

**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 support?

 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 DegreeOther \_\_\_\_\_  
(Please specify)

8.3 Do you intend to study further in the field of Physiotherapy?

 YES  NO  Currently pursuing

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

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

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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

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

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**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

<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>

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

<input type="checkbox"/> P/T	<input type="checkbox"/> F/T
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11.2 If your answer was part-time, please explain why you are working part-time

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12 Why are you working at your current workplace?

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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

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14 What is your professional ranking/ position at work?

<input type="checkbox"/> Junior PT	<input type="checkbox"/> Senior PT	<input type="checkbox"/> Chief PT	<input type="checkbox"/> Assistant Director
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*(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

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

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**PART 4 OTHER CURRENT EMPLOYMENT**

17.1 Do you work for remuneration anywhere else besides your current institution? 

YES	NO
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17.2 If "YES", what kind of work is it? 

Physiotherapy	Other
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 \_\_\_\_\_  
(Please specify)

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

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

SA	Not SA
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 \_\_\_\_\_  
(please state where)

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

Public	Private
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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
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**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.

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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
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23.10 Support from supervisor(s)	1	2	3	4	5	6	7	8	9	10
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23.12 Feeling valued	1	2	3	4	5	6	7	8	9	10
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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
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25 What factors would influence you to *leave* the SA Public Sector?

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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
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26.2 If Yes, please state them below

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

YES	NO
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27.2 Please elaborate on your response

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28 Any other comments

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**Thank-you for your kind co-operation!**