

# Medical Training Survey 2019

## Medical Board of Australia and Ahpra

Report for International medical graduates

## Contents

- 03 Welcome
- 04 Background
- 05 Executive summary
- 06 Profile
- 08 Training curriculum
- 11 Orientation
- **12** Assessment
- **15** Clinical supervision
- **17** Access to teaching

## 23 Facilities

24 Workplace environment and culture

## 31 Patient safety

- **32** Overall satisfaction
- **33** Future career intentions

## **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=1,700international medical graduates (with provisional or limited registration), working in locations across Australia 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 international medical graduates 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: 82%	Total disag	ree: 6%	
IMGs	(n=1445)	38%	44%	12%	4%
		Total agree: 78%		Total disag	ree: 8%
National response	(n=7561)	31%	47%	14%	5%

## I would recommend my current workplace as a place to train

			Total agree: 80%				Total disa	igree: 7%
IMGs		(n=1444)	38%		42%		13%	4%
			Total agree: 76%				Total disa	igree: 9%
National res	sponse	(n=7561)	32%		44%		14%	6%
Key:	Stron	ngly agree	Agree	Neither agree nor disagree	Disagree	Str	ongly disag	ree
Base: Total	sample							

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

## **HIGHLIGHTS**

Quality of orientat	ion	Total excellent/good: 78%		Total terrible/poor: 3%
IMGs	(n=1552)	30%	48%	19%
		Total excellent/good: 71%		Total terrible/poor: 5%
National response	(n=8062)	22%	49%	24% <mark>4%</mark>
Quality of clinical	supervision			
		Total excellent/good: 87%		Total terrible/poor: 4%
IMGs	(n=1542)	46%	41%	9%
		Total excellent/good: 84%		Total terrible/poor: 4%
National response	(n=8014)	40%	44%	12%
Quality of teaching	g sessions			
		Total excellent/good: 84%		Total terrible/poor: 3%
IMGs	(n=1497)	31%	54%	13%
		Total excellent/good: 80%		Total terrible/poor: 3%
National response	(n=7877)	23%	58%	16%
Quality of training	to raise pat	ient safety concerns		
		Total excellent/good: 86%		Total terrible/poor: 3%
IMGs	(n=1452)	38%	49%	11%
		Total excellent/good: 75%		Total terrible/poor: 5%
National response				

National respor	nse (n=7616)	25%		50%	20%	4%
Key:	Excellent	Good	Average	Poor	Terrible	

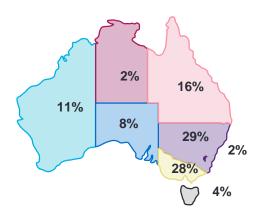
Base: Orientation received | Q27B. How would you rate the quality of your orientation?

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

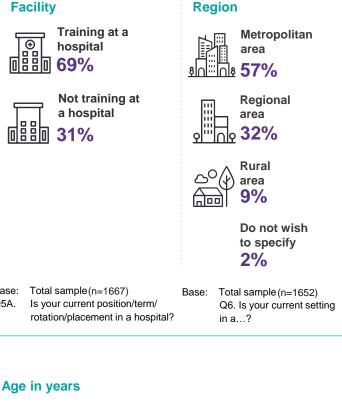
Base: Total sample | Q39. Overall, how would you rate the quality of the teaching sessions? | Q48. In your setting, how would you rate the quality of your training on how to raise concerns about patient safety?

## **Profile of IMGs**

## **DOCTOR IN TRAINING COHORT**



## **TRAINING LOCATION** Facility



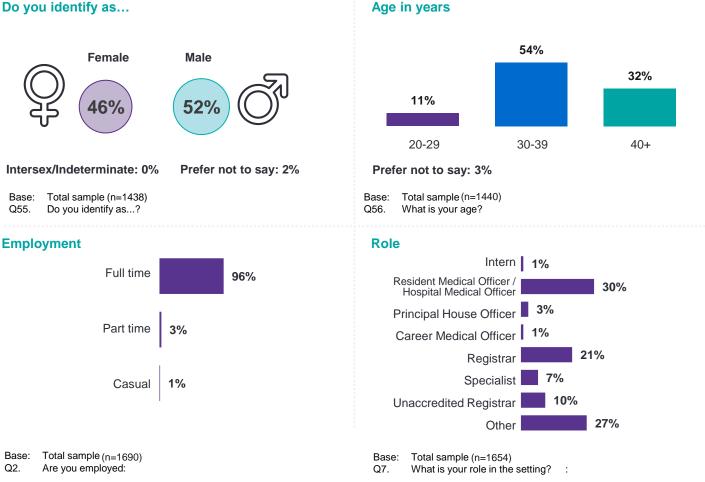


Base: Total sample (n=1676)

In which state or territory is your current Q4.

term/rotation/placement based?

## **DEMOGRAPHICS**



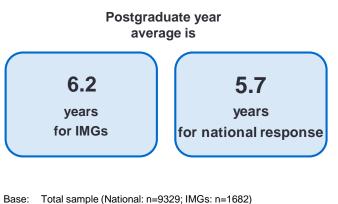
Base:

Q5A.

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

## **Profile of IMGs**

## POSTGRADUATE YEAR



Base:Total sample (National: n=9329; IMGs: n=1682Q1.What is your postgraduate year?

#### PRIMARY DEGREE



Base: Total sample<sub>(n=1700)</sub> Q58a. Did you complete your

158a. Did you complete your primary medical degree in Australia or New Zealand?

## **CURRENT ROTATION / TERM / POSITION**

Anaesthesia		4	%		
Emergency medicine				15%	6
* Paediatric emergency medicine		1%			
General practice					18%
Intensive care medicine		49	6		
Obstetrics and gynaecology			5%		
Ophthalmology	•	1%			
Paediatrics and child health (inc. specialties)			6%		
* General paediatrics		2%			
* Neonatal and perinatal medicine	·	1%			
Palliative medicine	1	1%			
Pathology		1%			
* Anatomical pathology (including cytopathology)	1	1%			
Physician Adult medicine (inc. specialties)				15	%
* General medicine			7%		
* Geriatric medicine		2%			
Psychiatry			8%		
Radiology		1%			
* Diagnostic radiology		1%			
Rehabilitation medicine		1%			
Surgery				14%	
* General surgery			5%		
* Orthopaedic surgery		2%			
* Cardio-thoracic surgery		1%			
* Neurosurgery	-	%			
* Otolaryngology – head and neck surgery	•	1%			
* Plastic surgery		2%			
* Urology		1%			
Other		49	%		
Prefer not to say		2%			
al a secolar (s. 4040), and a fields with 40 an error as a second shown for		finia and all	14		

Base: Total sample (n=1648), 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?

## **Profile of IMGs**

## **Registration in Australia**





Base: Total sample (IMGs: n=1645)

Q10. How many years have you held registration in Australia?

Pathway	Specialist and competent authority pathway	3%		
	Specialist pathway		13%	
	Standard pathway (AMC exam)			50%
	Standard pathway (Workplace based assessment)	8%		
	Competent authority pathway	9%		
	Short term training pathway		13%	
	Other	2%		
	Unsure	3%		
	(			

Base: IMGs (n=1641)

Q11a. Which pathway are you in?

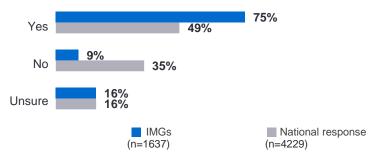
## Specialist pathway assessment



Base:IMGs selecting a specialist pathway or specialist and competent authority pathway (n=256)Note:IMGs were shown other colleges. Only colleges with 10 or more responses are shown.Q11b.Which college(s) did your specialist pathway assessment?

## **Training curriculum**

## IMGs WITH A CURRENT TRAINING/PROFESSIONAL DEVELOPMENT PLAN...



Base: IMGs. National response includes interns, prevocational and unaccredited trainees and 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

		Total agree: 92%	Total disag	gree: 2%
IMGs	(n=1212)	50%	42%	6%
		Total agree: 91%	Total disag	gree: 2%
National response	(n=2031)	46%	45%	7%

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

Total agree: 89% Total di					: 5%
IMGs	(n=1202)	40%	48%	6%	4%
		Total agree: 86%	Total di	sagree	: 6%
National response	(n=2021)	35%	51%	8%	4%

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

		Fotal agree: 93% Total dis				
IMGs	(n=1211)	43%	50%	6%		
		Total agree: 92%	Total disag	ree: 2%		
National response	(n=2030)	38%	54%	6%		

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

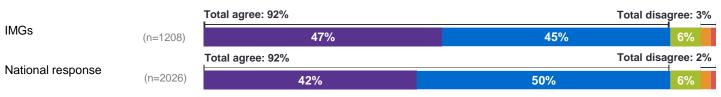
		Total agree: 8	5%	Total	disagre	agree: 5%	
IMGs	(n=1208)		44%	41%		10%	4%
Key:	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree		
Base: ^Note: Q13.	This question was only asked of IN	/Gs.	s interns, prevocational and unaccred ent plan, to what extent do you agree		owing statements?		

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

## **Training curriculum**

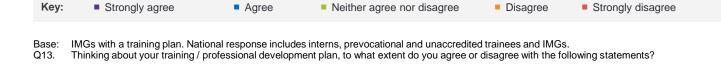
## TRAINING/PROFESSIONAL DEVELOPMENT PLAN (continued)

#### My plan is preparing me for future medical practice



#### My plan is advancing my knowledge

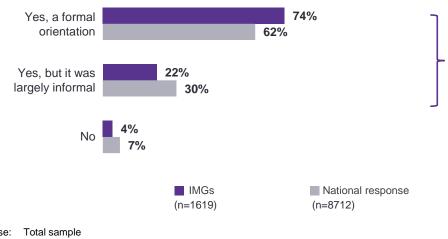
		Total agree: 93%	Total disag	ree: 2%
IMGs	(n=1208)	51%	41%	6%
		Total agree: 92%	Total disag	ree: 2%
National response	(n=2027)	46%	46%	6%



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

Q27a. Did you receive an orientation to your setting?

#### HOW WOULD YOU RATE THE QUALITY OF YOUR ORIENTATION?

		Total excellent/good: 78% Total t			errible/poor: 3%	
IMGs	(n=1552)	30%	48	%	19%	5
		Total exceller	n <b>t/good: 71%</b>	Total ter	rible/poor	: 5%
National response	(n=8062)	22%	49%		24%	<mark>4%</mark>

As shown in the chart above, 96% of IMGs had an orientation in their current setting (versus national response of 93%).

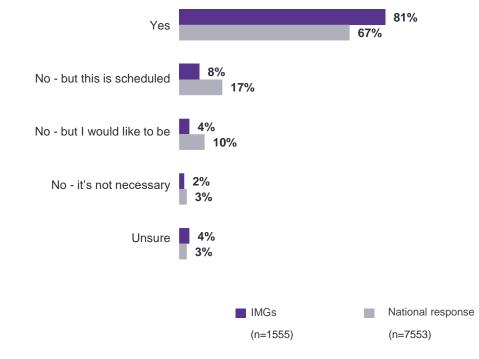
78% of IMGs rate the quality of the orientation as either 'excellent' or 'good', compared to the national response of 71%.



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

## Assessment

#### HAS YOUR PERFORMANCE BEEN ASSESSED IN YOUR SETTING?

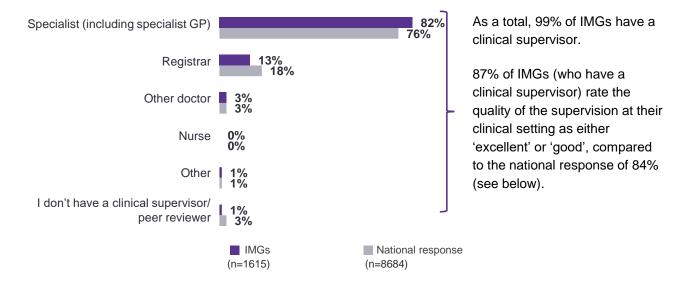


Base: Prevocational and unaccredited trainees, specialist trainees and IMGs.

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:	87%		Total terrible/poor: 4%			
IMGs		(n=1542)	4	46%		41%	9%		
			Total excellent/good:	84%		Total terrible/	poor: 4%		
Nation	al response	(n=8014)	40%	6	44%	6 12	%		
Key	Exc	ellent	Good	Averag	e Poor	Terrib	le		
Base: Q28. Base: Q31.	Q28. In your setting, who mainly provides your clinical supervision? Base: Received 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: 96%	Total disagree: 2%
IMGs	(n=1583)	71%	25%
		Total agree: 97%	Total disagree: 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: 92%					Total dis	Total disagree: 2%		
IMGs (n=1578)		60%			31%	6%		
		Total agree: 91%			Total disagree: 2%			
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?

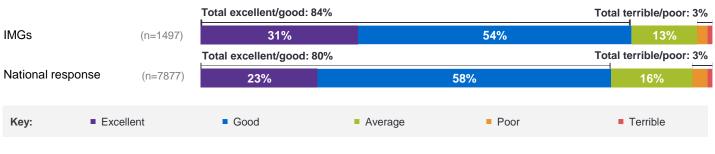
## Average out of 5 (1=very poor - 5=very good)

Accessibility	$\begin{array}{c} & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & \\ & & & & \\ & & & & \\ & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & & \\ & & & & \\ & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & &$
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	IMGs (max n=1526) 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 IMGs and the national response.

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

## 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 disc			
IMGs (n=1535)		40%	51%	6%	
		Total agree: 89%	Total dis	agree: 4%	
National response	(n=8074)	32%	56%	7%	

## There is a range of opportunities to develop my procedural skills

Ū		Total agree: 85%	Total disagree: 5%							
IMGs	<b>5</b> (n=1507) <b>35% 50%</b>									
		Total agree: 77%		Total disagree: 10%						
National response	(n=7746)	27%	49%	14% <mark>8%</mark>						
I can access the opportunities available to me										
		Total agree: 86%		Total disagree: 5%						
IMGs	(n=1534)	35%	52%	9% 4%						

		Total agree: 82%			e: 6%
National response	(n=8101)	26%	56%	12%	5%

## I have to compete with other doctors for access to opportunities

		Total agree: 42%			Total disagree: 33%	
IMGs	(n=1468)	12%	29%	25%	27%	7%
		Total agree:	43%	1	Total disagree	e: 35%
National response	(n=7903)	12%	31%	22%	27%	8%

Total disagree: 42%

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

Total agree: 32%

IMGs	(n=1443)	9%	23%	26%		33%	8%
National response (n=7772)		Total agree: 28%			Total disagree:		
		7%	21%	23%	37%		12%
Key: St	ongly agree	Agree	Neither a	gree 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: 72%						Total disagree: 11%		
IMGs	(n=1536)	28%	44%		17%	8%		
		Total agree: 63%		4	Total disagr	ee: 21%		
National response	(n=8091)	22%	41%	15%	14%	7%		

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

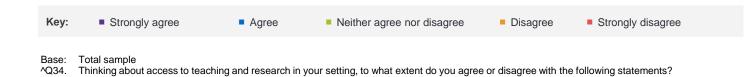
110-		Total agree: 78%	Total d	Total disagree: 7%	
IMGs	(n=1531)	31%	47%	15%	6%
National response		Total agree: 70%		Total dis	sagree: 11%
	(n=8082)	23%	48%	18%	9%

#### My employer supports me to attend formal and informal teaching sessions

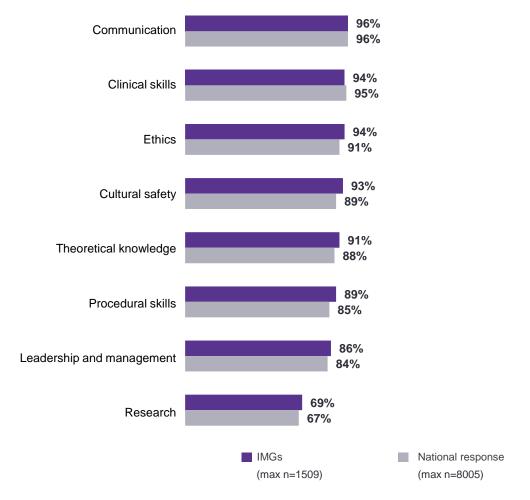
		Total agree: 84% T				l disagr	ee: 6%
IMGs (n=1536)		38% 46%			ĺ	11%	4%
		Total agree: 75%			Tota	l disagr	ee: 9%
National response	(n=8090)	28%		48%	15%		7%

## I am able participate in research activities

		Total agree: 55%		Total disagree: 13%		
IMGs	(n=1536)	19%	35%	32%	11%	
		Total agree: 57%	,	Total	disagree: 12%	
National response	(n=8089)	16%	41%	31%	9%	



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

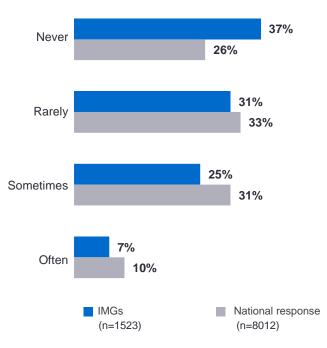


Base: Total sample excluding not applicable

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

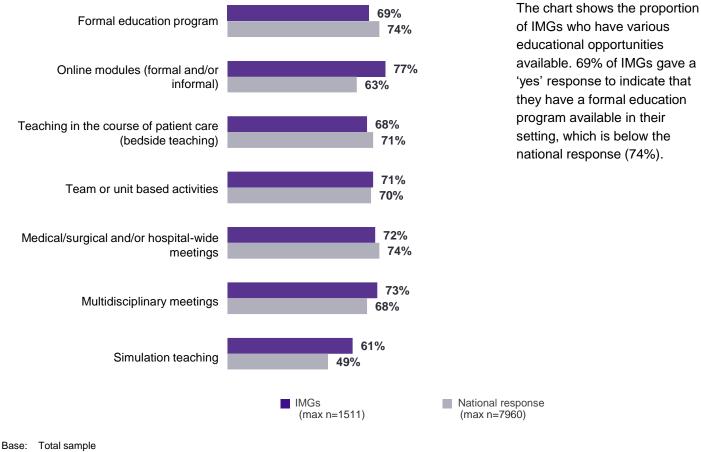


Base: Total sample

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 e	Formal education program							Among IMGs who report formal
			Total agr	ee: 95%		Total dis	agree: 1%	education is available (as shown
IMGs		(n=1039)			on the chart above), 95% find			
			Total agr	ee: 91%		Total disag	jree: 3%	this training useful.
National re	esponse	(n=5804)		43%		48%	6%	The charts are continued on the
								next page.
Key:	<ul> <li>Strongly agre</li> </ul>	е	Agree		Neither agree	nor disagree	Disagre	ee Strongly disagree
5	ro oducational one							

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	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: 90%	al agree: 90%				
IMGs	(n=1118)	47%		43%		7%	
		Total agree: 75%			Total disag	ree: 10%	
National response	(n=4837)	30%	45%		15%	8%	

## Teaching in the course of patient care (bedside teaching)

		Total agree: 96%	Total disagree: 0%
IMGs	(n=998)	56%	40% <mark>4%</mark>
		Total agree: 96%	Total disagree: 0%
National response	(n=5542)	55%	42%

## Team or unit based activities

		Total agree: 93%			Total disagree: 1%	
IMGs	(n=1055)	47%		45%	6%	
		Total agree: 89%			Total disagree: 2%	
National response	(n=5450)	37%		52%	9%	

## Medical/surgical and/or hospital-wide meetings

		Total agree: 89%	Total disagree: 2%		
IMGs	(n=1069)	40%	49%		9%
		Total agree: 76%		Total disa	gree: 7%
National response	(n=5774)	25%	51%	17%	6%

## **Multidisciplinary meetings**

		Total agree: 91%				Total disagr	ee: 1%
IMGs	(n=1077)	45%			46%	Ì	7%
		Total agree: 80%					ee: 5%
National response	(n=5320)	29%		51%		14%	4%

### Simulation teaching

		Total agree: 96%			Total disagree: 1%	
IMGs	(n=897)		53%		42%	4%
		Total agree: 93	%		Total disag	ree: 1%
National response	(n=3843)		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	or training p	ourposes			Not provided
		Total excellent/good: 84%		Total terrible/poor: 3%	
IMGs	(n=1467)	43%	42	2% 12%	(n=8)
		Total excellent/good: 76%		Total terrible/poor: 7%	
National response	(n=7598)	33%	43%	17% 5%	(n=189)
Educational resour	rces				
		Total excellent/good: 84%		Total terrible/poor: 3%	
IMGs	(n=1459)	36%	48%	14%	(n=16)
		Total excellent/good: 73%		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: 78%		Total terrible/poor: 6%	
IMGs	(n=1465)	37%	41%	16% <mark>4%</mark>	(n=17)
		Total excellent/good: 62%		Total terrible/poor: 14%	
National response	(n=7668)	24%	38%	24% 10% 4%	(n=148)
Teaching spaces					
		Total excellent/good: 76%		Total terrible/poor: 4%	
IMGs	(n=1439)	29%	47%	20% 4%	(n=19)
National roopance		Total excellent/good: 64%		Total terrible/poor: 9%	
National response	(n=7509)	19%	45%	27% <mark>7%</mark>	(n=196)



## **CULTURE WITHIN THE TRAINEE'S SETTING**

#### Most senior medical staff are supportive

		Total agree: 90%	Tota	Total disagree: 3%	
IMGs	(n=1477)	50%	40%	6%	
		Total agree: 91%	Tota	l disagree: 3%	
National response	(n=7764)	45%	45%	6%	

#### My workplace supports staff wellbeing

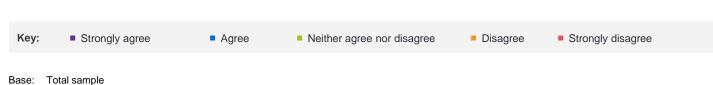
		Total agree: 84%	Total agree: 84%			
IMGs	(n=1469)	41%	43%		11%	4%
		Total agree: 75%		Tota	I disagre	ə: 10%
National response	(n=7746)	30%	45%	15	%	7%

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

	Total agree: 76%				Total disagree: 9%	
IMGs	(n=1474)	35%	41%		15%	6%
		Total agree: 64%			Total disag	ree: 17%
National response	(n=7755)	25%	39%	19%	139	% 4%

#### I have a good work/life balance

		Total agree: 71%	Total dis	sagree: 12%	4		
IMGs	(n=1471)	30%	42%	İ	17%	9%	
		Total agree: 59%		ł	Total dis	sagree: 21%	1
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   W	orkplace 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: 81%				gree: 7%
IMGs	(n=1475)	43%	38	3%	11%	5%
		Total agree: 75%		Тс	tal disag	ree: 10%
National response	(n=7760)	32%	44%	14	4%	8%

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

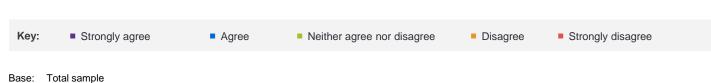
nempiaee		Total agree: 81%		Total disagro	ee: 6%
IMGs	(n=1477)	36%	45%	13%	5%
		Total agree: 80%		Total disagro	ee: 8%
National response	(n=7763)	27%	53%	13%	6%

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

	Total agree: 79%			Total disagree: 7%
IMGs	(n=1477)	36%	43%	14% <mark>4%</mark>
		Total agree: 71%		Total disagree: 13%
National response	(n=7761)	26%	45%	16% <mark>9% 4</mark> %

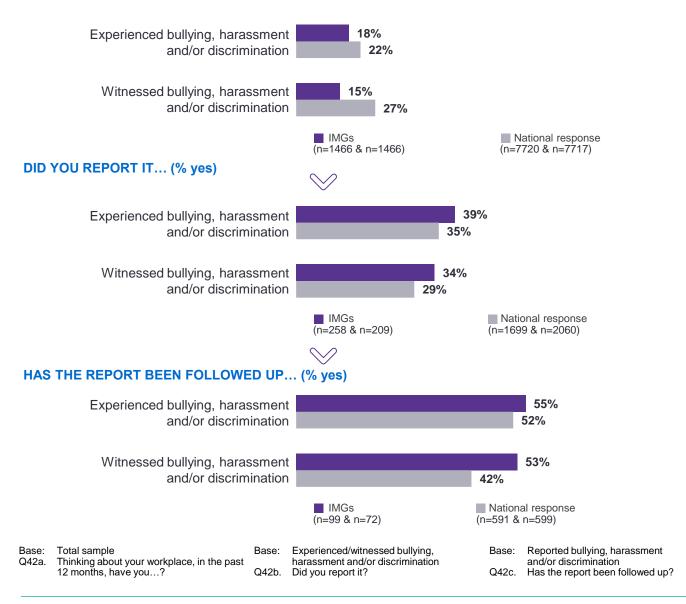
## I could access support from my workplace if I experienced stress or a traumatic event

		Total agree: 80%		Total disagr	ee: 6%
IMGs	(n=1476)	36%	45%	14%	
		Total agree: 75%		Total disagr	ee: 8%
National response	(n=7761)	27%	48%	17%	6%

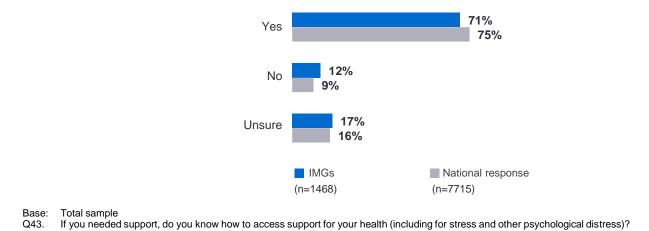


Q41. Thinking about the workplace environment and culture in your setting, to what extent do you agree or disagree with the following statements?





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



## 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%
IMGs	(n=1463)	6% 18%	50%	26%
		Total always/most of the time: 27%		Total sometimes/never: 73%
National response	(n=7675)	8% 19%	54%	18%
Having to work	paid overtime			
		Total always/most of the time: 16%		Total sometimes/never: 84%
IMGs	(n=1463)	<b>6% 10% 40%</b>		44%
		Total always/most of the time: 15%		Total sometimes/never: 85%
National response	(n=7666)	5% <b>10%</b> 44%		41%
Having to work	unpaid overtir	ne		
		Total always/most of the time: 12%		Total sometimes/never: 88%
IMGs	(n=1462)	5% <mark>8%</mark> 29%		59%
		Total always/most of the time: 25%		Total sometimes/never: 75%
National response	(n=7672)	10% 14%	37%	38%
Dealing with pat	ient expectati	ons		
		Total always/most of the time: 22%		Total sometimes/never: 78%
IMGs	(n=1462)	7% 15%	51%	27%
		Total always/most of the time: 22%		Total sometimes/never: 78%
National response	(n=7670)	6% 16%	57%	21%
Dealing with pat	ients' families	5		
		Total always/most of the time: 18%		Total sometimes/never: 82%
IMGs	(n=1459)	6% 12%	51%	31%
		Total always/most of the time: 18%		Total sometimes/never: 82%
National response	(n=7668)	5% 13%	59%	23%
Expectations of	supervisors			
		Total always/most of the time: 22%		Total sometimes/never: 78%
IMGs	(n=1461)	8% 13% 40	)%	39%
inico		Total always/most of the time: 18%		Total sometimes/never: 82%
National response	(n=7671)	6% <mark>12%</mark> 4	8%	34%
Кеу:	Always	Most of the time	Sometimes	Never
Base: Total sample Q44. How often c		ersely affect your wellbeing in your setting?		
		ersery arreet your weindening in your setting?		

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

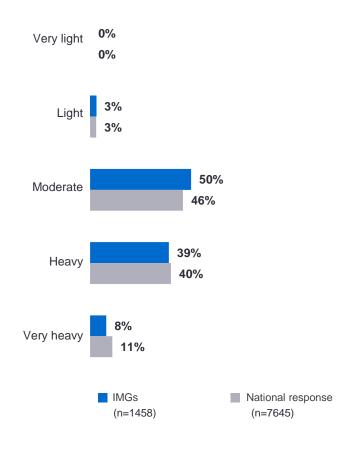
## HOW OFTEN DO THE FOLLOWING ADVERSELY AFFECT YOUR WELLBEING IN YOUR SETTING? (continued)

## Supervisor feedback

		Total always/most of the time: 19%	Total sometimes/never: 81%
IMGs	(n=1463)	7% 11% 37%	45%
	· · · · ·	Total always/most of the time: 12%	Total sometimes/never: 88%
National response	(n=7671)	4% <mark>8%</mark> 39%	48%
Having to relocate	for work		
0		Total always/most of the time: 17%	Total sometimes/never: 83%
IMGs	(n=1456)	7% 10% 31%	52%
	( )	Total always/most of the time: 24%	Total sometimes/never: 76%
National response	(n=7644)	12% 13% 34%	42%
Being expected to	do work th	at I don't feel confident doing	
Deing expected to		Total always/most of the time: 7%	Total sometimes/never: 93%
IMGs	(n=1456)	4% 34%	59%
	(	Total always/most of the time: 11%	Total sometimes/never: 89%
National response	(n=7642)	4% 7% 45%	44%
Limited access to s	senior ciini		T-1-1
		Total always/most of the time: 7%	Total sometimes/never: 93%
IMGs	(n=1457)	<b>5% 28%</b>	65%
National response	(n=7645)	Total always/most of the time: 9%	Total sometimes/never: 91% 53%
	(	070 3770	55 //
Lack of appreciatio	on		
		Total always/most of the time: 16%	Total sometimes/never: 84%
IMGs	(n=1459)	5% <b>10%</b> 37%	47%
		Total always/most of the time: 21%	Total sometimes/never: 79%
National response	(n=7647)	<b>7% 14%</b> 43%	<b>6</b> 36%
Workplace conflict			
		Total always/most of the time: 7%	Total sometimes/never: 93%
IMGs	(n=1459)	<mark>4%</mark> 37%	55%
		Total always/most of the time: 10%	Total sometimes/never: 90%
National response	(n=7647)	4% <mark>6%</mark> 45%	44%
Key:	Always	Most of the time	Sometimes Never
Base: Total sample			
	ne following adv	ersely affect your wellbeing in your setting?	

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

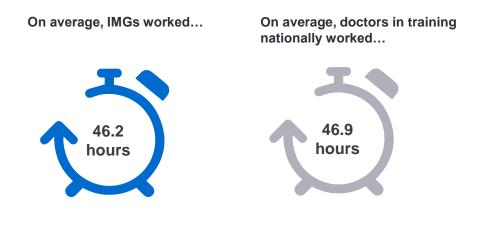
#### HOW WOULD YOU RATE YOUR WORKLOAD IN YOUR SETTING?



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, IMGs work 46.2 hours a week, compared to 46.9 hours a week for the national response.

For IMGs, 72% are working 40 hours a week or more, compared to the national response of 76%.

Base:Total sample (National: n=7619; IMGs: n=1450)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: 63%				Total sometimes/never: 37%		
IMGs	(n=1030)	43%		20%	19%	17%	
		Total always/most of the time: 47%		Total always/most of the time: 47%		Total som	etimes/never: 53%
National response	(n=6228)	25%	22%	26%		27%	
Working unrostered overtime have a negative impact on your training Total always/most of the time: 14% Total sometimes/never: 86%							
IMGs	(n=950)	5% 9%	42%		45%		
		Total always/most of the time: 24%			Total som	etimes/never: 76%	
National response	(n=5936)	8% 16%	47	'%		28%	

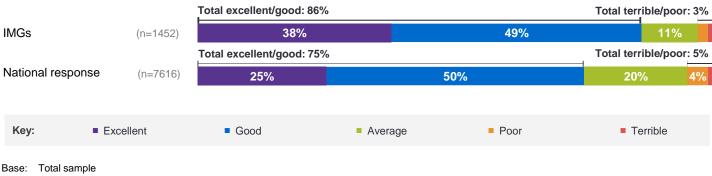
#### Working unrostered overtime provide you with more training opportunities

	Total always/most of the time: 24%				Total sometimes/never: 76%	
IMGs	(n=961)	9%	15%		54%	21%
Total always/most of the time: 16% Total sometime				Total sometimes/never: 84%		
National response	(n=5993)	4%	12%	52%		32%
Key:	Always		Most o	f the time	Sometimes	Never
Base: Total sample Q47. For any unro	e ostered overtime you	have com	pleted in the past, ho	ow 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: 93%	Total disagree: 2%	
IMGs	(n=1446)	41%	52%	5%
		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

		Total agree: 85% To				Total disagree: 3%	
IMGs	(n=1443)	36%		49%	12	12%	
		Total agree: 79%	Fotal agree: 79%			Total disagree: 6%	
National response	(n=7559)	26%		53%	16%	5%	

## I am confident to raise concerns about patient care and safety

		Total agree: 92%	Total	Total disagree: 2%	
IMGs	(n=1446)	43%	50%	6%	
		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

practitionere		Total agree: 8	9%			Total di	sagree: 2%
IMGs	(n=1448)		42%		47	%	8%
		Total agree: 8	2%			Total di	sagree: 5%
National response	(n=7572)	27	7%		55%	12	% <mark>4%</mark>
Key: Strongly a	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**

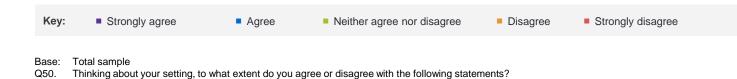
## **RECOMMEND TRAINING**

#### I would recommend my current training position to other doctors

		Total agree: 82%	Total disag	Total disagree: 6%	
IMGs	(n=1445)	38%	44%	12%	4%
		Total agree: 78%	Total disag	gree: 8%	
National response	(n=7561)	31%	47%	14%	5%

## I would recommend my current workplace as a place to train

		Total disagree: 7%			
IMGs	(n=1444)	38%	42%	13%	4%
		Total agree: 76%	1	Total disagree: 9%	
National response	(n=7561)	32%	44%	14%	6%



## **Future career intentions**

**CONTINUE PATHWAY** 



Base: International medical graduates (n=1446)

Q51b. Do you intend to continue on a pathway to general or specialist registration?

## TRAINING PROGRAM COMPLETION

### I am concerned I will not successfully meet my pathway requirements

		Total agree: 22%				Total disagree: 53%		
IMGs	(n=1374)	5%	16%	25%	6		37%	16%
		Total ag	ree: 35%				Tota	l disagree: 46%
National response	(n=7216)	16	5%	19%	19%		30%	16%

I am concerned about whether I will be able to secure employment on completing of the pathway

Total agree: 33%							Total disagree: 40%		
IMGs	(n=1374)	9%	2	4%	27%	6		30%	11%
		Total agr	ree: 48%			1		Total disa	gree: 32%
National response	(n=7465)	2	20%	2	.8%	20%	6	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 Torres Strait Islander health/healthcare

		Total agree:	52%		Total disagree: 13%		
IMGs	(n=1373)	16%	37%	35%	10%		
		Total agree:	48%		Total disagree: 17%		
National response	(n=7463)	12%	36%	35%	12% <mark>4</mark> %		

## I am interested in rural practice

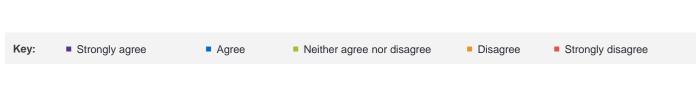
		Total agree: 52	%		Total disagree: 18%		
IMGs	(n=1366)	15%	37%	30%	14%	4%	
		Total agree: 47	%		Total disagre	e: 23%	
National response	(n=7452)	14%	33%	30%	18%	5%	

## I am interested in getting involved in medical research

		Total agree: 66%			Total disagree: 12%		
IMGs	(n=1374)	23%	43%	22%	10	%	
		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: 76%	Total disagree: 7%		
IMGs	(n=1374)	30%	45%	18%	6%
		Total agree: 81%	Total disagree: 5%		
National response	(n=7465)	32%	49%	15%	<mark>4%</mark>



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

T

© Copyright Ahpra on behalf of the Medical Board of Australia