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. |