76 | IDENTIFICATION OF RETENTION STRATEGIES FOR NEUROSURGEONS IN IRAN: RESULTS FROM EXPERT PANELS

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Background and aims: The key challenge is how to encourage and retain health professionals in their work location. There is a list of policy options for the purpose but applying an appropriate and effective set of strategies requires a country level research. Our study aimed to identify retention strategies for neurosurgeons and examine both the importance and feasibility of the identified strategies using expert panels' point of view.

Methods: First of all, a literature review was conducted to identify retention strategies for physicians. Then to gain consensus on the strategies and determine their importance and feasibility an expert panel was organized and a modified-delphi process was used.

Results: A total of 40 strategies were identified by the panel classified in seven categories of income and economic factors, professional/job factors, clinical infrastructure, personal/family factors, living condition and welfare, educational factors and career development, governmental regulations and management policies.

Conclusion: Based on the study results, three areas of economic incentives, personal and professional factors got the greatest priority in health professional planning for retention purposes.