

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

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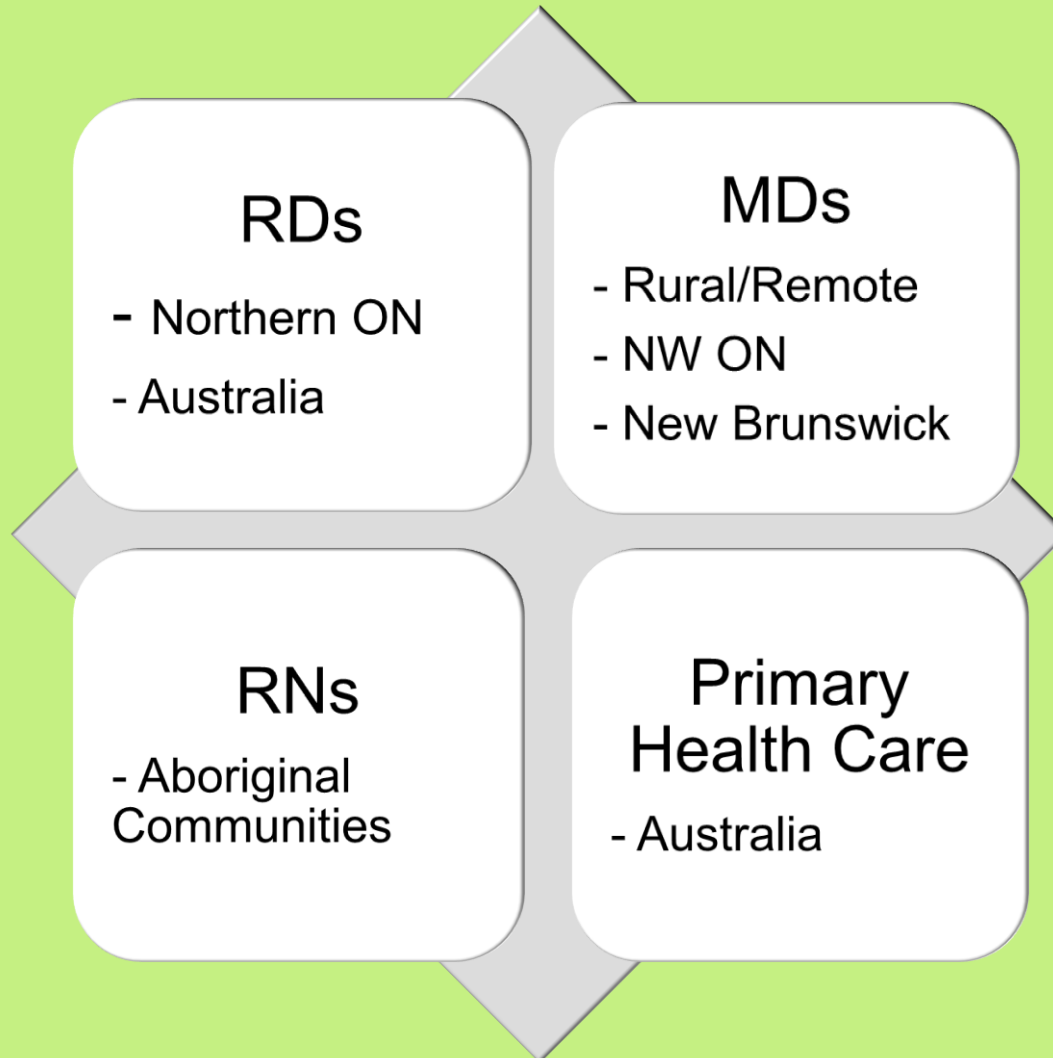
Overview

- 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



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

Mean (Standard Deviation)	1.45 (1.27)	
No. of Vacancies (FTEs)	N	%
0	20	27%
0.5-2.5	34	49%
3+	16	23%
Total	70	100%

Results: Top factors affecting RD recruitment and retention in Northern Ontario

“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

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

Implications

- Vacancies
 - 72% identified ≥ 1 vacancy
 - Expansion of RD roles and \uparrow 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?

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