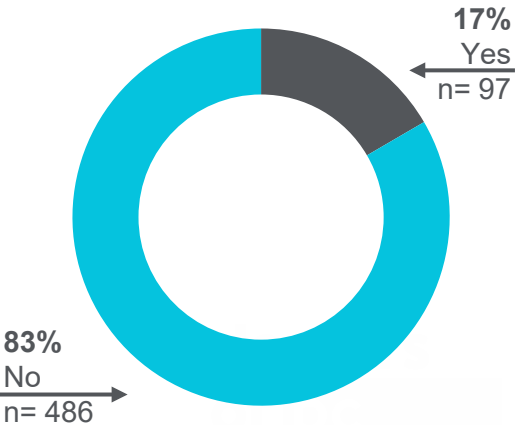
AGE



TENURE

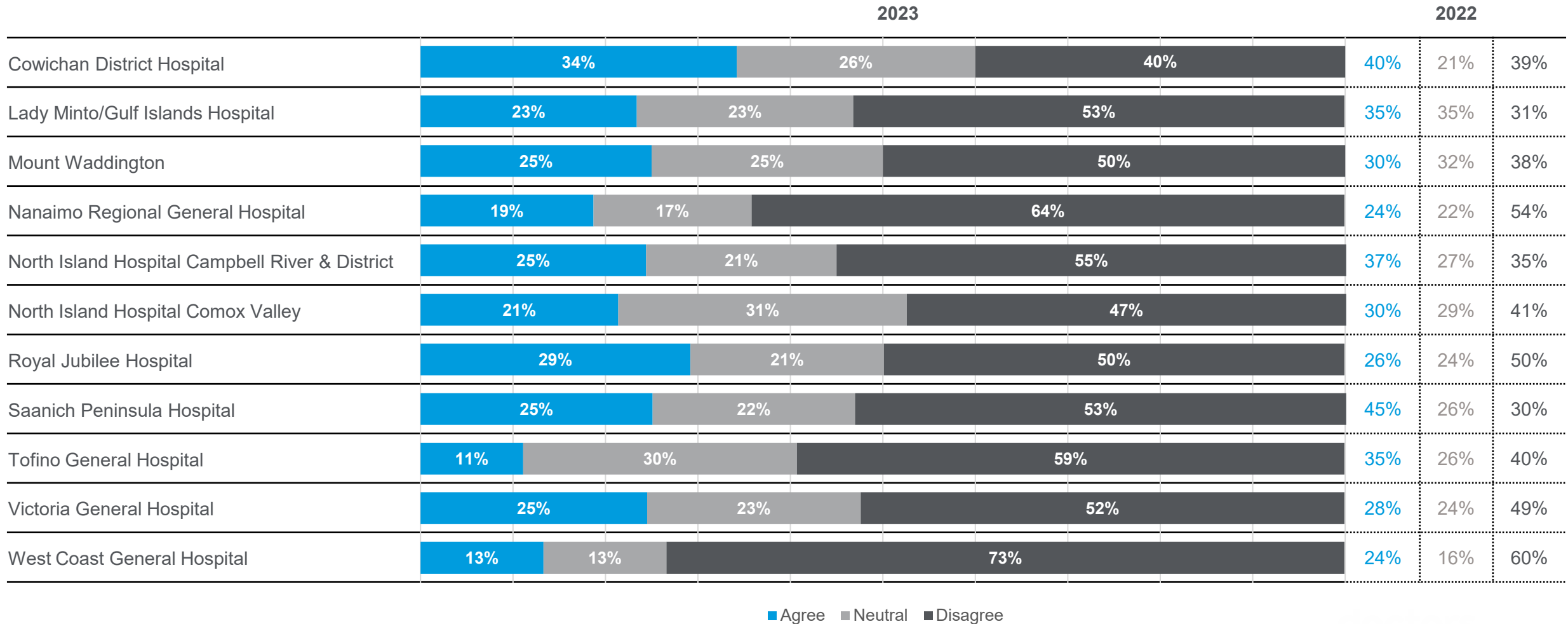


MEDICAL LEADERSHIP



Island Health Authority

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



2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Island Health Authority

Hospital / Division

Cowichan District Hospital

Survey Year

2023

Cowichan District Hospital

2023 Respondents: 52

2022 Respondents: 59

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 52% | 21% | 27% |
| | 2022 | 49% | 15% | 36% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 58% | 19% | 23% |
| | 2022 | 61% | 15% | 24% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 37% | 27% | 37% |
| | 2022 | 34% | 24% | 42% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 31% | 29% | 40% |
| | 2022 | 37% | 34% | 29% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 37% | 23% | 40% |
| | 2022 | 34% | 16% | 50% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 31% | 25% | 44% |
| | 2022 | 36% | 25% | 39% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 21% | 33% | 46% |
| | 2022 | 40% | 14% | 47% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 12% | 27% | 62% |
| | 2022 | 22% | 27% | 51% |
| This health authority values physicians' contributions. | 2023 | 31% | 29% | 40% |
| | 2022 | 42% | 20% | 37% |
| Overall Average: | 2023 | 34% | 26% | 40% |
| | 2022 | 40% | 21% | 39% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Island Health Authority

Hospital / Division

Cowichan District Hospital

Survey Year

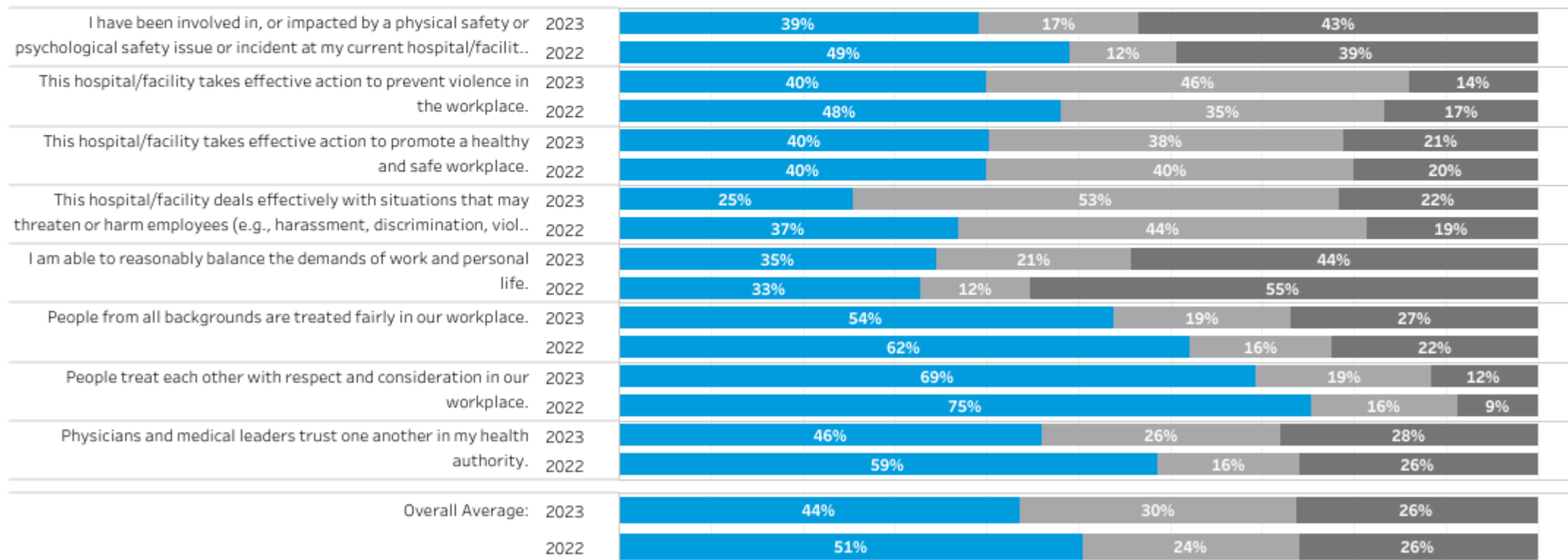
2023

Cowichan District Hospital

2023 Respondents: 52

2022 Respondents: 59

Physician Health and Safety



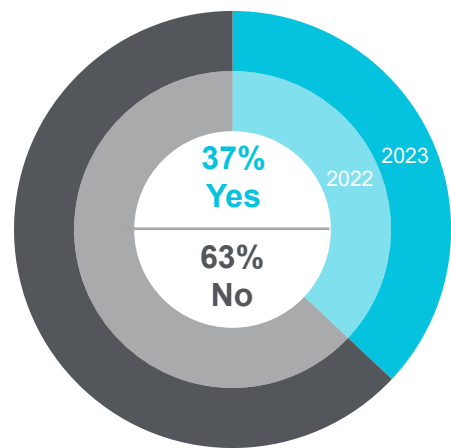
Agree

Neither agree nor disagree

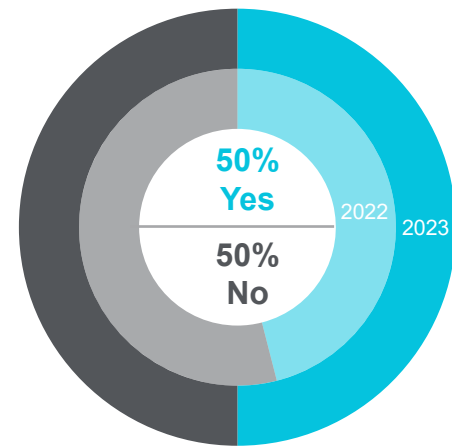
Disagree

Cowichan District Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 6.05 | 7.27 | 3 | 3 | 1 | 30 | 19 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 28.73 | 15.00 | 1 (b) | 5.5 | 1 | 365 | 26 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Island Health Authority

Hospital / Division

Lady Minto/Gulf Islands Hospital

Survey Year

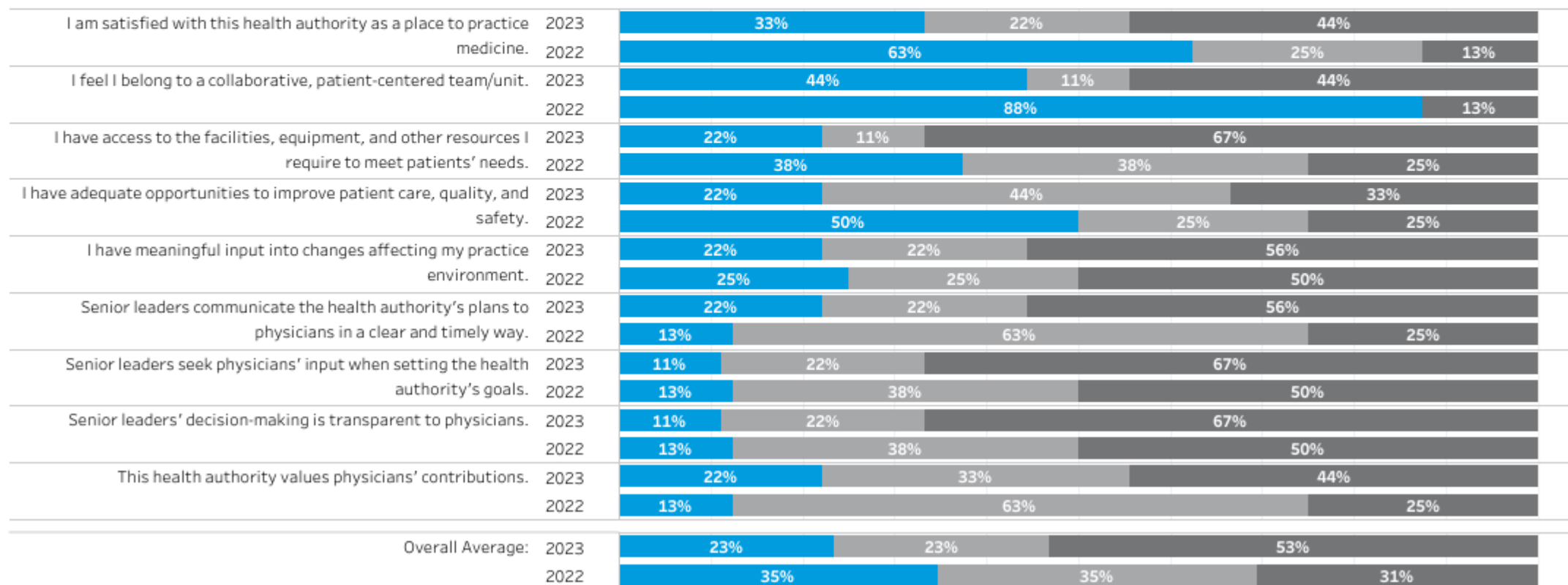
2023

Lady Minto/Gulf Islands Hospital

2023 Respondents: 9

2022 Respondents: 8

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Island Health Authority

Hospital / Division

Lady Minto/Gulf Islands Hospital

Survey Year

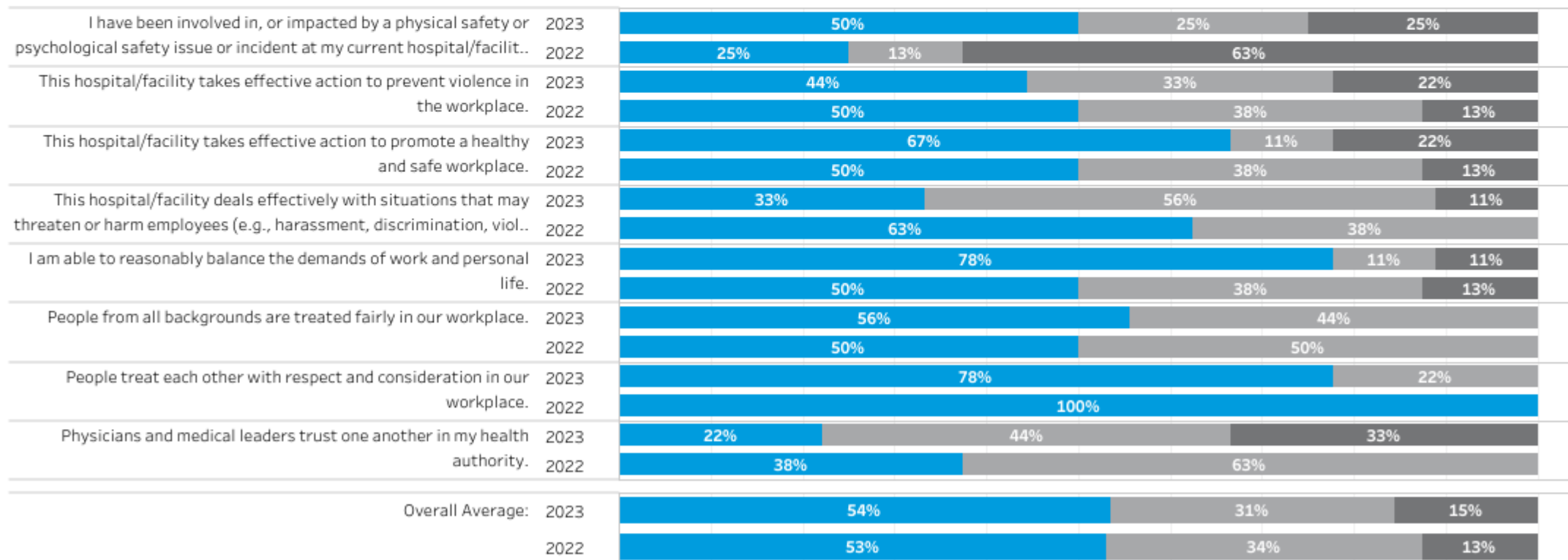
2023

Lady Minto/Gulf Islands Hospital

2023 Respondents: 9

2022 Respondents: 8

Physician Health and Safety



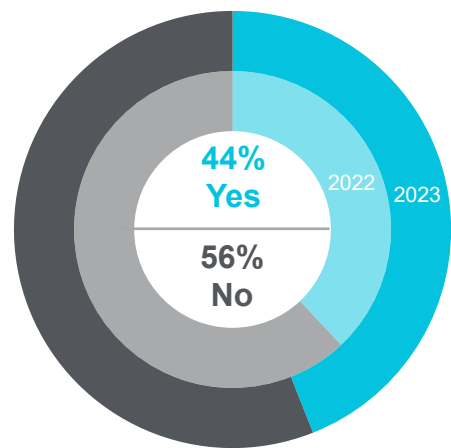
Agree

Neither agree nor disagree

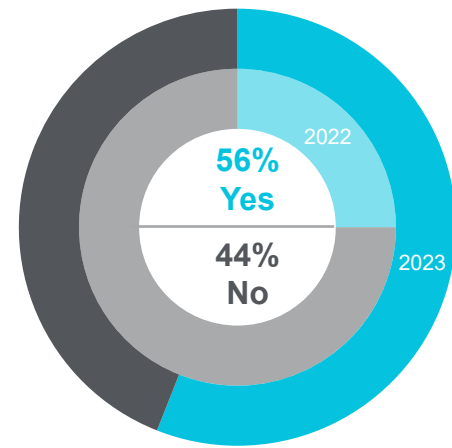
Disagree

Lady Minto/Gulf Islands Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 26.50 | 3.67 | 1 | 2.5 | 1 | 100 | 4 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 8.20 | 4.50 | 1 | 4 | 1 | 25 | 5 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Island Health Authority

Hospital / Division

Mount Waddington

Survey Year

2023

Mount Waddington

| | |
|------|----------------|
| 2023 | Respondents: 8 |
| 2022 | Respondents: 7 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 25% | 25% | 50% |
| | 2022 | 14% | 29% | 57% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 50% | 13% | 38% |
| | 2022 | 71% | 14% | 14% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 38% | 13% | 50% |
| | 2022 | 29% | 57% | 14% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 50% | 13% | 38% |
| | 2022 | 29% | 43% | 29% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 13% | 38% | 50% |
| | 2022 | 57% | 14% | 29% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 50% | 50% | |
| | 2022 | 43% | 57% | |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 13% | 25% | 63% |
| | 2022 | 29% | 29% | 43% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 38% | 63% | |
| | 2022 | 43% | 57% | |
| This health authority values physicians' contributions. | 2023 | 38% | 13% | 50% |
| | 2022 | 43% | 14% | 43% |
| Overall Average: | 2023 | 25% | 25% | 50% |
| | 2022 | 30% | 32% | 38% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Island Health Authority

Hospital / Division

Mount Waddington

Survey Year

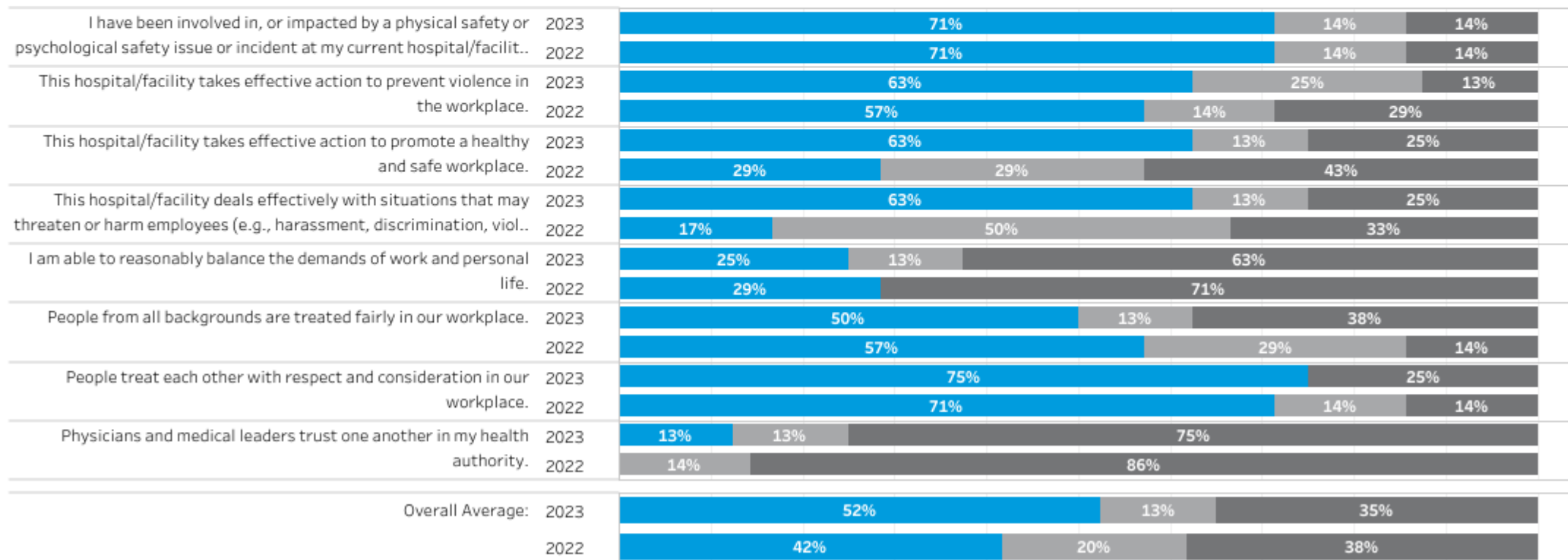
2023

Mount Waddington

2023 Respondents: 8

2022 Respondents: 7

Physician Health and Safety



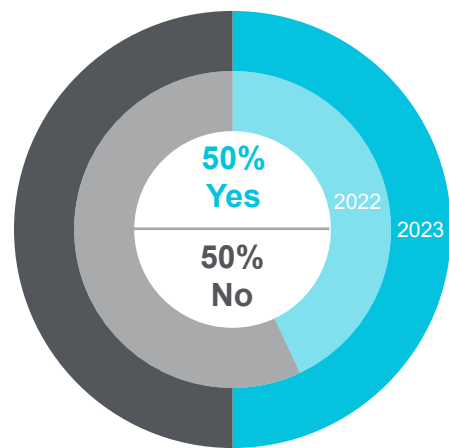
Agree

Neither agree nor disagree

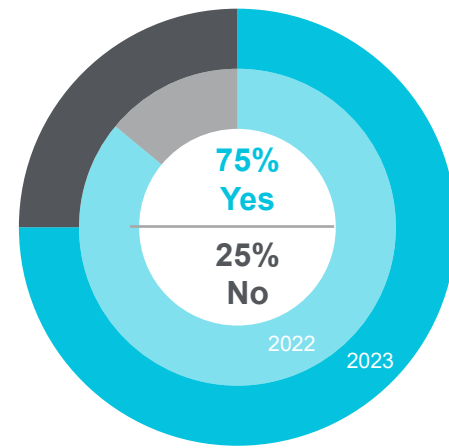
Disagree

Mount Waddington

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 14.25 | 3.67 | 5 | 6 | 5 | 40 | 4 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 8.17 | 12.33 | 1 | 3.5 | 1 | 30 | 6 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Island Health Authority

Hospital / Division

Nanaimo Regional General Hospital

Survey Year

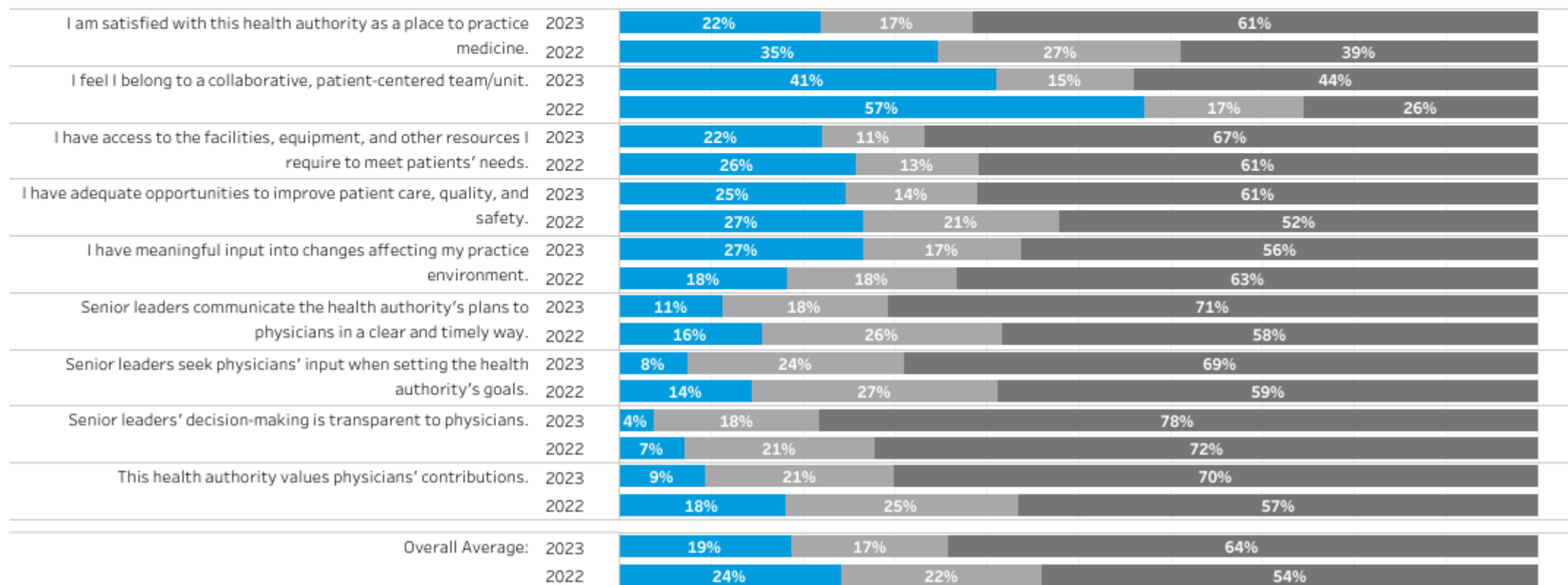
2023

Nanaimo Regional General Hospital

2023 Respondents: 109

2022 Respondents: 99

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Island Health Authority

Hospital / Division

Nanaimo Regional General Hospital

Survey Year

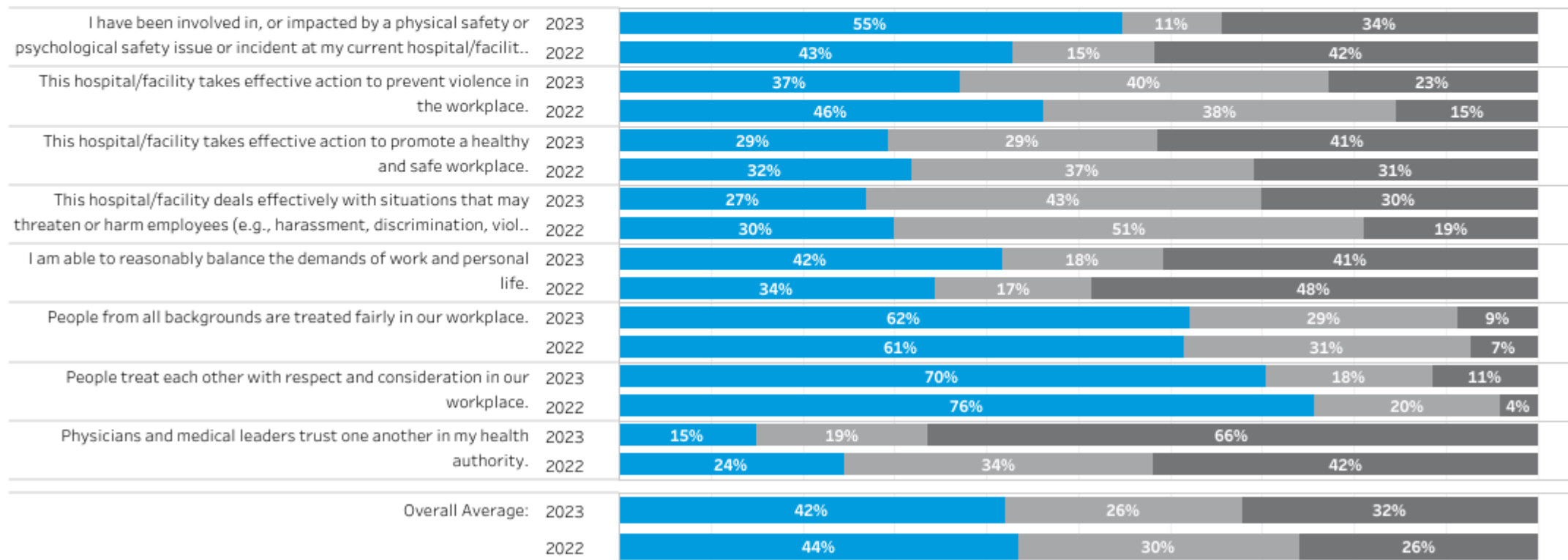
2023

Nanaimo Regional General Hospital

2023 Respondents: 109

2022 Respondents: 99

Physician Health and Safety



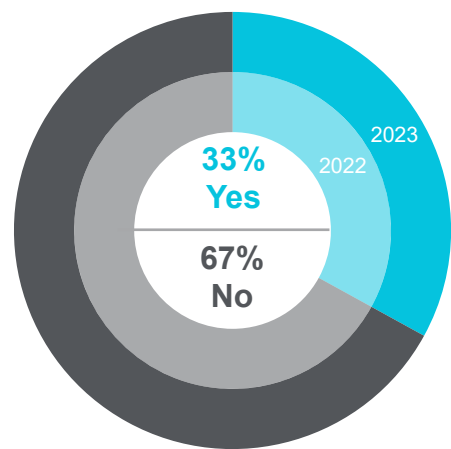
Agree

Neither agree nor disagree

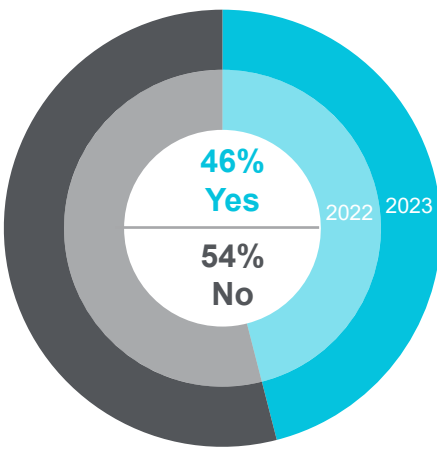
Disagree

Nanaimo Regional General Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 49.33 | 84.82 | 1 | 4 | 1 | 999 | 36 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 105.90 | 68.57 | 3 | 7 | 1 | 999 | 50 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Island Health Authority

Hospital / Division

North Island Hospital Campbell River & District

Survey Year

2023

North Island Hospital Campbell River & District

| | |
|------|-----------------|
| 2023 | Respondents: 28 |
| 2022 | Respondents: 31 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 50% | 14% | 36% |
| | 2022 | 55% | 23% | 23% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 50% | 14% | 36% |
| | 2022 | 81% | 10% | 10% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 29% | 18% | 54% |
| | 2022 | 65% | 13% | 23% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 29% | 32% | 39% |
| | 2022 | 45% | 39% | 16% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 25% | 18% | 57% |
| | 2022 | 30% | 33% | 37% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 7% | 30% | 63% |
| | 2022 | 17% | 34% | 48% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 11% | 26% | 63% |
| | 2022 | 14% | 38% | 48% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 4% | 15% | 81% |
| | 2022 | 3% | 30% | 67% |
| This health authority values physicians' contributions. | 2023 | 15% | 19% | 67% |
| | 2022 | 23% | 29% | 48% |
| Overall Average: | 2023 | 25% | 21% | 55% |
| | 2022 | 37% | 27% | 35% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Island Health Authority

Hospital / Division

North Island Hospital Campbell River & District

Survey Year

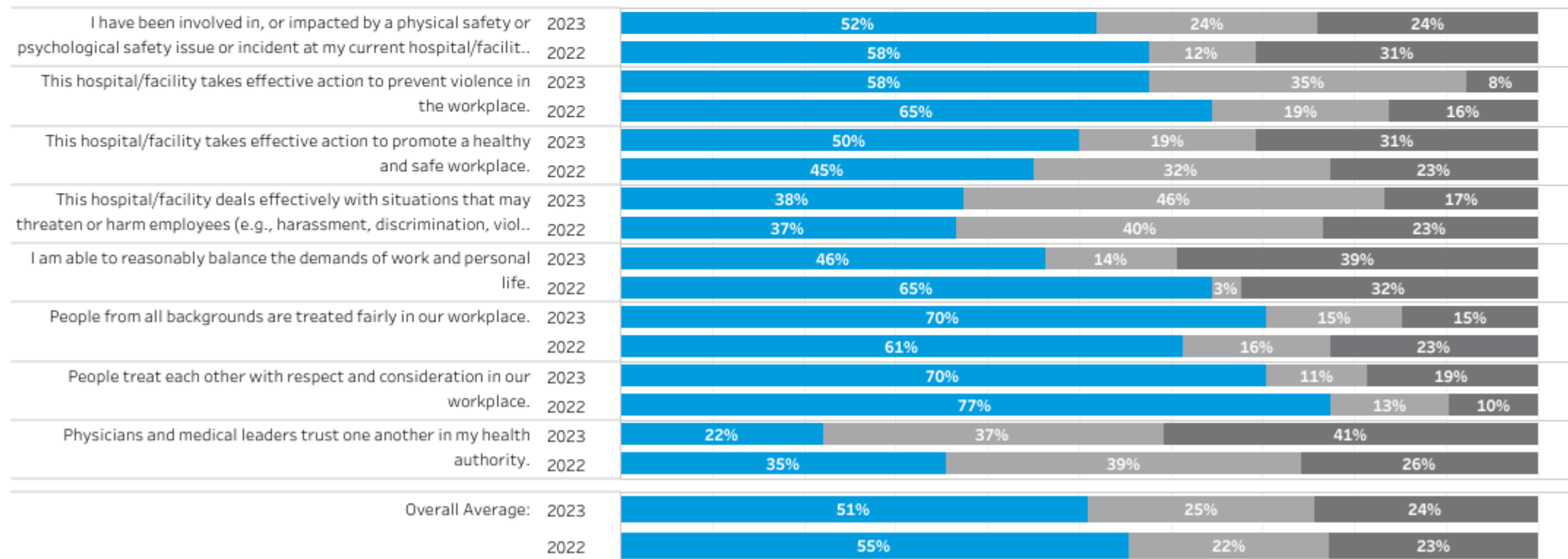
2023

North Island Hospital Campbell River & District

2023 Respondents: 28

2022 Respondents: 31

Physician Health and Safety



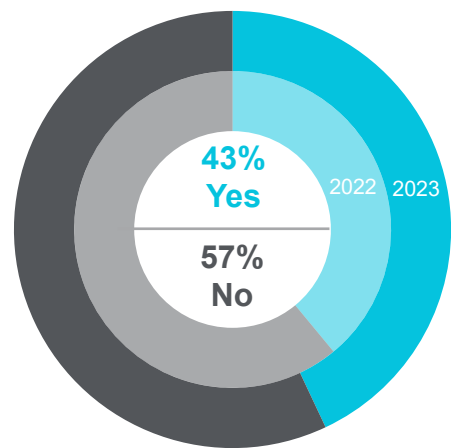
Agree

Neither agree nor disagree

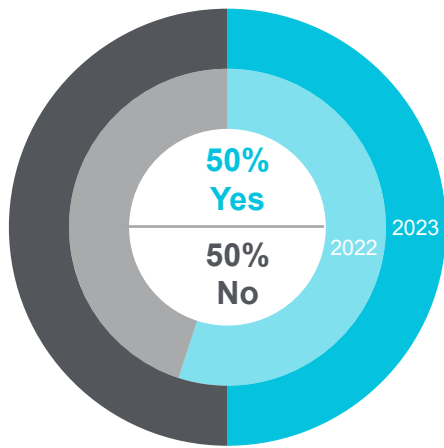
Disagree

North Island Hospital Campbell River & District

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 9.50 | 3.00 | 1 | 3.5 | 1 | 50 | 12 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 4.50 | 8.41 | 1 | 3 | 1 | 15 | 14 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Island Health Authority

Hospital / Division

North Island Hospital Comox Valley

Survey Year

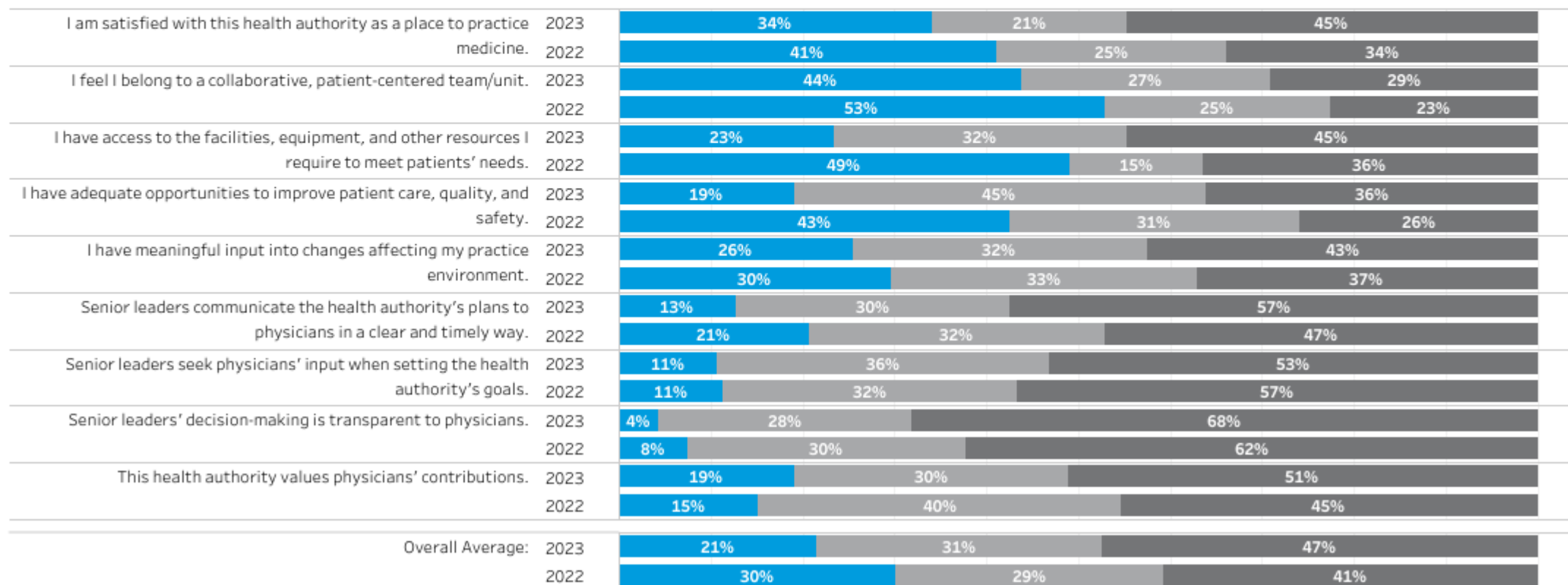
2023

North Island Hospital Comox Valley

2023 Respondents: 49

2022 Respondents: 56

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Island Health Authority

Hospital / Division

North Island Hospital Comox Valley

Survey Year

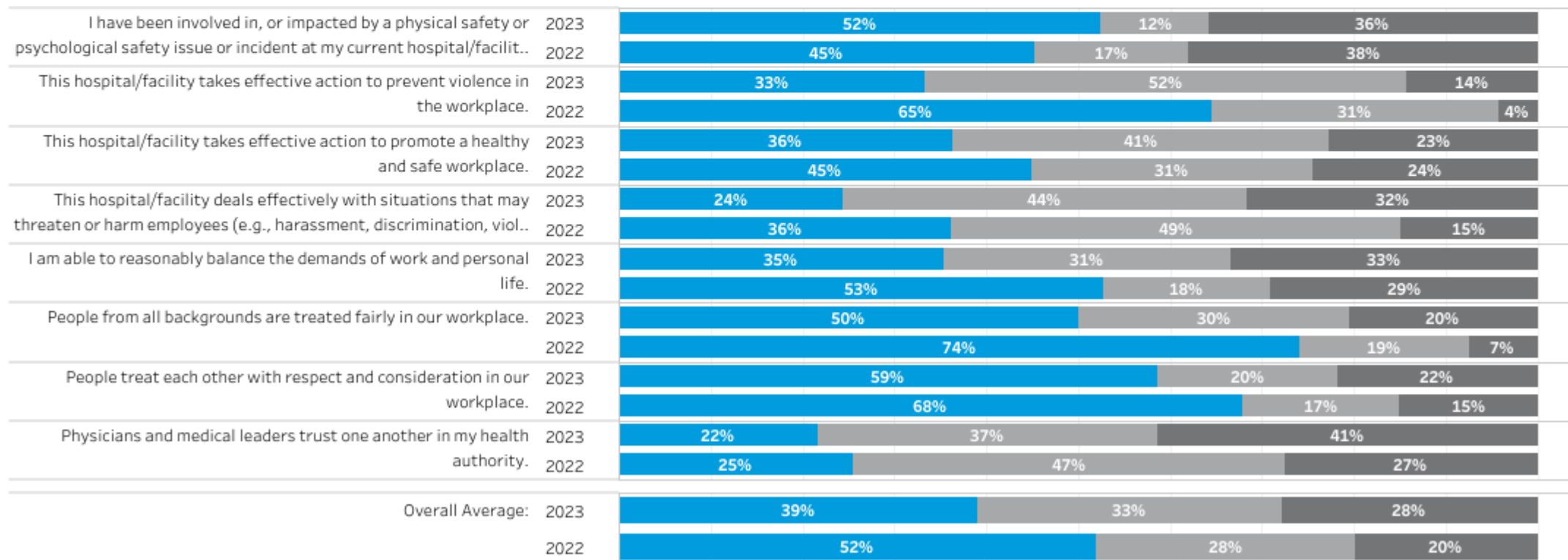
2023

North Island Hospital Comox Valley

2023 Respondents: 49

2022 Respondents: 56

Physician Health and Safety



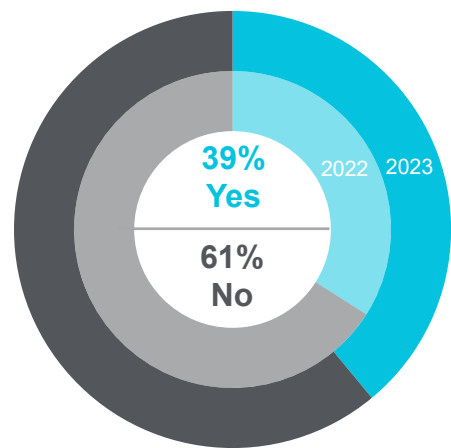
Agree

Neither agree nor disagree

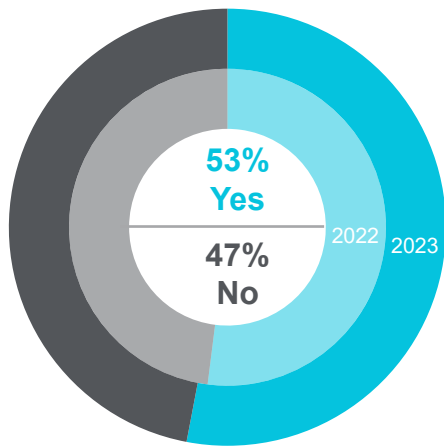
Disagree

North Island Hospital Comox Valley

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 5.47 | 3.26 | 1 | 2 | 1 | 30 | 19 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 21.77 | 27.72 | 2 | 3 | 1 | 300 | 26 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Multiple values

Hospital / Division

Royal Jubilee Hospital

Survey Year

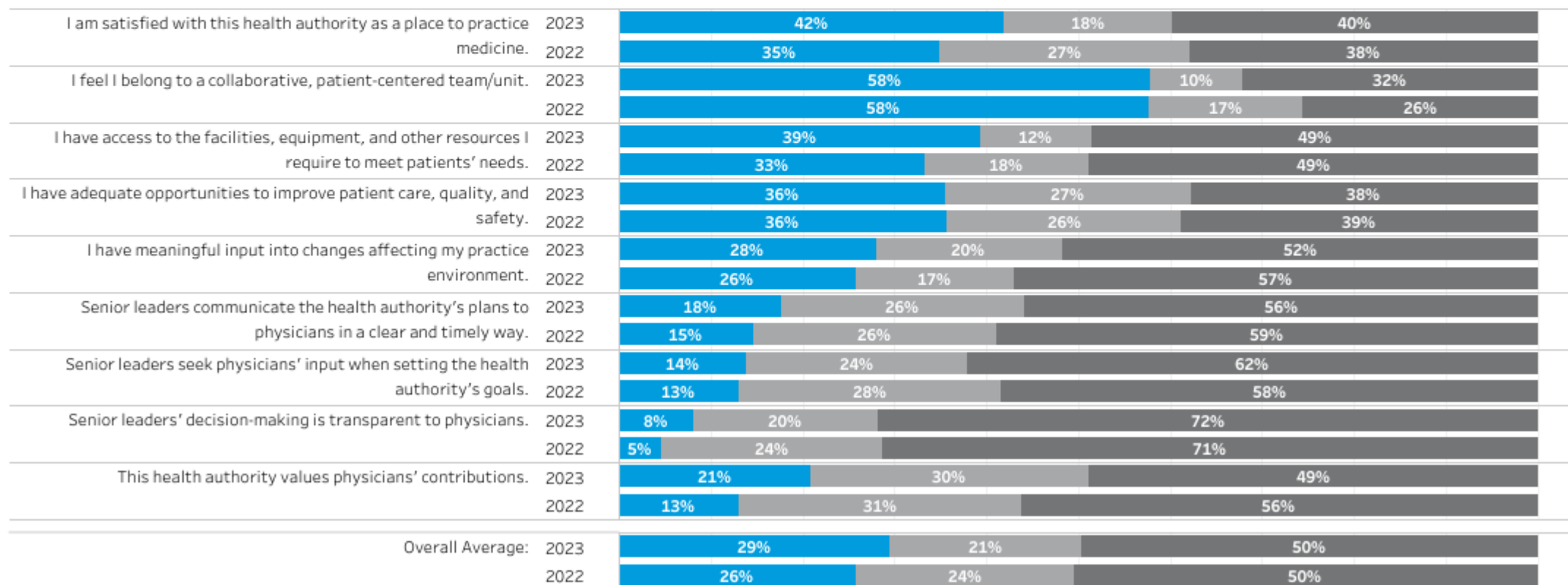
2023

Royal Jubilee Hospital

2023 Respondents: 141

2022 Respondents: 133

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Multiple values

Hospital / Division

Royal Jubilee Hospital

Survey Year

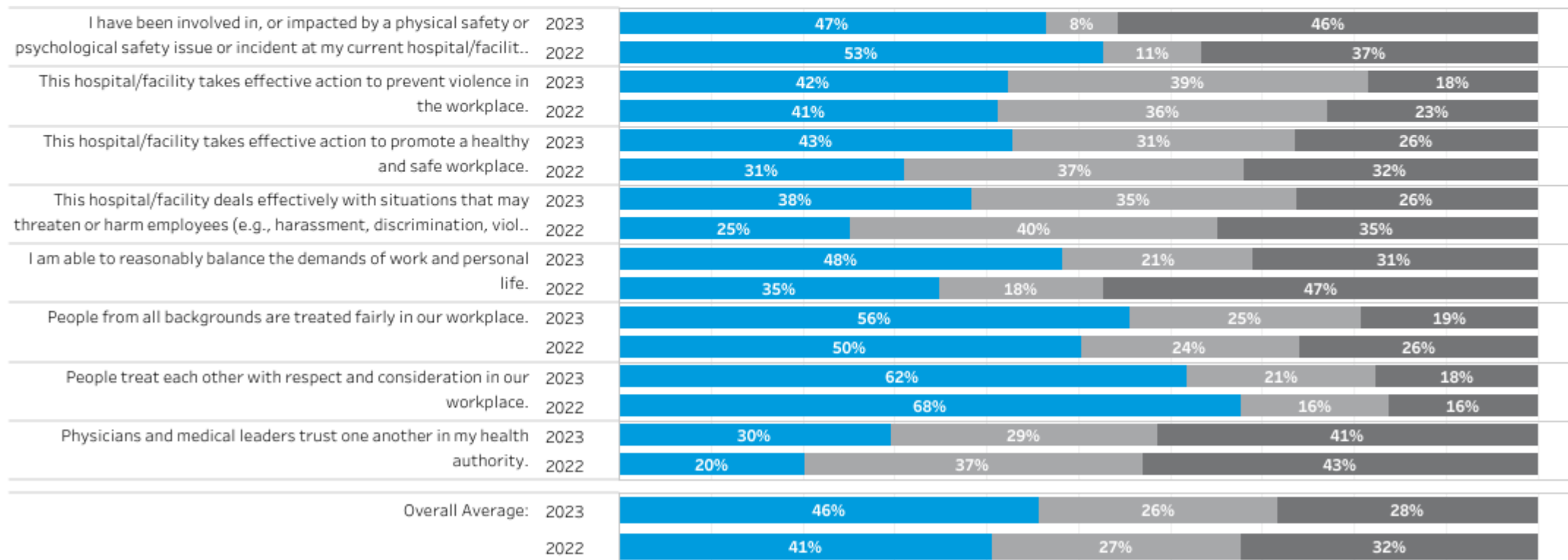
2023

Royal Jubilee Hospital

2023 Respondents: 141

2022 Respondents: 133

Physician Health and Safety



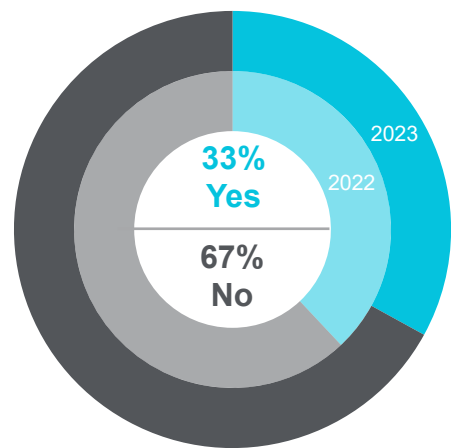
Agree

Neither agree nor disagree

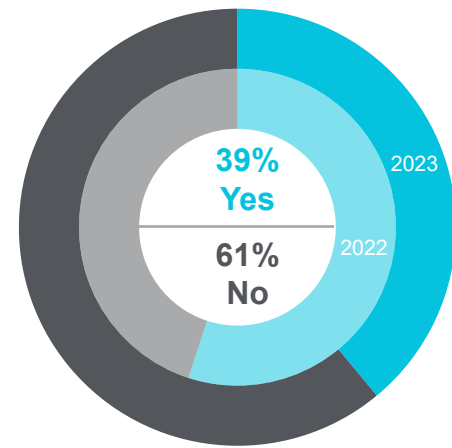
Disagree

Royal Jubilee Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 22.07 | 7.08 | 1 | 5.5 | 1 | 200 | 46 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 20.60 | 14.92 | 1 | 5 | 1 | 200 | 55 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Island Health Authority

Hospital / Division

Saanich Peninsula Hospital

Survey Year

2023

Saanich Peninsula Hospital

2023 Respondents: 52

2022 Respondents: 37

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 33% | 21% | 46% |
| | 2022 | 51% | 11% | 38% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 60% | 15% | 25% |
| | 2022 | 76% | 16% | 8% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 33% | 19% | 48% |
| | 2022 | 57% | 14% | 30% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 33% | 24% | 43% |
| | 2022 | 54% | 30% | 16% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 33% | 23% | 44% |
| | 2022 | 49% | 27% | 24% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 12% | 23% | 65% |
| | 2022 | 27% | 38% | 35% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 10% | 23% | 67% |
| | 2022 | 32% | 24% | 43% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 4% | 15% | 81% |
| | 2022 | 24% | 32% | 43% |
| This health authority values physicians' contributions. | 2023 | 10% | 33% | 58% |
| | 2022 | 32% | 38% | 30% |
| Overall Average: | 2023 | 25% | 22% | 53% |
| | 2022 | 45% | 26% | 30% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Island Health Authority

Hospital / Division

Saanich Peninsula Hospital

Survey Year

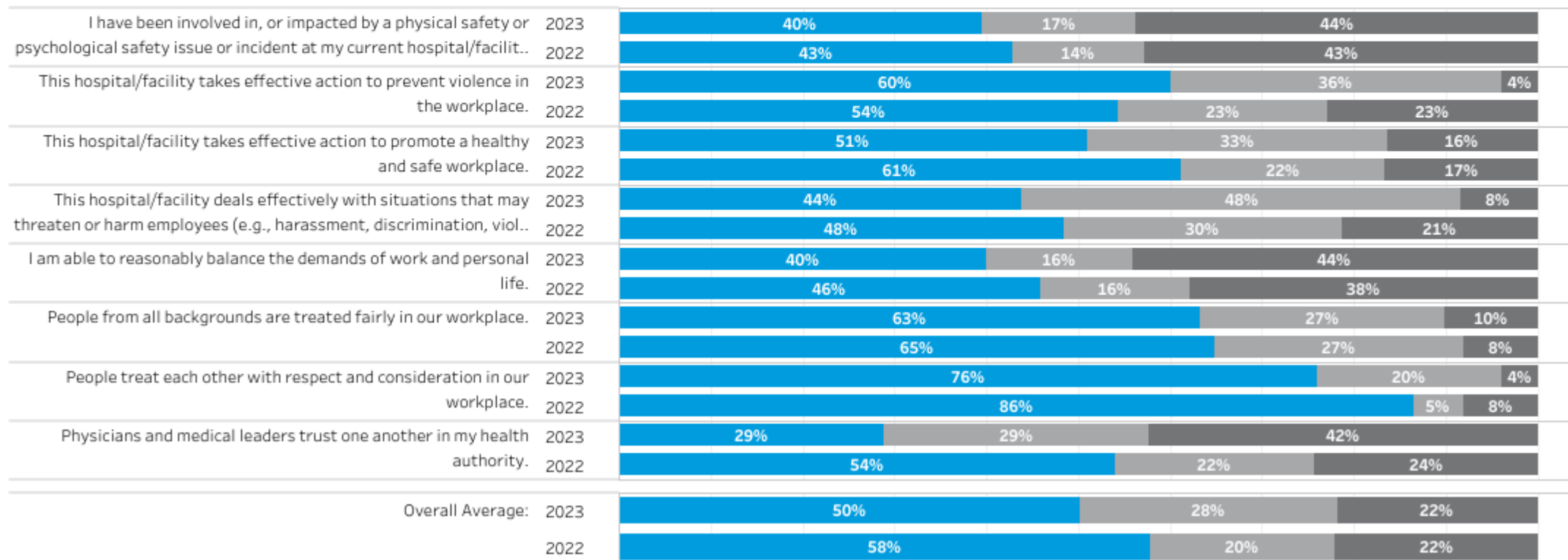
2023

Saanich Peninsula Hospital

2023 Respondents: 52

2022 Respondents: 37

Physician Health and Safety



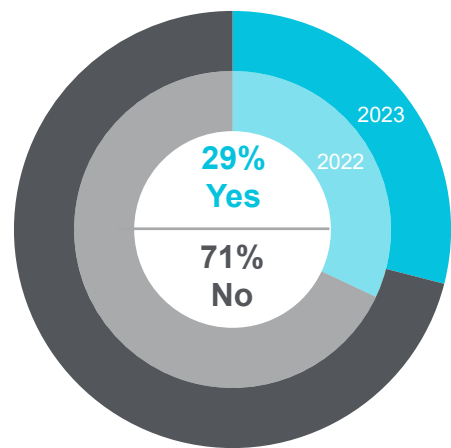
Agree

Neither agree nor disagree

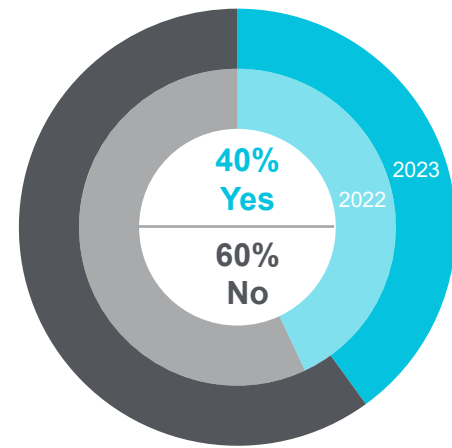
Disagree

Saanich Peninsula Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 7.60 | 20.00 | 1 (b) | 3 | 1 | 56 | 15 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 35.05 | 24.50 | 1 | 3 | 1 | 500 | 21 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Island Health Authority

Hospital / Division

Tofino General Hospital

Survey Year

2023

Tofino General Hospital

2023 Respondents: 6

2022 Respondents: 9

Engagement

| | | | | |
|--|------|------|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 33% | 33% | 33% |
| | 2022 | 67% | 11% | 22% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 33% | 33% | 33% |
| | 2022 | 100% | | |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 50% | 50% | |
| | 2022 | 33% | 33% | 33% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 33% | 17% | 50% |
| | 2022 | 56% | 22% | 22% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 17% | 83% | |
| | 2022 | 33% | 56% | 11% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 17% | 83% | |
| | 2022 | 22% | 78% | |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 33% | 67% | |
| | 2022 | 11% | 33% | 56% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 17% | 83% | |
| | 2022 | 22% | 78% | |
| This health authority values physicians' contributions. | 2023 | 50% | 50% | |
| | 2022 | 11% | 33% | 56% |
| Overall Average: | 2023 | 11% | 30% | 59% |
| | 2022 | 35% | 26% | 40% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Island Health Authority

Hospital / Division

Tofino General Hospital

Survey Year

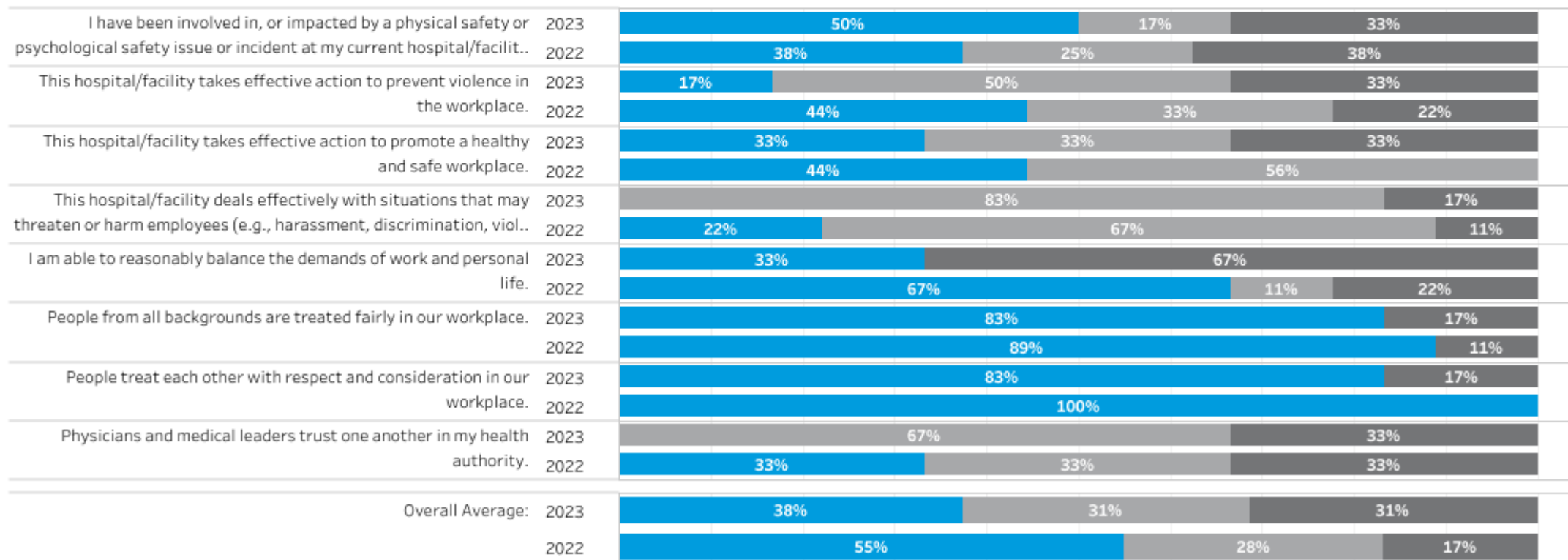
2023

Tofino General Hospital

2023 Respondents: 6

2022 Respondents: 9

Physician Health and Safety



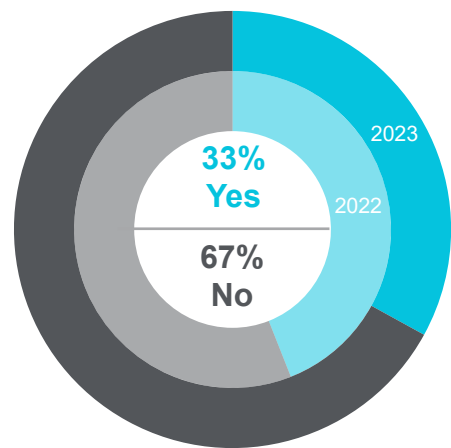
Agree

Neither agree nor disagree

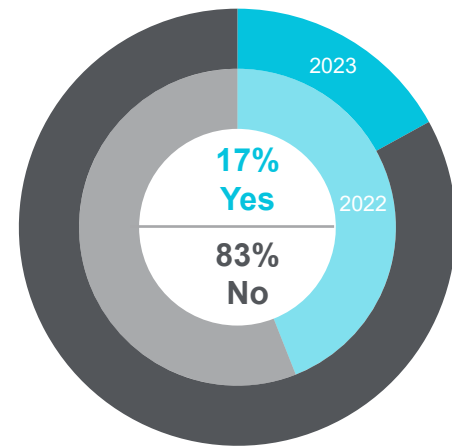
Disagree

Tofino General Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 4.50 | 16.00 | 4 (b) | 4.5 | 4 | 5 | 2 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 5.00 | 6.25 | 5 | 5 | 5 | 5 | 1 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Multiple values

Hospital / Division

Victoria General Hospital

Survey Year

2023

Victoria General Hospital

2023 Respondents: 99

2022 Respondents: 100

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 35% | 27% | 37% |
| | 2022 | 41% | 20% | 38% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 53% | 10% | 37% |
| | 2022 | 55% | 20% | 25% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 27% | 17% | 56% |
| | 2022 | 33% | 13% | 54% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 26% | 31% | 44% |
| | 2022 | 38% | 24% | 38% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 25% | 20% | 55% |
| | 2022 | 23% | 33% | 44% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 18% | 28% | 55% |
| | 2022 | 16% | 27% | 57% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 14% | 22% | 64% |
| | 2022 | 15% | 24% | 60% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 6% | 25% | 69% |
| | 2022 | 8% | 24% | 67% |
| This health authority values physicians' contributions. | 2023 | 18% | 28% | 55% |
| | 2022 | 18% | 29% | 53% |
| Overall Average: | 2023 | 25% | 23% | 52% |
| | 2022 | 28% | 24% | 49% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Multiple values

Hospital / Division

Victoria General Hospital

Survey Year

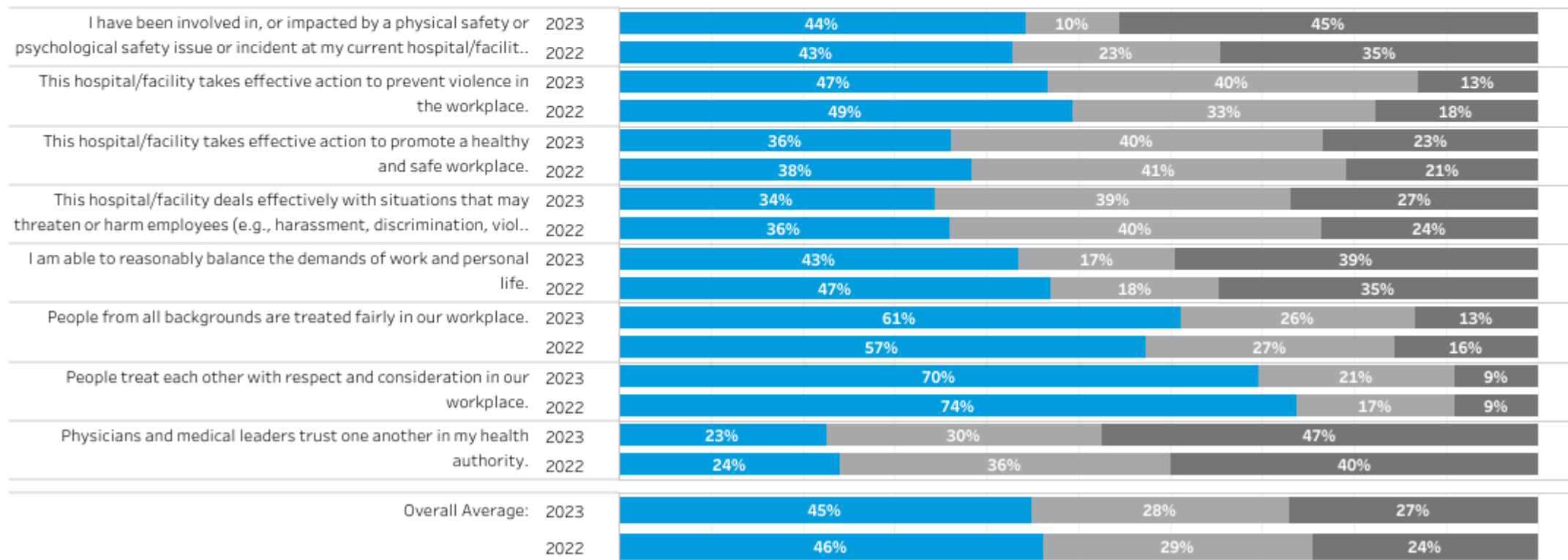
2023

Victoria General Hospital

2023 Respondents: 99

2022 Respondents: 100

Physician Health and Safety



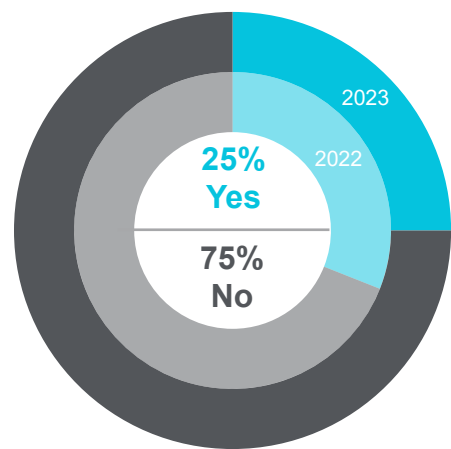
Agree

Neither agree nor disagree

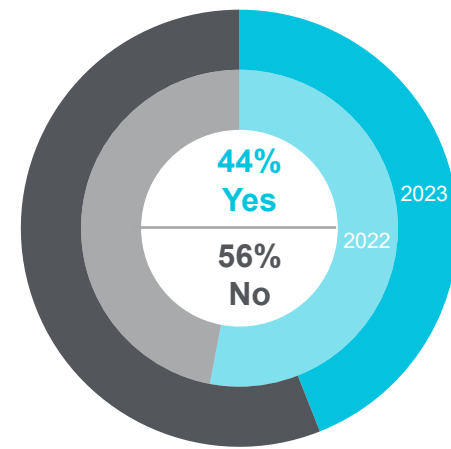
Disagree

Victoria General Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 27.44 | 10.32 | 2 | 3 | 1 | 336 | 25 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 17.64 | 8.45 | 1 (b) | 4 | 1 | 168 | 44 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Island Health Authority

Hospital / Division

West Coast General Hospital

Survey Year

2023

West Coast General Hospital

| | |
|------|-----------------|
| 2023 | Respondents: 15 |
| 2022 | Respondents: 11 |

Engagement

| | | | |
|--|------|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 20% | 80% |
| | 2022 | 18% | 64% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 13% | 67% |
| | 2022 | 27% | 45% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 53% | 47% |
| | 2022 | 36% | 27% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 27% | 47% |
| | 2022 | 45% | 27% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 13% | 67% |
| | 2022 | 27% | 64% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 7% | 93% |
| | 2022 | 9% | 73% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 7% | 87% |
| | 2022 | 18% | 82% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 7% | 93% |
| | 2022 | 18% | 73% |
| This health authority values physicians' contributions. | 2023 | 7% | 80% |
| | 2022 | 18% | 82% |
| Overall Average: | 2023 | 13% | 73% |
| | 2022 | 24% | 60% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Island Health Authority

Hospital / Division

West Coast General Hospital

Survey Year

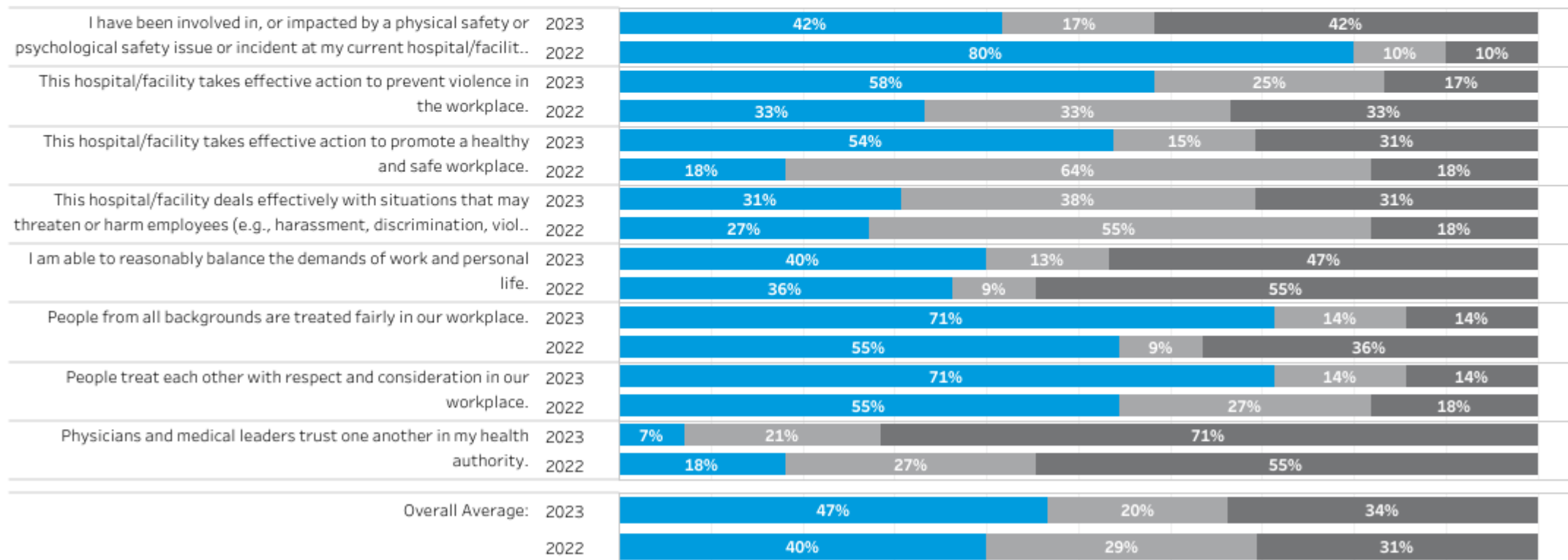
2023

West Coast General Hospital

2023 Respondents: 15

2022 Respondents: 11

Physician Health and Safety



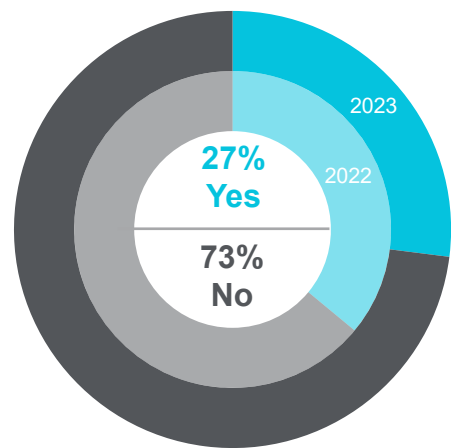
Agree

Neither agree nor disagree

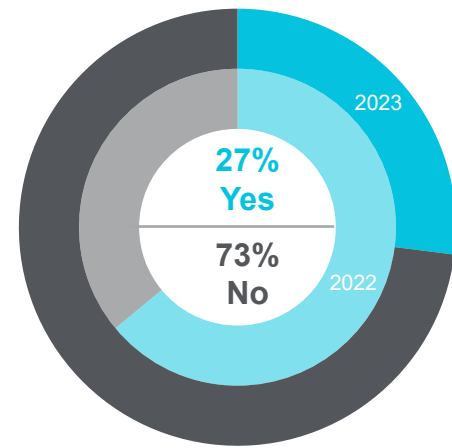
Disagree

West Coast General Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 8.25 | 4.75 | 1 (b) | 3.5 | 1 | 25 | 4 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 4.75 | 9.57 | 1 (b) | 4 | 1 | 10 | 4 |

NORTHERN HEALTH

Hospital/Facility Data

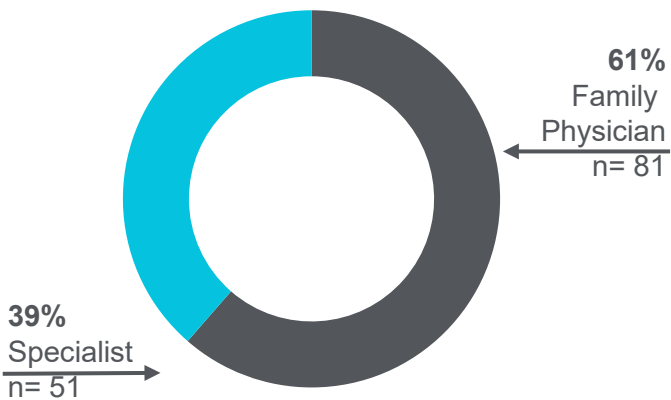
- Demographics
- Overall Engagement averages by hospital/facility
- Engagement Trends
- Physician Health and Safety
- Incidents related to Physical and Psychological Safety

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

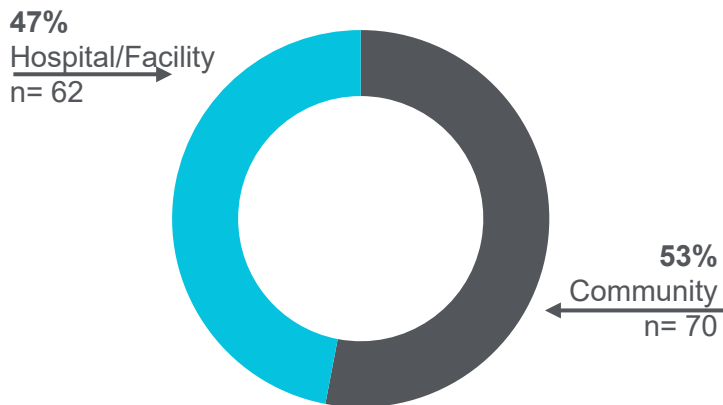
Medical leaders refers to those who hold a formal medical leadership position and receive a stipend/payment from the Health Authority i.e., Department Head, Regional Medical Lead/Director, Vice President of Medicine. It does not include leadership positions on Medical Staff Associations.

Demographics - Northern (N = 132)

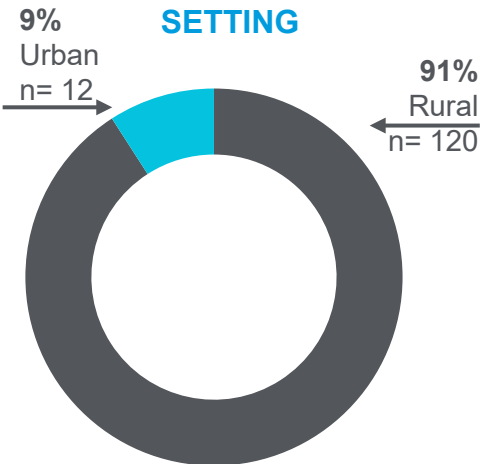
FAMILY PHYSICIANS OR SPECIALISTS



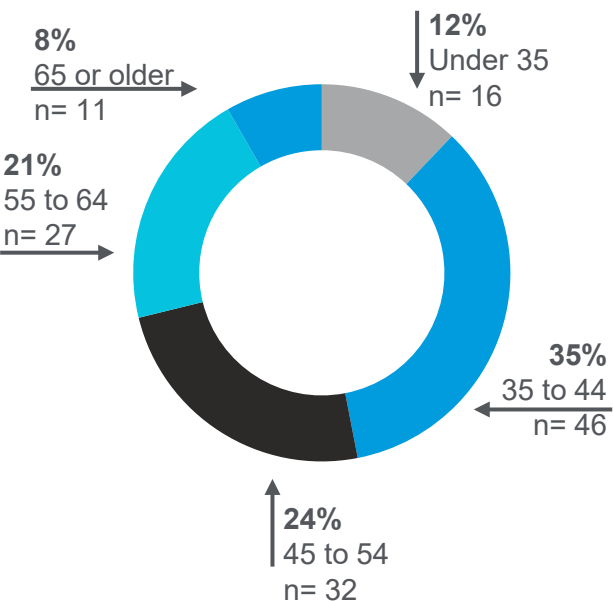
HOSPITAL/FACILITY OR COMMUNITY BASED



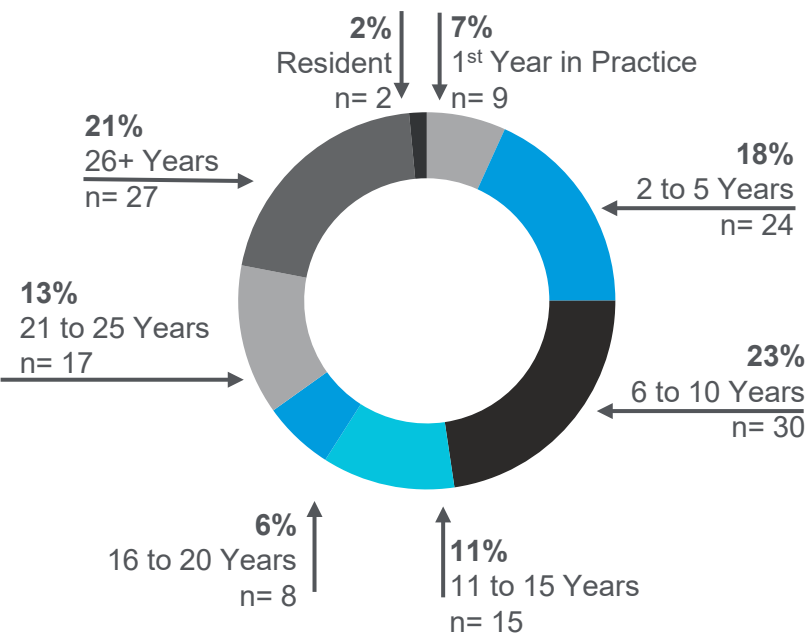
SETTING



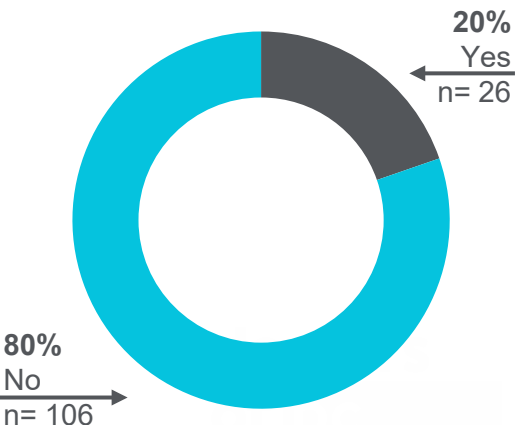
AGE



TENURE

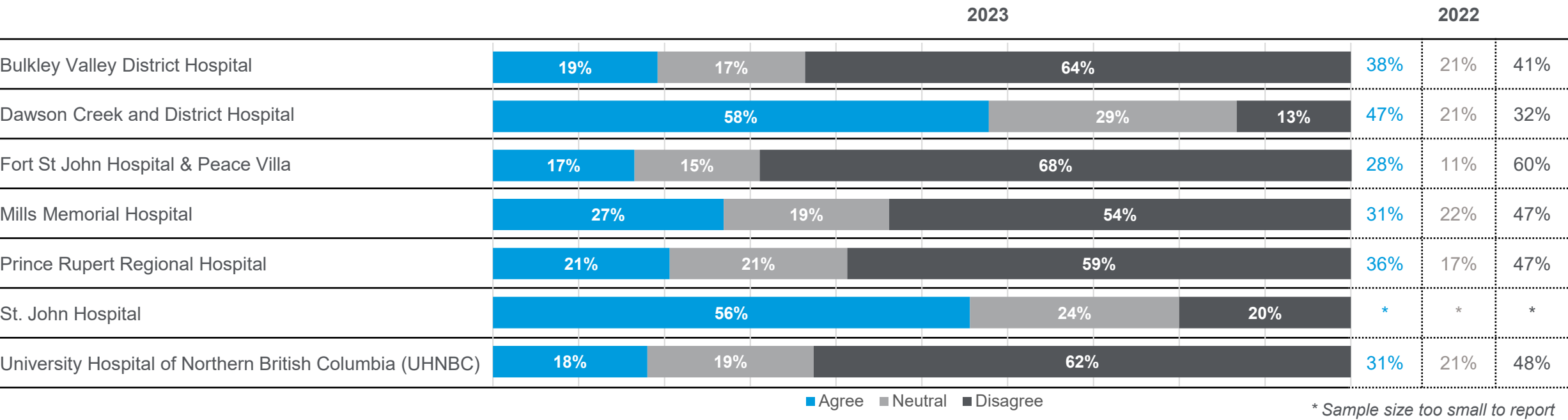


MEDICAL LEADERSHIP



Northern Health Authority

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



2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Northern Health Authority

Hospital / Division

Bulkley Valley District Hospital

Survey Year

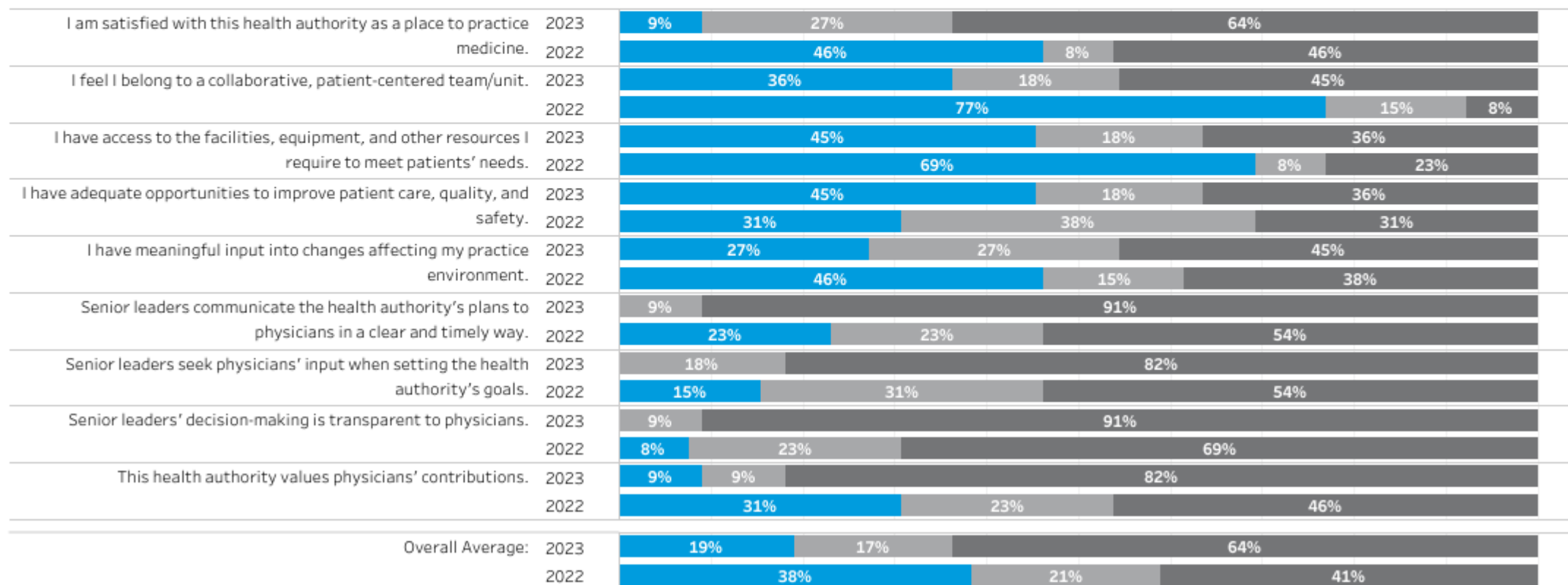
2023

Bulkley Valley District Hospital

2023 Respondents: 11

2022 Respondents: 13

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Northern Health Authority

Hospital / Division

Bulkley Valley District Hospital

Survey Year

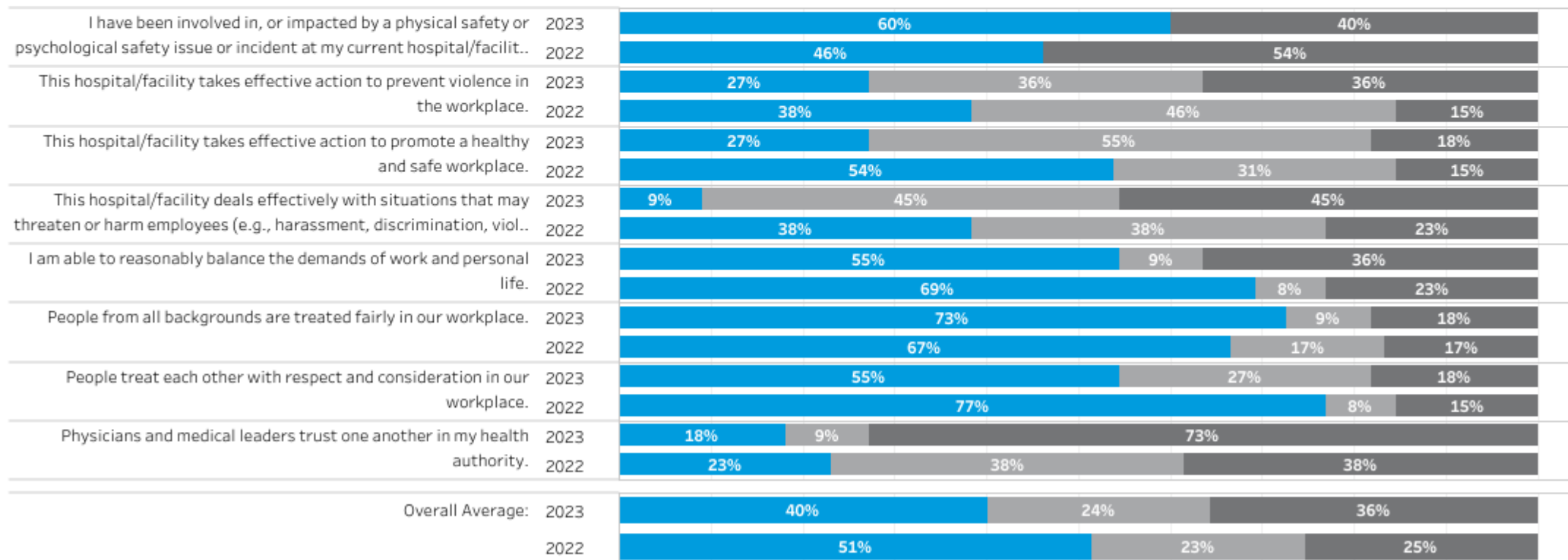
2023

Bulkley Valley District Hospital

2023 Respondents: 11

2022 Respondents: 13

Physician Health and Safety



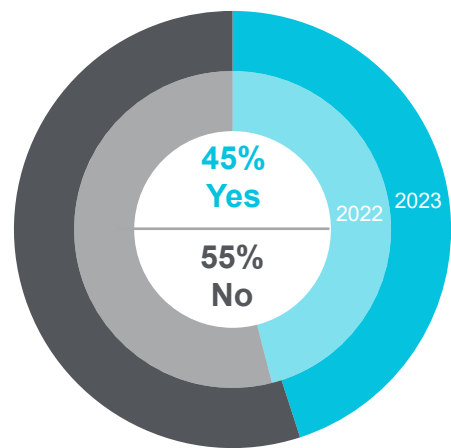
Agree

Neither agree nor disagree

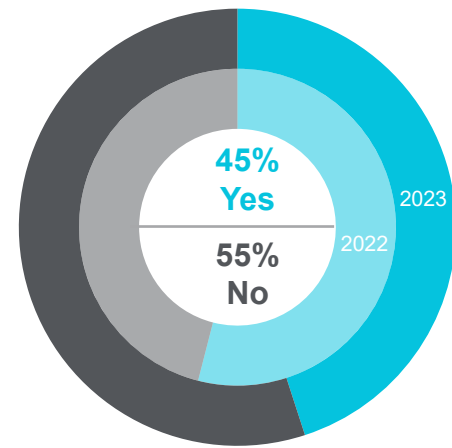
Disagree

Bulkley Valley District Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 2.40 | 3.83 | 2 | 2 | 1 | 4 | 5 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 7.80 | 7.00 | 2 | 5 | 2 | 20 | 5 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Northern Health Authority

Hospital / Division

Dawson Creek and District Hospital

Survey Year

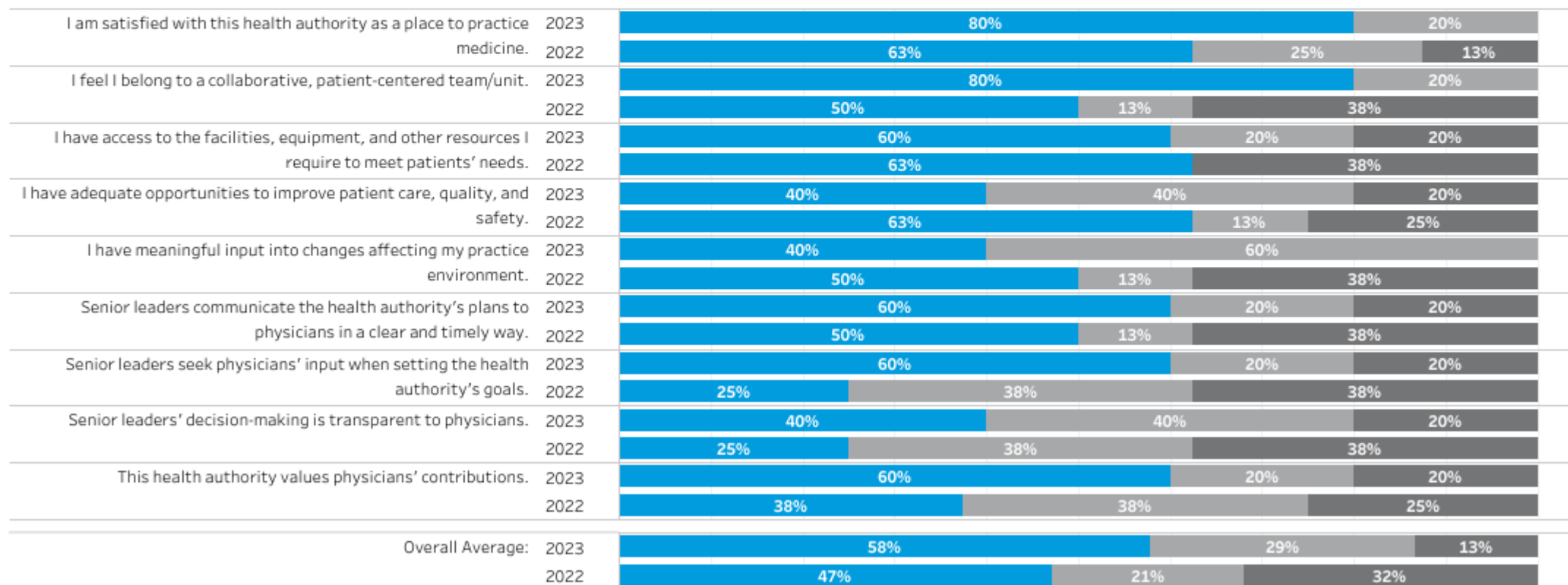
2023

Dawson Creek and District Hospital

2023 Respondents: 5

2022 Respondents: 8

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Northern Health Authority

Hospital / Division

Dawson Creek and District Hospital

Survey Year

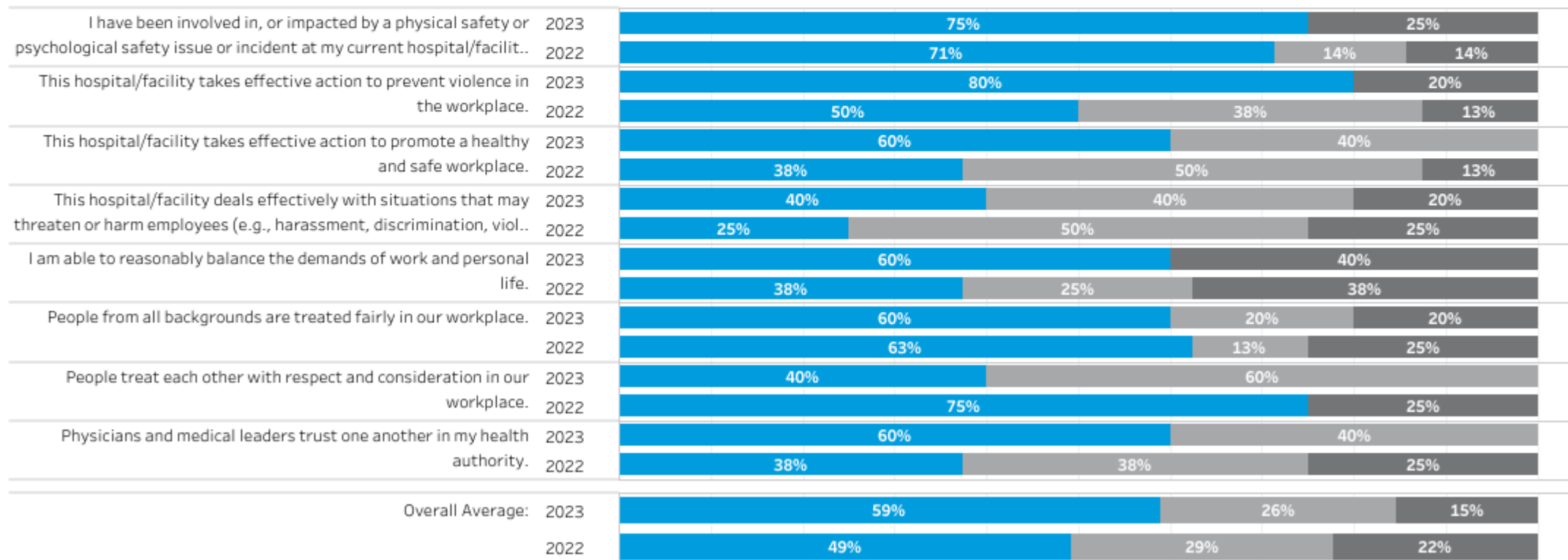
2023

Dawson Creek and District Hospital

2023 Respondents: 5

2022 Respondents: 8

Physician Health and Safety



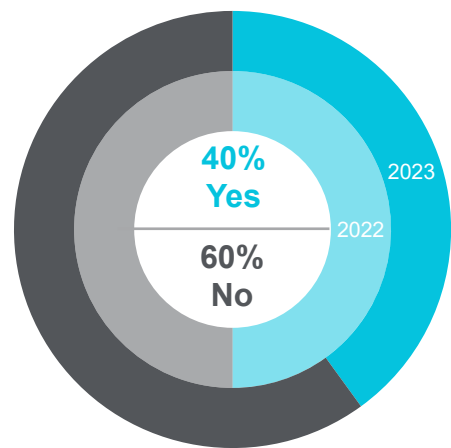
Agree

Neither agree nor disagree

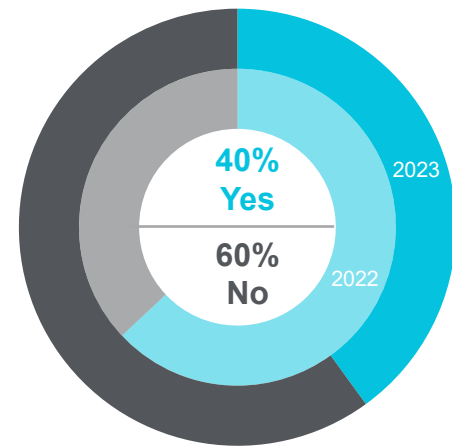
Disagree

Dawson Creek and District Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 1.00 | 16.75 | 1 | 1 | 1 | 1 | 2 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 1.50 | 18.60 | 1 (b) | 1.5 | 1 | 2 | 2 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Northern Health Authority

Hospital / Division

Fort St John Hospital & Peace Villa

Survey Year

2023

Fort St John Hospital & Peace Villa

| | |
|------|----------------|
| 2023 | Respondents: 7 |
| 2022 | Respondents: 6 |

Engagement

| | | | | |
|--|------|------|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 14% | 14% | 71% |
| | 2022 | 17% | 17% | 67% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 57% | 29% | 14% |
| | 2022 | 80% | 20% | |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 17% | 83% | |
| | 2022 | 33% | 17% | 50% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 17% | 17% | 67% |
| | 2022 | 33% | 17% | 50% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 100% | | |
| | 2022 | 33% | 17% | 50% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 29% | 71% | |
| | 2022 | 17% | 17% | 67% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 14% | 14% | 71% |
| | 2022 | 17% | 83% | |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 14% | 14% | 71% |
| | 2022 | 17% | 83% | |
| This health authority values physicians' contributions. | 2023 | 14% | 14% | 71% |
| | 2022 | 17% | 17% | 67% |
| Overall Average: | 2023 | 17% | 15% | 68% |
| | 2022 | 28% | 11% | 60% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Northern Health Authority

Hospital / Division

Fort St John Hospital & Peace Villa

Survey Year

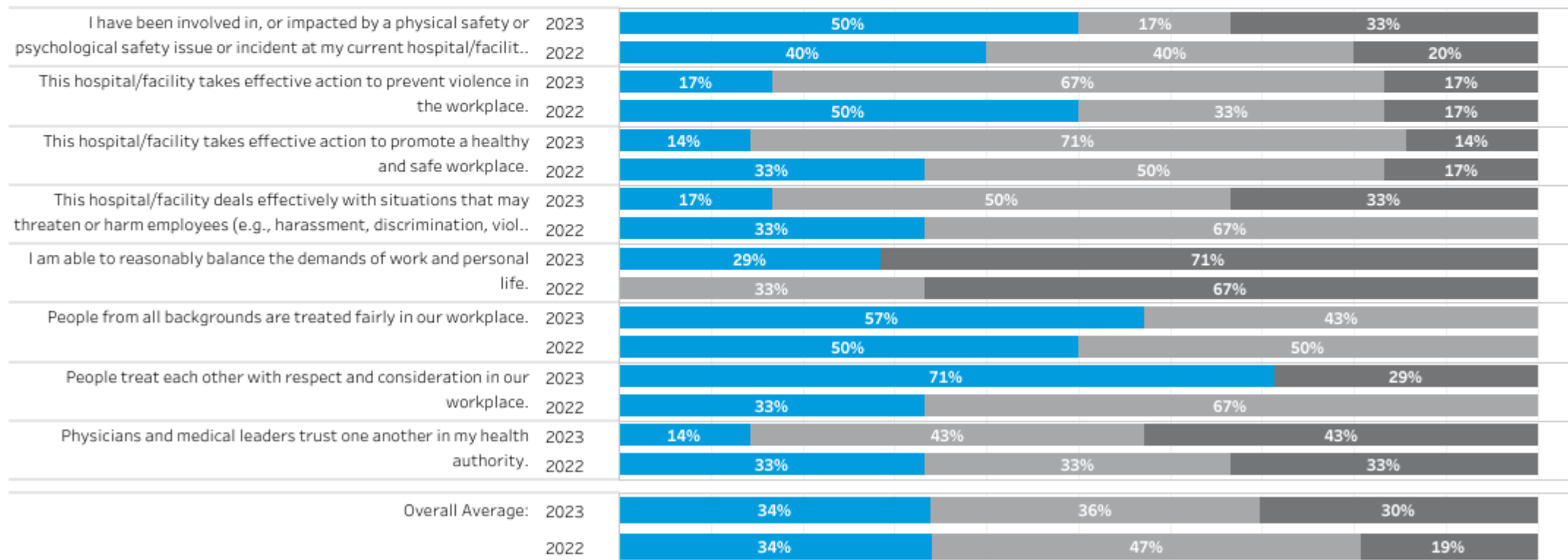
2023

Fort St John Hospital & Peace Villa

2023 Respondents: 7

2022 Respondents: 6

Physician Health and Safety



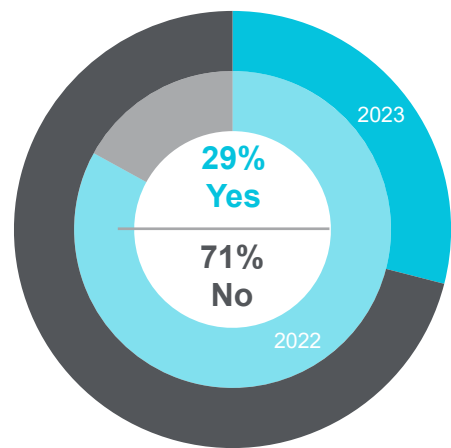
Agree

Neither agree nor disagree

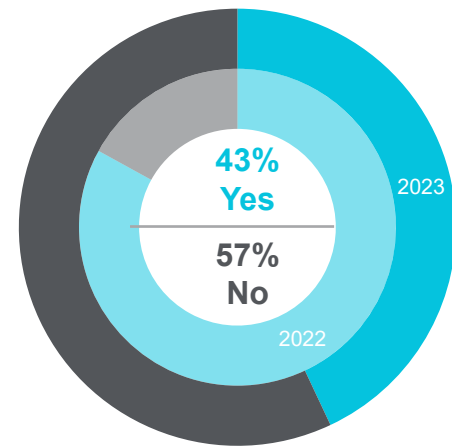
Disagree

Fort St John Hospital & Peace Villa

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 3.00 | 3.40 | 2 (b) | 3 | 2 | 4 | 2 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 7.33 | 3.80 | 1 (b) | 5 | 1 | 16 | 3 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Northern Health Authority

Hospital / Division

Mills Memorial Hospital

Survey Year

2023

Mills Memorial Hospital

| | |
|------|-----------------|
| 2023 | Respondents: 20 |
| 2022 | Respondents: 12 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 26% | 26% | 47% |
| | 2022 | 42% | 25% | 33% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 53% | 21% | 26% |
| | 2022 | 58% | 17% | 25% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 32% | 16% | 53% |
| | 2022 | 33% | 17% | 50% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 26% | 37% | 37% |
| | 2022 | 25% | 33% | 42% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 32% | 21% | 47% |
| | 2022 | 33% | 8% | 58% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 16% | 16% | 68% |
| | 2022 | 25% | 17% | 58% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 16% | 11% | 74% |
| | 2022 | 17% | 25% | 58% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 21% | 11% | 68% |
| | 2022 | 17% | 25% | 58% |
| This health authority values physicians' contributions. | 2023 | 21% | 16% | 63% |
| | 2022 | 25% | 33% | 42% |
| Overall Average: | 2023 | 27% | 19% | 54% |
| | 2022 | 31% | 22% | 47% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Northern Health Authority

Hospital / Division

Mills Memorial Hospital

Survey Year

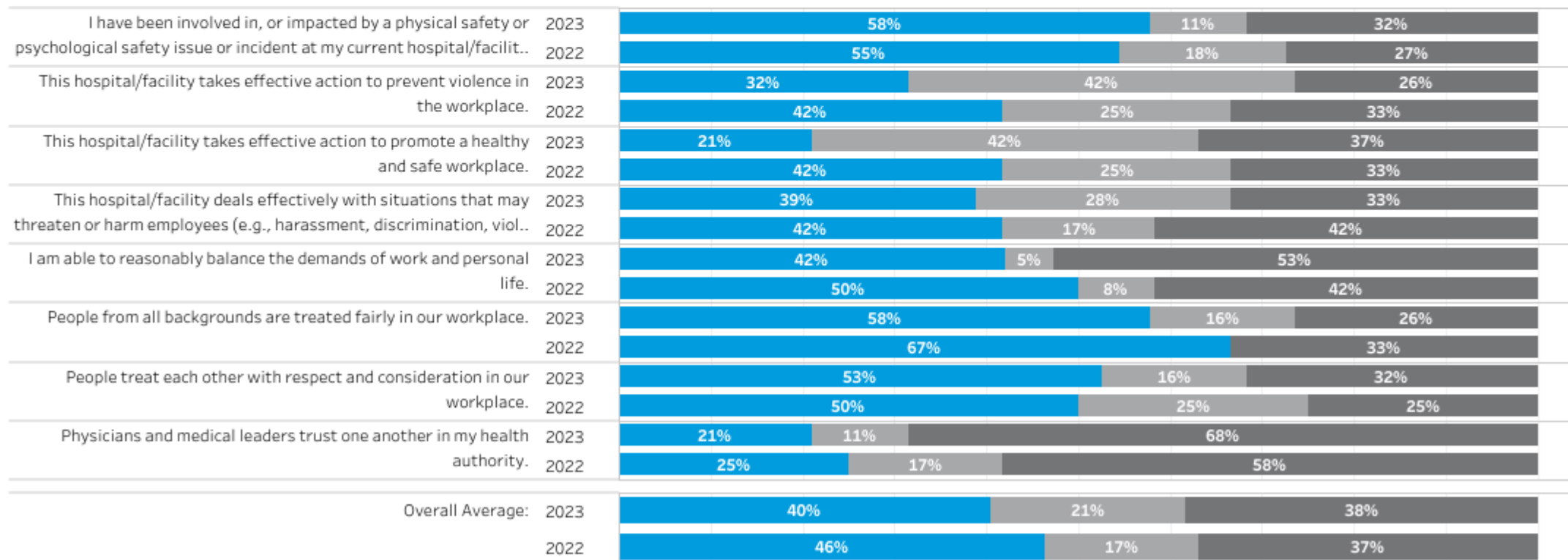
2023

Mills Memorial Hospital

2023 Respondents: 20

2022 Respondents: 12

Physician Health and Safety



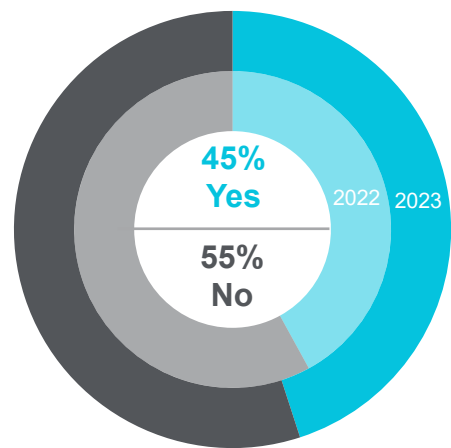
Agree

Neither agree nor disagree

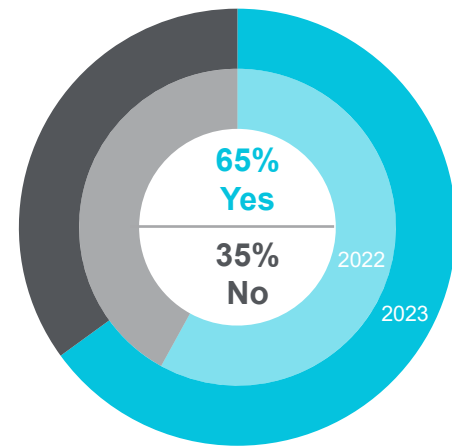
Disagree

Mills Memorial Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 7.78 | 5.60 | 1 | 3 | 1 | 50 | 9 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 5.85 | 25.14 | 10 | 5 | 1 | 12 | 13 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Northern Health Authority

Hospital / Division

Prince Rupert Regional Hospital

Survey Year

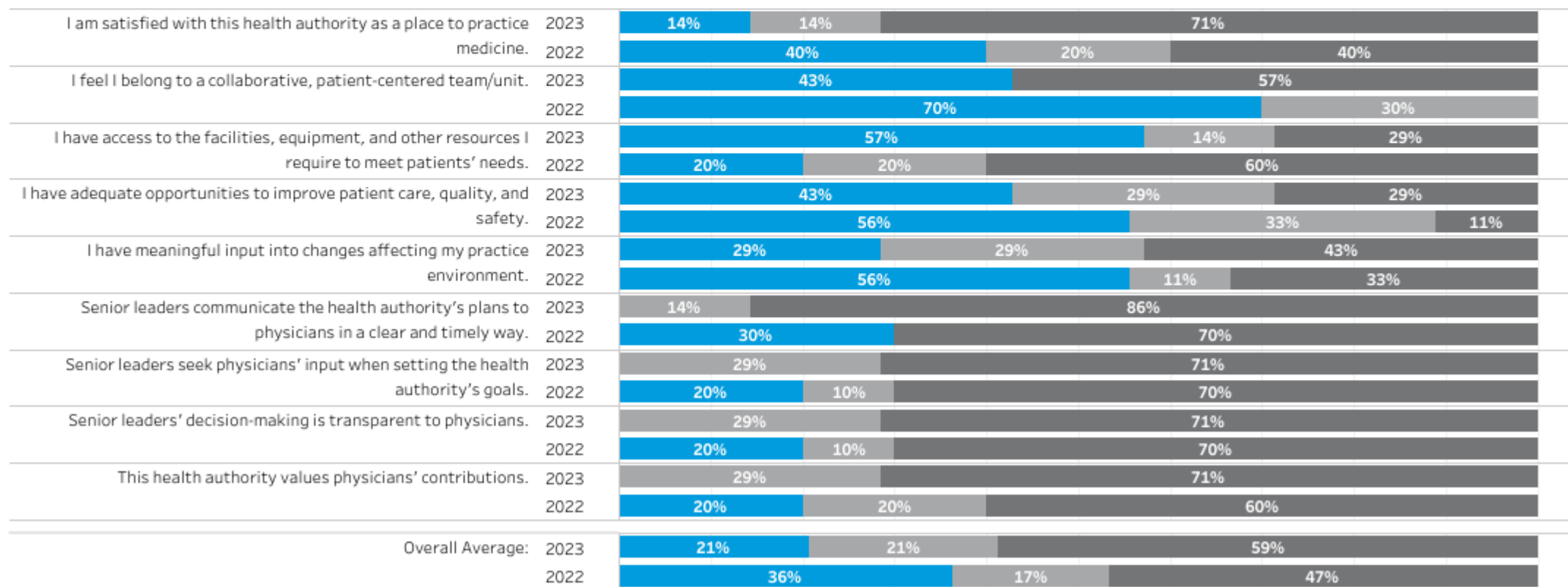
2023

Prince Rupert Regional Hospital

2023 Respondents: 7

2022 Respondents: 10

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Northern Health Authority

Hospital / Division

Prince Rupert Regional Hospital

Survey Year

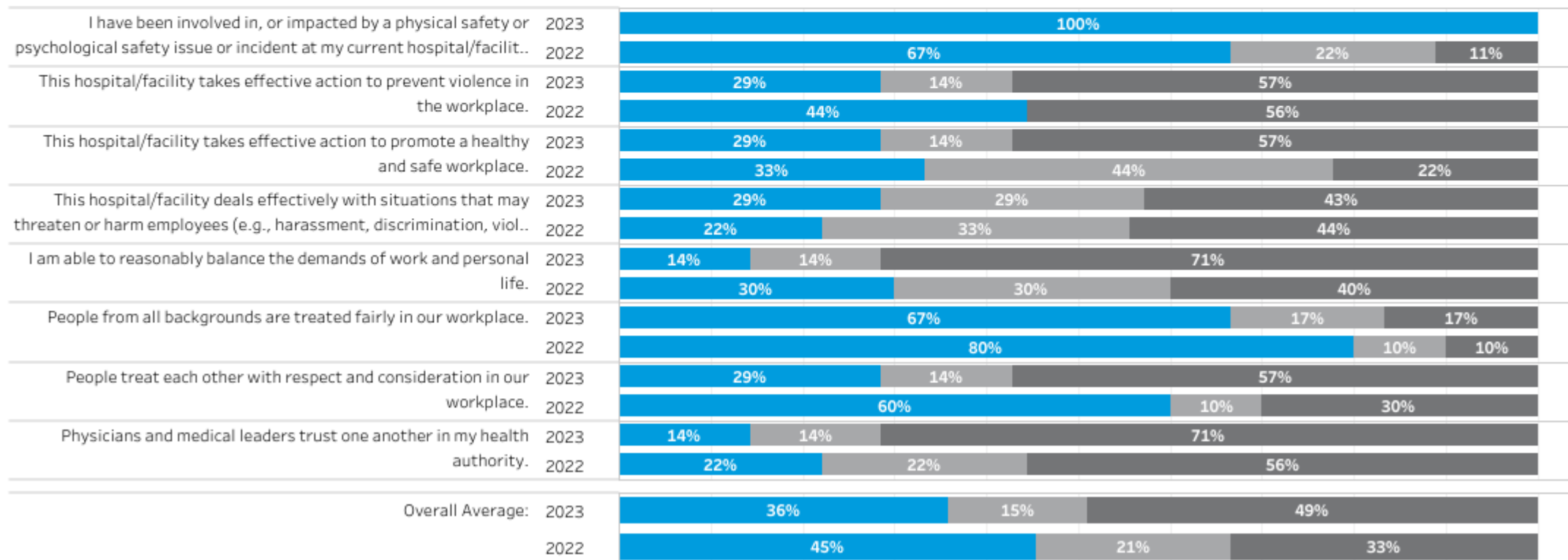
2023

Prince Rupert Regional Hospital

2023 Respondents: 7

2022 Respondents: 10

Physician Health and Safety



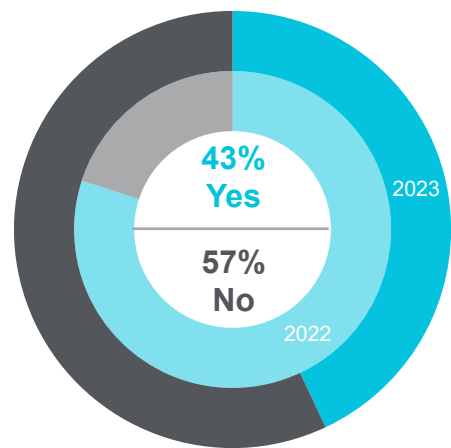
Agree

Neither agree nor disagree

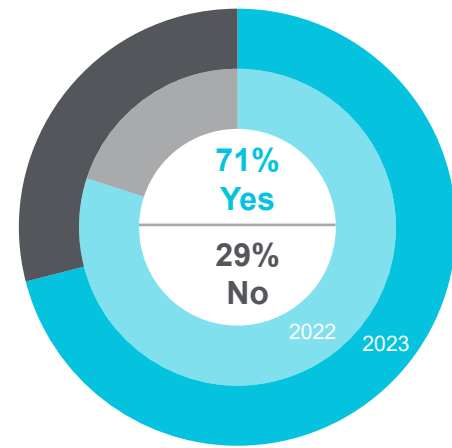
Disagree

Prince Rupert Regional Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 14.33 | 5.13 | 3 (b) | 15 | 3 | 25 | 3 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 8.20 | 8.00 | 10 | 10 | 1 | 15 | 5 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Northern Health Authority

Hospital / Division

St. John Hospital

Survey Year

2023

St. John Hospital

2023 Respondents: 5

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 60% | 20% | 20% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 80% | 20% | |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 60% | 20% | 20% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 80% | 20% | |
| I have meaningful input into changes affecting my practice environment. | 2023 | 60% | 20% | 20% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 60% | 20% | 20% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 40% | 20% | 40% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 80% | 20% | |
| This health authority values physicians' contributions. | 2023 | 60% | 40% | |
| Overall Average: | 2023 | 56% | 24% | 20% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Northern Health Authority

Hospital / Division

St. John Hospital

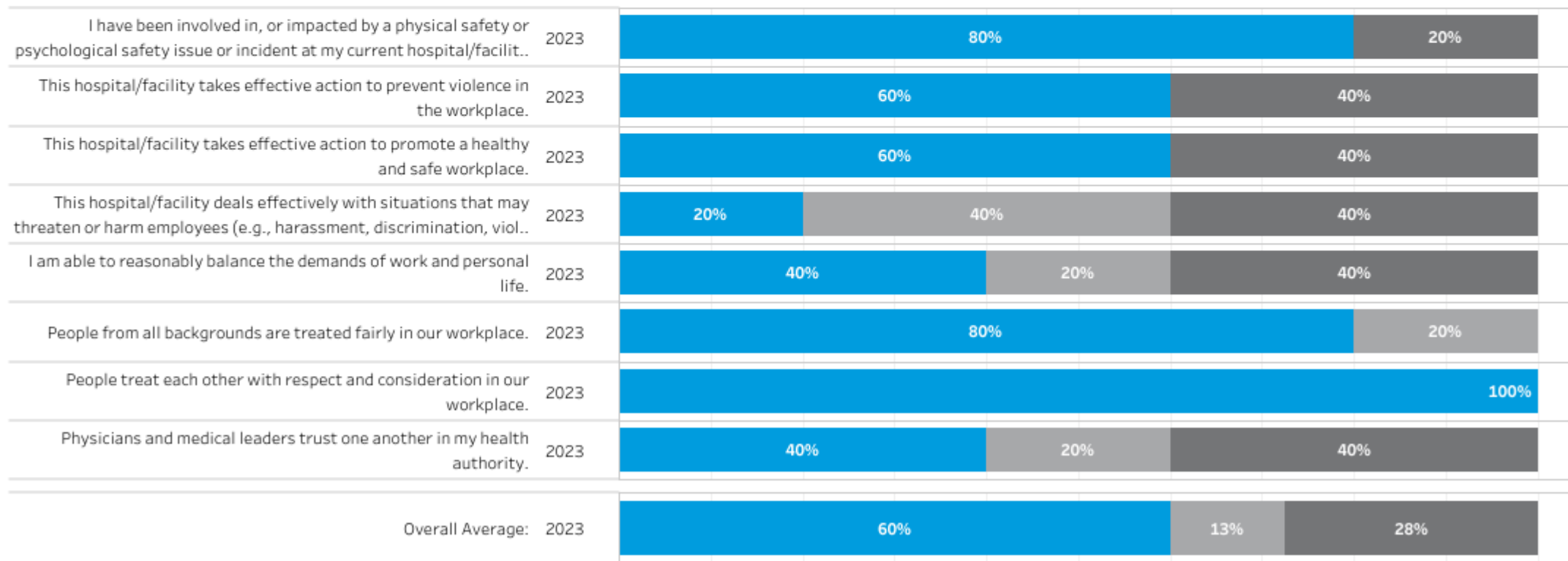
Survey Year

2023

St. John Hospital

2023 Respondents: 5

Physician Health and Safety



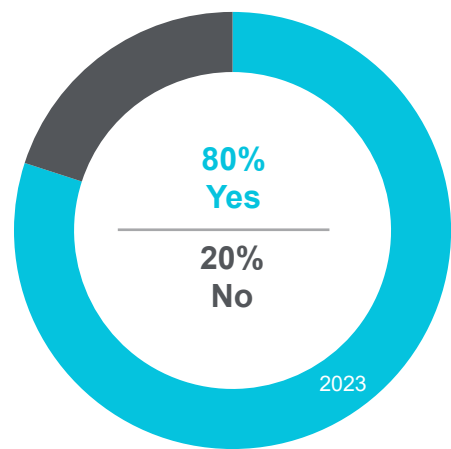
Agree

Neither agree nor disagree

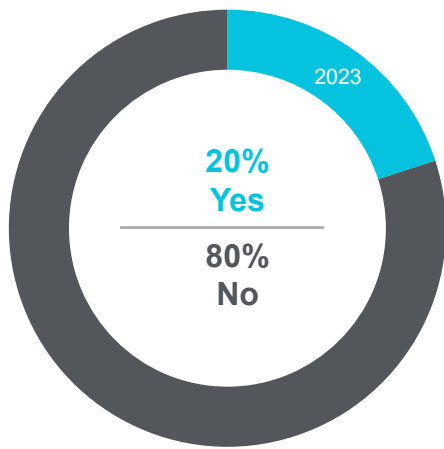
Disagree

St. John Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 1.50 | - | 1 (b) | 1.5 | 1 | 2 | 4 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 2.00 | - | 2 | 2 | 2 | 2 | 1 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Northern Health Authority

Hospital / Division

University Hospital of Northern British Columbia (UHNBC)

Survey Year

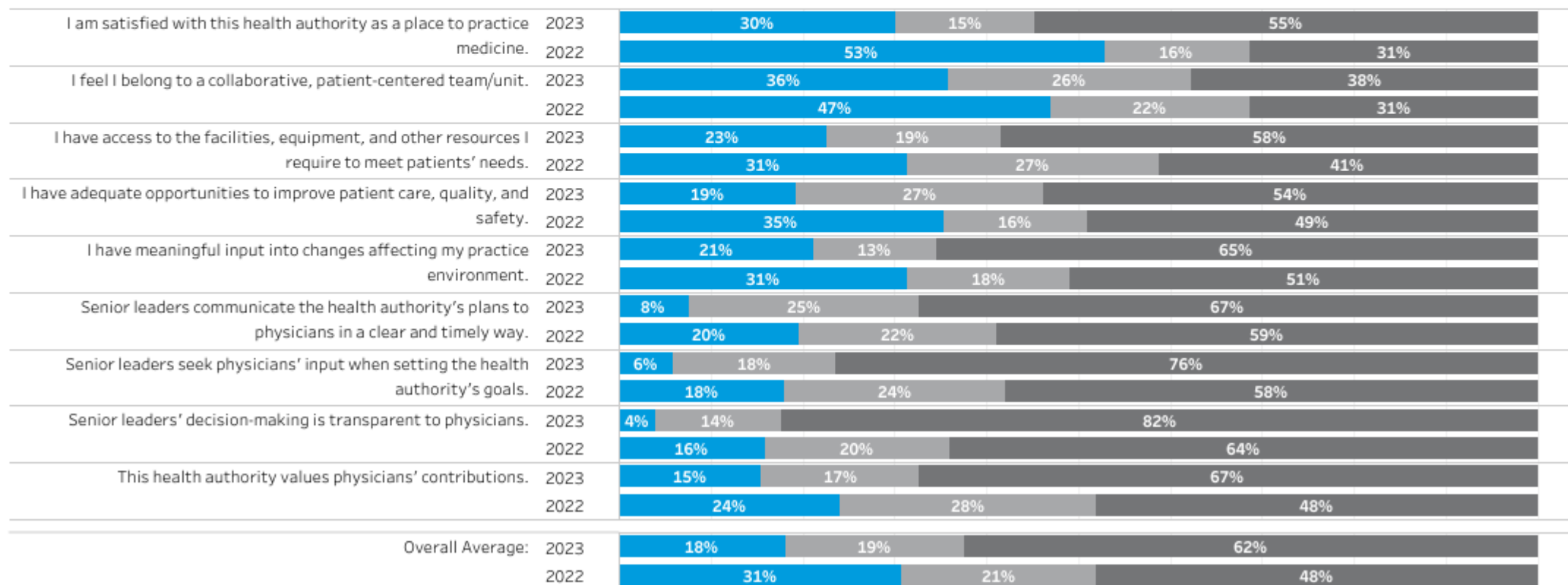
2023

University Hospital of Northern British Columbia (UHNBC)

2023 Respondents: 53

2022 Respondents: 51

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Northern Health Authority

Hospital / Division

University Hospital of Northern British Columbia (UHNBC)

Survey Year

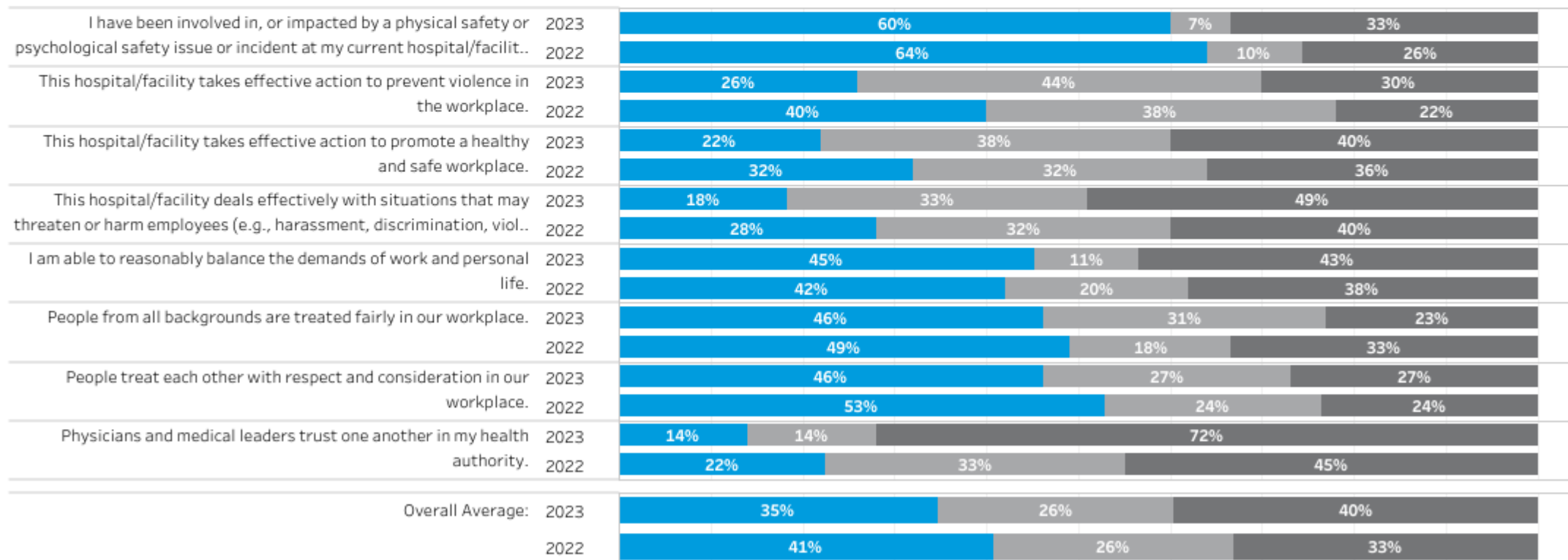
2023

University Hospital of Northern British Columbia (UHNBC)

2023 Respondents: 53

2022 Respondents: 51

Physician Health and Safety



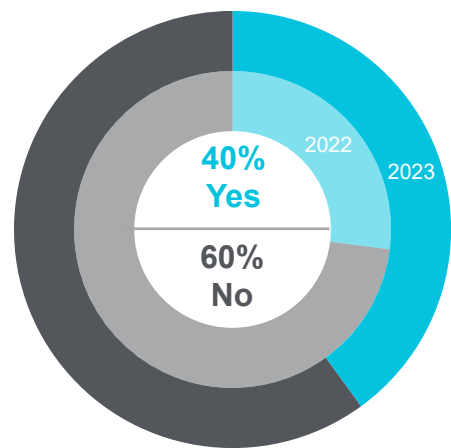
Agree

Neither agree nor disagree

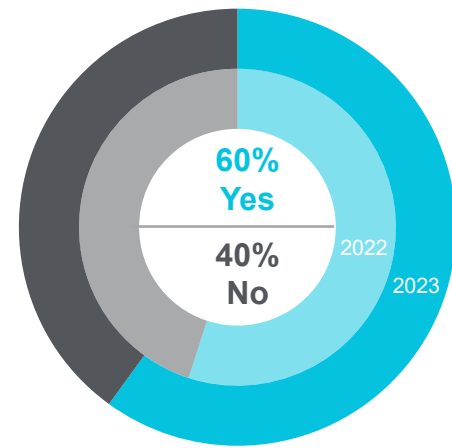
Disagree

University Hospital of Northern British Columbia (UHNBC)

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 22.52 | 4.71 | 2 | 4 | 1 | 365 | 21 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 55.03 | 22.64 | 1 | 5 | 1 | 999 | 32 |

PHSA

Hospital/Facility Data

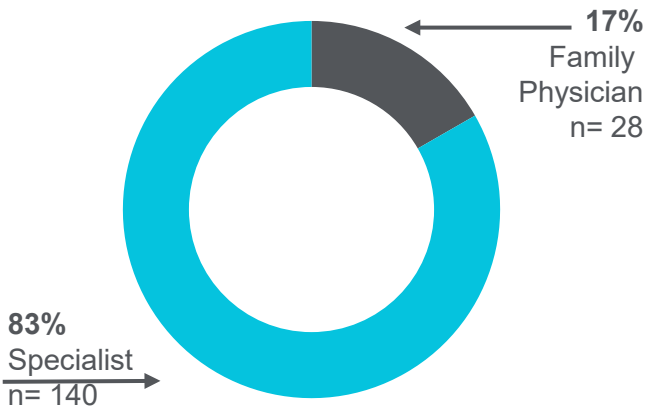
- Demographics
- Overall Engagement averages by hospital/facility
- Engagement Trends
- Physician Health and Safety
- Incidents related to Physical and Psychological Safety

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

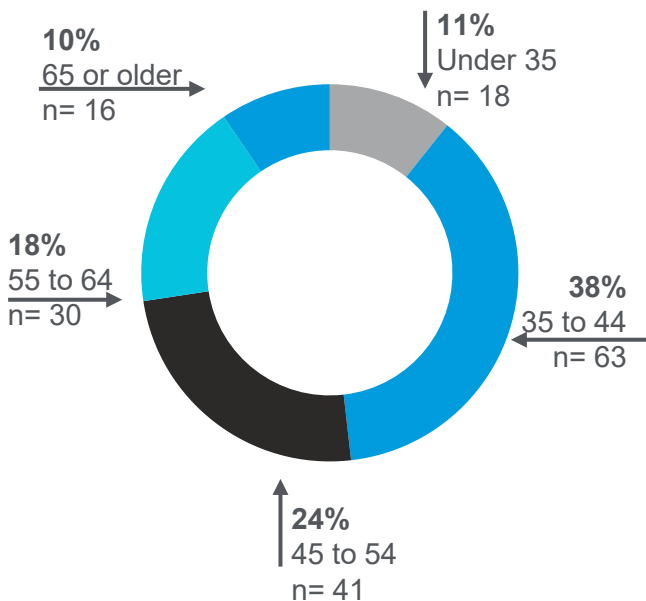
Medical leaders refers to those who hold a formal medical leadership position and receive a stipend/payment from the Health Authority i.e., Department Head, Regional Medical Lead/Director, Vice President of Medicine. It does not include leadership positions on Medical Staff Associations.

Demographics - Provincial Health Services (N = 168)

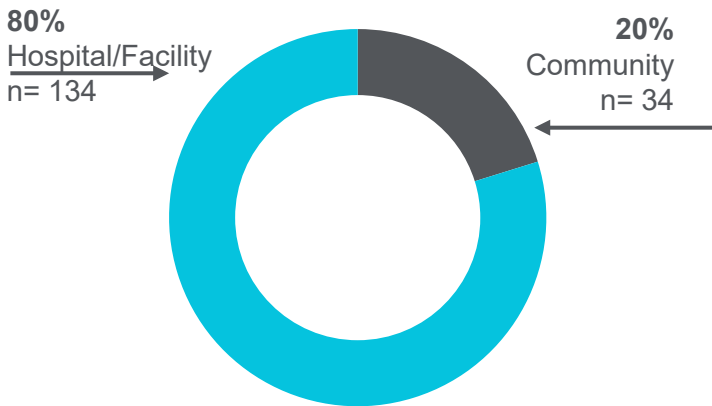
FAMILY PHYSICIANS OR SPECIALISTS



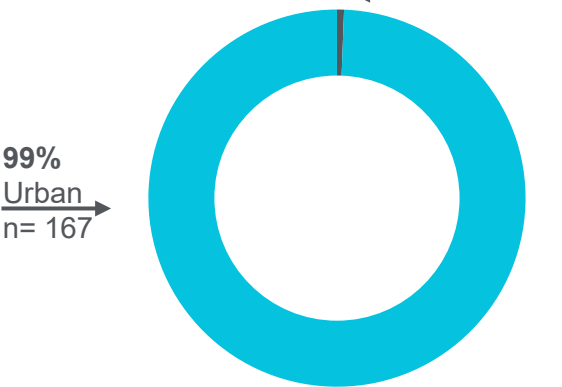
AGE



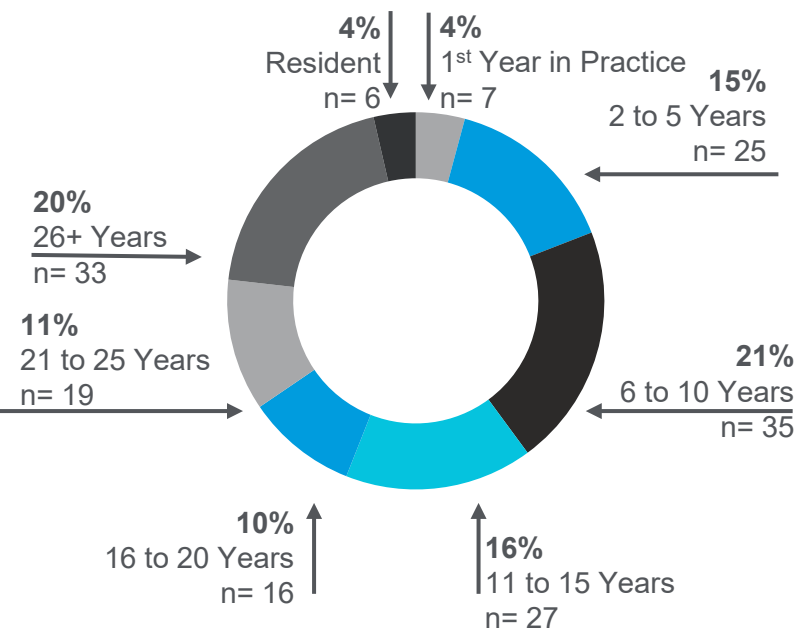
HOSPITAL/FACILITY OR COMMUNITY BASED



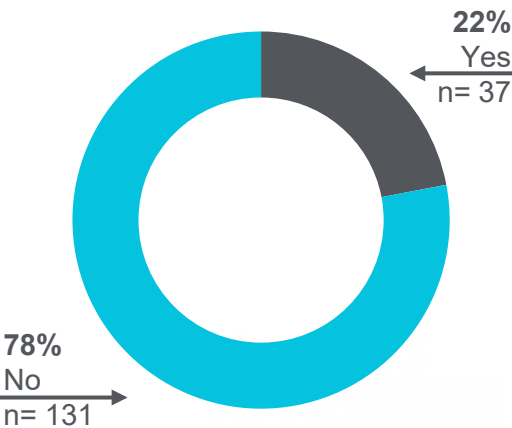
SETTING



TENURE

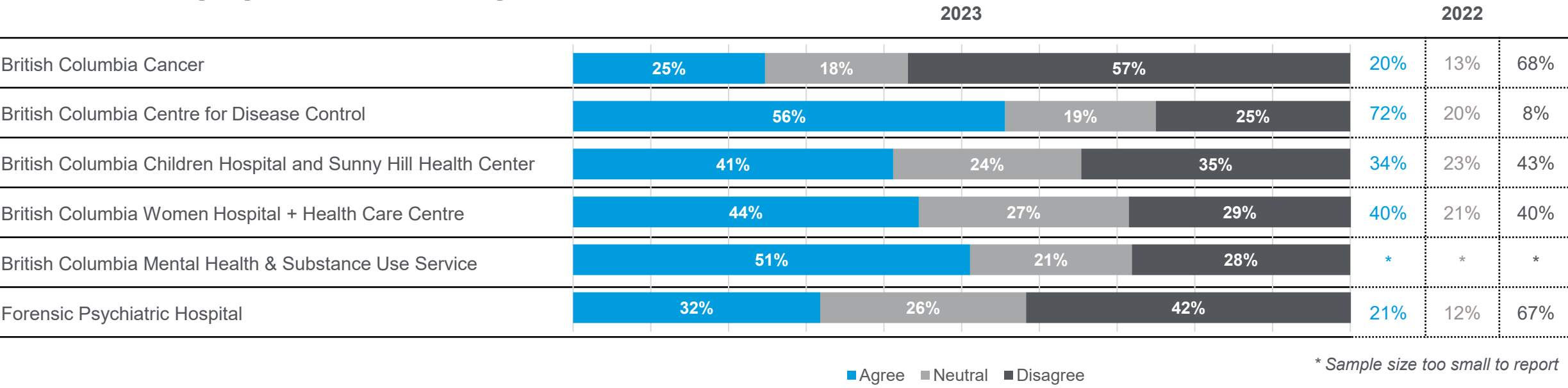


MEDICAL LEADERSHIP



Provincial Health Services Authority

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



2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Multiple values

Hospital / Division

BC Cancer

Survey Year

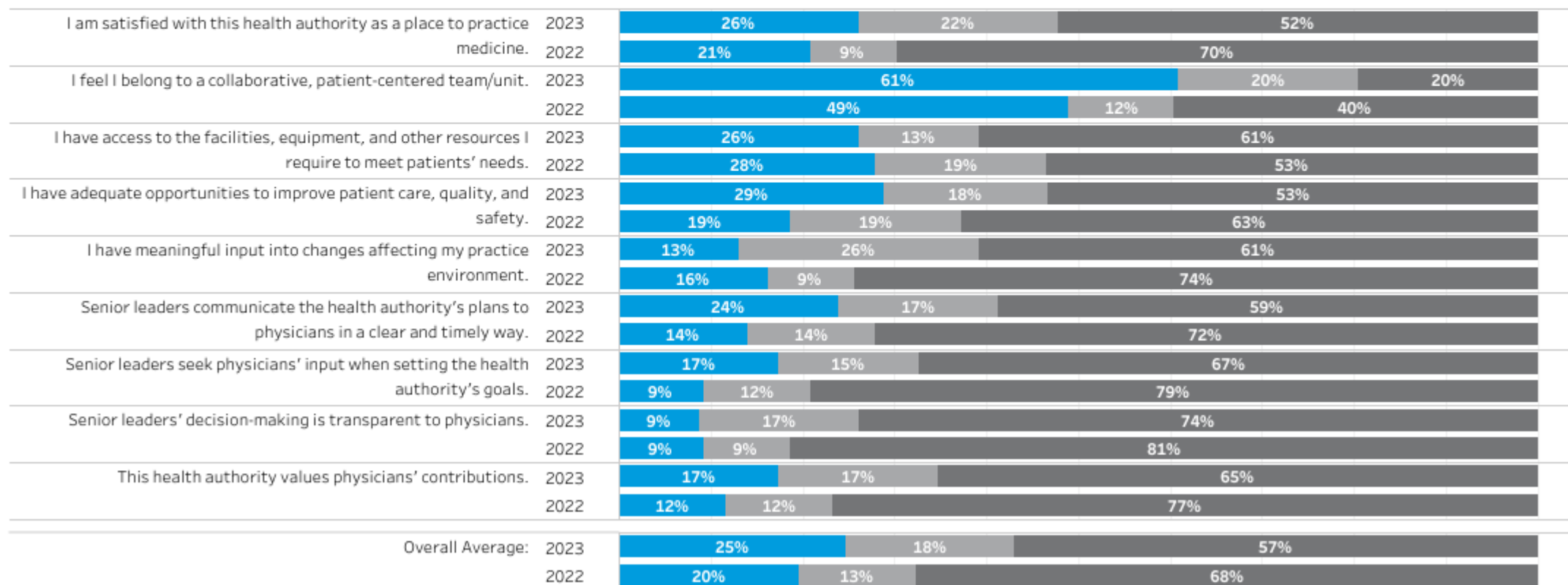
2023

BC Cancer

2023 Respondents: 46

2022 Respondents: 43

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Multiple values

Hospital / Division

BC Cancer

Survey Year

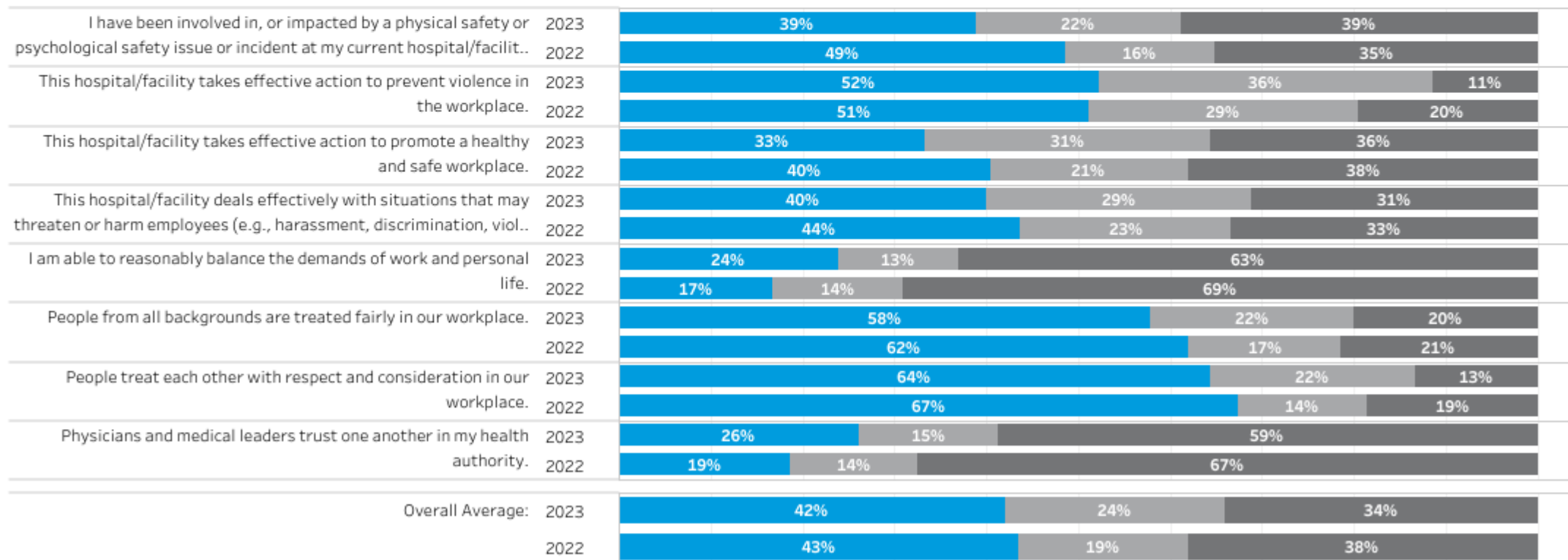
2023

BC Cancer

2023 Respondents: 46

2022 Respondents: 43

Physician Health and Safety



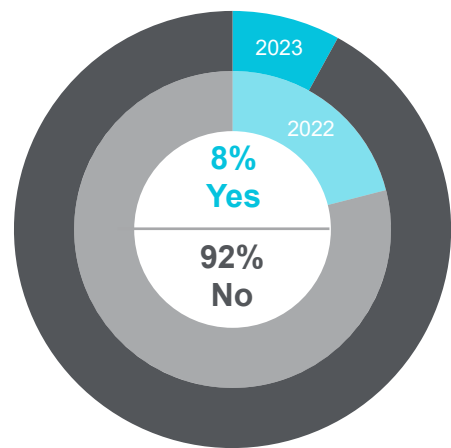
Agree

Neither agree nor disagree

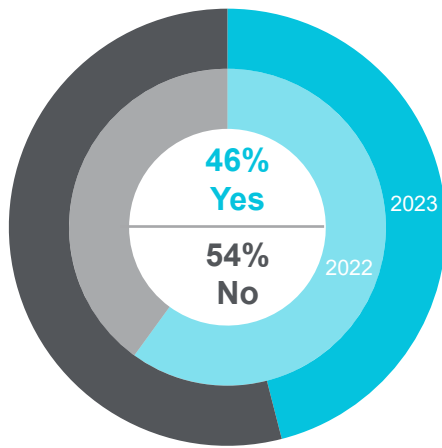
Disagree

BC Cancer

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 2.00 | 48.78 | 2 | 2 | 1 | 3 | 4 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 21.95 | 34.73 | 1 | 3 | 1 | 220 | 21 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Provincial Health Services Authority

Hospital / Division

BC Centre for Disease Control

Survey Year

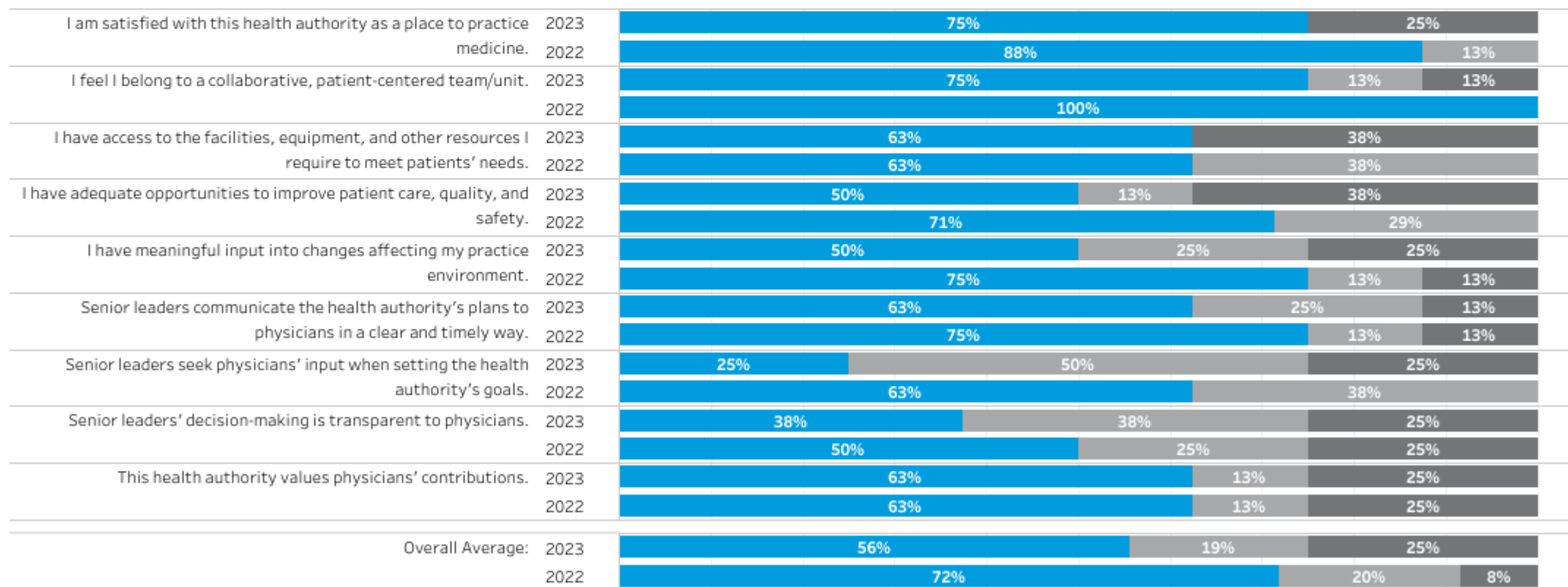
2023

BC Centre for Disease Control

2023 Respondents: 8

2022 Respondents: 8

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Provincial Health Services Authori..

Hospital / Division

BC Centre for Disease Control

Survey Year

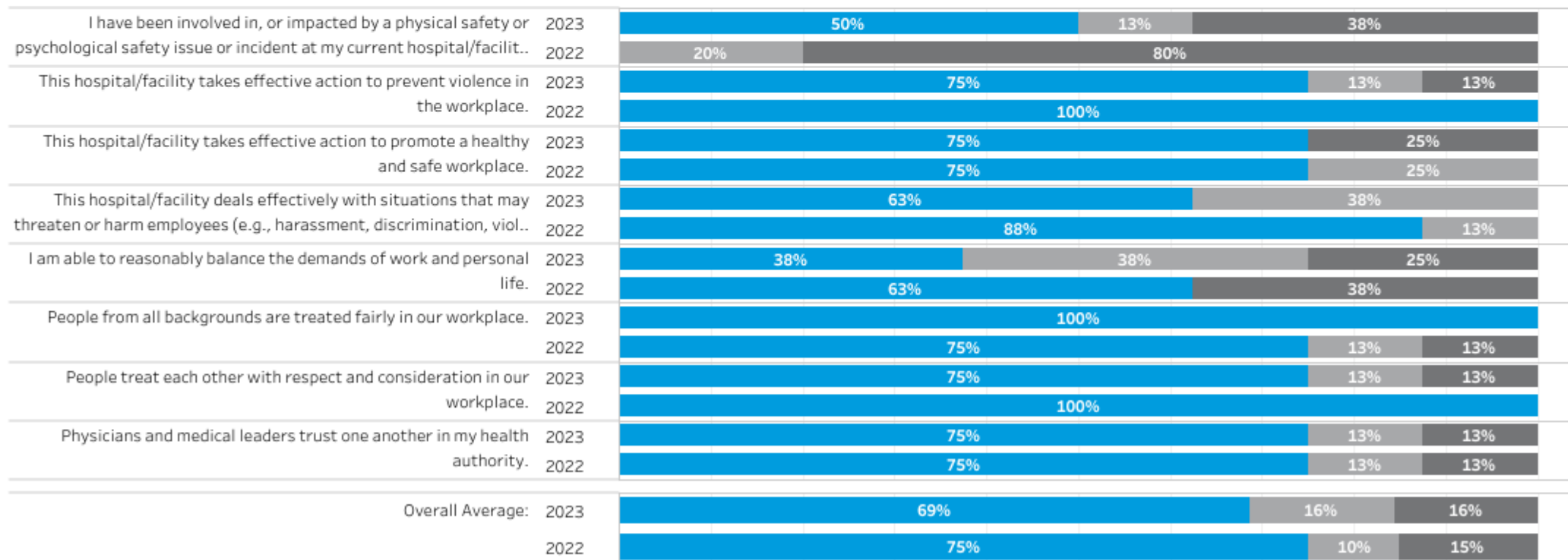
2023

BC Centre for Disease Control

2023 Respondents: 8

2022 Respondents: 8

Physician Health and Safety



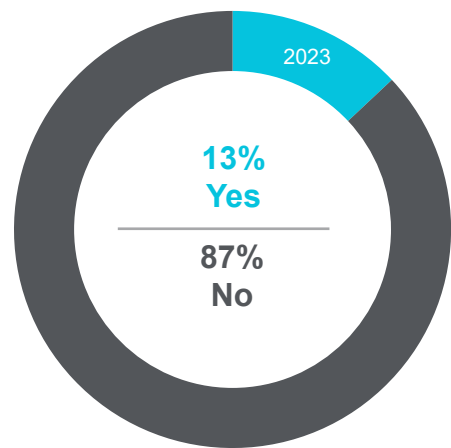
Agree

Neither agree nor disagree

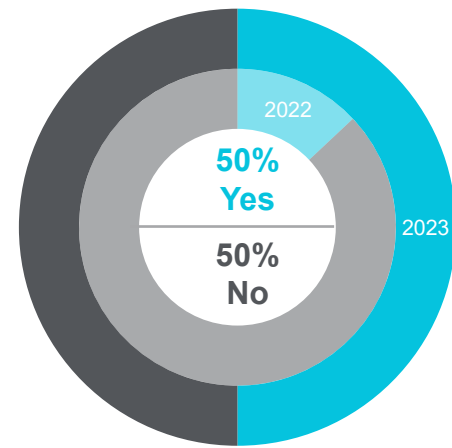
Disagree

BC Centre for Disease Control

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 5.00 | - | 5 | 5 | 5 | 5 | 1 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 4.75 | 5.00 | 3 | 3 | 1 | 12 | 4 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Multiple values

Hospital / Division

BC Children's Hospital and Sunny Hill Health Center

Survey Year

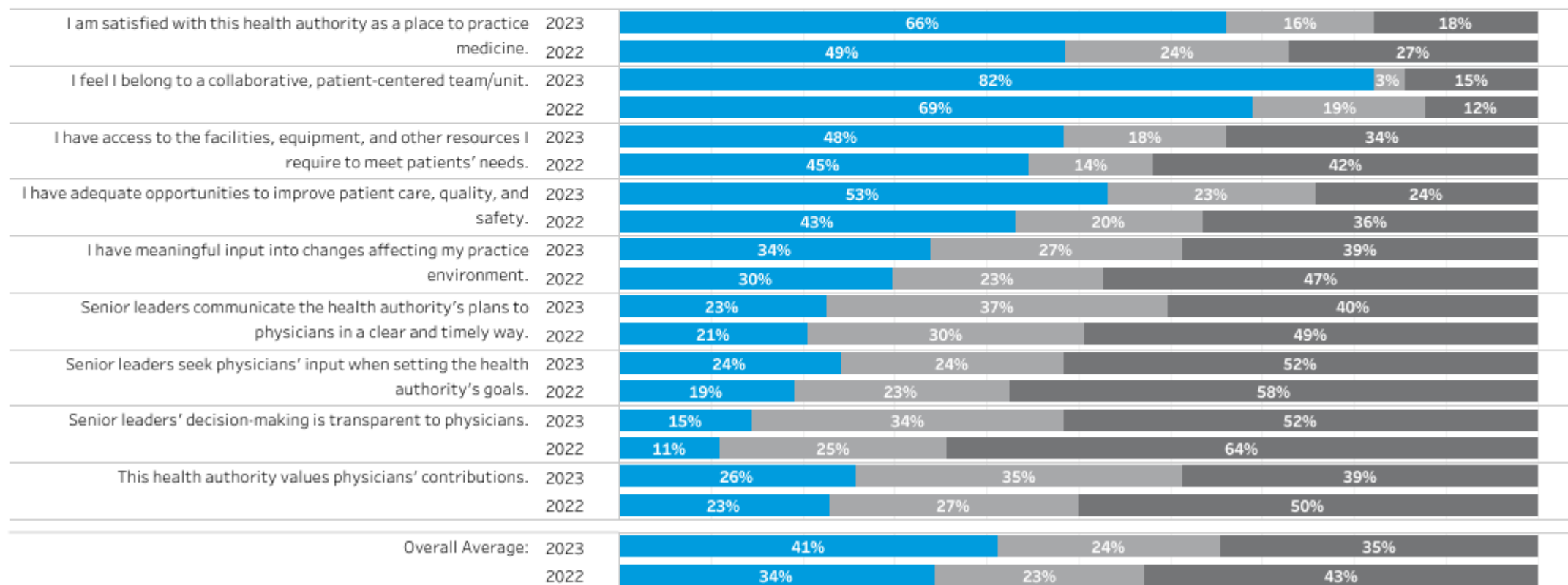
2023

BC Children's Hospital and Sunny Hill Health Center

2023 Respondents: 62

2022 Respondents: 74

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Multiple values

Hospital / Division

BC Children's Hospital and Sunny Hill Health Center

Survey Year

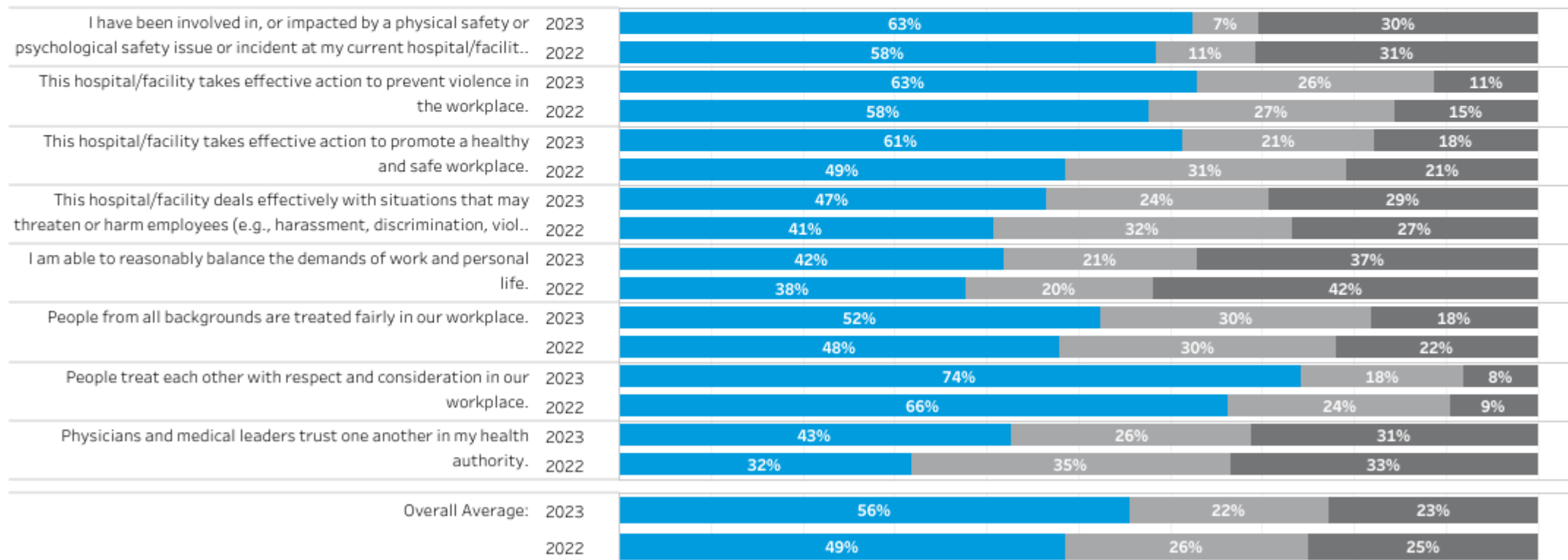
2023

BC Children's Hospital and Sunny Hill Health Center

2023 Respondents: 62

2022 Respondents: 74

Physician Health and Safety



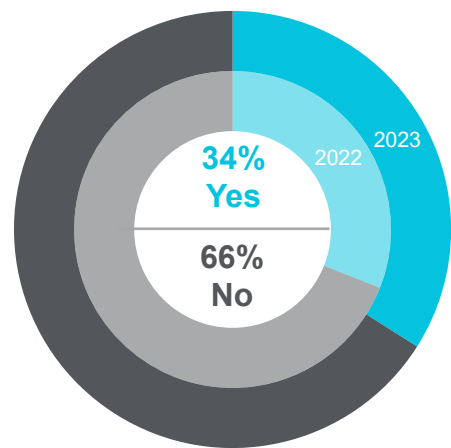
Agree

Neither agree nor disagree

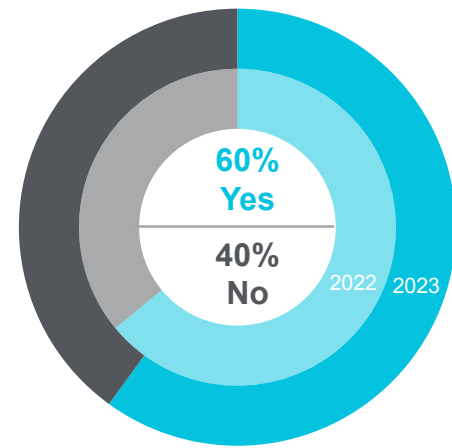
Disagree

BC Children's Hospital and Sunny Hill Health Center

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 3.05 | 4.43 | 1 | 2 | 1 | 10 | 21 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 5.49 | 8.38 | 2 | 3 | 1 | 30 | 37 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Survey Year: 2023 Health Authority: All Hospital or Division: Hospital Hospital / Division: BC Women's Hospital + Health Care Centre Physician Group: All Physician Group - Select: All

BC Women's Hospital + Health Care Centre

| | |
|------|-----------------|
| 2023 | Respondents: 32 |
| 2022 | Respondents: 31 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 63% | 19% | 19% |
| | 2022 | 48% | 19% | 32% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 72% | 16% | 13% |
| | 2022 | 68% | 13% | 19% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 63% | 22% | 16% |
| | 2022 | 58% | 16% | 26% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 61% | 23% | 16% |
| | 2022 | 57% | 13% | 30% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 35% | 39% | 26% |
| | 2022 | 42% | 16% | 42% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 34% | 34% | 31% |
| | 2022 | 26% | 26% | 48% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 19% | 28% | 53% |
| | 2022 | 13% | 23% | 65% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 22% | 28% | 50% |
| | 2022 | 13% | 26% | 61% |
| This health authority values physicians' contributions. | 2023 | 31% | 34% | 34% |
| | 2022 | 32% | 32% | 35% |
| Overall Average: | 2023 | 44% | 27% | 29% |
| | 2022 | 40% | 21% | 40% |

Agree

Neither agree nor disagree

Disagree

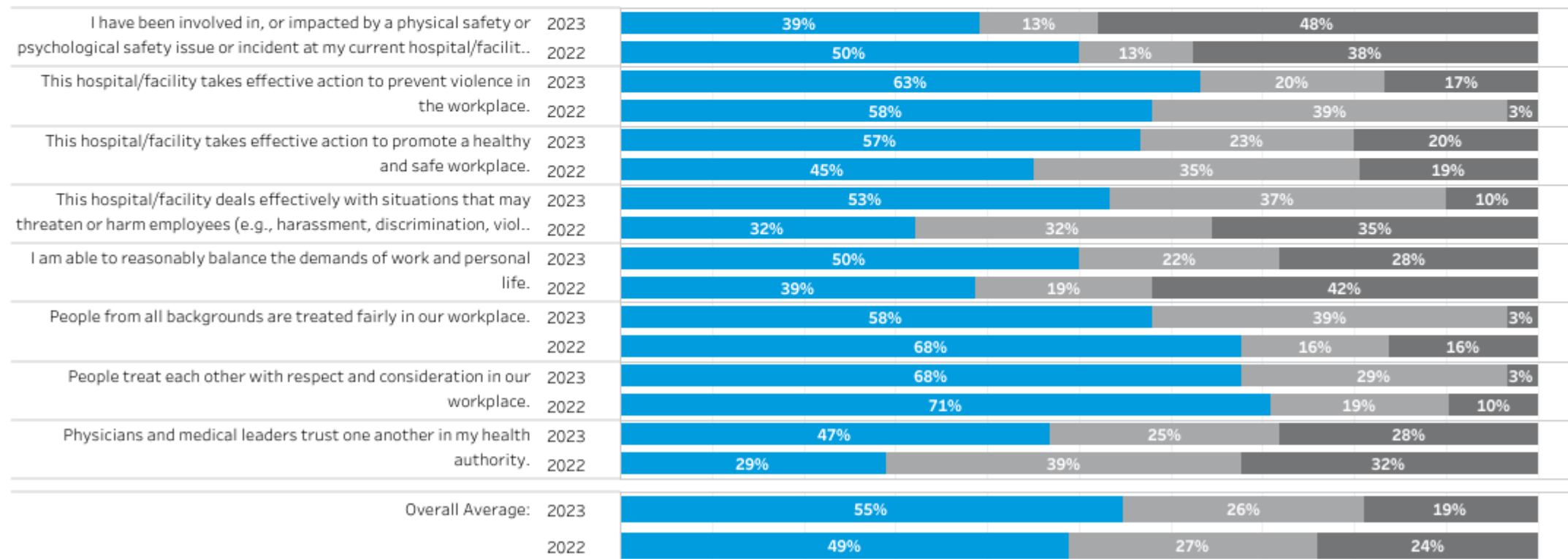
2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Survey Year: 2023 Health Authority: All Hospital or Division: Hospital Hospital / Division: BC Women's Hospital + Health Care Centre Physician Group: All Physician Group - Select

BC Women's Hospital + Health Care Centre

| | |
|------|-----------------|
| 2023 | Respondents: 32 |
| 2022 | Respondents: 31 |

Physician Health and Safety



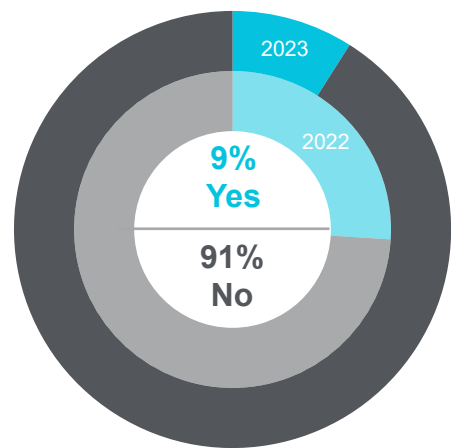
Agree

Neither agree nor disagree

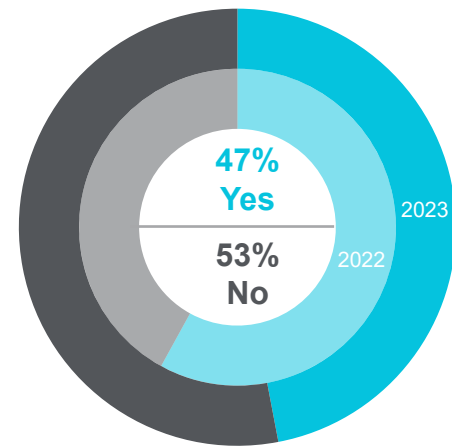
Disagree

BC Women's Hospital + Health Care Centre

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 3.33 | 4.88 | 2 (b) | 3 | 2 | 5 | 3 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 3.40 | 5.17 | 3 (b) | 3 | 1 | 10 | 15 |

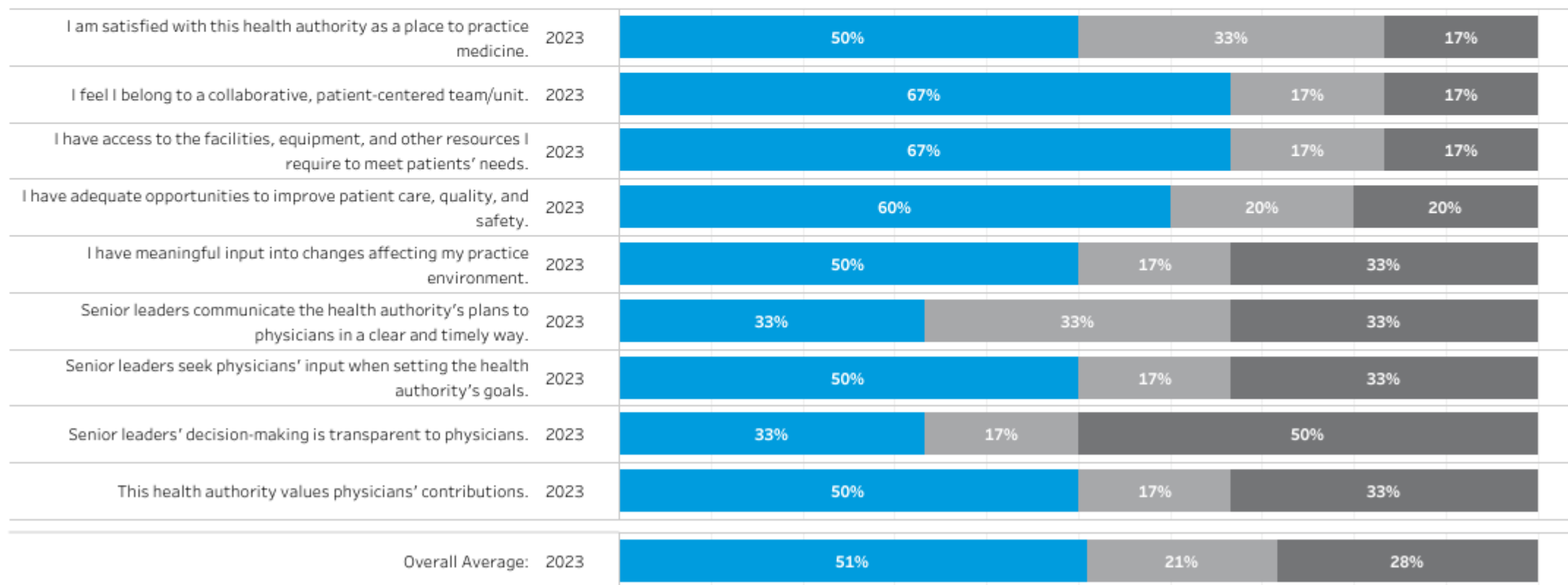
2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Survey Year: 2023 Health Authority: Provincial Health Services Auth.. Hospital or Division: Hospital Hospital / Division: Multiple values Physician Group: All Physician Group - Select: All

BC Mental Health & Substance Use Service

2023 Respondents: 6

Engagement



Agree

Neither agree nor disagree

Disagree

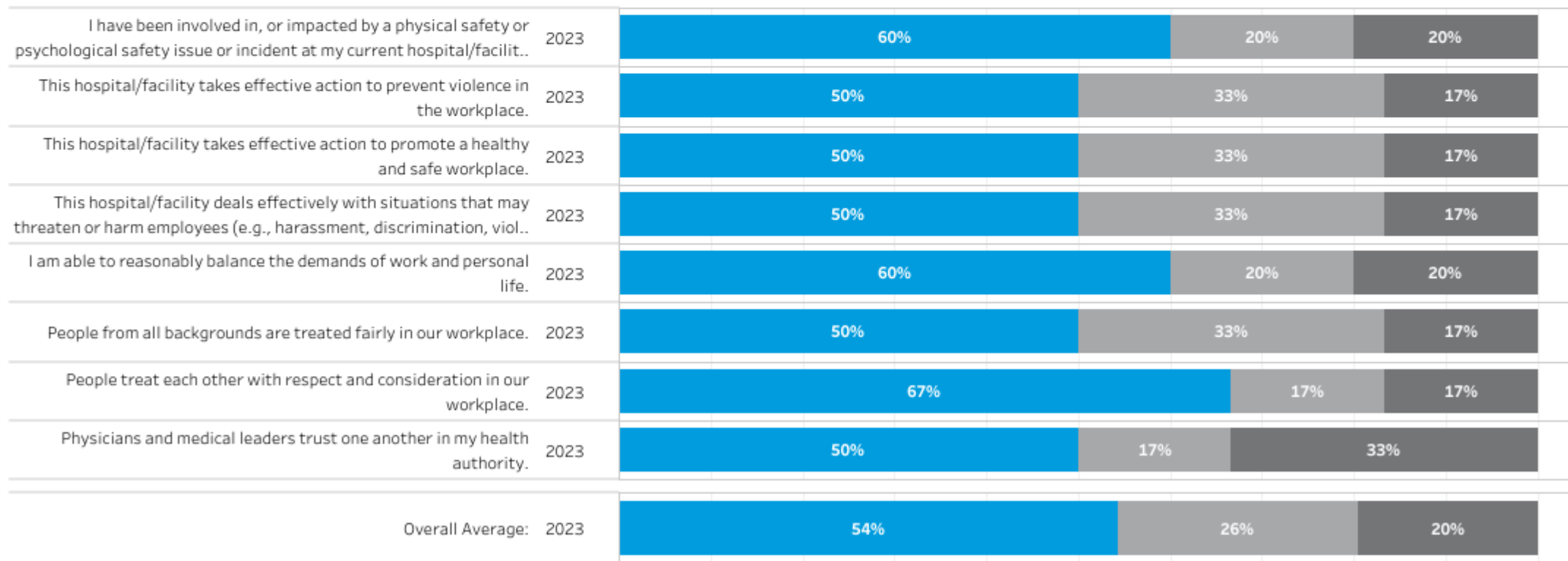
2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Survey Year: 2023 Health Authority: Provincial Health Services Author.. Hospital or Division: Hospital Hospital / Division: Multiple values Physician Group: All Physician Group - Select

BC Mental Health & Substance Use Service

2023 Respondents: 6

Physician Health and Safety



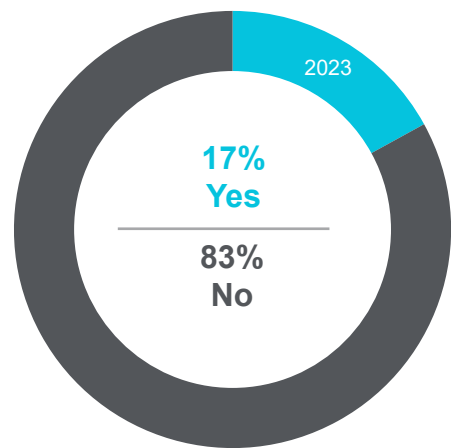
Agree

Neither agree nor disagree

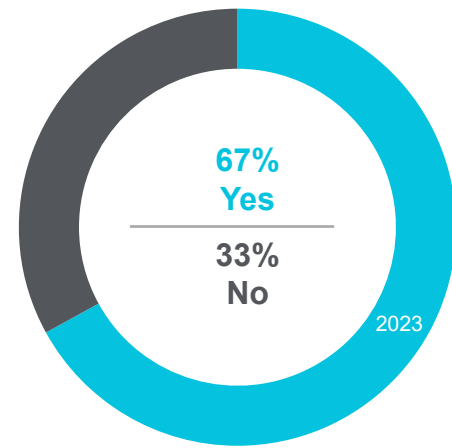
Disagree

BC Mental Health & Substance Use Service

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 4.00 | - | 4 | 4 | 4 | 4 | 1 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 3.75 | - | 2 | 2 | 1 | 10 | 4 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Provincial Health Services Authority

Hospital / Division

Forensic Psychiatric Services

Survey Year

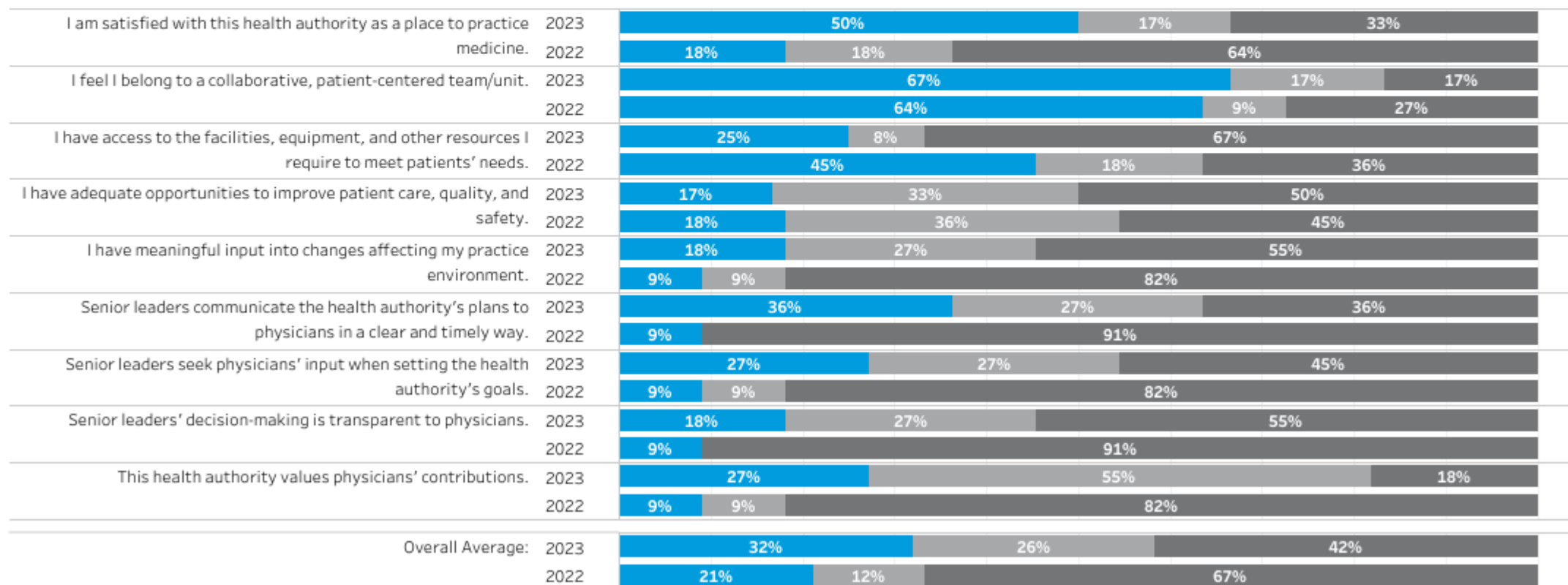
2023

Forensic Psychiatric Services

2023 Respondents: 12

2022 Respondents: 11

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Provincial Health Services Authori..

Hospital / Division

Forensic Psychiatric Services

Survey Year

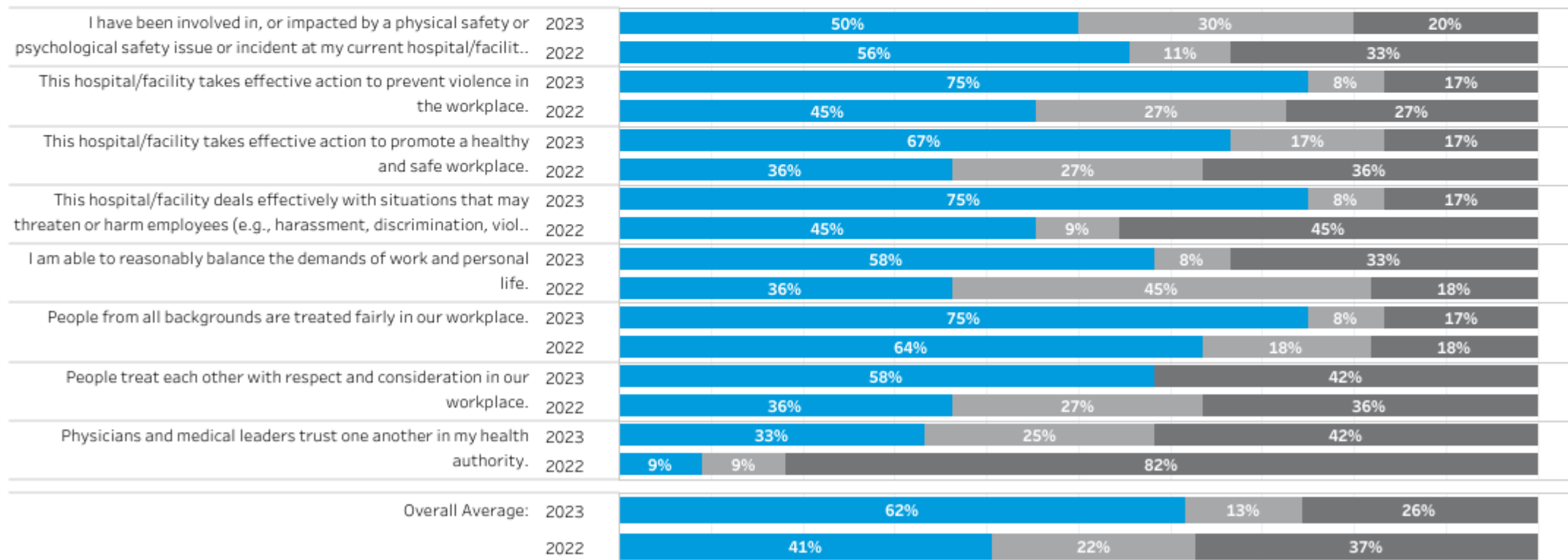
2023

Forensic Psychiatric Services

2023 Respondents: 12

2022 Respondents: 11

Physician Health and Safety



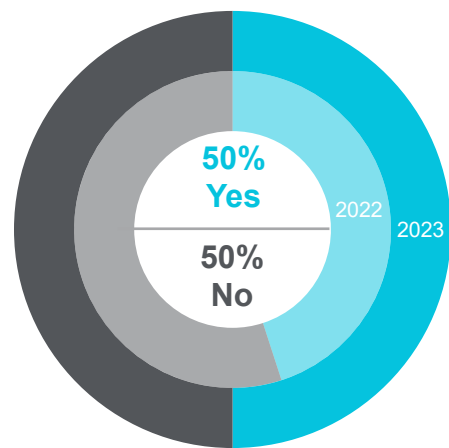
Agree

Neither agree nor disagree

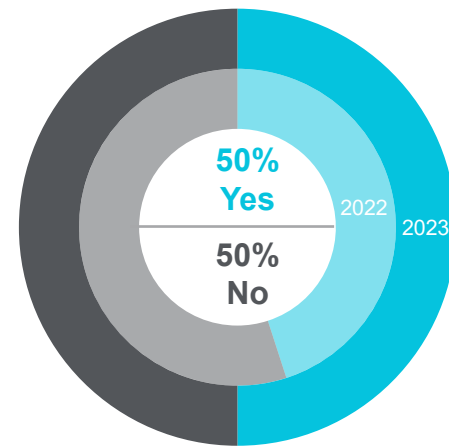
Disagree

Forensic Psychiatric Services

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 5.00 | 3.80 | 1 (b) | 4 | 1 | 10 | 6 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 4.83 | 5.00 | 5 | 5 | 1 | 10 | 6 |

Vancouver Coastal Health

Hospital/Facility Data

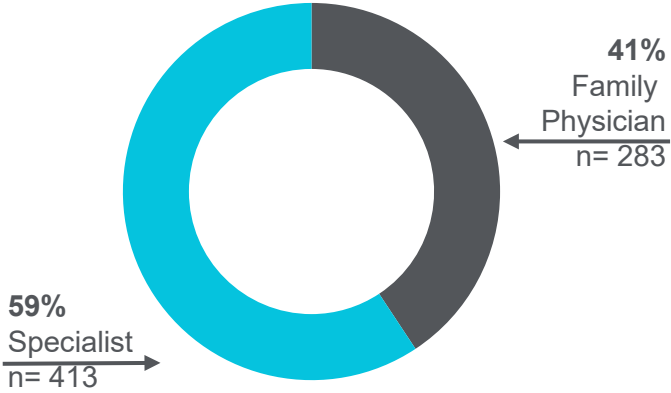
- Demographics
- Overall Engagement averages by hospital/facility
- Engagement Trends
- Physician Health and Safety
- Incidents related to Physical and Psychological Safety

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

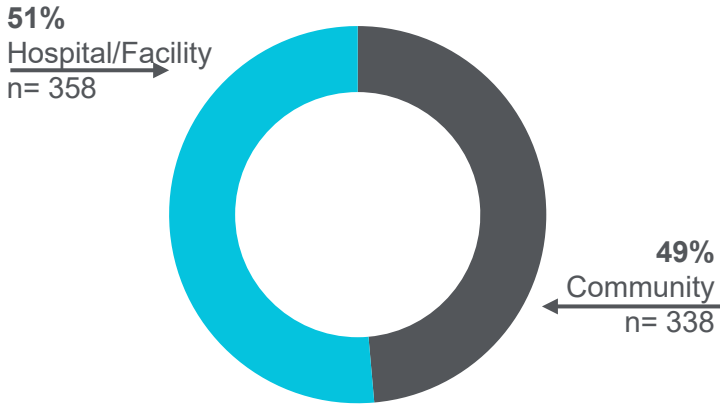
Medical leaders refers to those who hold a formal medical leadership position and receive a stipend/payment from the Health Authority i.e., Department Head, Regional Medical Lead/Director, Vice President of Medicine. It does not include leadership positions on Medical Staff Associations.

Demographics - Vancouver Coastal (N = 696)

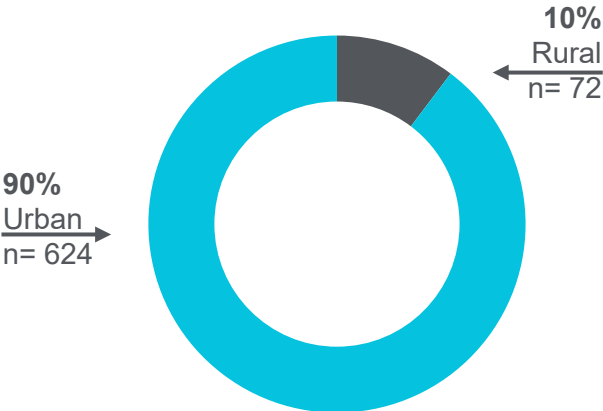
FAMILY PHYSICIANS OR SPECIALISTS



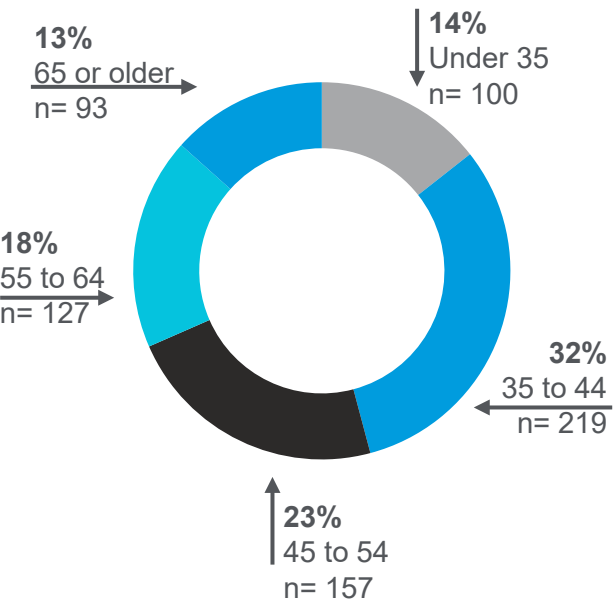
HOSPITAL/FACILITY OR COMMUNITY BASED



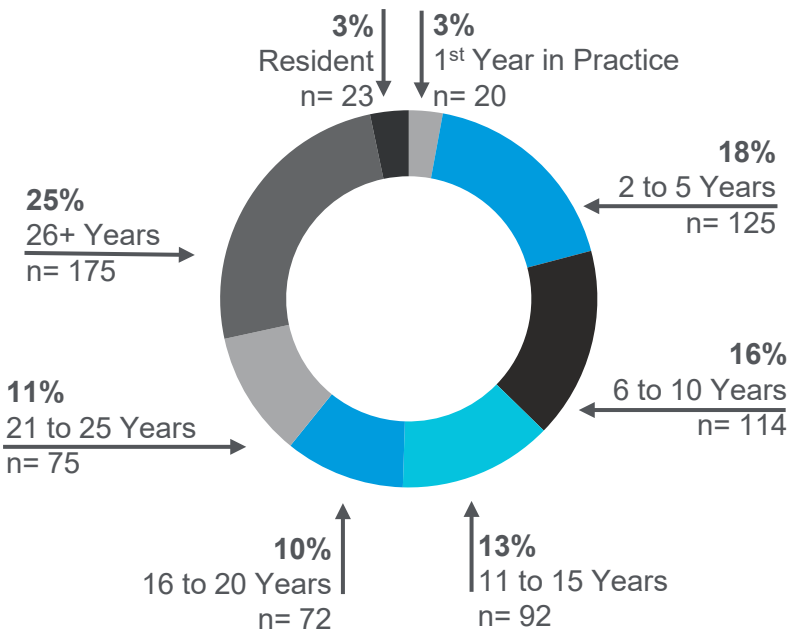
SETTING



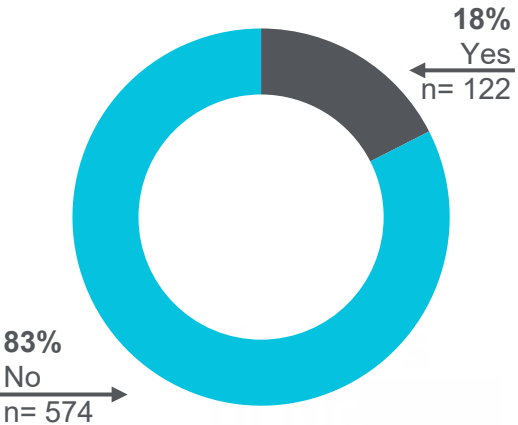
AGE



TENURE

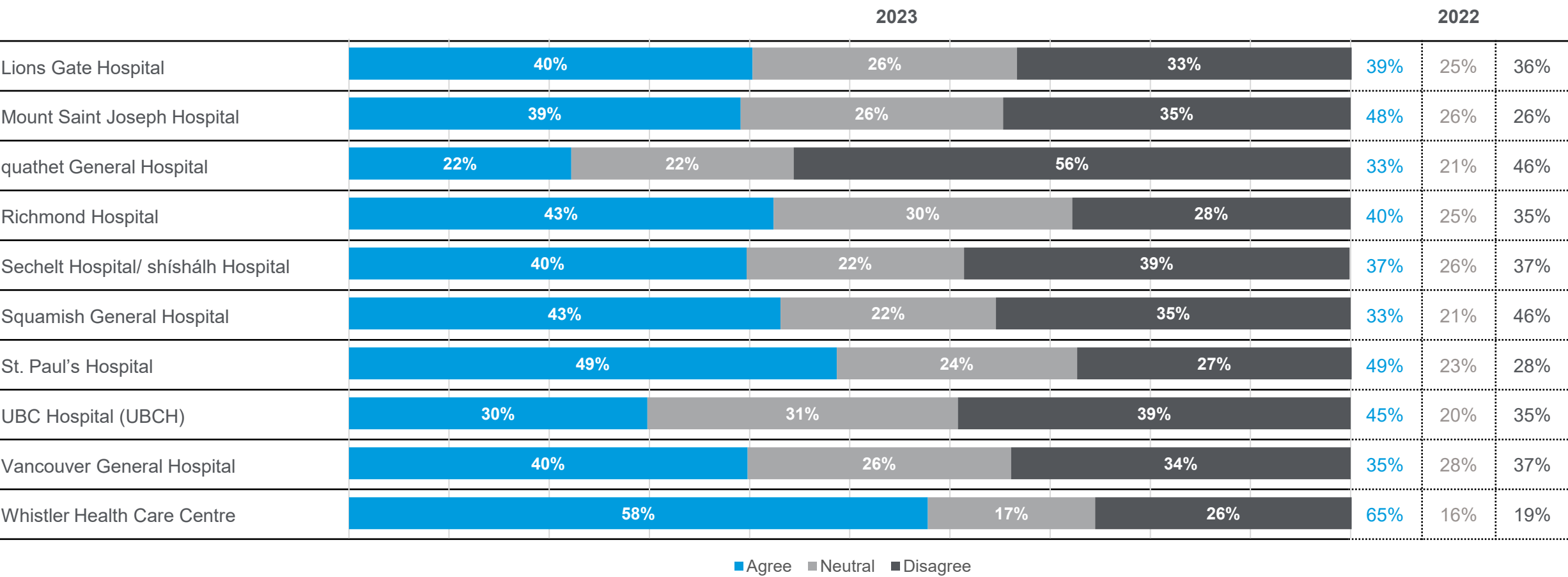


MEDICAL LEADERSHIP



Vancouver Coastal Health Authority

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



2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Vancouver Coastal Health Authority

Hospital / Division

Lions Gate Hospital

Survey Year

2023

Lions Gate Hospital

| | |
|------|------------------|
| 2023 | Respondents: 81 |
| 2022 | Respondents: 108 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 57% | 21% | 22% |
| | 2022 | 62% | 19% | 19% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 62% | 15% | 23% |
| | 2022 | 63% | 18% | 19% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 46% | 16% | 38% |
| | 2022 | 40% | 14% | 46% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 41% | 27% | 33% |
| | 2022 | 42% | 23% | 35% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 38% | 27% | 35% |
| | 2022 | 36% | 22% | 42% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 39% | 30% | 31% |
| | 2022 | 35% | 28% | 37% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 28% | 31% | 41% |
| | 2022 | 23% | 33% | 45% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 17% | 35% | 49% |
| | 2022 | 15% | 35% | 50% |
| This health authority values physicians' contributions. | 2023 | 35% | 36% | 29% |
| | 2022 | 31% | 33% | 37% |
| Overall Average: | 2023 | 40% | 26% | 33% |
| | 2022 | 39% | 25% | 36% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Vancouver Coastal Health Authori..

Hospital / Division

Lions Gate Hospital

Survey Year

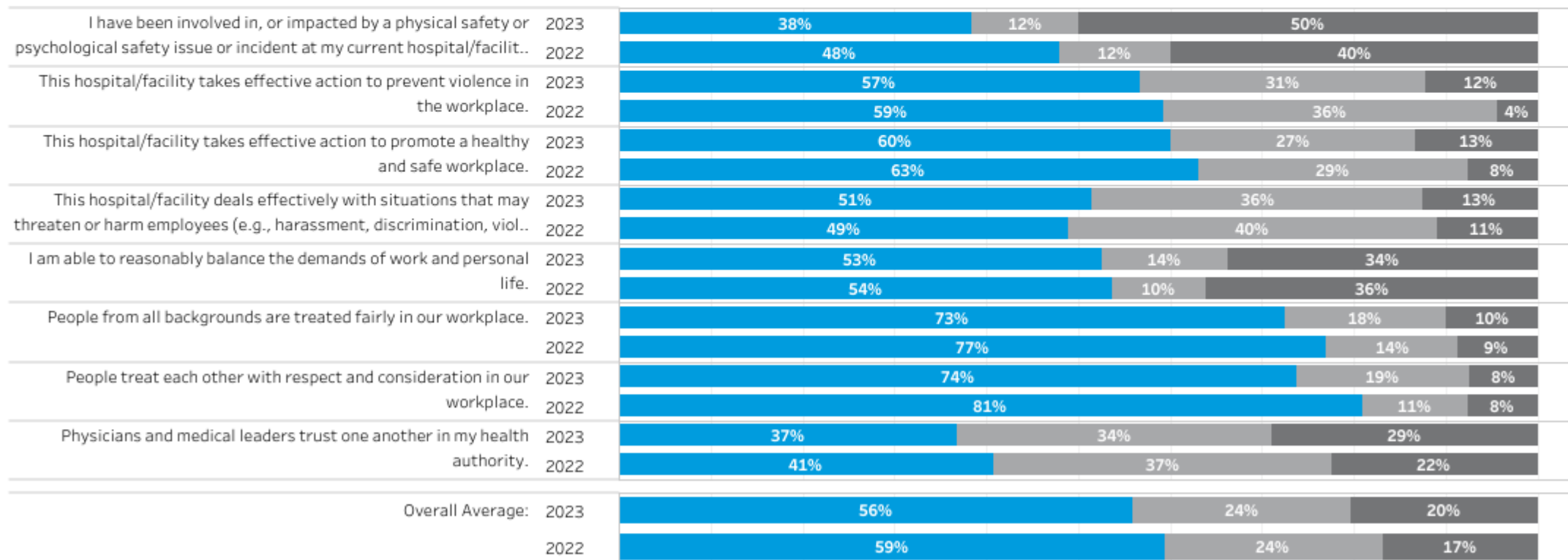
2023

Lions Gate Hospital

2023 Respondents: 81

2022 Respondents: 108

Physician Health and Safety



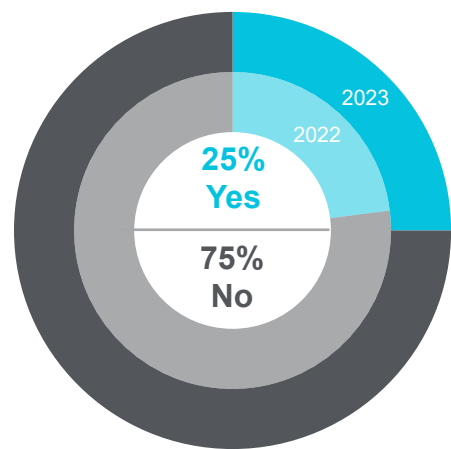
Agree

Neither agree nor disagree

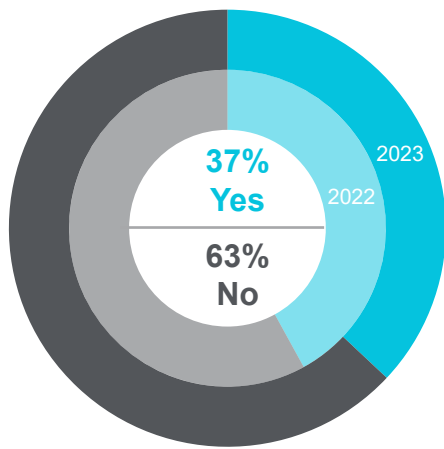
Disagree

Lions Gate Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 4.05 | 13.56 | 1 | 2 | 1 | 30 | 20 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 8.27 | 12.40 | 2 | 3 | 1 | 50 | 30 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Vancouver Coastal Health Authority

Hospital / Division

Mount Saint Joseph Hospital

Survey Year

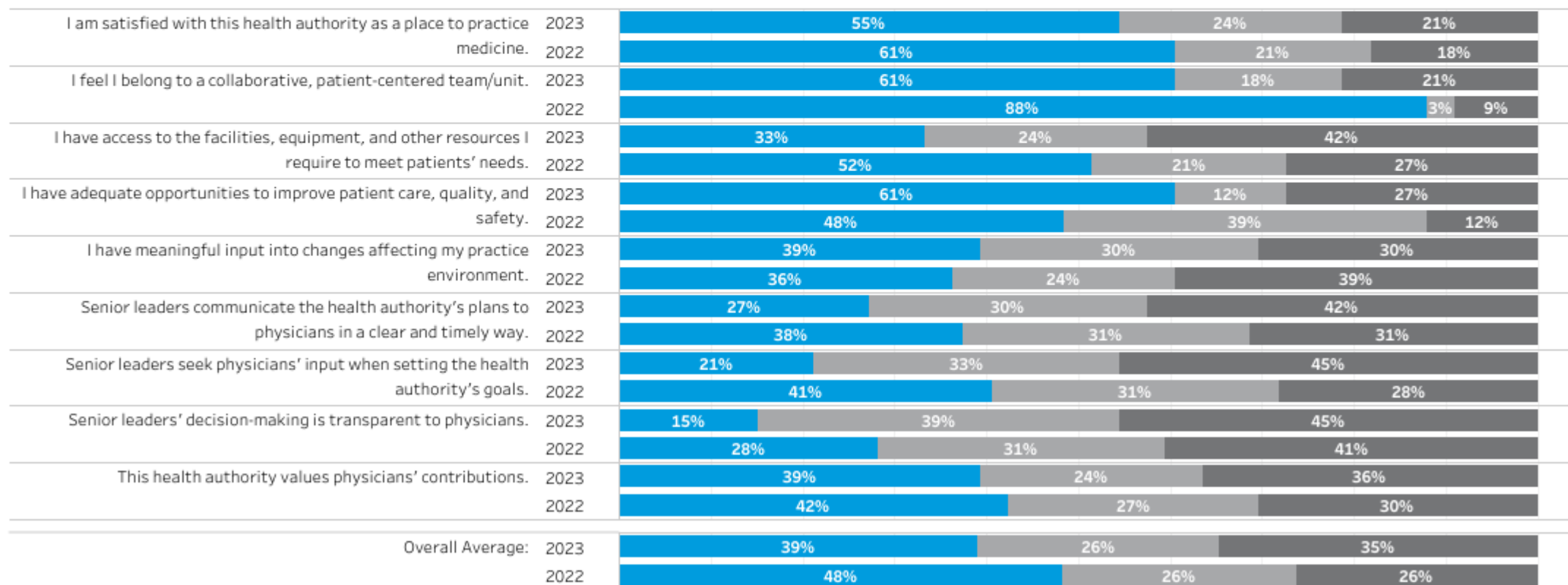
2023

Mount Saint Joseph Hospital

2023 Respondents: 33

2022 Respondents: 33

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Health Authority

Hospital / Division

Survey Year

Hospital

Vancouver Coastal Health Authori..

Mount Saint Joseph Hospital

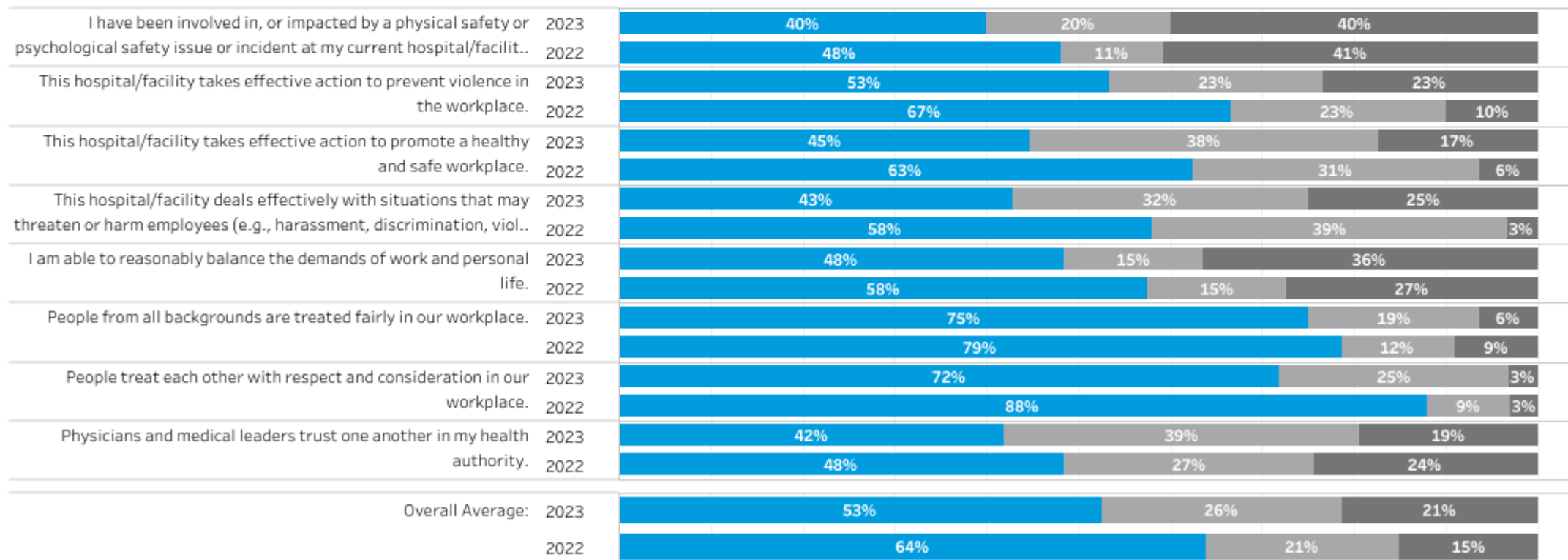
2023

Mount Saint Joseph Hospital

2023 Respondents: 33

2022 Respondents: 33

Physician Health and Safety



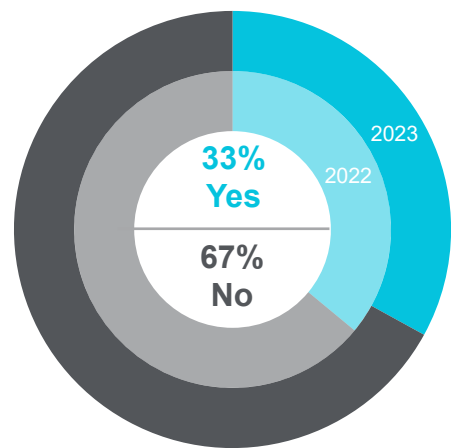
Agree

Neither agree nor disagree

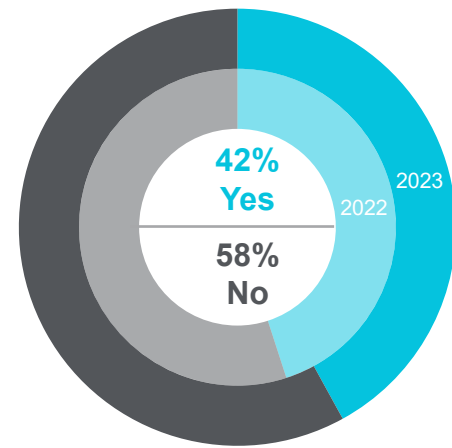
Disagree

Mount Saint Joseph Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 5.09 | 4.75 | 1 | 4 | 1 | 12 | 11 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 9.79 | 18.87 | 1 (b) | 5 | 1 | 50 | 14 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Vancouver Coastal Health Authority

Hospital / Division

Multiple values

Survey Year

2023

quathet General Hospital

| | |
|------|-----------------|
| 2023 | Respondents: 13 |
| 2022 | Respondents: 17 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 46% | 15% | 38% |
| | 2022 | 47% | 6% | 47% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 38% | 15% | 46% |
| | 2022 | 59% | | 41% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 38% | 15% | 46% |
| | 2022 | 47% | 18% | 35% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 38% | 15% | 46% |
| | 2022 | 29% | 29% | 41% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 15% | 38% | 46% |
| | 2022 | 29% | 29% | 41% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 31% | 69% | |
| | 2022 | 25% | 38% | 38% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 8% | 23% | 69% |
| | 2022 | 19% | 25% | 56% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 31% | 69% | |
| | 2022 | 6% | 31% | 63% |
| This health authority values physicians' contributions. | 2023 | 15% | 15% | 69% |
| | 2022 | 29% | 18% | 53% |
| Overall Average: | 2023 | 22% | 22% | 56% |
| | 2022 | 33% | 21% | 46% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Health Authority

Hospital / Division

Survey Year

Hospital

Vancouver Coastal Health Authori..

Multiple values

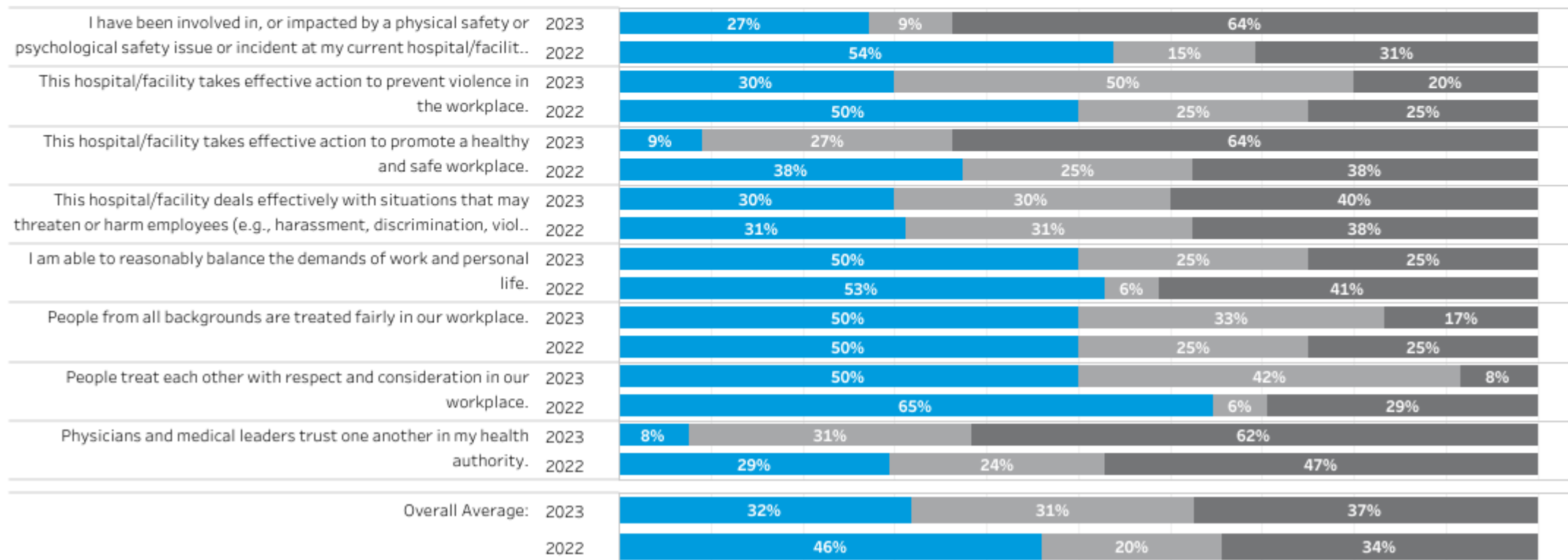
2023

quathet General Hospital

2023 Respondents: 13

2022 Respondents: 17

Physician Health and Safety



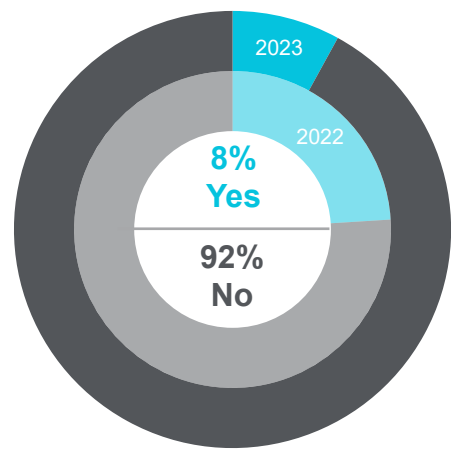
Agree

Neither agree nor disagree

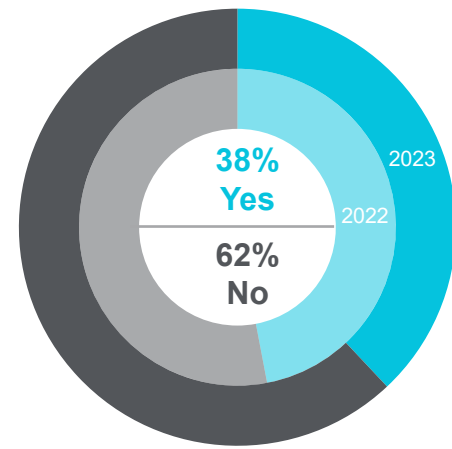
Disagree

quathet General Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 4.00 | 1.50 | 4 | 4 | 4 | 4 | 1 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 2.60 | 7.50 | 1 | 2 | 1 | 5 | 5 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Vancouver Coastal Health Authority

Hospital / Division

Richmond Hospital

Survey Year

2023

Richmond Hospital

| | |
|------|------------------|
| 2023 | Respondents: 76 |
| 2022 | Respondents: 108 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 61% | 19% | 20% |
| | 2022 | 59% | 22% | 19% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 59% | 29% | 12% |
| | 2022 | 59% | 19% | 22% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 50% | 14% | 36% |
| | 2022 | 49% | 17% | 34% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 46% | 32% | 22% |
| | 2022 | 44% | 20% | 35% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 38% | 28% | 34% |
| | 2022 | 40% | 21% | 39% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 35% | 39% | 26% |
| | 2022 | 31% | 31% | 38% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 29% | 41% | 30% |
| | 2022 | 25% | 30% | 45% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 25% | 36% | 40% |
| | 2022 | 19% | 32% | 49% |
| This health authority values physicians' contributions. | 2023 | 39% | 30% | 31% |
| | 2022 | 37% | 29% | 34% |
| Overall Average: | 2023 | 43% | 30% | 28% |
| | 2022 | 40% | 25% | 35% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Health Authority

Hospital / Division

Survey Year

Hospital

Vancouver Coastal Health Authori..

Richmond Hospital

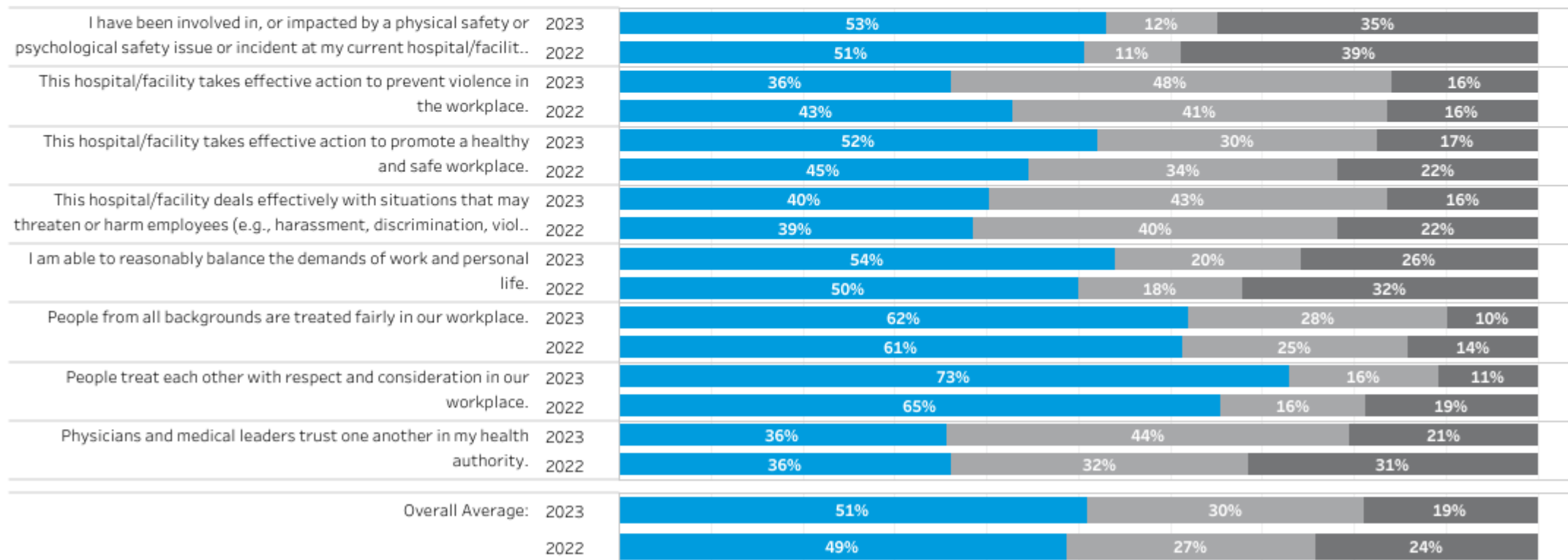
2023

Richmond Hospital

2023 Respondents: 76

2022 Respondents: 108

Physician Health and Safety



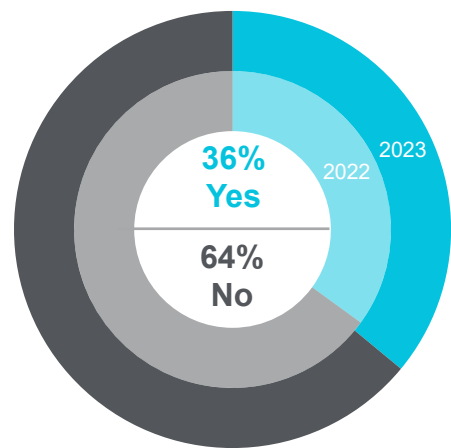
Agree

Neither agree nor disagree

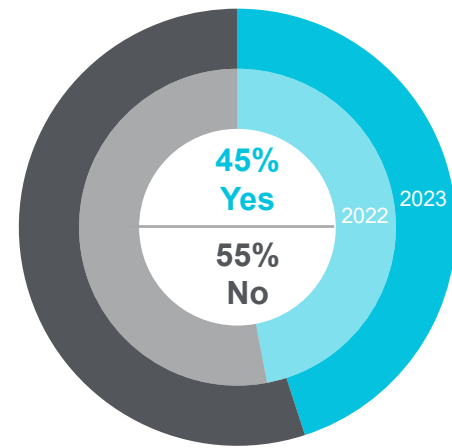
Disagree

Richmond Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 13.89 | 7.16 | 2 | 5 | 1 | 100 | 27 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 13.76 | 7.45 | 1 | 2.5 | 1 | 100 | 34 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Vancouver Coastal Health Authority

Hospital / Division

Sechelt Hospital/ shshlh Hospital

Survey Year

2023

Sechelt Hospital/ shshlh Hospital

2023 Respondents: 22

2022 Respondents: 16

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 50% | 32% | 18% |
| | 2022 | 56% | 25% | 19% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 73% | 9% | 18% |
| | 2022 | 63% | 6% | 31% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 62% | 5% | 33% |
| | 2022 | 50% | 50% | |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 45% | 18% | 36% |
| | 2022 | 44% | 25% | 31% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 41% | 18% | 41% |
| | 2022 | 25% | 38% | 38% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 14% | 32% | 55% |
| | 2022 | 25% | 44% | 31% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 18% | 32% | 50% |
| | 2022 | 31% | 38% | 31% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 18% | 27% | 55% |
| | 2022 | 13% | 44% | 44% |
| This health authority values physicians' contributions. | 2023 | 36% | 23% | 41% |
| | 2022 | 25% | 19% | 56% |
| Overall Average: | 2023 | 40% | 22% | 39% |
| | 2022 | 37% | 26% | 37% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Vancouver Coastal Health Authori..

Hospital / Division

Sechelt Hospital/ shshlh Hospital

Survey Year

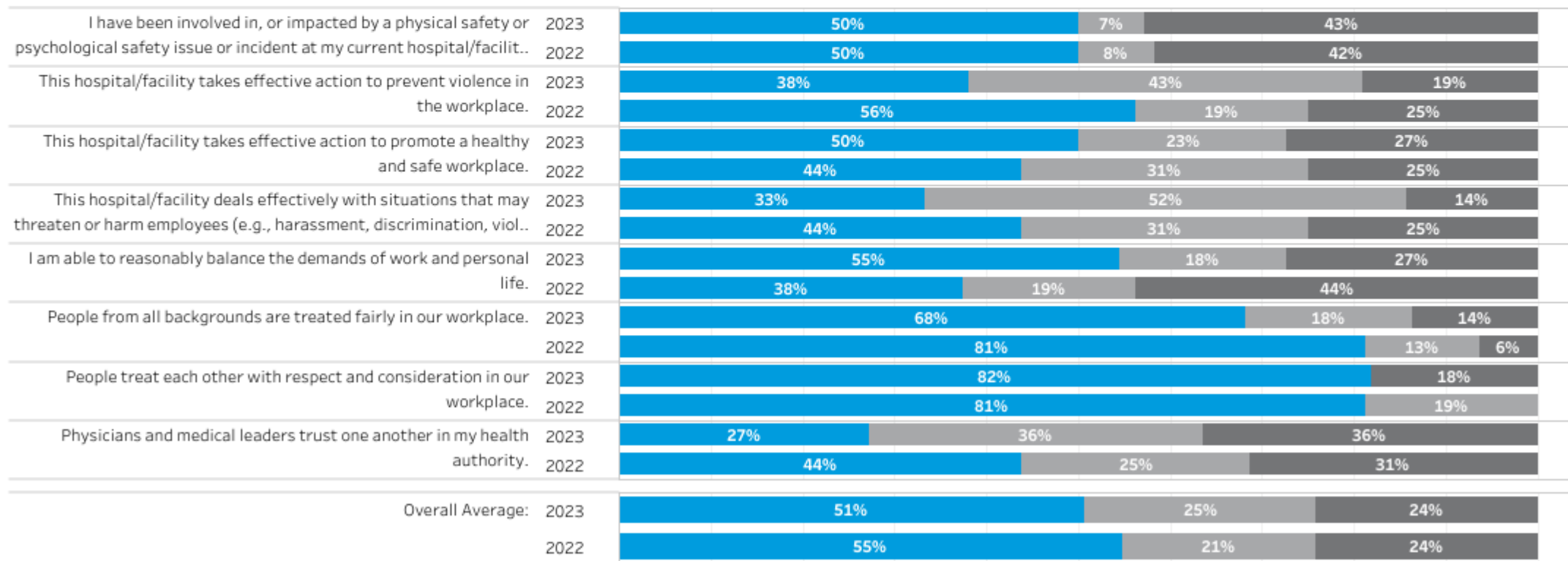
2023

Sechelt Hospital/ shshlh Hospital

2023 Respondents: 22

2022 Respondents: 16

Physician Health and Safety



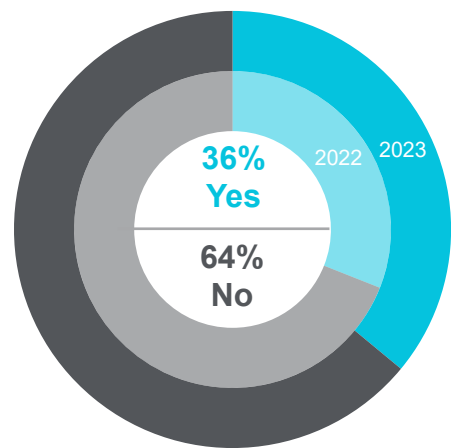
Agree

Neither agree nor disagree

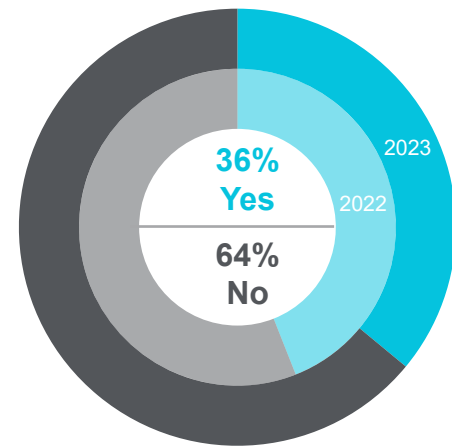
Disagree

Sechelt Hospital/ shíshálh Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 24.13 | 16.00 | 2 | 3.5 | 2 | 150 | 8 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 58.88 | 18.86 | 2 | 7.5 | 2 | 300 | 8 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Vancouver Coastal Health Authority

Hospital / Division

Squamish General Hospital

Survey Year

2023

Squamish General Hospital

| | |
|------|-----------------|
| 2023 | Respondents: 16 |
| 2022 | Respondents: 26 |

Engagement

| | | | | | | |
|--|------|-----|-----|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 63% | | | 19% | 19% |
| | 2022 | 19% | 42% | | | 38% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 75% | | | 8% | 19% |
| | 2022 | 73% | | | 8% | 19% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 38% | 13% | 50% | | |
| | 2022 | 35% | 19% | 46% | | |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 69% | | | 19% | 13% |
| | 2022 | 58% | | | 19% | 23% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 44% | 25% | 31% | | |
| | 2022 | 42% | 15% | 42% | | |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 19% | 38% | 44% | | |
| | 2022 | 23% | 19% | 58% | | |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 25% | 25% | 50% | | |
| | 2022 | 15% | 19% | 65% | | |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 25% | 19% | 56% | | |
| | 2022 | 15% | 19% | 65% | | |
| This health authority values physicians' contributions. | 2023 | 31% | 38% | 31% | | |
| | 2022 | 19% | 27% | 54% | | |
| Overall Average: | 2023 | 43% | | | 22% | 35% |
| | 2022 | 33% | | | 21% | 46% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Health Authority

Hospital / Division

Survey Year

Hospital

Vancouver Coastal Health Authority

Squamish General Hospital

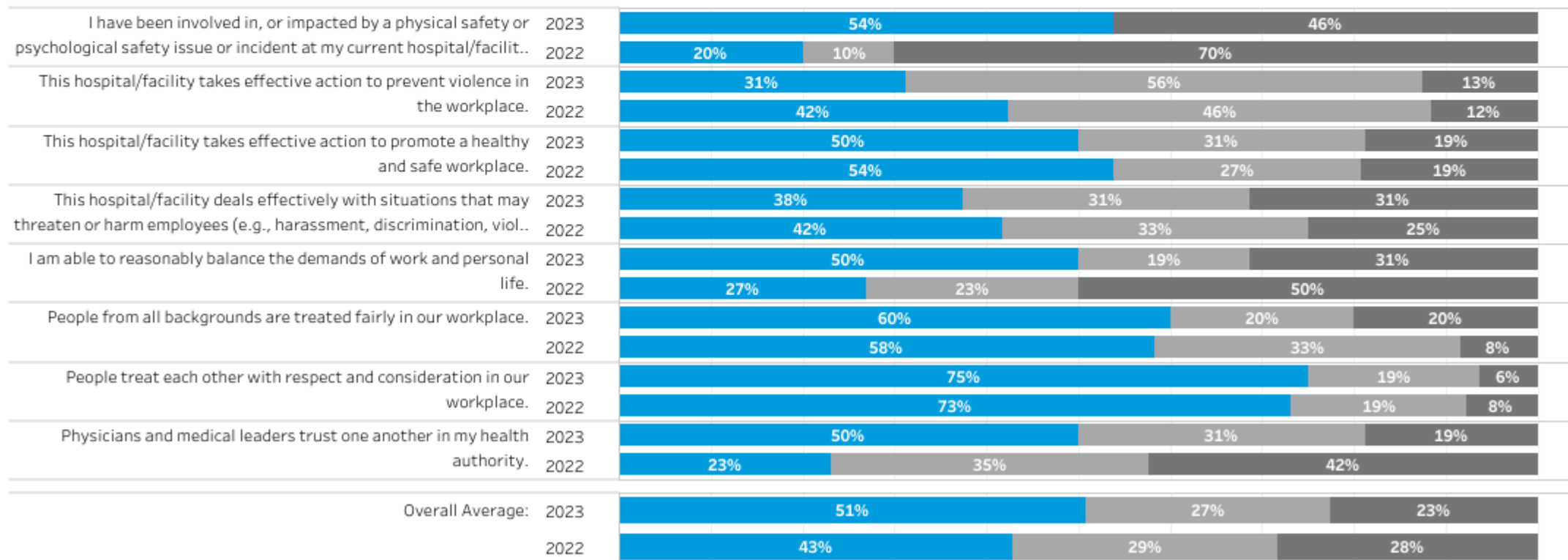
2023

Squamish General Hospital

2023 Respondents: 16

2022 Respondents: 26

Physician Health and Safety



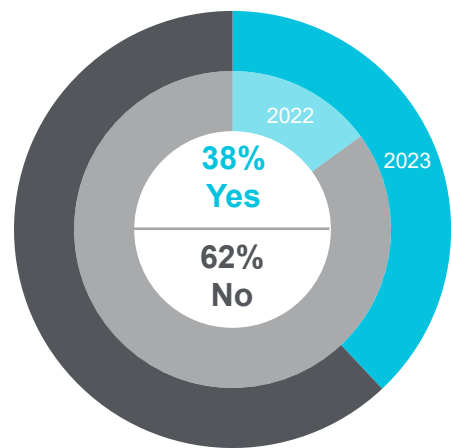
Agree

Neither agree nor disagree

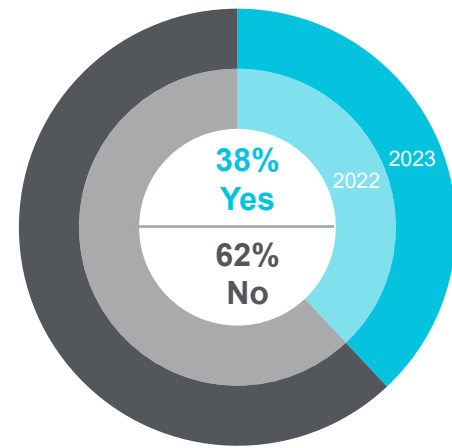
Disagree

Squamish General Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 3.67 | 2.25 | 2 | 2 | 1 | 12 | 6 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 6.17 | 3.30 | 1 (b) | 4.5 | 1 | 15 | 6 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

| Survey Year | Health Authority | Hospital or Division | Hospital / Division | Physician Group | Physician Group - Select |
|-------------|------------------|----------------------|---------------------|-----------------|--------------------------|
| 2023 | All | Hospital | St. Paul's Hospital | All | All |

St. Paul's Hospital

| | |
|------|------------------|
| 2023 | Respondents: 150 |
| 2022 | Respondents: 184 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 66% | 15% | 19% |
| | 2022 | 67% | 16% | 17% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 74% | 14% | 12% |
| | 2022 | 71% | 14% | 15% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 52% | 19% | 29% |
| | 2022 | 47% | 15% | 38% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 59% | 18% | 23% |
| | 2022 | 55% | 20% | 24% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 42% | 25% | 34% |
| | 2022 | 50% | 19% | 31% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 44% | 27% | 29% |
| | 2022 | 42% | 26% | 32% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 34% | 32% | 33% |
| | 2022 | 36% | 31% | 33% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 25% | 35% | 40% |
| | 2022 | 27% | 36% | 37% |
| This health authority values physicians' contributions. | 2023 | 43% | 29% | 29% |
| | 2022 | 42% | 31% | 27% |
| Overall Average: | 2023 | 49% | 24% | 27% |
| | 2022 | 49% | 23% | 28% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Survey Year: 2023 Health Authority: All Hospital or Division: Hospital Hospital / Division: St. Paul's Hospital Physician Group: All Physician Group - Select

St. Paul's Hospital

| | |
|------|------------------|
| 2023 | Respondents: 150 |
| 2022 | Respondents: 184 |

Physician Health and Safety

| | | | | |
|--|------|-----|-----|-----|
| I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facilit.. | 2023 | 52% | 10% | 39% |
| | 2022 | 47% | 15% | 38% |
| This hospital/facility takes effective action to prevent violence in the workplace. | 2023 | 62% | 21% | 17% |
| | 2022 | 55% | 22% | 23% |
| This hospital/facility takes effective action to promote a healthy and safe workplace. | 2023 | 62% | 18% | 20% |
| | 2022 | 57% | 22% | 22% |
| This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, viol.. | 2023 | 52% | 26% | 22% |
| | 2022 | 53% | 25% | 23% |
| I am able to reasonably balance the demands of work and personal life. | 2023 | 50% | 21% | 30% |
| | 2022 | 51% | 20% | 30% |
| People from all backgrounds are treated fairly in our workplace. | 2023 | 73% | 18% | 9% |
| | 2022 | 72% | 16% | 12% |
| People treat each other with respect and consideration in our workplace. | 2023 | 79% | 12% | 9% |
| | 2022 | 83% | 11% | 7% |
| Physicians and medical leaders trust one another in my health authority. | 2023 | 43% | 30% | 27% |
| | 2022 | 48% | 29% | 23% |
| Overall Average: | 2023 | 59% | 20% | 21% |
| | 2022 | 58% | 20% | 22% |

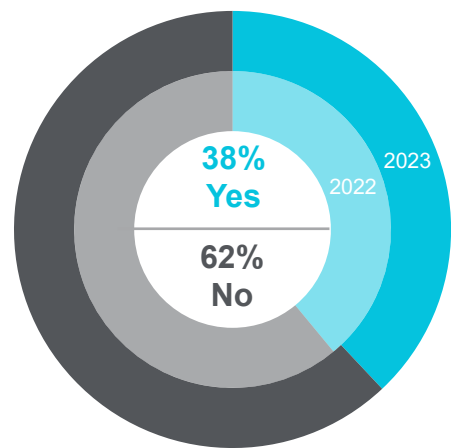
Agree

Neither agree nor disagree

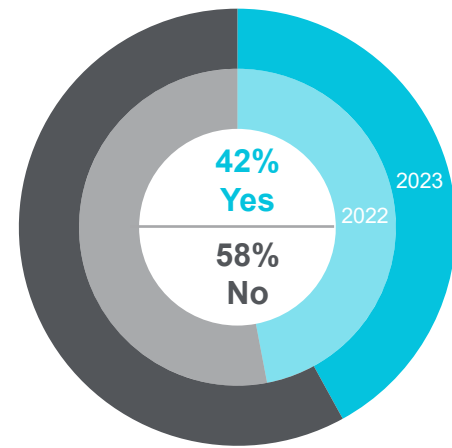
Disagree

St. Paul's Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 14.96 | 12.17 | 2 | 3 | 1 | 180 | 57 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 21.90 | 38.87 | 1 | 4 | 1 | 365 | 63 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Vancouver Coastal Health Authority

Hospital / Division

Multiple values

Survey Year

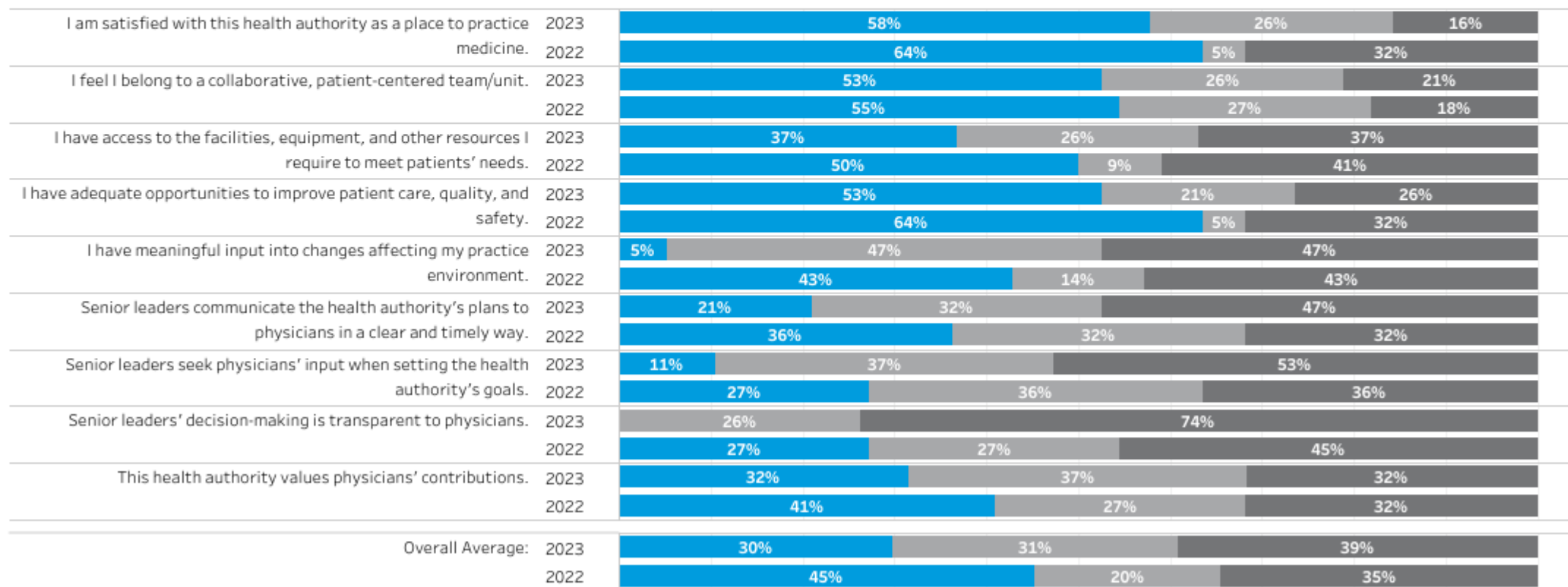
2023

UBC Hospital

2023 Respondents: 19

2022 Respondents: 23

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Vancouver Coastal Health Authori..

Hospital / Division

Multiple values

Survey Year

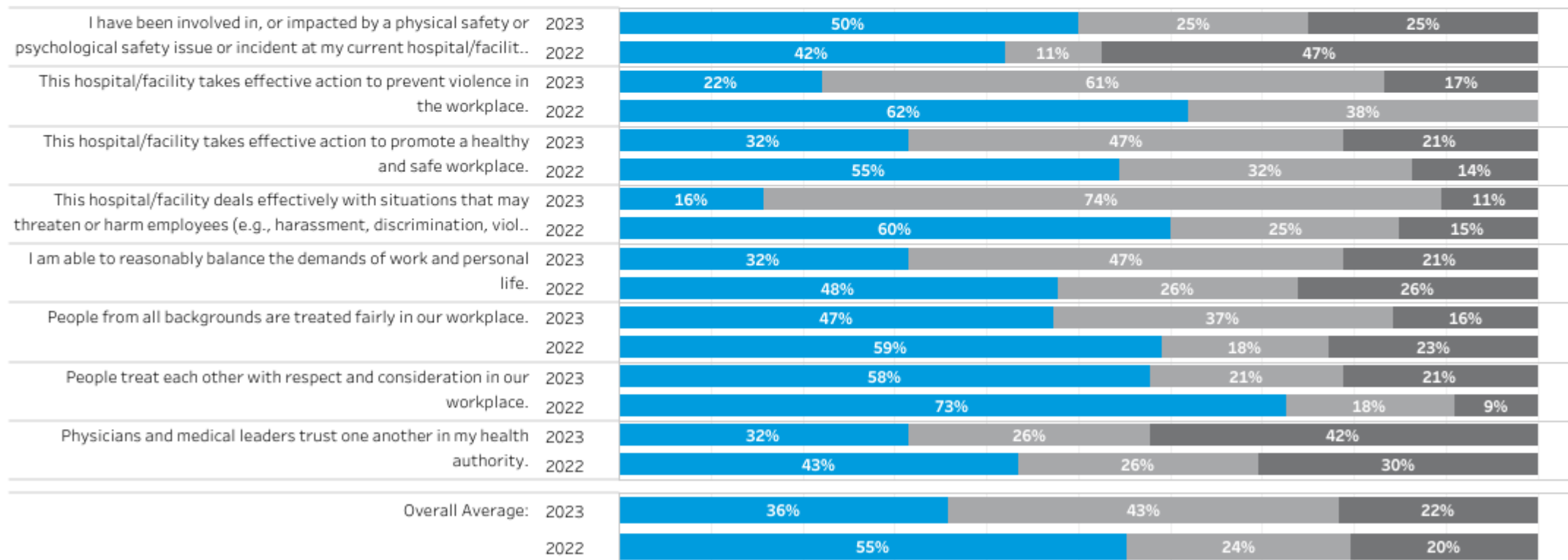
2023

UBC Hospital

2023 Respondents: 19

2022 Respondents: 23

Physician Health and Safety

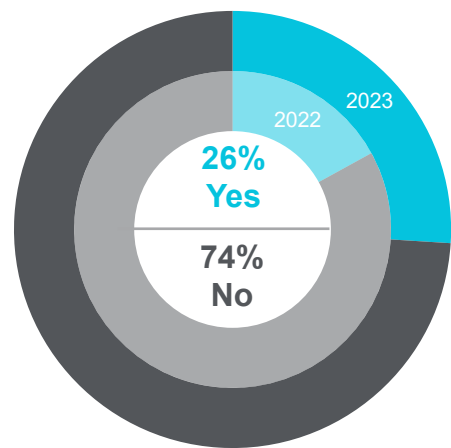


Agree

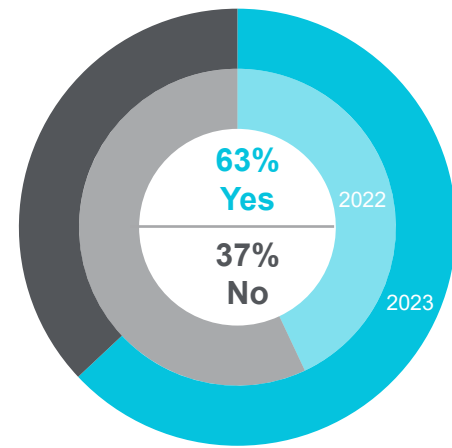
Neither agree nor disagree

Disagree

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 6.20 | 8.00 | 5 (b) | 5 | 1 | 10 | 5 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 15.25 | 4.30 | 5 | 5.5 | 1 | 100 | 12 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Vancouver Coastal Health Authority

Hospital / Division

Vancouver General Hospital

Survey Year

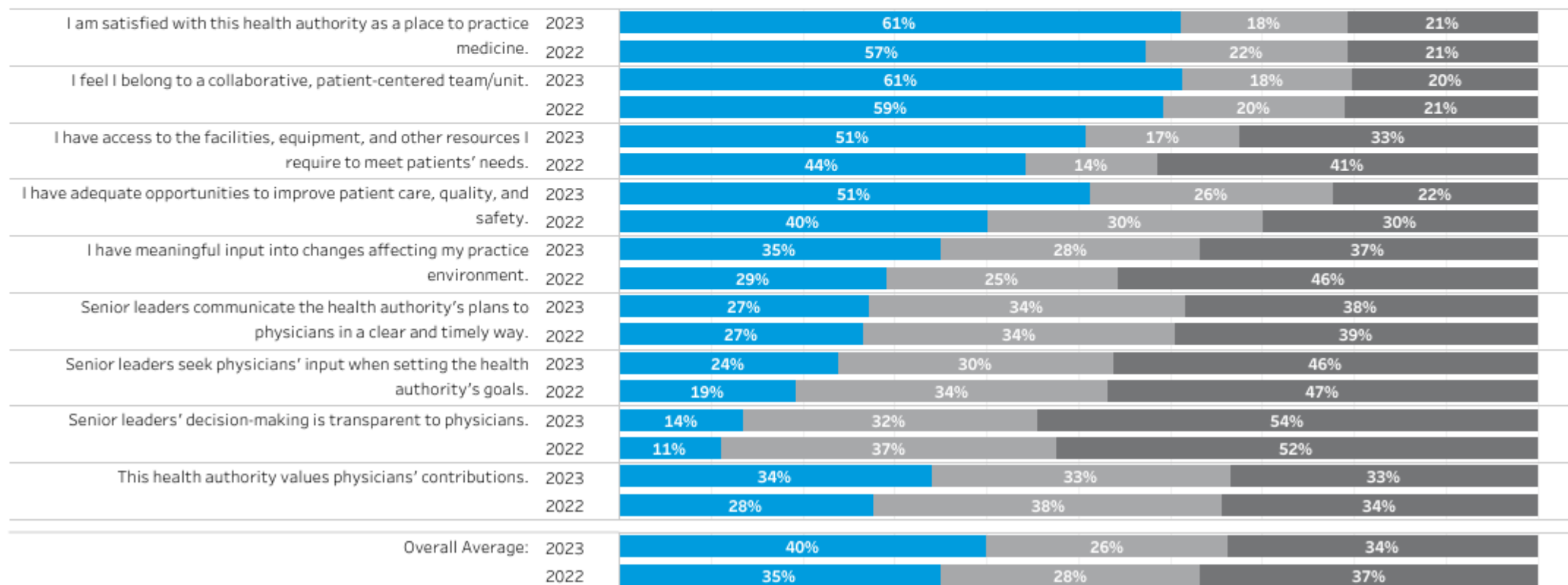
2023

Vancouver General Hospital

2023 Respondents: 242

2022 Respondents: 247

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Vancouver Coastal Health Authori..

Hospital / Division

Vancouver General Hospital

Survey Year

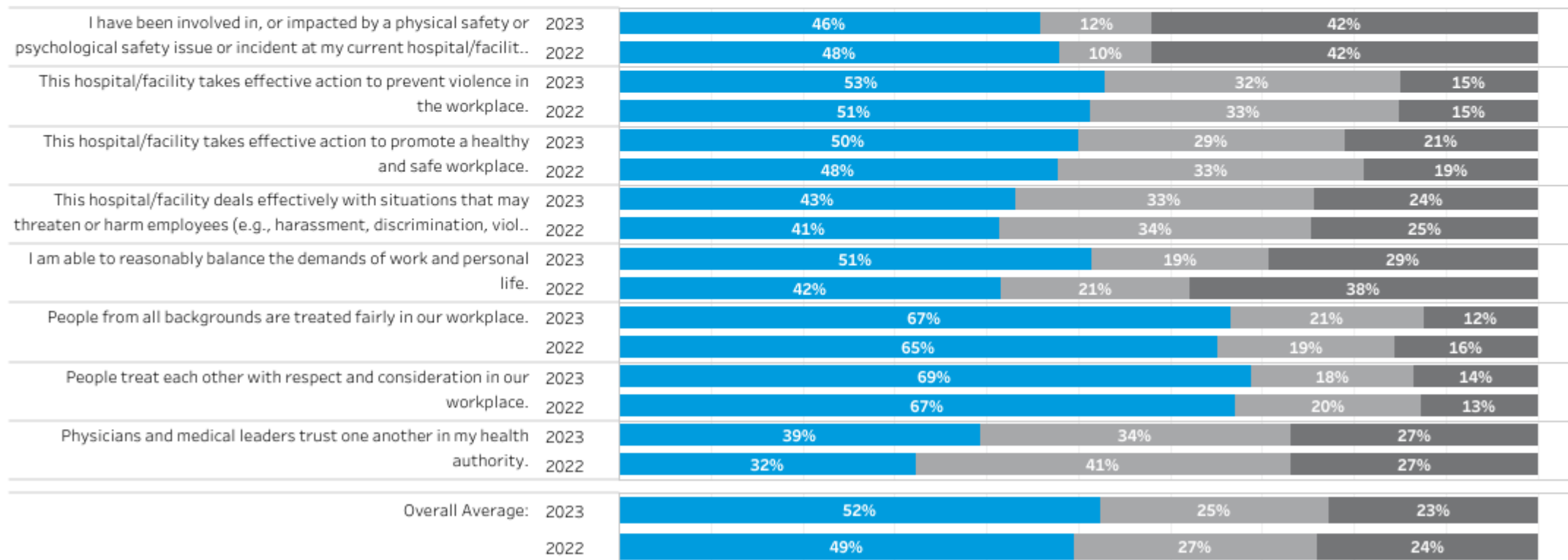
2023

Vancouver General Hospital

2023 Respondents: 242

2022 Respondents: 247

Physician Health and Safety



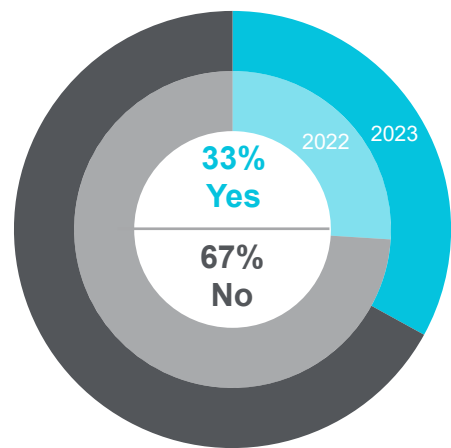
Agree

Neither agree nor disagree

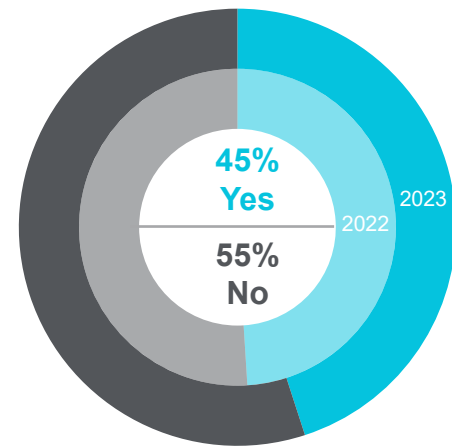
Disagree

Vancouver General Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 12.18 | 29.56 | 1 | 3 | 1 | 100 | 79 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 25.60 | 27.68 | 2 | 4 | 1 | 999 | 109 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Vancouver Coastal Health Authority

Hospital / Division

Whistler Health Care Centre

Survey Year

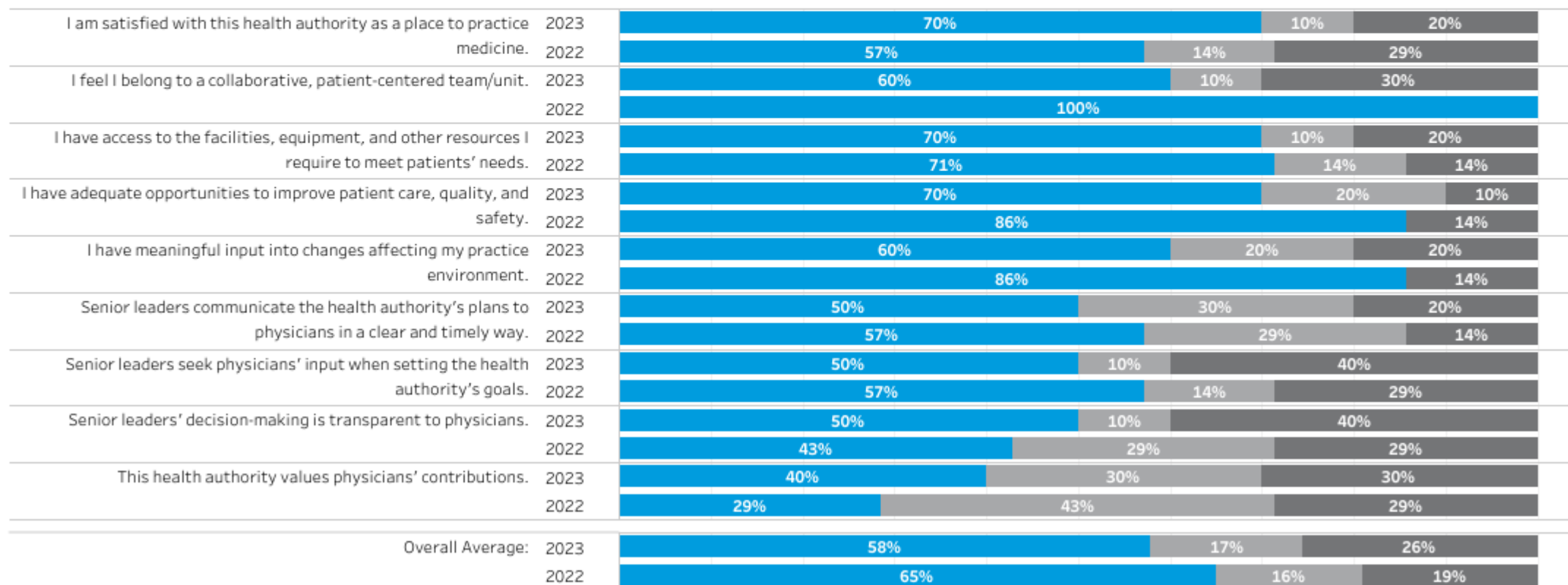
2023

Whistler Health Care Centre

2023 Respondents: 10

2022 Respondents: 7

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Vancouver Coastal Health Authori..

Hospital / Division

Whistler Health Care Centre

Survey Year

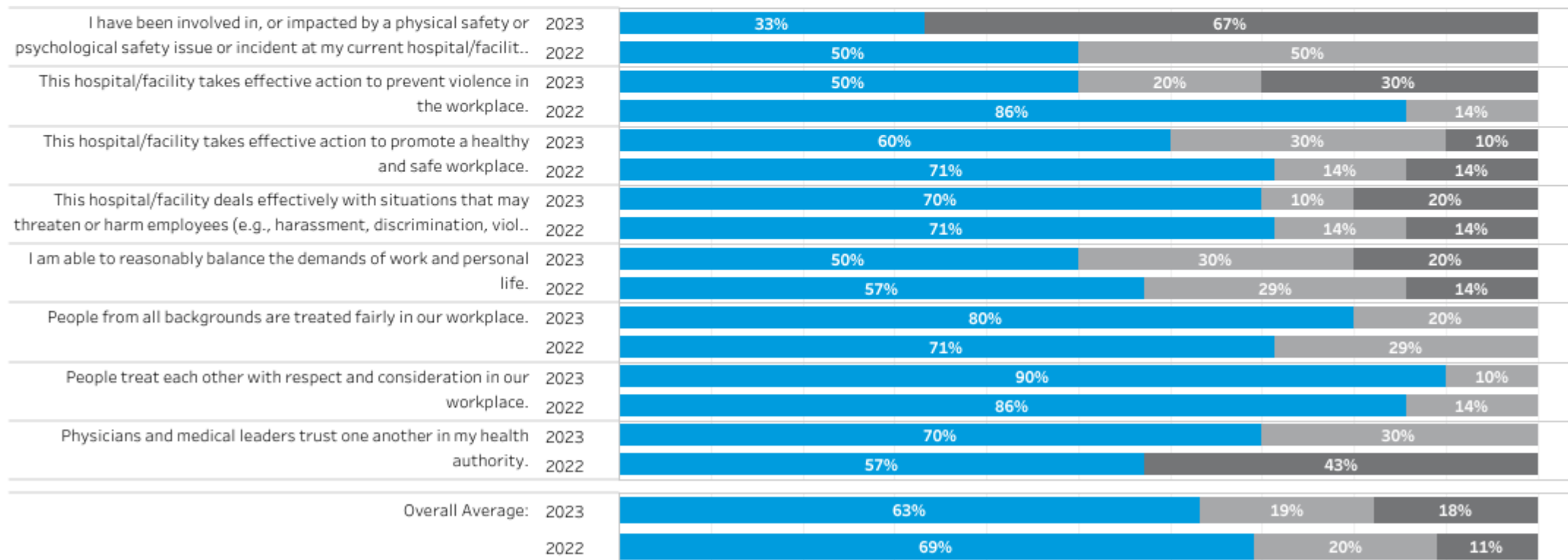
2023

Whistler Health Care Centre

2023 Respondents: 10

2022 Respondents: 7

Physician Health and Safety



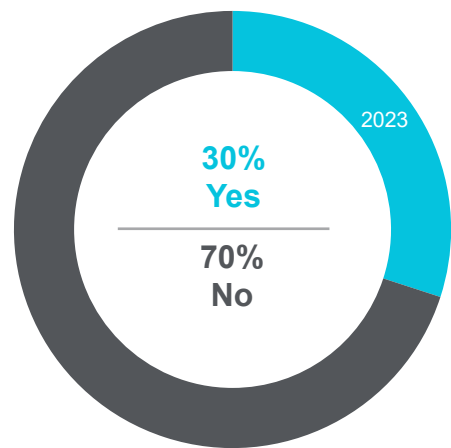
Agree

Neither agree nor disagree

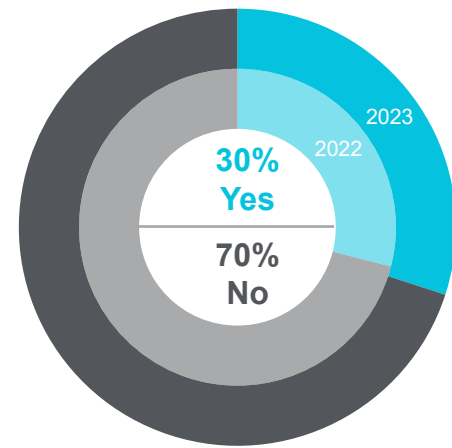
Disagree

Whistler Health Care Centre

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 1.67 | - | 1 | 1 | 1 | 3 | 3 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 1.33 | 7.50 | 1 | 1 | 1 | 2 | 3 |

Providence Health Care Hospital/Facility Data

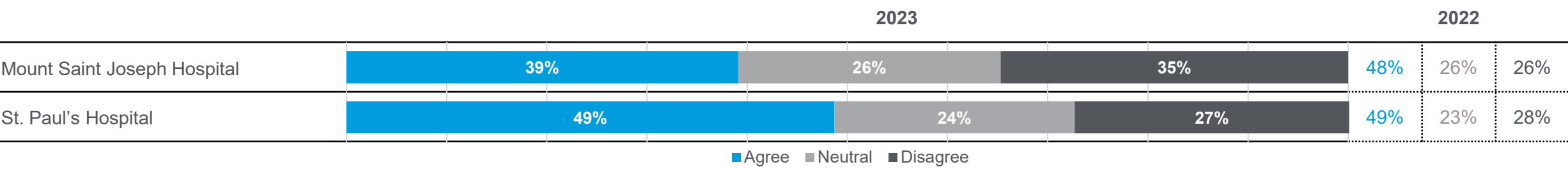
- Demographics
- Overall Engagement averages by hospital/facility
- Engagement Trends
- Physician Health and Safety
- Incidents related to Physical and Psychological Safety

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. It does not include leadership positions on Medical Staff Associations.

Providence Health Care

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



2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Hospital

Health Authority

Vancouver Coastal Health Authority

Hospital / Division

Mount Saint Joseph Hospital

Survey Year

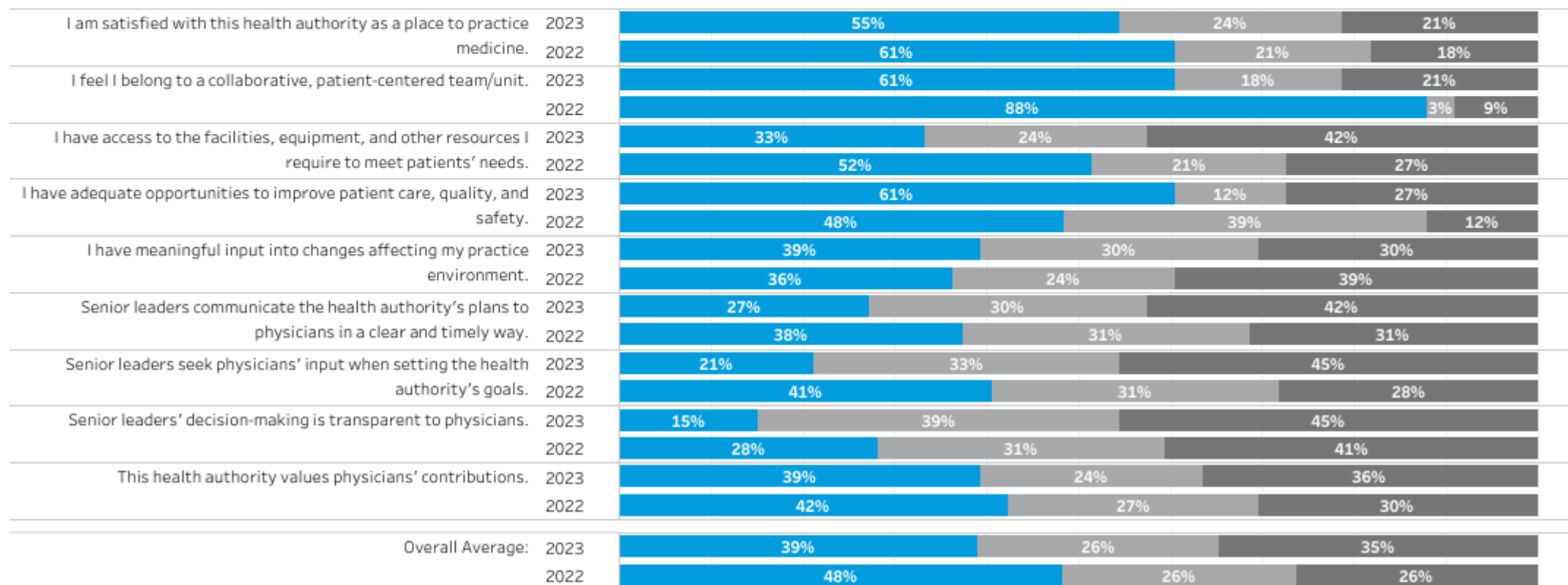
2023

Mount Saint Joseph Hospital

2023 Respondents: 33

2022 Respondents: 33

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Health Authority

Hospital / Division

Survey Year

Hospital

Vancouver Coastal Health Authori..

Mount Saint Joseph Hospital

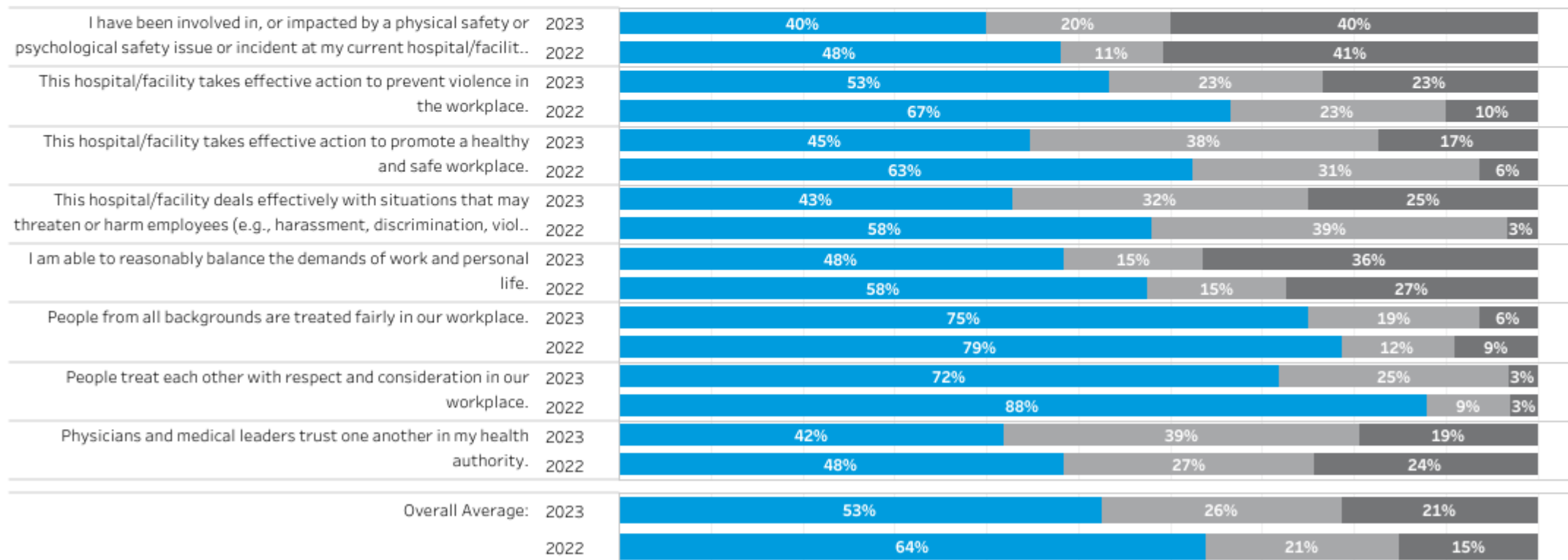
2023

Mount Saint Joseph Hospital

2023 Respondents: 33

2022 Respondents: 33

Physician Health and Safety



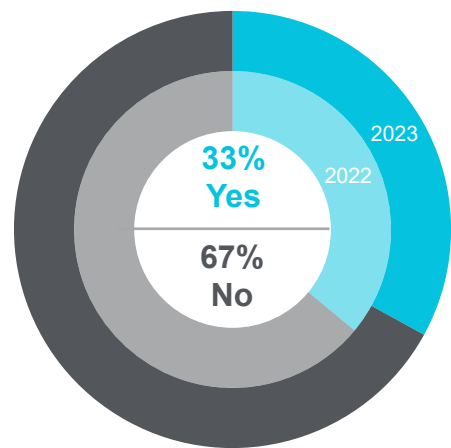
Agree

Neither agree nor disagree

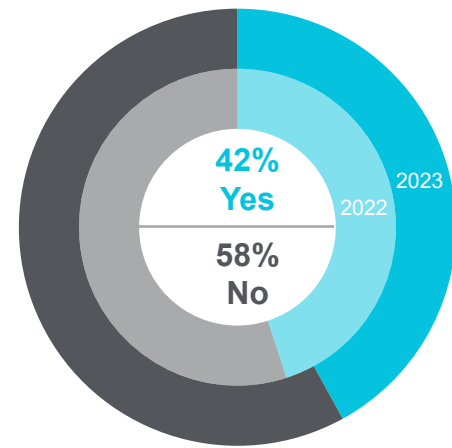
Disagree

Mount Saint Joseph Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 5.09 | 4.75 | 1 | 4 | 1 | 12 | 11 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 9.79 | 18.87 | 1 (b) | 5 | 1 | 50 | 14 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

| Survey Year | Health Authority | Hospital or Division | Hospital / Division | Physician Group | Physician Group - Select |
|-------------|------------------|----------------------|---------------------|-----------------|--------------------------|
| 2023 | All | Hospital | St. Paul's Hospital | All | All |

St. Paul's Hospital

| | |
|------|------------------|
| 2023 | Respondents: 150 |
| 2022 | Respondents: 184 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 66% | 15% | 19% |
| | 2022 | 67% | 16% | 17% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 74% | 14% | 12% |
| | 2022 | 71% | 14% | 15% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 52% | 19% | 29% |
| | 2022 | 47% | 15% | 38% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 59% | 18% | 23% |
| | 2022 | 55% | 20% | 24% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 42% | 25% | 34% |
| | 2022 | 50% | 19% | 31% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 44% | 27% | 29% |
| | 2022 | 42% | 26% | 32% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 34% | 32% | 33% |
| | 2022 | 36% | 31% | 33% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 25% | 35% | 40% |
| | 2022 | 27% | 36% | 37% |
| This health authority values physicians' contributions. | 2023 | 43% | 29% | 29% |
| | 2022 | 42% | 31% | 27% |
| Overall Average: | 2023 | 49% | 24% | 27% |
| | 2022 | 49% | 23% | 28% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Survey Year: 2023 Health Authority: All Hospital or Division: Hospital Hospital / Division: St. Paul's Hospital Physician Group: All Physician Group - Select

St. Paul's Hospital

| | |
|------|------------------|
| 2023 | Respondents: 150 |
| 2022 | Respondents: 184 |

Physician Health and Safety

| | | | | |
|--|------|-----|-----|-----|
| I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facilit.. | 2023 | 52% | 10% | 39% |
| | 2022 | 47% | 15% | 38% |
| This hospital/facility takes effective action to prevent violence in the workplace. | 2023 | 62% | 21% | 17% |
| | 2022 | 55% | 22% | 23% |
| This hospital/facility takes effective action to promote a healthy and safe workplace. | 2023 | 62% | 18% | 20% |
| | 2022 | 57% | 22% | 22% |
| This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, viol.. | 2023 | 52% | 26% | 22% |
| | 2022 | 53% | 25% | 23% |
| I am able to reasonably balance the demands of work and personal life. | 2023 | 50% | 21% | 30% |
| | 2022 | 51% | 20% | 30% |
| People from all backgrounds are treated fairly in our workplace. | 2023 | 73% | 18% | 9% |
| | 2022 | 72% | 16% | 12% |
| People treat each other with respect and consideration in our workplace. | 2023 | 79% | 12% | 9% |
| | 2022 | 83% | 11% | 7% |
| Physicians and medical leaders trust one another in my health authority. | 2023 | 43% | 30% | 27% |
| | 2022 | 48% | 29% | 23% |
| Overall Average: | 2023 | 59% | 20% | 21% |
| | 2022 | 58% | 20% | 22% |

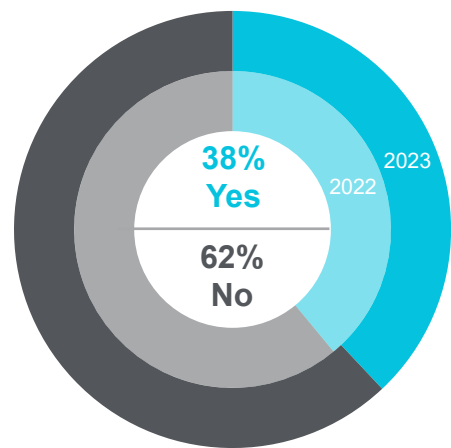
Agree

Neither agree nor disagree

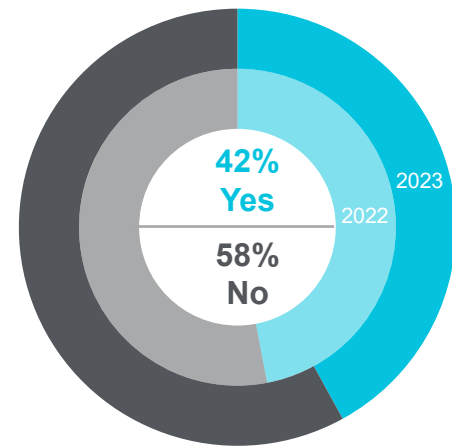
Disagree

St. Paul's Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 14.96 | 12.17 | 2 | 3 | 1 | 180 | 57 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 21.90 | 38.87 | 1 | 4 | 1 | 365 | 63 |



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

Note: 2022 data has been updated to include responses from PHSA and FNHA that were not included previously.

Fraser Health

Divisions of Family Practice

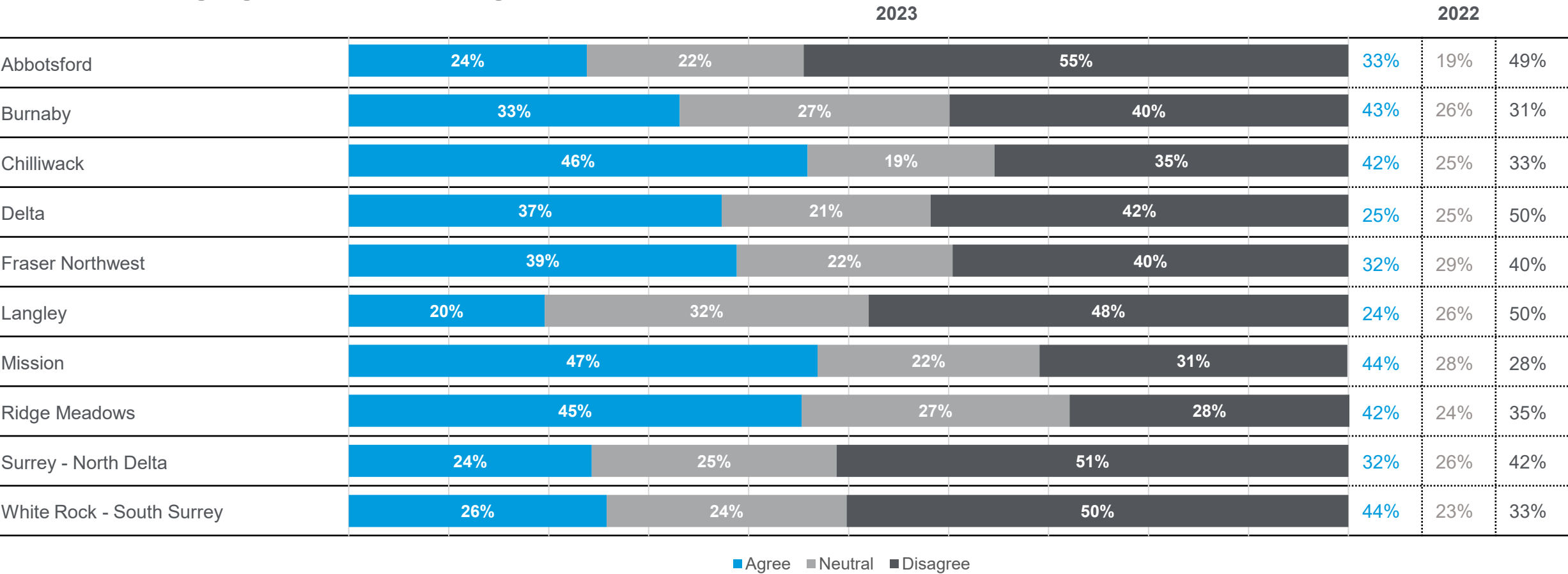
- Overall Engagement averages by Division
- Engagement Trends
- Physician Health and Safety
- Incidents related to Physical and Psychological Safety

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. It does not include leadership positions on Medical Staff Associations.

Fraser Divisions of Family Practice

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



2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division
Division

Health Authority
Multiple values

Hospital / Division
Abbotsford

Survey Year
2023

Abbotsford

| | |
|------|-----------------|
| 2023 | Respondents: 31 |
| 2022 | Respondents: 30 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 39% | 16% | 45% |
| | 2022 | 43% | 10% | 47% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 42% | 32% | 26% |
| | 2022 | 50% | 17% | 33% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 26% | 13% | 61% |
| | 2022 | 47% | 13% | 40% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 29% | 19% | 52% |
| | 2022 | 40% | 20% | 40% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 13% | 26% | 61% |
| | 2022 | 27% | 30% | 43% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 17% | 20% | 63% |
| | 2022 | 37% | 13% | 50% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 17% | 17% | 67% |
| | 2022 | 27% | 20% | 53% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 13% | 23% | 63% |
| | 2022 | 21% | 17% | 62% |
| This health authority values physicians' contributions. | 2023 | 19% | 29% | 52% |
| | 2022 | 23% | 23% | 53% |
| Overall Average: | 2023 | 24% | 22% | 54% |
| | 2022 | 35% | 18% | 47% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Multiple values

Hospital / Division

Abbotsford

Survey Year

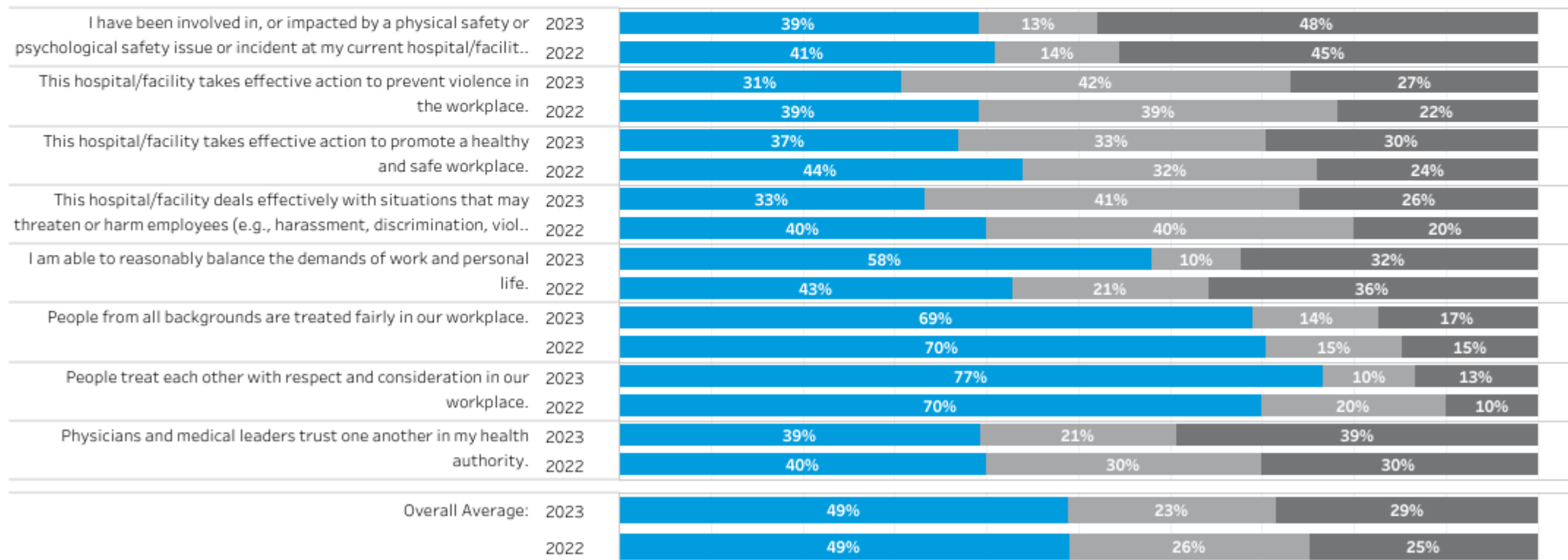
2023

Abbotsford

2023 Respondents: 31

2022 Respondents: 30

Physician Health and Safety

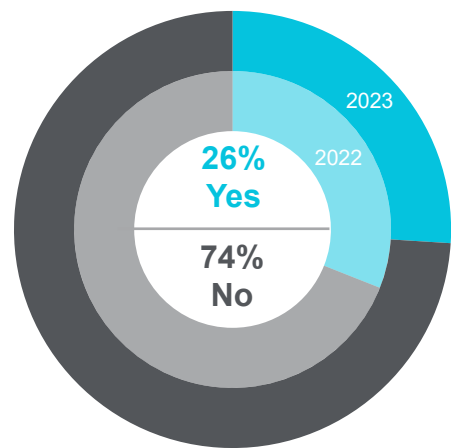


Agree

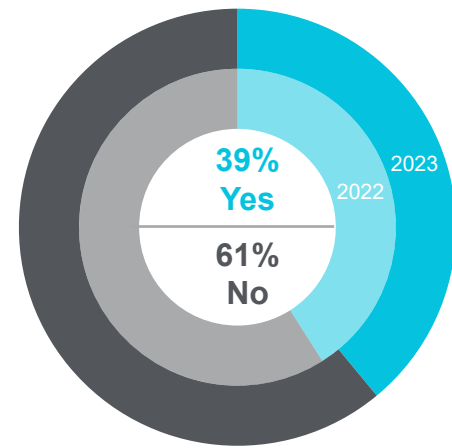
Neither agree nor disagree

Disagree

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 11.38 | 3.22 | 2 (b) | 3 | 1 | 50 | 8 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 91.17 | 7.08 | 2 | 5 | 1 | 999 | 12 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Fraser Health Authority

Hospital / Division

Burnaby

Survey Year

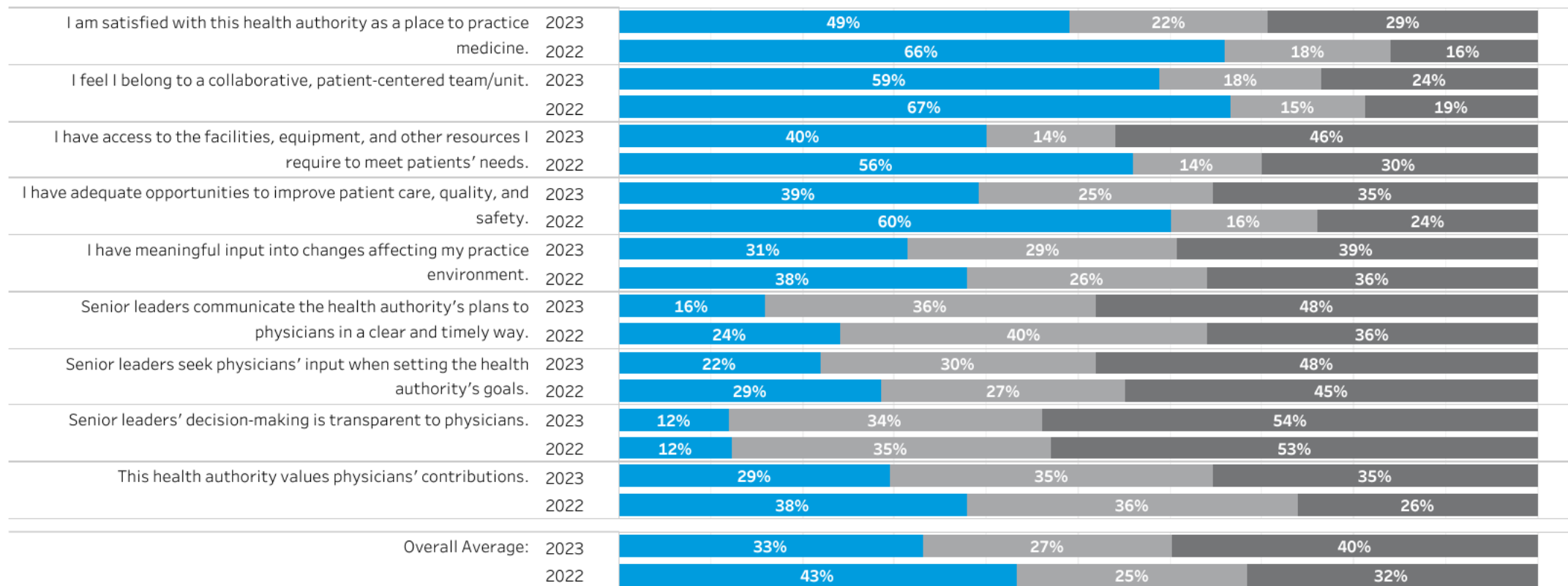
2023

Burnaby

2023 Respondents: 51

2022 Respondents: 51

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Fraser Health Authority

Hospital / Division

Burnaby

Survey Year

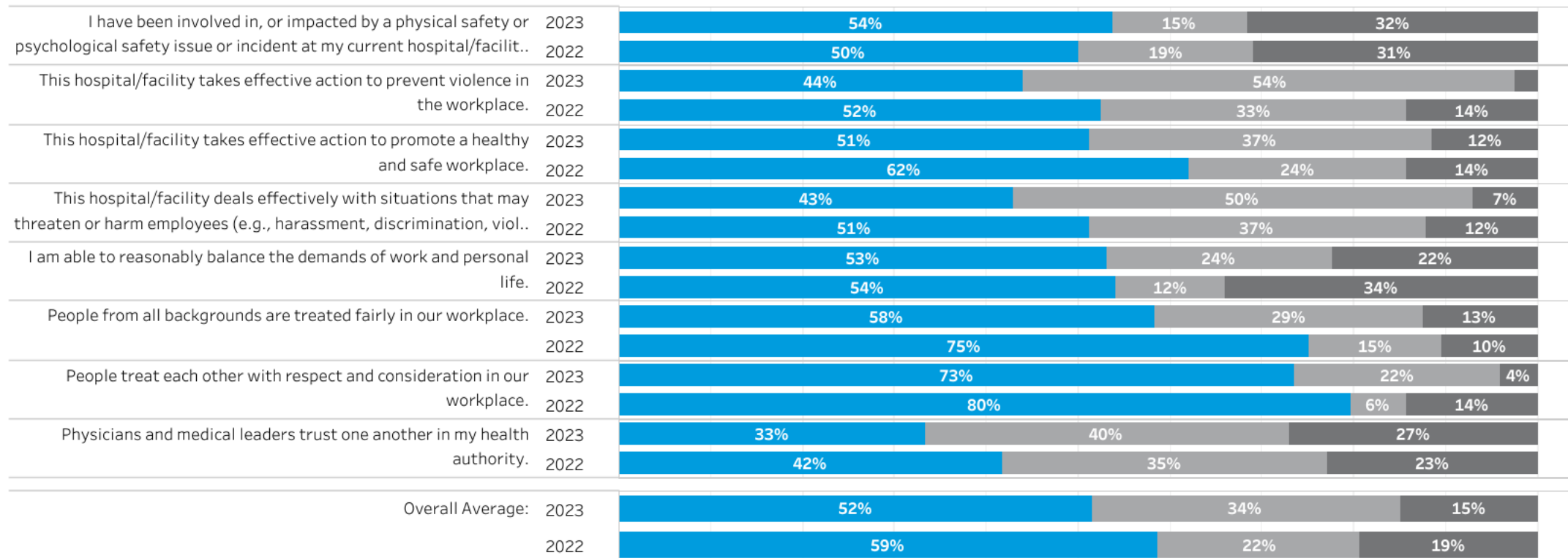
2023

Burnaby

2023 Respondents: 51

2022 Respondents: 51

Physician Health and Safety

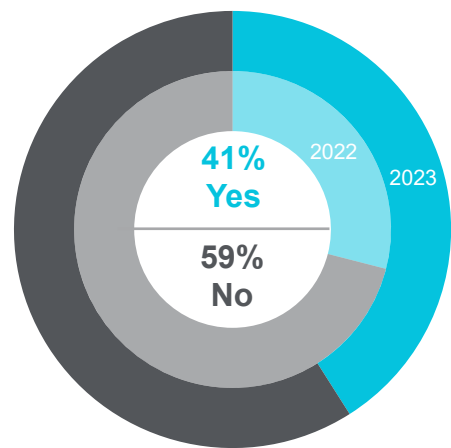


Agree

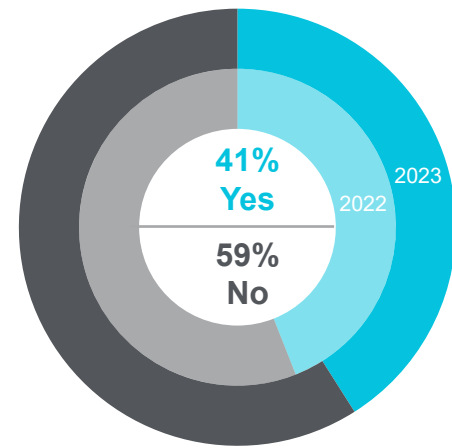
Neither agree nor disagree

Disagree

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 23.52 | 6.80 | 2 | 3 | 1 | 365 | 21 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 34.76 | 15.74 | 1 (b) | 7 | 1 | 365 | 21 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Fraser Health Authority

Hospital / Division

Chilliwack

Survey Year

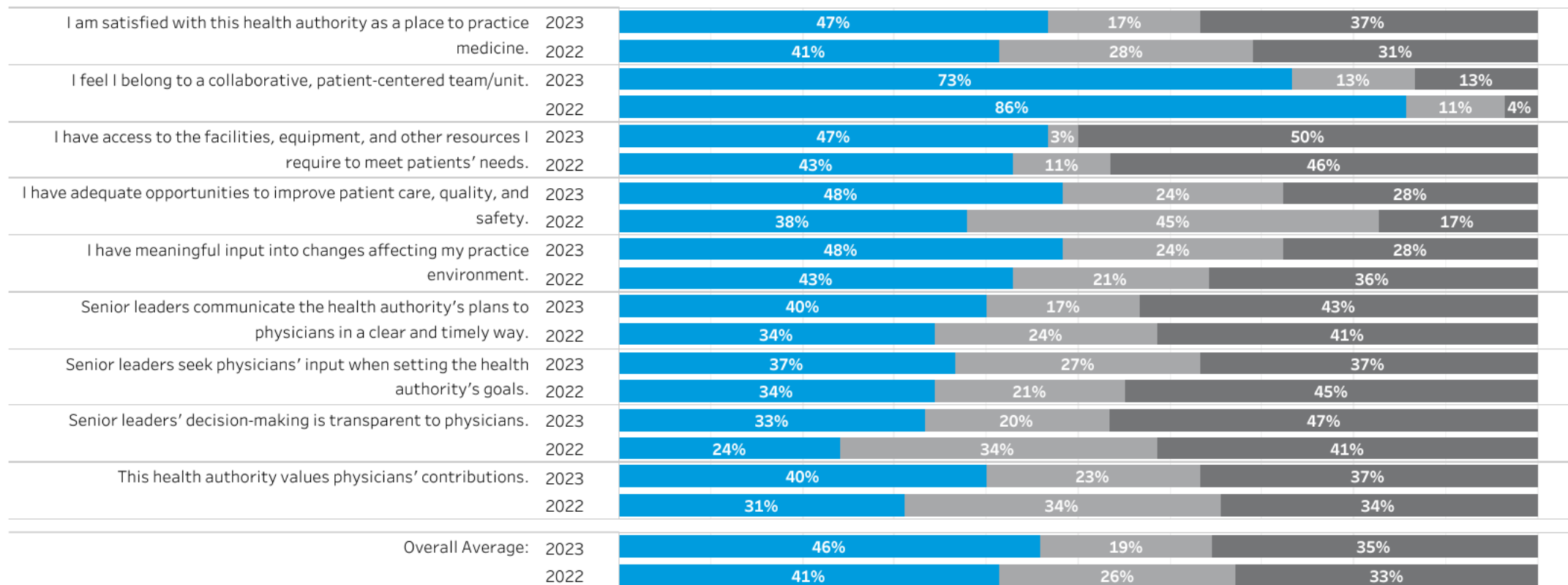
2023

Chilliwack

2023 Respondents: 30

2022 Respondents: 29

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Fraser Health Authority

Hospital / Division

Chilliwack

Survey Year

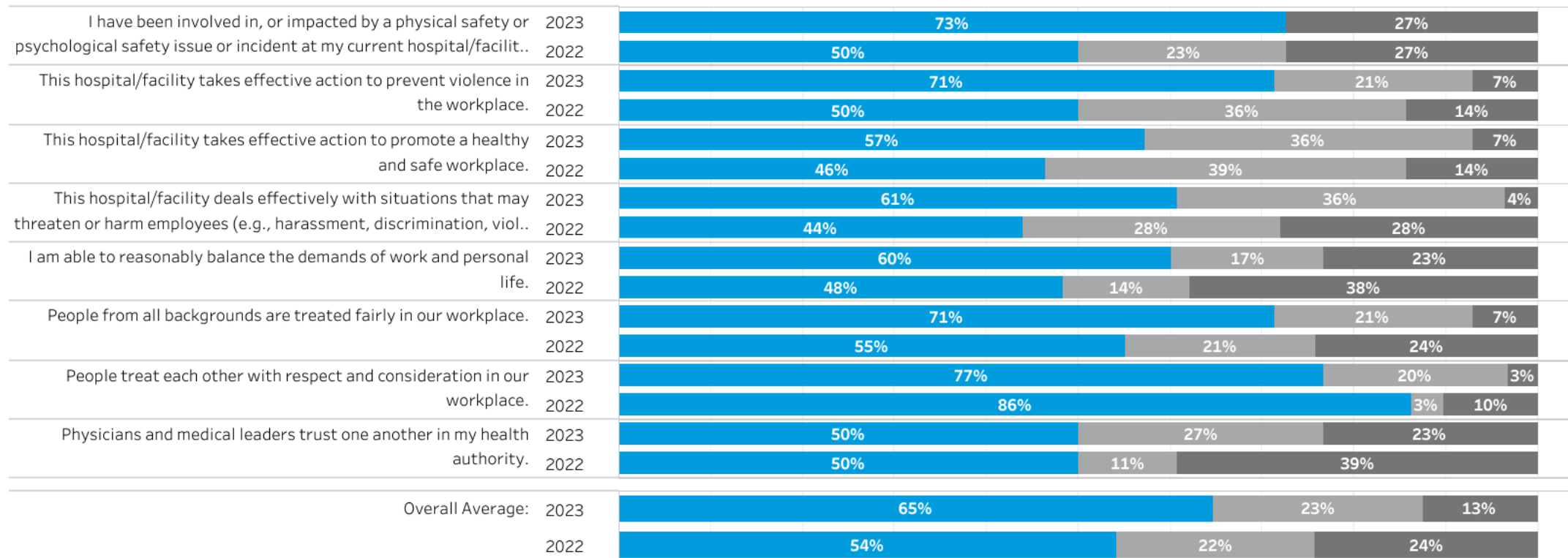
2023

Chilliwack

2023 **Respondents: 30**

2022 **Respondents: 29**

Physician Health and Safety

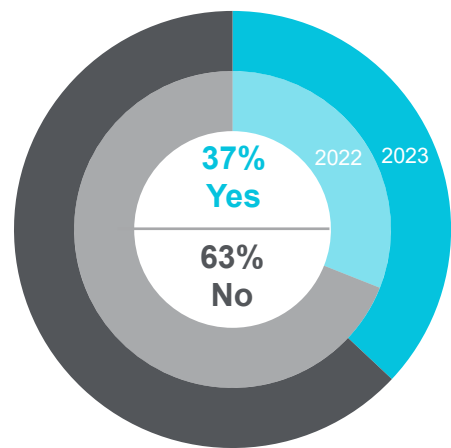


Agree

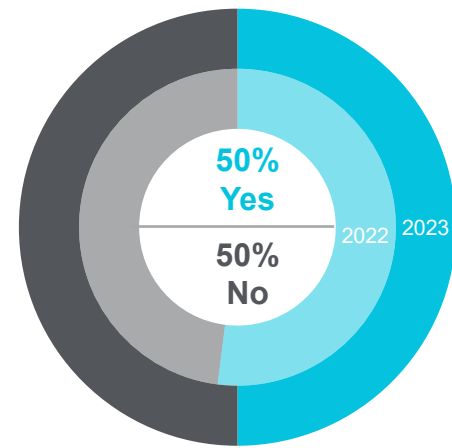
Neither agree nor disagree

Disagree

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 3.64 | 15.11 | 5 | 4 | 1 | 6 | 11 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 70.20 | 83.60 | 1 | 4 | 1 | 999 | 15 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Fraser Health Authority

Hospital / Division

Delta

Survey Year

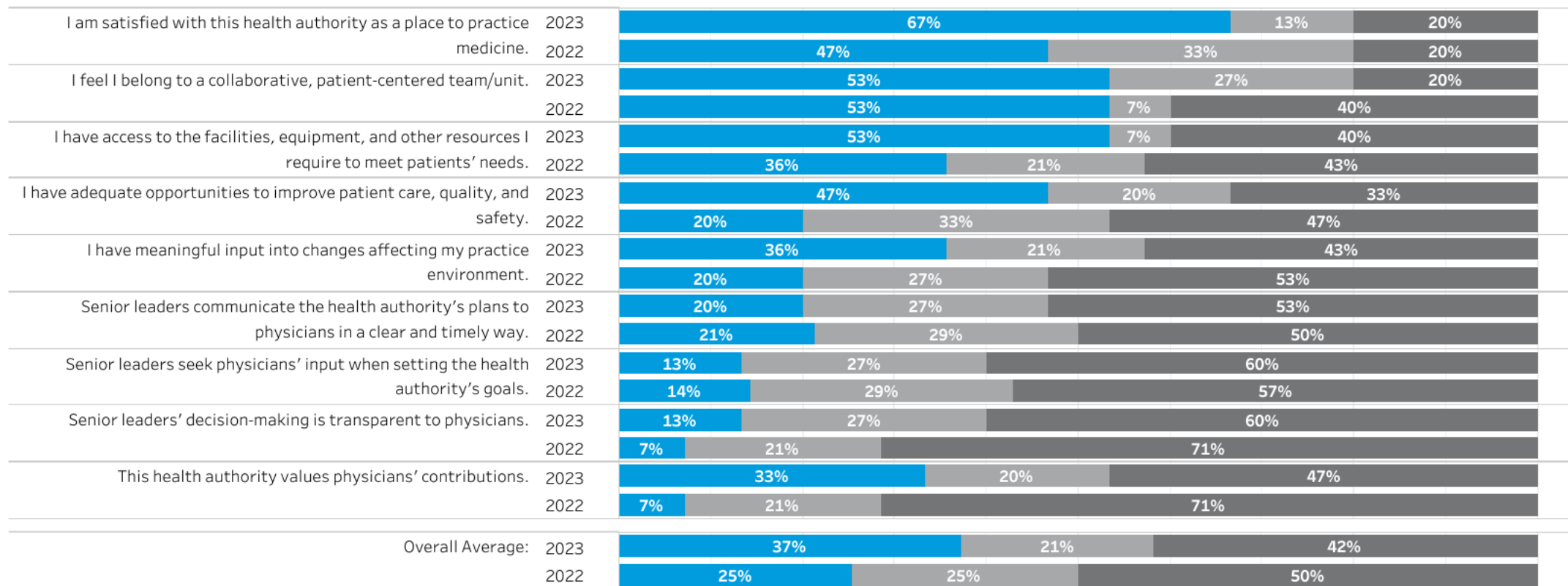
2023

Delta

2023 Respondents: 15

2022 Respondents: 15

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Fraser Health Authority

Hospital / Division

Delta

Survey Year

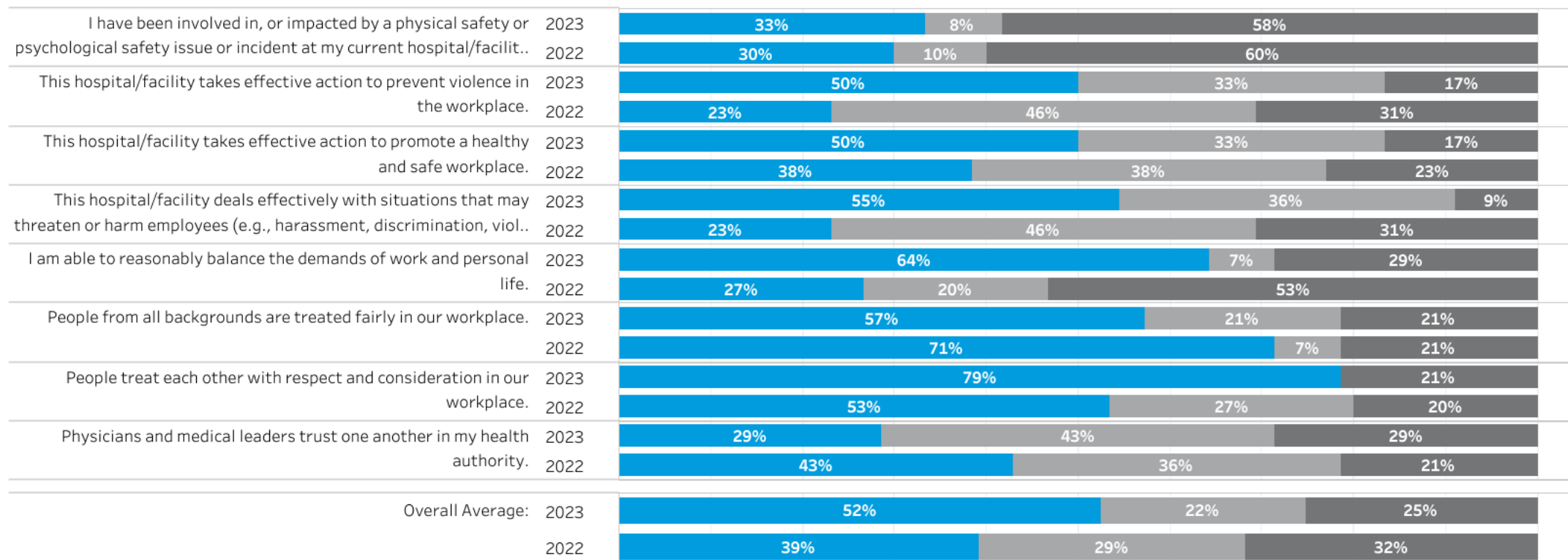
2023

Delta

2023 Respondents: 15

2022 Respondents: 15

Physician Health and Safety

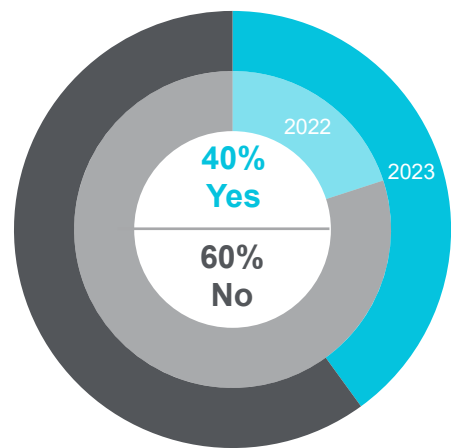


Agree

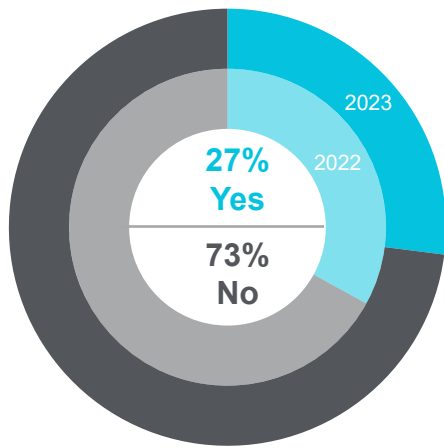
Neither agree nor disagree

Disagree

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 6.83 | 10.00 | 1 | 4.5 | 1 | 20 | 6 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 11.25 | 4.80 | 4 (b) | 5.5 | 4 | 30 | 4 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division
Division

Health Authority
Multiple values

Hospital / Division
Fraser Northwest

Survey Year
2023

Fraser Northwest

| | |
|------|-----------------|
| 2023 | Respondents: 50 |
| 2022 | Respondents: 62 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 50% | 24% | 26% |
| | 2022 | 42% | 31% | 27% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 66% | 14% | 20% |
| | 2022 | 56% | 23% | 21% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 38% | 28% | 34% |
| | 2022 | 36% | 25% | 39% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 48% | 20% | 32% |
| | 2022 | 39% | 27% | 34% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 39% | 20% | 41% |
| | 2022 | 33% | 31% | 36% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 28% | 22% | 50% |
| | 2022 | 18% | 35% | 47% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 28% | 16% | 56% |
| | 2022 | 22% | 28% | 50% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 20% | 20% | 60% |
| | 2022 | 12% | 32% | 57% |
| This health authority values physicians' contributions. | 2023 | 32% | 30% | 38% |
| | 2022 | 32% | 30% | 38% |
| Overall Average: | 2023 | 39% | 22% | 40% |
| | 2022 | 32% | 29% | 39% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division
Division

Health Authority
Multiple values

Hospital / Division
Fraser Northwest

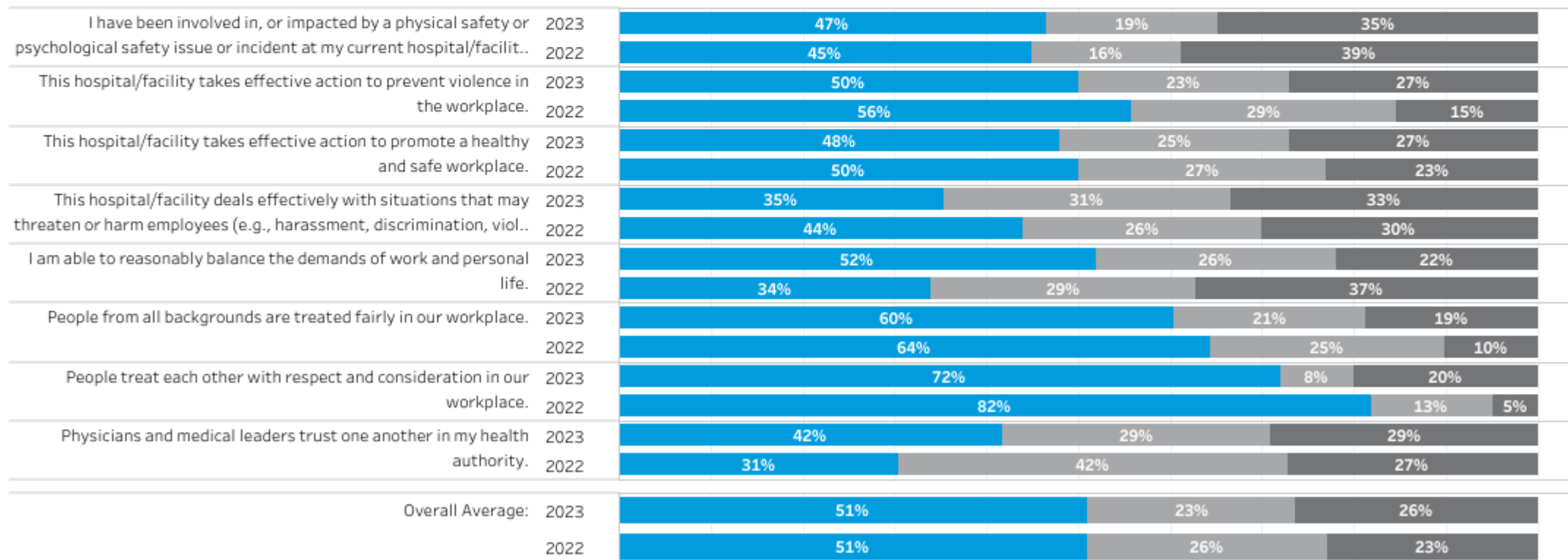
Survey Year
2023

Fraser Northwest

2023 Respondents: 50

2022 Respondents: 62

Physician Health and Safety



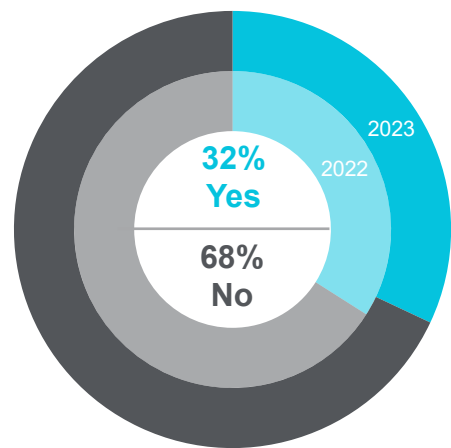
Agree

Neither agree nor disagree

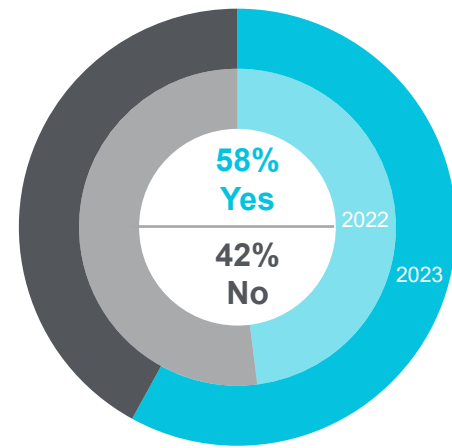
Disagree

Fraser Northwest

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 28.13 | 2.29 | 2 | 2.5 | 1 | 365 | 16 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 12.28 | 8.28 | 1 | 4 | 1 | 100 | 29 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Fraser Health Authority

Hospital / Division

Langley

Survey Year

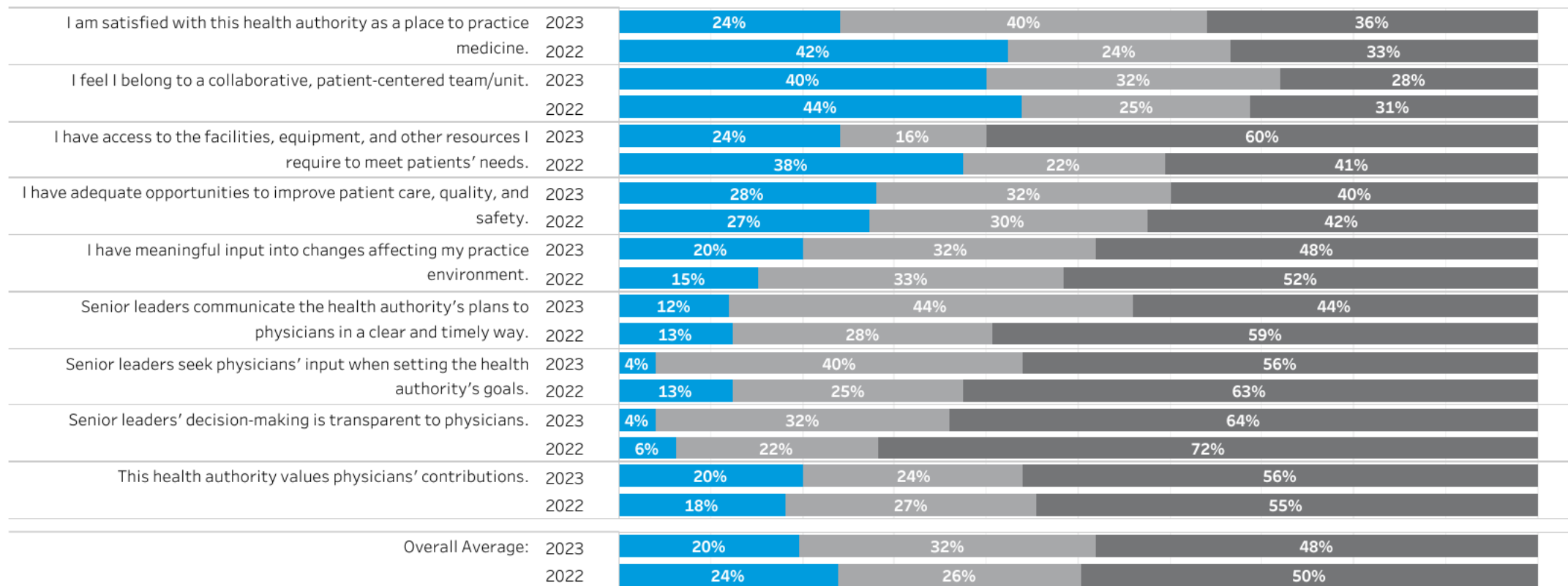
2023

Langley

2023 Respondents: 26

2022 Respondents: 33

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Fraser Health Authority

Hospital / Division

Langley

Survey Year

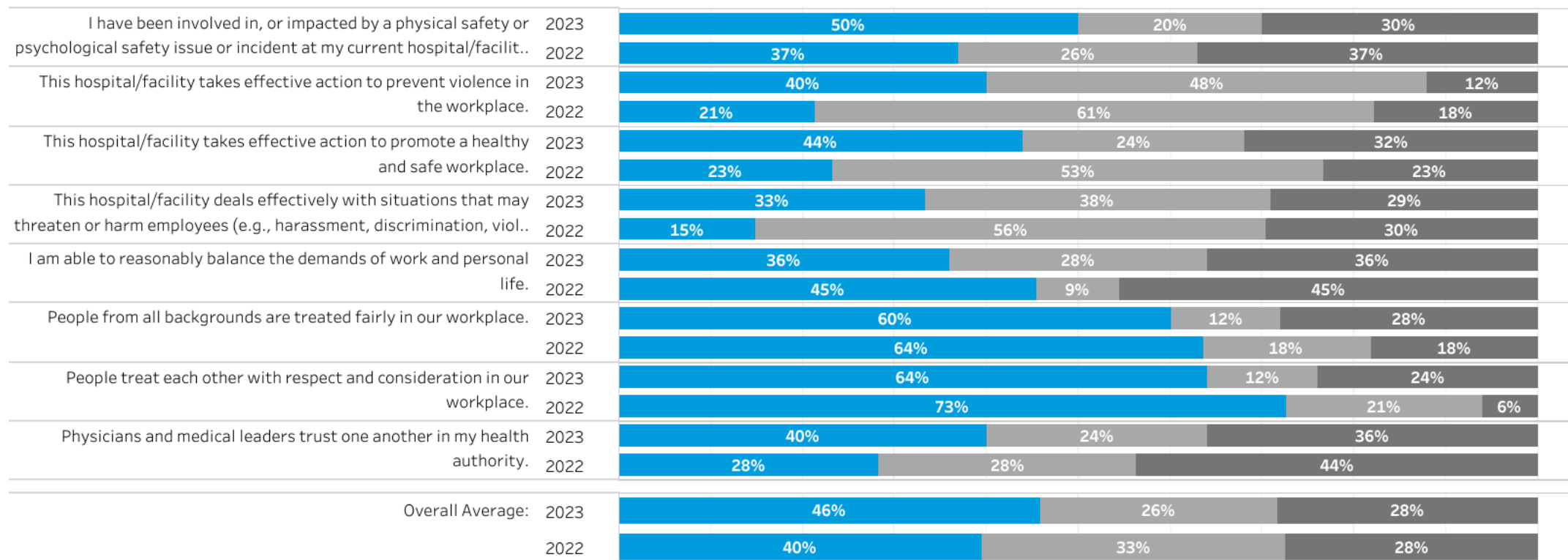
2023

Langley

2023 Respondents: 26

2022 Respondents: 33

Physician Health and Safety

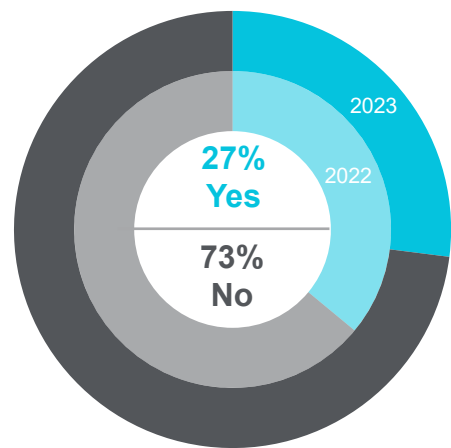


Agree

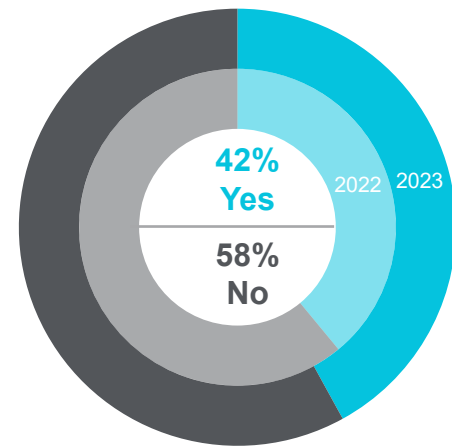
Neither agree nor disagree

Disagree

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 3.00 | 3.33 | 1 | 4 | 1 | 5 | 7 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 5.09 | 13.23 | 1 (b) | 2 | 1 | 20 | 11 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Fraser Health Authority

Hospital / Division

Mission

Survey Year

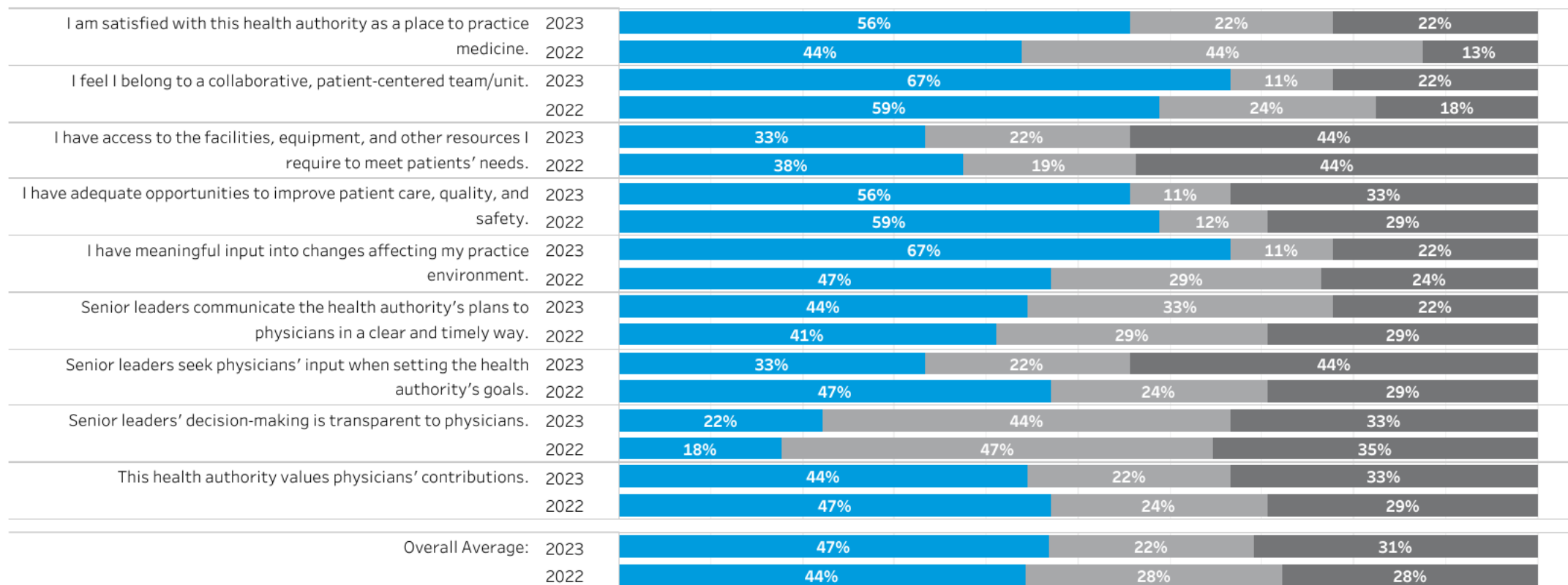
2023

Mission

2023 Respondents: 9

2022 Respondents: 17

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Fraser Health Authority

Hospital / Division

Mission

Survey Year

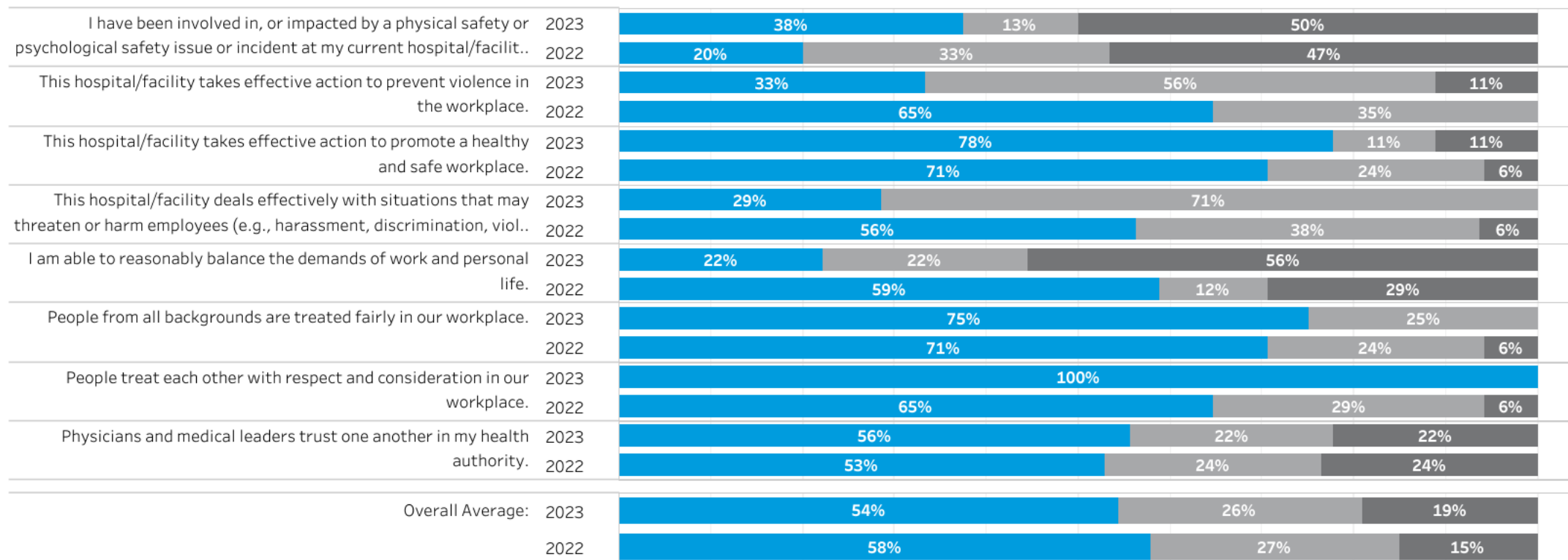
2023

Mission

2023 Respondents: 9

2022 Respondents: 17

Physician Health and Safety



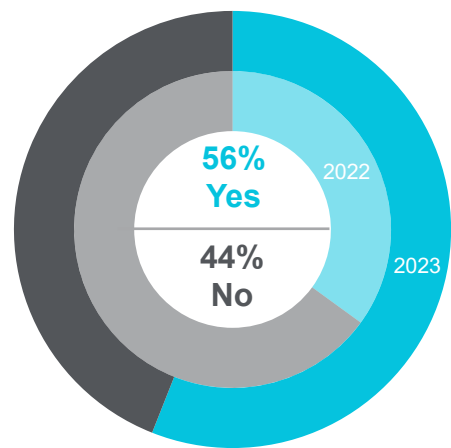
Agree

Neither agree nor disagree

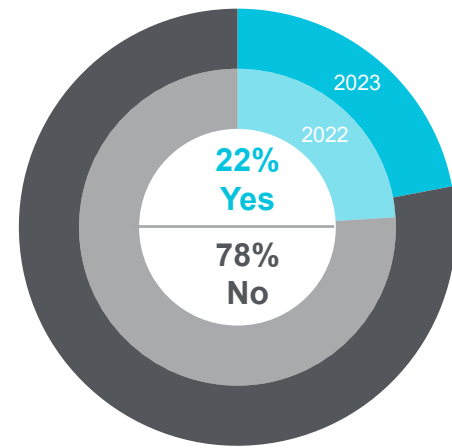
Disagree

Mission

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 76.40 | 152.17 | 2 | 3 | 2 | 365 | 5 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 50.50 | 225.75 | 1 (b) | 50.5 | 1 | 100 | 2 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Fraser Health Authority

Hospital / Division

Ridge Meadows

Survey Year

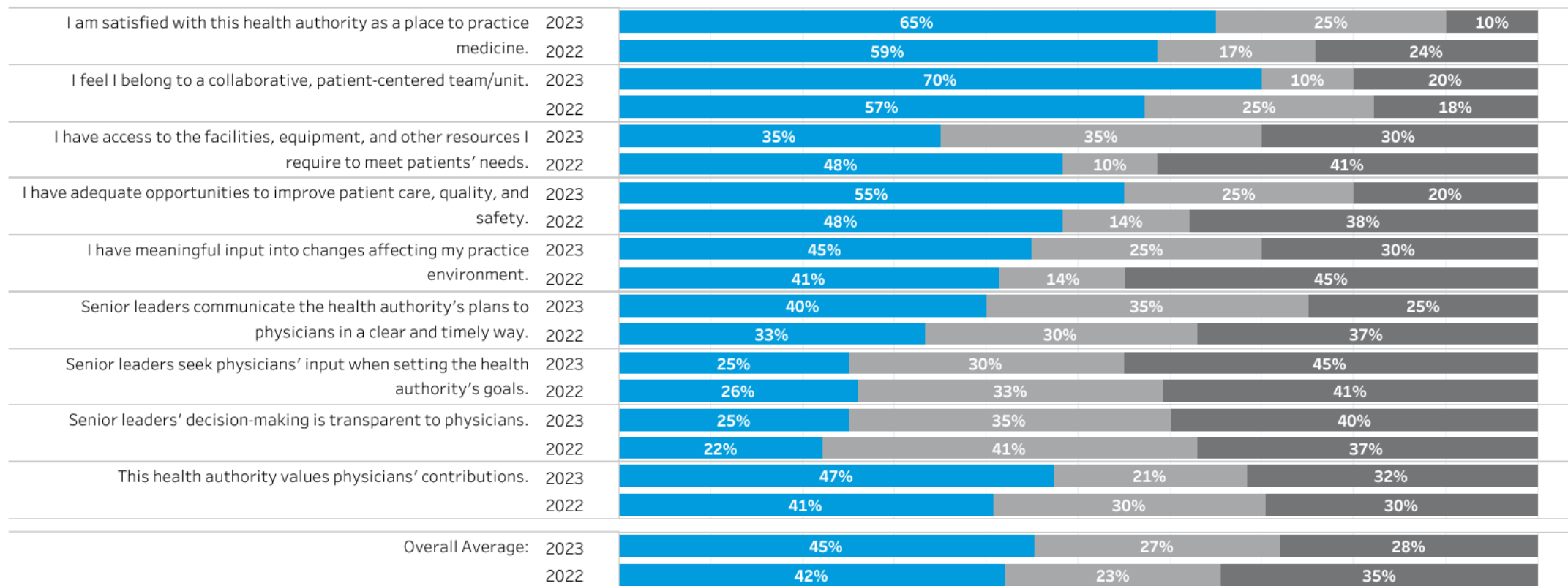
2023

Ridge Meadows

2023 Respondents: 20

2022 Respondents: 29

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Fraser Health Authority

Hospital / Division

Ridge Meadows

Survey Year

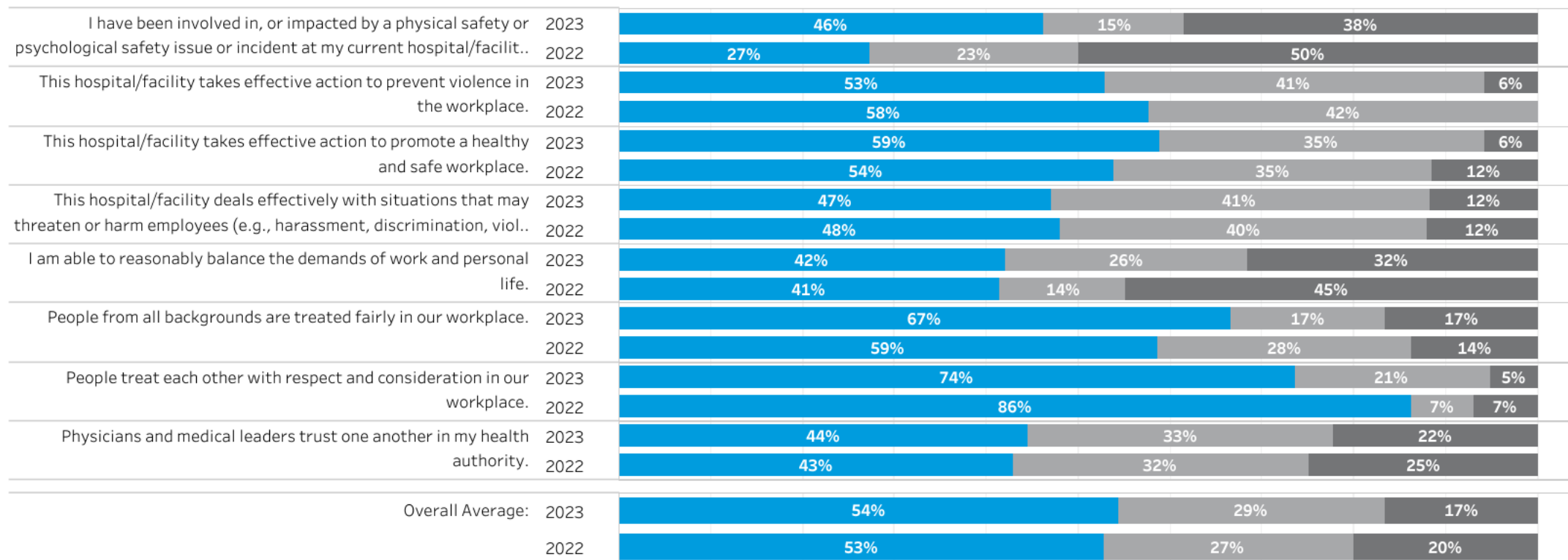
2023

Ridge Meadows

2023 Respondents: 20

2022 Respondents: 29

Physician Health and Safety



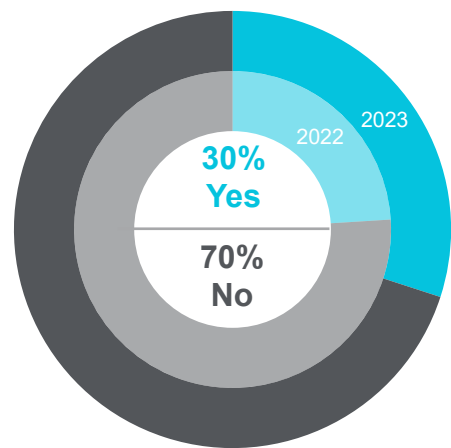
Agree

Neither agree nor disagree

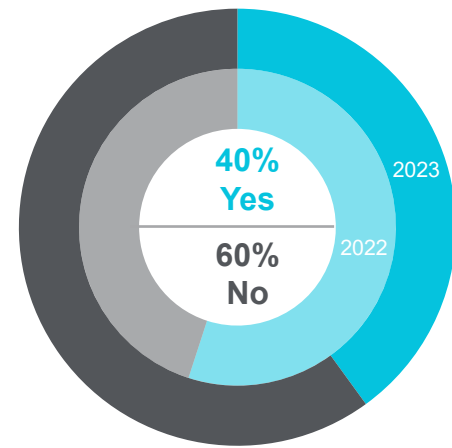
Disagree

Ridge Meadows

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 8.33 | 12.71 | 1 (b) | 2.5 | 1 | 40 | 6 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 4.38 | 6.25 | 3 (b) | 4 | 1 | 10 | 8 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Multiple values

Hospital / Division

Surrey - North Delta

Survey Year

2023

Surrey - North Delta

| | |
|------|-----------------|
| 2023 | Respondents: 58 |
| 2022 | Respondents: 87 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 36% | 24% | 40% |
| | 2022 | 52% | 19% | 29% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 48% | 22% | 29% |
| | 2022 | 46% | 19% | 35% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 26% | 16% | 59% |
| | 2022 | 34% | 25% | 41% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 28% | 18% | 54% |
| | 2022 | 35% | 26% | 40% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 21% | 26% | 53% |
| | 2022 | 37% | 21% | 42% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 18% | 30% | 53% |
| | 2022 | 27% | 30% | 43% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 21% | 24% | 55% |
| | 2022 | 19% | 40% | 42% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 9% | 30% | 61% |
| | 2022 | 13% | 31% | 56% |
| This health authority values physicians' contributions. | 2023 | 12% | 31% | 57% |
| | 2022 | 25% | 25% | 49% |
| Overall Average: | 2023 | 24% | 25% | 51% |
| | 2022 | 32% | 26% | 42% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Multiple values

Hospital / Division

Surrey - North Delta

Survey Year

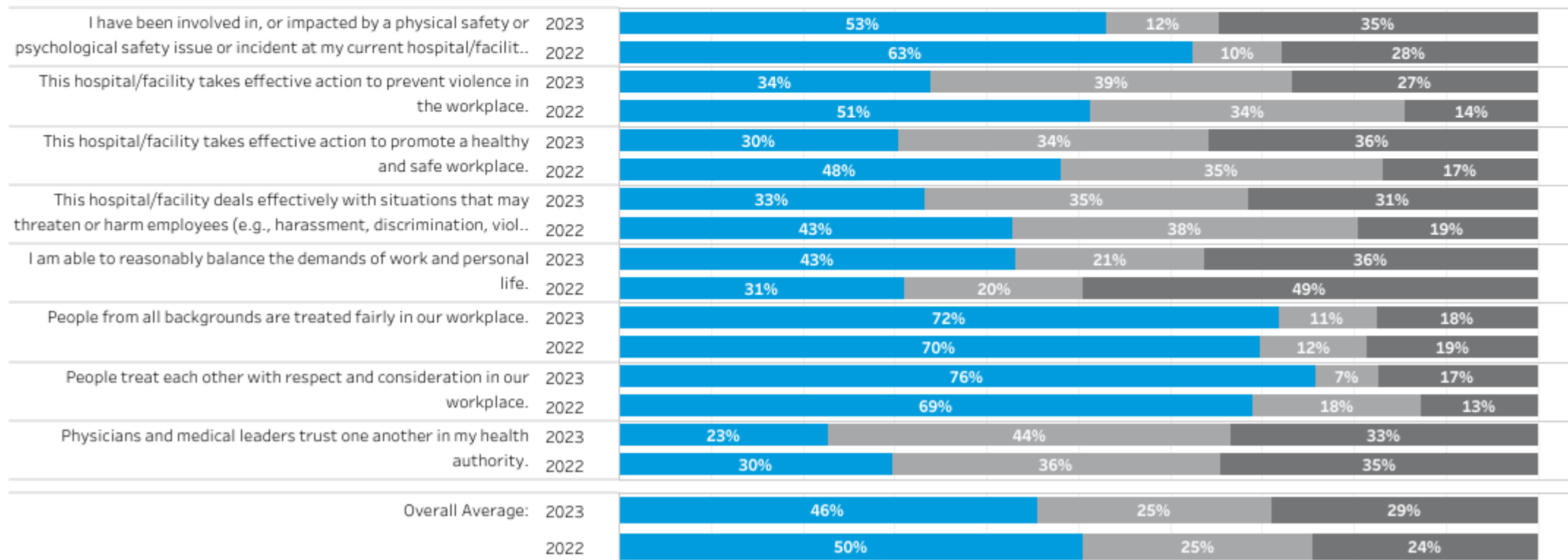
2023

Surrey - North Delta

2023 Respondents: 58

2022 Respondents: 87

Physician Health and Safety



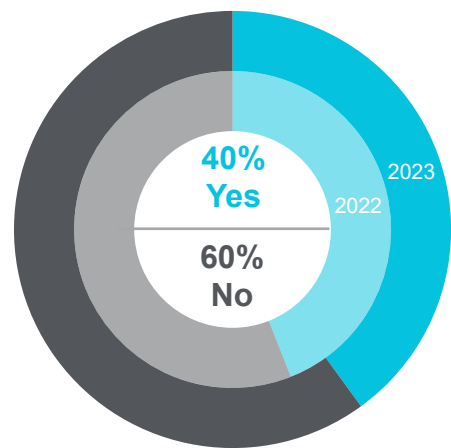
Agree

Neither agree nor disagree

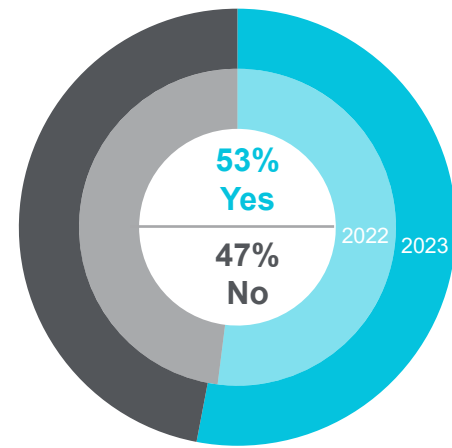
Disagree

Surrey - North Delta

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 9.35 | 6.03 | 2 (b) | 3 | 1 | 50 | 23 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 47.71 | 11.20 | 1 | 10 | 1 | 999 | 31 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division
Division

Health Authority
Multiple values

Hospital / Division
White Rock - South Surrey

Survey Year
2023

White Rock - South Surrey

| | |
|------|-----------------|
| 2023 | Respondents: 25 |
| 2022 | Respondents: 33 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 32% | 24% | 44% |
| | 2022 | 72% | 16% | 13% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 56% | 20% | 24% |
| | 2022 | 70% | 15% | 15% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 32% | 12% | 56% |
| | 2022 | 36% | 27% | 36% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 28% | 32% | 40% |
| | 2022 | 45% | 18% | 36% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 24% | 16% | 60% |
| | 2022 | 41% | 22% | 38% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 16% | 24% | 60% |
| | 2022 | 41% | 19% | 41% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 16% | 20% | 64% |
| | 2022 | 31% | 25% | 44% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 12% | 28% | 60% |
| | 2022 | 22% | 28% | 50% |
| This health authority values physicians' contributions. | 2023 | 16% | 40% | 44% |
| | 2022 | 41% | 34% | 25% |
| Overall Average: | 2023 | 26% | 24% | 50% |
| | 2022 | 44% | 23% | 33% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Multiple values

Hospital / Division

White Rock - South Surrey

Survey Year

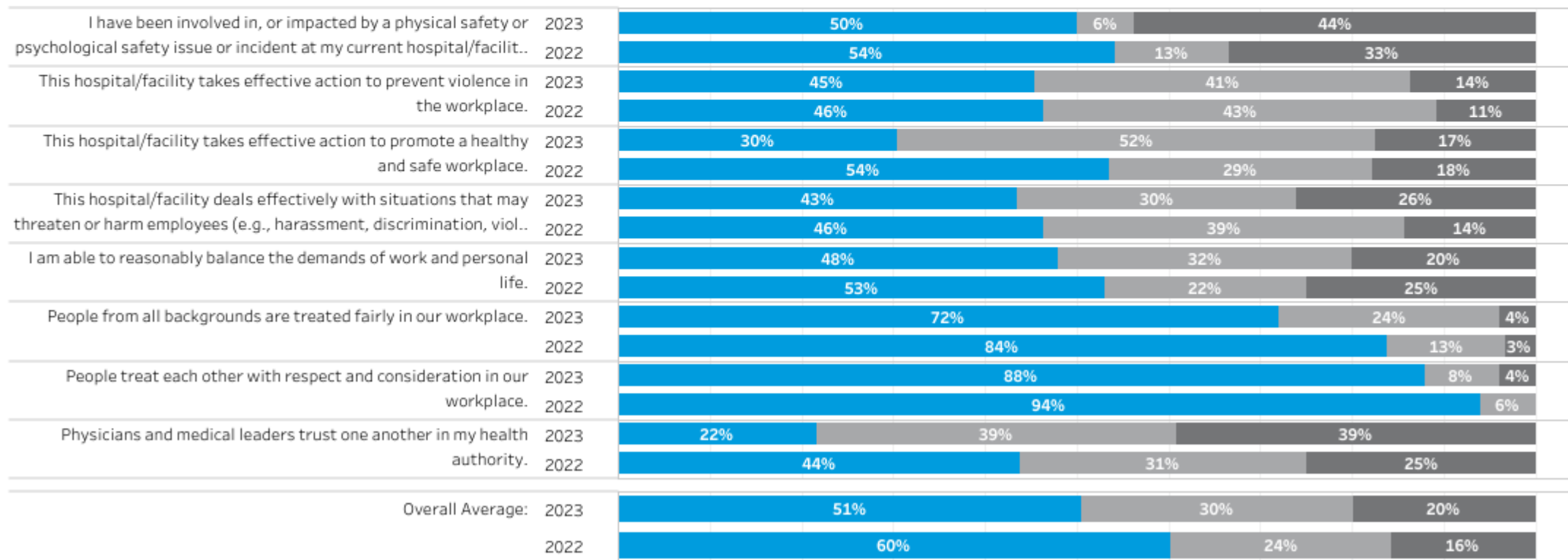
2023

White Rock - South Surrey

2023 Respondents: 25

2022 Respondents: 33

Physician Health and Safety



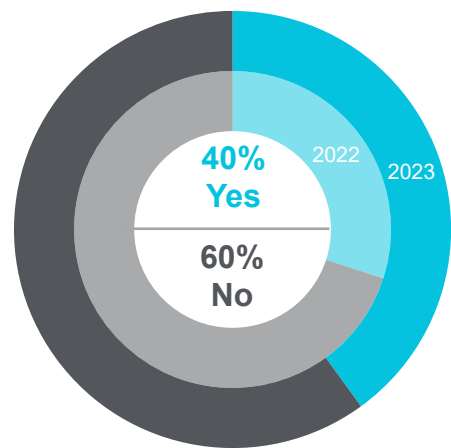
Agree

Neither agree nor disagree

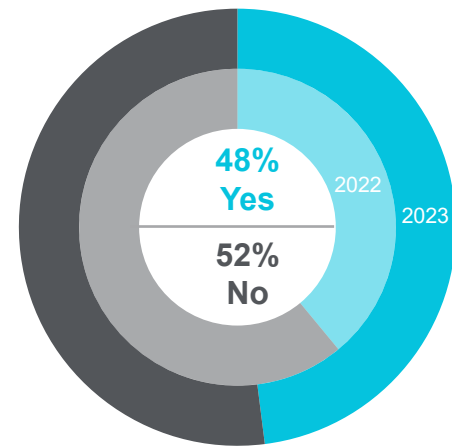
Disagree

White Rock - South Surrey

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 9.00 | 4.40 | 1 | 3 | 1 | 40 | 10 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 12.00 | 3.08 | 3 | 4 | 1 | 80 | 12 |

Interior Health

Divisions of Family Practice

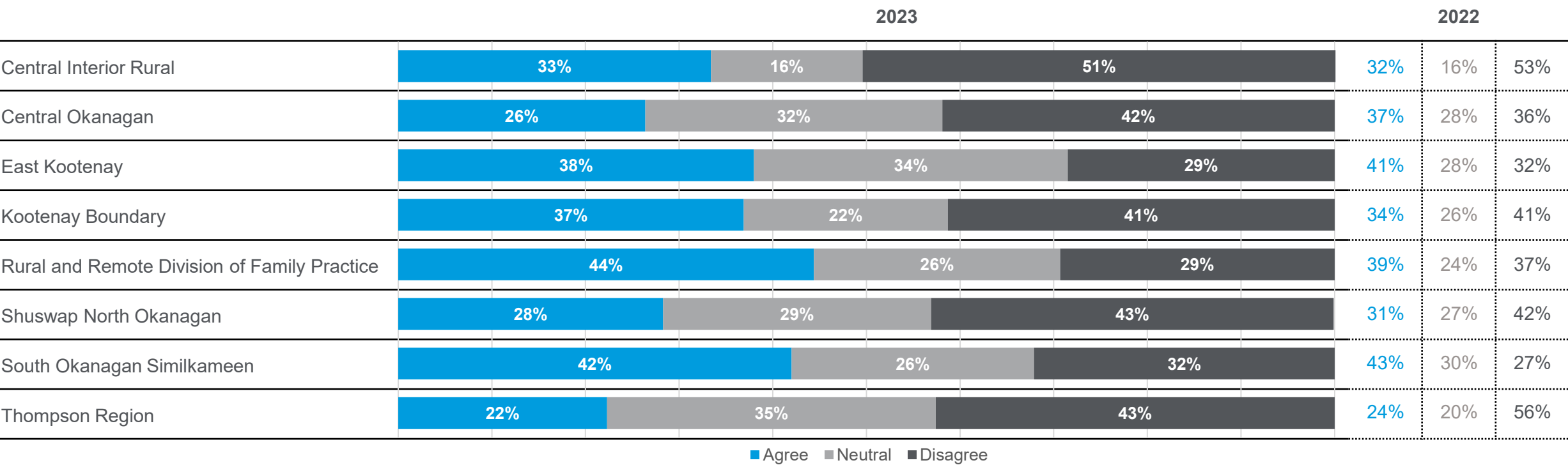
- Overall Engagement averages by Division
- Engagement Trends
- Physician Health and Safety
- Incidents related to Physical and Psychological Safety

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. It does not include leadership positions on Medical Staff Associations.

Interior Divisions of Family Practice

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



2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Interior Health Authority

Hospital / Division

Central Interior Rural

Survey Year

2023

Central Interior Rural

2023 Respondents: 11

2022 Respondents: 22

Engagement

| | | | | | |
|--|------|-----|--|---------|--|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 45% | | 55% | |
| | 2022 | 27% | | 23% 50% | |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 64% | | 36% | |
| | 2022 | 62% | | 24% 14% | |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 45% | | 27% 27% | |
| | 2022 | 55% | | 14% 32% | |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 18% | | 36% 45% | |
| | 2022 | 27% | | 18% 55% | |
| I have meaningful input into changes affecting my practice environment. | 2023 | 27% | | 18% 55% | |
| | 2022 | 23% | | 14% 64% | |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 36% | | 18% 45% | |
| | 2022 | 23% | | 5% 73% | |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 18% | | 18% 64% | |
| | 2022 | 27% | | 18% 55% | |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 18% | | 27% 55% | |
| | 2022 | 18% | | 18% 64% | |
| This health authority values physicians' contributions. | 2023 | 27% | | 73% | |
| | 2022 | 23% | | 9% 68% | |
| Overall Average: | 2023 | 33% | | 16% 51% | |
| | 2022 | 31% | | 16% 53% | |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Interior Health Authority

Hospital / Division

Central Interior Rural

Survey Year

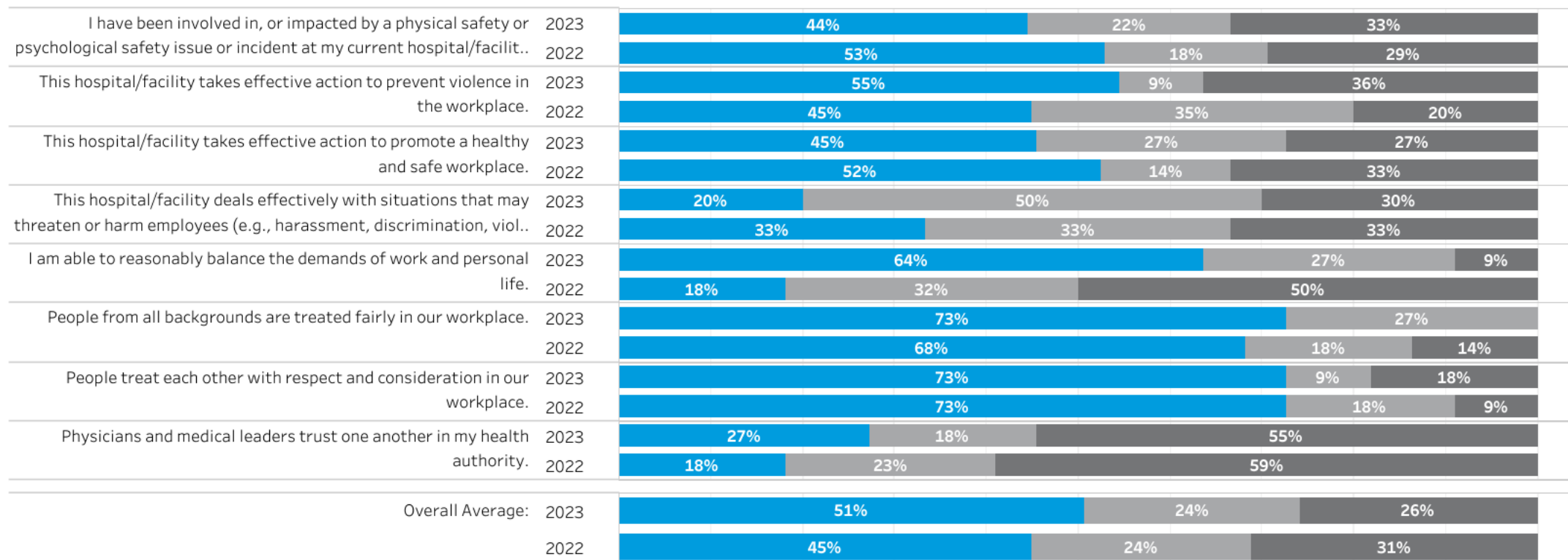
2023

Central Interior Rural

2023 Respondents: 11

2022 Respondents: 22

Physician Health and Safety



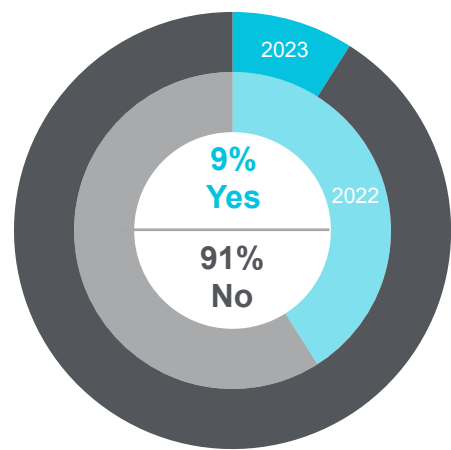
Agree

Neither agree nor disagree

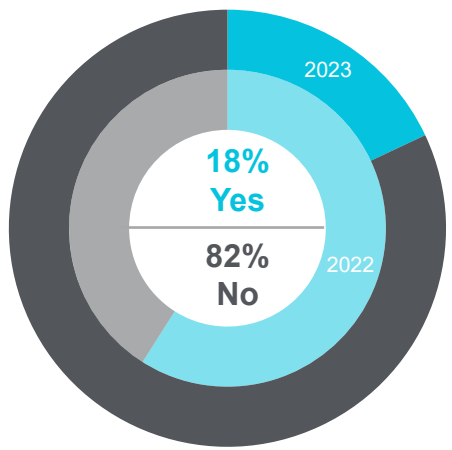
Disagree

Central Interior Rural

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 12.00 | 2.78 | 12 | 12 | 12 | 12 | 1 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 1.00 | 83.62 | 1 | 1 | 1 | 1 | 2 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Survey Year: 2023
Health Authority: Multiple values
Hospital or Division: Division
Hospital / Division: Central Okanagan
Physician Group: All
Physician Group - Select: All

Central Okanagan

| | |
|------|-----------------|
| 2023 | Respondents: 51 |
| 2022 | Respondents: 87 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 47% | 24% | 29% |
| | 2022 | 57% | 18% | 24% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 43% | 35% | 22% |
| | 2022 | 58% | 24% | 18% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 25% | 14% | 61% |
| | 2022 | 33% | 16% | 51% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 27% | 33% | 39% |
| | 2022 | 42% | 26% | 32% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 31% | 29% | 39% |
| | 2022 | 33% | 29% | 38% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 22% | 33% | 45% |
| | 2022 | 34% | 32% | 33% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 12% | 39% | 49% |
| | 2022 | 20% | 36% | 44% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 12% | 36% | 52% |
| | 2022 | 22% | 31% | 47% |
| This health authority values physicians' contributions. | 2023 | 18% | 41% | 41% |
| | 2022 | 31% | 36% | 33% |
| Overall Average: | 2023 | 26% | 32% | 42% |
| | 2022 | 37% | 28% | 35% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

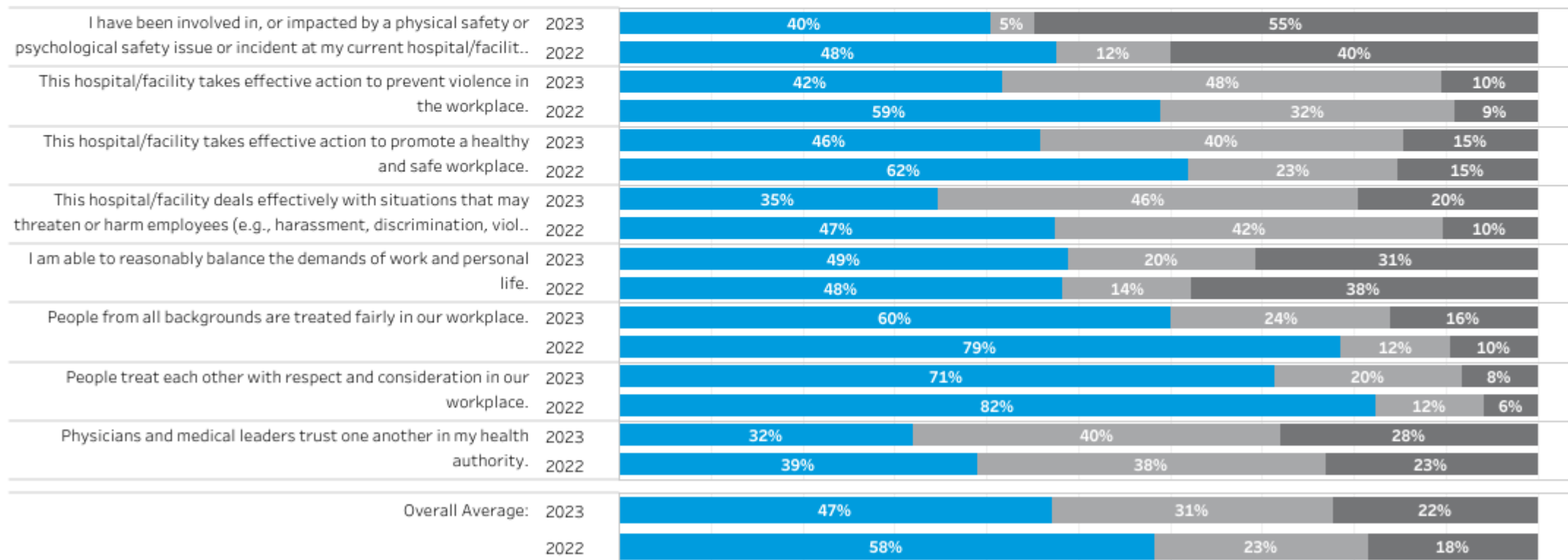
Survey Year: 2023 Health Authority: Multiple values Hospital or Division: Division Hospital / Division: Central Okanagan Physician Group: All Physician Group - Select:

Central Okanagan

2023 Respondents: 51

2022 Respondents: 87

Physician Health and Safety



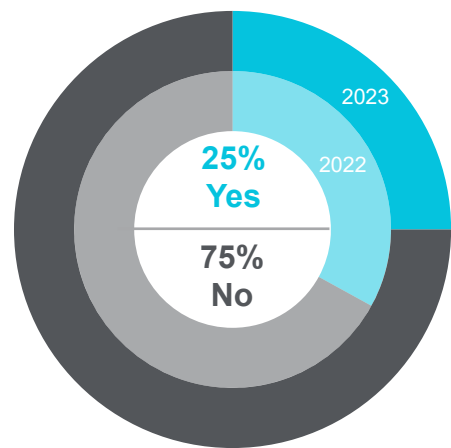
Agree

Neither agree nor disagree

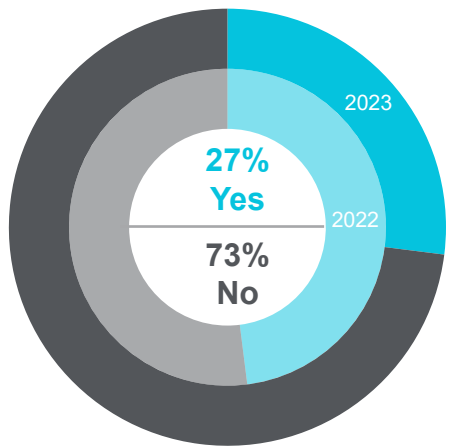
Disagree

Central Okanagan

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 4.38 | 5.07 | 2 | 3 | 1 | 12 | 13 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 7.29 | 12.31 | 2 | 4.5 | 1 | 30 | 14 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Interior Health Authority

Hospital / Division

East Kootenay

Survey Year

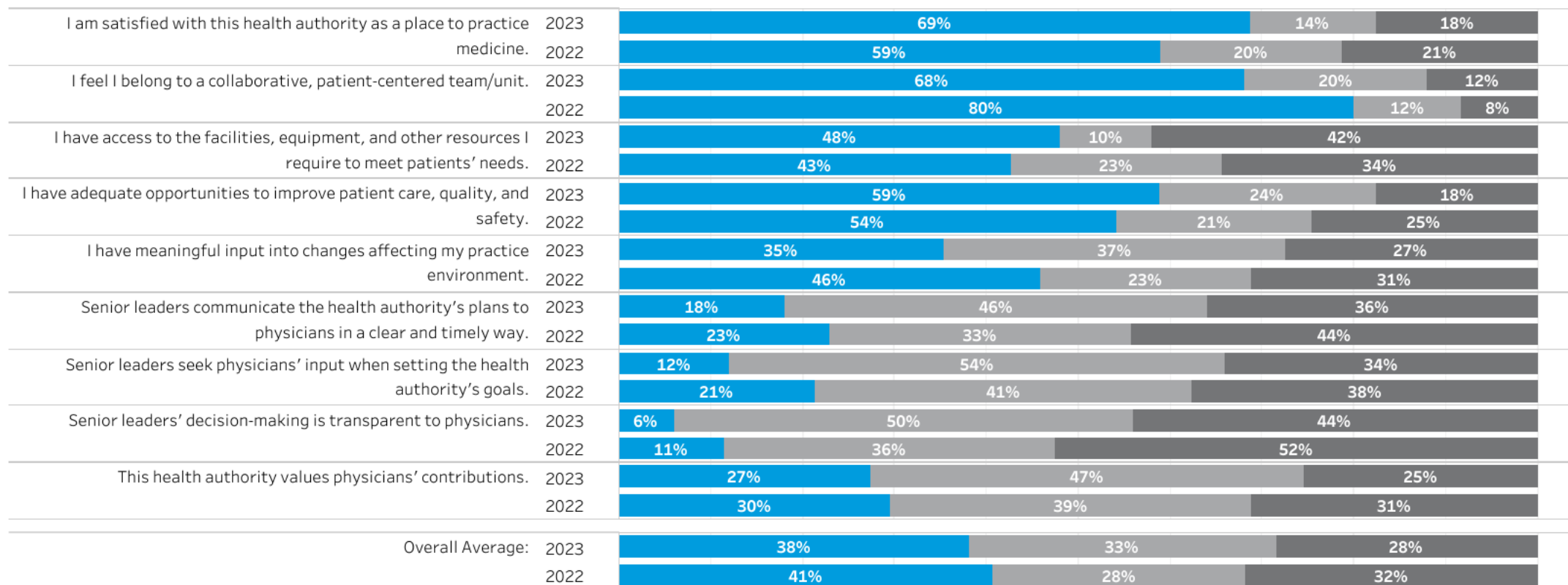
2023

East Kootenay

2023 Respondents: 51

2022 Respondents: 61

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Interior Health Authority

Hospital / Division

East Kootenay

Survey Year

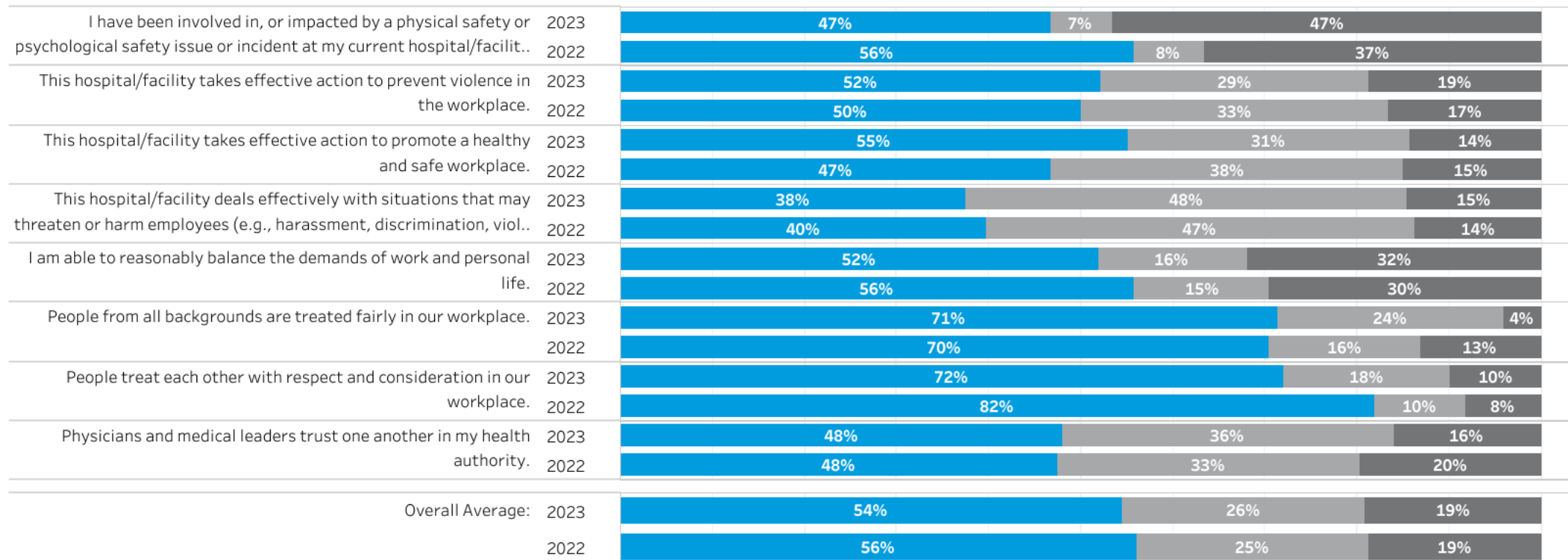
2023

East Kootenay

2023 Respondents: 51

2022 Respondents: 61

Physician Health and Safety



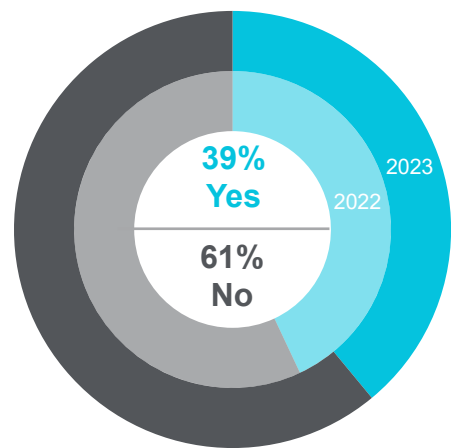
Agree

Neither agree nor disagree

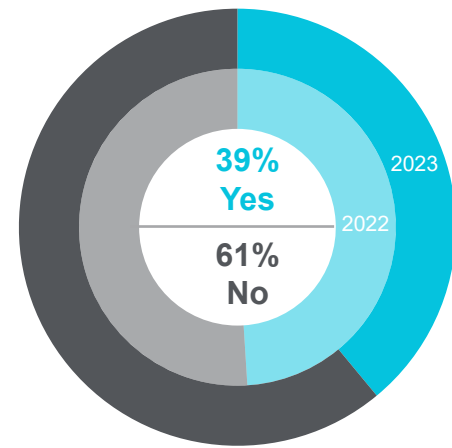
Disagree

East Kootenay

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 13.45 | 6.19 | 1 | 3.5 | 1 | 104 | 20 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 5.45 | 4.33 | 2 | 3.5 | 1 | 20 | 20 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Interior Health Authority

Hospital / Division

Kootenay Boundary

Survey Year

2023

Kootenay Boundary

| | |
|------|-----------------|
| 2023 | Respondents: 44 |
| 2022 | Respondents: 59 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 55% | 16% | 30% |
| | 2022 | 34% | 34% | 32% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 68% | 16% | 16% |
| | 2022 | 63% | 15% | 22% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 48% | 14% | 39% |
| | 2022 | 51% | 14% | 36% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 36% | 32% | 32% |
| | 2022 | 36% | 29% | 36% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 42% | 19% | 40% |
| | 2022 | 31% | 25% | 44% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 26% | 28% | 47% |
| | 2022 | 28% | 26% | 47% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 12% | 28% | 60% |
| | 2022 | 24% | 24% | 53% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 19% | 26% | 56% |
| | 2022 | 14% | 27% | 59% |
| This health authority values physicians' contributions. | 2023 | 28% | 19% | 53% |
| | 2022 | 25% | 36% | 39% |
| Overall Average: | 2023 | 37% | 22% | 41% |
| | 2022 | 34% | 25% | 41% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Survey Year 2023 **Health Authority** Interior Health Authority **Hospital or Division** Division **Hospital / Division** Kootenay Boundary **Physician Group** All **Physician Group - Select**

Kootenay Boundary

| | |
|-------------|------------------------|
| 2023 | Respondents: 44 |
| 2022 | Respondents: 59 |

Physician Health and Safety

| | | | | |
|--|------|-----|-----|-----|
| I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facilit.. | 2023 | 61% | 12% | 27% |
| | 2022 | 57% | 18% | 25% |
| This hospital/facility takes effective action to prevent violence in the workplace. | 2023 | 58% | 23% | 19% |
| | 2022 | 42% | 30% | 28% |
| This hospital/facility takes effective action to promote a healthy and safe workplace. | 2023 | 61% | 25% | 14% |
| | 2022 | 43% | 31% | 26% |
| This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, viol.. | 2023 | 45% | 31% | 24% |
| | 2022 | 30% | 38% | 32% |
| I am able to reasonably balance the demands of work and personal life. | 2023 | 55% | 25% | 20% |
| | 2022 | 56% | 22% | 22% |
| People from all backgrounds are treated fairly in our workplace. | 2023 | 61% | 30% | 9% |
| | 2022 | 68% | 25% | 7% |
| People treat each other with respect and consideration in our workplace. | 2023 | 77% | 18% | 5% |
| | 2022 | 83% | 10% | 7% |
| Physicians and medical leaders trust one another in my health authority. | 2023 | 40% | 30% | 30% |
| | 2022 | 36% | 36% | 29% |
| Overall Average: | 2023 | 57% | 24% | 18% |
| | 2022 | 52% | 26% | 22% |

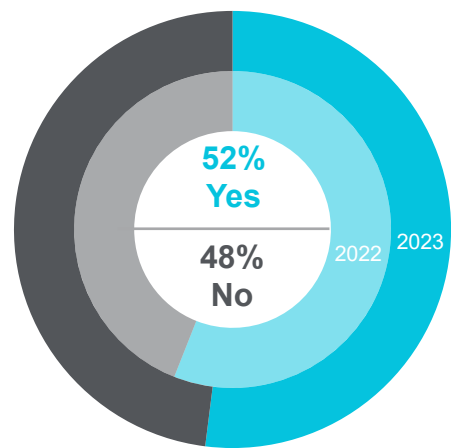
Agree

Neither agree nor disagree

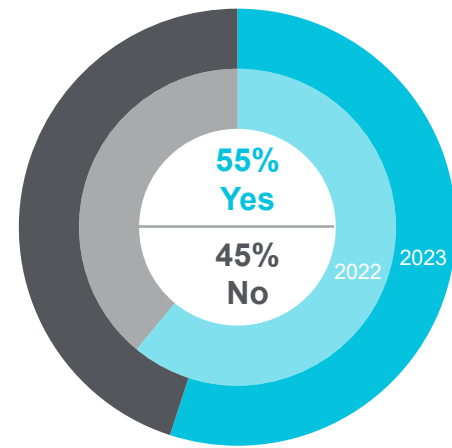
Disagree

Kootenay Boundary

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 6.70 | 8.82 | 1 | 2 | 1 | 100 | 23 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 11.38 | 8.03 | 2 | 8 | 1 | 50 | 24 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Interior Health Authority

Hospital / Division

Rural and Remote Division of Family Practice

Survey Year

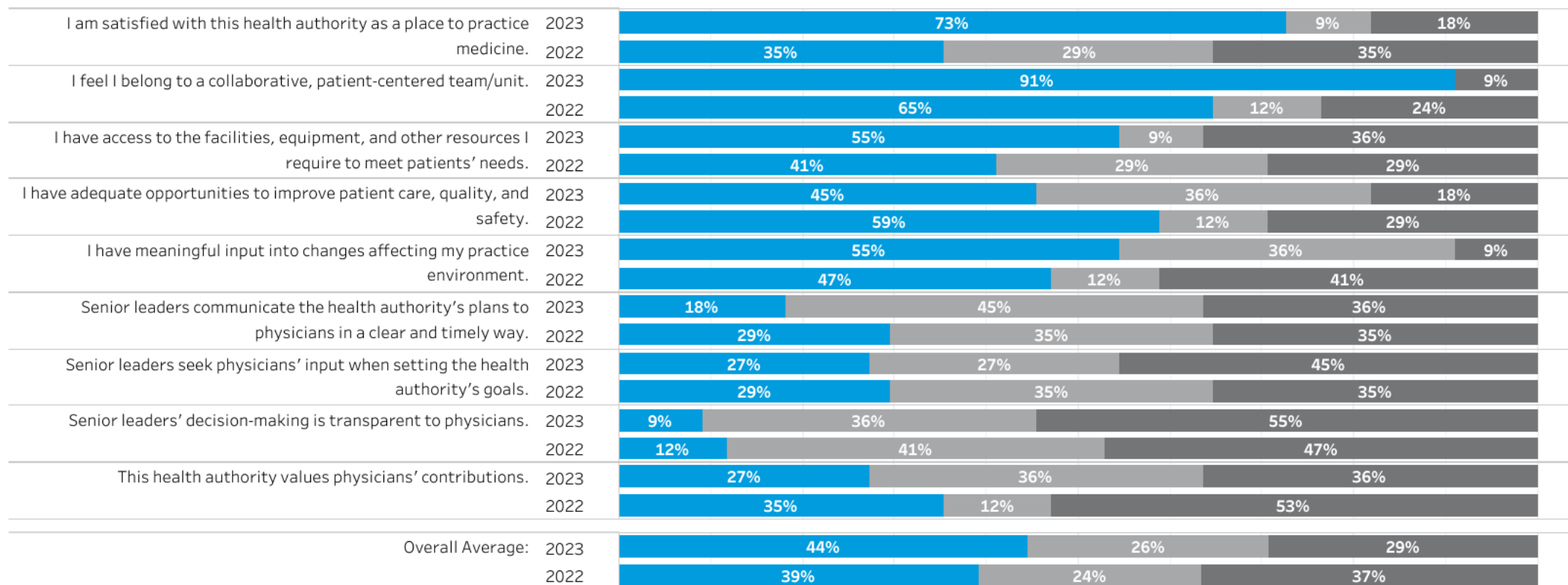
2023

Rural and Remote Division of Family Practice

2023 Respondents: 11

2022 Respondents: 17

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Interior Health Authority

Hospital / Division

Rural and Remote Division of Family Practice

Survey Year

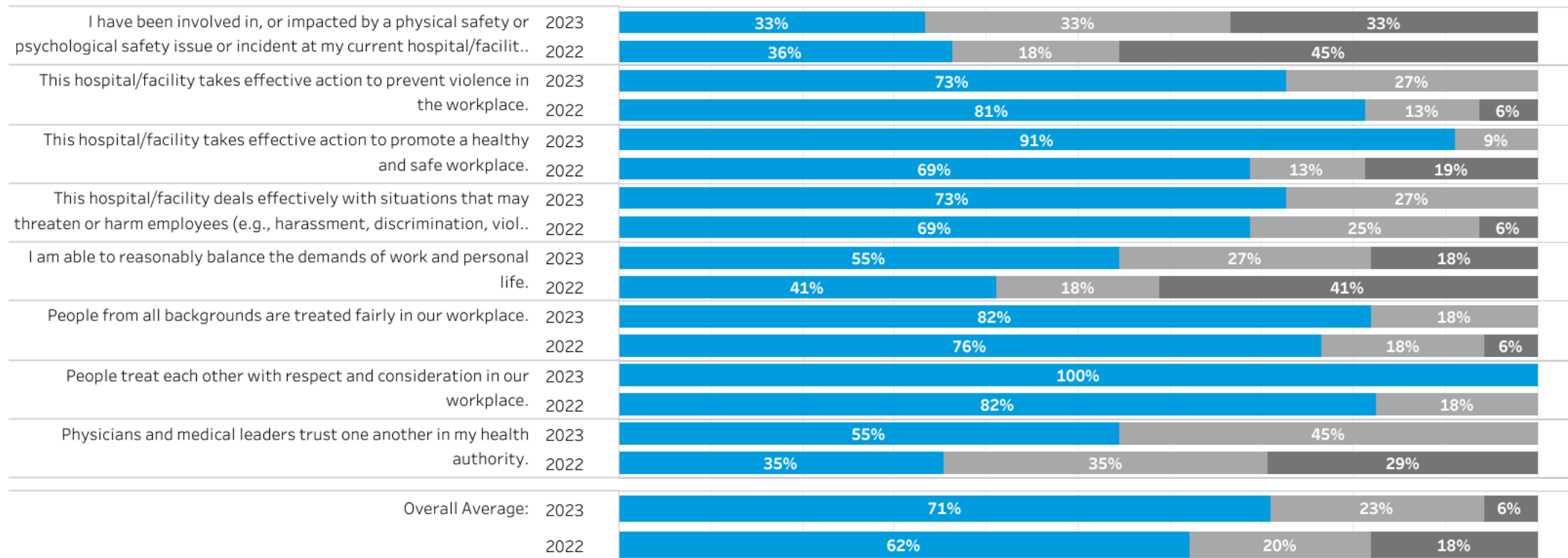
2023

Rural and Remote Division of Family Practice

2023 Respondents: 11

2022 Respondents: 17

Physician Health and Safety



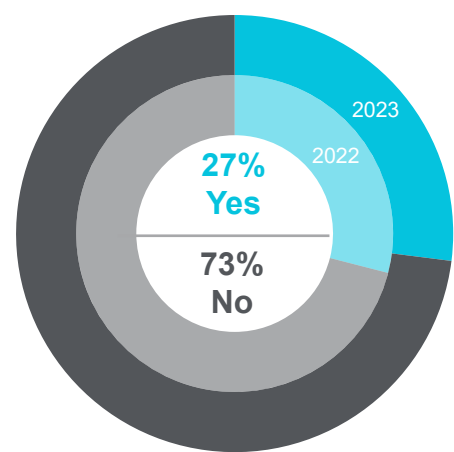
Agree

Neither agree nor disagree

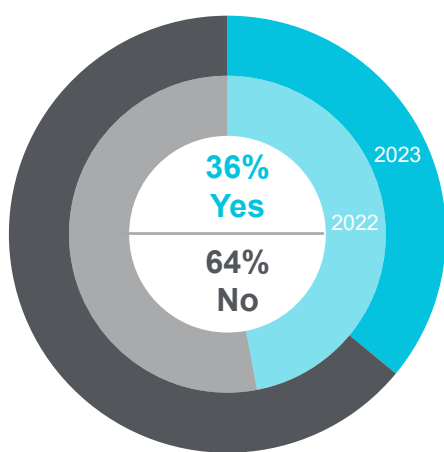
Disagree

Rural and Remote Division of Family Practice

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 1.67 | 4.00 | 2 | 2 | 1 | 2 | 3 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 4.75 | 6.13 | 1 | 3 | 1 | 12 | 4 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Interior Health Authority

Hospital / Division

Shuswap North Okanagan

Survey Year

2023

Shuswap North Okanagan

| | |
|------|-----------------|
| 2023 | Respondents: 37 |
| 2022 | Respondents: 49 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 43% | 19% | 38% |
| | 2022 | 47% | 31% | 22% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 54% | 16% | 30% |
| | 2022 | 59% | 16% | 24% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 35% | 19% | 46% |
| | 2022 | 29% | 19% | 52% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 31% | 47% | 22% |
| | 2022 | 39% | 33% | 29% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 30% | 30% | 41% |
| | 2022 | 33% | 24% | 43% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 19% | 30% | 51% |
| | 2022 | 22% | 18% | 59% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 14% | 30% | 57% |
| | 2022 | 14% | 31% | 55% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 8% | 30% | 62% |
| | 2022 | 6% | 33% | 61% |
| This health authority values physicians' contributions. | 2023 | 22% | 38% | 41% |
| | 2022 | 24% | 41% | 35% |
| Overall Average: | 2023 | 28% | 29% | 43% |
| | 2022 | 30% | 27% | 42% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Interior Health Authority

Hospital / Division

Shuswap North Okanagan

Survey Year

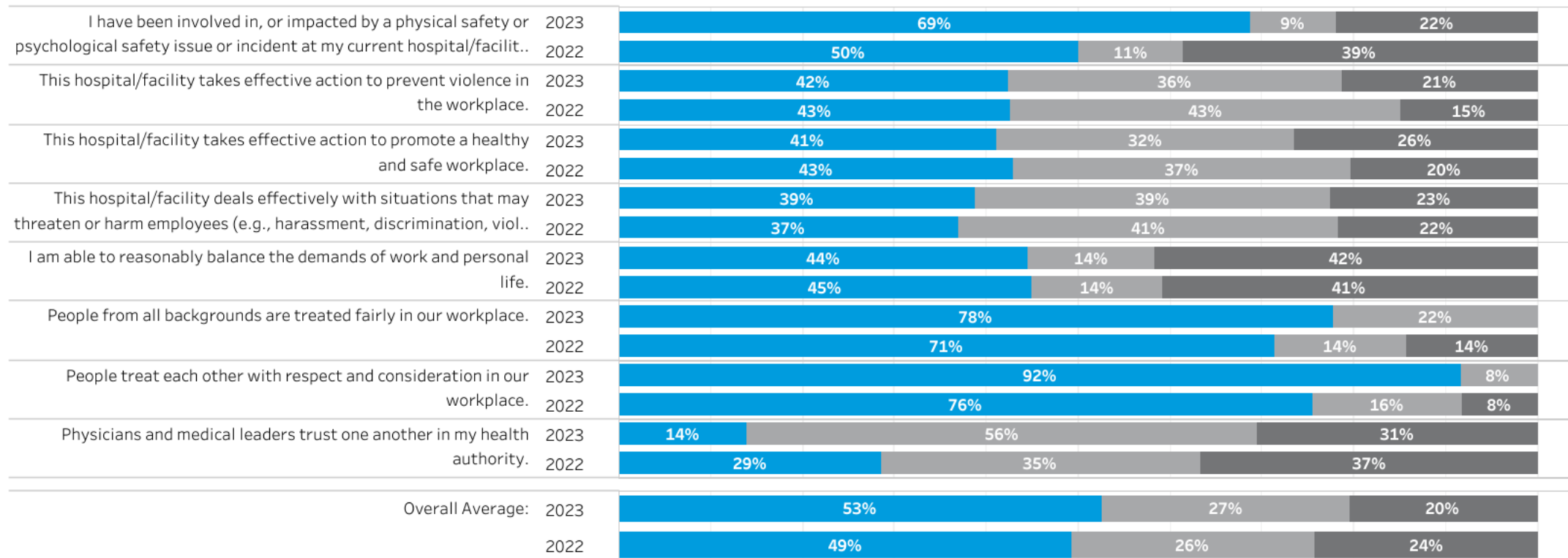
2023

Shuswap North Okanagan

2023 Respondents: 37

2022 Respondents: 49

Physician Health and Safety



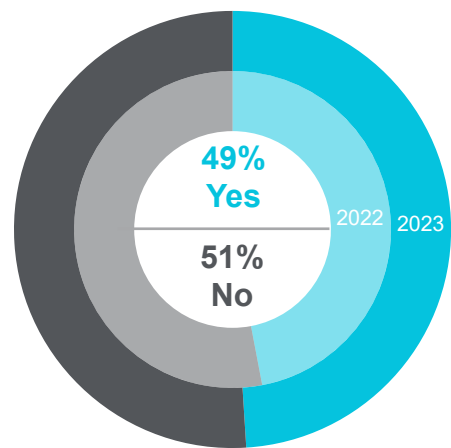
Agree

Neither agree nor disagree

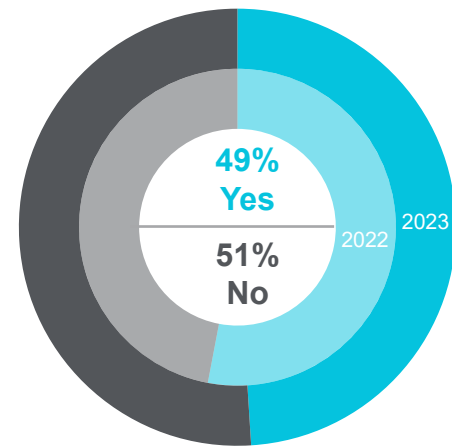
Disagree

Shuswap North Okanagan

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 4.94 | 15.96 | 2 | 3 | 1 | 25 | 18 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 11.33 | 17.65 | 3 (b) | 5 | 1 | 100 | 18 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

| Survey Year | Health Authority | Hospital or Division | Hospital / Division | Physician Group | Physician Group - Select |
|-------------|------------------|----------------------|----------------------------|-----------------|--------------------------|
| 2023 | All | Division | South Okanagan Similkameen | All | All |

South Okanagan Similkameen

| | |
|------|-----------------|
| 2023 | Respondents: 36 |
| 2022 | Respondents: 40 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 64% | 22% | 14% |
| | 2022 | 45% | 35% | 20% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 64% | 28% | 8% |
| | 2022 | 68% | 20% | 13% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 56% | 14% | 31% |
| | 2022 | 53% | 15% | 33% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 58% | 25% | 17% |
| | 2022 | 54% | 26% | 21% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 31% | 36% | 33% |
| | 2022 | 36% | 36% | 28% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 25% | 28% | 47% |
| | 2022 | 41% | 23% | 36% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 31% | 22% | 47% |
| | 2022 | 38% | 30% | 33% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 19% | 31% | 50% |
| | 2022 | 20% | 40% | 40% |
| This health authority values physicians' contributions. | 2023 | 31% | 28% | 42% |
| | 2022 | 33% | 48% | 20% |
| Overall Average: | 2023 | 42% | 26% | 32% |
| | 2022 | 43% | 30% | 27% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Survey Year 2023
Health Authority All

Hospital or Division
Division

Hospital / Division
South Okanagan Similkameen

Physician Group
All

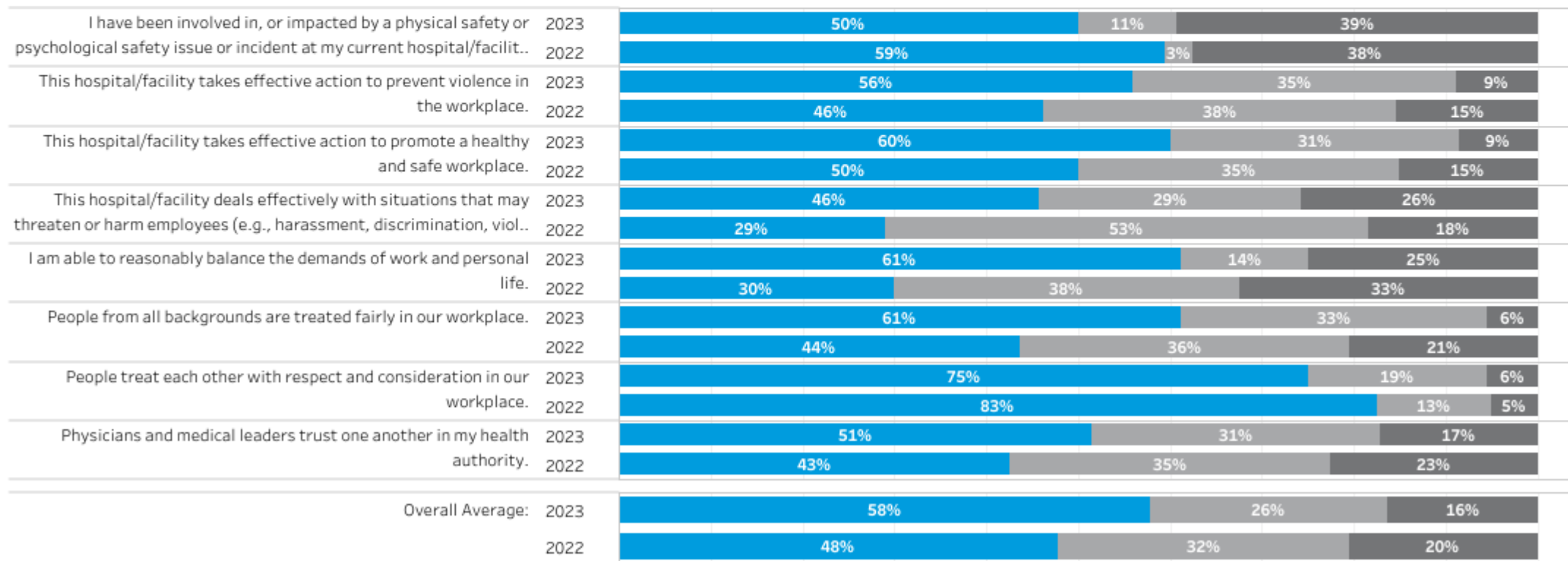
Physician Group - Select

South Okanagan Similkameen

2023 Respondents: 36

2022 Respondents: 40

Physician Health and Safety



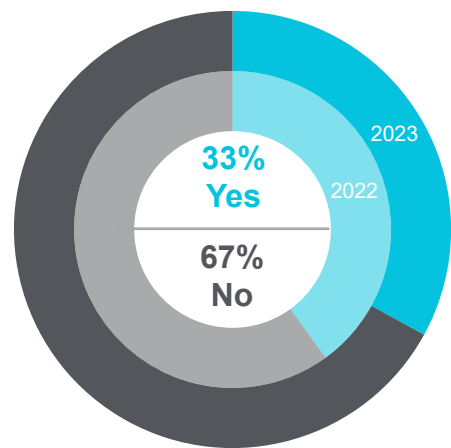
Agree

Neither agree nor disagree

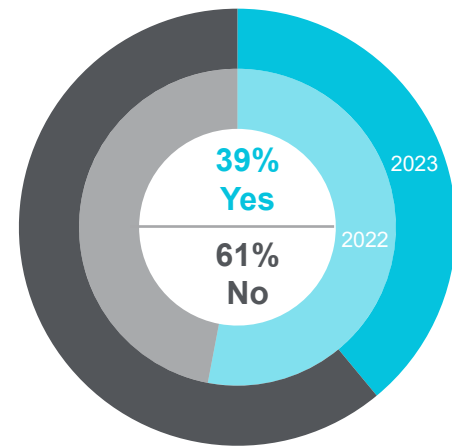
Disagree

South Okanagan Similkameen

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 4.25 | 8.88 | 1 | 2 | 1 | 12 | 12 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 3.14 | 8.19 | 1 | 2 | 1 | 10 | 14 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Interior Health Authority

Hospital / Division

Thompson Region

Survey Year

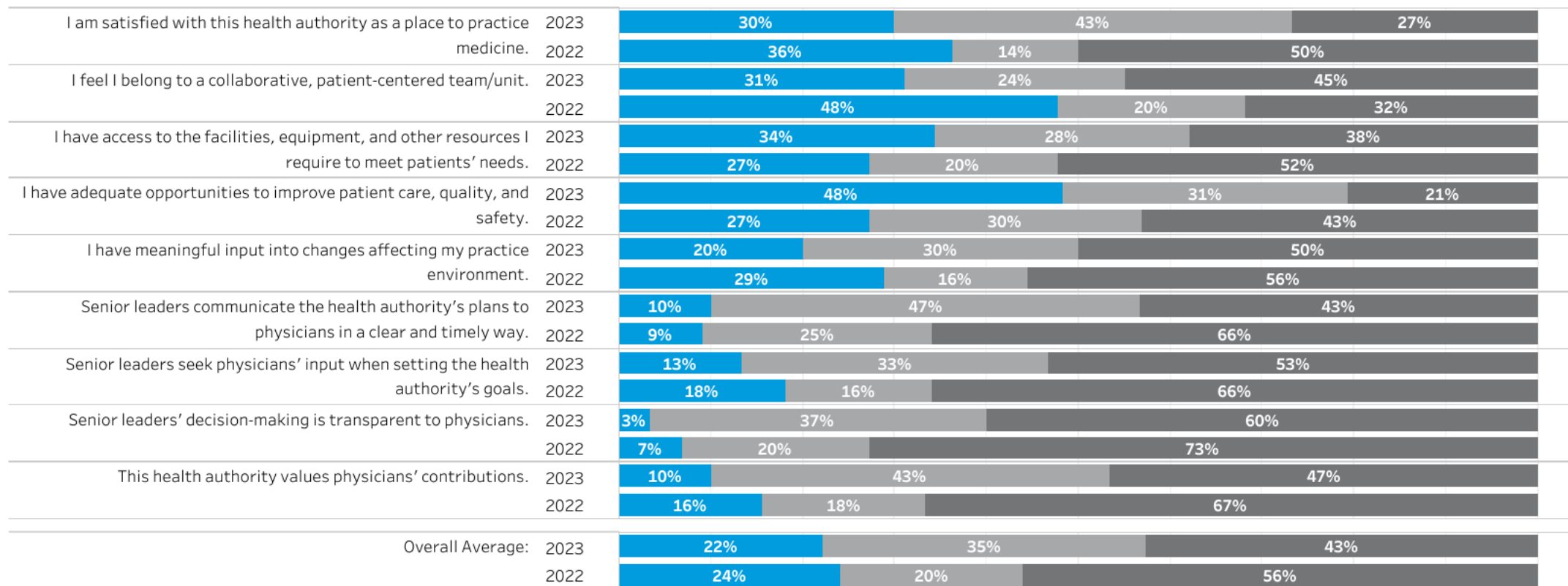
2023

Thompson Region

2023 Respondents: 30

2022 Respondents: 45

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Interior Health Authority

Hospital / Division

Thompson Region

Survey Year

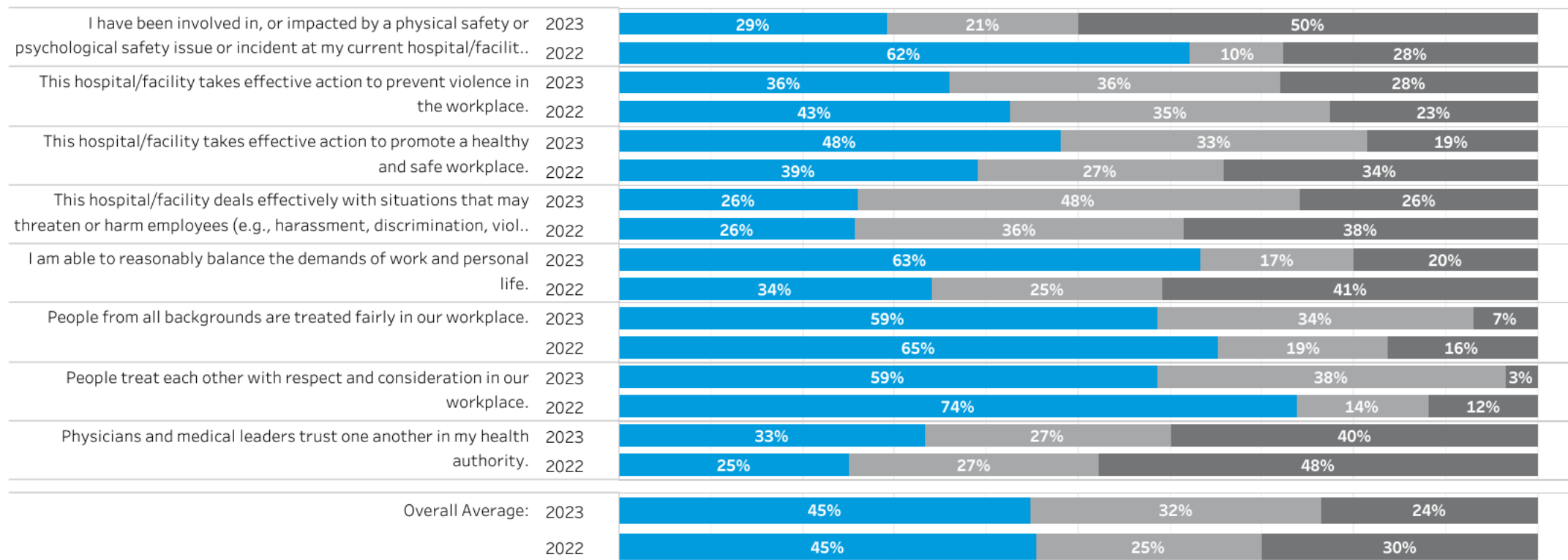
2023

Thompson Region

2023 Respondents: 30

2022 Respondents: 45

Physician Health and Safety



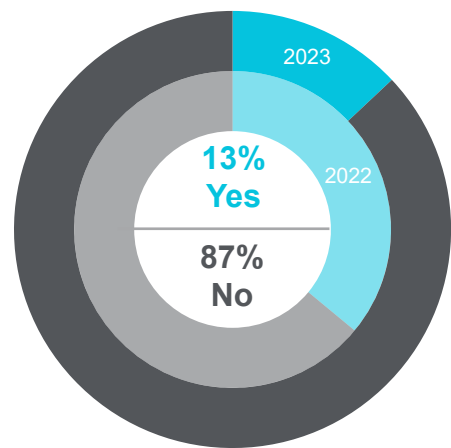
Agree

Neither agree nor disagree

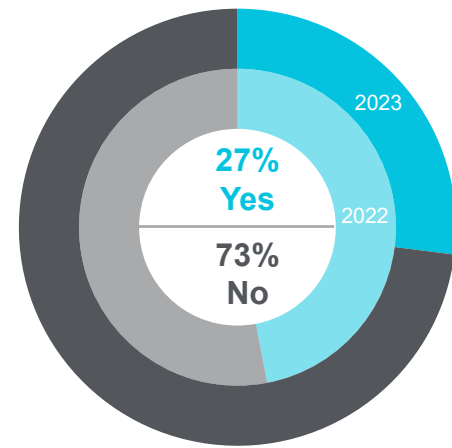
Disagree

Thompson Region

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 3.00 | 9.94 | 3 | 3 | 1 | 5 | 4 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 8.25 | 23.62 | 1 (b) | 10 | 1 | 15 | 8 |

Island Health

Divisions of Family Practice

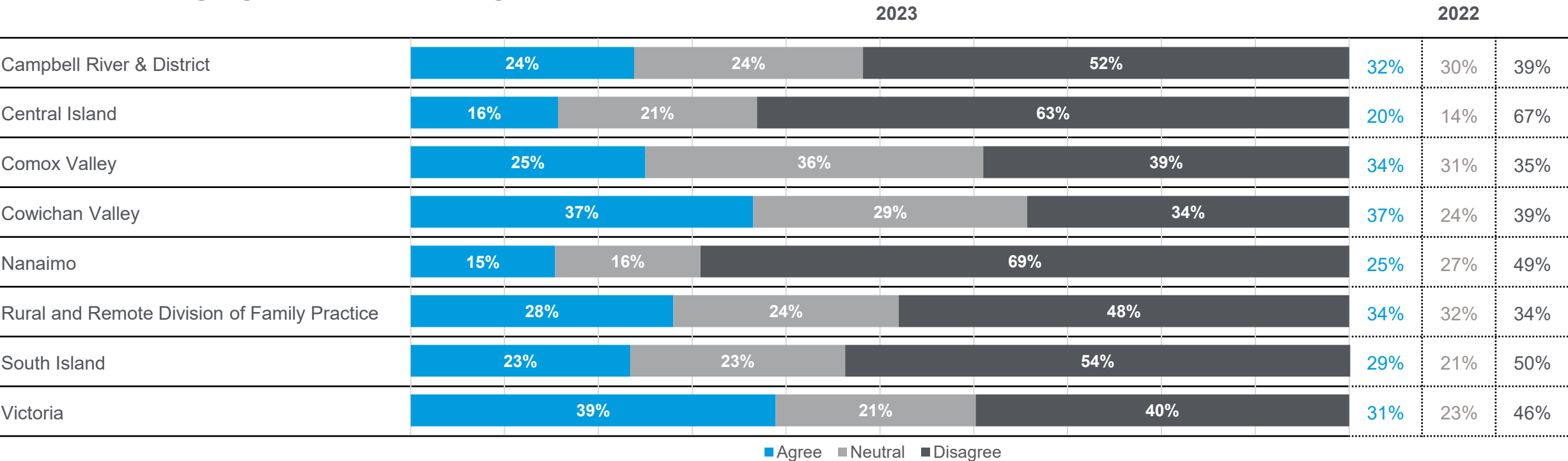
- Overall Engagement averages by Division
- Engagement Trends
- Physician Health and Safety
- Incidents related to Physical and Psychological Safety

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. It does not include leadership positions on Medical Staff Associations.

Island Divisions of Family Practice

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



2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Island Health Authority

Hospital / Division

Campbell River & District

Survey Year

2023

Campbell River & District

2023 Respondents: 16

2022 Respondents: 20

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 44% | 25% | 31% |
| | 2022 | 50% | 20% | 30% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 50% | 19% | 31% |
| | 2022 | 85% | 5% | 10% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 38% | 6% | 56% |
| | 2022 | 60% | 15% | 25% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 25% | 38% | 38% |
| | 2022 | 35% | 50% | 15% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 31% | 19% | 50% |
| | 2022 | 11% | 47% | 42% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 7% | 27% | 67% |
| | 2022 | 11% | 28% | 61% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 7% | 33% | 60% |
| | 2022 | 17% | 33% | 50% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | | 27% | 73% |
| | 2022 | | 37% | 63% |
| This health authority values physicians' contributions. | 2023 | 13% | 27% | 60% |
| | 2022 | 20% | 30% | 50% |
| Overall Average: | 2023 | 24% | 24% | 51% |
| | 2022 | 33% | 29% | 38% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Island Health Authority

Hospital / Division

Campbell River & District

Survey Year

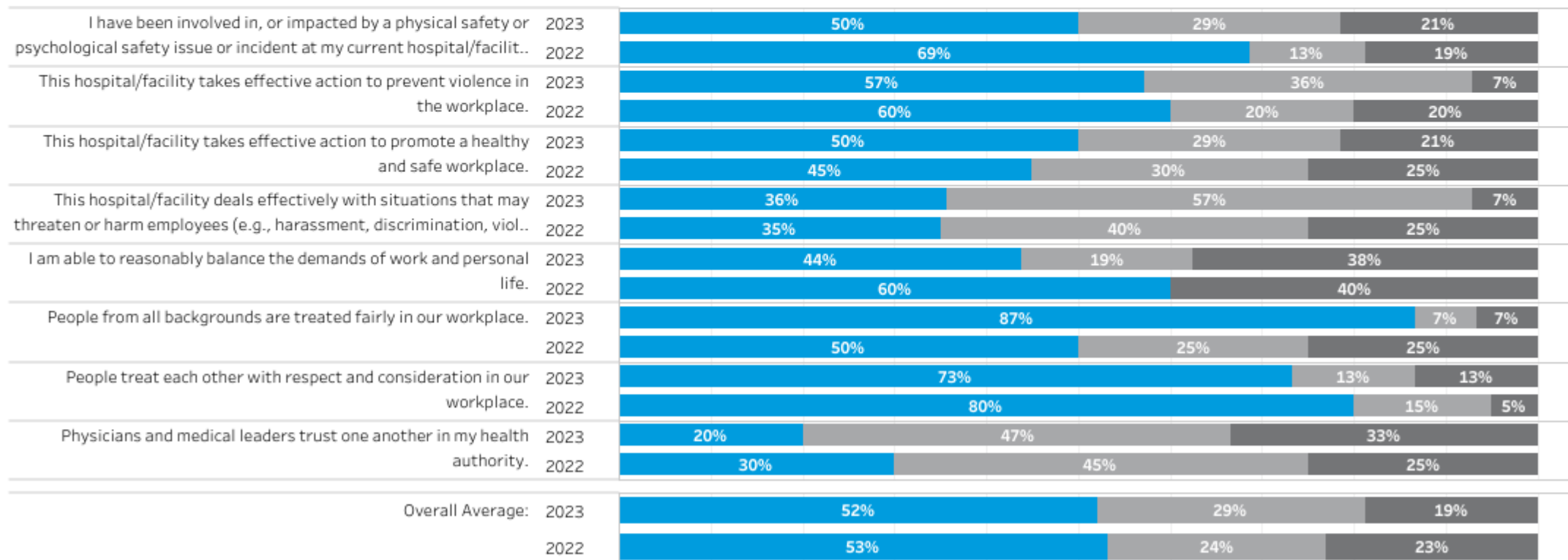
2023

Campbell River & District

2023 Respondents: 16

2022 Respondents: 20

Physician Health and Safety



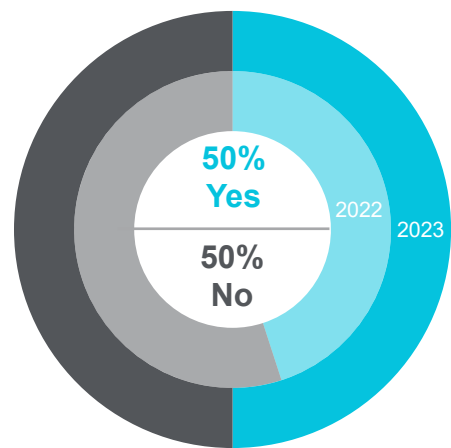
Agree

Neither agree nor disagree

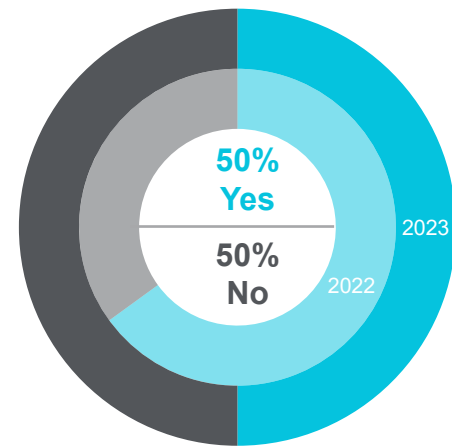
Disagree

Campbell River & District

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 6.75 | 2.89 | 1 | 3 | 1 | 30 | 8 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 4.25 | 9.08 | 1 (b) | 2.5 | 1 | 15 | 8 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Island Health Authority

Hospital / Division

Central Island

Survey Year

2023

Central Island

2023 Respondents: 22

2022 Respondents: 14

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 9% | 27% | 64% |
| | 2022 | 14% | 29% | 57% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 18% | 23% | 59% |
| | 2022 | 36% | 21% | 43% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 50% | 5% | 45% |
| | 2022 | 36% | 7% | 57% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 32% | 18% | 50% |
| | 2022 | 29% | 14% | 57% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 18% | 27% | 55% |
| | 2022 | 14% | 7% | 79% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 5% | 23% | 73% |
| | 2022 | 14% | 7% | 79% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 5% | 23% | 73% |
| | 2022 | 14% | 7% | 79% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 18% | 82% | |
| | 2022 | 14% | 7% | 79% |
| This health authority values physicians' contributions. | 2023 | 5% | 27% | 68% |
| | 2022 | 7% | 21% | 71% |
| Overall Average: | 2023 | 16% | 21% | 63% |
| | 2022 | 20% | 13% | 67% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Island Health Authority

Hospital / Division

Central Island

Survey Year

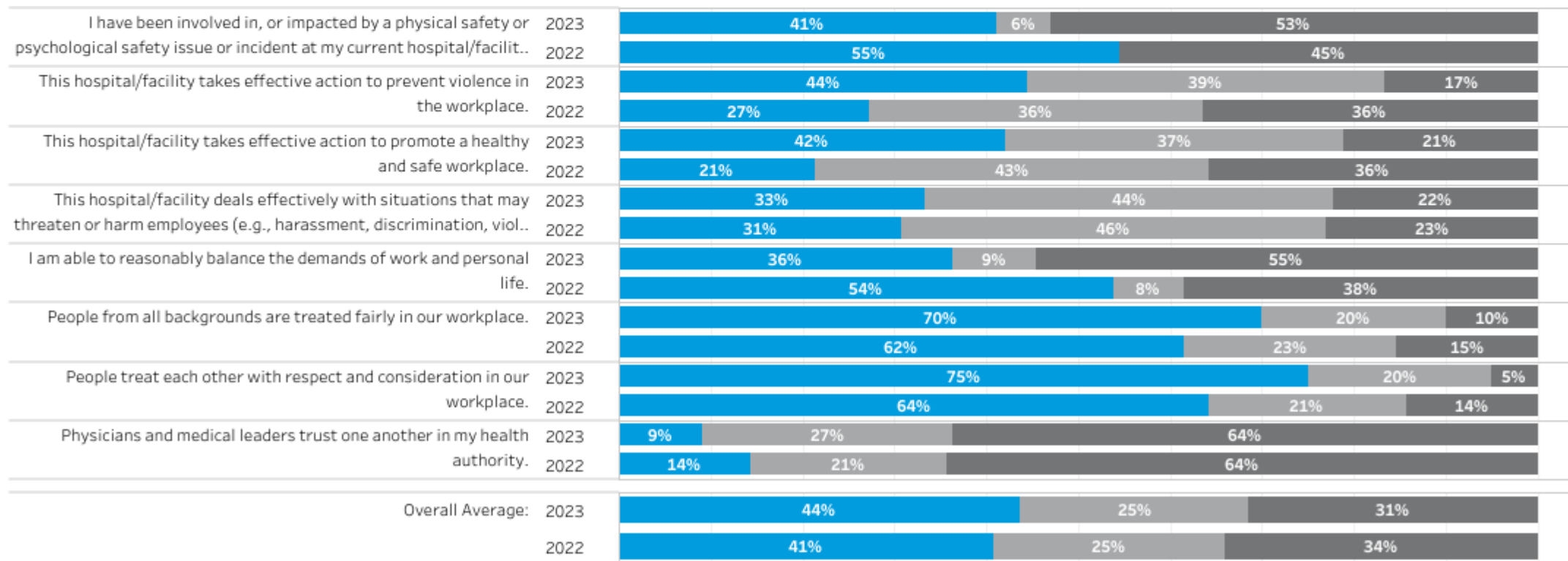
2023

Central Island

2023 Respondents: 22

2022 Respondents: 14

Physician Health and Safety



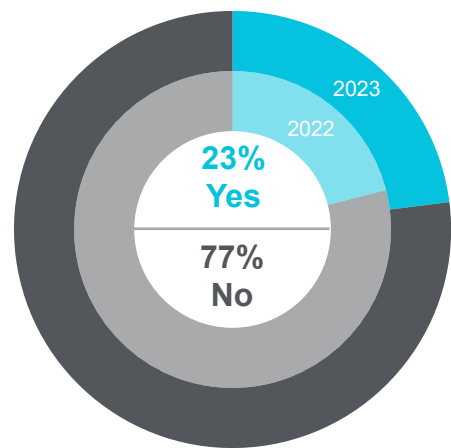
Agree

Neither agree nor disagree

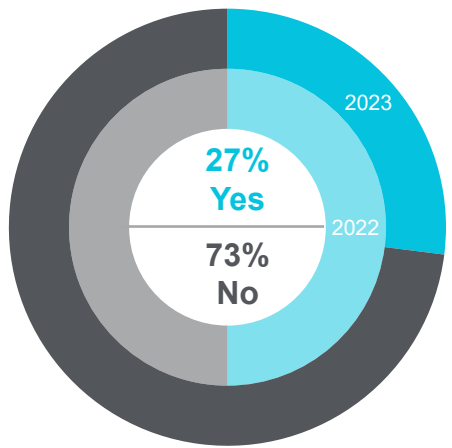
Disagree

Central Island

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 2.00 | 8.00 | 1 | 1 | 1 | 5 | 5 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 7.33 | 7.00 | 3 | 3 | 1 | 30 | 6 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Island Health Authority

Hospital / Division

Comox Valley

Survey Year

2023

Comox Valley

| | |
|------|-----------------|
| 2023 | Respondents: 32 |
| 2022 | Respondents: 38 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 35% | 29% | 35% |
| | 2022 | 39% | 34% | 26% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 42% | 32% | 26% |
| | 2022 | 54% | 26% | 20% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 27% | 40% | 33% |
| | 2022 | 54% | 16% | 30% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 23% | 50% | 27% |
| | 2022 | 49% | 30% | 22% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 30% | 37% | 33% |
| | 2022 | 35% | 30% | 35% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 16% | 32% | 52% |
| | 2022 | 28% | 36% | 36% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 16% | 39% | 45% |
| | 2022 | 14% | 36% | 50% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 6% | 32% | 61% |
| | 2022 | 11% | 33% | 56% |
| This health authority values physicians' contributions. | 2023 | 29% | 32% | 39% |
| | 2022 | 19% | 42% | 39% |
| Overall Average: | 2023 | 25% | 36% | 39% |
| | 2022 | 34% | 31% | 35% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Island Health Authority

Hospital / Division

Comox Valley

Survey Year

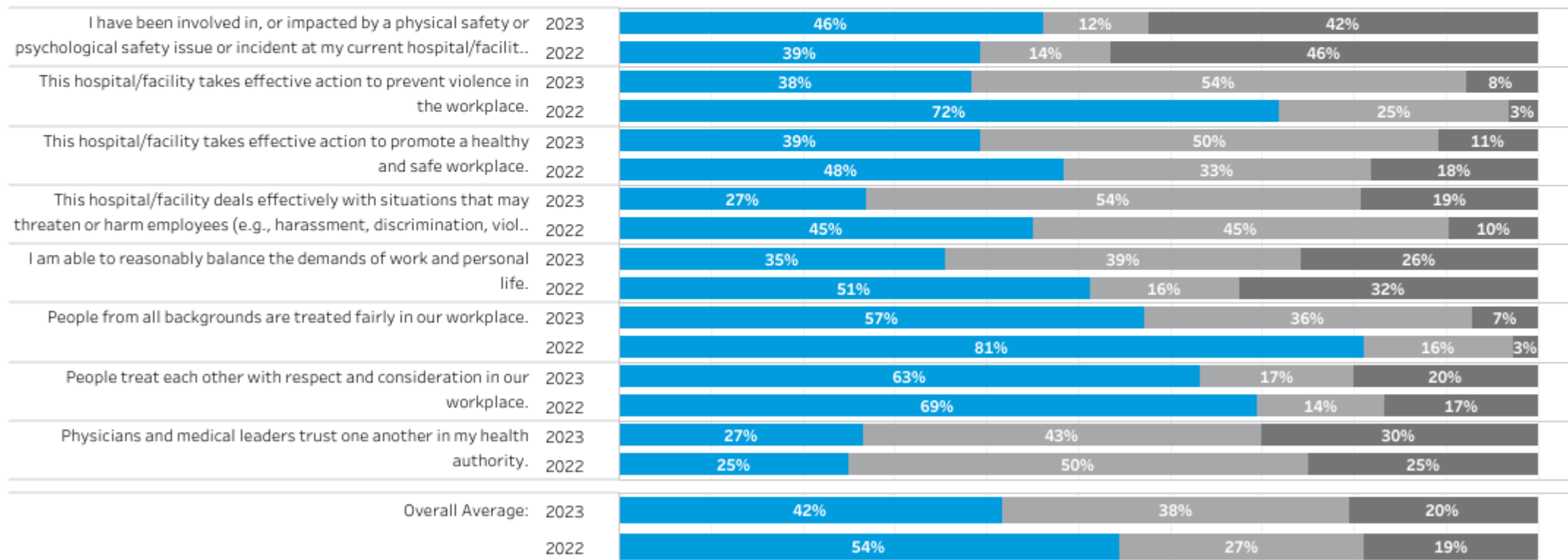
2023

Comox Valley

2023 Respondents: 32

2022 Respondents: 38

Physician Health and Safety



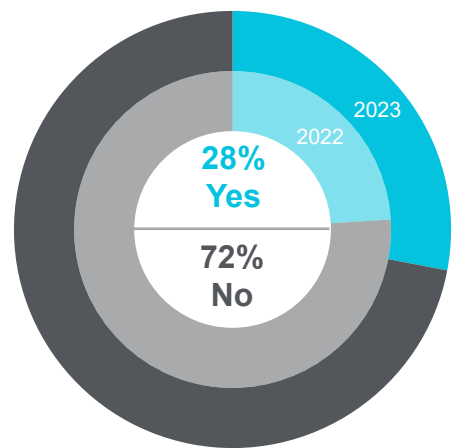
Agree

Neither agree nor disagree

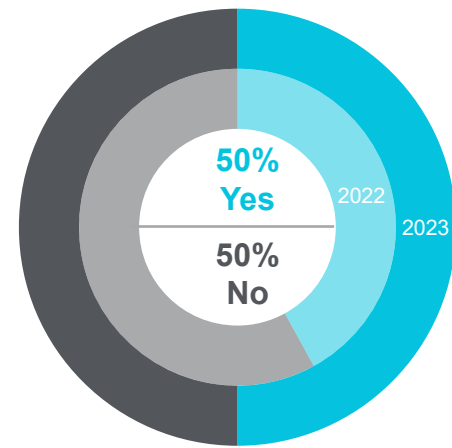
Disagree

Comox Valley

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 6.78 | 3.56 | 1 | 1 | 1 | 50 | 9 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 5.38 | 3.88 | 2 | 2 | 1 | 20 | 16 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Island Health Authority

Hospital / Division

Cowichan Valley

Survey Year

2023

Cowichan Valley

| | |
|------|-----------------|
| 2023 | Respondents: 35 |
| 2022 | Respondents: 44 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 57% | 20% | 23% |
| | 2022 | 43% | 20% | 36% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 63% | 14% | 23% |
| | 2022 | 57% | 16% | 27% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 37% | 31% | 31% |
| | 2022 | 32% | 25% | 43% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 31% | 34% | 34% |
| | 2022 | 39% | 36% | 25% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 37% | 31% | 31% |
| | 2022 | 32% | 23% | 45% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 34% | 31% | 34% |
| | 2022 | 32% | 30% | 39% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 23% | 40% | 37% |
| | 2022 | 39% | 16% | 45% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 11% | 34% | 54% |
| | 2022 | 18% | 30% | 52% |
| This health authority values physicians' contributions. | 2023 | 34% | 26% | 40% |
| | 2022 | 43% | 20% | 36% |
| Overall Average: | 2023 | 37% | 29% | 34% |
| | 2022 | 37% | 24% | 39% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Island Health Authority

Hospital / Division

Cowichan Valley

Survey Year

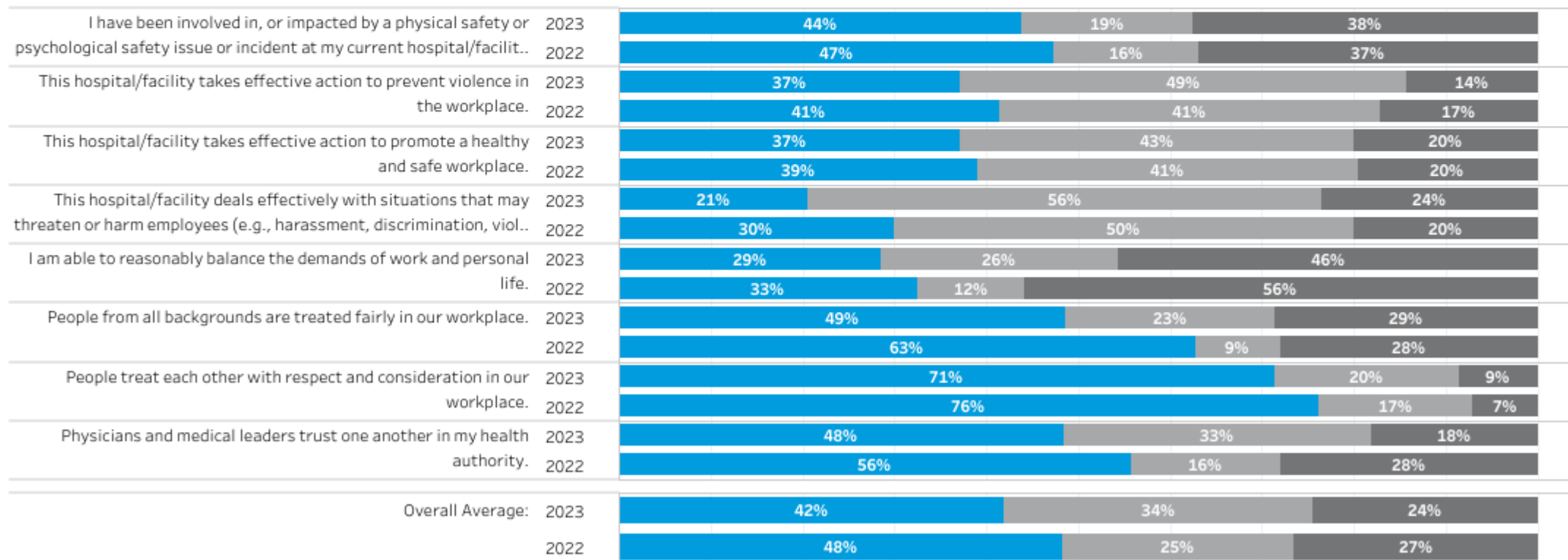
2023

Cowichan Valley

2023 Respondents: 35

2022 Respondents: 44

Physician Health and Safety



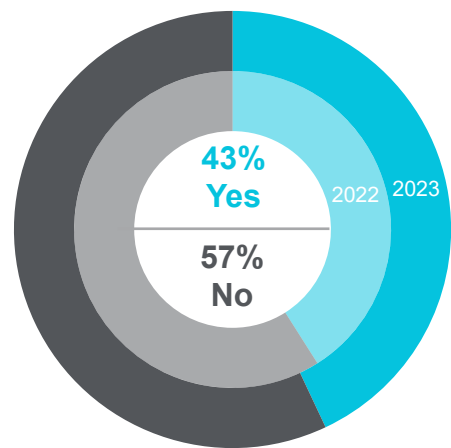
Agree

Neither agree nor disagree

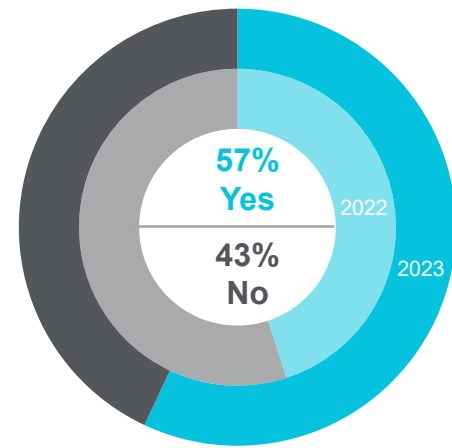
Disagree

Cowichan Valley

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 5.93 | 6.89 | 1 | 3 | 1 | 30 | 15 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 25.15 | 15.25 | 1 | 5 | 1 | 365 | 20 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Island Health Authority

Hospital / Division

Nanaimo

Survey Year

2023

Nanaimo

2023 Respondents: 58

2022 Respondents: 42

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 12% | 17% | 71% |
| | 2022 | 38% | 36% | 26% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 40% | 10% | 50% |
| | 2022 | 67% | 14% | 19% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 16% | 17% | 67% |
| | 2022 | 33% | 14% | 52% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 21% | 12% | 67% |
| | 2022 | 24% | 33% | 43% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 26% | 16% | 59% |
| | 2022 | 14% | 19% | 67% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 9% | 17% | 74% |
| | 2022 | 17% | 29% | 54% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 7% | 19% | 74% |
| | 2022 | 10% | 38% | 53% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 3% | 12% | 84% |
| | 2022 | 5% | 27% | 68% |
| This health authority values physicians' contributions. | 2023 | 5% | 19% | 76% |
| | 2022 | 17% | 29% | 55% |
| Overall Average: | 2023 | 15% | 16% | 69% |
| | 2022 | 25% | 26% | 48% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Island Health Authority

Hospital / Division

Nanaimo

Survey Year

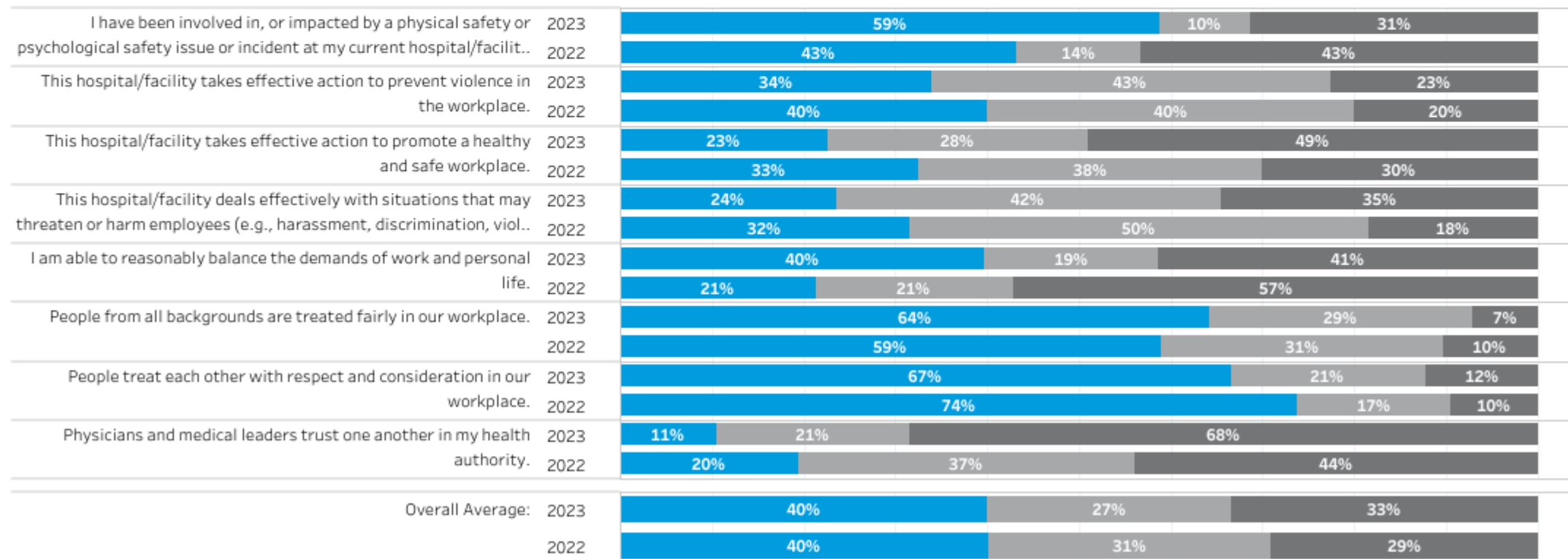
2023

Nanaimo

2023 Respondents: 58

2022 Respondents: 42

Physician Health and Safety

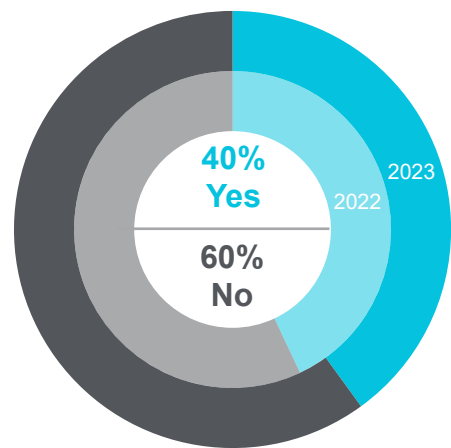


Agree

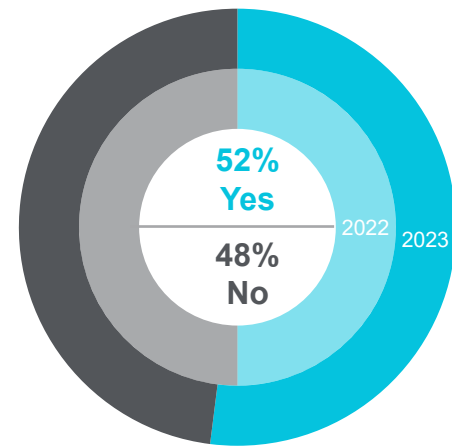
Neither agree nor disagree

Disagree

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 53.35 | 96.61 | 5 | 5 | 1 | 999 | 23 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 136.30 | 96.62 | 10 | 10 | 1 | 999 | 30 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Island Health Authority

Hospital / Division

Rural and Remote Division of Family Practice

Survey Year

2023

Rural and Remote Division of Family Practice

| | |
|------|-----------------|
| 2023 | Respondents: 22 |
| 2022 | Respondents: 30 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 41% | 23% | 36% |
| | 2022 | 50% | 20% | 30% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 50% | 23% | 27% |
| | 2022 | 83% | 10% | 7% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 27% | 23% | 50% |
| | 2022 | 40% | 37% | 23% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 36% | 18% | 45% |
| | 2022 | 47% | 37% | 17% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 18% | 27% | 55% |
| | 2022 | 41% | 31% | 28% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 27% | 14% | 59% |
| | 2022 | 7% | 43% | 50% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 14% | 32% | 55% |
| | 2022 | 17% | 33% | 50% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 10% | 24% | 67% |
| | 2022 | 3% | 37% | 60% |
| This health authority values physicians' contributions. | 2023 | 29% | 33% | 38% |
| | 2022 | 17% | 43% | 40% |
| Overall Average: | 2023 | 28% | 24% | 48% |
| | 2022 | 34% | 32% | 34% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Island Health Authority

Hospital / Division

Rural and Remote Division of Family Practice

Survey Year

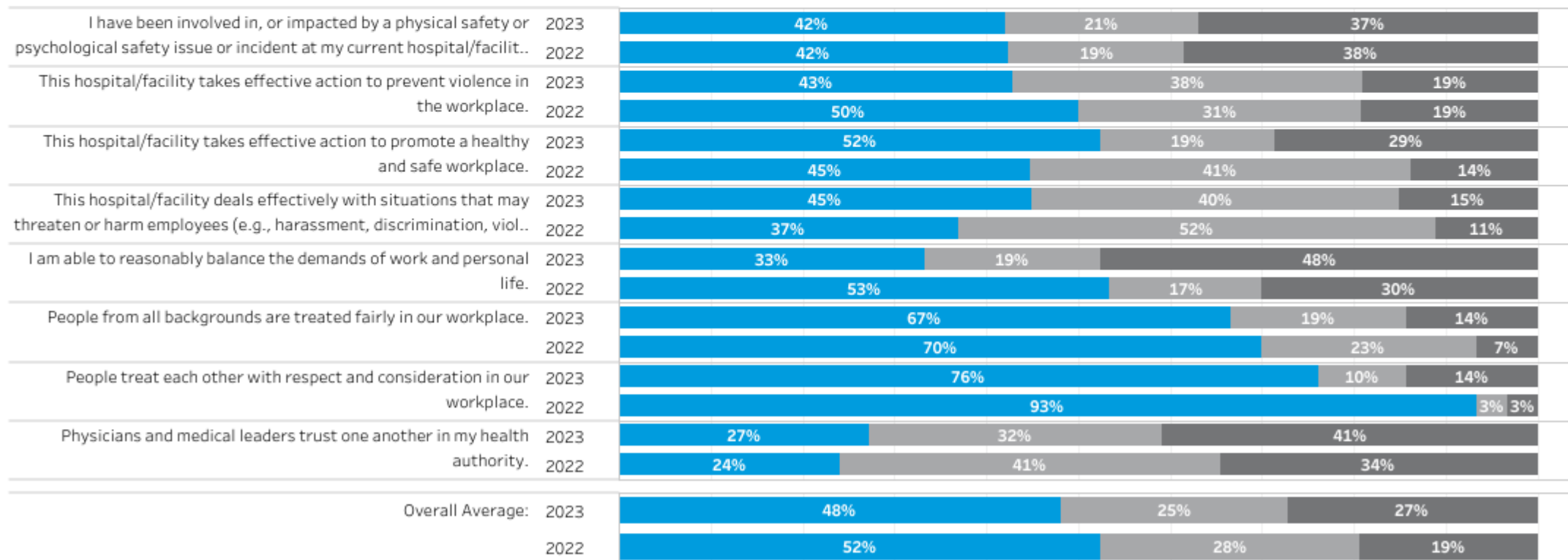
2023

Rural and Remote Division of Family Practice

2023 Respondents: 22

2022 Respondents: 30

Physician Health and Safety



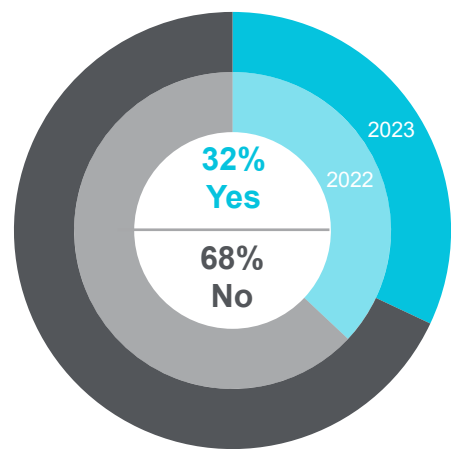
Agree

Neither agree nor disagree

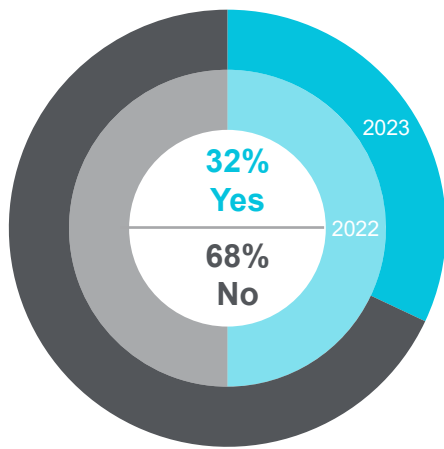
Disagree

Rural and Remote Division of Family Practice

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 23.14 | 7.91 | 5 | 5 | 1 | 100 | 7 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 8.86 | 7.73 | 1 (b) | 5 | 1 | 30 | 7 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division
Division

Health Authority
Multiple values

Hospital / Division
South Island

Survey Year
2023

South Island

| | |
|------|-----------------|
| 2023 | Respondents: 82 |
| 2022 | Respondents: 70 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 29% | 24% | 46% |
| | 2022 | 36% | 21% | 43% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 55% | 16% | 29% |
| | 2022 | 59% | 17% | 23% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 23% | 21% | 56% |
| | 2022 | 33% | 7% | 60% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 28% | 32% | 40% |
| | 2022 | 28% | 33% | 39% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 33% | 20% | 48% |
| | 2022 | 30% | 21% | 49% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 10% | 26% | 64% |
| | 2022 | 21% | 21% | 57% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 12% | 21% | 67% |
| | 2022 | 23% | 16% | 61% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 7% | 20% | 73% |
| | 2022 | 14% | 20% | 66% |
| This health authority values physicians' contributions. | 2023 | 12% | 27% | 60% |
| | 2022 | 19% | 31% | 50% |
| Overall Average: | 2023 | 23% | 23% | 54% |
| | 2022 | 29% | 21% | 50% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Multiple values

Hospital / Division

South Island

Survey Year

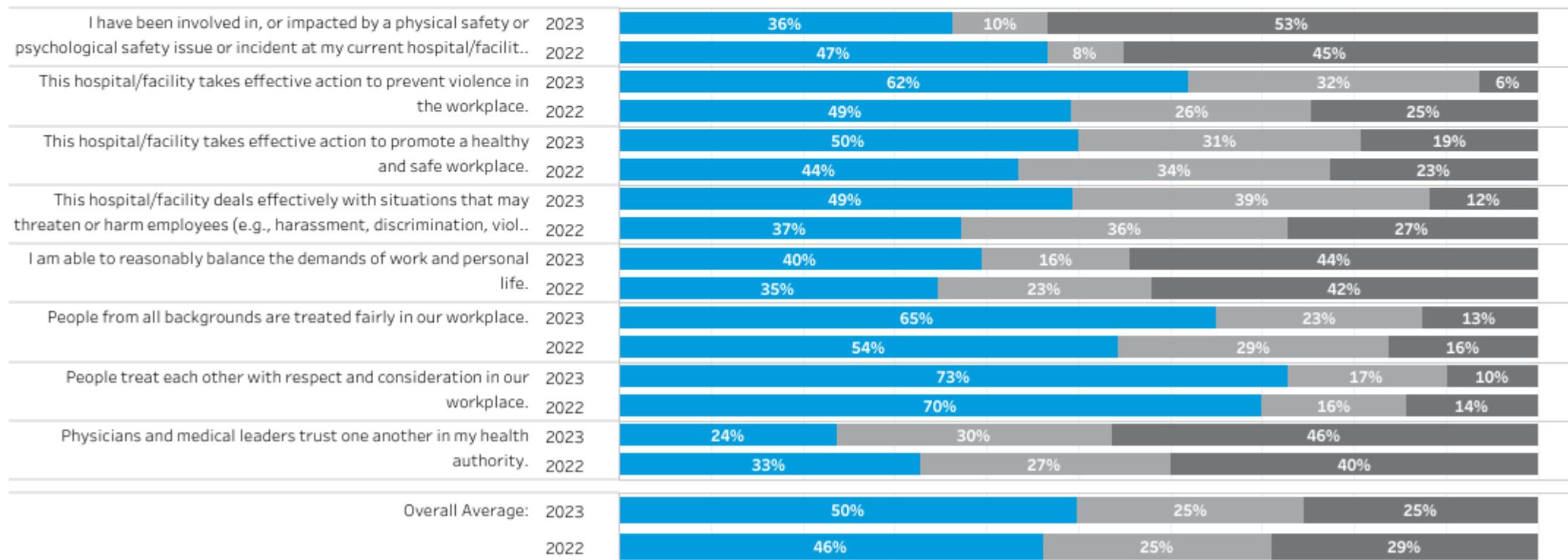
2023

South Island

2023 Respondents: 82

2022 Respondents: 70

Physician Health and Safety



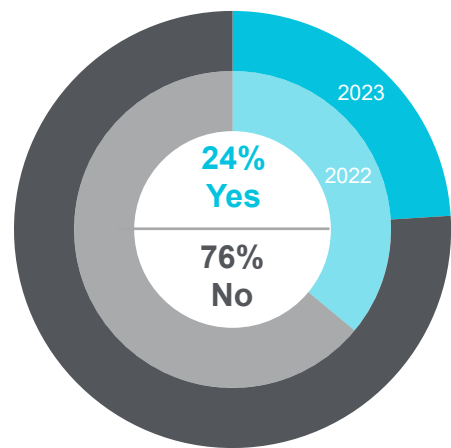
Agree

Neither agree nor disagree

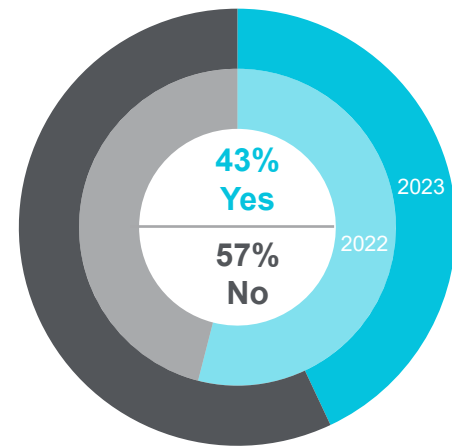
Disagree

South Island

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 23.80 | 12.84 | 10 | 5 | 1 | 182 | 20 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 37.74 | 11.92 | 1 | 5 | 1 | 500 | 35 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Multiple values

Hospital / Division

Victoria

Survey Year

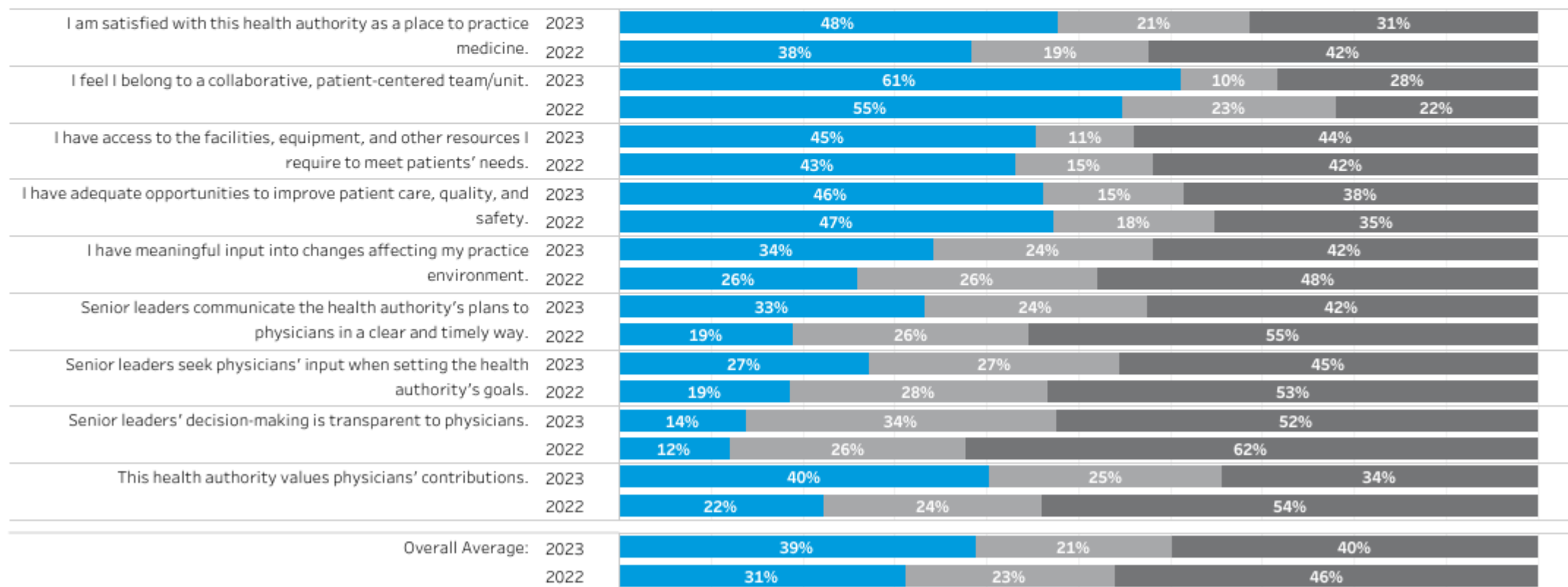
2023

Victoria

2023 Respondents: 67

2022 Respondents: 79

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division
Division

Health Authority
Multiple values

Hospital / Division
Victoria

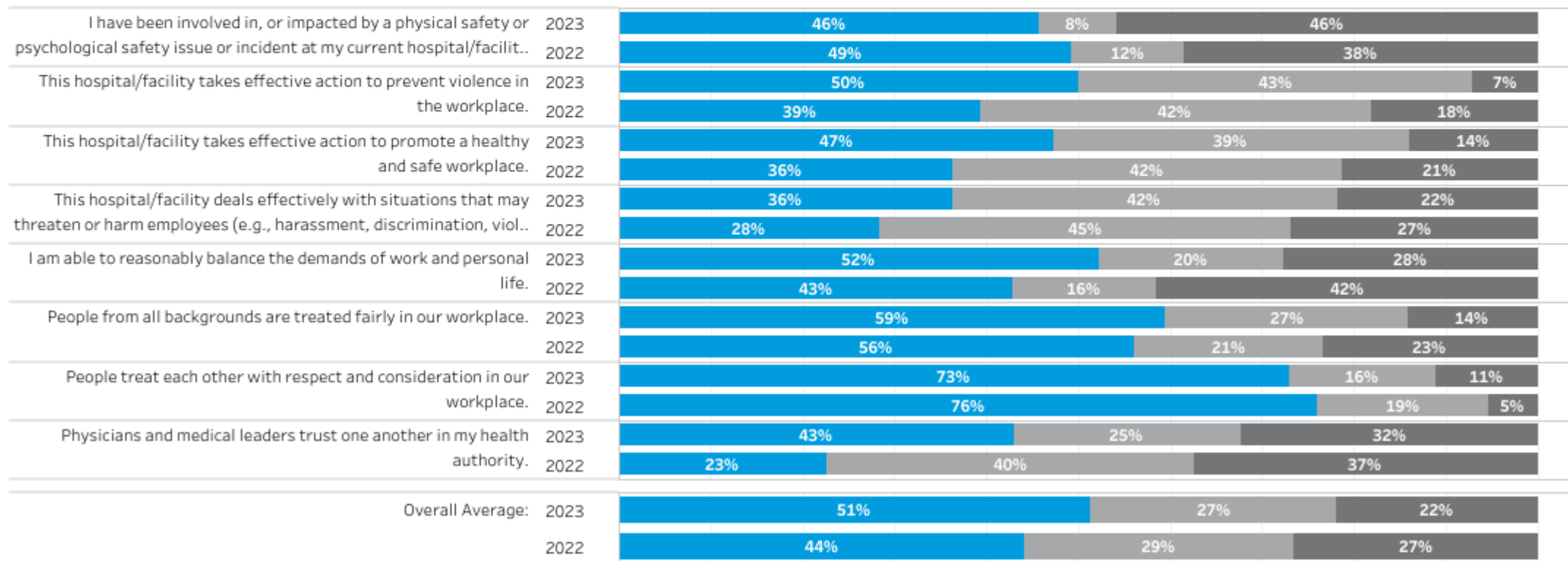
Survey Year
2023

Victoria

2023 Respondents: 67

2022 Respondents: 79

Physician Health and Safety

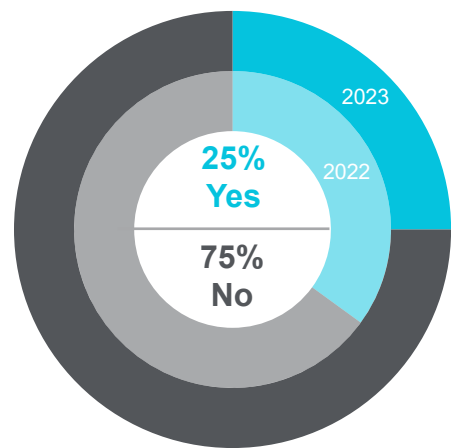


Agree

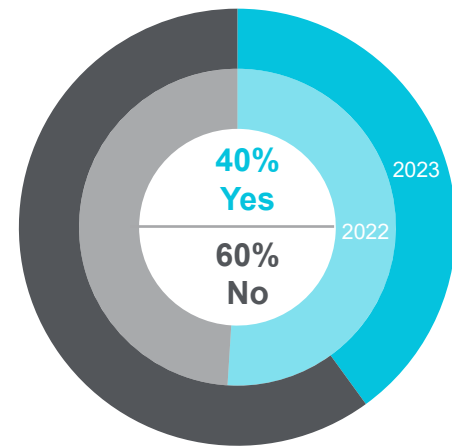
Neither agree nor disagree

Disagree

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 9.71 | 6.81 | 1 (b) | 2 | 1 | 100 | 17 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 16.33 | 10.21 | 1 | 2 | 1 | 200 | 27 |

Northern Health

Divisions of Family Practice

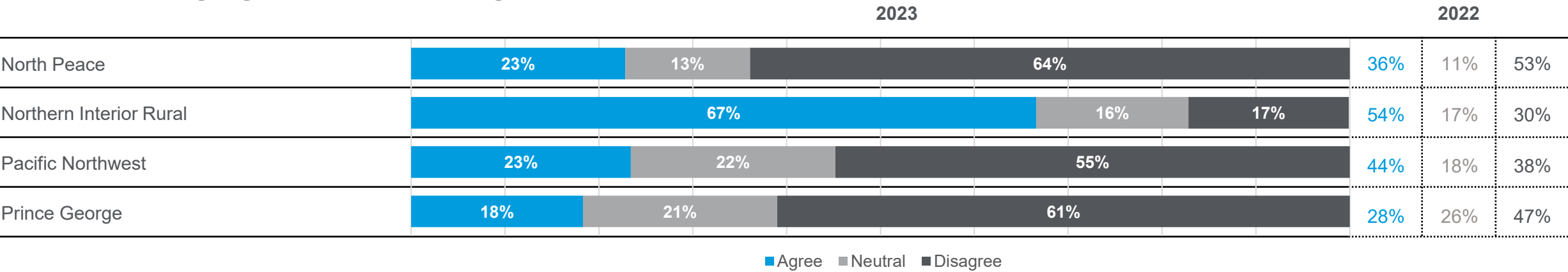
- Overall Engagement averages by Division
- Engagement Trends
- Physician Health and Safety
- Incidents related to Physical and Psychological Safety

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. It does not include leadership positions on Medical Staff Associations.

Northern Divisions of Family Practice

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



2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Northern Health Authority

Hospital / Division

North Peace

Survey Year

2023

North Peace

2023 Respondents: 5

2022 Respondents: 8

Engagement

| | | | | |
|--|------|------|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 20% | 20% | 60% |
| | 2022 | 25% | 25% | 50% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 80% | 20% | |
| | 2022 | 71% | 29% | |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 25% | 75% | |
| | 2022 | 50% | 13% | 38% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 20% | 20% | 60% |
| | 2022 | 38% | 25% | 38% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 100% | | |
| | 2022 | 38% | 13% | 50% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 40% | 60% | |
| | 2022 | 25% | 13% | 63% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 20% | 80% | |
| | 2022 | 25% | 75% | |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 20% | 80% | |
| | 2022 | 25% | 75% | |
| This health authority values physicians' contributions. | 2023 | 20% | 20% | 60% |
| | 2022 | 25% | 13% | 63% |
| Overall Average: | 2023 | 23% | 14% | 63% |
| | 2022 | 35% | 11% | 54% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Northern Health Authority

Hospital / Division

North Peace

Survey Year

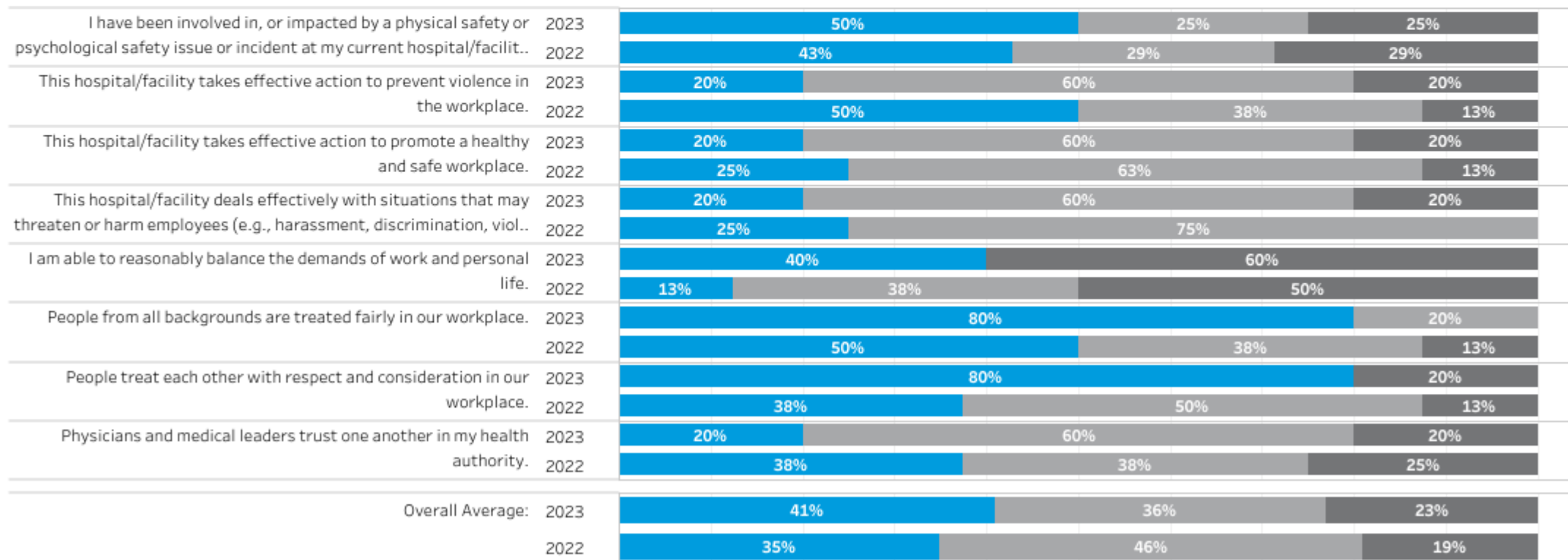
2023

North Peace

2023 Respondents: 5

2022 Respondents: 8

Physician Health and Safety



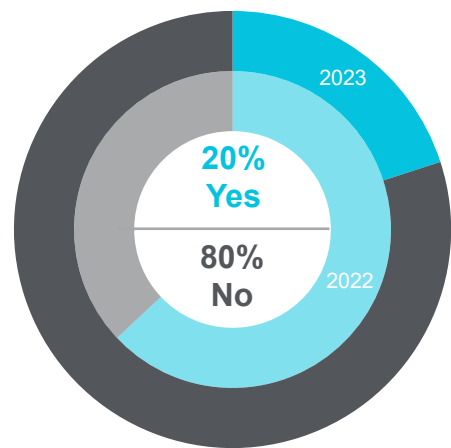
Agree

Neither agree nor disagree

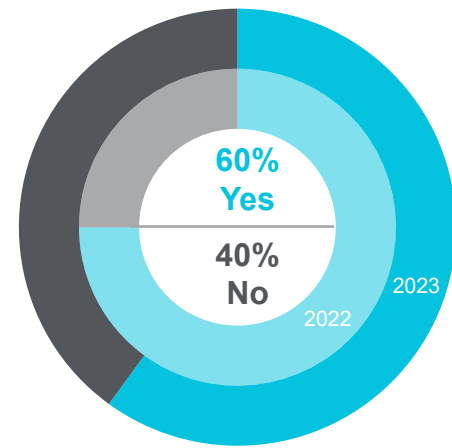
Disagree

North Peace

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 4.00 | 3.40 | 4 | 4 | 4 | 4 | 1 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 7.33 | 4.50 | 1 (b) | 5 | 1 | 16 | 3 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Northern Health Authority

Hospital / Division

Northern Interior Rural

Survey Year

2023

Northern Interior Rural

| | |
|------|-----------------|
| 2023 | Respondents: 13 |
| 2022 | Respondents: 16 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 69% | 8% | 23% |
| | 2022 | 56% | 13% | 31% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 77% | 15% | 8% |
| | 2022 | 69% | 13% | 19% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 69% | 8% | 23% |
| | 2022 | 44% | 13% | 44% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 77% | 23% | |
| | 2022 | 69% | 6% | 25% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 69% | 8% | 23% |
| | 2022 | 69% | | 31% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 69% | 15% | 15% |
| | 2022 | 50% | 25% | 25% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 62% | 15% | 23% |
| | 2022 | 44% | 25% | 31% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 38% | 46% | 15% |
| | 2022 | 25% | 38% | 38% |
| This health authority values physicians' contributions. | 2023 | 69% | 8% | 23% |
| | 2022 | 56% | 19% | 25% |
| Overall Average: | 2023 | 67% | 16% | 17% |
| | 2022 | 53% | 17% | 30% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Northern Health Authority

Hospital / Division

Northern Interior Rural

Survey Year

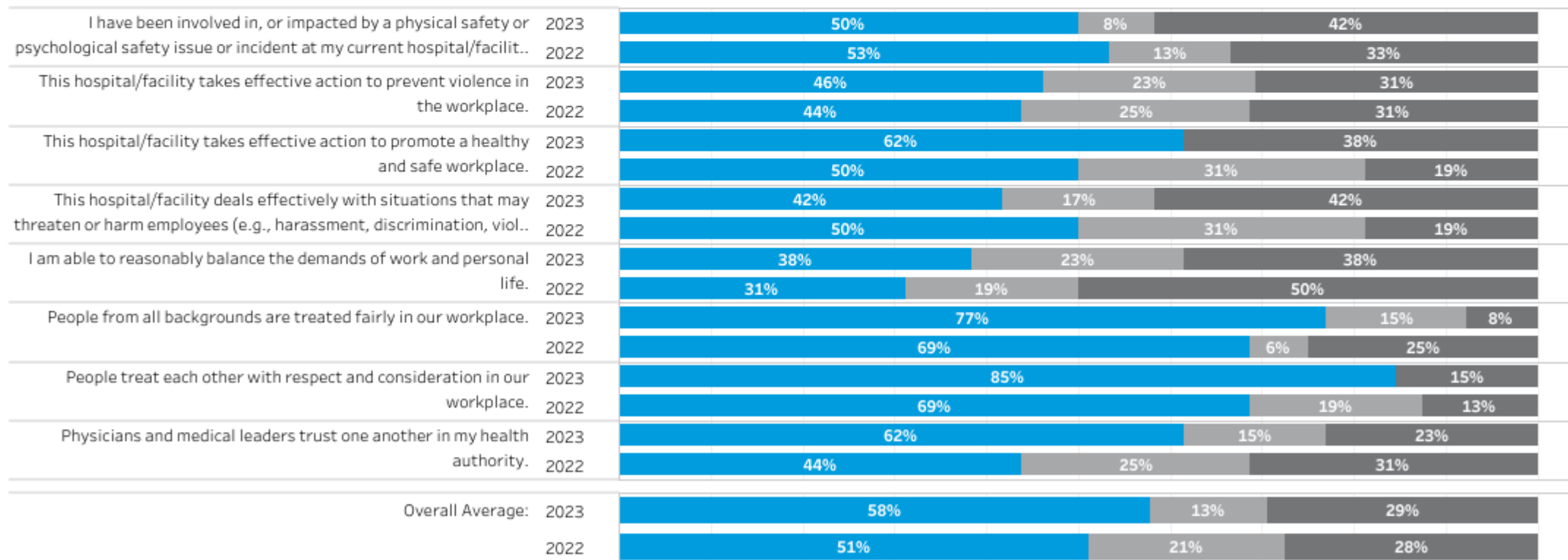
2023

Northern Interior Rural

2023 Respondents: 13

2022 Respondents: 16

Physician Health and Safety



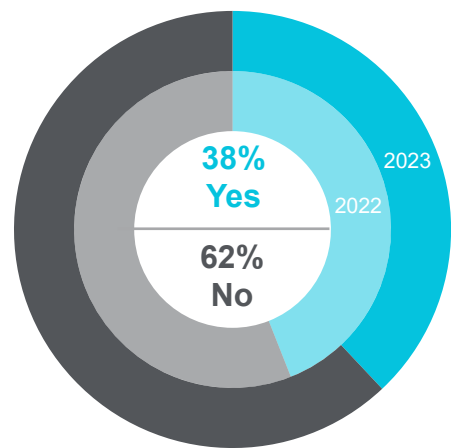
Agree

Neither agree nor disagree

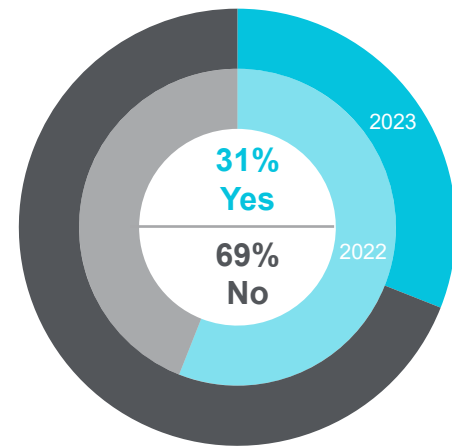
Disagree

Northern Interior Rural

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 1.40 | 4.00 | 1 | 1 | 1 | 2 | 5 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 2.75 | 11.11 | 3 | 3 | 2 | 3 | 4 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Northern Health Authority

Hospital / Division

Pacific Northwest

Survey Year

2023

Pacific Northwest

| | |
|------|-----------------|
| 2023 | Respondents: 29 |
| 2022 | Respondents: 35 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 21% | 18% | 61% |
| | 2022 | 53% | 12% | 35% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 43% | 18% | 39% |
| | 2022 | 77% | 14% | 9% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 43% | 18% | 39% |
| | 2022 | 49% | 11% | 40% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 43% | 29% | 29% |
| | 2022 | 50% | 29% | 21% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 32% | 25% | 43% |
| | 2022 | 59% | 6% | 35% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 7% | 18% | 75% |
| | 2022 | 37% | 17% | 46% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 7% | 25% | 68% |
| | 2022 | 23% | 26% | 51% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 4% | 21% | 75% |
| | 2022 | 17% | 23% | 60% |
| This health authority values physicians' contributions. | 2023 | 11% | 25% | 64% |
| | 2022 | 35% | 21% | 44% |
| Overall Average: | 2023 | 23% | 22% | 55% |
| | 2022 | 44% | 18% | 38% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Northern Health Authority

Hospital / Division

Pacific Northwest

Survey Year

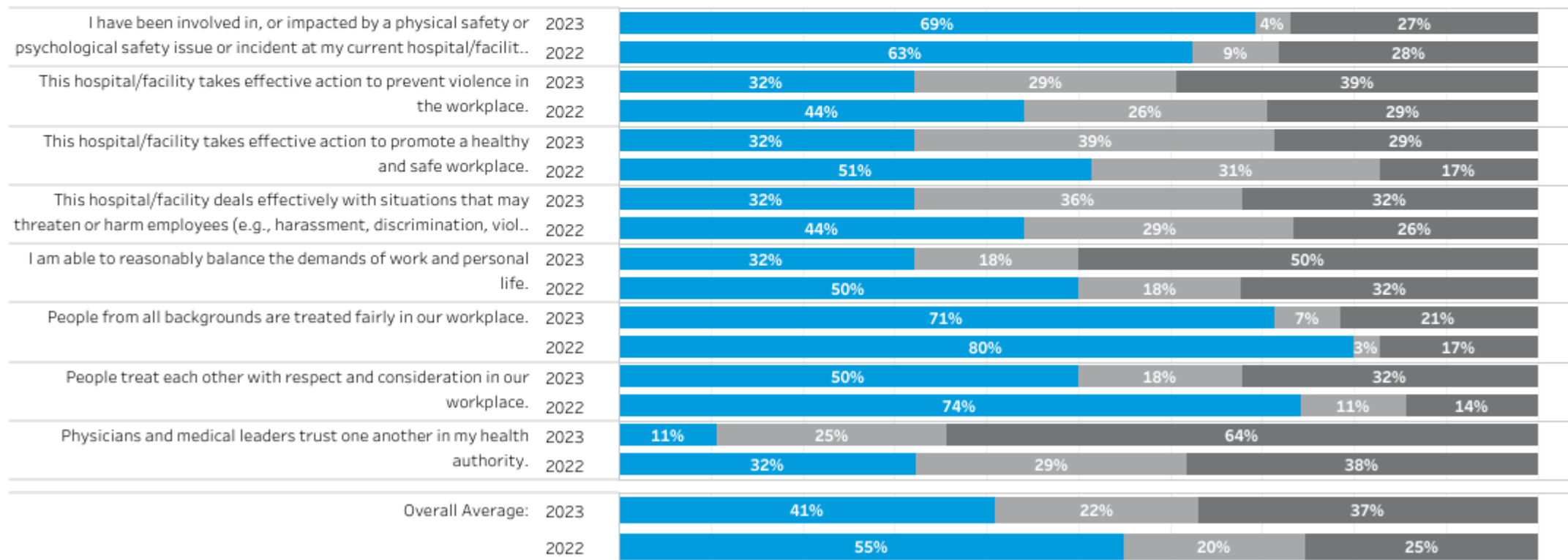
2023

Pacific Northwest

2023 Respondents: 29

2022 Respondents: 35

Physician Health and Safety



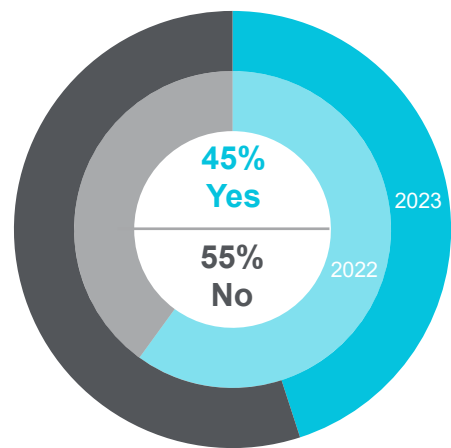
Agree

Neither agree nor disagree

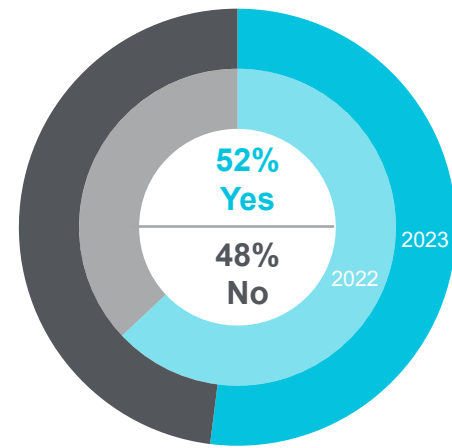
Disagree

Pacific Northwest

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 4.92 | 4.67 | 2 | 2 | 1 | 25 | 13 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 7.93 | 8.32 | 10 | 10 | 1 | 20 | 15 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Northern Health Authority

Hospital / Division

Prince George

Survey Year

2023

Prince George

| | |
|------|-----------------|
| 2023 | Respondents: 24 |
| 2022 | Respondents: 25 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 33% | 17% | 50% |
| | 2022 | 44% | 32% | 24% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 38% | 29% | 33% |
| | 2022 | 44% | 28% | 28% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 21% | 21% | 58% |
| | 2022 | 24% | 36% | 40% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 22% | 22% | 57% |
| | 2022 | 32% | 16% | 52% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 17% | 13% | 70% |
| | 2022 | 32% | 16% | 52% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 8% | 25% | 67% |
| | 2022 | 20% | 20% | 60% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 4% | 22% | 74% |
| | 2022 | 21% | 17% | 63% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 4% | 22% | 74% |
| | 2022 | 13% | 25% | 63% |
| This health authority values physicians' contributions. | 2023 | 17% | 17% | 67% |
| | 2022 | 21% | 42% | 38% |
| Overall Average: | 2023 | 18% | 21% | 61% |
| | 2022 | 28% | 26% | 46% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Northern Health Authority

Hospital / Division

Prince George

Survey Year

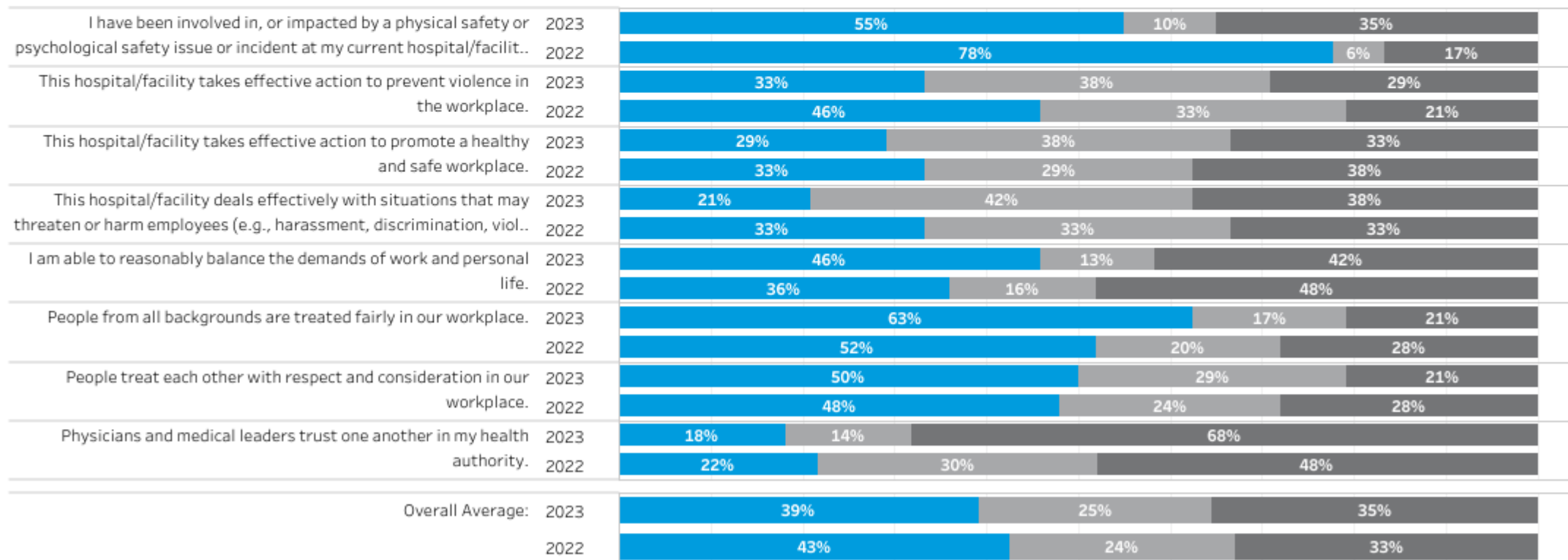
2023

Prince George

2023 Respondents: 24

2022 Respondents: 25

Physician Health and Safety



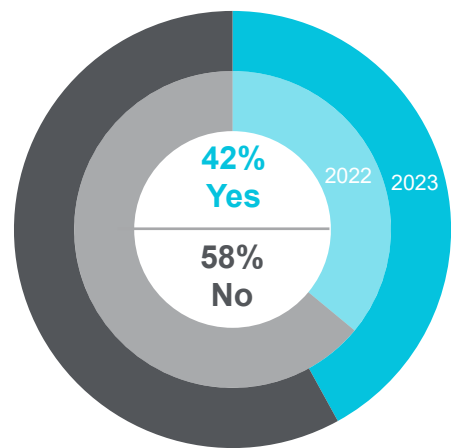
Agree

Neither agree nor disagree

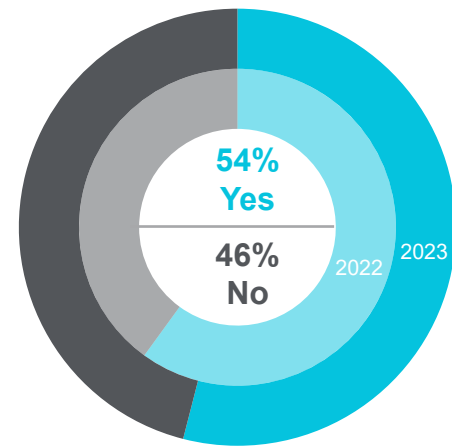
Disagree

Prince George

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 3.30 | 7.67 | 2 | 2 | 1 | 10 | 10 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 7.38 | 15.40 | 1 | 2 | 1 | 50 | 13 |

Vancouver Coastal Health

Divisions of Family Practice

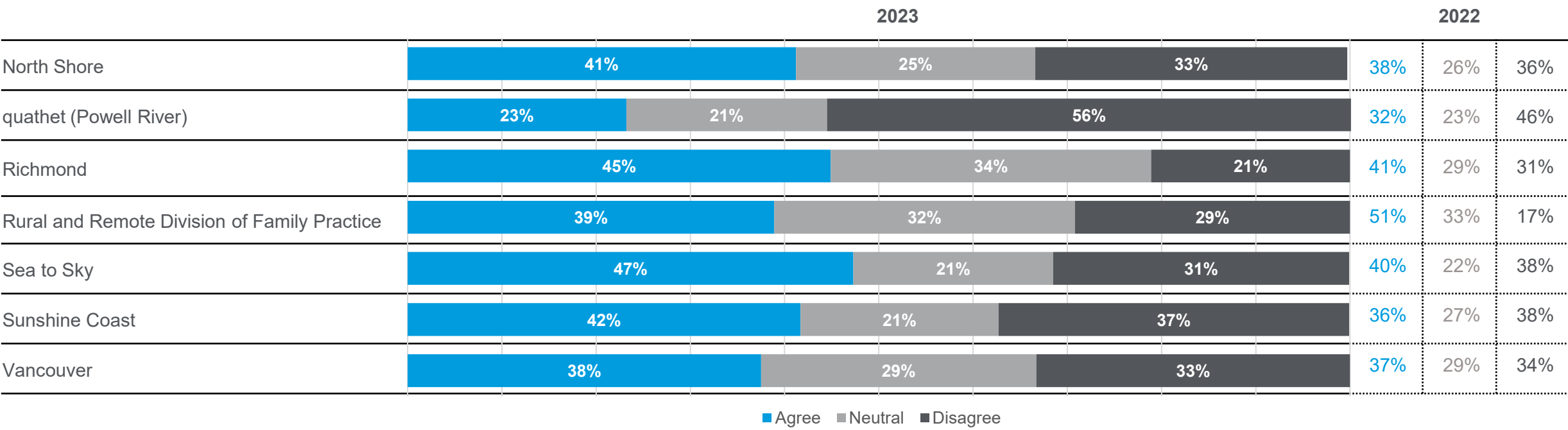
- Overall Engagement averages by Division
- Engagement Trends
- Physician Health and Safety
- Incidents related to Physical and Psychological Safety

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. It does not include leadership positions on Medical Staff Associations.

Vancouver Coastal Divisions of Family Practice

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



2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division
Division

Health Authority
All

Hospital / Division
North Shore

Survey Year
2023

North Shore

| | |
|------|-----------------|
| 2023 | Respondents: 52 |
| 2022 | Respondents: 56 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 58% | 21% | 21% |
| | 2022 | 70% | 18% | 13% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 70% | 10% | 20% |
| | 2022 | 66% | 18% | 16% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 41% | 16% | 43% |
| | 2022 | 34% | 13% | 54% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 40% | 26% | 34% |
| | 2022 | 39% | 21% | 39% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 38% | 30% | 32% |
| | 2022 | 35% | 22% | 44% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 39% | 27% | 33% |
| | 2022 | 32% | 32% | 36% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 32% | 26% | 42% |
| | 2022 | 20% | 37% | 43% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 18% | 34% | 48% |
| | 2022 | 17% | 39% | 44% |
| This health authority values physicians' contributions. | 2023 | 35% | 38% | 27% |
| | 2022 | 29% | 36% | 35% |
| Overall Average: | 2023 | 41% | 25% | 33% |
| | 2022 | 38% | 26% | 36% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

All

Hospital / Division

North Shore

Survey Year

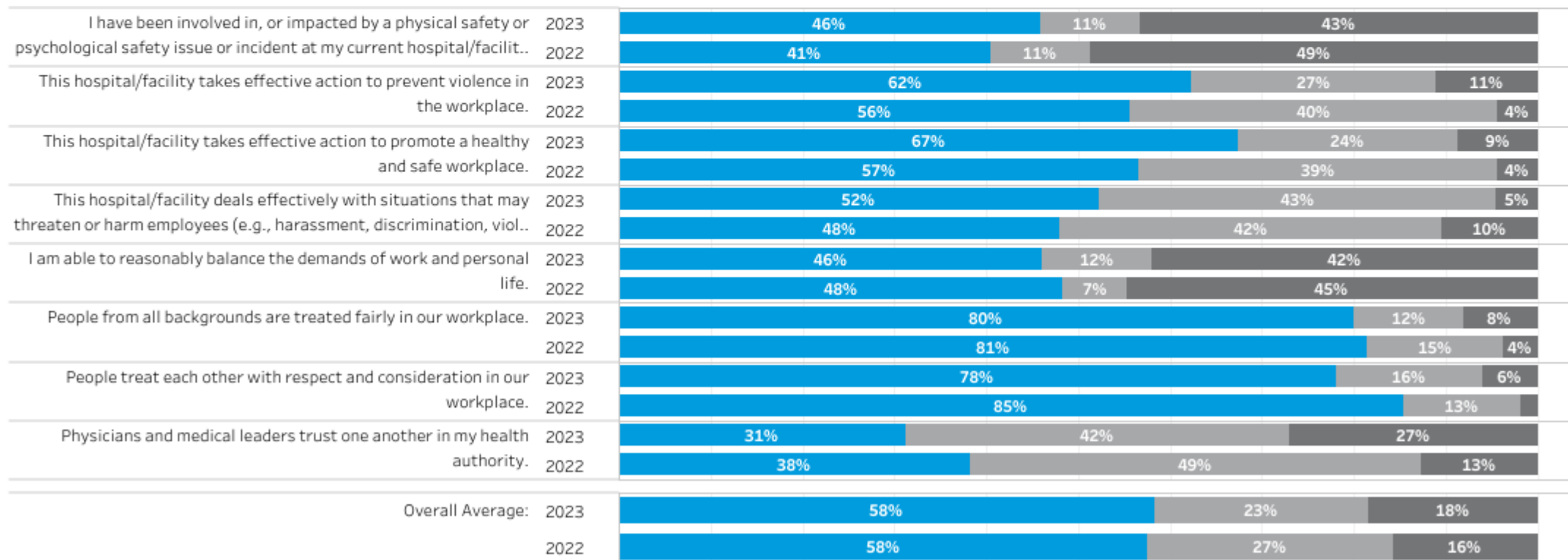
2023

North Shore

2023 Respondents: 52

2022 Respondents: 56

Physician Health and Safety



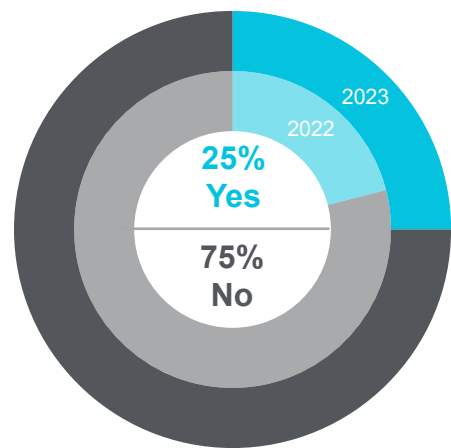
Agree

Neither agree nor disagree

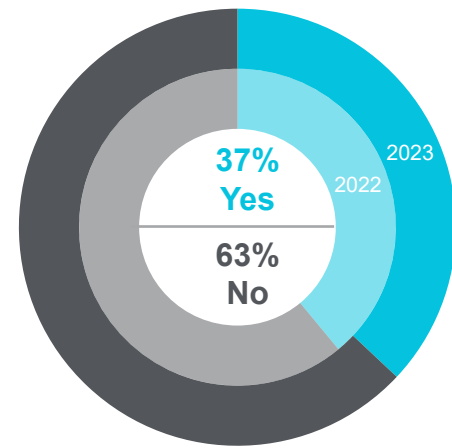
Disagree

North Shore

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 4.15 | 5.83 | 1 (b) | 2 | 1 | 30 | 13 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 9.16 | 9.95 | 2 | 2 | 1 | 50 | 19 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Vancouver Coastal Health Authority

Hospital / Division

Powell River (quathet)

Survey Year

2023

quathet (Powell River)

| | |
|------|-----------------|
| 2023 | Respondents: 12 |
| 2022 | Respondents: 15 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 50% | 8% | 42% |
| | 2022 | 47% | 7% | 47% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 33% | 17% | 50% |
| | 2022 | 60% | | 40% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 42% | 8% | 50% |
| | 2022 | 47% | 20% | 33% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 42% | 8% | 50% |
| | 2022 | 27% | 33% | 40% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 17% | 42% | 42% |
| | 2022 | 27% | 33% | 40% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | | | 67% |
| | 2022 | 29% | 36% | 36% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 8% | 25% | 67% |
| | 2022 | 14% | 29% | 57% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | | 33% | 67% |
| | 2022 | 7% | 29% | 64% |
| This health authority values physicians' contributions. | 2023 | 17% | 17% | 67% |
| | 2022 | 27% | 20% | 53% |
| Overall Average: | 2023 | 23% | 21% | 56% |
| | 2022 | 32% | 23% | 45% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Health Authority

Hospital / Division

Survey Year

Division

Vancouver Coastal Health Authori..

Powell River (quathet)

2023

quathet (Powell River)

| | |
|------|-----------------|
| 2023 | Respondents: 12 |
| 2022 | Respondents: 15 |

Physician Health and Safety

| | | | | |
|--|------|-----|-----|-----|
| I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facilit.. | 2023 | 30% | 10% | 60% |
| | 2022 | 55% | 18% | 27% |
| This hospital/facility takes effective action to prevent violence in the workplace. | 2023 | 33% | 44% | 22% |
| | 2022 | 50% | 29% | 21% |
| This hospital/facility takes effective action to promote a healthy and safe workplace. | 2023 | 10% | 30% | 60% |
| | 2022 | 36% | 29% | 36% |
| This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, viol.. | 2023 | 33% | 22% | 44% |
| | 2022 | 29% | 36% | 36% |
| I am able to reasonably balance the demands of work and personal life. | 2023 | 45% | 27% | 27% |
| | 2022 | 53% | 7% | 40% |
| People from all backgrounds are treated fairly in our workplace. | 2023 | 55% | 27% | 18% |
| | 2022 | 50% | 29% | 21% |
| People treat each other with respect and consideration in our workplace. | 2023 | 55% | 36% | 9% |
| | 2022 | 67% | 7% | 27% |
| Physicians and medical leaders trust one another in my health authority. | 2023 | 8% | 33% | 58% |
| | 2022 | 33% | 20% | 47% |
| Overall Average: | 2023 | 34% | 29% | 37% |
| | 2022 | 46% | 21% | 32% |

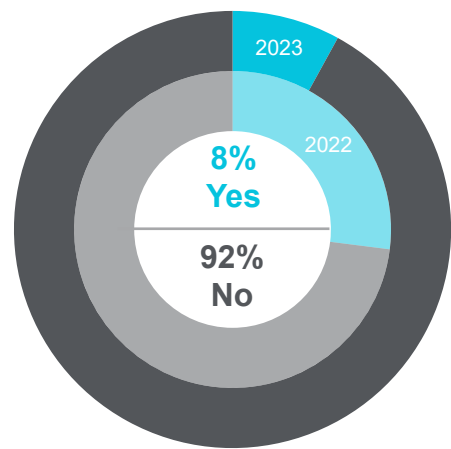
Agree

Neither agree nor disagree

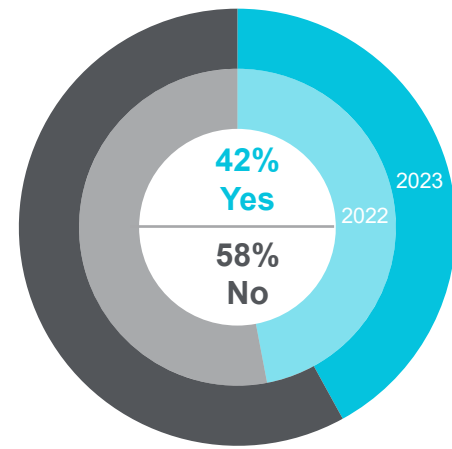
Disagree

quathet (Powell River)

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 4.00 | 1.50 | 4 | 4 | 4 | 4 | 1 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 2.60 | 6.43 | 1 | 2 | 1 | 5 | 5 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division
Division

Health Authority
All

Hospital / Division
Richmond

Survey Year
2023

Richmond

| | |
|------|-----------------|
| 2023 | Respondents: 43 |
| 2022 | Respondents: 57 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 64% | 24% | 12% |
| | 2022 | 60% | 23% | 18% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 58% | 30% | 12% |
| | 2022 | 64% | 20% | 16% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 53% | 16% | 30% |
| | 2022 | 52% | 16% | 32% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 44% | 37% | 19% |
| | 2022 | 51% | 21% | 28% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 44% | 37% | 19% |
| | 2022 | 42% | 21% | 37% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 42% | 33% | 26% |
| | 2022 | 28% | 41% | 31% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 31% | 50% | 19% |
| | 2022 | 24% | 36% | 40% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 24% | 45% | 31% |
| | 2022 | 17% | 43% | 41% |
| This health authority values physicians' contributions. | 2023 | 43% | 33% | 24% |
| | 2022 | 42% | 31% | 27% |
| Overall Average: | 2023 | 45% | 34% | 21% |
| | 2022 | 42% | 28% | 30% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

All

Hospital / Division

Richmond

Survey Year

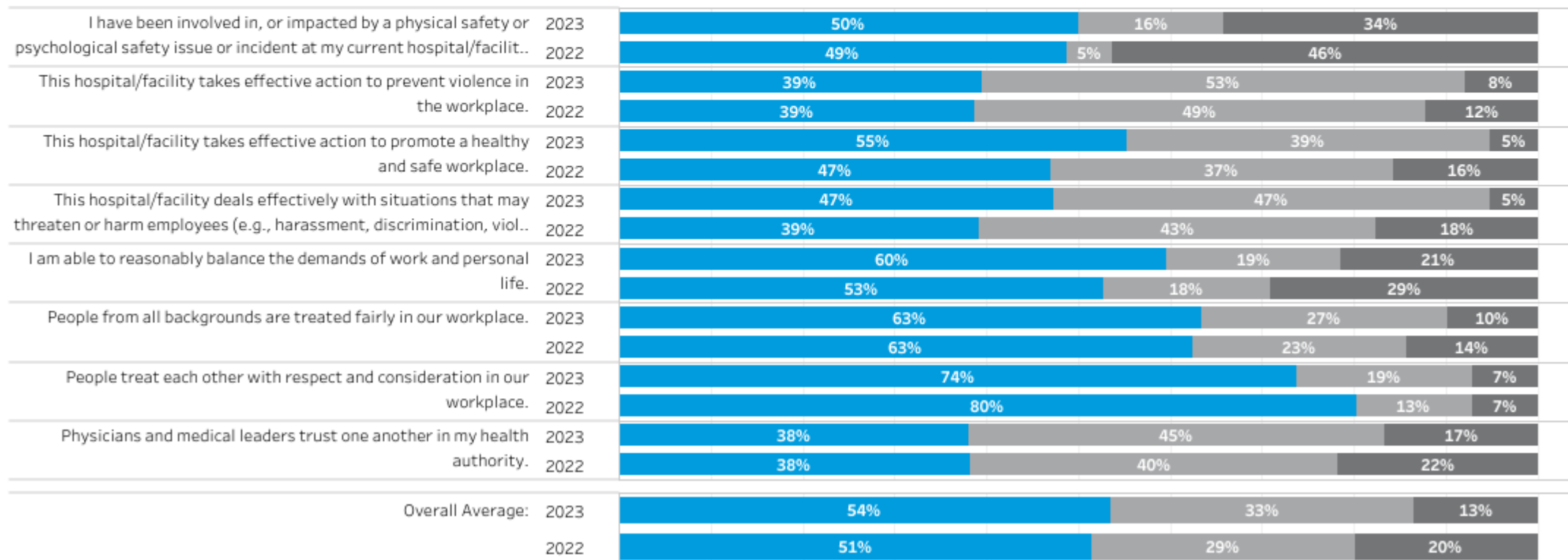
2023

Richmond

2023 Respondents: 43

2022 Respondents: 57

Physician Health and Safety

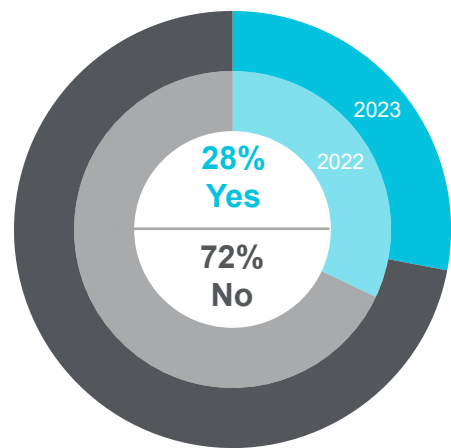


Agree

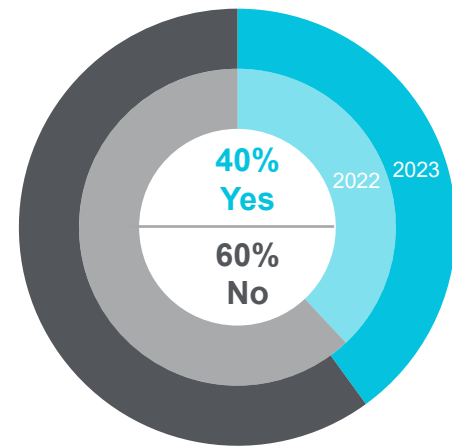
Neither agree nor disagree

Disagree

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 3.83 | 5.56 | 1 (b) | 2.5 | 1 | 10 | 12 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 3.76 | 5.95 | 1 | 2 | 1 | 20 | 17 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Vancouver Coastal Health Authority

Hospital / Division

Rural and Remote Division of Family Practice

Survey Year

2023

Rural and Remote Division of Family Practice

| | |
|------|-----------------|
| 2023 | Respondents: 8 |
| 2022 | Respondents: 11 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 63% | 25% | 13% |
| | 2022 | 64% | 36% | |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 88% | | 13% |
| | 2022 | 82% | 18% | |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 38% | 13% | 50% |
| | 2022 | 45% | 18% | 36% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 38% | 50% | 13% |
| | 2022 | 82% | 18% | |
| I have meaningful input into changes affecting my practice environment. | 2023 | 75% | 13% | 13% |
| | 2022 | 82% | 9% | 9% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 13% | 50% | 38% |
| | 2022 | 30% | 40% | 30% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 13% | 38% | 50% |
| | 2022 | 18% | 55% | 27% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | | 38% | 63% |
| | 2022 | 18% | 55% | 27% |
| This health authority values physicians' contributions. | 2023 | 25% | 63% | 13% |
| | 2022 | 36% | 45% | 18% |
| Overall Average: | 2023 | 39% | 32% | 29% |
| | 2022 | 51% | 33% | 16% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Health Authority

Hospital / Division

Survey Year

Division

Vancouver Coastal Health Authori..

Rural and Remote Division of Family Practice

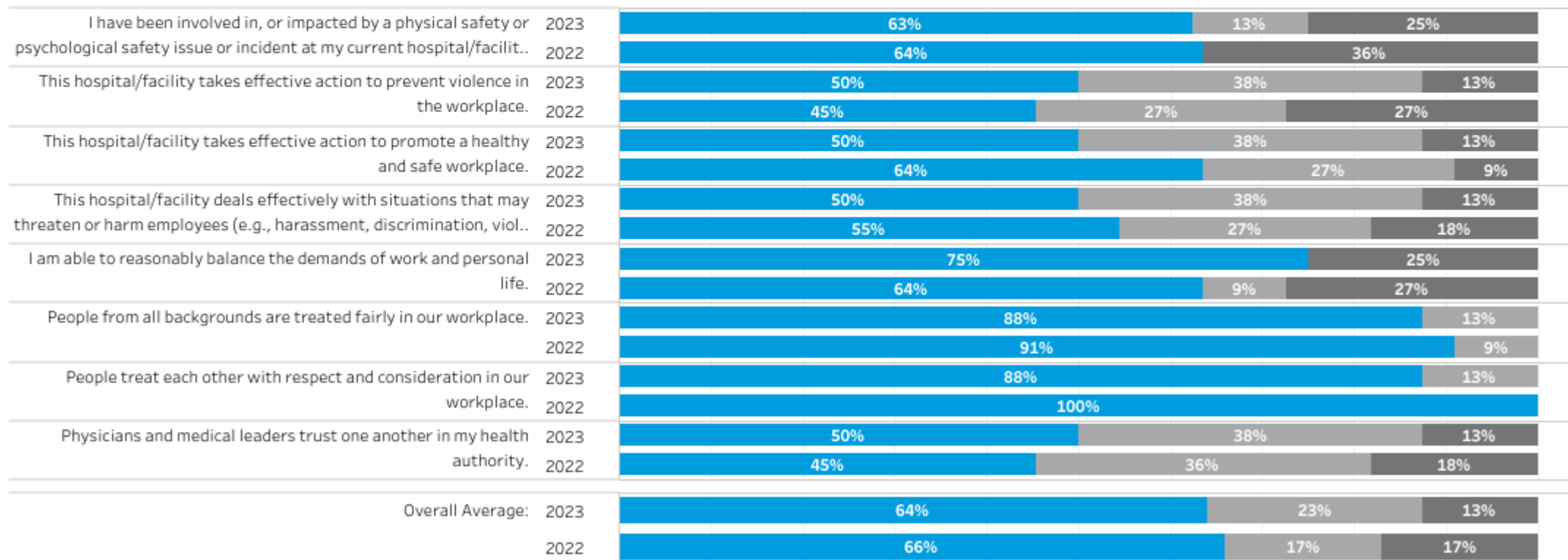
2023

Rural and Remote Division of Family Practice

2023 Respondents: 8

2022 Respondents: 11

Physician Health and Safety



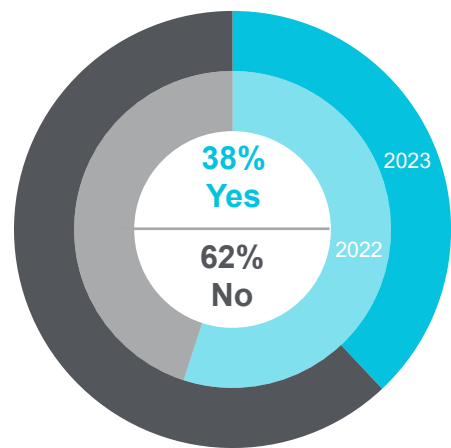
Agree

Neither agree nor disagree

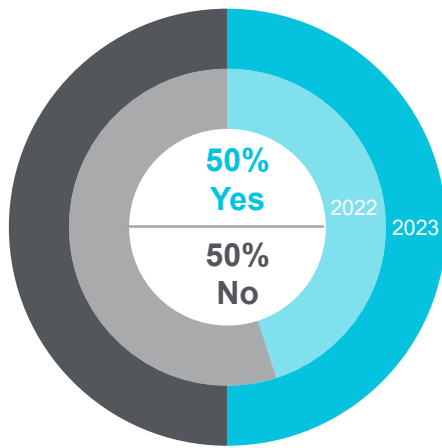
Disagree

Rural and Remote Division of Family Practice

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 1.67 | 2.33 | 2 | 2 | 1 | 2 | 3 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 2.25 | 6.20 | 2 | 2 | 2 | 3 | 4 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Vancouver Coastal Health Authority

Hospital / Division

Sea-to-Sky

Survey Year

2023

Sea-to-Sky

| | |
|------|-----------------|
| 2023 | Respondents: 23 |
| 2022 | Respondents: 29 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 65% | 17% | 17% |
| | 2022 | 24% | 45% | 31% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 70% | 4% | 26% |
| | 2022 | 83% | 7% | 10% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 48% | 13% | 39% |
| | 2022 | 45% | 17% | 38% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 74% | 17% | 9% |
| | 2022 | 62% | 21% | 17% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 48% | 26% | 26% |
| | 2022 | 48% | 14% | 38% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 26% | 39% | 35% |
| | 2022 | 28% | 28% | 45% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 30% | 22% | 48% |
| | 2022 | 24% | 17% | 59% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 30% | 17% | 52% |
| | 2022 | 21% | 21% | 59% |
| This health authority values physicians' contributions. | 2023 | 35% | 35% | 30% |
| | 2022 | 21% | 31% | 48% |
| Overall Average: | 2023 | 47% | 21% | 31% |
| | 2022 | 39% | 22% | 38% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Vancouver Coastal Health Authori..

Hospital / Division

Sea-to-Sky

Survey Year

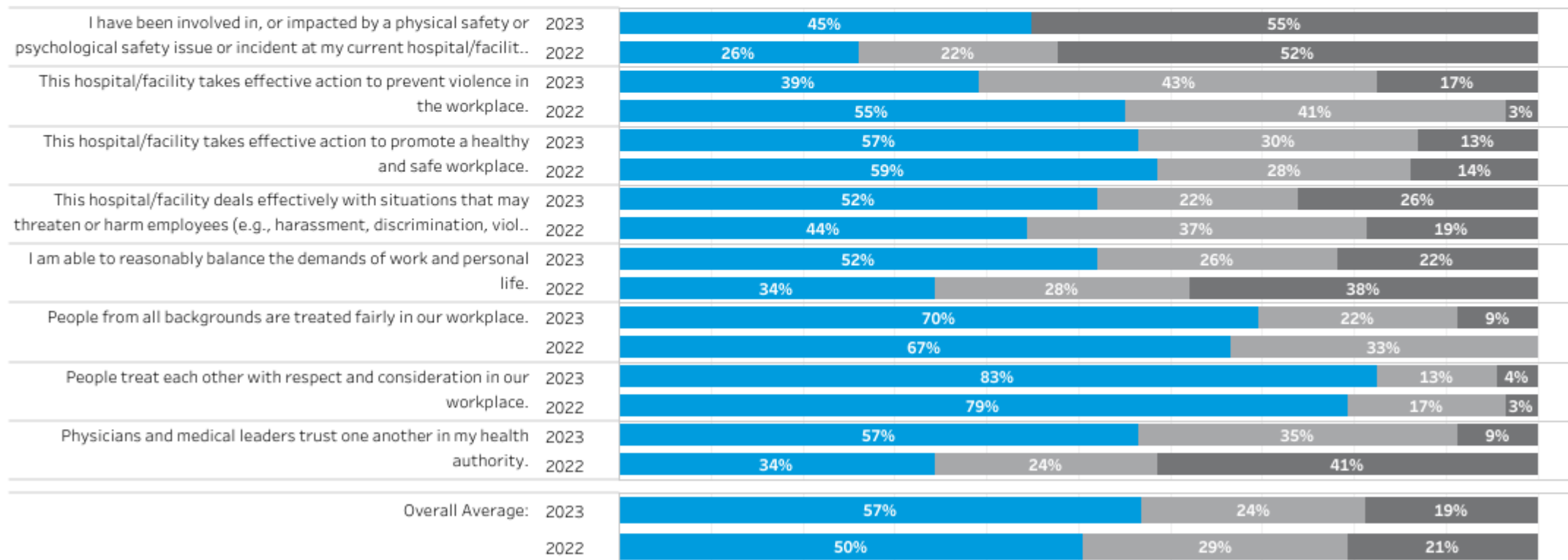
2023

Sea-to-Sky

2023 Respondents: 23

2022 Respondents: 29

Physician Health and Safety

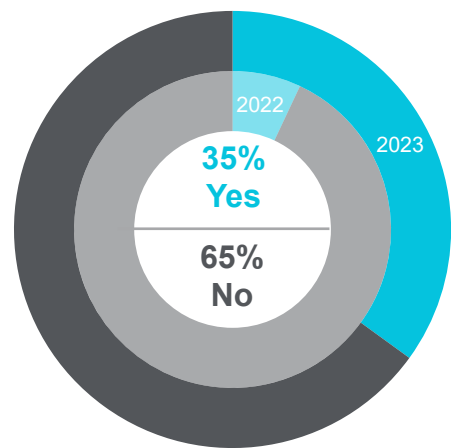


Agree

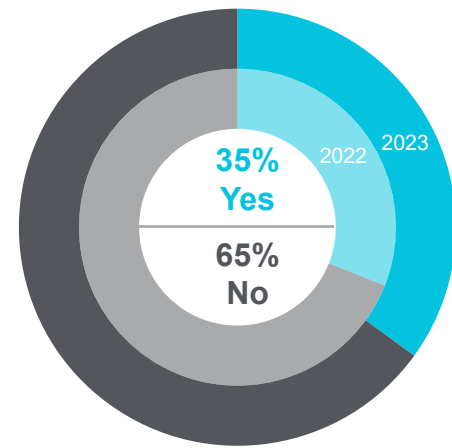
Neither agree nor disagree

Disagree

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 3.13 | 2.50 | 1 | 2 | 1 | 12 | 8 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 4.38 | 4.78 | 1 | 2 | 1 | 15 | 8 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Vancouver Coastal Health Authority

Hospital / Division

Sunshine Coast

Survey Year

2023

Sunshine Coast

| | |
|------|-----------------|
| 2023 | Respondents: 18 |
| 2022 | Respondents: 13 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 50% | 33% | 17% |
| | 2022 | 54% | 31% | 15% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 72% | 11% | 17% |
| | 2022 | 62% | 8% | 31% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 65% | 6% | 29% |
| | 2022 | 54% | 46% | |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 44% | 17% | 39% |
| | 2022 | 46% | 15% | 38% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 39% | 22% | 39% |
| | 2022 | 23% | 38% | 38% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 17% | 33% | 50% |
| | 2022 | 23% | 46% | 31% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 22% | 28% | 50% |
| | 2022 | 31% | 38% | 31% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 22% | 22% | 56% |
| | 2022 | 8% | 46% | 46% |
| This health authority values physicians' contributions. | 2023 | 44% | 17% | 39% |
| | 2022 | 23% | 15% | 62% |
| Overall Average: | 2023 | 42% | 21% | 37% |
| | 2022 | 36% | 26% | 38% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Vancouver Coastal Health Authori..

Hospital / Division

Sunshine Coast

Survey Year

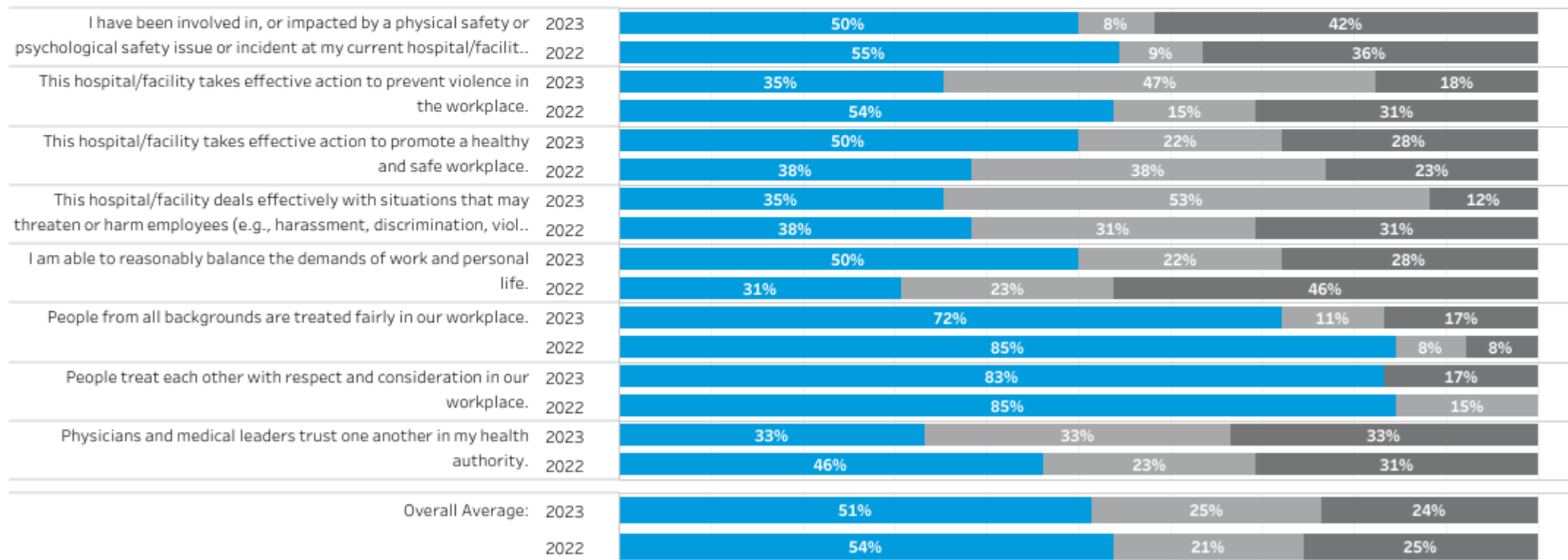
2023

Sunshine Coast

2023 Respondents: 18

2022 Respondents: 13

Physician Health and Safety



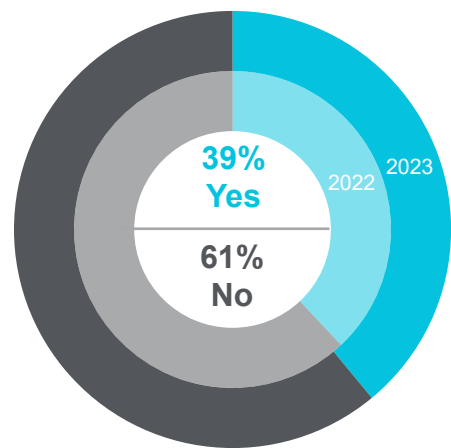
Agree

Neither agree nor disagree

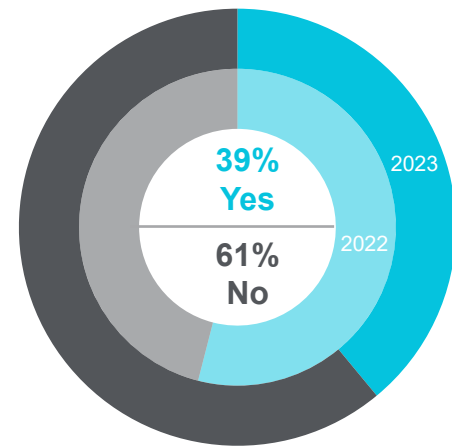
Disagree

Sunshine Coast

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 26.14 | 16.00 | 2 | 2 | 2 | 150 | 7 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 60.14 | 18.86 | 2 | 5 | 2 | 300 | 7 |

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Multiple values

Hospital / Division

Vancouver

Survey Year

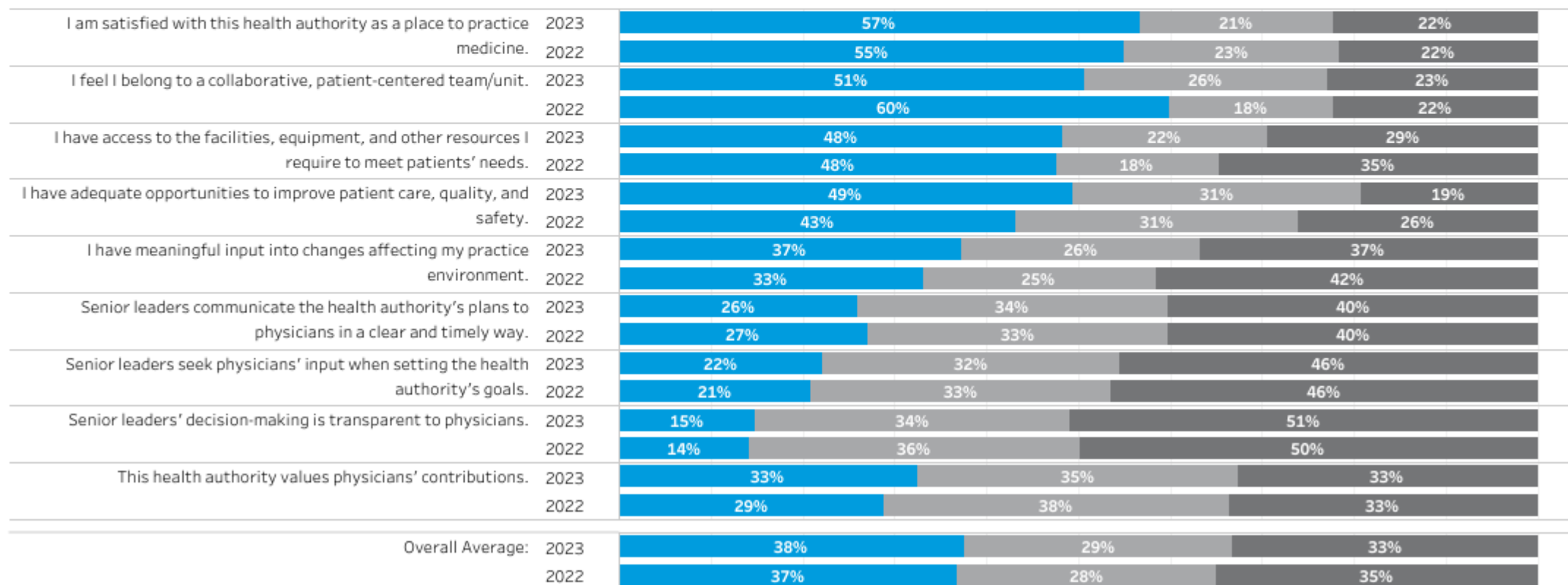
2023

Vancouver

2023 Respondents: 173

2022 Respondents: 219

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Hospital or Division

Division

Health Authority

Multiple values

Hospital / Division

Vancouver

Survey Year

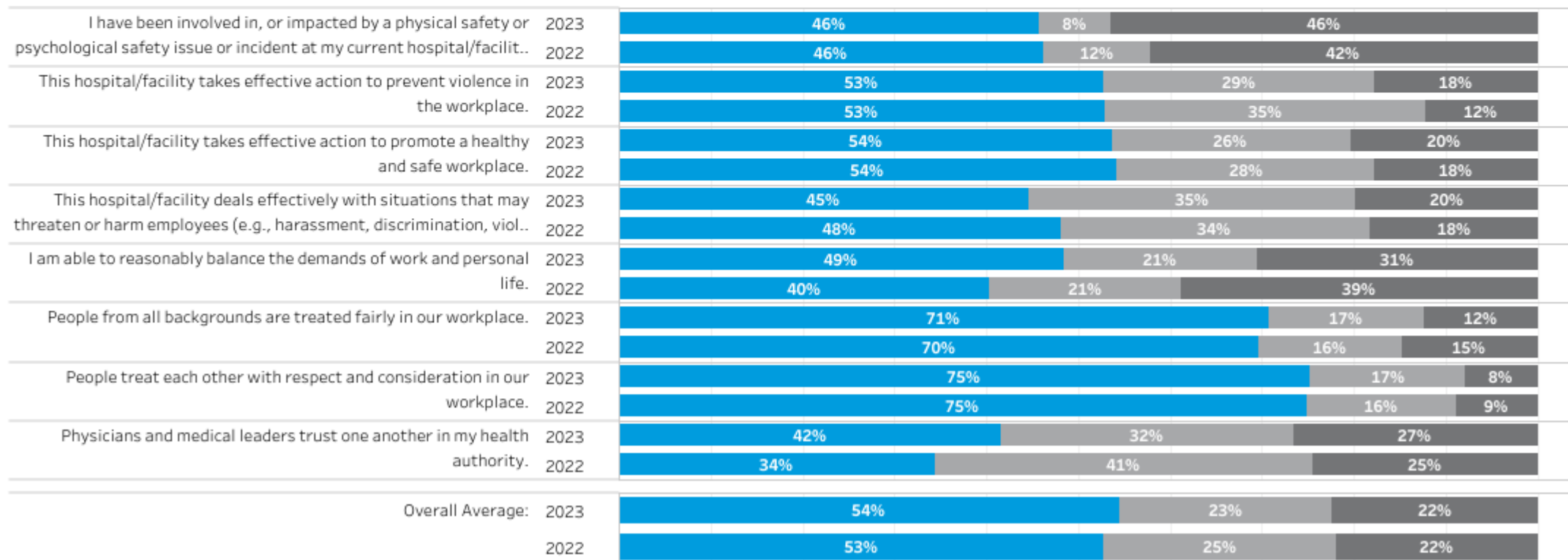
2023

Vancouver

2023 Respondents: 173

2022 Respondents: 219

Physician Health and Safety

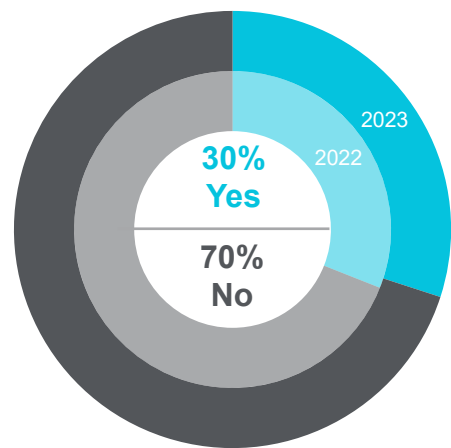


Agree

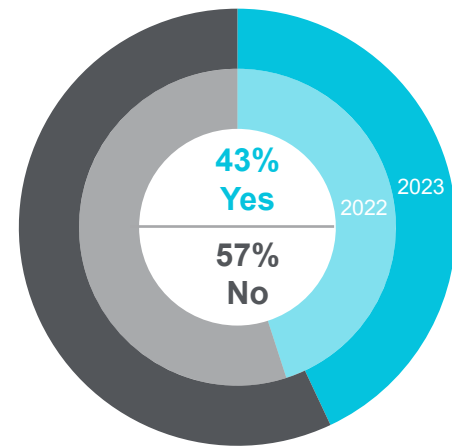
Neither agree nor disagree

Disagree

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 9.37 | 22.72 | 1 | 3 | 1 | 100 | 52 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 17.51 | 14.27 | 2 | 3 | 1 | 440 | 74 |



SECTION 4

Provincial & Regional Engagement Averages by Group

- Practice Type (Family Physicians / Specialists)
- Practice Setting (Community Based / Facility Based)
- Practice Location (Rural / Urban)

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

| Survey Year | Health Authority | Hospital or Division | Hospital / Division | Physician Group | Physician Group - Select |
|-------------|------------------|----------------------|---------------------|-----------------|--------------------------|
| 2023 | All | Hospital | All | Practice Type | Family Physician |

All

| | |
|------|-------------------|
| 2023 | Respondents: 1249 |
| 2022 | Respondents: 1498 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 47% | 22% | 31% |
| | 2022 | 49% | 24% | 28% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 55% | 20% | 25% |
| | 2022 | 61% | 19% | 20% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 40% | 18% | 42% |
| | 2022 | 41% | 18% | 41% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 40% | 28% | 32% |
| | 2022 | 43% | 26% | 32% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 33% | 27% | 40% |
| | 2022 | 35% | 23% | 42% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 23% | 31% | 46% |
| | 2022 | 26% | 30% | 44% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 20% | 30% | 50% |
| | 2022 | 23% | 29% | 48% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 13% | 31% | 56% |
| | 2022 | 14% | 31% | 54% |
| This health authority values physicians' contributions. | 2023 | 26% | 32% | 42% |
| | 2022 | 27% | 32% | 41% |
| Overall Average: | 2023 | 33% | 27% | 40% |
| | 2022 | 35% | 26% | 39% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Survey Year
2023

Health Authority
All

Hospital or Division
Hospital

Hospital / Division
All

Physician Group
Practice Type

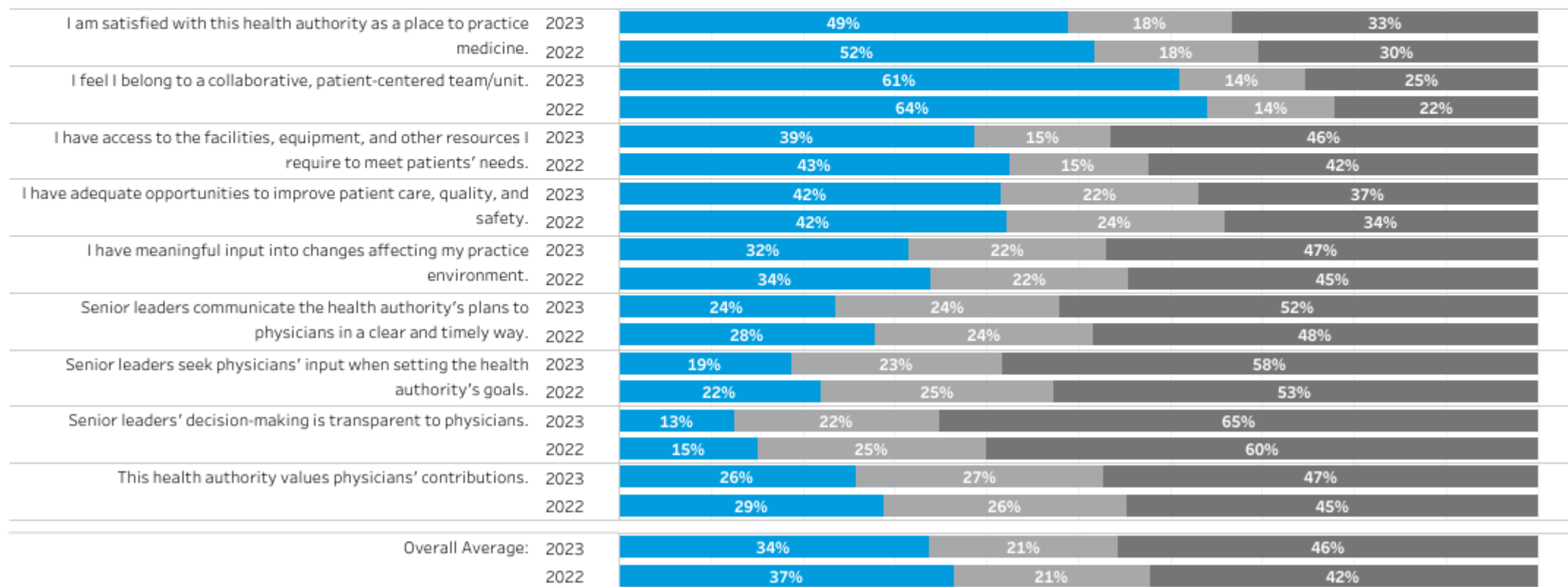
Physician Group - Select
Specialist

All

2023 Respondents: 1376

2022 Respondents: 1485

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey

Survey Questions by Group

Health Authority

Multiple values

Survey Year

2023

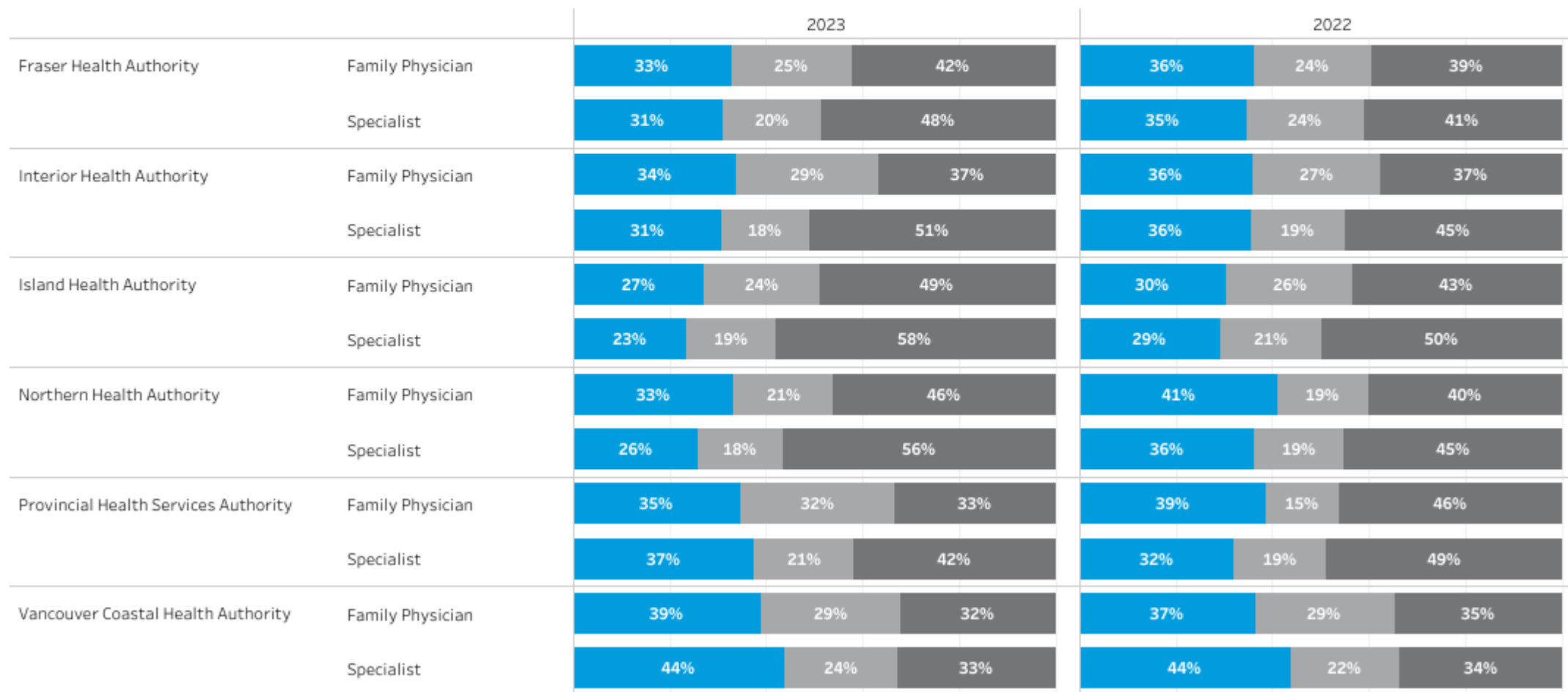
Physician Group

Practice Type

Question Name

All

All



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Survey Year
2023

Health Authority
All

Hospital or Division
Hospital

Hospital / Division
All

Physician Group
Primary Practice

Physician Group - Select
Community Based

All

| | |
|------|-------------------|
| 2023 | Respondents: 1270 |
| 2022 | Respondents: 1574 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 49% | 23% | 29% |
| | 2022 | 50% | 23% | 27% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 53% | 20% | 27% |
| | 2022 | 58% | 19% | 23% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 38% | 18% | 43% |
| | 2022 | 40% | 18% | 41% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 42% | 27% | 32% |
| | 2022 | 42% | 26% | 32% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 34% | 26% | 40% |
| | 2022 | 35% | 23% | 42% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 24% | 31% | 45% |
| | 2022 | 27% | 29% | 44% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 21% | 30% | 49% |
| | 2022 | 24% | 29% | 47% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 14% | 30% | 56% |
| | 2022 | 15% | 31% | 53% |
| This health authority values physicians' contributions. | 2023 | 25% | 33% | 41% |
| | 2022 | 28% | 32% | 40% |
| Overall Average: | 2023 | 33% | 26% | 40% |
| | 2022 | 36% | 26% | 39% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Survey Year
2023

Health Authority
All

Hospital or Division
Hospital

Hospital / Division
All

Physician Group
Primary Practice

Physician Group - Select
Hospital/Facility Based

All

| | |
|------|-------------------|
| 2023 | Respondents: 1355 |
| 2022 | Respondents: 1409 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 47% | 18% | 35% |
| | 2022 | 50% | 18% | 32% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 63% | 13% | 23% |
| | 2022 | 67% | 14% | 19% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 40% | 15% | 45% |
| | 2022 | 44% | 15% | 42% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 40% | 23% | 37% |
| | 2022 | 43% | 24% | 34% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 31% | 22% | 47% |
| | 2022 | 33% | 22% | 45% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 23% | 25% | 53% |
| | 2022 | 27% | 25% | 49% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 18% | 23% | 59% |
| | 2022 | 21% | 25% | 54% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 12% | 23% | 65% |
| | 2022 | 14% | 25% | 61% |
| This health authority values physicians' contributions. | 2023 | 27% | 25% | 48% |
| | 2022 | 28% | 27% | 45% |
| Overall Average: | 2023 | 33% | 21% | 46% |
| | 2022 | 36% | 22% | 42% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey

Survey Questions by Group

Health Authority

Multiple values

Survey Year

2023

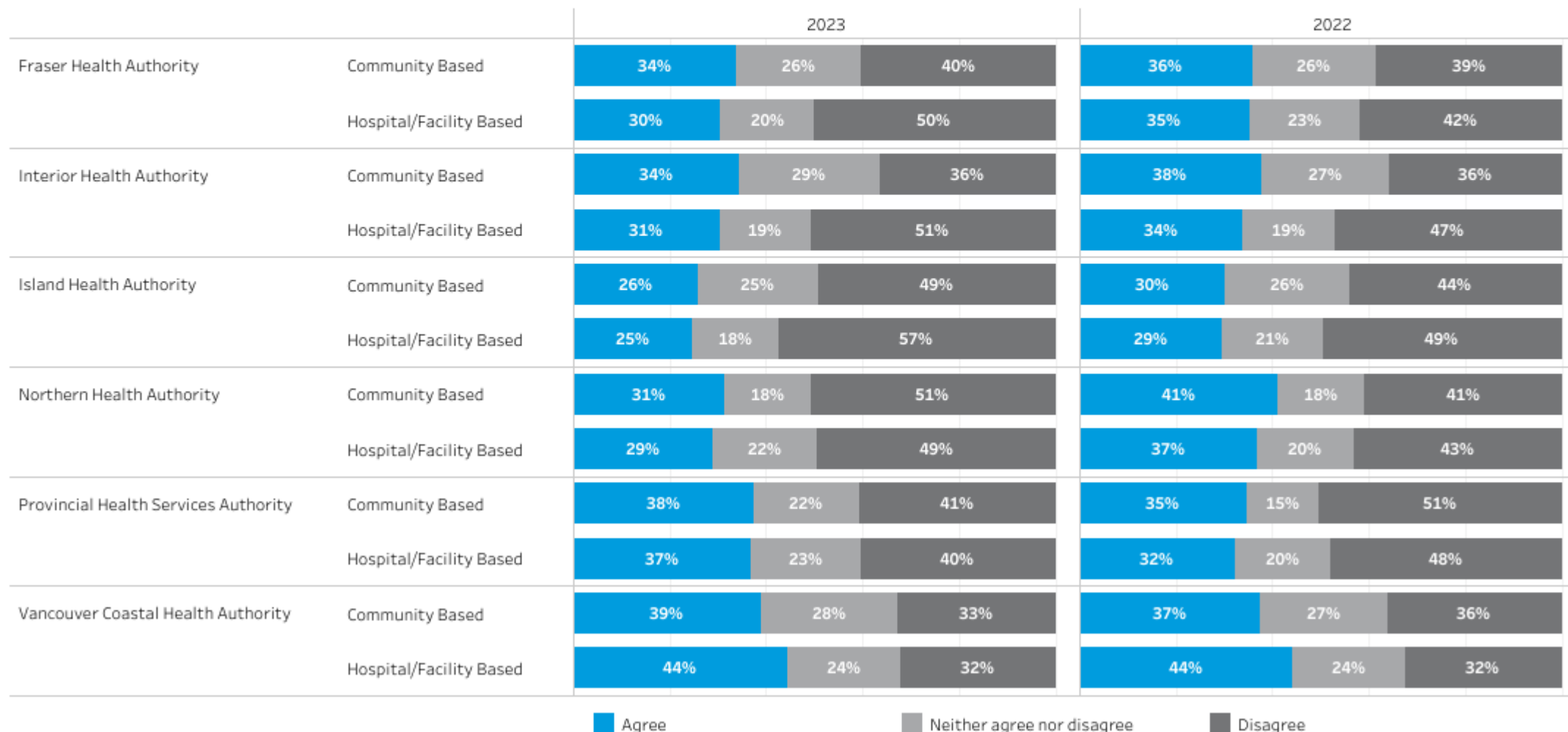
Physician Group

Primary Practice

Question Name

All

All



2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Survey Year
2023

Health Authority
All

Hospital or Division
Hospital

Hospital / Division
All

Physician Group
Urban/Rural

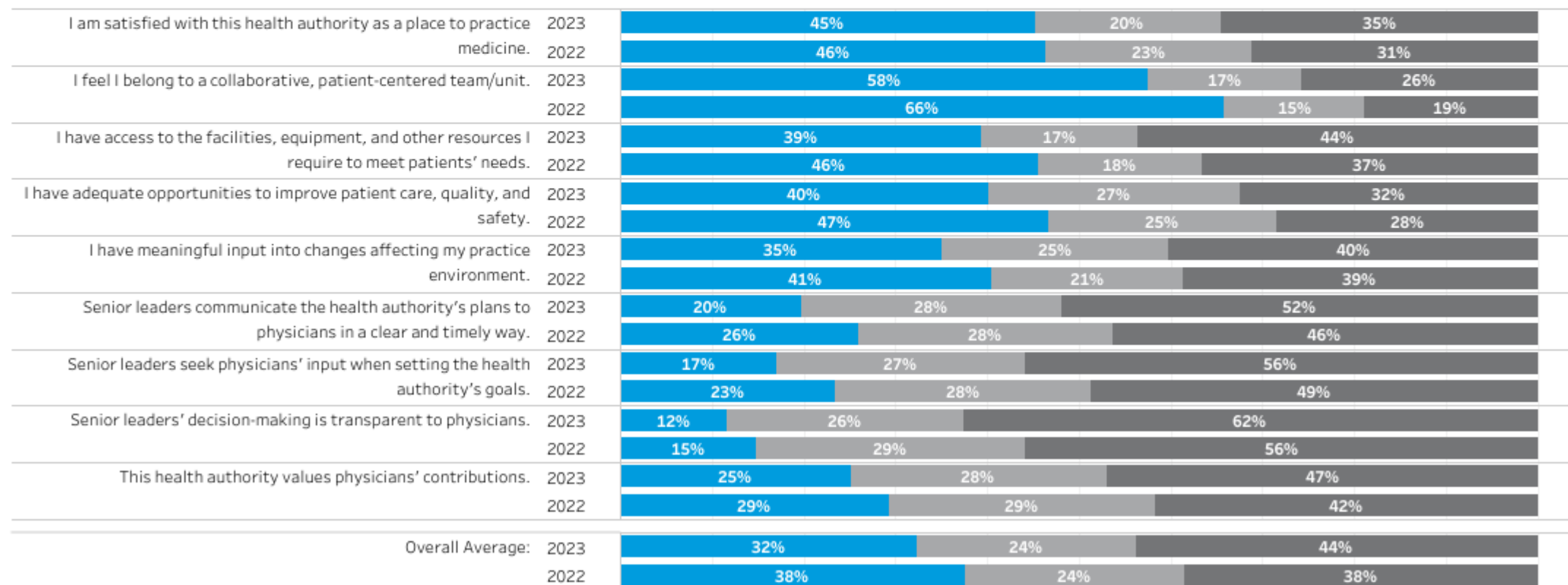
Physician Group - Select
Rural

All

2023 Respondents: 590

2022 Respondents: 694

Engagement



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey Supplemental Report

Survey Year
2023

Health Authority
All

Hospital or Division
Hospital

Hospital / Division
All

Physician Group
Urban/Rural

Physician Group - Select
Urban

All

| | |
|------|-------------------|
| 2023 | Respondents: 2035 |
| 2022 | Respondents: 2289 |

Engagement

| | | | | |
|--|------|-----|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | 2023 | 49% | 20% | 31% |
| | 2022 | 51% | 20% | 28% |
| I feel I belong to a collaborative, patient-centered team/unit. | 2023 | 58% | 17% | 25% |
| | 2022 | 61% | 17% | 22% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | 2023 | 39% | 16% | 45% |
| | 2022 | 41% | 16% | 43% |
| I have adequate opportunities to improve patient care, quality, and safety. | 2023 | 41% | 24% | 35% |
| | 2022 | 41% | 25% | 34% |
| I have meaningful input into changes affecting my practice environment. | 2023 | 32% | 24% | 45% |
| | 2022 | 32% | 23% | 45% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | 2023 | 24% | 27% | 48% |
| | 2022 | 27% | 26% | 46% |
| Senior leaders seek physicians' input when setting the health authority's goals. | 2023 | 20% | 26% | 54% |
| | 2022 | 22% | 27% | 51% |
| Senior leaders' decision-making is transparent to physicians. | 2023 | 13% | 27% | 60% |
| | 2022 | 15% | 28% | 58% |
| This health authority values physicians' contributions. | 2023 | 26% | 29% | 44% |
| | 2022 | 28% | 29% | 43% |
| Overall Average: | 2023 | 34% | 23% | 43% |
| | 2022 | 35% | 24% | 41% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey

Survey Questions by Group

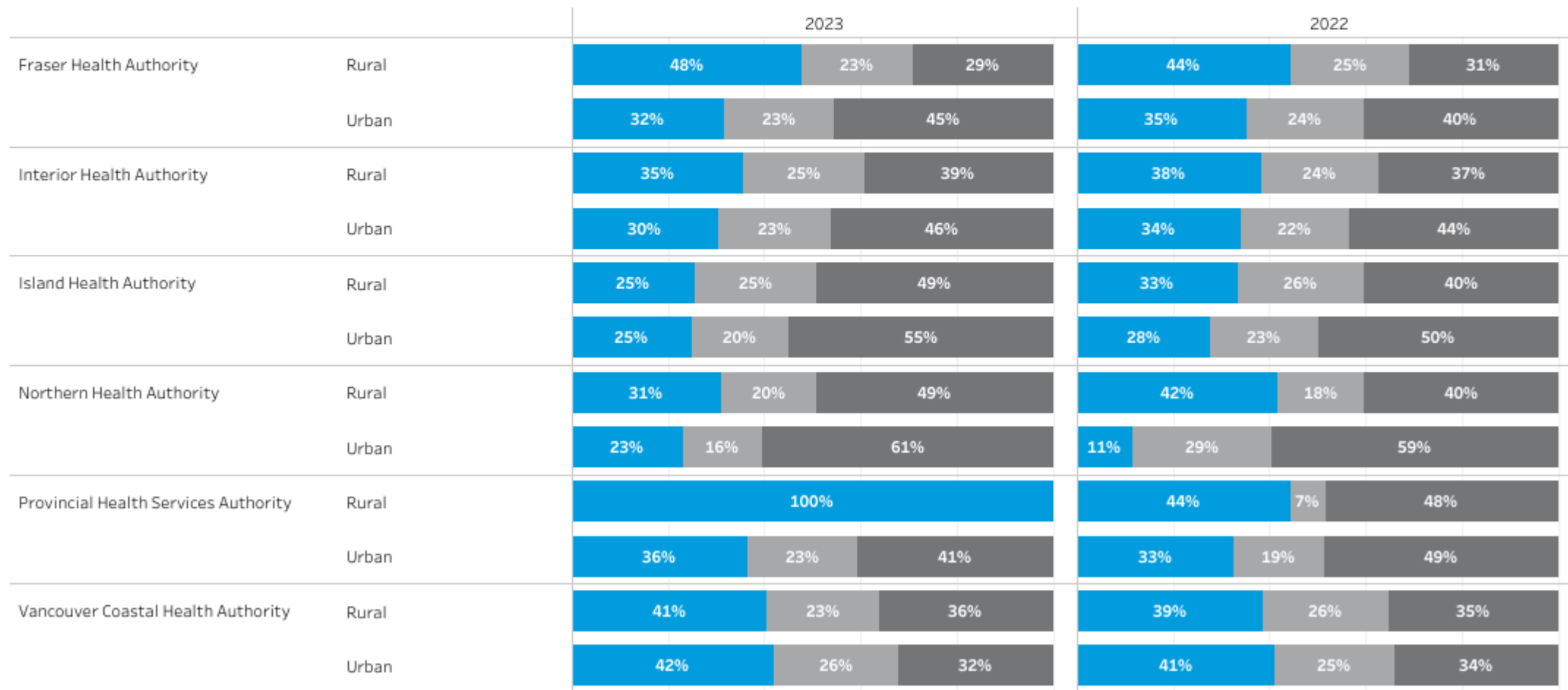
Health Authority
Multiple values

Survey Year
2023

Physician Group
Urban/Rural

Question Name
All

All



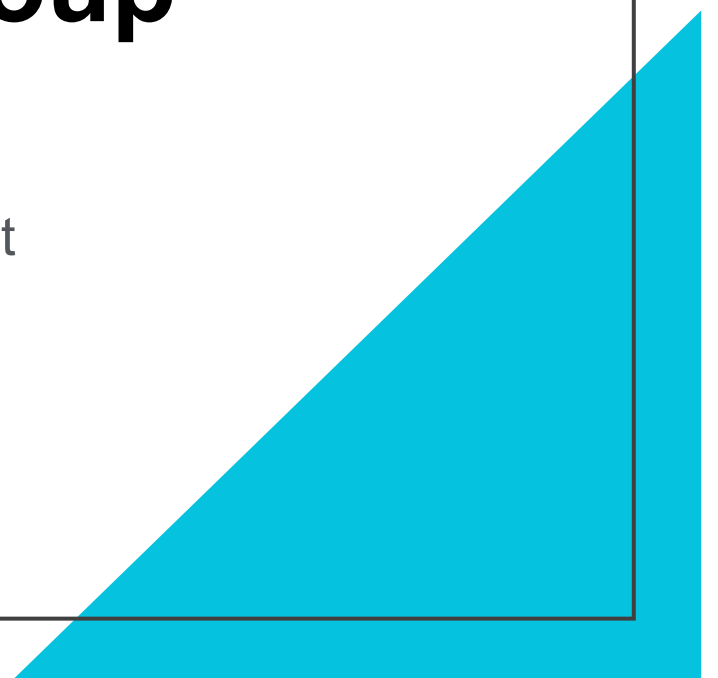
Agree

Neither agree nor disagree

Disagree

Engagement Questions by Group and Region

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



2023 Doctors of BC Health Authority Engagement Survey

Survey Questions by Group

Health Authority

Multiple values

Survey Year

2023

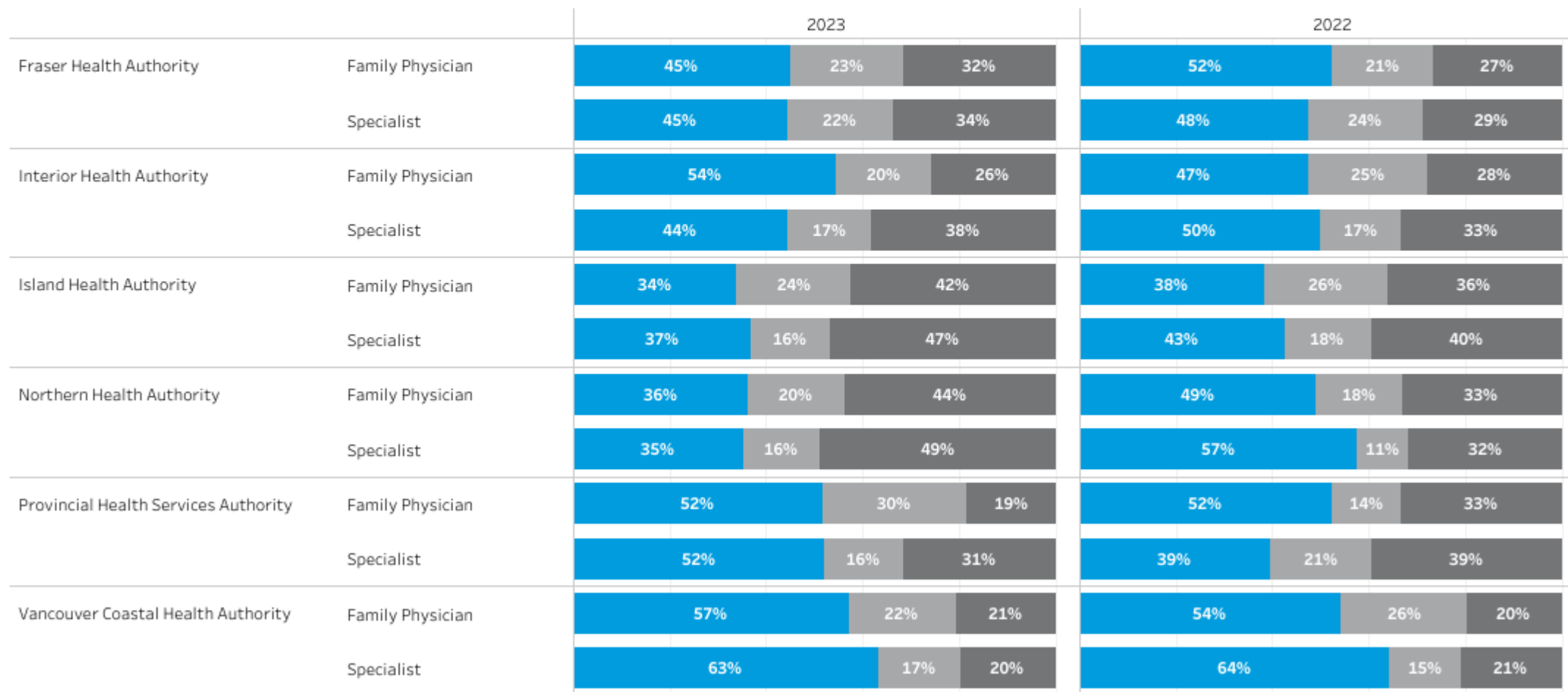
Physician Group

Practice Type

Question Name

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

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



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey

Survey Questions by Group

Health Authority

Multiple values

Survey Year

2023

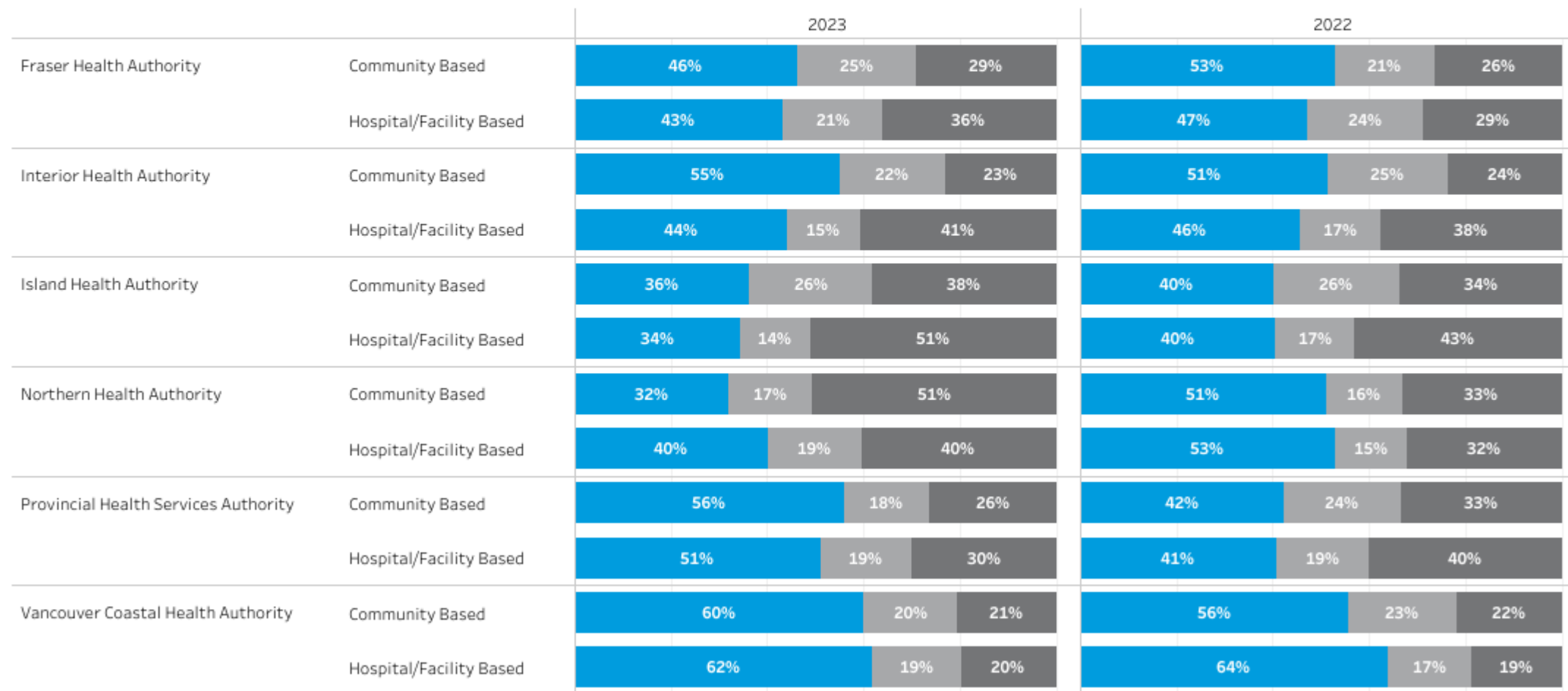
Physician Group

Primary Practice

Question Name

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

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



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey

Survey Questions by Group

Health Authority

Multiple values

Survey Year

2023

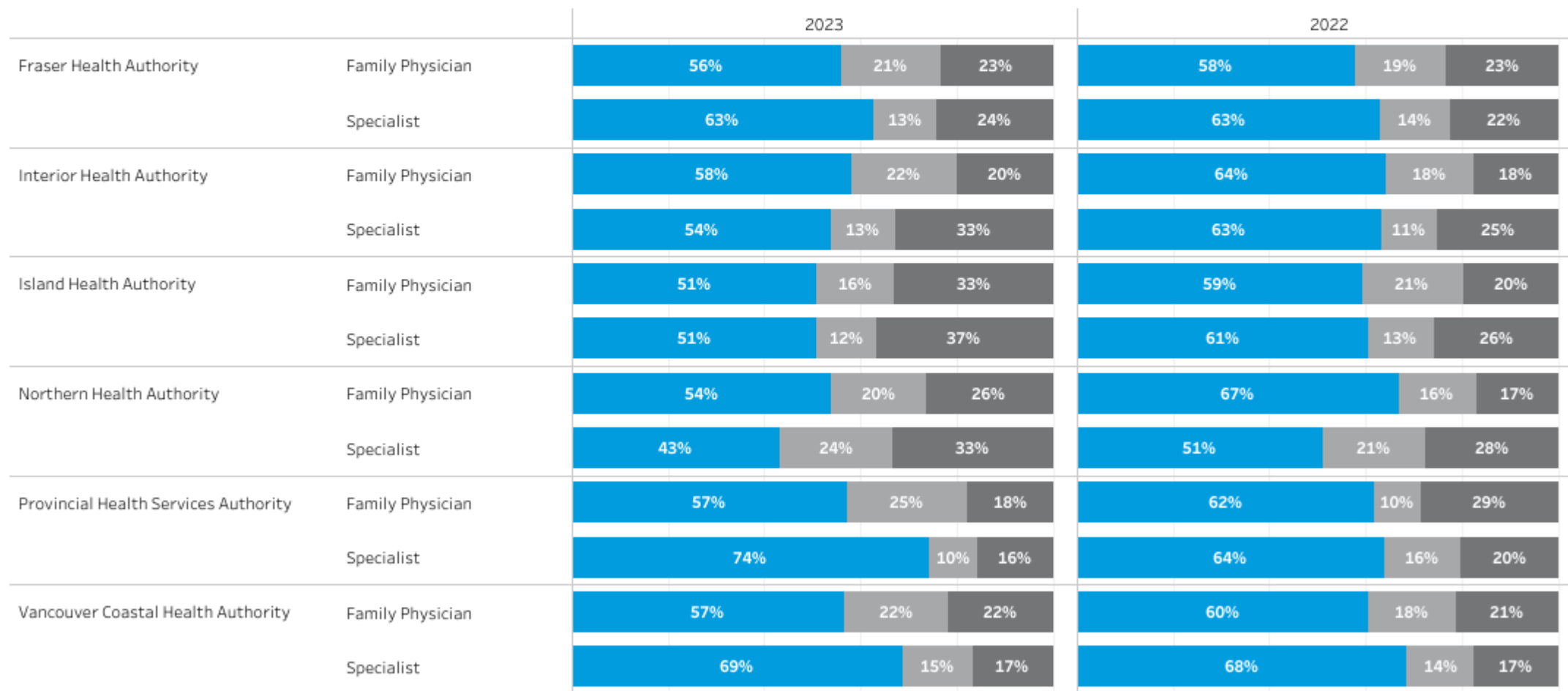
Physician Group

Practice Type

Question Name

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

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



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey

Survey Questions by Group

Health Authority

Multiple values

Survey Year

2023

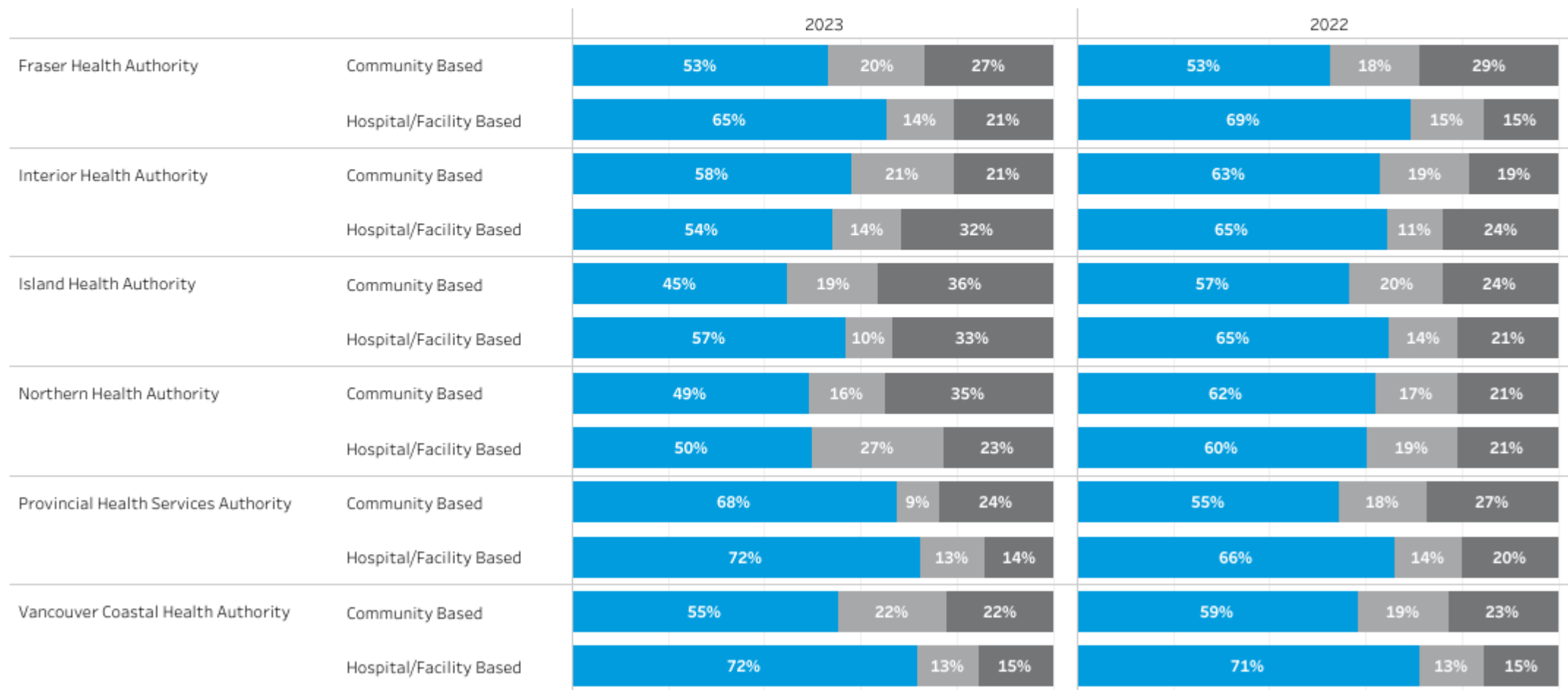
Physician Group

Primary Practice

Question Name

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

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



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey

Survey Questions by Group

Health Authority

Multiple values

Survey Year

2023

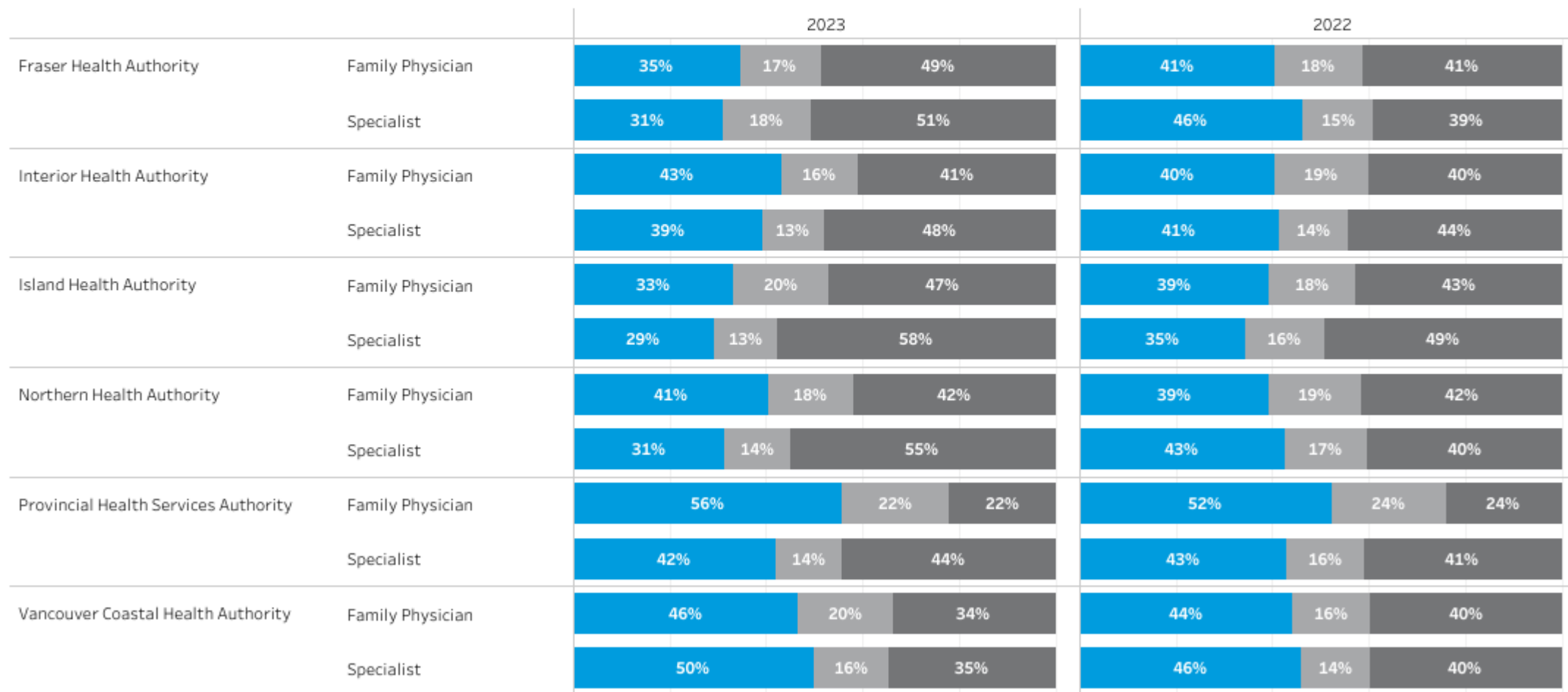
Physician Group

Practice Type

Question Name

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

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



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey

Survey Questions by Group

Health Authority

Multiple values

Survey Year

2023

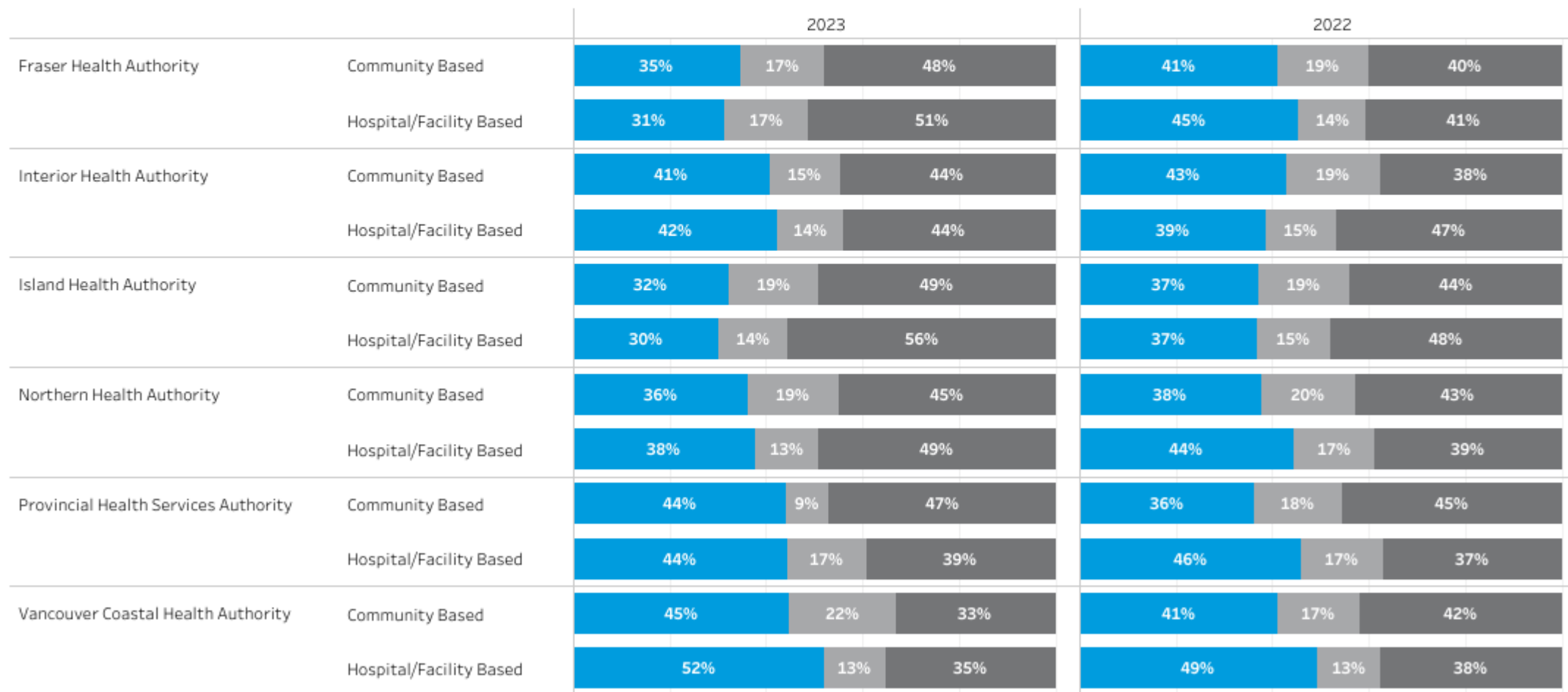
Physician Group

Primary Practice

Question Name

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

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



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey

Survey Questions by Group

Health Authority

Multiple values

Survey Year

2023

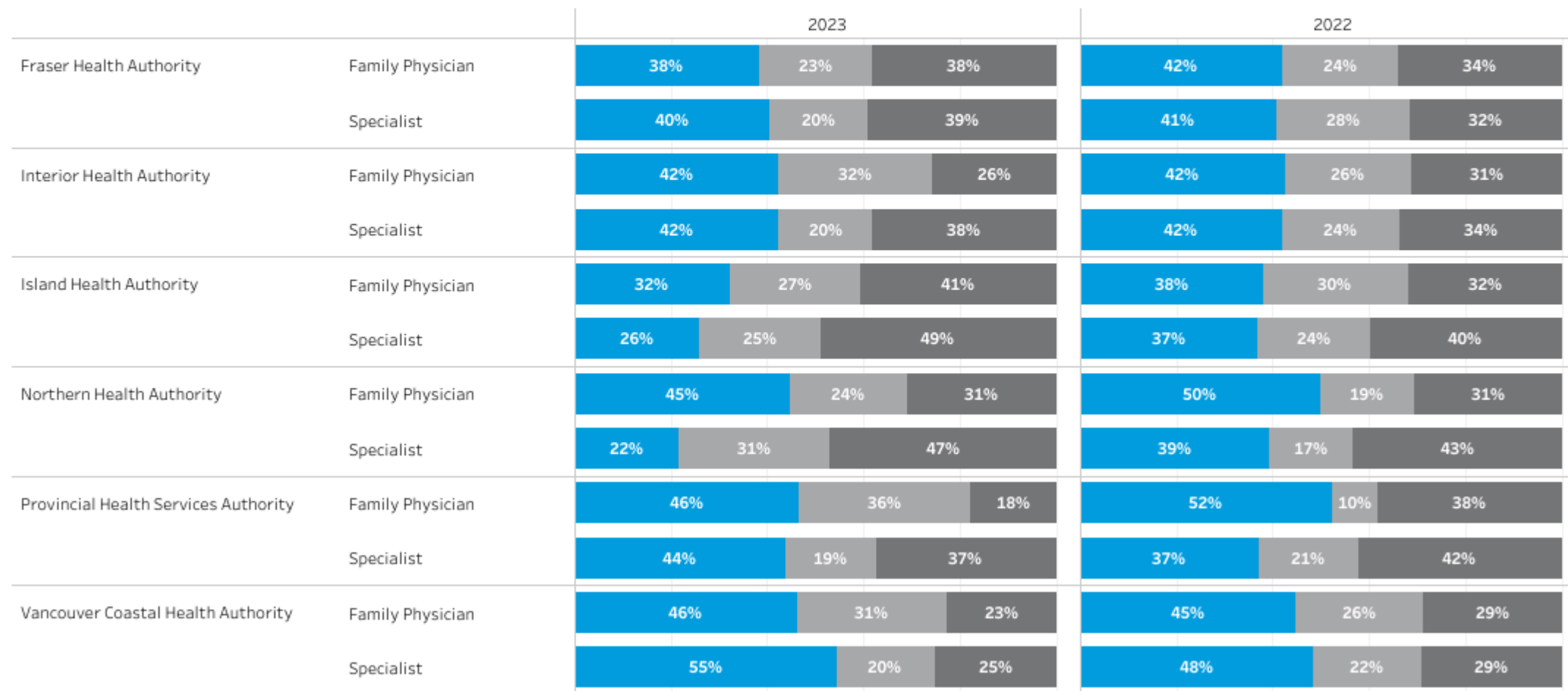
Physician Group

Practice Type

Question Name

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

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



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey

Survey Questions by Group

Health Authority

Multiple values

Survey Year

2023

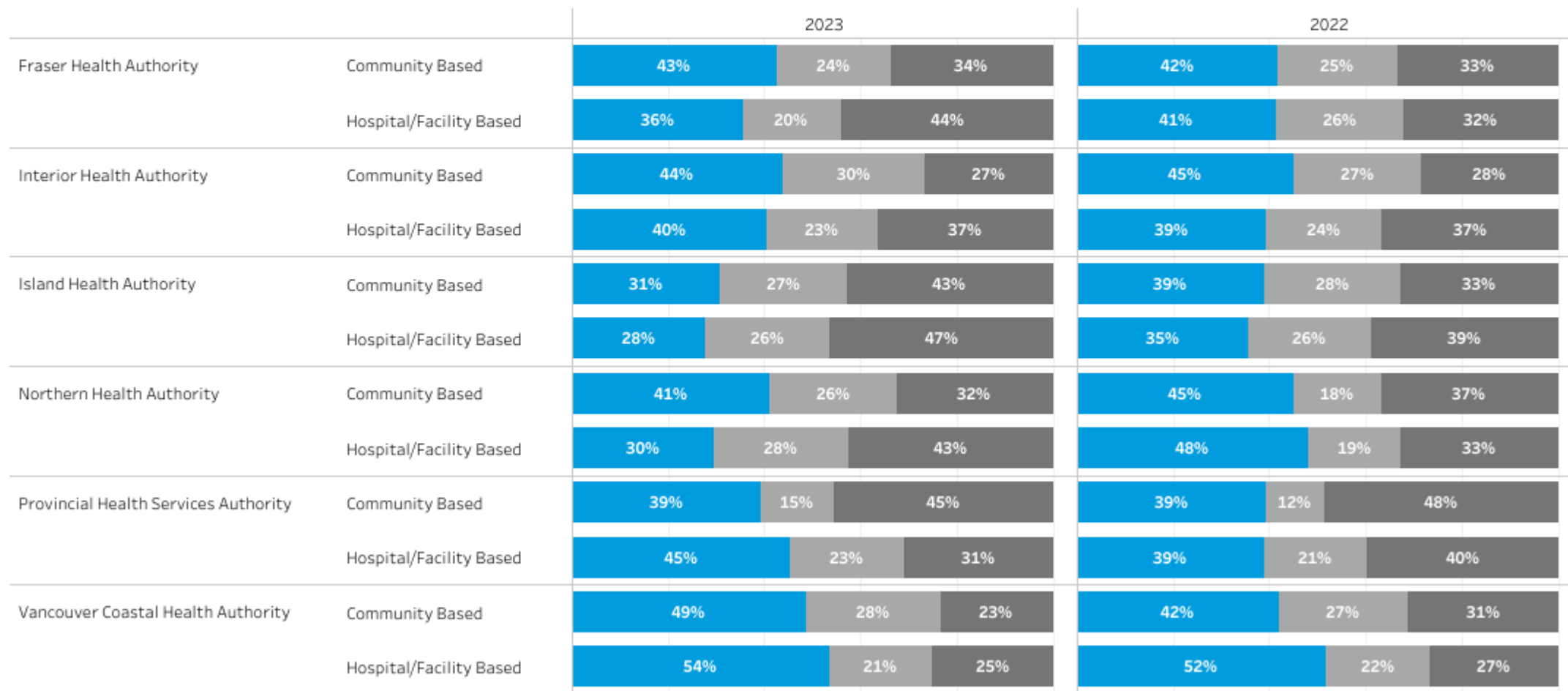
Physician Group

Primary Practice

Question Name

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

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



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey

Survey Questions by Group

Health Authority

Multiple values

Survey Year

2023

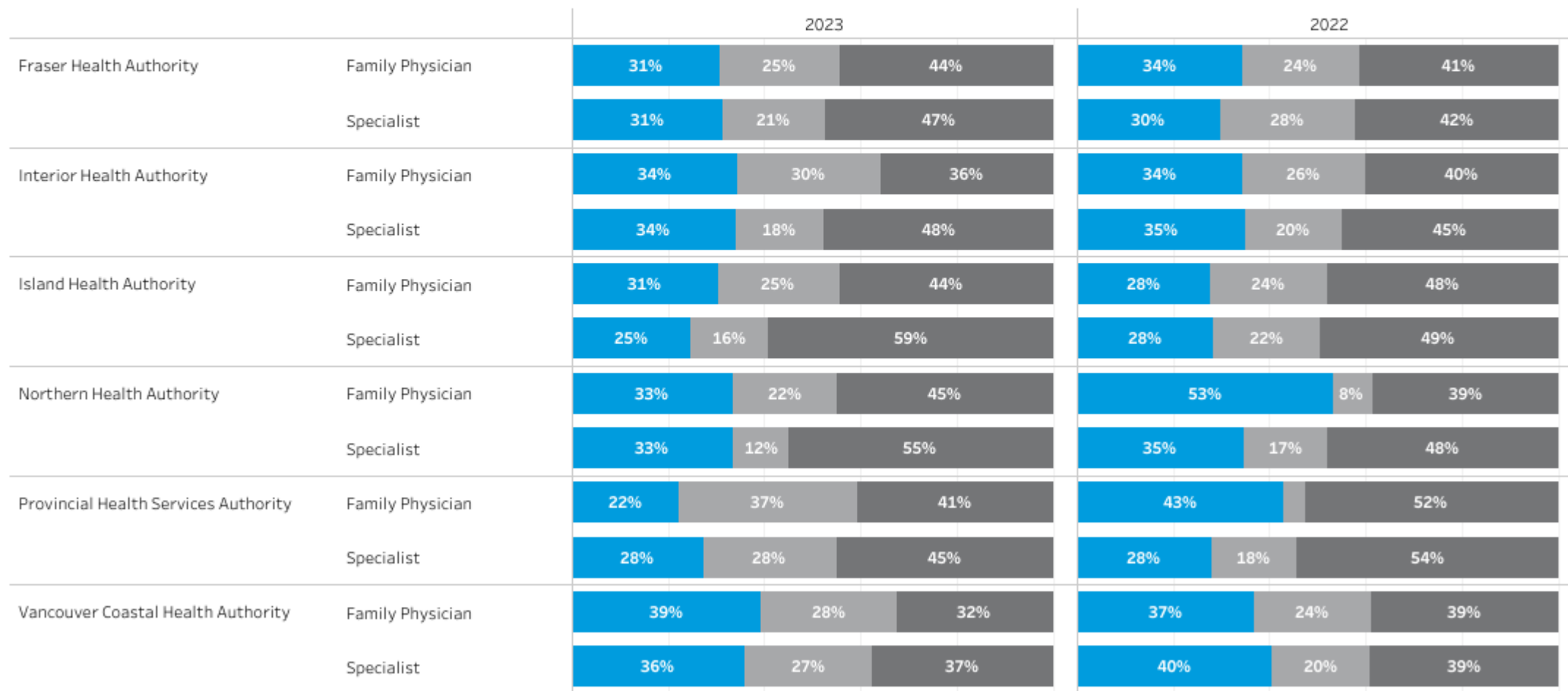
Physician Group

Practice Type

Question Name

I have meaningful input into changes affecting my practice environment.

I have meaningful input into changes affecting my practice environment.



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey

Survey Questions by Group

Health Authority

Multiple values

Survey Year

2023

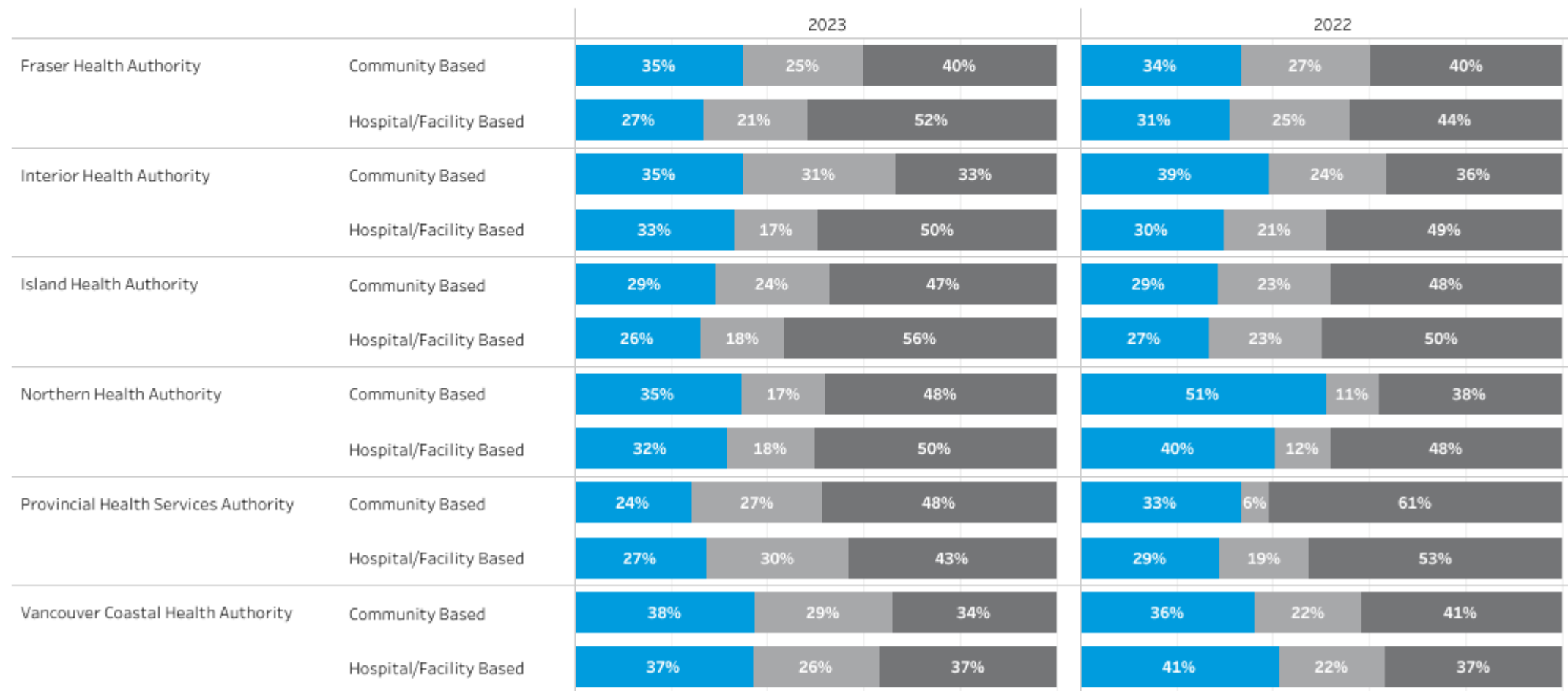
Physician Group

Primary Practice

Question Name

I have meaningful input into changes affecting my practice environment.

I have meaningful input into changes affecting my practice environment.



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey

Survey Questions by Group

Health Authority

Multiple values

Survey Year

2023

Physician Group

Practice Type

Question Name

Senior leaders communicate the health authority's plans to physicians in a clear and timel..

Senior leaders communicate the health authority's plans to physicians in a clear and timely way.

| | | 2023 | | | 2022 | | |
|--------------------------------------|------------------|------|-----|-----|------|-----|-----|
| Fraser Health Authority | Family Physician | 24% | 30% | 45% | 28% | 27% | 45% |
| | Specialist | 21% | 21% | 58% | 27% | 27% | 46% |
| Interior Health Authority | Family Physician | 21% | 37% | 42% | 27% | 28% | 45% |
| | Specialist | 17% | 19% | 64% | 27% | 19% | 54% |
| Island Health Authority | Family Physician | 18% | 26% | 56% | 19% | 31% | 50% |
| | Specialist | 13% | 22% | 65% | 17% | 25% | 59% |
| Northern Health Authority | Family Physician | 23% | 19% | 59% | 33% | 20% | 47% |
| | Specialist | 18% | 22% | 60% | 26% | 19% | 55% |
| Provincial Health Services Authority | Family Physician | 19% | 37% | 44% | 29% | 19% | 52% |
| | Specialist | 29% | 28% | 42% | 22% | 22% | 56% |
| Vancouver Coastal Health Authority | Family Physician | 29% | 34% | 37% | 26% | 36% | 38% |
| | Specialist | 34% | 30% | 35% | 38% | 26% | 36% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey

Survey Questions by Group

Health Authority

Multiple values

Survey Year

2023

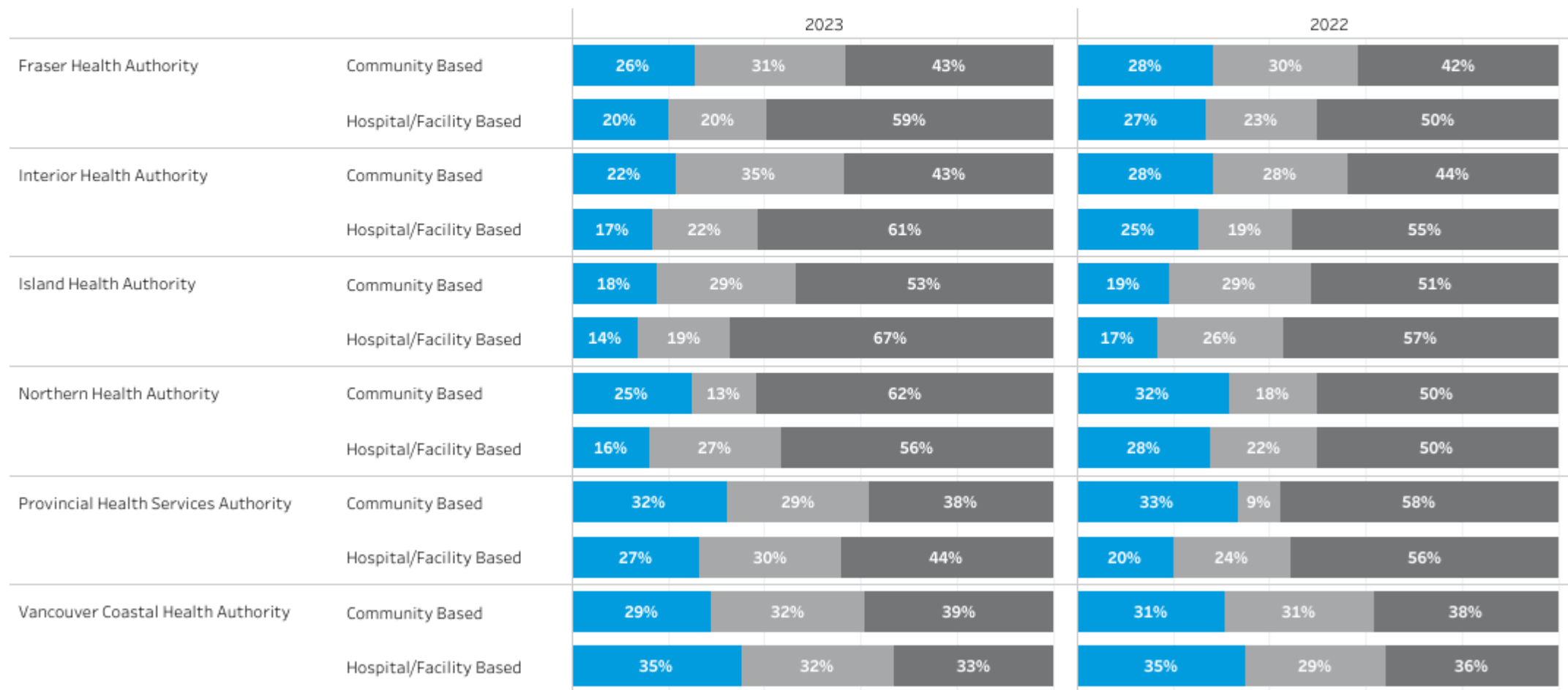
Physician Group

Primary Practice

Question Name

Senior leaders communicate the health authority's plans to physicians in a clear and timel..

Senior leaders communicate the health authority's plans to physicians in a clear and timely way.



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey

Survey Questions by Group

Health Authority

Multiple values

Survey Year

2023

Physician Group

Practice Type

Question Name

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

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

| | | 2023 | | | 2022 | | |
|--------------------------------------|------------------|------|-----|-----|------|-----|-----|
| Fraser Health Authority | Family Physician | 23% | 26% | 51% | 25% | 28% | 47% |
| | Specialist | 17% | 20% | 63% | 19% | 26% | 56% |
| Interior Health Authority | Family Physician | 16% | 36% | 48% | 24% | 31% | 45% |
| | Specialist | 14% | 20% | 67% | 20% | 24% | 56% |
| Island Health Authority | Family Physician | 15% | 28% | 57% | 20% | 28% | 53% |
| | Specialist | 10% | 21% | 69% | 16% | 23% | 61% |
| Northern Health Authority | Family Physician | 22% | 22% | 57% | 26% | 20% | 53% |
| | Specialist | 16% | 12% | 72% | 21% | 26% | 53% |
| Provincial Health Services Authority | Family Physician | 19% | 33% | 48% | 19% | 14% | 67% |
| | Specialist | 22% | 22% | 56% | 17% | 20% | 63% |
| Vancouver Coastal Health Authority | Family Physician | 25% | 35% | 41% | 21% | 34% | 45% |
| | Specialist | 28% | 29% | 43% | 30% | 30% | 40% |

Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey

Survey Questions by Group

Health Authority

Multiple values

Survey Year

2023

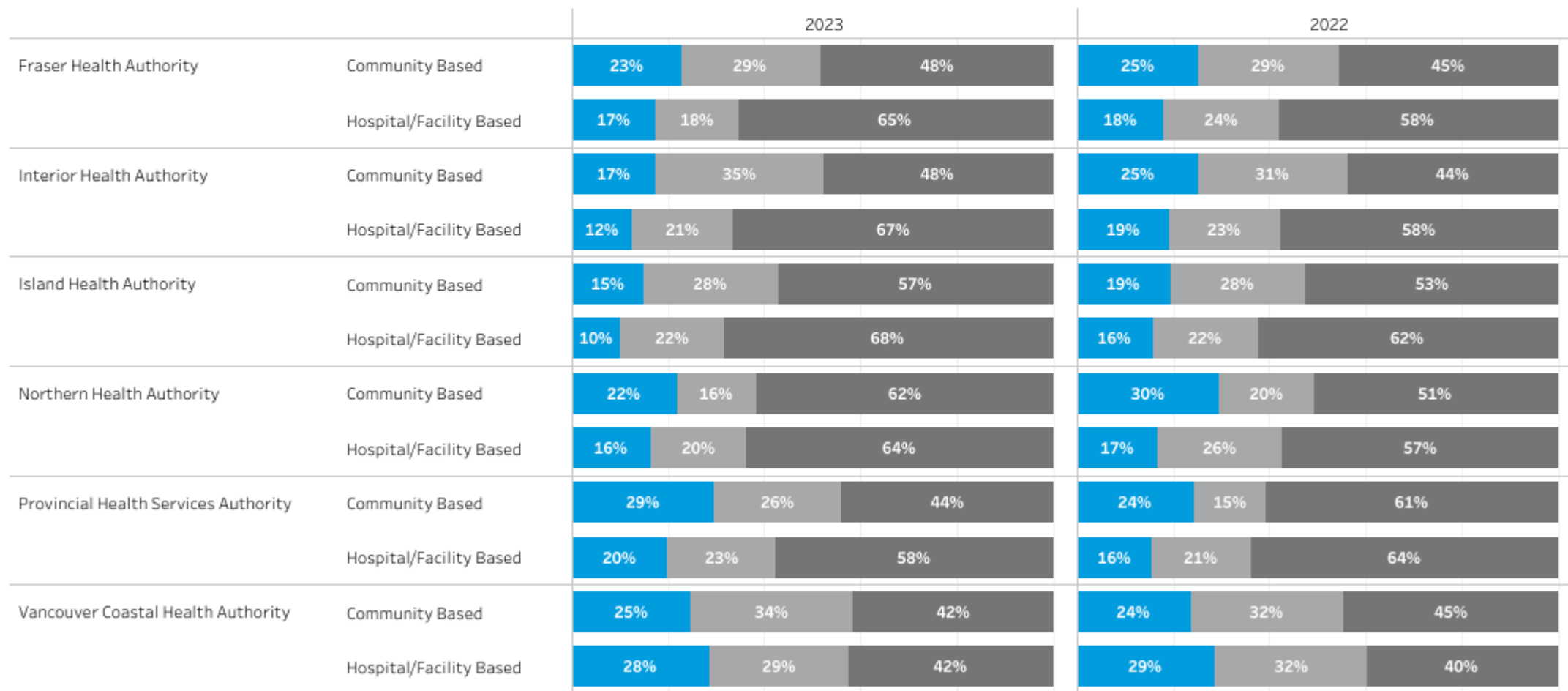
Physician Group

Primary Practice

Question Name

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

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



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey

Survey Questions by Group

Health Authority

Multiple values

Survey Year

2023

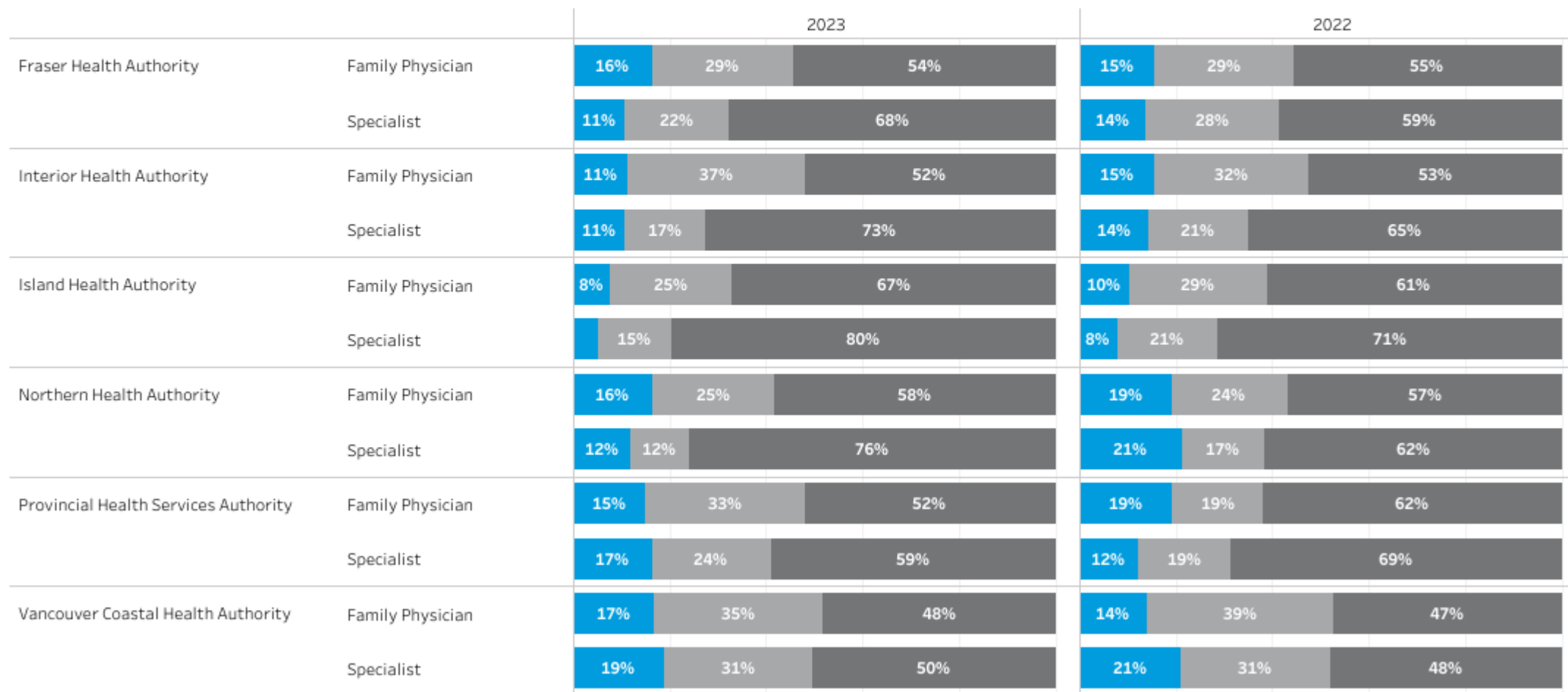
Physician Group

Practice Type

Question Name

Senior leaders' decision-making is transparent to physicians.

Senior leaders' decision-making is transparent to physicians.



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey

Survey Questions by Group

Health Authority

Multiple values

Survey Year

2023

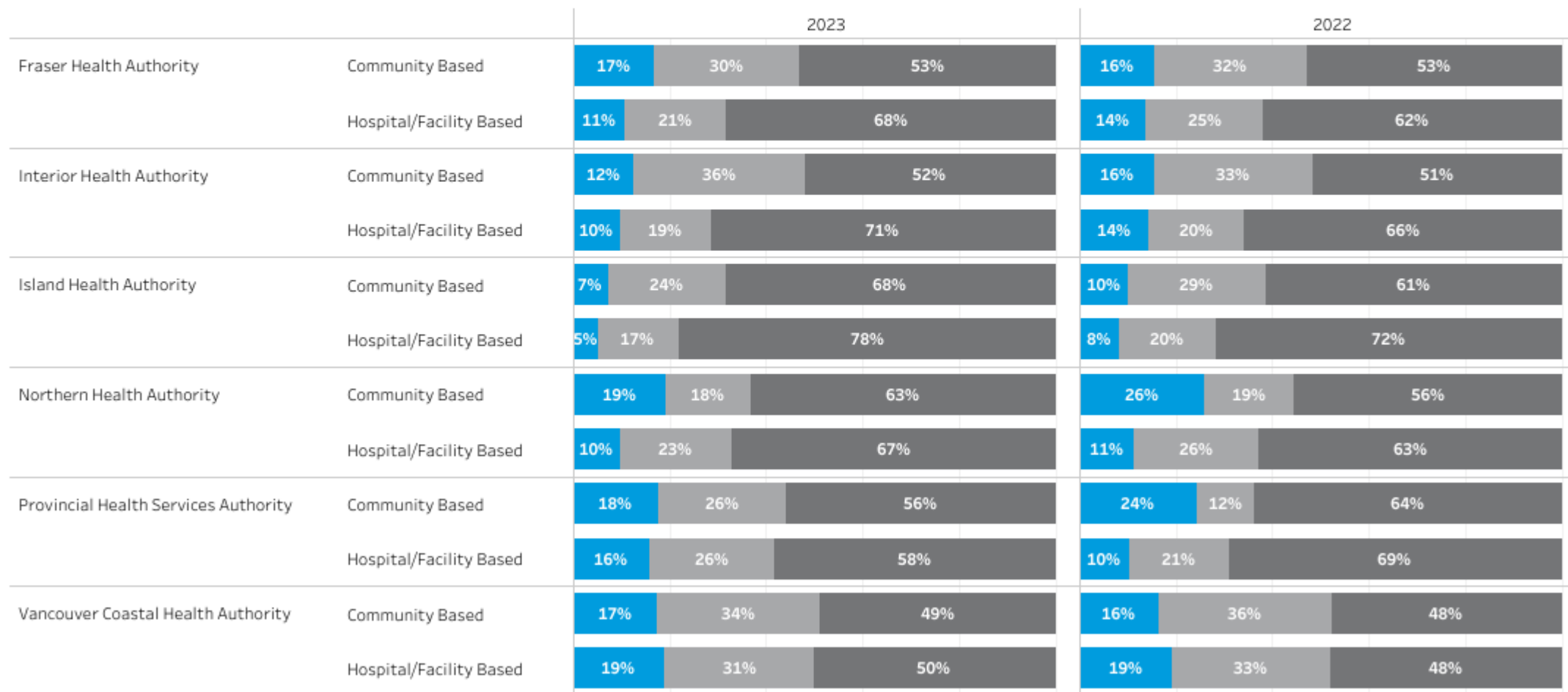
Physician Group

Primary Practice

Question Name

Senior leaders' decision-making is transparent to physicians.

Senior leaders' decision-making is transparent to physicians.



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey

Survey Questions by Group

Health Authority

Multiple values

Survey Year

2023

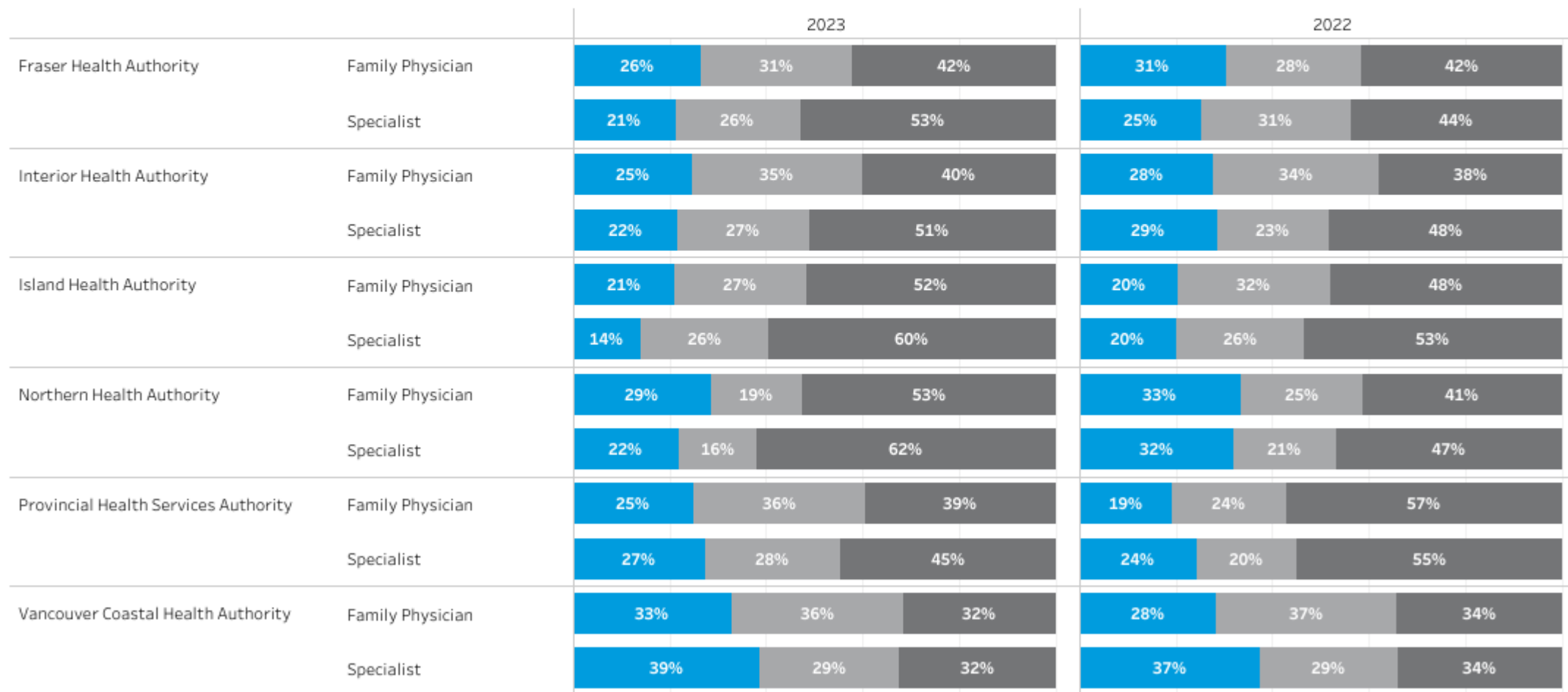
Physician Group

Practice Type

Question Name

This health authority values physicians' contributions.

This health authority values physicians' contributions.



Agree

Neither agree nor disagree

Disagree

2023 Doctors of BC Health Authority Engagement Survey

Survey Questions by Group

Health Authority

Multiple values

Survey Year

2023

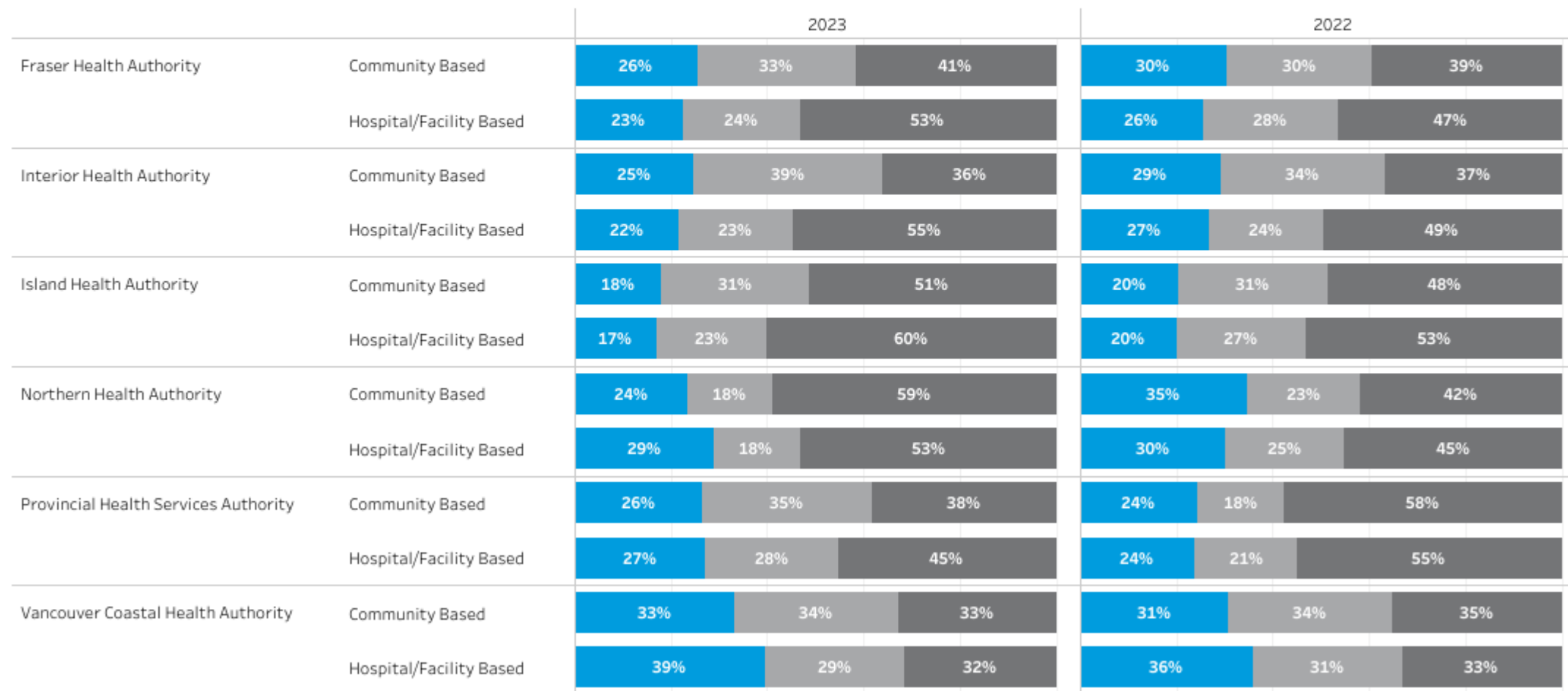
Physician Group

Primary Practice

Question Name

This health authority values physicians' contributions.

This health authority values physicians' contributions.



Agree

Neither agree nor disagree

Disagree

Medical Leadership

Medical leadership responses by region and include:

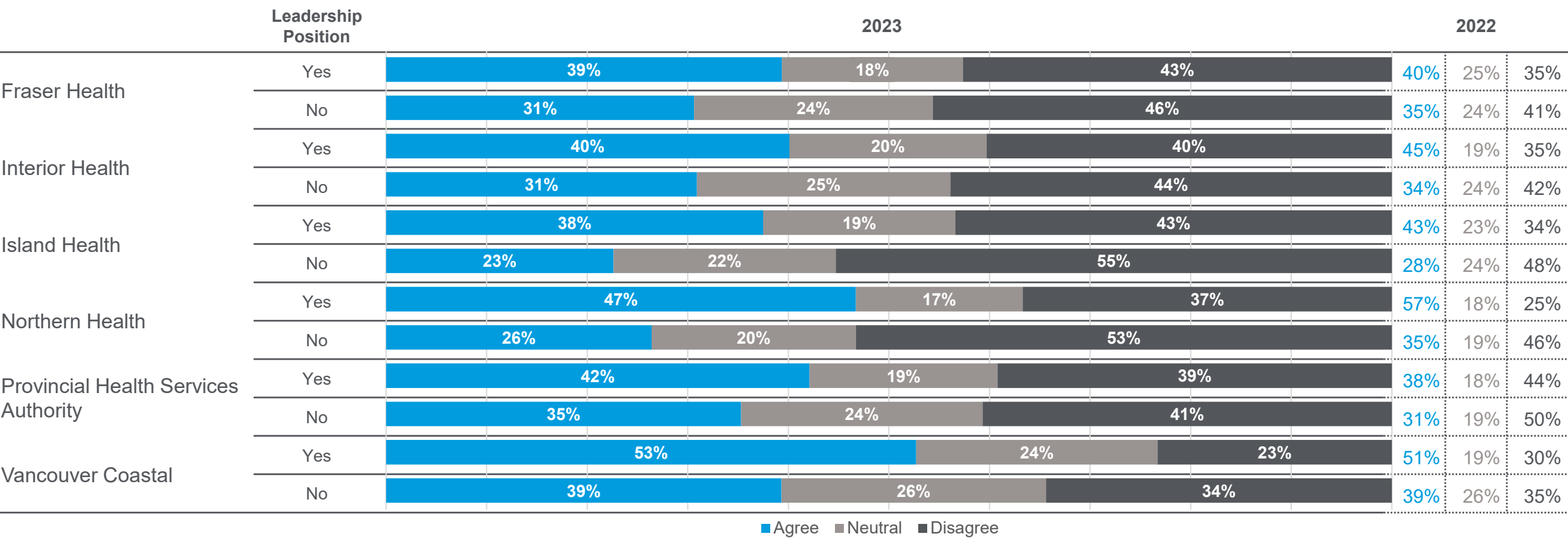
- Overall Engagement averages
- Each of the nine Engagement questions
- Select Physician Health and Safety questions

Medical leadership refers to holding a formal medical leadership position for which you receive a stipend/payment from the health authority (e.g., Department Head, Regional Medical Lead/Director, Vice President of Medicine). Please note, this category does not include positions with Medical Staff Associations, Societies or Advisory Groups.



Health Authority Engagement Trends - Medical Leadership

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

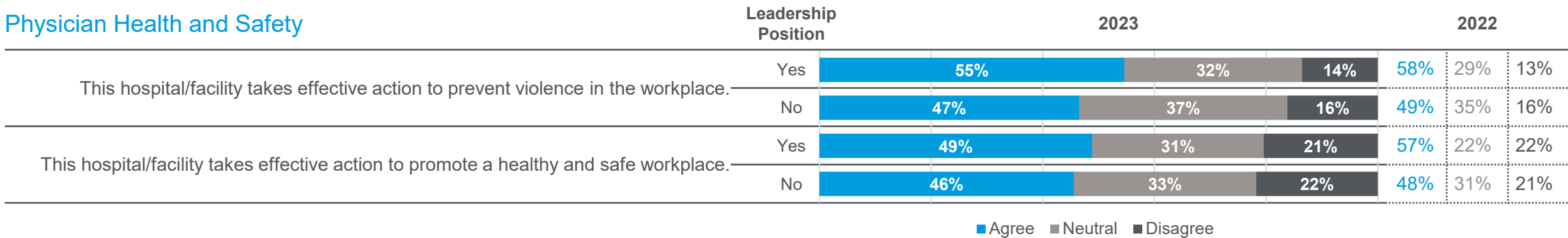


Fraser Health - Medical Leadership

| | Leadership Position | 2023 | | | 2022 | | |
|--|---------------------|---|--|--|------|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | Yes | <div> <div></div> <div>56%</div> <div></div> <div>16%</div> <div></div> <div>28%</div> </div> | | | 53% | 20% | 27% |
| | No | <div> <div></div> <div>43%</div> <div></div> <div>24%</div> <div></div> <div>33%</div> </div> | | | 50% | 23% | 28% |
| I feel I belong to a collaborative, patient-centred team/unit. | Yes | <div> <div></div> <div>71%</div> <div></div> <div>9%</div> <div></div> <div>21%</div> </div> | | | 70% | 14% | 17% |
| | No | <div> <div></div> <div>57%</div> <div></div> <div>19%</div> <div></div> <div>24%</div> </div> | | | 58% | 18% | 24% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | Yes | <div> <div></div> <div>33%</div> <div></div> <div>16%</div> <div></div> <div>51%</div> </div> | | | 41% | 15% | 44% |
| | No | <div> <div></div> <div>33%</div> <div></div> <div>18%</div> <div></div> <div>50%</div> </div> | | | 43% | 17% | 40% |
| I have adequate opportunities to improve patient care, quality, and safety. | Yes | <div> <div></div> <div>48%</div> <div></div> <div>17%</div> <div></div> <div>35%</div> </div> | | | 45% | 26% | 28% |
| | No | <div> <div></div> <div>38%</div> <div></div> <div>23%</div> <div></div> <div>40%</div> </div> | | | 41% | 26% | 34% |
| I have meaningful input into changes affecting my practice environment. | Yes | <div> <div></div> <div>46%</div> <div></div> <div>21%</div> <div></div> <div>33%</div> </div> | | | 43% | 21% | 36% |
| | No | <div> <div></div> <div>28%</div> <div></div> <div>24%</div> <div></div> <div>48%</div> </div> | | | 31% | 27% | 43% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | Yes | <div> <div></div> <div>31%</div> <div></div> <div>19%</div> <div></div> <div>50%</div> </div> | | | 36% | 27% | 37% |
| | No | <div> <div></div> <div>22%</div> <div></div> <div>27%</div> <div></div> <div>52%</div> </div> | | | 26% | 27% | 47% |
| Senior leaders seek physicians' input when setting the health authority's goals. | Yes | <div> <div></div> <div>24%</div> <div></div> <div>17%</div> <div></div> <div>59%</div> </div> | | | 26% | 34% | 40% |
| | No | <div> <div></div> <div>19%</div> <div></div> <div>24%</div> <div></div> <div>56%</div> </div> | | | 22% | 26% | 53% |
| Senior leaders' decision-making is transparent to physicians. | Yes | <div> <div></div> <div>17%</div> <div></div> <div>18%</div> <div></div> <div>65%</div> </div> | | | 15% | 36% | 50% |
| | No | <div> <div></div> <div>13%</div> <div></div> <div>27%</div> <div></div> <div>60%</div> </div> | | | 15% | 27% | 58% |
| This health authority values physicians' contributions. | Yes | <div> <div></div> <div>29%</div> <div></div> <div>29%</div> <div></div> <div>43%</div> </div> | | | 34% | 28% | 38% |
| | No | <div> <div></div> <div>23%</div> <div></div> <div>29%</div> <div></div> <div>48%</div> </div> | | | 27% | 29% | 43% |

Fraser Health - Medical Leadership

Physician Health and Safety

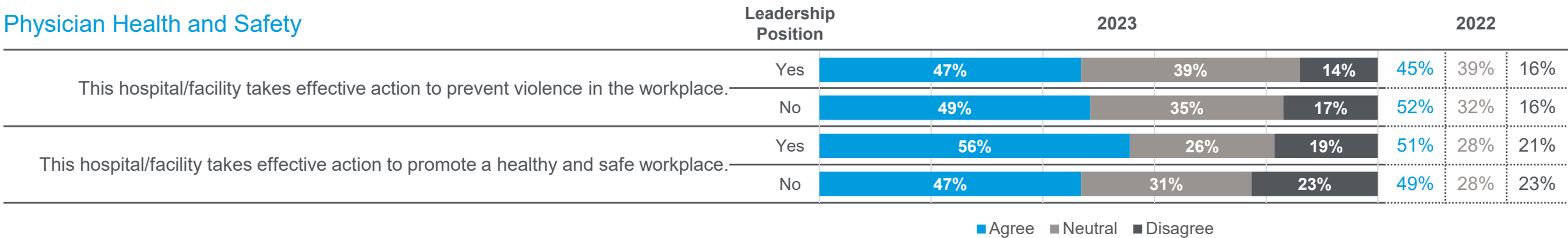


Interior Health - Medical Leadership

| | Leadership Position | 2023 | | | 2022 | | |
|--|---------------------|-------|---------|----------|-------|---------|----------|
| | | Agree | Neutral | Disagree | Agree | Neutral | Disagree |
| I am satisfied with this health authority as a place to practice medicine. | Yes | 64% | 14% | 22% | 64% | 15% | 21% |
| | No | 47% | 20% | 33% | 46% | 22% | 32% |
| I feel I belong to a collaborative, patient-centred team/unit. | Yes | 73% | 7% | 20% | 75% | 4% | 21% |
| | No | 53% | 20% | 27% | 62% | 17% | 21% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | Yes | 38% | 21% | 41% | 45% | 14% | 41% |
| | No | 42% | 13% | 45% | 40% | 18% | 42% |
| I have adequate opportunities to improve patient care, quality, and safety. | Yes | 56% | 21% | 24% | 49% | 21% | 30% |
| | No | 39% | 28% | 33% | 41% | 26% | 33% |
| I have meaningful input into changes affecting my practice environment. | Yes | 47% | 20% | 33% | 51% | 16% | 33% |
| | No | 32% | 26% | 43% | 32% | 24% | 44% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | Yes | 20% | 24% | 56% | 36% | 17% | 47% |
| | No | 19% | 30% | 51% | 25% | 25% | 50% |
| Senior leaders seek physicians' input when setting the health authority's goals. | Yes | 19% | 21% | 60% | 30% | 29% | 40% |
| | No | 14% | 30% | 56% | 21% | 27% | 52% |
| Senior leaders' decision-making is transparent to physicians. | Yes | 13% | 24% | 64% | 21% | 25% | 54% |
| | No | 11% | 29% | 61% | 14% | 27% | 59% |
| This health authority values physicians' contributions. | Yes | 32% | 25% | 43% | 38% | 31% | 30% |
| | No | 21% | 33% | 46% | 26% | 29% | 45% |

Interior Health - Medical Leadership

Physician Health and Safety

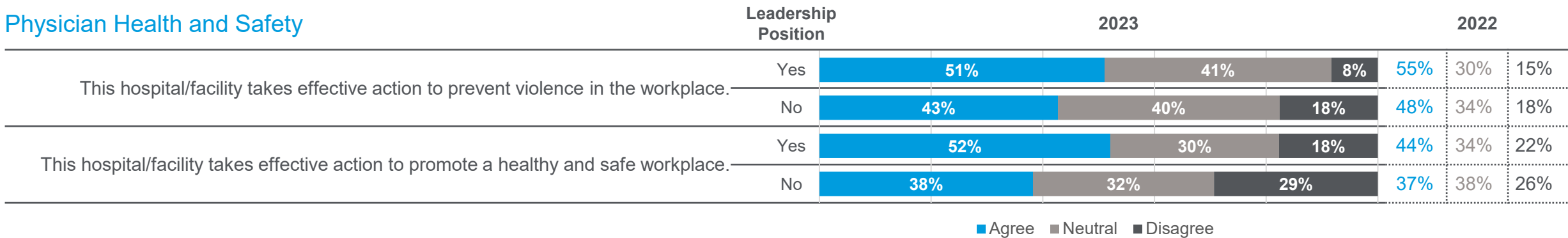


Island Health - Medical Leadership

| | Leadership Position | 2023 | | | 2022 | | |
|--|---------------------|---|--|--|------|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | Yes | <div> <div>50%</div> <div>17%</div> <div>34%</div> </div> | | | 61% | 14% | 25% |
| | No | <div> <div>32%</div> <div>21%</div> <div>47%</div> </div> | | | 37% | 23% | 40% |
| I feel I belong to a collaborative, patient-centred team/unit. | Yes | <div> <div>64%</div> <div>10%</div> <div>26%</div> </div> | | | 67% | 17% | 17% |
| | No | <div> <div>48%</div> <div>15%</div> <div>37%</div> </div> | | | 59% | 18% | 23% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | Yes | <div> <div>43%</div> <div>17%</div> <div>40%</div> </div> | | | 44% | 21% | 35% |
| | No | <div> <div>29%</div> <div>16%</div> <div>55%</div> </div> | | | 36% | 17% | 47% |
| I have adequate opportunities to improve patient care, quality, and safety. | Yes | <div> <div>43%</div> <div>22%</div> <div>35%</div> </div> | | | 56% | 25% | 19% |
| | No | <div> <div>26%</div> <div>27%</div> <div>47%</div> </div> | | | 35% | 27% | 38% |
| I have meaningful input into changes affecting my practice environment. | Yes | <div> <div>50%</div> <div>12%</div> <div>38%</div> </div> | | | 52% | 18% | 30% |
| | No | <div> <div>23%</div> <div>22%</div> <div>54%</div> </div> | | | 24% | 24% | 52% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | Yes | <div> <div>26%</div> <div>17%</div> <div>57%</div> </div> | | | 26% | 26% | 47% |
| | No | <div> <div>14%</div> <div>26%</div> <div>61%</div> </div> | | | 17% | 28% | 55% |
| Senior leaders seek physicians' input when setting the health authority's goals. | Yes | <div> <div>21%</div> <div>28%</div> <div>51%</div> </div> | | | 31% | 26% | 43% |
| | No | <div> <div>11%</div> <div>24%</div> <div>65%</div> </div> | | | 16% | 25% | 59% |
| Senior leaders' decision-making is transparent to physicians. | Yes | <div> <div>10%</div> <div>24%</div> <div>66%</div> </div> | | | 14% | 28% | 58% |
| | No | <div> <div>6%</div> <div>20%</div> <div>75%</div> </div> | | | 9% | 25% | 67% |
| This health authority values physicians' contributions. | Yes | <div> <div>31%</div> <div>26%</div> <div>43%</div> </div> | | | 36% | 31% | 33% |
| | No | <div> <div>15%</div> <div>27%</div> <div>58%</div> </div> | | | 18% | 29% | 53% |

Island Health - Medical Leadership

Physician Health and Safety

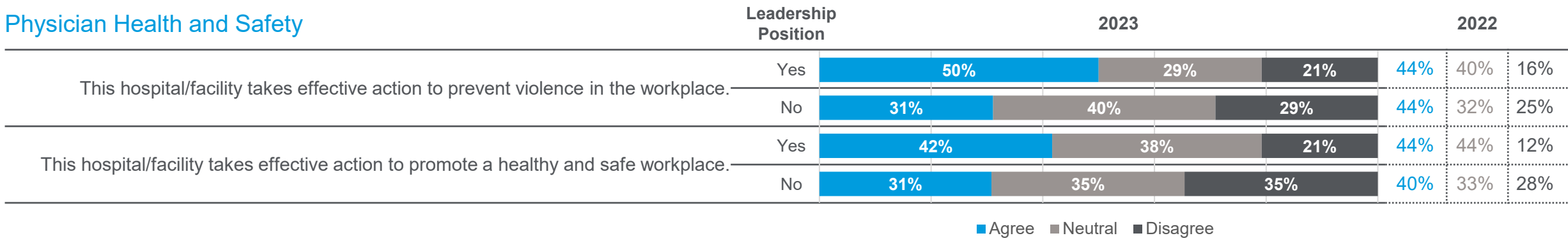


Northern Health - Medical Leadership

| | Leadership Position | 2023 | | | 2022 | | |
|--|---------------------|---|--|--|------|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | Yes | <div><div>52%</div><div>16%</div><div>32%</div></div> | | | 68% | 16% | 16% |
| | No | <div><div>32%</div><div>19%</div><div>49%</div></div> | | | 48% | 16% | 36% |
| I feel I belong to a collaborative, patient-centred team/unit. | Yes | <div><div>72%</div><div>8%</div><div>20%</div></div> | | | 75% | 13% | 13% |
| | No | <div><div>44%</div><div>25%</div><div>31%</div></div> | | | 59% | 19% | 23% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | Yes | <div><div>46%</div><div>21%</div><div>33%</div></div> | | | 56% | 24% | 20% |
| | No | <div><div>35%</div><div>15%</div><div>50%</div></div> | | | 37% | 17% | 46% |
| I have adequate opportunities to improve patient care, quality, and safety. | Yes | <div><div>60%</div><div>12%</div><div>28%</div></div> | | | 72% | 12% | 16% |
| | No | <div><div>30%</div><div>31%</div><div>39%</div></div> | | | 40% | 20% | 40% |
| I have meaningful input into changes affecting my practice environment. | Yes | <div><div>54%</div><div>17%</div><div>29%</div></div> | | | 76% | 4% | 20% |
| | No | <div><div>29%</div><div>18%</div><div>53%</div></div> | | | 40% | 13% | 47% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | Yes | <div><div>32%</div><div>24%</div><div>44%</div></div> | | | 44% | 20% | 36% |
| | No | <div><div>18%</div><div>19%</div><div>63%</div></div> | | | 27% | 20% | 53% |
| Senior leaders seek physicians' input when setting the health authority's goals. | Yes | <div><div>44%</div><div>8%</div><div>48%</div></div> | | | 44% | 20% | 36% |
| | No | <div><div>13%</div><div>20%</div><div>66%</div></div> | | | 20% | 23% | 57% |
| Senior leaders' decision-making is transparent to physicians. | Yes | <div><div>20%</div><div>24%</div><div>56%</div></div> | | | 28% | 28% | 44% |
| | No | <div><div>14%</div><div>19%</div><div>67%</div></div> | | | 18% | 20% | 62% |
| This health authority values physicians' contributions. | Yes | <div><div>40%</div><div>20%</div><div>40%</div></div> | | | 52% | 28% | 20% |
| | No | <div><div>23%</div><div>17%</div><div>60%</div></div> | | | 28% | 23% | 49% |

Northern Health - Medical Leadership

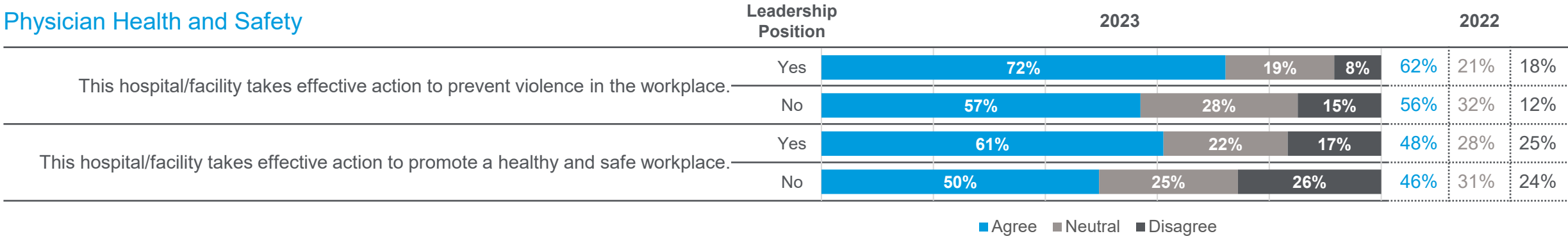
Physician Health and Safety



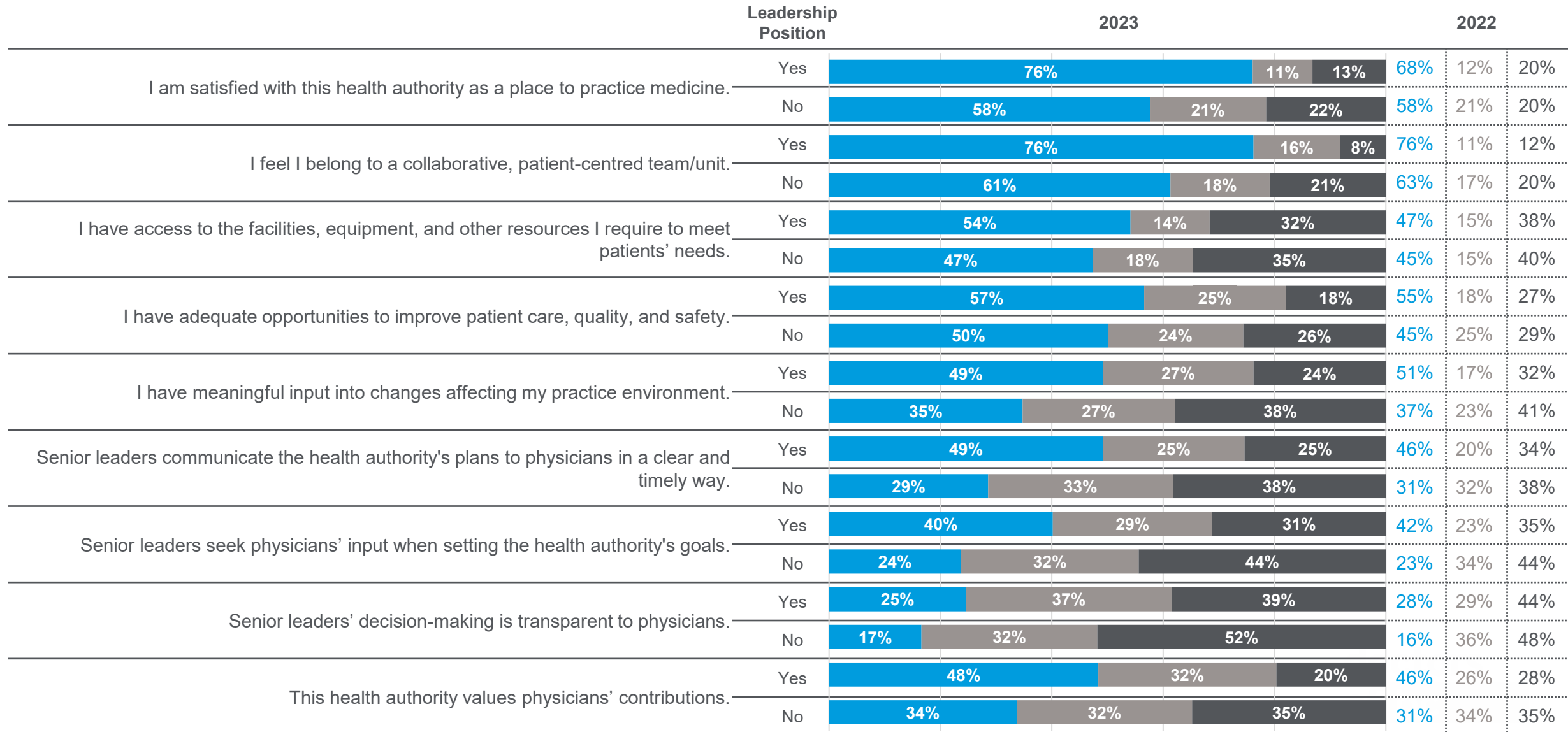
Provincial Health Services Authority - Medical Leadership

| | | Leadership Position | 2023 | | | 2022 | | |
|--|-----|---------------------|---|--|--|------|-----|-----|
| I am satisfied with this health authority as a place to practice medicine. | Yes | | <div><div></div><div></div><div></div></div> <div>58%22%19%</div> | | | 40% | 28% | 33% |
| | No | | <div><div></div><div></div><div></div></div> <div>50%18%32%</div> | | | 41% | 18% | 41% |
| I feel I belong to a collaborative, patient-centred team/unit. | Yes | | <div><div></div><div></div><div></div></div> <div>78%14%8%</div> | | | 75% | 13% | 13% |
| | No | | <div><div></div><div></div><div></div></div> <div>70%12%18%</div> | | | 60% | 16% | 24% |
| I have access to the facilities, equipment, and other resources I require to meet patients' needs. | Yes | | <div><div></div><div></div><div></div></div> <div>50%11%39%</div> | | | 45% | 10% | 45% |
| | No | | <div><div></div><div></div><div></div></div> <div>43%16%41%</div> | | | 44% | 20% | 37% |
| I have adequate opportunities to improve patient care, quality, and safety. | Yes | | <div><div></div><div></div><div></div></div> <div>46%22%32%</div> | | | 45% | 23% | 33% |
| | No | | <div><div></div><div></div><div></div></div> <div>44%22%34%</div> | | | 37% | 18% | 44% |
| I have meaningful input into changes affecting my practice environment. | Yes | | <div><div></div><div></div><div></div></div> <div>33%33%33%</div> | | | 43% | 15% | 43% |
| | No | | <div><div></div><div></div><div></div></div> <div>25%28%47%</div> | | | 26% | 16% | 58% |
| Senior leaders communicate the health authority's plans to physicians in a clear and timely way. | Yes | | <div><div></div><div></div><div></div></div> <div>33%22%44%</div> | | | 28% | 13% | 60% |
| | No | | <div><div></div><div></div><div></div></div> <div>26%32%42%</div> | | | 21% | 24% | 55% |
| Senior leaders seek physicians' input when setting the health authority's goals. | Yes | | <div><div></div><div></div><div></div></div> <div>22%11%67%</div> | | | 20% | 18% | 63% |
| | No | | <div><div></div><div></div><div></div></div> <div>22%27%52%</div> | | | 16% | 20% | 63% |
| Senior leaders' decision-making is transparent to physicians. | Yes | | <div><div></div><div></div><div></div></div> <div>22%17%61%</div> | | | 18% | 15% | 68% |
| | No | | <div><div></div><div></div><div></div></div> <div>15%29%57%</div> | | | 12% | 20% | 68% |
| This health authority values physicians' contributions. | Yes | | <div><div></div><div></div><div></div></div> <div>35%16%49%</div> | | | 30% | 25% | 45% |
| | No | | <div><div></div><div></div><div></div></div> <div>25%33%42%</div> | | | 22% | 20% | 59% |

Provincial Health Services Authority - Medical Leadership

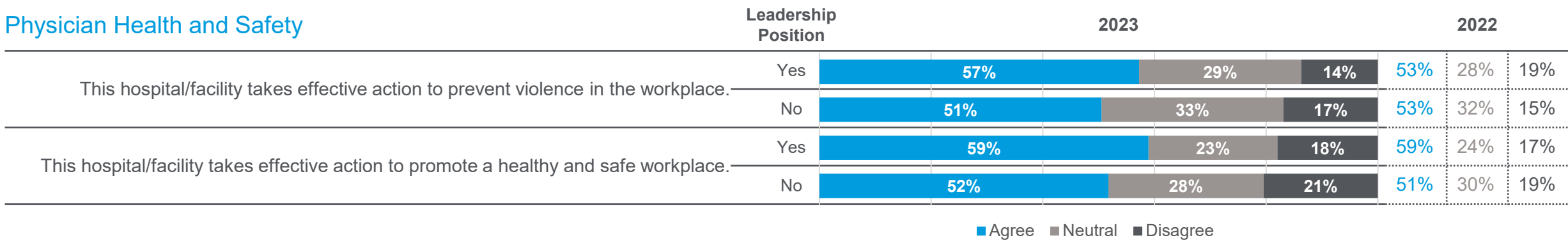


Vancouver Coastal Health - Medical Leadership



Vancouver Coastal Health - Medical Leadership

Physician Health and Safety



Gender & Background

Scores by gender and background



Demographics - OPTIONAL

The following two optional 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 in a ‘check all that apply’ format.

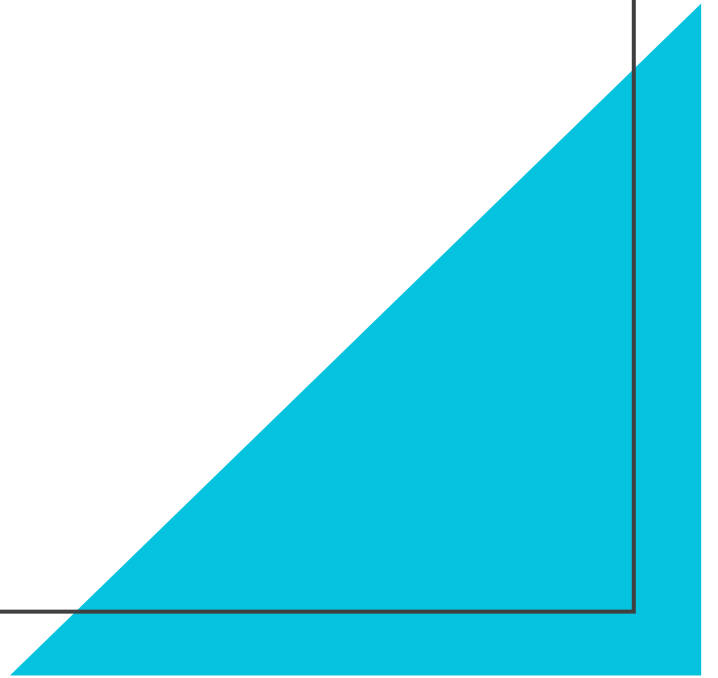
| Gender Identity (N= 2,453) Select one | n | % |
|--|-------|-----|
| Male/Man | 1,171 | 48% |
| Female/Woman | 1,150 | 47% |
| *Transgender Male/Man | * | * |
| *Transgender Female/Woman | * | * |
| *Nonbinary | * | * |
| Another gender | * | * |
| Prefer not to answer | 119 | 5% |

*n<10

| Background (N= 2,452) Check all that apply | n | % |
|---|-------|-----|
| Indigenous | 31 | 1% |
| Black | 33 | 1% |
| East Asian | 332 | 14% |
| Southeast Asian | 25 | 1% |
| Latina/o | 21 | 1% |
| Middle Eastern | 82 | 3% |
| South Asian | 192 | 8% |
| White | 1,595 | 65% |
| Another/specific identity | 51 | 2% |
| Prefer not to answer | 181 | 7% |

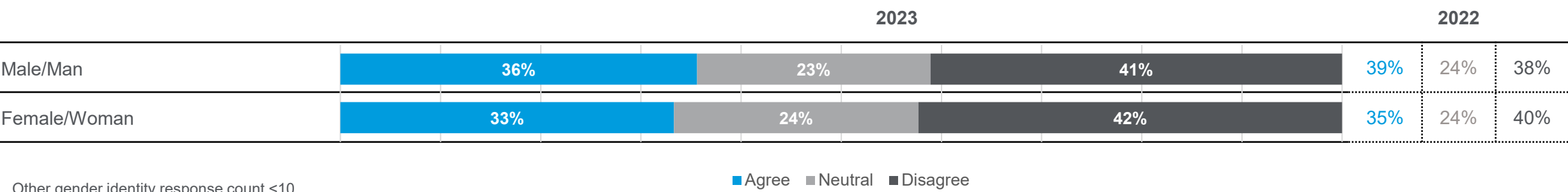
Gender Responses Provincially

- Overall Engagement averages
- Each of nine Engagement questions
- Physician Health and Safety scores
- Incidents related to Physical and Psychological Safety



Provincial Averages - Gender

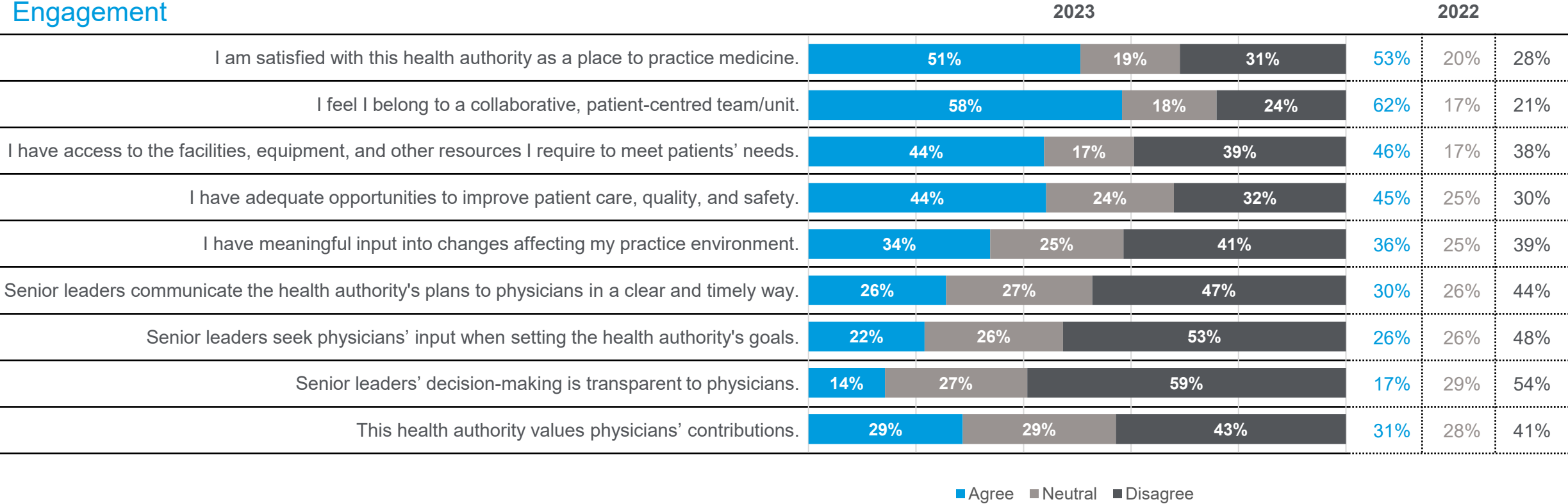
Overall Engagement Averages (based on the same nine engagement questions asked in previous years)



Male/Man

1,171 Respondents 2023 | 1,418 Respondents 2022

Engagement



Male/Man

Physician Health and Safety



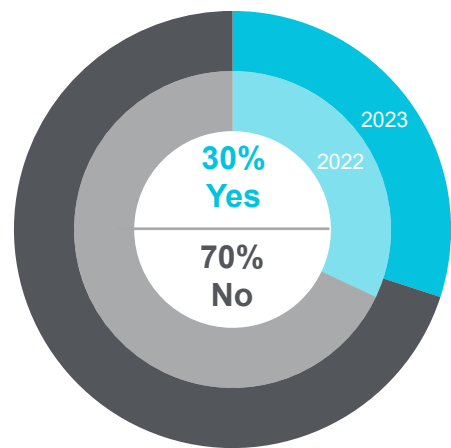
Trust



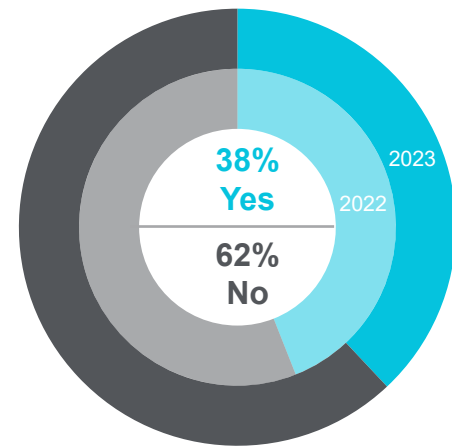
■ Agree ■ Neutral ■ Disagree

Male/Man

Experienced a physical safety incident



Experienced a psychological safety incident

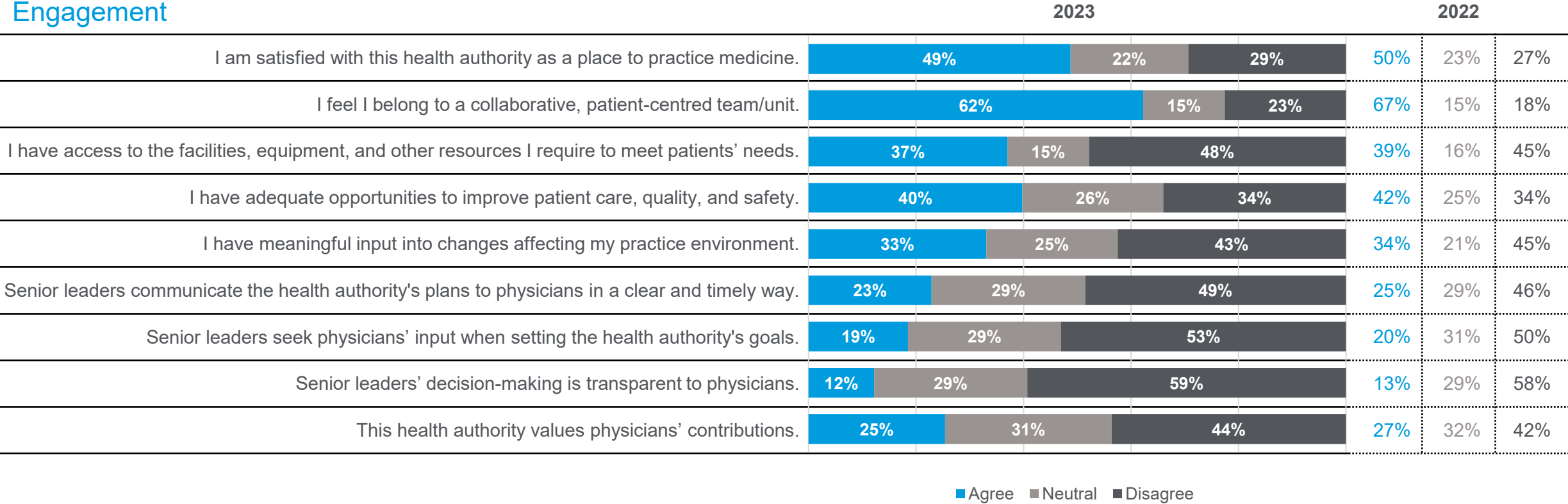


| | Mean 2023 | Mean 2022 | Mode (b) = bimodal | Median | Min | Max | Count |
|---|-----------|-----------|--------------------|--------|-----|-----|-------|
| *Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 0 to 999). | 19.41 | 12.26 | 1 | 4 | 1 | 999 | 356 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 31.11 | 22.91 | 1 | 5 | 1 | 999 | 448 |

Female/Woman

1,150 Respondents 2023 | 1,282 Respondents 2022

Engagement



Female/Woman

Physician Health and Safety



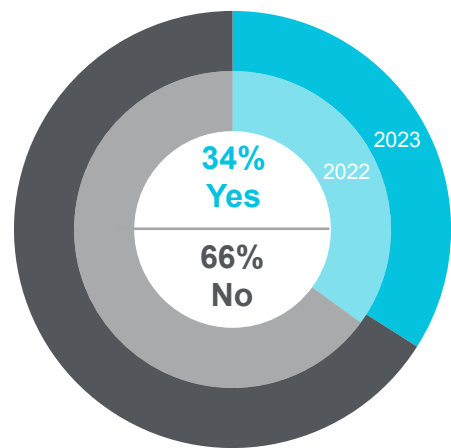
Trust



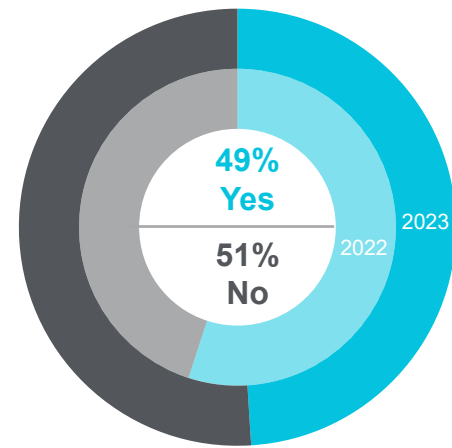
■ Agree
■ Neutral
■ Disagree

Female/Woman

Experienced a physical safety incident



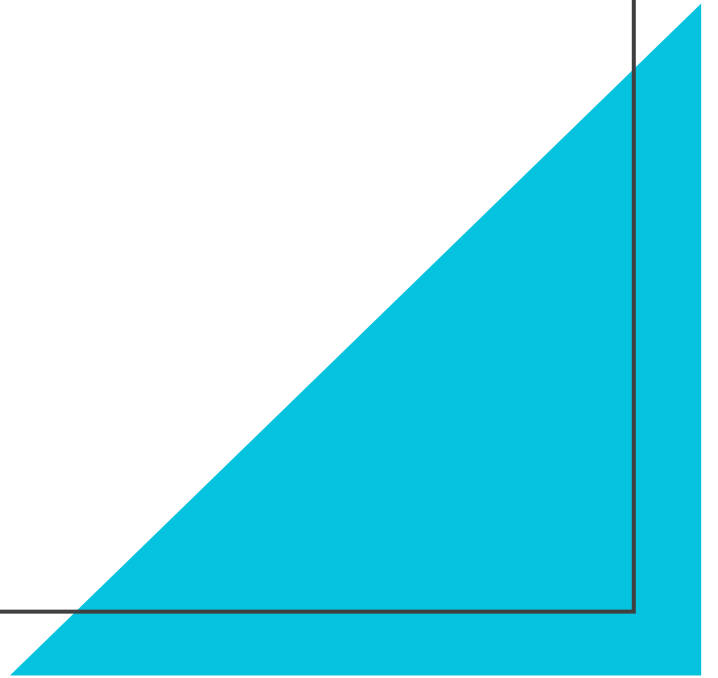
Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 10.13 | 15.27 | 1 | 2 | 1 | 500 | 395 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 24.44 | 18.56 | 1 | 4 | 1 | 999 | 563 |

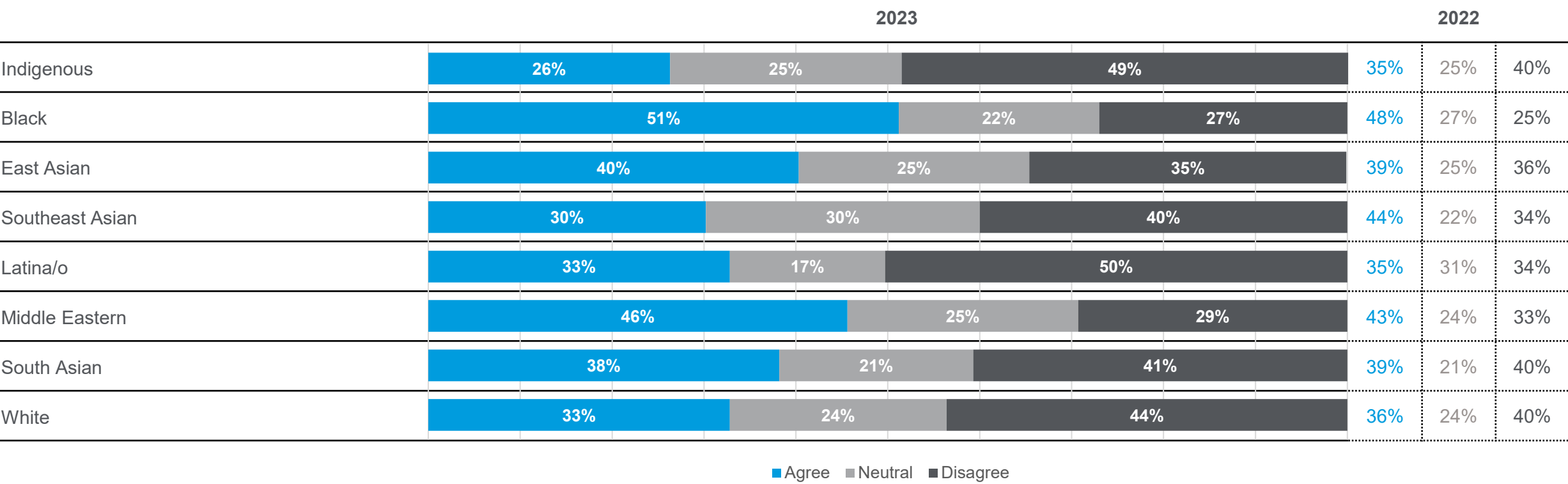
Background Responses Provincially

- Overall Engagement averages
- Each of nine Engagement questions
- Physician Health and Safety scores
- Incidents related to Physical and Psychological Safety



Provincial Averages - Background (OPTIONAL) (Check all that apply):

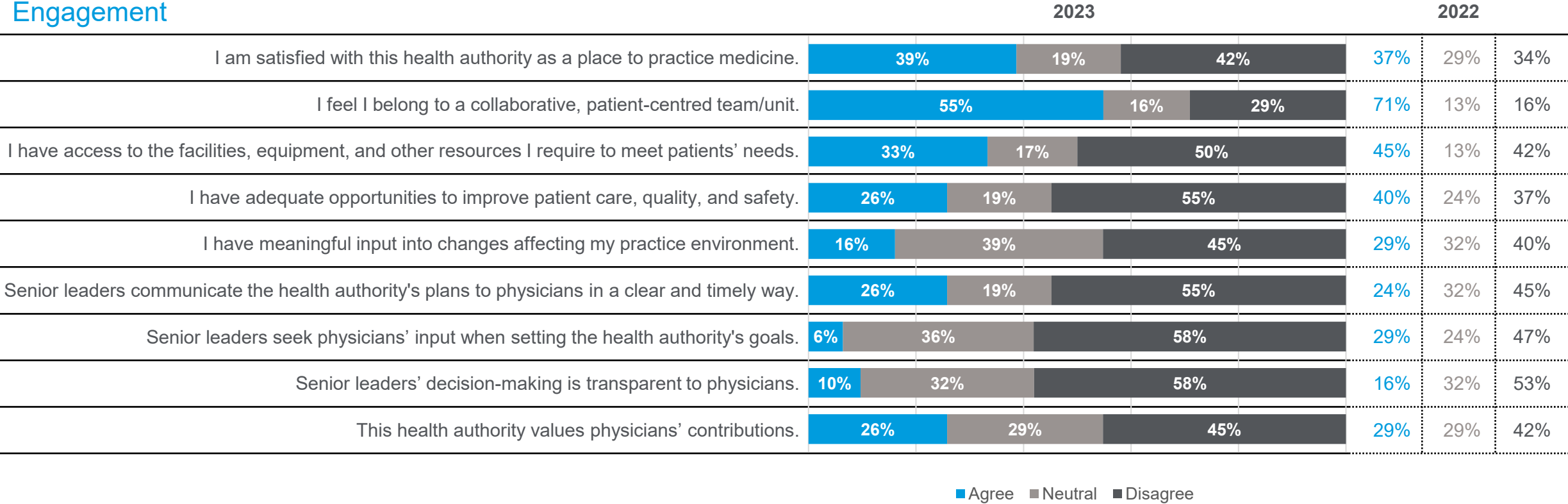
Overall Engagement Averages (based on the same nine engagement questions asked in previous years)



Indigenous

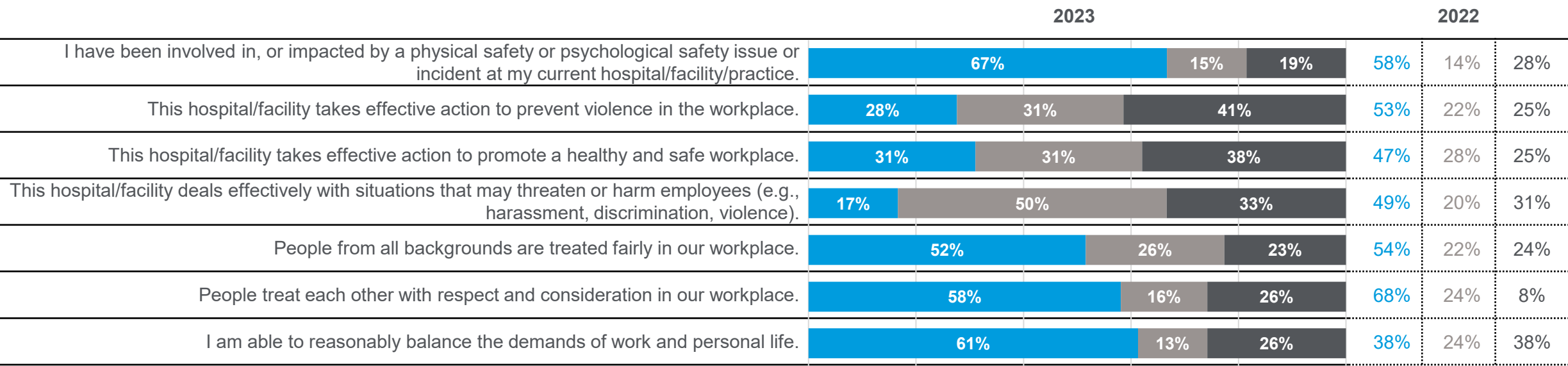
31 Respondents 2023 | 38 Respondents 2022

Engagement



Indigenous

Physician Health and Safety



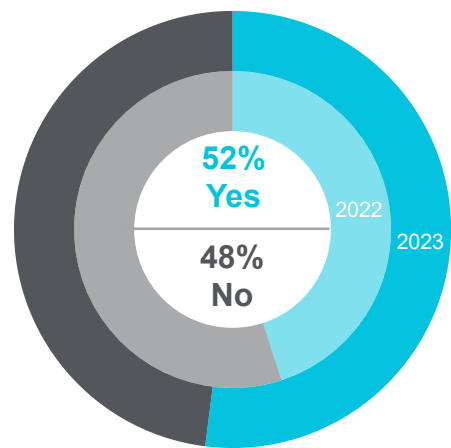
Trust



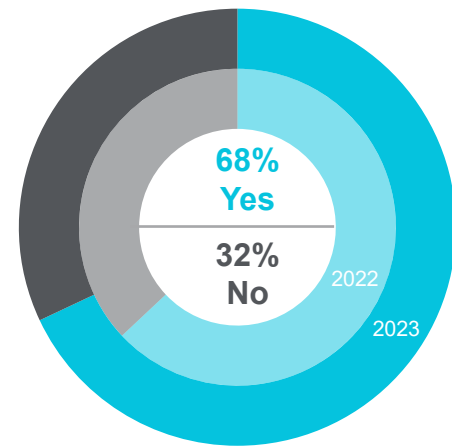
■ Agree ■ Neutral ■ Disagree

Indigenous

Experienced a physical safety incident



Experienced a psychological safety incident

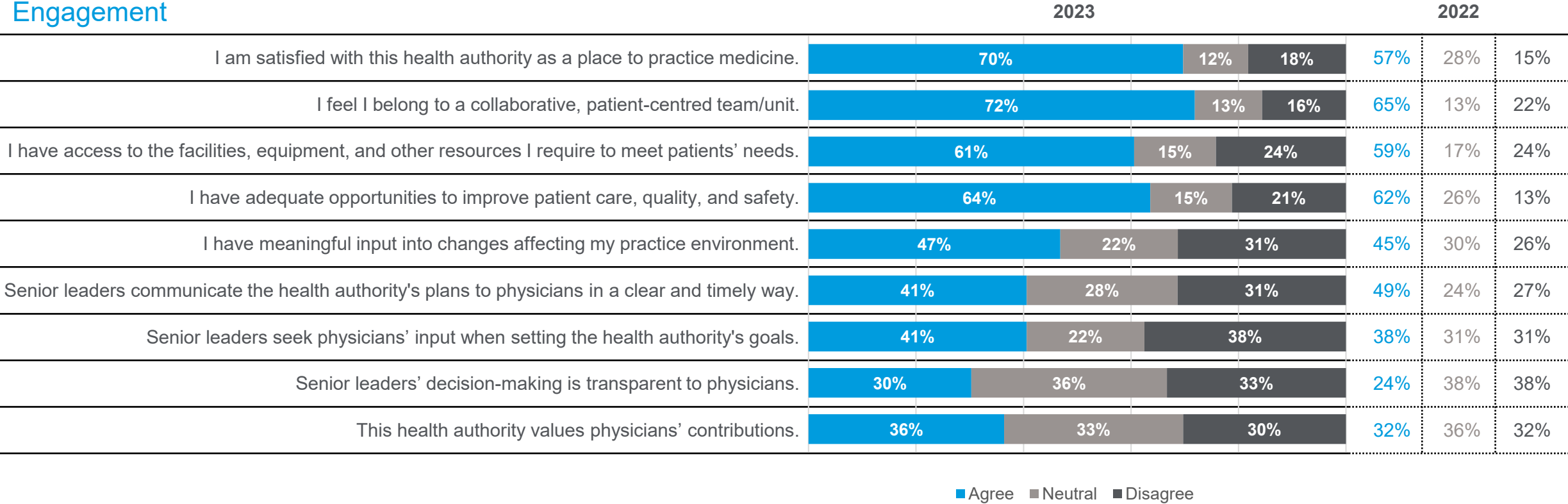


| | Mean 2023 | Mean 2022 | Mode (b) = bimodal | Median | Min | Max | Count |
|---|-----------|-----------|--------------------|--------|-----|-----|-------|
| *Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 0 to 999). | 12.69 | 9.53 | 2 | 2.5 | 1 | 150 | 16 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 10.43 | 14.04 | 1 | 5 | 1 | 100 | 21 |

Black

33 Respondents 2023 | 47 Respondents 2022

Engagement



Black

Physician Health and Safety

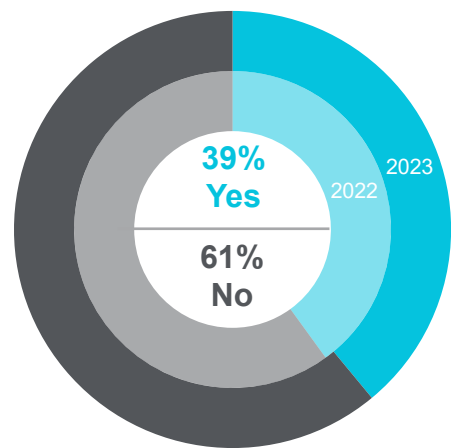


Trust

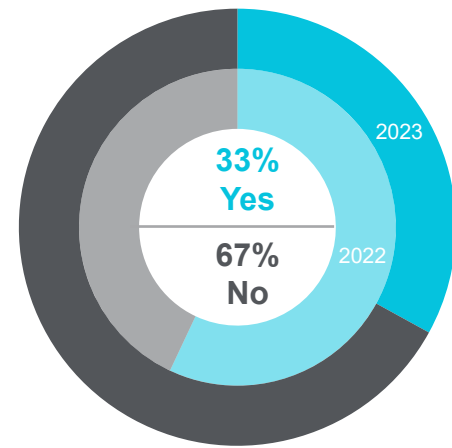


■ Agree ■ Neutral ■ Disagree

Experienced a physical safety incident



Experienced a psychological safety incident

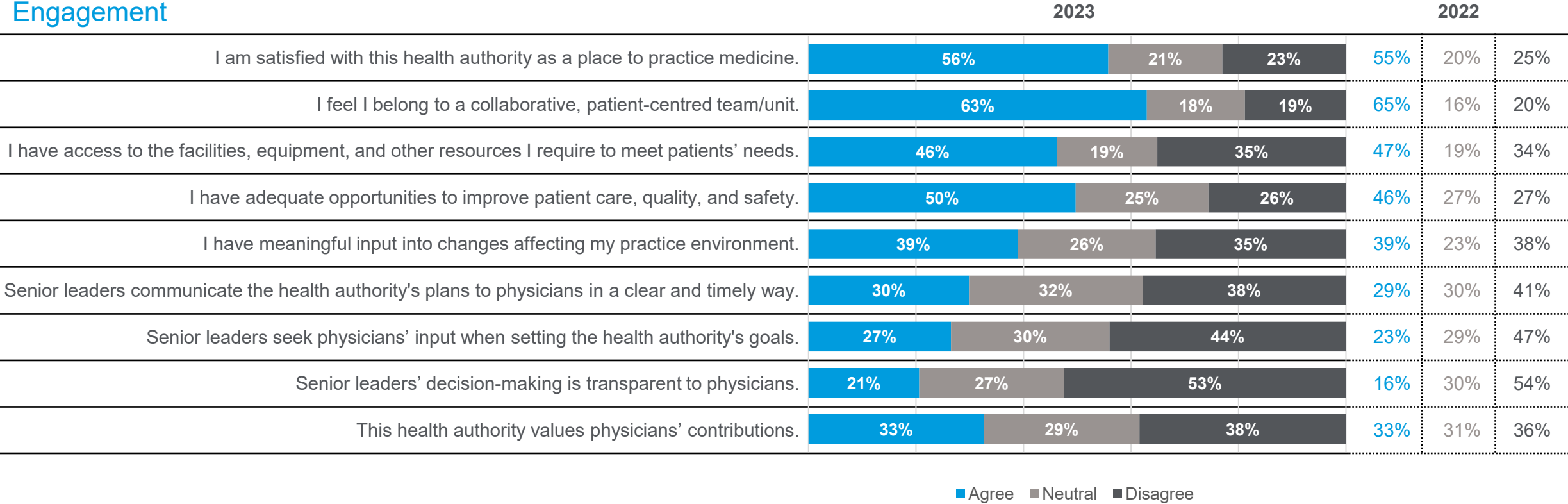


| | Mean 2023 | Mean 2022 | Mode (b) = bimodal | Median | Min | Max | Count |
|---|-----------|-----------|--------------------|--------|-----|-----|-------|
| *Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 0 to 999). | 3.54 | 7.95 | 1 | 2 | 1 | 10 | 13 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 16.45 | 7.81 | 1 (b) | 2 | 1 | 144 | 11 |

East Asian

332 Respondents 2023 | 387 Respondents 2022

Engagement



East Asian

Physician Health and Safety



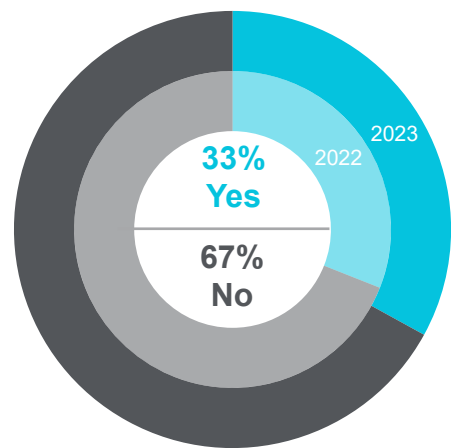
Trust



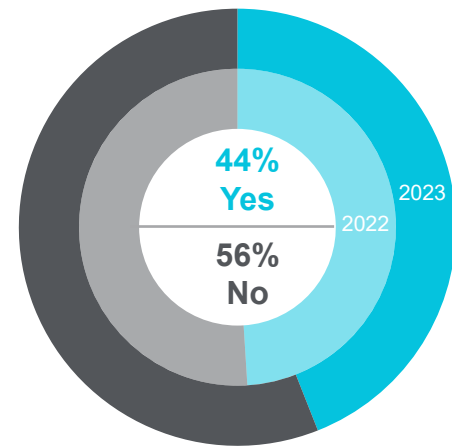
■ Agree ■ Neutral ■ Disagree

East Asian

Experienced a physical safety incident



Experienced a psychological safety incident

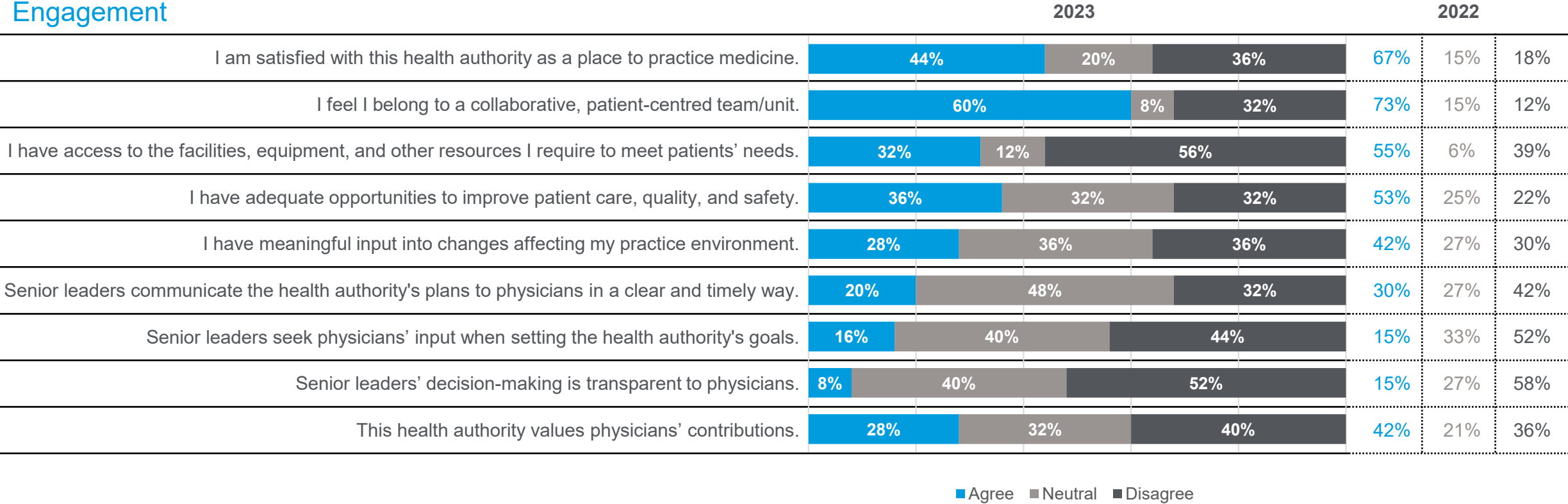


| | Mean 2023 | Mean 2022 | Mode (b) = bimodal | Median | Min | Max | Count |
|---|-----------|-----------|--------------------|--------|-----|-----|-------|
| *Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 0 to 999). | 12.10 | 13.24 | 1 | 3 | 1 | 365 | 109 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 24.92 | 12.85 | 1 (b) | 4 | 1 | 999 | 147 |

Southeast Asian

25 Respondents 2023 | 33 Respondents 2022

Engagement



Southeast Asian

Physician Health and Safety



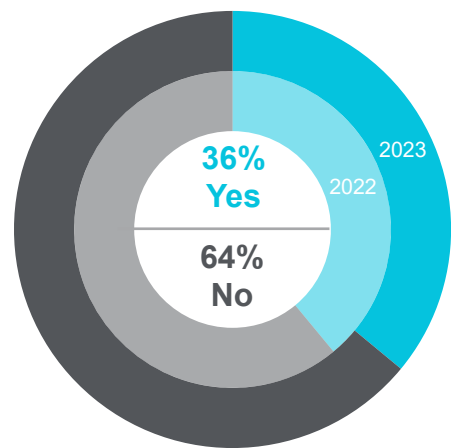
Trust



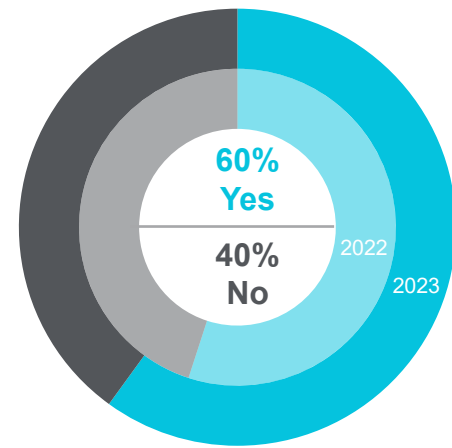
■ Agree ■ Neutral ■ Disagree

Southeast Asian

Experienced a physical safety incident



Experienced a psychological safety incident

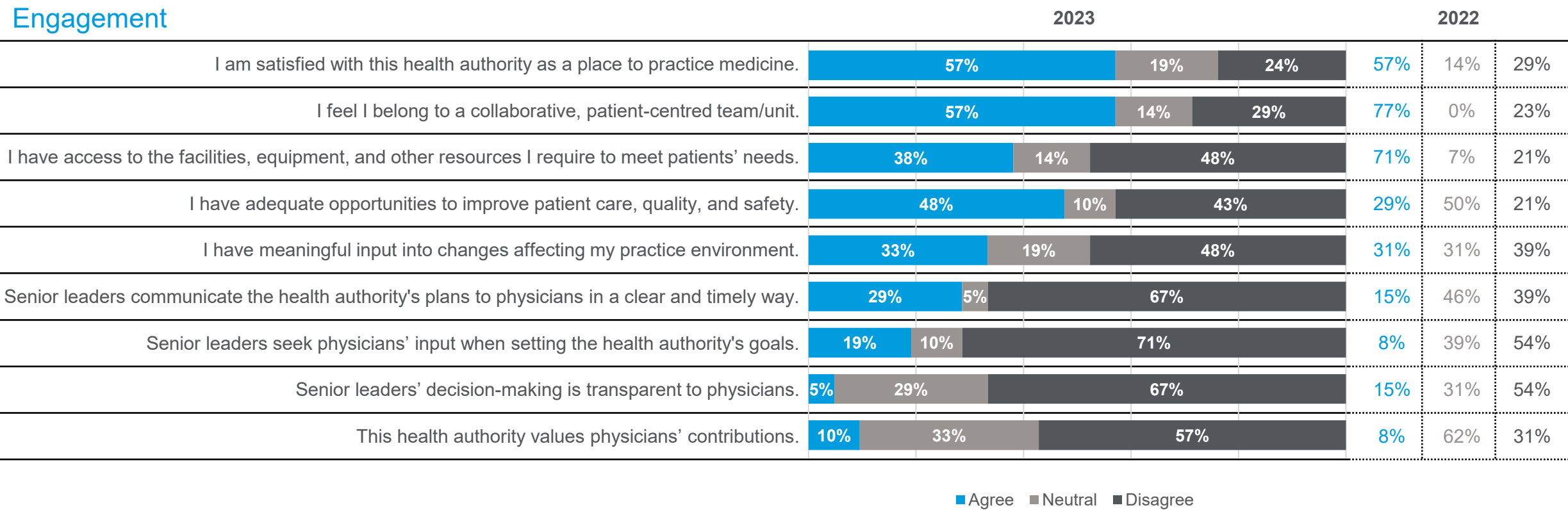


| | Mean 2023 | Mean 2022 | Mode (b) = bimodal | Median | Min | Max | Count |
|---|-----------|-----------|--------------------|--------|-----|-----|-------|
| *Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 0 to 999). | 7.89 | 4.38 | 10 | 5 | 2 | 24 | 9 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 16.87 | 5.89 | 1 | 5 | 1 | 100 | 15 |

Latina/o

21 Respondents 2023 | 14 Respondents 2022

Engagement

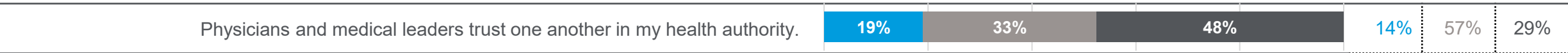


Latina/o

Physician Health and Safety

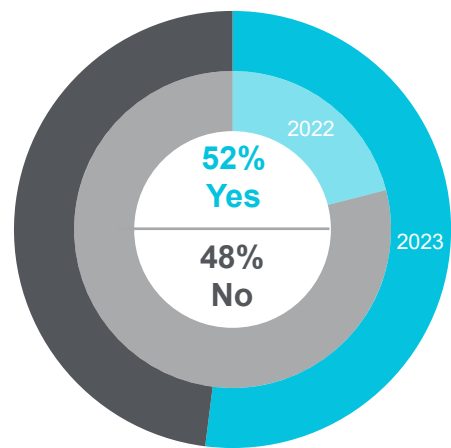


Trust

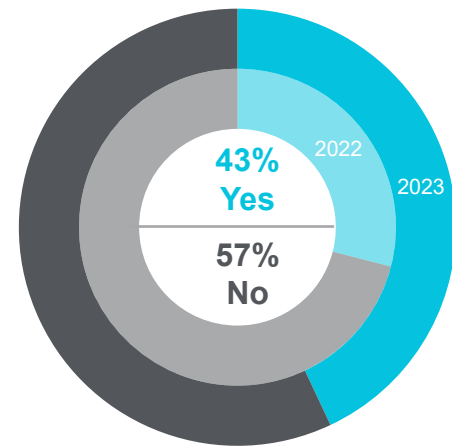


■ Agree ■ Neutral ■ Disagree

Experienced a physical safety incident



Experienced a psychological safety incident

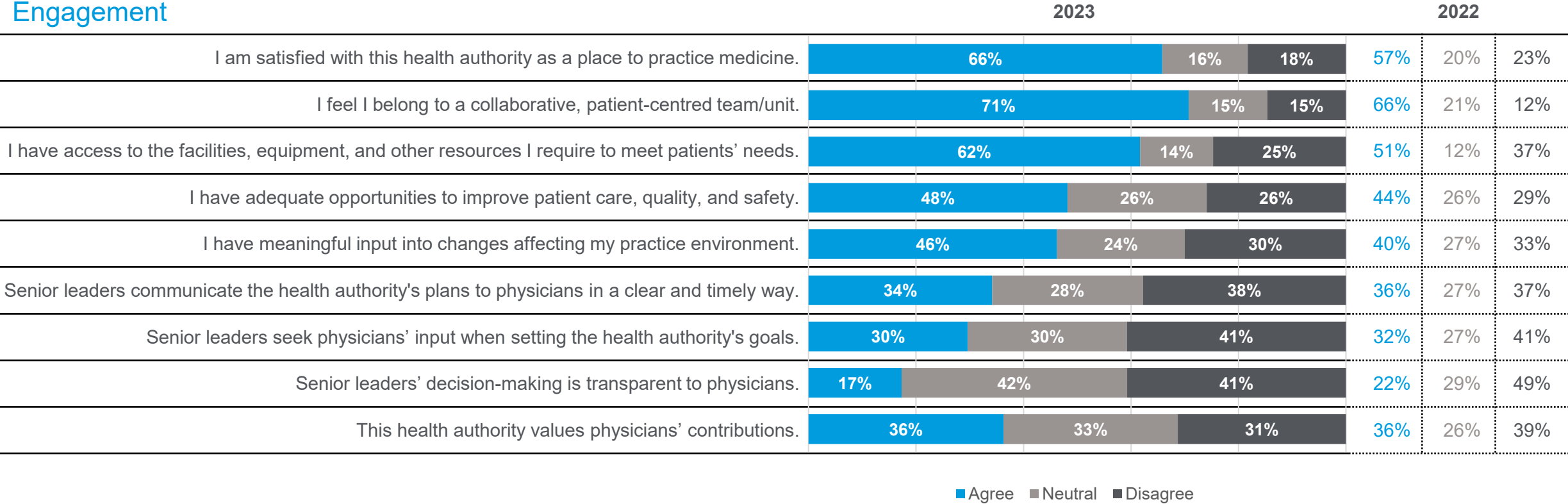


| | Mean 2023 | Mean 2022 | Mode (b) = bimodal | Median | Min | Max | Count |
|---|-----------|-----------|--------------------|--------|-----|-----|-------|
| *Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 0 to 999). | 44.91 | 4.00 | 2 | 3 | 1 | 365 | 11 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 48.00 | 2.50 | 1 | 1 | 1 | 365 | 9 |

Middle Eastern

82 Respondents 2023 | 100 Respondents 2022

Engagement



Middle Eastern

Physician Health and Safety



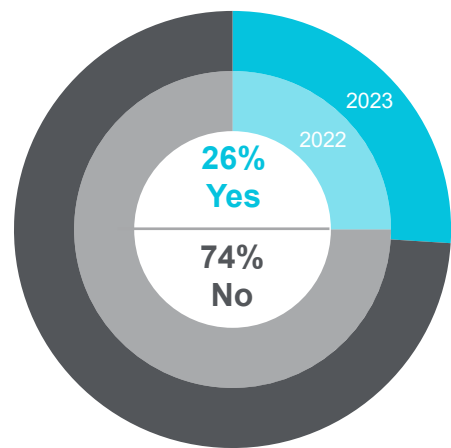
Trust



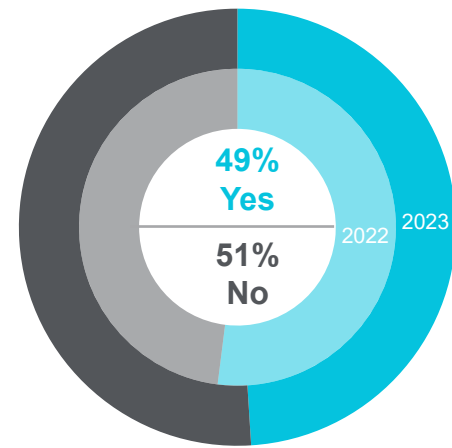
■ Agree
■ Neutral
■ Disagree

Middle Eastern

Experienced a physical safety incident



Experienced a psychological safety incident

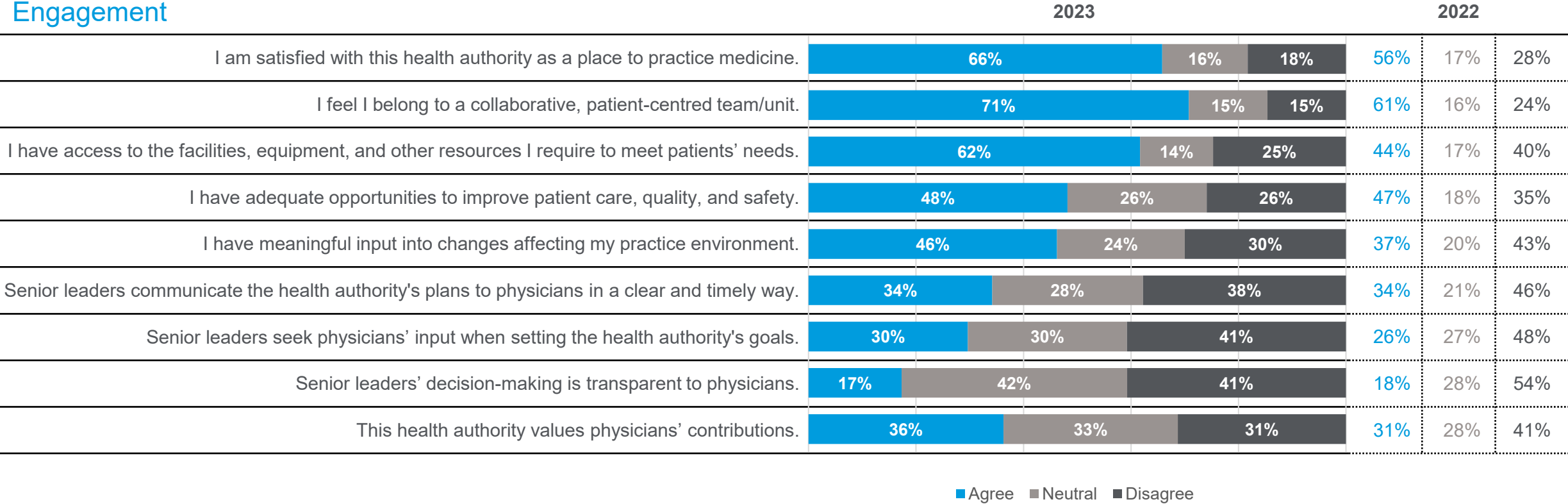


| | Mean 2023 | Mean 2022 | Mode (b) = bimodal | Median | Min | Max | Count |
|---|-----------|-----------|--------------------|--------|-----|-----|-------|
| *Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 0 to 999). | 7.62 | 48.72 | 2 | 4 | 1 | 50 | 21 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 43.28 | 48.00 | 2 | 4.5 | 1 | 999 | 40 |

South Asian

192 Respondents 2023 | 272 Respondents 2022

Engagement



South Asian

Physician Health and Safety



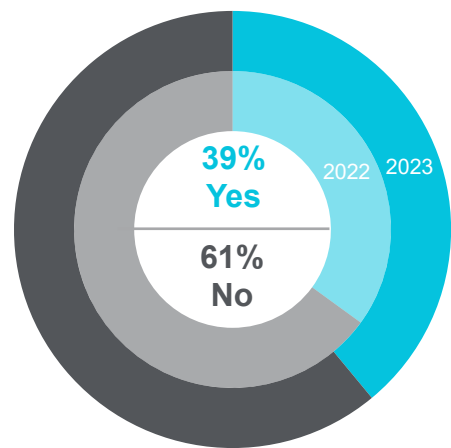
Trust



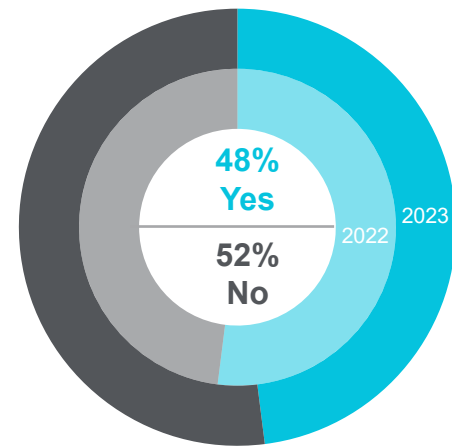
■ Agree ■ Neutral ■ Disagree

South Asian

Experienced a physical safety incident



Experienced a psychological safety incident

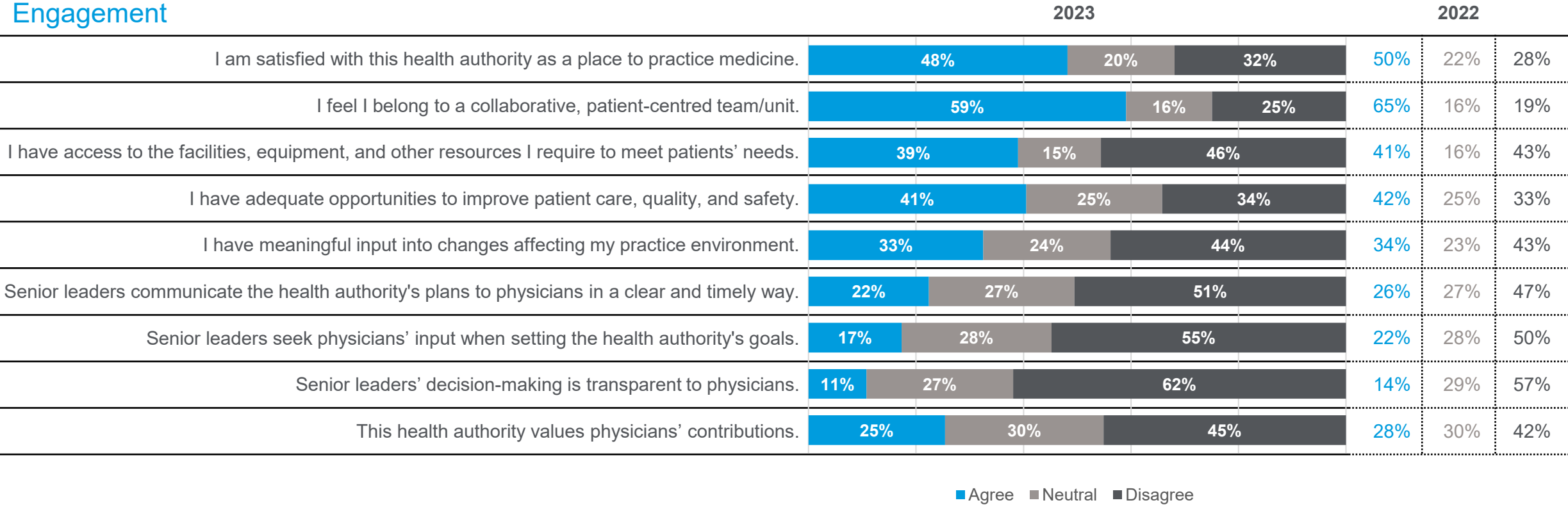


| | Mean 2023 | Mean 2022 | Mode (b) = bimodal | Median | Min | Max | Count |
|---|-----------|-----------|--------------------|--------|-----|-----|-------|
| *Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 0 to 999). | 13.44 | 6.20 | 1 | 3 | 1 | 500 | 75 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 20.55 | 11.45 | 2 | 5 | 1 | 999 | 93 |

White

1,595 Respondents 2023 | 1,819 Respondents 2022

Engagement



White

Physician Health and Safety

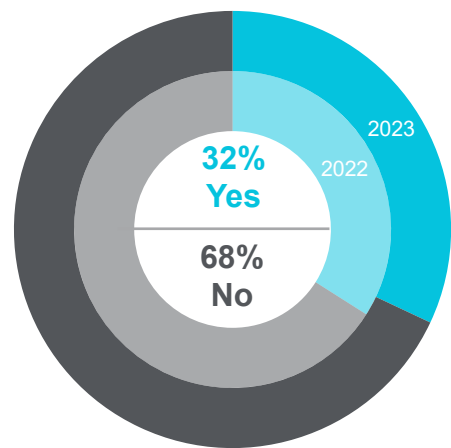


Trust

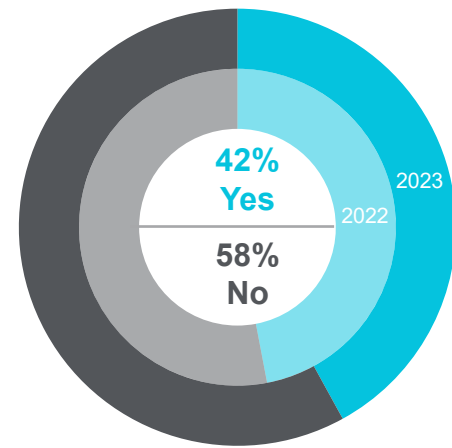


■ Agree ■ Neutral ■ Disagree

Experienced a physical safety incident



Experienced a psychological safety incident



| | Mean 2023 | Mean 2022 | 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. 0 to 999). | 12.97 | 13.91 | 1 | 3 | 1 | 999 | 510 |
| *Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999). | 23.97 | 23.40 | 1 | 4 | 1 | 999 | 671 |

