

Hunter New England Area Health - Survey for Clinical Nurse / Midwife

1. About Yourself

This survey is part of the HNEAHS CNC/CMC Review project. In completing this survey you can be assured of complete anonymity. The survey will take approximately 20-30 minutes to complete. To simplify and strengthen statistical testing, some of the questions ask similar things. It is important that you answer all questions in the questionnaire.

1. I am currently employed within HNEAHS as a:

☐ CNC

☐ CMC

Comments

2. What is your current age in years?

3. What is your gender?

☐ Female

☐ Male

4. Please specify your educational qualification from the list below:(may choose more than one answer)

☐ Certificate

☐ Diploma

☐ Bachelor Degree

☐ Graduate Certificate

☐ Graduate Diploma

☐ Masters

☐ PhD

☐ Professional Doctorate

☐ Other

Please specify

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5. Are you currently undertaking any studies:(choose only one answer)

☐ Not currently undertaking any studies

☐ Certificate

☐ Diploma

☐ Bachelor Degree

☐ Graduate Certificate

☐ Graduate Diploma

☐ Masters

☐ PhD

☐ Professional Doctorate

☐ Other

Please specify

6. Do you hold a professional / vocational qualification other than in nursing / midwifery?

☐ Yes

☐ No

If yes, please specify

7. How long have you been employed in this Area Health Service?

Years

Months

8. How long have you been employed as a CNC/ CMC within this Area Health Service?

Years

Months

2. Your CNC / CMC Role Description

1. What is your CNC / CMC position grade?

- ☐ One
- ☐ Two
- ☐ Three
- ☐ Ungraded

2. Is this your substantive position?

- ☐ Yes
- ☐ No

3. When did you commence in this position?

CNC / CMC position DD MM YYYY
 / /

4. Is this CNC / CMC position:

- ☐ An ongoing permanent position
- ☐ A fixed term project specific position
- ☐ The substantive CNC / CMC position no longer exists and I am working in another role

Other (please specify)

5. Is your CNC / CMC position:

- ☐ A full time position
- ☐ A part time position

If part time, how many hours per week.

6. If the above position is full time are you job sharing in this role?

- ☐ Not applicable
- ☐ Yes
- ☐ No

If yes, how many are sharing the role (including yourself)

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7. My substantive position is CNC / CMC but I am currently relieving in another position.

☐ Yes

☐ No

If Yes, please specify classification of position

8. Does your CNC / CMC role encompass? (may choose more than one answer)

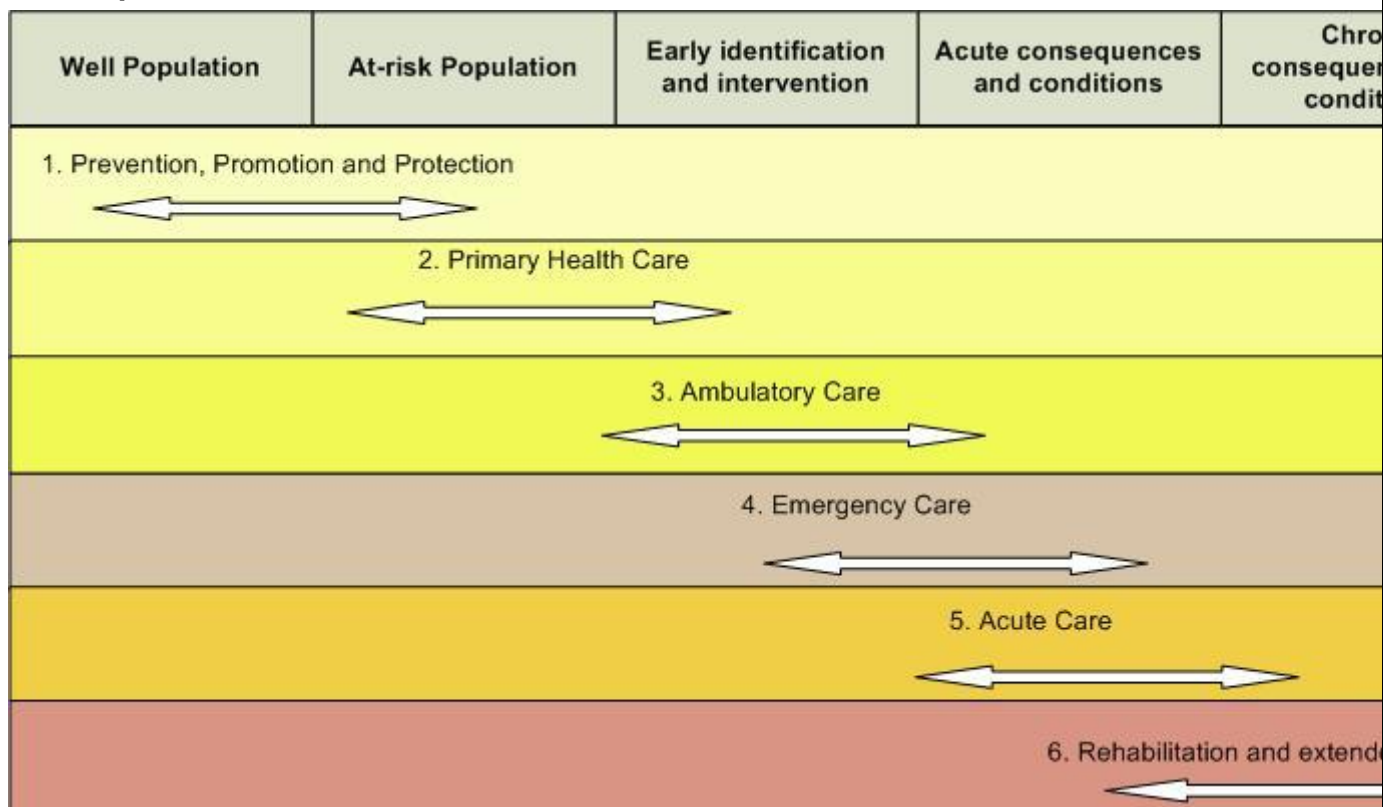
☐ Rural

☐ Metropolitan

☐ Both rural and metropolitan

☐ Area

Categories of Health Care need: Source: Modified from Queensland Health Statewide Services Plan 2007 – 2012 & Queensland Health Hubs and Precincts Service Development Framework 2007.



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9. From the above diagram of categories of health care need can you choose the most appropriate percentage of time you spend in each of these categories in your CNC / CMC role ?

	0%	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%
Prevention, Promotion and Protection	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Primary Health Care	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Ambulatory Care	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Emergency Care	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Acute care	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Rehabilitation and extended care	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Other	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐

Other (please specify)

10. How many people report directly to you?

11. What is the job title of your immediate Line Manager?

☐ Nurse / Midwife Unit Manager

☐ Nurse / Midwife Manager

☐ Service Manager

☐ Service Director

☐ Director Nursing and Midwifery

☐ Other

Other (please specify job classification only)

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12. What is the job title of your immediate Professional Manager?

- ☐ Same as above (Question 11)
- ☐ Nurse / Midwife Unit Manager
- ☐ Nurse / Midwife Manager
- ☐ Service Manager
- ☐ Service Director
- ☐ Director of Nursing and Midwifery
- ☐ Other

Other (please specify)

13. Role pattern: In a typical week what proportion of your total working time do you usually spend:

	0%	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%
Working in direct contact with patients / clients?											
Collaborating & working in conjunction with colleagues from other professions?											
Doing research related activity?											
Providing education either formally or opportunistically?											
In a management role (ie procuring & allocating resources, staffing and coordinating services)											

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14. In your CNC / CMC role how frequently do you interact with each of the following?

	Daily (1)	2-3 times weekly (2)	Once per week (3)	Once per fortnight (4)	Once per month (5)	Less than once per month (6)	Never (7)
Patients / clients	()	()	()	()	()	()	()
Your immediate line manager	()	()	()	()	()	()	()
Your immediate professional manager (if different to line manager)	()	()	()	()	()	()	()
Colleagues in your own profession	()	()	()	()	()	()	()
Junior medical staff	()	()	()	()	()	()	()
Senior medical staff	()	()	()	()	()	()	()
Allied Health staff	()	()	()	()	()	()	()
Senior management staff	()	()	()	()	()	()	()
Non clinical professional staff	()	()	()	()	()	()	()
Administrative and clerical staff	()	()	()	()	()	()	()
Other professional staff	()	()	()	()	()	()	()
Clinical Streams / Networks	()	()	()	()	()	()	()
People from professional bodies	()	()	()	()	()	()	()
University academics - Nursing / Midwifery	()	()	()	()	()	()	()
University academics - other disciplines	()	()	()	()	()	()	()
Rural staff and services	()	()	()	()	()	()	()
People from other external agencies	()	()	()	()	()	()	()
State / national committees or working parties.	()	()	()	()	()	()	()

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15. To what extent are you involved in / make a contribution to each of the following areas of activity?

	Not involved at all (1)	Minor involvement (2)	Moderate involvement (3)	Major involvement (4)	I take the lead in this activity (5)
1)Making referrals to other professionals	☐	☐	☐	☐	☐
2)Prescribing aids or equipment	☐	☐	☐	☐	☐
3)Managing complete programs of care	☐	☐	☐	☐	☐
4)Developing professional protocols, documentation systems & guidelines	☐	☐	☐	☐	☐
5)Monitoring the effectiveness of current therapeutic programs	☐	☐	☐	☐	☐
6)Integrating different aspects of practice to improve quality / health outcomes	☐	☐	☐	☐	☐
7)Advising and supporting colleagues where standard protocols do not apply	☐	☐	☐	☐	☐
8)Advising and supporting colleagues	☐	☐	☐	☐	☐
9)Advising and supporting colleagues in rural settings	☐	☐	☐	☐	☐
10)Advising and supporting colleagues across this AHS	☐	☐	☐	☐	☐
11)Advising and supporting colleagues across the State and / or nationally	☐	☐	☐	☐	☐
12)Developing best practice	☐	☐	☐	☐	☐
13)Promoting best practice	☐	☐	☐	☐	☐
14)Generating and implementing new solutions that will best meet the needs of patients and clients	☐	☐	☐	☐	☐
15)Offering expert advice to your own and other professions on care practices, delivery and service development	☐	☐	☐	☐	☐
16)Identifying and responding to individual and team education needs	☐	☐	☐	☐	☐
17)Consulting with staff across this AHS	☐	☐	☐	☐	☐
18)Mentoring staff	☐	☐	☐	☐	☐
19)Supervising staff	☐	☐	☐	☐	☐
20)Engaging in professional development of staff in my service / unit	☐	☐	☐	☐	☐
21)Engaging in professional development of staff across this AHS	☐	☐	☐	☐	☐
22)Teaching staff & students in partnership with universities / colleges	☐	☐	☐	☐	☐
23)Promoting evidence based practice	☐	☐	☐	☐	☐
24) Setting, auditing and monitoring standards	☐	☐	☐	☐	☐
25)Evaluating local services against best practice	☐	☐	☐	☐	☐
26)Participation as part of a research team	☐	☐	☐	☐	☐
27)Undertaking research at a local level	☐	☐	☐	☐	☐
28)Leading research teams	☐	☐	☐	☐	☐
29)Disseminating knowledge and networking on improving practice	☐	☐	☐	☐	☐
30)Developing &/or sustaining new partnerships & networks to improve health outcomes & healthcare delivery systems:- ---a)Locally	☐	☐	☐	☐	☐
--b)Statewide	☐	☐	☐	☐	☐
--c)Across primary, secondary & tertiary sectors	☐	☐	☐	☐	☐

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--d)Nationally	☐	☐	☐	☐	☐
31)Developing research protocols	☐	☐	☐	☐	☐
32)Applying for research funding	☐	☐	☐	☐	☐
33)Undertaking interventions normally undertaken by medical or other professional staff	☐	☐	☐	☐	☐
34)Exercising management responsibilities	☐	☐	☐	☐	☐
35)Representing this AHS & exercising corporate responsibility (ie committee membership, liaising with media).	☐	☐	☐	☐	☐

16. From the above list of activities (question 15) which are the THREE MOST IMPORTANT activities to you in your CNC / CMC role (please write appropriate activity number from question 15)

First most important activity

Second most important activity

Third most important activity

17. What proportion of your total working time do you usually spend on each of these three activities listed in Question 15?

	0%	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%
First most important activity	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Second most important activity	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Third most important activity.	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐

18. How would you rate your effectiveness in each of these activities identified in Question 15?

	Very ineffective (1)	Ineffective(2)	Neither effective or ineffective(3)	Effective (4)	Very effective (5)
First most important activity	☐	☐	☐	☐	☐
Second most important activity	☐	☐	☐	☐	☐
Third most important activity.	☐	☐	☐	☐	☐
Overall effectiveness in your CNC / CMC role	☐	☐	☐	☐	☐

19. What do you see as the greatest supports / obstacles to your effectiveness?

5

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3. Your views about your current role

1. In your CNC / CMC role, to what extent can you?

	Not at all (1)	To a small extent (2)	To some extent (3)	To a considerable extent (4)	To a great extent (5)
Determine the methods & procedures you use in your work	☐	☐	☐	☐	☐
Choose what work you will carry out	☐	☐	☐	☐	☐
Vary how you do your work	☐	☐	☐	☐	☐
Plan your own work	☐	☐	☐	☐	☐
Carry out your work in a way you think best	☐	☐	☐	☐	☐

2. How true is each of the following statements about your job?

	Not at all (1)	To a small extent (2)	To some extent (3)	To a considerable extent (4)	To a great extent (5)
a) I know exactly what is expected of me	☐	☐	☐	☐	☐
b) I have to keep track of more than one thing at once	☐	☐	☐	☐	☐
c) I have to solve problems that have no obvious solution	☐	☐	☐	☐	☐
d) My work requires my undivided attention	☐	☐	☐	☐	☐
e) I often have too little time to get things done in my job	☐	☐	☐	☐	☐
f) I have to concentrate all the time to watch for things going wrong	☐	☐	☐	☐	☐
g) I have adequate resources to do my job	☐	☐	☐	☐	☐
h) I know what my responsibilities are	☐	☐	☐	☐	☐
i) I have to react quickly to prevent problems arising	☐	☐	☐	☐	☐
j) I have a clear idea of what has to be done in my job	☐	☐	☐	☐	☐
k) I often have to work extra hours because of staff shortages	☐	☐	☐	☐	☐
l) I am required to deal with problems that are difficult to solve	☐	☐	☐	☐	☐
m) People at work make conflicting demands on me	☐	☐	☐	☐	☐
n) I often have too much work to do in my job	☐	☐	☐	☐	☐
o) I receive incompatible requests from different people at work	☐	☐	☐	☐	☐
p) I come across problems in my job I have not encountered before	☐	☐	☐	☐	☐
q) I have enough administrative support to do my job	☐	☐	☐	☐	☐
r) I do things at work which are accepted by one person but not by another	☐	☐	☐	☐	☐

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3. How much of the following do you usually receive from your immediate line manager?

	None (1)	A little (2)	Some (3)	Quite a lot (4)	A great deal (5)
Constructive feedback on job performance	☐	☐	☐	☐	☐
Care and concern	☐	☐	☐	☐	☐
Useful information	☐	☐	☐	☐	☐
Help with difficult tasks	☐	☐	☐	☐	☐
Praise and appreciation	☐	☐	☐	☐	☐

4. How much of the following do you usually receive from your immediate professional manager? (Only answer this question if your Line Manager and Professional Manager are different)

	None (1)	A little (2)	Some (3)	Quite a lot (4)	A great deal (5)
Constructive feedback on job performance	☐	☐	☐	☐	☐
Care and concern	☐	☐	☐	☐	☐
Useful information	☐	☐	☐	☐	☐
Help with difficult tasks	☐	☐	☐	☐	☐
Praise and appreciation	☐	☐	☐	☐	☐

5. How much of the following do you usually receive from senior medical staff?

	None (1)	A little (2)	Some (3)	Quite a lot (4)	A great deal (5)
Constructive feedback on job performance	☐	☐	☐	☐	☐
Care and concern	☐	☐	☐	☐	☐
Useful information	☐	☐	☐	☐	☐
Help with difficult tasks	☐	☐	☐	☐	☐
Praise and appreciation	☐	☐	☐	☐	☐

6. How much of the following do you usually receive from your peers and nursing / midwifery colleagues?

	None (1)	A little (2)	Some (3)	Quite a lot (4)	A great deal (5)
Constructive feedback on job performance	☐	☐	☐	☐	☐
Care and concern	☐	☐	☐	☐	☐
Useful information	☐	☐	☐	☐	☐
Help with difficult tasks	☐	☐	☐	☐	☐
Praise and appreciation	☐	☐	☐	☐	☐

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7. To what extent do you agree or disagree with each of the following statements?

	Strongly disagree (1)	Somewhat disagree (2)	Neither agree or disagree (3)	Somewhat agree (4)	Strongly agree (5)
a)- 1. Senior management (Service managers, SNM, SMM) value my contribution	☐	☐	☐	☐	☐
- 2. Senior management really care about my wellbeing	☐	☐	☐	☐	☐
- 3. Senior managementCare about my opinion	☐	☐	☐	☐	☐
- 4. Senior management actively support me in my role	☐	☐	☐	☐	☐
b)I am rewarded fairly for the amount of effort I put into my job	☐	☐	☐	☐	☐
c)This job increases my chances to get ahead in my profession	☐	☐	☐	☐	☐
d)This job has lived up to expectations I had when I first started	☐	☐	☐	☐	☐
e)I am rewarded fairly considering the responsibilities that I have	☐	☐	☐	☐	☐
f)The work I do is very important to me	☐	☐	☐	☐	☐
g)This job provides the opportunity for me to keep up with new developments related to my profession	☐	☐	☐	☐	☐
h)Overall I have been disappointed with this job	☐	☐	☐	☐	☐
i)This job provides me the opportuniy for self-improvement and development	☐	☐	☐	☐	☐
j)Generally, this job has not been what I thought it would be	☐	☐	☐	☐	☐
k)I am rewarded fairly in view of my education and background	☐	☐	☐	☐	☐
l)My experience in this job has been better than I originally expected	☐	☐	☐	☐	☐
m)I have the opportunity for further advancement in this AHS	☐	☐	☐	☐	☐
n)This job will open up new opportunities for me in this AHS	☐	☐	☐	☐	☐
o)I have had the opportunity to participate in collaborations and networks across this AHS	☐	☐	☐	☐	☐
p)I have had the opportunity to participate in collaborations and networks statewide and / or nationally	☐	☐	☐	☐	☐
q)The work I do is very meaningful to me	☐	☐	☐	☐	☐

8. In the past five years how many times have you given a presentation about aspects of your work at:

Local forums?

National forums?

International forums?

9. In the past five years how many journal publications have you had?

10. Overall how satisfied are you with your current position?

- ☐ Very dissatisfied (1)
- ☐ Fairly dissatisfied (2)
- ☐ Neither satisfied or dissatisfied (3)
- ☐ Fairly satisfied (4)
- ☐ Very satisfied (5)

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4. General attitudes and views

1. To what extent do you agree or disagree with each of the following statements?

	Strongly disagree (1)	Somewhat disagree (2)	Neither agree or disagree (3)	Somewhat agree (4)	Strongly agree (5)
1) I have clear written goals and objectives	☐	☐	☐	☐	☐
2) I am often bored with my job	☐	☐	☐	☐	☐
3) I feel I have all the leadership skills necessary to make a success of my job	☐	☐	☐	☐	☐
4) I often feel under excessive stress at work	☐	☐	☐	☐	☐
5) I am proud to tell others that I am part of the nursing / midwifery profession	☐	☐	☐	☐	☐
6) If a colleague is very busy I often pitch in and help	☐	☐	☐	☐	☐
7) My job duties and responsibilities are clearly specified in writing	☐	☐	☐	☐	☐
8) I feel I have all the technical and practical knowledge I need to do my job properly	☐	☐	☐	☐	☐
9) I often work extra hours as and when necessary	☐	☐	☐	☐	☐
10) Most days I am enthusiastic about my job	☐	☐	☐	☐	☐
11) Being a nurse / midwife is an important part of who I am	☐	☐	☐	☐	☐
12) When I make plans concerning the job, I am certain I can make them work	☐	☐	☐	☐	☐
13) I am strongly committed to the values and ideals of my profession	☐	☐	☐	☐	☐
14) I am strongly committed to the values and ideals of this AHS	☐	☐	☐	☐	☐
15) I am proud to tell others that I work in this AHS	☐	☐	☐	☐	☐
16) I often volunteer for things that are not required as part of my job	☐	☐	☐	☐	☐
17) I am not happy with my job	☐	☐	☐	☐	☐
18) I feel a strong sense of belonging in this AHS	☐	☐	☐	☐	☐
19) I often do more than my fair share of the work here	☐	☐	☐	☐	☐
20) I worry a lot about my work outside working hours	☐	☐	☐	☐	☐
21) I plan to stay in this AHS as long as possible	☐	☐	☐	☐	☐
22) My authority and accountability are not clearly specified in my job	☐	☐	☐	☐	☐
23) This AHS has a great deal of personal meaning to me	☐	☐	☐	☐	☐
24) I am capable of dealing with virtually all problems that come up in my job	☐	☐	☐	☐	☐
25) I would be reluctant to leave this AHS	☐	☐	☐	☐	☐
26) I find enjoyment in my job	☐	☐	☐	☐	☐
27) I often do more than is required of me in my job	☐	☐	☐	☐	☐
28) Written rules and guidelines do not exist to direct my work efforts	☐	☐	☐	☐	☐
29) I feel myself to be part of this AHS	☐	☐	☐	☐	☐
30) I often help my immediate superior by doing things	☐	☐	☐	☐	☐

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that are not really part of my job

31) I often have to work very hard on my job	☐	☐	☐	☐	☐
32) The job provides me the opportunity to expand my professional knowledge	☐	☐	☐	☐	☐
33) Overall I am satisfied with my job	☐	☐	☐	☐	☐
34) I plan to leave this AHS as soon as possible	☐	☐	☐	☐	☐
35) My job is very stressful	☐	☐	☐	☐	☐
36) I feel I have all the necessary skills to make a success of this job	☐	☐	☐	☐	☐
37) I feel I have the necessary research skills to do my job	☐	☐	☐	☐	☐
38) I feel I have the necessary education skills to do my job	☐	☐	☐	☐	☐

5. Challenges and Innovations in your role

1. What challenges do you face in your CNC / CMC role? Can you provide an example of how this / these challenges impacts on how you perform your role?

5

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2. What innovations have you been able to achieve through your role as CNC/ CMC?

5

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3. How have these innovations impacted on:

Clients?	
Service Delivery?	
Other health professionals?	

4. What knowledge and skill development do you think you need to acquire to further assist you in fulfilling your CNC / CMC role?

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5. Do you have any other comments to make in regard to your CNC / CMC role?

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