

# TRACKING NURSES' JOB CHOICES IN SOUTH AFRICA

In 2008 a cohort of 377 new nursing graduates was established in South Africa. This research aimed to monitor graduates' job choices over several years to get a better understanding of where they work, when they move, where they move to and the reasons for these decisions.

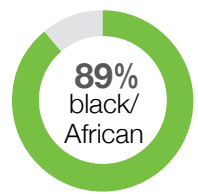
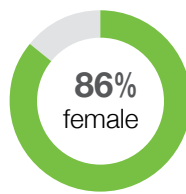
## ABOUT THE NURSING GRADUATES

**377**

graduates in the study

**31**

years (average age)



### PLACE OF BIRTH

Slightly fewer than 50% of participants said they were from rural areas



Very rural

11%

Relatively rural

36%

Urban town

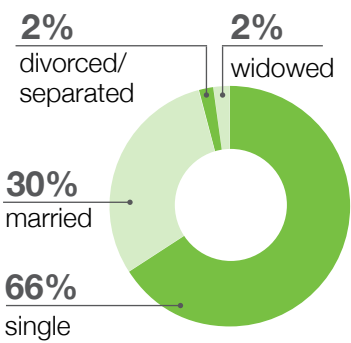
38%



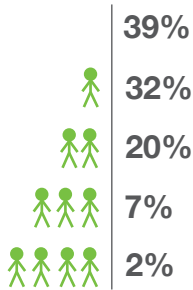
Urban city

16%

### MARITAL STATUS

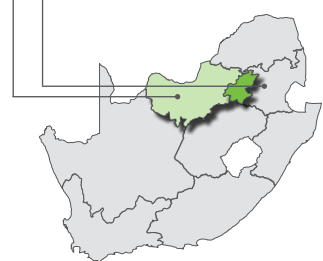


### No. OF CHILDREN



### LOCATION OF TRAINING

43% rural North-West province  
57% urban Gauteng province



## NURSES' EMPLOYMENT AND LOCATION CHOICES

Four years after graduation 368 of the original cohort could be traced. Of these, 343 worked as nurses in either hospitals or health centres/clinics and were included in the analysis.

**343**

in a nursing job in a health facility

**8**

in other nursing job (e.g. prison)

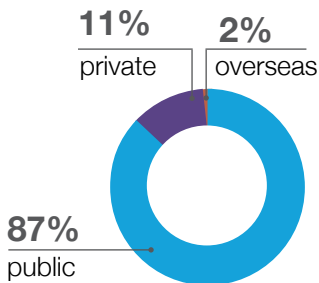
**5**

studying or unemployed

**12**

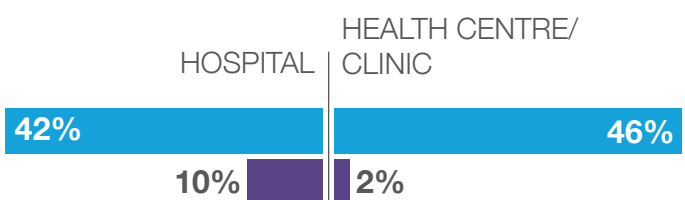
in non-nursing jobs

### JOB SECTOR



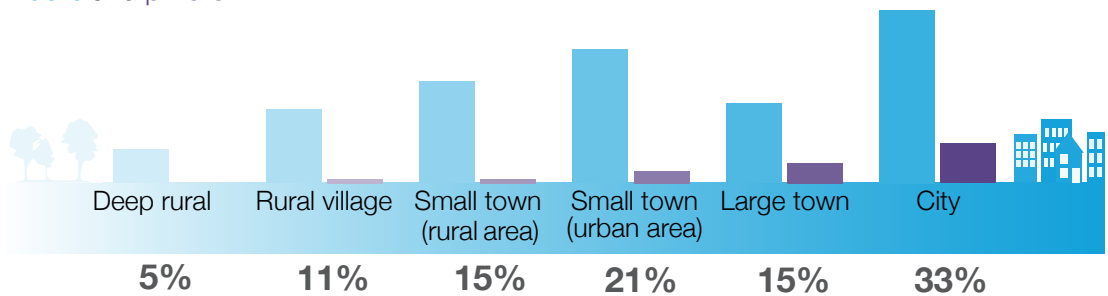
### TYPE OF HEALTH FACILITY

Public and private



### LOCATION OF HEALTH FACILITY

Public and private



## FACTORS AFFECTING THE CHOICE OF A RURAL JOB

### PLACE OF BIRTH

Nurses born in a rural area were **29%** more likely to work in a rural job than those born in an urban area and **13%** more likely to work in a health centre in a rural area.

### DEDICATION TO PATIENTS

Nurses with higher levels of dedication towards patients are more likely to choose a rural job.

### PLACE OF TRAINING

Nurses that trained in rural North-West province, were almost twice as likely to work in a rural job compared with nurses who trained in urban Gauteng Province.

### AGE

Being older increases the probability of working in a rural area.

### ETHNICITY

Being black/African increases the probability of working in a rural area.

Infographic produced by Rebecca Wolfe

More information: <http://resyst.lshtm.ac.uk/research-projects/monitoring-nurses-job-choices>