

# Your Employee Engagement Check-Up Employee Report for Organizational Unit Kelsey Trail Health Region Overall

September 12, 2014

Sub-Group Categories = All

Demographics for filtering data = All

Number of Respondents = 12

Tabs (Screens) Included: Engagement (Engagement Distribution, Engagement Distribution (detailed), Levels of Engagement - legacy, Levels of Engagement - legacy (detailed), Engagement Score, Engagement Drivers); Engagement Impacts (Engagement Impacts, Administrative Management Impacts, Corporate Social Responsibility Impacts, Employer Reputation Impacts, Health and Well-Being Impacts, Immediate Physician Supervisor Impacts, Learning and Development Impacts, Managing Performance Impacts, Medical Leadership Impacts, Patient Care Impacts, Physical Work Environment Impacts, Physician Colleagues Impacts, Recognition Impacts, Resources Impacts, Senior Leadership Impacts, Sense of Accomplishment Impacts, Staff Impacts, Work / Life Balance Impacts, Work Processes Impacts, Work Tasks Impacts); Detailed Results (Engagement Score, Engagement Drivers, Administrative Management, Corporate Social Responsibility, Employer Reputation, Health and Well-Being, Immediate Physician Supervisor, Learning and Development, Managing Performance, Medical Leadership, Patient Care, Physical Work Environment, Physician Colleagues, Recognition, Resources, Senior Leadership, Sense of Accomplishment, Staff, Work / Life Balance, Work Processes, Work Tasks)

# Engagement Distribution

Kelsey Trail Health Region Overall  
Sub-Group Categories = All; Demographics for filtering data = All

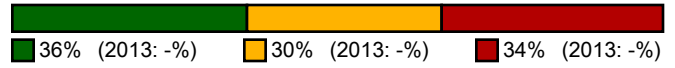
## Engagement

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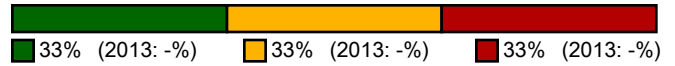
2014 Best Employers



Saskatchewan Healthcare System (Physicians) Overall  
(n=776)



Kelsey Trail Health Region Overall (n=12)



■ Engaged   ■ Passive   ■ Actively Disengaged

# Engagement Distribution (detailed)

Kelsey Trail Health Region Overall  
Sub-Group Categories = All; Demographics for filtering data = All

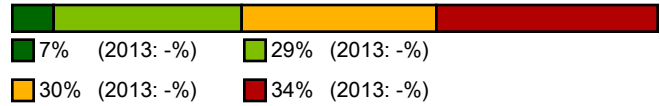
## Engagement

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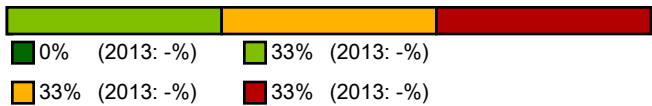
2014 Best Employers



Saskatchewan Healthcare System (Physicians) Overall  
(n=776)



Kelsey Trail Health Region Overall (n=12)



■ Highly Engaged   ■ Moderately Engaged   ■ Passive   ■ Actively Disengaged

# Levels of Engagement - legacy

Kelsey Trail Health Region Overall  
Sub-Group Categories = All; Demographics for filtering data = All

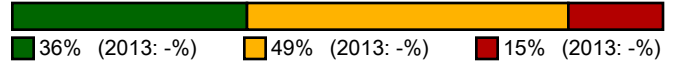
## Engagement

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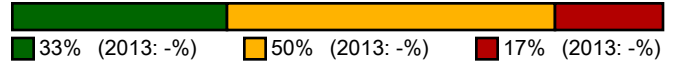
2014 Best Employers



Saskatchewan Healthcare System (Physicians) Overall  
(n=776)



Kelsey Trail Health Region Overall (n=12)



■ Engaged   ■ Somewhat Engaged   ■ Disengaged

# Levels of Engagement - legacy (detailed)

Kelsey Trail Health Region Overall  
Sub-Group Categories = All; Demographics for filtering data = All

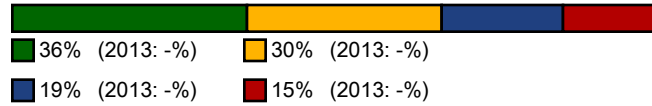
## Engagement

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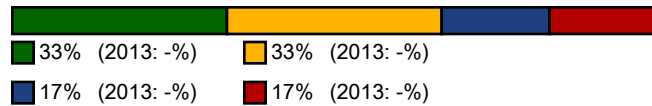
2014 Best Employers



Saskatchewan Healthcare System (Physicians) Overall  
(n=776)



Kelsey Trail Health Region Overall (n=12)



■ Engaged   ■ Nearly Engaged   ■ Slightly Disengaged   ■ Disengaged

# Engagement Score

Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Engagement

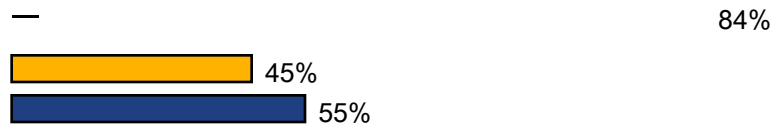
2014 Best Employers

### Engagement Score - % Engaged

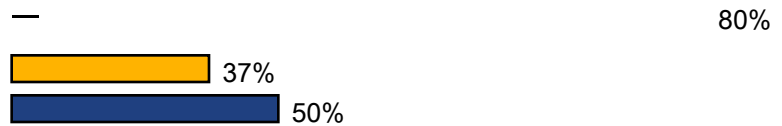


### Say (% Strongly Agree / Agree)

I would, without hesitation, recommend this region / agency as a place for physicians to practice (Engagement)



Given the opportunity, I tell others great things about practicing here (Engagement)



### Stay (% Strongly Agree / Agree)

It would take a lot to get me to leave this region / agency and seek privileges elsewhere (Engagement)



I rarely think about leaving this region / agency to seek privileges somewhere else (Engagement)



### Strive (% Strongly Agree / Agree)

This region / agency (our values, culture, leaders, colleagues and work environment) inspires me to do my best work every day (Engagement)



- Saskatchewan Healthcare System (Physicians) 2013
- Saskatchewan Healthcare System (Physicians) 2014
- Kelsey Trail Health Region Overall

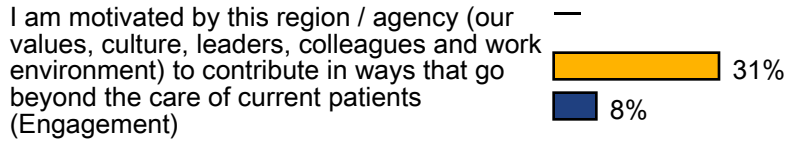
# Engagement Score

Kelsey Trail Health Region Overall  
Sub-Group Categories = All; Demographics for filtering data = All

## Engagement

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2014 Best Employers



- Saskatchewan Healthcare System (Physicians) 2013
- Saskatchewan Healthcare System (Physicians) 2014
- Kelsey Trail Health Region Overall

# Engagement Drivers

Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Engagement

2014 Best Employers

### Engagement Score - % Engaged



### Drivers (% Strongly Agree / Agree)

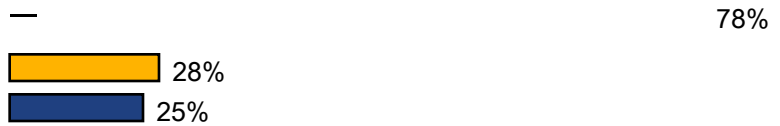
#### Administrative Management



#### Corporate Social Responsibility



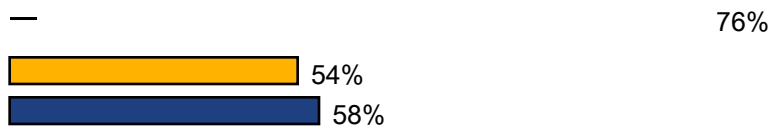
#### Employer Reputation



#### Health and Well-Being



#### Immediate Physician Supervisor



- Saskatchewan Healthcare System (Physicians) 2013
- Saskatchewan Healthcare System (Physicians) 2014
- Kelsey Trail Health Region Overall

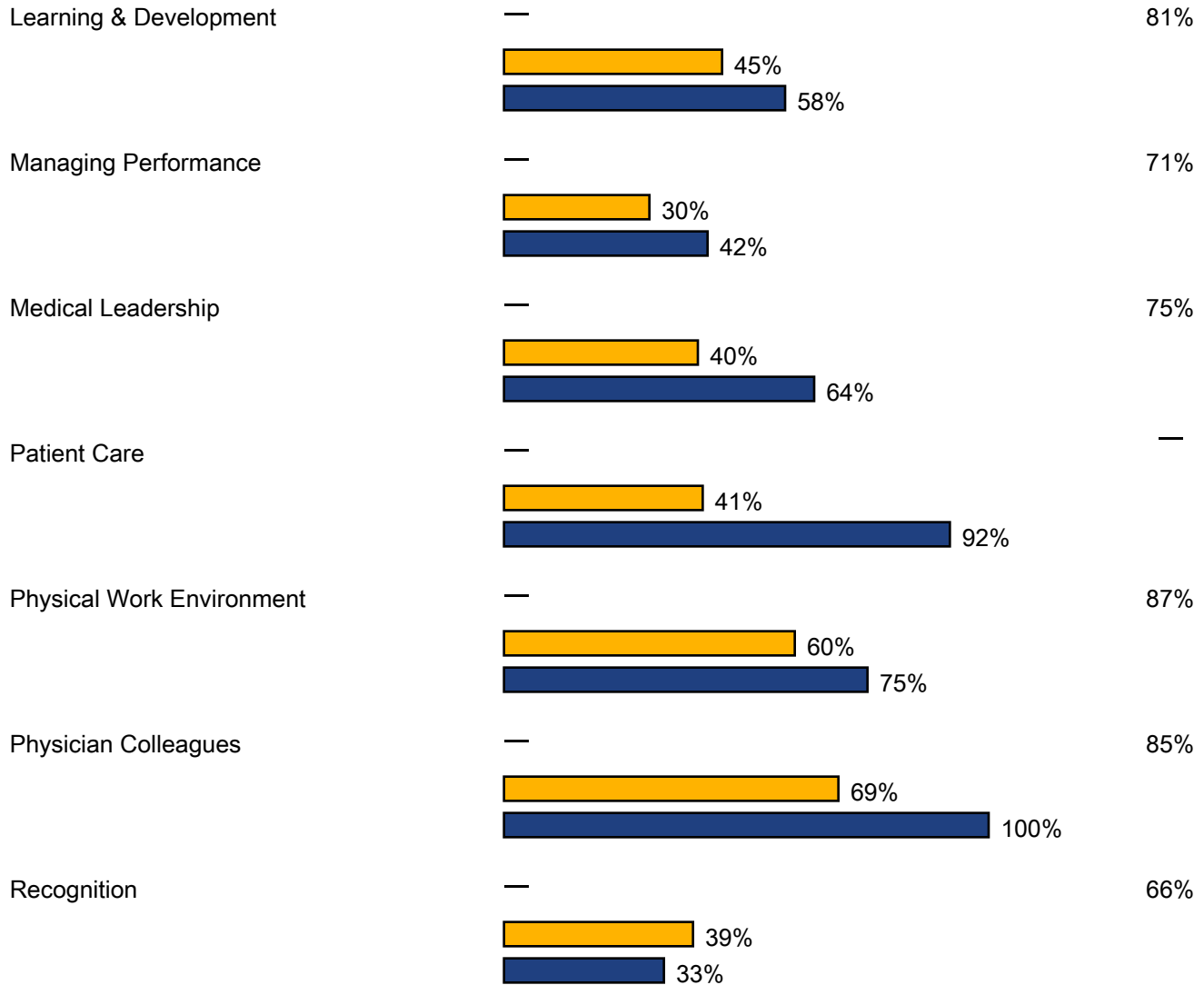


# Engagement Drivers

Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Engagement

2014 Best Employers



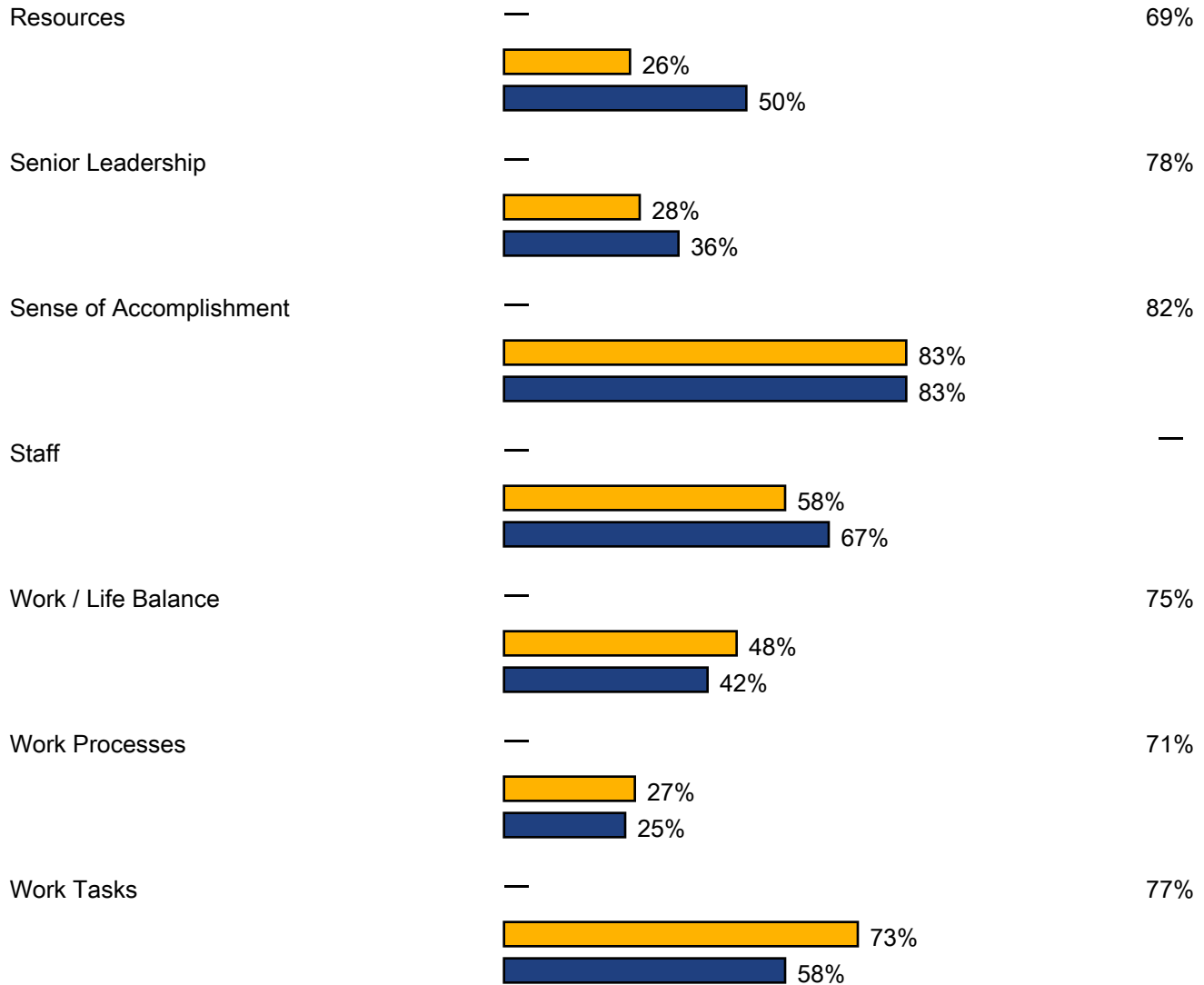
■ Saskatchewan Healthcare System (Physicians) 2013  
■ Saskatchewan Healthcare System (Physicians) 2014  
■ Kelsey Trail Health Region Overall

# Engagement Drivers

Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Engagement

2014 Best Employers



■ Saskatchewan Healthcare System (Physicians) 2013  
■ Saskatchewan Healthcare System (Physicians) 2014  
■ Kelsey Trail Health Region Overall

# Engagement Impacts

Kelsey Trail Health Region Overall  
Sub-Group Categories = All; Demographics for filtering data = All

## Engagement Impacts

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There must be a minimum of 50 respondents to display results for this section.

# Administrative Management Impacts

Kelsey Trail Health Region Overall  
Sub-Group Categories = All; Demographics for filtering data = All

## Engagement Impacts

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There must be a minimum of 50 respondents to display results for this section.

# Corporate Social Responsibility Impacts

Kelsey Trail Health Region Overall  
Sub-Group Categories = All; Demographics for filtering data = All

## Engagement Impacts

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There must be a minimum of 50 respondents to display results for this section.

# Employer Reputation Impacts

Kelsey Trail Health Region Overall  
Sub-Group Categories = All; Demographics for filtering data = All

## Engagement Impacts

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There must be a minimum of 50 respondents to display results for this section.

# Health and Well-Being Impacts

Kelsey Trail Health Region Overall  
Sub-Group Categories = All; Demographics for filtering data = All

## Engagement Impacts

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There must be a minimum of 50 respondents to display results for this section.

# Immediate Physician Supervisor Impacts

Kelsey Trail Health Region Overall  
Sub-Group Categories = All; Demographics for filtering data = All

## Engagement Impacts

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There must be a minimum of 50 respondents to display results for this section.



# Learning and Development Impacts

Kelsey Trail Health Region Overall  
Sub-Group Categories = All; Demographics for filtering data = All

## Engagement Impacts

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There must be a minimum of 50 respondents to display results for this section.

# Managing Performance Impacts

Kelsey Trail Health Region Overall  
Sub-Group Categories = All; Demographics for filtering data = All

## Engagement Impacts

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There must be a minimum of 50 respondents to display results for this section.

# Medical Leadership Impacts

Kelsey Trail Health Region Overall  
Sub-Group Categories = All; Demographics for filtering data = All

## Engagement Impacts

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There must be a minimum of 50 respondents to display results for this section.

# Patient Care Impacts

Kelsey Trail Health Region Overall  
Sub-Group Categories = All; Demographics for filtering data = All

## Engagement Impacts

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There must be a minimum of 50 respondents to display results for this section.

# Physical Work Environment Impacts

Kelsey Trail Health Region Overall  
Sub-Group Categories = All; Demographics for filtering data = All

## Engagement Impacts

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There must be a minimum of 50 respondents to display results for this section.

# Physician Colleagues Impacts

Kelsey Trail Health Region Overall  
Sub-Group Categories = All; Demographics for filtering data = All

## Engagement Impacts

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There must be a minimum of 50 respondents to display results for this section.

# Recognition Impacts

Kelsey Trail Health Region Overall  
Sub-Group Categories = All; Demographics for filtering data = All

## Engagement Impacts

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There must be a minimum of 50 respondents to display results for this section.

# Resources Impacts

Kelsey Trail Health Region Overall  
Sub-Group Categories = All; Demographics for filtering data = All

## Engagement Impacts

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There must be a minimum of 50 respondents to display results for this section.



# Senior Leadership Impacts

Kelsey Trail Health Region Overall  
Sub-Group Categories = All; Demographics for filtering data = All

## Engagement Impacts

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There must be a minimum of 50 respondents to display results for this section.

# Sense of Accomplishment Impacts

Kelsey Trail Health Region Overall  
Sub-Group Categories = All; Demographics for filtering data = All

## Engagement Impacts

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There must be a minimum of 50 respondents to display results for this section.

# Staff Impacts

Kelsey Trail Health Region Overall  
Sub-Group Categories = All; Demographics for filtering data = All

## Engagement Impacts

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There must be a minimum of 50 respondents to display results for this section.

# Work / Life Balance Impacts

Kelsey Trail Health Region Overall  
Sub-Group Categories = All; Demographics for filtering data = All

## Engagement Impacts

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There must be a minimum of 50 respondents to display results for this section.

# Work Processes Impacts

Kelsey Trail Health Region Overall  
Sub-Group Categories = All; Demographics for filtering data = All

## Engagement Impacts

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There must be a minimum of 50 respondents to display results for this section.

# Work Tasks Impacts

Kelsey Trail Health Region Overall  
Sub-Group Categories = All; Demographics for filtering data = All

## Engagement Impacts

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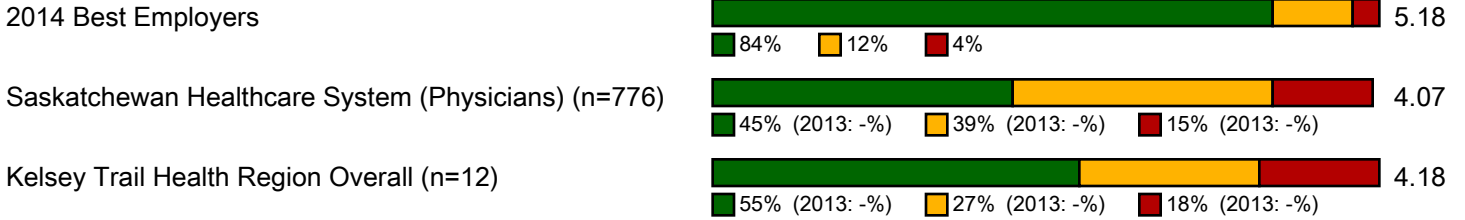
There must be a minimum of 50 respondents to display results for this section.

# Engagement Score

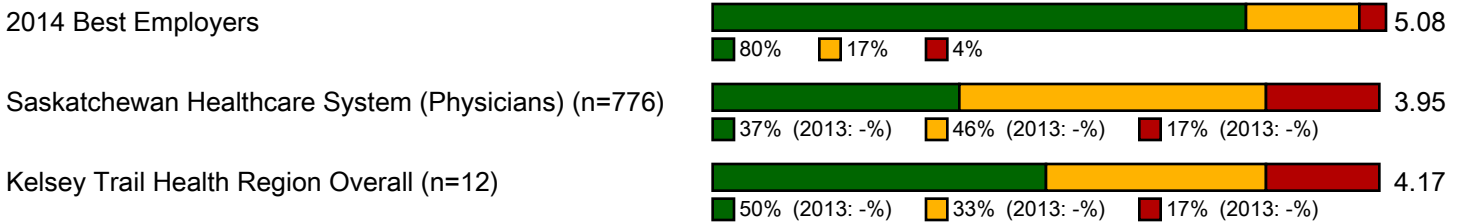
Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

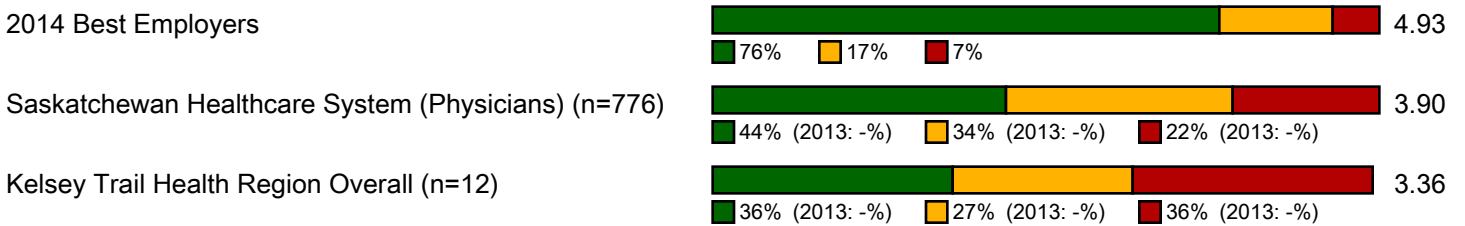
I would, without hesitation, recommend this region / agency as a place for physicians to practice (Engagement) Mean



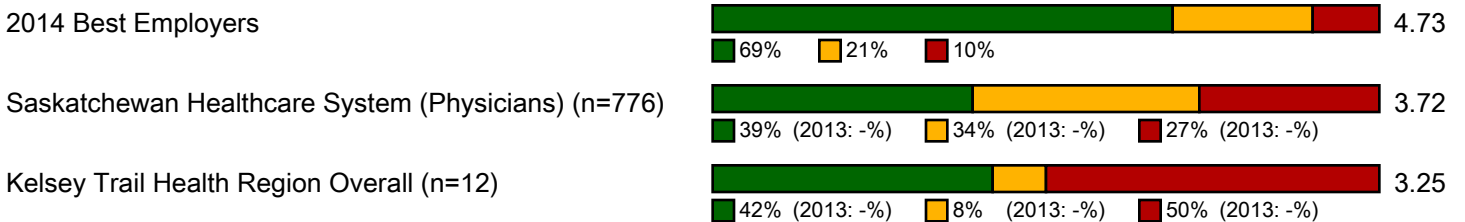
Given the opportunity, I tell others great things about practicing here (Engagement) Mean



It would take a lot to get me to leave this region / agency and seek privileges elsewhere (Engagement) Mean



I rarely think about leaving this region / agency to seek privileges somewhere else (Engagement) Mean



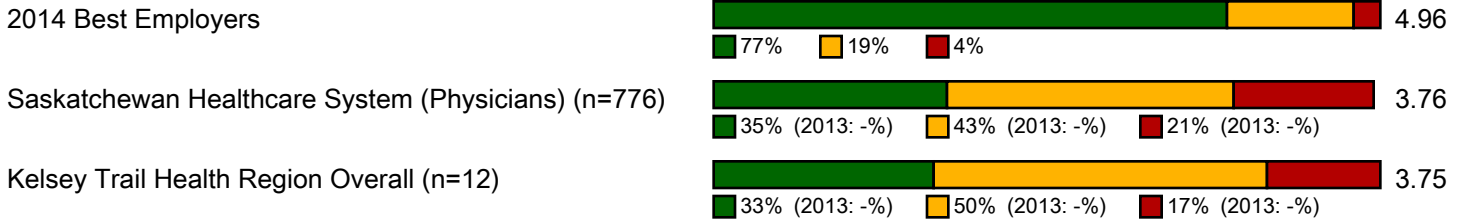
Strongly Agree / Agree    Slightly Agree / Slightly Disagree    Disagree / Strongly Disagree

# Engagement Score

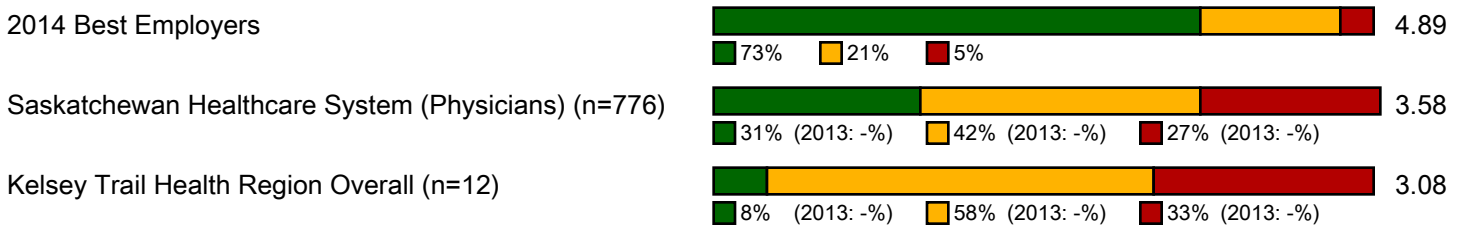
Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

This region / agency (our values, culture, leaders, colleagues and work environment) inspires me to do my best work every day (Engagement) Mean



I am motivated by this region / agency (our values, culture, leaders, colleagues and work environment) to contribute in ways that go beyond the care of current patients (Engagement) Mean



■ Strongly Agree / Agree   ■ Slightly Agree / Slightly Disagree   ■ Disagree / Strongly Disagree



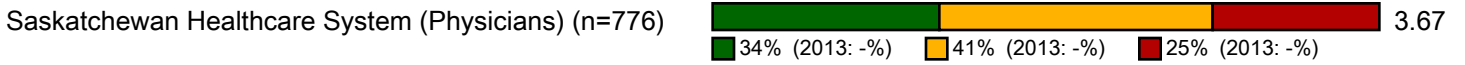
# Engagement Drivers

Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

Administrative Management - Administrative Management (Directors and Managers) provides the support I need to do my work Mean

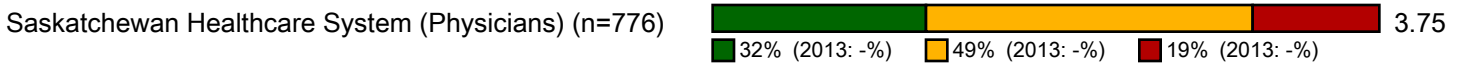
2014 Best Employers



Kelsey Trail Health Region Overall (n=12)

Corporate Social Responsibility - This is a socially and environmentally responsible region / agency Mean

2014 Best Employers



Kelsey Trail Health Region Overall (n=12)

Employer Reputation - This region / agency is considered one of the best places to practice medicine for someone with my skills and experience Mean

2014 Best Employers



Kelsey Trail Health Region Overall (n=12)

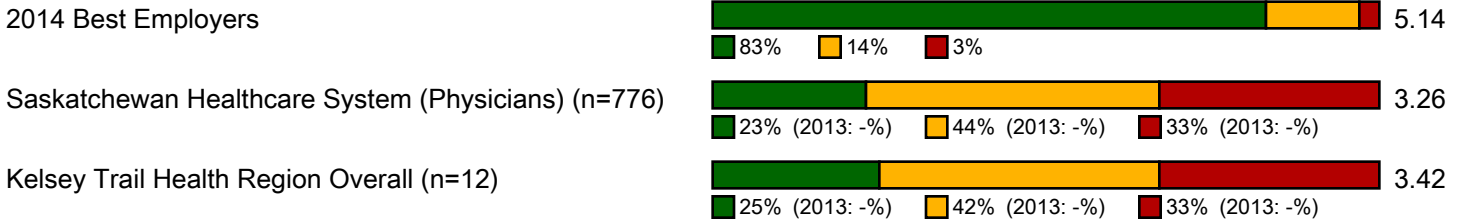
■ Strongly Agree / Agree    
 ■ Slightly Agree / Slightly Disagree    
 ■ Disagree / Strongly Disagree

# Engagement Drivers

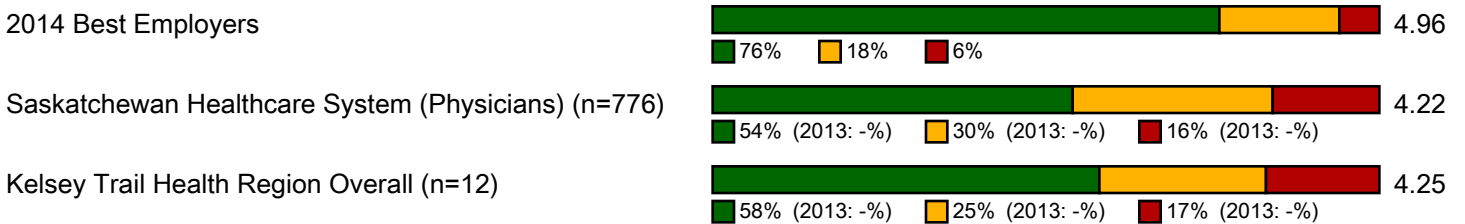
Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

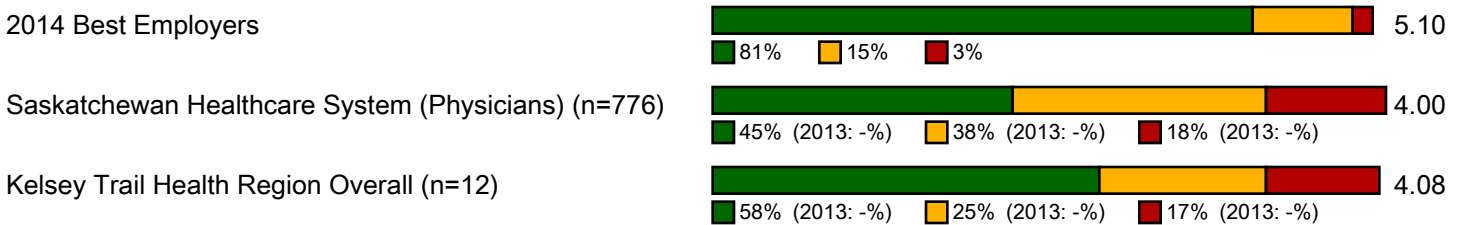
Health and Well-Being - Physician health and well-being is strongly supported by this region / agency Mean



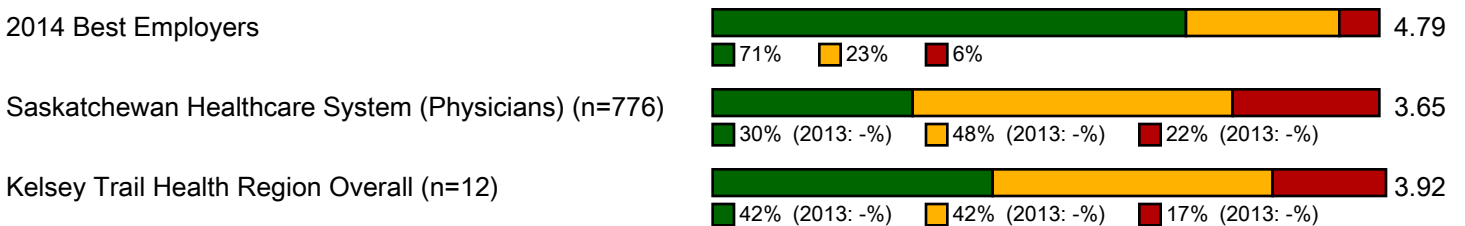
Immediate Physician Supervisor - My department head provides the support I need to do my work Mean



Learning & Development - My department head supports my learning and development Mean



Managing Performance - The way my performance is managed here enables me to contribute as much as possible to our region / agency's success Mean



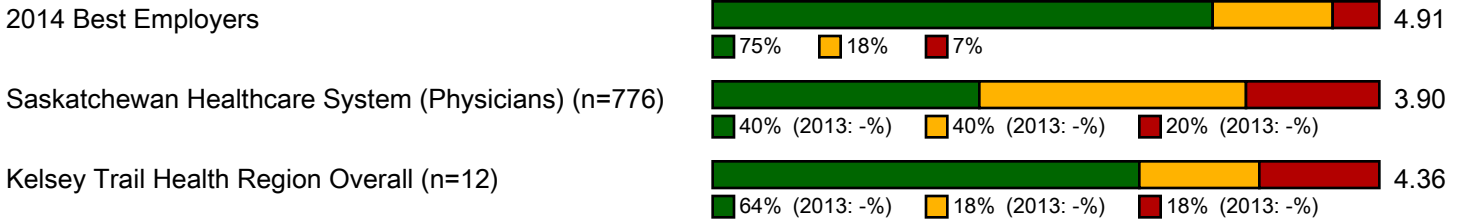
■ Strongly Agree / Agree    ■ Slightly Agree / Slightly Disagree    ■ Disagree / Strongly Disagree

# Engagement Drivers

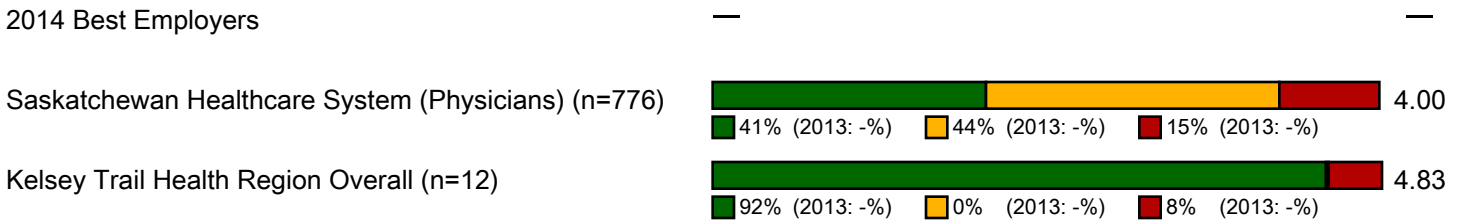
Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

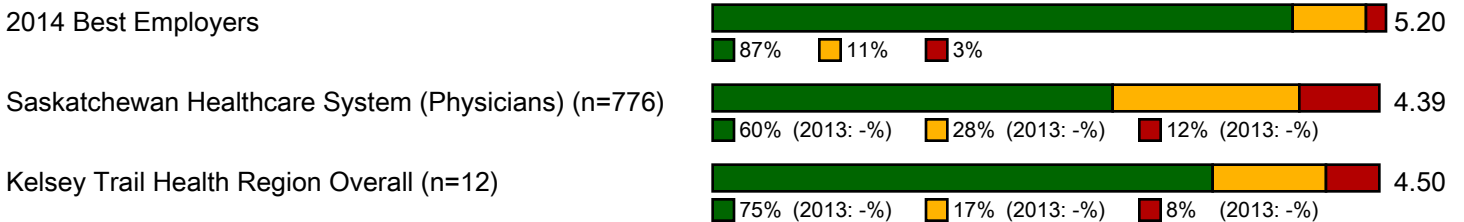
Medical Leadership - I see strong evidence of effective leadership from the Senior Medical Officer (e.g. SMO) Mean



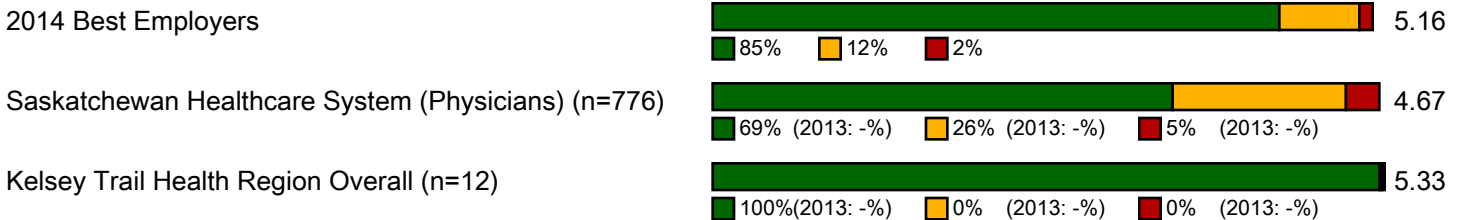
Patient Care - This region / agency consistently provides the highest quality of care to its patients Mean



Physical Work Environment - The physical work environment is appropriate for the type of work I do Mean



Physician Colleagues - My physician colleagues at this region / agency respect my thoughts and feelings Mean



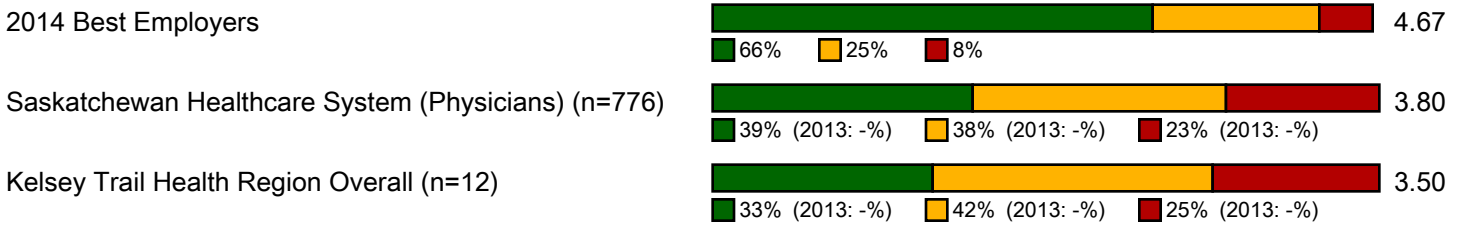
Strongly Agree / Agree    Slightly Agree / Slightly Disagree    Disagree / Strongly Disagree

# Engagement Drivers

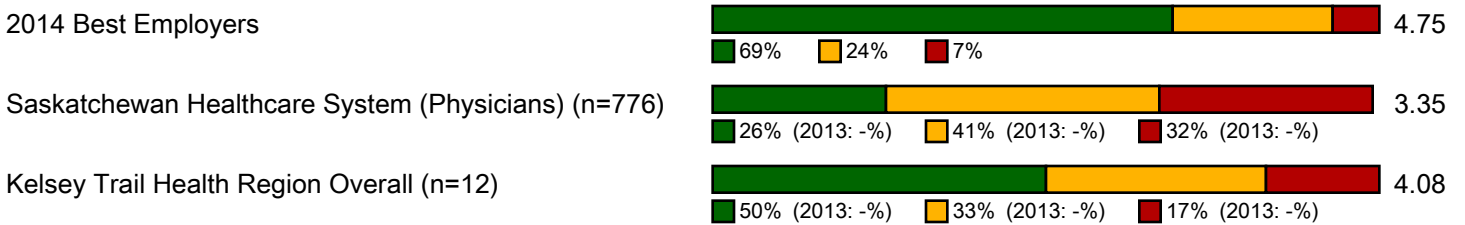
Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

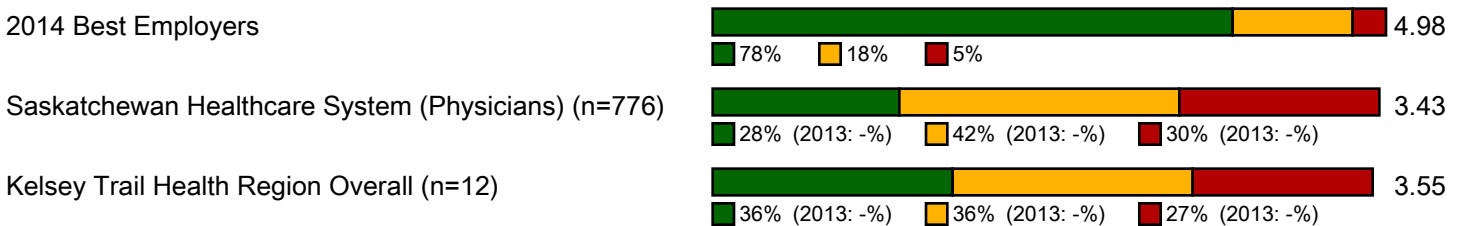
Recognition - I receive appropriate recognition for the patient care that I provide in this region / agency Mean



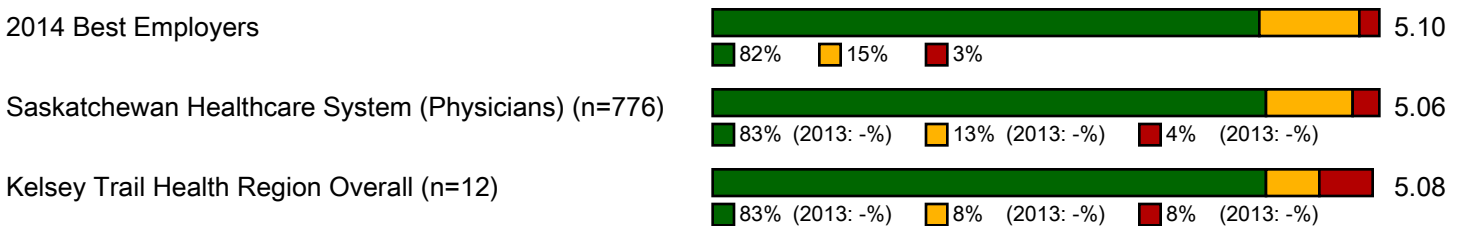
Resources - The tools and resources (people, information, equipment) this region / agency provides enable me to serve patients as effectively as possible Mean



Senior Leadership - I see strong evidence of effective leadership from our region / agency's executive team Mean



Sense of Accomplishment - I get a sense of accomplishment from the work that I do Mean



Strongly Agree / Agree    Slightly Agree / Slightly Disagree    Disagree / Strongly Disagree

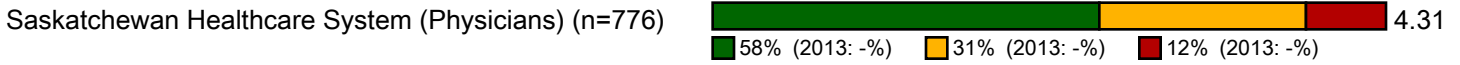
# Engagement Drivers

Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

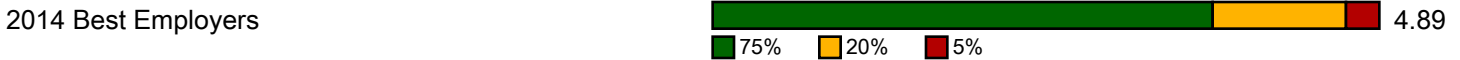
## Detailed Results

Staff - The staff in this region / agency respect my thoughts and feelings Mean

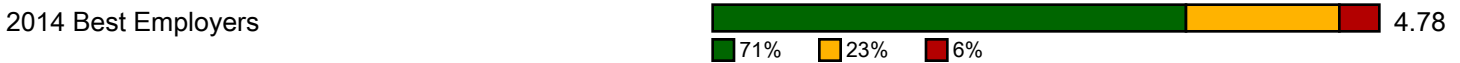
2014 Best Employers —



Work / Life Balance - The balance between my work and personal commitments meets my expectations for my role in this region / agency Mean



Work Processes - The work processes we have in place enable me to be as effective as possible Mean



Work Tasks - I truly enjoy the work that I do at this region / agency Mean



■ Strongly Agree / Agree    
 ■ Slightly Agree / Slightly Disagree    
 ■ Disagree / Strongly Disagree


# Administrative Management

Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

Administrative Management - Administrative Management (Directors and Managers) provides the support I need to do my work Mean

2014 Best Employers — —


Saskatchewan Healthcare System (Physicians) (n=776)  3.67  
 ■ 34% (2013: -%) ■ 41% (2013: -%) ■ 25% (2013: -%)

Kelsey Trail Health Region Overall (n=12)  4.00  
 ■ 42% (2013: -%) ■ 42% (2013: -%) ■ 17% (2013: -%)

Administrative Management (Directors and Managers) consults appropriately with physicians when making decisions (Administrative Management) Mean


2014 Best Employers — —


Saskatchewan Healthcare System (Physicians) (n=776)  3.37  
 ■ 28% (2013: -%) ■ 39% (2013: -%) ■ 33% (2013: -%)

Kelsey Trail Health Region Overall (n=12)  3.42  
 ■ 25% (2013: -%) ■ 42% (2013: -%) ■ 33% (2013: -%)

Administrative Management (Directors and Managers) consistently demonstrates this region / agency's values through their behaviours and actions (Administrative Management) Mean

2014 Best Employers — —

Saskatchewan Healthcare System (Physicians) (n=776)  3.72  
 ■ 33% (2013: -%) ■ 46% (2013: -%) ■ 21% (2013: -%)

Kelsey Trail Health Region Overall (n=12)  3.92  
 ■ 33% (2013: -%) ■ 50% (2013: -%) ■ 17% (2013: -%)

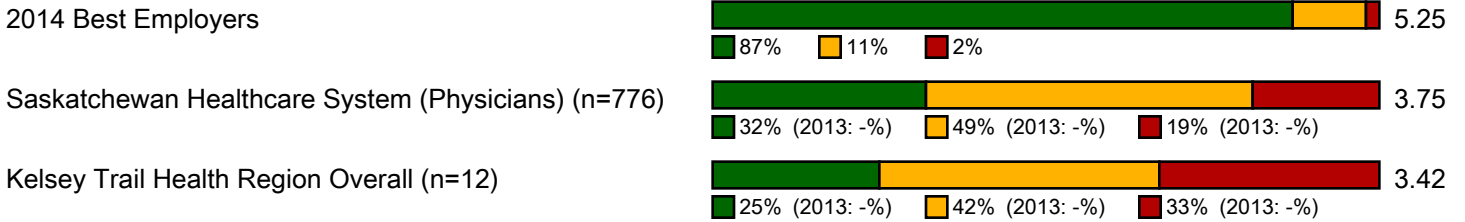
■ Strongly Agree / Agree    ■ Slightly Agree / Slightly Disagree    ■ Disagree / Strongly Disagree

# Corporate Social Responsibility

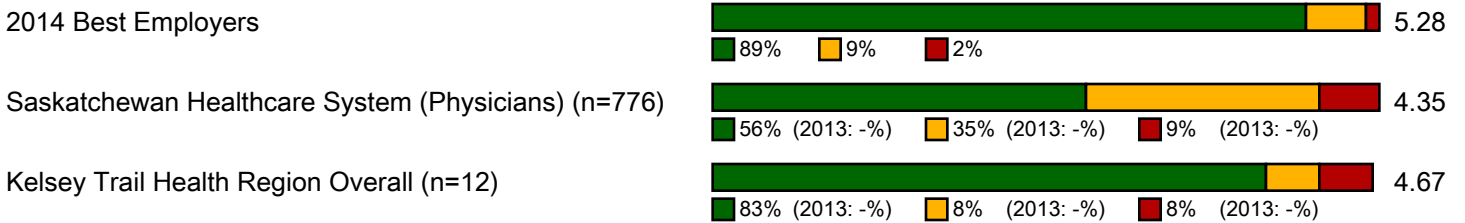
Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

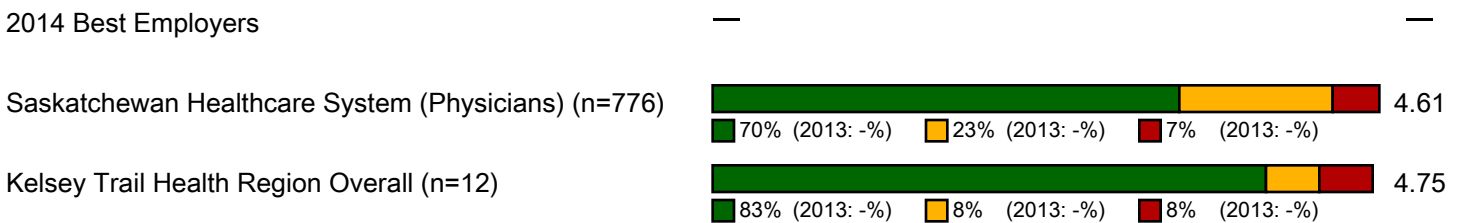
Corporate Social Responsibility - This is a socially and environmentally responsible region / agency Mean



This region / agency is fair, respectful and honest with patients (Corporate Social Responsibility, Patient Care) Mean



Given the opportunity, I would recommend this region / agency to a family member or friend for medical care (Employer Reputation, Corporate Social Responsibility, Patient Care) Mean



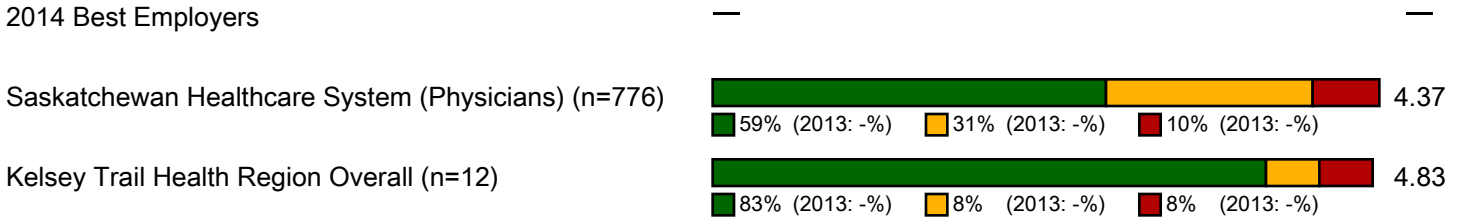
Strongly Agree / Agree    Slightly Agree / Slightly Disagree    Disagree / Strongly Disagree

# Corporate Social Responsibility

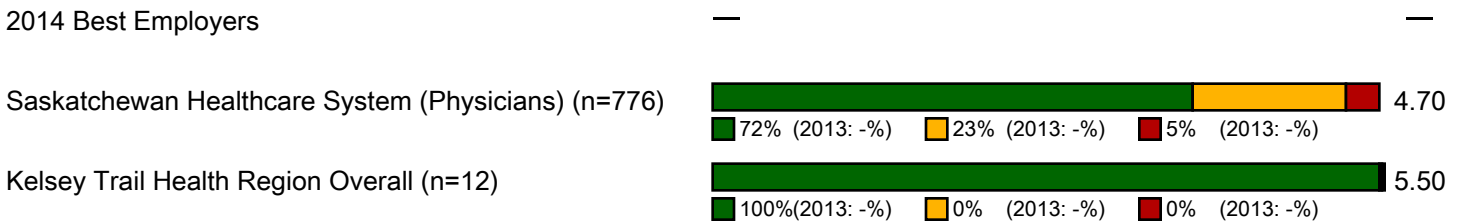
Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

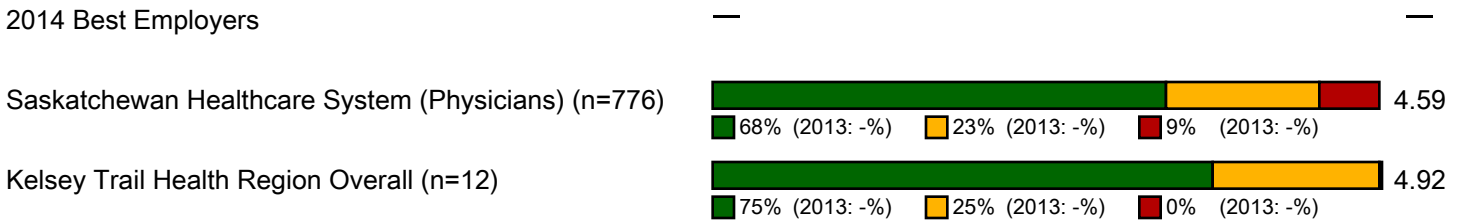
The staff in this region / agency display integrity and ethical conduct at all times (Staff, Corporate Social Responsibility, Employer Reputation) Mean



My physician colleagues at this region / agency in general display ethical conduct and integrity (Physician Colleagues, Employer Reputation, Corporate Social Responsibility) Mean



My department head displays integrity and ethical conduct at all times (Immediate Physician Supervisor, Employer Reputation, Corporate Social Responsibility) Mean



■ Strongly Agree / Agree    
 ■ Slightly Agree / Slightly Disagree    
 ■ Disagree / Strongly Disagree

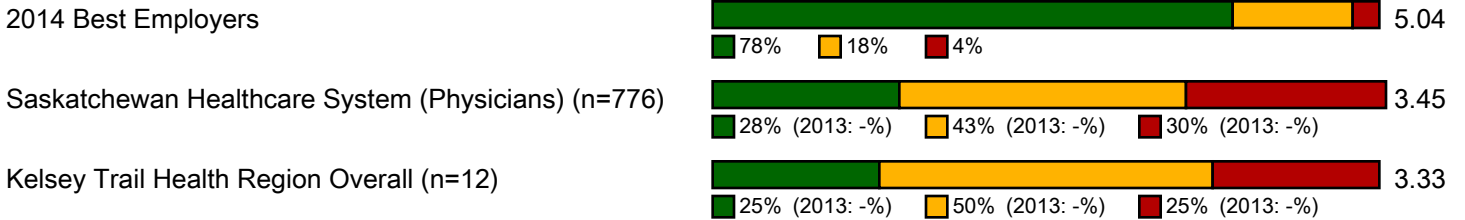


# Employer Reputation

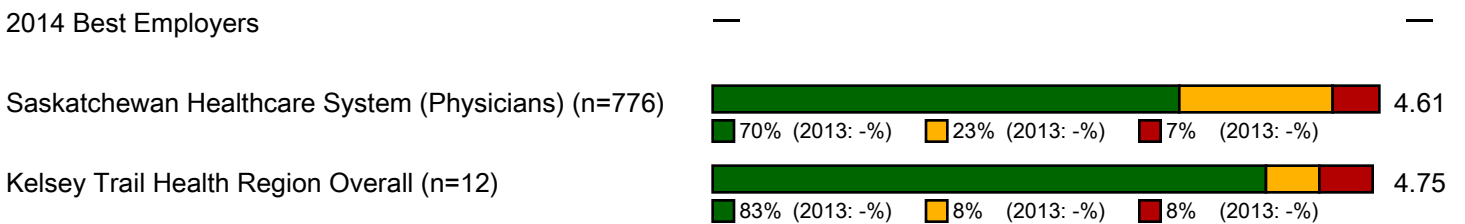
Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

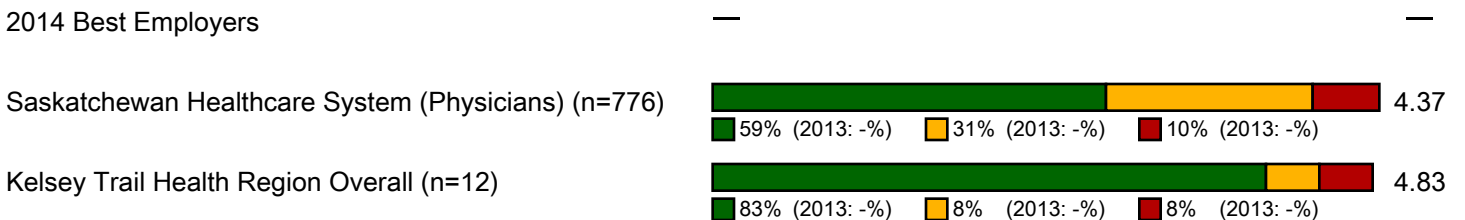
Employer Reputation - This region / agency is considered one of the best places to practice medicine for someone with my skills and experience Mean



Given the opportunity, I would recommend this region / agency to a family member or friend for medical care (Employer Reputation, Corporate Social Responsibility, Patient Care) Mean



The staff in this region / agency display integrity and ethical conduct at all times (Staff, Corporate Social Responsibility, Employer Reputation) Mean



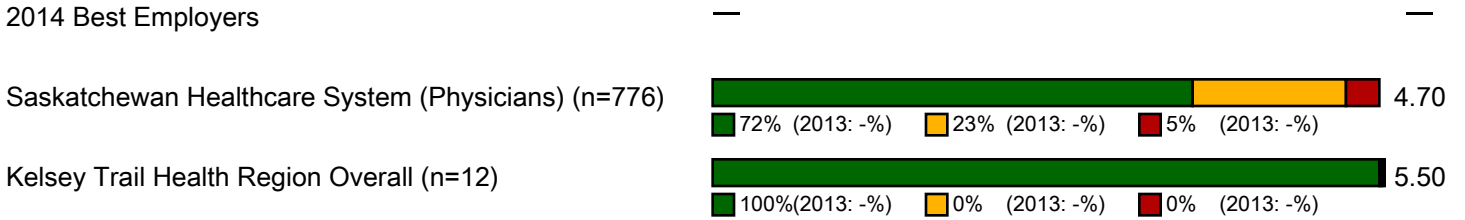
Strongly Agree / Agree    Slightly Agree / Slightly Disagree    Disagree / Strongly Disagree

# Employer Reputation

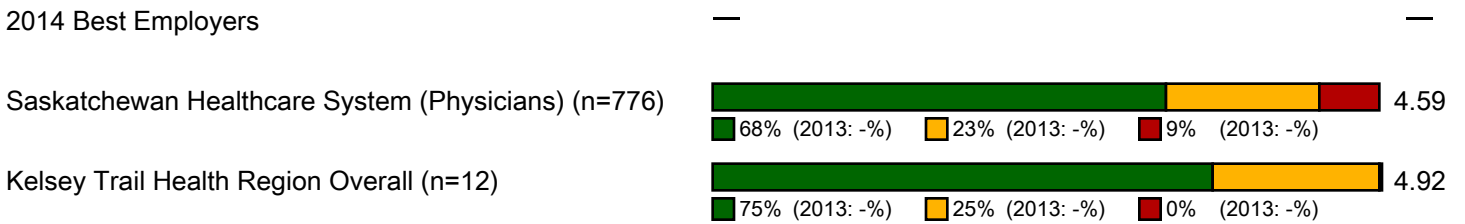
Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

My physician colleagues at this region / agency in general display ethical conduct and integrity (Physician Colleagues, Employer Reputation, Corporate Social Responsibility) Mean



My department head displays integrity and ethical conduct at all times (Immediate Physician Supervisor, Employer Reputation, Corporate Social Responsibility) Mean



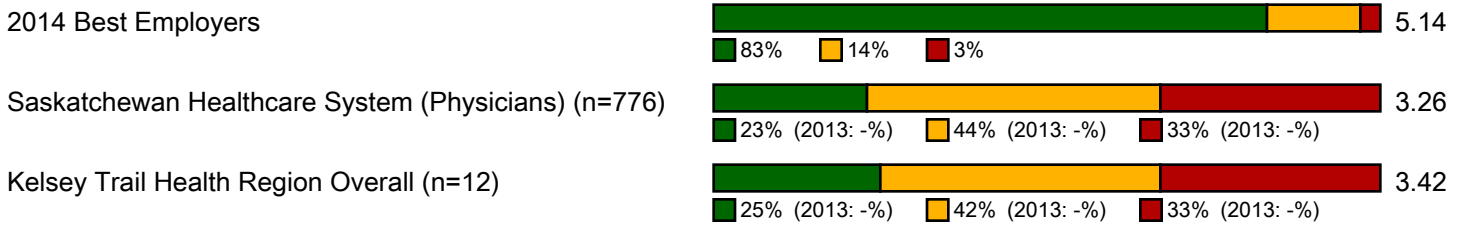
■ Strongly Agree / Agree    
 ■ Slightly Agree / Slightly Disagree    
 ■ Disagree / Strongly Disagree

# Health and Well-Being

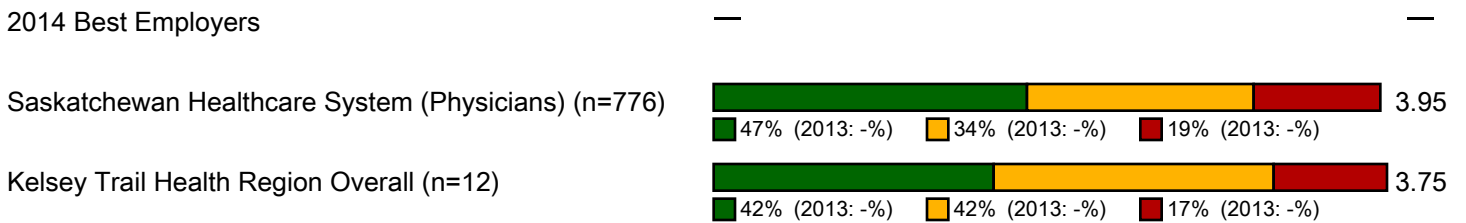
Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

Health and Well-Being - Physician health and well-being is strongly supported by this region / agency Mean



My current workload meets my expectations relative to my role in this region / agency (Resources, Health and Well-Being, Work / Life Balance) Mean



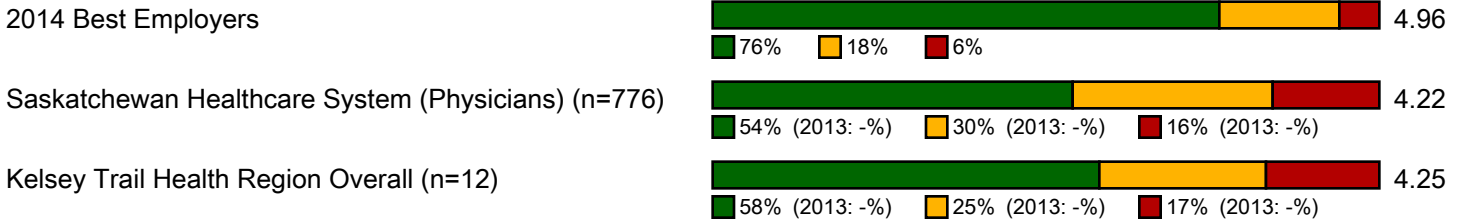
■ Strongly Agree / Agree    
 ■ Slightly Agree / Slightly Disagree    
 ■ Disagree / Strongly Disagree

# Immediate Physician Supervisor

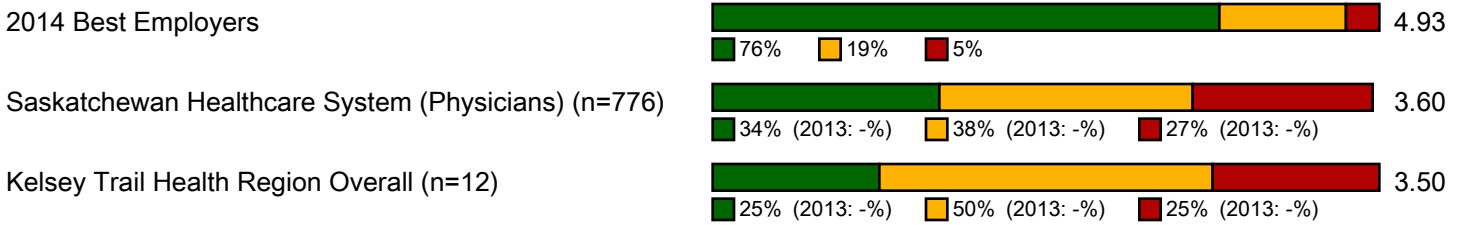
Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

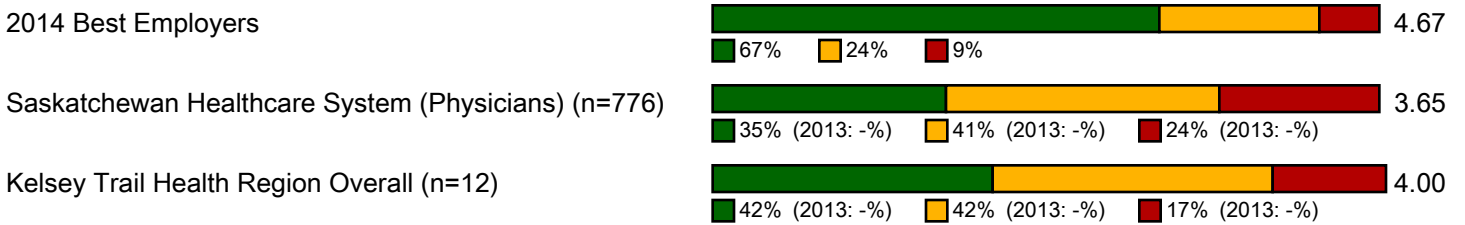
Immediate Physician Supervisor - My department head provides the support I need to do my work Mean



My department head sets clear expectations and goals with me (Managing Performance, Immediate Physician Supervisor) Mean



My department head deals effectively with poor physician performance (Immediate Physician Supervisor, Managing Performance) Mean



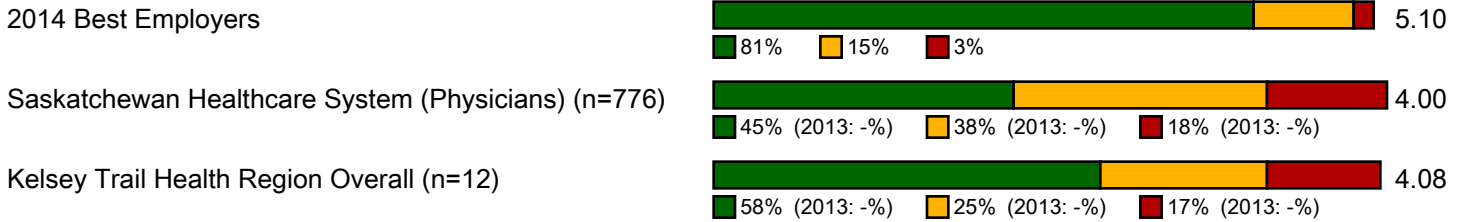
■ Strongly Agree / Agree    
 ■ Slightly Agree / Slightly Disagree    
 ■ Disagree / Strongly Disagree

# Immediate Physician Supervisor

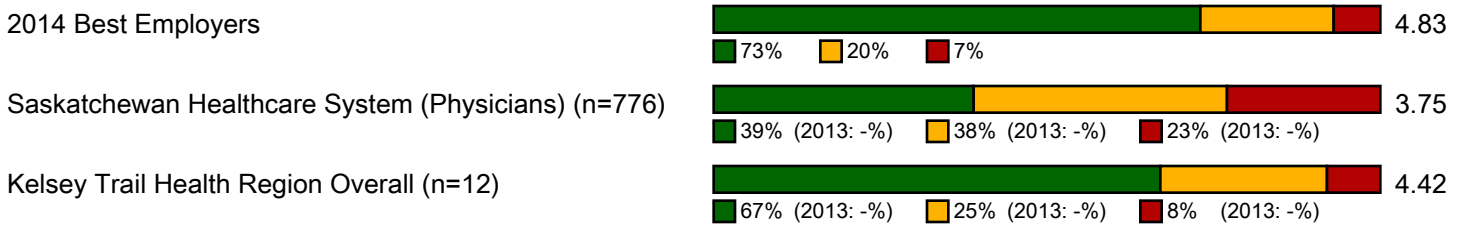
Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

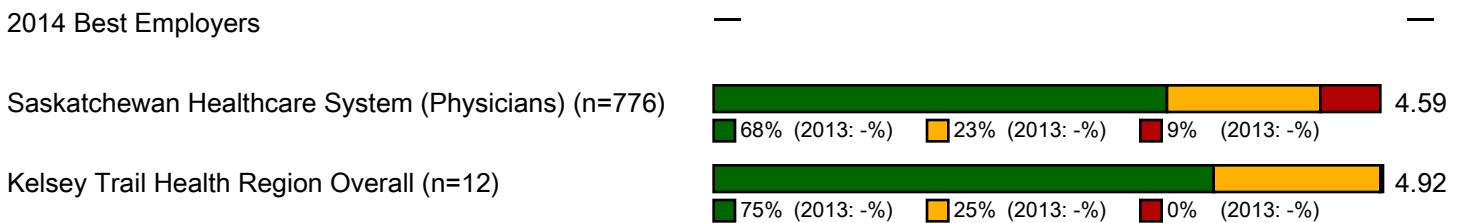
Learning & Development - My department head supports my learning and development Mean



My department head holds all physicians accountable for their performance (Immediate Physician Supervisor) Mean



My department head displays integrity and ethical conduct at all times (Immediate Physician Supervisor, Employer Reputation, Corporate Social Responsibility) Mean



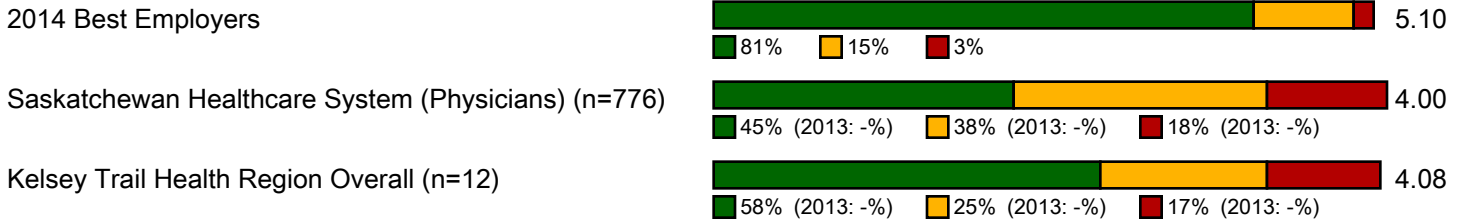
Strongly Agree / Agree    Slightly Agree / Slightly Disagree    Disagree / Strongly Disagree

# Learning and Development

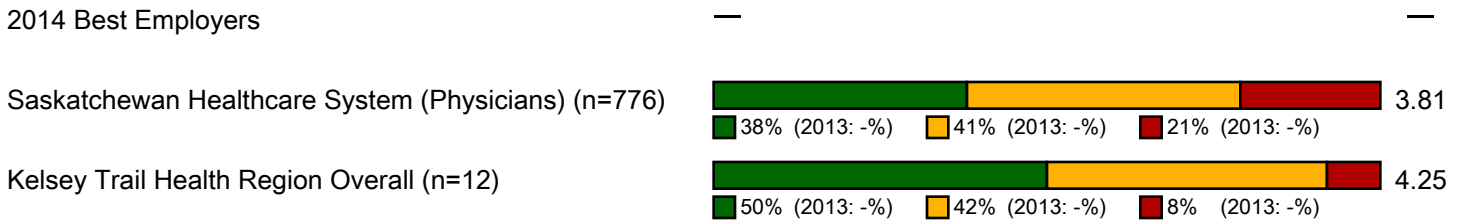
Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

Learning & Development - My department head supports my learning and development Mean



There are sufficient opportunities within this region / agency for me to satisfy my personal learning and development goals (Learning & Development) Mean



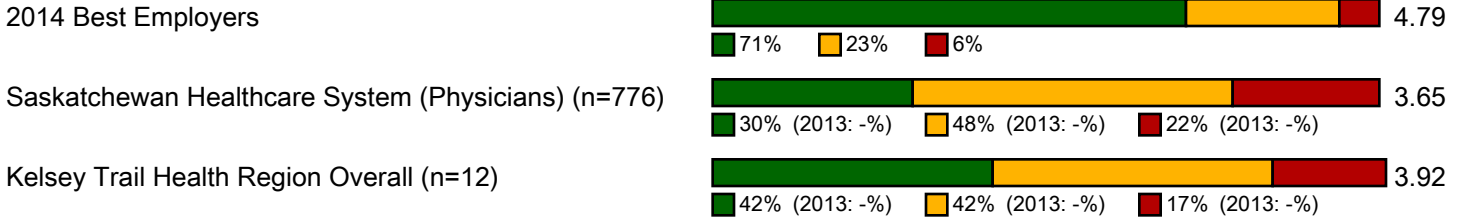
■ Strongly Agree / Agree    
 ■ Slightly Agree / Slightly Disagree    
 ■ Disagree / Strongly Disagree

# Managing Performance

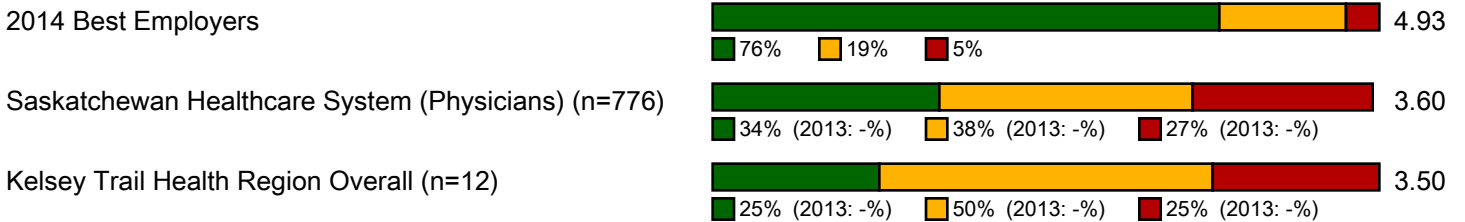
Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

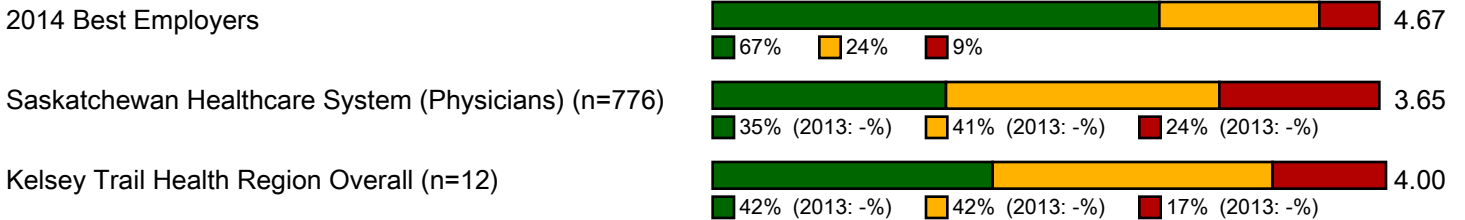
Managing Performance - The way my performance is managed here enables me to contribute as much as possible to our region / agency's success Mean



My department head sets clear expectations and goals with me (Managing Performance, Immediate Physician Supervisor) Mean



My department head deals effectively with poor physician performance (Immediate Physician Supervisor, Managing Performance) Mean



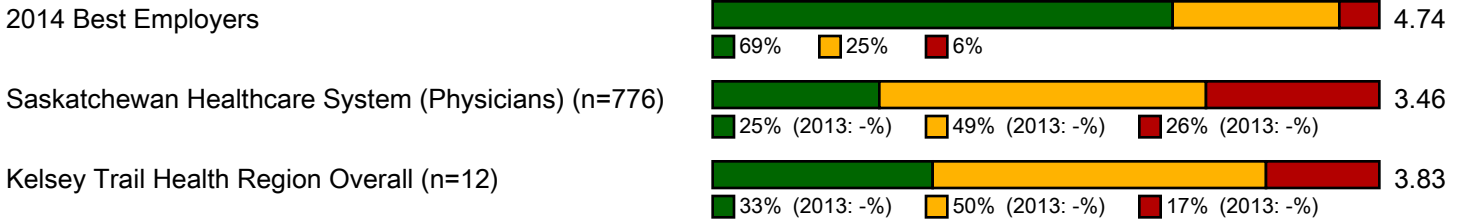
■ Strongly Agree / Agree    
 ■ Slightly Agree / Slightly Disagree    
 ■ Disagree / Strongly Disagree

# Managing Performance

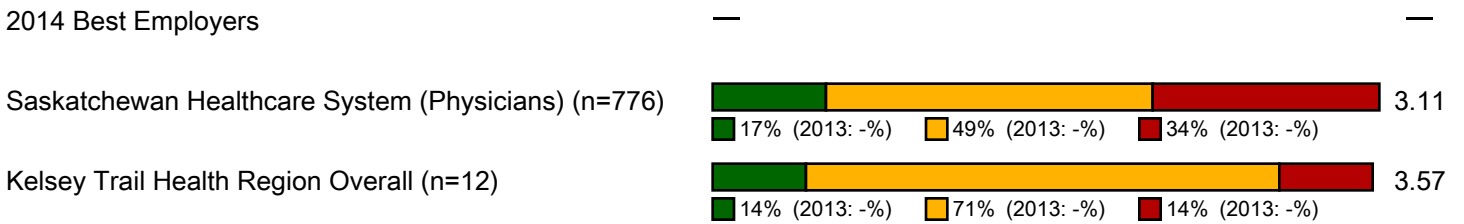
Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

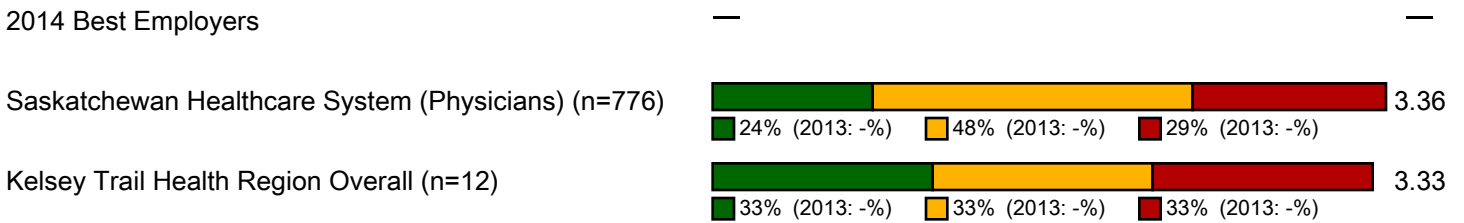
The way my performance is managed here does a good job of identifying my strengths and improvement areas (Managing Performance) Mean



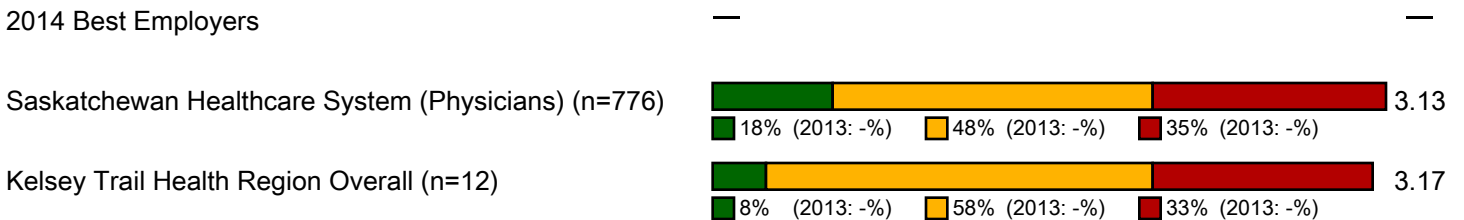
The way my academic performance (teaching / research) is measured here makes sense to me (Managing Performance) Mean



The way my clinical performance is measured here makes sense to me (Managing Performance) Mean



The way my administrative performance is measured here makes sense to me (Managing Performance) Mean



Strongly Agree / Agree    Slightly Agree / Slightly Disagree    Disagree / Strongly Disagree



# Managing Performance

Kelsey Trail Health Region Overall  
Sub-Group Categories = All; Demographics for filtering data = All


## Detailed Results

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My department head provides regular feedback that helps me to improve my performance (Managing Performance) Mean

2014 Best Employers —

Saskatchewan Healthcare System (Physicians) (n=776) 3.61



Response Category	Percentage	2013 Comparison
Strongly Agree / Agree	34%	(2013: -%)
Slightly Agree / Slightly Disagree	38%	(2013: -%)
Disagree / Strongly Disagree	27%	(2013: -%)

Kelsey Trail Health Region Overall (n=12) 3.83



Response Category	Percentage	2013 Comparison
Strongly Agree / Agree	42%	(2013: -%)
Slightly Agree / Slightly Disagree	42%	(2013: -%)
Disagree / Strongly Disagree	17%	(2013: -%)

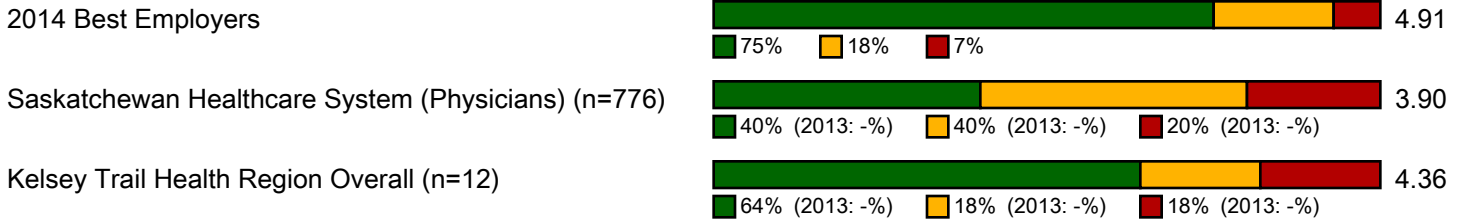
■ Strongly Agree / Agree    ■ Slightly Agree / Slightly Disagree    ■ Disagree / Strongly Disagree

# Medical Leadership

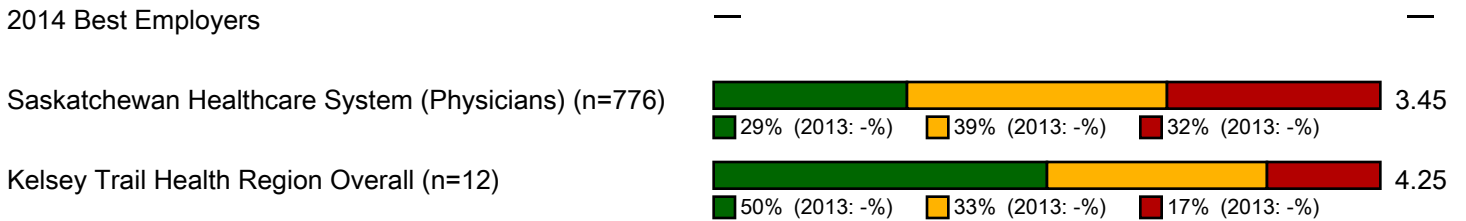
Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

Medical Leadership - I see strong evidence of effective leadership from the Senior Medical Officer (e.g. SMO) Mean



The Senior Medical Officer (e.g. SMO) seeks out my input / feedback (Medical Leadership) Mean



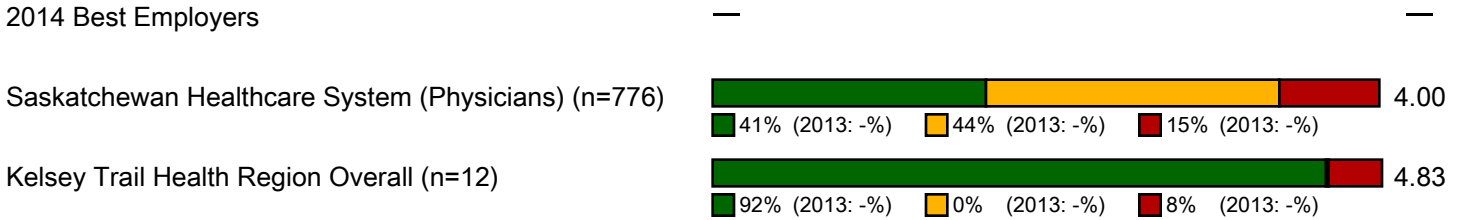
■ Strongly Agree / Agree    
 ■ Slightly Agree / Slightly Disagree    
 ■ Disagree / Strongly Disagree

# Patient Care

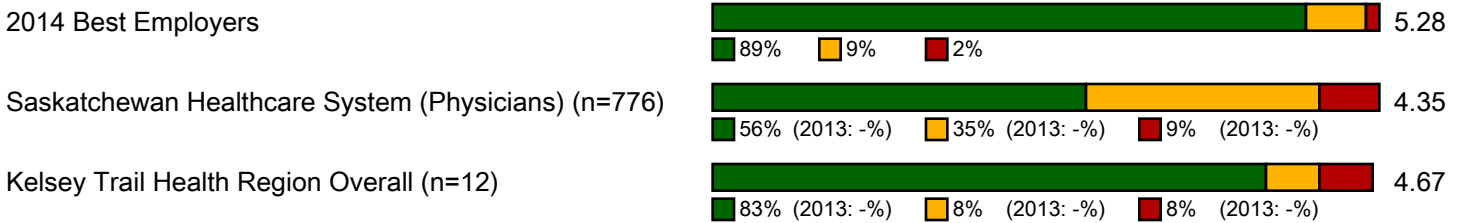
Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

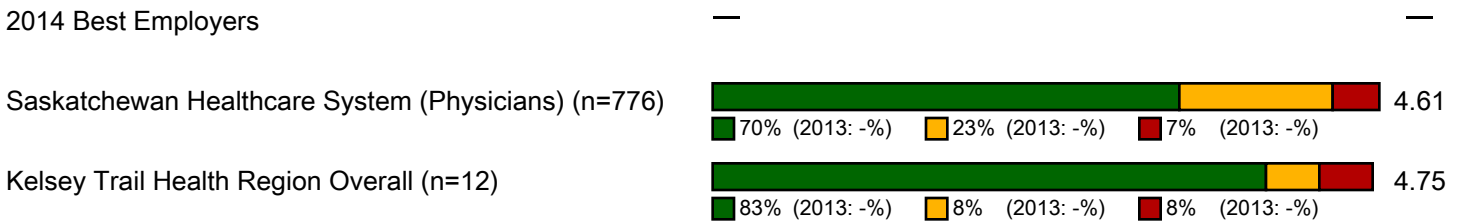
Patient Care - This region / agency consistently provides the highest quality of care to its patients Mean



This region / agency is fair, respectful and honest with patients (Corporate Social Responsibility, Patient Care) Mean



Given the opportunity, I would recommend this region / agency to a family member or friend for medical care (Employer Reputation, Corporate Social Responsibility, Patient Care) Mean



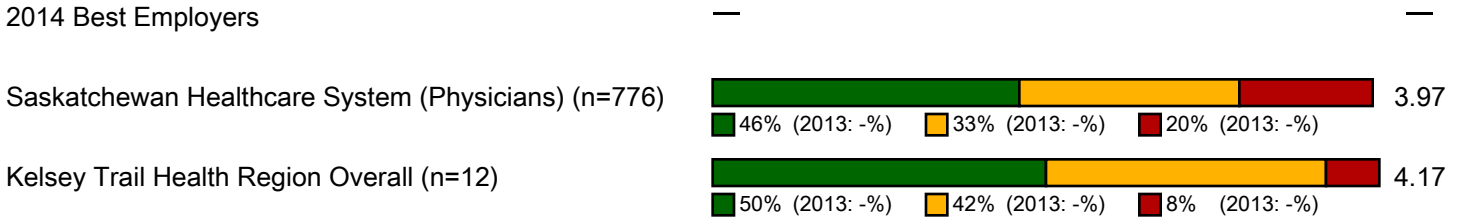
■ Strongly Agree / Agree    
 ■ Slightly Agree / Slightly Disagree    
 ■ Disagree / Strongly Disagree

# Patient Care

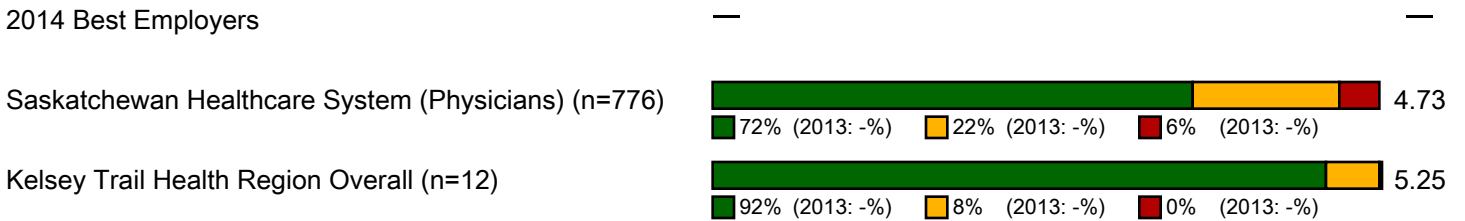
Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

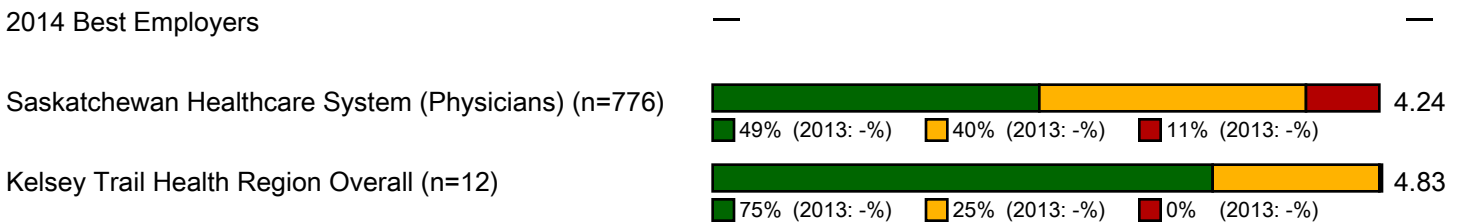
I am treated like a valued member of the patient care teams in this region / agency (Senior Leadership, Recognition, Patient Care) Mean



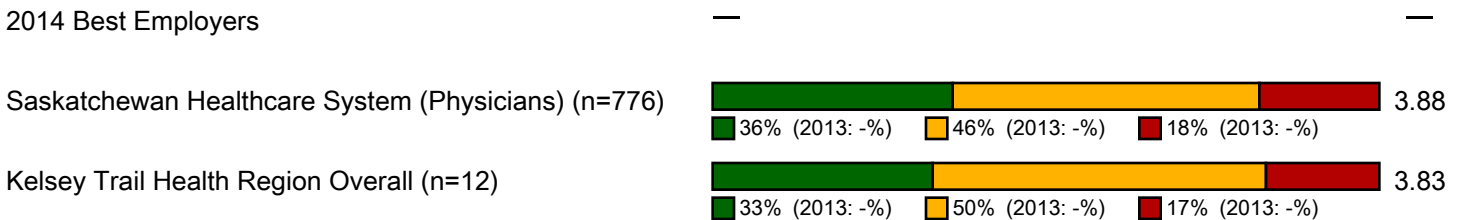
Patient health, safety and security are considered important here (Patient Care) Mean



I am able to provide the highest quality of care to patients / clients / residents (Patient Care) Mean



I believe we are transforming the health care system to significantly improve the quality of care in the province (Patient Care) Mean



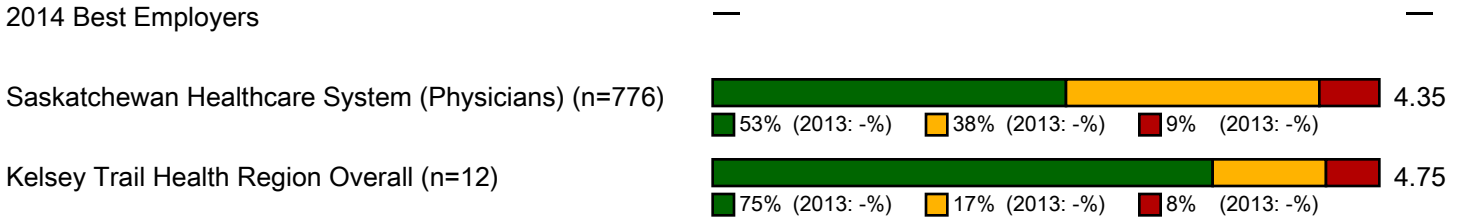
■ Strongly Agree / Agree    
 ■ Slightly Agree / Slightly Disagree    
 ■ Disagree / Strongly Disagree

# Patient Care

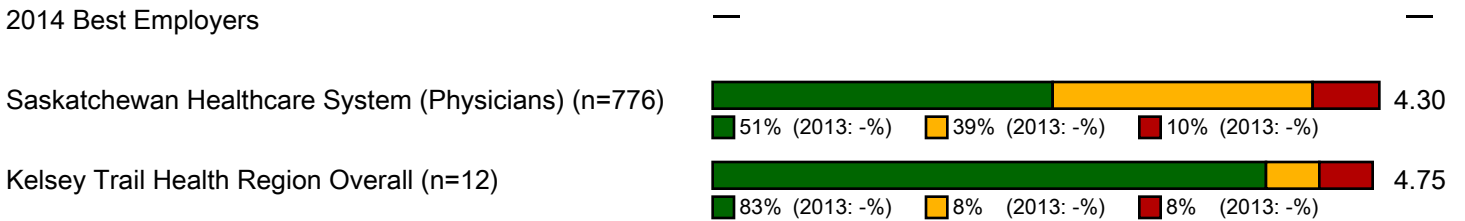
Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

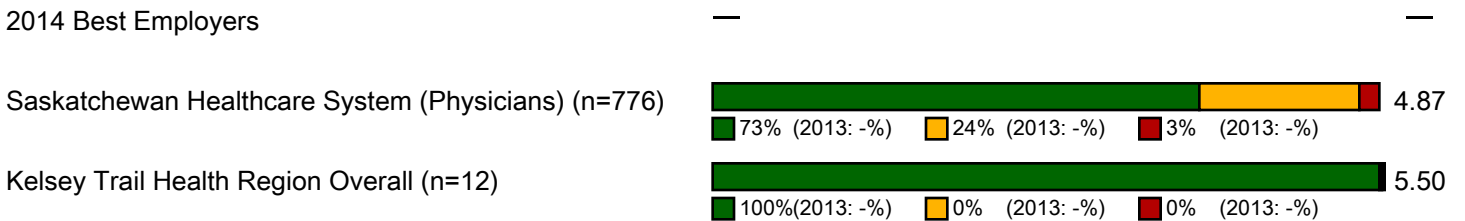
I am aware of the continuous improvement efforts currently underway across the health care system (Patient Care) Mean



I am aware of the continuous improvement efforts currently underway in our region / agency (Patient Care) Mean



It is important for me to be directly involved in our efforts to improve the quality of care in our region / agency (Patient Care) Mean



■ Strongly Agree / Agree    
 ■ Slightly Agree / Slightly Disagree    
 ■ Disagree / Strongly Disagree

# Patient Care

Kelsey Trail Health Region Overall  
Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

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I have appropriate access to the resources (diagnostic and treatment procedures, surgical facilities, etc.) I need to provide quality care to patients (Resources, Patient Care) Mean

2014 Best Employers — —

Saskatchewan Healthcare System (Physicians) (n=776)  3.85  
■ 41% (2013: -%) ■ 38% (2013: -%) ■ 21% (2013: -%)

Kelsey Trail Health Region Overall (n=12)  4.17  
■ 50% (2013: -%) ■ 42% (2013: -%) ■ 8% (2013: -%)

■ Strongly Agree / Agree   ■ Slightly Agree / Slightly Disagree   ■ Disagree / Strongly Disagree

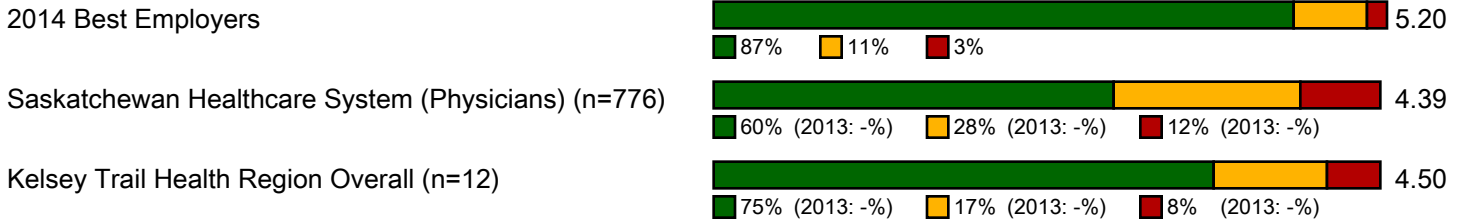
# Physical Work Environment

Kelsey Trail Health Region Overall  
Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

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Physical Work Environment - The physical work environment is appropriate for the type of work I do Mean



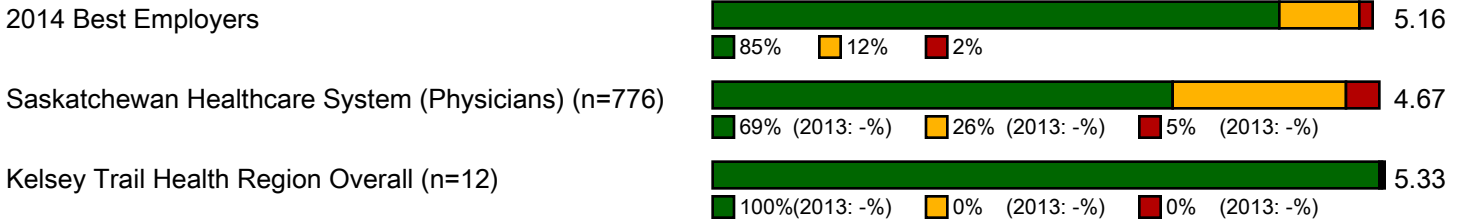
■ Strongly Agree / Agree    ■ Slightly Agree / Slightly Disagree    ■ Disagree / Strongly Disagree

# Physician Colleagues

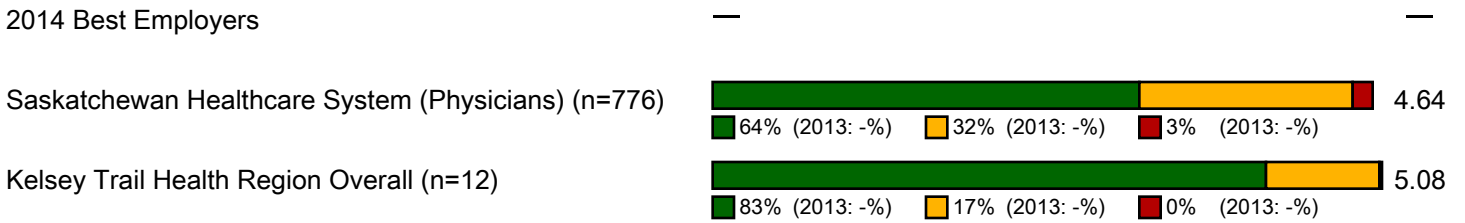
Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

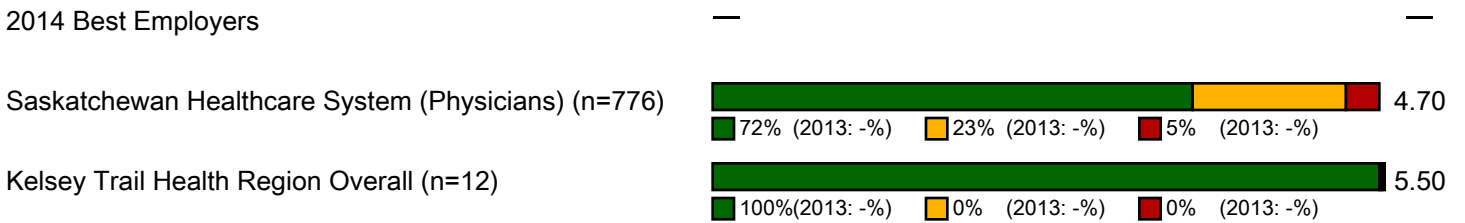
Physician Colleagues - My physician colleagues at this region / agency respect my thoughts and feelings Mean



I regularly recognize the physicians I work with for their contributions to the care we provide to patients (Recognition, Physician Colleagues) Mean



My physician colleagues at this region / agency in general display ethical conduct and integrity (Physician Colleagues, Employer Reputation, Corporate Social Responsibility) Mean



■ Strongly Agree / Agree    
 ■ Slightly Agree / Slightly Disagree    
 ■ Disagree / Strongly Disagree

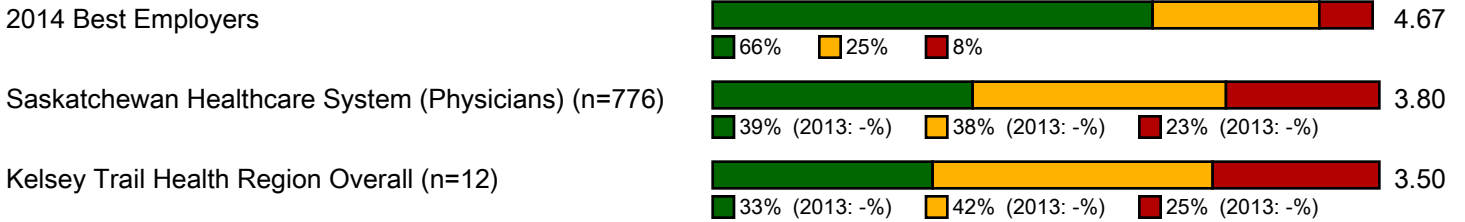


# Recognition

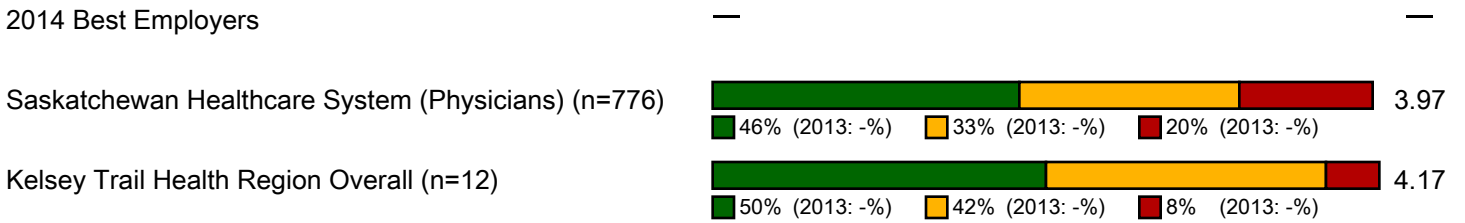
Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

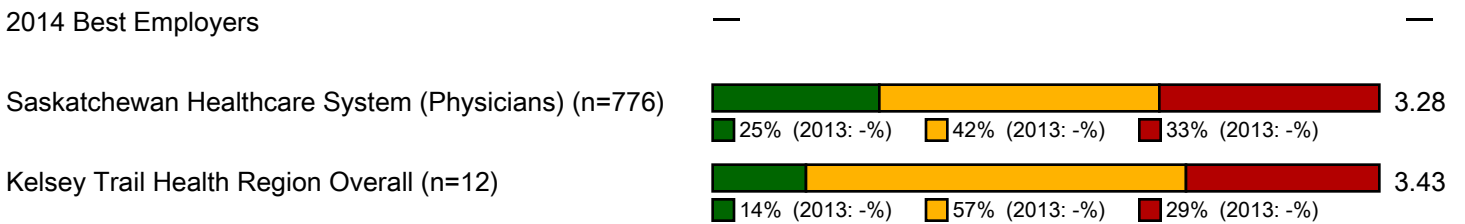
Recognition - I receive appropriate recognition for the patient care that I provide in this region / agency Mean



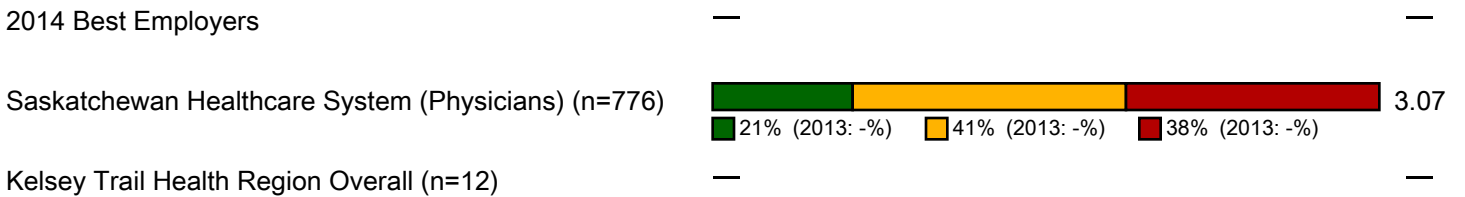
I am treated like a valued member of the patient care teams in this region / agency (Senior Leadership, Recognition, Patient Care) Mean



I receive appropriate recognition for my teaching efforts (Recognition) Mean



I receive appropriate recognition for my research efforts (Recognition) Mean



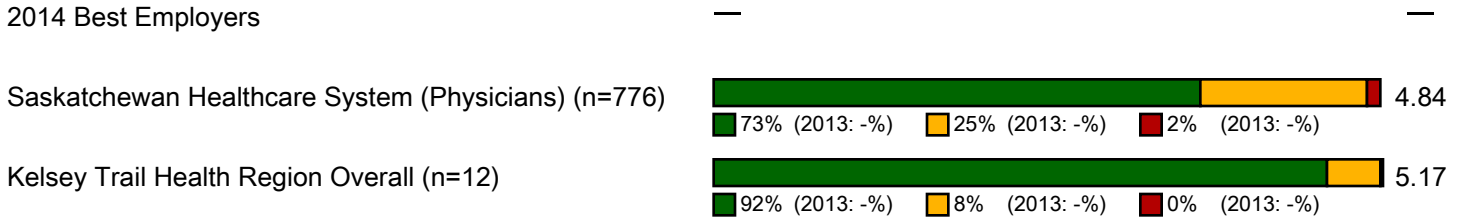
■ Strongly Agree / Agree    
 ■ Slightly Agree / Slightly Disagree    
 ■ Disagree / Strongly Disagree

# Recognition

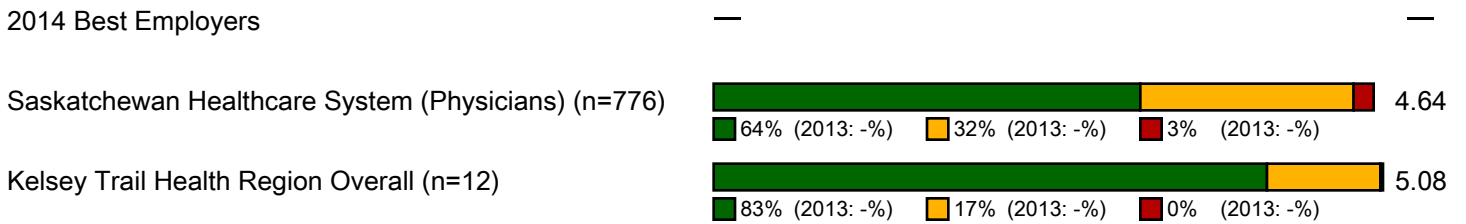
Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

I regularly recognize the staff I work with for their contributions to the care we provide to patients  
 (Recognition, Staff) Mean



I regularly recognize the physicians I work with for their contributions to the care we provide to patients  
 (Recognition, Physician Colleagues) Mean



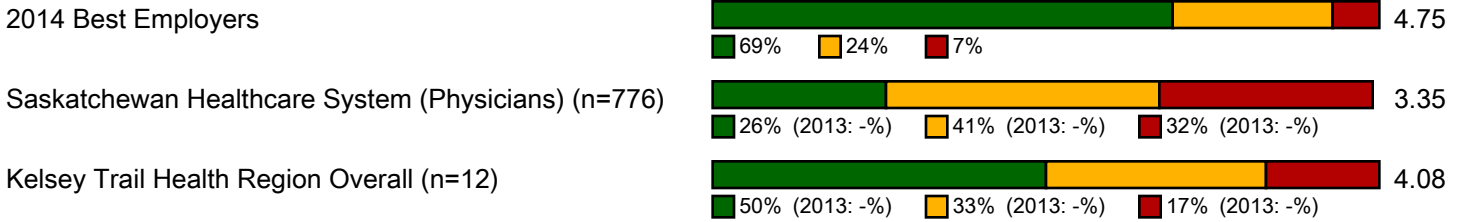
■ Strongly Agree / Agree   
 ■ Slightly Agree / Slightly Disagree   
 ■ Disagree / Strongly Disagree

# Resources

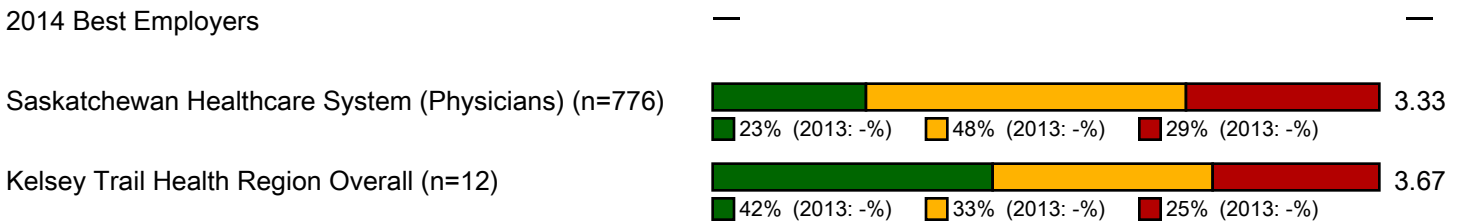
Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

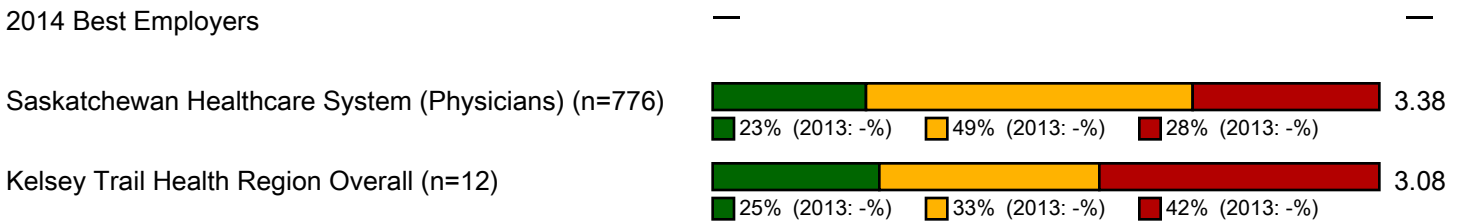
Resources - The tools and resources (people, information, equipment) this region / agency provides enable me to serve patients as effectively as possible Mean



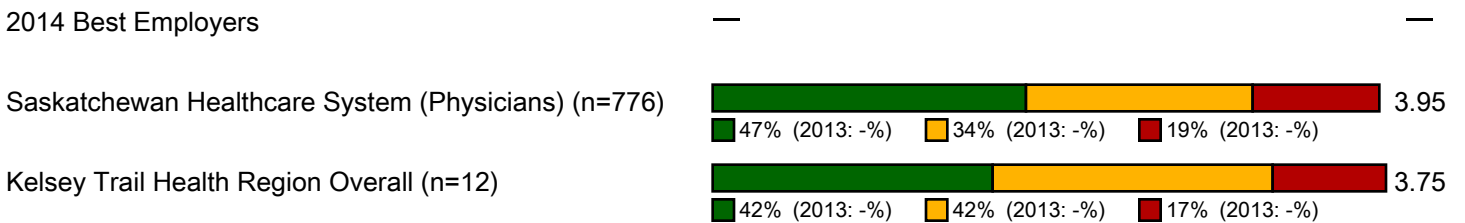
The distribution of tools and resources (people, information, equipment) in this region / agency is appropriate (Resources) Mean



We have effective processes to set priorities for using our scarce resources (Work Processes, Resources) Mean



My current workload meets my expectations relative to my role in this region / agency (Resources, Health and Well-Being, Work / Life Balance) Mean



Strongly Agree / Agree    Slightly Agree / Slightly Disagree    Disagree / Strongly Disagree

# Resources

Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

---

I have appropriate access to the resources (diagnostic and treatment procedures, surgical facilities, etc.) I need to provide quality care to patients (Resources, Patient Care) Mean

2014 Best Employers — —

Saskatchewan Healthcare System (Physicians) (n=776) 3.85

Strongly Agree / Agree	41% (2013: -%)
Slightly Agree / Slightly Disagree	38% (2013: -%)
Disagree / Strongly Disagree	21% (2013: -%)

Kelsey Trail Health Region Overall (n=12) 4.17

Strongly Agree / Agree	50% (2013: -%)
Slightly Agree / Slightly Disagree	42% (2013: -%)
Disagree / Strongly Disagree	8% (2013: -%)

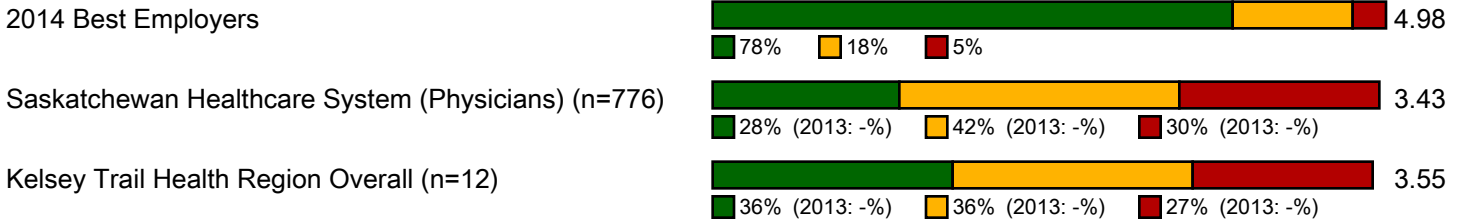
■ Strongly Agree / Agree    
 ■ Slightly Agree / Slightly Disagree    
 ■ Disagree / Strongly Disagree

# Senior Leadership

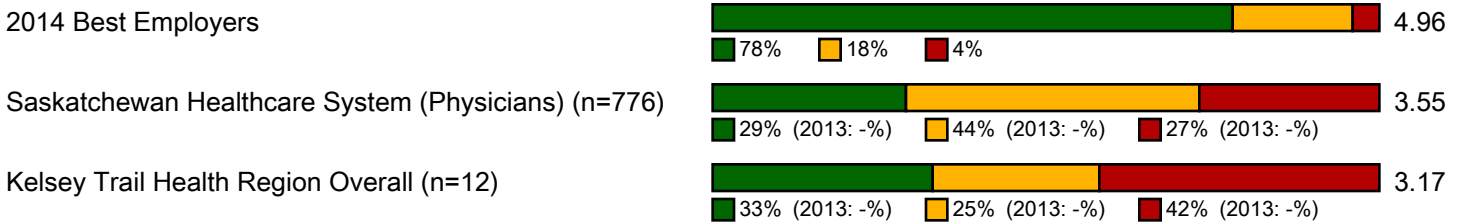
Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

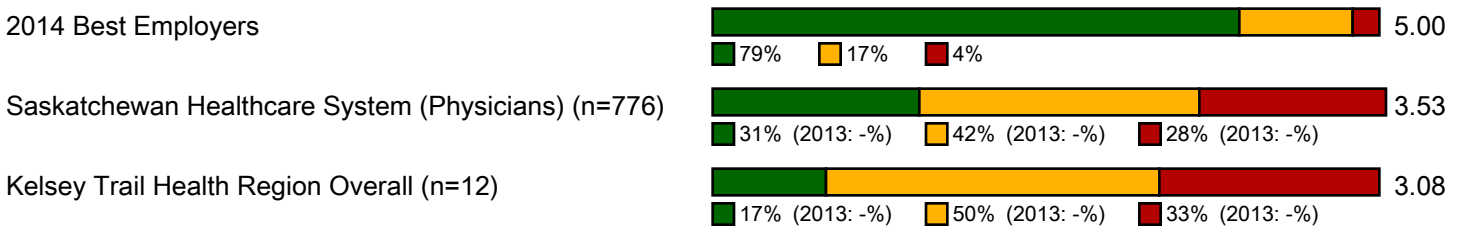
Senior Leadership - I see strong evidence of effective leadership from our region / agency's executive team Mean



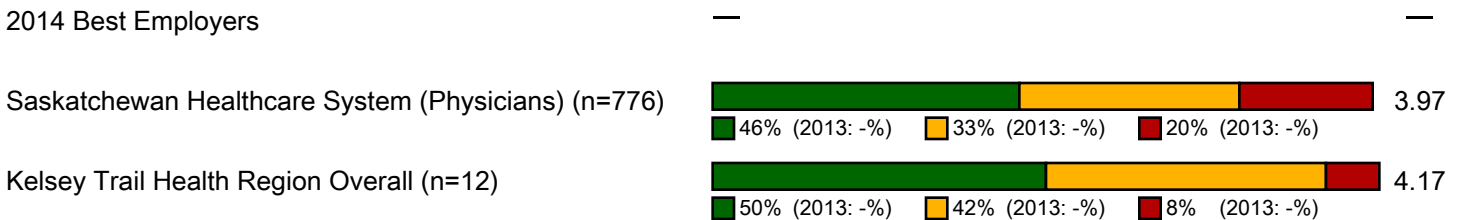
Our region / agency's executive team provides clear direction for the future (Senior Leadership) Mean



Our region / agency's executive team consistently demonstrates our region / agency's values through their behaviours and actions (Senior Leadership) Mean



I am treated like a valued member of the patient care teams in this region / agency (Senior Leadership, Recognition, Patient Care) Mean



■ Strongly Agree / Agree    ■ Slightly Agree / Slightly Disagree    ■ Disagree / Strongly Disagree

# Senior Leadership

Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

Our region / agency's executive team appropriately involves physicians in management and strategic planning at this region / agency (Senior Leadership) Mean

2014 Best Employers — —

Saskatchewan Healthcare System (Physicians) (n=776) 3.19

Strongly Agree / Agree	25% (2013: -%)
Slightly Agree / Slightly Disagree	37% (2013: -%)
Disagree / Strongly Disagree	37% (2013: -%)

Kelsey Trail Health Region Overall (n=12) 3.00

Strongly Agree / Agree	25% (2013: -%)
Slightly Agree / Slightly Disagree	25% (2013: -%)
Disagree / Strongly Disagree	50% (2013: -%)

Our region / agency's executive team treats physicians as a critical part of the health care team (Senior Leadership) Mean

2014 Best Employers — —

Saskatchewan Healthcare System (Physicians) (n=776) 3.35

Strongly Agree / Agree	29% (2013: -%)
Slightly Agree / Slightly Disagree	36% (2013: -%)
Disagree / Strongly Disagree	34% (2013: -%)

Kelsey Trail Health Region Overall (n=12) 3.25

Strongly Agree / Agree	25% (2013: -%)
Slightly Agree / Slightly Disagree	33% (2013: -%)
Disagree / Strongly Disagree	42% (2013: -%)

Our region / agency's executive team has clearly communicated what our region / agency needs to achieve to be successful (Senior Leadership) Mean

2014 Best Employers — —

Saskatchewan Healthcare System (Physicians) (n=776) 3.50

Strongly Agree / Agree	29% (2013: -%)
Slightly Agree / Slightly Disagree	43% (2013: -%)
Disagree / Strongly Disagree	27% (2013: -%)

Kelsey Trail Health Region Overall (n=12) 3.00

Strongly Agree / Agree	17% (2013: -%)
Slightly Agree / Slightly Disagree	50% (2013: -%)
Disagree / Strongly Disagree	33% (2013: -%)

■ Strongly Agree / Agree   
 ■ Slightly Agree / Slightly Disagree   
 ■ Disagree / Strongly Disagree

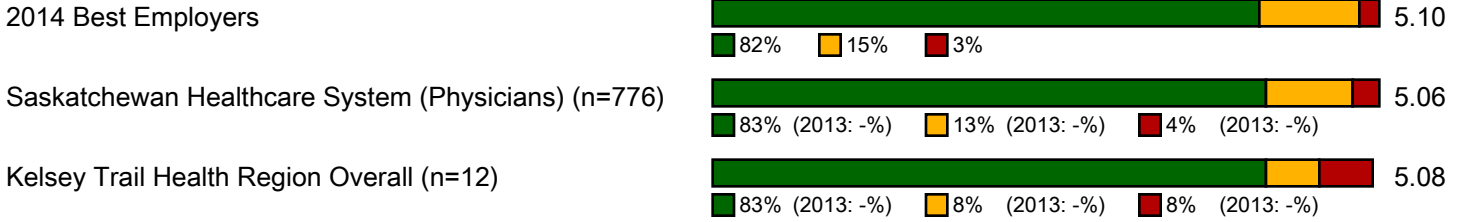
# Sense of Accomplishment

Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

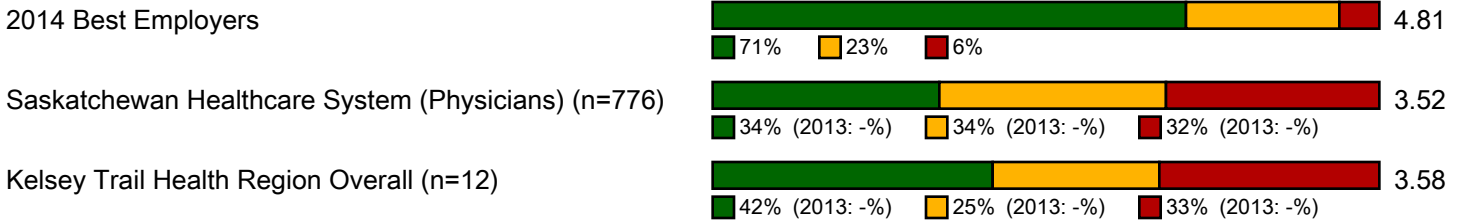
Sense of Accomplishment - I get a sense of accomplishment from the work that I do

Mean



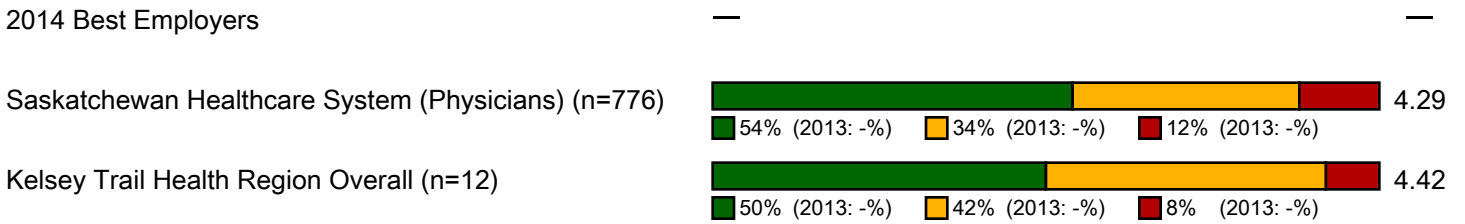
I am appropriately involved in decisions that affect my role as a physician here (Work Processes, Sense of Accomplishment)

Mean



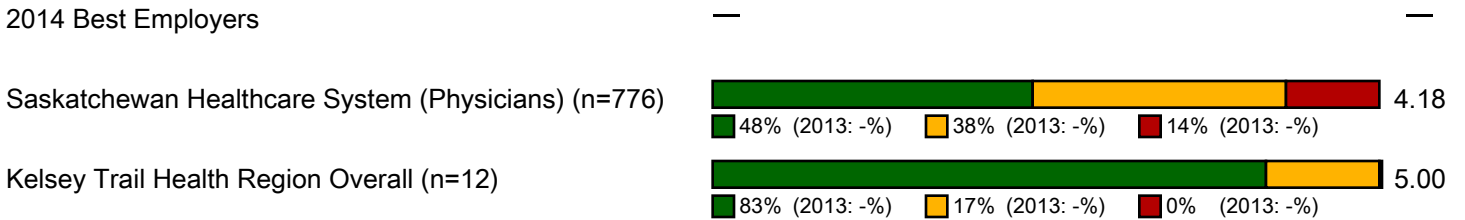
I feel like I "fit in" well here (Sense of Accomplishment)

Mean



I actively participate in helping this region / agency overcome challenges that negatively impact the quality of patient care (Sense of Accomplishment)

Mean



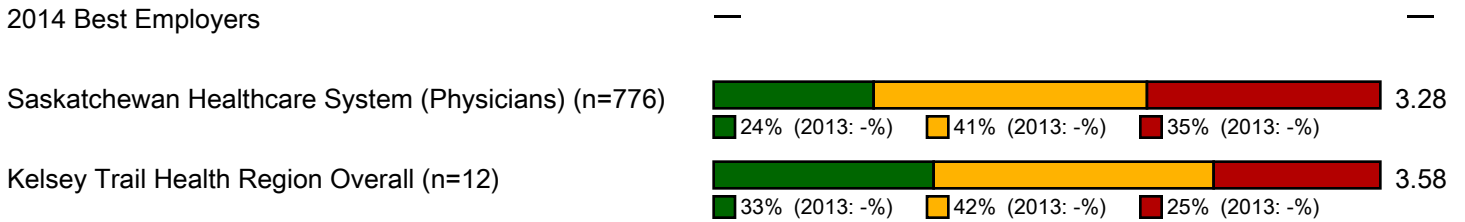
■ Strongly Agree / Agree   
 ■ Slightly Agree / Slightly Disagree   
 ■ Disagree / Strongly Disagree

# Sense of Accomplishment

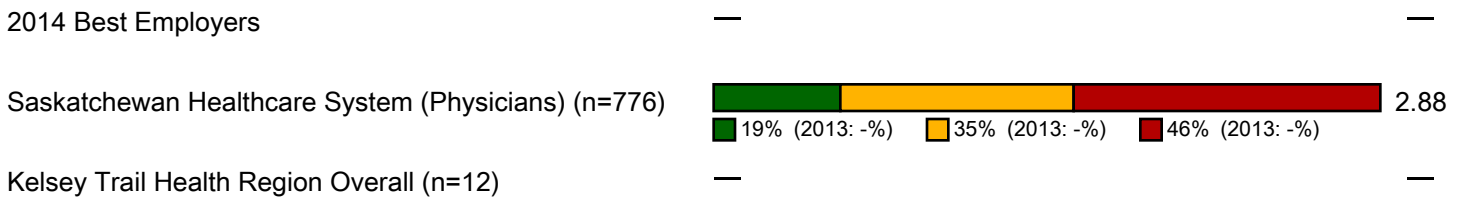
Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

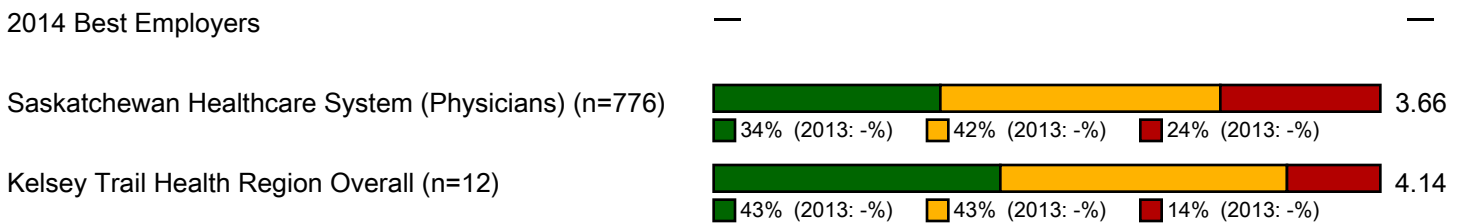
My opinion matters in this region / agency (Sense of Accomplishment) Mean



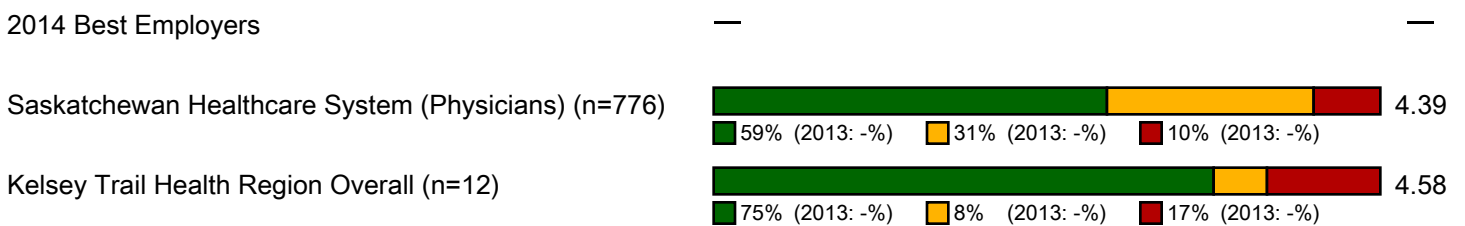
I have sufficient time to conduct research (Sense of Accomplishment) Mean



I have sufficient time for teaching (Sense of Accomplishment) Mean



I can make the decisions necessary to provide quality patient care (Sense of Accomplishment, Work Tasks) Mean



■ Strongly Agree / Agree   
 ■ Slightly Agree / Slightly Disagree   
 ■ Disagree / Strongly Disagree

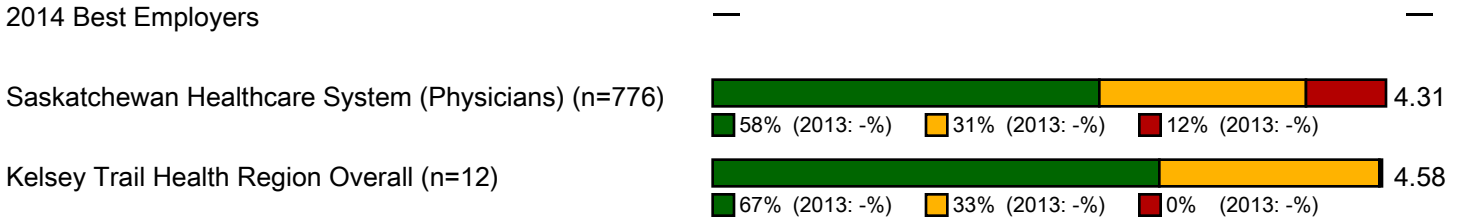


# Staff

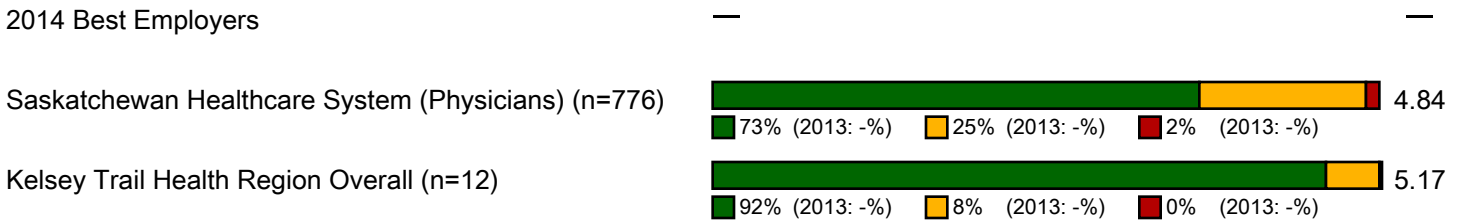
Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

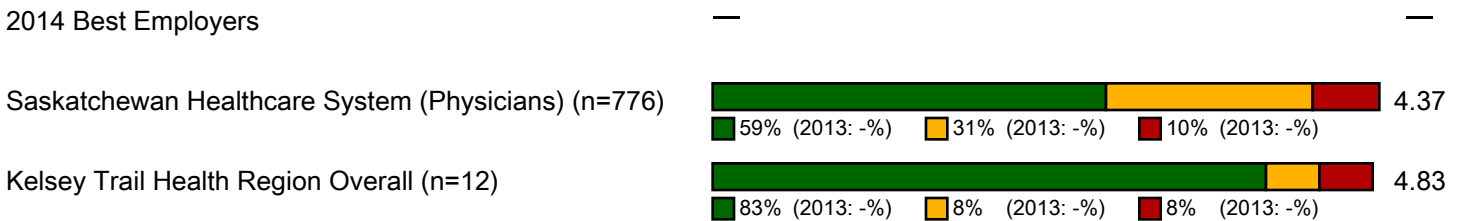
Staff - The staff in this region / agency respect my thoughts and feelings Mean



I regularly recognize the staff I work with for their contributions to the care we provide to patients (Recognition, Staff) Mean



The staff in this region / agency display integrity and ethical conduct at all times (Staff, Corporate Social Responsibility, Employer Reputation) Mean



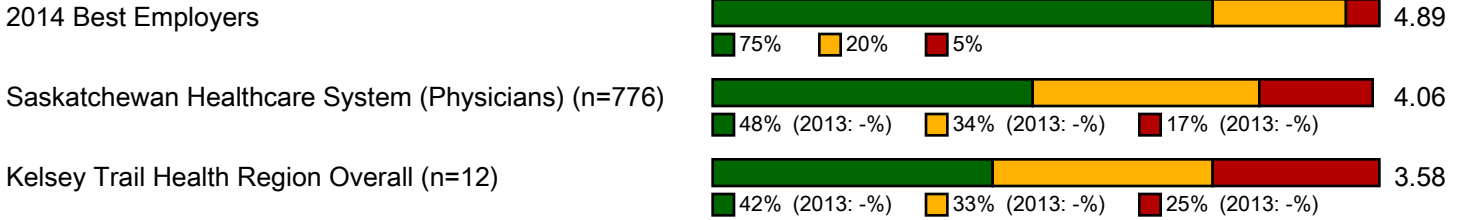
■ Strongly Agree / Agree   
 ■ Slightly Agree / Slightly Disagree   
 ■ Disagree / Strongly Disagree

# Work / Life Balance

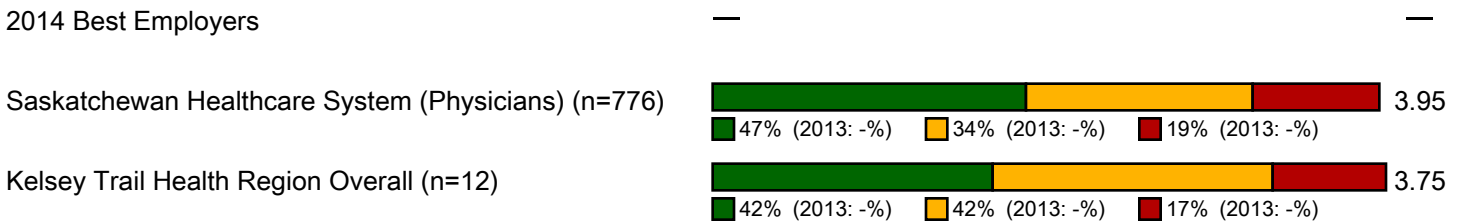
Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

Work / Life Balance - The balance between my work and personal commitments meets my expectations for my role in this region / agency Mean



My current workload meets my expectations relative to my role in this region / agency (Resources, Health and Well-Being, Work / Life Balance) Mean



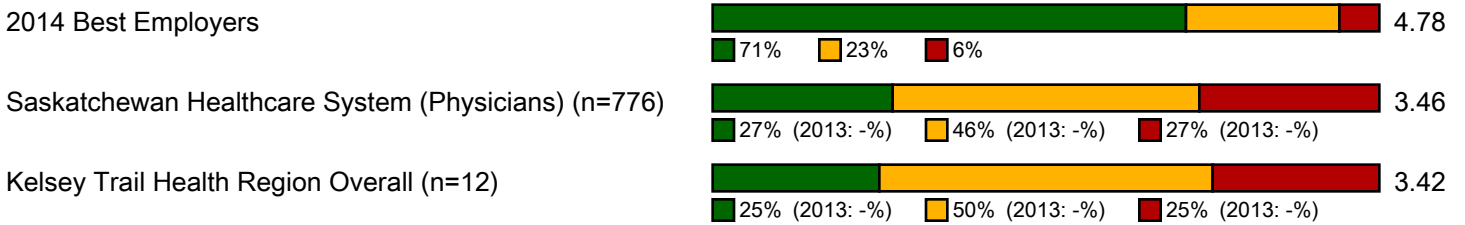
■ Strongly Agree / Agree   
 ■ Slightly Agree / Slightly Disagree   
 ■ Disagree / Strongly Disagree

# Work Processes

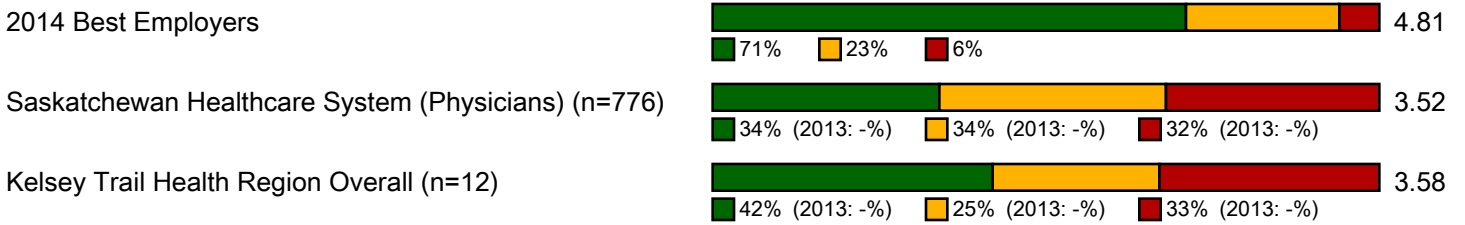
Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

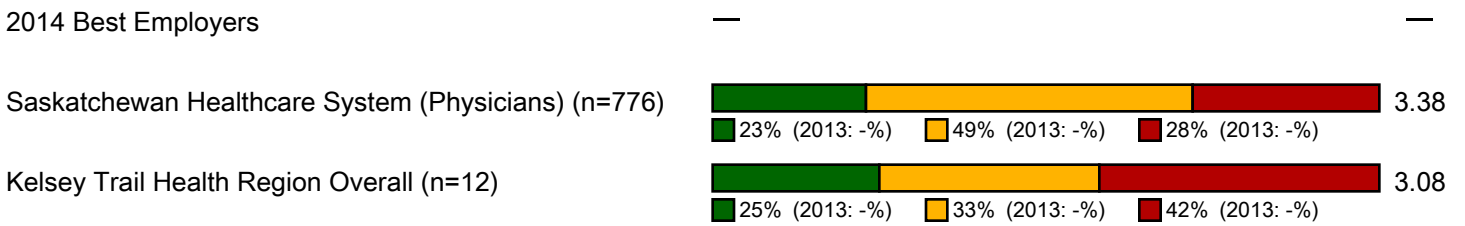
Work Processes - The work processes we have in place enable me to be as effective as possible Mean



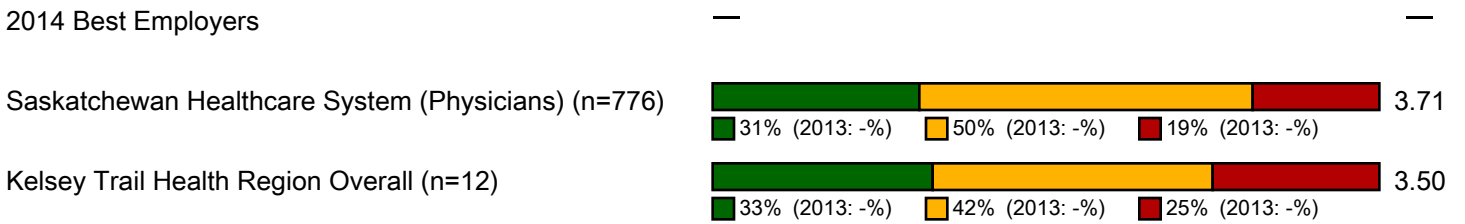
I am appropriately involved in decisions that affect my role as a physician here (Work Processes, Sense of Accomplishment) Mean



We have effective processes to set priorities for using our scarce resources (Work Processes, Resources) Mean



We regularly review our processes and look for ways to improve them (Work Processes) Mean



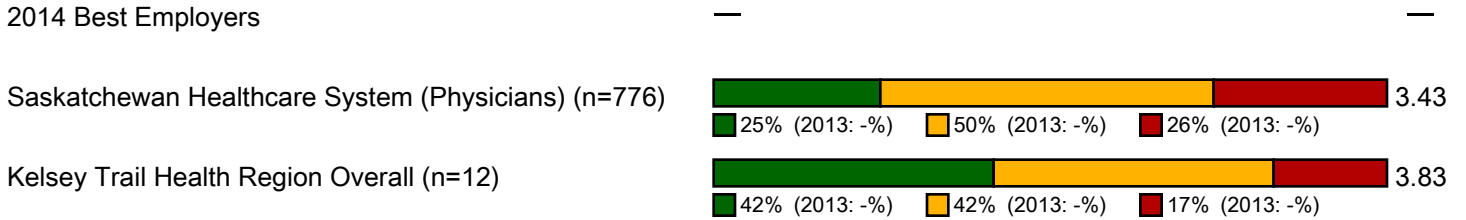
Strongly Agree / Agree    Slightly Agree / Slightly Disagree    Disagree / Strongly Disagree

# Work Processes

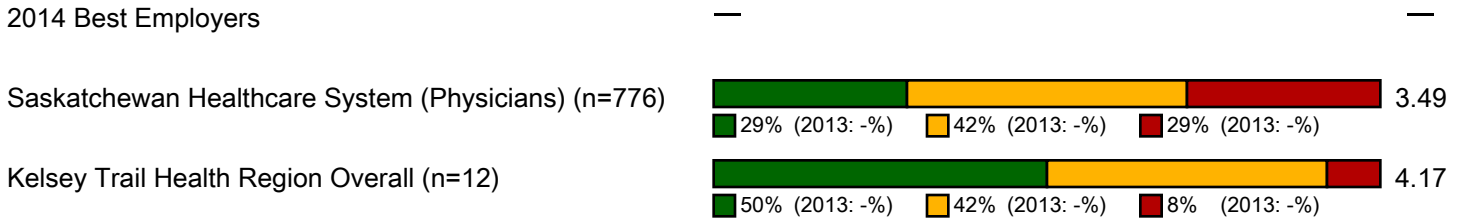
Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

Everyone is held accountable for following our processes (Work Processes) Mean



I am encouraged to provide feedback to help us improve our work processes (Work Processes) Mean



■ Strongly Agree / Agree    
 ■ Slightly Agree / Slightly Disagree    
 ■ Disagree / Strongly Disagree

# Work Tasks

Kelsey Trail Health Region Overall  
 Sub-Group Categories = All; Demographics for filtering data = All

## Detailed Results

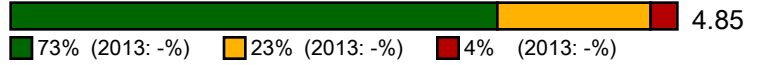
Work Tasks - I truly enjoy the work that I do at this region / agency

Mean

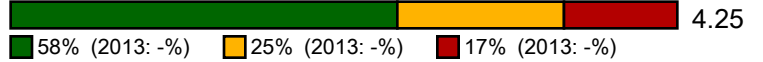
2014 Best Employers



Saskatchewan Healthcare System (Physicians) (n=776)



Kelsey Trail Health Region Overall (n=12)



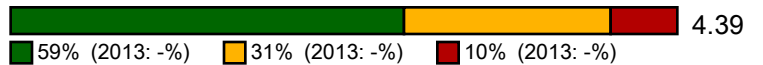
I can make the decisions necessary to provide quality patient care (Sense of Accomplishment, Work Tasks)

Mean

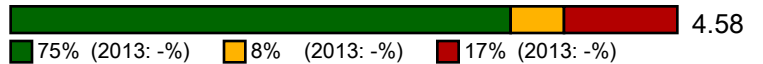
2014 Best Employers



Saskatchewan Healthcare System (Physicians) (n=776)



Kelsey Trail Health Region Overall (n=12)



■ Strongly Agree / Agree    
 ■ Slightly Agree / Slightly Disagree    
 ■ Disagree / Strongly Disagree