

# Factors Affecting the Retention of Indigenous Australians in the Health Workforce: A Systematic Review

## Search Strategies

### Search Strategies for Peer-reviewed Studies

#### Database: PubMed

Search Date: 10 August 2017

1	oceanic ancestry group[mh] OR american native continental ancestry group[mh]
2	indigenous OR indigene* OR aborigin* OR "torres strait islander" OR "torres strait islanders" OR maori* OR polynesian* OR "pacific peoples" OR "native american" OR "native americans" OR "american indian" OR "american indians" OR amerind* OR alaskan* OR eskimo* OR "native hawaiian" OR "native hawaiians" OR "first nation" OR "first nations" OR inuit* OR metis OR "native canadian" OR "native canadians" OR "canadian indian" OR "canadian Indians"
3	1 or 2
4	Employment[mh] OR Health Personnel[mh] OR workplace[mh]
5	Worker* OR workforce OR staff OR personnel OR "healthcare providers" OR "Health Care Providers" OR "healthcare workers" OR "health care workers" OR "health workers"
6	4 or 5
7	Personnel turnover[mh]
8	Remain OR retain OR retention OR turnover OR barrier* OR enabler* OR facilitator*
9	7 or 8
10	3 and 6 and 9

#### Database: CINAHL Plus

Interface: EBSCOhost

Search Date: 10 August 2017

1	MH "Indigenous Peoples+"
2	indigenous OR indigene* OR aborigin* OR "torres strait islander" OR "torres strait islanders" OR maori* OR polynesian* OR "pacific peoples" OR "native american" OR "native americans" OR "american indian" OR "american indians" OR amerind* OR alaskan* OR eskimo* OR "native hawaiian" OR "native hawaiians" OR "first nation" OR "first nations" OR inuit* OR metis OR "native canadian" OR "native canadians" OR "canadian indian" OR "canadian Indians"
3	1 or 2
4	"Workforce" OR MH "Health Personnel+"

5	Worker* OR workforce OR staff OR personnel OR "healthcare providers" OR "Health Care Providers" OR "healthcare workers" OR "health care workers" OR "health workers"
6	4 or 5
7	MH "Personnel Turnover" OR MH "Personnel Retention"
8	Remain OR retain OR retention OR turnover OR barrier* OR enabler* OR facilitator*
9	7 or 8
10	3 and 6 and 9

**Database: Informit Indigenous Collection**

Search Date: 16 August 2017

1	Worker* OR workforce OR staff OR personnel OR "healthcare providers" OR "Health Care Providers" OR "healthcare workers" OR "health care workers" OR "health workers"
2	Remain OR retain OR retention OR turnover OR barrier* OR enabler* OR facilitator*
3	1 and 2

**Database: Informit Health Collection**

Search Date: 16 August 2017

1	indigenous OR indigene* OR aborigin* OR "torres strait islander" OR "torres strait islanders"
2	Worker* OR workforce OR staff OR personnel OR "healthcare providers" OR "Health Care Providers" OR "healthcare workers" OR "health care workers" OR "health workers"
3	Remain OR retain OR retention OR turnover OR barrier* OR enabler* OR facilitator*
4	1 and 2 and 3

## Search Strategies for Grey Literature

### **Source: Health Organisation Websites**

Where possible, websites were searched using relevant search terms such as 'retention', 'retain' and 'health workforce'.

Where a search interface did not exist, relevant publications were identified by scanning the list of publications and reports for each organisation and reviewing titles and summaries.

<b>Health Organisation Website</b>	<b>Dates Searched</b>	<b>Publications Identified</b>
Australian Indigenous Doctors Association (AIDA)	1 September 2017	0
Australian Institute of Health and Welfare (AIHW)	10 August 2017	1
Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM)	1 September 2017	1
HealthInfoNet	10 August 2017	1
Health Workforce Australia (HWA)	10 August 2017	5
Indigenous Allied Health Australia (IAHA)	1 September 2017	0
LIME (Leaders in Indigenous Medical Education) Resource Hub	31 August 2017, 1 September 2017	15
National Aboriginal and Torres Strait Islander Health Worker Association (NATSIWA)	1 September 2017	0

### **Source: HealthInfoNet Endnote database**

Searched using combinations of the following keywords – "Aboriginal" or "Indigenous" and "worker" or "workforce" on titles. This identified 23 publications.