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| **Association between salary and job tenure among Primary Health Care physicians: a cross-sectional national study** |
| **Background/Objectives:** Health systems based on Primary Health Care principles achieve better health results and greater equity in health than systems with a specialty care orientation. In Brazil, there is an inequitable geographic distribution and a high turnover of physicians working in Primary Health Care services, specially in remote areas of the country, threatening vulnerable populations’ health care access and one of the fundamental characteristics of Primary Care - the continuity of care. Some studies have shown that financial incentives might reduce turnover and help fixing physician shortages in remote areas, promoting equity in physician geographical distribution. To study the subject, a quantitative study on the association between salary and job tenure was conducted among physicians working in Brazilian Primary Health Care services.**Methods:** A cross-sectional exploratory national survey, approved by the University’s Research Ethics Committee, was conducted between June and November 2017. 6,759 digital, structured, self-applied questionnaires were emailed to physicians working in Brazilian Primary Health Care services. Statistical analysis was performed using t test for independent samples and Pearson's correlation. **Results:** Ninety-nine jobs in Brazilian Primary Health Care services were identified (51.5% women; mean age 38.8 years). Average wage per job was R$ 14,740 (SD ± R$ 13,213) and salary per hour varied between R$ 50 and R$ 600 (mean R$ 109; SD ± R$ 77.25). Mean remuneration per hour was higher in the North compared to the South (*p* = 0.043) and Southeast (*p* = 0.043) country regions. Job tenure varied between two and 360 months, with an average of 58 months (SD ± 63 months). There was a significant positive correlation between salary and job tenure (*r* = 0.221).**Discussion:** Although confusion biases are a possibility, the present study found a weak positive correlation between salary and job tenure among physicians working in Brazilian Primary Health Care services, which indicates that financial incentives may help reducing turnover and fixing Primary Health Care physician shortages in Brazilian remote areas and thus, might contribute to promoting equity in physician geographical distribution and populational health care access. **Keywords:** Primary Health Care; Equity in physician distribution; Primary Care Physicians. |