

**Table 3 Mixed logit model results for DCE on attributes influencing junior doctors' stated job preferences (US\$ 1 = SDG 6)**

Attribute	Coefficient	95% CI	SD	SE
<b>Choices label (% of respondents who selected the option)</b>				
Urban hospital outside Khartoum (33.19)			Reference	
Rural health centre (22.37)	-0.71**	-0.81 to -0.60		0.05
Rural hospital (29.96)	-0.22**	-0.81 to -0.60		0.05
Opt-out (14.48)	1.55**	1.29-1.82		0.10
Salary of SDG 1000	0.33**	0.24-0.32		0
<b>Facility equipment</b>				
Basic facility			Reference	
Advanced facility	0.60**	0.46-0.73	1.16	0.07
<b>Clinical supervision</b>				
No supervisor			Reference	
Visiting supervisor	0.38**	0.26-0.51	0.57	0.07
On-site supervisor	0.58**	0.45-0.72	0.78	0.07
Telephone supervisor	0.16*	0.02-0.29	0.68	0.07
<b>Years of commitment</b>				
3			Reference	
1	0.50**	0.38-0.63	0.93	0.07
2	0.23**	0.13-0.34	0.42	0.05
<b>Housing</b>				
No housing			Reference	
Housing provided	0.25**	0.14-0.35	0.50	0.05
Housing allowance	0.26**	0.14-0.37	0.58	0.06
<b>Scholarship for training</b>				
No scholarship			Reference	
Scholarship outside Sudan	1.04**	0.88-1.19	1.15	0.08
Scholarship inside Sudan	0.41**	0.28-0.55	0.66	0.07
Scholarship in family medicine	0.17*	0.02-0.31	0.79	0.07

Number of participants = 450; number of observations = 21600.

\* $P < 0.05$ ; \*\* $P < 0.000$ .

Likelihood ratio  $\chi^2(11) = 993.50$ ; log likelihood = -6027.9257.

DCE = discrete choice experiment; SDG = Sudanese pounds; CI = confidence interval; SD = standard deviation; SE = standard error.