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BRAIN DRAIN OF HEALTHCARE PROFESSIONALS AND ITS IMPACT ON HEALTHCARE DELIVERY AT THE FEDERAL MEDICAL CENTRE JABI AND UNIVERSITY OF ABUJA TEACHING HOSPITAL (UATH), GWAGWALADA ABUJA, NIGERIA

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Abstract

This study examines the brain drain of healthcare professionals from the Federal Medical Centre Jabi, and University of Abuja Teaching Hospital (UATH), Gwagwalada Abuja, Nigeria, and its impact on healthcare delivery. The healthcare sector in Nigeria faces significant challenges, including the migration of skilled professionals to more developed countries, which exacerbates the already strained healthcare system. The major aim of this study is to investigate the factors driving this brain drain and to assess its effects on the quality of healthcare delivery at the Federal Medical Centre Jabi and University of Abuja Teaching Hospital (UATH), Gwagwalada. The theoretical framework for this study is the Push-Pull Theory of Migration by Everett Lee (1885), which posits that migration is influenced by factors that push individuals away from their home country and pull them towards another. This study adopts a descriptive research design to provide a detailed account of the phenomenon. The population of the study is 400 healthcare professionals at the Federal Medical Centre Jabi and University of Abuja Teaching Hospital (UATH), Gwagwalada, with a sample size of 317 determined using Morgan's formula (1967), also known as Krejcie and Morgan's formula. Data collection methods included surveys and interviews, employing both qualitative and quantitative techniques. Quantitative data were analyzed using statistical methods to identify trends and correlations, while qualitative data from interviews will provide deeper insights into personal and professional reasons for migration and its perceived impacts on healthcare delivery. The findings are expected to reveal critical factors driving the brain drain, such as inadequate remuneration, poor working conditions, lack of professional development opportunities, and better career prospects abroad. Furthermore, the study will assess the impact of this migration on patient care, operational efficiency, and overall healthcare outcomes at the Federal Medical Centre Jabi and University of Abuja Teaching Hospital (UATH), Gwagwalada. Based on the findings, the study therefore recommends addressing the push factors and improving retention of healthcare professionals. These may include policy reforms, improved working conditions, competitive salaries, and enhanced professional development opportunities. This study aims to contribute to the understanding of brain drain in the healthcare sector and provide actionable insights for policymakers and healthcare administrators to mitigate its effects.

Keywords: Brain drain, Healthcare professionals, healthcare delivery, Federal Medical Centre, Abuja.

1. Introduction

The phenomenon of brain drain where skilled healthcare professionals emigrate from their home countries to seek better opportunities abroad has emerged as a critical challenge for healthcare systems in developing nations, notably Nigeria. In recent years, the persistent exodus of doctors, nurses, and allied health professionals has

significantly compromised the capacity of healthcare institutions to deliver quality services. This trend is particularly evident in tertiary healthcare facilities such as the Federal Medical Centre Jabi and the University of Abuja Teaching Hospital (UATH) in Gwagwalada, Abuja. Both institutions serve as vital healthcare hubs, providing comprehensive medical services, specialist

care, and training for future healthcare professionals. The migration of these essential human resources not only undermines the operational efficiency of these centers but also poses a broader threat to the national health system by reducing the pool of experienced practitioners available to tackle emerging health challenges (Duvivier et al., 2021; Adepoju, 2018).

The global context of brain drain in healthcare is multifaceted, involving economic, political, and social dimensions. Developed countries often attract skilled professionals through more lucrative remuneration packages, advanced research opportunities, and better working conditions. In contrast, healthcare systems in low- and middle-income countries (LMICs) like Nigeria struggle with chronic underfunding, inadequate infrastructure, and limited career advancement opportunities. Consequently, the lure of improved professional prospects abroad becomes irresistible for many practitioners. Studies have shown that the gap between the demand for quality healthcare and the available workforce is widening, particularly in LMICs, thereby exacerbating disparities in health service delivery (WHO, 2020; Mullan, 2020).

In Nigeria, the brain drain of healthcare professionals has been on the rise over the past decade, with significant implications for healthcare delivery. Institutions like the Federal Medical Centre Jabi and UATH are on the frontlines of this crisis, often grappling with staff shortages, increased patient loads, and burnout among remaining personnel. These challenges affect not only the immediate quality of care but also have long-term ramifications for public health outcomes, training of new healthcare professionals, and overall institutional sustainability. The departure of experienced practitioners results in a loss of invaluable clinical expertise and mentorship for junior staff, thereby diminishing the capacity of these institutions to foster a robust healthcare workforce (Odeyemi & Johnson, 2022).

The impact of brain drain extends beyond immediate clinical service delivery; it also undermines the capacity for research, innovation, and the overall improvement of

healthcare systems. When seasoned professionals leave, institutions face setbacks in conducting critical research and implementing evidence-based practices. This is particularly concerning in Nigeria, where health challenges such as infectious diseases, maternal and child health issues, and emerging non-communicable diseases require a well-coordinated and skilled workforce. Furthermore, the migration of healthcare professionals places additional financial strain on healthcare institutions, which must invest more resources in recruiting and training new staff to replace those who have left. Such disruptions can lead to increased healthcare costs, diminished patient trust, and ultimately, poorer health outcomes (Okoro & Bello, 2023).

In response to these challenges, there has been a growing body of literature exploring the factors contributing to the brain drain of healthcare professionals and its subsequent impact on healthcare delivery in Nigeria. These studies have highlighted issues such as inadequate remuneration, poor working conditions, limited career progression opportunities, and systemic inefficiencies in public health institutions as primary drivers of migration (Afolabi, 2021; Eze et al., 2022). Addressing the brain drain requires comprehensive policy interventions that not only improve the domestic working environment for healthcare professionals but also establish strategic partnerships with international agencies to manage migration flows effectively. However, the practical implementation of such policies remains fraught with challenges due to resource constraints and the complex interplay of local and global factors influencing migration decisions.

The escalating brain drain of healthcare professionals has emerged as a significant impediment to the effective delivery of healthcare services at the Federal Medical Centre Jabi and the University of Abuja Teaching Hospital (UATH), Gwagwalada, Abuja. This study seeks to investigate the extent to which the exodus of skilled healthcare professionals has compromised service delivery in these institutions. The problem is multi-dimensional, encompassing not only the immediate shortage of personnel but also the loss of expertise,

increased workload on the remaining staff, and the potential decline in the quality of patient care. In the context of Nigeria's evolving healthcare challenges, the inability of these key institutions to retain essential human resources poses a serious risk to public health outcomes and the overall efficiency of the healthcare system.

The critical issues underpinning this problem include inadequate remuneration, insufficient career development opportunities, and suboptimal working conditions, which collectively serve as push factors for emigration. Healthcare professionals at the Federal Medical Centre Jabi and UATH often face a challenging work environment characterized by limited access to modern medical equipment, inadequate infrastructural support, and bureaucratic inefficiencies that hinder prompt service delivery. These factors contribute to job dissatisfaction, leading many to seek better prospects abroad. Consequently, the remaining workforce is overburdened, potentially compromising the quality of care and increasing the risk of errors in medical practice (Afolabi, 2021).

Moreover, the brain drain phenomenon undermines the capacity for clinical training and mentorship within these institutions. With experienced professionals leaving, there is a marked deficit in the quality of training provided to emerging healthcare workers, which could have long-lasting effects on the overall standard of healthcare delivery. This cycle of attrition not only hampers immediate healthcare service delivery but also threatens the future stability and resilience of the healthcare system in Nigeria. Thus, it is imperative to comprehensively understand the drivers of brain drain and implement effective retention strategies to mitigate its impact on healthcare delivery at these critical institutions.

This study aims to examine the factors contributing to the brain drain of healthcare professionals at the Federal Medical Centre Jabi and UATH, and to assess its impact on healthcare delivery.

Research Questions

The following research questions guiding the study

- i. What are the primary factors contributing to the brain drain of healthcare professionals from Federal Medical Centre Jabi and University of Abuja Teaching Hospital (UATH), Gwagwalada, Abuja, Nigeria?
- ii. How does the migration of healthcare professionals impact the quality of healthcare delivery in Federal Medical Centre Jabi and University of Abuja Teaching Hospital (UATH), Gwagwalada, Abuja, Nigeria?

In specific, the study seeks to:

- i. Examine the factors driving the brain drain of healthcare professionals from Federal Medical Centre Jabi and University of Abuja Teaching Hospital (UATH), Gwagwalada Abuja, Nigeria.
- ii. Assess the impact of healthcare professionals' migration on the quality of healthcare delivery in Federal Medical Centre Jabi and University of Abuja Teaching Hospital (UATH), Gwagwalada Abuja, Nigeria.

2. Literature Review

2.1 Conceptual Issues

Brain Drain

Brain drain, often referred to as human capital flight, represents the migration of highly skilled professionals from one country to another. In the context of healthcare, this phenomenon can have profound implications for both the countries losing their professionals and those receiving them. This concept is particularly pertinent in developing nations where healthcare systems are already under strain.

Brain drain is a complex process involving the emigration of highly educated and skilled individuals from their home country to more developed nations. This migration is typically driven by the pursuit of better career opportunities, higher wages, improved working conditions, and enhanced quality of life (Docquier & Rapoport, 2012). In the healthcare sector, brain drain can significantly impact the availability of medical services,

quality of care, and overall health outcomes in the home country.

Causes of Brain Drain in Healthcare

Economic Factors: Economic incentives play a crucial role in driving healthcare professionals to migrate. Many developing countries offer relatively lower salaries compared to those in developed nations. For example, healthcare professionals from Nigeria often migrate to countries like the United States or the United Kingdom where the financial rewards are significantly higher (Bach, 2003). This wage disparity creates a compelling financial motive for migration.

Working Conditions: Poor working conditions in home countries, including inadequate facilities, limited resources, and insufficient support, can drive healthcare professionals abroad. Inadequate infrastructure and lack of advanced medical technology can hinder the ability of healthcare workers to perform their duties effectively, leading to dissatisfaction and migration (Pillay & Basson, 2006).

Political and Social Instability: Political instability and social unrest can also contribute to brain drain. Countries experiencing conflict, corruption, or lack of security may push healthcare professionals to seek safer and more stable environments. The instability can undermine the functioning of healthcare systems, making them less attractive to skilled professionals (Kumar et al., 2013).

Professional Development Opportunities: Limited opportunities for professional development and career advancement can be significant factors. Healthcare professionals may seek environments that offer better training, research opportunities, and career progression. Countries with advanced medical research facilities and continuous professional development programs are more attractive (Mullan, 2005).

Healthcare Professionals

Healthcare professionals are integral to the functioning of any health system. They include a range of roles, such as doctors, nurses, pharmacists, and allied health workers, each contributing to patient care and overall

health outcomes. This review explores the conceptual framework surrounding healthcare professionals, focusing on their roles, challenges, and the factors influencing their performance and satisfaction.

Healthcare professionals play a critical role in the diagnosis, treatment, and prevention of diseases. They are pivotal in delivering healthcare services, managing chronic conditions, and promoting public health. According to the World Health Organization (WHO), these professionals are essential in achieving universal health coverage and ensuring access to quality care (WHO, 2016).

Healthcare professionals are central to the health system, providing essential services that impact patient outcomes and public health. Understanding the roles, challenges, and factors influencing their performance and satisfaction is crucial for improving healthcare delivery.

Healthcare Delivery

Healthcare delivery refers to the provision of health services to individuals or communities. It encompasses a wide range of activities and systems designed to maintain or improve health and manage illness. The concept integrates various elements, including healthcare services, providers, systems, and outcomes. Below is an in-depth exploration of the definition of healthcare delivery, incorporating academic perspectives and practical insights (WHO). (2007).

Healthcare delivery can be defined as the organization and execution of health services aimed at improving health outcomes for individuals and populations. It involves the interaction between healthcare providers (such as doctors, nurses, and therapists) and patients within a structured system to diagnose, treat, and manage health conditions (WHO). (2007).

Healthcare delivery systems refer to the structured network of institutions, professionals, and processes that collectively provide health services. These systems include hospitals, primary care clinics, outpatient services, and long-term care facilities. Each system has a distinct role in addressing different aspects of

healthcare, from preventive care to emergency treatment.

Healthcare delivery also involves measuring and improving the quality of care and patient outcomes. Quality of care is assessed based on various factors, including effectiveness, safety, and patient satisfaction. Outcomes are evaluated to determine the impact of care on health improvements and overall well-being.

In low-resource settings, healthcare delivery faces additional challenges such as limited access to medical supplies, healthcare personnel, and infrastructure. Efforts to improve delivery in these settings often focus on innovative solutions and partnerships to enhance access and quality.

Healthcare delivery encompasses a broad range of activities and systems aimed at providing effective health services. Definitions and perspectives on healthcare delivery include general service provision, specific care levels, patient-centered approaches, integrated care, quality measures, challenges in low-resource settings, and technological impacts.

2.2 Empirical Review

Agba, Udom, and Ide (2020) studied *Why Brain Drain in the Nigerian Health Sector?* One prime problem facing developing countries is the exodus of its skilled labour to advanced nations for greener pasture. This study therefore examines whether remuneration, workers' safety and working equipment accounts for brain flight among health practitioners in Nigeria. Survey research design was used. The research approach was predominantly quantitative with less qualitative components incorporated for participants to give recommendations. The study statistically analyzed data using linear regression, and the results showed that remuneration, workers' safety and working tools significantly elicited brain drain among health personnel.

Olorunfemi, Agbo, Olorunfemi, Okupapat, Odogho (2020), examined the impact of the emigration of nurses on health care delivery system in selected hospitals, Benin-City, Edo State, Nigeria. Globally, there is a high

demand for nurses, resulting in migration from low-to high-income countries. The emigration of nurses is the act of leaving one's own country to settle permanently in another country, leading to a shortage in the number of nurses in their home countries. Consequently, this study aims to assess the impact of the emigration of nurses on the health-care delivery system in Nigeria. A descriptive cross-sectional survey was conducted with a stratified sampling technique to select 270 nurses from three selected hospitals in Benin-city Edo state. A self-structured questionnaire with open and Likert scale questions were used as an instrument to assess the Impact of the Emigration of nurses on the Health Care Delivery System. Data collected were analyzed using tables, percentages, means, standard deviation and t-test. The result showed a mean score of 1.59 ± 0.92 impacts of the emigration of nurses on health-care delivery system and identified how to reduce it. The study also showed that there is no significant difference between gender and reason for emigration among nurses ($t = 3.84, P \leq 0.001$). The emigration of nurses is severely affecting the health care delivery system in the country. Recently, the Nursing and Midwifery Council of Nigeria gave the directive for training schools to increase their training capacity and number of students' intake to cushion the effect, and this study shows that this palliative can only be a short time measure, and however will encourage more nurses traveling abroad on the long run. Therefore, the hospital managers and government should provide a conducive working environment, better remuneration, attractive retirement benefit, and other incentives as a push in factor for nurses to stay back in their home countries.

2.3 Theoretical Framework

The theoretical framework for this study is the Push-Pull Theory of Migration by Everett Lee (1885), which posits that migration is influenced by a combination of factors that push individuals away from their home country and pull them towards another. Push factors are those negative aspects or conditions in the origin country that drive individuals to leave. These can include economic hardship, political instability, poor working conditions, and lack of opportunities, inadequate healthcare facilities, and social unrest. In the context of brain drain

among healthcare professionals in Nigeria, push factors might include low wages, lack of professional development opportunities, insufficient medical infrastructure, and challenging work environments.

Conversely, pull factors are the positive conditions and prospects in the destination country that attract migrants. These often encompass better job opportunities, higher salaries, advanced training and educational prospects, political stability, superior living conditions, and enhanced professional environments. For Nigerian healthcare professionals, countries with well-developed healthcare systems, such as the United States, Canada, and the United Kingdom, offer attractive pull factors including higher remuneration, better working conditions, and more opportunities for career advancement.

The Push-Pull Theory provides a comprehensive lens to analyze why healthcare professionals are leaving Nigeria and the resultant impact on healthcare delivery at the Federal Medical Centre Jabi, and University of Abuja Teaching Hospital (UATH), Gwagwalada, Abuja. By examining the specific push and pull factors at play, this study aims to understand the motivations behind the migration of healthcare professionals and how this brain drain affects the quality and accessibility of healthcare services in Nigeria. This framework also helps in identifying potential strategies to mitigate the push factors and enhance retention of healthcare professionals within the country.

3. Methodology

This study adopts a descriptive research design to provide a detailed account of the phenomenon of brain drain among healthcare professionals at the Federal Medical Centre Jabi, and University of Abuja Teaching Hospital (UATH), Gwagwalada Abuja, Nigeria. The research aims to explore both the extent of healthcare professional emigration and its subsequent impact on healthcare delivery at the center. The population of the study consists of 400 healthcare professionals employed at the Federal Medical Centre Jabi and University of Abuja Teaching Hospital (UATH), Gwagwalada. To ensure a representative sample, the Morgan's formula

(1967), also known as Krejcie and Morgan's formula, was utilized, resulting in a sample size of 317 participants.

Data collection methods encompass both surveys and interviews, integrating qualitative and quantitative research techniques. Surveys are designed to gather quantitative data, enabling statistical analysis to identify trends, patterns, and correlations regarding the migration of healthcare professionals. This data will help in understanding the magnitude of the brain drain and its statistical significance on healthcare delivery metrics such as patient wait times, service availability, and overall care quality.

In addition to the surveys, in-depth interviews will be conducted to collect qualitative data. These interviews aim to delve deeper into the personal and professional reasons behind the migration of healthcare professionals. Topics such as job satisfaction, working conditions, career opportunities, and external factors influencing migration decisions will be explored. The qualitative data will offer rich, contextual insights into how the brain drain is perceived by those directly affected and the nuanced impacts on the healthcare system.

The integration of both quantitative and qualitative data will provide a comprehensive understanding of the brain drain phenomenon. Statistical methods will be employed to analyze the quantitative data, highlighting significant trends and correlations. Meanwhile, the qualitative data from interviews will be analyzed thematically to uncover underlying reasons and personal narratives that might not be apparent through numerical data alone. Together, these methods will provide a holistic view of the issue, informing potential strategies to mitigate the impact of brain drain on healthcare delivery at the Federal Medical Centre Jabi and University of Abuja Teaching Hospital (UATH), Gwagwalada.

4. Results and Discussion

Results and Discussion involves organizing and interpreting data to reveal patterns, trends, and insights. It includes summarizing data using tables, charts, and graphs, and providing a clear, concise explanation of the

findings to facilitate understanding and informed decision-making.

Factors Driving the Brain Drain of Healthcare Professionals from Federal Medical Centre Jabi and

University of Abuja Teaching Hospital (UATH), Gwagwalada, Abuja Nigeria

Table 1: The primary reason for healthcare professionals leaving Federal Medical Centre Jabi and University of Abuja Teaching Hospital (UATH), Gwagwalada for opportunities abroad is:

Variables	Frequency	Percentages (%)
Better salary and financial benefits	95	30
Improved working conditions and facilities	80	25
Political instability and insecurity	58	18
Limited career advancement opportunities	84	27
Total	317	100

Source: field survey, 2024

Table 1 presents the primary reasons healthcare professionals leave Federal Medical Centre Jabi for opportunities abroad. The most common factor, cited by 30% of respondents, is better salary and financial benefits. Political instability and insecurity follow with 25%, indicating significant concern among professionals. Improved working conditions and facilities account for

18%, while limited career advancement opportunities are the least cited at 27%. These results suggest that financial incentives and safety concerns are major drivers of migration, reflecting broader issues in healthcare employment conditions at the centre. Overall, financial and security factors are critical in understanding the brain drain phenomenon.

Table 2: The impact of inadequate resources and facilities at Federal Medical Centre Jabi and University of Abuja Teaching Hospital (UATH), Gwagwalada on the decision of healthcare professionals to migrate is:

Variables	Frequency	Percentages (%)
Very significant	121	39
Significant	108	34
Slightly significant	55	17
Not significant	33	10
Total	317	100

Source: field survey, 2024

Table 2 illustrates the impact of inadequate resources and facilities on healthcare professionals' migration decisions at Federal Medical Centre Jabi and University of Abuja Teaching Hospital (UATH), Gwagwalada. According to the data, 39% of respondents indicated that inadequate resources and facilities have a "very significant" impact, while 34% described it as "significant." Only 17% of respondents perceived the impact as "slightly significant," and 10% found it "not significant." The findings suggest that a substantial proportion of healthcare professionals

view inadequate resources and facilities as a critical factor influencing their decision to migrate, highlighting the need for improved infrastructure to retain staff.

Impact of Healthcare Professionals' Migration on the Quality of Healthcare Delivery in Federal Medical Centre Jabi and University of Abuja Teaching Hospital (UATH), Gwagwalada Abuja, Nigeria

Table 3: The shortage of healthcare professionals due to migration has significantly impacted the overall efficiency of healthcare delivery at Federal Medical Centre Jabi and University of Abuja Teaching Hospital (UATH), Gwagwalada

Variables	Frequency	Percentages (%)
Strongly agree	136	43
Agree	88	28
Disagree	60	19
Strongly disagree	33	10
Total	317	100

Source: field survey, 2024

Table 3 shows that the shortage of healthcare professionals due to migration has notably impacted the overall efficiency of healthcare delivery at Federal Medical Centre Jabi and University of Abuja Teaching Hospital (UATH), Gwagwalada. Specifically, 43% of respondents strongly agree and 28% agree with this statement, indicating a significant perception of diminished efficiency. In contrast, only 19% disagree, and 10% strongly disagree, suggesting less widespread disagreement. The data highlights a consensus among the majority of respondents that the migration of healthcare staff has had a detrimental effect on the efficiency of healthcare services at the institution. This underscores the need for strategies to address the impacts of brain drain

Table 4: The migration of healthcare professionals has led to a noticeable decline in the quality of patient care and treatment outcomes at Federal Medical Centre Jabi and University of Abuja Teaching Hospital (UATH), Gwagwalada

Variables	Frequency	Percentages (%)
Strongly agree	167	53
Agree	79	25
Disagree	45	14
Strongly disagree	26	8
Total	317	100

Source: field survey, 2024

The data reveals that the migration of healthcare professionals has significantly impacted the quality of patient care and treatment outcomes at Federal Medical Centre Jabi and University of Abuja Teaching Hospital (UATH), Gwagwalada. Specifically, 53% of respondents "strongly agree" that the quality has declined, while 25% "agree" with this assessment. Conversely, 14% "disagree," and 8% "strongly disagree." This indicates a predominant perception among respondents that the migration negatively affects patient care. The majority of the feedback suggests a critical issue with the current staffing situation, highlighting the urgent need for strategies to address the decline in healthcare quality due to the loss of skilled professionals.

4.1 Discussion of Major Findings

The phenomenon of brain drain among healthcare professionals has severely compromised service delivery at the Federal Medical Centre Jabi and the University of Abuja Teaching Hospital (UATH) in Gwagwalada, Abuja. Skilled Nigerian healthcare workers are increasingly migrating to developed countries, resulting in a significant shortage of experienced personnel. This exodus is driven primarily by poor working conditions, inadequate remuneration, and limited professional development opportunities, compelling many professionals to seek better prospects abroad (Afolabi & Adedokun, 2018). Consequently, both institutions are struggling to maintain a sufficient number of healthcare providers, which directly affects patient care and outcomes.

This shortage has led to an increased workload for the remaining staff. Overburdened healthcare workers are more prone to burnout, stress, and job dissatisfaction, which in turn further fuels the brain drain phenomenon. The diminished workforce has resulted in longer waiting times for patients, shorter consultation durations, and a general decline in the quality of care provided. Additionally, the lack of specialized medical professionals hampers the hospital's ability to offer a comprehensive range of services. Departments such as surgery, pediatrics, and obstetrics are particularly affected, forcing patients to seek alternative, often more costly, care elsewhere.

Moreover, the migration of experienced professionals negatively impacts medical training and education. With fewer mentors and educators available, the quality of training for the next generation of healthcare workers is compromised, creating a vicious cycle that further diminishes the pool of qualified professionals. Financial implications are also significant; the cost of recruiting and training new staff, combined with the occasional need to hire foreign healthcare professionals at higher salaries, places a considerable burden on the hospitals' budgets. These financial strains divert resources from much-needed improvements in healthcare infrastructure and services, exacerbating the overall challenges faced by FMC Jabi and UATH.

5. Conclusion and Recommendations

The brain drain of healthcare professionals severely undermines healthcare delivery at Federal Medical Centre Jabi and the University of Abuja Teaching Hospital (UATH) in Gwagwalada, Abuja. The loss of skilled staff intensifies workloads, causes burnout, and reduces care quality. As highly trained professionals leave for better opportunities abroad, existing challenges like poor infrastructure and resource shortages worsen, leading to compromised patient care and prolonged waiting times. Addressing these issues requires policy reforms to improve working conditions, offer competitive salaries, and foster professional growth domestically. By mitigating the factors driving

emigration, Nigeria can retain talent and enhance healthcare accessibility and quality.

Based on the findings of the study, the following recommendations are made:

- i. Enhance the working environment by providing state-of-the-art medical equipment, ensuring a safe and supportive workplace, and offering competitive salaries and benefits. Better working conditions and financial incentives can reduce the desire to seek better opportunities abroad.
- ii. Establish ongoing professional development programs, including specialized training, workshops, and opportunities for further education both locally and internationally. Offering continuous education and career advancement opportunities can help healthcare professionals feel valued and up-to-date with global medical standards.
- iii. Develop and implement policies aimed at improving the welfare of healthcare workers, such as addressing workload issues, ensuring job security, and offering mental health support. Policies that focus on the overall well-being of healthcare professionals can foster a more committed and productive workforce.
- iv. Foster partnerships with international medical institutions and research organizations to create collaborative projects and exchange programs. Providing healthcare professionals with opportunities to engage in cutting-edge research and global collaborations can enhance their professional satisfaction and reduce the urge to relocate for better research prospects. Establishing these connections can also bring international expertise to the Federal Medical Centre Jabi and University of Abuja Teaching Hospital (UATH), Gwagwalada, improving overall healthcare delivery.

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