

QUESTIONNAIRE*

*Most of items removed because of the Copyright Issue.

Study title: Securing and retaining a local workforce: An exploration of the elements that provide an environment for growth across two integrated health systems

Instruction: The questionnaire is divided into three sections. All questions are multi-choice; please choose the response that best applies to you and your experience

Section 1: Demographics

This section asks demographic questions.

1) Please indicate your professional qualification

- a. Certificate
- b. Undergraduate
- c. Postgraduate
- d. PhD
- e. Other
- f. NA

2) To which staff group do you belong?

- a. Nursing/Midwife (NMC Registered)
- b. Nursing/Midwife (N/As HCA, SHCA, Student, etc.)
- c. Qualified AHP (Art therapists, Drama therapists, Music therapists, Podiatrists, Dietitians, Occupational therapists, Operating department practitioners, Orthoptists, Osteopaths, Paramedics, Physiotherapists, Prosthetists and orthotists, Radiographers, Speech and language therapists, etc.)
- d. Senior Manager
- e. Other
- f. NA

3) What is your gender?

- a. Male
- b. Female
- c. Rather not say
- d. Other

4) What is your age?

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5) What is your ethnicity?

- a. Asian
- b. Black British
- c. Black or African American
- d. Caucasian or White
- e. Multiracial
- f. Native Hawaiian or Other Pacific Islander

- g. White British
- h. Other
- i. Prefer not to say

6) What is the highest level of education you have completed?

- a. CSE
- b. OLevel
- c. GCSE
- d. A Level
- e. Bachelor's degree
- f. Master's degree
- g. Doctoral degree
- h. Other
- i. NA

7) Which nursing field would you like to work in (for newly qualified nurses only)?

- a. Adult nursing
- b. children's nursing
- c. learning disabilities nursing
- d. mental health nursing
- e. Other
- f. NA

8) Which nursing field do you work in (for established nurses only)?

- a. Adult nursing
- b. children's nursing
- c. learning disabilities nursing
- d. mental health nursing
- e. Other
- f. NA

9) Which region do you work in?

- a. East of England
- b. London
- c. Midlands
- d. North East and Yorkshire
- e. North West
- f. South East
- g. South West
- h. Other
- i. NA

10) How many years of experience do you have in your field?

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Section 2: Turnover intention scale (TIS)

This section explores your experience of your current job and the extent to which you intend to stay at the organisation. Please read each question and indicate your response using the scale provided:

During the past 9 months...

1	How often have you considered leaving your job?	Never	1-----2-----3-----4-----5	Always
2	How satisfying is your job in fulfilling your personal needs?	Very satisfying	1-----2-----3-----4-----5	Totally dissatisfying
3	How often are you frustrated when not given the opportunity to achieve your personal work-related goals at work?	Never	1-----2-----3-----4-----5	Always
4	How often are your personal values at work compromised?	Never	1-----2-----3-----4-----5	Always
5	How often do you consider getting another job that suits your needs better?	Never	1-----2-----3-----4-----5	Always
6	How likely are you to accept another job at the same compensation level should it be offered to you?	Highly unlikely	1-----2-----3-----4-----5	Highly likely
7	How often do you look forward to another day at work?	Always	1-----2-----3-----4-----5	Never
8		Never	1-----2-----3-----4-----5	Always
9R		To no extent	1-----2-----3-----4-----5	To a very large extent
10R		To no extent	1-----2-----3-----4-----5	To a very large extent
11		Never	1-----2-----3-----4-----5	All of the time
12		To no extent	1-----2-----3-----4-----5	To a very large extent
13R		To no extent	1-----2-----3-----4-----5	To a very large extent
14	How frequently do you scan the internet or other sources for alternative job opportunities?	Never	1-----2-----3-----4-----5	All of the time

Section 3: Assessment of your work setting Safety, Communication, Operational Reliability, and Engagement (SCORE)

You will be asked questions on organisational practice environment, your specific unit or clinical experience and expertise. Choose your responses using the scale below:

A	B	C	D	E	X
Disagree Strongly	Disagree Slightly	Neutral	Agree Slightly	Agree Strongly	Not Applicable
Improvement Readiness (Practice Environment)					
The practice environment in this work setting utilises input/suggestions from the people who work here.					
The practice environment in this work setting effectively fixes defects to improve the quality of what we do.					
The practice environment in this work setting allows us to gain important insights into what we do well.					
The practice environment in this work setting is protected by our local management.					
Local Leadership					
In this work setting, local management is available at predictable times.					
In this work setting, local management communicates their expectations to me about my performance.					
Burnout Climate and Personal Burnout					
Events in this work setting affect the lives of people here in an emotionally unhealthy way.					
Teamwork Climate					
Disagreements in this work setting are appropriately resolved (i.e., not <i>who</i> is right, but <i>what</i> is best for the patient).					
In this work setting, it is difficult to speak up if I perceive a problem with patient care.					
It is easy for personnel here to ask questions when there is something that they do not understand.					

The people here from different disciplines/backgrounds work together as a well-coordinated team.	A	B	C	D	E	X
Safety Climate						
My suggestions about quality would be acted upon if I expressed them to management.	A	B	C	D	E	X
Regarding growth opportunities in this work setting, I have ...						
opportunities for personal growth/development.	A	B	C	D	E	X
influence in decisions about work activity timelines.	A	B	C	D	E	X
Regarding the workload in this work setting, I have ...						
too much work to do.	A	B	C	D	E	X
						X
						X
						X
						X
Regarding participatory decision-making at work ...						
the decision-making process is clear to me.	A	B	C	D	E	X
it is clear to whom should address specific problems.	A	B	C	D	E	X
I can discuss work problems with my direct supervisor/ physician leadership.	A	B	C	D	E	X
I can participate in decisions about the nature of my work.	A	B	C	D	E	X
I have a direct influence on my organisation's decisions.	A	B	C	D	E	X
Regarding job-related uncertainty about the future in this work setting ...						
I am certain I will still be working here in one year.	A	B	C	D	E	X
I am certain I will keep my current job next year.	A	B	C	D	E	X
I am certain that I will keep the same functional level as currently.	A	B	C	D	E	X
Regarding advancement in this organisation...						
I can live comfortably on my pay.	A	B	C	D	E	X

this organisation pays good salaries.	A	B	C	D	E	X
I am paid enough for the work I do.	A	B	C	D	E	X
With respect to my intentions to leave this organisation						
I would like to find a better job.	A	B	C	D	E	X
I often think about leaving this job.	A	B	C	D	E	X
I have plans to leave this job within 1 yr.	A	B	C	D	E	X

During the past week, how often did this occur?

A	B	C	D	X
Rarely or none of the time (less than 1 day)	Some or a little of the time (1-2 days)	Occasionally or a moderate amount of time (3-4 days)	All of the time (5-7 days)	Not Applicable
Skipped a meal	A B C D X	Had difficulty sleeping	A B C D X	

