

# 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):** [Click or tap here to enter text.](#)

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.

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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:** 10/6/2023

**Your Name:** Dr Andrew S. Maclaren

**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):** [Click or tap here to enter text.](#)

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## ICMJE DISCLOSURE FORM

**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):** [Click or tap here to enter text.](#)

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		The British Academy, £9,728 2020	The Two 'Big C's': Colorectal cancer diagnosis during the COVID-19 pandemic
3	Royalties or licenses	<input checked="" type="checkbox"/> <b>None</b>	
4	Consulting fees	<input checked="" type="checkbox"/> <b>None</b>	
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9	Participation on a Data Safety	<input checked="" type="checkbox"/> <b>None</b>	



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	Monitoring Board or Advisory Board	<table border="1"> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table>							
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## ICMJE DISCLOSURE FORM

**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):** [Click or tap here to enter text.](#)

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9	Participation on a Data Safety Monitoring Board or Advisory Board	<input checked="" type="checkbox"/> <b>None</b> <table border="1"> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table>									
10	Leadership or fiduciary role in other board,	<input checked="" type="checkbox"/> <b>None</b> <table border="1"> <tr><td></td><td></td></tr> </table>									

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11	Stock or stock options	<input checked="" type="checkbox"/> None <table border="1"> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table>							
12	Receipt of equipment, materials, drugs, medical writing, gifts or other services	<input checked="" type="checkbox"/> None <table border="1"> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table>							
13	Other financial or non-financial interests	<input checked="" type="checkbox"/> None <table border="1"> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table>							

**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):** [Click or tap here to enter text.](#)

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)						
<b>Time frame: Since the initial planning of the work</b>								
<b>1</b>	<div> <input type="checkbox"/> <b>None</b> </div> <table border="1"> <tr> <td>NIHR HSDR</td> <td>Consultancy fee 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</td> </tr> <tr> <td>Chief Scientist Office, Scotland</td> <td>HIPS19/37 'Enhancing recruitment and retention retention of rural doctors in Scotland: A mixed methods study'. Consultancy fee <small>tab key to add additional rows.</small></td> </tr> <tr> <td></td> <td><small>Click the tab key to add additional rows.</small></td> </tr> </table>	NIHR HSDR	Consultancy fee 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	Chief Scientist Office, Scotland	HIPS19/37 'Enhancing recruitment and retention retention of rural doctors in Scotland: A mixed methods study'. Consultancy fee <small>tab key to add additional rows.</small>		<small>Click the tab key to add additional rows.</small>	
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<b>Time frame: past 36 months</b>								
<b>2</b>	<div> <input checked="" type="checkbox"/> <b>None</b> </div> <table border="1"> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table>							
<b>3</b>	<div> <input checked="" type="checkbox"/> <b>None</b> </div> <table border="1"> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table>							

		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)
4	Consulting fees	<input type="checkbox"/> <b>None</b>	
		NIHR HSDR	Consultancy fee 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
		Chief Scientist Office, Scotland	HIPS19/37 'Enhancing recruitment and retention retention of rural doctors in Scotland: A mixed methods study'. Consultancy fee <small>tab key to add additional rows.</small>
		Work Psychology Group (UK)	Consultancy fees to contribute to an HEE-funded project to evaluate the impact of England's new medical schools
5	Payment or honoraria for lectures, presentations, speakers bureaus, manuscript writing or educational events	<input type="checkbox"/> <b>None</b>	
		Wiley	Annual payment for Deputy Editor Duties for the journal <i>Medical Education</i>
6	Payment for expert testimony	<input checked="" type="checkbox"/> <b>None</b>	
7	Support for attending meetings and/or travel	<input checked="" type="checkbox"/> <b>None</b>	
8	Patents planned, issued or pending	<input checked="" type="checkbox"/> <b>None</b>	
9	Participation on a Data Safety Monitoring Board or Advisory Board	<input checked="" type="checkbox"/> <b>None</b>	
10	Leadership or fiduciary role in	<input type="checkbox"/> <b>None</b>	

		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)
	other board, society, committee or advocacy group, paid or unpaid	Trustee of the Association for Medical Education Europe (AMEE)	Unpaid
11	Stock or stock options	<input checked="" type="checkbox"/> None	
12	Receipt of equipment, materials, drugs, medical writing, gifts or other services	<input checked="" type="checkbox"/> None	
13	Other financial or non-financial interests	<input checked="" type="checkbox"/> None	
<p><b>Please place an "X" next to the following statement to indicate your agreement:</b></p> <p><input checked="" type="checkbox"/> I certify that I have answered every question and have not altered the wording of any of the questions on this form.</p>			

## 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):** [Click or tap here to enter text.](#)

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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<b>Time frame: Since the initial planning of the work</b>									
<b>1</b>	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>	<div style="border: 1px solid black; padding: 5px; margin-bottom: 5px;"> <input type="checkbox"/> <b>None</b> </div> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; padding: 5px;">NIHR HSDR</td> <td style="width: 50%; padding: 5px;">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, PPI honoraria</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> </tr> <tr> <td colspan="2" style="text-align: center; padding: 5px;"><a href="#">Click the tab key to add additional rows.</a></td> </tr> </table>		NIHR HSDR	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, PPI honoraria			<a href="#">Click the tab key to add additional rows.</a>	
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<b>Time frame: past 36 months</b>									
<b>2</b>	Grants or contracts from any entity (if not indicated in item #1 above).	<div style="border: 1px solid black; padding: 5px; margin-bottom: 5px;"> <input type="checkbox"/> <b>None</b> </div> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; padding: 5px;">The British Academy, £9,728 2020</td> <td style="width: 50%; padding: 5px;">The Two 'Big C's': Colorectal cancer diagnosis during the COVID-19 pandemic (public co-investigator)</td> </tr> <tr> <td style="padding: 5px;">Newcastle University, REDA: £8,627 2023</td> <td style="padding: 5px;">Animating RURALLY (PPI lead)</td> </tr> <tr> <td style="padding: 5px;">Yorkshire Cancer Research: £5,500 2023</td> <td style="padding: 5px;">Animating RURALLY (PPI lead)</td> </tr> </table>		The British Academy, £9,728 2020	The Two 'Big C's': Colorectal cancer diagnosis during the COVID-19 pandemic (public co-investigator)	Newcastle University, REDA: £8,627 2023	Animating RURALLY (PPI lead)	Yorkshire Cancer Research: £5,500 2023	Animating RURALLY (PPI lead)
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3	Royalties or licenses	<input checked="" type="checkbox"/> <b>None</b> <table border="1"> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table>									
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## 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):** [Click or tap here to enter text.](#)

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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		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)
		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)

		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)
		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>	
<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 type="checkbox"/> <b>None</b>	
		Point of Care Foundation	Honoraria for training courses on patient experience and quality improvement
<b>6</b>	Payment for expert testimony	<input type="checkbox"/> <b>None</b>	
<b>7</b>	Support for attending meetings and/or travel	<input type="checkbox"/> <b>None</b>	
		National Centre for Remote and Rural Medicine, University of Central Lancashire	Travel and accommodation to speak at annual conference on remote and rural medicine
		University of Lancaster	Travel and accommodation to participate in workshop on medical education

		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)						
8	Patents planned, issued or pending	<input checked="" type="checkbox"/> <b>None</b> <table border="1" style="width: 100%; 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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# 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):** [Click or tap here to enter text.](#)

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)
<b>Time frame: Since the initial planning of the work</b>		
<b>1</b>	<div> <input type="checkbox"/> None </div> <div> <div>NIHR HSDR</div> <div>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</div> <div>Chief Scientist Office, Scotland</div> <div>HIPS19/37 'Enhancing recruitment and retention retention of rural doctors in Scotland: A mixed methods study'. Salary support</div> <div>key to add additional rows.</div> </div>	
<b>Time frame: past 36 months</b>		
<b>2</b>	<div> <input type="checkbox"/> None </div> <div> <div>NIHR</div> <div>NIHR 1300310 Deep infiltrating endometriosis: management by medical treatment if early surgery (DIAMOND)</div> <div>NIHR</div> <div>NIHR 17/30/02Catheter II study – randomized controlled trial comparing the clinical and cost-effectiveness of various washout policies versus no washout policy in preventing catheter associated complications in adults living with long terms catheters</div> <div>NIHR</div> <div>NIHR 14/192/71A randomized controlled trial comparing the clinical effectiveness and cost-effectiveness of laparoscopic cholecystectomy</div> </div>	



		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)
			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 RE mote 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
3	Royalties or licenses	<input checked="" type="checkbox"/> <b>None</b>	

		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)								
4	Consulting fees	<input checked="" type="checkbox"/> <b>None</b> <table border="1"> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table>									
5	Payment or honoraria for lectures, presentations, speakers bureaus, manuscript writing or educational events	<input checked="" type="checkbox"/> <b>None</b> <table border="1"> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table>									
6	Payment for expert testimony	<input checked="" type="checkbox"/> <b>None</b> <table border="1"> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table>									
7	Support for attending meetings and/or travel	<input checked="" type="checkbox"/> <b>None</b> <table border="1"> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table>									
8	Patents planned, issued or pending	<input checked="" type="checkbox"/> <b>None</b> <table border="1"> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table>									
9	Participation on a Data Safety Monitoring Board or Advisory Board	<input checked="" type="checkbox"/> <b>None</b> <table border="1"> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table>									
10	Leadership or fiduciary role in other board, society, committee or advocacy group, paid or unpaid	<input checked="" type="checkbox"/> <b>None</b> <table border="1"> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table>									

		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)						
<b>11</b>	Stock or stock options	<input checked="" type="checkbox"/> <b>None</b> <table border="1" data-bbox="386 258 1516 359"> <tr><td></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" data-bbox="386 476 1516 577"> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table>							
<b>13</b>	Other financial or non-financial interests	<input checked="" type="checkbox"/> <b>None</b> <table border="1" data-bbox="386 690 1516 791"> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table>							
<p><b>Please place an "X" next to the following statement to indicate your agreement:</b></p> <p><input checked="" type="checkbox"/> I certify that I have answered every question and have not altered the wording of any of the questions on this form.</p>									

## 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):** [Click or tap here to enter text.](#)

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Time frame: Since the initial planning of the work											
<b>1</b>	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>	<div style="border: 1px solid black; padding: 5px; margin-bottom: 5px;"> <input type="checkbox"/> <b>None</b> </div> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; padding: 5px;">NIHR HSDR funding to conduct work</td> <td style="width: 50%; padding: 5px;">'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. Payments made directly to the University of Aberdeen to conduct the research, salary support</td> </tr> <tr> <td style="padding: 5px;">Chief Scientist Office, Scotland</td> <td style="padding: 5px;">HIPS19/37 'Enhancing recruitment and retention of rural doctors in Scotland: A mixed methods study'. Salary support</td> </tr> <tr> <td colspan="2" style="padding: 5px; text-align: right;"><small>Click the tab key to add additional rows.</small></td> </tr> </table>		NIHR HSDR funding to conduct work	'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. Payments made directly to the University of Aberdeen to conduct the research, salary support	Chief Scientist Office, Scotland	HIPS19/37 'Enhancing recruitment and retention of rural doctors in Scotland: A mixed methods study'. Salary support	<small>Click the tab key to add additional rows.</small>			
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Time frame: past 36 months											
<b>2</b>	Grants or contracts from any entity (if not indicated in item #1 above).	<div style="border: 1px solid black; padding: 5px; margin-bottom: 5px;"> <input type="checkbox"/> <b>None</b> </div> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; padding: 5px;">Versus Arthritis</td> <td style="width: 50%; padding: 5px;">21840 Patient-centred Care for Fibromyalgia: New pathway Design (PACFIND)</td> </tr> <tr> <td style="padding: 5px;">Versus Arthritis</td> <td style="padding: 5px;">12159 Effective healthcare delivery in rare rheumatic disease: evaluating models of care for systemic vasculitis (VOICES)</td> </tr> <tr> <td style="padding: 5px;">NIHR</td> <td style="padding: 5px;">Developing a National Centre for Working Age Health. <b>NIHR206284</b></td> </tr> <tr> <td style="padding: 5px;">NIHR</td> <td style="padding: 5px;">The Centre for Musculoskeletal Health and Work: from research to impact Application Reference: NIHR206269</td> </tr> </table>		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)	NIHR	Developing a National Centre for Working Age Health. <b>NIHR206284</b>	NIHR	The Centre for Musculoskeletal Health and Work: from research to impact Application Reference: NIHR206269
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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								
3	Royalties or licenses	<input checked="" type="checkbox"/> <b>None</b> <table border="1" data-bbox="383 804 1516 905"> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table>									
4	Consulting fees	<input checked="" type="checkbox"/> <b>None</b> <table border="1" data-bbox="383 1045 1516 1182"> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table>									
5	Payment or honoraria for lectures, presentations, speakers bureaus, manuscript writing or educational events	<input checked="" type="checkbox"/> <b>None</b> <table border="1" data-bbox="383 1268 1516 1369"> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table>									
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7	Support for attending meetings and/or travel	<input checked="" type="checkbox"/> <b>None</b> <table border="1" data-bbox="383 1829 1516 1929"> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table>									

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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):** [Click or tap here to enter text.](#)

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<b>3</b>	<div> <div>Royalties or licenses</div> <div> <input checked="" type="checkbox"/> <b>None</b> </div> <table border="1"> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table> </div>							

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4	Consulting fees	<input checked="" type="checkbox"/> <b>None</b> <table border="1"> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table>									
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10	Leadership or fiduciary role in other board, society, committee or advocacy group, paid or unpaid	<input type="checkbox"/> <b>None</b> <table border="1"> <tr><td>Chair of Lochbroom Community Council</td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table>	Chair of Lochbroom Community Council								
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# 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):** [Click or tap here to enter text.](#)

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National Institute for Health Research	ICANEQUAL grant to University of Aberdeen											
National Institute for Health Research	Public values, Universal Basic Income and health grant to University of Aberdeen											
National Institute for Health Research	GRIP grant to University of Aberdeen											
Economic and Social Research Council	Remote working in patient and public involvement in health and social care research grant to University of Aberdeen											
Economic and Social Research Council and Global Challenges Research Fund	Reducing land degradation and carbon loss from Ethiopia's soils to strengthen livelihoods and resilience (RALENTIR) grant to University of Aberdeen											

		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)
		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
3	Royalties or licenses	<input checked="" type="checkbox"/> <b>None</b>	
4	Consulting fees	<input checked="" type="checkbox"/> <b>None</b>	
5	Payment or honoraria for lectures, presentations, speakers bureaus, manuscript writing or educational events	<input checked="" type="checkbox"/> <b>None</b>	
6	Payment for expert testimony	<input checked="" type="checkbox"/> <b>None</b>	
7	Support for attending meetings and/or travel	<input checked="" type="checkbox"/> <b>None</b>	
8	Patents planned, issued or pending	<input checked="" type="checkbox"/> <b>None</b>	
9	Participation on a Data Safety	<input checked="" type="checkbox"/> <b>None</b>	

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	Monitoring Board or Advisory Board	<table border="1"> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table>							
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13	Other financial or non-financial interests	<input checked="" type="checkbox"/> <b>None</b> <table border="1"> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table>							
<p><b>Please place an "X" next to the following statement to indicate your agreement:</b></p> <p><input checked="" type="checkbox"/> I certify that I have answered every question and have not altered the wording of any of the questions on this form.</p>									

## 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):** [Click or tap here to enter text.](#)

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)						
<b>Time frame: Since the initial planning of the work</b>									
<b>1</b>	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>	<input type="checkbox"/> <b>None</b>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; padding: 5px;">NIHR HSDR</td> <td style="width: 50%; padding: 5px;">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 style="padding: 5px;">Chief Scientist Office, Scotland</td> <td style="padding: 5px;">HIPS19/37 'Enhancing recruitment and retention of rural doctors in Scotland: A mixed methods study'. Salary support <small>the tab</small></td> </tr> <tr> <td colspan="2" style="padding: 5px;"><small>Click the tab key to add additional rows.</small></td> </tr> </table>	NIHR HSDR	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 <small>the tab</small>	<small>Click the tab key to add additional rows.</small>	
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<b>Time frame: past 36 months</b>									
<b>2</b>	Grants or contracts from any entity (if not indicated in item #1 above).	<input type="checkbox"/> <b>None</b>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; padding: 5px;">NIHR Long Covid</td> <td style="width: 50%; padding: 5px;">NIHR COV-LT2-0005 Understanding and using family experiences of managing long Covid to support self care and timely access to services</td> </tr> <tr> <td style="padding: 5px;">NHS Grampian Endowments Fund</td> <td style="padding: 5px;">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.</td> </tr> <tr> <td style="padding: 5px;">Versus Arthritis</td> <td style="padding: 5px;">21840 Patient-centred Care for Fibromyalgia: New pathway Design (PACFIND)</td> </tr> </table>	NIHR Long Covid	NIHR COV-LT2-0005 Understanding and using family experiences of managing long Covid to support self care and timely access to services	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.	Versus Arthritis	21840 Patient-centred Care for Fibromyalgia: New pathway Design (PACFIND)
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