

## SUPPLEMENTARY MATERIAL

**Table S1.** Unconditional and multivariable logistic regression models predicting migration intention

| Variable  | Unadjusted OR <sup>A</sup><br>(95% CI) | Adjusted OR <sup>B</sup><br>(95% CI) |
|---|--|--------------------------------------|
| Age   | 0.93 (0.91-0.95)                       | 0.92 (0.90-0.94)                     |
| Gender,   |  |                                      |
| male  | 1                                      | 1                                    |
| female  | 0.59 (0.39-0.91)                       | 0.41 (0.24-0.68)                     |
| Marital status,                                 |  |                                      |
| single  | 1                                      |                                      |
| in relationship                                 | 0.64 (0.39-1.03)                       |                                      |
| Having children,                                |  |                                      |
| no  | 1                                      |                                      |
| yes   | 0.45 (0.29-0.70)                       |                                      |
| Work experience, years,                         | 0.93 (0.91-0.95)                       |                                      |
| Specialist,                                     |  |                                      |
| no  | 1                                      |                                      |
| yes   | 0.25 (0.16-0.39)                       |                                      |
| Type of employment,                             |  |                                      |
| job agreement                                   | 1                                      |                                      |
| contract  | 0.77 (0.44-1.35)                       |                                      |
| mix   | 1.17 (0.37-3.66)                       |                                      |
| Additional shift-work duties,                   |  |                                      |
| no  | 1                                      |                                      |
| yes   | 1.90 (1.15-3.12)                       |                                      |
| Total no of working hours in hospital per week, | 1.03 (1.01-1.04)                       |                                      |
| Number of employment places,                    |  |                                      |
| only 1 hospital                                 | 1                                      |                                      |
| also additional providers                       | 0.97 (0.32-2.88)                       |                                      |
| Total no of working hours per week,             | 1.03 (1.02-1.04)                       | 1.02 (1.01-1.04)                     |
| Career satisfaction,                            | 0.46 (0.34-0.63)                       | 0.45 (0.31-0.63)                     |

OR – odds ratio, A – unconditional logistic regression models, B - final multivariable logistic regression model

**Table S2.** Themes identified in thematic analysis of the interviews

| No | Theme  | Subthemes  |
|----|--|--|
| 1. | The importance and challenges of measuring physician satisfaction                  | <ul style="list-style-type: none"> <li>• measuring and monitoring physicians' needs and opinions;</li> <li>• standard questionnaire vs. special character of university hospitals;</li> <li>• physicians' aversion to any form of additional administrative tasks;</li> </ul>  |
| 2. | Hospital level factors influencing physician satisfaction and migration intentions | <ul style="list-style-type: none"> <li>• importance of interpersonal relations between employees;</li> <li>• burden of administrative duties;</li> <li>• carrier development opportunities - special character of university clinics;</li> <li>• introduction of support staff/allied personnel</li> </ul>   |
| 3. | Generational gap between physicians  | <ul style="list-style-type: none"> <li>• different set of values/attitudes held by junior and senior doctors;</li> <li>• the need to apply different management strategies;</li> </ul>   |
| 4. | System level factors influencing physician satisfaction and migration intentions   | <ul style="list-style-type: none"> <li>• most important factors being beyond the hospital managers' influence;</li> <li>• regulatory wage increases – ad hoc government actions;</li> <li>• level of salaries – still too low;</li> <li>• culture of working in multiple positions;</li> </ul>   |
| 5. | Special character of working in university hospitals                               | <ul style="list-style-type: none"> <li>• lack of dedicated regulations for university hospitals;</li> <li>• prestige of working in university clinic vs. workload related to the different roles and tasks of medical staff;</li> <li>• leaving the university hospitals and seeking employment in outpatient clinics –the scale and reasons for the problem.</li> </ul> |