

Frontline Nurses' Retention and UHC: Lessons from a Longitudinal Cohort Study

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Background



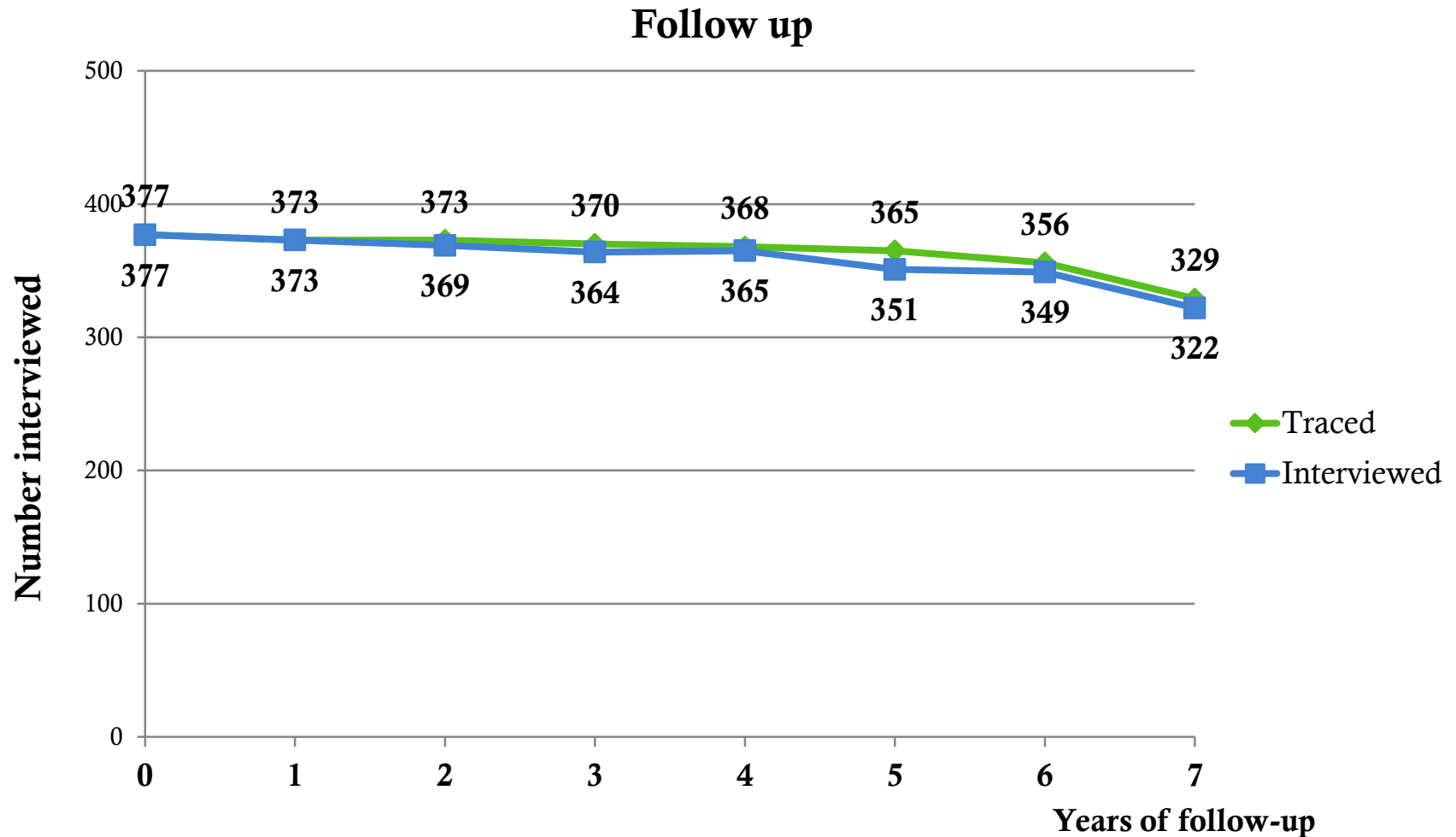
- ▶ HRH critical for achieving UHC
- ▶ 2030 Global HRH Strategy calls for increased investment in health workforce tracking data
- ▶ National Health Workforce Accounts promotes labour market analysis
- ▶ Investigation of labour market dynamics requires longitudinal data from both public & private sectors

CREHS-RESYST Cohort Study

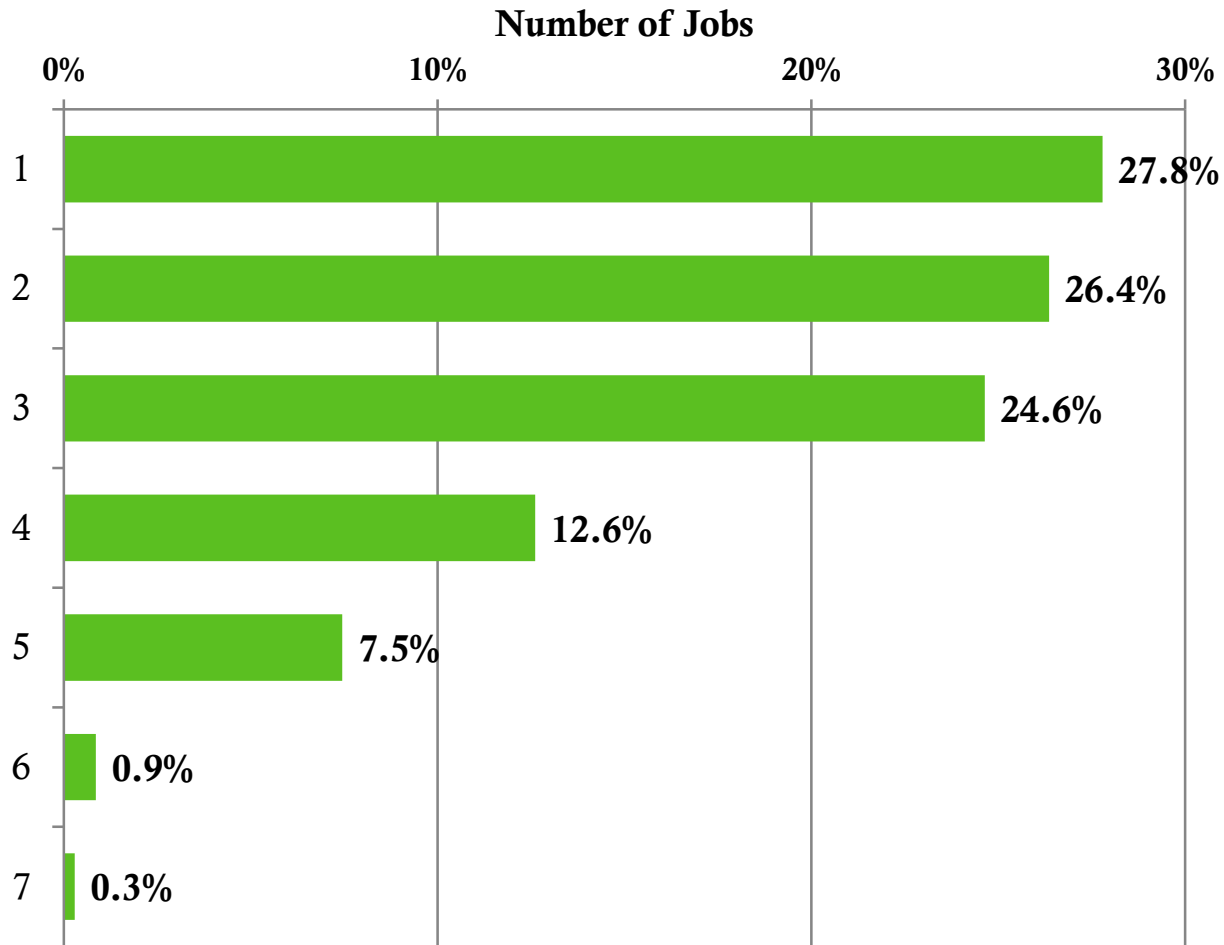


- ▶ Cohort of 377 professional nurses from 2 provinces (Gauteng & North West) who graduated in 2008
- ▶ Baseline self-administered questionnaire
- ▶ Annual telephonic follow-up: 2009-2017
 - Employment choices
 - Job location
 - Working conditions, job satisfaction

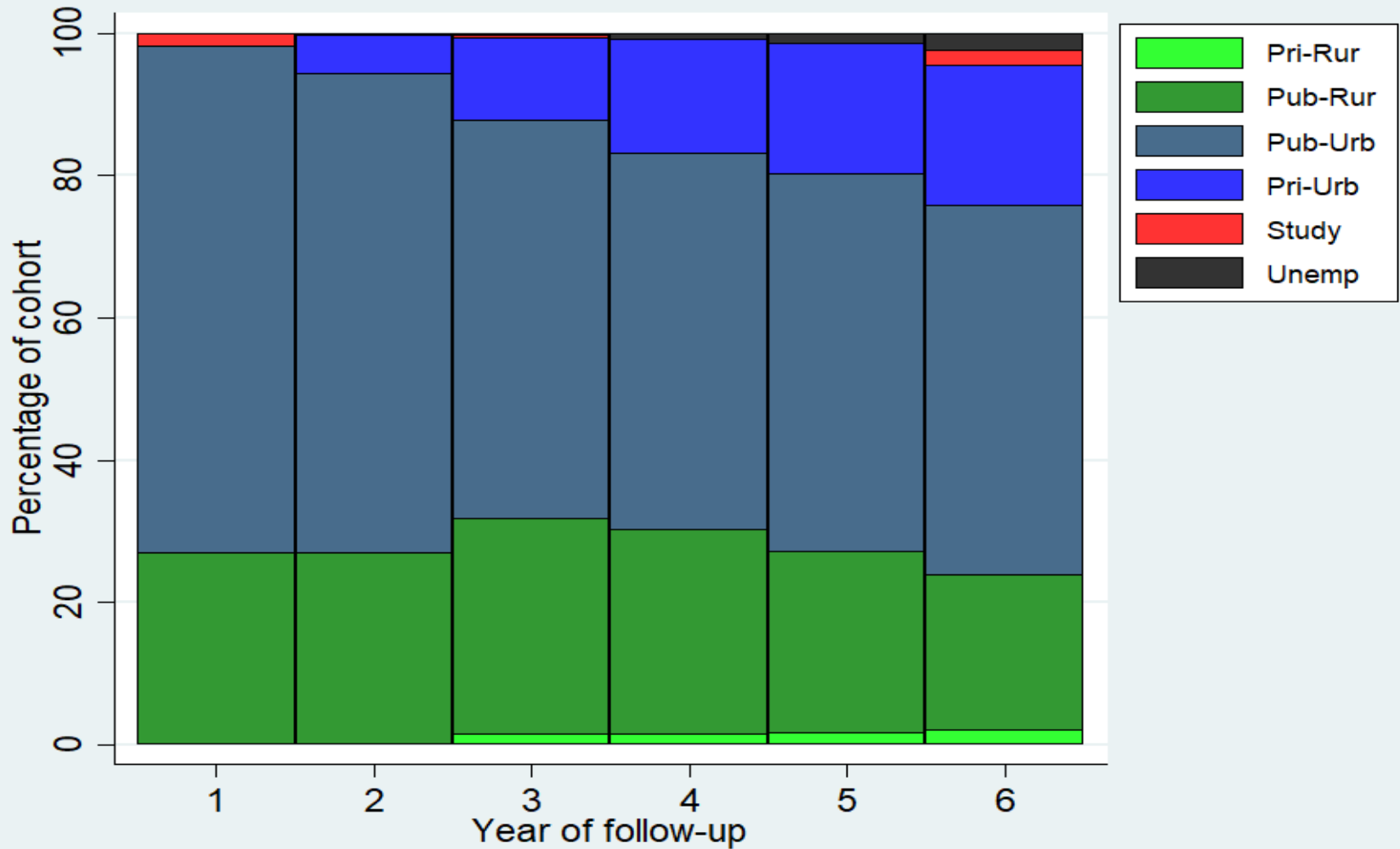
Total Cohort Follow-Up



Job Turnover after 6 Years



Job Locations: Sector & Area








Individual Job Patterns after 6 Years

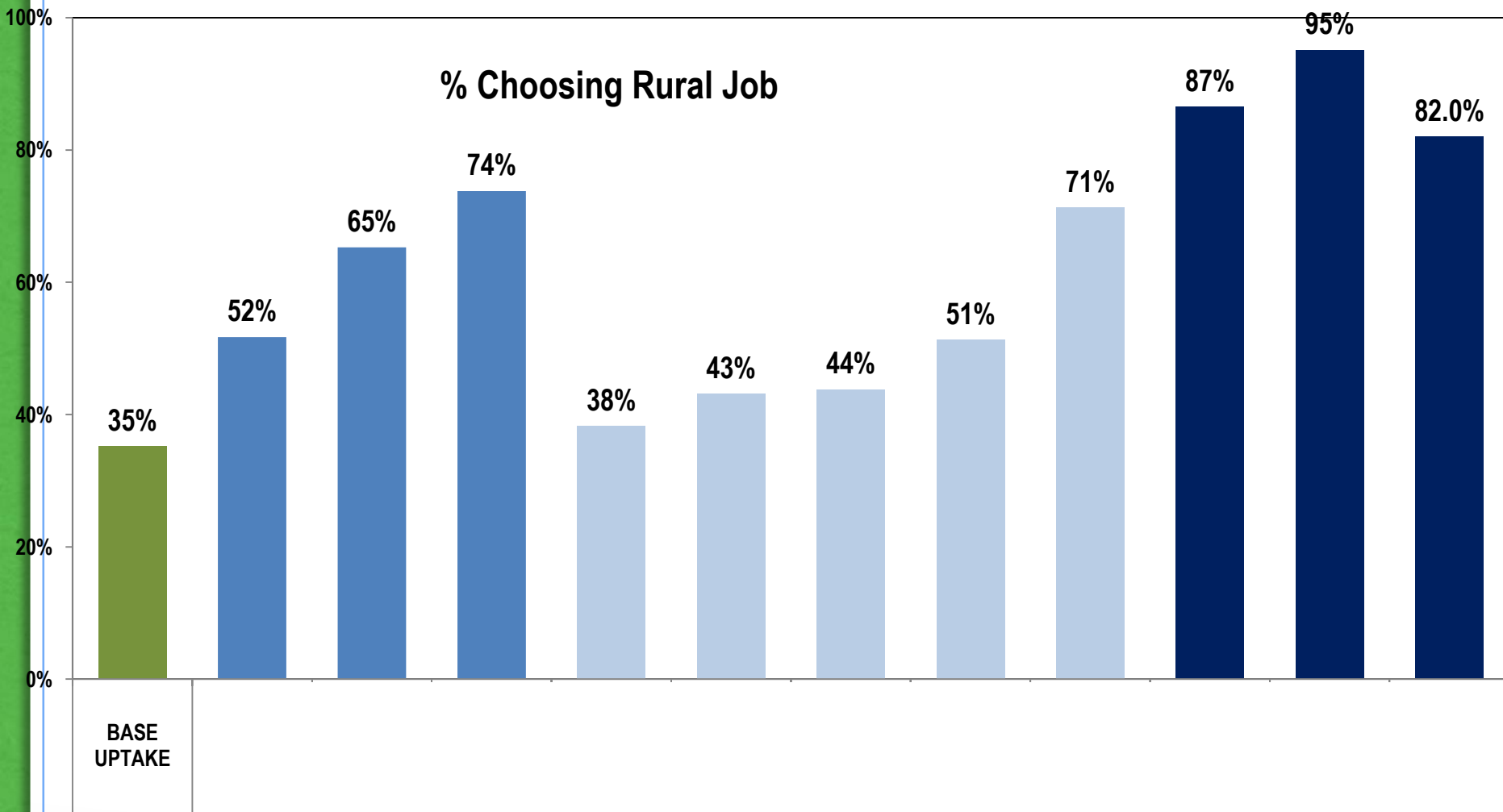


- ▶ 334 nurses have 86 different job patterns

Cl	Rank	Top 10 Patterns						n	%
I	1	Pub-Urb	Pub-Urb	Pub-Urb	Pub-Urb	Pub-Urb	Pub-Urb	119	35.6%
II	2	Pub-Rur	Pub-Rur	Pub-Rur	Pub-Rur	Pub-Rur	Pub-Rur	42	12.6%
III	3	Pub-Urb	Pri-Urb	Pri-Urb	Pri-Urb	Pri-Urb	Pri-Urb	9	2.7%
	4	Pub-Urb	Pub-Urb	Pri-Urb	Pri-Urb	Pri-Urb	Pri-Urb	13	3.9%
	5	Pub-Urb	Pub-Urb	Pub-Urb	Pub-Urb	Pri-Urb	Pri-Urb	6	1.8%
	6	Pub-Urb	Pub-Urb	Pub-Urb	Pub-Urb	Pub-Urb	Pri-Urb	8	2.4%
IV	7	Pub-Urb	Pub-Rur	Pub-Rur	Pub-Rur	Pub-Rur	Pub-Rur	6	1.8%
	8	Pub-Urb	Pub-Urb	Pub-Rur	Pub-Rur	Pub-Rur	Pub-Rur	8	2.4%
V	9	Pub-Rur	Pub-Urb	Pub-Urb	Pub-Urb	Pub-Urb	Pub-Urb	5	1.5%
VI	10	Pub-Urb	Pub-Urb	Pub-Urb	Pub-Urb	Pub-Urb	Study	5	1.5%
							221	66.2%	

	Unemp
	Study
	Pub-Rur
	Pub-Urb
	Pri-Rur
	Pri-Urb

Impact of HR Policies on Rural Uptake



Rural Retention after 6 Years



Logistic Regression	Odds Ratio	95%CI	p value
Over 35	1.020	[0.975; 1.067]	0.387
Male	0.671	[0.286; 1.574]	0.359
Married	1.262	[0.687; 2.319]	0.453
Any children	1.413	[0.506; 3.947]	0.509
University	0.725	[0.315; 1.671]	0.451
NW province	7.374	[2.053; 26.488]	0.002
Born rural	3.696	[1.903; 7.179]	<0.001
Chose nursing	1.241	[0.628; 2.450]	0.534
Rural exposure	1.230	[0.341; 4.437]	0.751
Constant	0.014	[0.002; 0.100]	0.000

Pseudo R²: 0.263

Public Sector Retention after 6 Years



Logistic Regression	Odds Ratio	95%CI	p value
Over 35	3.018	[1.623; 5.610]	<0.001
Male	0.344	[0.166; 0.712]	0.004
Married	0.597	[0.332; 1.072]	0.084
Any children	1.753	[0.828; 3.716]	0.143
University	0.670	[0.304; 1.475]	0.320
NW province	1.083	[0.428; 2.740]	0.867
Born rural	1.891	[0.997; 3.586]	0.051
Chose nursing	2.064	[1.048; 4.063]	0.036
Rural exposure	0.559	[0.234; 1.335]	0.191
Constant	1.540	[0.686; 3.460]	0.296

Pseudo R²: 0.155

Implications for UHC



- ▶ Complex employment patterns of nurses overtime.
 - Health worker mal-distribution still a challenge that requires attention to improve access to health services.
- ▶ Relatively high job turnover
- ▶ Rural retention requires selecting rural students and rural training institutions.
- ▶ Combination of financial and non-financial HR interventions important.

Implications for Information & Research



- ▶ Better national HR information systems needed to generate reliable staffing data & monitor health worker distribution.
- ▶ Longitudinal HR data is more useful for tracking & understanding health worker movements over time but expensive.
 - Professional Councils could be an alternative to collect better information at registration
- ▶ Future studies could investigate the job choices of other health professionals

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Link to video:

<https://resyst.lshtm.ac.uk/resources/the-resilient-nurse-what-motivates-nurses-to-stay-in-their-job>



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