

Medical Board of Australia and Ahpra

Report for College of Intensive Care Medicine of Australia and New Zealand



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MESSAGE FROM THE CHAIR

Our huge thanks to the more than 21,000 doctors in training who responded to the 2020 Medical Training Survey (MTS). We now have responses from more than half of Australia's doctors in training, and a solid evidence base for continuous improvement.

The MTS data are rich and once again, provide fascinating insights. In broad terms, 2020 MTS results are consistent with 2019 MTS data. There's a lot going well in medical training in Australia and we're doing a lot of things right to keep producing doctors who can provide patients with high quality care.

This year, 87 per cent of doctors in training rated the quality of their clinical supervision and training very highly, 75 per cent said their orientation was good or excellent, and 81 per cent would recommend their current training position to other doctors.

Stronger response rates this year have given us robust national data about the experience of prevocational and unaccredited trainees. The results show that these doctors value and rate highly the training they receive – but these training opportunities are limited. Better training for this important group of doctors will lead to better care and safety of patients in Australia and is an important opportunity for action.

About 66 per cent of trainees work more than 40 hours per week, but many value the extra training opportunities this provides.

We are delighted to have heard from so many international medical graduates (IMGs) with limited or provisional registration (49 per cent), who were very satisfied with their training experience.

We responded to stakeholder feedback and updated MTS questions to get a clearer picture of the culture of medicine. Disappointingly, the 2020 MTS results confirm that there is a lot still to be done both in medicine and the wider health sector. Again this year, 34 per cent of doctors in training reported they had experienced and/or witnessed bullying, harassment or discrimination, consistent with 33 per cent in 2019.

Nearly half our interns (47 per cent) experienced and/or witnessed bullying, harassment or discrimination, followed by 39 per cent of prevocational and unaccredited trainees, 36 per cent per cent of specialist non-GP trainees, 23 per cent of IMGs and 21 per cent of specialist GP trainees. The primary sources of the bullying, harassment and discrimination experienced by trainees was by consultants and specialists (51 per cent), nurses or midwives (36 per cent) and patients and/or patients' family/carers (34 per cent).

Importantly, 66 per cent of trainees said that they did not report the incident they experienced, and 78 per cent did not report the incident they witnessed.

For the future of our profession, we must all listen to what the thousands of trainees have told us. Collectively, we must prioritise the work needed to build a culture of respect, including by making it safe for them to speak up. We must keep our trainees safe. An urgent and shared commitment to this across medicine and the wider health sector will lead to safer patient care.

Questions in 2020 about the impact of COVID-19 on training drew interesting answers. Perhaps unsurprisingly, 80 per cent said the pandemic had impacted on their training. About one third of trainees overall (notably 37 per cent in Victoria) reported it having had a negative effect, nearly half said the impact on their training was mixed, and more than one third said it had led to innovative ways to learn.

Once again, we have deliberately presented the results of the MTS unadorned. As promised, we have prioritised confidentiality and results are only published when there were 10 or more responses.

You can access 2020 results in a series of static reports or with an online reporting tool, accessible from the MTS website at www.medicaltrainingsurvey.gov.au. You can use this tool to compare 2019 and 2020 results and see how your workplace, college or state compares with the national response.

The Board is grateful to everyone who worked with us to deliver and promote the 2020 MTS. Sincere thanks to all the members of our Steering Committee and Advisory Group, who shared their expertise and experience so openly. A very special thanks to the many doctors in training who have worked closely with us on the Medical Training Survey this year, whose insight, energy and commitment continues to reassure and inspire.



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 2020 representing the second 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=21,851 doctors in training, with n=20,915 responses eligible for analysis (i.e. currently training in Australia) between 21 July and 8 October 2020.



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.

For this report, results for CICM are presented at an overall level. To explore results within CICM further, please visit www.medicaltrainingsurvey.gov.au/results.

INTERPRETING THIS REPORT

This report provides key 2020 results based on n=519 doctors in training, at College of Intensive Care Medicine of Australia and New Zealand (CICM) compared against national results (2020 n=20,915) of all eligible doctors in training (i.e. currently training in Australia).

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.

Executive summary

OVERALL SATISFACTION

I would recommend my current training position to other doctors Total agree: 80% Total disagree: 6% CICM 37% 43% (n=437) Total agree: 81% Total disagree: 6% National response (n=16710) 34% 47% 13% 4% I would recommend my current workplace as a place to train Total agree: 80% Total disagree: 7% 43% CICM (n=437) 37% 13% Total agree: 81% Total disagree: 7% National response (n=16708) 35% 45% 13% Key: Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Base: Total sample

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

HIGHLIGHTS

Quality of orientation		Total excellent/good: 74%		Total terrible/poor: 4%
CICM	(n=487)	24%	51%	22%
		Total excellent/good: 75%		Total terrible/poor: 4%
National response	(n=18189)	23%	51%	22%
Quality of clinical superv	ision	Total excellent/good: 88%		Total terrible/poor: 2%
CICM	(n=469)	47%	41%	10%
		Total excellent/good: 87%		Total terrible/poor: 2%
National response	(n=17938)	44%	44%	10%
Quality of teaching sessi	ons			
		Total excellent/good: 81%		Total terrible/poor: 3%
CICM	(n=452)	27%	54%	16%
			54% 58%	
CICM	(n=452) (n=17445)	27% Total excellent/good: 83% 26%		16% Total terrible/poor: 2%
CICM National response	(n=452) (n=17445)	27% Total excellent/good: 83% 26% afety concerns		16% Total terrible/poor: 2% 14%
CICM National response Quality of training to rais	(n=452) (n=17445) e patient s	27% Total excellent/good: 83% 26% afety concerns Total excellent/good: 78%	58%	16% Total terrible/poor: 2% 14% Total terrible/poor: 6%
CICM National response Quality of training to rais	(n=452) (n=17445) e patient s	27% Total excellent/good: 83% 26% afety concerns Total excellent/good: 78% 28%	58%	16%Total terrible/poor: 2%14%Total terrible/poor: 6%17%4%

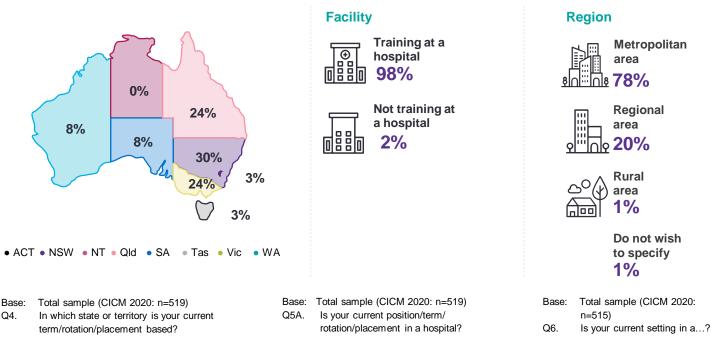
Base: Orientation received | Q27B. How would you rate the quality of your orientation?

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?

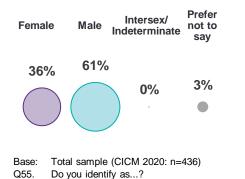
Profile of CICM trainees

TRAINING LOCATION

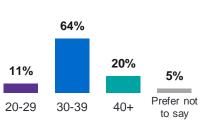


DEMOGRAPHICS

Do you identify as...

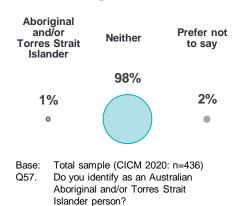


Age in years

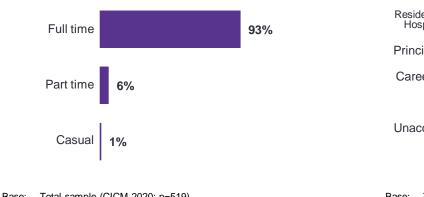


Base: Total sample (CICM 2020: n=435) Q56. What is your age?

Cultural background

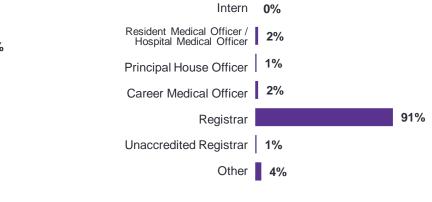


Employment



Base: Total sample (CICM 2020: n=519) Q2. Are you employed:

Role

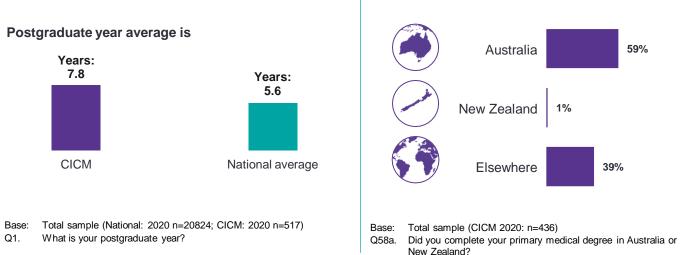


Base: Total sample (CICM 2020: n=519) Q7.

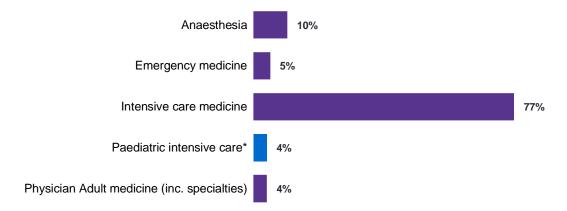
PRIMARY DEGREE

Profile of CICM trainees

POSTGRADUATE YEAR



CURRENT ROTATION / TERM / POSITION



Base:Total sample (CICM 2020: n=519) , fields with 10 or more responses shown. 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

On average, specialist trainees training with CICM have been in their training program for



Base: Specialist trainees (National: 2020 n=11676; CICM: 2020 n=517) Q15. How many years have you been in the College training program?

Training curriculum

TRAINING PROGRAM PROVIDED BY COLLEGE

The College training program is relevant to my development

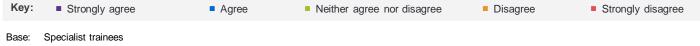
		Total agree: 92%			Total disagree: 3%
CICM	(n=505)	47%		46%	<mark>5%</mark>
		Total agree: 89%		Total disagree: 4%	
National response	(n=11462)	35%		55%	7%

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

		Total agree: 82% To		
CICM	(n=503)	37%	45%	11% <mark>5%</mark>
		Total agree: 88%	-	Total disagree: 5%
National response	(n=11472)	30%	58%	7%

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

		Total agree: 91%	Total disa	agree: 2%
CICM	(n=505)	39%	53%	7%
		Total agree: 91%	Total dis	agree: 3%
National response	(n=11482)	30%	61%	6%



Q21. Thinking about your College of Intensive Care Medicine of Australia and New Zealand training program, to what extent do you agree or disagree with each of the following statements?

Training curriculum

COMMUNICATION WITH COLLEGE

My College clearly communicates the requirements of my training program

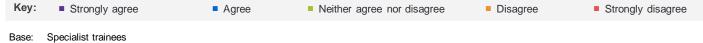
		Total agree: 85%		Total disa	gree: 5%
CICM	(n=507)	33%	52%	10)% <mark>4%</mark>
		Total agree: 76%		Total disa	igree: 9%
National response	(n=11432)	22%	54%	14%	7%

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

		Total agree: 83%	Total disagree: 4%		
CICM	(n=503)	31%	52%	13%	
		Total agree: 72%		Total disagree: 12	%
National response	(n=11404)	20%	51%	16% <mark>9% 4</mark> %	6

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

		Total agree: 85%			isagree: 5%
CICM	(n=507)	31%	54%		10% <mark>4%</mark>
		Total agree: 73%		Total di	sagree: 13%
National response	(n=11430)	22%	51%	14%	10%



Q22. Thinking about how College of Intensive Care Medicine of Australia and New Zealand communicates with you about your training program, to what extent do you agree or disagree with the following statements?

Training curriculum

ENGAGEMENT WITH COLLEGE

The College seeks my views on the training program

	Total agree: 4	19%	Total disagree: 22			
CICM	(n=506)	13%	35%	30%	20%	
		Total agree: 4	17%	4	Total disagree	»: 23%
National response	(n=11345)	9%	39%	30%	19%	4%

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

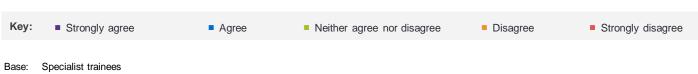
		Total agree: 62	%	Total disagree: 10%	
CICM	(n=506)	15%	47%	27%	9%
	Total agree: 64%				sagree: 9%
National response	(n=11345)	12%	53%	26%	7%

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

		Total agree: 83%		Total disagree: 5%
CICM	(n=506)	22%	61%	13% 4%
		Total agree: 81%		Total disagree: 5%
National response	(n=11344)	17%	64%	14% 4%

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

	Total agree: 52%				al disagree: 13%
CICM	(n=506)	15%	37%	35%	10%
		Total agree: 49%	6	Tot	al disagree: 13%
National response	(n=11349)	10%	39%	38%	10%

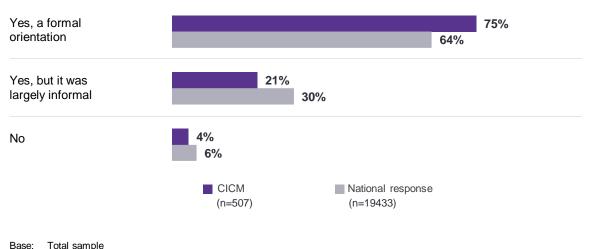


Q25. Thinking about how College of Intensive Care Medicine of Australia and New Zealand engages with you, to what extent do you agree or disagree with the following statements?

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.



Q27a. Did you receive an orientation to your setting?

HOW WOULD YOU RATE THE QUALITY OF YOUR ORIENTATION?

As shown in the chart above, 96% of CICM trainees had an orientation in their current setting (compared to the national response of 94%).

74% of CICM trainees rate the quality of the orientation as either 'excellent' or 'good', compared to the national response of 75%.

			Total	excellent/good	: 74%			Total terrible/poor	: 4%
CICM		(n=487)		24%		51%		22%	
			Total	excellent/good	: 75%			Total terrible/poor	r: 4%
National resp	ponse	(n=18189)		23%		51%		22%	
Key:	Excellent		Good		Average		Poor	= 1	Ferrible
Desey Deseive	ad an aviantation								
	ed an orientation ould you rate the qua	lity of your orienta	ation?						

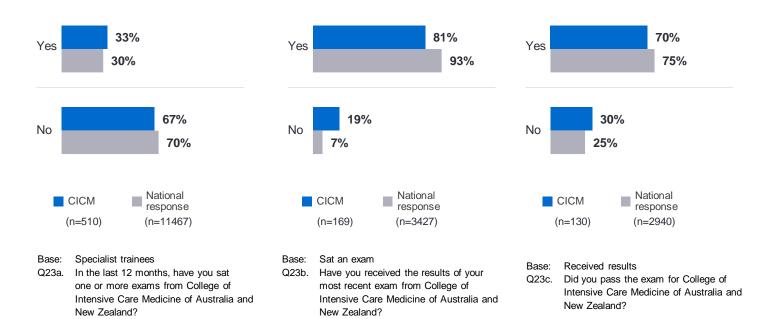
Assessment

COLLEGE EXAMS

CICM trainees who have sat an exam in the last 12 months...

Of those sitting exams, received their results....

Of those receiving results, passed their exams...



The exam(s) always reflected the college training curriculum

		Total agree: 80%				То	otal disagr	'ee: 6%
CICM	(n=167)	23%		57%			14%	5%
		Total agree: 58%				То	tal disagro	ee: 23%
National response	(n=3362)	10%	47%		19%		16%	7%

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

		Total agree: 83%	Total disagr		e: 6%	
CICM	(n=166)	25%	57%		11%	5%
		Total agree: 65%		Tota	I disagre	e: 17%
National response	(n=3360)	12%	52%	18%	11%	6%

The exam(s) always ran smoothly on the day

		Total agree: 90%	Total disagree: 3%	
CICM	(n=166)	33%	58%	7%
		Total agree: 81%		Total disagree: 10%
National response	(n=3359)	20%	61%	9% 6%
Key: Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

Base: Specialist trainees

Q24. Thinking about all your College of Intensive Care Medicine of Australia and New Zealand exam(s) not just the most recent, to what extent do you agree or disagree with the following statements?

Assessment

COLLEGE EXAMS (continued)

The exam(s) were always conducted fairly

		Total agree:	: 84%				Total d	lisagree: 2%
CICM	(n=167)	2	8%		56%			14%
		Total agree:	: 72%				Total di	sagree: 12%
National response	(n=3364)	17%		55%	, D		16%	<mark>8%</mark> 4%
I received useful feedba	ck about my	performanc	e in the exam	n(s)				
		Total agree:	: 27%				Total di	sagree: 50%
CICM	(n=153)	11%	16%	24%	-	29%		21%
		Total agree:	: 38%		L		Total di	sagree: 40%
National response	(n=3241)	7%	31%	2	22%	23%		17%
The feedback is timely		Total agroe	- 40%				Total di	sagraa: 30%
		Total agree:				 		sagree: 30%
CICM	(n=141)	13% Total agree:	29%		28%		20%	11% sagree: 28%
National response	(n=3089)	7%	40%		25%	6	16%	11%
I received support from	my College w	vhen needeo	ł					
		Total agree:	: 63%			_1	Total di	sagree: 12%
CICM	(n=153)	20%		44%		2	5%	9%
		Total agree:	: 44%				Total di	sagree: 22%
National response	(n=3000)	9%	35%		34	%	13%	6 9%

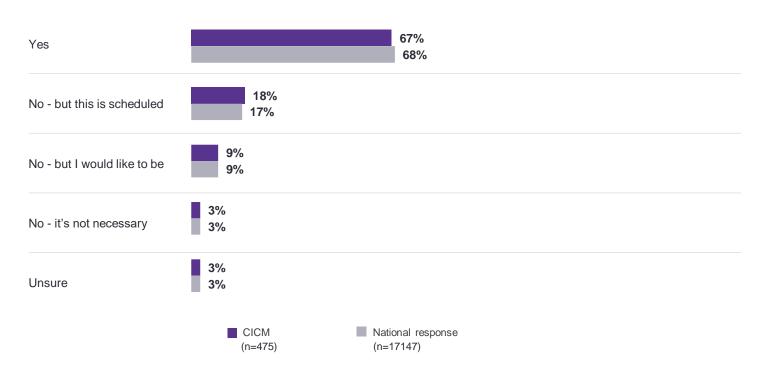


Base: Specialist trainees

Q24. Thinking about all your College of Intensive Care Medicine of Australia and New Zealand 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?

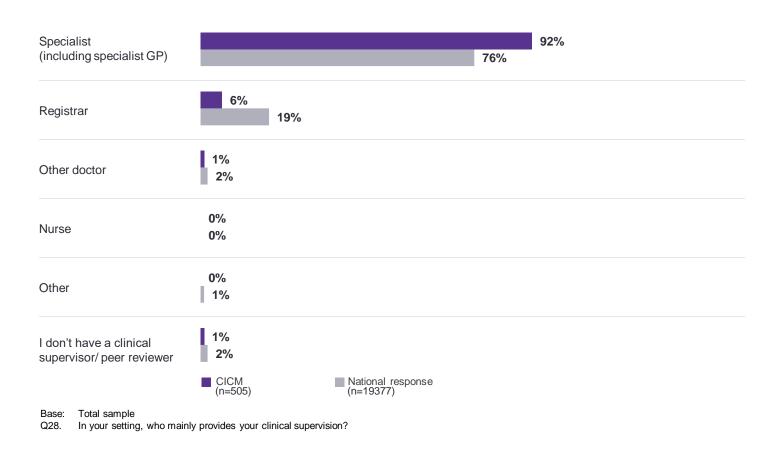


Base: Prevocational and unaccredited trainees, specialist trainees and IMGs.

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: 88%	Total t	errible/poor: 2%
CICM		(n=469)		47%	41%	10%
		Total excellent/good: 87%		Total	al terrible/poor: 2%	
National resp	oonse	(n=17938)		44%	44%	10%
Key:	Excellent		Good	Average	Poor	Terrible
Base: Receive	ed supervision					

Q31. For your setting, how would you rate the quality of your clinical supervision?

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: 99%	Total disagree: 0%
CICM	(n=497)	77%	22%
		Total agree: 97%	Total disagree: 1%
National response	(n=18903)	68%	30%

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

		Total agree: 97%	Total disa	igree: 0%
CICM	(n=497)	72%	25%	
		Total agree: 93%	Total disa	agree: 1%
National response	(n=18903)	56%	37%	6%



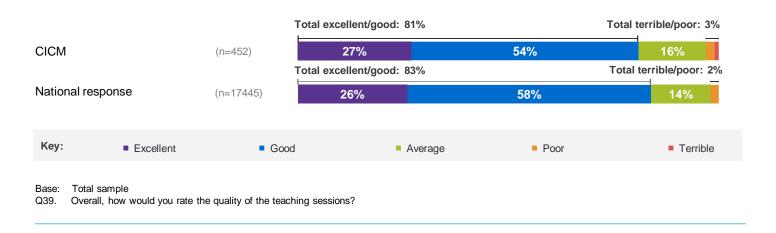
Clinical supervision

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

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

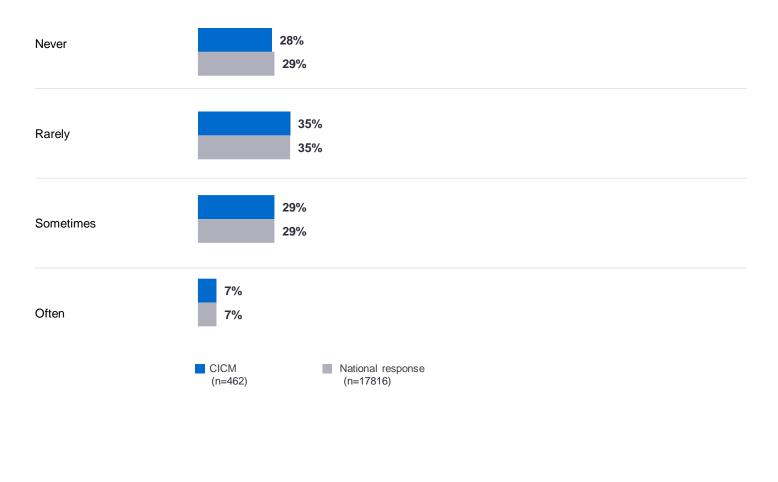
Accessibility	$\begin{array}{c} \bigstar \bigstar \bigstar \bigstar \bigstar \bigstar \bigstar 4.4 \\ \bigstar \bigstar \bigstar \bigstar \bigstar \bigstar \bigstar 4.3 \end{array}$
Helpfulness	4.3
Allowing for an appropriate level of responsibility	$ \begin{array}{c} & & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ $
Ensuring that you only perform work that you are ready for or have the experience to address	$\begin{array}{c} & & \\ & & \\ & & \\ & \\ & \\ & \\ & \\ & \\ $
Including opportunities to develop your skills	$ \begin{array}{c} & \swarrow & \swarrow & \swarrow & \swarrow & \swarrow & 4.0 \\ & & & & & & & & & & & & & & & & & & $
Usefulness of feedback	$\begin{array}{c} & \swarrow & \swarrow & \swarrow & \swarrow & \swarrow & 3.7 \\ & & & & & & & & & & & & \\ & & & & & $
Regular, INFORMAL feedback	$\begin{array}{c} & & & \\ \hline \hline & & & \\ \hline & & & \\ \hline & & & \\ \hline \hline & & & \\ \hline \hline \\ \hline & & & \\ \hline \hline & & & \\ \hline \hline \\ \hline \\$
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} & \swarrow & \swarrow & \swarrow & \swarrow & \swarrow & & 3.6 \\ & & & & & & & & & & & & & \\ & & & & $
Base: Have a supervisor Q30. In your setting, how would you rate the quality of your	CICM (max n=469) National response (max n=17967)

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



TRAINING AND OTHER JOB RESPONSIBILITIES

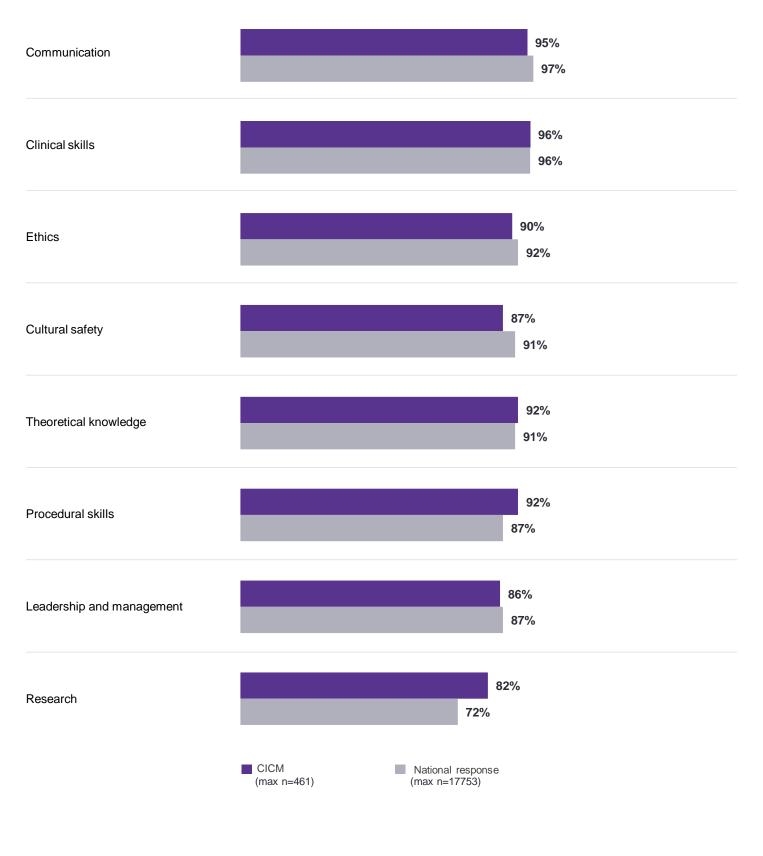
How regularly job responsibilities are preventing doctors in training from meeting training requirements



Base: Total sample

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

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



Base:

Total sample excluding not applicable In your setting, do you have sufficient opportunities to develop your? Q35.

DEVELOPMENT OF CLINICAL AND PRACTICAL SKILLS

		Total agree: 90%		Total disagree: 3%
CICM	(n=471)	38%	52%	8%
		Total agree: 90%		Total disagree: 3
National response	(n=18000)	32%	57%	7%
There is a range of op	oportunities to d	evelop my procedural skil	ls	
		Total agree: 84%		Total disagree: 6%
CICM	(n=470)	33%	51%	10% 4%
		Total agree: 79%		Total disagree: 8
National response	(n=17324)	27%	52%	13% 7%
There is a range of or	oportunities to d	evelop my non-clinical ski	lls	
0 1		Total agree: 80%		Total disagree: 7%
CICM	(n=471)	30%	51%	13% 6%
		Total agree: 81%		Total disagree: 5
National response	(n=17994)	25%	56%	14% 4%
I can access the oppo	ntunnies availar	Total agree: 86%		Total disagree: 4%
CICM	(n=471)	28%	57%	10%
CICM National response	(n=471) (n=18046)	28% Total agree: 83% 24%	57% 59%	10% Total disagree: 59 12%
National response	(n=18046)	Total agree: 83%	59%	Total disagree: 5
National response	(n=18046)	Total agree: 83% 24% for access to opportunitie Total agree: 53%	59%	Total disagree: 5
National response	(n=18046)	Total agree: 83% 24% for access to opportunitie Total agree: 53%	59%	Total disagree: 5 12%
National response I have to compete wit CICM	(n=18046) th other doctors	Total agree: 83% 24% for access to opportunitie Total agree: 53%	59% S	Total disagree: 5 12% Total disagree: 25% 22%
National response I have to compete wit CICM	(n=18046) th other doctors	Total agree: 83% 24% for access to opportunitie Total agree: 53% 16% 37	59% S	Total disagree: 5 12% Total disagree: 25% 22% Total disagree: 32
National response I have to compete wit CICM National response	(n=18046) th other doctors (n=471) (n=17718)	Total agree: 83% 24% for access to opportunitie Total agree: 53% 16% 37 Total agree: 45%	59% 2S 7% 22%	Total disagree: 5 12% Total disagree: 25% 22% Total disagree: 32
National response I have to compete wit CICM National response	(n=18046) th other doctors (n=471) (n=17718)	Total agree: 83% 24% for access to opportunitie Total agree: 53% 16% 37 Total agree: 45% 12% 33%	59% 2S 7% 22%	Total disagree: 5 12% Total disagree: 25% 22% Total disagree: 32 25% 7%
National response I have to compete wit CICM National response	(n=18046) th other doctors (n=471) (n=17718)	Total agree: 83% 24% for access to opportunitie Total agree: 53% 16% 37 Total agree: 45% 12% 33% rofessionals for access to	59% 2S 7% 22%	Total disagree: 5%

National response			TOLAT ag	Jiee. 30%		L	Total disagree. 40%	
		(n=17513)	8%	22%	24%	36%	10%	
Key:	Strongly agree	Agree		Neither agree r	or disagree	Disagree	Strongly disagree	

Base: Total sample

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

4%

6%

Access to teaching

ACCESS TO TEACHING AND RESEARCH

I have access to protected study time/leave Total agree: 73% Total disagree: 14% CICM (n=467) 27% 46% 13% Total disagree: 20% Total agree: 64% National response (n=18010) 21% 43% 17% 14%

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

		Total agree: 72%			Total di	sagree: 8%
CICM	(n=467)	24% 48%				6%
		Total agree: 64%	Total agree: 64%			
National response	(n=18002)	18%	46%	2	24%	10%

My employer supports me to attend formal and informal teaching sessions

		Total agree: 81%		Total disag	jree: 6%
CICM	(n=467)	30%	52%	13%	<mark>4%</mark>
		Total agree: 76%		Total disa	gree: 8%
National response	(n=18007)	25%	50%	17%	6%

I am able participate in research activities

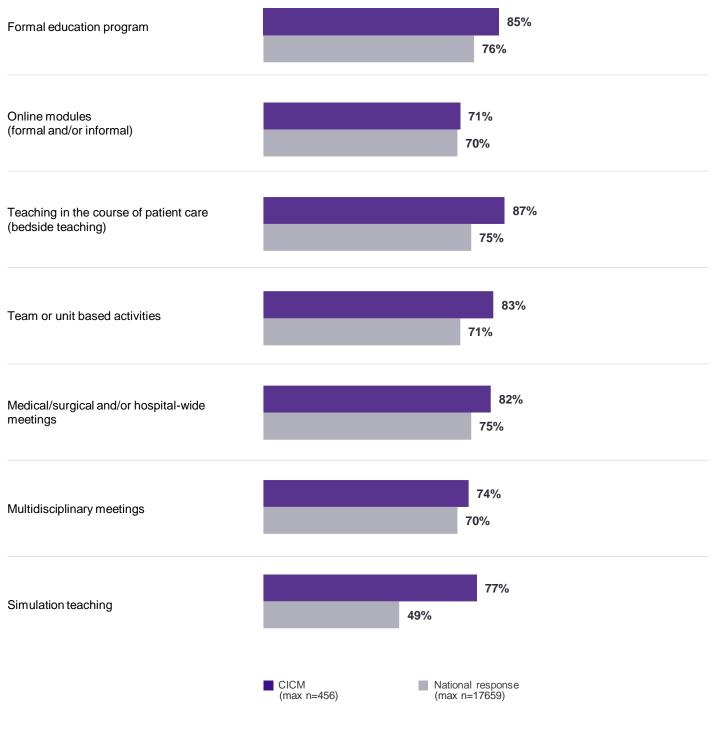
		Total agree: 73%			Total disa	gree: 3%
CICM	(n=467)	23%	51%		24%	
National response		Total agree: 60%			Total disag	gree: 10%
National response	(n=18010)	15%	45%	3	0%	8%



Total sample, These questions were only asked of Specialist GP trainees, as such, data is filtered to Specialist GP trainees ^Note: Q34. Thinking about access to teaching and research in your current setting, to what extent do you agree or disagree with the following statements?

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

CICM trainees were asked to select which educational opportunities were available to them in their current setting. Teaching in the course of patient care (bedside teaching) (87%), formal education program (85%) and team or unit based activities (83%) were reported as the educational opportunities most available to CICM trainees.



Base: Total sample

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

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

CICM trainees who had reported access to a range of educational activities were then asked their level of agreement on whether the educational activity had been useful in their development as a doctor. Of the educational activities available, teaching in the course of patient care (bedside teaching) (98%), simulation teaching (93%) and formal education program (93%) were rated the most useful.

Formal education progra	m			
		Total agree: 93%	T	otal disagree: 3%
CICM	(n=381)	47%	46%	4%
		Total agree: 93%	Т	otal disagree: 2%
National response	(n=12396)	43%	49%	6%
Online modules (formal a	and/or informa	l)		
		Total agree: 69%	То	tal disagree: 12%
CICM	(n=319)	24% 45	% 19%	// 10%
	, , ,	Total agree: 79%	Т	otal disagree: 7%
National response	(n=11915)	28%	51%	14% 6%
Teaching in the course o	f patient care	(bedside teaching)		
		Total agree: 98%	Т	otal disagree: 0%
CICM	(n=389)	63%	3	5%
		Total agree: 96%		otal disagree: 0%
National response	(n=13047)	53%	43%	
Team or unit based activ	ities			
		Total agree: 91%	Т	otal disagree: 2%
CICM	(n=370)	41%	50%	8%
		Total agree: 90%	т	otal disagree: 1%
National response	(n=12370)	36%	54%	9%
Key: Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Base: Where educational opportun Q38. To what extent do you agree		e following educational activities have been use	ul in vour development as a do	ctor?

Page 23

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

Medical/surgical and/or hospital-wide meetings

		Total agree: 68%		Tota	disagree: 12%
CICM	(n=364)	24%	44%	20%	10%
		Total agree: 77%		Tot	al disagree: 6%
National response	(n=13002)	24%	53%		18% <mark>5%</mark>
Multidisciplinary meeting	gs				
		Total agree: 72%		Tota	al disagree: 6%
CICM	(n=327)	24%	48%		% <mark>5%</mark>
		Total agree: 81%		Tot	al disagree: 4%
National response	(n=12070)	28%	54%		14% <mark>4%</mark>
Simulation teaching					
		Total agree: 93%		Tota	al disagree: 1%
CICM	(n=346)	53%		40%	6%
		Total agree: 93%		Tot	al disagree: 1%
National response	(n=8564)	47%		46%	6%

 Key:
 Strongly agree
 Agree
 Neither agree nor disagree
 Disagree
 Strongly disagree

Base: Where educational opportunity is available

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

Facilities

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

Reliable internet for training purposes

		Total excellent/good: 70%		Total terrible/poo	r: 12% Not provide
CICM	(n=430)	26%	45%	18% 7	<mark>% 4%</mark> (n=17)
		Total excellent/good: 75%		Total terrible/po	or: 7%
National response	(n=16732)	31%	45%	18%	5% (n=439)
Educational reso	ources				
		Total excellent/good: 70%		Total terrible/po	or: 7% Not provide
CICM	(n=444)	21%	48%	24%	6% (n=3)
		Total excellent/good: 74%		Total terrible/po	or: 4%
National response	(n=16956)	22%	52%	22%	(n=209)
Working space, s	such as a d	esk and computer		Total tamikia/naa	- 00% Not served by
Working space, s	such as a d (n=436)	Total excellent/good: 52%	34%	28% 15%	r: 20% Not provided
		Total excellent/good: 52%	34%	-	5% (n=11) r: 15%
CICM	(n=436) (n=16946)	Total excellent/good: 52% 18% Total excellent/good: 61% 23%		28% 15% Total terrible/poo 25% 119	5% (n=11) r: 15% 6 4% (n=284)
CICM National response Teaching spaces	(n=436) (n=16946)	Total excellent/good: 52% 18% Total excellent/good: 61% 23%	38%	28% 15% Total terrible/poo 25% 119 Total terrible/poo	5% (n=11) r: 15% 6 4% (n=284) r: 14% Not provided
CICM National response	(n=436) (n=16946)	Total excellent/good: 52% 18% Total excellent/good: 61% 23% Total excellent/good: 60% 19%		28%15%Total terrible/poo25%11%Total terrible/poo26%11%	5% (n=11) r: 15% 6 4% (n=284) r: 14% Not provided
CICM National response Teaching spaces	(n=436) (n=16946)	Total excellent/good: 52% 18% Total excellent/good: 61% 23%	38%	28% 15% Total terrible/poo 25% 119 Total terrible/poo 26% 119 Total terrible/poo	5% (n=11) r: 15% 6 4% (n=284) r: 14% Not provided



Base: Total sample excluding not provided (shown separately) Q40. How would you rate the quality of the following in your setting?

CULTURE WITHIN THE TRAINEE'S SETTING

Most senior medical staff are supportive

		Total agree: 93%		Tot	al disagree: 2%
CICM	(n=441)	52%		41%	5%
		Total agree: 93%		То	tal disagree: 2%
National response	(n=17161)	47%		46%	5%
My workplace supports	staff wellbein	ng			
		Total agree: 78%		Tot	al disagree: 8%
CICM	(n=440)	36%	42%		15% <mark>5%</mark>
National response		Total agree: 81%		To	tal disagree: 7%
National response	(n=17145)	34%	47%		12% <mark>5%</mark>
In practice, my workpla	ce supports m	ne to achieve a good wo	ork/life balance		
		Total agree: 67%		Tota	I disagree: 12%
CICM	(n=441)	Total agree: 67%	42%	Tota	Il disagree: 12%
	(n=441)	-	42%	21%	
CICM National response	(n=441) (n=17155)	25%	42% 43%	21%	8% 4% al disagree: 12%
	(n=17155)	25% Total agree: 70%		21% Tota	8% 4% al disagree: 12%
National response	(n=17155)	25% Total agree: 70%		21% Tota 18%	8% 4% al disagree: 12%
National response	(n=17155)	25% Total agree: 70% 27%		21% Tota 18%	8% 4% al disagree: 12% 9%
National response I have a good work/life I CICM	(n=17155) balance	25% Total agree: 70% 27% Total agree: 59%	43%	21% Tota 18% Tota 22%	8% 4% al disagree: 12% 9%
National response I have a good work/life I	(n=17155) balance	25% Total agree: 70% 27% Total agree: 59% 20%	43%	21% Tota 18% Tota 22%	8% 4% al disagree: 12% 9%



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

CULTURE WITHIN THE TRAINEE'S SETTING (continued)

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

ту worкріасе		Total agree: 73%		Total dis	agree: 12%	
CICM	(n=442)	29%	44%	14%	10%	
		Total agree: 79%		Total d	isagree: 8%	
National response	(n=17161)	33%	46%	14%	6%	

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

(including racisin) in it		Total agree: 82%	То	tal disagree: 7%
CICM	(n=441)	28%	54%	11% <mark>5%</mark>
		Total agree: 83%	Τα	tal disagree: 5%
National response	(n=17162)	29%	54%	12% <mark>5%</mark>

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

(including racion) in		Total agree: 71%		Total disa	gree: 13%
CICM	(n=441)	30%	41%	17%	9% 4%
		Total agree: 75%		Total disa	gree: 10%
National response	(n=17161)	29%	47%	15%	8%

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

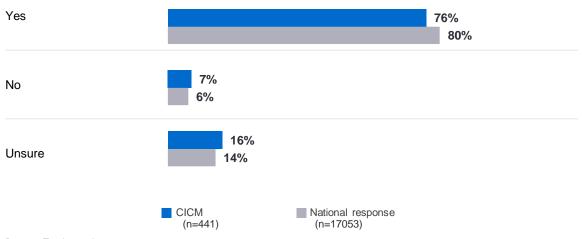
		Total agree: 77%		Total disage	'ee: 8%
CICM	(n=441)	30%	47%	16%	5%
		Total agree: 80%		Total disag	ree: 5%
National response	(n=17162)	29%	50%	15%	<mark>4%</mark>



Base: Total sample

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

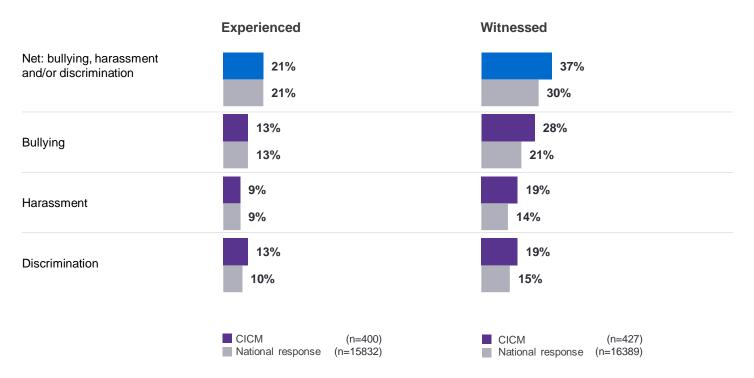
IF YOU NEEDED SUPPORT, DO YOU KNOW HOW TO ACCESS SUPPORT FOR YOUR HEALTH (INCLUDING FOR STRESS AND OTHER PSYCHOLOGICAL DISTRESS)?



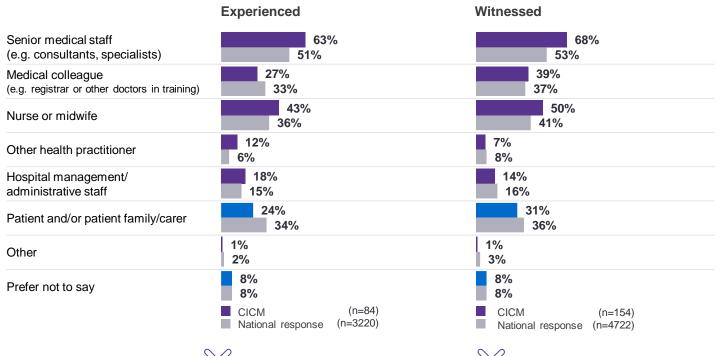
Base: Total sample

Q43. If you needed support, do you know how to access support for your health (including for stress and other psychological distress)?

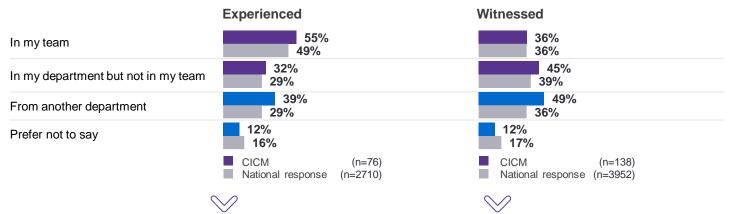
IN THE PAST 12 MONTHS, HAVE YOU... (% yes)



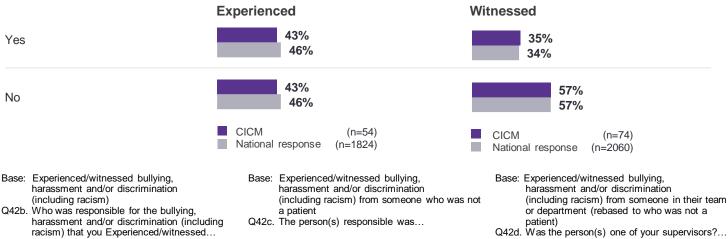
WHO WAS RESPONSIBLE...



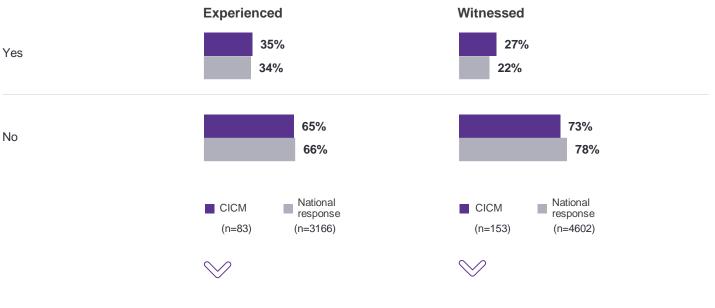
THE STAFF MEMBER OR COLLEAGUE RESPONSIBLE WAS...



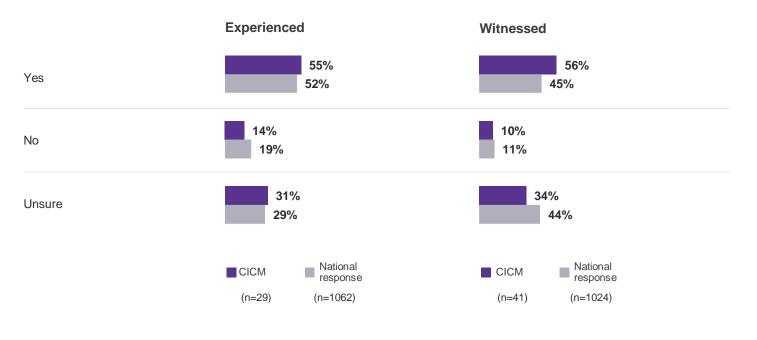
THE STAFF MEMBER OR COLLEAGUE FROM MY TEAM OR DEPARTMENT WAS MY SUPERVISOR ...



HAVE YOU REPORTED IT...



HAS THE REPORT BEEN FOLLOWED UP...



Base: Experienced bullying, harassment and/or discrimination (including racism) Q42e. Have you reported it? Base: Reported bullying, harassment and/or discrimination (including racism) Q42f. Has the report been followed up?

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: 16%	Total sometimes/never: 84%
(n=441)	5% 11% 57	7% 27%
	Total always/most of the time: 22%	Total sometimes/never: 78%
(n=16977)	7% 15%	56% 22%
vertime		
	Total always/most of the time: 7%	Total sometimes/never: 93%
(n=440)	<mark>6%</mark> 45%	48%
	Total always/most of the time: 11%	Total sometimes/never: 89%
(n=16955)	4% <mark>8%</mark> 44%	44%
d overtime		
	Total always/most of the time: 10%	Total sometimes/never: 90%
(n=440)	4% <mark>6%</mark> 33%	57%
	Total always/most of the time: 21%	Total sometimes/never: 79%
(n=16960)	9% 12% 38%	41%
xpectations		
	Total always/most of the time: 11%	Total sometimes/never: 89%
(n=440)	<mark>8%</mark> 60%	
		Total sometimes/never: 82%
(n=16967)	5% 13%	59% 23%
families		
	Total always/most of the time: 13%	Total sometimes/never: 87%
(n=441)	9% 64	4% 23%
	Total always/most of the time: 15%	Total sometimes/never: 85%
(n=16967)		i0% 24%
visors		
	Total always/most of the time: 15%	Total sometimes/never: 85%
(n=441)	4% 11% 49%	36%
	Total always/most of the time: 15%	Total sometimes/never: 85%
(n=16972)	5% 10% 47%	38%
ays		Sometimes Never
llowing adversely	affect your wellbeing in your setting?	
	(n=16977) vertime (n=440) (n=16955) d overtime (n=440) (n=16960) xpectations (n=440) (n=16967) families (n=441) (n=16967) visors (n=441) (n=16972)	(n=441) 5% 11% 5% Total always/most of the time: 22% 7% 15% vertime Total always/most of the time: 7% (n=440) 6% 45% Total always/most of the time: 11% 4% 4% (n=16955) 4% 8% 44% d overtime Total always/most of the time: 10% 4% 6% (n=440) Total always/most of the time: 21% 7% 38% (n=16960) 9% 12% 38% (n=440) 8% 60% 75% (n=440) 8% 60% 75% families Total always/most of the time: 18% 60% (n=441) 9% 6 6 visors Total always/most of the time: 15% 6 (n=441) 4% 11% 6 (n=441) 4% 11% 4% (n=441) 5% 10% 4% (n=16972) 5% 10% 4%

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

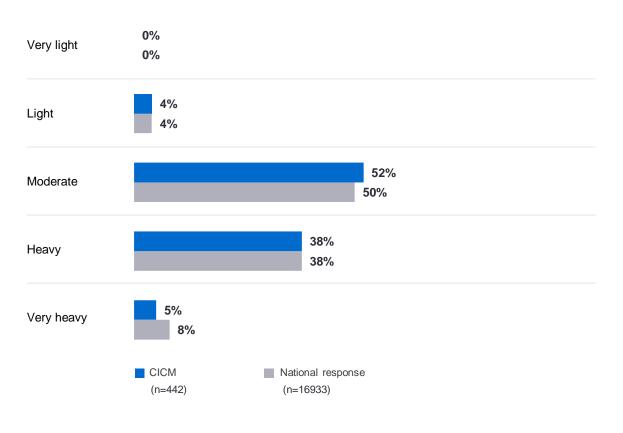
Supervisor feedback

		Total always/most of the time: 9%	Total sometimes/never: 91%
CICM	(n=440)	6% 42%	49%
		Total always/most of the time: 10%	Total sometimes/never: 90%
National response	(n=16970)	7% 38%	52%
Having to relocate	for work		
		Total always/most of the time: 23%	Total sometimes/never: 77%
CICM	(n=441)	11% 12% 37%	40%
		Total always/most of the time: 21%	Total sometimes/never: 79%
National response	(n=16929)	9% 12% 34%	45%
Being expected to	do work that	l don't feel confident doing	
		Total always/most of the time: 4%	Total sometimes/never: 96%
CICM	(n=441)	40%	56%
		Total always/most of the time: 9%	Total sometimes/never: 91%
National response	(n=16931)	<mark>6%</mark> 43%	48%
Limited access to	senior clinicia	ins	
		Total always/most of the time: 4%	Total sometimes/never: 96%
CICM	(n=440)	25%	71%
		Total always/most of the time, 7%	Total comptimes/markers 020/
		Total always/most of the time: 7%	l otal sometimes/never: 93%
National response	(n=16926)	5% 35%	58%
	× ,		
	× ,		
Lack of appreciation	× ,	5% 35%	58%
Lack of appreciation	on	5% 35% Total always/most of the time: 19%	58% Total sometimes/never: 81%
Lack of appreciatio	on	5% 35% Total always/most of the time: 19% 5% 13% 44%	58% Total sometimes/never: 81%
Lack of appreciation	on (n=441) (n=16932)	5%35%Total always/most of the time: 19%5%13%44%Total always/most of the time: 18%	58% Total sometimes/never: 81% 37% Total sometimes/never: 82%
Lack of appreciation	on (n=441) (n=16932)	5%35%Total always/most of the time: 19%5%13%44%Total always/most of the time: 18%	58% Total sometimes/never: 81% 37% Total sometimes/never: 82% 40%
Lack of appreciation	on (n=441) (n=16932)	5%35%Total always/most of the time: 19%5%13%44%Total always/most of the time: 18%6%12%42%	58% Total sometimes/never: 81% 37% Total sometimes/never: 82% 40%
Lack of appreciation	on (n=441) (n=16932) t	5%35%Total always/most of the time: 19%5%13%44%Total always/most of the time: 18%6%12%42%Total always/most of the time: 9%	58% Total sometimes/never: 81% 37% Total sometimes/never: 82% 40% Total sometimes/never: 91% 35%
Lack of appreciation	on (n=441) (n=16932) t	5%35%Total always/most of the time: 19%5%13%44%Total always/most of the time: 18%6%12%42%Total always/most of the time: 9%6%56%	58% Total sometimes/never: 81% 37% Total sometimes/never: 82% 40% Total sometimes/never: 91% 35%
National response Lack of appreciation CICM National response Workplace conflict CICM National response	on (n=441) (n=16932) t (n=440)	5%35%Total always/most of the time: 19%5%13%44%Total always/most of the time: 18%6%6%12%42%Total always/most of the time: 9%6%56%Total always/most of the time: 9%	Total sometimes/never: 81% 37% Total sometimes/never: 82% 40% Total sometimes/never: 91% 35% Total sometimes/never: 91%

Profile | Training curriculum | Orientation | Assessment | Clinical supervision | Access to teaching | Facilities Workplace environment and culture | Patient safety | Overall satisfaction | Future career intentions | COVID-19

Workplace environment and culture

HOW WOULD YOU RATE YOUR WORKLOAD IN YOUR SETTING?



Base: Total sample

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

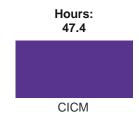
ON AVERAGE IN THE PAST MONTH, HOW MANY HOURS PER WEEK HAVE YOU WORKED?

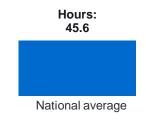
On average, CICM trainees work 47.4 hours a week, compared to 45.6 hours a week for the national average.

For CICM trainees, 77% are working 40 hours a week or more, compared to the national response of 66%.

On average, CICM trainees worked...

On average, doctors in training nationally worked...





Base: Total sample (National: 2020 n=16889; CICM: 2020 n=442)

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?

Total always/most of the time: 57% Total sometimes						
CICM	(n=352)	34%	23%	20%	22%	
		Total always/most of the	time: 50%	Total so	metimes/never: 50%	
National response	(n=13739)	26%	24%	26%	24%	
Working unrostere	ed overtime ha	ve a negative impact o	on your training			
	Total always/most of the time: 14% Total sometimes/never: 86%					
CICM	(n=348)	7% 7% 50% 36%				
		Total always/most of the	time: 20%	Total so	metimes/never: 80%	
National response	(n=13024)	7% 13%	48%		33%	
Working unrostered overtime provide you with more training opportunities Total always/most of the time: 15% Total sometimes/never: 85%						
Working unrostere	ed overtime pr	-			netimes/never: 85%	
-	ed overtime pro (n=343)	Total always/most of the	time: 15%	Total sor	25%	
CICM	-	Total always/most of the	time: 15%	Total sor		
CICM	-	Total always/most of the	time: 15%	Total sor	25%	
Working unrostere CICM National response	(n=343)	Total always/most of the 13% Total always/most of the	time: 15% 61% time: 16%	Total sor	25% metimes/never: 84%	
CICM National response	(n=343)	Total always/most of the 13% Total always/most of the	time: 15% 61% time: 16% 54%	Total sor	25% metimes/never: 84%	
CICM National response	(n=343) (n=13149)	Total always/most of the 13% Total always/most of the 4% 12%	time: 15% 61% time: 16% 54%	Total sor Total so	25% metimes/never: 84% 30%	

Patient safety

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



Base: Total sample

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: 89%	Total disa	Total disagree: 3%		
CICM	(n=437)	33%	56%	8%		
		Total agree: 90% Tot				
National response	(n=16720)	30%	60%	8%		

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

	Total agree: 79%			Total disagree: 6%	
CICM	(n=437)	30%	49%	15% <mark>4%</mark>	
	Total agree: 82%				
National response	(n=16713)	28%	55%	13%	

I am confident to raise concerns about patient care and safety

		Total	Total disagree: 4%	
CICM	(n=437)	31%	55%	11%
		Total agree: 88%	Total	disagree: 3%
National response	(n=16718)	31%	58%	9%

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

between shints / practitic		al agree: 90%	Total disagree: 4%	
CICM	(n=437)	35%	55%	6%
	Tota	al agree: 85%		Total disagree: 4%
National response	(n=16724)	28%	57%	11%
Key: Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

Base: Total sample

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

Overall satisfaction

RECOMMEND TRAINING

I would recommend my current training position to other doctors

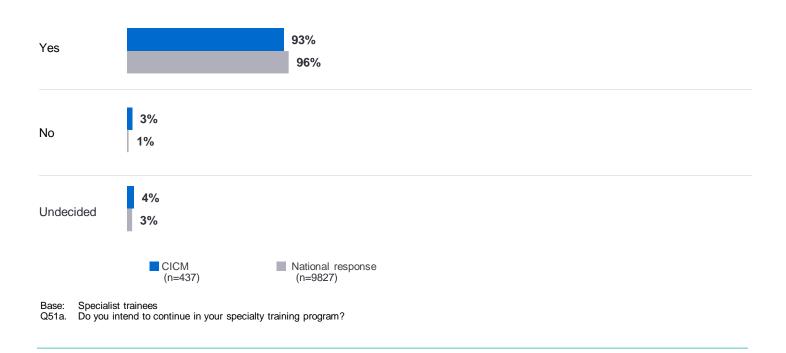
		Total disagree: 6%		
CICM	(n=437)	37%	43%	14% 4%
		Total agree: 81%		Total disagree: 6%
National response	(n=16710)	34%	47%	13% 4%
I would recommend m	y current workp	lace as a place to train		

	Total agree: 80%			otal disagree: 7%	
CICM	(n=437)	37%	43%	13%	5%
		Total agree: 81%	-	Total disagree: 7%	
National response	(n=16708)	35%	45%	13%	5%



CONTINUATION OF SPECIALITY TRAINING PROGRAM

Overall, 93% of CICM trainees intend to continue with their specialty.



TRAINING PROGRAM COMPLETION

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

		Total agree: 28%			Total disagree: 48%		
CICM	(n=437)	9%	19%	23%	33%	15%	
		Total agre	e: 36%		Tot	al disagree: 44%	
National response	(n=16025)	16%	20%	. 19%	31%	14%	

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

	Т	otal agree: 75%	Total disagre	e: 9%		
CICM	(n=437)	33%		42%	16% 7	%
	Т	otal agree: 49%		I	Total disagree	e: 30%
National response	(n=16556)	20%	29%	21%	21%	9%
Key: Strongly agree	Agree	Neither ag	ree nor disagree	Disagree	Strongly di	sagree
Base: Total sample				-1		

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

CAREER INTERESTS

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

		Total agree: 39%			Total disagree: 17%
CICM	(n=437)	7%	32%	44%	12% 5%
		Total agree:	49%		Total disagree: 14%
National response	(n=16551)	12%	37%	36%	11%
I am interested in rur	al practice				
		Total agree:	33%		Total disagree: 32%
CICM	(n=437)	6%	27%	35%	27% 5%
		Total agree:	47%		Total disagree: 23%
National response	(n=16529)	13%	34%	30%	18% 5%
I am interested in get	ting involved in	medical rese	arch		
		Total agree:	51%		Total disagree: 27%
CICM	(n=437)	12%	40%	22%	22% 5%
		Total agree:	54%		Total disagree: 20%
National response	(n=16546)	15%	39%	26%	16% 4%
I am interested in get	ting involved in	medical teac	hing		
		Total agree:	88%		Total disagree: 3%

CICM	(n=437)	35%	53%	9%	
	7	Total agree: 80%	tal disagre	e: 5%	
National response	(n=16549)	30%	51%	15%	4%

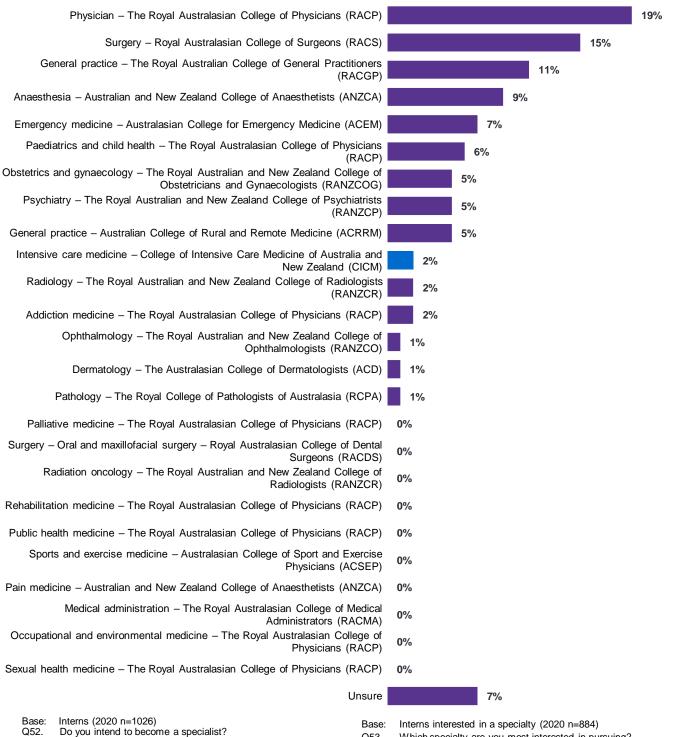


INTERNS - INTERESTED IN A SPECIALTY



86% of interns are intending to become a specialist. Of these, 2% are most interested in pursuing an intensive care medicine specialty with CICM.

SPECIALIST TRAINING PROGRAM INTERNS ARE INTERESTED IN



Q53.

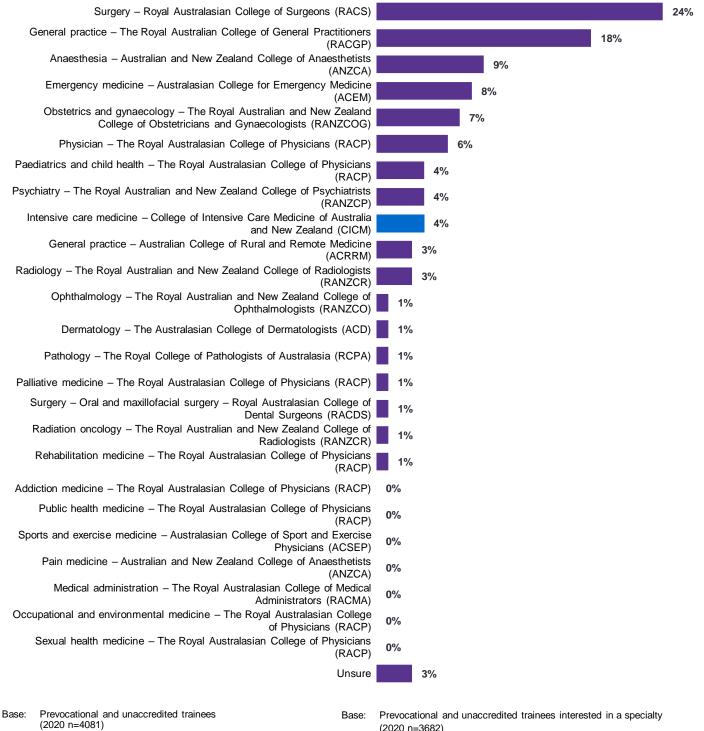
Which specialty are you most interested in pursuing?

PREVOCATIONAL AND UNACCREDITED TRAINEES - INTERESTED IN A SPECIALTY



90% of prevocational and unaccredited trainees are intending to become a specialist. Of these, 4% are most interested in pursuing an intensive care medicine specialty with CICM.

SPECIALIST TRAINING PROGRAM PREVOCATIONAL AND UNACCREDITED TRAINEES ARE INTERESTED IN



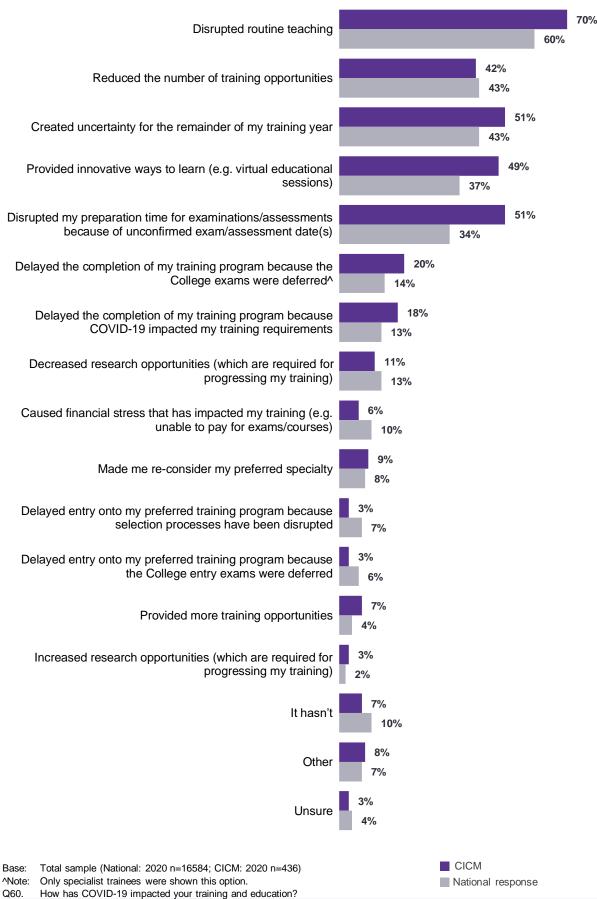
Q53.

Which specialty are you most interested in pursuing?

Q52.

Do you intend to become a specialist?

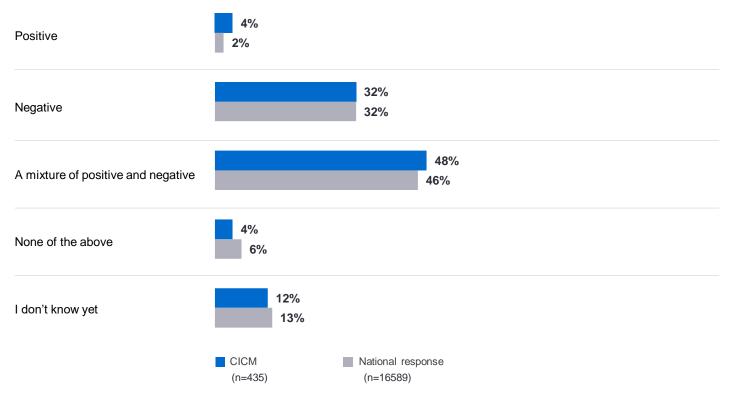
Impacts of COVID-19



HOW COVID-19 IMPACTED TRAINING AND EDUCATION

Impacts of COVID-19

OVERALL THE IMPACTS OF COVID-19 ON TRAINING



Base: Total sample

Q61. Upon reflection, overall the impacts of COVID-19 on my training have been...

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

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