Questionnaire for

**Assessment of the urological work environment by foreign clinicians in Germany**

**(*EUTAKD – Study*)**

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**PART 1: GENERAL QUESTIONS AND FAMILY SITUATION**

**Question 1**

**How old are you?**

Answers to question 1:

A- <30 years, B- 30 - 39 years, C- 40 - 49 years, D- 50 - 59 years, E- 60 - 65 years, F-> 65 years

**Question 2**

**What is your gender?**

Answers to question 2:

A- female, B- male, C- non-binary

**Question 3**

**Which of the following applies to your current relationship status (partnership)?**

Answers to question 3:

A- married, B- partnership / relationship (but not married), C- no partnership (single), D- other

**Question 4**

**Does your partner live with you in the same household?**

Answers to question 4:

A- yes, B- no, C- not currently in a partnership

**Question 5**

**How many children of your own do you have?**

Answers to question 5:

A- none, B- 1 child, C- 2 children, D- 3 children, E- 4 children, F- ≥5 children

**Question 6**

**Do you have German citizenship (CS)?**

Answers to question 6:

A- yes, I only have German CS, B- yes, and I also have another CS, namely (FREE TEXT), C- no, but I have applied for it, D- no, nor have I applied for it

**Question 7**

**In which country were you born?**

Answers to question 7:

A- FREE TEXT

**Question 8**

**In which federal state in Germany do you currently live?**

Answers to question 8:

A- FREE TEXT

**Question 9**

**Do you practice sports regularly?**

Answers to question 9:

A- no (do not do sport), B- rarely (not regularly) C- 1x / week, D- 2x / week, E- 3x / week, F- 4x / week, G- more than 4x / week

**PART 2: GENERAL PROFESSIONAL AND SPECIFIC UROLOGICAL SITUATION**

**Question 10**

**Since what year have you lived in Germany? (please state the calendar year)**

Answers to question 10:

A- FREE TEXT

**Question 11**

**In which country did you complete your medical degree?**

Answers to question 11:

A- FREE TEXT

**Question 12**

**Did you complete your medical degree in Germany?**

Answers to question 12:

A- no, B- yes (partially), C- yes (fully)

**Question 13**

**Which form of work permit (AE) do you have?**

Answers to question 13:

A- license to practice medicine (permanent AE), B- professional license (temporary AE), C- no AE

**Question 14**

**How many years of professional medical experience do you have in total?**

Answers to question 14:

A- <1 year, B- 1-3 years, C- 4-9 years, D- 10-15 years, E-> 15 years

**Question 15**

**How many years of professional medical experience in Germany do you have?**

Answers to question 15:

A- <1 year, B- 1-3 years, C- 4-9 years, D- 10-15 years, E-> 15 years

**Question 16**

**How many years of urological work experience do you have in total?**

Answers to question 16:

A- <1 year, B- 1-3 years, C- 4-9 years, D- 10-15 years, E-> 15 years

**Question 17**

**How many years of urological work experience in Germany do you have?**

Answers to question 17:

A- <1 year, B- 1-3 years, C- 4-9 years, D- 10-15 years, E-> 15 years

**Question 18**

**Are you a specialist in urology?**

Answers to question 18:

A- no, B- yes, but only applies in my home country or abroad, C- yes, applies in Germany, D- in Germany + FEBU (European urological specialist)

**Question 19**

**Have you completed your specialist urological training in Germany or are you currently completing parts of your specialist training in Germany?**

Answers to question 19:

A- no, B- yes (partially), C- yes (fully)

**Question 20**

**Are you also interested in scientific work outside of your clinical work?**

Answers to question 20:

A- no, B- yes (but only to a limited extent – e.g. as part of a doctoral thesis), C- yes (would like to work scientifically - have not yet found an opportunity), D- yes, I also do scientific work

**Question 21**

**Would you choose another job / career in urology?**

Answers to question 21:

A- no (I wouldn't do it again), B- no (my outlook is not towards urology), C- yes (I would do it again)

**Question 22**

**Are you a member of the German Society for Urology (DGU)?**

Answers to question 22:

A- no (also not planned), B- no (DGU membership is planned, however), C- yes

**Question 23**

**Is your employment contract at your clinic fixed-term?**

Answers to question 23:

A- no, B- yes

**Question 24**

**What hours are you currently working?**

Answers to question 24:

A- full time, B- part time ≥80%, C- part time <80%, D- other option

**Question 25**

**How long did it take to find a job in Germany?**

Answers to question 25:

A- <6 months, B- 6-11 months, C- 12-24 months, D- > 24 months

**Question 26**

**What position do you currently hold in your urology clinic?**

Answers to question 26:

A- chief physician, B- head senior physician, C- senior physician, D- specialist physician, E- assistant physician, F- other position

**Question 27**

**What “comparable” position did you hold in your last clinic in your home country or abroad?**

Answers to question 27:

A- chief physician, B- head senior physician, C- senior physician, D- specialist, E- assistant physician, F- other position, G- never worked in a clinic there

**Question 28**

**How many hours do you work in your clinic on average per week?**

Answers to question 28:

A- < 36 hours, B- 37-40 hours, C- 41-48 hours, D- 49-56 hours, E- 57-64 hours, F- 65-72 hours, G- 73-80 hours, H- > 80 hours

**Question 29**

**How many patient beds does your current hospital have?**

Answers to question 29:

A- < 300 beds, B- 300-499 beds, C- 500-749 beds, D- 750-1000 beds, E- > 1000 beds

**Question 30**

**How many patient beds does your current urology clinic have?**

Answers to question 30:

A- < 20 beds, B- 20-29 beds, C- 30-39 beds, D- 40-50 beds, E- > 50 beds

**Question 31**

**What level of care does your current clinic offer (hospital type)?**

Answers to question 31:

A- university hospital, B- maximum care, C- other care level

**Question 32**

**What was the main reason for you to come to Germany (single choice)?**

Answers to question 32:

A- I was born in Germany, B- political asylum, C- higher salary in Germany (compared to home country), D- better career development opportunities (compared to home country), E- quality of life in Germany higher (compared to home country), F- other reasons, please specify (FREE TEXT)

**Question 33**

**What was the main reason for you to come to work at your current urology clinic?**

Answers to question 33:

A- professional quality of the clinic and further training opportunities, B- vacancy was available, C- personal contacts to other clinic employees, D- shared values ​​with the clinic manager, E- salary was best, F- other reasons, specify (FREE TEXT)

**Question 34**

**Please indicate which career goal you are pursuing in urology (please only tick the position that most closely matches your plans).**

Answers to question 34:

A- chief physician, B- head senior physician, C- senior physician, D- ward physician, E- specialist physician without area of ​​responsibility, F- own clinic, G- head of urological research, H - no related goals in the urology field

**Question 35**

**How much do you currently wish to quit urological work?**

Answers to question 35:

A- not at all, B- rather not, C- don't know, D- rather yes, E- absolutely

**Question 36**

**Please indicate which alternative occupational field to urology you can best imagine yourself in (please only tick the occupational field that most closely matches your plans).**

Answers to question 36:

A- no alternative to urology, B- non-operative specialty, C- other operative specialty, D- medical industry (pharmaceutical industry, medical technology), E- health authorities, F- health insurance companies, G- hospital administration, H- other professional areas, specify (FREE TEXT)

**Question 37**

**How much do you currently wish to be able to leave Germany (again)?**

Answers to question 37:

A- not at all, B- rather not, C- don't know, D- rather yes, E- absolutely

**Question 38**

**Which country outside of Germany could you most likely imagine doing clinical work in (please tick only one country)?**

Answers to question 38:

A- no alternative to Germany (no other country desired), B- other country, specify (FREE TEXT)

**Question 39**

**How many urological and medical textbooks have you read in the past 12 months?**

Answers to question 39:

A- none, B- 1, C- 2, D- 3, E- 4, F- 5, G- > 5

**Question 40**

**How many non-medical books have you read in the past 12 months?**

Answers to question 40:

A- none, B- 1, C- 2, D- 3, E- 4, F- 5, G- > 5

**PART 3: WORK SENSE (MASLACH BURNOUT INVENTORY)**

**Question 41**

**State how often the following statements apply to you by ticking the appropriate number:**

**0- never, 1- at least a few times a year, 2- at least once a month, 3- a few times a month, 4- once a week, 5- several times a week, 6- every day**

Answers to question 4:

|  |  |
| --- | --- |
|  | never every day↓ ↓ |
|  | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| 01 - I feel emotionally exhausted from my work |  |  |  |  |  |  |  |
| 02 - I feel exhausted at the end of a working day |  |  |  |  |  |  |  |
| 03 - I already feel tired when I get up in the morning and consider the new working day ahead of me |  |  |  |  |  |  |  |
| 04 - I can easily understand what is going on in my colleagues’ / superiors’ minds |  |  |  |  |  |  |  |
| 05 - I feel like I treat some patients / colleagues impersonally, as if they were objects |  |  |  |  |  |  |  |
| 06 - Working with people all day is exhausting |  |  |  |  |  |  |  |
| 07 - I deal successfully with other people's problems |  |  |  |  |  |  |  |
| 08 - I feel burned out from work |  |  |  |  |  |  |  |
| 09 - I have the feeling that I have a positive influence on other people through my work |  |  |  |  |  |  |  |
| 10 - Since I've been doing this job, I've become more indifferent to people |  |  |  |  |  |  |  |
| 11 - I fear that my work will harden me emotionally |  |  |  |  |  |  |  |
| 12 - I feel full of energy |  |  |  |  |  |  |  |
| 13 - I feel frustrated with my work |  |  |  |  |  |  |  |
| 14 - I feel like I'm working too hard |  |  |  |  |  |  |  |
| 15 - I don't really care what happens to some of my colleagues |  |  |  |  |  |  |  |
| 16 - Being in direct contact with people at work is too stressful for me |  |  |  |  |  |  |  |
| 17 - I find it easy to create a relaxed atmosphere in my work environment |  |  |  |  |  |  |  |
| 18 - I feel stimulated by having worked closely with my colleagues |  |  |  |  |  |  |  |
| 19 - I have achieved many worthwhile goals in my work |  |  |  |  |  |  |  |
| 20 - I feel like I am at the end of my mental capacity |  |  |  |  |  |  |  |
| 21 - In my work, I deal with emotional problems very calmly |  |  |  |  |  |  |  |
| 22 - I have the feeling that my colleagues / co-workers blame me for some of their problems |  |  |  |  |  |  |  |

**PART 4: SATISFACTION WITH UROLOGICAL PROFESSIONAL LIFE**

**Question 42**

**Please indicate how satisfied you are with aspects of your professional situation in urology and in general:**

**1- extremely dissatisfied, 2- somewhat unsatisfied, 3- neither-nor, 4-rather satisfied, 5- extremely satisfied**

Answers to question 42:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Satisfaction with ... | 1 | 2 | 3 | 4 | 5 |
| 01 - the overall professional situation |  |  |  |  |  |
| 02 - the workload |  |  |  |  |  |
| 03 - your intellectual stimulation at work |  |  |  |  |  |
| 04 - the time that you can devote to your family, friends or leisure  |  |  |  |  |  |
| 05 - the level of stress you are exposed to in your job |  |  |  |  |  |
| 06 - the relationship with your superiors |  |  |  |  |  |
| 07 - the overall relationship with your colleagues |  |  |  |  |  |
| 08 - the support from your superiors |  |  |  |  |  |
| 09 - the overall support from your colleagues |  |  |  |  |  |
| 10 - the appreciation of your work by your superiors |  |  |  |  |  |
| 11 - the overall appreciation of your work by your colleagues |  |  |  |  |  |
| 12 - Your verbal skills in German in everyday work |  |  |  |  |  |
| 13 - Your written German skills in everyday work |  |  |  |  |  |
| 14 - your verbal skills in German in your non-professional (private) everyday life |  |  |  |  |  |
| 15 - Your written skills in German in your non-professional (private) everyday life |  |  |  |  |  |
| 16 - your career opportunities |  |  |  |  |  |
| 17 - how you enjoy your work |  |  |  |  |  |
| 18 - your current income |  |  |  |  |  |
| 19 - your operational professional (technical) development |  |  |  |  |  |
| 20 - your non-operational professional (technical) development |  |  |  |  |  |
| 21 - your training opportunities |  |  |  |  |  |
| 22 - the degree of discrimination experienced (including xenophobia) in the professional environment |  |  |  |  |  |
| 23 - the degree of discrimination experienced (including xenophobia) in the non-professional environment |  |  |  |  |  |
| 24 - the quality of urological care in Germany |  |  |  |  |  |
| 25 - the quality of urological training in Germany |  |  |  |  |  |
| 26 - your relationship with your patients |  |  |  |  |  |
| 27 - Your options for diagnosing your patients at your clinic in the way you deem best |  |  |  |  |  |
| 28 - Your options for treating your patients at your clinic in the way you deem best |  |  |  |  |  |
| 29 - Your decision-making competence (extent of your own decision-making ability) in your clinic |  |  |  |  |  |
| 30 - the overall quality of urological care provided at your clinic |  |  |  |  |  |
| 31 - the extent of the bureaucratic (administrative) activities at a German hospital |  |  |  |  |  |
| 32 - the implementation of the German Working Hours Act at your clinic |  |  |  |  |  |
| 33 - the social position that you enjoy as a doctor in Germany |  |  |  |  |  |
| 34 - the work-life balance |  |  |  |  |  |
| 35 - getting sufficient sleep at night |  |  |  |  |  |
| 36 - the time given to you for professional development |  |  |  |  |  |
| 37 - the individual support and mentoring programs at your clinic |  |  |  |  |  |
| 38 - the quality of life in general in Germany |  |  |  |  |  |
| 39 - the recognition in Germany of your qualifications / experience gained abroad  |  |  |  |  |  |