

## Additional file 1

**Additional Table 1– Interviews in Portugal**

Thematic areas	Local Health Units or Hospitals Centre ( <i>Centro Hospitalar</i> )			
	Nordeste Hospital Centre (only hospital units)	Cova da Beira Hospital Center (only hospital units)	Norte Alentejano Local Health Unit (Hospital units and groups of health centres)	Baixo Alentejo Local Health Unit (Hospital units and group of health centres)
<b>Characterization of professionals</b>	<p>18 physicians 12 Bragança 6 Mirandela</p> <p>13 specialists 3 general practitioners 2 residents (internship)</p> <p>General practitioners live in Spain and work in Portugal and specialists live in Portugal.</p>	<p>7 nurses</p> <p>12 physicians</p> <p>8 hospital specialists 4 residents (interns)</p> <p>Those are integrated and live in Portugal.</p>	<p>44 physicians</p> <p>In hospitals 17 specialists 2 residents (interns)</p> <p>In Health Centres 23 general practitioners 2 residents (interns)</p> <p>None of the general practitioners lives in Portugal.</p>	<p>29 physicians</p> <p>20 physicians: specialists in internal medicine and general practitioners 9 residents (interns)</p> <p>Most live in Portugal.</p>
<b>Reasons for mobility</b>	<p>1 – Professional development: to do a residency;</p> <p>2 – Availability of positions in the interior of Portugal and better salaries;</p> <p>3 – Better technical conditions to perform the work (team work, availability of surgery rooms,...)</p>	<p>1 – Difficulty in getting job in Spain (at present improved and there is less mobility from Spain to Portugal);</p> <p>2 – Availability of positions in the interior of Portugal and better salaries;</p> <p>3 – This hospital is an accredited one and stands for high quality care.</p>	<p>1 – Availability of positions in the interior of Portugal and better salaries (at present this reason is decreasing as better opportunities in Spain increase);</p> <p>2 - Professional development: residency</p>	<p>1 – Availability of positions in the interior of Portugal and better salaries</p>

## Additional file 1

**Additional table 1 – Interviews in Portugal (contd)**

Thematic areas	Local Health Units or Hospitals Centre Complex ( <i>Centro Hospitalar</i> )			
	Nordeste Hospital Center Complex (only hospital units)	Cova da Beira Hospital Center Complex (only hospital units)	Norte Alentejano Local Health Unit (Hospital units and groups of health centres)	Baixo Alentejo Local Health Unit (Hospital units and groups of health centres)
<b>Consequences of mobility</b>	Very positive view: Improved supply of specialist care; Helps address the problem of limited access to medical care	Very positive view: Improved supply of specialist care; Helps address the problem of limited access to medical care	Very positive view: Improved supply of specialist care; Helps address the problem of limited access to medical care	Very positive view: Improved supply of specialist care; Helps address the problem of limited access to medical care  Problem: language difficulties in patient-physician contact
<b>Incentives</b>	Increase of income with extra work in emergency room. No incentive policy due to financial restrictions.	No incentive policy. Offer of salaries equals the salaries of Public servants even if different kind of contract. This is an accredited and University hospital and is among the first five better classified at national level.		Accommodation offer limited for financial restrictions. Access to a residency is also pointed as an incentive.
<b>Other</b>			Problems with degrees recognition. Some lack of fairness perceived by professionals with regard to different types of contracts (and salaries) that present legislation allows.	

## Additional file 1

**Additional Table 2 – Interviews in Spain**

Thematic areas	Hospitals			
	Hospital of Santisima Trinidad, Salamanca	Sanatorio of Santa María, Pontevedra	Juan Ramón Jimenez Hospital, Huelva	Miguel Dominguez Hospital, Pontevedra
<b>Characterization of professionals</b>	2 nurses	12 nurses in recent years, 2 at the moment of the interview.	1 nurse occasionally	23 nurses  The organization started hiring Portuguese nurses in 2007  Most of them stay in Spain 1 or 2 years.
<b>Reasons for mobility</b>	1 – Availability of positions.	1 – Difficulty in getting job in Portugal 2 – Availability of positions.	1 – Difficulty in getting job in Portugal  Mobility trends are stronger from Spain to Portugal.	1 – Availability of positions. 2 – Difficulty in getting job in Portugal.
<b>Consequences of mobility</b>	Positive view: It solves the problem of scarcity of medical care; Portuguese professionals considered as having good attitudes and qualifications.	Positive view: No negative consequences; Portuguese professionals considered as having good attitudes and qualifications.	Positive view: It solves the problem of scarcity of medical care; No differences between Spanish and Portuguese professionals in terms of qualifications.	Positive view: Portuguese professionals considered as having good attitudes and qualifications; It solves the problem of scarcity of medical care