Additional file 2. Resident and stakeholder responses quantified by frequency, rank and participant count.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Factor** | **Response frequency** | | **Rank (top 10 only) \*** | **Participant count ratio (R:S)** | **Individual response** | | | | | | | | | | | |
|  |  | **Residents** | **Stakeholders** |  |  | **R1** | **R2** | **R3** | **R4** | **R5** | **R6** | **S1** | **S2** | **S3** | **S4** | **S5** | **S6** |
| ***Individual condition*** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *THEME: Personal circumstances* |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Self & cultural identity **‡** | 8 | 20 | -- | 4:6 |  | x | x | x | x |  | x | x | x | x | x | x |
| Social responsibility | 5 | 11 | -- | 3:5 |  | x | x |  | x |  | x | x |  | x | x | x |
| Responsibility to grow specialty ‡ | 9 | 3 | 9 R | 6:2 | x | x | x | x | x | x |  |  |  | x |  | x |
| Social influence | 4 | 7 | -- | 2:4 |  | x |  |  | x |  | x | x | x |  |  | x |
| *THEME: Career satisfaction* |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Career advancement +** | 16 | 17 | 4 R | 6:4 | x | x | x | x | x | x | x |  | x |  | x | x |
| **Job benefits †** | 3 | 23 | 7 S | 1:5 |  |  |  |  | x |  | x | x | x |  | x | x |
| **Training opportunity †** | 20 | 2 | 2 R | 6:1 | x | x | x | x | x | x |  |  |  |  |  | x |
| Fulfillment | 2 | 16 | -- | 2:6 | x |  |  | x |  |  | x | x | x | x | x | x |
| Professional development ‡ | 7 | 10 | -- | 5:5 | x | x | x | x |  | x | x |  | x | x | x | x |
| Workplace environment ‡ | 9 | 19 | 9 R | 3:5 |  |  |  | x | x | x |  | x | x | x | x | x |
| ***Occupational environment*** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *THEME: Employment circumstances* |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Private demand +** | 13 | 13 | 7 R | 5:6 |  | x | x | x | x | x | x | x | x | x | x | x |
| **Flexibility +** | 16 | 19 | 4 R | 6:6 | x | x | x | x | x | x | x | x | x | x | x | x |
| Job opportunity**‡** | 6 | 20 | -- | 4:6 |  | x | x | x | x |  | x | x | x | x | x | x |
| *THEME: Economics* |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Financial remuneration +** | 20 | 28 | 2 R / 3 S | 6:5 | x | x | x | x | x | x | x |  | x | x | x | x |
| Source of income | 3 | 13 | -- | 2:5 | x |  |  |  |  | x | x | x | x |  | x | x |
| Regional pay variance | 0 | 4 | -- | 0:2 |  |  |  |  |  |  | x |  |  |  |  | x |
| Pay equality **‡** | 1 | 7 | -- | 1:5 |  |  |  | x |  |  | x | x | x |  | x | x |
| Pay equity | 2 | 5 | -- | 2:4 | x |  |  | x |  |  |  | x | x |  | x | x |
| *THEME: Resource allocation* |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Non-human resources +** | 22 | 22 | 1 R / 8 S | 5:6 | x |  | x | x | x | x | x | x | x | x | x | x |
| **Infrastructure+** | 7 | 21 | 10 S | 5:6 | x | x | x | x |  | x | x | x | x | x | x | x |
| Pre-hospital care ‡ | 2 | 24 | 6 S | 2:6 |  |  | x |  |  | x | x | x | x | x | x | x |
| Human resources capacity | 6 | 21 | 10 S | 3:6 | x |  |  | x |  | x | x | x | x | x | x | x |
| Human resources distribution | 0 | 3 | -- | 0:2 |  |  |  |  |  |  |  | x | x |  |  |  |
| *THEME: Regulatory mechanisms* |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Return to service obligation | 6 | 16 | -- | 4:5 | x |  | x | x |  | x | x | x | x | x |  | x |
| Service restriction | 6 | 5 | -- | 4:3 | x |  |  | x | x | x | x |  | x |  |  | x |
| Professional standards | 0 | 6 | -- | 0:2 |  |  |  |  |  |  | x |  |  |  |  | x |
| *THEME: Program development* |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Program support +** | 10 | 23 | 8 R / 7 S | 5:6 | x | x | x |  | x | x | x | x | x | x | x | x |
| Program commitment | 3 | 27 | 4 S | 3:6 | x |  |  | x |  | x | x | x | x | x | x | x |
| Program growth | 2 | 13 | -- | 2:6 |  |  |  | x | x |  | x | x | x | x | x | x |
| ***National context*** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *THEME: State of awareness* |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Professional awareness +** | 15 | 20 | 6 R | 6:6 | x | x | x | x | x | x | x | x | x | x | x | x |
| Public awareness **‡** | 6 | 17 | -- | 5:6 | x | x |  | x | x | x | x | x | x | x | x | x |
| *THEME: Capacity for transformation* |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **System-level change †** | 1 | 29 | 2 S | 1:5 |  |  |  |  |  | x |  | x | x | x | x | x |
| **Culture of change - needs+** | 9 | 25 | 9 R / 5 S | 6:6 | x | x | x | x | x | x | x | x | x | x | x | x |
| Culture of change – progress ‡ | 4 | 33 | 1 S | 3:6 |  | x |  |  | x | x | x | x | x | x | x | x |
| *THEME: Strategic climate* |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Advocacy | 6 | 17 | -- | 3:4 |  |  | x | x |  | x | x |  | x | x | x |  |
| Policy & decision-making**‡** | 0 | 16 | -- | 0:5 |  |  |  |  |  |  | x |  | x | x | x | x |
| Government regulation | 2 | 12 | -- | 2:6 |  |  |  | x |  | x | x | x | x | x | x | x |
| Political intention | 2 | 6 | -- | 2:4 |  | x |  |  |  | x | x |  |  | x | x | x |
| Table legend  \* R – resident group; S – stakeholder group  + Factor in bold meets convergent perspective criteria (factor with most agreement, as determined by a participant count ratio of 4:6, 5:6, 5:5, or 6:6, and a ranking within the top ten most common factors by response frequency within either group).  † Factor in bold meets divergent perspective criteria (factor with least agreement, as determined by a participant count ratio of 0:5, 0:6, 1:5, or 1:6, and a ranking within the top ten most common factors by response frequency within either group).  ‡ Factor meets either participant count ratio criteria OR has top 10 most common factor ranking, but not both. | | | | | | | | | | | | | | | | | |