

Should I Stay or Should I Go?

Factors influencing retention of occupational therapists working in mental health services in Aotearoa/ New Zealand

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<https://www.powtoon.com/online-presentation/fD0uiOK86SK/?mode=presentation#/>

Background

Retention, turnover (intent) and job satisfaction are multi-faceted

- Multiple, complex factors influencing a person's decision about staying, leaving or taking on future positions within mental health or the wider occupational therapy discipline (Scanlan & Still, 2010)
- Factors are not mutually exclusive, with relating factors and issues interwoven amongst them (Hayes, Bull, Hargreaves & Shakespeare, 2008)



Survey Method and Design



<https://www.westminstercab.org.uk/client-survey/>

https://en.wikipedia.org/wiki/Districts_of_New_Zealand

Research Questions: Current, Past and Future positions

- What are the factors that A/NZ OTs in mental health identify as influencing retention?
- What are the factors A/NZ OTs identify as influencing attrition?
- What are the factors that A/NZ OT's identify as influencing attraction into positions?

• ***TODAY: Current position***

Factors influencing Retention in Current Position

WHY STAY?



Factors influencing Attraction to Current Position LURES/ ENTICEMENTS?



Comparisons to International Research:



<http://www.edex.com.au/world-globe.html>

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