

**Table 1: Specific and general factors perceived to influence the maximisation or minimisation of contribution to dentistry in general, private practice and NHS-related dentistry**

<b>Factors minimising contribution</b>	
<p><b>General factors that were seen to have a minimising effect on contribution to dentistry:</b></p>	<ul style="list-style-type: none"> <li>• Perceived ability to mitigate current/potential family and work life balance that that are available</li> <li>• Job security and work-related benefits that that are available</li> <li>• Perceived potential to specialise and for training that are available</li> <li>• European Time Working Directive</li> </ul>
<p><b>Specific factors that where were seen to have a minimising effect on contribution to private practice:</b></p>	<ul style="list-style-type: none"> <li>• Private system seen as inequitable</li> <li>• Lack of challenge and opportunity (patients are, on the whole, well)</li> <li>• Whether there will be time for private practice when established in an NHS career</li> </ul>
<p><b>Specific factors that where were seen to have a minimising effect on contribution to the National Health Service:</b></p>	<ul style="list-style-type: none"> <li>• Units of Dental Activity as disincentive for NHS work.</li> <li>• Perception that NHS limits ability to practice.</li> <li>• Hospital-base seen as less autonomy and poorer quality of working life (although willing to work in NHS general practice).</li> </ul>
<b>Factors maximising contribution</b>	
<p><b>General factors that were seen to have a maximising effect on contribution to dentistry:</b></p>	<ul style="list-style-type: none"> <li>• Perceived ability to mitigate current/potential family and work life balance that are available</li> <li>• Job security and work-related benefits that are available</li> <li>• Perceived potential to specialise and for training available</li> <li>• Clear career trajectories (Particularly in hospital setting)</li> </ul>
<p><b>Specific factors that where were seen to have a maximising effect on contribution to private practice:</b></p>	<ul style="list-style-type: none"> <li>• System seen to offer a more profitable financial package and greater potential earnings</li> <li>• More time and resource to meet patient need</li> <li>• More autonomy of practice and more instances to apply and develop greater technical skill.</li> <li>• Ability to be an independent practitioner.</li> </ul>
<p><b>Specific factors that where were seen to have a maximising effect on contribution to the National Health Service:</b></p>	<ul style="list-style-type: none"> <li>• Greater amount and clarity of career trajectories as well as opportunities to train and specialise (Particularly those specialising or seeking a hospital-base)</li> <li>• Job security and work-related benefits in NHS</li> <li>• Support of principle of the NHS &amp; ‘Making a difference’</li> <li>• Ability to be an independent practitioner (in general practice) and determine own workload</li> </ul>