

AFSCME Maryland Department of Health 2019 Staffing Survey

Please fill out this survey as accurately as possible. All responses will be confidential.

Each year, every agency has the right to meet with management and discuss staffing levels for the next year in preparation for the agency's budgeting process. The information you provide will go directly to the union to help us present data from front-line employees, like you, at that meeting. We will keep survey responses confidential, please fill out your name and contact information so we can follow up with you.

Name _____

Facility _____

Shift _____

Email Address _____

Cell Phone Number _____

- Check here if you are interested in getting more involved to help us use our rights to improve our workplace!
- Our elected leaders use your answers to make sure we are fighting for common sense policies that improve our workplaces. If you are interested in participating in occasional surveys about how to improve your workplace, check this box and please provide your personal email address below:

Please circle on a scale of 1 to 5 (1=Always, 5=Never)

1. How safe do you feel at work?
1 2 3 4 5
2. How safe do you feel the patients are on your unit?
1 2 3 4 5
3. Is the training you receive adequate in keeping you safe?
1 2 3 4 5
4. When a code is called on your unit, do you feel like you have enough staff to respond safely?
1 2 3 4 5
5. Do you feel you have enough of a security presence in your facility?
1 2 3 4 5

6. Do you feel management is trying to make your facility safer?
1 2 3 4 5

7. Do you feel you have enough staff to provide quality care safely?
1 2 3 4 5

To make our patients and ourselves safer, should we ask administration for:

- | | | | |
|---------------------------------|-----|----|-------|
| 1. Better Pay | Yes | No | Maybe |
| 2. Better Training | Yes | No | Maybe |
| 3. More Frequent Training | Yes | No | Maybe |
| 4. More Staff | Yes | No | Maybe |
| 5. More Security Staff on Units | Yes | No | Maybe |

We are collecting more information on assaults in state facilities. Please fill out this information as honestly as possible. Your responses will be kept confidential.

Have you ever been assaulted by a patient or client?

Yes No More than once

If more than once, how many times?

Please describe what happened.

What do you think could have prevented the assault?

Last two questions on reverse!



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AFSCME is also working to show why the State of Maryland needs to hire more staff. We want to use this data to show how filling vacancies and hiring more staff would improve Maryland's public services and help retain quality employees. Please answer these questions as they apply to you (your responses will be kept confidential).

How often are you mandated to work overtime?

How many hours of overtime (voluntary and non-voluntary) do you average in 1 month or two pay periods?

Voluntary _____

Non-Voluntary _____

How would more staff impact the care you provide and your personal life?

What motivates you to continue working as a public servant?

Any other comments about staffing levels in the-Maryland Department of Health or suggestions to make the facilities safer?

AFSCME is working to show management, legislators and community members how low state salaries impact staffing levels and hurt the quality of services we provide. We want to use this data to show how low salaries impact Maryland Public Employees. Please answer these questions as they apply to you (your responses will be kept confidential).

Please check all that apply to you.

Have you ever had to work a part-time or second job to pay your bills?

- I have in the past but over a year ago.
- I have within the last year.
- I do, currently.

Have you received any financial assistance from the state (i.e. Temporary Cash Assistance, Food Stamps, etc.)?

- I have in the past but over a year ago.
- I have within the last year.
- I do, currently.

Have you received medical assistance from the State instead of state health benefits?

- I have in the past but over a year ago.
- I have within the last year.
- I do, currently.

Have you considered leaving State Employment because of low pay?

- I have in the past but over a year ago.
- I have within the last year.
- I am, currently.