



Bitte so markieren: ☐ ☒ ☐ ☐ ☐ Bitte verwenden Sie einen Kugelschreiber oder nicht zu starken Filzstift. Dieser Fragebogen wird maschinell erfasst.
Korrektur: ☐ ☒ ☐ ☒ ☐ Bitte beachten Sie im Interesse einer optimalen Datenerfassung die links gegebenen Hinweise beim Ausfüllen.

1. Professional Situation

Are you a **physician with a foreign degree** currently working in a German rehabilitation facility? ☐ yes ☐ no

In which **country** did you **graduate in medicine**?

In which **other countries**, apart from the country where you graduated, did you **study**?

Do you hold a **license to practice medicine (Approbation)** in Germany?

☐ yes ☐ not yet, I have a provisional professional license (Berufserlaubnis) according to §10 Abs. 1 BÄO ☐ no

Since which **year**?

How many **years of professional experience** do you have? (please round to whole years)
in Germany

abroad

What is your **position** at the rehabilitation facility where you currently work?

☐ chief physician ☐ senior physician ☐ assistant physician
☐ ward physician ☐ specialist ☐ intern or visiting physician

Do you have a qualification as **specialized doctor (Facharzt)** in Germany?

☐ yes ☐ not yet, but I am in training for it ☐ no

In which field did you accomplish your **specialized training**?

Which **specialist title** do you want to attain?



1. Professional Situation [Fortsetzung]

In which **rehabilitation department (Fachabteilung)** are you currently working?

- | | | |
|---|---|---|
| ☐ substance use and dependency-related disorders | ☐ dermatology | ☐ gastroenterology |
| ☐ internist | ☐ cardiology | ☐ children and adolescents |
| ☐ neurology | ☐ oncology | ☐ orthopaedics |
| ☐ pneumology | ☐ psychosomatics | ☐ rheumatology |
| ☐ other | | |

other

How long have you been working at the rehabilitation facility? (month / year)

./

How many other physicians **with foreign degrees** work in your "Fachabteilung"?

00

How many physicians **with a German degree** work in your "Fachabteilung"?

00

How many **hours** are you contracted to work and how many hours do you actually work **per week**?

hours per week listed in the contract

00

actual hours per week

00

Do you have a **fixed-term employment contract**? ☐ yes ☐ no

2. Personal and Family Situation

Please specify your **gender**.

- ☐ male ☐ female ☐ diverse

Please specify your **age**.

- | | | |
|--------------------------------------|--------------------------------------|--------------------------------------|
| ☐ 26-30 years | ☐ 31-35 years | ☐ 36-40 years |
| ☐ 41-45 years | ☐ 46-50 years | ☐ > 50 years |

Please specify your **citizenship(s)**:



2. Personal and Family Situation [Fortsetzung]

What **religion** do you consider yourself part of?

- ☐ Christianity
☐ Hinduism
☐ other

- ☐ Islam
☐ Buddhism

- ☐ Judaism
☐ not religious

other

Since which year are you in **Germany**?

Did you have a **job commitment before you moved** to Germany?

☐ yes

☐ no

For what **reasons** did you **migrate to Germany**? (multiple answers possible)

- ☐ **family in Germany**
☐ poor **working conditions** in the country of origin
☐ poor **living conditions** in the country of origin

- ☐ **friends/ social network** in Germany
☐ poor **training opportunities** in the country of origin
☐ uncertain **political situation** in the country of origin

- ☐ reputable **medical system** in Germany
☐ low **earnings** in the country of origin
☐ other

Please state other reasons here:

What is your current **family situation**? (multiple answers possible)

- ☐ partner **abroad**
☐ children in **Germany**

- ☐ partner in **Germany**
☐ **without** partner and **without** children

- ☐ children **abroad**

Do you **financially support** parts of your **family abroad**? Think, for example, of parents, children, grandparents or siblings.

☐ yes as **regular** support

☐ yes as **occasional** support

☐ no

3. Intention to stay

We now want to talk about your professional plans.

Do you **intend to change** your **current job**?

probably yes
yes ☐

probably not
maybe ☐

no ☐



3. Intention to stay [Fortsetzung]

What **career change** are you most likely to consider?

☐ I will have to change jobs due to my **specialist training requirements**.

☐ I would like to transfer to a **different rehabilitation facility** in Germany.

☐ I would like to transfer to the **outpatient sector** in Germany.

☐ I would like to change to an **acute care clinic** in Germany.

☐ I would like to return to my **country of origin** and work there professionally.

☐ I would like to migrate to a **different country** and work there professionally.

To which country?

When are you most likely to want to **make a career change**? (multiple answers possible)

☐ as soon as possible (<1 year)

☐ medium-term (1-5 years)

☐ longer-term (>5 years)

☐ when something suitable occurs

☐ after receiving the "Approbation"

☐ after completion of the specialist training

☐ dependent on a private life event

Can you imagine to work in the field of rehabilitation again after completing your specialist training?

☐ yes

☐ no

4. Language skills

Native language:

☐ other

☐ German

Please specify your **native language**:

German language skills:

☐ almost like native language (**C2**)

☐ competent use of language (**C1**)

☐ good and independent use of language (**B1** and **B2**)

☐ basic knowledge (**A1** and **A2**)

What **other languages** do you speak?

How often do you experience **difficulties** in your everyday work due to a **lack of German language skills**?

never ☐ rarely ☐ occasionally ☐ often ☐ very often ☐

How often do you have **advantages** in your everyday work due to your **other language skills**?

☐ ☐ ☐ ☐ ☐



5. Region and Characteristics of the Rehabilitation Facility

We would like to **regionally categorize** the **location of the rehabilitation facility** where you work. The information will be deleted after categorization.

To do so, please provide us with the **zip code (Postleitzahl)** and **town** of the facility where you work.

zip code:

town:

☐ the data may be
used for
categorization

☐ I would prefer **not**
to provide details

Instead, please answer the following two questions for **rough regional classification**.

In which **state (Bundesland)** is your facility located?

- ☐ Baden-Württemberg
☐ Brandenburg
☐ Hesse
☐ North Row Westphalia
☐ Saxony-Anhalt
☐ Thuringia

- ☐ Bavaria
☐ Bremen
☐ Mecklenburg-West Pomerania
☐ Rhineland-Palatinate
☐ Saxony

- ☐ Berlin
☐ Hamburg
☐ Lower Saxony
☐ Saarland
☐ Schleswig-Holstein

In **what kind of place** is your rehabilitation facility located?

☐ in a **village in completely rural environment**

☐ in a **village near a city**

☐ in a **small town** with up to 30,000 inhabitants

☐ in a **medium-sized city** with up to 100,000 inhabitants

☐ in a **big city** with up to 500,000 inhabitants

☐ in a **big city** with more than 500,000 inhabitants

What **types of care** does your facility provide?

☐ outpatient

☐ inpatient

☐ both

Approximately, how many **individual treatment places** does your "**Fachabteilung**" have?

Approximately, how many **individual treatment places** does the **whole facility** have in which you work?

6. Support and Measures

Did you have **support** through an **agency** prior to your current employment?

☐ yes

☐ no

What did the agency support you with?



6. Support and Measures [Fortsetzung]

Who supported you since being employed at a rehabilitation facility? (multiple answers possible)

- | | | |
|--|--|--|
| ☐ German colleagues | ☐ international colleagues | ☐ superiors |
| ☐ Human Resources Officer | ☐ Integration Officer | ☐ other persons in the administration of the facility |
| ☐ family | ☐ friends and acquaintances | ☐ social networks (e.g. Facebook) |
| ☐ external consulting offices | ☐ no support | |

What measures to support the professional integration of foreign professionals (physician and non-physician) **exist** in your rehabilitation facility/"Fachabteilung"? (multiple answers possible)

- | | | |
|---|--|--|
| ☐ mentoring program | ☐ peer program (or other networking opportunity) | ☐ supervision |
| ☐ trainings (e.g. intercultural, leadership, awareness) | ☐ advanced training (e.g. German health care system, social medicine) | ☐ support with professional matters (e.g. recognition of foreign degrees) |
| ☐ support with private matters (e.g. accommodation, tax declaration) | ☐ language courses | ☐ E-learning program |
| ☐ culturally sensitive food offered in the canteen/ cafeteria | ☐ other | |

Please state the **other measures** here:

What measures to support the professional integration of foreign professionals (physician and non-physician) **would you like to see** in your rehabilitation facility/"Fachabteilung"? (multiple answers possible)

- | | | |
|---|--|--|
| ☐ mentoring program | ☐ peer program (or other networking opportunity) | ☐ supervision |
| ☐ trainings (e.g. intercultural, leadership, awareness) | ☐ advanced training (e.g. German health care system, social medicine) | ☐ support with professional matters (e.g. recognition of foreign degrees) |
| ☐ support with private matters (e.g. accommodation, tax declaration) | ☐ language course | ☐ E-learning program |
| ☐ culturally sensitive food offered in the canteen/ cafeteria | ☐ other | |

Please state the **other measures** here:

7. Job Satisfaction

Overall, how satisfied are you with your **current professional situation**? 1 2 3 4 5 6 7
very very
unsatisfied satisfied

How satisfied are you with the **following aspects** of your **current professional situation**?

	unsatisfied	2	3	4	satisfied
working hours	☐	☐	☐	☐	☐
salary	☐	☐	☐	☐	☐
career opportunities	☐	☐	☐	☐	☐
further and advanced training opportunities	☐	☐	☐	☐	☐
kind of tasks in rehabilitation	☐	☐	☐	☐	☐
research opportunities	☐	☐	☐	☐	☐



7. Job Satisfaction [Fortsetzung]

professional autonomy	☐	☐	☐	☐	☐
workload	☐	☐	☐	☐	☐
stress level	☐	☐	☐	☐	☐
work-life balance	☐	☐	☐	☐	☐
appreciation of work performance	☐	☐	☐	☐	☐
relationship to superior	☐	☐	☐	☐	☐
relationship to colleagues	☐	☐	☐	☐	☐
relationship to patients	☐	☐	☐	☐	☐
your rehabilitation facility as an employer	☐	☐	☐	☐	☐

8. Advantages and Difficulties

How often do you have difficulties with the following aspects of your professional life?

I have difficulties...

	never	rarely	occasionally	often	always
due to a lack of expertise in social medicine and rehabilitation	☐	☐	☐	☐	☐
with writing medical letters and expert opinions (linguistic)	☐	☐	☐	☐	☐
with writing medical letters and expert opinions (professional)	☐	☐	☐	☐	☐
with the bureaucracy in the rehabilitation	☐	☐	☐	☐	☐
with communicating with patients	☐	☐	☐	☐	☐
with the interdisciplinary collaboration in the team (with different professions)	☐	☐	☐	☐	☐
with the hierarchical collaboration (with superiors/subordinates)	☐	☐	☐	☐	☐
due to lack of support measures	☐	☐	☐	☐	☐
with discrimination	☐	☐	☐	☐	☐
due to a lack of peer group / because there are few other international medical professionals besides me	☐	☐	☐	☐	☐

In your opinion, what is the advantage of being trained abroad for your professional work in Germany?

9. Equal Treatment

Since your employment at the rehabilitation facility, how often have you experienced personal discrimination and/or unequal treatment by the following groups of people?

	never	rarely	occasionally	often	very often
superiors	☐	☐	☐	☐	☐
physician colleagues	☐	☐	☐	☐	☐
non-physician colleagues	☐	☐	☐	☐	☐
patients	☐	☐	☐	☐	☐



9. Equal Treatment [Fortsetzung]

In what ways have you experienced personal discrimination and/or unequal treatment?

10. Satisfaction with living in Germany

Overall, how satisfied are you with **living in Germany**?

	1	2	3	4	5	6	7	
very	☐	☐	☐	☐	☐	☐	☐	very satisfied
unsatisfied								

How satisfied are you with the following **aspects of life in Germany**?

	unsatisfied	2	3	4	satisfied
housing situation	☐	☐	☐	☐	☐
finances	☐	☐	☐	☐	☐
social contacts in Germany	☐	☐	☐	☐	☐
location of the facility	☐	☐	☐	☐	☐
mobility/transport	☐	☐	☐	☐	☐
child care/ school and child's education	☐	☐	☐	☐	☐
job opportunities for your partner	☐	☐	☐	☐	☐
opportunities for the acquisition of language skills	☐	☐	☐	☐	☐
public administration/bureaucracy	☐	☐	☐	☐	☐

Closure:

Is your employer facility a **DRV-contracted facility** - i.e., are individual treatment places occupied by DRV? (DRV= Deutsche Rentenversicherung)

☐ yes

☐ no

☐ no idea

Do you have anything else you would like to share with us? Here you have the opportunity.

