Table 2: Grouping of the factors identified in articles into the themes proposed by the previous (columns 1 and 2) and current literature reviews (columns 3 and 4). The number of articles identified for each is given in parentheticals.

| Factors | Motivational Themes proposed by  Willis-Shattuck et al. (2008) review | Factors | Motivational Themes proposed by  the current review |
| --- | --- | --- | --- |
| * Workload / staffing * Availability of tools for the job | Resource availability | * Workload / staffing * Availability of tools for the job * Working conditions * Motivational job properties * Stable job / pension * Quality of management / leadership * Supervision * Sector * Decentralisation of decision making | Working conditions  (54) |
| * Working conditions * Physical infrastructure | Hospital infrastructure |  |  |
| * Pay * Ability to generate income * Pay for performance * Informal payment | Financial rewards | * Pay * Ability to generate income * Pay for performance * Informal payment | Financial incentives  (46) |
| * Patient relationship * Community engagement * Appreciation of managers * Peer relationships | Recognition/  appreciation | * Patient relationship * Community engagement * Appreciation of managers * Peer relationships * Pride in organisation * Vocation | Social incentives  (37) |
| * Promotion opportunities * Career intent * Further qualifications | Career development | * Promotion opportunities * Career intent * Further qualifications * Training * Rural content in training | Career development  (31) |
| * Training * Rural content in training | Continuing education |  |  |
| * Education opportunities for children * Availability of health care * Perception of safety * Work-life balance * Place of work * Roads and transport * Housing | Other | * Education opportunities for children * Availability of healthcare * Perception of safety * Work-life balance * Place of work * Roads and transport * Housing * Physical infrastructure | Living conditions  (28) |
| * Other * Demographic characteristics * Rural background * Rural background of spouse * Stable job / pension * Motivational job properties * Vocation |  | * Other * Demographic characteristics * Rural background * Rural background of spouse | Other  (17) |