

Facility Choice Questionnaire Baseline Survey

In this questionnaire we want to investigate the characteristics of the facilities that you would choose to work in.

IMAGINE THAT YOU HAVE JUST COMPLETED COMMUNITY SERVICE AND YOU ARE OFFERED A JOB POSTING IN TWO DIFFERENT PUBLIC SECTOR HEALTH FACILITIES. YOU HAVE TO MAKE A CHOICE BETWEEN THE TWO JOBS.

ONE OF THE FACILITIES IS IN A RURAL AREA AND THE OTHER IS IN AN URBAN AREA.

RURAL FACILITIES ARE LOCATED IN SMALL VILLAGES OR REMOTE RURAL AREAS WHERE INFRASTRUCTURE IS POORLY DEVELOPED AND ACCESS TO SERVICES SUCH AS SHOPS AND SCHOOLS MAY BE LIMITED.

URBAN FACILITIES ARE LOCATED IN CITIES OR LARGE TOWN WITH WELL-DEVELOPED FACILITIES AND GOOD ACCESS TO ALL SERVICES.

The facilities also differ in:

1. The **type** of facility (Hospital or clinic).
2. The **annual salary** offered (Basic salary with or without an additional rural allowance).
3. The number of years you would have to work at this facility before getting **study leave** to specialise (2 or 6 years).
4. The subsidised **housing** available at that facility.
5. The time you have to be in your position before you could be **promoted** (1 or 2 years).
6. Some jobs in rural areas also include a monthly **car allowance** which is a perk not usually available to professional nurses.
7. The organisational culture and **management** style.

You can assume that other characteristics of the jobs not mentioned in the above list are the same for both facilities.

There are 16 questions with two job choices (Rural Facility and Urban Facility) for each question.

Indicate which of the two jobs you would choose for each question by ticking the appropriate box.

Please answer all 16 questions. That means you **must** make a choice between the two facilities offered.

There are no right or wrong answers.

A sample question is shown on the next page.

In this example you have to choose between a job in a **Rural** Hospital or an **Urban** Clinic. The basic salary is the same at both facilities but the rural hospital offers an additional R12,000 per year as a rural incentive. You would have to work for 2 years in the rural hospital before getting study leave compared to 6 years in the Urban clinic. Housing and opportunities for promotion are the same at both facilities and neither job includes a car allowance. The management of the urban clinic is person-orientated whereas that of the urban hospital is more rule-orientated.

You must indicate which job you would choose by ticking the box below your choice. In this example the Urban facility has been chosen.

Example Question: Which of these two public sector facilities would you choose to work in?

	RURAL Facility	URBAN Facility
Type of facility	Hospital	Clinic
Annual salary	R120,000 per year	R120,000 per year
Rural allowance	An additional R12,000 per year	None
The number of years you would have to work before getting study leave to specialise	2 years	6 years
The housing provided	None	None
The number of years you would have to work before being eligible for promotion	2 years	2 years
The car allowance offered	None	None
The workplace culture and style of management	This facility is formal and structured. The managers emphasise stability, following rules, and keeping things running smoothly.	This facility is personal and supportive. The managers emphasise teamwork, loyalty, and developing the full potential of staff.
Which facility would you choose?	Rural Facility <input type="checkbox"/>	Urban Facility <input checked="" type="checkbox"/>

STUDY NUMBER:

Question 1 : Which of these two public sector facilities would you choose to work in?

	RURAL Facility	URBAN Facility
Type of facility	Clinic	Hospital
Annual salary	R120,000 per year	R120,000 per year
Rural allowance	An additional R12,000 per year	None
The number of years you would have to work before getting study leave to specialise	2 years	2 years
The housing provided	You can choose to stay in the subsidised accommodation provided which is a single room with a shared kitchen and shared toilet.	None
The number of years you would have to work before being eligible for promotion	2 years	2 years
The car allowance offered	None	None
The workplace culture and style of management	This facility is formal and structured. The managers emphasise stability, following rules, and keeping things running smoothly.	This facility is personal and supportive. The managers emphasise teamwork, loyalty, and developing the full potential of staff.
Which facility would you choose?	Rural Facility <input style="width: 40px; height: 30px;" type="text"/>	Urban Facility <input style="width: 40px; height: 30px;" type="text"/>

Question 2 : Which of these two public sector facilities would you choose to work in?

	RURAL Facility	URBAN Facility
Type of facility	Clinic	Clinic
Annual salary	R120,000 per year	R120,000 per year
Rural allowance	An additional R24,000 per year	None
The number of years you would have to work before getting study leave to specialise	6 years	6 years
The housing provided	You can choose to stay in the subsidised accommodation provided which is a single room with a shared kitchen and shared toilet.	None
The number of years you would have to work before being eligible for promotion	2 years	1 year
The car allowance offered	None	None
The workplace culture and style of management	This facility is personal and supportive. The managers emphasise teamwork, loyalty, and developing the full potential of staff.	This facility is personal and supportive. The managers emphasise teamwork, loyalty, and developing the full potential of staff.
Which facility would you choose?	Rural Facility <input type="checkbox"/>	Urban Facility <input type="checkbox"/>

Question 3 : Which of these two public sector facilities would you choose to work in?

	RURAL Facility	URBAN Facility
Type of facility	Hospital	Clinic
Annual salary	R120,000 per year	R120,000 per year
Rural allowance	An additional R36,000 per year	None
The number of years you would have to work before getting study leave to specialise	2 years	2 years
The housing provided	You can choose to stay in the subsidised accommodation provided which is a small two bedroom house for you and your family.	You can choose to stay in the subsidised accommodation provided which is a single room with a shared kitchen and shared toilet.
The number of years you would have to work before being eligible for promotion	2 years	1 year
The car allowance offered	None	None
The workplace culture and style of management	This facility is formal and structured. The managers emphasise stability, following rules, and keeping things running smoothly.	This facility is personal and supportive. The managers emphasise teamwork, loyalty, and developing the full potential of staff.
Which facility would you choose?	Rural Facility <input type="checkbox"/>	Urban Facility <input type="checkbox"/>

Question 4 : Which of these two public sector facilities would you choose to work in?

	RURAL Facility	URBAN Facility
Type of facility	Hospital	Hospital
Annual salary	R120,000 per year	R120,000 per year
Rural allowance	An additional R24,000 per year	None
The number of years you would have to work before getting study leave to specialise	6 years	2 years
The housing provided	You can choose to stay in the subsidised accommodation provided which is a small two bedroom house for you and your family.	None
The number of years you would have to work before being eligible for promotion	1 year	2 years
The car allowance offered	None	None
The workplace culture and style of management	This facility is formal and structured. The managers emphasise stability, following rules, and keeping things running smoothly.	This facility is formal and structured. The managers emphasise stability, following rules, and keeping things running smoothly.
Which facility would you choose?	Rural Facility <input type="checkbox"/>	Urban Facility <input type="checkbox"/>

Question 5 : Which of these two public sector facilities would you choose to work in?

	RURAL Facility	URBAN Facility
Type of facility	Hospital	Hospital
Annual salary	R120,000 per year	R120,000 per year
Rural allowance	An additional R36,000 per year	None
The number of years you would have to work before getting study leave to specialise	6 years	2 years
The housing provided	You can choose to stay in the subsidised accommodation provided which is a single room with a shared kitchen and shared toilet.	None
The number of years you would have to work before being eligible for promotion	2 years	1 year
The car allowance offered	R500 per month	None
The workplace culture and style of management	This facility is personal and supportive. The managers emphasise teamwork, loyalty, and developing the full potential of staff.	This facility is formal and structured. The managers emphasise stability, following rules, and keeping things running smoothly.
Which facility would you choose?	Rural Facility <input type="checkbox"/>	Urban Facility <input type="checkbox"/>

Question 6 : Which of these two public sector facilities would you choose to work in?

	RURAL Facility	URBAN Facility
Type of facility	Clinic	Hospital
Annual salary	R120,000 per year	R120,000 per year
Rural allowance	An additional R36,000 per year	None
The number of years you would have to work before getting study leave to specialise	2 years	6 years
The housing provided	You can choose to stay in the subsidised accommodation provided which is a single room with a shared kitchen and shared toilet.	You can choose to stay in the subsidised accommodation provided which is a single room with a shared kitchen and shared toilet.
The number of years you would have to work before being eligible for promotion	1 year	2 years
The car allowance offered	None	None
The workplace culture and style of management	This facility is personal and supportive. The managers emphasise teamwork, loyalty, and developing the full potential of staff.	This facility is formal and structured. The managers emphasise stability, following rules, and keeping things running smoothly.
Which facility would you choose?	Rural Facility <input type="checkbox"/>	Urban Facility <input type="checkbox"/>

Question 7 : Which of these two public sector facilities would you choose to work in?

	RURAL Facility	URBAN Facility
Type of facility	Clinic	Hospital
Annual salary	R120,000 per year	R120,000 per year
Rural allowance	An additional R24,000 per year	None
The number of years you would have to work before getting study leave to specialise	2 years	6 years
The housing provided	You can choose to stay in the subsidised accommodation provided which is a small two bedroom house for you and your family.	You can choose to stay in the subsidised accommodation provided which is a single room with a shared kitchen and shared toilet.
The number of years you would have to work before being eligible for promotion	2 years	1 year
The car allowance offered	R500 per month	None
The workplace culture and style of management	This facility is formal and structured. The managers emphasise stability, following rules, and keeping things running smoothly.	This facility is formal and structured. The managers emphasise stability, following rules, and keeping things running smoothly.
Which facility would you choose?	Rural Facility <input type="checkbox"/>	Urban Facility <input type="checkbox"/>

Question 8 : Which of these two public sector facilities would you choose to work in?

	RURAL Facility	URBAN Facility
Type of facility	Clinic	Clinic
Annual salary	R120,000 per year	R120,000 per year
Rural allowance	An additional R36,000 per year	None
The number of years you would have to work before getting study leave to specialise	6 years	6 years
The housing provided	You can choose to stay in the subsidised accommodation provided which is a small two bedroom house for you and your family.	None
The number of years you would have to work before being eligible for promotion	1 year	2 years
The car allowance offered	R500 per month	None
The workplace culture and style of management	This facility is formal and structured. The managers emphasise stability, following rules, and keeping things running smoothly.	This facility is personal and supportive. The managers emphasise teamwork, loyalty, and developing the full potential of staff.
Which facility would you choose?	Rural Facility <input type="checkbox"/>	Urban Facility <input type="checkbox"/>

Question 9 : Which of these two public sector facilities would you choose to work in?

	RURAL Facility	URBAN Facility
Type of facility	Hospital	Hospital
Annual salary	R120,000 per year	R120,000 per year
Rural allowance	An additional R12,000 per year	None
The number of years you would have to work before getting study leave to specialise	6 years	6 years
The housing provided	You can choose to stay in the subsidised accommodation provided which is a single room with a shared kitchen and shared toilet.	You can choose to stay in the subsidised accommodation provided which is a single room with a shared kitchen and shared toilet.
The number of years you would have to work before being eligible for promotion	1 year	1 year
The car allowance offered	R500 per month	None
The workplace culture and style of management	This facility is formal and structured. The managers emphasise stability, following rules, and keeping things running smoothly.	This facility is personal and supportive. The managers emphasise teamwork, loyalty, and developing the full potential of staff.
Which facility would you choose?	Rural Facility <input type="checkbox"/>	Urban Facility <input type="checkbox"/>

Question 10 : Which of these two public sector facilities would you choose to work in?

	RURAL Facility	URBAN Facility
Type of facility	Hospital	Clinic
Annual salary	R120,000 per year	R120,000 per year
Rural allowance	An additional R12,000 per year	None
The number of years you would have to work before getting study leave to specialise	2 years	6 years
The housing provided	You can choose to stay in the subsidised accommodation provided which is a small two bedroom house for you and your family.	None
The number of years you would have to work before being eligible for promotion	1 year	1 year
The car allowance offered	None	None
The workplace culture and style of management	This facility is personal and supportive. The managers emphasise teamwork, loyalty, and developing the full potential of staff.	This facility is formal and structured. The managers emphasise stability, following rules, and keeping things running smoothly.
Which facility would you choose?	Rural Facility <input type="checkbox"/>	Urban Facility <input type="checkbox"/>

Question 11 : Which of these two public sector facilities would you choose to work in?

	RURAL Facility	URBAN Facility
Type of facility	Clinic	Clinic
Annual salary	R120,000 per year	R120,000 per year
Rural allowance	An additional R12,000 per year	None
The number of years you would have to work before getting study leave to specialise	6 years	2 years
The housing provided	You can choose to stay in the subsidised accommodation provided which is a small two bedroom house for you and your family.	You can choose to stay in the subsidised accommodation provided which is a single room with a shared kitchen and shared toilet.
The number of years you would have to work before being eligible for promotion	2 years	2 years
The car allowance offered	R500 per month	None
The workplace culture and style of management	This facility is personal and supportive. The managers emphasise teamwork, loyalty, and developing the full potential of staff.	This facility is formal and structured. The managers emphasise stability, following rules, and keeping things running smoothly.
Which facility would you choose?	Rural Facility <input type="checkbox"/>	Urban Facility <input type="checkbox"/>

Question 12 : Which of these two public sector facilities would you choose to work in?

	RURAL Facility	URBAN Facility
Type of facility	Clinic	Clinic
Annual salary	R120,000 per year	R120,000 per year
Rural allowance	None	None
The number of years you would have to work before getting study leave to specialise	6 years	2 years
The housing provided	You can choose to stay in the subsidised accommodation provided which is a single room with a shared kitchen and shared toilet.	You can choose to stay in the subsidised accommodation provided which is a single room with a shared kitchen and shared toilet.
The number of years you would have to work before being eligible for promotion	1 year	1 year
The car allowance offered	None	None
The workplace culture and style of management	This facility is formal and structured. The managers emphasise stability, following rules, and keeping things running smoothly.	This facility is formal and structured. The managers emphasise stability, following rules, and keeping things running smoothly.
Which facility would you choose?	Rural Facility <input type="checkbox"/>	Urban Facility <input type="checkbox"/>

Question 13 : Which of these two public sector facilities would you choose to work in?

	RURAL Facility	URBAN Facility
Type of facility	Clinic	Hospital
Annual salary	R120,000 per year	R120,000 per year
Rural allowance	None	None
The number of years you would have to work before getting study leave to specialise	2 years	2 years
The housing provided	You can choose to stay in the subsidised accommodation provided which is a small two bedroom house for you and your family.	None
The number of years you would have to work before being eligible for promotion	1 year	1 year
The car allowance offered	R500 per month	None
The workplace culture and style of management	This facility is personal and supportive. The managers emphasise teamwork, loyalty, and developing the full potential of staff.	This facility is personal and supportive. The managers emphasise teamwork, loyalty, and developing the full potential of staff.
Which facility would you choose?	Rural Facility <input type="checkbox"/>	Urban Facility <input type="checkbox"/>

Question 14 : Which of these two public sector facilities would you choose to work in?

	RURAL Facility	URBAN Facility
Type of facility	Hospital	Clinic
Annual salary	R120,000 per year	R120,000 per year
Rural allowance	An additional R24,000 per year	None
The number of years you would have to work before getting study leave to specialise	2 years	2 years
The housing provided	You can choose to stay in the subsidised accommodation provided which is a single room with a shared kitchen and shared toilet.	You can choose to stay in the subsidised accommodation provided which is a single room with a shared kitchen and shared toilet.
The number of years you would have to work before being eligible for promotion	1 year	2 years
The car allowance offered	R500 per month	None
The workplace culture and style of management	This facility is personal and supportive. The managers emphasise teamwork, loyalty, and developing the full potential of staff.	This facility is personal and supportive. The managers emphasise teamwork, loyalty, and developing the full potential of staff.
Which facility would you choose?	Rural Facility <input type="checkbox"/>	Urban Facility <input type="checkbox"/>

Question 15 : Which of these two public sector facilities would you choose to work in?

	RURAL Facility	URBAN Facility
Type of facility	Hospital	Clinic
Annual salary	R120,000 per year	R120,000 per year
Rural allowance	None	None
The number of years you would have to work before getting study leave to specialise	2 years	6 years
The housing provided	You can choose to stay in the subsidised accommodation provided which is a single room with a shared kitchen and shared toilet.	None
The number of years you would have to work before being eligible for promotion	2 years	2 years
The car allowance offered	R500 per month	None
The workplace culture and style of management	This facility is formal and structured. The managers emphasise stability, following rules, and keeping things running smoothly.	This facility is formal and structured. The managers emphasise stability, following rules, and keeping things running smoothly.
Which facility would you choose?	Rural Facility <input type="checkbox"/>	Urban Facility <input type="checkbox"/>

Question 16 : Which of these two public sector facilities would you choose to work in?

	RURAL Facility	URBAN Facility
Type of facility	Hospital	Hospital
Annual salary	R120,000 per year	R120,000 per year
Rural allowance	None	None
The number of years you would have to work before getting study leave to specialise	6 years	6 years
The housing provided	You can choose to stay in the subsidised accommodation provided which is a small two bedroom house for you and your family.	You can choose to stay in the subsidised accommodation provided which is a single room with a shared kitchen and shared toilet.
The number of years you would have to work before being eligible for promotion	2 years	2 years
The car allowance offered	None	None
The workplace culture and style of management	This facility is personal and supportive. The managers emphasise teamwork, loyalty, and developing the full potential of staff.	This facility is personal and supportive. The managers emphasise teamwork, loyalty, and developing the full potential of staff.
Which facility would you choose?	Rural Facility <input type="checkbox"/>	Urban Facility <input type="checkbox"/>