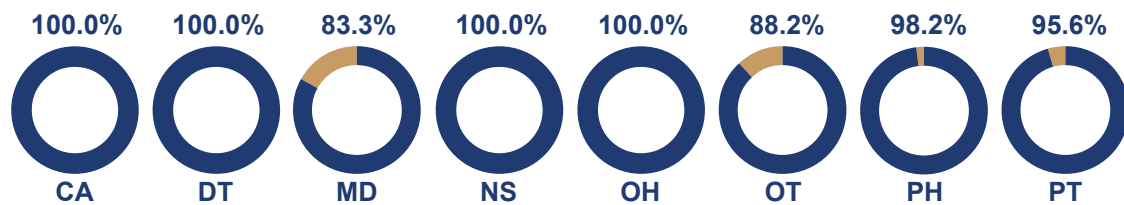


Dear

Thank you for your ongoing participation in the WiSDOM cohort study. In this short newsletter, we are delighted to profile some of your fellow cohort members, where they speak frankly about their experience as young health professionals, and of participating in the study. We present your work status in 2019, and show you 2018 and 2019 comparisons for your overall job satisfaction, and your perceptions of workload.

## Survey completion rate

In 2019, 369 or **90.7%** of those who responded in 2018, completed the survey



### Legend:

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

## WiSDOM young health professionals speak frankly



### **Laeqa Sujee** **Physiotherapist**

I am a physiotherapist who qualified in 2017. I thoroughly enjoyed working in the rural setting where I felt a sense of community, of camaraderie and of gratitude. There are many stressors as a young health professional in South Africa, but I find that having mentors and a support system helps one to succeed. As a person passionate about public health, the WiSDOM study piqued my interest. I eagerly await the annual updates which are provided to us in a reader-friendly manner. I am honoured to be part of this cohort.



### **Ramona Azagsiba** **Professional nurse**

My experience as a young health professional has definitely had its ups and downs. I have learnt to trust in my skills and abilities more, but I have also discovered that there is a lot to learn and that it is very important to remain teachable and cultivate a desire to continue learning within yourself. Participating in the WiSDOM study has been a great experience. Completing the questionnaire annually obliges you to take stock of where you are in your career and where you want to go. It also brings me back to my original intent for choosing my career path which was to help people and effect change.



### **Rene Chetty**

#### ***Occupational therapist***

As a young health professional in the government health sector, I have been privileged to learn invaluable skills both professionally and personally. Professional growth has encompassed learning clinical skills and adaptation of skills, where resources are lacking. I have learned interpersonal skills by working in a multidisciplinary team. My personal learning includes both time and emotional management skills. Working with sick children with both acute and chronic conditions and minimal access to resources has been both rewarding and challenging. The WISDOM cohort study has been a pleasure to participate in. I am given the opportunity to contribute to research of a substantial nature, participation is seamless and manageable, despite a busy workload.



### **Kgabo Sekgalakane**

#### ***Pharmacist***

Currently, I am a regulatory affairs pharmacist. As a young healthcare professional, I am grateful to have been employed right out of university up until the point where I qualified as a pharmacist. This is because Statistics South Africa reported that graduate youth unemployment was 31,0% in quarter 1 of 2019. There have been notable challenges in my work experience- transitioning from university to workplace, limited training and support, and the shortcomings in the public health system. Further dialogue is necessary. Participating in the WISDOM study has been a pleasure; the questionnaire(s) have remained straightforward, and the team has remained consistent in ensuring that any issues and queries are addressed timeously.



### **Dr Mitan Nana**

#### ***Medical doctor***

I was privileged to complete my internship at George Regional Hospital, a fine example of how well a state institution can run under a competent management team committed to good governance, accountability and ethical leadership. Internship was most rewarding and I look forward to my next journey as I prepare for the United States medical licensing examination and move around the world. I am honoured to form part of the WISDOM study and I am excited to see the 2019 results as “Witsies” continue to fly high and are brand ambassadors from all corners of the globe.



### **Neoentle Motsaathebe**

#### ***Oral hygienist***

Life post university has truly been a shock for me. The adjustment to the work environment has been rather difficult. It had nothing to do with the actual work or patients but other factors such as working in an office environment and having to deal with colleagues. As a young health science worker, you're often overlooked and unheard both by patients and by colleagues. This has led me to the decision of wanting a career change. I plan on studying Public Health and leaving Oral Health Sciences as a career. My experience with the study has been pleasant and I genuinely hope my input has been valuable.



### Dr Masud Bhaila

#### **Dentist**

I completed my community service in the Free State. I am currently working in a private practice in Johannesburg. I enjoy the academic as well as the creative, artistic aspects of my career. Being a full time locum allows me to develop as a professional as well as pursue further academic interests in my career without the huge financial burden of opening and successfully operating my own dental surgery. It is a pleasure being a part of WiSDOM cohort study. I have found the survey relevant, pertinent and questions straightforward.



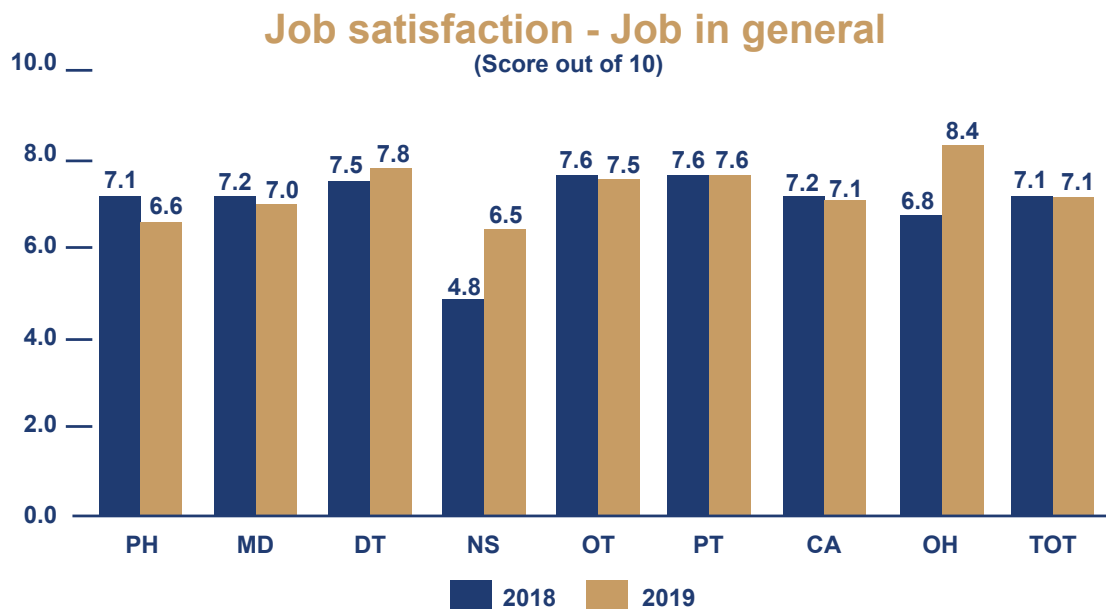
### Omphile Mathibe

#### **Clinical associate**

As a young professional in a new career field, navigating the negatives and the positives has been challenging. Although faced with many challenges, like very limited career progression and the problems that a new career field imposes on established institutions, I know I am here for the passion and the love. Patient care and wellbeing are integral to my career. To all the clinical associates I leave you with this message: you matter every single day, we see you! I really enjoy the WiSDOM cohort study. I was very happy for my career to be included. The communication has been great and it is an honour to be a part of it.

## Overall job satisfaction

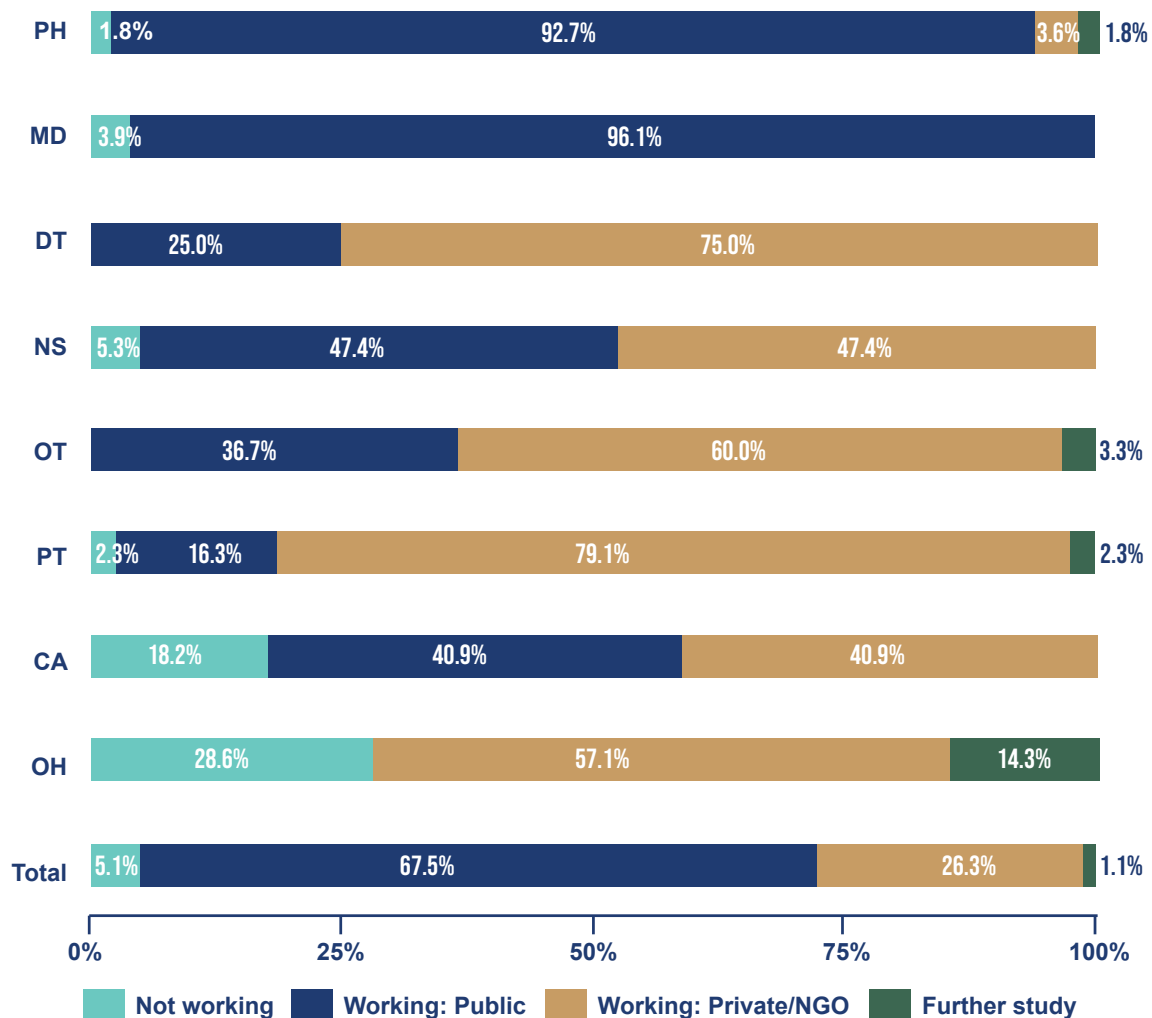
In 2019, you scored your overall job satisfaction at **7.1** out of 10, the same as in 2018. The overall job satisfaction among dentists, nurses, oral hygienists has increased slightly in the 2019 survey, while there is a slight decrease in job satisfaction among pharmacists, doctors, occupational therapists and clinical associates.



## Work status in 2019

Although **67.5%** of cohort members reported working in the **public sector**, the majority of physiotherapists (**79.1%**), dentists (**75.0%**), occupational therapists (**60.0%**) and oral hygienists (**57.1%**) were now working in the **private sector**. The 2019 survey also showed that a sizeable proportion of nurses (**47.4%**) and clinical associates (**40.9%**) worked in the **private sector**. The reasons are complex, and we will share these at a later stage. In 2019, **28.6%** of oral hygienists and **18.2%** of clinical associates reported not working at all. The study findings have implications for poor communities' access to skilled health professionals in the public health sector.

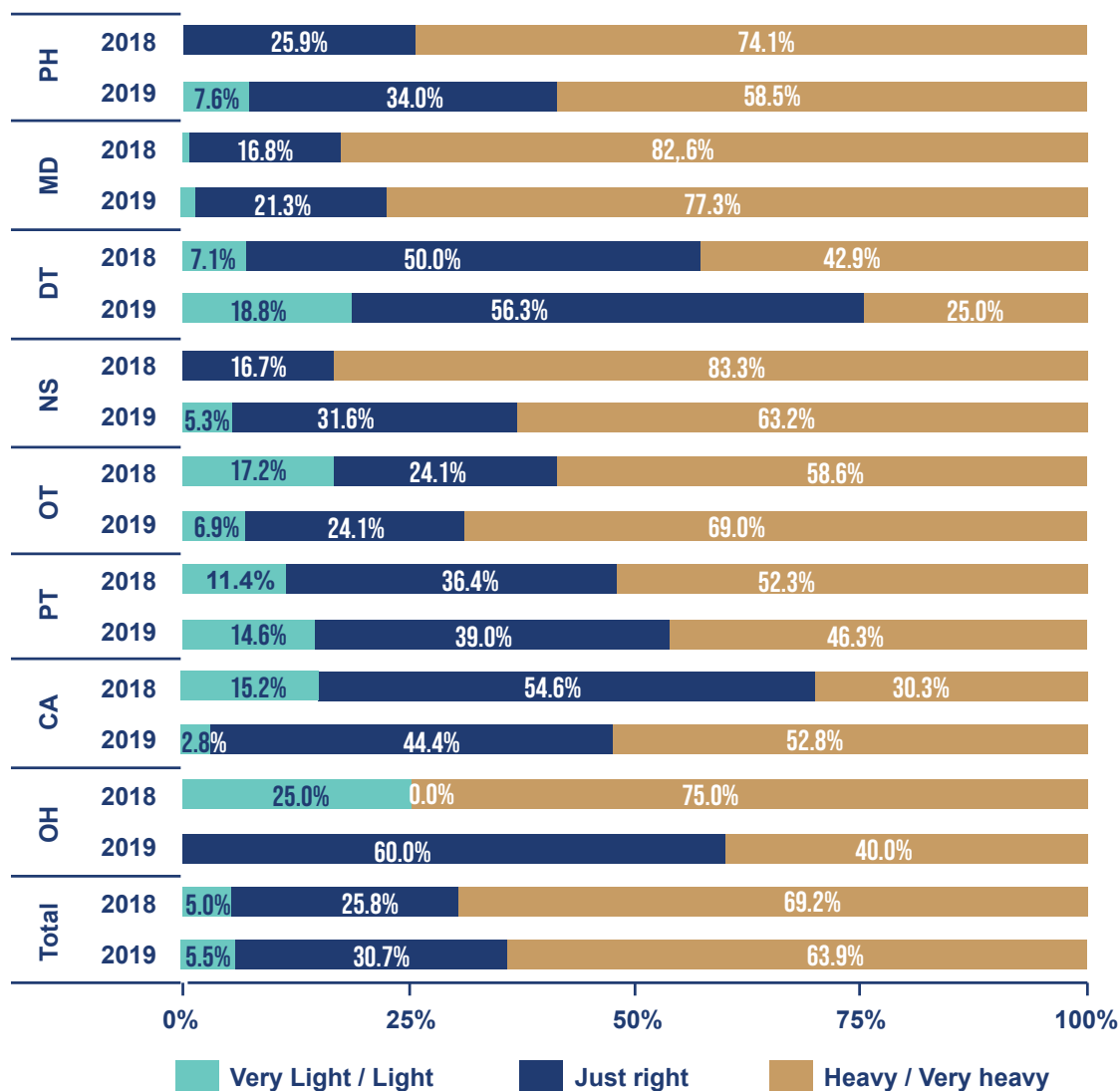
### Current work status



## Reported workload

In 2018, 69.2% of you reported heavy or very heavy workload, compared to **63.9%** in 2019. Although there appears to be a slight improvement in your reported workload between the two years, the majority of you report heavy workloads, which is concerning.

### Reported workload



#### Legend:

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

The WiSDOM Research Team | <http://www.wits.ac.za/hrhsarchi/>