| **SUPPLEMENTAL FILE 2:** **Study Characteristics** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Author** | **Year published** | **Objective** | **Methodology** | **Setting** | **N** | **Relevant details** | **Data analysis** |
| **Registered Nurses** | | | | | | | |
| Armstrong-Stassen | 2005 | To investigate human resources strategies most important in retaining older RNs in the workforce  To evaluate the extent to which hospitals are engaged in these practices | Cross-sectional study (questionnaire followed up by in-depth interviews with 20 randomly selected RNs who had completed the questionnaire) | Hospitals  Ontario, Canada | 361 | Convenience sample  Response rate 42% of all RNs, included only those working in a hospital setting  Questionnaire developed based on an “extensive” review of the HR literature  Measures included: importance of the aging workforce, perceived recruitment and retention effectiveness, human resource practices (34 in total) and demographic variables | Descriptive analyses – frequencies  Nonparametiric two-related sample tests  Wilcoxon signed ranks test |
| Blakely & Ribeiro | 2008 | To explore factors that influence nurses to retire early and incentives that may encourage them to stay longer in employment | Two phase exploratory study  Questionnaire | Newfoundland, Canada | 124 | Random selection  Response rate 62%  Questionnaire developed for the study – consisted mainly of items gathered directly from nurses during interviews and focus groups; questionnaire was reviewed by a panel of educators and nurse clinicians prior to use.  Items determined: which “reasons” influence plan to retire early; to what extent would specific incentives lead you to postpone early retirement; additional ideas (open-ended). | *t*-tests with a Bonferroni correction |
| Boumans, de Jong & Vanderlinden | 2008 | To gain insight into older nurses’ retirement intention  To establish factors determining early retirement intentions among Belgian nurses | Cross-sectional study | General hospital  Belgium | 100 | Convenience sample  Response rate 69.6%  Two validated instruments:  Intended age of retirement (Timmerhuis et al. 1998)  Considerations related to retirement (Timmerhuis et al. 1998) | Descriptive analyses  Chi-square  *t*-tests |
| Cyr | 2005 | To identify factors that may influence retirement of nurses | Descriptive survey study | Acute care hospitals  Central New England, US | 1,553 | Convenience sample  Response rate 39%  Questionnaire developed by author after an extensive review of literature and interviews with leaders from states with influential labour unions; validity established through panel of experts; reliability established through test-retest  Items related to sociodemograhpics; factors that may encourage early retirement; proposed changes to the work environment; recruitment/mentorship program | Descriptive statistics  Frequency distributions, measures of central tendency |
| Duffield, Graham, Donoghue, Griffiths, Bichel-Findlay and Dimitrelis | 2014 | To identify factors motivating older nurses to leave the workforce | Prospective randomized quantitative survey  Follow-up interviews (reported elsewhere?) | Australia | 319 | Random sample  Overall response rate 41.7% but some excluded because no longer working as a nurse or incomplete survey  Instrument developed for the study combining:  Mature Age Workers Questionnaire (ABS 2003)  Job Descriptive Index (JDI)  Job in General Scale (JIG) | Descriptive analyses |
| Friis, Ekholm, Hundrup, Obel & Grønbæk | 2007 | To analyze the relationship between health, lifestyle, work-related and sociodemographic factors, and older nurses’ exit from the labor market Post-Employment Wage | Quantitative analysis of national data set | Denmark | 5,538 | Data drawn from Danish Nurse Cohort Study and Danish Integrated Database for Labor Market Research  All variables have previously been used and tested in former Danish national surveys  Items included: self-reported health; sociodemogrphics; nurse workload/work-related factors (Karasek & Theorell); leisure time physical activity; drinking/smoking; BMI | Discrete-time survival analysis with complementary log-log link function  Associations described using hazard ratios |
| Lagacé, Tougas, Laplante, Neveu | 2010 | De reproduire auprès d’infirmières âgées de 45 ans et plus le lien observé entre la communication organisationnelle âgiste et le processus de disengagement psychologique auprés d’infermiers d’expérience  De proposer une extension du modèle de désengagement psychologique | Survey (questionnaire) | Hospital  Francophones  Québec, Canadian | 321 | Convenience sample  Response rate 30.1%  Measures – sociodemographics and “items portant sur les concepts de l’étude, validés (Lagacé & Tougas 2006; Lagacé et al., 2008). Items/measures include: communication âgiste; privation relative personnelle; devaluation; estime de soi; intentions de depart à la retraite; | Path analysis (theory-guided)  Fit evaluated by chi-square, CFI, SRMR, RMSEA |
| Valencia & Raingruber | 2010 | To identify what motivates experienced nurses to continue working and to consider retirement. | Phenomenological interviews | Intensive care | 16  (8 between 31 and 49; 8 between 50 and 65 years) | Convenience sample (single ICU) – all female  Interview guide developed by the authors and pilot tested on a nurse researcher and staff nurse  Heideggerian phenomenology (Heidegger 1962)  Participants asked to share their experience and reflective understanding about what retirement meant to them during | Reviewing transcripts to identify common themes and meaning  Read multiple times independently by both authors  If researchers did not agree on interpretations, they returned to the data; aim was to achieve textual data consensus  Common themes were identified both across groups and within groups (young vs. experienced RNs) |
| **Allied health** | | | | | | | |
| George, Springer, Haughton | 2009 | To examine the retirement intention of the public health nutrition workforce (age 45+) | Secondary data analysis (2006-2007 Public Health Nutrition Workforce Survey) | United States, District of Columbia, and Guam | 4,460 | Overall response rate 80% (entire public health nutrition workforce); analytic data set included only those age 45+  Factors were *personal* (including retirement intention, years until intend to retire, age, experience, benefit availability, education level, position classification, full-time/part-time, employed/contract etc.) or system-level (agency type, DHHS region) | Descriptive analyses  *X*2 and t-tests  Stepwise logistic regression  ANOVA |
| Gleeson & Gallagher | 2005 | To determine incidence rates, trends and medical causes of ill-health retirement among different occupational classes | Study of occupational health files and Southern Health Board employee database | UK – National Health Service Southern Health Board |  | Collected: age, occupation, years of service, main medical diagnosis, occupational class; observed number of ill-health retirements was divided by the expected number multiplied by 100 to give standardized ill-health retirement ratios; calculated proportional ill-health retirement ratios for common medical causes | *X*2  Fischer’s exact test  *t*-test |
| Jones, McIntosh | 2010 | To test the effects of affective, continuance, and normative commitment to organizations and to occupations on older-aged pharmacists’ intentions to fully retire and to puruse three types of bridge employment | Dillman design mail survey to all pharmacists 50+ employed in a single retail pharmacy chain | United States | 290 | Convenience sample  Response rate (in analytic sample) 25%  Measures included: Control – gender, age, organizational tenure, occupational tenure; Organizational and occupational commitment (Meyer et al. 1993); turnover intent (Cropanzano et al. 1993); bridge employment | Confirmatory factor analysis  Chi-square  Regression of specified criterion on control variables |
| Juliá, Kilty, Richardson | 1995 | To examine the extent to which social workers adequately prepare for retirement. | Secondary analysis of data (three separate surveys) collected to compare professional groups re: preparation for retirement and attitudes about retirement)  Data collected via interview | Work setting information not available  Columbus, Ohio  San Juan, Puerto Rico | 196 social workers | Samples stratified on profession, age and gender  Four categories of variables: retirement intentions, retirement attitudes, expected financial resources, work attitudes (Goudy, Powers and Keith 1975).w | One-way ANOVA comparing social workers and non social workers  Two-way ANOVAS testing for racial/ethnic/gender/age differences |
| Schofield, Fletcher, Johnston | 2007 | To identify ageing and retirement patterns of the pharmacy workforce (since 1986) and the implications of those changes for workforce planning | Use of Australian Bureau of Statistics data (1986-2001) – ABS Census of Population and Housing | Australia | 13,395 | Highest non-response rate 3.6% for age  Individuals cannot be followed from one census to the next  Grouping by gender, “generational cohort,”, hours worked | Calculated attrition rates and projected workforce attrition to 2006 to 2026  Use of .01 level of significance |

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