

The Rural Workforce Tipping Point: A Retention Analysis of Rural Nurse and Midwife Tenure (2010-2021)



SCAN ME

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The Rural Workforce Tipping Point

- Part-time staff stay longer (median 4 years)
- Full-time & temporary staff leave sooner
- RN/M > EN retention
- Higher-grade entrants more likely to exit

- 1.83 years: median retention
- 1 in 3 leave within the first 12 months
- Lowest retention: MM4-7 (MM6-7 shortest)

What Predicts Staying vs Leaving?

3,234 employment records across Modified Monash (MM) 2-7 in the Darling Downs and Southwest Hospital Health Service

What needs to happen?

Targeted, Early, Place-Based Retention

- **EARLY Prevention (first 6–12 months)**
- Tailor strategies by MMM level
- More flexible work options
- Improve workplace conditions

