Additional file 3.

Detailed conceptual model, including concepts, themes and individual factors affecting graduate retention in emergency medicine in Ethiopia.

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| ***Individual condition*** | ***Occupational environment*** | ***National context*** |
| |  | | --- | | **Career satisfaction** | | * Fulfillment * Career advancement * Professional development * Job benefit * Work environment * Training opportunity | | **Personal circumstances** | | * Social influence * Self & cultural identity * Social responsibility * Responsibility to grow specialty | | |  | | --- | | **Program Development** | | * Program growth * Program support * Program commitment | | **Resource allocation** | | * Non-human resources * Human resources distribution * Human resources capacity * Infrastructure * Pre-hospital care | | **Economics** | | * Financial remuneration * Source of income * Regional pay variance * Pay equality * Pay equity | | **Employment circumstances** | | * Job opportunity * Private demand * Flexibility | | **Regulatory mechanisms** | | * Return to service obligation * Service restriction * Professional standards | | |  | | --- | | **State of awareness** | | * Public awareness * Professional awareness | | **Capacity for change** | | * System-level change * Cultural need * Cultural progress | | **Strategic climate** | | * Advocacy * Policy & decision-making * Government regulation * Political intention | |