

**Supplementary table 1: Association of respondent and employment characteristics with retention (N=95)**

<b>Variable</b>	<b>Retained N=39 n (%)</b>	<b>Not retained N=56 n (%)</b>	<b>p value</b>
<b>Gender</b>			
Male	17 (43.6)	26 (46.4)	0.785
Female	22 (56.4)	30 (53.6)	
<b>Religion</b>			
Christian	29 (74.4)	37 (66.1)	0.158
Muslim	6 (15.4)	5 (8.9)	
None	4 (10.3)	14 (25.0)	
<b>Home language</b>			
Afrikaans	23 (59.0)	27 (48.2)	0.086
English	13 (33.3)	29 (51.8)	
Zulu	1 (2.6)	0 (0.0)	
Other	2 (5.1)	0 (0.0)	
<b>Marital status</b>			
Married/long term	31 (79.5)	38 (67.9)	0.387
Divorced/separated	3 (7.7)	3 (5.4)	
Widowed	0 (0.0)	1 (1.8)	
Single	5 (12.8)	14 (25.0)	
<b>Grade of medical officer</b>			
Grade 1	13 (33.3)	34 (60.7)	0.015
Grade 2	12 (30.8)	14 (25.0)	
Grade 3	14 (35.9)	8 (14.3)	
<b>Type of employment contract</b>			

Permanent full-time	35 (89.7)	52 (92.9)	0.657
Permanent part-time	1 (2.6)	2 (3.6)	
Fixed contract	3 (7.7)	2 (3.6)	
<b>Overtime contract</b>			
5-12 hours/week	7 (18.4)	10 (18.5)	0.865
13-20 hours/week	17 (44.7)	27 (50.0)	
>20 hours/week	5 (13.2)	8 (14.8)	
None	9 (23.7)	9 (16.7)	
<b>Health services</b>			
Metro	16 (41.0)	31 (55.4)	0.169
Rural	23 (59.0)	25 (44.6)	
<b>Type of facility</b>			
District hospital	25 (64.1)	32 (57.1)	0.496
Primary care facility	14 (35.9)	24 (42.9)	
<b>My partner has fulfilling employment in the area where I am working</b>			
Strongly agree	13 (33.3)	7 (12.7)	0.091
Agree	10 (25.6)	17 (30.9)	
Disagree	5 (12.8)	5 (9.1)	
Strongly disagree	1 (2.6)	6 (10.9)	
<b>My partner is enjoying a local social support system</b>			
Strongly agree	10 (31.3)	6 (16.2)	0.257
Agree	20 (62.5)	26 (70.3)	
Disagree	2 (6.3)	5 (13.5)	
Strongly disagree	0 (0.0)	0 (0.0)	
<b>I am enjoying a local social support system</b>			
Strongly agree	14 (35.9)	4 (7.4)	0.007

Agree	23 (59.0)	39 (72.2)	
Disagree	1 (2.6)	7 (13.0)	
Strongly disagree	0 (0.0)	1 (1.9)	
<b>My children have good local educational opportunities</b>			
Strongly agree	17 (47.2)	7 (13.5)	0.002
Agree	7 (19.4)	19 (36.5)	
Disagree	1 (2.8)	0 (0.0)	
Strongly disagree	11 (30.6)	26 (50.0)	
<b>I feel safe in my work environment</b>			
Strongly agree	9 (23.1)	13 (23.2)	0.103
Agree	28 (71.8)	30 (53.6)	
Disagree	2 (5.1)	11 (19.6)	
Strongly disagree	0 (0.0)	2 (3.6)	
<b>My remuneration is satisfactory</b>			
Strongly agree	2 (5.1)	7 (12.5)	0.164
Agree	30 (76.9)	34 (60.7)	
Disagree	4 (10.3)	13 (23.2)	
Strongly disagree	3 (7.7)	2 (3.6)	
<b>Receiving rural allowance</b>			
Yes	4 (10.3)	8 (14.3)	0.289
No, in rural health services	18 (46.2)	17 (30.4)	
No, in metro health services	17 (43.6)	31 (55.4)	
<b>Long term career plan</b>			
Permanent medical officer	32 (82.1)	10 (17.9)	<0.001
Family physician	3 (7.7)	4 (7.1)	

Other type of specialist	1 (2.6)	31 (55.4)	
Other profession	3 (7.7)	11 (19.6)	
<b>5 year plan by sector</b>			
SA Public sector	38 (97.4)	30 (53.6)	<0.001
SA Private sector	0 (0.0)	10 (17.9)	
Another country	0 (0.0)	7 (12.5)	
Other	1 (2.6)	9 (16.1)	
<b>Would you recommend this facility</b>			
Definitely no	0 (0.0)	2 (3.6)	0.057
Probably no	3 (7.7)	7 (12.5)	
Probably yes	13 (33.3)	29 (51.8)	
Definitely yes	23 (59.0)	18 (32.1)	