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

 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?

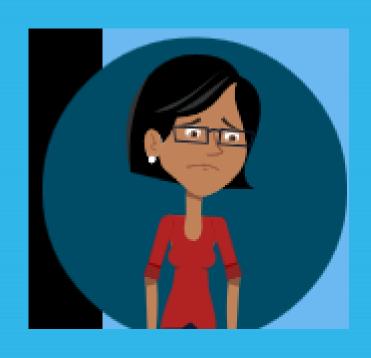
 What are the factors that A/NZ OT's identify as influencing attraction into positions?

TODAY: Current position

Factors influencing Retention in Current Position WHY STAY?



Factors influencing Attrition from Current Position WHY LEAVE?









Factors influencing Attraction to Current Position LURES/ ENTICEMENTS?





Comparisons to International Research:



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