

What is the Medical Staff Engagement and Safety Culture Survey?

The 2017 Engagement and Safety Culture Survey is an organization-wide online survey of Island Health staff and medical staff (physicians, dentists and midwives). The medical staff component includes questions from Accreditation Canada's Physician Worklife Pulse Survey and 9 additional questions developed in consultation with Island Health medical leaders, medical staff and Medical Staff Associations where 'engagement' gaps were identified. The survey questions will assess what it is like for medical staff to practice in the Island Health environment such as perceptions on opportunities for meaningful input into decision making, supports for system improvement, quality & patient safety culture, supports for professional development and medical staff health and safety. This survey will provide an indication of areas of strength and areas for improvement to inform action plans towards making positive improvements at the organization, geography and department level.

How is this different then the Doctors of BC member survey?

Doctors of BC recently selected 9 out the 22 Physician Worklife Pulse Survey questions to include in their annual member survey last spring. Using the full Physician Worklife Pulse tool complemented with additional 'engagement' questions of local interest provides additional data to develop action plans towards positive improvements.

Who is included in this survey?

Island Health medical staff with privileges as of June 30, 2017 will be invited to participate. This date was determined to ensure that participants had a minimum of 2 months experience at Island Health.

When will I be asked to complete the survey?

The medical staff survey period will run for 3 weeks, from **September 12th** → **October 3rd**. Island Health staff participated in the June 2017.

Why are survey timelines different for Medical Staff?

This is the first year medical staff are included in an organizational engagement survey distribution. It was essential that the voice of medical staff was included in the development of engagement questions and reporting structure to ensure '*what matters*' to medical staff is effectively captured and can be responded to effectively. Questions and reporting structure were developed in consultation with Island Health medical leaders, medical staff, Medical Staff Associations and the Doctors of BC.

How is my information being collected?

The survey is being administered by **Insightrix Research, a Canadian-based survey company**. Using a third party vendor for data collection ensures that your personal identity will be protected and no one at Island Health will know your responses. All data collected by Insightrix will be anonymized and rolled up into reports so that no one person can be identified in the results.



Who will be able to see my responses?

No one at Island Health will be able to see your responses. All information provided in the survey will be anonymized by Insightrix Research and the results will be grouped together so that no individual responses will be identifiable.

How will the survey responses be used?



Summary responses to the survey will be reported to medical leaders and medical staff in Island Health and shared with Medical Staff Associations. The medical staff reports and the June 2017 Island Health staff engagement reports will be used as part of the Accreditation process to form actions plans at the organization, geography and departmental level.

Exciting new opportunities are also developing to support medical staff engagement within Island Health. The Specialist Services Committee (SSC) Facility Engagement Initiative provides funds for the purpose of improving involvement of medical staff in addressing matters affecting patient care and their work environment. In addition, Island Health's department of Medical and Academic Affairs has recently established a Medical Staff Engagement and Development team. As these areas continue to mature we will be better placed to support improvement efforts. The future is looking bright!

How long does it take to complete this survey?



The survey takes approximately 5 to 10 minutes to complete.

Who do I contact if I have questions about this survey?

For more information about the Medical Staff Engagement and Safety Culture Survey, please contact:

MedStaffEngagement@viha.ca