



THE NETWORK
TOWARDS UNITY FOR HEALTH



Facultad de Medicina



THE NETWORK: TOWARDS UNITY
FOR HEALTH & FACULTAD DE MEDICINA,
UNAM, PRESENT

TUFH2020 MEXICO

VIRTUAL CONFERENCE

**"PRIMARY HEALTH CARE: A PATH
TOWARDS SOCIAL JUSTICE"**

SYSTEMS AND COMMUNITY BASED
RESPONSES TO COVID-19

SEPTEMBER 23-25, 2020

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Title	"How Can We Keep the Rural Workforce We Have?": A Workshop on Rural Workforce Retention
Type	Workshops <i>Working with Underserved Populations towards Community Empowerment</i>
Presenting Author	Roger Strasser
Co-Authors	Chhabra Shakuntala, Jillian Landeck, Billy O'Connel
Country	Canada
Abstract N^o	TUFH154

Content

Background: The 2010 World Health Organization (WHO) Policy Guidelines Increasing access to health workers in remote and rural areas through improved retention recommend four categories of retention strategies: Education; Regulations; Financial Incentives; Personal and Professional Support. A recent literature review update recommends a fifth category: Sustainable Health Services and Engaged Communities. Launched in 2019, the Framework for Remote Rural Workforce Stability, a practical and evidence-based tool for implementing targeted interventions at the local level consists of nine key strategic elements, grouped into three main tasks (Plan, Recruit, Retain). The Framework specifies five conditions for success that include: adequate investment; a regular cycle of activities involving key agencies; and active community participation. Objective: By the end of the workshop, participants are likely to be able to identify and implement successful models of rural health workforce retention.

Modality: After brief presentations by workshop facilitators, there will be small group discussions in which participants will share their own experiences. They will:

1. Describe experiences of rural workforce retention in different settings
2. Outline the key elements of the Remote Rural Workforce Stability Framework (Plan, Recruit, Retain)
3. Identify enablers of success for rural workforce retention in their own settings

Workshop Outline:

- Welcome and Introductions
- Brief presentations by workshop facilitators
- Interactive small group discussion on implementing Plan, Recruit, Retain, and exploring barriers and facilitators to successful rural workforce retention
- Conclusion including a summary of the important enablers of success in rural workforce retention



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