# Appendix 8. Example for Presentation of Retention Incentive Packages to Stakeholders\*

\*Adapted from Jaskiewicz W. et al. Toward Development of a Rural Retention Strategy in Lao People’s Democratic Republic: Understanding Health Worker Preferences. Capacity*Plus*. January 2012.

**Predicted Preference Impact of Retention Strategy Packages for Medical Assistants**

| Potential Retention Strategy | Medical Assistants  |
| --- | --- |
| Salary Increase | 0% | 30% | 40% | 50% |
| Package 1 |  |  |  |  |
|  Provide support for children’s education | 91.1% | 95.0% | 95.8% | 96.6% |
|  Provide scholarship for further study after 1 year |
|  Provide housing |
|  Improve facility quality (staff number/type & equipment/supplies) |
|  Promote to permanent staff after one year |
| Package 2 |  |  |  |  |
|  | Provide support for children’s education | 89.4% | 94.0% | 95.0% | 95.9% |
|  | Provide scholarship for further study after 1 year |
|  | Provide housing |
|  | Improve facility quality (staff number/type & equipment/supplies) |
| Package 3 |  |  |  |  |
|  | Provide support for children’s education | 87.1% | 92.6% | 93.9% | 94.9% |
|  | Provide scholarship for further study after 1 year |
|  | Provide housing |
|  | Promote to permanent staff directly upon posting |
| Package 4 |  |  |  |  |
|  | Provide support for children’s education | 85.7% | 91.7% | 93.1% | 94.3% |
|  | Provide scholarship for further study after 1 year |
|  | Provide housing |
| Package 5 |  |  |  |  |
|  | Provide support for children’s education | 84.1% | 90.7% | 92.3% | 93.6% |
|  | Provide housing |
|  | Improve facility quality (staff number/type & equipment/supplies) |
|  | Promote to permanent staff directly upon posting |
| Package 6 |  |  |  |  |
|  | Provide support for children’s education | 83.9% | 90.6% | 92.2% | 93.5% |
|  | Provide scholarship for further study after 2 years |
|  | Provide housing |
| Package 7 |  |  |  |  |
|  | Provide support for children’s education | 83.1% | 90.1% | 91.7% | 93.2% |
|  | Provide allowance for housing |
|  | Improve facility quality (staff number/type & equipment/supplies) |
|  | Promote to permanent staff directly upon posting |
| Package 8  |  |  |  |  |
|  | Provide support for children’s education | 80.1% | 88.1% | 90.1% | 91.8% |
|  | Provide scholarship for further study after 1 year |
|  |  |  |  |  |  |
| Package 9 |  |  |  |  |
|  | Provide support for children’s education | 78.0% | 86.7% | 88.9% | 90.8% |
|  | Improve facility quality (staff number/type & equipment/supplies) |
|  | Promote to permanent staff directly upon posting |
| Package 10 |  |  |  |  |
|  | Provide support for children’s education | 77.7% | 86.5% | 88.7% | 90.6% |
|  | Provide scholarship for further study after 2 years |
| Package 11 |  |  |  |  |
|  | Provide support for children’s education | 76.9% | 86.0% | 88.3% | 90.2% |
|  | Provide housing |
| Package 12 |  |  |  |  |
|  | Provide support for children’s education | 75.9% | 85.3% | 87.7% | 89.7% |
|  | Improve facility quality (staff number/type & equipment/supplies) |
| Package 13 |  |  |  |  |
|  | Provide support for children’s education | 75.6% | 85.1% | 87.5% | 89.6% |
|  | Provide allowance for housing  |
| Package 14 |  |  |  |  |
|  | Provide scholarship for further study after 1 year |  |  |  |  |
|  | Provide housing |  |  |  |  |
|  | Promote to permanent staff directly upon posting | 75.2% | 84.8% | 87.2% | 89.3% |
| Package 15 |  |  |  |  |
|  | Provide support for children’s education | 71.6% | 82.3% | 85.0% | 87.4% |
|  | Promote to permanent staff directly upon posting |
| Package 16 |  |  |  |  |
|  | Provide support for children’s education | 69.1% | 80.4% | 83.5% | 86.1% |
| Package 17 |  |  |  |  |
|  | Provide housing |  |  |  |  |
|  | Promote to permanent staff directly upon posting | 62.7% | 75.6% | 79.1% | 82.3% |
| Package 18 |  |  |  |  |
|  | Provide allowance for housing | 61.0% | 74.2% | 77.9% | 81.2% |
|  | Promote to permanent staff directly upon posting |