**APPENDIX 3. SAMPLE SUPPLEMENTAL QUESTIONS FROM A STUDENT SURVEY (Paper-based)**

**Understanding health worker preferences for development of a national strategy to increase health worker attraction and retention in rural areas of Lao PDR**

Student Cadre: Medical Student

Respondent ID: \_\_\_\_\_\_\_

Questionnaire Version: 4

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 Name of School/Hospital: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name of Data Collector: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**INFORMED CONSENT**

**Introduction**

You are being asked to take part in a study examining the factors affecting health professionals’ motivation for working in rural areas in Lao PDR. In order to ensure that you are informed about the study, we are asking you to read this consent form. You will also be asked to sign it. Please ask us to explain anything you do not understand.

**Purpose**

This study is being conducted by the Ministry of Health in collaboration with the World Health Organization and Capacity*Plus,* USAID’s global health workforce project. This study will gather information mainly on health worker motivation and preferences related to job postings in rural and remote areas. Basic demographic information, such as gender and age, will also be collected.

**Your Part in the Study**

If you agree to participate in the study you will be asked to complete a questionnaire that takes approximately 20-30 minutes. More than 300 people will take part in the overall study in Lao PDR.

**If You Decide not to Participate in the Study**

Your participation in the study is voluntary. There is no penalty for refusing to take part.

**Confidentiality**

The information you provide will be confidential. We will not put your name on the form on which your responses will be recorded. If we publish the results of the study, your name will not be in it.

**Benefits**

There is no financial compensation or other personal benefits from participating in the study. However, your responses may provide insights into the best strategies for designing future incentive packages to help attract and retain health workers in rural areas.

**Risks or Discomfort**

There are no known risks to you resulting from your participation in the study. If you experience any personal discomfort you may, as stated above, stop at any time or refuse to answer any questions.

**Contact Person for Questions**

If you have any questions about the study in general, your rights as a participant in this study or any problems with the study you may contact Dr. [NAME] at telephone number [NUMBER] or at the Ministry of Health, Department of Organization and Personnel.

**Consent to Participate in Study**

I have read (or had read to me) the information above describing the process, benefits and risks of participating in this study. I agree to participate as a volunteer in this study.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date Signature of Study Participant

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date Signature of Data Collector

**Introduction to the Survey:**

Thank you very much for coming today. We are working with the Ministry of Health to learn about the factors that motivate health care providers to work in facilities located in rural areas.

Since you are a student looking toward the future, we are interested in knowing more about what incentives or characteristics about a job would influence your decision to work in a rural area. This survey should take approximately 20-30 minutes.

You will be asked questions to obtain demographic and other background information. Then, there will be a series of questions about hypothetical job postings. Your participation will help us quantify the attractive power of incentives and characteristics to motivate health workers to accept postings in rural areas.

Please give your most honest responses throughout the questionnaire. There is no right or wrong answer. This information will assist the Ministry of Health to develop a national strategy to increase health worker attraction and retention in rural areas.

If you have any questions during the survey, please feel free to ask me.

Thank you for your participation!

**Section A: Demographic and Background Information**

First, we will ask you a set of questions about your personal background. Please note that thenumbers in parentheses next to the boxes have no meaning for your response. They are usedonly as coding for data entry.

1. In which university are you currently enrolled?

University of Health Sciences (Vientiane) **□** (0)

Other (specify)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **□** (1)

2. In which year of study are you?

6th year **□** (0)

5th year **□** (1)

Other (specify)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **□** (2)

3. In which program are you?

Direct entry **□** (0)

Upgrading **□** (1)

4. What is your gender?

Male **□** (0)

Female **□** (1)

5. What is your age, in years? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ years

6. From the age of 6 onwards, have you lived in a rural area for more than one year at a time?

No **□** (0)

Yes **□** (1)

7. What is your marital status?

Single **□** (0)

Married and live with my spouse **□** (1)

Married but DO NOT live with my spouse **□** (2)

8. How many living children do you have? (if none, enter 0) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ children

9. What is your religion?

Buddhist **□** (0)

Christian **□** (1)

Muslim **□** (2)

Animist **□** (3)

Other (specify)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **□** (4)

No religion **□** (5)

10. To which ethnic group do you belong?

Lao **□** (0)

Hmong **□** (1)

Khmou **□** (2)

Other (specify) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **□** (3)

**Section B: Professional Background**

Now we are going to ask you a few questions related to your school and work experience.

11. How do you pay tuition for your current study program?

I am sponsored by the Government of Lao PDR. **□** (0)

I am sponsored by an NGO. **□** (1)

I pay my tuition fee myself or with help from my family. **□** (2)

Other (specify) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **□** (3)

12. Before enrolling in your current study program, how many years of work experience did

you have as a health worker (if none, enter 0)?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ years

13. Have you at any time worked as a health worker in a rural area for more than six months

at a time?

No **□** (0) SKIP to Question 15.

Yes **□** (1)

14. Please rate your experience overall working in a rural area.

Excellent **□** (0)

Very good **□** (1)

Good **□** (2)

Fair **□** (3)

Poor **□** (4)

15. Are you under any obligation or have you made any commitment to work in a rural area

after graduation?

No **□** (0)

Yes **□** (1)

16. During your studies thus far, have you done service in a rural area as part of your study program?

No **□** (0) SKIP to Question 19.

Yes **□** (1)

17. How many weeks did you spend doing service in a rural area during your study program?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ weeks

18. Please rate your experience overall doing service in a rural area during your study program.

Excellent **□** (0)

Very good **□** (1)

Good **□** (2)

Fair **□** (3)

Poor **□** (4)

19. Please rate how likely you are to work in a rural area at some point in the future?

Very unlikely **□** (0)

Unlikely **□** (1)

Likely **□** (2)

Very likely **□** (3)

20. Thinking in general about the possibility of working in a rural area, which of the followingfactors do you consider to be the MOST IMPORTANT in your decision to work in a ruralarea? (Select ONLY one.)

The facility has sufficient staff type and number, and equipment

 is always available/working, according to facility type. **□** (0)

You have accelerated career promotion/advancement opportunities. **□** (1)

You are provided housing. **□** (2)

You are provided a higher salary. **□** (3)

You qualify for further study and a scholarship. **□** (4)

You are provided transport for official and personal use. **□** (5)

Other (specify)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **□** (6)

21. The government of Lao PDR is thinking of providing incentives and other motivational factors (which could include increased salary, housing, further study, better quality facilities) to encourage health workers to work in rural areas. If such incentives were available, would you consider working in a rural area?

No **□** (0)

Yes **□** (1)