

Abstract – Recruitment and Retention of the Health Workforce in Europe

Many EU countries report both difficulties in retaining and recruiting health staff frequently allied with the challenge of balancing the right number of healthcare staff with the right skills in the right geographical areas to meet the changing needs of populations and health systems. These problems are becoming increasingly urgent as the healthcare demands increase, the health workforce shrinks, with many workers reaching retirement age, risking the future sustainability of Europe's health systems and access to care.

This study funded under the EU health programme included: a literature review, a mapping and review of recruitment and retention practices for health professionals; eight case studies addressing recruitment and retention of health professionals and policy and management recommendations for policy makers, managers, health professionals, researchers and educators. The findings from the study identified many innovative solutions to the challenges of recruiting and retaining health staff.