Recruit and retain - Making it Work framework - a practical and systemic tool to develop a sustainable medical service

Health services

Policy, governance, and healthcare reform

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Introduction

Recruiting and retaining a skilled health workforce is a common challenge for remote rural communities, negatively affecting access to services, and in turn people's health.

The *Making it Work: Framework for Rural Remote Workforce Stability* meet these challenges. Developed over seven years by an international collaboration, the Framework describes a spectrum of strategic elements that are essential to advancing consistent access to high-quality essential services in rural and remote environments. The Framework consists of nine key strategic elements, grouped into three main tasks (plan, recruit, retain) with five conditions for success.

The Framework has been implemented in different contexts in Sweden, Colombia and Norway. In Sweden it has been used developing policies and educational pathways for rural health personnel. In rural Norway five municipalities and the local hospital cooperate to improve recruitment and stability of physicians. In Colombia it is used in collaboration with rural communities to build health care in a region with limited access to necessary services.

Aim

To increase knowledge of recruitment and retention strategies and discuss how the Framework can be used and be useful in different contexts

Type of interactivity with participants

The workshop will start with three short (8 min.) speeches presenting the Framework and how it has been used. After a short plenum discussion, the participants will be divided into groups discussing the implications for their context. (249 words).