	LINKS	SACRIFICE	FIT
RETENTION Stay Factors	• Well-functioning team • Social cohesion with team and community	• Support from colleagues • Need for income • 24-hour retirement	• Job satisfaction • Variety in job • Valuing the job • Good autonomy • Flexible working • Finding new roles within the organisation
RETIREMENT Go Factors	• Dysfunctional team • Peers retiring • Poor relationships with management	• Perception of being undervalued by the organisation/management (low POS) • Poor physical working environment (e.g. old buildings, lack of parking) • Major upheaval (e.g. reorganisation, relocation) • Fear of complaints/making mistakes • Poor work-life balance • Taxation of pension • Affordability of retirement • Personal reasons (e.g. spousal retirement, caring responsibilities, poor health)	• High intensity work (e.g. heavy workload, long/unsociable hours, understaffing, imposed targets, patient expectations) • Concerns about future competence • Diminishing confidence • Keeping 'up to date' (appraisal/ revalidation) • Lack of flexibility in schedules