Recruit and Retain

Recruitment and Retention of Health Care Providers and Public Service Sector Workers in Remote Rural Areas
Agency nurse was paid £42,000

POLITICIANS CONDEMN HEALTH BOARD'S SPENDING

AN AGENCY nurse on one of the northern isles was paid the equivalent of £50,000 a year, it emerged yesterday. NHS Orkney said it spent £394,000, more than four-and-a-half times the starting salary of a nurse directly employed by the health service. The payments are considerably more than the £74,000 basic salary of a nurse in Scotland. NHS Orkney managed to cut their use, although it remains high.

"This is clearly a careless use of scarce resources"

Recruiting members of staff in rural and island areas so the need to spend huge amounts of money on agency staff can be avoided/"

THE SCOTSMANMONDAY 1 JUNE 2010

Progress on Scottish dental waiting list must carry on

A PROGRESSING problem in Scottish healthcare remains years has been a priority, and its success has been a success. The latest figures show that the dental waiting list has now been reduced by 50%, with over 1,000 people receiving treatment in Scotland.

"There is an increasing rise in Dental Procedure. The waiting list is now on NHS books. However, these overall statistics disguise the problem of acute shortages in some rural areas."

NEWS HIGHLANDS AND ISLANDS

Residents left with no ambulance

A remote part of rural Scotland is being left without any ambulance cover because of problems recruiting staff.

www.newsletter.co.uk

NHS ‘must listen’ to views of rural residents

Periphery Programme

Innovatively investing in Europe's Northern Periphery for a sustainable and prosperous future

European Union

European Regional Development Fund
Recruit and Retain is a project which sets out to find solutions to the persistent problem of difficulties in recruiting and retaining high quality front line health care and public sector workers for the remote rural areas of Northern Europe.
Partners

Lead Partner
NHS Western Isles
Scotland
FSA Akureyri
Hospital, Iceland;
The Agency for
Health and
Prevention
Greenland;
The County Council
of Västerbotten,
Sweden.
The Finnmark
Hospital.
Norway

University of
Aberdeen, Centre for
Rural Health
Scotland
NES/RRHEAL
Northern Ontario
School of Medicine
Canada
Cooperation and
Working Together a
cross boundary group
representing both
Northern Ireland and
the Republic of
Ireland;
Structure of Recruit and Retain

• Core Component
  – Doctors, nurses and midwives

• Strategic Component
  – Remainder of the healthcare work force
  – Public service sector
Methods of Working

• Workshops
  – Stornoway, Scotland
  – Akureyri, Iceland
  – Ilulissat, Greenland
  – Hammerfest, Norway
  – Hemavan, Sweden
  – Thunder Bay, Canada
  – Enniskillen, Ireland

• Virtual – All partner Conferences

• e-mail contact

• Web Site forum and social networking
Overall Structure

- Administration WP1
- Information WP2
- Products and Services WP 3a,b & 4a,b
- Outcome/results WP5
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Interviews and Questionnaires:

- Significant fact finding process
- Results are publicly available on web site
- >5000 questionnaire responses
- >70 structured interviews
  - 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
Overall Structure

• Administration
• Information
• Products and Services
• Outcome/results

WP1
WP2
WP 3a,b & 4a,b
WP5
# Work Packages 3 & 4

<table>
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<tr>
<th>Professional</th>
<th>Medical, nursing and midwifery</th>
<th>Other healthcare workers and public sector services</th>
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<tbody>
<tr>
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<td>Sweden</td>
<td>WP3 b Scotland (Highland)</td>
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<td>WP4a</td>
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<th>Social and Domestic</th>
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<tr>
<td>WP3 b</td>
<td>Scotland</td>
<td>WP4 b Ireland</td>
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Overall Structure

- Administration  WP1
- Information     WP2
- Products and Services  WP 3a,b  & 4a,b
- Outcome/results  WP5
Work Package 5

- Business Model containing workable products and devices

- Handbook for Recruiting and Retaining professional and non-professional staff in remote rural areas
New ways of working

• Strategic Management Group
• Working Groups
  – Remote rural definition
  – Questionnaire analysis
  – Web tool development etc.
• Internal Project and Service Evaluation Group (IPSEG)
IPSEG

Internal Products and Services Evaluation Group

- Coordinated by Canadian Partner
- IPSEG member from each partner
- Survey of partners’ views
- Input into development of products and services
www.recruitandretain.eu

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LinkedIn – access through Andrew Sim

YouTube - NPPrecruitandretain