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# Retention of Ontario Physiotherapists across Employment Settings

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# Objectives

- To examine workplace related factors in Ontario associated with the retention of physiotherapists
- To examine factors that influence labour market decisions in healthcare workers
  - Sector, Position, Employment Status

# Methods

- **Data Source:**
  - A longitudinal database constructed in partnership with the College of Physiotherapists of Ontario
  - PTs registered with the College between 1999 and 2007
  - N = 7803, over the nine years study period

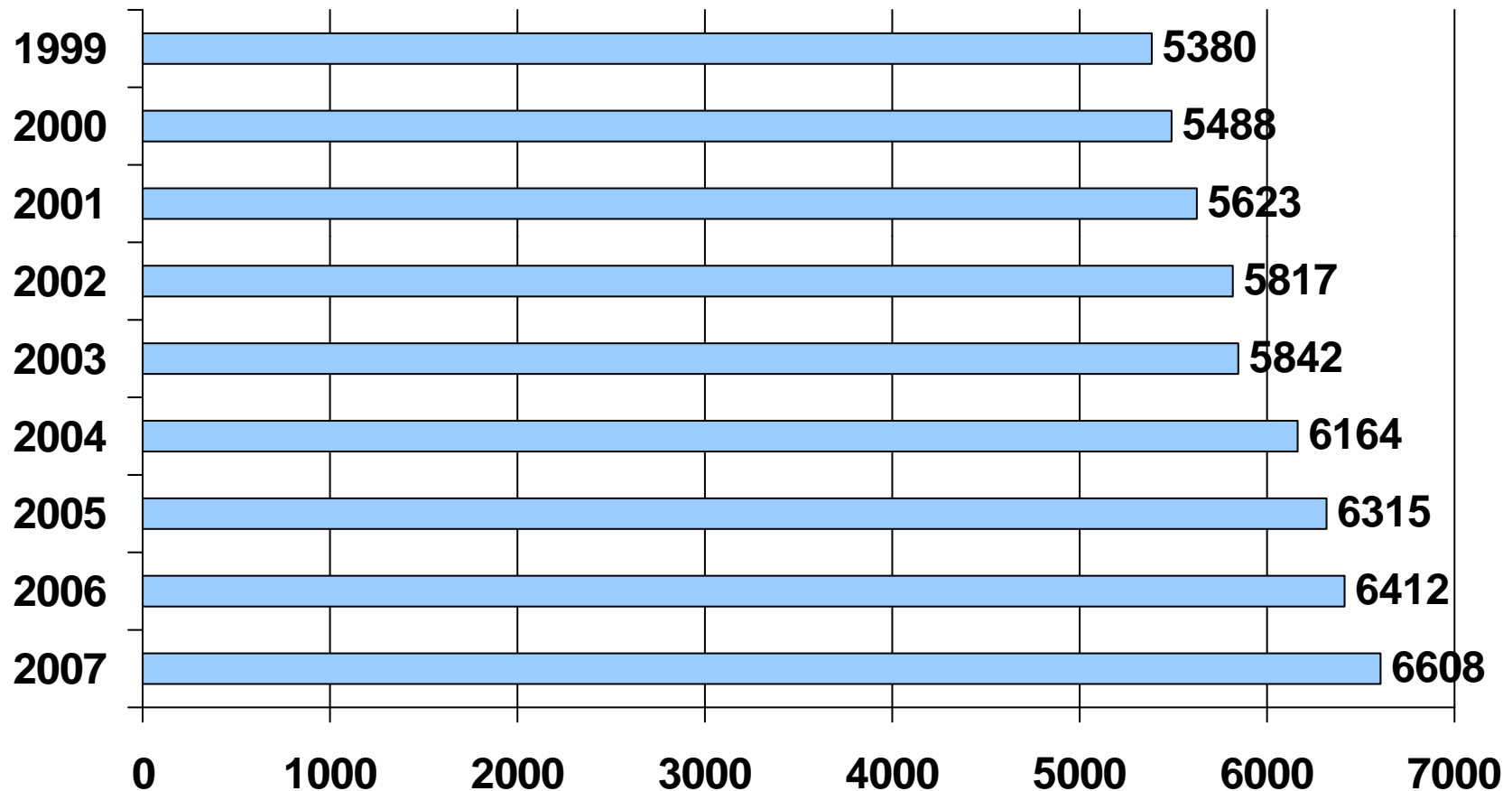
# Methods

- “Stickiness”
  - the transitional probability that a PT will remain in the same workplace in year t+1 as in year t
    - Broadly defined, i.e., profession
    - Narrowly define, i.e., sector, position, employment status.
  - $\text{Stickiness}_{t \text{ to } t+1} = [(N_{t\&t+1}/N_t)] \times 100$   
(Alameddine et al., 2006)

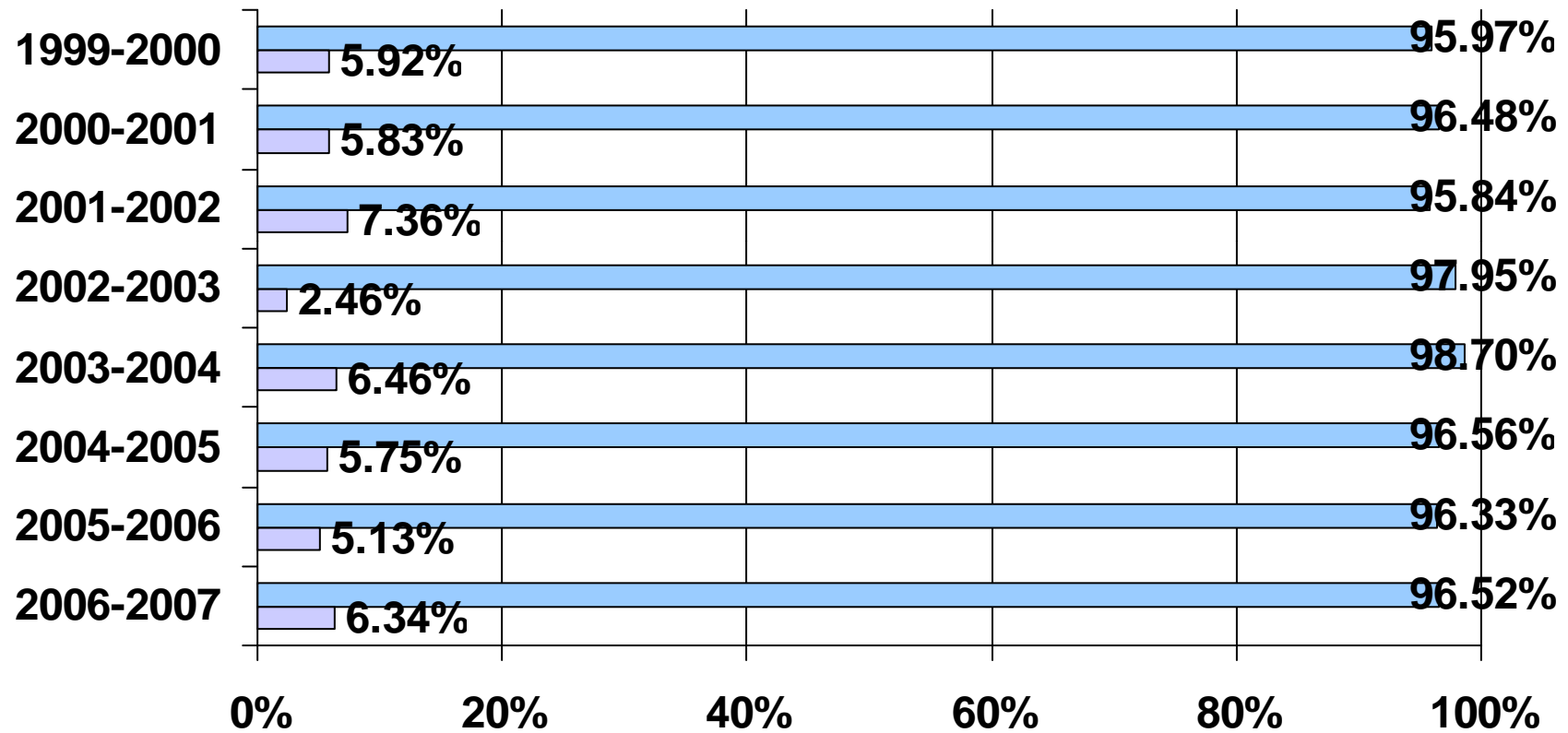
# Methods

- “Inflow”
  - the percentage of new additions to the workplace in year t compared to year t-1
  - $\text{Inflow}_t = [(N_t - N_{t-1})/N_t] \times 100$  (Alameddine et al., 2006)

# Number of PTs Registered in Ontario

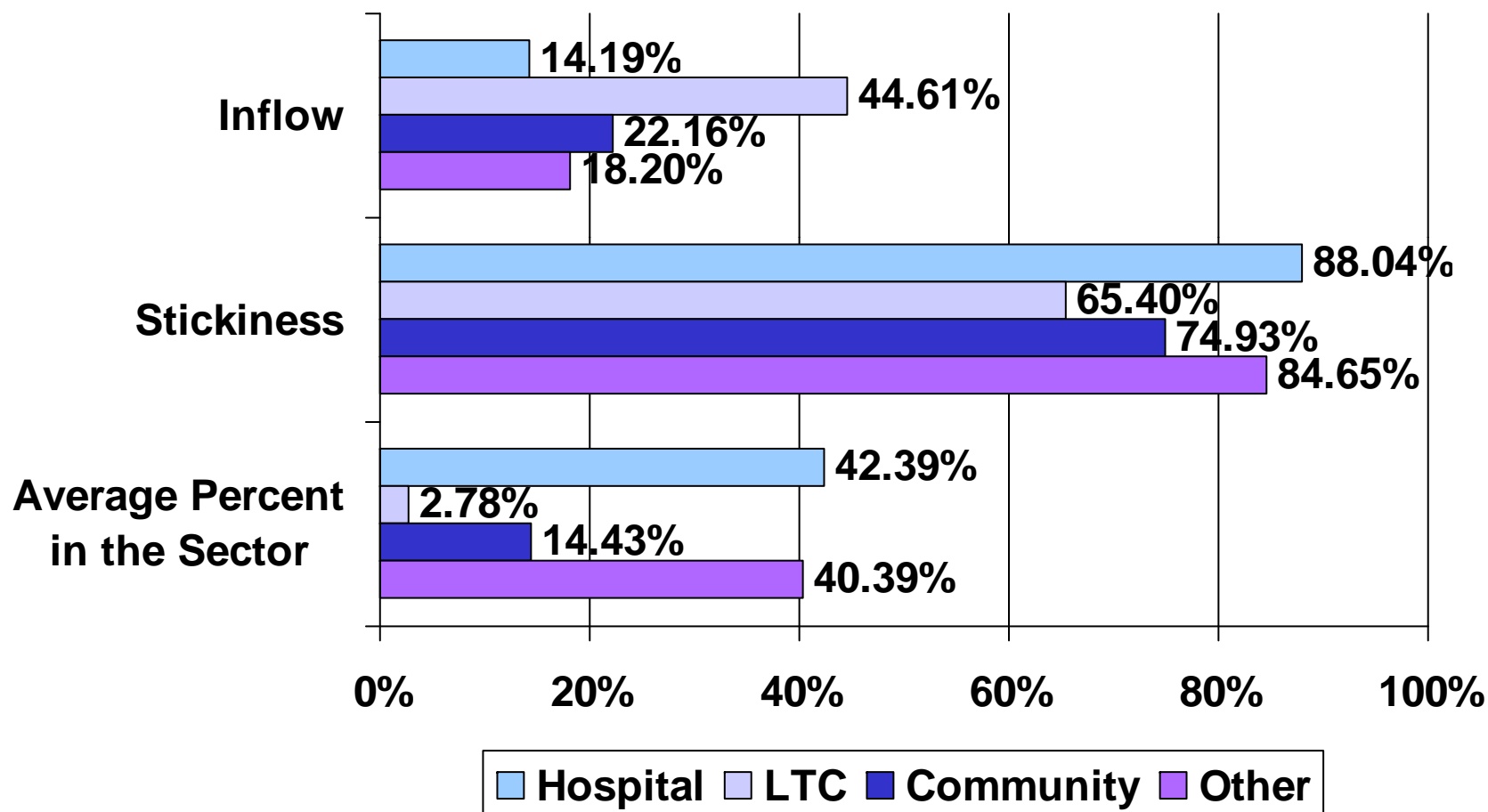


# Inflow and Stickiness

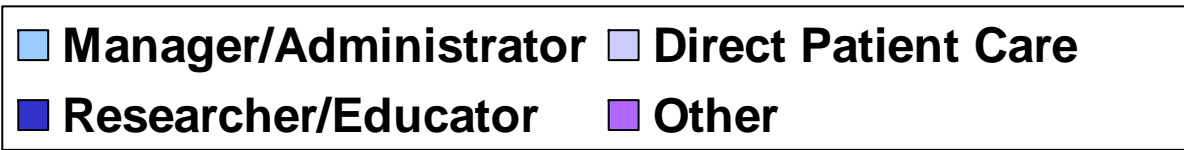
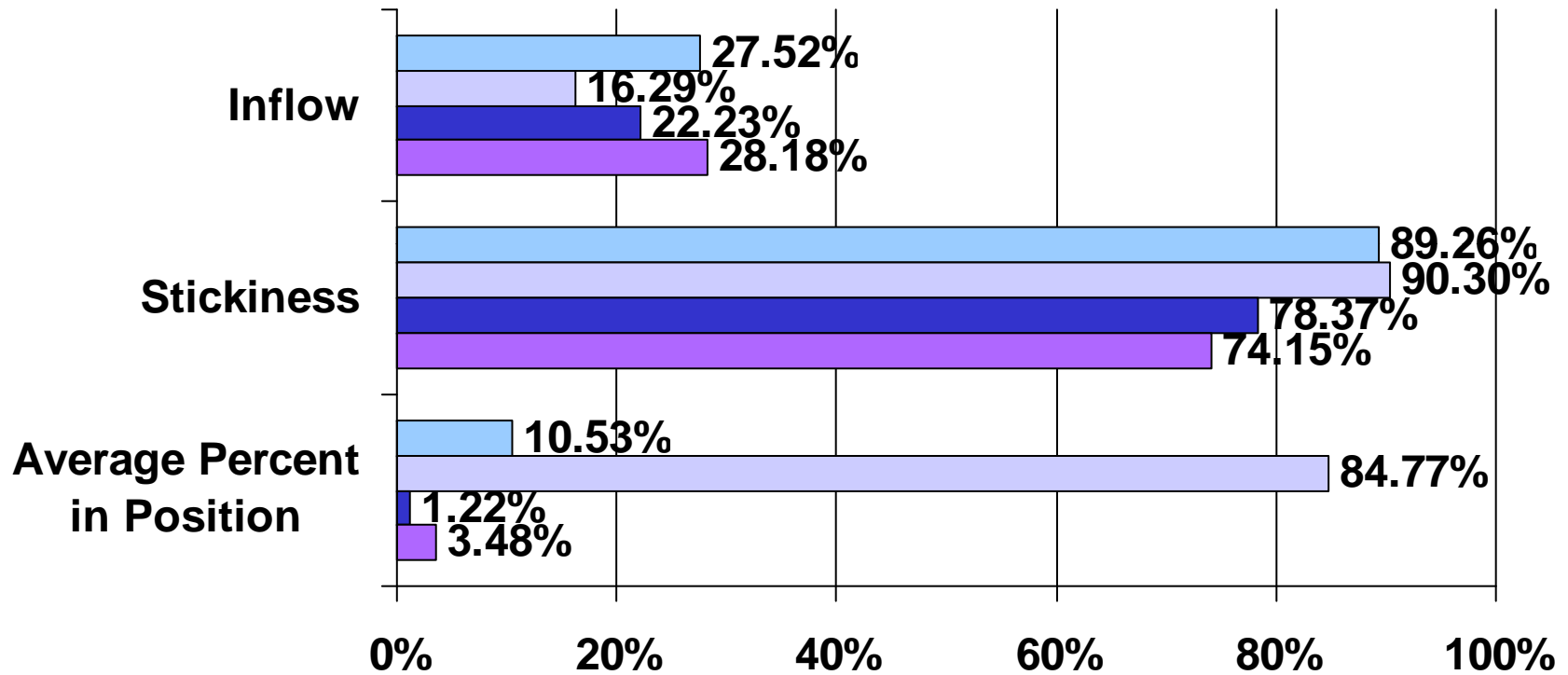


Stickiness Inflow

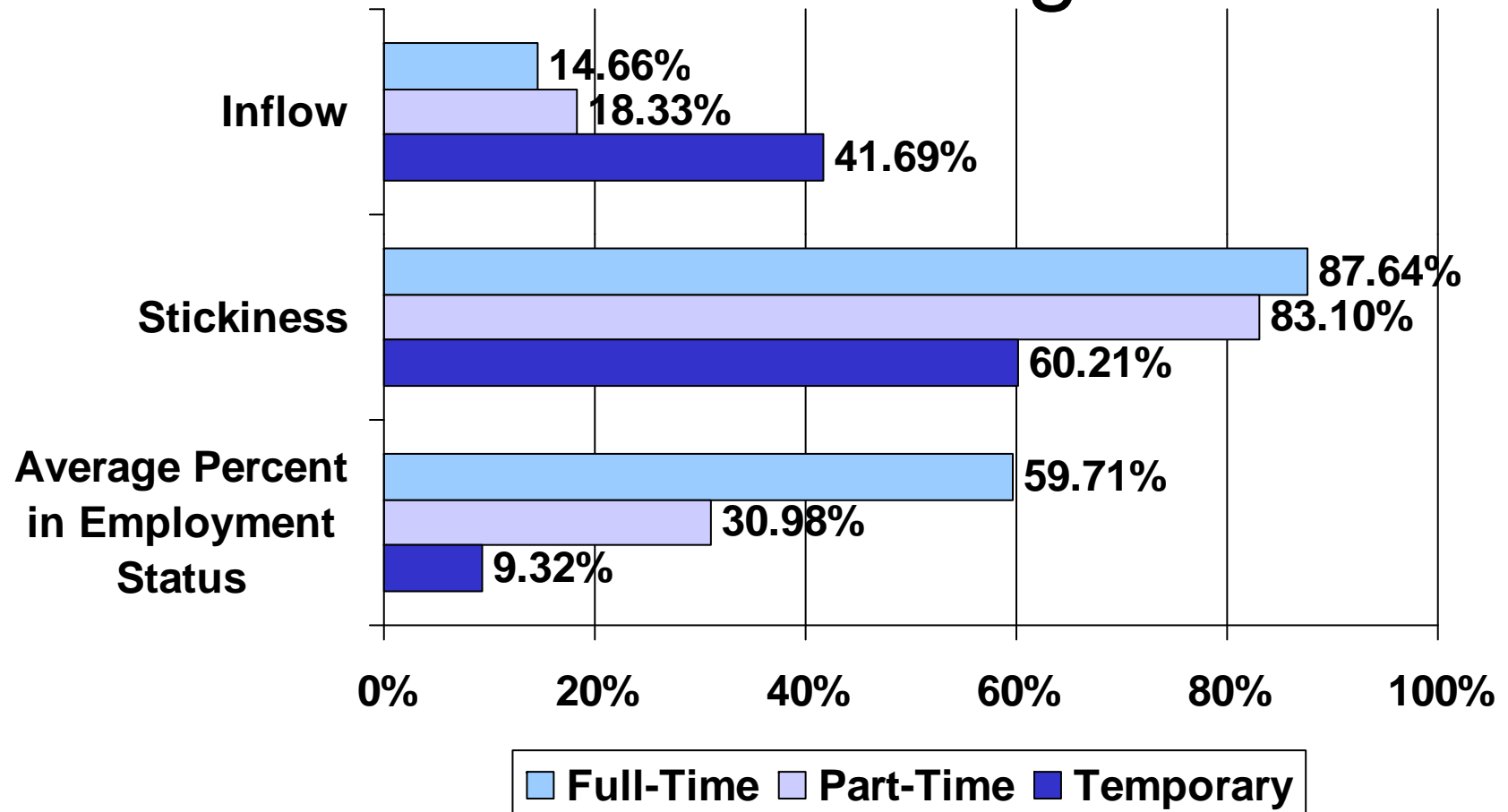
# Inflow and Stickiness by Sector - Average



# Inflow and Stickiness by Position - Average



# Inflow and Stickiness by Employment Status - Average



# Discussion

- High ability (96.5%) of the profession of physiotherapy to retain its work force
  - OT – 92.5%, SLP/Audiology – 99.4%
- Sector – highest Hospitals (88.0%), lowest LTC (65.4%)
  - OT – Hospital (86.3%), CCC/LTC (74.4)
  - SLP/Audiology – Education/Schools (89.6%), Other (60.2%)
- Position – highest DCC (90.3%) & Management/Administration (89.3%), lowest Other (74.2%)
  - OT – DCC (88.1%), Other (59.4%)
  - SLP/Audiology – Clinician (90.5%), Consultant (70.5%)
- Employment Status – highest Full-Time (87.6%), lowest Temporary (60.2%)
  - OT – FT (87.0%), Casual (56.1%)
  - SLP/Audiology – FT (77.7%), PT (76.9%) – no Casual/Temp

# Limitations

- Limitations of the data (secondary data analysis)
- No data on vacancy data
- No information on personal reasons for leaving

# Conclusion

- Despite the rhetoric of a shift from hospitals to community and home, physiotherapists were more likely to remain in the hospital sector.
- Human Resource policies for service delivery outside of hospitals and other factors should be analyzed with the view to improving the retention of practicing physiotherapists in these sectors.

# Acknowledgements

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