Factors affecting recruitment and retention of health care professionals in rural areas

Sigurður E Sigurðsson
Medical director Akureyri Hospital
The objective of the project ...

... is to obtain information on:

✔ why health care workers are reluctant to consider working in a remote rural area

✔ why health care workers are pleased to be working in a remote rural area

✔ what health care workers require to start working in a remote rural area

✔ what health care workers require to continue working in a remote rural area

✔ why health care workers leave a position in a remote rural area
Background information

✓ Online survey
  • 6th September – 5th October 2012 (December in Greenland)
✓ Prepared and implemented by the Icelandic team and RHA-University of Akureyri Research Centre
✓ Responders from all partners (8)
  • Iceland, Norway, Sweden, Scotland (2), Ireland, Canada, Greenland
  • Total responders #4996
# Demographic data

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>%</td>
<td>No.</td>
<td>%</td>
</tr>
<tr>
<td>Total</td>
<td>25%</td>
<td>1155</td>
<td>75%</td>
</tr>
<tr>
<td>Age</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; 35 years</td>
<td>20.9%</td>
<td>214</td>
<td>79.1%</td>
</tr>
<tr>
<td>36 – 45 years</td>
<td>21.2%</td>
<td>202</td>
<td>78.8%</td>
</tr>
<tr>
<td>46 – 55 years</td>
<td>22.7%</td>
<td>250</td>
<td>77.3%</td>
</tr>
<tr>
<td>&gt; 56 year</td>
<td>38.5%</td>
<td>271</td>
<td>61.2%</td>
</tr>
</tbody>
</table>
Issues noted

- Age
- Gender
- Professional
- Educational
In summary ...

Many factors affect recruitment and retention

- Professional and social factors are important
  - Focus on professional continuing education in order to diminish professional isolation
  - Support from health authorities is required to tackle low levels of interest in working in these areas
- Increase focus on women and younger generation
- Early and “correct” exposure to the health care students
THANK YOU FOR LISTENING

Thank you
ses@fsa.is