

## Therapist Category Retention Survey

### Educational Background

Entry Level Master	19
B.S./B.A.	11
Doctorate	7
Specialty Certificate	4
Advanced Masters	2

Years as a Therapist		Years in PHS
<5	8	13
5 - 10	15	13
11- 15	6	8
16 -20	3	2
over 20	7	3

### Position

Clinical	35
Non - Clinical	5

### Rank

0-2	3
0-3	10
0-4	14
0-5	7
0-6	5

### The following are the average scores:

Direct Patient Care	76%
Administrative	16%
Research	4%
Continuing Education	4%

Clinics average a 1 staff member shortage

Main reason for getting into PHS and staying in, was overwhelmingly:  
Benefits, job security and stability.

**The next section is rated on a scale of 1-10**

Public recognition	5.9
Involvement in policy	5.3
Salary	8.4
Promotion Opportunities	6.7
Professional Growth/ Training	7.6
Personal Support	6.0
Team functioning at facility	6.8
Job security	8.0
Impact on national Issues	4.8
Being valued by institution	6.9
Impact on patient care	8.5
Enjoy living in rural area	6.1
Understanding Future earning Potential	7.9
Job is intellectually stimulating	7.8
Motivation	8.3
Commitment	8.9
Receiving award	6.6
Given Empowerment	6.6

**General Comments:**

- Need for immediate mentoring when entering PHS
- Difficulty with civilian supervisors
- Redeploy PHS Hospital System
- Expand Clinical billets in major cities
- Need for more long term training
- We need an assignment/ staffing officer
- Lack of clinical OT billets
- We have great continuing education opportunities
- Concern about 3 years missing promotion and remain on active duty
- Limited awards
- Not being recognized
- Support has decreased over the years
- Lack of mobility available
- No formal advocacy
- Poor communication with DCP