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*** |
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| **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
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| **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
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| **State of awareness** |
| * Public awareness
* Professional awareness
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| **Capacity for change** |
| * System-level change
* Cultural need
* Cultural progress
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| **Strategic climate** |
| * Advocacy
* Policy & decision-making
* Government regulation
* Political intention
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