



Hospital Doctor Retention and Motivation (HDRM) Project PhD Recruitment

We are recruiting:

- We are recruiting a PhD student to join the Hospital Doctor Retention and Motivation (HDRM) project, a 4 year project, funded by the HRB.
- We are particularly interested in candidates with a Social Science background, who have an interest in health workforce research and previous research experience in qualitative and/or quantitative research methods.

Hospital Doctor Retention and Motivation Project (HDRM)

Weak doctor retention and high rates of doctor emigration have significant implications for the Irish health system. As well as constituting a brain drain of medical talent, high rates of doctor emigration have ensured a continued heavy reliance on internationally trained doctors to staff the health system and difficulties recruiting consultant level doctors into vacant posts. The ongoing challenges within the Irish health system – difficult working conditions, staff shortages and patient overcrowding impede the ability of health professionals to provide good quality care and are depleting morale in the medical workforce.

The Hospital Doctor Retention and Motivation Project (HDRM) will seek to better align retention policy with the everyday working conditions of hospital doctors, whose working lives '*constitute a crucial interface between the world of policy and the world of practice*' (Lehmann and Gilson, 2014). The HDRM project will consider the extent to which the working lives of hospital doctors are shaped by their hospital workplace and wider health system and policy. It will seek to use the information generated to inform the development of a typology of hospital workplaces and to inform retention policy and practice within the Irish health system.

The HDRM Project is a four year research project, which will involve qualitative (interviews, ethnographic observations, action research methods) and quantitative (survey) data collection. The HDRM PhD project will be a mixed method project, involving qualitative and quantitative data collection and analysis.

The successful candidate will:

- Receive a paid PhD scholarship for 4 years (€18k per annum) plus EU PhD fees paid.
- Enrol on a 4 year PhD programme (1 year taught, 3 years research) as part of the SPHeRE structured PhD Programme in PHHSR: <http://www.sphereprogramme.ie/>
- Register as a PhD student in DCU (School of Nursing and Human Sciences) <https://www.dcu.ie/snhs/index.shtml>
- Be part of a strong research team led by the project PI, Dr Niamh Humphries and including a postdoctoral researcher.
- Be supervised by Dr Niamh Humphries, RCPI (HDRM Project PI) and Prof Anne Matthews, DCU (HDRM Project Co-PI).

Additional information on the HDRM project: <http://www.rcpi.ie/hdrm>

Informal queries to niamhumphries@rcpi.ie

Apply via the SPHeRE programme: <http://www.sphereprogramme.ie/apply/>

Application Deadline: 16 April 2018

Interview dates: during week 21 May 2018

Start date: October 2018

