

Medical Training Survey 2019

Medical Board of Australia and Ahpra

Aboriginal and/or Torres Strait Islander workforce report

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MESSAGE FROM THE CHAIR

Thanks to the nearly 10,000 doctors in training who took part in the first Medical Training Survey (MTS). The survey gave trainees a collective voice, and the results detailed in this report now give the rest of us an opportunity to reflect and act on what they have said.

The MTS results create the first national, comprehensive picture of medical training in Australia. They provide an evidence-base that we can learn from to improve the culture of medicine and further strengthen medical training.

We have deliberately presented the results of the MTS unadorned. Trainee responses are presented in a series of static reports and the data are also accessible through an online reporting tool, accessible from the MTS website at <u>www.medicaltrainingsurvey.gov.au</u>. As promised, we have prioritised confidentiality and results are only published when there were 10 or more responses. We expect reporting detail to increase year on year, as the MTS is established.

The MTS aimed to gather the most comprehensive, national data possible about medical training in Australia. We are pleased to present these data directly to educators, policy makers, clinicians, employers and others who can use it to inform their work to strengthen medical training.

More than one in four trainees shared their perspectives on their training by doing the MTS. We hope that, over time, trainees gain confidence in the confidentiality and value of the MTS and that participation rates continue to increase. The MTS data are rich and provide fascinating insights. In general, trainees rate their quality of training very highly and there is a lot going well in medical training in Australia. Most trainees rated their quality of clinical supervision and teaching highly. About 75% of trainees work more than 40 hours per week, but many value the extra training opportunities this provides. Most trainees would recommend their current training post and nearly all intend to continue with their training program. We are delighted that close to 40% of eligible international medical graduates participated in the MTS and were generally very satisfied with their training experience. There are opportunities to improve trainee access to health and well-being support programs.

Trainees have sent a loud message about bullying and harassment and it is incumbent on all of us to heed it. We must all redouble our efforts to strengthen professional behaviour and deal effectively with unacceptable behaviour. We must do this if we are serious about improving the culture of medicine.

The Board is grateful to the stakeholders who worked with us to develop the MTS. Sincere thanks to all the members of our steering committee and advisory group, who shared their expertise and experience so openly. Special thanks to our small advisory group of doctors in training - with their vision, enthusiasm and commitment, the future of medicine is bright.



Dr Anne Tonkin Chair, Medical Board of Australia



INTRODUCTION

The Medical Training Survey (MTS) is a national, profession-wide survey of doctors in training in Australia. It is a confidential way to get national, comparative, profession-wide data to strengthen medical training in Australia. The MTS is conducted annually with doctors in training, with 2019 representing the first wave of data collection.

The objectives of the survey are to:

• promote better understanding of the quality of medical training in Australia

- identify how best to improve medical training in Australia, and
- identify and help deal with potential issues in medical training that could impact on patient safety, including environment and culture, unacceptable behaviours and poor supervision.

The Australian Health Practitioner Regulation Agency (Ahpra), on behalf of the Medical Board of Australia (the Board), commissioned EY Sweeney to undertake data collection and report on results for the MTS.

METHOD

Data collection for the MTS involved receiving responses to an online survey from n=9,917 doctors in training, with n=9,378 responses eligible for analysis (i.e. currently training in Australia) between 25 July and 7 October 2019.



doctors in training invited to the survey

responded to the survey



Different versions of the survey were used to reflect the particular training environment of doctors who are at different stages in their training. Doctors in training answered questions about their experiences in their workplace. This could be the doctor in training's current setting, workplace, placement or rotation, or might be a previous setting, if they have only been practising or training in their current setting for less than two weeks.

INTERPRETING THIS REPORT

This report provides key results based on n=48 Aboriginal and/or Torres Strait Islander doctors in training, compared against national results (n=9,378) of all doctors in training.

Bases exclude 'not applicable' responses or where the respondent skipped the question. Data in this report are unweighted. Labels on stacked charts are hidden for results 3% or less. Results with base sizes of less than n=10 are suppressed.

Data percentages displayed throughout the report are rounded to the nearest whole number. As such, if there is an expectation for a given chart or table that all percentages stated should add to 100% or nets should equal to the sum of their parts, this may not happen due to rounding.

For this report, results for Aboriginal and/or Torres Strait Islander doctors in training are presented at an overall level. To explore results within each jurisdiction please visit www.medicaltrainingsurvey.gov.au/results

Executive summary

OVERALL SATISFACTION

I would recommend my current training position to other doctors

		Total agree: 73%		Total	disagree: 15%
Aboriginal and/or Torres Strait Islanders	(n=48)	29%	44%	13%	13%
		Total agree: 78%		Tota	al disagree: 8%
National response	(n=7561)	31%	47%	14	1%

I would recommend my current workplace as a place to train

		Total agree: 69%	Total agree: 69%				Total disagree: 17%		
Aboriginal a Strait Island	nd/or Torres (n=48)	25%		44%		15%	%	17%	
Strait Islanders		Total agree: 76%					Total di	sagree: 9%	
National res	ponse (n=7561)	32%		4	14%	ľ	14%	6%	
Key:	 Strongly agree 	Agree	Neither	agree nor disagree	Disagree		Strongly disa	agree	
Base: Total	sample								

Q50. Thinking about your setting, to what extent do you agree or disagree with the following statements?

HIGHLIGHTS

Quality of orientation

Aboriginal and/or Torres

Aboriginal and/or Torres

Strait Islanders

Strait Islanders

National response

National response

•		Total excellent/good: 7	6%	To	tal terrible/	000r: 7%
Aboriginal and/or Torres Strait Islanders	6 (n=42)	26% 50%			17%	5%
Otrait Islanders		Total excellent/good: 7	71%	То	tal terrible/p	ooor: 5%
National response	(n=8062)	22%	49%		24%	4%

Quality of clinical supervision

-	Total excellent/good: 80%	terrible/poor: 4%	
(n=46)	26%	54%	15% 4%
	Total excellent/good: 84%	Total	terrible/poor: 4%
(n=8014)	40%	44%	12%

Quality of teaching sessions

	Total excellent/good: 7	Total excellent/good: 77%					
(n=48)	21%	56%	15%	6%			
	Total excellent/good: 8	otal terrible/p	oor: 3%				
(n=7877)	23%	58%	16%				

Quality of training to raise patient safety concerns

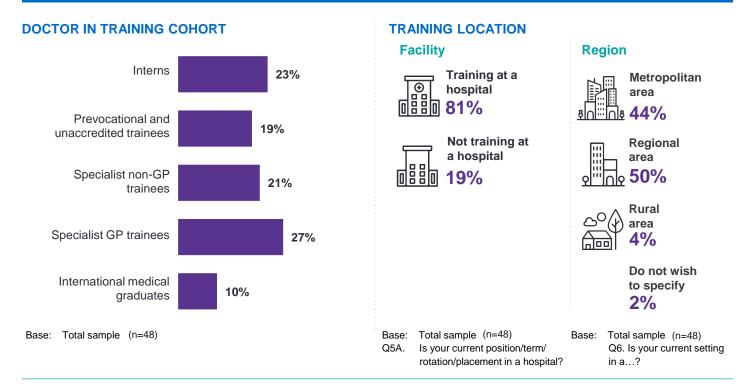
Aboriginal and/or Torres Strait Islanders (n=4			Total excellent/good: 69	Total terrible/poor: 6%			
		(n=48)	19%	50%		25%	4%
National response			Total excellent/good: 75	%		Total terrible/p	oor: 5%
		(n=7616)	25%		50%	20%	<mark>4%</mark>
Key:	Excell	ent	Good	Average	Poor	Terrible	

Orientation received | Q27B. How would you rate the quality of your orientation? Base:

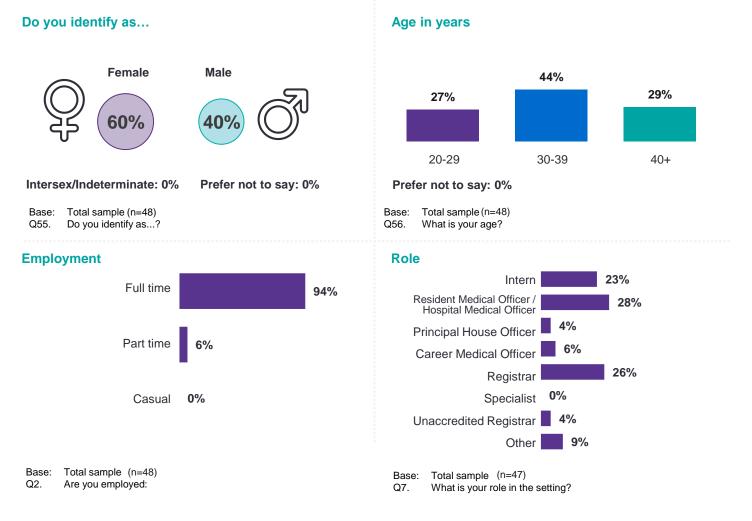
Have a supervisor | Q31. For your setting, how would you rate the quality of your clinical supervision / peer review? Base:

Total sample | Q39. Overall, how would you rate the quality of the teaching sessions? | Q48. In your setting, how would you rate the quality of your Base: training on how to raise concerns about patient safety?

Profile of Aboriginal and/or Torres Strait Islander doctors in training



DEMOGRAPHICS



PRIMARY DEGREE

Base:

Q58a.

Australia

New Zealand

Elsewhere

Total sample (n=48)

New Zealand?

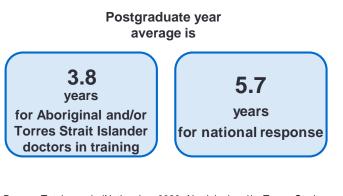
13%

Did you complete your primary medical degree in Australia or

85%

Profile of Aboriginal and/or Torres Strait Islander doctors in training

POSTGRADUATE YEAR

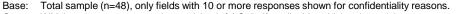


Base: Total sample (National: n=9329; Aboriginal and/or Torres Strait Islanders: n=48)

Q1. What is your postgraduate year?

CURRENT ROTATION / TERM / POSITION

Chart not shown due to insufficient sample size for individual rotations.

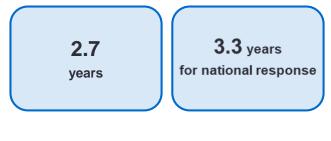


Q9a. Which area are you currently practising in? | Q9b. If applicable, which subspecialty area are you practising in?

Profile of Aboriginal and/or Torres Strait Islander doctors in training

SPECIALIST TRAINEES

On average, specialist trainees Aboriginal and/or Torres Strait Islander trainees have been in their training program for



Base: Specialist trainees (National: n=4685; Aboriginal and/or Torres Strait Islanders: n=23)

Q15. How many years have you been in the College training program?

INTERNATIONAL MEDICAL GRADUATES (IMGs)

Pathway

Chart not shown due to small base size.

Base: IMGs (n<10) Q11a. Which pathway are you in?

Specialist pathway assessment

Chart not shown due to small base size.

Base: IMGs selecting a specialist pathway or specialist and competent authority pathway (n<10)

Note: IMGs were shown other colleges. Only colleges with 10 or more responses are shown.

Q11b. Which college(s) did your specialist pathway assessment?

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INTERNATIONAL MEDICAL GRADUATES (IMGs)

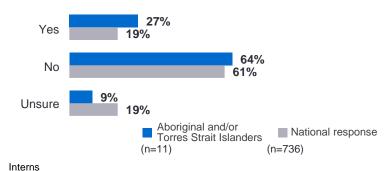
On average, IMGs Aboriginal and/or Torres Strait Islander trainees have held registration in Australia for



- Base: IMGs (National: n=1645; Aboriginal and/or Torres Strait Islanders: n<10)
- Q10. How many years have you held registration in Australia?

Training curriculum - Interns

ABORIGINAL AND/OR TORRES STRAIT ISLANDER INTERNS WITH A CURRENT TRAINING PLAN...



Aboriginal and/or Torres Strait Islander interns are more likely to have a training plan compared to the national response of interns.

Base:

Q12.

TRAINING PLAN

My plan is helping me to continue to develop as a doctor

Do you have a training plan / professional development plan?

Interns: Aboriginal and/or Torres Strait	(n<10)^	Anot shown due to small base	ot shown due to small base size.		
Islanders		Total agree: 86%	т	otal disagree: 2%	
Interns: National response	(n=138)	25%	61%	12%	

There are opportunities for me to meet the requirements of my plan in my current setting

Interns: Aboriginal and/or Torres Strait	(n<10)^	Anot shown due to si	mall base size.		
Islanders		Total agree: 80%	-	Total disag	gree: 11%
Interns: National	(1	
response	(n=138)	17%	63%	9%	9%

I understand what I need to do to meet my plan requirements

Interns: Aboriginal and/or Torres Strait	(n<10)^	^not shown due	to small base size.	
Islanders		Total agree: 8	otal disagree: 3%	
Interns: National				
response	(n=138)	14%	69%	14%

My plan is preparing me for future medical practice

and/or Torres Strait	(n<10)^	^not shown due to sm	nall base size.	
Islanders		Total agree: 85%	Tota	l disagree: 1%
Interns: National response	(n=137)	18%	68%	13%

My plan is advancing my knowledge

.. . . .

Interns: Aboriginal and/or Torres Strait	(n<10)^	^not shown due	to small b	base size.			
Islanders		Total agree: 8	5%			Total	disagree: 1%
Interns: National response	(n=138)	22%			62%		14%
Key: Strongly ag	gree	Agree	Ne	ither agree nor disagree	Disagree	Strongly disagree	

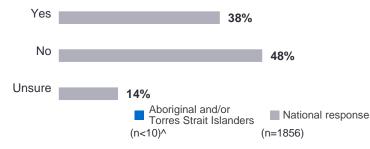
Base: Interns with a training plan. National response is filtered to interns with a training plan.

Q13. Thinking about your training / professional development plan, to what extent do you agree or disagree with the following statements?

. .

Training curriculum - Prevocational and unaccredited trainees

ABORIGINAL AND/OR TORRES STRAIT ISLANDER PREVOCATIONAL AND UNACCREDITED TRAINEES WITH A CURRENT TRAINING PLAN...



Anot shown due to small base size.

Base: Prevocational and unaccredited trainees Q12. Do you have a training plan / professional development plan? TRAINING PLAN

My plan is helping me to continue to develop as a doctor

Prevocational and unaccredited trainees: Aboriginal and/or Torres	(n<10)^	^not shown due to small base size.		
Strait Islanders		Total agree: 92%	Total d	lisagree: 2%
Prevocational and unaccredited trainees: National response	(n=681)	44%	48%	6%

There are opportunities for me to meet the requirements of my plan in my current setting

Prevocational and unaccredited trainees: Aboriginal and/or Torres	(n<10)^	Anot shown due to small base size	н.			
Strait Islanders		Total agree: 84% Total			ree: 6%	
Prevocational and unaccredited trainees: National response	(n=681)	30%	53%	10%	5%	

I understand what I need to do to meet my plan requirements

Prevocational and unaccredited trainees: Aboriginal and/or Torres	(n<10)^	Anot shown due to small base size.				
Strait Islanders		Total agree: 91%		Total disagree: 2%		
Prevocational and unaccredited trainees: National response	(n=681)	33%	58%	7%		

My plan is preparing me for future medical practice

Prevocational and unaccredited trainees: Aboriginal and/or Torres	(n<10)^	Anot shown due to small base size.			
Strait Islanders		Total agree: 93%	Total disagree: 2%		
Prevocational and unaccredited trainees: National response	(n=681)	37%	56%	5%	

My plan is advancing my knowledge

Prevocational and unaccredited trainees: Aboriginal and/or Torres Strait Islanders		(n<10)^		ot shown due to small base size. Total agree: 93% Total disagr				
unaccre	ational and edited trainees: Il response	(n=681)		40%	5	2%	5%	
Key:	 Strongly ag 	gree	Agree	Neither agree nor disagree	Disagree	Strongly disagree		
Base:	Prevocational and u a training plan.	naccredited t	rainees with a train	ing plan. National response is filtered t	to prevocational and un	accredited trainees with		

Q13. Thinking about your training / professional development plan, to what extent do you agree or disagree with the following statements?

Training curriculum - Specialist non-GP trainees

TRAINING PROGRAM PROVIDED BY COLLEGE

The College training program is relevant to my development

Specialist non-GP trainees: Aboriginal and/or Torres Strait Islanders		Total agree: 60%			Total disagree: 30		
	(n=10)	10%	50%	10%	10%	20%	
		Total agree: 88%				Total disagree: 5%	
Specialist non-GP trainees: National	(n=3287)	36%		52%		7%	
response							

There are opportunities to meet the requirements of the training program in my current setting

Specialist non-GP trainees: Aboriginal and/or Torres Strait Islanders	(n=10)	Total agree: 70%		Total disagree: 20%		
		10%	60%	10%	20%	
		Total agree: 86%			Total disagree: 7%	
Specialist non-GP trainees: National	(n=3286)	31%	55%	%	7% 5%	
response						

I understand what I need to do to meet my training program requirements

Specialist non-GP trainees: Aboriginal and/or Torres Strait	(n<10)^			
Islanders		Total agree: 90%	Tota	al disagree: 4%
Specialist non-GP trainees: National response	(n=3286)	33%	57%	6%

COMMUNICATION WITH COLLEGE

My College clearly communicates the requirements of my training program

Specialist non-GP trainees: Aboriginal and/or Torres Strait Islanders		Total agree: 40%			Total disagree: 50%			
	(n=10) (n=3273)	40%		10%	20%	30%		
		Total agree: 74%			Total disagree: 12%			
Specialist non-GP trainees: National		23%	51%		14%	10%		
response								

My College clearly communicates with me about changes to my training program and how they affect me

Specialist non-GP trainees: Aboriginal and/or Torres Strait	(n<10)^					4.407
Islanders		Total agree: 66%		Iota	I disagree:	14%
Specialist non-GP	(n=3243)	400/	400/	000/	4.4.07	407
trainees: National	(11=5245)	18%	48%	20%	11%	4%
response						

I know who to contact at the College about my training program

Specialist non-GP trainees: Aboriginal and/or Torres Strait Islanders		(n<10)^	Total agree: 75%	6			1	Total disa	gree: 12%
Specialist non-GP trainees: National response		(n=3272)	23%			53%		13%	9%
Key:	Strongly agr	ee	Agree	Ne	ither agree nor disagree	Disagree	Strong	gly disagree	
•	cialist non-GP tra king about your <		raining program, to	what ext	ent do you agree or disagre	e with each of the follow	wing statem	nents?	

Q21. I hinking about your <COLLEGE> training program, to what extent do you agree or disagree with each of the following statements?
Q22. Thinking about how <COLLEGE> communicates with you about your training program, to what extent do you agree or disagree with the following

statements?

Training curriculum - Specialist non-GP trainees

ENGAGEMENT WITH COLLEGE

The College seeks my views on the training program

Specialist non-GP trainees: Aboriginal and/or Torres Strait Islanders Specialist non-GP trainees: National		Total agree: 40% Total di					al disagree	: 60%
	(n=10)		40%		30%	30%		
		Total agree: 45%			Total disagree: 27%			
	(n=3240)	7%	38%		28%	21	%	6%
response								

I am represented by doctors in training on the College's training and/or education committees

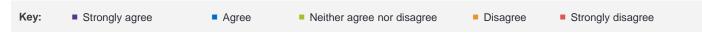
Specialist non-GP trainees: Aboriginal and/or Torres Strait Islanders		Total agree:	50%		Total disagree: 50%		
	(n=10)		50%	40%		10%	
		Total agree:	64%		Total d	lisagree: 11%	
Specialist non-GP trainees: National response	(n=3241)	11%	53%		25%	8%	

I am able to discuss the College training program with other doctors

Specialist non-GP trainees: Aboriginal and/or Torres Strait Islanders Specialist non-GP trainees: National		Total agree: 70%			Total disag	Total disagree: 20%	
	(n=10)		70%			10%	
		Total agree: 81%			Total disa	gree: 6%	
	(n=3241)	18%	63%		13%	5%	
response							

The College provides me with access to psychological and/or mental health support services

Specialist non-GP trainees: Aboriginal and/or Torres Strait Islanders		Total agree: 40%			Total dis		
	(n=10)		40%	10%	30%	20%	
		Total agree: 39%				Total disagree	e: 21%
Specialist non-GP trainees: National response	(n=3243)	7%	32%		40%	15%	6%

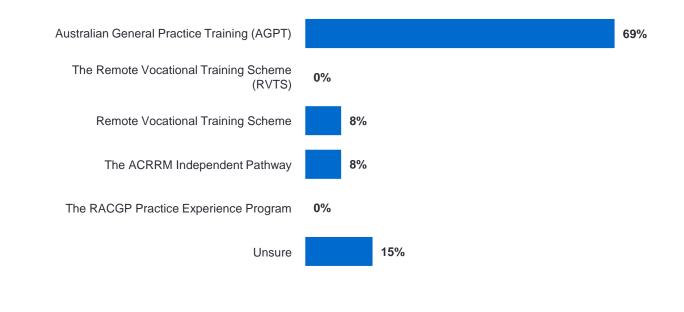


Base: Specialist non-GP trainees

Q25. Thinking about how <COLLEGE> engages with you, to what extent do you agree or disagree with the following statements?

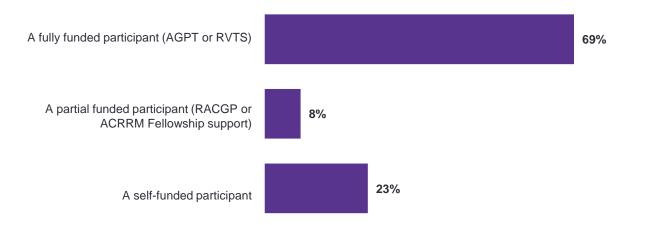
Training curriculum - Specialist GP trainees

PATHWAY



Base: Specialist GP trainees (n=13) Q16b. Which training program are you in? Q16c. Who provides your GP training?

FUNDING



Base: Specialist GP trainees (n=13)Q16a. Are you training for a career in general practice as:

Training curriculum - Specialist GP trainees

TRAINING PROGRAM PROVIDED BY COLLEGE

The College training program is relevant to my development

Total agree: 92% Total disagree: 0% Specialist GP trainees: Aboriginal and/or Torres (n=13) 54% 38% Strait Islanders Total agree: 88% Total disagree: 4% Specialist GP trainees: National response (n=1327) 30% 57%

There are opportunities to meet the requirements of the training program in my current setting

Specialist GP trainees:		Total agree: 100%			Tota	Total disagree: 0%		
Aboriginal and/or Torres (n=1 Strait Islanders Specialist GP trainees: National response (n=1	(n=13)	46%		54%				
	(n=1333)	Total agree: 88%			Tota	al disagree:	4%	
		28%		59%		8%		

I understand what I need to do to meet my training program requirements

Specialist GP trainees:	Total agree: 85%	Total agree: 85% Tot				
Aboriginal and/or Torres (n=13) Strait Islanders	31%	54%	15%			
	Total agree: 88%	Total agree: 88% Tot				
Specialist GP trainees: (n=133	28%	60%	8%			

COMMUNICATION WITH COLLEGE

My College clearly communicates the requirements of my training program

Specialist GP trainees:	Total agree: 85%	Total agree: 85%				
Aboriginal and/or Torres (n=13) Strait Islanders	3) 38 '	38% 46%				
	Total agree: 72%	Total agree: 72% Total disagree				
Specialist GP trainees: National response (n=1	330) 20%	52	2%	17%	8%	

My College clearly communicates with me about changes to my training program and how they affect me

Specialist GP trainees: Aboriginal and/or Torres (n=13)		Total agree: 85%	otal agree: 85%			
		15%	69%		15%	
Strait Islanders		Total agree: 65%		Total dis	sagree: 12%	
Specialist GP trainees: National response	(n=1330)	17%	48%	23%	9%	

I know who to contact at the College about my training program

Specialist GP trainees: Aboriginal and/or Torres (n=13)		Total agree: 77	Total agree: 77%					Total disagree: 8%	
		3	1%		46%	·	15%	8%	
Strait Islanders	Total agree: 60	%				Total disagr	ee: 22%		
	Specialist GP trainees: National response (n=1330)		18%		42%		18%	17%	5%
Key:	 Strongly agr 	ee	Agree	Neither agree	ee nor disagree	Disagree	Strong	y disagree	
Base: Q21. Q22.	ι,	<college></college>	01 0		ou agree or disagree aining program, to wh		Ũ		ina

ng p statements?

Training curriculum - Specialist GP trainees

ENGAGEMENT WITH COLLEGE

The College seeks my views on the training program

Specialist GP trainees:		Total ag	Total agree: 31%				Total disagree: 23%	
Aboriginal and/or Torres (n=13) Strait Islanders	13)	8%	23%		46%		15%	8%
		Total agree: 37%					Total disagree: 28%	
Specialist GP trainees: National response (n=1	1313)	8%	29%		34%		23%	5%

I am represented by doctors in training on the College's training and/or education committees

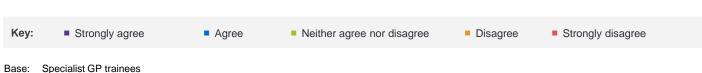
Specialist GP trainees: Aboriginal and/or Torres (n=13)		Total agre	ee: 69%		Total disagree: 0%		
		8%	62%	31%			
Strait Islanders Specialist GP trainees:	Total agre	Total agree: 52%			Total disagree: 13%		
National response	(n=1313)	10%	42%	35	5%	10%	

I am able to discuss the College training program with other doctors

Specialist GP trainees:		Total agree: 77%			Total disagree: 8%	
Aboriginal and/or Torres (n=13) Strait Islanders Specialist GP trainees:	8%	69%	·	15%	8%	
		Total agree: 71%			Total disagree: 8%	
National response	(n=1312)	13%	59%		20%	7%

The College provides me with access to psychological and/or mental health support services

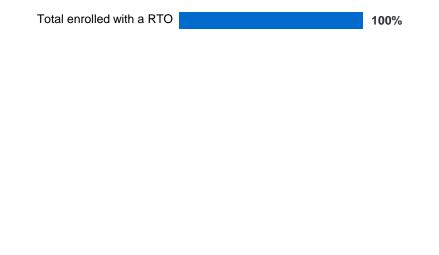
Specialist GP trainees:		Total ag	ree: 46%		Total disagree: 8%			
Aboriginal and/or Torres Strait Islanders	(n=13)	8%	38%		46%		8%	
Specialist GP trainees:		Total agree: 38%			Total disagree: 16%			
National response	(n=1312)	8%	30%		46%	12%	4%	



Q25. Thinking about how <COLLEGE> engages with you, to what extent do you agree or disagree with the following statements?

Regional Training Organisations (RTOs)

REGIONAL TRAINING ORGANISATIONS



Specialist GP trainees can be both enrolled in a Regional Training Organisation (RTO) as well as their specialist college (such as Australian College of Rural and Remote Medicine (ACRRM) and/or Royal Australian College of General Practitioners (RACGP)).

In total, 100% of specialist GP trainees who are also Aboriginal and/or Torres Strait Islander trainees are enrolled with a RTO.

Base: Specialist GP trainees, only fields with 10 or more responses shown for confidentiality reasons (n=11)

If applicable, which Regional Training Organisation provides your GP training? Q17.

TRAINING PROGRAM PROVIDED BY RTOS

The RTO's education program meets the College/s requirements

Specialist GP trainees: Aboriginal and/or Torres (n=11)		Total agree: 82%	otal disagree: 0%			
		55%		27%	18%	
Strait Islanders Specialist GP trainees:		Total agree: 83%		1	otal disagree:	4%
National response	(n=1170)	31%	Ę	52%	13%	

The RTO's education program is preparing me as a specialist

Aboriginal and/or Torres (n=11)		Total agree: 82%			Total disagree: 0%	
		36% 45%		18	%	
Strait Islanders		Total agree: 79%		Total disag	ree: 7%	
Specialist GP trainees: National response	(n=1169)	28%	51%	14%	4%	

The RTO's education program is advancing my knowledge

Specialist GP trainees: Aboriginal and/or Torres (n=11) Strait Islanders		Total agree:	Total agree: 73%				Total disagree: 0%		
			36%		36%		27%		
		Total agree:	80%				Total disag	ree: 6%	
	t GP trainees: response	(n=1170)		29%		51%		14%	4%
Key:	 Strongly agr 	ee	Agree	Neither a	gree nor disagree	Disagree	Strongly	disagree	
Base: Sr	necialist GP trainer	es specifying :	a RTO						

Q18. Thinking about your [Regional Training Organisation] training program, to what extent do you agree or disagree with each of the following statements?

Regional Training Organisations (RTOs)

COMMUNICATION WITH RTO

The RTO clearly communicates the requirements of my training program

Specialist GP trainees:		Total agree: 91%		Total disa	agree: 0%
Aboriginal and/or Torres Strait Islanders	(n=11)	27%	64%		9%
Specialist GP trainees:		Total agree: 79%		Total disa	gree: 10%
National response	(n=1158)	28%	51%	11%	7%

The RTO clearly communicates with me about changes to my training program and how they affect me

Specialist GP trainees:		Total agree: 82%				T	Total disagree: 0%	
Aboriginal and/or Torres Strait Islanders	(n=11)	36%		45%	6			18%
Specialist GP trainees:		Total agree: 74%				То	tal disa	agree: 11%
National response	(n=1159)	24%		49%		169	%	8%

I know who to contact at the RTO about my education program

Specialist GP trainees:		Total agree: 91%	Total disa	gree: 0%
Aboriginal and/or Torres Strait Islanders	(n=11)	36%	55%	9%
Strait Islanders Specialist GP trainees:		Total agree: 91%	Total disa	gree: 3%
National response	(n=1158)	39%	52%	6%

Key: Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Base: Specialist GP trainees specifying a RTO

Q19. Thinking about how your [Regional Training Organisation] communicates with you about your training program, to what extent do you agree or disagree with the following statements?

Regional Training Organisations (RTOs)

ENGAGEMENT WITH RTO

Specialist GP trainees: Aboriginal and/or Torres

Specialist GP trainees: National response

Strait Islanders

The RTO seeks my views on the structure and content of the education program

	Total agree	: 73%	I	Total disagr	ee: 0%		
(n=11)	9%		64%			27%	
	Total agree	: 58%		I		Total disagre	e: 20%
(n=1156)	17%		41%	22%		15%	6%

I am represented (by doctors in training e.g. registrar liaison officer) on the RTO's training and/or education committees 720/

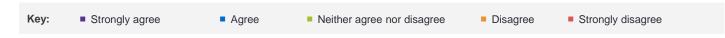
Specialist GP trainees: Aboriginal and/or Torres (n=11) Strait Islanders		Total agree: 73%	Total agree: 73%			
		27%	27% 45%			
		Total agree: 70%	Total disagree: 8%			
Specialist GP trainees: National response	(n=1156)	21%	49%	22%	5%	

I am able to discuss the RTO's education program with other doctors

Specialist GP trainees: Aboriginal and/or Torres (n=11) Strait Islanders		Total agree: 82%	-	Total disagre	e: 0%
		27%	55%	18%	
		Total agree: 82%		Total disagre	e: 5%
Specialist GP trainees: National response	(n=1155)	24%	58%	13%	4%

The RTO provides me with access to psychological and/or mental health support services

Specialist GP trainees: Aboriginal and/or Torres (n=11)		Total agr	Total disagree: 0%				
		9%	64%			27%	
Strait Islanders		Total agr	ee: 51%		Total d	isagree:	14%
Specialist GP trainees: National response	(n=1156)	16%	<mark>% 35%</mark>	35%		10%	4%

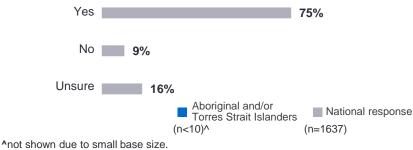


Base: Specialist GP trainees specifying a RTO

Q20. Thinking about how [Regional Training Organisation] engages with you, to what extent do you agree or disagree with the following statements?

Training curriculum - International medical graduates (IMGs)

ABORIGINAL AND/OR TORRES STRAIT ISLANDER IMGs WITH A CURRENT TRAINING/PROFESSIONAL DEVELOPMENT PLAN...



Base: IMGs

Q12. Do you have a training plan / professional development plan?

TRAINING/PROFESSIONAL DEVELOPMENT PLAN

My plan is helping me to continue to develop as a doctor

C (11	<10)^	not shown due to small base size.		
Torres Strait Islanders		Total agree: 92%	Total disag	ree: 2%
IMGs: National response (n=	=1212)	50%	42%	6%

There are opportunities for me to meet the requirements of my plan in my current setting

IMGs: Aboriginal and/or (n<10)^ Torres Strait Islanders	Anot shown due to small base size.		
Torres Strait Islanders	Total agree: 89% Total dis		
IMGs: National response (n=1202)	40%	48%	6% <mark>4%</mark>

I understand what I need to do to meet my plan requirements

IMGs: Aboriginal and/or (n<10)^ Torres Strait Islanders	Anot shown due to small base size.		
Torres Strait Islanders	Total agree: 93%	Total disag	ee: 2%
IMGs: National response (n=1211)	43%	50%	6%

My plan is preparing me to be a doctor/specialist in the Australian healthcare system^

IMGs: Aboriginal and/or Torres Strait Islanders (n<10)	^not shown due t	o small base size.				
	Total agree: 8	5%		Total o	lisagree	e: 5%
IMGs: National response (n=120	8)	44%	41%	,	10%	4%
Key: Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree		
^Note: This question was only asked	of IMGs.	ed to IMGs with a training plan. ent plan, to what extent do you agree or	disagree with the foll	owing statements?		

Training curriculum - International medical graduates (IMGs)

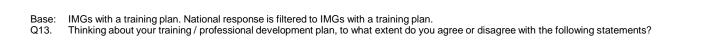
TRAINING/PROFESSIONAL DEVELOPMENT PLAN (continued)

My plan is preparing me for future medical practice

IMGs: Aboriginal and/or (n<10)^ Torres Strait Islanders	Anot shown due to small base size.	
	Total agree: 92%	Total disagree: 3%
IMGs: National response (n=1208)	47%	45% 6%

My plan is advancing my knowledge

IMGs: Aboriginal and/or (n<10)^ Torres Strait Islanders	Anot shown due to small base size.		
	Total agree: 93%	Total disag	ree: 2%
IMGs: National response (n=1208)	51%	41%	6%



Agree

Key:

Strongly agree

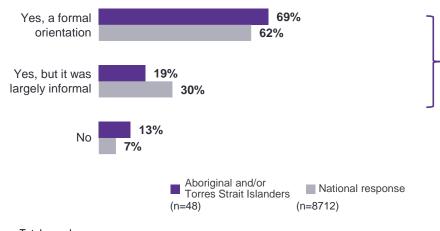
Neither agree nor disagree

Disagree

Strongly disagree

Orientation

DID YOU RECEIVE AN ORIENTATION TO YOUR SETTING?



Doctors in training were asked questions about their experiences in their workplace. This could be the doctor in training's current setting, workplace, placement or rotation, or might be a previous setting, if they had only been practising or training in their current setting for less than two weeks.

Base: Total sample

Q27a. Did you receive an orientation to your setting?

HOW WOULD YOU RATE THE QUALITY OF YOUR ORIENTATION?

		Total excellent/good: 76% Tot			errible/poor: 7%		
Aboriginal and/or Torres Strait Islanders	(n=42)	26%	50%		17%	5%	
otrait islanders		Total excelle	nt/good: 71%	Total terr	ible/poor	: 5%	
National response	(n=8062)	22%	49%		24%	4%	

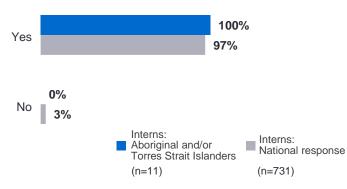
As shown in the chart above, 88% of Aboriginal and/or Torres Strait Islander doctors in training had an orientation in their current setting (versus national response of 93%).

76% of Aboriginal and/or Torres Strait Islander doctors in training rate the quality of the orientation as either 'excellent' or 'good', compared to the national response of 71%.



Assessment - Interns

IN THE LAST TERM THAT YOU COMPLETED, DID YOU RECEIVE AN END OF TERM ASSESSMENT?



Base: Interns

Q26a. In the last term that you completed, did you receive an end of term assessment?

ASSESSMENT ADMINISTRATION

My last term assessment was relevant to my training

Islanders		Total agree: 82%	Total disag	Total disagree: 9%	
	(n=11)	18%	64%	9%	9%
		Total agree: 78%		Total disag	gree: 8%
Interns: National response	(n=702)	24%	55%	13%	6%

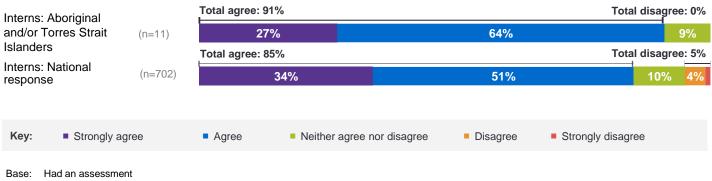
I had the opportunity to discuss my last term assessment feedback with my supervisor

Interns: Aboriginal		Total agree: 100%	Total dis	agree: 0%	
and/or Torres Strait (n=11) Islanders		36%	64%		
		Total agree: 82%	To	otal disa	gree: 11%
Interns: National response	(n=701)	32%	50%	7%	8%

My last term assessment provided me with useful feedback about my progress as an intern

Interns: Aboriginal		Total agree: 82%	Total	otal disagree: 9%		
and/or Torres Strait	(n=11)			9% 9%		
Islanders		Total agree: 68%		Total	disagree: 14%)
Interns: National response	(n=702)	24%	45%	18%	11%	

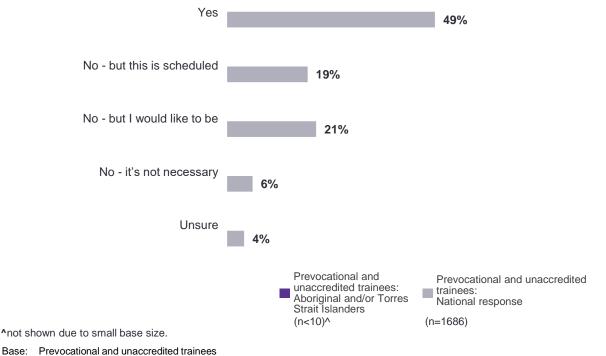
My last term assessment was conducted fairly



Q26b. To what extent do you agree or disagree with the following statements?

Assessment - Prevocational and unaccredited trainees

HAS YOUR PERFORMANCE BEEN ASSESSED IN YOUR SETTING?

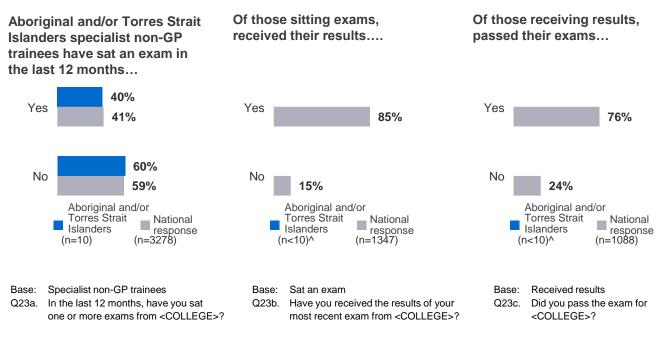


Base:

Q32. Has your performance been assessed in your setting?

Assessment - Specialist non-GP trainees

COLLEGE EXAMS



^not shown due to small base size.

The exam(s) always reflected the college training curriculum

Specialist non-GP trainees: Aboriginal	(n<10)^	Anot shown due to s	small base size.			
and/or Torres Strait Islanders		Total agree: 53%		F	Total disa	gree: 28%
Specialist non-GP trainees: National response	(n=1327)	10%	43%	19%	19%	9%

The information the college provided about the exam(s) was always accurate and appropriate

Specialist non-GP trainees: Aboriginal	(n<10)^	Anot shown due to sn	nall base size.			
and/or Torres Strait Islanders		Total agree: 61%			Total disagre	e: 20%∶
Specialist non-GP trainees: National response	(n=1328)	13%	48%	19%	13%	7%

The exam(s) always ran smoothly on the day

trainees	st non-GP : Aboriginal orres Strait	(n<10)^	Anot shown due	to small base size.			Total o	lisagree	e: 14%
Specialis	st non-GP National	(n=1330)	22%		57%		8%	8%	6%
Key:	 Strongly ag 	Iree	Agree	Neither agree nor disagree	Disagree	Strongly	disagree	;	

Base: Specialist non-GP trainees

Q24. Thinking about all your <COLLEGE> exam(s) not just the most recent, to what extent do you agree or disagree with the following statements?

Assessment - Specialist non-GP trainees

COLLEGE EXAMS (continued)

The exam(s) were always conducted fairly

Specialist non-GP trainees: Aboriginal and/or Torres Strait	(n<10)^	Anot shown due to sr	nall base size.			
Islanders		Total agree: 65%		Tota	I disagree	: 16%
Specialist non-GP trainees: National	(n=1324)	17%	49%	18%	10%	6%
response						

I received useful feedback about my performance in the exam(s)

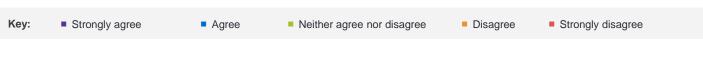
Specialist non-GP trainees: Aboriginal and/or Torres Strait	(n<10)^	^not shown	due to small base si	ze.		
Islanders		Total agree	e: 31%	1	1	Total disagree: 46%
Specialist non-GP trainees: National response	(n=1218)	6%	25%	23%	27%	19%

The feedback is timely

Specialist non-GP trainees: Aboriginal and/or Torres Strait	(n<10)^	^not shown d	ue to small base size.			
Islanders		Total agree:	41%		Tota	al disagree: 38%
Specialist non-GP trainees: National response	(n=1200)	7%	34%	22%	23%	15%

I received support from my College when needed

Specialist non-GP trainees: Aboriginal	(n<10)^	not shown d	ue to small base size.			
and/or Torres Strait Islanders		Total agree:	38%	4	Total dis	agree: 25%
Specialist non-GP trainees: National response	(n=1121)	8%	30%	36%	14%	12%

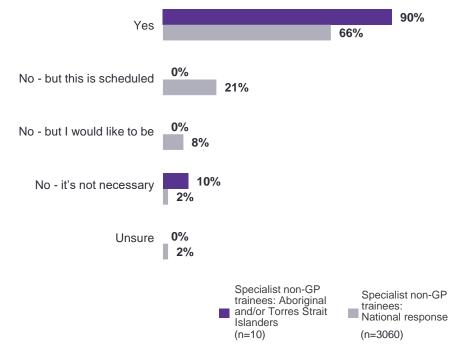


Base: Specialist non-GP trainees

Q24. Thinking about all your <COLLEGE> exam(s) not just the most recent, to what extent do you agree or disagree with the following statements?

Assessment - Specialist non-GP trainees

HAS YOUR PERFORMANCE BEEN ASSESSED IN YOUR SETTING?

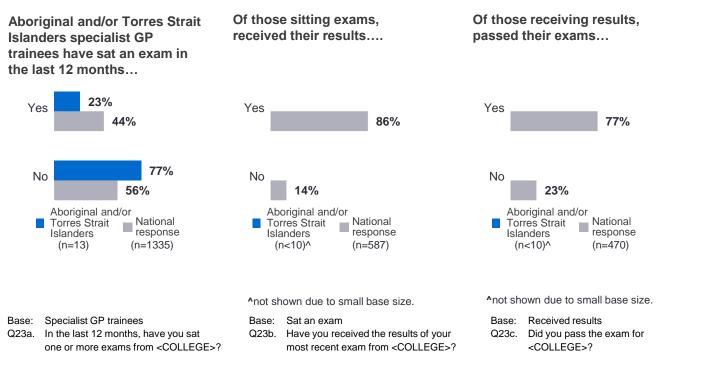


Base: Specialist non-GP trainees

Q32. Has your performance been assessed in your setting?

Assessment - Specialist GP trainees

COLLEGE EXAMS



The exam(s) always reflected the college training curriculum

Specialist GP trainees:							
Aboriginal and/or Torres $(n<10)^{\wedge}$ not shown due to small base size.							
Strait Islanders		Total agree:	57%		Total disage	ree: 23%	
Specialist GP trainees:		Total agree.	01 /0	ł	- Total alougi	00. 20 /0	
National response	(n=569)	12%	45%	20%	17%	7%	

The information the college provided about the exam(s) was always accurate and appropriate

	(n<10)^	^not shown d	due to small base size.			
Strait Islanders		Total agree:	61%	Tot	al disagree	: 17%
Specialist GP trainees: National response	(n=572)	13%	49%	22%	11%	6%

The exam(s) always ran smoothly on the day

Specialist GP trainees: Aboriginal and/or Torres (n<10)^ Strait Islanders	^not shown due to Total agree: 73%			Total	Total disagree: 15% 12% 10% 5% ngly disagree 5%		
Specialist GP trainees: National response (n=572)	20%	53%		12%	10%	5%	
Key: Strongly agree	Agree	Neither agree nor disagree	Disagree	 Strongly disage 	ree		
Base: Specialist GP trainees							

Q24. Thinking about all your <COLLEGE> exam(s) not just the most recent, to what extent do you agree or disagree with the following statements?

Assessment - Specialist GP trainees

COLLEGE EXAMS (continued)

The exam(s) were always conducted fairly

Specialist GP trainees: Aboriginal and/or Torres Strait Islanders Specialist GP trainees:	(n<10)^	Anot shown due to		Total dis	agree: 12%
National response	(n=572)	17%	53%	18%	8% 4%

I received useful feedback about my performance in the exam(s)

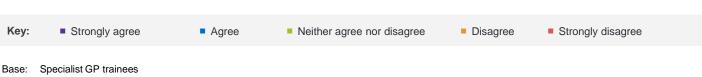
Specialist GP trainees: Aboriginal and/or Torres Strait Islanders	(n<10)^	^not sho	own due to small base size			
		Total ag	gree: 33%			Total disagree: 44%
Specialist GP trainees: National response	(n=534)	7%	25%	23%	23%	21%

The feedback is timely

Specialist GP trainees: Aboriginal and/or Torres	(n<10)^	Anot sho	wn due to small base size.			
Strait Islanders	(n<10)/		ree: 38%		Total d	lisagree: 38%
Specialist GP trainees:		J			H	
National response	(n=527)	7%	31%	24%	24%	14%

I received support from my College when needed

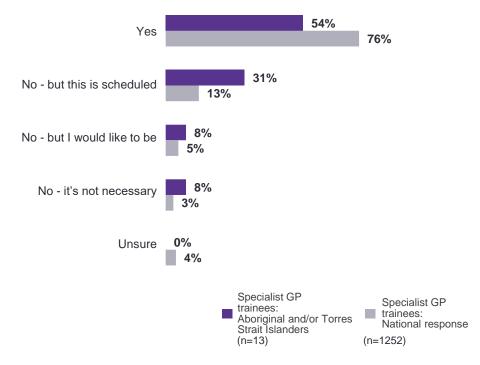
Specialist GP trainees:									
Aboriginal and/or Torres	(n<10)^	^not shown	Anot shown due to small base size. Total agree: 45% Total disagree: 20						
Strait Islanders	· · /	Total agro							
Specialist GP trainees:		Total agree	e. 43 /8		l otal disagi	ee. 2078			
National response	(n=508)	9%	36%	34%	12%	8%			



Q24. Thinking about all your <COLLEGE> exam(s) not just the most recent, to what extent do you agree or disagree with the following statements?

Assessment - Specialist GP trainees

HAS YOUR PERFORMANCE BEEN ASSESSED IN YOUR SETTING?

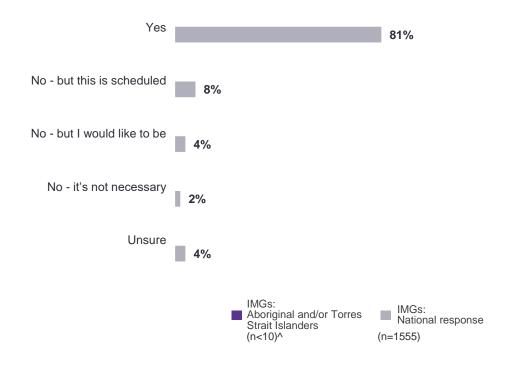


Base: Specialist GP trainees

Q32. Has your performance been assessed in your setting?

Assessment - International medical graduates (IMGs)

HAS YOUR PERFORMANCE BEEN ASSESSED IN YOUR SETTING?



not shown due to small base size.

Base: IMGs

Q32. Has your performance been assessed in your setting?

Clinical supervision

WHO MAINLY PROVIDES YOUR CLINICAL SUPERVISION?



As a total, 96% of Aboriginal and/or Torres Strait Islander doctors in training have a clinical supervisor.

80% of Aboriginal and/or Torres Strait Islander doctors in training (who have a clinical supervisor) rate the quality of the supervision at their clinical setting as either 'excellent' or 'good', compared to the national response of 84% (see below).

HOW WOULD YOU RATE THE QUALITY OF YOUR SUPERVISION?

Aboriginal and/or Torres (n=46) Strait Islanders			Total excellent/good: 80%	Total terrible/poor: 4%		
		6 (n=46)	26%		54%	15% 4%
			Total excellent/good: 84% Tota			Total terrible/poor: 4%
Natior	nal response	(n=8014)	40%		44%	12%
Key	: Exce	ellent	Good	Average	Poor	Terrible
Base: Q28. Base: Q31.	Received supervision	on	es your clinical supervision? ate the quality of your clinical super	vision?		

IF CLINICAL SUPERVISOR(S) ARE NOT AVAILABLE ...

I am able to contact other senior medical staff IN HOURS if I am concerned about a patient

		Total agree: 91%	Total disagree: 4%		
Aboriginal and/or Torres Strait Islanders	(n=46)	59%	33%	4% <mark>4%</mark>	
		Total agree: 97%	Total disa	igree: 1%	
National response	(n=8415)	66%	30%		

I am able to contact other senior medical staff AFTER HOURS if I am concerned about a patient

		Total agree: 89% Total disag				sagree: 7%
Aboriginal and/or Torres (n=46) Strait Islanders		57% 33%				4% 7%
		Total agree: 91% Total dis			sagree: 2%	
National response (r	n=8412)		54%		38%	6%
Key: Strongly agree		Agree	Neither agree nor disagree	Disagree	Strongly disagree	

Base: Total sample

Q29. To what extent do you agree or disagree with the following statements?

Clinical supervision

HOW WOULD YOU RATE THE QUALITY OF YOUR OVERALL CLINICAL SUPERVISION FOR?

Average out of 5 (1=very poor - 5=very good)

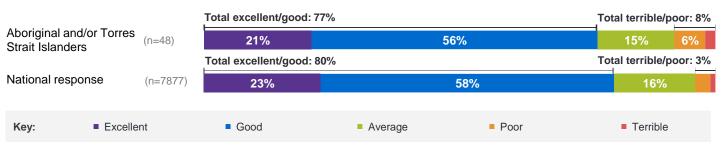
Accessibility	$\begin{array}{c} & & & & & & & & & & & & & & & & & & &$
Helpfulness	$\begin{array}{c} & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & \\ & & & & \\ & & & & \\ & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & & \\ & & & & \\ & & & & \\ & & & & & \\ & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ &$
Allowing for an appropriate level of responsibility	$\begin{array}{c} & & & \\ & & & & \\ & & & \\ & & & & & \\ & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\$
Ensuring that you only deal with clinical problems that you are ready for or have the experience to address	$\begin{array}{c} & & & \\ & & & & \\ & & & \\ & & & & & \\ & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\$
Including opportunities to develop your skills	$\begin{array}{c} & & & \\ & & & \\ & & & \\ & & \\ & & \\ & & & \\ & & \\ & & & \\ & & \\ & & & \\ & & & \\ & &$
Usefulness of feedback	$\begin{array}{c} & & & & \\ & & & & \\ & & & & \\ & & & \\ & & & & & \\ & & & & \\ & & & & \\ & & & & & \\ & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & &$
Regular, INFORMAL feedback	$\begin{array}{c} & & & \\ & & & & \\ & & & \\ & & & \\ & & & & & \\ & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & &$
Meeting your training plan/pathway requirements	$\begin{array}{c} & & & & \\ & & & & \\ & & & & \\ & & & & $
Discussions about my goals and learning objectives	$\begin{array}{c} & & & & & & \\ & & & & & & & \\ & & & & $
Regular, FORMAL feedback	$\begin{array}{c} & & & & \\ & & & & \\ & & & & \\ & & & & $
Base: Have a supervisor	Aboriginal and/or Torres Strait Islande(max n=46) National response (max n=7951)

Various aspects of the quality of supervision are detailed left, with average ratings (given on a scale from 1-5) charted for Aboriginal and/or Torres Strait Islanders and the national response.

Q30. In your setting, how would you rate the quality of your overall clinical supervision for?

Access to teaching

OVERALL, HOW WOULD YOU RATE THE QUALITY OF THE TEACHING SESSIONS?



Base: Total sample

Q39. Overall, how would you rate the quality of the teaching sessions?

DEVELOPMENT OF CLINICAL AND PRACTICAL SKILLS

There is a range of opportunities to develop my clinical skills

		Total agree: 85% Tota			ree: 8%
Aboriginal and/or Torres Strait Islanders	(n=48)	31%	54%	6%	6%
		Total agree: 89%	Total	disagr	ree: 4%
National response	(n=8074)	32%	56%	7	%

There is a range of opportunities to develop my procedural skills

		Total agree: 70%			Total disagree: 11%		
Aboriginal and/or Torres Strait Islanders	(n=47)	30%	40%		19%	9%	
		Total agree: 77%			Total disa	gree: 10%	
National response	(n=7746)	27%	49%	ľ	14%	8%	

I can access the opportunities available to me

AL 1/ -		Total agree: 71%			Total disagree: 13%		
Aboriginal and/or Torres Strait Islanders	(n=48)	(n=48) 25% 46%		17%		10%	
		Total agree: 82%		Т	otal disa	gree: 6%	
National response	(n=8101)	26%	56%		12%	5%	

I have to compete with other doctors for access to opportunities

<u> . .</u>		Total agree:	47%		Total disa	gree: 36%
Aboriginal and/or Torres Strait Islanders	(n=47)	15%	32%	17%	23%	13%
		Total agree:	43%	Total disa	gree: 35%	
National response	(n=7903)	12%	31%	22%	27%	8%

I have to compete with other health professionals for access to opportunities

Total agree: 33% Total disagree: 44% Aboriginal and/or Torres 16% (n=45) 18% 22% 31% 13% Strait Islanders Total agree: 28% Total disagree: 49% National response (n=7772) 7% 21% 23% 37% 12 Key: Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

Base: Total sample

Q33. Thinking about the development of your clinical and practical skills, to what extent do you agree or disagree with the following statements?

Access to teaching

ACCESS TO TEACHING AND RESEARCH

I have access to protected study time/leave

Aboriginal and/or Torres		Total agree: 48%				Total disagr	ee: 40%
Strait Islanders	(n=48)	21%	27%	13%	25%	1	5%
		Total agree: 63%			1	Total disagr	ee: 21%
National response	(n=8091)	22%	41%		15%	14%	7%

I am able to attend RTO education events^

Specialist GP trainees: Aboriginal and/or Torres Strait Islanders Specialist GP trainees:		Total agree: 55%		Тс	otal disagree	e: 9%
	(n=11)	36%	18%	36%		9%
		Total agree: 84% Tot			tal disagree	e: 4%
National response	(n=1062)	39%		45%	12%	4%

I am able to attend conferences, courses and/or external education events

Aboriginal and/or Torres		Total agree: 63%		Total disagree		agree: 23%
Strait Islanders	(n=48)	21%	42%	15%	17%	6%
		Total agree: 70%			Total disa	agree: 11%
National response	(n=8082)	23%	48%		18%	9%

My GP supervisor supports me to attend formal and informal teaching sessions^

Specialist GP trainees:		Total agree: 85%		Total disagree: 8%
Aboriginal and/or Torres Strait Islanders Specialist GP trainees:	(n=13)	23%	62%	8% 8%
		Total agree: 76%		Total disagree: 5%
National response	(n=1236)	28%	49%	19%

My employer supports me to attend formal and informal teaching sessions

Aboriginal and/or Torres		Total agree: 69%		Total of	lisagree: 15%
Strait Islanders	(n=48)	25%	44%	17%	10% 4%
		Total agree: 75%		Total	disagree: 9%
National response	(n=8090)	28%	48%	15%	7%

I am able participate in research activities

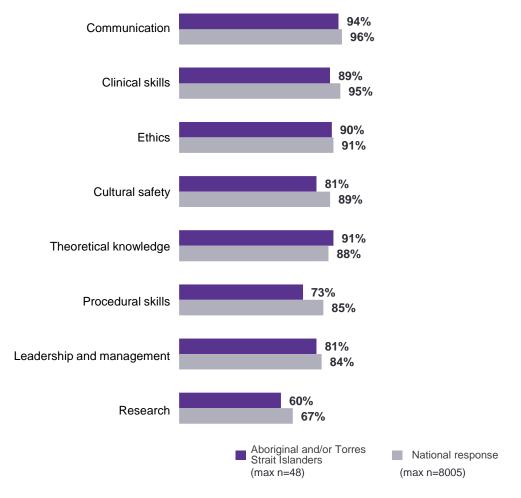
Aboriginal and/or Torres		Total agree: 58	Total agree: 58%			otal disagree: 19%
Strait Islanders	(n=48)	15%	44%		23%	15% 4%
		Total agree: 57	%		Тс	otal disagree: 12%
National response	(n=8089)	16%	41%		31%	9%
Key: Strongly a	gree	Agree	Neither agree nor disagree	Disagree	Strongly disa	agree
Base: Total sample						

Note: These questions were only asked of Specialist GP trainees, as such, data is filtered to Specialist GP trainees

Q34. Thinking about access to teaching and research in your setting, to what extent do you agree or disagree with the following statements?

Access to teaching

DO YOU HAVE SUFFICIENT OPPORTUNITIES TO DEVELOP YOUR? (% yes)



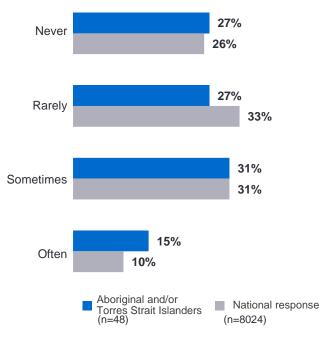
Base: Total sample excluding not applicable

Q35. In your setting, do you have sufficient opportunities to develop your?

Access to teaching

TRAINING AND OTHER JOB RESPONSIBILITIES

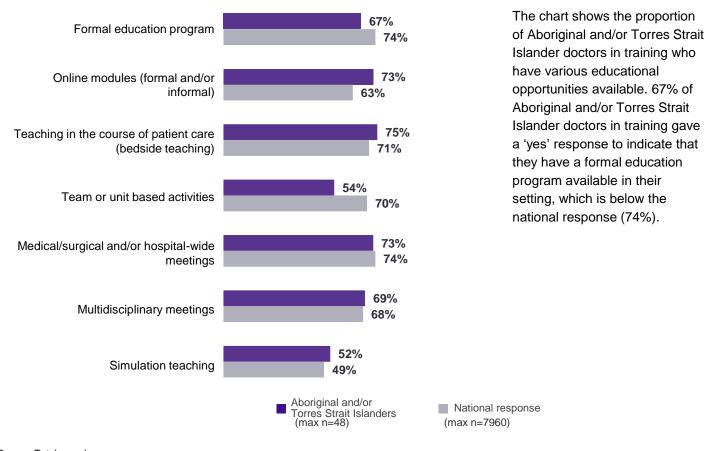
How regularly job responsibilities are preventing doctors in training from meeting training requirements



Base: Total sample

Q36. Which of the following statements best describes the interaction between your training requirements and the other responsibilities of your job?

Access to teaching



WHICH OF THE FOLLOWING EDUCATIONAL OPPORTUNITIES ARE AVAILABLE TO YOU IN YOUR SETTING? (% yes)

Base: Total sample

Q37. Which of the following educational opportunities are available to you in your setting?

THE FOLLOWING EDUCATIONAL ACTIVITIES HAVE BEEN USEFUL IN YOUR DEVELOPMENT AS A DOCTOR

Formal education progra	am				Among Aboriginal and/or Torres
		Total agree: 75% Total disagree: 3%			Strait Islander doctors in training
Aboriginal and/or Torres Strait Islanders	n=32)	34%	41% 2	2%	who report formal education is
		Total agree: 91%	Total disag	gree: 3%	available (as shown on the chart above), 75% find this training
National response (n	n=5804)	43%	48%	6%	useful.
					The charts are continued on the next page.
Key: Strongly agree		Agree Neith	er agree nor disagree	Disagre	ee Strongly disagree

Base: Where educational opportunity is available

Q38. To what extent do you agree or disagree that the following educational activities have been useful in your development as a doctor?

Access to teaching

THE FOLLOWING EDUCATIONAL ACTIVITIES HAVE BEEN USEFUL IN YOUR DEVELOPMENT AS A DOCTOR (continued)

Online modules (formal and/or informal)

		Total agree: 68%	Total disagree: 9			
Aboriginal and/or Torres (n=34) Strait Islanders		32% <u>35%</u>			24%	6%
Strait Islanders		Total agree: 75%			Total disagree: 10%	
National response	(n=4837)	30%	45%		15%	8%

Teaching in the course of patient care (bedside teaching)

Aboriginal and/or Torres Strait Islanders		Total agree: 97%	Total disagree: 0%
	(n=35)	49%	49%
		Total agree: 96%	Total disagree: 0%
National response	(n=5542)	55%	42%

Team or unit based activities

		Total agree: 77%	,	Total disag	ree: 8%
Aboriginal and/or Torres Strait Islanders	(n=26)	35%	42%	15%	8%
Strait Islanders		Total agree: 89%		Total disagree: 2%	
National response	(n=5450)	37%	52%		9%

Medical/surgical and/or hospital-wide meetings

		Total agree: 65%		Total disagree: 6%			
Aboriginal and/or Torres (n=34) Strait Islanders		18% 47%			29%		
Strait Islanders		Total agree: 76%			Total disag	gree: 7%	
National response	(n=5774)	25%	51%	ľ	17%	6%	

Multidisciplinary meetings

Aboriginal and/or Torres (n=32)

-	Total agree: 81%		Total disagre	e: 6%
(n=32)	25%	56%	13%	6%
	Total agree: 80%		Total disagre	e: 5%
(n=5320)	29%	51%	14%	4%

Simulation teaching

Strait Islanders

National response

-		Total agree: 84%	6		Total di	sagree:	4%
Aboriginal and/or Torres Strait Islanders	(n=25)		48%	369	%	12%	4%
Strait Islanders		Total agree: 93%			Total disagree: 1%		
National response	(n=3843)		50%	43%			5%
Key: Strongly agr	ee	Agree	Neither agree nor disagree	Disagree	Strongly disagree		

Base: Where educational opportunity is available

Q38. To what extent do you agree or disagree that the following educational activities have been useful in your development as a doctor?

Facilities

HOW WOULD YOU RATE THE QUALITY OF THE FOLLOWING IN YOUR SETTING?

Reliable internet for	training	ourposes				Not provided
Aboriginal and/or		Total excellent/good: 76%		Total terrible/po	or: 13%	
Aboriginal and/or Torres Strait Islanders	(n=46)	28%	48%	11% 9	<mark>% 4%</mark>	(n=2)
National roomana		Total excellent/good: 76%		Total terrible/po	oor: 7%	
National response	(n=7598)	33%	43%	17%	5%	(n=189)
Educational resourc	es					
		Total excellent/good: 68%		Total terrible/po	or: 15%	
Aboriginal and/or Torres Strait Islanders	s (n=47)	19%	49%	17% 1	5%	(n=1)
		Total excellent/good: 73%		Total terrible/po	oor: 5%	
National response	(n=7669)	23%	50%	22%	4%	(n=120)
Working space, suc	h as a de	sk and computer				
		Total excellent/good: 59%		Total terrible/po	or: 18%	
Aboriginal and/or Torres Strait Islanders	6 (n=44)	23%	36%	23% 11%	7%	(n=4)
		Total excellent/good: 62%		Total terrible/poo	or: 14%	
National response	(n=7668)	24%	38%	24% 10	0% 4%	(n=148)
Teaching spaces						
Aboriginal and/or Torres		Total excellent/good: 61%		Total terrible/po	or: 16%	
Strait Islanders	(n=44)	27%	34%		%	(n=3)
Netional reasons -		Total excellent/good: 64%		Total terrible/po	oor: 9%	
National response	(n=7509)	19%	45%	27%	7%	(n=196)



Workplace environment and culture

CULTURE WITHIN THE TRAINEE'S SETTING

Most senior medical staff are supportive

		Total agree: 83%		т	otal disagr	'ee: 6%
Aboriginal and/or Torres (n=- Strait Islanders	s _(n=48)	33%	50%		10%	4%
		Total agree: 91%		Т	otal disagr	ee: 3%
National response	(n=7764)	45%		45%		6%

My workplace supports staff wellbeing

		Total agree: 60%	Total disagree: 19%			
Aboriginal and/or Torres (n:	(n=48)	25%	35%	21%	15%	<mark>% 4%</mark>
Strait Islanders		Total agree: 75%			Total disa	gree: 10%
National response	(n=7746)	30%	45%		15%	7%

In practice, my workplace supports me to achieve a good work/life balance

		Total agree: 50%				disagree	23%	
Aboriginal and/or Torres Strait Islanders	(n=48)	21%	29%	27%		17	%	6%
Strait Islanders		Total agree: 64%			ł	Total	disagree	. 17%
National response	(n=7755)	25%	39%		19%		13%	4%

I have a good work/life balance

		Total agree: 56%		Tot		otal disagree: 29%	
Aboriginal and/or Torres Strait Islanders	(n=48)	17% 40% 15%		15%		19%	10%
Strait Islanders		Total agree: 59%				Total disag	ree: 21%
National response	(n=7754)	19%	41%	20%	, 0	16%	5%



Base: Total sample Q41. Thinking about the workplace environment and culture in your setting, to what extent do you agree or disagree with the following statements?

Workplace environment and culture

CULTURE WITHIN THE TRAINEE'S SETTING (continued)

Bullying, harassment and discrimination (including racism) by anyone is not tolerated at my workplace

		Total agree: 63%	al disa	gree: 17%			
Aboriginal and/or Torres	(n=48)	25% 38% 21%		21%			17%
Strait Islanders		Total agree: 75%		Total disagree: 10%			gree: 10%
National response	(n=7760)	32%	44%		149	%	8%

I know how to raise concerns/issues about bullying, harassment and discrimination (including racism) in my workplace

		Total agree: 77%	Total disagree: 8%			
Aboriginal and/or Torres	(n=48)	31%	46%	15%	6%	
Strait Islanders		Total agree: 80%		Total disag	jree: 8%	
National response	(n=7763)	27%	53%	13%	6%	

I am confident that I could raise concerns/issues about bullying, harassment and discrimination (including racism) in my workplace

		Total agree: 67%	l.	Total disagree: 21%		21%	
Aboriginal and/or Torres Strait Islanders	(n=48)	⁽⁸⁾ 31% 35%		13%	13%	8	%
Strait Islanders		Total agree: 71%	Total disa				13%
National response	(n=7761)	26%	45%	16	%	9%	4%

I could access support from my workplace if I experienced stress or a traumatic event

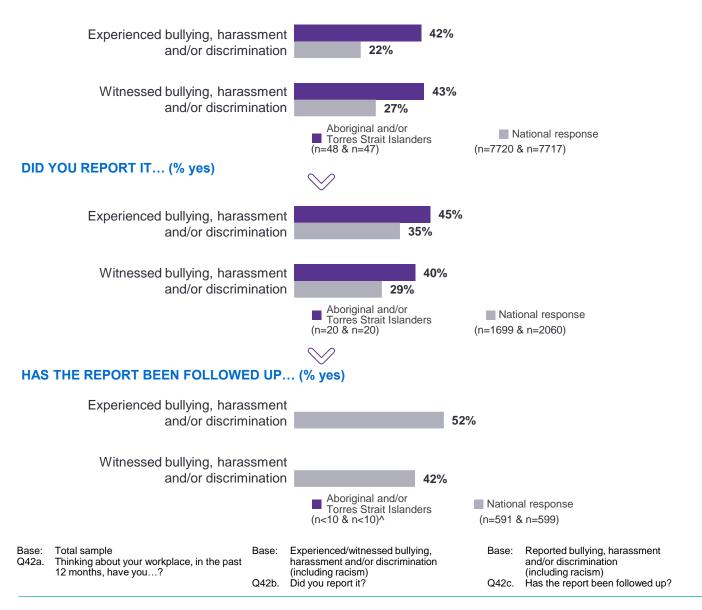
		Total agree: 73%	Total disagree: 17%			
Aboriginal and/or Torres Strait Islanders	(n=48)	33% 40%		10%	13%	4%
Strait Islanders		Total agree: 75%		То	tal disagre	e: 8%
National response	(n=7761)	27%	48%	17	%	6%



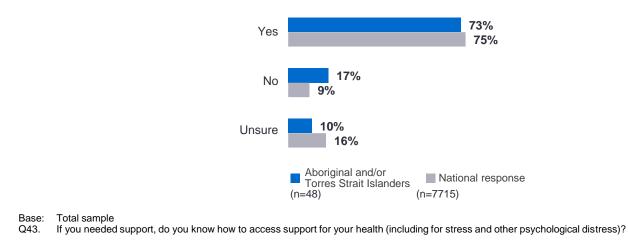
Q41. Thinking about the workplace environment and culture in your setting, to what extent do you agree or disagree with the following statements?

Workplace environment and culture





IF YOU NEEDED SUPPORT, DO YOU KNOW HOW TO ACCESS SUPPORT FOR YOUR HEALTH (INCLUDING FOR STRESS AND OTHER PSYCHOLOGICAL DISTRESS)?



Workplace environment and culture

HOW OFTEN DO THE FOLLOWING ADVERSELY AFFECT YOUR WELLBEING IN YOUR SETTING?

The amount of work I am expected to do

		Total always/most of the time: 48%	Total sometimes/never: 52%
Aboriginal and/or Torres Strait Islanders	(n=48)	13% 35%	33% 19%
		Total always/most of the time: 27%	Total sometimes/never: 73%
National response	(n=7675)	8% <mark>19%</mark> 5	4% 18%
Having to work paid	overtime		
Aboriginal and/or Torres		Total always/most of the time: 33%	Total sometimes/never: 67%
Strait Islanders	(n=48)	10% 23% 38%	
National roopana	(* 7000)	Total always/most of the time: 15%	Total sometimes/never: 85%
National response	(n=7666)	<u>5% 10%</u> 44%	41%
Having to work unpa	aid overtin	ne	
		Total always/most of the time: 25%	Total sometimes/never: 75%
Aboriginal and/or Torres Strait Islanders	(n=48)	13% 13% 46%	29%
		Total always/most of the time: 25% ■	Total sometimes/never: 75%
National response	(n=7672)	10% 14% 37%	38%
Dealing with patient	expectati	ons	
		Total always/most of the time: 25%	Total sometimes/never: 75%
Aboriginal and/or Torres Strait Islanders	(n=48)	6% 19% 52%	23%
		Total always/most of the time: 22%	Total sometimes/never: 78%
National response	(n=7670)	6% 16% 57%	21%
Dealing with patients	s' families	5	
		Total always/most of the time: 25%	Total sometimes/never: 75%
Aboriginal and/or Torres Strait Islanders	(n=48)	6% 19% 52%	23%
Strait Islanders		Total always/most of the time: 18%	Total sometimes/never: 82%
National response	(n=7668)	5% 13% 59%	23%
Expectations of supe	ervisors		
		Total always/most of the time: 35%	Total sometimes/never: 65%
Aboriginal and/or Torres	(n=48)	15% 21% 35	% 29%
Strait Islanders		Total always/most of the time: 18%	Total sometimes/never: 82%
National response	(n=7671)	6% 12% 48%	34%
Key: Al	ways	 Most of the time Source 	metimes Never
Base: Total sample Q44. How often do the	following adv	ersely affect your wellbeing in your setting?	

Workplace environment and culture

HOW OFTEN DO THE FOLLOWING ADVERSELY AFFECT YOUR WELLBEING IN YOUR SETTING? (continued)

Supervisor feedback

		Total	always/most o	of the time: 21%	Total sometimes/never: 79%
Aboriginal and/or Torres Strait Islanders (n=48)		nd/or Torres (n=48)		33%	46%
		Tota	l always/most o	of the time: 12%	Total sometimes/never: 88%
National response	(n=7671)	4%	8%	39%	48%

Having to relocate for work

		Total always/	I always/most of the time: 27% Total sometimes/r			
Aboriginal and/or Torres Strait Islanders	(n=48)	15%	13% 31%		42%	
otrait iolandoro		Total always/	most of the t	time: 24%	Total sometimes/never: 76%	
National response	(n=7644)	12%	13%	34%	42%	

Being expected to do work that I don't feel confident doing

		Total always	s/most of	the time: 21%		Total sometimes/never: 79%
Aboriginal and/or Torres Strait Islanders	(n=48)	19	%	46%		33%
		Total always	s/most of	the time: 11%		Total sometimes/never: 89%
National response	(n=7642)	4% 7%		45%		44%

Limited access to senior clinicians

		Total alwa	ays/most of	the time: 21%	Total sometimes/never: 79%	
Aboriginal and/or Torres Strait Islanders	(n=48)	8%	8% 13% 38%		42%	
		Total alw	ays/most of	the time: 9%	Total sometimes/never: 91%	
National response	(n=7645)	6%	_	37%	53%	

Lack of appreciation

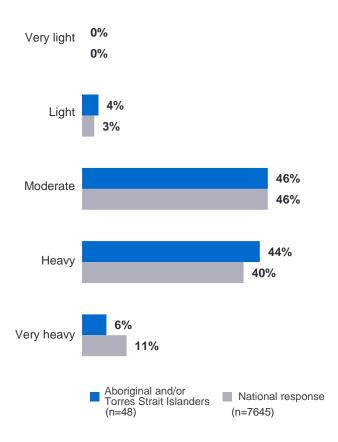
		Total alwa	ays/most of	the time: 35%		Total sometimes/never: 65%
Aboriginal and/or Torres Strait Islanders	(n=48)	13%		23%	27%	38%
Otrait Islanders		Total alwa	ays/most of	the time: 21%		Total sometimes/never: 79%
National response	(n=7647)	7%	14%		43%	36%

Workplace conflict

		Total always/most of the time: 29% Total sometimes/new			
Aboriginal and/or Torres (n=48) Strait Islanders		8%	21%	27%	44%
		Total alway	s/most of the time: 10%	Total sometimes/never: 90%	
National	response (n=7647)	4% 6%	45%	6	44%
Key:	Always		Most of the time	Sometim	nes Never
Base: Q44.	Total sample How often do the following a	dversely affect yo	our wellbeing in your setting	?	

Workplace environment and culture

HOW WOULD YOU RATE YOUR WORKLOAD IN YOUR SETTING?



Base: Total sample

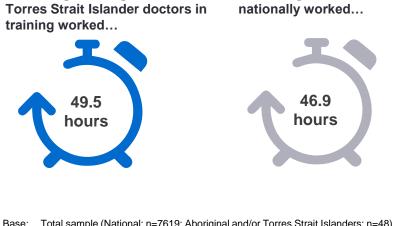
Q45. How would you rate your workload in your setting?

Workplace environment and culture

On average, Aboriginal and/or

ON AVERAGE IN THE PAST MONTH, HOW MANY HOURS PER WEEK HAVE YOU WORKED?

On average, doctors in training



On average, Aboriginal and/or Torres Strait Islander doctors in training work 49.5 hours a week, compared to 46.9 hours a week for the national response.

For Aboriginal and/or Torres Strait Islander doctors in training, 88% are working 40 hours a week or more, compared to the national response of 76%.

Base:Total sample (National: n=7619; Aboriginal and/or Torres Strait Islanders: n=48)Q46.On average in the past month, how many hours per week have you worked?

FOR ANY UNROSTERED OVERTIME YOU HAVE COMPLETED IN THE PAST, HOW OFTEN DID?

You get paid for the unrostered overtime

Page 46

		Total always/most of the t	ime: 60%		Total sometimes/never: 40%			
Aboriginal and/or Torres Strait Islanders	(n=40)	25% 35%				20%		
		Total always/most of the t	time: 47%		Tot	al sometimes/never: 53%		
National response	(n=6228)	25%	5%	27%				

Working unrostered overtime have a negative impact on your training

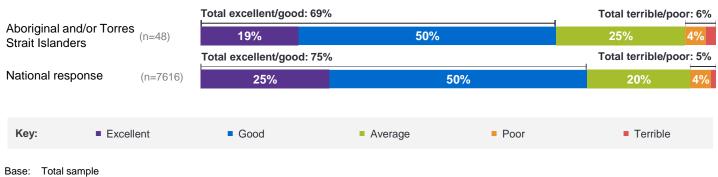
		Total alv	vays/most of the	Total sometimes/never: 77%			
Aboriginal and/or Torres (n=39)		8%	15%	54% 23%			
Otrait Islanders		Total alv	ways/most of the	Total sometimes/never: 76%			
National response	(n=5936)	8%	16%	47%	28%		

Working unrostered overtime provide you with more training opportunities

		Total a	lways/mo	st of the time: 15%	Total sometimes/never: 85%
Aboriginal and/or Torres (n=40) Strait Islanders		8%	8%	53%	33%
		Total a	lways/mc	st of the time: 16%	Total sometimes/never: 84%
National response	(n=5993)	4%	12%	52%	32%
Key:	Always			Most of the time Sometimes	Never
Base: Total sample Q47. For any unrost	ered overtime you	have com	pleted in th	e past, how often did?	

Patient safety

HOW WOULD YOU RATE THE QUALITY OF YOUR TRAINING ON HOW TO RAISE CONCERNS ABOUT PATIENT SAFETY?



Q48. In your setting, how would you rate the quality of your training on how to raise concerns about patient safety?

PATIENT CARE AND SAFETY IN THE WORKPLACE

I know how to report concerns about patient care and safety

		Total agree: 79%		Total disagree: 2%	
Aboriginal and/or Torres _(n=48) Strait Islanders		31%	48%	19%	
		Total agree: 88%		Total disagree: 3%	
National response	(n=7568)	29%	59%	9%	

There is a culture of proactively dealing with concerns about patient care and safety

Aboriginal and/or Torres _(n=48) Strait Islanders		Total agree: 63%		Total disagree: 13%		
		25%	38%	25%		10%
Strait Islanders		Total agree: 79%		Total disa	agree: 6%	
National response	(n=7559)	26%	53%		16%	5%

I am confident to raise concerns about patient care and safety

		Total agree: 79%		Total disagree:		4%
Aboriginal and/or Torres (n=48) Strait Islanders		29%	50%		'%	4%
Strait Islanders		Total agree: 86%		Total disagree: 4		4%
National response	(n=7566)	30%	57%		10%	

There are processes in place at my workplace to support the safe handover of patients between shifts / practitioners

-	Total agree: 77%	Total disagree: 6%	
Aboriginal and/or Torres (n=48) Strait Islanders	27%	50%	17% 4%
	Total agree: 82%		Total disagree: 5%
National response (n=7572)	27%	55%	12% 4%
Key: Strongly agree	Agree Neither	agree nor disagree Disagree	Strongly disagree

Base: Total sample

Q49. Thinking about patient care and safety in your setting, to what extent do you agree or disagree with the following statements?

Overall satisfaction

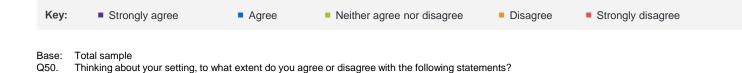
RECOMMEND TRAINING

I would recommend my current training position to other doctors

		Total agree: 73%		Total disagree: 15%		
Aboriginal and/or Torres (n=48) Strait Islanders		29% 44%		13%	13%	
Ottait Islanders		Total agree: 78%		Tota	I disagree: 8%	
National response	(n=7561)	31%	47%	14	% <mark>5%</mark>	

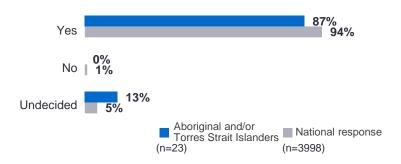
I would recommend my current workplace as a place to train

		Total agree: 69%	Total disagree: 17%			
Aboriginal and/or Torres _(n=48) Strait Islanders		25%	44%			17%
		Total agree: 76%			Tot	al disagree: 9%
National response	(n=7561)	32%	44%		14	% 6%



Future career intentions

CONTINUATION OF SPECIALITY TRAINING PROGRAM



Overall, 87% of Aboriginal and/or Torres Strait Islander doctors in training intend to continue with their specialty.

Base: Specialist trainees

Q51a. Do you intend to continue in your specialty training program?

TRAINING PROGRAM COMPLETION

I am concerned I will not successfully complete my training program to attain Fellowship

·····		Total agree: 56%	5		_	Total disagree	∷ 21%
Aboriginal and/or Torres Strait Islanders	(n=43)	30%	6	26%	23%	16%	5%
		Total agree: 35%	, D			Total disagree	∺: 46%
National response	(n=7216)	16%	19%	19%	30%	16%	6

I am concerned about whether I will be able to secure employment on completion of training

<u> </u>		Total agree: 38%				Total disagree: 40%		
Aboriginal and/or Torres Strait Islanders	(n=48)	23%	15%	2	3%	25%	15%	
		Total agree: 48%			1	Total	disagree: 32%	
National response	(n=7465)	20%	28%		20%	22%	10%	



Base: Total sample

Q54. Thinking about your future career, to what extent do you agree or disagree with the following statements?

Future career intentions

CAREER INTERESTS

I have an interest in Aboriginal and/or Torres Strait Islander health/healthcare

		Total agree:	Total agree: 90%					
Aboriginal and/or Torres (n=48) Strait Islanders		58%			31% 6'		6%	4%
		Total agree:	48%	1		Total disag	gree:	17%
National response	(n=7463)	12%	36%		35%	12	%	4%

I am interested in rural practice

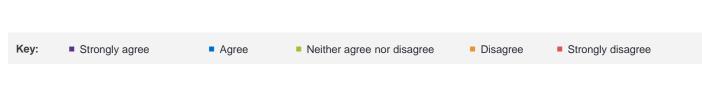
		Total agree: 79	Total disagr	ee: 4%		
Aboriginal and/or Torres (n=48) Strait Islanders		44% 35%			17%	<mark>4%</mark>
		Total agree: 47	7%		Total disagre	e: 23%
National response	(n=7452)	14%	33%	30%	18%	5%

I am interested in getting involved in medical research

Aboriginal and/or Torres (n=48) Strait Islanders		Total agree: 54%		Total disagree: 19%		
		21%	33%	27%	17%	
Strait Islanders		Total agree: 57%		Total disagree: 19%		
National response	(n=7464)	17%	40%	24%	15%	4%

I am interested in getting involved in medical teaching

		Total agree: 73%	Total disag	Total disagree: 6%	
Aboriginal and/or Torres (n=48)		33%	40%	21%	4%
Strait Islanders		Total agree: 81%	Total disag	Total disagree: 5%	
National response	(n=7465)	32%	49%	15%	4%



Base: Total sample

Q54. Thinking about your future career, to what extent do you agree or disagree with the following statements?

Visit MedicalTrainingSurvey.gov.au to explore the results further by using the interactive data dashboard

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