

Supplementary material 1: New Zealand plastic surgery trainee work intention survey

Introduction

Thank you for taking the time to complete this survey. A recent study of the New Zealand plastic surgery workforce identified variable distribution of the plastic surgery workforce. This survey examines factors that may influence work choices.

We understand that this is a small group survey and care will be taken to ensure that no identifiable data is presented

Question 1:

I am happy to complete this survey and for results (anonymized) to be published:

Answer: Yes
 No

Demographics

Question 2:

What SET (Surgical Education and Training) level are you:

Answer: Pre-SET (starting training 2023)
 SET 1
 SET 2
 SET 3
 SET 4
 SET 5
 Post FRACS

Question 3:

What is your age?

Question 4:

What is your gender?

Answer: Female
 Male
 Gender diverse
 Prefer not to say

Question 5:

What is your relationship status?

Answer: Single
 Married/defacto
 Other (please specify)

Question 6:

Number of dependent children?

Question 7:

Number of dependent adults?

Rural background

Question 8:

I identify as being from a rural background:

Answer: Participant chooses a number between 0–100 on a sliding scale

Question 9:

I identify as coming from somewhere other than a major metropolitan region (Auckland, Hamilton, Wellington, Christchurch):

Answer: Participant chooses a number between 0–100 on a sliding scale

Question 10:

I have worked as a doctor or medical student in a smaller centre for 12 months or more:

Answer: Yes
No

Future work intentions

Question 11:

Immediately after completing FRACS and/or fellowship(s) I would prefer to work in:

Answer: New Zealand – in a large metropolitan area (Auckland / Hamilton / Wellington / Christchurch)
New Zealand – in a smaller metropolitan area or large regional centre
Australia
Somewhere else in the world

Question 12:

Five years after completing FRACS and/or fellowship(s) I would prefer to work in:

Answer: New Zealand – in a large metropolitan area (Auckland / Hamilton / Wellington / Christchurch)
New Zealand – in a smaller metropolitan area or large regional centre
Australia
Somewhere else in the world

Question 13:

As a plastic surgeon I would like my practice to be more general (0) or more subspecialized (100):

Answer: Participant chooses a number between 0–100 on a sliding scale

Question 14:

As a new fellow I would like to commence private practice:

Answer: Immediately
Within 12 months
12–14 months
After 24 months
Never

Question 15:

After five years as a plastic surgeon, I would like my public/private work to be split:

Answer: 100% Public
80/20
60/40
50/50
40/60
20/80
100% Private

Where would I work in New Zealand

Question 16:

I would be willing to work in the following centres: (participant can pick multiple options)

Answer:

- Whangārei
- North Shore
- Auckland
- Middlemore
- Hamilton
- Thames
- Taranaki
- Tauranga
- Rotorua
- Taupo
- Gisborne
- Palmerston North
- Hawkes Bay
- Lower Hutt
- Wellington
- Masterton
- Blenheim
- Nelson
- Christchurch
- Timaru
- Greymouth
- Dunedin
- Queenstown/Wanaka
- Invercargill

Question 17:

If I was to work in a small centre the THREE most attractive small centres for me to work in are: (pick 3 options)

Answer:

- Whangarei
- Thames
- Taranaki
- Rotorua
- Taupō
- Gisborne
- Palmerston North
- Hawkes Bay
- Masterton
- Blenheim
- Nelson
- Timaru
- Greymouth
- Queenstown/Wānaka
- Invercargill
- I would not work in a smaller centre

Professional factors

Question 18:

If you were taking up a position as a plastic surgeon in a centre outside of the established units (Auckland/Hamilton/Tauranga/Lower Hutt/Christchurch/Dunedin) how important are the following professional factors? (Participant rates either 'Not important at all', 'somewhat important', 'quite important', 'very important' or 'essential – would not consider without this' for each of the below topics).

Answer:

- Another Plastic surgeon resident in the same centre
- Formal Audit and CPD connection with tertiary unit
- Supportive pathway for referral to tertiary unit
- Formal mentor at tertiary unit
- Ability to perform sub-specialist procedures
- Availability of a private operating facility
- Ability to take leave
- After hours call arrangements
- Size of regional centre catchment population

Question 19:

Are there other professional factors that would encourage/discourage you from working in a smaller centre?
(Free text answer)

Financial factors

Question 20:

If you were taking up a position as a plastic surgeon in a centre outside of the established units (Auckland/Hamilton/Tauranga/Lower Hutt/Christchurch/Dunedin) how important are the following financial factors? (Participant rates either 'Not important at all', 'somewhat important', 'quite important', 'very important' or 'essential – would not consider without this' for each of the below topics).

Answer:

- A publicly funded position
- Financial support for first 6 months
- Help to establish private practise
- Ability to earn well in private practice
- Housing quality and cost

Question 21:

Are there other financial factors that would encourage/discourage you from working in a smaller centre?
(Free text answer)

Family factors

Question 22:

If you were taking up a position as a plastic surgeon in a centre outside of the established units (Auckland/Hamilton/Tauranga/Lower Hutt/Christchurch/Dunedin) how important are the following family factors? (Participant rates either 'Not important at all', 'somewhat important', 'quite important', 'very important' or 'essential – would not consider without this' for each of the below topics).

Answer:

- Work opportunities for partner / spouse who is medical
- Work opportunities for partner / spouse who is non-medical
- School quality for children
- Childcare availability
- Availability of family support
- Proximity to family

Question 23:

Are there other family factors that would encourage/discourage you from working in a smaller centre?
(Free text answer)