

Dear

Thank you for your ongoing participation in the WiSDOM cohort study. It is that time of the year when we plan for the 2022 follow-up survey. We will send the survey link to you during September 2022.

Sizwile-In Conversation with the Minister of Health

Every year, you ask us to make sure that the survey findings are communicated to the people in power. We have heard that message!

We are pleased to announce that the WiSDOM team is organising the **Sizwile** [*We have heard*] **Webinar** at the end of October 2022 to enable you to engage with the Minister of Health, Dr Joe Phaahla, and senior government health managers. You will also hear more about the WiSDOM findings that we cannot include in this short newsletter. The date for the webinar is **Friday 28 October 2022**, between 15h00 and 18h00, to take account of the Minister's availability. We will send more details in the coming weeks.

2021 WiSDOM Soundbites

In this short newsletter, we present your work status in 2021, and show you trends in your overall job satisfaction between 2018 and 2021. Given that discussions about vaccination against the SARS-CoV-2 virus dominated much of 2021, we also show you the responses to the questions on vaccination.

WiSDOM 2021 Response Rates

In 2021, 368 or 98.9% of those who responded in 2020, completed the survey. This translates to a **72.0%** response rate since the baseline study in 2017.

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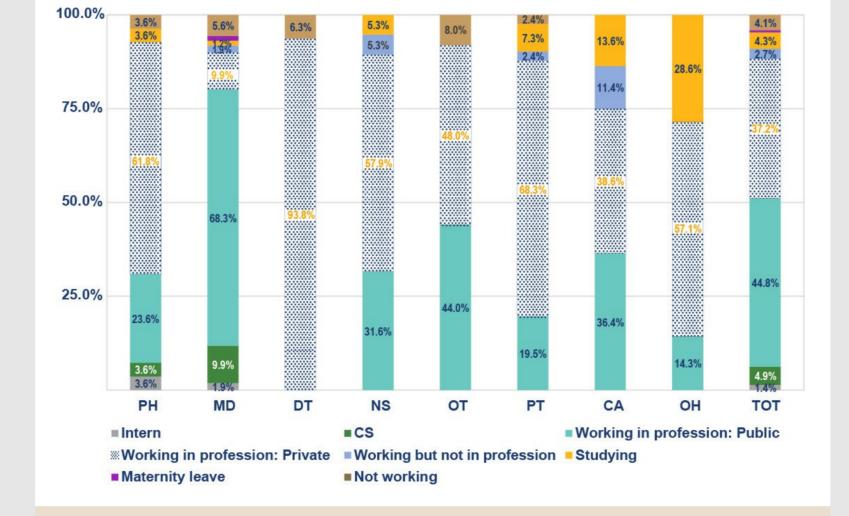
CA=clinical associate; DT=dentist; MD=medical doctor; NS=nurse; OH=oral hygienist; OT=occupational therapist; PH=pharmacist; PT=physiotherapist

Current Work Status

The graph below shows the current work status of cohort members who responded. The findings demonstrate the value of the WiSDOM cohort study in answering its goals of tracking the career choices and job location decisions of young health professionals.

As can be seen from the graph, 44.8% of the overall cohort members are working in the relevant profession in the public health sector, ranging from 0.0% of dentists, to 68.3% of medical doctors. More than one third (35.1%) of cohort members are working in the private-for-profit sector, ranging from 8.1% of medical doctors to 93.8% of dentists. A small proportion (2.2%) of cohort members are not working at all, ranging from 1.8% of pharmacists to 8.0% of occupational therapists. Nonetheless, this is of concern as their scarce skills are not available to the health system. We are planning to do further research to find out the reasons for some of these trends.

Work Status 2021



Legend:

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

Overall Job Satisfaction

We show in this job satisfaction graph the trends in your reported job satisfaction in general from 2018 until 2021. In 2021, this score was slightly higher at 7.0 out of 10, compared to 6.9 in 2020.

In 2021, the overall reported job satisfaction among nurses remained low at 5.7 out of 10. The job satisfaction has increased slightly in the 2021 survey for pharmacists, medical doctors, dentists, remained the same for physiotherapists at 7.0 out of 10, while there is a decrease in reported job satisfaction among oral hygienists, occupational therapists, and clinical associates.



Job Satisfaction - Job in General (Score out of 10)

Legend:

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

Reported workload

In the 2021 survey, 60.0% of you reported heavy or very heavy workload, compared to 61.9% in 2020. Although there appears to be a slight improvement in the reported workload for the entire cohort over the four years, of concern is that the majority of you continue to report heavy workloads.

Reported Workload

-	2018 2019	25.9%	[%] 34.0%		74.1% 58.5%	
F	2020 2		9.2%		68.8%	
ш	2021		27.5%		68.6%	
	2018	16.8%		82.6	5%	
QW	2019	21.3%		7	7.3%	
	2020 :	.9%	34.0%		62.1%	
	2021	4.1%	33.1%		62.8%	
	2018	7.1%	50.0%	6	42.9%	
	2019	18.8%		56.3%	25	5.0%
5	2020	20.0%		46.7%	33.3%	
NS	2021	26.7	%	40.0%	33.3%	1
	2018	16.7%		83.3	%	
	2019	5.3%	31.6%		63.2%	
	2020	22.2%		7	7.8%	
TO	2021	5.6%	38.9%		55.6%	
	2018	17.2%	24.1%		58.6%	
	2019	6.9%	24.1%		69.0%	
	2020	4.4% 21.	7%		73.9%	
O	2020		9 - 455 Y/ - 4		10.070	
0		17.4%		82.6		
0			36.4%	82.6		
	20210.0 2018 2019	17.4%			5%	
	20210.0 2018	17.4% 11.4%	36.4%		5% 52.3%	
	20210.0 2018 2019	17.4% 11.4% 14.6%	36.4% 39.0	0%	5% 52.3% 46.3%	
	20210.0 2018 2019 2020	17.4% 11.4% 14.6% 15.8%	<u>36.4%</u> 39.0 29.0%	0%	52.3% 46.3% 55.3%	%
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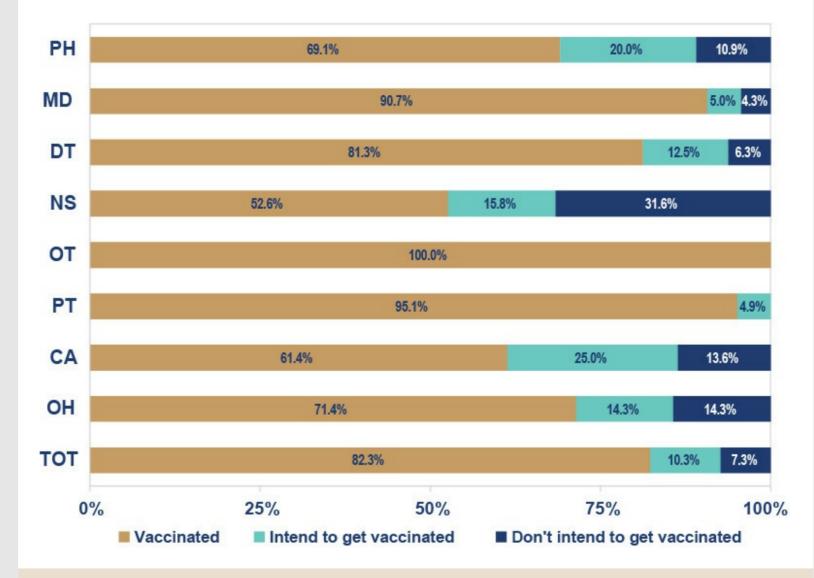
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WiSDOM Cohort and Covid-19 Vaccination

The graph below shows your reported vaccination status. Although the majority of 82.3% of cohort members reported Covid-19 vaccination, this ranged from 52.6% of nurses to 100% of occupational therapists. Of concern is that 7.3% of cohort members do not

intend to get vaccinated, ranging from 0.0% of occupational therapists and physiotherapists to 31.6% of nurses.



Covid Vaccination Status

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

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