

## ICMJE DISCLOSURE FORM

Date:	10/9/2023
Your Name:	Professor Alan Denison
Manuscript Title:	'Come and work here!' Exploring the role of local community-led initiatives to improve recruitment and retention of healthcare staff in remote and rural areas.
Manuscript Number (if known):	<a href="#">Click or tap here to enter text.</a>

In the interest of transparency, we ask you to disclose all relationships/activities/interests listed below that are related to the content of your manuscript. "Related" means any relation with for-profit or not-for-profit third parties whose interests may be affected by the content of the manuscript. Disclosure represents a commitment to transparency and does not necessarily indicate a bias. If you are in doubt about whether to list a relationship/activity/interest, it is preferable that you do so.

The author's relationships/activities/interests should be defined broadly. For example, if your manuscript pertains to the epidemiology of hypertension, you should declare all relationships with manufacturers of antihypertensive medication, even if that medication is not mentioned in the manuscript.

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## ICMJE DISCLOSURE FORM

Date:	10/6/2023
Your Name:	Dr Andrew S. Maclare
Manuscript Title:	'Come and work here!' Exploring the role of local community-led initiatives to improve recruitment and retention of healthcare staff in remote and rural areas.
Manuscript Number (if known):	<a href="#">Click or tap here to enter text.</a>

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Date:	6/10/2023
Your Name:	Christina Dobson
Manuscript Title:	‘Come and work here!’ Exploring the role of local community-led initiatives to improve recruitment and retention of healthcare staff in remote and rural areas.
Manuscript Number (if known):	<a href="#">Click or tap here to enter text.</a>

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Date:	10/18/2023
Your Name:	Diane Skatun
Manuscript Title:	'Come and work here!' Exploring the role of local community-led initiatives to improve recruitment and retention of healthcare staff in remote and rural areas.
Manuscript Number (if known):	<a href="#">Click or tap here to enter text.</a>

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**Please place an "X" next to the following statement to indicate your agreement:**

I certify that I have answered every question and have not altered the wording of any of the questions on this form.

## ICMJE DISCLOSURE FORM

Date:	10/9/2023
Your Name:	Jennifer Cleland
Manuscript Title:	'Come and work here!' Exploring the role of local community-led initiatives to improve recruitment and retention of healthcare staff in remote and rural areas.
Manuscript Number (if known):	<a href="#">Click or tap here to enter text.</a>

In the interest of transparency, we ask you to disclose all relationships/activities/interests listed below that are related to the content of your manuscript. "Related" means any relation with for-profit or not-for-profit third parties whose interests may be affected by the content of the manuscript. Disclosure represents a commitment to transparency and does not necessarily indicate a bias. If you are in doubt about whether to list a relationship/activity/interest, it is preferable that you do so.

The author's relationships/activities/interests should be defined broadly. For example, if your manuscript pertains to the epidemiology of hypertension, you should declare all relationships with manufacturers of antihypertensive medication, even if that medication is not mentioned in the manuscript.

In item #1 below, report all support for the work reported in this manuscript without time limit. For all other items, the time frame for disclosure is the past 36 months.

		Name all entities with whom you have this relationship or indicate none (add rows as needed)	Specifications/Comments (e.g., if payments were made to you or to your institution)						
Time frame: Since the initial planning of the work									
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Time frame: past 36 months									
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	other board, society, committee or advocacy group, paid or unpaid	Trustee of the Association for Medical Education Europe (AMEE)	Unpaid
<b>11</b>	Stock or stock options	<input checked="" type="checkbox"/> <b>None</b>	
<b>12</b>	Receipt of equipment, materials, drugs, medical writing, gifts or other services	<input checked="" type="checkbox"/> <b>None</b>	
<b>13</b>	Other financial or non-financial interests	<input checked="" type="checkbox"/> <b>None</b>	

**Please place an "X" next to the following statement to indicate your agreement:**

I certify that I have answered every question and have not altered the wording of any of the questions on this form.

## ICMJE DISCLOSURE FORM

Date:	6/10/2023
Your Name:	Lorraine Angell
Manuscript Title:	‘Come and work here!’ Exploring the role of local community-led initiatives to improve recruitment and retention of healthcare staff in remote and rural areas.
Manuscript Number (if known):	<a href="#">Click or tap here to enter text.</a>

In the interest of transparency, we ask you to disclose all relationships/activities/interests listed below that are related to the content of your manuscript. “Related” means any relation with for-profit or not-for-profit third parties whose interests may be affected by the content of the manuscript. Disclosure represents a commitment to transparency and does not necessarily indicate a bias. If you are in doubt about whether to list a relationship/activity/interest, it is preferable that you do so.

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I certify that I have answered every question and have not altered the wording of any of the questions on this form.

## ICMJE DISCLOSURE FORM

Date:	10/5/2023
Your Name:	Louise Locock
Manuscript Title:	'Come and work here!' Exploring the role of local community-led initiatives to improve recruitment and retention of healthcare staff in remote and rural areas.
Manuscript Number (if known):	<a href="#">Click or tap here to enter text.</a>

In the interest of transparency, we ask you to disclose all relationships/activities/interests listed below that are related to the content of your manuscript. "Related" means any relation with for-profit or not-for-profit third parties whose interests may be affected by the content of the manuscript. Disclosure represents a commitment to transparency and does not necessarily indicate a bias. If you are in doubt about whether to list a relationship/activity/interest, it is preferable that you do so.

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		NIHR Policy Research Programme	NIHR202450 Understanding experiences of urogynaecological conditions and health services
		NIHR School for Social Care Research	P150 Bridging the translation gap between learning disability policy and practice in search of flourishing lives
		MRC	MR/W014432/1 Multimorbidity and Pregnancy: Determinants, Clusters, Consequences and Trajectories (MuM-PreDiCT)
		ESRC	ES/V006371/1 Choice, voice and change: developing networks for the involvement of people from seldom heard communities in England, Ireland and Scotland
		ESRC	ES/V017047/1 Developing practical ethics of care for the dead and bereaved: learning from the ways COVID-19 disrupted and reshaped funeral provision
		ESRC	ES/V016032/1 Experiences of COVID-19 and recovery: learning from polyphonic voices for communities, policymakers and health and social care providers.
		Health Foundation	2238252 Reshaping secondary care consultations after COVID-19 - the role of asynchronous consultation methods.
		Chief Scientist Office, Scotland	COV/LTE/20/04 Long Covid: Amplifying the voices of people with lived experience to improve understanding, support, treatment and education. Share-to-improve: Long Covid experience (COv-VOICES) Study
		MND Association	Locock/Sept19/941-794 Understanding family experiences of inherited Motor Neurone Disease - a secondary analysis of qualitative research to develop a new resource for patients, families and clinicians on the Healthtalk website
		NHS Grampian Endowments Fund	20/027 Remote and rural healthcare: Pilot study to investigate experiences, differences and changes to medical care for people living in remote and rural areas of Scotland.
		NHS Grampian Endowments Fund	21/009 Understanding digital appointment inequalities in NHS Grampian: exploring digital exclusion and identifying solutions to address it with our rural and urban communities.
		Versus Arthritis	21840 Patient-centred Care for Fibromyalgia: New pathway Design (PACFIND)
		Versus Arthritis	12159 Effective healthcare delivery in rare rheumatic disease: evaluating models of care for systemic vasculitis (VOICES)

		<b>Name all entities with whom you have this relationship or indicate none (add rows as needed)</b>	<b>Specifications/Comments (e.g., if payments were made to you or to your institution)</b>								
		THIS Institute, University of Cambridge	Developing a Visual Identification Method for People with Cognitive Impairment in Hospitals (DA VINCI)								
		THIS Institute, University of Cambridge	'Soft' intelligence and online patient feedback: Using Care Opinion for improvement. (PhD studentship)								
<b>3</b>	Royalties or licenses	<input checked="" type="checkbox"/> <b>None</b> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td style="width: 50%;"></td><td style="width: 50%;"></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table>									
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Please place an "X" next to the following statement to indicate your agreement:

I certify that I have answered every question and have not altered the wording of any of the questions on this form.



## ICMJE DISCLOSURE FORM

Date:	10/11/2023
Your Name:	Peter Murchie
Manuscript Title:	'Come and work here!' Exploring the role of local community-led initiatives to improve recruitment and retention of healthcare staff in remote and rural areas.
Manuscript Number (if known):	<a href="#">Click or tap here to enter text.</a>

In the interest of transparency, we ask you to disclose all relationships/activities/interests listed below that are related to the content of your manuscript. "Related" means any relation with for-profit or not-for-profit third parties whose interests may be affected by the content of the manuscript. Disclosure represents a commitment to transparency and does not necessarily indicate a bias. If you are in doubt about whether to list a relationship/activity/interest, it is preferable that you do so.

The author's relationships/activities/interests should be defined broadly. For example, if your manuscript pertains to the epidemiology of hypertension, you should declare all relationships with manufacturers of antihypertensive medication, even if that medication is not mentioned in the manuscript.

In item #1 below, report all support for the work reported in this manuscript without time limit. For all other items, the time frame for disclosure is the past 36 months.

		Name all entities with whom you have this relationship or indicate none (add rows as needed)	Specifications/Comments (e.g., if payments were made to you or to your institution)						
Time frame: Since the initial planning of the work									
1	All support for the present manuscript (e.g., funding, provision of study materials, medical writing, article processing charges, etc.) <b>No time limit for this item.</b>	<p><input type="checkbox"/> None</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;">NIHR HS DR</td> <td style="width: 50%;">Grant funding for the study 'Come and Work Here!' Exploring the role of local community-led initiatives to improve recruitment and retention of healthcare staff in remote and rural areas NIHR133888, salary support</td> </tr> <tr> <td>Chief Scientist Office, Scotland</td> <td>HIPS19/37 'Enhancing recruitment and retention of rural doctors in Scotland: A mixed methods study'. Salary support <a href="#">key to add additional rows.</a></td> </tr> <tr> <td colspan="2" style="text-align: right;"><a href="#">he tab</a></td> </tr> </table>		NIHR HS DR	Grant funding for the study 'Come and Work Here!' Exploring the role of local community-led initiatives to improve recruitment and retention of healthcare staff in remote and rural areas NIHR133888, salary support	Chief Scientist Office, Scotland	HIPS19/37 'Enhancing recruitment and retention of rural doctors in Scotland: A mixed methods study'. Salary support <a href="#">key to add additional rows.</a>	<a href="#">he tab</a>	
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			compared with observation/conservative management for preventing recurrent symptoms and complications in adults with uncomplicated symptomatic gallstones (C-GALL)						
		Versus Arthritis	21840 Patient-centred Care for Fibromyalgia: New pathway Design (PACFIND)						
		Friends of ANCHOR	CORRECT - Cancer PriOrities in Rural and REmote SCoTland						
		Royal Society of Edinburgh	Work is hard and time is short: decision fatigue in general practitioners						
		Chief Scientist Office, Scotland	Interactions between cancer and stroke: a national electronic data linkage study						
		Scottish Government	National cancer diagnosis audit (NCDA) in Scotland: analysing NCDA data to support the adoption of early cancer diagnostic centres						
		Scottish Government	Does increased distance to services lead to different treatment and follow-up for cancer in Scotland?						
		Scottish Government	Is current GP referral practice for cancer in Scotland optimal? A detailed exploration of cancer referral pathways using primary care record and a cancer care pathway database						
		Pharmacy Research UK	Improving the patient-pharmacist interaction: a new approach to help patients make informed decisions.						
		NHS Grampian University Hospitals NHS Trust	Evolving a prototype for pilot testing in northeast Scotland - a joint NHSG/UoA project						
		NHS Grampian University Hospitals NHS Trust	Training non-specialist nurses to triage digital skin images and use the ASICA intervention to support melanoma survivors						
		NHS Grampian University Hospitals NHS Trust	Optimising remote consulting and home assessment of rural cancer patients during unscheduled and planned primary care – assessing feasibility of the ORCHARD intervention						
		NHS Grampian University Hospitals NHS Trust	Investigating the influence of rural residency on the uptake of screening for breast, cervical and colorectal cancers						
		NHS Grampian Endowment Fund	Do patients who travel further present with more advanced head and neck cancer?						
		NHS Grampian Endowment Fund	Decision fatigue in General Practitioners: detecting changes in doctors' decision making over the working day						
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## ICMJE DISCLOSURE FORM

Date:	10/8/2023
Your Name:	Rosemary Hollick
Manuscript Title:	'Come and work here!' Exploring the role of local community-led initiatives to improve recruitment and retention of healthcare staff in remote and rural areas.
Manuscript Number (if known):	<a href="#">Click or tap here to enter text.</a>

In the interest of transparency, we ask you to disclose all relationships/activities/interests listed below that are related to the content of your manuscript. "Related" means any relation with for-profit or not-for-profit third parties whose interests may be affected by the content of the manuscript. Disclosure represents a commitment to transparency and does not necessarily indicate a bias. If you are in doubt about whether to list a relationship/activity/interest, it is preferable that you do so.

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		EULAR (European Alliance of Associations for Rheumatology)	Implementing Patient Research Partner Engagement in Research (iPRePaRE)								
		Chief Scientist Office (Scotland)	Supporting people with musculoskeletal disorders in Scotland to remain in work: adapting the Making it Work™ intervention developed for people with inflammatory arthritis in Canada								
		Medical Research Council	Quantifying the Impact of Chronic pain on engagement in paid work (QUICK)								
		Grampian Osteoporosis Trust	Supporting osteoporosis care: Can an automated classification system effectively case finding people at risk								
		Nuffield Foundation	Geographical mapping of prevalence and outcomes in rheumatic and musculoskeletal conditions across Wales and Scotland: a data linkage study								
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## ICMJE DISCLOSURE FORM

Date:	6/10/2023
Your Name:	Christopher Dawson
Manuscript Title:	'Come and work here!' Exploring the role of local community-led initiatives to improve recruitment and retention of healthcare staff in remote and rural areas.
Manuscript Number (if known):	<a href="#">Click or tap here to enter text.</a>

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2	Grants or contracts from any entity (if not indicated in item #1 above).	<input checked="" type="checkbox"/> None <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 5px;"> <tr> <td></td> <td></td> </tr> <tr> <td></td> <td></td> </tr> <tr> <td></td> <td></td> </tr> </table>							
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<b>11</b>	Stock or stock options	<input checked="" type="checkbox"/> <b>None</b> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td style="width: 5%;"></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table>							
<b>12</b>	Receipt of equipment, materials, drugs, medical writing, gifts or other services	<input checked="" type="checkbox"/> <b>None</b> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td style="width: 5%;"></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table>							
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**Please place an "X" next to the following statement to indicate your agreement:**

I certify that I have answered every question and have not altered the wording of any of the questions on this form.

## ICMJE DISCLOSURE FORM

Date:	10/9/2023
Your Name:	Verity Watson
Manuscript Title:	'Come and work here!' Exploring the role of local community-led initiatives to improve recruitment and retention of healthcare staff in remote and rural areas.
Manuscript Number (if known):	<a href="#">Click or tap here to enter text.</a>

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1	<input type="checkbox"/> None  <input type="checkbox"/> NIHR HSDR  <input type="checkbox"/> Chief Scientist Office, Scotland  <input type="checkbox"/> Chief Scientist Office, Scotland	Grant funding for the study 'Come and Work Here!' Exploring the role of local community-led initiatives to improve recruitment and retention of healthcare staff in remote and rural areas NIHR133888, salary support  Salary support from core funding grant  HIPS19/37 'Enhancing recruitment and retention retention of rural doctors in Scotland: A mixed methods study'. Salary support <small>the tab key to add additional rows.</small>	
Time frame: past 36 months			
2	<input type="checkbox"/> None  <input type="checkbox"/> National Institute for Health Research  <input type="checkbox"/> National Institute for Health Research  <input type="checkbox"/> National Institute for Health Research  <input type="checkbox"/> Economic and Social Research Council  <input type="checkbox"/> Economic and Social Research Council and Global Challenges Research Fund	ICANEQUAL grant to University of Aberdeen Public values, Universal Basic Income and health grant to University of Aberdeen GRIP grant to University of Aberdeen Remote working in patient and public involvement in health and social care research grant to University of Aberdeen Reducing land degradation and carbon loss from Ethiopia's soils to strengthen livelihoods and resilience (RALENTIR) grant to University of Aberdeen	

		<b>Name all entities with whom you have this relationship or indicate none (add rows as needed)</b>	<b>Specifications/Comments (e.g., if payments were made to you or to your institution)</b>
		Imperial College London	Patients' preferences in the treatment of hormone-sensitive metastatic prostate cancer grant to University of Aberdeen
		The Urology Foundation	Putting men's preferences at the centre of the doctor-patient relationship grant to University of Aberdeen
<b>3</b>	Royalties or licenses	<input checked="" type="checkbox"/> <b>None</b>	
<b>4</b>	Consulting fees	<input checked="" type="checkbox"/> <b>None</b>	
<b>5</b>	Payment or honoraria for lectures, presentations, speakers bureaus, manuscript writing or educational events	<input checked="" type="checkbox"/> <b>None</b>	
<b>6</b>	Payment for expert testimony	<input checked="" type="checkbox"/> <b>None</b>	
<b>7</b>	Support for attending meetings and/or travel	<input checked="" type="checkbox"/> <b>None</b>	
<b>8</b>	Patents planned, issued or pending	<input checked="" type="checkbox"/> <b>None</b>	
<b>9</b>	Participation on a Data Safety	<input checked="" type="checkbox"/> <b>None</b>	

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## ICMJE DISCLOSURE FORM

Date:	6/10/2023
Your Name:	Dr Zoë Christina Skea
Manuscript Title:	'Come and work here!' Exploring the role of local community-led initiatives to improve recruitment and retention of healthcare staff in remote and rural areas.
Manuscript Number (if known):	<a href="#">Click or tap here to enter text.</a>

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