

## Additional file 1. Online survey

### Part A

- Choose your language  German  French
- Gender  Female  Male
- Birth year (e.g. 1980) \_\_\_\_\_
- Residential postal code (e.g. 3010) \_\_\_\_\_
- Current educational level  Medical student  Resident  GP
- Current workplace  Medical school  Hospital  GP office
- Current workload in % (100% equals 50 hrs / week)  Other: \_\_\_\_\_
- Relationship status  0%  10%  20%  30%  40%  50%
- Do you have children?  60%  70%  80%  90%  100%
- If you have children:  Single  With partner
- How many children do you have?  Married  Other: \_\_\_\_\_
- How many days per week are your children in daycare (including care by relatives, please round off to whole numbers)  Yes  No
- How many children do you have?  1  2  3  >3
- How many days per week are your children in daycare (including care by relatives, please round off to whole numbers)  1  2  3  4  5

### Part B

- Which type of practice do you most prefer?  Single practice  Double practice
- If you answered "group practice":  Group practice  I won't work as a GP
- How many physicians do you want to work with?  2-3  4-5  6-10  10-15  >15
- When do you want to start working in a GP practice?  I already work in a practice
- Where do you want to work?  in <1 year  in 1-2 years
- Your desired workload in % (100% equals 50 hrs/week)  in 3-5 years  in 6-10 years
- What do you prefer?  in >10 years  I don't know
- Where do you want to work?  Town  Suburb  Countryside
- Your desired workload in % (100% equals 50 hrs/week)  10%  20%  30%  40%  50%
- What do you prefer?  60%  70%  80%  90%  100%
- I will make house calls (outside regular on-call hours)  Fixed salary based on workload
- Which do you prefer for your first job as a GP? If you are already a GP, which was your first job?  Billing for my own time
- Based on your answer to the previous question, how long would you to remain self-employed or employed before changing your status?  Part fixed, part share of the revenue
- What are your long-term desires? (Multiple answers possible)  Only share of the revenue
- I will make house calls (outside regular on-call hours)  Yes  Probably yes  I don't know
- Which do you prefer for your first job as a GP? If you are already a GP, which was your first job?  Probably not  No
- Based on your answer to the previous question, how long would you to remain self-employed or employed before changing your status?  Employed  Self-employed
- What are your long-term desires? (Multiple answers possible)  <2 years  2-5 years  6-10 years
- Based on your answer to the previous question, how long would you to remain self-employed or employed before changing your status?  10-15 years  My whole career
- What are your long-term desires? (Multiple answers possible)  Be employed  Be employed co-owner
- Based on your answer to the previous question, how long would you to remain self-employed or employed before changing your status?  Own the practice
- What are your long-term desires? (Multiple answers possible)  Medical director of a large group practice
- Based on your answer to the previous question, how long would you to remain self-employed or employed before changing your status?  Chief administrator of a group practice
- What are your long-term desires? (Multiple answers possible)  Other: \_\_\_\_\_

### Part C

We will show you 8 consecutive job advertisements from GP offices. They are similar, so please read them carefully. Please rate their attractiveness as if you were looking for such a job.

#### **After each advertisement you will be asked:**

- How attractive is this job offer?                       1       2       3       4       5  
(Scale: 1 = very unattractive to 10 = very attractive)       6       7       8       9       10

#### **Advertisement 1 and 2** (advertisement 2 is without on-site dispensation of medications)

The medical centre Medilife is looking for a  
General Practitioner  
to complete the physician team  
(Full- or part-time possible)

We offer:

- Large interdisciplinary team with a lot of physicians and practice nurses
- On-site dispensation of medications
- Opportunity to become a partner in our GP-owned medical centre
- Broad spectrum of challenging work

Please send your application to:

Jonas Meier, MD  
Medical Director of Medilife

#### **Advertisement 3 and 4** (advertisement 4 is without on-site dispensation of medications)

We are looking for a  
General Practitioner  
for our small, well established group practice  
(Full- or part-time possible)

We offer:

- A well-coordinated team with 5 practice nurses
- On-site dispensation of medications
- Opportunity to help determine the future of our nationwide practice group Swissdoc Joint Stock Corp.
- Broad spectrum of challenging work

Please send your application to:

Jan Baumann MBA  
HR Department  
Practice group Swissdoc Joint Stock Corp.

#### **Advertisement 5 and 6** (advertisement 6 is without on-site dispensation of medications)

We are looking for a  
General Practitioner  
for our small, well established group practice  
(Full- or part-time possible)

We offer:

- A well-coordinated team with 5 practice nurses
- On-site dispensation of medications
- Opportunity to become a partner in our GP-owned group practice
- Broad spectrum of challenging work

Please send your application to:

Matthias Brunner, MD  
General Practitioner

**Advertisement 7 and 8** (advertisement 8 is without on-site dispensation of medications)

The medical centre Primacare Joint Stock Corp. is looking for a

General Practitioner

to complete the physician team

(Full- or part-time possible)

We offer:

- Large interdisciplinary team with a lot of physicians and practice nurses
- On-site dispensation of medications
- Opportunity to help determine the future of our medical centre and the nationwide represented practice group Primacare Joint Stock Corp.
- Broad spectrum of challenging work

Please send your application to:

Andreas Keller, MBA

HR Department

Practice group Primacare Joint Stock Corp.

Part D

- What are 3 most important factors in your choice of a GP practice?

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

You did it! Thank you very much for your participation in the survey.

Your information will be evaluated anonymously.