

# Medical Medical Training Survey 2020

# Medical Board of Australia and Ahpra

Report for The Royal College of Pathologists of Australasia



# Contents

03	Welcome
04	Background
05	Executive summary
06	Profile
80	Training curriculum
11	Orientation
12	Assessment
15	Clinical supervision
18	Access to teaching
25	Facilities
26	Workplace environment and culture
36	Patient safety
37	Overall satisfaction
38	Future career intentions
42	Impacts of COVID-19

日日日

# **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 RCPA are presented at an overall level. To explore results within RCPA further, please visit www.medicaltrainingsurvey.gov.au/results.

# **INTERPRETING THIS REPORT**

This report provides key 2020 results based on n=286 doctors in training, at The Royal College of Pathologists of Australasia (RCPA) 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: 82% Total disagree: 8% **RCPA** 32% 49% (n=250) 10% 6% 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: 81% Total disagree: 9% 50% (n=250) 31% 10% 6% RCPA 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 orientatio	n	Total excellent/good: 66%		Total terrible/poor: 5%
RCPA	(n=262)	18%	48%	28% 5%
		Total excellent/good: 75%		Total terrible/poor: 4%
National response	(n=18189)	23%	51%	22%
Quality of clinical su	ipervision	Total excellent/good: 87%		Total terrible/poor: 2%
RCPA	(n=264)	44%	43%	11%
		Total excellent/good: 87%		Total terrible/poor: 2%
National response	(n=17938)	44%	44%	10%
Quality of teaching s	sessions	Total excellent/good: 89%		Total terrible/poor: 3%
RCPA	(n=259)	29%	60%	8%
National response	(n=17445)	Total excellent/good: 83%	58%	Total terrible/poor: 2%
Quality of training to	o raise patient sa	fety concerns Total excellent/good: 77%		Total terrible/poor: 2%
RCPA	(- 0.10)	23%	54%	200/
	(n=249)	2070		20%
	(n=249)	Total excellent/good: 79%		Total terrible/poor: 3%
National response	(n=249) (n=16842)		53%	

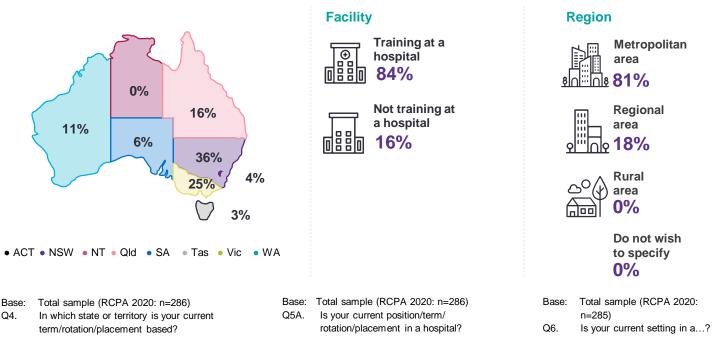
Base: Orientation received | Q27B. How would you rate the quality of your orientation?

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?

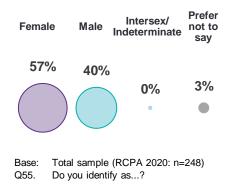
# Profile of RCPA trainees

#### **TRAINING LOCATION**

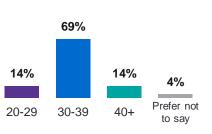


#### **DEMOGRAPHICS**

#### Do you identify as...

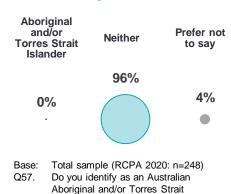


# Age in years



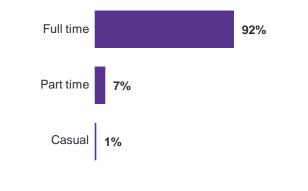
Base: Total sample (RCPA 2020: n=248) Q56. What is your age?

#### **Cultural background**



Islander person?

#### **Employment**



Base: Total sample (RCPA 2020: n=286) Q2. Are you employed:

Role

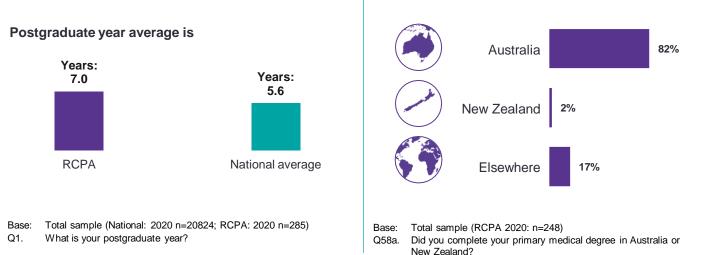
	0%	Intern
	0%	Resident Medical Officer / Hospital Medical Officer
	0%	Principal House Officer
	0%	Career Medical Officer
98%		Registrar
	1%	Unaccredited Registrar
	1%	Other

Base: Total sample (RCPA 2020: n=286) What is your role in the setting? Q7.

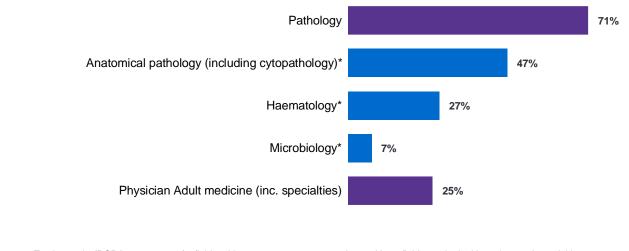
**PRIMARY DEGREE** 

# Profile of RCPA trainees

# **POSTGRADUATE YEAR**



# **CURRENT ROTATION / TERM / POSITION**



 Base:
 Total sample (RCPA 2020: n=286), 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 RCPA have been in their training program for



Base: Specialist trainees (National: 2020 n=11676; RCPA: 2020 n=283) 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: 90%	т	otal disagree: 2%
RCPA	(n=275)	34%	56%	8%
		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: 87%	Total di	Total disagree: 4%		
RCPA	(n=276)	29%	59%	9%		
		Total agree: 88%	Total d	isagree: 59	%	
National response	(n=11472)	30%	58%	7%		

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

		Total agree: 90%	Total dis	sagree: 4%
RCPA	(n=277)	25%	65%	6%
		Total agree: 91%	Total di	isagree: 3%
National response	(n=11482)	30%	61%	6%



# **Training curriculum**

#### **COMMUNICATION WITH COLLEGE**

#### My College clearly communicates the requirements of my training program

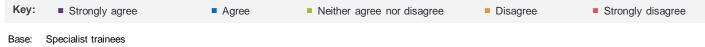
	٦	Total agree: 78%			gree: 9%
RCPA	(n=276)	22%	55%	14%	6%
	٦	Total agree: 76%		Total disa	gree: 9%
National response	(n=11432)	22%	54%	14%	7%

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

		Total agree: 72%	Total dis	agree: 10%	
RCPA	(n=272)	22%	50%	17%	8%
		Total agree: 72%	Total dis	sagree: 12%	
National response	(n=11404)	20%	51%	16%	9% 4%

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

		Total agree: 83% To				ree: 8%
RCPA	(n=275)	28%	55%		9%	6%
		Total agree: 73%	1	Total	disagr	ee: 13%
National response	(n=11430)	22%	51%	14%	1(	0%



Q22. Thinking about how The Royal College of Pathologists of Australasia 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: 41%			Total disagree: 28		
RCPA	(n=275)	7%	34%	31%	24%	4%	
	Total agr				Total disagre	e: 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: 55%			Total disagree: 11%		
RCPA	(n=275)	8%	47%	1	33%	8%	
		Total agree:	64%		Total of	disagree: 9%	
National response	(n=11345)	12%	53%		26%	7%	

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

	Total disagree: 6%			
RCPA	(n=275)	16%	63%	15% 5%
		Total agree: 81%		Total disagree: 5%
National response	(n=11344)	17%	64%	14% <mark>4%</mark>

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

		Total agree: 3	5%		Total disagree: 15%
RCPA	(n=275)	7%	28%	50%	<b>11%</b> 4%
		Total agree: 4	9%		Total disagree: 13%
National response	(n=11349)	10%	39%	38%	10%

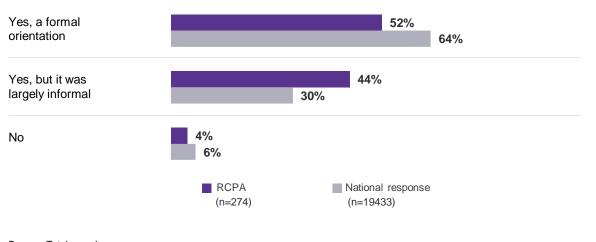


Q25. Thinking about how The Royal College of Pathologists of Australasia engages with you, to what extent do you agree or disagree with the following statements?

# 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.



Base: Total sample 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 RCPA trainees had an orientation in their current setting (compared to the national response of 94%).

66% of RCPA trainees rate the quality of the orientation as either 'excellent' or 'good', compared to the national response of 75%.

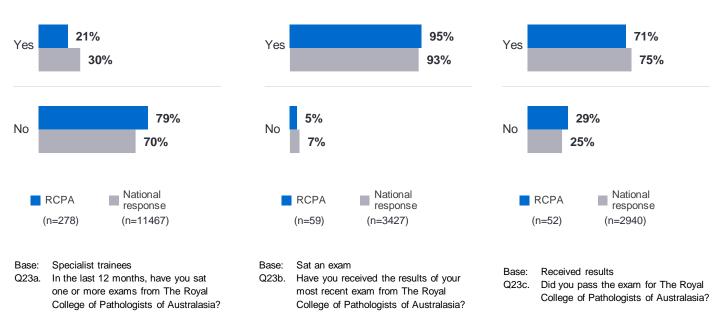
			Total	excellent/good	I: 66%			Total terrible/p	oor: 5%
RCPA		(n=262)		18%	48	3%		28%	<mark>5%</mark>
			Total	excellent/good	I: 75%			Total terrible/	oor: 4%
National res	ponse	(n=18189)		23%		51%		22%	
14									
Key:	Excellent		Good		Average		Poor		Terrible
	ed an orientation								
	ould you rate the qua	lity of your orient	tation?						

# Assessment

# **COLLEGE EXAMS**

RCPA 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: 53%	6		Total disagr	ee: 22%
RCPA	(n=58)	10%	43%	24%	16%	7%
		Total agree: 58%	6		Total disage	ree: 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: 62%		Total	disagree	e: 16%
RCPA	(n=58)	10%	52%	22%	9%	7%
		Total agree: 65%		Total	disagre	e: 17%
National response	(n=3360)	12%	52%	18%	11%	6%

#### The exam(s) always ran smoothly on the day

		Total agree: 88%		Total disagree: 9%
RCPA	(n=58)	14%	74%	5%
		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 The Royal College of Pathologists of Australasia exam(s) not just the most recent, to what extent do you agree or disagree with the following statements?

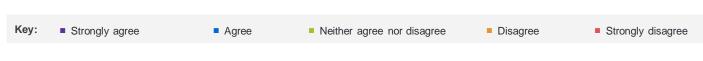
# Assessment

# **COLLEGE EXAMS (continued)**

# The exam(s) were always conducted fairly

		Total agree:	71%		Tota	al disagree: 12%
RCPA	(n=58)	16%		55%	17%	6 <mark>5%</mark> 7%
		Total agree:	72%		Tot	al disagree: 12%
National response	(n=3364)	17%		55%	16	% <mark>8%4</mark> %
I received useful feedba	ck about my j	performance	in the exam(s)			
		Total agree:	46%		Tota	al disagree: 39%
RCPA	(n=57)	9%	37%	16%	19%	19%
		Total agree:	38%		Tot	al disagree: 40%
National response	(n=3241)	7%	31%	22%	23%	17%
The feedback is timely		Total agree:	120/		Tot	al disagree: 33%
5054						
RCPA	(n=54)	9%	33%	24%	15% To	19%
National response	(* 0000)	Total agree:				al disagree: 28%
National response	(n=3089)	7%	40%	25%	16	% 11%
I received support from	my College w					
		Total agree:	55%		Tota	al disagree: 15%
RCPA	(n=53)	9%	45%		30%	9% 6%
		Total agree:	44%		Tot	al disagree: 22%
N 1 1 1						

		i otal agree.	44 78	4		100. 22/0
National response	(n=3000)	9%	35%	34%	13%	9%

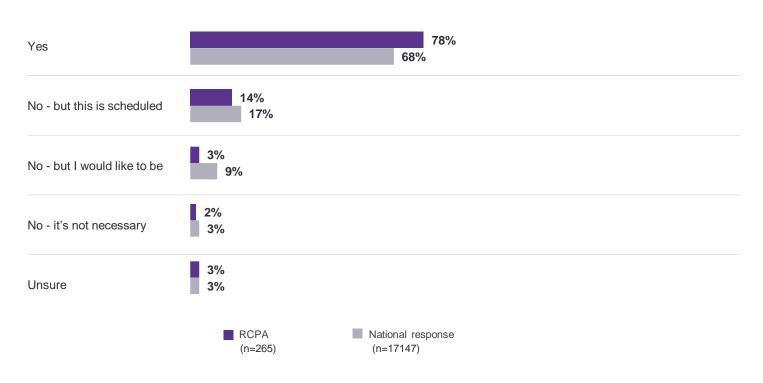


Base: Specialist trainees

Q24. Thinking about all your The Royal College of Pathologists of Australasia 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?

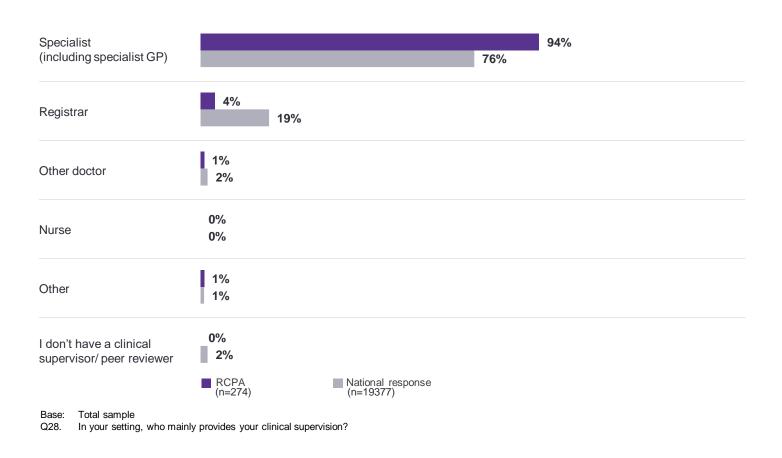


Base: Prevocational and unaccredited trainees, specialist trainees and IMGs.

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 exceller	nt/good: 87%	Total	terrible/poor: 2%
RCPA		(n=264)		44%	43%	11%
			Total exceller	nt/good: 87%	Total	terrible/poor: 2%
National res	sponse	(n=17938)		44%	44%	10%
14						
Key:	Excellent		Good Good	Average	Poor	Terrible
Base: Receiv	ved 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: 95%	Total disagree: 0%
RCPA	(n=273)	62%	33% 5%
		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: 80%	т	otal disagree: 2%
RCPA	(n=273)	42%	38%	18%
		Total agree: 93%	1	Total disagree: 1%
National response	(n=18903)	56%	37%	6%



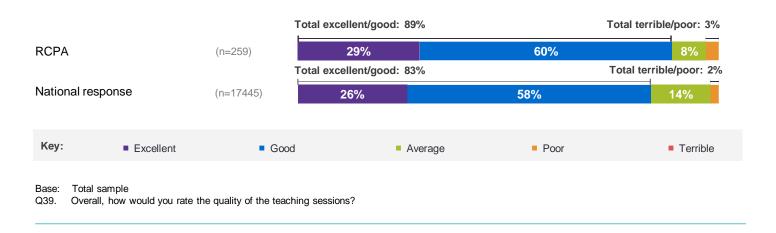
# **Clinical supervision**

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

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

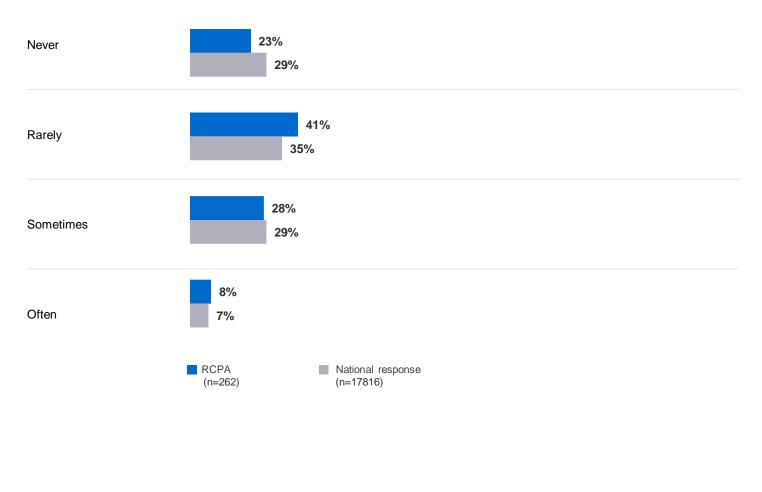
Accessibility	$\begin{array}{c} & & & \\ & & & \\ & & \\ & & & \\ & & & \\ & & \\ & & & \\ & & & \\ & & & \\ & & & \\ &$
Helpfulness	4.3
Allowing for an appropriate level of responsibility	4.1
Ensuring that you only perform work that you are ready for or have the experience to address	$ \begin{array}{c} & & \\ & & \\ & \\ & \\ & \\ & \\ & \\ & \\ & $
Including opportunities to develop your skills	$\begin{array}{c} & & & \\ & & & \\ & & & \\ & & \\ & & & \\ & & \\ & & & \\ & & \\ & & & \\ & & & \\ & & & \\ &$
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 Q30. In your setting, how would you rate the quality of your o	RCPA (max n=265) National response (max n=17967)

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



# TRAINING AND OTHER JOB RESPONSIBILITIES

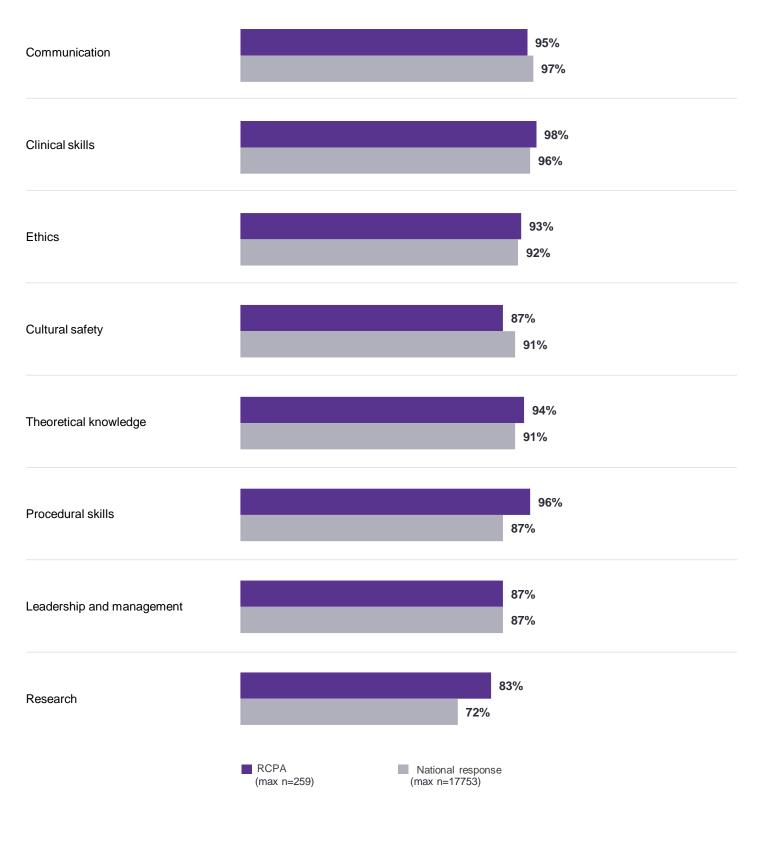
How regularly job responsibilities are preventing doctors in training from meeting training requirements



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

National responseInterest is a range of opportunities to develop my procedural skillsTotal agree: $39\%$ Total disagree: $4\%$ RCPA(n=228) $29\%$ Intere is a range of opportunities to develop my procedural skillsTotal agree: $79\%$ Total disagree: $4\%$ RCPA(n=228) $29\%$ Intere is a range of opportunities to develop my non-clinical skillsTotal agree: $79\%$ Total disagree: $79\%$ There is a range of opportunities to develop my non-clinical skillsTotal agree: $85\%$ Total disagree: $5\%$ RCPA(n=260) $27\%$ $58\%$ Total disagree: $5\%$ RCPA(n=260) $27\%$ I can access the opportunities available to me Total agree: $83\%$ Total disagree: $5\%$ RCPA(n=260) $27\%$ $58\%$ I can access the opportunities available to me Total agree: $83\%$ Total disagree: $5\%$ RCPA(n=260) $27\%$ $58\%$ I have to compete with other doctors for access to opportunitiesRCPA(n=253) $4\%$ $25\%$ I have to compete with other health professionals for access to opportunitiesRCPA(n=27718) $12\%$ $23\%$ I have to compete with other health professionals for access to opportunitiesRCPA(n=248) $14\%$ $25\%$ I have to compete with other health professionals for access to opportunitiesRCPA(n=248) $14\%$ $22\%$ I have to compete with other health professionals for access to opportunitiesTotal agree: $15\%$ Total disagree: $27\%$ </th <th></th> <th></th> <th>Total agree: 91%</th> <th></th> <th>Total disagree: 2%</th>			Total agree: 91%		Total disagree: 2%
National response (n=18000) 32% 57% 7% There is a range of opportunities to develop my procedural skills Total agree: 8% RCPA (n=228) 29% 57% 11% Total agree: 79% Total disagree: 4% National response (n=17324) 27% 52% 13% 7% There is a range of opportunities to develop my non-clinical skills Total agree: 8% RCPA (n=260) 27% 58% Total disagree: 5% RCPA (n=260) 27% 56% 14% 4% I can access the opportunities available to me Total agree: 83% Total disagree: 4% RCPA (n=260) 27% 58% 14% 4% I can access the opportunities available to me Total agree: 83% Total disagree: 4% RCPA (n=260) 27% 58% 14% 4% I can access the opportunities available to me Total agree: 83% Total disagree: 4% RCPA (n=260) 27% 58% 14% 4% I have to compete with other doctors for access to opportunities RCPA (n=253) 4% 25% 25% 32% 13% 7% National response (n=1718) 12% 33% 22% 25% 7% I have to compete with other health professionals for access to opportunities RCPA (n=248) 14% 22% 46% 16% RCPA (n=248) 14% 22% 46% 16% Total disagree: 62%	RCPA	(n=243)	30%	61%	7%
There is a range of opportunities to develop my procedural skills     Total agree: 86%     Total disagree: 4%       RCPA     (n=228)     29%     57%     11%       National response     (n=17324)     27%     52%     13%     7%       There is a range of opportunities to develop my non-clinical skills     Total agree: 8%     Total disagree: 5%       RCPA     (n=260)     27%     58%     Total disagree: 5%       RCPA     (n=260)     27%     56%     10%       National response     (n=17994)     25%     56%     14%       I can access the opportunities available to me Total agree: 83%     Total disagree: 4%     Total disagree: 4%       RCPA     (n=260)     27%     58%     Total disagree: 4%       I can access the opportunities available to me Total agree: 83%     Total disagree: 4%     Total disagree: 4%       National response     (n=18046)     24%     59%     14%       I have to compete with other doctors for access to opportunities     Total disagree: 4%     Total disagree: 32%       National response     (n=17718)     12%     33%     22%     25%     7%       I have to compete with other health professionals for access to opportunities     Total disagree: 5%     Total disagree: 6%       I have to compete with other health professionals for access to opportunities     Total			Total agree: 90%		Total disagree: 3%
Total agree: 86%     Total disagree: 4%       RCPA     (n=228)     29%     57%     11%       Total agree: 79%     Total disagree: 85     Total disagree: 85%     Total disagree: 5%       RCPA     (n=260)     27%     58%     Total disagree: 5%       RCPA     (n=260)     27%     58%     Total disagree: 5%       National response     (n=17984)     25%     56%     14%       I can access the opportunities available to me Total agree: 85%     Total disagree: 5%     Total disagree: 5%       RCPA     (n=260)     27%     58%     11%       Total agree: 85%     Total disagree: 5%     Total disagree: 5%       I can access the opportunities available to me Total agree: 85%     Total disagree: 5%     Total disagree: 5%       I can access the opportunities available to me Total agree: 83%     Total disagree: 5%     Total disagree: 5%       I have to compete with other doctors for access to opportunities     Total disagree: 45%     Total disagree: 45%       I have to compete with other health professionals for access to opportunities     Total disagree: 45%     Total disagree: 45%       National response     (n=17718)     12%     33%     22%     25%     7%       I have to compete with other health professionals for access to opportunities     Total disagree: 62%     Total disagree: 62%     Total disagree: 62% <td>National response</td> <td>(n=18000)</td> <td>32%</td> <td>57%</td> <td>7%</td>	National response	(n=18000)	32%	57%	7%
RCPA       (n=228)       29%       57%       11%         Total agree: 79%       Total disagree: 89       Total disagree: 89       Total disagree: 89%         There is a range of opportunities to develop my non-clinical skills       Total disagree: 89%       Total disagree: 89%         RCPA       (n=260)       27%       58%       10% 4%         Total agree: 81%       Total disagree: 59       14% 4%         I can access the opportunities available to me       Total agree: 85%       Total disagree: 4%         I can access the opportunities available to me       Total agree: 83%       Total disagree: 4%         I can access the opportunities available to me       Total agree: 83%       Total disagree: 4%         I can access the opportunities available to me       Total agree: 83%       Total disagree: 4%         I can access the opportunities available to me       Total agree: 83%       Total disagree: 4%         I can access the opportunities available to me       Total agree: 83%       Total disagree: 4%         I have to compete with other doctors for access to opportunities       Total disagree: 45%       Total disagree: 45%         Total agree: 18%       Total disagree: 45%       Total disagree: 45%       Total disagree: 45%         National response       (n=17718)       12%       33%       22%       25%	There is a range of o	pportunities to d		kills	
National response       (n=17324)       Total agree: 79%       Total disagree: 89         There is a range of opportunities to develop my non-clinical skills       Total agree: 85%       Total disagree: 59         RCPA       (n=260)       27%       58%       10% 4%         Total agree: 85%       Total disagree: 59       10% 4%         Vational response       (n=17984)       25%       56%       14% 4%         I can access the opportunities available to me       Total agree: 85%       Total disagree: 4%         RCPA       (n=260)       27%       58%       11%         Total agree: 83%       Total disagree: 4%       Total disagree: 4%       12%         National response       (n=18046)       24%       59%       12%         I have to compete with other doctors for access to opportunities       Total disagree: 45%       Total disagree: 45%         RCPA       (n=253)       4%       26%       25%       32%       13%         Total agree: 10%       Total disagree: 5%       Total disagree: 45%       Total disagree: 45%       Total disagree: 45%         National response       (n=17718)       12%       33%       22%       25%       7%         National response       (n=17718)       12%       33%       22% <td< td=""><td></td><td></td><td>Total agree: 86%</td><td></td><td>Total disagree: 4%</td></td<>			Total agree: 86%		Total disagree: 4%
National response       (n=17324)       27%       52%       13%       7%         There is a range of opportunities to develop my non-clinical skills       Total agree: 85%       Total disagree: 59%       Total disagree: 59%         RCPA       (n=260)       27%       58%       10%       4%         National response       (n=17994)       25%       56%       14%       4%         I can access the opportunities available to me Total agree: 85%       Total disagree: 4%       Total disagree: 4%         RCPA       (n=260)       27%       58%       11%         Total agree: 85%       Total disagree: 5%       Total disagree: 4%         RCPA       (n=260)       27%       58%       11%         Total agree: 83%       Total disagree: 4%       11%       11%         Total agree: 83%       Total disagree: 5%       12%       12%         National response       (n=18046)       24%       59%       12%         National response       (n=253)       4%       26%       25%       32%       13%         Total agree: 30%       Total disagree: 45%       Total disagree: 32%       Total disagree: 32%       Total disagree: 32%       7%         National response       (n=17718)       12%       33%	RCPA	(n=228)	29%	57%	11%
There is a range of opportunities to develop my non-clinical skills       Total agree: 85%       Total disagree: 55         RCPA       (n=260)       27%       58%       10% 4%         Total agree: 81%       Total disagree: 57       704       10% 4%         Vational response       (n=17994)       25%       56%       14% 4%         I can access the opportunities available to me       Total agree: 85%       Total disagree: 49         RCPA       (n=260)       27%       58%       11%         Total agree: 83%       Total disagree: 49       11%         National response       (n=260)       27%       58%       12%         I have to compete with other doctors for access to opportunities       Total agree: 30%       Total disagree: 45%         RCPA       (n=253)       4%       26%       25%       32%       13%         Total agree: 45%       Total disagree: 32*       Total disagree: 32*       7%         National response       (n=17718)       12%       33%       22%       25%       7%         I have to compete with other health professionals for access to opportunities       Total disagree: 62*       7%       7%         RCPA       (n=248)       14%       22%       46%       16%       7%			Total agree: 79%		Total disagree: 89
Total agree:85%Total disagree:5%RCPA(n=260) $27\%$ $58\%$ $10\%$ $4\%$ Total agree: $81\%$ Total disagree: $59\%$ $14\%$ $4\%$ I can access the opportunities available to me Total agree: $85\%$ Total disagree: $4\%$ RCPA(n=260) $27\%$ $58\%$ $11\%$ Total agree: $85\%$ Total disagree: $4\%$ RCPA(n=260) $27\%$ $58\%$ $11\%$ Total agree: $83\%$ Total disagree: $59\%$ $12\%$ National response(n=18046) $24\%$ $59\%$ $12\%$ I have to compete with other doctors for access to opportunities Total agree: $33\%$ $22\%$ $13\%$ RCPA(n=253) $4\%$ $26\%$ $25\%$ $32\%$ $13\%$ National response(n=17718) $12\%$ $33\%$ $22\%$ $25\%$ $7\%$ National response(n=17718) $12\%$ $33\%$ $22\%$ $25\%$ $7\%$ RCPA(n=248) $14\%$ $22\%$ $46\%$ $16\%$ National response(n=248) $14\%$ $22\%$ $46\%$ $16\%$ RCPA(n=248) $14\%$ $22\%$ $46\%$ $16\%$ National response(n=248) $14\%$ $22\%$ $46\%$ $16\%$ Total disagree: $30\%$ Total disagree: $4\%$ National response(n=248) $14\%$ $22\%$ $46\%$ $16\%$ National response(n=248) $14\%$ $22\%$ $46\%$ $16\%$ </td <td>National response</td> <td>(n=17324)</td> <td>27%</td> <td>52%</td> <td>13% 7%</td>	National response	(n=17324)	27%	52%	13% 7%
Total agree:85%Total disagree:5%RCPA(n=260) $27\%$ $58\%$ $10\%$ $4\%$ Total agree: $81\%$ Total disagree: $59\%$ $14\%$ $4\%$ National response(n=17994) $25\%$ $56\%$ $14\%$ $4\%$ I can access the opportunities available to me Total agree: $85\%$ Total disagree: $4\%$ RCPA(n=260) $27\%$ $58\%$ $11\%$ Total agree: $85\%$ Total disagree: $59\%$ $12\%$ National response(n=18046) $24\%$ $59\%$ $12\%$ I have to compete with other doctors for access to opportunities Total agree: $30\%$ Total disagree: $45\%$ RCPA(n=253) $4\%$ $26\%$ $25\%$ $32\%$ $13\%$ National response(n=17718) $12\%$ $33\%$ $22\%$ $25\%$ $7\%$ I have to compete with other health professionals for access to opportunities Total agree: $14\%$ $10\%$ $7\%$ I have to compete with other health professionals for access to opportunities Total agree: $16\%$ $Total disagree:62\%RCPA(n=248)14\%22\%46\%16\%RCPA(n=248)14\%22\%46\%16\%National response(n=248)14\%22\%46\%16\%National response(n=248)14\%22\%46\%16\%National response(n=248)14\%22\%46\%16\%National response(n=248$	There is a range of o	pportunities to d	evelop my non-clinical	skills	
Total agree:       81%       Total disagree:       56%       14%       4%         I can access the opportunities available to me Total agree:       85%       Total disagree:       4%         RCPA       (n=260)       27%       58%       11%         Total agree:       83%       Total disagree:       59         National response       (n=18046)       24%       59%       12%         I have to compete with other doctors for access to opportunities       Total disagree:       45%       Total disagree:       45%         RCPA       (n=253)       4%       26%       25%       32%       13%         Total agree:       45%       Total disagree:       45%       Total disagree:       45%         RCPA       (n=253)       4%       26%       25%       32%       13%         Total agree:       45%       Total disagree:       45%       Total disagree:       25%       7%         National response       (n=17718)       12%       33%       22%       25%       7%         I have to compete with other health professionals for access to opportunities       Total disagree:       62%       7%       14%       22%       46%       16%         RCPA       (n=248)       1					Total disagree: 5%
Total agree: 81%Total disagree: 59Vational response $(n=17994)$ $25\%$ $56\%$ $14\%$ $4\%$ I can access the opportunities available to me Total agree: 85%Total disagree: 4%RCPA $(n=260)$ $27\%$ $58\%$ $11\%$ Total agree: 83%Total disagree: 59Vational response $(n=18046)$ $24\%$ $59\%$ $12\%$ I have to compete with other doctors for access to opportunitiesRCPA $(n=253)$ $4\%$ $26\%$ $25\%$ $32\%$ $13\%$ Vational response $(n=17718)$ $12\%$ Total disagree: $32\%$ $12\%$ $7\%$ I have to compete with other health professionals for access to opportunitiesRCPA $(n=17718)$ $12\%$ $33\%$ $22\%$ $25\%$ $7\%$ I have to compete with other health professionals for access to opportunitiesRCPA $(n=248)$ $14\%$ $22\%$ $46\%$ $16\%$ Total agree: $16\%$ Total disagree: $62\%$ RCPA $(n=248)$ $14\%$ $22\%$ $46\%$ $16\%$ Total agree: $30\%$ Total disagree: $62\%$ RCPA $(n=248)$ $14\%$ $22\%$ $14\%$ $10\%$ RCPA $(n=248)$ $14\%$ $22\%$ $46\%$ $16\%$ Total agree: $30\%$ Total disagree: $46\%$ $10\%$ $10\%$ RCPA $(n=248)$ $14\%$ $22\%$ $46\%$ $16\%$ RCPA $14\%$ $22\%$ $14\%$ $10\%$ $10\%$ RCPA $10\%$ $14\%$ $22\%$ $10\%$ $10\%$ <t< td=""><td>RCPA</td><td>(n=260)</td><td>27%</td><td>58%</td><td>10% 4%</td></t<>	RCPA	(n=260)	27%	58%	10% 4%
can access the opportunities available to me       Total agree: 85%       Total disagree: 4%         RCPA       (n=260)       27%       58%       11%         Total agree: 83%       Total disagree: 5%       Total disagree: 5%         National response       (n=18046)       24%       59%       12%         have to compete with other doctors for access to opportunities       Total agree: 30%       Total disagree: 45%         RCPA       (n=253)       4%       26%       25%       32%       13%         Actional response       (n=17718)       12%       33%       22%       25%       7%         have to compete with other health professionals for access to opportunities       Total disagree: 45%       Total disagree: 45%       Total disagree: 45%         RCPA       (n=17718)       12%       33%       22%       25%       7%         have to compete with other health professionals for access to opportunities       Total disagree: 62%       Total agree: 16%       Total disagree: 62%         RCPA       (n=248)       14%       22%       46%       16%         Total agree: 30%       Total disagree: 45%       Total disagree: 45%       Total disagree: 45%			Total agree: 81%		
Total agree: 85%       Total disagree: 4%         RCPA       (n=260)       27%       58%       11%         Total agree: 83%       Total disagree: 5%       Total disagree: 5%         National response       (n=18046)       24%       59%       12%         have to compete with other doctors for access to opportunities       Total agree: 30%       Total disagree: 45%         RCPA       (n=253)       4%       26%       25%       32%       13%         National response       (n=17718)       12%       33%       22%       25%       7%         Nave to compete with other health professionals for access to opportunities       Total disagree: 45%       Total disagree: 32%         Nave to compete with other health professionals for access to opportunities       Total disagree: 62%       Total disagree: 62%         RCPA       (n=248)       14%       22%       46%       16%         Notal disagree: 30%       Total disagree: 46%       Total disagree: 46%	National response	(n=17994)	25%	56%	14% 4%
I have to compete with other doctors for access to opportunities Total agree: 30% Total disagree: 45% RCPA (n=253) 4% 26% 25% 32% 13% Total agree: 45% Total disagree: 32% National response (n=17718) 12% 33% 22% 25% 7% I have to compete with other health professionals for access to opportunities RCPA (n=248) 14% 22% 46% 16% Total agree: 30% Total disagree: 46%	RCPA	(n=260)	27%	58%	
RCPA       (n=253)       Total agree: 30%       Total disagree: 45%         National response       (n=17718)       12%       33%       22%       25%       7%         I have to compete with other health professionals for access to opportunities       Total agree: 16%       Total disagree: 62%         RCPA       (n=248)       14%       22%       46%       16%         National response       Total agree: 30%       Total disagree: 46%					Total disagree: 5%
National response       Image: 10%       Image: 20%       Image: 20%       Image: 32%         I have to compete with other health professionals for access to opportunities       Image: 16%       Total disagree: 62%         RCPA       (n=248)       Image: 16%       Image: 16%       Total disagree: 62%         National response       Image: 16%       Image: 16%       Total disagree: 62%         RCPA       (n=248)       Image: 16%       Image: 16%       Image: 62%         National response       Image: 16%       Image: 16%       Image: 62%         National response       Image: 16%       Image: 16%       Image: 62%         RCPA       Image: 16%       Image: 16%       Image: 62%         National response       Image: 16%       Image: 16%       Image: 62%         National response       Image: 16%       Image: 16%       Image: 16%	National response	(n=18046)	24%	59%	
National response       (n=17718)       12%       33%       22%       25%       7%         I have to compete with other health professionals for access to opportunities       Total agree: 16%       Total disagree: 62%         RCPA       (n=248)       14%       22%       46%       16%         National response       Total agree: 30%       Total disagree: 46%	I have to compete wit		for access to opportuni Total agree: 30%	ties	12% Total disagree: 45%
I have to compete with other health professionals for access to opportunities Total agree: 16% Total disagree: 62% RCPA (n=248) 14% 22% 46% 16% Total agree: 30% Total disagree: 46%	I have to compete wit	th other doctors	for access to opportuni Total agree: 30% 4% 26%	ties	12% Total disagree: 45% 2% 13%
Total agree: 30% Total disagree: 46%	National response I have to compete wit RCPA National response	th other doctors (n=253)	for access to opportuni Total agree: 30% <mark>4% 26%</mark> Total agree: 45%	ties 25% 3	12%       Total disagree: 45%       2%     13%       Total disagree: 32%
National response	I have to compete with RCPA National response I have to compete with	th other doctors (n=253) (n=17718) th other health p	for access to opportuni Total agree: 30% 4% 26% Total agree: 45% 12% 33% rofessionals for access Total agree: 16%	ties 25% 3 6 22% to opportunities	12%Total disagree: 45%2%13%Total disagree: 32%25%7%Total disagree: 62%
	I have to compete wit RCPA National response I have to compete wit	th other doctors (n=253) (n=17718) th other health p	for access to opportuni Total agree: 30% 4% 26% Total agree: 45% 12% 33% rofessionals for access Total agree: 16% 14% 22%	ties 25% 3 6 22% to opportunities	12%         Total disagree: 45%         2%       13%         Total disagree: 32%         25%       7%         Total disagree: 62%         16%

Base: Total sample

Strongly agree

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

Agree

Key:

Neither agree nor disagree

Disagree

Strongly disagree

# ACCESS TO TEACHING AND RESEARCH

# I have access to protected study time/leave

Total agree: 70%			To	Total disagree: 15%		
RCPA	(n=262)	24%	46%	15%	6 129	6
		Total agree: 64%		То	otal disagre	e: 20%
National response	(n=18010)	21%	43%	17%	14%	6%

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

		Total agree: 82%	6		Tota	l disagree:	5%
RCPA	(n=262)	29%		53%		13%	
		Total agree: 64%	Total agree: 64% Tota				
National response	(n=18002)	18%	46%		24%	10%	

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

		Total agree: 82%		Total disag	jree: 5%
RCPA	(n=262)	36%	46%	13%	6 <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: 79%		Тс	otal disag	ree: 8%
RCPA	(n=262)	24%	55%		13%	5%
National responses		Total agree: 60%		То	tal disag	ee: 10%
National response	(n=18010)	15%	45%	30%		8%



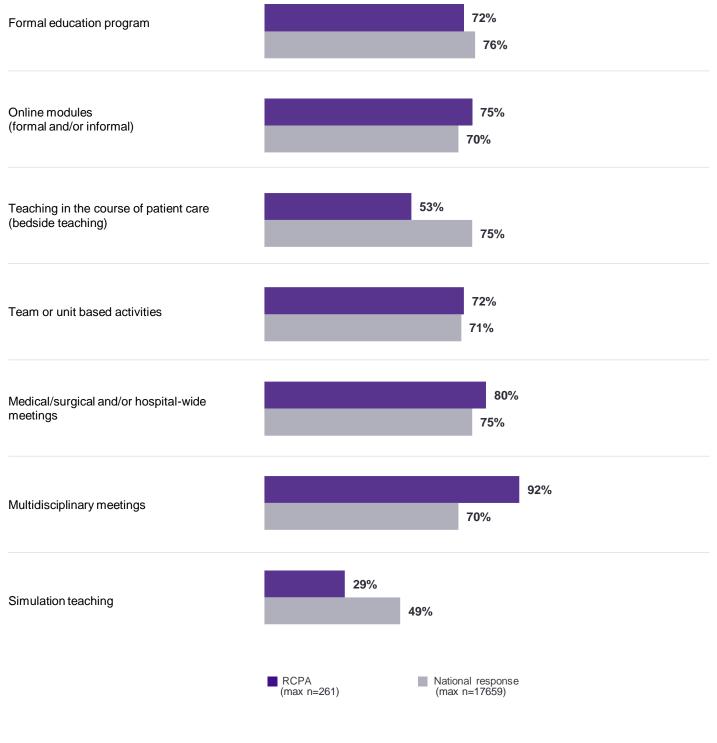
 Base:
 Total sample,

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

 Q34.
 Thinking about access to teaching and research in your 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)

RCPA trainees were asked to select which educational opportunities were available to them in their current setting. Multidisciplinary meetings (92%), medical/surgical and/or hospital-wide meetings such as grand round and/or practice based meetings (80%) and online modules (formal and/or informal) (75%) were reported as the educational opportunities most available to RCPA 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

RCPA 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) (93%), formal education program (91%) and team or unit based activities (90%) were rated the most useful.

Formal education progra	m			
		Total agree: 91%		Total disagree: 1%
RCPA	(n=184)	48%	42%	9%
		Total agree: 93%		Total disagree: 2%
National response	(n=12396)	43%	49%	6%
Online modules (formal a	and/or informa	l)		
		Total agree: 86%		Total disagree: 3%
RCPA	(n=188)	30%	56%	11%
		Total agree: 79%		Total disagree: 7%
National response	(n=11915)	28%	51%	14% 6%
Teaching in the course of	f patient care	(bedside teaching)		
		Total agree: 93%		Total disagree: 0%
RCPA	(n=136)	41%	51%	7%
		Total agree: 96%		Total disagree: 0%
National response	(n=13047)	53%	43	3%
Team or unit based activi	ities			
		Total agree: 90%		Total disagree: 2%
RCPA	(n=185)	34%	56%	8%
		Total agree: 90%		Total disagree: 1%
National response	(n=12370)	36%	54%	9%
Key: Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Base: Where educational opportuni	ity is available	fellouing advantaged as with the basis by		a daatar?

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

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

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

		Total agree: 72%		Total disagree: 8%
RCPA	(n=203)	18%	54%	20% 7%
		Total agree: 77%		Total disagree: 6%
National response	(n=13002)	24%	53%	18% <mark>5%</mark>
Multidisciplinary meetin	gs			
		Total agree: 86%		Total disagree: 2%
RCPA	(n=235)	27%	58%	13%
		Total agree: 81%		Total disagree: 4%
National response	(n=12070)	28%	54%	14% <mark>4%</mark>
Simulation teaching				
		Total agree: 85%		Total disagree: 1%
RCPA	(n=72)	25%	60%	14%
		Total agree: 93%		Total disagree: 1%
National response	(n=8564)	47%	469	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**

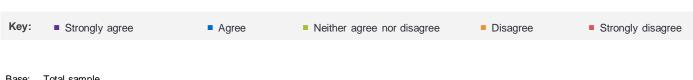
		Total excellent/good: 75%		Total terrible/poor: 7% Not provided
RCPA	(n=256)	30%	44%	<b>19%</b> (n=1)
		Total excellent/good: 75%		Total terrible/poor: 7%
National response	(n=16732)	31%	45%	<b>18% <mark>5%</mark> (n=439)</b>
Educational reso	urces			
		Total excellent/good: 79%		Total terrible/poor: 3% Not provided
RCPA	(n=256)	26%	53%	18% (n=1)
		Total excellent/good: 74%		Total terrible/poor: 4%
National response	(n=16956)	22%	52%	<b>22%</b> (n=209)
RCPA	(n=258)	esk and computer Total excellent/good: 78%	41%	Total terrible/poor: 5% Not provided 18% 5% (n=0)
		Total excellent/good: 61%		Total terrible/poor: 15%
National response	(n=16946)	23%	38%	<b>25% 11% 4%</b> (n=284)
Teaching spaces		Total excellent/good: 72%		Total terrible/poor: 5% Not provided
RCPA	(n=253)	21%	51%	<b>23% 5%</b> (n=1)
RUFA	(1-200)	Total excellent/good: 63%	3170	Total terrible/poor: 10%
National response	(n=16570)	19%	44%	<b>27% 8%</b> (n=422)



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

#### Most senior medical staff are supportive

		Total agree: 93%		т	otal disagree: 3%
RCPA	(n=254)	45%		48%	4%
		Total agree: 93%		I	otal disagree: 2%
National response	(n=17161)	47%		46%	5%
My workplace supports s	staff wellbein	g			
		Total agree: 77%		т	otal disagree: 8%
RCPA	(n=254)	31%	46%		15% 6%
National response		Total agree: 81%		I	otal disagree: 7%
	(n=17145)	34%	47%		12% <mark>5%</mark>
In practice, my workplace	e supports m	e to achieve a good w	ork/life balance		
RCPA		Total agree: 63%		То	tal disagree: 17%
	(n=254)	24%	39%	20%	13% 4%
National response		Total agree: 70%		Тс	otal disagree: 12%
	(n=17155)	27%	43%	18	% 9%
I have a good work/life ba	alance				
		Total agree: 55%		То	tal disagree: 26%
RCPA	(n=254)	15%	41%	19%	22% 4%
		Total agree: 64%		Тс	otal disagree: 17%
National response	(n=17144)	21%	43%	19%	13%



Total sample Base:

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: 71%	Total disagree: 14%		
RCPA	(n=254)	26%	45%	15% <mark>10% 4</mark> %	
		Total agree: 79%		Total disagree: 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

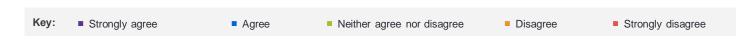
(including racisin) in i		Total agree: 76%		Total disagree: 8%
RCPA	(n=254)	23%	54%	16% 7%
		Total agree: 83%		Total disagree: 5%
National response	(n=17162)	29%	54%	12% <mark>5%</mark>

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

(		Total agree: 67%		Total dis	agree: 14%	6
RCPA	(n=254)	22%	44%	19%	12%	
		Total agree: 75%		Total dis	sagree: 10	%
National response	(n=17161)	29%	47%	15%	8%	Í

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

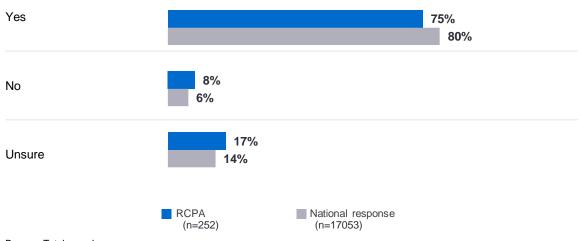
Total agree: 72%					ree: 7%
RCPA	(n=254)	22%	50%	21%	6%
		Total agree: 80%		Total disag	jree: 5%
National response	(n=17162)	29%	50%	15%	<mark>4%</mark>



#### 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?

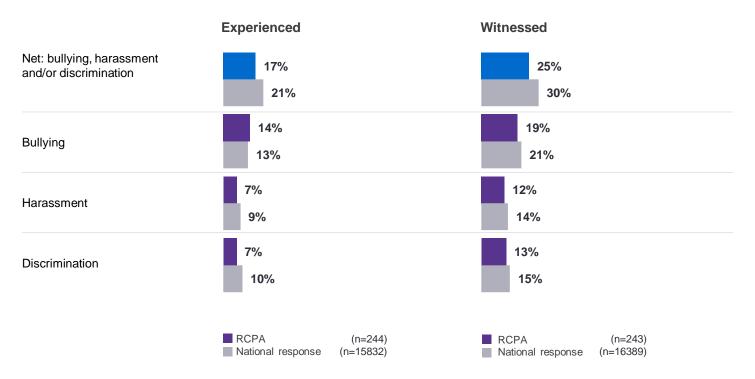
# IF YOU NEEDED SUPPORT, DO YOU KNOW HOW TO ACCESS SUPPORT FOR YOUR HEALTH (INCLUDING FOR STRESS AND OTHER PSYCHOLOGICAL DISTRESS)?



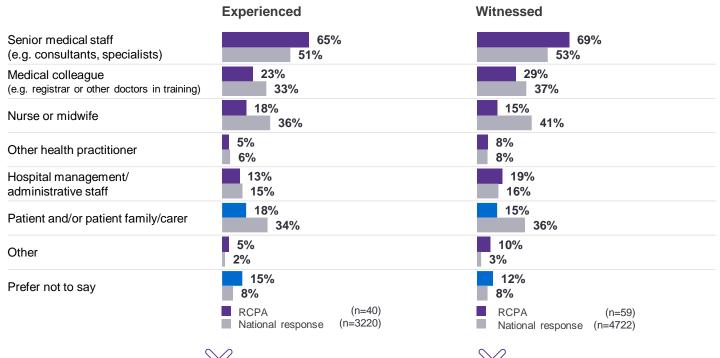
Base: Total sample

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

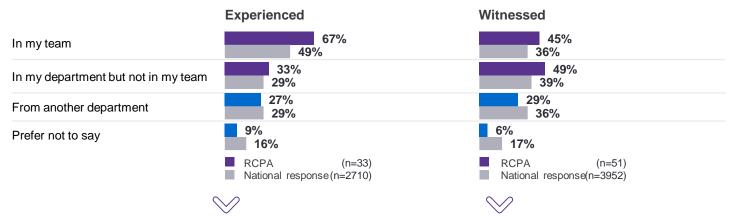
# IN THE PAST 12 MONTHS, HAVE YOU... (% yes)



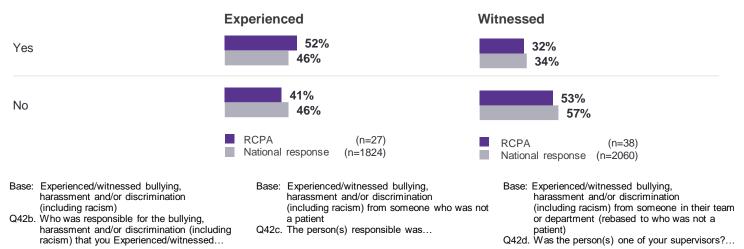
# WHO WAS RESPONSIBLE...



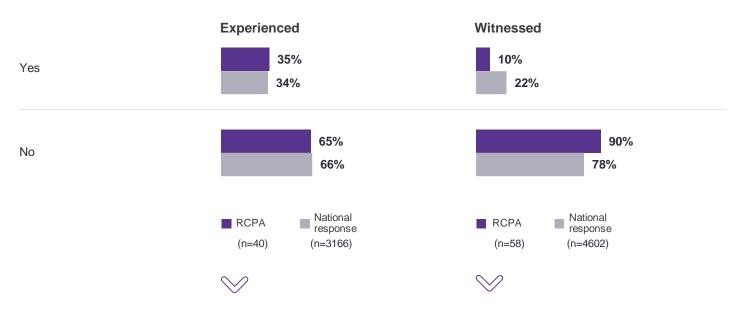
# THE STAFF MEMBER OR COLLEAGUE RESPONSIBLE WAS...



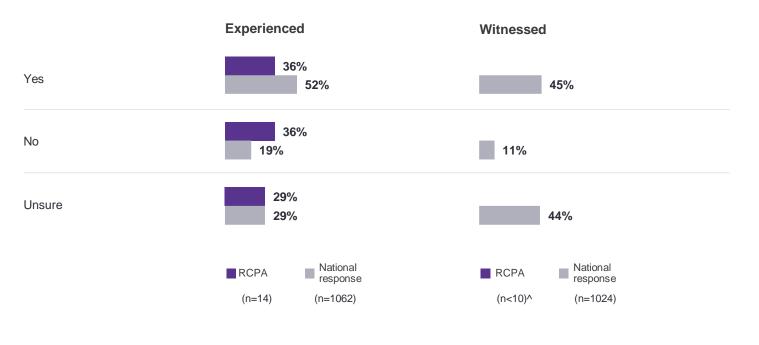
# THE STAFF MEMBER OR COLLEAGUE FROM MY TEAM OR DEPARTMENT WAS MY SUPERVISOR...



# 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: 25%		Total sometimes/never: 75%
RCPA	(n=251)	5% 20%	55%	20%
		Total always/most of the time: 22%	, D	Total sometimes/never: 78%
National response	(n=16977)	7% 15%	56%	22%
Having to work paid	overtime			
		Total always/most of the time: 7%		Total sometimes/never: 93%
RCPA	(n=250)	6% 30%		63%
		Total always/most of the time: 11%	, D	Total sometimes/never: 89%
National response	(n=16955)	4% <mark>8%</mark> 44%		44%
Having to work unpa	id overtime			
		Total always/most of the time: 25%		Total sometimes/never: 75%
RCPA	(n=250)	9% 16%	40%	36%
		Total always/most of the time: 21%	D	Total sometimes/never: 79%
National response	(n=16960)	9% 12% 38	%	41%
Dealing with patient	expectations			
		Total always/most of the time: 7%		Total sometimes/never: 93%
RCPA	(n=251)	<mark>5%</mark> 37%		56%
		Total always/most of the time: 18%	, D	Total sometimes/never: 82%
National response	(n=16967)	5% 13%	59%	23%
Dealing with patients	s' families			
		Total always/most of the time: 5%		Total sometimes/never: 95%
RCPA	(n=251)	<mark>4%</mark> 32%		63%
		Total always/most of the time: 15%	, D	Total sometimes/never: 85%
National response	(n=16967)	4% <mark>11%</mark>	60%	24%
Expectations of supe	ervisors			
		Total always/most of the time: 22%	)	Total sometimes/never: 78%
RCPA	(n=251)	8% 14%	50%	27%
		Total always/most of the time: 15%	, D	Total sometimes/never: 85%
National response	(n=16972)	5% <b>10%</b> 47%	, D	38%
Key: Alv	ways	Most of the time	Some	etimes Neve
Base: Total sample Q44. How often do the t	following adversely	affect your wellbeing in your setting?		

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

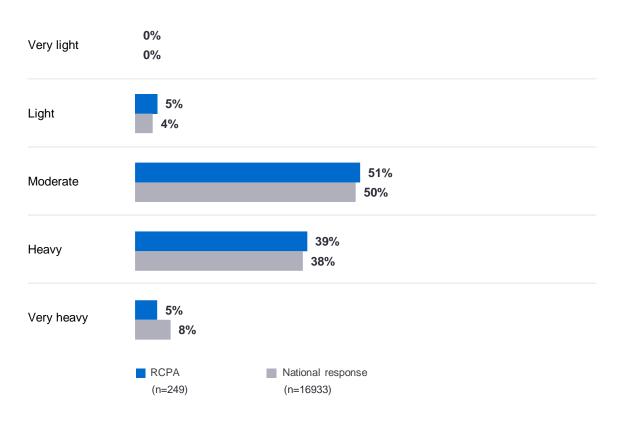
#### Supervisor feedback

		Total always/most of the time: 14%	Total sometimes/never: 86%
RCPA	(n=251)	4% <mark>10%</mark> 41%	46%
		Total always/most of the time: 10%	Total sometimes/never: 90%
lational response	(n=16970)	<mark>7%</mark> 38%	52%
Having to relocate	for work		
		Total always/most of the time: 20%	Total sometimes/never: 80%
RCPA	(n=251)	<b>9% 12% 32%</b>	48%
		Total always/most of the time: 21%	Total sometimes/never: 79%
lational response	(n=16929)	9% 12% 34%	45%
Being expected to	do work that I	don't feel confident doing	
		Total always/most of the time: 5%	Total sometimes/never: 95%
RCPA	(n=250)	<mark>4%</mark> 48%	47%
		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	ns	
		Total always/most of the time: 3%	Total sometimes/never: 97%
RCPA	(n=251)	Total always/most of the time: 3%	68%
	(n=251)	_	68%
	(n=251) (n=16926)	29%	68%
National response	(n=16926)	29% Total always/most of the time: 7%	68% Total sometimes/never: 93%
National response	(n=16926)	29% Total always/most of the time: 7%	68% Total sometimes/never: 93% 58%
lational response	(n=16926)	29%Total always/most of the time: 7%5%35%	68% Total sometimes/never: 93% 58%
lational response	(n=16926) on	29%         Total always/most of the time: 7%         5%       35%         Total always/most of the time: 18%	68% Total sometimes/never: 93% 58% Total sometimes/never: 82% 39%
National response	(n=16926) on	29%Total always/most of the time: 7%5%35%Total always/most of the time: 18%7%11%43%	68% Total sometimes/never: 93% 58% Total sometimes/never: 82% 39%
National response Lack of appreciation RCPA National response	(n=16926) <b>on</b> (n=251) (n=16932)	29%Total always/most of the time: 7%5%35%Total always/most of the time: 18%7%11%43%Total always/most of the time: 18%	68% Total sometimes/never: 93% 58% Total sometimes/never: 82% 39% Total sometimes/never: 829
National response Lack of appreciation RCPA National response	(n=16926) <b>on</b> (n=251) (n=16932)	29%Total always/most of the time: 7%5%35%Total always/most of the time: 18%7%11%43%Total always/most of the time: 18%	68% Total sometimes/never: 93% 58% Total sometimes/never: 82% 39% Total sometimes/never: 82% 40%
National response	(n=16926) <b>on</b> (n=251) (n=16932)	29%Total always/most of the time: 7%5%35%Total always/most of the time: 18%7%11%43%Total always/most of the time: 18%6%12%42%	68% Total sometimes/never: 93% 58% Total sometimes/never: 82% 39% Total sometimes/never: 82% 40%
lational response <b>_ack of appreciations</b> RCPA lational response <b>Norkplace conflict</b>	(n=16926) on (n=251) (n=16932)	29%         Total always/most of the time: 7%         5%       35%         Total always/most of the time: 18%         7%       11%       43%         Total always/most of the time: 18%         6%       12%       42%         Total always/most of the time: 10%	68% Total sometimes/never: 93% 58% Total sometimes/never: 82% 39% Total sometimes/never: 82% 40% Total sometimes/never: 90%
National response	(n=16926) on (n=251) (n=16932)	29%         Total always/most of the time: 7%         5%       35%         Total always/most of the time: 18%         7%       11%       43%         Total always/most of the time: 18%         6%       12%       42%         Total always/most of the time: 10%         7%       45%	68% Total sometimes/never: 93% 58% Total sometimes/never: 82% 39% Total sometimes/never: 82% 40% Total sometimes/never: 90%
RCPA National response Lack of appreciation RCPA National response Workplace conflict RCPA National response	(n=16926) on (n=251) (n=16932) t (n=251)	29%         Total always/most of the time: 7%         5%       35%         Total always/most of the time: 18%         7%       11%       43%         Total always/most of the time: 18%         6%       12%       42%         Total always/most of the time: 10%         7%       45%         Total always/most of the time: 9%	Total sometimes/never: 93% 58% Total sometimes/never: 82% 39% Total sometimes/never: 82% 40% Total sometimes/never: 90% 45% 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?

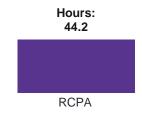
# ON AVERAGE IN THE PAST MONTH, HOW MANY HOURS PER WEEK HAVE YOU WORKED?

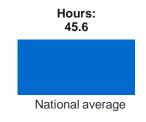
On average, RCPA trainees work 44.2 hours a week, compared to 45.6 hours a week for the national average.

For RCPA trainees, 69% are working 40 hours a week or more, compared to the national response of 66%.

On average, RCPA trainees worked...

On average, doctors in training nationally worked...





Base: Total sample (National: 2020 n=16889; RCPA: 2020 n=248)

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 th	e unrostered	overtime			
		Total always/most of the ti	ime: 22%	Total so	netimes/never: 78%
RCPA	(n=172)	9% <mark>12%</mark>	24%	55%	
		Total always/most of the t	ime: 50%	Total so	metimes/never: 50%
National response	(n=13739)	26%	24%	26%	24%
Working unrostere	ed overtime ha	ve a negative impact or	n your training		
		Total always/most of the t	ime: 25%	Total so	netimes/never: 75%
RCPA	(n=181)	8% 17%	52%	6	23%
		Total always/most of the t	ime: 20%	Total so	metimes/never: 80%
National response	(n=13024)	7% <b>13%</b>	48%		33%
Working unrostere	ed overtime pro	ovide you with more tra Total always/most of the ti			netimes/never: 93%
RCPA	(n=182)	<mark>5%</mark>	60%		32%
		Total always/most of the t	ime: 16%	Total so	metimes/never: 84%
National response	(n=13149)	4% <mark>12%</mark>	54%		30%
Key:	Always	Most of the ti	me	Sometimes	Never
Base: Total sample Q47. For any unrostered	d overtime you have	e completed in the past, how often	ı did?		

# **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: 82%	tal disagree: 2%	
RCPA	(n=247)	23%	59%	16%
		Total agree: 90%	Т	otal disagree: 2%
National response	(n=16720)	30%	60%	8%

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

		Total agree: 74%	Total disagree: 4		
RCPA	(n=247)	23% 51%		22%	<mark>4%</mark>
		Total agree: 82%		Total disag	ree: 4%
National response	(n=16713)	28%	55%	13%	

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

		Total agree: 81% To			
RCPA	(n=247)	24%	56%	17%	
		Total agree: 88%	٦	Fotal 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

-	Tot	al agree: 69%	Total disagree: 4%	
RCPA	(n=247)	16% 53%		27%
NL Constant and a second	Tot	al agree: 85%		Total disagree: 4%
National response	(n=16724)	28%	57%	11%
Key: Strongly agree	Agree	Neither agree no	r 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 disagree: 8%					
RCPA	(n=250)	32%	49%	10% 6%				
		Total agree: 81%	Total agree: 81%					
National response	(n=16710)	34%	47%	13% <mark>4%</mark>				
I would recommend my current workplace as a place to train								
		Total agree: 81%		Total disagree: 9%				
RCPA	(n=250)	31%	50%	10% 6%				
		Total agree: 81%		Total disagree: 7%				

45%

13%

5%

National response (n=16708)

Total agree: 81%

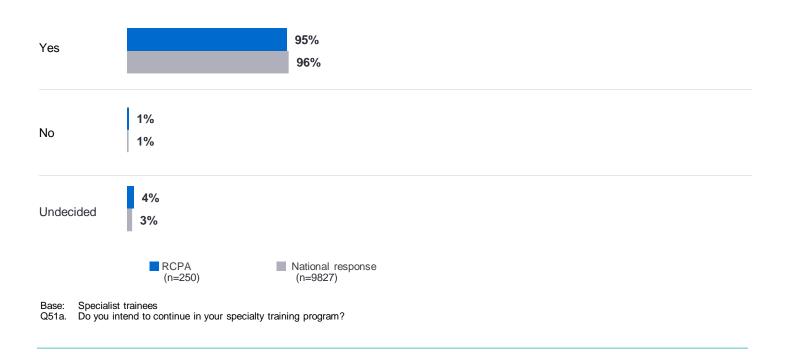
Key:	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Roos					

Base: Total sample

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

# **CONTINUATION OF SPECIALITY TRAINING PROGRAM**

Overall, 95% of RCPA 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: 24%						Total disagree:		
RCPA	(n=249)	8%	16%	20%		43%	12%	
		Total agree: 36%				1	Total disagree: 44%	
National response	(n=16025)	169	%	20%	19%	31%	14%	

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

	Tota	Total agree: 66%				lisagree: 15%
RCPA	(n=249)	29%	379	%	19%	12%
	Tota	l agree: 49%		1	Total o	disagree: 30%
National response	(n=16556)	20%	29%	21%	21%	9%
Key: Strongly agree	Agree	Neither age	ree nor disagree	Disagree	Str	ongly disagree
						-
Base: Total sample						

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

# **CAREER INTERESTS**

National response

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

	0	Total agree: 22%			Total disagree	e: 27%		
RCPA	(n=249)	20%	51%	F	23%	4%		
		Total agree: 49%			Total disagre	e: 14%		
National response	(n=16551)	12%	37%	36%	119	%		
I am interested in rural practice								
		Total agree: 19%		L	Total disagree	e: 45%		
RCPA	(n=247)	4 <mark>%</mark> 16%	35%	34%	9 1	2%		
		Total agree: 47%			Total disagre	e: 23%		
National response	(n=16529)	13%	34%	30%	18%	5%		
I am interested in getting involved in medical research								
		Total agree: 69%			Total disagr	ee: 9%		
RCPA	(n=249)	21%	48%		22%	6%		
		Total agree: 54%			Total disagre	e: 20%		

# I am interested in getting involved in medical teaching

(n=16546)

	Total agree: 80%			Total disagree: 5%
RCPA	(n=249)	24%	56%	15%
		Total agree: 80%		Total disagree: 5%
National response	(n=16549)	30%	51%	15% <mark>4%</mark>

39%

4%

16%

26%

15%



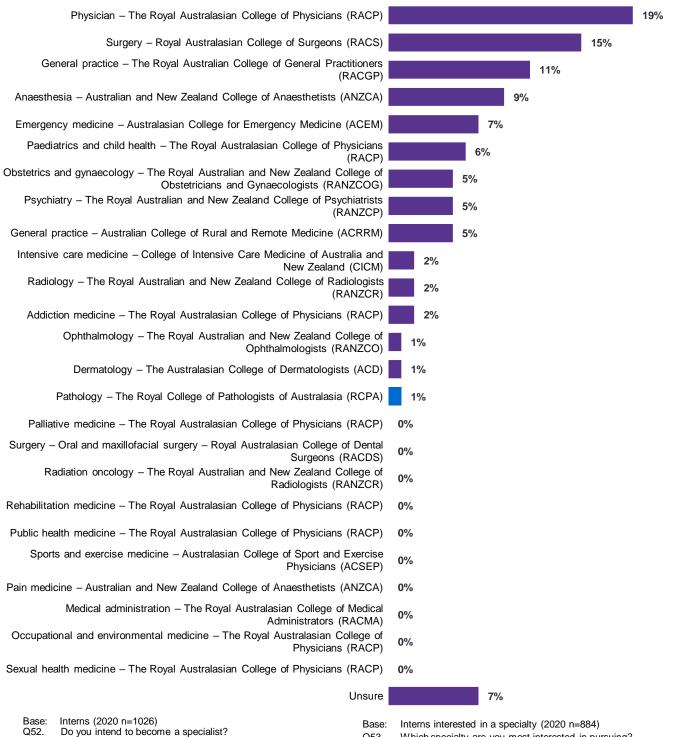
#### **INTERNS - INTERESTED IN A SPECIALTY**



become a specialist. Of these, 1% are most interested in pursuing a pathology specialty with RCPA.

86% of interns are intending to

#### SPECIALIST TRAINING PROGRAM INTERNS ARE INTERESTED IN



Q53.

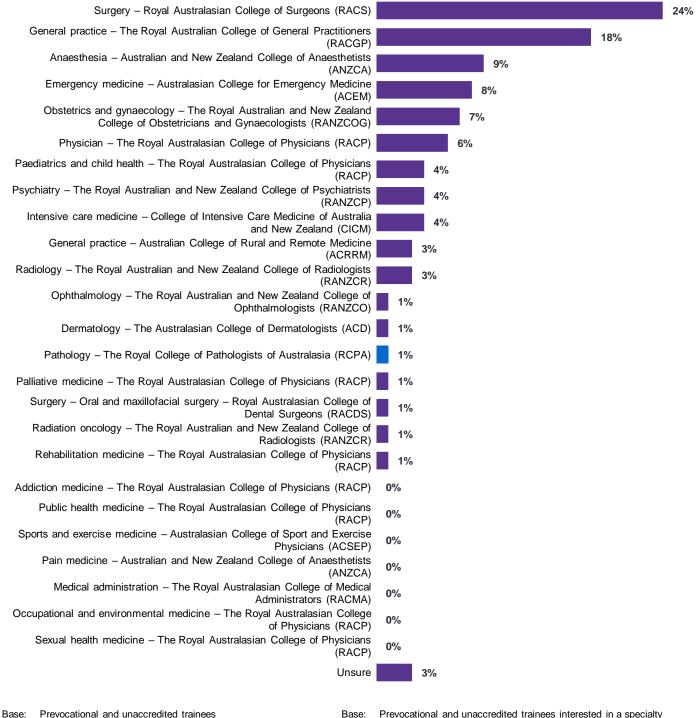
Which specialty are you most interested in pursuing?

#### **PREVOCATIONAL AND UNACCREDITED TRAINEES - INTERESTED IN A SPECIALTY**



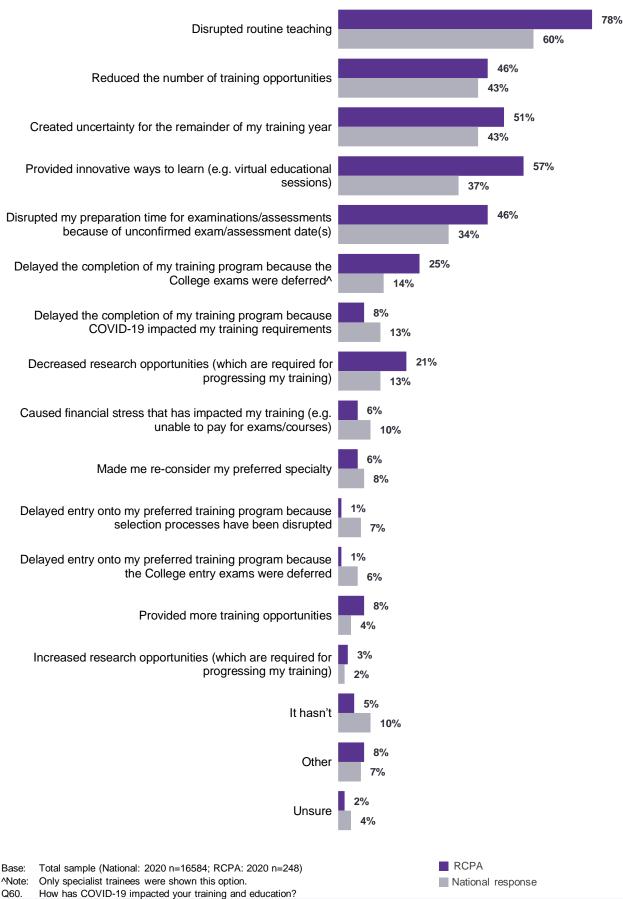
90% of prevocational and unaccredited trainees are intending to become a specialist. Of these, 1% are most interested in pursuing a pathology specialty with RCPA.

#### SPECIALIST TRAINING PROGRAM PREVOCATIONAL AND UNACCREDITED TRAINEES ARE INTERESTED IN



	(2020 n=4081)		(2020 n=3682)
Q52.	Do you intend to become a specialist?	Q53.	Which specialty are you most interested in pursuing?

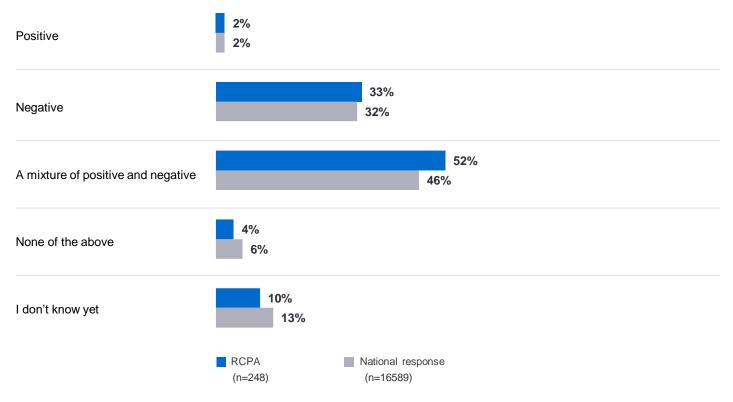
# Impacts of COVID-19



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

La

© Copyright Ahpra on behalf of the Medical Board of Australia

100000