



# HHR Distribution and Migration: Proxy for Enumerating HHR Recruitment and Retention?

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# Some Dictionary Definitions

(Webster's 9<sup>th</sup> New Collegiate Dictionary)

## ● RECRUIT *vt*

- To fill up the **number** of ..
- To secure the services of ..
- RECRUITMENT: the act or process of recruiting.

## ● RETAIN *vt*

- To keep in possession or use ..
- To hold secure or intact ..
- RETENTION: the act of retaining.

REFLECTED in:

IN-, OUT- and NET-Migration????



# Thoughts/Speculations based on ...

- **A study that examined the distribution and internal migration of 25 health professional groups**
- **Using Census Population Data from Statistics Canada (1991, 1996 and 2001) and Scott's Medical Database from CIHI**
- **Summary report with an additional 15 individual reports and 1 chart book**
- **Companion product: video**
- **Released in Sept and October 2007 ([www.cihi.ca](http://www.cihi.ca))**

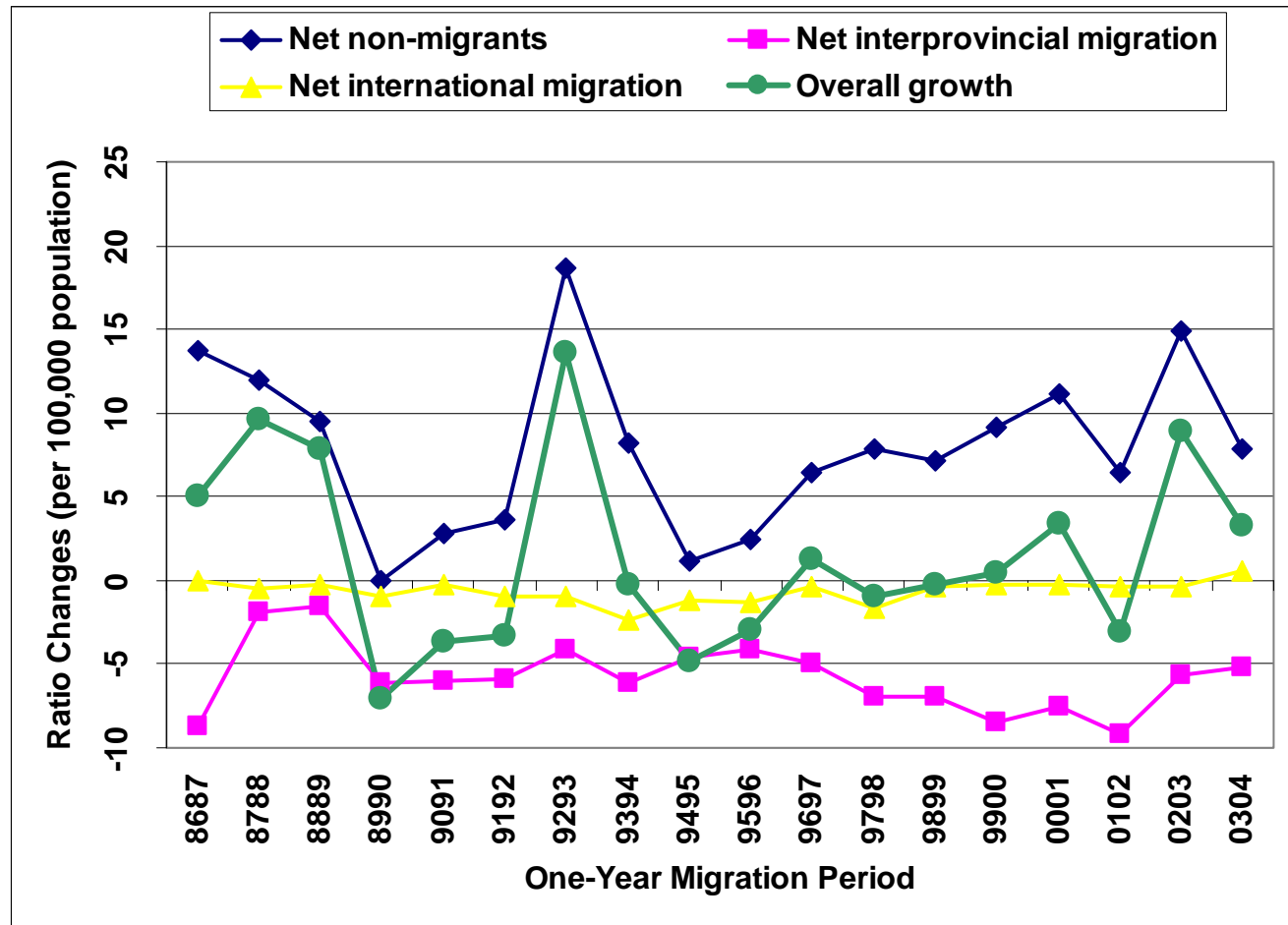


# Counts (Interprovincial – 5 year migration periods)

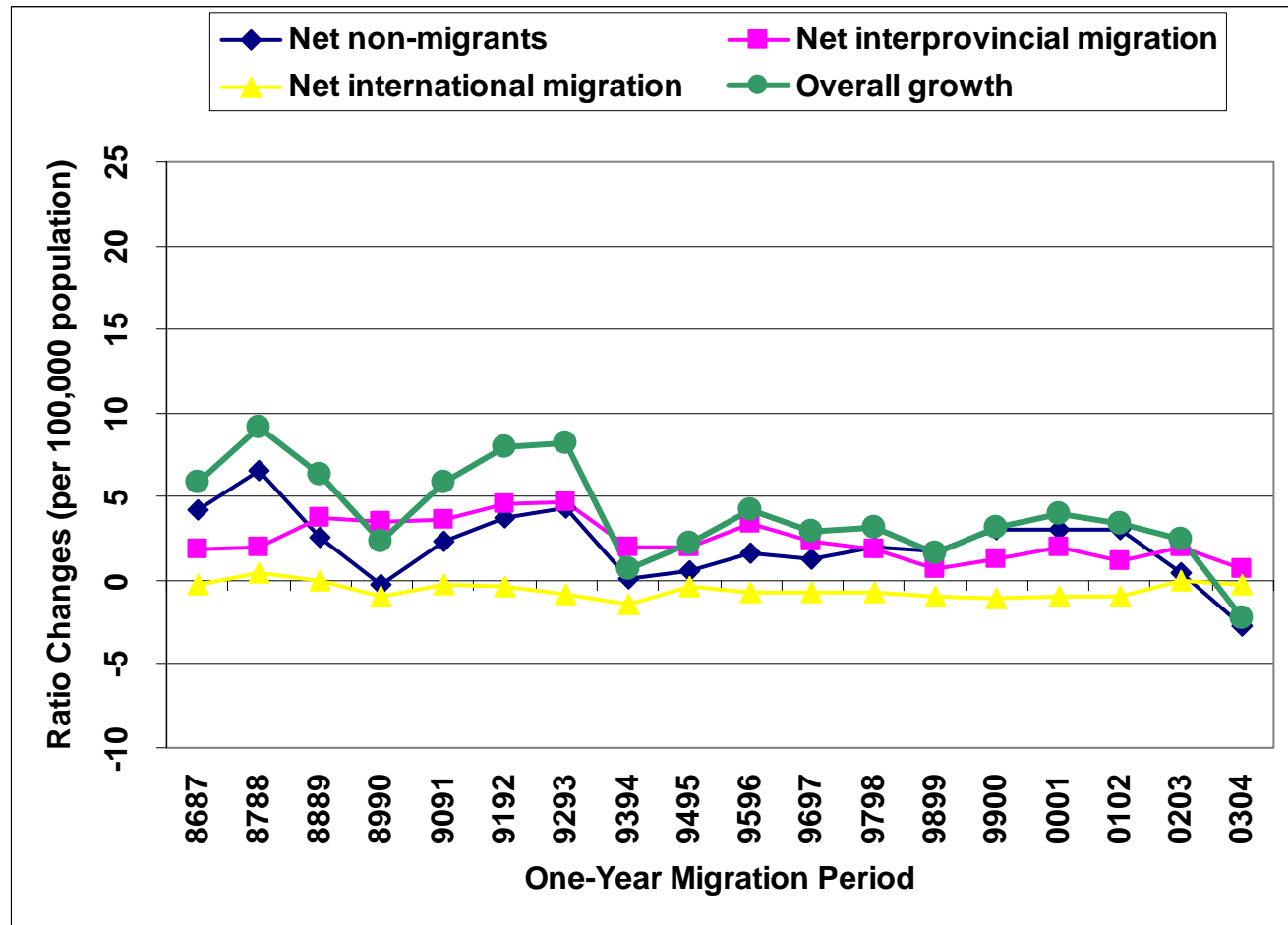
Province	1996-2001 Pharmacists			1996-2001 Dental Assistants		
	OUT-	IN-	NET-	OUT-	IN-	NET-
N.L.	65	20	-45	55	10	-45
P.E.I.	20	20	0	20	15	-5
N.S.	95	90	-5	40	60	<b>20</b>
N.B.	45	70	<b>25</b>	60	0	-60
Que.	120	35	-85	45	25	-20
Ont.	200	365	<b>165</b>	115	250	<b>135</b>
Man.	90	70	-20	85	15	-70
Sask.	255	50	-205	70	55	-15
Alta.	135	190	<b>55</b>	95	295	<b>200</b>
B.C.	115	240	<b>125</b>	195	70	-125

# Ratios (Interprovincial – 1 year migration periods)

Newfoundland  
&  
Labrador  
Physicians



# Ratios (Interprovincial – 1 year migration periods)



British  
Columbia  
Physicians

# Counts and Rates (percentages)

(Rural <-> Urban – 5 year migration periods)

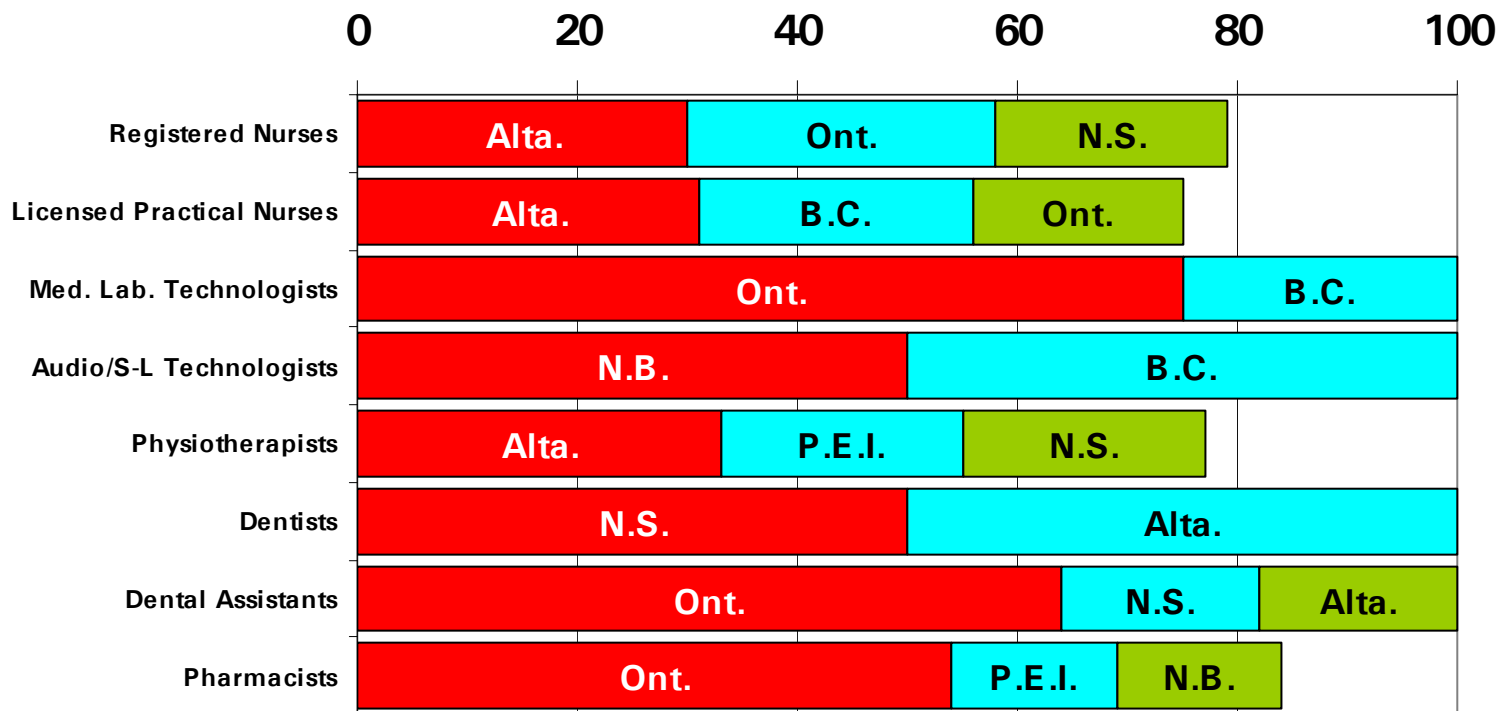
Migration Counts and Rates	Census Migration Periods		
	1986 - 1991	1991 - 1996	1996 - 2001
<b>Non-movers (Counts)</b>			
RST	47,750	49,050	45,040
LUC	213,680	209,655	209,785
<b>Internal migrants (Counts)</b>			
RST to LUC	8,825	4,880	5,510
LUC to RST	8,325	6,610	5,575
<b>Total net-migration to RST</b>	<b>-500</b>	<b>1,730</b>	<b>65</b>
<b>Migration Rates (%)</b>			
<b>RST</b>			
In-migration rate	14.7	12.3	11.0
Out-migration rate	15.6	9.0	10.9
Net-migration rate	-0.9	3.2	0.1
<b>LUC</b>			
In-migration rate	4.0	2.3	2.6
Out-migration rate	3.7	3.1	2.6
Net-migration rate	0.2	-0.8	0.0



**Registered  
Nurses**

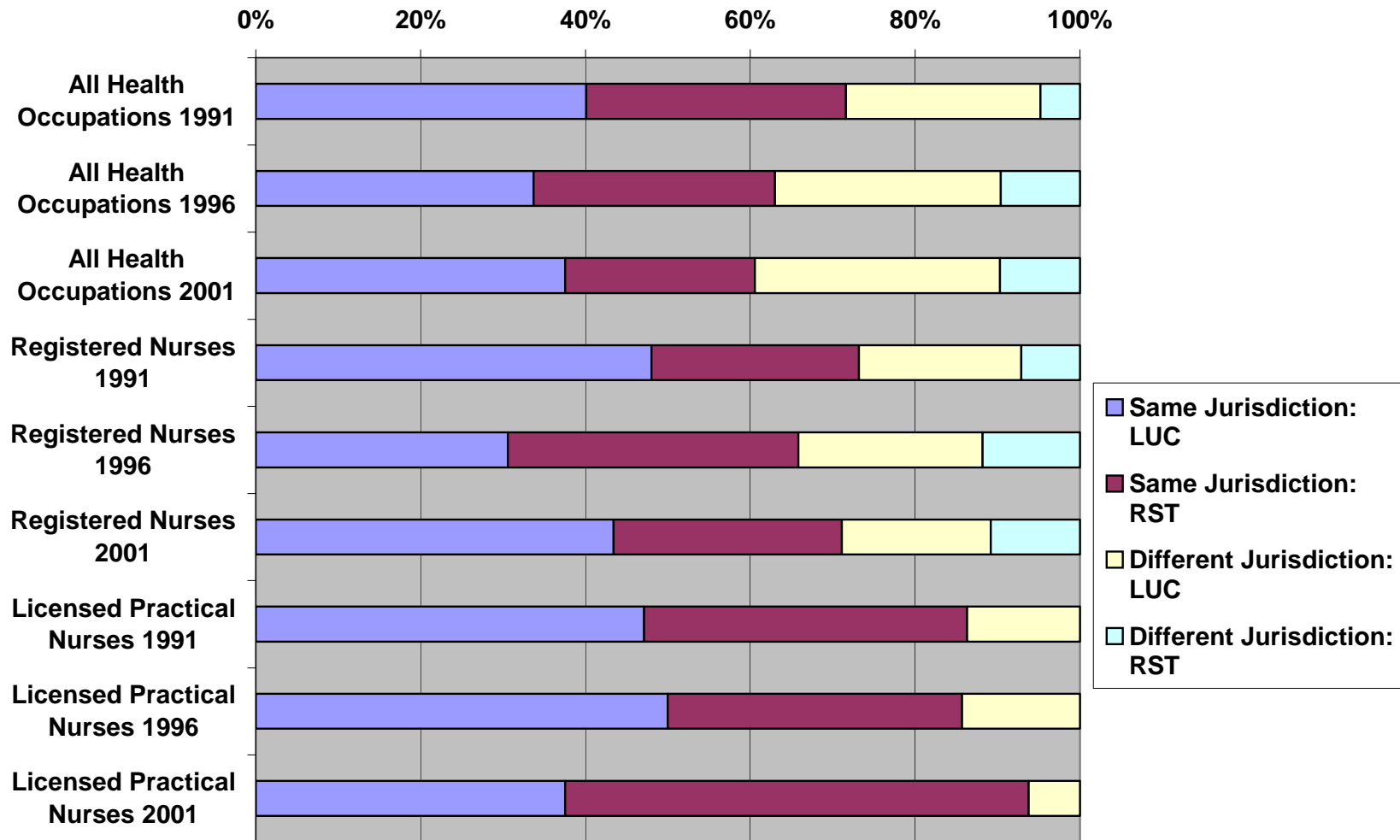
# Interprovincial Destinations (1996 – 2001 Migration Period)

2001 Destinations: Percentage of Interprovincial Migrants from NL

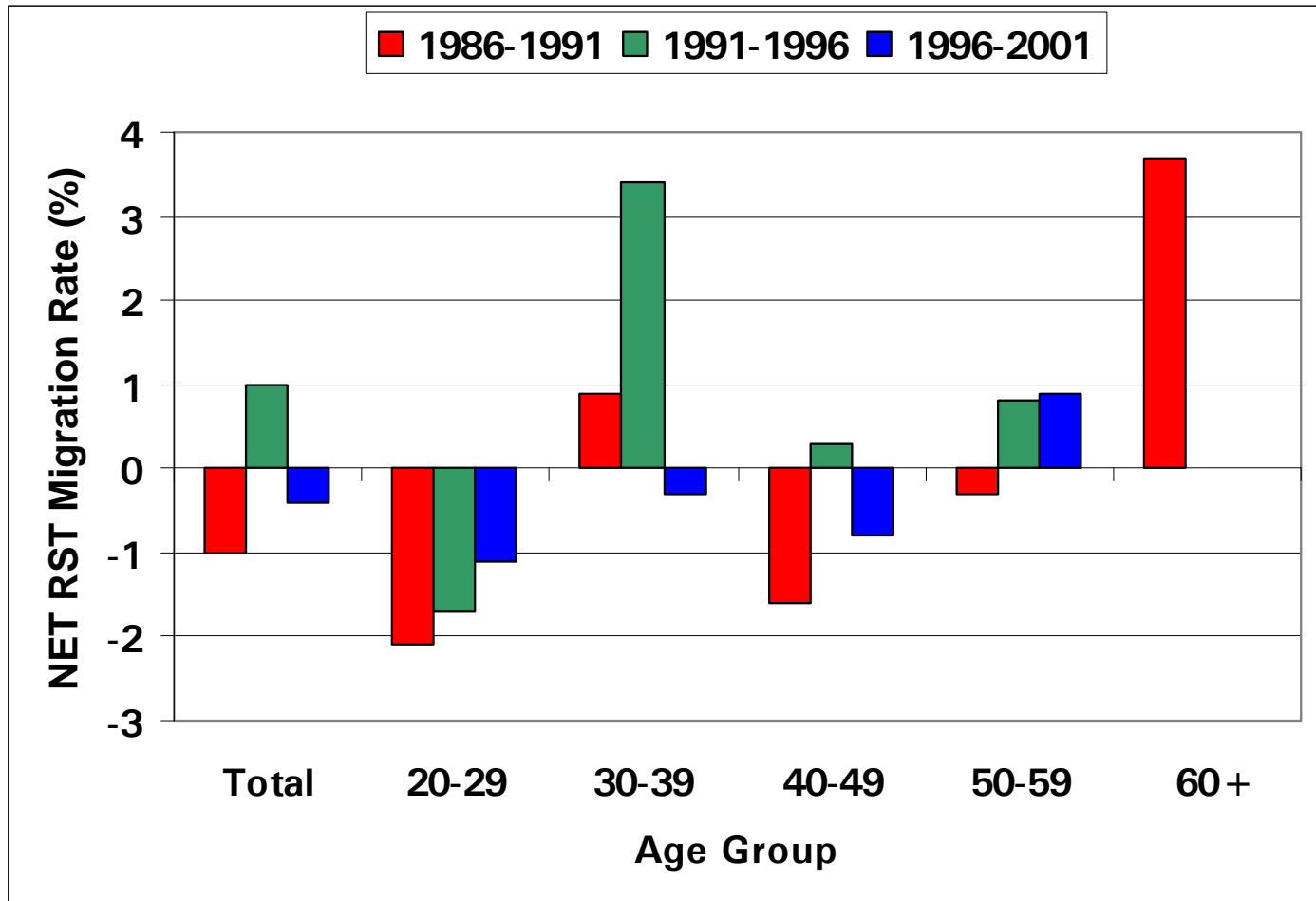


# Intraprovincial and Interprovincial Destinations (1996 – 2001 Migration Period)

Destinations of **NL RST** Migrants (A)



# Determinants of Migration (.. of recruitment and retention??)



Licensed  
Practical  
Nurses

# Determinants of Migration

## (.. of recruitment and retention??)

Physician  
Intraprovincial  
Migration

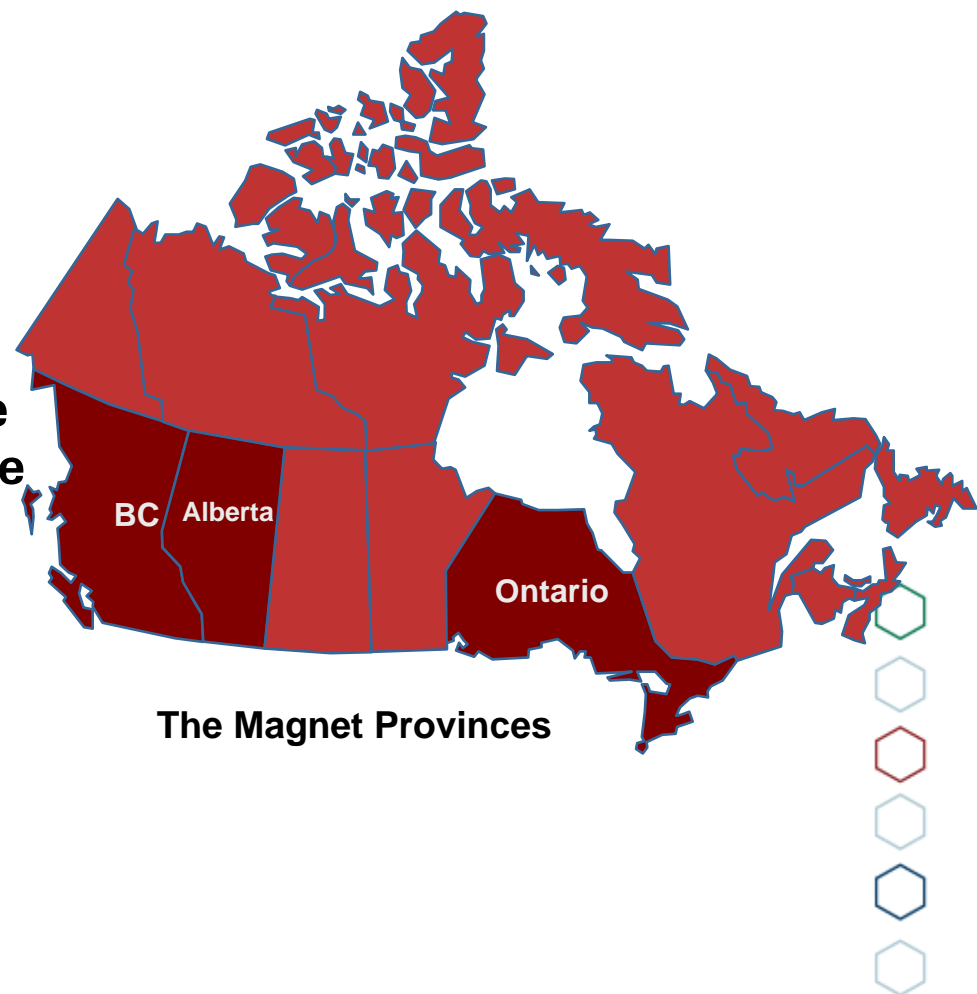
Adjusted  
Odds Ratios

Characteristics at beginning of migration period	1986 - 1991	1991 - 1996	1996 - 2001
<b>Age group</b>			
20-29	4.81	4.40	4.65
30-39	2.09	1.59	1.91
40-49	1.10	0.78	0.97
50-59	0.86	0.69	0.82
60+	1.00	1.00	1.00
<b>Sex</b>			
Male	1.00	1.00	1.00
Female	1.20	1.07	1.04
<b>Language</b>			
English	1.00	1.00	1.00
French	2.28	1.76	1.83
<b>Specialty</b>			
GP/FP	1.00	1.00	1.00
Specialist	1.13	0.90	0.90
<b>Place of Graduation</b>			
Canada	1.00	1.00	1.00
Foreign	1.23	1.20	1.22
<b>Rural?</b>			
No	1.00	1.00	1.00
Yes	1.88	2.50	2.83

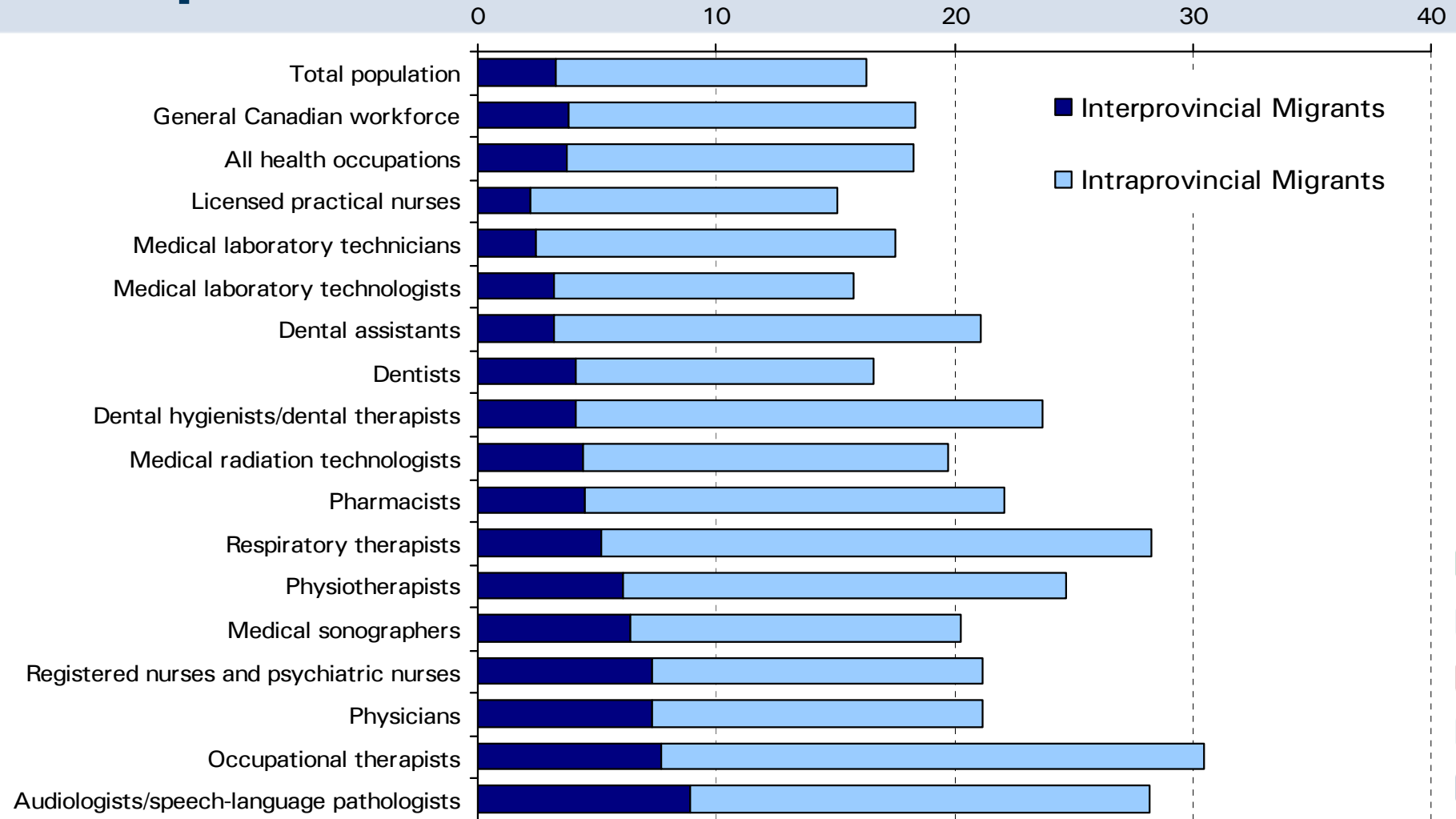


# Overall - where are they going...??

- Most health care provider workforces were more mobile than the general workforce.
- For the aggregate of all health care occupational groups, their principal interprovincial destinations were similar to the general workforce: tended to be “magnet” and neighbouring provinces.
- But when examining individual occupational groups there are sometimes differences compared to the general population.



# Overall - majority of movements were intraprovincial



Source: Statistics Canada, 2001 Census



# In Summary

- This report informs the debate on the migration patterns of Canada's health care providers
- Can be used as a loose proxy to measure retention and recruitment
- Lots of questions are raised around why we see the findings that we do...
- There is more work to be done!





Centre for Rural and Northern Health Research  
Laurentian University

# For additional and more detailed information, go to:

[http://secure.cihi.ca/cihiweb/dispPage.jsp?cw\\_page=AR\\_1749\\_E&cw\\_topic=1749](http://secure.cihi.ca/cihiweb/dispPage.jsp?cw_page=AR_1749_E&cw_topic=1749)

[www.cihi.ca](http://www.cihi.ca)



Health Human Resources

