





DCE Questionnaire

Version 3

	OPTION A		OPTION B
	You have a manageable workload		You have a heavy workload
	You work in an good culture		You work in a poor culture
	There is a sufficient availability of equipment and drugs at your work place	First Aid Station	There is an insufficient availability of equipment and drugs at your work place
	There are frequent and sufficient opportunities for training, personal development, and continuing education at your work place		There are infrequent or minimal opportunities for training, personal development, and continuing education at your work place
Public Health Clinic	You work at a public clinic	HOSPITAL	You work at a public hospital
	In or near a town or city that doesn't require you to relocate	VE ARE	In or near a town or city that requires you to relocate
\$ 5%	You receive a 5% increase on your current salary	\$\$ 10%	You receive a 10% increase on your current salary
	You receive no employee benefits or allowances	G 7%	You receive a medical aid contribution worth 7% of your salary

	OPTION A		OPTION B
	You have a manageable workload		You have a heavy workload
	You work in an good culture		You work in a poor culture
	There is a sufficient availability of equipment and drugs at your work place	First Aid Station	There is an insufficient availability of equipment and drugs at your work place
	There are infrequent or minimal opportunities for training, personal development, and continuing education at your work place		There are frequent and sufficient opportunities for training, personal development, and continuing education at your work place
HOSPITAL	You work at a public hospital		You work at a private clinic
	In or near a town or city that doesn't require you to relocate	VE ARE	In or near a town or city that requires you to relocate
\$ 5%	You receive a 5% increase on your current salary	\$\$ 10%	You receive a 10% increase on your current salary
(1) 7%	You receive a medical aid contribution worth 7% of your salary	(B) 20%	You receive a pension and medical aid contribution worth 20% of your salary

	OPTION A		OPTION B
	You have a manageable workload		You have a heavy workload
	You work in an good culture		You work in a poor culture
First Aid Station	There is an insufficient availability of equipment and drugs at your work place		There is a sufficient availability of equipment and drugs at your work place
	There are frequent and sufficient opportunities for training, personal development, and continuing education at your work place		There are infrequent or minimal opportunities for training, personal development, and continuing education at your work place
Public Health Clinic	You work at a public clinic	HOSPITAL	You work at a public hospital
NEAR DE LA CARACTERIZA	In or near a town or city that requires you to relocate		In a rural community outside of towns or cities that doesn't require you to relocate
\$\$ 10%	You receive a 10% increase on your current salary	\$\$\$ 20%	You receive a 20% increase on your current salary
(B) (D) 20%	You receive a pension and medical aid contribution worth 20% of your salary	40%	You receive a pension, medical aid contribution, and a living allowance worth 40% of your salary

	OPTION A		OPTION B
	You have a manageable workload		You have a heavy workload
	You work in a poor culture		You work in an good culture
	There is a sufficient availability of equipment and drugs at your work place	First Aid Station	There is an insufficient availability of equipment and drugs at your work place
	There are infrequent or minimal opportunities for training, personal development, and continuing education at your work place		There are frequent and sufficient opportunities for training, personal development, and continuing education at your work place
+ HOSPITAL PRIVATE	You work at a private hospital	Public Health Clinic	You work at a public clinic
	In or near a town or city that doesn't require you to relocate	HE ARE	In or near a town or city that requires you to relocate
\$\$\$ 20%	You receive a 20% increase on your current salary	20%	You receive a salary cut of 20% from your current salary
40%	You receive a pension, medical aid contribution, and a living allowance worth 40% of your salary	0%	You receive no employee benefits or allowances

	OPTION A		OPTION B
	You have a manageable workload		You have a heavy workload
	You work in a poor culture		You work in an good culture
First Aid Station	There is an insufficient availability of equipment and drugs at your work place		There is a sufficient availability of equipment and drugs at your work place
	There are frequent and sufficient opportunities for training, personal development, and continuing education at your work place		There are infrequent or minimal opportunities for training, personal development, and continuing education at your work place
	You work at a private clinic	+ HOSPITAL PRIVATE	You work at a private hospital
WEARE	In or near a town or city that requires you to relocate		In a rural community outside of towns or cities that doesn't require you to relocate
20%	You receive a salary cut of 20% from your current salary	\$ 5%	You receive a 5% increase on your current salary
Q%8	You receive no employee benefits or allowances	G 7%	You receive a medical aid contribution worth 7% of your salary

	OPTION A		OPTION B
	You have a heavy workload		You have a manageable workload
	You work in an good culture		You work in a poor culture
	There is a sufficient availability of equipment and drugs at your work place	First Aid Station	There is an insufficient availability of equipment and drugs at your work place
	There are frequent and sufficient opportunities for training, personal development, and continuing education at your work place		There are infrequent or minimal opportunities for training, personal development, and continuing education at your work place
Public Health Clinic	You work at a public clinic	HOSPITAL	You work at a public hospital
WEARE	In a rural community outside of towns or cities that requires you to relocate		In or near a town or city that doesn't require you to relocate
20%	You receive a salary cut of 20% from your current salary	5%	You receive a 5% increase on your current salary
CPD 40%	You receive a pension, medical aid contribution, and a living allowance worth 40% of your salary	Q%8	You receive no employee benefits or allowances

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First Aid Station	There is an insufficient availability of equipment and drugs at your work place		There is a sufficient availability of equipment and drugs at your work place
	There are infrequent or minimal opportunities for training, personal development, and continuing education at your work place		There are frequent and sufficient opportunities for training, personal development, and continuing education at your work place
+ HOSPITAL PUBLIC	You work at a public hospital		You work at a private clinic
	In a rural community outside of towns or cities that doesn't require you to relocate	HE REFERENCE	In a rural community outside of towns or cities that requires you to relocate
\$\$\$ 20%	You receive a 20% increase on your current salary	28%	You receive a salary cut of 20% from your current salary
	You receive no employee benefits or allowances	F 7%	You receive a medical aid contribution worth 7% of your salary

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	There are frequent and sufficient opportunities for training, personal development, and continuing education at your work place		There are infrequent or minimal opportunities for training, personal development, and continuing education at your work place
Public Health Clinic	You work at a public clinic	HOSPITAL	You work at a public hospital
	In or near a town or city that doesn't require you to relocate	WE ARE	In or near a town or city that requires you to relocate
\$ 5%	You receive a 5% increase on your current salary	\$ 10%	You receive a 10% increase on your current salary
<u>0%</u>	You receive no employee benefits or allowances	G 7%	You receive a medical aid contribution worth 7% of your salary

	OPTION A		OPTION B
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	There are frequent and sufficient opportunities for training, personal development, and continuing education at your work place		There are infrequent or minimal opportunities for training, personal development, and continuing education at your work place
	You work at a private clinic	+ HOSPITA	You work at a private hospital
WE ARE NOVING	In a rural community outside of towns or cities that requires you to relocate		In or near a town or city that doesn't require you to relocate
\$\$ 10%	You receive a 10% increase on your current salary	\$\$\$ 20%	You receive a 20% increase on your current salary
€) 7%	You receive a medical aid contribution worth 7% of your salary	CB CB 20%	You receive a pension and medical aid contribution worth 20% of your salary

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First Aid Station	There is an insufficient availability of equipment and drugs at your work place		There is a sufficient availability of equipment and drugs at your work place
	There are infrequent or minimal opportunities for training, personal development, and continuing education at your work place		There are frequent and sufficient opportunities for training, personal development, and continuing education at your work place
+ HOSPITAL PRIVATE	You work at a private hospital	Public Health Clinic	You work at a public clinic
	In a rural community outside of towns or cities that doesn't require you to relocate		In a rural community outside of towns or cities that requires you to relocate
\$ 5%	You receive a 5% increase on your current salary	10%	You receive a 10% increase on your current salary
(B) 20%	You receive a pension and medical aid contribution worth 20% of your salary	40%	You receive a pension, medical aid contribution, and a living allowance worth 40% of your salary