## Healthcare Workers Satisfaction and Engagement Survey [Name of facility]

Provider's work satisfaction is crucial to understanding the dynamics of the provider's work force. In view of this, results collated from this survey will help clarify the aspects of your job that most directly contribute to your current job satisfaction All responses will be kept confidential and anonymous.

Thank you for your time.

-	Sex Female Male Age 18-27 28-37 38-47 48 or above
•	Level of education Primary Secondary Post-secondary Graduate Post-graduate None
•	Qualifications:
•	Position at the facility:
•	Marital status Married Single Widow/widower Divorced
•	I have completed this survey By myself with no help With some help from other clinic staff With someone
	reading the survey to me and filling it out based on my answers
	I have worked in this facility for ☐ Less than 1 year ☐ 1-2 years ☐ 3-5 years ☐ 5-10 years ☐ >10 years
•	I would rate the services provided in the facility as Poor Good Excellent

2. Job-specific training	Career Development	Extremely Satisfied	Satisfied	Neutral	Dissatisfied	Extremely Dissatisfied	Not Applicable
3. Organization's commitment to professional development 4. Career advancement opportunities 1 2 3 4 5 6  Work Relationships  5. Relationship with immediate supervisor 6. Communication between employees and senior management 7. Relationships with co-workers 8. Freedom and autonomy 1 2 3 4 5 6  8. Freedom and autonomy 1 2 3 4 5 6  9. Management's recognition of employee job performance  Compensation and Benefits  10. Health insurance 1 1 2 3 4 5 6  11. Life insurance 1 1 2 3 4 5 6  12. Sick leave benefit 1 1 2 3 4 5 6  14. Extra working hours 1 2 3 4 5 6  15. Annual leave benefit 1 1 2 3 4 5 6  16. Retirement benefit 1 1 2 3 4 5 6  17. Housing allowance 1 2 3 4 5 6  18. Food allowance 1 2 3 4 5 6  19. Transport allowance 1 2 3 4 5 6  10. Retirement benefit 1 2 3 4 5 6  11. Transport allowance 1 2 3 4 5 6  12. Sick leave benefit 1 2 3 4 5 6  13. Salary 1 2 3 4 5 6  14. Extra working hours 1 2 3 4 5 6  15. Annual leave benefit 1 2 3 4 5 6  16. Retirement benefit 1 2 3 4 5 6  17. Housing allowance 1 2 3 4 5 6  18. Food allowance 1 2 3 4 5 6  19. Transport allowance 1 2 3 4 5 6  20. Job security 20. Job security 21. Organization's financial stability 22. The type of work I do 23. Variety of job responsibilities 24. Resources/infrastructure used for work 1 2 3 4 5 6  25. My work area is adequately lit 1 2 3 4 5 6  25. My work area is adequately lit 1 2 3 4 5 6  25. My work area is adequately lit 1 2 3 4 5 6  26. More area is adequately lit 1 2 3 4 5 6  26. More area is adequately lit 1 2 3 4 5 5 6  26. More area is adequately lit 1 2 3 4 5 5 6  26. More area is adequately lit 1 2 3 4 5 5 6  26. More area is adequately lit 1 2 3 4 5 5 6  26. More area is adequately lit 1 2 3 4 5 5 6  26. More area is adequately lit 1 2 3 4 5 5 6  26. More area is adequately lit 1 2 3 4 5 5 6  27. House area area area area area area area ar	11 ,	1	2	3	4	5	6
development		1	2	3	4	5	6
4. Career advancement opportunities	3. Organization's commitment to professional	1	2	3	4	5	6
Selationships							
5. Relationship with immediate supervisor         1         2         3         4         5         6           6. Communication between employees and senior management         1         2         3         4         5         6           7. Relationships with co-workers         1         2         3         4         5         6           8. Freedom and autonomy         1         2         3         4         5         6           9. Management's recognition of employee job performance         1         2         3         4         5         6           20. Health insurance         1         2         3         4         5         6           10. Health insurance         1         2         3         4         5         6           11. Life insurance         1         2         3         4         5         6           12. Sick leave benefit         1         2         3         4         5         6           13. Salary         1         2         3         4         5         6           14. Extra working hours         1         2         3         4         5         6           15. Annual leave benefit		1	2	3	4	5	6
6. Communication between employees and senior management  7. Relationships with co-workers  8. Freedom and autonomy  9. Management's recognition of employee job performance  Compensation and Benefits  10. Health insurance  11 2 3 4 5 6  11. Life insurance  11 2 3 4 5 6  12. Sick leave benefit  11 2 3 4 5 6  13. Salary  11 2 3 4 5 6  14. Extra working hours  11 2 3 4 5 6  15. Annual leave benefit  11 2 3 4 5 6  16. Retirement benefit  11 2 3 4 5 6  17. Housing allowance  18. Food allowance  19. Transport allowance  10. Job security  11 2 3 4 5 6  12. Sick leave benefit  11 2 3 4 5 6  13. Salary  14 5 6  15 6  16 Retirement benefit  17 1 2 3 4 5 6  17 Housing allowance  18 Food allowance  19. Transport allowance  19. Transport allowance  10. Job security  11 2 3 4 5 6  20. Job security  20. Job security  21. Organization's financial stability  22. The type of work I do  23. Variety of job responsibilities  14 2 3 4 5 6  24. Resources/infrastructure used for work  12 3 4 5 6  25. My work area is adequately lit  10 2 3 4 5 6  11 2 3 4 5 6  12 3 4 5 6  13 5 6  14 5 6  15 6  15 6  16 7  17 2 7  17 2 7  18 5 6  18 6  18 7	Work Relationships						
6. Communication between employees and senior management  7. Relationships with co-workers  8. Freedom and autonomy  9. Management's recognition of employee job performance  Compensation and Benefits  10. Health insurance  11 2 3 4 5 6 6 11. Life insurance  11 2 3 4 5 6 6 11. Life insurance  11 2 3 4 5 6 6 11. Life insurance  11 2 3 4 5 6 6 11. Life insurance  11 2 3 4 5 6 6 11. Life insurance  11 2 3 4 5 6 6 11. Life insurance  12. Sick leave benefit  13. Salary  14 2 3 4 5 6 6 11. Extra working hours  15 Annual leave benefit  16 Retirement benefit  17 2 3 4 5 6 6 11. Housing allowance  18 Food allowance  19 Transport allowance  10 Transport allowance  10 Transport allowance  11 2 3 4 5 6 6 12. Corpanization's financial stability  11 2 3 4 5 6 6 12. Corpanization's financial stability  11 2 3 4 5 6 6 12. Corpanization's financial stability  11 2 3 4 5 6 6 12. Corpanization's financial stabilities  11 2 3 4 5 6 6 12. Corpanization's financial stabilities  11 2 3 4 5 6 6 12. Corpanization's financial stabilities  11 2 3 4 5 6 6 12. Corpanization's financial stabilities  11 2 3 4 5 6 6 12. Corpanization's financial stabilities  11 2 3 4 5 6 6 12. Corpanization's financial stabilities  11 2 3 4 5 6 6 12. Corpanization's financial stabilities  12 3 4 5 6 6 12. Corpanization's financial stabilities  13 2 3 4 5 5 6 6 12. Corpanization's financial stabilities  14 2 3 4 5 6 6 12. Corpanization's financial stabilities  15 2 3 4 5 5 6 6 12. Corpanization's financial stabilities  16 2 3 4 5 5 6 6 12. Corpanization's financial stabilities  17 2 3 4 5 5 6 6 12. Corpanization's financial stabilities  18 2 3 4 5 5 6 6 12. Corpanization's financial stabilities  19 2 3 4 5 5 6 6 12. Corpanization's financial stabilities  20 3 4 5 5 6 6 12. Corpanization's financial stabilities  21 2 3 4 5 5 6 6 12. Corpanization's financial stability  22 3 4 5 5 6 6 12. Corpanization's financial stability  23 4 5 5 6 6 12. Corpanization's financial stability  24 8 8 Corpanization's financial stability  25 My work area is adequately lit	5. Relationship with immediate supervisor	1	2	3	4	5	6
Senior management		1	2	3	4	5	6
7. Relationships with co-workers       1       2       3       4       5       6         8. Freedom and autonomy       1       2       3       4       5       6         9. Management's recognition of employee job performance       1       2       3       4       5       6         Compensation and Benefits         University of the performance         1       2       3       4       5       6         11. Life insurance       1       2       3       4       5       6         12. Sick leave benefit       1       2       3       4       5       6         12. Sick leave benefit       1       2       3       4       5       6         13. Salary       1       2       3       4       5       6         14. Extra working hours       1       2       3       4       5       6         15. Annual leave benefit       1       2       3       4       5       6         16. Retirement benefit       1       2       3       4       5       6         17. Housing allow							
9. Management's recognition of employee job performance  Compensation and Benefits  10. Health insurance		1	2	3	4	5	6
Description and Benefits   Section 2   Since I   Section 2   S	8. Freedom and autonomy	1	2	3	4	5	6
Compensation and Benefits	9. Management's recognition of employee job	1	2	3	4	5	6
10. Health insurance       1       2       3       4       5       6         11. Life insurance       1       2       3       4       5       6         12. Sick leave benefit       1       2       3       4       5       6         13. Salary       1       2       3       4       5       6         14. Extra working hours       1       2       3       4       5       6         15. Annual leave benefit       1       2       3       4       5       6         16. Retirement benefit       1       2       3       4       5       6         17. Housing allowance       1       2       3       4       5       6         18. Food allowance       1       2       3       4       5       6         19. Transport allowance       1       2       3       4       5       6         19. Transport allowance       1       2       3       4       5       6         20. Job security       1       2       3       4       5       6         21. Organization's financial stability       1       2       3       4       5	performance						
11. Life insurance       1       2       3       4       5       6         12. Sick leave benefit       1       2       3       4       5       6         13. Salary       1       2       3       4       5       6         14. Extra working hours       1       2       3       4       5       6         15. Annual leave benefit       1       2       3       4       5       6         16. Retirement benefit       1       2       3       4       5       6         17. Housing allowance       1       2       3       4       5       6         18. Food allowance       1       2       3       4       5       6         19. Transport allowance       1       2       3       4       5       6         Work Environment       20. Job security       1       2       3       4       5       6         21. Organization's financial stability       1       2       3       4       5       6         22. The type of work I do       1       2       3       4       5       6         23. Variety of job responsibilities       1       2	Compensation and Benefits						
12. Sick leave benefit 1	10. Health insurance	1	2	3	4	5	6
13. Salary       1       2       3       4       5       6         14. Extra working hours       1       2       3       4       5       6         15. Annual leave benefit       1       2       3       4       5       6         16. Retirement benefit       1       2       3       4       5       6         17. Housing allowance       1       2       3       4       5       6         18. Food allowance       1       2       3       4       5       6         19. Transport allowance       1       2       3       4       5       6         Work Environment       20. Job security       1       2       3       4       5       6         21. Organization's financial stability       1       2       3       4       5       6         22. The type of work I do       1       2       3       4       5       6         23. Variety of job responsibilities       1       2       3       4       5       6         24. Resources/infrastructure used for work       1       2       3       4       5       6         25. My work area is adequately lit	11. Life insurance	1	2	3	4	5	6
14. Extra working hours       1       2       3       4       5       6         15. Annual leave benefit       1       2       3       4       5       6         16. Retirement benefit       1       2       3       4       5       6         17. Housing allowance       1       2       3       4       5       6         18. Food allowance       1       2       3       4       5       6         19. Transport allowance       1       2       3       4       5       6         Work Environment       20. Job security       1       2       3       4       5       6         21. Organization's financial stability       1       2       3       4       5       6         22. The type of work I do       1       2       3       4       5       6         23. Variety of job responsibilities       1       2       3       4       5       6         24. Resources/infrastructure used for work       1       2       3       4       5       6         25. My work area is adequately lit       1       2       3       4       5       6	12. Sick leave benefit	1	2	3	4	5	6
15. Annual leave benefit  1	13. Salary	1	2	3	4	5	6
16. Retirement benefit 1	14. Extra working hours	1	2	3	4	5	6
17. Housing allowance       1       2       3       4       5       6         18. Food allowance       1       2       3       4       5       6         19. Transport allowance       1       2       3       4       5       6         Work Environment         20. Job security       1       2       3       4       5       6         21. Organization's financial stability       1       2       3       4       5       6         22. The type of work I do       1       2       3       4       5       6         23. Variety of job responsibilities       1       2       3       4       5       6         24. Resources/infrastructure used for work       1       2       3       4       5       6         25. My work area is adequately lit       1       2       3       4       5       6		1	2	3	4	5	6
18. Food allowance 1 2 3 4 5 6 19. Transport allowance 1 2 3 4 5 6 19. Transport allowance 1 2 3 4 5 6 6 19. Transport allowance 1 2 3 4 5 6 6 19. Transport allowance 1 2 3 4 5 6 6 19. Transport allowance 1 2 3 4 5 6 6 19. Transport allowance 1 2 3 4 5 6 6 19. Transport allowance 1 2 3 4 5 6 6 19. Transport allowance 1 2 3 4 5 6 6 19. Transport allowance 1 2 3 4 5 6 6 19. Transport allowance 1 2 3 4 5 6 6 19. Transport allowance 1 2 3 4 5 6 6 19. Transport allowance 1 2 3 4 5 6 19. Transport allowance 1 2 3 5 6 19. Transport allowance 1 2 5 6 1	16. Retirement benefit	1	2	3	4	5	6
19. Transport allowance 1 2 3 4 5 6  Work Environment 20. Job security 1 2 3 4 5 6  21. Organization's financial stability 1 2 3 4 5 6  22. The type of work I do 1 2 3 4 5 6  23. Variety of job responsibilities 1 2 3 4 5 6  24. Resources/infrastructure used for work 1 2 3 4 5 6  25. My work area is adequately lit 1 2 3 4 5 6	17. Housing allowance	1	2	3	4	5	6
Work Environment       1       2       3       4       5       6         20. Job security       1       2       3       4       5       6         21. Organization's financial stability       1       2       3       4       5       6         22. The type of work I do       1       2       3       4       5       6         23. Variety of job responsibilities       1       2       3       4       5       6         24. Resources/infrastructure used for work       1       2       3       4       5       6         25. My work area is adequately lit       1       2       3       4       5       6	18. Food allowance	1	2	3	4	5	6
20. Job security       1       2       3       4       5       6         21. Organization's financial stability       1       2       3       4       5       6         22. The type of work I do       1       2       3       4       5       6         23. Variety of job responsibilities       1       2       3       4       5       6         24. Resources/infrastructure used for work       1       2       3       4       5       6         25. My work area is adequately lit       1       2       3       4       5       6	19. Transport allowance	1	2	3	4	5	6
21. Organization's financial stability       1       2       3       4       5       6         22. The type of work I do       1       2       3       4       5       6         23. Variety of job responsibilities       1       2       3       4       5       6         24. Resources/infrastructure used for work       1       2       3       4       5       6         25. My work area is adequately lit       1       2       3       4       5       6	Work Environment						
21. Organization's financial stability       1       2       3       4       5       6         22. The type of work I do       1       2       3       4       5       6         23. Variety of job responsibilities       1       2       3       4       5       6         24. Resources/infrastructure used for work       1       2       3       4       5       6         25. My work area is adequately lit       1       2       3       4       5       6	20. Job security	1	2	3	4	5	6
22. The type of work I do       1       2       3       4       5       6         23. Variety of job responsibilities       1       2       3       4       5       6         24. Resources/infrastructure used for work       1       2       3       4       5       6         25. My work area is adequately lit       1       2       3       4       5       6		1	2	3	4	5	6
23. Variety of job responsibilities  1 2 3 4 5 24. Resources/infrastructure used for work 1 2 3 4 5 25. My work area is adequately lit 1 2 3 4 5		1	2	3	4	5	6
24. Resources/infrastructure used for work 1 2 3 4 5 6 25. My work area is adequately lit 1 2 3 4 5		1	2	3	4	5	6
25. My work area is adequately lit 1 2 3 4 5		1	2	3	4	5	6
		1	2	3	4	5	6
	26. I feel safe in my work environment	1	2	3	4	5	6

**Healthcare Workers Satisfaction and Engagement Survey** 

Employee Job Commitment	Yes	Somehow	No	Not applicable
27. I know and understand the organization's mission/vision and goals	1	2	3	4
28. I am highly motivated by my work goals	1	2	3	4
29. I am determined to accomplish my work goals and confident I can meet them	1	2	3	4
30. I frequently feel that I'm putting all my effort into my work	1	2	3	4
31. While at work, I'm almost always completely focused on my work projects	1	2	3	4
32. I am often so wrapped up in my work that hours go by like minutes	1	2	3	4
33. I am passionate and excited about my work	1	2	3	4
34. I enjoy volunteering for activities beyond my job requirements	1	2	3	4

T 3 4	DD.	$\alpha$	71111		TATO
IM	PК	$() \setminus$	TEN	1 H.D	118

What improvements would you want implemented to make this clinic a better place for yourself and other staff?
Is there anything else that you would like to say about your job satisfaction in this clinic?

Thank you for completing the survey