

PRIVATE		Item	PUBLIC		Factor Title
Secondary Loading	Principle Loading		Principle Loading	Secondary Loading	
---	F1 (.487)	CPD Access	F7 (.341)	F1 (.307)	F1 - Professional Isolation CA*=.751
---	F1 (.748)	Access to experts	F1 (.752)	---	
---	F1 (.811)	Face to face contact	F1 (.799)	---	
---	F1 (.735)	Professional isolation	F1 (.780)	---	
F5 (.430)	F1 (.629)	Good clinical support	F1 (.548)	F5 (.496)	
---	F2 (.550)	Get along w colleagues	F2 (.586)	---	F2 - Sense of Community CA=.646
---	F2 (.771)	Enjoy living in community	F2 (.725)	---	
F6 (.328)	F2 (.672)	Work makes a difference	F2 (.723)	---	
---	F2 (.741)	Work valued by community	F2 (.670)	---	
---	F3 (.392)	Salary appropriate	F3 (.359)	---	F3 - Clinical Demand CA=.654
---	F3 (.739)	Beyond boundaries	F3 (.691)	---	
F4 (.403)	F3 (.527)	Burned out	F3 (.607)	---	
	F3 (.657)	Gaps - limited HR	F3 (.548)	---	
F3 (.421)	F4 (.470)	Reasonable workload	F3 (.622)	---	
---	F4 (.747)	Able to Take Annual Leave	F4 (.731)	---	F4 - Able to Get Away CA=.575
---	F4 (.810)	Flexible Hours	F4 (.739)	---	
F4 (.445)	F6 (.452)	Autonomous	F4 (.508)	---	
---	F5 (.794)	Good admin support	F5 (.653)	---	F5 - Resources CA=.637
---	F5 (.773)	Good facilities	F5 (.765)	---	
---	F6 (.554)	Practice in area of expertise	F6 (.695)	---	F6- Specialist Generalist CA=.455
---	F6 (.701)	Use wide range of skills	F6 (.711)	---	
F3 (.483)	F6 (.644)	Multi-skilled to meet demand	F3 (.483)	F6 (.466)	
N/A	N/A	Manager understands	F7 (.469)	---	F7 - Management (PUBLIC only) CA=.529
N/A	N/A	Personnel allocation	F7 (.614)	---	
N/A	N/A	Timely recruitment	F7 (.826)	---	

Only secondary loadings > .3 are presented

* Reliability was assessed using Cronback's Alpha (CA) statistic