

Table S1 Search strategy**Database 1: PubMed**

Sequence	Query
#1	Search (Chinese[MeSH Terms]) OR Chinese[Title/Abstract]
#2	Search (China[MeSH Terms]) OR China[Title/Abstract]
#3	#1 OR #2 Search (((Chinese[MeSH Terms]) OR Chinese[Title/Abstract]))OR ((China[MeSH Terms]) OR China[Title/Abstract]))
#4	Search (Health worker[MeSH Terms]) OR Health worker[Title/Abstract]
#5	Search (Health officer[MeSH Terms]) OR Health officer[Title/Abstract]
#6	Search (Health Manpower[MeSH Terms]) OR Health Manpower[Title/Abstract]
#7	Search (Health Personnel[MeSH Terms]) OR Health Personnel[Title/Abstract]
#8	Search (Medical Personnel[MeSH Terms]) OR Medical Personnel[Title/Abstract]
#9	Search (Medical worker[MeSH Terms]) OR Medical worker[Title/Abstract]
#10	Search (Medical staff[MeSH Terms]) OR Medical staff[Title/Abstract]
#11	Search (Doctor[MeSH Terms]) OR Doctor[Title/Abstract]
#12	Search (Physician[MeSH Terms]) OR Physician[Title/Abstract]
#13	Search (Nurse[MeSH Terms]) OR Nurse [Title/Abstract]
#14	#4 OR #5 OR #6 OR #7 OR #8 OR #9 OR #11 OR #12 OR #13 Search ((((((((((Health worker[MeSH Terms]) OR Health worker[Title/Abstract])) OR ((Health officer[MeSH Terms]) OR Health officer[Title/Abstract])) OR ((Health Manpower[MeSH Terms]) OR Health Manpower[Title/Abstract])) OR ((Health Personnel[MeSH Terms]) OR Health Personnel[Title/Abstract])) OR ((Medical Personnel[MeSH Terms]) OR Medical Personnel[Title/Abstract])) OR ((Medical worker[MeSH Terms]) OR Medical worker[Title/Abstract])) OR ((Medical staff[MeSH Terms]) OR Medical staff[Title/Abstract])) OR ((Doctor[MeSH Terms]) OR Doctor[Title/Abstract])) OR ((Physician[MeSH Terms]) OR Physician[Title/Abstract])) OR ((Nurse[MeSH Terms]) OR Nurse [Title/Abstract]))
#15	Search (Rural[MeSH Terms]) OR Rural[Title/Abstract]
#16	Search (Countryside[MeSH Terms]) OR Countryside[Title/Abstract]
#17	Search (Community[MeSH Terms]) OR Community[Title/Abstract]
#18	Search (District[MeSH Terms]) OR District[Title/Abstract]
#19	Search (Basic[MeSH Terms]) OR Basic[Title/Abstract]
#20	Search (Fundamental[MeSH Terms]) OR Fundamental[Title/Abstract]
#21	Search (Primary[MeSH Terms]) OR Primary[Title/Abstract]
#22	Search (Grass roots[MeSH Terms]) OR Grass roots[Title/Abstract]
#23	#7 OR #8 OR #9 OR #11 OR #12 OR #13 OR #14 Search (((((Primary[MeSH Terms]) OR Primary[Title/Abstract]) OR Grass roots[MeSH Terms]) OR Grass roots[Title/Abstract]) OR (((Community[MeSH Terms]) OR Community[Title/Abstract]) OR (((((((Rural[MeSH Terms]) OR Rural[Title/Abstract]) OR Countryside[MeSH Terms]) OR Countryside[Title/Abstract]) OR District[MeSH Terms]) OR District[Title/Abstract]) OR Basic[MeSH Terms]) OR Basic[Title/Abstract]) OR Fundamental[MeSH Terms]) OR Fundamental[Title/Abstract]))

#24	Search(Turnover Intention[MeSH Terms]) OR Turnover Intention[Title/Abstract]
#25	Search (Departure Intention[MeSH Terms]) OR Departure Intention[Title/Abstract]
#26	Search (Demission Intention[MeSH Terms]) OR Demission Intention[Title/Abstract]
#27	Search(Leave Intention[MeSH Terms]) OR Leave Intention[Title/Abstract]
#28	Search intent to leave[Title/Abstract]
#29	#18 OR #19 OR #20 Search ((((((Turnover Intention[MeSH Terms]) OR Turnover Intention[Title/Abstract])) OR ((Departure Intention[MeSH Terms]) OR Departure Intention[Title/Abstract])) OR ((Demission Intention[MeSH Terms]) OR Demission Intention[Title/Abstract])) OR ((Leave Intention[MeSH Terms]) OR Leave Intention[Title/Abstract])) OR intent to leave[Title/Abstract]
#30	#3 AND #10 AND #17 AND #21 Search ((((((((((Turnover Intention[MeSH Terms]) OR Turnover Intention[Title/Abstract])) OR ((Departure Intention[MeSH Terms]) OR Departure Intention[Title/Abstract])) OR ((Demission Intention[MeSH Terms]) OR Demission Intention[Title/Abstract])) OR ((Leave Intention[MeSH Terms]) OR Leave Intention[Title/Abstract])) OR intent to leave[Title/Abstract])) AND ((((((((((Primary[MeSH Terms]) OR Primary[Title/Abstract]) OR Grass roots[MeSH Terms]) OR Grass roots[Title/Abstract]) OR (((Community[MeSH Terms]) OR Community[Title/Abstract]) OR ((((((((((Rural[MeSH Terms]) OR Rural[Title/Abstract]) OR Countryside[MeSH Terms]) OR Countryside[Title/Abstract]) OR District[MeSH Terms]) OR District[Title/Abstract]) OR Basic[MeSH Terms]) OR Basic[Title/Abstract]) OR fundamental[MeSH Terms]) OR fundamental[Title/Abstract])))) AND ((((((((((((((Health worker[MeSH Terms]) OR Health worker[Title/Abstract])) OR ((Health officer[MeSH Terms]) OR Health worker[Title/Abstract])) OR ((Health Manpower[MeSH Terms]) OR Health Manpower[Title/Abstract])) OR ((Health Personnel[MeSH Terms]) OR Health Personnel[Title/Abstract])) OR ((Medical Personnel[MeSH Terms]) OR Medical Personnel[Title/Abstract])) OR ((Medical worker[MeSH Terms]) OR Medical worker[Title/Abstract])) OR ((Medical staff[MeSH Terms]) OR Medical staff[Title/Abstract])) OR ((Doctor[MeSH Terms]) OR Doctor[Title/Abstract])) OR ((Physician[MeSH Terms]) OR Physician[Title/Abstract])) OR ((Nurse[MeSH Terms]) OR Nurse [Title/Abstract])))) AND ((((((Chinese[MeSH Terms]) OR Chinese[Title/Abstract])) OR (China[MeSH Terms]) OR China[Title/Abstract])))))))

Database 2: EMBASE

Sequence	Query
#1	'China'/exp
#2	'China':ti,ab
#3	#1 OR #2
#4	'Turnover Intention' OR 'Departure Intention' OR 'Demission Intention' OR 'Leave Intention'/exp
#5	'Turnover Intention' OR 'Departure Intention' OR 'Demission Intention' OR 'Leave Intention' OR 'intent to leave':ti,ab
#6	#4 OR #5
#7	'Primary' OR 'Grass roots' OR 'Community' OR 'Countryside' OR 'District' OR 'Basic' OR 'Rural' OR 'Fundamental':ti,ab
#8	'Health worker' OR 'Health officer' OR 'Health Manpower' OR 'Health Personnel' OR 'Medical Personnel' OR 'Medical worker' OR 'Medical staff' OR 'Doctor' OR 'Physician' OR 'Nurse':ti,ab

#9	#3 AND #6 AND #7 AND #8
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Database 3: Cochrane Library

Sequence	Query
#1	china:ti,ab,kw (Word variations have been searched)
#2	chinese:ti,ab,kw(Word variations have been searched)
#3	#1 or #2
#4	(turnover intention):ti,ab,kw OR (departure Intention):ti,ab,kw OR (demission Intention):ti,ab,kw OR (leave Intention):ti,ab,kw OR (intent to leave):ti,ab,kw(Word variations have been searched)
#5	(primary):ti,ab,kw OR (community):ti,ab,kw OR (rural):ti,ab,kw OR (basic):ti,ab,kw OR (countryside):ti,ab,kw(Word variations have been searched)
#6	(health worker):ti,ab,kw OR (health manpower):ti,ab,kw OR (health personnel):ti,ab,kw OR (health officer):ti,ab,kw(Word variations have been searched)
#7	(medical worker):ti,ab,kw OR (medical staff):ti,ab,kw OR (doctor):ti,ab,kw OR (physician):ti,ab,kw OR (nurse):ti,ab,kw(Word variations have been searched)
#8	#5 or #6
#9	#3 and #4 and #5 and #8

Database 4: PsycINFO

Sequence	Query
#1	Title: china OR Abstract: china OR Title: chinese OR Abstract: chinese
#2	Title: turnover intention OR Abstract: turnover intention OR Title: Departure Intention OR Abstract: Departure Intention OR Title: Demission Intention OR Abstract: Demission Intention OR Title: Leave Intention OR Abstract: Leave Intention OR Abstract: intent to leave
#3	Title: Health worker OR Abstract: Health worker OR Title: Health officer OR Abstract: Health officer OR Title: Health Manpower OR Abstract: Health Manpower OR Title: Health Personnel OR Abstract: Health Personnel OR Title: Medical Personnel OR Abstract: Medical Personnel OR Title: Medical worker OR Abstract: Medical worker OR Title: Medical staff OR Abstract: Medical staff OR Title: Doctor OR Abstract: Doctor OR Title: Physician OR Abstract: Physician OR Title: Nurse OR Abstract: Nurse
#4	Title: Rural OR Abstract: Rural OR Title: Countryside OR Abstract: Countryside OR Title: Community OR Abstract: Community OR Title: District OR Abstract: District OR Title: Basic OR Abstract: Basic OR Title: Fundamental OR Abstract: Fundamental OR Title: Primary OR Abstract: Primary OR Title: Grass roots OR Abstract: Grass roots
#5	#1 AND #2 AND #3 AND #4

Database 5: CAJD (CNKI)

SU=(‘医生’+‘医务人员’+‘护士’+‘卫生人员’)AND SU=(‘离职意愿’+‘离职倾向’+‘离职意向’+‘留职意愿’+‘工作意愿’+‘留职意向’)
AND SU=(‘基层’+‘社区’+‘农村’+‘乡镇卫生院’+‘卫生服务中心’)

Database 6: CSPD (WANFANG Data)

(题名或关键词:(社区)+题名或关键词:(农村)+题名或关键词:(基层) +题名或关键词:(乡镇卫生院) +题名或关键词:(卫生服务中心))*
(题名或关键词:(离职意愿)+题名或关键词:(离职倾向)+题名或关键词:(离职意向)) +题名或关键词:(留职意愿)) +
题名或关键词:(工作意愿)) +题名或关键词:(留职意向)) *(题名或关键词:(医生)+题名或关键词:(护士)+题名或关键词:(医务人员) +
题名或关键词:(卫生人员))

Database 7: CBM

((("社区"[标题:智能]) OR "基层"[标题:智能]) OR "农村"[标题:智能]) OR "乡镇卫生院"[标题:智能]) OR "卫生服务中心"[标题:智能]) AND (((("离职意愿"[标题:智能]) OR "离职倾向"[标题:智能]) OR "离职意向"[标题:智能]) OR "留职意愿"[标题:智能]) OR "工作意愿"[标题:智能]) OR "留职意向"[标题:智能]) AND (((("医生"[标题:智能]) OR "护士"[标题:智能]) OR "卫生人员"[标题:智能]) OR "医务人员"[标题:智能])

Table S2 The inter-rater reliability for the title abstract screening by the two authors

	Title		Abstract	
	Author 1	Author 2	Author 1	Author 2
Included	120	112	89	83
Excluded	88	96	25	31
Agreement	200		108	
Sum	208		114	
Rate	96.15%		94.74%	

Table S3 47 factors related to TI

Group	Category	Exposure
A	Demographic	A1-gender, A2-age, A3-education, A4-region, A5-marital status, A6-nation, A7-major,
B	Job characteristic	B1-occupation, B2-job title, B3-work seniority, B4-qualified to practice, B5- remuneration, B6-medical institution, B7-organizational affiliation, B8- re-employ after retirement, B9-turnover experience, B10-individual income levels in the local, B11-work stress, B12-emotional exhaustion, B13-flattening of affect, B14-public health service, B15- working hours, B16-career planning, B17-career identity, B18-Social status B19-influence family life, B20-living condition, B21-lack of insurance, B22-patient trust.
C	Job satisfaction	C1-learning and training opportunities, C2-promotion and individual development space, C3-interpersonal relationship, C4-work conditions and environment, C5- sense of accomplishment, C6-scientific research atmosphere, C7-level of attention by leaders, C8-income satisfaction, C9-keep busy and fulfilling, C10-the competence of my manager in making decisions, C11-work stability, C12-policies practice, C13-the chance to try my own methods of doing the job, C14-the chance to do something that makes use of my abilities, C15-job satisfaction, C16-work support, C17-income fairness, C18-motivation and salary system .,

Table S4 Quality scores assessing risk of bias using a modified Newcastle-Ottawa scale

Study type: Cross-sectional; Score: 1=achieved, 0=not achieved								
Authors	Representativeness of the sample	Sample size	Non-respondents	Ascertainment of the exposure	Comparability of subjects in different outcome groups (control for confounding)	Assessment of the outcome	Statistical test is appropriate	Total score
Xu,2012	1	1	0	1	1	1	1	6
Gu,2012	0	1	0	1	1	1	1	5
Yao,2011	0	1	0	1	0	1	1	4
Lu,2018	1	1	0	1	0	1	1	5
Ou,2018	1	1	0	1	1	1	1	6
Xu,2015	0	1	0	1	1	1	1	5
Liu,2019	1	1	0	1	1	1	1	6
Zhang,2013	0	1	0	1	1	1	1	5
Liu,2017	1	1	0	1	0	1	1	5
Shen,2018	1	1	0	1	1	1	1	6
Zhou,2016	0	1	0	1	0	1	1	4
Zhang,2015	0	1	0	1	1	1	1	5
Wan,2013	0	1	0	1	0	1	1	4
Fang,2014	1	1	0	1	1	1	1	6
Sun,2013	1	1	0	1	1	1	1	6
Liu JL,2019	1	1	0	1	1	1	1	6

Table S5 Meta-analyses on 19 factors

Exposure	No. of studies in Meta-analyses	Comparison model	Q test		Statistical model	Pooled OR OR (95% CI)	Z test P-value	Egger P> t
			I ²	P-value				
Demographic factors								
Gender	13	Male vs. female	66%	0.0004	Random-effect	1.23 [1.08, 1.40]	0.002	0.240
Age	7	Younger (<35) vs. older (≥35)	56%	0.04	Random-effect	1.47 [1.24, 1.74]	< 0.00001	0.368
Education	10	Low-education (junior college or below) vs. high-education(bachelor degree or above)	91%	< 0.00001	Random-effect	0.78 [0.60,1.02]	0.07	0.325
Marital status	7	Unmarried vs. married	37%	0.15	Fixed-effect	1.16 [1.04, 1.29]	0.007	0.095
Job characteristic factors								
Occupation	5	Doctor vs. nurse	78%	0.001	Random-effect	1.05 [0.78, 1.41]	0.76	0.221
Job title	9	Low-title (no title or junior title) vs. high- title (middle title or senior title)	49%	0.05	Fixed-effect	1.11 [1.03, 1.21]	0.007	0.223
Work seniority	3	Short (<10) vs. long (≥10)	50%	0.13	Fixed-effect	1.12 [1.82, 1.52]	0.48	0.117
Organizational affiliation	4	Authorized personnel vs. others	38%	0.20	Fixed-effect	0.85 [0.73, 1.00]	< 0.00001	0.400
Work stress	5	High vs. low	0%	0.62	Fixed-effect	3.14 [2.73, 3.61]	< 0.00001	0.169
Job satisfaction factors								
Overall job satisfaction	3	Satisfied vs. dissatisfied	91%	< 0.0001	Random-effect	0.15 [0.04, 0.51]	0.002	0.561
Promotion and individual development space	3	Satisfied vs. dissatisfied	56%	0.10	Random-effect	0.19 [0.12, 0.29]	< 0.00001	0.160
Interpersonal relationship	3	Satisfied vs. dissatisfied	0%	0.80	Fixed-effect	0.20 [0.15, 0.28]	< 0.00001	0.522
Keep busy and fulfilling	4	Satisfied vs. dissatisfied	61%	0.05	Random-effect	0.39 [0.33, 0.47]	< 0.00001	0.162
Sense of accomplishment	3	Satisfied vs. dissatisfied	85%	0.001	Random-effect	0.16 [0.08, 0.32]	< 0.00001	0.291

Income satisfaction	5	Satisfied vs. dissatisfied	94%	< 0.00001	Random-effect	0.33 [0.11, 0.95]	0.04	0.216
Work condition and environment	5	Satisfied vs. dissatisfied	0%	0.59	Fixed-effect	0.19 [0.15, 0.23]	< 0.00001	0.153
Attention by leaders	3	Satisfied vs. dissatisfied	0%	0.76	Fixed-effect	0.20 [0.15, 0.26]	< 0.00001	0.120
The competence of my manager in making decisions	3	Satisfied vs. dissatisfied	70%	0.04	Random-effect	0.18 [0.10, 0.32]	< 0.00001	0.210
Motivation and salary system	3	Satisfied vs. dissatisfied	69%	0.04	Random-effect	0.21 [0.11, 0.38]	< 0.00001	0.161
