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An investigation of the factors that influence the retention of physiotherapists in the South African public sector

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QUESTIONNAIRE

PART 1 DEMOGRAPHIC INFORMATION

1 Gender — M | F

2 How old are you? _____

3 Racial Group — BLACK | WHITE | ASIAN | COLOURED

4 Marital Status — SINGLE | MARRIED | DIVORCED | SEPARATED

5 Do you have any children? — YES | NO

6 Do you have other family/ people that rely on you for financial s — YES | NO

7 Are you the main breadwinner? — YES | NO

PART 2 QUALIFICATIONS AND EDUCATION

8.1 In which year did you qualify as a physiotherapist? ____

8.2 What is your highest level of qualification as a physiotherapist? — Diploma | BSc Degree | MSc Degree

Other _____
(Please specify)

8.3 Do you intend to study further in the field of Physiotherapy? — YES | NO | Currently pursuing

8.4 If "YES" or "Curently Pursuing", please state name of course/ qualification

_____

8.5 Please explain briefly your reasons for pursuing further studies in Physiotherapy.

_____

_____

_____

9.1 Do you have any qualification(s) other than Physiotherapy? — YES | NO | Currently pursuing

9.2 If "YES" or "Currently Pursuing", please state name of course/ qualification

_____

9.3 Please explain briefly your reasons for pursuing the course/ qualification

_____

_____

_____

PART 3 EMPLOYMENT DETAILS

CURRENT EMPLOYMENT

10.1 For how long have you been employed at your current workplace? ☐ years ☐ months

10.2 What type of institution is it?

District Hospital	☐
Regional/ Secondary Level Hospital	☐
Tertiary Level Hospital	☐
Central/ Academic Hospital	☐
District Services	☐

11.1 Do you work part-time (P/T) or full-time (F/T)? ☐ P/T ☐ F/T

11.2 If your answer was part-time, please explain why you are working part-time

12 Why are you working at your current workplace?

13.1 Do you intend to stay at your current workplace for the rest of 2007? ☐ YES ☐ NO ☐ NOT SURE

13.2 Please give reasons for your answer

14 What is your professional ranking/ position at work? ☐ Junior PT ☐ Senior PT ☐ Chief PT ☐ Assistant Director

(Note: PT*=Physiotherapist)*

15 Since qualifying, how many years in total have you worked in the Public Sector as a physiotherapist?

☐ years ☐ months

16.1 If you had to break service (i.e. stop working as a physiotherapist for the SA Public Sector) at any stage, please state how long your longest service break was. ☐ years ☐ months

16.2 Please explain why you had to break service for as long as you did

16.3 Why did you decide to return to work as a physiotherapist in the SA Public Sector?

PART 4 OTHER CURRENT EMPLOYMENT

17.1 Do you work for remuneration anywhere else besides your current institution? | YES | NO |

17.2 If "YES", what kind of work is it? | Physiotherapy | Other | _____ (Please specify)

17.3 Is your other job in the Public or Private Sector? | Public | Private |

17.4 Please explain why you have another job.

_____

_____

_____

PART 5 PREVIOUS EMPLOYMENT

18.1 Did you work as a physiotherapist elsewhere before your current workplace? | YES | NO |

18.2 Referring to your *last* job prior to the current, was it in South Africa (SA) or not?

| SA | Not SA | _____ (please state where) |

19.1 If local, was it in the Private or Public Sector? | Public | Private |

19.2 If local and in the Public Sector, what type of institution was it?

District Hospital	
Regional/ Secondary Level Hospital	
Tertiary Level Hospital	
Central/ Academic Hospital	
District Services	

19.3 What were your reasons for leaving?

_____

_____

_____

PART 6 BENEFITS and CONDITIONS OF EMPLOYMENT

20 What is your gross monthly salary? (i.e. *before* deductions)

<R5000	>R5001-R7000	>R7001-R9000	>R9001-R11000	>R11000

The following is a list of some of the factors which have been suggested in different literature sources as possible staff incentives/ motivators and could contribute as retention factors in the workplace.

21 How would you rate your level of satisfaction concerning the following factors with reference to your *current* job on a scale from 1 (Very Unsatisfied) to 10 (Very Satisfied)?

	Very Unsatisfied									**Very Satisfied**
21.1 My Salary	1	2	3	4	5	6	7	8	9	10
21.2 Scarce Skills Allowance	1	2	3	4	5	6	7	8	9	10
21.3 Bonus Benefits	1	2	3	4	5	6	7	8	9	10
21.4 Leave	1	2	3	4	5	6	7	8	9	10
21.5 Medical Aid	1	2	3	4	5	6	7	8	9	10
21.6 Pension Fund	1	2	3	4	5	6	7	8	9	10
21.7 Career development	1	2	3	4	5	6	7	8	9	10
21.8 Training opportunities and Continuing Education	1	2	3	4	5	6	7	8	9	10
21.9 Promotion opportunities	1	2	3	4	5	6	7	8	9	10
21.10 Support from my supervisor(s)	1	2	3	4	5	6	7	8	9	10
21.11 Support from Management	1	2	3	4	5	6	7	8	9	10
21.12 Feeling valued	1	2	3	4	5	6	7	8	9	10
21.13 Recognition of professional status	1	2	3	4	5	6	7	8	9	10
21.14 Recognition of good performance	1	2	3	4	5	6	7	8	9	10
21.15 Support from my colleagues	1	2	3	4	5	6	7	8	9	10
21.16 Team work	1	2	3	4	5	6	7	8	9	10
21.17 Availability of required resources	1	2	3	4	5	6	7	8	9	10
21.18 Work load	1	2	3	4	5	6	7	8	9	10

22 If applicable, please state any additional factors that you feel have influenced your decision to stay at your *current* workplace.

_____

_____

_____

23 How would you rate the importance of the following factors for ensuring the retention of physiotherapists in the SA Public Sector on a scale from 1 (Very Unimportant) to 10 (Very Important)?

	Very Unimportant									Very Important
23.1 Salary	1	2	3	4	5	6	7	8	9	10
23.2 Scarce Skills Allowance	1	2	3	4	5	6	7	8	9	10
23.3 Bonus Benefits	1	2	3	4	5	6	7	8	9	10
23.4 Leave	1	2	3	4	5	6	7	8	9	10
23.5 Medical Aid	1	2	3	4	5	6	7	8	9	10
23.6 Pension Fund	1	2	3	4	5	6	7	8	9	10
23.7 Career development	1	2	3	4	5	6	7	8	9	10
23.8 Training opportunities and Continuing Education	1	2	3	4	5	6	7	8	9	10
23.9 Promotion opportunities	1	2	3	4	5	6	7	8	9	10
23.10 Support from supervisor(s)	1	2	3	4	5	6	7	8	9	10
23.11 Support from Management	1	2	3	4	5	6	7	8	9	10
23.12 Feeling valued	1	2	3	4	5	6	7	8	9	10
23.13 Recognition of professional status	1	2	3	4	5	6	7	8	9	10
23.14 Recognition of good performance	1	2	3	4	5	6	7	8	9	10
23.15 Support from my colleagues	1	2	3	4	5	6	7	8	9	10
23.16 Team work	1	2	3	4	5	6	7	8	9	10
23.17 Availability of required resources	1	2	3	4	5	6	7	8	9	10
23.18 Work load	1	2	3	4	5	6	7	8	9	10

24 Of the factors in Question 23, please list, in the blocks below, the numbers of the **5 factors** that are of most importance to you**. Start with the most important.**

e.g.

23.1	23.5	23.3	23.8	23.6

25 What factors would influence you to *leave* the SA Public Sector?

26.1 Are you aware of any staff retention strategies that are being used for physiotherapists at your current workplace or in your department?

YES	NO

26.2 If Yes, please state them below

27.1 Would you recommend working in the SA Public Sector to any of your physiotherapist colleagues/ friends?

YES	NO

27.2 Please elaborate on your response

28 Any other comments

Thank-you for your kind co-operation!