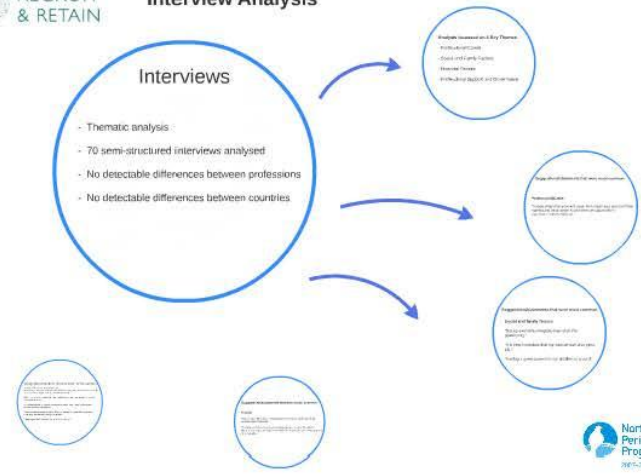


### Interview Analysis



# Interview Analysis



# Interviews

- Thematic analysis
- 70 semi-structured interviews analysed
- No detectable differences between professions
- No detectable differences between countries

## **Analysis focussed on 4 Key Themes**

- Professional/Career
- Social and Family Factors
- Financial Factors
- Professional Support and Governance

## **Suggestions/statements that were most common**

### **Professional/Career**

“People should have to work away from urban area as part of their training and early career to give them an opportunity to experience rural healthcare.”

## **Suggestions/statements that were most common**

### **Social and family factors**

“Set up events to integrate new staff into community.”

“It is very important that my spouse can also get a job.”

“Having a good school for my children is crucial.”

## **Suggestions/statements that were most common**

### **Financial**

“More people would be encouraged to move to a rural area if the benefits were improved.”

“To improve recruitment and retention people need to be offered financial packages to help them make the move. Not just more pay but other benefits”

## Suggestions/statements that were most common

### Professional support and governance

“An effective induction is needed that includes social and cultural issues as well as professional support and job specific information.”

“There needs to be better links with Universities to improve the interest in the area from students.”

“A central website is needed that contains useful information such as jobs adverts and local information.”

“A less centralised recruitment process is needed for some staff categories, more local recruitment team involvement.”

“Need organised "ice breaking" events for new staff.”



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