



THE NETWORK
TOWARDS UNITY FOR HEALTH



Facultad de Medicina



THE NETWORK: TOWARDS UNITY
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VIRTUAL CONFERENCE

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

SYSTEMS AND COMMUNITY BASED
RESPONSES TO COVID-19

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TUFH 2020 Abstracts

Title	“If the doctor does feel called, surely he will serve even to an isolated place” : A qualitative study of recruitment and retention of doctors in the Maluku Islands of Indonesia.
Type	Oral Presentation <i>Measuring Progress towards the Sustainable Development Goals</i>
Presenting Author	Farah Noya
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Country	Australia
Abstract N°	TUFH20
Content	<p>Recruitment and retention of doctors in rural and remote areas, particularly in Maluku, is still a significant issue. With more than 70% of its population located in rural and remote areas, Maluku has only one doctor for 7,269 people. This study aimed to explore the recruitment and retention of doctors in Maluku from the perspectives of province and district health managers. Methods. This interpretative qualitative study interviewed 11 key informants from provincial health offices and 8 district health offices and reviewed documents related to human resources for health (HRH). Results. The ratio of doctors per population in these districts is lower than recommended. The themes identified around recruitment and retention of doctors in the districts included: low interest of doctors for remote and isolated areas, low provision of basic needs such as accommodation for doctors, limited infrastructure and facilities, no uniform incentive system across districts and a lack of opportunities to earn extra income. Participants also described their endeavors to implement recruitment strategies such increasing financial incentive, and competing priorities at the district level. Conclusions. There are discrepancies in the ability of each district to attract, recruit, and retain doctors. Ministry of Health programs are being called for. How the provision of services and facilities together with uniform incentive systems can be used will be explored further at presentation.</p>