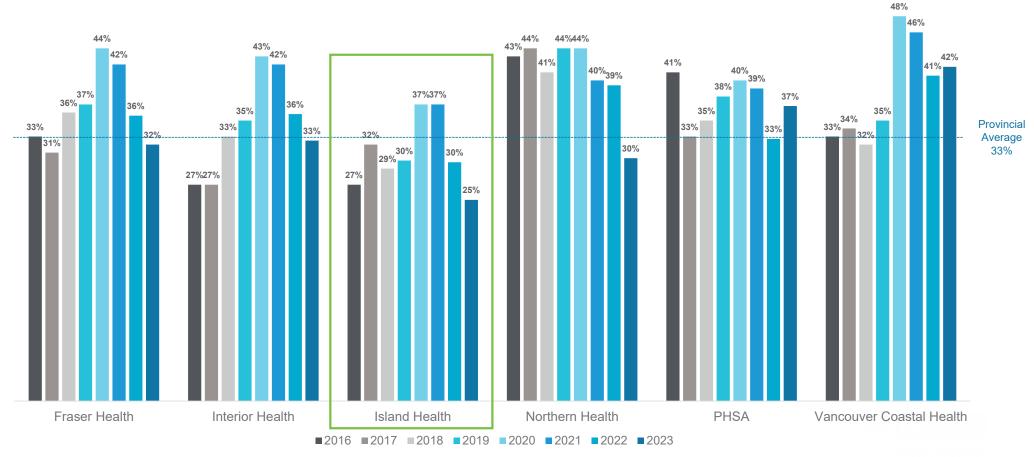
# **Regional Engagement Averages**

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

# Health Authority Engagement Trends

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





#### 2023 Doctors of BC Health Authority Engagement Survey Health Authority Comparsion

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

#### Engagement

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

#### Physician Health and Safety

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

2023 Health Authority Engagement Survey

Agree

Neither agree nor disagree

Disagree



# REGIONAL OVERVIEW

# HIGHLIGHTS

- **Engagement:** 51% of physicians feel they are part of a collaborative, patient-centred team—a 9% decrease from 2022.
- Senior Leadership: Transparency in decision making dropped to a low of 6%, the lowest value since the survey began.
- Health and Safety: Effective action being taken to promote health and safety in the workplace rose 3% from 2022 to reach 41%.
- **Trust:** The downward trend continues with 25% of members agreeing that physicians and medical leaders trust one another, a sharp drop of 11% since 2020.

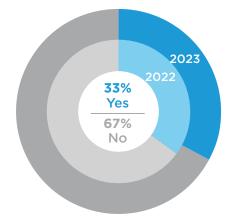
Island Health Engagement	2023	2022 Difference	Provincial Average
I am satisfied with this health authority as a place to practice medicine.	35%	-5%	48%
I feel I belong to a collaborative, patient-centered team/unit.	51%	-9%	58%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	31%	-6%	39%
I have adequate opportunities to improve patient care, quality, and safety.	29%	-9%	41%
I have meaningful input into changes affecting my practice environment.	28%	0%	32%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	<mark>16%</mark>	-2%	23%
Senior leaders seek physicians' input when setting the health authority's goals.	12%	-6%	19%
Senior leaders' decision-making is transparent to physicians.	<mark>6</mark> %	-3%	13%
This health authority values physicians' contributions.	18%	-2%	26%

responses

Island Health Physician Health and Safety	2023	2022 Difference
I have been involved in, or impacted by a physical safety or psychological safety issue or incident at my current hospital/facility/practice.	48%	0%
This hospital/facility takes effective action to prevent violence in the workplace.	44%	-5%
This hospital/facility takes effective action to promote a healthy and safe workplace.	41%	+3%
This hospital/facility deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).	33%	0%
People from all backgrounds are treated fairly in our workplace.	59%	-1%
People treat each other with respect and consideration in our workplace.	68%	-5%
I am able to reasonably balance the demands of work and personal life.	43%	+2%
Physicians and medical leaders trust one another in my health authority.	25%	-5%

#### Island Health Authority Averages

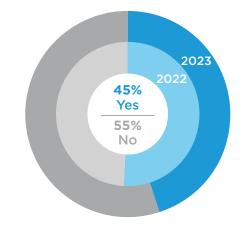
Experienced a *physical* safety incident over the last 12 months



Of those who experienced an incident(s):

- 127 experienced 1-5 incidents
- 28 experienced 6-10 incidents
- 23 experienced 11-50 incidents
- 14 experienced 51+ incidents

Experienced a *psychological* safety incident over the last 12 months



Of those who experienced an incident(s):

- 153 experienced 1-5 incidents
- 39 experienced 6-10 incidents
- 42 experienced 11-50 incidents
- 27 experienced 51+ incidents



# **SECTION 2** Hospital/Facility Data

The following section outlines demographics and survey results for each health authority along with facility/ hospital level results.

The question themes are:

- Engagement
- Physician Health and Safety
- Physical and Psychological Safety Incidents

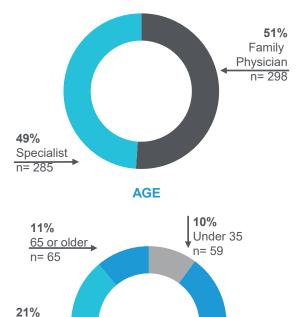
# **Island Health** Hospital/Facility Data

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

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

# Demographics - Island (N = 583)

#### FAMILY PHYSICIANS OR SPECIALISTS



21%

45 to 54

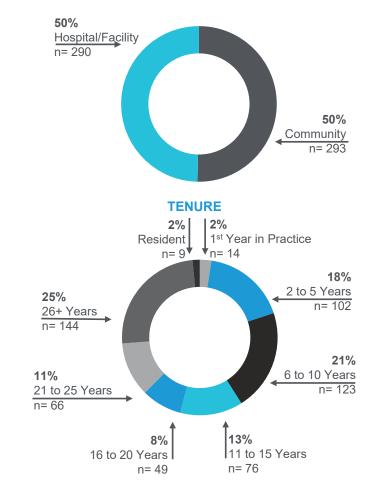
n= 125

2023 Health Authority Engagement Survey

37%

35 to 44

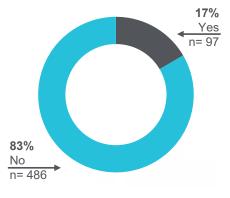
n= 214



#### HOSPITAL/FACILITY OR COMMUNITY BASED



**MEDICAL LEADERSHIP** 



Better, logethe

55 to 64 n= 120

# Island Health Authority

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

			2023			2022	
Cowichan District Hospital	34%		26%	40%	40%	21%	39%
Lady Minto/Gulf Islands Hospital	23%	23%		53%	35%	35%	31%
Mount Waddington	25%	25%		50%	30%	32%	38%
Nanaimo Regional General Hospital	19%	17%		64%	24%	22%	54%
North Island Hospital Campbell River & District	25%	21%		55%	37%	27%	35%
North Island Hospital Comox Valley	21%	31%		47%	30%	29%	41%
Royal Jubilee Hospital	29%	21	%	50%	26%	24%	50%
Saanich Peninsula Hospital	25%	22%		53%	45%	26%	30%
Tofino General Hospital	11%	30%		59%	35%	26%	40%
Victoria General Hospital	25%	23%		52%	28%	24%	49%
West Coast General Hospital	<b>13%</b> 13	3%		73%	24%	16%	60%

■Agree ■Neutral ■Disagree

<b>Hospital or Division</b>	Health Authority	Hospital / Division	Survey Year
Hospital	Island Health Authority	Cowichan District Hospital	2023

# **Cowichan District Hospital**

2023	Respondents: 52	
2022	Respondents: 59	

#### Engagement

doctors

of bc

Better Together.

I am satisfied with this health authority as a place to practice		52%		21%		27%
medicine.	2022	2022 49%		15%	15% 36%	
I feel I belong to a collaborative, patient-centered team/unit.		58	3%		19%	23%
	2022		61%		15%	24%
I have access to the facilities, equipment, and other resources I	2023	37%	27%	8		37%
require to meet patients' needs.	2022	34%	24%		429	%
have adequate opportunities to improve patient care, quality, and	2023	31%	29%		40	0%
safety.	2022	37%		34%		29%
I have meaningful input into changes affecting my practice		37%	23%		40	0%
environment.	2022	34%	16%		50%	
Senior leaders communicate the health authority's plans to	2023	31%	25%		44%	,
physicians in a clear and timely way.	2022	36%	25%		3	9%
Senior leaders seek physicians' input when setting the health	2023	21%	33%		46%	
authority's goals.	2022	40%	14%		47%	
Senior leaders' decision-making is transparent to physicians.	2023	12% 27%	12% 27%		62%	
	2022	22%	27%		51%	
This health authority values physicians' contributions.	2023	31%	29%		40	0%
2005 W 58	2022	42%	20	0%		37%
Overall Average:	2023	34%	26%		4	0%
	2022	40%	21%		3	9%
2023 Health Authority Engagement Survey		Agree	Neither agree nor	disagree	Disagree	

<b>Hospital or Division</b>	Health Authority	Hospital / Division	Survey Year	
Hospital	Island Health Authority	Cowichan District Hospital	2023	

#### **Cowichan District Hospital**

2023	Respondents: 52	
2022	Respondents: 59	

#### Physician Health and Safety

doctors

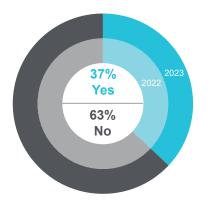
ofbc

Better Together

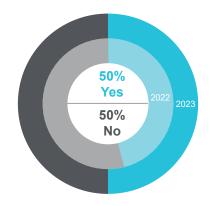
I have been involved in, or impacted by a physical safety or	2023	39%	17%		43%
osychological safety issue or incident at my current hospital/facilit	2022	49%		12%	39%
This hospital/facility takes effective action to prevent violence in	2023	40%		46%	14%
the workplace.	2022	48%		35%	17%
This hospital/facility takes effective action to promote a healthy	2023	40%		38%	21%
and safe workplace.	2022	40%		40%	20%
This hospital/facility deals effectively with situations that may	2023	25%	5	3%	22%
hreaten or harm employees (e.g., harassment, discrimination, viol	2022	37%		44%	19%
I am able to reasonably balance the demands of work and personal	2023	35%	21%		44%
life.	life. 2022 33% 12%		12%	55	%
People from all backgrounds are treated fairly in our workplace.	2023	54%		19%	27%
	2022	62%	i.	16%	22%
People treat each other with respect and consideration in our	2023		69%		19% 12%
workplace.	2022		75%		16% 9%
Physicians and medical leaders trust one another in my health	2023	46%		26%	28%
authority.	2022	59%		16%	26%
Overall Average:	2023	44%		30%	26%
	2022	51%		24%	26%

# **Cowichan District Hospital**

Experienced a physical safety incident



Experienced a psychological safety incident



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

<b>Hospital or Division</b>	Health Authority	Hospital / Division	Survey Year	
Hospital	Island Health Authority	Lady Minto/Gulf Islands Hospital	2023	

# Lady Minto/Gulf Islands Hospital

2023	Respondents: 9	
2022	Respondents: 8	

#### Engagement

114

doctors

ofbc

Better Together.

I am satisfied with this health authority as a place to practice medicine.		33%		22%	44	196
			63%		25%	13%
I feel I belong to a collaborative, patient-centered team/unit.	2023		44%	11%	44	196
	2022			88%		13%
I have access to the facilities, equipment, and other resources I	2023	22%	11%		67%	
require to meet patients' needs.	2022	38	%	38	%	25%
nave adequate opportunities to improve patient care, quality, and	2023	22%		44%		33%
safety.	2022		50%		25%	25%
I have meaningful input into changes affecting my practice	2023	22%	22%		56%	
environment.	2022	25%	25	5%	50%	
Senior leaders communicate the health authority's plans to	2023	22%	22%		56%	
physicians in a clear and timely way.	2022	13%		63%		25%
Senior leaders seek physicians' input when setting the health	2023	11%	22%		67%	
authority's goals.	2022	13%	38%		50%	
Senior leaders' decision-making is transparent to physicians.	2023	11%	22%		67%	
	2022	13%	38%		50%	
This health authority values physicians' contributions.	2023	22%		33%	44	1%
	2022	13%		63%		25%
Overall Average:	2023	23%	23%		53%	
	2022	35%		35%		31%



Hospital or Division	Health Authority	Hospital / Division	Survey Year
Hospital	Island Health Authority	Lady Minto/Gulf Islands Hospital	2023

#### Lady Minto/Gulf Islands Hospital

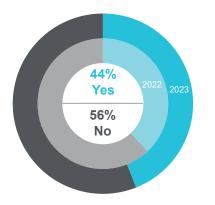
2023	Respondents: 9	
2022	Respondents: 8	

#### Physician Health and Safety

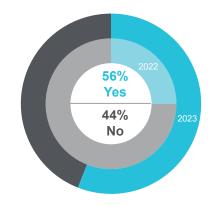
I have been involved in, or impacted by a physical safety or	2023	50%		25%	25%	
osychological safety issue or incident at my current hospital/facilit	2022	25% 13%		63%		
This hospital/facility takes effective action to prevent violence in		44%	3	3%	22%	
the workplace.	2022	50%		38%	13%	
This hospital/facility takes effective action to promote a healthy	2023	67%		11%	22%	
and safe workplace.	2022	50%		38%	13%	
This hospital/facility deals effectively with situations that may	2023	33%	S	6%	11%	
hreaten or harm employees (e.g., harassment, discrimination, viol	2022	63%			38%	
I am able to reasonably balance the demands of work and personal	2023	7	8%		11% 11%	
life.	2022	50%		38%	13%	
People from all backgrounds are treated fairly in our workplace.	2023	56%		44	1%	
	2022	50%		50%		
People treat each other with respect and consideration in our	2023	7	8%		22%	
workplace.	2022		100%			
Physicians and medical leaders trust one another in my health	2023	22%	44%		33%	
authority.	2022	38%		63%		
Overall Average:	2023	54%		31%	15%	
		53%		34%	13%	
2023 Health Authority Engagement Survey		Agree	ither agree nor disagree	Disagree		

# Lady Minto/Gulf Islands Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



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

<b>Hospital or Division</b>	Health Authority	Hospital / Division	Survey Year	
Hospital	Island Health Authority	Mount Waddington	2023	

# Mount Waddington

2023	Respondents: 8
2022	Respondents: 7

#### Engagement

doctors of bc

Better Together.

I am satisfied with this health authority as a place to practice		25%	á l	25%		50	D%
medicine.	2022	14%	29	16		57%	
I feel I belong to a collaborative, patient-centered team/unit.	2023		50%		13%		38%
	2022			71%			14% 14%
I have access to the facilities, equipment, and other resources I	2023		38%	13%		5(	0%
require to meet patients' needs.	2022	29	9%		57%		14%
have adequate opportunities to improve patient care, quality, and	2023		50%		13%		38%
safety.	2022	29	9%		43%		29%
I have meaningful input into changes affecting my practice environment.	2023	13%		38%	0	50	0%
	2022		57	%		14%	29%
Senior leaders communicate the health authority's plans to			50%			5(	0%
physicians in a clear and timely way.	2022		43%			57%	
Senior leaders seek physicians' input when setting the health	2023	13%	25%			63%	
authority's goals.	2022	29	9%	29%			43%
Senior leaders' decision-making is transparent to physicians.	2023		38%			63%	
	2022		43%			57%	
This health authority values physicians' contributions.	2023		38%	13%		50	0%
	2022		43%		14%		43%
Overall Average:	2023	25%	6	25%		5(	0%
	2022	3	30%	32	2%		38%
2023 Health Authority Engagement Survey		Agree		Neither ag	ree nor disagree	Disag	gree

Hospital or Division	Health Authority	Hospital / Division	Survey Year
Hospital	Island Health Authority	Mount Waddington	2023

#### Mount Waddington

doctors

ofbc

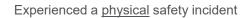
Better Together.

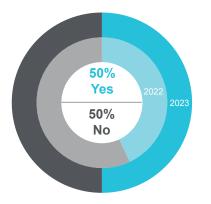
2023	Respondents: 8
2022	Respondents: 7

#### Physician Health and Safety

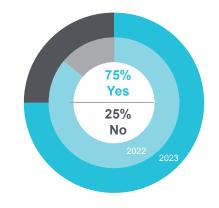
I have been involved in, or impacted by a physical safety or			71%		14	4% 14%
psychological safety issue or incident at my current hospital/facilit			71%		14	4% 14%
This hospital/facility takes effective action to prevent violence in	2023		63%		25%	13%
the workplace.			57%		14%	29%
This hospital/facility takes effective action to promote a healthy	2023		63%		13%	25%
and safe workplace.	2022	29%	2	9%	4	3%
This hospital/facility deals effectively with situations that may	2023		63%		13%	25%
hreaten or harm employees (e.g., harassment, discrimination, viol	2022	17%	50	%		33%
I am able to reasonably balance the demands of work and personal	2023	25%	13%		63%	
life.	2022	29%		7	71%	
People from all backgrounds are treated fairly in our workplace.	2023		50%	13%		38%
	2022		57%		29%	14%
People treat each other with respect and consideration in our	2023		75%			25%
workplace.	2022		71%		14	4% 14%
Physicians and medical leaders trust one another in my health	2023	13% 13	96	75	%	
authority.	2022	14%		86%		
Overall Average:	2023		52%	13%		35%
	2022		42%	20%		38%
2023 Health Authority Engagement Survey		Agree	Neither	agree nor disagree	Disagree	

# Mount Waddington





#### Experienced a psychological safety incident



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

<b>Hospital or Division</b>	Health Authority	Hospital / Division	Survey Year	
Hospital	Island Health Authority	Nanaimo Regional General Hospital	2023	

#### Nanaimo Regional General Hospital

2023	Respondents: 109	
2022	Respondents: 99	

#### Engagement

120

doctors

ofbc

Better Together

I am satisfied with this health authority as a place to practice	2023	22%	17%		61%	
medicine.	2022	35%		27%		39%
I feel I belong to a collaborative, patient-centered team/unit.	2023	4	1%	15%	4	4%
	2022		57%		17%	26%
I have access to the facilities, equipment, and other resources I	2023	22%	11%		67%	
require to meet patients' needs.	2022	26%	13%		61%	
have adequate opportunities to improve patient care, quality, and	2023	25%	14%		61%	
safety.	2022	27%	21%		52%	
I have meaningful input into changes affecting my practice	2023	27%	17%		56%	
environment.	2022	18%	18%		63%	
Senior leaders communicate the health authority's plans to	2023	11% 18	8%		71%	
physicians in a clear and timely way.	2022	16%	26%		58%	
Senior leaders seek physicians' input when setting the health	2023	8% 249	96		69%	
authority's goals.	2022	14%	27%		59%	
Senior leaders' decision-making is transparent to physicians.	2023	4% 18%		71	8%	
	2022	7% 21%			72%	
This health authority values physicians' contributions.	2023	9% 21	.%		70%	
20214 00 854	2022	18%	25%		57%	
Overall Average:	2023	19%	17%		64%	
	2022	24%	22%		54%	
2023 Health Authority Engagement Survey		Agree	Neith	er agree nor disagree	Disagree	5



Hospital or Division	Health Authority	Hospital / Division	Survey Year
Hospital	Island Health Authority	Nanaimo Regional General Hospital	2023

#### Nanaimo Regional General Hospital

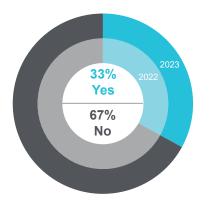
2023	Respondents: 109	
2022	Respondents: 99	

#### Physician Health and Safety

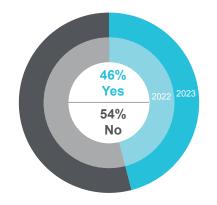
I have been involved in, or impacted by a physical safety or			55%		11%	34%	
osychological safety issue or incident at my current hospital/facilit	2022	43%		15%		42%	
This hospital/facility takes effective action to prevent violence in	2023	37%			40%		23%
the workplace.	2022	46%			38%		15%
This hospital/facility takes effective action to promote a healthy and safe workplace.	2023	29%		29%		41%	
	2022	32%		37%		31%	
This hospital/facility deals effectively with situations that may	2023	27%		43%		30%	
hreaten or harm employees (e.g., harassment, discrimination, viol	2022	30%		5	1%		19%
I am able to reasonably balance the demands of work and personal life.	2023	42%		18%		41%	
	2022	34%		17%		48%	
People from all backgrounds are treated fairly in our workplace.	2023		62%			29%	9%
	2022		61%			31%	7%
People treat each other with respect and consideration in our	2023		70%			18%	11%
workplace.	2022		76%			209	6 4%
Physicians and medical leaders trust one another in my health	2023	15% 19%	6		66%		
authority.	2022	24%	3	34%		42%	
Overall Average:	2023	42%		26	5%	32%	
	2022	44%			30%	26	5%
2023 Health Authority Engagement Survey		Agree	Neith	er agree nor disag	ree 📕 Disa	gree	

# Nanaimo Regional General Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



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

<b>Hospital or Division</b>	Health Authority	Hospital / Division	Survey Year
Hospital	Island Health Authority	North Island Hospital Campbell River & District	2023

#### North Island Hospital Campbell River & District

2023	Respondents: 28	
2022	Respondents: 31	

#### Engagement

123

doctors

of bc

The second state of a state set of the second second sector as a state second	2022		FOR			1.40/		200/	
I am satisfied with this health authority as a place to practice	2023		50%			14%		36%	
medicine.	2022		55%			2	3%	2	3%
I feel I belong to a collaborative, patient-centered team/unit.	2023		50%			14%		36%	
	2022			819	ô			10%	10%
I have access to the facilities, equipment, and other resources I	2023	29%		18%			54%		
require to meet patients' needs.	2022			65%			13%	2	3%
have adequate opportunities to improve patient care, quality, and	2023	29%			32%			39%	
safety.	2022		45%			39	%		16%
I have meaningful input into changes affecting my practice	2023	25%		18%			57%		
environment.	2022	30%			33%			37%	
Senior leaders communicate the health authority's plans to	2023	7%	30%				63%		
physicians in a clear and timely way.	2022	17%		34%			48	%	
Senior leaders seek physicians' input when setting the health	2023	11%	26%				63%		
authority's goals.	2022	14%		38%			48	%	
Senior leaders' decision-making is transparent to physicians.	2023	4% 15%				81%			
	2022	3% 30	196				57%		
This health authority values physicians' contributions.	2023	15%	19%				5 <b>7</b> %		
	2022	23%		29%			48	%	
Overall Average:	2023	25%		21%			55%		
	2022	37	7%		27%			35%	
2023 Health Authority Engagement Survey		Agree		Neith	ier agree nor d	isagree	Disagre	26	



Hospital or Division	Health Authority	Hospital / Division	Survey Year	
Hospital	Island Health Authority	North Island Hospital Campbell River & District	2023	

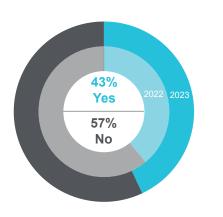
# North Island Hospital Campbell River & District

2023	Respondents: 28
2022	Respondents: 31

#### Physician Health and Safety

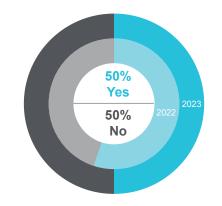
2022 2023 2022 2022 2022 2023 2022 2023 2022 202	5i 50%	396 65%	1;	2% 35% 19%	31% 6	8%
2022 2023	50%				6	
2023		65%		19%		16%
(1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.			and the second se			
2022			19%		31%	
	45%		32%		2	23%
2023	38%		46%			17%
2022	37%		40%		2	3%
2023	46%		14%		39%	
2022		65%		3%	32%	
2023		70%			15%	15%
2022		61%		16%	2	23%
2023		70%		11	.%	19%
2022		77%			13%	10%
2023	22%	37%			41%	
2022	35%		39%		26	%
2023	51%		2:	5%	24	196
2022	559	6		22%	2	23%
	2023 2022 2023 2022 2023 2022 2023 2022 2023 2022 2023 2022	2023     46%       2022     2023       2022     2023       2023     2022       2023     2023       2023     22%       2023     25%       2023     51%	2023     46%       2022     65%       2023     70%       2024     61%       2025     70%       2026     70%       2027     70%       2028     20%       2029     37%       2022     35%       2023     51%	2023     46%     14%       2022     65%       2023     70%       2022     61%       2023     70%       2024     51%       2025     55%	2023     46%     14%       2022     65%     3%       2023     70%     16%       2022     61%     16%       2023     70%     11       2022     70%     11       2022     77%     11       2023     22%     37%       2023     51%     25%       2024     55%     22%	2023     46%     14%     39%       2022     65%     3%     32%       2023     70%     15%       2022     61%     16%     2       2023     70%     11%       2022     77%     13%       2023     22%     26       2024     37%     41%       2025     55%     25%     24

# North Island Hospital Campbell River & District



Experienced a physical safety incident

Experienced a psychological safety incident



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

<b>Hospital or Division</b>	Health Authority	Hospital / Division	Survey Year	
Hospital	Island Health Authority	North Island Hospital Comox Valley	2023	

#### North Island Hospital Comox Valley

2023	Respondents: 49	
2022	Respondents: 56	

#### Engagement

doctors

ofbc

Better Together

I am satisfied with this health authority as a place to practice	2023	34%		21%		45%
medicine.	2022	4	11%		25%	34%
I feel I belong to a collaborative, patient-centered team/unit.	2023		44%		27%	29%
	2022		53%		25%	23%
I have access to the facilities, equipment, and other resources I	2023	23%		32%		45%
require to meet patients' needs.	2022		49%		15%	36%
have adequate opportunities to improve patient care, quality, and	2023	19%		45%		36%
safety.	2022		43%		31%	26%
I have meaningful input into changes affecting my practice	2023	26%		32%		43%
environment.	2022	30%		33%		37%
Senior leaders communicate the health authority's plans to	2023	13%	30%			57%
physicians in a clear and timely way.	2022	21%		32%		47%
Senior leaders seek physicians' input when setting the health	2023	11%	36%			53%
authority's goals.	2022	11%	32%			57%
Senior leaders' decision-making is transparent to physicians.	2023	4% 28%	ά		68%	6
	2022	8%	30%			62%
This health authority values physicians' contributions.	2023	19%		30%		51%
20210 - 562 - 556	2022	15% 40%			45%	
Overall Average:	2023	21%		31%		47%
	2022	30%		29%		41%
2023 Health Authority Engagement Survey		Agree		Neither agree	nor disagree	Disagree



Hospital or Division	Health Authority	Hospital / Division	Survey Year
Hospital	Island Health Authority	North Island Hospital Comox Valley	2023

# North Island Hospital Comox Valley

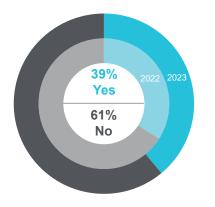
2023	Respondents: 49
2022	Respondents: 56

#### Physician Health and Safety

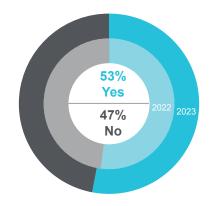
12	.96	36%	
17%		38%	
5	2%		14%
		31%	4%
41%		23	%
	31%	24%	6
44%		32%	
	49%		15%
31%		33%	
	18%	29%	
	30%	2	0%
		19%	7%
	20%	22	2%
	17	7%	15%
5		41%	
47%		27%	
33%		28%	
	28%	2	20%
ag	33% ree nor disagree	28%	28% 2

# North Island Hospital Comox Valley

Experienced a physical safety incident



Experienced a psychological safety incident



	Mean 2023	Mean 2022	(b) = bimodal	Median	Min	Max	Count
*Approximately how many times have you experienced a <u>physical</u> safety incident over the past 12 months? (e.g. 0 to 999).		3.26	1	2	1	30	19
*Approximately how many times have you experienced a <u>psychological</u> safety incident over the past 12 months? (e.g. 0 to 999).		27.72	2	3	1	300	26

<b>Hospital or Division</b>	Health Authority	Hospital / Division	Survey Year
Hospital	Multiple values	Royal Jubilee Hospital	2023

#### **Royal Jubilee Hospital**

2023	espondents: 141
2022	espondents: 133

#### Engagement

129

doctors

ofbc

Better Together

I am satisfied with this health authority as a place to practice	2023		42%		18%		40%	
medicine.	2022		35%		27%		38%	
I feel I belong to a collaborative, patient-centered team/unit.		58%				10%	32%	
	2022		58%			17%	26%	
I have access to the facilities, equipment, and other resources I	2023		39%		12%		49%	
require to meet patients' needs.	2022	1	33%	18	%		49%	
have adequate opportunities to improve patient care, quality, and	2023		36%		27%		38%	
safety.	2022		36%		26%		39%	
I have meaningful input into changes affecting my practice	2023	28%		20%		5	2%	
environment.	2022	26%		17%		57%		
Senior leaders communicate the health authority's plans to	2023	18%	269	6		56%		
physicians in a clear and timely way.	2022	15%	26%			59%		
Senior leaders seek physicians' input when setting the health	2023	14%	24%			62%		
authority's goals.	2022	13%	28%			58%		
Senior leaders' decision-making is transparent to physicians.	2023	8%	20%			72%		
	2022	5% 2	24%			71%		
This health authority values physicians' contributions.	2023	21%		30%			49%	
2011-7 We 88	2022	13%	31%			56%	ò	
Overall Average:	2023	299	%	21%			50%	
	2022	26%		24%			50%	
2023 Health Authority Engagement Survey		Agree		Neither	r agree nor disag	ree Dis	agree	

<b>Hospital or Division</b>	Health Authority	Hospital / Division	Survey Year
Hospital	Multiple values	Royal Jubilee Hospital	2023

# **Royal Jubilee Hospital**

doctors

of bc

Better Together.

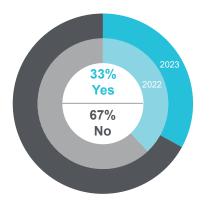
2023	Respondents: 141
2022	Respondents: 133

#### Physician Health and Safety

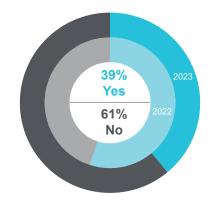
I have been involved in, or impacted by a physical safety or	2023	47%	8%		46%	
psychological safety issue or incident at my current hospital/facilit	2022	53%		11%		6
This hospital/facility takes effective action to prevent violence in	2023	42%		39%		18%
the workplace.	2022	41%		36%		23%
This hospital/facility takes effective action to promote a healthy	2023	43%		31%		26%
and safe workplace.	2022	31%	37%		3	2%
This hospital/facility deals effectively with situations that may	2023	38%		35%		26%
chreaten or harm employees (e.g., harassment, discrimination, viol	2022	25%	40%		35	96
I am able to reasonably balance the demands of work and personal	2023	48%		21%		31%
life.	2022	35%	18%		47%	
People from all backgrounds are treated fairly in our workplace.	2023	56%			25%	19%
	2022	50%		24%		26%
People treat each other with respect and consideration in our	2023	6/	2%		21%	18%
workplace.	2022		68%		16%	16%
Physicians and medical leaders trust one another in my health	2023	30%	29%		41%	
authority.	2022	20%	37%		43%	
Overall Average:	2023	46%		26%		28%
	2022	41%		27%		2%

# Royal Jubilee Hospital

Experienced a physical safety incident



#### Experienced a psychological safety incident



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

<b>Hospital or Division</b>	Health Authority	Hospital / Division	Survey Year
Hospital	Island Health Authority	Saanich Peninsula Hospital	2023

#### Saanich Peninsula Hospital

2023	Respondents: 52
2022	Respondents: 37

#### Engagement

132

doctors of bc

Better Together.

I am satisfied with this health authority as a place to practice	2023		339	ά	21%			46%
medicine.	2022			51%		11%		38%
I feel I belong to a collaborative, patient-centered team/unit.				60%	R.		15%	25%
	2022				76%			16% 8%
I have access to the facilities, equipment, and other resources I	2023		339	6	19%		4	48%
require to meet patients' needs.	2022			57%			14%	30%
I have adequate opportunities to improve patient care, quality, and	2023		339	16	24%			43%
safety.	2022			54%			30%	16%
I have meaningful input into changes affecting my practice	2023		339	6	23%			44%
environment.	2022			49%		1	27%	24%
Senior leaders communicate the health authority's plans to	2023	12%		23%			65%	
physicians in a clear and timely way.	2022		27%		38%	6		35%
Senior leaders seek physicians' input when setting the health	2023	10%		23%			67%	
authority's goals.	2022		329		24%			43%
Senior leaders' decision-making is transparent to physicians.	2023	4%	15%			81	%	
	2022		24%		32%			43%
This health authority values physicians' contributions.	2023	10%		33%			58%	
20216 GD 884	2022		329	ġ.		38%		30%
Overall Average:	2023		25%		22%		53%	6
	2022			45%		26%		30%
2023 Health Authority Engagement Survey		Agree			Neither agre	e nor disagree	Disag	gree

<b>Hospital or Division</b>	Health Authority	Hospital / Division	Survey Year
Hospital	Island Health Authority	Saanich Peninsula Hospital	2023

#### Saanich Peninsula Hospital

2023	Respondents: 52
2022	Respondents: 37

#### Physician Health and Safety

doctors

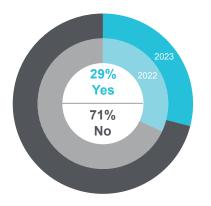
of bc

Better Together

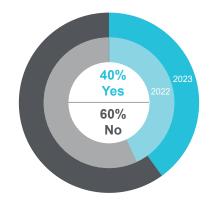
I have been involved in, or impacted by a physical safety or	2023	40%	17%	4	4%
osychological safety issue or incident at my current hospital/facilit	2022	43%	14%	4	13%
This hospital/facility takes effective action to prevent violence in	2023	60%		3	6% 4%
the workplace.	2022	54%		23%	23%
This hospital/facility takes effective action to promote a healthy	2023	51%		33%	16%
and safe workplace.	2022	61%		22%	17%
This hospital/facility deals effectively with situations that may	2023	44%		48%	8%
hreaten or harm employees (e.g., harassment, discrimination, viol	2022	48%		30%	21%
I am able to reasonably balance the demands of work and personal	2023	40%	16%	4	4%
life.		46%	16%		38%
People from all backgrounds are treated fairly in our workplace.	2023	63%		279	% 10%
	2022	65%		2	.7% 8%
People treat each other with respect and consideration in our	2023	76	%		20% 4%
workplace.	2022		86%		5% 8%
Physicians and medical leaders trust one another in my health	2023	29%	29%		42%
authority.	2022	54%		22%	24%
Overall Average:	2023	50%		28%	22%
	2022	58%		20%	22%
2023 Health Authority Engagement Survey		Agree Nei	ther agree nor disagree	Disagree	

# Saanich Peninsula Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



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

<b>Hospital or Division</b>	Health Authority	Hospital / Division	Survey Year
Hospital	Island Health Authority	Tofino General Hospital	2023

# **Tofino General Hospital**

2023	Respondents: 6	
2022	Respondents: 9	

#### Engagement

135

doctors

ofbc

Better Together

I am satisfied with this health authority as a place to practice	2023	33%		33%		33%		
medicine.	2022			57%	11%	22%		
I feel I belong to a collaborative, patient-centered team/unit.		33%		33%		33%		
	2022			100%				
I have access to the facilities, equipment, and other resources I	2023		50%		50%			
require to meet patients' needs.	2022	33%		33%		33%		
have adequate opportunities to improve patient care, quality, and	2023	33%	T.	17%	50%			
safety.	2022		56%		22%	22%		
I have meaningful input into changes affecting my practice environment.	2023	17%						
	2022	33%			56%	11%		
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.		17%		83%				
		22% 78%						
Senior leaders seek physicians' input when setting the health	2023	33%	5	67%				
authority's goals.	2022	11%	33%		56%			
Senior leaders' decision-making is transparent to physicians.	2023	17%		83%				
	2022	22%			78%			
This health authority values physicians' contributions.	2023		50%		50%			
		11%	33%		56%			
Overall Average:	2023	11%	30%		59%			
	2022	35%		26%	4	10%		
2023 Health Authority Engagement Survey		Agree		Neither agree nor disag	gree Disagree			

<b>Hospital or Division</b>	Health Authority	Hospital / Division	Survey Year
Hospital	Island Health Authority	Tofino General Hospital	2023

# **Tofino General Hospital**

doctors

ofbc

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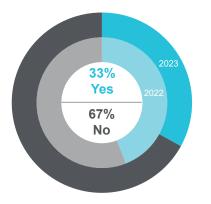
2023	Respondents: 6
2022	Respondents: 9

#### Physician Health and Safety

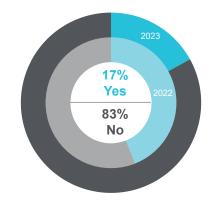
I have been involved in, or impacted by a physical safety or	2023	50%	179	6	33%
psychological safety issue or incident at my current hospital/facilit	2022	38%	25%	3	38%
This hospital/facility takes effective action to prevent violence in	2023	17%	50%		33%
the workplace.	2022	44%		33%	22%
This hospital/facility takes effective action to promote a healthy	2023	33%	33%		33%
and safe workplace.	2022	44%		56%	
This hospital/facility deals effectively with situations that may	2023		83%		17%
hreaten or harm employees (e.g., harassment, discrimination, viol	2022	22%	67%		11%
I am able to reasonably balance the demands of work and personal	2023	33%		67%	
life.	2022	67%		11%	22%
People from all backgrounds are treated fairly in our workplace.	2023		83%		17%
	2022		89%		11%
People treat each other with respect and consideration in our	2023		83%		17%
workplace.	2022		100%		
Physicians and medical leaders trust one another in my health	2023	67%			33%
authority.	2022	33%	33%		33%
Overall Average:	2023	38%	31%		31%
	2022	55%		28%	17%
2023 Health Authority Engagement Survey		Agree N	leither agree nor disagree	Disagree	

# **Tofino General Hospital**

Experienced a physical safety incident



#### Experienced a psychological safety incident



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

<b>Hospital or Division</b>	Health Authority	Hospital / Division	Survey Year
Hospital	Multiple values	Victoria General Hospital	2023

### Victoria General Hospital

2023	Respondents: 99	
2022	Respondents: 100	

#### Engagement

138

doctors of bc

Better Together

I am satisfied with this health authority as a place to practice			35%		27%		37%
medicine.	2022	41%			20%		38%
I feel I belong to a collaborative, patient-centered team/unit.	2023		5	3%		L <b>O</b> %	37%
	2022		/	5%		20%	25%
I have access to the facilities, equipment, and other resources I	2023	27%		17%		5	6%
require to meet patients' needs.	2022	33	3%	13%			54%
have adequate opportunities to improve patient care, quality, and	2023	26%		31%			44%
safety.	2022		38%		24%		38%
I have meaningful input into changes affecting my practice	2023	25%		20%		5	55%
environment.		23%		33%			44%
Senior leaders communicate the health authority's plans to		18%		28%	8% 55%		55%
physicians in a clear and timely way.	2022	16%		27%		57	7%
Senior leaders seek physicians' input when setting the health	2023	14%	22%	% 64%			
authority's goals.	2022	15%		24%		60%	<b>b</b>
Senior leaders' decision-making is transparent to physicians.	2023	6%	25%			69%	
	2022	8%	24%			67%	
This health authority values physicians' contributions.	2023	18%		28% 55%		55%	
	2022	18%		29%			53%
Overall Average:	2023	25%		23%			52%
	2022	28%		24%			49%
2023 Health Authority Engagement Survey		Agree		Neithera	igree nor disagi	ree 🚺 D	)isagree

<b>Hospital or Division</b>	Health Authority	Hospital / Division	Survey Year
Hospital	Multiple values	Victoria General Hospital	2023

### Victoria General Hospital

doctors of bc

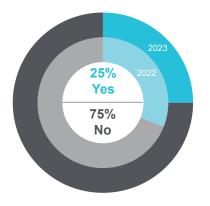
Better Together

2023	Respondents: 99	
2022	Respondents: 100	

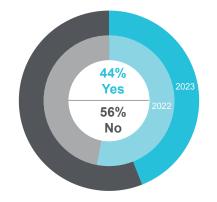
I have been involved in, or impacted by a physical safety or	2023	44%		10%	45%		
psychological safety issue or incident at my current hospital/facilit	2022	43%		23%	35	96	
This hospital/facility takes effective action to prevent violence in	2023	47%			40%	13%	
the workplace.	2022	499	6		33%	18%	
This hospital/facility takes effective action to promote a healthy	2023	36%		40%		23%	
and safe workplace.	2022	38%		41%		21%	
This hospital/facility deals effectively with situations that may	2023	34%		39%		27%	
hreaten or harm employees (e.g., harassment, discrimination, viol	2022	36%		40%		24%	
I am able to reasonably balance the demands of work and personal	2023	43%		17%	39%		
life.	2022	47%		18%	35	%	
People from all backgrounds are treated fairly in our workplace.	2023		61%		26%	13%	
	2022		57%		27%	16%	
People treat each other with respect and consideration in our	2023		70%		21%	9%	
workplace.	2022		74%		17	% 9%	
Physicians and medical leaders trust one another in my health	2023	23%	30%		47%		
authority.	2022	24%	36%		40%		
Overall Average:	2023	023 45%		28%		27%	
	2022	46%		29%		24%	

## Victoria General Hospital

Experienced a physical safety incident



#### Experienced a psychological safety incident



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

<b>Hospital or Division</b>	Health Authority	Hospital / Division	Survey Year
Hospital	Island Health Authority	West Coast General Hospital	2023

### West Coast General Hospital

2023	Respondents: 15
2022	Respondents: 11

#### Engagement

doctors

ofbc

Better Together

	0000	0001			0.00/		
I am satisfied with this health authority as a place to practice	2023	20%	-		80%	renda 11	
medicine.	2022	18%	18%			64%	
	2023	13%	20%		6	7%	
	2022	27%		27%	and the second second	45%	
I have access to the facilities, equipment, and other resources I	2023		53%			47%	
require to meet patients' needs.	2022	36%	6		36%		27%
have adequate opportunities to improve patient care, quality, and	2023	27%		27%	1.0	47%	
safety.	2022		45%		27%		27%
I have meaningful input into changes affecting my practice	2023	13%	20%		6	7%	
environment.	2022	27%		9%		64%	
	2023	7%			93%		
	2022	9% 18%	6		73%	_	
Senior leaders seek physicians' input when setting the health	2023	7% 7%			87%		
authority's goals.	2022	18%			82%		
Senior leaders' decision-making is transparent to physicians.	2023	7%			93%		
	2022	18%	9%		73%		
This health authority values physicians' contributions.	2023	7% 13%			80%		
154 A D	2022	18%			82%		
	110721203						
Overall Average:	2023	13% 1	3%		73%		
	2022	24%		16%		60%	
2023 Health Authority Engagement Survey		Agree		Neither agree	nor disagree	Disagree	

<b>Hospital or Division</b>	Health Authority	Hospital / Division	Survey Year	
Hospital	Island Health Authority	West Coast General Hospital	2023	

### West Coast General Hospital

2023	Respondents: 15	
2022	Respondents: 11	

#### Physician Health and Safety

doctors

ofbc

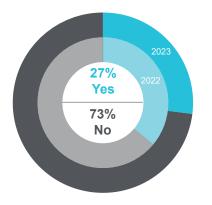
Better Together.

2022 2023 2022			80% 58%				10% 10%
2022			E 00/-				
and a second			3670			25%	17%
Contraction of the second s		33%		33%		3:	3%
2023		5	4%		15%		31%
2022	18%			64%			18%
2023		31%		38%			31%
2022	27	7%		55	%		18%
2023		40%		13%		47%	
2022		36%	9%			55%	
2023			71%			14%	14%
2022		5	5%		9%	369	6
2023			71%			14%	14%
2022		5	5%		279	6	18%
2023	7%	21%			71%		
2022	18%		27%			55%	
2023		47%			20%	34	4%
2022		40%		2	9%		31%
	2023 2022 2023 2022 2023 2022 2023 2022 2023 2022 2023 2022 2023	2023 2 2022 2 2023 2 2023 2 2022 2 2023 2 2023 2 2023 2 2023 2 2023 7% 2022 18% 2022 18%	2023     31%       2022     27%       2023     40%       2022     36%       2023     5       2023     7%       2022     18%       2023     47%       2023     40%	2023     31%       2022     27%       2023     40%       2022     36%       2023     71%       2024     55%       2025     55%       2026     55%       2027     25%       2028     71%       2029     55%       2021     18%       2022     18%       2023     47%       2024     40%	2023     31%     38%       2022     27%     55       2023     40%     13%       2022     36%     9%       2023     71%       2024     55%       2025     55%       2026     55%       2027     21%       2028     27%       2029     18%       2021     40%       2022     40%	2023     31%     38%       2022     27%     55%       2023     40%     13%       2022     36%     9%       2023     71%       2024     55%     9%       2025     55%     9%       2026     55%     27%       2027     55%     27%       2028     7%     21%       2029     18%     27%       2023     47%     20%       2024     40%     29%	2023     31%     38%       2022     27%     55%       2023     40%     13%     47%       2022     36%     9%     55%       2023     71%     14%       2022     55%     9%     36%       2023     71%     14%       2022     55%     27%       2023     7%     27%       2023     7%     27%       2023     14%     71%       2023     27%     55%       2023     47%     20%       2023     40%     29%

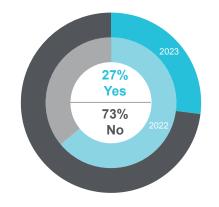
142

## West Coast General Hospital

Experienced a physical safety incident



Experienced a psychological safety incident



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

# **Island Health** Divisions of Family Practice

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

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

## **Island** Divisions of Family Practice

Overall Engagement Averages (based on the same nine engagement questions asked in previous years) 2023

0.0						2023					-	2022	
Campbell River & District		24%		24%				52%	1	1	32%	30%	39%
Central Island	16%		21%				63%		1		20%	14%	67%
Comox Valley		25%			36%			3	9%	1	34%	31%	35%
Cowichan Valley		37%	6			29%			34%	1	37%	24%	39%
Nanaimo	15%		16%				69%			1	25%	27%	49%
Rural and Remote Division of Family Practice		28%		24	1%			48%			34%	32%	34%
South Island		23%		23%				54%			29%	21%	50%
Victoria		39	)%		2	1%		4(	0%		31%	23%	46%

■Agree ■Neutral ■Disagree

<b>Hospital or Division</b>	Health Authority	Hospital / Division	Survey Year
Division	Island Health Authority	Campbell River & District	2023

### **Campbell River & District**

2023	lespondents: 16
2022	despondents: 20

#### Engagement

291

doctors

of bc

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I am satisfied with this health authority as a place to practice	2023	44	96	25%		31%		
medicine.	2022		50%			30%		
I feel I belong to a collaborative, patient-centered team/unit.	2023		50%	19%		31%		
	2022		8	5%		5% 10%		
I have access to the facilities, equipment, and other resources I	2023	38%	6%		56%			
require to meet patients' needs.	2022		60%		15%	25%		
have adequate opportunities to improve patient care, quality, and	2023	25%		38%	38	%		
safety.	2022	35%		50%		15%		
I have meaningful input into changes affecting my practice	2023	31%	19%		50%			
environment.	2022	11%	47%		42%			
Senior leaders communicate the health authority's plans to	2023	<b>7%</b> 27% 67%						
physicians in a clear and timely way.	2022	11%	28%		61%			
Senior leaders seek physicians' input when setting the health	2023	7%	33%		60%			
authority's goals.	2022	17%	33%		50%			
Senior leaders' decision-making is transparent to physicians.	2023	27%		73	3%			
	2022	37%			63%			
This health authority values physicians' contributions.	2023	13%	27%	60%				
2020 W SB	2022	20%	30%		50%			
Overall Average:	2023	24%	24%		51%			
	2022	33%		29%	38	%		
2023 Health Authority Engagement Survey		Agree	Neithe	er agree nor disagree	Disagree			

Hospital or Division	Health Authority	Hospital / Division	Survey Year
Division	Island Health Authority	Campbell River & District	2023

## **Campbell River & District**

doctors

of bc

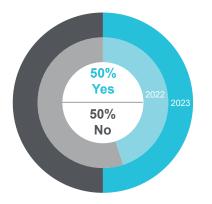
Better Together.

2023	Respondents: 16
2022	Respondents: 20

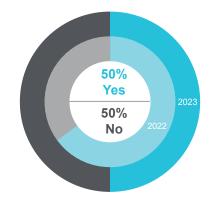
I have been involved in, or impacted by a physical safety or	2023	50%			29%		21%
psychological safety issue or incident at my current hospital/facilit	2022	6	9%		13%		19%
This hospital/facility takes effective action to prevent violence in	2023	57%			36%		7%
the workplace.	2022	60%			20%		20%
This hospital/facility takes effective action to promote a healthy	2023	50%			29%		21%
and safe workplace.	2022	45%		30%	ŝ.	2	25%
This hospital/facility deals effectively with situations that may	2023	36%			57%		7%
hreaten or harm employees (e.g., harassment, discrimination, viol	2022	35%		40%		2	25%
I am able to reasonably balance the demands of work and personal	2023	44%		19%		38%	
life.	2022	60%				40%	
People from all backgrounds are treated fairly in our workplace.			87%				7% 7%
	2022	50%			25%		25%
People treat each other with respect and consideration in our	2023		73%			13%	13%
workplace.	2022		80%				15% 5%
Physicians and medical leaders trust one another in my health	2023	20%	47%			33%	
authority.	2022	30%		45%			25%
Overall Average:	2023	52%			29%		19%
	2022	53%			24%		23%
2023 Health Authority Engagement Survey		Agree	Neither agree no	r disagree	Disagree		

## **Campbell River & District**

Experienced a physical safety incident



#### Experienced a psychological safety incident



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

<b>Hospital or Division</b>	Health Authority	Hospital / Division	Survey Year
Division	Island Health Authority	Central Island	2023

#### **Central Island**

doctors

ofbc

Better Together

2023	espondents: 22
2022	espondents: 14

#### Engagement

I am satisfied with this health authority as a place to practice	2023	9%	27	796			64%		
medicine.	2022	14% 29%				57%			
I feel I belong to a collaborative, patient-centered team/unit.	2023	18%		23%		59%			
	2022		36%		2	1%	43%		
I have access to the facilities, equipment, and other resources I	2023			50%		5%	45%		
require to meet patients' needs.	2022		36%		7%		57%		
have adequate opportunities to improve patient care, quality, and	2023		32%		18%		50%		
safety.	2022	2	29%		14%		57%		
I have meaningful input into changes affecting my practice	2023	18%		27%			55%		
environment.	2022	14%	7%			79%			
Senior leaders communicate the health authority's plans to		5%	23%		73%				
physicians in a clear and timely way.	2022	14%	7%			79			
Senior leaders seek physicians' input when setting the health	2023	5%	23%	-			73%		
authority's goals.	2022	14%	7%			79	96		
Senior leaders' decision-making is transparent to physicians.	2023	18%			82%				
	2022	14%	7%			79	96		
This health authority values physicians' contributions.	2023	5%	27%				68%		
		7%	21%	71%			71%		
Overall Average:	2023	16%		21%			63%		
oferan Are age.		20%		13%			67%		
	2022	-		2070			_		
2023 Health Authority Engagement Survey		Agree			Neither ag	ree nor disagree	Disagree		

Hospital or Division	Health Authority	Hospital / Division	Survey Year
Division	Island Health Authority	Central Island	2023

#### **Central Island**

doctors

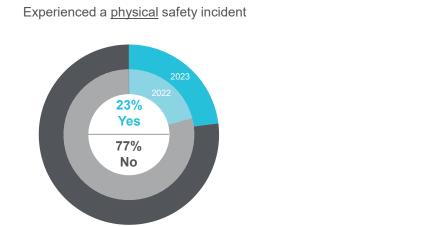
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Better Together.

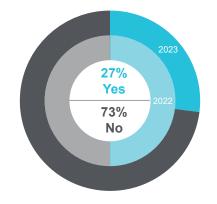
2023	Respondents: 22	
2022	Respondents: 14	

I have been involved in, or impacted by a physical safety or	2023	41%		6%		53%		
osychological safety issue or incident at my current hospital/facilit	2022	55%					45%	
This hospital/facility takes effective action to prevent violence in	2023	44%	6		39%	6		17%
the workplace.	2022	27%		36%			36%	
This hospital/facility takes effective action to promote a healthy	2023	42%			37%		2	1%
and safe workplace.	2022	21%		43%			36%	
This hospital/facility deals effectively with situations that may	2023	33%			44%		22	2%
hreaten or harm employees (e.g., harassment, discrimination, viol	2022	31%			46%		23	%
I am able to reasonably balance the demands of work and personal	2023	36%		9%		55%		
life.	2022		54%		8%	1	38%	
People from all backgrounds are treated fairly in our workplace.	2023		70%			2	0%	10%
	2022		62%			23%		15%
People treat each other with respect and consideration in our	2023		75	96			20%	5%
workplace.	2022		64%			21%		14%
Physicians and medical leaders trust one another in my health	2023	9% 279	%			64%		
authority.	2022	14%	21%			64%		
Overall Average:	2023	44%			25%		31%	
		41%			25%		34%	
2023 Health Authority Engagement Survey		Agree	Nei	ther agree nor o	lisagree	Disagree		

## **Central Island**



#### Experienced a psychological safety incident



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

Hospital or Division	Health Authority	Hospital / Division	Survey Year
Division	Island Health Authority	Comox Valley	2023

### **Comox Valley**

doctors

ofbc

Better Togethe

2023	espondents: 32	
2022	espondents: 38	

#### Engagement

I am satisfied with this health authority as a place to practice	2023	35	%	29%		35%
medicine.	2022		39%		1%	26%
I feel I belong to a collaborative, patient-centered team/unit.	2023		42%	1	32%	26%
	2022		54%		26%	20%
I have access to the facilities, equipment, and other resources I	2023	27%		40%		33%
require to meet patients' needs.	2022		54%		16%	30%
have adequate opportunities to improve patient care, quality, and	2023	23%		50%		27%
safety.	2022		49%		30%	22%
I have meaningful input into changes affecting my practice	2023	30%		37%		33%
environment.	2022	35	%	30%		35%
Senior leaders communicate the health authority's plans to	2023	16%	32%		52	2%
physicians in a clear and timely way.	2022	28%		36%		36%
Senior leaders seek physicians' input when setting the health	2023	16%	3	39%		45%
authority's goals.	2022	14%	36%		5	0%
Senior leaders' decision-making is transparent to physicians.	2023	6%	32%		61%	
	2022	11%	33%		56%	
This health authority values physicians' contributions.	2023	29%		32%		39%
	2022	19%		42%		39%
Overall Average:	2023	25%		36%		39%
		349	6	31%		35%
2023 Health Authority Engagement Survey		Agree		Neither agree nor disag	ree 📕 Disa	gree

Hospital or Division	Health Authority	Hospital / Division	Survey Year
Division	Island Health Authority	Comox Valley	2023

### **Comox Valley**

doctors

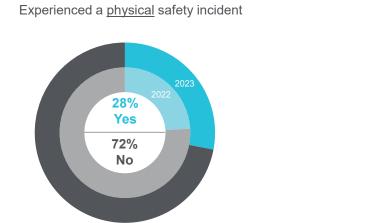
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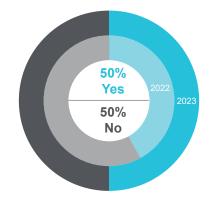
2023	Respondents: 32
2022	Respondents: 38

I have been involved in, or impacted by a physical safety or	2023	46%		12%	4	2%
sychological safety issue or incident at my current hospital/facilit	2022	39%		14%	46%	6
This hospital/facility takes effective action to prevent violence in	2023	38%			54%	8%
the workplace.	2022		72%			25% 3%
This hospital/facility takes effective action to promote a healthy	2023	39%			50%	11%
and safe workplace.	2022	48%			33%	18%
This hospital/facility deals effectively with situations that may	2023	27%		54%		19%
nreaten or harm employees (e.g., harassment, discrimination, viol	2022	45%			45%	10%
I am able to reasonably balance the demands of work and personal	2023	35%		39%		26%
life.	2022	51%		169	6	32%
People from all backgrounds are treated fairly in our workplace.	2023	5	7%		36%	7%
	2022		81%			16% 3%
People treat each other with respect and consideration in our	2023		63%		17%	20%
workplace.	2022		69%		14%	17%
Physicians and medical leaders trust one another in my health	2023	27%		43%		30%
authority.	2022	25%		50%		25%
Overall Average:	2023	42%		38	8%	20%
	2022	:54	96		27%	19%

## Comox Valley



#### Experienced a psychological safety incident



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

Hospital or Division	Health Authority	Hospital / Division	Survey Year
Division	Island Health Authority	Cowichan Valley	2023

## **Cowichan Valley**

2023	Respondents: 35
2022	Respondents: 44

#### Engagement

doctors

ofbc

Better Togethe

I am satisfied with this health authority as a place to practice		57	1%6		20%	23%
medicine.	2022	43%		20%		36%
I feel I belong to a collaborative, patient-centered team/unit.	2023		63%		14%	23%
	2022	57	96		L6%	27%
I have access to the facilities, equipment, and other resources I	2023	37%		31%		31%
require to meet patients' needs.	2022	32%	25%		43	%
have adequate opportunities to improve patient care, quality, and	2023	31%	34	196		34%
safety.	2022	39%		36%		25%
I have meaningful input into changes affecting my practice	2023	37%		31%		31%
environment.		32%	23%		45%	6
Senior leaders communicate the health authority's plans to	2023	34%		31%		34%
physicians in a clear and timely way.	2022	32%	30%			39%
Senior leaders seek physicians' input when setting the health	2023	23%	40%			37%
authority's goals.	2022	39%	16%		45%	6
Senior leaders' decision-making is transparent to physicians.	2023	11% 34	1%		54%	
	2022	18%	30%	2	52%	
This health authority values physicians' contributions.	2023	34% 26%		ó	40%	
		43%		20%		36%
Overall Average:		37%		29%		34%
	2022	37%	2	4%		39%
2023 Health Authority Engagement Survey		Agree	Neither agree	nor disagree	Disagree	

Hospital or Division	Health Authority	Hospital / Division	Survey Year
Division	Island Health Authority	Cowichan Valley	2023

## **Cowichan Valley**

doctors

ofbc

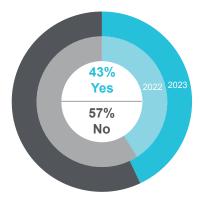
Better Together.

2023	Respondents: 35
2022	Respondents: 44

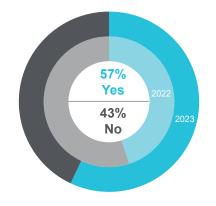
I have been involved in, or impacted by a physical safety or	2023	44%		19%	38%	
osychological safety issue or incident at my current hospital/facilit	2022	47%		16%	37%	
This hospital/facility takes effective action to prevent violence in	2023	37%		49%	14%	
the workplace.	2022	41%		41%	17%	
This hospital/facility takes effective action to promote a healthy	2023	37%		43%	20%	
and safe workplace.	2022	39%		41%	20%	
This hospital/facility deals effectively with situations that may	2023	21%	56%	ΰ	24%	
nreaten or harm employees (e.g., harassment, discrimination, viol	2022	30%		50%	20%	
I am able to reasonably balance the demands of work and personal	2023	29%	26%		46%	
life.	2022	33%	12%	569	%	
People from all backgrounds are treated fairly in our workplace.	2023	49%		23%	29%	
	2022		63%	9%	28%	
People treat each other with respect and consideration in our	2023		71%		20% 9%	
workplace.	2022		76%		17% 7%	
Physicians and medical leaders trust one another in my health	2023	48%		33%	18%	
authority.		56%		16%	28%	
Overall Average:	2023	42%		34%	24%	
	2022	48%		25%	27%	

## **Cowichan Valley**

#### Experienced a physical safety incident



#### Experienced a psychological safety incident



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

Hospital or Division	Health Authority	Hospital / Division	Survey Year
Division	Island Health Authority	Nanaimo	2023

#### Nanaimo

doctors

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Better Together

2023	lespondents: 58	
2022	respondents: 42	

#### Engagement

303

I am satisfied with this health authority as a place to practice medicine.		12%	17%				71%	
			38%			36%		26%
I feel I belong to a collaborative, patient-centered team/unit.	2023		40%		10%		50%	
	2022			67%			14%	19%
I have access to the facilities, equipment, and other resources I	2023	16%	17%				67%	
require to meet patients' needs.	2022		33%		14%		52%	
I have adequate opportunities to improve patient care, quality, and	2023	21%	12	.%			67%	
safety.	2022	24%			33%		439	6
I have meaningful input into changes affecting my practice environment.	2023	26%		16%			59%	
	2022	14%	19%				67%	
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	2023	9%	17%			7	4%	
	2022	17%		29%			54%	
Senior leaders seek physicians' input when setting the health	2023	7%	19%			7	4%	
authority's goals.	2022	10%		38%			53%	
Senior leaders' decision-making is transparent to physicians.	2023	3% 12%				84%		
		5%	27%				68%	
This health authority values physicians' contributions.	2023	5% 19	9%			76	96	
	2022	17%		29%			55%	
Overall Average:		15%	16%				69%	
	2023 2022	25%			26%		48%	
	anti Di	Agree				e nor disagree	Disagree	
2023 Health Authority Engagement Survey		- Agree			inerenter agre	enor arsagree	Disbgree	

Hospital or Division	Health Authority	Hospital / Division	Survey Year	
Division	Island Health Authority	Nanaimo	2023	

### Nanaimo

doctors

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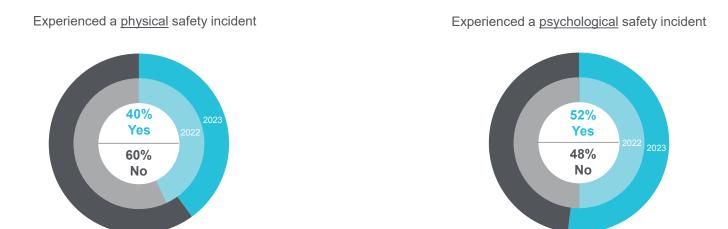
2023	Respondents: 58	
2022	Respondents: 42	

#### Physician Health and Safety

I have been involved in, or impacted by a physical safety or	2023	59%			10% 31%			
psychological safety issue or incident at my current hospital/facilit	2022		43%		14%		43%	
This hospital/facility takes effective action to prevent violence in	2023		34%		43%			23%
the workplace.	2022		40%			40%		20%
This hospital/facility takes effective action to promote a healthy	2023	23%		28%			49%	
and safe workplace.	2022	3	3%		38%		30%	
This hospital/facility deals effectively with situations that may	2023	24%			42%		35%	
chreaten or harm employees (e.g., harassment, discrimination, viol	2022	3	2%		50%			18%
I am able to reasonably balance the demands of work and personal	2023		40%		19%		41%	
life.	2022	21%		21%		5	7%	
People from all backgrounds are treated fairly in our workplace.	2023			64%			29%	7%
	2022			59%			31%	10%
People treat each other with respect and consideration in our	2023			67%			21%	12%
workplace.	2022			74%			17%	10%
Physicians and medical leaders trust one another in my health	2023	11%	21%			68%		
authority.	2022	20%		37%			44%	
Overall Average:	2023		40%		27%		33%	
			40%		31%		29%	6
2023 Health Authority Engagement Survey		Agree		Neither	agree nor disagree	Disa	gree	

304

## Nanaimo



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

<b>Hospital or Division</b>	Health Authority	Hospital / Division	Survey Year
Division	Island Health Authority	Rural and Remote Division of Family Practice	2023

### **Rural and Remote Division of Family Practice**

2023	Respondents: 22	
2022	Respondents: 30	

#### Engagement

306

doctors

ofbc

Better Togethe

I am satisfied with this health authority as a place to practice	2023	41	1%		23%	36%	
medicine.	2022		50%		20%	30%	
I feel I belong to a collaborative, patient-centered team/unit.	2023		50%		23%	2	7%
	2022			83%			10% 7%
I have access to the facilities, equipment, and other resources I	2023	27%	23	396		50%	
require to meet patients' needs.	2022	40	96		37%		23%
have adequate opportunities to improve patient care, quality, and	2023	36%	M	18%		45%	
safety.	2022		47%		37%		17%
I have meaningful input into changes affecting my practice	2023	18%	27%			55%	
environment.	2022	4	1%		31%	2	8%
Senior leaders communicate the health authority's plans to	2023	27%	27% 14% 59%				
physicians in a clear and timely way.	2022	7%	7% 43%		50%		
Senior leaders seek physicians' input when setting the health	2023	14% 32%		55%			
authority's goals.	2022	17% 33%			50%		
Senior leaders' decision-making is transparent to physicians.	2023	10%	24% 67%				
	2022	3%	37%		6	0%	
This health authority values physicians' contributions.	2023	29%		33%		38%	
		17%	43	%		40%	
Overall Average:		28%		24%		48%	
	2022	34%		32	%	34%	
2023 Health Authority Engagement Survey		Agree	N	either agree no	r disagree	Disagree	



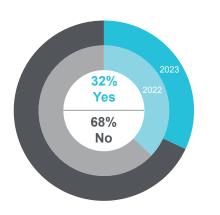
<b>Hospital or Division</b>	Health Authority	Hospital / Division	Survey Year	
Division	Island Health Authority	Rural and Remote Division of Family Practice	2023	

### **Rural and Remote Division of Family Practice**

2023	Respondents: 22
2022	Respondents: 30

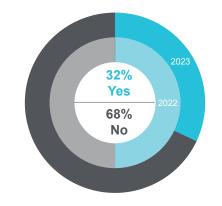
I have been involved in, or impacted by a physical safety or	2023	42%		21%		37%	
sychological safety issue or incident at my current hospital/facilit	2022	42%		19%		38%	
This hospital/facility takes effective action to prevent violence in	2023	43%			38%		19%
the workplace.	2022	50%			31%		19%
This hospital/facility takes effective action to promote a healthy	2023	52%	ò		19%	29%	ó
and safe workplace.	2022	45%			41%		14%
This hospital/facility deals effectively with situations that may	2023	45%			40%		15%
hreaten or harm employees (e.g., harassment, discrimination, viol	2022	37%			52%		11%
I am able to reasonably balance the demands of work and personal	2023	33%	19%			48%	
life.	2022	539	Nô		17%	30%	
People from all backgrounds are treated fairly in our workplace.	2023		67%			19%	14%
	2022		70%			23%	7%
People treat each other with respect and consideration in our	2023		76%			10%	14%
workplace.	2022		1	93%			3% 3%
Physicians and medical leaders trust one another in my health	2023	27%	32%			41%	
authority.	2022	24%	41	%		34%	
Overall Average:	2023	48%		2	5%	27	96
	2022	529	6		28%		19%
2023 Health Authority Engagement Survey		Agree	Neither agre	ee nor disagree	Disa	gree	

## **Rural and Remote Division of Family Practice**



Experienced a physical safety incident

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

Hospital or Division	Health Authority	Hospital / Division	Survey Year
Division	Multiple values	South Island	2023

#### South Island

doctors of bc

Better Togethe

2023	espondents: 82
2022	espondents: 70

#### Engagement

I am satisfied with this health authority as a place to practice	2023	29%		24%	4	5%
medicine.	2022	36%		21%		43%
I feel I belong to a collaborative, patient-centered team/unit.			55%		16%	29%
	2022		59%		17%	23%
I have access to the facilities, equipment, and other resources I	2023	23%	21%		56%	
require to meet patients' needs.	2022	33%	7	96	60%	
have adequate opportunities to improve patient care, quality, and	2023	28%		32%		40%
safety.	2022	28%		33%		39%
I have meaningful input into changes affecting my practice	2023	33%		20%	48	%
environment.	2022	30%		21%	49	%
Senior leaders communicate the health authority's plans to	2023	10%	26%		64%	
physicians in a clear and timely way.	2022	21%	21%		57%	
Senior leaders seek physicians' input when setting the health	2023	12%	21%		67%	
authority's goals.	2022	23%	16%		61%	
Senior leaders' decision-making is transparent to physicians.	2023	<b>7%</b> 20%			73%	
	2022	14%	20%		66%	
This health authority values physicians' contributions.	2023	12%	27%		60%	
30.115 54 550 550	2022	19%	31%		50%	ó
Overall Average:	2023	23%	239	6	54%	
	2022	29%		21%	50%	6
2023 Health Authority Engagement Survey		Agree		Neither agree nor di	sagree 📕 Disagre	20

Hospital or Division	Health Authority	Hospital / Division	Survey Year
Division	Multiple values	South Island	2023

#### South Island

doctors

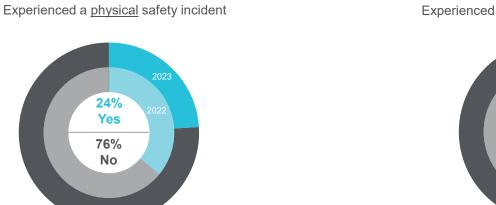
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Better Together.

2023	Respondents: 82	
2022	Respondents: 70	

I have been involved in, or impacted by a physical safety or	2023	36%	10%		53%	
psychological safety issue or incident at my current hospital/facilit	2022	47%		8%	45%	
This hospital/facility takes effective action to prevent violence in	2023		62%		32%	6%
the workplace.	2022	49%		26%		25%
	2023	50%		31%		19%
and safe workplace.	2022	44%		34%		23%
This hospital/facility deals effectively with situations that may	2023	49%		39	%	12%
hreaten or harm employees (e.g., harassment, discrimination, viol	2022	37%		36%	2	7%
I am able to reasonably balance the demands of work and personal life.	2023	40%	16%		44%	
	2022	35%	23%		42%	
People from all backgrounds are treated fairly in our workplace.	2023		65%		23%	13%
	2022	549	6	29	1%	16%
People treat each other with respect and consideration in our	2023		73%		17%	10%
workplace.	2022		70%		16%	14%
Physicians and medical leaders trust one another in my health	2023	24%	30%		46%	
authority.	2022	33%	27%		40%	
Overall Average:	2023	50%		25%		25%
	2022	46%		25%	29	96

## South Island



#### Experienced a <u>psychological</u> safety incident

43% Yes 2023
57% <sup>2022</sup> No

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

Hospital or Division	Health Authority	Hospital / Division	Survey Year
Division	Multiple values	Victoria	2023

#### Victoria

doctors

ofbc

Better Together

2023	Respondents: 67
2022	Respondents: 79

#### Engagement

I am satisfied with this health authority as a place to practice		48%		21%		31%	
medicine.	2022	38%		19%	4	2%	
I feel I belong to a collaborative, patient-centered team/unit.	2023		61%		10%	28%	
	2022	5	5%		23%	22%	
I have access to the facilities, equipment, and other resources I	2023	45%		11%	44	1%	
require to meet patients' needs.	2022	43%		15%	1	12%	
have adequate opportunities to improve patient care, quality, and	2023	46%		15%		38%	
safety.	2022	47%		18%		35%	
I have meaningful input into changes affecting my practice	2023	34%		24%	4	12%	
environment.	2022	26%	26%		48%	ř.	
Senior leaders communicate the health authority's plans to		33%		24%	4	2%	
physicians in a clear and timely way.	2022	19%	26%		55%		
Senior leaders seek physicians' input when setting the health	2023	27%	27%	6	45	%	
authority's goals.	2022	19%	28%		53%		
Senior leaders' decision-making is transparent to physicians.	2023	14%	34%		52%		
	2022	12% 26%	12% 26% 6		62%	2%	
This health authority values physicians' contributions.	2023	40%		25%		34%	
302164 GW 858	2022	22%	24%		54%		
Overall Average:	2023	39%		21%		40%	
	2022	31%	23	%	46	%	
2023 Health Authority Engagement Survey		Agree	Neithe	r agree nor disagree	Disagree		

Hospital or Division	Health Authority	Hospital / Division	Survey Year
Division	Multiple values	Victoria	2023

#### Victoria

doctors

ofbc

Better Together.

2023	Respondents: 67
2022	Respondents: 79

2023	46%	8%	46%	
2022	49%	12%		38%
2023	50%		43%	7%
2022	39%		42%	18%
2023	47%		39%	14%
2022	36%	429	6	21%
2023	36%	42%	÷	22%
2022	28%	45%		27%
2023	52%		20%	28%
2022	43%	16%	42	2%
2023	59%		27%	14%
2022	56%		21%	23%
2023	73	%		16% 11%
2022		76%		19% 5%
2023	43%	25%		32%
2022	23%	40%		37%
2023	51%		27%	22%
2022	44%	29	9%	27%
	2023 2022 2023 2022 2023 2022 2023 2022 2023 2022 2023 2022 2023 2022 2023 2022 2023 2022 2023 2022	2022     50%       2023     50%       2022     39%       2023     47%       2023     36%       2023     26%       2023     28%       2023     52%       2023     52%       2023     55%       2023     56%       2023     20%       2023     20%       2023     20%       2023     20%       2023     20%       2023     23%       2023     23%       2023     51%	2022     50%       2023     50%       2022     39%       2023     47%       2022     36%       2023     36%       2023     36%       2023     26%       2023     28%       2023     28%       2024     28%       2025     28%       2026     52%       2027     56%       2028     59%       2029     56%       2020     76%       2021     23%       2022     23%       2023     43%       2024     51%	2022     39%     42%       2023     39%     42%       2023     47%     39%       2023     36%     42%       2023     36%     42%       2023     36%     42%       2023     28%     45%       2023     28%     45%       2023     52%     20%       2023     52%     20%       2023     59%     27%       2023     59%     21%       2023     73%     21%       2023     76%     21%       2023     23%     40%       2023     51%     27%

## Victoria



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