Thank you for participating in the 2024 follow-up study, which was the first year since you graduated. We are pleased to share a few highlights from the 2024 survey, and to let you know that you will receive the link to the 2025 follow-up survey by the end of September.

Dear Witsie,

2024 Survey Completion Rates In 2024, 82.3% of those who participated in the baseline study completed the first followup survey.

PT CA

88.6%

PH

OT

5.3

5

4.3

4.7

6.3

8.5%

6.9%

10.1%

19.4%

80.6%

TOT

85.7%

14.3%

OH

94.7%

CA

55.6%

65.3%

75%

■ Heavy

37.5%

28.6%

8.4

7.0

7.6

7.0

100%

100.0%

■Private sector

85.4%

96.2%

21.4%

28.6%

3.8

4

3

2



3.8 out of 7. Encouragingly, supervision received a score of 5.7 score out of 7. However, the internship experience seems stressful (score of 5.4 out of 7), with perceptions of exploitation (4.7 out of 7). Medical doctors and pharmacist also indicated that they find it

difficult to work in a resource constrained environment (5.1/7).

Experiences of internship 2024

(Agreement score out of 7)

Internship creates an opportunity for me to learn 6.3 new skills I receive adequate supervision at this facility 5.7 5.4 My role as an intern is clear I find my internship experience stressful 5.4 My training prepared me well for my internship 5.2 I feel that I'm exploited as an intern 4.7 I find it difficult to work in a resource- constrained 5.1

environment

Although medical doctors and pharmacists are also obliged to do community service, the dentists, nurses, occupational therapists (OTs), and physiotherapists do their community

In 2024, 100% of dentists, 100% of nurses, 94.3% of OTs, and 91.7% of physiotherapists were doing their community service. The graph below shows the combined experiences

The opportunity for independent decision-making received the highest score (6.3 out of 7). Similar to the perspectives of medical doctors and pharmacists, doing their internship, inter-professional collaboration received an average score 3.7 out of 7, suggesting that this aspect needs more emphasis during pre-service training of health professionals. Similarly, these health professionals indicated that that they found community service stressful (4.3/7), with perceptions of exploitation (4.0/7). They also find it difficult to work in a resource-constrained environment (4.7/7). Supervision received a score of 4.5 out of

independent decision-making

categories (e.g. nurses, therapists)

or perspectives of these four groups on their community service.

Community Service Experiences and Perspectives

service after graduation.

7.

100.0%

75.0%

80%

60%

40%

20%

0%

Workload

5.6%

PH

MD

DT

NS

OH

TOT

52.8%

47.2%

PH

Reported Workload 2024

13.9%

14.3%

7.8%

0%

10.0

8.0

6.0

4.0

2.0

5

4

3

PH

MD

7.4

18.8%

100.0%

MD

100.0%

DT

nurses and 85.4% of medical doctors reported heavy workloads.

38.9%

100.0%

NS

■Public sector

43.8%

5.1% 2.6%

My internship gives me the opportunity to exercise

I get little support from other health professional

Experiences of community service 2024

I find my community service experience stressful

I find it difficult to work in a resource- constrained

My community service gives me the opportunity to

5.7%

(Agreement score out of 7)

Community service creates an opportunity for me to 5.8 learn new skills I receive adequate supervision at this facility My role as a community service 5.5 pharmacist/dentist/OT is clear

exercise independent decision-making I get little support from other health professional 3.7 categories 6 1 2 3 4 5 7 **Work Status** The work status of WiSDOM II is shown in the graph below: in 2024, 43.2% of the cohort were doing internship, 28.6% community service, 10.1% working in the profession in the

private sector, and 6.9% were studying. Of concern is that 8.5% were not working at all.

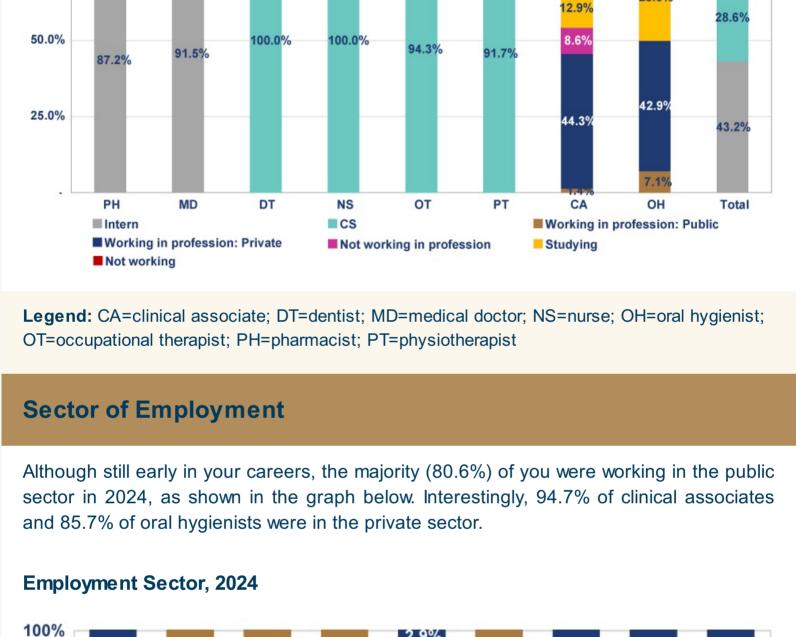
2.9%

5.6%

32.9%

My training prepared me well for my community 5.3 I feel that I'm exploited as a community service 4.0 pharmacist/dentist/OT

environment



2.9%

97.1%

OT

The majority of you (65.3%) reported heavy workloads. Of concern is that 96.2% of

OT 23.5% 29.4% 47.1% 33.3% 45.5% PT 21.2% 7.9% 36.9% CA 55.3%

50%

Just Right

The overall job satisfaction scored 7.0 out of ten, ranging from the lowest score of 6.6 out

7.4

of 10 for dentists and nurses, to the highest of 8.4 for oral hygienists.

6.6

57.1%

Legend: CA=clinical associate; DT=dentist; MD=medical doctor; NS=nurse; OH=oral hygienist; OT=occupational therapist; PH=pharmacist; PT=physiotherapist

Overall Job Satisfaction

Job satisfaction 2024 - Job in general

6.8

6.6

26.9%

Light

25%

0.0 PH DT NS OT PT CA OH MD TOT

Legend: CA=clinical associate; DT=dentist; MD=medical doctor; NS=nurse; OH=oral hygienist; OT=occupational therapist; PH=pharmacist; PT=physiotherapist **Self-reported Quality of Life** As you know, we asked you to score your Quality of Life (QoL), defined by the World Health Organization as "an individual's perception of their position in life in the context of the culture and value systems in which they live and in relation to their goals, expectations, standards and concerns". As you can see, the overall self-reported quality of life score was 6.8 in 2024, with similar scores for medical doctors, nurses, clinical associates and oral hygienists. The other four groups scored their QoL slightly higher. **Self-reported Overall Quality of Life 2024 (Out of 10)** 10 9 7.7 7.4 8 7.3 × 7.1 × 6.8 6.8 X 6.6 6.5 X 7 6.4 × × X × × 6

2 1 0

DT

OT=occupational therapist; PH=pharmacist; PT=physiotherapist The WiSDOM Research Team www.wits.ac.za/hrhsarchi/ WiSDOM Study, School of Public Health, Wits University Education Campus, Parktown, **Johannesburg** Contact us: wisdom.study@wits.ac.za

NS

OT

Legend: CA=clinical associate; DT=dentist; MD=medical doctor; NS=nurse; OH=oral hygienist;

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PT

CA

OH

TOT