



## VCH Overall Survey Results

The results that follow are the combined results for all 7,085 surveys submitted by staff at VCH.

**Grand Mean** (average of all scores): **3.53** of a possible 5)

**Overall Satisfaction:** How satisfied are you with Vancouver Coastal Health as a place to work? **3.66**

**Safety Statements** (mean (average) score of a possible 5)

1. I work in an environment where safety is a high priority. **3.91**
2. VCH effectively balances the need for safety and the need for productivity. **3.48**
3. I am rewarded for taking quick action to identify a serious error. **2.94**
4. My supervisor/manager seriously considers staff suggestions for improving safety. **3.66**
5. If I made a serious error, my manager would be supportive. **3.51**
6. In my area, it is easy to speak up if I feel there is a problem related to safety. **3.92**
7. Staff are given feedback about changes put into place based on incident reports. **3.35**
8. If I report a safety incident, someone follows up to get more information from me. **3.57**
9. We discuss safety at work. **3.71**
10. Individuals involved in safety incidents have a way to report what happened. **4.33**
11. In my area, after an incident has happened, we think about how it came about and how to prevent the same mistake in the future. **3.85**
12. Changes are made to reduce re-occurrence of major events. **3.82**

**Engagement Statements** (Mean (Average) Score of a possible 5)

1. I know what is expected of me at work. **4.32**
2. I have the materials and equipment I need to do my work right. **3.71**
3. At work, I have the opportunity to do what I do best every day. **3.76**
4. In the last seven days, I have received recognition or praise for doing good work. **2.91**
5. My supervisor, or someone at work, seems to care about me as a person. **3.71**
6. There is someone at work who encourages my development. **3.30**
7. At work, my opinions seem to count. **3.42**
8. The mission or purpose of my organization makes me feel my job is important. **3.67**
9. My associates or fellow employees are committed to doing quality work. **4.02**
10. I have a best friend at work. **3.21**
11. In the last six months, someone at work has talked to me about my progress. **2.74**
12. This last year, I have had opportunities at work to learn and grow. **3.59**