

Start



## Determining the right incentives to attract and retain health workers: The case of Pharmacists in Namibia

### PARTICIPANT CONSENT

Thank you very much for your time today. IntraHealth International is working with the Ministry of Health and Social Services and the University of Namibia to conduct a study. IntraHealth is an international health and development organization based in the United States.

We are requesting approximately 50 pharmacists from many parts of Namibia to respond to this survey. The goal of this study is to examine the factors affecting health professionals' motivations for working in rural areas in Namibia. We would like to ask you to participate in this study. If you agree, you will respond to this survey. We expect this will take approximately 30 minutes.

There are no right or wrong answers. We would just like your honest feedback about your working life. You will be asked questions to obtain basic demographic information. Then you will be asked to review a series of hypothetical job postings and select your preference.

Your responses may provide insights into the best strategies for designing future incentive packages to help attract and retain health workers in rural areas.

**Click on the arrows at the bottom of the screen to navigate the survey. To view the survey in full screen mode, please click F11.**



# Informed Consent

**Introduction** You are being asked to take part in a study examining preferences for working at district hospitals in Namibia. In order to ensure that you are informed about the study, we are asking you to read this consent form.

**Purpose** This study is being conducted by the Ministry of Health and Social Services in collaboration with IntraHealth International and the University of Namibia.

This study will gather information mainly on pharmacists' preferences related to job postings in district hospitals. 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 survey that takes approximately 20-30 minutes.

**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 pharmacists at district hospitals.

**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 Ms. Maritza Titus at the following telephone number: 061- 303-799. Do you agree to participate in this study?

Consent=1 Yes, I agree to participate

Consent=2 No, I do not agree to participate



Gender

What is your gender?

Gender=1 Male

Gender=2 Female



Age

How old are you in years?



Nationality

What is your nationality?

- Nationality=1 Namibian
- Nationality=2 Angolan
- Nationality=3 Congolese
- Nationality=4 Cuban
- Nationality=5 Nigerian
- Nationality=6 South African
- Nationality=7 Ugandan
- Nationality=8 Zambian
- Nationality=9 Zimbabwean
- Nationality=10 Nationality\_10\_other  
Other



0%  100%

Relationshipstatus

What is your current relationship status?

Relationshipstatus=1 Single

Relationshipstatus=2 Married

Relationshipstatus=3 Cohabiting

Relationshipstatus=4 Divorced/Separated

Relationshipstatus=5 Widowed



NumberChildren

How many children do you have? (If none, please enter "0")



PracticingYears

How many years have you been a practicing pharmacist?





RegionWorking

In which regions have you worked?

- RegionWorking=1 Caprivi
- RegionWorking=2 Erongo
- RegionWorking=3 Hardap
- RegionWorking=4 Karas
- RegionWorking=5 Kavango East
- RegionWorking=6 Kavango West
- RegionWorking=7 Khomas
- RegionWorking=8 Kunene
- RegionWorking=9 Oshana
- RegionWorking=10 Oshana
- RegionWorking=11 Oshana
- RegionWorking=12 Oshana
- RegionWorking=13 Oshana
- RegionWorking=14 Oshana



LivedRural:

Have you ever lived in a rural area for more than 1 year?

LivedRural=1 Yes

LivedRural=2 No



IntroJobPair

Imagine that you are thinking about finding another job. You find two postings in government facilities. One of these postings is at a district hospital and the other is at a national tertiary hospital in Windhoek.

Please imagine yourself in this situation and make a decision as to which of the two presented postings you would prefer. For the sake of this survey, please assume that you would receive the full benefits described for both of the postings.

In making your choice, please carefully read the full list of benefits for each posting and do not imagine any additional features of the postings. There will be 12 different scenarios presented.

Please note that while they may look similar at first, they are indeed each very different.



JobPair\_Random1

Which of these two job postings do you prefer? Select one by marking the circle under the job you prefer.

|   | District Hospital  | National Tertiary Hospital   |
|---|--|--|
| <b>Housing</b>  | Well-maintained government housing provided  | Housing allowance (extra to basic salary)  |
| <b>Living Conditions</b>  | Always good availability and access to amenities (running water, electricity, supermarkets, internet)                                      | Always good availability and access to amenities (running water, electricity, supermarkets, internet)                                      |
| <b>Monthly Salary (basic salary excl. benefits)</b>                         | 30% additional basic salary  | 10% additional basic salary  |
| <b>Children's Education</b>   | No good schools close-by   | No good schools close-by   |
| <b>Career Advancement/Promotion Possibilities</b>                           | Eligible for promotion after 2 years   | Eligible for promotion after 2 years   |
| <b>Scope of Practice (Range of responsibility with available resources)</b> | Wide scope of practice and opportunity to apply skills due to availability of resources (human, supplies, equipment, infrastructure, etc.) | Wide scope of practice and opportunity to apply skills due to availability of resources (human, supplies, equipment, infrastructure, etc.) |
|   | <div style="border: 1px dashed black; display: inline-block; padding: 2px;">JobPair_Random1=1</div><br><input type="radio"/>               | <div style="border: 1px dashed black; display: inline-block; padding: 2px;">JobPair_Random1=2</div><br><input type="radio"/>               |



JobPair\_Random2

Which of these two job postings do you prefer? Select one by marking the circle under the job you prefer.

|   | District Hospital   | National Tertiary Hospital  |
|---|---|---|
| <b>Housing</b>  | No housing allowance  | Housing allowance (extra to basic salary)   |
| <b>Living Conditions</b>  | Always good availability and access to amenities (running water, electricity, supermarkets, internet)   | Availability and access to basic amenities (running water, electricity)   |
| <b>Monthly Salary (basic salary excl. benefits)</b>                         | 10% additional basic salary   | 10% additional basic salary   |
| <b>Children's Education</b>   | Good schools close-by   | No good schools close-by  |
| <b>Career Advancement/Promotion Possibilities</b>                           | Eligible for promotion after 1 year   | Eligible for promotion after 2 years  |
| <b>Scope of Practice (Range of responsibility with available resources)</b> | Narrow scope of practice with limited opportunity to apply skills due to lack of resources (human, supplies, equipment, infrastructure, etc.) | Narrow scope of practice with limited opportunity to apply skills due to lack of resources (human, supplies, equipment, infrastructure, etc.) |
|   | JobPair_Random2=1<br><input type="radio"/>  | JobPair_Random2=2<br><input type="radio"/>  |



JobPair\_Random3

Which of these two job postings do you prefer? Select one by marking the circle under the job you prefer.

|   | District Hospital   | National Tertiary Hospital   |
|---|---|--|
| <b>Housing</b>  | Housing allowance (extra to basic salary)   | No housing allowance   |
| <b>Living Conditions</b>  | Availability and access to basic amenities (running water, electricity)   | Always good availability and access to amenities (running water, electricity, supermarkets, internet)                                      |
| <b>Monthly Salary (basic salary excl. benefits)</b>                         | 10% additional basic salary   | 10% additional basic salary  |
| <b>Children's Education</b>   | Good schools close-by   | No good schools close-by   |
| <b>Career Advancement/Promotion Possibilities</b>                           | Eligible for promotion after 1 year   | Eligible for promotion after 2 years   |
| <b>Scope of Practice (Range of responsibility with available resources)</b> | Narrow scope of practice with limited opportunity to apply skills due to lack of resources (human, supplies, equipment, infrastructure, etc.) | Wide scope of practice and opportunity to apply skills due to availability of resources (human, supplies, equipment, infrastructure, etc.) |
|   | <div style="border: 1px dashed black; padding: 2px;">JobPair_Random3=1</div> <input type="radio"/>  | <div style="border: 1px dashed black; padding: 2px;">JobPair_Random3=2</div> <input type="radio"/>   |



JobPair\_Random4

Which of these two job postings do you prefer? Select one by marking the circle under the job you prefer.

|   | District Hospital  | National Tertiary Hospital   |
|---|--|--|
| <b>Housing</b>  | Well-maintained government housing provided  | Housing allowance (extra to basic salary)  |
| <b>Living Conditions</b>  | Availability and access to basic amenities (running water, electricity)  | Always good availability and access to amenities (running water, electricity, supermarkets, internet)                                      |
| <b>Monthly Salary (basic salary excl. benefits)</b>                         | No additional basic salary   | No additional basic salary   |
| <b>Children's Education</b>   | No good schools close-by   | No good schools close-by   |
| <b>Career Advancement/Promotion Possibilities</b>                           | Eligible for promotion after 1 year  | Eligible for promotion after 1 year  |
| <b>Scope of Practice (Range of responsibility with available resources)</b> | Wide scope of practice and opportunity to apply skills due to availability of resources (human, supplies, equipment, infrastructure, etc.) | Wide scope of practice and opportunity to apply skills due to availability of resources (human, supplies, equipment, infrastructure, etc.) |
|   | <div style="border: 1px dashed black; padding: 2px;">JobPair_Random4=1</div> <input type="radio"/>   | <div style="border: 1px dashed black; padding: 2px;">JobPair_Random4=2</div> <input type="radio"/>   |



JobPair\_Random5

Which of these two job postings do you prefer? Select one by marking the circle under the job you prefer.

|   | District Hospital  | National Tertiary Hospital  |
|---|--|---|
| <b>Housing</b>  | Housing allowance (extra to basic salary)  | Housing allowance (extra to basic salary)   |
| <b>Living Conditions</b>  | Always good availability and access to amenities (running water, electricity, supermarkets, internet)                                      | Always good availability and access to amenities (running water, electricity, supermarkets, internet)   |
| <b>Monthly Salary (basic salary excl. benefits)</b>                         | 30% additional basic salary  | 20% additional basic salary   |
| <b>Children's Education</b>   | No good schools close-by   | Good schools close-by   |
| <b>Career Advancement/Promotion Possibilities</b>                           | Eligible for promotion after 1 year  | Eligible for promotion after 2 years  |
| <b>Scope of Practice (Range of responsibility with available resources)</b> | Wide scope of practice and opportunity to apply skills due to availability of resources (human, supplies, equipment, infrastructure, etc.) | Narrow scope of practice with limited opportunity to apply skills due to lack of resources (human, supplies, equipment, infrastructure, etc.) |
|   | <div style="border: 1px dashed black; padding: 2px;">JobPair_Random5=1</div> <input type="radio"/>   | <div style="border: 1px dashed black; padding: 2px;">JobPair_Random5=2</div> <input type="radio"/>  |





JobPair\_Random6

Which of these two job postings do you prefer? Select one by marking the circle under the job you prefer.

|   | District Hospital  | National Tertiary Hospital  |
|---|--|---|
| <b>Housing</b>  | Housing allowance (extra to basic salary)  | Well-maintained government housing provided   |
| <b>Living Conditions</b>  | Availability and access to basic amenities (running water, electricity)  | Always good availability and access to amenities (running water, electricity, supermarkets, internet)   |
| <b>Monthly Salary (basic salary excl. benefits)</b>                         | 30% additional basic salary  | 30% additional basic salary   |
| <b>Children's Education</b>   | Good schools close-by  | No good schools close-by  |
| <b>Career Advancement/Promotion Possibilities</b>                           | Eligible for promotion after 1 year  | Eligible for promotion after 2 years  |
| <b>Scope of Practice (Range of responsibility with available resources)</b> | Wide scope of practice and opportunity to apply skills due to availability of resources (human, supplies, equipment, infrastructure, etc.) | Narrow scope of practice with limited opportunity to apply skills due to lack of resources (human, supplies, equipment, infrastructure, etc.) |
|   | JobPair_Random6=1<br><input type="radio"/>   | JobPair_Random6=2<br><input type="radio"/>  |



JobPair\_Random7

Which of these two job postings do you prefer? Select one by marking the circle under the job you prefer.

|   | District Hospital   | National Tertiary Hospital   |
|---|---|--|
| <b>Housing</b>  | Housing allowance (extra to basic salary)   | No housing allowance   |
| <b>Living Conditions</b>  | Availability and access to basic amenities (running water, electricity)   | Always good availability and access to amenities (running water, electricity, supermarkets, internet)                                      |
| <b>Monthly Salary (basic salary excl. benefits)</b>                         | No additional basic salary  | 20% additional basic salary  |
| <b>Children's Education</b>   | Good schools close-by   | No good schools close-by   |
| <b>Career Advancement/Promotion Possibilities</b>                           | Eligible for promotion after 1 year   | Eligible for promotion after 2 years   |
| <b>Scope of Practice (Range of responsibility with available resources)</b> | Narrow scope of practice with limited opportunity to apply skills due to lack of resources (human, supplies, equipment, infrastructure, etc.) | Wide scope of practice and opportunity to apply skills due to availability of resources (human, supplies, equipment, infrastructure, etc.) |
|   | <div style="border: 1px dashed black; padding: 2px;">JobPair_Random7=1</div> <input type="radio"/>  | <div style="border: 1px dashed black; padding: 2px;">JobPair_Random7=2</div> <input type="radio"/>   |



JobPair\_Random8

Which of these two job postings do you prefer? Select one by marking the circle under the job you prefer.

|   | District Hospital  | National Tertiary Hospital  |
|---|--|---|
| <b>Housing</b>  | No housing allowance   | No housing allowance  |
| <b>Living Conditions</b>  | Availability and access to basic amenities (running water, electricity)  | Always good availability and access to amenities (running water, electricity, supermarkets, internet)   |
| <b>Monthly Salary (basic salary excl. benefits)</b>                         | No additional basic salary   | No additional basic salary  |
| <b>Children's Education</b>   | Good schools close-by  | No good schools close-by  |
| <b>Career Advancement/Promotion Possibilities</b>                           | Eligible for promotion after 1 year  | Eligible for promotion after 2 years  |
| <b>Scope of Practice (Range of responsibility with available resources)</b> | Wide scope of practice and opportunity to apply skills due to availability of resources (human, supplies, equipment, infrastructure, etc.) | Narrow scope of practice with limited opportunity to apply skills due to lack of resources (human, supplies, equipment, infrastructure, etc.) |
|   | <div style="border: 1px dashed black; padding: 2px;">JobPair_Random8=1</div> <input type="radio"/>   | <div style="border: 1px dashed black; padding: 2px;">JobPair_Random8=2</div> <input type="radio"/>  |



JobPair\_Random9

Which of these two job postings do you prefer? Select one by marking the circle under the job you prefer.

|   | District Hospital  | National Tertiary Hospital   |
|---|--|--|
| <b>Housing</b>  | No housing allowance   | Well-maintained government housing provided  |
| <b>Living Conditions</b>  | Availability and access to basic amenities (running water, electricity)  | Availability and access to basic amenities (running water, electricity)  |
| <b>Monthly Salary (basic salary excl. benefits)</b>                         | No additional basic salary   | 10% additional basic salary  |
| <b>Children's Education</b>   | No good schools close-by   | No good schools close-by   |
| <b>Career Advancement/Promotion Possibilities</b>                           | Eligible for promotion after 2 years   | Eligible for promotion after 2 years   |
| <b>Scope of Practice (Range of responsibility with available resources)</b> | Wide scope of practice and opportunity to apply skills due to availability of resources (human, supplies, equipment, infrastructure, etc.) | Wide scope of practice and opportunity to apply skills due to availability of resources (human, supplies, equipment, infrastructure, etc.) |
|   | <div style="border: 1px dashed black; padding: 2px;">JobPair_Random9=1</div> <input type="radio"/>   | <div style="border: 1px dashed black; padding: 2px;">JobPair_Random9=2</div> <input type="radio"/>   |



JobPair\_Random10

Which of these two job postings do you prefer? Select one by marking the circle under the job you prefer.

|   | District Hospital   | National Tertiary Hospital   |
|---|---|--|
| <b>Housing</b>  | No housing allowance  | No housing allowance   |
| <b>Living Conditions</b>  | Always good availability and access to amenities (running water, electricity, supermarkets, internet)   | Always good availability and access to amenities (running water, electricity, supermarkets, internet)                                      |
| <b>Monthly Salary (basic salary excl. benefits)</b>                         | 20% additional basic salary   | No additional basic salary   |
| <b>Children's Education</b>   | No good schools close-by  | No good schools close-by   |
| <b>Career Advancement/Promotion Possibilities</b>                           | Eligible for promotion after 2 years  | Eligible for promotion after 1 year  |
| <b>Scope of Practice (Range of responsibility with available resources)</b> | Narrow scope of practice with limited opportunity to apply skills due to lack of resources (human, supplies, equipment, infrastructure, etc.) | Wide scope of practice and opportunity to apply skills due to availability of resources (human, supplies, equipment, infrastructure, etc.) |
|   | <div style="border: 1px dashed black; padding: 2px;">JobPair_Random10=1</div> <input type="radio"/>   | <div style="border: 1px dashed black; padding: 2px;">JobPair_Random10=2</div> <input type="radio"/>  |



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JobPair\_Random11

Which of these two job postings do you prefer? Select one by marking the circle under the job you prefer.

|   | District Hospital   | National Tertiary Hospital   |
|---|---|--|
| <b>Housing</b>  | Housing allowance (extra to basic salary)   | Well-maintained government housing provided  |
| <b>Living Conditions</b>  | Availability and access to basic amenities (running water, electricity)   | Always good availability and access to amenities (running water, electricity, supermarkets, internet)                                      |
| <b>Monthly Salary (basic salary excl. benefits)</b>                         | 10% additional basic salary   | 10% additional basic salary  |
| <b>Children's Education</b>   | Good schools close-by   | No good schools close-by   |
| <b>Career Advancement/Promotion Possibilities</b>                           | Eligible for promotion after 2 years  | Eligible for promotion after 1 year  |
| <b>Scope of Practice (Range of responsibility with available resources)</b> | Narrow scope of practice with limited opportunity to apply skills due to lack of resources (human, supplies, equipment, infrastructure, etc.) | Wide scope of practice and opportunity to apply skills due to availability of resources (human, supplies, equipment, infrastructure, etc.) |
|   | <div style="border: 1px dashed black; display: inline-block; padding: 2px;">JobPair_Random11=1</div><br><input type="radio"/>                 | <div style="border: 1px dashed black; display: inline-block; padding: 2px;">JobPair_Random11=2</div><br><input type="radio"/>              |



JobPair\_Random12

Which of these two job postings do you prefer? Select one by marking the circle under the job you prefer.

|   | District Hospital   | National Tertiary Hospital  |
|---|---|---|
| <b>Housing</b>  | No housing allowance  | Housing allowance (extra to basic salary)   |
| <b>Living Conditions</b>  | Availability and access to basic amenities (running water, electricity)   | Always good availability and access to amenities (running water, electricity, supermarkets, internet)   |
| <b>Monthly Salary (basic salary excl. benefits)</b>                         | 30% additional basic salary   | No additional basic salary  |
| <b>Children's Education</b>   | No good schools close-by  | Good schools close-by   |
| <b>Career Advancement/Promotion Possibilities</b>                           | Eligible for promotion after 1 year   | Eligible for promotion after 1 year   |
| <b>Scope of Practice (Range of responsibility with available resources)</b> | Narrow scope of practice with limited opportunity to apply skills due to lack of resources (human, supplies, equipment, infrastructure, etc.) | Narrow scope of practice with limited opportunity to apply skills due to lack of resources (human, supplies, equipment, infrastructure, etc.) |
|   | JobPair_Random12=1<br><input type="radio"/>   | JobPair_Random12=2<br><input type="radio"/>   |



Terminate

**Otwa pa ndula, Dankie, Thank you, Ndangi, Aio**

This marks the end of the survey. We thank you for your time.

If you are taking this survey in a computer lab, then please raise your hand to inform the survey administrator that you are finished

If you are taking this survey via the internet, then you may now close your browser

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