Additional file 3: Comparison of results for a subset of studies with common objective of investigating health workers' preference for jobs in rural areas in low- and middle-income countries)

VND = Vietnamese dong; USD = United States dollar; Tied rankings indicated by "="; See References in main text for details of publications; *Rockers *et al* 2013 presents willingness to pay estimates for single interventions for nurses and nursing students only, whereas Jaskiewicz *et al* presents only packages of interventions

Authors*	Analytic approach	Results of relative attribute impact analysis (ranked from most preferred to least preferred)		
Hanson and Jack	Marginal willingness to pay	**Doctors:** Private practice / Superior housing / Job in Addis Ababa (national capital) / Adequate equipment / Two-year time commitment		**Nurses:** Job in zonal capital / Adequate equipment / Superior housing / Improved supervision / Two-year time commitment
Blaauw *et al*	Predicted probabilities of uptake of rural post under different incentives	**Kenya:** 30% rural allowance / 20% rural allowance / Preferential training opportunities / More rapid promotion / 10% rural allowance / Better rural housing / Relational management culture / Benefit package	**South Africa:** 30% rural allowance / Preferential training opportunities / 20% rural allowance / 10% rural allowance / Benefit package / More rapid promotion / Better rural housing / Relational management culture	**Thailand:** Benefit package / Relational management culture / More rapid promotion / 30% rural allowance / Better rural housing / 20% rural allowance / 10% rural allowance / Preferential training opportunities
Kruk *et al*	Predicted probabilities of uptake of rural post under different incentives	Improved infrastructure / 100% salary increase / Supportive management / Study leave after 2 years / Utility car provided / Allowance for children's education / Superior housing		

		50% salary increase			
		30% salary increase			
		No housing (compared to basic housing)			
Vujicic *et al* (Vietnam)	Predicted probabilities of uptake of rural post under different incentives	VND 3 million financial bonus VND 2 million financial bonus = Provision of long-term education = Improvement of equipment Provision of short-term training VND 1 million financial bonus Provision of housing VND 500,000 financial bonus			
Vujicic *et al* (Liberia)	Predicted probabilities of uptake of rural post under different incentives	Increase pay by USD150 Increase pay by USD100 Provide housing Provide transportation Increase pay by USD50 Improve equipment Increase pay by USD25			
Lagarde *et al* (Thailand)	Predicted probabilities of uptake of rural post under different incentives	Workplace close to home province Place in quota for specialty training 45% rural incentive Consultant supervision On-call 7 nights per month (compared to 14 nights) 1 year before promotion (compared to two) 30% rural incentive			
Rockers *et al* 2012	Marginal willingness to pay	**Medical students:** Tuition support for training Advanced facility quality 2 year commitment Housing allowance Housing provided Supportive management	**Nursing students:** Advanced facility quality Supportive management Housing allowance = Housing provided Full staff levels 25% understaffed 2 year commitment	**Pharmacy students:** Ownership of private pharmacy Housing provided Housing allowance Advanced facility quality Supportive management 2 year commitment	**Laboratory students:** Advanced facility quality Tuition support for training Housing provided Housing allowance Supportive management 2 year commitment

Miranda *et al*	Predicted probabilities of uptake of rural post under different incentives	75% rural allowance
		50% rural allowance
		Permanent contract after 2 years
		20 points for specialisation
		25% rural allowance
		Permanent contract after 4 years
		10 points for specialisation