

Appendix 2: Factors that would encourage doctors to stay working in medicine for longer, by speciality: numbers who selected each factor

Factor encouraging doctors to stay	Speciality											
	Hospital medical specialities (N=174)	Surgery (N=143)	General practice (N=384)	Paediatrics (N=40)	Emergency medicine (N=9)	Obstetrics and gynaecology (N=31)	Anaesthetics (N=53)	Radiology (N=36)	Clinical oncology (N=19)	Pathology (N=37)	Psychiatry (N=40)	Total (N=966)
	n	n	n	n	n	n	n	n	n	n	n	n
Reduced impact of work-related bureaucracy	77	66	199	21	4	13	22	21	6	13	15	457
Workload reduction/shorter hours	77	61	161	25	5	13	23	19	9	15	12	420
Financial incentivisation	48	47	94	12	2	8	17	19	7	9	9	272
Reduction of on-call or emergency commitments	44	47	58	18	5	12	22	13	5	6	9	239
None of these	34	27	98	5	2	8	14	5	4	12	15	224
Improved working conditions, other than (or as well as) hours	34	26	70	9	2	10	9	13	5	10	7	195
Career change and development opportunities	18	18	37	7	2	5	4	5	5	6	1	108
Other	18	16	36	3	0	1	4	1	4	3	3	89
More involvement in direct patient care	6	5	48	3	2	2	2	2	1	1	2	74
Less involvement in direct patient care	15	8	11	4	2	3	2	0	4	3	2	54