

**ATTRITION RATES OF DOCTORS, NURSES AND
OTHER STAFF FROM DEPARTMENT OF
MEDICAL SCIENCES IN 2010 AND 2011**

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ABSTRACT

An observational descriptive study was conducted in 2012 to explore the attrition rates of Doctors, Nurses and other staff from Department of Medical Sciences in 2010 and 2011. The data used in this study were collected by reviewing official records from DMS. In this study, an overall health worker attrition rate of DMS was about 4% for each year. The most attrited health workforces were doctors, 80%. About 75% of the causes of attrition were resignation and dismiss. Almost two third of attrite staff were female and married. About 70% of attrited staff were Assistant lecturers between 30 and 45 year of aged and had got master degree. About 90 % of attrited staff lived in Yangon and Mandalay and had no non-residential services. The percentage distribution of attrited staff and distributions by calculated attrition rates were different. After calculating attrition rates, non-clinical subjects e.g. Preventive and Social Medicine, Biochemistry had the highest rates. As in universities, those from Yangon had the highest attrition rates while universities from Magway had the least ones. Most attrited health workforce were female doctors, assistant lecturer leveled, between the age of 30 and 45 years, married, attained mater degree and working at universities of Yangon and Mandalay. These findings indicated that appropriate policies to retain staff may need to be tailored for different cadres at different level. Further studies, qualitative research, need to investigate the importance of different factors in the decision of health workers to voluntarily leave the work.