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#
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/

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?

https://montereybayholistic.wordpress.com/2013/02/14/20-alternative-approaches-to-stress/
Factors influencing Attraction to Current Position
LURES/ENTICEMENTS?

Comparisons to International Research:

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