

Medical Training Survey 2019

Medical Board of Australia and Ahpra

Report for the Royal Australasian College of Surgeons

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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:

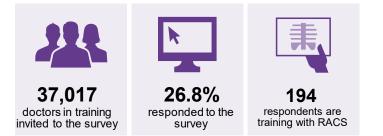
• promote better understanding of the quality of medical training in Australia

- 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.



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=194 doctors in training, at the Royal Australasian College of Surgeons (RACS) 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 RACS 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: 75% Total disagree: 13% 34% 41% RACS (n=154) 12% 9% Total agree: 78% Total disagree: 8% National response (n=7561) 31% 47% 5%

I would recommend my current workplace as a place to train

			Total agree: 71%	Total disagree: 11%			
RACS		(n=154)	34% 37%			18%	6% 5%
National response (n=756			Total agree: 76%			Tota	l disagree: 9%
		(n=7561)	32%		44%		6%
Key: Strongly agree		Agree	Neither agree nor disagree	Disagree	Strongly	disagree	
Base: Tota	l sample						

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

HIGHLIGHTS

Quality of orientati	on	Total excellent/good: 50% Total			Total terrible/p	oor: 12%	
RACS	(n=158)	15%	35%	38%		12%	
		Total excellent/good: 71%	Total excellent/good: 71%			poor: 5%	
National response	(n=8062)	22%	22% 49%			4%	
Quality of clinical s	supervision	Total excellent/good: 83%			Total terrible/	poor: 5%	
RACS	(n=169)	42% 41%			12%	/ <mark>4%</mark>	
		Total excellent/good: 84%			Total terrible/poor: 4%		
National response	(n=8014)	40%	44%	12	%		
Quality of teaching	sessions	Total excellent/good: 79%			Total terrible/	'noor: 5%	
RACS	(n=159)	20%	58%	/ 0	16%	4%	
	()	Total excellent/good: 80%		Total terrible/poor: 3%			
National response	(n=7877)	23%	5	3%	16%		
Quality of training	to raise pati	ent safety concerns					
		Total excellent/good: 81%			Total terrible/	poor: 5%	
RACS	(n=155)	30% 5		50%	14%		
National response		Total excellent/good: 75%			Total terrible/	poor: 5%	
National response	(n=7616)	25%	509	6	20%	4%	

		· /	20 /0		0070	2070	- 70
Ke	y: Excelle	ent	Good	Average	Poor	Terrible	

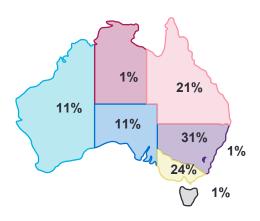
Orientation received | Q27B. How would you rate the quality of your orientation? Base:

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

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 training on how to raise concerns about patient safety?

Profile of RACS trainees

TRAINING LOCATION

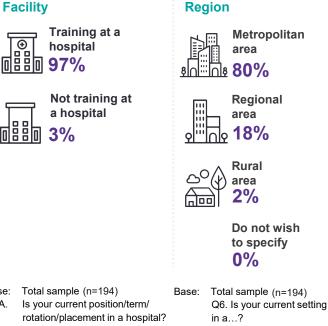


TRAINING LOCATION Facility

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Base:

Q5A.



• ACT • NSW • NT • QLD • SA • TAS • VIC • WA

- Base: Total sample (n=194)
- In which state or territory is your current Q4. term/rotation/placement based?

DEMOGRAPHICS

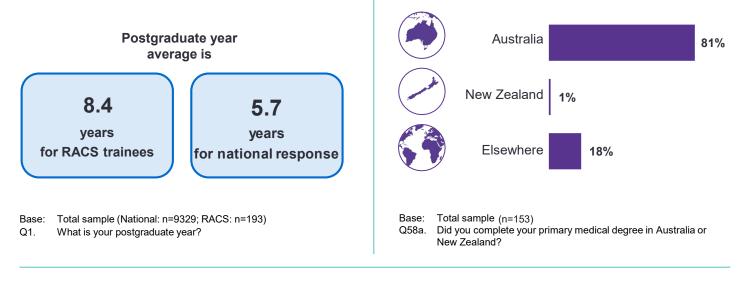
Do you identify as... Age in years 80% Male Female 61% 7% 10% 20-29 30-39 40+ Intersex/Indeterminate: 1% Prefer not to say: 1% Prefer not to say: 4% Total sample (n=153) Total sample (n=152) Base: Base: Q55. Do you identify as ...? Q56. What is your age? **Employment** Role Intern 0% Full time 94% Resident Medical Officer / Hospital Medical Officer 0% 1% Principal House Officer Part time Career Medical Officer 1% Registrar 90% Casual 2% Unaccredited Registrar 4% Other 📘 5% Total sample (n=194) Base: Base: Total sample (n=194) Q7. Q2. Are you employed: What is your role in the setting?

Note: Q57. Do you identify as an Australian Aboriginal and/or Torres Strait Islander person? Not shown due to small base size.

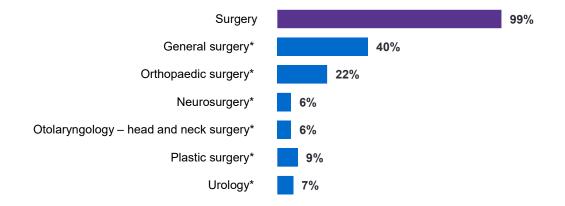
Profile of RACS trainees

POSTGRADUATE YEAR





CURRENT ROTATION / TERM / POSITION

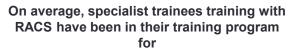


Base: Total sample (n=194), only fields with 10 or more responses shown for confidentiality reasons.

Note: fields marked with an * are subspecialties.

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

SPECIALIST TRAINEES





 Base:
 Specialist trainees (National: n=4685; RACS: n=193)

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

Profile	Training curriculum Orientation	Assessment	Clinical supervision	Access to teaching
Facilities	Workplace environment and culture	Patient safety	Overall satisfaction	Future career intentions

Training curriculum

TRAINING PROGRAM PROVIDED BY COLLEGE

The College training program is relevant to my development

		Total agree: 95%	Total disagree: 2%	
RACS	(n=191)	42%		
		Total agree: 88%		Total disagree: 5%
National response	(n=4614)	34%	54%	7%

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

		Total agree: 83%	Total	disagree: 8%	
RACS	(n=191)	38%	45%	9% 5%	
National response		Total agree: 87%	tal agree: 87% Tota		
National response	(n=4619)	30%	56%	7% <mark>4%</mark>	

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

		Total agree: 92%		Total disagre	e: 3%
RACS	(n=191)	40%		52%	5%
		Total agree: 89%		Total disagre	e: 4%
National response	(n=4616)	31%	58%	7%	6

COMMUNICATION WITH COLLEGE

My College clearly communicates the requirements of my training program

		Total agree: 83% Total				gree: 9%
RACS	(n=187)	33%	50%		8%	7%
		Total agree: 73%		Tota	l disag	ree: 12%
National response	(n=4603)	22%	51%	15%		9%

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

		Total agree: 74%	5 Total disagree: 10%			
RACS	(n=187)	28%	46%	16% 6% 4%		
		Total agree: 66%	Total agree: 66%			
National response	(n=4573)	18%	48%	21% 10% 4%		

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

			Total agree: 84%				Total disagree: 7%			
RACS	6	(n=187)		35%		49%			9%	5%
			Total agree: 7	1%				Total	disagre	e: 15%
Natior	nal response	(n=4602)	21%		50%			14%	12%	6
Key:	Strongly a	igree	Agree	– N	leither agree nor disagree	Disagree		Strongly disagre	ee	
Base: Q21.	Specialist trainees Thinking about you statements?		asian College of Si	urgeons	training program, to what extent	do you agree or dis	agree	with each of the	following	g
022		w Roval Australa	sian College of Su	iraeons	communicates with you about yo	ur training program	to wh	at extent do vou	adree o	r

Q22. Thinking about how Royal Australasian College of Surgeons communicates with you about your training program, to what extent do you agree or disagree with the following statements?

Profile	Training curriculum Orientation	Assessment	Clinical supervision	Access to teaching
Facilities	Workplace environment and culture	Patient safety	Overall satisfaction	Future career intentions

Training curriculum

ENGAGEMENT WITH COLLEGE

The College seeks my views on the training program

		Total agree: 55%				Total disagree: 20%		
RACS	(n=182)	12%	43%		24%		15%	5%
		Total agree	: 43%				Total disagree: 28%	
National response	(n=4553)	8%	35%		30%		22%	6%

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

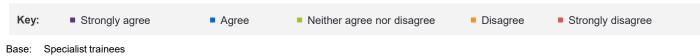
		Total agree: 79%				Total disagree: 7%	
RACS	(n=183)	19%	60%	60%			
		Total agree	: 60%	4	Total disa	agree: 11%	
National response	(n=4554)	11%	49%	28%		9%	

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

		Total agree: 83%	Total disagr	ee: 6%	
RACS	(n=183)	22%	60%	11%	5%
	(n=4553)	Total agree: 78%	Total disagree: 7%		
National response		16%	62%	15%	5%

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

		Total agree:	60%	Total disagree: 10%			
RACS	(n=183)	10%	50%		30%		8%
		Total agree:	39%		-	Total disagre	e: 20%
National response	(n=4555)	7%	31%	42	%	14%	5%

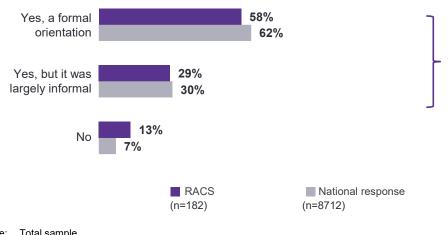


Q25. Thinking about how Royal Australasian College of Surgeons engages with you, to what extent do you agree or disagree with the following statements?

Profile	Training curriculum Orientation	Assessment	Clinical supervision	Access to teaching
Facilities	Workplace environment and culture	Patient safety	Overall satisfaction	Future career intentions

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

Did you receive an orientation to your setting? Q27a.

HOW WOULD YOU RATE THE QUALITY OF YOUR ORIENTATION?

		Total exc	Total excellent/good: 50%		Total terrible/poor: 12%		
RACS	(n=158)	15%	35%	389	%	12%	
		Total ex	cellent/good: 71%	Total te	rrible/poo	or: 5%	
National response	(n=8062)	22%	49%	,	24%	<mark>4%</mark>	

As shown in the chart above, 87% of RACS trainees had an orientation in their current setting (versus national response of 93%).

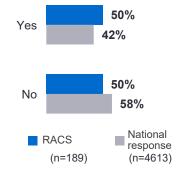
50% of RACS trainees rate the quality of the orientation as either 'excellent' or 'good', compared to the national response of 71%.



Assessment

COLLEGE EXAMS

RACS trainees have sat an exam in the last 12 months…



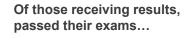
Base: Specialist trainees Q23a. In the last 12 months, have you sat

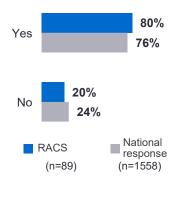
one or more exams from Royal Australasian College of Surgeons? Yes 97% 85% No 3% 15% RACS National response (n=95) National response (n=1934)

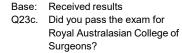
Of those sitting exams,

received their results....

Q23b. Have you received the results of your most recent exam from Royal Australasian College of Surgeons?







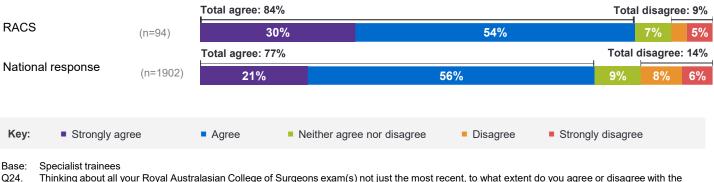
The exam(s) always reflected the college training curriculum

		Total agree: 66%		Total disagree: 17%			
RACS	(n=94)	17%	49%	1	7%	11%	6%
		Total agree: 54%		1	Tota	al disagre	e: 26%
National response	(n=1896)	11%	43%	19%	18	%	8%

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

		Total agree: 72%				Total disagree: 15%			
RACS	(n=94)	16%	56%		13%	11%	4%		
		Total agree: 6	I	Тс	otal disagree	e: 19%			
National response	(n=1900)	13%	48%	20%	6	12%	7%		

The exam(s) always ran smoothly on the day



Q24. Thinking about all your Royal Australasian College of Surgeons exam(s) not just the most recent, to what extent do you agree or disagree with the following statements?

Profile	Training curriculum Orientation	Assessment	Clinical supervision	Access to teaching
Facilities	Workplace environment and culture	Patient safety	Overall satisfaction	Future career intentions

Assessment

COLLEGE EXAMS (continued)

The exam(s) were always conducted fairly

		Total agree: 80%				Total disagree: 10%		
RACS	(n=94)	22%	22% 57%			5%	4%	
		Total agree: 67%	To	al disag	ree: 1	15%		
National response	(n=1896)	17%	50%	18%	9	%	5%	

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

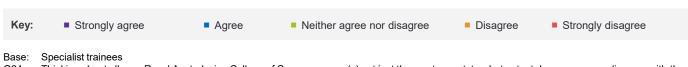
		Total agree	9: 36%		1	otal disagree: 42%
RACS	(n=92)	11%	25%	22%	29%	13%
		Total agree	e: 32%		. 1	otal disagree: 46%
National response	(n=1752)	6%	25%	23%	26%	20%

The feedback is timely

		Total agree: 52%				Total disagree: 28%		
RACS	(n=86)	12%	41%		20	%	14%	14%
		Total agree	e: 40%	1			Total o	lisagree: 38%
National response	(n=1727)	7%	33%	229	%		23%	14%

I received support from my College when needed

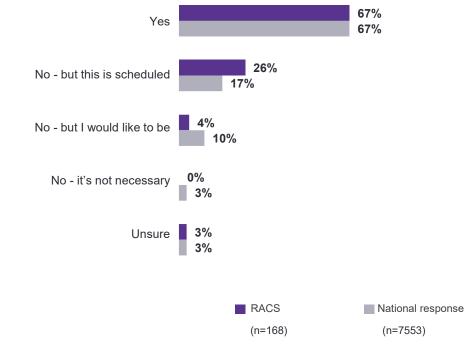
		Total agree	9: 43%		Total disagree: 21%		
RACS	(n=82)	13%	29%	37%	12%	9%	
		Total agree: 40%			Total disagree: 24%		
National response	(n=1629)	8%	32%	36%	13%	11%	



Q24. Thinking about all your Royal Australasian College of Surgeons exam(s) not just the most recent, to what extent do you agree or disagree with the following statements?

Assessment

HAS YOUR PERFORMANCE BEEN ASSESSED IN YOUR SETTING?

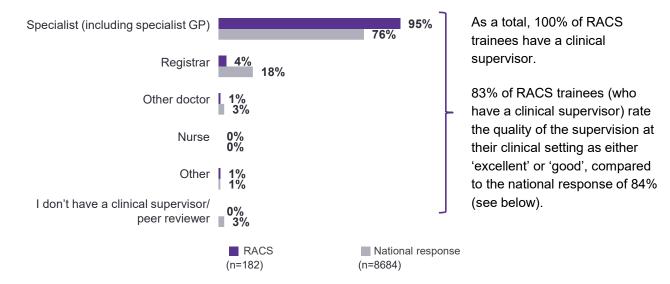


Base: Prevocational and unaccredited trainees, specialist trainees and IMGs

Q32. Has your performance been assessed in your setting?

Clinical supervision

WHO MAINLY PROVIDES YOUR CLINICAL SUPERVISION?



HOW WOULD YOU RATE THE QUALITY OF YOUR SUPERVISION?

			Total excellent/good: 8	33%	Total terrible/poor: 5%			
RACS (n=169) National response (n=8014)		(n=169)	42%		41%	12% 4%		
		Total excellent/good: 84%			Total terrible/poor: 4%			
		(n=8014)	40%		44%	12%		
Key	: Exc	ellent	Good	Average	Poor	Terrible		
Base: Total sample Q28. In your setting, who mainly provides your clinical supervision? Base: Received supervision Q31. For your setting, how would you rate the quality of your clinical supervision?								

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: 98%	Total disagree: 1%
RACS	(n=181)	64%	34%
		Total agree: 97%	Total disagree: 1%
National response	(n=8415)	66%	30%
I am able to conta	ct other seni	or medical staff AFTER HOURS if I am concer	ned about a patient

Total agree: 96% Total disagree: 1% RACS (n=180) 63% 33% Total disagree: 2% Total agree: 91% National response (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	4.2 4.2
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	RACS (max n=165) 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 RACS and the national response.

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

Profile	Training curriculum Orientation	Assessment	Clinical supervision	Access to teaching
Facilities	Workplace environment and culture	Patient safety	Overall satisfaction	Future career intentions

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: 90% Total disagree: 6% RACS 34% 56% (n=165) 6 5 Total disagree: 4% Total agree: 89% National response (n=8074) 56% 32% 7% There is a range of opportunities to develop my procedural skills Total agree: 87% Total disagree: 8% RACS 48% 39% (n=164) 5% 5% Total agree: 77% Total disagree: 10% National response (n=7746) 27% 49% 14% 8% I can access the opportunities available to me Total agree: 88% Total disagree: 7% RACS (n=165) 55% 34% 5% 5% Total agree: 82% Total disagree: 6% National response (n=8101) 26% 56% 12% 50 I have to compete with other doctors for access to opportunities Total agree: 56% Total disagree: 29% RACS 19% (n=165) 36% 15% 23% 6% Total agree: 43% Total disagree: 35% National response (n=7903) 31% 12% 22% 8% 27% I have to compete with other health professionals for access to opportunities

Total agree: 27% Total disagree: 56% RACS 8% 40% 19% 17% 16% (n=157) 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 AND RESEARCH

I have access to protected study time/leave

		Total agree: 60%		Total disagree: 23%		
RACS	(n=164)	23%	38%	16%	14%	9%
		Total agree: 63%			Total disage	ree: 21%
National response	(n=8091)	22%	41%	15%	14%	7%

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

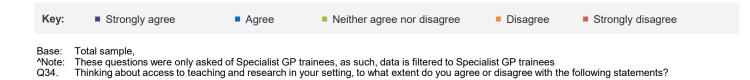
		Total agree: 83% To				e: 7%
RACS (n=164)		27%	55%		10%	5%
		Total agree: 70%	Тс		disagree	ə: 11%
National response	(n=8082)	23%	48%	18%	9%	6

My employer supports me to attend formal and informal teaching sessions

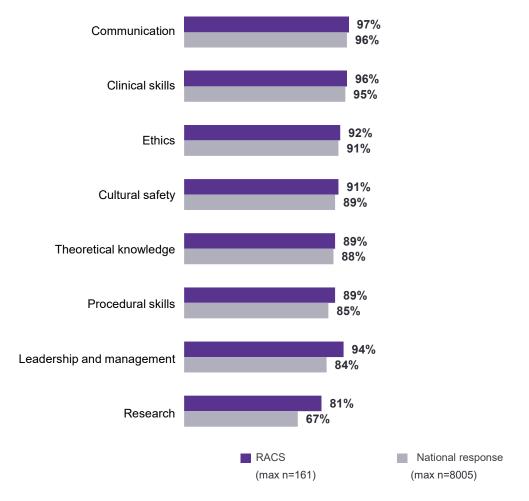
		Total agree: 79%	Total disa	gree: 8%	
RACS	(n=164)	26%	53%	13%	5%
N I		Total agree: 75%		Total disa	gree: 9%
National response	(n=8090)	28%	48%	15%	7%

I am able participate in research activities

		Total agree: 73%	Total disagree: 4%			
RACS (n=164) 19% 54%			ľ	23%		
National response		Total agree: 57%	,	1	Total dis	sagree: 12%
	(n=8089)	16%	41%	31	%	9%



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

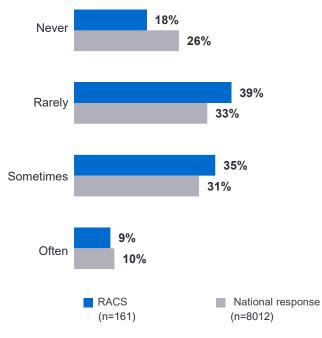


Base: Total sample excluding not applicable

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

TRAINING AND OTHER JOB RESPONSIBILITIES

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

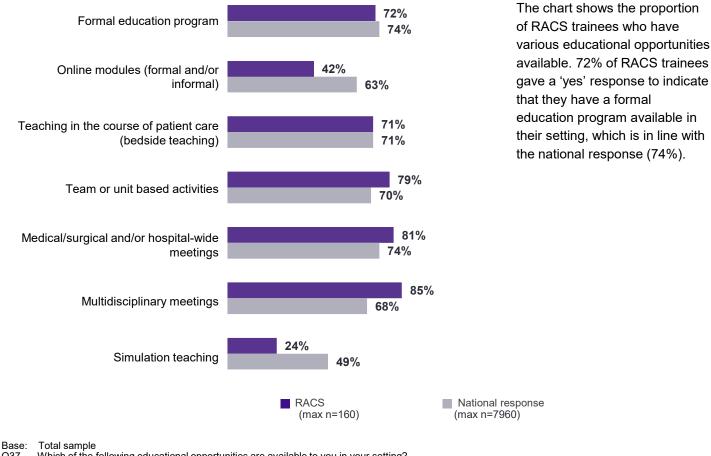


Base: Total sample

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

Profile	Training curriculum Orientation	Assessment	Clinical supervision	Access to teaching
Facilities	Workplace environment and culture	Patient safety	Overall satisfaction	Future career intentions





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 educa	tion program				Among RACS trainees who	
		Total agree: 89%	Total di	isagree: 4%	report formal education is	
RACS	(n=114)	42%	47%	<mark>7%4%</mark>	available (as shown on the chart	
		Total agree: 91%	Total dis	agree: 3%	above), 89% find this training	
National respons	se (n=5804)	43%	48%	6%	useful.	
					The charts are continued on the next page.	
Key: Stre	ongly agree	Agree	Neither agree nor disagree	Disagre	ee Strongly disagree	
D 14/1 1						

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?

Profile Training curriculum Orientation	Assessment	Clinical supervision	Access to teaching
Facilities Workplace environment and culture P	Patient safety	Overall satisfaction	Future career intentions

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

Online modules (formal and/or informal)

		Total agree: 60%		Total disagree			6
RACS	(n=65)	22%	38%	23%		14%	
		Total agree: 75%			Total	disagree: 10%	6
National response	(n=4837)	30%	45%		15%	% 8%	

Teaching in the course of patient care (bedside teaching)

		Total agree: 93%	Total disagree: 2%
RACS	(n=114)	54%	39% 5%
		Total agree: 96%	Total disagree: 0%
National response	(n=5542)	55%	42%

Team or unit based activities

		Total agree: 85%	disagree: 4%	
RACS	(n=126)	33%	52%	11% <mark>4%</mark>
		Total agree: 89%	Total o	disagree: 2%
National response	(n=5450)	37%	52%	9%

Medical/surgical and/or hospital-wide meetings

		Total agree: 62%		Total disagree: 19%		
RACS	(n=129)	24%	38%	19%	199	%
		Total agree: 76%			Total disa	gree: 7%
National response	(n=5774)	25%	51%		17%	6%

Multidisciplinary meetings

	Total agree: 83%				
RACS	(n=135)	33%	50%	11%	4%
		Total agree: 80%		Total disagr	ee: 5%
National response	(n=5320)	29%	51%	14%	4%

Simulation teaching

		Total agree: 849	%		Total d	lisagree: 5%
RACS	(n=38)		42%	42%	1	1%
		Total agree: 93	%		Total d	lisagree: 1%
National response	(n=3843)	1	50%		43%	5%
Key: Strongly ag	ree	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 fo	r training p	ourposes					Not provided
		Total excellent/good: 7	Total excellent/good: 70%			/poor: 9%	
RACS	(n=149)	21%	49%		21%	<mark>4%</mark> 5%	(n=9)
		Total excellent/good: 7	6%		Total terrible/	poor: 7%	
National response	(n=7598)	33%		43%	17%	5%	(n=189)
Educational resour	ces						
		Total excellent/good: 6	7%		Total terrible	/poor: 9%	
RACS	(n=150)	15%	51%		25%	5%	(n=7)
		Total excellent/good: 7	'3%		Total terrible/	poor: 5%	
National response	(n=7669)	23%	50%	%	22%	4%	(n=120)
Working space, su	ch as a des	sk and computer					
		Total excellent/good: 4	8%		Total terrible/p	ooor: 19%	
RACS	(n=154)	16%	32%	33%	13	% 6%	(n=5)
		Total excellent/good: 6	2%		Total terrible/p	oor: 14%	
National response	(n=7668)	24%	38%		24%	10% <mark>4</mark> %	(n=148)
Teaching spaces							
		Total excellent/good: 5	2%	_	Total terrible/p	oor: 15%	
RACS	(n=147)	17%	35%	33	3%	6%	(n=9)
		Total excellent/good: 6	64%		Total terrible/	poor: 9%	
National response	(n=7509)	19%	45%		27%	7%	(n=196)



CULTURE WITHIN THE TRAINEE'S SETTING

Most senior medical staff are supportive

		Total agree: 87% Total			
RACS	(n=158)	50%	37%	9%	
		Total agree: 91%	Total	disagree: 3%	
National response	(n=7764)	45%	45%	6%	

My workplace supports staff wellbeing

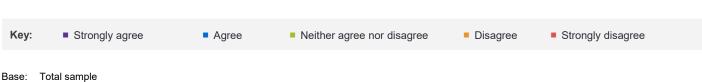
		Total agree: 72%	Total disagree: 13%		
RACS	(n=157)	31%	41%	15%	10%
		Total agree: 75%		Total di	sagree: 10%
National response	(n=7746)	30%	45%	15%	7%

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

	Total agree: 52%					Total disagree: 27%		
RACS	(n=157)	18%	34%	20%	18%	1	0%	
		Total agree: 64%		Tota	al disagree	: 17%		
National response	(n=7755)	25%	39%		19%	13%	4%	

I have a good work/life balance

		Total agree: 3	39%		Total disagree: 35%			
RACS	(n=158)	10%	29%	26%	23%	6	11%	
		Total agree:	otal agree: 59%			Total disag	jree: 21%	
National response	(n=7754)	19%	41	%	20%	16%	5%	



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

Profile Training curriculum Orientation	Assessment	Clinical supervision	Access to teaching
Facilities Workplace environment and culture	Patient safety	Overall satisfaction	Future career intentions

CULTURE WITHIN THE TRAINEE'S SETTING (continued)

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

		Total agree: 66%	Total disagree: 17%			⊭: 17%	
RACS	(n=158)	25%	41%	17	%	13%	4%
		Total agree: 75%	Total agree: 75%			l disagree) : 10%
National response	(n=7760)	32%	44%		14%	6 8º	%

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

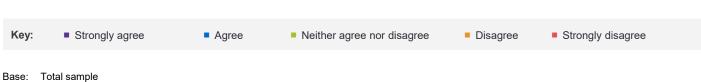
		Total agree: 80%			Total disagree: 7%	
RACS	(n=158)	25%	56%	13%	6%	
		Total agree: 80%			Total disagree: 8%	
National response	(n=7763)	27%	53%	13%	6%	

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

		Total agree: 67%			Total disagree: 20%		
RACS	(n=158)	27%	41%	13%	11%	8%	
		Total agree: 71%	Total disagree: 13%				
National response	(n=7761)	26%	45%	16%	6 9 %	4%	

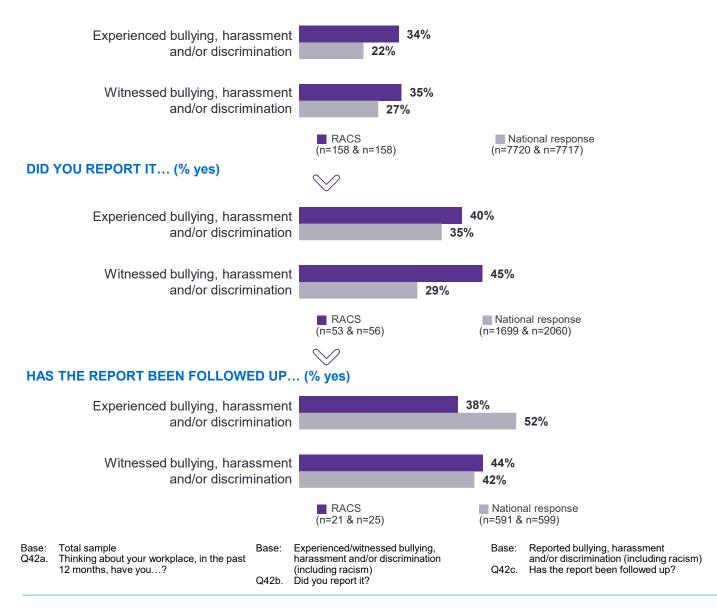
I could access support from my workplace if I experienced stress or a traumatic event

		Total agree: 68%	Total disagree: 9%			
RACS	(n=158)	20%	48%	22%	6	4% 5%
		Total agree: 75%		Fotal dis	agree: 8%	
National response	(n=7761)	27%	48%		17%	6%

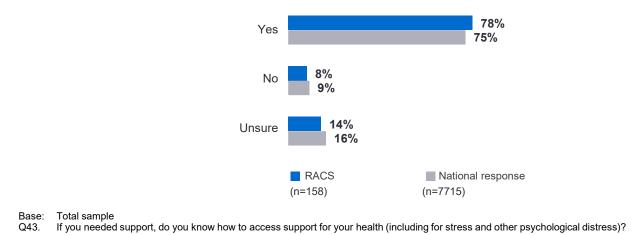


Q41. Thinking about the workplace environment and culture in your setting, to what extent do you agree or disagree with the following statements?

IN THE PAST 12 MONTHS, HAVE YOU ... (% yes)



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



Profile	Training curriculum Orientation	Assessment	Clinical supervision	Access to teaching
Facilities	Norkplace environment and culture	Patient safety	Overall satisfaction	Future career intentions

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: 24%		Total sometimes/never: 76%
RACS	(n=157)	10% 14%	58%	18%
		Total always/most of the time: 27%		Total sometimes/never: 73%
National response	(n=7675)	8% 19%	54%	18%
Having to work pa	aid overtime			
		Total always/most of the time: 20%		Total sometimes/never: 80%
RACS	(n=157)	9% <u>11%</u> 4	8%	32%
		Total always/most of the time: 15%		Total sometimes/never: 85%
National response	(n=7666)	5% 10% 44%		41%
Having to work ur	npaid overtir	ne		
		Total always/most of the time: 27%		Total sometimes/never: 73%
RACS	(n=157)	15% 12%	41%	32%
		Total always/most of the time: 25%		Total sometimes/never: 75%
National response	(n=7672)	10% 14% 37	7%	38%
Dealing with patie	ent expectati	ons		
		Total always/most of the time: 9%		Total sometimes/never: 91%
RACS	(n=157)	<mark>8%</mark> 61%		31%
		Total always/most of the time: 22%		Total sometimes/never: 78%
National response	(n=7670)	6% 16%	57%	21%
Dealing with patie	ents' families	5		
		Total always/most of the time: 8%		Total sometimes/never: 92%
RACS	(n=157)	<mark>6%</mark> 61%		31%
		Total always/most of the time: 18%		Total sometimes/never: 82%
National response	(n=7668)	5% 13%	59%	23%
Expectations of s	upervisors			
		Total always/most of the time: 28%		Total sometimes/never: 72%
RACS	(n=157)	10% 18%	48%	24%
		Total always/most of the time: 18%		Total sometimes/never: 82%
National response	(n=7671)	6% 12% 48'	%	34%
Key:	Always	Most of the time	Sometimes	Never
Base: Total sample Q44. How often do	the following adv	ersely affect your wellbeing in your setting?		

Profile Training curriculum Orientation	Assessment	Clinical supervision	Access to teaching
Facilities Workplace environment and culture	Patient safety	Overall satisfaction	Future career intentions

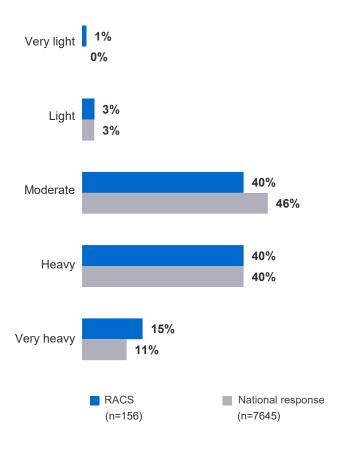
HOW OFTEN DO THE FOLLOWING ADVERSELY AFFECT YOUR WELLBEING IN YOUR SETTING? (continued)

Supervisor feedback

		Total always/most of the time: 18%		Total sometimes/never: 82%
RACS (n:	=157)	6% 11%	45%	38%
X	,	Total always/most of the time: 12%		Total sometimes/never: 88%
National response (n	=7671)	4% 8% 39%		48%
Having to relocate for v	vork			
		Total always/most of the time: 42%		Total sometimes/never: 58%
RACS (n:	=156)	22% 20%	35%	24%
X	,	Total always/most of the time: 24%		Total sometimes/never: 76%
National response (n	=7644)	12% 13%	34%	42%
Being expected to do w	vork that	t I don't feel confident doing		
•		Total always/most of the time: 8%		Total sometimes/never: 92%
RACS (n:	=156)	7% 44%		48%
	,	Total always/most of the time: 11%		Total sometimes/never: 89%
National response (n		4% 7% 45%		44%
Limited access to senio	or clinici	ians		
		Total always/most of the time: 4%		Total sometimes/never: 96%
RACS (n:	=156)	37%		59%
(,	Total always/most of the time: 9%		Total sometimes/never: 91%
National response (n	=7645)	6% 37%		53%
Lack of appreciation				
		Total always/most of the time: 26%		Total sometimes/never: 74%
RACS (n:	=156)	8% 18%	47%	27%
	,	Total always/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: 13%		Total sometimes/never: 87%
RACS (n=	=156)	5% 8%	51%	36%
	,	Total always/most of the time: 10%		Total sometimes/never: 90%
National response (n	=7647)	4% 6% 45%		44%
Key: Alway	/S	Most of the time	Sometimes	Never
Base: Total sample				
Q44. How often do the follo	owing adver	sely affect your wellbeing in your setting?		

Profile	Figure Training curriculum Orientation	Assessment	Clinical supervision	Access to teaching
Facilities	Workplace environment and culture	Patient safety	Overall satisfaction	Future career intentions

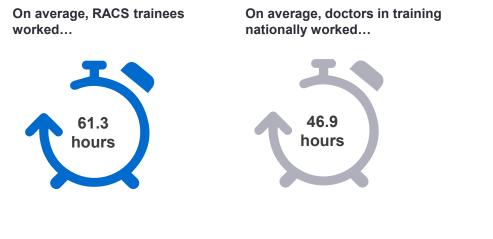
HOW WOULD YOU RATE YOUR WORKLOAD IN YOUR SETTING?



Base:

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

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



On average, RACS trainees work 61.3 hours a week, compared to 46.9 hours a week for the national response.

For RACS trainees, 98% are working 40 hours a week or more, compared to the national response of 76%.

Base:Total sample (National: n=7619; RACS: n=156)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

		Total always/most of the time: 73%			Total sometimes/never: 27%			
RACS	(n=155)	3'	7%	36%	16% 11%			
		Total always/most	t of the time: 47%		Total sometimes/never: 53%			
National response	(n=6228)	25%	22%	26%	27%			
Working unrostere	ed overtime	have a negative	impact on your tr	aining				
		Total always/most	of the time: 20%		Total sometimes/never: 80%			
RACS	(n=147)	8% <mark>12%</mark>		54%	26%			
		Total always/most	of the time: 24%		Total sometimes/never: 76%			
National response	(n=5936)	8% 16%	ó	47%	28%			
Working unrostered overtime provide you with more training opportunities Total always/most of the time: 41% Total sometimes/never: 59%								
RACS	(n=152)	13%	29%	49	% 10%			
		Total always/most of the time: 16%			Total sometimes/never: 84%			
National response	(n=5993)	4% 12%		52%	32%			

Key:	Always	Most of the time	Sometimes	Never

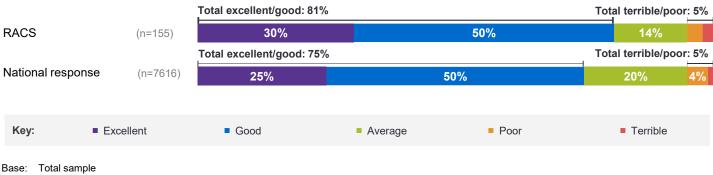
Base: Total sample

Q47. For any unrostered overtime you have completed in the past, how often did?

Profile	Training curriculum	Orientation	Assessment	Clinical supervision	Access to teaching
Facilities	Workplace environment	and culture	Patient safety	Overall satisfaction	Future career intentions

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: 92%		isagree: 3%
RACS	(n=154)	29%	64%	5%
		Total agree: 88%	Total c	isagree: 3%
National response	(n=7568)	29%	59%	9%

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

		Total agree: 82%	Total disagr	ee: 6%	
RACS	(n=153)	28%	54%	12%	5%
		Total agree: 79%		Total disagr	ee: 6%
National response	(n=7559)	26%	53%	16%	5%

I am confident to raise concerns about patient care and safety

		Total agree: 89% Total dis			
RACS	(n=154)	32%	56%	9%	
		Total agree: 86%	Total	disagree: 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: 81%	6			т	otal disagr	ee: 6%
RACS	(n=154)	27%	, D		54%		13%	
		Total agree: 829	%			т	otal disagro	ee: 5%
National response	(n=7572)	27%	, 0		55%		12%	4%
Key: Strongly ag	ree	Agree	Neither	agree nor disagree	Disagree	Strongly dis	agree	

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

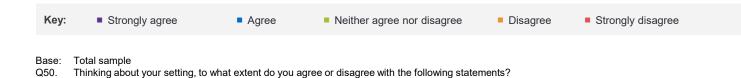
RECOMMEND TRAINING

I would recommend my current training position to other doctors

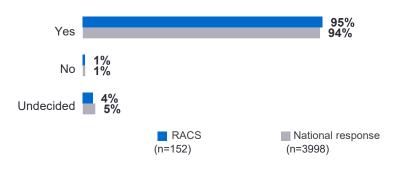
			Total disagree: 13%				
RACS	(n=154)	34%	41%	12%	<mark>9%</mark> 4%		
		Total agree: 78%		Total d	lisagree: 8%		
National response	(n=7561)	31%	47%	14%	5%		

I would recommend my current workplace as a place to train

		Total agree: 71%	Total disagree: 11%				
RACS	(n=154)	34%	37%	18%	6% 5%		
		Total agree: 76%		Total di	sagree: 9%		
National response	(n=7561)	32%	44%	14%	6%		



CONTINUATION OF SPECIALITY TRAINING PROGRAM



Overall, 95% of RACS trainees 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 ag	ree: 18%				Total disagree: 68%
RACS	(n=153)	8%	9%	14%	4	6%	22%
		Total ag	ree: 35%		1		Total disagree: 46%
National response	(n=7216)	16	%	19%	19%	30%	16%

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

		Total agree: 63%		Total disagree: 1			
RACS	(n=153)	27%	36%	1	19%	12%	7%
		Total agree: 48%				Total disagr	ee: 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?

CAREER INTERESTS

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

		Total agree	e: 27%			Total	disagree	: 24%
RACS	(n=153)	7%	20%		49%	16	%	7%
		Total agre	e: 48%		1	Total	disagree	: 17%
National response	(n=7463)	12%		36%	35%		12%	4%

I am interested in rural practice

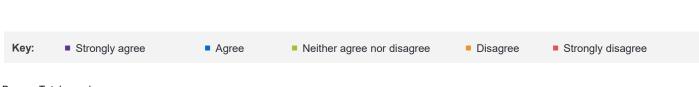
		Total agree: 41%	6		Total disagree: 30%	Total disagree: 30%		
RACS	(n=153)	10%	31%	29%	22% 8%			
		Total agree: 47%	6		Total disagree: 23%	6		
National response	(n=7452)	14%	33%	30%	18% 5%	6		

I am interested in getting involved in medical research

		Total agree: 68%			Т	otal disagree	: 18%
RACS	(n=153)	20%	48%		14%	15%	
		Total agree: 57%			Т	otal disagree	: 19%
National response	(n=7464)	17%	40%	24%		15%	4%

I am interested in getting involved in medical teaching

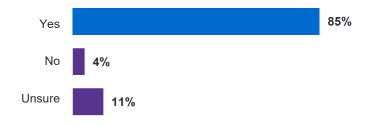
		Total agree: 90%	Total disagr	Total disagree: 2%	
RACS	(n=153)	37%	54%	8%	
		Total agree: 81%	Total disagr	ee: 5%	
National response	(n=7465)	32%	49%	15%	4%



Base: Total sample

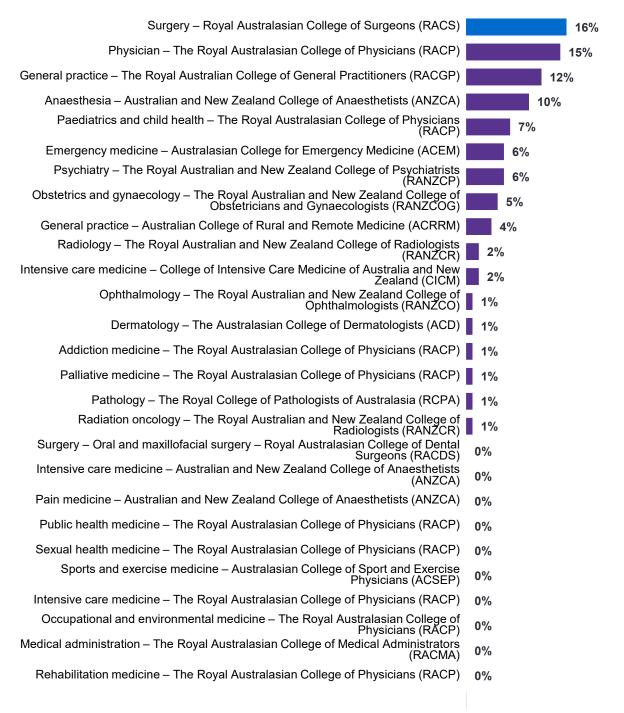
Q54. Thinking about your future career, to what extent do you agree or disagree with the following statements?

INTERNS - INTERESTED IN A SPECIALTY



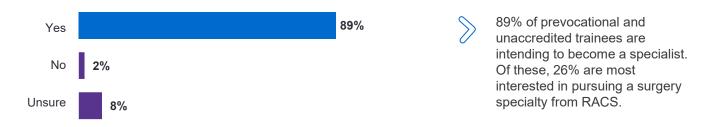
85% of interns are intending to become a specialist. Of these, 16% are most interested in pursuing a surgery specialty from RACS.

SPECIALIST TRAINING PROGRAM INTERNS ARE INTERESTED IN



Base:	Interns (n=587)	Base:	Interns interested in a specialty (n=500)
Q52.	Do you intend tó become a specialist?		

PREVOCATIONAL AND UNACCREDITED TRAINEES - INTERESTED IN A SPECIALTY



SPECIALIST TRAINING PROGRAM PREVOCATIONAL AND UNACCREDITED TRAINEES ARE INTERESTED IN



Base:	Prevocational and unaccredited trainees (n=1516)	Base:	Prevocational and unaccredited trainees interested in a specialty (n=1352)
Q52.			Which specialty are you most interested in pursuing?

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

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