

2025 Health Authority Engagement Survey results

Supplemental Report



**doctors
of bc**

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Introduction

This report provides comprehensive survey results by facility/site, divisions, physician groups, and some demographics.

2025 marks the ninth year of the Health Authority Engagement Survey. All actively practicing members of Doctors of BC were invited to participate in this survey, which was open from October 1 – 30, 2025. It was sent to 14,740 members and had 2,387 responses, resulting in a 16% response rate. The Survey was conducted by external polling firm, TWI Surveys. All responses are anonymous and confidential - Doctors of BC does not have access to individual responses.

The survey used the same 17 statements as the previous year regarding engagement with the health authorities and health and safety in the workplace. These statements use a 5-point Likert scale, and 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 +/- 1.84%. All percentages have been rounded to the nearest whole number. Sample sizes for the demographic breakdowns are included in some of the charts in this report.

Response rates and sample sizes

Health authority sample sizes	2025	2023	2022	2021	2020	2019	2018	2017	2016
Fraser Health	547	565	646	758	735	664	650	729	555
Interior Health	452	477	658	617	563	523	528	573	388
Island Health	515	583	564	649	650	574	496	524	486
Northern Health	124	132	136	179	152	154	169	164	121
Provincial Health Services Authority	153	168	168	188	175	180	138	168	159
Vancouver Coastal Health	591	696	807	907	920	831	672	836	693

Number of surveys sent	2025	2023	2022	2021	2020	2019	2018	2017	2016
Total number of surveys sent	14,740	13,323	12,689	12,112	11,523	11,504	11,153	11,342	12,580
Responses	2,387	2,625	2,983	3,301	3,200	2,928	2,657	2,998	2,485
Response rate (%)	16%	20%	24%	27%	28%	26%	24%	26%	20%

2025 Doctors of BC Health Authority Engagement Survey

Demographics

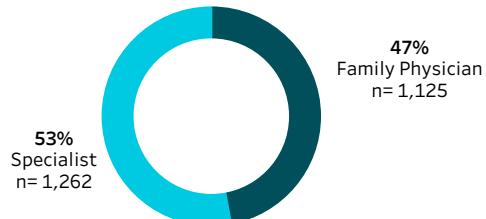
Survey Year
2025

Health Authority
All

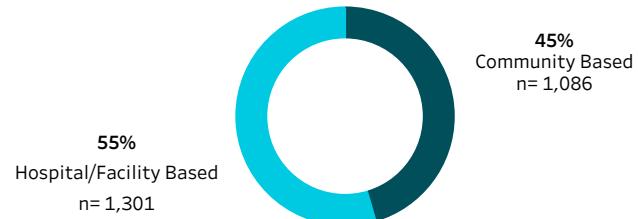
Demographics

(N = 2,387)

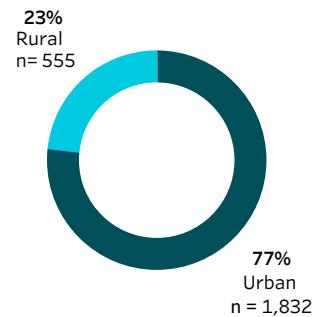
FAMILY PHYSICIANS OR SPECIALISTS



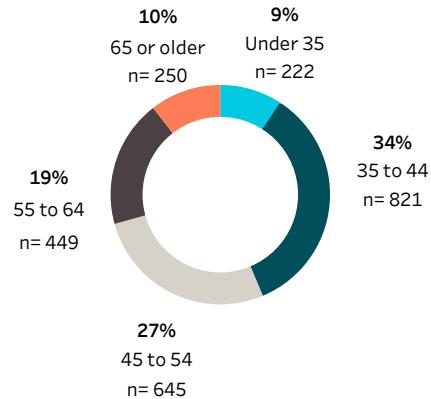
HOSPITAL/FACILITY OR COMMUNITY BASED



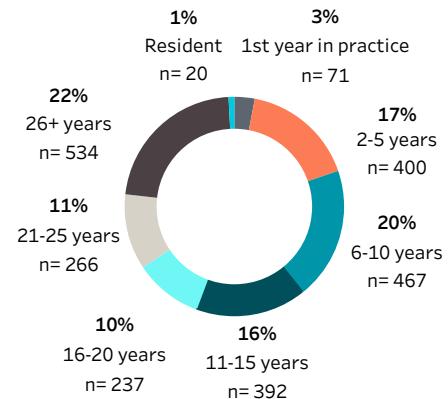
SETTING



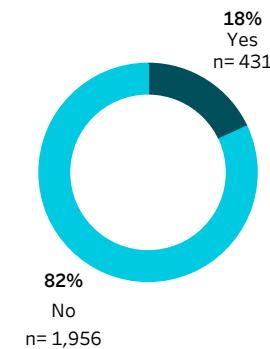
AGE



TENURE



MEDICAL LEADERSHIP



Demographics - optional

The following questions were optional and revised for the 2025 survey. The gender identity options were recategorized and the question asked to “select the option that best describes your identity”, with an additional question on transgender history. No comparisons are made with previous years’ data due to this change.

Gender identity (N=2249)

	n	%
Man	988	44%
Women	1076	48%
Nonbinary (e.g. agender, genderfluid, genderqueer, polygender)	10	<1%
Prefer not to answer	175	8%

Transgender History (N=2,245)

	n	%
Yes	*	*
No	2,037	91%
Prefer not to answer	199	9%

*N<10

Racial identity (N=2244)

	n	%
Indigenous (e.g. First Nations, Metis, Inuit/Inuk, other)	28	1%
Black	41	2%
East Asian	268	12%
Latina/Latino/Latinx	18	1%
Middle Eastern, Arab or West Asian	82	4%
South Asian or Indo-Caribbean	126	6%
Southeast Asian	102	5%
White	1347	60%
Another race category (please specify)	63	3%
Prefer not to answer	242	11%

Section 1

Engagement trends

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

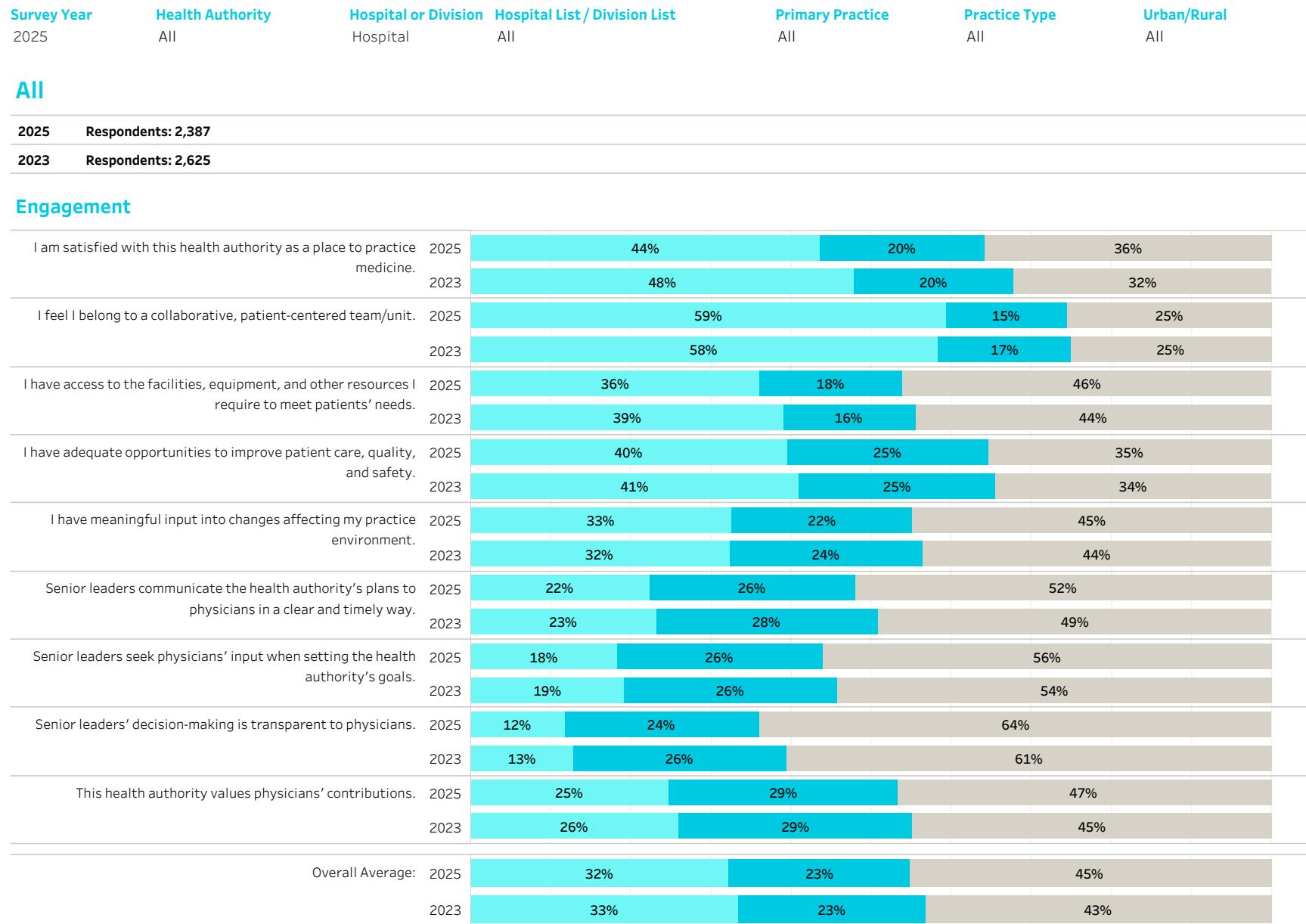


Provincial averages

Average scores and comparisons from 2023 for the same engagement and health and safety questions asked in previous years.

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

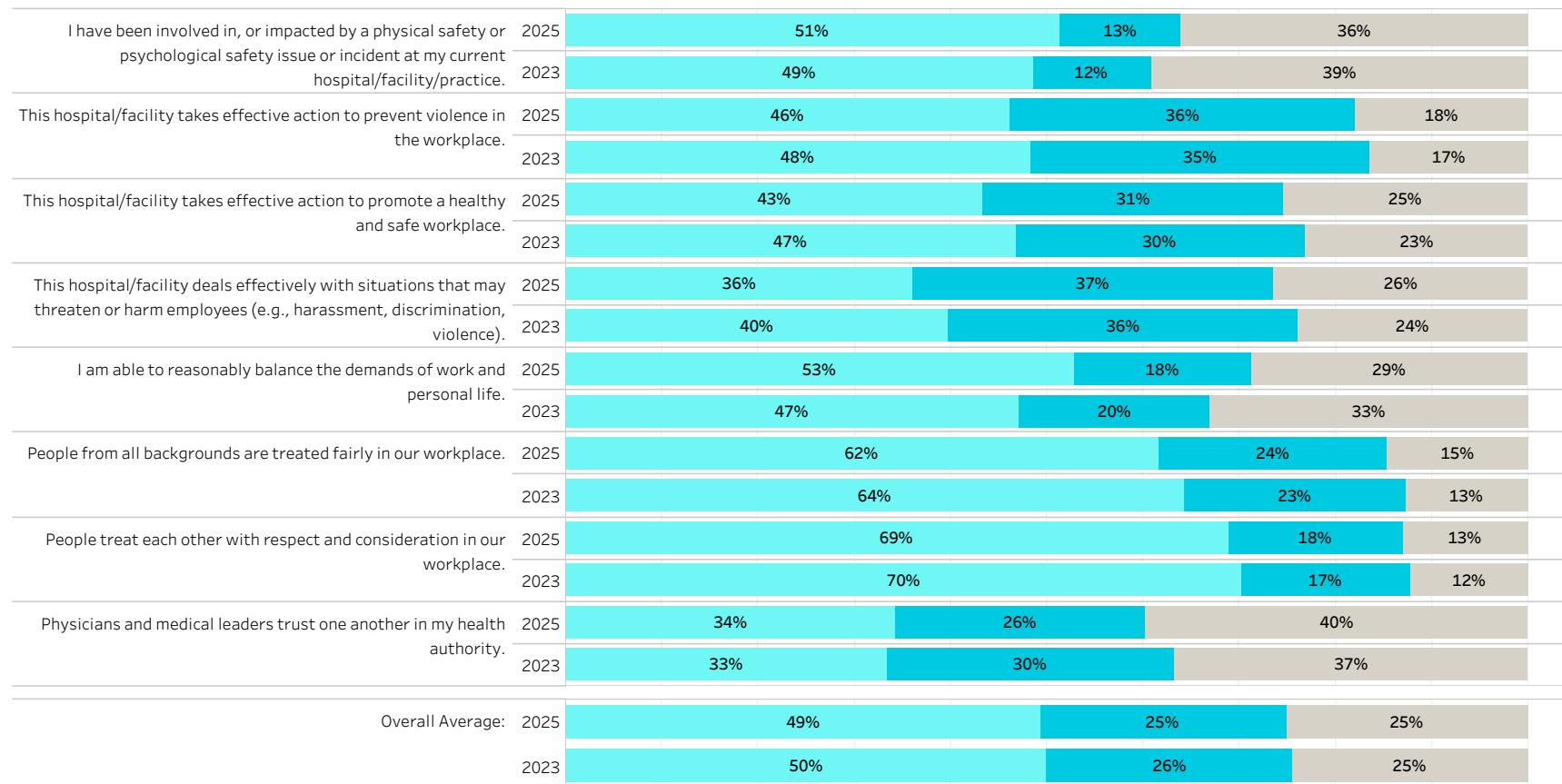
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	All	Hospital	All	All	All	All

All

2025 **Respondents: 2,387**

2023 **Respondents: 2,625**

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division Li..	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	All	Hospital	All	All	All	All	All	All

All

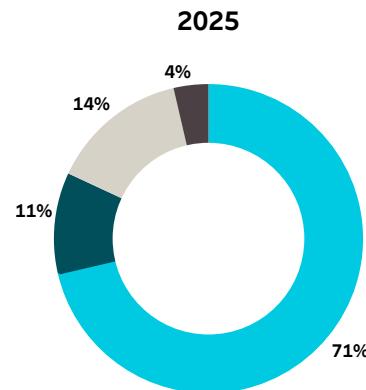
2025 Respondents: 2,387

2023 Respondents: 2,625

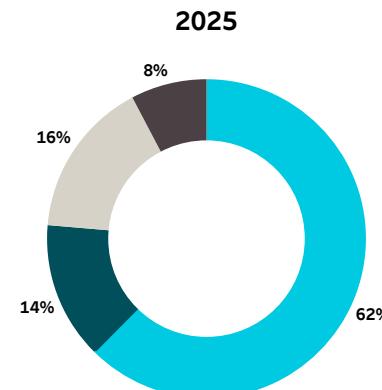
		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	34%	803	13.1	3.0	1	999
	2023	33%	870	15.3	3.0	1	999
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	44%	1,041	34.0	5.0	1	999
	2023	45%	1,170	29.0	4.5	1	999

* % of physicians who experienced incidents

Physical safety incident breakdown



Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

Regional engagement averages

Average scores and comparisons from 2023 for the same engagement and health and safety questions asked in previous years.

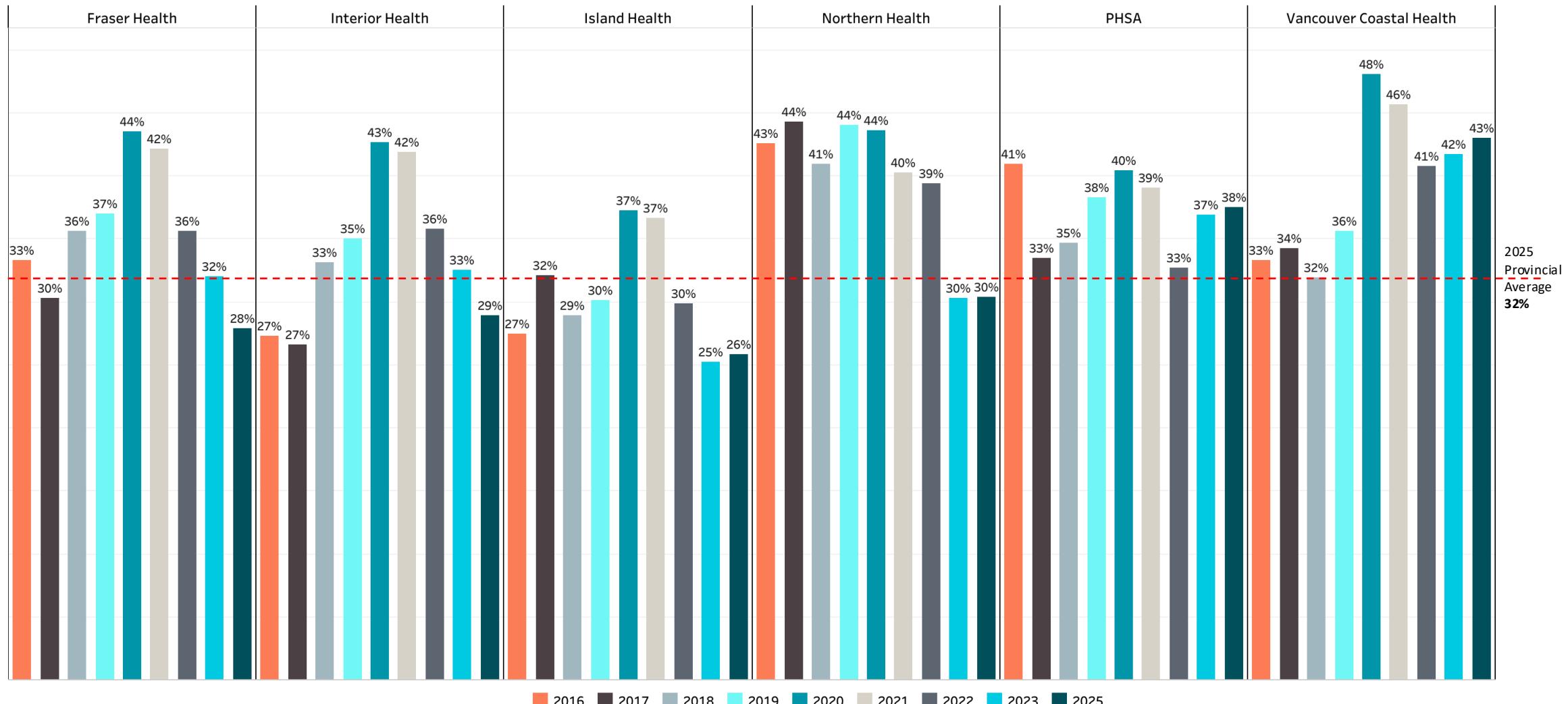
2025 Doctors of BC Health Authority Engagement Survey

HA Engagement Trends

Survey Year
AllHealth Authority
Multiple values

Health Authority Engagement Trends

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

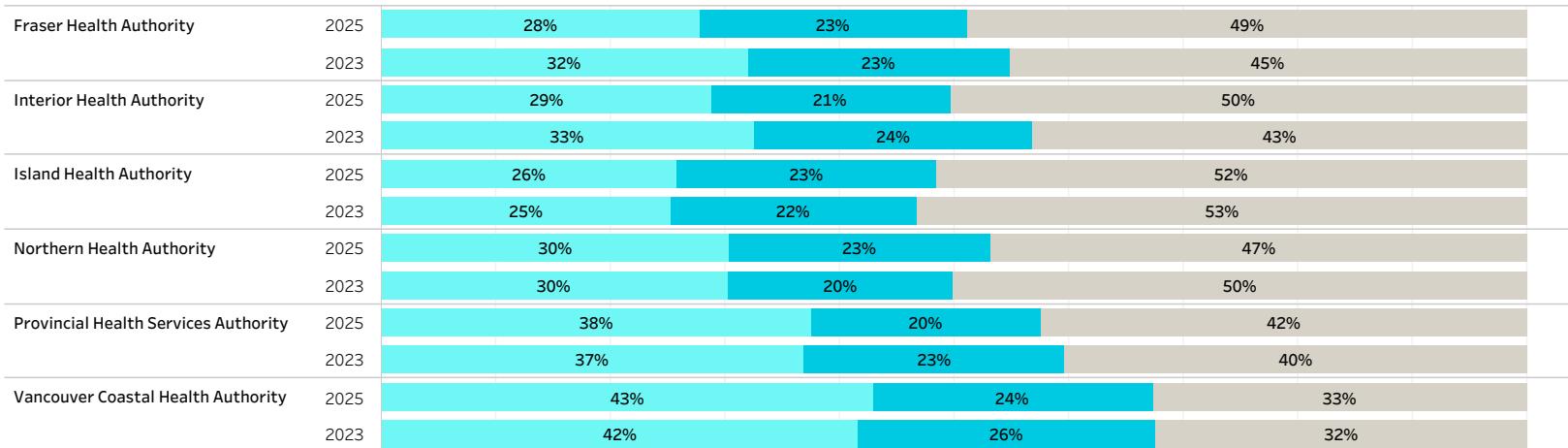


2025 Doctors of BC Health Authority Engagement Survey

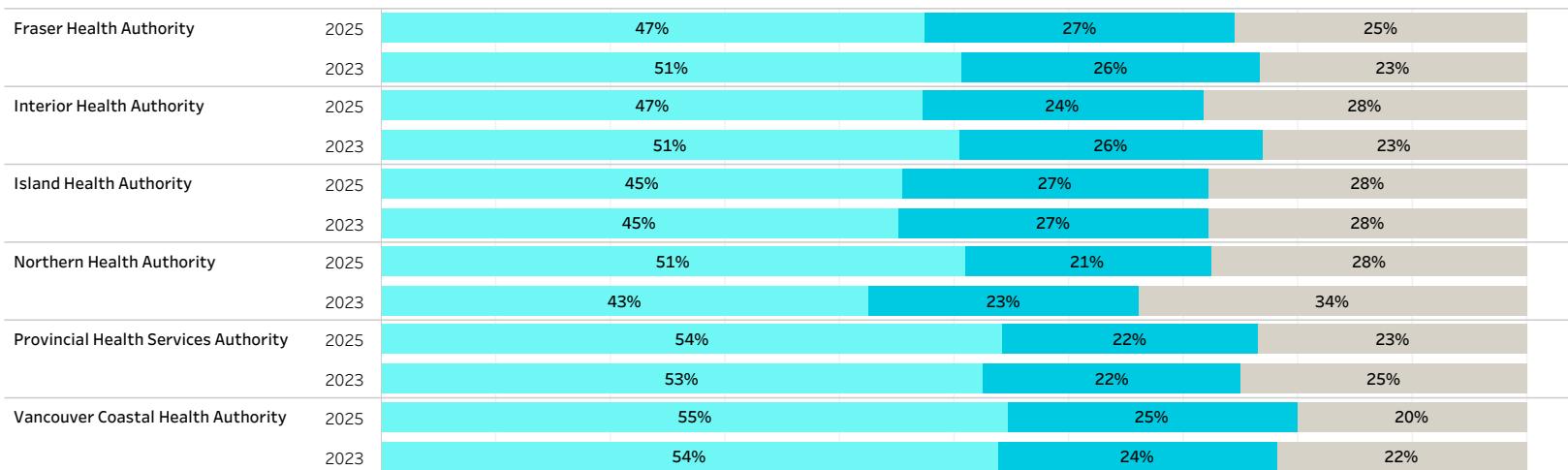
Health Authority Overall Engagement Scores

Survey Year	Health Authority
2025	Multiple values

Engagement



Physician Health and Safety



Agree

Neutral

Disagree

First Nations Health Authority

- Engagement averages
- Physician health and safety averages

NOTE: Although there were five respondents for FNHA, some chose to respond 'N/A' to several questions, which lowers the reporting threshold. Only responses to questions from all five FNHA physicians who selected Agree, Neutral or Disagree are shown on the following charts. Due to the low response rate in 2023, no scores are reported for comparison.

2025 Doctors of BC Health Authority Engagement Survey

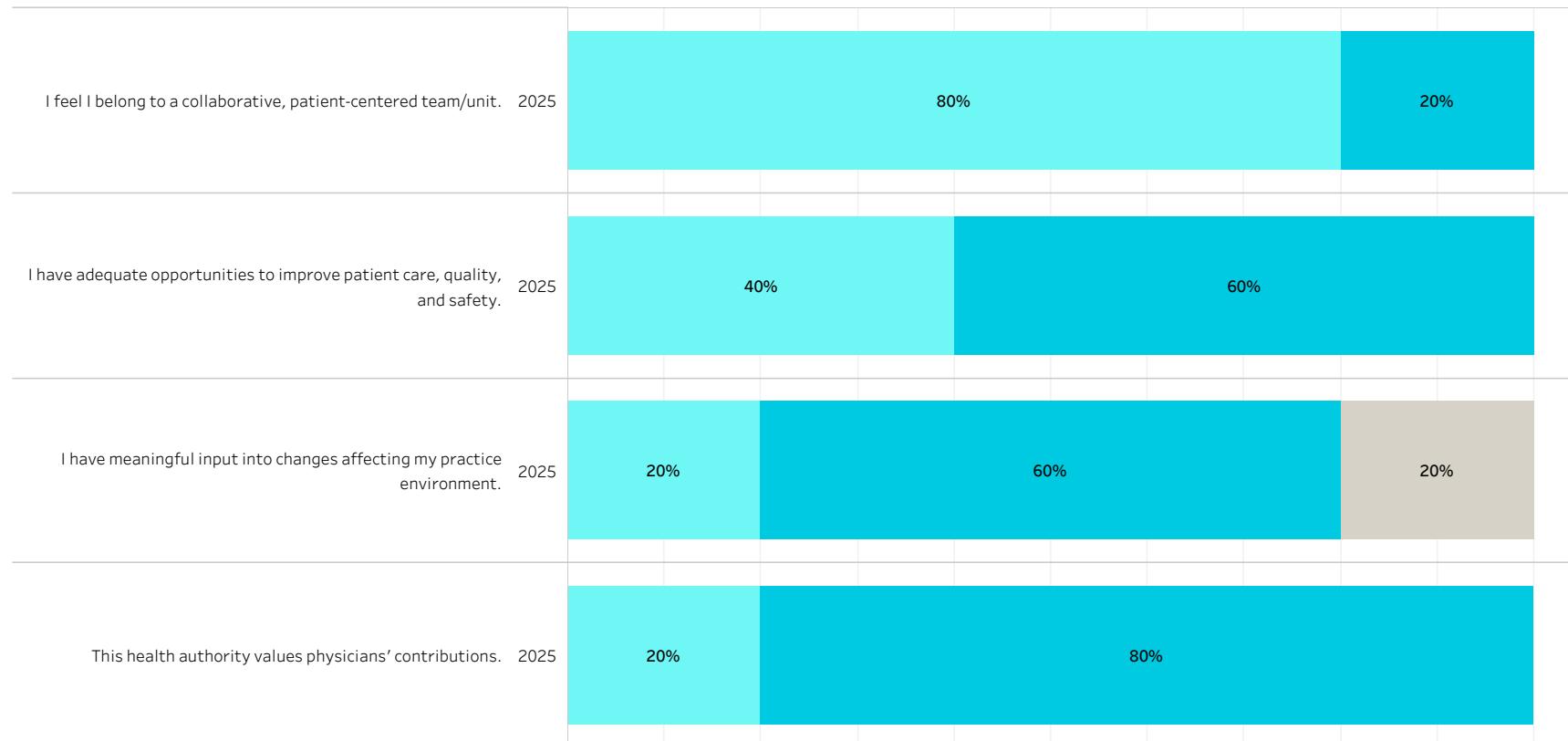
Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	First Nations Health Authority	Hospital	All	All	All	All

All

2025 Respondents: 5

Engagement



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	First Nations Health Authority	Hospital	All	All	All	All

All

2025 Respondents: 5

Physician Health and Safety



Agree Neutral

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.

NOTE: Safety incidents with responses <5 have been excluded from this report.

2025 Doctors of BC Health Authority Engagement Survey

Demographics

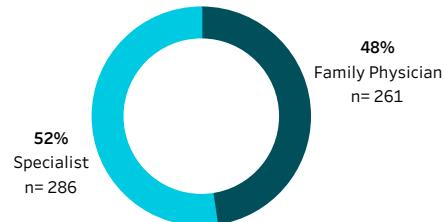
Survey Year
2025

Health Authority
Fraser Health Authority

Demographics

(N = 547)

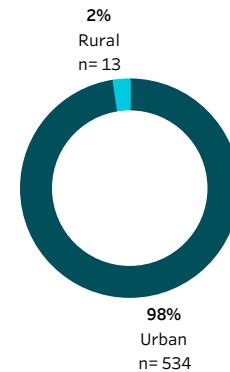
FAMILY PHYSICIANS OR SPECIALISTS



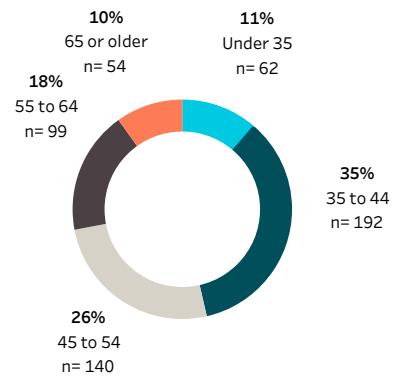
HOSPITAL/FACILITY OR COMMUNITY BASED



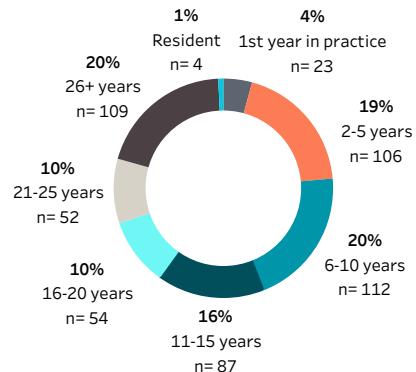
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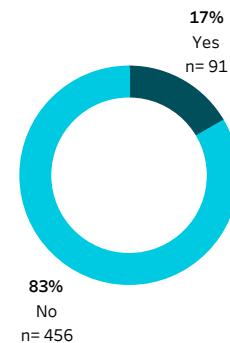
AGE



TENURE



MEDICAL LEADERSHIP



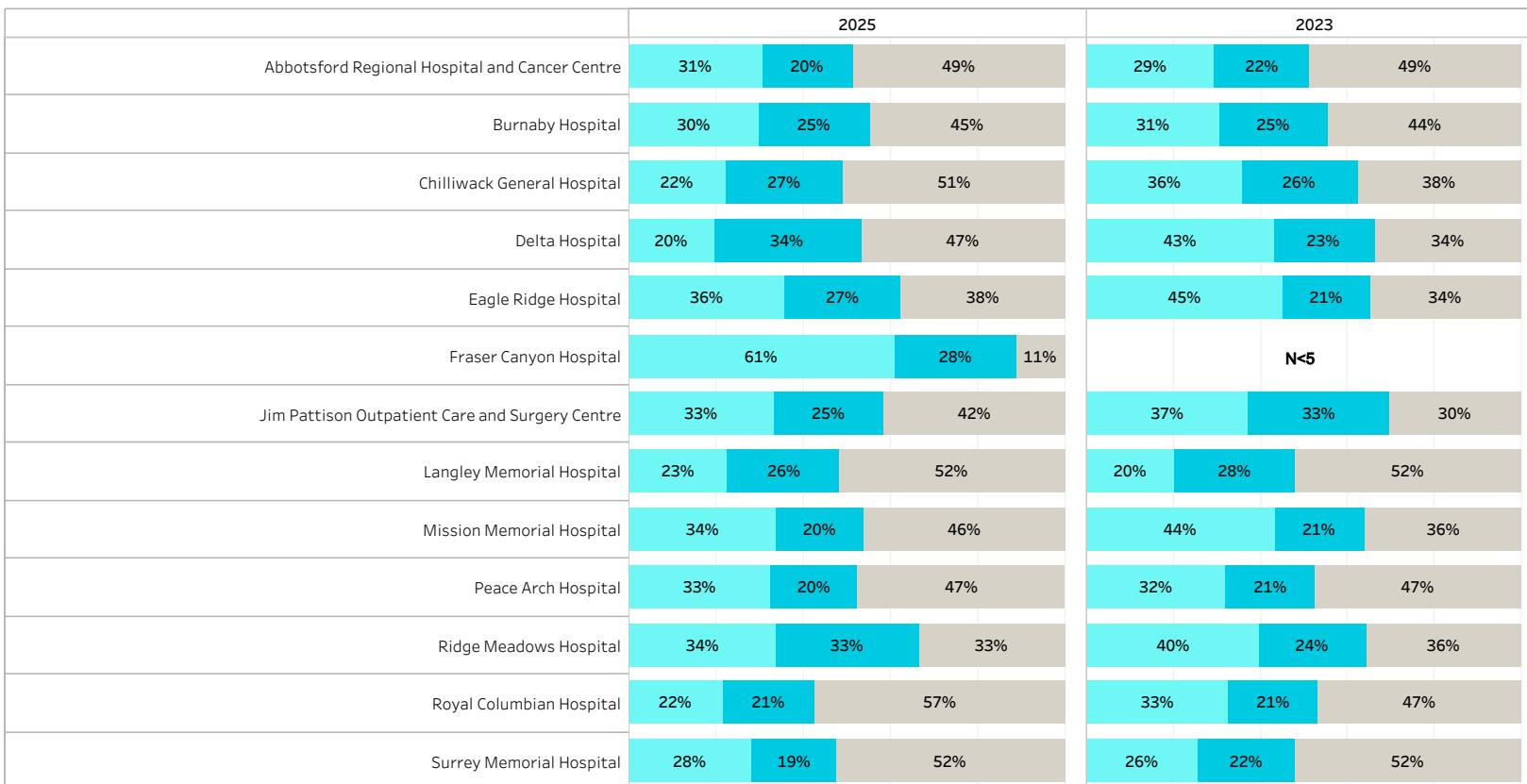
2025 Doctors of BC Health Authority Engagement Survey

Regional Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List
2025	Fraser Health	Hospital	Multiple values

All - Hospital

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



■ Agree

■ Neutral

■ Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

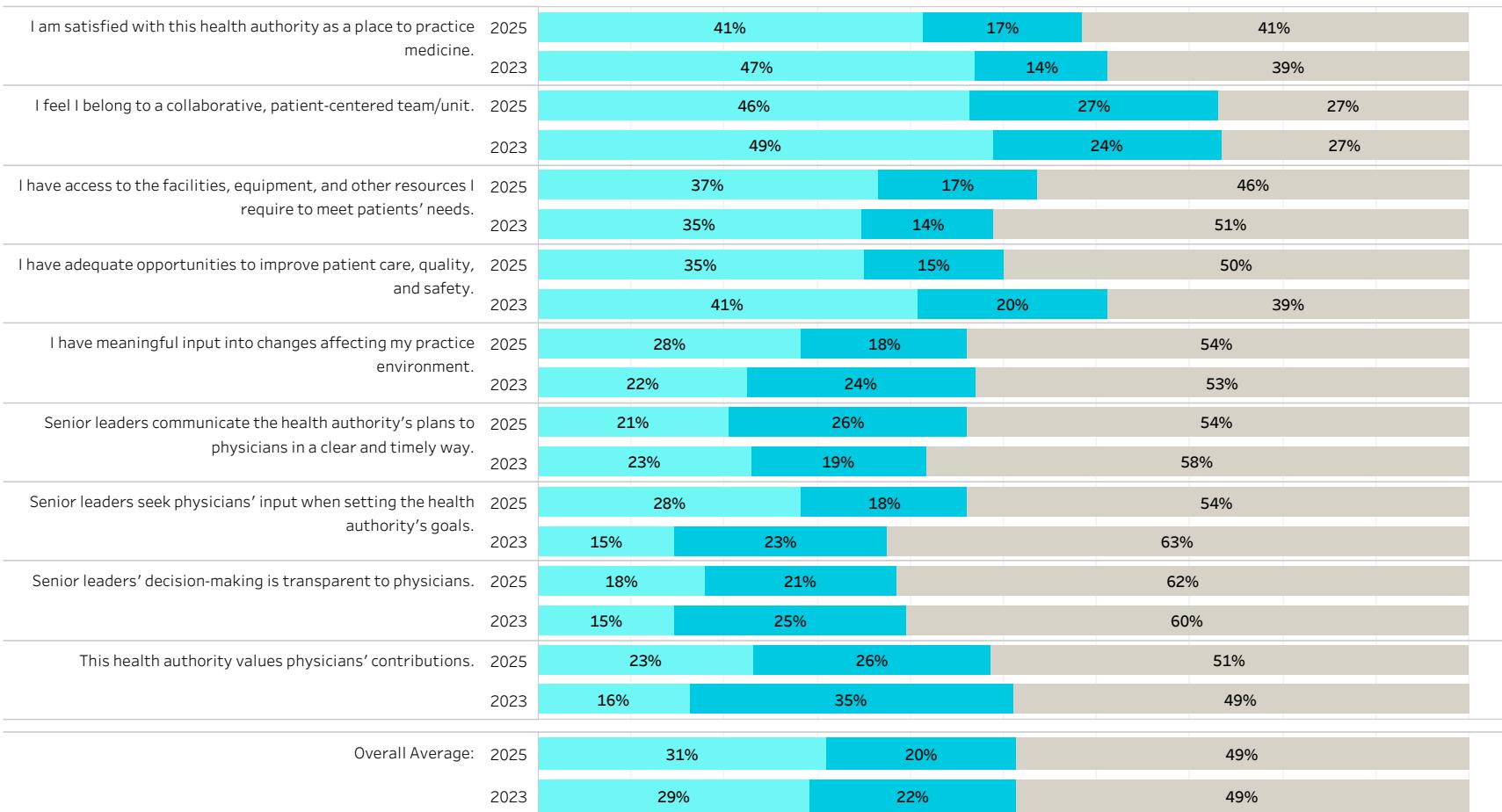
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Hospital	Abbotsford Regional Hospital and Cancer Centre	All	All	All

Abbotsford Regional Hospital and Cancer Centre

2025 **Respondents: 41**

2023 **Respondents: 49**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

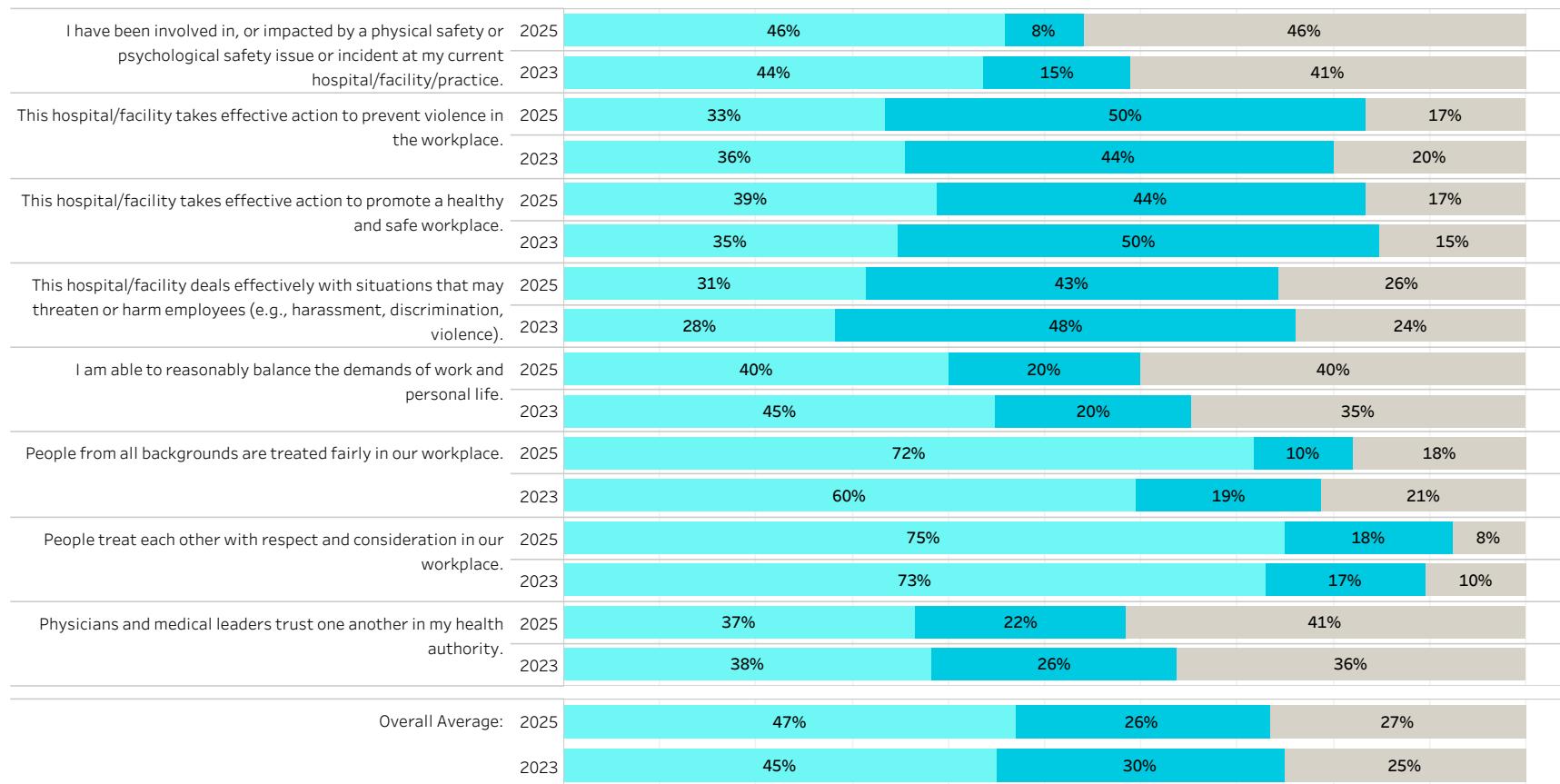
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Hospital	Abbotsford Regional Hospital and Cancer Centre	All	All	All

Abbotsford Regional Hospital and Cancer Centre

2025 Respondents: 41

2023 Respondents: 49

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Fraser Health	Hospital	Abbotsford Regional Hospital and Cancer Centre	All	All	All	All	All

Abbotsford Regional Hospital and Cancer Centre

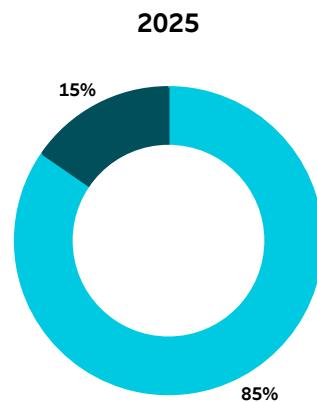
2025 Respondents: 41

2023 Respondents: 49

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	32%	13	3.5	2.0	1	10
	2023	33%	16	9.8	5.0	1	50
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	41%	17	5.1	5.0	1	20
	2023	47%	23	55.7	4.0	1	999

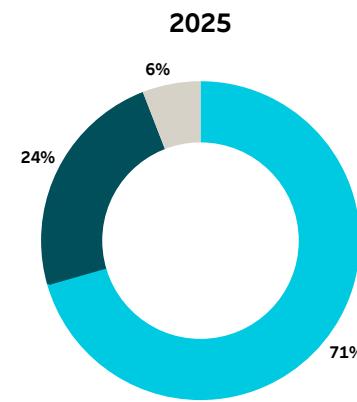
* % of physicians who experienced incidents

Physical safety incident breakdown



1-5 incidents 6-10 incidents

Psychological safety incident breakdown



1-5 incidents 6-10 incidents 11-50 incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

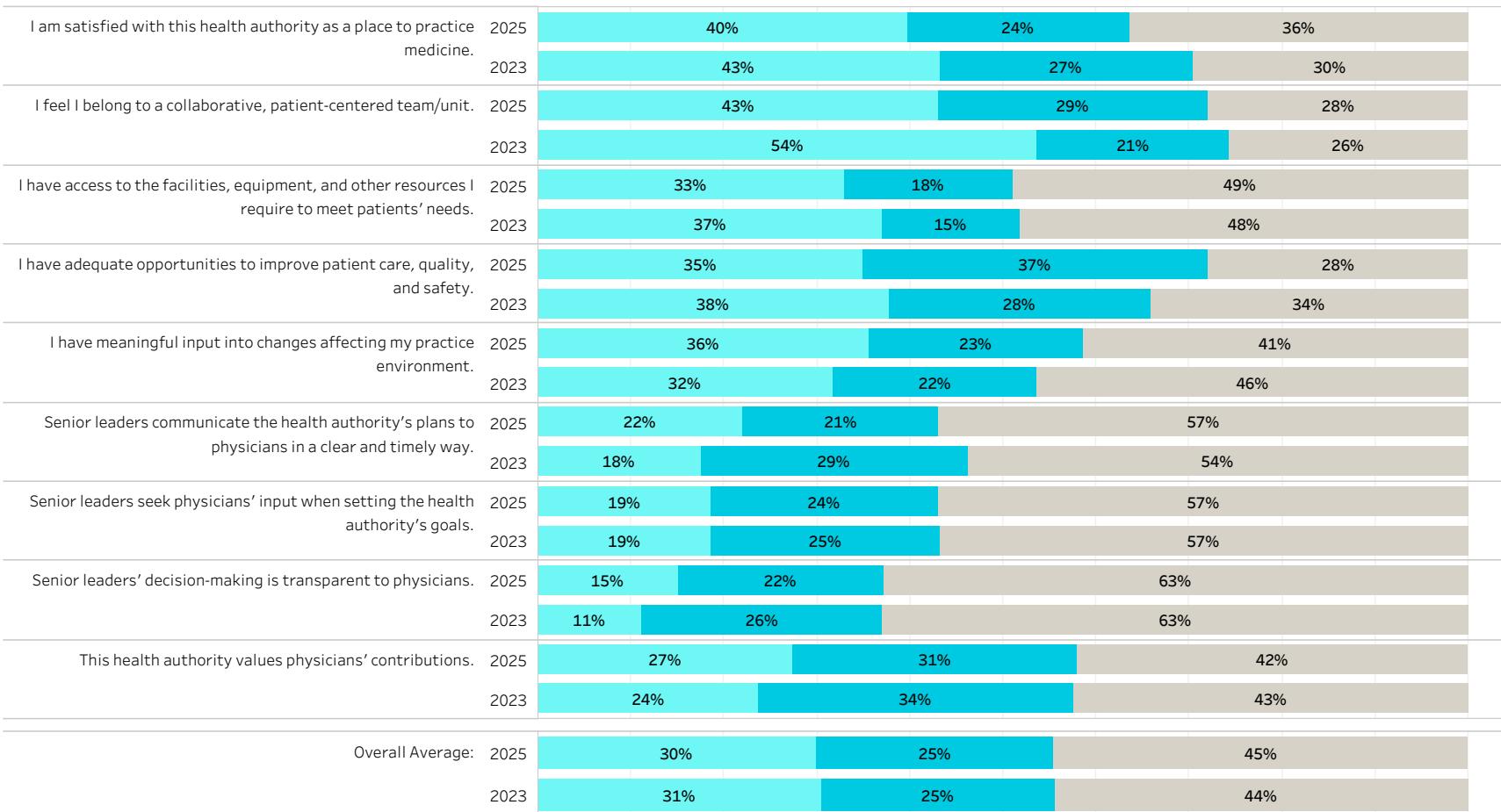
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Hospital	Burnaby Hospital	All	All	All

Burnaby Hospital

2025 Respondents: 88

2023 Respondents: 82

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

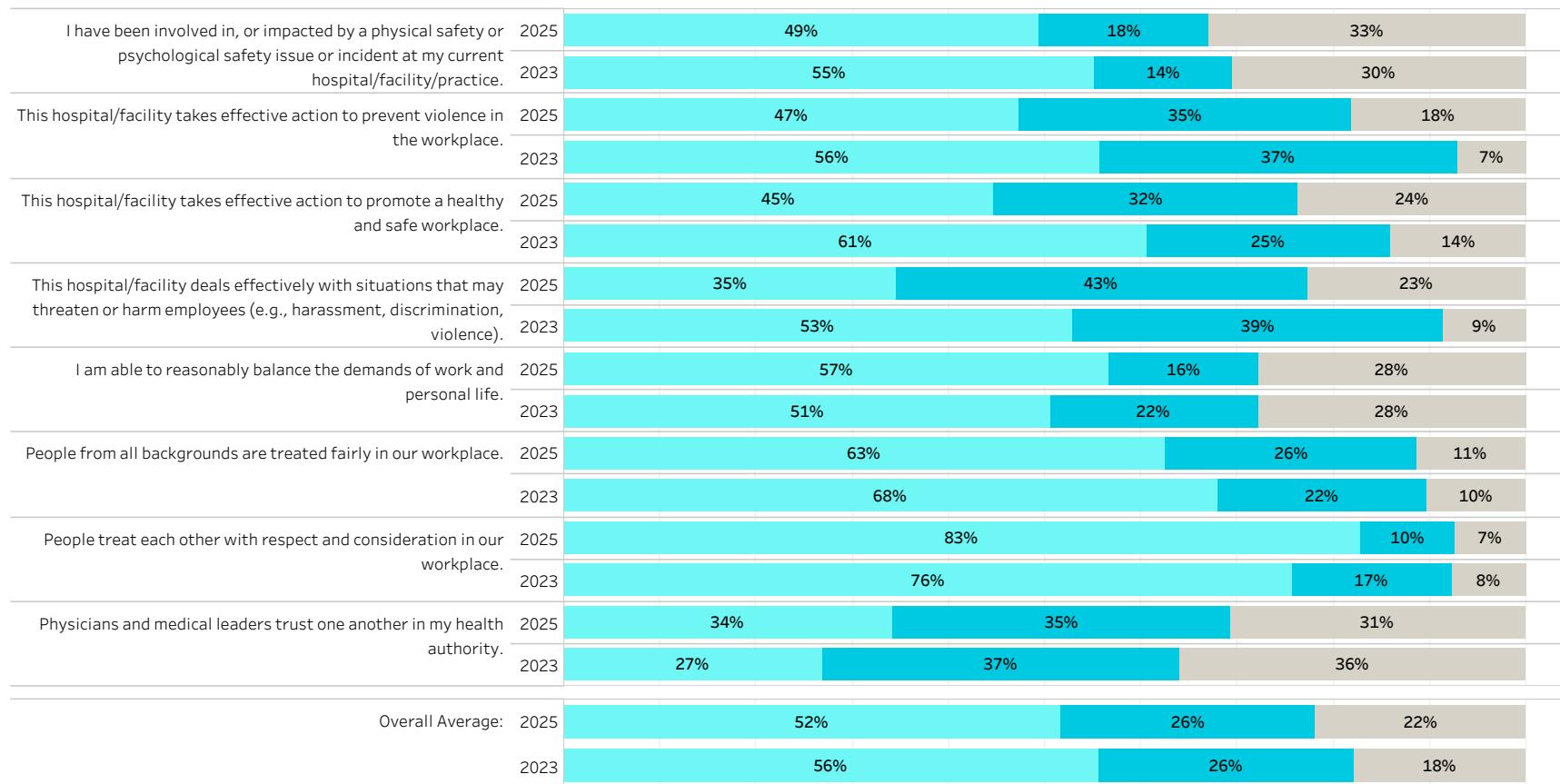
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Hospital	Burnaby Hospital	All	All	All

Burnaby Hospital

2025 Respondents: 88

2023 Respondents: 82

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Fraser Health	Hospital	Burnaby Hospital	All	All	All	All	All

Burnaby Hospital

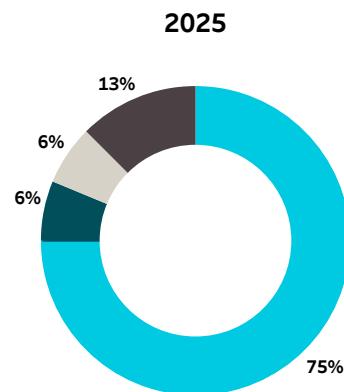
2025 Respondents: 88

2023 Respondents: 82

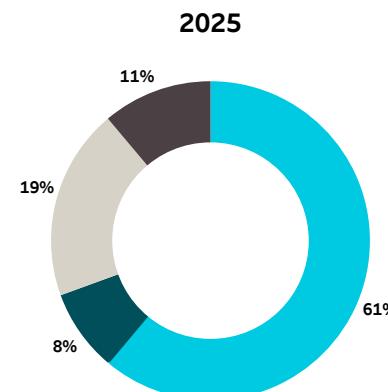
		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	36%	32	18.0	3.0	1	200
	2023	45%	37	16.1	3.0	1	365
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	41%	36	55.2	5.0	1	999
	2023	43%	35	28.3	10.0	1	365

* % of physicians who experienced incidents

Physical safety incident breakdown



Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

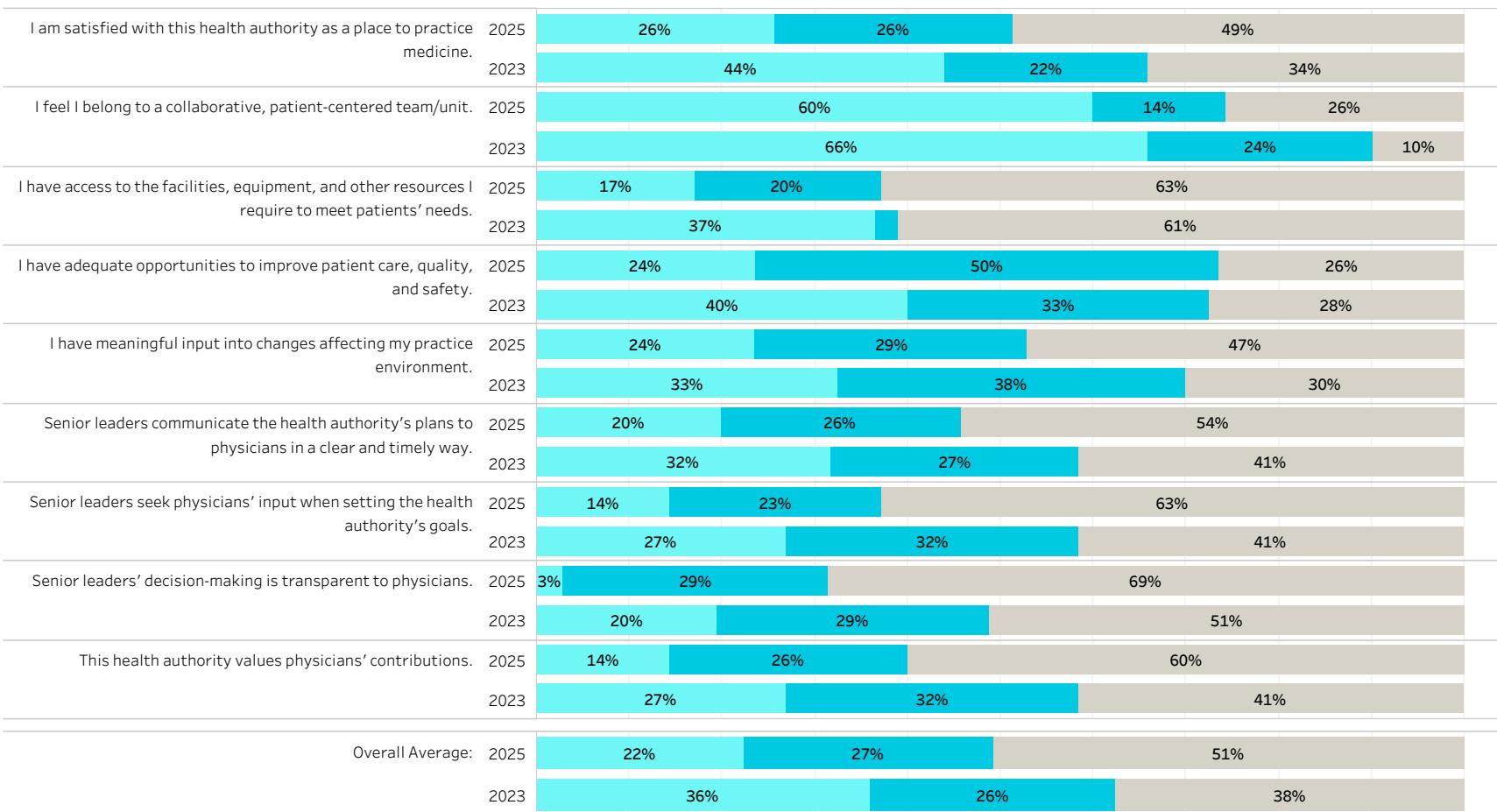
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Hospital	Chilliwack General Hospital	All	All	All

Chilliwack General Hospital

2025 Respondents: 35

2023 Respondents: 41

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

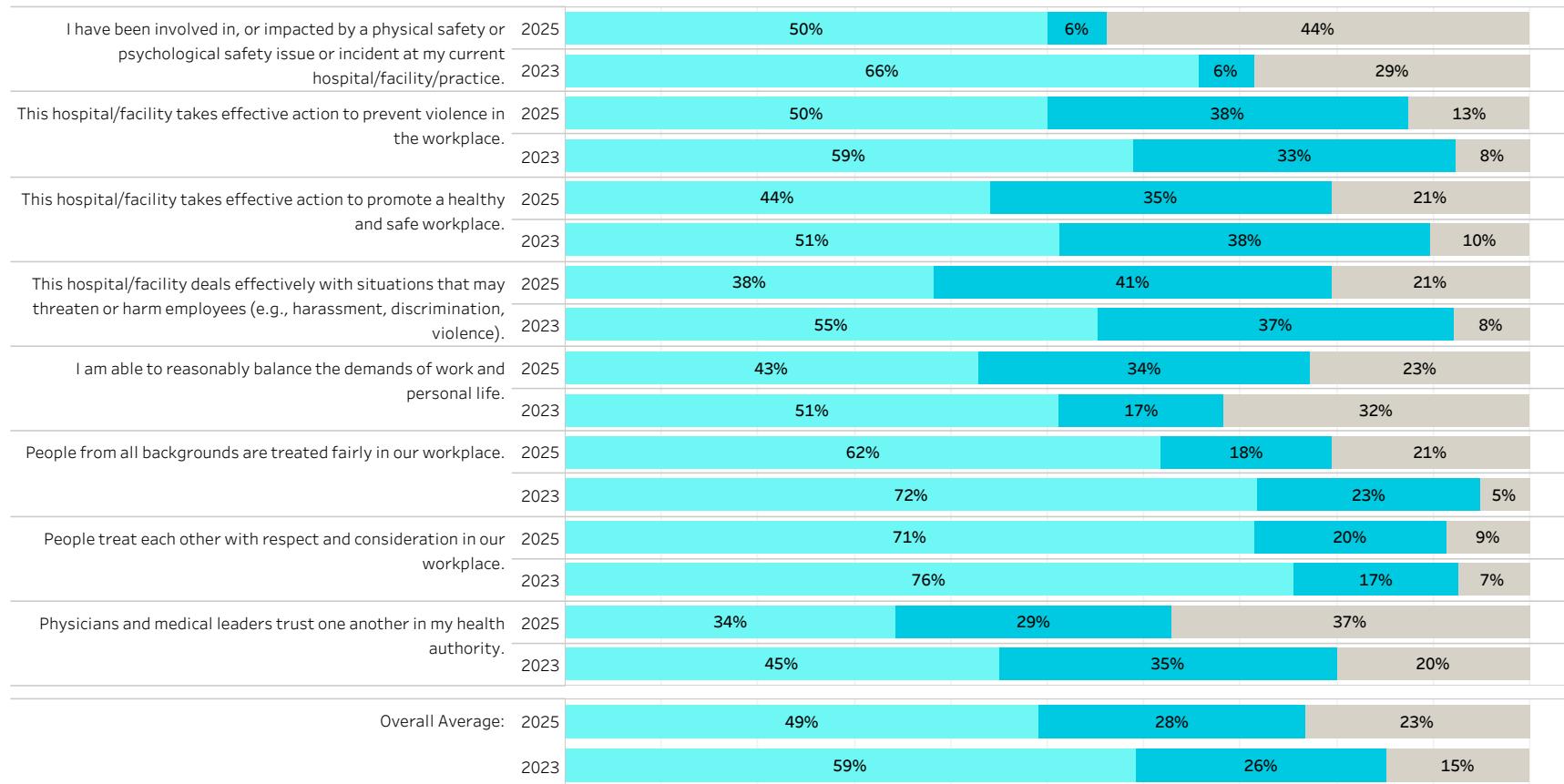
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Hospital	Chilliwack General Hospital	All	All	All

Chilliwack General Hospital

2025 Respondents: 35

2023 Respondents: 41

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Fraser Health	Hospital	Chilliwack General Hospital	All	All	All	All	All

Chilliwack General Hospital

2025 Respondents: 35

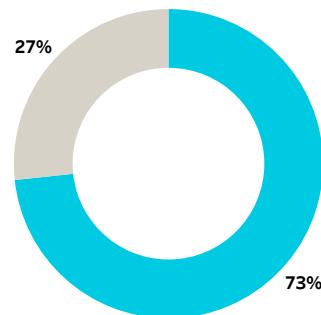
2023 Respondents: 41

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	43%	15	9.5	2.0	1	50
	2023	39%	16	4.1	3.0	1	15
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	29%	10	6.2	4.0	1	15
	2023	54%	22	71.0	4.5	1	999

* % of physicians who experienced incidents

Physical safety incident breakdown

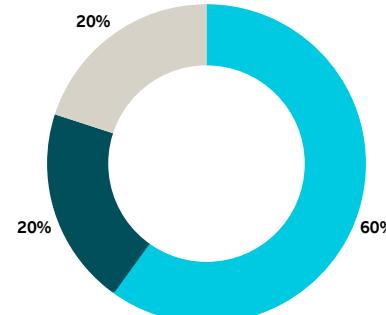
2025



1-5 incidents 11-50 incidents

Psychological safety incident breakdown

2025



1-5 incidents 6-10 incidents 11-50 incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

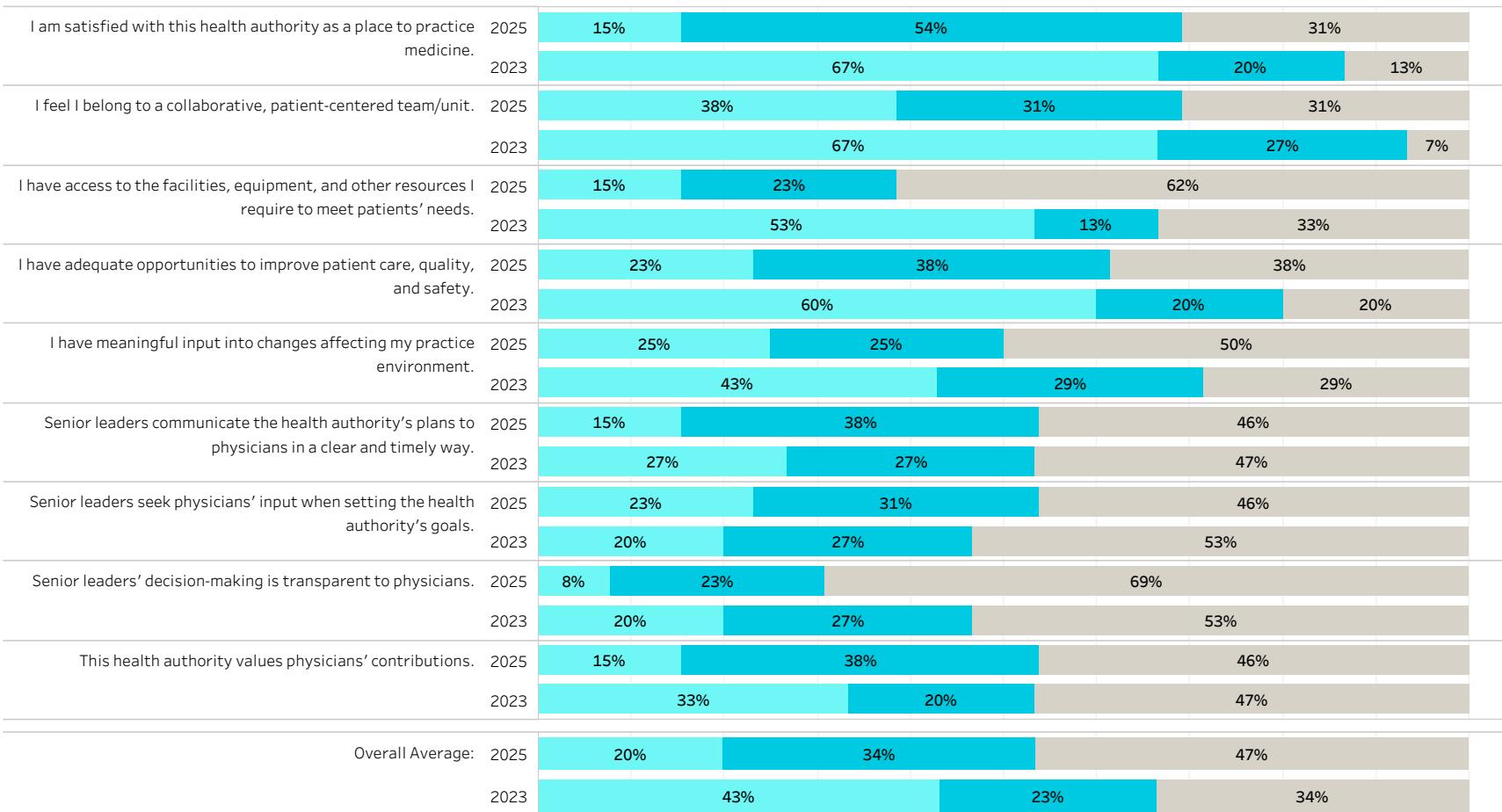
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Hospital	Delta Hospital	All	All	All

Delta Hospital

2025 **Respondents: 13**

2023 **Respondents: 15**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

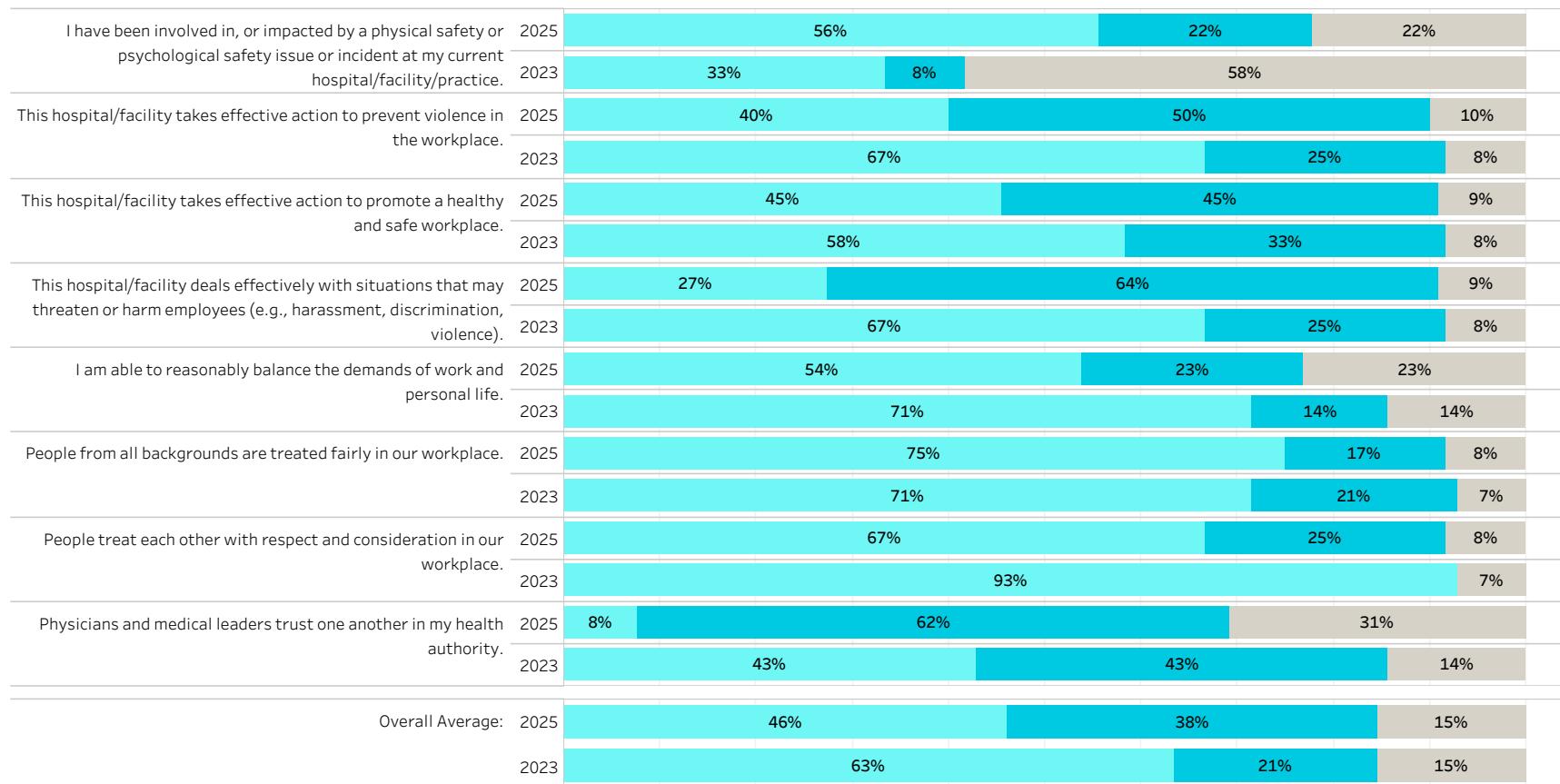
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Hospital	Delta Hospital	All	All	All

Delta Hospital

2025 Respondents: 13

2023 Respondents: 15

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Fraser Health	Hospital	Delta Hospital	All	All	All	All	All

Delta Hospital

2025 Respondents: 13

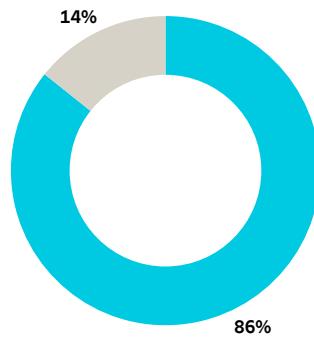
2023 Respondents: 15

	Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	54%	7	2.9	1.0	12
	2023	33%	5	7.6	6.0	20
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	38%	5	1.6	1.0	3

* % of physicians who experienced incidents

Physical safety incident breakdown

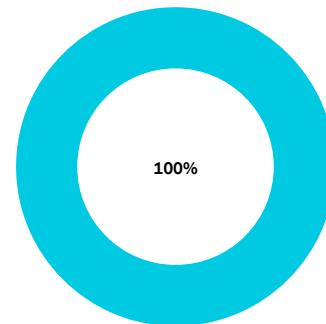
2025



■ 1-5 incidents ■ 11-50 incidents

Psychological safety incident breakdown

2025



■ 1-5 incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

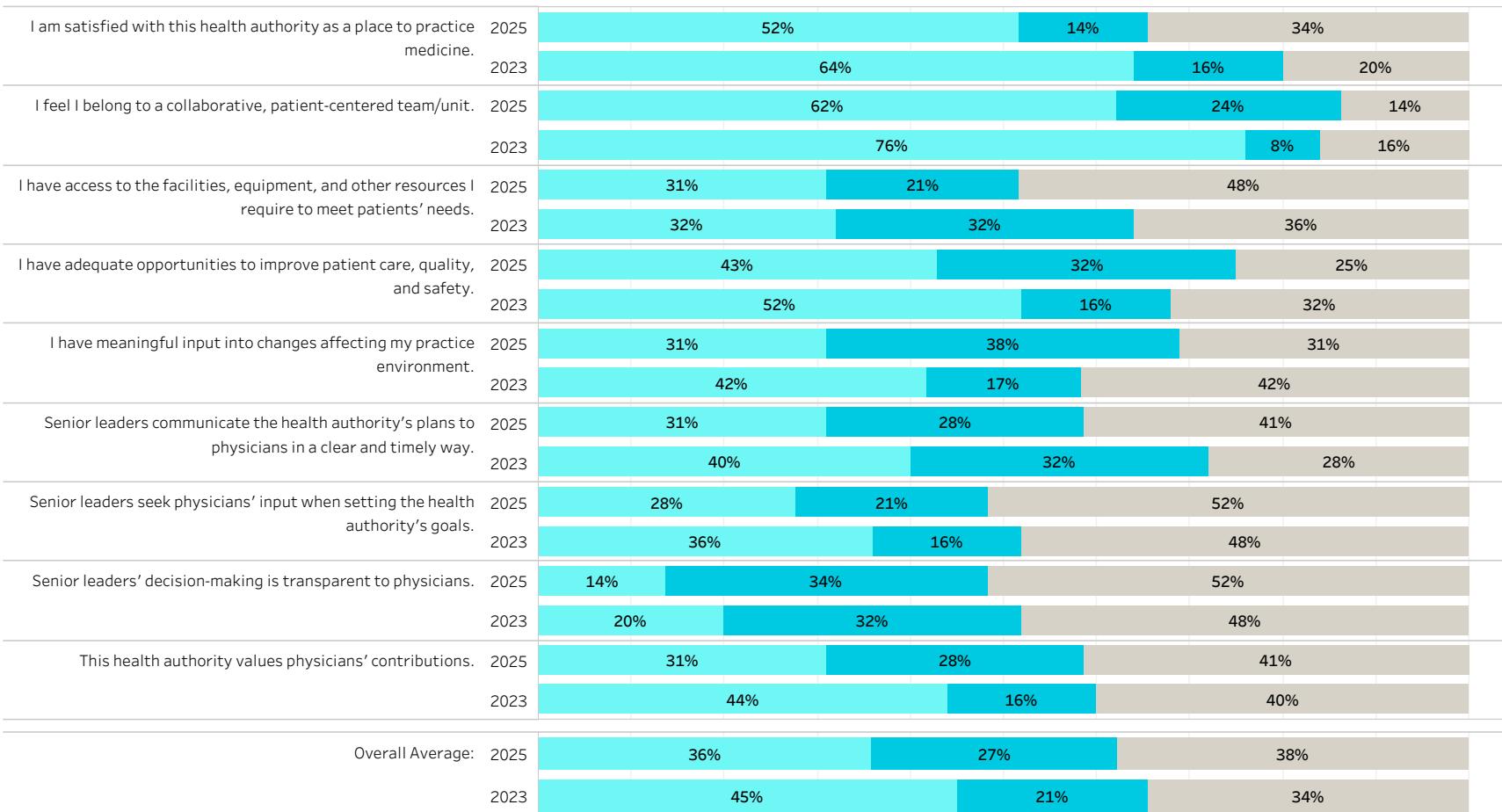
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Hospital	Eagle Ridge Hospital	All	All	All

Eagle Ridge Hospital

2025 Respondents: 29

2023 Respondents: 25

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

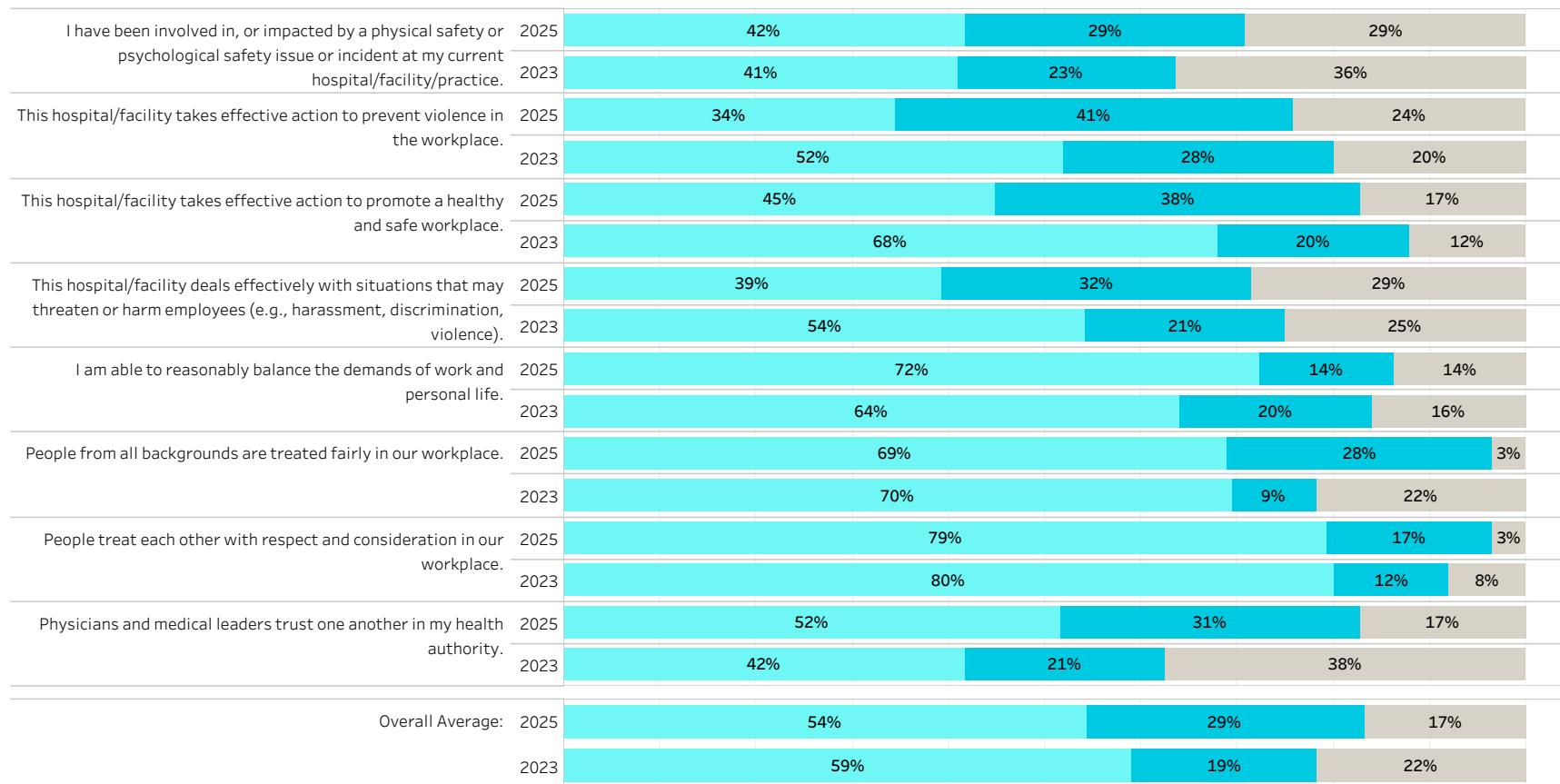
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Hospital	Eagle Ridge Hospital	All	All	All

Eagle Ridge Hospital

2025 Respondents: 29

2023 Respondents: 25

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Fraser Health	Hospital	Eagle Ridge Hospital	All	All	All	All	All

Eagle Ridge Hospital

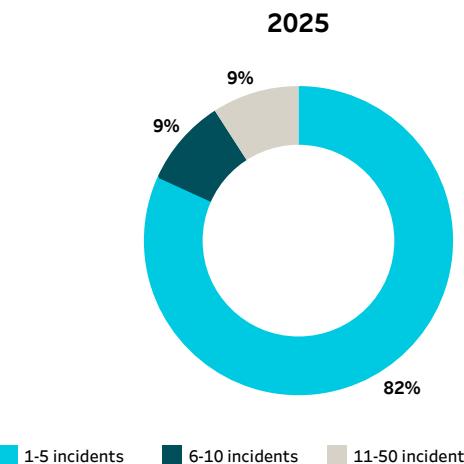
2025 Respondents: 29

2023 Respondents: 25

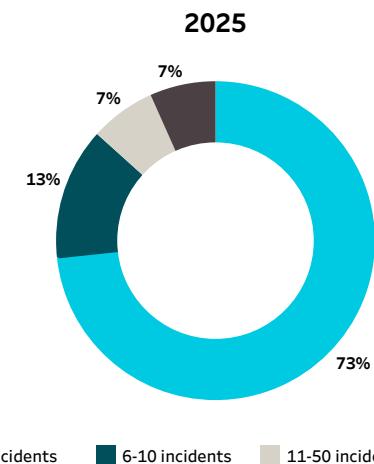
		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	38%	11	4.3	3.0	1	12
	2023	32%	8	4.4	3.0	2	15
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	52%	15	72.3	5.0	1	999
	2023	52%	13	13.1	3.0	1	100

* % of physicians who experienced incidents

Physical safety incident breakdown



Psychological safety incident breakdown



2025 Doctors of BC Health Authority Engagement Survey

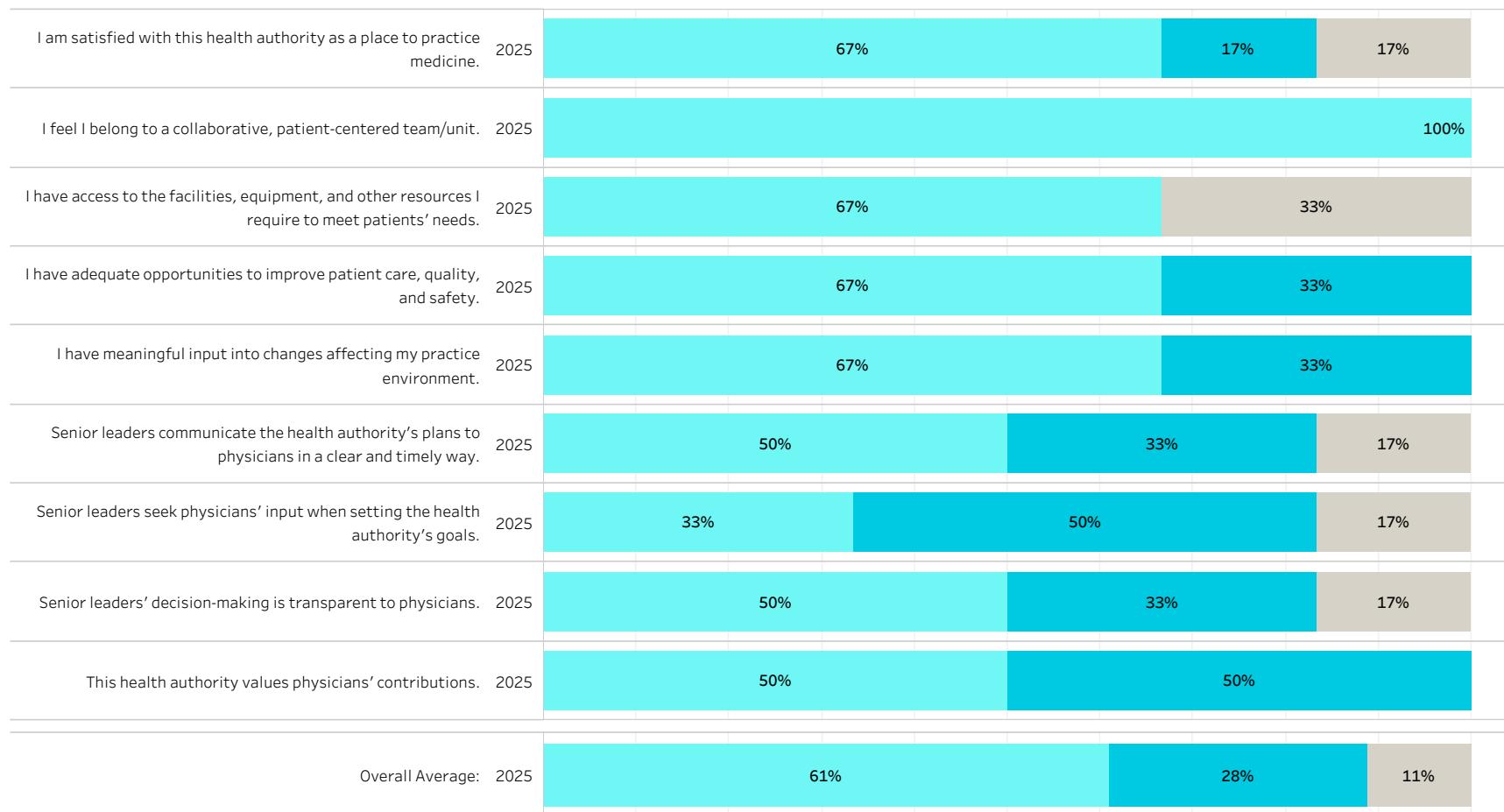
Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Hospital	Fraser Canyon Hospital	All	All	All

Fraser Canyon Hospital

2025 Respondents: 6

Engagement



[Legend: Agree (light blue), Neutral (medium blue), Disagree (light grey)]

2025 Doctors of BC Health Authority Engagement Survey

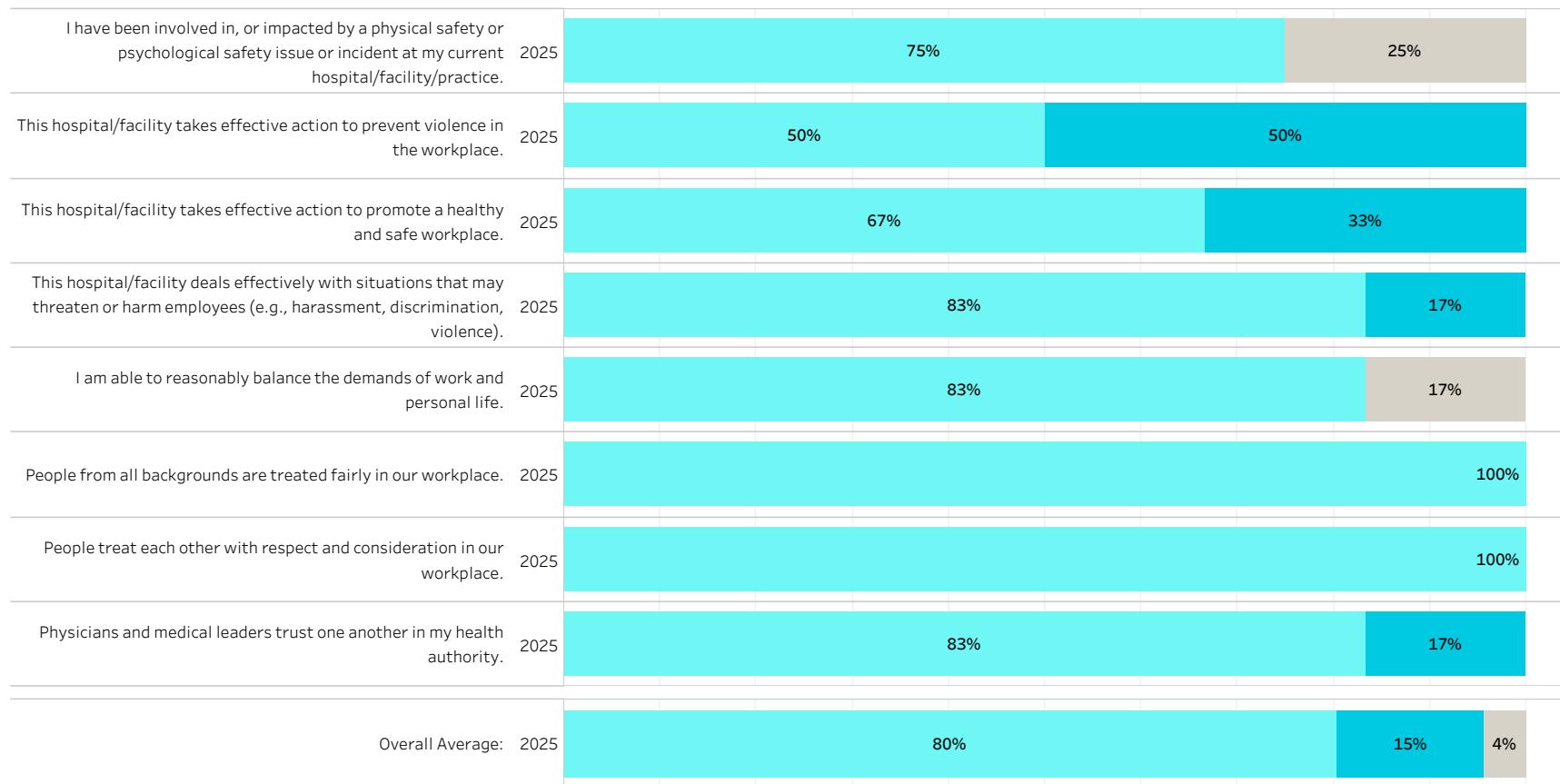
Physician Health & Safety Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Hospital	Fraser Canyon Hospital	All	All	All

Fraser Canyon Hospital

2025 Respondents: 6

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

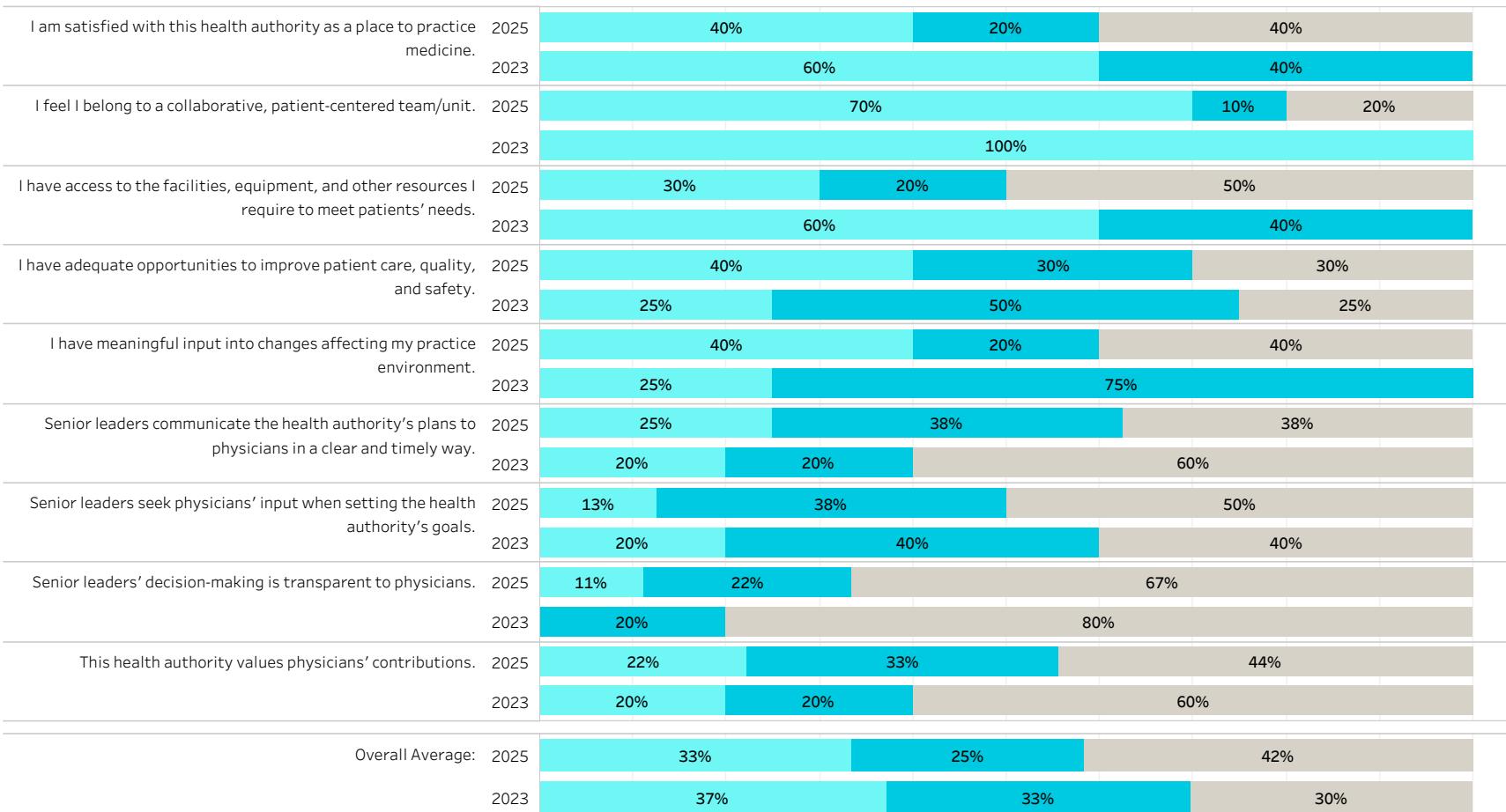
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Hospital	Jim Pattison Outpatient Care and Surgery Centre	All	All	All

Jim Pattison Outpatient Care and Surgery Centre

2025 Respondents: 10

2023 Respondents: 5

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

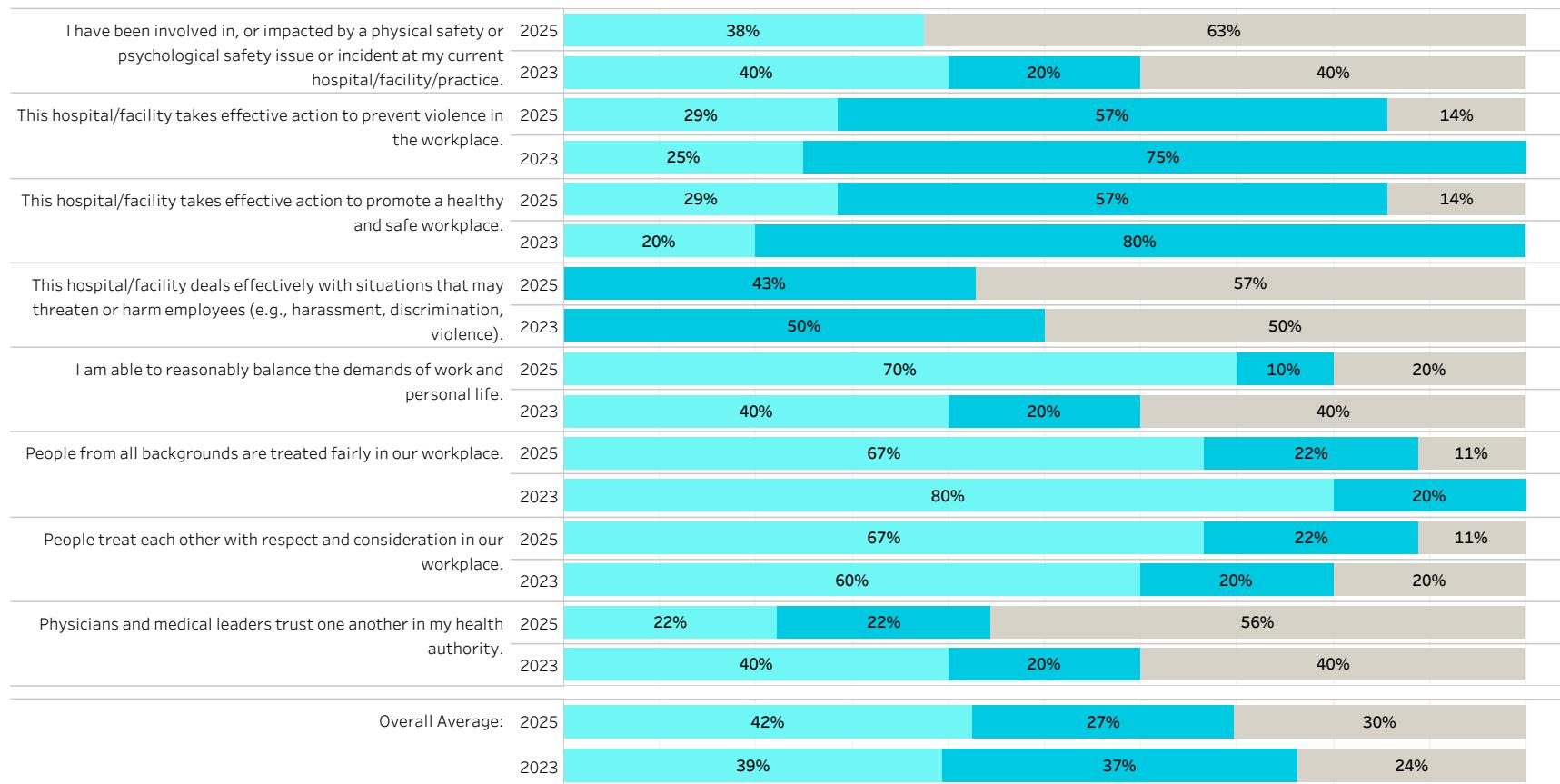
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Hospital	Jim Pattison Outpatient Care and Surgery Centre	All	All	All

Jim Pattison Outpatient Care and Surgery Centre

2025 Respondents: 10

2023 Respondents: 5

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

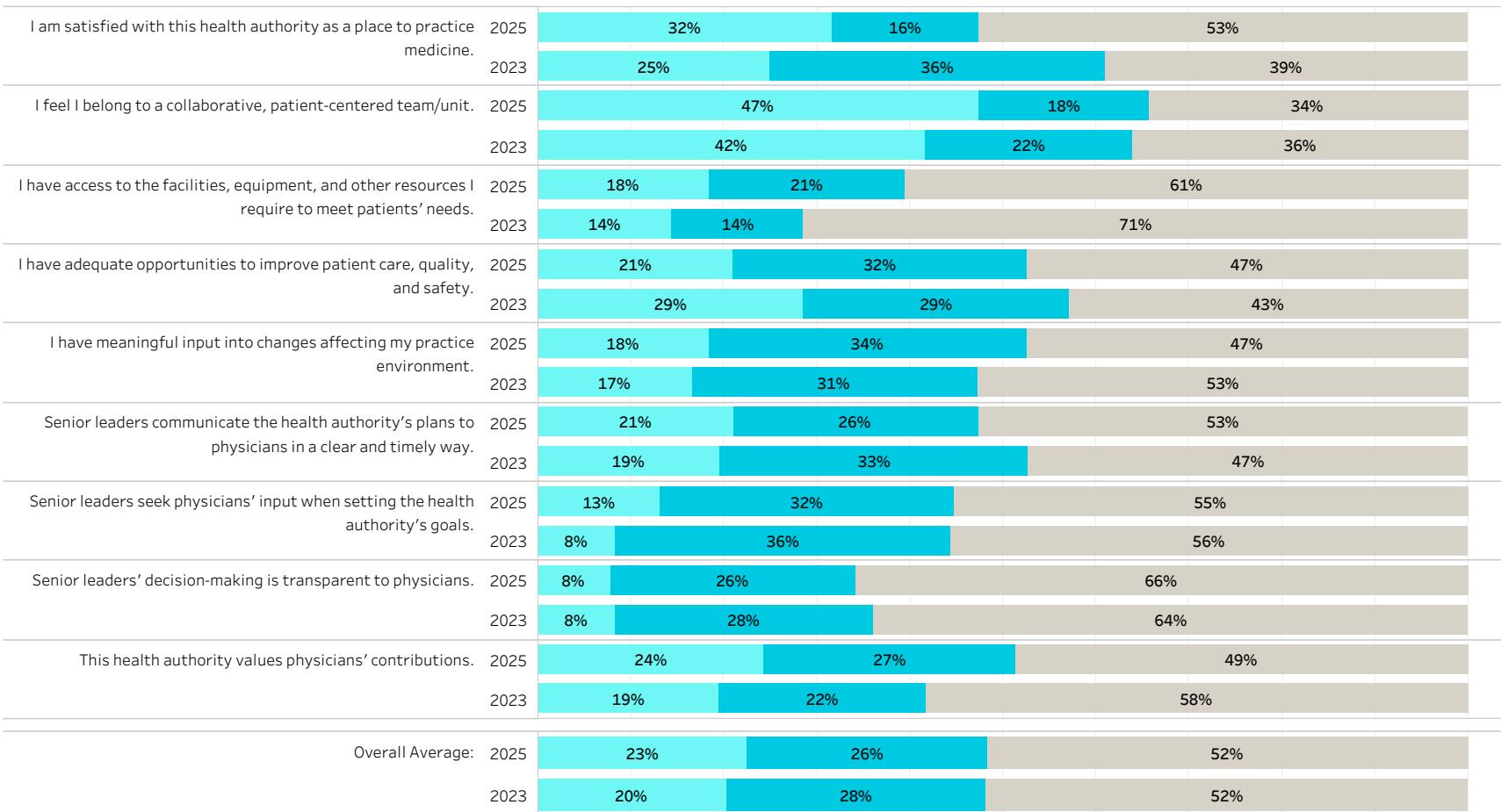
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Hospital	Langley Memorial Hospital	All	All	All

Langley Memorial Hospital

2025 Respondents: 38

2023 Respondents: 37

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

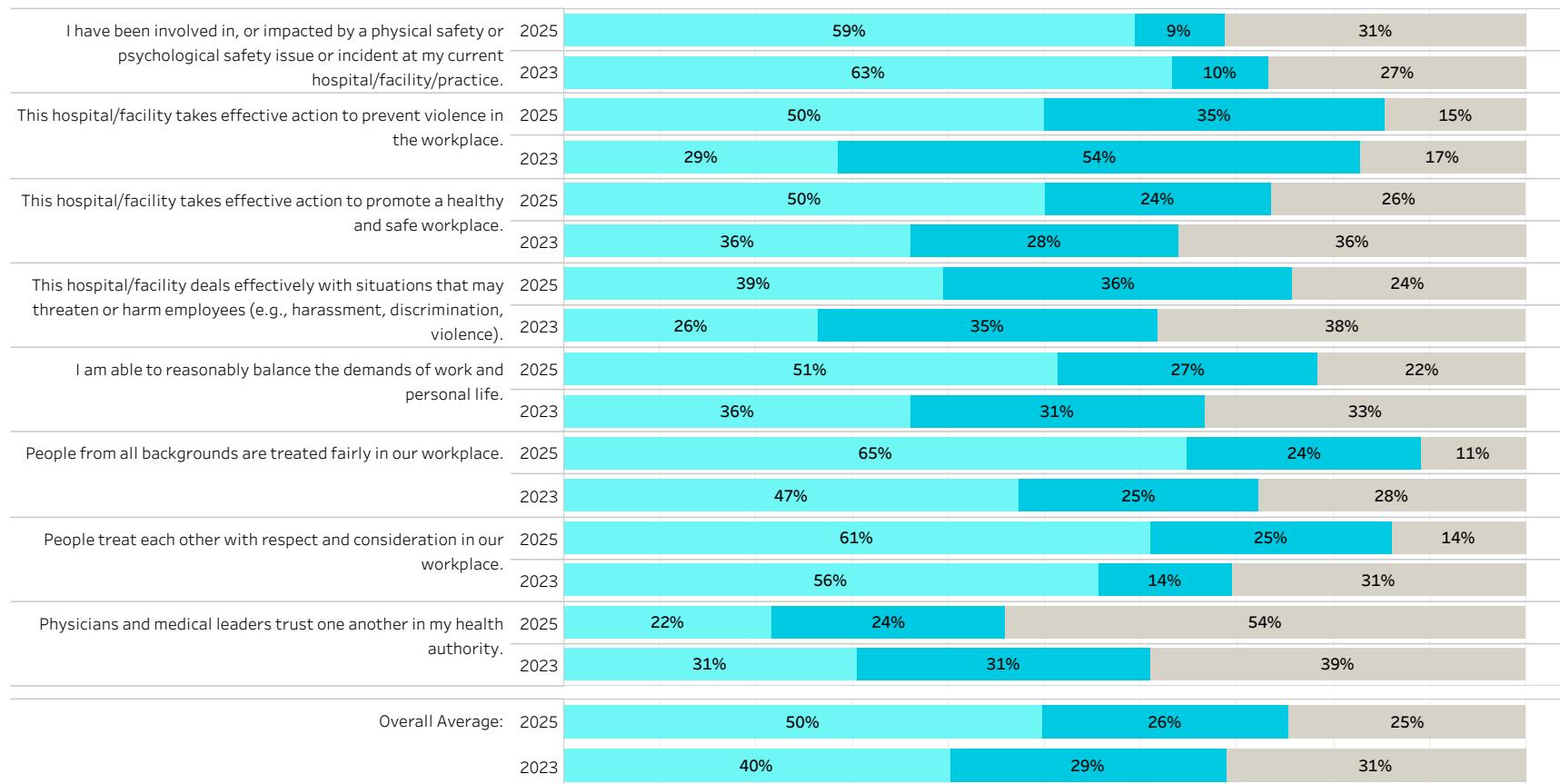
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Hospital	Langley Memorial Hospital	All	All	All

Langley Memorial Hospital

2025 Respondents: 38

2023 Respondents: 37

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Fraser Health	Hospital	Langley Memorial Hospital	All	All	All	All	All

Langley Memorial Hospital

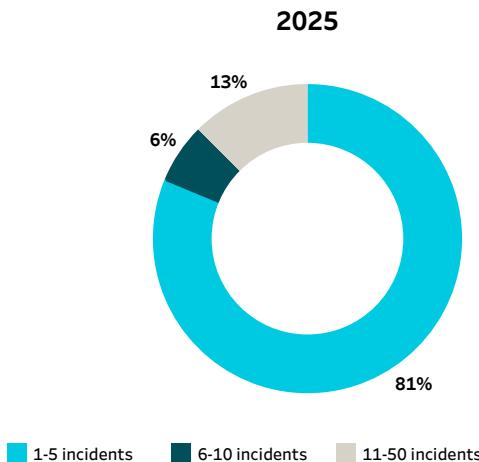
2025 Respondents: 38

2023 Respondents: 37

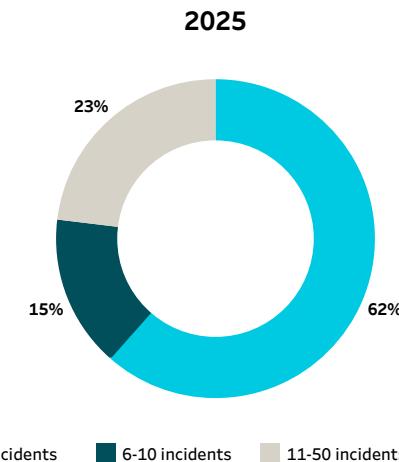
		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	42%	16	5.1	3.0	1	30
	2023	32%	12	7.7	3.5	1	30
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	34%	13	8.2	5.0	1	35
	2023	57%	21	7.0	3.0	1	30

* % of physicians who experienced incidents

Physical safety incident breakdown



Psychological safety incident breakdown



2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

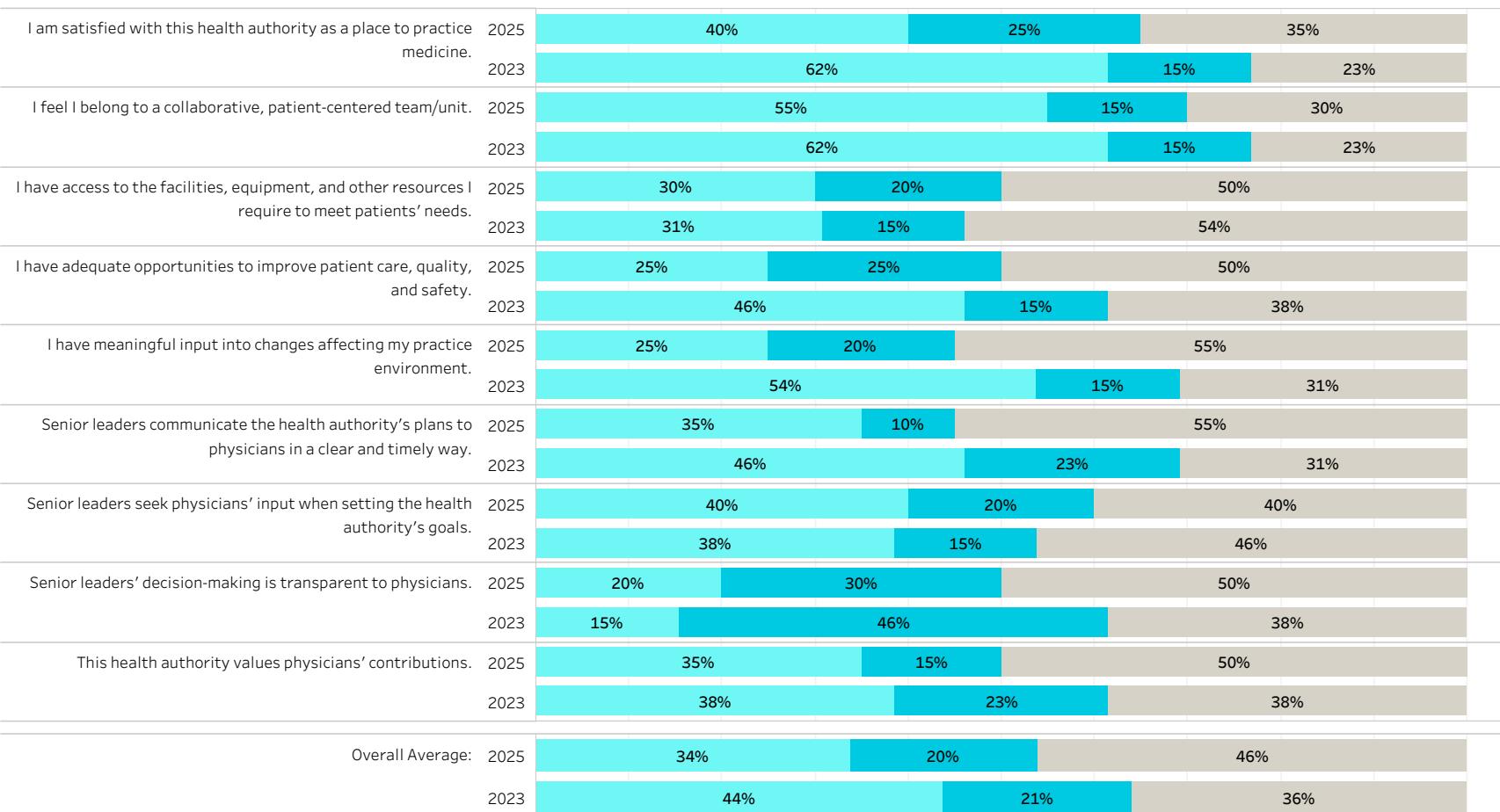
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Hospital	Mission Memorial Hospital	All	All	All

Mission Memorial Hospital

2025 **Respondents: 21**

2023 **Respondents: 13**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

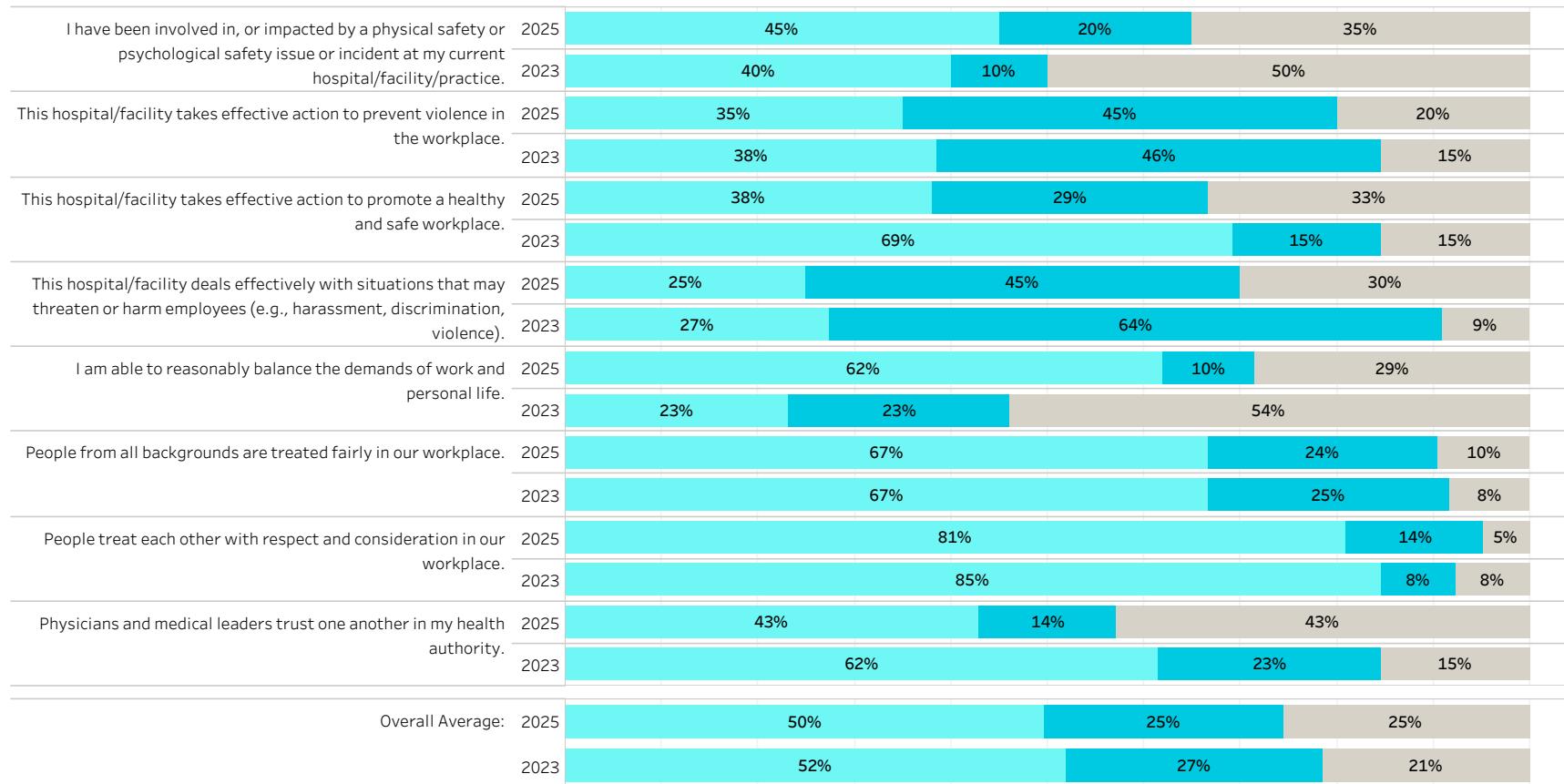
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Hospital	Mission Memorial Hospital	All	All	All

Mission Memorial Hospital

2025 **Respondents: 21**

2023 **Respondents: 13**

Physician Health and Safety



[Legend: Agree (light blue), Neutral (dark blue), Disagree (grey)]

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Fraser Health	Hospital	Mission Memorial Hospital	All	All	All	All	All

Mission Memorial Hospital

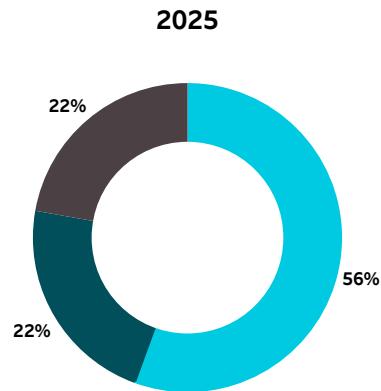
2025 Respondents: 21

2023 Respondents: 13

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	43%	9	154.6	4.0	1	999
	2023	54%	7	55.1	3.0	1	365
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	52%	11	67.7	12.0	1	365

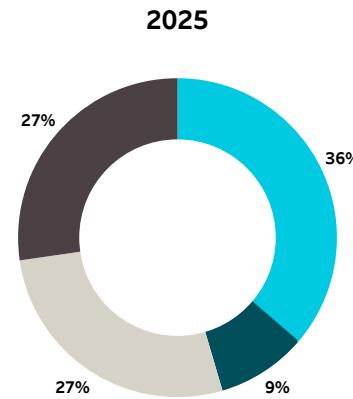
* % of physicians who experienced incidents

Physical safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 51+ incidents

Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

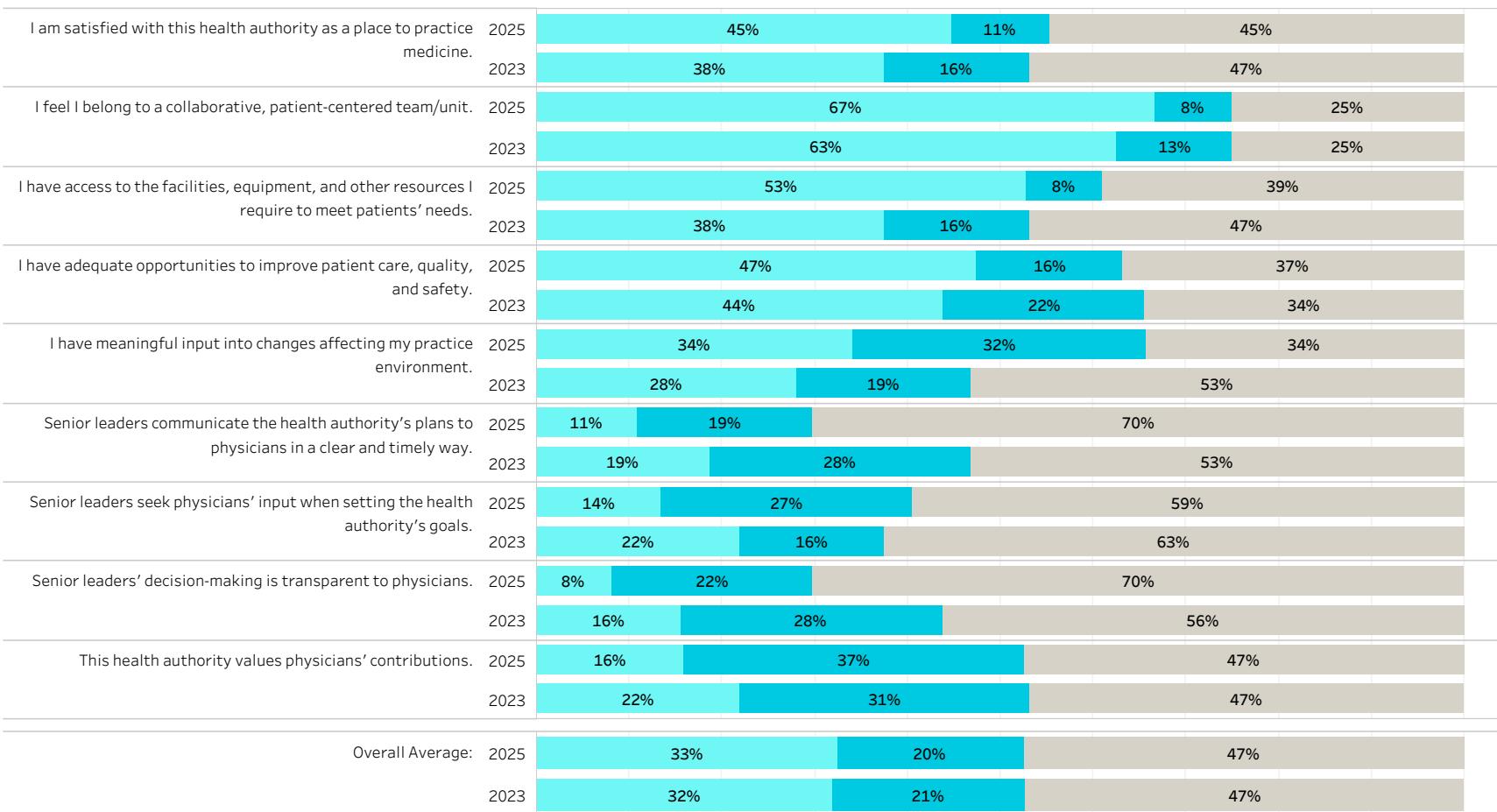
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Hospital	Peace Arch Hospital	All	All	All

Peace Arch Hospital

2025 Respondents: 39

2023 Respondents: 32

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

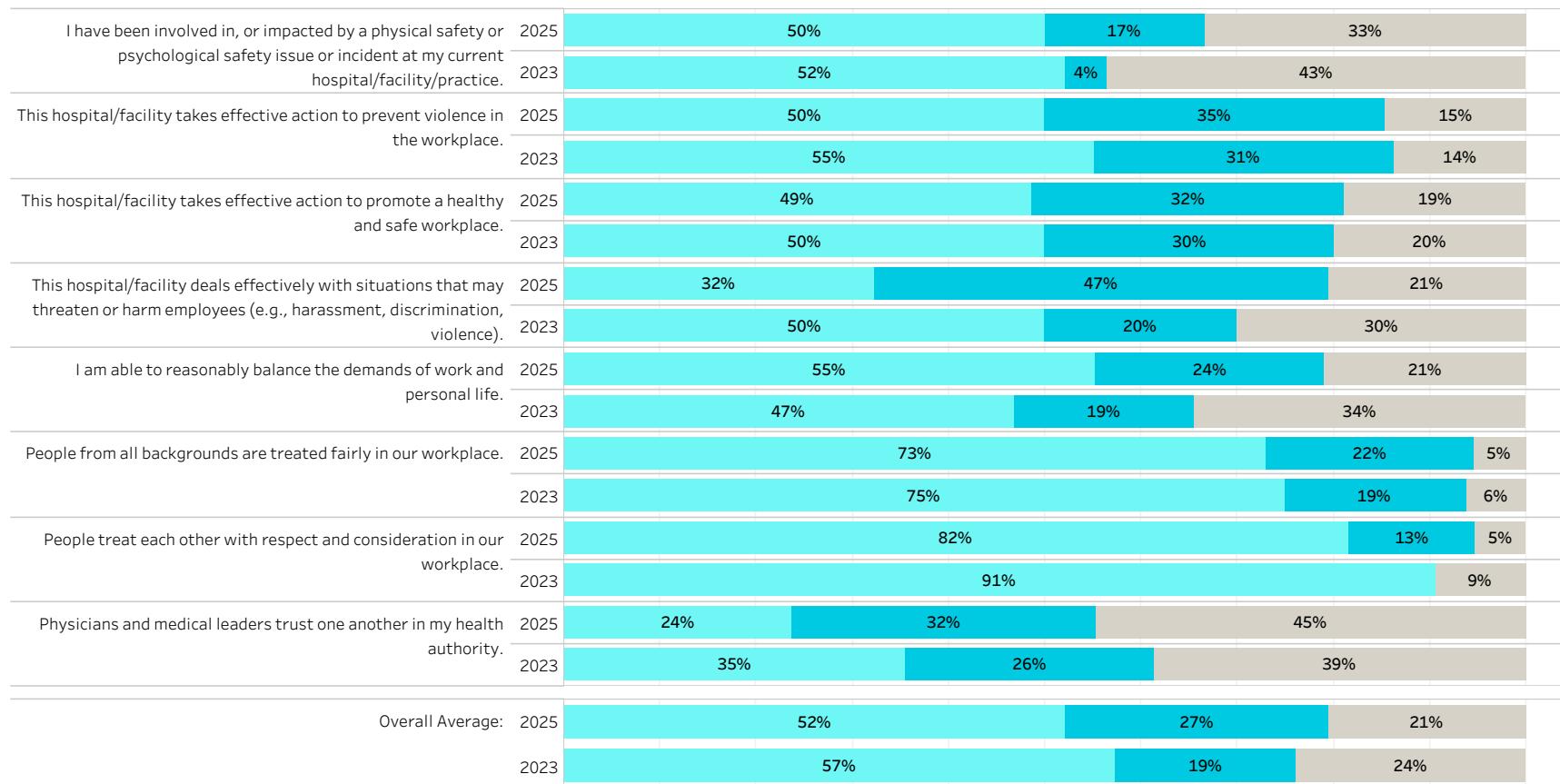
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Hospital	Peace Arch Hospital	All	All	All

Peace Arch Hospital

2025 Respondents: 39

2023 Respondents: 32

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Fraser Health	Hospital	Peace Arch Hospital	All	All	All	All	All

Peace Arch Hospital

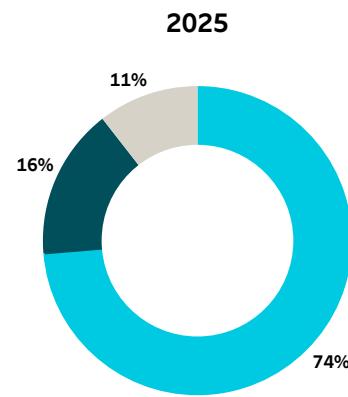
2025 Respondents: 39

2023 Respondents: 32

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	49%	19	4.8	3.0	1	20
	2023	38%	12	7.9	3.0	1	40
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	41%	16	3.4	2.0	1	12
	2023	47%	15	10.7	4.0	1	80

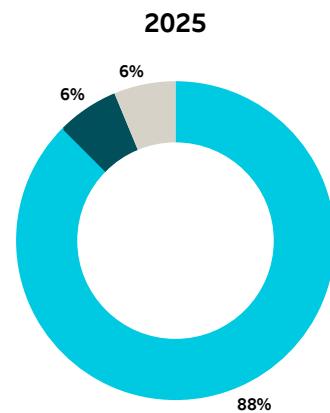
* % of physicians who experienced incidents

Physical safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents

Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

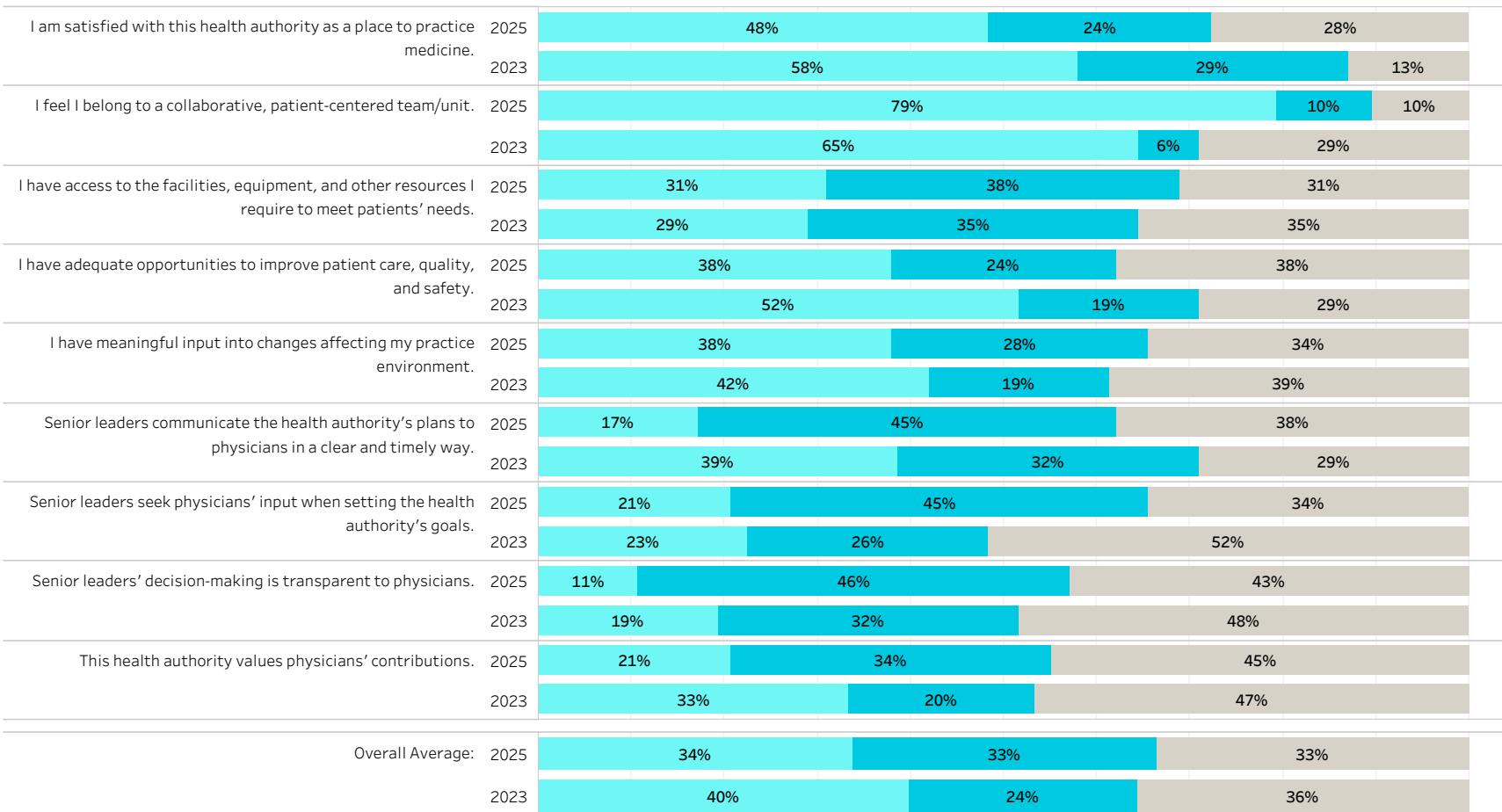
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Hospital	Ridge Meadows Hospital	All	All	All

Ridge Meadows Hospital

2025 **Respondents: 29**

2023 **Respondents: 31**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

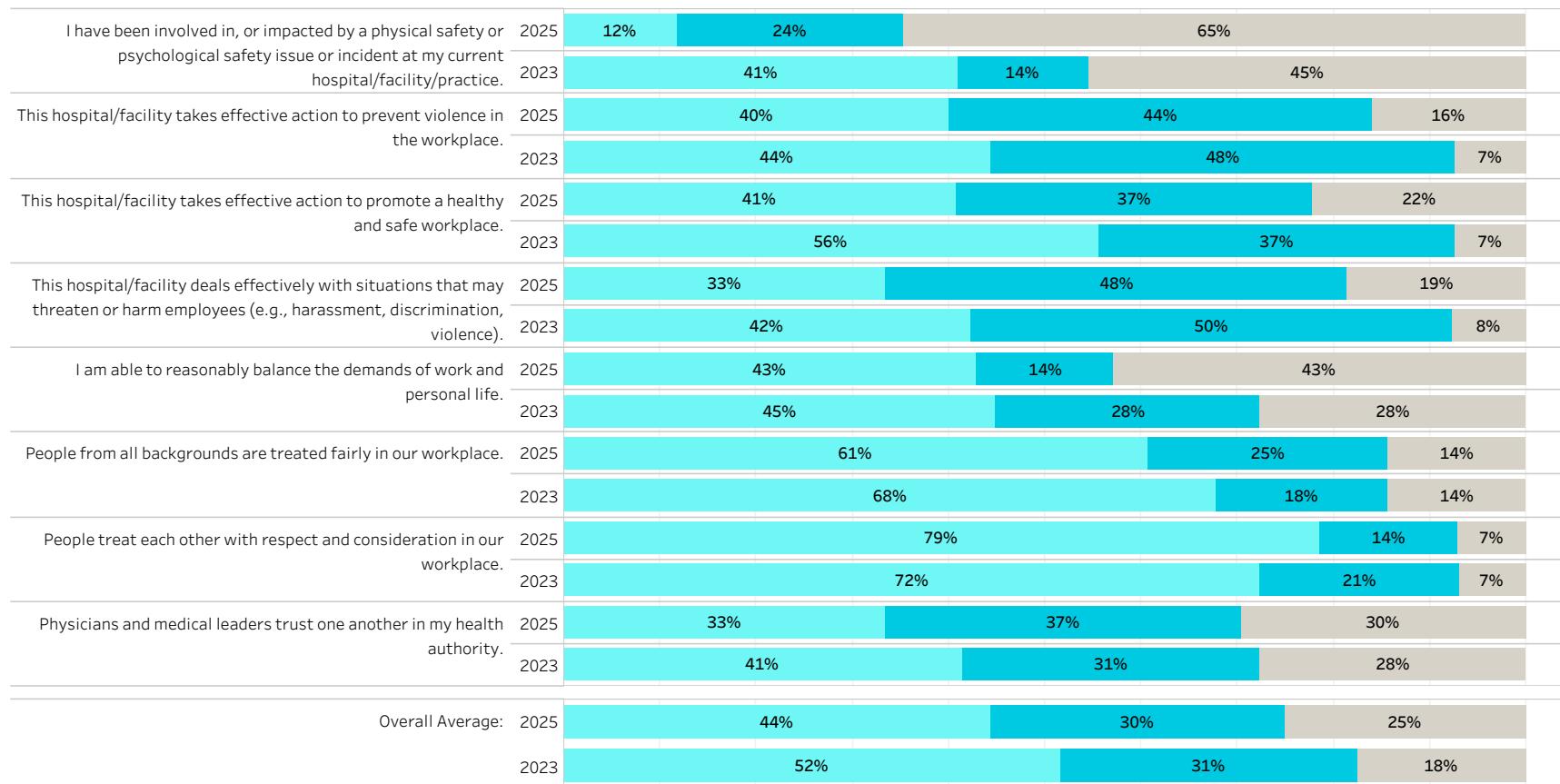
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Hospital	Ridge Meadows Hospital	All	All	All

Ridge Meadows Hospital

2025 Respondents: 29

2023 Respondents: 31

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Fraser Health	Hospital	Ridge Meadows Hospital	All	All	All	All	All

Ridge Meadows Hospital

2025 Respondents: 29

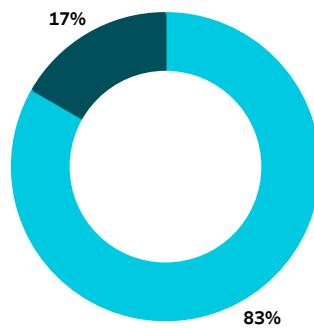
2023 Respondents: 31

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	21%	6	4.3	3.0	2	10
	2023	23%	7	7.1	2.0	1	40
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	31%	9	3.8	3.0	1	10
	2023	39%	12	86.5	3.0	1	999

* % of physicians who experienced incidents

Physical safety incident breakdown

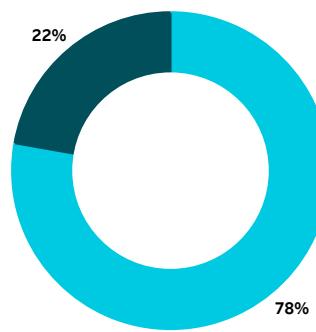
2025



■ 1-5 incidents ■ 6-10 incidents

Psychological safety incident breakdown

2025



■ 1-5 incidents ■ 6-10 incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

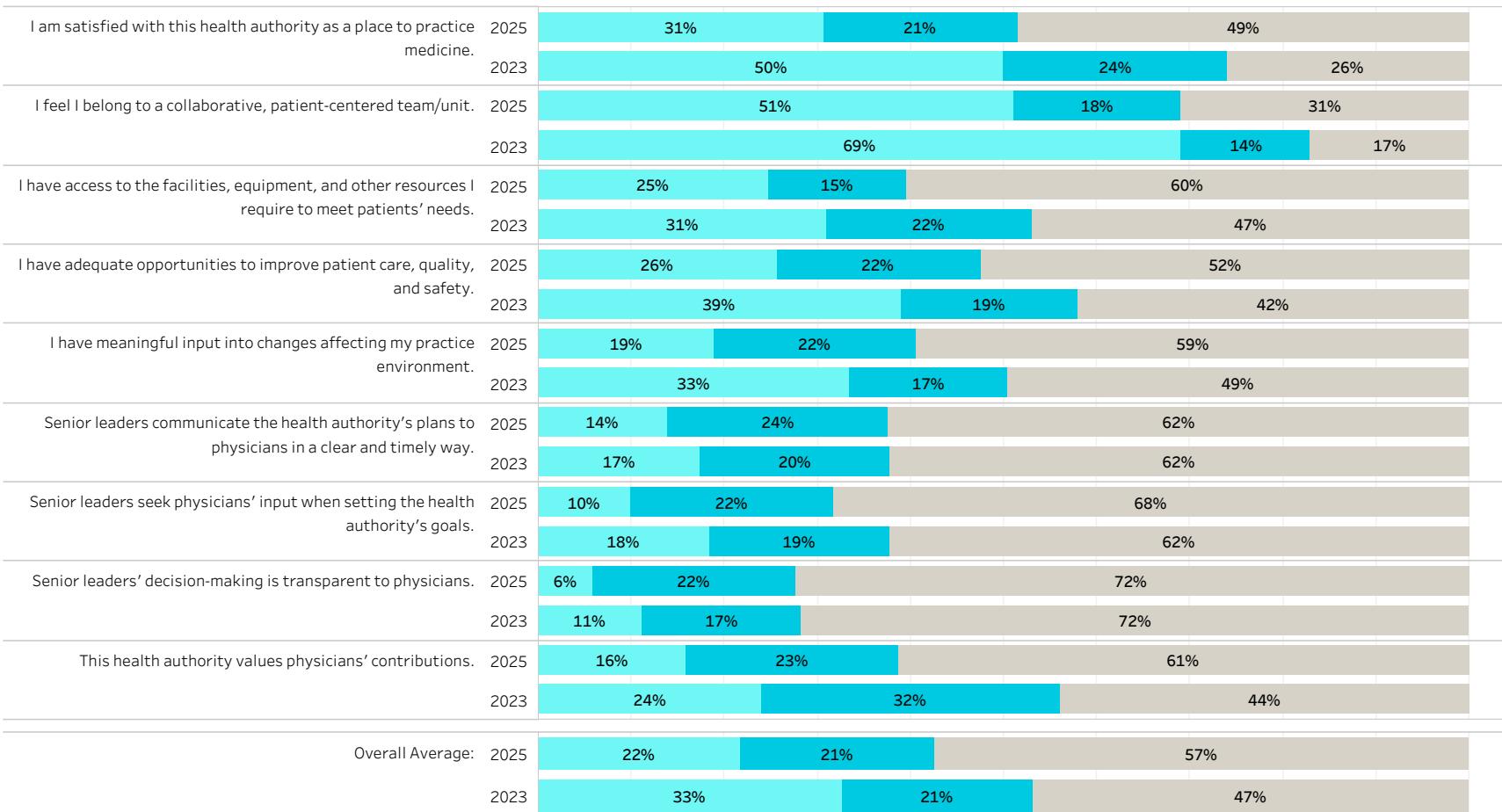
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Hospital	Royal Columbian Hospital	All	All	All

Royal Columbian Hospital

2025 **Respondents: 101**

2023 **Respondents: 100**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

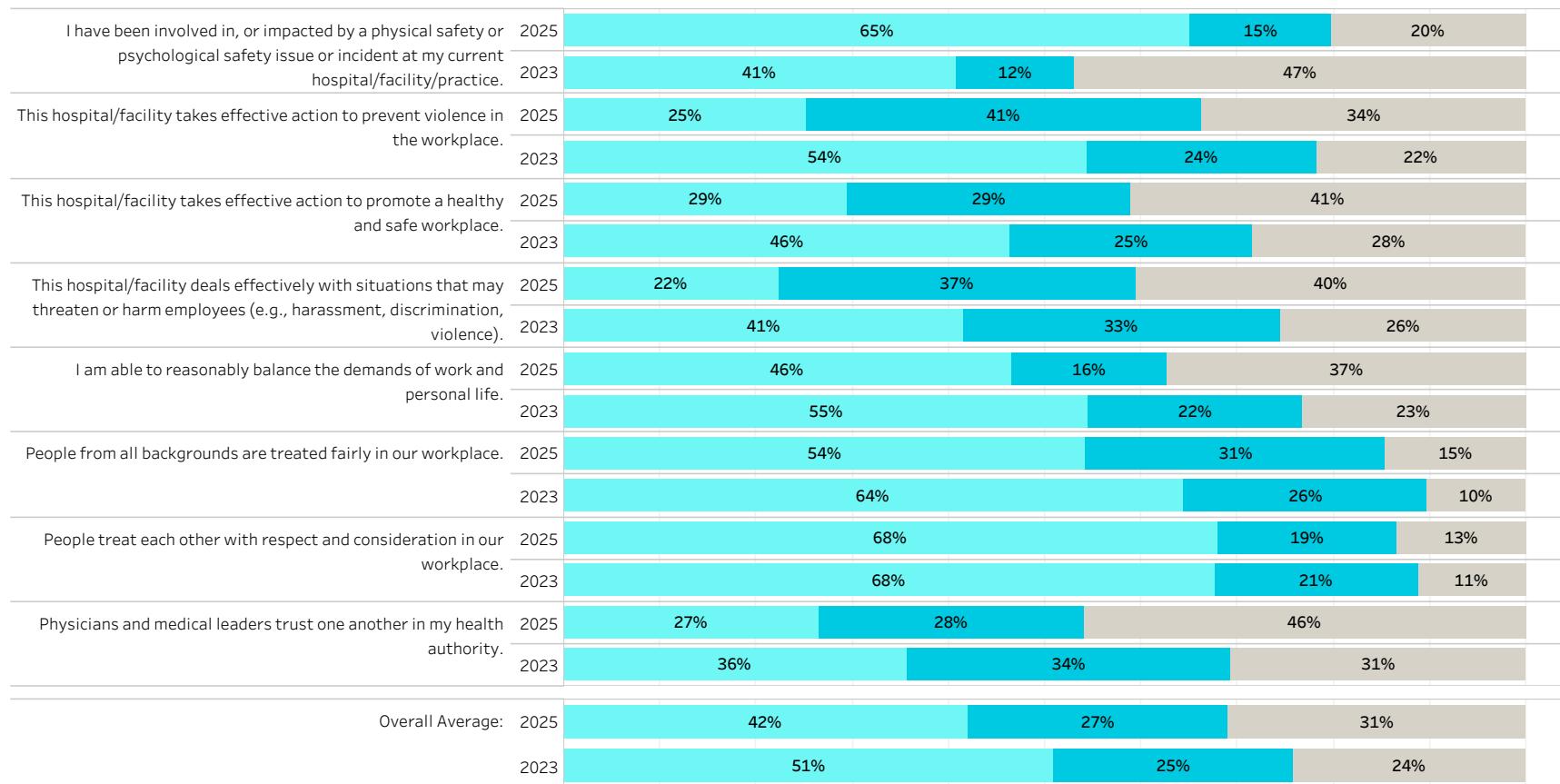
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Hospital	Royal Columbian Hospital	All	All	All

Royal Columbian Hospital

2025 **Respondents: 101**

2023 **Respondents: 100**

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Fraser Health	Hospital	Royal Columbian Hospital	All	All	All	All	All

Royal Columbian Hospital

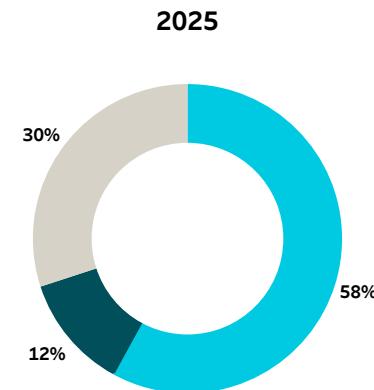
2025 Respondents: 101

2023 Respondents: 100

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	50%	50	10.9	4.0	1	50
	2023	31%	31	19.8	2.0	1	365
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	59%	60	23.8	5.0	1	500
	2023	35%	35	7.7	4.0	1	30

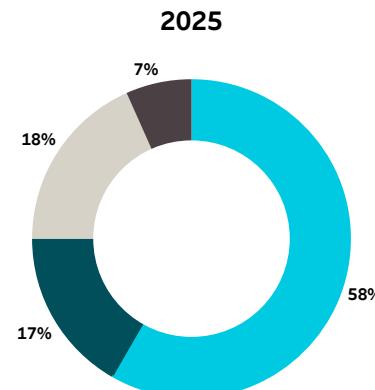
* % of physicians who experienced incidents

Physical safety incident breakdown



1-5 incidents 6-10 incidents 11-50 incidents

Psychological safety incident breakdown



1-5 incidents 6-10 incidents 11-50 incidents 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

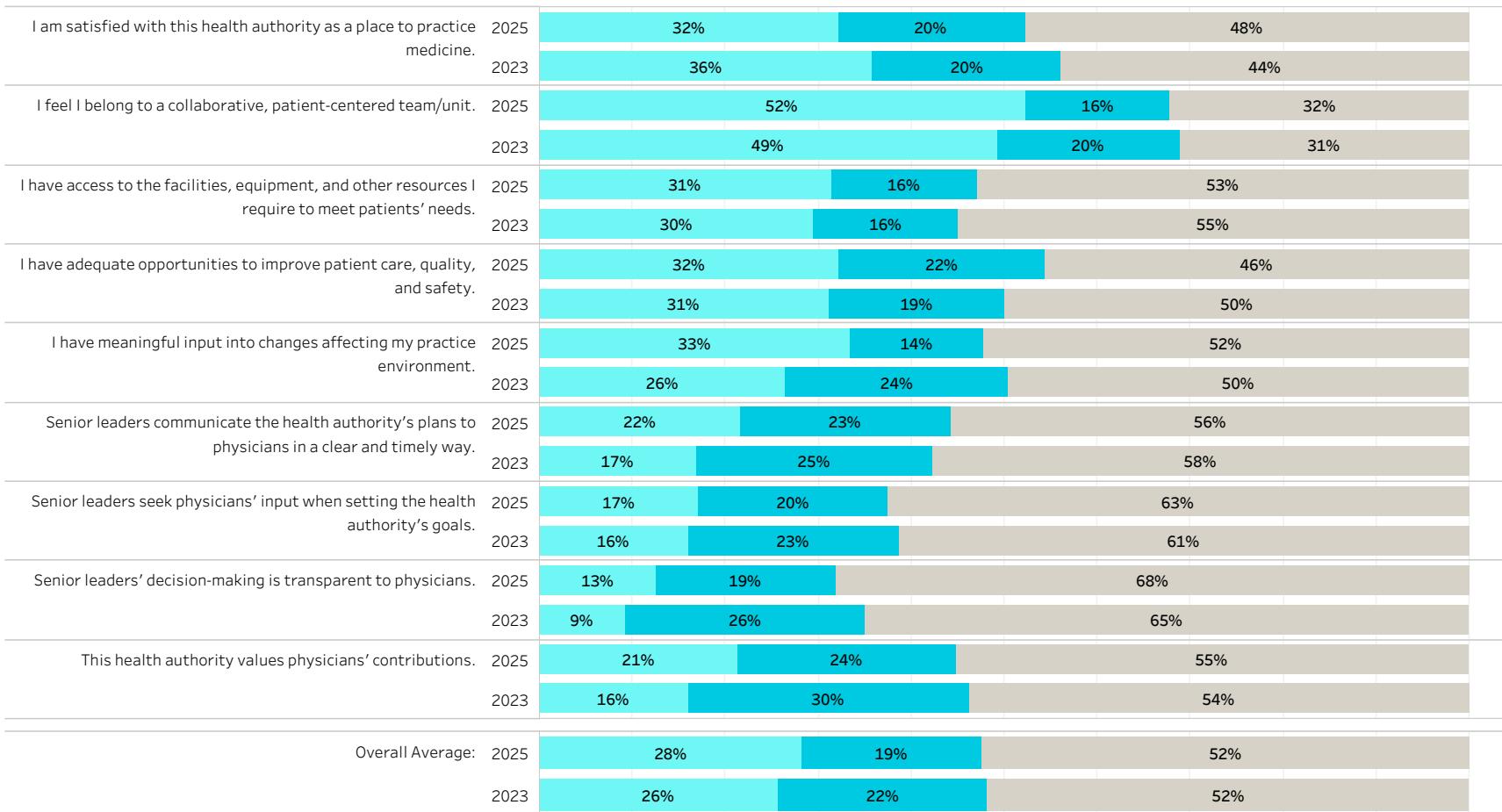
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Hospital	Surrey Memorial Hospital	All	All	All

Surrey Memorial Hospital

2025 Respondents: 90

2023 Respondents: 123

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

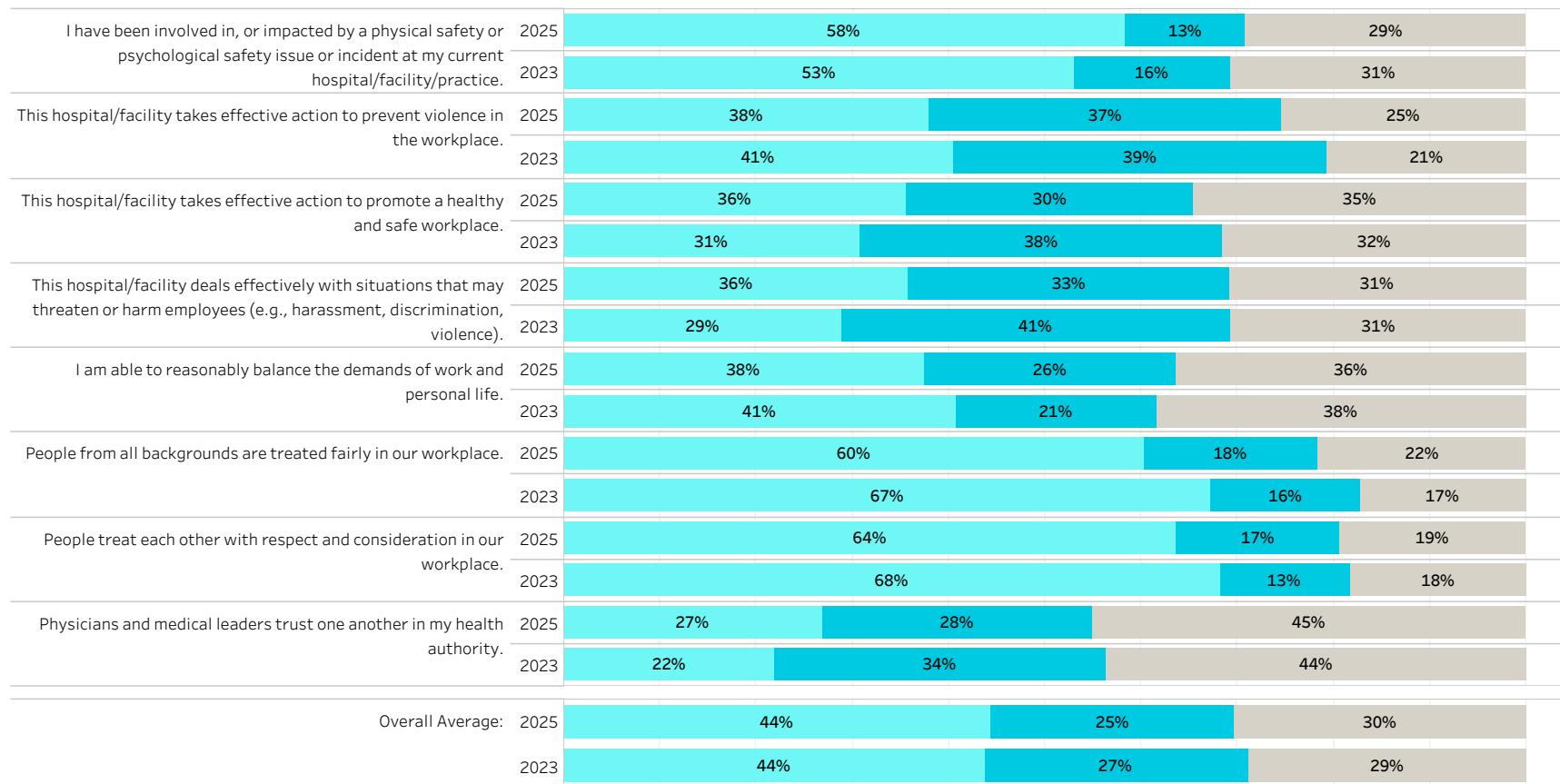
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Hospital	Surrey Memorial Hospital	All	All	All

Surrey Memorial Hospital

2025 Respondents: 90

2023 Respondents: 123

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Fraser Health	Hospital	Surrey Memorial Hospital	All	All	All	All	All

Surrey Memorial Hospital

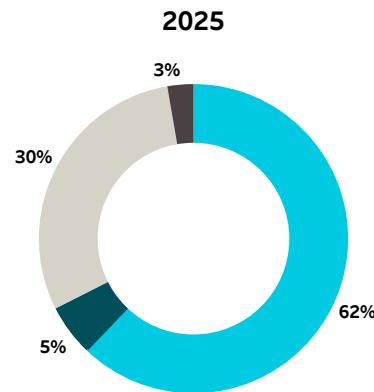
2025 Respondents: 90

2023 Respondents: 123

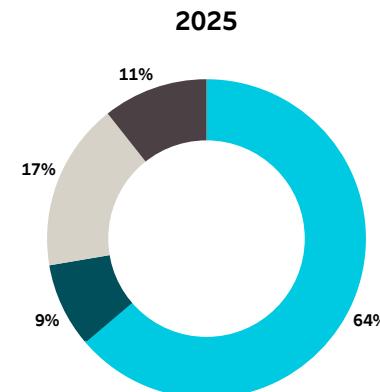
		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	41%	37	34.9	4.0	1	999
	2023	37%	46	19.1	3.0	1	500
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	52%	47	76.4	4.0	1	999
	2023	52%	64	66.4	6.5	1	999

* % of physicians who experienced incidents

Physical safety incident breakdown



Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

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.

NOTE: Safety incidents with responses <5 have been excluded from this report.

2025 Doctors of BC Health Authority Engagement Survey

Demographics

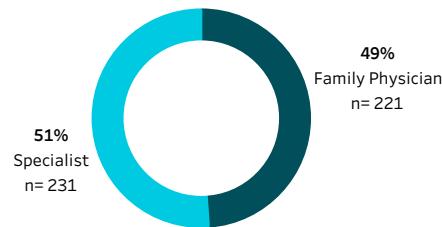
Survey Year
2025

Health Authority
Interior Health Authority

Demographics

(N = 452)

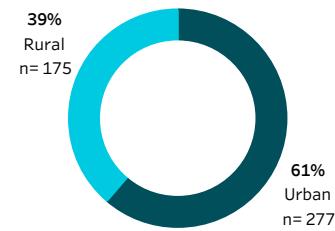
FAMILY PHYSICIANS OR SPECIALISTS



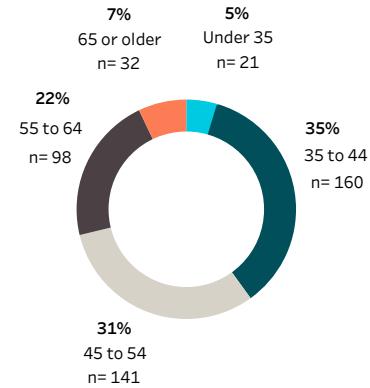
HOSPITAL/FACILITY OR COMMUNITY BASED



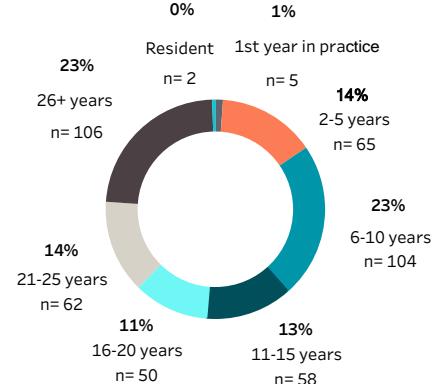
SETTING



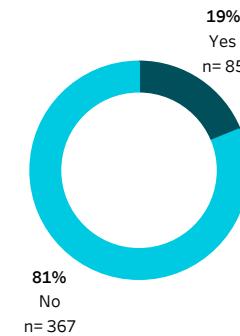
AGE



TENURE



MEDICAL LEADERSHIP



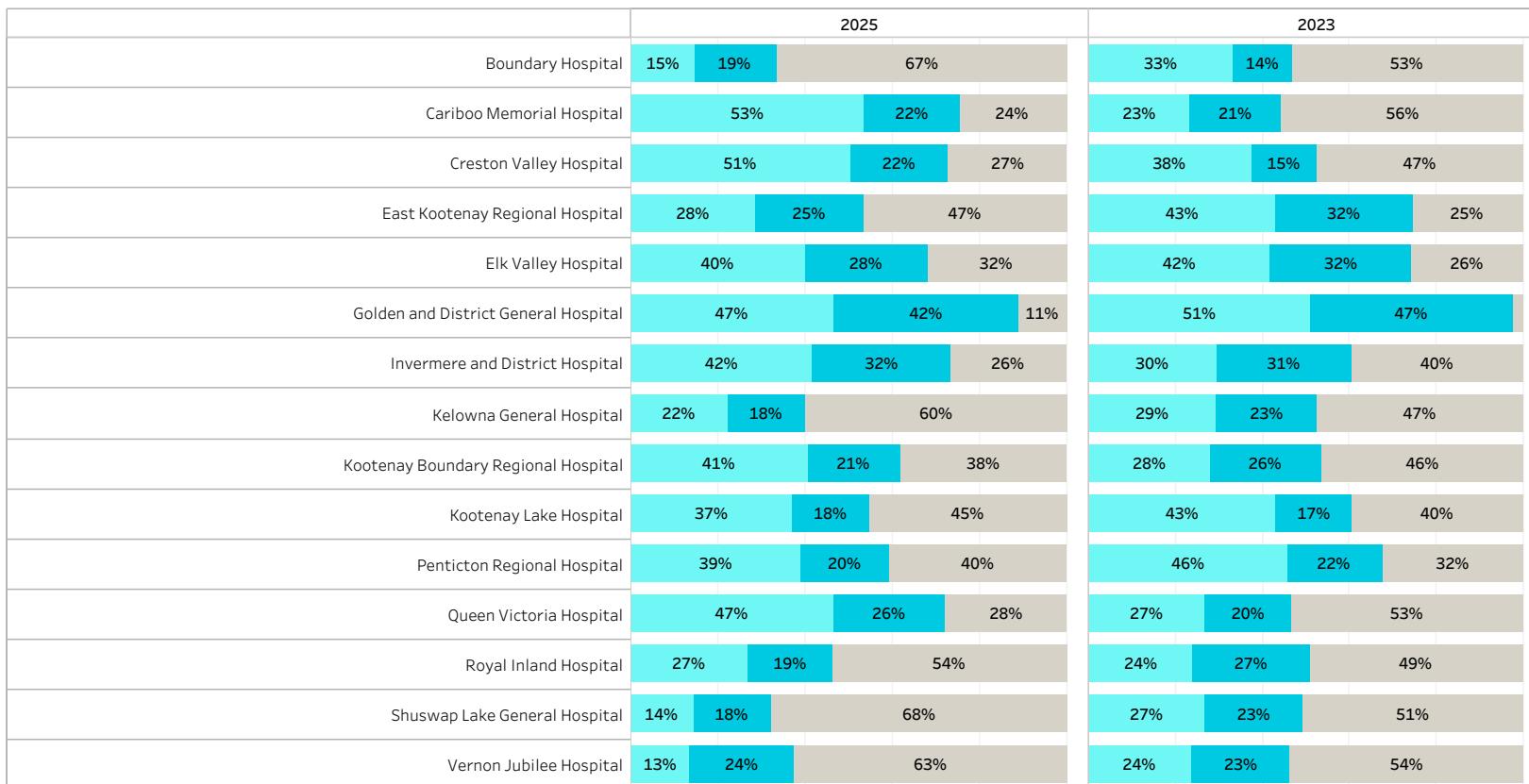
2025 Doctors of BC Health Authority Engagement Survey

Regional Engagement Averages

Survey Year 2025 **Health Authority** Interior Health **Hospital or Division** Hospital **Hospital List / Division List** Multiple values

All - Hospital

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



■ Agree

■ Neutral

■ Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

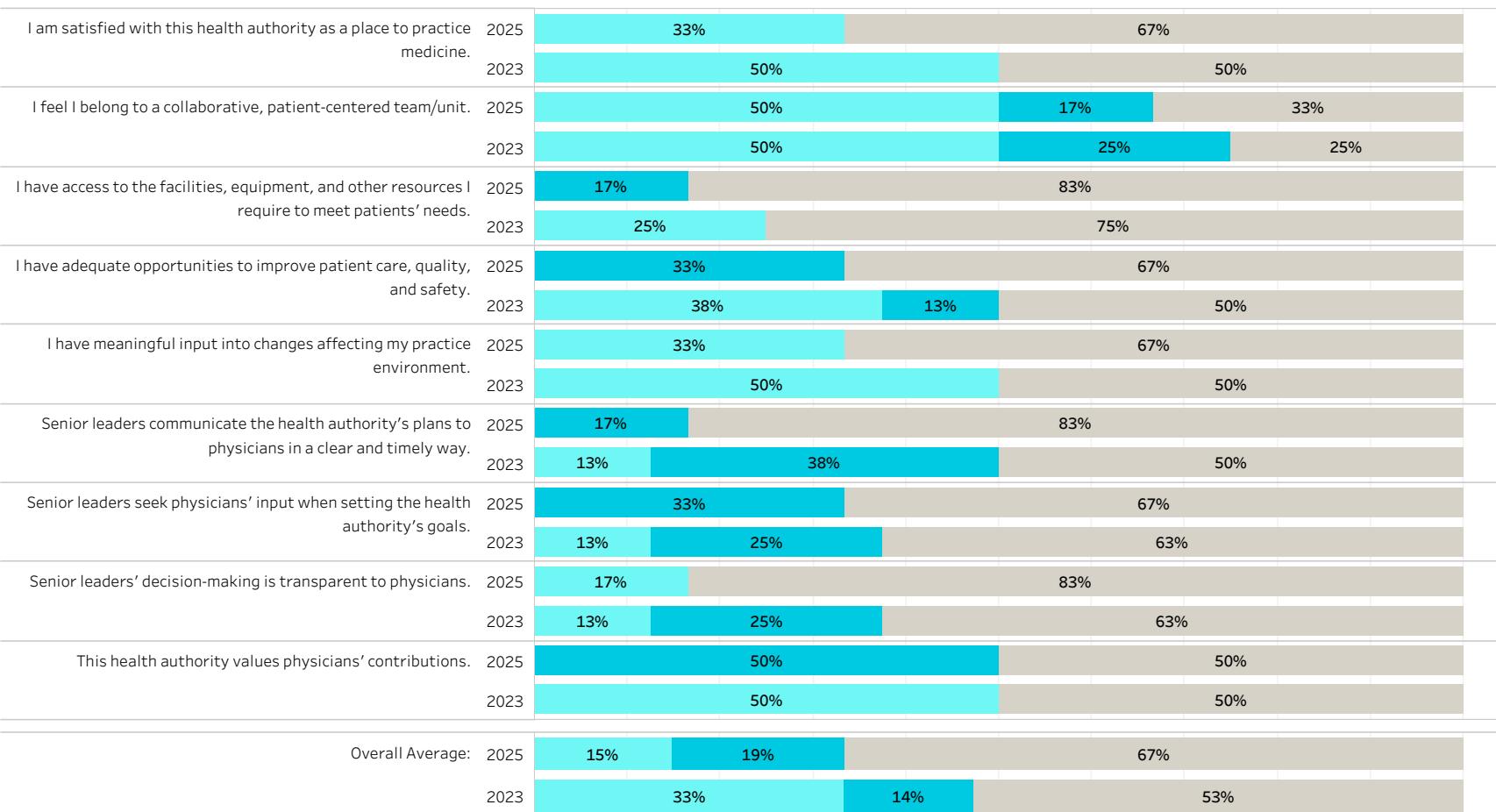
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	Boundary Hospital	All	All	All

Boundary Hospital

2025 **Respondents: 6**

2023 **Respondents: 8**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

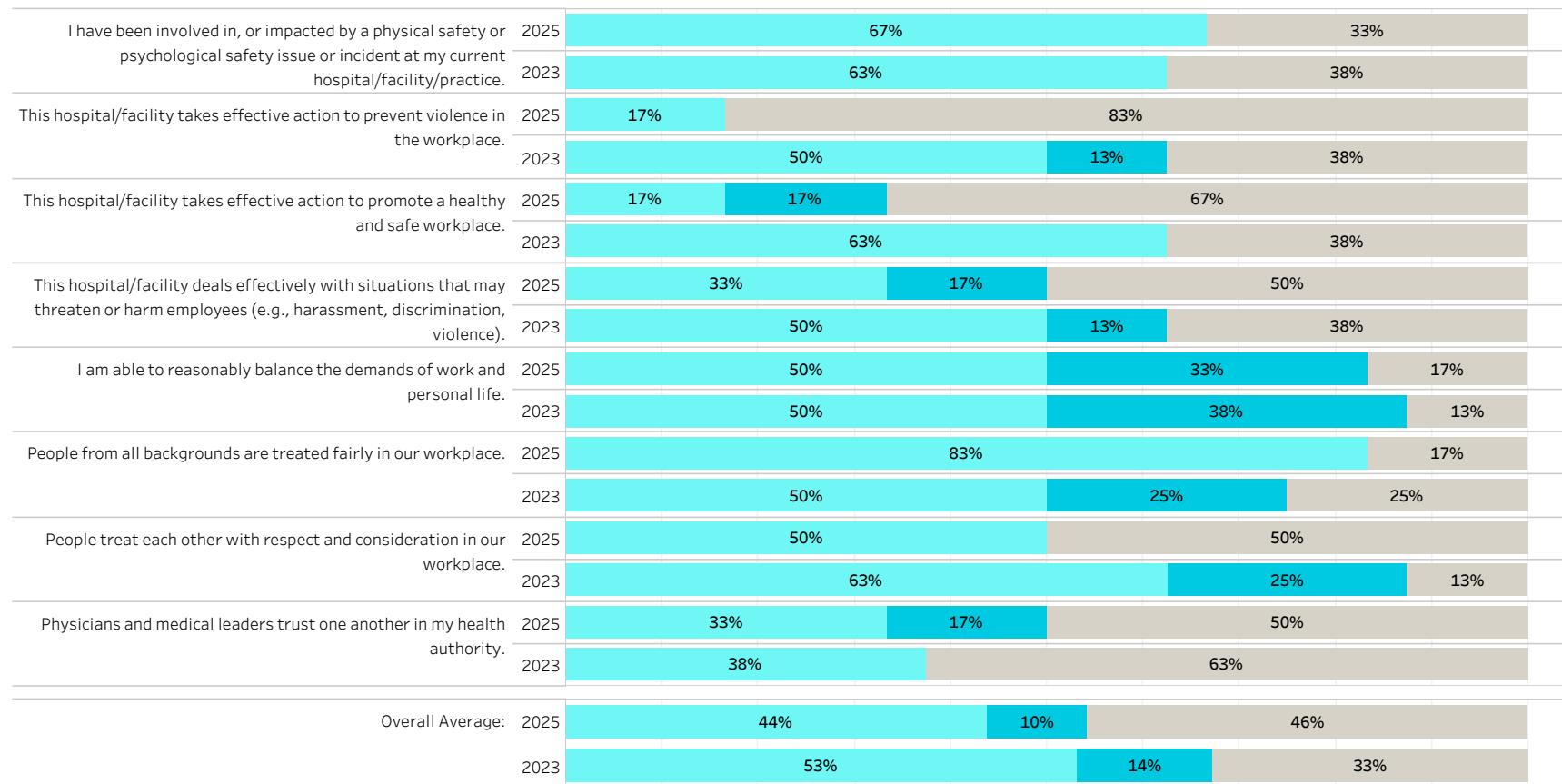
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	Boundary Hospital	All	All	All

Boundary Hospital

2025 **Respondents: 6**

2023 **Respondents: 8**

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

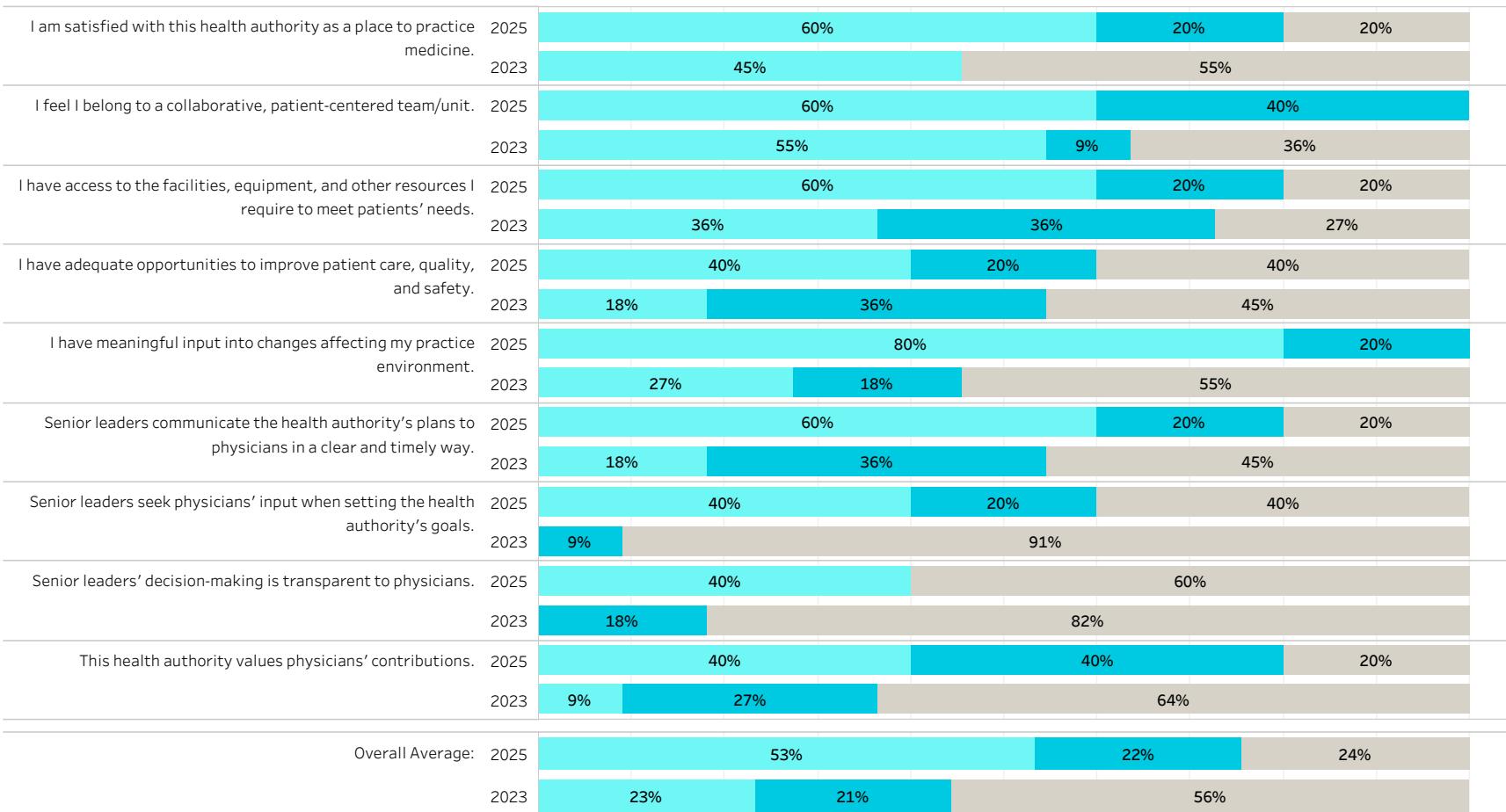
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	Cariboo Memorial Hospital	All	All	All

Cariboo Memorial Hospital

2025 **Respondents: 5**

2023 **Respondents: 11**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

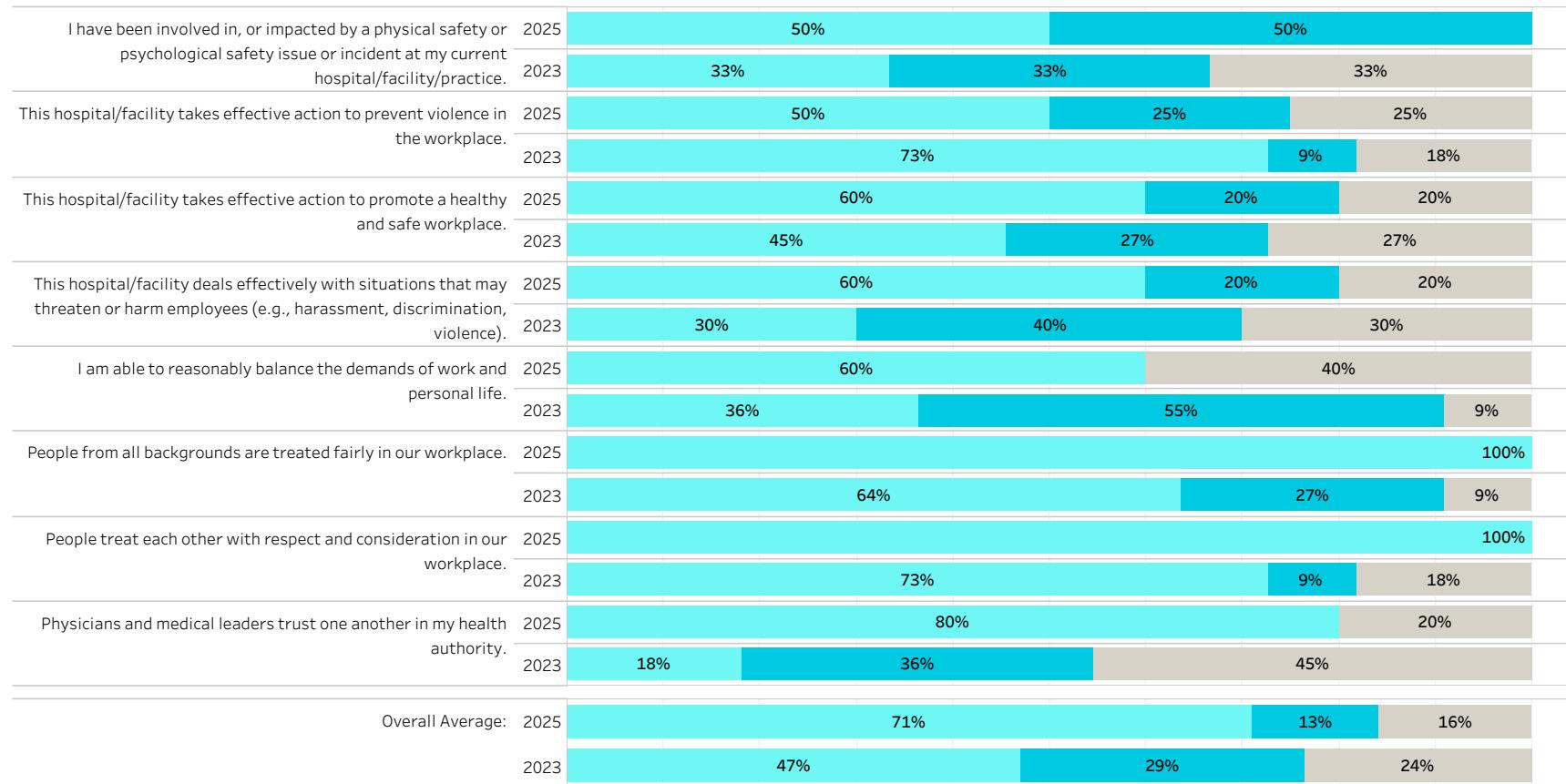
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	Cariboo Memorial Hospital	All	All	All

Cariboo Memorial Hospital

2025 Respondents: 5

2023 Respondents: 11

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

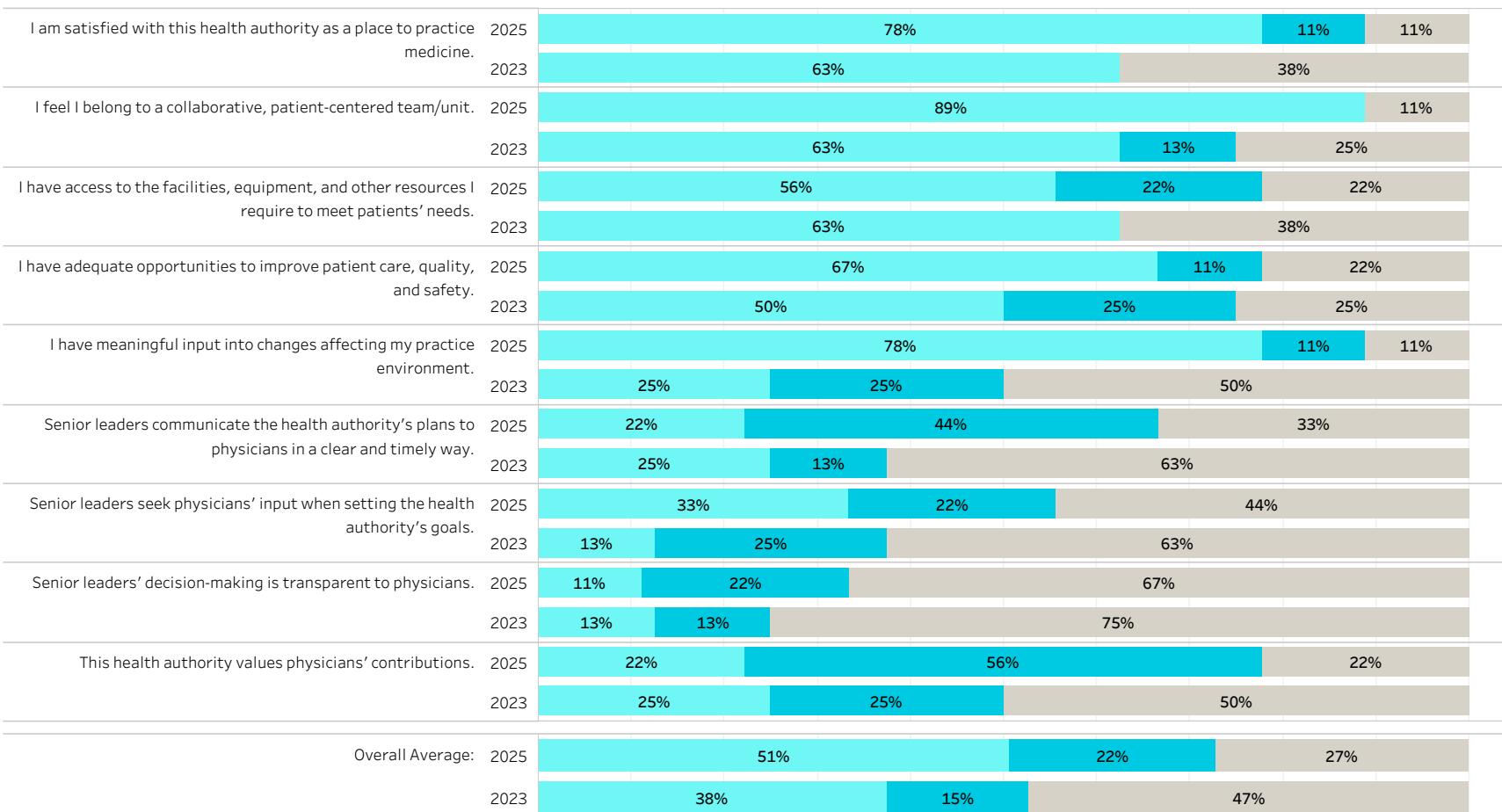
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	Creston Valley Hospital	All	All	All

Creston Valley Hospital

2025 **Respondents: 9**

2023 **Respondents: 8**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

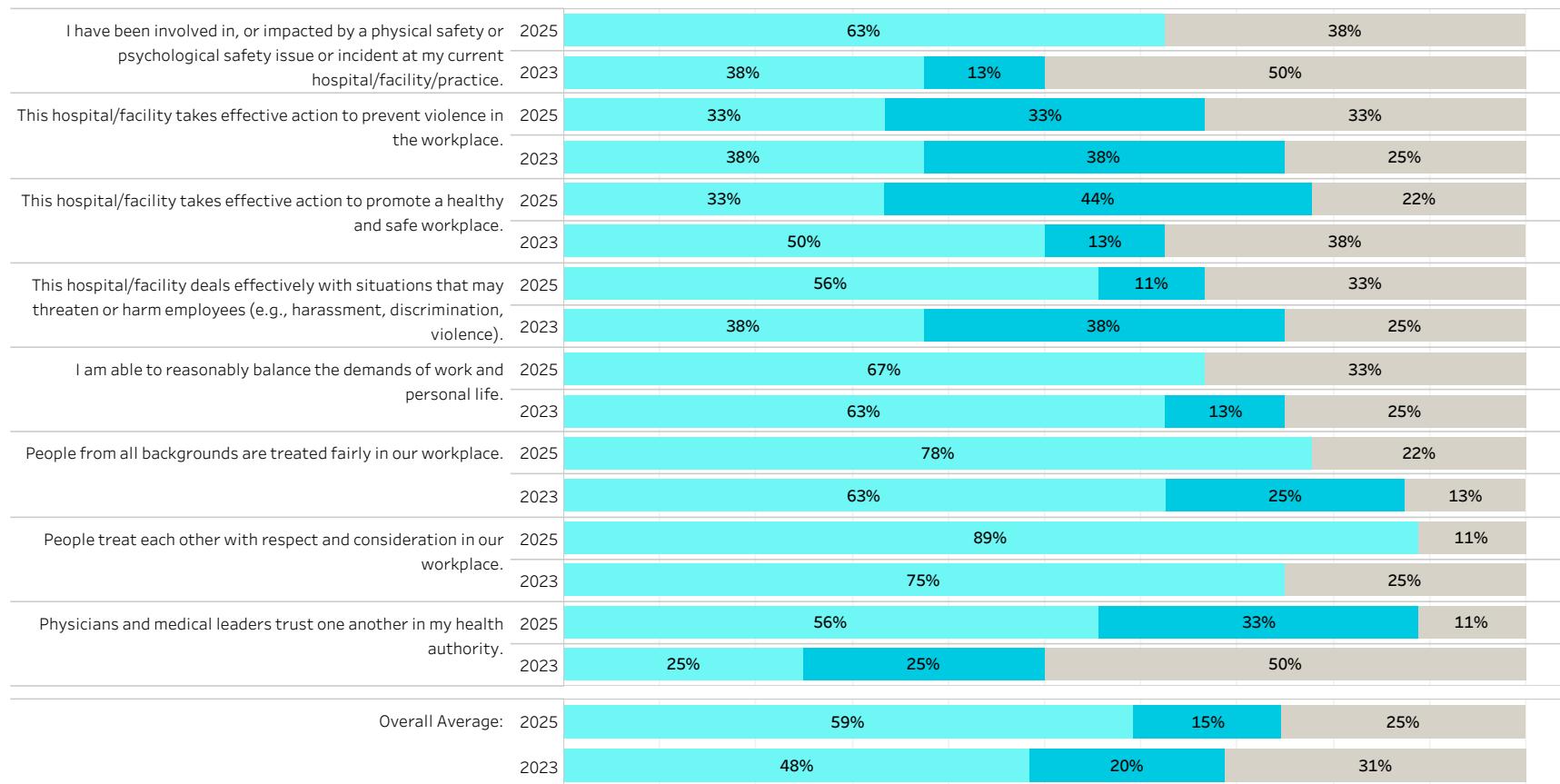
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	Creston Valley Hospital	All	All	All

Creston Valley Hospital

2025 Respondents: 9

2023 Respondents: 8

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

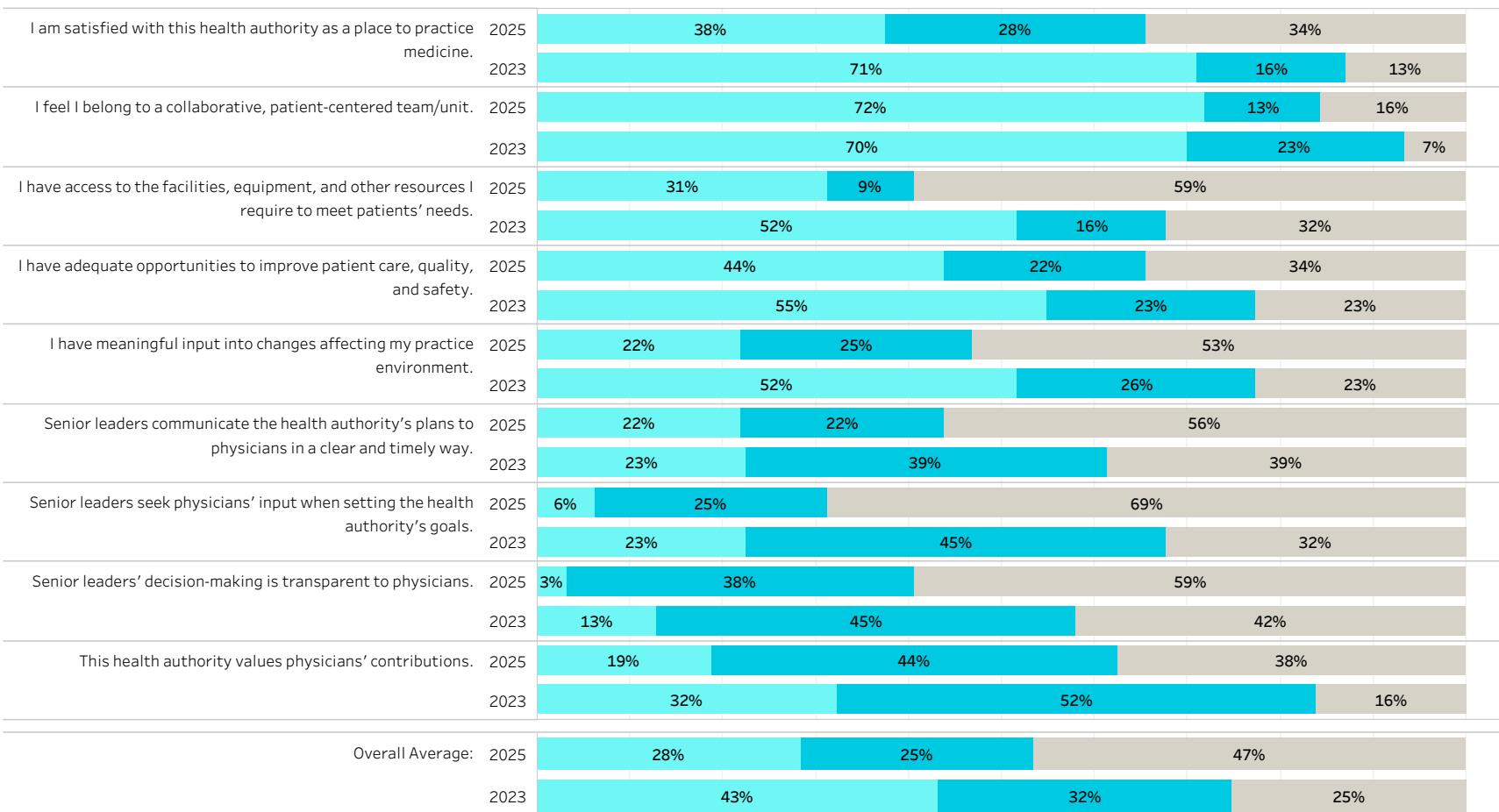
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	East Kootenay Regional Hospital	All	All	All

East Kootenay Regional Hospital

2025 **Respondents: 32**

2023 **Respondents: 31**

Engagement



■ Agree ■ Neutral ■ Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

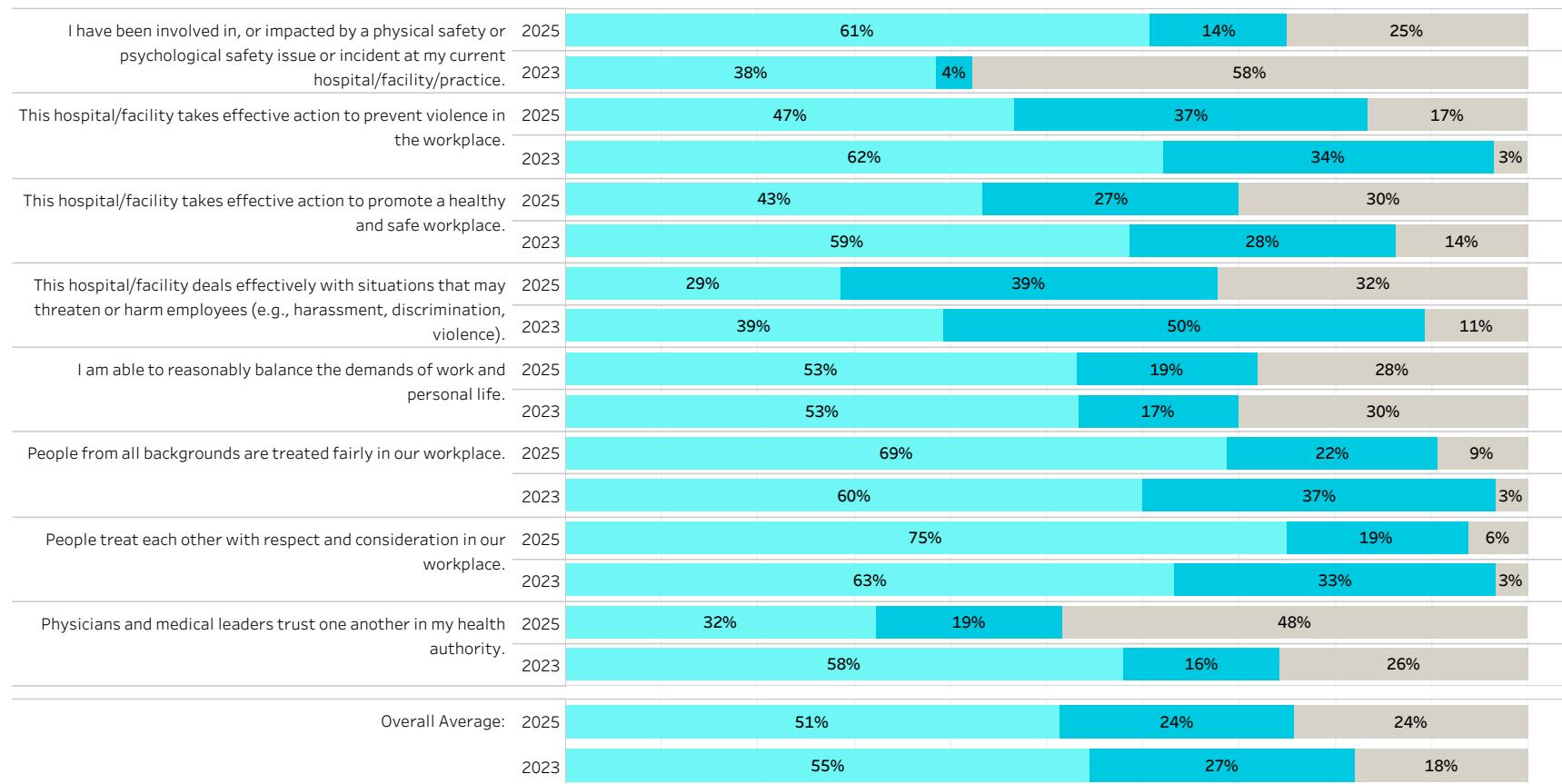
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	East Kootenay Regional Hospital	All	All	All

East Kootenay Regional Hospital

2025 Respondents: 32

2023 Respondents: 31

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Interior Health	Hospital	East Kootenay Regional Hospital	All	All	All	All	All

East Kootenay Regional Hospital

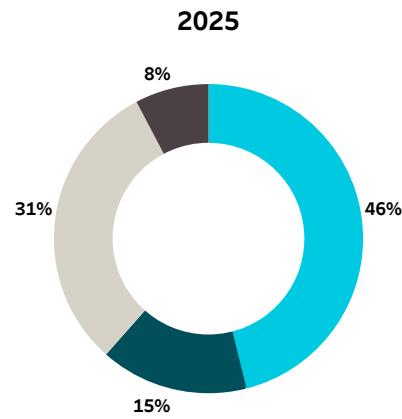
2025 Respondents: 32

2023 Respondents: 31

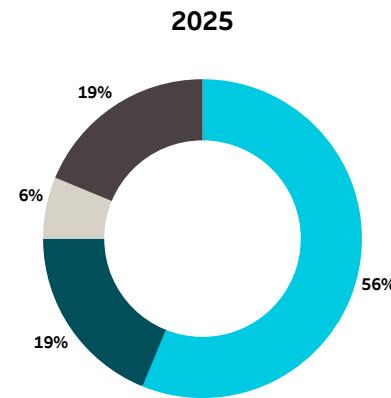
		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	41%	13	19.6	6.0	1	100
	2023	26%	8	21.0	3.0	1	104
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	50%	16	44.4	4.5	1	335
	2023	32%	10	153.5	2.5	1	999

* % of physicians who experienced incidents

Physical safety incident breakdown



Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

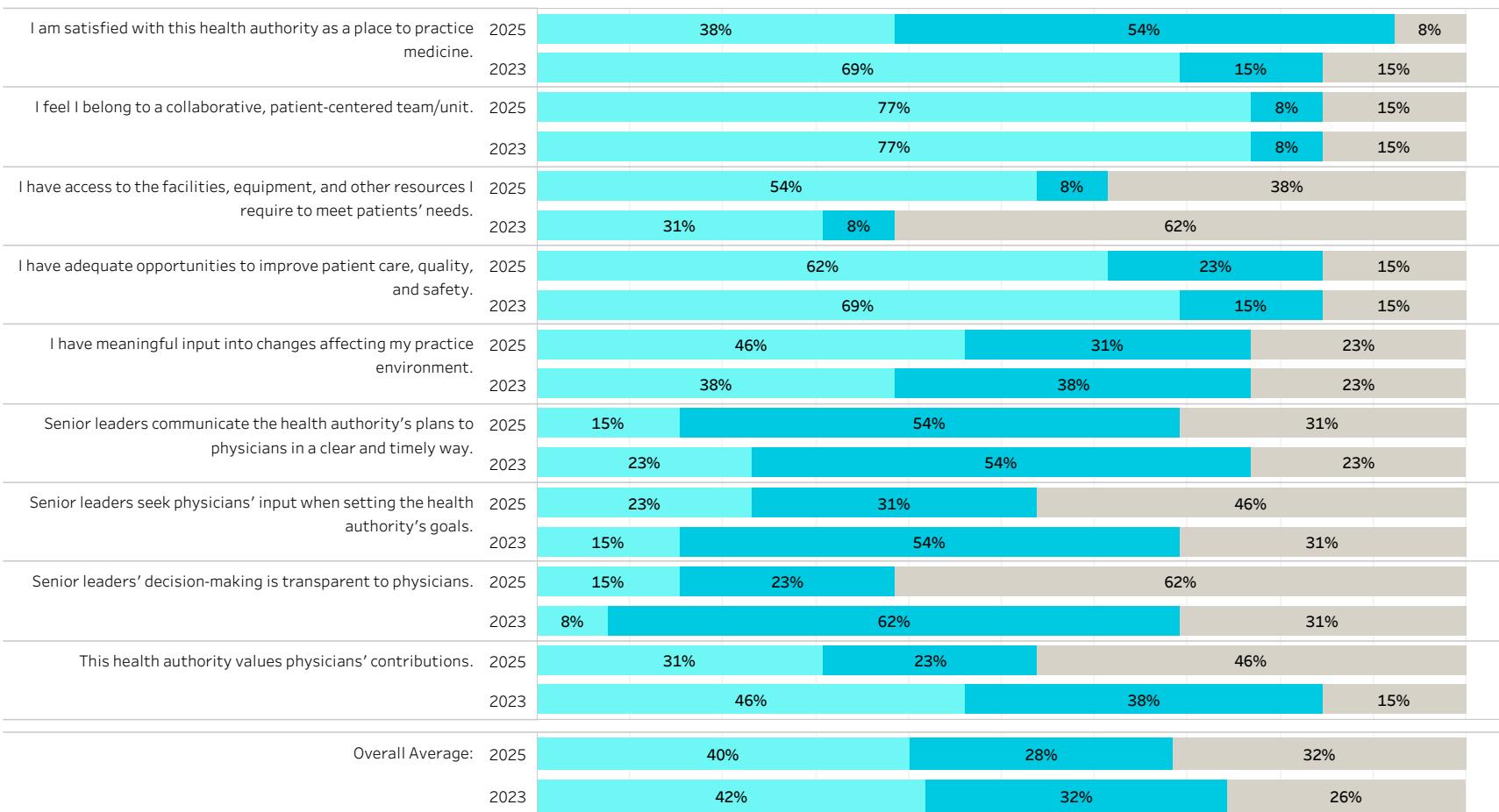
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	Elk Valley Hospital	All	All	All

Elk Valley Hospital

2025 Respondents: 13

2023 Respondents: 13

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

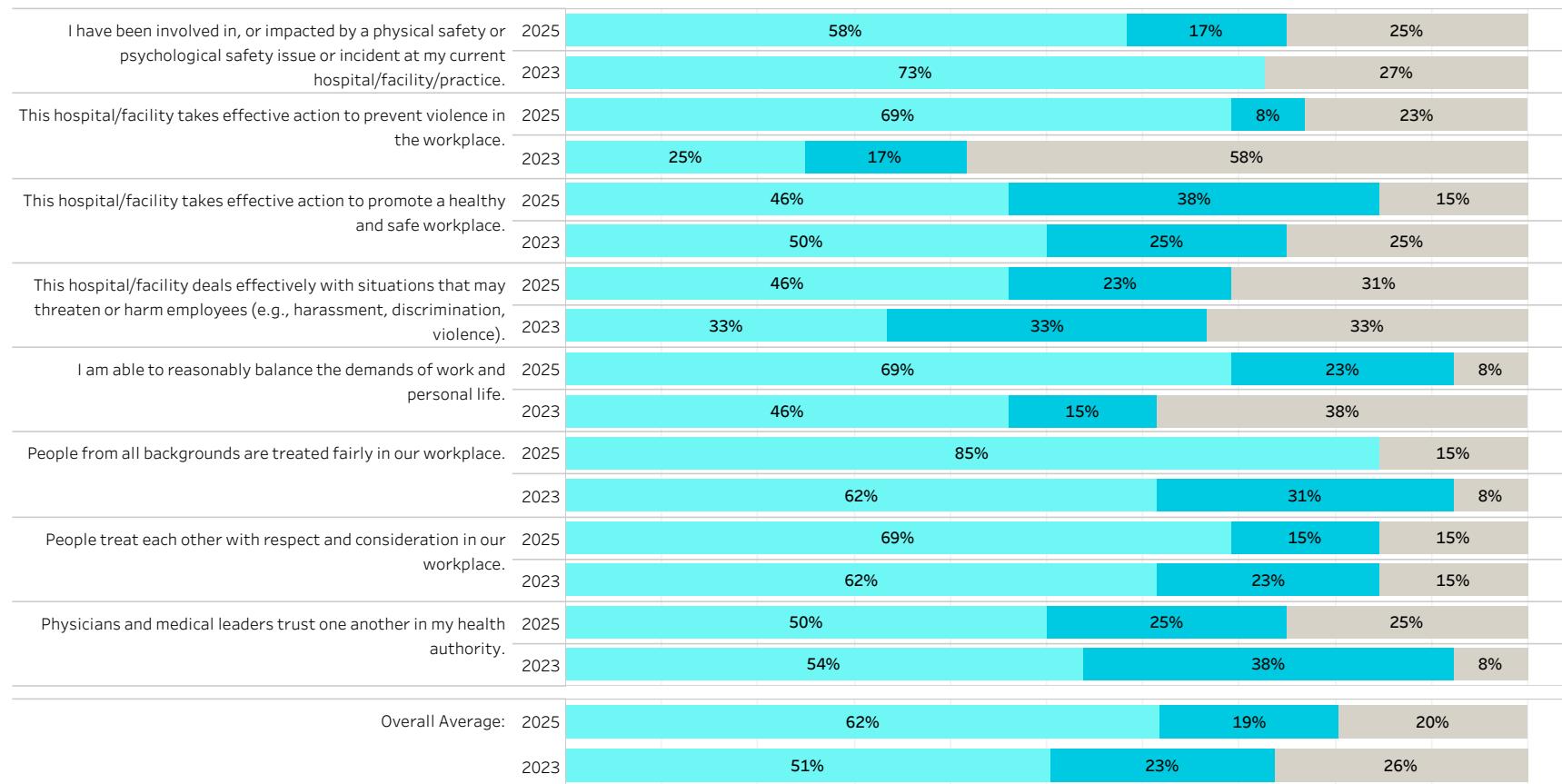
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	Elk Valley Hospital	All	All	All

Elk Valley Hospital

2025 **Respondents: 13**

2023 **Respondents: 13**

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Interior Health	Hospital	Elk Valley Hospital	All	All	All	All	All

Elk Valley Hospital

2025	Respondents: 13	Yes*	Count	Mean	Median	Min	Max	
	Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	62%	8	5.6	2.0	1	30
		2023	46%	6	5.8	3.0	2	15

* % of physicians who experienced incidents

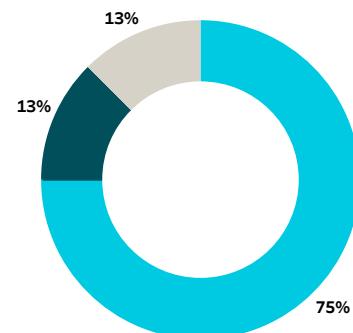
Physical safety incident breakdown

2025

n/a N<5

Psychological safety incident breakdown

2025



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

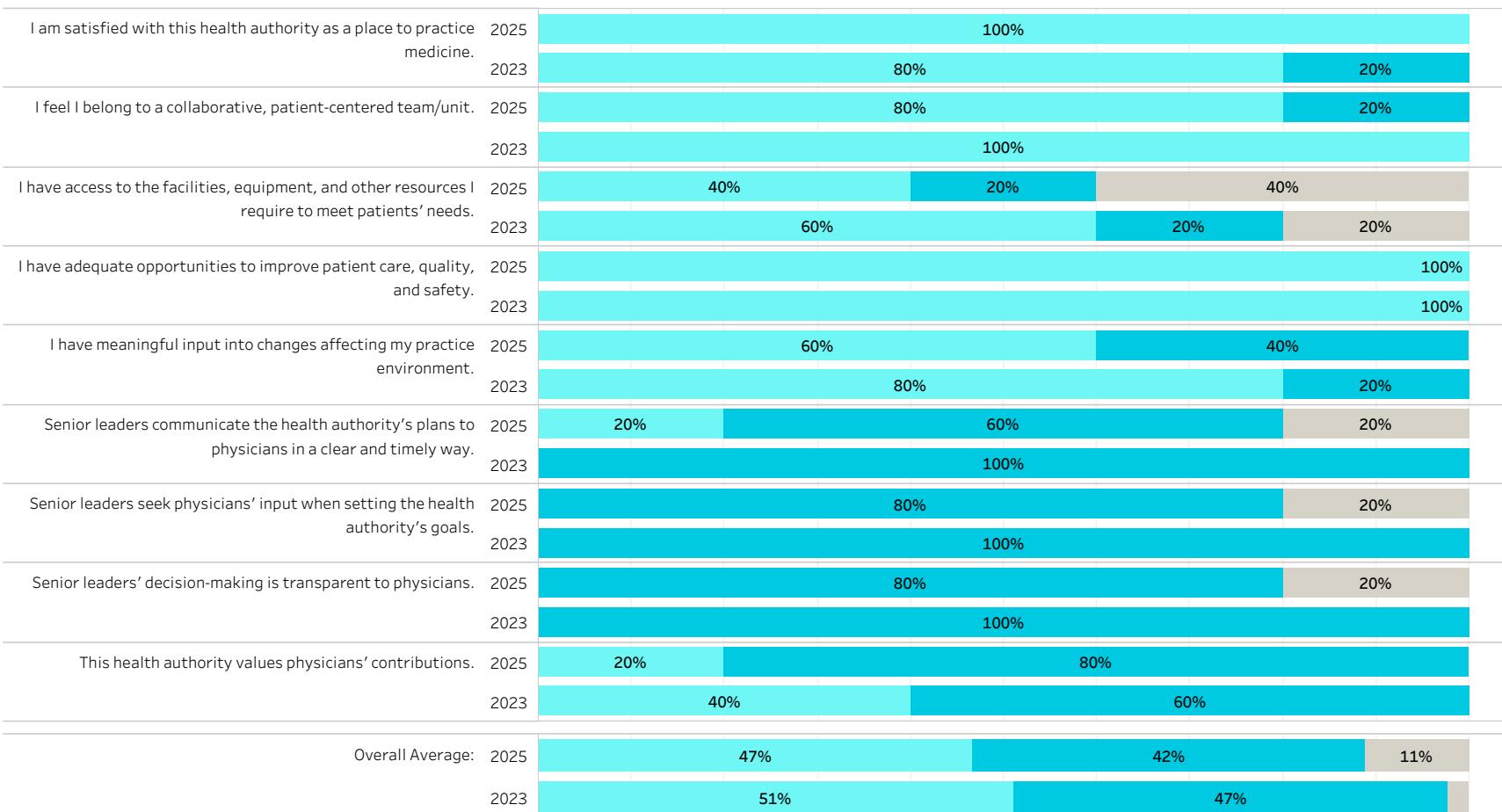
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	Golden and District General Hospital	All	All	All

Golden and District General Hospital

2025 **Respondents: 5**

2023 **Respondents: 5**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

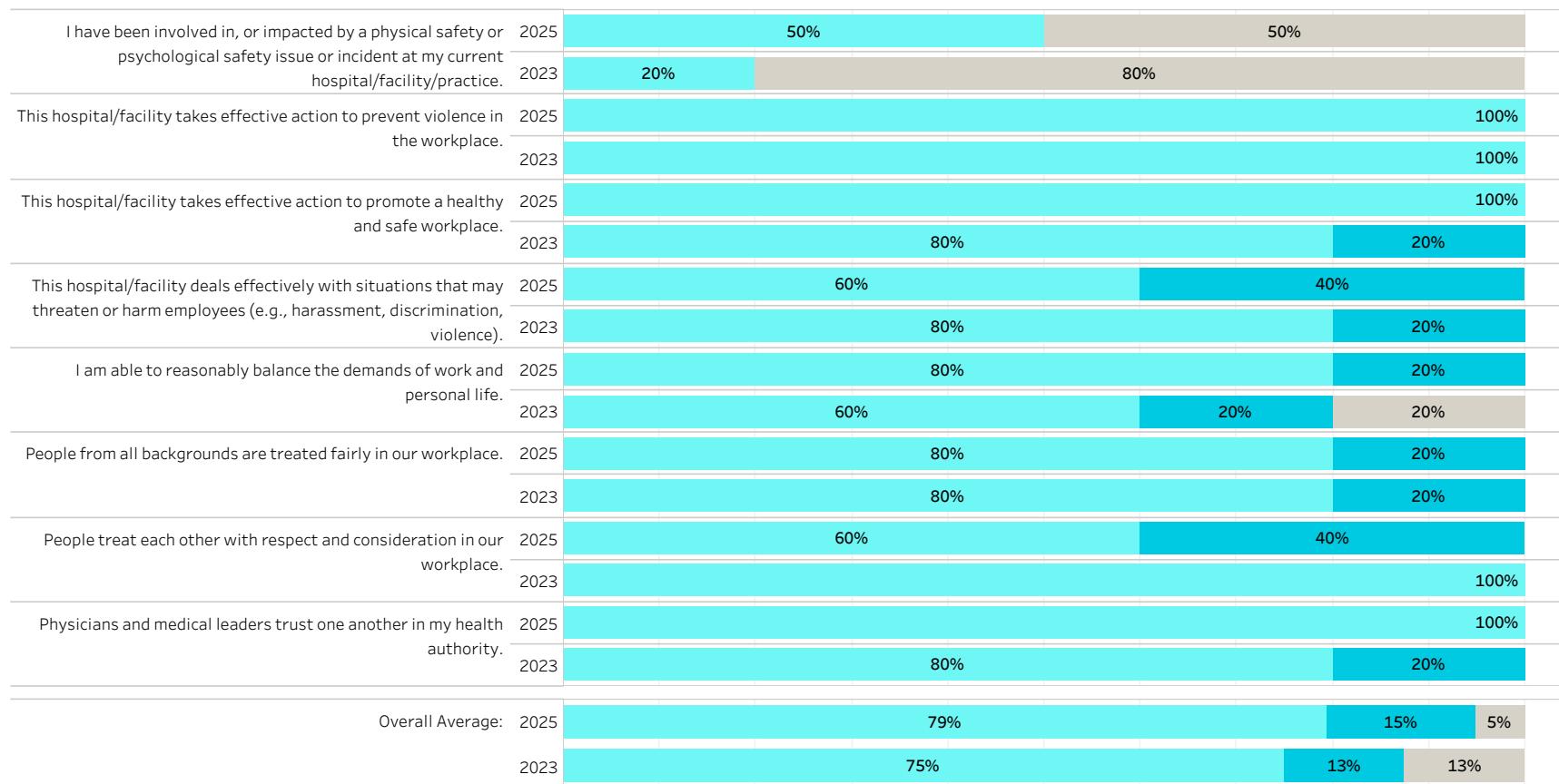
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	Golden and District General Hospital	All	All	All

Golden and District General Hospital

2025 **Respondents: 5**

2023 **Respondents: 5**

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

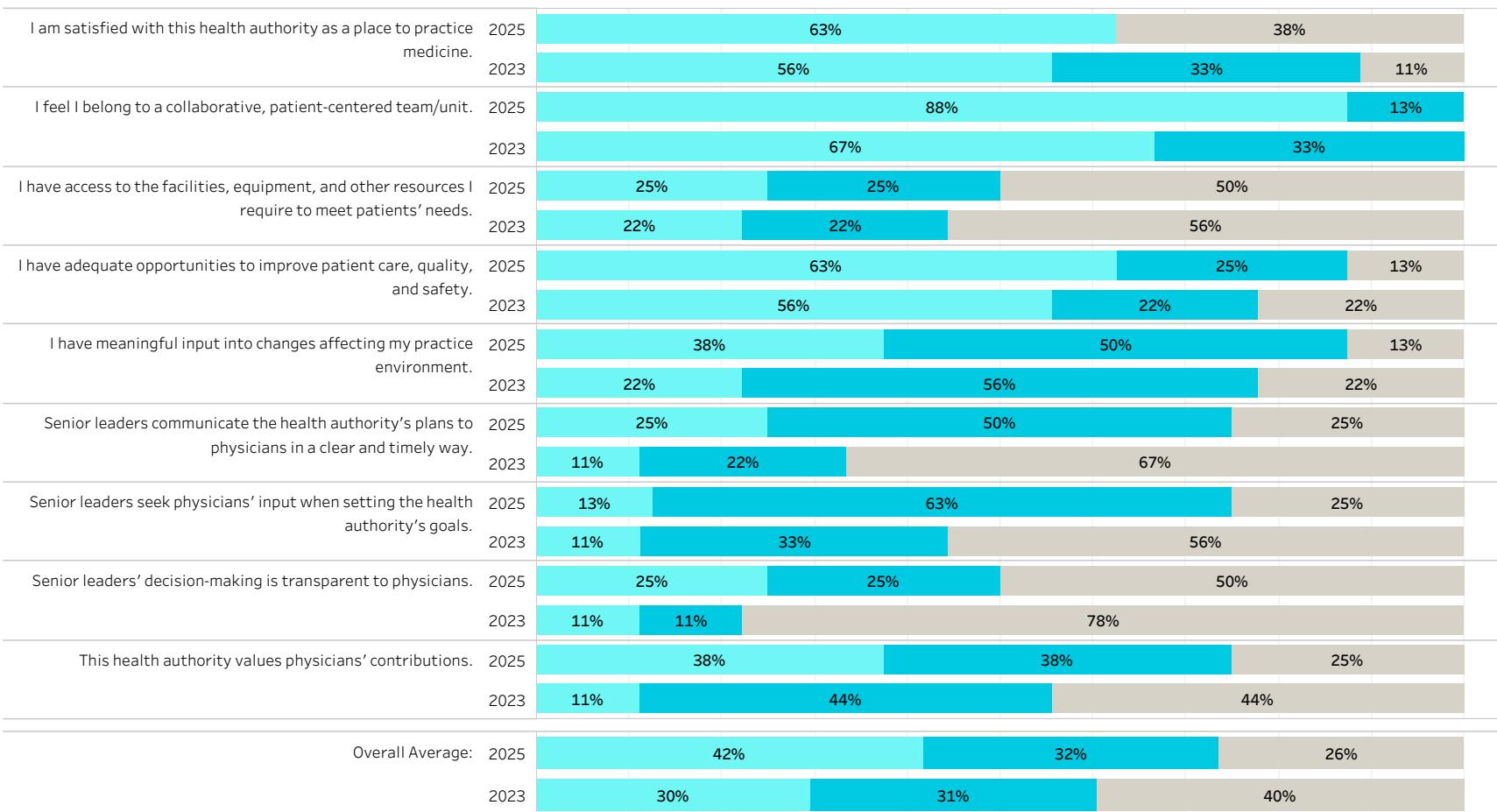
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	Invermere and District Hospital	All	All	All

Invermere and District Hospital

2025 Respondents: 8

2023 Respondents: 9

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

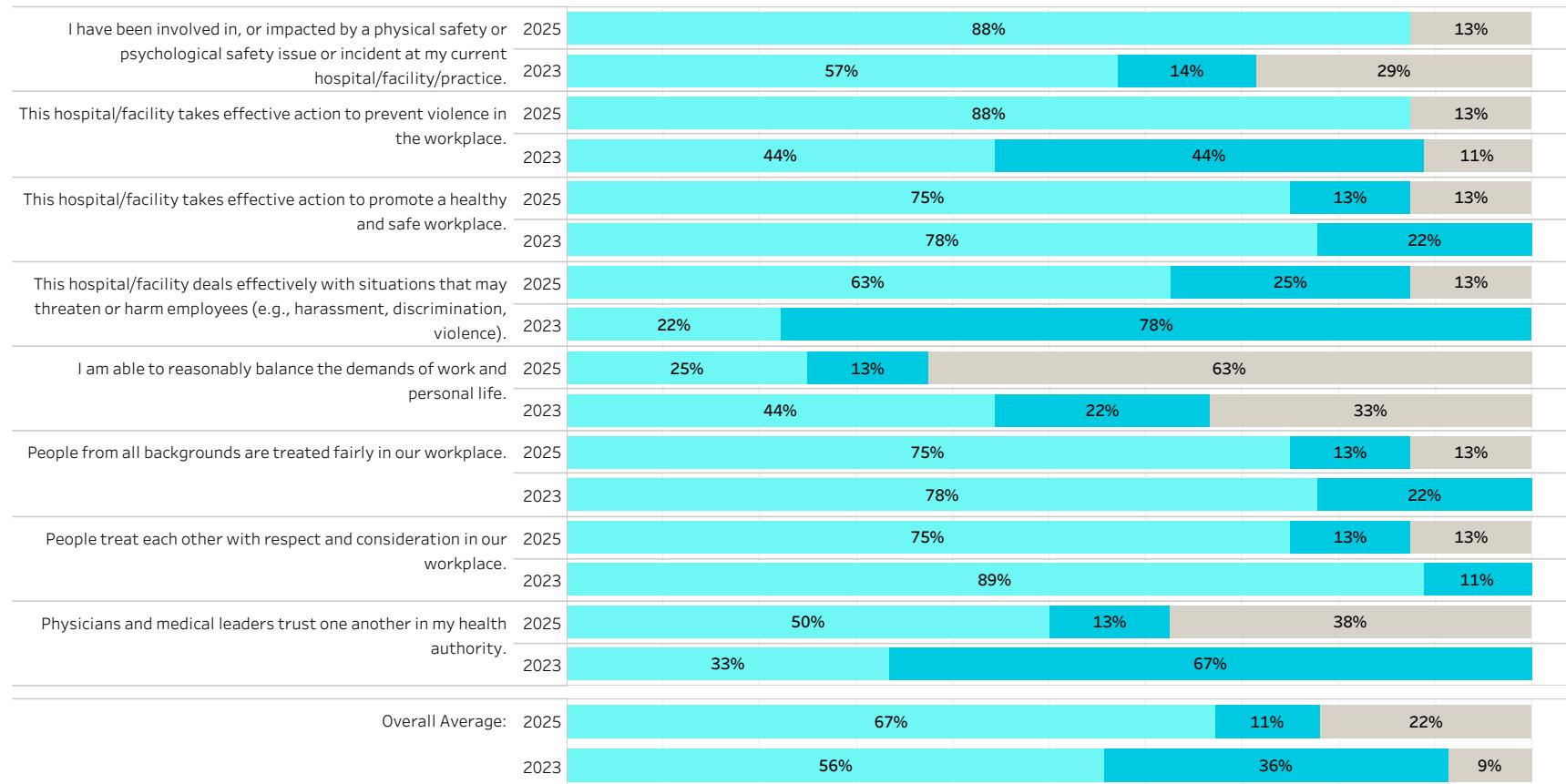
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	Invermere and District Hospital	All	All	All

Invermere and District Hospital

2025 Respondents: 8

2023 Respondents: 9

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Interior Health	Hospital	Invermere and District Hospital	All	All	All	All	All

Invermere and District Hospital

2025 Respondents: 8

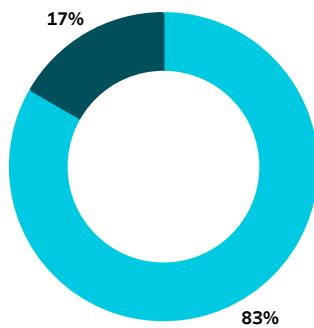
2023 Respondents: 9

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	75%	6	2.7	2.0	1	6
	2023	56%	5	12.2	3.0	1	50
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	63%	5	6.2	5.0	3	12

* % of physicians who experienced incidents

Physical safety incident breakdown

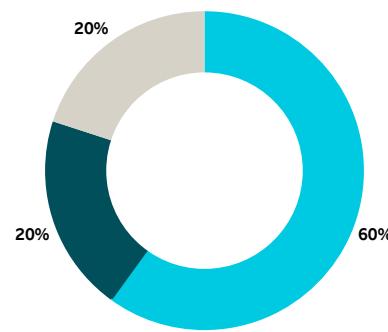
2025



■ 1-5 incidents ■ 6-10 incidents

Psychological safety incident breakdown

2025



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

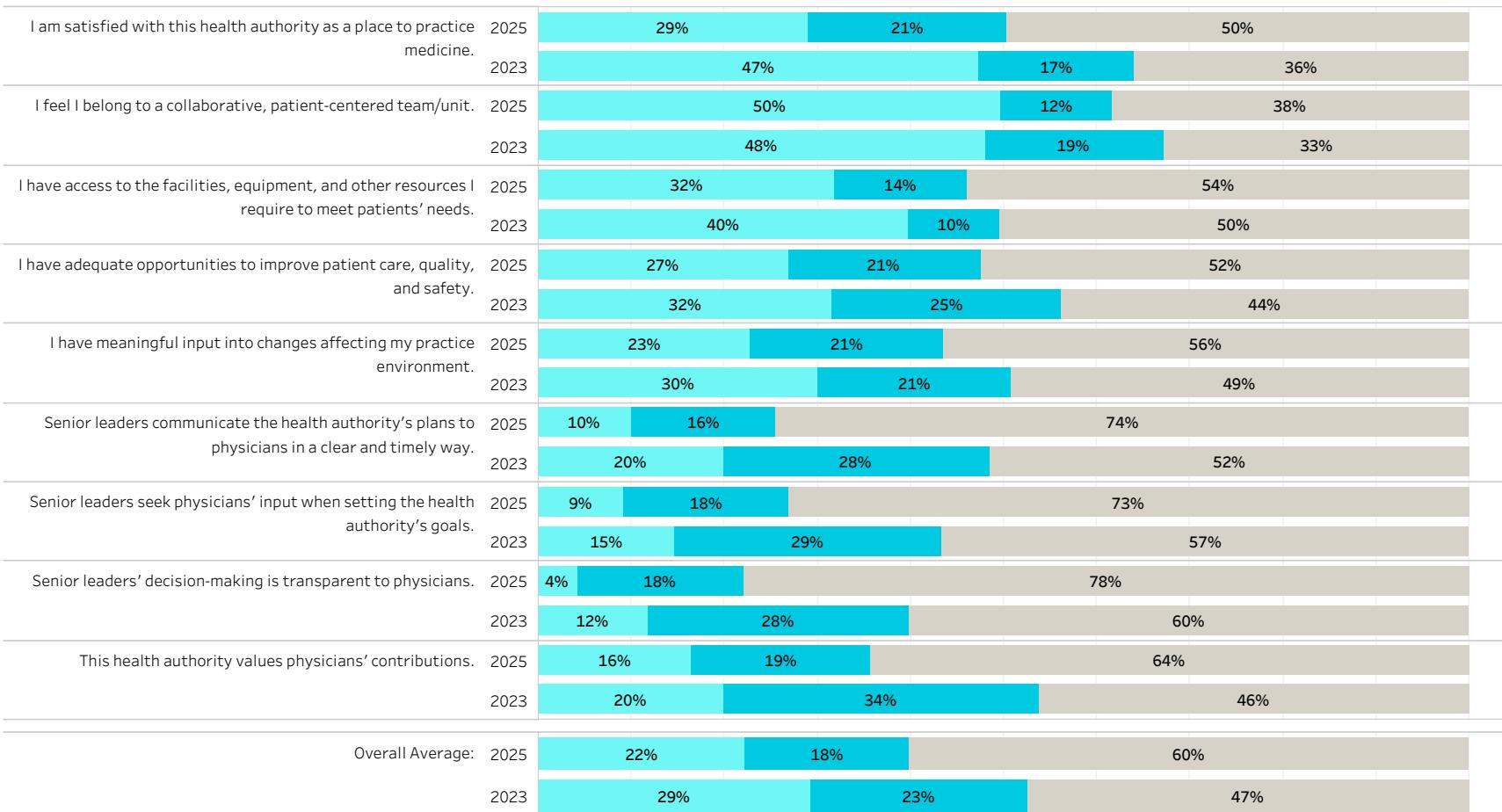
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	Kelowna General Hospital	All	All	All

Kelowna General Hospital

2025 **Respondents: 141**

2023 **Respondents: 131**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

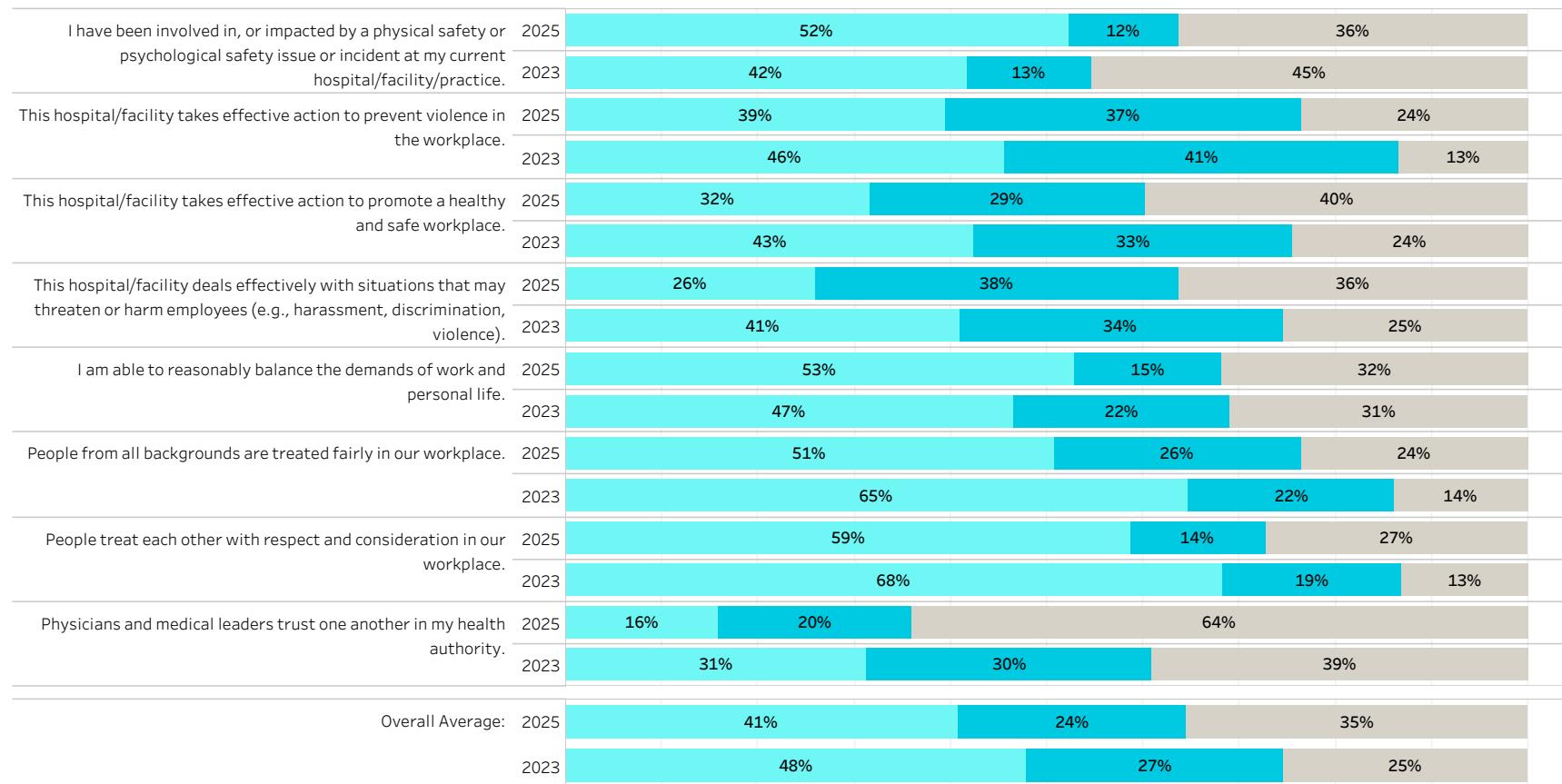
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	Kelowna General Hospital	All	All	All

Kelowna General Hospital

2025 **Respondents: 141**

2023 **Respondents: 131**

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Interior Health	Hospital	Kelowna General Hospital	All	All	All	All	All

Kelowna General Hospital

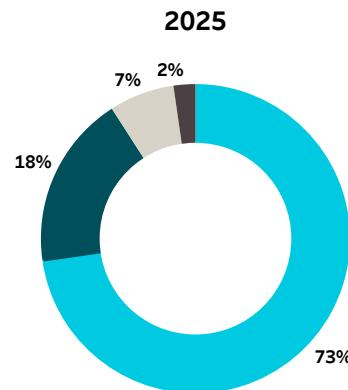
2025 Respondents: 141

2023 Respondents: 131

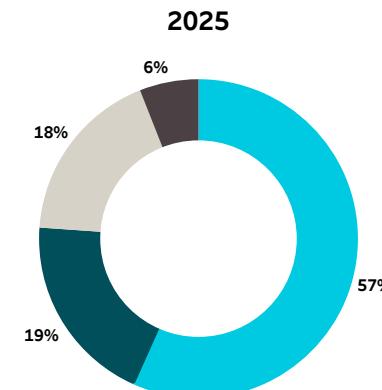
		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	31%	44	7.1	3.0	1	100
	2023	32%	42	5.1	3.0	1	12
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	48%	67	16.9	5.0	1	365
	2023	40%	53	24.6	6.0	1	500

* % of physicians who experienced incidents

Physical safety incident breakdown



Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

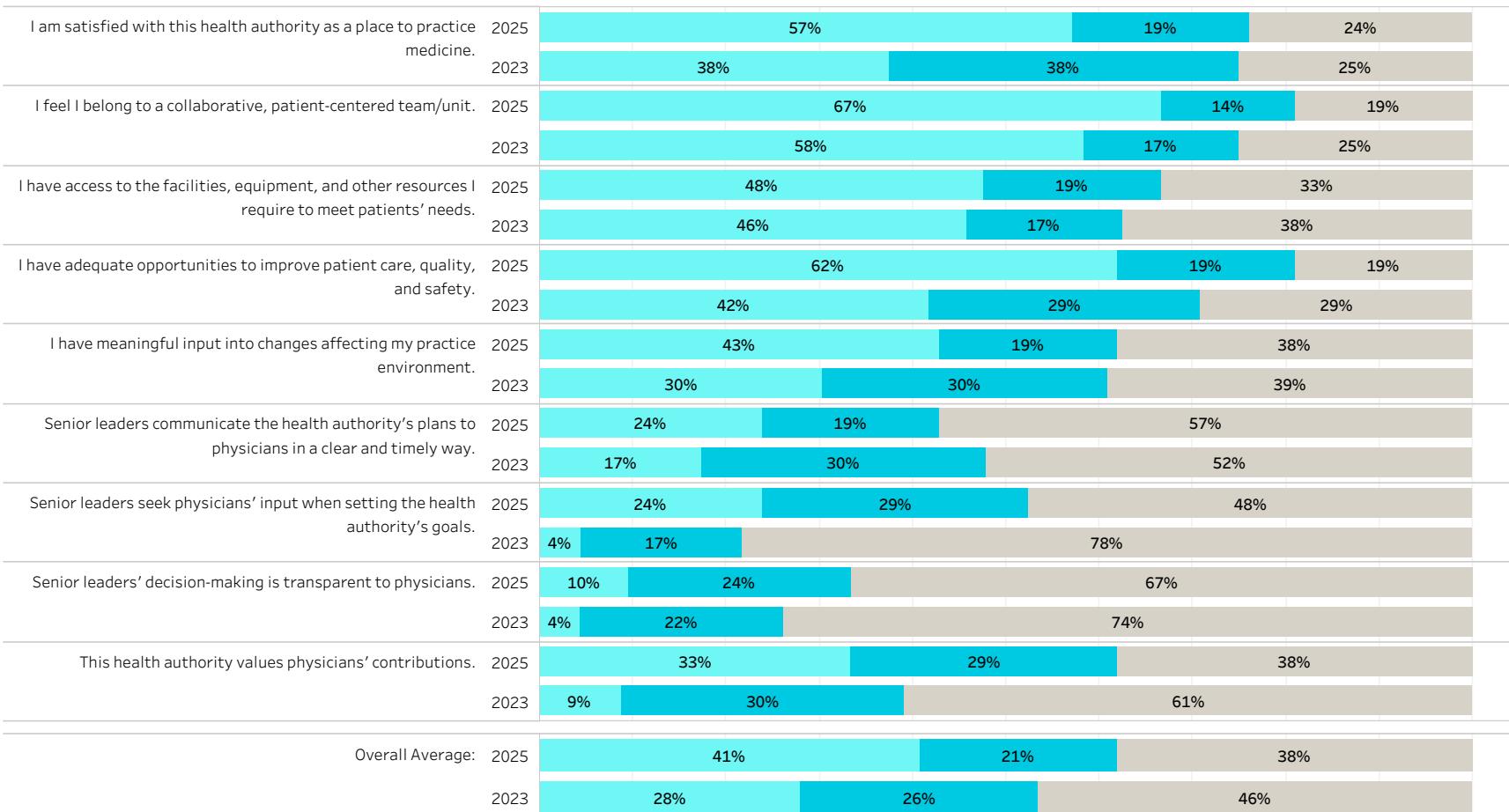
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	Kootenay Boundary Regional Hospital	All	All	All

Kootenay Boundary Regional Hospital

2025 Respondents: 21

2023 Respondents: 24

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

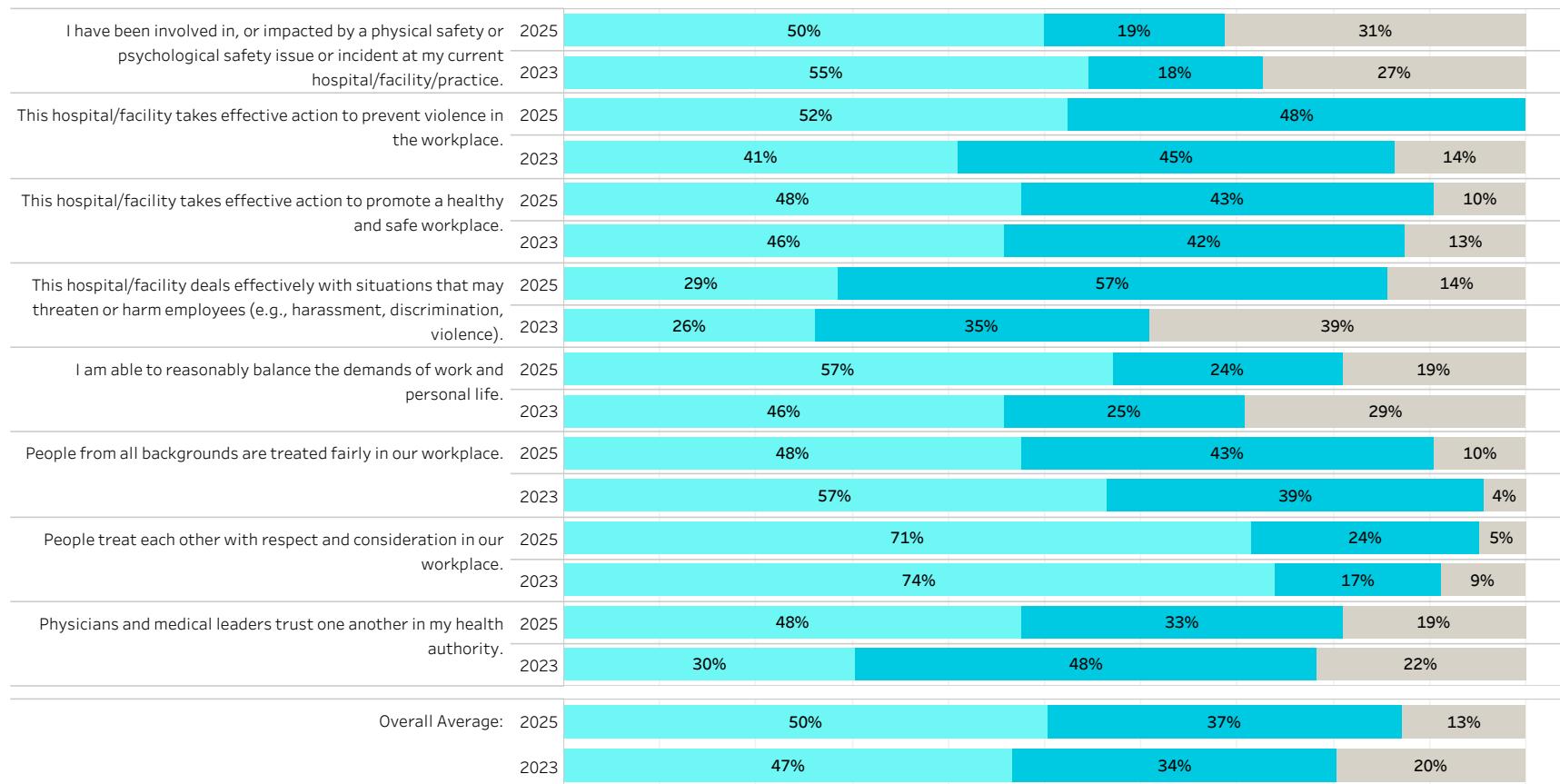
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	Kootenay Boundary Regional Hospital	All	All	All

Kootenay Boundary Regional Hospital

2025 Respondents: 21

2023 Respondents: 24

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Interior Health	Hospital	Kootenay Boundary Regional Hospital	All	All	All	All	All

Kootenay Boundary Regional Hospital

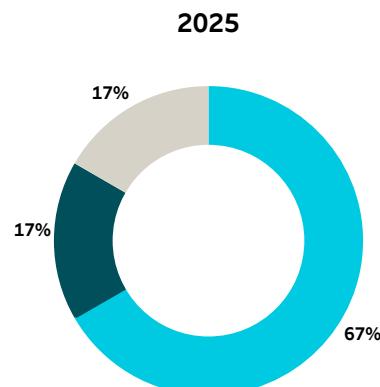
2025 Respondents: 21

2023 Respondents: 24

	Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	29%	6	8.7	3.5	2
	2023	46%	11	12.0	3.0	1
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	48%	10	3.6	2.5	2
	2023	54%	13	11.6	5.0	1

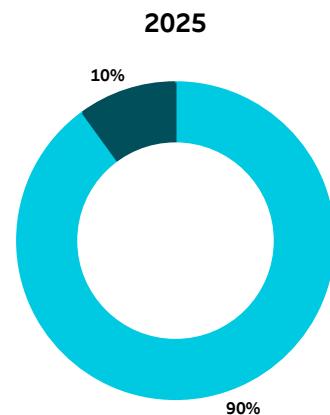
* % of physicians who experienced incidents

Physical safety incident breakdown



1-5 incidents 6-10 incidents 11-50 incidents

Psychological safety incident breakdown



1-5 incidents 6-10 incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

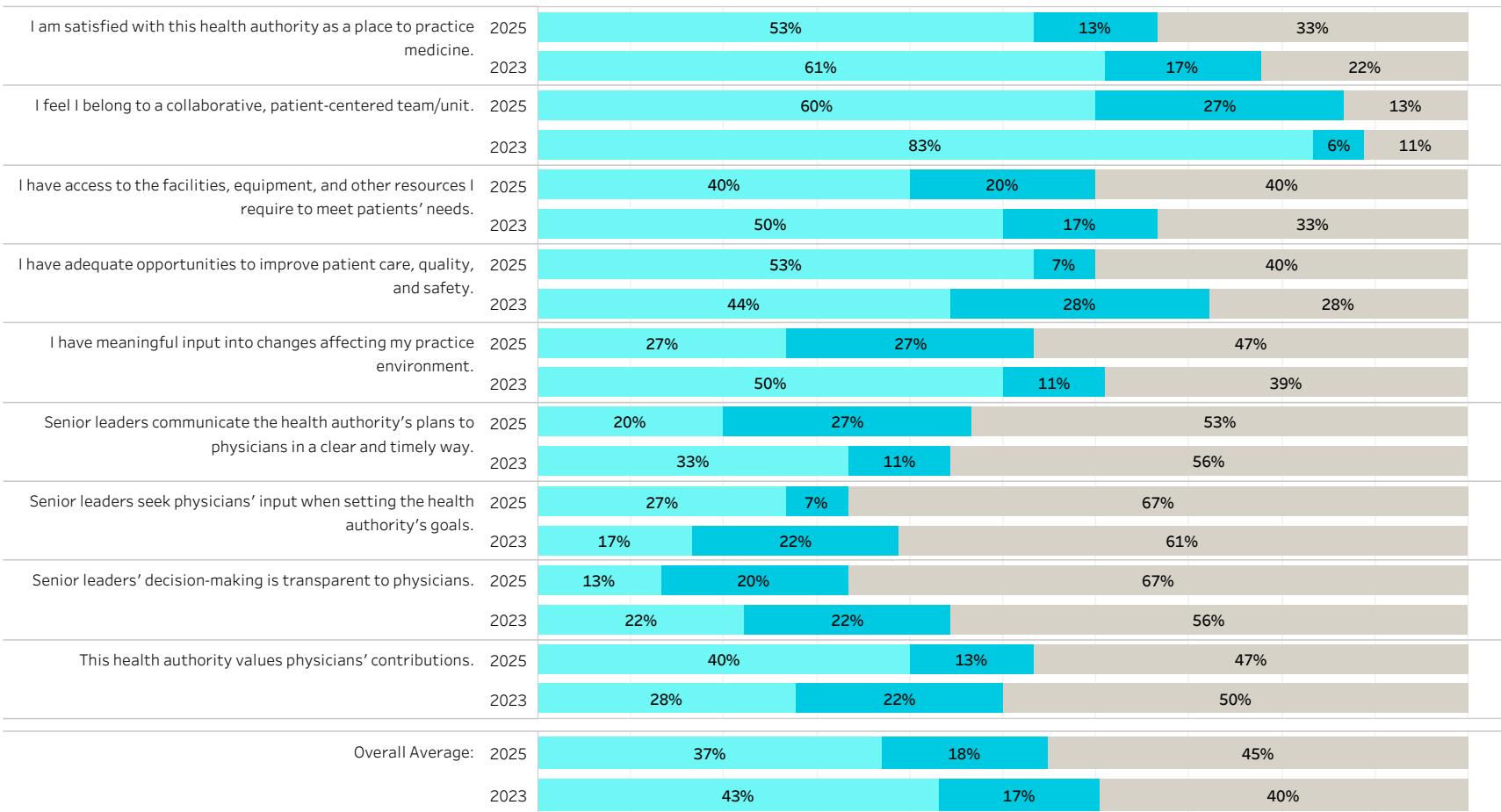
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	Kootenay Lake Hospital	All	All	All

Kootenay Lake Hospital

2025 **Respondents: 15**

2023 **Respondents: 18**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

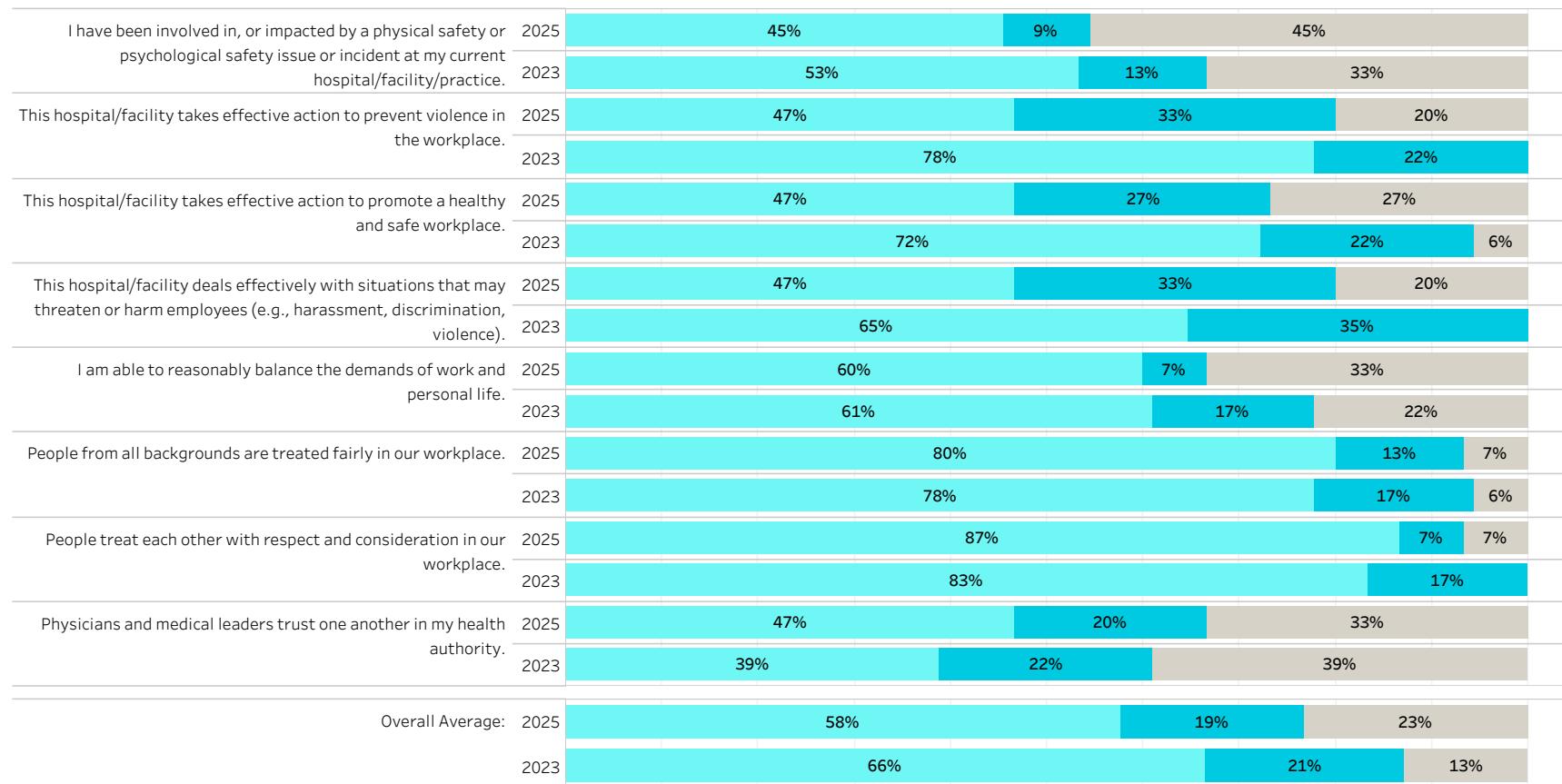
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	Kootenay Lake Hospital	All	All	All

Kootenay Lake Hospital

2025 Respondents: 15

2023 Respondents: 18

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Interior Health	Hospital	Kootenay Lake Hospital	All	All	All	All	All

Kootenay Lake Hospital

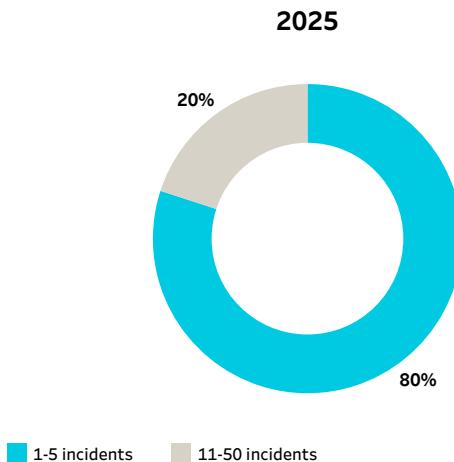
2025 Respondents: 15

2023 Respondents: 18

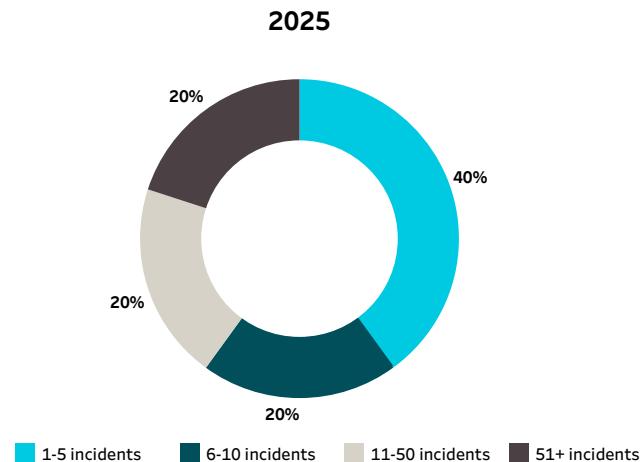
		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	33%	5	4.8	3.0	1	12
	2023	33%	6	1.8	1.0	1	5
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	33%	5	77.8	8.0	1	365
	2023	56%	10	7.0	5.5	1	20

* % of physicians who experienced incidents

Physical safety incident breakdown



Psychological safety incident breakdown



2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

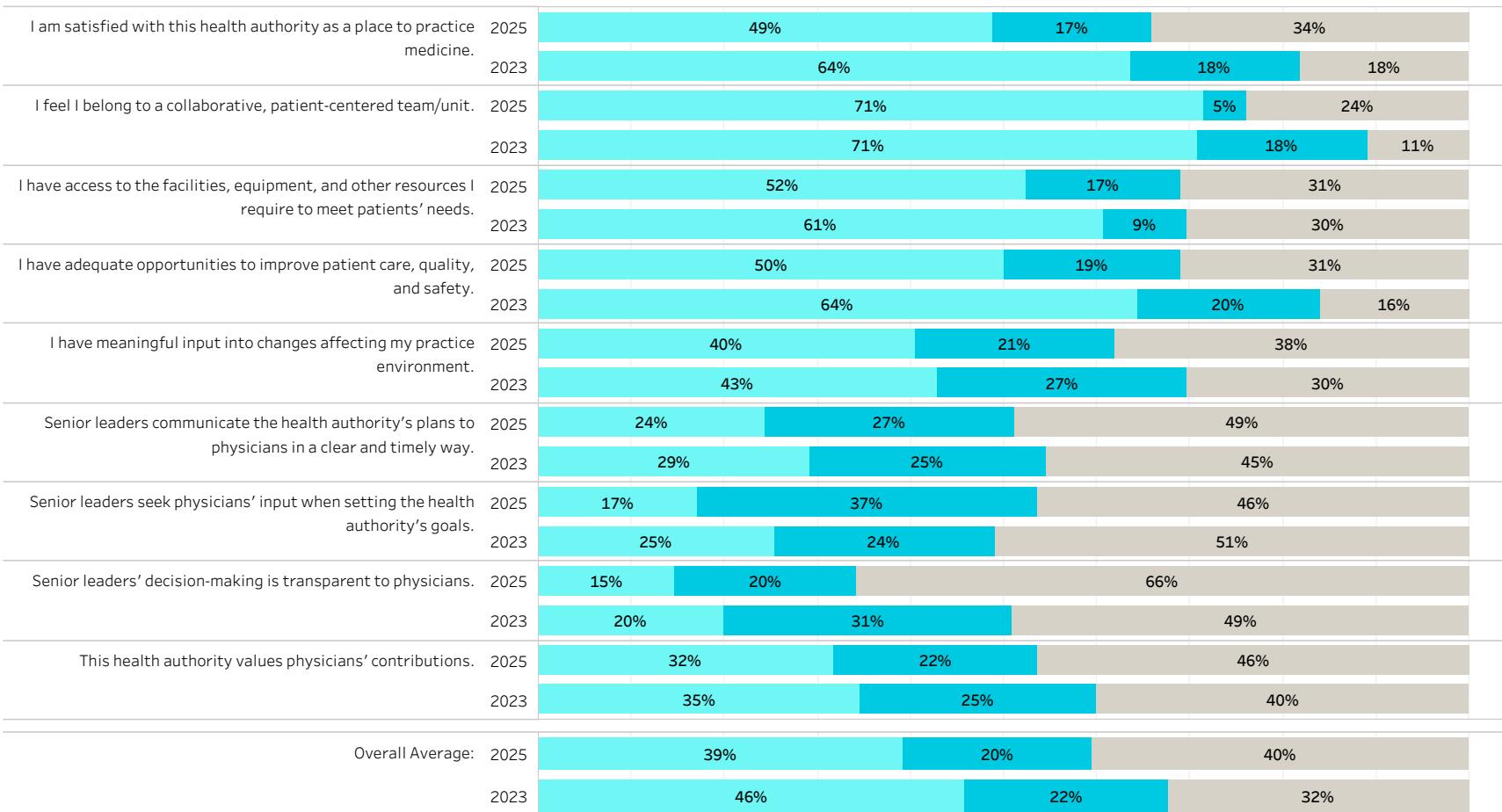
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	Penticton Regional Hospital	All	All	All

Penticton Regional Hospital

2025 **Respondents: 42**

2023 **Respondents: 56**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

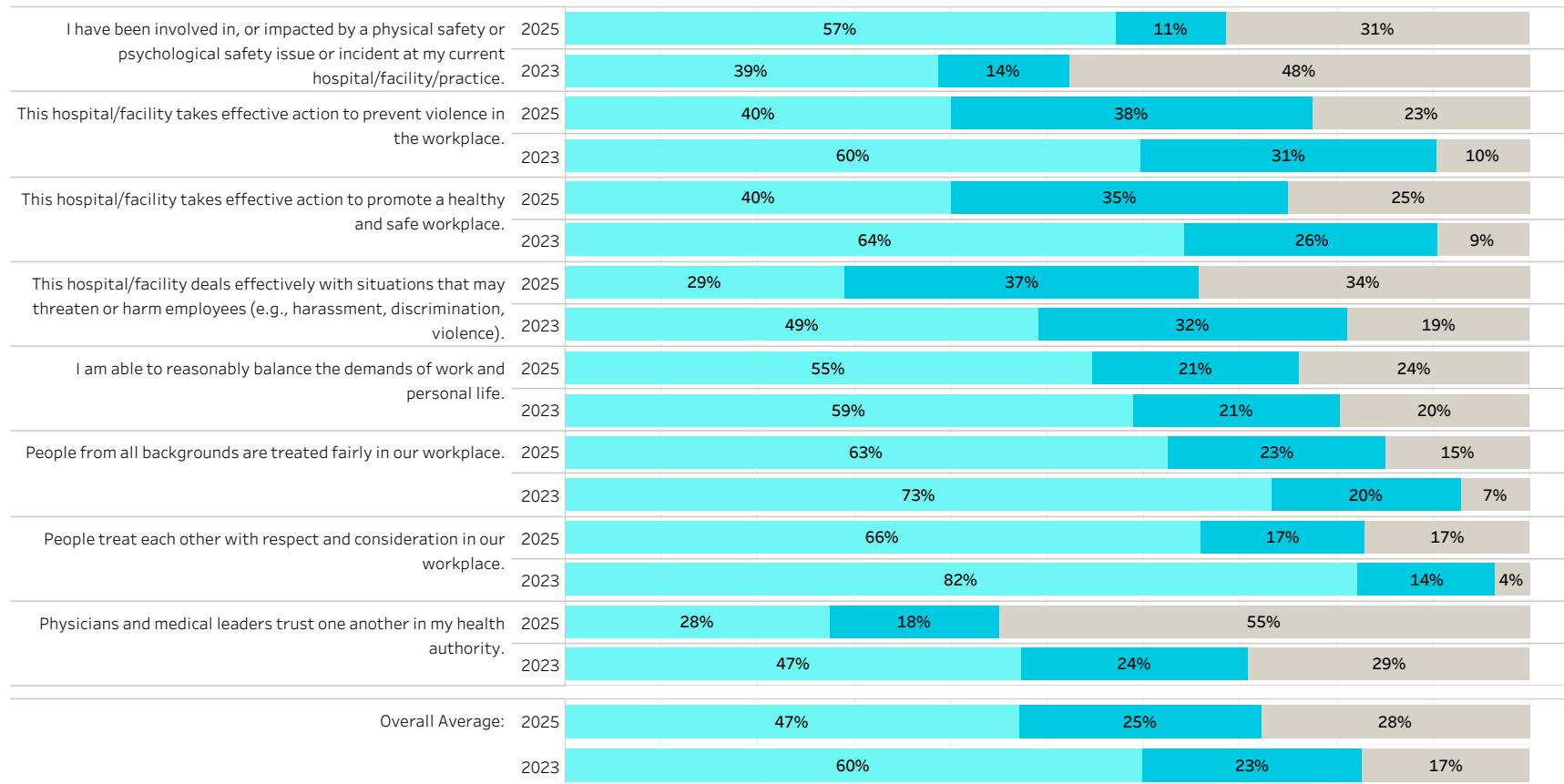
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	Penticton Regional Hospital	All	All	All

Penticton Regional Hospital

2025 Respondents: 42

2023 Respondents: 56

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Interior Health	Hospital	Penticton Regional Hospital	All	All	All	All	All

Penticton Regional Hospital

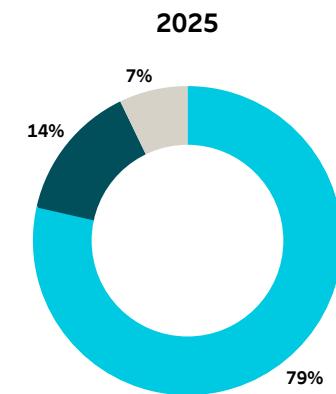
2025 Respondents: 42

2023 Respondents: 56

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	33%	14	4.6	4.5	1	15
	2023	25%	14	5.7	2.0	1	20
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	38%	16	68.4	3.0	1	800
	2023	36%	20	3.8	3.0	1	12

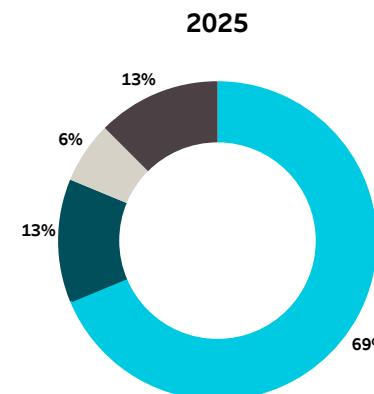
* % of physicians who experienced incidents

Physical safety incident breakdown



1-5 incidents 6-10 incidents 11-50 incidents

Psychological safety incident breakdown



1-5 incidents 6-10 incidents 11-50 incidents 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

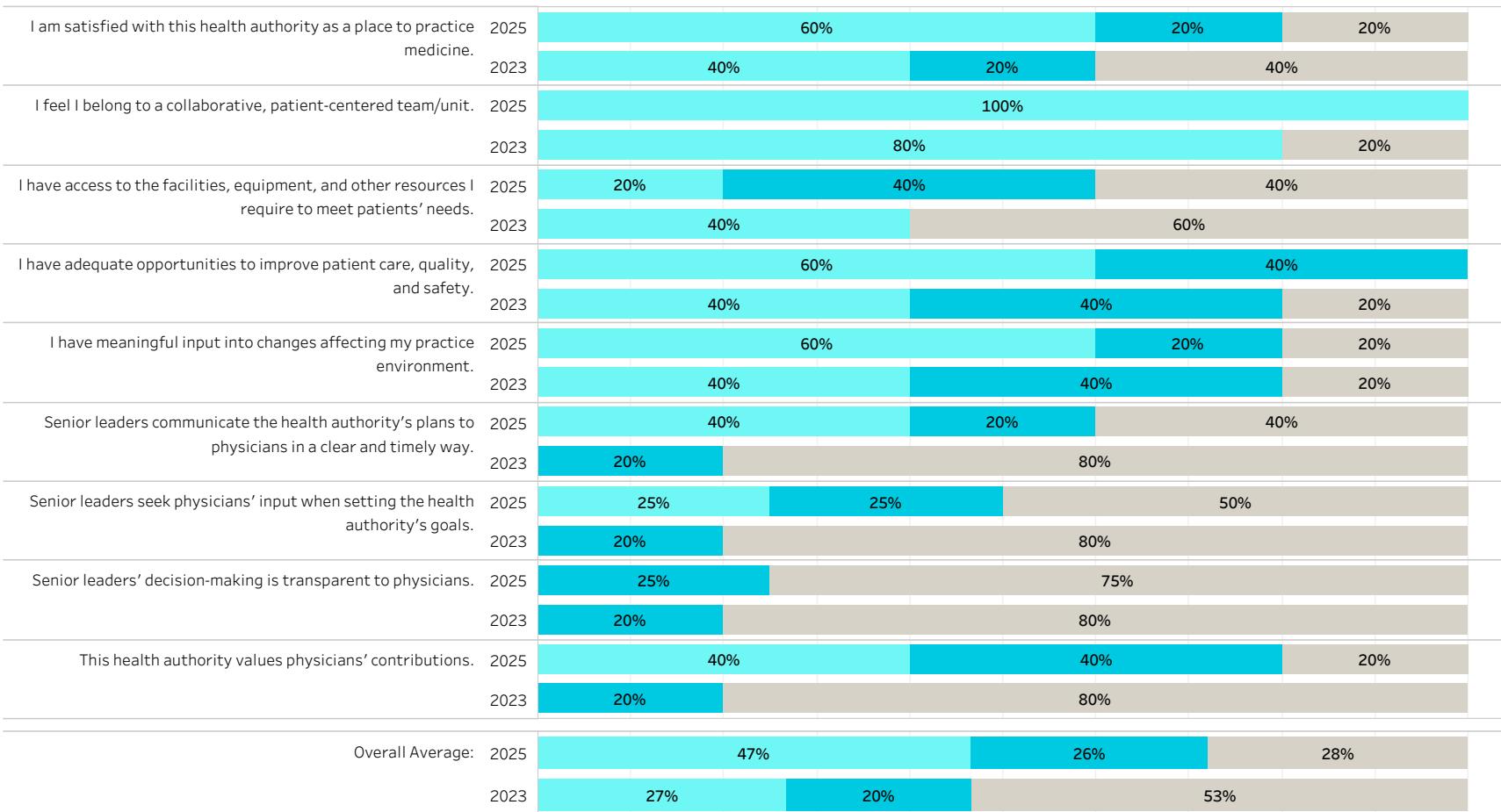
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	Queen Victoria Hospital	All	All	All

Queen Victoria Hospital

2025 Respondents: 5

2023 Respondents: 5

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

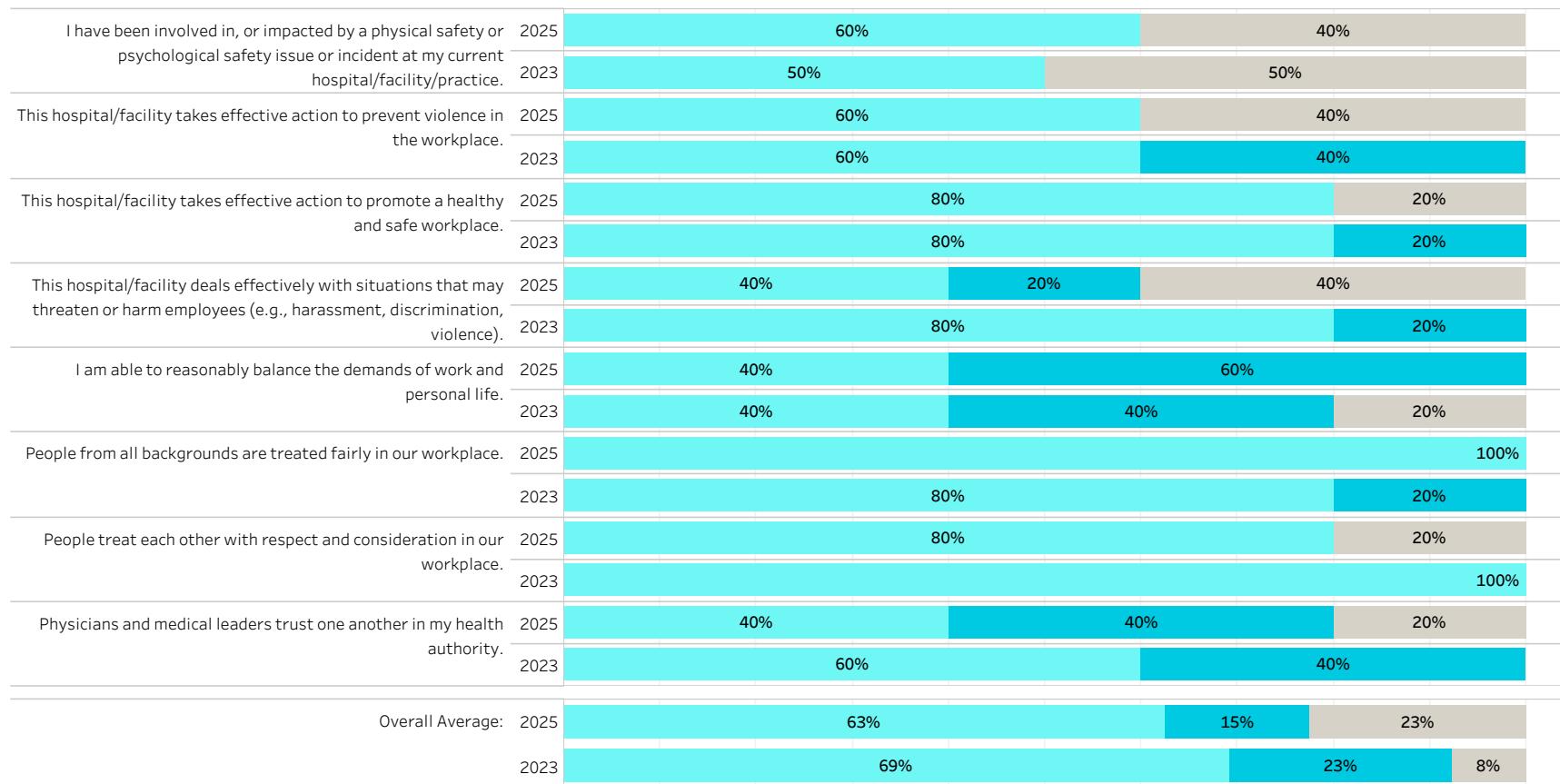
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	Queen Victoria Hospital	All	All	All

Queen Victoria Hospital

2025 **Respondents: 5**

2023 **Respondents: 5**

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

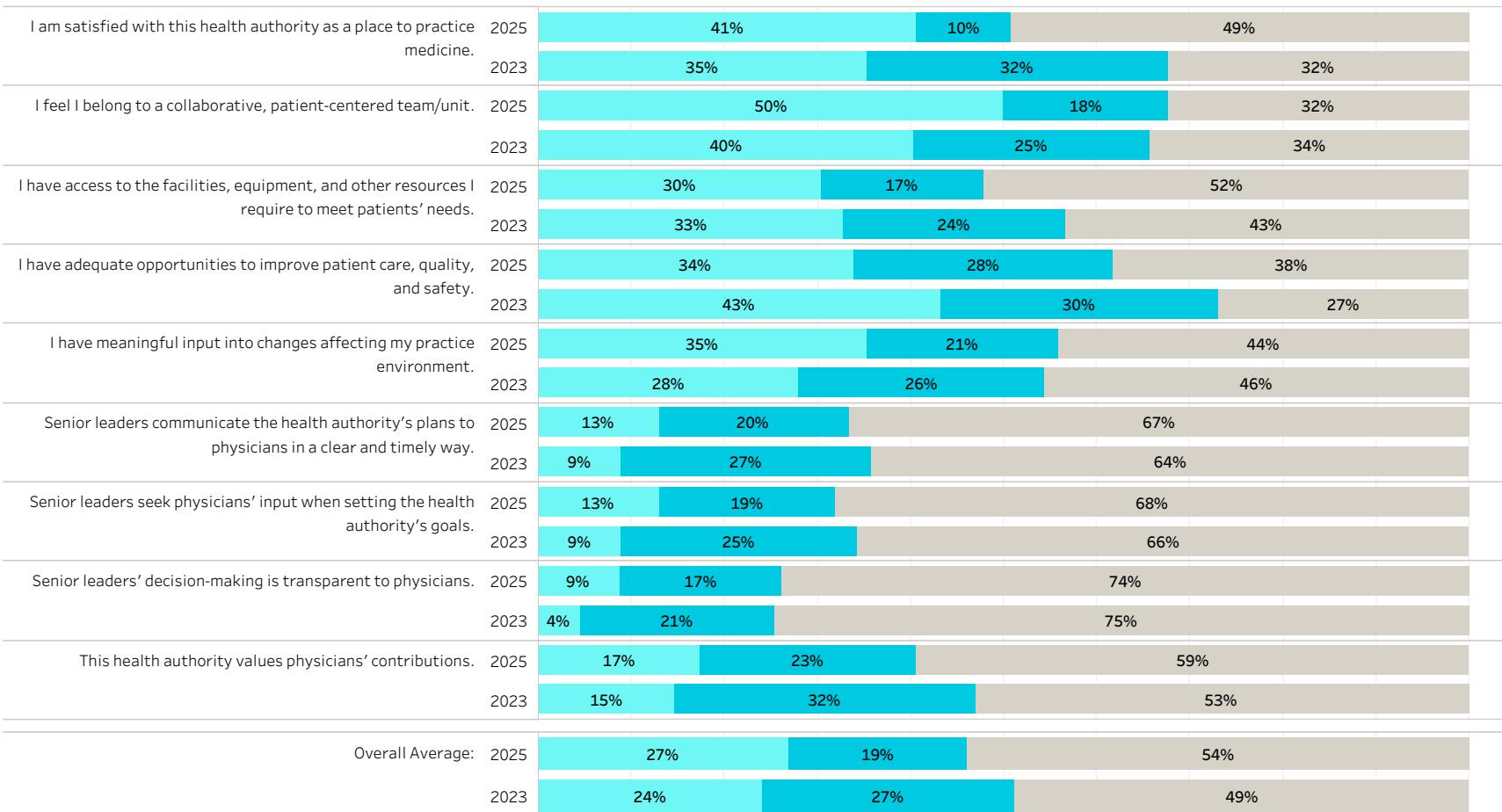
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	Royal Inland Hospital	All	All	All

Royal Inland Hospital

2025 Respondents: 69

2023 Respondents: 68

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

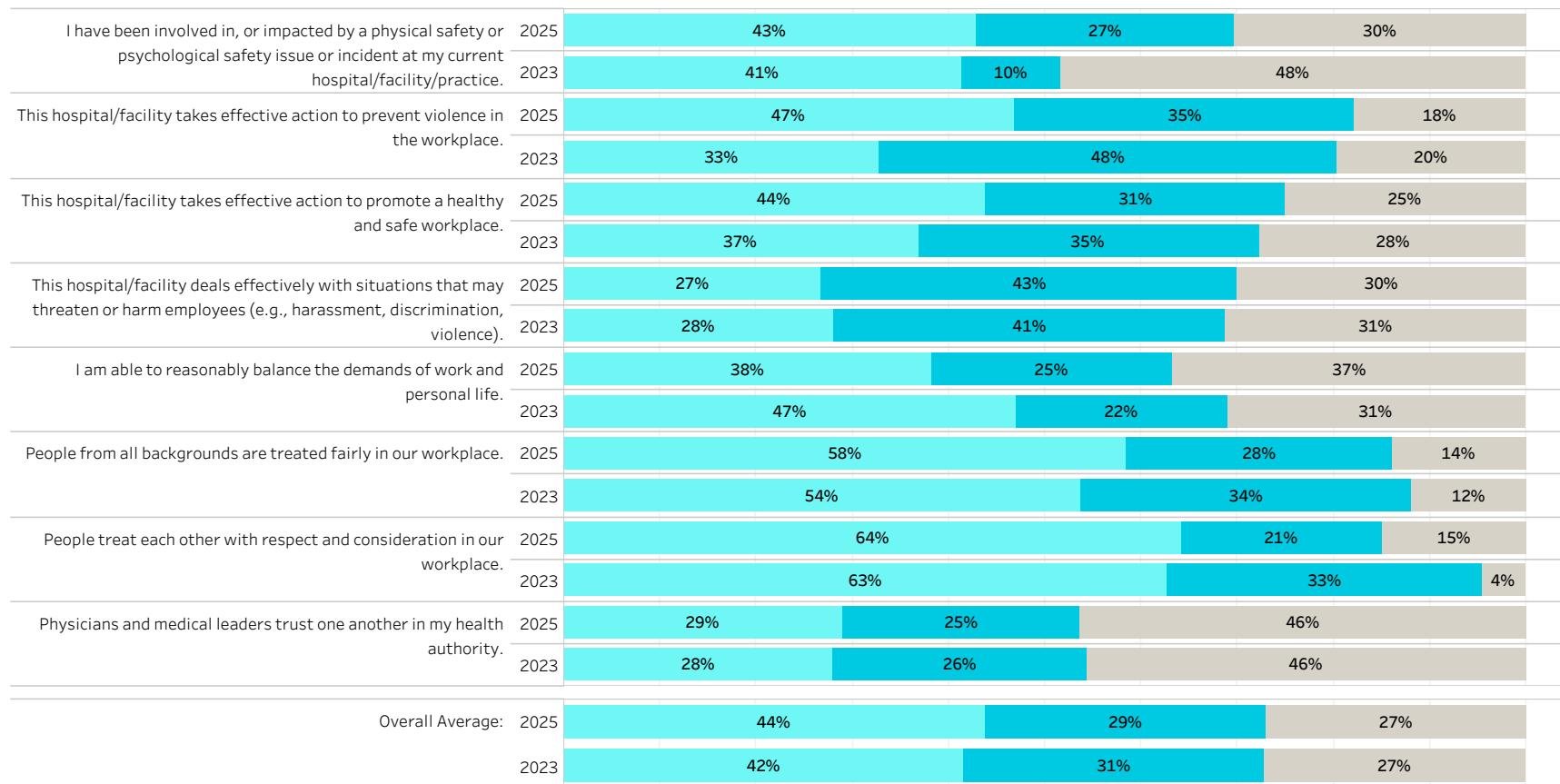
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	Royal Inland Hospital	All	All	All

Royal Inland Hospital

2025 Respondents: 69

2023 Respondents: 68

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Interior Health	Hospital	Royal Inland Hospital	All	All	All	All	All

Royal Inland Hospital

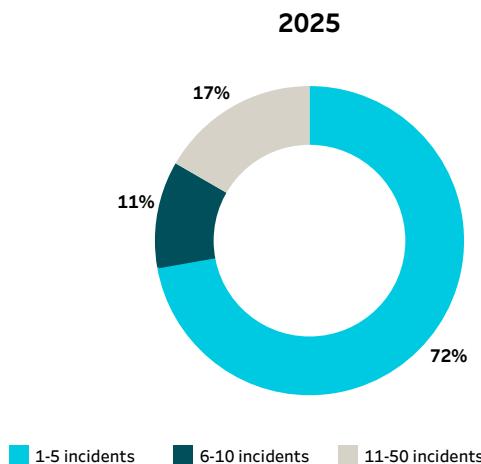
2025 Respondents: 69

2023 Respondents: 68

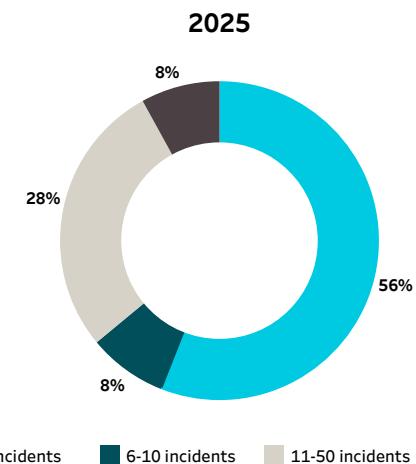
		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	26%	18	5.5	4.5	1	20
	2023	24%	16	4.1	3.0	1	20
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	36%	25	14.6	5.0	1	100
	2023	34%	23	17.0	5.0	1	200

* % of physicians who experienced incidents

Physical safety incident breakdown



Psychological safety incident breakdown



2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

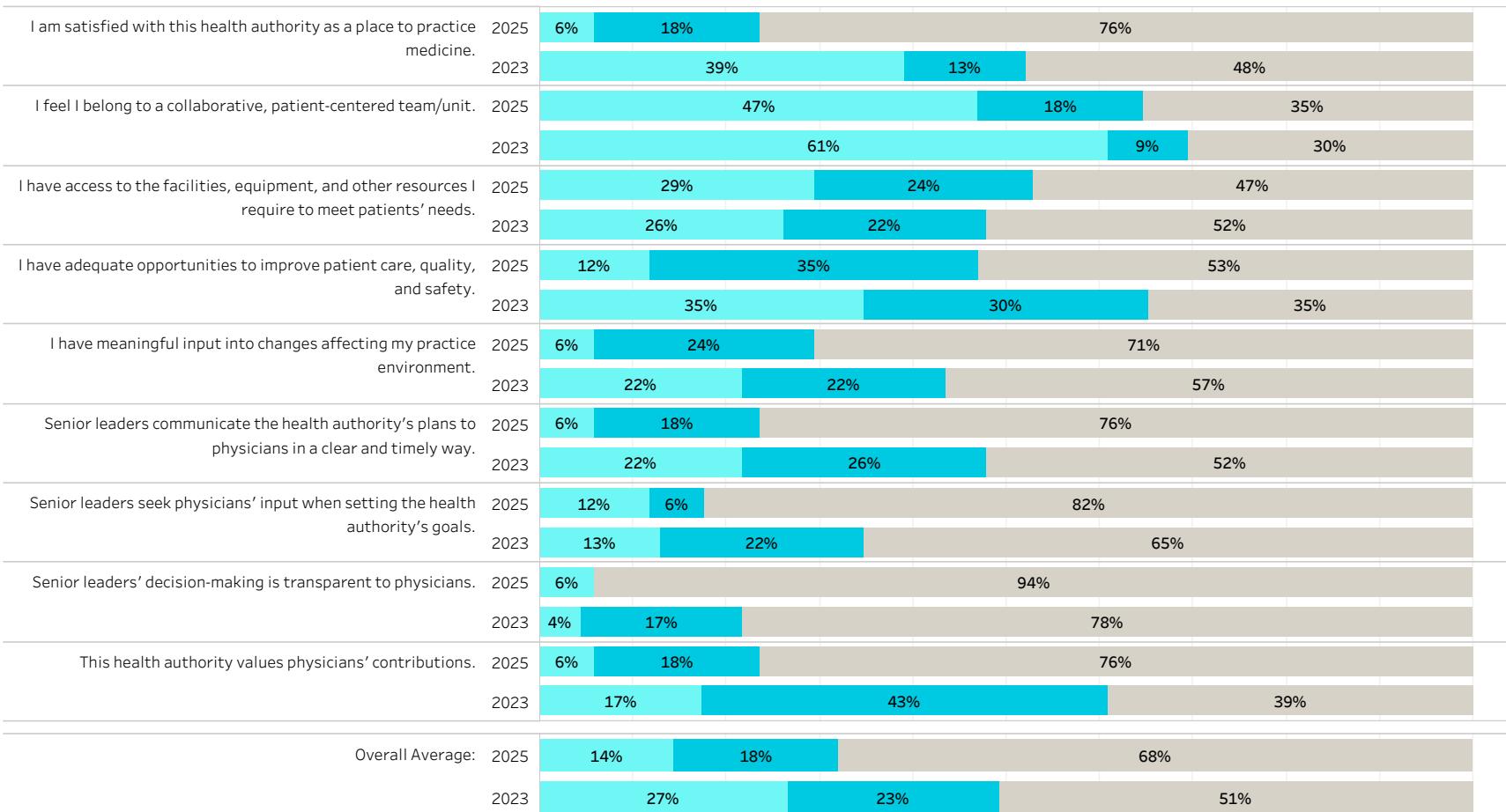
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	Shuswap Lake General Hospital	All	All	All

Shuswap Lake General Hospital

2025 **Respondents: 17**

2023 **Respondents: 23**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

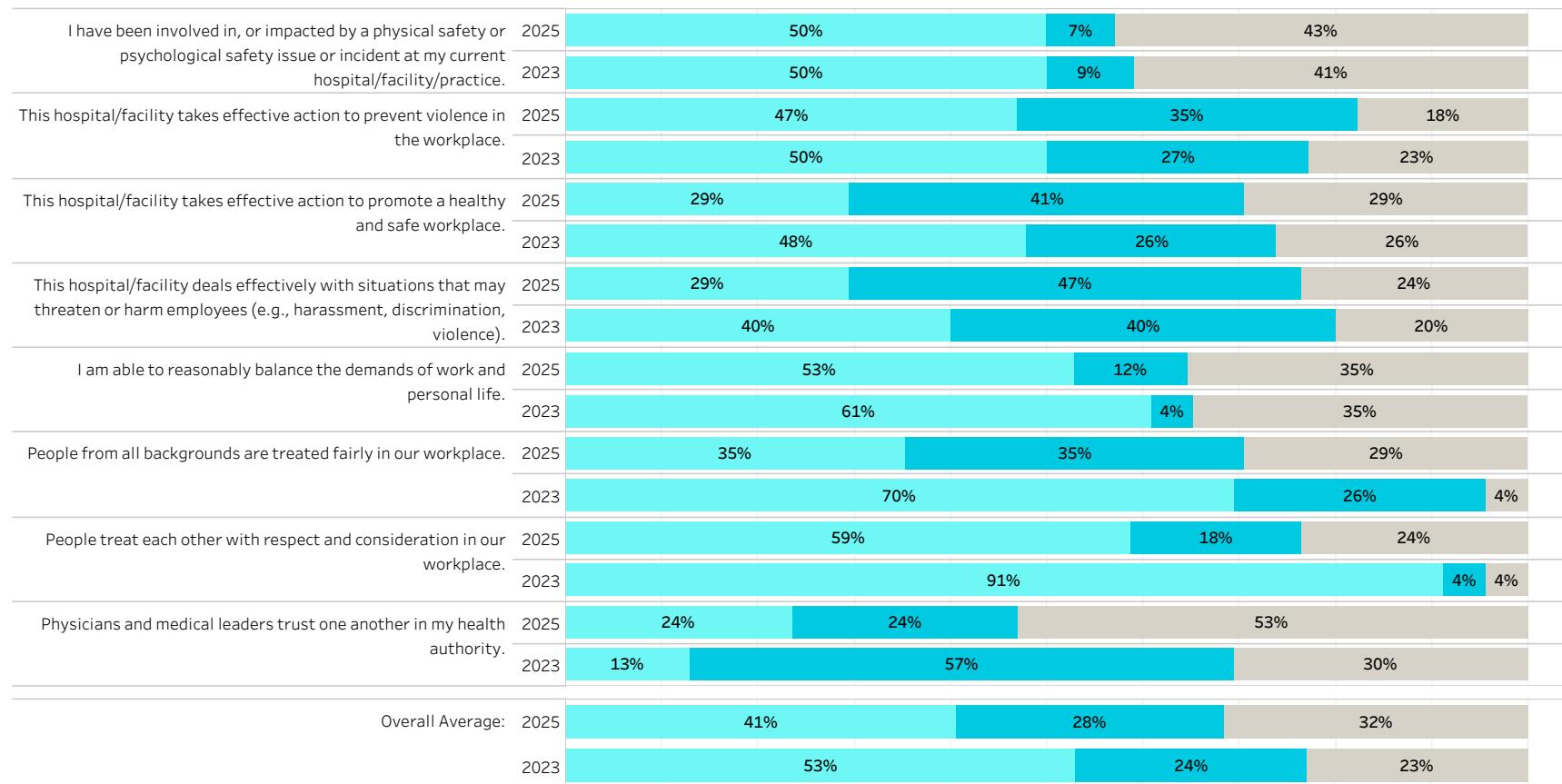
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	Shuswap Lake General Hospital	All	All	All

Shuswap Lake General Hospital

2025 **Respondents: 17**

2023 **Respondents: 23**

Physician Health and Safety



[Legend: Agree (light blue), Neutral (dark blue), Disagree (grey)]

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Interior Health	Hospital	Shuswap Lake General Hospital	All	All	All	All	All

Shuswap Lake General Hospital

Year	Respondents:	Yes*	Count	Mean	Median	Min	Max
2025	17	53%	9	113.0	3.0	1	999
2023	23	26%	6	20.7	4.0	3	100

* % of physicians who experienced incidents

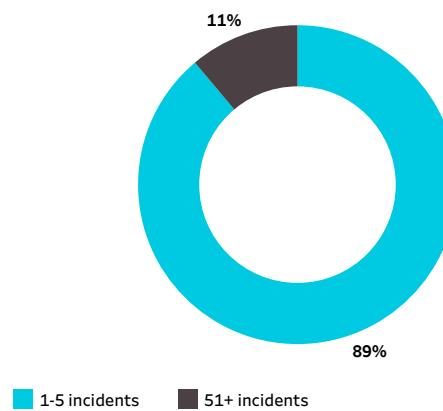
Physical safety incident breakdown

2025

n/a N<5

Psychological safety incident breakdown

2025



2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

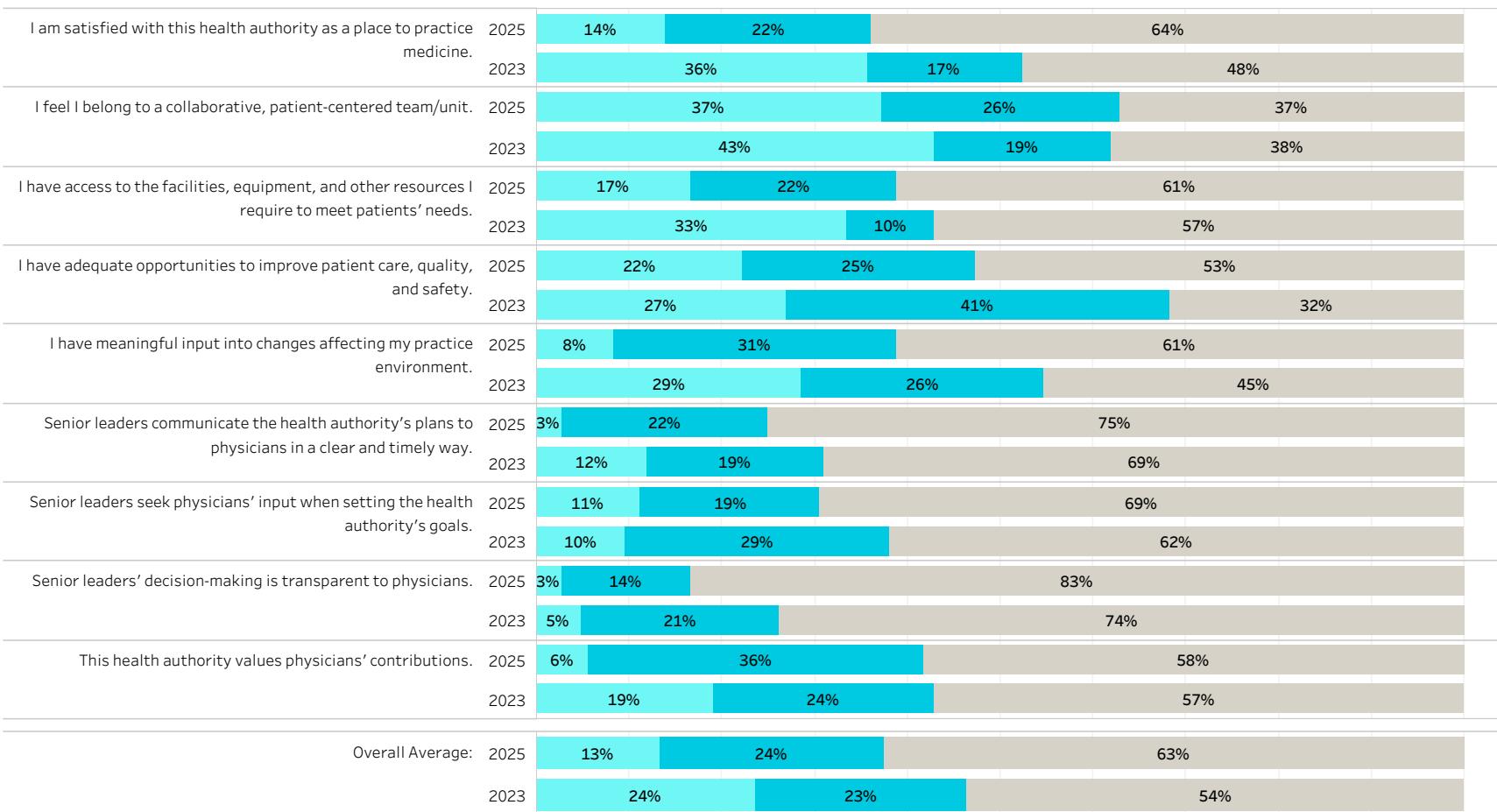
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	Vernon Jubilee Hospital	All	All	All

Vernon Jubilee Hospital

2025 Respondents: 36

2023 Respondents: 42

Engagement



2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

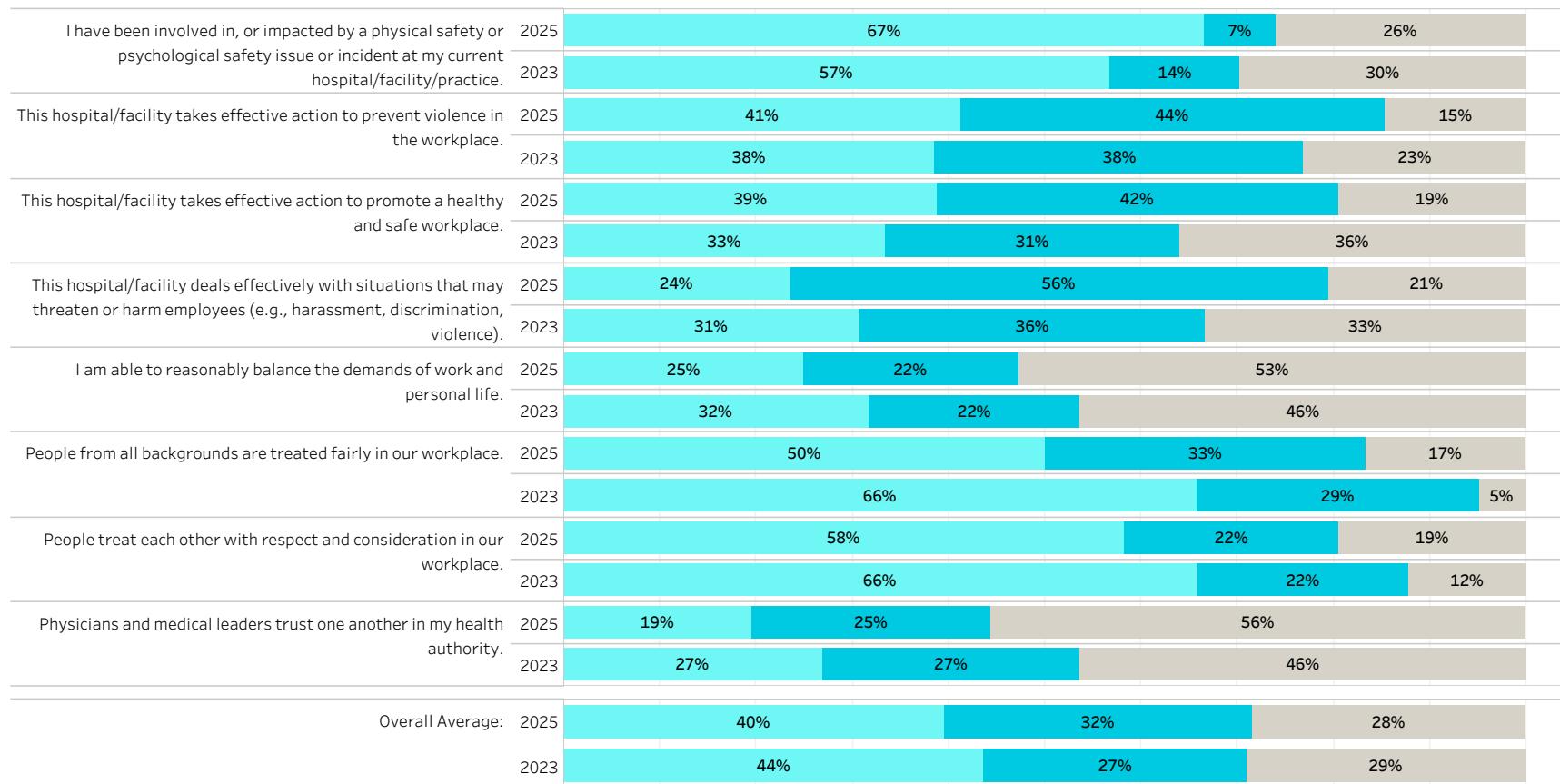
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Hospital	Vernon Jubilee Hospital	All	All	All

Vernon Jubilee Hospital

2025 Respondents: 36

2023 Respondents: 42

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

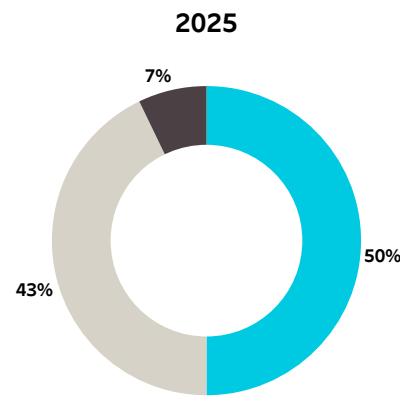
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Interior Health	Hospital	Vernon Jubilee Hospital	All	All	All	All	All

Vernon Jubilee Hospital

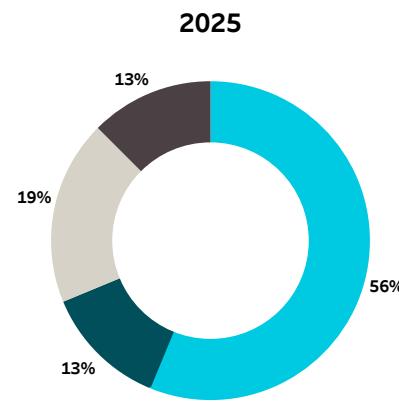
2025	Respondents: 36	Yes*	Count	Mean	Median	Min	Max	
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)		2025	39%	14	19.9	9.0	1	100
		2023	38%	16	6.1	3.0	1	25
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)		2025	44%	16	33.3	5.0	1	300
		2023	52%	22	7.3	5.0	1	25

* % of physicians who experienced incidents

Physical safety incident breakdown



Psychological safety incident breakdown



■ 1-5 incidents ■ 11-50 incidents ■ 51+ incidents

■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

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.

NOTE: Safety incidents with responses <5 have been excluded from this report.

2025 Doctors of BC Health Authority Engagement Survey

Demographics

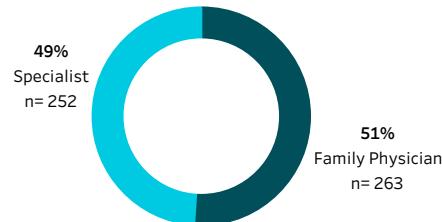
Survey Year
2025

Health Authority
Island Health Authority

Demographics

(N = 515)

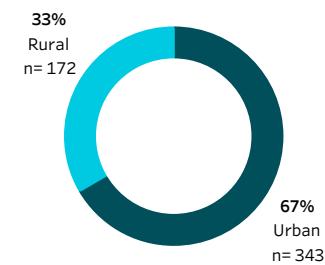
FAMILY PHYSICIANS OR SPECIALISTS



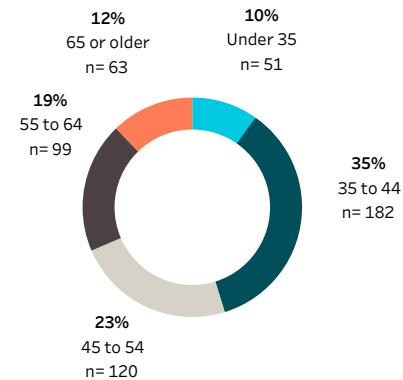
HOSPITAL/FACILITY OR COMMUNITY BASED



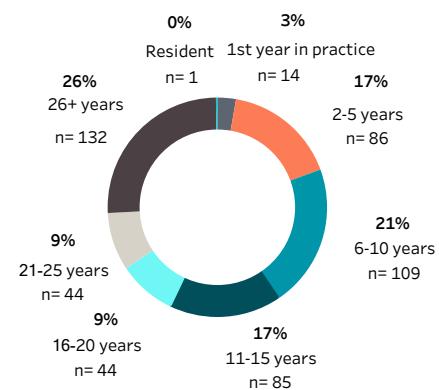
SETTING



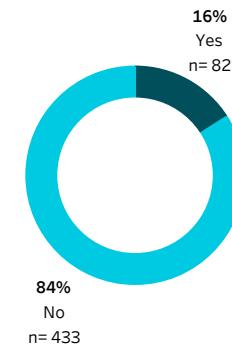
AGE



TENURE



MEDICAL LEADERSHIP



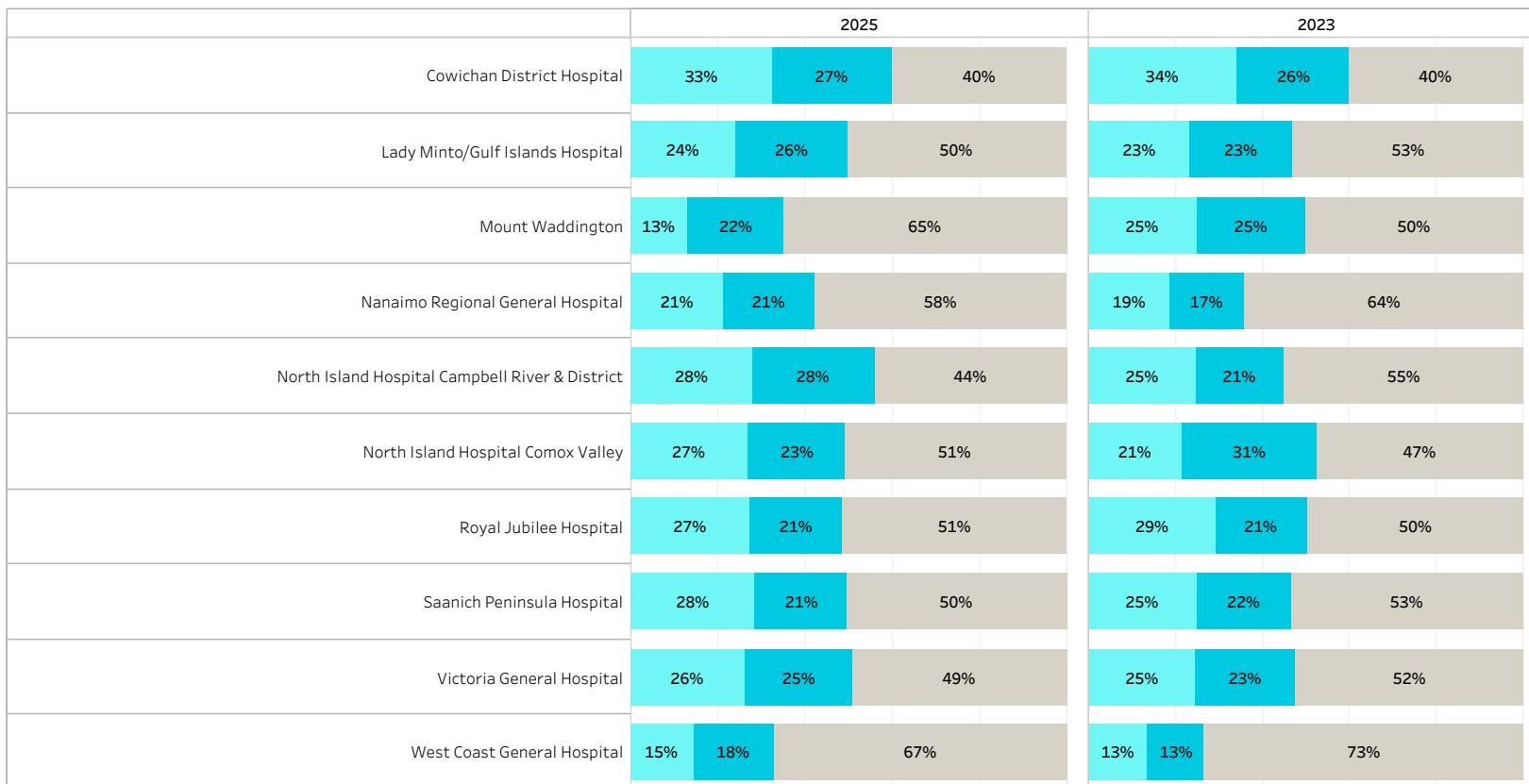
2025 Doctors of BC Health Authority Engagement Survey

Regional Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List
2025	Island Health	Hospital	Multiple values

All - Hospital

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



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

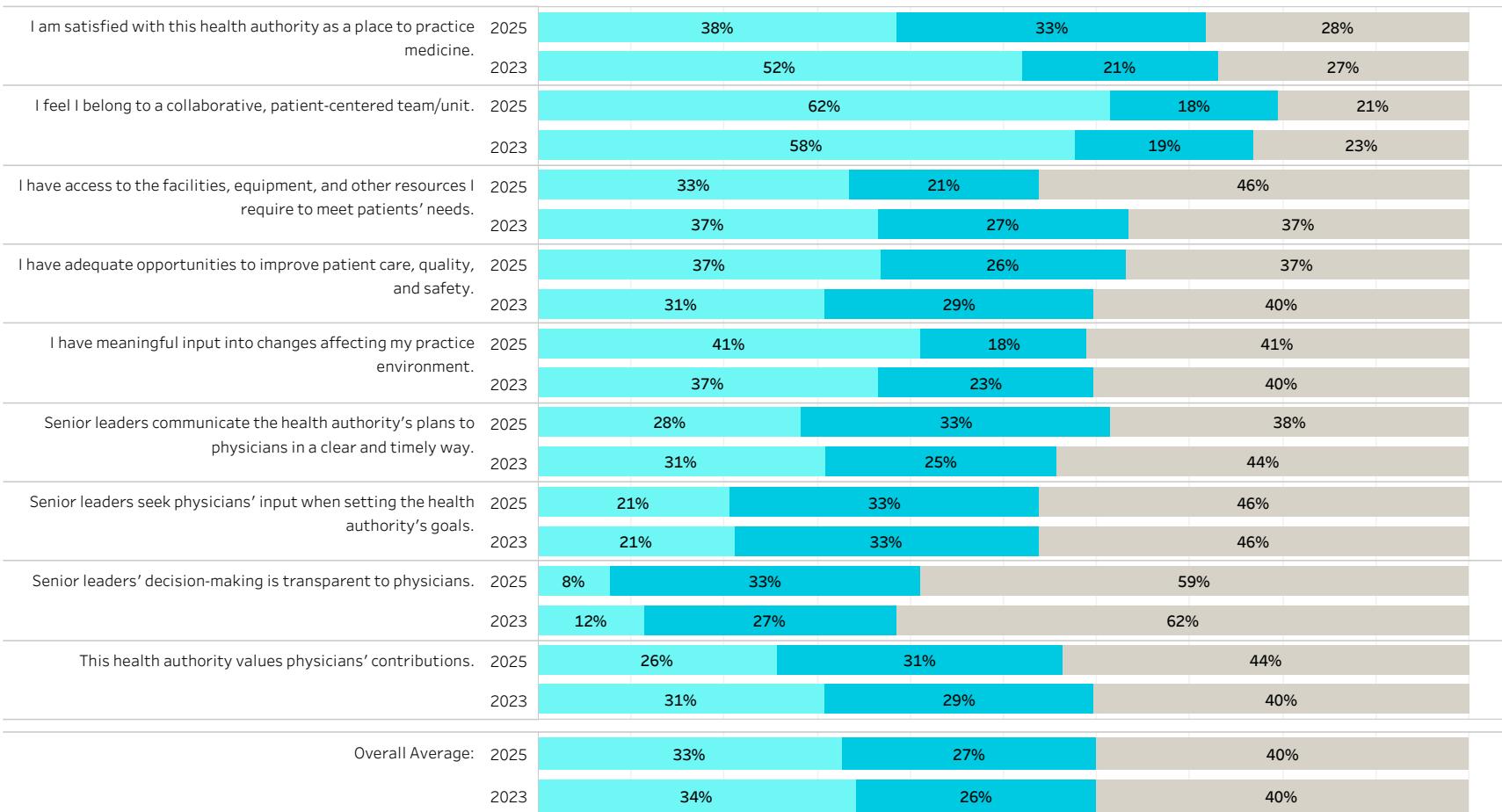
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Hospital	Cowichan District Hospital	All	All	All

Cowichan District Hospital

2025 Respondents: 39

2023 Respondents: 52

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

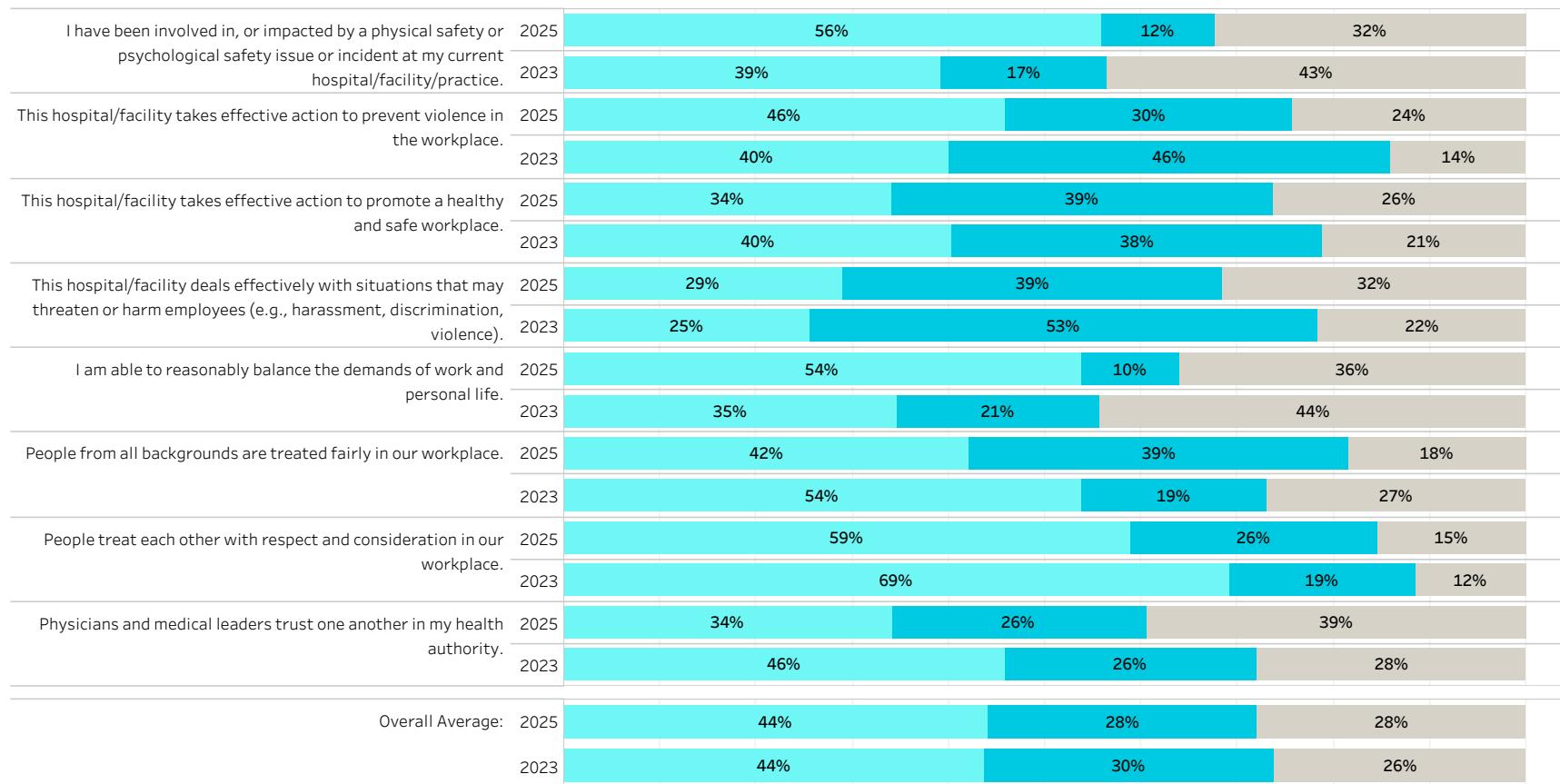
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Hospital	Cowichan District Hospital	All	All	All

Cowichan District Hospital

2025 Respondents: 39

2023 Respondents: 52

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Island Health	Hospital	Cowichan District Hosp.	All	All	All	All	All

Cowichan District Hospital

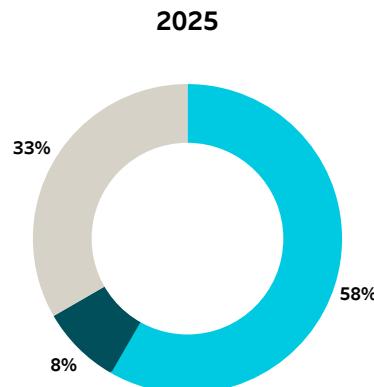
2025 Respondents: 39

2023 Respondents: 52

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	31%	12	11.8	4.0	1	50
	2023	37%	19	6.1	3.0	1	30
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	62%	24	22.6	4.5	1	200
	2023	50%	26	28.7	5.5	1	365

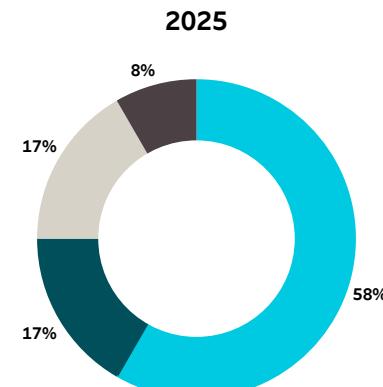
* % of physicians who experienced incidents

Physical safety incident breakdown



1-5 incidents 6-10 incidents 11-50 incidents

Psychological safety incident breakdown



1-5 incidents 6-10 incidents 11-50 incidents 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

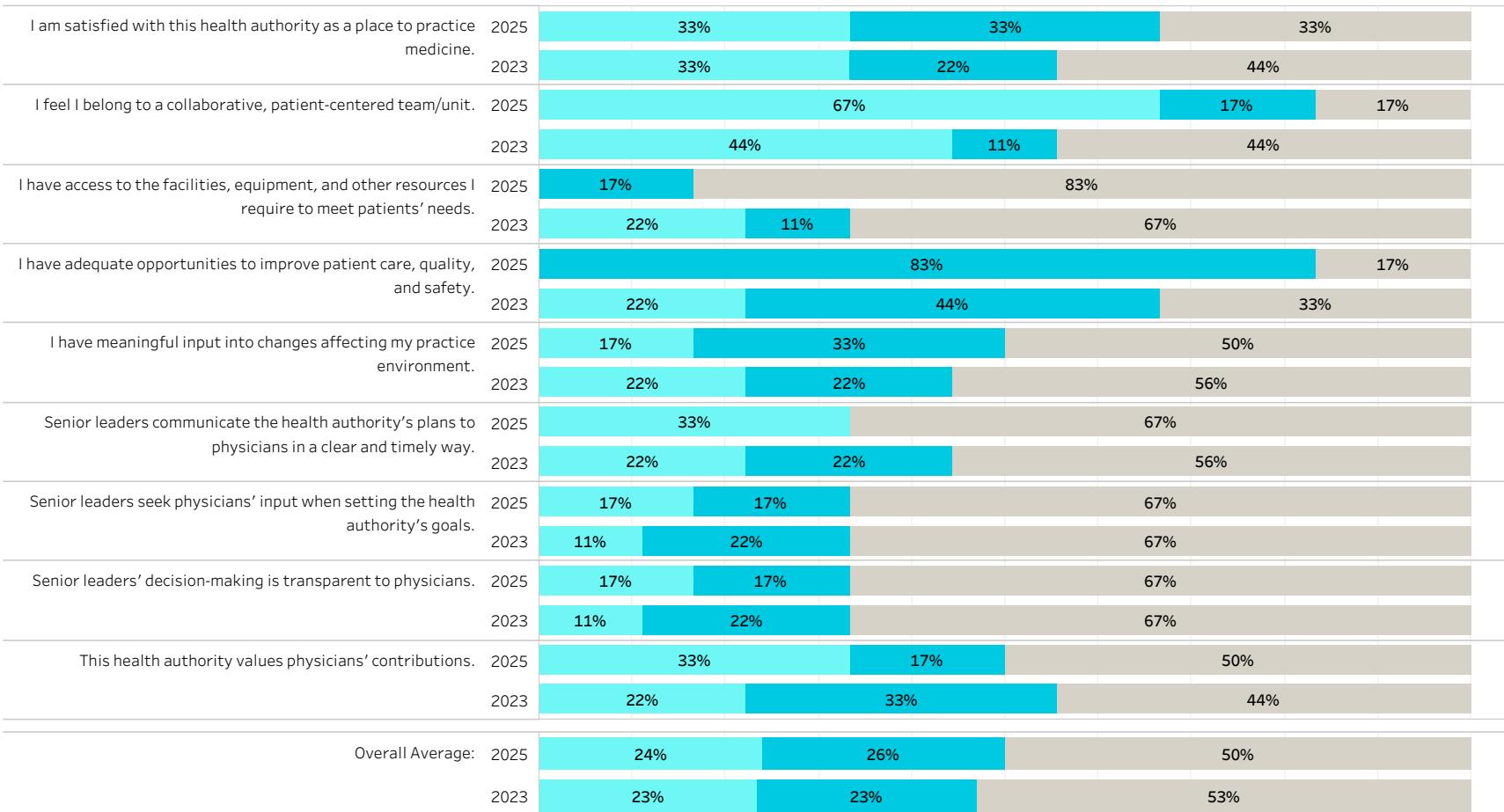
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Hospital	Lady Minto/Gulf Islands Hospital	All	All	All

Lady Minto/Gulf Islands Hospital

2025 **Respondents: 6**

2023 **Respondents: 9**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

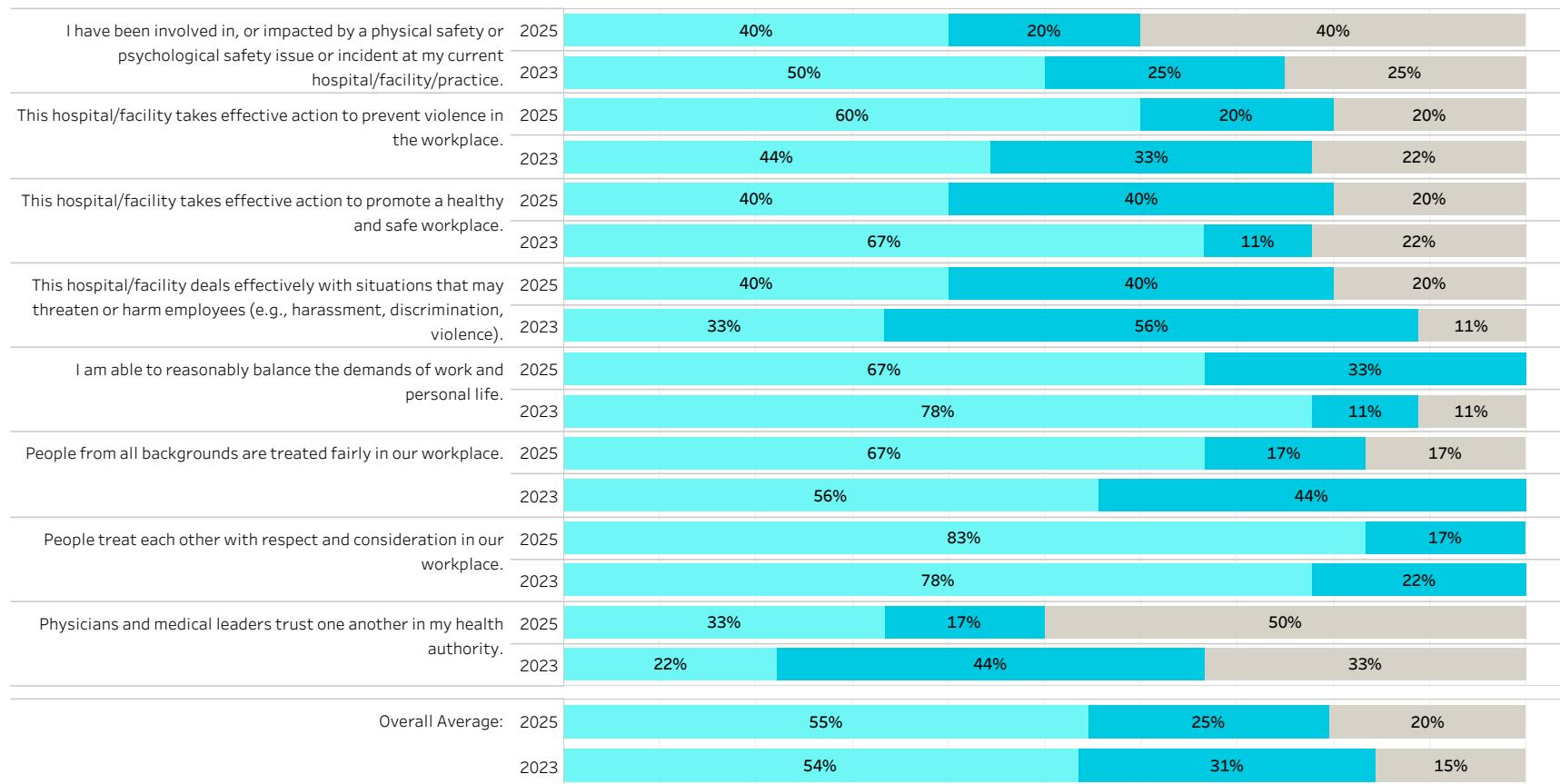
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Hospital	Lady Minto/Gulf Islands Hospital	All	All	All

Lady Minto/Gulf Islands Hospital

2025 Respondents: 6

2023 Respondents: 9

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

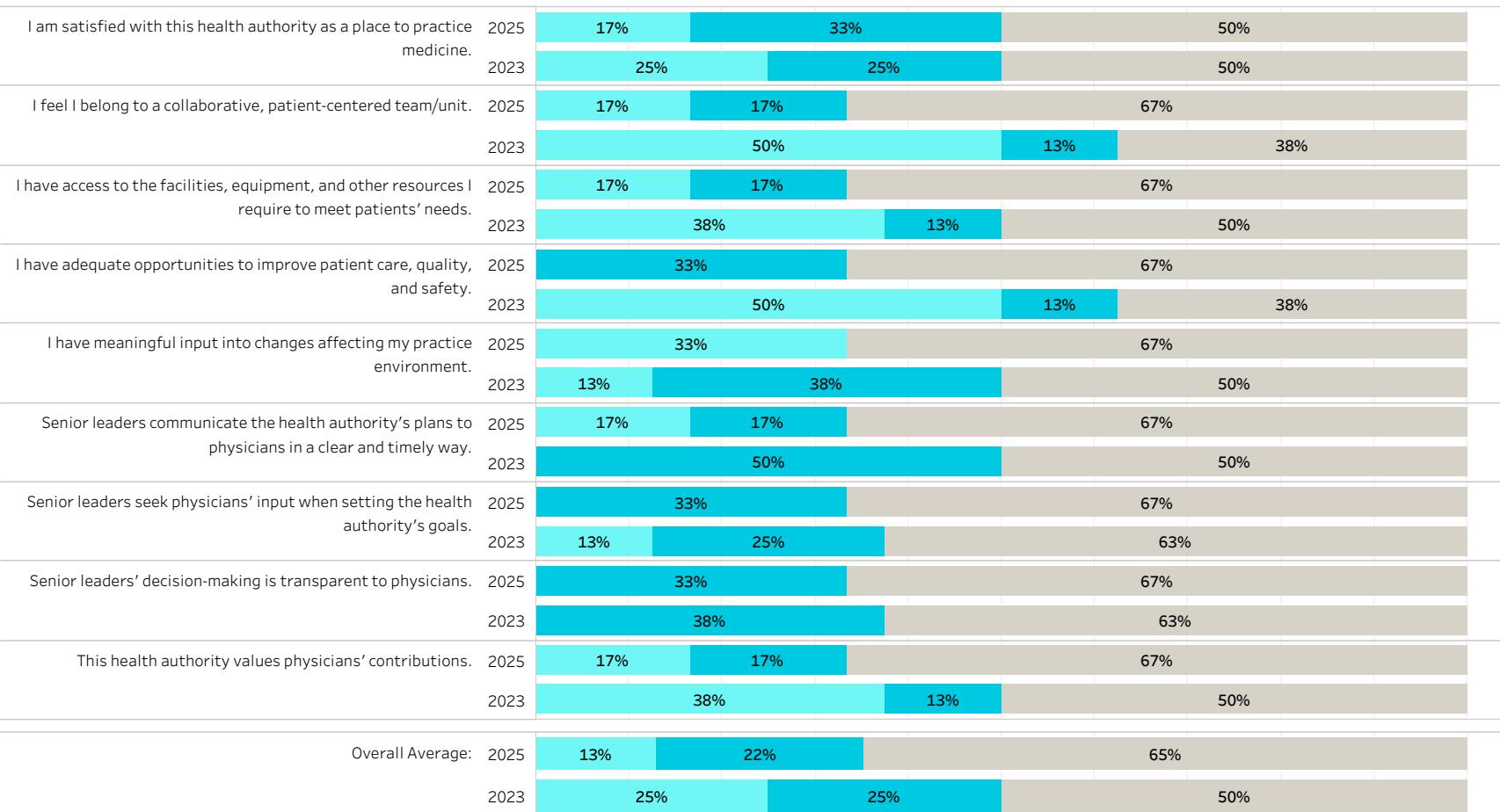
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Hospital	Mount Waddington	All	All	All

Mount Waddington

2025 **Respondents: 6**

2023 **Respondents: 8**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

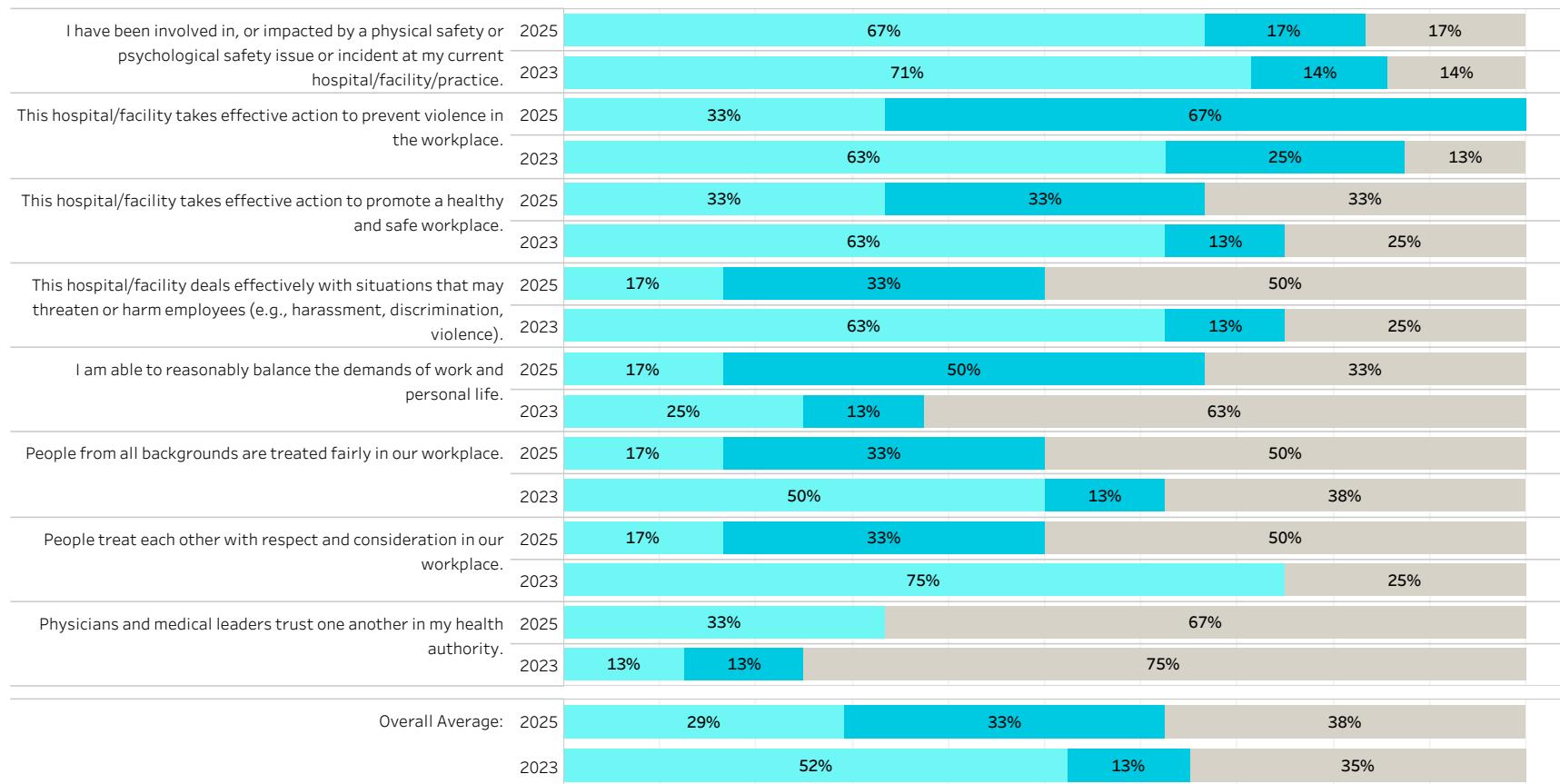
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Hospital	Mount Waddington	All	All	All

Mount Waddington

2025 Respondents: 6

2023 Respondents: 8

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

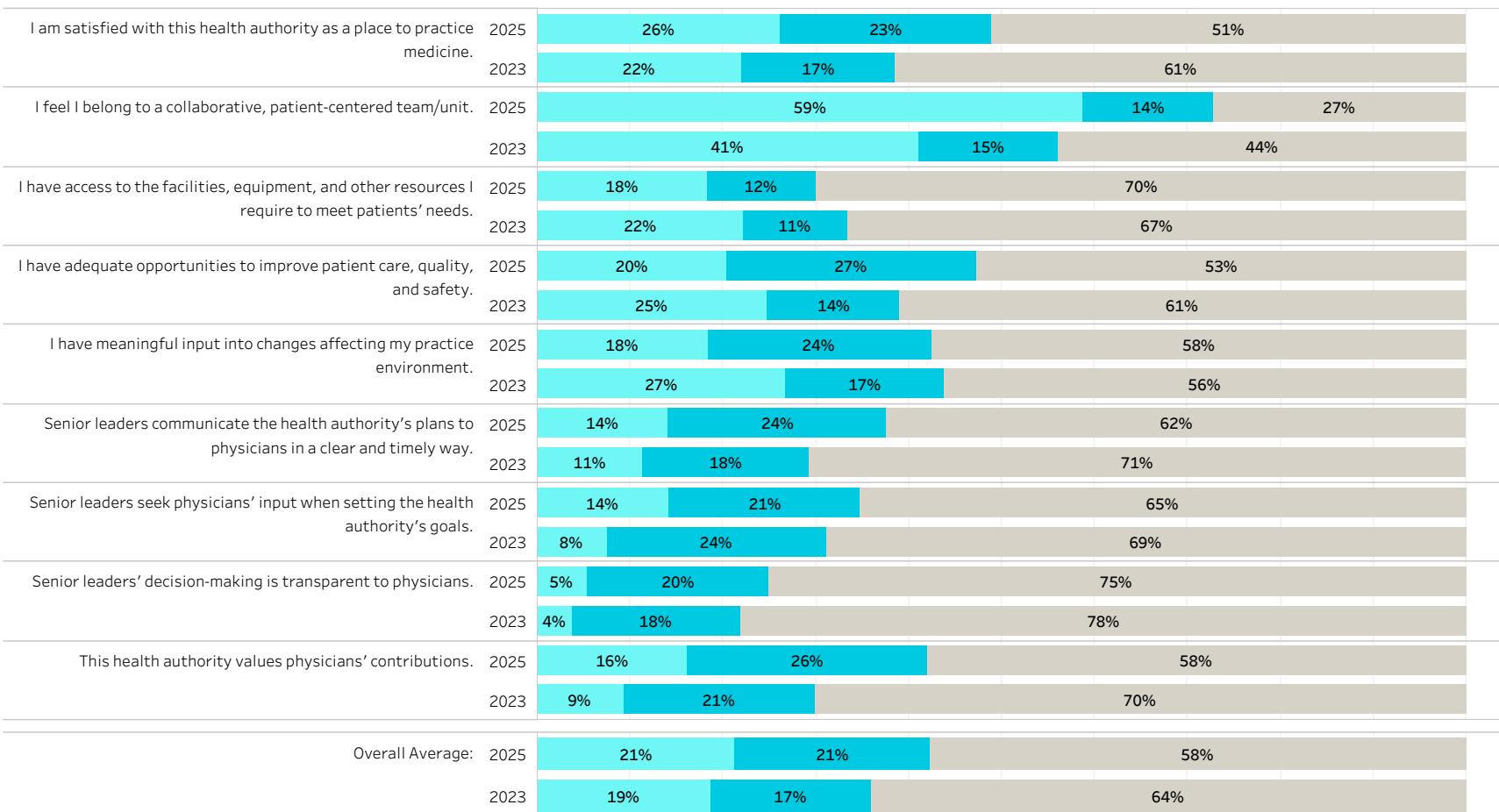
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Hospital	Nanaimo Regional General Hospital	All	All	All

Nanaimo Regional General Hospital

2025 Respondents: 93

2023 Respondents: 109

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

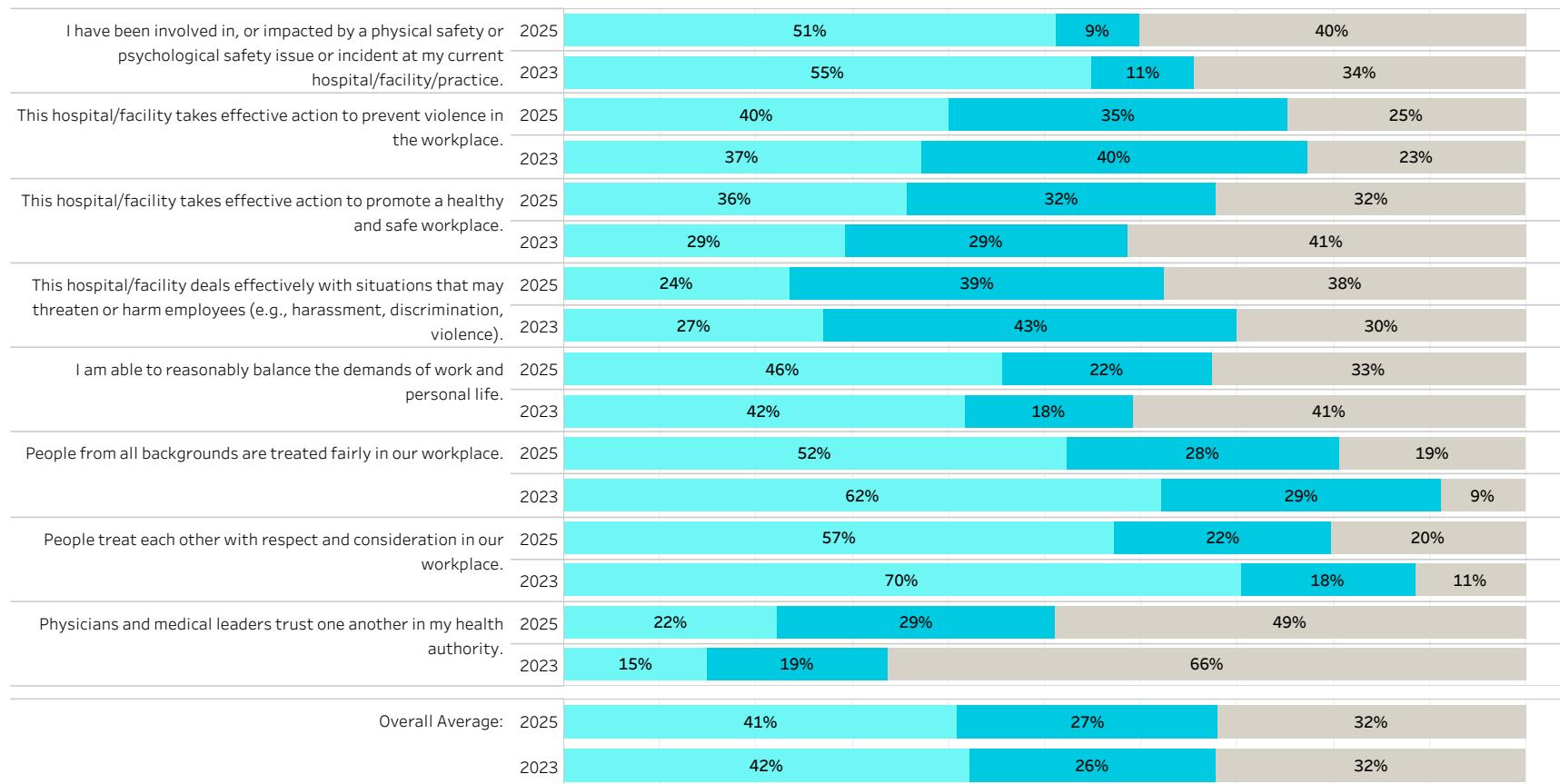
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Hospital	Nanaimo Regional General Hosp.	All	All	All

Nanaimo Regional General Hospital

2025 Respondents: 93

2023 Respondents: 109

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year 2025	Health Authority Island Health	Hospital or Division Hospital	Hospital List / Division List Nanaimo Regional General Hospital	Primary Practice All	Practice Type All	Urban/Rural All	Gender Identity All	Racial Identity All
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Nanaimo Regional General Hospital

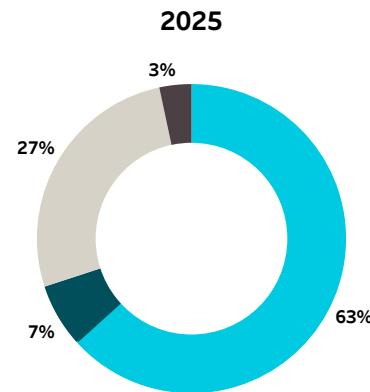
2025 Respondents: 93

2023 Respondents: 109

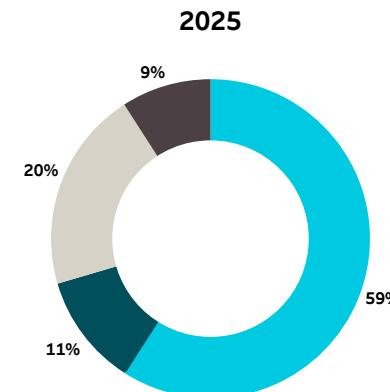
		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	32%	30	12.7	4.0	1	150
	2023	33%	36	49.3	4.0	1	999
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	47%	44	54.4	3.5	1	999
	2023	46%	50	105.9	7.0	1	999

* % of physicians who experienced incidents

Physical safety incident breakdown



Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

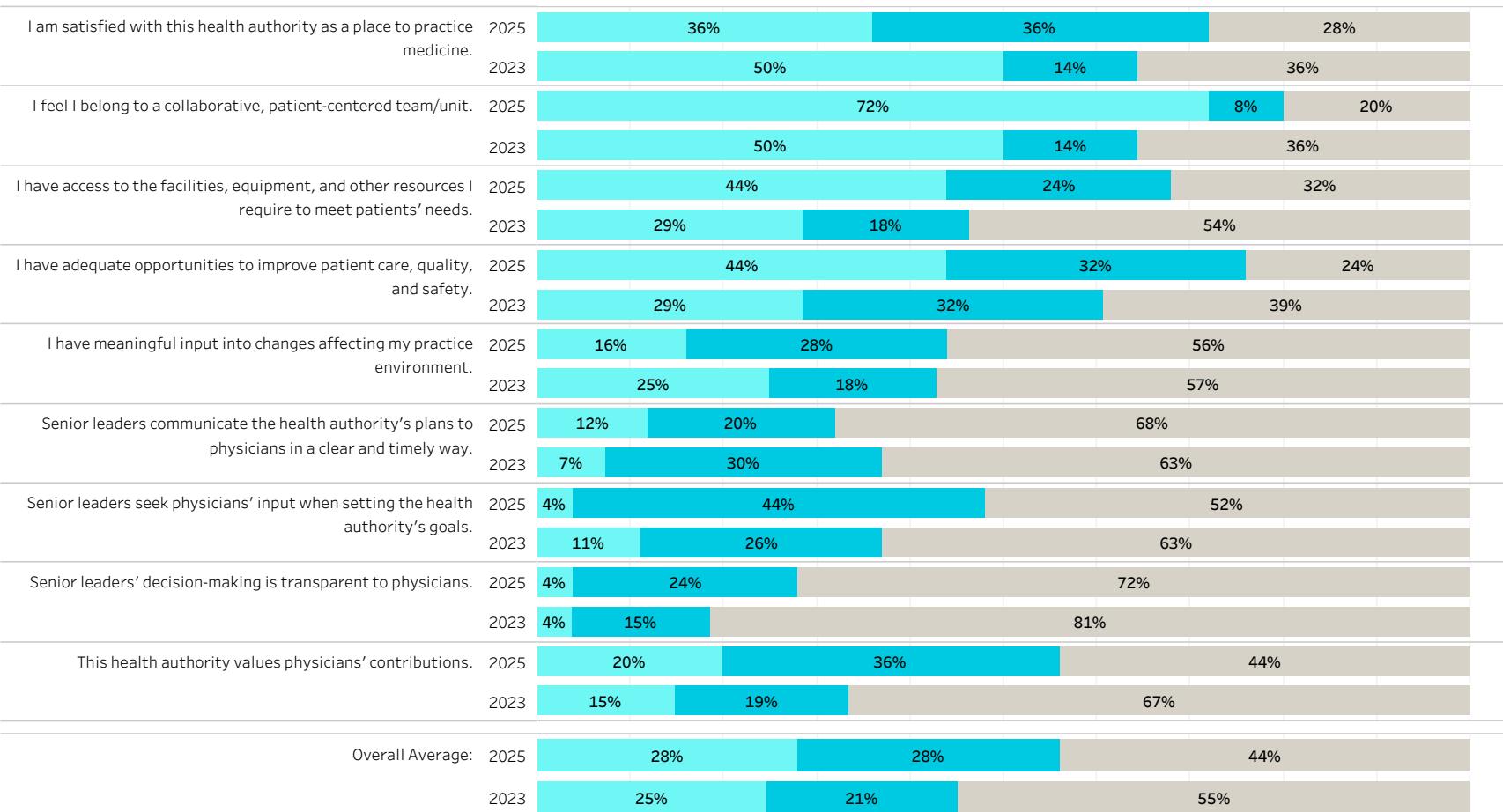
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Hospital	North Island Hospital Campbell River & District	All	All	All

North Island Hospital Campbell River & District

2025 Respondents: 25

2023 Respondents: 28

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

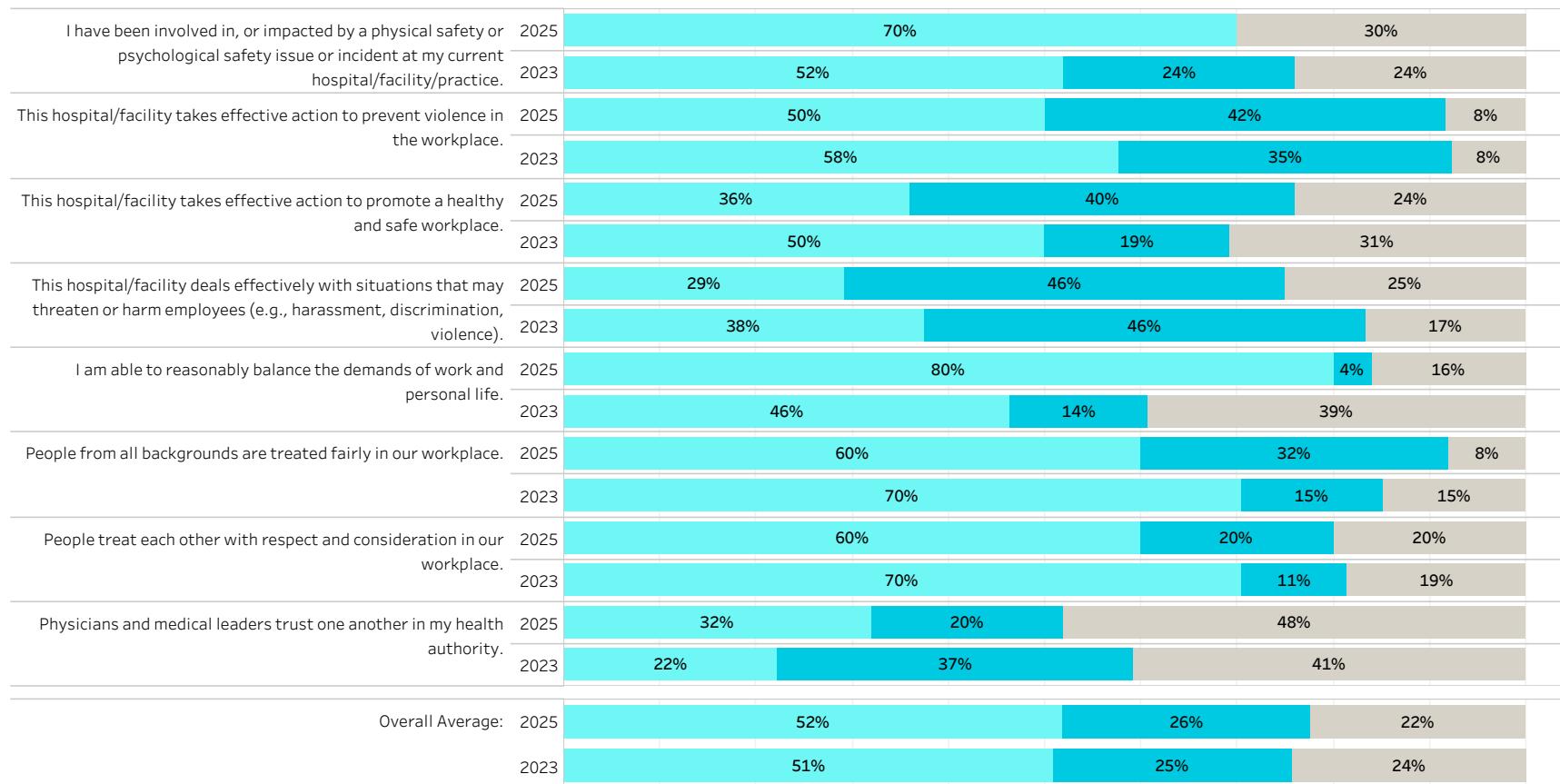
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Hospital	North Island Hospital Campbell River & District	All	All	All

North Island Hospital Campbell River & District

2025 Respondents: 25

2023 Respondents: 28

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Island Health	Hospital	North Island Hospital Campbell River & District	All	All	All	All	All

North Island Hospital Campbell River & District

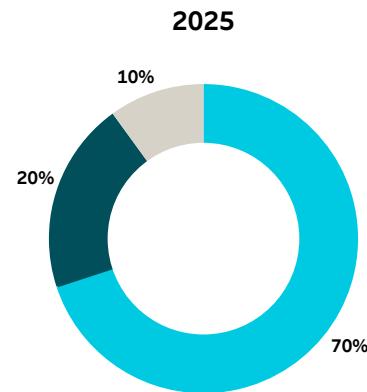
2025 Respondents: 25

2023 Respondents: 28

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	40%	10	5.3	3.0	1	20
	2023	43%	12	9.5	3.5	1	50
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	56%	14	5.8	3.0	1	20
	2023	50%	14	4.5	3.0	1	15

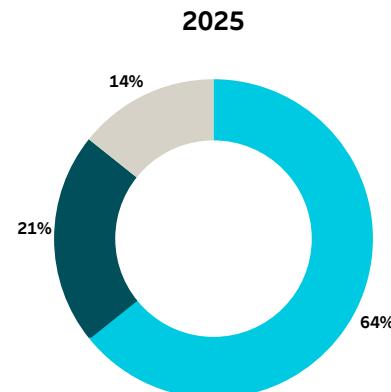
* % of physicians who experienced incidents

Physical safety incident breakdown



1-5 incidents 6-10 incidents 11-50 incidents

Psychological safety incident breakdown



1-5 incidents 6-10 incidents 11-50 incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

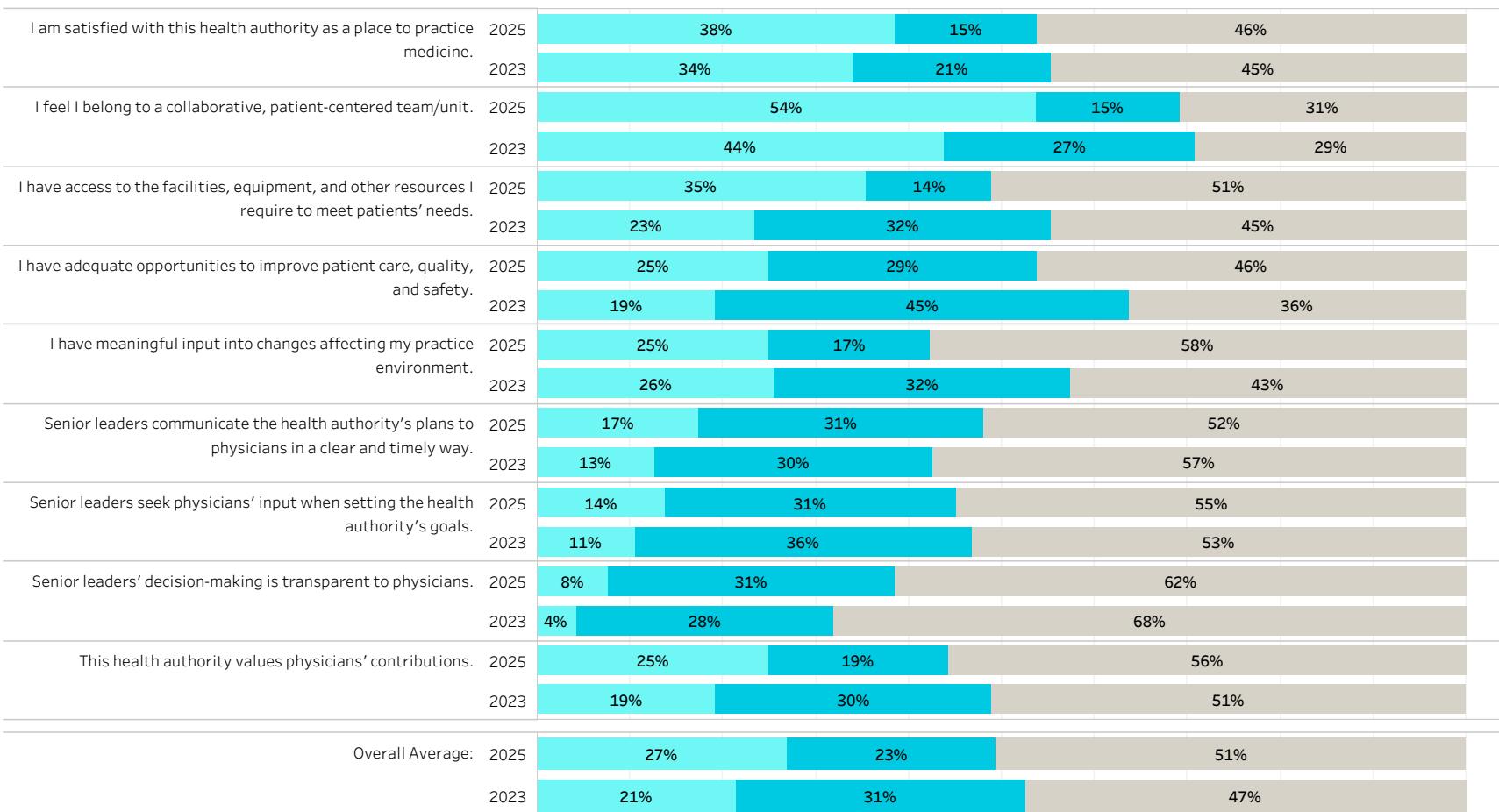
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Hospital	North Island Hospital Comox Valley	All	All	All

North Island Hospital Comox Valley

2025 **Respondents: 52**

2023 **Respondents: 49**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

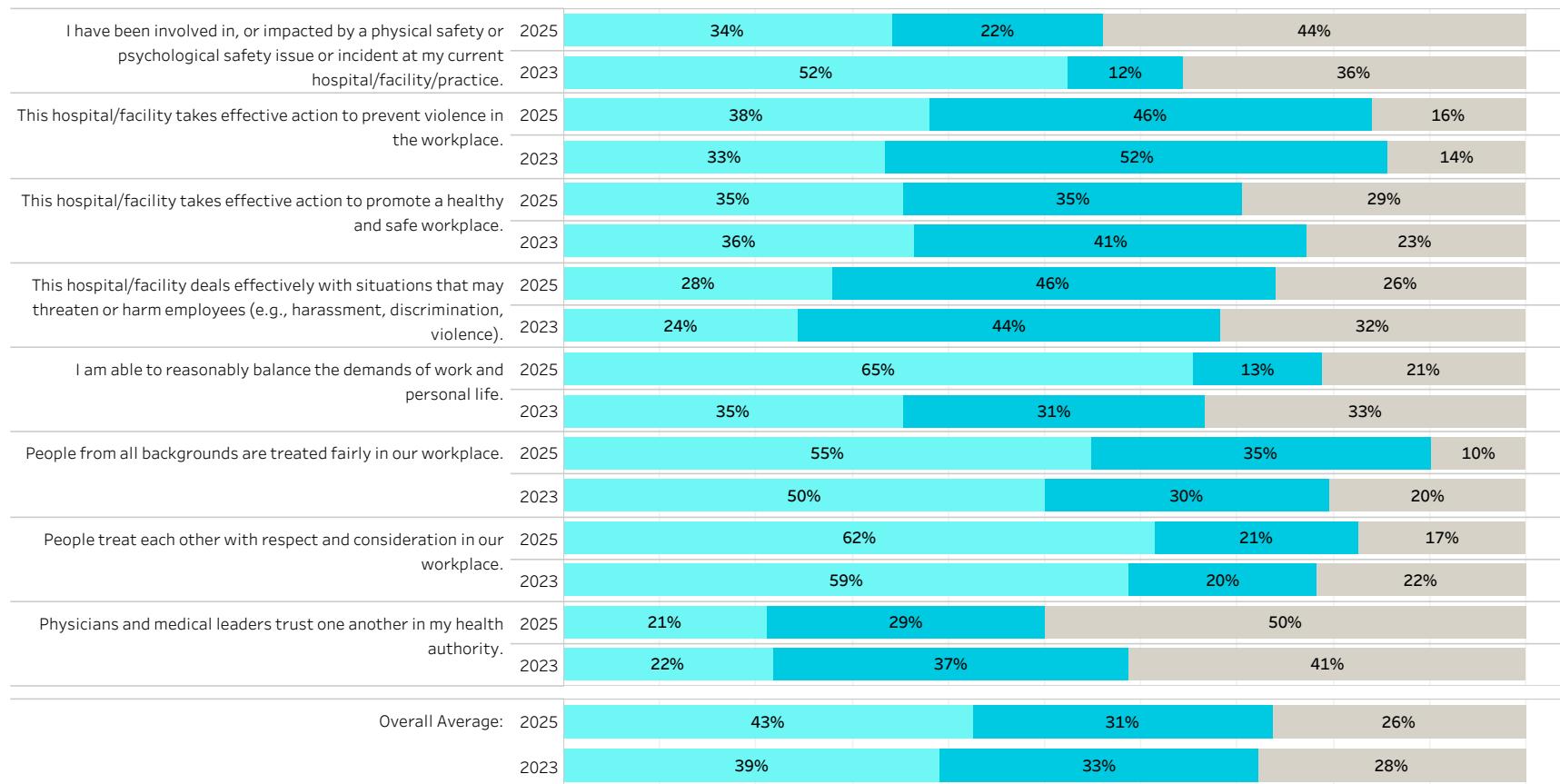
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Hospital	North Island Hospital Comox Valley	All	All	All

North Island Hospital Comox Valley

2025 Respondents: 52

2023 Respondents: 49

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Island Health	Hospital	North Island Hospital Comox Valley	All	All	All	All	All

North Island Hospital Comox Valley

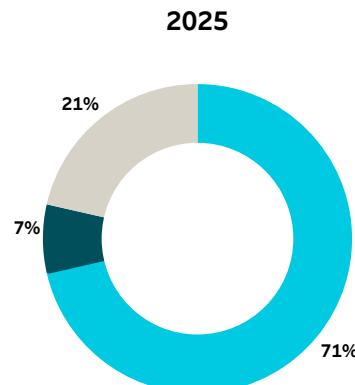
2025 Respondents: 52

2023 Respondents: 49

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	27%	14	5.0	2.5	1	20
	2023	39%	19	5.5	2.0	1	30
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	40%	21	50.2	5.0	1	365
	2023	53%	26	21.8	3.0	1	300

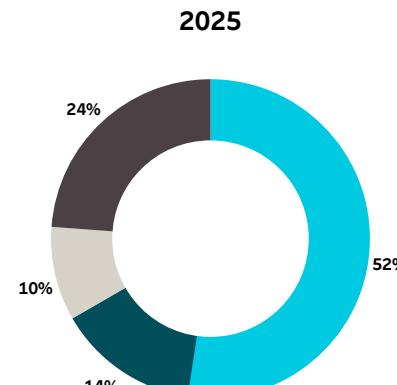
* % of physicians who experienced incidents

Physical safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents

Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

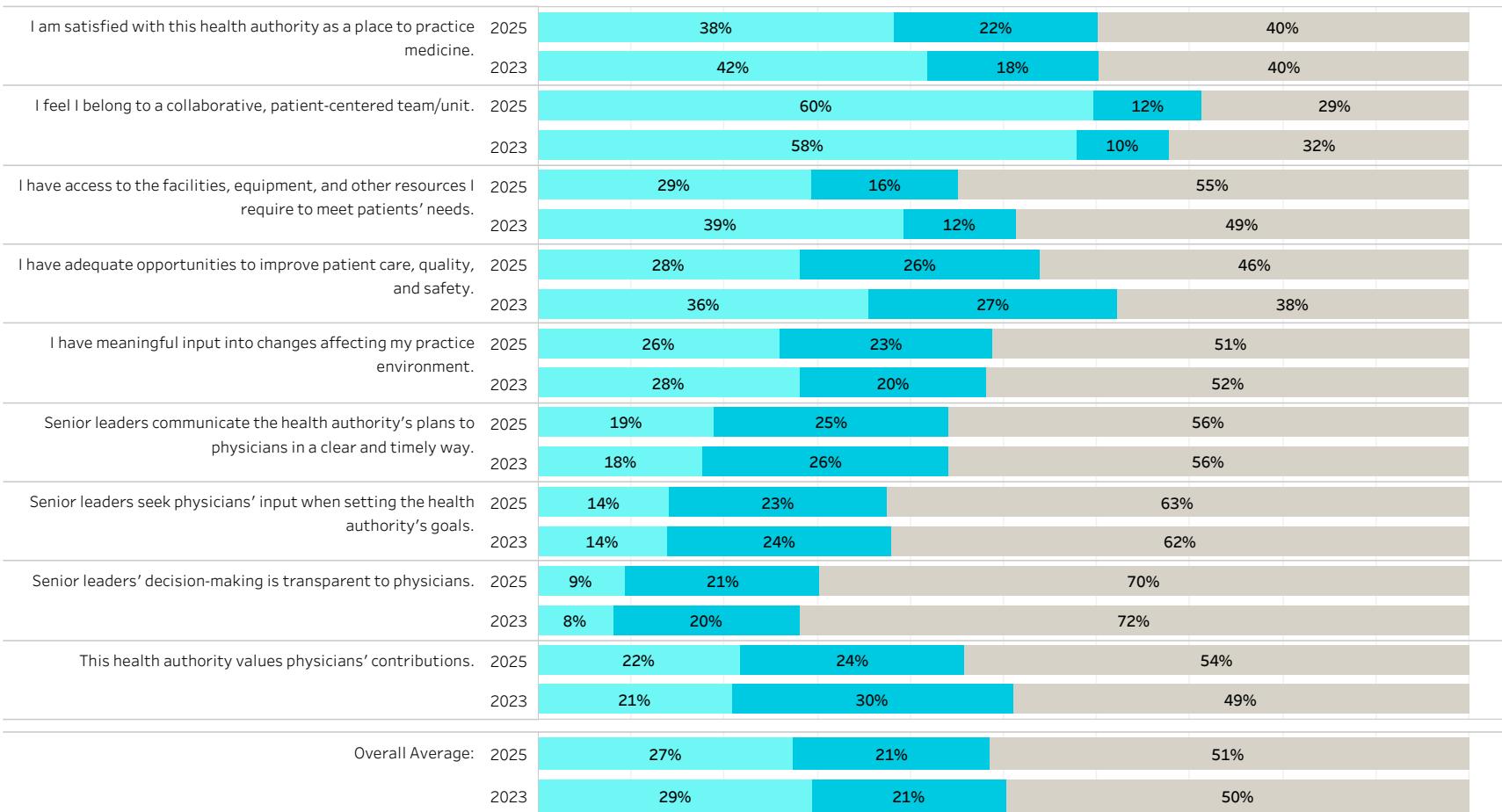
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Hospital	Royal Jubilee Hospital	All	All	All

Royal Jubilee Hospital

2025 **Respondents: 129**

2023 **Respondents: 141**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

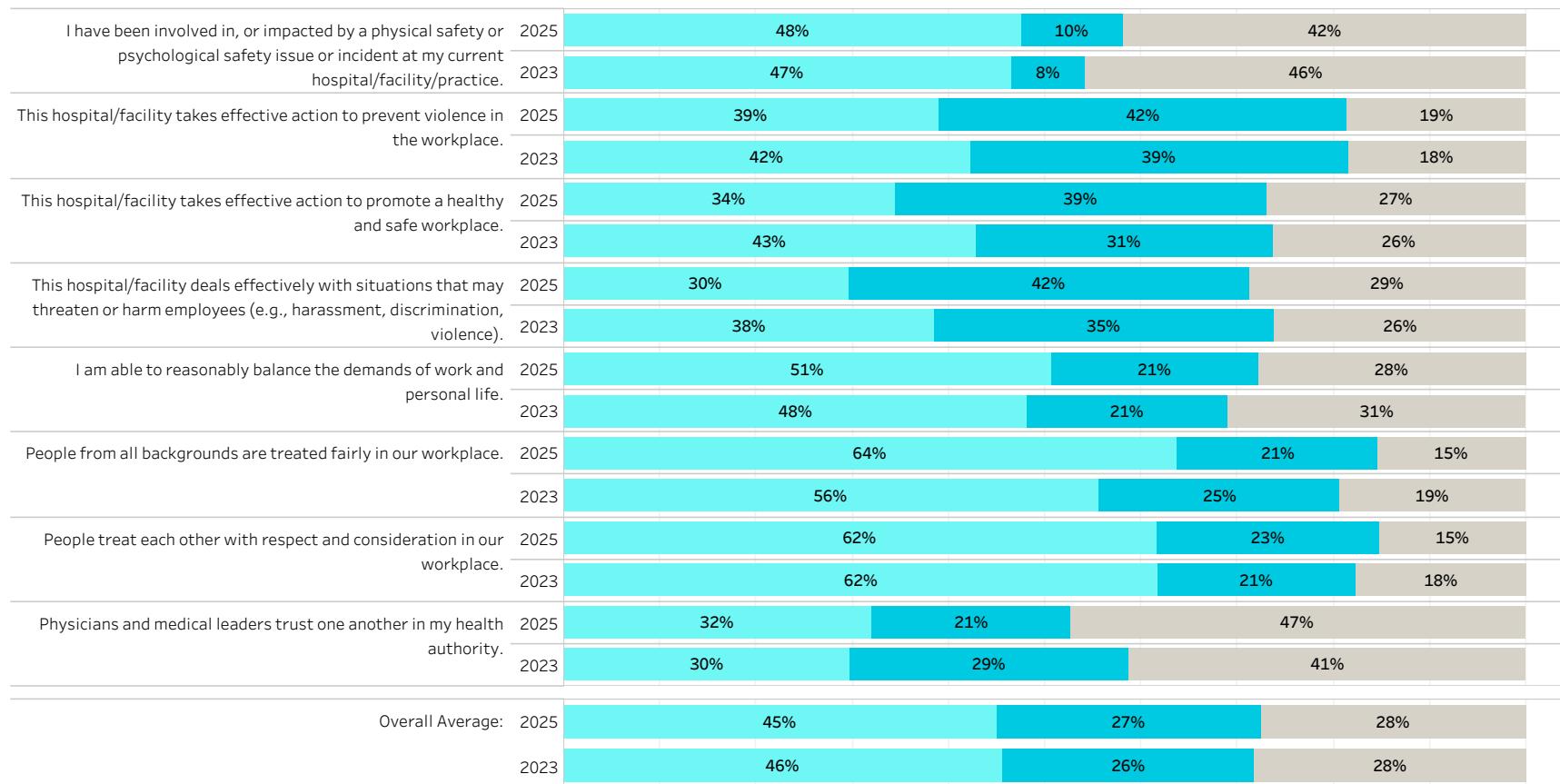
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Hospital	Royal Jubilee Hospital	All	All	All

Royal Jubilee Hospital

2025 **Respondents: 129**

2023 **Respondents: 141**

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Island Health	Hospital	Royal Jubilee Hospital	All	All	All	All	All

Royal Jubilee Hospital

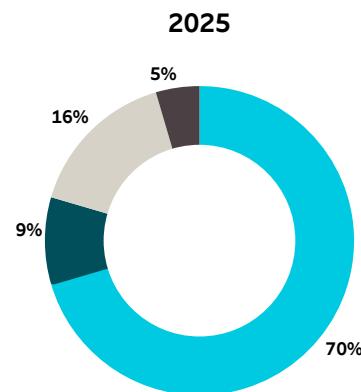
2025 Respondents: 129

2023 Respondents: 141

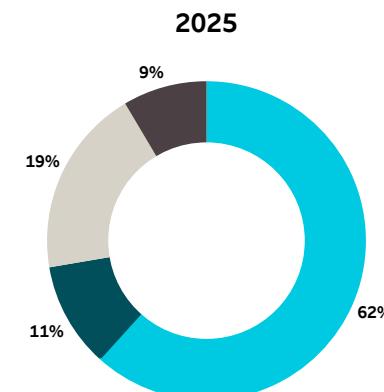
		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	34%	44	12.6	3.0	1	200
	2023	33%	46	22.1	5.5	1	200
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	36%	47	15.8	5.0	1	100
	2023	39%	55	20.6	5.0	1	200

* % of physicians who experienced incidents

Physical safety incident breakdown



Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

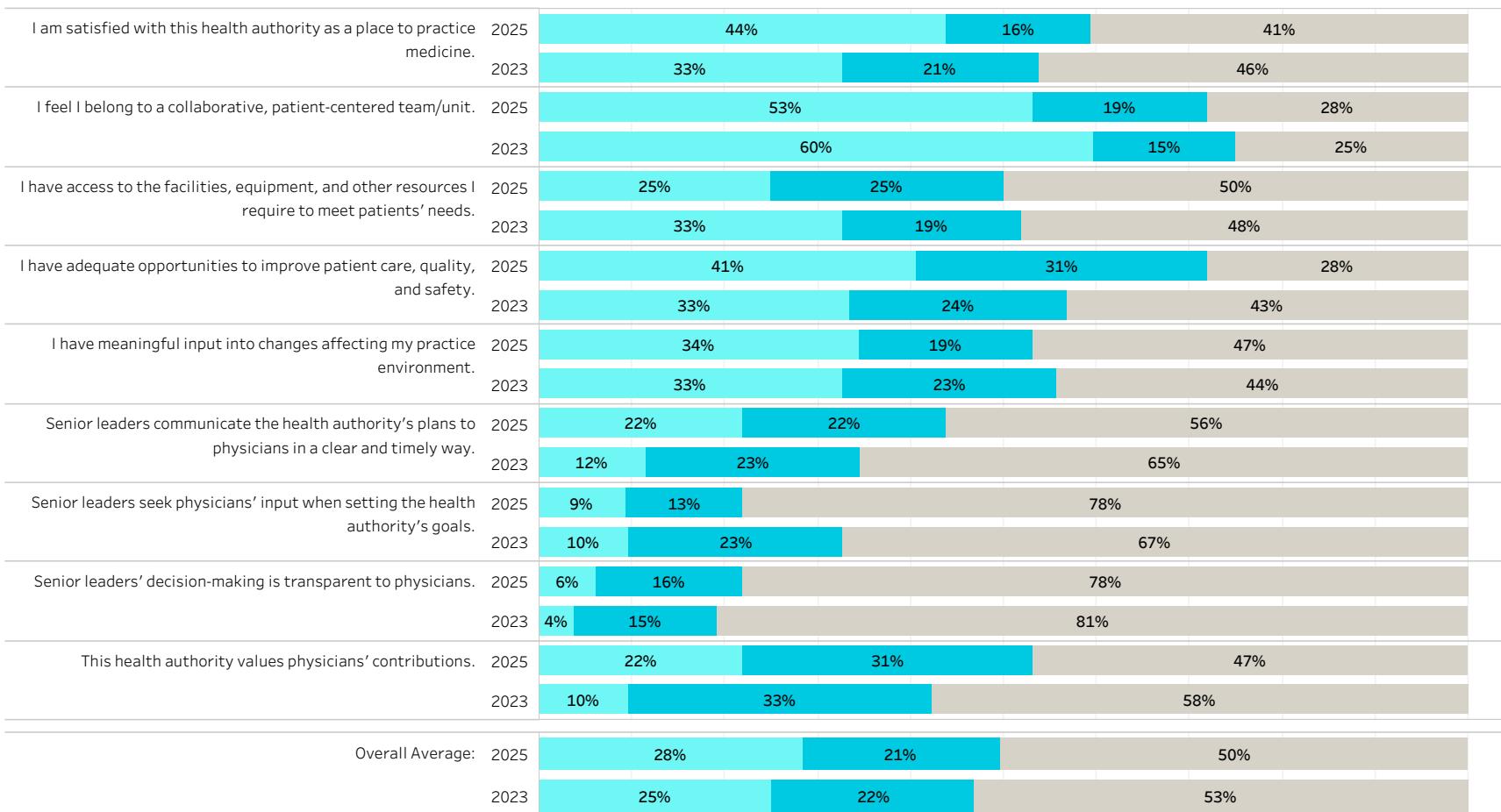
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Hospital	Saanich Peninsula Hospital	All	All	All

Saanich Peninsula Hospital

2025 **Respondents: 32**

2023 **Respondents: 52**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

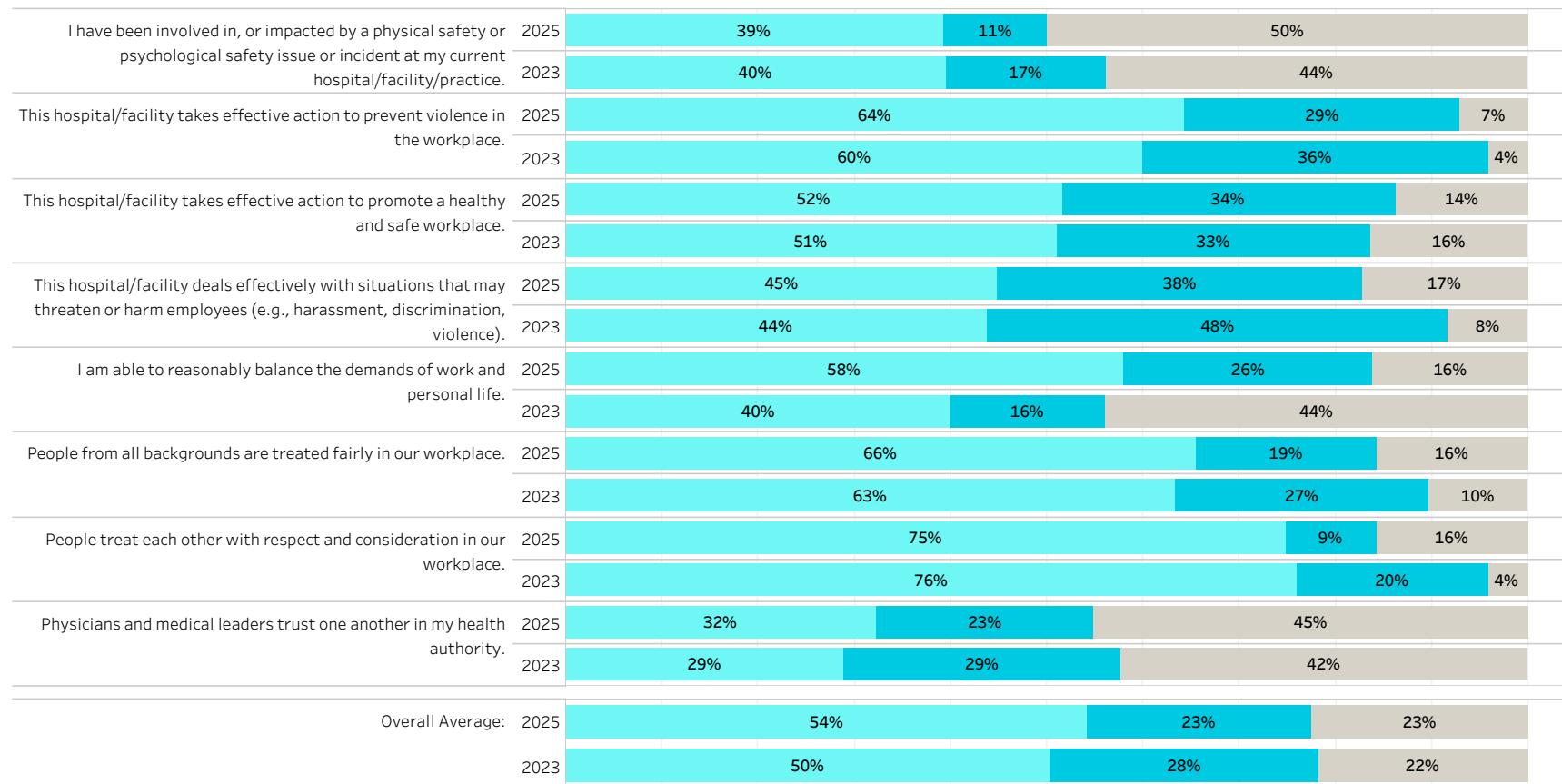
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Hospital	Saanich Peninsula Hospital	All	All	All

Saanich Peninsula Hospital

2025 Respondents: 32

2023 Respondents: 52

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Island Health	Hospital	Saanich Peninsula Hospital	All	All	All	All	All

Saanich Peninsula Hospital

2025 Respondents: 32

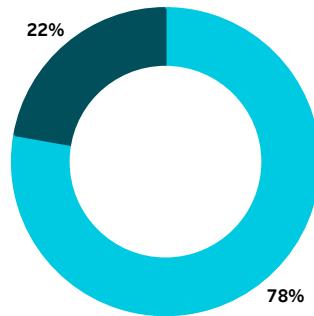
2023 Respondents: 52

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	28%	9	3.6	2.0	1	10
	2023	29%	15	7.6	3.0	1	56
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	47%	15	4.6	4.0	1	12
	2023	40%	21	35.0	3.0	1	500

* % of physicians who experienced incidents

Physical safety incident breakdown

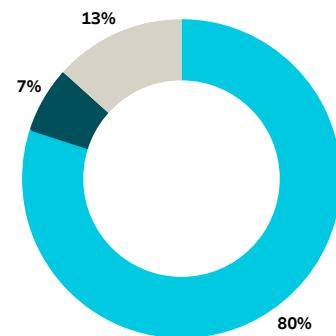
2025



1-5 incidents 6-10 incidents

Psychological safety incident breakdown

2025



1-5 incidents 6-10 incidents 11-50 incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

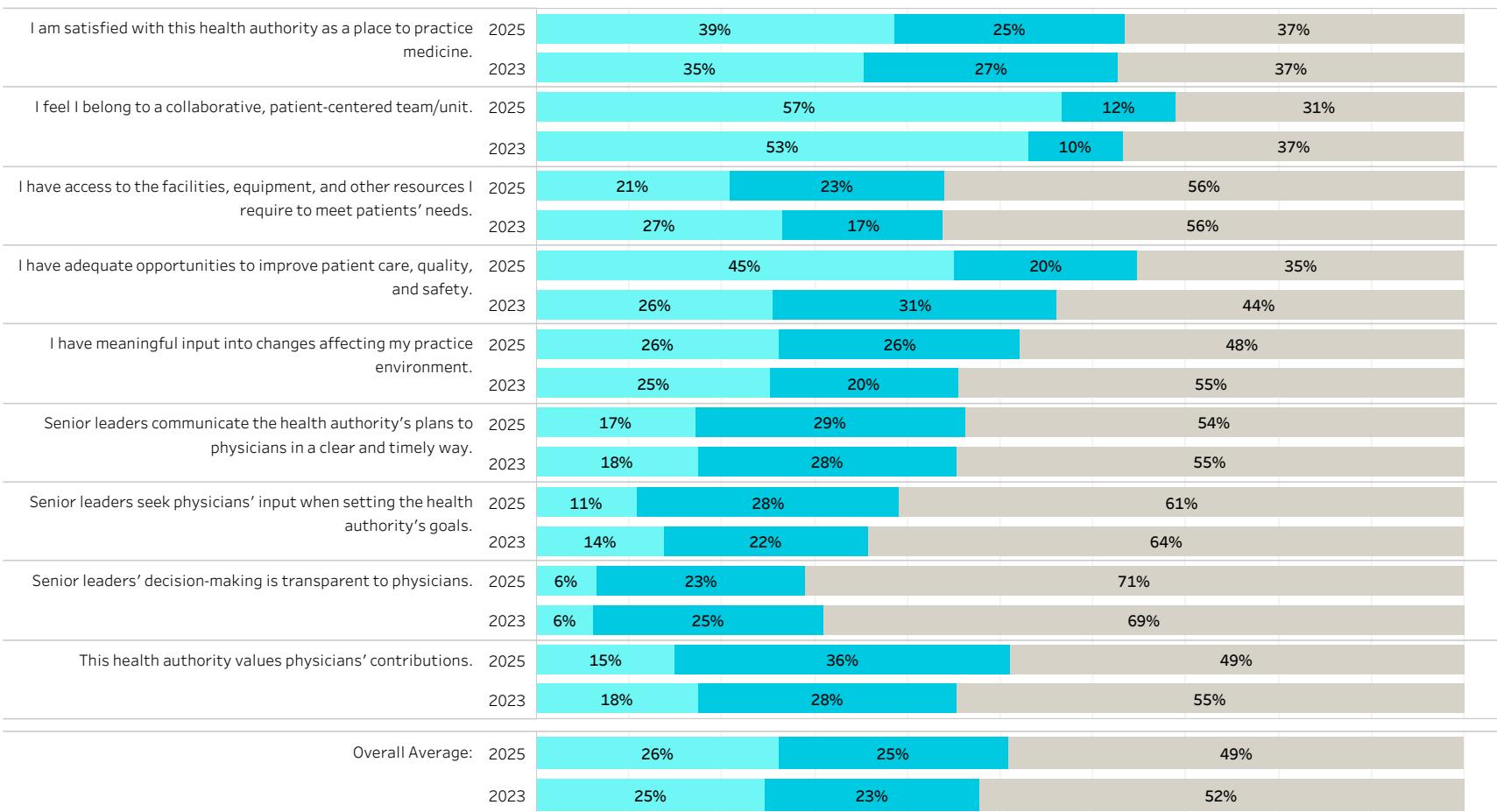
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Hospital	Victoria General Hospital	All	All	All

Victoria General Hospital

2025 Respondents: 94

2023 Respondents: 99

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

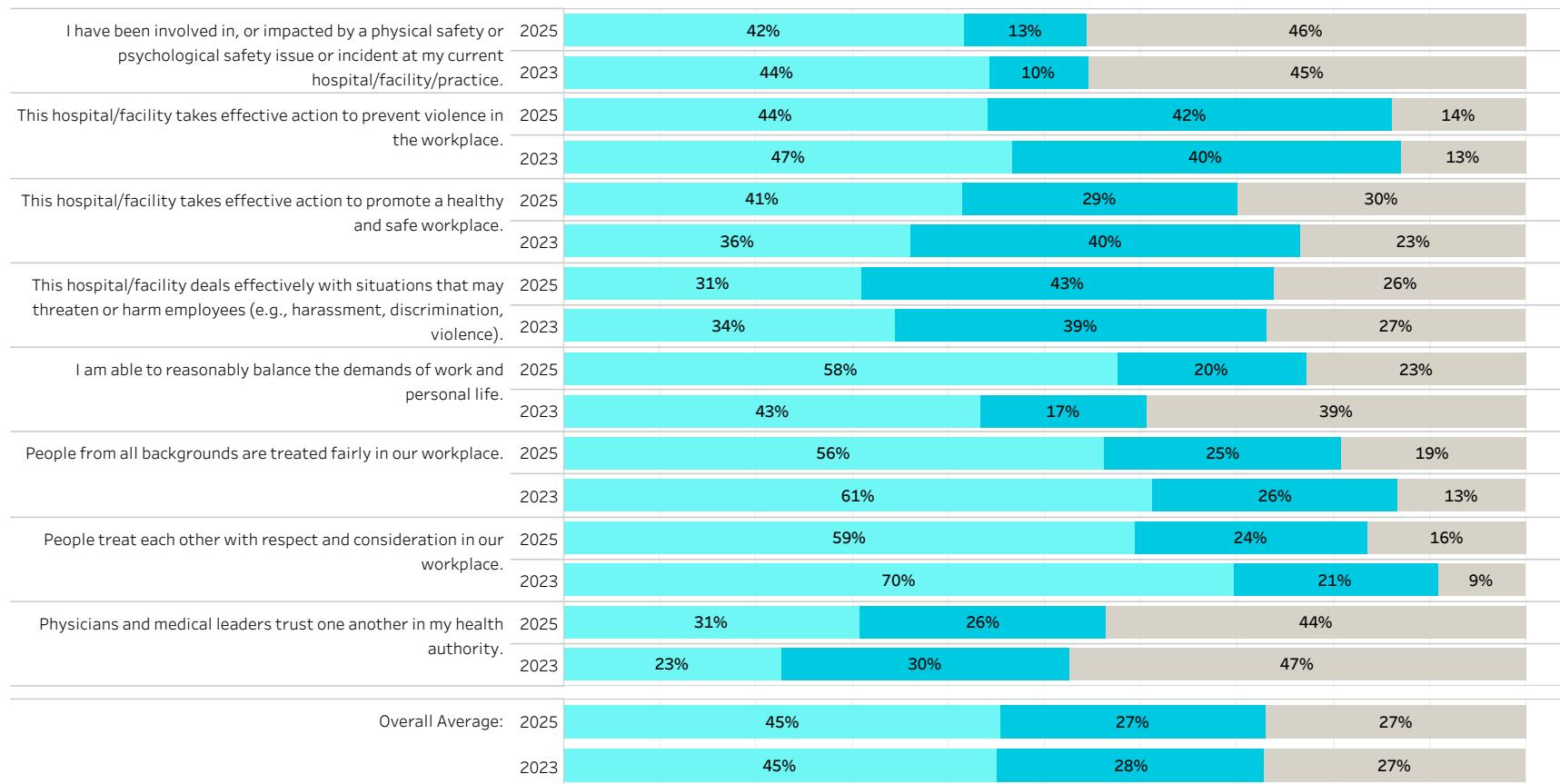
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Hospital	Victoria General Hospital	All	All	All

Victoria General Hospital

2025 Respondents: 94

2023 Respondents: 99

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year 2025	Health Authority Island Health	Hospital or Division Hospital	Hospital List / Division List Victoria General Hospital	Primary Practice All	Practice Type All	Urban/Rural All	Gender Identity All	Racial Identity All
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Victoria General Hospital

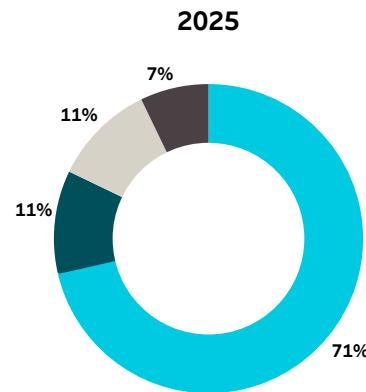
2025 Respondents: 94

2023 Respondents: 99

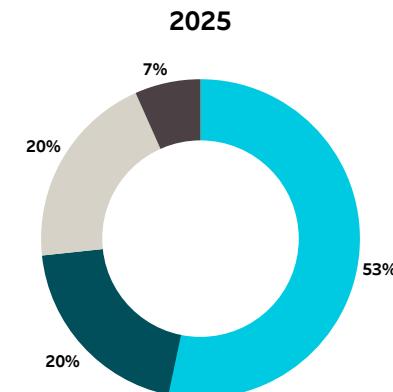
		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	30%	28	13.6	3.0	1	180
	2023	25%	25	27.4	3.0	1	336
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	32%	30	44.5	5.0	1	999
	2023	44%	44	17.6	4.0	1	168

* % of physicians who experienced incidents

Physical safety incident breakdown



Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

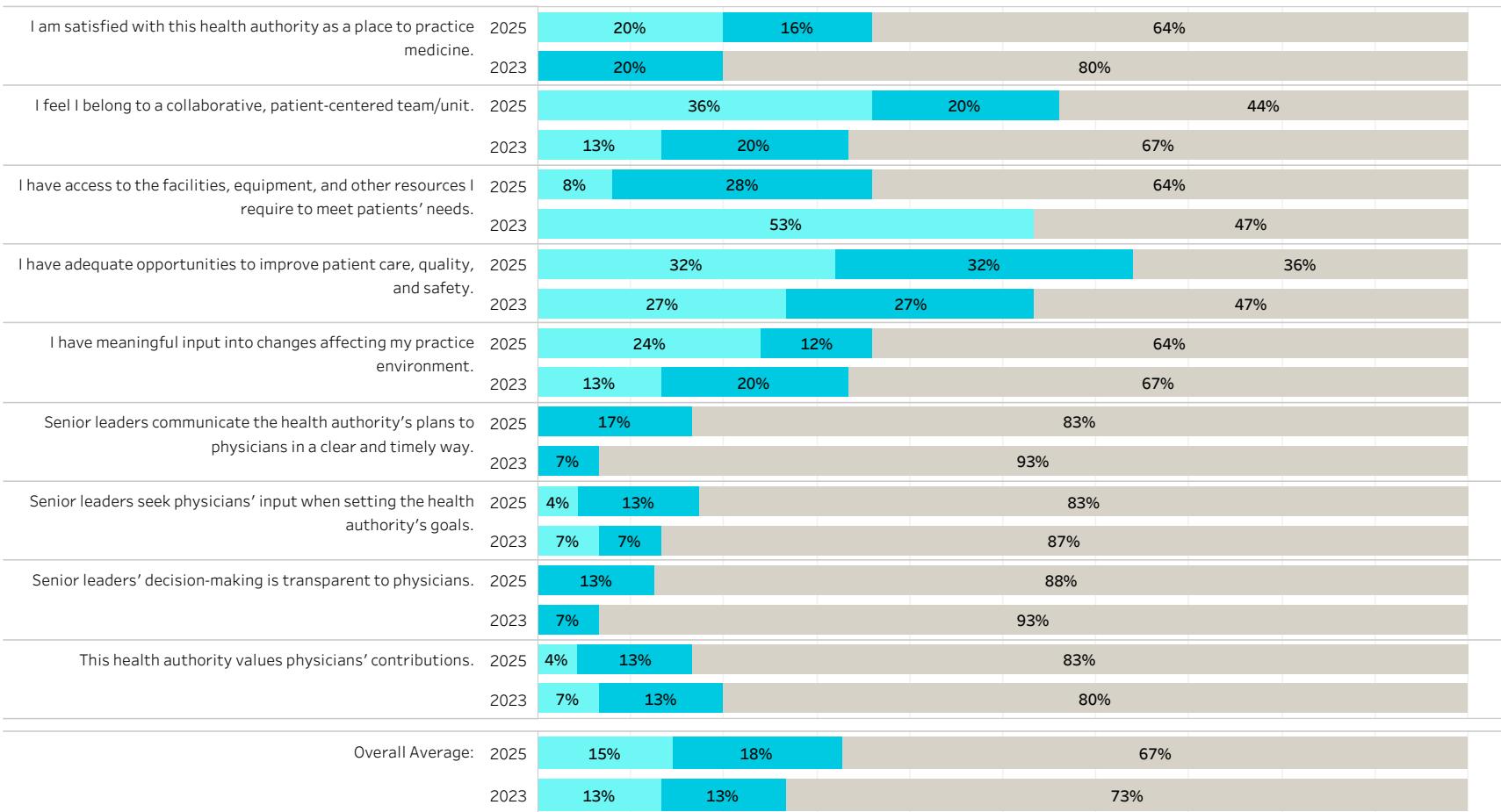
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Hospital	West Coast General Hospital	All	All	All

West Coast General Hospital

2025 **Respondents: 25**

2023 **Respondents: 15**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

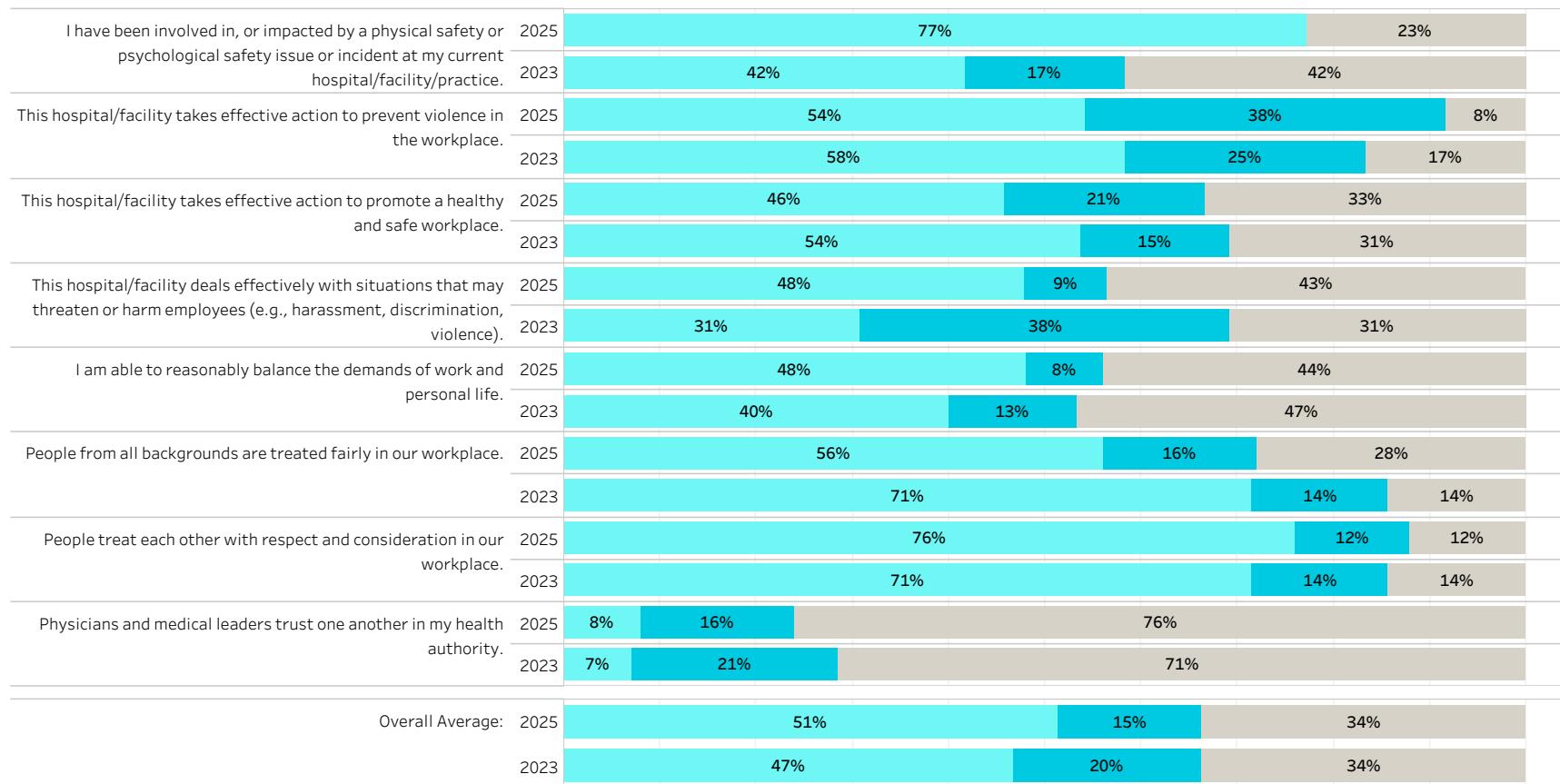
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Hospital	West Coast General Hospital	All	All	All

West Coast General Hospital

2025 Respondents: 25

2023 Respondents: 15

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division Li..	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Island Health	Hospital	West Coast General Hospital	All	All	All	All	All

West Coast General Hospital

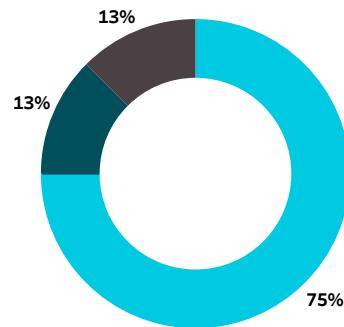
2025 Respondents: 25

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	32%	8	15.4	2.5	1	100
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	44%	11	112.8	5.0	1	999

* % of physicians who experienced incidents

Physical safety incident breakdown

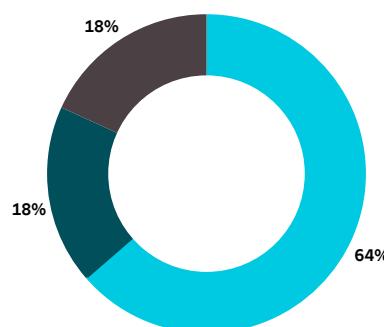
2025



■ 1-5 incidents ■ 6-10 incidents ■ 51+ incidents

Psychological safety incident breakdown

2025



■ 1-5 incidents ■ 6-10 incidents ■ 51+ incidents

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.

NOTE: Safety incidents with responses <5 have been excluded from this report.

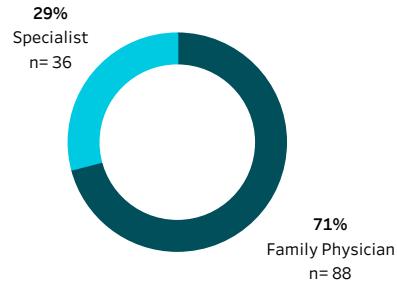
2025 Doctors of BC Health Authority Engagement Survey Demographics

Survey Year **Health Authority**
2025 Northern Health Authority

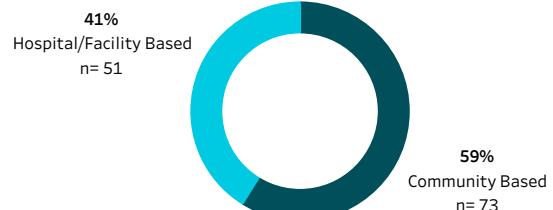
Demographics

(N = 124)

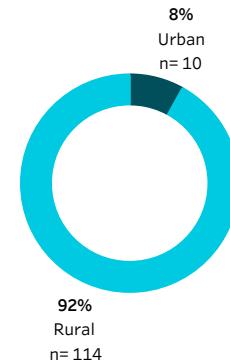
FAMILY PHYSICIANS OR SPECIALISTS



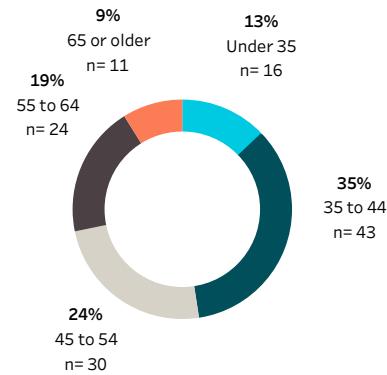
HOSPITAL/FACILITY OR COMMUNITY BASED



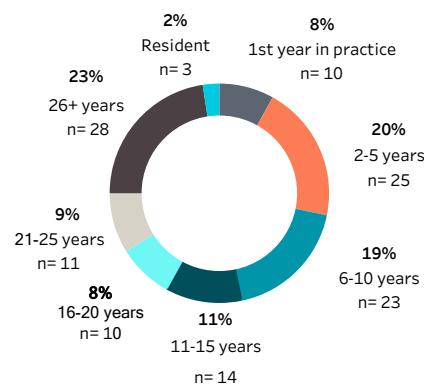
SETTING



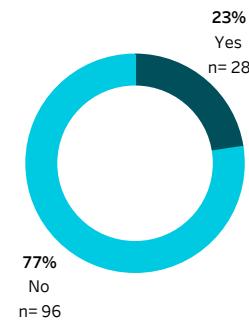
AGE



TENURE



MEDICAL LEADERSHIP



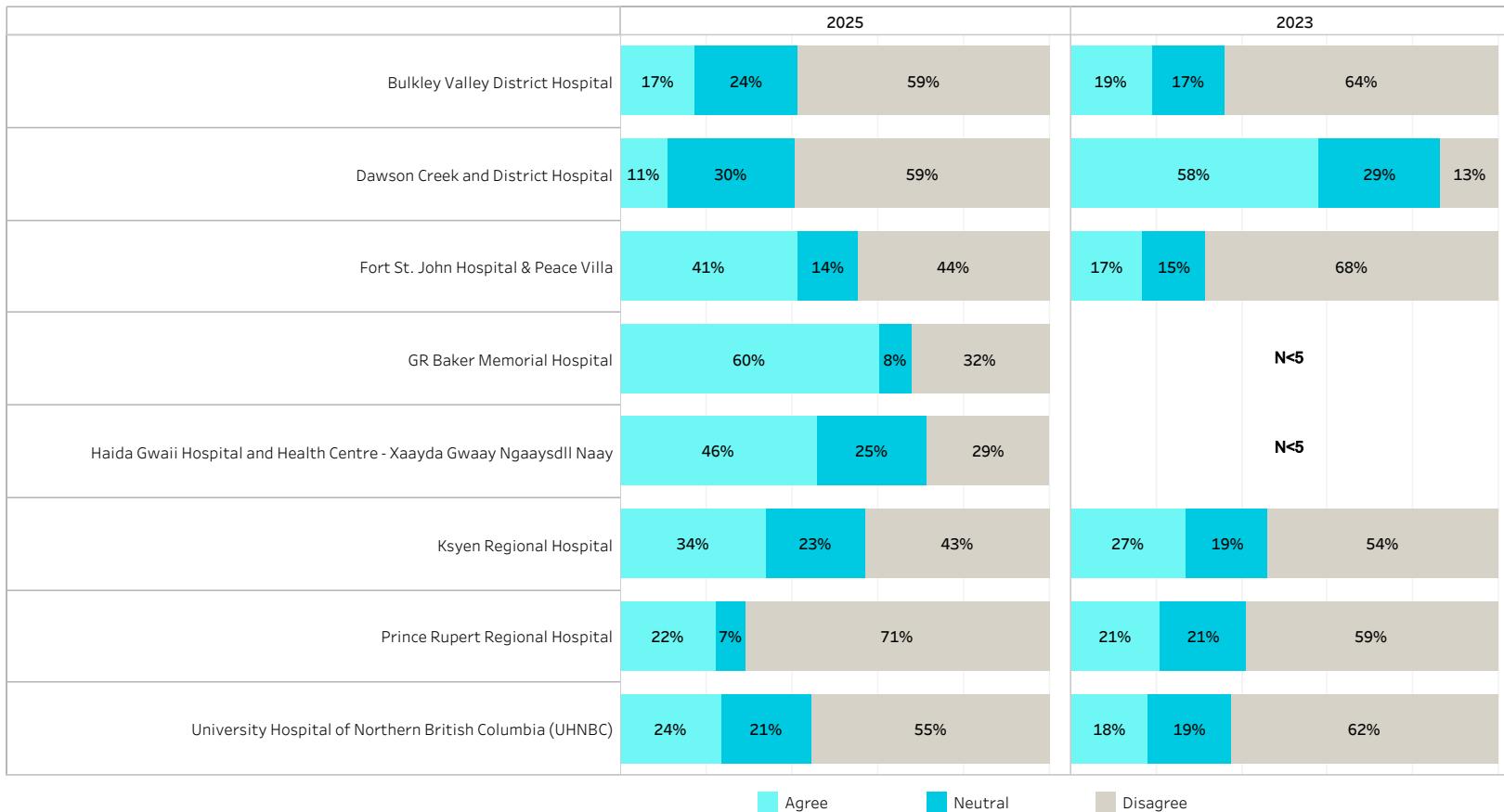
2025 Doctors of BC Health Authority Engagement Survey

Regional Engagement Averages

Survey Year: 2025 Health Authority: Northern Health Hospital or Division: Hospital Hospital List / Division List: Multiple values

All - Hospital

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



2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

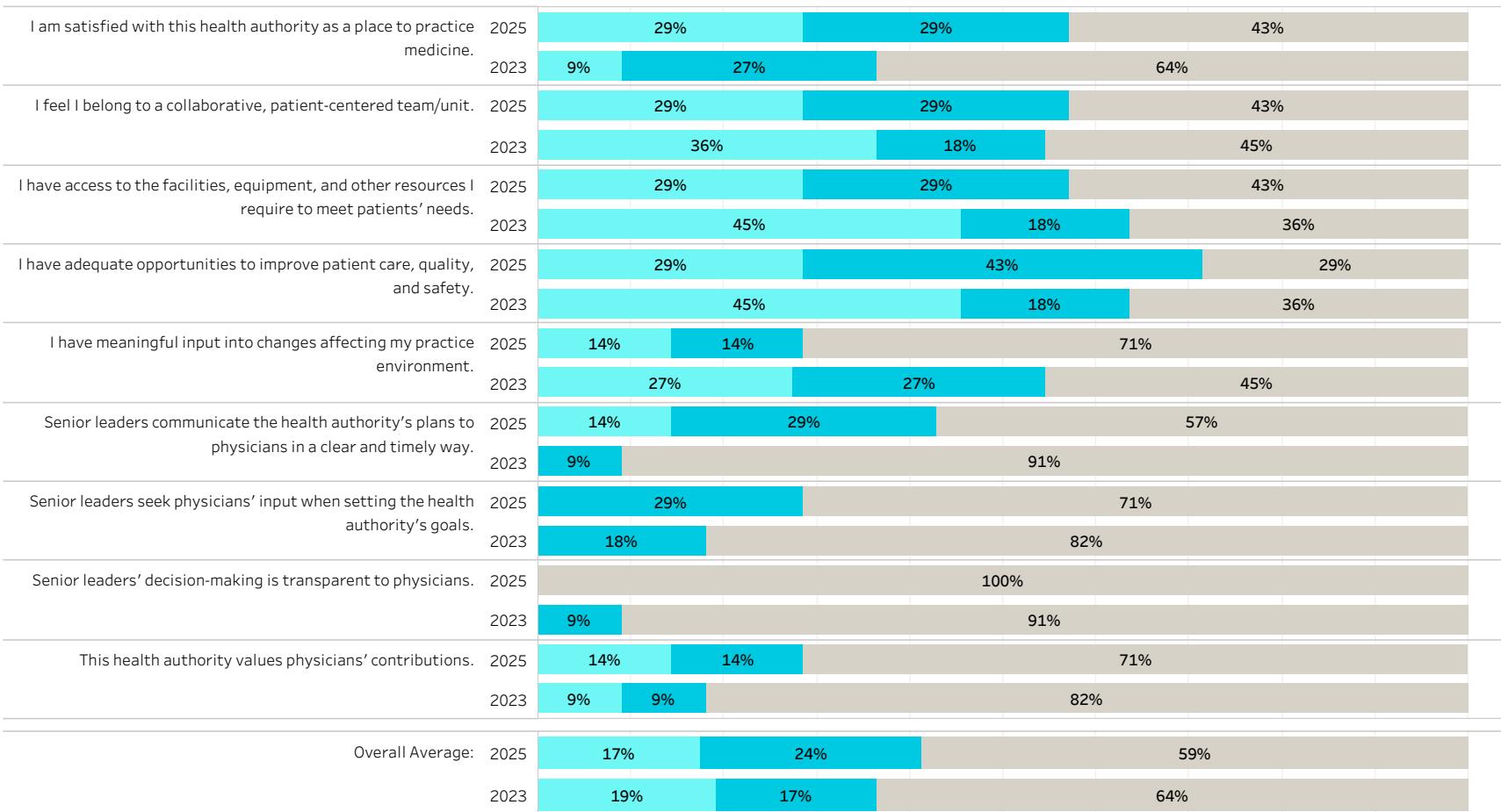
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Northern Health	Hospital	Bulkley Valley District Hospital	All	All	All

Bulkley Valley District Hospital

2025 **Respondents: 7**

2023 **Respondents: 11**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

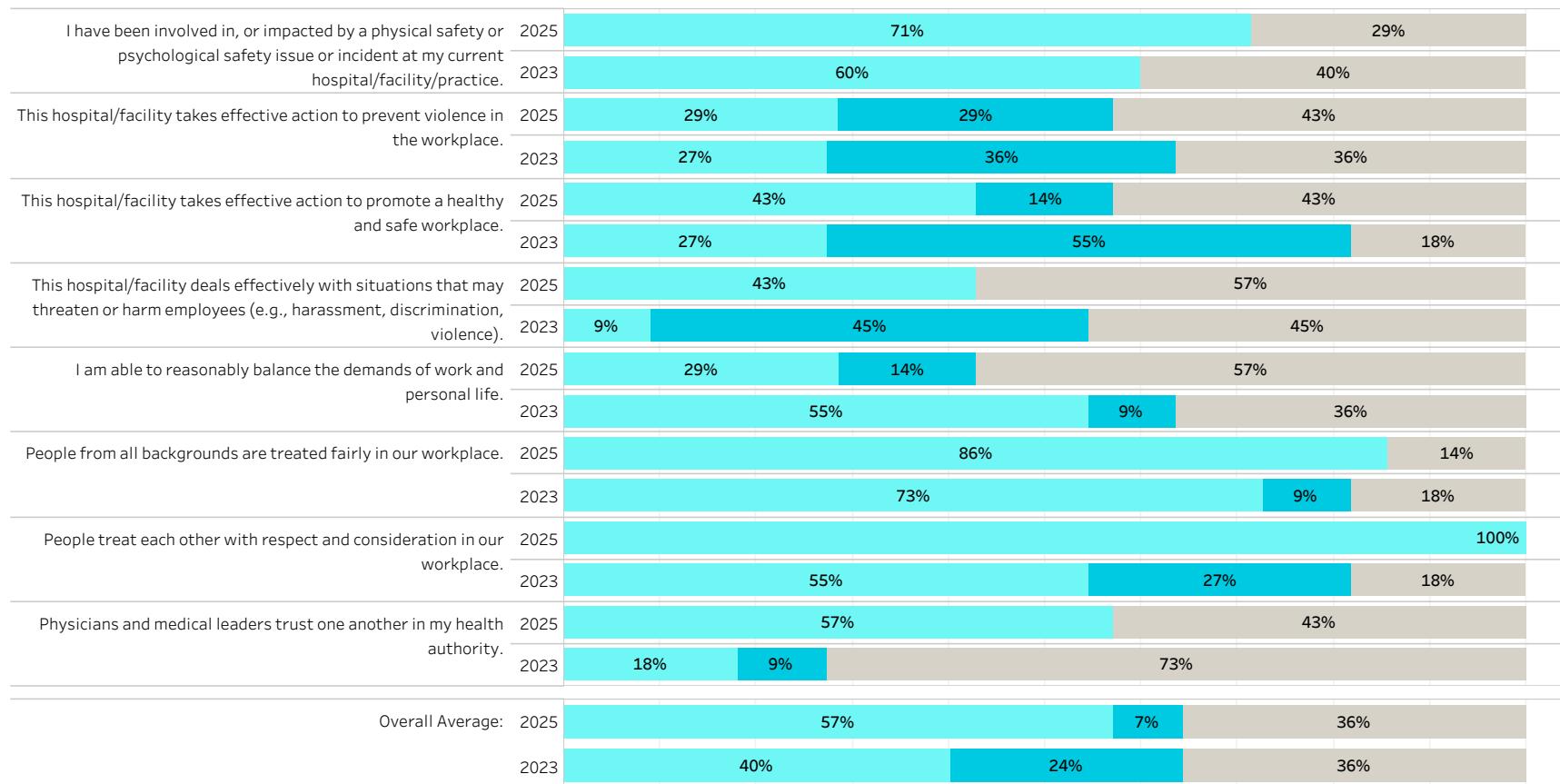
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Northern Health	Hospital	Bulkley Valley District Hospital	All	All	All

Bulkley Valley District Hospital

2025 Respondents: 7

2023 Respondents: 11

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

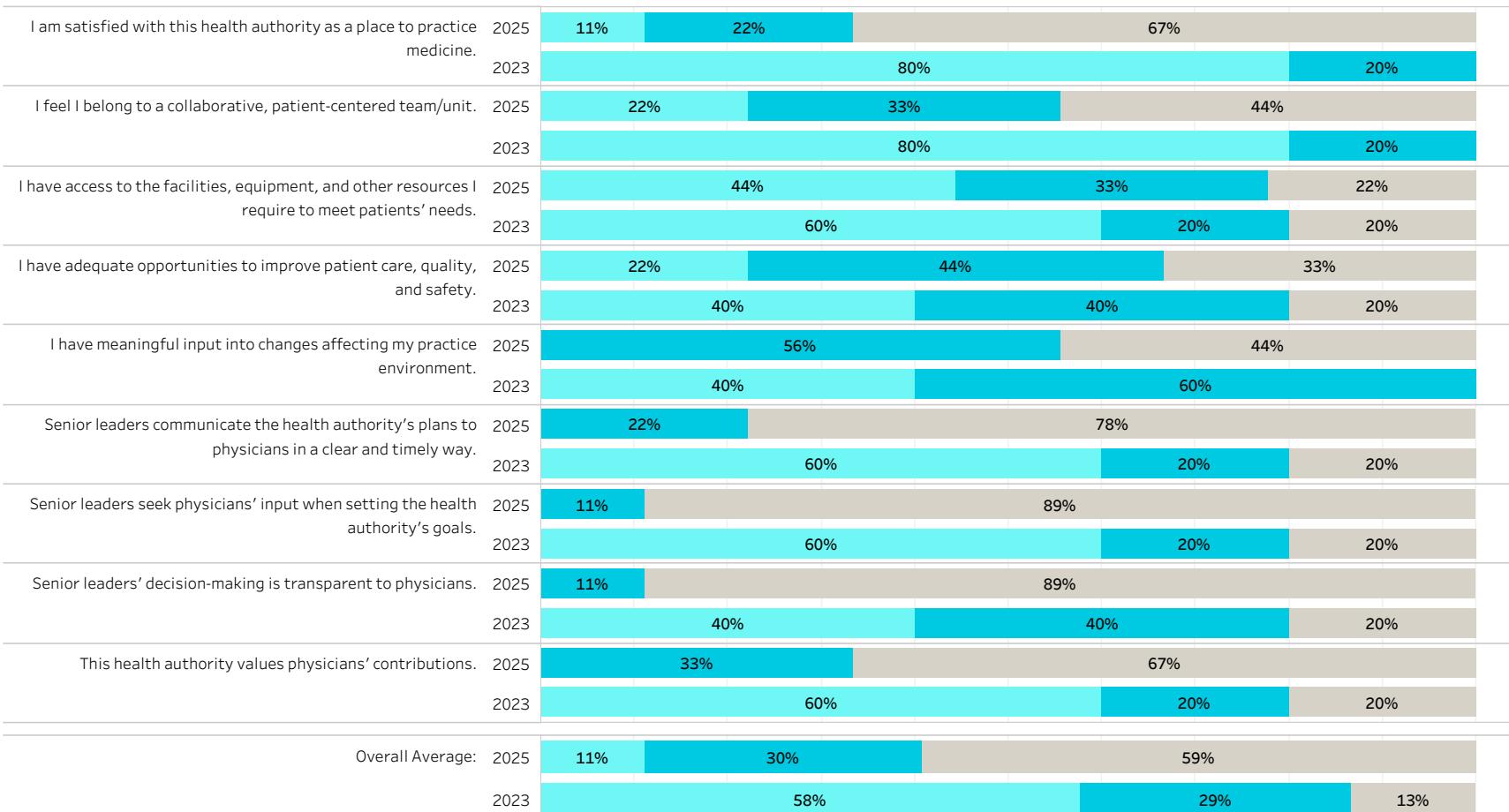
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Northern Health	Hospital	Dawson Creek and District Hospital	All	All	All

Dawson Creek and District Hospital

2025 **Respondents: 9**

2023 **Respondents: 5**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

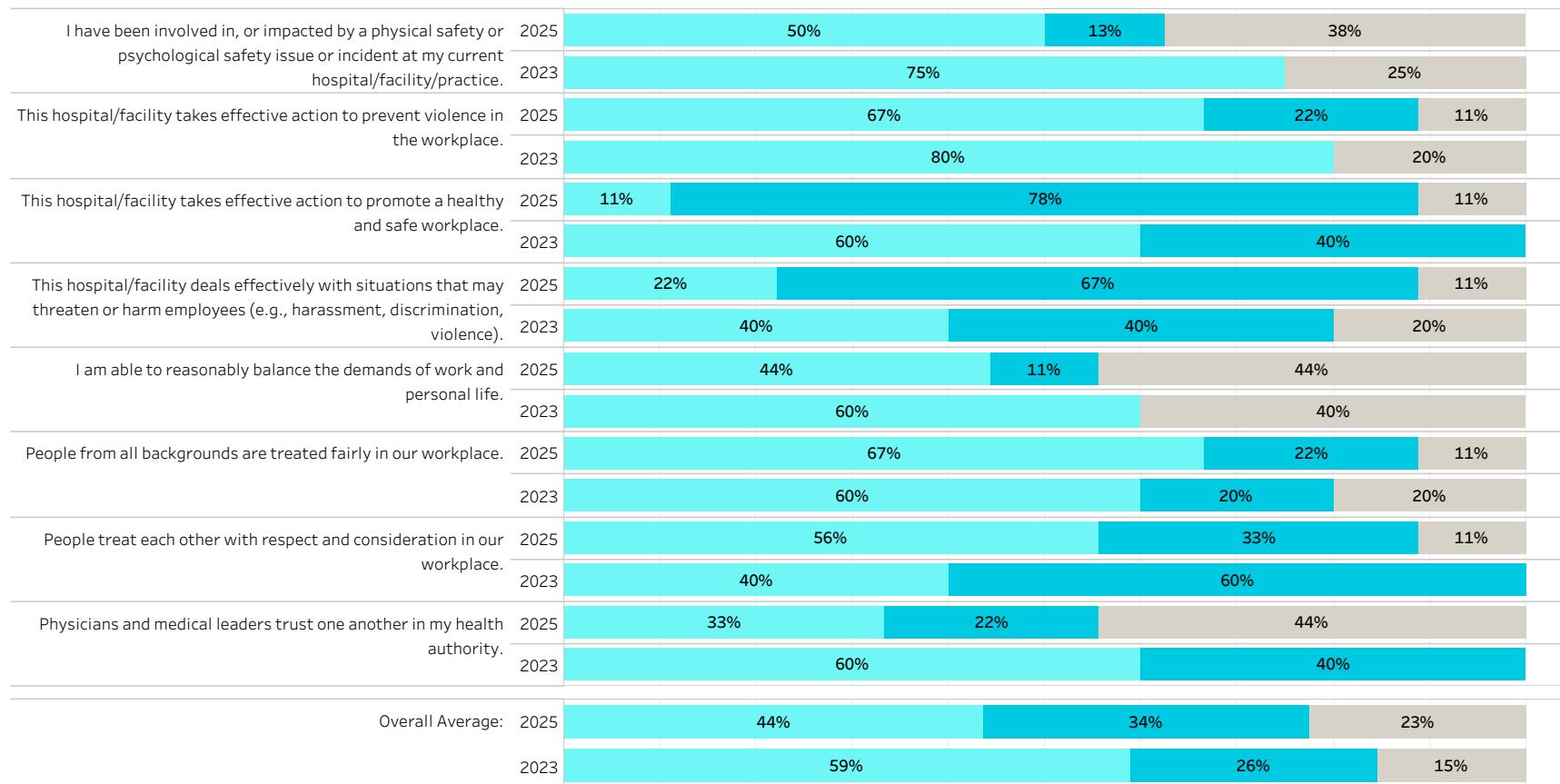
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Northern Health	Hospital	Dawson Creek and District Hospital	All	All	All

Dawson Creek and District Hospital

2025 Respondents: 9

2023 Respondents: 5

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Northern Health	Hospital	Dawson Creek and District Hospital	All	All	All	All	All

Dawson Creek and District Hospital

2025 Respondents: 9

	Yes*	Count	Mean	Median	Min	Max	
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	56%	5	90.0	5.0	1	400

* % of physicians who experienced incidents

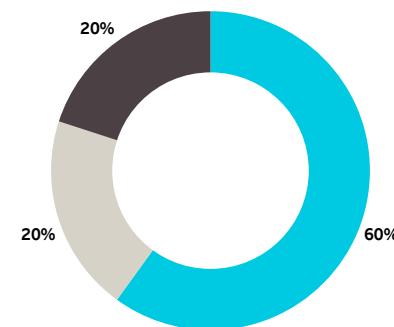
Physical safety incident breakdown

2025

n/a N<5

Psychological safety incident breakdown

2025



1-5 incidents 11-50 incidents 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

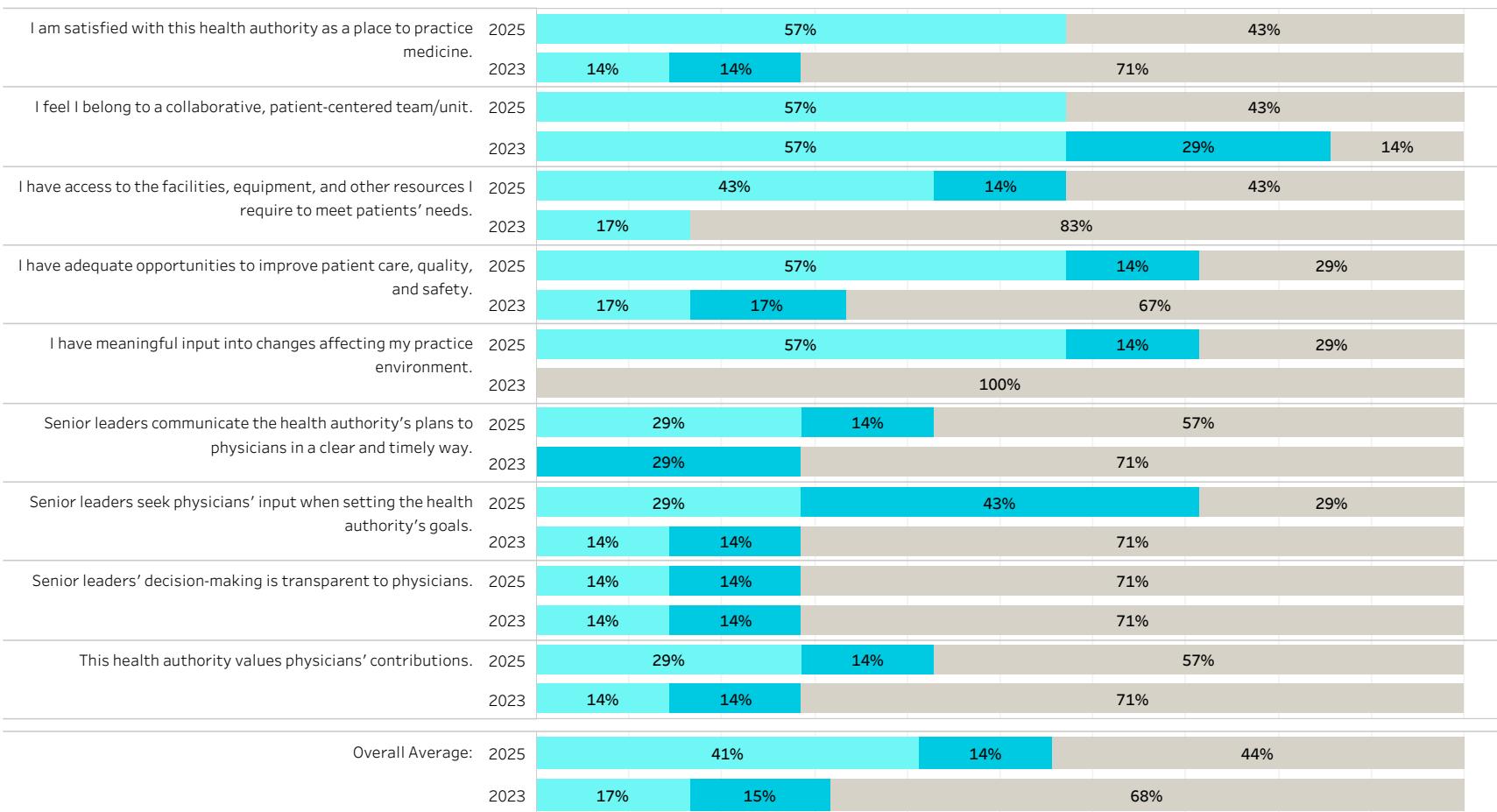
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Northern Health	Hospital	Fort St. John Hospital & Peace Villa	All	All	All

Fort St. John Hospital & Peace Villa

2025 **Respondents: 7**

2023 **Respondents: 7**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

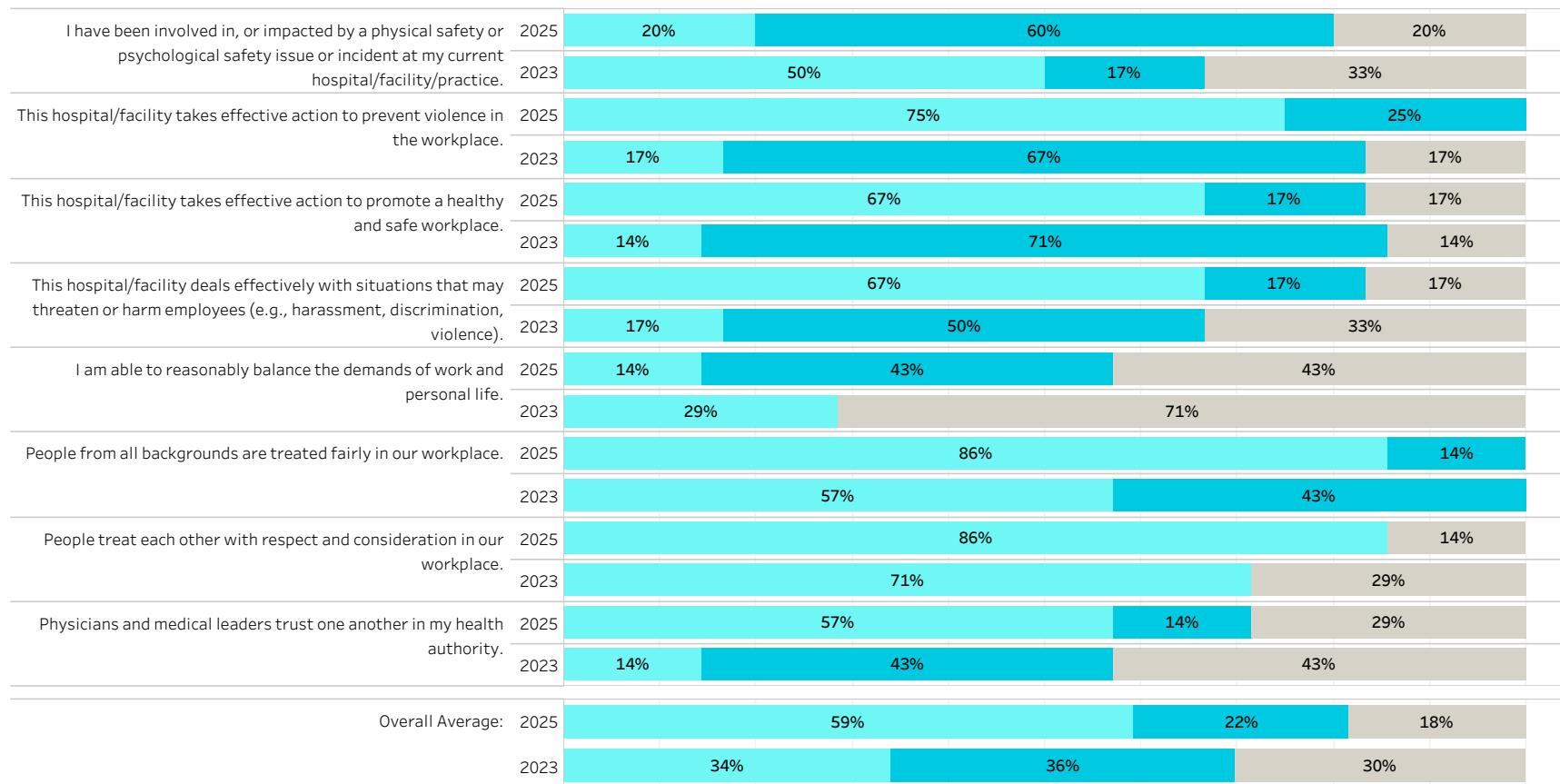
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Northern Health	Hospital	Fort St. John Hospital & Peace Villa	All	All	All

Fort St. John Hospital & Peace Villa

2025 Respondents: 7

2023 Respondents: 7

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

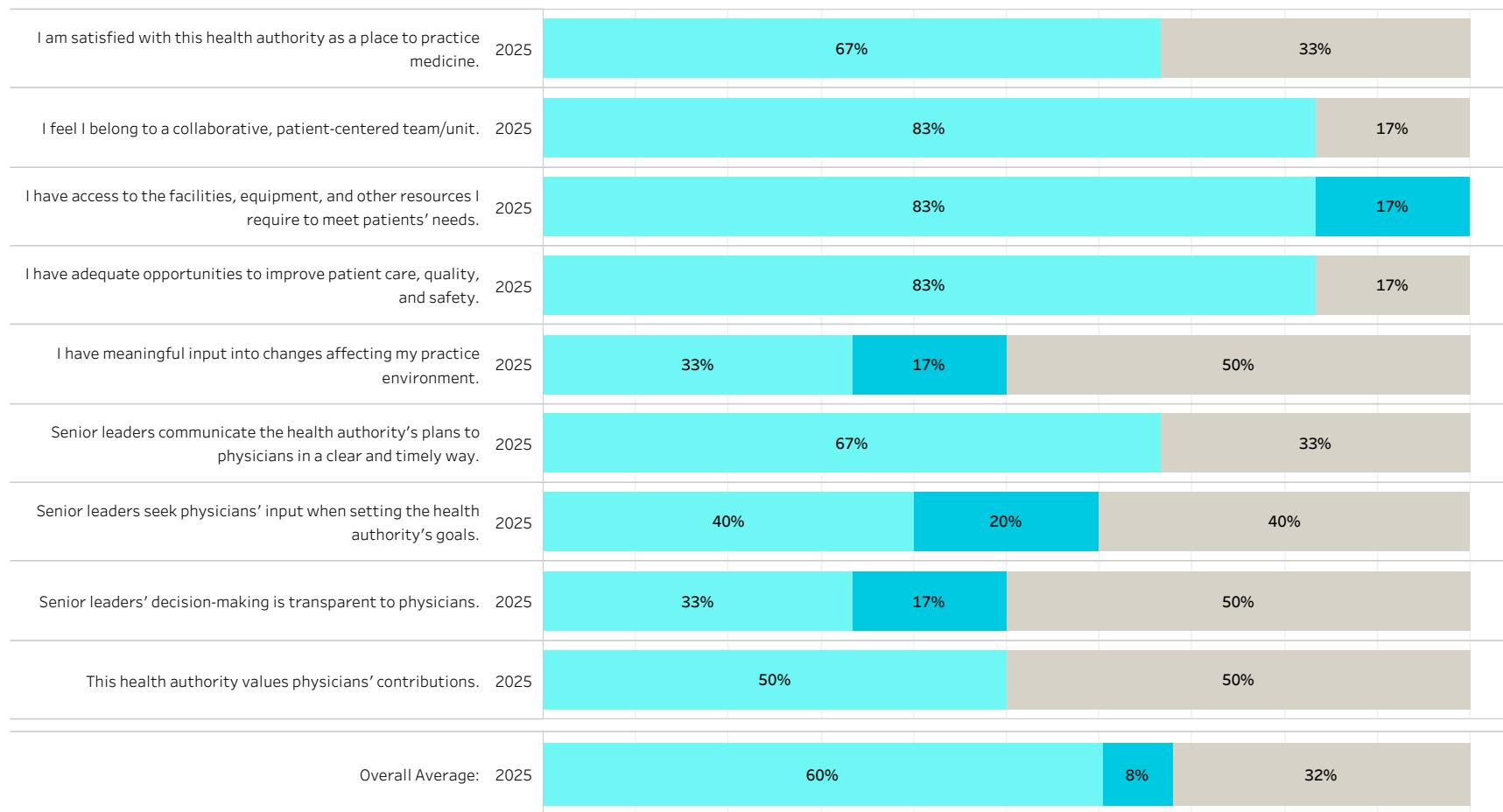
Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Northern Health	Hospital	GR Baker Memorial Hospital	All	All	All

GR Baker Memorial Hospital

2025 Respondents: 6

Engagement



[Legend: Agree (light blue), Neutral (dark blue), Disagree (light grey)]

2025 Doctors of BC Health Authority Engagement Survey

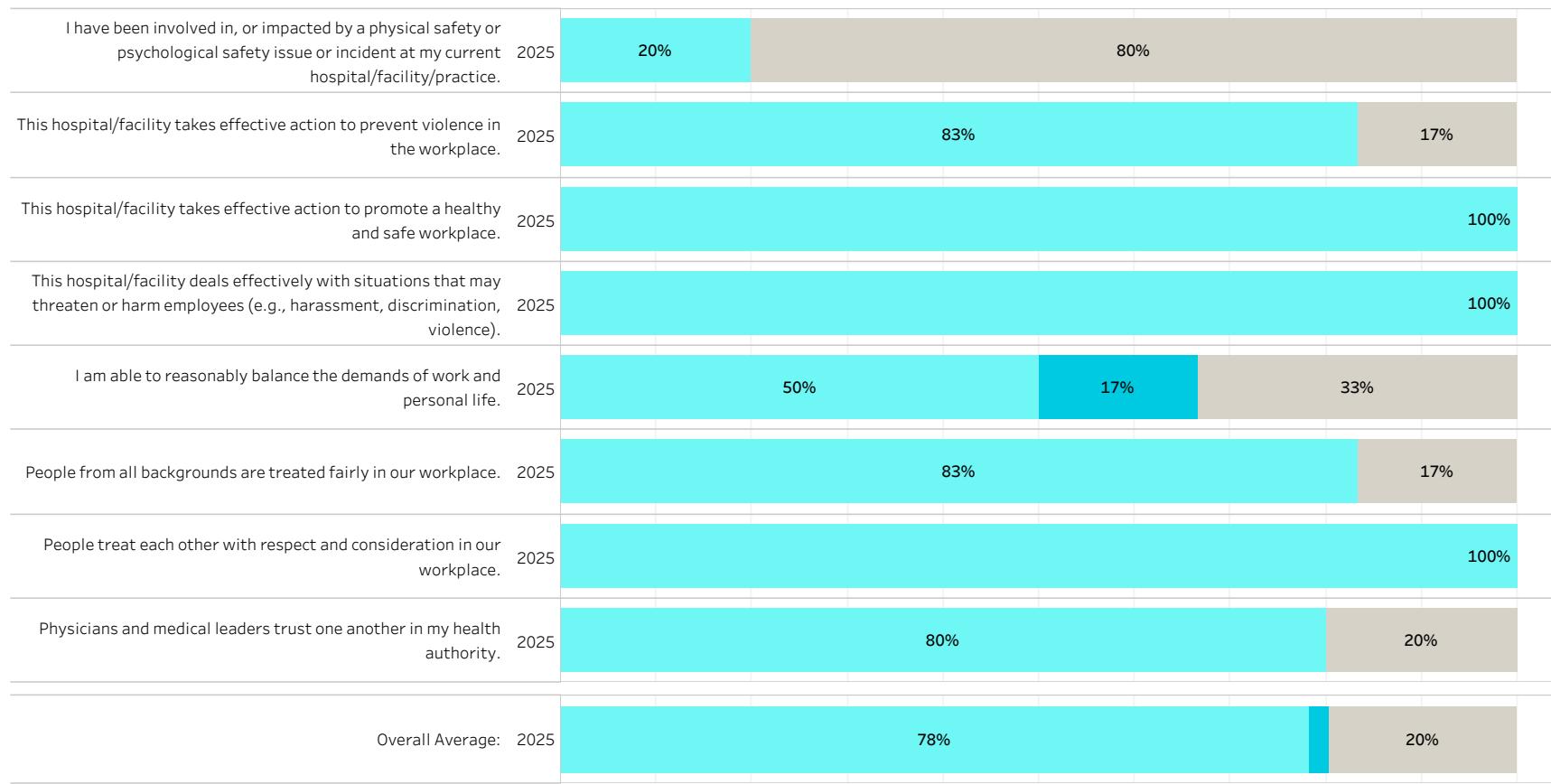
Physician Health & Safety Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Northern Health	Hospital	GR Baker Memorial Hospital	All	All	All

GR Baker Memorial Hospital

2025 Respondents: 6

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

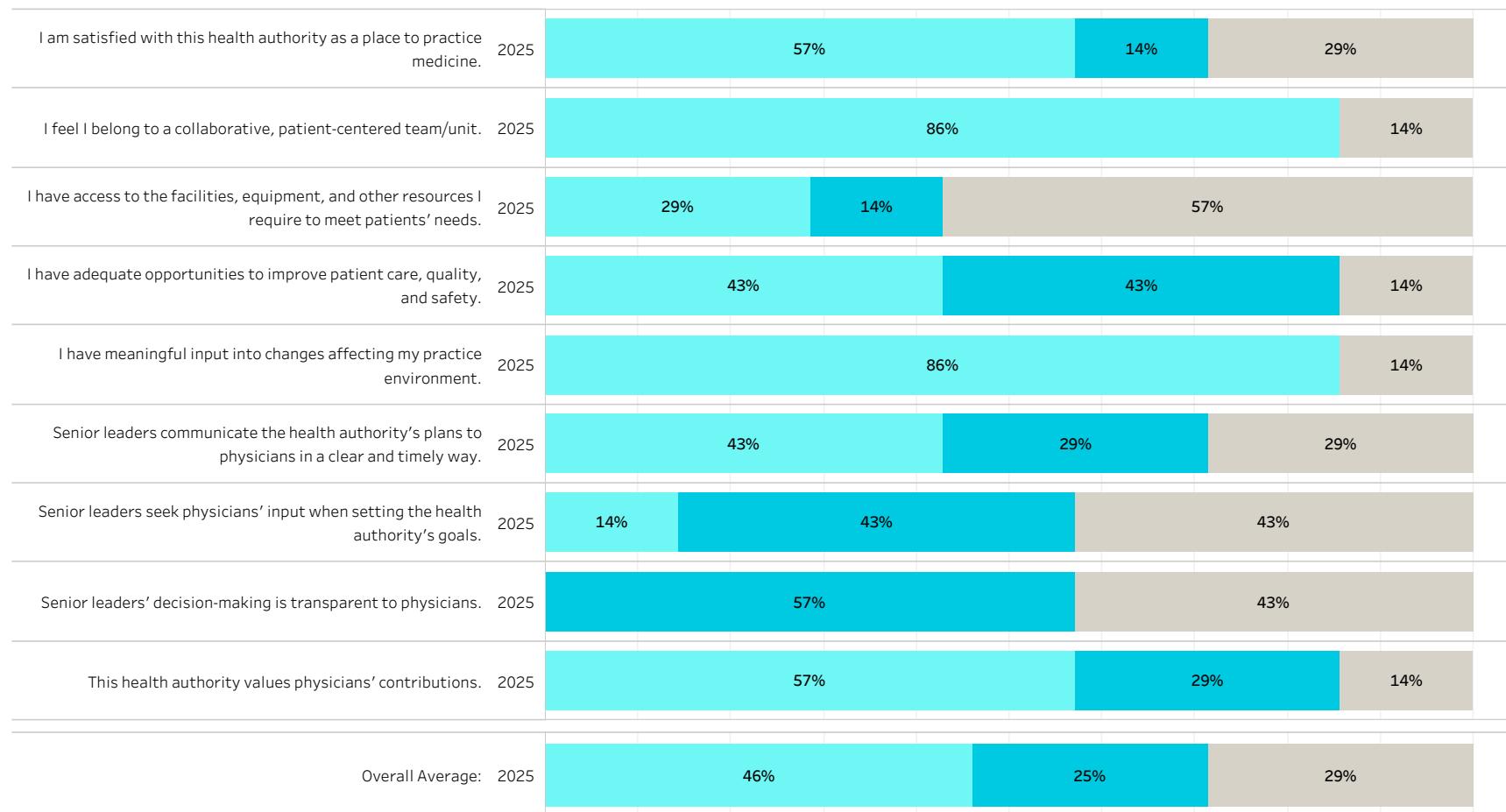
Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Northern Health	Hospital	Haida Gwaii Hospital and Health Centre - Xaayda Gwaay Ngaaysdli Naay	All	All	All

Haida Gwaii Hospital and Health Centre - Xaayda Gwaay Ngaaysdli Naay

2025 Respondents: 7

Engagement



[Legend: Agree (light blue), Neutral (medium blue), Disagree (dark blue)]

2025 Doctors of BC Health Authority Engagement Survey

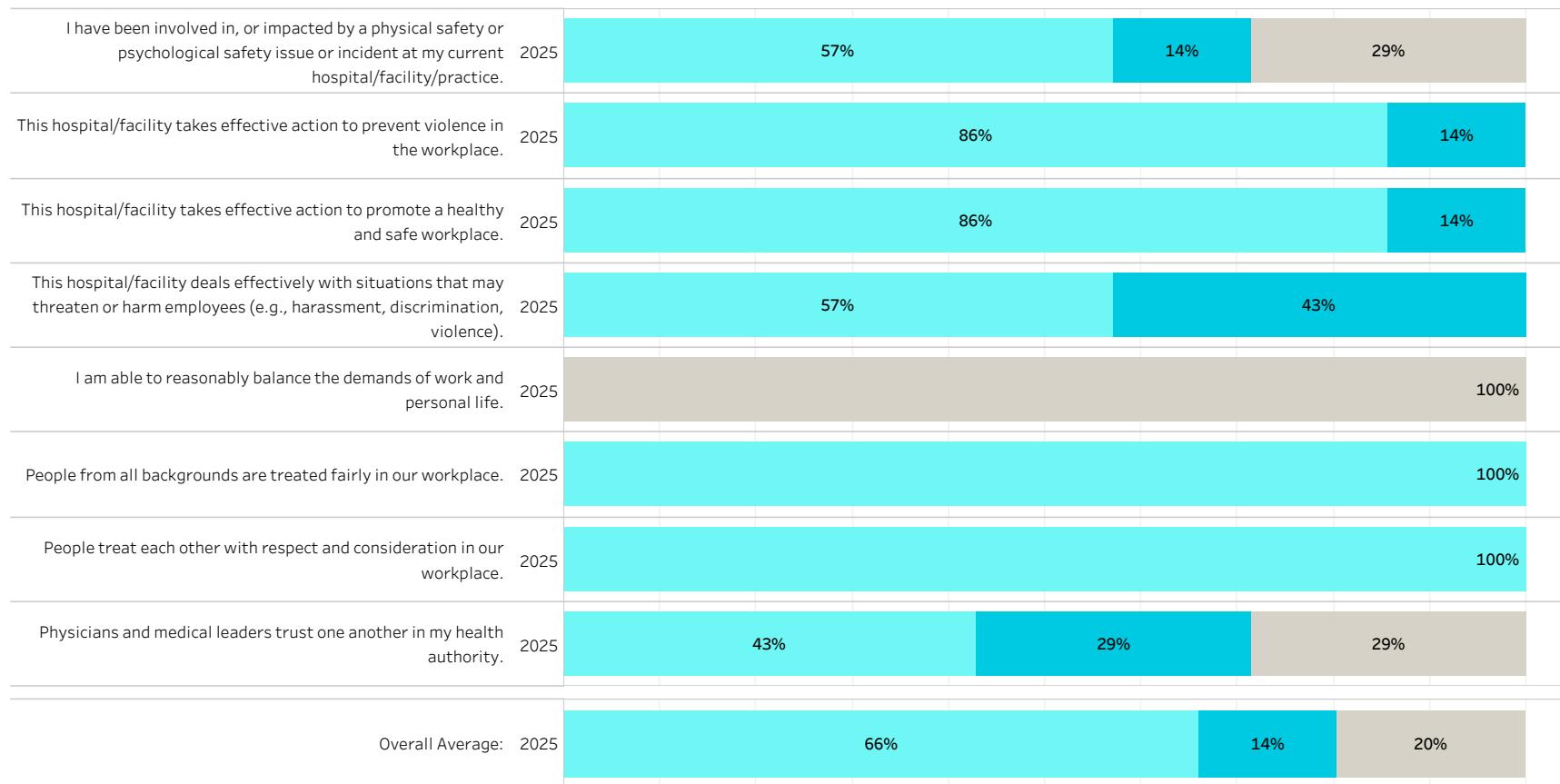
Physician Health & Safety Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Northern Health	Hospital	Haida Gwaii Hospital and Health Centre - Xaayda Gwaay Ngaaysdli Naay	All	All	All

Haida Gwaii Hospital and Health Centre - Xaayda Gwaay Ngaaysdli Naay

2025 Respondents: 7

Physician Health and Safety



[Legend: Agree (light blue), Neutral (dark blue), Disagree (grey)]

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

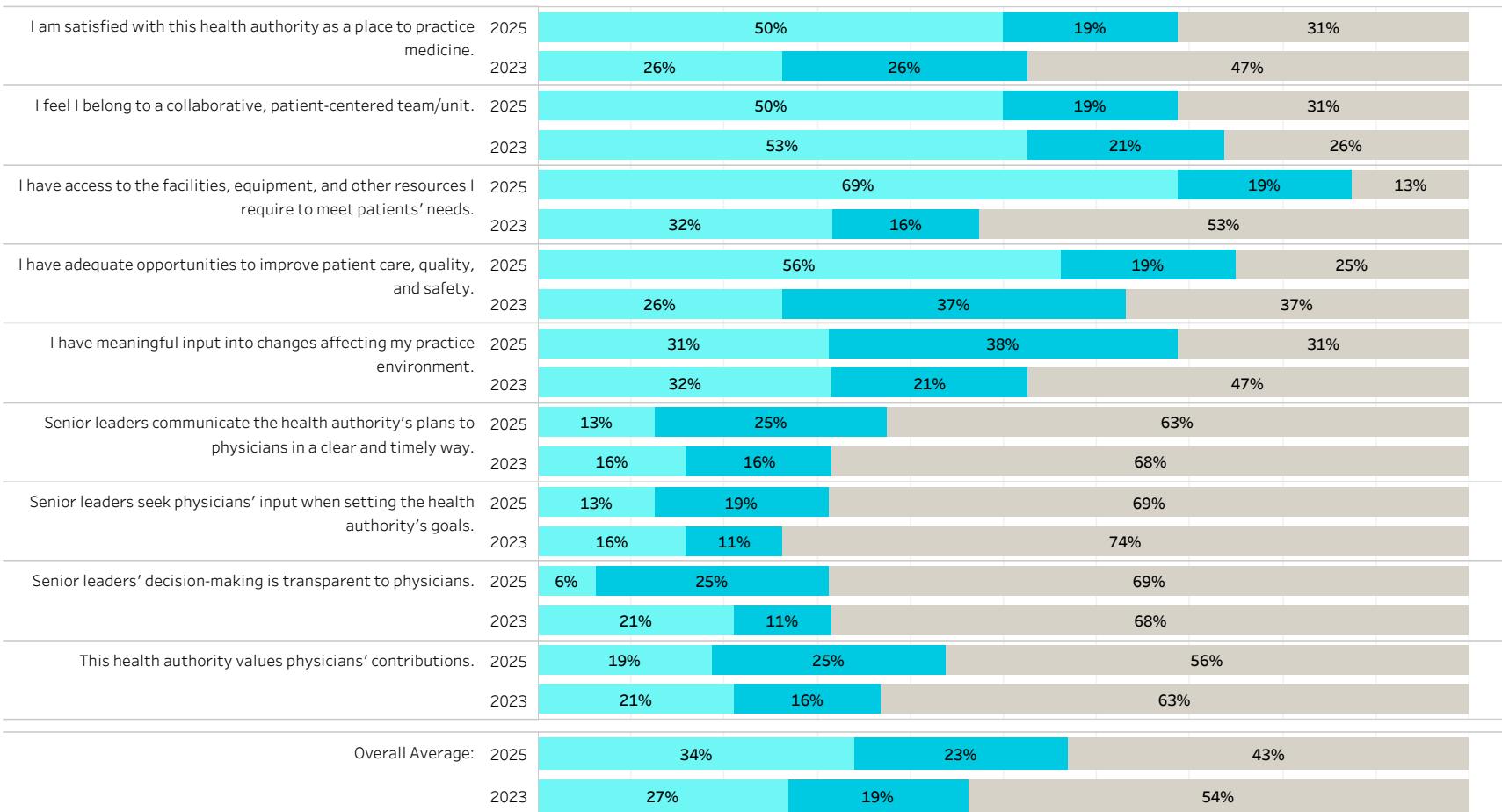
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Northern Health	Hospital	Ksyen Regional Hospital	All	All	All

Ksyen Regional Hospital

2025 **Respondents: 16**

2023 **Respondents: 20**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

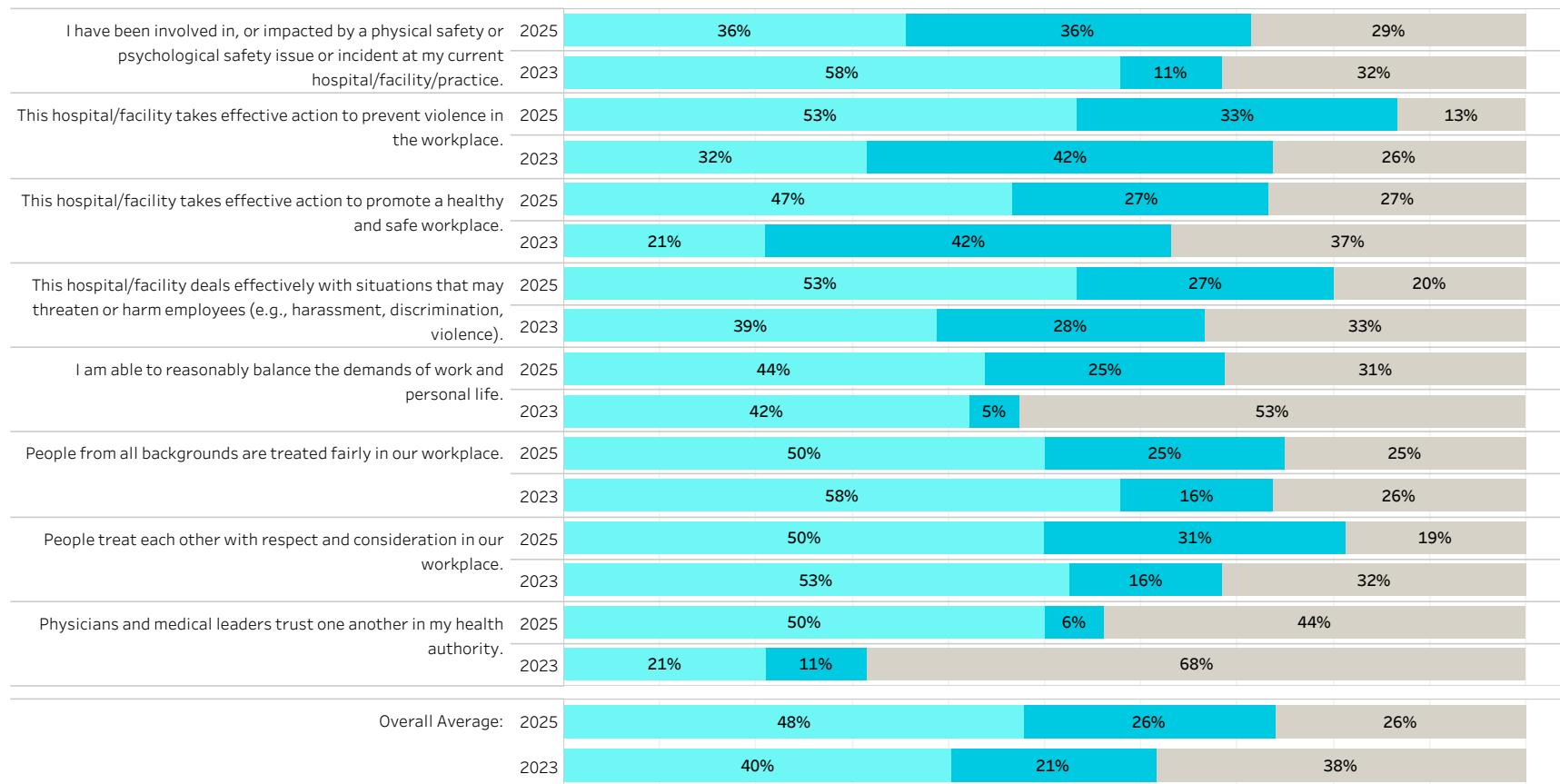
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Northern Health	Hospital	Ksyen Regional Hospital	All	All	All

Ksyen Regional Hospital

2025 Respondents: 16

2023 Respondents: 20

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year 2025	Health Authority Northern Health	Hospital or Division Hospital	Hospital List / Division List Ksyen Regional Hospital	Primary Practice All	Practice Type All	Urban/Rural All	Gender Identity All	Racial Identity All
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Ksyen Regional Hospital

2025	Respondents: 16	Yes*	Count	Mean	Median	Min	Max	
	Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	44%	7	10.6	6.0	2	30
		2023	65%	13	5.8	5.0	1	12

* % of physicians who experienced incidents

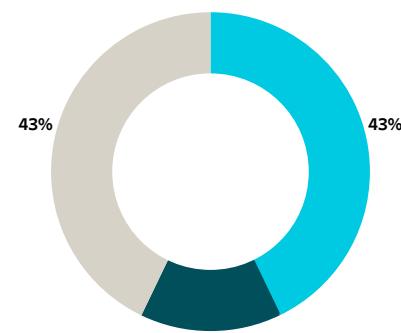
Physical safety incident breakdown

2025

n/a N<5

Psychological safety incident breakdown

2025



1-5 incidents 6-10 incidents 11-50 incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

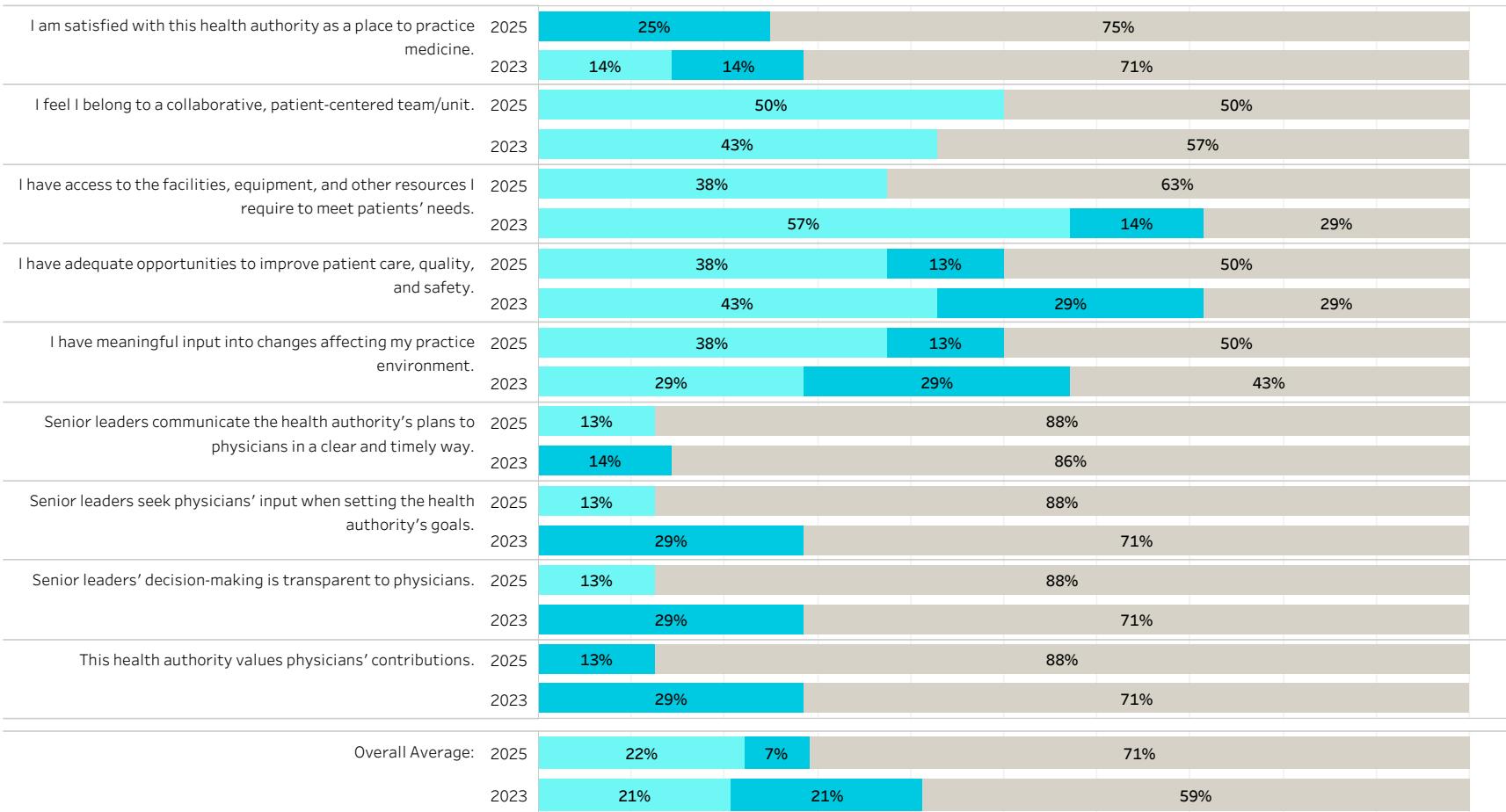
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Northern Health	Hospital	Prince Rupert Regional Hospital	All	All	All

Prince Rupert Regional Hospital

2025 **Respondents: 8**

2023 **Respondents: 7**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

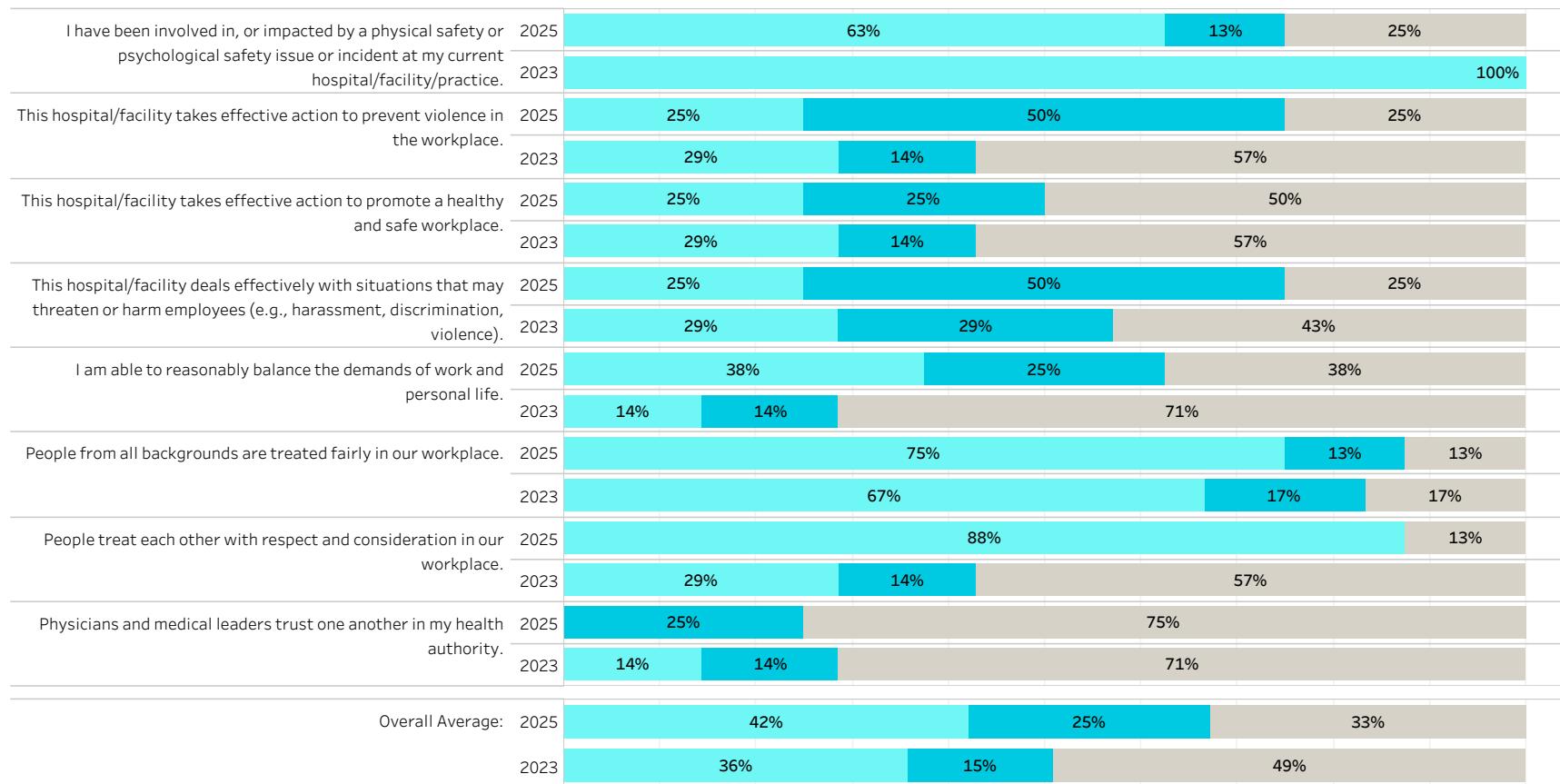
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Northern Health	Hospital	Prince Rupert Regional Hospital	All	All	All

Prince Rupert Regional Hospital

2025 **Respondents: 8**

2023 **Respondents: 7**

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Northern Health	Hospital	Prince Rupert Regional Hospital	All	All	All	All	All

Prince Rupert Regional Hospital

2025 Respondents: 8

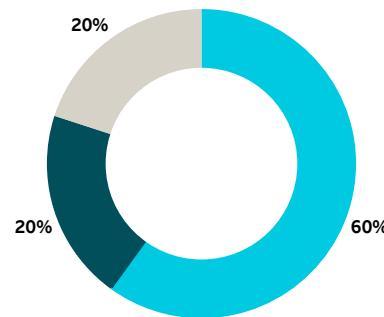
2023 Respondents: 7

	Yes*	Count	Mean	Median	Min	Max	
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	63%	5	6.6	5.0	3	14
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	75%	6	169.8	4.0	1	999
	2023	71%	5	8.2	10.0	1	15

* % of physicians who experienced incidents

Physical safety incident breakdown

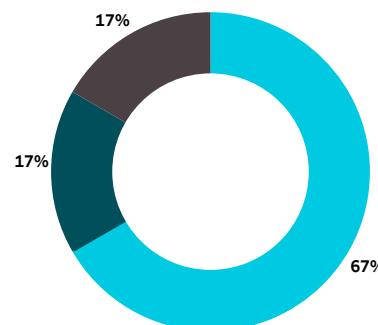
2025



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents

Psychological safety incident breakdown

2025



■ 1-5 incidents ■ 6-10 incidents ■ 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

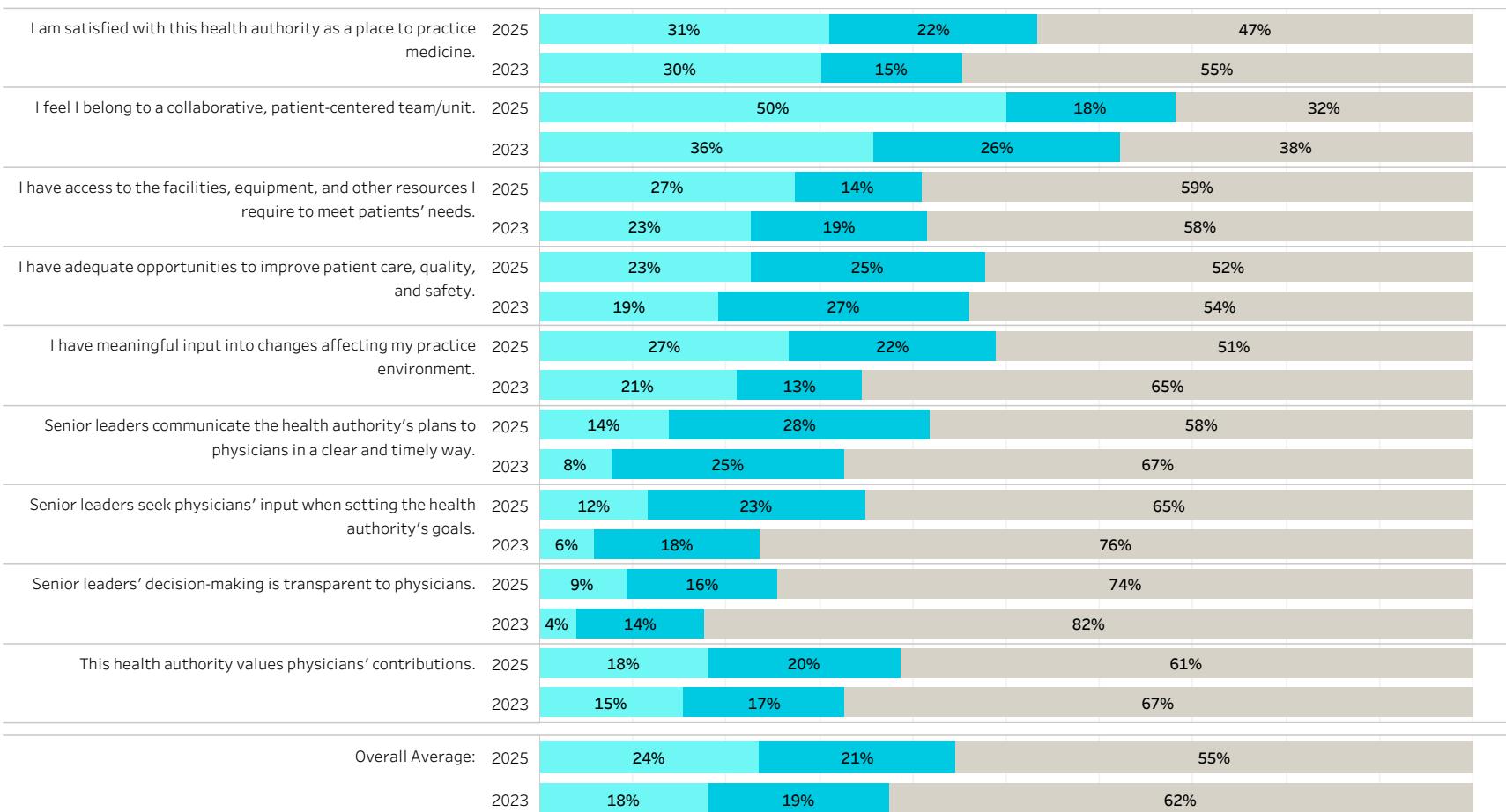
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Northern Health	Hospital	University Hospital of Northern British Columbia (UHNBC)	All	All	All

University Hospital of Northern British Columbia (UHNBC)

2025 Respondents: 45

2023 Respondents: 53

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

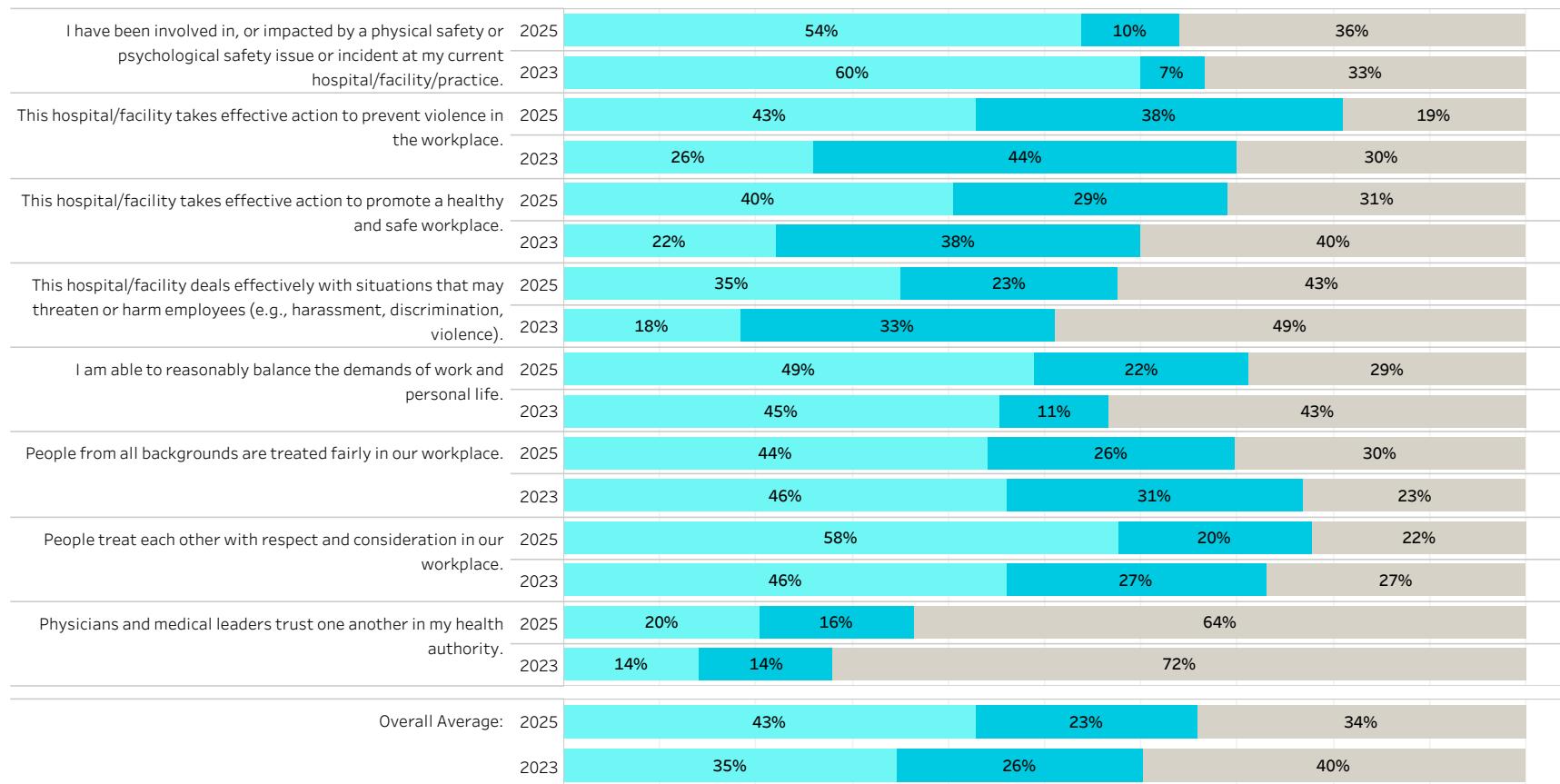
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Northern Health	Hospital	University Hospital of Northern British Columbia (UHNBC)	All	All	All

University Hospital of Northern British Columbia (UHNBC)

2025 Respondents: 45

2023 Respondents: 53

Physician Health and Safety



[Legend: Agree (light blue), Neutral (medium blue), Disagree (grey)]

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Northern Health	Hospital	University Hospital of Northern British Columbia (UHNBC)	All	All	All	All	All

University Hospital of Northern British Columbia (UHNBC)

2025 Respondents: 45

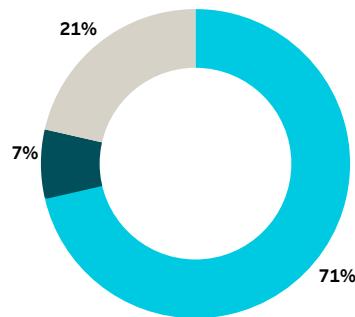
2023 Respondents: 53

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	31%	14	7.7	2.5	1	50
	2023	40%	21	22.5	4.0	1	365
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	44%	20	8.4	5.0	1	30
	2023	60%	32	55.0	5.0	1	999

* % of physicians who experienced incidents

Physical safety incident breakdown

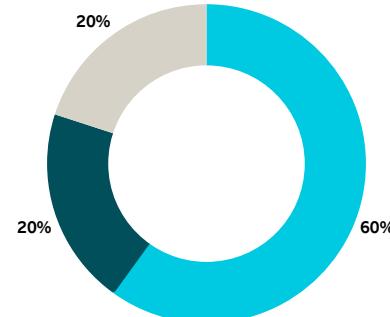
2025



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents

Psychological safety incident breakdown

2025



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents

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.

NOTE: Safety incidents with responses <5 have been excluded from this report.

2025 Doctors of BC Health Authority Engagement Survey

Demographics

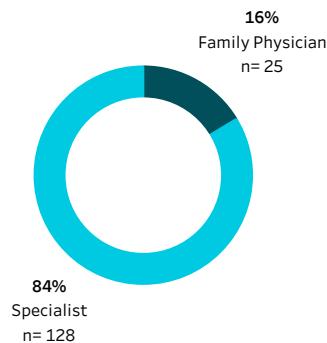
Survey Year
2025

Health Authority
Provincial Health Services Authority

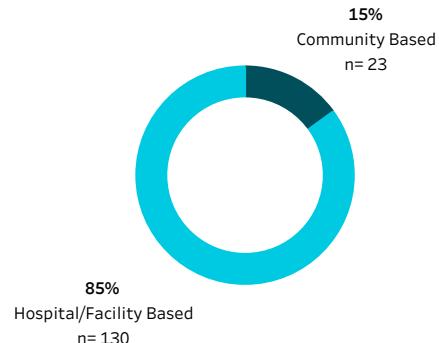
Demographics

(N = 153)

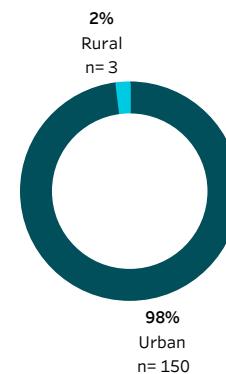
FAMILY PHYSICIANS OR SPECIALISTS



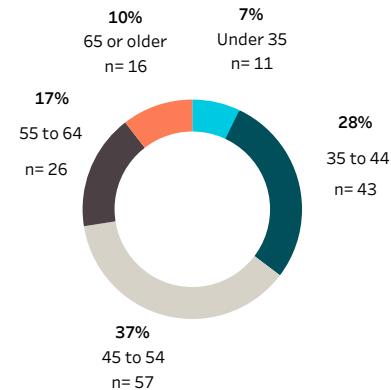
HOSPITAL/FACILITY OR COMMUNITY BASED



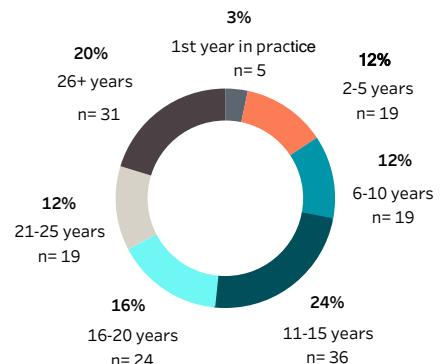
SETTING



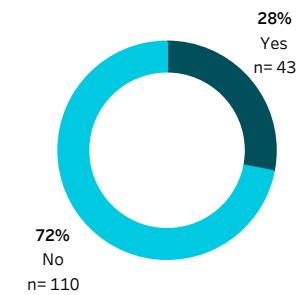
AGE



TENURE



MEDICAL LEADERSHIP



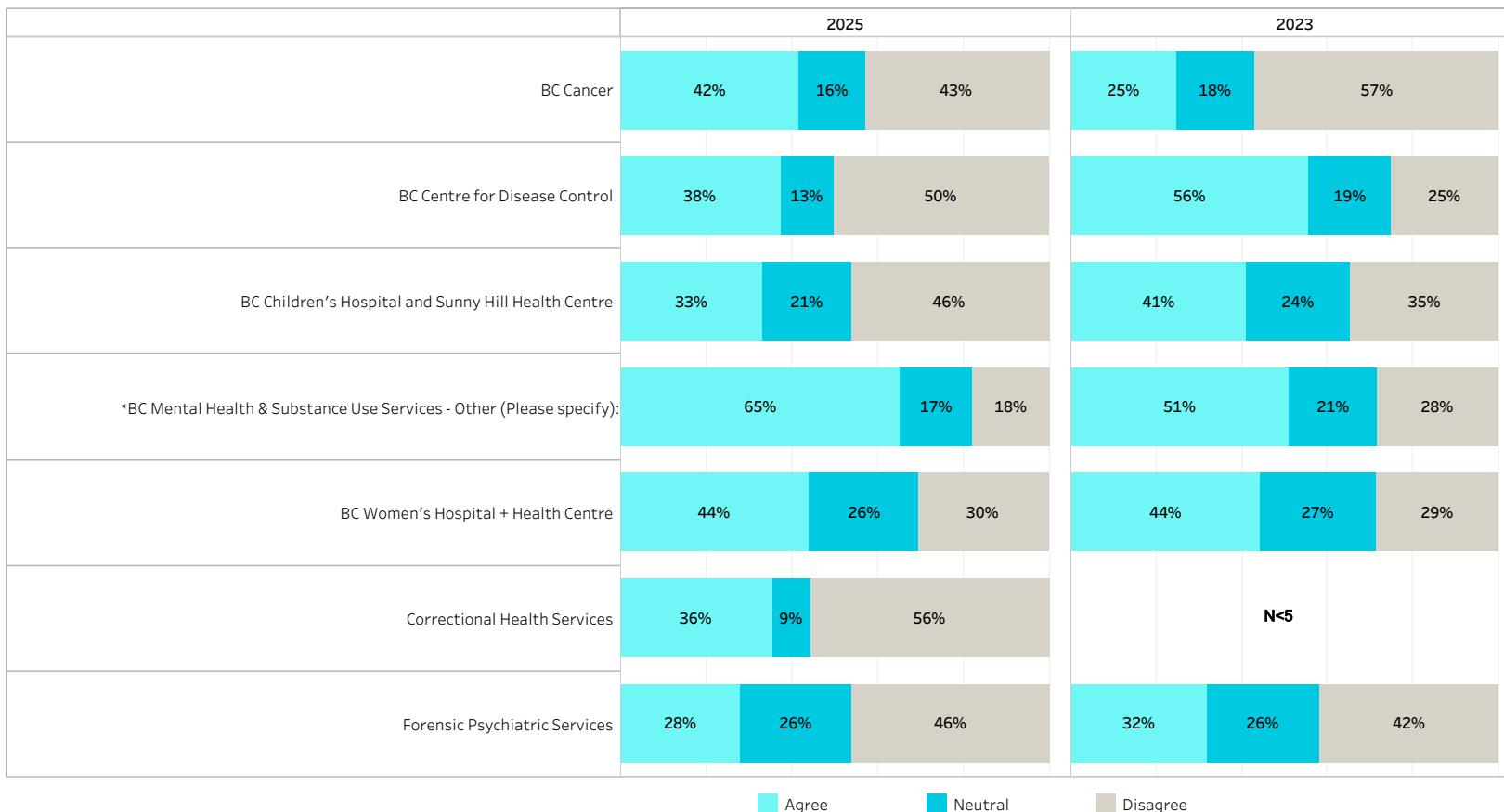
2025 Doctors of BC Health Authority Engagement Survey

Regional Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List
2025	Provincial Health Services Authority	Hospital	Multiple values

All - Hospital

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



*This includes all facilities/services under BCMHSUS program other than Correctional Health or Forensic Psychiatric Services. (e.g., Red Fish Healing Centre, Provincial Assessment services, Heartwood Centre etc.)

2025 Doctors of BC Health Authority Engagement Survey

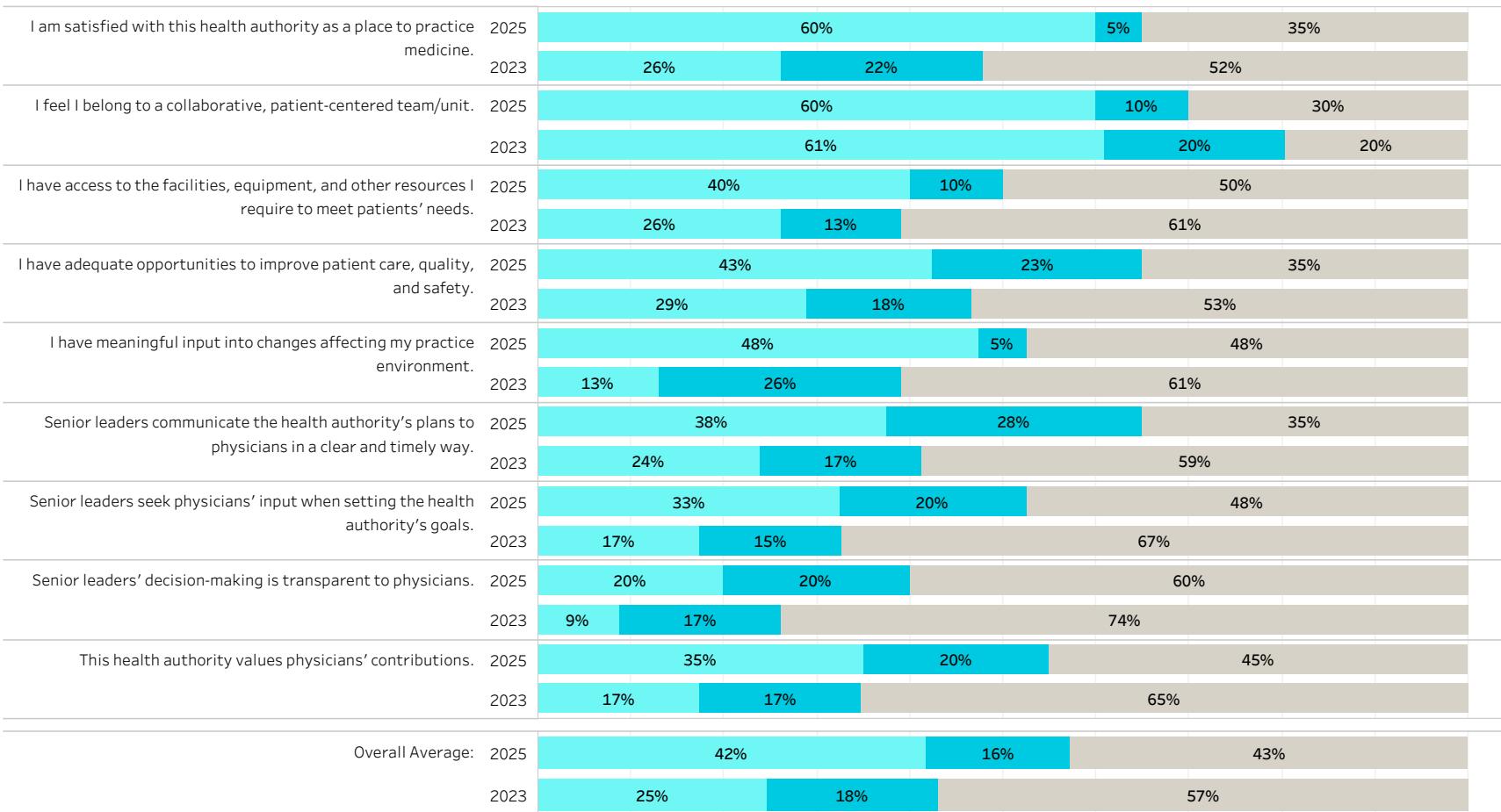
Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Provincial Health Services Authority	Hospital	BC Cancer	All	All	All

BC Cancer

2025	Respondents: 40
2023	Respondents: 46

Engagement



2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

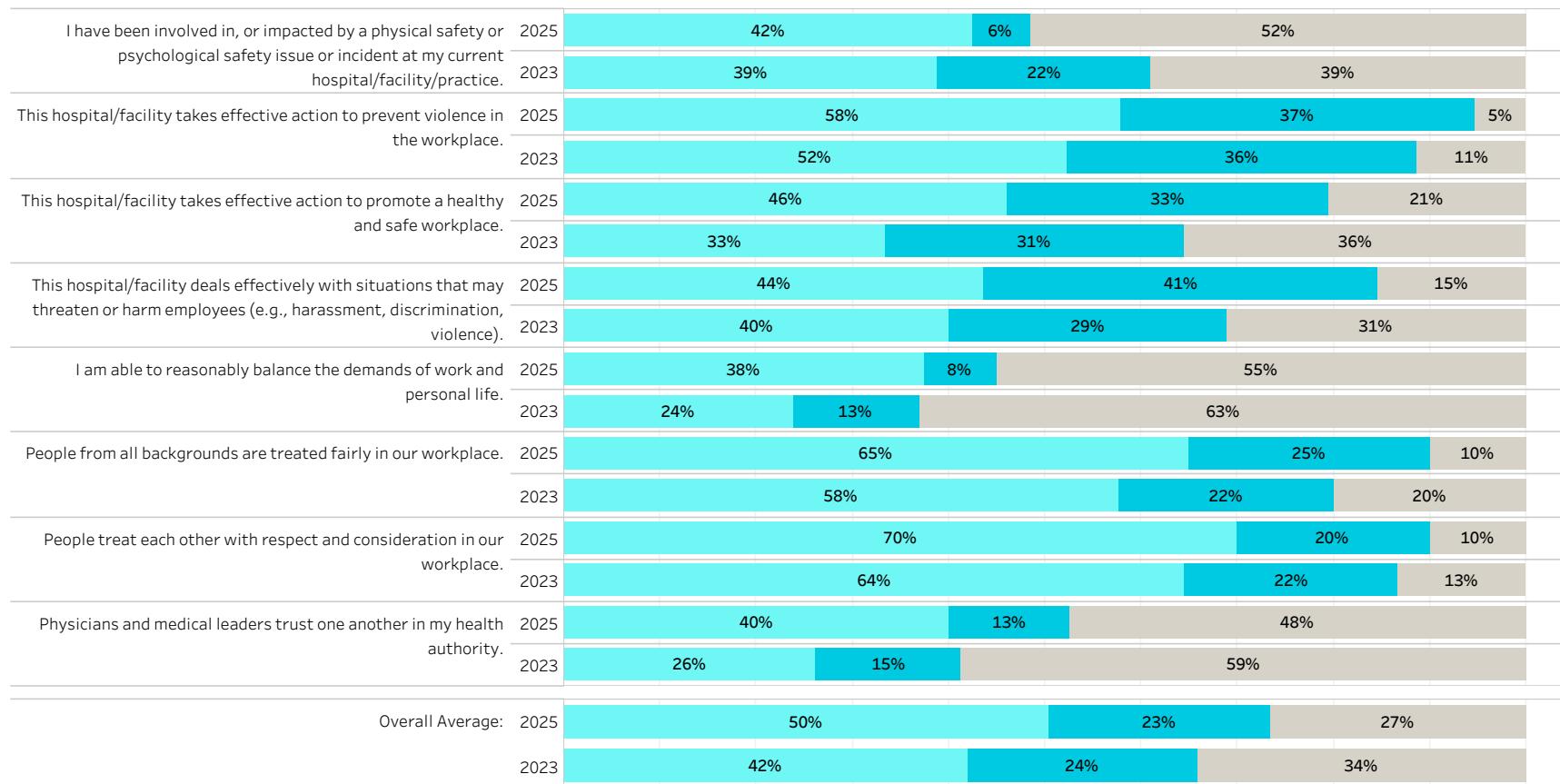
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Provincial Health Services Authority	Hospital	BC Cancer	All	All	All

BC Cancer

2025 Respondents: 40

2023 Respondents: 46

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Provincial Health Services Authority	Hospital	BC Cancer	All	All	All	All	All

BC Cancer

2025 Respondents: 40

2023 Respondents: 46

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	48%	19	3.3	3.0	1	12
	2023	46%	21	22.0	3.0	1	220

* % of physicians who experienced incidents

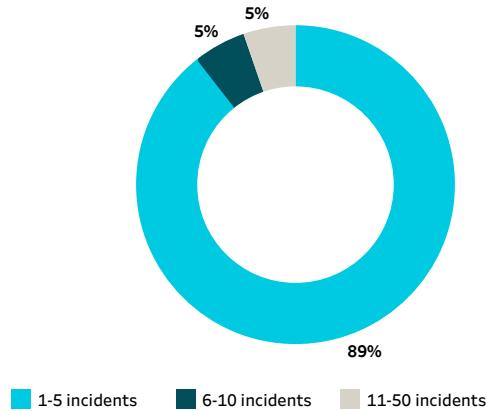
Physical safety incident breakdown

2025

n/a N<5

Psychological safety incident breakdown

2025



2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

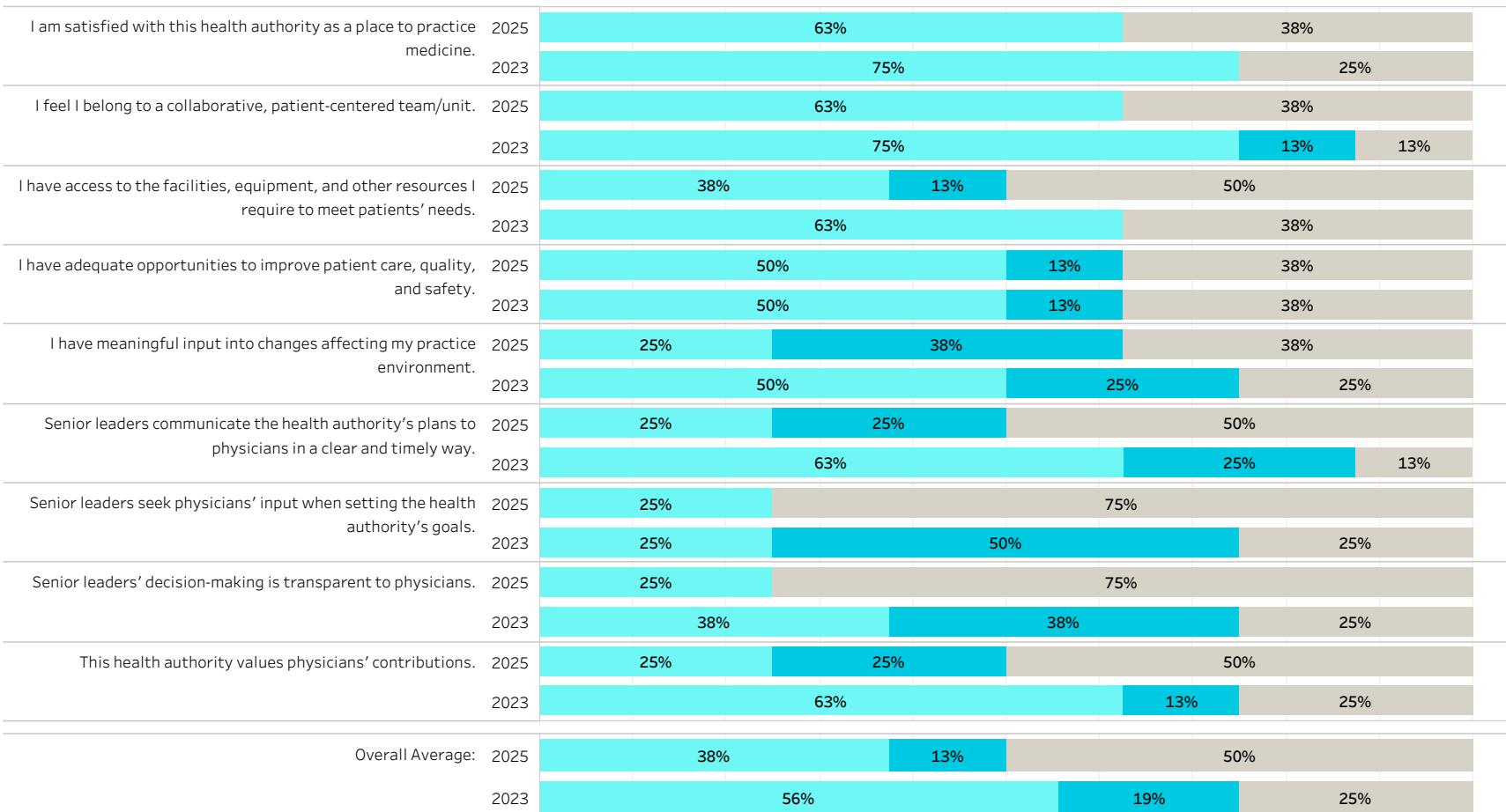
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Provincial Health Services Authority	Hospital	BC Centre for Disease Control	All	All	All

BC Centre for Disease Control

2025 Respondents: 8

2023 Respondents: 8

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

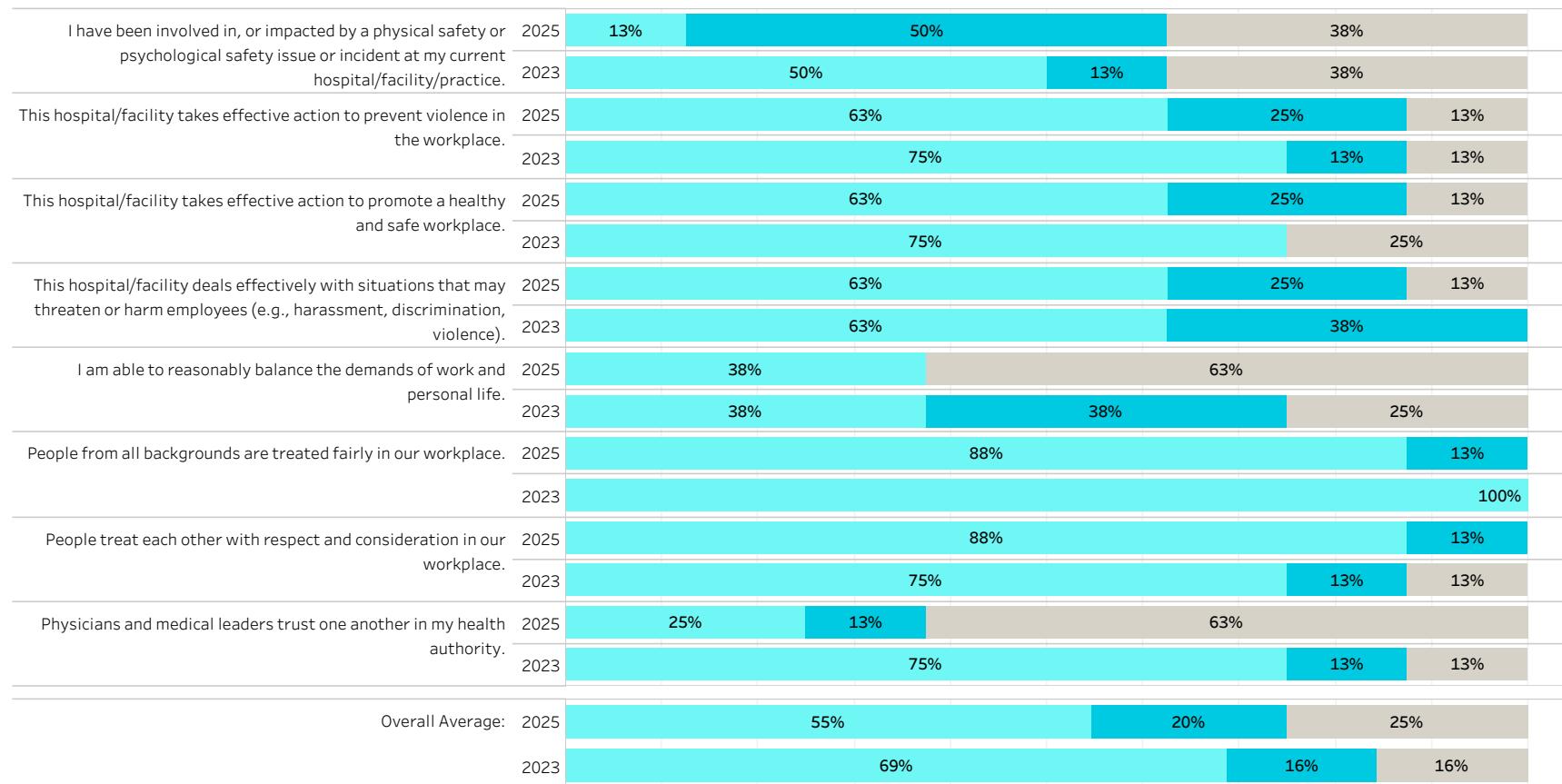
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Provincial Health Services Authority	Hospital	BC Centre for Disease Control	All	All	All

BC Centre for Disease Control

2025 Respondents: 8

2023 Respondents: 8

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Provincial Health Services Authority	Hospital	BC Centre for Disease Control	All	All	All	All	All

BC Centre for Disease Control

2025 Respondents: 8

	Yes*	Count	Mean	Median	Min	Max	
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	63%	5	38.2	25.0	1	100

* % of physicians who experienced incidents

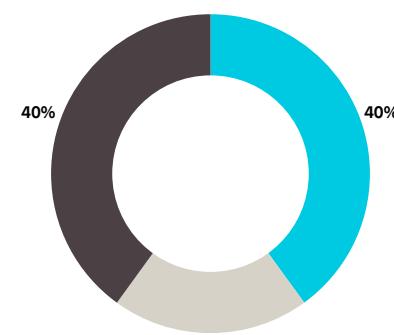
Physical safety incident breakdown

2025

n/a N<5

Psychological safety incident breakdown

2025



1-5 incidents 11-50 incidents 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

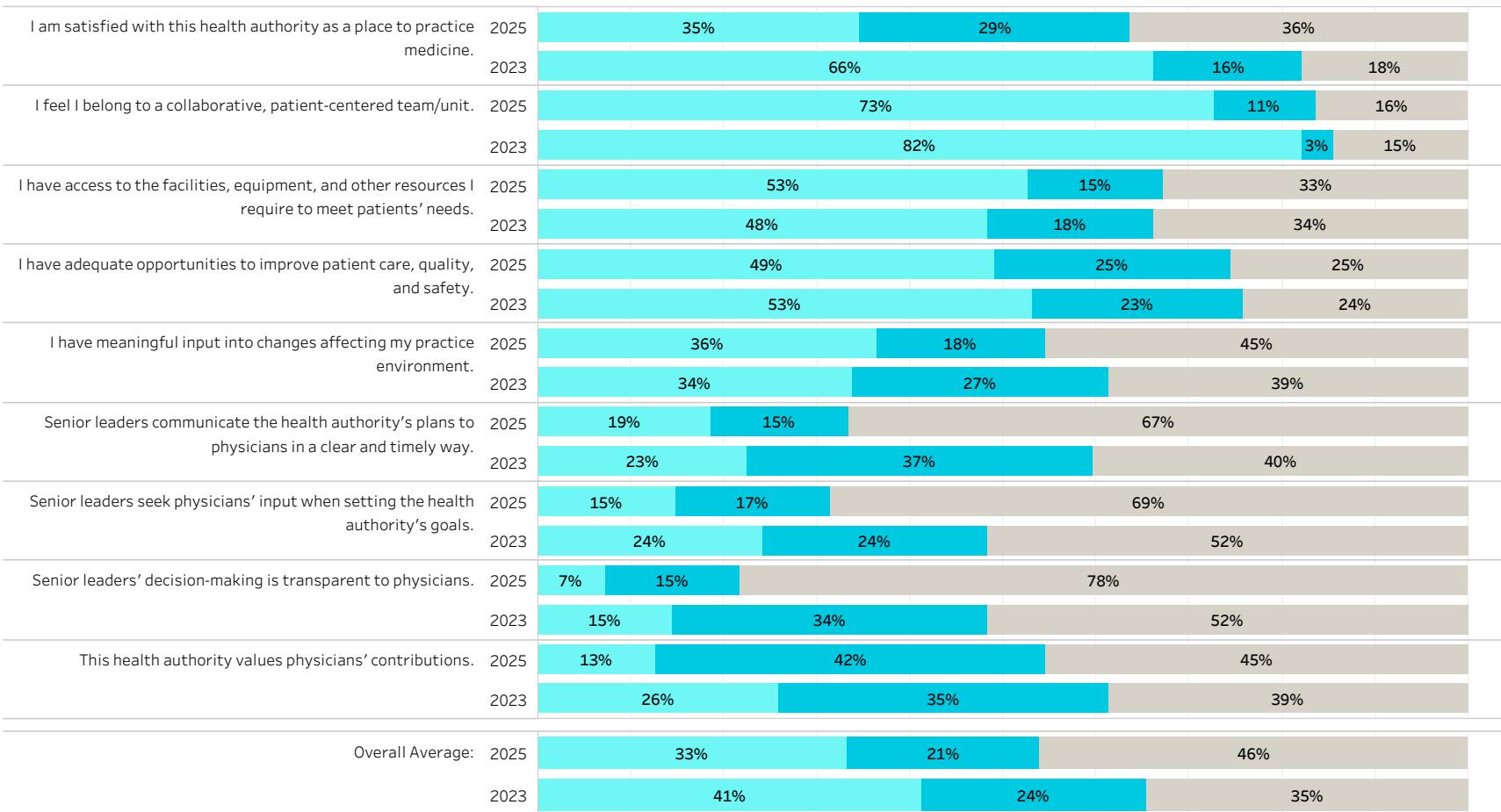
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Provincial Health Services Authority	Hospital	BC Children's Hospital and Sunny Hill Health Centre	All	All	All

BC Children's Hospital and Sunny Hill Health Centre

2025 Respondents: 55

2023 Respondents: 62

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

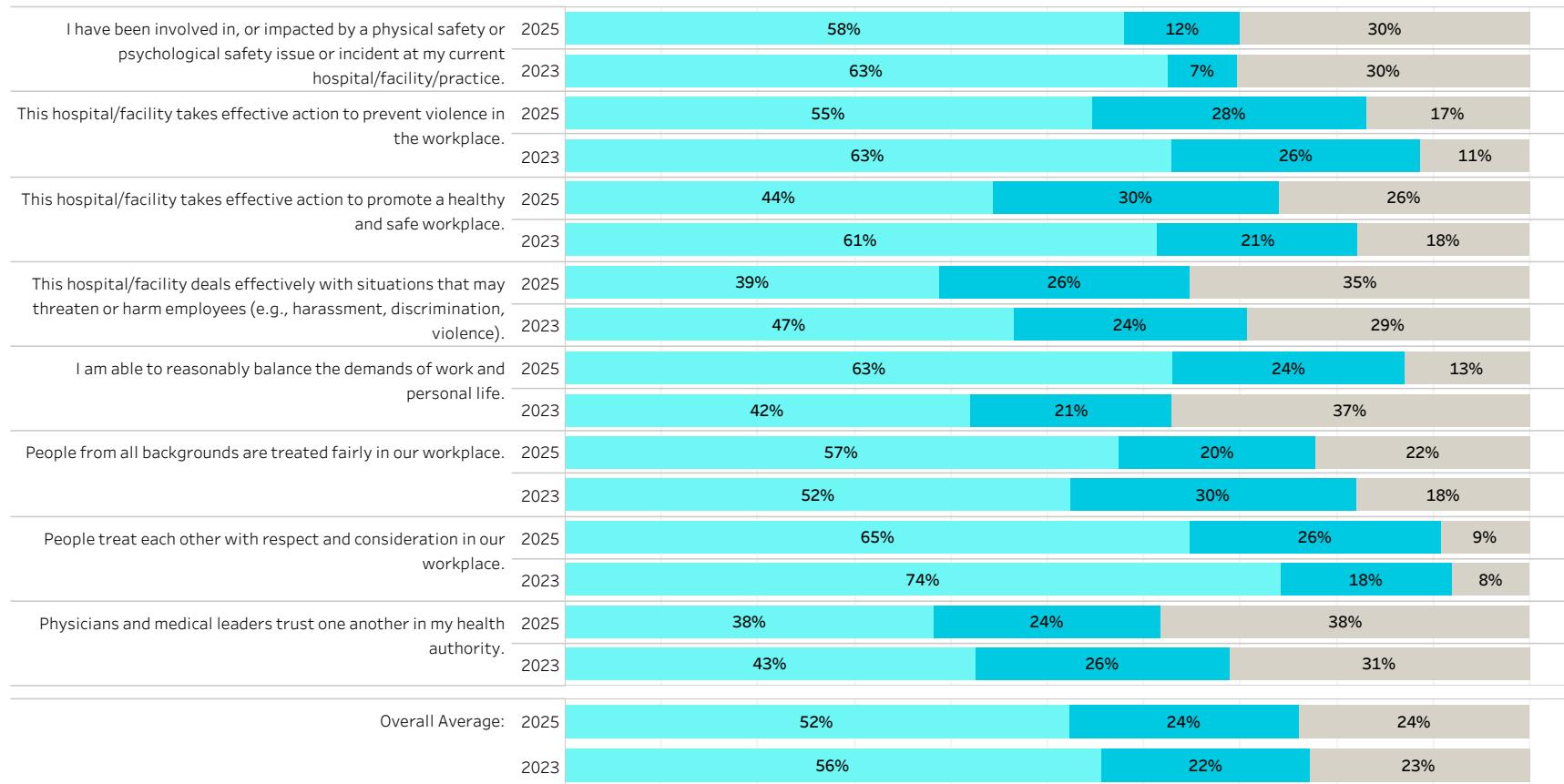
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Provincial Health Services Authority	Hospital	BC Children's Hospital and Sunny Hill Health Centre	All	All	All

BC Children's Hospital and Sunny Hill Health Centre

2025 Respondents: 55

2023 Respondents: 62

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Provincial Health Services Authority	Hospital	BC Children's Hospital and Sunny Hill Health Centre	All	All	All	All	All

BC Children's Hospital and Sunny Hill Health Centre

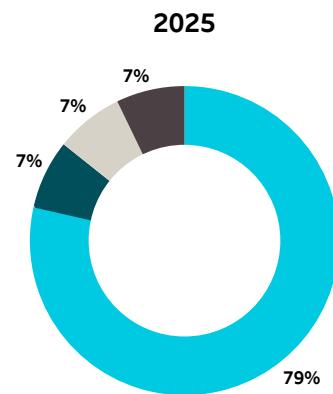
2025 Respondents: 55

2023 Respondents: 62

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	25%	14	14.2	1.5	1	150
	2023	34%	21	3.0	2.0	1	10
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	53%	29	13.6	3.0	1	175
	2023	60%	37	5.5	3.0	1	30

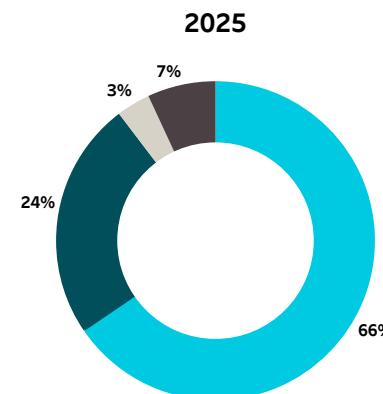
* % of physicians who experienced incidents

Physical safety incident breakdown



1-5 incidents 6-10 incidents 11-50 incidents 51+ incidents

Psychological safety incident breakdown



1-5 incidents 6-10 incidents 11-50 incidents 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

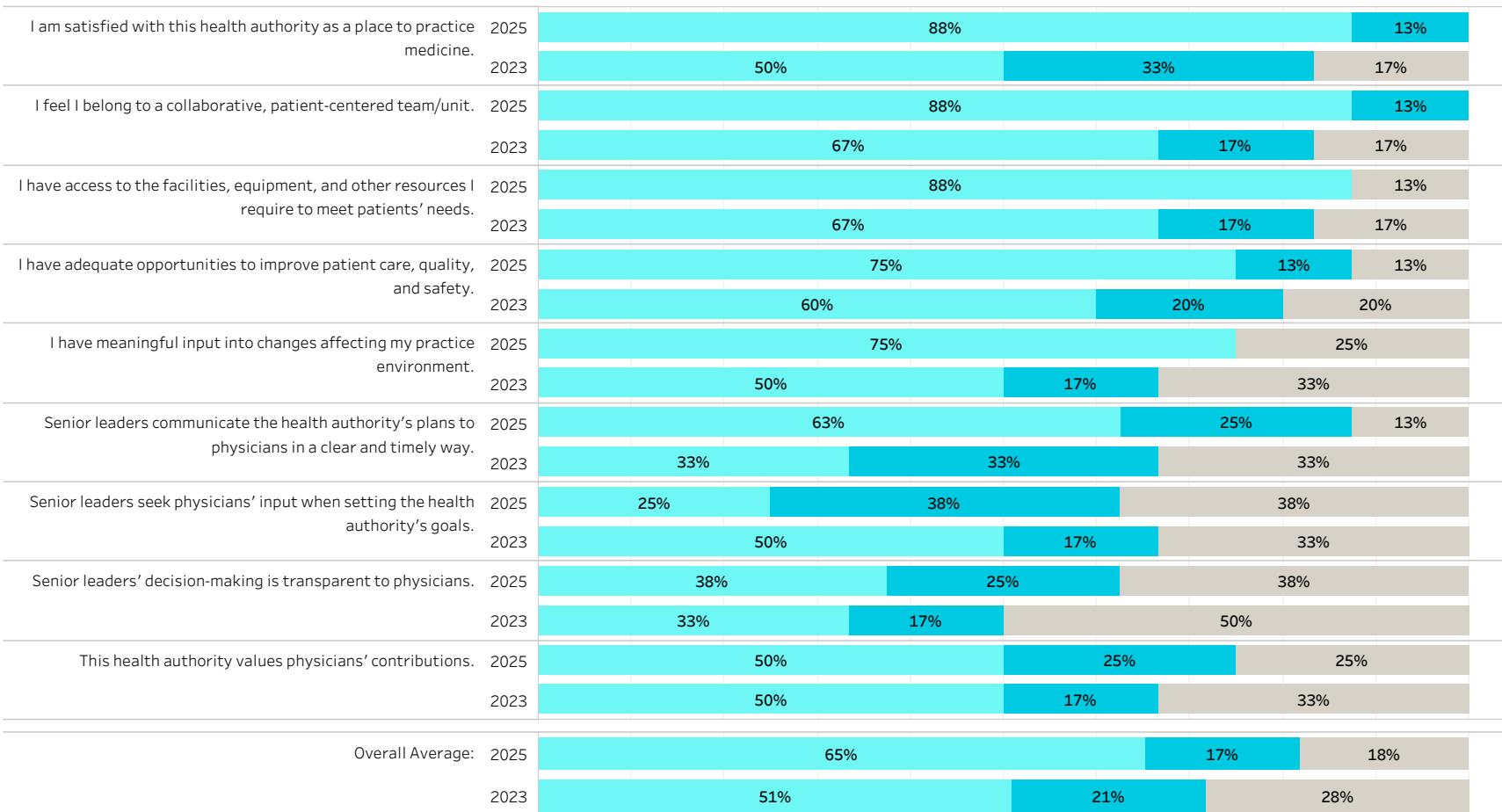
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Provincial Health Services Authority	Hospital	BC Mental Health & Substance Use Services - Other (Please Specify):	All	All	All

BC Mental Health & Substance Use Services - Other (Please specify):

2025 Respondents: 8

2023 Respondents: 6

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

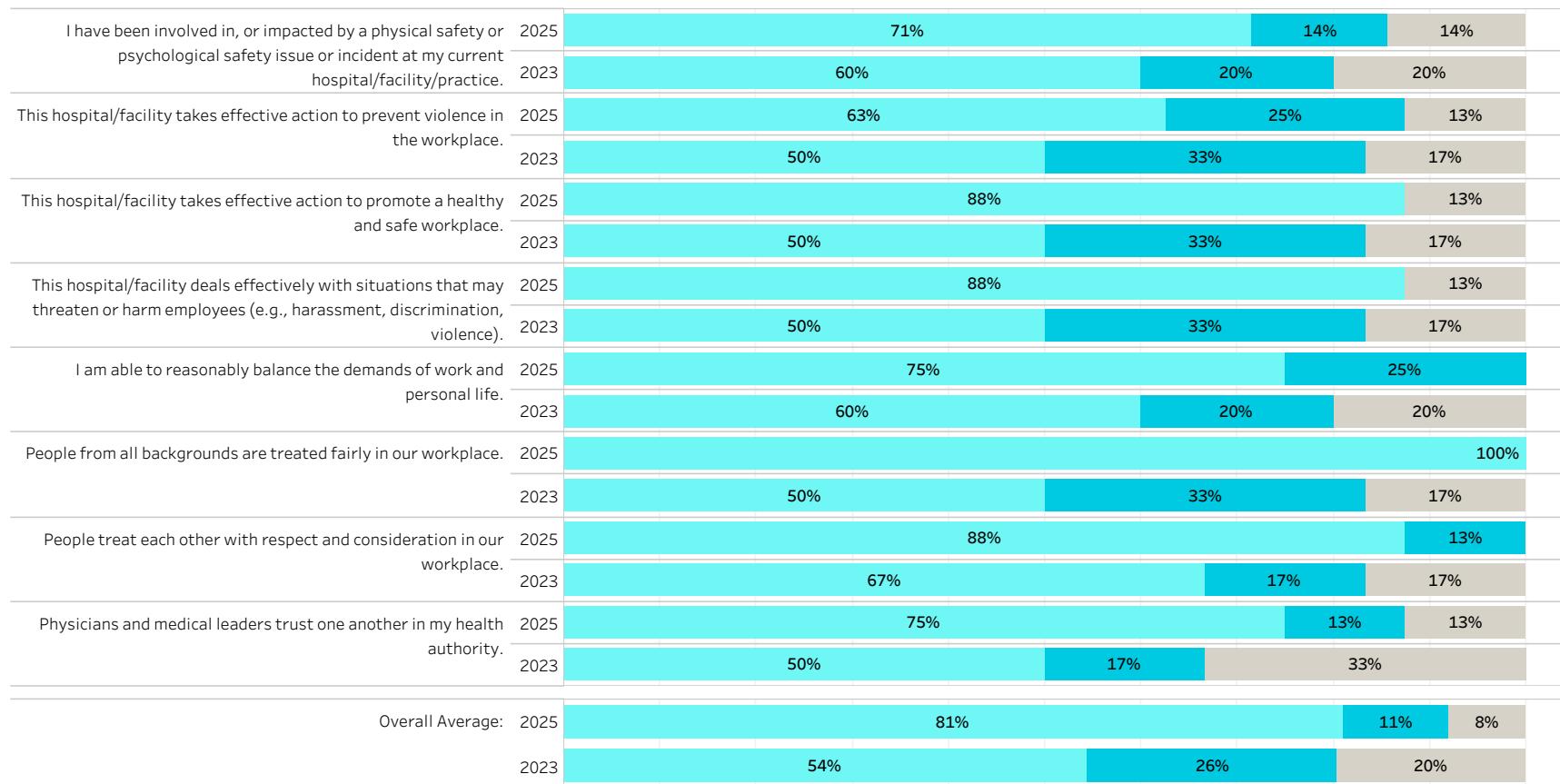
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Provincial Health Services Authority	Hospital	BC Mental Health & Substance Use Services - Other (Please Specify):	All	All	All

BC Mental Health & Substance Use Services - Other (Please specify):

2025 Respondents: 8

2023 Respondents: 6

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

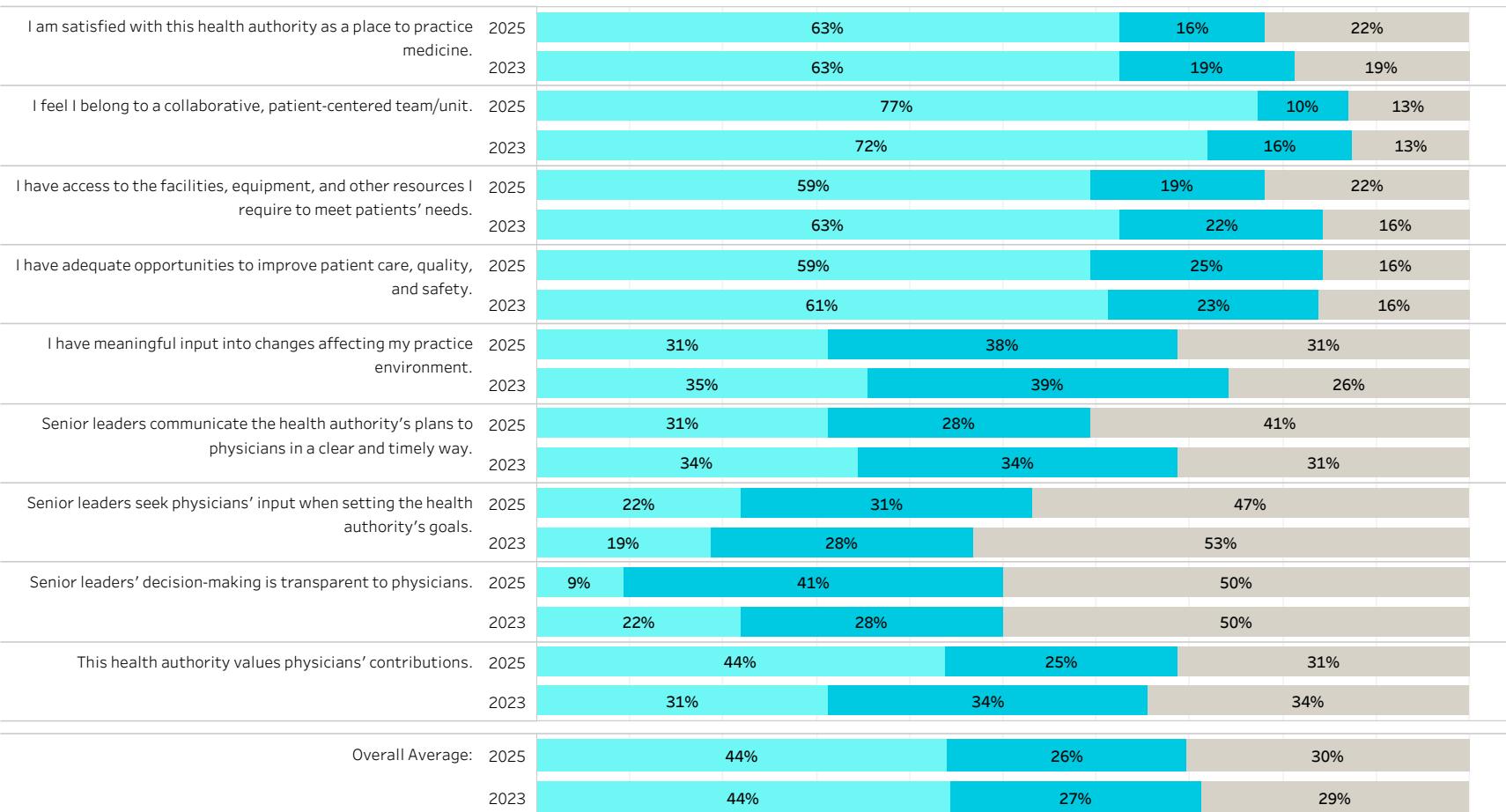
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Provincial Health Services Authority	Hospital	BC Women's Hospital + Health Centre	All	All	All

BC Women's Hospital + Health Centre

2025 Respondents: 32

2023 Respondents: 32

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

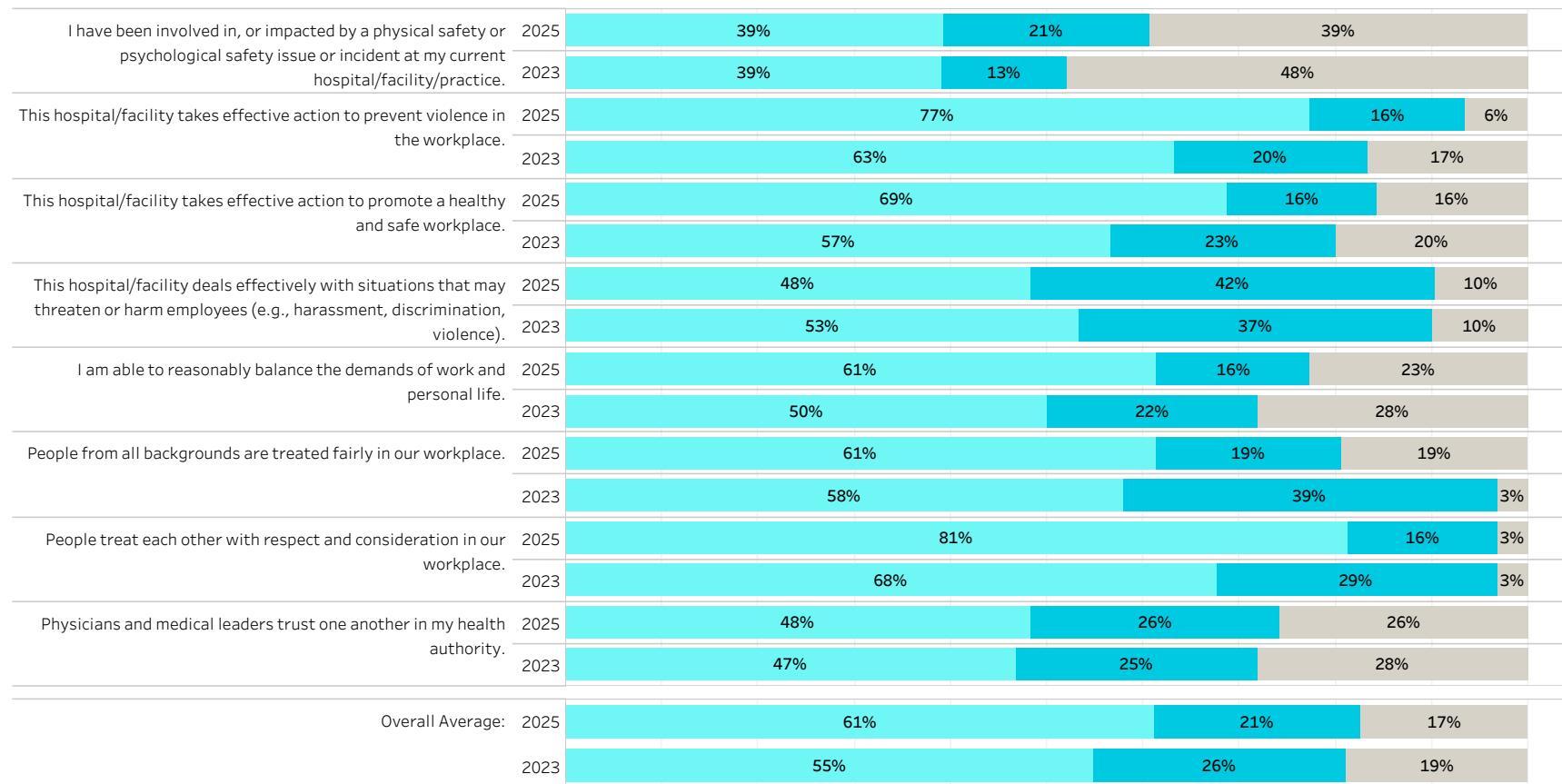
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Provincial Health Services Authority	Hospital	BC Women's Hospital + Health Centre	All	All	All

BC Women's Hospital + Health Centre

2025 Respondents: 32

2023 Respondents: 32

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Provincial Health Services Authority	Hospital	BC Women's Hospital + Health Centre	All	All	All	All	All

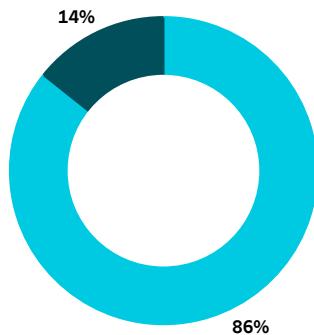
BC Women's Hospital + Health Centre

	2025	Respondents: 32	2023	Respondents: 32	Yes*	Count	Mean	Median	Min	Max	
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)					2025	22%	7	2.6	1.0	1	8
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)					2025	38%	12	6.3	4.5	1	20
					2023	47%	15	3.4	3.0	1	10

* % of physicians who experienced incidents

Physical safety incident breakdown

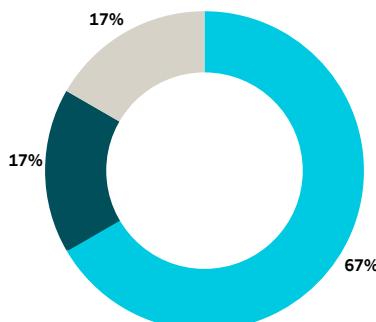
2025



■ 1-5 incidents ■ 6-10 incidents

Psychological safety incident breakdown

2025



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents

2025 Doctors of BC Health Authority Engagement Survey

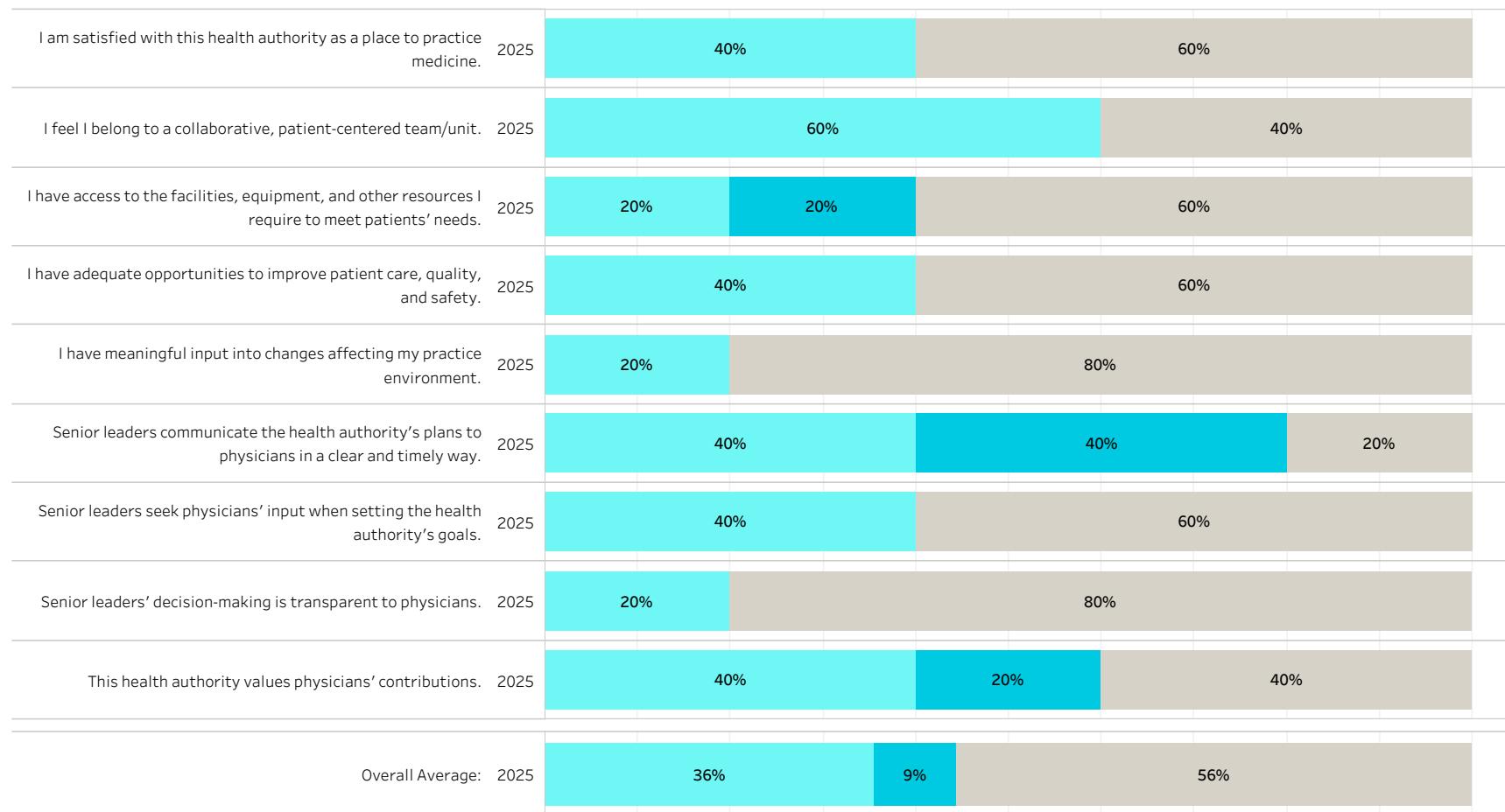
Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Provincial Health Services Authority	Hospital	Correctional Health Services	All	All	All

Correctional Health Services

2025 Respondents: 5

Engagement



■ Agree ■ Neutral ■ Disagree

2025 Doctors of BC Health Authority Engagement Survey

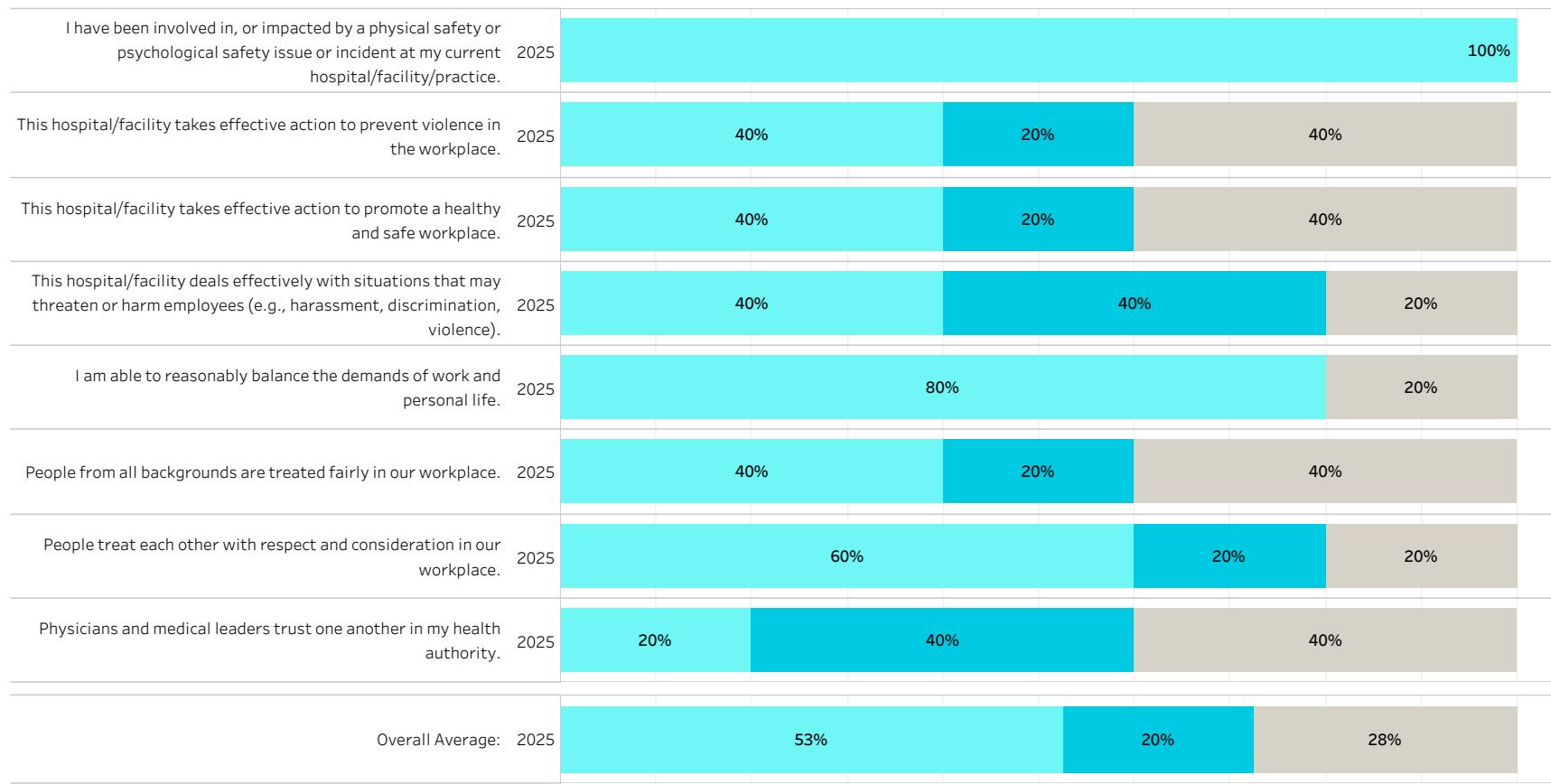
Physician Health & Safety Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Provincial Health Services Authority	Hospital	Correctional Health Services	All	All	All

Correctional Health Services

2025 Respondents: 5

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

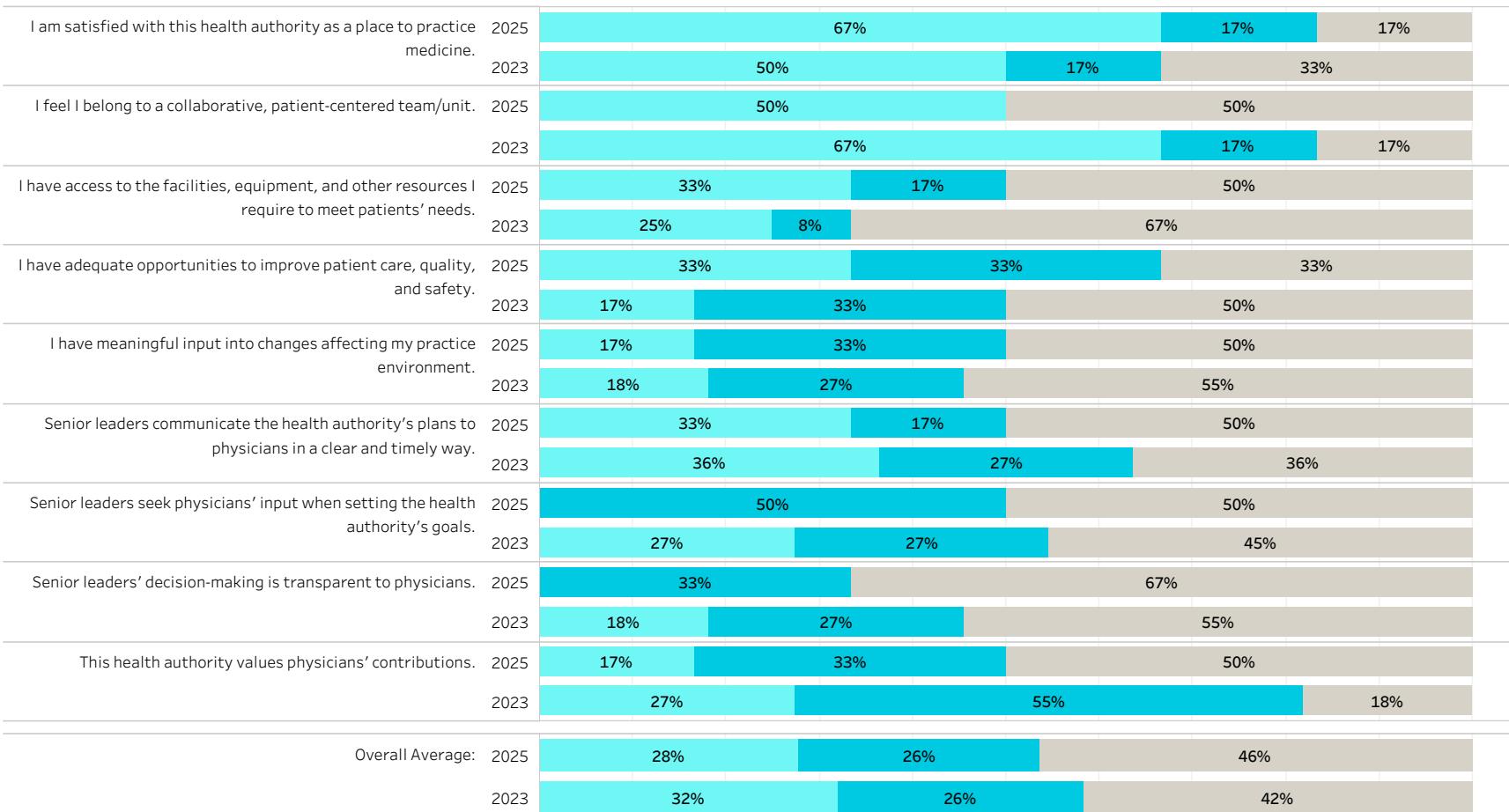
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Provincial Health Services Authority	Hospital	Forensic Psychiatric Services	All	All	All

Forensic Psychiatric Services

2025 Respondents: 6

2023 Respondents: 12

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

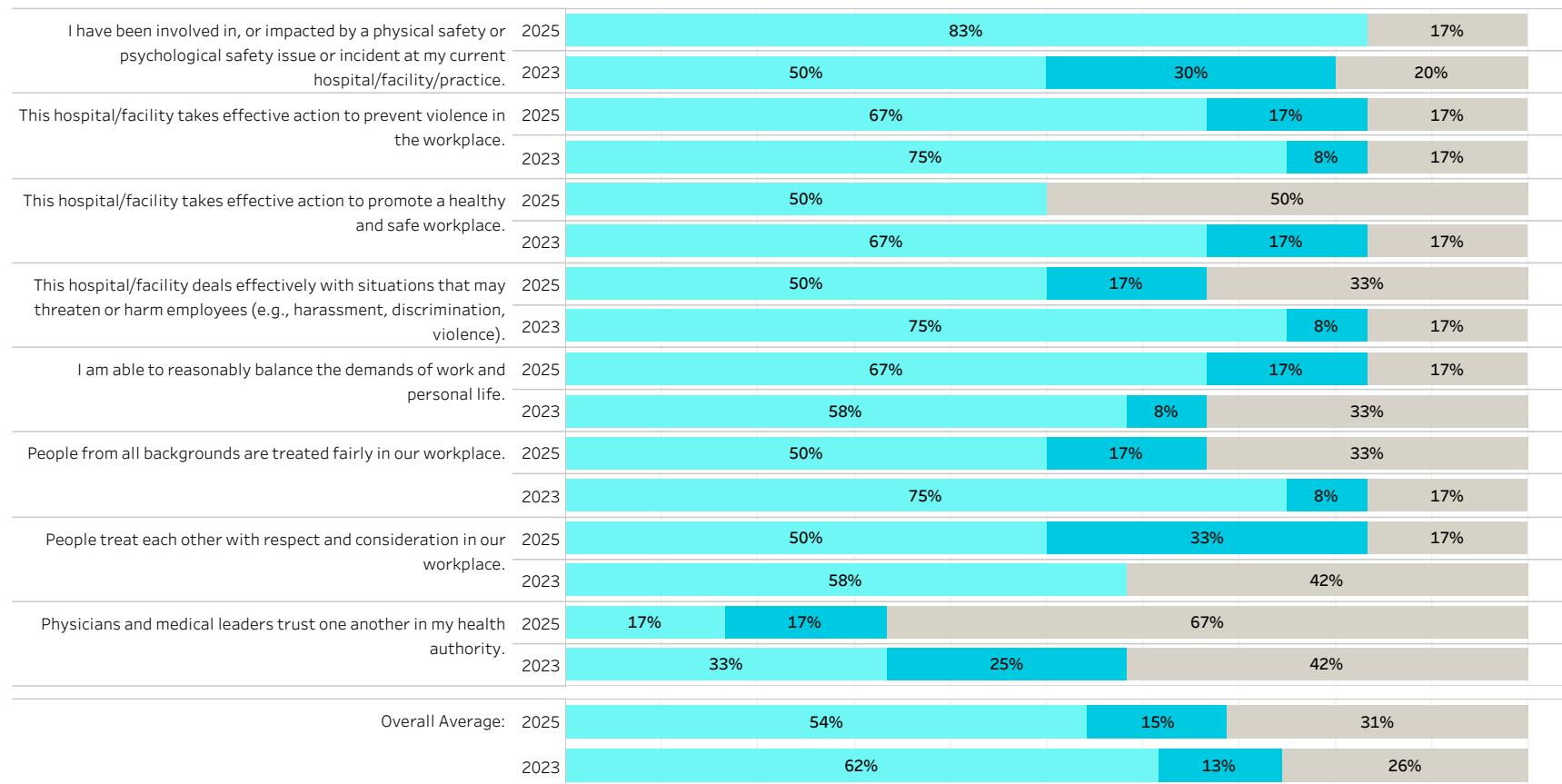
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Provincial Health Services Authority	Hospital	Forensic Psychiatric Services	All	All	All

Forensic Psychiatric Services

2025 Respondents: 6

2023 Respondents: 12

Physician Health and Safety



Agree Neutral Disagree

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.

NOTE: Safety incidents with responses <5 have been excluded from this report.

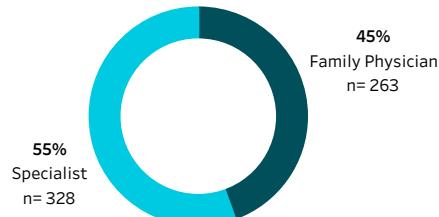
2025 Doctors of BC Health Authority Engagement Survey Demographics

Survey Year
2025 Health Authority
Vancouver Coastal Health Authority

Demographics

(N = 591)

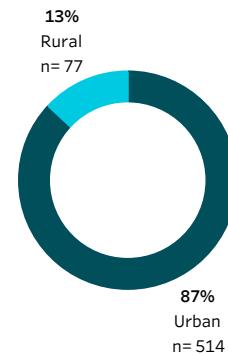
FAMILY PHYSICIANS OR SPECIALISTS



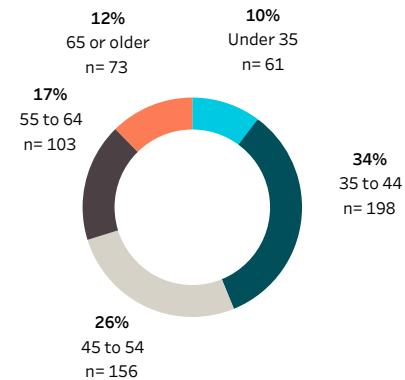
HOSPITAL/FACILITY OR COMMUNITY BASED



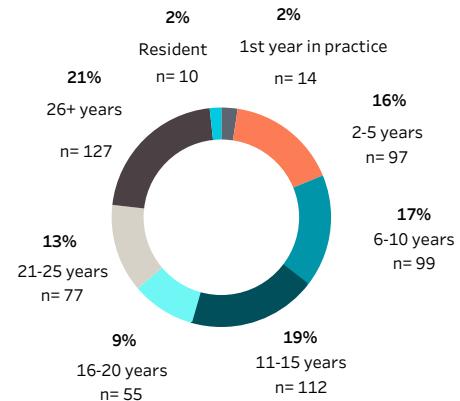
SETTING



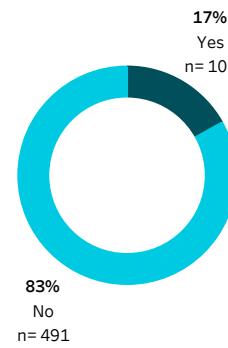
AGE



TENURE



MEDICAL LEADERSHIP



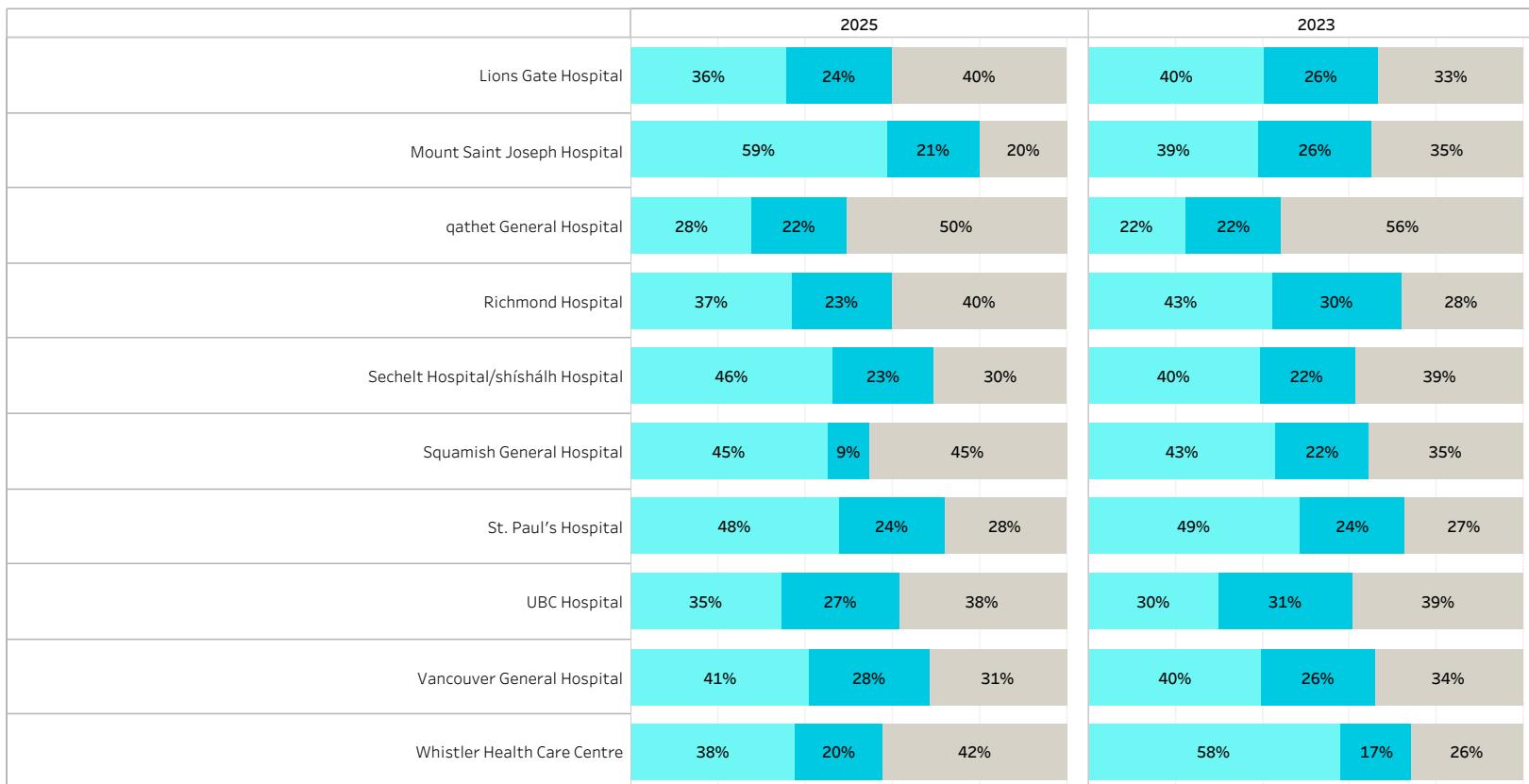
2025 Doctors of BC Health Authority Engagement Survey

Regional Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List
2025	Vancouver Coastal Health	Hospital	Multiple values

All - Hospital

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



■ Agree

■ Neutral

■ Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

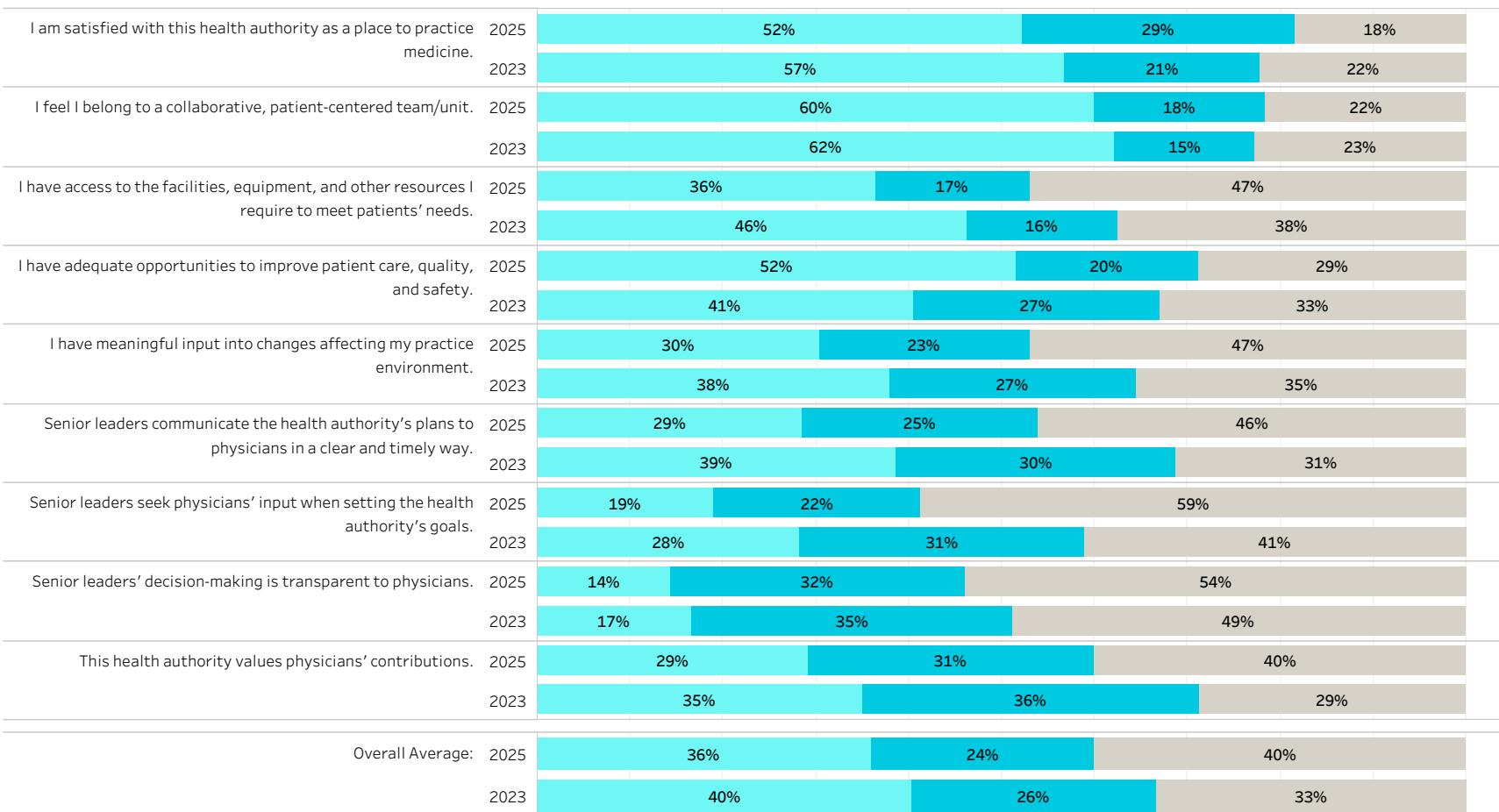
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal Health	Hospital	Lions Gate Hospital	All	All	All

Lions Gate Hospital

2025 Respondents: 67

2023 Respondents: 81

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

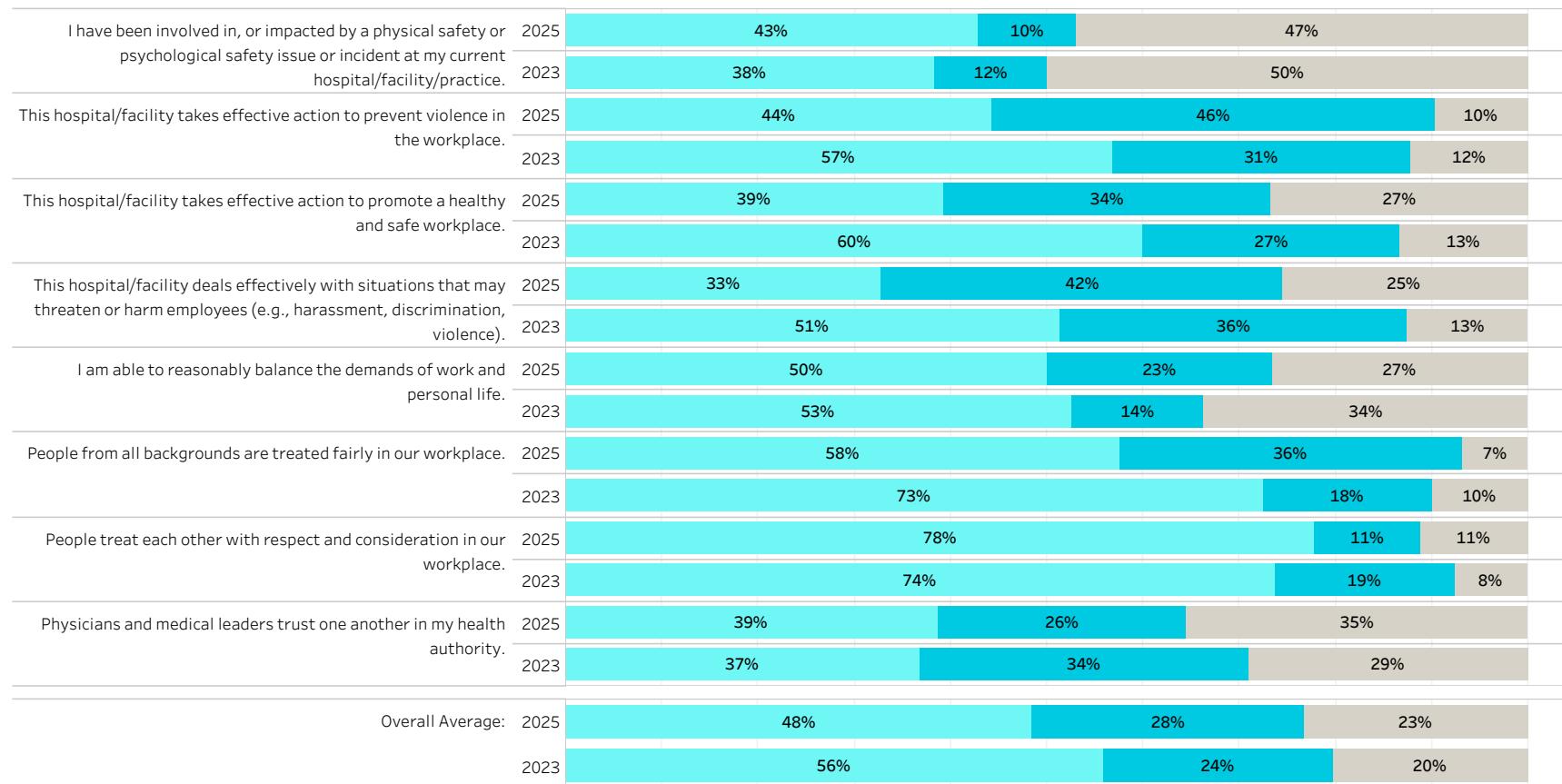
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal Health	Hospital	Lions Gate Hospital	All	All	All

Lions Gate Hospital

2025 Respondents: 67

2023 Respondents: 81

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year 2025	Health Authority Vancouver Coastal Health	Hospital or Division Hospital	Hospital List / Division List Lions Gate Hospital	Primary Practice All	Practice Type All	Urban/Rural All	Gender Identity All	Racial Identity All
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Lions Gate Hospital

2025 Respondents: 67

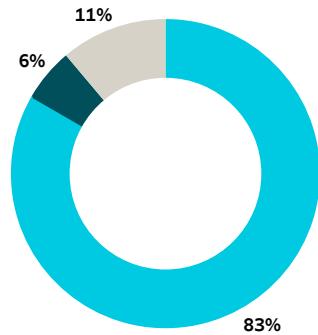
2023 Respondents: 81

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	27%	18	4.7	3.5	1	20
	2023	25%	20	4.1	2.0	1	30
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	36%	24	47.9	4.5	1	999
	2023	37%	30	8.3	3.0	1	50

* % of physicians who experienced incidents

Physical safety incident breakdown

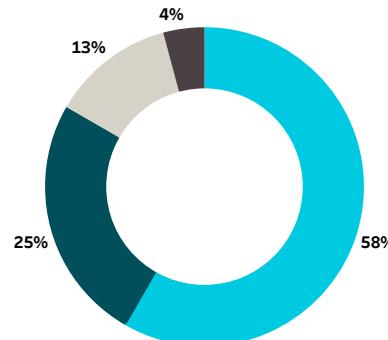
2025



1-5 incidents 6-10 incidents 11-50 incidents

Psychological safety incident breakdown

2025



1-5 incidents 6-10 incidents 11-50 incidents 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

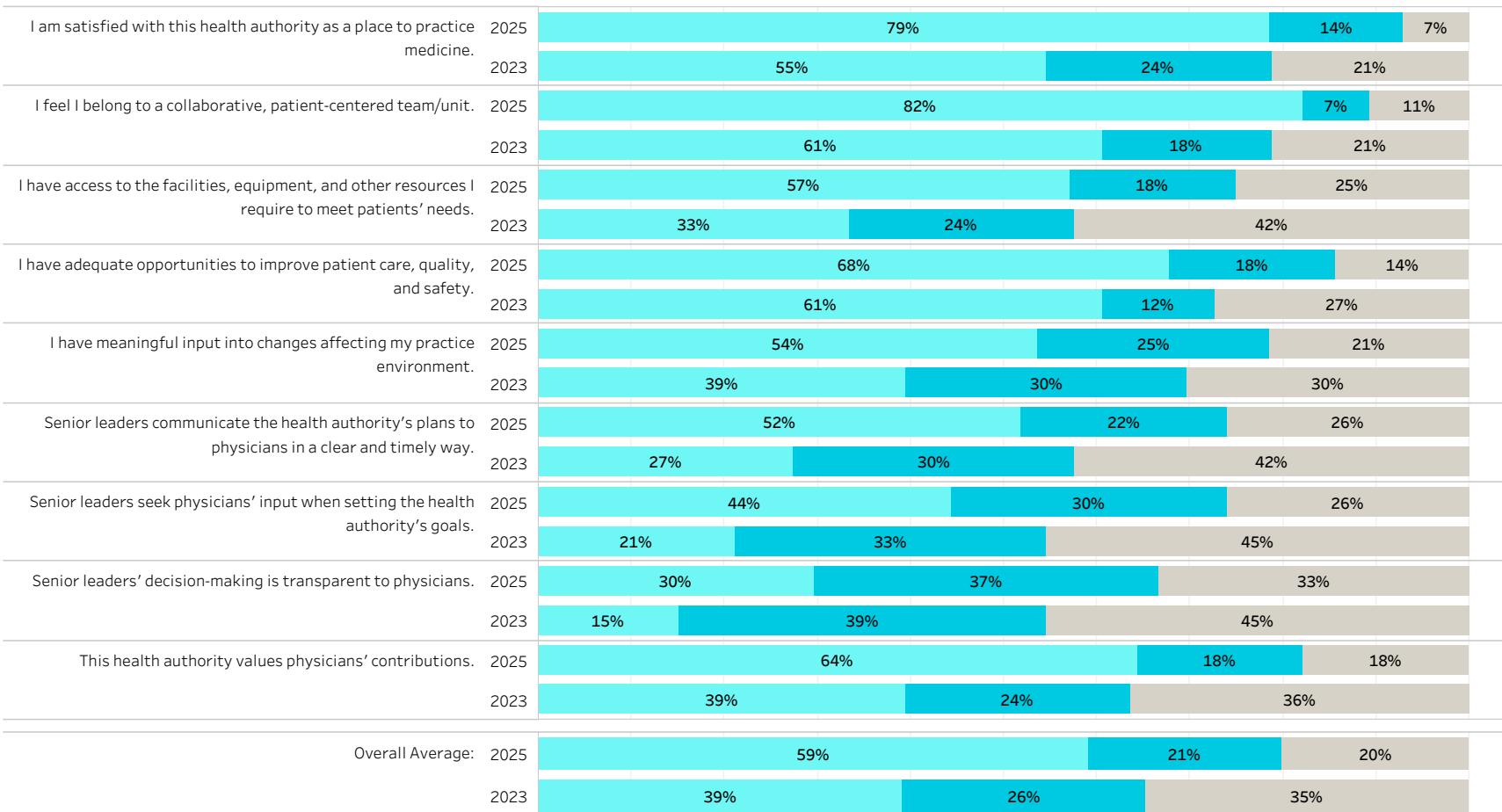
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal Health	Hospital	Mount Saint Joseph Hospital	All	All	All

Mount Saint Joseph Hospital

2025 Respondents: 28

2023 Respondents: 33

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

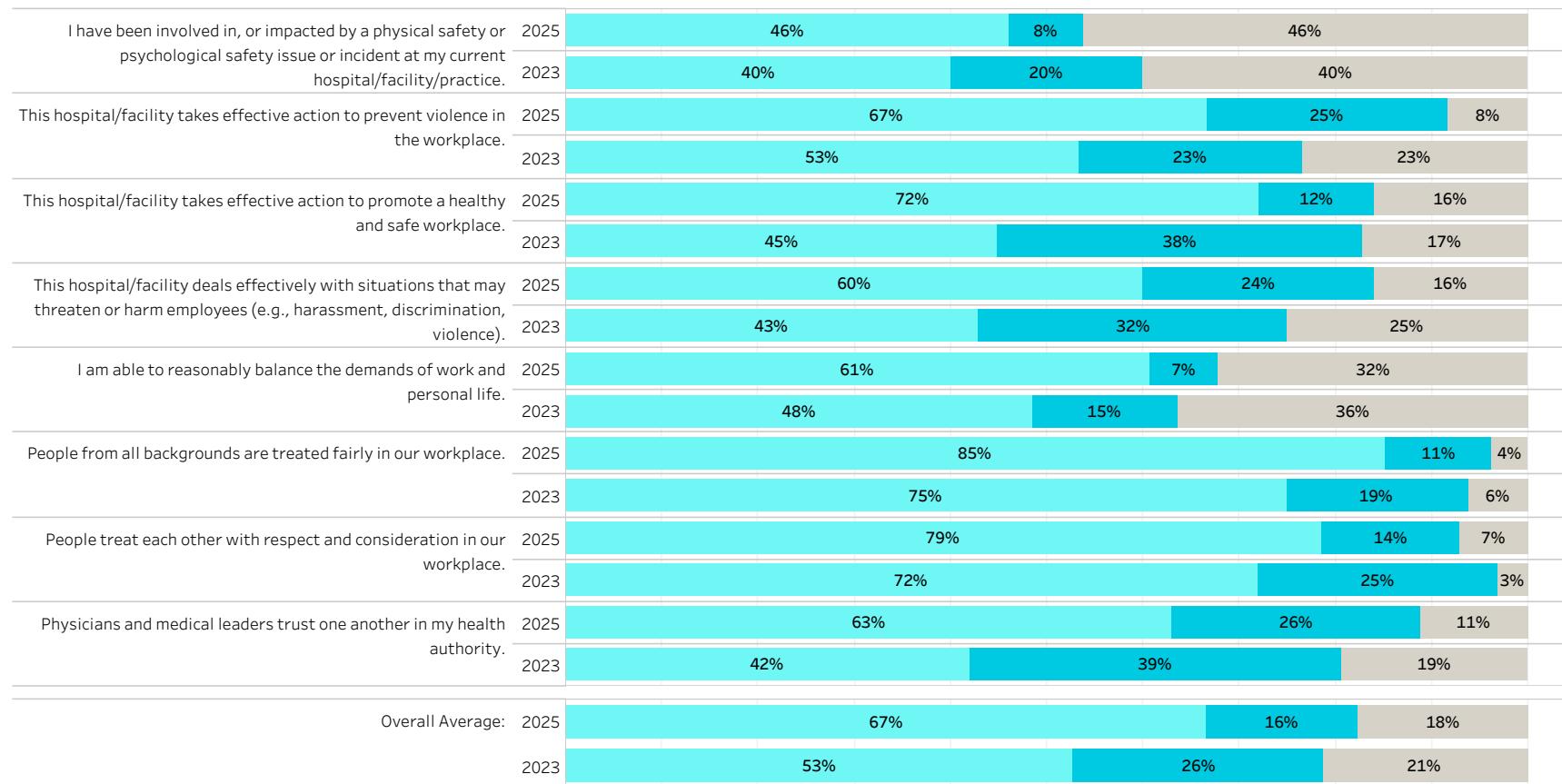
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal Health	Hospital	Mount Saint Joseph Hospital	All	All	All

Mount Saint Joseph Hospital

2025 Respondents: 28

2023 Respondents: 33

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Vancouver Coastal Health	Hospital	Mount Saint Joseph Hospital	All	All	All	All	All

Mount Saint Joseph Hospital

2025 Respondents: 28

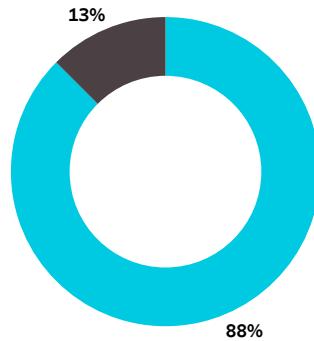
2023 Respondents: 33

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	29%	8	15.6	4.0	1	100
	2023	33%	11	5.1	4.0	1	12
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	39%	11	55.3	10.0	1	300
	2023	42%	14	9.8	5.0	1	50

* % of physicians who experienced incidents

Physical safety incident breakdown

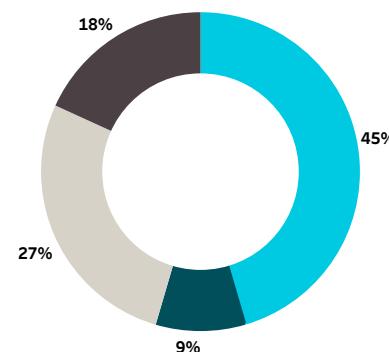
2025



1-5 incidents 51+ incidents

Psychological safety incident breakdown

2025



1-5 incidents 6-10 incidents 11-50 incidents 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

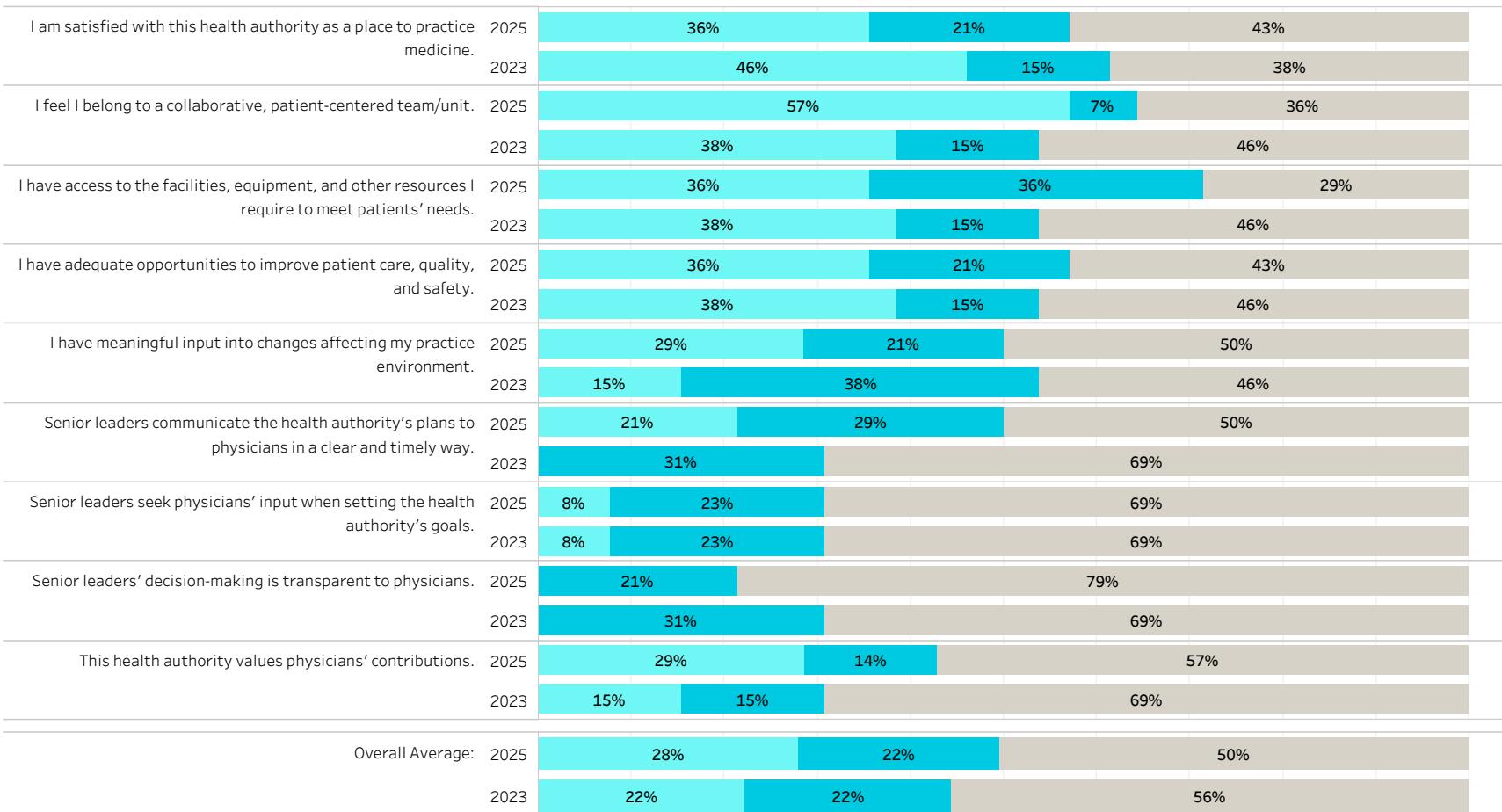
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal Health	Hospital	qathet General Hospital	All	All	All

qathet General Hospital

2025 **Respondents: 14**

2023 **Respondents: 13**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

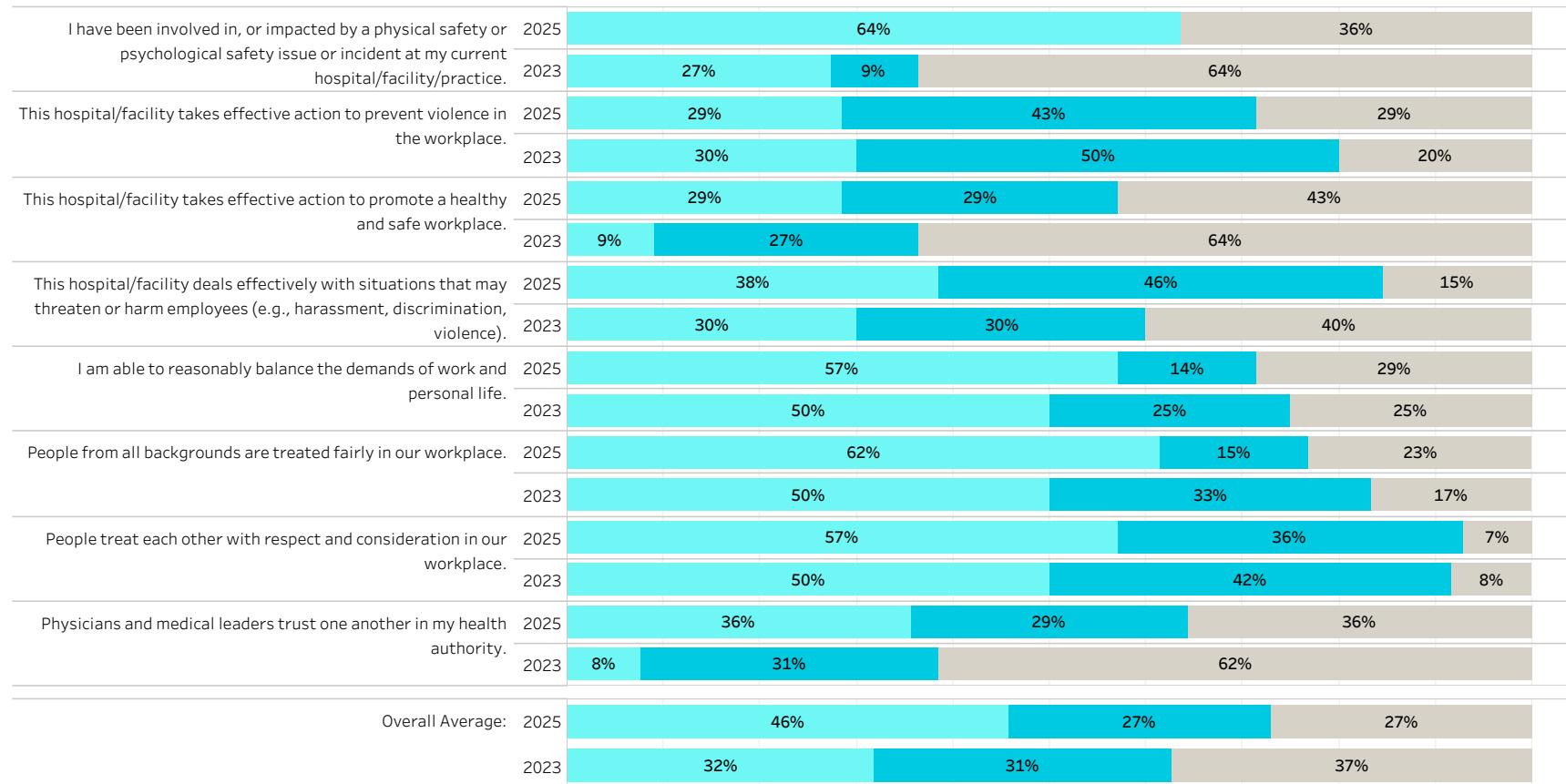
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal Health	Hospital	qathet General Hospital	All	All	All

qathet General Hospital

2025 Respondents: 14

2023 Respondents: 13

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year 2025	Health Authority Vancouver Coastal Health	Hospital or Division Hospital	Hospital List / Division List qahet General Hospital	Primary Practice All	Practice Type All	Urban/Rural All	Gender Identity All	Racial Identity All
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qahet General Hospital

2025 Respondents: 14

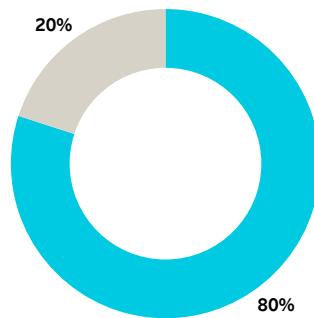
2023 Respondents: 13

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	36%	5	7.4	2.0	1	30
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	43%	6	6.2	6.0	1	12
	2023	38%	5	2.6	2.0	1	5

* % of physicians who experienced incidents

Physical safety incident breakdown

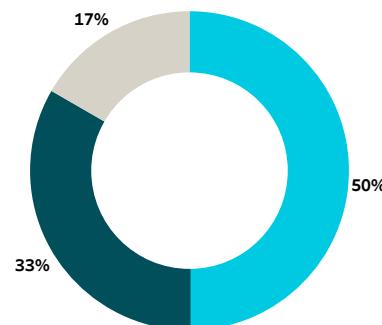
2025



1-5 incidents 11-50 incidents

Psychological safety incident breakdown

2025



1-5 incidents 6-10 incidents 11-50 incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

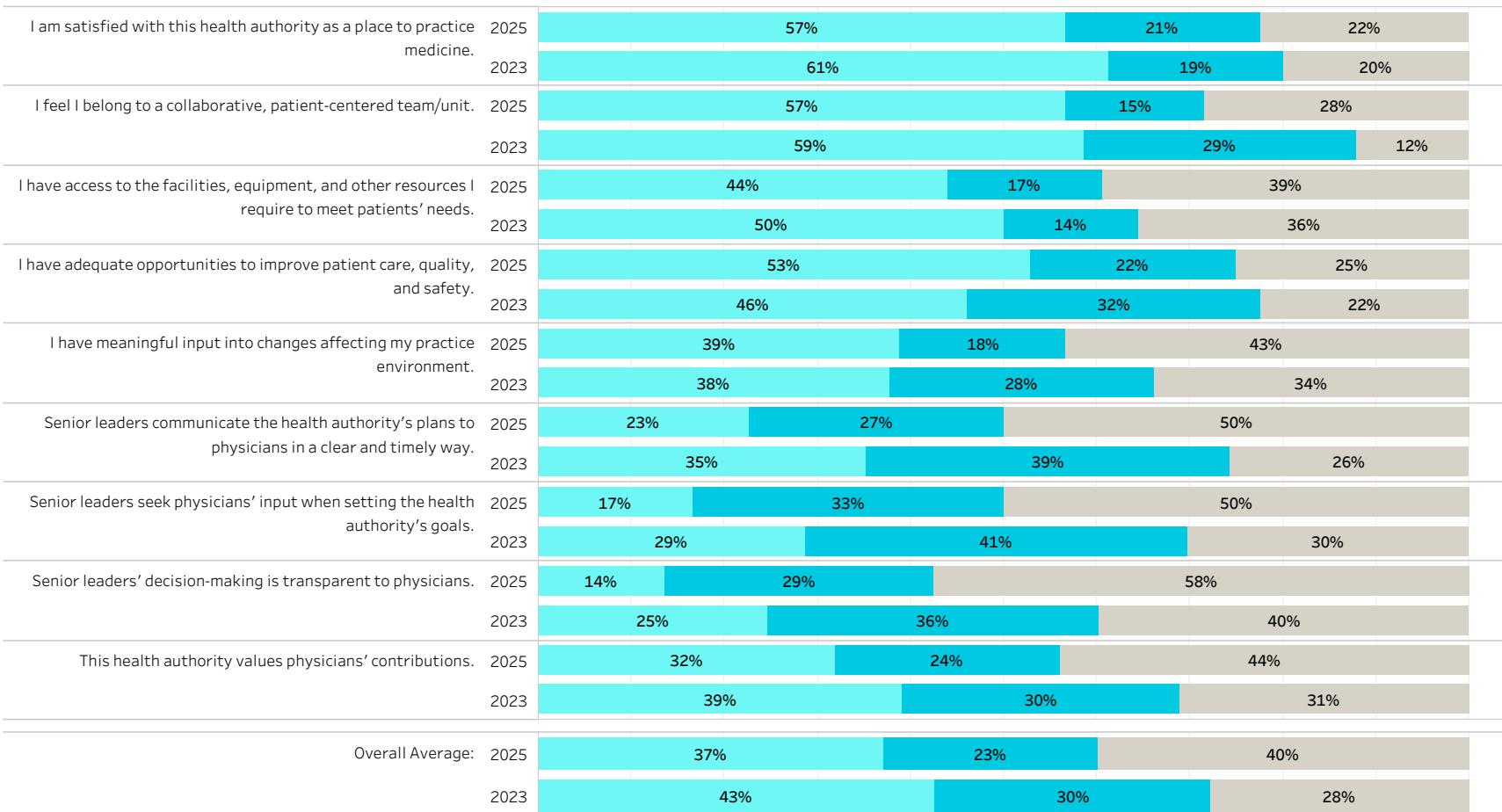
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal Health	Hospital	Richmond Hospital	All	All	All

Richmond Hospital

2025 Respondents: 68

2023 Respondents: 76

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

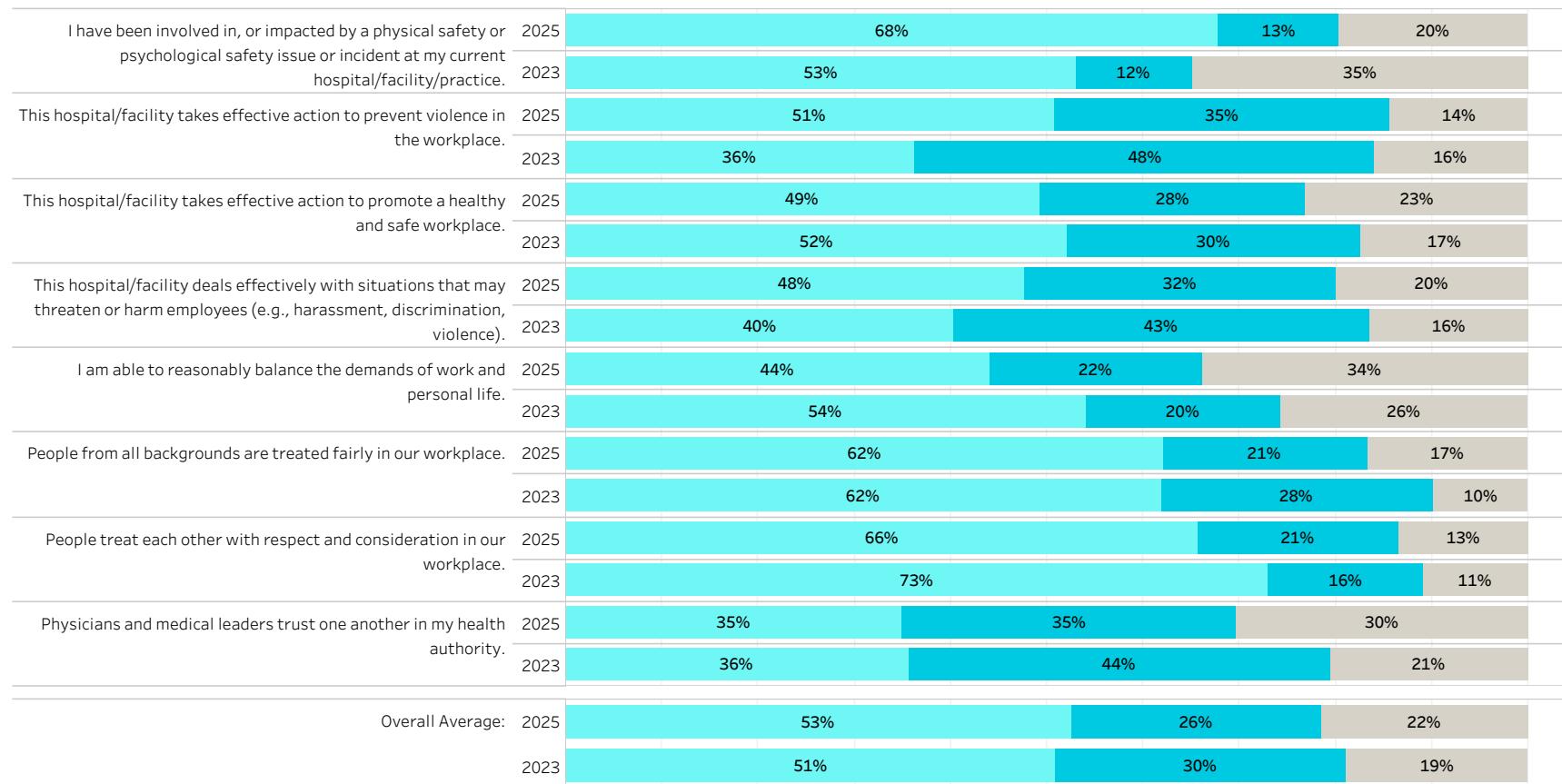
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal Health	Hospital	Richmond Hospital	All	All	All

Richmond Hospital

2025 Respondents: 68

2023 Respondents: 76

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Vancouver Coastal Health	Hospital	Richmond Hospital	All	All	All	All	All

Richmond Hospital

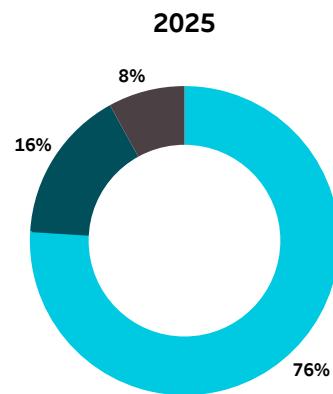
2025 Respondents: 68

2023 Respondents: 76

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	37%	25	21.2	2.0	1	365
	2023	36%	27	13.9	5.0	1	100
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	53%	36	22.0	5.0	1	365
	2023	45%	34	13.8	2.5	1	100

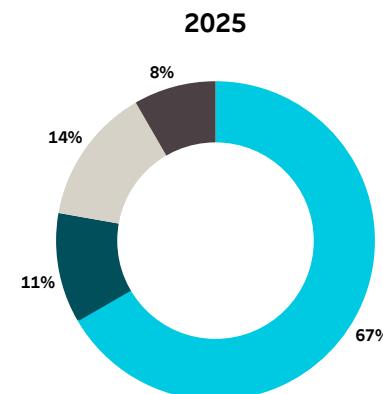
* % of physicians who experienced incidents

Physical safety incident breakdown



1-5 incidents 6-10 incidents 51+ incidents

Psychological safety incident breakdown



1-5 incidents 6-10 incidents 11-50 incidents 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

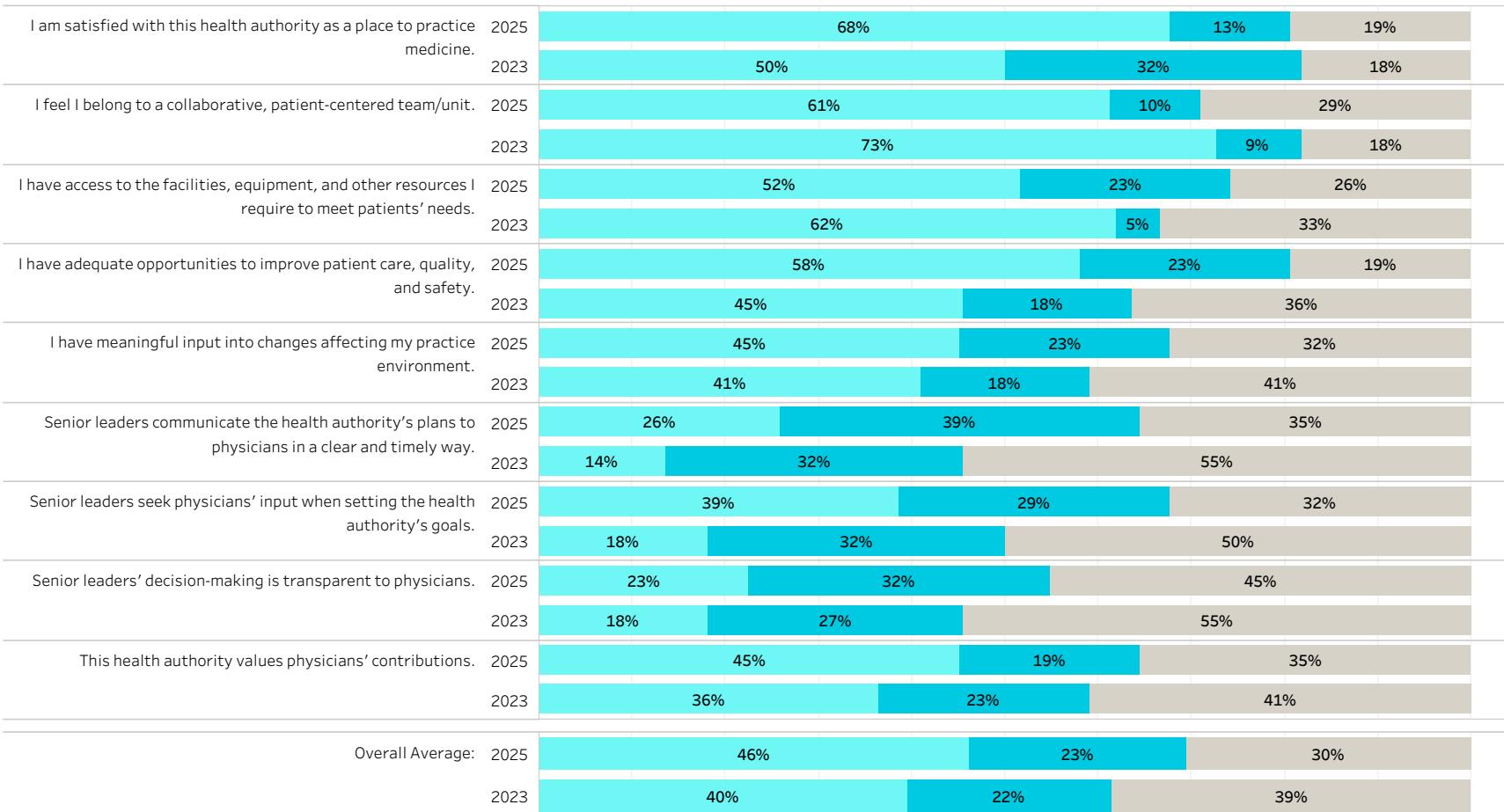
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal Health	Hospital	Sechelt Hospital/shíshálh Hospital	All	All	All

Sechelt Hospital/shíshálh Hospital

2025 Respondents: 31

2023 Respondents: 22

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

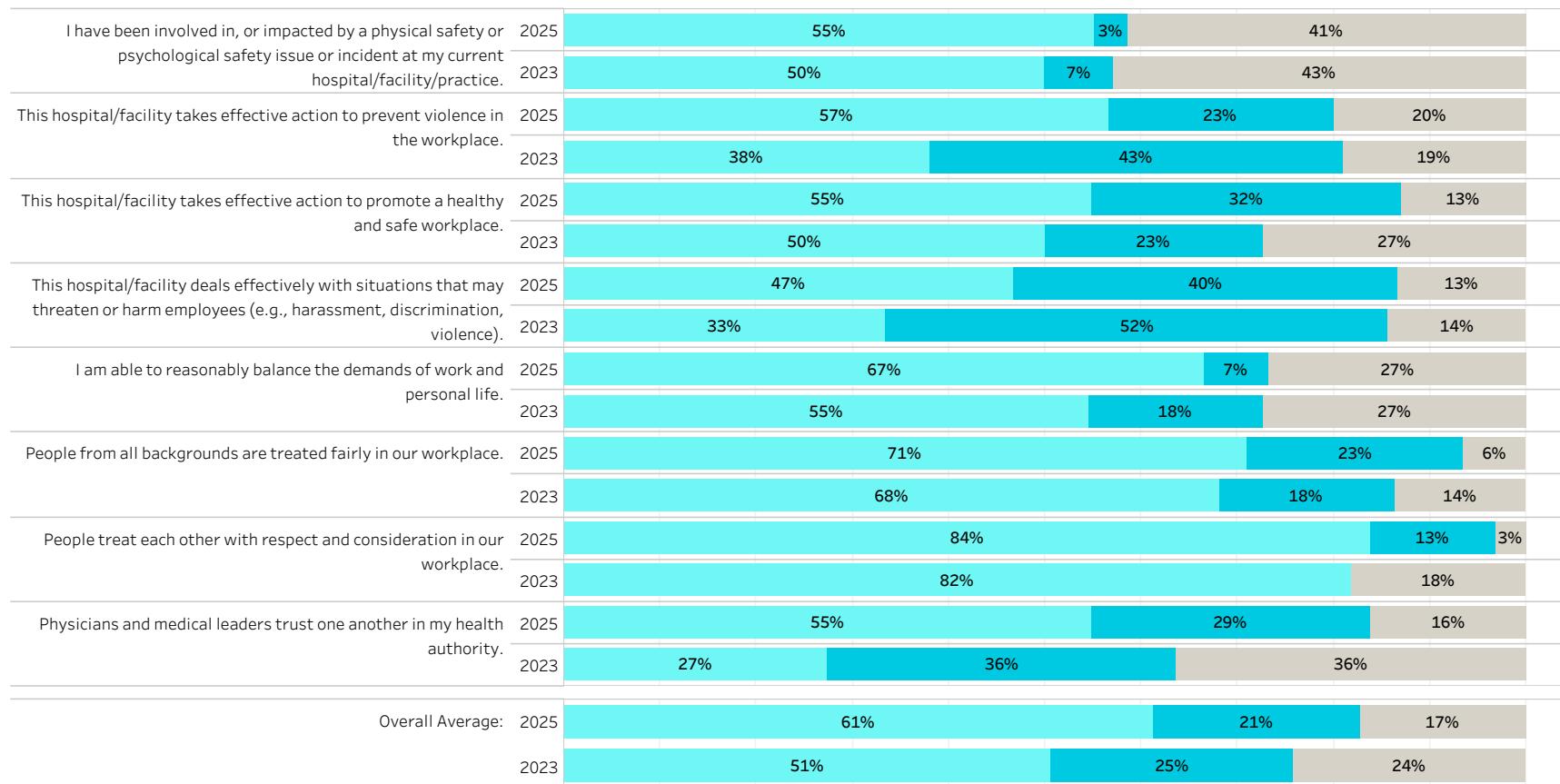
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal Health	Hospital	Sechelt Hospital/shíshálh Hospital	All	All	All

Sechelt Hospital/shíshálh Hospital

2025 Respondents: 31

2023 Respondents: 22

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Vancouver Coastal Health	Hospital	Sechelt Hospital/ shíshálh Hospital	All	All	All	All	All

Sechelt Hospital/shíshálh Hospital

2025 Respondents: 31

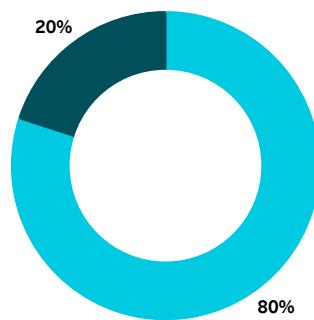
2023 Respondents: 22

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	32%	10	3.7	3.0	1	10
	2023	36%	8	24.1	3.5	2	150
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	32%	10	3.1	3.5	1	5
	2023	36%	8	58.9	7.5	2	300

* % of physicians who experienced incidents

Physical safety incident breakdown

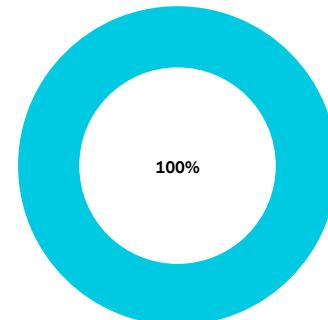
2025



■ 1-5 incidents ■ 6-10 incidents

Psychological safety incident breakdown

2025



■ 1-5 incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

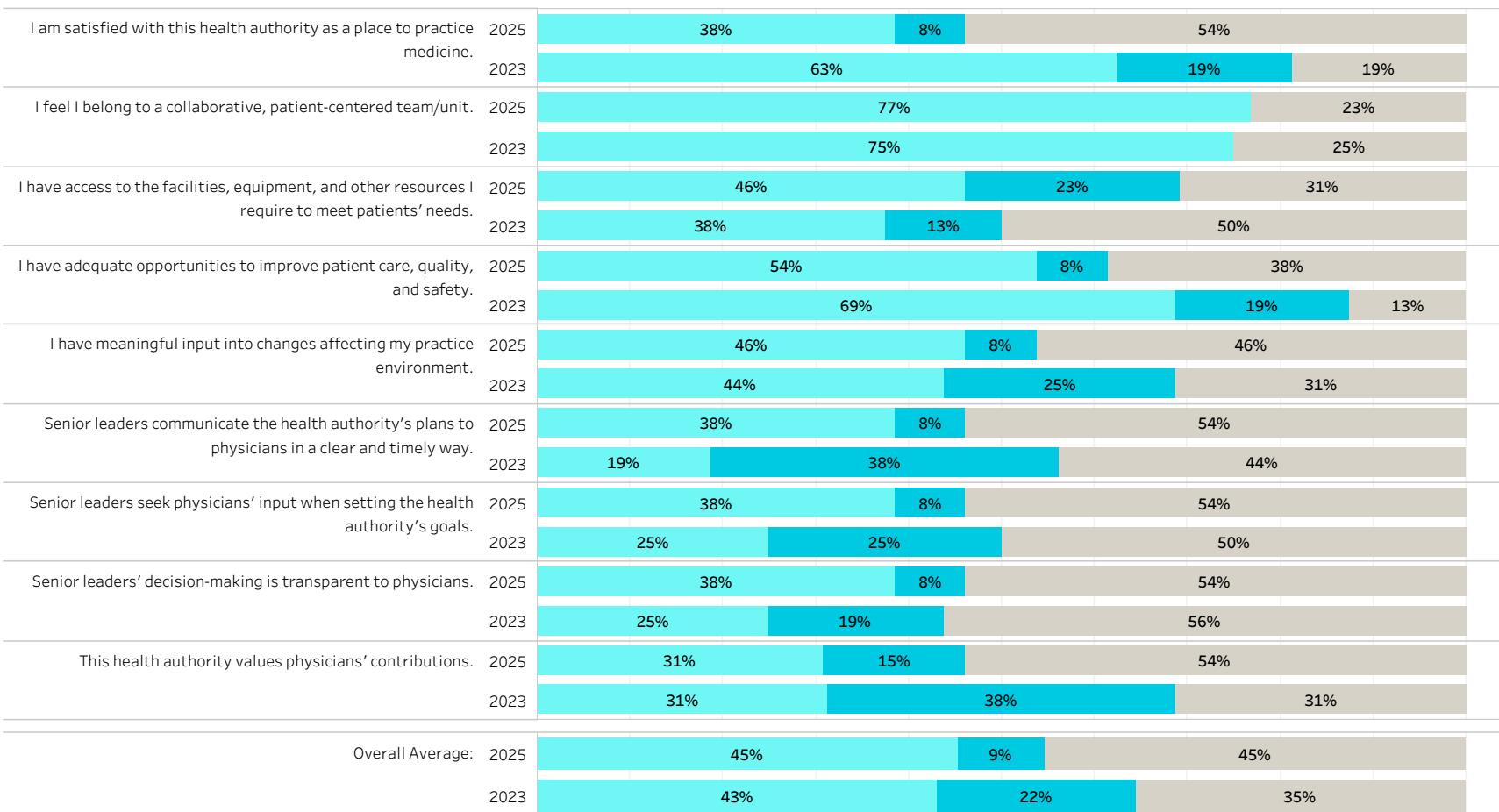
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal Health	Hospital	Squamish General Hospital	All	All	All

Squamish General Hospital

2025 **Respondents: 13**

2023 **Respondents: 16**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

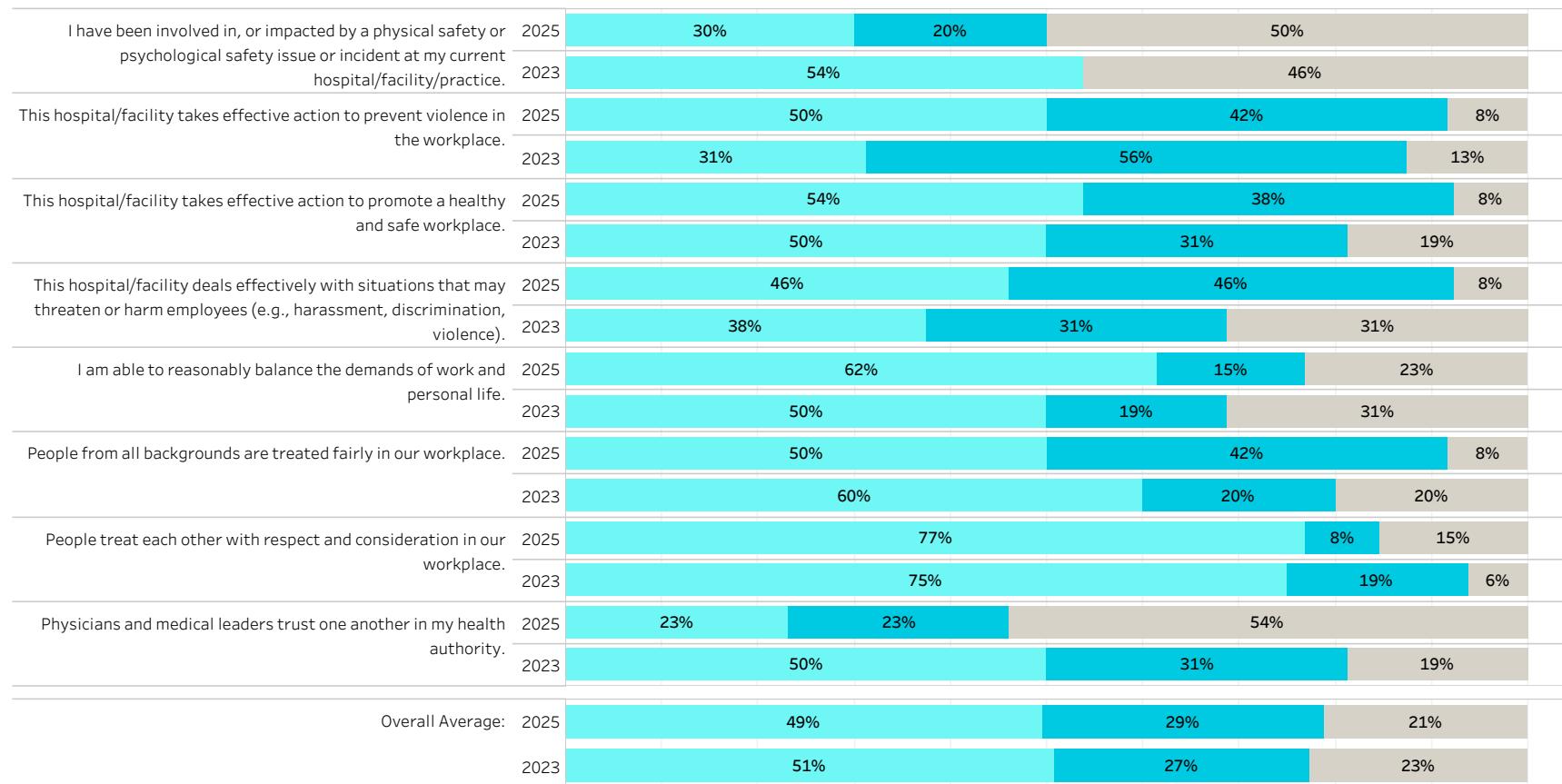
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal Health	Hospital	Squamish General Hospital	All	All	All

Squamish General Hospital

2025 Respondents: 13

2023 Respondents: 16

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division Li..	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Vancouver Coastal Health	Hospital	Squamish General Hospital	All	All	All	All	All

Squamish General Hospital

2025	Respondents: 13	Yes*	Count	Mean	Median	Min	Max	
	Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	38%	5	202.0	4.0	1	999
		2023	38%	6	6.2	4.5	1	15

* % of physicians who experienced incidents

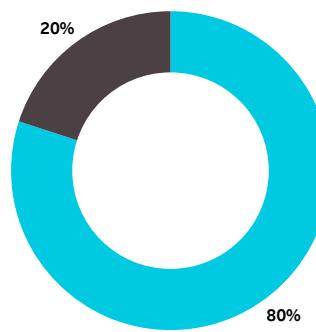
Physical safety incident breakdown

2025

n/a N<5

Psychological safety incident breakdown

2025



■ 1-5 incidents ■ 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

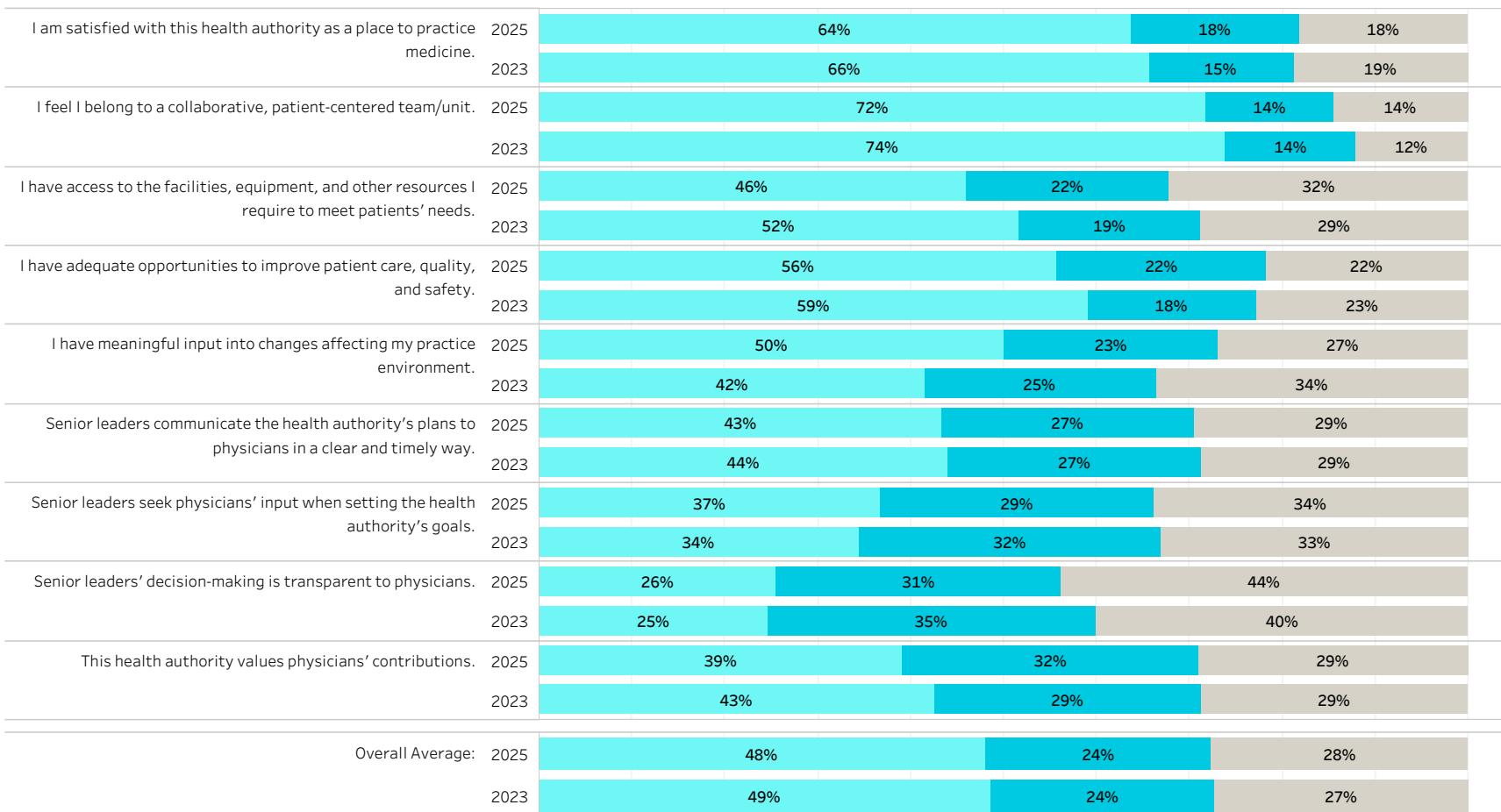
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal Health	Hospital	St. Paul's Hospital	All	All	All

St. Paul's Hospital

2025 **Respondents: 138**

2023 **Respondents: 150**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

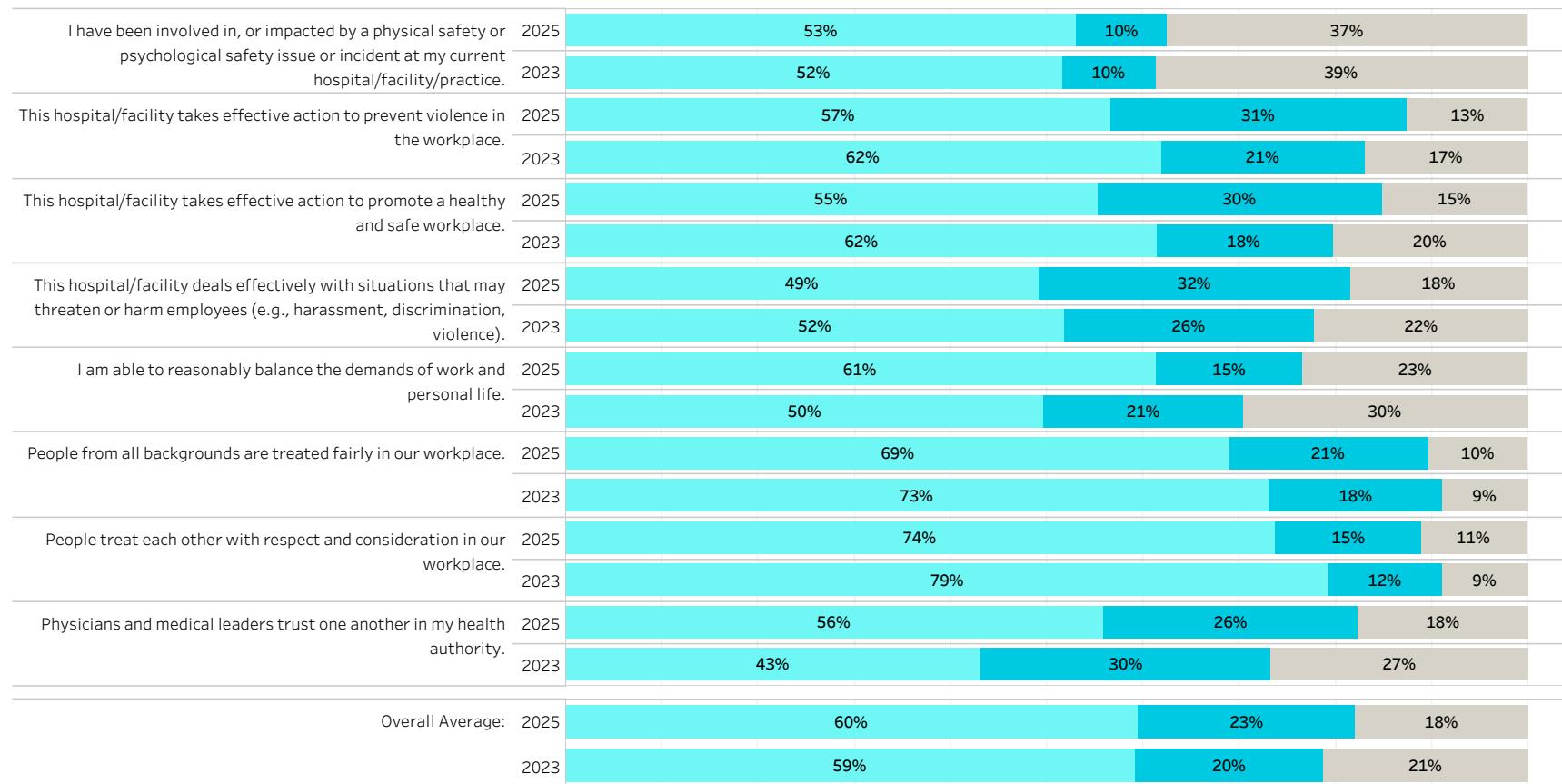
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal Health	Hospital	St. Paul's Hospital	All	All	All

St. Paul's Hospital

2025 Respondents: 138

2023 Respondents: 150

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Vancouver Coastal Health	Hospital	St. Paul's Hospital	All	All	All	All	All

St. Paul's Hospital

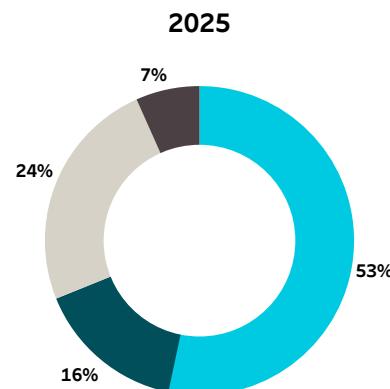
2025 Respondents: 138

2023 Respondents: 150

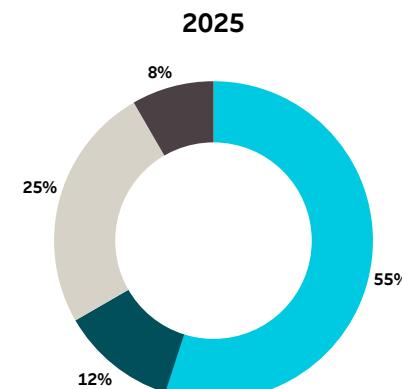
		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	33%	45	15.8	5.0	1	100
	2023	38%	57	15.0	3.0	1	180
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	43%	60	65.0	5.0	1	999
	2023	42%	63	21.9	4.0	1	365

* % of physicians who experienced incidents

Physical safety incident breakdown



Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

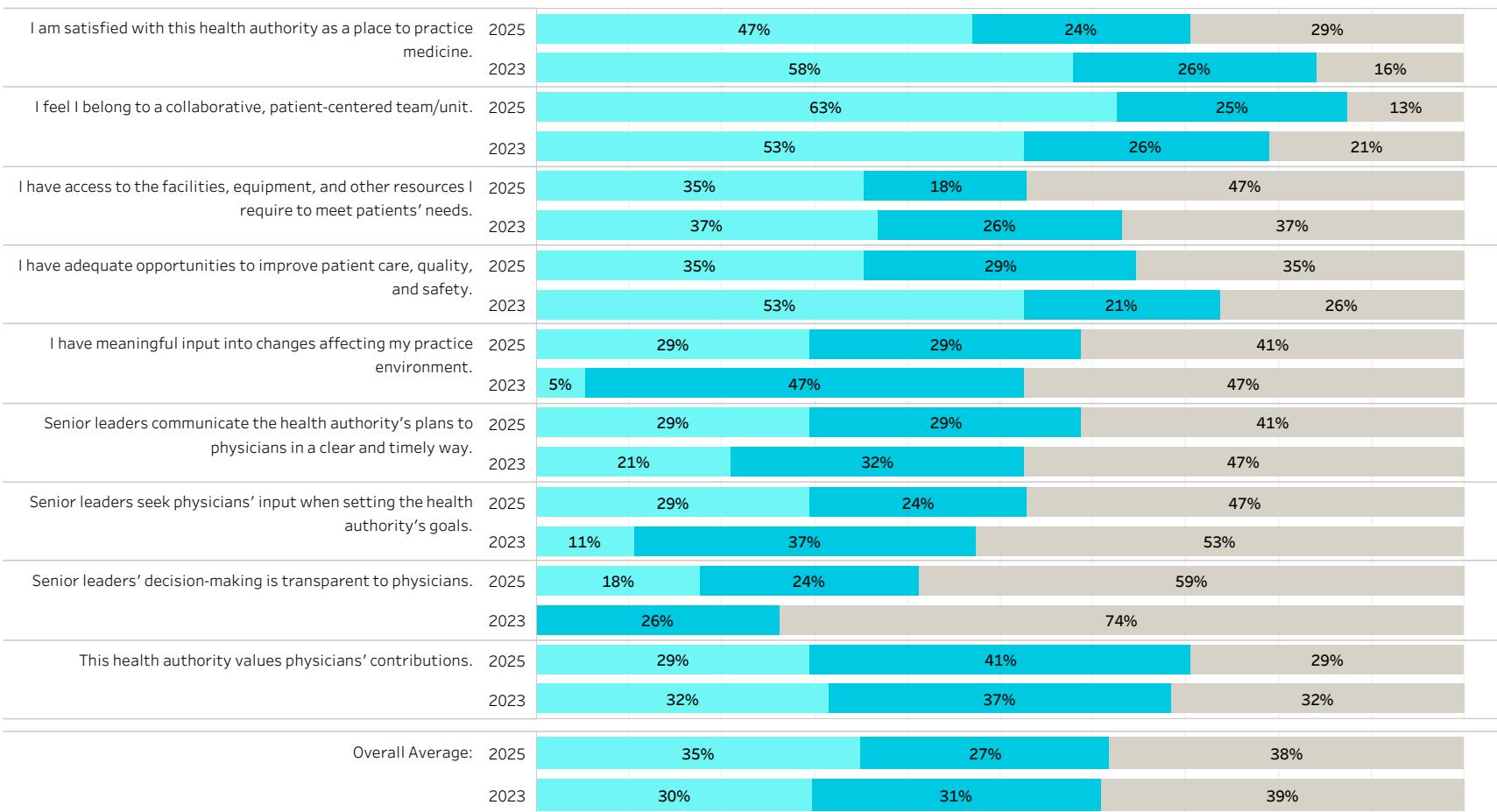
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal Health	Hospital	UBC Hospital	All	All	All

UBC Hospital

2025 **Respondents: 17**

2023 **Respondents: 19**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

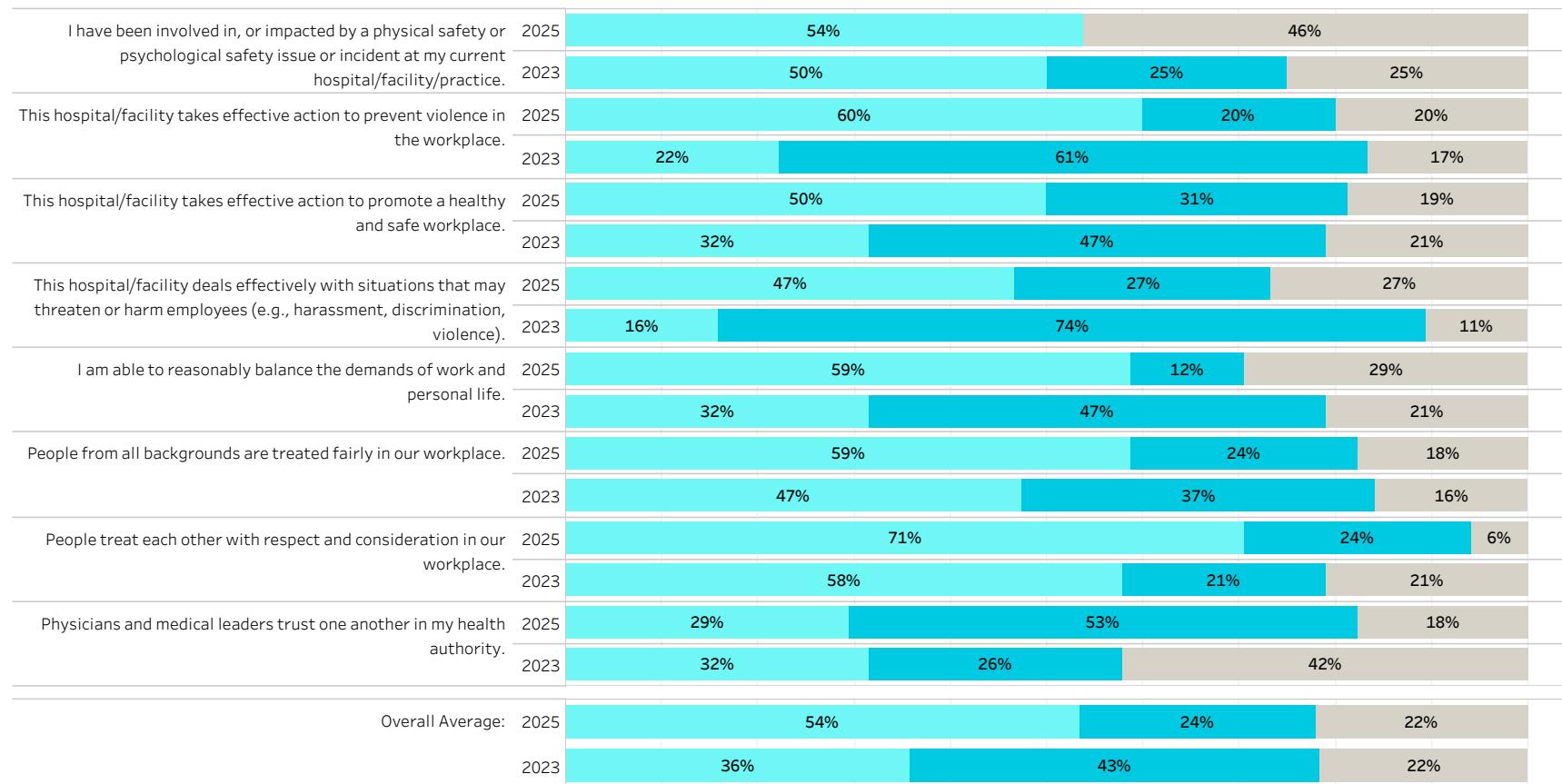
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal Health	Hospital	UBC Hospital	All	All	All

UBC Hospital

2025 Respondents: 17

2023 Respondents: 19

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Vancouver Coastal Health	Hospital	UBC Hospital	All	All	All	All	All

UBC Hospital

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	35%	6	13.2	2.5	1	52
	2023	63%	12	15.3	5.5	1	100

* % of physicians who experienced incidents

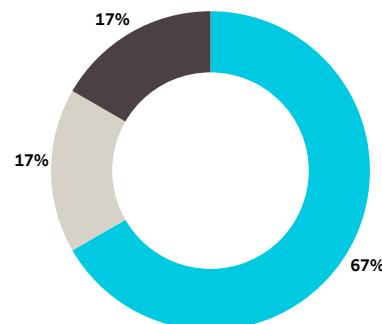
Physical safety incident breakdown

2025

n/a N<5

Psychological safety incident breakdown

2025



■ 1-5 incidents ■ 11-50 incidents ■ 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

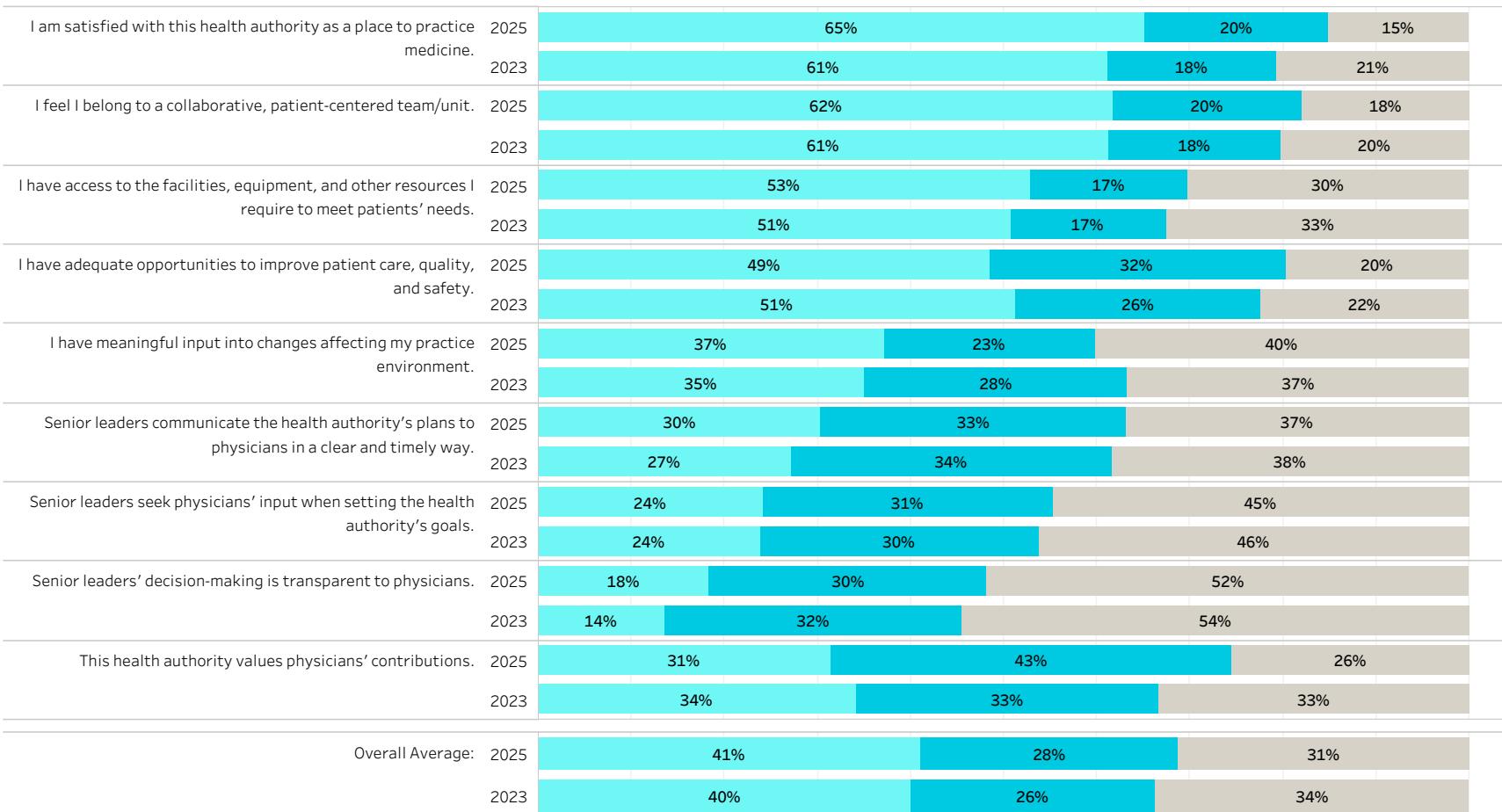
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal Health	Hospital	Vancouver General Hospital	All	All	All

Vancouver General Hospital

2025 **Respondents: 174**

2023 **Respondents: 242**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

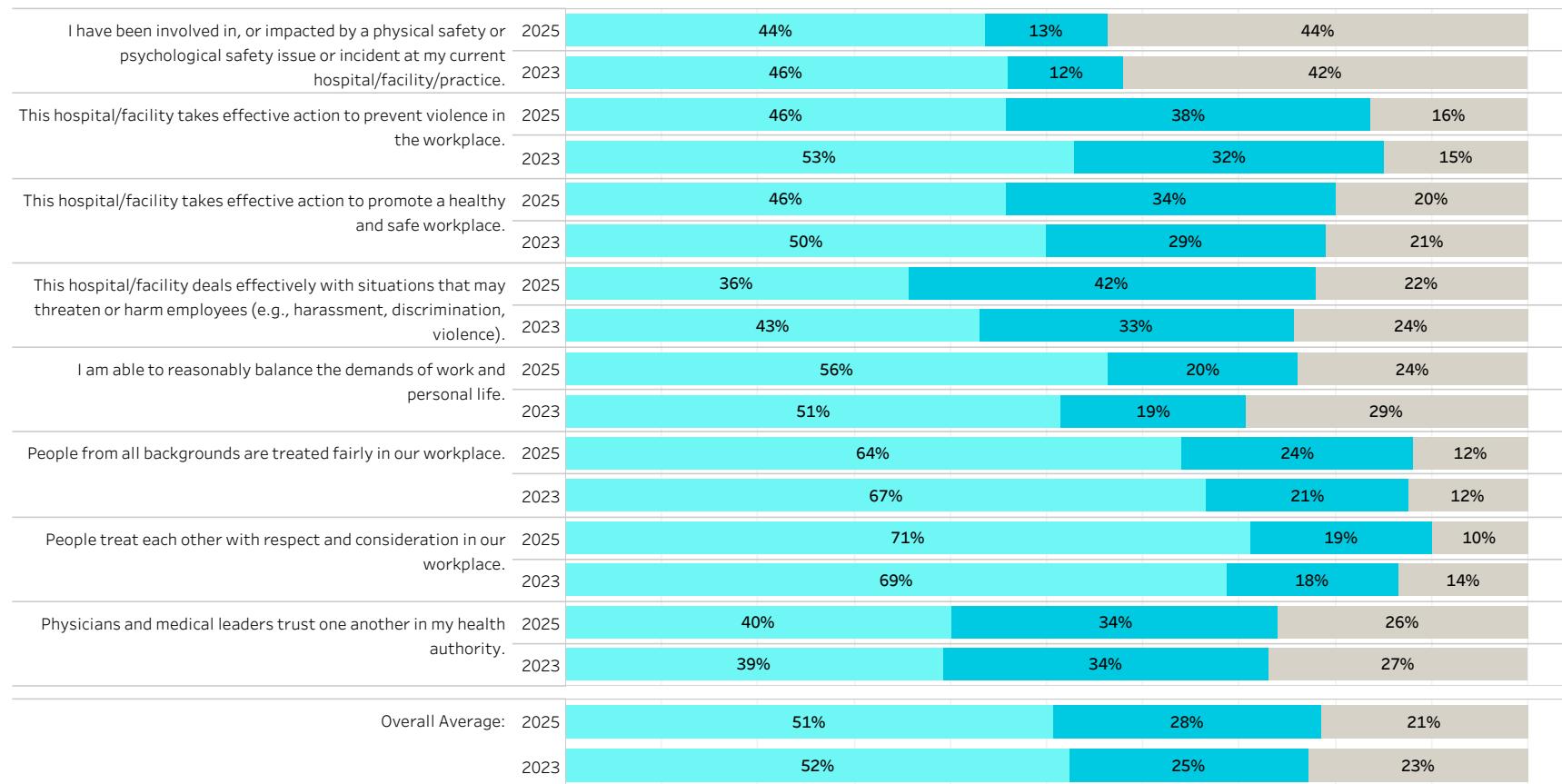
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal Health	Hospital	Vancouver General Hospital	All	All	All

Vancouver General Hospital

2025 Respondents: 174

2023 Respondents: 242

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Vancouver Coastal Health	Hospital	Vancouver General Hospital	All	All	All	All	All

Vancouver General Hospital

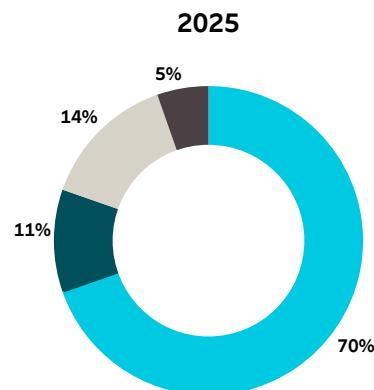
2025 Respondents: 174

2023 Respondents: 242

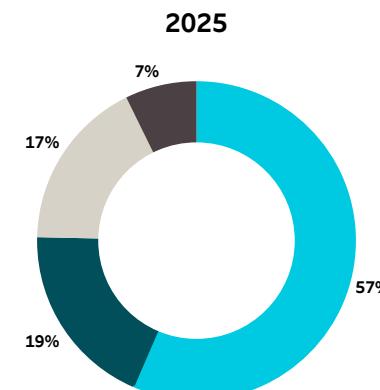
		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	32%	56	11.7	3.5	1	100
	2023	33%	79	12.2	3.0	1	100
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	40%	69	27.0	5.0	1	999
	2023	45%	109	25.6	4.0	1	999

* % of physicians who experienced incidents

Physical safety incident breakdown



Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

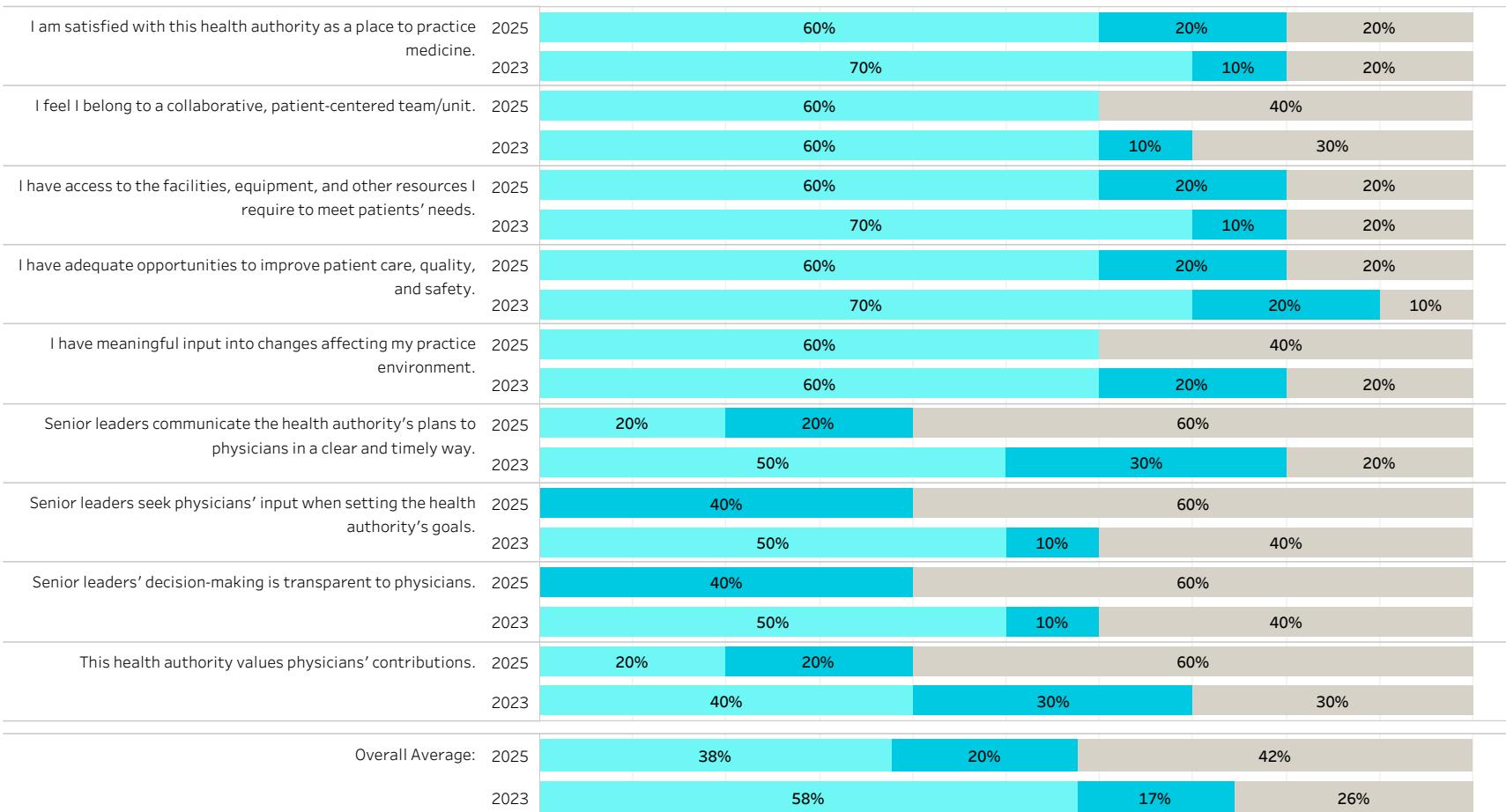
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal Health	Hospital	Whistler Health Care Centre	All	All	All

Whistler Health Care Centre

2025 **Respondents: 5**

2023 **Respondents: 10**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

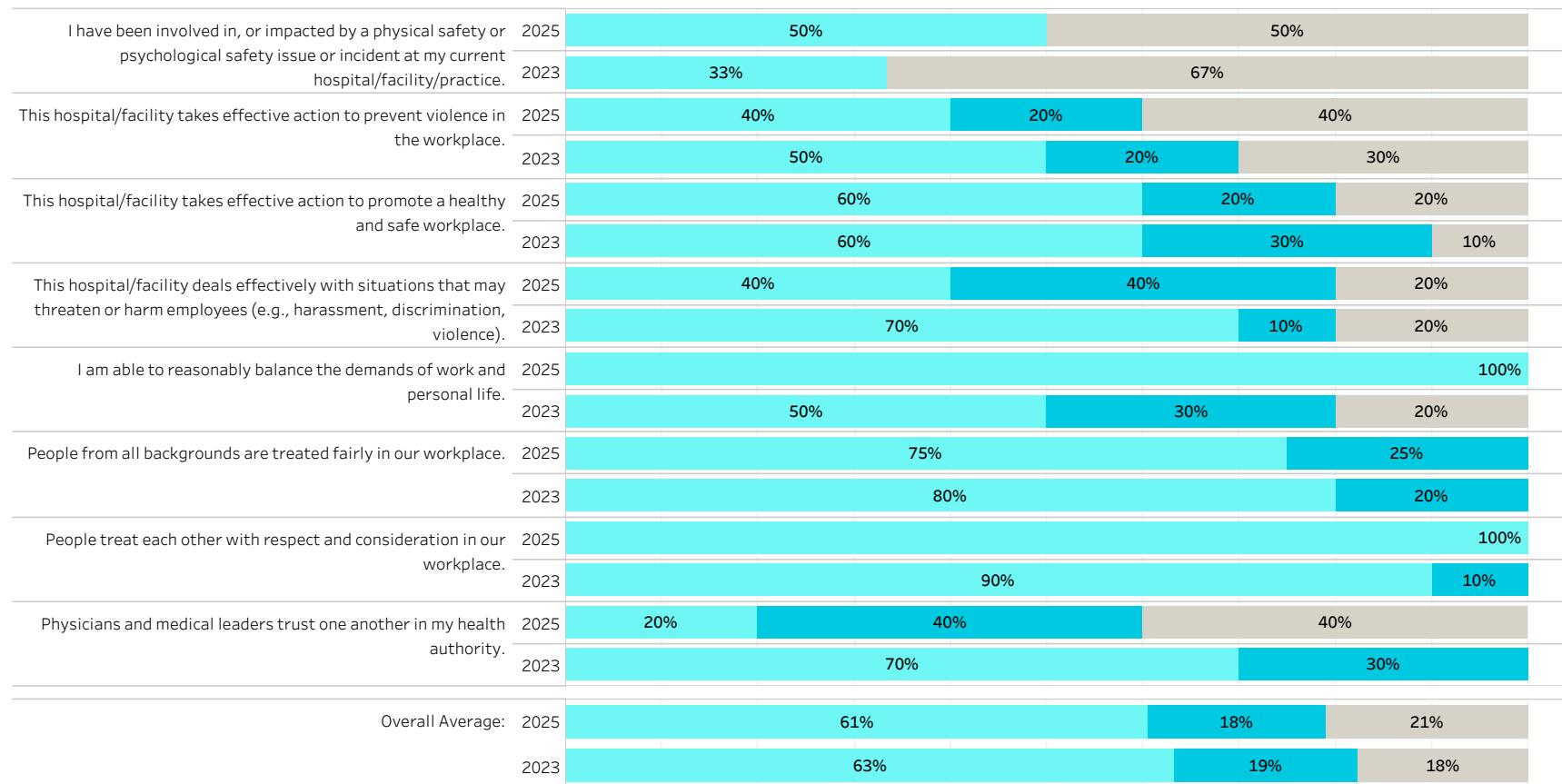
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal Health	Hospital	Whistler Health Care Centre	All	All	All

Whistler Health Care Centre

2025 Respondents: 5

2023 Respondents: 10

Physician Health and Safety



Agree

Neutral

Disagree

Providence Health Care: Hospital/facility data

- Overall engagement averages by hospital/facility
- Engagement trends
- Physician health and safety
- Incidents related to physical and psychological safety

Senior leaders refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc. **Medical leaders** refers to those who hold a formal medical leadership position and receive a stipend/payment from the Health Authority i.e., Department Head, Regional Medical Lead/Director, Vice President of Medicine. It does not include leadership positions on Medical Staff Associations.

NOTE: Safety incidents with responses <5 have been excluded from this report.

2025 Doctors of BC Health Authority Engagement Survey

Regional Engagement Averages

Survey Year: 2025
Health Authority: Providence Health Care
Hospital or Division: Hospital

Hospital List / Division List: Multiple values

All - Hospital

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



2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

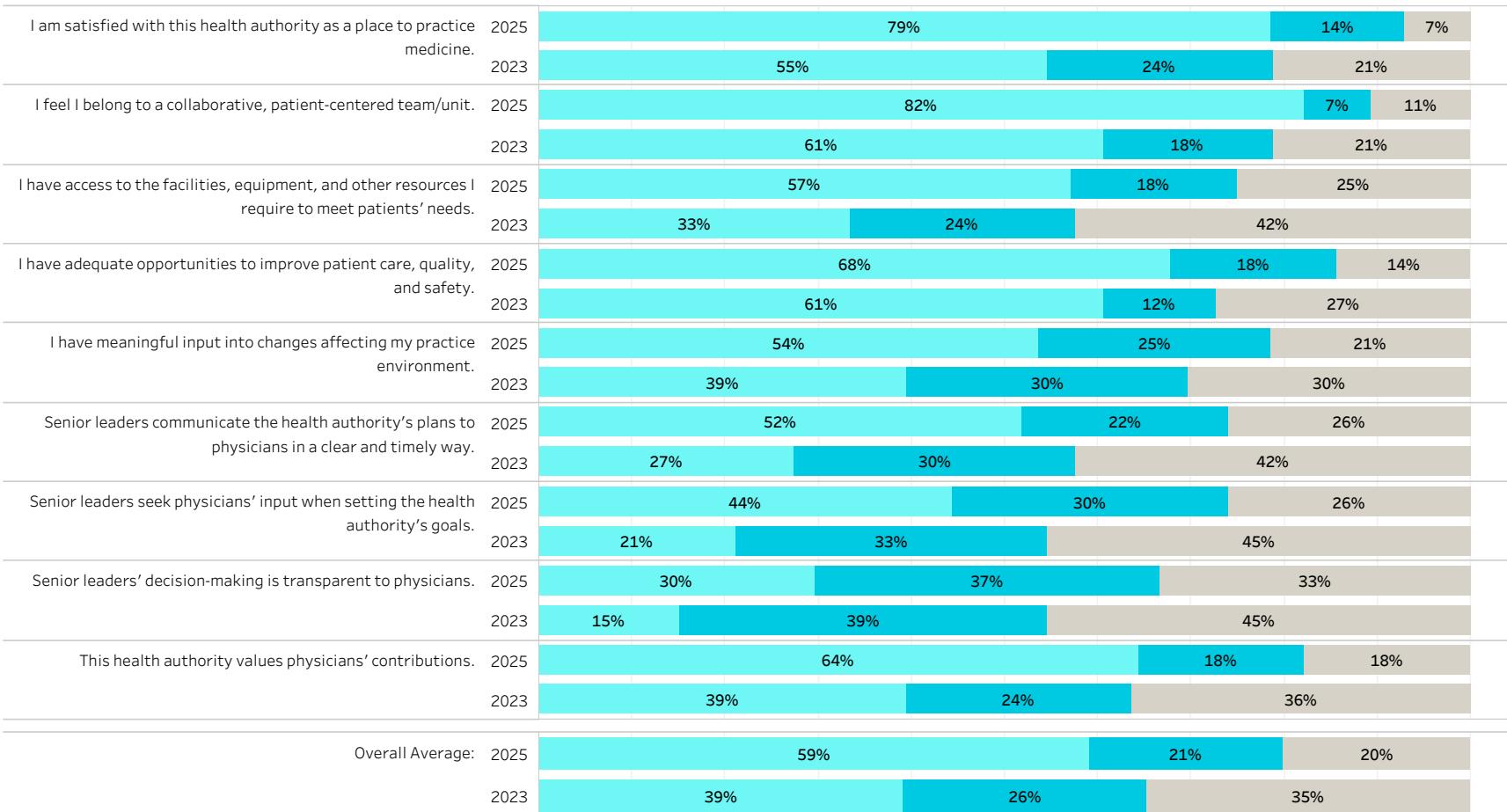
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Providence Health Care	Hospital	Mount Saint Joseph Hospital	All	All	All

Mount Saint Joseph Hospital

2025 Respondents: 28

2023 Respondents: 33

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

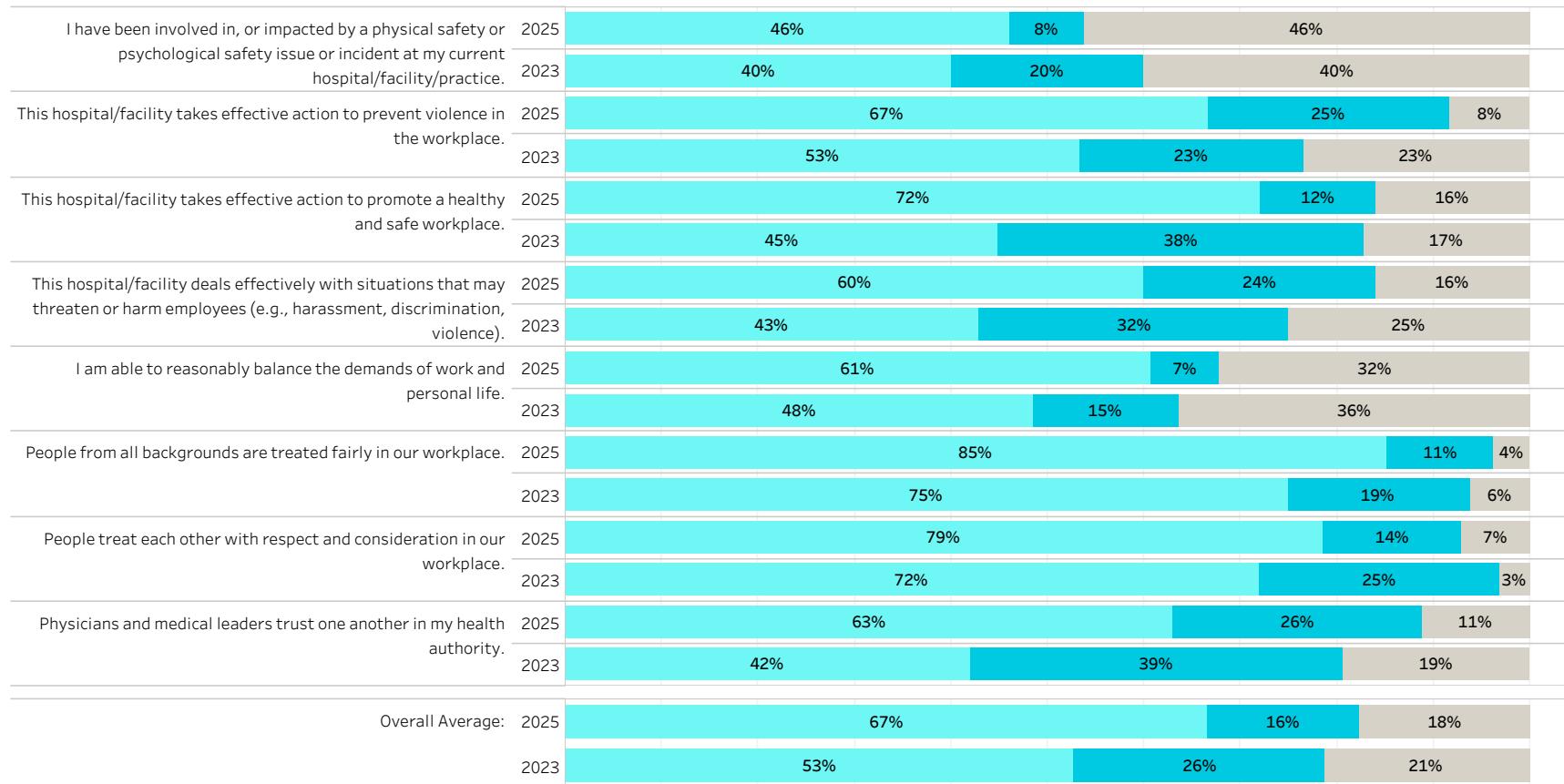
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Providence Health Care	Hospital	Mount Saint Joseph Hospital	All	All	All

Mount Saint Joseph Hospital

2025 Respondents: 28

2023 Respondents: 33

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Providence Health Care	Hospital	Mount Saint Joseph	All	All	All	All	All

Mount Saint Joseph Hospital

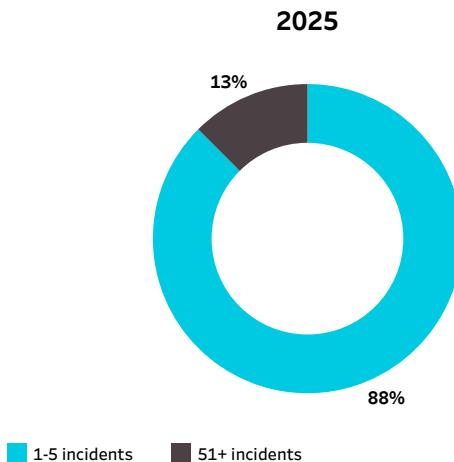
2025 Respondents: 28

2023 Respondents: 33

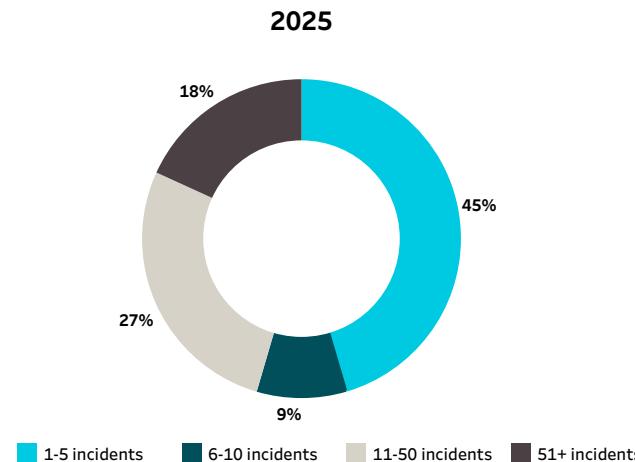
		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	29%	8	15.6	4.0	1	100
	2023	33%	11	5.1	4.0	1	12
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	39%	11	55.3	10.0	1	300
	2023	42%	14	9.8	5.0	1	50

* % of physicians who experienced incidents

Physical safety incident breakdown



Psychological safety incident breakdown



2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

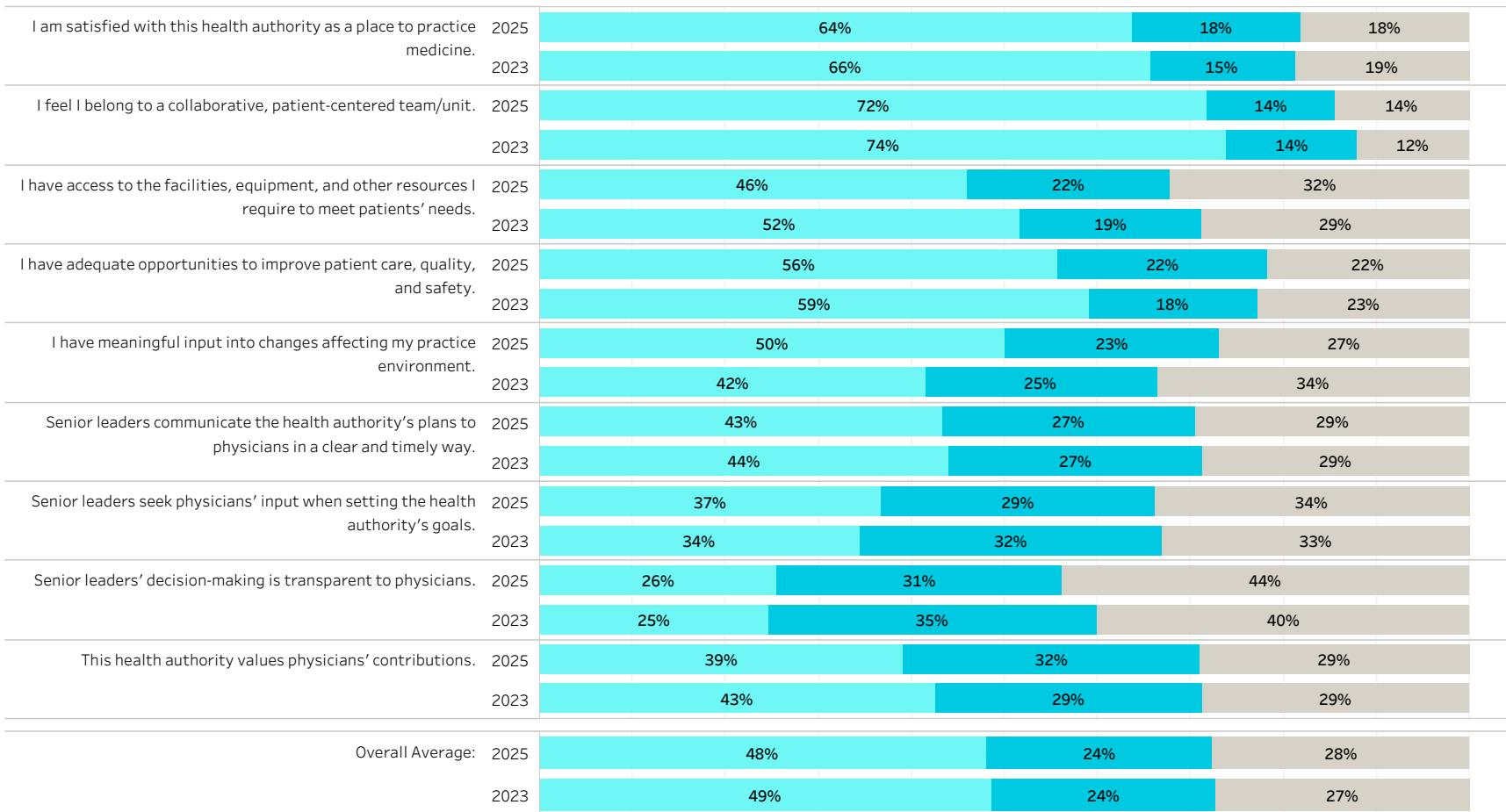
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Providence Health Care	Hospital	St. Paul's Hospital	All	All	All

St. Paul's Hospital

2025 **Respondents: 138**

2023 **Respondents: 150**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

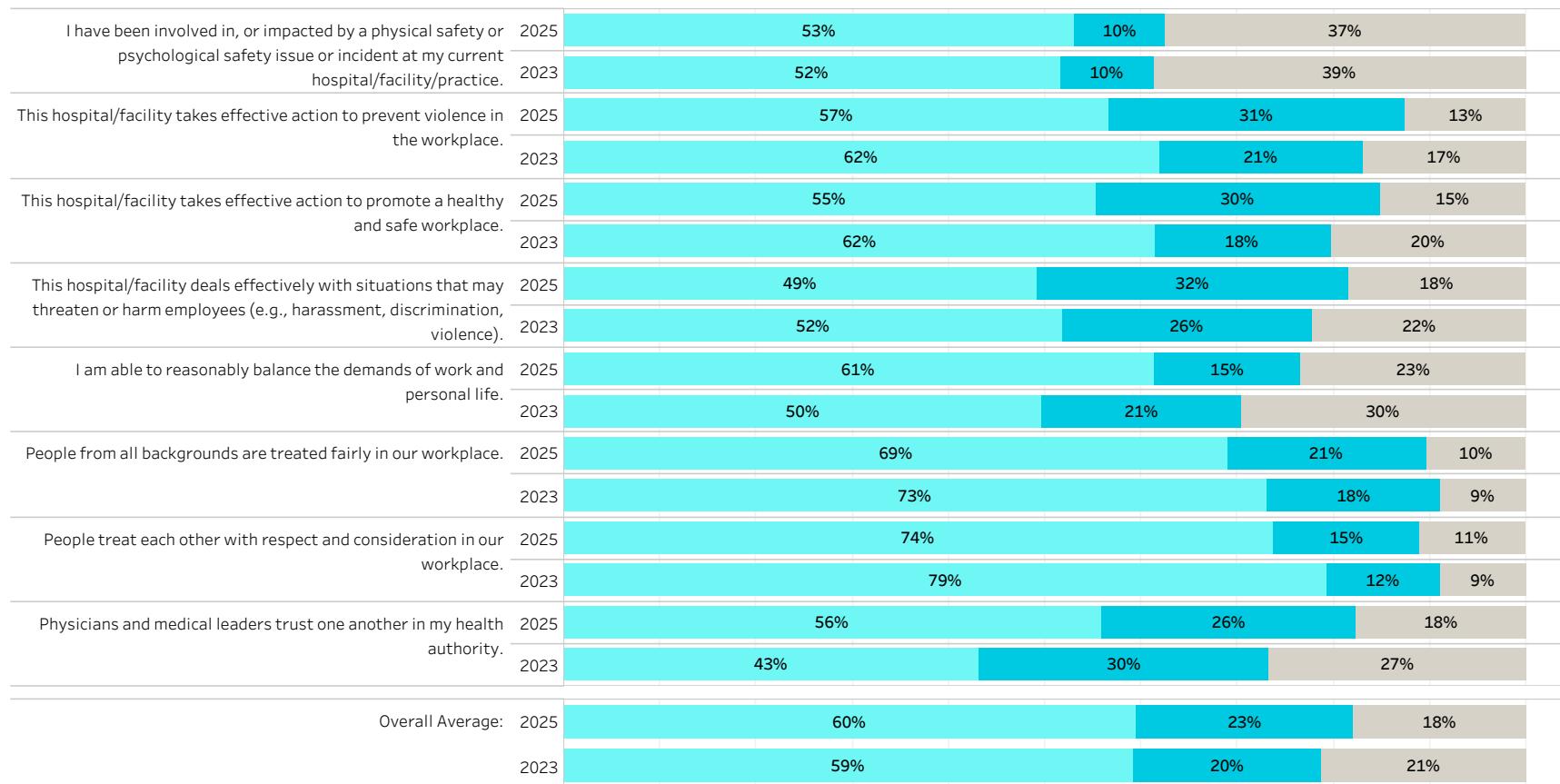
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Providence Health Care	Hospital	St. Paul's Hospital	All	All	All

St. Paul's Hospital

2025 Respondents: 138

2023 Respondents: 150

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Providence Health Care	Hospital	St. Paul's Hospital	All	All	All	All	All

St. Paul's Hospital

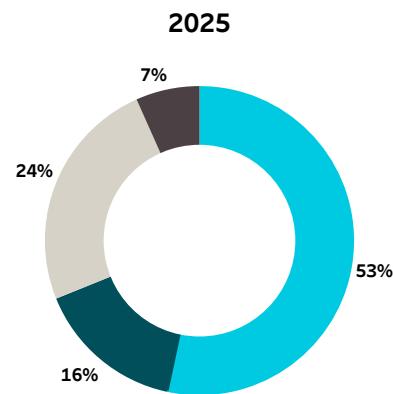
2025 Respondents: 138

2023 Respondents: 150

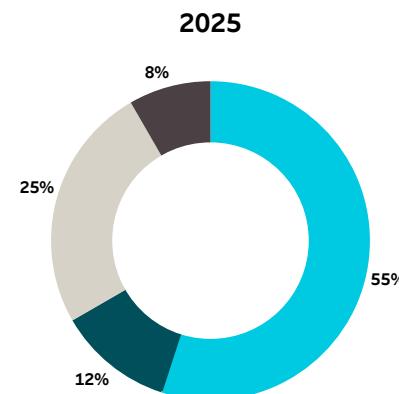
		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	33%	45	15.8	5.0	1	100
	2023	38%	57	15.0	3.0	1	180
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	43%	60	65.0	5.0	1	999
	2023	42%	63	21.9	4.0	1	365

* % of physicians who experienced incidents

Physical safety incident breakdown



Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

Section 3

Divisions of Family Practice

Individual Division Breakdown

The following outline survey results for each Division under the question themes:

- Engagement
- Physician health and safety
- Physical and psychological safety incidents



Fraser Health: Divisions of Family Practice

- Overall engagement averages of 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.

NOTE: Safety incidents with responses <5 have been excluded from this report.

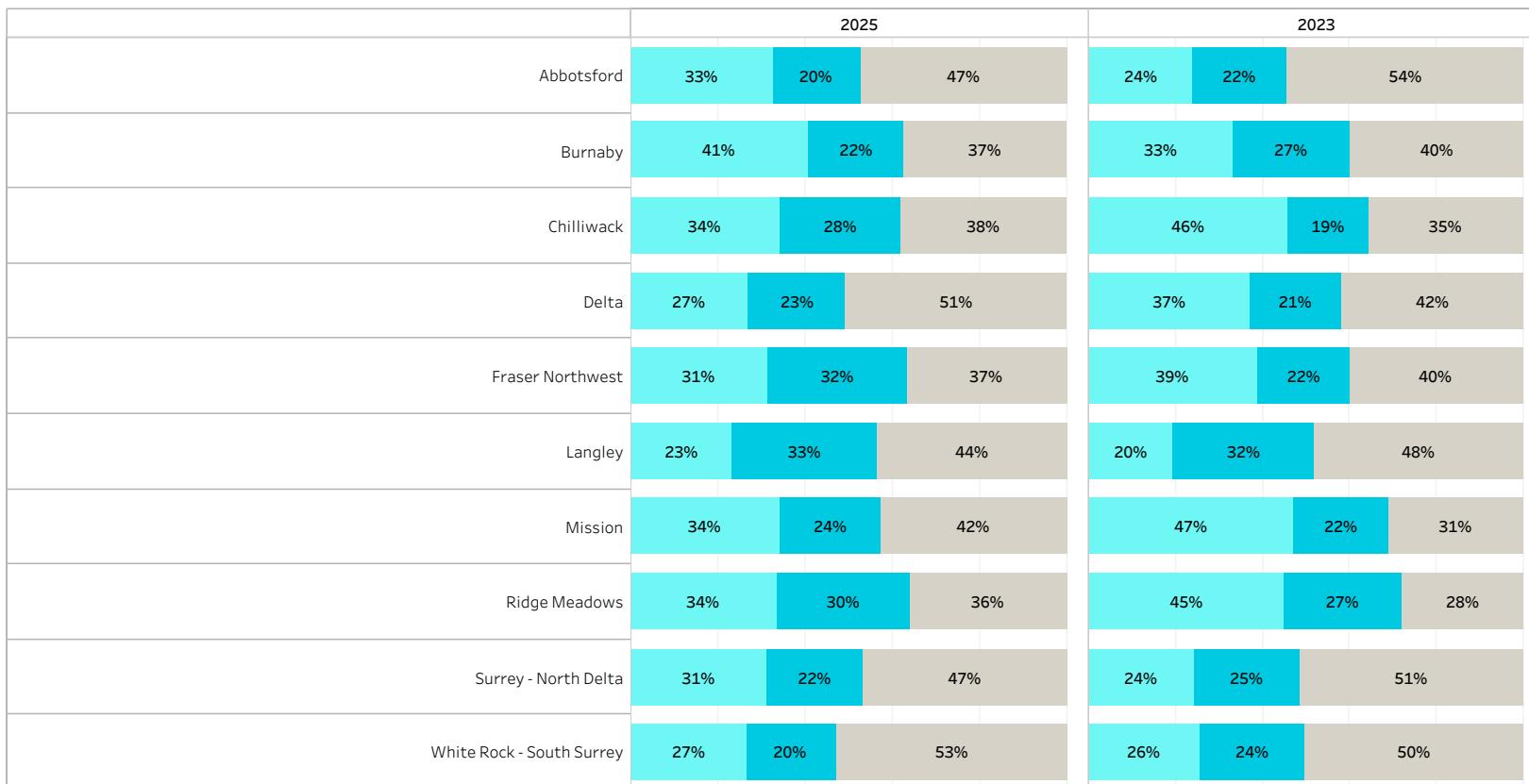
2025 Doctors of BC Health Authority Engagement Survey

Regional Engagement Averages

Survey Year 2025 **Health Authority** Fraser Health **Hopital or Division** Division **Hospital List / Division List** Multiple values

All - Division

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



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

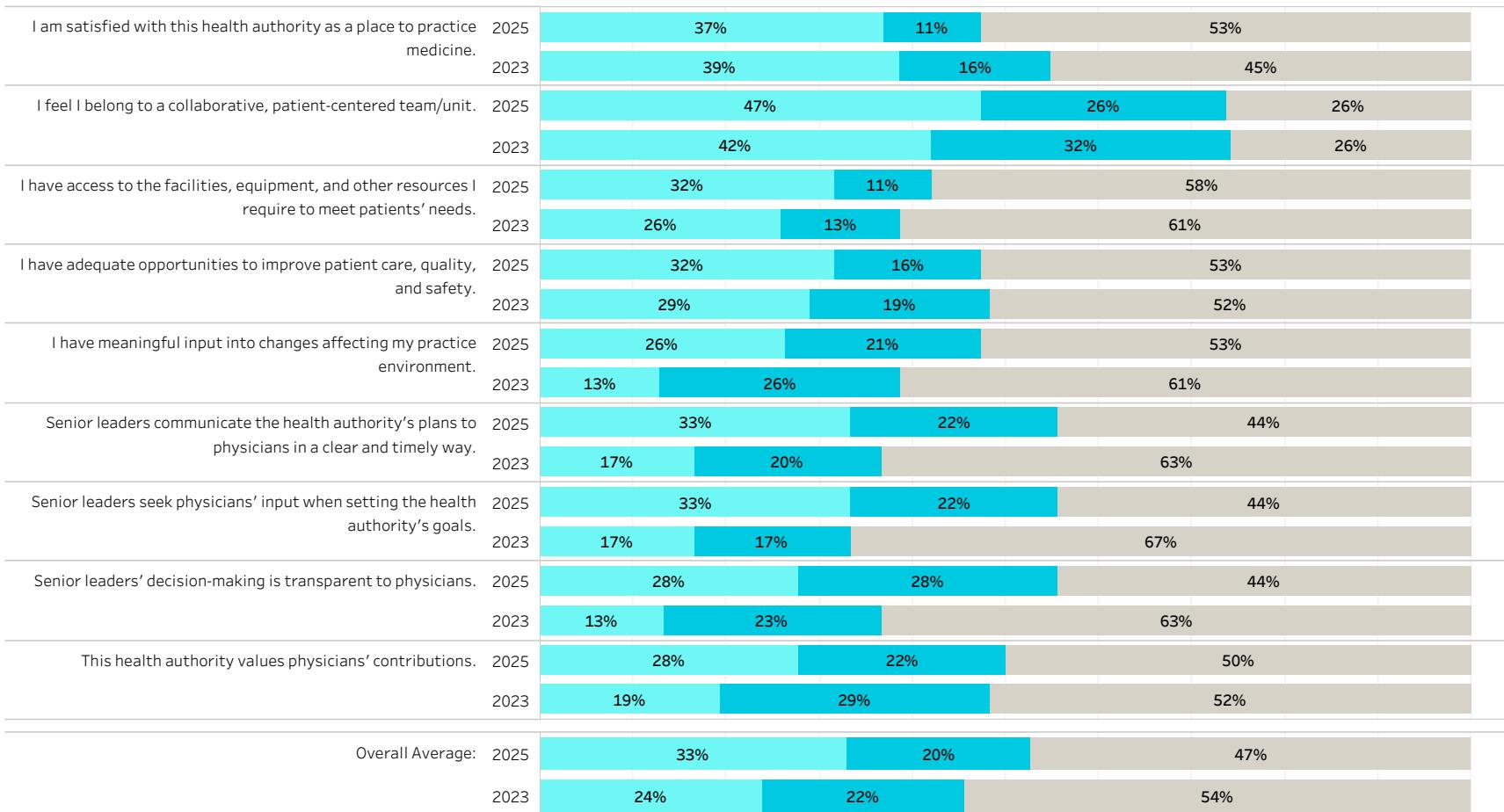
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Division	Abbotsford	All	All	All

Abbotsford

2025 **Respondents: 19**

2023 **Respondents: 31**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

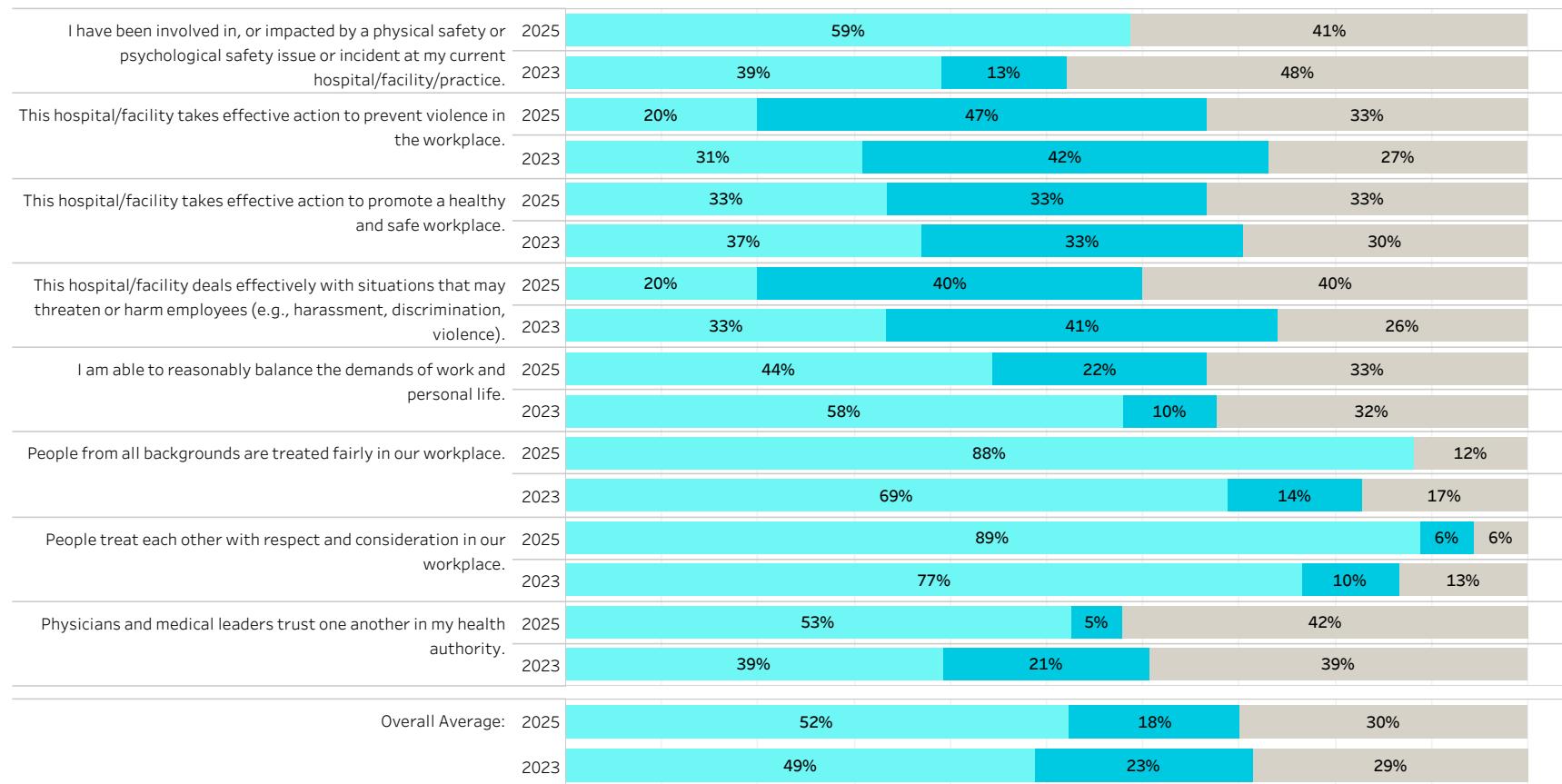
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Division	Abbotsford	All	All	All

Abbotsford

2025 Respondents: 19

2023 Respondents: 31

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Fraser Health	Division	Abbotsford	All	All	All	All	All

Abbotsford

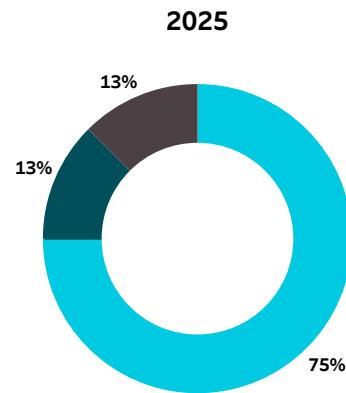
2025 Respondents: 19

2023 Respondents: 31

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	42%	8	127.8	2.5	1	999
	2023	26%	8	11.4	3.0	1	50
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	47%	9	7.6	5.0	1	20
	2023	39%	12	91.2	5.0	1	999

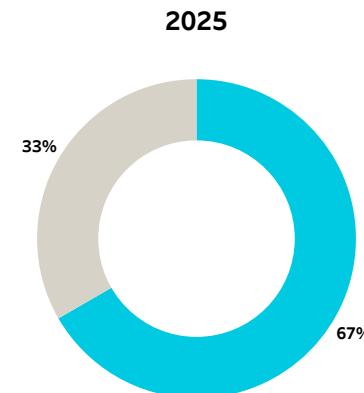
* % of physicians who experienced incidents

Physical safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 51+ incidents

Psychological safety incident breakdown



■ 1-5 incidents ■ 11-50 incidents

2025 Doctors of BC Health Authority Engagement Survey

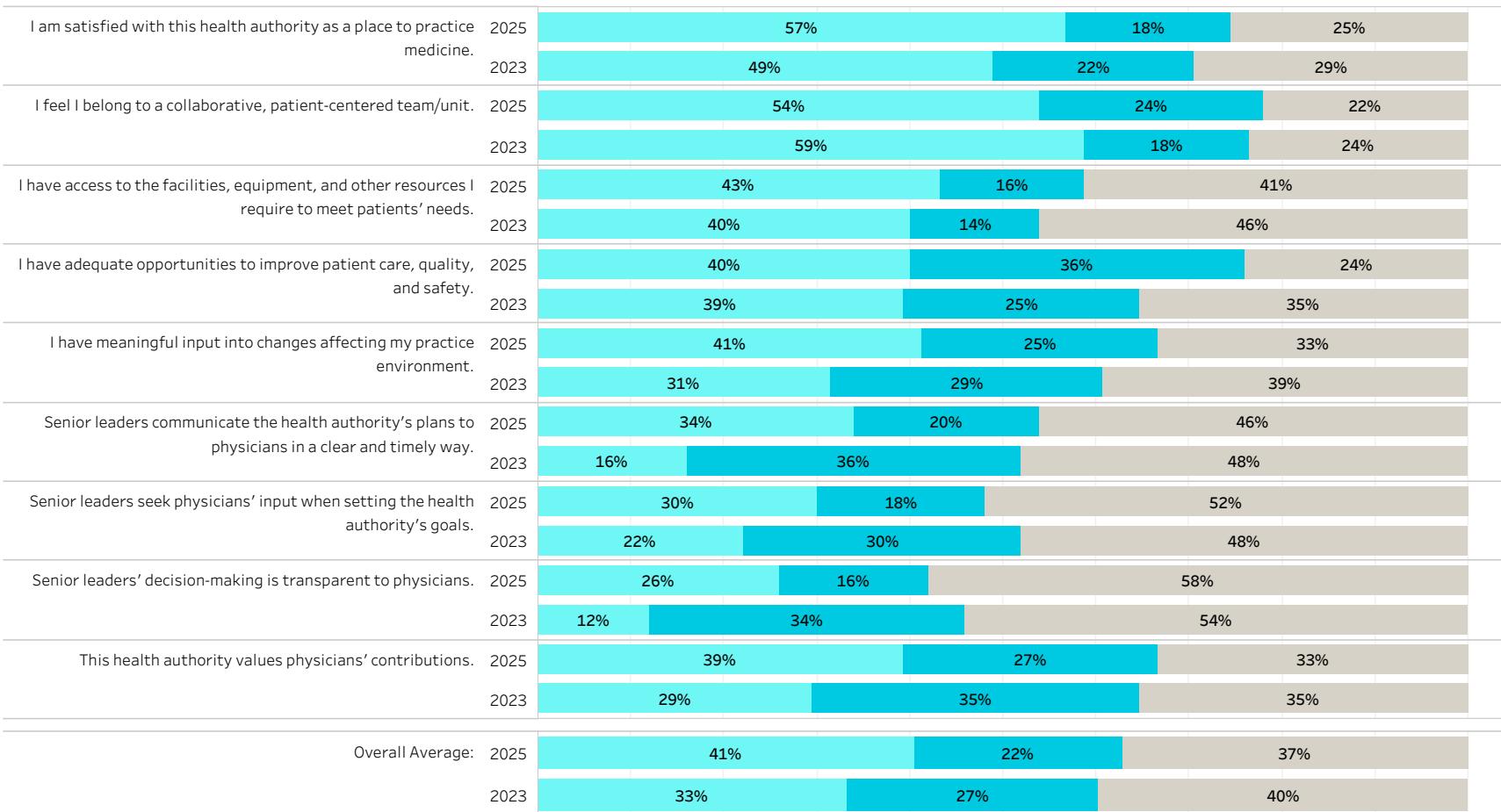
Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Division	Burnaby	All	All	All

Burnaby

2025	Respondents: 51
2023	Respondents: 51

Engagement



Agree
 Neutral
 Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

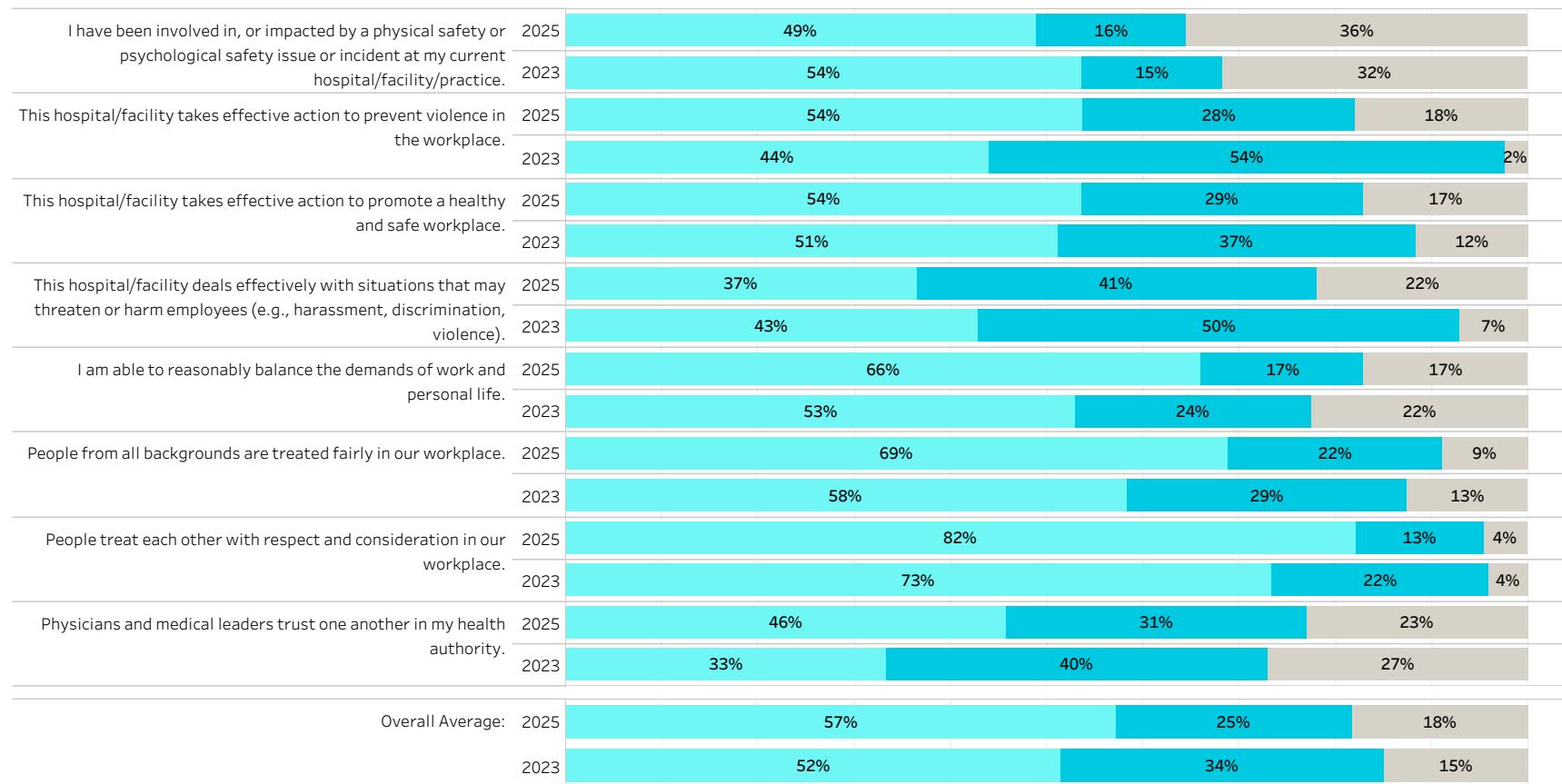
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Division	Burnaby	All	All	All

Burnaby

2025 **Respondents: 51**

2023 **Respondents: 51**

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Fraser Health	Division	Burnaby	All	All	All	All	All

Burnaby

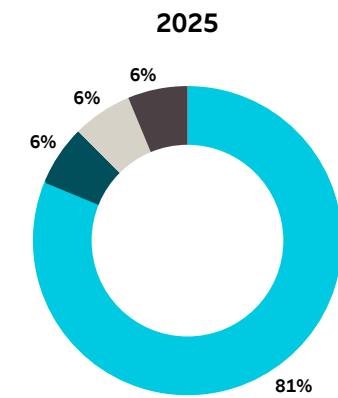
2025 Respondents: 51

2023 Respondents: 51

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	31%	16	9.3	2.0	1	100
	2023	41%	21	23.5	3.0	1	365
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	39%	20	111.7	6.5	1	999
	2023	41%	21	34.8	7.0	1	365

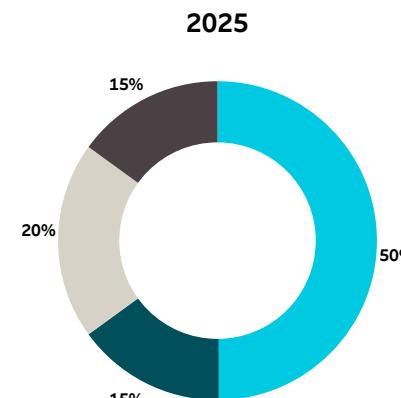
* % of physicians who experienced incidents

Physical safety incident breakdown



1-5 incidents 6-10 incidents 11-50 incidents 51+ incidents

Psychological safety incident breakdown



1-5 incidents 6-10 incidents 11-50 incidents 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

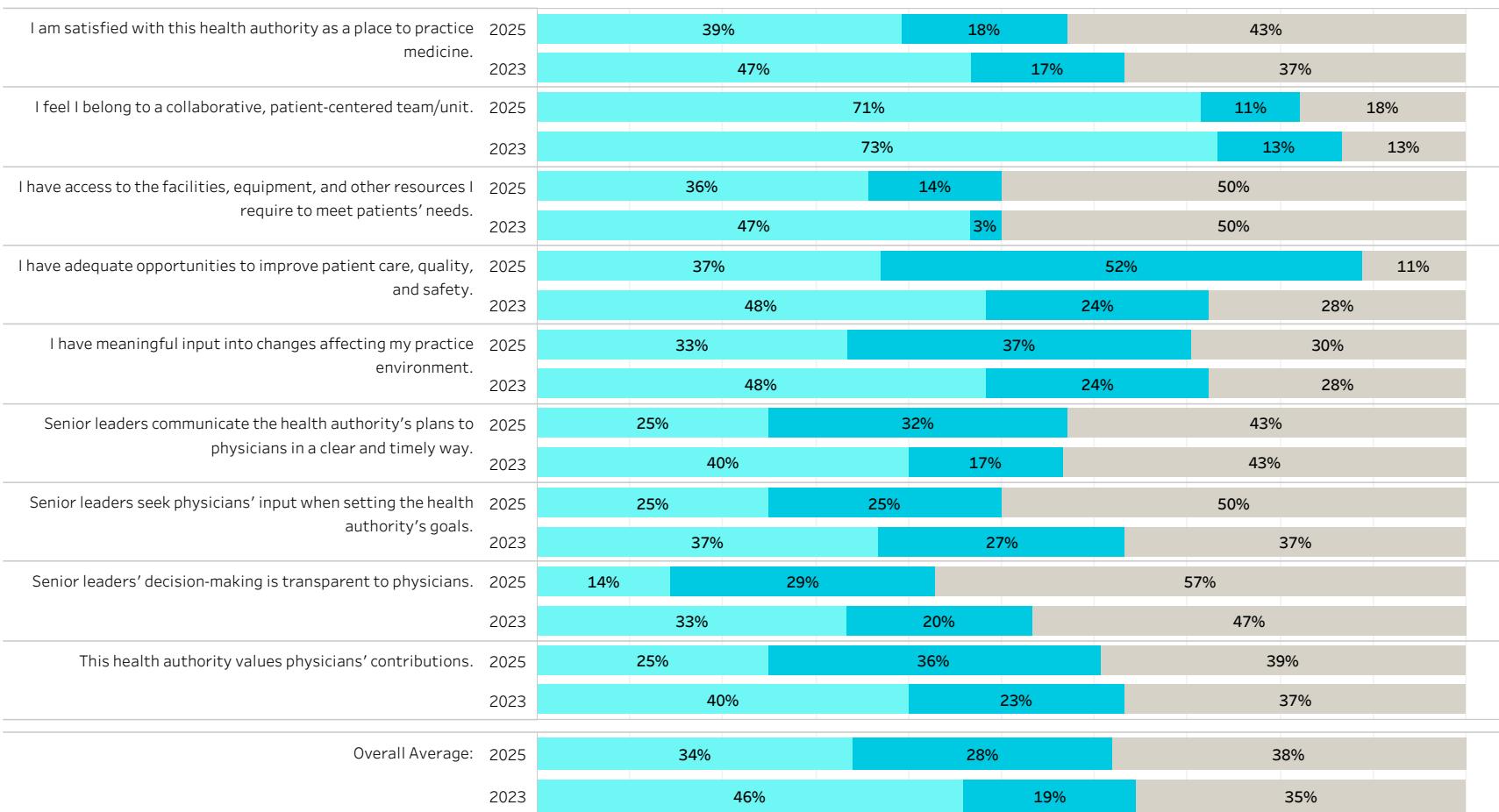
Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Division	Chilliwack	All	All	All

Chilliwack

2025	Respondents: 28
2023	Respondents: 30

Engagement



■ Agree ■ Neutral ■ Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

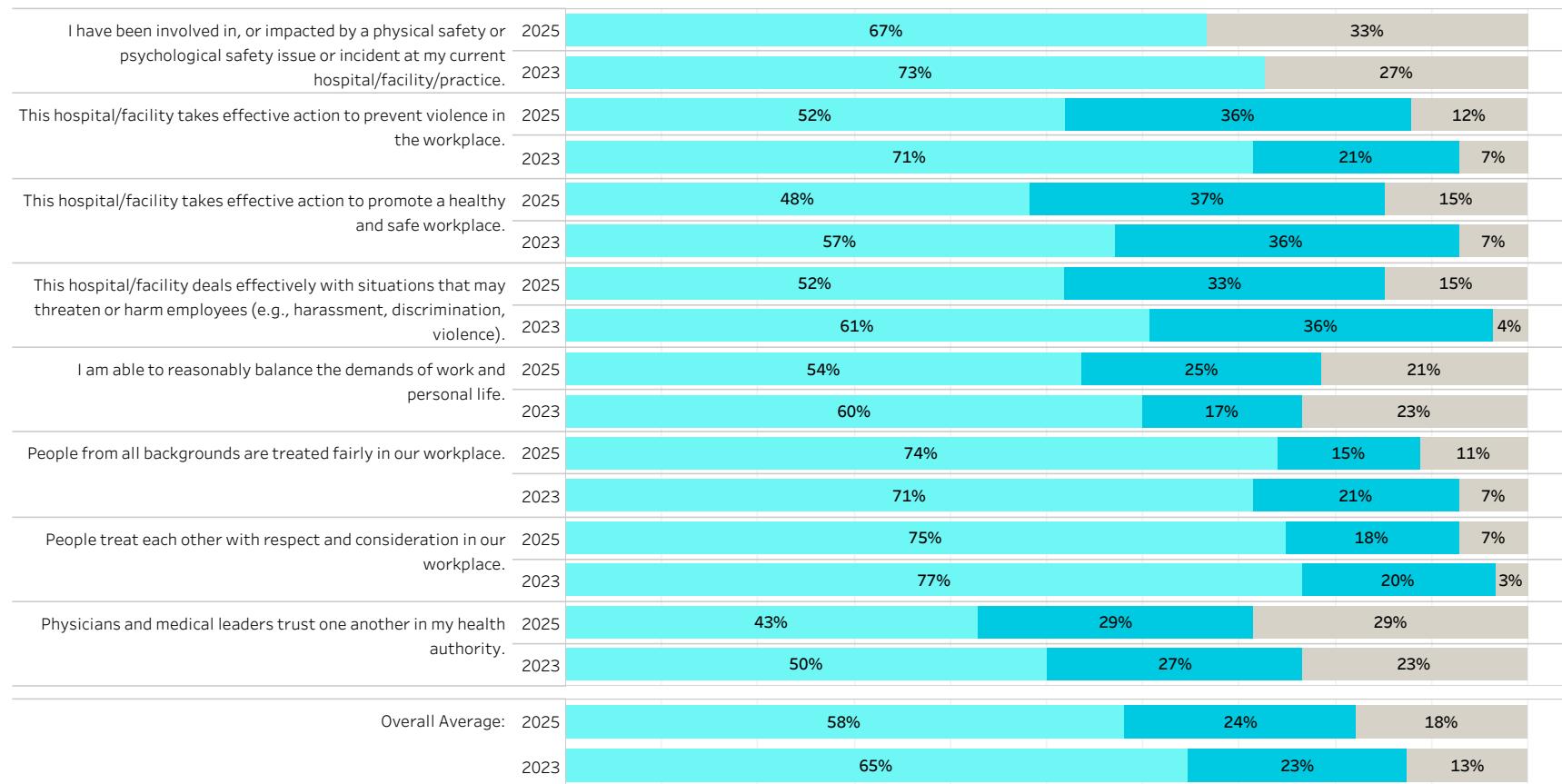
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Division	Chilliwack	All	All	All

Chilliwack

2025 Respondents: 28

2023 Respondents: 30

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Fraser Health	Division	Chilliwack	All	All	All	All	All

Chilliwack

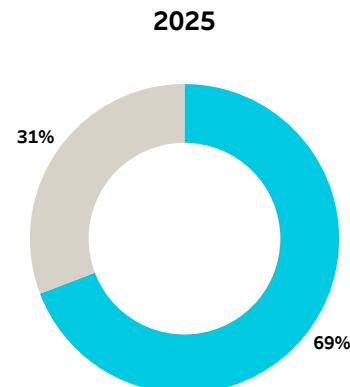
2025 Respondents: 28

2023 Respondents: 30

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	46%	13	10.8	3.0	1	50
	2023	37%	11	3.6	4.0	1	6
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	32%	9	7.7	8.0	1	15
	2023	50%	15	70.2	4.0	1	999

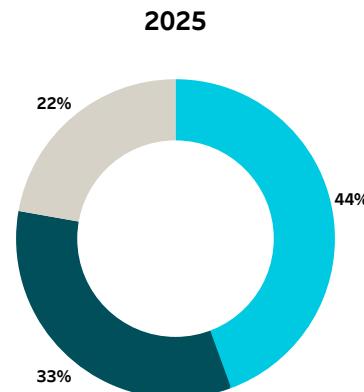
* % of physicians who experienced incidents

Physical safety incident breakdown



1-5 incidents 11-50 incidents

Psychological safety incident breakdown



1-5 incidents 6-10 incidents 11-50 incidents

2025 Doctors of BC Health Authority Engagement Survey

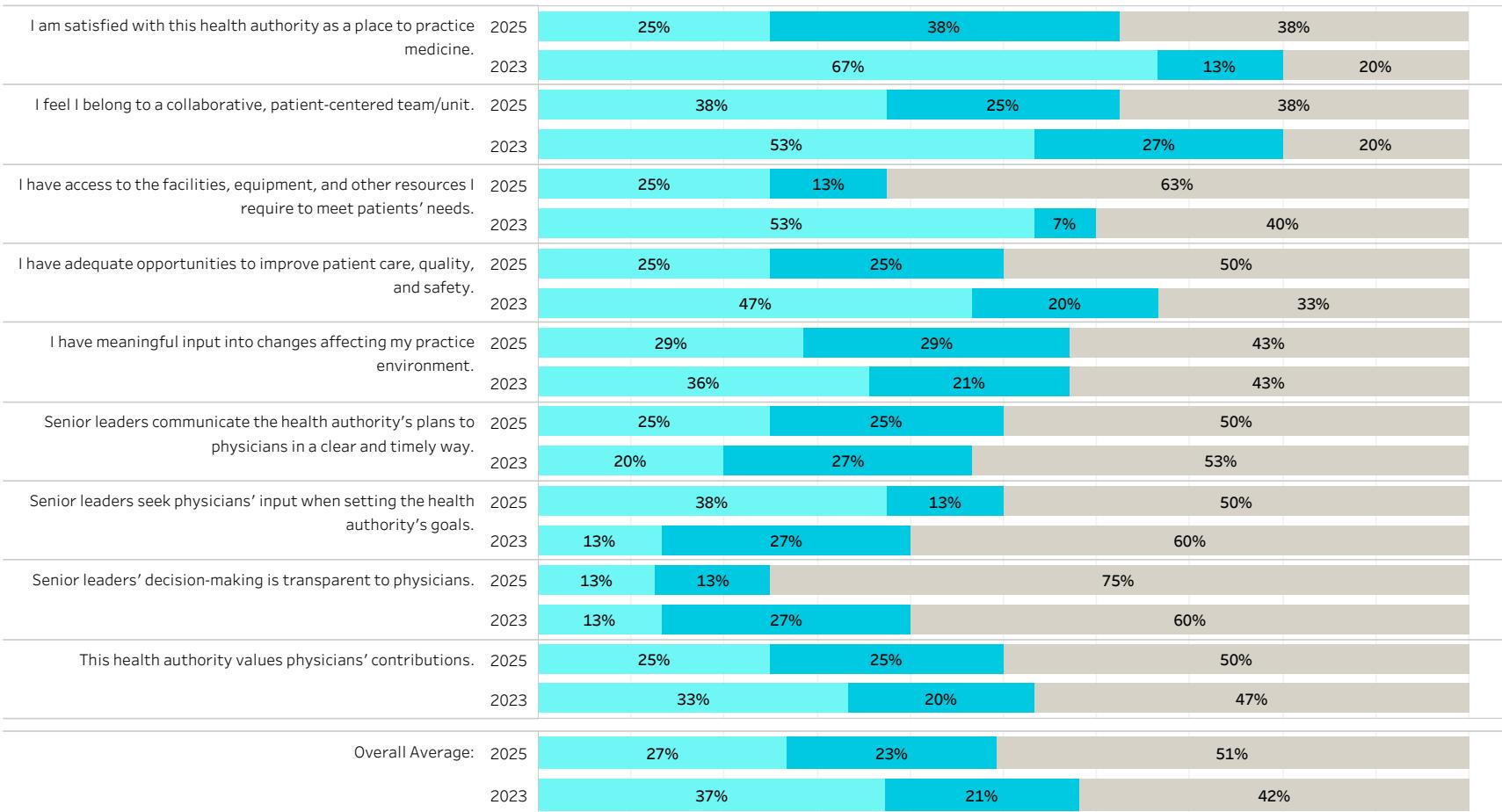
Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Division	Delta	All	All	All

Delta

2025	Respondents: 8
2023	Respondents: 15

Engagement



■ Agree ■ Neutral ■ Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

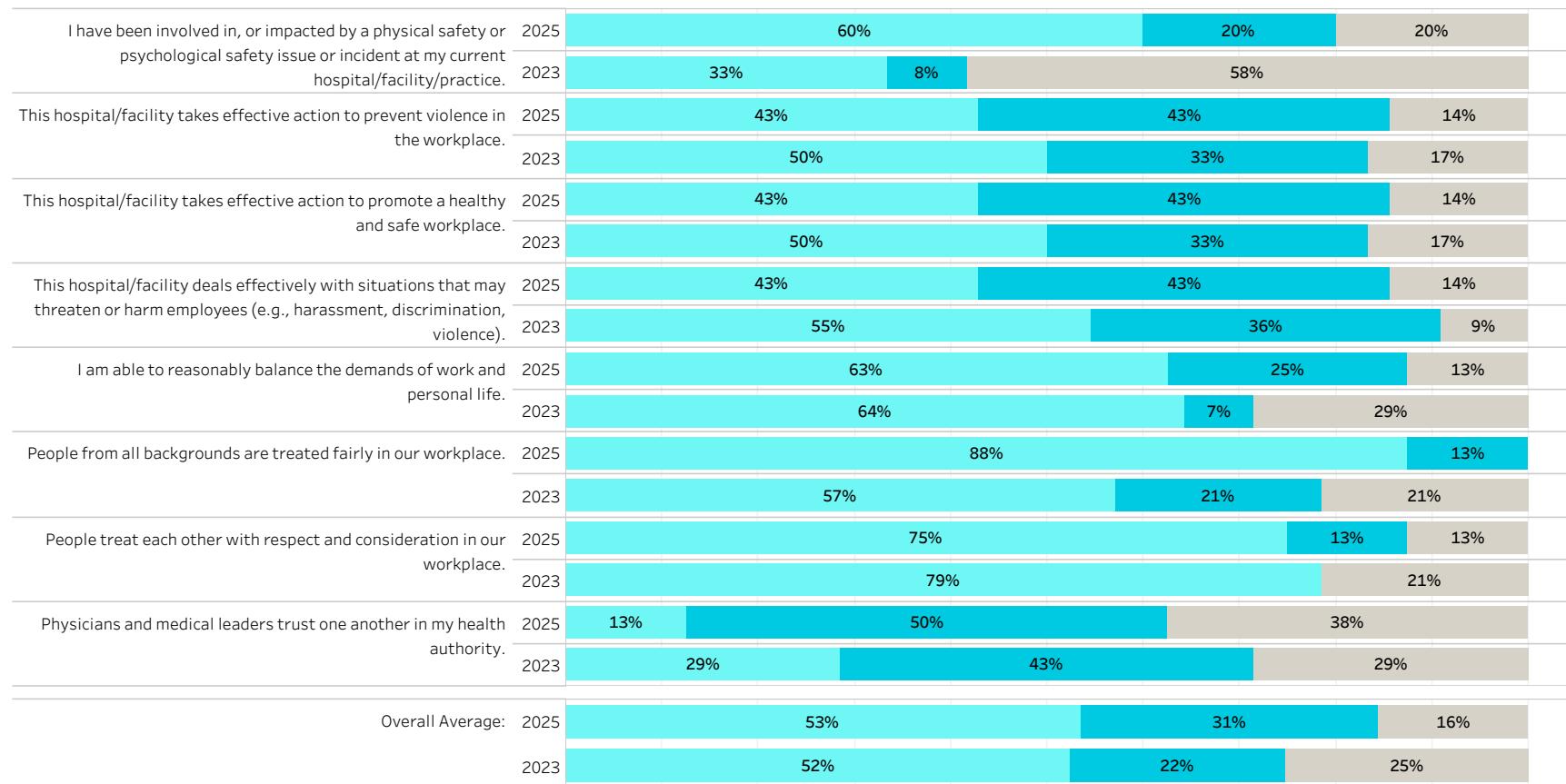
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Division	Delta	All	All	All

Delta

2025 Respondents: 8

2023 Respondents: 15

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

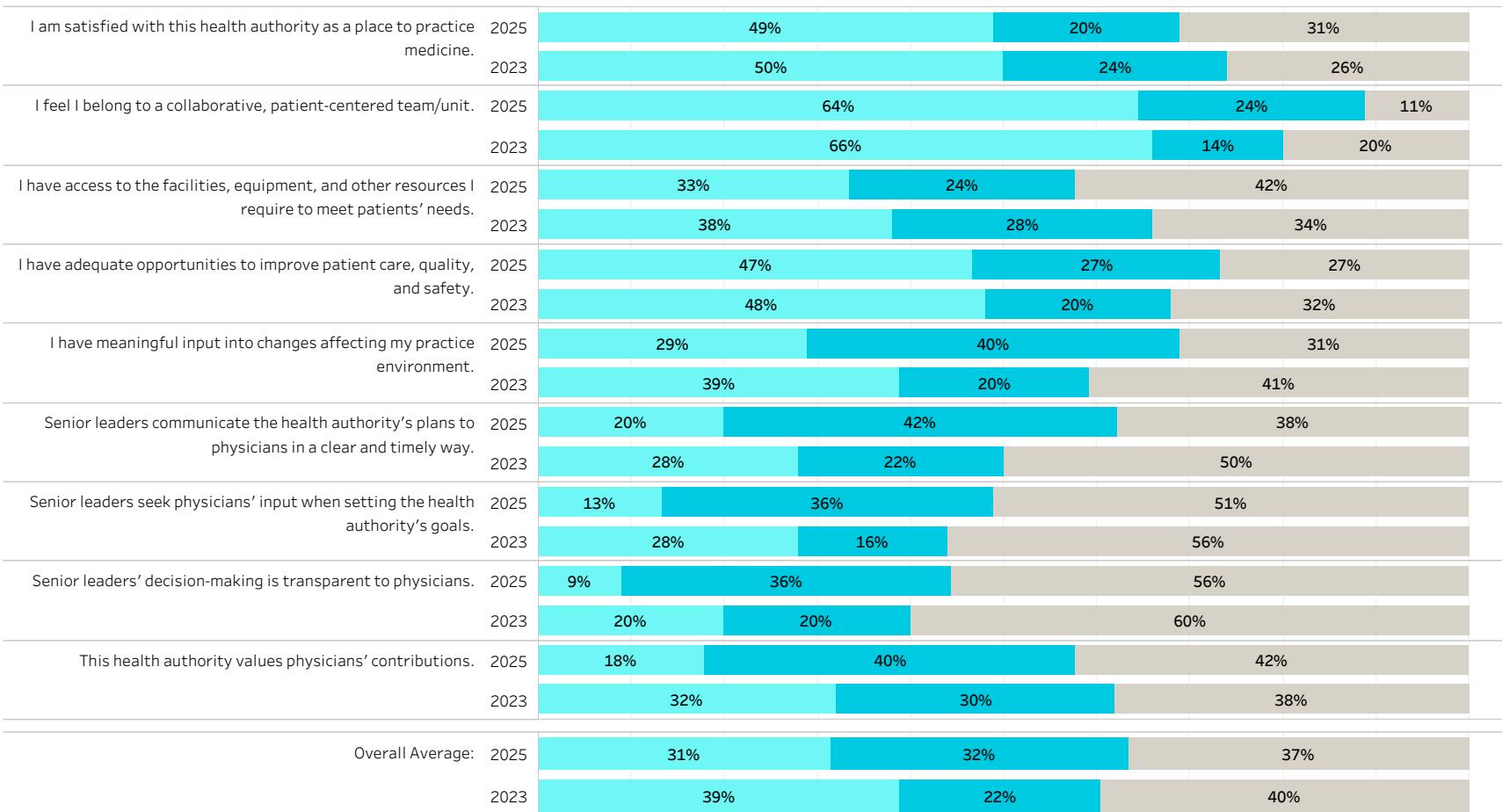
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Division	Fraser Northwest	All	All	All

Fraser Northwest

2025 Respondents: 45

2023 Respondents: 50

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

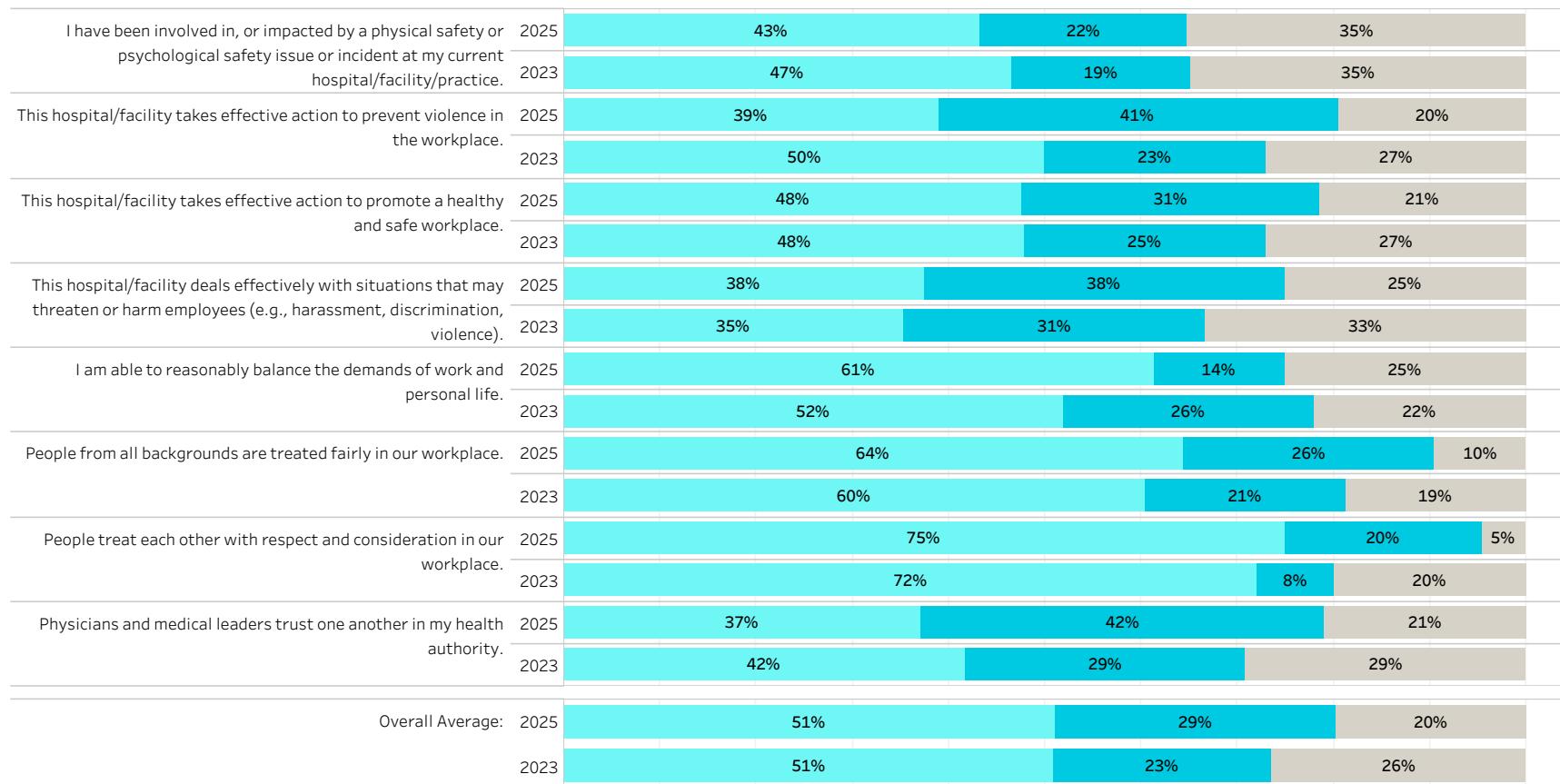
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Division	Fraser Northwest	All	All	All

Fraser Northwest

2025 Respondents: 45

2023 Respondents: 50

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Fraser Health	Division	Fraser Northwest	All	All	All	All	All

Fraser Northwest

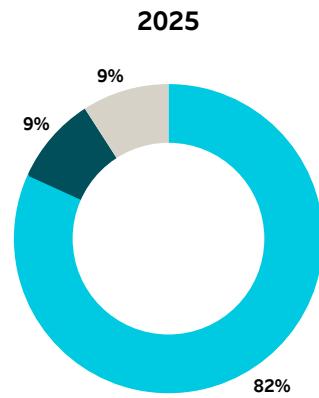
2025 Respondents: 45

2023 Respondents: 50

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	24%	11	4.4	3.0	1	12
	2023	32%	16	28.1	2.5	1	365
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	47%	21	4.5	2.0	1	35
	2023	58%	29	12.3	4.0	1	100

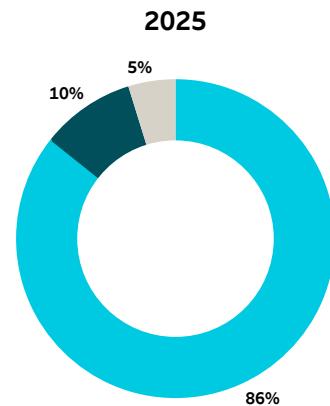
* % of physicians who experienced incidents

Physical safety incident breakdown



1-5 incidents 6-10 incidents 11-50 incidents

Psychological safety incident breakdown



1-5 incidents 6-10 incidents 11-50 incidents

2025 Doctors of BC Health Authority Engagement Survey

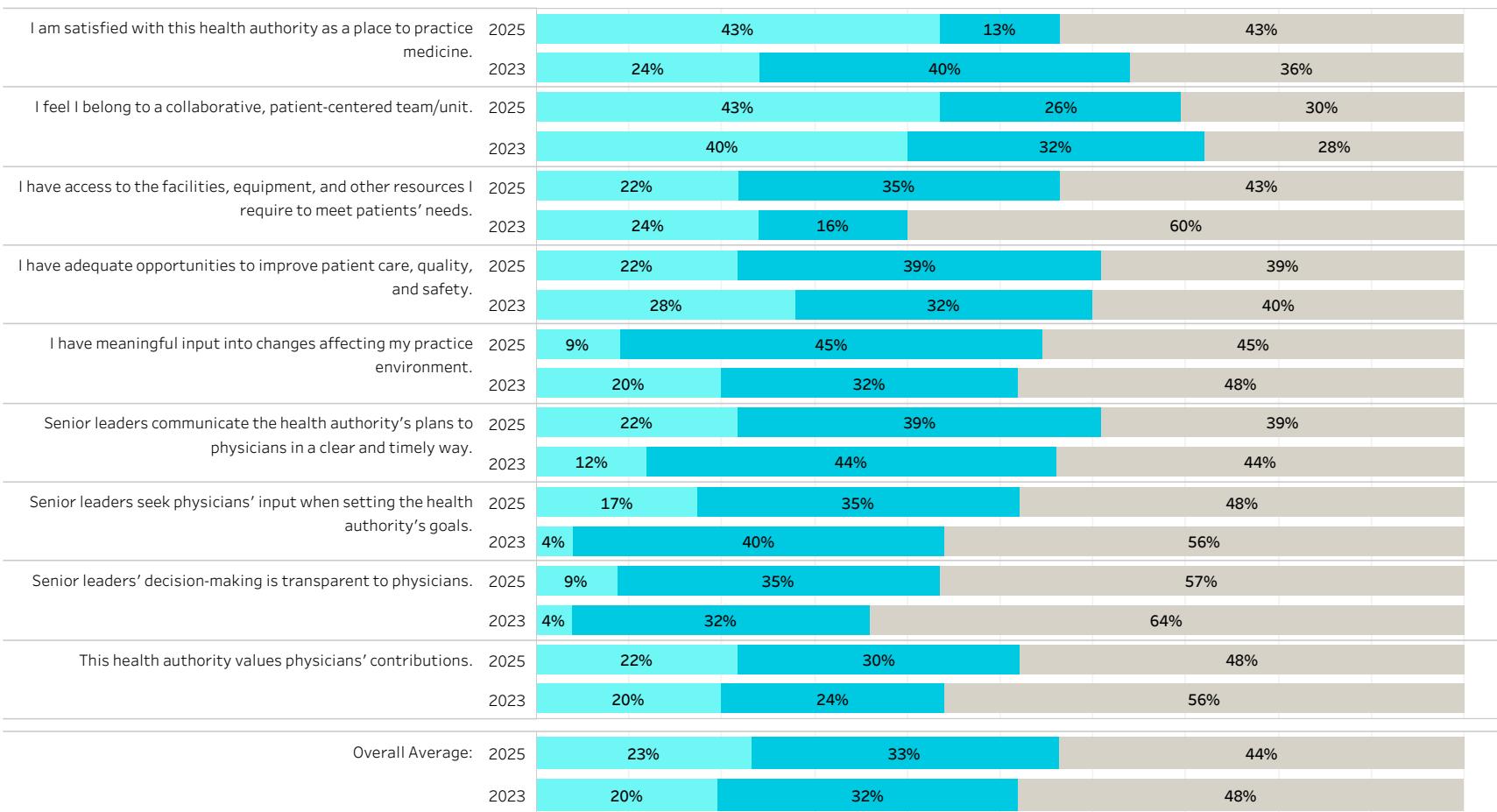
Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Division	Langley	All	All	All

Langley

2025	Respondents: 23
2023	Respondents: 26

Engagement



■ Agree ■ Neutral ■ Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

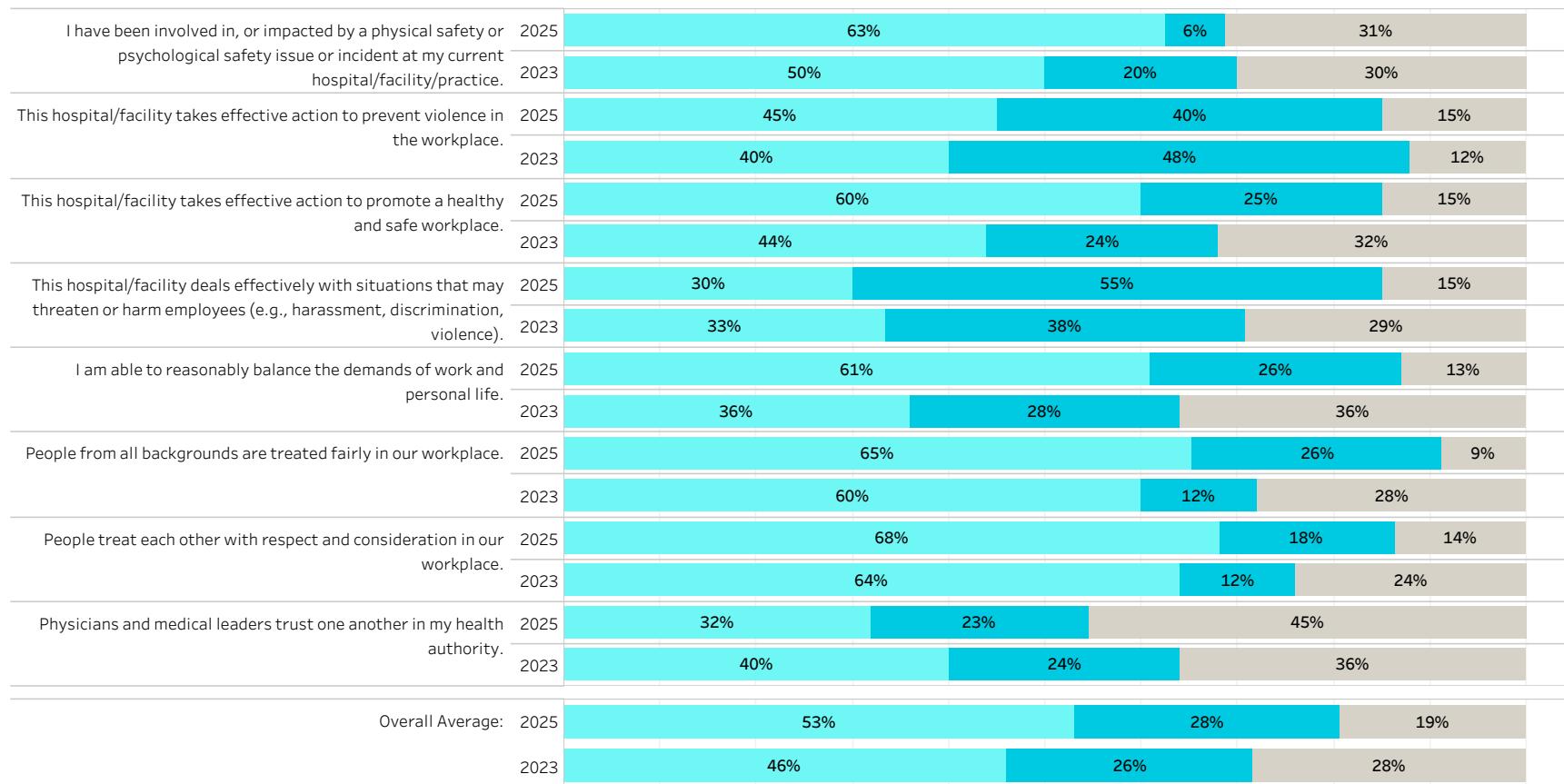
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Division	Langley	All	All	All

Langley

2025 Respondents: 23

2023 Respondents: 26

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

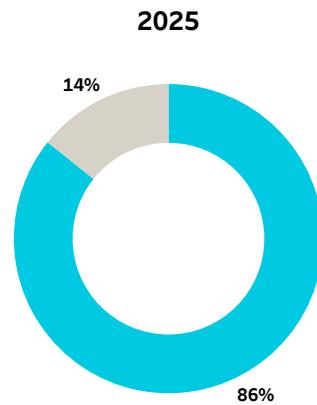
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Fraser Health	Division	Langley	All	All	All	All	All

Langley

	2025	Respondents: 23	2023	Respondents: 26	Yes*	Count	Mean	Median	Min	Max	
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)					2025	30%	7	3.9	3.0	1	12
					2023	27%	7	3.0	4.0	1	5
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)					2025	35%	8	7.3	5.0	2	20
					2023	42%	11	5.1	2.0	1	20

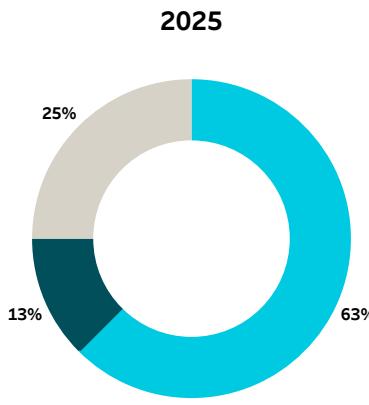
* % of physicians who experienced incidents

Physical safety incident breakdown



■ 1-5 incidents ■ 11-50 incidents

Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents

2025 Doctors of BC Health Authority Engagement Survey

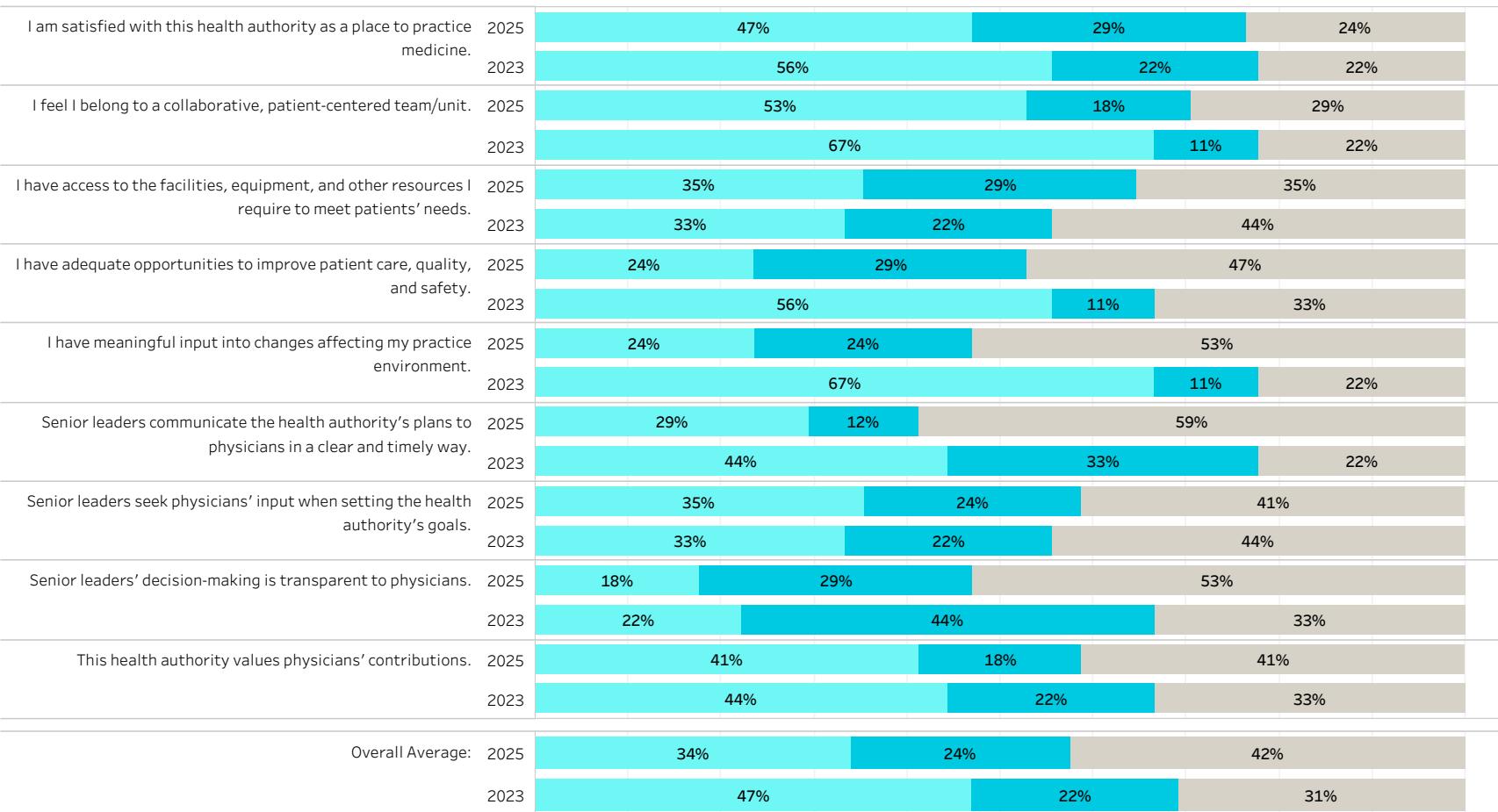
Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Division	Mission	All	All	All

Mission

2025	Respondents: 18
2023	Respondents: 9

Engagement



■ Agree ■ Neutral ■ Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

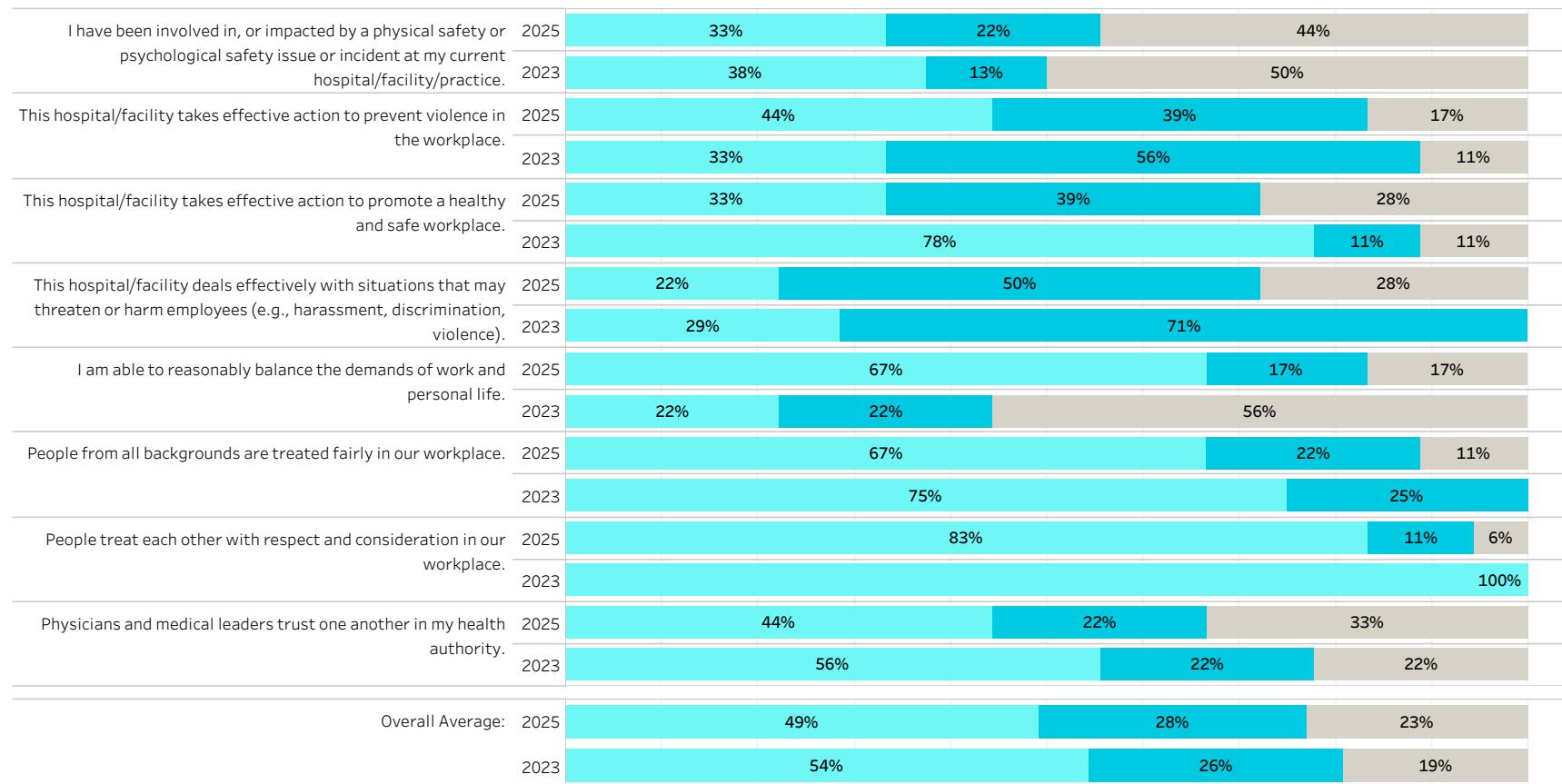
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Division	Mission	All	All	All

Mission

2025 **Respondents: 18**

2023 **Respondents: 9**

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Fraser Health	Division	Mission	All	All	All	All	All

Mission

2025 Respondents: 18

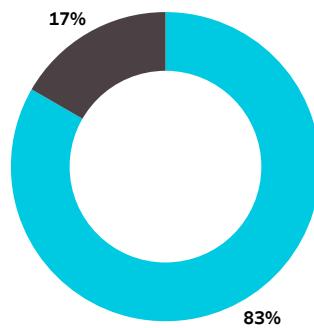
2023 Respondents: 9

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	33%	6	63.0	3.0	1	365
	2023	56%	5	76.4	3.0	2	365
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	44%	8	64.8	6.0	1	365

* % of physicians who experienced incidents

Physical safety incident breakdown

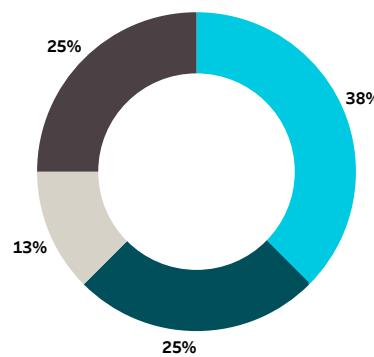
2025



■ 1-5 incidents ■ 51+ incidents

Psychological safety incident breakdown

2025



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

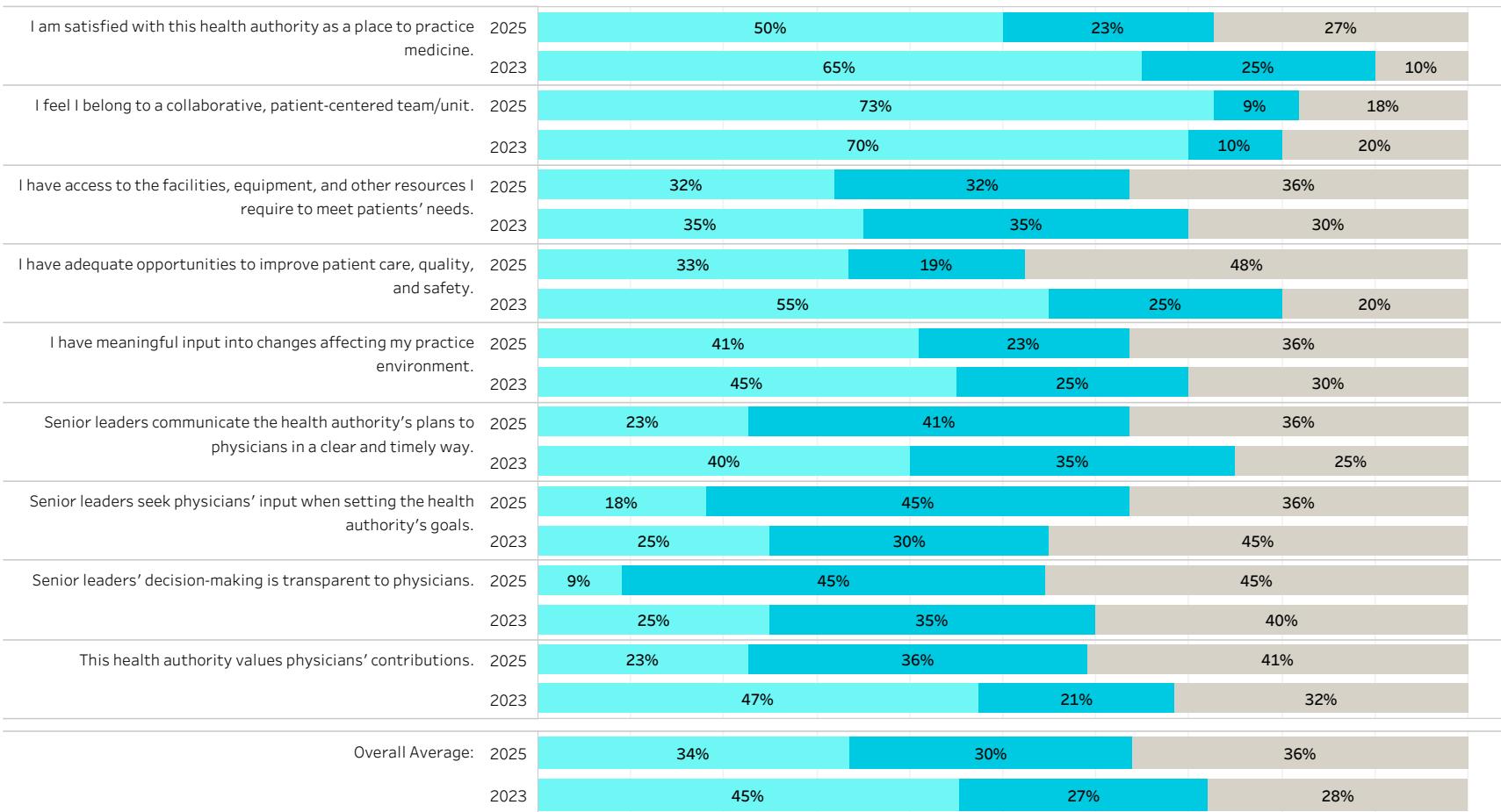
Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Division	Ridge Meadows	All	All	All

Ridge Meadows

2025	Respondents: 22
2023	Respondents: 20

Engagement



2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

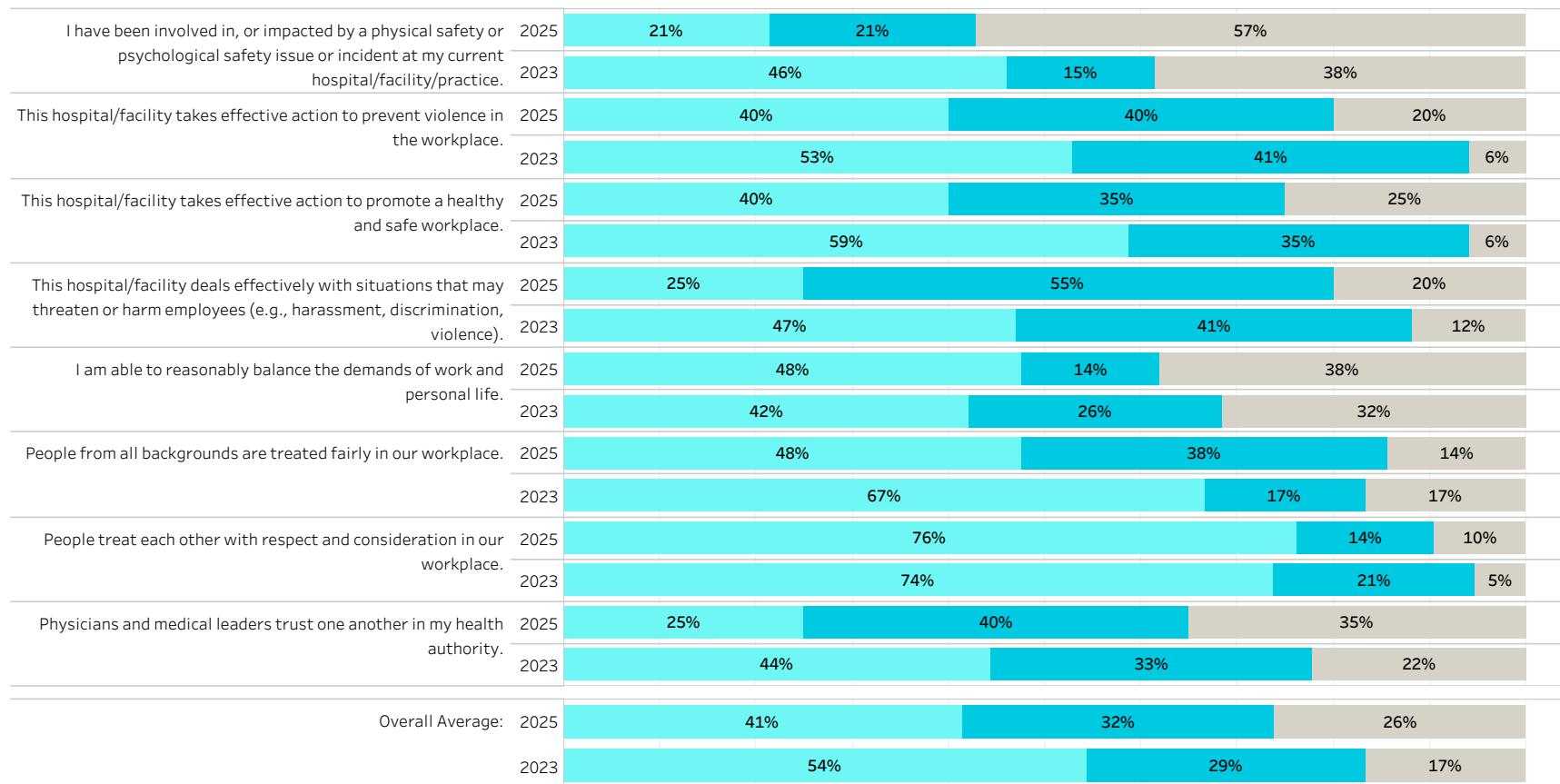
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Division	Ridge Meadows	All	All	All

Ridge Meadows

2025 Respondents: 22

2023 Respondents: 20

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Fraser Health	Division	Ridge Meadows	All	All	All	All	All

Ridge Meadows

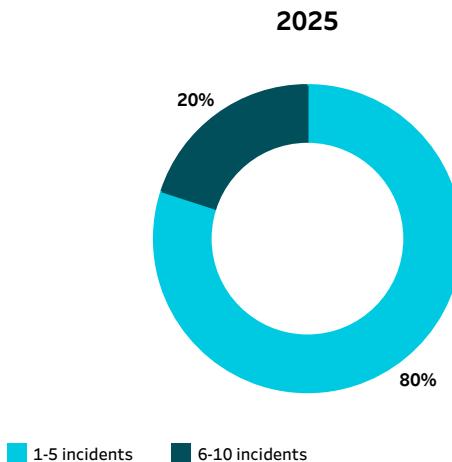
2025 Respondents: 22

2023 Respondents: 20

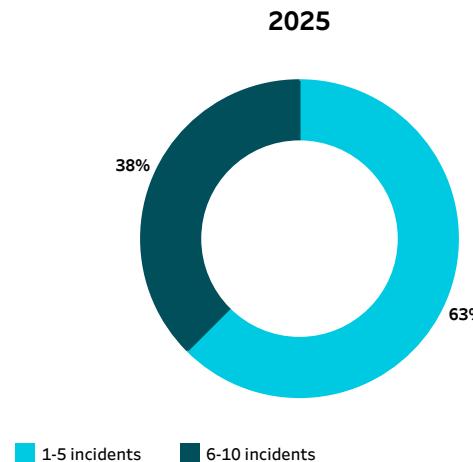
		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	23%	5	4.0	3.0	2	10
	2023	30%	6	8.3	2.5	1	40
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	36%	8	5.1	3.0	1	10
	2023	40%	8	4.4	4.0	1	10

* % of physicians who experienced incidents

Physical safety incident breakdown



Psychological safety incident breakdown



2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

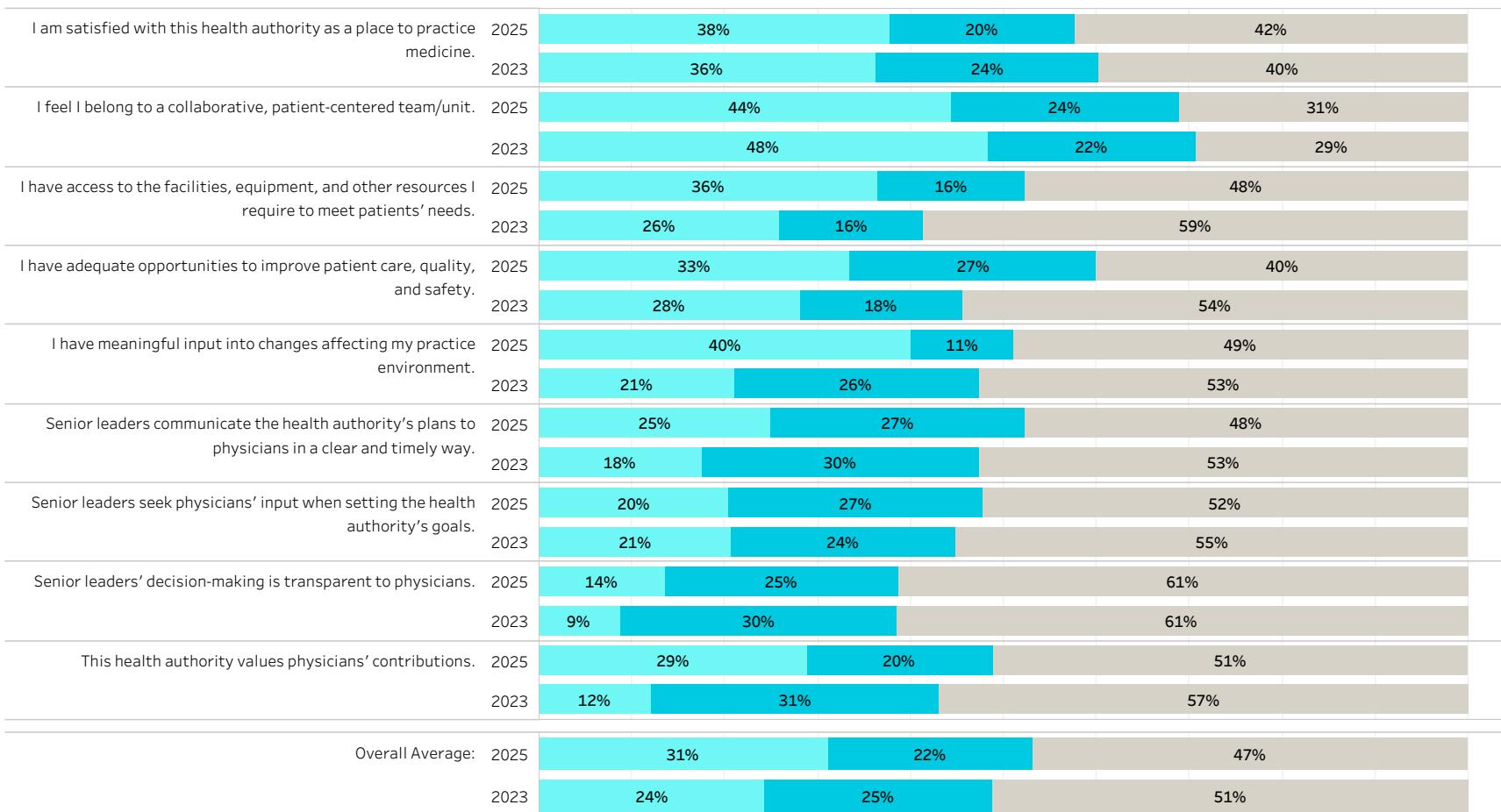
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Division	Surrey - North Delta	All	All	All

Surrey - North Delta

2025 **Respondents: 45**

2023 **Respondents: 58**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

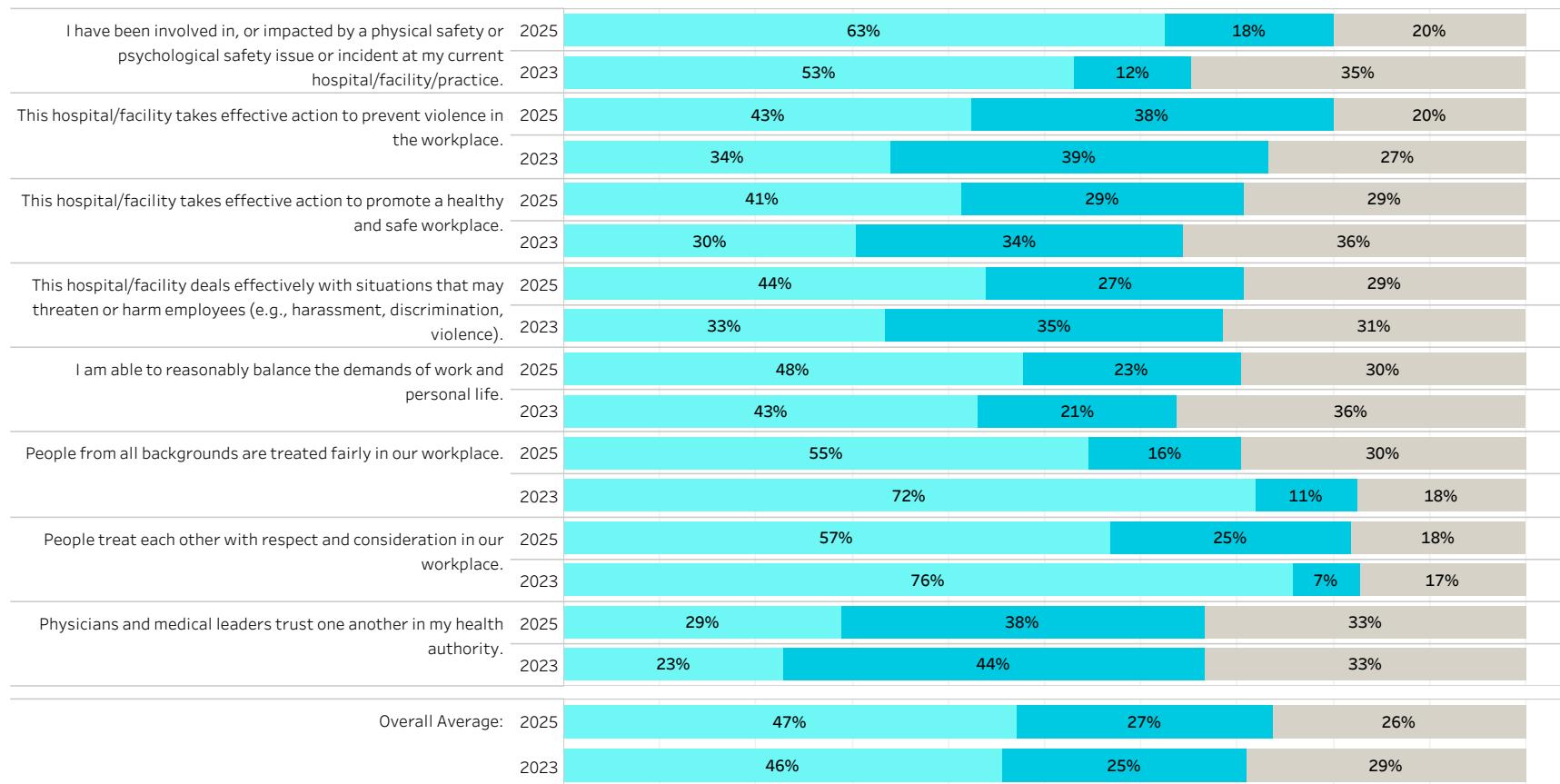
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Division	Surrey - North Delta	All	All	All

Surrey - North Delta

2025 Respondents: 45

2023 Respondents: 58

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Fraser Health	Division	Surrey - North Delta	All	All	All	All	All

Surrey - North Delta

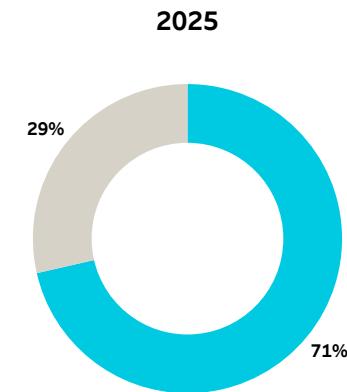
2025 Respondents: 45

2023 Respondents: 58

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	47%	21	8.2	2.0	1	30
	2023	40%	23	9.3	3.0	1	50
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	60%	27	45.3	4.0	1	999
	2023	53%	31	47.7	10.0	1	999

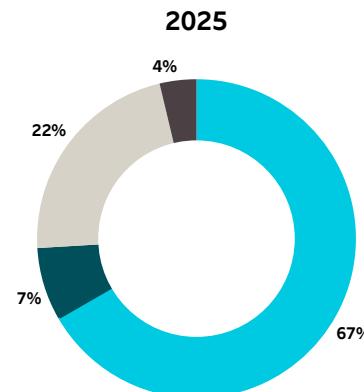
* % of physicians who experienced incidents

Physical safety incident breakdown



1-5 incidents 11-50 incidents

Psychological safety incident breakdown



1-5 incidents 6-10 incidents 11-50 incidents 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

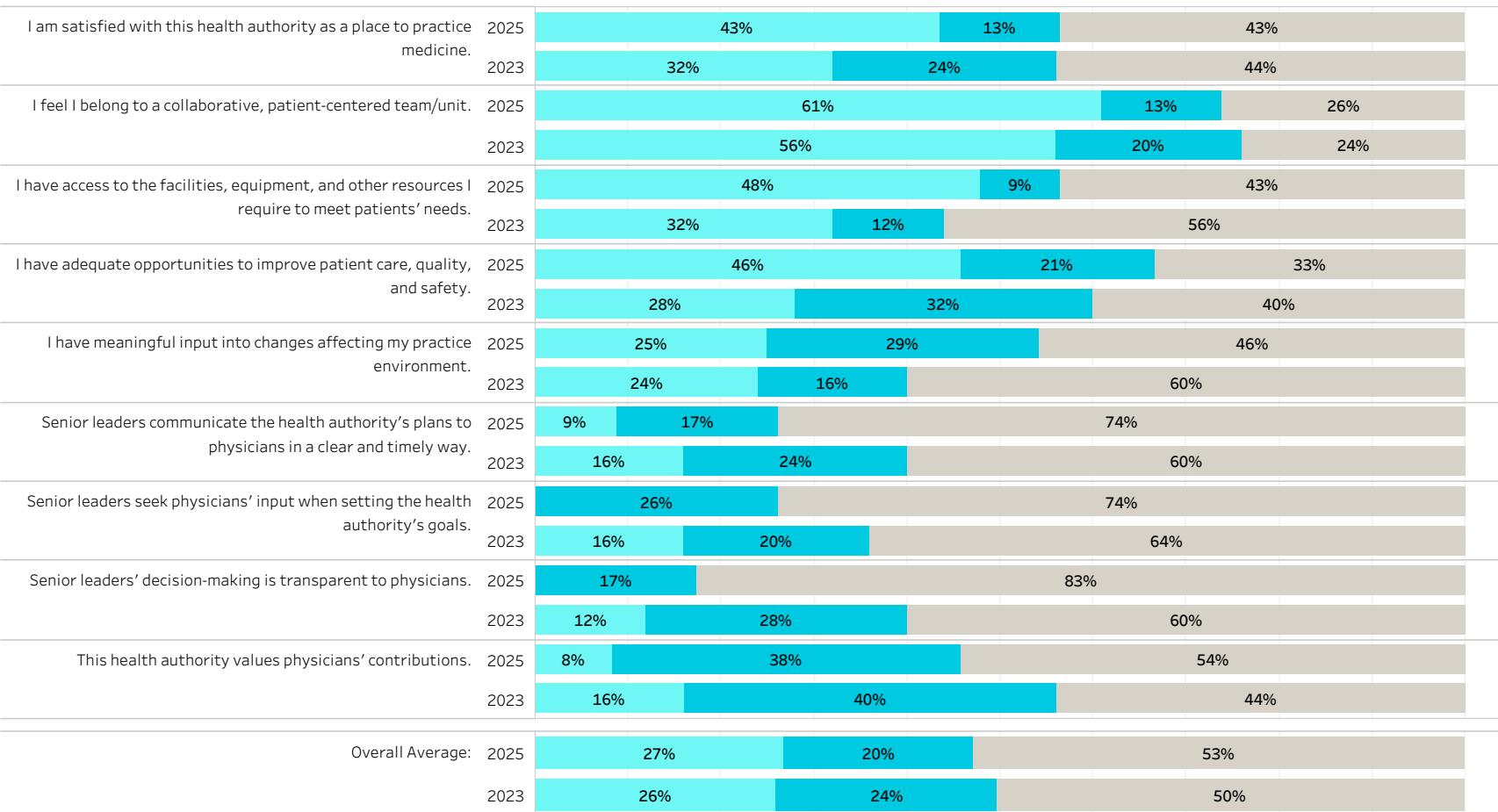
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Division	White Rock - South Surrey	All	All	All

White Rock - South Surrey

2025 Respondents: 24

2023 Respondents: 25

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

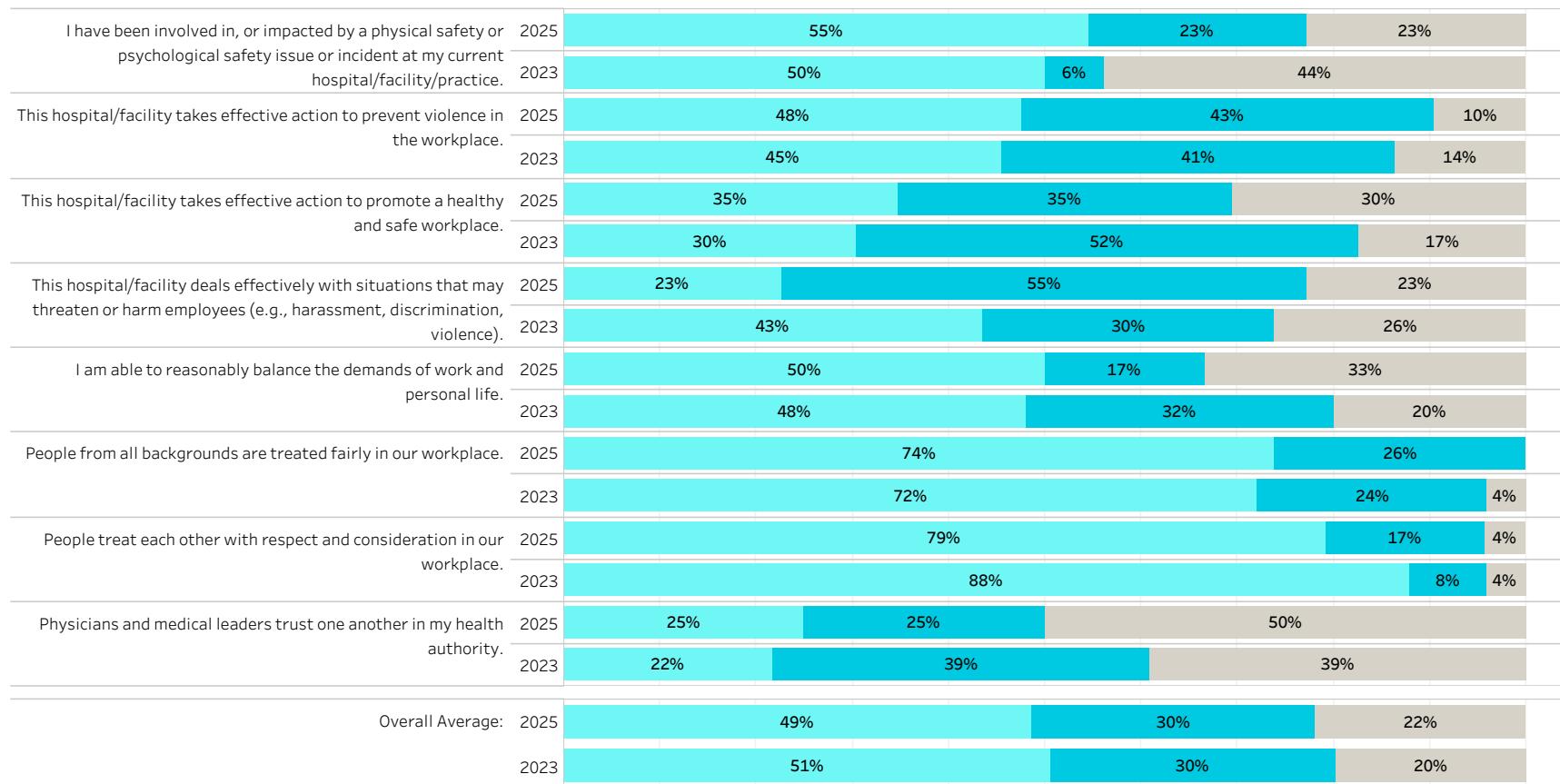
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Fraser Health	Division	White Rock - South Surrey	All	All	All

White Rock - South Surrey

2025 Respondents: 24

2023 Respondents: 25

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Fraser Health	Division	White Rock - South Surrey	All	All	All	All	All

White Rock - South Surrey

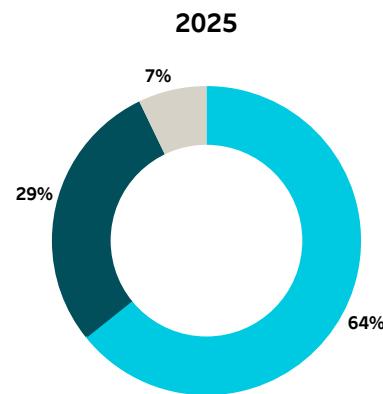
2025 Respondents: 24

2023 Respondents: 25

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	58%	14	5.9	4.0	1	20
	2023	40%	10	9.0	3.0	1	40
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	54%	13	18.1	2.0	1	200
	2023	48%	12	12.0	4.0	1	80

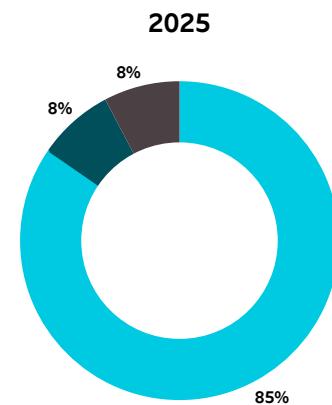
* % of physicians who experienced incidents

Physical safety incident breakdown



1-5 incidents 6-10 incidents 11-50 incidents

Psychological safety incident breakdown



1-5 incidents 6-10 incidents 51+ incidents

Interior Health: Divisions of Family Practice

- Overall Engagement averages of 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.

NOTE: Safety incidents with responses <5 have been excluded from this report.

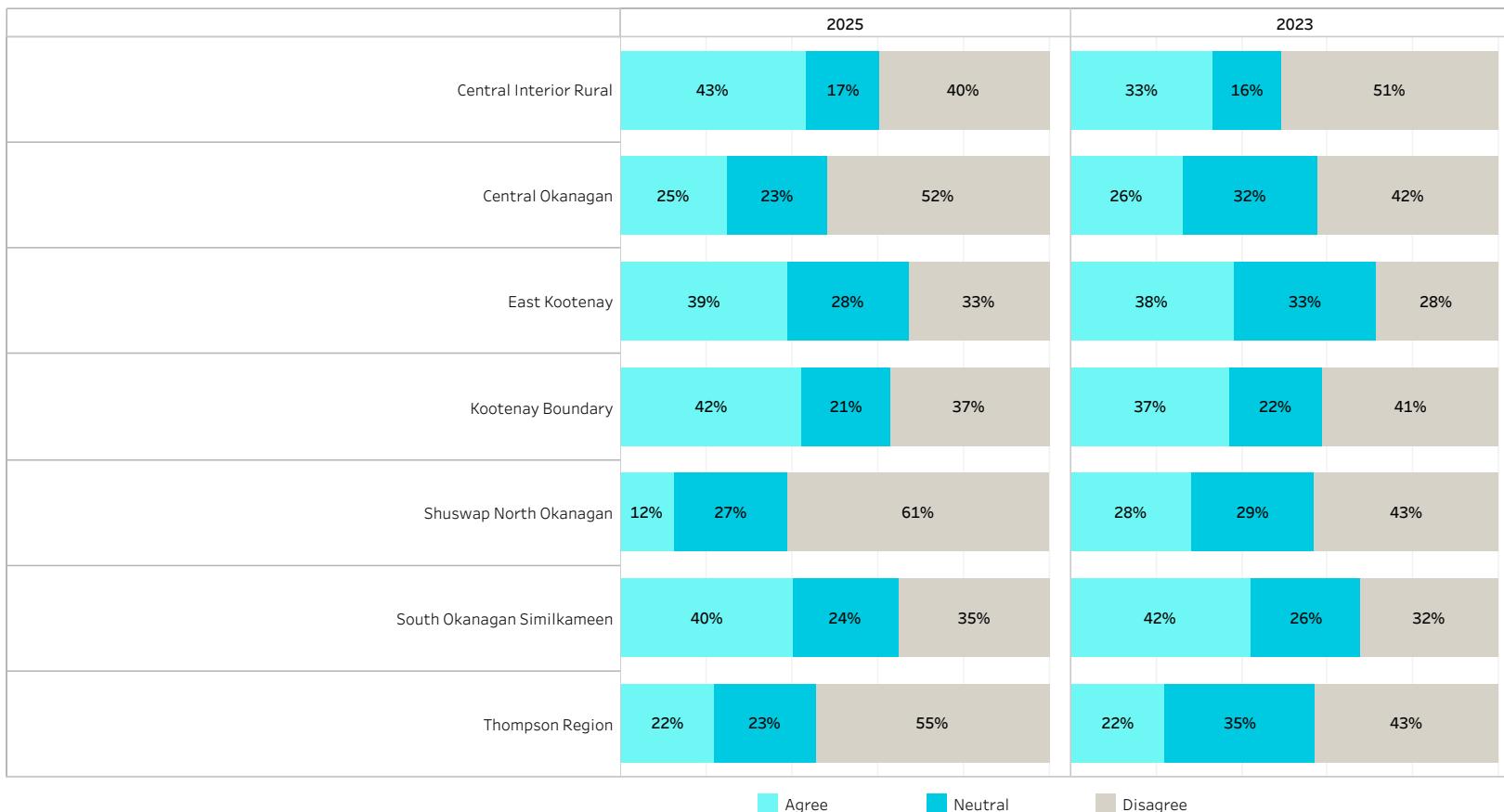
2025 Doctors of BC Health Authority Engagement Survey

Regional Engagement Averages

Survey Year: 2025 Health Authority: Interior Health Hospital or Division: Division Hospital List / Division List: Multiple values

All - Division

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



2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

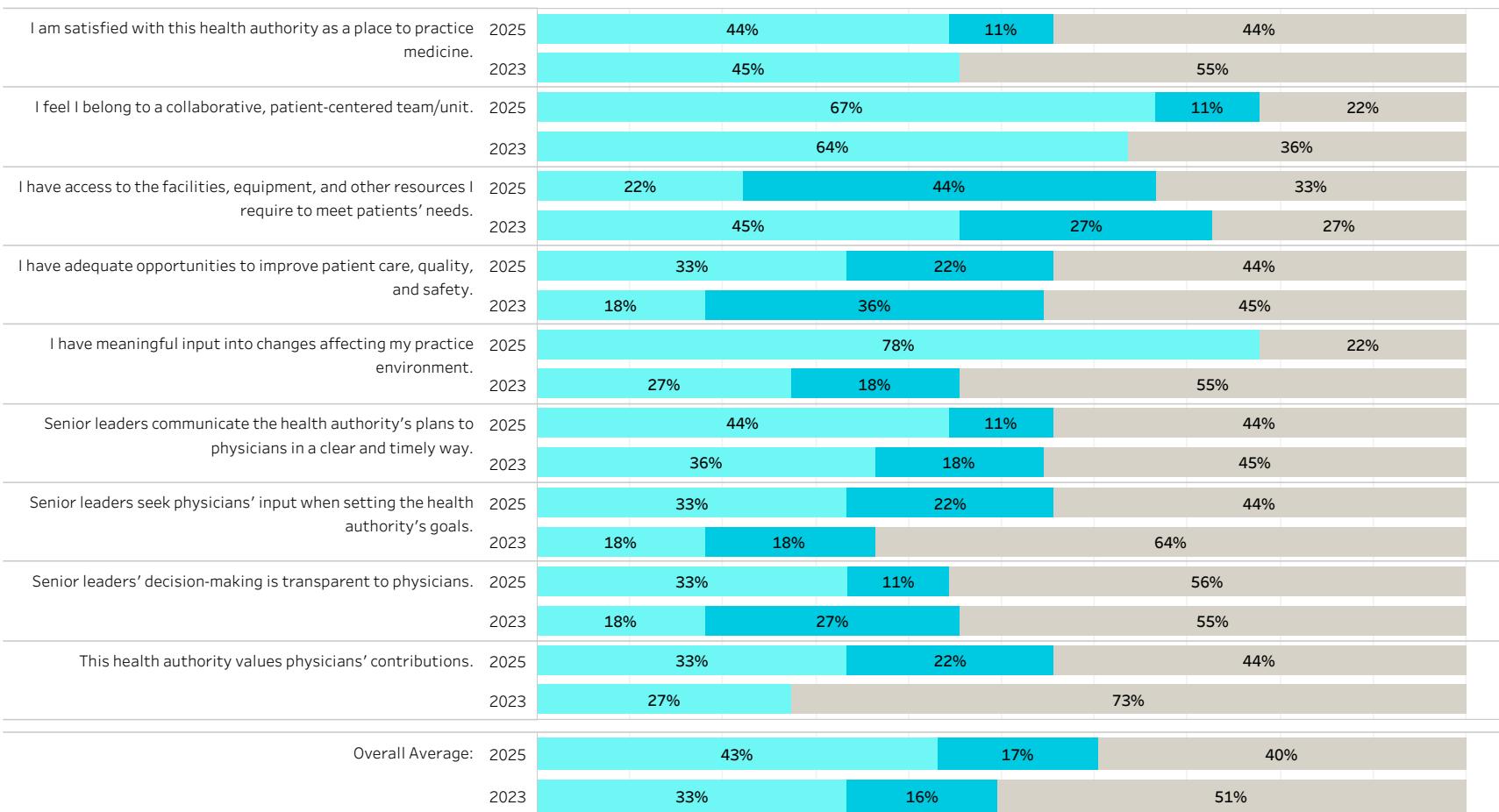
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Division	Central Interior Rural	All	All	All

Central Interior Rural

2025 **Respondents: 9**

2023 **Respondents: 11**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

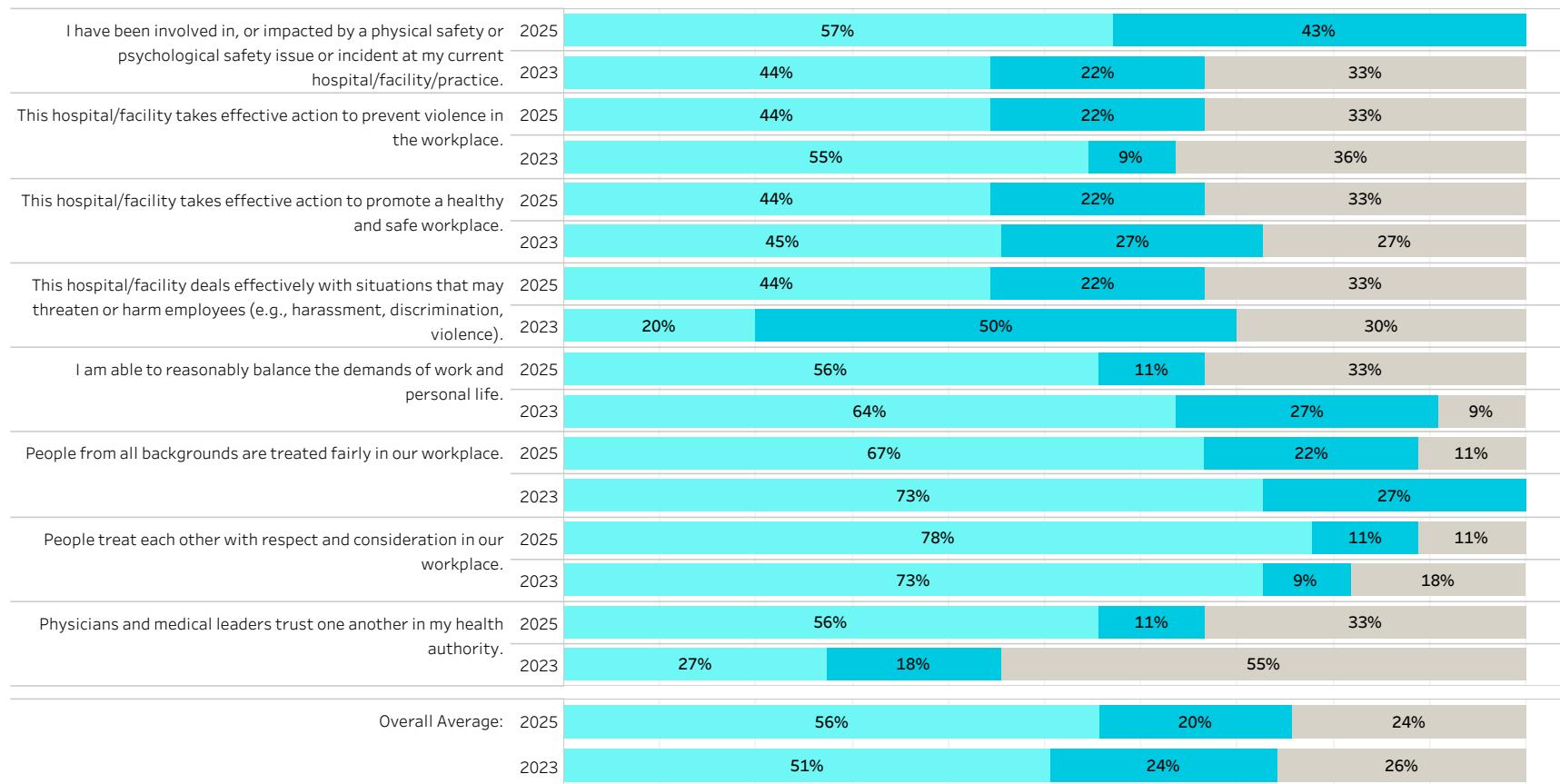
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Division	Central Interior Rural	All	All	All

Central Interior Rural

2025 **Respondents: 9**

2023 **Respondents: 11**

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year 2025	Health Authority Interior Health	Hospital or Division Division	Hospital List / Division List Central Interior Rural	Primary Practice All	Practice Type All	Urban/Rural All	Gender Identity All	Racial Identity All
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Central Interior Rural

2025 Respondents: 9

	Yes*	Count	Mean	Median	Min	Max
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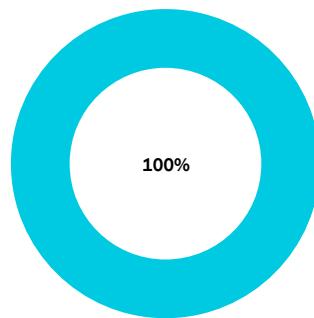
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)

2025 56% 5 2.6 2.0 1 5

* % of physicians who experienced incidents

Physical safety incident breakdown

2025



■ 1-5 incidents

Psychological safety incident breakdown

2025

n/a N<5

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

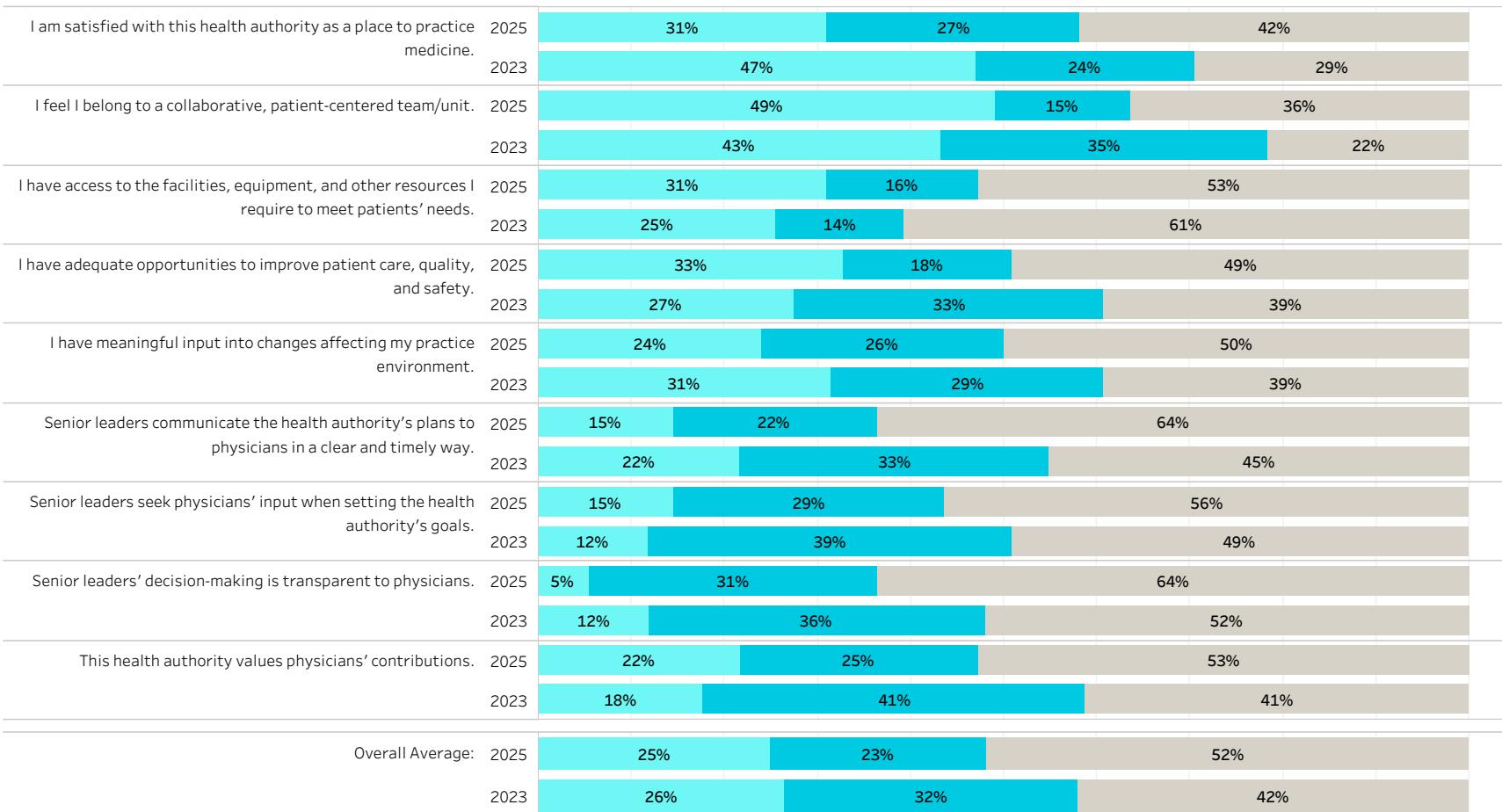
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Division	Central Okanagan	All	All	All

Central Okanagan

2025 **Respondents: 55**

2023 **Respondents: 51**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

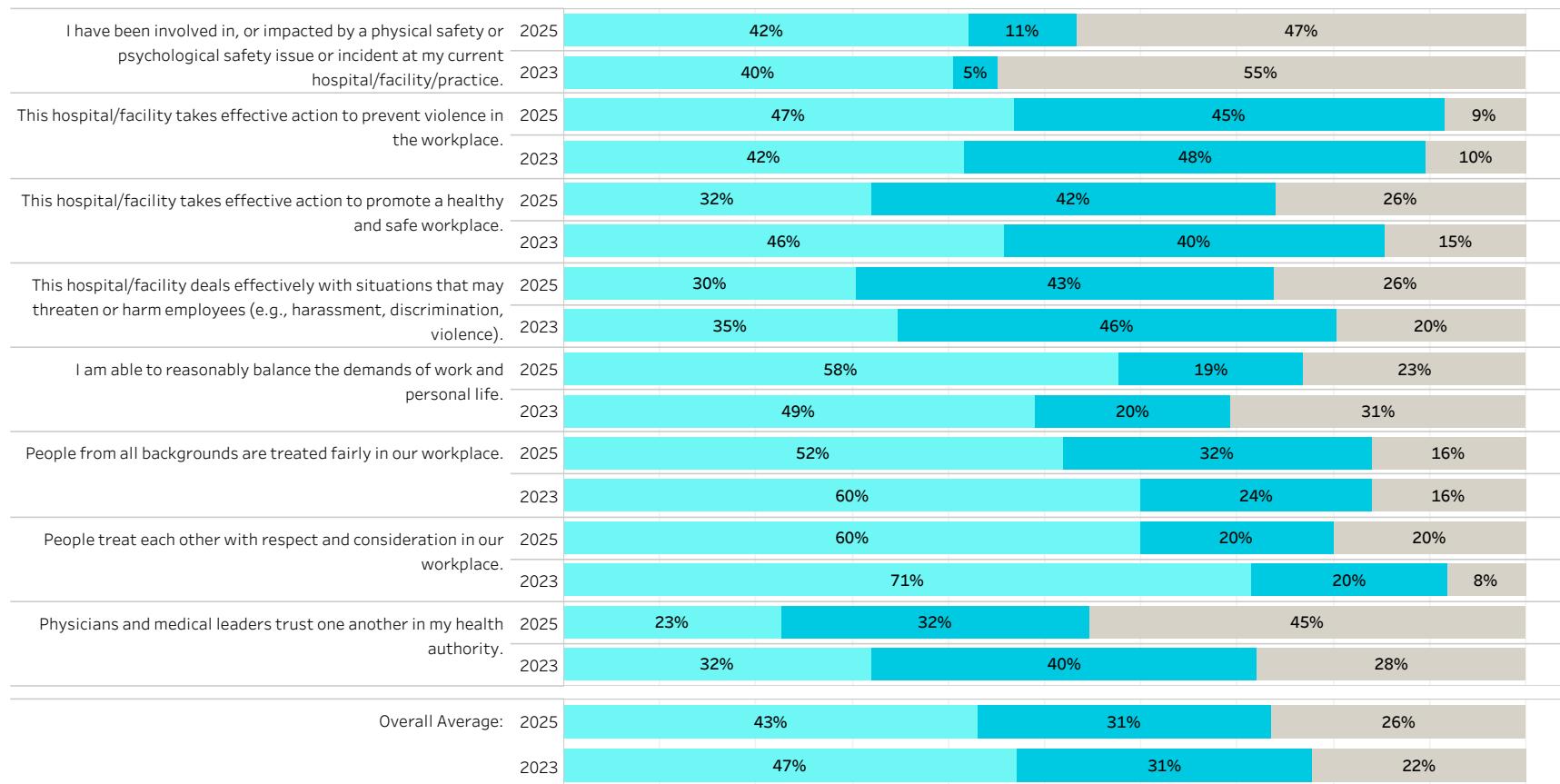
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Division	Central Okanagan	All	All	All

Central Okanagan

2025 Respondents: 55

2023 Respondents: 51

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Interior Health	Division	Central Okanagan	All	All	All	All	All

Central Okanagan

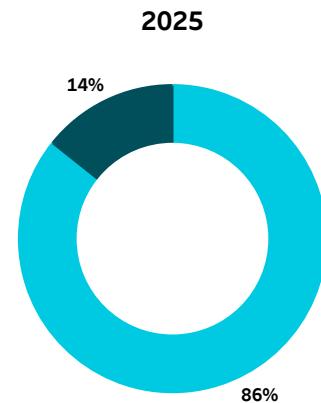
2025 Respondents: 55

2023 Respondents: 51

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	25%	14	3.3	2.0	1	10
	2023	25%	13	4.4	3.0	1	12
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	36%	20	8.2	7.5	1	24
	2023	27%	14	7.3	4.5	1	30

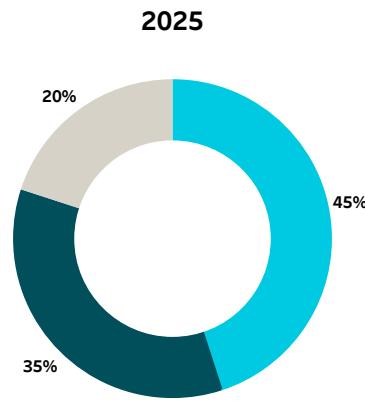
* % of physicians who experienced incidents

Physical safety incident breakdown



1-5 incidents 6-10 incidents

Psychological safety incident breakdown



1-5 incidents 6-10 incidents 11-50 incidents

2025 Doctors of BC Health Authority Engagement Survey

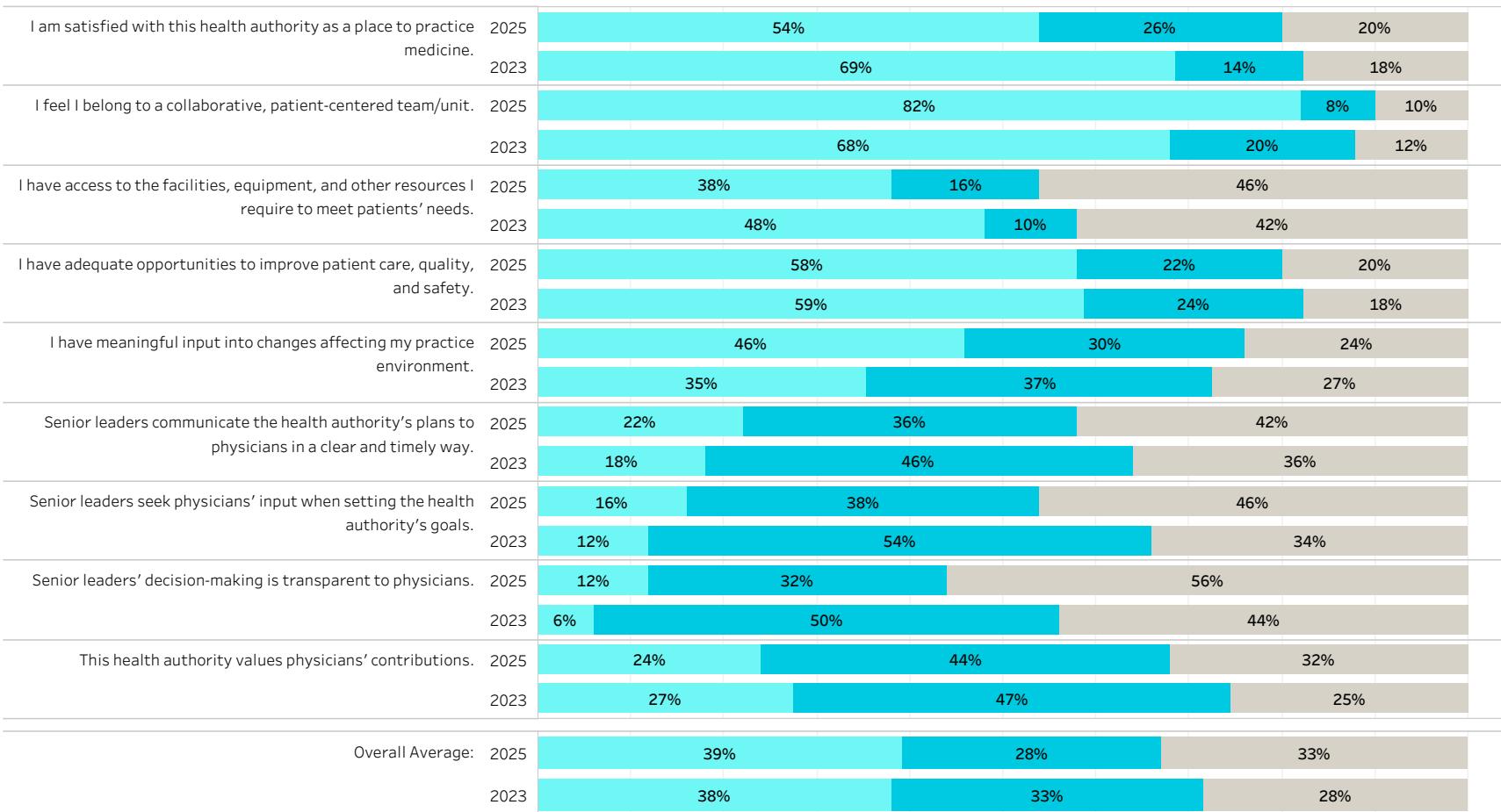
Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Division	East Kootenay	All	All	All

East Kootenay

2025	Respondents: 50
2023	Respondents: 51

Engagement



■ Agree ■ Neutral ■ Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

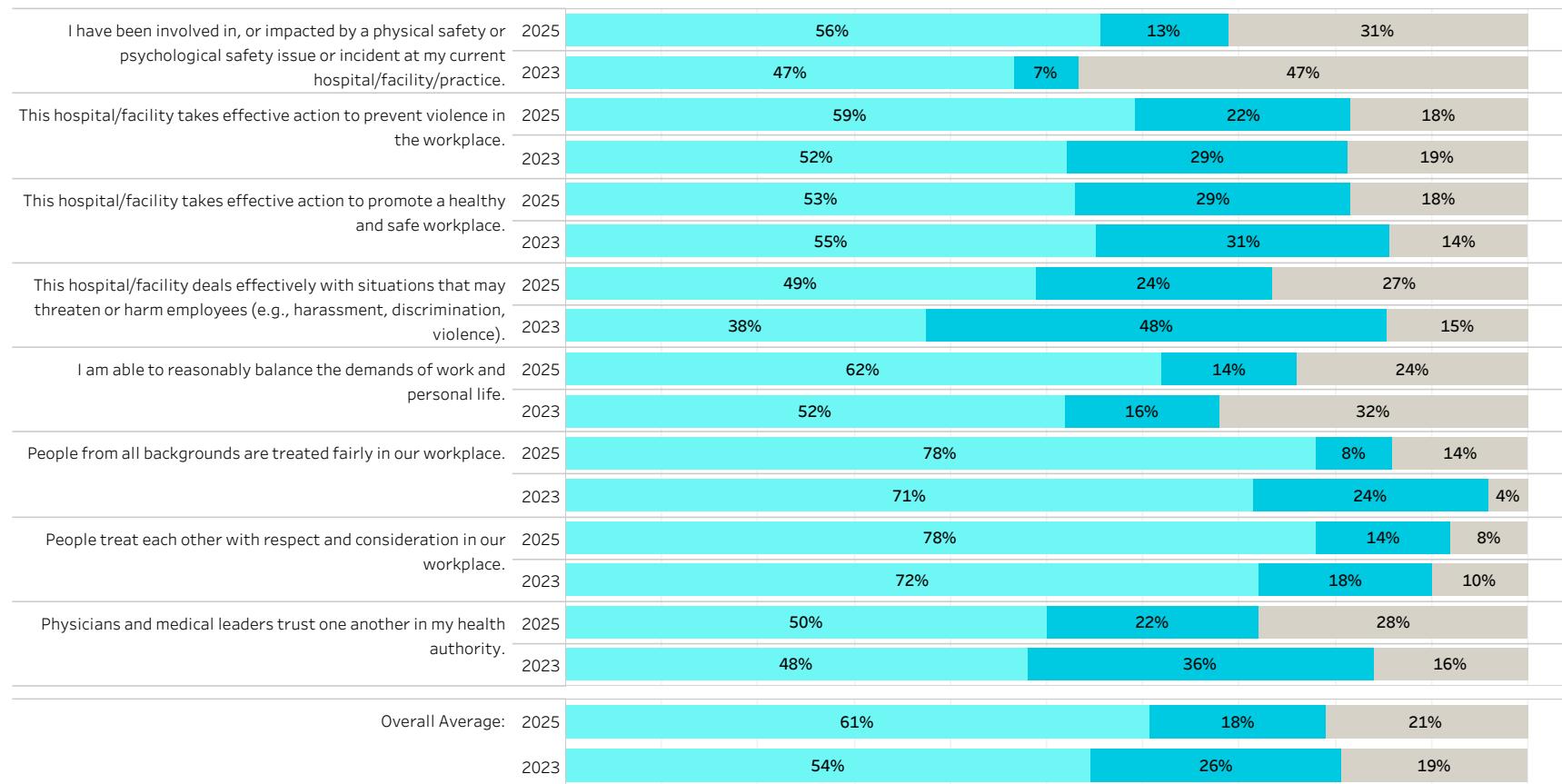
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Division	East Kootenay	All	All	All

East Kootenay

2025 Respondents: 50

2023 Respondents: 51

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Interior Health	Division	East Kootenay	All	All	All	All	All

East Kootenay

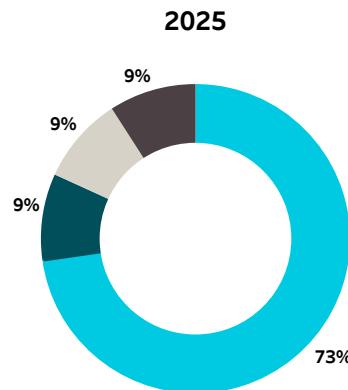
2025 Respondents: 50

2023 Respondents: 51

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	44%	22	15.3	3.0	1	100
	2023	39%	20	13.5	3.5	1	104
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	50%	25	22.4	4.0	1	335
	2023	39%	20	5.5	3.5	1	20

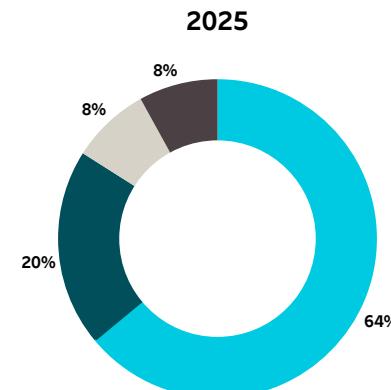
* % of physicians who experienced incidents

Physical safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

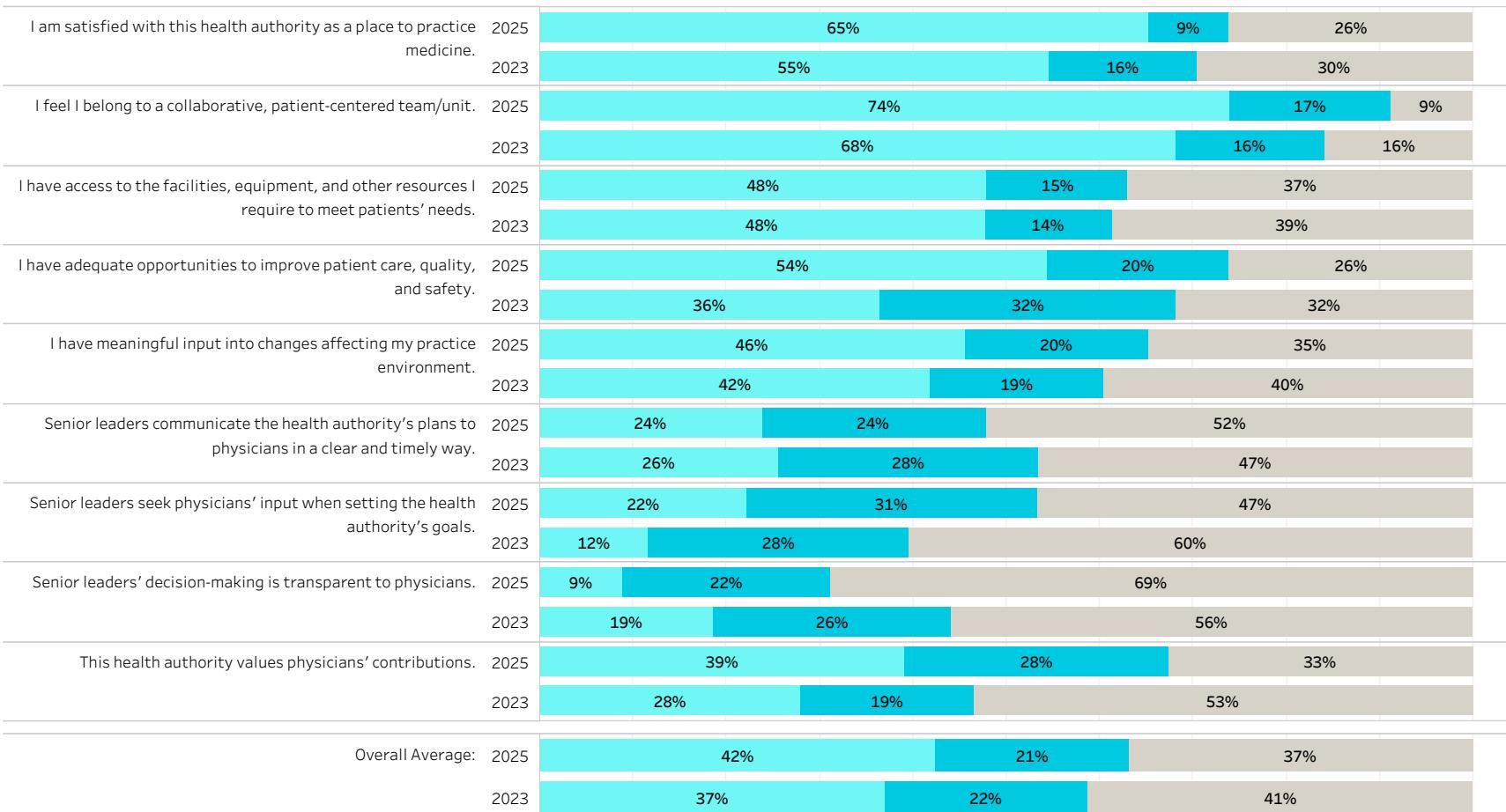
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Division	Kootenay Boundary	All	All	All

Kootenay Boundary

2025 Respondents: 46

2023 Respondents: 44

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

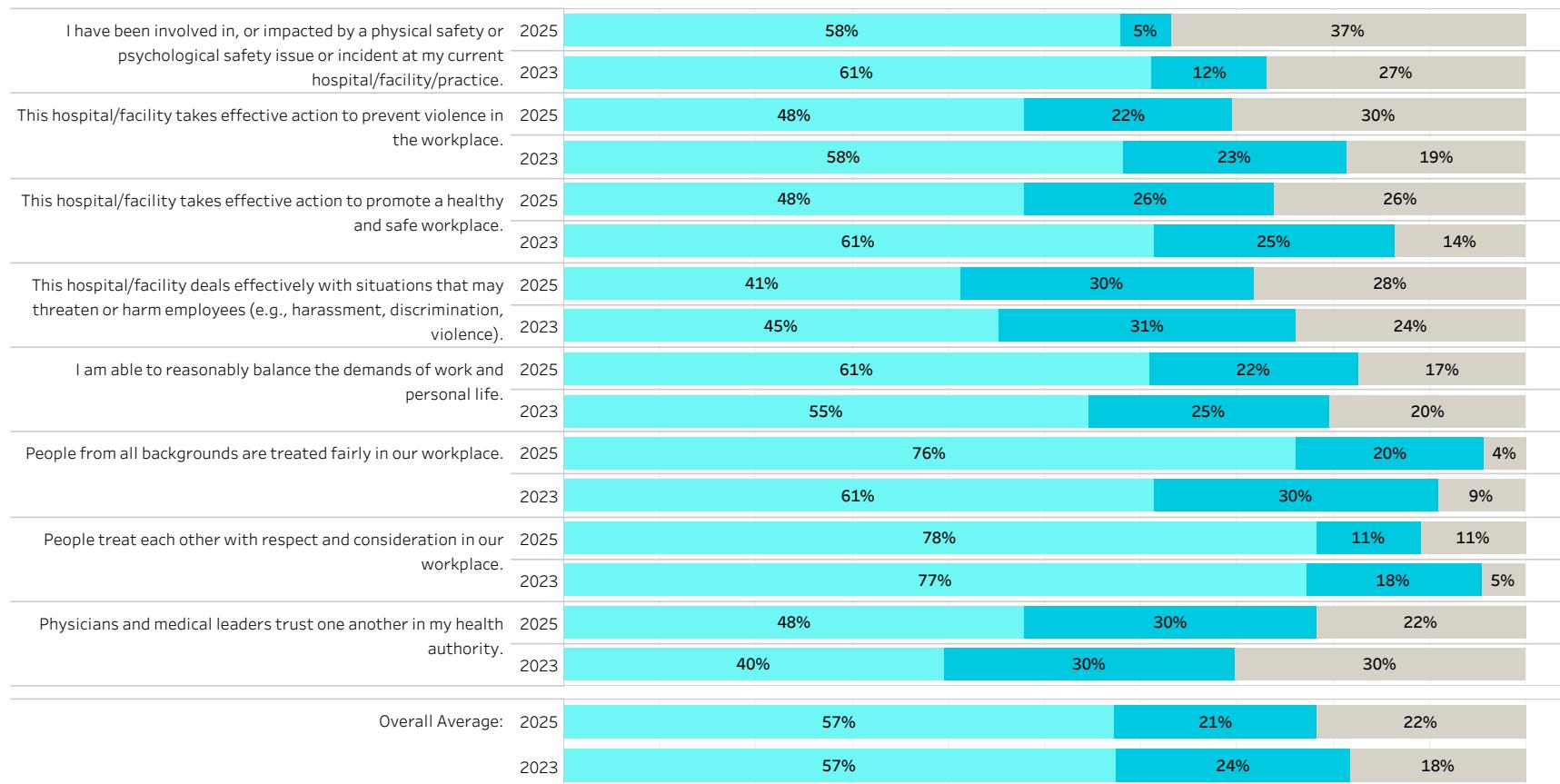
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Division	Kootenay Boundary	All	All	All

Kootenay Boundary

2025 Respondents: 46

2023 Respondents: 44

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

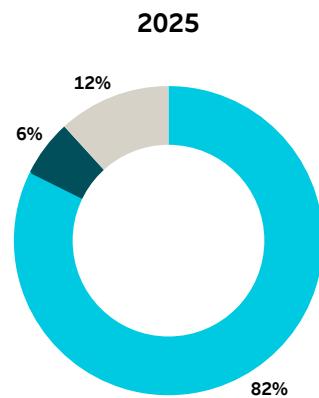
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Interior Health	Division	Kootenay Boundary	All	All	All	All	All

Kootenay Boundary

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	37%	17	5.4	3.0	1	30
	2023	52%	23	6.7	2.0	1	100
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	39%	18	7.7	3.5	1	30
	2023	55%	24	11.4	8.0	1	50

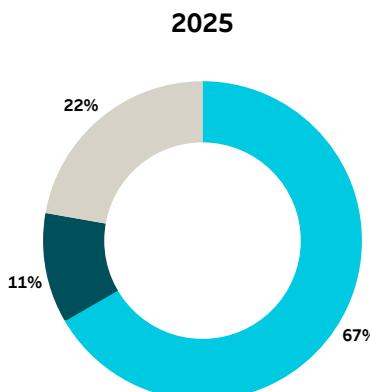
* % of physicians who experienced incidents

Physical safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents

Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

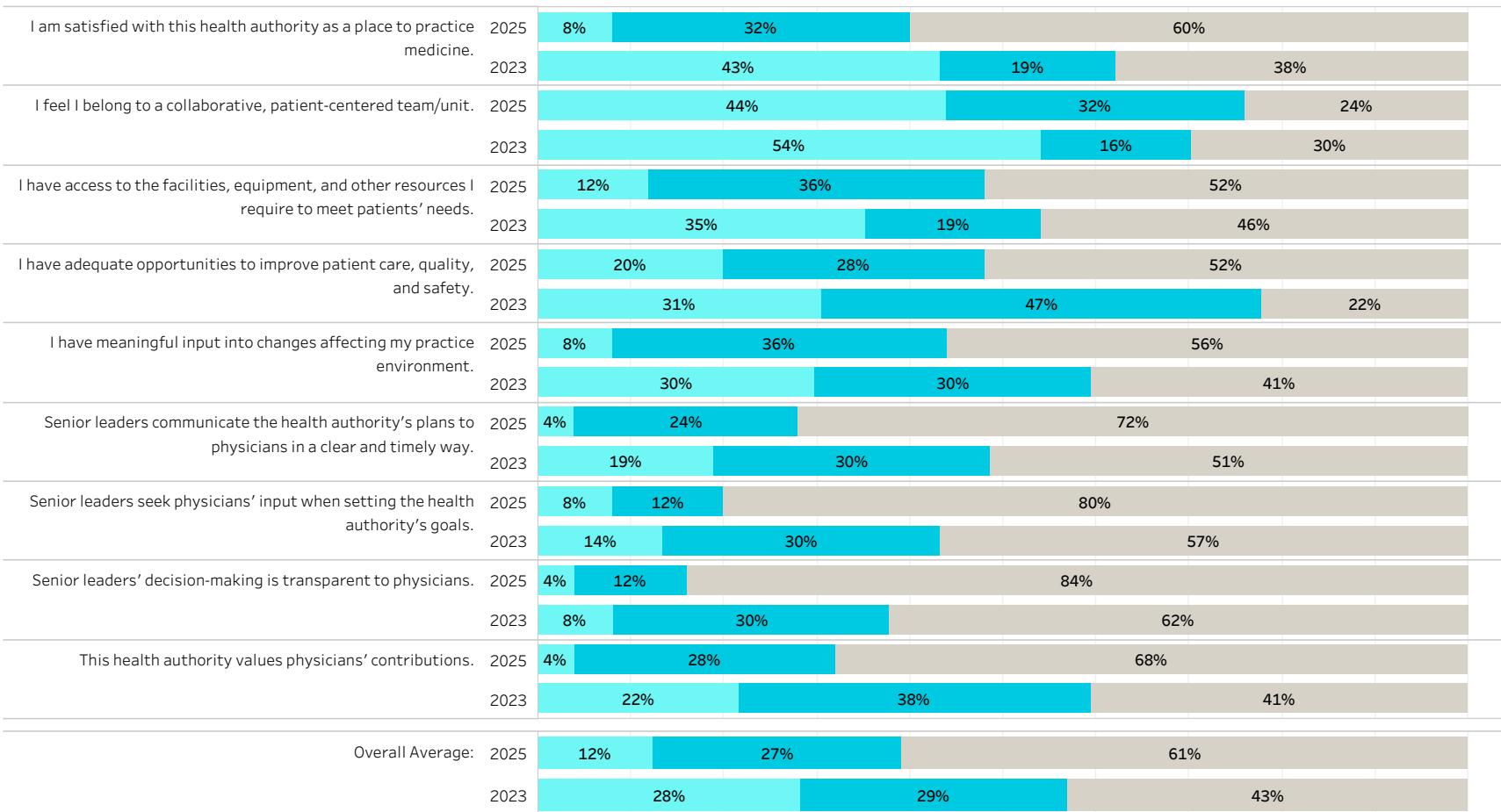
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Division	Shuswap North Okanagan	All	All	All

Shuswap North Okanagan

2025 Respondents: 25

2023 Respondents: 37

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

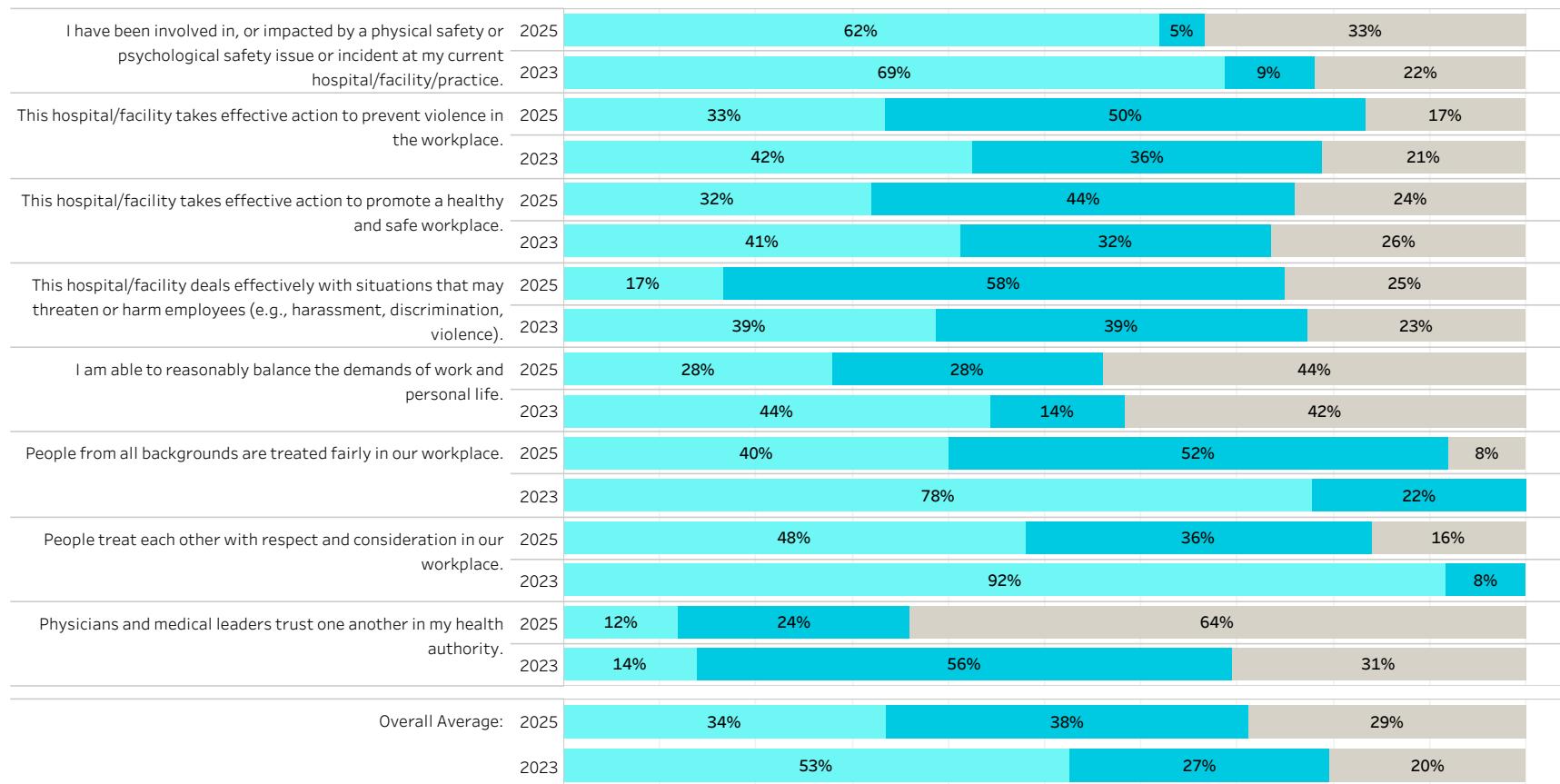
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Division	Shuswap North Okanagan	All	All	All

Shuswap North Okanagan

2025 Respondents: 25

2023 Respondents: 37

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Interior Health	Division	Shuswap North Okanagan	All	All	All	All	All

Shuswap North Okanagan

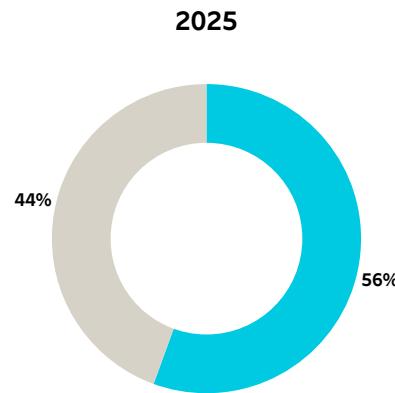
2025 Respondents: 25

2023 Respondents: 37

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	36%	9	13.8	3.0	1	50
	2023	49%	18	4.9	3.0	1	25
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	56%	14	30.4	5.0	1	300
	2023	49%	18	11.3	5.0	1	100

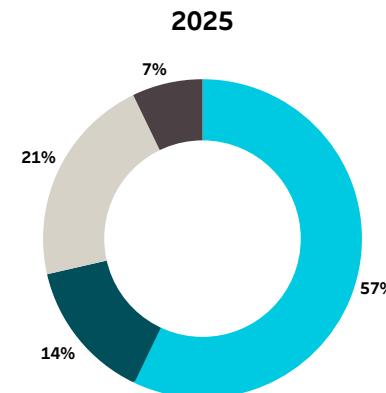
* % of physicians who experienced incidents

Physical safety incident breakdown



1-5 incidents 11-50 incidents

Psychological safety incident breakdown



1-5 incidents 6-10 incidents 11-50 incidents 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

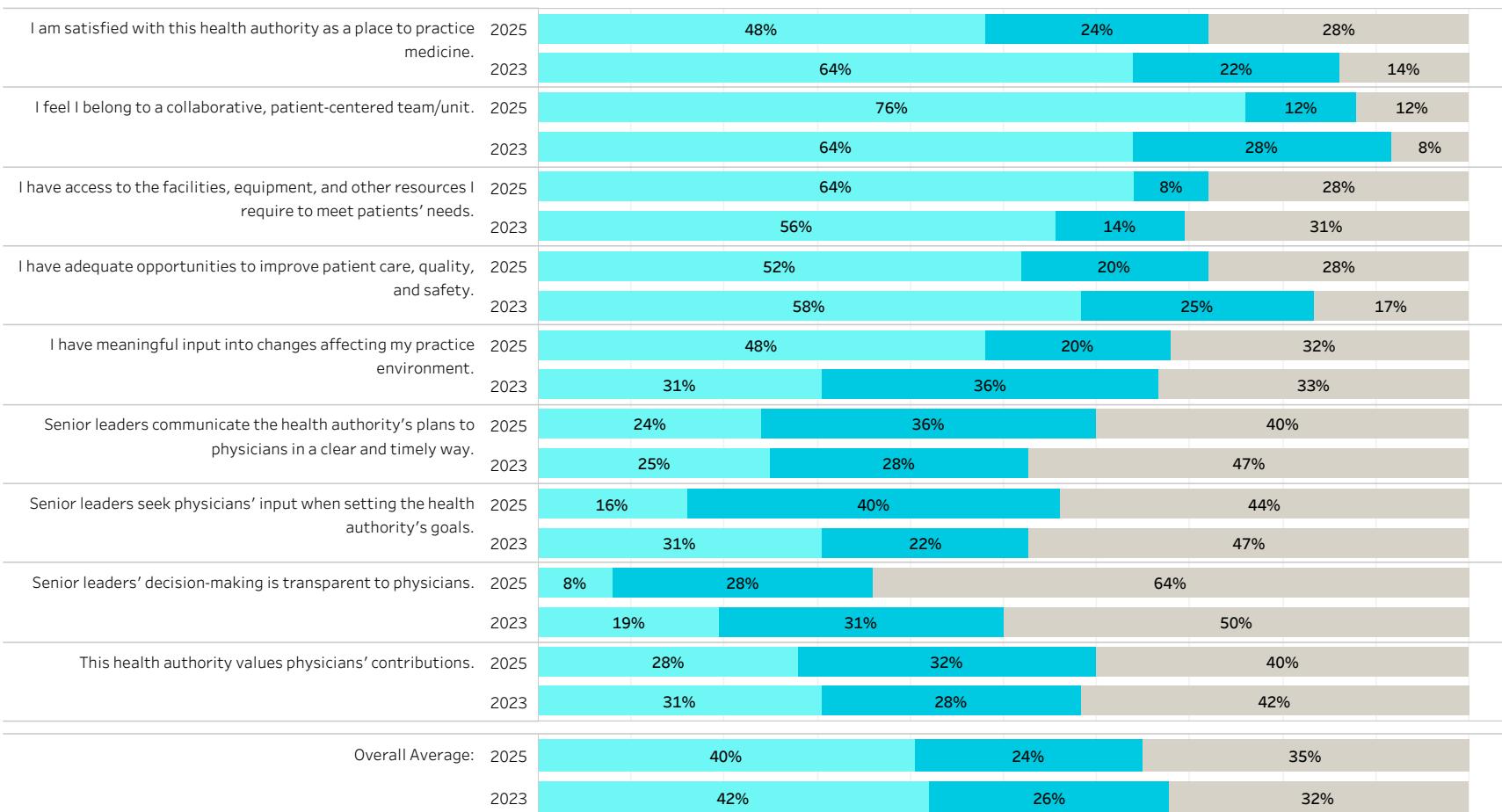
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Division	South Okanagan Similkameen	All	All	All

South Okanagan Similkameen

2025 **Respondents: 25**

2023 **Respondents: 36**

Engagement



■ Agree ■ Neutral ■ Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

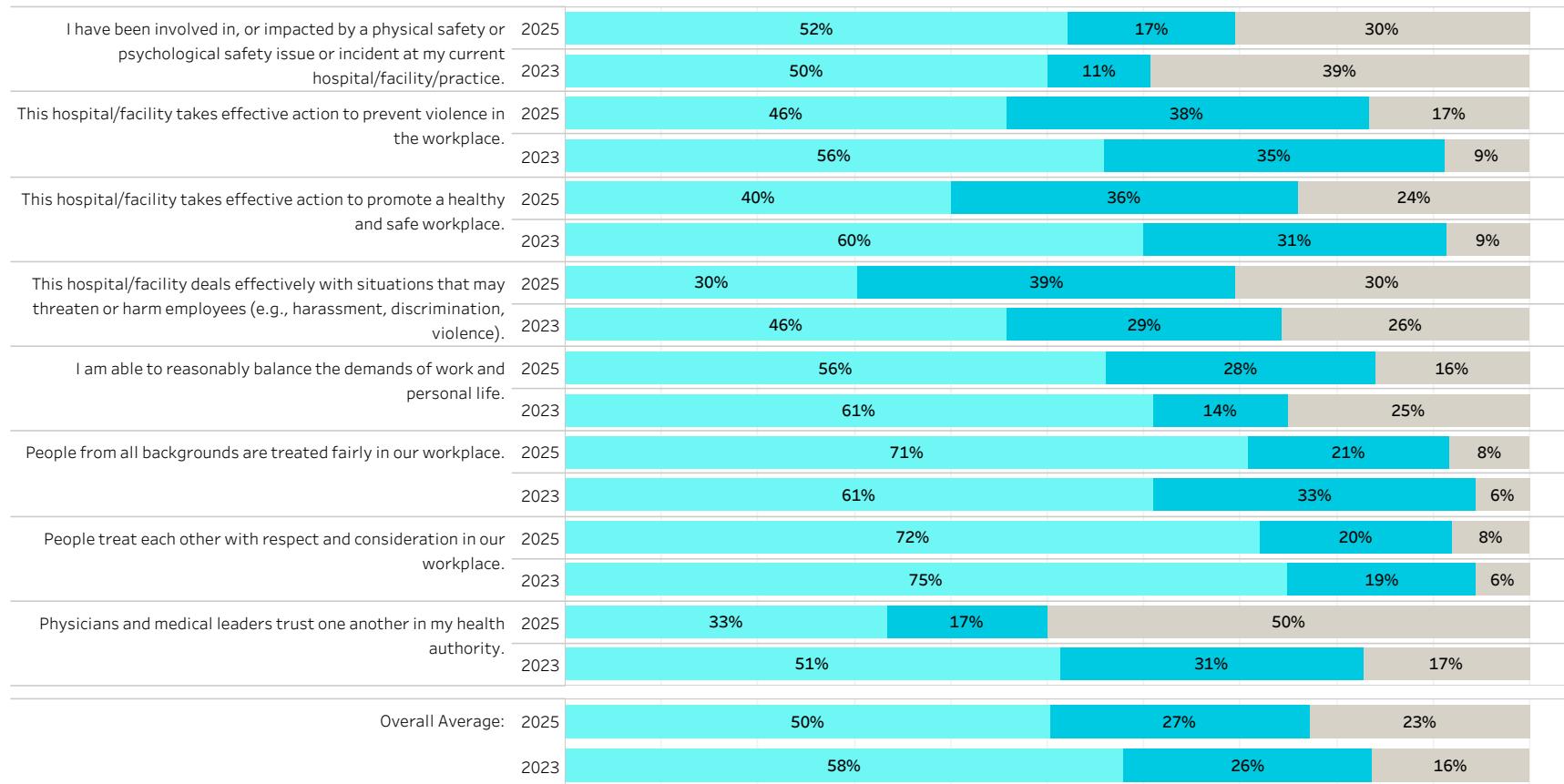
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Division	South Okanagan Similkameen	All	All	All

South Okanagan Similkameen

2025 Respondents: 25

2023 Respondents: 36

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Interior Health	Division	South Okanagan Similkameen	All	All	All	All	All

South Okanagan Similkameen

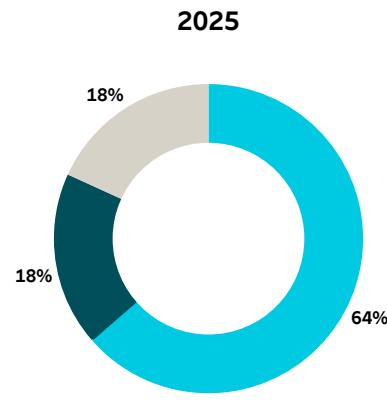
2025 Respondents: 25

2023 Respondents: 36

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	44%	11	5.8	5.0	1	15
	2023	33%	12	4.3	2.0	1	12
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	44%	11	93.4	2.0	1	800
	2023	39%	14	3.1	2.0	1	10

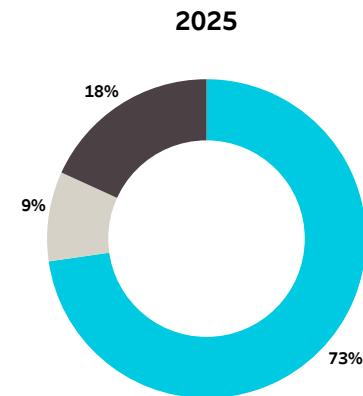
* % of physicians who experienced incidents

Physical safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents

Psychological safety incident breakdown



■ 1-5 incidents ■ 11-50 incidents ■ 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

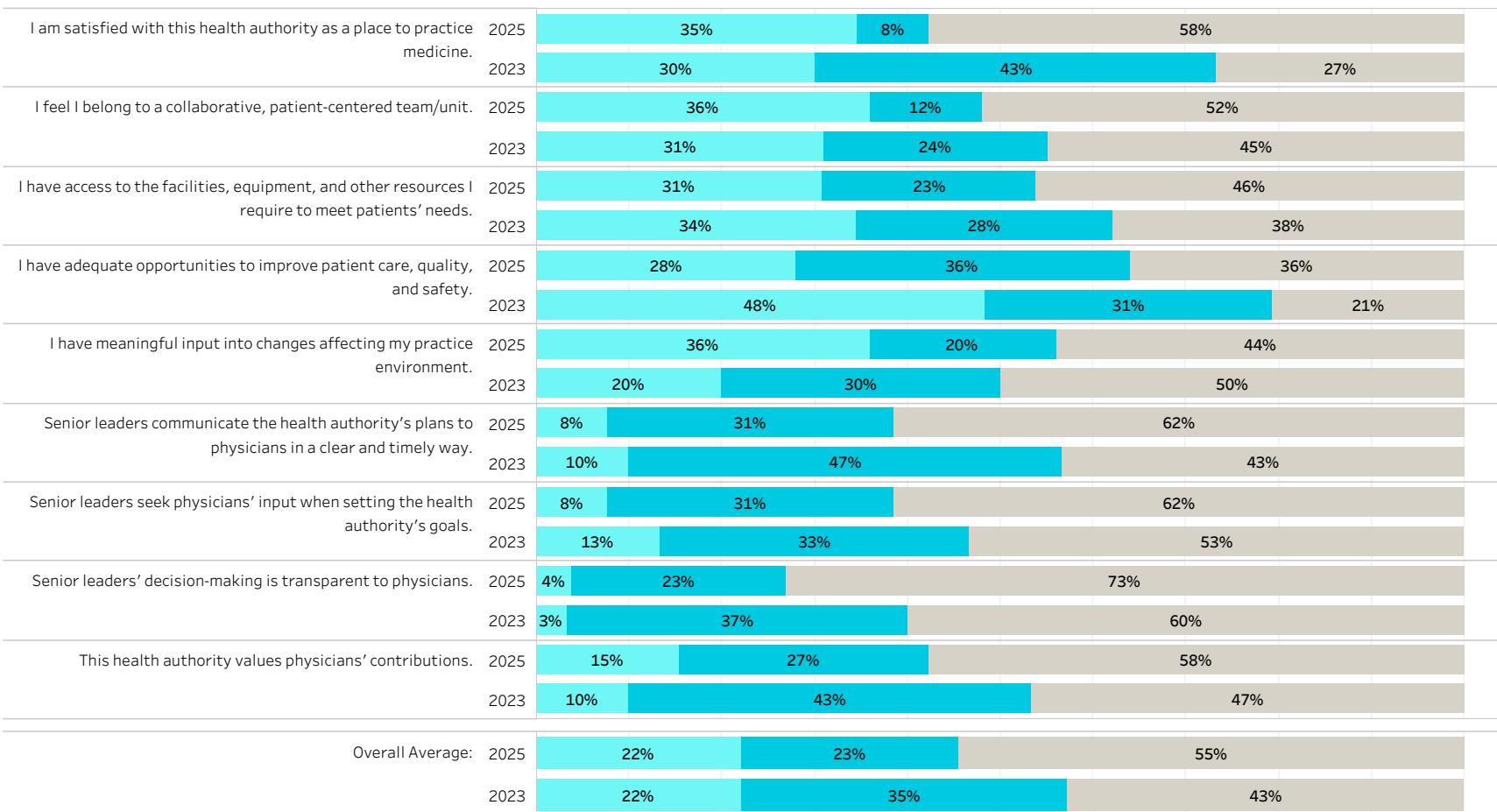
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Division	Thompson Region	All	All	All

Thompson Region

2025 Respondents: 26

2023 Respondents: 30

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

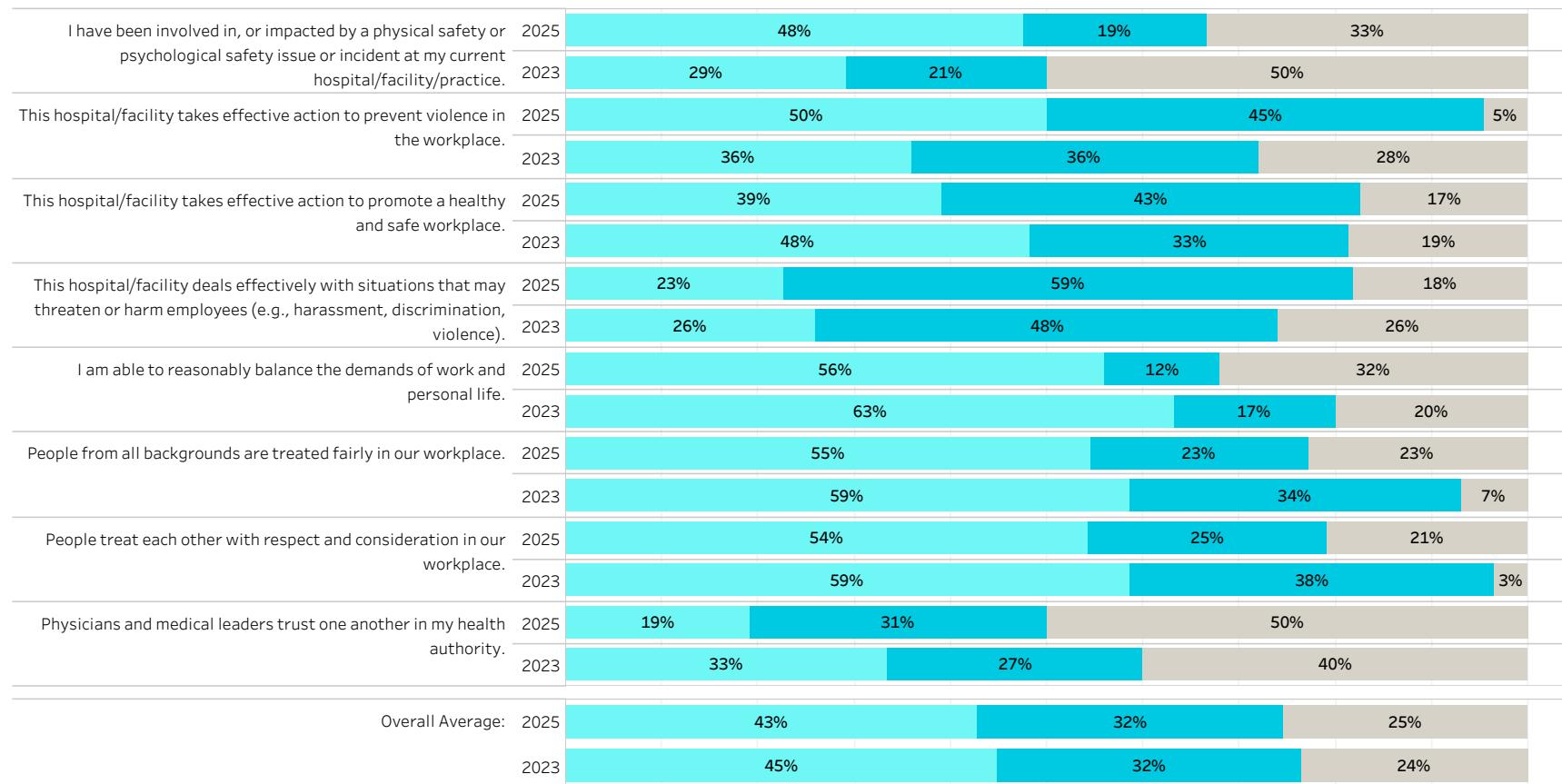
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Interior Health	Division	Thompson Region	All	All	All

Thompson Region

2025 Respondents: 26

2023 Respondents: 30

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents..

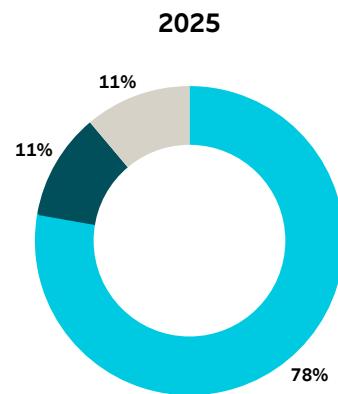
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Interior Health	Division	Thompson Region	All	All	All	All	All

Thompson Region

2025	Respondents: 26	2023	Respondents: 30	Yes*	Count	Mean	Median	Min	Max	
				2025	35%	9	5.3	4.0	1	15
				2025	35%	9	15.3	2.0	1	100
				2023	27%	8	8.3	10.0	1	15

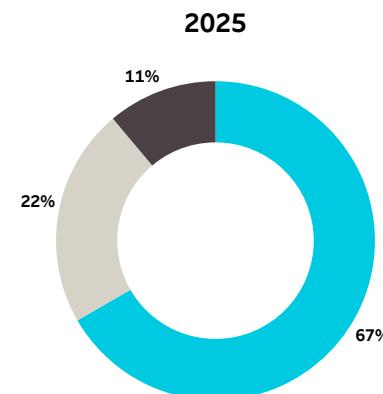
* % of physicians who experienced incidents

Physical safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents

Psychological safety incident breakdown



■ 1-5 incidents ■ 11-50 incidents ■ 51+ incidents

Island Health: Divisions of Family Practice

- Overall engagement averages of 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.

NOTE: Safety incidents with responses <5 have been excluded from this report.

2025 Doctors of BC Health Authority Engagement Survey

Regional Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List
2025	Island Health	Division	Multiple values

All - Division

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



2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

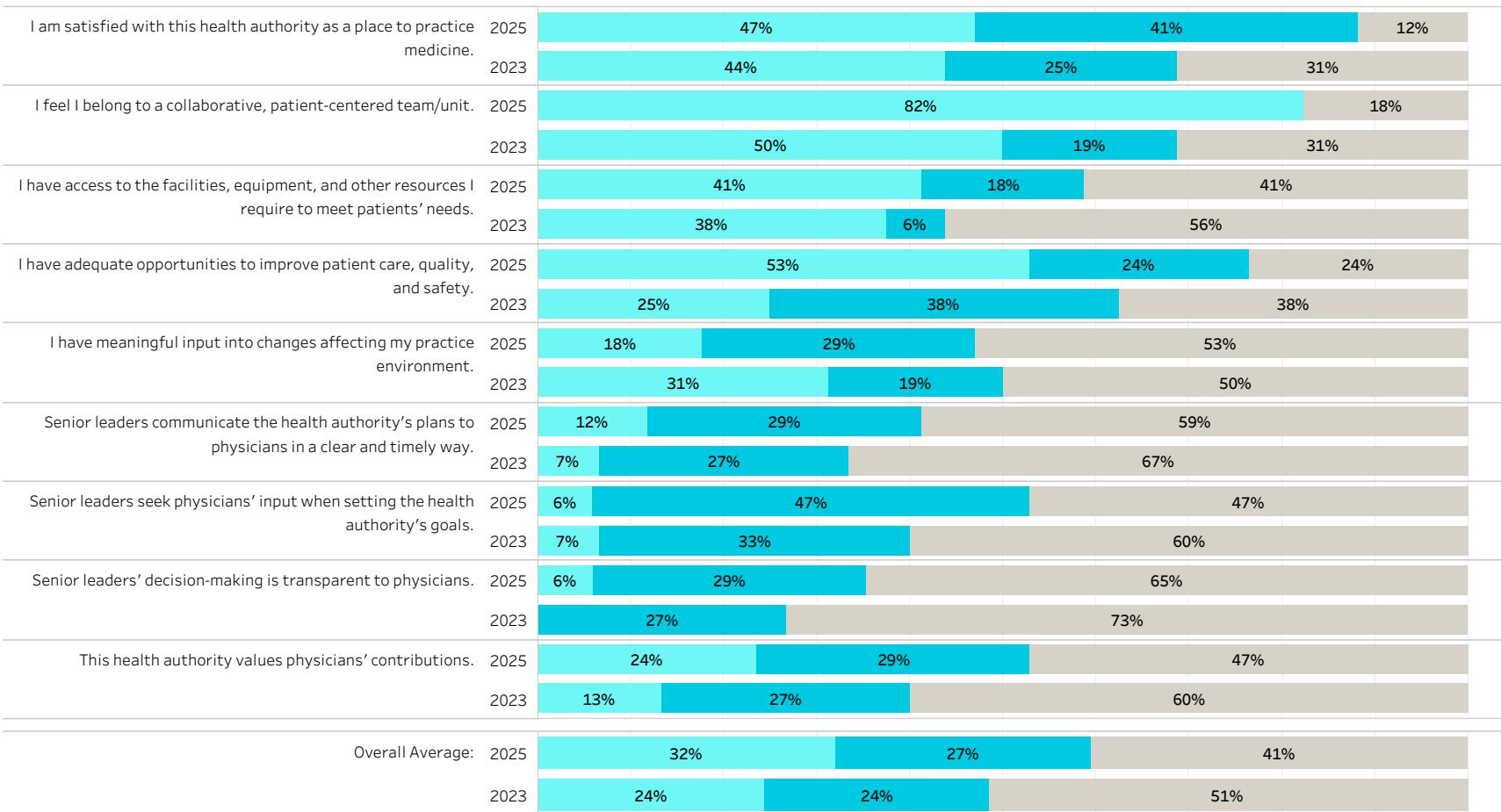
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Division	Campbell River & District	All	All	All

Campbell River & District

2025 Respondents: 17

2023 Respondents: 16

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

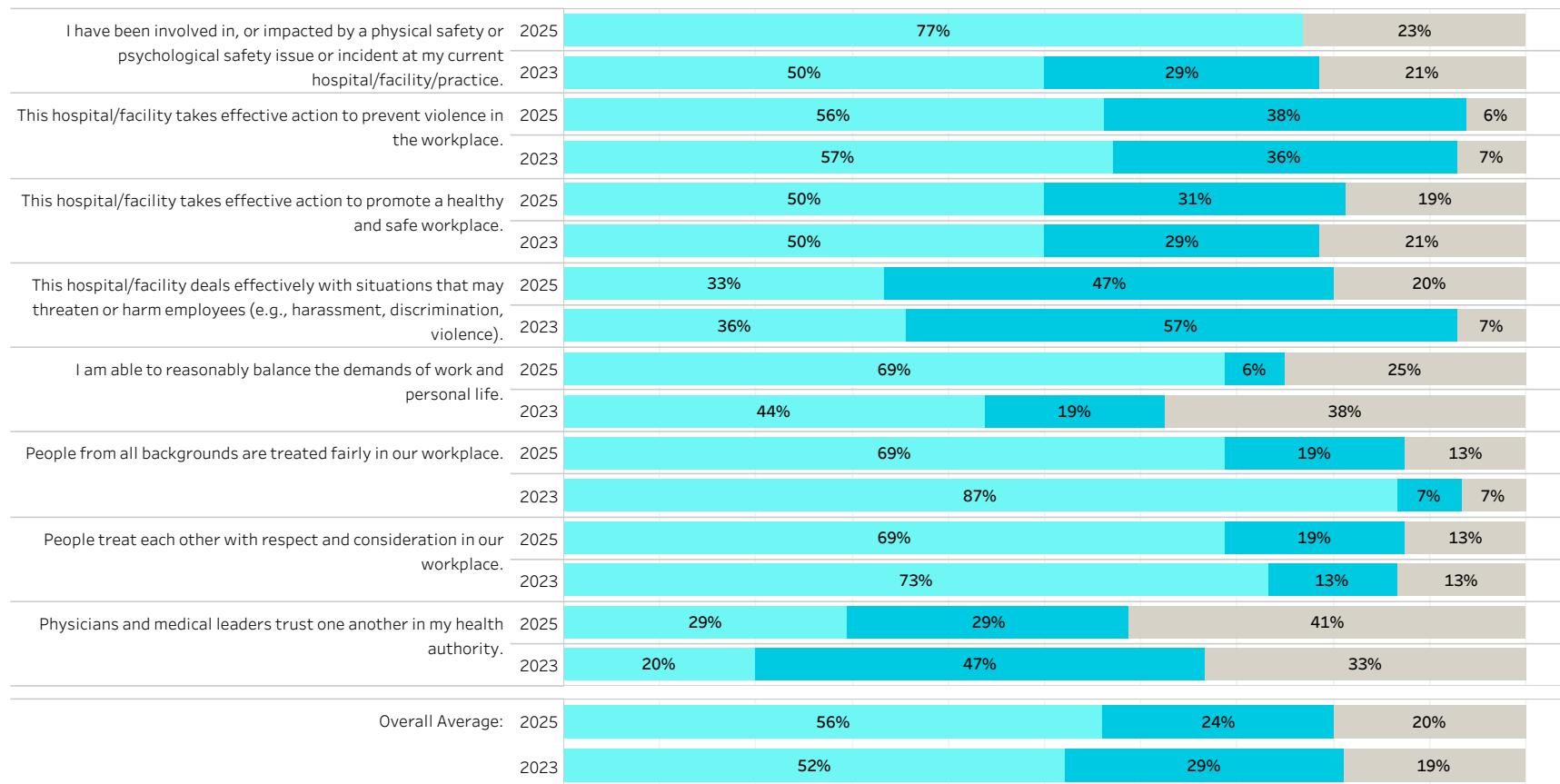
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Division	Campbell River & District	All	All	All

Campbell River & District

2025 Respondents: 17

2023 Respondents: 16

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Island Health	Division	Campbell River & District	All	All	All	All	All

Campbell River & District

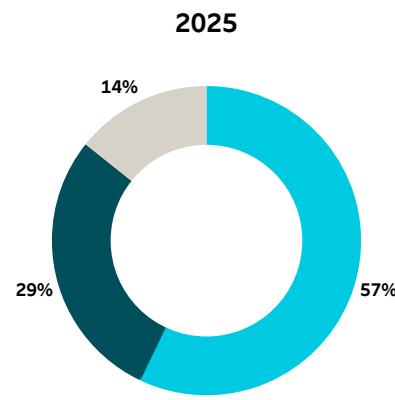
2025 Respondents: 17

2023 Respondents: 16

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	41%	7	7.0	4.0	2	20
	2023	50%	8	6.8	3.0	1	30
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	65%	11	7.5	5.0	1	24
	2023	50%	8	4.3	2.5	1	15

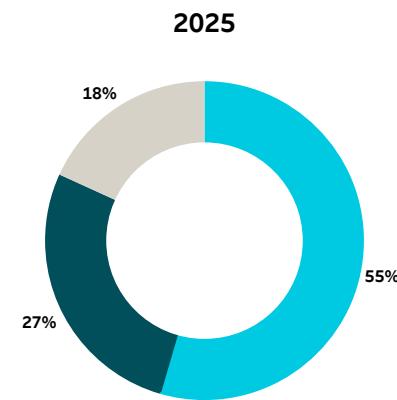
* % of physicians who experienced incidents

Physical safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents

Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents

2025 Doctors of BC Health Authority Engagement Survey

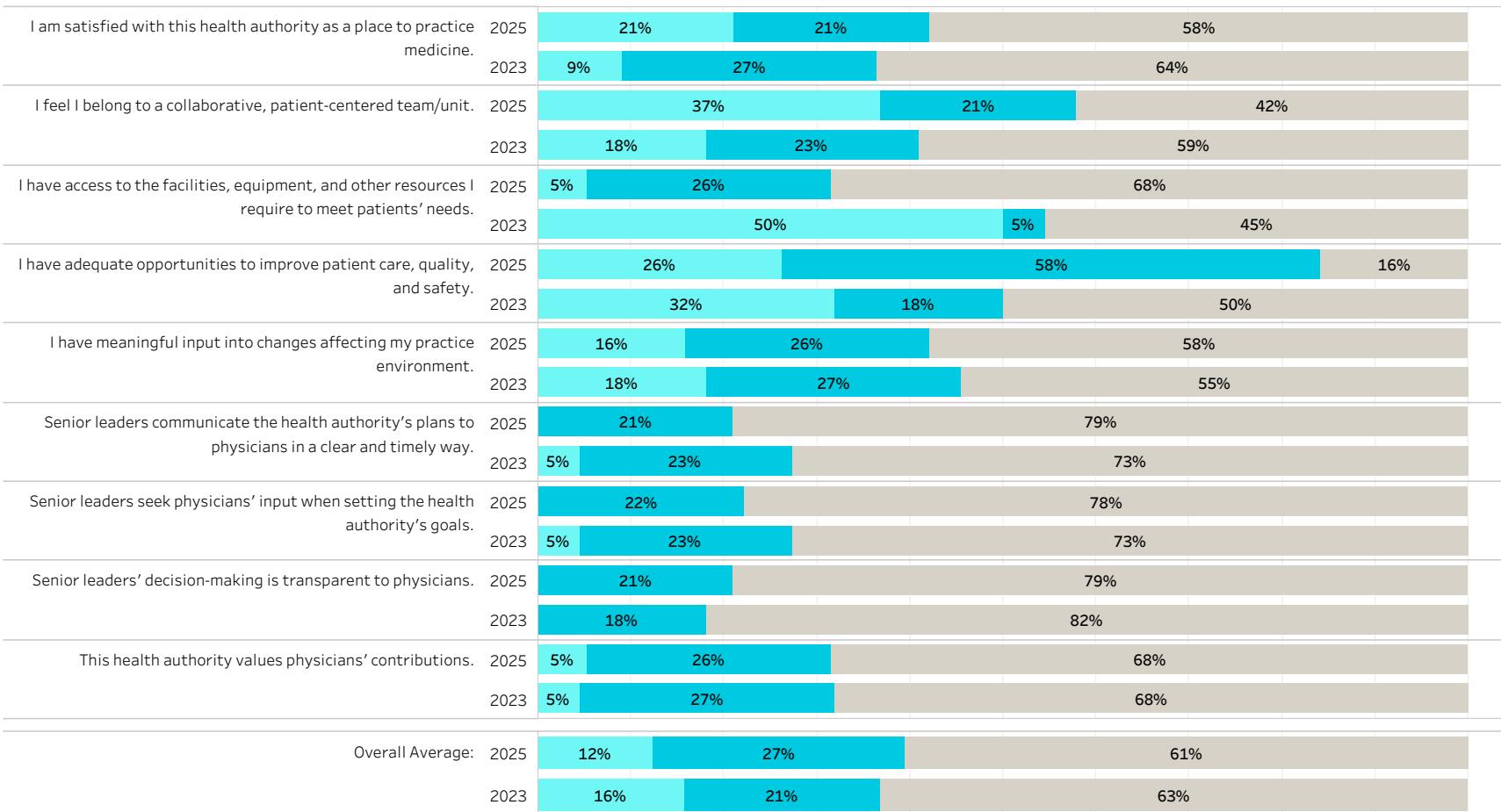
Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Division	Central Island	All	All	All

Central Island

2025	Respondents: 19
2023	Respondents: 22

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

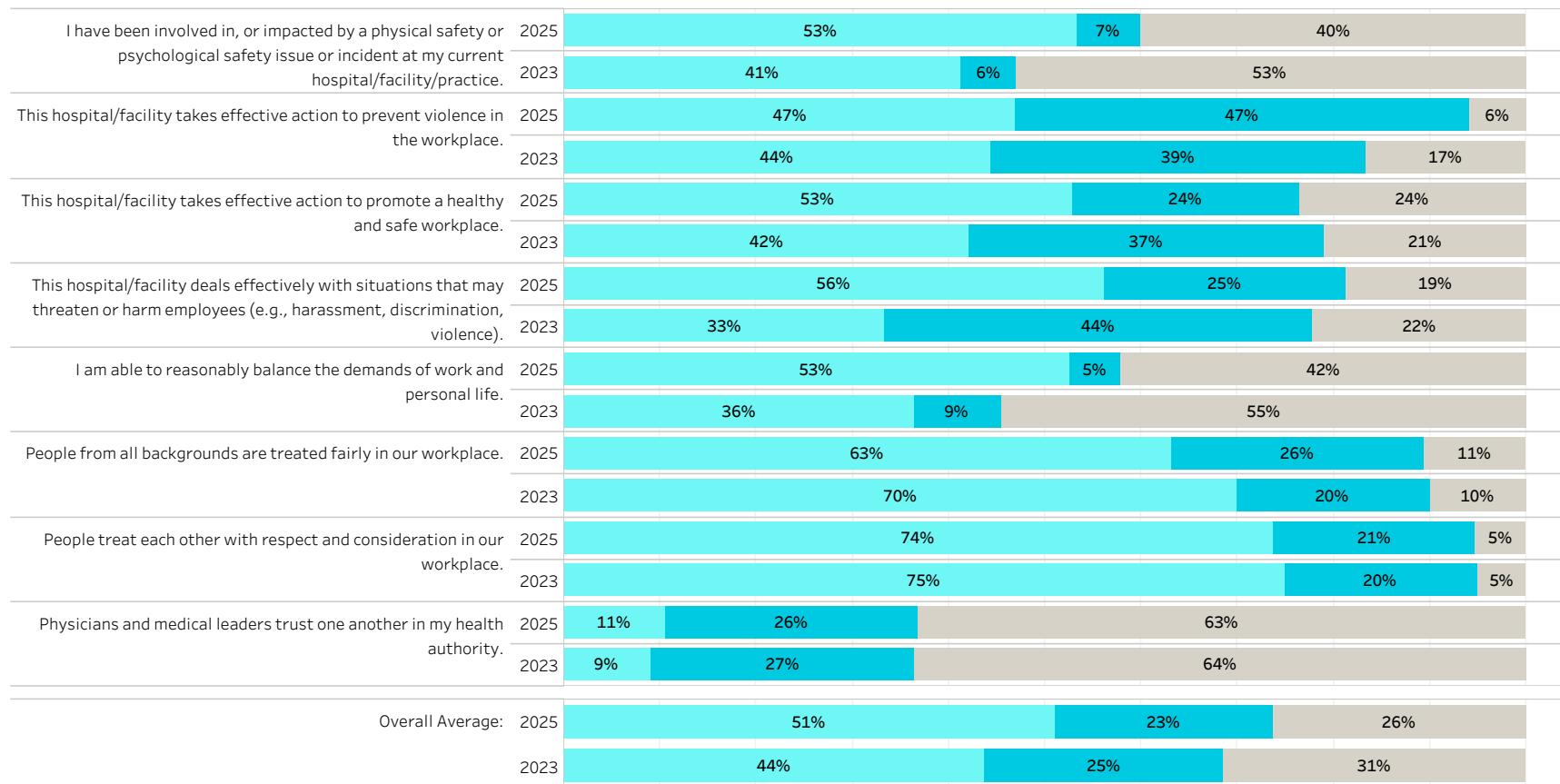
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Division	Central Island	All	All	All

Central Island

2025 **Respondents: 19**

2023 **Respondents: 22**

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Island Health	Division	Central Island	All	All	All	All	All

Central Island

Year	Respondents	Yes*	Count	Mean	Median	Min	Max
2025	Respondents: 19						
2023	Respondents: 22						

Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)

* % of physicians who experienced incidents

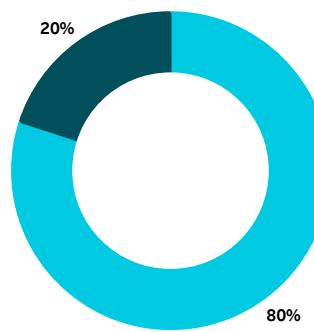
Physical safety incident breakdown

2025

n/a N<5

Psychological safety incident breakdown

2025



1-5 incidents 6-10 incidents

2025 Doctors of BC Health Authority Engagement Survey

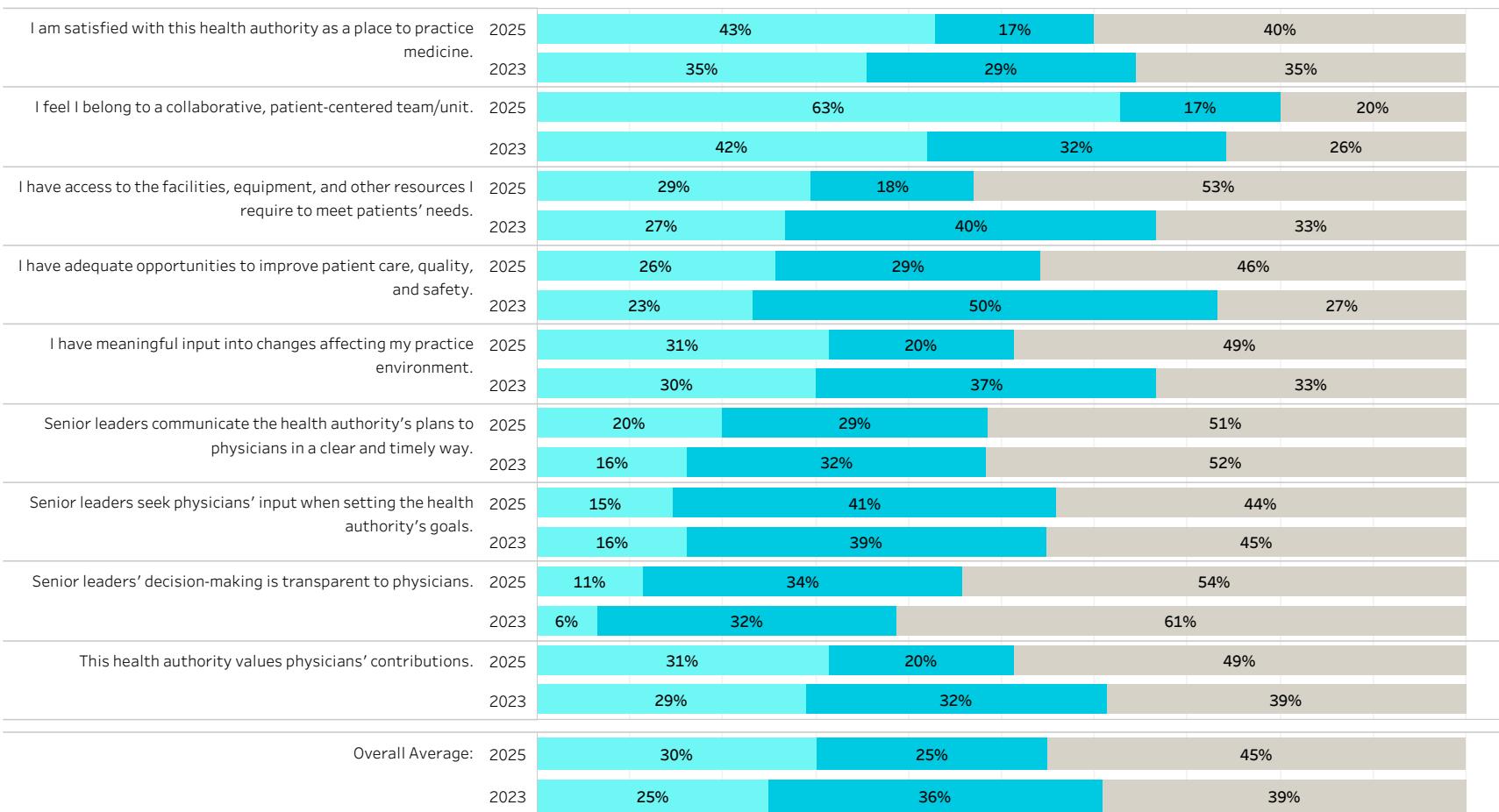
Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Division	Comox Valley	All	All	All

Comox Valley

2025	Respondents: 35
2023	Respondents: 32

Engagement



■ Agree ■ Neutral ■ Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

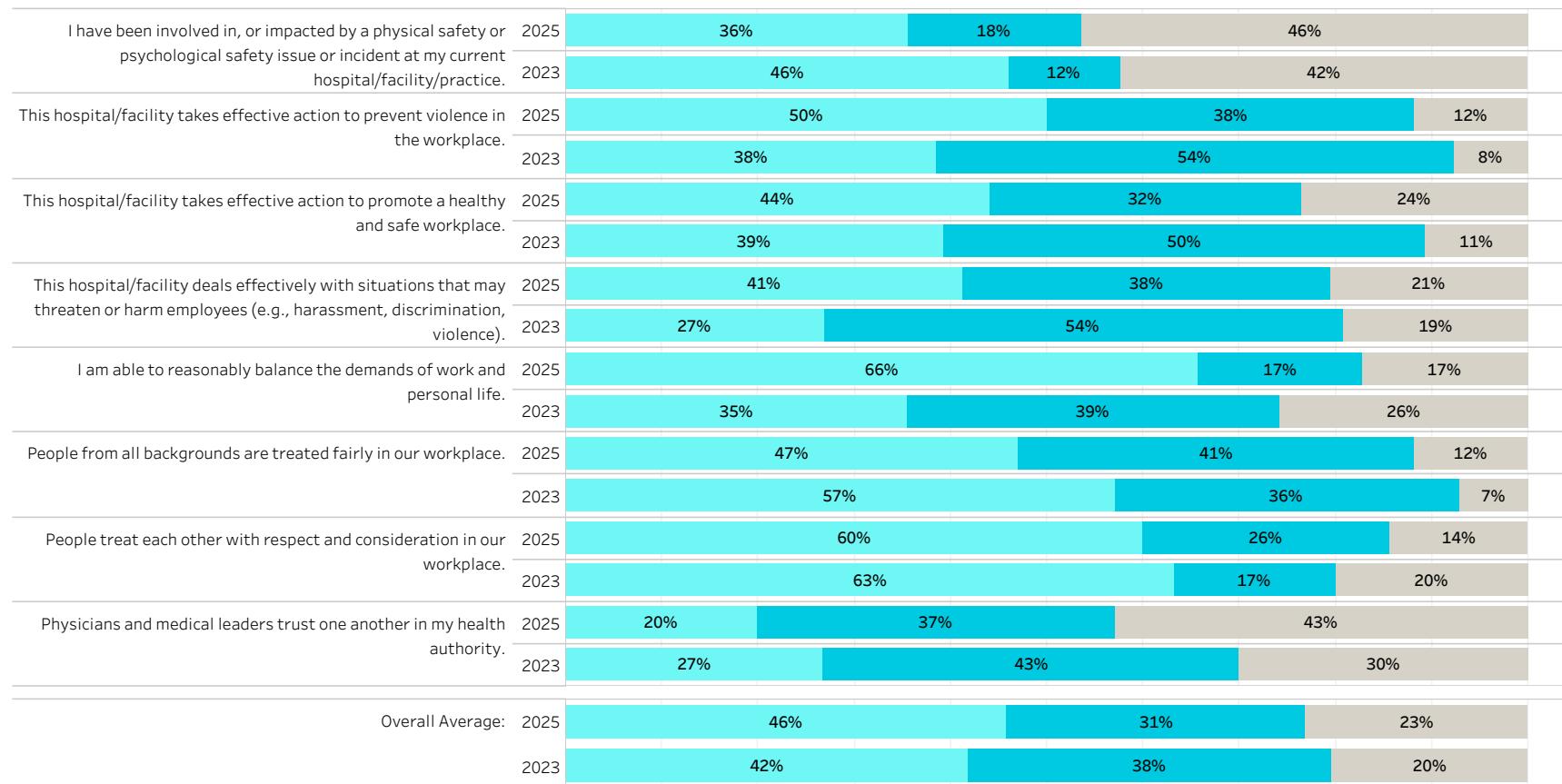
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Division	Comox Valley	All	All	All

Comox Valley

2025 Respondents: 35

2023 Respondents: 32

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Island Health	Division	Comox Valley	All	All	All	All	All

Comox Valley

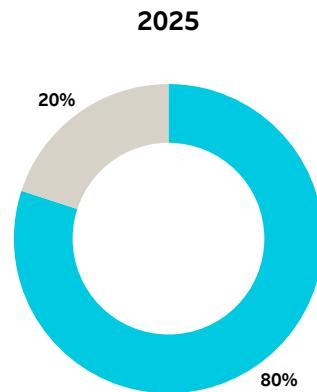
2025 Respondents: 35

2023 Respondents: 32

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	29%	10	4.7	2.0	1	20
	2023	28%	9	6.8	1.0	1	50
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	43%	15	33.9	3.0	1	365
	2023	50%	16	5.4	2.0	1	20

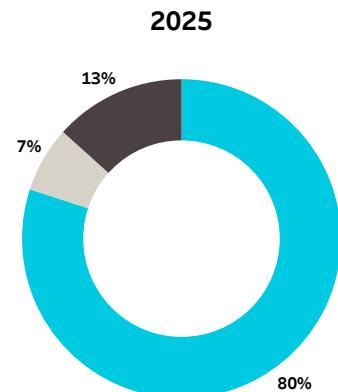
* % of physicians who experienced incidents

Physical safety incident breakdown



1-5 incidents 11-50 incidents

Psychological safety incident breakdown



1-5 incidents 11-50 incidents 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

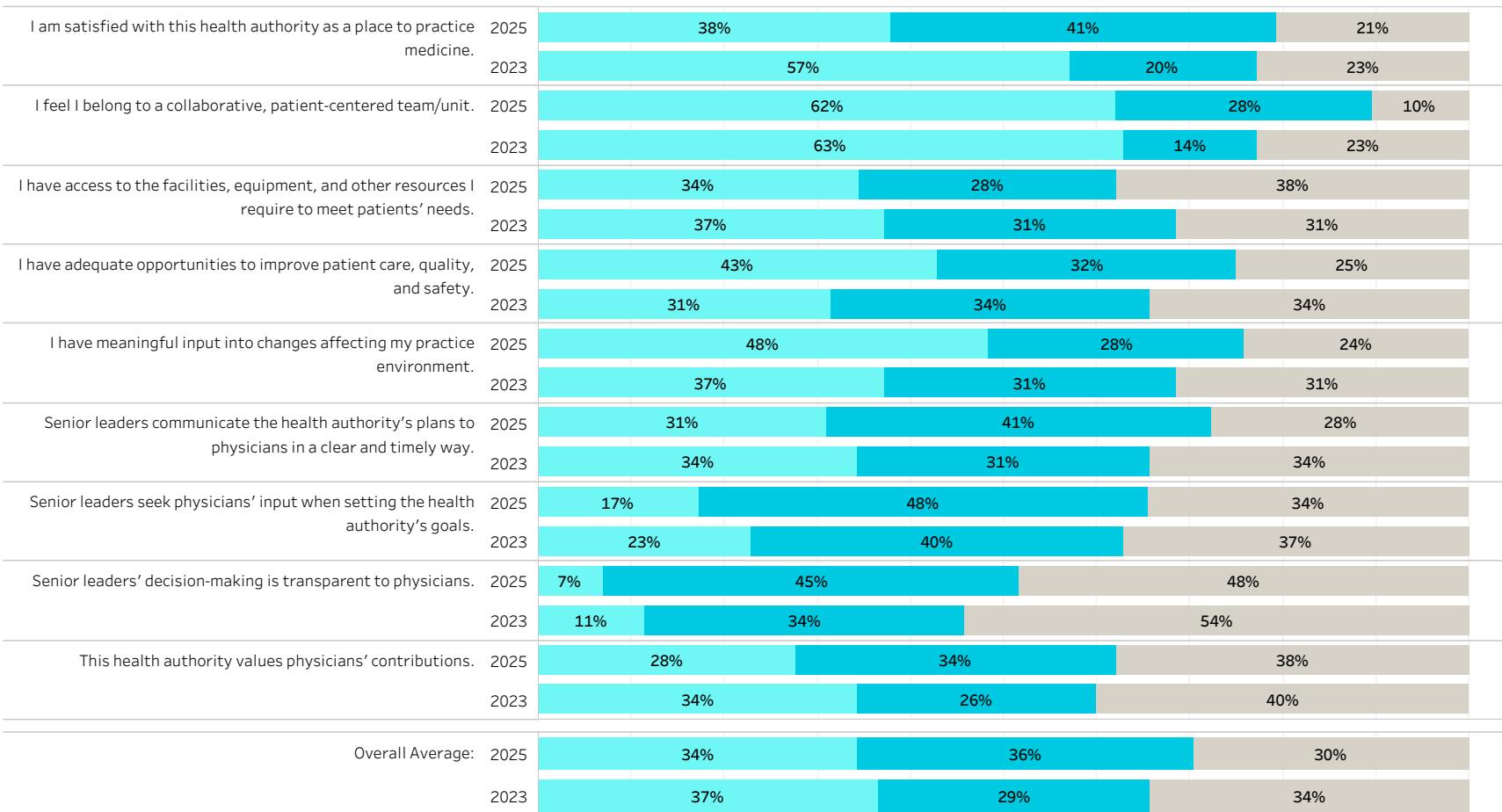
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Division	Cowichan Valley	All	All	All

Cowichan Valley

2025 Respondents: 29

2023 Respondents: 35

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

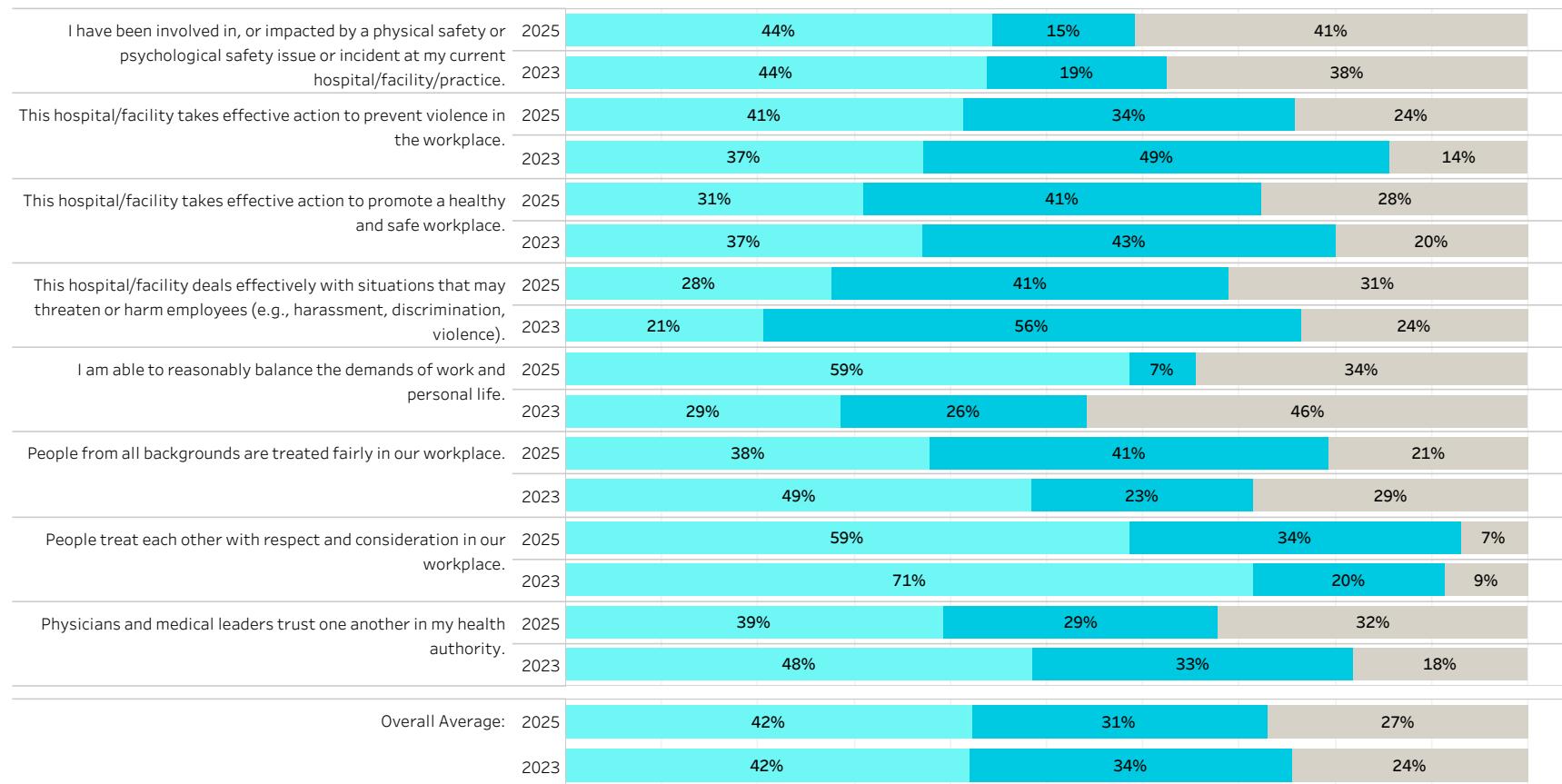
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Division	Cowichan Valley	All	All	All

Cowichan Valley

2025 Respondents: 29

2023 Respondents: 35

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Island Health	Division	Cowichan Valley	All	All	All	All	All

Cowichan Valley

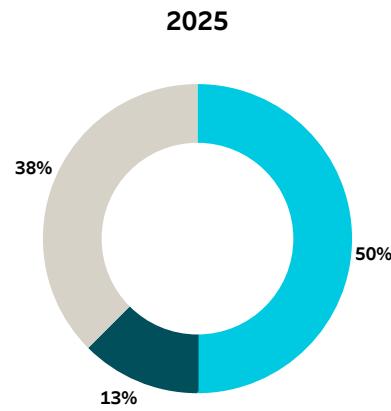
2025 Respondents: 29

2023 Respondents: 35

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	28%	8	14.9	6.0	1	50
	2023	43%	15	5.9	3.0	1	30
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	62%	18	15.4	3.5	1	168
	2023	57%	20	25.2	5.0	1	365

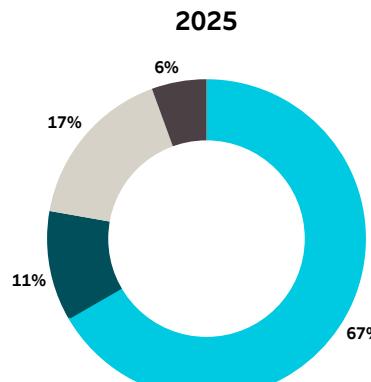
* % of physicians who experienced incidents

Physical safety incident breakdown



1-5 incidents 6-10 incidents 11-50 incidents

Psychological safety incident breakdown



1-5 incidents 6-10 incidents 11-50 incidents 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

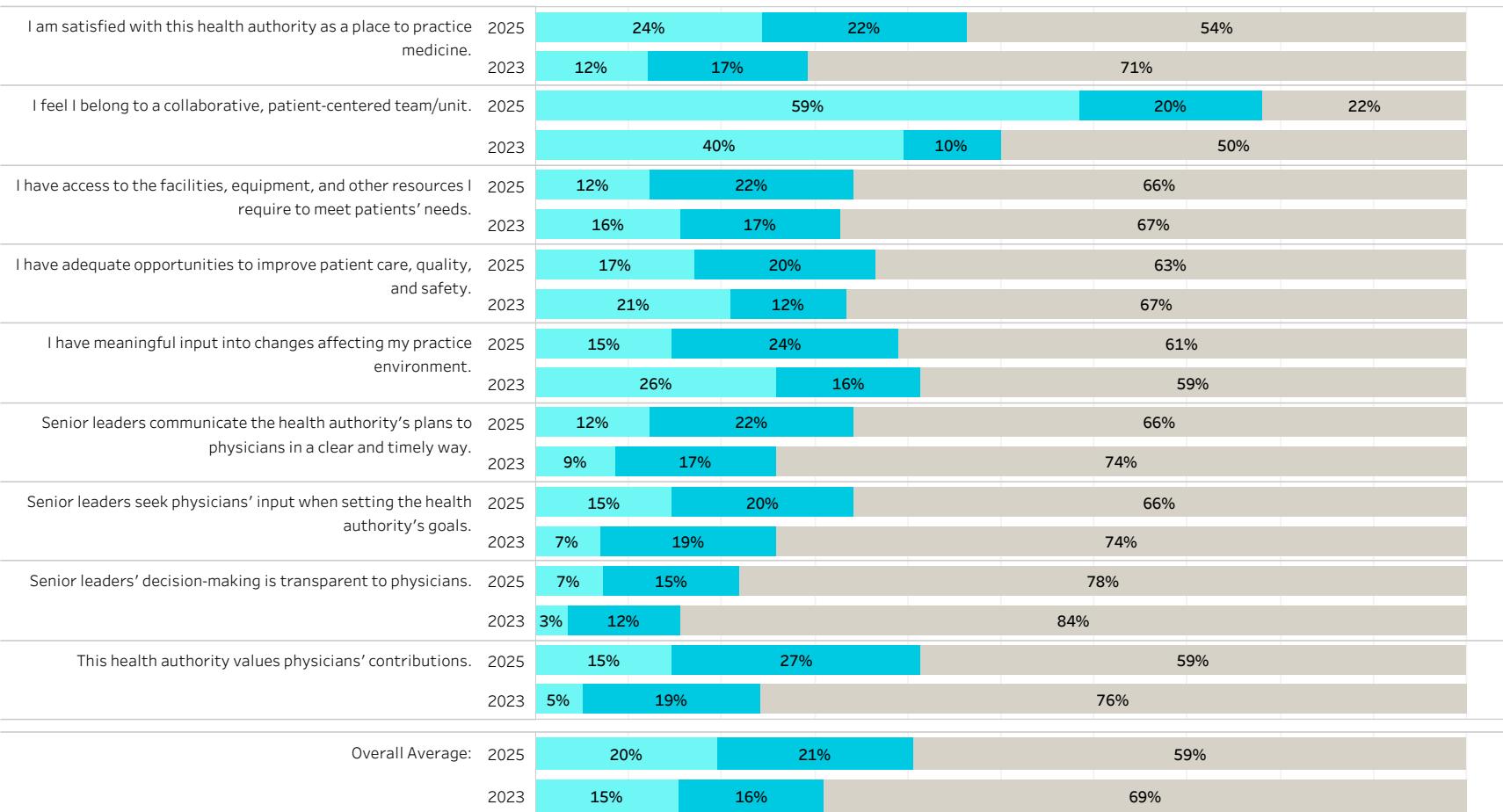
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Division	Nanaimo	All	All	All

Nanaimo

2025 Respondents: 41

2023 Respondents: 58

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

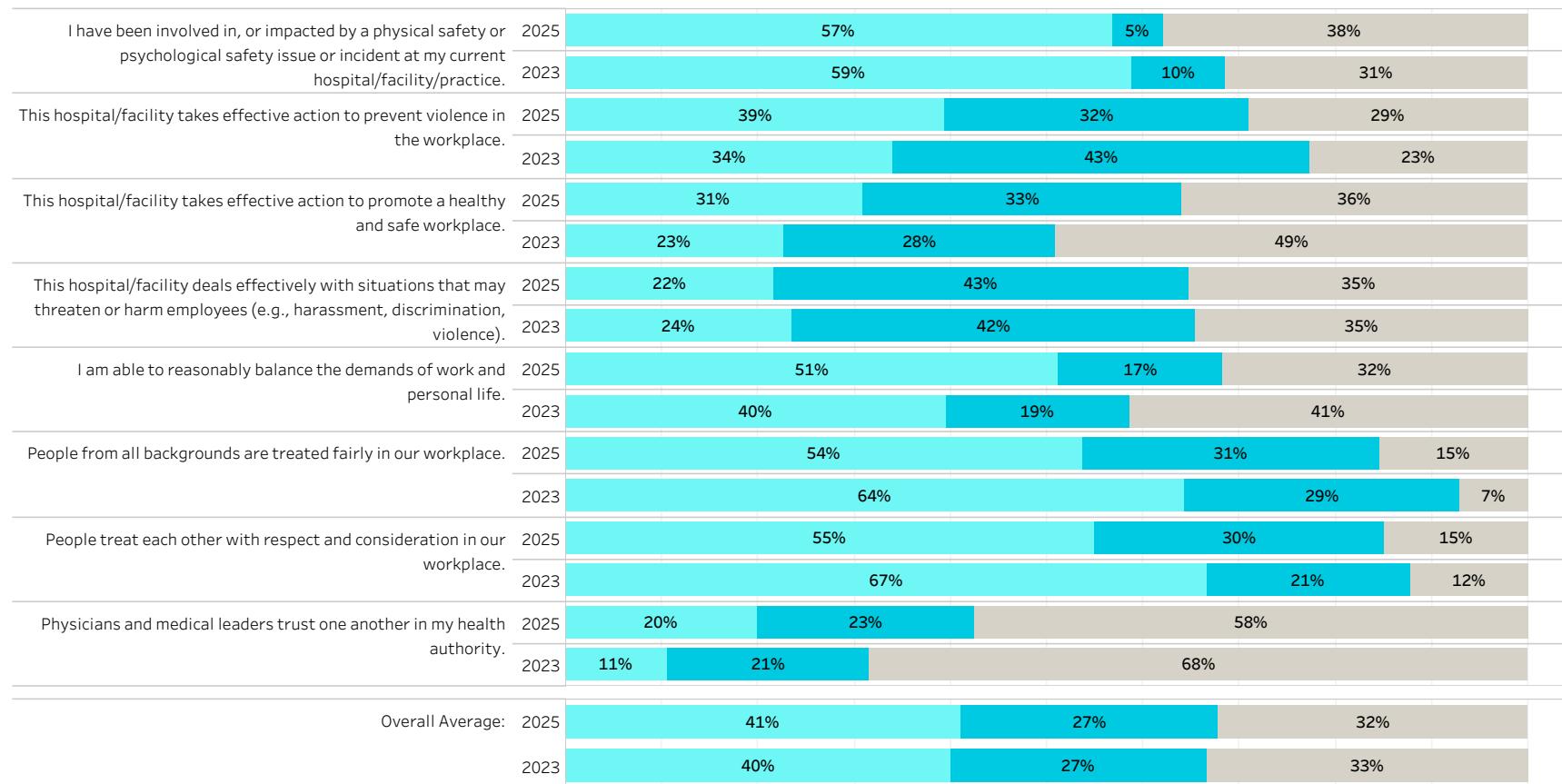
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Division	Nanaimo	All	All	All

Nanaimo

2025 Respondents: 41

2023 Respondents: 58

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Island Health	Division	Nanaimo	All	All	All	All	All

Nanaimo

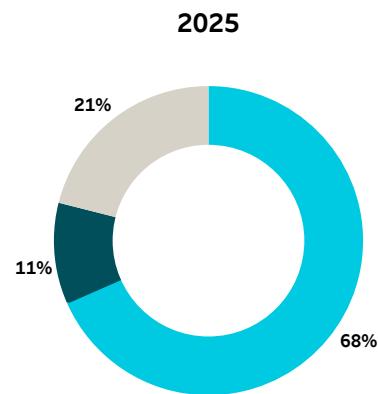
2025 Respondents: 41

2023 Respondents: 58

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	46%	19	6.3	3.0	1	25
	2023	40%	23	53.3	5.0	1	999
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	46%	19	63.7	2.0	1	999
	2023	52%	30	136.3	10.0	1	999

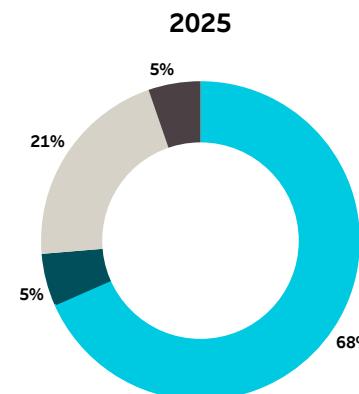
* % of physicians who experienced incidents

Physical safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents

Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

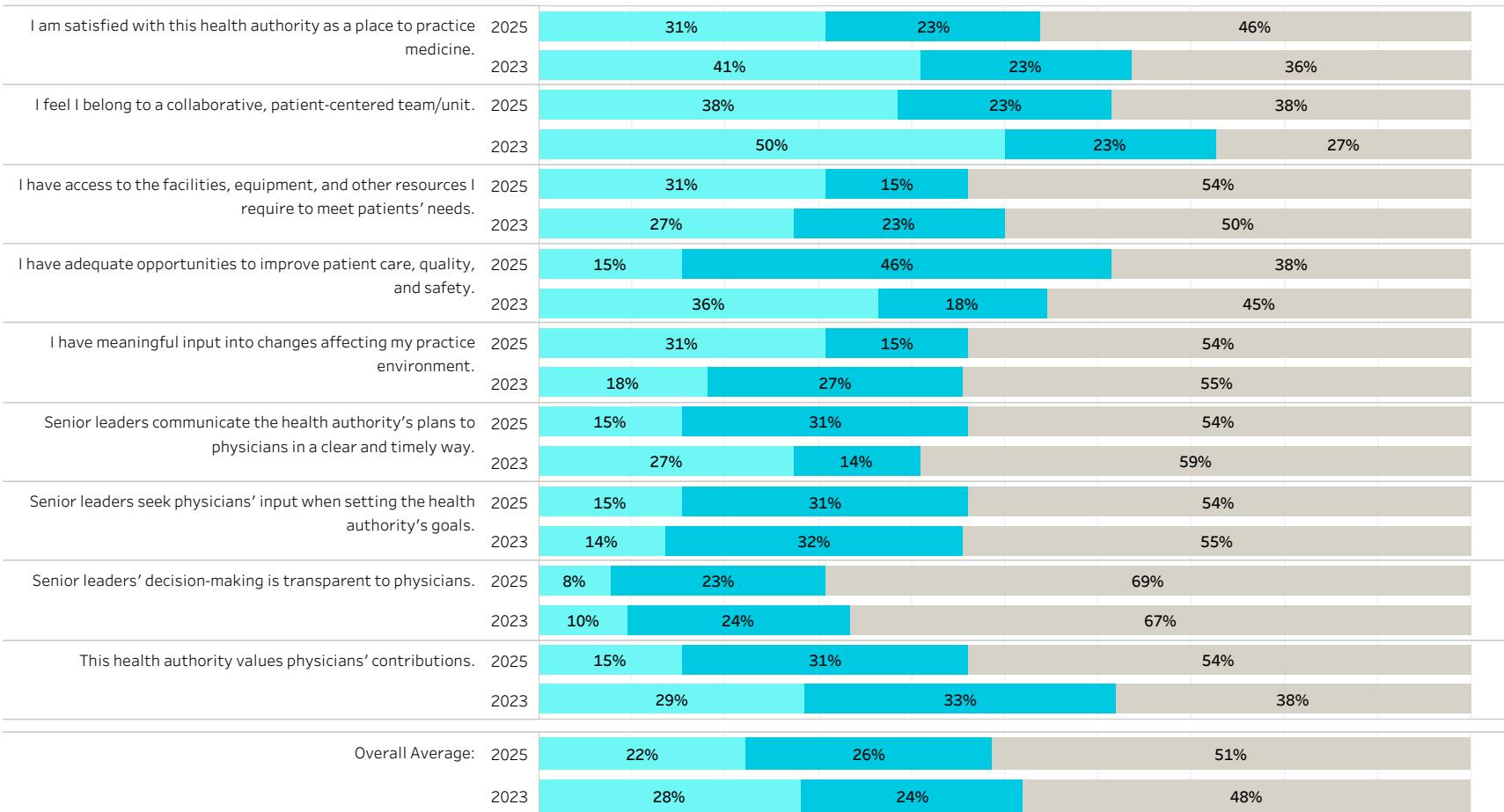
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Division	Rural and Remote Division of Family Practice	All	All	All

Rural and Remote Division of Family Practice

2025 **Respondents: 13**

2023 **Respondents: 22**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

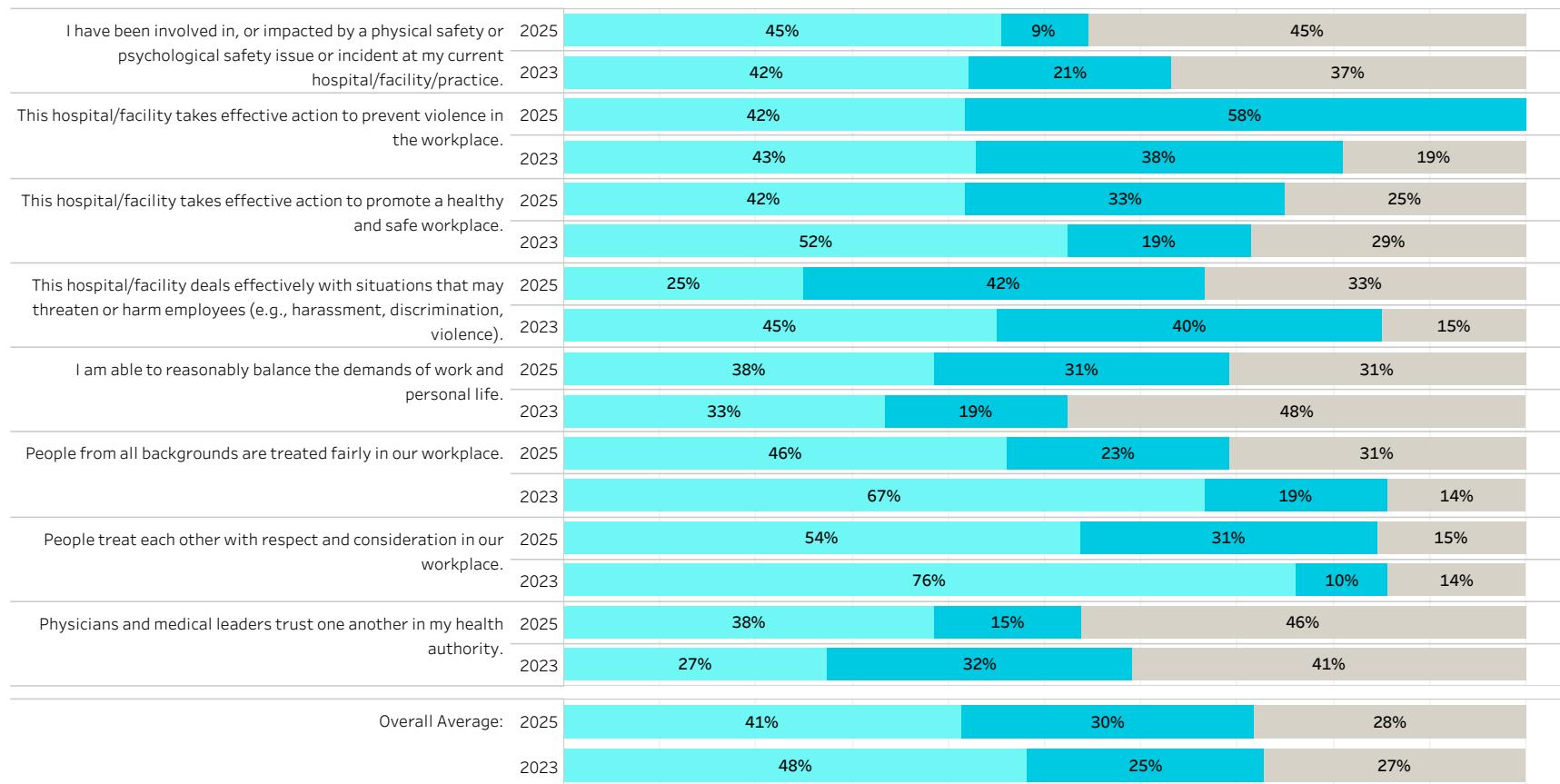
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Division	Rural and Remote Division of Family Practice	All	All	All

Rural and Remote Division of Family Practice

2025 Respondents: 13

2023 Respondents: 22

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

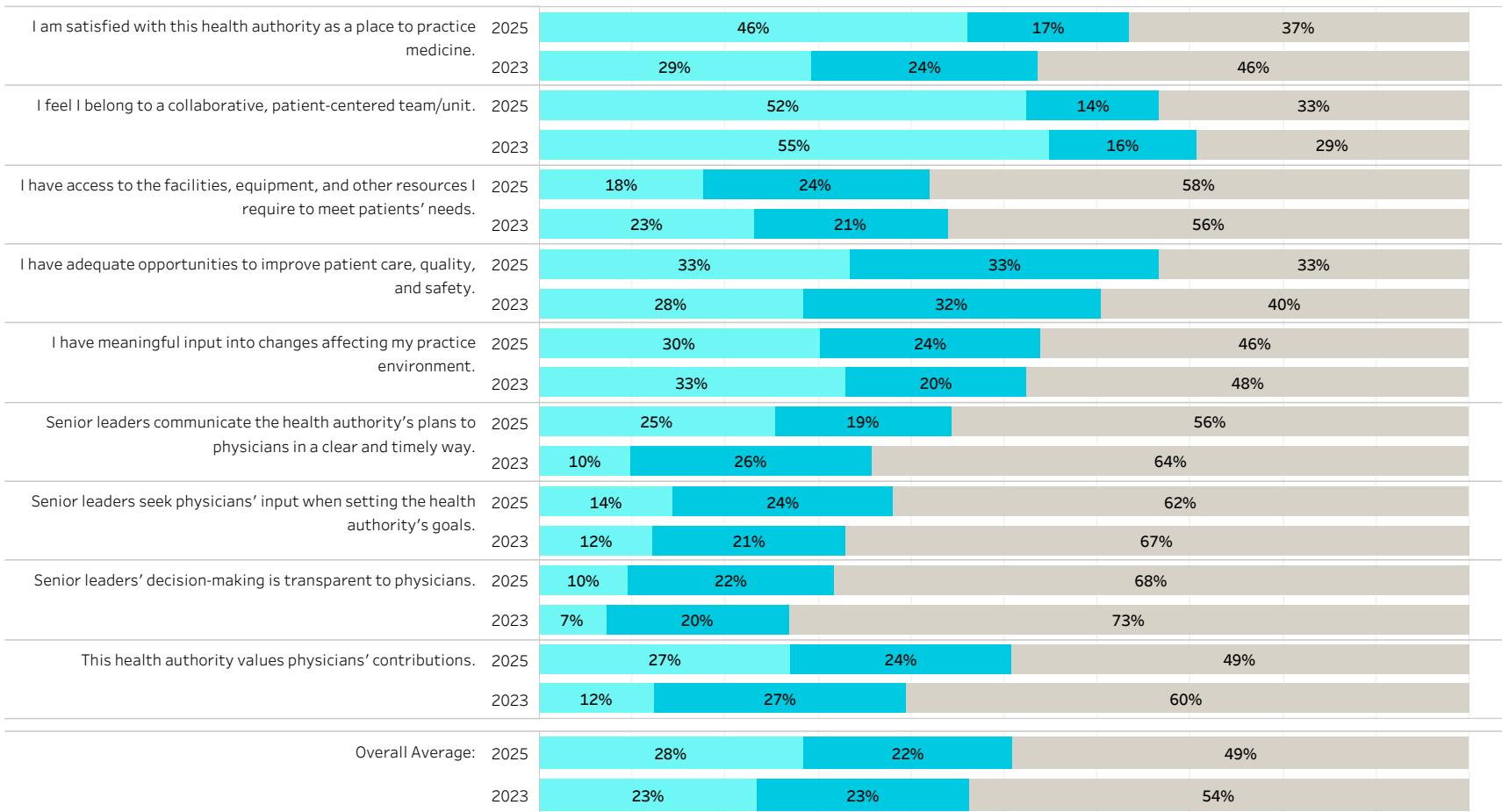
Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Division	South Island	All	All	All

South Island

2025	Respondents: 63
2023	Respondents: 82

Engagement



■ Agree ■ Neutral ■ Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

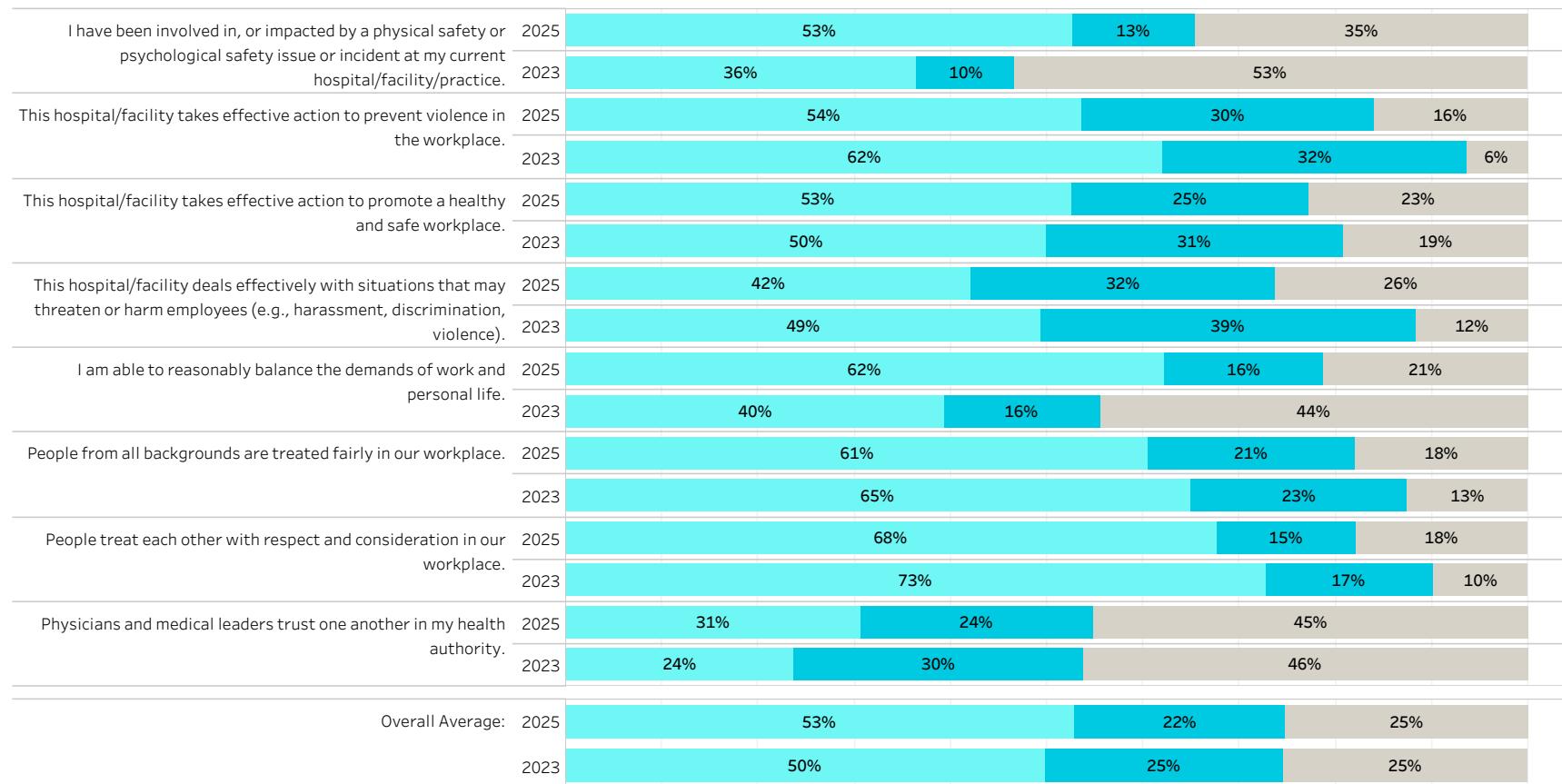
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Division	South Island	All	All	All

South Island

2025 Respondents: 63

2023 Respondents: 82

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Island Health	Division	South Island	All	All	All	All	All

South Island

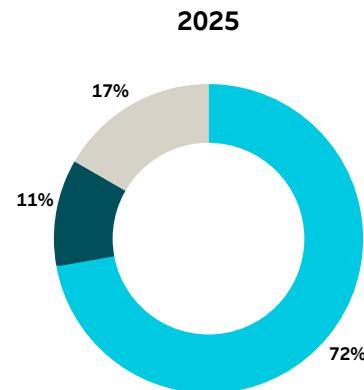
2025 Respondents: 63

2023 Respondents: 82

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	29%	18	4.7	3.0	1	12
	2023	24%	20	23.8	5.0	1	182
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	41%	26	8.0	5.0	1	40
	2023	43%	35	37.7	5.0	1	500

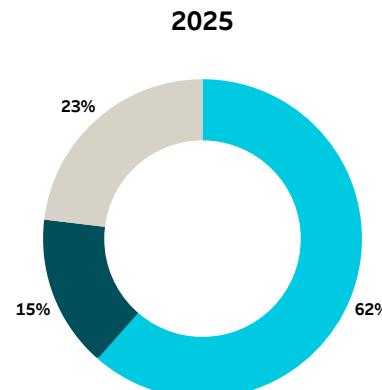
* % of physicians who experienced incidents

Physical safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents

Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents

2025 Doctors of BC Health Authority Engagement Survey

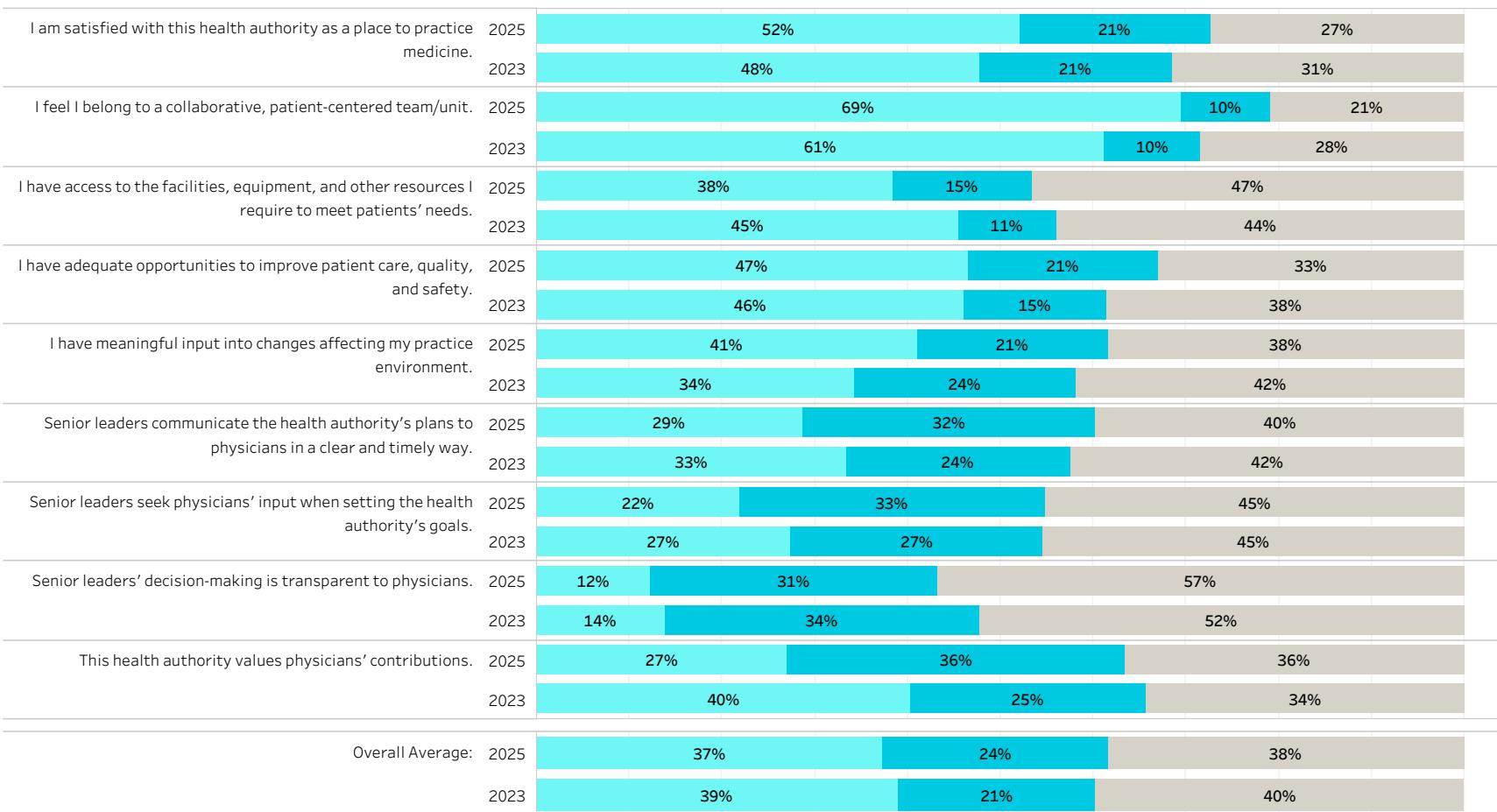
Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Division	Victoria	All	All	All

Victoria

2025	Respondents: 74
2023	Respondents: 67

Engagement



■ Agree ■ Neutral ■ Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

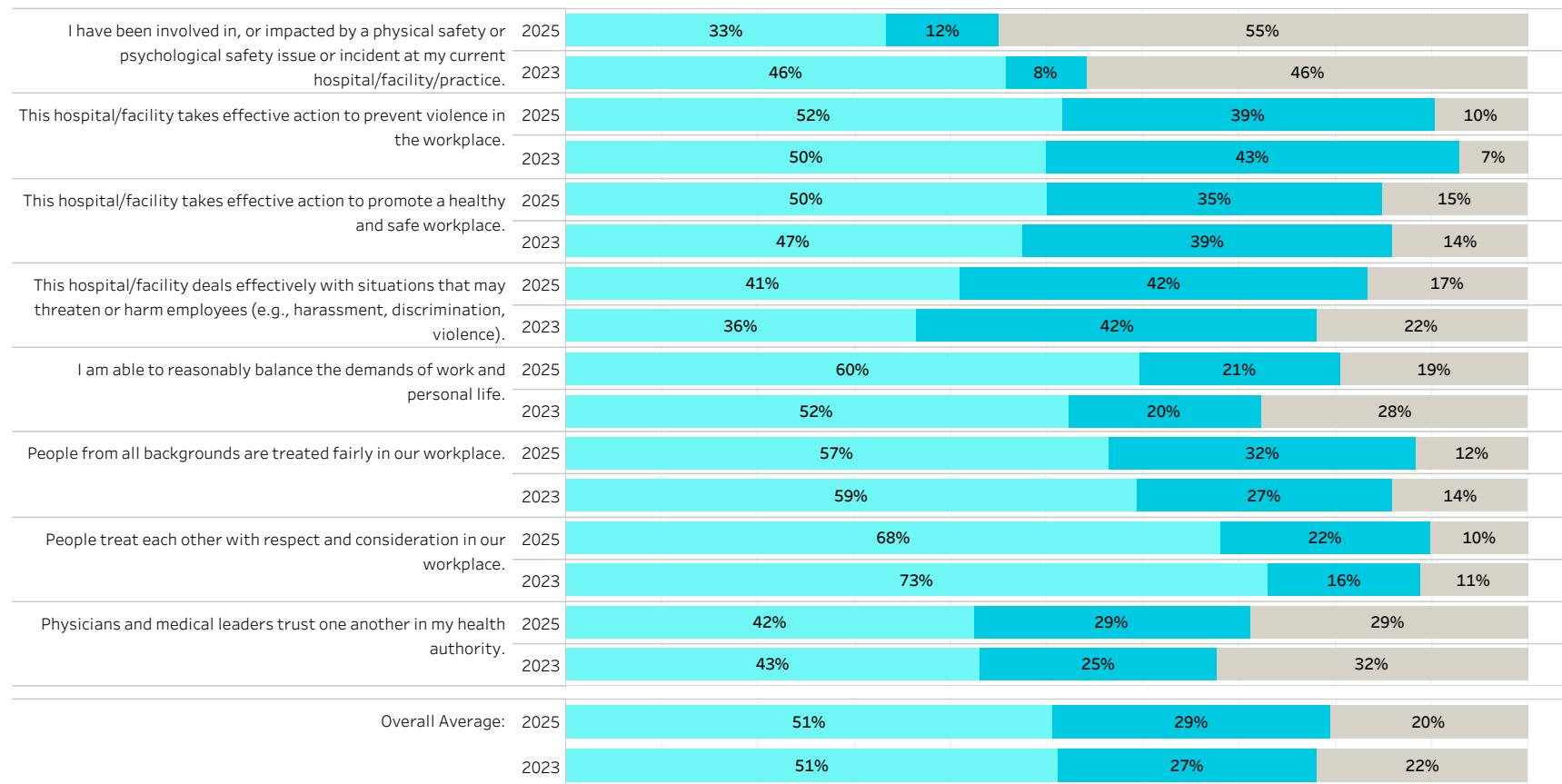
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Island Health	Division	Victoria	All	All	All

Victoria

2025 Respondents: 74

2023 Respondents: 67

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Island Health	Division	Victoria	All	All	All	All	All

Victoria

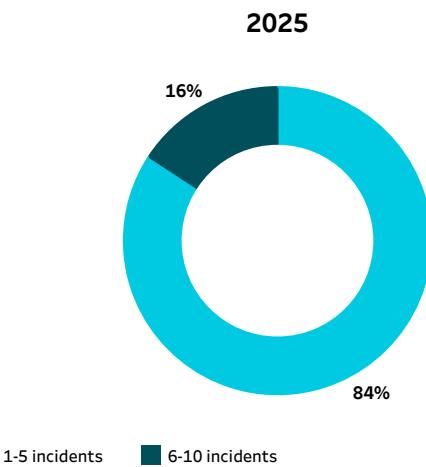
2025 Respondents: 74

2023 Respondents: 67

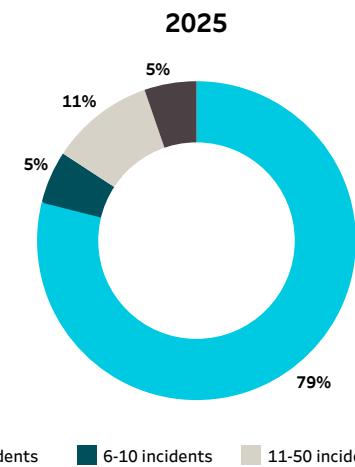
		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	26%	19	3.7	3.0	1	10
	2023	25%	17	9.7	2.0	1	100
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	26%	19	59.1	3.0	1	999
	2023	40%	27	16.3	2.0	1	200

* % of physicians who experienced incidents

Physical safety incident breakdown



Psychological safety incident breakdown



Northern Health: Divisions of Family Practice

- Overall engagement averages of 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.

NOTE: Safety incidents with responses <5 have been excluded from this report.

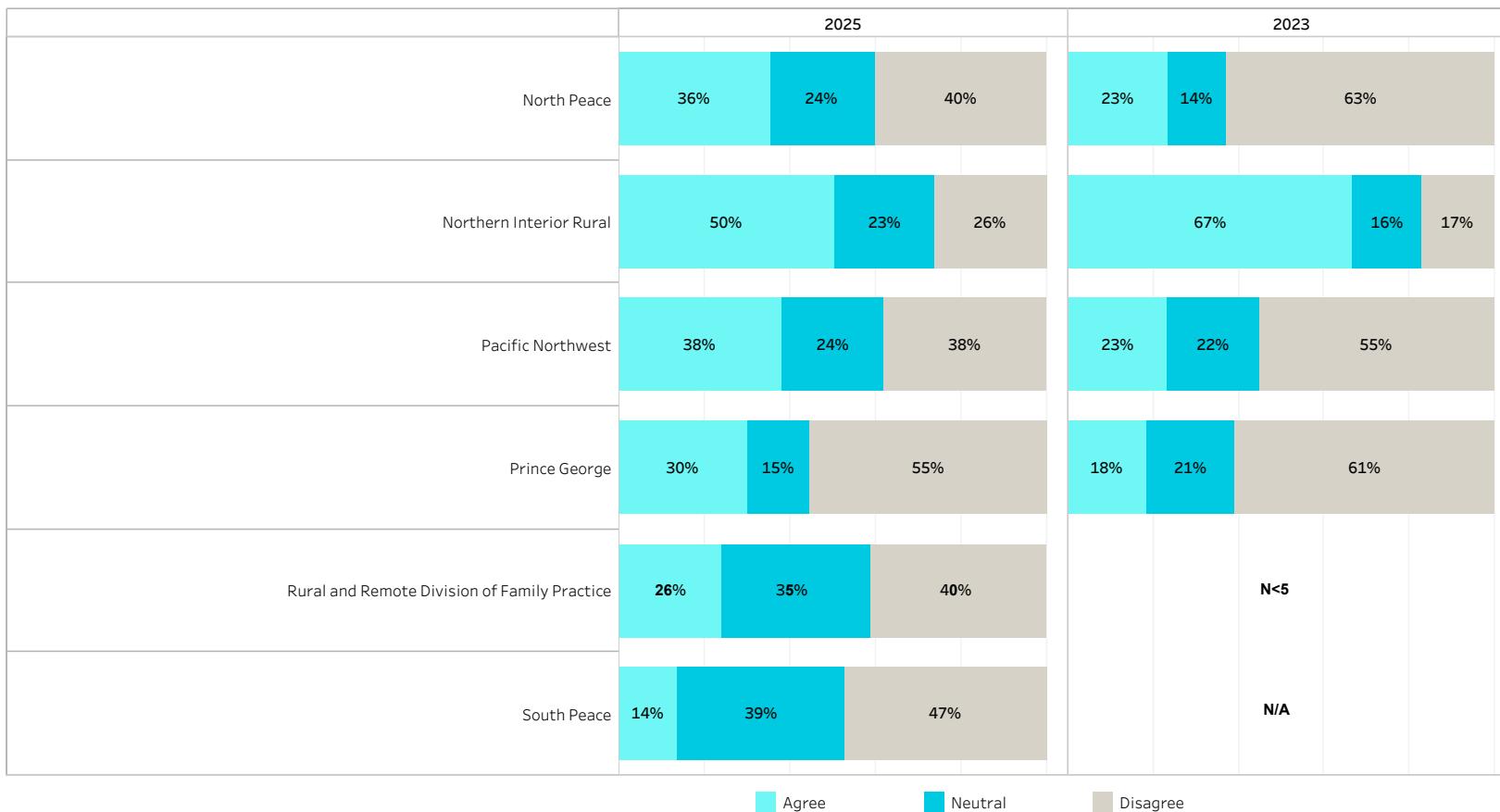
2025 Doctors of BC Health Authority Engagement Survey

Regional Engagement Averages

Survey Year: 2025 Health Authority: Northern Health Hospital or Division: Division Hospital List / Division List: Multiple values

All - Division

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



2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

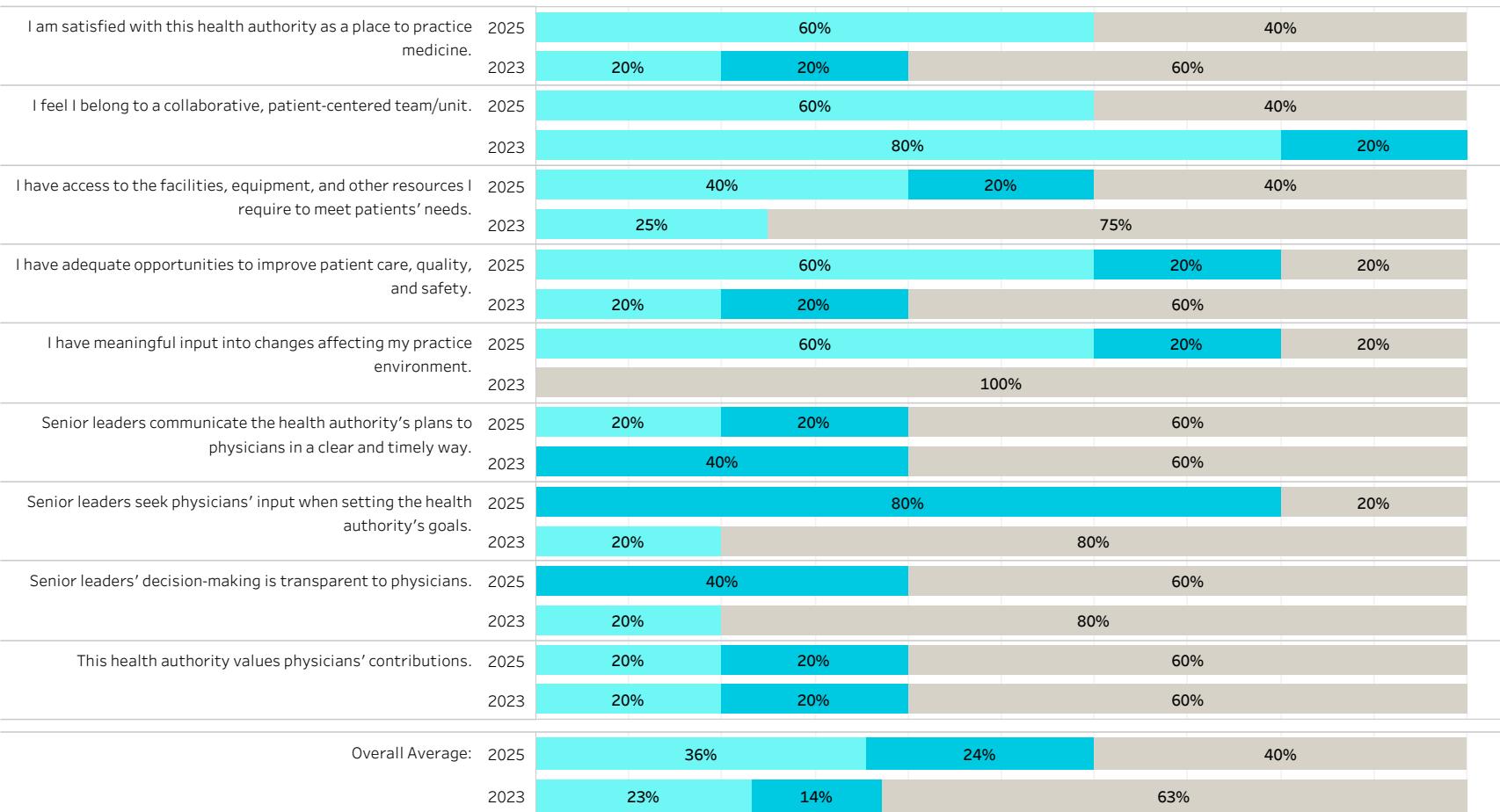
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Northern Health	Division	North Peace	All	All	All

North Peace

2025 **Respondents: 5**

2023 **Respondents: 5**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

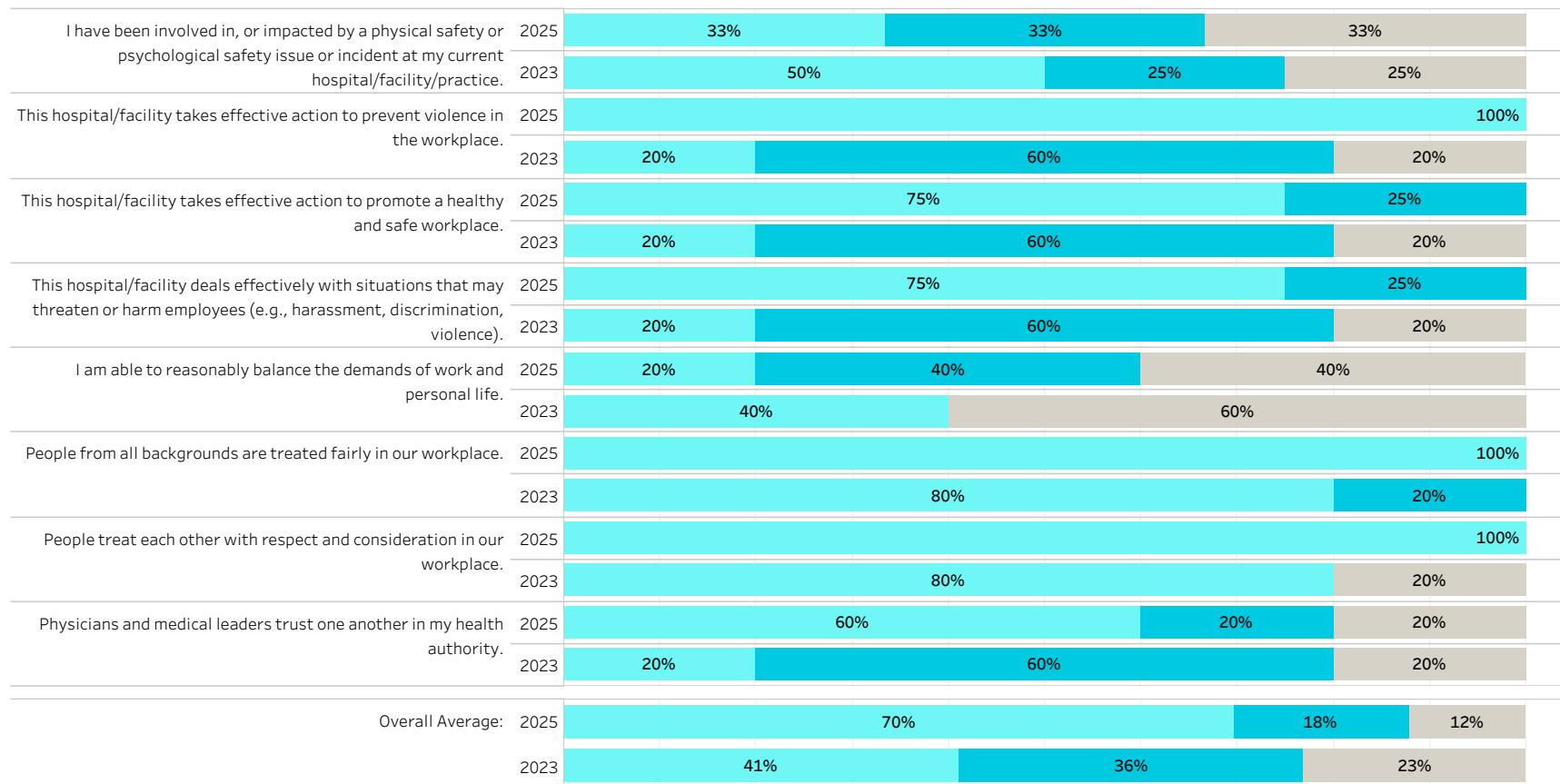
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Northern Health	Division	North Peace	All	All	All

North Peace

2025 **Respondents: 5**

2023 **Respondents: 5**

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

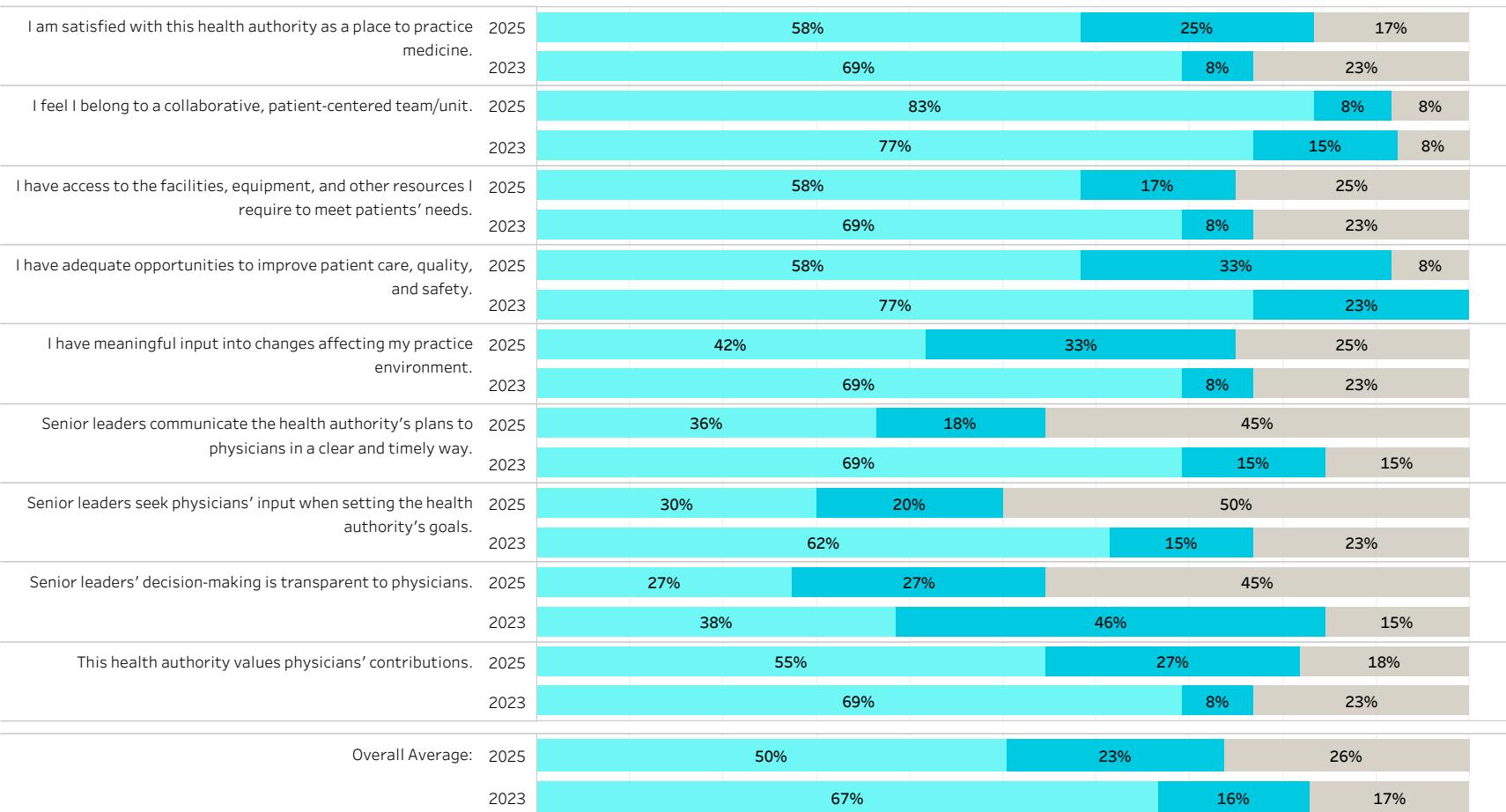
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Northern Health	Division	Northern Interior Rural	All	All	All

Northern Interior Rural

2025 **Respondents: 12**

2023 **Respondents: 13**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

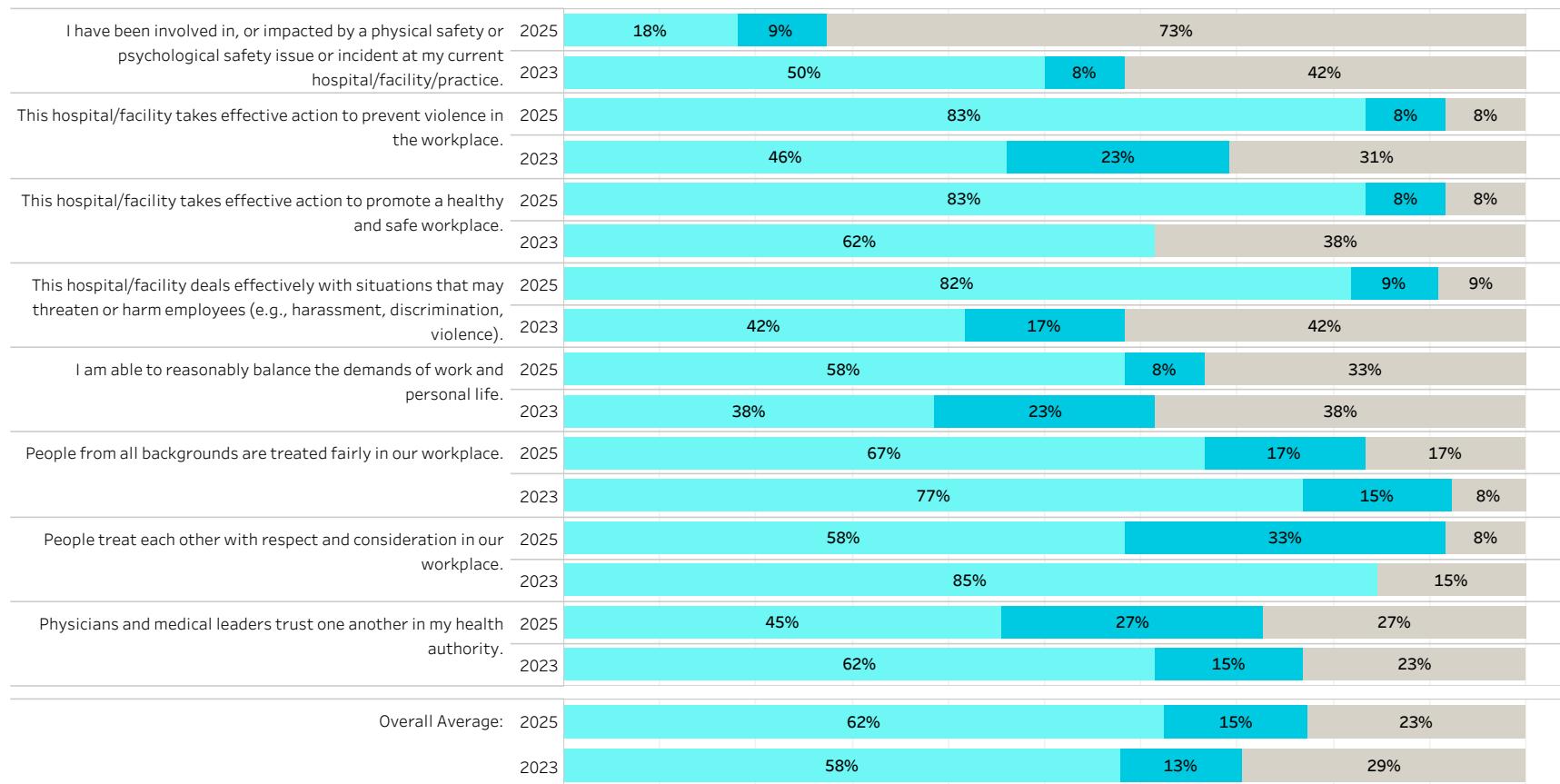
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Northern Health	Division	Northern Interior Rural	All	All	All

Northern Interior Rural

2025 Respondents: 12

2023 Respondents: 13

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

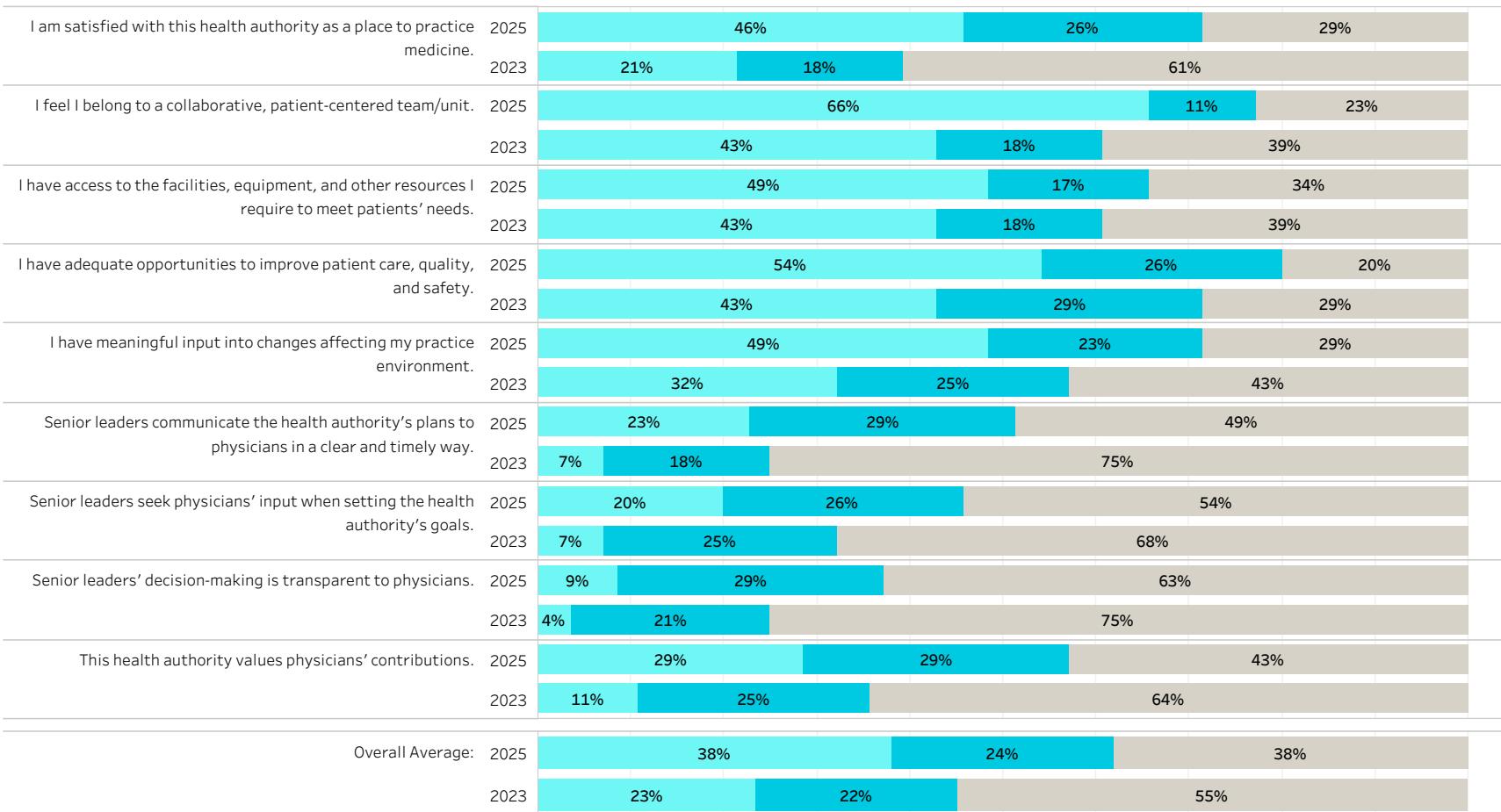
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Northern Health	Division	Pacific Northwest	All	All	All

Pacific Northwest

2025 Respondents: 35

2023 Respondents: 29

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

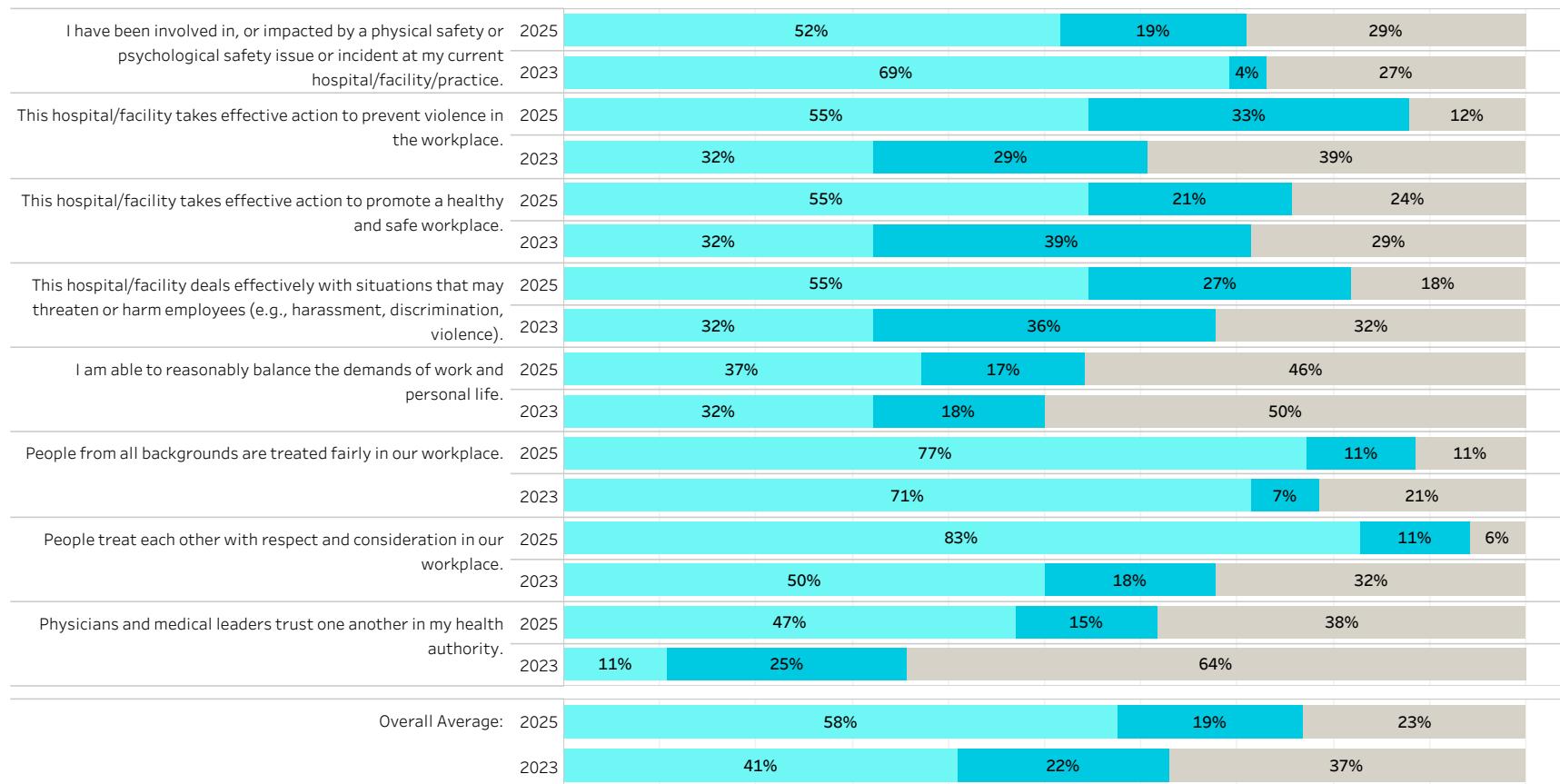
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Northern Health	Division	Pacific Northwest	All	All	All

Pacific Northwest

2025 Respondents: 35

2023 Respondents: 29

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Northern Health	Division	Pacific Northwest	All	All	All	All	All

Pacific Northwest

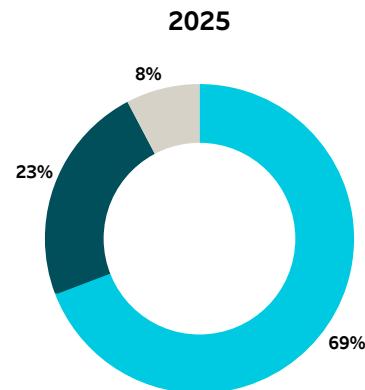
2025 Respondents: 35

2023 Respondents: 29

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	37%	13	4.9	3.0	1	14
	2023	45%	13	4.9	2.0	1	25
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	46%	16	67.8	3.5	1	999
	2023	52%	15	7.9	10.0	1	20

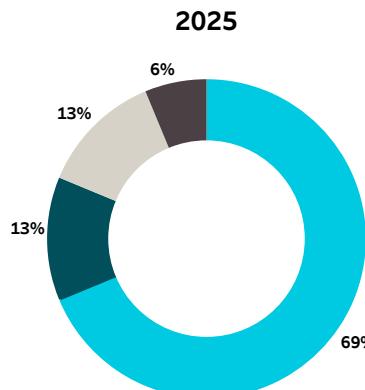
* % of physicians who experienced incidents

Physical safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents

Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

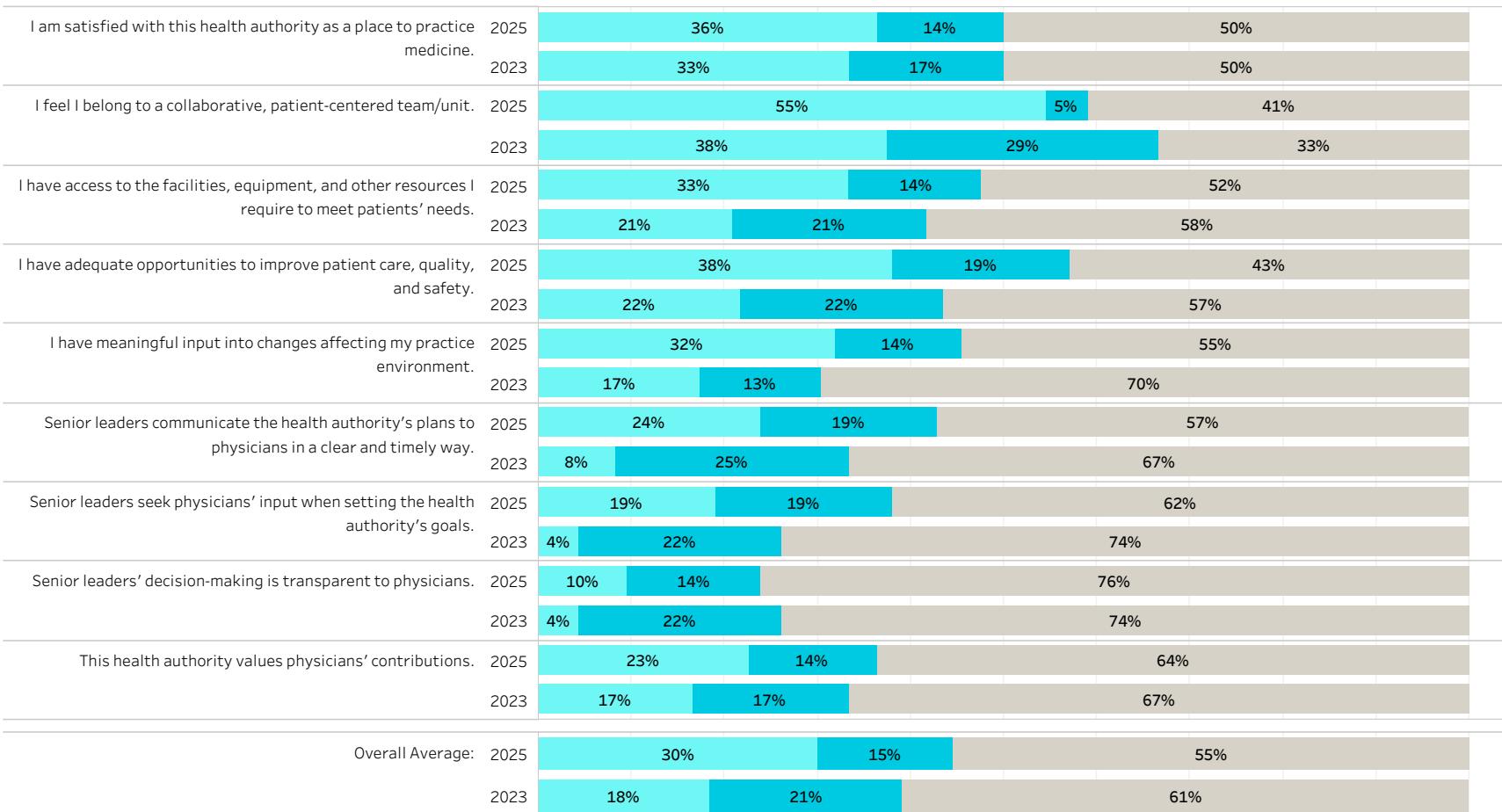
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Northern Health	Division	Prince George	All	All	All

Prince George

2025 Respondents: 22

2023 Respondents: 24

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

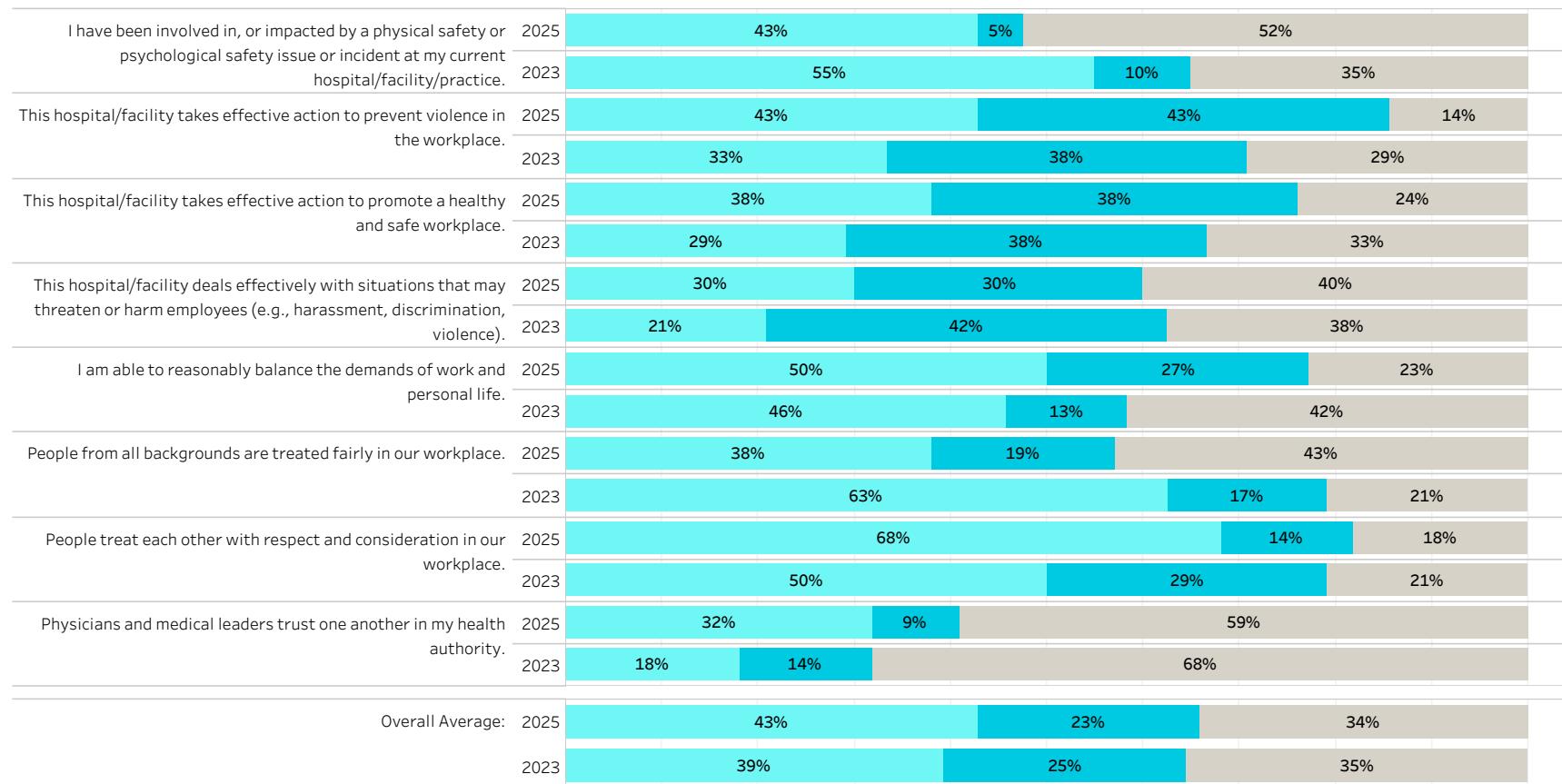
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Northern Health	Division	Prince George	All	All	All

Prince George

2025 Respondents: 22

2023 Respondents: 24

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Northern Health	Division	Prince George	All	All	All	All	All

Prince George

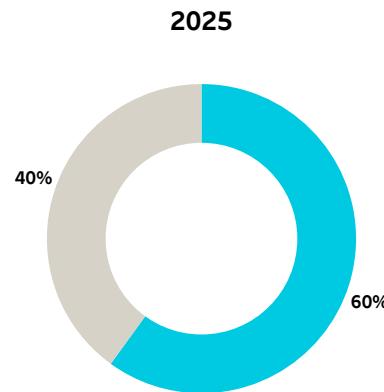
2025 Respondents: 22

2023 Respondents: 24

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	23%	5	6.8	5.0	1	15
	2023	42%	10	3.3	2.0	1	10
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	45%	10	6.7	4.0	1	24
	2023	54%	13	7.4	2.0	1	50

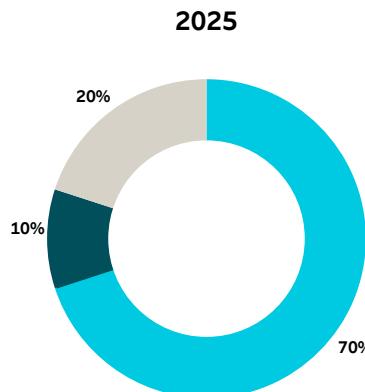
* % of physicians who experienced incidents

Physical safety incident breakdown



1-5 incidents 11-50 incidents

Psychological safety incident breakdown



1-5 incidents 6-10 incidents 11-50 incidents

2025 Doctors of BC Health Authority Engagement Survey

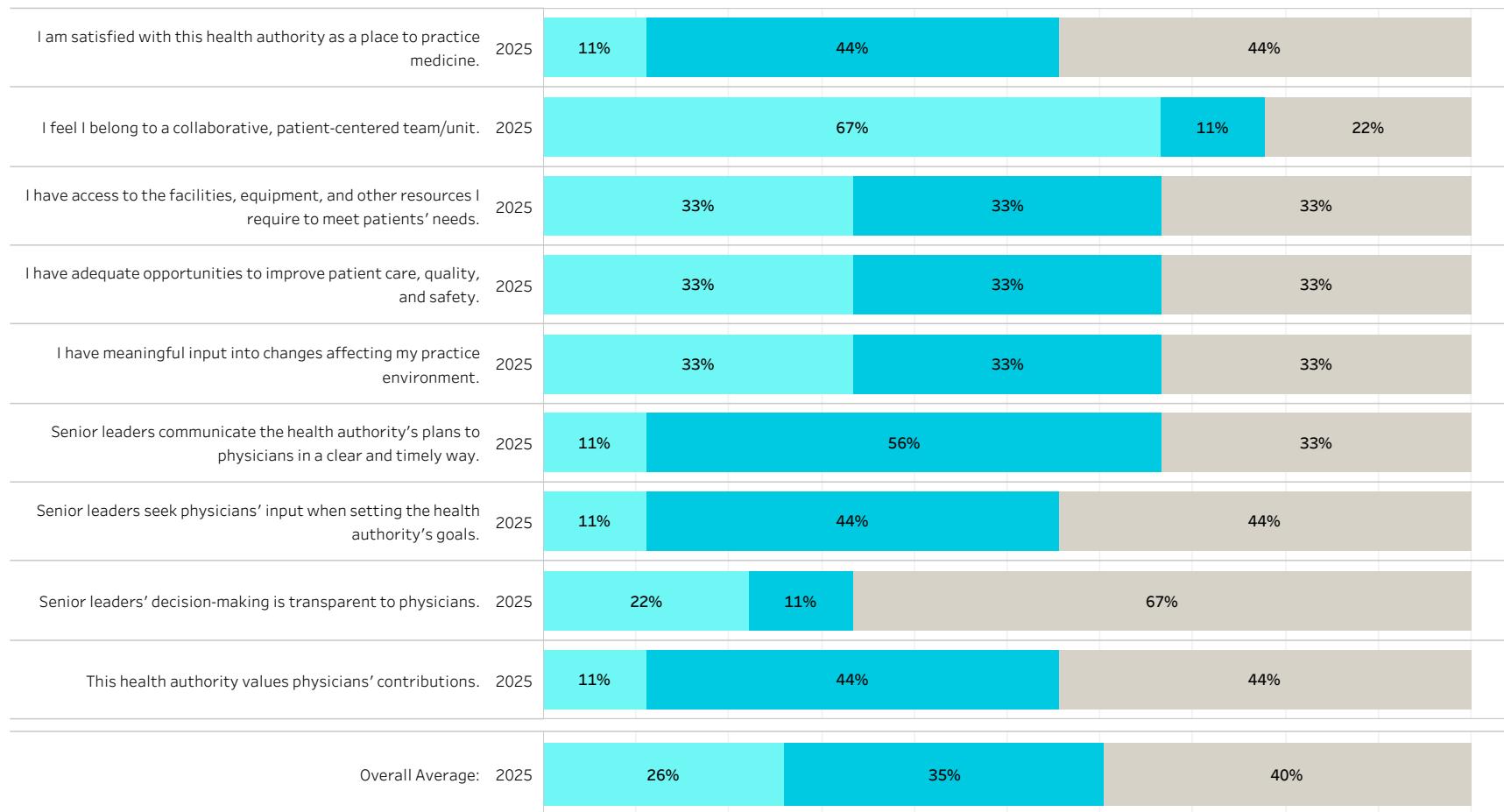
Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Northern Health	Division	Rural and Remote Division of Family Practice	All	All	All

Rural and Remote Division of Family Practice

2025 Respondents: 9

Engagement



■ Agree ■ Neutral ■ Disagree

2025 Doctors of BC Health Authority Engagement Survey

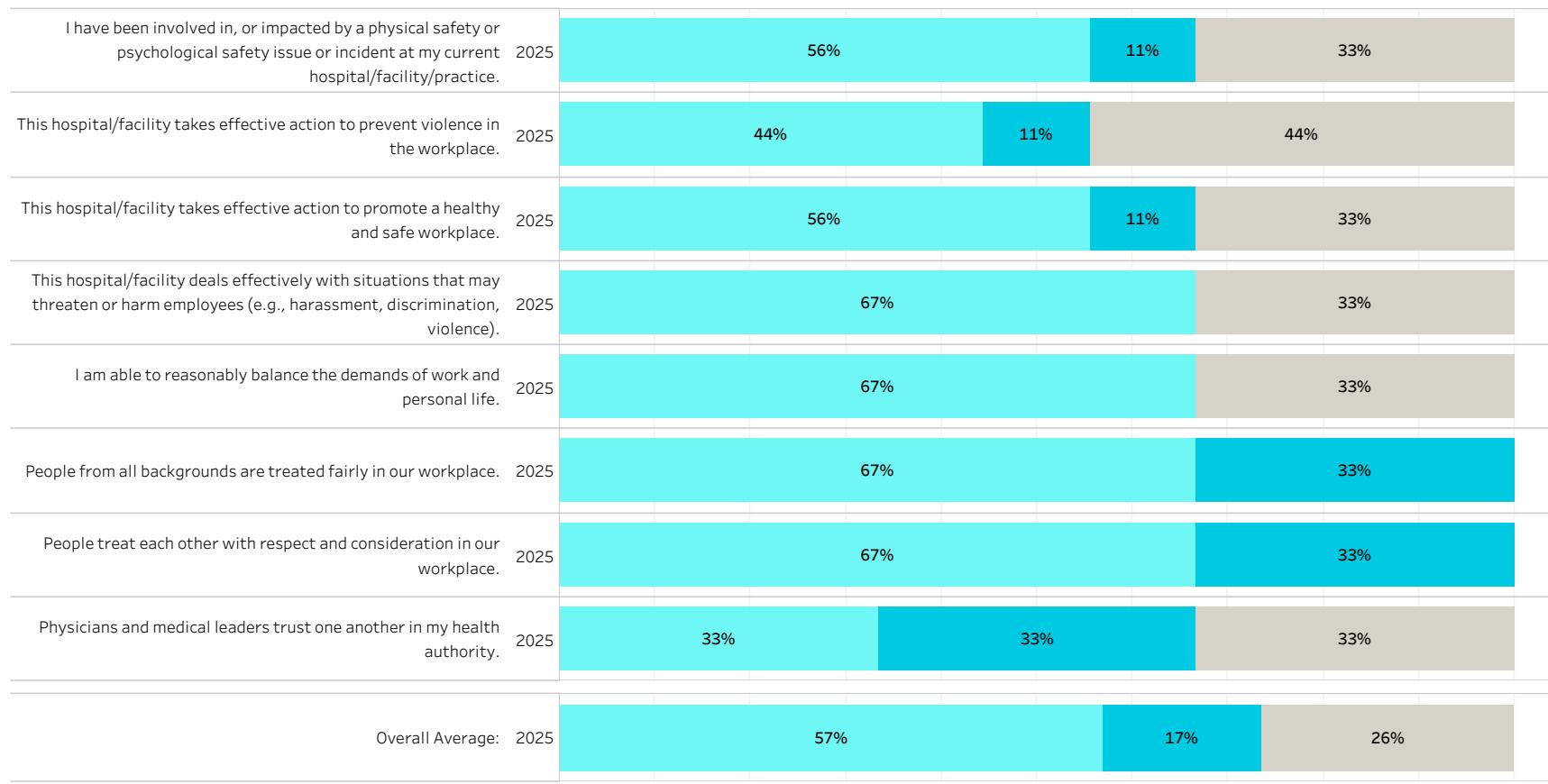
Physician Health & Safety Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Northern Health	Division	Rural and Remote Division of Family Practice	All	All	All

Rural and Remote Division of Family Practice

2025 Respondents: 9

Physician Health and Safety



[Legend: Agree (light blue), Neutral (medium blue), Disagree (light grey)]

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Northern Health	Division	Rural and Remote	All	All	All	All	All

Rural and Remote Division of Family Practice

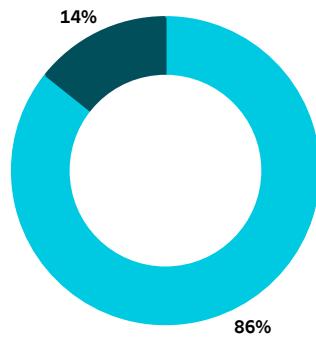
2025 Respondents: 9

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	78%	7	3.6	2.0	1	10
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	67%	6	21.7	6.0	1	90

* % of physicians who experienced incidents

Physical safety incident breakdown

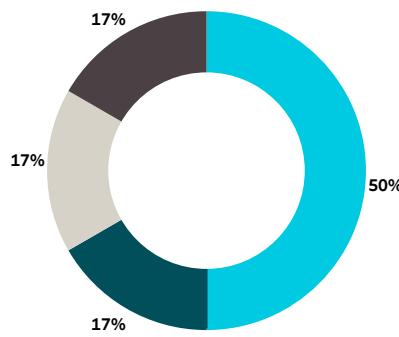
2025



1-5 incidents 6-10 incidents

Psychological safety incident breakdown

2025



1-5 incidents 6-10 incidents 11-50 incidents 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

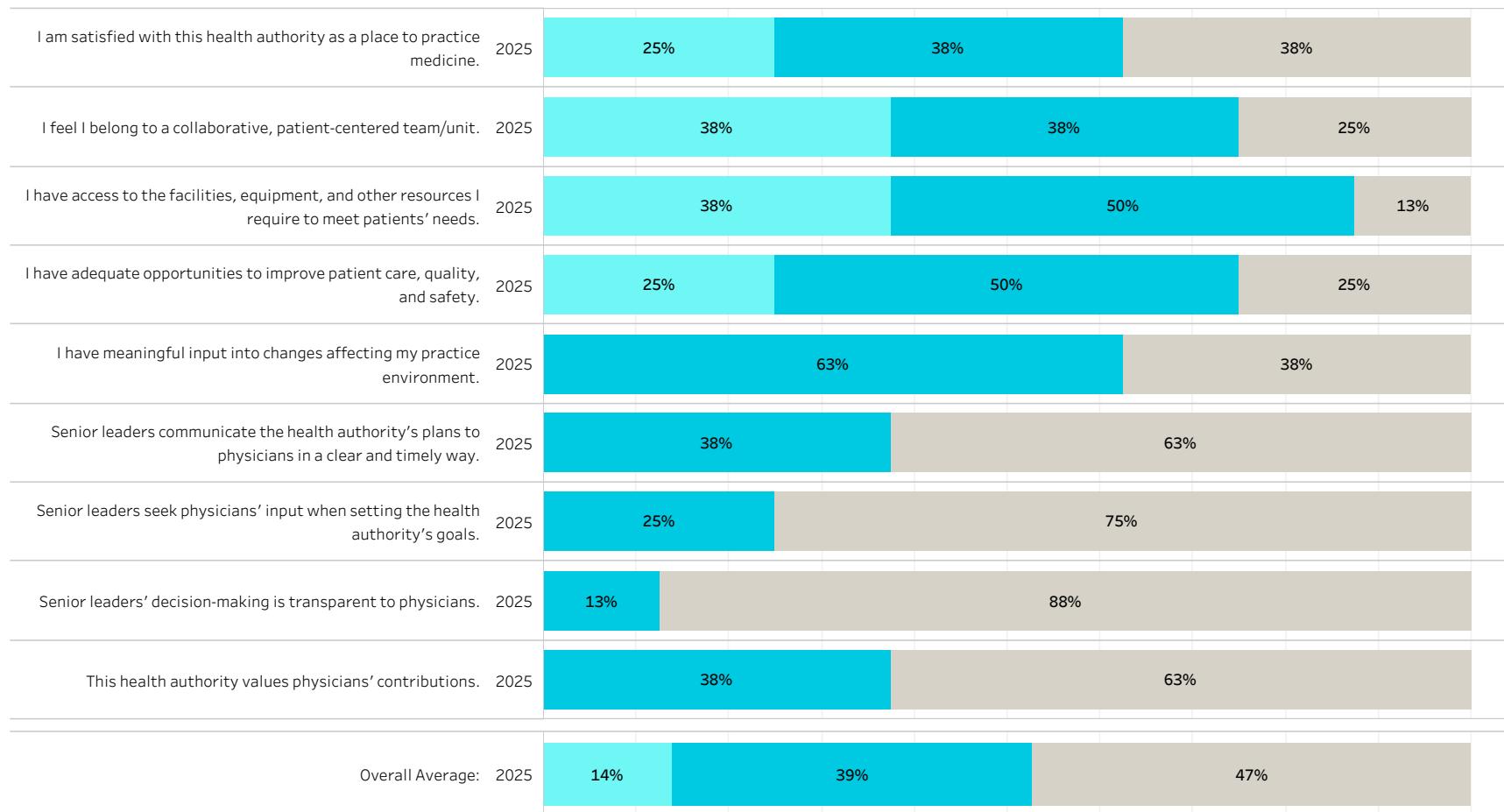
Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Northern Health	Division	South Peace	All	All	All

South Peace

2025 Respondents: 8

Engagement



■ Agree ■ Neutral ■ Disagree

2025 Doctors of BC Health Authority Engagement Survey

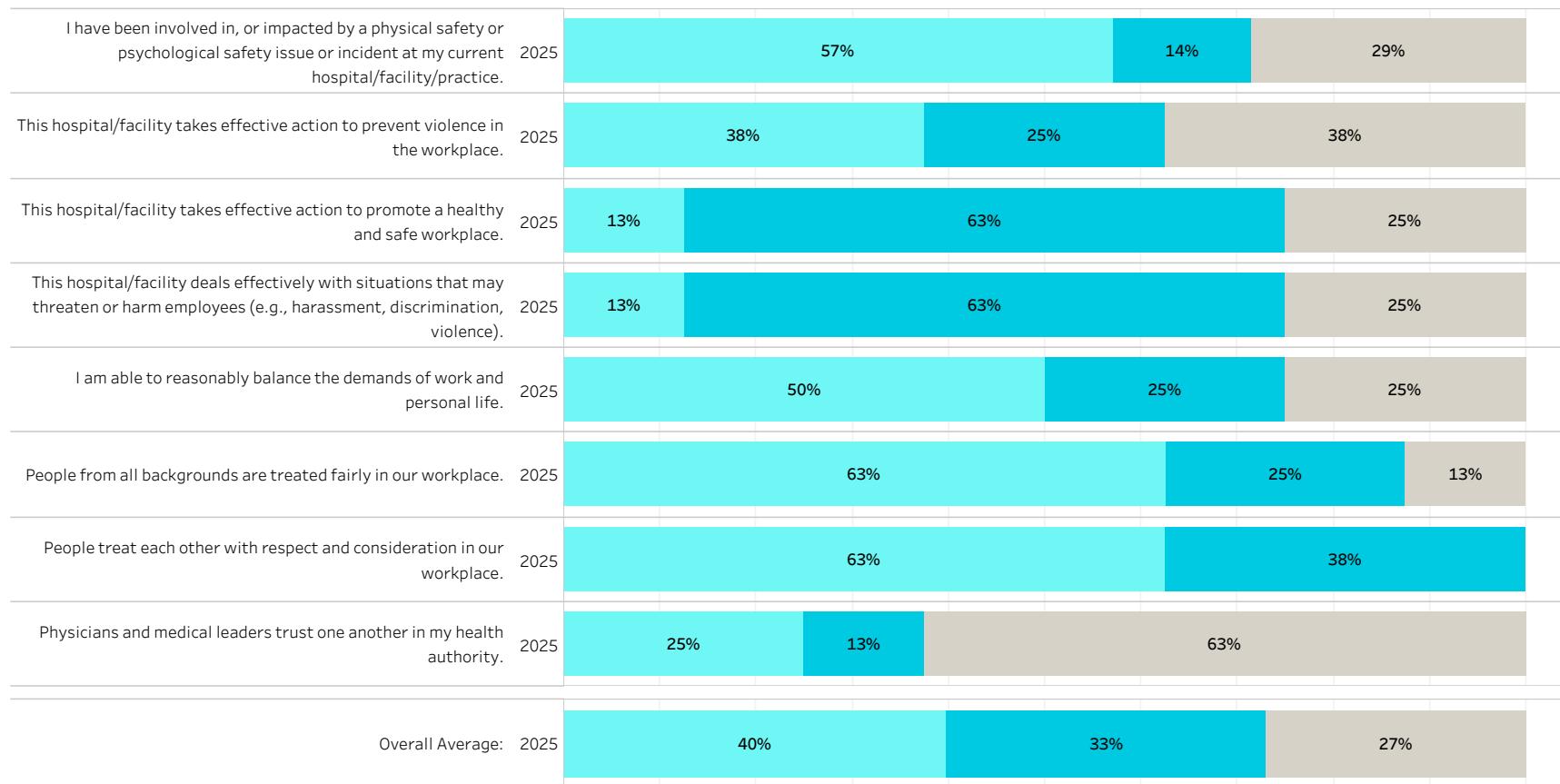
Physician Health & Safety Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Northern Health	Division	South Peace	All	All	All

South Peace

2025 Respondents: 8

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year 2025	Health Authority Northern Health	Hospital or Division Division	Hospital List / Division List South Peace	Primary Practice All	Practice Type All	Urban/Rural All	Gender Identity All	Racial Identity All
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South Peace

2025 Respondents: 8

	Yes*	Count	Mean	Median	Min	Max
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Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)

2025 63% 5 4.8 4.0 1 12

* % of physicians who experienced incidents

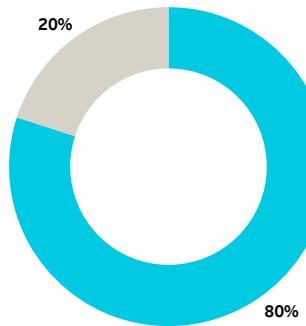
Physical safety incident breakdown

2025

n/a N<5

Psychological safety incident breakdown

2025



1-5 incidents 11-50 incidents

Vancouver Coastal: Divisions of Family Practice

- Overall engagement averages of 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.

NOTE: Safety incidents with responses <5 have been excluded from this report.

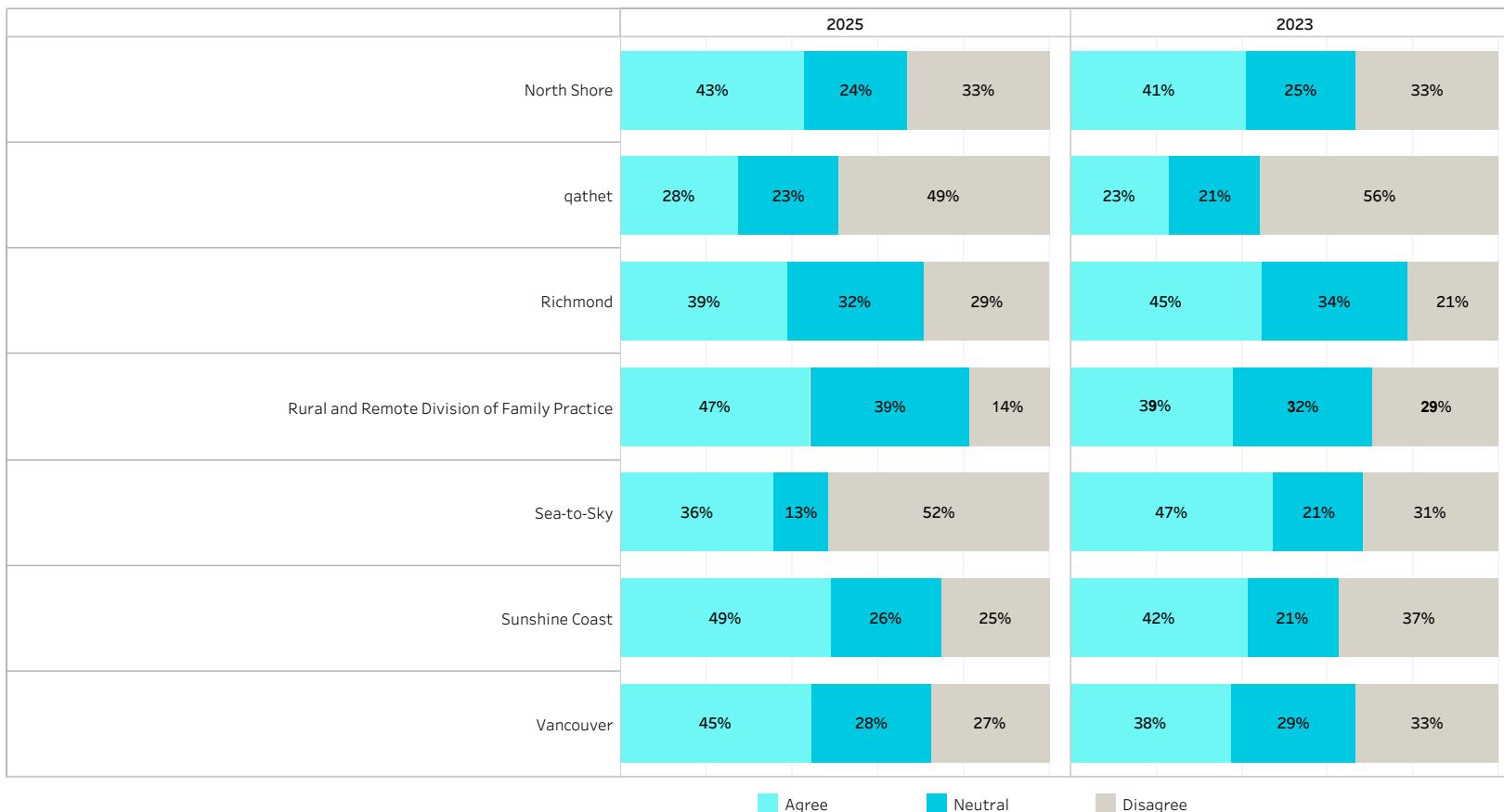
2025 Doctors of BC Health Authority Engagement Survey

Regional Engagement Averages

Survey Year: 2025 Health Authority: Vancouver Coastal Hospital or Division: Division Hospital List / Division List: Multiple values

All - Division Vancouver Coastal

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



2025 Doctors of BC Health Authority Engagement Survey

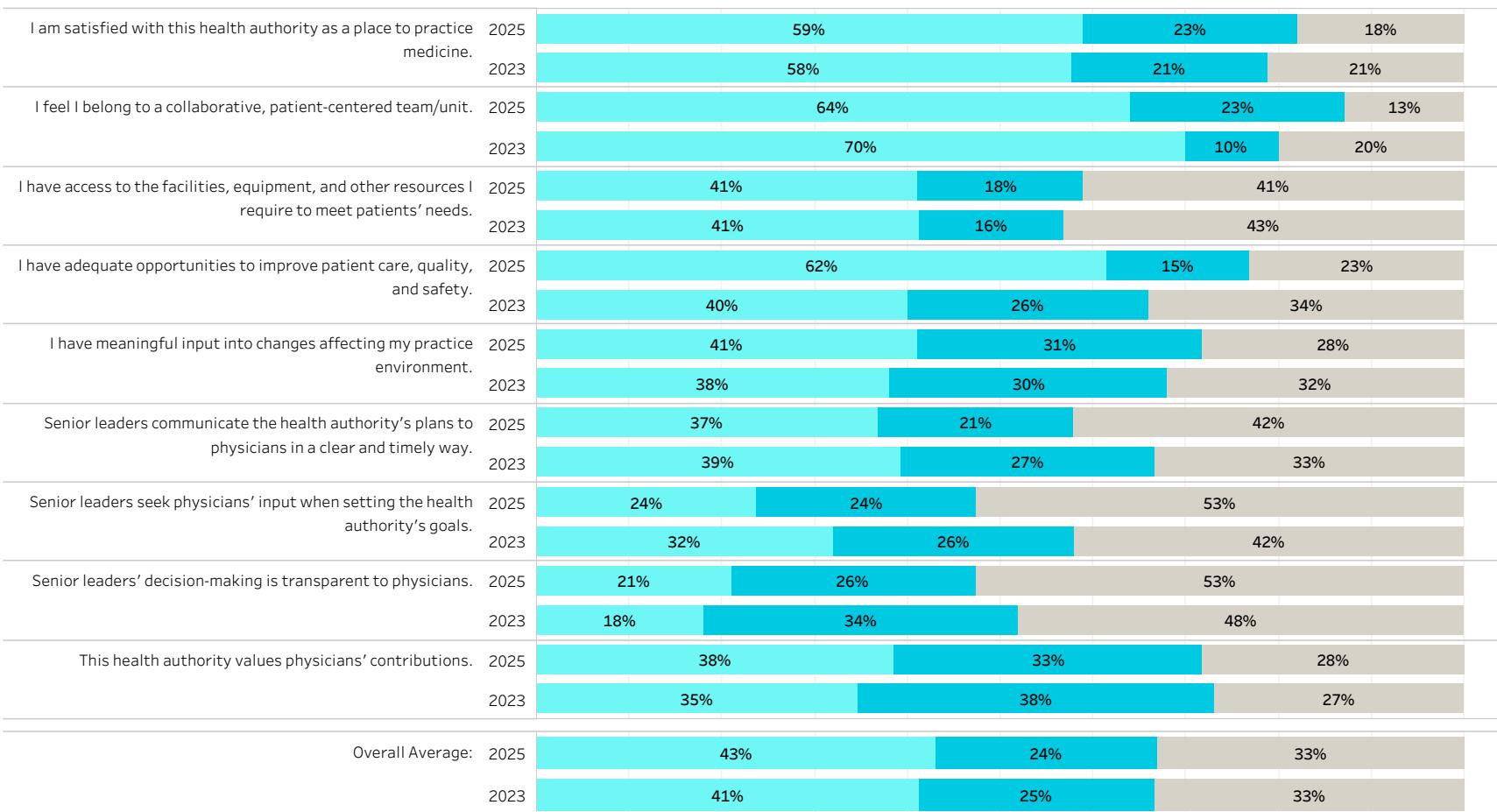
Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal	Division	North Shore	All	All	All

North Shore

2025	Respondents: 40
2023	Respondents: 52

Engagement



■ Agree ■ Neutral ■ Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

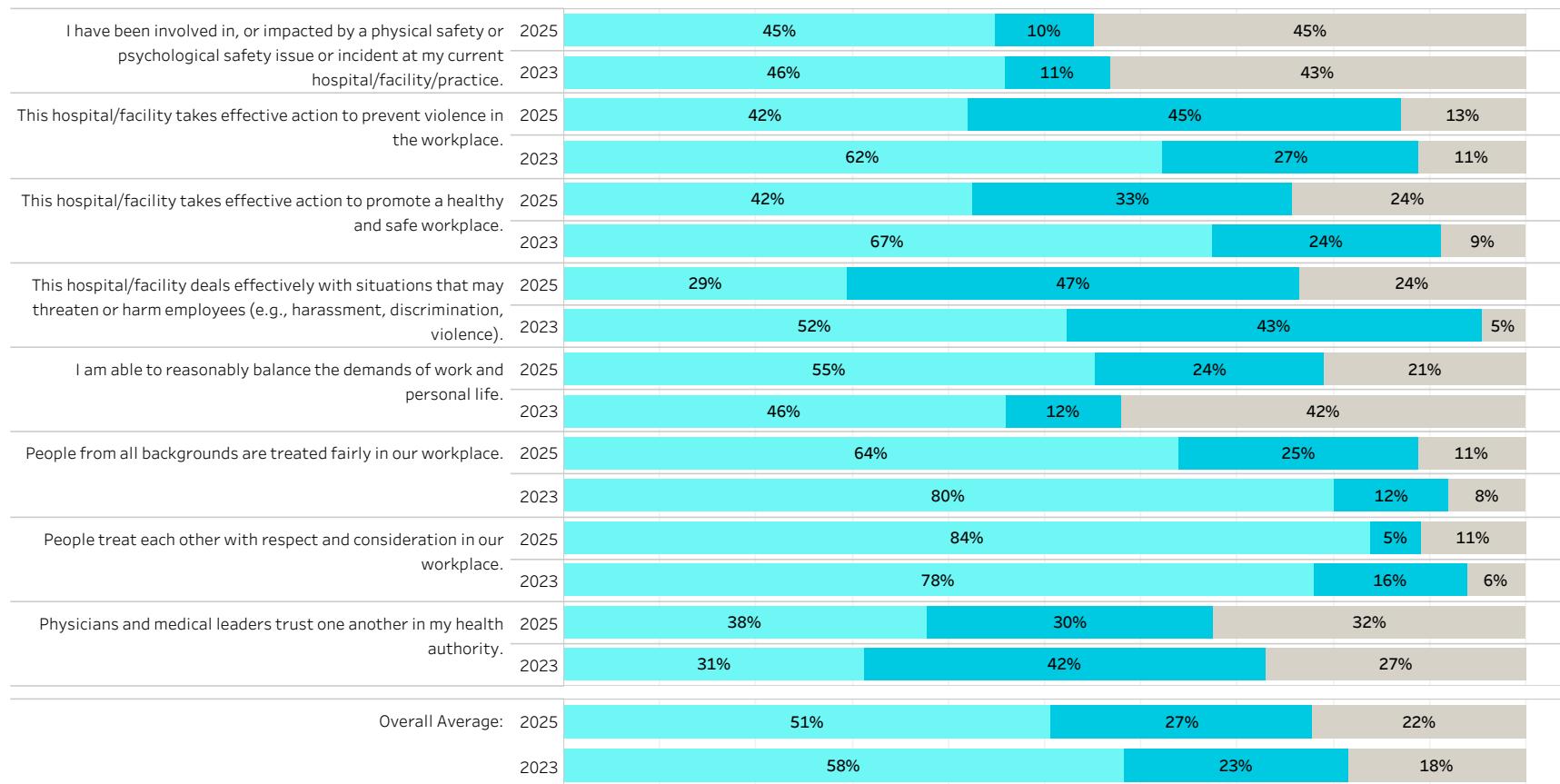
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal	Division	North Shore	All	All	All

North Shore

2025 Respondents: 40

2023 Respondents: 52

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Vancouver Coastal	Division	North Shore	All	All	All	All	All

North Shore

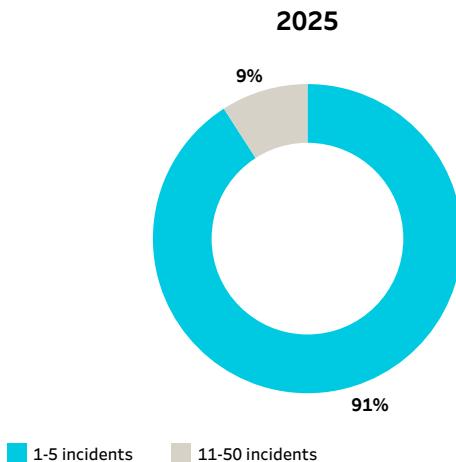
2025 Respondents: 40

2023 Respondents: 52

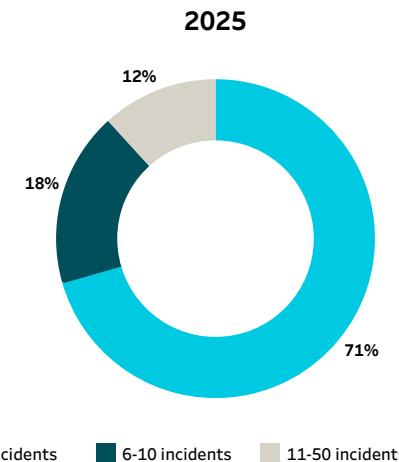
	Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	28%	11	3.6	2.0	1
	2023	25%	13	4.2	2.0	1
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	43%	17	6.1	4.0	1
	2023	37%	19	9.2	2.0	1

* % of physicians who experienced incidents

Physical safety incident breakdown



Psychological safety incident breakdown



2025 Doctors of BC Health Authority Engagement Survey

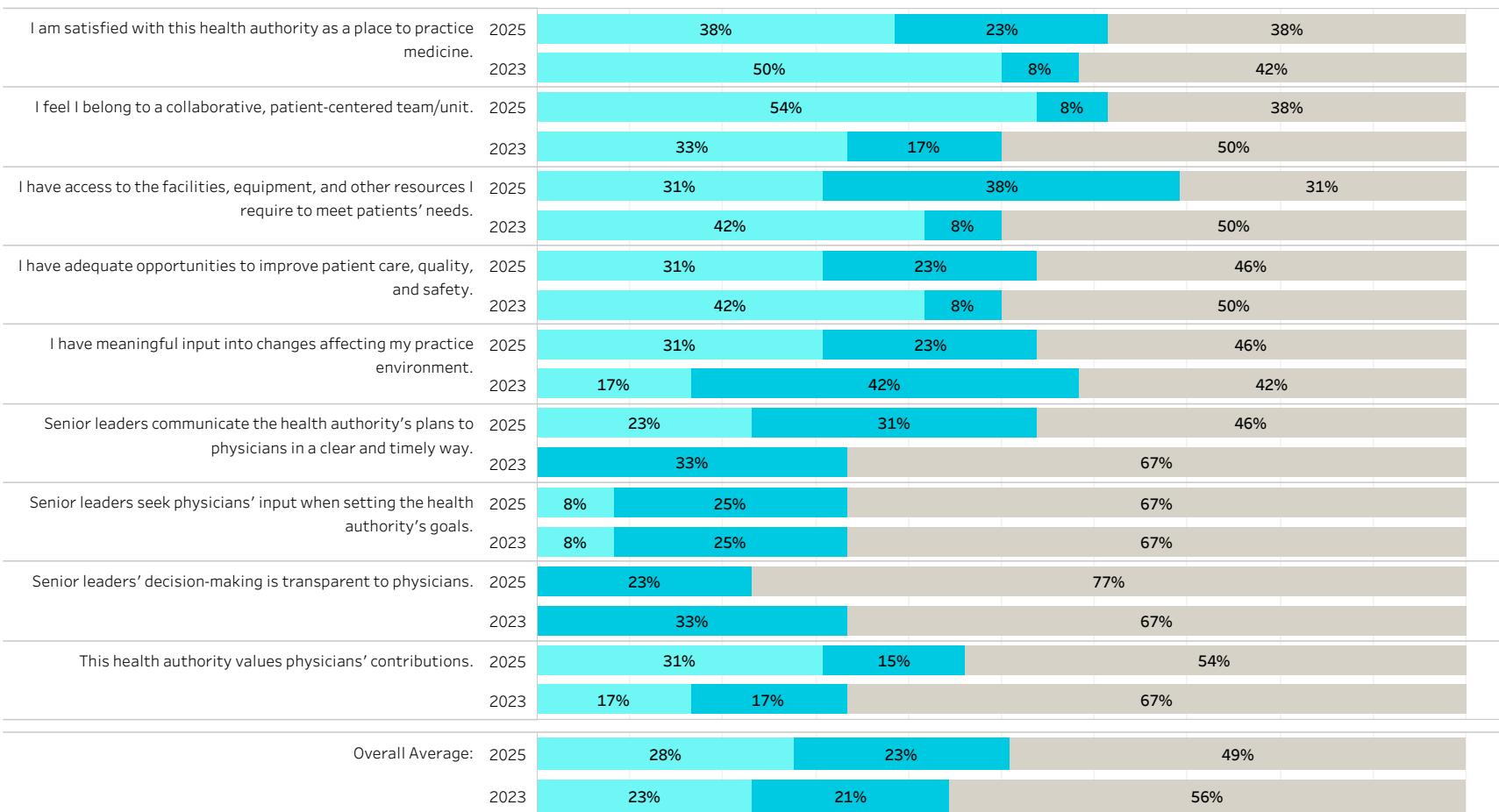
Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal	Division	qathet	All	All	All

qathet

2025	Respondents: 13
2023	Respondents: 12

Engagement



2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

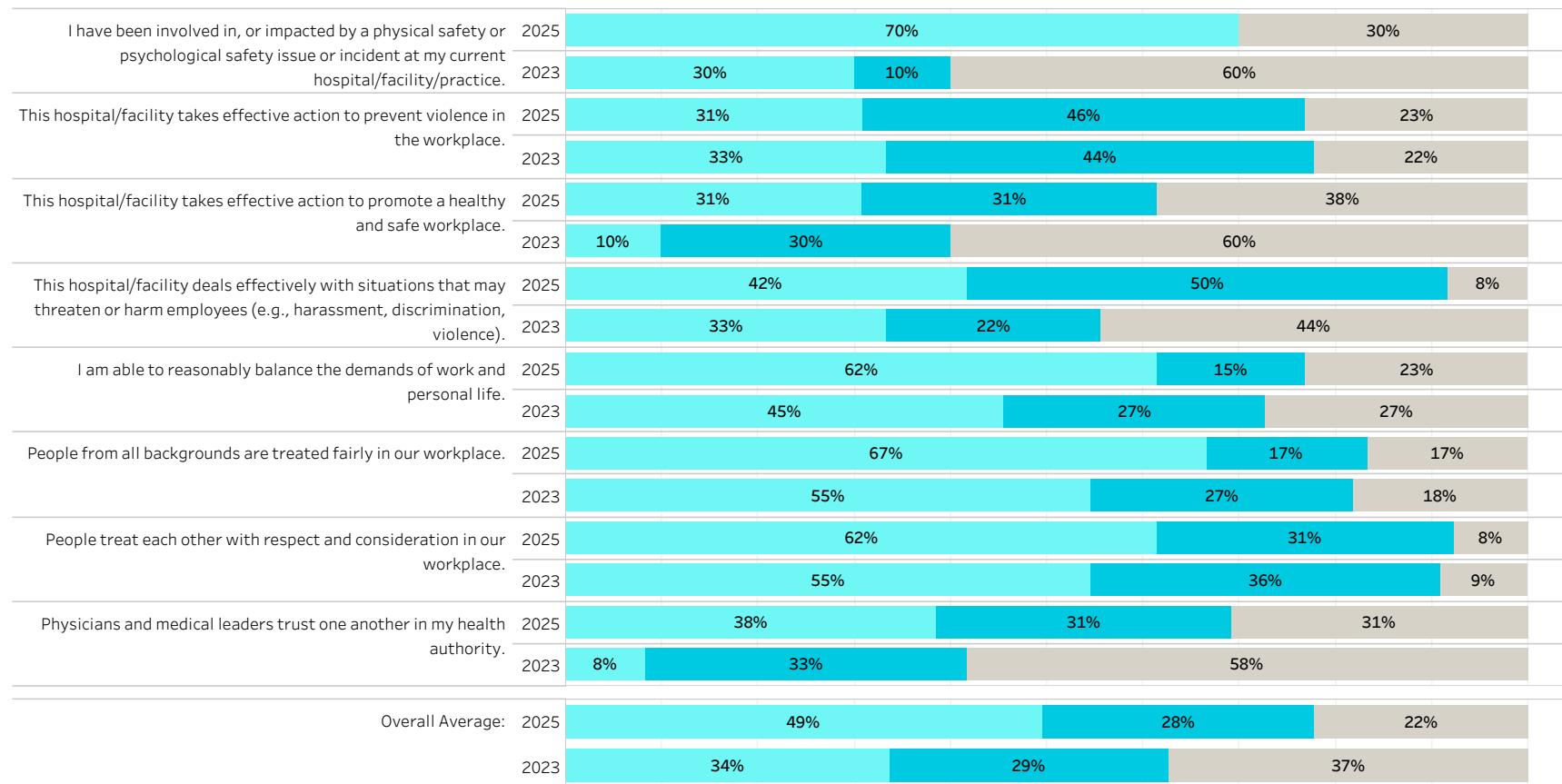
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal	Division	qathet	All	All	All

qathet

2025 Respondents: 13

2023 Respondents: 12

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Vancouver Coastal	Division	qathet	All	All	All	All	All

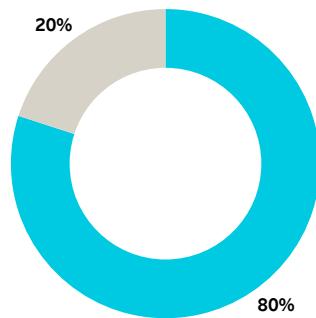
qathet

	Yes*	Count	Mean	Median	Min	Max	
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	38%	5	7.4	2.0	1	30
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	38%	5	7.0	8.0	1	12
	2023	42%	5	2.6	2.0	1	5

* % of physicians who experienced incidents

Physical safety incident breakdown

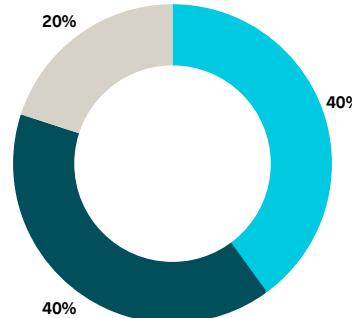
2025



■ 1-5 incidents ■ 11-50 incidents

Psychological safety incident breakdown

2025



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents

2025 Doctors of BC Health Authority Engagement Survey

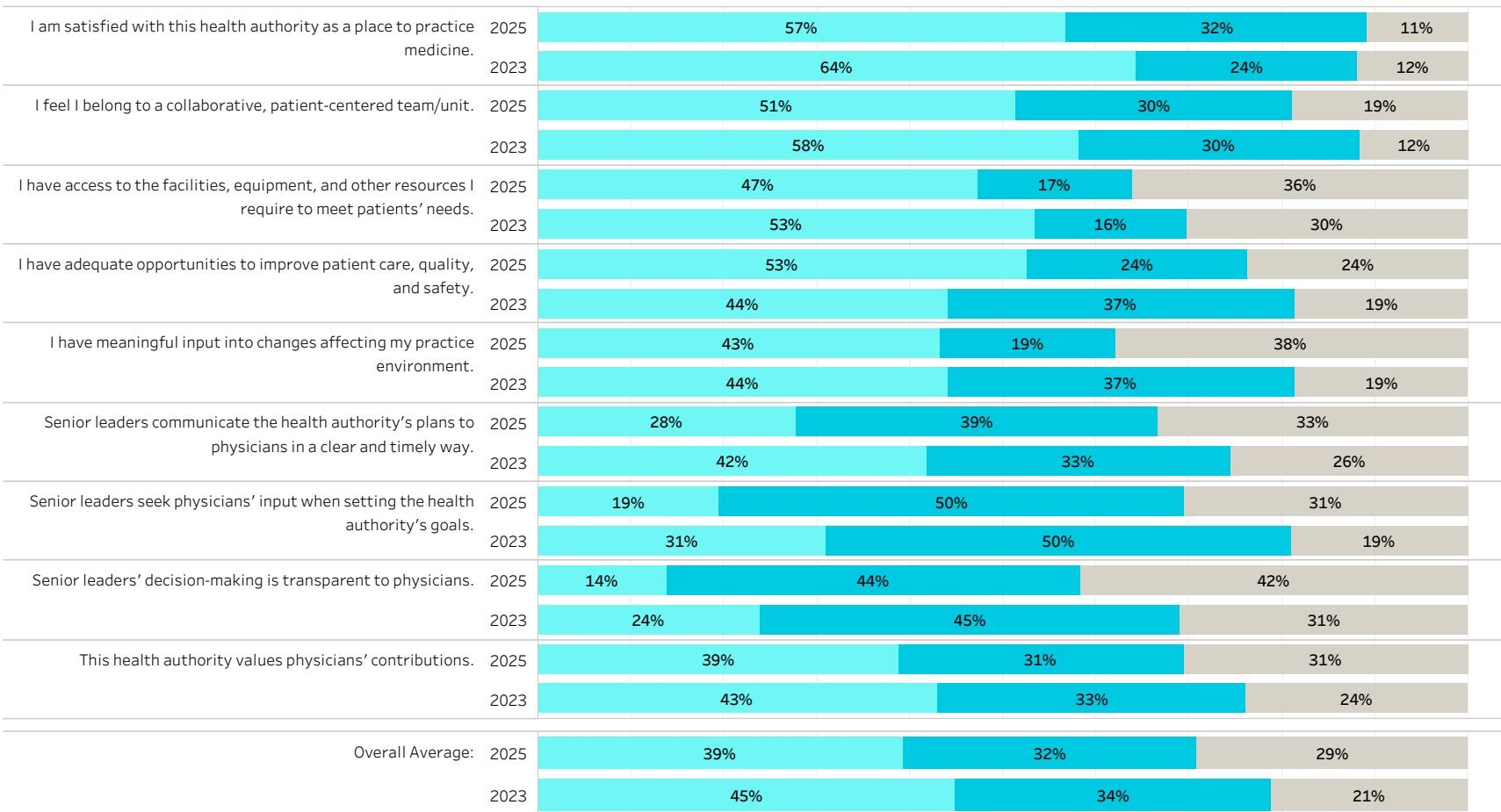
Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal	Division	Richmond	All	All	All

Richmond

2025	Respondents: 38
2023	Respondents: 43

Engagement



■ Agree ■ Neutral ■ Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

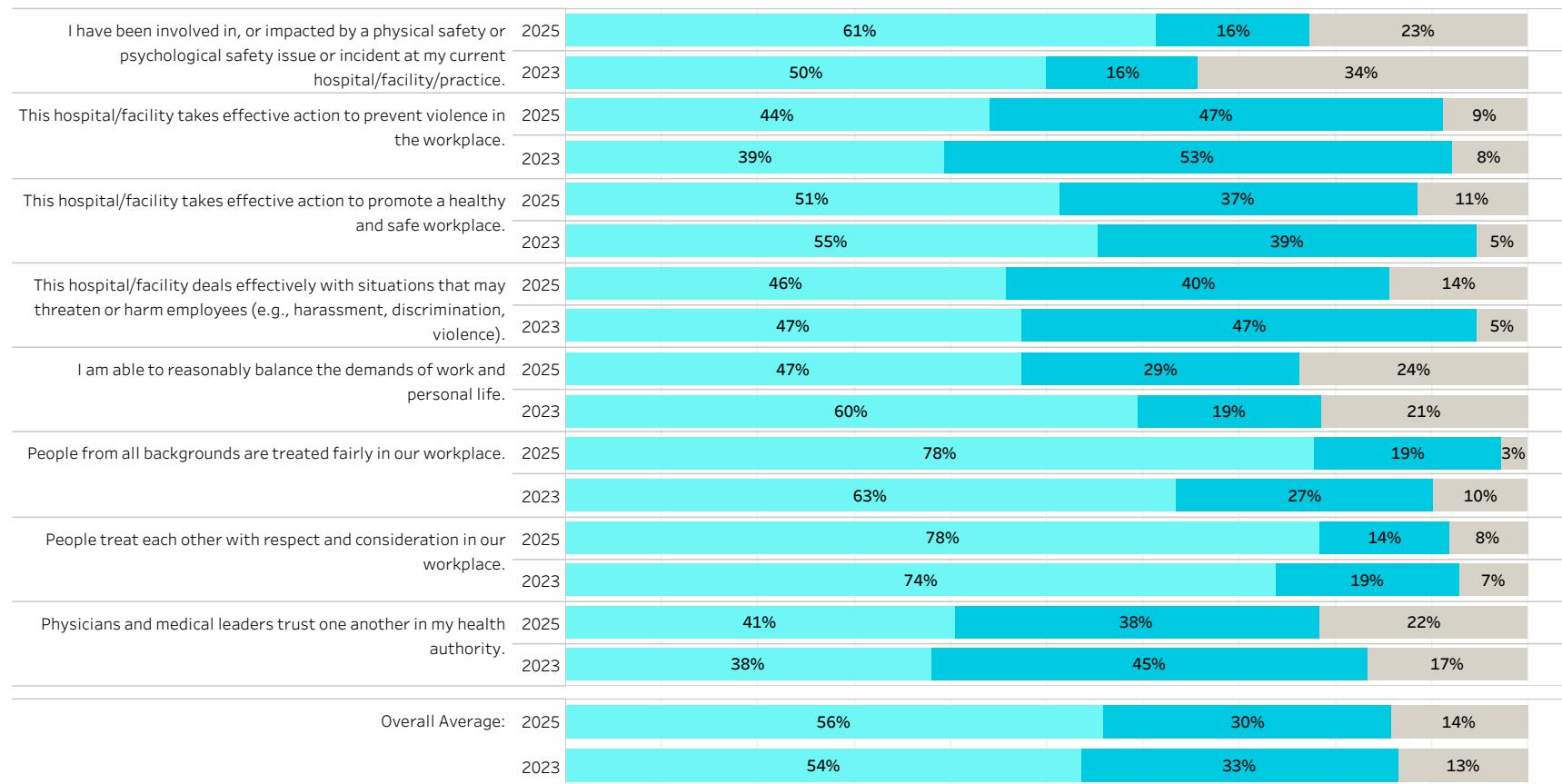
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal	Division	Richmond	All	All	All

Richmond

2025 Respondents: 38

2023 Respondents: 43

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Vancouver Coastal	Division	Richmond	All	All	All	All	All

Richmond

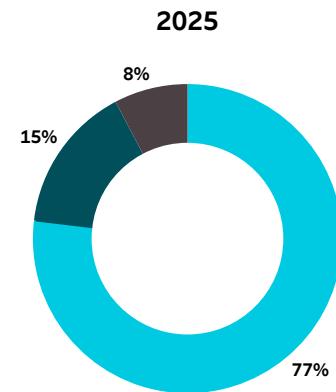
2025 Respondents: 38

2023 Respondents: 43

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	34%	13	9.8	1.0	1	100
	2023	28%	12	3.8	2.5	1	10
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	45%	17	10.6	2.0	1	100
	2023	40%	17	3.8	2.0	1	20

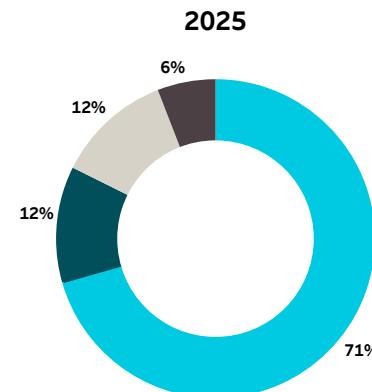
* % of physicians who experienced incidents

Physical safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 51+ incidents

Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

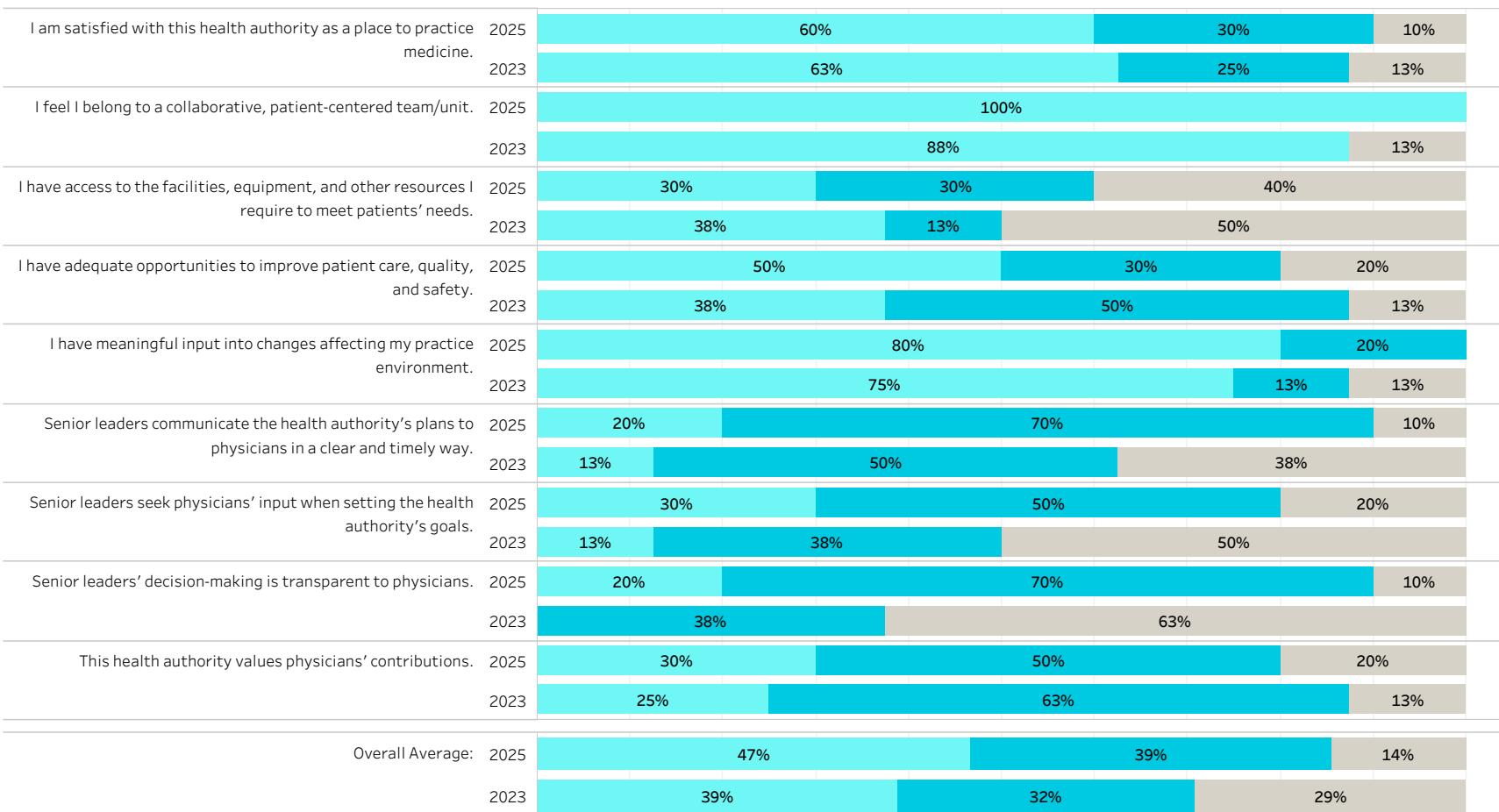
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal	Division	Rural and Remote Division of Family Practice	All	All	All

Rural and Remote Division of Family Practice

2025 **Respondents: 10**

2023 **Respondents: 8**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

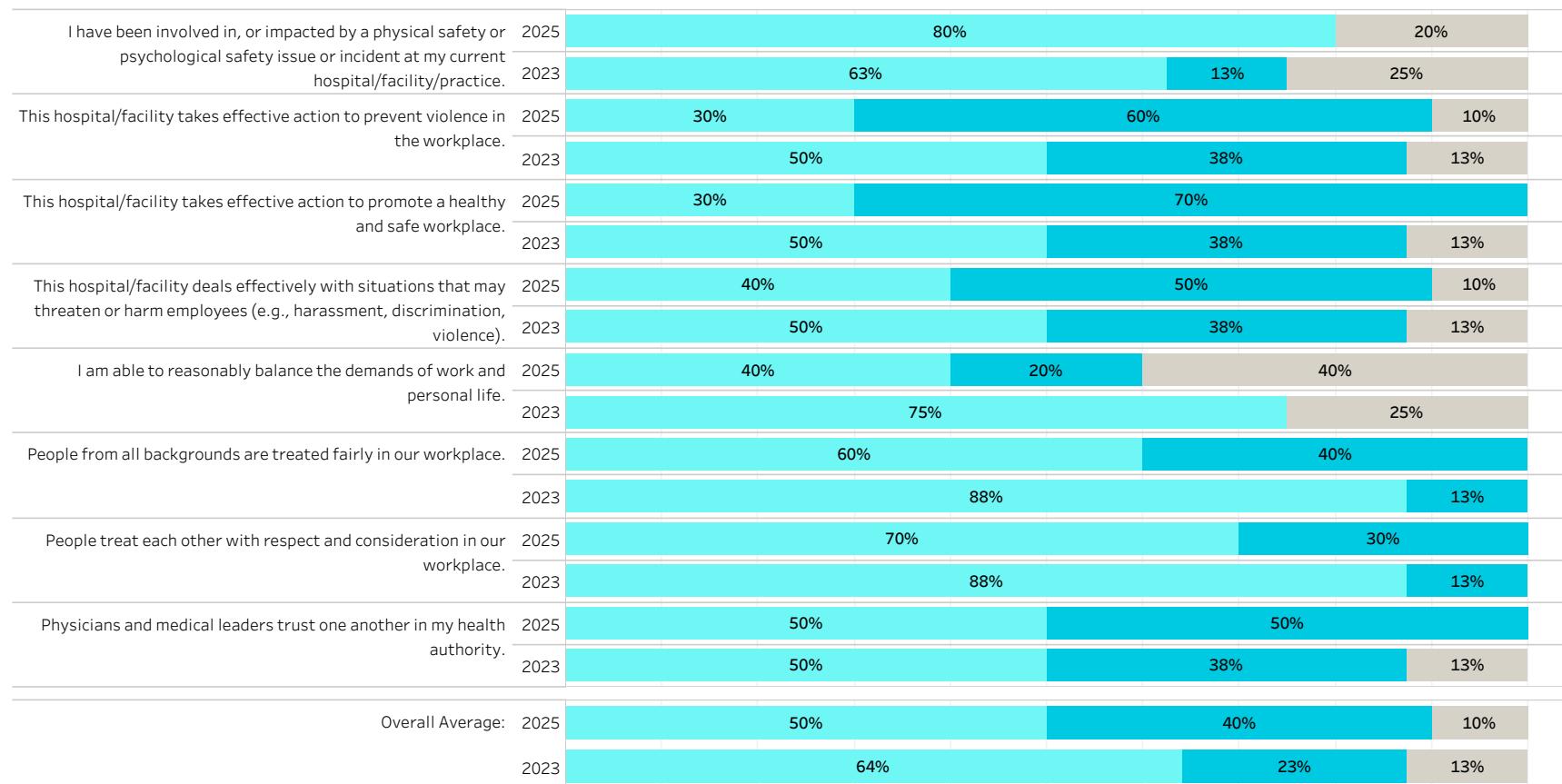
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal	Division	Rural and Remote Division of Family Practice	All	All	All

Rural and Remote Division of Family Practice

2025 Respondents: 10

2023 Respondents: 8

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Vancouver Coastal	Division	Rural and Remote Division of Family Practice	All	All	All	All	All

Rural and Remote Division of Family Practice

2025 Respondents: 10

	Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	70%	7	2.4	2.0	1

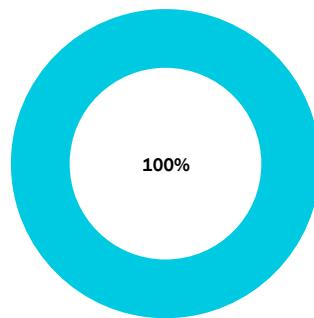
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)

2025 70% 7 2.4 2.0 1 5

* % of physicians who experienced incidents

Physical safety incident breakdown

2025



1-5 incidents

Psychological safety incident breakdown

2025

n/a N<5

2025 Doctors of BC Health Authority Engagement Survey

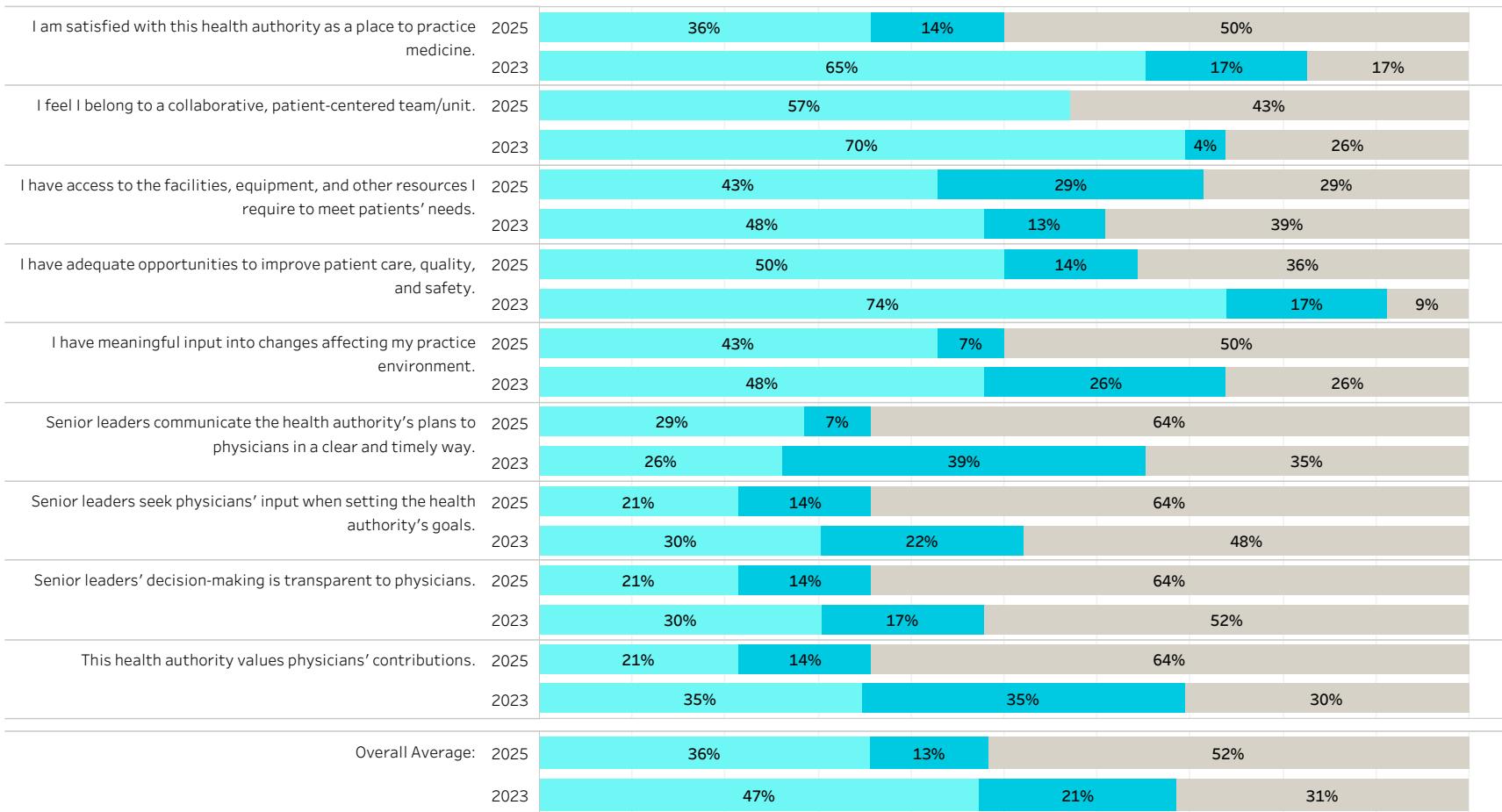
Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal	Division	Sea-to-Sky	All	All	All

Sea-to-Sky

2025	Respondents: 14
2023	Respondents: 23

Engagement



■ Agree ■ Neutral ■ Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

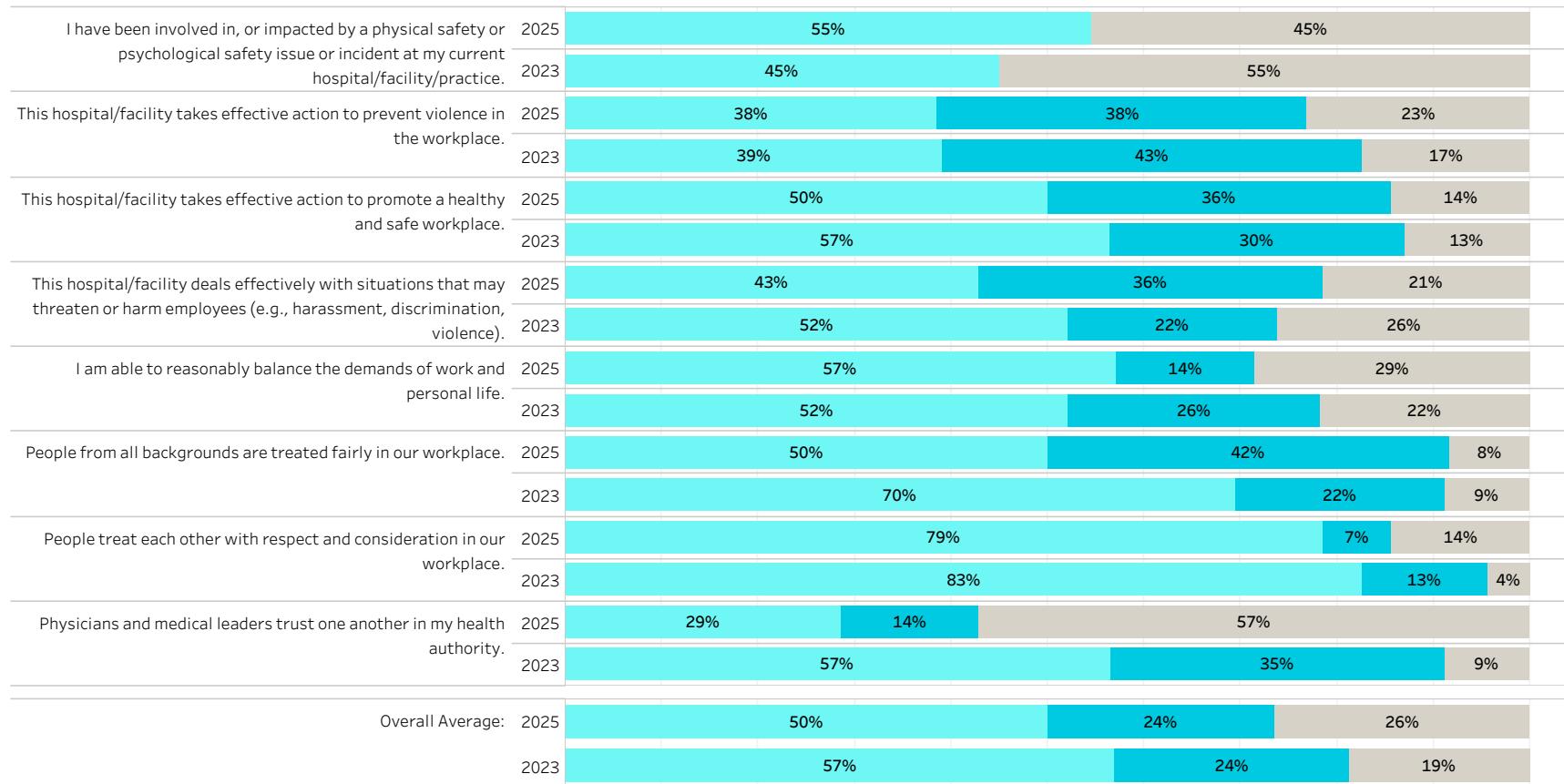
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal	Division	Sea-to-Sky	All	All	All

Sea-to-Sky

2025 **Respondents: 14**

2023 **Respondents: 23**

Physician Health and Safety



Agree Neutral Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Vancouver Coastal	Division	Sea-to-Sky	All	All	All	All	All

Sea-to-Sky

Year	Respondents:	Yes*	Count	Mean	Median	Min	Max	
2025	14	2025	43%	6	170.2	4.5	1	999
2023	23	2023	35%	8	4.4	2.0	1	15

* % of physicians who experienced incidents

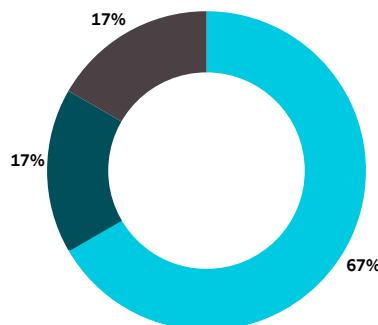
Physical safety incident breakdown

2025

n/a N<5

Psychological safety incident breakdown

2025



1-5 incidents 6-10 incidents 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

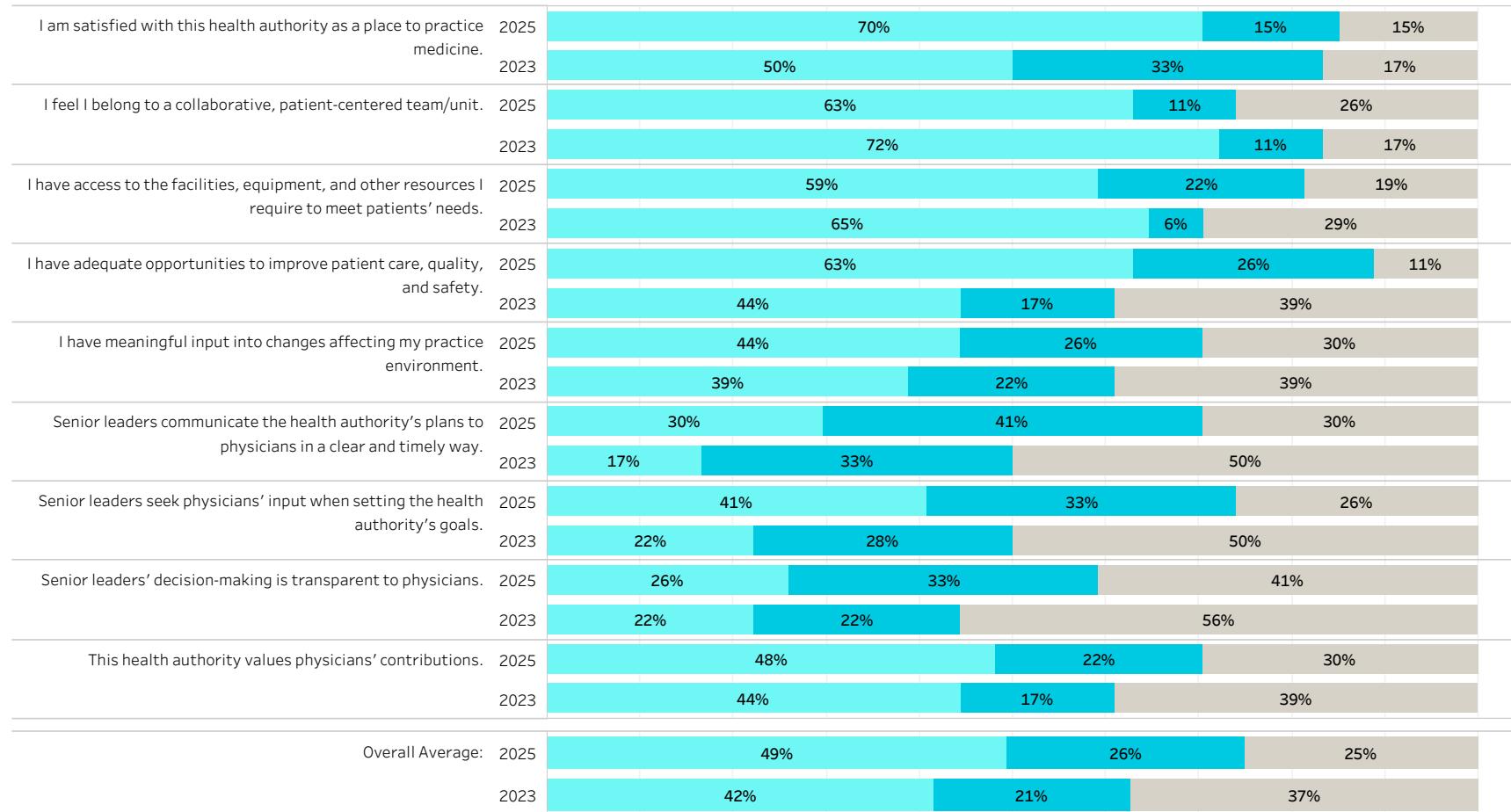
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal	Division	Sunshine Coast	All	All	All

Sunshine Coast

2025 Respondents: 27

2023 Respondents: 18

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

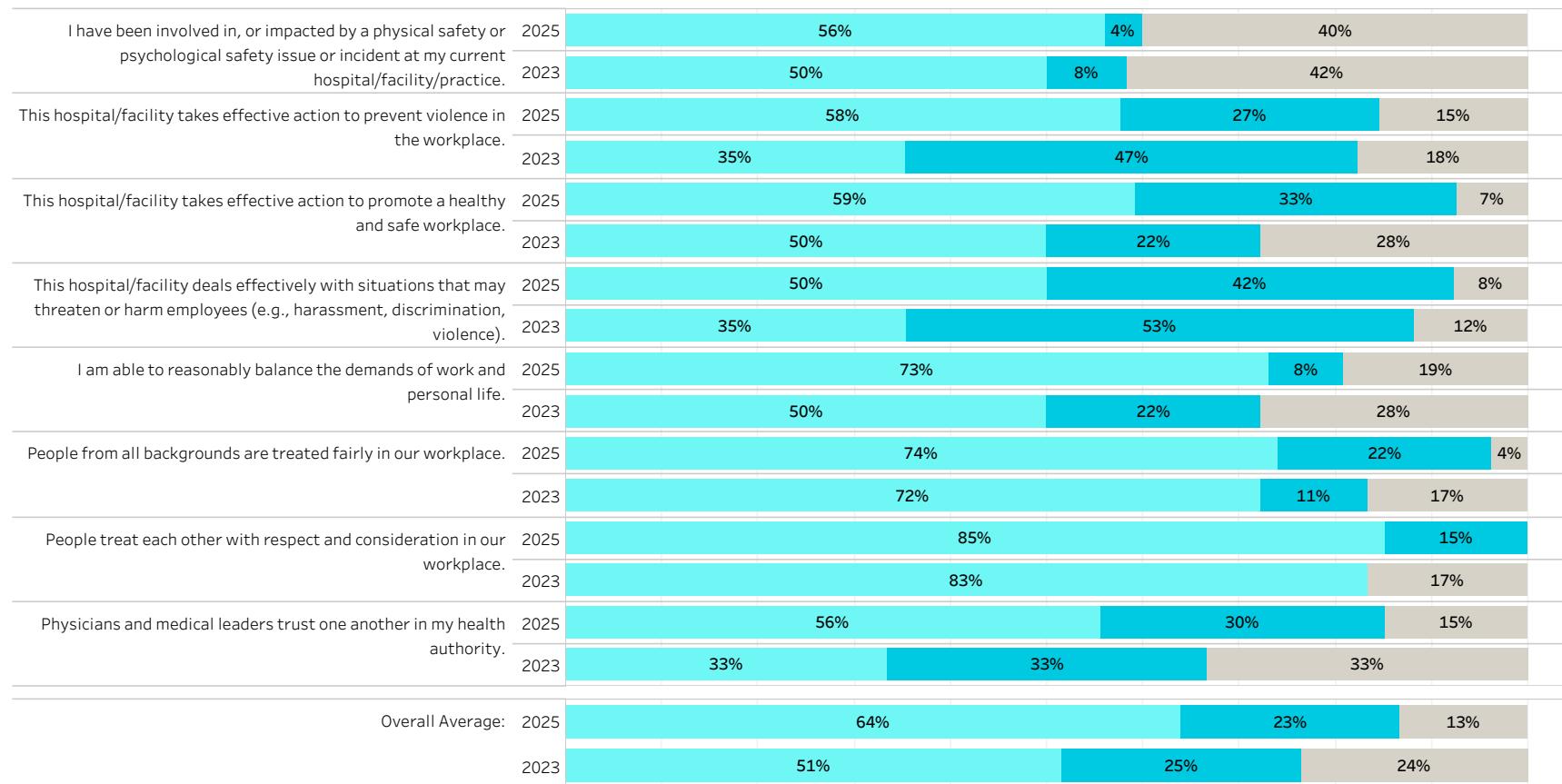
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal	Division	Sunshine Coast	All	All	All

Sunshine Coast

2025 Respondents: 27

2023 Respondents: 18

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Vancouver Coastal	Division	Sunshine Coast	All	All	All	All	All

Sunshine Coast

2025 Respondents: 27

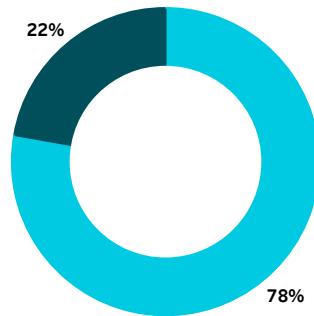
2023 Respondents: 18

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	33%	9	4.0	3.0	1	10
	2023	39%	7	26.1	2.0	2	150
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	30%	8	3.5	4.0	1	5
	2023	39%	7	60.1	5.0	2	300

* % of physicians who experienced incidents

Physical safety incident breakdown

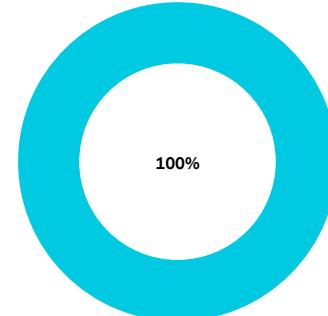
2025



■ 1-5 incidents ■ 6-10 incidents

Psychological safety incident breakdown

2025



■ 1-5 incidents

2025 Doctors of BC Health Authority Engagement Survey

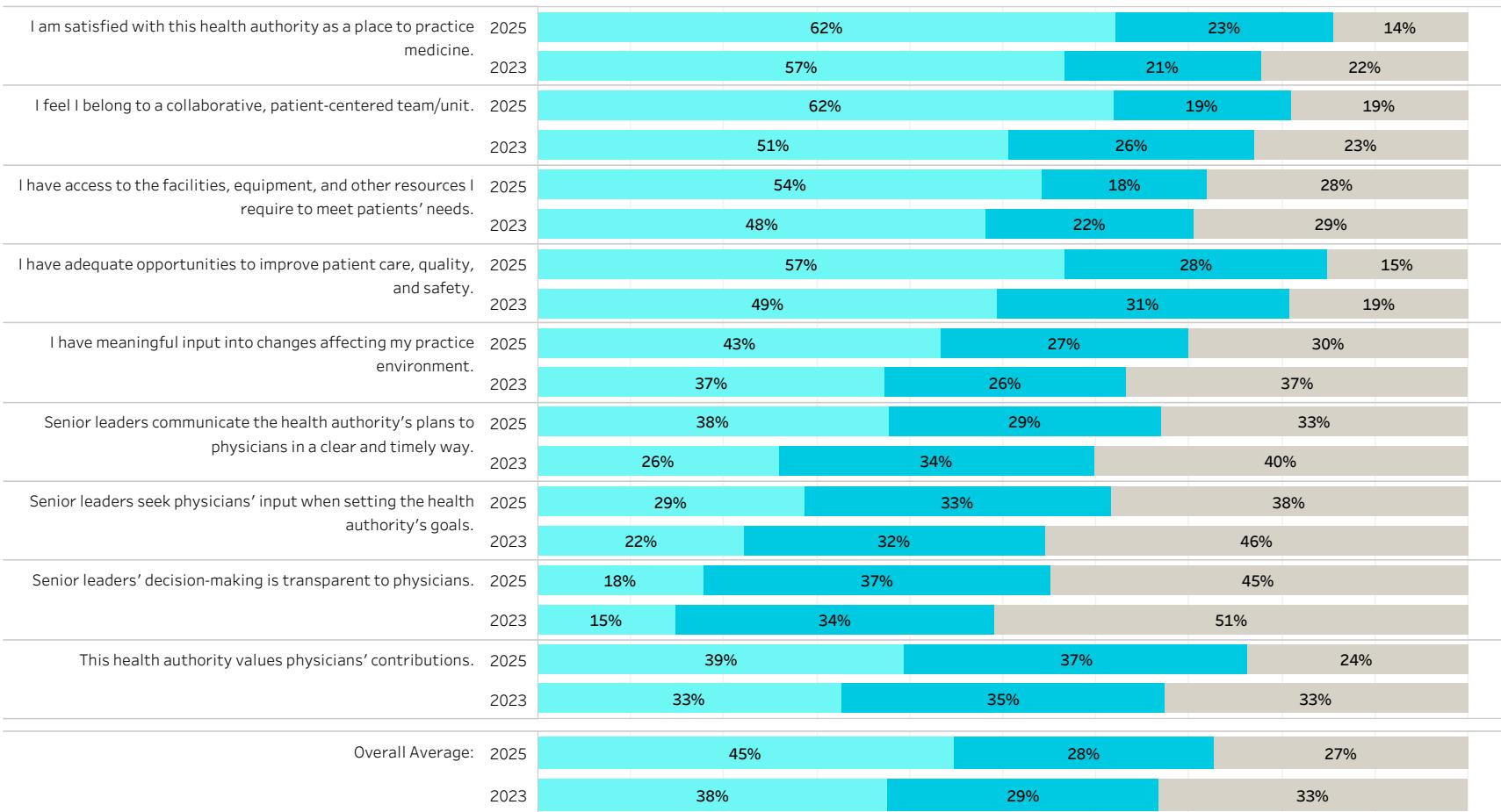
Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal	Division	Vancouver	All	All	All

Vancouver

2025	Respondents: 167
2023	Respondents: 173

Engagement



■ Agree ■ Neutral ■ Disagree

2025 Doctors of BC Health Authority Engagement Survey

Physician Health & Safety Averages

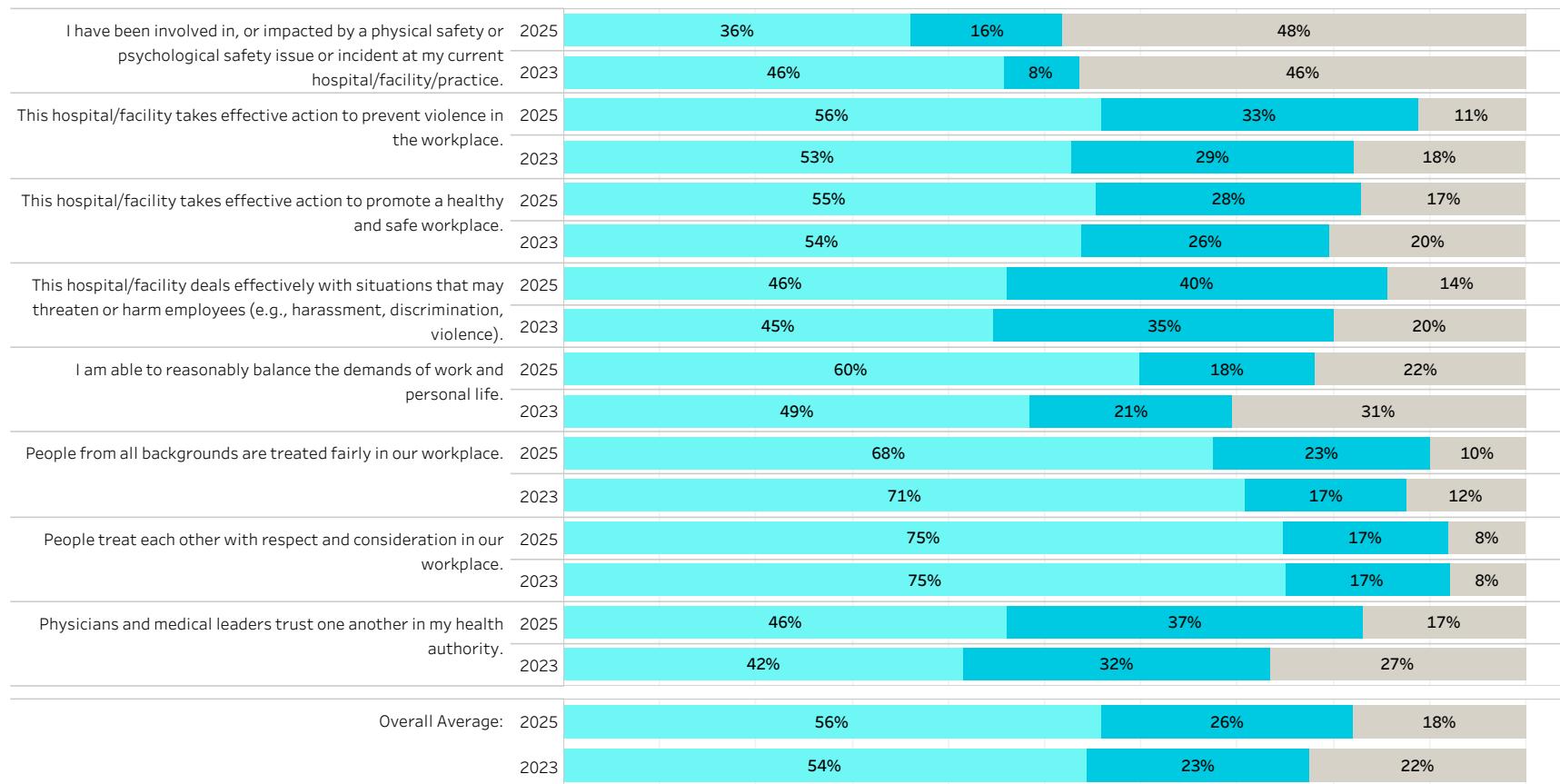
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	Vancouver Coastal	Division	Vancouver	All	All	All

Vancouver

2025 **Respondents: 167**

2023 **Respondents: 173**

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	Vancouver Coastal	Division	Vancouver	All	All	All	All	All

Vancouver

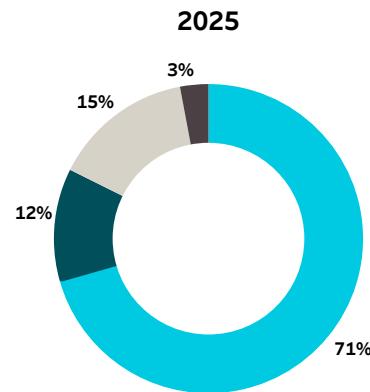
2025 Respondents: 167

2023 Respondents: 173

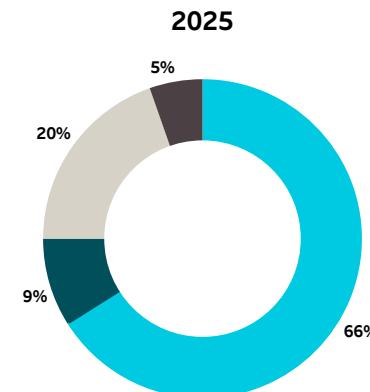
		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	20%	34	8.7	3.0	1	100
	2023	30%	52	9.4	3.0	1	100
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	34%	56	13.7	4.0	1	200
	2023	43%	74	17.5	3.0	1	440

* % of physicians who experienced incidents

Physical safety incident breakdown



Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

Section 4

Provincial & regional engagement averages by group

- Practice type (family physicians/specialists)
- Practice setting (community-based/facility-based)
- Practice location (rural/urban)



2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

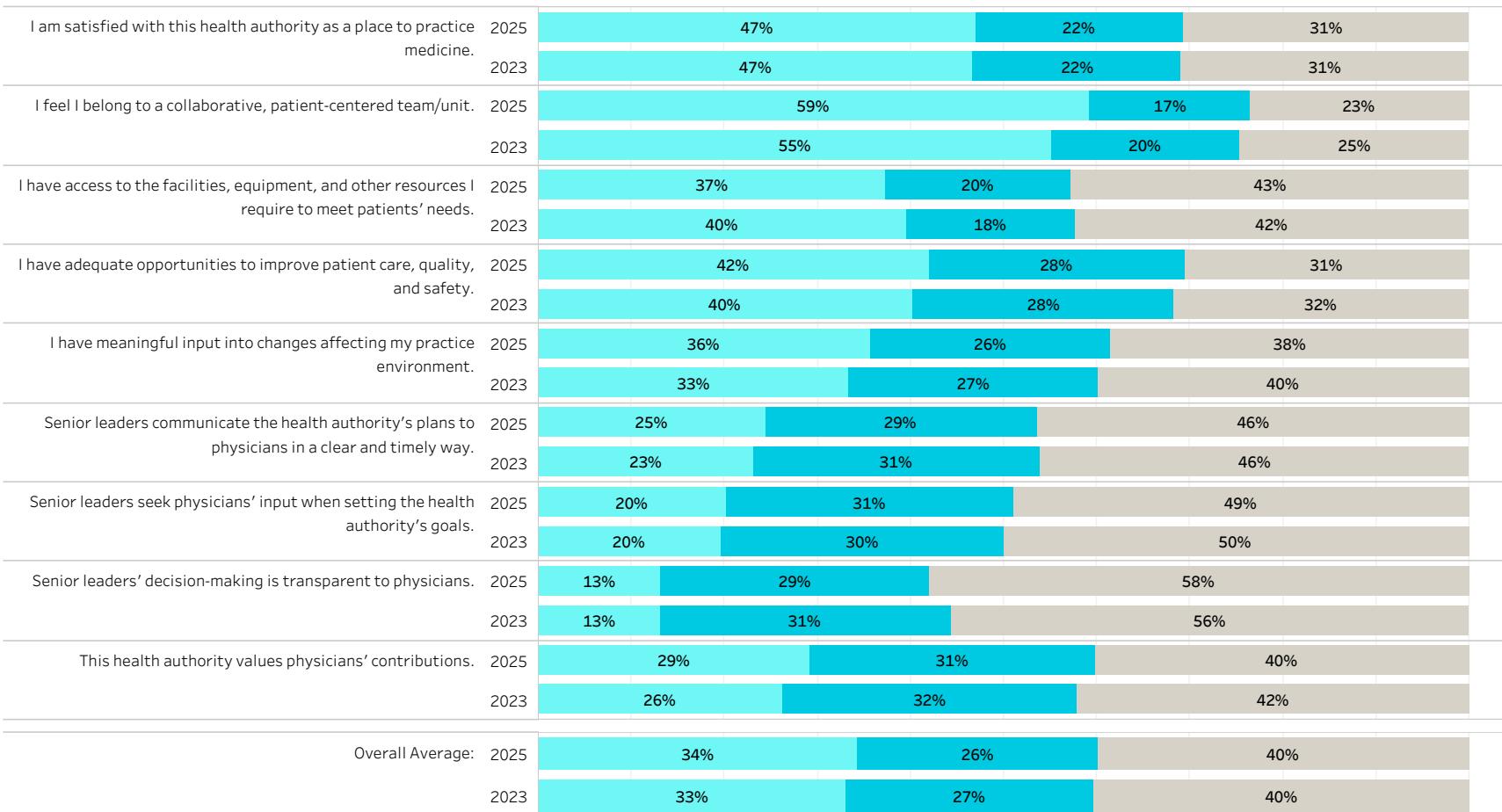
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	All	Hospital	All	All	<u>Family Physician</u>	All

All

2025 **Respondents: 1,125**

2023 **Respondents: 1,249**

Engagement



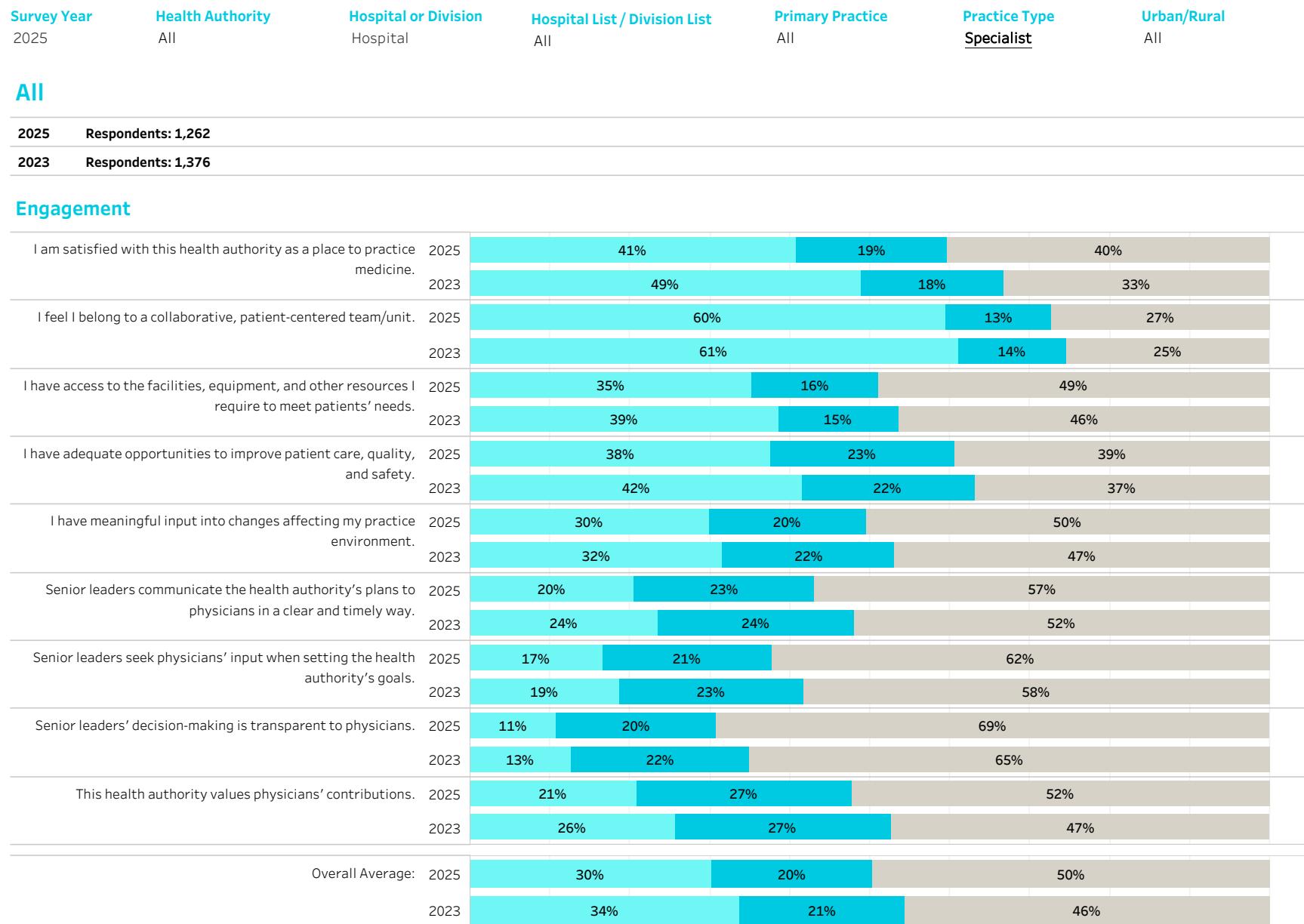
Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

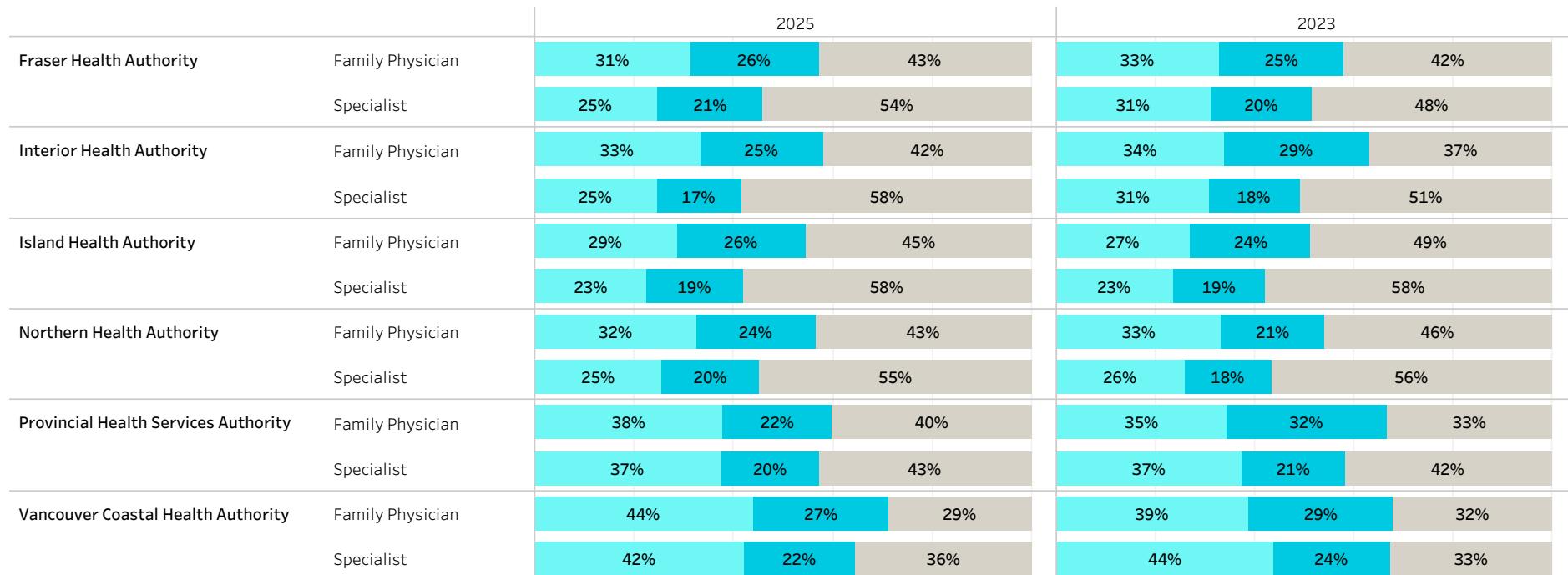


2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group

Survey Year 2025 **Health Authority** Multiple values **Physician Group** Family Physician **Practice Type** All

All



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

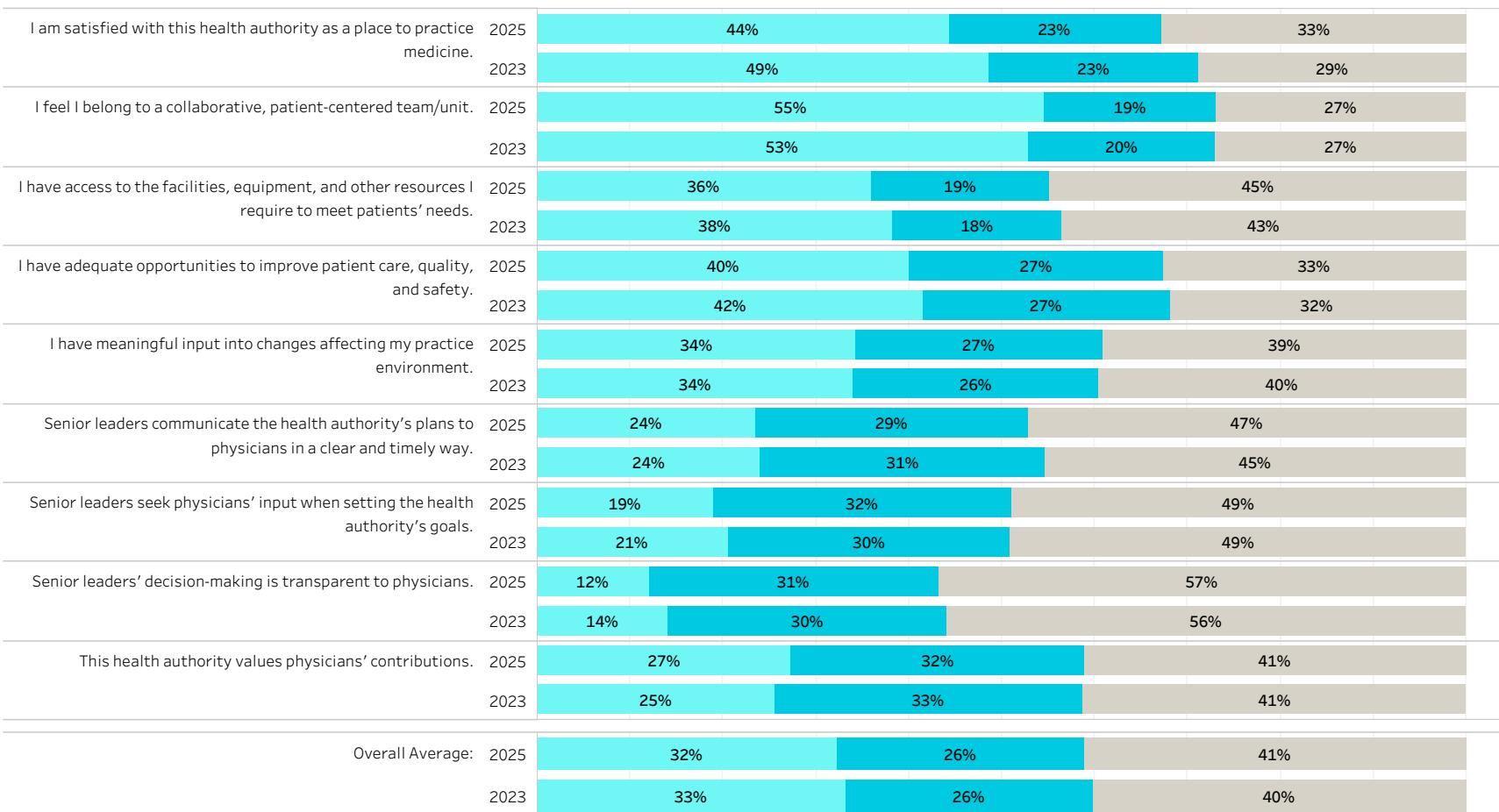
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	All	Hospital	All	<u>Community Based</u>	All	All

All

2025 **Respondents: 1,086**

2023 **Respondents: 1,270**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages

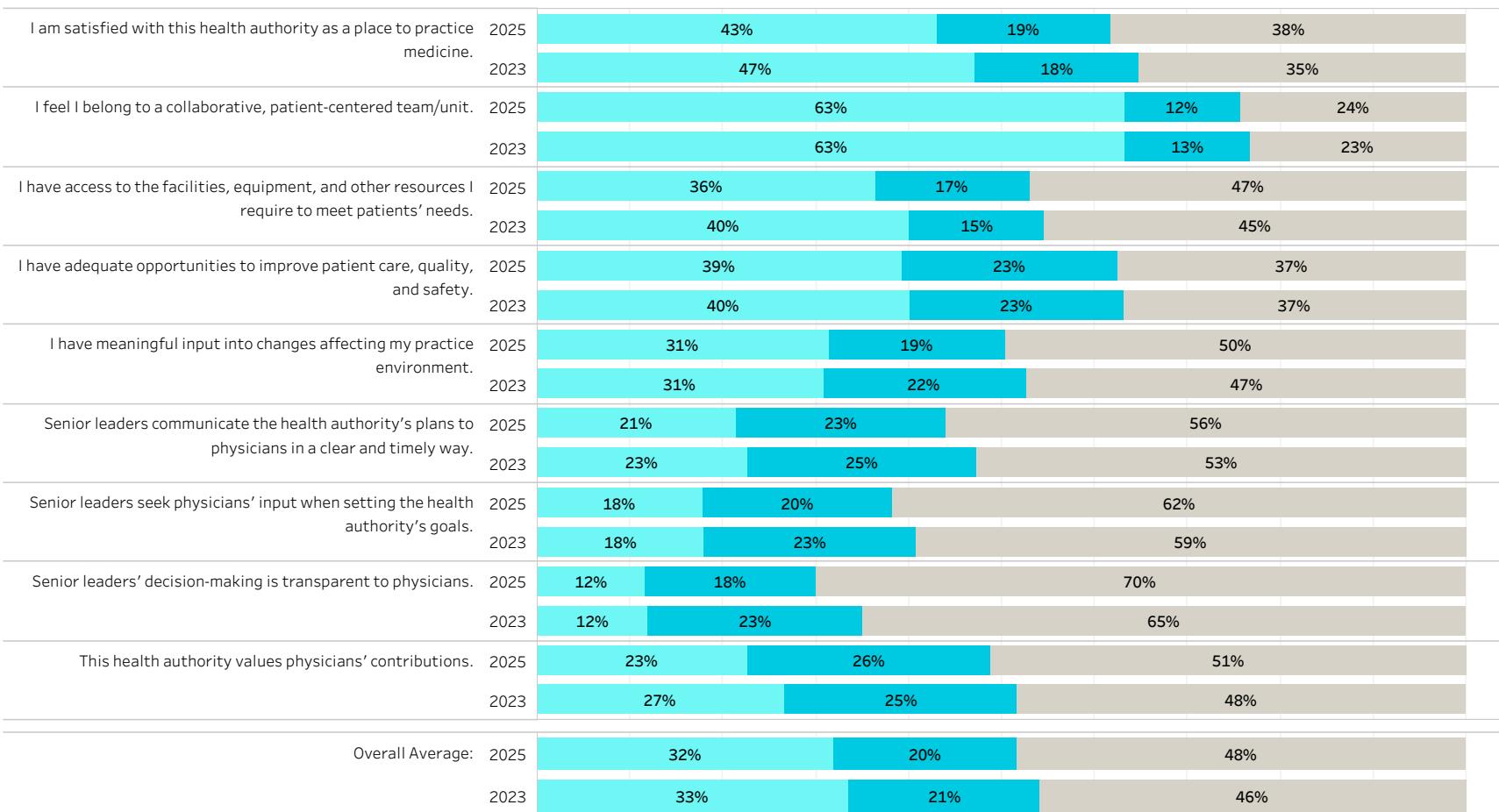
Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural
2025	All	Hospital	All	<u>Hospital/Facility Based</u>	All	All

All

2025 **Respondents: 1,301**

2023 **Respondents: 1,355**

Engagement



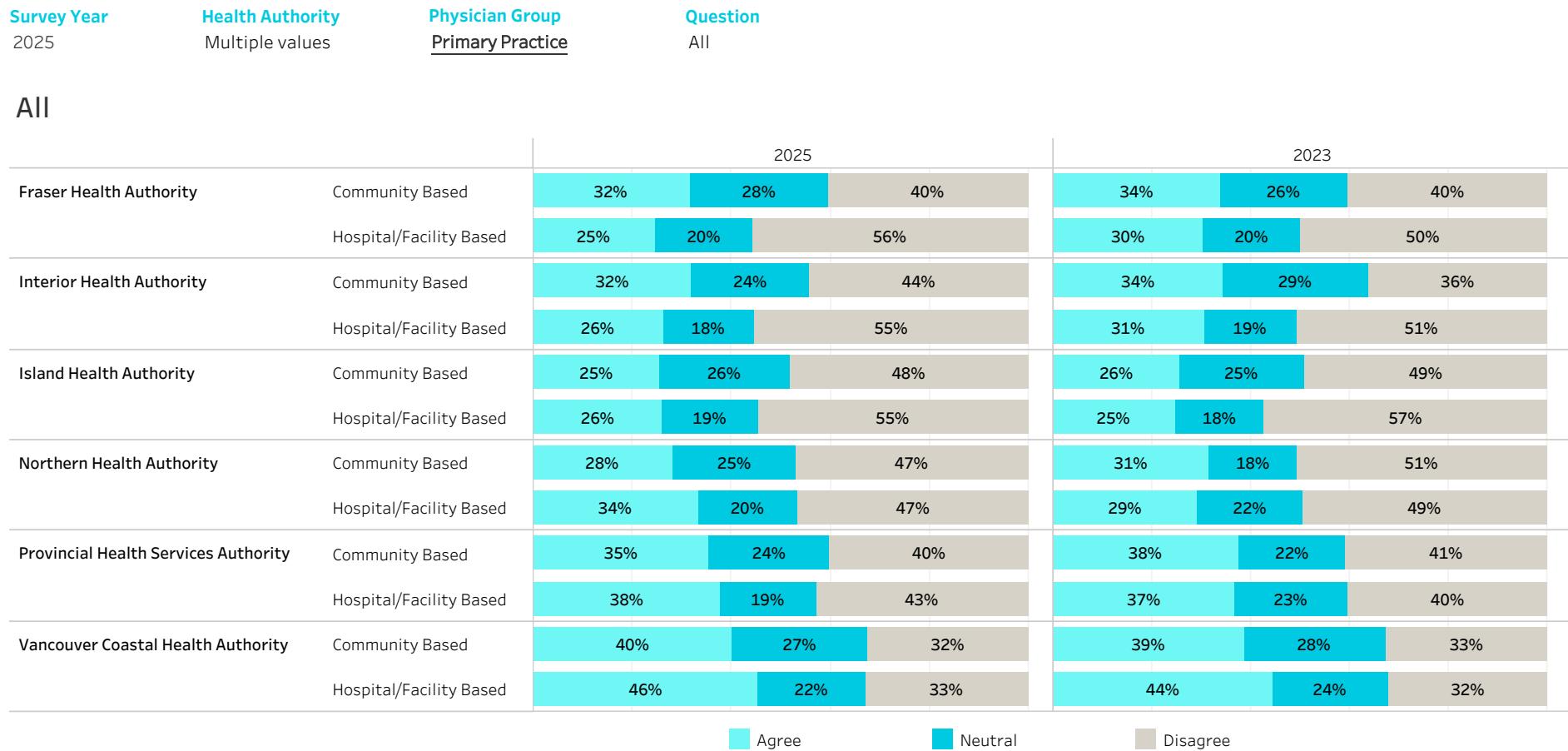
Agree

Neutral

Disagree

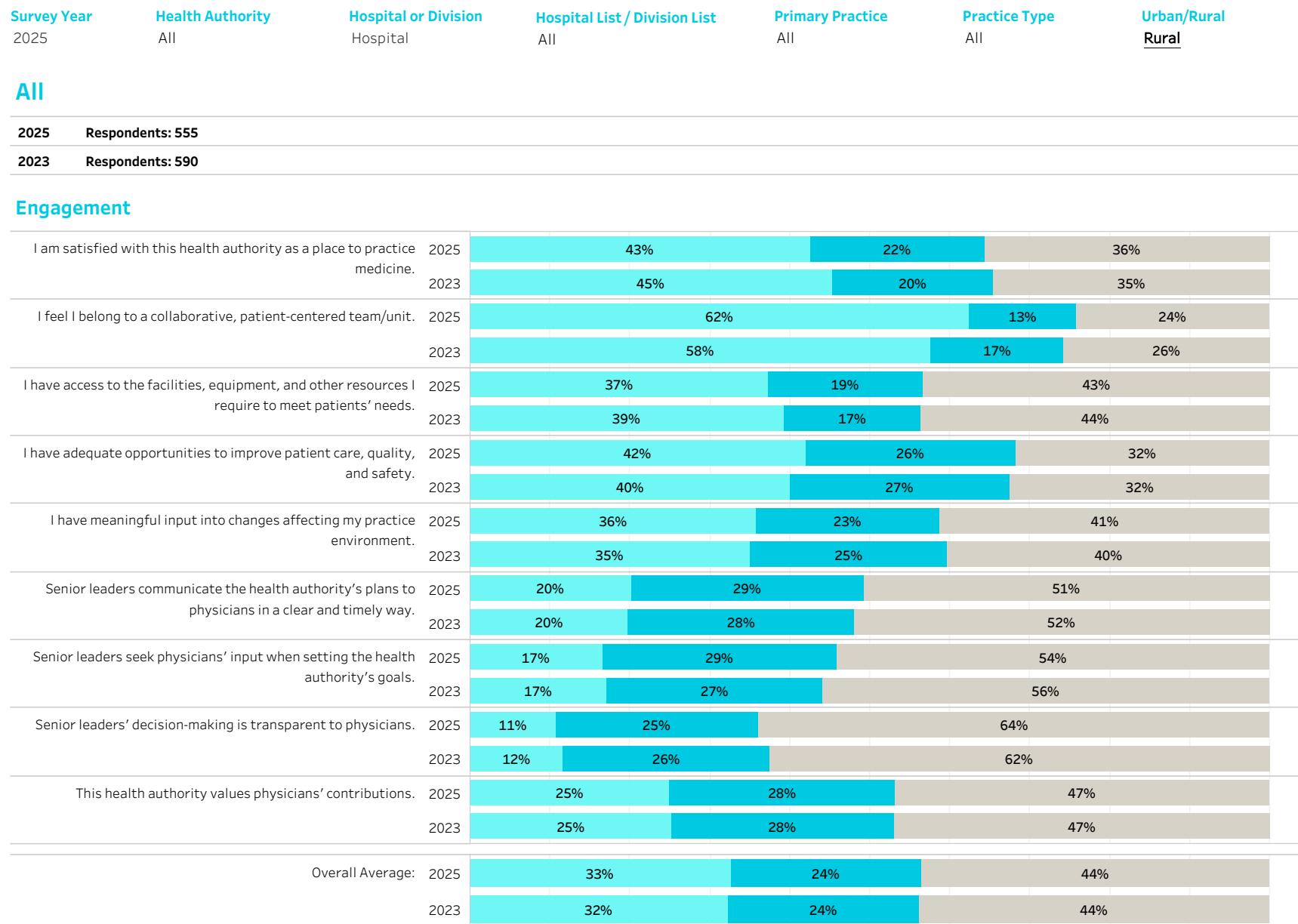
2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group



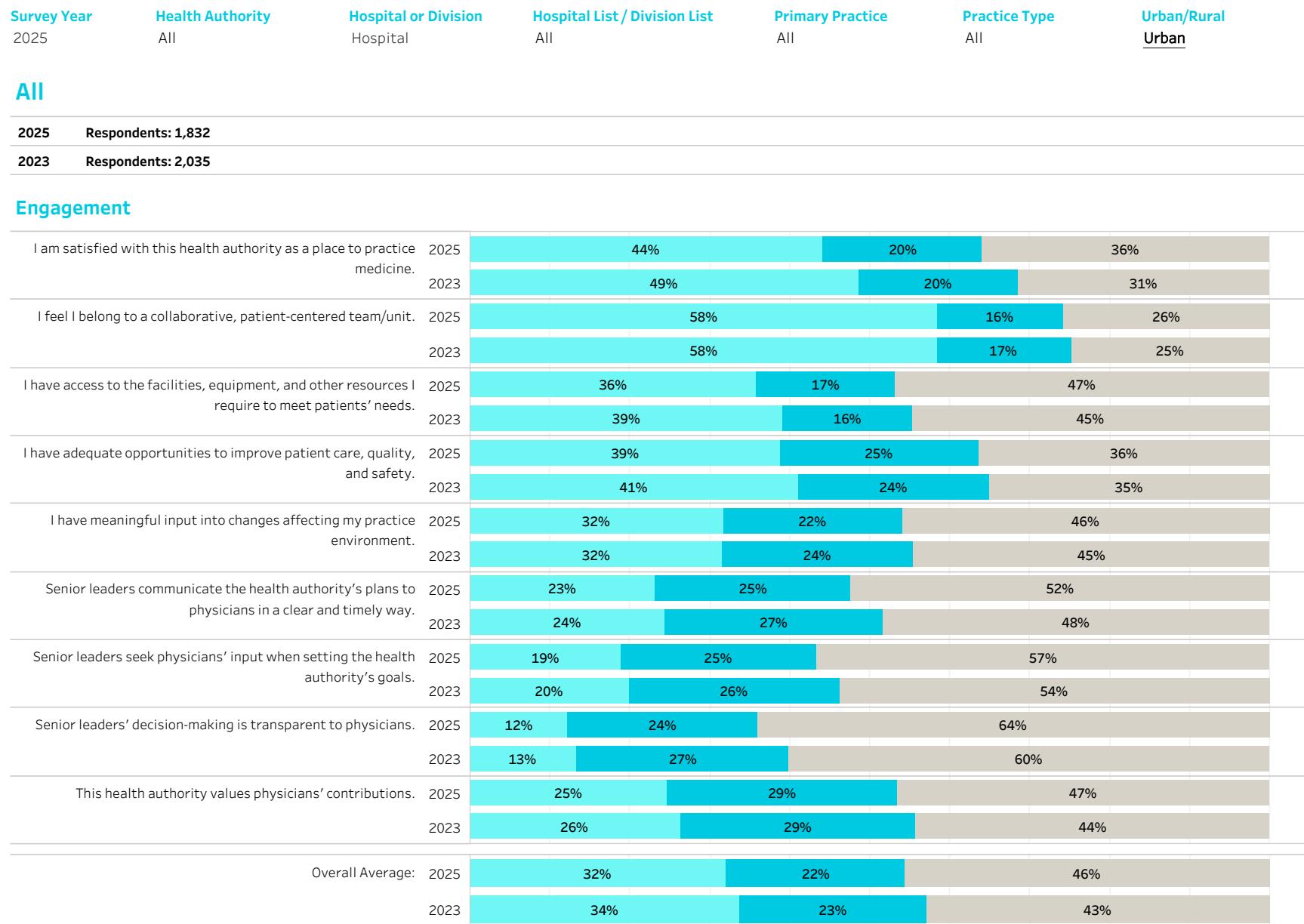
2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages



2025 Doctors of BC Health Authority Engagement Survey

Engagement Averages



2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group

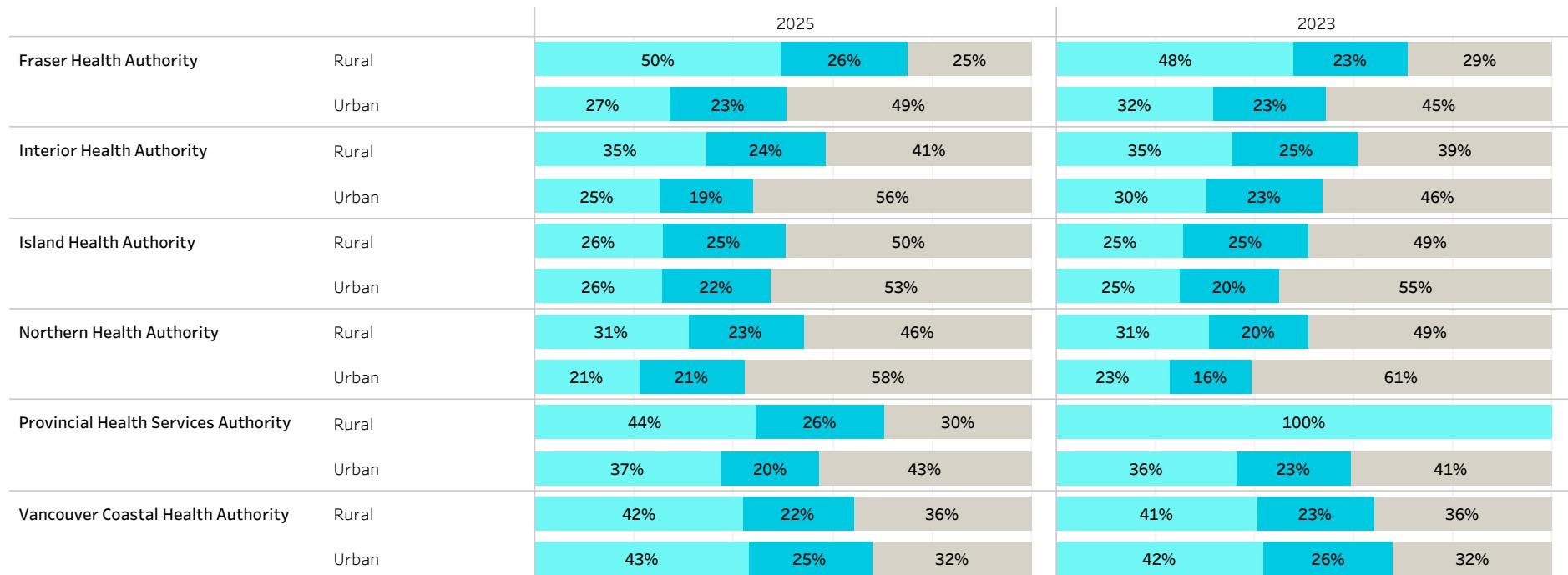
Survey Year
2025

Health Authority
Multiple values

Physician Group
Urban/Rural

Question
All

All



Agree

Neutral

Disagree

Engagement questions by group and region

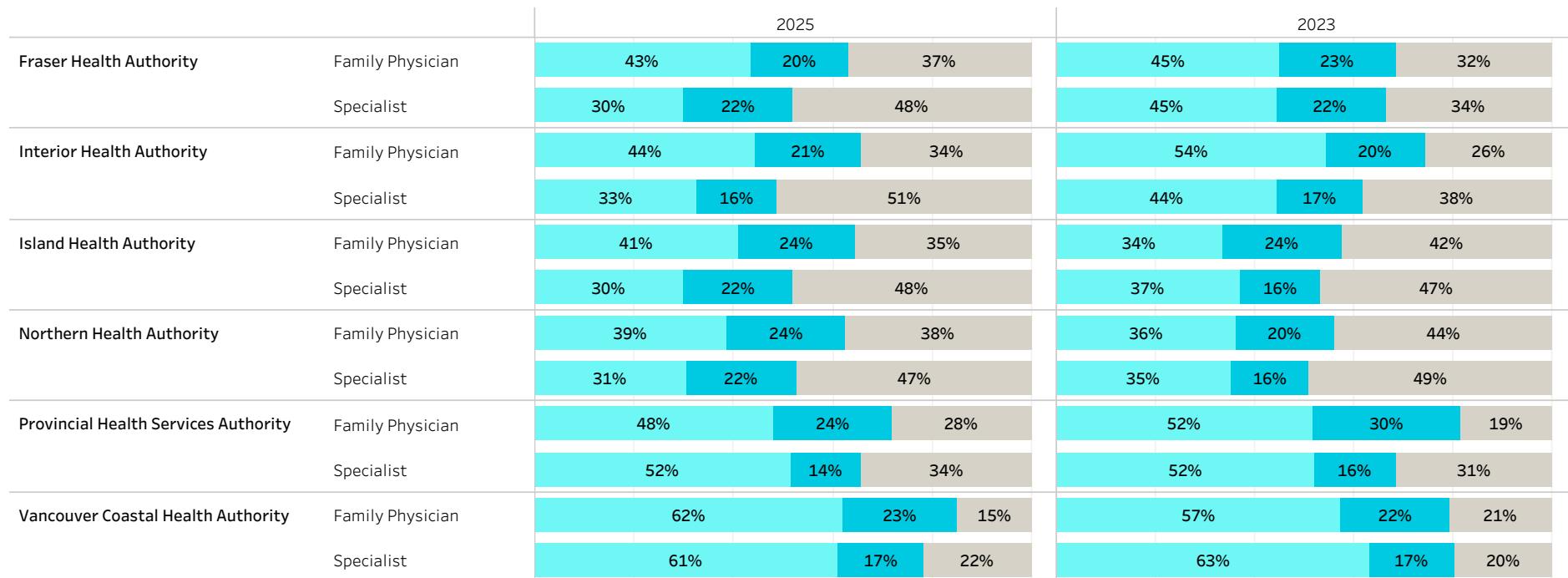
This section provides a regional breakdown of each engagement question by their noted group.

2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group

Survey Year	Health Authority	Physician Group	Question
		<u>Practice Type</u>	
2025	Multiple values		I am satisfied with this hea..

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



Agree

Neutral

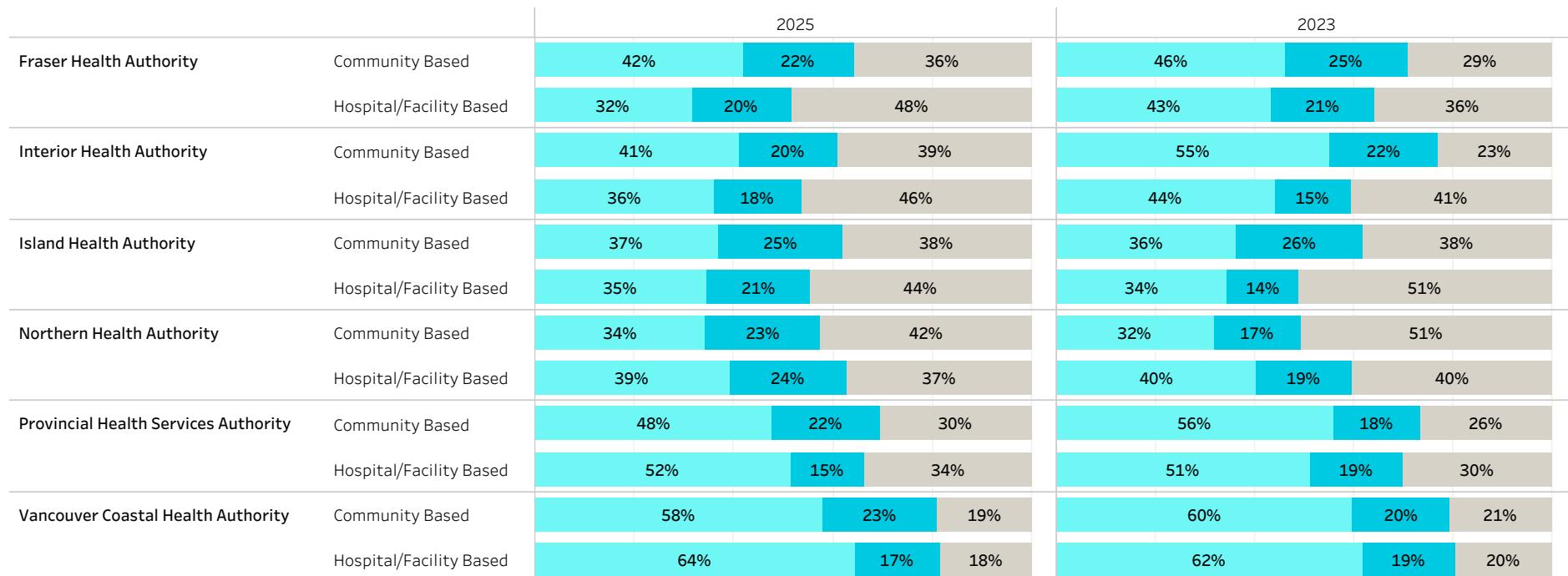
Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group

Survey Year	Health Authority	Physician Group	Question
2025	Multiple values	<u>Primary Practice</u>	I am satisfied with this hea..

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



Agree

Neutral

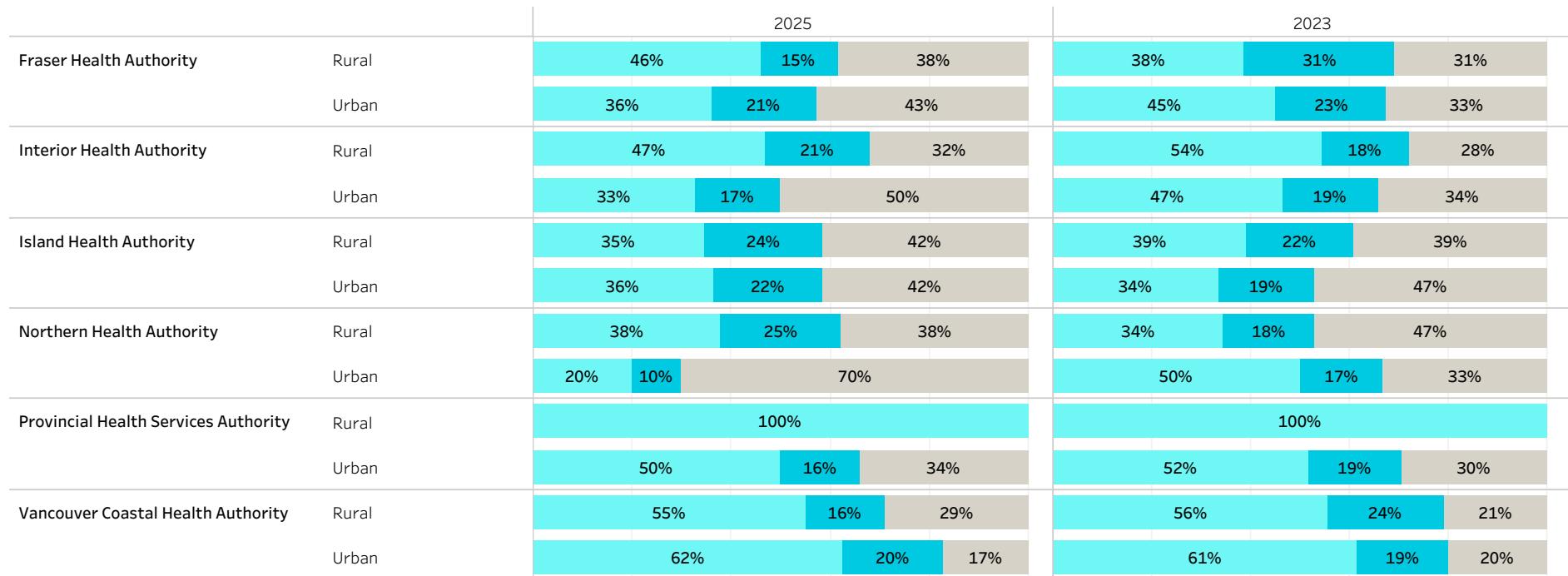
Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group

Survey Year	Health Authority	Physician Group	Question
2025	Multiple values	<u>Urban/Rural</u>	I am satisfied with this hea..

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



Agree

Neutral

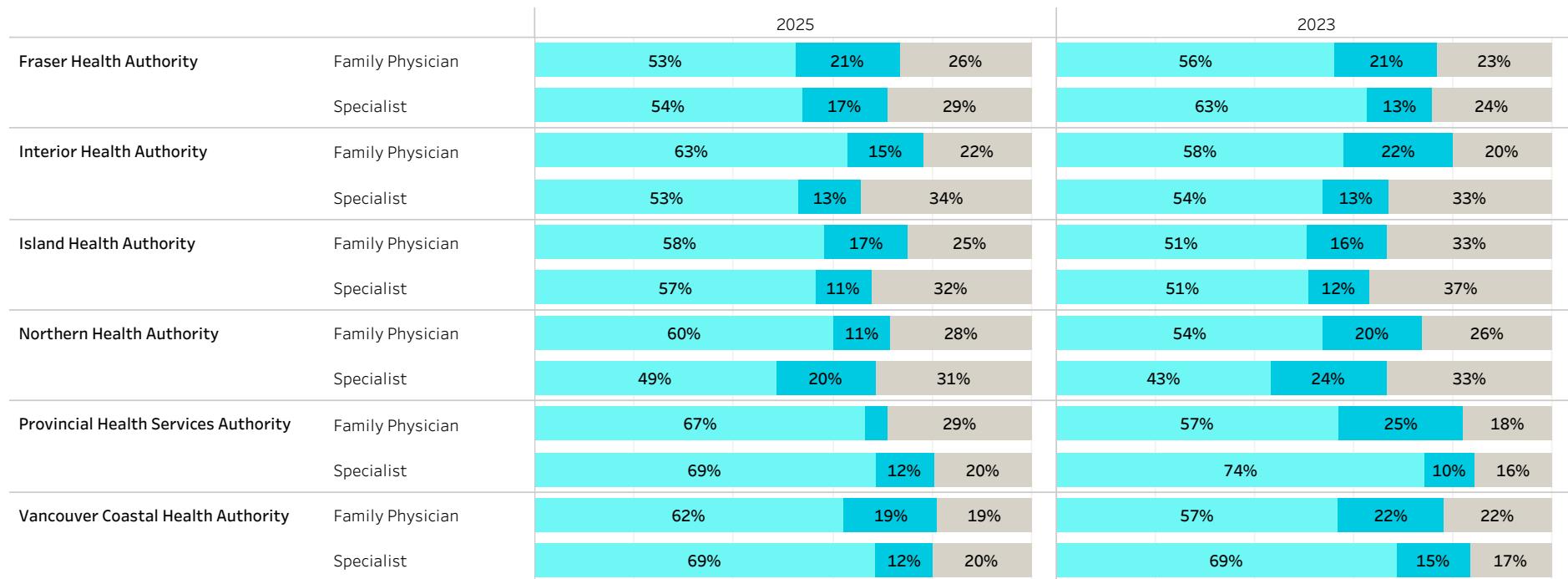
Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group

Survey Year	Health Authority	Physician Group	Question
	Multiple values	Practice Type	I feel I belong to a collabor..

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



Agree

Neutral

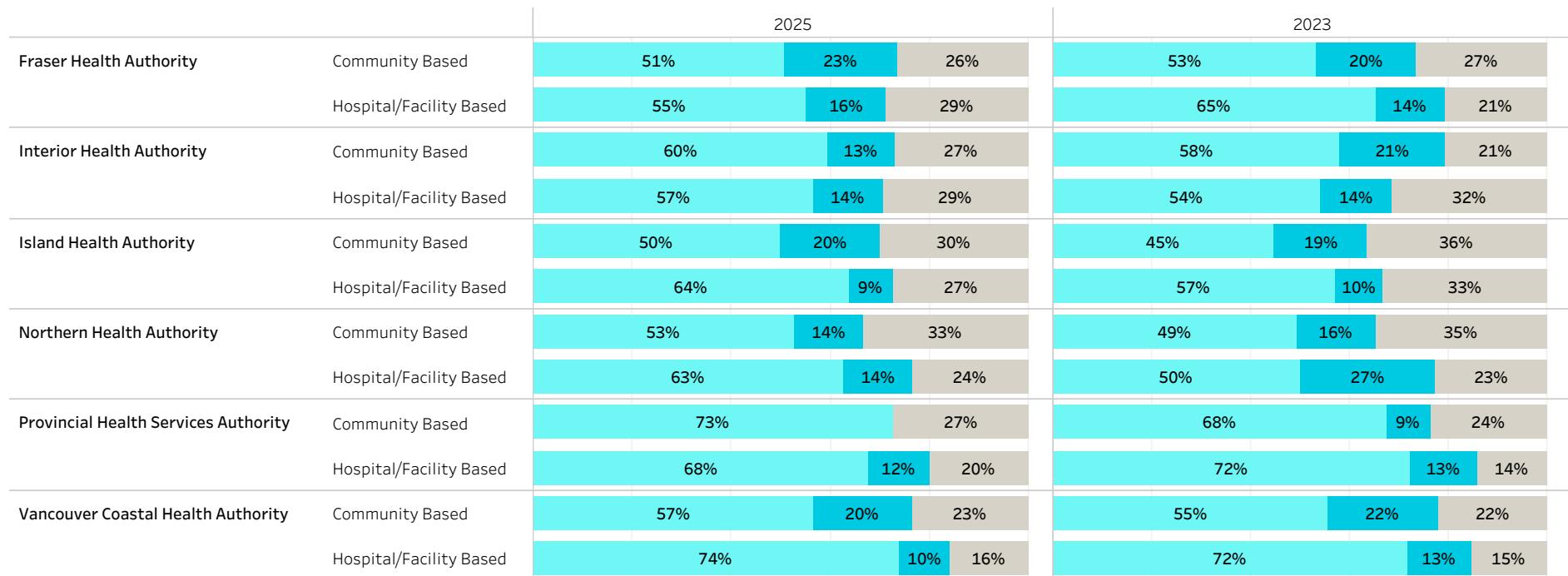
Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group

Survey Year	Health Authority	Physician Group	Question
	Multiple values	<u>Primary Practice</u>	I feel I belong to a collabor..

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



■ Agree

■ Neutral

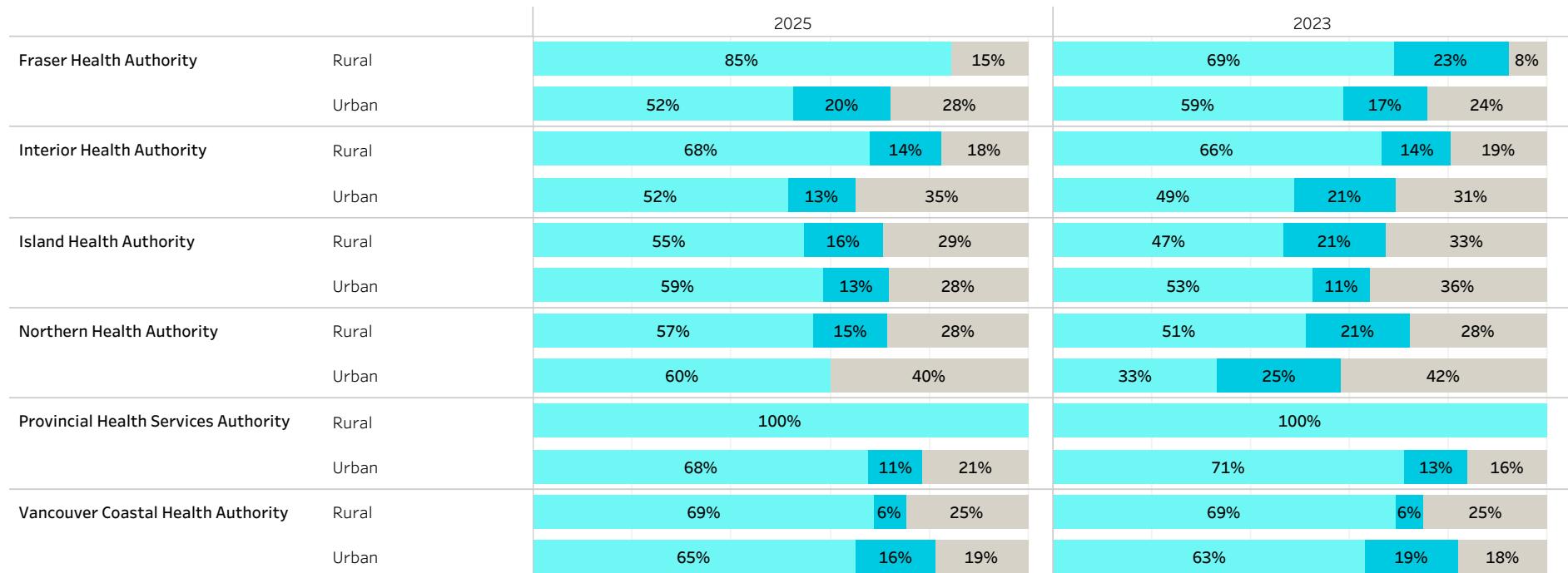
■ Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group

Survey Year	Health Authority	Physician Group	Question
2025	Multiple values	Urban/Rural	I feel I belong to a collabor..

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



Agree

Neutral

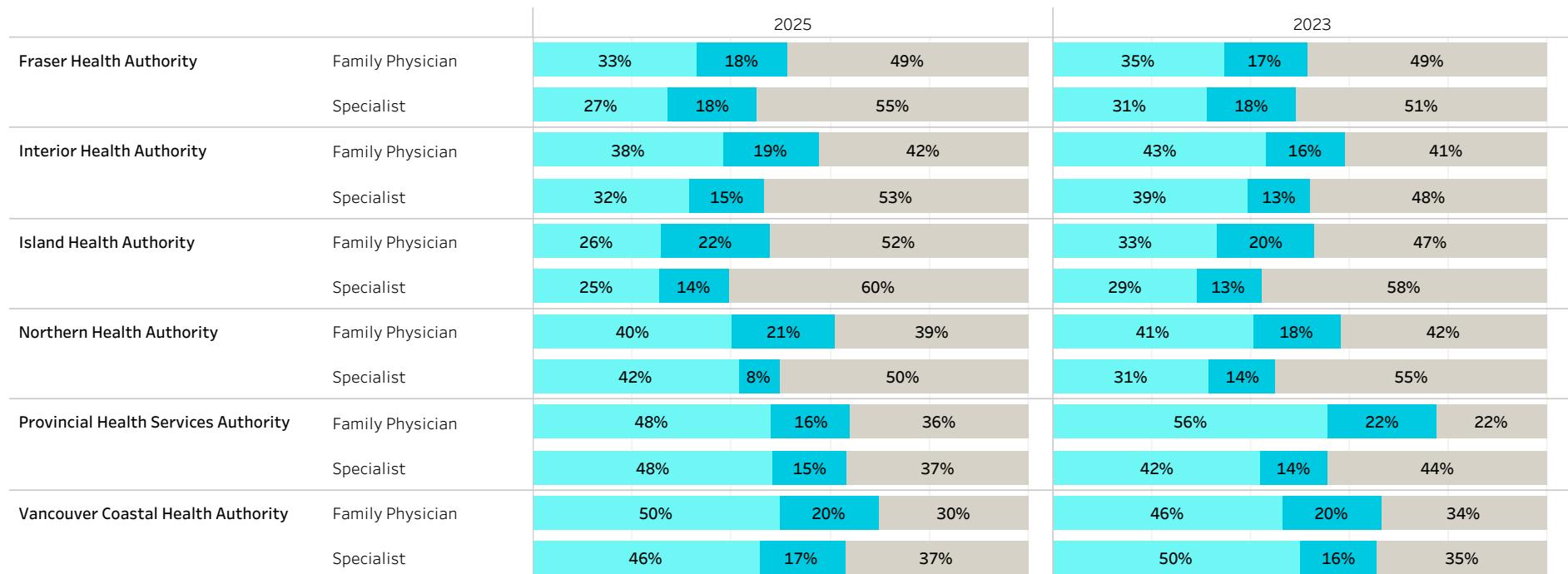
Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group

Survey Year	Health Authority	Physician Group	Question
		<u>Practice Type</u>	I have access to the faciliti..

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



Agree

Neutral

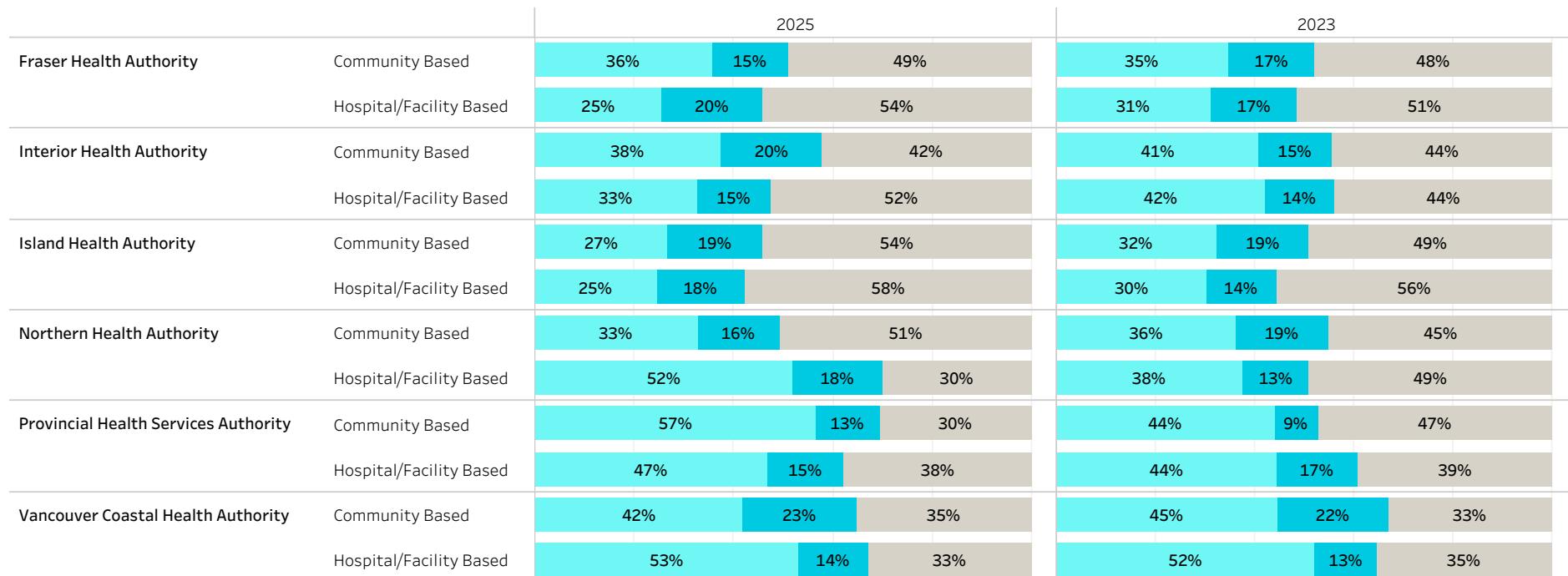
Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group

Survey Year	Health Authority	Physician Group	Question
2025	Multiple values	<u>Primary Practice</u>	I have access to the faciliti..

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



■ Agree

■ Neutral

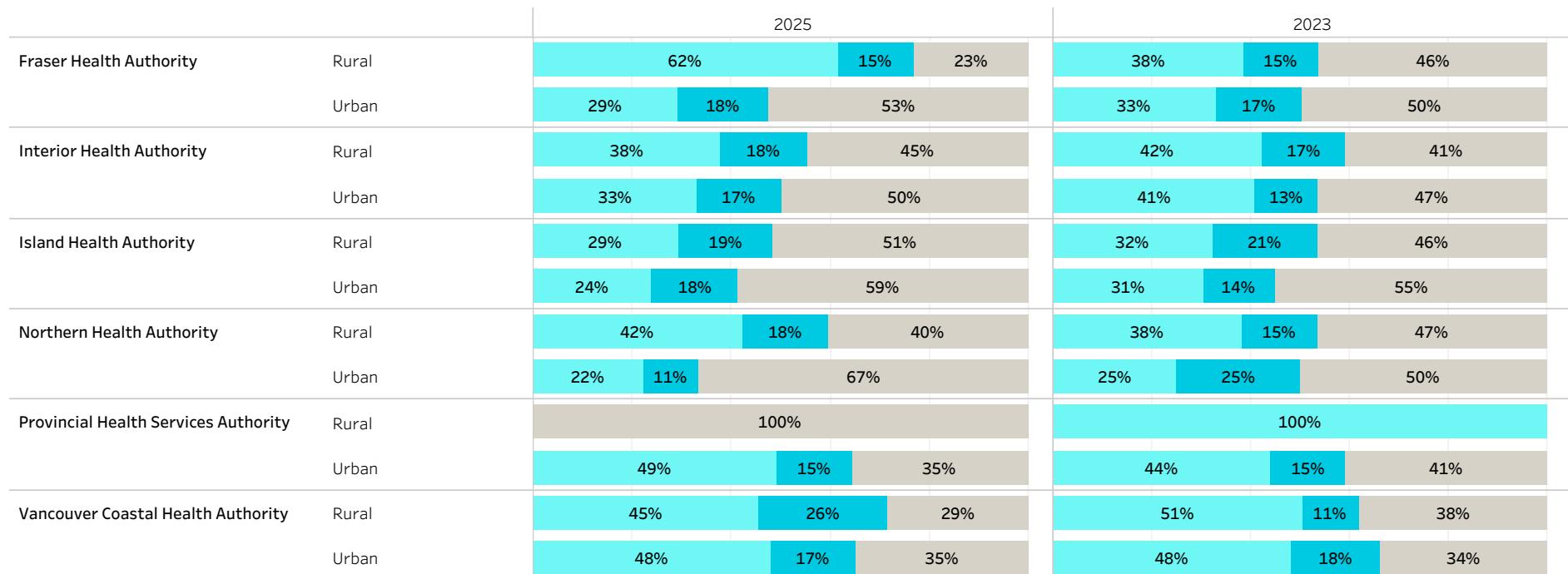
■ Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group

Survey Year	Health Authority	Physician Group	Question
2025	Multiple values	<u>Urban/Rural</u>	I have access to the faciliti..

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



Agree

Neutral

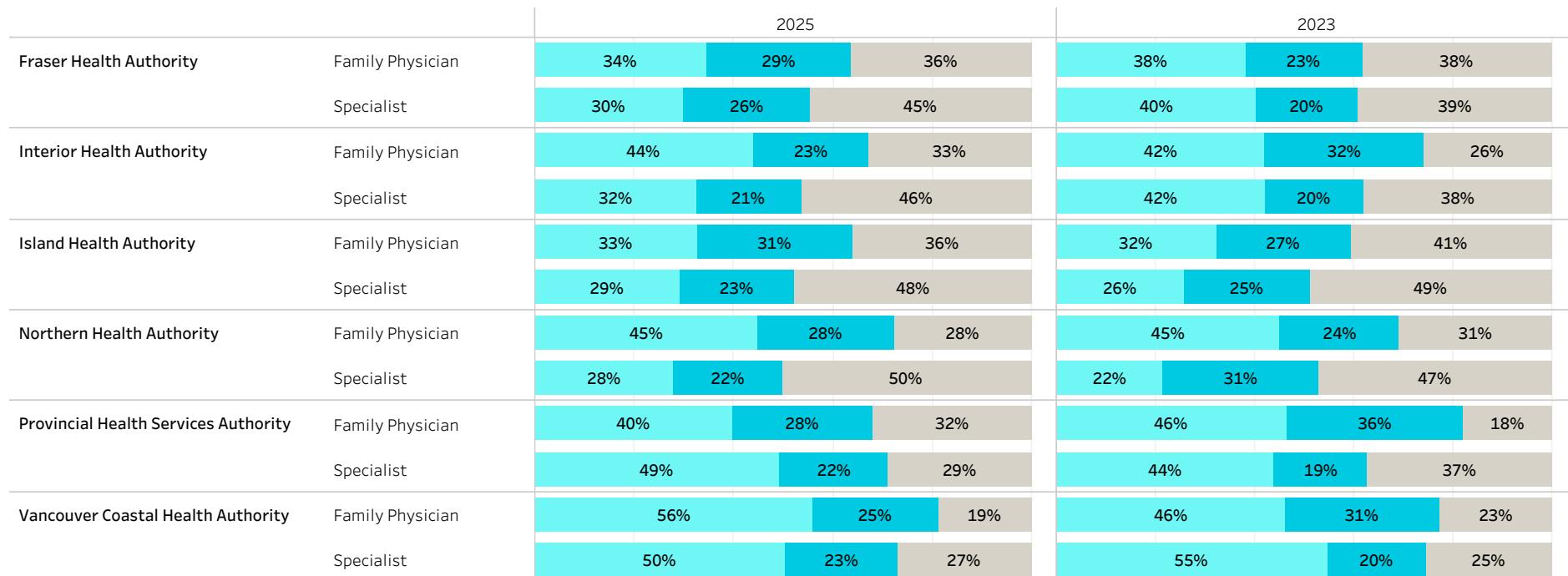
Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group

Survey Year	Health Authority	Physician Group	Question
		<u>Practice Type</u>	I have adequate opportuni..
2025	Multiple values		

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



Agree

Neutral

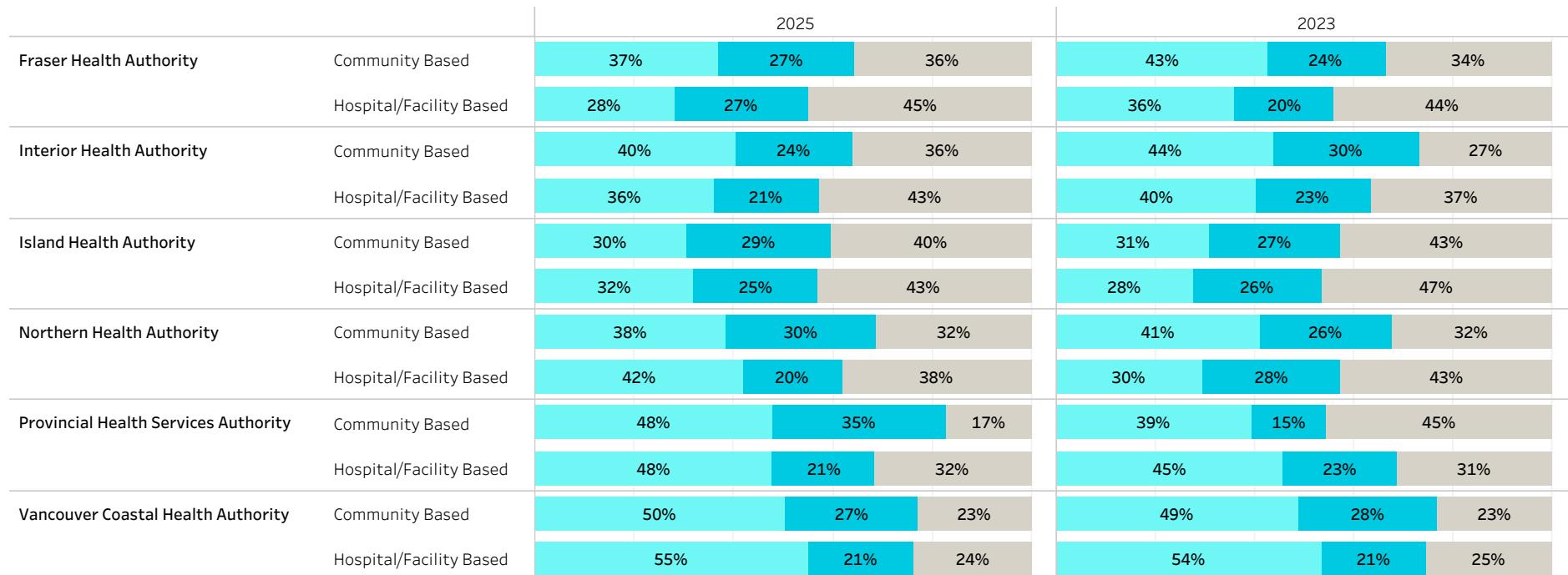
Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group

Survey Year	Health Authority	Physician Group	Question
2025	Multiple values	<u>Primary Practice</u>	I have adequate opportuni..

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



Agree

Neutral

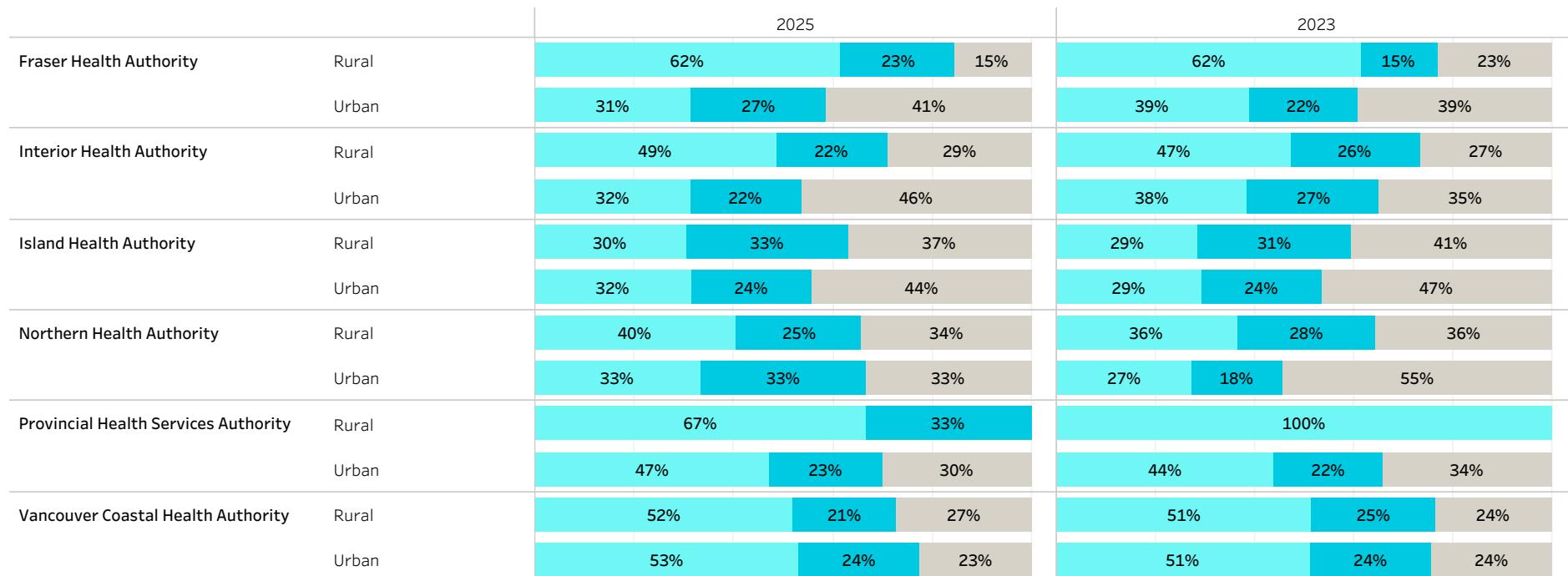
Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group

Survey Year	Health Authority	Physician Group	Question
2025	Multiple values	<u>Urban/Rural</u>	I have adequate opportuni..

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



Agree

Neutral

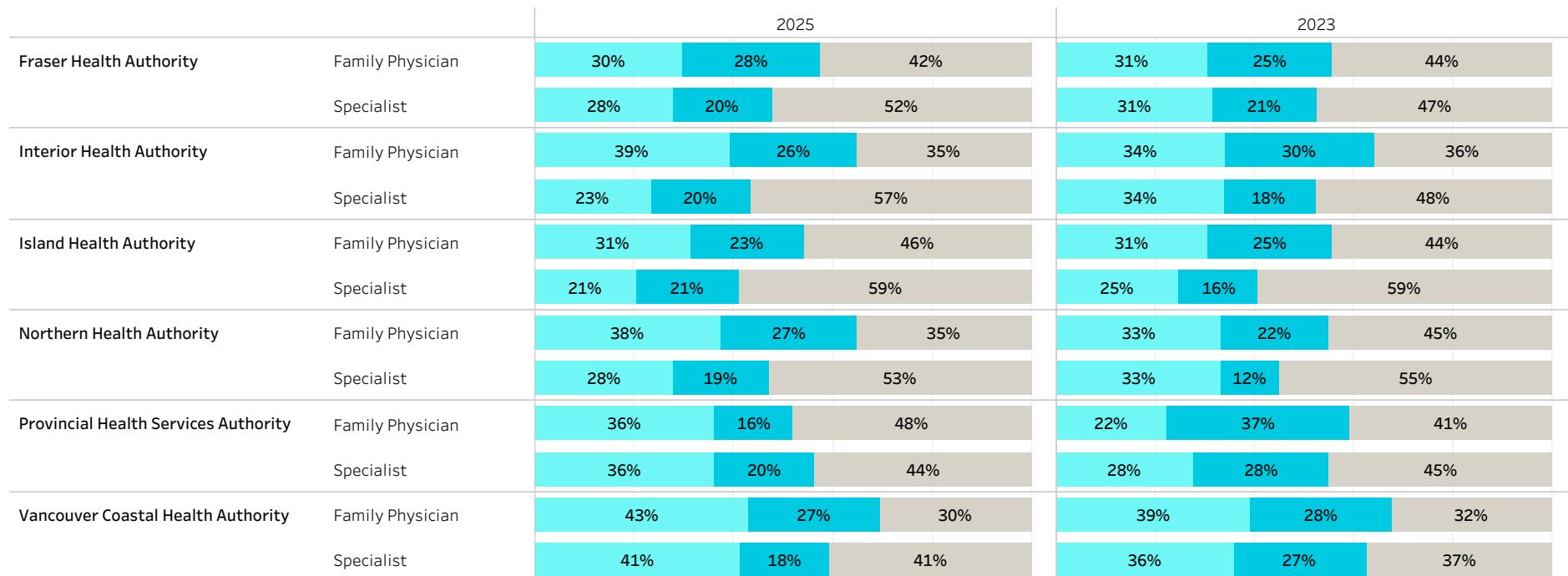
Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group

Survey Year	Health Authority	Physician Group	Question
		<u>Practice Type</u>	I have meaningful input int..
2025	Multiple values		

I have meaningful input into changes affecting my practice environment.



Agree

Neutral

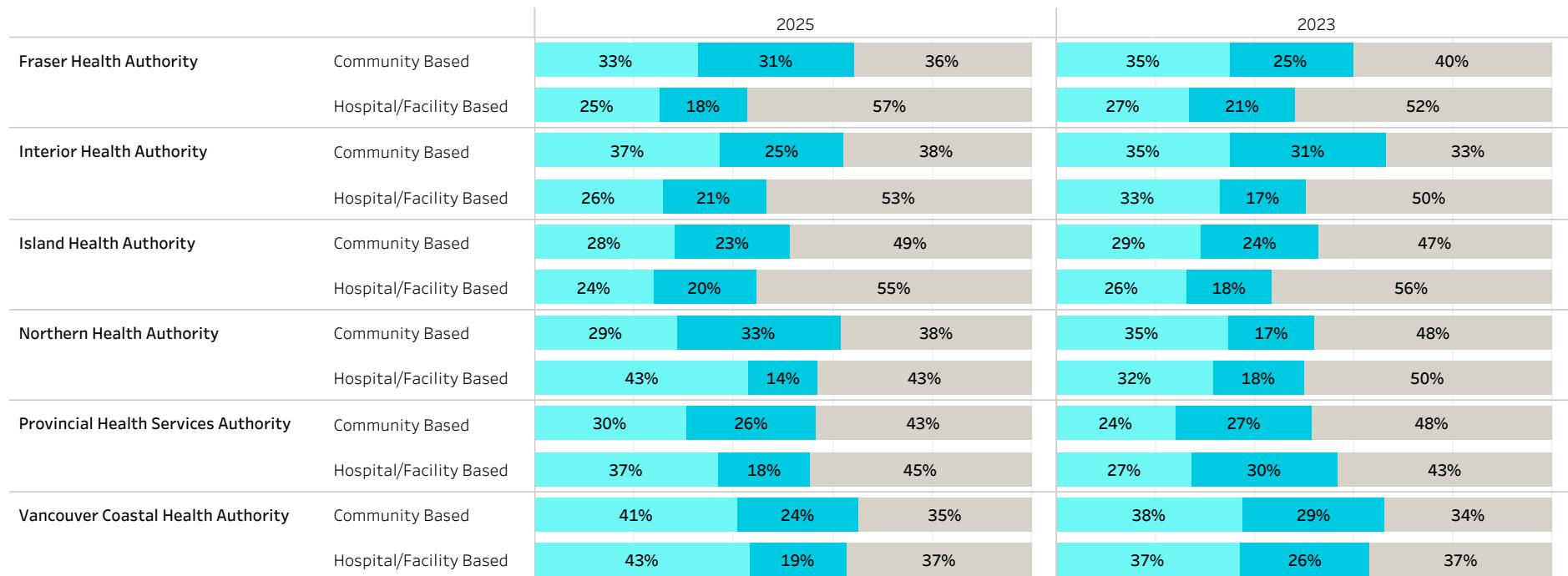
Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group

Survey Year	Health Authority	Physician Group	Question
2025	Multiple values	<u>Primary Practice</u>	I have meaningful input int..

I have meaningful input into changes affecting my practice environment.



Agree

Neutral

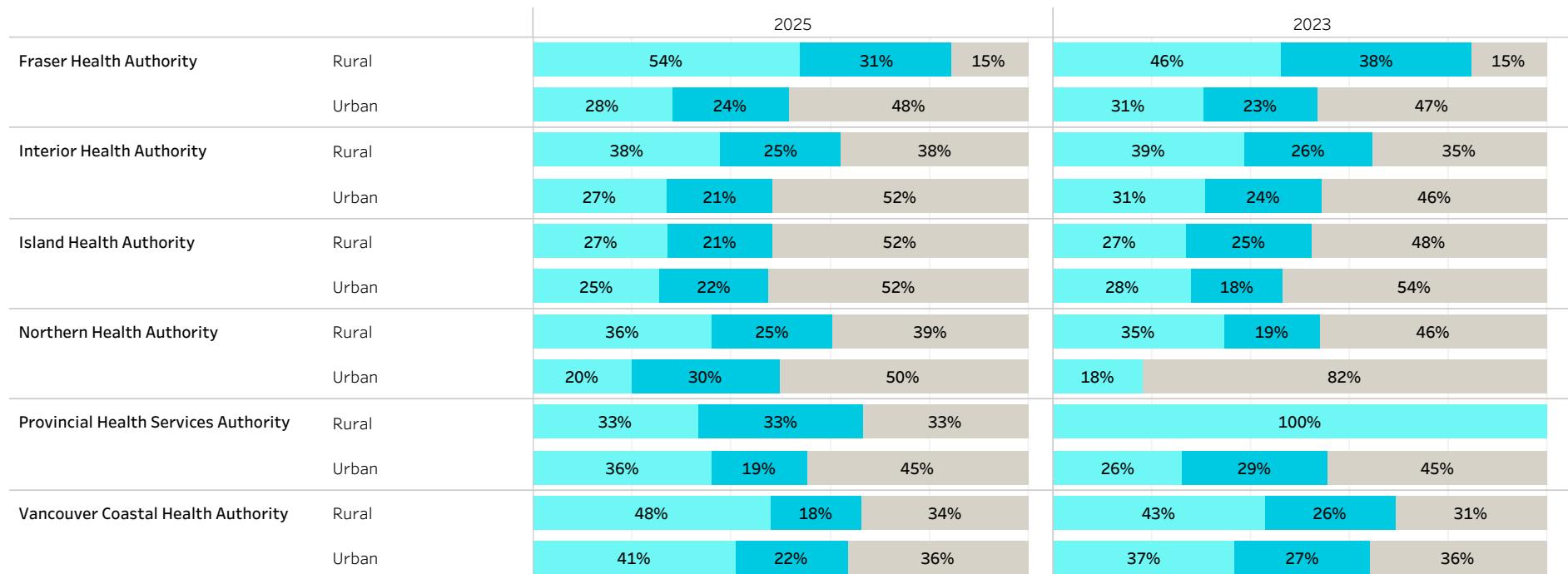
Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group

Survey Year	Health Authority	Physician Group	Question
2025	Multiple values	<u>Urban/Rural</u>	I have meaningful input int..

I have meaningful input into changes affecting my practice environment.



Agree

Neutral

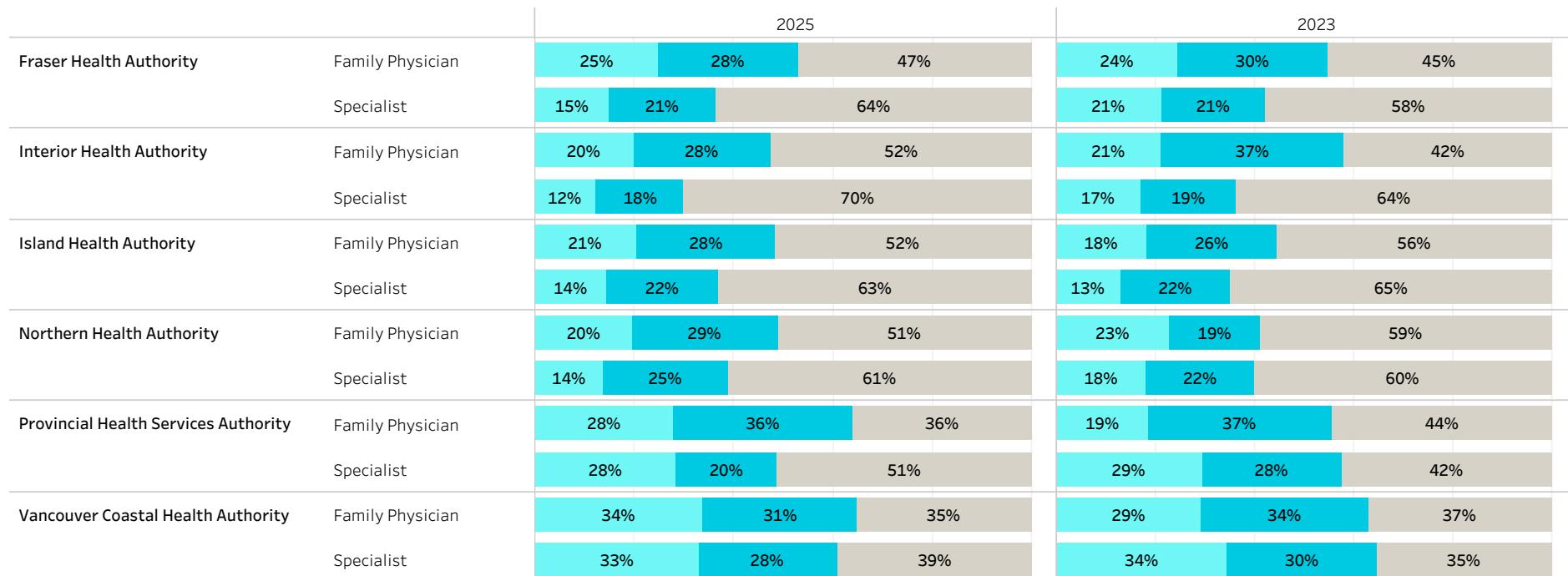
Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group

Survey Year	Health Authority	Physician Group	Question
		Practice Type	
2025	Multiple values		Senior leaders communicat..

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



Agree

Neutral

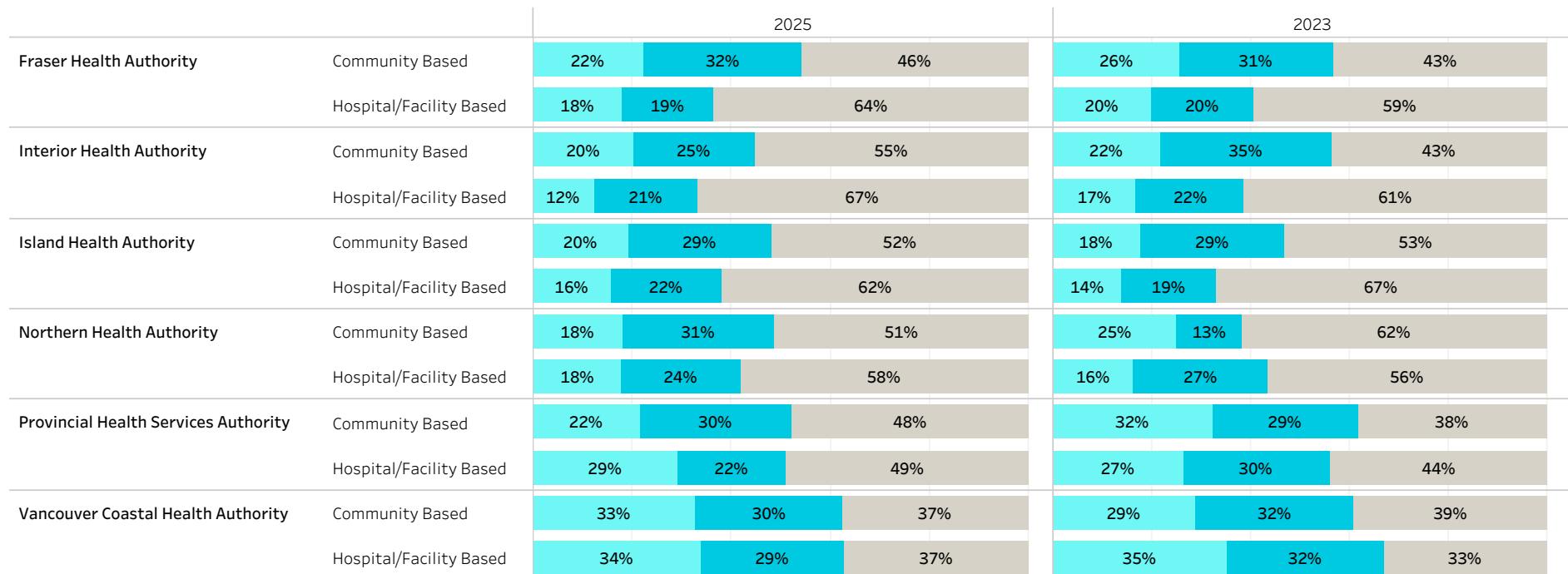
Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group

Survey Year	Health Authority	Physician Group	Question
2025	Multiple values	<u>Primary Practice</u>	Senior leaders communicat..

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



Agree

Neutral

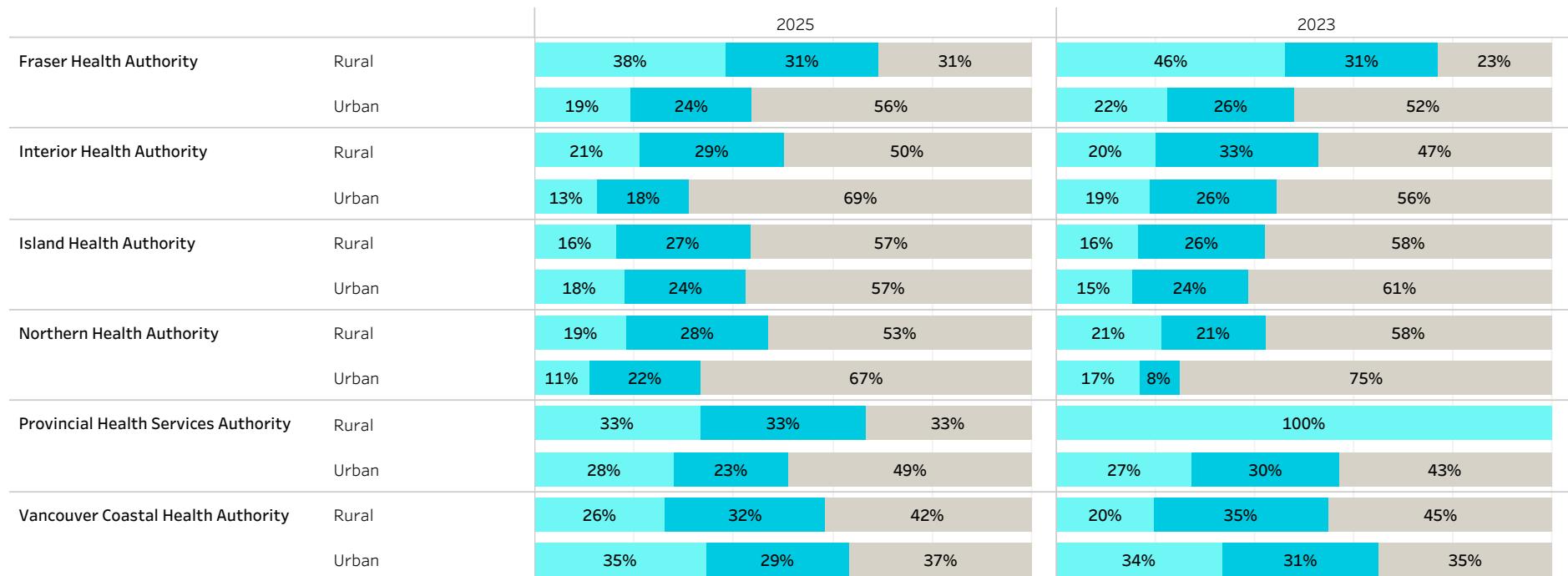
Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group

Survey Year	Health Authority	Physician Group	Question
2025	Multiple values	<u>Urban/Rural</u>	Senior leaders communicat..

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



Agree

Neutral

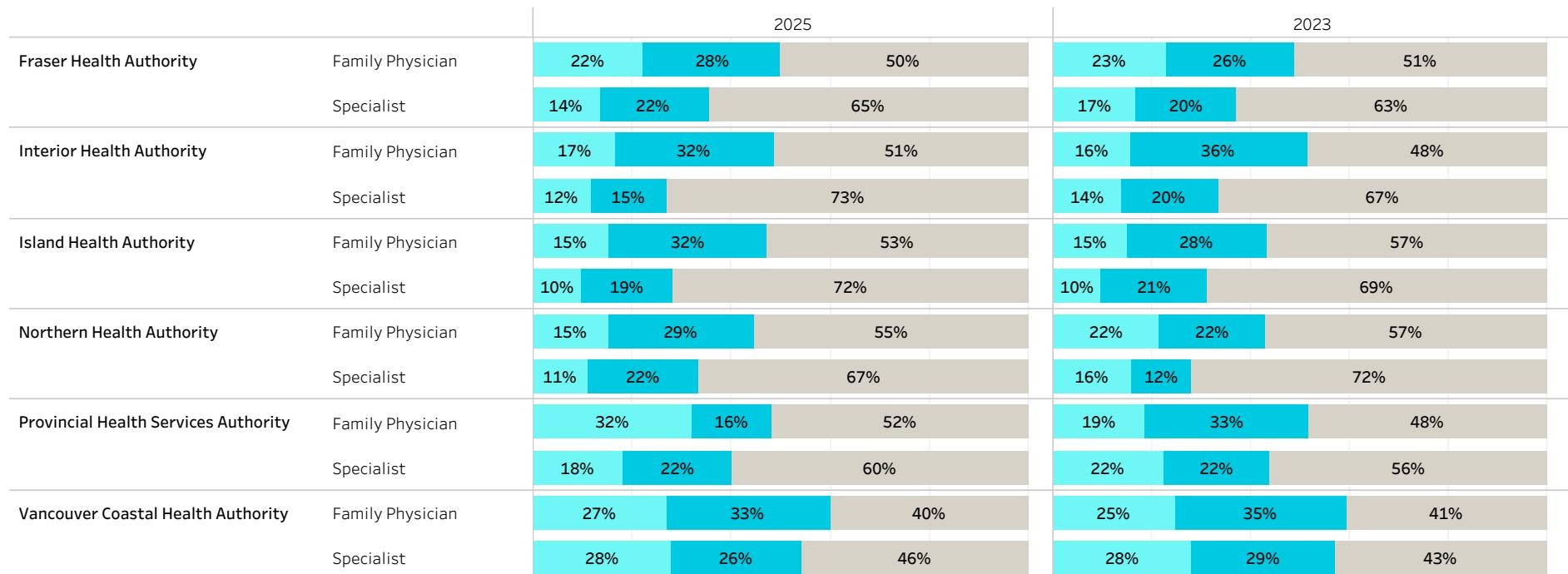
Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group

Survey Year	Health Authority	Physician Group	Question
	Multiple values	Practice Type	Senior leaders seek physici..

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



Agree

Neutral

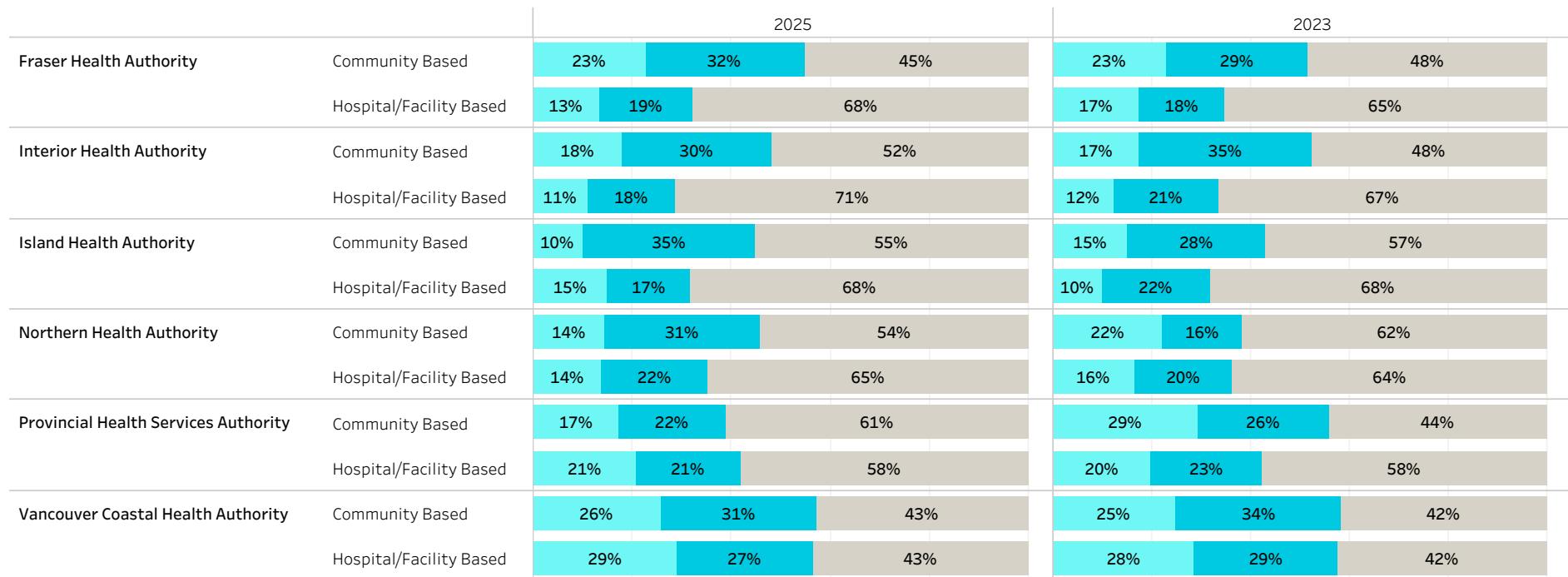
Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group

Survey Year	Health Authority	Physician Group	Question
	Multiple values	<u>Primary Practice</u>	Senior leaders seek physici..

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



Agree

Neutral

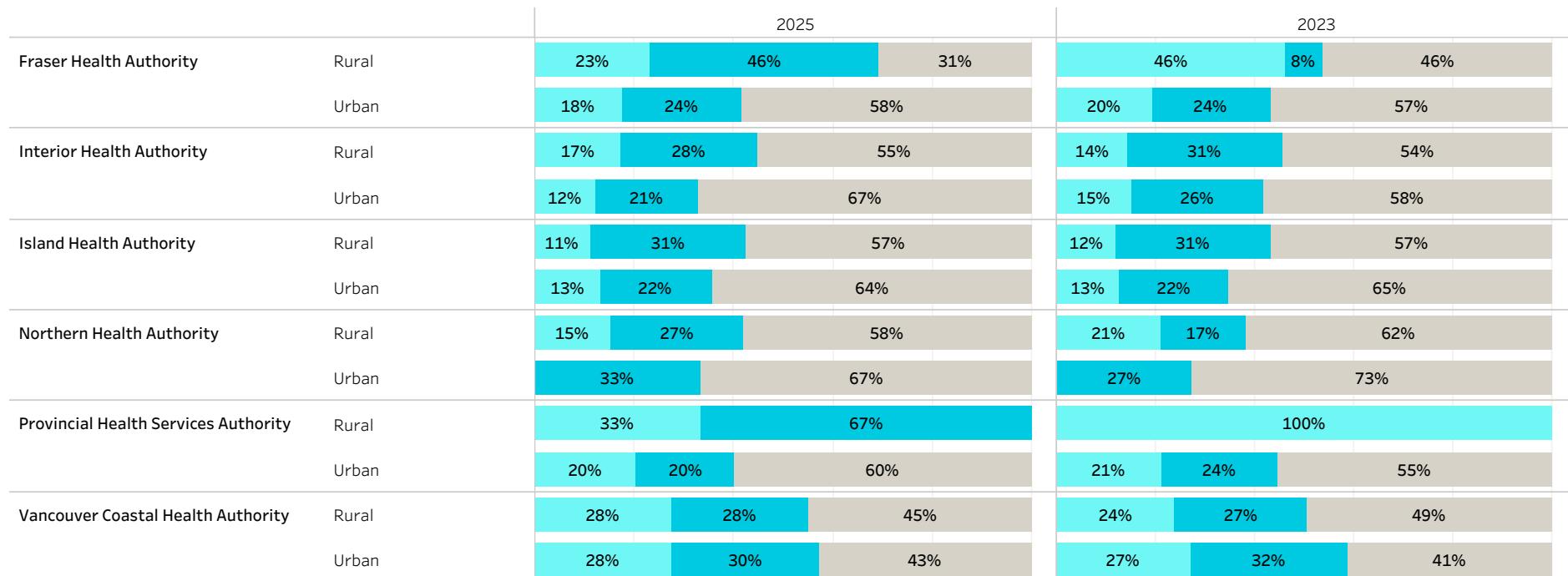
Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group

Survey Year	Health Authority	Physician Group	Question
2025	Multiple values	<u>Urban/Rural</u>	Senior leaders seek physici..

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



Agree

Neutral

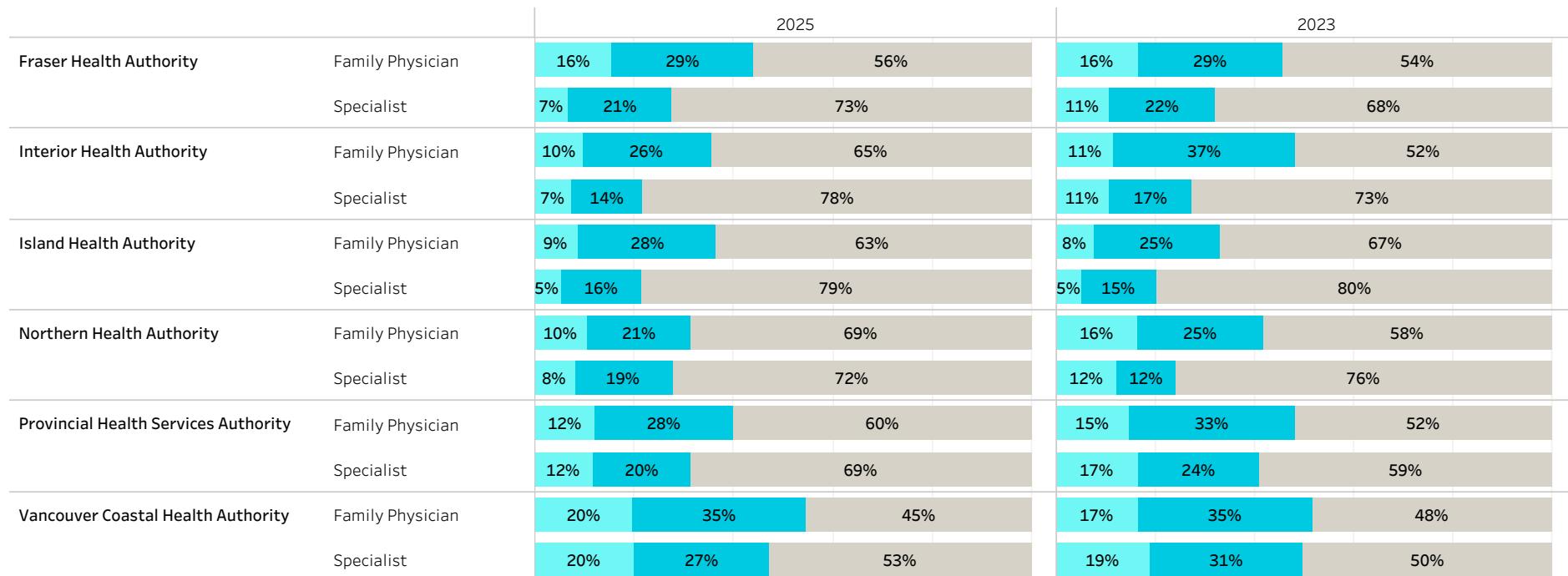
Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group

Survey Year	Health Authority	Physician Group	Question
		<u>Practice Type</u>	
2025	Multiple values		Senior leaders' decision-m..

Senior leaders' decision-making is transparent to physicians.



Agree

Neutral

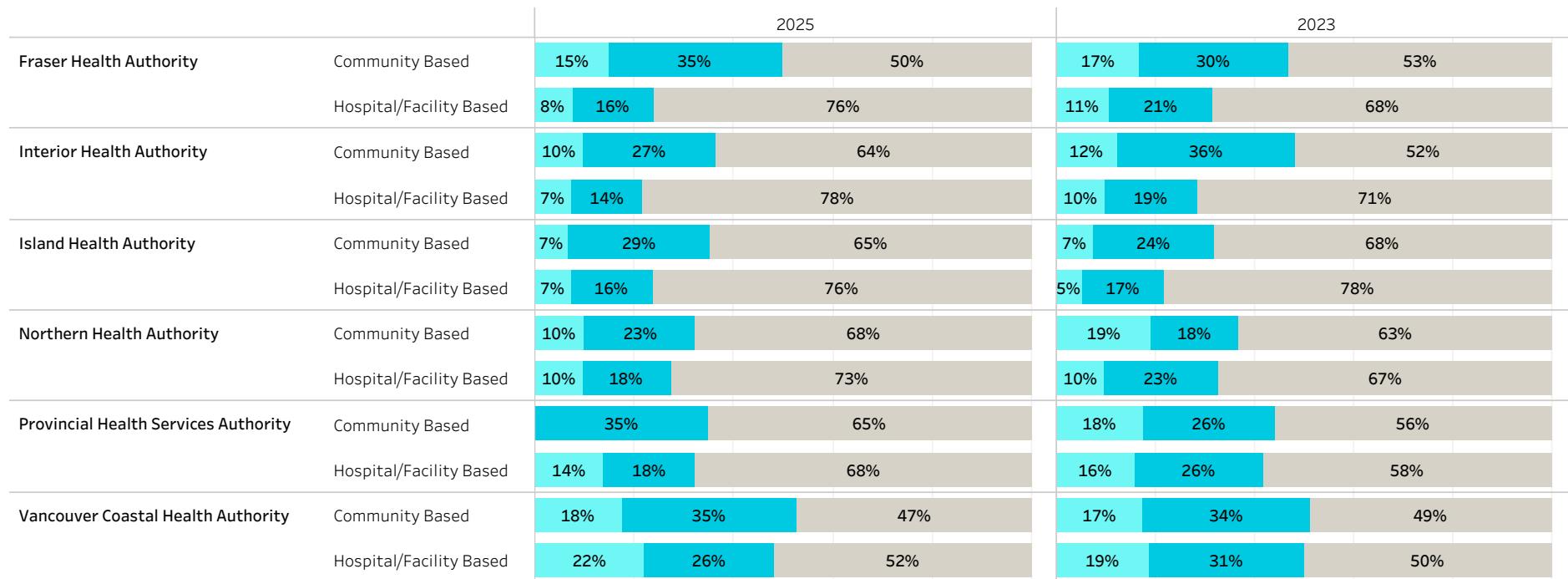
Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group

Survey Year	Health Authority	Physician Group	Question
2025	Multiple values	<u>Primary Practice</u>	Senior leaders' decision-m..

Senior leaders' decision-making is transparent to physicians.



Agree

Neutral

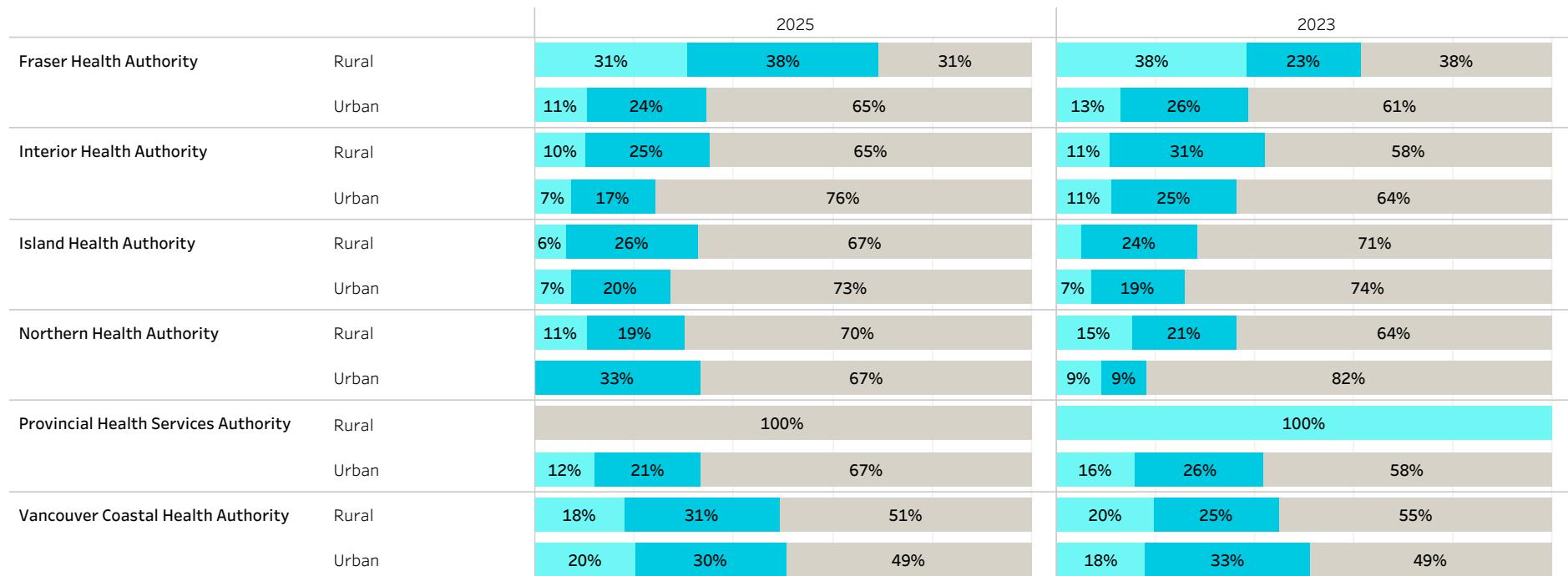
Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group

Survey Year	Health Authority	Physician Group	Question
2025	Multiple values	<u>Urban/Rural</u>	Senior leaders' decision-m..

Senior leaders' decision-making is transparent to physicians.



 Agree

 Neutral

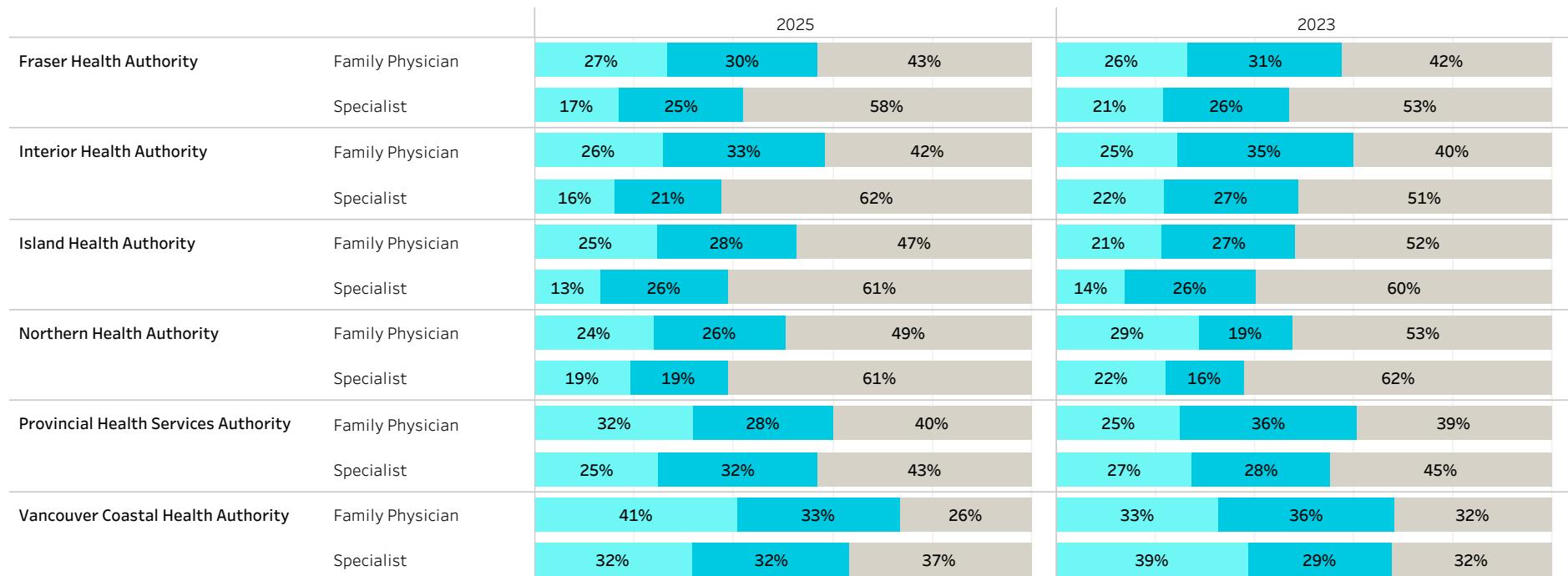
 Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group

Survey Year	Health Authority	Physician Group	Question
		<u>Practice Type</u>	This health authority value..
2025	Multiple values		

This health authority values physicians' contributions.



Agree

Neutral

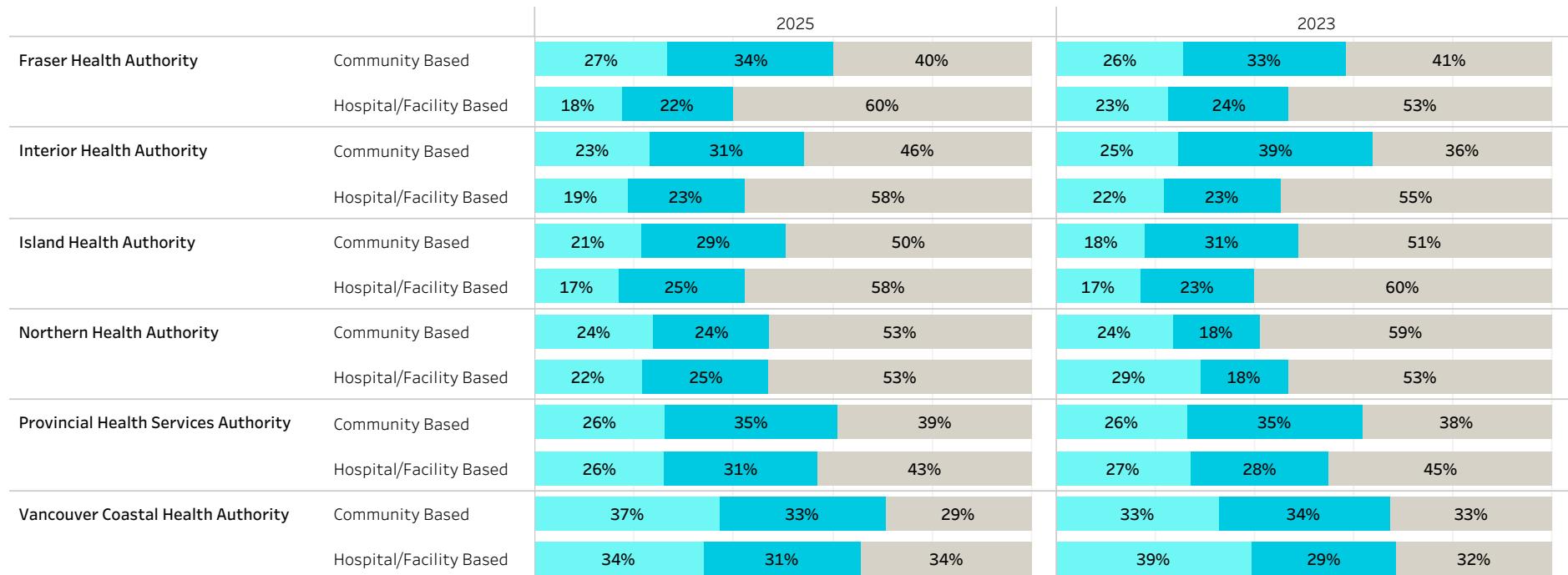
Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group

Survey Year	Health Authority	Physician Group	Question
2025	Multiple values	<u>Primary Practice</u>	This health authority value..

This health authority values physicians' contributions.



Agree

Neutral

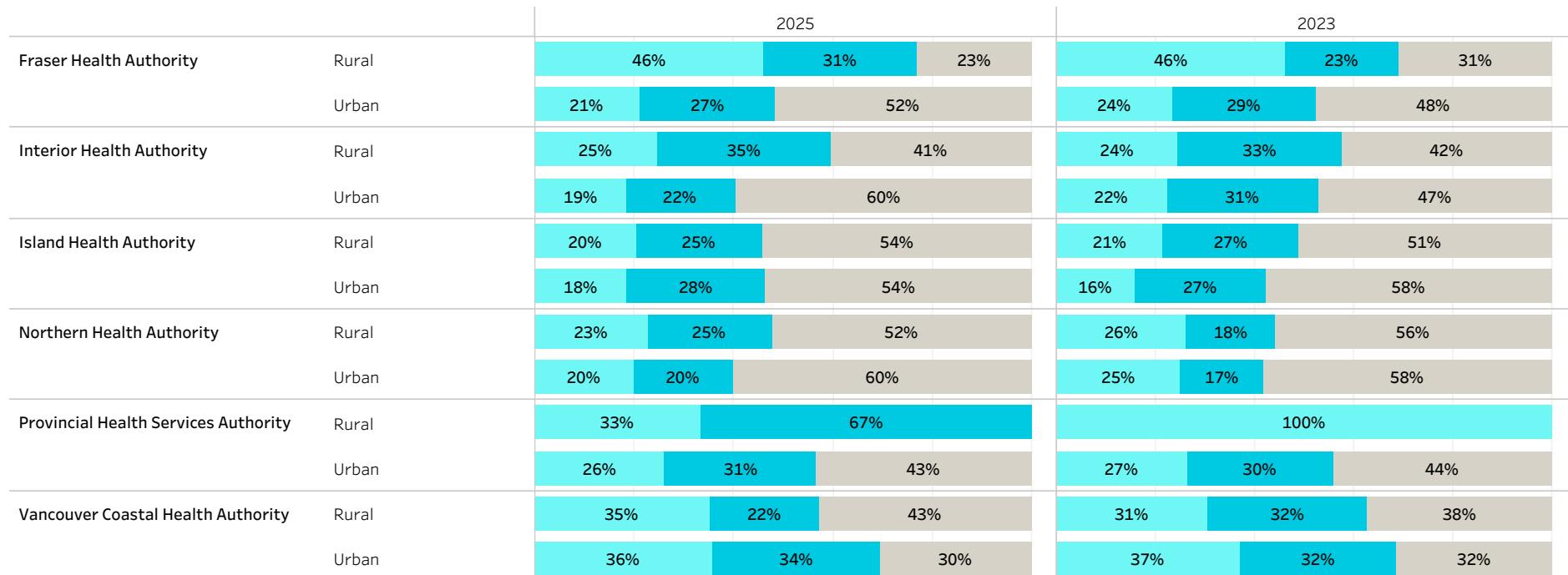
Disagree

2025 Doctors of BC Health Authority Engagement Survey

Engagement Questions by Group

Survey Year	Health Authority	Physician Group	Question
2025	Multiple values	<u>Urban/Rural</u>	This health authority value..

This health authority values physicians' contributions.



Section 5

Medical leadership

Medical leadership responses by region include:

- Overall engagement averages
- Each of the nine engagement 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.



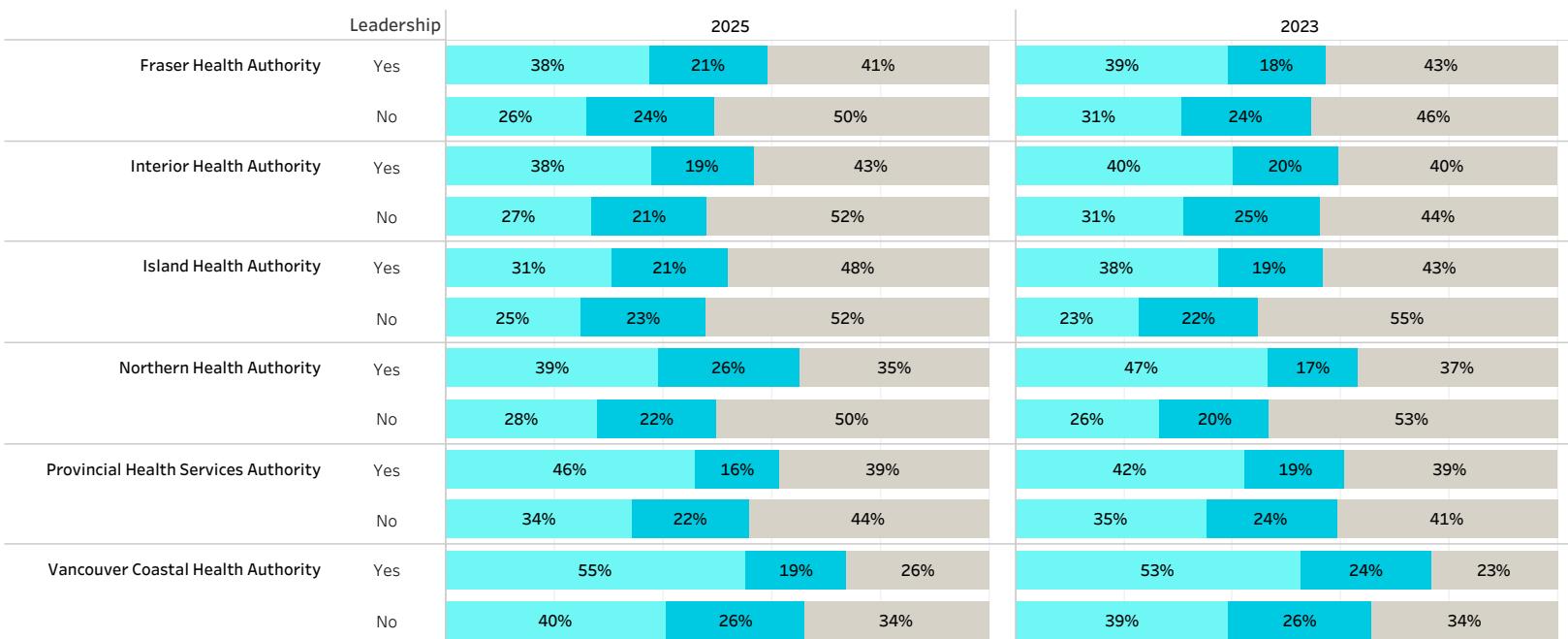
2025 Doctors of BC Health Authority Engagement Survey

Medical Leadership - Overall HA Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Leadership
2025	All	Hospital	All	All

Engagement

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



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Medical Leadership - Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Practice Type	Primary Practice	Urban/Rural	Leadership
2025	Fraser Health Authority	Hospital	All	All	All	All	All

Question

All

Fraser Health Authority

2025 **Respondents: 547**

2023 **Respondents: 565**

Engagement

	Leadership	2025			2023		
		Agree	Neutral	Disagree	Agree	Neutral	Disagree
I am satisfied with this health authority as a place to practice medicine.	Yes	43%	28%	29%	56%	16%	28%
	No	35%	20%	45%	43%	24%	33%
I feel I belong to a collaborative, patient-centered team/unit.	Yes	69%	12%	19%	70%	9%	20%
	No	50%	20%	29%	57%	19%	24%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	Yes	33%	21%	46%	33%	16%	51%
	No	29%	17%	53%	33%	18%	49%
I have adequate opportunities to improve patient care, quality, and safety.	Yes	48%	14%	38%	48%	17%	34%
	No	29%	30%	41%	38%	23%	40%
I have meaningful input into changes affecting my practice environment.	Yes	48%	18%	34%	46%	21%	33%
	No	25%	25%	50%	28%	24%	48%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	Yes	29%	24%	47%	31%	19%	50%
	No	18%	25%	57%	21%	27%	52%
Senior leaders seek physicians' input when setting the health authority's goals.	Yes	26%	25%	49%	24%	17%	59%
	No	16%	25%	59%	19%	24%	56%
Senior leaders' decision-making is transparent to physicians.	Yes	13%	23%	63%	17%	18%	65%
	No	11%	25%	65%	13%	27%	60%
This health authority values physicians' contributions.	Yes	30%	28%	42%	29%	29%	43%
	No	20%	27%	53%	23%	29%	48%

Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Medical Leadership - Physician Health and Safety Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Practice Type	Primary Practice	Urban/Rural	Leadership
2025	Fraser Health Authority	Hospital	All	All	All	All	All

Question

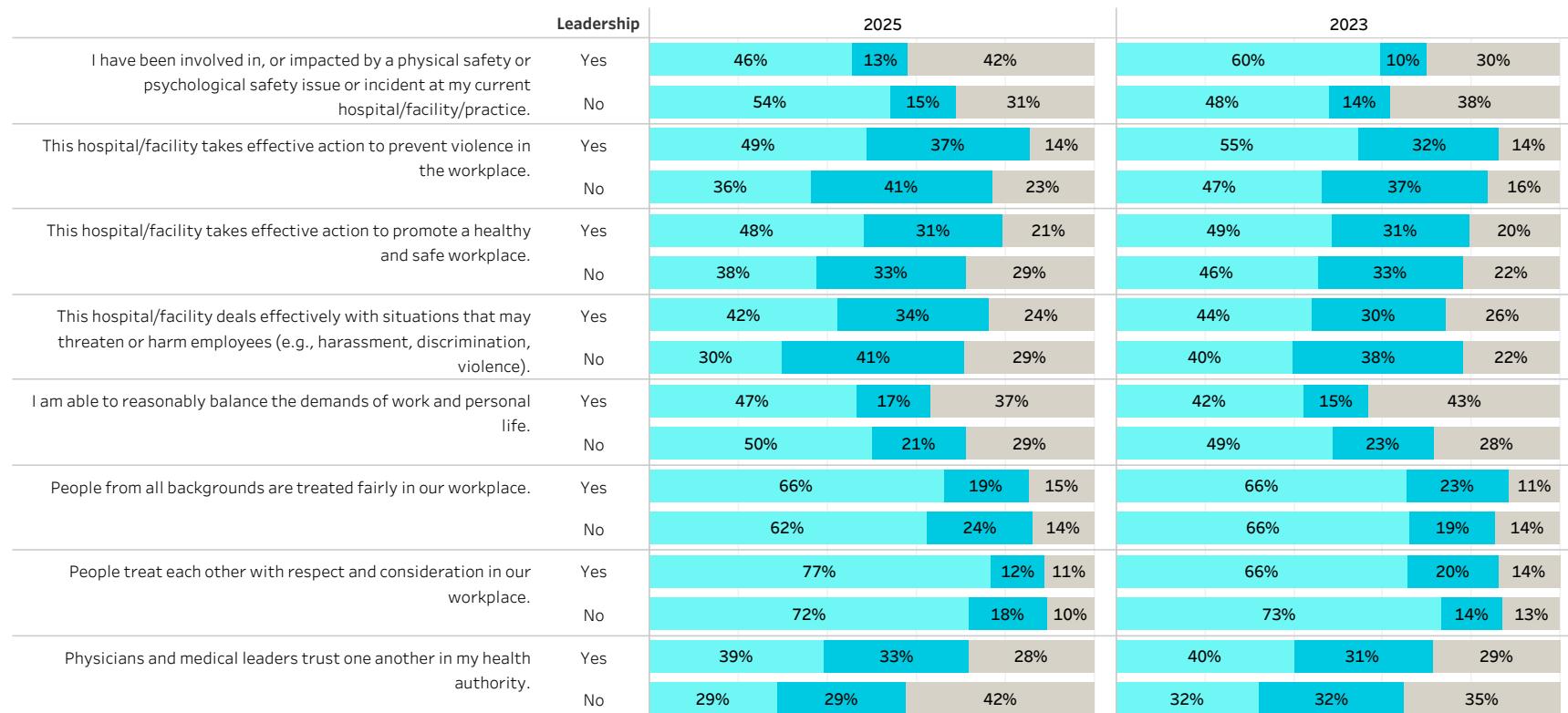
All

Fraser Health Authority

2025 Respondents: 547

2023 Respondents: 565

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Medical Leadership - Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Practice Type	Primary Practice	Urban/Rural	Leadership
2025	Interior Health Authority	Hospital	All	All	All	All	All

Question

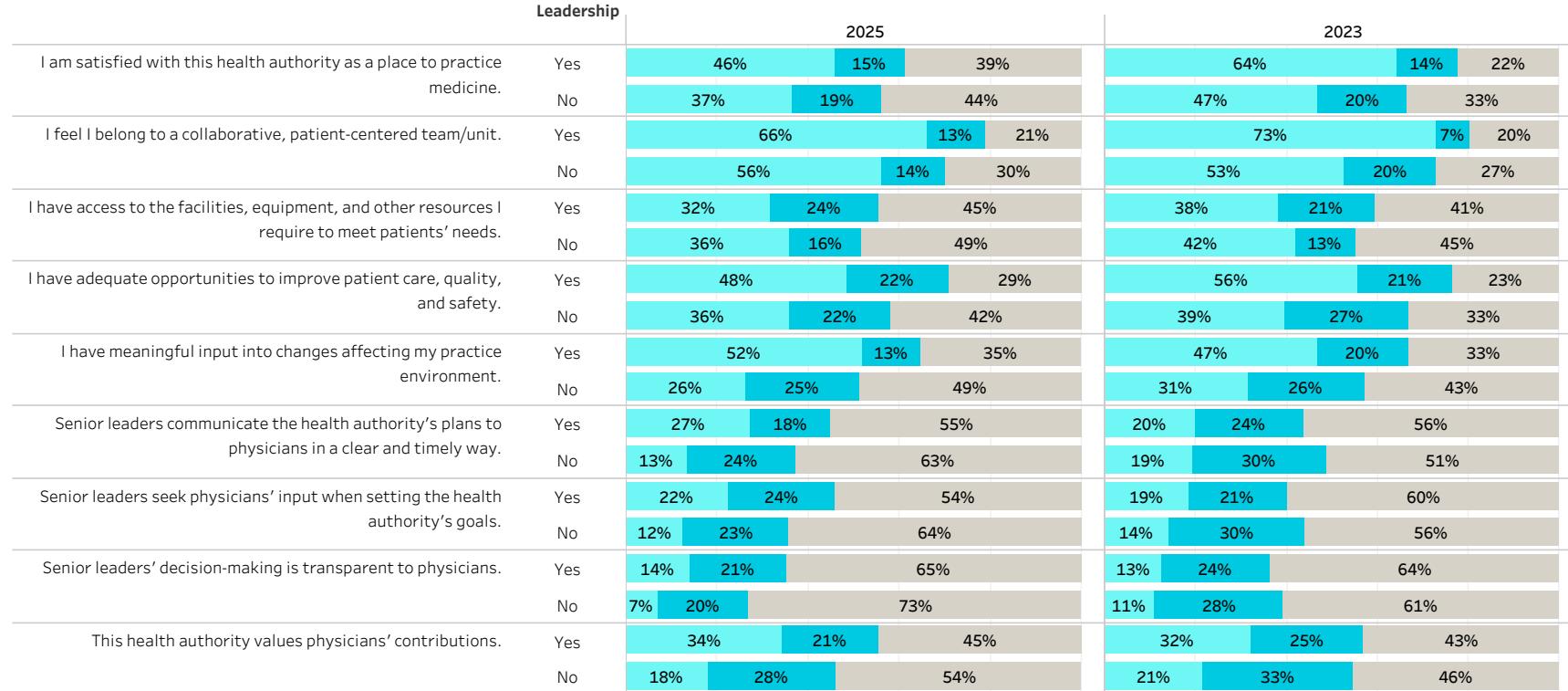
All

Interior Health Authority

2025 **Respondents: 452**

2023 **Respondents: 477**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Medical Leadership - Physician Health and Safety Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Practice Type	Primary Practice	Urban/Rural	Leadership
2025	Interior Health Authority	Hospital	All	All	All	All	All

Question

All

Interior Health Authority

2025 Respondents: 452

2023 Respondents: 477

Physician Health and Safety

	Leadership	2025			2023		
		Agree	Neutral	Disagree	Agree	Neutral	Disagree
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	Yes	63%	17%	21%	53%	10%	37%
	No	53%	13%	34%	44%	13%	43%
This hospital/facility takes effective action to prevent violence in the workplace.	Yes	50%	26%	24%	47%	39%	14%
	No	44%	35%	20%	49%	35%	17%
This hospital/facility takes effective action to promote a healthy and safe workplace.	Yes	44%	26%	31%	56%	26%	19%
	No	40%	31%	29%	47%	31%	23%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	Yes	38%	36%	26%	38%	40%	23%
	No	30%	38%	31%	39%	35%	26%
I am able to reasonably balance the demands of work and personal life.	Yes	49%	15%	35%	49%	21%	30%
	No	51%	19%	30%	49%	21%	29%
People from all backgrounds are treated fairly in our workplace.	Yes	69%	21%	10%	61%	30%	9%
	No	58%	24%	18%	66%	25%	9%
People treat each other with respect and consideration in our workplace.	Yes	78%	11%	12%	71%	24%	5%
	No	63%	17%	20%	72%	18%	9%
Physicians and medical leaders trust one another in my health authority.	Yes	40%	18%	42%	43%	22%	35%
	No	28%	23%	50%	33%	32%	35%

Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Medical Leadership - Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Practice Type	Primary Practice	Urban/Rural	Leadership
2025	Island Health Authority	Hospital	All	All	All	All	All

Question

All

Island Health Authority

2025 **Respondents: 515**

2023 **Respondents: 583**

Engagement

	Leadership	2025			2023		
		Agree	Neutral	Disagree	Agree	Neutral	Disagree
I am satisfied with this health authority as a place to practice medicine.	Yes	40%	24%	35%	49%	16%	34%
	No	35%	23%	43%	32%	21%	47%
I feel I belong to a collaborative, patient-centered team/unit.	Yes	62%	17%	21%	64%	10%	26%
	No	57%	14%	30%	48%	15%	37%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	Yes	28%	18%	55%	43%	16%	40%
	No	25%	18%	56%	29%	16%	55%
I have adequate opportunities to improve patient care, quality, and safety.	Yes	41%	27%	32%	43%	22%	35%
	No	29%	27%	44%	26%	27%	47%
I have meaningful input into changes affecting my practice environment.	Yes	33%	21%	46%	49%	12%	38%
	No	25%	22%	53%	23%	22%	54%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	Yes	21%	22%	57%	26%	17%	57%
	No	17%	26%	57%	14%	26%	61%
Senior leaders seek physicians' input when setting the health authority's goals.	Yes	15%	22%	63%	21%	28%	51%
	No	12%	26%	62%	11%	24%	65%
Senior leaders' decision-making is transparent to physicians.	Yes	7%	20%	73%	9%	24%	66%
	No	7%	23%	71%	6%	20%	75%
This health authority values physicians' contributions.	Yes	26%	22%	52%	31%	26%	43%
	No	18%	28%	54%	15%	27%	58%

Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Medical Leadership - Physician Health and Safety Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Practice Type	Primary Practice	Urban/Rural	Leadership
2025	Island Health Authority	Hospital	All	All	All	All	All

Question

All

Island Health Authority

2025 Respondents: 515

2023 Respondents: 583

Physician Health and Safety

		Leadership	2025			2023		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	Yes		47%	10%	43%	49%	10%	41%
	No		49%	11%	40%	48%	12%	40%
This hospital/facility takes effective action to prevent violence in the workplace.	Yes		57%	32%	10%	51%	41%	8%
	No		41%	41%	18%	43%	40%	18%
This hospital/facility takes effective action to promote a healthy and safe workplace.	Yes		44%	31%	25%	52%	30%	18%
	No		37%	35%	28%	38%	32%	29%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	Yes		39%	39%	22%	40%	41%	18%
	No		29%	39%	32%	32%	42%	26%
I am able to reasonably balance the demands of work and personal life.	Yes		52%	22%	26%	42%	18%	40%
	No		56%	17%	27%	43%	19%	38%
People from all backgrounds are treated fairly in our workplace.	Yes		61%	24%	15%	65%	21%	15%
	No		56%	26%	17%	58%	26%	16%
People treat each other with respect and consideration in our workplace.	Yes		61%	27%	12%	75%	11%	13%
	No		62%	20%	18%	66%	20%	13%
Physicians and medical leaders trust one another in my health authority.	Yes		37%	20%	44%	41%	22%	37%
	No		26%	25%	48%	21%	29%	49%

Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Medical Leadership - Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Practice Type	Primary Practice	Urban/Rural	Leadership
2025	Northern Health Authority	Hospital	All	All	All	All	All

Question

All

Northern Health Authority

2025 **Respondents: 124**

2023 **Respondents: 132**

Engagement

	Leadership	2025			2023		
		Agree	Neutral	Disagree	Agree	Neutral	Disagree
I am satisfied with this health authority as a place to practice medicine.	Yes	46%	29%	25%	52%	16%	32%
	No	33%	22%	45%	32%	19%	49%
I feel I belong to a collaborative, patient-centered team/unit.	Yes	75%	14%	11%	72%	8%	20%
	No	52%	14%	35%	44%	25%	31%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	Yes	39%	18%	43%	46%	21%	33%
	No	41%	17%	42%	35%	15%	50%
I have adequate opportunities to improve patient care, quality, and safety.	Yes	43%	25%	32%	60%	12%	28%
	No	39%	26%	35%	30%	31%	39%
I have meaningful input into changes affecting my practice environment.	Yes	43%	32%	25%	54%	17%	29%
	No	32%	23%	45%	29%	18%	53%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	Yes	29%	32%	39%	32%	24%	44%
	No	15%	27%	59%	18%	19%	63%
Senior leaders seek physicians' input when setting the health authority's goals.	Yes	26%	26%	48%	44%	8%	48%
	No	11%	28%	62%	13%	20%	66%
Senior leaders' decision-making is transparent to physicians.	Yes	15%	26%	59%	20%	24%	56%
	No	8%	19%	73%	13%	19%	67%
This health authority values physicians' contributions.	Yes	36%	32%	32%	40%	20%	40%
	No	19%	22%	59%	23%	17%	60%

Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Medical Leadership - Physician Health and Safety Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Practice Type	Primary Practice	Urban/Rural	Leadership
2025	Northern Health Authority	Hospital	All	All	All	All	All

Question

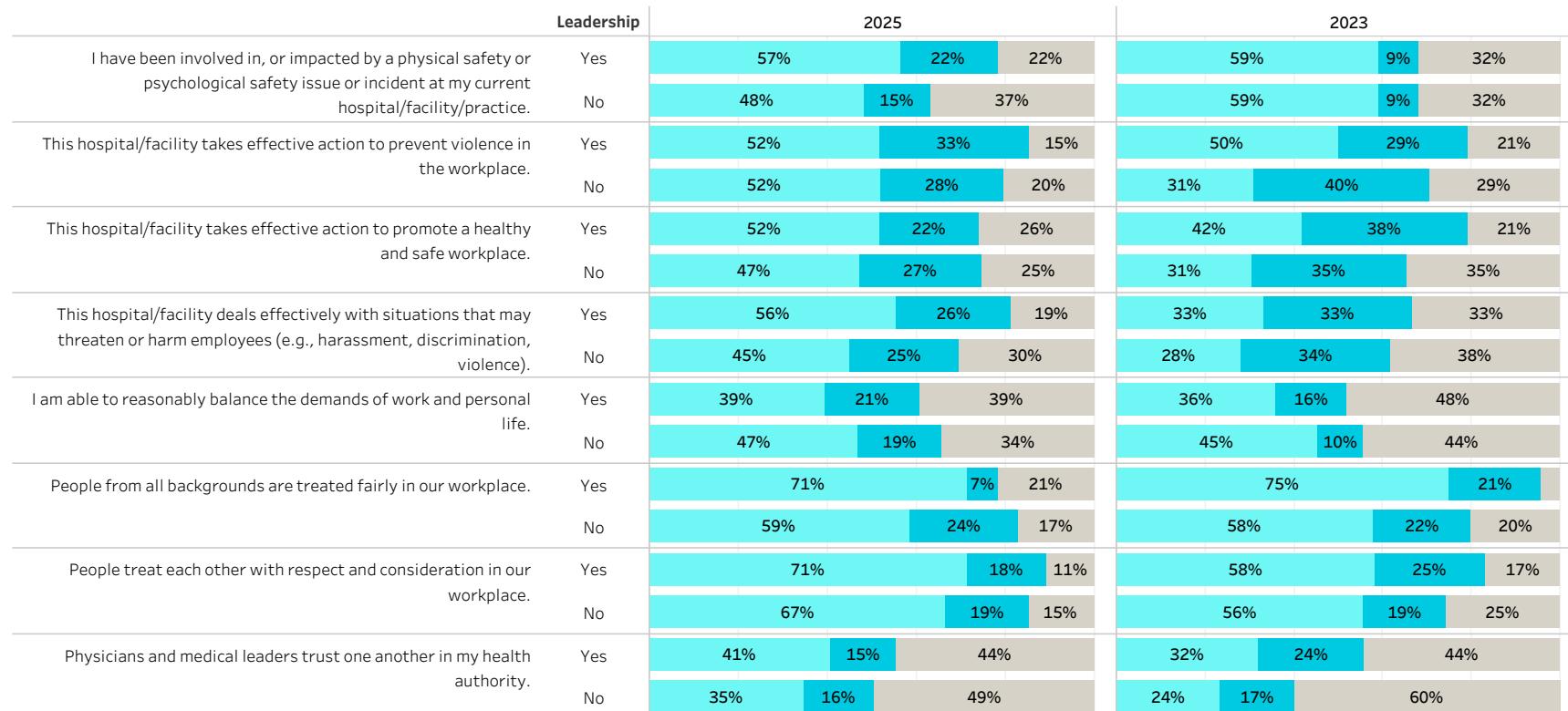
All

Northern Health Authority

2025 Respondents: 124

2023 Respondents: 132

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Medical Leadership - Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Practice Type	Primary Practice	Urban/Rural	Leadership
2025	Provincial Health Services	Hospital	All	All	All	All	All

Question

All

Provincial Health Services Authority

2025 **Respondents: 153**

2023 **Respondents: 168**

Engagement

	Leadership	2025			2023		
		Agree	Neutral	Disagree	Agree	Neutral	Disagree
I am satisfied with this health authority as a place to practice medicine.	Yes	56%	16%	28%	58%	22%	19%
	No	49%	15%	35%	50%	18%	32%
I feel I belong to a collaborative, patient-centered team/unit.	Yes	77%	7%	16%	78%	14%	8%
	No	65%	12%	23%	69%	12%	18%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	Yes	37%	14%	49%	50%	11%	39%
	No	53%	15%	32%	43%	16%	41%
I have adequate opportunities to improve patient care, quality, and safety.	Yes	58%	14%	28%	46%	22%	32%
	No	44%	26%	30%	44%	22%	34%
I have meaningful input into changes affecting my practice environment.	Yes	49%	14%	37%	33%	33%	33%
	No	31%	22%	47%	25%	28%	47%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	Yes	42%	9%	49%	33%	22%	44%
	No	23%	28%	49%	26%	32%	42%
Senior leaders seek physicians' input when setting the health authority's goals.	Yes	35%	19%	47%	22%	11%	67%
	No	15%	22%	63%	22%	27%	52%
Senior leaders' decision-making is transparent to physicians.	Yes	21%	19%	60%	22%	17%	61%
	No	8%	22%	70%	15%	28%	57%
This health authority values physicians' contributions.	Yes	40%	28%	33%	35%	16%	49%
	No	21%	33%	46%	25%	33%	42%

Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Medical Leadership - Physician Health and Safety Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Practice Type	Primary Practice	Urban/Rural	Leadership
2025	Provincial Health Services	Hospital	All	All	All	All	All

Question

All

Provincial Health Services Authority

2025 Respondents: 153

2023 Respondents: 168

Physician Health and Safety

	Leadership	2025			2023		
		Agree	Neutral	Disagree	Agree	Neutral	Disagree
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	Yes	49%	17%	34%	56%	13%	31%
	No	53%	13%	34%	50%	16%	34%
This hospital/facility takes effective action to prevent violence in the workplace.	Yes	49%	37%	15%	72%	19%	8%
	No	65%	23%	12%	57%	28%	15%
This hospital/facility takes effective action to promote a healthy and safe workplace.	Yes	49%	28%	23%	61%	22%	17%
	No	52%	24%	24%	50%	25%	26%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	Yes	40%	30%	30%	57%	26%	17%
	No	46%	35%	20%	44%	29%	26%
I am able to reasonably balance the demands of work and personal life.	Yes	49%	16%	35%	46%	22%	32%
	No	57%	16%	28%	39%	18%	42%
People from all backgrounds are treated fairly in our workplace.	Yes	70%	12%	19%	68%	22%	11%
	No	61%	22%	17%	57%	27%	16%
People treat each other with respect and consideration in our workplace.	Yes	72%	21%	7%	78%	16%	6%
	No	69%	23%	8%	66%	20%	14%
Physicians and medical leaders trust one another in my health authority.	Yes	63%	14%	23%	64%	17%	19%
	No	28%	25%	48%	34%	22%	44%

Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Medical Leadership - Engagement Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Practice Type	Primary Practice	Urban/Rural	Leadership
2025	Vancouver Coastal Health	Hospital	All	All	All	All	All

Question

All

Vancouver Coastal Health Authority

2025 Respondents: 591

2023 Respondents: 696

Engagement

	Leadership	2025			2023		
		Agree	Neutral	Disagree	Agree	Neutral	Disagree
I am satisfied with this health authority as a place to practice medicine.	Yes	78%	8%	14%	76%	11%	13%
	No	58%	22%	20%	58%	21%	21%
I feel I belong to a collaborative, patient-centered team/unit.	Yes	82%	9%	9%	76%	16%	8%
	No	62%	16%	22%	61%	18%	21%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	Yes	53%	15%	32%	54%	14%	32%
	No	47%	19%	34%	47%	18%	35%
I have adequate opportunities to improve patient care, quality, and safety.	Yes	64%	21%	15%	57%	25%	18%
	No	51%	24%	25%	50%	24%	26%
I have meaningful input into changes affecting my practice environment.	Yes	62%	12%	26%	49%	27%	24%
	No	38%	24%	38%	35%	27%	38%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	Yes	44%	25%	30%	49%	25%	25%
	No	31%	30%	39%	29%	33%	38%
Senior leaders seek physicians' input when setting the health authority's goals.	Yes	38%	26%	35%	40%	29%	31%
	No	25%	30%	45%	24%	32%	44%
Senior leaders' decision-making is transparent to physicians.	Yes	26%	29%	44%	25%	37%	39%
	No	19%	31%	51%	17%	32%	52%
This health authority values physicians' contributions.	Yes	48%	22%	29%	48%	32%	20%
	No	33%	34%	33%	34%	31%	35%

Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Medical Leadership - Physician Health and Safety Averages

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Practice Type	Primary Practice	Urban/Rural	Leadership
2025	Vancouver Coastal Health	Hospital	All	All	All	All	All

Question

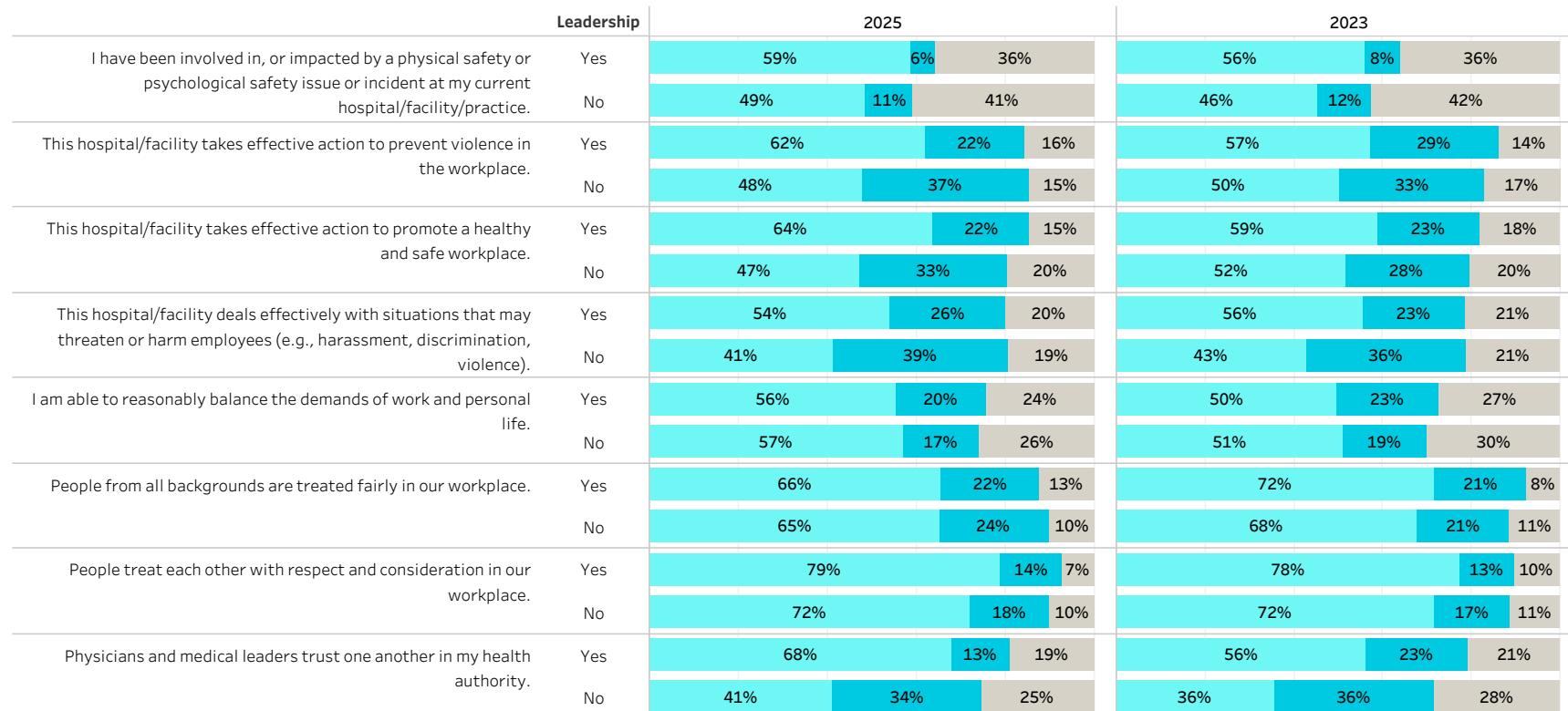
All

Vancouver Coastal Health Authority

2025 Respondents: 591

2023 Respondents: 696

Physician Health and Safety



Agree

Neutral

Disagree

Section 6

Gender and racial identity

The following section outlines survey results for each gender identity and racial identity, as selected by respondents.

The question themes are:

- Engagement
- Physician health and safety
- Physical and psychological safety incidents



Demographics - optional

The following questions were optional and revised for the 2025 survey. The gender identity options were recategorized and the questions asked to “select the option that best describes your identity”, with an additional question on transgender history. No comparisons are made with previous years’ data due to this change.

Gender identity (N=2249)

	n	%
Man	988	44%
Women	1076	48%
Nonbinary (e.g. agender, genderfluid, genderqueer, polygender)	10	<1%
Prefer not to answer	175	8%

Transgender History (N=2,245)

	n	%
Yes	*	*
No	2,037	91%
Prefer not to answer	199	9%

*N<10

Racial identity (N=2244)

	n	%
Indigenous (e.g. First Nations, Metis, Inuit/Inuk, other)	28	1%
Black	41	2%
East Asian	268	12%
Latina/Latino/Latinx	18	1%
Middle Eastern, Arab or West Asian	82	4%
South Asian or Indo-Caribbean	126	6%
Southeast Asian	102	5%
White	1347	60%
Another race category (please specify)	63	3%
Prefer not to answer	242	11%

Gender: Responses provincially

- Overall engagement averages
- Each of the nine engagement questions
- Physician health and safety scores
- Incidents related to physical and psychological safety

2025 Doctors of BC Health Authority Engagement Survey

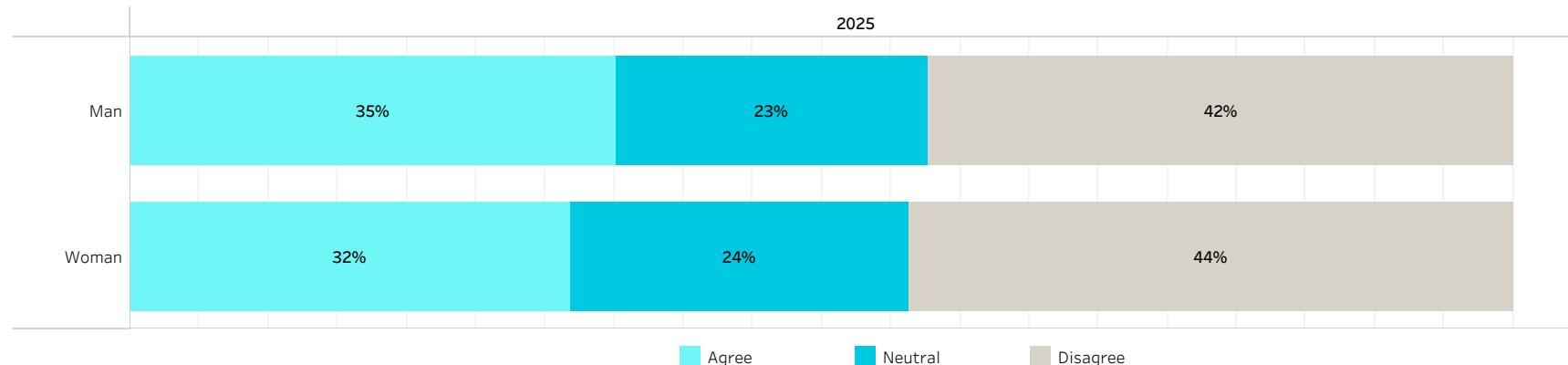
Gender - Overall Engagement Averages

Survey Year
2025

Gender Identity
Multiple values

All - Gender Identity

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



2025 Doctors of BC Health Authority Engagement Survey

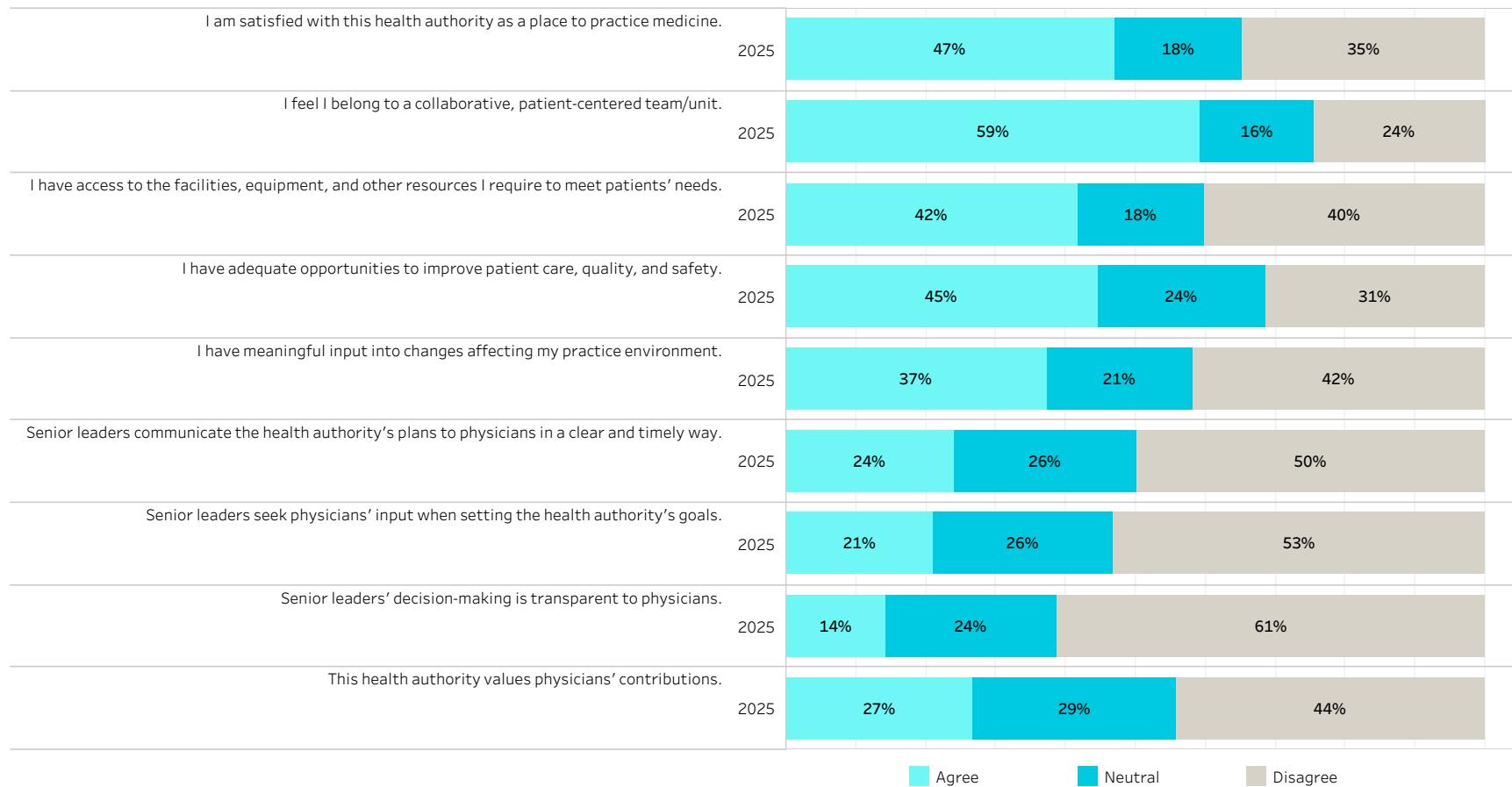
Gender - Engagement Averages

Survey Year 2025 **Gender Identity** Man

Man

2025 **Respondents: 988**

Engagement



2025 Doctors of BC Health Authority Engagement Survey

Gender - Physician Health and Safety Averages

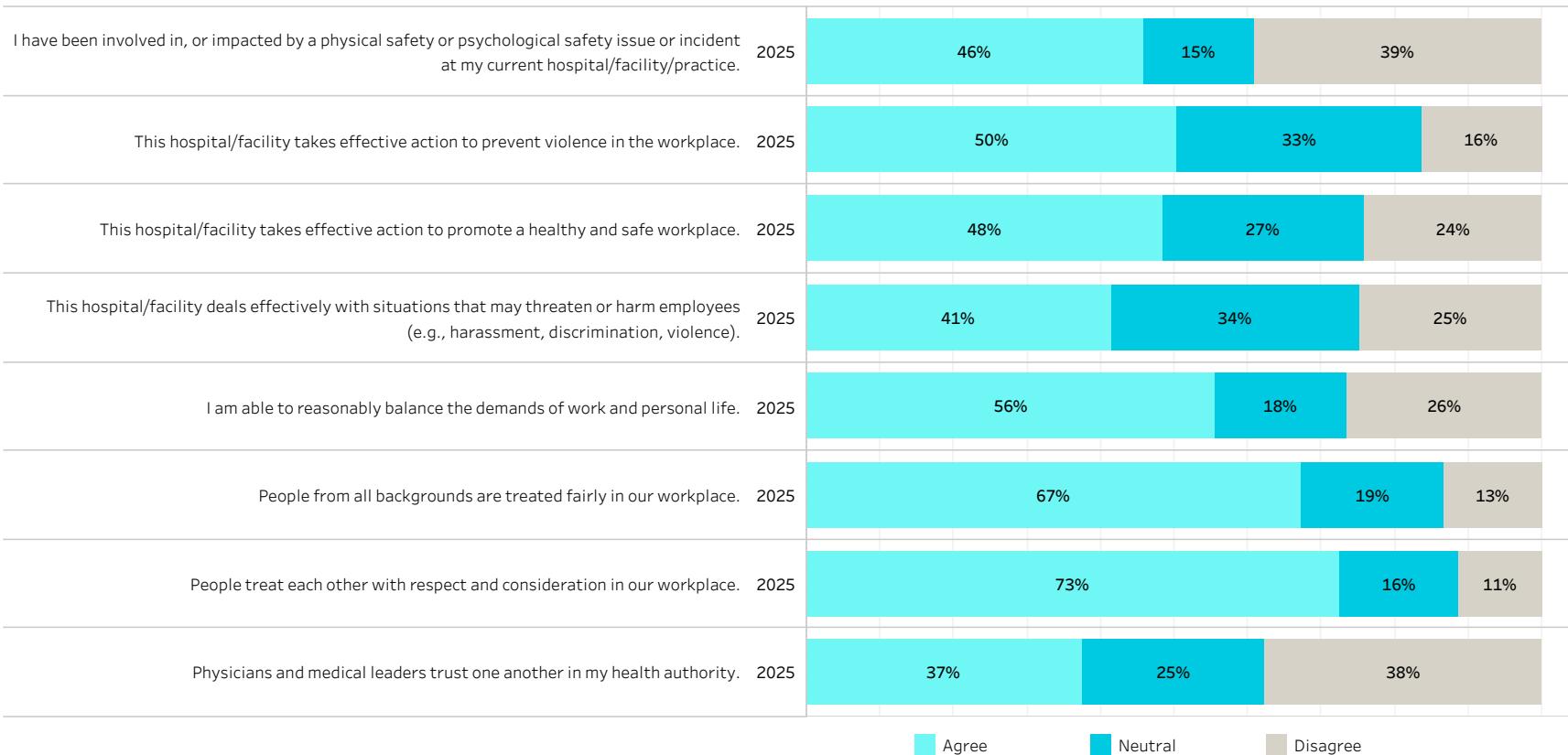
Survey Year
2025

Gender Identity
Man

Man

2025 Respondents: 988

Physician Health and Safety



2025 Doctors of BC Health Authority Engagement Survey

Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	All	Hospital	All	All	All	All	Man	All

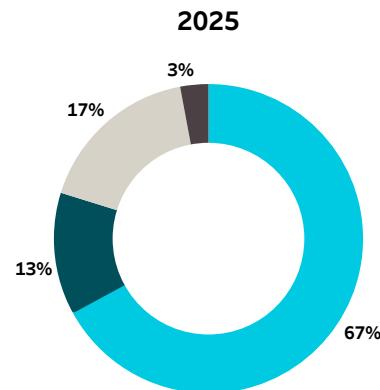
Man

2025 Respondents: 988

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	31%	307	16.1	3.0	1	999
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	37%	364	41.0	4.0	1	999

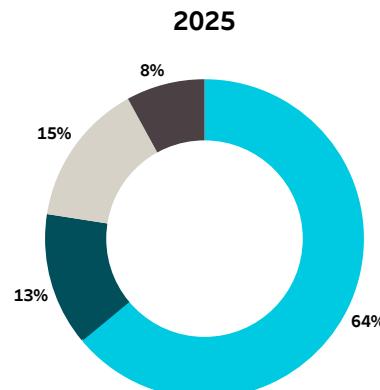
* % of physicians who experienced incidents

Physical safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Gender - Engagement Averages

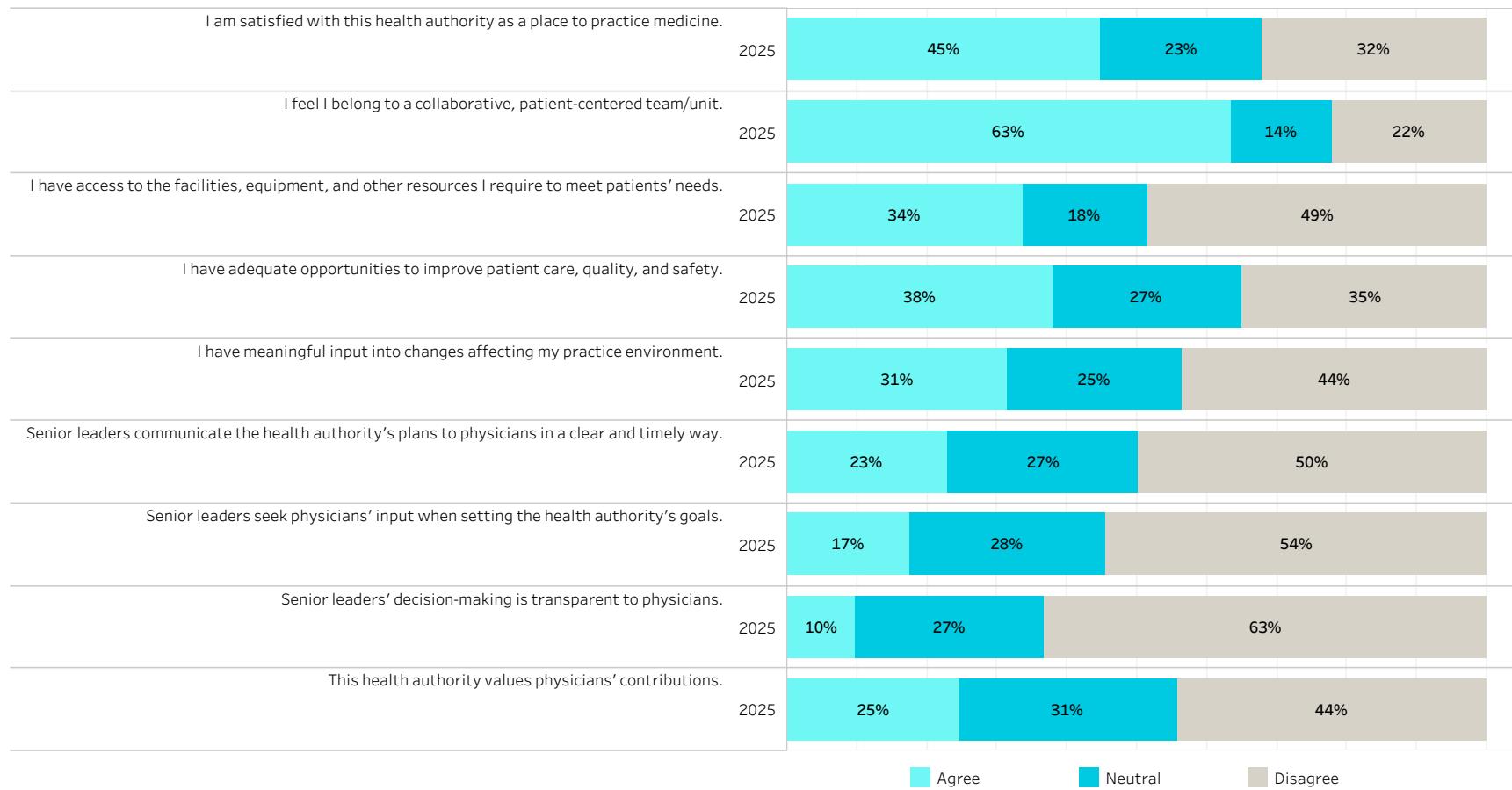
Survey Year
2025

Gender Identity
Woman

Woman

2025 Respondents: 1,076

Engagement



2025 Doctors of BC Health Authority Engagement Survey

Gender - Physician Health and Safety Averages

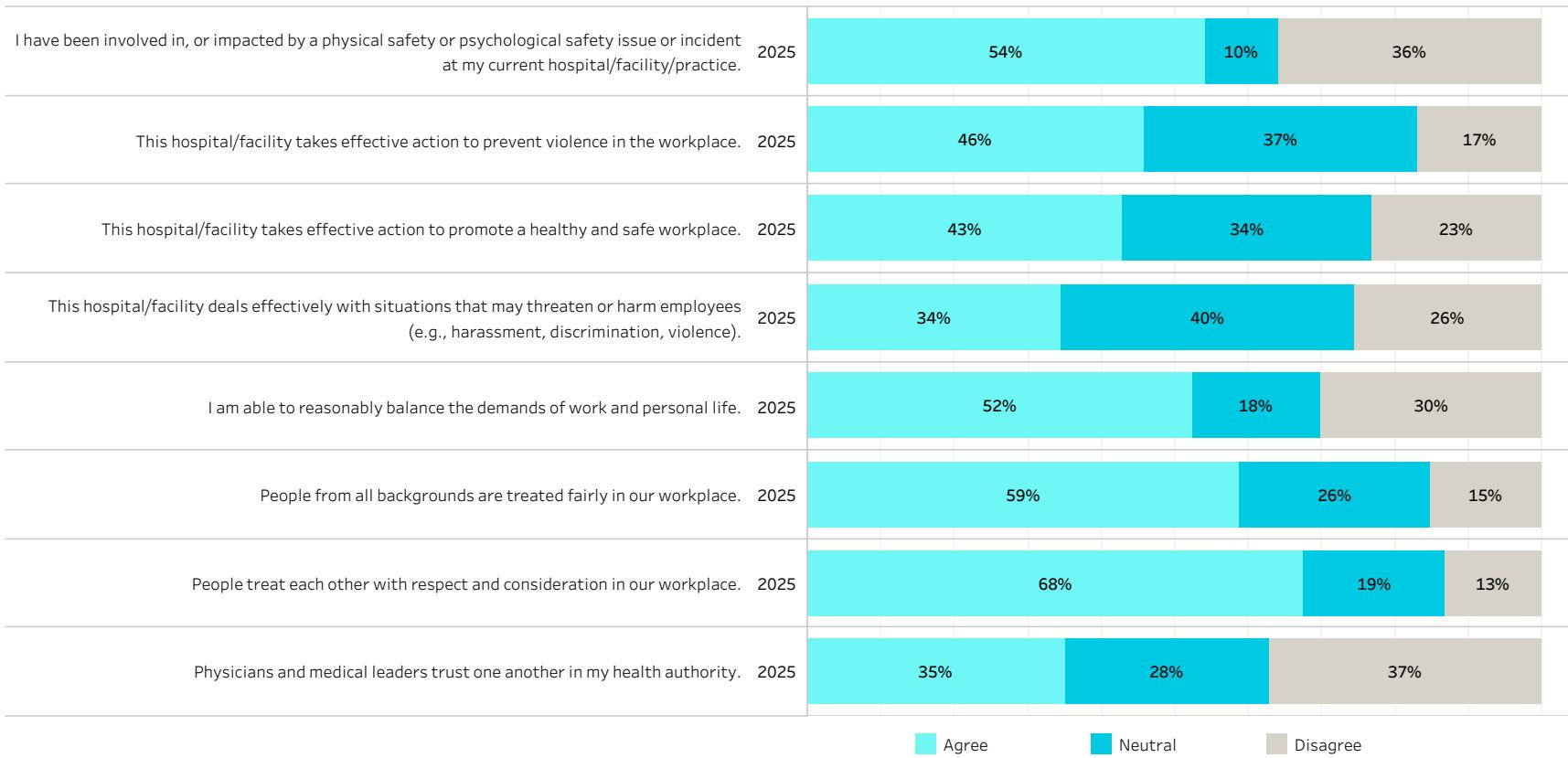
Survey Year
2025

Gender Identity
Woman

Woman

2025 Respondents: 1,076

Physician Health and Safety



2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	All	Hospital	All	All	All	All	Woman	All

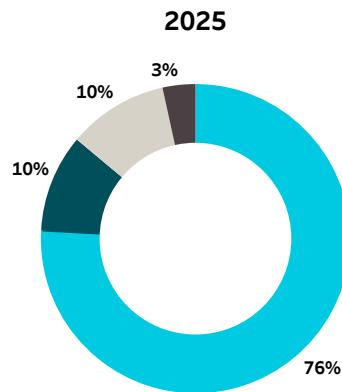
Woman

2025 Respondents: 1,076

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	35%	381	8.5	3.0	1	200
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	48%	512	20.7	4.0	1	999

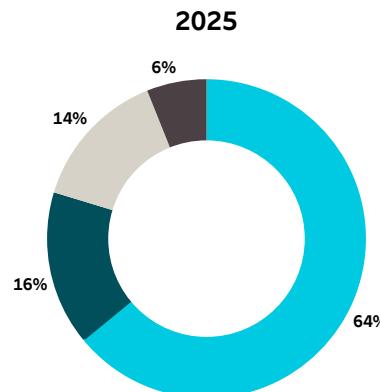
* % of physicians who experienced incidents

Physical safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

Racial Identity: Responses provincially

- Overall engagement averages
- Each of the nine engagement questions
- Physician health and safety scores
- Incidents related to physical and psychological safety

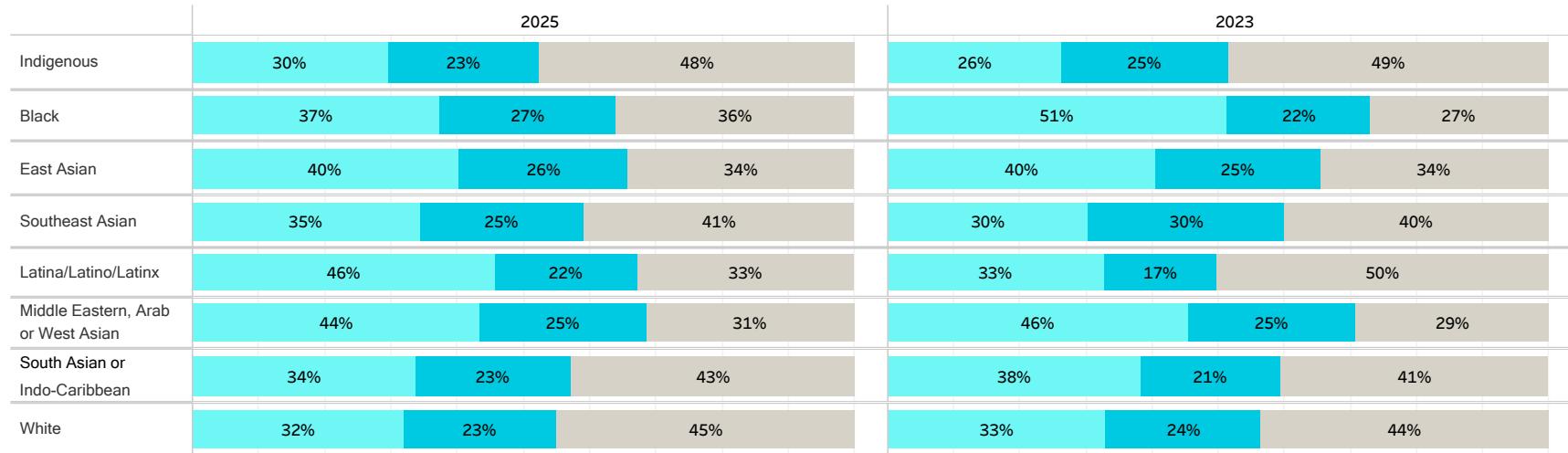
2025 Doctors of BC Health Authority Engagement Survey

Racial Identity - Overall Engagement Averages

Survey Year
2025

All - Racial Identity

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



2025 Doctors of BC Health Authority Engagement Survey

Racial Identity - Engagement Averages

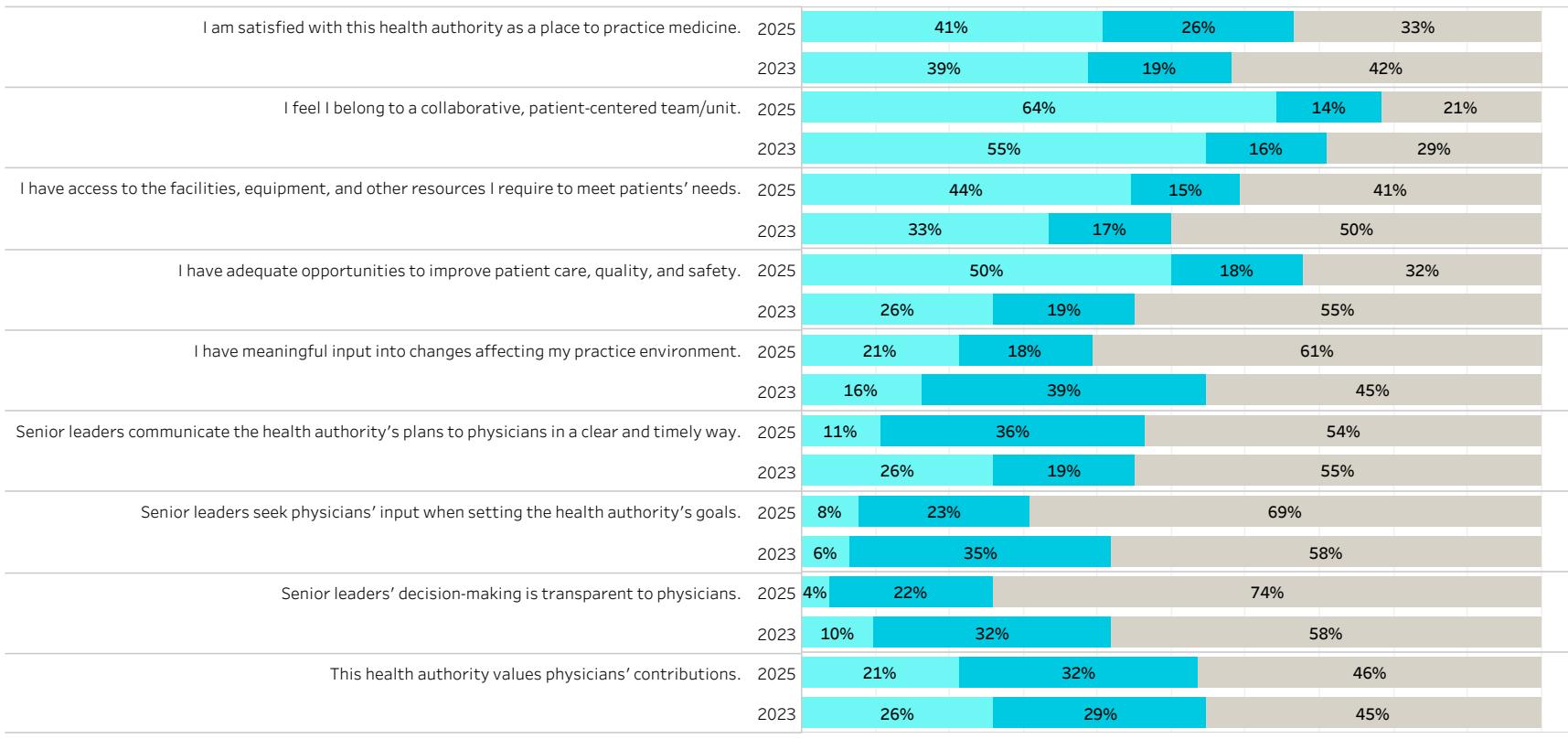
Survey Year Racial Identity
2025 Indigenous

Indigenous (e.g. First Nations, Métis, Inuit/Inuk, other)

2025 Respondents: 28

2023 Respondents: 31

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Racial Identity - Physician Health and Safety Averages

Survey Year
2025

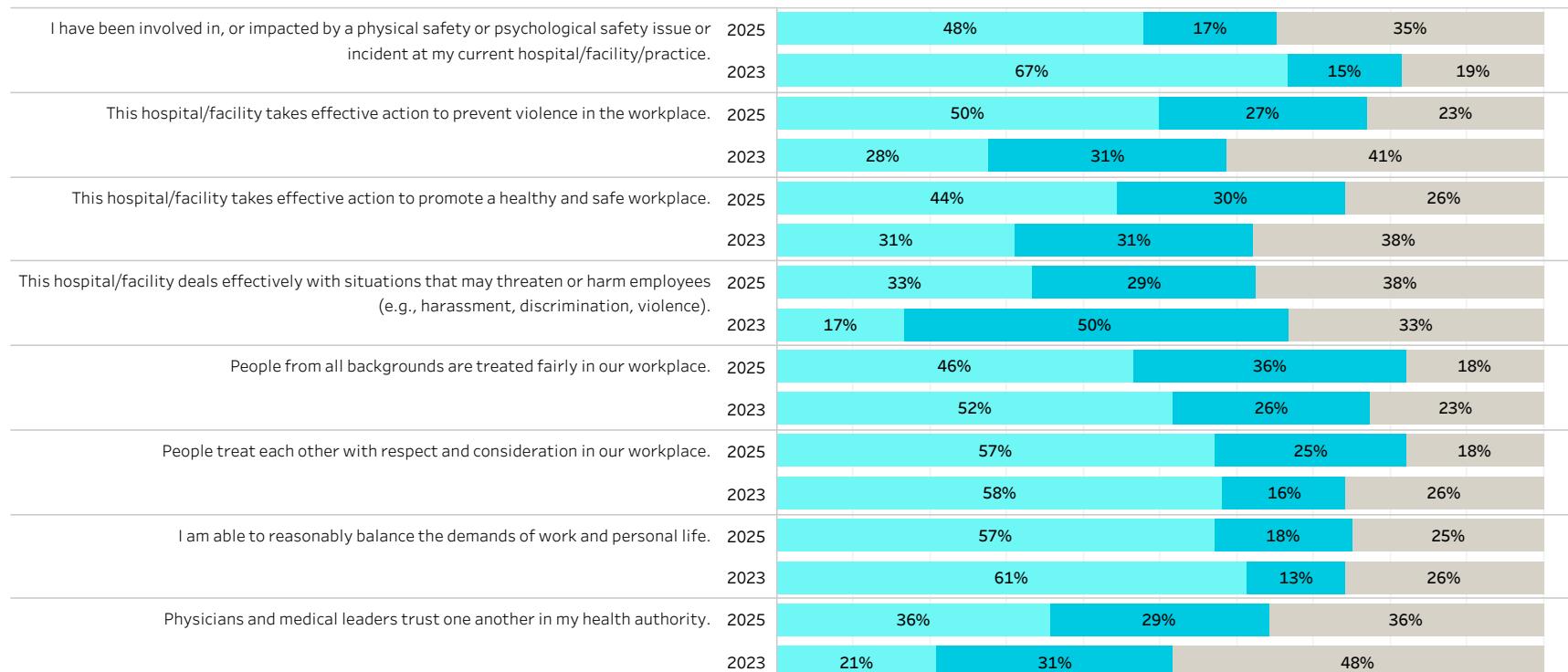
Racial Identity
Indigenous

Indigenous (e.g. First Nations, Métis, Inuit/Inuk, other)

2025 Respondents: 28

2023 Respondents: 31

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	All	Hospital	All	All	All	All	All	Indigenous

Indigenous (e.g. First Nations, Métis, Inuit/Inuk, other)

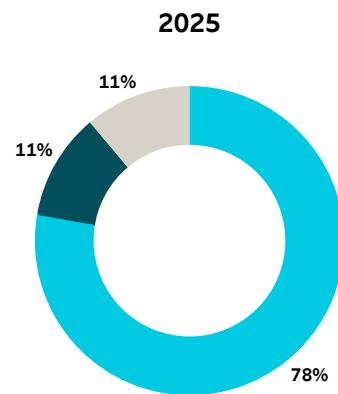
2025 Respondents: 28

2023 Respondents: 31

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	32%	9	5.7	2.0	1	30
	2023	52%	16	12.7	2.5	1	150
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	46%	13	10.4	4.0	1	90
	2023	68%	21	10.4	5.0	1	100

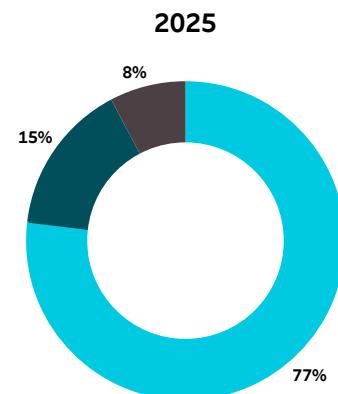
* % of physicians who experienced incidents

Physical safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents

Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

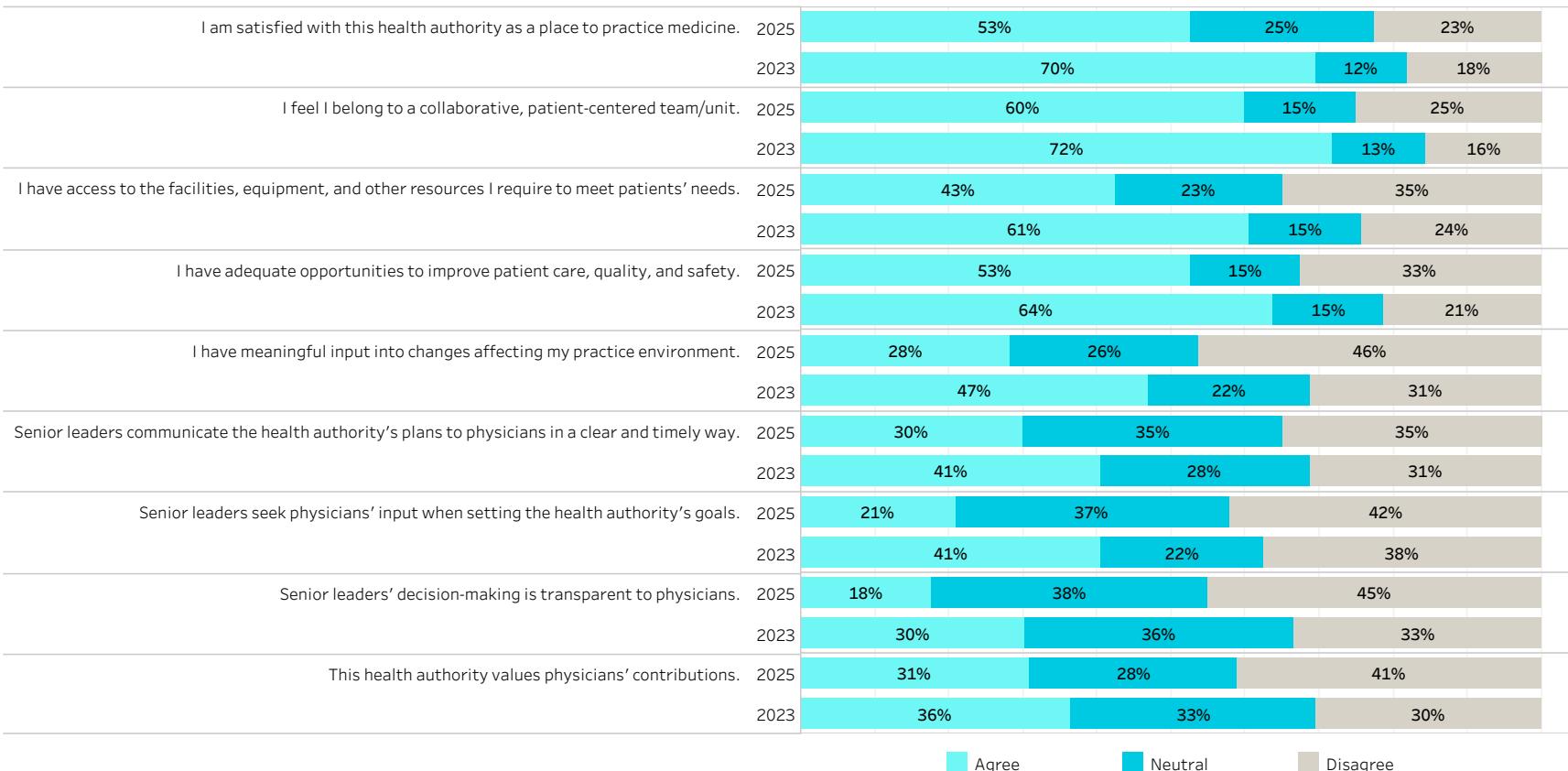
Racial Identity - Engagement Averages

Survey Year Racial Identity
2025 Black

Black

2025 Respondents: 41
2023 Respondents: 33

Engagement



2025 Doctors of BC Health Authority Engagement Survey

Racial Identity - Physician Health and Safety Averages

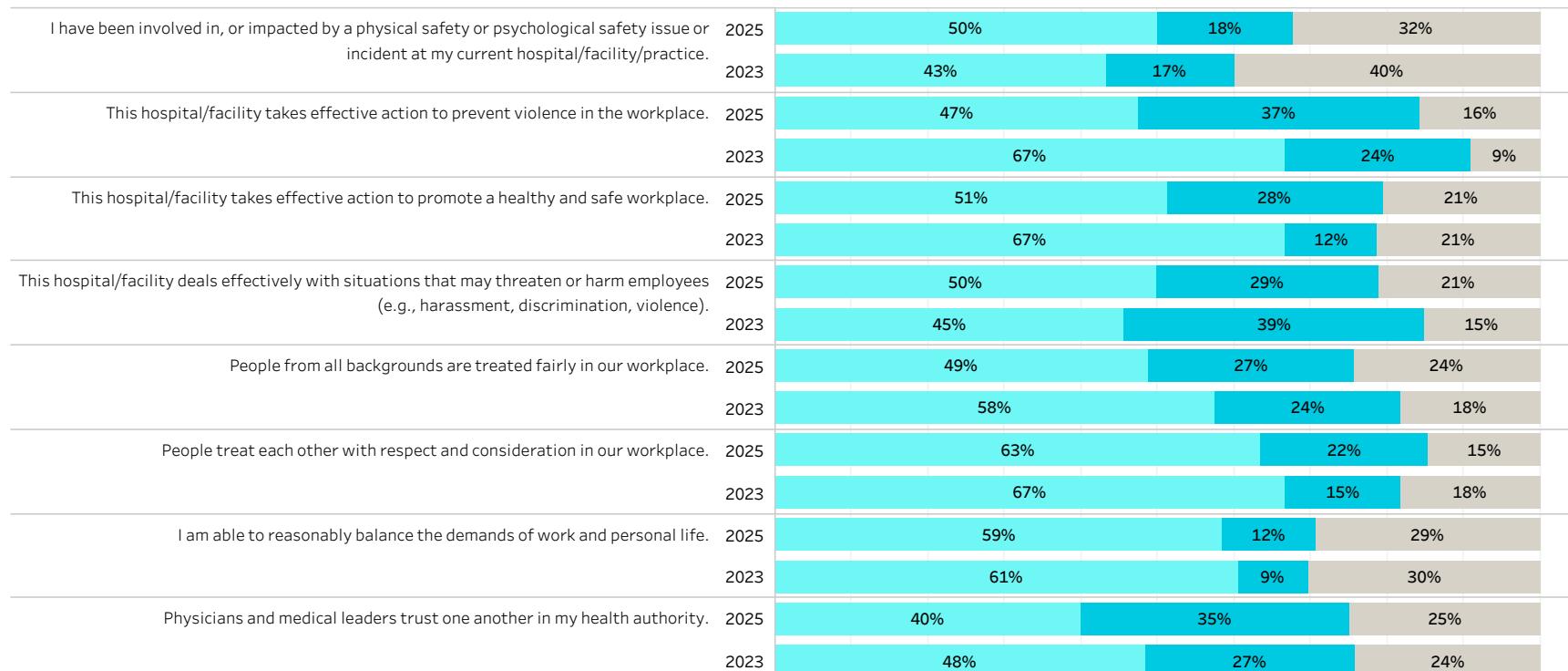
Survey Year Racial Identity
2025 Black

Black

2025 Respondents: 41

2023 Respondents: 33

Physician Health and Safety



 Agree

 Neutral

 Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	All	Hospital	All	All	All	All	All	Black

Black

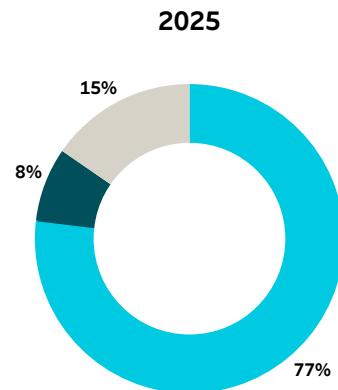
2025 Respondents: 41

2023 Respondents: 33

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	32%	13	4.9	3.0	1	20
	2023	39%	13	3.5	2.0	1	10
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	41%	17	18.5	2.0	1	200
	2023	33%	11	16.5	2.0	1	144

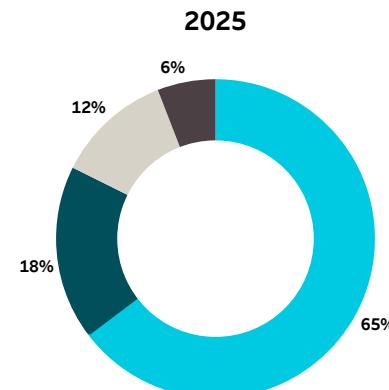
* % of physicians who experienced incidents

Physical safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents

Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

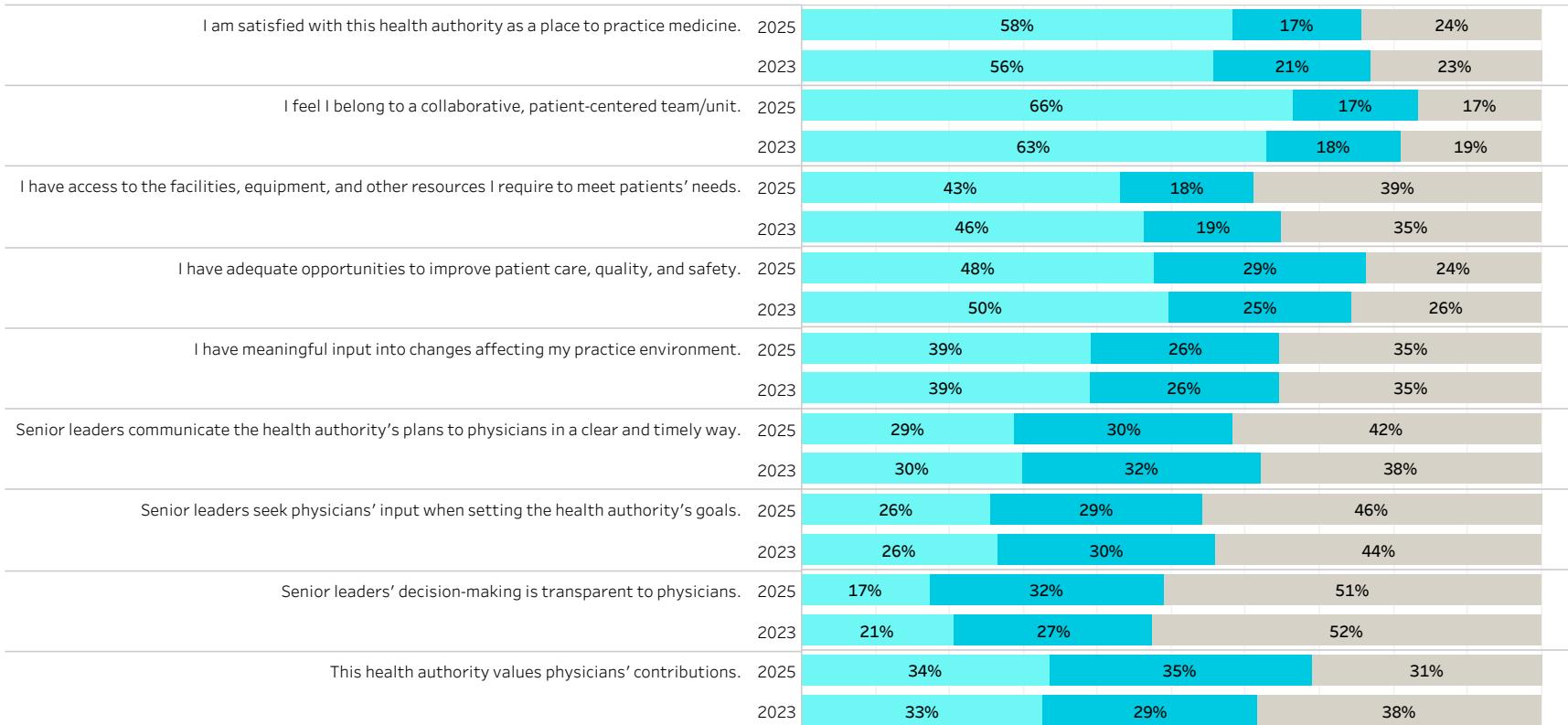
Racial Identity - Engagement Averages

Survey Year Racial Identity
2025 East Asian

East Asian

2025 Respondents: 268
2023 Respondents: 332

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Racial Identity - Physician Health and Safety Averages

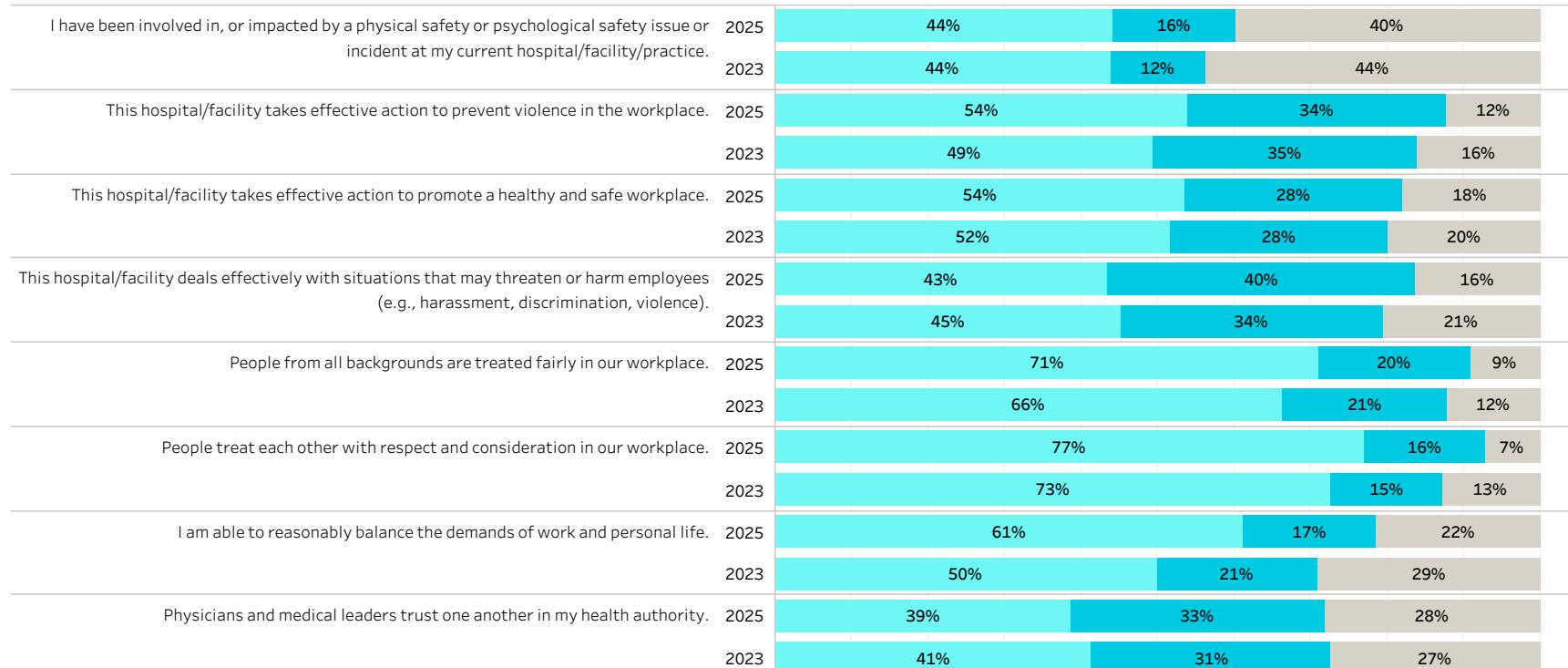
Survey Year: 2025
Racial Identity: East Asian

East Asian

2025 Respondents: 268

2023 Respondents: 332

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	All	Hospital	All	All	All	All	All	East Asian

East Asian

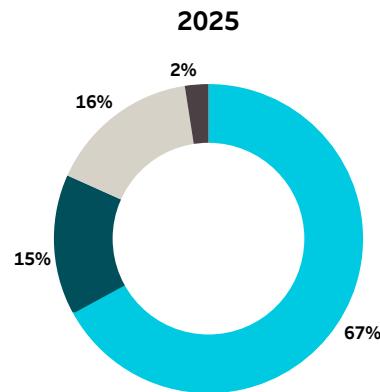
2025 Respondents: 268

2023 Respondents: 332

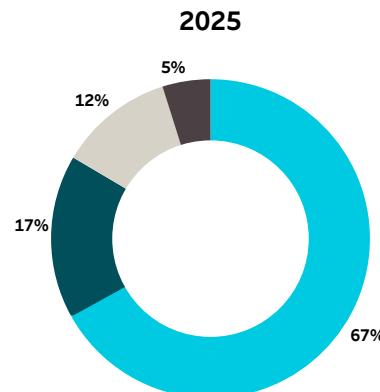
		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	31%	82	8.5	3.0	1	100
	2023	33%	109	12.1	3.0	1	365
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	38%	103	30.0	3.0	1	999
	2023	44%	147	24.9	4.0	1	999

* % of physicians who experienced incidents

Physical safety incident breakdown



Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Racial Identity - Engagement Averages

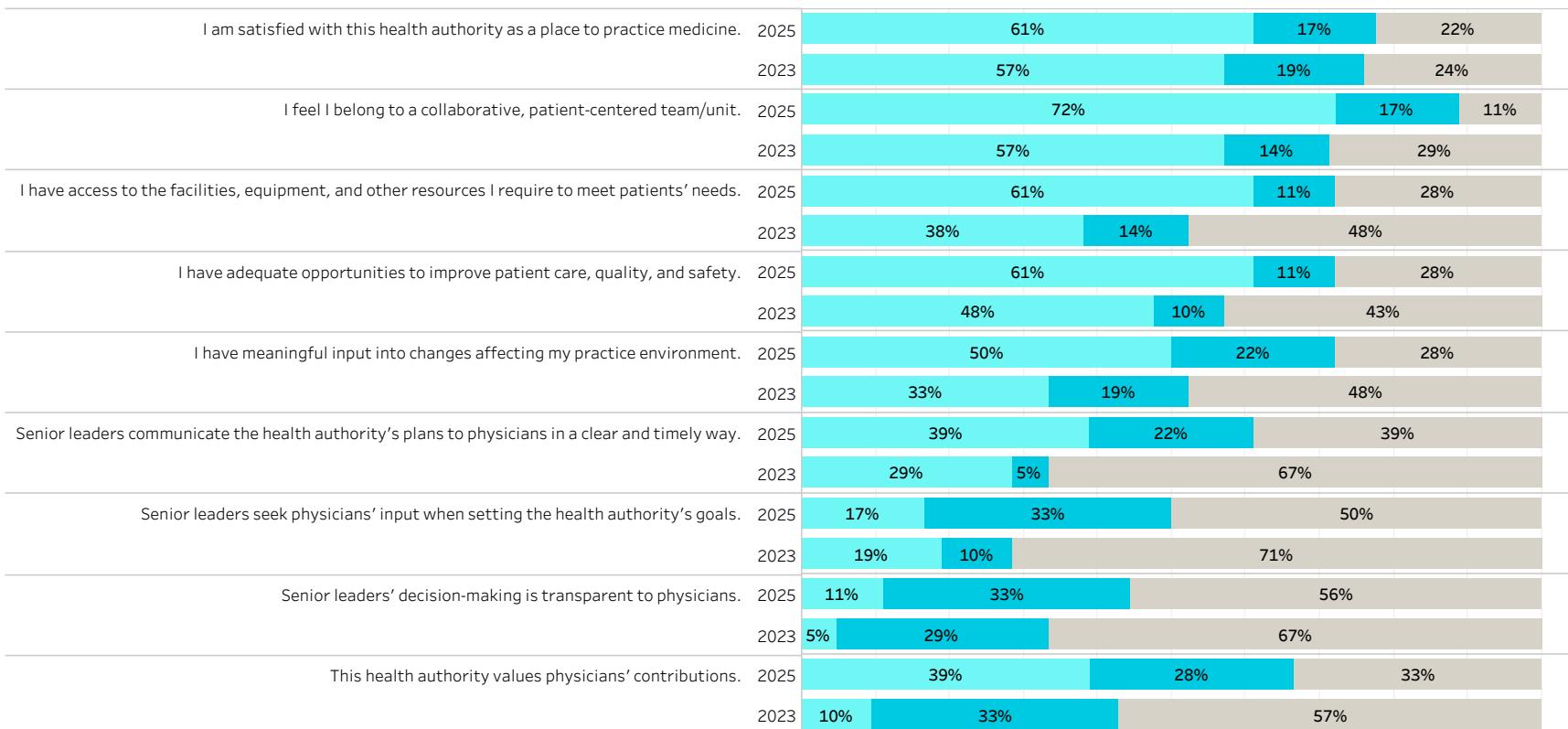
Survey Year 2025 **Racial Identity** Latina/Latino/Latinx

Latina/Latino/Latinx

2025 Respondents: 18

2023 Respondents: 21

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Racial Identity - Physician Health and Safety Averages

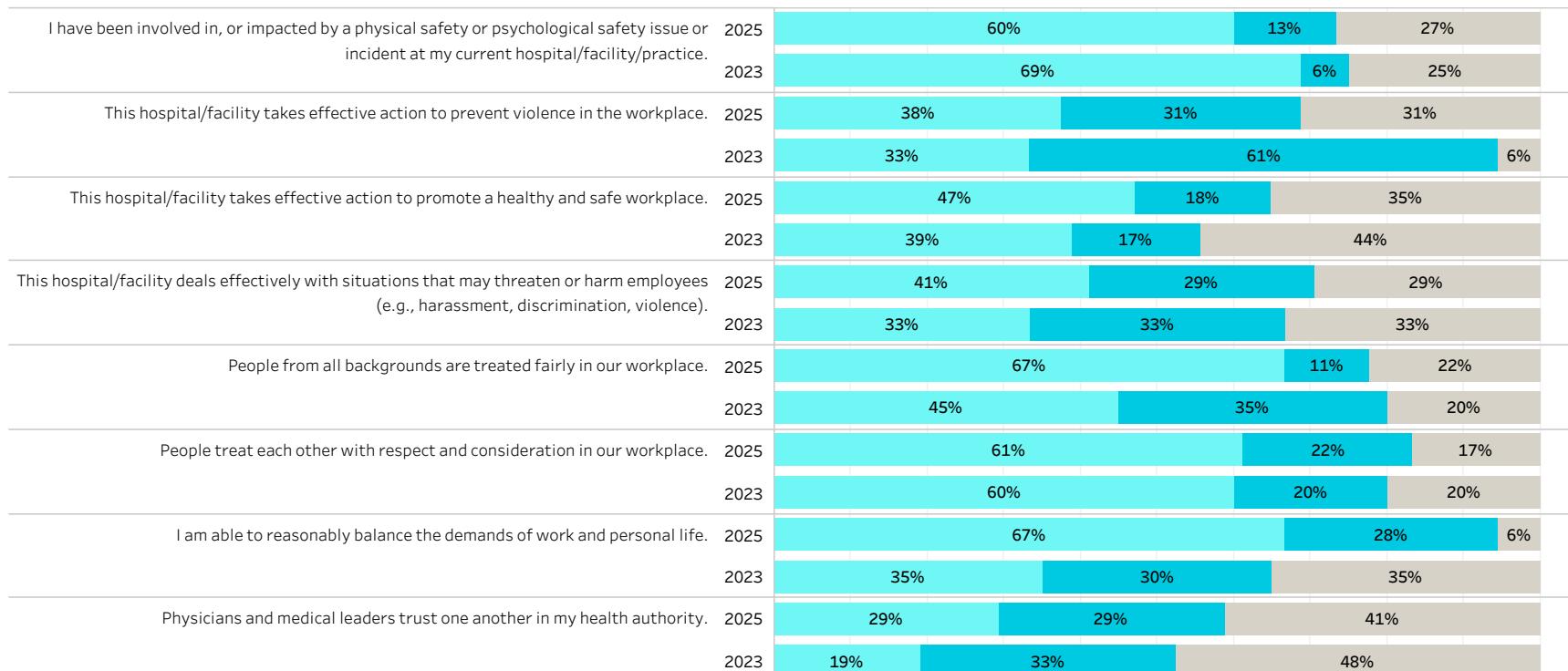
Survey Year **Racial Identity**
2025 Latina/Latino/Latinx

Latina/Latino/Latinx

2025 **Respondents: 18**

2023 **Respondents: 21**

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	All	Hospital	All	All	All	All	All	Latina/Latino/Latinx

Latina/Latino/Latinx

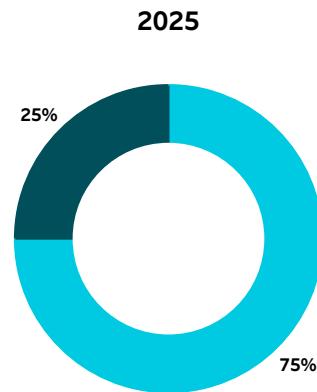
2025 Respondents: 18

2023 Respondents: 21

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	44%	8	3.5	1.0	1	10
	2023	52%	11	44.9	3.0	1	365
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	39%	7	147.3	3.0	1	999
	2023	43%	9	48.0	1.0	1	365

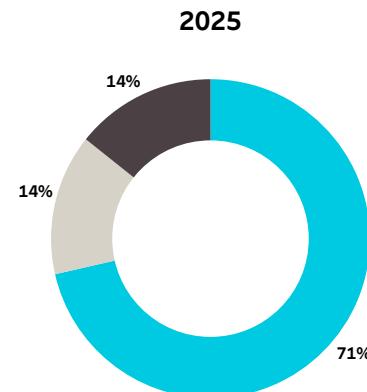
* % of physicians who experienced incidents

Physical safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents

Psychological safety incident breakdown



■ 1-5 incidents ■ 11-50 incidents ■ 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Racial Identity - Engagement Averages

Survey Year **Racial Identity**

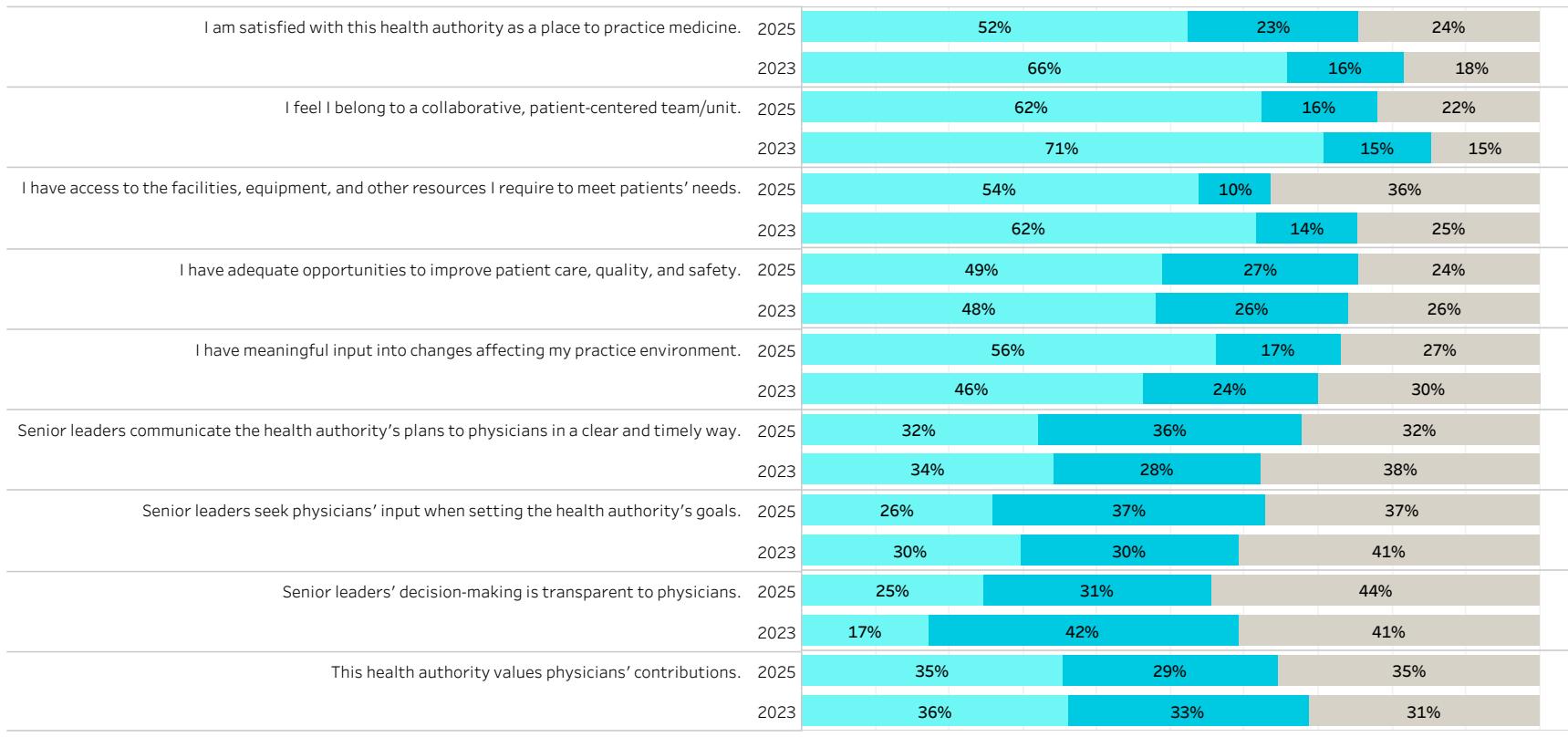
2025 Middle Eastern, Arab or West Asian

Middle Eastern, Arab or West Asian

2025 **Respondents: 82**

2023 **Respondents: 82**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Racial Identity - Physician Health and Safety Averages

Survey Year
2025

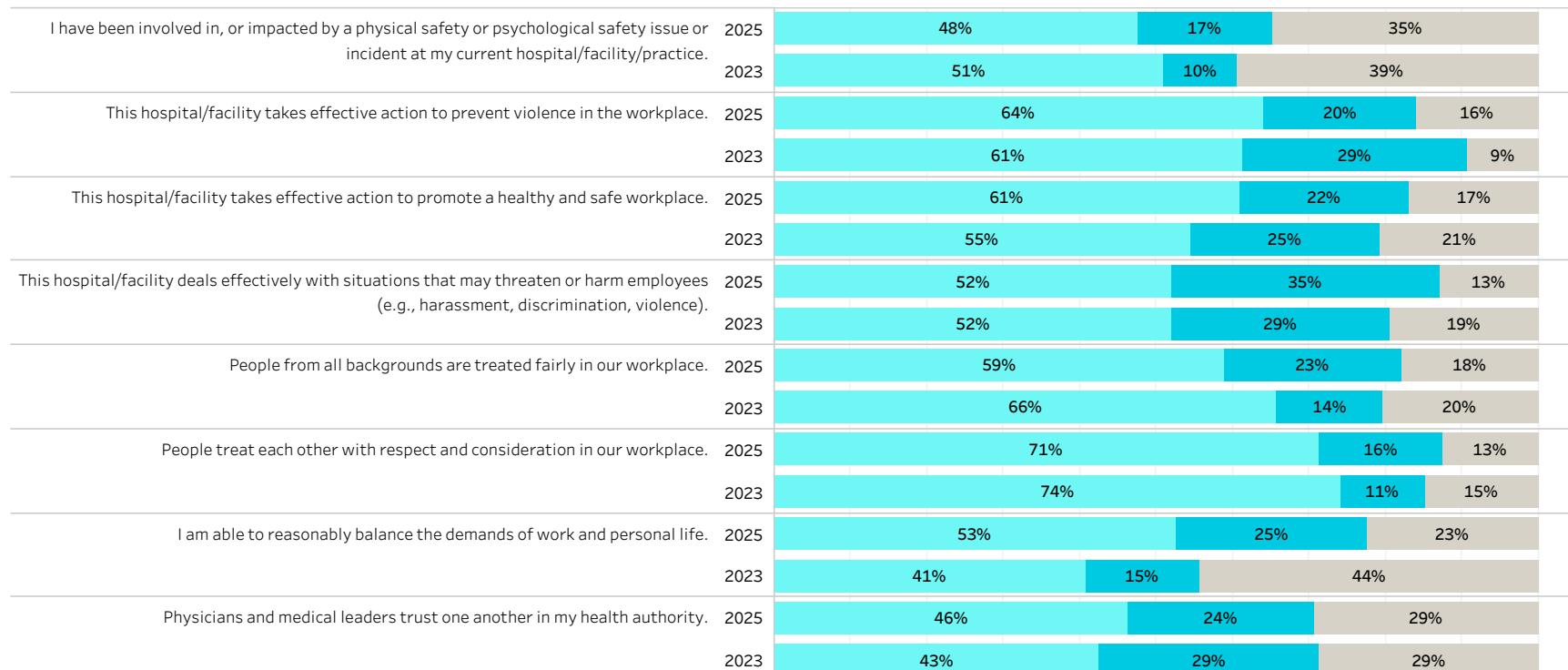
Racial Identity
Middle Eastern, Arab or West Asian

Middle Eastern, Arab or West Asian

2025 Respondents: 82

2023 Respondents: 82

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	All	Hospital	All	All	All	All	All	Middle Eastern, Arab or West Asian.

Middle Eastern, Arab or West Asian

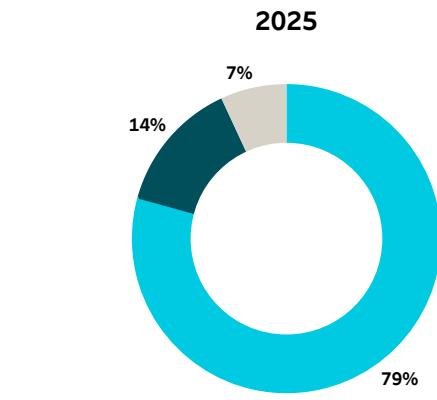
2025 Respondents: 82

2023 Respondents: 82

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	35%	29	4.0	2.0	1	20
	2023	26%	21	7.6	4.0	1	50
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	46%	38	18.3	3.5	1	500
	2023	49%	40	43.3	4.5	1	999

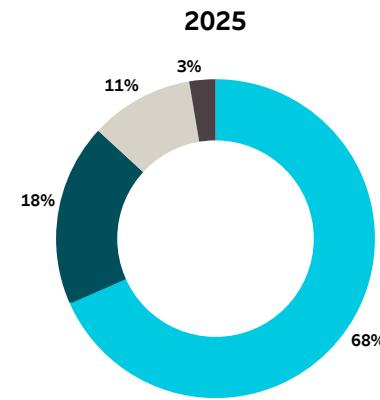
* % of physicians who experienced incidents

Physical safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents

Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Racial Identity - Engagement Averages

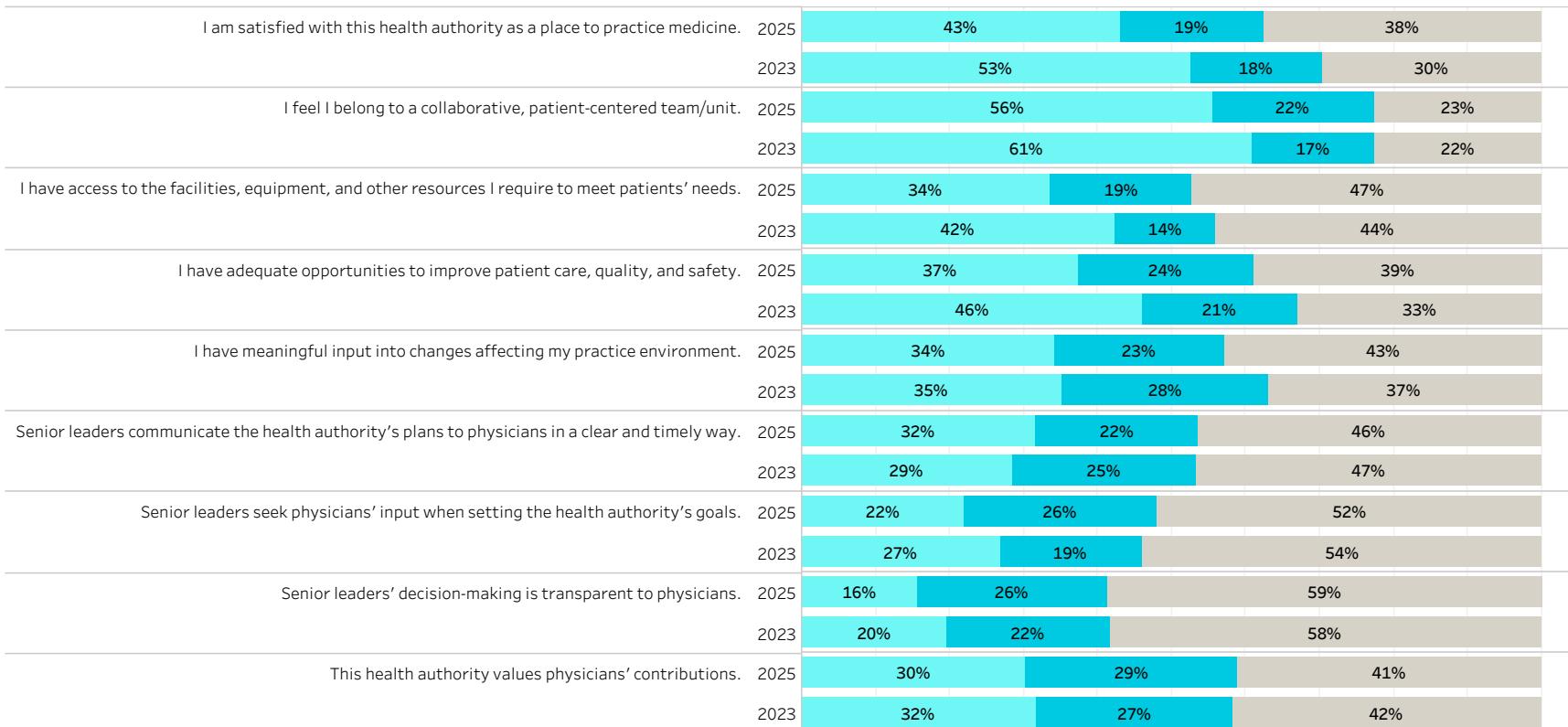
Survey Year
2025

Racial Identity
South Asian or Indo-Caribbean

South Asian or Indo-Caribbean

2025 **Respondents: 126**
2023 **Respondents: 192**

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Racial Identity - Physician Health and Safety Averages

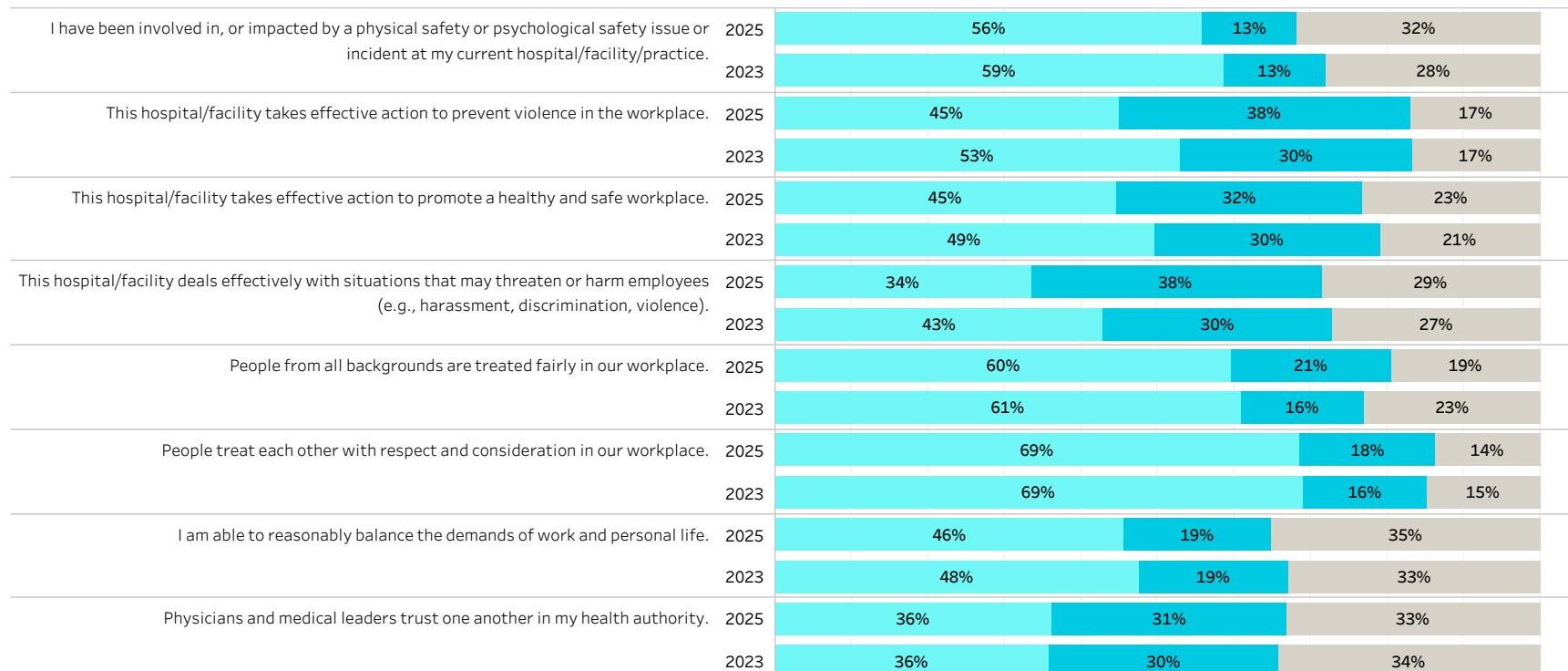
Survey Year **Racial Identity**
2025 South Asian or Indo-Caribbean

South Asian or Indo-Caribbean

2025 Respondents: 126

2023 Respondents: 192

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	All	Hospital	All	All	All	All	All	South Asian or Indo-Caribbean

South Asian or Indo-Caribbean

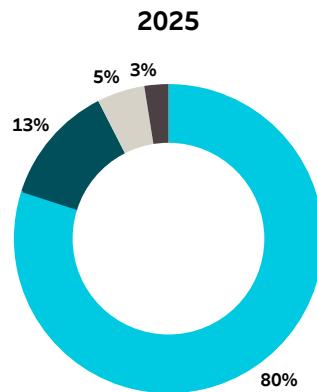
2025 Respondents: 126

2023 Respondents: 192

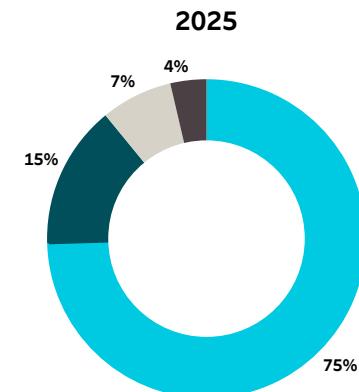
		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	32%	40	8.0	2.0	1	150
	2023	39%	75	13.4	3.0	1	500
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	44%	55	8.7	2.0	1	175
	2023	48%	93	20.5	5.0	1	999

* % of physicians who experienced incidents

Physical safety incident breakdown



Psychological safety incident breakdown



1-5 incidents 6-10 incidents 11-50 incidents 51+ incidents

1-5 incidents 6-10 incidents 11-50 incidents 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Racial Identity - Engagement Averages

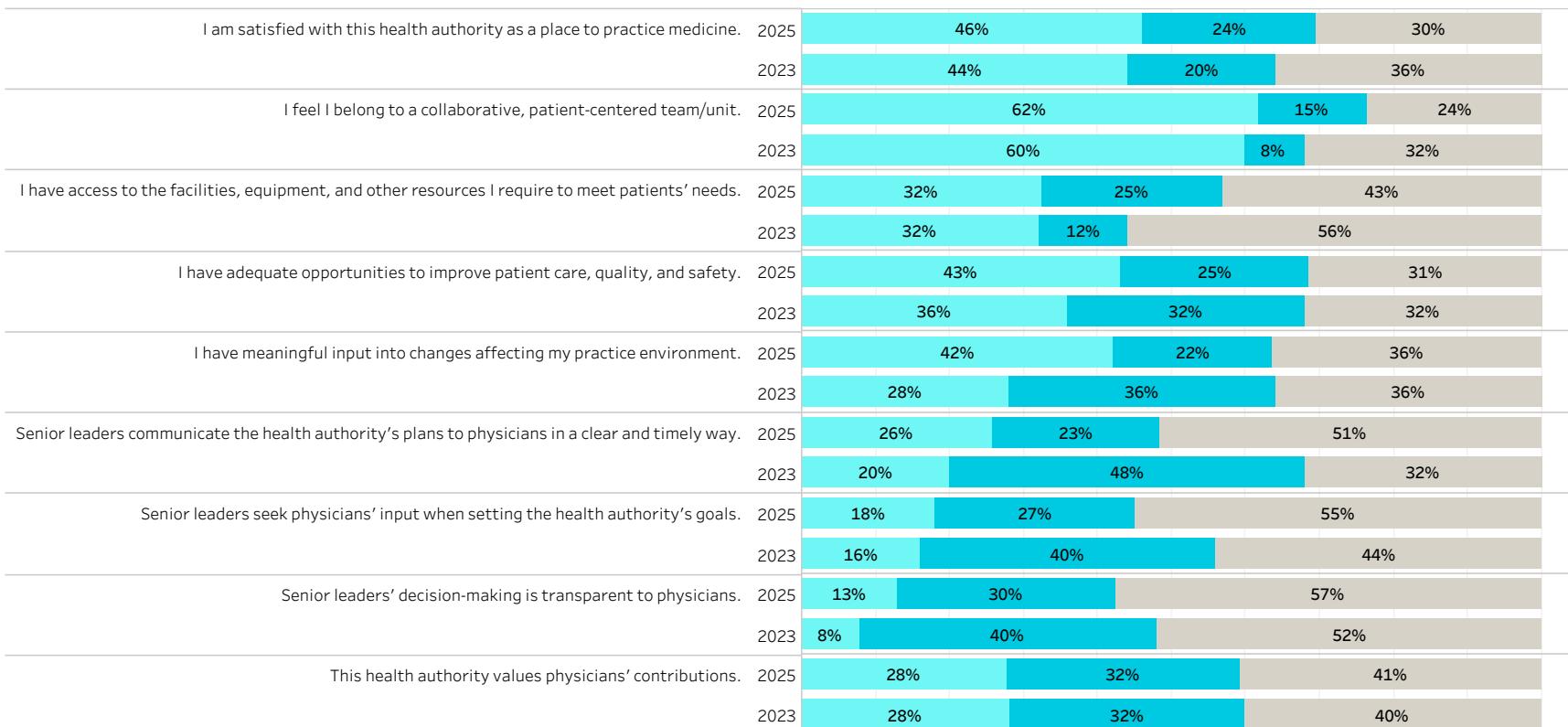
Survey Year: 2025 Racial Identity: Southeast Asian

Southeast Asian

2025 Respondents: 102

2023 Respondents: 25

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Racial Identity - Physician Health and Safety Averages

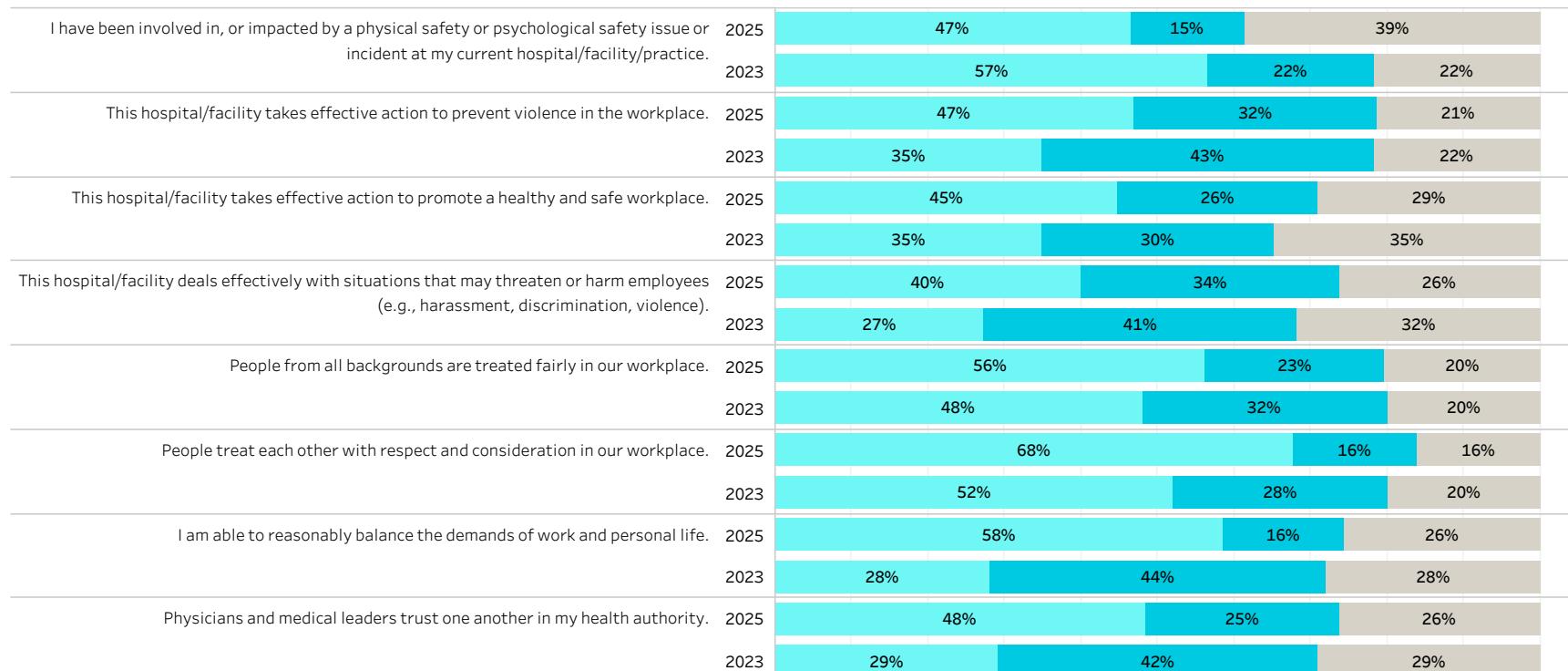
Survey Year: 2025
 Racial Identity: Southeast Asian

Southeast Asian

2025 Respondents: 102

2023 Respondents: 25

Physician Health and Safety



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	All	Hospital	All	All	All	All	All	Southeast Asian

Southeast Asian

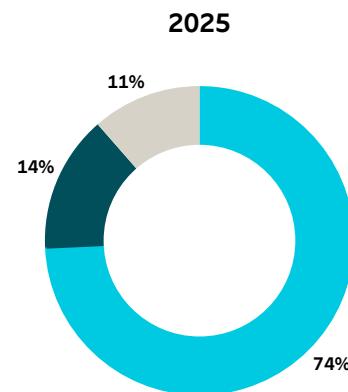
2025 Respondents: 102

2023 Respondents: 25

		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	34%	35	4.1	2.0	1	15
	2023	36%	9	7.9	5.0	2	24
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	46%	47	21.3	5.0	1	500
	2023	60%	15	16.9	5.0	1	100

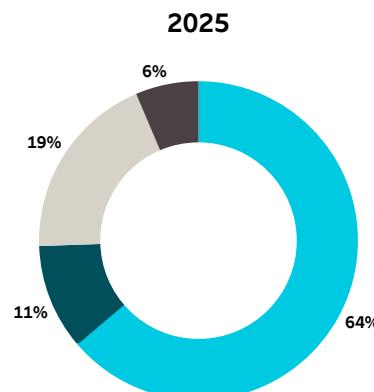
* % of physicians who experienced incidents

Physical safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents

Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

2025 Doctors of BC Health Authority Engagement Survey

Racial Identity - Engagement Averages

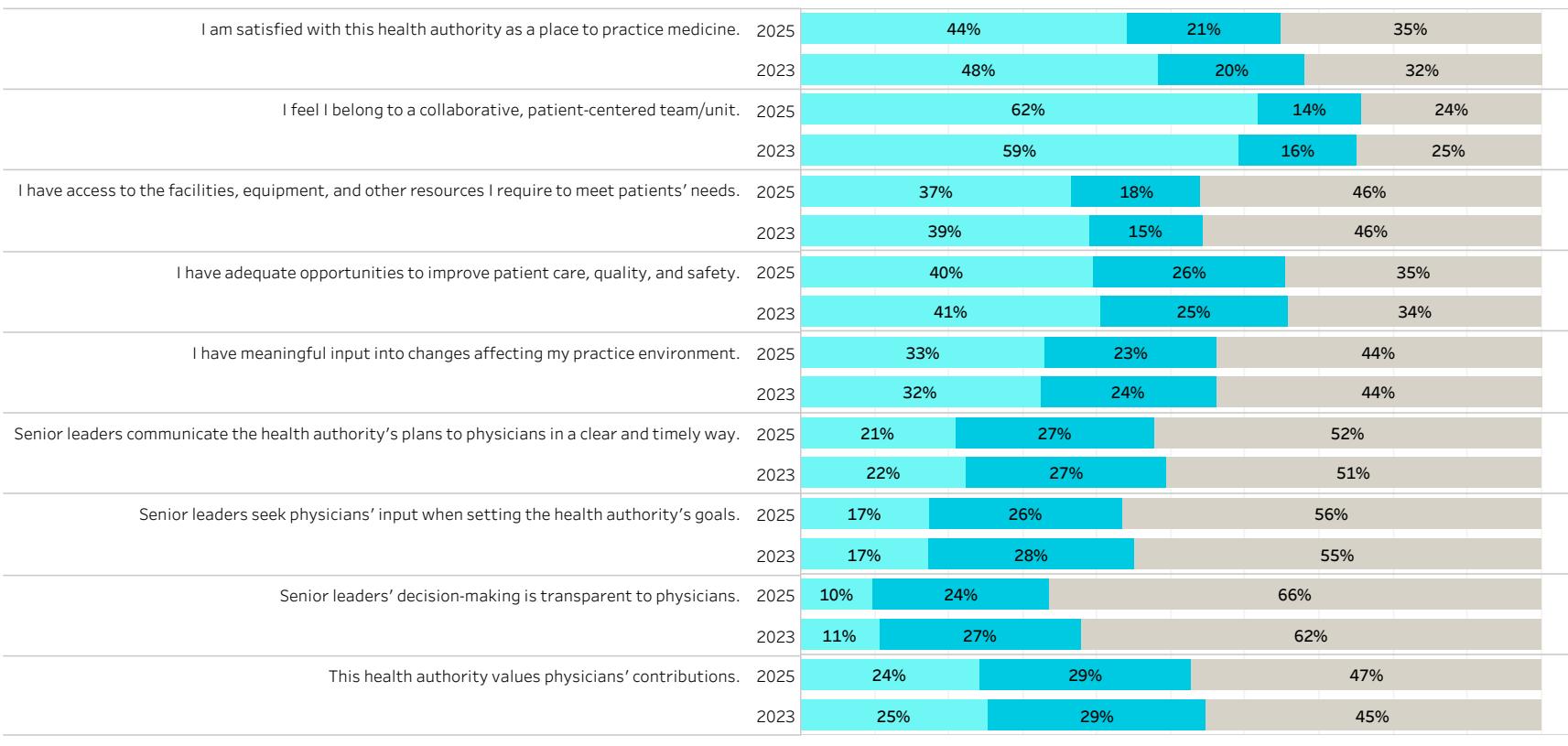
Survey Year Racial Identity
2025 White

White

2025 Respondents: 1,347

2023 Respondents: 1,595

Engagement



Agree

Neutral

Disagree

2025 Doctors of BC Health Authority Engagement Survey

Racial Identity - Physician Health and Safety Averages

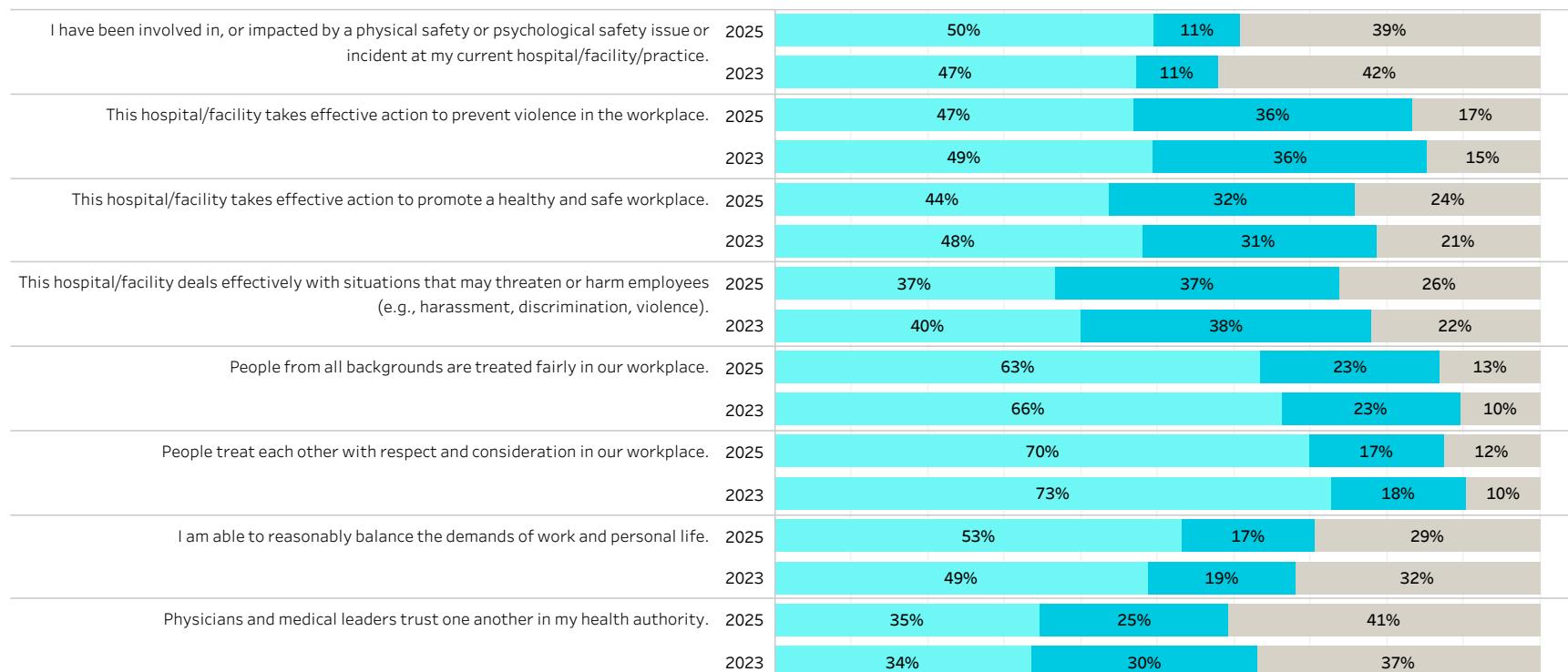
Survey Year Racial Identity
2025 White

White

2025 Respondents: 1,347

2023 Respondents: 1,595

Physician Health and Safety



 Agree

 Neutral

 Disagree

2025 Doctors of BC Health Authority Engagement Survey Physical and Psychological Safety Incidents

Survey Year	Health Authority	Hospital or Division	Hospital List / Division List	Primary Practice	Practice Type	Urban/Rural	Gender Identity	Racial Identity
2025	All	Hospital	All	All	All	All	All	White

White

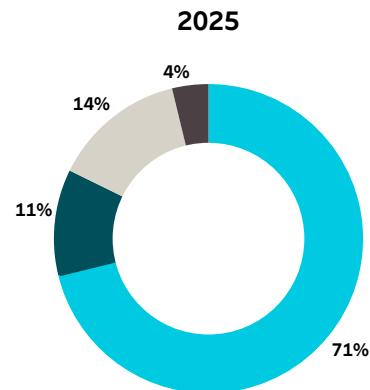
2025 Respondents: 1,347

2023 Respondents: 1,595

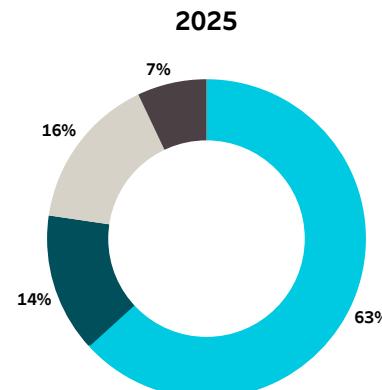
		Yes*	Count	Mean	Median	Min	Max
Approximately how many times have you experienced a PHYSICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	33%	451	14.4	3.0	1	999
	2023	32%	510	13.0	3.0	1	999
Approximately how many times have you experienced a PSYCHOLOGICAL safety incident over the past 12 months? (e.g. 0 to 999)	2025	42%	569	30.3	4.0	1	999
	2023	42%	671	24.0	4.0	1	999

* % of physicians who experienced incidents

Physical safety incident breakdown



Psychological safety incident breakdown



■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

■ 1-5 incidents ■ 6-10 incidents ■ 11-50 incidents ■ 51+ incidents

If you would like to request a presentation of the survey at your local hospital or work site, or if you have any questions or comments regarding the survey results and next steps, please contact advocacy@doctorsofbc.ca.

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