

Rural Allowance and the Retention of Health Professionals in Selected Hospitals in the North West Province of South Africa

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ABSTRACT This paper sought to establish the extent to which the rural allowance for health professionals has had the desired effect of retaining these professionals at the selected hospitals in the rural and to establish the challenges faced by these health professionals. A cross-sectional design was used in this study. Questionnaire for data collection had both closed and open ended questions. A sample of 40 participants was drawn from each hospital for each week. Majority of the respondents think insufficient salaries 58 (79.5%), lack of staff training 39 (53.4%), high workload due to shortage of staff 21 (28.7%), none payment of overtime 19 (26.0%), shortage of resources 18 (24.6%), distance from home 9 (12.3%), while minority 7 (9.5%) think because of lack of better schooling for children was responsible for lack of retention in the rural area.