



Factors influencing workplace location choices for Allied Health professionals: A systematic review

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Aim: To determine what factors influence recruitment and retention of Allied Health professionals in metropolitan, rural and remote locations.

Method: Four electronic databases were searched for published studies (earliest date available to February 2019) that identified factors relating to work place location and job satisfaction for allied health professionals. Risk of bias was assessed using the Mixed Methods Appraisal Tool. Results were summarised as positive or negative factors relating to recruitment or retention.

Results:

Factors increasing recruitment:

- Organisational/ workplace structures
- Career opportunities
- Personal factors
- Previous location exposure
- Diverse clinical loads
- Financial incentives

Factors impacting retention:

- Organisational/ workplace structure
- Lack of opportunities
- Unmanageable caseloads

Significance of the findings to allied health:

Health care organisations should continue to offer allied health professionals ongoing opportunities for career development, professional support including working within a multidisciplinary team and a diverse clinical load for recruitment and retention.