

2022 Health Authority Engagement Survey Results Supplemental Report



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Survey Introduction

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

The survey used 18 questions with a 5-point Likert scale, adopting questions from Health Standards Organization's Physician Work Life Pulse Tool and the Guarding Minds Survey. The analysis is presented in an agree, neutral, disagree format.

The overall data is valid 19 times out of 20 with a margin of error of +/- 1.57%. All percentages have been rounded to the nearest whole number. Sample sizes for the demographic breakdowns are included in some of the charts below.



Response Rates and Sample Sizes

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

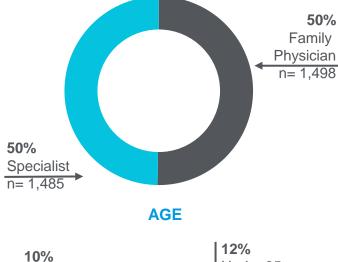
Health Authority Sample Sizes	2022	2021	2020	2019	2018	2017	2016	Number of Surveys Sent	2022	2021	2020	2019	2018	2017	2016
First Nations Health Authority	4	3	5	2	3	4	6	Total number of surveys sent	12,689	12,112	11,523	11,504	11,153	11,342	12,580
Fraser Health	646	758	735	664	650	729	555	Responses	2,983	3,301	3,200	2,928	2,657	2,998	2,485
Interior Health	658	617	563	523	528	573	388	Response rate (%)	24%	27%	28%	26%	24%	26%	20%
Island Health	564	649	650	574	496	524	486	The data is valid 19 times out of 20 within	a margin of e	rror of +/- 1.5	7%.				
Northern Health	136	179	152	154	169	164	121								
Provincial Health Services Authority	168	188	175	180	138	168	159								
Vancouver Coastal Health	807	907	920	831	672	836	693								

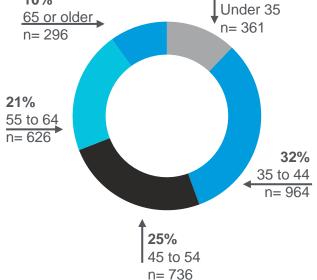


Better, logether.

Demographics (N = 2,983)

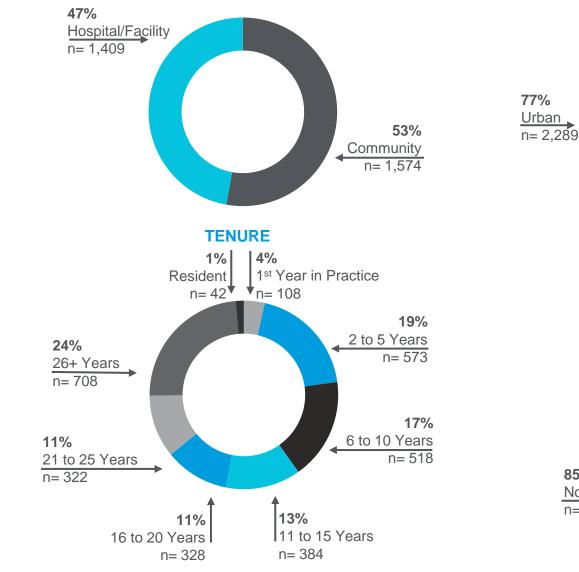




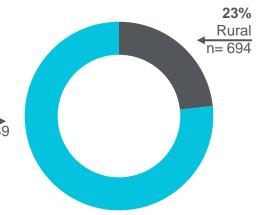


2022 Health Authority Engagement Survey

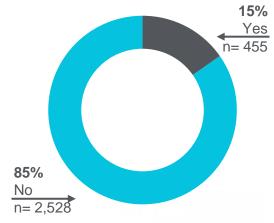
HOSPITAL/FACILITY OR COMMUNITY BASED



SETTING



MEDICAL LEADERSHIP



Better. Together.

Demographics - OPTIONAL

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

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

*n<10

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

SECTION 1

Engagement trends

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



Provincial Averages

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



Provincial Averages

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

l en estistical with this health sutherity on a place to prestice medicine.	2022		50%	21	1%	29%
I am satisfied with this health authority as a place to practice medicine.	2021		60%		19%	21%
-	2022		63%		16%	21%
I feel I belong to a collaborative, patient-centred team/unit.	2021		61%		18%	21%
I have access to the facilities, equipment, and other resources I require to meet	2022	4	2%	17%	42	2%
patients' needs.	2021		52%	17	7%	32%
L have adequate opportunities to improve patient care, quality, and safety	2022	4	2%	25%		33%
I have adequate opportunities to improve patient care, quality, and safety.	2021	49%		24	4%	27%
I have meaningful input into changes affecting my practice environment.	2022	34%		23%	43	%
	2021	37%	27%		36%	
Senior leaders communicate the health authority's plans to physicians in a	2022	27%	2	7%	46%	
clear and timely way.	2021	35%		28%		37%
Senior leaders seek physicians' input when setting the health authority's	2022	22%	27%		50%	
goals.	2021	26%	2	29%	449	/o
Senior leaders' decision-making is transparent to physicians.	2022	15%	28%		57%	
	2021	18%	32%		50%	
This health authority values physicians' contributions.	2022	28%		29%	43	%
	2021	37%	6	29%		34%
Average	2022	36%		24%	4	1%
Average	2021	4	2%	25%		34%

2022 Health Authority Engagement Survey

Provincial Averages

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

I have been involved in, or impacted by a physical safety or psychological	2022		49%	14%		38%
safety issue or incident at my current hospital/facility/practice.	2021		50%	14%		37%
This haspital/facility takes offective action to provent violence in the workplace	2022		51%		33%	16%
This hospital/facility takes effective action to prevent violence in the workplace.	2021		53%		33%	14%
This hospital/facility takes effective action to promote a healthy and safe			48%		31%	22%
workplace.	2021		52%		30%	19%
Poople treat each other with respect and consideration in our workplace	2022		74%			15% 11%
People treat each other with respect and consideration in our workplace	2021		73%		1	6% 12%
I am able to reasonably balance the demands of work and personal life.	2022	44	4%	18%	;	38%
	2021		51%	19	9%	30%
People from all backgrounds are treated fairly in our workplace.	2022		65%	20%		15%
	2021		68%		19%	6 12%
This hospital/facility deals effectively with situations that may threaten or	2022	41%	6	37%	6	23%
harm employees (e.g., harassment, discrimination, violence).	harm employees (e.g., harassment, discrimination, violence). 2021 47%		47%		33%	20%
	2022		53%		24%	23%
Average —			56%		23%	20%

■ Agree ■ Neutral ■ Disagree

Provincial Averages - *New Question

Physicians and medical leaders trust one another in my health 2022	35%		32%	33%
authority. 2021	37%	D	34%	29%
		i		1



Better, logether.

Provincial Averages - *New Question



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

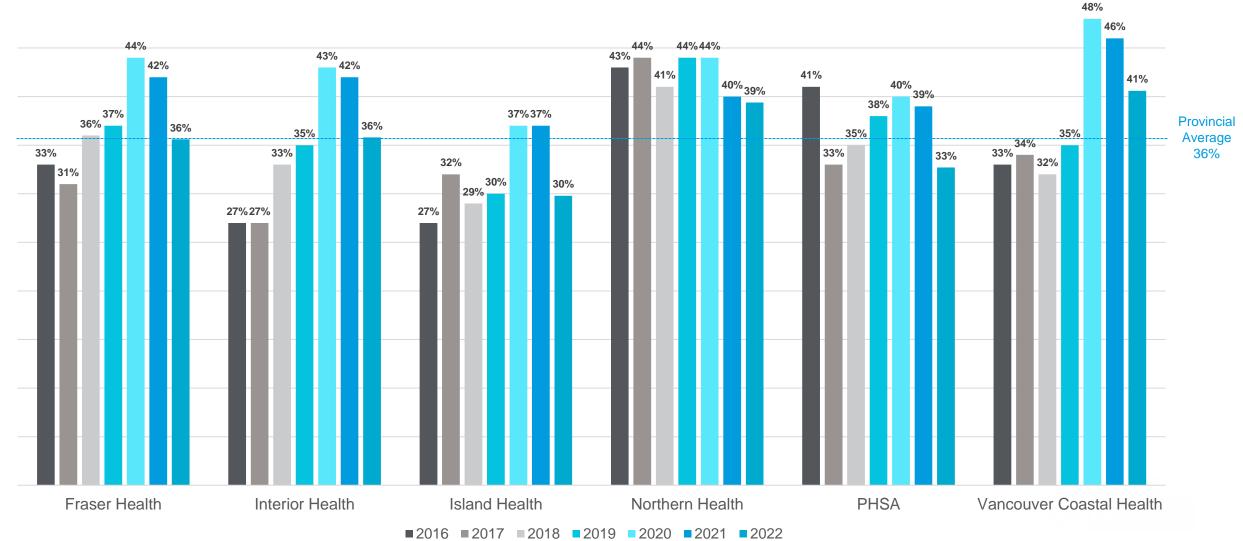
Regional Engagement Averages

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



Health Authority Engagement Trends

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



Health Authority Averages

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

2022	36%	24%	40%
2021	42%	25%	33%
2022	36%	23%	41%
2021	42%	24%	34%
2022	30%	24%	46%
2021	37%	25%	38%
2022	39%	19%	42%
2021	40%	24%	36%
2022	33%	19%	49%
2021	39%	22%	39%
2022	41%	25%	34%
2021	46%	26%	29%
	2021 2022 2021 2022 2021 2022 2021 2022 2021 2022 2021 2022	2021 42% 2022 36% 2021 42% 2022 30% 2021 37% 2022 39% 2021 40% 2022 33% 2021 39% 2021 39% 2022 33% 2021 39% 2022 33% 2021 39% 2022 41%	2021 42% 25% 2022 36% 23% 2021 42% 24% 2022 30% 24% 2021 37% 25% 2022 39% 19% 2021 40% 24% 2022 39% 19% 2021 33% 24% 2022 39% 25% 2021 39% 24% 2022 33% 19% 2021 39% 22% 2021 39% 22%

■ Agree ■ Neutral ■ Disagree



SECTION 2 Facility/Hospital Data

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

Fraser Health – Hospital/Facility Data

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

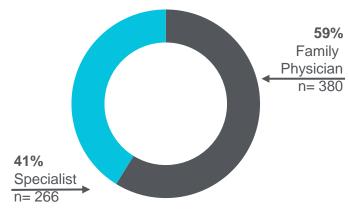
Senior leaders refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.

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

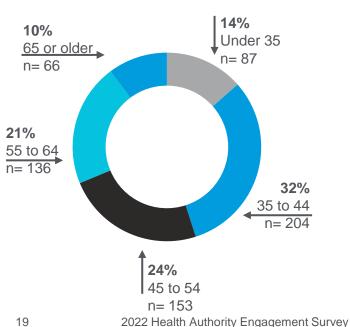


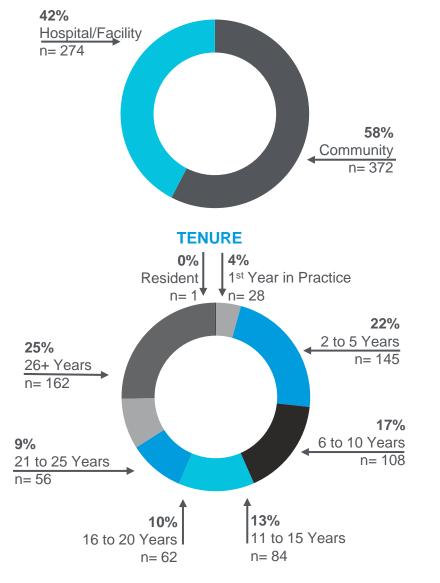
Demographics - Fraser (N = 646)

FAMILY PHYSICIANS OR SPECIALISTS

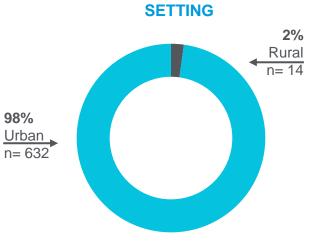


AGE



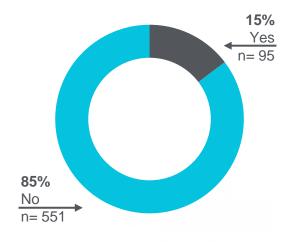


HOSPITAL/FACILITY OR COMMUNITY BASED



98%

MEDICAL LEADERSHIP



Fraser Health Authority

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

			2022			2021	
Abbotsford Regional Hospital and Cancer Centre	35%		20%	45%	42%	24%	34%
Burnaby Hospital	43%		25%	32%	47%	25%	29%
Chilliwack General Hospital	34%		24%	42%	51%	20%	30%
Delta Hospital	23%	26%		50%	42%	33%	26%
Eagle Ridge Hospital	37%		28%	36%	44%	32%	24%
Fraser Canyon Hospital	37%		44%	19%	76%	18%	6%
Jim Pattison Outpatient Care and Surgery Centre	25%	19%		56%	35%	23%	42%
Langley Memorial Hospital	23%	26%		51%	34%	25%	42%
Mission Memorial Hospital	41%		26%	34%	61%	22%	17%
Peace Arch Hospital	40%		20%	40%	41%	19%	40%
Ridge Meadows Hospital	42%		22%	37%	53%	24%	23%
Royal Columbian Hospital	37%		28%	35%	43%	23%	33%
Surrey Memorial Hospital	32%		24%	44%	35%	27%	38%

Abbotsford Regional Hospital and Cancer Centre

53 Respondents 2022 | 76 Respondents 2021

Engagement			2022			2021	
I am satisfied with this health authority as a place to practice medicine.		47%	15%	38%	58%	15%	28%
I feel I belong to a collaborative, patient-centred team/unit.		55%	13%	32%	58%	17%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		47%	15%	38%	55%	16%	29%
I have adequate opportunities to improve patient care, quality, and safety.		47%	17%	36%	46%	21%	33%
I have meaningful input into changes affecting my practice environment.	26%		32%	42%	42%	26%	32%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	30%	179	/6	53%	39%	29%	32%
Senior leaders seek physicians' input when setting the health authority's goals.	19%	25%		56%	30%	27%	43%
Senior leaders' decision-making is transparent to physicians.	17%	21%		62%	19%	31%	51%
This health authority values physicians' contributions.	25%	23%		53%	33%	30%	37%
Value			·				
This health authority values physicians' contributions.	25%	23%		53%	33%	30%	37%
Local Satisfaction **New Question			··				
**I am satisfied with this hospital/facility as a place to practice medicine.		57%	10%	33%	*	*	*
			<u> </u>				ί

21

■ Agree ■ Neutral ■ Disagree

Abbotsford Regional Hospital and Cancer Centre

Physician Health and Safety

an 1 19 3.14	3% Mode (b) = bimodal 2 5	22% Median 2.0 5.0	Min 1.00 1.00	41% Max 10.00 100.00	Count 16 / 53 21 / 53	44%	-	32%
an 19 3.14	bimodal 2 5	2.0	1.00	10.00	16 / 53		-	
3.14	5						-	
		5.0	1.00	100.00	21 / 53		-	
	43%		41%	6	16%	35%	44%	22%
	45%		30%		26%	35%	44%	21%
	66	6%		19%	15%	73%	17%	9%
	45%		22%	3	3%	59%	22%	19%
	64%	%		24%	12%	82%	12%	7%
37	37%		41%		22%	46%	41%	13%
	3	45%	64%	45% 22% 64%	45% 22% 3 64% 24%	45% 22% 33% 64% 24% 12%	45% 22% 33% 59% 64% 24% 12% 82%	45% 22% 33% 59% 22% 64% 24% 12% 82% 12%

Physicians and medical leaders trust one another in my health authority. 35% 29%

37%

28%

33%

39%

Burnaby Hospital

87 Respondents 2022 | 93 Respondents 2021

		2022				2021	
	59%		20%	21%	67%	13%	20%
	62%		18%	20%	65%	17%	18%
	57%		11%	33%	58%	17%	25%
	57%		20%	23%	63%	19%	19%
39	%	27%		34%	42%	26%	32%
32%		33%		35%	38%	31%	31%
30%		29%	4	12%	30%	35%	35%
13%	39%		48	%	18%	33%	49%
37%	6	33%		30%	40%	30%	29%
					,		
37%	6	33%		30%	40%	30%	29%
·							s
	65%		21	% 13%	*	*	*
	39 ⁴ 32% 30% 13% 37% 37%	62% 57% 57% 39% 32% 30% 13% 39% 37%	59% 62% 57% 57% 39% 39% 32% 30% 29% 30% 30% 30% 31% 31% 31% 31% 31% 31% 31% 31% 31% 33%	$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	59% 20% 21% 62% 18% 20% 57% 11% 33% 57% 20% 23% 39% 27% 34% 32% 33% 35% 30% 29% 42% 13% 39% 48% 37% 33% 30%	59% 20% 21% 67% 62% 18% 20% 65% 57% 11% 33% 58% 57% 20% 23% 63% 39% 27% 34% 42% 32% 33% 35% 38% 30% 29% 42% 30% 13% 39% 48% 18% 37% 33% 30% 40%	59% 20% 21% 67% 13% 62% 18% 20% 65% 17% 57% 11% 33% 58% 17% 39% 27% 20% 23% 63% 19% 32% 33% 35% 38% 31% 30% 29% 42% 30% 35% 13% 39% 48% 18% 33% 37% 33% 30% 40% 30%

23

■ Agree ■ Neutral ■ Disagree

Burnaby Hospital

Physician Health and Safety

			2	022				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		44%		19%	3	7%	47%	12%	41%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.96	1 (b)	4.0	1.00	50.00	27 / 87		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	12.76	2	4.5	1.00	100.00	38 / 87		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		55%			31%	14%	64%	31%	5%
This hospital/facility takes effective action to promote a healthy and safe workplace.		63%	6		22%	15%	69%	25%	6%
People treat each other with respect and consideration in our workplace.			79%			9% 12%	83%	15%	2%
I am able to reasonably balance the demands of work and personal life.		52%		15%		33%	60%	16%	24%
People from all backgrounds are treated fairly in our workplace.			75%		1	4% 11%	80%	16%	4%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		50%			34%	16%	67%	27%	6%

Trust

Physicians and medical leaders trust one another in my health authority.	44%	36%	20%	44% 39% 17%

Chilliwack General Hospital

34 Respondents 2022 | 25 Respondents 2021

Engagement		2	2022			2021	
I am satisfied with this health authority as a place to practice medicine.	32%		38%	29%	60%	24%	16%
I feel I belong to a collaborative, patient-centred team/unit.		76%		9% 15%	72%	8%	20%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	36%	9%	55%		36%	24%	40%
I have adequate opportunities to improve patient care, quality, and safety.	35%		41%	24%	67%	8%	25%
I have meaningful input into changes affecting my practice environment.	27%	27%	469	%	44%	16%	40%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	27%	24%	50%		56%	20%	24%
Senior leaders seek physicians' input when setting the health authority's goals.	27%	21%	53%		44%	24%	32%
Senior leaders' decision-making is transparent to physicians.	18%	24%	59%		32%	32%	36%
This health authority values physicians' contributions.	24%	27%	50%		44%	20%	36%
Value	1 1	1					
This health authority values physicians' contributions.	24%	27%	50%	, D	44%	20%	36%
Local Satisfaction **New Question					i.		
**I am satisfied with this hospital/facility as a place to practice medicine.	4	6%	24%	30%	*	*	*
		<u>.</u>			i.		

Chilliwack General Hospital

Physician Health and Safety

			20	022				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		46%		19%	3	5%	35%	20%	45%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	26.91	2	2.0	1.00	120.00	11 / 34		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	70.39	1	3.5	1.00	999.00	18 / 34		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		44%		38%		19%	41%	50%	9%
This hospital/facility takes effective action to promote a healthy and safe workplace.		42%		39%		18%	48%	35%	17%
People treat each other with respect and consideration in our workplace.			79%		6	% 15%	58%	17%	25%
I am able to reasonably balance the demands of work and personal life.		53%		12%	35	5%	48%	12%	40%
People from all backgrounds are treated fairly in our workplace.		59%			21%	21%	78%	17%	4%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	3	2%	3	36%	3	32%	46%	23%	32%
Frust									

Physicians and medical leaders trust one another in my health authority.	39%	18%	42%	32% 44% 24%

Delta Hospital

15 Respondents 2022 | 17 Respondents 2021

		2022				2021	
	47%		33%	20%	77%	12%	12%
	60%		7%	33%	65%	24%	12%
36%	6	21%	4:	3%	53%	29%	18%
20%	33%		479	/o	59%	35%	6%
20%	27%		53%		29%	35%	35%
21%	29%		50%		35%	29%	35%
7%	36%		57%		24%	47%	29%
0% 29%			71%		12%	41%	47%
0% 21%			79%		24%	41%	35%
	·						<u></u>
0% 21%			79%		24%	41%	35%
<u>.</u>	·						3
	69%		0%	31%	*	*	*
	36% 20% 20% 20% 21% 7% 0% 29%	60% 36% 20% 33% 20% 27% 20% 27% 21% 29% 7% 36% 0% 29% 0% 29% 0% 21% 0% 21%	47% 60% 36% 21% 20% 33% 20% 27% 21% 29% 21% 29% 0% 29% 0% 29% 0% 21%	47% 33% 60% 7% 36% 21% 20% 33% 20% 23% 20% 27% 20% 27% 21% 53% 21% 50% 7% 36% 0% 29% 7% 71% 0% 21% 0% 21% 79%	47% 33% 20% 60% 7% 33% 36% 21% 43% 20% 33% 47% 20% 23% 53% 20% 27% 53% 21% 29% 50% 7% 36% 57% 0% 29% 71% 0% 21% 79%	47% 33% 20% 77% 60% 7% 33% 65% 36% 21% 43% 53% 20% 33% 47% 59% 20% 27% 53% 29% 20% 27% 53% 29% 20% 27% 53% 29% 20% 27% 53% 29% 21% 29% 50% 35% 7% 36% 57% 24% 0% 29% 71% 12% 0% 21% 79% 24%	47% 33% 20% 77% 12% 60% 7% 33% 65% 24% 36% 21% 43% 53% 29% 20% 33% 47% 59% 35% 20% 27% 53% 29% 35% 20% 27% 53% 29% 35% 20% 27% 50% 35% 29% 21% 29% 50% 35% 29% 7% 36% 57% 24% 47% 0% 29% 71% 12% 41% 0% 21% 79% 24% 41%

27

■ Agree ■ Neutral ■ Disagree

Delta Hospital

Physician Health and Safety

			20	22				2021			
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	27	% 9%		(64%		20%	40%	40%		
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count					
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	13.50	2 (b)	13.5	2.00	25.00	2 / 15		-			
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.25	5	3.5	1.00	5.00	4 / 15		-			
Physical and Psychological Well-Being											
This hospital/facility takes effective action to prevent violence in the workplace.	3	1%		54%		15%	69%	15%	15%		
This hospital/facility takes effective action to promote a healthy and safe workplace.		39%		46%		15%	46%	23%	31%		
People treat each other with respect and consideration in our workplace.		53%		20%		27%	87%	0%	13%		
I am able to reasonably balance the demands of work and personal life.	279	%	20%		53%		59%	29%	12%		
People from all backgrounds are treated fairly in our workplace.		649	%		7%	29%	77%	18%	6%		
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	23%		5	4%		23%	43%	36%	21%		
Trust							ioci	ors			
Physicians and medical leaders trust one another in my health authority.		43%		29%		29%	53%	29%	18%		
		L.		!	ļ		i.	i			

Eagle Ridge Hospital

33 Respondents 2022 | 32 Respondents 2021

Engagement		2022			2021	
I am satisfied with this health authority as a place to practice medicine.	49%	309	% 21%	66%	19%	16%
I feel I belong to a collaborative, patient-centred team/unit.	64%		21% 15%	72%	19%	9%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	39%	18%	42%	45%	36%	19%
I have adequate opportunities to improve patient care, quality, and safety.	46%	24%	30%	50%	31%	19%
I have meaningful input into changes affecting my practice environment.	38%	28%	34%	41%	38%	22%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	26%	36%	39%	24%	45%	31%
Senior leaders seek physicians' input when setting the health authority's goals.	19% 32%		48%	23%	43%	33%
Senior leaders' decision-making is transparent to physicians.	16% 29%		55%	17%	40%	43%
This health authority values physicians' contributions.	32%	32%	36%	55%	19%	26%
√alue						
This health authority values physicians' contributions.	32%	32%	36%	55%	19%	26%
Local Satisfaction **New Question		· · ·		i		
**I am satisfied with this hospital/facility as a place to practice medicine.	74	%	16% 10%	*	*	*
				i		

Eagle Ridge Hospital

Physician Health and Safety

			202	2				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		39%	15%		46%		33%	17%	50%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
Approximately how many times have you experienced a <u>physical</u> safety incident over the past* 12 months? (e.g. 1 to 999).	2.36	2	2.0	1.00	5.00	11 / 33		-	
Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.40	1	3.0	1.00	20.00	15 / 33		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		54%			35%	12%	61%	25%	14%
This hospital/facility takes effective action to promote a healthy and safe workplace.		42%		39%		19%	52%	31%	17%
People treat each other with respect and consideration in our workplace.			88%			99.3%	91%	9%	0%
I am able to reasonably balance the demands of work and personal life.		50%		19%		31%	59%	25%	16%
People from all backgrounds are treated fairly in our workplace.			72%		19	9% 9%	74%	19%	7%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		44%		28%		28%	41%	52%	7%
rust									

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

Fraser Canyon Hospital

6 Respondents 2022 | 7 Respondents 2021

Engagement			2022			2021	
I am satisfied with this health authority as a place to practice medicine.	33%		33%	33%	71%	29%	0%
I feel I belong to a collaborative, patient-centred team/unit.			83%	17 [,] 0%	100%	0%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		50%	33%	17%	71%	14%	14%
I have adequate opportunities to improve patient care, quality, and safety.	33%		67%	0%	71%	29%	0%
I have meaningful input into changes affecting my practice environment.		50%	33%	17%	71%	29%	0%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	33%		50%	17%	71%	14%	14%
Senior leaders seek physicians' input when setting the health authority's goals.	17%		50%	33%	71%	14%	14%
Senior leaders' decision-making is transparent to physicians.	17%		50%	33%	71%	14%	14%
This health authority values physicians' contributions.	17%		67%	17%	86%	14%	0%
√alue	1	1					
This health authority values physicians' contributions.	17%		67%	17%	86%	14%	0%
_ocal Satisfaction **New Question			,		i.		
**I am satisfied with this hospital/facility as a place to practice medicine.			83%	17 [,] 0%	*	*	*
				I.	ii.	ä	

Fraser Canyon Hospital

Physician Health and Safety

			20	22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		60%			40%	0%	33%	17%	50%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
*Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	2.50	2 (b)	2.5	2.00	3.00	2/6		-	
Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.50	3 (b)	3.5	3.00	4.00	2/6		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		67	7%		3	3% 0%	86%	14%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.		50%			50%	0%	100%	0%	0%
People treat each other with respect and consideration in our workplace.			83%			17 [,] 0%	100%	0%	0%
I am able to reasonably balance the demands of work and personal life.	17%		50%		3	3%	57%	14%	29%
People from all backgrounds are treated fairly in our workplace.		67	7%		3	3% 0%	100%	0%	0%
his hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		60%)		40%	0%	86%	14%	0%

Trust

Physicians and medical leaders trust one another in my health authority.	67%	17%	17%	<mark>86</mark> %	14%	0%

Jim Pattison Outpatient Care and Surgery Centre

8 Respondents 2022 | 14 Respondents 2021

		2022			2021	
38	%	25%	38%	69%	8%	23%
	75%	6	13%	13% 77%	0%	23%
25%	13%		63%	57%	7%	36%
13%	25%		63%	29%	29%	43%
25%	13%		63%	31%	31%	39%
13% 13	%	7	5%	15%	39%	46%
25%	13%		63%	15%	23%	62%
<mark>0%</mark> 13%		88%		8%	31%	62%
13%	50%	, 0	38%	15%	39%	46%
<u>.</u>		·				
13%	50%	6	38%	15%	39%	46%
. <u> </u>			,	/		<u></u>
	50%	2	5% 2	25% *	*	*
	25% 13% 13% 13% 13% 0%13% 13% 13% 13%	25% 13% $13%$ $25%$ $13%$ $25%$ $13%$ $13%$ $13%$ $13%$ $13%$ $13%$ $13%$ $13%$ $13%$ $50%$ $13%$ $50%$	38% $25%$ $25%$ $13%$ $25%$ $13%$ $13%$ $25%$ $13%$ $25%$ $13%$ $13%$ $25%$ $13%$ $13%$ 73 $13%$ 73 $13%$ 73 $13%$ 73 $13%$ 73 $13%$ $50%$ $13%$ $50%$	38% 25% 38% 75% 13% 25% 13% 63% 13% 25% 63% 13% 25% 63% 13% 13% 63% 25% 13% 63% 13% 13% 63% 13% 13% 63% 13% 50% 38% 13% 50% 38%	38% 25% 38% 69% 75% 13% 13% 77% 25% 13% 63% 57% 13% 25% 63% 29% 25% 13% 63% 31% 13% 13% 75% 15% 25% 13% 63% 15% 13% 13% 75% 15% 13% 50% 38% 15%	38% 25% 38% 69% 8% 75% 13% 13% 77% 0% 25% 13% 63% 57% 7% 13% 25% 63% 29% 29% 13% 25% 63% 31% 31% 13% 13% 63% 31% 31% 13% 13% 75% 15% 39% 25% 13% 63% 15% 23% 0%13% 88% 8% 31% 13% 50% 38% 15% 39% 13% 50% 38% 15% 39%

33

■ Agree ■ Neutral ■ Disagree

Jim Pattison Outpatient Care and Surgery Centre

Physician Health and Safety

71%						
		0%	29%	46%	9%	46%
b) = Median dal	Min	Max	Count			
1.0	1.00	12.00	3/8		-	
b) 7.0	1.00	15.00	6 / 8		-	
%		50%	0%	58%	33%	8%
%	3	38%	13%	50%	33%	17%
%		50%	0%	67%	17%	17%
75%		1:	3% 13%	54%	8%	39%
75%			25% 0%	77%	23%	0%
		63%	0%	50%	40%	10%
	75%	75%				

Physicians and medical leaders trust one another in my health authority. 50% 25% 23% 46% 31%

Langley Memorial Hospital

50 Respondents 2022 | 58 Respondents 2021

Engagement			2021				
I am satisfied with this health authority as a place to practice medicine.	36%	6	26%	38%	58%	18%	25%
I feel I belong to a collaborative, patient-centred team/unit.		48%	19%	33%	52%	25%	23%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	29%	14%		57%	44%	12%	44%
I have adequate opportunities to improve patient care, quality, and safety.	26%	3	0%	44%	38%	23%	39%
I have meaningful input into changes affecting my practice environment.	16%	34%		50%	28%	31%	41%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	20%	27%		53%	26%	24%	50%
Senior leaders seek physicians' input when setting the health authority's goals.	10%	29%		61%	14%	28%	58%
Senior leaders' decision-making is transparent to physicians.	<mark>6%</mark> 27	%		67%	16%	25%	60%
This health authority values physicians' contributions.	16%	26%		58%	29%	35%	36%
/alue	1	1	1	1	;		
This health authority values physicians' contributions.	16%	26%		58%	29%	35%	36%
Local Satisfaction **New Question					ii.		
**I am satisfied with this hospital/facility as a place to practice medicine.	4	2%	19%	40%	*	*	*
					i		

Langley Memorial Hospital

Physician Health and Safety

	48%		21%	3	2%	55%	14%	31%
Mean	Mode (b) = bimodal	Median	Min	Мах	Count			
6.58	1	2.0	1.00	50.00	24 / 50		-	
11.29	10	5.5	1.00	100.00	24 / 50		-	
20%		51%			29%	52%	37%	12%
21%		45%		34%	, D	46%	39%	15%
		74%		14%	% 12%	70%	16%	14%
	38%	14%		48%		56%	14%	30%
	56%			28%	16%	61%	19%	19%
14%		48%		39%	/ 0	57%	23%	20%
	6.58 11.29 20%	Mean bimodal 6.58 1 11.29 10 20% - 21% - 38% - 56%	Mean bimodal Median 6.58 1 2.0 11.29 10 5.5 20% 51% 21% 45% 74% 14% 38% 14%	Mean bimodal Median Min 6.58 1 2.0 1.00 11.29 10 5.5 1.00 20% 51% - 21% 45% - 38% 14% - 56% - -	Mean bimodal Median Min Max 6.58 1 2.0 1.00 50.00 11.29 10 5.5 1.00 100.00 20% 51% 34% 21% 45% 34% 38% 14% 48% 56% 28%	Mean Median Min Max Count 6.58 1 2.0 1.00 50.00 $24 / 50$ 11.29 10 5.5 1.00 100.00 $24 / 50$ 20% 51% 1.00 100.00 $24 / 50$ 20% 5.5 1.00 100.00 $24 / 50$ 20% 51% 29% 29% 21% 45% 29% 14% 12% 38% 14% 14% 12% 38% 14% 28% 16%	Mean Max Count 6.58 1 2.0 1.00 50.00 24 / 50 11.29 10 5.5 1.00 100.00 24 / 50 20% 51% 29% 52% 21% 45% 34% 46% 38% 14% 48% 56% 56% 28% 16% 61%	Mean Max Count 6.58 1 2.0 1.00 50.00 24 / 50 - 11.29 10 5.5 1.00 100.00 24 / 50 - 20% 51% 29% 52% 37% 21% 45% 34% 46% 39% 14% 12% 70% 16% 38% 14% 48% 56% 14% 56% 28% 16% 61% 19%

Physicians and medical leaders trust one another in my health authority.	27%	33%	41%	30% 33% 37%

Mission Memorial Hospital

18 Respondents 2022 | 12 Respondents 2021

Engagement		2021				
I am satisfied with this health authority as a place to practice medicine.	35%	41%	24%	75%	17%	8%
I feel I belong to a collaborative, patient-centred team/unit.	50%	22%	28%	83%	17%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	35%	18%	47%	75%	0%	25%
I have adequate opportunities to improve patient care, quality, and safety.	50%	11%	39%	67%	17%	17%
I have meaningful input into changes affecting my practice environment.	44%	22%	33%	50%	17%	33%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	39%	28%	28% 33%		25%	25%
Senior leaders seek physicians' input when setting the health authority's goals.	50%	17%	33%	58%	25%	17%
Senior leaders' decision-making is transparent to physicians.	17%	50%	33%	42%	42%	17%
This health authority values physicians' contributions.	44%	22%	33%	50%	42%	8%
Value			1	,		
This health authority values physicians' contributions.	44%	22%	33%	50%	42%	8%
Local Satisfaction **New Question	· · · ·	· · · · · ·				
**I am satisfied with this hospital/facility as a place to practice medicine.	35%	41%	24%	*	*	*

Mission Memorial Hospital

Physician Health and Safety

			20	22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	25%	, o	44%		3	31%	55%	0%	46%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	115.75	1 (b)	3.0	1.00	900.00	8 / 18		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	168.00	1	3.0	1.00	900.00	6 / 18		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		56%			33%	11%	58%	42%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.		67	7%		22%	11%	58%	33%	8%
People treat each other with respect and consideration in our workplace.		67	7%		28%	6%	83%	17%	0%
I am able to reasonably balance the demands of work and personal life.		50%		17%	3:	3%	33%	33%	33%
People from all backgrounds are treated fairly in our workplace.		67	7%		28%	6%	83%	17%	0%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		47%		35	5%	18%	64%	27%	9%

Trust

Physicians and medical leaders trust one another in my health authority.	44%	28%	28%	67% 17% 17%

Peace Arch Hospital

45 Respondents 2022 | 53 Respondents 2021

		2022				2021	
	64%		11%	25%	62%	17%	21%
	64%		22%	13%	64%	21%	15%
36%		22%	42%		51%	9%	40%
419	6	21%	39%	, D	49%	23%	28%
34%		21%	46%		36%	23%	42%
34%		16%	50%		36%	19%	45%
28%	219	%	51%		26%	14%	61%
23%	21%		57%		21%	17%	62%
34%		27%	39%	, D	26%	30%	43%
			·		······································		
34%		27%	399	%	26%	30%	43%
· · · · ·			· · ·				
	72%		9%	19%	*	*	*
	419 34% 34% 28% 23% 34%	64% 36% 41% 34% 28% 21% 34% 34% 34%	64% 64% 36% 22% 36% 21% 34% 21% 28% 21% 23% 21% 34% 21%	64% 11% 64% 22% 36% 22% 41% 21% 34% 21% 28% 21% 23% 21% 34% 21% 34% 21% 34% 21% 34% 21% 34% 27% 34% 27%	64% 11% 25% 64% 22% 13% 36% 22% 42% 41% 21% 39% 34% 21% 46% 28% 21% 51% 23% 21% 57% 34% 27% 39%	64% 11% 25% 62% 64% 22% 13% 64% 36% 22% 42% 51% 41% 21% 39% 49% 34% 21% 46% 36% 28% 21% 51% 26% 23% 21% 57% 21% 34% 27% 39% 26%	64% 11% 25% 62% 17% 64% 22% 13% 64% 21% 36% 22% 42% 51% 9% 41% 21% 39% 49% 23% 34% 21% 50% 36% 19% 28% 21% 51% 26% 14% 23% 21% 57% 21% 17% 34% 27% 39% 26% 30%

Peace Arch Hospital

Physician Health and Safety

2022								2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		58%		6%	3	6%	48%	14%	39%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
Approximately how many times have you experienced a <u>physical</u> safety incident over the past* 12 months? (e.g. 1 to 999).	10.93	1	2.0	1.00	100.00	14 / 45		-	
Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.94	1 (b)	3.0	1.00	50.00	17 / 45		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		43%		38%		20%	58%	33%	8%
This hospital/facility takes effective action to promote a healthy and safe workplace.		48%		25%		28%	60%	31%	8%
People treat each other with respect and consideration in our workplace.			89%			7% 4%	79%	19%	2%
I am able to reasonably balance the demands of work and personal life.		52%		16%		32%	64%	9%	26%
People from all backgrounds are treated fairly in our workplace.			79%			12% 9%	81%	15%	4%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		45%		33%		23%	51%	38%	11%
rust									

Physicians and medical leaders trust one another in my health authority.	34%	32%	34%	25%	36% 40%

Ridge Meadows Hospital

39 Respondents 2022 | 61 Respondents 2021

62	62%		69%	16%	15%
6	6%	18% 16%	67%	18%	15%
51%	8%	41%	72%	13%	15%
46%	15%	39%	62%	21%	16%
41%	15%	44%	43%	31%	26%
32%	24%	43%	53%	22%	25%
22%	35%	43%	39%	31%	31%
16%	38%	46%	25%	35%	40%
38%	27%	35%	47%	30%	23%
1					×
38%	27%	35%	47%	30%	23%
	;				
	76%	8% 16%	*	*	*
		66% 51% 8% 46% 15% 15% 32% 24% 22% 35% 16% 38% 27%	62% 13% 26% 66% 18% 16% 51% 8% 41% 46% 15% 39% 41% 15% 44% 32% 24% 43% 22% 35% 43% 16% 38% 27% 35%	62% 13% 26% 69% 66% 18% 16% 67% 51% 8% 41% 72% 46% 15% 39% 62% 41% 15% 44% 43% 32% 24% 43% 53% 22% 35% 43% 39% 16% 38% 27% 35% 47% 38% 27% 35% 47%	62% 13% 26% 69% 16% 66% 18% 16% 67% 18% 51% 8% 41% 72% 13% 46% 15% 39% 62% 21% 41% 15% 44% 43% 31% 32% 24% 43% 53% 22% 32% 24% 43% 39% 31% 16% 38% 27% 35% 47% 30% 38% 27% 35% 47% 30%

Ridge Meadows Hospital

Physician Health and Safety

			20	22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	25%		25%		50%		52%	15%	33%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
*Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	10.67	1	3.0	1.00	50.00	9 / 39		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.00	10	5.0	1.00	25.00	18 / 39		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		64	%		36	6% 0 %	59%	34%	7%
This hospital/facility takes effective action to promote a healthy and safe workplace.		58%			31%	11%	63%	26%	11%
People treat each other with respect and consideration in our workplace.			87%			5% 8%	80%	13%	6%
I am able to reasonably balance the demands of work and personal life.		41%	1	8%	41%	6	63%	13%	23%
People from all backgrounds are treated fairly in our workplace.		64	%		21%	15%	79%	14%	7%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		54%			34%	12%	57%	25%	18%

Trust

Physicians and medical leaders trust one another in my health authority.	50%	24%	26%	53% 29% 19%

Royal Columbian Hospital

92 Respondents 2022 | 121 Respondents 2021

Engagement	2022						2021			
I am satisfied with this health authority as a place to practice medicine.		53% 27%		27%	20%	64%	15%	21%		
I feel I belong to a collaborative, patient-centred team/unit.		69%		16%	16%	66%	17%	17%		
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		45%	23%		32%	47%	22%	31%		
I have adequate opportunities to improve patient care, quality, and safety.	41	%	32%		28%	46%	26%	28%		
I have meaningful input into changes affecting my practice environment.	34%		32%		35%	36%	27%	37%		
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	23%	339	%	45%	6	37%	25%	37%		
Senior leaders seek physicians' input when setting the health authority's goals.	23%	24%		53%		32%	24%	44%		
Senior leaders' decision-making is transparent to physicians.	15%	33%		52%		26%	24%	50%		
This health authority values physicians' contributions.	32%		34%		35%	36%	29%	35%		
Value					·					
This health authority values physicians' contributions.	32%		34%		35%	36%	29%	35%		
Local Satisfaction **New Question	·		·							
**I am satisfied with this hospital/facility as a place to practice medicine.		60%		19%	21%	*	*	*		

Royal Columbian Hospital

Physician Health and Safety

	2022							2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		44%	14	%	43	%	50%	16%	34%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.68	1	2.0	1.00	12.00	28 / 92		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.55	1	3.5	1.00	44.00	42 / 92		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		59%			23%	18%	53%	29%	18%
This hospital/facility takes effective action to promote a healthy and safe workplace.		52%		21%		28%	53%	23%	23%
People treat each other with respect and consideration in our workplace.			79%			11% 10%	79%	11%	10%
I am able to reasonably balance the demands of work and personal life.		46%		19%		36%	46%	28%	26%
People from all backgrounds are treated fairly in our workplace.		59%			30%	11%	71%	16%	13%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		47%		31	%	22%	48%	34%	18%

Trust

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

Surrey Memorial Hospital

156 Respondents 2022 | 181 Respondents 2021

Engagement		2022		2021
I am satisfied with this health authority as a place to practice medicine.	49%	20%	31% 55%	21% 24%
I feel I belong to a collaborative, patient-centred team/unit.	50%	20%	30% 48%	21% 31%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	41%	20%	40% 49%	19% 32%
I have adequate opportunities to improve patient care, quality, and safety.	37%	28%	34% 42%	26% 32%
I have meaningful input into changes affecting my practice environment.	32%	21% 47	7% 31%	27% 42%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	25% 28	9% 47	% 26%	33% 41%
Senior leaders seek physicians' input when setting the health authority's goals.	17% 29%	54%	22%	34% 45%
Senior leaders' decision-making is transparent to physicians.	13% 24%	64%	13%	38% 49%
This health authority values physicians' contributions.	23% 30%	% 47	% 30%	27% 43%
Value				
This health authority values physicians' contributions.	23% 30°	% 4	7% 30%	27% 43%
Local Satisfaction **New Question	· · · ·			
**I am satisfied with this hospital/facility as a place to practice medicine.	51%	20%	29% *	* *

Surrey Memorial Hospital

Physician Health and Safety

			202	22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		59%	,)	ľ	12%	29%	56%	12%	32%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.66	1	3.0	1.00	100.00	65 / 156		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	10.98	2	4.0	1.00	100.00	85 / 156		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		53%			31%	16%	47%	36%	17%
This hospital/facility takes effective action to promote a healthy and safe workplace.		50%		3	0%	20%	47%	33%	20%
People treat each other with respect and consideration in our workplace.			73%		1	5% 12%	74%	16%	10%
I am able to reasonably balance the demands of work and personal life.	3	3%	20%		47%		54%	16%	31%
People from all backgrounds are treated fairly in our workplace.			70%		15%	16%	74%	13%	14%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		40%		39%		21%	47%	31%	22%

Trust

Physicians and medical leaders trust one another in my health authority.	30%	34%	36%	33% 33% 34%

■ Agree ■ Neutral ■ Disagree

Interior Health – Hospital/Facility Data

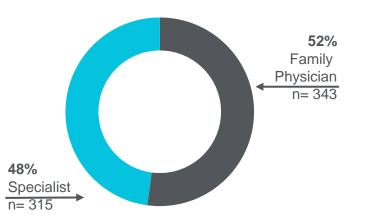
- Demographics
- Overall engagement averages by hospital/facility
- Engagement trends
- Physician Health and Safety
- Incidents Related to Physical and Psychological Safety

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

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

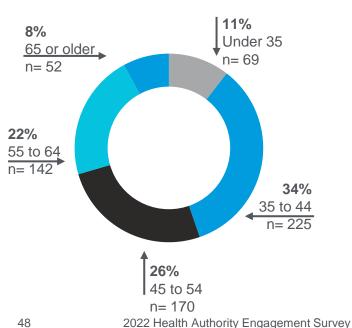


Demographics - Interior (N = 658)

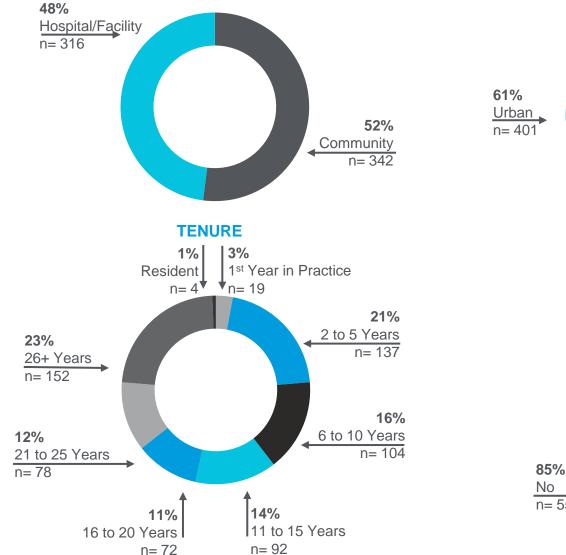


FAMILY PHYSICIANS OR SPECIALISTS

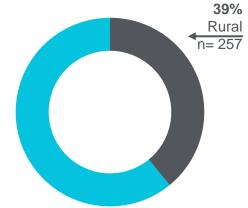
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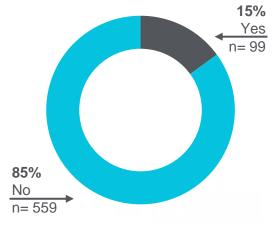
HOSPITAL/FACILITY OR COMMUNITY BASED



SETTING



MEDICAL LEADERSHIP



Interior Health Authority

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

				:	2022				_		2021	
100 Mile District General Hospital	7% 20	0%			1	73%				47%	18%	36%
Boundary District Hospital	24%		20%				56%			60%	27%	13%
Cariboo Memorial Hospital	32	%	1	7%			51%			43%	14%	43%
Creston Valley Hospital		41%		18	%		41%)		49%	30%	21%
East Kootenay Regional Hospital		39%			32%			29%		39%	35%	26%
Elk Valley Hospital		38%			36%			25%		48%	26%	26%
Golden and District General Hospital			74%				10%		17%	49%	40%	11%
Invermere and District Hospital		40%			24%		3	6%		59%	15%	26%
Kelowna General Hospital	3	5%		23%			42%			44%	24%	32%
Kootenay Boundary Regional Hospital	32	%		24%			44%			32%	30%	38%
Kootenay Lake Hospital	3	3%		21%			46%			44%	17%	39%

■ Agree ■ Neutral ■ Disagree

Better: Together.

Interior Health Authority

Overall Engagement Averages (continued...)

					2	022				2021	
Penticton Regional Hospital			49%			2	5%	27%	61%	22%	16%
Queen Victoria Hospital			48%				28%	23%	46%	33%	21%
Royal Inland Hospital	2	25%		17%			58%		24%	21%	56%
Shuswap Lake General Hospital		35%			24%			41%	33%	19%	48%
Vernon Jubilee Hospital		33%			26%			41%	50%	27%	23%

■Agree ■Neutral ■Disagree



Better, logether.

100 Mile District General

5 Respondents 2022 | 5 Respondents 2021

Engagement			2022			2021	
I am satisfied with this health authority as a place to practice medicine.	<mark>0%</mark> 20%		80%		60%	0%	40%
I feel I belong to a collaborative, patient-centred team/unit.	20%		60%	20%	40%	20%	40%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	20%	20%	60%		80%	0%	20%
I have adequate opportunities to improve patient care, quality, and safety.	<mark>0%</mark> 40 [°]	%	60%		40%	20%	40%
I have meaningful input into changes affecting my practice environment.	20% 0%	16	80%		40%	40%	20%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	0% 0%		100%		40%	20%	40%
Senior leaders seek physicians' input when setting the health authority's goals.	<mark>0%</mark> 20%		80%		40%	20%	40%
Senior leaders' decision-making is transparent to physicians.	<mark>0%</mark> 20%		80%		40%	20%	40%
This health authority values physicians' contributions.	<mark>0%</mark> 0%		100%		40%	20%	40%
Value	·						
This health authority values physicians' contributions.	0% 0%		100%		40%	20%	40%
Local Satisfaction **New Question			· ·				
**I am satisfied with this hospital/facility as a place to practice medicine.	20%	20%	60%		*	*	*
	<u>.</u>				i		

100 Mile District General

Physician Health and Safety

			20)22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.			1	00%		0% 0%	67%	0%	33%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	-	-	-	-	-	-		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	259.00	2 (b)	17.5	2.00	999.00	4 / 5		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.	0%		75%			25%	40%	20%	40%
This hospital/facility takes effective action to promote a healthy and safe workplace.	25%	o la	25%		50%		40%	60%	0%
People treat each other with respect and consideration in our workplace.			80%		0%	. 20%	40%	0%	60%
I am able to reasonably balance the demands of work and personal life.		40%		40%		20%	100%	0%	0%
People from all backgrounds are treated fairly in our workplace.		60%	6	0%	40%	6	80%	20%	0%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	0%	60%	6		40%	6	40%	20%	40%

Trust

Physicians and medical leaders trust one another in my health authority.	0% 4	0%	60%	40%	40%	20%

Boundary District Hospital

5 Respondents 2022 | 5 Respondents 2021

		2022			2021	
20%		60%	20%	80%	20%	0%
		100%	0% 0%	80%	20%	0%
20%	0%	80%		80%	0%	20%
20%		40%	40%	80%	20%	0%
20%	0%	80%		40%	60%	0%
<mark>0%</mark> 0%		100%		40%	20%	40%
<mark>0%</mark> 20%		80%		40%	40%	20%
<mark>0%</mark> 20%		80%		20%	40%	40%
	40%	40%	20%	80%	20%	0%
		· · · ·				
	40%	40%	20%	80%	20%	0%
	· · · ·	· · · · · · · · · · · · · · · · · · ·	· · · ·			
20%	20%	60%	, D	*	*	*
-	. 20% . 20% . 20% . 20% . 0% 0% . 0% 20% . .	 20% 0% 20% 0% 20% 0% 20% 0% 0% 0% 0% 20% 0% 20% 40% 	20% 60% 100% 100% 20% 0% 80% 20% 0% 80% 20% 0% 80% 0% 100% 80% 0% 80% 40% 40% 40% 40%	20% 60% 20% 100% 0% 0% 0% 0% 20% 0% 80% 20% 0% 80% 0% 0% 100% 0% 0% 20% 80% 20% 0% 20% 80% 20% 40% 40% 20%	20% 60% 20% 80% 100% 0% 0% 80% 20% 0% 80% 80% 20% 0% 80% 80% 20% 0% 40% 40% 20% 0% 80% 40% 0% 0% 80% 40% 0% 0% 80% 40% 0% 20% 80% 20% 0% 40% 40% 20% 80% 40% 40% 20% 80% 80%	20% 60% 20% 80% 20% 100% 0% 0% 80% 20% 20% 0% 80% 80% 0% 20% 0% 80% 80% 0% 20% 0% 80% 20% 80% 20% 20% 0% 80% 40% 60% 0% 0% 80% 40% 60% 0% 0% 80% 40% 20% 0% 80% 80% 20% 80% 20% 0% 100% 80% 20% 80% 20% 0% 80% 20% 80% 20% 80% 20% 0% 40% 40% 20% 80% 20% 80% 20%

Boundary District Hospital

Physician Health and Safety

			20	2022				2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		60%		0%	409	%	67%	33%	0%	
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count				
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	2.67	1 (b)	2.0	1.00	5.00	3/5		-		
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.67	2 (b)	5.0	2.00	10.00	3/5		-		
Physical and Psychological Well-Being										
This hospital/facility takes effective action to prevent violence in the workplace.		60%			20%	20%	60%	20%	20%	
This hospital/facility takes effective action to promote a healthy and safe workplace.	20%	20%			60%		80%	0%	20%	
People treat each other with respect and consideration in our workplace.			10	0%		0% 0%	100%	0%	0%	
I am able to reasonably balance the demands of work and personal life.		40%	2(0%	40°,	%	60%	40%	0%	
People from all backgrounds are treated fairly in our workplace.			10	0%		0% 0%	100%	0%	0%	
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	20%		6(0%		20%	80%	0%	20%	

Physicians and medical leaders trust one another in my health authority. 40% 0% 60% 60% 20% 20%

Trust

Cariboo Memorial Hospital

20 Respondents 2022 | 17 Respondents 2021

Engagement			2022				2021	
I am satisfied with this health authority as a place to practice medicine.	30%	25	5%	45%	/6	53%	12%	35%
I feel I belong to a collaborative, patient-centred team/unit.		65%		20%	15%	65%	18%	18%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		60%		10%	30%	59%	12%	29%
I have adequate opportunities to improve patient care, quality, and safety.	30%	20%	, 0	50%		53%	18%	29%
I have meaningful input into changes affecting my practice environment.	20%	20%		60%		35%	18%	47%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	25%	5%		70%		41%	12%	47%
Senior leaders seek physicians' input when setting the health authority's goals.	25%	20%		55%		29%	12%	59%
Senior leaders' decision-making is transparent to physicians.	15%	15%		70%		24%	12%	65%
This health authority values physicians' contributions.	20%	15%		65%		29%	18%	53%
√alue	-							
This health authority values physicians' contributions.	20%	15%		65%		29%	18%	53%
Local Satisfaction **New Question		·	i			- /		
**I am satisfied with this hospital/facility as a place to practice medicine.		60%	0%	, <i>L</i>	10%	*	*	*
		<u> </u>				_!i.		

55

■ Agree ■ Neutral ■ Disagree

Cariboo Memorial Hospital

Physician Health and Safety

	2022							2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		44%		19%	38%		39%	8%	54%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.00	1	2.0	1.00	8.00	8 / 20		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.50	10	3.0	1.00	12.00	12 / 20		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		56%			28%	17%	53%	35%	12%
This hospital/facility takes effective action to promote a healthy and safe workplace.		50%		20%	3	30%	59%	18%	24%
People treat each other with respect and consideration in our workplace.		60%			30%	10%	88%	12%	0%
I am able to reasonably balance the demands of work and personal life.	20%	25	%		55%		41%	6%	53%
People from all backgrounds are treated fairly in our workplace.		7	'0%		2	25% 5%	71%	18%	12%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		37%		32%		32%	56%	31%	13%

Trust

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

Creston Valley Hospital

14 Respondents 2022 | 8 Respondents 2021

Engagement			2021					
I am satisfied with this health authority as a place to practice medicine.		50% 14%			36%	63%	25%	13%
I feel I belong to a collaborative, patient-centred team/unit.		79	%		7% 14%	88%	0%	13%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		50%	7%	4	3%	50%	25%	25%
I have adequate opportunities to improve patient care, quality, and safety.		64%		7%	29%	88%	0%	13%
I have meaningful input into changes affecting my practice environment.	29%		36%		36%	29%	43%	29%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	369	%	21%	4	3%	38%	50%	13%
Senior leaders seek physicians' input when setting the health authority's goals.	21%	21%		57%		25%	50%	25%
Senior leaders' decision-making is transparent to physicians.	14%	21%		64%		13%	50%	38%
This health authority values physicians' contributions.	21%	29%		50%	, D	50%	25%	25%
Value	·		·					
This health authority values physicians' contributions.	21%	29%		50%	%	50%	25%	25%
Local Satisfaction **New Question		•	·		;			
**I am satisfied with this hospital/facility as a place to practice medicine.		57%	0%	4	13%	*	*	*
		!	l			i.		

Creston Valley Hospital

Physician Health and Safety

		2022						2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		46%		15%	3	9%	29%	14%	57%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	2.00	2	2.0	1.00	3.00	8 / 14		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.80	1 (b)	2.0	1.00	10.00	5 / 14		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		57%		149	6	29%	50%	25%	25%
This hospital/facility takes effective action to promote a healthy and safe workplace.		57%			29%	14%	63%	13%	25%
People treat each other with respect and consideration in our workplace.			79%			7% 14%	88%	0%	13%
I am able to reasonably balance the demands of work and personal life.		50%		14%		36%	75%	0%	25%
People from all backgrounds are treated fairly in our workplace.		57%		7%		36%	75%	13%	13%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		649	%		7%	29%	43%	43%	14%

Physicians and medical leaders trust one another in my health authority. 36% 21% 43% 63% 38% 0%

Trust

East Kootenay Regional Hospital

33 Respondents 2022 | 35 Respondents 2021

			2021				
edicine. 58% 12%		30%	60%	31%	9%		
	8	1%	13% 6%	66%	20%	14%	
	49%	18%	33%	49%	23%	29%	
399	/o	42%	18%	46%	34%	20%	
36%		30%	33%	36%	36%	27%	
21%	:	9%	39%	43%	34%	23%	
21%		49%	30%	11%	51%	37%	
15%	46	%	39%	11%	49%	40%	
33%		36%	30%	31%	37%	31%	
		1 1					
33%		36%	30%	31%	37%	31%	
·		·		·i			
	59%	1	6% 25%	*	*	*	
t. /.	t. 399 t. 36% t. 36% t. 21% s. 21% s. 15% s. 33%	t. 39% f. 39% f. 36% f. 36% f. 21% f. 21% f. 21% f. 21% f. 21% f. 36% f. 21% f. 31% f. 31% f. 33%	49% $18%$ $39%$ $42%$ $39%$ $42%$ $36%$ $30%$ $21%$ $39%$ $21%$ $39%$ $21%$ $39%$ $31%$ $30%$ $31%$ $36%$ $33%$ $36%$ $33%$ $36%$	58% $12%$ $30%$ $81%$ $13%$ $6%$ $49%$ $18%$ $33%$ $49%$ $18%$ $33%$ $42%$ $18%$ $33%$ $42%$ $18%$ $33%$ $42%$ $18%$ $33%$ $42%$ $18%$ $33%$ $42%$ $30%$ $33%$ $42%$ $30%$ $39%$ $21%$ $49%$ $30%$ $30%$ $315%$ $46%$ $39%$ $30%$ $33%$ $36%$ $30%$ $30%$ $33%$ $36%$ $30%$ $30%$	30% 58% 12% 30% 60% 13% 6% 66% 49% 18% 33% 49% 40% 18% 33% 49% 40% 18% 33% 49% 40% 42% 18% 46% 36% 30% 33% 36% 21% 49% 30% 11% 315% 46% 39% 11% 33% 36% 30% 31% 33% 36% 30% 31%	2. 58% 12% 30% 60% 31% 4. 81% 13% 6% 66% 20% 5. 49% 18% 33% 49% 23% 7. 39% 42% 18% 46% 34% 8. 36% 30% 33% 36% 36% 7. 21% 39% 39% 33% 36% 36% 5. 21% 49% 30% 11% 51% 5. 15% 46% 39% 11% 49% 3. 33% 36% 30% 31% 37% 5. 33% 36% 30% 31% 37%	

East Kootenay Regional Hospital

Physician Health and Safety

	20	22							
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		56%		4%)%	61%	0%	39%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
*Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.79	1	2.0	1.00	50.00	14 / 33		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.75	2	2.0	1.00	12.00	20 / 33		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		43%			47%	10%	41%	41%	18%
This hospital/facility takes effective action to promote a healthy and safe workplace.		48%			39%	13%	37%	37%	26%
People treat each other with respect and consideration in our workplace.			76%			18% 6%	77%	17%	6%
I am able to reasonably balance the demands of work and personal life.		61%	>		18%	21%	51%	9%	40%
People from all backgrounds are treated fairly in our workplace.		6	9%		2	5% 6%	<mark>60%</mark>	34%	6%
his hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	24%	b		62%		14%	34%	34%	31%

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I U St

Physicians and medical leaders trust one another in my health authority.	49	9%	30%	21%	33% 33% 33%

Elk Valley Hospital

11 Respondents 2022 | 12 Respondents 2021

Engagement			2022			2021	
I am satisfied with this health authority as a place to practice medicine.		64%		36% 0%	50%	33%	17%
I feel I belong to a collaborative, patient-centred team/unit.		64%		36% 0%	67%	17%	17%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	27%		46%	27%	67%	17%	17%
I have adequate opportunities to improve patient care, quality, and safety.		64%		27% 9%	50%	25%	25%
I have meaningful input into changes affecting my practice environment.	27%		46%	27%	50%	8%	42%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	27%	18%		55%	42%	42%	17%
Senior leaders seek physicians' input when setting the health authority's goals.	27%		36%	36%	27%	27%	46%
Senior leaders' decision-making is transparent to physicians.	18%	27%		55%	17%	42%	42%
This health authority values physicians' contributions.	27%		55%	18%	58%	25%	17%
Value				· · · · · ·			
This health authority values physicians' contributions.	27%		55%	18%	58%	25%	17%
Local Satisfaction **New Question		<u>.</u>	. <u> </u>				
**I am satisfied with this hospital/facility as a place to practice medicine.		8	2%	189 0%	*	*	*
<u>_</u>				J	i.		

Elk Valley Hospital

Physician Health and Safety

			20	22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.			82%			9% 9%	50%	0%	50%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count			
Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.75	1	2.0	1.00	30.00	4 / 11		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.43	2	2.0	1.00	10.00	7 / 11		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		46%			55%	0%	55%	27%	18%
This hospital/facility takes effective action to promote a healthy and safe workplace.		46%		36%		18%	46%	36%	18%
People treat each other with respect and consideration in our workplace.			82%			189 0%	64%	36%	0%
I am able to reasonably balance the demands of work and personal life.		64%	6		27%	9%	64%	9%	27%
People from all backgrounds are treated fairly in our workplace.			82%			189 <mark>0%</mark>	82%	18%	0%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	18%			82%		0%	55%	46%	0%

Trust

Physicians and medical leaders trust one another in my health authority.	64%	36% 0%	50% 42% 8%

Golden and District General Hospital

8 Respondents 2022 | 5 Respondents 2021

	2022				
	88%	0% 13%	80%	20%	0%
	88%	<mark>0%</mark> 13%	80%	20%	0%
63%	13%	25%	40%	40%	20%
	88%	0% 13%	60%	40%	0%
	88%	0% 13%	40%	40%	20%
63%	13%	25%	60%	40%	0%
63%	259	% 13%	20%	80%	0%
50%	25%	25%	0%	60%	40%
75%		13% 13%	60%	20%	20%
· · · · ·	· · · · ·	· · · ·			
75%		13% 13%	60%	20%	20%
					A
75%	2	13% 13%	*	*	*
	63% 63% 63% 50% 75% 75%	88% 88% 63% 13% 88% 63% 13% 63% 13% 63% 25°	88% 0% 13% 63% 13% 63% 13% 88% 0% 13% 88% 0% 13% 63% 13% 63% 13% 63% 25% 63% 25% 63% 25% 63% 25% 13% 25% 13% 25% 13% 13% 75% 13% 75% 13%	88% 0% 13% 80% 88% 0% 13% 80% 63% 13% 25% 40% 88% 0% 13% 60% 88% 0% 13% 60% 88% 0% 13% 60% 63% 13% 25% 63% 25% 13% 63% 25% 13% 20% 50% 25% 25% 13% 13% 60% 75% 13% 13% 60%	88% 0% 13% 80% 20% 88% 0% 13% 80% 20% 63% 13% 25% 40% 40% 88% 0% 13% 60% 40% 88% 0% 13% 60% 40% 63% 13% 25% 60% 40% 63% 25% 13% 20% 80% 50% 25% 0% 60% 20% 75% 13% 13% 60% 20%

Golden and District General Hospital

Physician Health and Safety

2022							2021	
	%		86%			75%	0%	25%
Mean	Mode (b) = bimodal	Median	Min	Max	Count			
1.50	1 (b)	1.5	1.00	2.00	2/8		-	
5.50	1 (b)	5.5	1.00	10.00	2/8		-	
		88%			13% 0%	80%	20%	0%
		75%			25% 0%	60%	40%	0%
		88%			0% 13%	80%	20%	0%
	50%		13%	38	8%	60%	20%	20%
		10	0%		0% 0%	40%	40%	20%
		75%			25% 0%	40%	60%	0%
	14% 0 Mean 1.50 5.50	Mean Mode (b) = bimodal 1.50 1 (b) 5.50 1 (b) 5.50 50%	Mean Mode (b) = bimodal Median 1.50 1 (b) 1.5 5.50 1 (b) 5.5 88% 75% 88% 88% 50% 10 10 10	14% 0% 0% 0% Mean Mode (b) = bimodal Median Min 1.50 1 (b) 1.5 1.00 5.50 1 (b) 5.5 1.00 88% 88% 88% 50% 13% 100%	14% 0% 30% Mean Mode (b) = bimodal Median Min Max 1.50 1 (b) 1.5 1.00 2.00 5.50 1 (b) 5.5 1.00 10.00 88% 88% 50% 13% 38 100%	14% 0% 0% 00% Mean Mode (b) = bimodal Median Min Max Count 1.50 1 (b) 1.5 1.00 2.00 2 / 8 5.50 1 (b) 5.5 1.00 10.00 2 / 8 S.50 1 (b) 5.5 1.00 10.00 2 / 8 S.50 1 (b) 5.5 0.00 10.00 2 / 8 S.50 1 (b) 5.5 0.00 13% 0% S.50 13% 38% 0% 13% 0% S.50% 13% 38% 0% <td>14% 0% 0% 75% Mean Mode (b) = bimodal Median Min Max Count 1.50 1 (b) 1.5 1.00 2.00 2 / 8 5.50 1 (b) 5.5 1.00 10.00 2 / 8 Mean 88% 13% 0% 80% 60% 55% 13% 38% 60% 50% 13% 38% 60% 60%</td> <td>14% 0% 0% 75% 0% Mean Mode (b) = bimodal Median Min Max Count 1.50 1 (b) 1.5 1.00 2.00 2 / 8 - 5.50 1 (b) 5.5 1.00 10.00 2 / 8 - 88% 13% 0% 80% 20% 75% 25% 0% 60% 40% 88% 0% 13% 80% 20% 5.50 13% 38% 60% 20%</td>	14% 0% 0% 75% Mean Mode (b) = bimodal Median Min Max Count 1.50 1 (b) 1.5 1.00 2.00 2 / 8 5.50 1 (b) 5.5 1.00 10.00 2 / 8 Mean 88% 13% 0% 80% 60% 55% 13% 38% 60% 50% 13% 38% 60% 60%	14% 0% 0% 75% 0% Mean Mode (b) = bimodal Median Min Max Count 1.50 1 (b) 1.5 1.00 2.00 2 / 8 - 5.50 1 (b) 5.5 1.00 10.00 2 / 8 - 88% 13% 0% 80% 20% 75% 25% 0% 60% 40% 88% 0% 13% 80% 20% 5.50 13% 38% 60% 20%

Physicians and medical leaders trust one another in my health authority.	88%	0%	13%	60%	20% 20%	%

Invermere and District Hospital

12 Respondents 2022 | 6 Respondents 2021

Engagement				2022				2021	
I am satisfied with this health authority as a place to practice medicine.			67%		17%	17%	83%	0%	17%
I feel I belong to a collaborative, patient-centred team/unit.			8	3%		8% 8%	100%	0%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		33%		33%		33%	67%	0%	33%
I have adequate opportunities to improve patient care, quality, and safety.			67%		0%	33%	83%	0%	17%
I have meaningful input into changes affecting my practice environment.			67%		0%	33%	67%	17%	17%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	0%	42%)		58%		33%	33%	33%
Senior leaders seek physicians' input when setting the health authority's goals.	8%		50%		4:	2%	17%	33%	50%
Senior leaders' decision-making is transparent to physicians.	0%	33%			67%		0%	50%	50%
This health authority values physicians' contributions.		33%		33%		33%	83%	0%	17%
Value		·		-			<u>.</u> ,		
This health authority values physicians' contributions.		33%		33%		33%	83%	0%	17%
Local Satisfaction **New Question									å
**I am satisfied with this hospital/facility as a place to practice medicine.			67%		8%	25%	*	*	*

65

■ Agree ■ Neutral ■ Disagree

Invermere and District Hospital

Physician Health and Safety

			202				2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.			80%		0%	20%	83%	0%	17%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	6.67	2	2.5	1.00	20.00	6 / 12		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.86	1 (b)	5.0	1.00	12.00	7 / 12		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.	25%		42%		33	3%	50%	17%	33%
This hospital/facility takes effective action to promote a healthy and safe workplace.	25%		42%		33%	/ 0	50%	50%	0%
People treat each other with respect and consideration in our workplace.			83%			8% 8%	100%	0%	0%
I am able to reasonably balance the demands of work and personal life.		50%		17%	33	3%	33%	67%	0%
People from all backgrounds are treated fairly in our workplace.		67	7%		17%	17%	100%	0%	0%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	27%	6	46	6%		27%	50%	33%	17%

Trust

Physicians and medical leaders trust one another in my health authority.	50%	42%	8%	83%	17%	0%

Kelowna General Hospital

200 Respondents 2022 | 174 Respondents 2021

2022						2021			
	52%		18%	30%	68%	13%	19%		
	59%		19%	22%	63%	18%	19%		
36%	0	15%	49%	6	53%	21%	26%		
37%	6	29%		34%	47%	32%	21%		
31%		23%	479	%	39%	23%	39%		
30%		25%	44	%	37%	24%	40%		
21%	28%		51%		28%	28%	44%		
18%	24%		58%		21%	29%	49%		
28%		28%	45	%	44%	26%	30%		
1 1		1	1						
28%		28%	4	5%	44%	26%	30%		
	55%		18%	27%	*	*	*		
	36% 37% 31% 30% 21% 18% 28%	36% 37% 31% 31% 31% 21% 28% 28%	52% 59% 36% 15% 37% 29% 31% 23% 30% 25% 18% 24% 28% 28%	$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	$\begin{array}{ c c c c c } \hline 52\% & 18\% & 30\% \\ \hline 59\% & 19\% & 22\% \\ \hline 36\% & 15\% & 49\% \\ \hline 37\% & 29\% & 34\% \\ \hline 37\% & 23\% & 47\% \\ \hline 30\% & 25\% & 44\% \\ \hline 30\% & 25\% & 51\% \\ \hline 18\% & 24\% & 51\% \\ \hline 28\% & 58\% \\ \hline 28\% & 28\% & 45\% \\ \hline 28\% & 28\% & 45\% \\ \hline \end{array}$	52% 18% 30% 68% 59% 19% 22% 63% 36% 15% 49% 53% 37% 29% 34% 47% 31% 23% 47% 39% 30% 25% 44% 37% 21% 28% 51% 28% 18% 24% 58% 21% 28% 28% 45% 44%	52% 18% 30% 68% 13% 59% 19% 22% 63% 18% 36% 15% 49% 53% 21% 37% 29% 34% 47% 32% 31% 23% 47% 39% 23% 30% 25% 44% 37% 24% 21% 28% 51% 28% 28% 28% 28% 45% 44% 26%		

Kelowna General Hospital

Physician Health and Safety

			2				2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		45%		15%	40'	%	45%	15%	40%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.44	1 (b)	2.0	1.00	30.00	68 / 200		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	32.39	1	4.5	1.00	999.00	98 / 200		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		56%			30%	15%	<mark>56</mark> %	33%	11%
This hospital/facility takes effective action to promote a healthy and safe workplace.		52%		25%	6	24%	57%	28%	15%
People treat each other with respect and consideration in our workplace.			74%		15	% 12%	65%	22%	13%
I am able to reasonably balance the demands of work and personal life.		46%		17%	37	7%	56%	19%	26%
People from all backgrounds are treated fairly in our workplace.		6	9%		17%	14%	65%	21%	14%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		42%		37%		22%	48%	34%	17%

Trust

Physicians and medical leaders trust one another in my health authority.	36%	27%	38%	42% 29% 29%

Kootenay Boundary Regional Hospital

41 Respondents 2022 | 39 Respondents 2021

Engagement			2022			2021	
I am satisfied with this health authority as a place to practice medicine.	4	44%	17%	39	% 39%	28%	33%
I feel I belong to a collaborative, patient-centred team/unit.		51%	1	5% 3	34% 39%	26%	36%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		46%	209	% 3	41%	21%	39%
I have adequate opportunities to improve patient care, quality, and safety.	39	%	20%	42%	6 36%	26%	39%
I have meaningful input into changes affecting my practice environment.	29%	1	17%	54%	24%	42%	34%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	20%	33	3%	48%	33%	36%	31%
Senior leaders seek physicians' input when setting the health authority's goals.	17%	34%	6	49%	28%	31%	41%
Senior leaders' decision-making is transparent to physicians.	12%	27%		61%	18%	31%	51%
This health authority values physicians' contributions.	27%		34%	39	% 28%	31%	41%
Value				· · · · · ·			
This health authority values physicians' contributions.	27%		34%	39	9% 28%	31%	41%
Local Satisfaction **New Question			·				a
**I am satisfied with this hospital/facility as a place to practice medicine.		53%		20%	28% *	*	*

Kootenay Boundary Regional Hospital

Physician Health and Safety

			202	22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		50%		19%		31%	43%	9%	49%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	9.29	1 (b)	4.0	1.00	50.00	21 / 41		-	
Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	9.64	1	4.0	1.00	60.00	25 / 41		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.	3	0%	35%	, 0	3	5%	46%	27%	27%
This hospital/facility takes effective action to promote a healthy and safe workplace.		37%	32	2%	32	2%	42%	29%	29%
People treat each other with respect and consideration in our workplace.			73%		15	% 12%	72%	13%	15%
I am able to reasonably balance the demands of work and personal life.		54%		2	4%	22%	59%	10%	31%
People from all backgrounds are treated fairly in our workplace.		59%			26%	15%	59%	28%	13%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	3	0%	33%		38	3%	30%	38%	32%
Frust									

Physicians and medical leaders trust one another in my health authority.	34%	34%	32%	49% 18% 33%

Kootenay Lake Hospital

21 Respondents 2022 | 20 Respondents 2021

Engagement			2022			2021	
I am satisfied with this health authority as a place to practice medicine.	29%		33%	38%	60%	25%	15%
I feel I belong to a collaborative, patient-centred team/unit.		52%	19%	29%	75%	10%	15%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		57%	0%	43%	75%	10%	15%
I have adequate opportunities to improve patient care, quality, and safety.	38	8%	29%	33%	55%	15%	30%
I have meaningful input into changes affecting my practice environment.		48%	14%	38%	45%	15%	40%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	24%	29	%	48%	25%	25%	50%
Senior leaders seek physicians' input when setting the health authority's goals.	19%	19%		62%	15%	25%	60%
Senior leaders' decision-making is transparent to physicians.	10%	29%		62%	15%	10%	75%
This health authority values physicians' contributions.	24%	19%		57%	30%	20%	50%
Value	1	1		1	i.		
This health authority values physicians' contributions.	24%	19%		57%	30%	20%	50%
Local Satisfaction **New Question					i.		
**I am satisfied with this hospital/facility as a place to practice medicine.		57%	149	% 29%	*	*	*
			<u> </u>	<u> </u>	ii.	i	

Kootenay Lake Hospital

Physician Health and Safety

			20	22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		65	%		12%	24%	50%	19%	31%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	10.00	5	4.0	1.00	50.00	7 / 21		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.42	1	2.0	1.00	12.00	12/21		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		60%)		25%	15%	58%	32%	11%
This hospital/facility takes effective action to promote a healthy and safe workplace.		65	%		20%	15%	74%	21%	5%
People treat each other with respect and consideration in our workplace.			86%			5% 10%	95%	5%	0%
I am able to reasonably balance the demands of work and personal life.		43%		19%	38	%	50%	20%	30%
People from all backgrounds are treated fairly in our workplace.		65	%		25%	10%	75%	20%	5%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		45%		30%		25%	68%	16%	16%

Trust

Physicians and medical leaders trust one another in my health authority.	19%	43%	38%	30% 40% 30%

Penticton Regional Hospital

73 Respondents 2022 | 62 Respondents 2021

Engagement	2022							
I am satisfied with this health authority as a place to practice medicine.		63%		25% 12%		79%	11%	10%
I feel I belong to a collaborative, patient-centred team/unit.		74%		1	4% 12%	82%	8%	10%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	5	5%	1!	5%	30%	84%	5%	11%
I have adequate opportunities to improve patient care, quality, and safety.		64%		22%	14%	75%	15%	10%
I have meaningful input into changes affecting my practice environment.	46%	,	3:	3%	21%	66%	19%	15%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	43%		18%	3	9%	53%	27%	19%
Senior leaders seek physicians' input when setting the health authority's goals.	34%		26%	4	0%	36%	40%	24%
Senior leaders' decision-making is transparent to physicians.	21%	33%		47%	, 0	21%	47%	32%
This health authority values physicians' contributions.	37%		36%		27%	57%	27%	16%
/alue	1		1		1	;		
This health authority values physicians' contributions.	37%		36%		27%	57%	27%	16%
Local Satisfaction **New Question			I_			ii		
**I am satisfied with this hospital/facility as a place to practice medicine.		799	/0		13% 8	% *	*	*
· · · · · · · · · · · · · · · · · · ·	ļ					!i		

Penticton Regional Hospital

Physician Health and Safety

		2022					2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		40%	14%		46%		35%	17%	48%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	900	2	4.0	1.00	50.00	20 / 73		-	
Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.81	2	3.0	1.00	50.00	31 / 73		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		55%			37%	8%	67%	23%	10%
This hospital/facility takes effective action to promote a healthy and safe workplace.		59%			32%	10%	61%	26%	13%
People treat each other with respect and consideration in our workplace.			85%			10% 6%	77%	13%	10%
I am able to reasonably balance the demands of work and personal life.		44%		29%		27%	52%	15%	34%
People from all backgrounds are treated fairly in our workplace.		53%			32%	15%	73%	19%	8%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		40%		5	0%	10%	51%	37%	12%
Frust									

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

Queen Victoria Hospital

9 Respondents 2022 | 9 Respondents 2021

Engagement	2022					2021	21	
I am satisfied with this health authority as a place to practice medicine.		44% 44		44% 11%		44%	11%	
I feel I belong to a collaborative, patient-centred team/unit.			89%	11% 0%	78%	22%	0%	
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		44%	33%	22%	67%	11%	22%	
I have adequate opportunities to improve patient care, quality, and safety.		789	%	11% 11%	56%	33%	11%	
I have meaningful input into changes affecting my practice environment.		56%	11%	33%	56%	33%	11%	
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	22%		56%	22%	22%	44%	33%	
Senior leaders seek physicians' input when setting the health authority's goals.	339	%	44%	22%	33%	33%	33%	
Senior leaders' decision-making is transparent to physicians.	11%	44%		44%	0%	44%	56%	
This health authority values physicians' contributions.		56%	0%	44%	56%	33%	11%	
Value	1	I	I I				,	
This health authority values physicians' contributions.		56%	0%	44%	56%	33%	11%	
Local Satisfaction **New Question								
**I am satisfied with this hospital/facility as a place to practice medicine.			89%	<mark>1</mark> 1% 0%	*	*	*	
					i.			

Queen Victoria Hospital

Physician Health and Safety

		2022						2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		33% 0	1%	6	7%		63%	0%	38%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.50	1 (b)	4.5	1.00	8.00	2/9		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	1.00	1	1.0	1.00	1.00	2/9		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.			1(00%		0% 0%	67%	22%	11%
This hospital/facility takes effective action to promote a healthy and safe workplace.			1(00%		0% 0%	67%	22%	11%
People treat each other with respect and consideration in our workplace.			89%			11% 0%	100%	0%	0%
I am able to reasonably balance the demands of work and personal life.		44%		33%		22%	33%	22%	44%
People from all backgrounds are treated fairly in our workplace.			89%			11% 0%	89%	11%	0%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).			89%			11% 0%	44%	33%	22%

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

Royal Inland Hospital

99 Respondents 2022 | 113 Respondents 2021

Engagement				2021			
I am satisfied with this health authority as a place to practice medicine.	33%		14%	53%	33%	19%	49%
I feel I belong to a collaborative, patient-centred team/unit.		52%		13% 35%	41%	19%	41%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	28%	1	7%	56%	35%	13%	51%
I have adequate opportunities to improve patient care, quality, and safety.	27%		21%	52%	32%	23%	45%
I have meaningful input into changes affecting my practice environment.	24%	19	%	57%	25%	21%	54%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	16%	18%		65%	10%	23%	67%
Senior leaders seek physicians' input when setting the health authority's goals.	17%	16%		66%	11%	25%	65%
Senior leaders' decision-making is transparent to physicians.	10% 179	%		73%	4%	23%	74%
This health authority values physicians' contributions.	17%	17%		66%	22%	23%	55%
/alue	1	1	1				
This health authority values physicians' contributions.	17%	17%		66%	22%	23%	55%
Local Satisfaction **New Question							
**I am satisfied with this hospital/facility as a place to practice medicine.	35%	, 0	11%	54%	*	*	*
				<u> </u>	ii		i

77

■ Agree ■ Neutral ■ Disagree

Royal Inland Hospital

Physician Health and Safety

	2022								
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		56%		12%	3	2%	52%	22%	27%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	10.82	1	4.0	1.00	100.00	28 / 99		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	15.96	2	5.0	1.00	180.00	48 / 99		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		41%		38%		21%	42%	41%	17%
This hospital/facility takes effective action to promote a healthy and safe workplace.		35%	29%		36%		35%	28%	37%
People treat each other with respect and consideration in our workplace.			74%		16	% 10%	63%	18%	20%
I am able to reasonably balance the demands of work and personal life.		37%	20%		43%		49%	24%	27%
People from all backgrounds are treated fairly in our workplace.		639	%		21%	16%	60%	27%	13%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		33%	34	%	3	3%	37%	38%	26%
Trust									

					1	
Physicians and medical leaders trust one another in my health authority.	29%	18%	53%	23%	29%	49%

Shuswap Lake General Hospital

26 Respondents 2022 | 25 Respondents 2021

		2022				2021	
42%	, 0	27%		31%	44%	20%	36%
	69%		12%	19%	48%	24%	28%
42%	, 0	19%		9%	40%	12%	48%
5	0%		27%	23%	52%	8%	40%
42%	, 0	19%		9%	24%	28%	48%
27%	15%		58%		20%	28%	52%
12%	32%		56%		20%	12%	68%
8% 27%	0		65%		12%	8%	80%
23%	3	5%	42	2%	40%	28%	32%
· · · ·					,		
23%	3	5%	4	2%	40%	28%	32%
·							
	69%		8%	23%	*	*	*
	42% 42% 42% 12% 8% 27% 23%	69% 42% 50% 42% 12% 32% 8% 27% 23% 33 23% 33	$\begin{array}{c c c c c c c c c } & & & & & & & & & & & & & & & & & & &$	$\begin{array}{c c c c c c c c c c c c c c c c c c c $	42% $27%$ $31%$ $69%$ $12%$ $19%$ $42%$ $19%$ $39%$ $50%$ $27%$ $23%$ $42%$ $19%$ $39%$ $27%$ $23%$ $39%$ $27%$ $15%$ $58%$ $12%$ $32%$ $56%$ $23%$ $32%$ $56%$ $23%$ $35%$ $42%$	42% 27% 31% 44% 69% 12% 19% 48% 42% 19% 39% 40% 50% 27% 23% 52% 42% 19% 39% 24% 27% 15% 58% 20% 12% 32% 56% 20% 8% 27% 65% 12% 23% 35% 42% 40%	42% 27% 31% 44% 20% 69% 12% 19% 48% 24% 42% 19% 39% 40% 12% 50% 27% 23% 52% 8% 42% 19% 39% 24% 28% 27% 15% 58% 20% 28% 12% 32% 56% 20% 12% 38% 27% 65% 12% 8% 23% 35% 42% 40% 28%

Shuswap Lake General Hospital

Physician Health and Safety

	2022						2022				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		50%		4%	46%		55%	9%	36%			
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count						
Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.82	2	3.0	1.00	30.00	11 / 26		-				
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.55	4 (b)	5.0	1.00	30.00	11 / 26		-				
Physical and Psychological Well-Being												
This hospital/facility takes effective action to prevent violence in the workplace.	28	8%		48%		24%	58%	17%	25%			
This hospital/facility takes effective action to promote a healthy and safe workplace.		46%		35%		19%	56%	16%	28%			
People treat each other with respect and consideration in our workplace.			81%			4% 15%	80%	4%	16%			
I am able to reasonably balance the demands of work and personal life.		54%		15%		31%	48%	16%	36%			
People from all backgrounds are treated fairly in our workplace.		6	9%		12%	19%	64%	12%	24%			
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		38%		46%		17%	46%	23%	32%			
rust												

Physicians and medical leaders trust one another in my health authority.	31%	27%	42%	24%	40% 36%

Vernon Jubilee Hospital

50 Respondents 2022 | 53 Respondents 2021

		2022				2021	
	56%		26%	18%	66%	19%	15%
	62%		10%	28%	76%	6%	19%
29%	23	3%	49%	6	60%	23%	17%
40	%	30%		30%	60%	26%	13%
32%		28%	4	40%	56%	21%	23%
20%	24%		56%		47%	30%	23%
20%	26%		54%		23%	38%	40%
12%	28%		60%		15%	51%	34%
28%		42%		30%	46%	33%	21%
28%		42%		30%	46%	33%	21%
	60%	 	18%	22%	*	*	*
	29% 40 32% 20% 20% 12% 28%	62% 29% 23 40% 23 32% 1 20% 24% 20% 26% 12% 28% 28% 1	56% $29%$ $29%$ $29%$ $40%$ $32%$ $32%$ $20%$ $20%$ $20%$ $21%$ $20%$ $22%$ $21%$ $20%$ $22%$ $22%$ $42%$ $42%$	56% 26% 62% 10% 29% 23% 49% 40% 30% 49% 32% 28% 4 20% 24% 56% 20% 26% 54% 12% 28% 42% 28% 42% 56%	$\begin{array}{ c c c c c } \hline 56\% & 26\% & 18\% \\ \hline 62\% & 10\% & 28\% \\ \hline 29\% & 23\% & 49\% \\ \hline 40\% & 30\% & 30\% \\ \hline 40\% & 28\% & 40\% \\ \hline 20\% & 24\% & 56\% \\ \hline 20\% & 26\% & 54\% \\ \hline 12\% & 28\% & 60\% \\ \hline 28\% & 42\% & 30\% \\ \hline 28\% & 42\% & 30\% \\ \hline \end{array}$	56% 26% 18% 66% 62% 10% 28% 76% 29% 23% 49% 60% 40% 30% 30% 60% 32% 28% 40% 56% 20% 24% 56% 47% 20% 26% 54% 23% 12% 28% 60% 15% 28% 42% 30% 46%	56% 26% 18% 66% 19% 62% 10% 28% 76% 6% 29% 23% 49% 60% 23% 40% 30% 30% 60% 26% 32% 28% 40% 56% 21% 20% 24% 56% 47% 30% 20% 26% 54% 23% 38% 12% 28% 60% 15% 51% 28% 42% 30% 46% 33%

81

■ Agree ■ Neutral ■ Disagree

Vernon Jubilee Hospital

Physician Health and Safety

			20)22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.				15%	37%		43%	21%	36%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.33	1	3.0	1.00	20.00	21 / 50		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	6.68	1 (b)	5.0	1.00	30.00	25 / 50		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		54%			35%	11%	67%	28%	6%
This hospital/facility takes effective action to promote a healthy and safe workplace.		46%		38	%	16%	64%	21%	15%
People treat each other with respect and consideration in our workplace.			72%		2	20% 8%	73%	17%	10%
I am able to reasonably balance the demands of work and personal life.		44%		16%	40	9%	59%	21%	21%
People from all backgrounds are treated fairly in our workplace.			80%			14% 6%	81%	10%	10%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		43%		41	%	16%	58%	26%	16%

Trust

Physicians and medical leaders trust one another in my health authority.	26%	34%	40%	54% 27% 19%

Island Health – Facility/Hospital Data

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

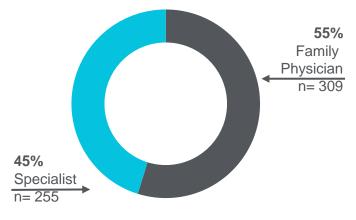
Senior leaders refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.

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

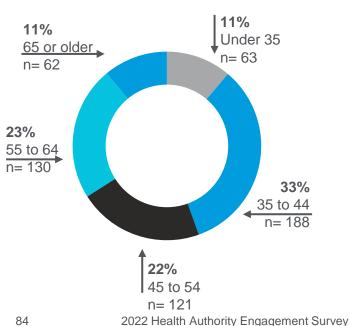


Demographics - Island (N = 564)

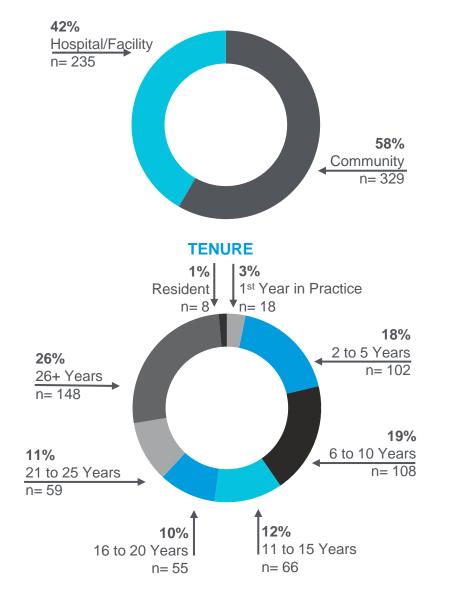
FAMILY PHYSICIANS OR SPECIALISTS



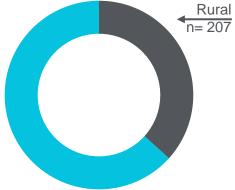
AGE



HOSPITAL/FACILITY OR COMMUNITY BASED



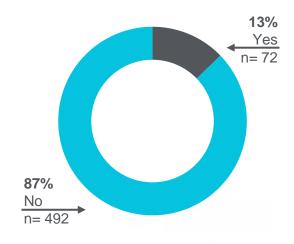
63% Urban , n= 357



SETTING

37%

MEDICAL LEADERSHIP



Island Health Authority

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

			2022			2021	
Cowichan District Hospital	40%		21%	39%	42%	21%	37%
Lady Minto/Gulf Islands Hospital	35%		35%	31%	42%	23%	35%
Nanaimo Regional General Hospital	24%	22%	22% 54%		32%	23%	46%
North Island Hospital Campbell River & District	37%		28%	36%	45%	26%	30%
North Island Hospital Comox Valley	30%		29%	41%	42%	28%	31%
Royal Jubilee Hospital	26%	24%		50%	35%	25%	40%
Saanich Peninsula Hospital	45%		26%	30%	40%	25%	35%
Tofino General Hospital	35%		26%	40%	59%	40%	2%
Victoria General Hospital	28%	24	%	49%	34%	27%	40%
West Coast General Hospital	24%	16%		60%	38%	25%	37%
Mount Waddington	30%		32%	38%	29%	22%	49%

■ Agree ■ Neutral ■ Disagree

Better.Together.

Cowichan District Hospital

59 Respondents 2022 | 53 Respondents 2021

Engagement		2022			2021	21	
I am satisfied with this health authority as a place to practice medicine.	49%	15%	36%	62%	13%	25%	
I feel I belong to a collaborative, patient-centred team/unit.	61	%	15% 24%	55%	17%	28%	
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	34%	24%	42%	45%	15%	40%	
I have adequate opportunities to improve patient care, quality, and safety.	37%	34%	29%	51%	13%	36%	
I have meaningful input into changes affecting my practice environment.	35%	16%	50%	34%	21%	45%	
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	36%	25%	39%	44%	21%	35%	
Senior leaders seek physicians' input when setting the health authority's goals.	40%	14%	47%	26%	30%	44%	
Senior leaders' decision-making is transparent to physicians.	22%	27%	51%	22%	31%	47%	
This health authority values physicians' contributions.	42%	20%	37%	42%	25%	34%	
Value				;		Ă	
This health authority values physicians' contributions.	42%	20%	37%	42%	25%	34%	
Local Satisfaction **New Question		· · · ·		i.		A	
**I am satisfied with this hospital/facility as a place to practice medicine.	43%	17%	40%	*	*	*	

Cowichan District Hospital

Physician Health and Safety

	2022							2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		49%		12%	39)%	44%	12%	44%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.27	1	2.0	1.00	50.00	22 / 59		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	15.00	1	4.0	1.00	100.00	27 / 59		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		48%			35%	17%	54%	25%	21%
This hospital/facility takes effective action to promote a healthy and safe workplace.		40%		40%		20%	40%	32%	28%
People treat each other with respect and consideration in our workplace.			75%			16% 9%	68%	13%	19%
I am able to reasonably balance the demands of work and personal life.	3:	3%	12%		55%		36%	23%	42%
People from all backgrounds are treated fairly in our workplace.		62ª	6		16%	22%	57%	11%	32%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		37%		44%		19%	41%	29%	29%

Trust

,						
Physicians and medical leaders trust one another in my health authority.	59%	16%	26%	50%	17%	33%

Lady Minto/Gulf Islands Hospital

8 Respondents 2022 | 12 Respondents 2021

Engagement				2021				
I am satisfied with this health authority as a place to practice medicine.		63%		25%	13%	50%	25%	25%
I feel I belong to a collaborative, patient-centred team/unit.		88			<mark>0%</mark> 13%	58%	17%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	38	38%		%	25%	33%	8%	58%
I have adequate opportunities to improve patient care, quality, and safety.		50%		25%	25%	58%	8%	33%
I have meaningful input into changes affecting my practice environment.	25%	25%	6	50%		33%	25%	42%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	13%		63%		25%	42%	25%	33%
Senior leaders seek physicians' input when setting the health authority's goals.	13%	38%		50%		36%	36%	27%
Senior leaders' decision-making is transparent to physicians.	13%	38%		50%		42%	17%	42%
This health authority values physicians' contributions.	13%		63%		25%	25%	42%	33%
Value				,	· · · ·	,		
This health authority values physicians' contributions.	13%		63%		25%	25%	42%	33%
Local Satisfaction **New Question						iž		
**I am satisfied with this hospital/facility as a place to practice medicine.		75%	6		25% 0%	*	*	*
					_!	;		

Lady Minto/Gulf Islands Hospital

Physician Health and Safety

			202	2022				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	25%	13%			63%		58%	8%	33%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
*Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.67	2 (b)	4.0	2.00	5.00	3/8		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.50	2 (b)	4.5	2.00	7.00	2/8		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		50%			38%	13%	42%	33%	25%
This hospital/facility takes effective action to promote a healthy and safe workplace.		50%			38%	13%	25%	33%	42%
People treat each other with respect and consideration in our workplace.			10	0%		0% 0%	83%	0%	17%
I am able to reasonably balance the demands of work and personal life.		50%			38%	13%	58%	17%	25%
People from all backgrounds are treated fairly in our workplace.		50%			50%	0%	50%	25%	25%
his hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		63%			38	3% 0%	17%	42%	42%

				i i
Physicians and medical leaders trust one another in my health authority.	38%	63%	0%	33% 33% 33%

Nanaimo Regional General Hospital

99 Respondents 2022 | 115 Respondents 2021

021
2% 32%
4% 27%
3% 47%
.3% 41%
.5% 46%
.8% 49%
.5% 57%
.7% 64%
.6% 49%
26% 49%
* *
-

Nanaimo Regional General Hospital

Physician Health and Safety

			2022				2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.				16%		%	39%	12%	49%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	84.82	1	3.0	1.00	999.00	33 / 99		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	68.57	2	3.5	1.00	999.00	46 / 99		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		46%			39%	15%	55%	36%	10%
This hospital/facility takes effective action to promote a healthy and safe workplace.	32	2%	37%		3	1%	47%	33%	20%
People treat each other with respect and consideration in our workplace.			76%			20% 4%	79%	11%	10%
I am able to reasonably balance the demands of work and personal life.	3	4%	17%		49%		55%	21%	24%
People from all backgrounds are treated fairly in our workplace.		62%	%		31%	7%	61%	25%	14%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	30	%		51%		19%	47%	37%	16%

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

North Island Hospital Campbell River & District

31 Respondents 2022 | 40 Respondents 2021

Engagement	2022						2021				
I am satisfied with this health authority as a place to practice medicine.		55%		23%	23%	73%	15%	13%			
I feel I belong to a collaborative, patient-centred team/unit.		8′	1%		10% 10%	73%	13%	15%			
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		65%		13%	23%	70%	15%	15%			
I have adequate opportunities to improve patient care, quality, and safety.		45%		39%	16%	55%	25%	20%			
I have meaningful input into changes affecting my practice environment.	30%		33%	:	37%	25%	40%	35%			
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	17%	35%		48%		35%	30%	35%			
Senior leaders seek physicians' input when setting the health authority's goals.	14%	38%		48%		25%	28%	48%			
Senior leaders' decision-making is transparent to physicians.	<mark>3</mark> % 30%	%		67%		18%	28%	55%			
This health authority values physicians' contributions.	23%	29%		48%		30%	38%	33%			
Value											
This health authority values physicians' contributions.	23%	29%		48%	,	30%	38%	33%			
Local Satisfaction **New Question											
**I am satisfied with this hospital/facility as a place to practice medicine.		74%			13% 13%	*	*	*			
			ļ.			i					

92

■ Agree ■ Neutral ■ Disagree

North Island Hospital Campbell River & District

Physician Health and Safety

	2022							2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		58%		12%		31%	60%	7%	33%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the 12 months? (e.g. 1 to		2	2.0	1.00	12.00	12/31		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident ove past 12 months? (e.g. 1 to	8 4 1	1 (b)	5.0	1.00	30.00	17 / 31		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workp	place.	65	i%		19%	16%	55%	32%	13%
This hospital/facility takes effective action to promote a healthy and safe workp	place.	45%		32%		23%	54%	31%	15%
People treat each other with respect and consideration in our workp	place.		77%			13% 10%	75%	18%	8%
I am able to reasonably balance the demands of work and persona	al life.	65	5%	3	%	32%	55%	25%	20%
People from all backgrounds are treated fairly in our workp	olace.	61%	6		16%	23%	73%	20%	8%
This hospital/facility deals effectively with situations that may threaten or harm employees harassment, discrimination, viole		37%		40%		23%	46%	28%	26%
Trust	ence).							i	

Physicians and medical leaders trust one another in my health authority.	36%	39%	26%	21% 56% 23%
				•

North Island Hospital Comox Valley

56 Respondents 2022 | 55 Respondents 2021

2022					2021			
4	1%	25% 34%		64%	22%	15%		
	53%	2	25% 23%	58%	27%	15%		
	49%	15%	36%	55%	22%	24%		
4	3%	32%	26%	51%	26%	24%		
30%		33%	37%	35%	35%	31%		
21%	32%		47%	35%	33%	32%		
11%	32%		57%	26%	19%	56%		
8%	30%		62%	17%	39%	44%		
15%	40%		45%	37%	26%	37%		
1	1	· · ·		,		Å		
15%	40%		45%	37%	26%	37%		
		·				a		
	63%		19% 19%	*	*	*		
	30% 21% 11% 8% 15%	53% 49% 43% 30% 21% 32% 11% 30% 11% 30% 40% 15% 40%	$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	$\begin{array}{c c c c c c c c c c c c c c c c c c c $	41% 25% 34% 64% 53% 25% 23% 58% 49% 15% 36% 55% 43% 32% 26% 51% 30% 33% 37% 35% 21% 32% 47% 35% 11% 32% 57% 26% 11% 32% 57% 26% 11% 32% 57% 26% 11% 32% 57% 26% 11% 32% 57% 26% 11% 32% 57% 26% 15% 40% 45% 37%	41% 25% 34% 64% 22% 53% 25% 23% 58% 27% 49% 15% 36% 55% 22% 43% 32% 26% 51% 26% 30% 33% 37% 35% 35% 21% 32% 47% 35% 33% 11% 32% 57% 26% 19% 8% 30% 62% 17% 39% 15% 40% 45% 37% 26%		

North Island Hospital Comox Valley

Physician Health and Safety

			20	022				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		45%		17%	38%		41%	16%	43%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.26	1	2.0	1.00	10.00	19 / 56		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	27.72	2	3.0	1.00	650.00	29 / 56		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		65	%		31%	% 4%	51%	39%	10%
This hospital/facility takes effective action to promote a healthy and safe workplace.		45%		31%		25%	41%	43%	16%
People treat each other with respect and consideration in our workplace.		6	8%		17%	15%	64%	14%	23%
I am able to reasonably balance the demands of work and personal life.		53%		18%	, D	29%	51%	13%	36%
People from all backgrounds are treated fairly in our workplace.			74%		1	9% 7%	64%	24%	12%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		36%		49%		15%	35%	49%	16%

Physicians and medical leaders trust one another in my health authority.	26%	47%	28%	36% 40% 24%

Royal Jubilee Hospital

133 Respondents 2022 | 176 Respondents 2021

Engagement			2022				2021	
I am satisfied with this health authority as a place to practice medicine.	35%		27%		38%	52%	21%	27%
I feel I belong to a collaborative, patient-centred team/unit.		58%		17%	26%	59%	17%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	33%		18%	49%	6	42%	16%	42%
I have adequate opportunities to improve patient care, quality, and safety.	36%	,	26%		39%	40%	24%	36%
I have meaningful input into changes affecting my practice environment.	26%	17%		57%		31%	28%	42%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	15%	26%		59%		25%	32%	43%
Senior leaders seek physicians' input when setting the health authority's goals.	13%	29%		59%		18%	32%	50%
Senior leaders' decision-making is transparent to physicians.	<mark>5%</mark> 24%			71%		9%	33%	58%
This health authority values physicians' contributions.	13%	31%		56%		35%	26%	40%
Value				,				
This health authority values physicians' contributions.	13%	31%		56%		35%	26%	40%
Local Satisfaction **New Question	·		-					
**I am satisfied with this hospital/facility as a place to practice medicine.		51%		20%	29%	*	*	*
			ļ					

96

■ Agree ■ Neutral ■ Disagree

Royal Jubilee Hospital

Physician Health and Safety

				2021					
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		53%		11%		37%		12%	32%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count			
*Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.08	2	5.0	1.00	50.00	51 / 133		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	14.92	1	5.0	1.00	365.00	73 / 133		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		41%		36%		23%	42%	40%	17%
This hospital/facility takes effective action to promote a healthy and safe workplace.	3	1%	37%		32	2%	45%	32%	23%
People treat each other with respect and consideration in our workplace.		(68%		16%	16%	68%	21%	11%
I am able to reasonably balance the demands of work and personal life.		35%	18%		47%		43%	21%	36%
People from all backgrounds are treated fairly in our workplace.		50%		24%		26%	61%	22%	17%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	25%	6	40%		3	5%	33%	42%	25%

Trust

Physicians and medical leaders trust one another in my health authority.	20%	37%	43%	31% 34% 36%

Saanich Peninsula Hospital

37 Respondents 2022 | 45 Respondents 2021

			2021					
	51%	11%	38%	58%	22%	20%		
	76	%	16% 8%	62%	20%	18%		
	57%	14%	30%	55%	23%	23%		
	54%	3	0% 16%	52%	27%	21%		
	49%	27%	24%	39%	23%	39%		
27%		38%	35%	33%	27%	40%		
32%		24%	43%	22%	24%	53%		
24%		32%	43%	13%	22%	64%		
32%		38%	30%	27%	38%	36%		
32%		38%	30%	27%	38%	36%		
	70%		12% 18%	*	*	*		
	32% 24% 32%	76 57% 54% 49% 27% 32% 32% 32%	$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	$ \begin{array}{ c c c c } \hline 51\% & 11\% & 38\% \\ \hline 76\% & 16\% & 8\% \\ \hline 76\% & 16\% & 30\% \\ \hline 57\% & 14\% & 30\% \\ \hline 54\% & 30\% & 16\% \\ \hline 49\% & 27\% & 24\% \\ \hline 49\% & 27\% & 24\% \\ \hline 27\% & 38\% & 35\% \\ \hline 32\% & 24\% & 43\% \\ \hline 24\% & 32\% & 43\% \\ \hline 32\% & 38\% & 30\% \\ \hline 32\% & 32\% \\ 12\% & 32\% \\ 12\% & 32\% \\ 12\% & 32\% \\ 12\% & 32\%$	51% 11% 38% 58% 76% 16% 8% 62% 57% 14% 30% 55% 54% 30% 16% 52% 49% 27% 24% 39% 27% 38% 35% 33% 32% 24% 43% 22% 32% 38% 30% 27% 32% 38% 30% 27%	51% 11% 38% 58% 22% 76% 16% 8% 62% 20% 57% 14% 30% 55% 23% 54% 30% 16% 52% 27% 49% 27% 24% 39% 23% 27% 24% 39% 23% 33% 27% 32% 24% 43% 22% 24% 32% 38% 30% 27% 38% 32% 38% 30% 27% 38%		

Saanich Peninsula Hospital

Physician Health and Safety

		2022						2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		43%		1%	43%		39%	15%	46%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	20.00	2 (b)	4.5	1.00	144.00	12/37		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	24.50	1	2.5	1.00	160.00	16 / 37		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		54%			23%	23%	58%	33%	9%
This hospital/facility takes effective action to promote a healthy and safe workplace.		61%			22%	17%	74%	19%	7%
People treat each other with respect and consideration in our workplace.			87%			5% 8%	89%	5%	7%
I am able to reasonably balance the demands of work and personal life.		46%		16%	38	%	47%	24%	29%
People from all backgrounds are treated fairly in our workplace.		659	%		27%	8%	77%	21%	2%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		49%		3(0%	21%	51%	42%	7%

Physicians and medical leaders trust one another in my health authority.	54%	22%	24%	30% 39% 32%

Tofino General Hospital

9 Respondents 2022 | 7 Respondents 2021

		2022				2021	
	67%		11%	22%	71%	29%	0%
		100%		0% 0%	100%	0%	0%
33%		33%		33%	71%	29%	0%
	56%		22%	22%	71%	29%	0%
33%		5	6%	11%	43%	57%	0%
<mark>0%</mark> 22%		7	'8%		29%	71%	0%
11%	33%		56%		57%	43%	0%
<mark>0%</mark> 22%		7	'8%		29%	71%	0%
11%	33%		56%		57%	29%	14%
			-				
11%	33%		56%		57%	29%	14%
	67%		2	2% 11%	*	*	*
	. 33% . 33% . 0% 22% . 11% . 0% 22% . 11%	. 33% . 33% . 56% . 33% . 0% 22% . 11% . 0% 22% . 11% . 33%	67% 100% 33% 33% 56% 1 33% 5 0% 22% 7 11% 33% 11% 33% 11% 33%	67% 11% 100% 100% 33% 33% 56% 22% 33% 56% 0% 22% 78% 11% 33% 11% 56% 11% 33% 11% 33% 11% 56% 11% 33% 56% 56%	67% 11% 22% 100% 0% 0% 33% 33% 33% 33% 56% 22% 33% 56% 0% 22% 78% 11% 33% 0% 22% 78% 11% 33% 11% 33% 11% 33% 56% 11%	67% 11% 22% 71% 100% 0% 0% 100% 33% 33% 33% 71% 33% 33% 22% 22% 56% 22% 22% 71% 33% 56% 11% 43% 0% 22% 78% 29% 11% 33% 56% 57% 0% 22% 78% 29% 11% 33% 56% 57% 11% 33% 56% 57%	67% 11% 22% 71% 29% 100% 0% 0% 100% 0% 0% 33% 33% 33% 71% 29% 56% 22% 22% 71% 29% 33% 56% 11% 43% 57% 0% 22% 78% 29% 71% 11% 33% 56% 57% 43% 0% 22% 78% 29% 71% 11% 33% 56% 57% 29% 11% 33% 56% 57% 29% 11% 33% 56% 57% 29%

Tofino General Hospital

Physician Health and Safety

				2021					
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		38%	25%		38%		43%	0%	57%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	16.00	2	6.0	2.00	50.00	4 / 9		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	6.25	2	2.0	1.00	20.00	4 / 9		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		44%		33%		22%	43%	29%	29%
This hospital/facility takes effective action to promote a healthy and safe workplace.		44%			56%	0%	71%	29%	0%
People treat each other with respect and consideration in our workplace.			10	0%		0% 0%	86%	14%	0%
I am able to reasonably balance the demands of work and personal life.		67	7%		11%	22%	43%	14%	43%
People from all backgrounds are treated fairly in our workplace.			89%			0%11%	86%	14%	0%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	22%			67%		11%	57%	29%	14%
Trust									

Physicians and medical leaders trust one another in my health authority.	33%	33%	339	%	57% 43%	0%

Victoria General Hospital

100 Respondents 2022 | 110 Respondents 2021

Engagement			2021					
I am satisfied with this health authority as a place to practice medicine.	41%		20%		8%	49%	27%	24%
I feel I belong to a collaborative, patient-centred team/unit.		55%		20%	25%	61%	9%	30%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	33%	1:	3%	54%		42%	17%	40%
I have adequate opportunities to improve patient care, quality, and safety.	389	%	24%	3	88%	40%	28%	33%
I have meaningful input into changes affecting my practice environment.	24%	3:	3%	44	%	30%	30%	40%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	16%	27%		57%		28%	33%	40%
Senior leaders seek physicians' input when setting the health authority's goals.	15%	25%		60%		17%	29%	53%
Senior leaders' decision-making is transparent to physicians.	8% 25	5%		67%		10%	35%	55%
This health authority values physicians' contributions.	18%	29%		53%		27%	31%	42%
Value	1 1		1	1	1			,
This health authority values physicians' contributions.	18%	29%		53%		27%	31%	42%
Local Satisfaction **New Question						ii.		
**I am satisfied with this hospital/facility as a place to practice medicine.		51%	1	5%	35%	*	*	*
	<u> </u>			ļ		!i		

Victoria General Hospital

Physician Health and Safety

			20)22				2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		43%	23%			35%	55%	13%	33%	
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count				
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	10.32	2	2.0	1.00	180.00	31 / 100		-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.45	1	3.0	1.00	100.00	53 / 100		-		
Physical and Psychological Well-Being										
This hospital/facility takes effective action to prevent violence in the workplace.		50%			33%	18%	46%	37%	17%	
This hospital/facility takes effective action to promote a healthy and safe workplace.		39%		41%		21%	40%	34%	26%	
People treat each other with respect and consideration in our workplace.			74%		1	17% 9%	71%	14%	15%	
I am able to reasonably balance the demands of work and personal life.		47%		18%		35%	50%	18%	32%	
People from all backgrounds are treated fairly in our workplace.		57%			27%	16%	62%	20%	18%	
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		36%		41%		24%	35%	40%	25%	

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

West Coast General Hospital

11 Respondents 2022 | 16 Respondents 2021

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

■ Agree ■ Neutral ■ Disagree

West Coast General Hospital

Physician Health and Safety

			202	22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.			80%			10% 10%	40%	7%	53%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.75	4	4.0	1.00	10.00	4 / 11		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	9.57	20	5.0	1.00	20.00	7 / 11		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.	33	%	33	%		33%	69%	13%	19%
This hospital/facility takes effective action to promote a healthy and safe workplace.	18%		64%)		18%	63%	19%	19%
People treat each other with respect and consideration in our workplace.		55%			27%	18%	81%	13%	6%
I am able to reasonably balance the demands of work and personal life.	3	6%	9%		55%		63%	13%	25%
People from all backgrounds are treated fairly in our workplace.		55%		9%		36%	75%	6%	19%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	27%			55%		18%	56%	19%	25%

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

Mount Waddington

7 Respondents 2022 | 7 Respondents 2021

2022							2021				
14%		29%		57%		29%	29%	43%			
		71%			14% 1	4% 57%	14%	29%			
2	29%		57%	6	1	4% 43%	14%	43%			
2	29%		43%		29%	29%	43%	29%			
		57%		14%	29%	29%	29%	43%			
0%	43%	%		57%		14%	29%	57%			
2	29%		29%		43%	14%	14%	71%			
0%	43%	%		57%		14%	14%	71%			
	43%	%	14%		43%	29%	14%	57%			
	43%	10	14%		43%	29%	14%	57%			
,						/					
		57%		14%	29%	*	*	*			
	0% 0% 0% 0%	29% 29% 0% 29% 0% 29% 0% 43° 0% 43° 43° 43° 43° 43°	29% 29% 29% 29% 0% 43% 0% 43% 43%	14% 29% 29% 71% 29% 57% 29% 43% 0% 43% 0% 43% 0% 43% 14% 14%	14% 29% 57% 29% 57% 29% 43% 29% 43% 0% 43% 0% 43% 0% 43% 0% 57% 43% 57% 43% 57% 43% 14% 43% 14%	14% 29% 57% 71% 14% 1 29% 57% 1 29% 43% 29% 0% 43% 57% 0% 43% 57% 0% 43% 57% 43% 14% 43% 43% 14% 43%	14% 29% 57% 29% 71% 14% 14% 57% 29% 57% 14% 43% 29% 43% 29% 29% 57% 14% 29% 29% 0% 43% 57% 14% 0% 43% 57% 14% 0% 43% 57% 14% 43% 14% 43% 29%	14% 29% 57% 29% 29% 71% 14% 14% 57% 14% 29% 57% 14% 43% 14% 29% 43% 29% 29% 43% 57% 14% 29% 29% 43% 0% 43% 57% 14% 29% 0% 43% 57% 14% 29% 0% 43% 57% 14% 14% 14% 43% 57% 14% 14% 14% 43% 57% 14% 14%			

Mount Waddington

Physician Health and Safety

		2022						2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		71%			14%	14%	86%	14%	0%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.67	1 (b)	3.0	1.00	7.00	3/7		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	12.33	2 (b)	7.5	2.00	30.00	6 / 7		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		57%		14%	6	29%	29%	14%	57%
This hospital/facility takes effective action to promote a healthy and safe workplace.	299	%	29%		43%		29%	0%	71%
People treat each other with respect and consideration in our workplace.			71%		14%	14%	57%	14%	29%
I am able to reasonably balance the demands of work and personal life.	299	<mark>% 0</mark> %		71%	6		29%	29%	43%
People from all backgrounds are treated fairly in our workplace.		57%			29%	14%	57%	29%	14%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	17%		50%		3	3%	14%	14%	71%

				1	
Physicians and medical leaders trust one another in my health authority.	<mark>0%1</mark> 4%	86%		14%	14% 71%

Northern Health – Hospital/ Facility Data

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

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

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



Demographics - Northern (N = 136)

13%

n= 17

Under 35

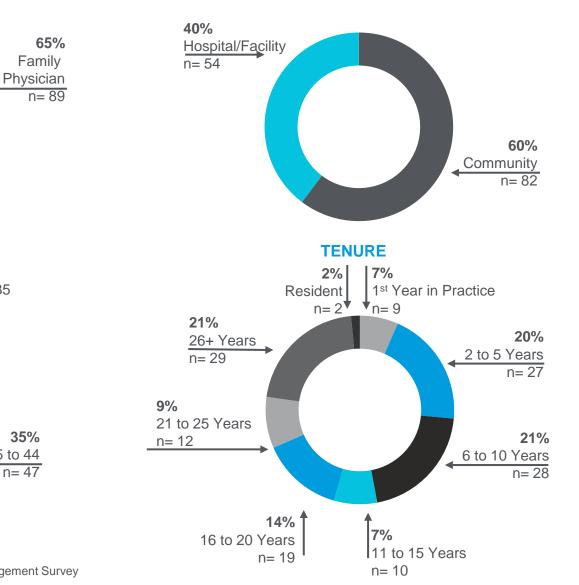
35%

n= 47

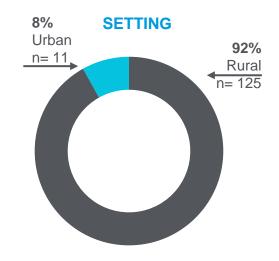
35 to 44

FAMILY PHYSICIANS OR SPECIALISTS

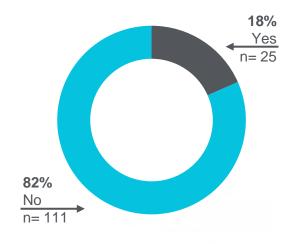
AGE



HOSPITAL/FACILITY OR COMMUNITY BASED



MEDICAL LEADERSHIP



2022 Health Authority Engagement Survey

29%

n= 40

45 to 54

35%

Specialist n= 47

9%

15%

55 to 64

n= 20

n= 12

65 or older

Northern Health Authority

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

					2022	2				2021	
Bulkley Valley District Hospital	39	%		219	%		41	%	48%	20%	32%
Dawson Creek and District Hospital		47%			21%			32%	52%	11%	37%
Fort St John Hospital & Peace Villa	29%		11%			60%	6		32%	23%	44%
GR Baker Memorial Hospital		43%			25%			32%	43%	32%	25%
Lakes/Mackenzie/Fraser Lake			70%				10%	21%	50%	26%	24%
Mills Memorial Hospital	31%			22%			47%		40%	16%	44%
Prince Rupert Regional Hospital	37%	6		17%			46%		*	*	*
University Hospital of Northern British Columbia (UHNBC)	31%			21%			48%		33%	26%	41%

■ Agree ■ Neutral ■ Disagree

* Sample size too small to report

Bulkley Valley District Hospital

13 Respondents 2022 | 12 Respondents 2021

Engagement			2022			2021	
I am satisfied with this health authority as a place to practice medicine.		46%	8%	46%	67%	17%	17%
I feel I belong to a collaborative, patient-centred team/unit.		7	7%	15% 8%	75%	8%	17%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		69%	, D	8% 23%	67%	8%	25%
I have adequate opportunities to improve patient care, quality, and safety.	31%		39%	31%	58%	25%	17%
I have meaningful input into changes affecting my practice environment.		46%	15%	39%	58%	17%	25%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	23%	23%	, 0	54%	17%	42%	42%
Senior leaders seek physicians' input when setting the health authority's goals.	15%	31%		54%	33%	17%	50%
Senior leaders' decision-making is transparent to physicians.	8% 23	%		69%	25%	25%	50%
This health authority values physicians' contributions.	31%		23%	46%	33%	17%	50%
/alue	I	1	1 1		,		
This health authority values physicians' contributions.	31%		23%	46%	33%	17%	50%
Local Satisfaction **New Question				l	/i		
**I am satisfied with this hospital/facility as a place to practice medicine.		7	7%	23% 0%	*	*	*
				ļ	i		

Bulkley Valley District Hospital

Physician Health and Safety

		2022							
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		46%	0%		54%		55%	0%	46%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.83	1 (b)	3.0	1.00	10.00	6 / 13		-	
Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.00	1 (b)	5.0	1.00	20.00	7 / 13		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		39%		46%		15%	55%	46%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.		54%			31%	15%	64%	9%	27%
People treat each other with respect and consideration in our workplace.			77%		8%	% 15%	100%	0%	0%
I am able to reasonably balance the demands of work and personal life.		6	9%		8%	23%	58%	17%	25%
People from all backgrounds are treated fairly in our workplace.		67	7%		17%	17%	67%	25%	8%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		39%		39%		23%	60%	30%	10%
Trust									

Physicians and medical leaders trust one another in my health authority.	23%	39%	39%	40% 40% 20%

Dawson Creek and District Hospital

8 Respondents 2022 | 7 Respondents 2021

Engagement		2022			2021	
I am satisfied with this health authority as a place to practice medicine.	63%	6	25%	13% <mark>57%</mark>	29%	14%
I feel I belong to a collaborative, patient-centred team/unit.	50%	13%	38%	57%	14%	29%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	63%	6	0% 38%	71%	0%	29%
I have adequate opportunities to improve patient care, quality, and safety.	63%	6	13% 25%	71%	14%	14%
I have meaningful input into changes affecting my practice environment.	50%	13%	38%	43%	0%	57%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	50%	13%	38%	43%	14%	43%
Senior leaders seek physicians' input when setting the health authority's goals.	25%	38%	38%	43%	0%	57%
Senior leaders' decision-making is transparent to physicians.	25%	38%	38%	43%	14%	43%
This health authority values physicians' contributions.	38%	38%	25%	43%	14%	43%
Value	1	1	1 1			
This health authority values physicians' contributions.	38%	38%	25%	43%	14%	43%
Local Satisfaction **New Question						
**I am satisfied with this hospital/facility as a place to practice medicine.	38%	38%	25%	, o *	*	*
**I am satisfied with this hospital/facility as a place to practice medicine.	38%	38%	25%	ó *	*	

Dawson Creek and District Hospital

Physician Health and Safety

				2022				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.			71%		14%	% 14%	83%	17%	0%
**New Question	Mean	Mode (b) = bimodal	Mediar	n Min	Мах	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	16.75	2 (b)	17.5	2.00	30.00	4 / 8		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	18.60	15	15.0	5.00	50.00	5 / 8		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		50%			38%	13%	29%	57%	14%
This hospital/facility takes effective action to promote a healthy and safe workplace.		38%		50%	0	13%	43%	43%	14%
People treat each other with respect and consideration in our workplace.			75%		0%	25%	71%	14%	14%
I am able to reasonably balance the demands of work and personal life.		38%		25%	3	8%	29%	14%	57%
People from all backgrounds are treated fairly in our workplace.		63	%		13%	25%	29%	57%	14%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	25%	6		50%		25%	29%	43%	29%
Frust									

Physicians and medical leaders trust one another in my health authority.	38%	38%	25%	29% 14% 57%

Fort St John Hospital & Peace Villa

6 Respondents 2022 | 20 Respondents 2021

Engagement			2022			2021	
I am satisfied with this health authority as a place to practice medicine.	17%	17%		67%	35%	25%	40%
I feel I belong to a collaborative, patient-centred team/unit.			80%	0% 20%	65%	25%	10%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	33%	b	17%	50%	45%	15%	40%
I have adequate opportunities to improve patient care, quality, and safety.	33%	b	17%	50%	45%	5%	50%
I have meaningful input into changes affecting my practice environment.	33%	b	17%	50%	25%	35%	40%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	17%	17%		67%	25%	15%	60%
Senior leaders seek physicians' input when setting the health authority's goals.	17% 0%			83%	20%	15%	65%
Senior leaders' decision-making is transparent to physicians.	17% 0%			83%	10%	30%	60%
This health authority values physicians' contributions.	17%	17%		67%	20%	45%	35%
Value		,		· · · ·	,		
This health authority values physicians' contributions.	17%	17%		67%	20%	45%	35%
Local Satisfaction **New Question				· · · · · · · · · · · · · · · · · · ·	<i>ii</i> .		
**I am satisfied with this hospital/facility as a place to practice medicine.	17%	33%		50%	*	*	*
							1

■ Agree ■ Neutral ■ Disagree

Fort St John Hospital & Peace Villa

Physician Health and Safety

						2021			
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		40%		40%		20%	39%	22%	39%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	3 40	2 (b)	2.0	1.00	6.00	5/6		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.80	2	4.0	2.00	6.00	5 / 6		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		50%			33%	17%	39%	50%	11%
This hospital/facility takes effective action to promote a healthy and safe workplace.		33%		50%		17%	44%	33%	22%
People treat each other with respect and consideration in our workplace.		33%			67%	0%	60%	20%	20%
I am able to reasonably balance the demands of work and personal life.	0%	33%			67%		25%	15%	60%
People from all backgrounds are treated fairly in our workplace.		50%			50%	0%	45%	35%	20%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		33%			67%	0%	37%	47%	16%
rust									

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

GR Baker Memorial Hospital

8 Respondents 2022 | 8 Respondents 2021

	2022				2021	
38%	25%	38	8%	50%	38%	13%
	63%	25%	13%	50%	25%	25%
50	0% 13	3% 38	8%	50%	38%	13%
50	0% 13	3% 38	8%	63%	25%	13%
	75%	0%	25%	88%	0%	13%
25%	50%		25%	38%	25%	38%
25%	25%	50%		13%	50%	38%
25%	38%	38	8%	0%	50%	50%
38%	38	%	25%	38%	38%	25%
38%	3	8%	25%	38%	38%	25%
·	·		/			
50	0%	25%	25%	*	*	*
	25% 25% 25% 38%	38% 25% 63% 13 50% 13 50% 13 50% 13 50% 13 50% 13 50% 13 50% 13 50% 13 50% 13 50% 13 50% 13 50% 50% 25% 50% 25% 38% 38% 38	$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	38% 25% 38% 63% 25% 13% 50% 13% 38% 50% 13% 38% 50% 13% 38% 50% 13% 38% 50% 13% 38% 50% 50% 25% 25% 50% 25% 25% 38% 38% 38% 38% 25%	38% 25% 38% 50% 63% 25% 13% 50% 50% 13% 38% 50% 50% 13% 38% 63% 50% 13% 38% 63% 50% 13% 38% 63% 50% 13% 38% 63% 50% 13% 38% 88% 25% 50% 25% 38% 25% 25% 50% 13% 25% 38% 38% 0% 38% 38% 25% 38% 38% 38% 25% 38%	38% 25% 38% 50% 38% 63% 25% 13% 50% 25% 50% 13% 38% 50% 38% 50% 13% 38% 63% 25% 50% 13% 38% 63% 25% 50% 13% 38% 63% 25% 75% 0% 25% 88% 0% 25% 50% 25% 38% 25% 25% 25% 50% 13% 50% 25% 25% 38% 38% 0% 50% 38% 38% 38% 38% 38% 38%

GR Baker Memorial Hospital

Physician Health and Safety

			20	22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		50%			33%	17%	57%	0%	43%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.40	2	3.0	2.00	10.00	5/8		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.80	5	5.0	4.00	20.00	5/8		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		50%			38%	13%	38%	38%	25%
This hospital/facility takes effective action to promote a healthy and safe workplace.		38%	259	%	38%	/ 0	25%	38%	38%
People treat each other with respect and consideration in our workplace.		63%	6		13%	25%	38%	38%	25%
I am able to reasonably balance the demands of work and personal life.	25%	6 13%	6		63%		25%	13%	63%
People from all backgrounds are treated fairly in our workplace.		63%	6	0%	6 38	3%	13%	38%	50%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		50%		25	%	25%	13%	50%	38%

Physicians and medical leaders trust one another in my health authority. 38% 25% 38% 13% 75% 13%

Lakes/Mackenzie/Fraser Lake

7 Respondents 2022 | 8 Respondents 2021

	2022			2021	
71%	14%	14%	50%	25%	25%
71%	14%	14%	53%	0%	38%
71%	0%	29%	75%	13%	13%
	86%	0% 14%	75%	25%	0%
71%	0%	29%	38%	25%	38%
71%	14%	14%	38%	38%	25%
71%	14%	14%	25%	50%	25%
43%	29%	29%	13%	50%	38%
71%	0%	29%	75%	13%	13%
'	· · · ·	<u>.</u>			
71%	0%	29%	75%	13%	13%
·	·				
	86%	0% 14%	*	*	*
	71% 71% 71% 71% 71% 43% 71%	71% 14% 71% 14% 71% 0% 86% 0% 71% 0% 71% 0% 71% 14% 71% 0% 71% 0% 71% 0% 71% 0% 71% 0%	71% 14% 14% 6 71% 14% 14% 14% 6 71% 0% 29% 7 7 86% 0% 14% 7 7 71% 0% 29% 3 3 71% 0% 29% 3 3 71% 14% 14% 14% 3 71% 0% 29% 7 3 71% 0% 29% 7 3 71% 0% 29% 7 3 71% 0% 29% 7 3	71% 14% 14% 50% 71% 14% 14% 63% 71% 0% 29% 75% 86% 0% 14% 75% 71% 0% 29% 38% 71% 0% 29% 38% 71% 14% 14% 25% 43% 29% 29% 75% 71% 0% 29% 75% 71% 0% 29% 75%	71% 14% 14% 50% 25% 71% 14% 14% 63% 0% 71% 0% 29% 75% 13% 86% 0% 14% 75% 25% 71% 0% 29% 38% 25% 71% 0% 29% 38% 25% 71% 14% 14% 38% 38% 71% 14% 14% 38% 50% 43% 29% 29% 13% 50% 71% 0% 29% 75% 13% 71% 0% 29% 75% 13%

Lakes/Mackenzie/Fraser Lake

Physician Health and Safety

	2022							2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	2	9% 0%		7	′1%		38%	0%	63%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.00	5	5.0	5.00	5.00	1 / 7		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	10.00	10	10.0	10.00	10.00	1 / 7		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		57%			29%	14%	50%	13%	38%
This hospital/facility takes effective action to promote a healthy and safe workplace.			71%			29% 0%	50%	13%	38%
People treat each other with respect and consideration in our workplace.			86%			14% 0%	75%	0%	25%
I am able to reasonably balance the demands of work and personal life.		57%		1	4%	29%	63%	0%	38%
People from all backgrounds are treated fairly in our workplace.			86%			14% 0%	50%	25%	25%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		57%			29%	14%	50%	13%	38%

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

Mills Memorial Hospital

12 Respondents 2022 | 20 Respondents 2021

Engagement								
I am satisfied with this health authority as a place to practice medicine.	42%		25%		33%	50%	15%	35%
I feel I belong to a collaborative, patient-centred team/unit.		58%		17%	25%	55%	20%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	33%	1	7%	50%		45%	10%	45%
I have adequate opportunities to improve patient care, quality, and safety.	25%	3	3%	4	2%	35%	20%	45%
I have meaningful input into changes affecting my practice environment.	33%	8%		58%		32%	21%	47%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	25%	17%		58%		35%	15%	50%
Senior leaders seek physicians' input when setting the health authority's goals.	17%	25%		58%		37%	21%	42%
Senior leaders' decision-making is transparent to physicians.	17%	25%		58%		30%	15%	55%
This health authority values physicians' contributions.	25%	3	3%	4	2%	40%	10%	50%
Value	·			1	1	,		
This health authority values physicians' contributions.	25%	3	3%	4	2%	40%	10%	50%
Local Satisfaction **New Question	\							
**I am satisfied with this hospital/facility as a place to practice medicine.		58%	0°	/0 4	-2%	*	*	*
	l				ļ	i	i	

■ Agree ■ Neutral ■ Disagree

Mills Memorial Hospital

Physician Health and Safety

			20	022				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		55%		18%		27%	56%	11%	33%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.60	10	4.0	1.00	10.00	5 / 12		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	25.14	1	3.0	1.00	100.00	7 / 12		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		42%		25%	3	3%	47%	26%	26%
This hospital/facility takes effective action to promote a healthy and safe workplace.		42%		25%	33	%	40%	30%	30%
People treat each other with respect and consideration in our workplace.		50%		25%		25%	75%	10%	15%
I am able to reasonably balance the demands of work and personal life.		50%		8%	42%	, D	55%	5%	40%
People from all backgrounds are treated fairly in our workplace.		67	7%	0	% 3	3%	74%	11%	16%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		42%	1	17%	42%	, D	61%	6%	33%

Physicians and medical leaders trust one another in my health authority. 25% 17% 58% 40% 20% 40%

Prince Rupert Regional Hospital

10 Respondents 2022 | * Respondents 2021

Engagement	2022						2021			
I am satisfied with this health authority as a place to practice medicine.	40%		40%		40% 20% 40%		40%	*	*	*
I feel I belong to a collaborative, patient-centred team/unit.		70%			30% 0%	*	*	*		
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	20%	20%		60%		*	*	*		
I have adequate opportunities to improve patient care, quality, and safety.		56%		33%	11%	*	*	*		
I have meaningful input into changes affecting my practice environment.		56%		11%	33%	*	*	*		
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	30%	0%		70%		*	*	*		
Senior leaders seek physicians' input when setting the health authority's goals.	20%	10%		70%		*	*	*		
Senior leaders' decision-making is transparent to physicians.	20%	10%		70%		*	*	*		
This health authority values physicians' contributions.	20%	20%		60%		*	*	*		
Value		1	1	I	1			.å		
This health authority values physicians' contributions.	20%	20%		60%		*	*	*		
Local Satisfaction **New Question				!				.å		
**I am satisfied with this hospital/facility as a place to practice medicine.		50%	109	%	40%	*	*	*		
					<u> </u>	_!!	.i	.i		

Prince Rupert Regional Hospital

Physician Health and Safety

			202	2				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		67	7%		22%	11%	*	*	*
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.13	2 (b)	5.0	2.00	12.00	8 / 10		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.00	3 (b)	4.5	3.00	25.00	8 / 10		-	
Physical and Psychological Well-Being								-	
This hospital/facility takes effective action to prevent violence in the workplace.		44%	0%		56%		*	*	*
This hospital/facility takes effective action to promote a healthy and safe workplace.		33%	4	4%		22%	*	*	*
People treat each other with respect and consideration in our workplace.		60%			10%	30%	*	*	*
I am able to reasonably balance the demands of work and personal life.	3	0%	30%		40)%	*	*	*
People from all backgrounds are treated fairly in our workplace.			80%			10% 10%	*	*	*
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	22%		33%		44%	6	*	*	*

Physicians and medical leaders trust one another in my health authority. 22% 22% 56% * *

University Hospital of Northern British Columbia (UHNBC)

51 Respondents 2022 | 65 Respondents 2021

			2021			
	53%	16%	ő 31%	51%	22%	28%
	47%	22%	31%	48%	29%	23%
. 31%		28%	41%	32%	19%	49%
. 35%	6	16%	49%	34%	25%	42%
. 31%	1	8%	51%	28%	28%	45%
20%	22%		59%	28%	25%	48%
18%	24%		58%	28%	25%	48%
16%	20%		64%	12%	35%	52%
24%	28'	%	48%	34%	30%	36%
		· · ·		,		
. 24%	28	%	48%	34%	30%	36%
_		·	· · · · ·			
	51%	12%	37%	*	*	*
	35% 31% 20% 18% 16% 24%	Image: 1 to 1 t	47% $22%$ $31%$ $28%$ $31%$ $16%$ $31%$ $18%$ $22%$ $16%$ $18%$ $22%$ $18%$ $22%$ $18%$ $22%$ $18%$ $22%$ $16%$ $20%$ $16%$ $20%$ $24%$ $28%$ $24%$ $28%$	53% $16%$ $31%$ $47%$ $22%$ $31%$ $31%$ $28%$ $41%$ $35%$ $16%$ $49%$ $31%$ $18%$ $51%$ $20%$ $22%$ $59%$ $16%$ $20%$ $58%$ $16%$ $20%$ $64%$ $24%$ $28%$ $48%$	53% $16%$ $31%$ $51%$ $47%$ $22%$ $31%$ $48%$ $31%$ $28%$ $41%$ $32%$ $35%$ $16%$ $49%$ $34%$ $31%$ $18%$ $51%$ $28%$ $20%$ $22%$ $59%$ $28%$ $18%$ $24%$ $58%$ $28%$ $16%$ $20%$ $64%$ $12%$ $24%$ $28%$ $48%$ $34%$ $24%$ $28%$ $48%$ $34%$	53% 16% 31% 51% 22% 47% 22% 31% 48% 29% 31% 28% 41% 32% 19% 35% 16% 49% 34% 25% 31% 18% 51% 28% 28% 20% 22% 59% 28% 25% 18% 24% 58% 28% 25% 16% 20% 64% 12% 35% 16% 28% 48% 34% 30% 24% 28% 48% 34% 30%

University Hospital of Northern British Columbia (UHNBC)

Physician Health and Safety

	2022						2021				
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		64	%		10%	26%	59%	11%	30%		
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count					
Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.71	1	2.5	1.00	20.00	14 / 51		-			
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	22.64	1	5.0	1.00	150.00	28 / 51		-			
Physical and Psychological Well-Being											
This hospital/facility takes effective action to prevent violence in the workplace.		40%		38%		22%	50%	27%	23%		
This hospital/facility takes effective action to promote a healthy and safe workplace.	3	2%	32%		36%	6	41%	22%	38%		
People treat each other with respect and consideration in our workplace.		53%		24	1%	24%	46%	32%	22%		
I am able to reasonably balance the demands of work and personal life.		42%	2	20%	38	%	42%	25%	34%		
People from all backgrounds are treated fairly in our workplace.		49%		18%		33%	49%	19%	32%		
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	28	%	32%		40'	%	31%	31%	38%		
rust											

Physicians and medical leaders trust one another in my health authority. 23% 33% 45% 29% 35% 37%

Provincial Health Services Authority – Hospital/Facility Data

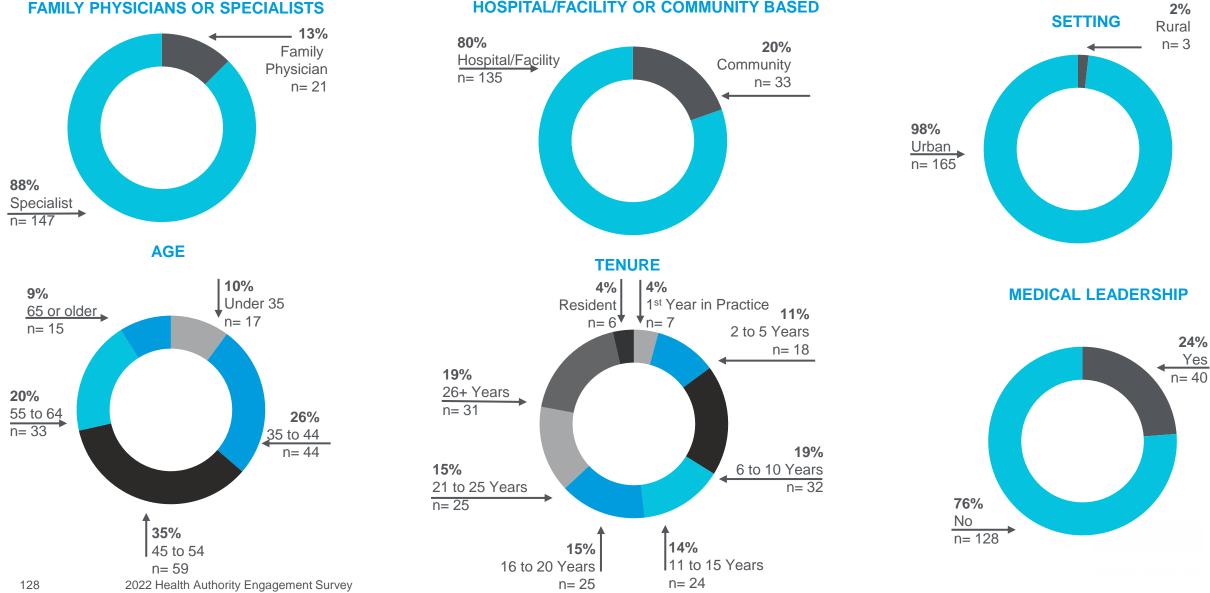
- Demographics
- Overall engagement averages by hospital/facility
- Engagement trends
- Physician Health and Safety
- Incidents Related to Physical and Psychological Safety

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

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



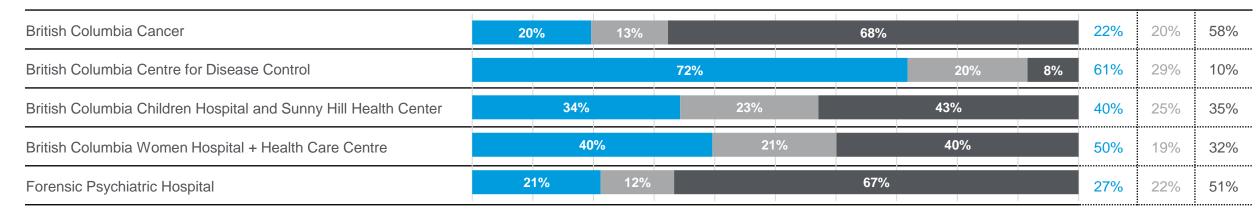
Demographics - **Provincial Health Services** (N = 168)



HOSPITAL/FACILITY OR COMMUNITY BASED

Provincial Health Services Authority

Overall Engagement Averages (based on the same nine engagement questions asked in previous years)
2021
2021



■Agree ■Neutral ■Disagree



Better, logether.

British Columbia Cancer

43 Respondents 2022 | 43 Respondents 2021

Engagement		2022	2021
I am satisfied with this health authority as a place to practice medicine.	21% 9%	70%	33% 12% 56%
I feel I belong to a collaborative, patient-centred team/unit.	49%	12% 40%	49% 21% 30%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	28% 19%	54%	37% 16% 47%
I have adequate opportunities to improve patient care, quality, and safety.	19% 19%	63%	23% 28% 49%
I have meaningful input into changes affecting my practice environment.	<mark>16%</mark> 9%	74%	12% 23% 65%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	14% 14%	72%	21% 19% 61%
Senior leaders seek physicians' input when setting the health authority's goals.	<mark>9%</mark> 12%	79%	12% 14% 74%
Senior leaders' decision-making is transparent to physicians.	9% 9%	81%	2% 21% 77%
This health authority values physicians' contributions.	12% 12%	77%	9% 26% 65%
Value	· · · · · ·	· · · · ·	
This health authority values physicians' contributions.	12% 12%	77%	9% 26% 65%
Local Satisfaction **New Question	,	· · · · · ·	ii.
**I am satisfied with this hospital/facility as a place to practice medicine.	35% 14	4% 51%	* * *
			liii

■ Agree ■ Neutral ■ Disagree

British Columbia Cancer

Physician Health and Safety

			20	22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		49%		16%		35%	57%	9%	34%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	48.78	2	2.0	1.00	220.00	9 / 43		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	34.73	1	4.0	1.00	220.00	26 / 43		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		51%			29%	20%	58%	35%	7%
This hospital/facility takes effective action to promote a healthy and safe workplace.		41%	21	%	38%	6	40%	40%	21%
People treat each other with respect and consideration in our workplace.		67	7%		14%	19%	67%	19%	14%
I am able to reasonably balance the demands of work and personal life.	17%	14%			69%		26%	19%	56%
People from all backgrounds are treated fairly in our workplace.		62%	, D		17%	21%	67%	26%	7%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		44%		23%		33%	48%	38%	14%

Physicians and medical leaders trust one another in my health authority.	19%	14%	67%	19%	23%	58%

British Columbia Centre for Disease Control

8 Respondents 2022 | 8 Respondents 2021

Engagement	2022			2021	
I am satisfied with this health authority as a place to practice medicine.	88%	13% 0%	100%	0%	0%
I feel I belong to a collaborative, patient-centred team/unit.	100%	0º 0%	100%	0%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	63%	38% 0%	75%	25%	0%
I have adequate opportunities to improve patient care, quality, and safety.	71%	29% 0%	88%	13%	0%
I have meaningful input into changes affecting my practice environment.	75%	13% 13%	63%	13%	25%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	75%	13% 13%	38%	63%	0%
Senior leaders seek physicians' input when setting the health authority's goals.	63%	38% 0%	25%	25%	50%
Senior leaders' decision-making is transparent to physicians.	50%	25% 25%	25%	63%	13%
This health authority values physicians' contributions.	63%	13% 25%	38%	63%	0%
/alue					
This health authority values physicians' contributions.	63%	13% 25%	38%	63%	0%
Local Satisfaction **New Question	· · · · ·			i	
**I am satisfied with this hospital/facility as a place to practice medicine.	83%	17% 0%	*	*	*
	j j		_li.	i	

British Columbia Centre for Disease Control

Physician Health and Safety

			20	22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	<mark>0%</mark> 20%			80%			0%	20%	80%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	-	-	-	-	-	-		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.00	5	5.0	5.00	5.00	1 / 8		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.			10	0%		0% 0%	88%	13%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.			75%			25% 0%	75%	25%	0%
People treat each other with respect and consideration in our workplace.			10	0%		0% 0%	100%	0%	0%
I am able to reasonably balance the demands of work and personal life.		63%	6	0%	3	8%	75%	0%	25%
People from all backgrounds are treated fairly in our workplace.			75%		1	3% 13%	88%	0%	13%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).			88%			<mark>1</mark> 3% 0%	75%	13%	13%

Physicians and medical leaders trust one another in my health authority.	75%	13% 13%	63% 38% 0%

British Columbia Children's Hospital and Sunny Hill Health Center

74 Respondents 2022 | 78 Respondents 2021

Engagement	2022							2021)21	
I am satisfied with this health authority as a place to practice medicine.		49%		2	4%	27%	60%	23%	17%	
I feel I belong to a collaborative, patient-centred team/unit.		69	%		19%	12%	68%	14%	18%	
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		45%		14%	42%	, D	47%	17%	36%	
I have adequate opportunities to improve patient care, quality, and safety.		43%		20%	37	7%	57%	17%	26%	
I have meaningful input into changes affecting my practice environment.	30%		23%		47%		39%	28%	33%	
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	21%	3()%		49%		30%	36%	35%	
Senior leaders seek physicians' input when setting the health authority's goals.	19%	23%			58%		19%	28%	53%	
Senior leaders' decision-making is transparent to physicians.	11%	25%			64%		15%	24%	60%	
This health authority values physicians' contributions.	23%	2	7%		50%		27%	33%	40%	
Value	1				·		<u> </u>			
This health authority values physicians' contributions.	23%	2	7%		50%		27%	33%	40%	
Local Satisfaction **New Question	·	-								
**I am satisfied with this hospital/facility as a place to practice medicine.		60%			19%	21%	*	*	*	

British Columbia Children's Hospital and Sunny Hill Health Center

Physician Health and Safety

			20	22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		59%		11%		31%	44%	11%	45%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.43	1	1.0	1.00	50.00	23 / 74		-	
Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.38	1	3.0	1.00	88.00	47 / 74		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		58%			27%	16%	64%	28%	8%
This hospital/facility takes effective action to promote a healthy and safe workplace.		49%		31%		21%	54%	29%	17%
People treat each other with respect and consideration in our workplace.		66	j%		24%	6 10%	66%	27%	7%
I am able to reasonably balance the demands of work and personal life.		38%	20%	%	42%	6	42%	29%	30%
People from all backgrounds are treated fairly in our workplace.		48%		30%		22%	57%	35%	8%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		41%		32%		27%	39%	39%	22%
rust									

Physicians and medical leaders trust one another in my health authority.	32%	35%	33%	31% 42% 27%

British Columbia Women's Hospital + Health Care Centre

31 Respondents 2022 | 47 Respondents 2021

2022						2021	
	48%	19	%	32%	68%	9%	23%
	68%		1	3% 19%	68%	13%	19%
	58%		16%	26%	68%	11%	21%
	57%		13%	30%	60%	21%	19%
4:	2%	16%		42%	43%	21%	36%
26%	26	6%		48%	45%	19%	36%
13%	23%		65%		28%	24%	48%
13%	26%		61%	,	22%	26%	52%
32%		32%		36%	45%	26%	30%
	·				,		
32%		32%		36%	45%	26%	30%
·							۵
	61%		2	3% 16%	*	*	*
	4 26% 13% 13% 32%	$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	$\begin{array}{c c c c c c c c c c c c c c c c c c c $	$\begin{array}{c c c c c c c c c c c c c c c c c c c $	48% 19% 32% 68% 13% 19% 58% 16% 26% 57% 13% 30% 42% 16% 42% 26% 26% 48% 13% 23% 65% 13% 26% 61% 32% 32% 36%	48% 19% 32% 68% 68% 13% 19% 68% 58% 16% 26% 68% 57% 13% 30% 60% 42% 16% 42% 43% 26% 26% 48% 45% 13% 23% 65% 28% 13% 26% 61% 22% 32% 32% 36% 45%	48% 19% 32% 68% 9% 68% 13% 19% 68% 13% 58% 16% 26% 68% 11% 57% 13% 30% 60% 21% 42% 16% 42% 43% 21% 26% 26% 48% 45% 19% 13% 23% 65% 28% 24% 13% 26% 61% 22% 26% 32% 32% 36% 45% 26%

British Columbia Women's Hospital + Health Care Centre

Physician Health and Safety

		2022					2021				
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		50%		50% 13%		50% 13% 38 %		49%	5%	46%	
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count					
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.88	2	3.5	1.00	12.00	8 / 31		-			
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.17	1	1.0	1.00	30.00	18 / 31		-			
Physical and Psychological Well-Being											
This hospital/facility takes effective action to prevent violence in the workplace.		58%			39%	3%	64%	24%	11%		
This hospital/facility takes effective action to promote a healthy and safe workplace.		45%		36%		19%	64%	23%	13%		
People treat each other with respect and consideration in our workplace.			71%		199	% 10%	<mark>68%</mark>	17%	15%		
I am able to reasonably balance the demands of work and personal life.		39%	1	9%	42%)	45%	30%	26%		
People from all backgrounds are treated fairly in our workplace.		6	8%		16%	16%	55%	28%	17%		
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	3	2%	32	2%	30	6%	51%	24%	24%		
Frust											

Physicians and medical leaders trust one another in my health authority.	29%	39%	32%	40%	40%	19%

Forensic Psychiatric Services

11 Respondents 2022 | 15 Respondents 2021

Engagement			2022				2021	
I am satisfied with this health authority as a place to practice medicine.	18%	18%		64%		40%	27%	33%
I feel I belong to a collaborative, patient-centred team/unit.		64%		9%	27%	53%	20%	27%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		46%	18%		36%	67%	0%	33%
I have adequate opportunities to improve patient care, quality, and safety.	18%	36%		469	%	33%	27%	40%
I have meaningful input into changes affecting my practice environment.	9% 9%		82%	1		13%	20%	67%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<mark>9%</mark> 0%		91%			20%	13%	67%
Senior leaders seek physicians' input when setting the health authority's goals.	9% 9%		82%)		0%	40%	60%
Senior leaders' decision-making is transparent to physicians.	<mark>9%</mark> 0%		91%			0%	13%	87%
This health authority values physicians' contributions.	<mark>9%</mark> 9%		82%)		13%	40%	47%
Value	·				-	,		
This health authority values physicians' contributions.	9% 9%		82%	, 0		13%	40%	47%
Local Satisfaction **New Question						ii.		
**I am satisfied with this hospital/facility as a place to practice medicine.	4	0%	20%		40%	*	*	*
						li.		

Forensic Psychiatric Services

Physician Health and Safety

		2022						2021	21	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	56%			11%		33%	80%	0%	20%	
**New Question	Mean	Mode (b) = bimodal	Mediar	Min	Max	Count				
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.80	2	2.0	1.00	10.00	5 / 11		-		
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.00	2	4.0	2.00	12.00	5 / 11		-		
Physical and Psychological Well-Being										
This hospital/facility takes effective action to prevent violence in the workplace.		46%		27%		27%	67%	27%	7%	
This hospital/facility takes effective action to promote a healthy and safe workplace.		36%	27%		36%	%	47%	40%	13%	
People treat each other with respect and consideration in our workplace.		36%		27%	3	6%	40%	27%	33%	
I am able to reasonably balance the demands of work and personal life.		36%		46%		18%	73%	20%	7%	
People from all backgrounds are treated fairly in our workplace.		649	%		18%	18%	40%	53%	7%	
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		46%		9%	46%		27%	27%	47%	

Physicians and medical leaders trust one another in my health authority.	9%	9%	82%	7%	36% 57%

Vancouver Coastal Health – Hospital/Facility Data

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

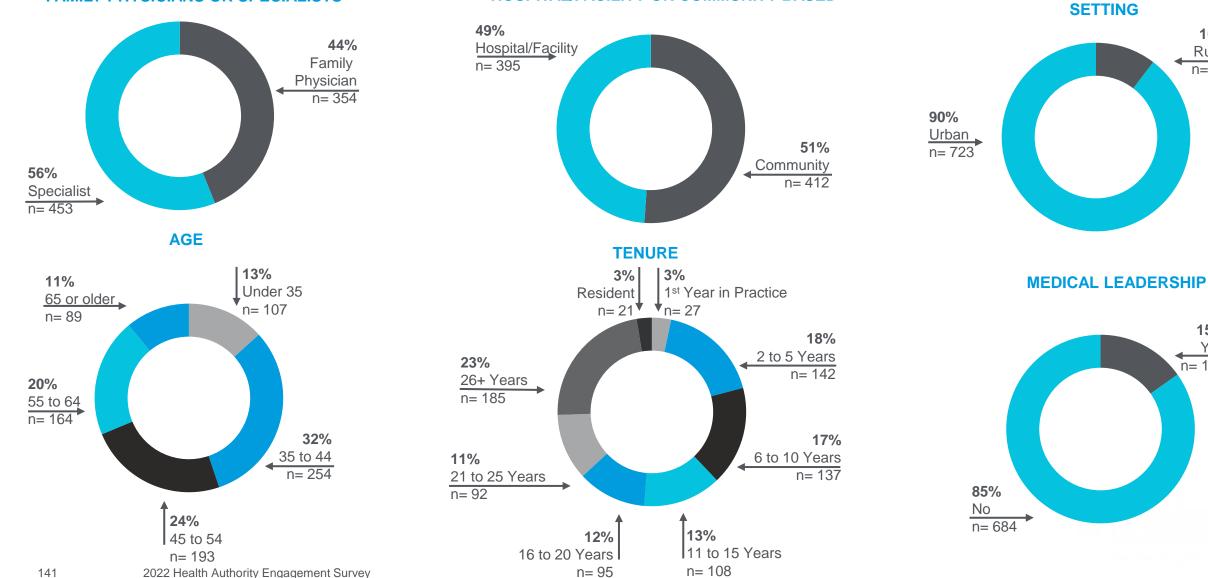
Senior leaders refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.

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



Demographics - Vancouver Coastal (N = 807)

FAMILY PHYSICIANS OR SPECIALISTS



HOSPITAL/FACILITY OR COMMUNITY BASED

10%

Rural

n= 84

15%

Yes

n= 123

141

Vancouver Coastal Health Authority

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

				2022					2021	
Bella Coola General Hospital	52%				44%		4%	*	*	*
GF Strong Rehabilitation Centre	47%			22%		31%		56%	26%	19%
Lions Gate Hospital	39%			25%		37%		44%	26%	30%
Mount Saint Joseph Hospital	48%			2	26%	26%		49%	26%	25%
Powell River General Hospital (quathet General Hospital)	32%		22%		46%			43%	25%	32%
Richmond Hospital	40%			25%		35%		55%	24%	21%
Sechelt Hospital/ shíshálh Hospital	37%		20	6%		37%		47%	22%	31%
Squamish General Hospital	33%		21%		46%			22%	30%	49%
St. Paul's Hospital	49%			23	3%	28%		48%	26%	26%
UBC Hospital (UBCH)	45%			20%		35%		37%	26%	38%
Vancouver General Hospital	35%		28	%		37%		45%	26%	29%
Whistler Health Care Centre		65%			16%	1	9%	43%	19%	38%

■Agree ■Neutral ■Disagree

* Sample size too small to report

Bella Coola General Hospital

5 Respondents 2022 | * Respondents 2021

Engagement				2022				2021	
I am satisfied with this health authority as a place to practice medicine.			8(%		20% 0%	*	*	*
I feel I belong to a collaborative, patient-centred team/unit.			8(%		20% 0%	*	*	*
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		40%	6		40%	20%	*	*	*
I have adequate opportunities to improve patient care, quality, and safety.				100%		0% 0%	*	*	*
I have meaningful input into changes affecting my practice environment.			8(%		20% 0%	*	*	*
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.		25%			75%	0%	*	*	*
Senior leaders seek physicians' input when setting the health authority's goals.	0%		8(%		20%	*	*	*
Senior leaders' decision-making is transparent to physicians.	0%			100%		0%	*	*	*
This health authority values physicians' contributions.		, ,	60%			40% 0%	*	*	*
Value					1				·····
This health authority values physicians' contributions.			60%			40% 0%	*	*	*
Local Satisfaction **New Question							/		۵
**I am satisfied with this hospital/facility as a place to practice medicine.			60%			40% 0%	*	*	*
	<u> </u>				ļ		!	.i	ż

Bella Coola General Hospital

Physician Health and Safety

	2022							2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.			80%		0%	6 20%	*	*	*	
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count				
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	2.25	2	2.0	2.00	3.00	4 / 5		-		
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	9.00	2 (b)	5.0	2.00	20.00	3 / 5		-		
Physical and Psychological Well-Being										
This hospital/facility takes effective action to prevent violence in the workplace.		40%			60%	0%	*	*	*	
This hospital/facility takes effective action to promote a healthy and safe workplace.		60%)		20%	20%	*	*	*	
People treat each other with respect and consideration in our workplace.			10	00%		0% 0%	*	*	*	
I am able to reasonably balance the demands of work and personal life.		40%	0%		60%		*	*	*	
People from all backgrounds are treated fairly in our workplace.			80%			20% 0%	*	*	*	
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		40%		40%	6	20%	*	*	*	

Physicians and medical leaders trust one another in my health authority.	20%	60%	20%	*	*	*

GF Strong Rehabilitation Centre

5 Respondents 2022 | 6 Respondents 2021

Engagement		2022			2021	
I am satisfied with this health authority as a place to practice medicine.		100%	0% 0%	83%	17%	0%
I feel I belong to a collaborative, patient-centred team/unit		100%	0% 0%	83%	17%	0%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	<mark>0%</mark> 0%	100%		50%	33%	17%
I have adequate opportunities to improve patient care, quality, and safety.	40%	40%	20%	67%	33%	0%
I have meaningful input into changes affecting my practice environment.	40%	20% 409	%	50%	33%	17%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	60%	20%	20%	67%	17%	17%
Senior leaders seek physicians' input when setting the health authority's goals.	40%	40%	20%	33%	33%	33%
Senior leaders' decision-making is transparent to physicians.	<mark>0%</mark> 40%	60%		33%	17%	50%
This health authority values physicians' contributions.	40%	40%	20%	33%	33%	33%
Value	1		1	······		,
This health authority values physicians' contributions.	40%	40%	20%	33%	33%	33%
Local Satisfaction **New Question				i.		
**I am satisfied with this hospital/facility as a place to practice medicine.		100%	0% 0%	*	*	*
	· · ·			i.		

GF Strong Rehabilitation Centre

Physician Health and Safety

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

Physical and Psychological Well-Being

This hospital/facility takes effective action to prevent violence in the workplace.		60%		4(0% 0%	60%	40%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.		80	%		20% 0%	83%	17%	0%
People treat each other with respect and consideration in our workplace.			100%		0% 0%	83%	17%	0%
I am able to reasonably balance the demands of work and personal life.	20%	40	%	4()%	33%	17%	50%
People from all backgrounds are treated fairly in our workplace.			100%		0.0%	83%	17%	0%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		60%		20%	20%	83%	17%	0%

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

Lions Gate Hospital

108 Respondents 2022 | 124 Respondents 2021

Engagement			2022				2021	
I am satisfied with this health authority as a place to practice medicine.		62%		19%	19%	63%	19%	18%
I feel I belong to a collaborative, patient-centred team/unit.		63%		18%	19%	58%	25%	18%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	40%	6	14%	46%		54%	15%	31%
I have adequate opportunities to improve patient care, quality, and safety.	43	%	23%	3	5%	41%	32%	27%
I have meaningful input into changes affecting my practice environment.	36%		22%	42%	, D	38%	25%	37%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	35%		28%	37	7%	46%	23%	31%
Senior leaders seek physicians' input when setting the health authority's goals.	23%	33	%	45%		31%	31%	38%
Senior leaders' decision-making is transparent to physicians.	15%	35%		50%		25%	33%	42%
This health authority values physicians' contributions.	31%		33%	37	7%	43%	27%	30%
Value	· · ·					<u> </u>		×
This health authority values physicians' contributions.	31%		33%	3	7%	43%	27%	30%
Local Satisfaction **New Question	·		·					
**I am satisfied with this hospital/facility as a place to practice medicine.		63%		15%	22%	*	*	*

Lions Gate Hospital

Physician Health and Safety

			20	022				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		48%		12%	40	%	47%	17%	36%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	13.56	2	2.0	1.00	200.00	25 / 108		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	12.40	1 (b)	5.0	1.00	200.00	45 / 108		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		59%			36%	4%	59%	31%	9%
This hospital/facility takes effective action to promote a healthy and safe workplace.		63%	6		29%	8%	58%	27%	15%
People treat each other with respect and consideration in our workplace.			81%			11% 8%	76%	15%	9%
I am able to reasonably balance the demands of work and personal life.		54%		10%	3	6%	51%	15%	34%
People from all backgrounds are treated fairly in our workplace.			77%			14% 9%	80%	13%	8%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		49%			40%	11%	57%	27%	16%

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

Mount Saint Joseph Hospital

33 Respondents 2022 | 31 Respondents 2021

Engagement		2022			2021	
I am satisfied with this health authority as a place to practice medicine.	61%	/o	21% 18%	71%	19%	10%
I feel I belong to a collaborative, patient-centred team/unit.		88%	3% 9%	61%	23%	16%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	52%	21	% 27%	68%	7%	26%
I have adequate opportunities to improve patient care, quality, and safety.	49%		39% 12%	48%	23%	29%
I have meaningful input into changes affecting my practice environment.	36%	24%	39%	36%	39%	26%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	38%	31%	31%	42%	29%	29%
Senior leaders seek physicians' input when setting the health authority's goals.	41%	31%	28%	43%	27%	30%
Senior leaders' decision-making is transparent to physicians.	28%	31%	41%	13%	53%	33%
This health authority values physicians' contributions.	42%	27%	30%	58%	16%	26%
Value		1 1				
This health authority values physicians' contributions.	42%	27%	30%	58%	16%	26%
Local Satisfaction **New Question	<u>'</u>	· · · ·	,			
**I am satisfied with this hospital/facility as a place to practice medicine.		81%	10% 10%	*	*	*
	<u> </u>		ļ			

Mount Saint Joseph Hospital

Physician Health and Safety

			20)22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		48%		11%	41	%	42%	19%	39%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.75	1	2.0	1.00	15.00	12/33		-	
Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	18.87	2 (b)	5.0	1.00	100.00	15 / 33		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		67	7%		239	% 10%	53%	40%	6%
This hospital/facility takes effective action to promote a healthy and safe workplace.		63%	6		31%	6%	57%	33%	10%
People treat each other with respect and consideration in our workplace.			88%			9% 3%	84%	13%	3%
I am able to reasonably balance the demands of work and personal life.		58%		1	15%	27%	58%	13%	29%
People from all backgrounds are treated fairly in our workplace.			79%			12% 9%	77%	16%	6%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		58%			39%	6 3 %	43%	47%	10%

Physicians and medical leaders trust one another in my health authority.	49%	27%	42%	43%	33% 23%
				1 :	

Powell River General Hospital (quathet General Hospital)

17 Respondents 2022 | 20 Respondents 2021

Engagement			2022			2021	
I am satisfied with this health authority as a place to practice medicine.		47%	6%	47%	65%	15%	20%
I feel I belong to a collaborative, patient-centred team/unit.		59%	0%	41%	60%	15%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		47%	18%	35%	55%	25%	20%
I have adequate opportunities to improve patient care, quality, and safety.	29%		29%	41%	60%	20%	20%
I have meaningful input into changes affecting my practice environment.	29%		29%	41%	50%	15%	35%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	25%		38%	38%	30%	45%	25%
Senior leaders seek physicians' input when setting the health authority's goals.	19%	25%		56%	16%	26%	58%
Senior leaders' decision-making is transparent to physicians.	<mark>6%</mark>	31%		63%	5%	35%	60%
This health authority values physicians' contributions.	29%	18	%	53%	50%	25%	25%
Value	1	1			;		
This health authority values physicians' contributions.	29%	18	9%	53%	50%	25%	25%
Local Satisfaction **New Question	1				ii		
**I am satisfied with this hospital/facility as a place to practice medicine.		47%	12%	41%	*	*	*
				ļ.	li		

■ Agree ■ Neutral ■ Disagree

Powell River General Hospital (quathet General Hospital)

Physician Health and Safety

			202	22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		54%		15%		31%	50%	11%	39%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	1.50	1 (b)	1.5	1.00	2.00	4 / 17		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.50	2 (b)	4.0	1.00	20.00	8 / 17		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		50%		25%		25%	47%	42%	11%
This hospital/facility takes effective action to promote a healthy and safe workplace.		38%	25%	6	38%	6	55%	40%	5%
People treat each other with respect and consideration in our workplace.		65	5%	e	5%	29%	75%	15%	10%
I am able to reasonably balance the demands of work and personal life.		53%		6%	419	%	80%	10%	10%
People from all backgrounds are treated fairly in our workplace.		50%		25%		25%	75%	15%	10%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	3	1%	31%		3	8%	50%	28%	22%
rust									

Physicians and medical leaders trust one another in my health authority.	29%	24%	47%	21% 58% 21%	ó

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Richmond Hospital

108 Respondents 2022 | 112 Respondents 2021

		2021					
	59%		22% 19%		75%	17%	8%
	59%		19% 22%		71%	15%	15%
49%	6	17%		34%	64%	17%	19%
44%		20%	35%		66%	15%	20%
40% 21 31% 31%		21%	39%		50%	28%	22%
31%		31%		39%	46%	29%	25%
25%	31%	6	45	%	41%	33%	26%
19%	32%		49%		28%	36%	36%
37%		29%		34%	52%	30%	18%
37%		29%		34%	52%	30%	18%
<u>.</u>	·				···		
	59%		20%	20%	*	*	*
	49% 44% 40% 31% 25% 19% 37%	49% 44% 40% 31% 25% 31% 19% 32% 37% 37%	59% 49% 17% 44% 20% 40% 21% 31% 31% 25% 31% 19% 32% 37% 29%	$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	59% 22% 19% 59% 19% 22% 49% 17% 34% 44% 20% 35% 40% 21% 39% 31% 31% 39% 25% 31% 45% 19% 32% 49% 37% 29% 34%	59% 22% 19% 75% 59% 19% 22% 71% 49% 17% 34% 64% 44% 20% 35% 66% 40% 21% 39% 50% 31% 31% 39% 46% 25% 31% 45% 41% 19% 32% 49% 28% 37% 29% 34% 52%	59% 22% 19% 75% 17% 59% 19% 22% 71% 15% 49% 17% 34% 64% 17% 44% 20% 35% 66% 15% 40% 21% 39% 50% 28% 31% 31% 39% 46% 29% 25% 31% 45% 41% 33% 19% 32% 49% 28% 36% 37% 29% 34% 52% 30%

Richmond Hospital

Physician Health and Safety

			20)22				2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		51%		11%		39%		21%	22%	
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count				
*Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.16	1	2.0	1.00	50.00	38 / 108		-		
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.45	1 (b)	5.0	1.00	50.00	51 / 108		-		
Physical and Psychological Well-Being										
This hospital/facility takes effective action to prevent violence in the workplace.		43%		41%		16%	53%	36%	11%	
This hospital/facility takes effective action to promote a healthy and safe workplace.		45%		34%		22%	60%	30%	10%	
People treat each other with respect and consideration in our workplace.		65	%		16%	19%	73%	16%	12%	
I am able to reasonably balance the demands of work and personal life.		50%		18%		32%	61%	20%	19%	
People from all backgrounds are treated fairly in our workplace.		61%	, D		25%	14%	75%	14%	11%	
his hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		39%		40%		22%	55%	29%	16%	

Physicians and medical leaders trust one another in my health authority.	36%	32%	31%	48% 35% 17%
				1

Sechelt Hospital/ shíshálh Hospital

16 Respondents 2022 | 26 Respondents 2021

		2021					
	56%		25%	19%	65%	19%	15%
	63%		6%	31%	69%	8%	23%
	50%	0%	50%		46%	27%	27%
	44%	25%		31%	54%	12%	35%
25%		38%		38%	42%	27%	31%
25%		44%		31%	42%	35%	23%
31%		38%		31%	39%	19%	42%
13%	44%		44	%	27%	31%	42%
25%	19%		56%		42%	19%	39%
25%	19%		56%		42%	19%	39%
							<u></u>
	56%		19%	25%	*	*	*
	25% 25% 31% 13% 25%	63% 50% 44% 25% 25% 31% 13% 25% 13% 25% 13% 13% 19%	63% 50% 0% 44% 25% 25% 38% 25% 44% 31% 38% 13% 44% 25% 19% 25% 19%	56% 25% 63% 6% 50% 0% 50% 44% 25% 38% 3 25% 38% 3 3 13% 44% 44 44 25% 19% 56%	56% 25% 19% 63% 6% 31% 50% 0% 50% 44% 25% 31% 25% 38% 38% 25% 44% 31% 13% 44% 44% 25% 19% 56% 25% 19% 56%	56% 25% 19% 65% 63% 6% 31% 69% 50% 0% 50% 46% 44% 25% 31% 54% 25% 38% 38% 42% 25% 44% 31% 42% 31% 38% 31% 39% 13% 44% 27% 44% 25% 19% 56% 42%	56% 25% 19% 65% 19% 63% 6% 31% 69% 8% 50% 0% 50% 46% 27% 44% 25% 31% 54% 12% 25% 38% 38% 42% 27% 25% 38% 31% 42% 35% 31% 38% 31% 39% 19% 13% 44% 44% 27% 31% 25% 19% 56% 42% 19% 25% 19% 56% 42% 19%

Sechelt Hospital/ shíshálh Hospital

Physician Health and Safety

			20)22			2021				
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		50%		8%	42 %	%	38%	10%	52%		
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count					
*Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	16.00	2 (b)	5.0	2.00	50.00	5 / 16		-			
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	18.86	2	5.0	1.00	100.00	7 / 16		-			
Physical and Psychological Well-Being											
This hospital/facility takes effective action to prevent violence in the workplace.		56%			19%	25%	50%	19%	31%		
This hospital/facility takes effective action to promote a healthy and safe workplace.		44%		31%		25%	35%	31%	35%		
People treat each other with respect and consideration in our workplace.			81%			19% 0%	77%	12%	12%		
I am able to reasonably balance the demands of work and personal life.		38%	199	6	44%	,	54%	19%	27%		
People from all backgrounds are treated fairly in our workplace.			81%			13% 6%	69%	15%	15%		
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		44%		31%		25%	36%	32%	32%		
rust											

Physicians and medical leaders trust one another in my health authority.	44%	25%	31%	50% 19% 31%
				7

Squamish General Hospital

26 Respondents 2022 | 26 Respondents 2021

		2021					
19% 42%		2%	39%		23%	39%	39%
	73%		8%	19%	46%	23%	31%
35	%	19%	46%		15%	27%	58%
	58%		19%	23%	19%	54%	27%
	42%	15%	42%		27%	23%	50%
23%	19%		58%		23%	23%	54%
15%	19%		65%		16%	20%	64%
15%	19%		65%		8%	19%	73%
19%	27%		54%		19%	39%	42%
19%	27%		54%		19%	39%	42%
			··				
	65%		15%	19%	*	*	*
	23% 15% 15% 19%	35% 58% 42% 13% 19% 15% 19% 19% 27% 19% 27%	35% 19% 58% 15% 42% 15% 23% 19% 15% 19% 15% 19% 15% 27% 19% 27%	35% $19%$ $46%$ $58%$ $19%$ $19%$ $42%$ $15%$ $42%$ $23%$ $19%$ $58%$ $15%$ $19%$ $65%$ $15%$ $19%$ $65%$ $15%$ $19%$ $65%$ $19%$ $27%$ $54%$ $19%$ $27%$ $54%$	$\begin{array}{ c c c c c c } \hline & & & & & & & & & & & & & & & & & & $	35% 19% 46% 15% 58% 19% 23% 19% 42% 15% 42% 27% 23% 19% 58% 23% 15% 19% 65% 16% 15% 19% 65% 16% 15% 19% 65% 16% 15% 19% 65% 16% 19% 27% 54% 19%	35% 19% 46% 15% 27% 58% 19% 23% 19% 54% 42% 15% 42% 27% 23% 15% 19% 58% 23% 23% 15% 19% 65% 16% 20% 15% 19% 65% 16% 20% 15% 19% 65% 16% 39% 19% 27% 54% 19% 39% 19% 27% 54% 19% 39%

■ Agree ■ Neutral ■ Disagree

Squamish General Hospital

Physician Health and Safety

	22				2021				
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	20%	10%		7	70%		24%	16%	60%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	2.25	3	2.5	1.00	3.00	4 / 26		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.30	2	2.0	1.00	10.00	10 / 26		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		42%		4	46%	12%	48%	36%	16%
This hospital/facility takes effective action to promote a healthy and safe workplace.		54%		2	.7%	19%	50%	42%	8%
People treat each other with respect and consideration in our workplace.			73%			19% 8%	81%	8%	12%
I am able to reasonably balance the demands of work and personal life.	27%	6	23%		50%		42%	15%	42%
People from all backgrounds are treated fairly in our workplace.		58%			33%	8%	84%	12%	4%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		42%		33%		25%	35%	48%	17%

Physicians and medical leaders trust one another in my health authority.	23%	35%	42%	31% 15% 54%

St. Paul's Hospital

184 Respondents 2022 | 175 Respondents 2021

	2022			2021	
67%		16% 17%	66%	21%	13%
71%		14% 15%	70%	16%	14%
47%	15%	38%	52%	18%	30%
55%	20	% 25%	53%	28%	20%
50%	19%	31%	43%	29%	28%
42%	26%	32%	39%	27%	34%
36%	32%	33%	37%	30%	34%
27%	36%	37%	28%	31%	41%
42%	31%	28%	43%	33%	24%
,			<u> </u>		λ
42%	31%	28%	43%	33%	24%
l		<u>,</u>	_!i.		ż
69%		17% 14%	*	*	*
	71% 47% 55% 50% 42% 36% 42% 42%	67% $71%$ $15%$ 20 $47%$ $15%$ 20 $55%$ 20 $50%$ $19%$ $42%$ $26%$ $36%$ $32%$ $42%$ $36%$ $42%$ $31%$ $42%$ $31%$	67% 16% 17% 71% 14% 15% 47% 15% 38% 55% 20% 25% 50% 19% 31% 42% 26% 32% 36% 32% 33% 42% 36% 37% 42% 31% 28%	67% 16% 17% 66% 71% 14% 15% 70% 47% 15% 38% 52% 55% 20% 25% 53% 50% 19% 31% 43% 42% 26% 32% 39% 36% 32% 33% 37% 27% 36% 31% 28% 43% 42% 31% 28% 43%	67% 16% 17% 66% 21% 71% 14% 15% 70% 16% 47% 15% 38% 52% 18% 55% 20% 25% 53% 28% 50% 19% 31% 43% 29% 42% 26% 32% 39% 27% 36% 32% 33% 37% 30% 42% 36% 37% 28% 43% 33% 42% 31% 28% 43% 33%

St. Paul's Hospital

Physician Health and Safety

		2022						2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		47%		15%	38%		53%	12%	35%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count			
Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	12.17	1	5.0	1.00	100.00	72 / 184		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	38.87	1	4.0	1.00	999.00	87 / 184		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		55%		2	2%	23%	56%	29%	15%
This hospital/facility takes effective action to promote a healthy and safe workplace.		57%		22	2%	22%	52%	26%	22%
People treat each other with respect and consideration in our workplace.			83%			11% 7%	79%	12%	9%
I am able to reasonably balance the demands of work and personal life.		51%		20%		30%	49%	24%	27%
People from all backgrounds are treated fairly in our workplace.			72%		16%	% 12%	71%	18%	10%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		53%		2	5%	23%	51%	28%	21%

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

UBC Hospital (UBCH)

23 Respondents 2022 | 28 Respondents 2021

Engagement	2022			2021				
I am satisfied with this health authority as a place to practice medicine.	64%	5%	% 32%	64%	25%	11%		
I feel I belong to a collaborative, patient-centred team/unit.	55%	2	7% 18%	54%	21%	25%		
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	50%	9%	41%	57%	7%	36%		
I have adequate opportunities to improve patient care, quality, and safety.	64%	5%	% 32%	43%	29%	29%		
I have meaningful input into changes affecting my practice environment.	43%	14%	43%	25%	29%	46%		
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	36%	32%	32%	29%	18%	54%		
Senior leaders seek physicians' input when setting the health authority's goals.	27%	36%	36%	18%	32%	50%		
Senior leaders' decision-making is transparent to physicians.	27%	27%	46%	11%	32%	57%		
This health authority values physicians' contributions.	41%	27%	32%	29%	39%	32%		
Value								
This health authority values physicians' contributions.	41%	27%	32%	29%	39%	32%		
Local Satisfaction **New Question	I		I	i		i		
**I am satisfied with this hospital/facility as a place to practice medicine.	7	73%	9% 18%	*	*	*		

UBC Hospital (UBCH)

Physician Health and Safety

		2022					2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		42%	11%		47%		69%	6%	25%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.00	1	5.5	1.00	20.00	4 / 23		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.30	2	2.5	2.00	10.00	10 / 23		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		62%			38	% 0%	<mark>63%</mark>	33%	4%
This hospital/facility takes effective action to promote a healthy and safe workplace.		55%			32%	14%	54%	27%	19%
People treat each other with respect and consideration in our workplace.			73%		1	8% 9%	70%	15%	15%
I am able to reasonably balance the demands of work and personal life.		48%		26%		26%	48%	26%	26%
People from all backgrounds are treated fairly in our workplace.		59%			18%	23%	67%	19%	15%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		60%			25%	15%	55%	23%	23%

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

Vancouver General Hospital

247 Respondents 2022 | 316 Respondents 2021

2022					2021				
	57%		22%	21%	67%	18%	15%		
	59%		20%	21%	58%	25%	17%		
4	4%	14%	4	1%	57%	17%	27%		
40	%	30%		30%	54%	23%	23%		
29%		25%	46%	6	37%	26%	37%		
27%		34%	3	9%	39%	29%	32%		
19%	34%		47%	, 0	29%	33%	38%		
11%	37%		52%		22%	31%	47%		
28%		38%		34%	42%	31%	27%		
1		1 1		1	<u> </u>	,	<u>.</u>		
28%		38%		34%	42%	31%	27%		
	62%		19%	19%	*	*	*		
	40 29% 27% 19% 11% 28%	59% 44% 40% 29% 29% 27% 19% 34% 11% 37% 28% 28%	$ \begin{array}{ccccccccccccccccccccccccccccccccc$	57% 22% 59% 20% 44% 14% 4 40% 30% 46% 29% 25% 46% 27% 34% 3 19% 34% 47% 11% 37% 52% 28% 38% 3	$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	57% 22% 21% 67% 59% 20% 21% 58% 44% 14% 41% 57% 40% 30% 30% 30% 29% 25% 46% 37% 29% 25% 46% 37% 19% 34% 47% 29% 11% 37% 52% 22% 28% 38% 34% 42%	57% 22% 21% 67% 18% 59% 20% 21% 58% 25% 44% 14% 41% 57% 17% 40% 30% 30% 54% 23% 29% 25% 46% 37% 26% 27% 34% 39% 39% 29% 19% 34% 47% 29% 33% 11% 37% 52% 22% 31% 28% 38% 34% 42% 31%		

Vancouver General Hospital

Physician Health and Safety

			2	022				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		48%		10%	42%	/o	53%	13%	34%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	29.56	1	3.0	1.00	999.00	64 / 247		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	27.68	2	4.0	1.00	999.00	120 / 247		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		51%			34%	15%	57%	34%	10%
This hospital/facility takes effective action to promote a healthy and safe workplace.		48%		33	3%	19%	60%	29%	11%
People treat each other with respect and consideration in our workplace.		67	7%		20%	13%	72%	16%	13%
I am able to reasonably balance the demands of work and personal life.		42%		21%	38	%	47%	19%	35%
People from all backgrounds are treated fairly in our workplace.		65	%		19%	16%	67%	20%	14%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		41%		34%		25%	49%	34%	17%

Physicians and medical leaders trust one another in my health authority.	32%	41%	27%	41% 38% 21%

Whistler Health Care Centre

7 Respondents 2022 | 7 Respondents 2021

Engagement			2022			2021	
I am satisfied with this health authority as a place to practice medicine.		57%	14%	29%	57%	14%	29%
I feel I belong to a collaborative, patient-centred team/unit.			100%	0% 0%	57%	0%	43%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		71%		14% 14%	71%	0%	29%
I have adequate opportunities to improve patient care, quality, and safety.			86%	0% 14%	71%	0%	29%
I have meaningful input into changes affecting my practice environment.			86%	0% 14%	43%	14%	43%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.		57%	29	% 14%	29%	29%	43%
Senior leaders seek physicians' input when setting the health authority's goals.		57%	14%	29%	0%	57%	43%
Senior leaders' decision-making is transparent to physicians.	4	3%	29%	29%	0%	57%	43%
This health authority values physicians' contributions.	29%		43%	29%	57%	0%	43%
Value							
This health authority values physicians' contributions.	29%		43%	29%	57%	0%	43%
Local Satisfaction **New Question			·		- / ē		Δ
**I am satisfied with this hospital/facility as a place to practice medicine.		71%		14% 14%	*	*	*

Whistler Health Care Centre

Physician Health and Safety

			20	22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		50%			50%	0%	60%	0%	40%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	-	-	-	-	-	-		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.50	5 (b)	7.5	5.00	10.00	2/7		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.			86%			14% 0%	67%	0%	33%
This hospital/facility takes effective action to promote a healthy and safe workplace.		7	71%		14%	14%	67%	17%	17%
People treat each other with respect and consideration in our workplace.			86%			14% 0%	71%	14%	14%
I am able to reasonably balance the demands of work and personal life.		57%			29%	14%	57%	0%	43%
People from all backgrounds are treated fairly in our workplace.		7	71%			29% 0%	83%	17%	0%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		7	71%		14%	. 14%	40%	0%	60%

Physicians and medical leaders trust one another in my health authority.	57%	0%	43%	 57%	14%	29%

Providence Health Care – Hospital/Facility Data

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

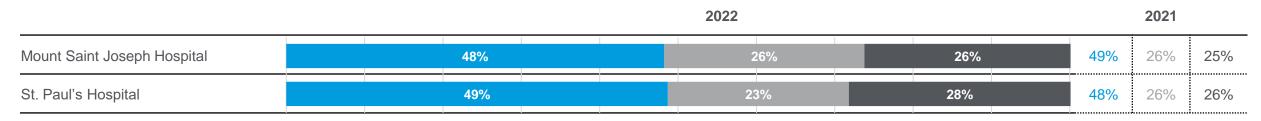
Senior leaders refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.

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



Providence Health Care

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



■ Agree ■ Neutral ■ Disagree



Better.Together.

Mount Saint Joseph Hospital

33 Respondents 2022 | 31 Respondents 2021

Engagement		2022			2021		
I am satisfied with this health authority as a place to practice medicine.	61%	/o	21% 18%	71%	19%	10%	
I feel I belong to a collaborative, patient-centred team/unit.		88%	3% 9%	61%	23%	16%	
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	52%	21	% 27%	68%	7%	26%	
I have adequate opportunities to improve patient care, quality, and safety.	49%		39% 12%	48%	23%	29%	
I have meaningful input into changes affecting my practice environment.	36%	24%	39%	36%	39%	26%	
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	38%	31%	31%	42%	29%	29%	
Senior leaders seek physicians' input when setting the health authority's goals.	41%	31%	28%	43%	27%	30%	
Senior leaders' decision-making is transparent to physicians.	28%	31%	41%	13%	53%	33%	
This health authority values physicians' contributions.	42%	27%	30%	58%	16%	26%	
Value		1 1					
This health authority values physicians' contributions.	42%	27%	30%	58%	16%	26%	
Local Satisfaction **New Question	<u>'</u>	· · · ·	,				
**I am satisfied with this hospital/facility as a place to practice medicine.		81%	10% 10%	*	*	*	
	<u> </u>		ļ				

■ Agree ■ Neutral ■ Disagree

Mount Saint Joseph Hospital

Physician Health and Safety

		2022						2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		48%		11%	41	%	42%	19%	39%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.75	1	2.0	1.00	15.00	12/33		-	
Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	18.87	2 (b)	5.0	1.00	100.00	15 / 33		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		67	7%		239	% 10%	53%	40%	6%
This hospital/facility takes effective action to promote a healthy and safe workplace.		63%	6		31%	6%	57%	33%	10%
People treat each other with respect and consideration in our workplace.			88%			9% 3%	84%	13%	3%
I am able to reasonably balance the demands of work and personal life.		58%		1	15%	27%	58%	13%	29%
People from all backgrounds are treated fairly in our workplace.			79%			12% 9%	77%	16%	6%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		58%			39%	6 3 %	43%	47%	10%

Physicians and medical leaders trust one another in my health authority.	49%	27%	42%	43%	33% 23%
				1 :	

St. Paul's Hospital

184 Respondents 2022 | 175 Respondents 2021

2022				2021	021	
67%		16% 17%	66%	21%	13%	
71%		14% 15%	70%	16%	14%	
47%	15%	38%	52%	18%	30%	
55%	20	% 25%	53%	28%	20%	
50%	19%	31%	43%	29%	28%	
42%	26%	32%	39%	27%	34%	
36%	32%	33%	37%	30%	34%	
27%	36%	37%	28%	31%	41%	
42%	31%	28%	43%	33%	24%	
,			<u> </u>		λ	
42%	31%	28%	43%	33%	24%	
l		<u>,</u>	_!i.		ż	
69%		17% 14%	*	*	*	
	71% 47% 55% 50% 42% 36% 42% 42%	67% $71%$ $15%$ 20 $47%$ $15%$ 20 $55%$ 20 $50%$ $19%$ $42%$ $26%$ $36%$ $32%$ $42%$ $36%$ $42%$ $31%$ $42%$ $31%$	67% 16% 17% 71% 14% 15% 47% 15% 38% 55% 20% 25% 50% 19% 31% 42% 26% 32% 36% 32% 33% 42% 36% 37% 42% 31% 28%	67% 16% 17% 66% 71% 14% 15% 70% 47% 15% 38% 52% 55% 20% 25% 53% 50% 19% 31% 43% 42% 26% 32% 39% 36% 32% 33% 37% 27% 36% 31% 28% 43% 42% 31% 28% 43%	67% 16% 17% 66% 21% 71% 14% 15% 70% 16% 47% 15% 38% 52% 18% 55% 20% 25% 53% 28% 50% 19% 31% 43% 29% 42% 26% 32% 39% 27% 36% 32% 33% 37% 30% 42% 36% 37% 28% 43% 33% 42% 31% 28% 43% 33%	

St. Paul's Hospital

Physician Health and Safety

			20)22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		47%		15%	38	%	53%	12%	35%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
Approximately how many times have you experienced a <u>physical</u> safety incident over the past* 12 months? (e.g. 1 to 999).	12.17	1	5.0	1.00	100.00	72 / 184		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	38.87	1	4.0	1.00	999.00	87 / 184		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		55%			22%	23%	56%	29%	15%
This hospital/facility takes effective action to promote a healthy and safe workplace.		57%		2	2%	22%	52%	26%	22%
People treat each other with respect and consideration in our workplace.			83%			11% 7%	79%	12%	9%
I am able to reasonably balance the demands of work and personal life.		51%		20%		30%	49%	24%	27%
People from all backgrounds are treated fairly in our workplace.			72%		16%	% 12%	71%	18%	10%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		53%		2	5%	23%	51%	28%	21%

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

SECTION 3 Divisions of Family Practice

Individual Division Breakdown

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



Fraser Health - Divisions of Family Practice

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

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

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



Fraser Divisions of Family Practice

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

Abbotsford	339	6		19%		49%		35%	22%	43%
Burnaby		43%			26%		31%	42%	24%	35%
Chilliwack		42%			25%		33%	68%	17%	15%
Delta	25%		25%			50%		42%	31%	27%
Fraser Northwest	32%	, D		29%		4()%	42%	28%	31%
Langley	24%		26%			50%		43%	27%	30%
Mission		44%			28%		28%	56%	26%	18%
Ridge Meadows		42%			24%		35%	57%	26%	17%
Surrey - North Delta	32%	, 0		26%		42%	6	36%	27%	37%
White Rock - South Surrey		44%			23%		33%	44%	17%	39%

■Agree ■Neutral ■Disagree

2022

Better Tonether

2021

Abbotsford Division

29 Respondents 2022 | 42 Respondents 2021

Engagement			2021				
I am satisfied with this health authority as a place to practice medicine.	41%	10%	48%	55%	5%	41%	
I feel I belong to a collaborative, patient-centred team/unit.	48%	17%	35%	48%	19%	33%	
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	45%	14%	41%	50%	17%	33%	
I have adequate opportunities to improve patient care, quality, and safety.	38%	21%	41%	43%	14%	43%	
I have meaningful input into changes affecting my practice environment.	24%	31%	45%	36%	26%	38%	
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	35%	14%	52%	29%	29%	42%	
Senior leaders seek physicians' input when setting the health authority's goals.	24 % 21	1%	55%	18%	30%	53%	
Senior leaders' decision-making is transparent to physicians.	18% 18%		64%	12%	32%	56%	
This health authority values physicians' contributions.	21% 24%	%	55%	24%	29%	48%	
Value				,			
This health authority values physicians' contributions.	21% 24%	%	55%	24%	29%	48%	
Local Satisfaction **New Question				ii.			
**I am satisfied with this hospital/facility as a place to practice medicine.	46%	19%	35%	*	*	*	
				īi.			

■ Agree ■ Neutral ■ Disagree

Abbotsford Division

Physician Health and Safety

			20)22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		43%	14	4%	43%		44%	25%	31%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.22	2 (b)	3.0	1.00	5.00	9 / 29		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.08	5 (b)	5.0	1.00	24.00	12 / 29		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		36%		41%		23%	34%	37%	29%
This hospital/facility takes effective action to promote a healthy and safe workplace.		42%		33%		25%	37%	40%	24%
People treat each other with respect and consideration in our workplace.		6	9%		21%	10%	73%	17%	10%
I am able to reasonably balance the demands of work and personal life.		41%		22%	37'	%	62%	24%	14%
People from all backgrounds are treated fairly in our workplace.		6	9%		15%	15%	83%	12%	5%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		38%		42%		21%	46%	38%	16%

Physicians and medical leaders trust one another in my health authority.	41%	28%	31%	28% 33% 40%

Burnaby Division

52 Respondents 2022 | 47 Respondents 2021

Engagement			2022				2021	
I am satisfied with this health authority as a place to practice medicine.		67%		18%	16%	66%	15%	19%
I feel I belong to a collaborative, patient-centred team/unit.		65%		16%	18%	64%	15%	21%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		57%		14%	29%	55%	15%	30%
I have adequate opportunities to improve patient care, quality, and safety.		61%		16%	24%	65%	13%	22%
I have meaningful input into changes affecting my practice environment.	37%	b	28%		35%	41%	17%	41%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	24%		41%		35%	30%	30%	39%
Senior leaders seek physicians' input when setting the health authority's goals.	28%		28%	44	%	17%	41%	41%
Senior leaders' decision-making is transparent to physicians.	12%	36%		52%		9%	28%	63%
This health authority values physicians' contributions.	39%	6	35%		26%	28%	37%	35%
Value	1 1		1	1	1			
This health authority values physicians' contributions.	39%	6	35%	/ 0	26%	28%	37%	35%
Local Satisfaction **New Question	,							
**I am satisfied with this hospital/facility as a place to practice medicine.		71%			22% 7%	*	*	*

Burnaby Division

Physician Health and Safety

	2022					2021			
	51%		19%		30%	47%	16%	37%	
Mean	Mode (b) = bimodal	Median	Min	Мах	Count				
6.80	1 (b)	2.0	1.00	50.00	15 / 52		-		
15.74	2	2.0	1.00	100.00	23 / 52		-		
	51%			35%	14%	66%	27%	7%	
	61%			26%	14%	61%	33%	7%	
		80%			6% 14%	74%	20%	7%	
	53%		14%		33%	49%	22%	29%	
		76%			14% 10%	75%	19%	6%	
	50%			38%	12%	67%	24%	10%	
	6.80	Mean Mode (b) = bimodal 6.80 1 (b) 15.74 2 51% 61% 53%	Mean Mode (b) = bimodal Median 6.80 1 (b) 2.0 15.74 2 2.0 51% - - 61% - - 53% - - 76% - -	Mean Mode (b) = bimodal Median Min 6.80 1 (b) 2.0 1.00 15.74 2 2.0 1.00 15.74 2 2.0 1.00 51% - - - 61% - - - 53% 14% - -	Mean Mode (b) = bimodal Median Min Max 6.80 1 (b) 2.0 1.00 50.00 15.74 2 2.0 1.00 100.00 15.74 2 2.0 1.00 100.00 61% 26% 26% 26% 53% 14% 26% 26%	Mean Mode (b) = bimodal Median Min Max Count 6.80 1 (b) 2.0 1.00 50.00 15 / 52 15.74 2 2.0 1.00 100.00 23 / 52 15.74 2 2.0 1.00 100.00 23 / 52 15.74 2 2.0 1.00 100.00 23 / 52 15.74 2 2.0 1.00 100.00 23 / 52 16.80 61% 26% 14% 14% 53% 14% 33% 14% 10%	S1% 19% 30% 47% Mean Mode (b) = bimodal Median Min Max Count 6.80 1 (b) 2.0 1.00 50.00 15 / 52 15.74 2 2.0 1.00 100.00 23 / 52 S1% 35% 14% 66% 61% 26% 14% 61% S3% 14% 66% 14% 74% S3% 14% 33% 49% 76% 14% 10% 75%	Mean Mode (b) = bimodal Median Min Max Count 6.80 1 (b) 2.0 1.00 50.00 15 / 52 - 15.74 2 2.0 1.00 100.00 23 / 52 - 15.74 2 2.0 1.00 100.00 23 / 52 - 51% 35% 14% 66% 27% 61% 26% 14% 61% 33% 80% 6% 14% 74% 20% 53% 14% 33% 49% 22% 76% 14% 10% 75% 19%	

Physicians and medical leaders trust one another in my health authority.	41%	37%	23%	34% 43% 23%

Chilliwack Division

29 Respondents 2022 | 23 Respondents 2021

Engagement	2022				2021				
I am satisfied with this health authority as a place to practice medicine.	41%	28%	31%	74%	17%	9%			
I feel I belong to a collaborative, patient-centred team/unit.		86%	11% 4	% 91%	0%	9%			
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	43%	11%	46%	52%	17%	30%			
I have adequate opportunities to improve patient care, quality, and safety.	38%	45%	17%	70%	22%	9%			
I have meaningful input into changes affecting my practice environment.	43%	21%	36%	70%	17%	13%			
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	35%	24%	41%	70%	17%	13%			
Senior leaders seek physicians' input when setting the health authority's goals.	35%	21%	45%	65%	22%	13%			
Senior leaders' decision-making is transparent to physicians.	24%	35%	41%	52%	30%	17%			
This health authority values physicians' contributions.	31%	35%	35%	65%	13%	22%			
Value		· · ·		,					
This health authority values physicians' contributions.	31%	35%	35%	65%	13%	22%			
Local Satisfaction **New Question		· <u>·</u>	<u>.</u>			i			
**I am satisfied with this hospital/facility as a place to practice medicine.	579	%	21% 21%	*	*	*			

Chilliwack Division

Physician Health and Safety

			20	22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		50%		23%		27%	26%	26%	47%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	15.11	2	2.0	1.00	120.00	9 / 29		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	83.60	1	3.0	1.00	999.00	15 / 29		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		50%		30	6%	14%	59%	36%	5%
This hospital/facility takes effective action to promote a healthy and safe workplace.		46%		39%		14%	70%	26%	4%
People treat each other with respect and consideration in our workplace.			86%			3% 10%	87%	9%	4%
I am able to reasonably balance the demands of work and personal life.		48%		14%	38	8%	61%	9%	30%
People from all backgrounds are treated fairly in our workplace.		55%		21%	6	24%	83%	13%	4%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		44%		28%		28%	67%	24%	10%

Trust

Physicians and medical leaders trust one another in my health authority.	50%	11%	39%	61% 30% S	9%

Delta Division

15 Respondents 2022 | 15 Respondents 2021

Engagement			2022			202	21
I am satisfied with this health authority as a place to practice medicine.		47%		33%	20% 80	% 0	% 20%
I feel I belong to a collaborative, patient-centred team/unit.		53%	7%	40%	67	% 27	% 7%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	36%	6	21%	43%	47	% 40	% 13%
I have adequate opportunities to improve patient care, quality, and safety.	20%	33%		47%	53	% 33	% 13%
I have meaningful input into changes affecting my practice environment.	20%	27%		53%	33	% 33	% 33%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	21%	29%		50%	27	% 33	% 40%
Senior leaders seek physicians' input when setting the health authority's goals.	14%	29%		57%	27	% 40	% 33%
Senior leaders' decision-making is transparent to physicians.	7% 21%	/o		71%	13	% 40	% 47%
This health authority values physicians' contributions.	7% 21%	6		71%	33	% 33	% 33%
Value	1	1 1		1 1		<i>i</i>	i
This health authority values physicians' contributions.	<mark>7%</mark> 21%	6		71%	33	% 33	33%
Local Satisfaction **New Question					/	i	
**I am satisfied with this hospital/facility as a place to practice medicine.		62%		0% 39%	/o *	,	*
				<u> </u>]	i	

■ Agree ■ Neutral ■ Disagree

Delta Division

				2022				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	3(0%	10%		60%		18%	46%	36%
**New Question	Mean	Mode (b) = bimodal	Media	n Min	Мах	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	10.00	2 (b)	3.0	2.00	25.00	3 / 15		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.80	1 (b)	5.0	1.00	12.00	5 / 15		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.	23%			46%		31%	58%	33%	8%
This hospital/facility takes effective action to promote a healthy and safe workplace.		39%		39%		23%	50%	42%	8%
People treat each other with respect and consideration in our workplace.		53%			27%	20%	93%	0%	7%
I am able to reasonably balance the demands of work and personal life.	279	%	20%		53%		60%	20%	20%
People from all backgrounds are treated fairly in our workplace.			71%		7%	21%	87%	13%	0%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	23%			46%		31%	43%	43%	14%
Trust							doct	ors	
Physicians and medical leaders trust one another in my health authority.		43%		36	i%	21%	53%	27%	20%

Fraser Northwest Division

61 Respondents 2022 | 68 Respondents 2021

Engagement	2022						2021	21	
I am satisfied with this health authority as a place to practice medicine.	4	41% 31		31% 28%		55%	22%	22%	
I feel I belong to a collaborative, patient-centred team/unit.		55%		23%	22%	54%	28%	18%	
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	35%		25%		40%	52%	27%	22%	
I have adequate opportunities to improve patient care, quality, and safety.	39	%	26%		34%	54%	22%	24%	
I have meaningful input into changes affecting my practice environment.	32%		32%		37%	32%	34%	34%	
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	19%	34%		48	3%	37%	28%	35%	
Senior leaders seek physicians' input when setting the health authority's goals.	22%	27%		519	%	30%	32%	38%	
Senior leaders' decision-making is transparent to physicians.	12%	31%		58%		23%	33%	44%	
This health authority values physicians' contributions.	32%		29%		39%	38%	22%	40%	
Value						<u> </u>			
This health authority values physicians' contributions.	32%		29%		39%	38%	22%	40%	
Local Satisfaction **New Question					· · ·	!i.		i	
**I am satisfied with this hospital/facility as a place to practice medicine.		49%		27%	24%	*	*	*	

Fraser Northwest Division

Physician Health and Safety

			20)22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	45%		4 <mark>5%</mark> 16%		39	9%	42%	15%	42%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	2.29	1	1.0	1.00	12.00	21 / 61		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.28	1 (b)	6.0	1.00	44.00	29 / 61		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		55%			29%	16%	59%	29%	12%
This hospital/facility takes effective action to promote a healthy and safe workplace.		49%		28%		24%	60%	23%	17%
People treat each other with respect and consideration in our workplace.			82%			13% 5%	85%	8%	8%
I am able to reasonably balance the demands of work and personal life.		33%	29	%	38	3%	43%	19%	37%
People from all backgrounds are treated fairly in our workplace.		64%	%		26%	10%	71%	15%	14%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		43%		27%		31%	56%	35%	9%

Trust

Physicians and medical leaders trust one another in my health authority.	29%	43%	28%	39% 39% 21%

Langley Division

33 Respondents 2022 | 38 Respondents 2021

Engagement			2022				2021	
I am satisfied with this health authority as a place to practice medicine.	42	2%	24%		33%	60%	16%	24%
I feel I belong to a collaborative, patient-centred team/unit.	4	4%	25%		31%	53%	25%	22%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	38%	/0	22%	41	%	60%	14%	27%
I have adequate opportunities to improve patient care, quality, and safety.	27%	;	30%	429	%	56%	19%	25%
I have meaningful input into changes affecting my practice environment.	15%	33%		52%		40%	29%	32%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	13%	28%		59%		34%	40%	26%
Senior leaders seek physicians' input when setting the health authority's goals.	13%	25%		63%		19%	46%	35%
Senior leaders' decision-making is transparent to physicians.	<mark>6%</mark> 22%			72%		24%	27%	49%
This health authority values physicians' contributions.	18%	27%		55%		40%	29%	32%
Value	1 1		· · · · ·					,
This health authority values physicians' contributions.	18%	27%		55%		40%	29%	32%
Local Satisfaction **New Question						/i.		
**I am satisfied with this hospital/facility as a place to practice medicine.	4	4%	22%		33%	*	*	*
						!i.		

Langley Division

			20	22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue o incident at my current hospital/facility/practice		37%		6%	37%		55%	7%	39%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
Approximately how many times have you experienced a <u>physical</u> safety incident over the past* 12 months? (e.g. 1 to 999).	3.33	2	2.0	1.00	10.00	12/33		-	
Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	13.23	10	5.0	1.00	100.00	13 / 33		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.	21%		(61%		18%	58%	36%	6%
This hospital/facility takes effective action to promote a healthy and safe workplace.	23%		53%	6		23%	50%	44%	6%
People treat each other with respect and consideration in our workplace.			73%			21% 6%	76%	16%	8%
I am able to reasonably balance the demands of work and personal life.		46%	9	%	46%		57%	19%	24%
People from all backgrounds are treated fairly in our workplace.		64	%		18%	18%	65%	24%	11%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	15%		56%			30%	66%	29%	6%
rust									

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

Mission Division

17 Respondents 2022 | 11 Respondents 2021

	2022			2021	
44%	44%	13%	73%	18%	9%
59%	24%	18%	82%	18%	0%
38%	19% 44	%	73%	0%	27%
59%	12%	29%	55%	27%	18%
47%	29%	24%	46%	18%	36%
41%	29%	29%	46%	27%	27%
47%	24%	29%	46%	36%	18%
18%	47%	35%	27%	55%	18%
47%	24%	29%	55%	36%	9%
			······································		
47%	24%	29%	55%	36%	9%
· · · · ·	·				
44%	31%	25%	*	*	*
	59% 38% 59% 47% 41% 47% 48% 47% 47% 47% 47%	44% 44% 59% 24% 38% 19% 44 59% 12% 47% 29% 41% 29% 41% 24% 47% 24% 47% 24% 47% 24% 47% 24%	44% 13% 59% 24% 38% 19% 59% 24% 59% 12% 29% 29% 41% 29% 41% 29% 18% 47% 24% 29% 47% 24% 47% 24% 47% 24% 47% 24% 29% 29%	44% 13% 73% 59% 24% 18% 82% 38% 19% 44% 73% 59% 12% 29% 55% 47% 29% 24% 46% 41% 29% 29% 46% 41% 29% 29% 46% 41% 29% 29% 55% 47% 24% 29% 55% 47% 24% 29% 55% 47% 24% 29% 55%	44% 13% 73% 18% 59% 24% 18% 82% 18% 38% 19% 44% 73% 0% 59% 12% 29% 55% 27% 47% 29% 24% 46% 18% 41% 29% 29% 46% 27% 47% 24% 29% 46% 36% 18% 47% 24% 29% 55% 36% 47% 24% 29% 55% 36% 47% 24% 29% 55% 36%

Mission Division

			202	22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.			33%		47%		50%	0%	50%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	152.17	1	2.5	1.00	900.00	6 / 17		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	225.75	1	1.0	1.00	900.00	4 / 17		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		65	%		35	% 0%	64%	36%	0%
This hospital/facility takes effective action to promote a healthy and safe workplace.		-	71%		24%	6%	64%	36%	0%
People treat each other with respect and consideration in our workplace.		65	%		29%	6%	82%	18%	0%
I am able to reasonably balance the demands of work and personal life.		59%		12	%	29%	36%	27%	36%
People from all backgrounds are treated fairly in our workplace.		-	71%		24	% 6%	82%	18%	0%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		56%			38%	6%	70%	20%	10%
rust									

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

Ridge Meadow Division

29 Respondents 2022 | 34 Respondents 2021

Engagement		2021				
I am satisfied with this health authority as a place to practice medicine.	59%	179	⁄ 24%	71%	21%	9%
I feel I belong to a collaborative, patient-centred team/unit.	57%	2	5% 18%	68%	21%	12%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	48%	10%	41%	70%	18%	12%
I have adequate opportunities to improve patient care, quality, and safety.	48%	14%	38%	71%	15%	15%
I have meaningful input into changes affecting my practice environment.	41%	14%	45%	50%	27%	24%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	33%	30%	37%	63%	22%	16%
Senior leaders seek physicians' input when setting the health authority's goals.	26%	33%	41%	41%	38%	22%
Senior leaders' decision-making is transparent to physicians.	22%	41%	37%	30%	39%	30%
This health authority values physicians' contributions.	41%	30%	30%	55%	33%	12%
Value				,		,
This health authority values physicians' contributions.	41%	30%	30%	55%	33%	12%
Local Satisfaction **New Question		· · ·	,,	ii		
**I am satisfied with this hospital/facility as a place to practice medicine.	679	%	15% 19%	*	*	*

Ridge Meadow Division

Physician Health and Safety

			202	2				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	27	7%	23%		50%		62%	4%	35%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	12.71	1	3.0	1.00	50.00	7 / 29		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	6.25	10	5.0	1.00	16.00	16 / 29		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		58%			42%	0%	58%	36%	7%
This hospital/facility takes effective action to promote a healthy and safe workplace.		54%			35%	12%	74%	23%	3%
People treat each other with respect and consideration in our workplace.			86%			7% 7%	85%	9%	6%
I am able to reasonably balance the demands of work and personal life.		41%	14%	p	45%		71%	12%	18%
People from all backgrounds are treated fairly in our workplace.		59%			28%	14%	91%	6%	3%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		48%			40%	12%	60%	23%	17%

Trust

Physicians and medical leaders trust one another in my health authority.	43%	32%	25%	56% 28% 16%

Surrey-North Delta Division

86 Respondents 2022 | 89 Respondents 2021

Engagement	2022				2021		
I am satisfied with this health authority as a place to practice medicine.		52%	19	% 29%	55%	18%	26%
I feel I belong to a collaborative, patient-centred team/unit.		46%	18%	35%	44%	22%	35%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	35%		24%	42%	43%	22%	36%
I have adequate opportunities to improve patient care, quality, and safety.	34%		26%	40%	39%	28%	33%
I have meaningful input into changes affecting my practice environment.	37%	6	21%	42%	36%	21%	43%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	27%	31	%	42%	31%	30%	40%
Senior leaders seek physicians' input when setting the health authority's goals.	19%	40%		41%	26%	32%	42%
Senior leaders' decision-making is transparent to physicians.	13%	32%		55%	16%	39%	46%
This health authority values physicians' contributions.	26%	26%		49%	36%	28%	35%
Value	1	1	I	1	,		
This health authority values physicians' contributions.	26%	26%		49%	36%	28%	35%
Local Satisfaction **New Question				I	ii.		
**I am satisfied with this hospital/facility as a place to practice medicine.		51%	19	% 30%	*	*	*
			() = D'		ii		

Surrey-North Delta Division

Physician Health and Safety

		2022						2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		62	%	1	0%	28%	61%	13%	26%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	6.03	1	2.0	1.00	50.00	38 / 86		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	11.20	2	5.0	1.00	100.00	45 / 86		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		51%			35%	15%	43%	35%	23%
This hospital/facility takes effective action to promote a healthy and safe workplace.		49%		34%	6	17%	48%	29%	23%
People treat each other with respect and consideration in our workplace.			70%		17%	5 13%	63%	21%	17%
I am able to reasonably balance the demands of work and personal life.	30)%	20%		50%		51%	20%	30%
People from all backgrounds are treated fairly in our workplace.			69%		12%	19%	64%	18%	19%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		43%		37%		20%	51%	25%	24%
rust									

Physicians and medical leaders trust one another in my health authority. **30% 36% 34% 36% 36%**

White Rock-South Surrey Division

33 Respondents 2022 | 31 Respondents 2021

Engagement						
I am satisfied with this health authority as a place to practice medicine.		72%	16% 13%	65%	3%	32%
I feel I belong to a collaborative, patient-centred team/unit.		70%	15% 15%	61%	16%	23%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	36%	27%	36%	61%	7%	32%
I have adequate opportunities to improve patient care, quality, and safety.	46%	18%	36%	48%	23%	29%
I have meaningful input into changes affecting my practice environment.	41%	22%	38%	39%	19%	42%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	41%	19%	41%	32%	26%	42%
Senior leaders seek physicians' input when setting the health authority's goals.	31%	25%	44%	30%	17%	53%
Senior leaders' decision-making is transparent to physicians.	22%	28%	50%	26%	13%	61%
This health authority values physicians' contributions.	41%	34%	25%	29%	32%	39%
/alue			' '			,
This health authority values physicians' contributions.	41%	34%	25%	29%	32%	39%
Local Satisfaction **New Question	1	I	I	i.		
**I am satisfied with this hospital/facility as a place to practice medicine.		83%	7% 10%	*	*	*
Please note: incorrect data filter used in 2021 reporting - updated to reflect correct results.	A	gree ■Neutral ■Disagr	ee	li.		

White Rock-South Surrey Division

Physician Health and Safety

			202	2				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		54%		13%		33%	58%	13%	29%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.40	1	1.5	1.00	15.00	10/33		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.08	2	2.0	1.00	10.00	13 / 33		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		46%		4	43%	11%	58%	35%	8%
This hospital/facility takes effective action to promote a healthy and safe workplace.		54%		29	%	18%	54%	31%	15%
People treat each other with respect and consideration in our workplace.			94%			<u>6%</u> 0%	87%	13%	0%
I am able to reasonably balance the demands of work and personal life.		53%		22%	6	25%	70%	7%	23%
People from all backgrounds are treated fairly in our workplace.			84%			13% 3%	90%	7%	3%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		46%		39	9%	14%	50%	32%	18%
Frust									

Physicians and medical leaders trust one another in my health authority. 44% 31% 25% 32% 26% 42%

Please note: incorrect data filter used in 2021 reporting - updated to reflect correct results.

Interior Health - Divisions of Family Practice

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

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

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



Interior Divisions of Family Practice

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

				2022				2021	
Central Interior Rural	32%	169	%			53%	50%	17%	33%
Central Okanagan	37%			28%		36%	46%	29%	25%
East Kootenay	41%			28%		32%	45%	29%	25%
Kootenay Boundary	34%		26%			41%	42%	27%	31%
Rural and Remote Division of Family Practice	39%			24%		37%	44%	33%	23%
Shuswap North Okanagan	31%		27%			42%	42%	24%	34%
South Okanagan Similkameen	43%			30%		27%	54%	26%	20%
Thompson Region	24%	20%			56	%	28%	21%	51%

■ Agree ■ Neutral ■ Disagree

Central Interior Rural Division

22 Respondents 2022 | 17 Respondents 2021

Engagement		2	2021			
I am satisfied with this health authority as a place to practice medicine.	27%	23%	50%	59%	12%	29%
I feel I belong to a collaborative, patient-centred team/unit.		62%	24% 14%	59%	18%	24%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		55%	14% 32%	71%	12%	18%
I have adequate opportunities to improve patient care, quality, and safety.	27%	18%	55%	65%	12%	24%
I have meaningful input into changes affecting my practice environment.	23%	14%	64%	47%	24%	29%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	23%	5%	73%	47%	18%	35%
Senior leaders seek physicians' input when setting the health authority's goals.	27%	18%	55%	35%	18%	47%
Senior leaders' decision-making is transparent to physicians.	18%	18%	64%	29%	24%	47%
This health authority values physicians' contributions.	23%	9%	68%	41%	18%	41%
Value	-	1 1				
This health authority values physicians' contributions.	23%	9%	68%	41%	18%	41%
Local Satisfaction **New Question			·			
**I am satisfied with this hospital/facility as a place to practice medicine.		50%	9% 41%	*	*	*
				i	i	

■ Agree ■ Neutral ■ Disagree

Central Interior Rural Division

Physician Health and Safety

			20)22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		53%		18%		29%	42%	8%	50%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
*Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	2.78	1	1.0	1.00	8.00	9 / 22		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	83.62	2 (b)	5.0	1.00	999.00	13 / 22		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		45%		35%		20%	53%	24%	24%
This hospital/facility takes effective action to promote a healthy and safe workplace.		52%		14%	33	%	59%	29%	12%
People treat each other with respect and consideration in our workplace.			73%		18	8% 9%	77%	6%	18%
I am able to reasonably balance the demands of work and personal life.	18%	32	2%		50%		65%	6%	29%
People from all backgrounds are treated fairly in our workplace.		6	8%		18%	14%	77%	18%	6%
his hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	;	33%	3	3%	:	33%	56%	25%	19%

Trust

Physicians and medical leaders trust one another in my health authority 18% 23% 50% 50%					
	Physicians and medical leaders trust one another in my health authority.	18%	23%	59%	29% 41% 29%

Central Okanagan Division

87 Respondents 2022 | 85 Respondents 2021

Engagement	2022				2021				
I am satisfied with this health authority as a place to practice medicine.		58%		18%	24%	74%	18%	8%	
I feel I belong to a collaborative, patient-centred team/unit.		58%		24%	18%	67%	21%	12%	
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	33%	1	7%	51%		51%	22%	28%	
I have adequate opportunities to improve patient care, quality, and safety.	4:	2%	26%		32%	45%	42%	13%	
I have meaningful input into changes affecting my practice environment.	33%		29%		38%	40%	27%	34%	
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	35%		32%		33%	38%	31%	31%	
Senior leaders seek physicians' input when setting the health authority's goals.	20%	37%	6	44	%	29%	32%	39%	
Senior leaders' decision-making is transparent to physicians.	22%	31%		47%	, D	22%	36%	42%	
This health authority values physicians' contributions.	31%		36%		33%	51%	30%	19%	
Value		1		I	1			•	
This health authority values physicians' contributions.	31%		36%		33%	51%	30%	19%	
Local Satisfaction **New Question	,								
**I am satisfied with this hospital/facility as a place to practice medicine.		64%		13%	23%	*	*	*	

Central Okanagan Division

			20	022				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		48%		12%	40	%	41%	16%	43%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.07	1	2.0	1.00	30.00	29 / 87		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	12.31	1	3.0	1.00	200.00	42 / 87		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		59%			32%	9%	57%	31%	12%
This hospital/facility takes effective action to promote a healthy and safe workplace.		62%	0		23%	15%	56%	35%	10%
People treat each other with respect and consideration in our workplace.			82%			12% 6%	69%	26%	5%
I am able to reasonably balance the demands of work and personal life.		48%		14%	38	8%	58%	23%	19%
People from all backgrounds are treated fairly in our workplace.			79%			12% 10%	67%	22%	11%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		47%			42%	10%	55%	29%	16%

Т	rι	JS	t
۰.			

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

East Kootenay Division

61 Respondents 2022 | 44 Respondents 2021

2022				2021				
	59%		20%	21%	61%	27%	11%	
	8(0%		12% 8%	77%	11%	11%	
4	3%	23%		34%	52%	21%	27%	
	54%		21%	25%	66%	16%	18%	
	46%	23%		31%	42%	33%	26%	
23%	33	%	4	4%	43%	36%	21%	
21%	4	41%		38%	14%	46%	41%	
12%	36%		53%		7%	46%	48%	
30%		39%		31%	46%	30%	25%	
		·						
30%		39%		31%	46%	30%	25%	
		· · · ·			_1			
	60%		15%	25%	*	*	*	
	4 23% 21% 12% 30%	43% 43% 54% 23% 23% 12% 30%	$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	59% 20% 80% 23% 43% 23% 54% 21% 46% 23% 23% 33% 21% 41% 12% 36% 53% 30% 39%	59% 20% 21% 80% 12% 8% 43% 23% 34% 54% 21% 25% 46% 23% 31% 23% 33% 44% 21% 38% 12% 36% 53% 30% 39% 31%	59% 20% 21% 61% 80% 12% 8% 77% 43% 23% 34% 52% 54% 21% 25% 66% 46% 23% 31% 42% 23% 33% 44% 43% 21% 41% 38% 14% 12% 36% 53% 7% 30% 39% 31% 46%	59% 20% 21% 61% 27% 80% 12% 8% 77% 11% 43% 23% 34% 52% 21% 54% 21% 25% 66% 16% 46% 23% 31% 42% 33% 23% 33% 44% 43% 36% 21% 41% 38% 14% 46% 30% 39% 31% 46% 30%	

■ Agree ■ Neutral ■ Disagree

East Kootenay Division

Physician Health and Safety

			20	22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		56%		8%	3	7%	53%	3%	45%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	6.19	1	2.0	1.00	50.00	26 / 61		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.33	1	2.0	1.00	12.00	30 / 61		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		50%		33	3%	17%	44%	30%	26%
This hospital/facility takes effective action to promote a healthy and safe workplace.		47%		38%		15%	41%	41%	18%
People treat each other with respect and consideration in our workplace.			82%			10% 8%	77%	18%	5%
I am able to reasonably balance the demands of work and personal life.		56%		15%		30%	57%	14%	30%
People from all backgrounds are treated fairly in our workplace.		7	71%		16%	i 13%	68%	25%	7%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		40%		47%		14%	37%	44%	20%

Trust

Physicians and medical leaders trust one another in my health authority.	48%	33%	20%	50% 33% 17%

Kootenay Boundary Division

59 Respondents 2022 | 55 Respondents 2021

Engagement	2022						2021				
I am satisfied with this health authority as a place to practice medicine.	34%		34%		32%	53%	27%	20%			
I feel I belong to a collaborative, patient-centred team/unit.		63%		15%	22%	55%	24%	22%			
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		51%	14%		36%	60%	13%	27%			
I have adequate opportunities to improve patient care, quality, and safety.	36%	, D	29%		36%	56%	20%	24%			
I have meaningful input into changes affecting my practice environment.	31%		25%	44	%	38%	35%	27%			
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	28%		26%	47	/6	35%	35%	31%			
Senior leaders seek physicians' input when setting the health authority's goals.	24%	249	%	53%		27%	31%	42%			
Senior leaders' decision-making is transparent to physicians.	14%	27%		59%		18%	29%	53%			
This health authority values physicians' contributions.	25%		36%		39%	38%	31%	31%			
Value			· · · ·								
This health authority values physicians' contributions.	25%		36%		39%	38%	31%	31%			
Local Satisfaction **New Question			<u> </u>								
**I am satisfied with this hospital/facility as a place to practice medicine.		54%	1	9%	28%	*	*	*			

■ Agree ■ Neutral ■ Disagree

Kootenay Boundary Division

				2021					
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		57%		1	8%	26%	55%	14%	32%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.82	1 (b)	4.0	1.00	50.00	33 / 59		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.03	5	5.0	1.00	60.00	36 / 59		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		42%		30%		28%	46%	33%	21%
This hospital/facility takes effective action to promote a healthy and safe workplace.		43%		31%		26%	53%	23%	25%
People treat each other with respect and consideration in our workplace.			83%			10% 7%	82%	9%	9%
I am able to reasonably balance the demands of work and personal life.		56%			22%	22%	55%	20%	26%
People from all backgrounds are treated fairly in our workplace.		6	8%		2	5% 7%	66%	26%	9%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	3	0%	38	3%		32%	44%	27%	29%
Trust								0.05	
Physicians and medical leaders trust one another in my health authority.		36%		36%		29%	46%	24%	31%

Rural and Remote Division

17 Respondents 2022 | 13 Respondents 2021

2022				2021			
35%	,	29%		35%	46%	31%	23%
	65%		12%	24%	69%	15%	15%
41	%	29%		29%	69%	15%	15%
	59%		12%	29%	54%	31%	15%
	47%	12%	4	41%	62%	23%	15%
29%		35%		35%	15%	54%	31%
29%		35%		35%	31%	39%	31%
12%	41%		47	%	8%	46%	46%
35%		2%	53%		46%	39%	15%
					,		
35%		12%	53%)	46%	39%	15%
·		·					
	69%		6%	25%	*	*	*
	41 41 29% 29% 12% 35%	65% 41% 59% 47% 29% 29% 12% 35%	35% $29%$ $65%$ $29%$ $41%$ $29%$ $59%$ $12%$ $29%$ $35%$ $29%$ $35%$ $12%$ $12%$ $35%$ $12%$ $35%$ $12%$	$\begin{array}{c c c c c c c c c c c c c c c c c c c $	$\begin{array}{ c c c c c c c c c c c c c c c c c c c$	35% 29% 35% 46% 65% 12% 24% 69% 41% 29% 29% 69% 59% 12% 29% 54% 47% 12% 41% 62% 29% 35% 35% 15% 29% 35% 35% 31% 12% 41% 47% 8% 35% 12% 53% 46%	35% 29% 35% 46% 31% 65% 12% 24% 69% 15% 41% 29% 29% 69% 15% 59% 12% 29% 54% 31% 47% 12% 41% 62% 23% 29% 35% 35% 15% 54% 29% 35% 35% 31% 39% 12% 41% 47% 8% 46% 35% 12% 53% 46% 39%

■ Agree ■ Neutral ■ Disagree

Rural and Remote Division

Mean 4.00 6.13	36% Mode (b) = bimodal 1 (b)	18% Median 4.0	Min	46% Max	Count	46%	9%	46%
4.00	bimodal			Max	Count			
	1 (b)	4.0						
6 1 2			1.00	8.00	5 / 17		-	
0.15	1	1.0	1.00	20.00	8 / 17		-	
		81%			13% 6%	69%	23%	8%
	69	9%		13%	19%	69%	15%	15%
		82%			189 0%	92%	0%	8%
	41%	18	%	41%	%	39%	23%	39%
		77%			18% 6%	85%	8%	8%
	69	9%		25	5% 6%	54%	23%	23%
		41%	69% 82% 41% 18	69% 82% 41% 18% 77%	69% 13% 82% 41% 77% 18%	69% 13% 19% 82% 18% 0% 41% 18% 41% 77% 18% 6%	69% 13% 19% 69% 82% 18°,0% 92% 41% 18% 41% 39% 77% 18% 6%	69% 13% 19% 69% 15% 82% 18°,0% 92% 0% 41% 18% 41% 39% 23% 77% 18% 6% 85% 8%

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

Shuswap North Okanagan Division

49 Respondents 2022 | 48 Respondents 2021

	2022						
	47%		31%	23%	54%	21%	25%
	59%		16%	25%	60%	15%	25%
29%	19	%	52%		50%	17%	33%
39	%	33%		29%	58%	21%	21%
33%		25%	4	3%	45%	21%	34%
23%	18%		59%		33%	33%	33%
14%	31%		55%		21%	27%	52%
<mark>6%</mark>	33%		61%		15%	31%	54%
25%		41%		35%	38%	32%	30%
25%		41%		35%	38%	32%	30%
_			·				
	59%		16%	25%	*	*	*
t. /.	29% 3 29% 33% 33% 23% 14% 6% 25%	59% $29%$ 19 $39%$ 19 $333%$ $18%$ $14%$ $31%$ $6%$ $33%$ $25%$ $-$	47% $59%$ $29%$ $19%$ $39%$ $33%$ $33%$ $25%$ $14%$ $31%$ $25%$ $41%$ $25%$ $41%$	2. 47% 31% 1. 59% 16% 2. 29% 19% 52% 1. 33% 25% 41% 1. 23% 18% 59% 1. 33% 25% 41% 2. 25% 41% 2. 25% 41%	47% $31%$ $23%$ $59%$ $16%$ $25%$ $29%$ $19%$ $52%$ $33%$ $29%$ $33%$ $29%$ $33%$ $29%$ $33%$ $29%$ $33%$ $29%$ $43%$ $23%$ $23%$ $43%$ $23%$ $18%$ $59%$ $14%$ $31%$ $55%$ $6%$ $33%$ $61%$ $25%$ $41%$ $35%$ $25%$ $41%$ $35%$	47% $31%$ $23%$ $54%$ $59%$ $16%$ $25%$ $60%$ $29%$ $19%$ $52%$ $50%$ $39%$ $33%$ $29%$ $58%$ $33%$ $25%$ $43%$ $45%$ $23%$ $18%$ $59%$ $33%$ $23%$ $18%$ $59%$ $33%$ $45%$ $33%$ $21%$ $45%$ $23%$ $18%$ $59%$ $33%$ $25%$ $41%$ $55%$ $21%$ $25%$ $41%$ $35%$ $38%$ $25%$ $41%$ $35%$ $38%$	47% 31% 23% 54% 21% 59% 16% 25% 60% 15% 29% 19% 52% 50% 17% 39% 33% 29% 58% 21% 33% 29% 58% 21% 33% 25% 43% 45% 21% 45% 21% 33% 29% 58% 21% 45% 25% 43% 45% 21% 45% 23% 18% 59% 33% 33% 41% 31% 55% 21% 27% 56% 33% 61% 15% 31% 52% 41% 35% 38% 32%

Shuswap North Okanagan Division

			2	022				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		50%		11%	39%		51%	15%	33%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
Approximately how many times have you experienced a <u>physical</u> safety incident over the past* 12 months? (e.g. 1 to 999).	15.96	1 (b)	5.0	1.00	250.00	23 / 49		-	
Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	17.65	2	5.0	1.00	250.00	26 / 49		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		43%		439	%	15%	61%	22%	17%
This hospital/facility takes effective action to promote a healthy and safe workplace.		43%		37%		20%	60%	17%	23%
People treat each other with respect and consideration in our workplace.			76%		1	6% 8%	77%	11%	13%
I am able to reasonably balance the demands of work and personal life.		45%		14%	41%	, D	58%	17%	25%
People from all backgrounds are treated fairly in our workplace.			71%		14%	14%	75%	11%	15%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		37%		41%		22%	57%	21%	21%
rust									

							-
Physicians and medical leaders trust one another in my health authority.	29%	35%	3	7%	40%	33% 27%	

South Okanagan Similkameen Division

40 Respondents 2022 | 45 Respondents 2021

45%	35%	20%	64%	20%	16%
68	%	20% 13%	78%	9%	13%
53%	15%	33%	78%	9%	13%
54%	26%	21%	67%	18%	16%
36%	36%	28%	56%	22%	22%
41%	23%	36%	51%	29%	20%
38%	30%	33%	31%	47%	22%
20%	40%	40%	16%	49%	36%
33%	48%	20%	49%	29%	22%
33%	48%	20%	49%	29%	22%
	`				
67	%	18% 15%	*	*	*
	68 53% 54% 54% 36% 41% 38% 20% 33% 33%	$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	45% 35% 20% 68% 20% 13% 53% 15% 33% 54% 26% 21% 36% 36% 28% 41% 23% 36% 38% 30% 33% 20% 40% 40% 33% 48% 20%	45% 35% 20% 64% 68% 20% 13% 78% 53% 15% 33% 78% 54% 26% 21% 67% 36% 36% 28% 56% 41% 23% 36% 51% 38% 30% 33% 31% 20% 40% 40% 40% 33% 48% 20% 49%	45% 35% 20% 64% 20% 68% 20% 13% 78% 9% 53% 15% 33% 78% 9% 54% 26% 21% 67% 18% 36% 36% 28% 56% 22% 41% 23% 36% 51% 29% 38% 30% 33% 31% 47% 20% 40% 40% 16% 49% 33% 48% 20% 49% 29%

South Okanagan Similkameen Division

		2022						2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	59%			<mark>3</mark> %	38%		43%	14%	43%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.88	1 (b)	4.0	1.00	50.00	16 / 40		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.19	2	3.0	1.00	50.00	21 / 40		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		46%		399	%	15%	57%	27%	16%
This hospital/facility takes effective action to promote a healthy and safe workplace.		50%		35%	6	15%	52%	34%	14%
People treat each other with respect and consideration in our workplace.			83%			13% 5%	71%	16%	13%
I am able to reasonably balance the demands of work and personal life.	3	0%	38	8%		33%	44%	20%	36%
People from all backgrounds are treated fairly in our workplace.		44%		36%		21%	64%	27%	9%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	29	9%		53%		19%	45%	36%	19%
Trust							loch	ors	
Physicians and medical leaders trust one another in my health authority.		43%		35%		23%	47%	31%	22%

Thompson Region Division

45 Respondents 2022 | 60 Respondents 2021

Engagement				2021				
I am satisfied with this health authority as a place to practice medicine.	36%	6	14%	50%	38	% 1	8%	43%
I feel I belong to a collaborative, patient-centred team/unit.		48%		21%	32% 47	% 1	7%	37%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	27%		21%	52%	429	% 1	5%	43%
I have adequate opportunities to improve patient care, quality, and safety.	27%		30%	439	% 40	% 2	20%	40%
I have meaningful input into changes affecting my practice environment.	29%		16%	56%	329	% 2	24%	44%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<mark>9%</mark> 2	25%		66%	159	% 2	24%	61%
Senior leaders seek physicians' input when setting the health authority's goals.	18%	16%		66%	109	% 2	23%	67%
Senior leaders' decision-making is transparent to physicians.	7% 21%			73%	89	6 2	2%	70%
This health authority values physicians' contributions.	16%	18%		67%	23	% 2	27%	50%
√alue								
This health authority values physicians' contributions.	16%	18%		67%	23	% 2	27%	50%
_ocal Satisfaction **New Question						i	à.	
**I am satisfied with this hospital/facility as a place to practice medicine.	39	%	13%	49%	*		*	*
						i	i.	

■ Agree ■ Neutral ■ Disagree

Thompson Region Division

2						2021	
63%	63%	63	6	10%	27%		
		5				-	
		5				-	
41%	41%	41	41%	41%	6	43%	16%
33%	33%	33	33%	33%	6	35%	33%
64%	64%	% 64	64%	64%	6	15%	20%
52%	52%	52	52%	52%	6	22%	27%
60%	60%	60	60%	60%	6	28%	12%
32%	32%	32	32%	32%	6	51%	18%
						i.	

Physicians and medical leaders trust one another in my health authority.	25%	27%	48%	25% 34% 41%

Island Health - Divisions of Family Practice

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

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

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



Island Divisions of Family Practice

Overall Engagement Averages (based on the same nine engagement questions asked in previous years) 2022

Campbell River & District		32%	 		30%			3	9%	 47%	28%	26%
Comox Valley		34%			319	%			35%	42%	29%	29%
Cowichan Valley		37%	D		24%	6		3	9%	45%	24%	31%
Nanaimo		25%		27%				49%		31%	21%	48%
Central Island	209	%	14%				67%			39%	26%	35%
Rural and Remote Division of Family Practice		34%			32	%			34%	38%	32%	30%
South Island		29%		21	%			50%		34%	25%	41%
Victoria		31%			23%			46%		36%	29%	35%

■ Agree ■ Neutral ■ Disagree



2021

Campbell River & District Division

20 Respondents 2022 | 27 Respondents 2021

Engagement			2022				2021	
I am satisfied with this health authority as a place to practice medicine		50%	20)%	30%	78%	11%	11%
I feel I belong to a collaborative, patient-centred team/unit			85%		5% 10%	70%	19%	11%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		60%		15%	25%	78%	11%	11%
I have adequate opportunities to improve patient care, quality, and safety	3	5%	50)%	15%	56%	30%	15%
I have meaningful input into changes affecting my practice environment.	11%	47%	42%		22%	44%	33%	
Senior leaders communicate the health authority's plans to physicians in a clear and timely way	11%	28%		61%		41%	26%	33%
Senior leaders seek physicians' input when setting the health authority's goals.	17%	33%		50%		26%	33%	41%
Senior leaders' decision-making is transparent to physicians	<mark>0%</mark> 3	7%		63%		19%	33%	48%
This health authority values physicians' contributions	20%	30%		50%		33%	41%	26%
Value	1	1	1	I				
This health authority values physicians' contributions	20%	30%		50%		33%	41%	26%
Local Satisfaction **New Question						iž		
**I am satisfied with this hospital/facility as a place to practice medicine.		75%	6	1	0% 15%	*	*	*
	<u>.</u>	[1	ļ		ii		

Campbell River & District Division

Physician Health and Safety

			20	22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		6	9%		13%	19%	53%	11%	37%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	2.89	2	2.0	1.00	12.00	9 / 20		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	9.08	1	5.0	1.00	30.00	13 / 20		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		60%			20%	20%	58%	39%	4%
This hospital/facility takes effective action to promote a healthy and safe workplace.		45%		30%		25%	56%	37%	7%
People treat each other with respect and consideration in our workplace.			80%			15% 5%	78%	15%	7%
I am able to reasonably balance the demands of work and personal life.		60%		0%	40	%	56%	33%	11%
People from all backgrounds are treated fairly in our workplace.		50%		25%		25%	70%	22%	7%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		35%		40%		25%	44%	33%	22%
Trust									

Physicians and medical leaders trust one another in my health authority.	30%	45%	25%	15% 65% 19%

Comox Valley Division

38 Respondents 2022 | 46 Respondents 2021

Engagement			2022				2021	
I am satisfied with this health authority as a place to practice medicine.	40	%	34%		26%	63%	20%	17%
I feel I belong to a collaborative, patient-centred team/unit.		54%		26%	20%	54%	28%	17%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		54%		16%	30%	52%	26%	22%
I have adequate opportunities to improve patient care, quality, and safety.		49%		30%	22%	50%	28%	22%
I have meaningful input into changes affecting my practice environment.	35%		30%		35%	37%	37%	26%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	28%		36%		36%	40%	29%	31%
Senior leaders seek physicians' input when setting the health authority's goals.	14%	36%		50%		27%	22%	51%
Senior leaders' decision-making is transparent to physicians.	11%	33%		56%		18%	40%	42%
This health authority values physicians' contributions.	19%	4	2%	3	9%	40%	27%	33%
Value	1 1		1	1	1			
This health authority values physicians' contributions.	19%	4	2%		39%	40%	27%	33%
Local Satisfaction **New Question	·		- <u>`</u>	-	<u>-</u>			
**I am satisfied with this hospital/facility as a place to practice medicine.		64%		19%	17%	*	*	*
**I am satisfied with this hospital/facility as a place to practice medicine.		64%		19%	17%	*	*	

Comox Valley Division

Physician Health and Safety

			202	2				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		39%	14%		46%		35%	16%	49%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.56	1	2.0	1.00	10.00	9 / 38		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.88	1	3.0	1.00	10.00	16 / 38		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.			72%			25% 3%	58%	35%	8%
This hospital/facility takes effective action to promote a healthy and safe workplace.		49%		33%	6	18%	45%	40%	15%
People treat each other with respect and consideration in our workplace.		(69%		14%	17%	65%	16%	19%
I am able to reasonably balance the demands of work and personal life.		51%		16%		32%	55%	11%	34%
People from all backgrounds are treated fairly in our workplace.			81%			16% 3%	63%	24%	12%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		45%			45%	10%	38%	53%	10%

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

Cowichan Valley Division

44 Respondents 2022 | 37 Respondents 2021

43%	21%	36%			
		30%	65%	16%	19%
57%	169	% 27%	60%	14%	27%
32%	25%	43%	46%	16%	38%
39%	36%	25%	57%	11%	32%
32%	23%	46%	41%	27%	32%
32%	30%	39%	44%	28%	28%
39%	16%	46%	27%	35%	38%
8% 30%	%	52%	23%	40%	37%
43%	21%	36%	43%	27%	30%
				à	
43%	21%	36%	43%	27%	30%
		'		à	
37%	19%	44%	*	*	*
	39% 32% 32% 39% 39% 30% 43% 43%	39% 36% 32% 23% 32% 30% 39% 16% 39% 21% 43% 21%	39% 36% 25% 32% 23% 46% 32% 30% 39% 39% 16% 46% 39% 21% 36% 43% 21% 36%	39% 36% 25% 57% 32% 23% 46% 41% 32% 30% 39% 44% 39% 16% 46% 27% 3% 30% 52% 23% 43% 21% 36% 43%	39% 36% 25% 57% 11% 32% 23% 46% 41% 27% 32% 30% 39% 44% 28% 39% 16% 46% 27% 35% 3% 30% 52% 23% 40% 43% 21% 36% 43% 27%

■ Agree ■ Neutral ■ Disagree

Cowichan Valley Division

Physician Health and Safety

			2	022				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		47%		16%	3	7%	31%	17%	52%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	6.89	1	2.0	1.00	50.00	18 / 44		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	15.25	1	3.0	1.00	100.00	20 / 44		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		42%		42%		17%	51%	35%	14%
This hospital/facility takes effective action to promote a healthy and safe workplace.		39%		42%		20%	41%	41%	19%
People treat each other with respect and consideration in our workplace.			76%			17% 7%	76%	16%	8%
I am able to reasonably balance the demands of work and personal life.	3	3%	12%		56%		35%	24%	41%
People from all backgrounds are treated fairly in our workplace.		63	%		9%	28%	54%	14%	32%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	3()%		50%		20%	31%	46%	23%

Physicians and medical leaders trust one another in my health authority. 56% 16% 28% 54% 24% 2					
	Physicians and medical leaders trust one another in my health authority.	56%	16%	28%	54% 24% 22%

Nanaimo Division

42 Respondents 2022 | 61 Respondents 2021

Engagement		2022		2021	
I am satisfied with this health authority as a place to practice medicine.	38%	36%	26% 4	9% 20%	31%
I feel I belong to a collaborative, patient-centred team/unit.	67%	۵ 14º	% 19% 6 /	2% 17%	22%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	33%	14% 52%	6 3	8% 13%	49%
I have adequate opportunities to improve patient care, quality, and safety.	24%	33%	43% 31	2% 20%	48%
I have meaningful input into changes affecting my practice environment.	14% 19%	67%	2	7% 23%	50%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	17% 29%	54%	6 2	1% 28%	51%
Senior leaders seek physicians' input when setting the health authority's goals.	10% 38%	53%	6 18	8% 23%	58%
Senior leaders' decision-making is transparent to physicians.	<mark>5%</mark> 27%	68%	1	0% 22%	68%
This health authority values physicians' contributions.	17% 29%	55%	2	3% 25%	53%
Value	· · · ·	· · · · · ·			
This health authority values physicians' contributions.	17% 29%	55%	6 2	3% 25%	53%
Local Satisfaction **New Question	·	· · ·			
**I am satisfied with this hospital/facility as a place to practice medicine.	38%	26%	36%	* *	*
		<u> </u>		i	

Nanaimo Division

Physician Health and Safety

			2022					2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		43%	14%		43%		37%	11%	52%
**New Question	Mean	Mode (b) = bimodal	Median	Min M	ax	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	96.91	1	3.5	1.00 99	9.00	18 / 42		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	96.62	1	4.0	1.00 99	9.00	21 / 42		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		40%		40%		20%	59%	29%	12%
This hospital/facility takes effective action to promote a healthy and safe workplace.	3	3%	38%		30%		45%	33%	22%
People treat each other with respect and consideration in our workplace.			74%		17%	10%	80%	12%	8%
I am able to reasonably balance the demands of work and personal life.	21%	21	%	57%	6		49%	23%	28%
People from all backgrounds are treated fairly in our workplace.		59%		3	1%	10%	60%	28%	12%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	3	2%	5	0%		18%	54%	29%	17%

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

Central Island Division

14 Respondents 2022 | 17 Respondents 2021

Engagement			2022		2021	
I am satisfied with this health authority as a place to practice medicine.	14%	29%	57%	47%	29%	24%
I feel I belong to a collaborative, patient-centred team/unit.	36%	6	21%	43% 47%	29%	24%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	36%	6 79	6 57%	53%	29%	18%
I have adequate opportunities to improve patient care, quality, and safety.	29%	14%	57%	59%	29%	12%
I have meaningful input into changes affecting my practice environment.	14% 7%		79%	31%	25%	44%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	14% 7%		79%	41%	12%	47%
Senior leaders seek physicians' input when setting the health authority's goals.	14% 7%		79%	24%	24%	53%
Senior leaders' decision-making is transparent to physicians.	<mark>14%</mark> 7%		79%	24%	24%	53%
This health authority values physicians' contributions.	<mark>7%</mark> 21%	6	71%	29%	29%	41%
Value	1	1				Å
This health authority values physicians' contributions.	<mark>7%</mark> 21%	, D	71%	29%	29%	41%
Local Satisfaction **New Question			1			å
**I am satisfied with this hospital/facility as a place to practice medicine.	29%		36%	36% *	*	*
						i

Central Island Division

Physician Health and Safety

			20	22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		55%		0%	46%		47%	13%	40%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.00	10	10.0	4.00	10.00	3 / 14		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.00	2	4.0	1.00	20.00	7 / 14		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.	27%		36%		369	%	53%	20%	27%
This hospital/facility takes effective action to promote a healthy and safe workplace.	21%		43%		36%		60%	13%	27%
People treat each other with respect and consideration in our workplace.		64	%		21%	14%	65%	18%	18%
I am able to reasonably balance the demands of work and personal life.		54%		8%	39%	, 0	59%	12%	29%
People from all backgrounds are treated fairly in our workplace.		62%	6		23%	15%	77%	6%	18%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	31	%		46%		23%	50%	25%	25%

Physicians and medical leaders trust one another in my health authority.	14%	21%	64%	47% 24% 29%
				1

Rural and Remote Division

30 Respondents 2022 | 24 Respondents 2021

Engagement		2022			2021				
I am satisfied with this health authority as a place to practice medicine.		50% 20%		30%	46%	33%	21%		
I feel I belong to a collaborative, patient-centred team/unit.		83%		10% 7%	67%	17%	17%		
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	4	40%	37%	23%	38%	25%	38%		
I have adequate opportunities to improve patient care, quality, and safety.		47%	37%	17%	50%	29%	21%		
I have meaningful input into changes affecting my practice environment.		41%	31%	28%	29%	38%	33%		
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<mark>7%</mark>	43%	50'	%	29%	42%	29%		
Senior leaders seek physicians' input when setting the health authority's goals.	17%	33%	50'	%	29%	38%	33%		
Senior leaders' decision-making is transparent to physicians.	<mark>3</mark> %	37%	60%		25%	33%	42%		
This health authority values physicians' contributions.	17%	43%		40%	33%	33%	33%		
Value		· · ·		· · · · · ·					
This health authority values physicians' contributions.	17%	43%		40%	33%	33%	33%		
Local Satisfaction **New Question	•		·		<i>i</i> .				
**I am satisfied with this hospital/facility as a place to practice medicine.		68%		21% 11%	*	*	*		
			l.		i.				

Rural and Remote Division

Physician Health and Safety

			20	22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		42%	1	9%	39)%	63%	8%	29%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.91	2	3.0	1.00	50.00	11 / 30		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.73	2	4.0	1.00	30.00	15 / 30		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		50%		31	%	19%	33%	33%	33%
This hospital/facility takes effective action to promote a healthy and safe workplace.		45%		41%)	14%	42%	21%	38%
People treat each other with respect and consideration in our workplace.			93%			<mark>3%</mark> 3%	79%	8%	13%
I am able to reasonably balance the demands of work and personal life.		53%		17%		30%	38%	25%	38%
People from all backgrounds are treated fairly in our workplace.		7	70%		2:	3% 7%	63%	25%	13%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		37%		52%	,	11%	29%	33%	38%

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

South Island Division

70 Respondents 2022 | 88 Respondents 2021

Engagement			2022		2021	
I am satisfied with this health authority as a place to practice medicine.	36%	6	21% 43	% 50%	23%	27%
I feel I belong to a collaborative, patient-centred team/unit.		59%	17%	23% 58%	10%	32%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	33%	7%	60%	43%	18%	39%
I have adequate opportunities to improve patient care, quality, and safety.	28%	3	33% 3	9% 43%	29%	29%
I have meaningful input into changes affecting my practice environment.	30%	21%	// 49%	30%	27%	43%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	21%	21%	57%	27%	32%	41%
Senior leaders seek physicians' input when setting the health authority's goals.	23%	16%	61%	18%	28%	53%
Senior leaders' decision-making is transparent to physicians.	14%	20%	66%	9%	31%	60%
This health authority values physicians' contributions.	19%	31%	50%	31%	26%	43%
Value			'	<u> </u>		
This health authority values physicians' contributions.	19%	31%	50%	31%	26%	43%
Local Satisfaction **New Question			· · · · ·			
**I am satisfied with this hospital/facility as a place to practice medicine.		54%	16%	31% *	*	*
			<u> </u>		.i	i

South Island Division

Physician Health and Safety

			202	22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		47%	89	%	45%		49%	11%	41%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	12.84	2	5.0	1.00	144.00	25 / 70		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	11.92	1	4.0	1.00	144.00	38 / 70		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		49%		26%		25%	55%	32%	14%
This hospital/facility takes effective action to promote a healthy and safe workplace.		44%		34%		23%	49%	30%	21%
People treat each other with respect and consideration in our workplace.			70%		16%	14%	77%	13%	10%
I am able to reasonably balance the demands of work and personal life.	3	5%	23%		42%	, D	44%	21%	35%
People from all backgrounds are treated fairly in our workplace.		54%			29%	16%	69%	20%	11%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		37%		36%		27%	40%	41%	19%

Physicians and medical leaders trust one another in my health authority.	33%	27%	40%	%	24%	39%	37%

Victoria Division

77 Respondents 2022 | 105 Respondents 2021

Engagement			2022			2021	
I am satisfied with this health authority as a place to practice medicine.	3	38%		42%	50%	31%	19%
I feel I belong to a collaborative, patient-centred team/unit.		55%		24% 21%	52%	23%	25%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		42%	15%	43%	46%	17%	38%
I have adequate opportunities to improve patient care, quality, and safety.		47%	17%	36%	45%	26%	29%
I have meaningful input into changes affecting my practice environment.	25%	279	6	48%	34%	30%	37%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	18%	25%		57%	30%	35%	35%
Senior leaders seek physicians' input when setting the health authority's goals.	18%	29%		53%	21%	34%	45%
Senior leaders' decision-making is transparent to physicians.	11%	26%		63%	14%	36%	50%
This health authority values physicians' contributions.	22%	24%		54%	36%	29%	36%
Value	1				;		
This health authority values physicians' contributions.	22%	24%		54%	36%	29%	36%
Local Satisfaction **New Question				<u> </u>	i		
**I am satisfied with this hospital/facility as a place to practice medicine.		59%		16% 25%	*	*	*
				ļ	!i	i	

Victoria Division

Physician Health and Safety

			20)22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		50%		13%	3	8%	55%	8%	37%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	6.81	2	5.0	1.00	23.00	27 / 77		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	10.21	10	6.0	1.00	50.00	39 / 77		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		39%		42%		19%	47%	44%	9%
This hospital/facility takes effective action to promote a healthy and safe workplace.		34%		44%		22%	51%	34%	15%
People treat each other with respect and consideration in our workplace.			75%			19% 6%	69%	18%	13%
I am able to reasonably balance the demands of work and personal life.		43%		6%	419	%	42%	20%	38%
People from all backgrounds are treated fairly in our workplace.		55%		2	.1%	24%	57%	25%	19%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	26	6	4(6%		28%	34%	45%	21%

Physicians and medical leaders trust one another in my health authority.	22%	41%	37%	35% 41% 24%

Northern Health - Divisions of Family Practice

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

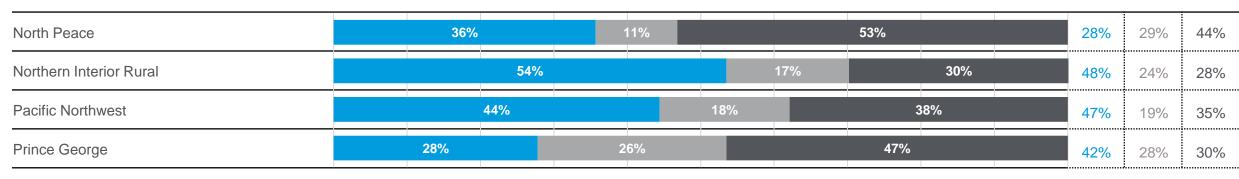
Senior leaders refers to the most senior level of leadership in your Health Authority i.e., CEO, Vice Presidents, VP Medicine, etc.

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



Northern Divisions of Family Practice

Overall Engagement Averages (based on the same nine engagement questions asked in previous years)
2021
2021



■Agree ■Neutral ■Disagree

44% 22% 34%



Better, Together,

North Peace Division

8 Respondents 2022 | 16 Respondents 2021

Engagement			2022			2021	
I am satisfied with this health authority as a place to practice medicine.	25%	25	%	50%	31%	38%	31%
I feel I belong to a collaborative, patient-centred team/unit.		71%	6	0% 29%	56%	31%	13%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		50%	13%	38%	44%	6%	50%
I have adequate opportunities to improve patient care, quality, and safety.	38%	6	25%	38%	50%	6%	44%
I have meaningful input into changes affecting my practice environment.	38%	6	13%	50%	19%	44%	38%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	25%	13%		63%	19%	19%	63%
Senior leaders seek physicians' input when setting the health authority's goals.	25%	0%	7	5%	13%	25%	63%
Senior leaders' decision-making is transparent to physicians.	25%	0%	7	5%	0%	38%	63%
This health authority values physicians' contributions.	25%	13%		63%	19%	50%	31%
Value			· · · · · ·				
This health authority values physicians' contributions.	25%	13%		63%	19%	50%	31%
Local Satisfaction **New Question				·	ii.		
**I am satisfied with this hospital/facility as a place to practice medicine.	25%		38%	38%	*	*	*
				ļ.	ii.		

■ Agree ■ Neutral ■ Disagree

North Peace Division

Physician Health and Safety

			20)22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		43%		29%		29%	57%	7%	36%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	3.40	2 (b)	2.0	1.00	6.00	5 / 8		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.50	2	4.5	2.00	8.00	6 / 8		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		50%			38%	13%	33%	53%	13%
This hospital/facility takes effective action to promote a healthy and safe workplace.	25%	/0		63%		13%	47%	27%	27%
People treat each other with respect and consideration in our workplace.		38%		5(0%	13%	56%	19%	25%
I am able to reasonably balance the demands of work and personal life.	13%	38%	6		50%		25%	13%	63%
People from all backgrounds are treated fairly in our workplace.		50%			38%	13%	38%	38%	25%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	25%	6		7:	5%	0%	27%	53%	20%

Physicians and medical leaders trust one another in my health authority.	38%	38%	25%	31% 31% 38%

Northern Interior Rural Division

16 Respondents 2022 | 26 Respondents 2021

56%		2022				2021	
	56%		13%	31%	58%	23%	19%
	69%		13%	19%	58%	8%	35%
	44%	13%	44	%	58%	12%	31%
	69%		6%	25%	58%	23%	19%
	69%		0%	31%	46%	23%	31%
	50%		25%	25%	39%	31%	31%
	44%	25%		31%	39%	31%	31%
25%		38%		38%	23%	39%	39%
	56%		19%	25%	58%	27%	15%
1		1	1		<u>.</u>		,
	56%		19%	25%	58%	27%	15%
·							
	63%	 	6%	31%	*	*	*
	25%	44% 69% 69% 50% 44% 25% 56%	44% 13% 69% 69% 69% 69% 50% 25% 25% 38% 56% 38%	44% 13% 44 69% 6% 6% 69% 0% 0% 50% 25% 0% 25% 38% 38% 25% 19% 56% 19%	44% 13% 44% 69% 6% 25% 69% 0% 31% 50% 25% 25% 44% 25% 31% 25% 38% 38% 25% 19% 25%	44% 13% 44% 58% 69% 6% 25% 58% 69% 0% 31% 46% 50% 25% 25% 39% 44% 25% 31% 39% 25% 38% 38% 23% 56% 19% 25% 58%	44% 13% 44% 58% 12% 69% 6% 25% 58% 23% 69% 0% 31% 46% 23% 50% 25% 25% 39% 31% 44% 25% 31% 39% 31% 25% 38% 38% 23% 39% 25% 56% 19% 25% 58% 27% 56% 19% 25% 58% 27%

■ Agree ■ Neutral ■ Disagree

Northern Interior Rural Division

Physician Health and Safety

			20	22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		53%		13%		33%	54%	8%	38%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.00	2 (b)	3.0	1.00	10.00	7 / 16		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	11.11	5	5.0	1.00	40.00	9 / 16		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		44%		25%		31%	35%	19%	46%
This hospital/facility takes effective action to promote a healthy and safe workplace.		50%		31%		19%	35%	27%	39%
People treat each other with respect and consideration in our workplace.			69%		19%	6 13%	62%	23%	15%
I am able to reasonably balance the demands of work and personal life.	3′	1%	19%		50%		42%	8%	50%
People from all backgrounds are treated fairly in our workplace.			69%		6%	25%	46%	23%	31%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		50%		319	%	19%	40%	20%	40%
Trust									

Physicians and medical leaders trust one another in my health authority.	44%	25%	31%	50% 23% 27%

Pacific Northwest Division

35 Respondents 2022 | 27 Respondents 2021

		2022			2021	
	53%	12%	% 35%	62%	8%	31%
	77	%	14% 9%	6 77%	4%	19%
	49%	11%	40%	42%	15%	42%
	50%		29% 21%	50%	19%	31%
	59%	(5% 35%	52%	24%	24%
37%	6	17%	46%	39%	19%	42%
23%	26%		51%	31%	27%	42%
17%	23%		60%	23%	31%	46%
35%		21%	44%	46%	19%	35%
· · · ·						<u></u>
35%		21%	44%	46%	19%	35%
·		•	·			
	69%		14% 17%	*	*	*
	37% 23% 17% 35%	49% 49% 50% 59% 37% 23% 23% 23% 23% 35%	53% 12% 77% 11% 49% 11% 50% 1 50% 1 37% 17% 17% 26% 17% 23% 35% 21%	$\begin{array}{c c c c c c c c c c c c c c c c c c c $	53% 12% 35% 62% 77% 14% 9% 77% 49% 11% 40% 42% 50% 29% 21% 50% 59% 6% 35% 52% 37% 17% 46% 39% 17% 26% 51% 31% 17% 23% 60% 23% 35% 21% 44% 46%	53% 12% 35% 62% 8% 77% 14% 9% 77% 4% 49% 11% 40% 42% 15% 50% 29% 21% 50% 19% 59% 6% 35% 52% 24% 37% 17% 46% 39% 19% 23% 26% 51% 31% 27% 17% 23% 60% 23% 31% 35% 21% 44% 46% 19%

Pacific Northwest Division

Physician Health and Safety

			20	22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		63	%		9%	28%	72%	0%	28%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.67	1 (b)	4.0	1.00	12.00	21 / 35		-	
Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	8.32	1	4.5	1.00	50.00	22 / 35		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		44%		27%		29%	31%	39%	31%
This hospital/facility takes effective action to promote a healthy and safe workplace.		51%		31	%	17%	31%	39%	31%
People treat each other with respect and consideration in our workplace.			74%		11	% 14%	81%	12%	8%
I am able to reasonably balance the demands of work and personal life.		50%		18%		32%	50%	19%	31%
People from all backgrounds are treated fairly in our workplace.			80%			3% 17%	69%	15%	15%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		44%		29%		27%	40%	28%	32%
rust									
	1						1		:

Physicians and medical leaders trust one another in my health authority.	32%	29%	38%	42% 19% 39	}%
				1	

Prince George Division

25 Respondents 2022 | 30 Respondents 2021

		2022				2021	
	44%		32%	24%	53%	23%	23%
	44%	2	8%	28%	60%	17%	23%
24%		36%	4	0%	40%	20%	40%
32%		16%	52%		37%	33%	30%
32%		16%	52%		37%	30%	33%
20%	20%		60%		43%	30%	27%
21%	17%		63%		40%	27%	33%
13%	25%		63%		23%	43%	33%
21%		42%		38%	43%	30%	27%
-	1	1	1	1	,		,
21%		42%		38%	43%	30%	27%
39	%	26%		35%	*	*	*
	24% 32% 32% 20% 21% 13% 21%	44% $24%$ $32%$ $32%$ $20%$ $20%$ $21%$ $17%$ $21%$ $21%$ $21%$ $21%$ $21%$	$\begin{array}{c c c c c c c c c c c c c c c c c c c $	44% 32% 44% 28% 24% 36% 4 32% 16% 52% 32% 16% 52% 20% 20% 60% 21% 17% 63% 21% 42% 3	44% 32% 24% 44% 28% 28% 24% 36% 40% 32% 16% 52% 32% 16% 52% 20% 20% 60% 21% 17% 63% 21% 42% 38%	44% 32% 24% 53% 44% 28% 28% 60% 24% 36% 40% 40% 32% 16% 52% 37% 32% 16% 52% 37% 20% 20% 60% 43% 21% 17% 63% 40% 13% 25% 63% 23% 21% 42% 38% 43%	44% 32% 24% 53% 23% 44% 28% 28% 60% 17% 24% 36% 40% 40% 20% 32% 16% 52% 37% 33% 32% 16% 52% 37% 30% 20% 20% 60% 43% 30% 21% 17% 63% 40% 27% 13% 25% 63% 23% 43% 21% 42% 38% 43% 30%

Prince George Division

Physician Health and Safety

			202	2				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.			78%		6%	17%	42%	17%	42%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.67	1	5.0	1.00	20.00	9 / 25		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	15.40	10	10.0	1.00	100.00	15 / 25		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		46%		33%		21%	60%	27%	13%
This hospital/facility takes effective action to promote a healthy and safe workplace.	33	8%	29%		38%		43%	20%	37%
People treat each other with respect and consideration in our workplace.		48%		24%		28%	60%	23%	17%
I am able to reasonably balance the demands of work and personal life.	3	6%	16%		48%		37%	27%	37%
People from all backgrounds are treated fairly in our workplace.		52%		20%		28%	53%	20%	27%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	33	8%	339	%	3	3%	40%	33%	27%

Physicians and medical leaders trust one another in my health authority. 22% 30% 48% 37% 37%					
	Physicians and medical leaders trust one another in my health authority.	22%	30%	48%	37% 37% 27%

Vancouver Coastal Health - Divisions of Family Practice

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

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

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



Vancouver Coastal Divisions of Family Practice

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

			4	2022					2021	
North Shore	38%	/o	2	6%		36%		51%	26%	23%
Powell River (quathet)	32%		23%			46%		38%	26%	36%
Richmond	4	1%		29%		31%		57%	21%	22%
Rural and Remote Division of Family Practice		51%			33%		17%	48%	21%	32%
Sea to Sky	40	%	22	2%		38%		19%	27%	54%
Sunshine Coast	36%		27%	0		38%		40%	24%	36%
Vancouver	37%		2	9%		34%		45%	30%	25%

■ Agree ■ Neutral ■ Disagree



Better, logether.

North Shore Division

56 Respondents 2022 | 61 Respondents 2021

	2	022				2021	
	70%	18	18% 13%		71%	21%	8%
	66%	18%		16%	60%	28%	12%
34%	13%	54%			57%	17%	27%
39%	2	21%	39%		50%	25%	25%
35%	22%	4 4	%		44%	24%	32%
32%	32	2%	36%		55%	25%	20%
20%	37%	4	3%		41%	30%	30%
17%	39%	44	%		33%	38%	30%
29%	36	%	35%		51%	30%	20%
· · · · ·							
29%	36	:%	35%		51%	30%	20%
·	·	·					
	68%		2%	10%	*	*	*
	 39% 35% 32% 20% 17% 29% 	. 70% . 66% . 34% 13% . 39% 22% . 35% 22% . 32% 32 . 20% 37% . 20% 37% . 20% 36 . 29% 36	66% $18%$ $34%$ $13%$ $54%$ $39%$ $21%$ 3 $35%$ $22%$ 44 $32%$ $32%$ 44 $20%$ $37%$ 43 $17%$ $39%$ 44 $29%$ $36%$ $36%$	70% 18% 66% 18% 34% 13% 54% 39% 21% 39% 35% 22% 44% 32% 32% 36% 17% 39% 44% 20% 36% 35% 20% 36% 35%	70% $18%$ $13%$ $66%$ $18%$ $16%$ $34%$ $13%$ $54%$ $39%$ $21%$ $39%$ $35%$ $22%$ $44%$ $32%$ $32%$ $36%$ $20%$ $37%$ $43%$ $17%$ $39%$ $44%$ $29%$ $36%$ $35%$	70% 18% 13% 71% 66% 18% 16% 60% 34% 13% 54% 57% 39% 21% 39% 50% 35% 22% 44% 44% 32% 32% 36% 55% 20% 37% 43% 41% 17% 39% 44% 33% 29% 36% 35% 51%	70% 18% 13% 71% 21% 66% 18% 16% 60% 28% 34% 13% 54% 57% 17% 39% 21% 39% 50% 25% 35% 22% 44% 44% 24% 32% 32% 36% 55% 25% 20% 37% 43% 41% 30% 17% 39% 44% 33% 38% 29% 36% 35% 51% 30%

■ Agree ■ Neutral ■ Disagree

North Shore Division

Physician Health and Safety

			202	2				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		41%	11%		49%		42%	23%	35%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.83	2	2.0	1.00	30.00	12 / 56		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	9.95	1	3.5	1.00	100.00	22 / 56		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		56%			40%	4%	<mark>65%</mark>	33%	2%
This hospital/facility takes effective action to promote a healthy and safe workplace.		57%			39%	4%	62%	35%	4%
People treat each other with respect and consideration in our workplace.			86%			13% 2%	80%	18%	2%
I am able to reasonably balance the demands of work and personal life.		48%	7	7%	45%		43%	18%	39%
People from all backgrounds are treated fairly in our workplace.			82%			15% 4%	79%	14%	7%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		48%			42%	11%	58%	34%	8%

Physicians and medical leaders trust one another in my health authority.	38%	49%	13%	59%	33%	9%

Powell River Division (quathet)

15 Respondents 2022 | 17 Respondents 2021

Engagement				2021			
I am satisfied with this health authority as a place to practice medicine.		47%	7%	47%	59%	18%	24%
I feel I belong to a collaborative, patient-centred team/unit.		60%	0%	40%	53%	18%	29%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		47%	20%	33%	59%	18%	24%
I have adequate opportunities to improve patient care, quality, and safety.	27%		33%	40%	53%	24%	24%
I have meaningful input into changes affecting my practice environment.	27%		33%	40%	41%	18%	41%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	29%		36%	36%	24%	47%	29%
Senior leaders seek physicians' input when setting the health authority's goals.	14%	29%		57%	6%	31%	63%
Senior leaders' decision-making is transparent to physicians.	7%	29%		64%	0%	35%	65%
This health authority values physicians' contributions.	27%	20%	6	53%	47%	24%	29%
Value							
This health authority values physicians' contributions.	27%	20%	6	53%	47%	24%	29%
Local Satisfaction **New Question			- <u> </u>		ii		
**I am satisfied with this hospital/facility as a place to practice medicine.		47%	13%	40%	*	*	*
		<u> </u>		ļ.	ii		

Powell River Division (quathet)

Physician Health and Safety

			202	22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		55%		18%		27%	53%	30%	33%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	1.50	1 (b)	1.5	1.00	2.00	4 / 15		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	6.43	2 (b)	4.0	1.00	20.00	7 / 15		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		50%		29%	6	21%	44%	44%	13%
This hospital/facility takes effective action to promote a healthy and safe workplace.		36%	29%	0	36	i%	47%	47%	6%
People treat each other with respect and consideration in our workplace.		67	7%		7%	27%	77%	12%	12%
I am able to reasonably balance the demands of work and personal life.		53%		7%	40)%	82%	6%	12%
People from all backgrounds are treated fairly in our workplace.		50%		29%	6	21%	82%	6%	12%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	29	9%	36%		;	36%	44%	31%	25%
rust									

Physicians and medical leaders trust one another in my health authority.	33%	20%	47%	25%	50% 2	25%

Richmond Division

56 Respondents 2022 | 57 Respondents 2021

Engagement	2022					2021			
I am satisfied with this health authority as a place to practice medicine.		59%		23% 18%	77%	13%	11%		
I feel I belong to a collaborative, patient-centred team/unit.		63%		20% 17%	70%	13%	18%		
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		51%	16%	33%	73%	11%	16%		
I have adequate opportunities to improve patient care, quality, and safety.		50%	21%	29%	68%	9%	23%		
I have meaningful input into changes affecting my practice environment.	4	1%	21%	38%	53%	26%	22%		
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	26%		42%	32%	48%	30%	21%		
Senior leaders seek physicians' input when setting the health authority's goals.	22%	3	7%	41%	44%	27%	29%		
Senior leaders' decision-making is transparent to physicians.	15%	43%		42%	30%	34%	36%		
This health authority values physicians' contributions.	4	1%	32%	28%	53%	28%	19%		
Value	1	1	· · ·	1			,		
This health authority values physicians' contributions.	41	%	35%	28%	53%	28%	19%		
Local Satisfaction **New Question			·	· · · · · · · · · · · · · · · · · · ·					
**I am satisfied with this hospital/facility as a place to practice medicine.		67%		25% 8%	*	*	*		
			ļ.						

Richmond Division

Physician Health and Safety

			2	022				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		50%		5%	45%)	49%	29%	22%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count			
*Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.56	1	2.0	1.00	50.00	18 / 56		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.95	2 (b)	3.0	1.00	50.00	21 / 56		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		38%		50%		13%	52%	42%	6%
This hospital/facility takes effective action to promote a healthy and safe workplace.		46%		38%		16%	57%	37%	6%
People treat each other with respect and consideration in our workplace.			80%			13% 7%	75%	24%	2%
I am able to reasonably balance the demands of work and personal life.		52%		19%		30%	61%	16%	23%
People from all backgrounds are treated fairly in our workplace.		62%	0		24%	15%	77%	14%	9%
his hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		38%		44%		18%	51%	37%	12%

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Physicians and medical leaders trust one another in my health authority.	37%	11%	22%	47% 36% 17%

Rural and Remote Division

11 Respondents 2022 | 7 Respondents 2021

	2022			2021	
	64%	36% 0%	71%	29%	0%
	82%	189 0%	71%	0%	29%
46%	18%	36%	43%	0%	57%
82%		189 0%	57%	29%	14%
	82%	9% 9%	29%	43%	29%
30%	40%	30%	43%	14%	43%
18%	55%	27%	43%	0%	57%
18%	55%	27%	29%	29%	43%
36%	46%	18%	43%	43%	14%
		· · · · · ·			
36%	46%	18%	43%	43%	14%
	· · · ·		é		
	64%	27% 9%	*	*	*
	30% 18% 18% 36%	$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	64% 36% 0% 82% 18% 0% 46% 18% 36% 82% 18% 0% 82% 9% 9% 82% 9% 9% 82% 27% 18% 55% 27% 18% 55% 27% 36% 46% 18%	64% 36% 0% 71% 82% 18°0% 71% 46% 18% 36% 43% 82% 18°0% 57% 82% 9% 9% 29% 30% 40% 30% 43% 18% 55% 27% 43% 18% 55% 27% 29% 36% 46% 18% 43%	64% 36% 0% 71% 29% 82% 18% 71% 0% 46% 18% 36% 43% 0% 82% 18% 0% 57% 29% 82% 9% 9% 9% 29% 43% 30% 40% 30% 43% 14% 18% 55% 27% 29% 29% 36% 46% 18% 43% 43%

Rural and Remote Division

Physician Health and Safety

					2021	
64%		0%	36%	67%	17%	17%
ode (b) = N imodal	/ledian Mir	Max	Count			
2	2.0 2.0	0 3.00	6 / 11		-	
1 (b)	3.0 1.0	0 20.00	5 / 11		-	
16%	27	°%	27%	0%	71%	29%
64%		27%	9%	29%	57%	14%
	100%		0% 0%	86%	14%	0%
64%		9%	27%	86%	0%	14%
	91%		9% 0%	100%	0%	0%
55%		27%	18%	29%	57%	14%
	55%					

Physicians and medical leaders trust one another in my health authority.	46%	36%	18%	43% 14% 43%

Sea to Sky Division

29 Respondents 2022 | 27 Respondents 2021

Engagement	2022				2021		
I am satisfied with this health authority as a place to practice medicine.	24%		45%	31%	19%	41%	41%
I feel I belong to a collaborative, patient-centred team/unit.		8	3%	7% 10%	37%	22%	41%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		45%	17%	38%	22%	26%	52%
I have adequate opportunities to improve patient care, quality, and safety.		62%		21% 17%	22%	44%	33%
I have meaningful input into changes affecting my practice environment.		48%	14%	38%	22%	22%	56%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	28%	2	8%	45%	19%	19%	63%
Senior leaders seek physicians' input when setting the health authority's goals.	24%	17%		59%	8%	19%	73%
Senior leaders' decision-making is transparent to physicians.	21%	21%	59%		4%	19%	78%
This health authority values physicians' contributions.	21%	31%		48%	19%	30%	52%
Value	·						
This health authority values physicians' contributions.	21%	31%		48%	19%	30%	52%
Local Satisfaction **New Question		- <u> </u>	·				۵
**I am satisfied with this hospital/facility as a place to practice medicine.		66%		17% 17%	*	*	*

Sea to Sky Division

Physician Health and Safety

				2021					
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	26%	b line	22%		52%		32%	16%	52%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	2.50	1 (b)	2.5	2.00	3.00	2 / 29		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.78	5	5.0	1.00	10.00	9 / 29		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		55%			41%	3%	56%	28%	16%
This hospital/facility takes effective action to promote a healthy and safe workplace.		59%			28%	14%	50%	42%	8%
People treat each other with respect and consideration in our workplace.			79%			17% 3%	74%	11%	15%
I am able to reasonably balance the demands of work and personal life.	3	5%	28	%	3	8%	48%	11%	41%
People from all backgrounds are treated fairly in our workplace.		6	7%			33% 0%	82%	15%	4%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		44%		37	7%	19%	36%	40%	24%

Trust

Physicians and medical leaders trust one another in my health authority.	35%	24%	41%	26% 15% 59%

Sunshine Coast Division

13 Respondents 2022 | 19 Respondents 2021

Engagement			2021					
I am satisfied with this health authority as a place to practice medicine		54%		31%	15%	58%	26%	16%
I feel I belong to a collaborative, patient-centred team/unit		62%		8%	31%	63%	11%	26%
I have access to the facilities, equipment, and other resources I require to meet patients' needs		54%	0%	46%	6	32%	37%	32%
I have adequate opportunities to improve patient care, quality, and safety		46%	15%		39%	47%	11%	42%
I have meaningful input into changes affecting my practice environment	23%		39%		39%	32%	32%	37%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way	23%		46%		31%	37%	32%	32%
Senior leaders seek physicians' input when setting the health authority's goals	31%		39%		31%	37%	16%	47%
Senior leaders' decision-making is transparent to physicians	8%	46%		46%	6	16%	37%	47%
This health authority values physicians' contributions	23%	15%		62%			16%	47%
Value		-		•	-			
This health authority values physicians' contributions	23%	15%	5% 62%		37%	16%	47%	
Local Satisfaction **New Question	-							
**I am satisfied with this hospital/facility as a place to practice medicine		54%		23%	23%	*	*	*

Sunshine Coast Division

Physician Health and Safety

55% de (b) = Median modal	9%	36%	42%		
Y Modian			,,	11%	47%
· · · · · · · · · · · · · · · · · · ·	Min Max	Count			
2 (b) 5.0	2.00 50.0	0 5/13		-	
2 5.0	1.00 100.0	0 7/13		-	
54%	15%	31%	42%	21%	37%
/•	39%	23%	26%	32%	42%
85%		15% 0%	74%	16%	11%
23%	46	%	37%	26%	37%
85%		8% 8%	63%	21%	16%
6 3	31%	31%	22%	39%	39%
6		31%			

			I	
Physicians and medical leaders trust one another in my health authority.	46%	23%	31%	37% 26% 37%

Vancouver Division

205 Respondents 2022 | 225 Respondents 2021

2022					2021				
	56%		24%		71%	20%	9%		
	59%		19%	22%	54%	31%	15%		
	48%	16%		36%	58%	18%	23%		
4	4%	31%		25%	54%	27%	19%		
33%		27%	41%		39%	29%	32%		
27%	27% 33%		40%		35%	33%	32%		
22%	22% 33%		45%		29%	38%	34%		
15%	36%		49%		22%	37%	41%		
30%		38%		32%	43%	34%	23%		
1	1	· · · ·							
30%		38%		32%	43%	34%	23%		
				·					
	66%		2	2% 12%	*	*	*		
	27% 22% 15% 30%	59% 48% 44% 33% 27% 22% 33% 15% 30%	$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	56% 24% 20% 59% 19% 22% 48% 16% 36% 44% 31% 25% 33% 27% 41% 27% 33% 40% 22% 33% 45% 15% 36% 49% 30% 38% 32%	56% 24% 20% 71% 59% 19% 22% 54% 48% 16% 36% 58% 44% 31% 25% 54% 33% 27% 41% 39% 27% 33% 40% 35% 22% 33% 45% 29% 15% 36% 49% 22% 30% 38% 32% 43%	56% 24% 20% 71% 20% 59% 19% 22% 54% 31% 48% 16% 36% 58% 18% 44% 31% 25% 54% 27% 33% 27% 41% 39% 29% 27% 33% 40% 35% 33% 22% 33% 45% 29% 38% 30% 36% 38% 32% 43% 34%		

Vancouver Division

Physician Health and Safety

		2022						2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		46%		11%	43%		52%	12%	36%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	22.72	1	2.0	1.00	999.00	64 / 205		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	14.27	1	4.0	1.00	400.00	93 / 205		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		54%			33%	13%	60%	32%	8%
This hospital/facility takes effective action to promote a healthy and safe workplace.		55%			28%	17%	60%	30%	10%
People treat each other with respect and consideration in our workplace.			76%			15% 9%	82%	12%	7%
I am able to reasonably balance the demands of work and personal life.		42%		20%	3	8%	42%	22%	36%
People from all backgrounds are treated fairly in our workplace.			71%		15%	6 15%	69%	19%	12%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		49%			34%	18%	53%	37%	11%

Trust

Physicians and medical leaders trust one another in my health authority.	34%	42%	24%	41% 44% 15%

SECTION 4 Provincial & Regional Averages by Group

Group breakdowns on engagement for both Provincial and Regional levels include:

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



Provincial Averages - Family Physicians

Engagement	2022				2021					
I am satisfied with this health authority as a place to practice medicine.		49%	249	24% 28%		61%	20%	19%		
I feel I belong to a collaborative, patient-centred team/unit.		61%		19%	20%	59%	20%	21%		
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	419	%	18%	4	11%	53%	18%	29%		
I have adequate opportunities to improve patient care, quality, and safety.	43	%	26%	26% 32%		51%	25%	25%		
I have meaningful input into changes affecting my practice environment.	35%		23%	42%		39%	28%	34%		
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	26%	26% 30%		44%		36%	30%	34%		
Senior leaders seek physicians' input when setting the health authority's goals.	23% 29%		48%		26%	32%	42%			
Senior leaders' decision-making is transparent to physicians.	14%	31%		54%		19%	34%	47%		
This health authority values physicians' contributions.	27%		32%	4	11%	40%	30%	31%		
Average	35%		26%		39%	43%	26%	31%		
Value	·	·	· ·					••••••		
This health authority values physicians' contributions.	27%		32%	4	1%	40%	30%	31%		
Local Satisfaction	<u> </u>							i		
**I am satisfied with this hospital/facility as a place to practice medicine.		59%		19%	23%	*	*	*		

Provincial Averages - Specialists

Engagement			2021					
I am satisfied with this health authority as a place to practice medicine.	52%	18	% 30%	59%	18%	24%		
I feel I belong to a collaborative, patient-centred team/unit.	64%	, D	14% 22%	63%	16%	21%		
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	43%	15%	42%	51%	15%	34%		
I have adequate opportunities to improve patient care, quality, and safety.	42%	24%	34%	47%	23%	30%		
I have meaningful input into changes affecting my practice environment.	34%	22%	45%	36%	25%	39%		
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	28%	24%	48%	34%	26%	41%		
Senior leaders seek physicians' input when setting the health authority's goals.	22% 26	\$%	53%	26%	27%	47%		
Senior leaders' decision-making is transparent to physicians.	15% 25%		60%	18%	29%	54%		
This health authority values physicians' contributions.	29%	26%	45%	35%	28%	37%		
Average	37%	21%	42%	41%	23%	36%		
Value		· · · ·						
This health authority values physicians' contributions.	29%	26%	45%	35%	28%	37%		
Local Satisfaction	1							
**I am satisfied with this hospital/facility as a place to practice medicine.	58%		15% 27%	*	*	*		

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

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

Practice Type			2022			2021	
	Family Physicians	36%	24%	40%	44%	25%	31%
Fraser Health	Specialists	35%	24%	41%	41%	24%	36%
Interior Health	Family Physicians	36%	27%	38%	44%	26%	31%
	Specialists	36%	19%	45%	40%	22%	39%
Island Health	Family Physicians	30%	26%	43%	37%	28%	36%
	Specialists	29%	21%	50%	36%	22%	42%
Northern Health	Family Physicians	41%	19%	40%	45%	25%	31%
	Specialists	36%	19%	45%	32%	21%	47%
Provincial Health Services	Family Physicians	39%	15%	46%	37%	24%	39%
Authority	Specialists	32%	19%	49%	39%	22%	39%
Vanaeuwar Caastal Haalth	Family Physicians	37%	29%	35%	45%	28%	27%
Vancouver Coastal Health	Specialists	44%	6 22%	34%	46%	24%	30%

Provincial Averages - Community Based Practice

Engagement	2022				2021					
I am satisfied with this health authority as a place to practice medicine.		50%		23% 27%		61%	20%	19%		
I feel I belong to a collaborative, patient-centred team/unit.		58%	19% 23%		23%	56%	21%	23%		
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	40	%	18%	4	1%	53%	18%	29%		
I have adequate opportunities to improve patient care, quality, and safety.	42	2%	26% 3		32%	51%	25%	24%		
I have meaningful input into changes affecting my practice environment.	36%		23%	23% 42%		39%	28%	34%		
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	27%		29%	44	1%	36%	32%	32%		
Senior leaders seek physicians' input when setting the health authority's goals.	24%	299	%	47%	/₀	27%	33%	40%		
Senior leaders' decision-making is transparent to physicians.	15%	31%		53%		19%	35%	46%		
This health authority values physicians' contributions.	28%		32%	4	40%	39%	31%	30%		
Average	36%		26%		39%	43%	27%	31%		
Value	·		<u>.</u>							
This health authority values physicians' contributions.	28%		32%	4	0%	39%	31%	30%		
Local Satisfaction						i.		1		
**I am satisfied with this hospital/facility as a place to practice medicine.		57%		20%	24%	*	*	*		

Provincial Averages - Hospital/Facility Based Practice

Engagement			2022			2021	
I am satisfied with this health authority as a place to practice medicine.		50%	19%	% 32%	58%	18%	24%
I feel I belong to a collaborative, patient-centred team/unit.		67%		14% 1	9% 67%	15%	19%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	4	4%	15%	42%	50%	15%	34%
I have adequate opportunities to improve patient care, quality, and safety.	4:	3%	24%	34%	47%	23%	31%
I have meaningful input into changes affecting my practice environment.	33%		22%	45%	35%	25%	39%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	27%	2	5%	49%	33%	24%	43%
Senior leaders seek physicians' input when setting the health authority's goals.	21%	25%		54%	26%	26%	49%
Senior leaders' decision-making is transparent to physicians.	14%	25%		61%	17%	28%	55%
This health authority values physicians' contributions.	28%		27%	45%	35%	27%	38%
Average	36%	0	22%	42%	41%	22%	37%
Value	·`		· · · ·	·			
This health authority values physicians' contributions.	28%	2	27%	45%	35%	27%	38%
Local Satisfaction	· · · ·		· · · ·		ii		
**I am satisfied with this hospital/facility as a place to practice medicine.		60%		14% 26%	*	*	*
				ļ			

Health Authority Engagement Trends by Practice Setting – Community / Facility

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

Practice Setting				2022			2021	
	Community based	36%		26%	39%	45%	25%	30%
Fraser Health	Hospital/Facility Based	35%		23%	42%	39%	24%	37%
Interior Health	Community based	38%	6	27%	36%	45%	27%	28%
	Hospital/Facility Based	34%		19%	47%	38%	21%	41%
Island Health	Community based	30%		26%	44%	35%	28%	37%
	Hospital/Facility Based	29%	2'	1%	50%	39%	21%	40%
Northern Health	Community based	41	1%	18%	41%	46%	26%	27%
Northern Health	Hospital/Facility Based	37%		20%	43%	31%	19%	50%
Provincial Health Services	Community based	35%		15%	51%	40%	22%	38%
Authority	Hospital/Facility Based	32%		20%	48%	39%	23%	39%
Vancouver Coastal Health	Community based	37%	6	27%	36%	44%	28%	28%
vancouver Coastal Health	Hospital/Facility Based		44%	24%	32%	47%	23%	30%

Provincial Averages - Rural Based

Engagement			2022			2021	
I am satisfied with this health authority as a place to practice medicine.	4	6%	23%	31%	56%	22%	23%
I feel I belong to a collaborative, patient-centred team/unit.		66%		15% 19%	61%	18%	21%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	4	6%	18%	37%	51%	17%	32%
I have adequate opportunities to improve patient care, quality, and safety.	4	7%	25%	29%	50%	22%	27%
I have meaningful input into changes affecting my practice environment.	419	%	21%	39%	37%	27%	36%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	26%	28%		46%	35%	30%	36%
Senior leaders seek physicians' input when setting the health authority's goals.	23%	28%		49%	27%	27%	46%
Senior leaders' decision-making is transparent to physicians.	15%	29%		56%	18%	32%	50%
This health authority values physicians' contributions.	29%	29	9%	42%	38%	29%	33%
Average	38%	,	24%	39%	41%	25%	34%
Value	·	· · ·	· · · · ·	· · · · · · · · · · · · · · · · · · ·			
This health authority values physicians' contributions.	29%	29	%	42%	38%	29%	33%
Local Satisfaction	. <u>.</u>			· · · ·			
**I am satisfied with this hospital/facility as a place to practice medicine.		59%	16	% 25%	*	*	*
				j			i

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Provincial Averages - Urban Based

Engagement			2022			2021	
I am satisfied with this health authority as a place to practice medicine.		51%	20	9% 28%	61%	18%	21%
I feel I belong to a collaborative, patient-centred team/unit.		61%		17% 22%	61%	18%	21%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	419	%	16%	43%	52%	16%	31%
I have adequate opportunities to improve patient care, quality, and safety.	419	%	25%	34%	48%	24%	27%
I have meaningful input into changes affecting my practice environment.	33%		23%	45%	37%	27%	36%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	27%	2	6%	46%	35%	28%	38%
Senior leaders seek physicians' input when setting the health authority's goals.	22%	27%		51%	26%	30%	44%
Senior leaders' decision-making is transparent to physicians.	15%	28%		58%	18%	31%	50%
This health authority values physicians' contributions.	28%		29%	43%	37%	29%	34%
Average	35%		24%	41%	42%	25%	34%
Value	· · · ·		· · · ·				
This health authority values physicians' contributions.	28%		29%	43%	37%	29%	34%
Local Satisfaction					!i		
**I am satisfied with this hospital/facility as a place to practice medicine.		58%		17% 25%	*	*	*

Health Authority Engagement Trends by Practice Location – Rural / Urban

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

Practice Location					202	22				2021	
	Rural			44%		25%		31%	66%	20%	14%
Fraser Health -	Urban		35%		24%		4()%	42%	25%	34%
Interior Health ——	Rural		38%	/o	24	ł%		37%	42%	26%	32%
	Urban		34%		22%		44%	6	42%	23%	36%
Island Health -	Rural		33%		26%		4()%	40%	26%	34%
	Urban		28%	23%	6		50%		35%	25%	41%
Northern Health -	Rural		4	2%	18	8%	4()%	40%	23%	37%
	Urban	11%		29%		6	0%		41%	32%	27%
Provincial Health Services	Rural			*	*			k k	*	*	*
Authority	Urban		33%		19%		49%		39%	23%	38%
Vancouver Coastal Health –	Rural		39%	%	2	26%		35%	38%	26%	37%
	Urban		41	1%		25%		34%	47%	26%	28%

* Sample size too small to report

Engagement Questions by Group and Region

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



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

Practice Setting		20)22
Encore Health	Community based	53%	21% 26%
Fraser Health	Hospital/Facility Based	47%	24% 29%
leterier lie eith	Community based	51%	25% 24%
Interior Health	Hospital/Facility Based	46%	17% 38%
	Community based	40%	26% 34%
Island Health	Hospital/Facility Based	40% 1	7% 43%
	Community based	51%	16% 33%
Northern Health	Hospital/Facility Based	53%	15% 32%
Provincial Health Services	Community based	42%	24% 33%
Authority	Hospital/Facility Based	41%	19% 40%
	Community based	56%	23% 22%
Vancouver Coastal Health	Hospital/Facility Based	64%	17% 19%

Agree	Neutral	Disagree
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Practice Type		2022					
	Family Physicians	52%	21% 27%				
Fraser Health	Specialists	48%	24% 29%				
Interior Health	Family Physicians	47%	25% 28%				
	Specialists	50%	17% 33%				
loland Haalth	Family Physicians	38%	26% 36%				
Island Health	Specialists	43%	18% 40%				
Northern Health	Family Physicians	49%	18% 33%				
Northern Health	Specialists	58%	11% 32%				
Provincial Health Services	Family Physicians	52%	14% 33%				
Authority	Specialists	40%	21% 40%				
	Family Physicians	54%	26% 20%				
Vancouver Coastal Health	Specialists	64%	15% 21%				

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

Practice Setting		202	22
Energy Hardth	Community based	53%	18% 29%
Fraser Health	Hospital/Facility Based	69%	15% 15%
	Community based	63%	19% 19%
Interior Health	Hospital/Facility Based	65%	11% 24%
	Community based	57%	20% 24%
Island Health	Hospital/Facility Based	65%	15% 21%
	Community based	62%	17% 21%
Northern Health	Hospital/Facility Based	60%	19% 21%
Provincial Health Services	Community based	55%	18% 27%
Authority	Hospital/Facility Based	66%	14% 20%
	Community based	59%	19% 23%
Vancouver Coastal Health	Hospital/Facility Based	71%	13% 16%

■Agree ■Neutral	Disagree
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Practice Type		2022				
Freezer Lleelth	Family Physicians	58%	19% 23%			
Fraser Health	Specialists	63%	14% 22%			
	Family Physicians	64%	18% 18%			
Interior Health	Specialists	63%	12% 25%			
	Family Physicians	59%	21% 20%			
Island Health	Specialists	61%	14% 26%			
North and Double	Family Physicians	67%	16% 17%			
Northern Health	Specialists	51%	21% 28%			
Provincial Health Services	Family Physicians	62%	10% 29%			
Authority	Specialists	64%	16% 20%			
	Family Physicians	61%	18% 21%			
Vancouver Coastal Health	Specialists	68%	14% 17%			

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

Practice Setting			2022		Practice Type			2022	
Francisk	Community based	41%	19%	40%		Family Physicians	41%	18%	41%
Fraser Health	Hospital/Facility Based	45%	14%	41%	Fraser Health	Specialists	46%	15%	39%
Interior Health	38%		Family Physicians	40%	20%	40%			
	Hospital/Facility Based	39%	15%	47%	Interior Health	Specialists	41%	14%	44%
Island Health	Community based	37%	19%	44%		Family Physicians	39%	18%	43%
	Hospital/Facility Based	37%	15%	48%	Island Health	Specialists	35%	16%	49%
No. with a way be a block	Community based	38%	20%	43%		Family Physicians	39%	19%	42%
Northern Health	Hospital/Facility Based	44%	17%	39%	Northern Health	Specialists	43%	17%	40%
Provincial Health Services	Community based	36%	18%	46%	Provincial Health Services	Family Physicians	52%	24	% 24%
Authority	Hospital/Facility Based	46%	17%	37%	Authority	Specialists	43%	16%	41%
Vanaguyar Capatal Llasth	Community based	41%	17%	42%	Vanaguyar Cagatal Lagith	Family Physicians	44%	16%	40%
Vancouver Coastal Health	Hospital/Facility Based	49%	13%	38%	Vancouver Coastal Health	Specialists	46%	14%	40%
		Agree		Disagree		`	Agree	Noutral	Disagroo

■Agree ■Neutral ■Disagree

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

Practice Setting		2022					
Energy Hardth	Community based	42%	25%	33%			
Fraser Health	Hospital/Facility Based	41%	26%	32%			
	Community based	27%	28%				
Interior Health	Hospital/Facility Based	39%	24%	37%			
	Community based	39%	28%	33%			
Island Health	Hospital/Facility Based	36%	26%	39%			
Northorn Lloolth	Community based	45%	18%	37%			
Northern Health	Hospital/Facility Based	48%	19%	33%			
Provincial Health Services	Community based	39%	12%	49%			
Authority	Hospital/Facility Based	39%	21%	40%			
Vanaauvar Caaatal Laatt	Community based	42%	27%	31%			
Vancouver Coastal Health	Hospital/Facility Based	52%	22%	27%			
		Agree	Neutral)isagree			

Practice Type		2022					
Encore Lingth	Family Physicians	42%	24%	34%			
Fraser Health	Specialists	41%	28%	32%			
	Family Physicians	43%	26%	31%			
Interior Health	Specialists	42%	24%	34%			
	Family Physicians	38%	30%	32%			
Island Health	Specialists	37%	24%	40%			
Northern Health	Family Physicians	50%	19%	31%			
Nonnem Health	Specialists	39%	17%	44%			
Provincial Health Services	Family Physicians	52%	10%	38%			
Authority	Specialists	37%	21%	42%			
	Family Physicians	45%	27%	29%			
Vancouver Coastal Health	Specialists	48%	22%	29%			

■ Agree ■ Neutral ■ Disagree

I have meaningful input into changes affecting my practice environment.

Practice Setting			2022		Pra
	Community based	34%	27%	40%	
Fraser Health	Hospital/Facility Based	31%	25%	44%	Fra
	Community based	39%	24%	36%	
Interior Health	Hospital/Facility Based	30%	21%	49%	Inte
	Community based	29%	23%	48%	
Island Health	Hospital/Facility Based	27%	23%	50%	lsla
	Community based	51%	6 119	% 38%	Ne
Northern Health	Hospital/Facility Based	40%	12%	48%	Noi
Provincial Health Services	Community based	33%	6%	61%	Pro
Authority	Hospital/Facility Based	29%	19%	53%	Aut
	Community based	36%	22%	41%	
Vancouver Coastal Health	Hospital/Facility Based	41%	22%	37%	- Var
		Aare	e Neutral	Disagree	

Practice Type			2022	
	Family Physicians	35%	24%	41%
Fraser Health	Specialists	30%	28%	42%
	Family Physicians	34%	26%	40%
Interior Health	Specialists	35%	20%	45%
	Family Physicians	28%	24%	48%
Island Health	Specialists	28%	22%	49%
	Family Physicians	53	% 8%	% 39%
Northern Health	Specialists	35%	17%	48%
Provincial Health Services	Family Physicians	43%	5%	52%
Authority	Specialists	28%	18%	54%
	Family Physicians	37%	24%	39%
Vancouver Coastal Health	Specialists	40%	20%	39%
			Nlautual	

■ Agree ■ Neutral ■ Disagree

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

Practice Setting	2022 Practice Type					2022			
Freesrillesith	Community based	28%	30%	42%		Family Physicians	28%	27%	45%
Fraser Health	Hospital/Facility Based	27%	23%	50%	Fraser Health	Specialists	27%	27%	46%
laterier lie alth	Community based	28%	28%	44%		Family Physicians	27%	28%	45%
Interior Health	Hospital/Facility Based	25%	19%	55%	Interior Health	Specialists	27%	19%	54%
Island Health	Community based	19%	29%	51%		Family Physicians	20%	31%	50%
	Hospital/Facility Based	17%	26%	57%	Island Health	Specialists	17%	25%	59%
Novéhova I Iocléh	Community based	32%	18%	50%		Family Physicians	33%	20%	47%
Northern Health	Hospital/Facility Based	28%	22%	50%	Northern Health	Specialists	26%	19%	55%
Provincial Health Services	Community based	33%	9%	58%	Provincial Health Services	Family Physicians	29%	19%	52%
Authority	Hospital/Facility Based	20%	24%	56%	Authority	Specialists	22%	22%	57%
Vanaguyar Capatal Lisalth	Community based	31%	31%	38%	Vanaguyar Cogotal Loolth	Family Physicians	26%	36%	38%
Vancouver Coastal Health	Hospital/Facility Based	35%	29%	% 36%	Vancouver Coastal Health	Specialists	38	% 269	% 36%
			aree Neutr					al Disagree	

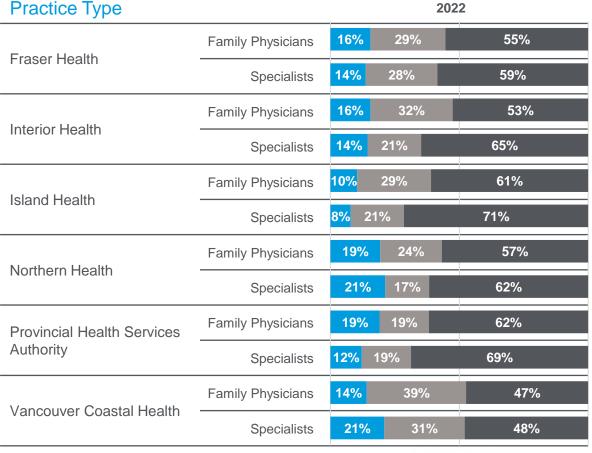
■ Agree ■ Neutral ■ Disagree

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

Practice Setting	2022			2	Practice Type	Practice Type			2022			
	Community based	25%	29%	45%	F ire and the olde	Family Physicians	25%	28%	47%			
Fraser Health	Hospital/Facility Based	18%	24%	58%	Fraser Health	Specialists	19%	26%	56%			
late day the slite	Community based	25%	31%	44%		Family Physicians	24%	31%	45%			
Interior Health	Hospital/Facility Based	19%	23%	58%	Interior Health	Specialists	20%	24%	56%			
Island Health	Community based	20%	28%	53%		Family Physicians	20%	28%	53%			
	Hospital/Facility Based	16%	22%	62%	Island Health	Specialists	16%	23%	61%			
Nextleave the still	Community based	30%	20%	51%		Family Physicians	26%	21%	53%			
Northern Health	Hospital/Facility Based	17%	26%	57%	Northern Health	Specialists	21%	26%	53%			
Provincial Health Services	Community based	24%	15%	61%	Provincial Health Services	Family Physicians	19%	14%	67%			
Authority	Hospital/Facility Based	16%	21%	64%	Authority	Specialists	17%	20%	63%			
	Community based	24%	32%	45%		Family Physicians	21%	34%	45%			
Vancouver Coastal Health	Hospital/Facility Based	29%	32%	40%	Vancouver Coastal Health	Specialists	30%	6 30%	40%			
Agree ■Neutral ■Disagree												

Senior leaders' decision-making is transparent to physicians.

Practice Setting		202	22	Practice Ty
Even en la stat	Community based	<mark>16%</mark> 32%	53%	
Fraser Health	Hospital/Facility Based	<mark>14%</mark> 25%	62%	Fraser Health
	Community based	16% 33%	52%	laterier Lleeld
Interior Health	Hospital/Facility Based	<mark>14%</mark> 20%	66%	Interior Healt
	Community based	<mark>10%</mark> 29%	61%	
sland Health	Hospital/Facility Based	<mark>8%</mark> 20%	72%	Island Health
	Community based	26% 19%	56%	Northernolles
Northern Health	Hospital/Facility Based	<mark>11%</mark> 26%	63%	Northern Hea
Provincial Health Services	Community based	<mark>24%</mark> 12%	64%	Provincial He
Authority	Hospital/Facility Based	<mark>10%</mark> 21%	69%	Authority
	Community based	17% 36%	48%	Vanaauwar C
Vancouver Coastal Health	Hospital/Facility Based	19% 33%	48%	Vancouver C
			tral Disagree	



■ Agree ■ Neutral ■ Disagree

This health authority values physicians' contributions.

Practice Setting		2022					
Ess est la site	Community based	30%	30%	40%			
Fraser Health	Hospital/Facility Based	Hospital/Facility Based 26%		47%			
	Community based 29%		34%	37%			
Interior Health	Hospital/Facility Based	27%	24%	49%			
	Community based	21%	31%	49%			
Island Health	Hospital/Facility Based	Hospital/Facility Based 20%		53%			
	Community based	35%	24%	42%			
Northern Health	Hospital/Facility Based	30%	25%	45%			
Provincial Health Services	Community based	24%	18%	58%			
Authority	Hospital/Facility Based	24%	22%	55%			
	Community based	31%	34%	35%			
Vancouver Coastal Health	Hospital/Facility Based	36%	31%	33%			
Agree Neutral Disagree							

Agree	Neutral	Disagree
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Practice Type		2022					
Freestlasth	Family Physicians	31%	28%	42%			
Fraser Health	Specialists	25%	31%	44%			
	Family Physicians	28%	34%	38%			
Interior Health	Specialists	29%	23%	48%			
	Family Physicians	20%	32%	48%			
Island Health	Specialists	20%	27%	53%			
Northorn Lloolth	Family Physicians	33%	25%	41%			
Northern Health	Specialists	32%	21%	47%			
Provincial Health Services	Family Physicians	19%	24%	57%			
Authority	Specialists	25%	20%	55%			
Vancouver Coastal Health	Family Physicians	28%	37%	34%			
vancouver Coastal mealth	Specialists	37%	29%	34%			

SECTION 5 Medical Leadership

Medical leadership responses by region and include:

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

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

Health Authority Engagement Trends - Medical Leadership

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

	Leadership Position				202	22					2021	
Energy Lie alth	Yes	4	0%			25%			35%	55%	17%	28%
Fraser Health	No	35%			24%			419	%	40%	26%	34%
laterier Lleekh	Yes		45%			19%			35%	54%	20%	26%
Interior Health –	No	34%			24%			42%	, D	39%	25%	36%
Island Health -	Yes		43%			23%			34%	49%	18%	33%
	No	28%		24	1%			48%		34%	26%	39%
	Yes		57%	,			18%		25%	64%	13%	22%
Northern Health	No	35%			19%			46%		34%	26%	40%
Provincial Health Services	Yes	389	%		18%			44%		45%	22%	33%
Authority	No	31%		1	9%			50%		37%	22%	41%
Vanaaliyar Caastal	Yes		51%				19%		30%	59%	21%	21%
Vancouver Coastal	No	39	%		1	26%			35%	43%	26%	30%

Fraser Health - Medical Leadership

	Leadershi Position	2022						2021		
I are activity with this basity as a place to practice readicing	Yes		53%		20%		73%	8%	19%	
I am satisfied with this health authority as a place to practice medicine.	No		50%	2	23%	28%	59%	19%	22%	
I feel I belong to a collaborative, patient-centred team/unit.	Yes		70%		14%	6 17%	76%	8%	16%	
Treer r belong to a collaborative, patient-centred team/unit.	No	58%			18%	24%	58%	20%	22%	
I have access to the facilities, equipment, and other resources I require to meet	Yes	41%		15%	44%		59%	13%	29%	
patients' needs.	No	43%		17%	4	10%	51%	18%	31%	
L have adequate expertunities to improve patient care, quality, and safety	Yes	4	5%	26	%	28%	63%	16%	21%	
I have adequate opportunities to improve patient care, quality, and safety	No	41%	6	26%		34%	47%	25%	29%	
I have meaningful input into changes affecting my practice environment.—	Yes	43	%	21%		36%	59%	16%	25%	
Thave meaningful input into changes anecting my practice environment.	No	31%		27%	43	3%	33%	29%	38%	
Senior leaders communicate the health authority's plans to physicians in a clear and	Yes	36%		27%		37%	52%	19%	30%	
timely way.	No	26%	27	%	47%		32%	30%	38%	
Senior leaders seek physicians' input when setting the health authority's goals.	Yes	26%		34%	4	0%	41%	23%	35%	
Senior leaders seek physicians input when setting the nearth authority's goals.	No	22%	26%		53%		25%	31%	44%	
Senior leaders' decision-making is transparent to physicians.	Yes	15%	36%		50%		29%	29%	43%	
	No	15%	27%		58%		18%	32%	50%	
This health authority values physicians' contributions.	Yes	34%		28%		38%	46%	23%	31%	
This health authonity values physicians contributions.	No	27%	2	9%	43	%	34%	30%	36%	

Fraser Health - Medical Leadership

Physician Health and Safety	Leadershi Position	•	2022		
This hospital/facility takes effective action to prevent violence in the workplace	Yes	58%	29%	13%	60% 31% 9%
	No	49%	35%	16%	51% 35% 14%
	Yes	57%	22%	22%	66% 21% 14%
This hospital/facility takes effective action to promote a healthy and safe workplace.	No	48%	31%	21%	50% 33% 17%

■ Agree ■ Neutral ■ Disagree



Better, logether.

Interior Health - Medical Leadership

	Leadershi Position	71177				2021			
I am satisfied with this health authority as a place to practice medicine.	Yes		64%		15%	21%	68%	14%	17%
	No	4	46%	22%		32%	56%	19%	25%
I feel I belong to a collaborative, patient-centred team/unit	Yes		75%		4%	21%	73%	13%	15%
	No		62%		17%	21%	60%	17%	24%
I have access to the facilities, equipment, and other resources I require to meet	Yes	4	5%	14%	419	%	63%	14%	24%
patients' needs.	No	409	%	18%	42%	6	53%	17%	31%
I have adequate opportunities to improve patient care, quality, and safety	Yes		49%	219	%	30%	64%	18%	17%
	No	41	%	26%		33%	47%	26%	28%
I have meaningful input into changes affecting my practice environment.	Yes		51%	16%	6	33%	62%	19%	19%
	No	32%		24%	44%)	36%	25%	39%
Senior leaders communicate the health authority's plans to physicians in a clear and	Yes	36%		17%	47%		41%	22%	37%
timely way.	No	25%	25%	, D	50%		32%	29%	39%
Senior leaders seek physicians' input when setting the health authority's goals.	Yes	30%		29%	40	%	36%	29%	36%
	No	21%	27%		52%		21%	31%	48%
Senior leaders' decision-making is transparent to physicians.	Yes	21%	25%		54%		22%	32%	46%
	No	14%	27% 59%	14%	33%	53%			
This health authority values physicians' contributions.	Yes	38%	/o	31%		30%	57%	19%	24%
	No	26%	29	9%	45%		36%	28%	35%

Interior Health - Medical Leadership

Physician Health and Safety	Leadership Position		2022		2021
This hospital/facility takes effective action to prevent violence in the workplace	Yes	45%	39%	16%	61% 26% 14%
	No	52%	32%	16%	52% 32% 15%
This hospital/facility takes effective action to promote a healthy and safe workplace.—	Yes	51%	28%	21%	62% 19% 19%
	No	49%	28%	23%	50% 28% 22%

■ Agree ■ Neutral ■ Disagree



Better, logether.

Island Health - Medical Leadership

	Leadersh Positior			2022				2021	
I am activitied with this health sutherity as a place to practice medicine.	Yes		61%		14%	25%	64%	15%	21%
I am satisfied with this health authority as a place to practice medicine.	No	37%	, D	23%	4	10%	52%	23%	26%
I feel I belong to a collaborative, patient-centred team/unit.	Yes		67%) ,	17%	17%	73%	8%	19%
Thee T belong to a collaborative, patient-centred team/unit.	No		59%		18%	23%	58%	17%	25%
I have access to the facilities, equipment, and other resources I require to meet_	Yes	4	4%	21%		35%	53%	17%	30%
patients' needs.	No	36%		17%	47%	6	46%	16%	38%
I have adequate opportunities to improve patient care, quality, and safety	Yes		56%		25%	19%	60%	15%	25%
	No	35%		27%		38%	41%	26%	34%
I have meaningful input into changes affecting my practice environment.	Yes		52%	1	8%	30%	51%	15%	34%
Thave meaning on input into changes anecting my practice environment.	No	24%	24%		52%		28%	31%	41%
Senior leaders communicate the health authority's plans to physicians in a clear and	Yes	26%	26	5%	47%	6	41%	25%	34%
timely way.	No	17%	28%		55%		27%	31%	42%
Senior leaders seek physicians' input when setting the health authority's goals.	Yes	31%		26%	43	3%	31%	22%	47%
Senior leaders seek physicians input when setting the health authority's goals.	No	16%	25%		59%		19%	30%	52%
Senior leaders' decision-making is transparent to physicians.	Yes	14%	28%		58%		22%	24%	54%
	No	<mark>9%</mark> 25	5%		67%		11%	33%	56%
This health authority values physicians' contributions.	Yes	36%		31%		33%	43%	23%	34%
	No	18%	29%		53%		29%	30%	41%

Island Health - Medical Leadership

Physician Health and Safety	Leadership Position	2022			2021
This hospital/facility takes effective action to prevent violence in the workplace	Yes	55%	30%	15%	53% 30% 17%
	No	48%	34%	18%	49% 36% 15%
This hospital/facility takes effective action to promote a healthy and safe workplace.—	Yes	44%	34%	22%	54% 28% 18%
	No	37%	38%	26%	45% 32% 23%

■Agree ■Neutral ■Disagree



Better, logether.

Northern Health - Medical Leadership

	Leadershi Position					2021			
I am activity this health outbority as a place to practice medicine -	Yes		68%		16%	16%	77%	6%	17%
I am satisfied with this health authority as a place to practice medicine	No	48	8%	16%	3	6%	49%	23%	28%
I feel I belong to a collaborative, patient-centred team/unit	Yes		75%)	1:	3% 13%	74%	9%	17%
	No		59%		19%	23%	55%	23%	22%
I have access to the facilities, equipment, and other resources I require to meet	Yes		56%		24%	20%	60%	14%	26%
patients' needs.	No	37%		17%	46%		41%	18%	42%
I have adequate opportunities to improve patient care, quality, and safety	Yes		72%		12%	16%	77%	0%	23%
	No	40%		20%	40	%	38%	27%	36%
I have meaningful input into changes affecting my practice environment	Yes		76%	6	4%	20%	71%	11%	17%
	No	40%		13%	47%		30%	29%	41%
Senior leaders communicate the health authority's plans to physicians in a clear and	Yes	44%	%	20%	3	6%	57%	14%	29%
timely way.	No	27%	20%		53%		26%	26%	48%
Senior leaders seek physicians' input when setting the health authority's goals	Yes	449	%	20%	3	6%	57%	17%	26%
	No	20%	23%		57%		23%	28%	49%
Senior leaders' decision-making is transparent to physicians	Yes	28%	2	28%	44%)	37%	31%	31%
	No	18%	20%		62%		15%	32%	54%
This health authority values physicians' contributions	Yes		52%		28%	20%	69%	17%	14%
	No	28%	23	%	49%		33%	30%	37%

Northern Health - Medical Leadership

Physician Health and Safety	Leadershi Position	•	2022		2021
This hospital/facility takes effective action to prevent violence in the workplace	Yes	44%	40%	16%	47% 24% 29%
	No	44%	32%	25%	42% 37% 21%
This hospital/facility takes effective action to promote a healthy and safe workplace.—	Yes	44%	44%	12%	47% 27% 27%
	No	40%	33%	28%	39% 31% 30%

■ Agree ■ Neutral ■ Disagree



Better, logether.

Provincial Health Services Authority - Medical Leadership

	Leadershi Position			2022			2021	
I am satisfied with this health authority as a place to practice medicine.	Yes	40	%	28%	3	3% 55%	23%	21%
	No	41	%	18%	41%	56%	23% 2 14% 30 21% 1 14% 2 15% 30 14% 31 15% 30 21% 21 15% 30 21% 30 21% 30 23% 4 30% 30 26% 4 17% 6 27% 6 26% 3	30%
I feel I belong to a collaborative, patient-centred team/unit.	Yes		75%	6	139	68% <mark>68%</mark>	21%	11%
	No		60%		16%	24% 64%	23% 14% 14% 14% 14% 14% 14% 14% 14% 14% 14% 12% 14% 15% 14% 15% 21% 14% 21% 21% 21% 21% 23% 30% 23% 30% 26% 17% 27% 26% 26%	23%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	Yes	4	15%	10%	45%	55%	15%	30%
	No	4	4%	20%	37'	% 53%	14%	32%
I have adequate opportunities to improve patient care, quality, and safety	Yes	4	15%	23%	3	3% <mark>53</mark> %	21%	26%
	No	37%	6	18%	44%	50%	21%	30%
I have meaningful input into changes affecting my practice environment.	Yes	43	3%	15%	43%	43%	28%	30%
	No	26%	16%		58%	30%	23%	47%
Senior leaders communicate the health authority's plans to physicians in a clear and	Yes	28%	13%		60%	39%	30%	30%
timely way.	No	21%	24%		55%	31%	26%	43%
Senior leaders seek physicians' input when setting the health authority's goals.	Yes	20%	18%		63%	35%	17%	48%
	No	16%	20%		63%	14%	29%	58%
Senior leaders' decision-making is transparent to physicians.	Yes	18%	15%		68%	22%	17%	61%
	No	<mark>12%</mark> 2	0%		68%	12%	27%	61%
This health authority values physicians' contributions.	Yes	30%		25%	45%	35%	26%	39%
	No	22%	20%		59%	24%	34%	42%

Provincial Health Services Authority - Medical Leadership

Physician Health and Safety	Leadership Position		2022	2021
This hospital/facility takes effective action to prevent violence in the workplace.	Yes	62%	21% 18%	68% 21% 11%
	No	56%	32% 12%	61% 31% 7%
This been itselfessible takes offestive action to promote a bealthy and acts workplace	Yes	48%	28% 25%	62% 21% 17%
This hospital/facility takes effective action to promote a healthy and safe workplace.	No	46%	31% 24%	49% 34% 17%

■ Agree ■ Neutral ■ Disagree



Better, logether.

				2022				2021	
I am activity this health authority as a place to practice medicine	Yes		68%		12%	20%	78%	14%	8%
I am satisfied with this health authority as a place to practice medicine.	Yes 68% 12% 20% Ce to practice medicine. No 58% 21% 20% Atient-centred team/unit. Yes 76% 11% 12% No 63% 21% 20% Ources I require to meet patients' needs. Yes 47% 15% 38% No 45% 15% 40% Patients' needs. No 45% 25% 29% eare, quality, and safety. Yes 55% 18% 27% No 45% 25% 29% 29% Mo 37% 23% 41%		63%	20%	16%				
I feel I belong to a collaborative, patient-centred team/unit.			76%			11% 12%	79%	11%	10%
			63%		17%	20%	59%	22%	19%
I have access to the facilities, equipment, and other resources I require to meet	Yes	47%	%	15%		38%	58%	20%	23%
patients' needs.	No	45%	, D	15%	4	40%	54%	16%	30%
L have adequate expertunities to improve patient care, quality, and safety		ł	55%		18%	27%	64%	20%	16%
I have adequate opportunities to improve patient care, quality, and safety		45%	6	25%	0	29%	49%	26%	25%
I have meaningful input into changes affecting my practice environment -		51	1%	17	%	32%	61%	20%	19%
	I have meaningful input into changes affecting my practice environment.			23%	4	11%	36%	28%	36%
Senior leaders communicate the health authority's plans to physicians in a clear and	Yes	46%	6	20%		34%	55%	22%	23%
timely way.	No	31%		32%		38%	37%	29%	34%
Senior leaders seek physicians' input when setting the health authority's goals.	Yes	42%		23%		35%	45%	27%	29%
	No	23%	349	%	44	1%	29%	32%	39%
Senior leaders' decision-making is transparent to physicians.	Yes	28%	2	9%	44	!%	31%	31%	38%
	No	16%	36%		48%	/o	22%	33%	46%
This health authority values physicians' contributions.	Yes	46%	6	26	%	28%	58%	23%	20%
This health authonity values physicians contributions.	No	31%		34%		35%	41%	31%	28%

Vancouver Coastal Health - Medical Leadership

Vancouver Coastal Health - Medical Leadership

Physician Health and Safety	No 53% Yes 59%		2022	2021	
This bospital/facility takes offective ention to provent violance in the workplace -		53%	28%	19%	63% 25% 12%
This hospital/facility takes effective action to prevent violence in the workplace.		53%	32%	15%	55% 34% 12%
This hospital/facility takes effective action to promote a healthy and safe workplace		59%	24%	17%	66% 24% 10%
		51%	30%	19%	55% 30% 16%

■ Agree ■ Neutral ■ Disagree



Better, logether.

SECTION 6 Gender & Background

Gender & Background responses provincially:

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

Demographics - OPTIONAL

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

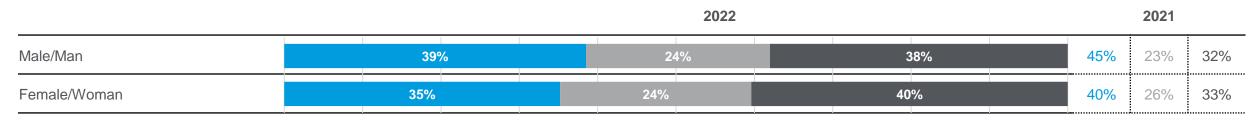
Gender Identity (N= 2,839) Select one	n	%	2021 Check all that apply
Male/Man	1,418	50%	50%
Female/Woman	1,282	45%	45%
*Transgender Male/Man	*	*	*
*Transgender Female/Woman	*	*	*
*Nonbinary	*	*	-
Another gender	11	0.4%	0.2%
Prefer not to answer	120	4%	3%

*n<10

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

Provincial Averages - Gender

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



Other gender identity response count <10

■ Agree ■ Neutral ■ Disagree



Better, logether.

Male/Man

1,418 Respondents 2022 | 1,582 Respondents 2021

Engagement			2022				2021	
I am satisfied with this health authority as a place to practice medicine.		53%		20%	28%	63%	17%	21%
I feel I belong to a collaborative, patient-centred team/unit.		62%		17%	21%	63%	16%	21%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		46%	17%		38%	57%	16%	27%
I have adequate opportunities to improve patient care, quality, and safety.		45%	25%	6	30%	53%	23%	24%
I have meaningful input into changes affecting my practice environment.	36%	6	25%		39%	41%	25%	34%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	30%		26%	4	4%	37%	26%	37%
Senior leaders seek physicians' input when setting the health authority's goals.	26%	26	5%	489	%	30%	27%	43%
Senior leaders' decision-making is transparent to physicians.	17%	29%		54%		21%	30%	49%
This health authority values physicians' contributions.	31%		28%		41%	40%	28%	32%
Value	1					<u> </u>	,	••••••
This health authority values physicians' contributions.	31%		28%		41%	40%	28%	32%
Local Satisfaction **New Question				-		<u> </u>	ă	
**I am satisfied with this hospital/facility as a place to practice medicine.		61%		15%	24%	*	*	*

Male/Man

Physician Health and Safety

			20	22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		44%		16%	40°,	%	47%	15%	37%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	12.26	1	3.0	1.00	999.00	459 / 1,418		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	22.91	1	5.0	1.00	999.00	619 / 1,418		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		53%			33%	14%	56%	31%	13%
This hospital/facility takes effective action to promote a healthy and safe workplace.		52%		29	9%	19%	55%	28%	18%
People treat each other with respect and consideration in our workplace.			78%			13% 9%	76%	13%	11%

Trust

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

48%

44%

71%

I am able to reasonably balance the demands of work and personal life.

This hospital/facility deals effectively with situations that may threaten or harm employees (e.g.,

People from all backgrounds are treated fairly in our workplace.

harassment, discrimination, violence).

18%

36%

19%

17%

30%

26%

10%

19%

55%

73%

51%

34%

11%

20%

18%

Female/Woman

1,282 Respondents 2022 | 1,425 Respondents 2021

Engagement			2022				2021	
I am satisfied with this health authority as a place to practice medicine.		50% 23% 27%		60%	21%	20%		
I feel I belong to a collaborative, patient-centred team/unit.		67%		15%	18%	62%	19%	19%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	399	%	16%	45%)	49%	17%	34%
I have adequate opportunities to improve patient care, quality, and safety.	42	.%	25%		34%	47%	25%	28%
I have meaningful input into changes affecting my practice environment.	34%		21%	45%)	35%	29%	36%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	25%	29	%	46%		34%	30%	36%
Senior leaders seek physicians' input when setting the health authority's goals.	20%	31%		50%		24%	33%	44%
Senior leaders' decision-making is transparent to physicians.	13%	29%		58%		16%	35%	49%
This health authority values physicians' contributions.	27%		32%	429	6	37%	29%	33%
Value	1 1		· · · ·					
This health authority values physicians' contributions.	27%		32%	42	%	37%	29%	33%
Local Satisfaction **New Question								
**I am satisfied with this hospital/facility as a place to practice medicine.		59%		19%	23%	*	*	*
						i.		

Female/Woman

Physician Health and Safety

			2	022				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		53%		11%	3	6%	51%	11%	37%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	15.27	1	2.0	1.00	999.00	447 / 1,282		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	18.56	1	4.0	1.00	999.00	703 / 1,282		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		51%			31%	17%	52%	34%	14%
This hospital/facility takes effective action to promote a healthy and safe workplace.		46%		32%		23%	51%	31%	19%
People treat each other with respect and consideration in our workplace.			72%		169	% 12%	72%	17%	11%
I am able to reasonably balance the demands of work and personal life.		41%		18%	41%	%	48%	19%	34%
People from all backgrounds are treated fairly in our workplace.		61%)		22%	17%	64%	22%	14%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		39%		37%		24%	43%	36%	21%

Physicians and medical leaders trust one another in my health authority. 33% 34% 33% 37% 36%					
	Physicians and medical leaders trust one another in my health authority.	33%	34%	33%	37% 36% 27%

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

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

		2022						
Indigenous	35%	25%	40%	40%	22%	38%		
Black	48%	27%	25%	41%	30%	29%		
East Asian	39%	25%	36%	47%	28%	25%		
Southeast Asian	44%	22%	34%	45%	24%	31%		
Latina/o	35%	31%	34%	39%	29%	32%		
Middle Eastern	43%	24%	33%	49%	26%	25%		
South Asian	39%	21%	40%	42%	23%	36%		
White	36%	24%	40%	42%	24%	34%		

■ Agree ■ Neutral ■ Disagree



Better. Togethe

Indigenous

38 Respondents 2022 | 40 Respondents 2021

Engagement		2022			2021	
I am satisfied with this health authority as a place to practice medicine.	37%	29%	34%	53%	23%	25%
I feel I belong to a collaborative, patient-centred team/unit.		71%	13% 16%	63%	8%	30%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	45	% 13%	42%	49%	15%	36%
I have adequate opportunities to improve patient care, quality, and safety.	40%	24%	37%	35%	20%	45%
I have meaningful input into changes affecting my practice environment.	29%	32%	40%	38%	25%	38%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	24%	32%	45%	40%	25%	35%
Senior leaders seek physicians' input when setting the health authority's goals.	29%	24%	47%	26%	26%	49%
Senior leaders' decision-making is transparent to physicians.	16%	32%	53%	20%	35%	45%
This health authority values physicians' contributions.	29%	29%	42%	40%	20%	40%
/alue		· · · ·		,		
This health authority values physicians' contributions.	29%	29%	42%	40%	20%	40%
Local Satisfaction **New Question		· · · · ·		ii.		
**I am satisfied with this hospital/facility as a place to practice medicine.	46	<mark>%</mark> 20%	34%	*	*	*
			l	<u> </u>		•••••

Indigenous

Physician Health and Safety

		2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		58%		14%	, D	28%	62%	9%	29%	
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count				
*Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	9.53	1	3.0	1.00	52.00	17 / 38		-		
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	14.04	2 (b)	5.0	1.00	100.00	24 / 38		-		
Physical and Psychological Well-Being										
This hospital/facility takes effective action to prevent violence in the workplace.		53%		22%		25%	40%	38%	23%	
This hospital/facility takes effective action to promote a healthy and safe workplace.		47%		28%		25%	45%	28%	28%	
People treat each other with respect and consideration in our workplace.		6	8%		24	% 8%	60%	23%	18%	
I am able to reasonably balance the demands of work and personal life.		38%	2	4%	38	8%	40%	20%	40%	
People from all backgrounds are treated fairly in our workplace.		54%		22%	0	24%	43%	30%	28%	
his hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		49%		20%		31%	30%	33%	38%	

Physicians and medical leaders trust one another in my health authority.	35%	38%	27%	40% 29% 32%

Black

47 Respondents 2022 | 43 Respondents 2021

2022					2021			
	57%		28%	15%	61%	21%	19%	
	65%		13%	22%	58%	23%	19%	
	59%		17%	24%	54%	21%	26%	
	62%		26%	13%	54%	28%	19%	
	45%	30%	6	26%	26%	31%	43%	
	49%	24	%	27%	41%	24%	36%	
38	%	31%		31%	26%	40%	35%	
24%		38%		38%	19%	40%	42%	
32%		36%		32%	30%	42%	28%	
		· · · · ·						
32%		36%		32%	30%	42%	28%	
- <u>·</u>					- /			
	60%		24%	17%	*	*	*	
	. 38 . 24% . 32%	65% 59% 62% 45% 49% 38% 32% 32%	57% 65% 59% 62% 45% 30% 45% 30% 45% 30% 45% 30% 49% 24 38% 31% 32% 36%	. 57% 28% . 65% 13% . 59% 17% . 62% 26% . 45% 30% . 45% 30% . 49% 24% . 38% 31% . 24% 38% . 32% 36%	57% $28%$ $15%$ $65%$ $13%$ $22%$ $59%$ $17%$ $24%$ $62%$ $26%$ $13%$ $45%$ $30%$ $26%$ $49%$ $24%$ $27%$ $38%$ $31%$ $31%$ $32%$ $36%$ $32%$	57% 28% 15% 61% 65% 13% 22% 58% 59% 17% 24% 54% 62% 26% 13% 54% 45% 30% 26% 26% 45% 30% 26% 26% 45% 30% 26% 26% 445% 30% 26% 26% 449% 24% 27% 41% 38% 31% 31% 36% 32% 32% 36% 32% 30% 30%	. 57% 28% 15% 61% 21% . 65% 13% 22% 58% 23% . 59% 17% 24% 54% 21% . 62% 26% 13% 54% 28% . 45% 30% 26% 26% 31% . 49% 24% 27% 41% 24% . 38% 31% 31% 26% 40% . 38% 31% 31% 26% 40% . 32% 36% 32% 30% 42%	

Black

Physician Health and Safety

		2022						2021		
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		56%		13%		31%	40%	23%	37%	
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count				
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.95	3	5.0	1.00	30.00	19 / 47		-		
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	7.81	2	4.0	1.00	50.00	27 / 47		-		
Physical and Psychological Well-Being										
This hospital/facility takes effective action to prevent violence in the workplace.		56%			32%	12%	54%	27%	20%	
This hospital/facility takes effective action to promote a healthy and safe workplace.		49%		34%		17%	49%	29%	22%	
People treat each other with respect and consideration in our workplace.			72%		9%	20%	77%	12%	12%	
I am able to reasonably balance the demands of work and personal life.		49%		21%		30%	51%	12%	37%	
People from all backgrounds are treated fairly in our workplace.		53%		239	6	23%	51%	30%	19%	
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		39%		42%		20%	37%	39%	24%	

Physicians and medical leaders trust one another in my health authority. 31%	42%	27%	41% 38% 21%

East Asian

387 Respondents 2022 | 414 Respondents 2021

Engagement	2022						2021				
I am satisfied with this health authority as a place to practice medicine.		55%		20%	25%	67%	18%	15%			
I feel I belong to a collaborative, patient-centred team/unit.		65%		16%	20%	66%	18%	16%			
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		47%	19%		34%	58%	20%	22%			
I have adequate opportunities to improve patient care, quality, and safety.		46%	27%		27%	55%	28%	17%			
I have meaningful input into changes affecting my practice environment.	39	%	23%		8%	42%	30%	27%			
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	29%		30%	4′	1%	36%	35%	29%			
Senior leaders seek physicians' input when setting the health authority's goals.	23%	29%	%	47%		32%	35%	34%			
Senior leaders' decision-making is transparent to physicians.	16%	30%		54%		22%	37%	40%			
This health authority values physicians' contributions.	33%		31%		36%	41%	32%	27%			
Value	·		· · ·								
This health authority values physicians' contributions.	33%		31%		36%	41%	32%	27%			
Local Satisfaction **New Question											
**I am satisfied with this hospital/facility as a place to practice medicine.		62%		20%	18%	*	*	*			

East Asian

Physician Health and Safety

			202	22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		44%	1	4%	419	%	44%	20%	36%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	13.24	1	2.0	1.00	900.00	119 / 387		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	12.85	1	3.0	1.00	900.00	190 / 387		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		51%			35%	15%	52%	38%	11%
This hospital/facility takes effective action to promote a healthy and safe workplace.		49%		33	%	19%	56%	32%	12%
People treat each other with respect and consideration in our workplace.			75%		1	5% 10%	78%	14%	8%
I am able to reasonably balance the demands of work and personal life.		47%		20%		33%	56%	22%	22%
People from all backgrounds are treated fairly in our workplace.		6	7%		19%	14%	72%	17%	10%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		40%		42%	6	18%	54%	32%	14%

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

Southeast Asian

33 Respondents 2022 | 42 Respondents 2021

	2021				
67%		15% 18%	67%	21%	12%
73%	/6	15% 12%	60%	19%	21%
55%	6%	39%	52%	19%	29%
53%		25% 22%	48%	29%	24%
42%	27%	30%	36%	26%	38%
30%	27%	42%	41%	24%	36%
15% 33%		52%	31%	24%	45%
15% 27%		58%	31%	21%	48%
42%	21%	36%	41%	33%	26%
· · · · · · · · · · · · · · · · · · ·					
42%	21%	36%	41%	33%	26%
· · · · · ·		·			3
7	8%	6% 16%	*	*	*
	. 73% . 55% . 53% . 42% . 30% . 15% . 27% . 42% . 42% . 42% . 42% . 42%	73% 55% 53% 42% 27% 15% 15% 27% 15% 27% 21% 42% 21%	67% 15% 18% 73% 15% 12% 55% 6% 39% 55% 6% 39% 53% 25% 22% 42% 27% 30% 15% 33% 52% 15% 27% 58% 15% 27% 58% 15% 27% 36%	67% 15% 18% 67% 73% 15% 12% 60% 55% 6% 39% 52% 53% 25% 22% 48% 42% 27% 30% 36% 15% 33% 52% 31% 15% 27% 58% 31% 15% 27% 36% 41%	67% 15% 18% 67% 21% 73% 15% 12% 60% 19% 55% 6% 39% 52% 19% 53% 25% 22% 48% 29% 42% 27% 30% 36% 26% 30% 27% 42% 41% 24% 15% 33% 52% 31% 24% 15% 27% 58% 31% 21% 42% 21% 36% 41% 33%

Southeast Asian

Physician Health and Safety

			20)22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		50%		13%	3	7%	36%	36%	28%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	4.38	1 (b)	5.0	1.00	15.00	13 / 33		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	5.89	1	3.0	1.00	20.00	18 / 33		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		47%			41%	13%	39%	50%	11%
This hospital/facility takes effective action to promote a healthy and safe workplace.		63%	6		25%	13%	53%	33%	14%
People treat each other with respect and consideration in our workplace.			82%			9% 9%	76%	17%	7%
I am able to reasonably balance the demands of work and personal life.		49%		9%	42%	6	55%	24%	21%
People from all backgrounds are treated fairly in our workplace.		61%	•		27%	12%	59%	32%	10%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		45%		36	5%	19%	46%	36%	18%

Physicians and medical leaders trust one another in my health authority. 52% 21% 27% 51% 26%					
	Physicians and medical leaders trust one another in my health authority.	52%	21%	27%	51% 26% 23%

Latina/o

14 Respondents 2022 | 24 Respondents 2021

Engagement			2022				2021	
I am satisfied with this health authority as a place to practice medicine.		57%		14%	29%	63%	21%	17%
I feel I belong to a collaborative, patient-centred team/unit.		77%	5	0'	% 23%	57%	26%	17%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		71%		7%	21%	50%	21%	29%
I have adequate opportunities to improve patient care, quality, and safety.	29%		50%		21%	46%	21%	33%
I have meaningful input into changes affecting my practice environment.	31%		31%		39%	29%	33%	38%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	15%	46%)		39%	25%	38%	38%
Senior leaders seek physicians' input when setting the health authority's goals.	8%	39%		54%		38%	21%	42%
Senior leaders' decision-making is transparent to physicians.	15%	31%		54%		21%	29%	50%
This health authority values physicians' contributions.	8%	62%)		31%	21%	54%	25%
Value		II			1	,		
This health authority values physicians' contributions.	8%	62%	, D		31%	21%	54%	25%
Local Satisfaction **New Question					1	ii		i
**I am satisfied with this hospital/facility as a place to practice medicine.		54%		15%	31%	*	*	*
	<u> </u>			<u> </u>				i

Latina/o

Physician Health and Safety

		202	2				2021	
	63	3%		13%	25%	60%	13%	27%
Mean	Mode (b) = bimodal	Median	Min	Max	Count			
4.00	1 (b)	3.0	1.00	8.00	3 / 14		-	
2.50	1	1.5	1.00	6.00	4 / 14		-	
31%	/o		54%		15%	55%	23%	23%
31%	6	39%		3	31%	27%	55%	18%
		79%			7% 14%	70%	17%	13%
		71%		7%	21%	46%	33%	21%
	50%		2	9%	21%	54%	29%	17%
15%		62%	Ì		23%	55%	30%	15%
	Mean 4.00 2.50 319 319	Mean Mode (b) = bimodal 4.00 1 (b) 2.50 1 31%	63% Mean Mode (b) = bimodal Median 4.00 1 (b) 3.0 2.50 1 1.5 31% 39% 31% 39% 79% 71% 50%	Mean Mode (b) = bimodal Median Min 4.00 1 (b) 3.0 1.00 2.50 1 1.5 1.00 31% 54% 31% 39% 79% 79% 50% 2	Mean Mode (b) = bimodal Median Min Max 4.00 1 (b) 3.0 1.00 8.00 2.50 1 1.5 1.00 6.00 31% 54% 39% 39% 39% 79% 7% 7% 7% 50% 29% 29% 7%	13% 25% Mean Mode (b) = bimodal Median Min Max Count 4.00 1 (b) 3.0 1.00 8.00 $3/14$ 2.50 1 1.5 1.00 6.00 $4/14$ S4% 15% 31% 54% 15% 31% 31% 79% 7% 14% 54% 54% 15% 31% 39% 31% 79% 7% 14% 54% 54% 79% 7% 14% 54% 31% 79% 7% 21% 50% 29% 21%	63% 13% 25% 60% Mean Mode (b) = bimodal Median Min Max Count 4.00 1 (b) 3.0 1.00 8.00 3/14 2.50 1 1.5 1.00 6.00 4/14 31% 54% 15% 55% 31% 39% 31% 27% 7% 14% 70% 79% 7% 14% 50% 29% 21%	63% 13% 25% 60% 13% Mean Mode (b) = bimodal Median Min Max Count 4.00 1 (b) 3.0 1.00 8.00 3/14 - 2.50 1 1.5 1.00 6.00 4/14 - 31% 54% 15% 55% 23% 31% 39% 31% 27% 55% 79% 7% 14% 70% 17% 71% 7% 21% 46% 33%

		: :	
57%	29% 35	<mark>%</mark> 44%	22%
		57% 29% 35	57% 29% 35% 44%

Middle Eastern

100 Respondents 2022 | 95 Respondents 2021

Engagement	2022					2021			
I am satisfied with this health authority as a place to practice medicine.		57%		20% 23%	66%	17%	17%		
I feel I belong to a collaborative, patient-centred team/unit.		66%		21% 12%	% 61%	19%	20%		
I have access to the facilities, equipment, and other resources I require to meet patients' needs.		51%	12%	37%	58%	20%	22%		
I have adequate opportunities to improve patient care, quality, and safety.	44	%	26%	29%	53%	26%	21%		
I have meaningful input into changes affecting my practice environment.	40%	0	27%	33%	50%	25%	26%		
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	36%		27%	37%	46%	26%	28%		
Senior leaders seek physicians' input when setting the health authority's goals.	32%		27%	41%	34%	36%	30%		
Senior leaders' decision-making is transparent to physicians.	22%	29%		49%	26%	40%	34%		
This health authority values physicians' contributions.	36%		26%	39%	50%	21%	30%		
Value				· · · · · ·	,				
This health authority values physicians' contributions.	36%		26%	39%	50%	21%	30%		
Local Satisfaction **New Question	<u>,</u>		l	!	ii.				
**I am satisfied with this hospital/facility as a place to practice medicine.		58%		21% 21%	*	*	*		

Middle Eastern

Physician Health and Safety

			20	22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		51%		18%		31%	52%	20%	28%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	48.72	2	3.0	1.00	999.00	25 / 100		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	48.00	1	5.0	1.00	999.00	52 / 100		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		47%		L	1%	13%	63%	23%	14%
This hospital/facility takes effective action to promote a healthy and safe workplace.		52%		3	1%	16%	56%	27%	17%
People treat each other with respect and consideration in our workplace.			80%			12% 8%	71%	18%	11%
I am able to reasonably balance the demands of work and personal life.	32	2%	14%		54%		54%	13%	33%
People from all backgrounds are treated fairly in our workplace.		61%	0		14%	25%	66%	17%	18%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		48%		329	%	21%	53%	25%	22%

Physicians and medical leaders trust one another in my health authority.	38%	32%	30%	49% 25% 26%

South Asian

272 Respondents 2022 | 283 Respondents 2021

	2022			2021	
56%		17% 28%	61%	18%	21%
61%	, D	16% 24%	58%	19%	23%
44%	17%	40%	51%	16%	34%
47%	18%	35%	49%	22%	29%
37%	20%	43%	39%	24%	37%
34%	21%	46%	35%	23%	42%
26%	27%	48%	28%	24%	48%
18% 28	%	54%	21%	28%	52%
31%	28%	41%	34%	31%	35%
			i		
31%	28%	41%	34%	31%	35%
· · ·			ii.		
61%	6	12% 27%	*	*	*
	61% 44% 47% 37% 34% 26% 18% 28% 31%	$ \begin{array}{ccccccccccccccccccccccccccccccccc$	$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	56% 17% 28% 61% 61% 16% 24% 58% 44% 17% 40% 51% 47% 18% 35% 49% 37% 20% 43% 39% 34% 21% 46% 35% 26% 27% 48% 28% 18% 28% 54% 21% 31% 28% 41% 34%	56% 17% 28% 61% 18% 61% 16% 24% 58% 19% 44% 17% 40% 51% 16% 47% 18% 35% 49% 22% 37% 20% 43% 39% 24% 34% 21% 46% 35% 23% 26% 27% 48% 28% 24% 18% 28% 54% 21% 28% 31% 28% 41% 34% 31%

South Asian

Physician Health and Safety

			20	22				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		52%		17%		31%	55%	15%	31%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Max	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	6.20	1	2.0	1.00	180.00	94 / 272		-	
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	11.45	2	5.0	1.00	180.00	142 / 272		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		50%		29%	0	21%	51%	34%	15%
This hospital/facility takes effective action to promote a healthy and safe workplace.		48%		28%		23%	53%	29%	19%
People treat each other with respect and consideration in our workplace.		7	/0%		16%	14%	72%	9%	13%
I am able to reasonably balance the demands of work and personal life.		43%		17%	40%	6	47%	18%	35%
People from all backgrounds are treated fairly in our workplace.		60%		1	6%	24%	64%	17%	19%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		41%		34%		25%	49%	30%	20%

Physicians and medical leaders trust one another in my health authority. 40% 29% 31% 38% 33%	29%

1,819 Respondents 2022 | 2,105 Respondents 2021

	202	22			2021	
50)%	22%	28%	61%	18%	21%
	65%	16%	19%	64%	17%	20%
41%	169	% 4	3%	52%	16%	33%
42%		25%	33%	50%	23%	27%
34%	23%	43	3%	38%	26%	36%
26%	27%	47	%	35%	27%	38%
22%	28%	50%		26%	29%	45%
14%	29%	57%		17%	32%	51%
28%	30%	4	2%	39%	28%	33%
						,
28%	30%		42%	39%	28%	33%
·						
	60%	16%	24%	*	*	*
	41% 42% 34% 26% 22% 14% 28%	$ \begin{array}{ccccccccccccccccccccccccccccccccc$	65% 16% 41% 16% 43 42% 25% 43 26% 27% 47% 26% 27% 47% 22% 28% 50% 14% 29% 57% 28% 30% 43	50% 22% 28% 65% 16% 19% 41% 16% 43% 42% 25% 33% 34% 23% 43% 26% 27% 47% 22% 28% 50% 14% 29% 57% 28% 30% 42%	50% 22% 28% 61% 65% 16% 19% 64% 41% 16% 43% 52% 42% 25% 33% 50% 34% 23% 43% 38% 26% 27% 47% 35% 22% 28% 50% 26% 14% 29% 57% 17% 28% 30% 42% 39%	50% 22% 28% 61% 18% 65% 16% 19% 64% 17% 41% 16% 43% 52% 16% 42% 25% 33% 50% 23% 34% 23% 43% 38% 26% 26% 27% 47% 35% 27% 22% 28% 50% 26% 29% 14% 29% 57% 17% 32% 28% 30% 42% 39% 28%

White

Physician Health and Safety

			20	022				2021	
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.		48%		12%	40%	%	50%	11%	39%
**New Question	Mean	Mode (b) = bimodal	Median	Min	Мах	Count			
**Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 1 to 999).	13.91	1	3.0	1.00	999.00	612 / 1,819		-	
**Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 1 to 999).	23.40	1	4.0	1.00	999.00	862 / 1,819		-	
Physical and Psychological Well-Being									
This hospital/facility takes effective action to prevent violence in the workplace.		54%			31%	15%	55%	31%	13%
This hospital/facility takes effective action to promote a healthy and safe workplace.		49%		30	%	21%	53%	29%	18%
People treat each other with respect and consideration in our workplace.			76%		1	4% 9%	74%	15%	11%
I am able to reasonably balance the demands of work and personal life.		46%		18%	37	′%	51%	18%	30%
People from all backgrounds are treated fairly in our workplace.		6	8%		20%	12%	70%	20%	11%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).		42%		35%		22%	47%	34%	20%

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

