



ASSESSING THE IMPACT OF WORKLOAD FACTORS ON SELF-ASSESSED SUSTAINABILITY AMONG RURAL INTERNATIONAL MEDICAL GRADUATES (IMGS) IN SASKATCHEWAN

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Introduction

- Rural and remote communities across Canada face persistent physician shortages.
- International Medical Graduates (IMGs) are a critical part of the rural physician workforce, yet concerns about workload sustainability and long-term retention persist.

Objective

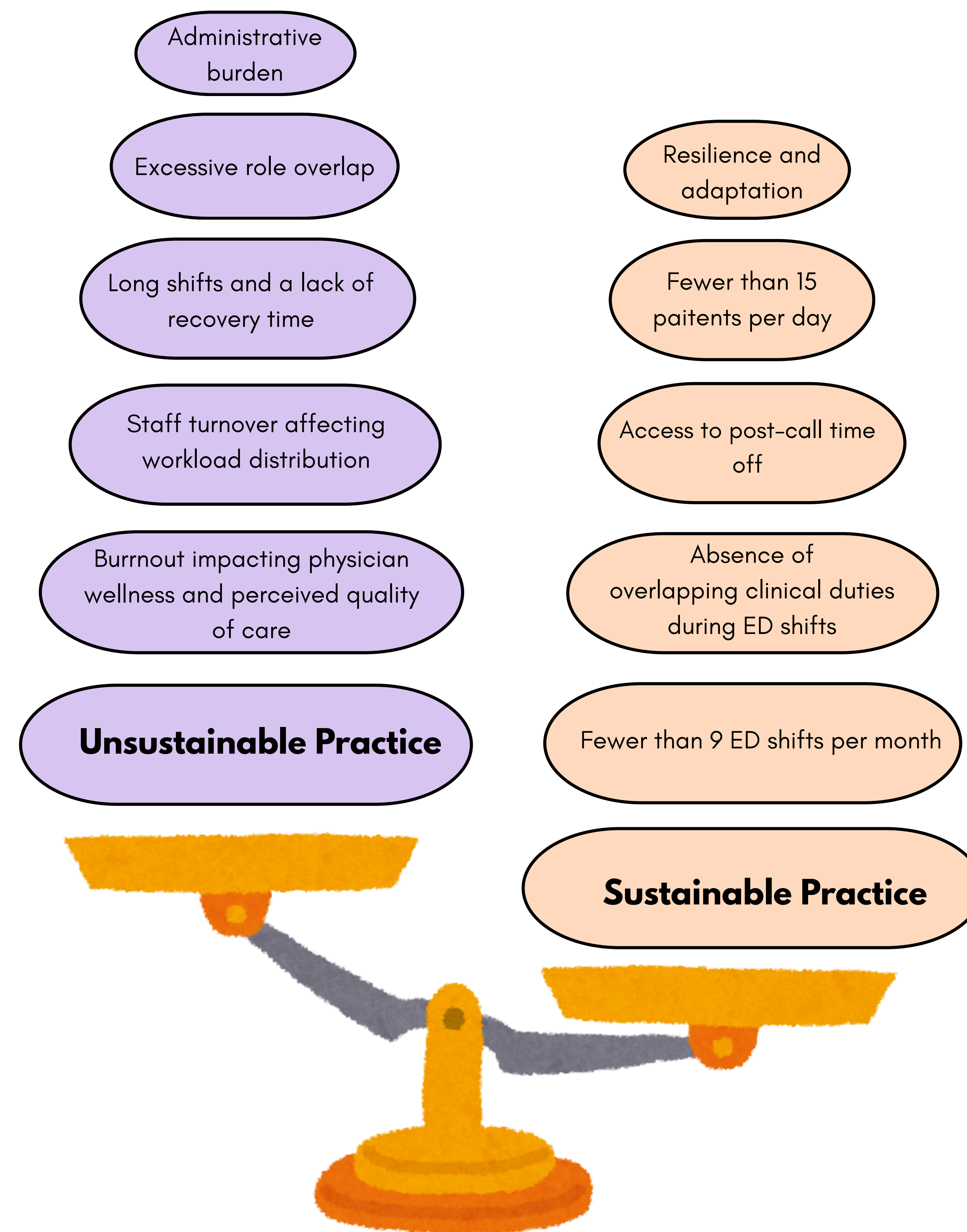
To identify clinical workload factors associated with perceived workload sustainability among rural IMG physicians practicing in Saskatchewan.

Methodology

- Retrospective analysis of wellness survey data collected from 87 IMGs in the SIPPA program.
- This study was approved by the University of Saskatchewan Behavioural Research Ethics Board.
- Ordinal logistic regression was used to examine statistical associations between workload-related factors and physicians' self-assessed sustainability.
- A qualitative thematic analysis of IMGs' comments was triangulated with the ordinal logistic regression findings.

Findings

Barriers and Facilitators of Sustainability Based on Triangulation of Ordinal Logistic Regression and Qualitative Thematic Analysis Findings



Tipping the Scale Towards Sustainability: The scale shifts toward sustainability by strengthening supportive conditions and reducing unsustainable demands.

Conclusion

- Workload sustainability among rural IMG physicians is shaped by modifiable factors, such as shift scheduling, rest periods, and role overload.
- Improving sustainability among IMGs may enhance physician wellness and long-term rural retention.



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Future Directions

Share findings with healthcare leaders to inform targeted policy and workforce interventions to address workload strain among IMGs in rural practice.