

Additional file 2:Breakdown of the four categories (clinical, management, education, research)

Q14: Job description

Category	Questionnaire		
Clinical	Clinical	education (self)	
Research	Research		
Education	Education (residents)	Education (attending staff)	Education (students)
Management	Inter-professional work	Hospital management	Activity out of the hospital

Q15: Requisite skill

Category	Questionnaire						
Clinical	Self-learning ability	Diagnostic capability	Gaining expertise	Procedural ability	Patient management	Ability to communicate with patients	Ability to manage a common disease
Research	Student teaching ability	Ability to train junior staff	Resident education capacity				
Education	Basic research capability	Clinical research capability					
Management	Hospital management	Ability to communicate with other doctors in other departments	Patient safety				