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Recruitment and retention issues of the allied health workforce in the Barwon South West region of Victoria

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Organisation Greater Green Triangle - University Department of Rural Health

Discussion High-quality workforce data on allied health professions and professionals are lacking. Lack of data on the allied health workforce contributes to difficulties in addressing recruitment and retention issues for these professionals. To aid decision making in enhancing the recruitment and retention of the allied health workforce in the Barwon South West region of Victoria, 491 surveys were distributed to health professionals in the region. Of the 184 (37%) surveys returned 148 were completed and 138 met the criteria for allied health professional as defined in the survey letter. Nineteen professions met the criteria of allied health. The 46 returned surveys which did not meet the criteria highlight the need for a clear definition of allied health. Results showed that the workforce is an older workforce with the majority of respondents employed in the public sector. Based on the data, recommendations for recruitment included: clinical supervision training workshops to be held regularly in the region and professionals supported to accept students for placement, incentives offered to encourage professionals to take up positions, marketing the lifestyle that the region offers, younger families and workers to be targeted for recruitment. Recommendations for retention included: locum support for professionals, organisational development and management training for managers, cultural awareness training, attention to career paths through pay structure, advanced training, and employment of allied health assistants. The results of the survey were fed back to government and allied health professionals in the region.

Presentation type Poster

Citation Stagnitti K, Reid C. (2004). Recruitment and retention issues of the allied health workforce in the Barwon South West region of Victoria. In: 2004 General Practice and Primary Health Care Research Conference: Program & Abstracts. Primary Health Care Research and Information Service, Australia.
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