

three steps were combined and presented in the form of solutions to improve the implementation of this plan.

Findings: By reviewing 60 articles in the step of systematic review of the findings related to factors affecting the recruitment and retention of physicians in three main and secondary concepts of professional (occupational, financial), personal (environmental, family, communication) and organizational (educational, laws and regulations and facilities and support) were classified. In the second step, the exit rate of non-academic (therapeutic) and academic doctors included in the full-time plan covered by Kerman University of Medical Sciences is 91% and 46%, respectively. % achieved. The main concepts obtained in the qualitative phase were: the consequences of the implementation of the full-time plan were obtained in the codes (financial, access, quality, employment). The challenges of implementing the entire project were classified into professional (financial), environmental (field), organizational obstacles (laws and regulations, regulations and support).

Conclusion: The results of a systematic review and a qualitative study showed that in different countries, strategies such as providing financial aid and incentives, the requirement to spend the compulsory period of commitment to serve in disadvantaged areas, being in medical environments during internship and Internship during education, employment of foreign doctors, as well as important opportunities to implement the full-time project in Kerman from the perspective of the study participants include financial protection and reduction of out-of-pocket payments, justice in access to services. Health care is improving the quality of medical education and health care services. Also, the main problems of the doctors included in the full-time plan in Kerman, from the point of view of the interviewees, can be attributed to dissatisfaction with the

time of receiving claims and the lateness of the amount of payments, the difference in tariffs between the private and public sector, the deduction of numerous taxes from the amount received. They pointed out the lack of non-material support from the university and inattention to the welfare issues of doctors in educational and therapeutic environments.

Keywords : specialist doctors, full-time geographic plan, retention, recruitment



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