

2014-0109	
Title	A cross-sectional study of 2014 work locations of Memorial University graduates
Authors	Maria Mathews; Dana Ryan; Asoka Samarasena
Abstract	<p>Background: We examined the 2014 work locations of Memorial University of Newfoundland (MUN) medical graduates to identify the predictors of working in 1) Canada, 2) Newfoundland and Labrador (NL), 3) rural Canada, and 4) rural NL.</p> <p>Methods: We linked data from graduating class lists, the alumni and post-database to determine 2014 practice locations for MUN medical graduates (graduating classes from 1973 to 2008).</p> <p>Results: In 2014, 1642 (88.1%) MUN graduates were working in Canada, 638 (34.2%) in NL, 217 (11.6%) in rural Canada, and 92 (4.9%) in rural NL. Graduates with rural backgrounds; Newfoundlanders; and those who graduated in 1980s, 1990s, and 2000s were more likely to work in Canada than graduates with urban backgrounds, non-Newfoundlanders, and 1970s graduates, respectively. Physicians with rural backgrounds, Newfoundlanders, 2000s graduates, and those who did MUN residency were more likely to work in NL than physicians from urban backgrounds, non-Newfoundlanders, 1970s graduates and non-MUN residents, respectively. Graduates with rural backgrounds, and family physicians were more likely to work in rural Canada than graduates from urban backgrounds, and specialists, respectively. Physicians with rural backgrounds, Newfoundlanders, those who did MUN residency, and family physicians were more likely to work in rural NL than physicians from urban backgrounds, non-Newfoundlanders, non-MUN residents, and specialists, respectively.</p> <p>Interpretation: MUN graduates comprise half the NL physician workforce and one-fifth of the rural NL physicians. The study highlights the downstream work location impacts of the changing characteristics of medical school graduates in NL.</p>
Version 1	
Reviewer 1	
Name	Chauhan, Tara
Position	
Institution	Canadian Medical Association, Health Policy and Research
Competing interests	
Date review returned	21-Nov-2014
General comments	<p>Consider adding "Recruitment", "Retention" and "Workforce" to key words if permitted</p> <p>Page 9, Line 34: "graduated" rather than "graduates"</p> <p>Page 10, Line 15: "done" rather than "dome"</p> <p>Page 11, Line 20: You state how the 2014 calculation was done (denominator and numerator from different years).</p>

	How was the 2004 calculation done? I don't necessarily think this needs to be changed, I'm just wondering if there were any concerns about whether the two figures should be compared. Also, given your methodology, is it possible some of those considered "Not in Canada" (and therefore not in your numerator) may still be in NL, but you were unable to match to SMDB for various reasons (e.g., last name changed), and if so might this also affect comparability to the 2004 figure? Just something to think about.
Author response	We have added these keywords. Page 9, Line 34: We have corrected this error. Page 10, Line 15: We have corrected this error. Page 11, Line 20We have not made changes in response to this comment given word count limits.
Reviewer 2	
Name	Janke, Fred
Position	
Institution	University of Alberta, Family Medicine
Competing interests	
Date review returned	01-Dec-2014
General comments	<ol style="list-style-type: none"> 1. The limitation is in fact that it is a glimpse at only one medical school and one province, though this is addressed adequately in the manuscript. 2. I find the abstract difficult to read. I can't find anywhere in instruction to authors that the statistical data (i.e. OR and CI) is necessary in the abstract and the abstract would read better with much greater clarity without these details. The details are provided further on in the results and tables 3. I would welcome a deeper discussion around how this study relates to others that show rural origin to be a major predictor of working in rural practice after graduation. 4. There are a few typos and grammatical concerns that I assume would be resolved in editing. (One example is the graduation year in Table 4, I assume the second line should be 1980 - 1989) 5. Another limitation is that the study does not address who comprises the remaining physician workforce in Newfoundland.
Author response	<ol style="list-style-type: none"> 1. We have added a sentence in the rationale (see response to editor comment 1). 2. We have removed ORs and CIs from the abstract. 3. We have added a statement on rural origin in our discussion 4. This error has been corrected in Table 2 and 4. 5. The original draft (discussion) noted that the remaining NL workforce consists largely of IMG.
Reviewer 3	
Name	Westerhoff
Position	retired physician
Institution	Bioethics at University of Toronto
Competing interests	
Date review returned	10-Dec-2014

<p>General comments</p>	<ol style="list-style-type: none"> 1. How does MUN compare with other medical schools, such as UBC as mentioned in opening remarks 2. What is the significance of an increased number of women in recent year and the data suggests that proportional to total numbers, no fewer are "baymen"; 3. There are noticeable typo-errors, e.g. dome for done; there are spelling mistakes in the French references. 4. I needed to look-up what the Scott Database was and the information it contained was meaningful to your article. 5. Why do 2/3 of graduates leave the province 6. What do you mean by "work-life balance" and its relevance vis a vis physician retention/recruitment 7. Is there any data available about women's choices in medicine beyond any CBC reports; where do MUN graduates go and why 8. The text, with reference to the graphs was difficult to read and required multiple readings.
<p>Author response</p>	<ol style="list-style-type: none"> 1. We have highlighted that comparative studies from other schools are needed in the limitations and conclusions. 2. Sex was not a significant predictor of any outcome. A more detailed gender analysis is beyond the scope of the study. 3. Spelling mistakes have been corrected. 4. We have provided more information about the database. 5. This is beyond the scope of this study. We have not made changes in response to this comment. 6. Due to word count, we have deleted references to work-life balance. 7. We have not made changes in response to this comment. The CBC reports cited in the article refer to physician shortages not women's choices in medicine. Examining the reasons for MUN work location choices is beyond the scope of the study 8. There are no graphs in this paper.