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Table 1. Demographic characteristics of participants

	Gender	Region of origin	Work experience in home country	Work experience in UK	Migration Status
Medical Doctors	Male	Central Asia	Military hospital doctor	Health officer in local authority	Refugee/ British citizenship
	Male	Southeast Asia	Public health medical doctor	Project officer in a private healthcare agency	Limited Leave to Remain
	Female	Central Europe	Hospital psychiatrist	NHS psychiatrist	EU citizen
	Male	South Europe	General hospital doctor	NHS oncologist	EU citizen
	Male	South Asia	Healthcare manager in private sector	Consultant in pharmaceutical company/NHS strategy manager	Highly Skilled Migrant
Nurses	Female	South Asia	General hospital nurse	Healthcare assistant in nursing home/ NHS senior nurse for elders' rehabilitation	Work Permit
	Male	East Africa	Mental health nurse	Part-time carer in support agency	Limited Leave to Remain
	Female	Southeast Asia	General hospital nurse	Healthcare assistant in nursing home/NHS nurse for elders' rehabilitation	Work Permit
	Female	South Asia	Military hospital nurse	Healthcare assistant in nursing home/ NHS hospital nurse	Work Permit
	Female	South Africa	Paediatric hospital nurse	Staff nurse in care home	Work Permit

Table 2. First subjective theory – basic and organising themes

First subjective theory	
Basic themes	Organising themes
Accrediting qualifications	Improving health literacy
Pace of recruitment	Being active and future-oriented
Acculturation issues	Adaptability in work-related interactions

Table 2. Second subjective theory - basic and organising themes

Second subjective theory	
Basic themes	Organising themes
Accrediting/transferring qualifications	Being active and future-oriented
Pace of recruitment/development	Enterprising disposition based on self-efficacy
Acculturation issues	Sensitivity/ Adaptability in work-related interactions
