

INTERVIEW SCHEDULE: RECRUITMENT AGENCIES

				FOR OFFICE USE ONLY	
1 Do you recruit for one specific country, various countries, one specific hospital in a country, or for specific hospitals in a country?				<input type="checkbox"/>	<input type="checkbox"/>
				1 - 2	
	Yes	No	Successfully placed candidates in past 12 months		
	1	2			
1.1 One specific country				3	<input type="checkbox"/>
1.2 Various countries				4	<input type="checkbox"/>
1.3 Various hospitals in a country				5	<input type="checkbox"/>
1.4 One specific hospital				6	<input type="checkbox"/>
.....					
2 For which country/countries do you recruit nurses?					
.....					
3 For which of the following speciality areas do you recruit nurses?					
	Yes	No			
	1	2			
3.1 Critical care nursing				7	<input type="checkbox"/>
3.2 Operating theatre				8	<input type="checkbox"/>
3.3 Neonatal critical care				9	<input type="checkbox"/>
3.4 Emergency care				10	<input type="checkbox"/>
3.5 Obstetrics & Gynaecology				11	<input type="checkbox"/>
3.6 Paediatrics				12	<input type="checkbox"/>
3.7 Medical nursing				13	<input type="checkbox"/>
3.8 Orthopaedic nursing				14	<input type="checkbox"/>
3.9 Surgical nursing				15	<input type="checkbox"/>
					<input type="checkbox"/>

3.10 Home based care			16	
3.11 Other			17	<input type="text"/>

4 For which sectors do you recruit nurses?				
For private sector hospitals and/or health care services	1		18	<input type="text"/>
For public sector hospitals and/or health care services	2			
For both private and public sector hospitals and/or health care services	3			
Other	4			
5 What minimum level of experience is required from the nurses you target?				
	Yes	No		
	1	2		
5.1 Newly qualified nurses			19	<input type="text"/>
5.2 Nurses with up to 12 months experience			20	<input type="text"/>
5.3 Nurses with 13 to 24 months experience			21	<input type="text"/>
6 Please indicate the preferred qualification of registered nurses you target:				
Degree	1		22	<input type="text"/>
Diploma	2			
Both degree and diploma qualified nurses	3			
Specific additional qualifications				
7 Do you target nurses at a specific age?				
Yes	1		23	<input type="text"/>
No	2			
8 If yes, please specify the target age:				
Up to 29 years	1		24	<input type="text"/>
30-39 years	2			
40-49 years	3			
50 + years	4			
9 What does the agency offer relocating South African nurses?				
	Yes	No		<input type="text"/>

	1	2	
9.1 Assistance with professional nursing registration in foreign country			25
9.2 Assistance with work permits/green cards			26
9.3 Accommodation in new country			27
9.4 Assistance with relocation			28
	Yes	No	
	1	2	
9.5 Free flight/airfare			29
9.6 Assistance with board exam preparation where necessary			30
9.7 Contracts with specific hospitals			31
9.8 A local support/accluturation programme			32
9.9 A sign-on bonus			33
9.10 Free flight to the RSA after contract expires			34
9.11 Assistance with a language test			35
9.12 Assistance with a pharmacology test			36
9.13 Family visits in country			37
Other			38
10 What does the employer in the foreign country offer South African nurses?			
	Yes	No	Requirement to qualify
	1	2	
10.1 Leave			39
10.2 Tax-free salary			40
10.3 Free accommodation			41
10.4 Ongoing education/study opportunities			42
10.5 Housing subsidy			43
10.6 End-of-contract bonuses			44
10.7 Free medical assistance			45
10.8 An orientation programme			46

10.9 Social activities				47	
10.10 Other				48	
11 Could you give an indication of the total salary and benefits package of nurses in South African Rand in specific countries?					
12 Would you describe the salary and benefits as generous considering the cost of living in the foreign country? Please give a reason.					
13 How do you operate to recruit SA nurses?					
	Yes	No			
	1	2			
13.1 Advertisements in SA nursing journals				49	
13.2 Personal recruitment at specific venues				50	
13.3 Advertisements in daily newspapers				51	
13.4 Advertisements in Sunday newspapers				52	
13.5 Internet				53	
13.6 Recruitment fairs at selected venues				54	
13.7 Other:				55	
14 Do SA nurses have to pay a registration fee with the agency?					
Yes	1			56	
No	2				
15 Is the registration fee reimbursed after appointment in the foreign country?					
Yes	1			57	
No	2				
16 What other expenses are incurred by the applicant?					

17 What are the reasons provided by applicants for wanting to leave South Africa?			
18 Do you provide support services for recruited nurses?			
	Yes	No	Explanation
	1	2	
18.1 Before leaving (cultural adaptation)			
18.2 During stay overseas			
18.3 Should they wish to return to South Africa			

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Thank you for your valuable contribution to this important research