Barriers & Facilitators of Recruitment and Retention of Registered Dietitians in Northern Ontario

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Acknowledgments

- Denise Raftis, Med, RD
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Overview

- Introduction
- Literature Review
- Objectives
- Methodology
- Results
- Implications
- Conclusions
Introduction

- Longstanding shortage of RDs in Northern Ontario
- Limited research to address recruitment/retention issues
- Lack of evidence in literature
Literature Review

RDs
- Northern ON
- Australia

MDs
- Rural/Remote
- NW ON
- New Brunswick

RNs
- Aboriginal Communities

Primary Health Care
- Australia
Objectives

- Identify perceived barriers and facilitators of recruitment and retention

- Improve understanding of chronic turnover/shortages
Methodology

1. Survey Implementation
2. Data Entry/Cleaning
3. Analysis
Results: Sample Characteristics

- Response Rate: 46% (n= 74 out of 161)
- Age: 57% < 40 years old
- LHIN: 65% from LHIN 13
- Geographical: 69% Urban
- Practice Setting:
  - Hospital: 47%
  - Public Health: 27%
  - FHT: 11%
  - Diabetes Clinic: 9%
  - Homecare 3%
  - Private Practice: 3%
## Results: Vacancies

<table>
<thead>
<tr>
<th>Mean (Standard Deviation)</th>
<th>1.45 (1.27)</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of Vacancies (FTEs)</td>
<td></td>
</tr>
<tr>
<td>N</td>
<td>%</td>
</tr>
<tr>
<td>0</td>
<td>20</td>
</tr>
<tr>
<td>0.5-2.5</td>
<td>34</td>
</tr>
<tr>
<td>3+</td>
<td>16</td>
</tr>
<tr>
<td>Total</td>
<td>70</td>
</tr>
</tbody>
</table>
“In an ideal world what are the top three factors that would eliminate the RD recruitment and retention problems in Northern Ontario?”
### Top factors affecting RD recruitment and retention in Northern Ontario

<table>
<thead>
<tr>
<th>Factors Impacting RD Recruitment and Retention</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional development / education</td>
<td>26</td>
<td>35%</td>
</tr>
<tr>
<td>Salary/Benefits</td>
<td>22</td>
<td>30%</td>
</tr>
<tr>
<td>Expand nutrition / job training in Northern Ontario</td>
<td>14</td>
<td>19%</td>
</tr>
<tr>
<td>Pay equity</td>
<td>14</td>
<td>19%</td>
</tr>
<tr>
<td>Recognition of the value of RDs</td>
<td>11</td>
<td>15%</td>
</tr>
<tr>
<td>Jobs for partner</td>
<td>9</td>
<td>12%</td>
</tr>
<tr>
<td>NODIP</td>
<td>9</td>
<td>12%</td>
</tr>
<tr>
<td>Relocation incentives</td>
<td>8</td>
<td>11%</td>
</tr>
<tr>
<td>Increased opportunities for promotion / advancement</td>
<td>8</td>
<td>11%</td>
</tr>
<tr>
<td>Isolation pay</td>
<td>8</td>
<td>11%</td>
</tr>
<tr>
<td>Other</td>
<td>57</td>
<td>77%</td>
</tr>
</tbody>
</table>
Implications

- **Vacancies**
  - 72% identified ≥ 1 vacancy
  - Expansion of RD roles and ↑ in positions since 2006
  - Measured at individual, not organizational level

- **Professional Development and Education**
  - 1 of top two factors reported (n=26)
  - Possible barriers
  - Solutions
Implications

- Salary and Benefits
  - 2nd most identified factor
  - Most frequently identified in LHIN 13
  - Relation to pay equity?

- “Other” Factors
  - 77% identified
  - Challenges with advocacy strategies
  - More research is needed at organizational level
Conclusions

- Vacancies
  - Dietetic profession still relatively new
  - RD shortages: recruitment/retention vs. expansion of RD roles, increase in RD positions

- Recruitment/Retention Factors
  - Professional development and education
  - Salary and benefits
  - Pay equity
  - Expanded nutrition/job training

- Further analysis & research warranted
Questions?


