



Supporting Information

Supplementary material

**This appendix was part of the submitted manuscript and has been peer reviewed.
It is posted as supplied by the authors.**

Appendix to: O'Sullivan BG, Uppal V, Gurney R, Giddings P. Recruitment and retention of new doctors in remote and Aboriginal medical services through the Remote Vocational Training Scheme's Targeted Recruitment Strategy: a focus group study. *Med J Aust* 2024; doi: 10.5694/mja2.52428.

Focus group questions exploring the Targeted Recruitment Strategy

Firstly welcome. Tell me a bit about yourself and where you work and your role.

This focus group will help to inform how to improve the Targeted Recruitment Strategy (TRS) [confirm participants know about the Strategy and provide a broad overview of it as required]. All ideas are invited, and I will seek to go around the virtual room as we cover different aspects of the program, but feel free to put your hand up if you have something to add at any point.

Following the introduction, I have five main areas of questions. So, let's get started.

To what extent is the Targeted Recruitment Strategy relevant and appropriate? How can this be improved? How well are relevant and appropriate locations identified? (prompts: remoteness, national spread, workforce need)

To what extent is the Targeted Recruitment Strategy equitable? How can this be improved? — marketing reaching the audience, marketing messages timed and specifically informative?

To what extent is the Targeted Recruitment Strategy implemented well? How can this be improved? — how well are practices screened for suitability prior to trainees enrolling in the Remote Vocational Training Scheme (RVTS); practices and trainee needs considered; risks to training in that location assessed; trainee support implemented relative to the advertised package; orientation and early support provided for commencing trainees; the supervision provided (for trainees with limited rural or remote general practice (GP) experience, rural Aboriginal Medical Service (AMS) experience)? What have been the challenges and how well have any strategies used, addressed the challenges?

To what extent is the Targeted Recruitment Strategy effective? How can this be improved? — how well does the Targeted Recruitment Strategy address the need in the community; achieve recruitment to remote practice/rural AMS; achieve completion of fellowship milestones; achieve retention; how satisfied are registrars? (prompt: compared with the wider RVTS cohort)

To what extent could the Targeted Recruitment Strategy be scaled up and maintain current quality? How can this be improved? What are the potential risks?