

**List of reported reasons given for leaving UK practice**

Personal reasons

Return to country of origin

Opportunity to progress in their careers

Unsustainable family commitments between UK and Europe

Work opportunities

Australian nationality

Personal reasons

Personal reasons

Personal reasons

Partner job

Money

Salary

Better pay

Higher pay-scales

More money

Better payment

Superior pay

Taxes

Better pay scales

More money

Better remuneration

Better pay

Financial incentive

Better pay

More money

Financial incentive

Working conditions

International reputation and opportunities

Restriction to service development due to NHS resources

High stress levels in NHS

Less managerial input into work

More resources

Operating time

Better access to patient operating

Higher case load

Lack of control over ones own destiny

Career opportunities in US and Europe - clinical and academic

More control over how service is delivered

Better work-life balance

Work life balance

Superior conditions

Workload

Better work:life balance

Work life balance in other countries

Less on call

Better conditions

Better work life balance

Better research facilities

Better support for research

Opportunities for research

Lack of research funding opportunity in UK

Lack of research funding opportunity in UK

Better recognition

Brexit

Returning to home country to further career

Brexit

Lifestyle

Brexit

Better work package

Hosile environment to paediatric congenital cardiology/cardiac surgery over last decade

Threat to centre existence

Safe and sustainable

Uncertain future of service through multiple national review processes

Safe & sustainable

Uncertain future of service through multiple national review processes