

Welcome,

Thank you for supporting your community's health by helping retain the health care providers practicing at your clinic. We hope this handbook will guide you in how best to retain them.

You will find tools in this kit to support your work. You will also find a comprehensive handbook that covers all aspects of retention and the factors that affect it. Some parts of your tool kit may not apply to your site or situation. You can choose to implement all of the suggested activities or just a few. Make the tool kit work for your clinic.

Implementing a retention plan or process requires you to take an authentic look at your clinic and assess how your current processes either support or inhibit retaining providers. Your retention plan will be most effective if you are open to change and accept that some current processes may not be working. Be receptive to your current staff members' feedback and suggestions of how they believe health care providers can be retained. Be aware of your practice's culture, how transparent you are with staff and how your clinic operates. Are you currently doing all you can to retain providers? There is always room for improvement, and it's always good to evaluate and make any needed changes to your current processes.

Work through this handbook and use the tools that meet your needs. If you have questions about how to implement certain parts of the handbook, please contact the Oregon Primary Care Office or one of our partner organizations listed on the "Resources for Retention" page in this tool kit. We are here to support you and your providers.

Thank you for your commitment to providing quality health care to Oregon communities.

The Oregon Primary Care Office