Default Question Block

PAIGE

Podiatrists in Australia - Investigating Graduate Employment.

Many health professionals are confronted with burnout and their own mental health challenges. We are interested in determining how these challenges affect you. This is the 2nd survey of the PAIGE study, we strongly encourage you to repeat this survey even if you completed it in 2017 as it will collect **different** information in addition to any workplace or life changes.

You are invited to take part in this research if you are a podiatrist working in Victoria, Australia. We are interested in **EVERY** Victorian podiatrist being part of this study. Your responses are essential for this research to achieve it's aims.

Detailed information about these factors are essential for future workforce planning in the podiatry profession. This study is similar to others underway in medicine and nursing. Exploration of these factors has not been undertaken in this detail for allied health and particularly not in the podiatry profession.

The information that you provide in the PAIGE study will be used to:

- Understand how life impacts on workplace decisions
- Improve the access to podiatry services for every Victorian, particularly in rural and regional areas
- Improve the evidence base informing podiatry workforce policy

This research is being undertaken by researchers at Monash University (Dr Cylie Williams, Dr Jenni White, Dr Deborah Russell, Dr Belinda O'Sullivan, Anna Couch and Prof Terry Haines) and La Trobe University (Prof Hylton Menz).

It is not expected that you will directly benefit from this research and there is no payment for being part of this research.

At the end of the survey, you may choose to enter a draw to win:

- One (1) Apple Iphone 7
- One (1) of three (3) \$100 Coles Myer gift cards.
- One (1) of six (6) \$50 Coles Myer gift cards

This survey will take between 20-40 minutes. You can complete it in your own time and it is important that the whole survey is completed.

You can withdraw at any time by closing your Internet browser window. Being part of this study is voluntary. However, if you do consent and answer questions, anything you have answered may be used within the research. You will not be able to withdraw the answers to any questions you have answered.

If you choose to leave your contact details for any reason such as to participate in the gift card draw or so you can receive results, you can be assured that your contact details will not be subsequently linked to your survey responses.

This study has been funded by the Australian Podiatry Education and Research Foundation.

The results of this survey are confidential and you will not be asked to give any identifying information in a way that your results can be matched to you. Answers are being collected through Qualtrics and you can access the privacy policy here: https://www.qualtrics.com/privacy-statement/

Any provided details will only be viewed by the research team. The collected responses will be stored in accordance with Australian Privacy Regulations, and will be kept as a password protected data file stored on a cloud based server for 15 years. If there is future funding of this project, your responses to this survey may be linked to your responses in future surveys. A report of this study will be submitted for publication. No individual responses will be identified in any publications.

A newsletter containing key survey results and information about how results are being used to advance the podiatry profession will be produced during this project. You have the option to provide your email address to receive this at the end of the survey. It will not be linked with your survey responses.

If you would like to contact the research team about aspects of this study or have a complaint concerning the manner in which this research is being conducted, please contact the principal investigator:

Cylie Williams: cylie.williams@monash.edu

Ph: (03) 9784 2678

OR

Should you have any concerns or complaints about the conduct of the project, you are welcome to contact:

Executive Officer, Monash University Human Research Ethics (MUHREC)

| Room 111, Chancellery Building Research Office, Monash University | | alk, Clayton Ca | ampus | | | |
|---|----------------------|-------------------------------|--|----------------------------|------------------|----------------|
| | mail: muhrec@m | onash.edu | Fax: +6 | 1 3 9905 3831 | | |
| | | | | | _ | |
| f you completed the 1st survey | in 2017 please e | nter the same | code that you cre | eated in surve | y one. | |
| this is the first PAIGE survey nable your answers to be linke | | | ent to being part | of this researd | h, please create | your code to |
| o create this code, please use Your two (2) initials and two | | date in the n | nonth of your bi | rthday. | | |
| e.g. Cylie Williams and birthday | date in the mont | h is 28, the co | de example is C\ | N28 | | |
| f you have a double surname (ligits. | e.g. Smith-Peters | on), only the f | irst initial - S sho | uld be used as | the code should | d be only 4 |
| | | | | | | |
| . Have you completed the Rou | and 1 PAICE aver- | 0.1 | | | | |
| . Have you completed the Rot Yes | IIIU I PAIGE SUIV | еу | | | | |
| ○ No | | | | | | |
| Can't remember | | | | | | |
| | | | | | | |
| 2. Are you in the same job since Yes | e the beginning of | f 2017? | | | | |
| ○ No | | | | | | |
| | | | | | | |
| A) About your job satisfaction | | | | _ | | |
| Please indicate how satisfied | l or dissatisfied yo | ou are with ead Moderately | ch of the various Neither satisfied | aspects of you Moderately | ır job | |
| | Very dissatisfied | dissatisfied | or dissatisfied | satisfied | Very satisfied | Not applicable |
| Freedom to choose your own nethod of working | 0 | \circ | \circ | \circ | \circ | \circ |
| mount of variety in your work | 0 | \circ | \circ | \bigcirc | \circ | \bigcirc |
| Physical working conditions | 0 | \circ | \circ | \circ | \circ | \circ |
| Opportunities to use your abilities | 0 | \circ | \circ | \circ | 0 | \circ |
| our colleagues and fellow vorkers | 0 | \circ | \circ | \circ | \circ | \bigcirc |
| Recognition you get for good work | 0 | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \circ |
| our hours of work | 0 | \circ | \circ | \circ | \circ | \bigcirc |
| our remuneration | 0 | \bigcirc | \circ | \circ | \circ | |
| mount of responsibility you are iven | 0 | \bigcirc | \circ | \bigcirc | \circ | 0 |
| aking everything into onsideration, how do you feel | | | | | | 0 |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| about your job? 2. Please indicate the degree to | o which you agree | e or disagree v | vith the following | statements | 0 | 0 0 |
| about your job? | o which you agree | e or disagree v | vith the following | statements Agree | Strongly Agree | Not applicable |

| 0 | 0 | 0 | | |
|-------------------------------|--|-------------------------|-------------------------|--------------|
| | | | \circ | \circ |
| | \circ | \circ | \circ | \circ |
| 0 | 0 | 0 | 0 | 0 |
| \circ | 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 |
| \circ | \bigcirc | \circ | \bigcirc | \circ |
| \circ | \circ | \circ | \circ | \circ |
| \circ | \circ | \circ | \circ | \circ |
| 0 | 0 | 0 | 0 | 0 |
| ACPS)? registered (with Al | HPRA) Podiatric Si | urgeon | | |
| | | | | |
| Council htry Council | applied for, enre | olled in or wai | ting to commence | e? |
| 9 | ou considered, Council atry Council atry Council | Council atry Council | Council atry Council | atry Council |

| in workplace? | (month and | d year) | 0 | 0 | 0 | 0 |
|-----------------|------------------|--------------------------|-----------------|--|--|---|
| 1? | | | 0 | 0 | 0 | 0 |
| | ? (month and | d year) | | | | |
| | ? (month and | d year) | | | | |
| in workplace? | ? (month and | d year) | | | | |
| | | | | | | |
| ur main podia | atry workpla | ce | | | | |
| close to this (| geographic | location? | | | | |
| rent main wor | kplace? (Ind | clude yours | self if applica | able) | | |
| Number | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | close to this of | close to this geographic | | close to this geographic location? rent main workplace? (Include yourself if applica | close to this geographic location? rent main workplace? (Include yourself if applicable) | close to this geographic location? rent main workplace? (Include yourself if applicable) |

| Private setting with other health workers or Public funded setting with other health workers. | |
|--|---|
| Private setting with podiatrists only (excluding) | ng podiatry assistants) |
| 8. How many other health workers or proapply) | ofessionals are employed at your current main workplace? (Please enter all that |
| | Number |
| Other allied health professionals | |
| Podiatry assistants | |
| Medical staff (GP and/or specialists) | |
| Nurses | |
| Other (please list the worker and how many) | |
| 9. My opportunities for continuing podiat Very limited Average Very good | try education and professional development are: |
| 10. What type of leave do you have accompaid annual leave Unpaid annual leave Paid sick leave No leave available | ess to as part of your employment arrangements (Select all that apply) |
| 11. How much leave have you taken in t unpaid leave, please select both) | the past 12 months for recreational purposes? (Where you have taken paid and |
| | Weeks |
| Weeks of paid recreational leave | |
| Weeks of unpaid recreational leave | |
| 12. In your most recent USUAL week at following settings? (Include ALL of the w | work, for approximately how many HOURS did you undertake work in each of the work you do as a podiatrist) |
| | Hours |
| Private practice hours | |
| Community health centre or other state-run primary care organisation hours | |
| Public hospital hours | |
| Private hospital hours | |
| Residential/aged care health facility (nursing/residential home, hospice etc.) hours | |
| Tertiary education institution hours | |
| Other (please list setting and number of hours) | |

13. In question 9, you reported how many HOURS you worked in your MOST RECENT USUAL WEEK. Using this as your

| total, please break down how you spent the podiatrist in ALL jobs/workplaces) | |
|---|---|
| | Usawa. |
| Direct patient care hours (face-to-face, phone | Hours |
| consultations, home visits, including any patient care with a student you are supervising) | |
| Indirect patient care hours (patient notes, reports, phone calls, care planning meetings) | |
| Education activity hours (teaching, research, continuing education) | |
| Practice management hours (including supervision of staff, ordering stock, advertising etc) | |
| Other (please report what and how many hours | |
| 14. For how many years did you live in a ruleft secondary school? | ural area up until the age you |
| O years, did not live rurally | |
| ○ Years | |
| | |
| | |
| 14a. Please indicate the town name and st | tate of the main rural area where you lived up until school leaving age. |
| Town | |
| State | |
| State | |
| | |
| D) About your workload | |
| D) About your workload | |
| Has your workload changed since complet | ting survey one? |
| ○ Yes | |
| ○ No | |
| | |
| | |
| | |
| D) About your workload | |
| In your most recent USUAL week at wor | rk, for around HOW MANY patients did you provide care? (Include new and lospital and private practice—procedures and telephone consultations for day time |
| In your most recent USUAL week at wor existing patients in ALL SETTINGS—eg. h | |
| In your most recent USUAL week at wor existing patients in ALL SETTINGS—eg. h | ospital and private practice—procedures and telephone consultations for day time |
| In your most recent USUAL week at wor existing patients in ALL SETTINGS—eg. h and out of hours) | ospital and private practice—procedures and telephone consultations for day time |
| In your most recent USUAL week at wor existing patients in ALL SETTINGS—eg. h and out of hours) Private practice | ospital and private practice—procedures and telephone consultations for day time |
| In your most recent USUAL week at wor existing patients in ALL SETTINGS—eg. h and out of hours) Private practice Hospital/community health | ospital and private practice—procedures and telephone consultations for day time |
| In your most recent USUAL week at wor existing patients in ALL SETTINGS—eg. h and out of hours) Private practice Hospital/community health Home visit/ Residential Aged Care facilities | ospital and private practice—procedures and telephone consultations for day time |
| In your most recent USUAL week at wor existing patients in ALL SETTINGS—eg. h and out of hours) Private practice Hospital/community health Home visit/ Residential Aged Care facilities 2. Excluding emergencies or urgent needs | Number |
| 1. In your most recent USUAL week at wor existing patients in ALL SETTINGS—eg. h and out of hours) Private practice Hospital/community health Home visit/ Residential Aged Care facilities 2. Excluding emergencies or urgent needs you or a podiatrist in your workplace: | Number |
| 1. In your most recent USUAL week at wor existing patients in ALL SETTINGS—eg. h and out of hours) Private practice Hospital/community health Home visit/ Residential Aged Care facilities 2. Excluding emergencies or urgent needs you or a podiatrist in your workplace: Less than 3 work days | Number |

| 3. For patients who attend with | a Medicare chroni | ic disease ma | anagement plan, | do you usually | bulk bill? | |
|---|------------------------|---------------|----------------------------|-------------------|-------------------|----------------|
| ○ Yes | | | | | | |
| ○ No | | | | | | |
| My workplace doesn't accept Me | dicare chronic disease | e management | plans | | | |
| What percentage of your usu | ıal working week ir | nvolves home | e visits where car | e is provided in | a person's ho | ome or |
| residential aged care facility? | | | | | | |
| ○ <50% | | | | | | |
| 50-99% | | | | | | |
| <u> </u> | | | | | | |
| 5. How long does your average | consultation last? | | | | | |
| <10 minutes | | | | | | |
| 11-15 minutes | | | | | | |
| ○ 16-20 minutes | | | | | | |
| O 21-30 minutes | | | | | | |
| ○ >31 minutes | | | | | | |
| | | | | | | |
| E) About your geographic loo | cation | | | | | |
| Have you moved house/unit sin | nce completing sur | vey one? | | | | |
| ○ Yes | | | | | | |
| ○ No | | | | | | |
| E) About your geographic loc 1. What is the suburb and posto Suburb Postcode | | e? | | | | |
| 2. The opportunities for social ir Very limited Average Very good | nteraction for you ຄ | and your fam | ily in the geograp | hic location of y | your main wor | kplace are: |
| 3. Please indicate the degree to | which you agree | or disagree | with the following | statements. | | |
| | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree | Not Applicable |
| don't have many friends or family members in my current work ocation | 0 | 0 | 0 | 0 | 0 | 0 |
| It is easy to pursue my hobbies and leisure interests in my current work location | 0 | 0 | \circ | 0 | 0 | 0 |
| My partner does not have many friends or family members in this work location | 0 | 0 | 0 | 0 | 0 | 0 |
| There are good employment opportunities for my partner in this work location | 0 | 0 | 0 | 0 | 0 | 0 |

| | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree | Not Applicable |
|--|----------------------|-------------|----------------------------|----------|-------------------|----------------|
| The choice of schools for our children is adequate in this work location | 0 | 0 | 0 | 0 | 0 | 0 |
| F) About you | | | | | | |
| 1. Year of Birth (Full year: i.e. | 1980 not 80) | | | | | |
| | | | | | | |
| 2 Candar | | | | | | |
| 2. Gender Male | | | | | | |
| Female | | | | | | |
| ○ Intersex | | | | | | |
| O Prefer not to answer | | | | | | |
| | | | | | | |
| 3. In what year did you comple | ete your podiatry de | gree? (Full | year: i.e. 1980 not | t 80) | | |
| | | | | | | |
| | | | | | | |
| 4. In which country did you cor | mplete your podiatr | y degree? | | | | |
| O Australia | | | | | | |
| New Zealand | | | | | | |
| United Kingdom | | | | | | |
| Other, please list | | | | | | |
| | | | | | | |
| 5. Where did you complete you | ur podiatry training | ? | | | | |
| ○ La Trobe University, Bundoora | p | | | | | |
| La Trobe University, Bendigo | | | | | | |
| Western Sydney University | | | | | | |
| Queensland University of Techn | ology | | | | | |
| University of Newcastle | | | | | | |
| Charles Sturt University, Albury- | -Wodonga | | | | | |
| Other | | | | | | |
| | | | | | | |
| | | | | | | |
| 6. Did you complete any rural of Yes, Where? | or regional placeme | ents? | | | | |
| Too, vincio: | | | | | | |
| ○ No | | | | | | |
| | | | | | | |
| | | | | | | |
| 7. In general, would you say yo | our health is: | | | | | |
| 7. In general, would you say yo | our health is: | | | | | |
| | our health is: | | | | | |
| ○ Excellent | our health is: | | | | | |
| ExcellentVery Good | our health is: | | | | | |

Part B- Pyschological Distress

We are interested in understanding some of the aspects about your health that may impact your work. Part B will focus on measuring impacts of distress, resilience and burnout.

Please note all data collected in Part B is confidential and you will not be asked to give any identifying information in a way that your results can be matched to you.

If any of the follow questions make you feel uncomfortable you can close the survey window. If you need further help, please call Life Line: 13 11 14 or see your general practitioner.

| 1 | . Brief | Resil | lience | Scale |
|-----|---------|-------|---------|-------|
| - 1 | . DHE | 17691 | IICIICC | Ocale |

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
|---|----------------------|------------|------------|------------|-------------------|
| I tend to bounce back quickly after hard times | 0 | \circ | \circ | \circ | \circ |
| I have a hard time making it through stressful events | 0 | \bigcirc | \bigcirc | \bigcirc | \bigcirc |
| It does not take me long to recover from a stressful event | 0 | \bigcirc | \bigcirc | \bigcirc | \bigcirc |
| It is hard for me to snap back when something bad happens | 0 | \bigcirc | \bigcirc | \circ | \bigcirc |
| usually come through difficult times with little trouble | | \bigcirc | \bigcirc | \circ | \circ |
| I tend to take a long time to get over set-backs in my life | 0 | \circ | \circ | \bigcirc | \bigcirc |

2. Allied Health professionals frequently have staff-client interaction that are based primarily around the client's current problems (pyschologial, social or physical). Solutions to the client's issues may not always be obvious. Sometimes the chronic stress of working with these individuals can be emotionally draining and lead to burnout.

The Maslach Burnout Inventory is a tool used to assess Burnout. Please answer the following statements;

| | Everyday | A few times a week | Once a week | A few times a month | Once a month or less | A few times a year | Never |
|--|----------|--------------------|-------------|---------------------|----------------------|--------------------|---------|
| I deal very effectively with the problems of my patients | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| I feel I treat some patients as if they were impersonal objects | 0 | \circ | \circ | \circ | \circ | \circ | \circ |
| I feel emotionally drained from my work | 0 | \circ | \circ | \circ | \circ | \circ | \circ |
| I feel fatigued when I get up in the morning and have to face another day on the job | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| I've become more callous towards people since I took this job | 0 | \circ | \circ | \circ | \circ | \circ | \circ |
| I feel I'm positively influencing other people's lives through my work | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Working with people all day is really a strain for me | 0 | \circ | \circ | \circ | \circ | \circ | \circ |
| I don't really care what happens to some patients | 0 | \circ | \circ | \circ | \circ | \circ | \circ |
| I feel exhilarated after working closely with my patients | 0 | \circ | \circ | \circ | \circ | \circ | \circ |
| I think of giving up podiatry for another career | 0 | \circ | \circ | \circ | \circ | \circ | \circ |
| I reflect on the satisfaction I get from being a podiatrist | 0 | \circ | \circ | \circ | \circ | \circ | \circ |
| I regret my decision to become a podiatrist | 0 | 0 | \circ | \circ | \circ | 0 | 0 |

| 2 | The | Tan It | - D | | Inventory | /TIDI |
|-----|------|--------|---------|--------|-----------|-------|
| . 5 | I ne | Ten-He | am Pers | onaliv | invenior | / (|

I see myself as:

| · | Disagree strongly | Disagree moderately | Disagree a little | Neither agree nor disagree | Agree a little | Agree moderately | Agree strongly |
|---------------------------|----------------------|------------------------|----------------------|----------------------------|----------------|---------------------|-------------------|
| Extraverted, enthusiastic | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Qualt | rics ! | Survey | Software |
|-------|--------|--------|----------|
| | | | |

| | Disagree strongly | Disagree moderately | Disagree a little | Neither agree | | Agree moderately | Agree strongly |
|--|-------------------|------------------------|-------------------|---------------|--------------------|----------------------|------------------------|
| 2. Critical, quarrelsome | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 3. Dependable, self-disciplined | \bigcirc | \bigcirc | \bigcirc | \circ | \circ | \bigcirc | \bigcirc |
| Anxious, easily upset | \bigcirc | \circ | \bigcirc | \circ | \circ | \circ | \circ |
| 5. Open to new experiences, complex | \circ | \circ | \circ | \circ | \circ | \circ | \circ |
| 6. Reserved, quiet | \circ | \circ | \circ | \circ | \circ | \circ | \circ |
| 7. Sympathetic, warm | \circ | \circ | \circ | \circ | \circ | \circ | \circ |
| 3. Disorganised, careless | \circ | \circ | \circ | \circ | \circ | \circ | \circ |
| 9. Calm, emotionally stable | \circ | \circ | \circ | \circ | \circ | \circ | \circ |
| 10. Conventional, uncreative | 0 | \circ | 0 | 0 | \circ | \circ | 0 |
| 4. The personal life events listed be For each statement below, please i For each statement you answer 'YE | ndicate 'YE | S' or 'NO' as | to whether y | ou experienc | ced the event | during the p | ast 12 month |
| | No |) Ye | es 0-3 m | onths ago | to 6 months ago | 7 to 9 months ago | 10 to 12 months ago |
| Serious personal injury or illness to self | | | | | | | |
| Serious personal injury or illness to a close relative or family member | | | | | | | |
| Death of spouse or child | | | | | | | |
| Death of other close relative or family member (e.g parent or sibling) | | | | | | | |
| Death of a close friend | | | | | | | |
| /ictim of physical violence (e.g assault) | | | | | | | |
| Victim of property crime (e.g theft, nousebreaking | | | | | | | |
| Named as defendant in a medical negligence claim | | | | | | | |
| 5. This question asks about everyd How likely are you to engage in ead | | | es? | | ities. Neutral | 4. Likely | 5. Very likely |
| Financial risks (e.g investments with an ur outcome) | ncertain | 0 | |) | \circ | \circ | \circ |
| Career and professional risks (e.g. publicl challenging your professional colleagues) | y | 0 | |) | 0 | \circ | \circ |
| Clinical risks (e.g recommending a treatm is new to your usual practice or is controve | | 0 | |) | 0 | \circ | \circ |
| 6. These questions concern how your properties of the second seconds from you have been. | ou have bee | 1. None of the | 2. A little o | f the 3. Son | ne of the 4. | Most of the | |
| During the last 30 days, about how often o | did you | time | time | | me | time | 5. All of the tin |
| eel tired out for no good reason? During the last 30 days, about how often of | | 0 | 0 | | 0 | 0 | 0 |
| eel nervous? During the last 30 days, about how often of the last 30 days, about 10 days, about how often of the last 30 days, about how often of the last 30 days, about 10 days, about 1 | | 0 | 0 | | 0 | O | O |
| eel so nervous that nothing could calm yo down? | | 0 | 0 | | 0 | 0 | 0 |
| During the last 30 days, about how often of eel hopeless? | did you | 0 | 0 | | 0 | 0 | 0 |
| During the last 30 days, about how often of the feel restless or fidgety? | did you | \circ | \circ | | 0 | \circ | \circ |

| 1. None of the time | 2. A little of the time | 3. Some of the time | 4. Most of the time | 5. All of the time |
|---------------------|-------------------------|---------------------|---------------------|--------------------|
| 0 | 0 | 0 | 0 | 0 |
| 0 | 0 | \circ | \circ | 0 |
| 0 | 0 | \circ | \circ | \circ |
| 0 | 0 | \circ | \circ | \circ |
| 0 | \circ | \circ | \circ | \circ |
| | | | | |







Block 1