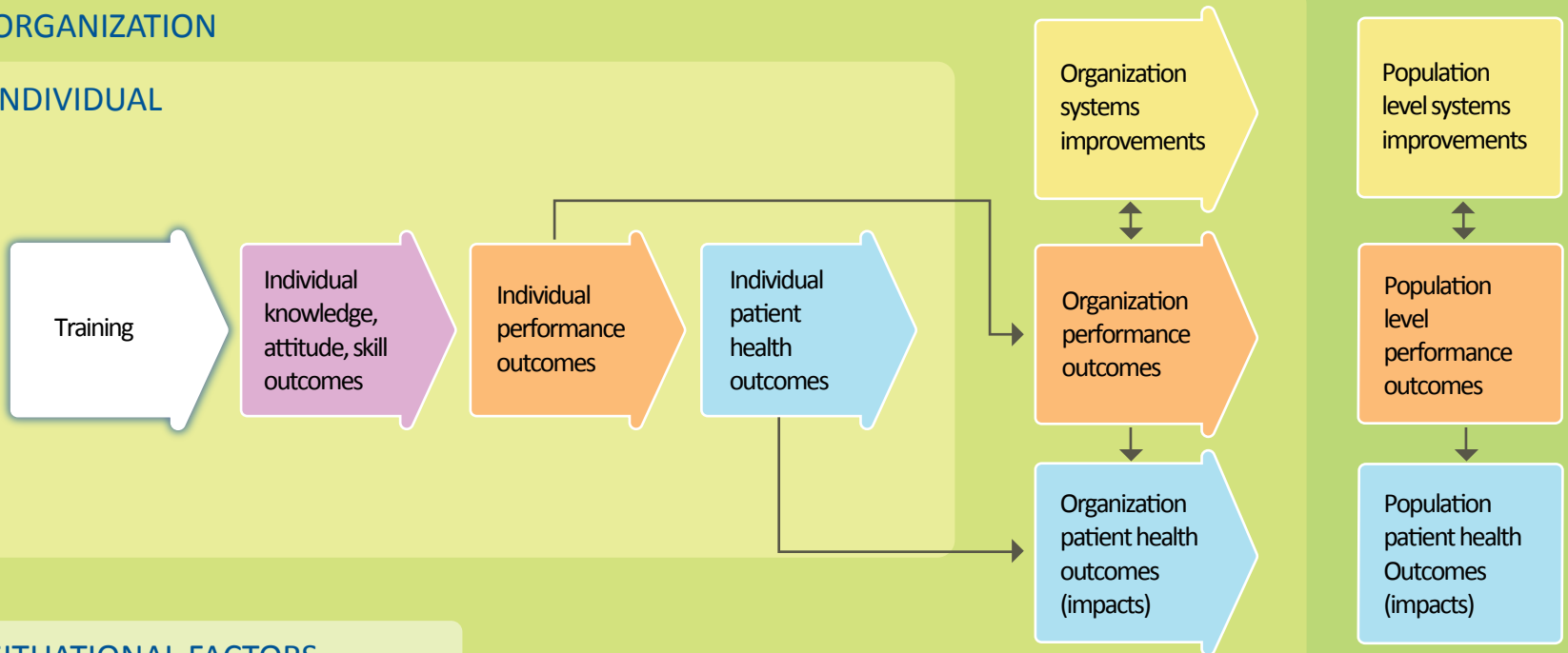


ENVIRONMENT

HEALTH SYSTEM / POPULATION

ORGANIZATION

INDIVIDUAL



SITUATIONAL FACTORS

INDIVIDUAL

- Trainee background, knowledge, experience, education
- Intrinsic motivation
- Family demands

ORGANIZATION

- Management support
- HR – staffing levels, salaries, burnout
- Available drugs, supplies, equipment and infrastructure
- Facility systems – appointments, records, flow, referrals
- Patient needs

HEALTH SYSTEM/POPULATION

- National, regional, community systems – labs, supply chain
- Available health workforce, including informal private, attrition issues
- Pre-service program
- Retention factors, e.g. pay scales
- National, regional policies
- Partner programs

ENVIRONMENT

- Political instability
- Prevalent disease
- Natural disasters
- Food availability
- Seasonal changes
- Patient access to food, transportation
- Available community support resources