

# Medical Medical Training Survey 2020

# Medical Board of Australia and Ahpra

Report for specialist non-GP trainees



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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 specialist non-GP trainees are presented at an overall level. To explore results within specialist non-GP trainees further, please visit www.medicaltrainingsurvey.gov.au/results.

#### **INTERPRETING THIS REPORT**

This report provides key results based on n=9,020 specialist non-GP trainees working in locations across Australia compared against national results (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: 83%	То	tal disagr	ee: 6%
Specialist non-GP trainees	(n=7231)	34%	48%	12%	<mark>4%</mark>
		Total agree: 81%	Тс	otal disagr	ree: 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: 7%	
Specialist non-GP trainees	(n=7230)	35%	46%	12% <mark>5%</mark>
	Total	agree: 81%		Total disagree: 7%
National response	(n=16708)	35%	45%	13% 5%
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?

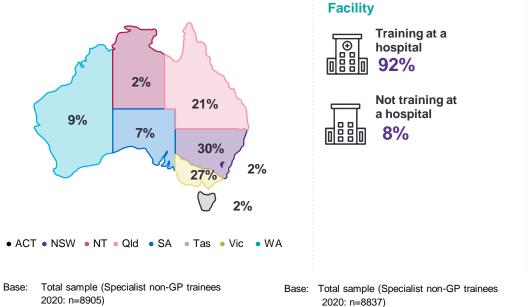
#### HIGHLIGHTS

Quality of orientation		Total excellent/good	l: 72%		Total terrible/poor: 4%
Specialist non-GP trainees	(n=7839)	20%		52%	24%
		Total excellent/good	l: 75%		Total terrible/poor: 4%
National response	(n=18189)	23%		51%	22%
Quality of clinical superv	ision	Total excellent/good	1: 88%		Total terrible/poor: 2%
Specialist non-GP trainees	(n=7780)	45	%	43	% 10%
		Total excellent/good	l: 87%		Total terrible/poor: 2%
National response	(n=17938)	44	%	449	% 10%
Quality of teaching sessi	ons	Total excellent/good	l: 85%		Total terrible/poor: 2%
Specialist non-GP trainees	(n=7521)	26%		58%	13%
		Total excellent/good	l: 83%		Total terrible/poor: 2%
National response	(n=17445)	26%		58%	14%
Quality of training to rais	e patient s	afety concerns Total excellent/good	1: 79%		Total terrible/poor: 3%
Specialist non-GP trainees	(n=7284)	26%		54%	17%
		Total excellent/good	l: 79%		Total terrible/poor: 3%
National response	(n=16842)	27%		53%	17%
Key: Excellent		Good	Average	Poor	Terrible

Base: Orientation received | Q27B. How would you rate the quality of your orientation?
 Base: Have a supervisor | Q31. For your setting, how would you rate the quality of your clinical supervision / peer review?
 Base: Total sample | Q39. Overall, how would you rate the quality of the teaching sessions? | Q48. In your setting, how would you rate the quality of your training on how to raise concerns about patient safety?

# Profile of specialist non-GP trainees

#### **TRAINING LOCATION**



Q5A

Age in years

Q4. In which state or territory is your current term/rotation/placement based?

term/rotation/placement based?

**DEMOGRAPHICS** 

Do you identify as...

# .

#### **Cultural background**

Base:

Q6.

Region

Metropolitan

area

area

19%

Rural

area 1%

Do not wish

to specify 1%

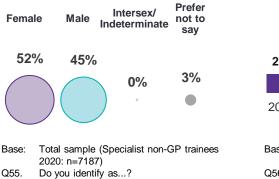
Total sample (Specialist non-

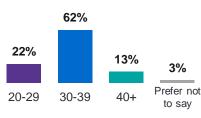
GP trainees 2020: n=8715)

Is your current setting in a ...?

Regional

։։Ու 79%

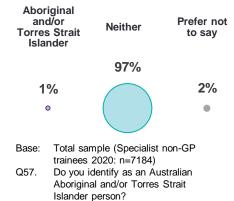




Is your current position/term/

rotation/placement in a hospital?

Base: Total sample (Specialist non-GP trainees 2020: n=7182) Q56. What is your age?



85%

#### Employment



Base: Total sample (Specialist non-GP trainees 2020: n=9020) Q2. Are you employed:

# Role

Base: Total sample (Specialist non-GP trainees 2020: n=8723) Q7. What is your role in the setting?

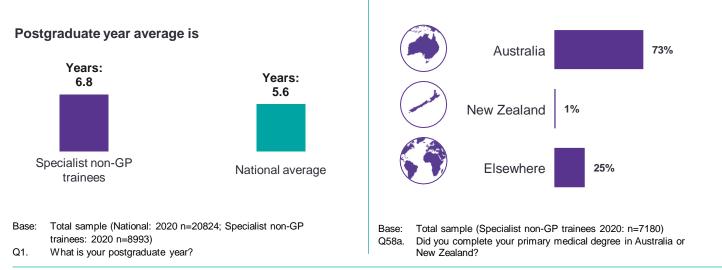
Intern

0%

**PRIMARY DEGREE** 

# Profile of specialist non-GP trainees

#### **POSTGRADUATE YEAR**



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

Anaesthesia	8%
Dermatology	1%
Emergency medicine	
Paediatric emergency medicine*	2%
Intensive care medicine	6%
Medical administration	1%
Obstetrics and gynaecology	4%
Occupational and environmental medicine	1%
Ophthalmology	1%
Paediatrics and child health (inc. specialties)	11%
General paediatrics*	5%
Community child health*	1%
Neonatal and perinatal medicine*	1%
Paediatric emergency medicine*	2%
Palliative medicine	1%
Pathology	2%
Anatomical pathology (including cytopathology)*	2%
Physician Adult medicine (inc. specialties)	24%
General medicine*	7%
Cardiology*	2%
Endocrinology*	
Gastroenterology and hepatology*	
Geriatric medicine*	
Infectious diseases*	
Medical oncology*	
Nephrology*	
Neurology*	
Respiratory and sleep medicine*	
Psychiatry	
Public health medicine	
Radiation oncology	
Radiology	
Diagnostic radiology*	
Rehabilitation medicine	
Surgery	
General surgery*	
Orthopaedic surgery*	
Other	2%
Prefer not to say*	1%

Base: Total sample (Specialist non-GP trainees 2020: n=8684), 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?

# Training curriculum - Specialist non-GP trainees

#### **SPECIALIST TRAINEES**

#### On average, specialist non-GP trainees have been in their training program for



Base: Specialist trainees. National response comprised of specialist GP trainees and specialist non-GP trainees (National: 2020 n=11676; Specialist non-GP trainees: 2020 n=8566)

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

#### SPECIALIST TRAINING PROGRAM

Physician – The Royal Australasian College of Physicians (RACP)	27	'%
Emergency medicine – Australasian College for Emergency Medicine (ACEM)	17%	
Paediatrics and child health - The Royal Australasian College of Physicians (RACP)	11%	
Psychiatry – The Royal Australian and New Zealand College of Psychiatrists (RANZCP)	10%	
Anaesthesia – Australian and New Zealand College of Anaesthetists (ANZCA)	8%	
Surgery – Royal Australasian College of Surgeons (RACS)	6%	
Intensive care medicine - College of Intensive Care Medicine of Australia and New Zealand (CICM)	6%	
Obstetrics and gynaecology - The Royal Australian and New Zealand College of Obstetricians and.	. 4%	
Pathology – The Royal College of Pathologists of Australasia (RCPA)	3%	
Radiology - The Royal Australian and New Zealand College of Radiologists (RANZCR)	3%	
Rehabilitation medicine – The Royal Australasian College of Physicians (RACP)	2%	
Medical administration - The Royal Australasian College of Medical Administrators (RACMA)	1%	
Palliative medicine – The Royal Australasian College of Physicians (RACP)	1%	
Dermatology – The Australasian College of Dermatologists (ACD)	1%	
Radiation oncology - The Royal Australian and New Zealand College of Radiologists (RANZCR)	1%	
Addiction medicine – The Royal Australasian College of Physicians (RACP)	1%	
Public health medicine – The Royal Australasian College of Physicians (RACP)	1%	
Ophthalmology - The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)	1%	
Occupational and environmental medicine - The Royal Australasian College of Physicians (RACP)	1%	
General practice – The Royal Australian College of General Practitioners (RACGP)	0%	
General practice – Australian College of Rural and Remote Medicine (ACRRM)	0%	
Pain medicine – Australian and New Zealand College of Anaesthetists (ANZCA)	0%	
Surgery - Oral and maxillofacial surgery - Royal Australasian College of Dental Surgeons (RACDS)	0%	
Sports and exercise medicine - Australasian College of Sport and Exercise Physicians (ACSEP)	0%	
Sexual health medicine – The Royal Australasian College of Physicians (RACP)	0%	

Base: Specialist trainees (2020 Specialist non-GP trainees: n=8620).

Q14. Which specialist training program(s) are you doing?

# Training curriculum

When completing the MTS, specialist non-GP trainees were asked to nominate up to two specialist training programs they were doing, and then asked to complete questions relating each of the specialist training programs they nominated.

This report shows aggregated results for the questions asked in relation to colleges.

#### TRAINING PROGRAM PROVIDED BY COLLEGE

#### The College training program is relevant to my development

		Total agree: 90%	Total dise	agree: 4%
Specialist non-GP trainees	(n=8470)	36%	54%	6%
		Total agree: 89%	Total dis	agree: 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: 88%	Total di	isagree: 5%
Specialist non-GP trainees	(n=8466)	30%	58%	7%
		Total agree: 88%	Total d	lisagree: 5%
National response	(n=11472)	30%	58%	7%

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

		Total agree: 92%	Total disag	jree: 3%
Specialist non-GP trainees	(n=8482)	31%	61%	5%
		Total agree: 91%	Total disa	gree: 3%
National response	(n=11482)	30%	61%	6%



Q21. Thinking about your <College> 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

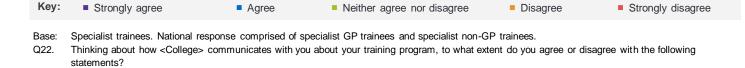
		Total agree: 77%			Total disagree: 10%	
Specialist non-GP trainees	(n=8433)	22%	55%	13%	7%	
		Total agree: 76%		Total disa	gree: 9%	
National response	(n=11432)	22%	54%	14%	7%	

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

Total agree: 72%					Total disagree: 12%	
Specialist non-GP trainees	(n=8413)	20%	52%	16%	9% 4%	
		Total agree: 72%		Total di	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: 75%				
Specialist non-GP trainees	(n=8433)	22%	53%	13%	9%
		Total agree: 73%		Total dis	agree: 13%
National response	(n=11430)	22%	51%	14%	10%



Neither agree nor disagree

Disagree

Key:

Strongly agree

# **Training curriculum**

#### **ENGAGEMENT WITH COLLEGE**

#### The College seeks my views on the training program

		Total agree: 4	Total agree: 48%			Total disagree: 23%		
Specialist non-GP trainees	(n=8371)	8%	40%	28%	19%	4%		
		Total agree: 4	7%		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	9: 66%	Total disa	agree: 9%
Specialist non-GP trainees	(n=8370)	12%	55%	24%	7%
		Total agree	9: 64%	Total dis	agree: 9%
National response	(n=11345)	12%	53%	26%	7%

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

		Total agree: 84%		Total disagree: 4%
Specialist non-GP trainees	(n=8369)	18% 67%		11% 4%
		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

	Tota	l disagree: 14%			
Specialist non-GP trainees	(n=8372)	10%	39%	37%	10%
		Total agree: 4	9%	Tota	al disagree: 13%
National response	(n=11349)	10%	39%	38%	10%



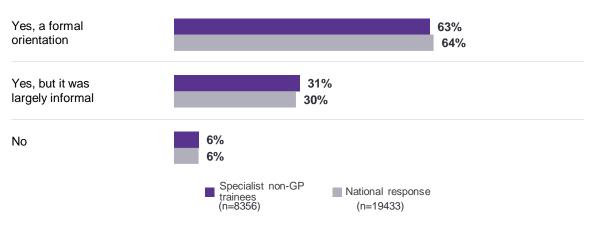
Base: Specialist trainees. National response comprised of specialist GP trainees and specialist non-GP trainees.

Q25. Thinking about how <COLLEGE> 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, 94% of specialist non-GP trainees had an orientation in their current setting (compared to the national response of 94%).

72% of specialist non-GP trainees rate the quality of the orientation as either 'excellent' or 'good', compared to the national response of 75%.

			Total	excellent/goo	d: 72%			Total terrible/po	or: 4%
Specialist no	on-GP trainees	(n=7839)		20% 52%			24%		
			Total	excellent/good	d: 75%			Total terrible/po	or: 4%
National res	ponse	(n=18189)		23%		51%		22%	
Key:	Excellent		Good		Average		Poor		Terrible
Base: Receive	ed an orientation								
	ould you rate the qual	lity of your orient	tation?						

Of those sitting exams,

# Assessment

#### **COLLEGE EXAMS**

Yes

No

Specialist non-GP trainees who have sat an exam in the last 12 months...

 at an exam in the ths...
 received their results....

 29%
 Yes

 30%
 91%

 71%
 93%

 71%
 9%

 70%
 7%

Specialist

non-GP

trainees

(n=2435)

Specialist non-GP trainees (n=8460) (n=11467)

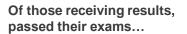
Base: Specialist trainees. National response comprised of specialist GP trainees and specialist non-GP trainees.
Q23a. In the last 12 months, have you sat one or more exams from <COLLEGE>?

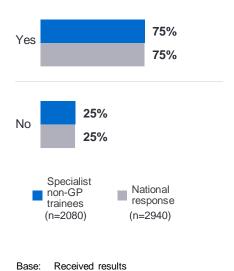
Base:	Sat an exam
Q23b.	Have you received the results of your
	most recent exam from <college>?</college>

National

(n=3427)

response





Base:	Received results
Q23c.	Did you pass the exam for <college>?</college>

#### The exam(s) always reflected the college training curriculum

		Total agree: 56%	5		Total disagr	ee: 25%
Specialist non-GP trainees	(n=2394)	10%	46%	19%	18%	7%
		Total agree: 58%			Total disag	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: 64%		Total disagree: 18%		
Specialist non-GP trainees	(n=2391)	12%	53%	18%	11%	6%
		Total agree: 65%		Tota	l disagree	: 17%
National response	(n=3360)	12%	52%	18%	11%	6%

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

		Total agree: 82% To				gree: 9%
Specialist non-GP trainees	(n=2386)	21%	61%	1	9%	6%
		Total agree: 81%			al disag	ree: 10%
National response	(n=3359)	20%	61%		9%	6%
Key: Strongly agree	Agree	Neither agree nor disagree	Disagree	Stron	gly disa	agree

Base: Specialist trainees. National response comprised of specialist GP trainees and specialist non-GP trainees.

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

## Assessment

#### **COLLEGE EXAMS (continued)**

#### The exam(s) were always conducted fairly

		Total agree	: 71%			Total dis	agree: 12%
Specialist non-GP trainees	(n=2393)	17%		55%		17%	8% 4%
		Total agree	: 72%			Total dis	sagree: 12%
National response	(n=3364)	17%		55%		16%	<mark>8%</mark> 4%
I received useful feedba	ck about my	-					
		Total agree	: 36%	F		Total dis	agree: 42%
Specialist non-GP trainees	(n=2290)	6%	30%	22%	24%		18%
		Total agree	: 38%		<b></b>	Total dis	sagree: 40%
National response	(n=3241)	7%	31%	22%	23%		17%
The feedback is timely		Total agree	. 170/			Total dis	agree: 29%
0							
Specialist non-GP trainees	(n=2186)	7%	40%	24	%	18%	11%
National response		Total agree			F		sagree: 28%
National response	(n=3089)	7%	40%	2	5%	16%	11%
I received support from	my College v					Terel de	0.40/
		Total agree	2: 40%			i otal dis	agree: 24%
Specialist non-GP trainees	(n=2091)	8%	32%	369	%	14%	9%

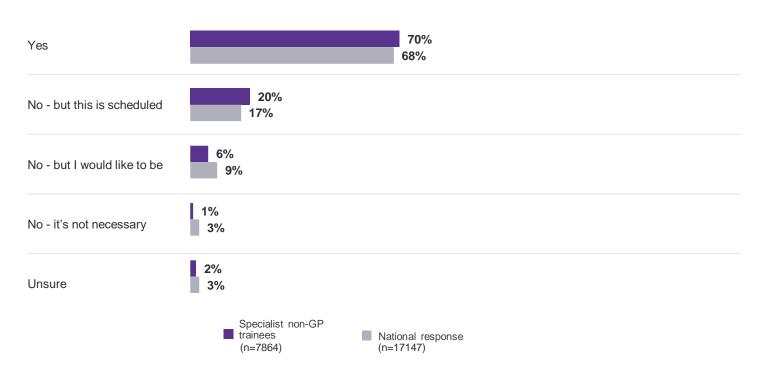
Specialist non-GP trainees	(n=2091)	8%	32%	36%	14%	9%
		Total ag	ree: 44%		Total disage	ree: 22%
National response	(n=3000)	9%	35%	34%	13%	9%



Base: Specialist trainees. National response comprised of specialist GP trainees and specialist non-GP trainees.
 Q24. Thinking about all your <COLLEGE> exam(s) not just the most recent, to what extent do you agree or disagree with the following statements?

## Assessment

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

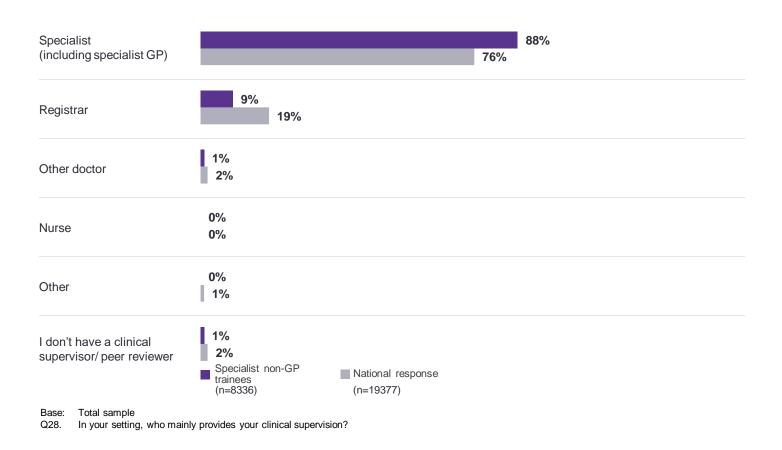


Base: Prevocational and unaccredited trainees, specialist trainees and IMGs.

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	terrible/poor: 2%
Specialist non-GP trainees	(n=7780)		45%	43%	10%
		Total excellent/	'good: 87%	Total	terrible/poor: 2%
National response	(n=17938)		44%	44%	10%
Key: Excellent		Good	Average	Poor	Terrible
Base: Received 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: 98%	Total disagree: 1%	
Specialist non-GP trainees	(n=8227)	69%	29%	
		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: 95%	Total disagree: 1%		
Specialist non-GP trainees	(n=8228)	60%	35%	4%	
		Total agree: 93%	Total disagr	ee: 1%	
National response	(n=18903)	56%	37%	6%	



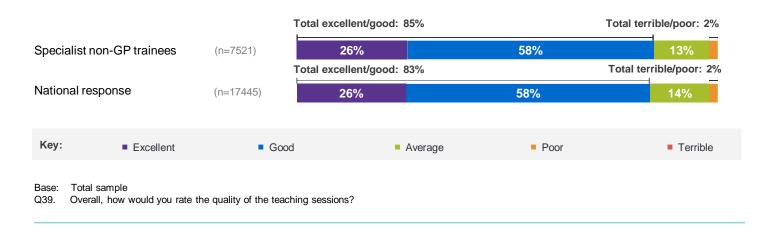
# **Clinical supervision**

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

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

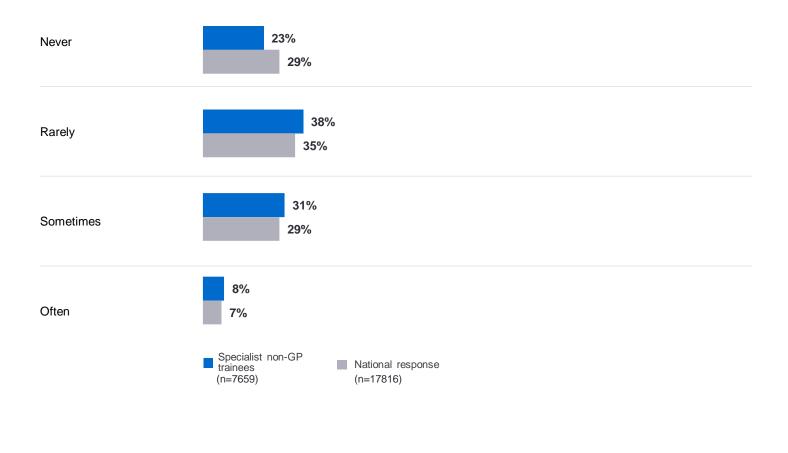
Accessibility	$\begin{array}{c} & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & & \\ & & & & \\ & & & & \\ & & & & & \\ & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & & \\ & & & & & \\ & & & & & & \\ & & & & & & \\ & & & & & & \\ & & & & & & \\ & & & & & & \\ & &$
Helpfulness	4.3
Allowing for an appropriate level of responsibility	$\begin{array}{c} & & \\ & & \\ & \\ & \\ & \\ & \\ & \\ & \\ & $
Ensuring that you only perform work that you are ready for or have the experience to address	$ \begin{array}{c} & & \\ \hline \end{array} \\ \hline \end{array} \\ \hline \end{array} \\ \hline \end{array} \\ \begin{array}{c} & \\ \hline \end{array} \\ \hline \end{array} \\ \begin{array}{c} & \\ \hline \end{array} \\ \hline \end{array} \\ \begin{array}{c} & \\ \end{array} \\ \end{array} \\ \begin{array}{c} & \\ \end{array} \\ \end{array} \\ \begin{array}{c} & \\ \end{array} \\ \begin{array}{c} & \\ \end{array} \\ \end{array} \\ \end{array} \\ \begin{array}{c} & \\ \end{array} \\ \begin{array}{c} & \\ \end{array} \\$
Including opportunities to develop your skills	$\begin{array}{c} & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & & \\ & & & & \\ & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & & \\ & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & & \\ & & & & & & \\ & & & & & & \\ & & & & & & \\ & & & & & & \\ & & &$
Usefulness of feedback	$\begin{array}{c} \\ \hline \\ $
Regular, INFORMAL feedback	$\begin{array}{c} & & & \\ \hline & & \\ \hline & & & \\ \hline \hline & & & \\ \hline \hline & & & \\ \hline & & \\ \hline & & & \\ \hline \hline & & & \\ \hline \hline & & & \\ \hline \hline \\ \hline & & & \\ \hline \hline \\ \hline \hline \\ \hline & & & \\ \hline \hline \hline \\ \hline \hline \hline \\ \hline \hline \hline \hline \\ \hline \hline \hline \hline \hline \\ \hline \hline \hline \hline \hline \\ \hline \hline$
Meeting your training plan/pathway requirements	$\begin{array}{c} & \swarrow & \swarrow & \swarrow & \swarrow & \swarrow & 3.9 \\ & & & & & & & & & & & & & & & & & & $
Discussions about my goals and learning objectives	$\begin{array}{c} & \swarrow & \swarrow & \swarrow & \swarrow & \swarrow & 3.8 \\ & & & \swarrow & & & & & & & & & & & & & & &$
Regular, FORMAL feedback	$\begin{array}{c} & & & \\ \hline \\ \hline$
Base: Have a supervisor Q30. In your setting, how would you rate the quality of you	Specialist non-GP trainees (max n=7790) National response (max n=17967)

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



# TRAINING AND OTHER JOB RESPONSIBILITIES

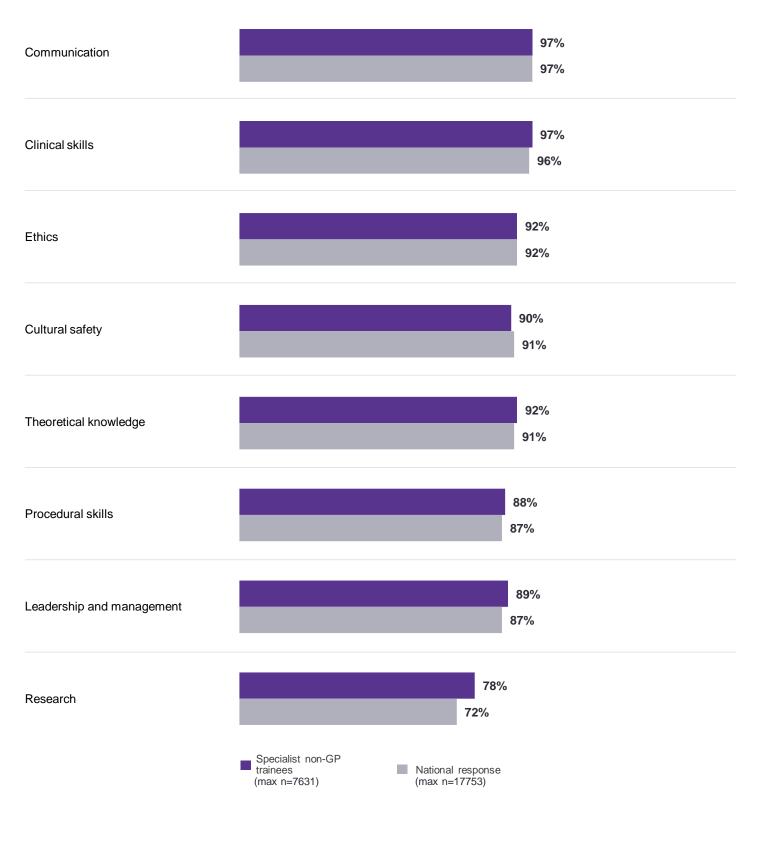
How regularly job responsibilities are preventing doctors in training from meeting training requirements



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

There is a range of oppo		Total agree: 91%	-		Total disagree: 3%
Specialist non-GP trainees	(n=7706)	32%		59%	7%
	x ,	Total agree: 90%			Total disagree: 3%
National response	(n=18000)	32%		57%	7%
There is a range of oppo	rtunities to d	evelop my proced	lural skills		
		Total agree: 78%			Total disagree: 8%
Specialist non-GP trainees	(n=7170)	26%		51%	14% 7%
		Total agree: 79%			Total disagree: 8%
National response	(n=17324)	27%		52%	13% 7%
National response	(n=17994)	25%		56%	14% 4%
Specialist non-GP trainees	(n=7729)	Total agree: 81%		56%	Total disagree: 5%
	(1-11004)	2376		50 /8	1470 470
I can access the opportu	nities availal	b <b>le to me</b> Total agree: 84%			Total disagree: 5%
Specialist non-GP trainees	(n=7751)	23%		60%	12% 4%
•		Total agree: 83%			Total disagree: 5%
National response	(n=18046)	24%		59%	12%
I have to compete with o	ther doctors	for access to opp	ortunities		
		Total agree: 47%			Total disagree: 31%
Specialist non-GP trainees	(n=7654)	12%	35%	22%	25% 6%
		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

12%

Total agree: 29%					Total disagree: 47%		
Specialist non-GP trainees	(n=7551)	7%	22%	24%		37%	10%
Total agree: 30%					Тс	otal disagree: 46%	
National response	(n=17513)	8%	22%	24%		36%	10%
Key: Strongly agree	Agree		Neither agree	nor disagree	Disagree		Strongly disagree

33%

Base: Total sample

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

#### ACCESS TO TEACHING AND RESEARCH

#### I have access to protected study time/leave

	Total agree: 69%				Total disagree: 17%	
Specialist non-GP trainees	(n=7734)	24%	45%	14%	13%	5%
		Total agree: 64%		Tota	al disagree	e: 20%
National response	(n=18010)	21%	43%	17%	14%	6%

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

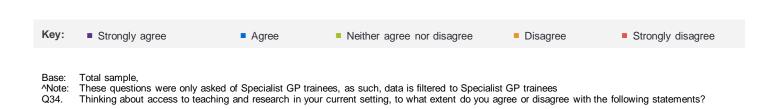
		Total agree: 66%	0	Total dis	agree: 12%
Specialist non-GP trainees	(n=7732)	18%	48%	22%	9%
		Total agree: 64%	, 0	Total dis	agree: 13%
National response	(n=18002)	18%	46%	24%	10%

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

		Total agree: 78%	Total disag	jree: 7%	
Specialist non-GP trainees	(n=7735)	26%	52%	15%	5%
		Total agree: 76%		Total disa	gree: 8%
National response	(n=18007)	25%	50%	17%	6%

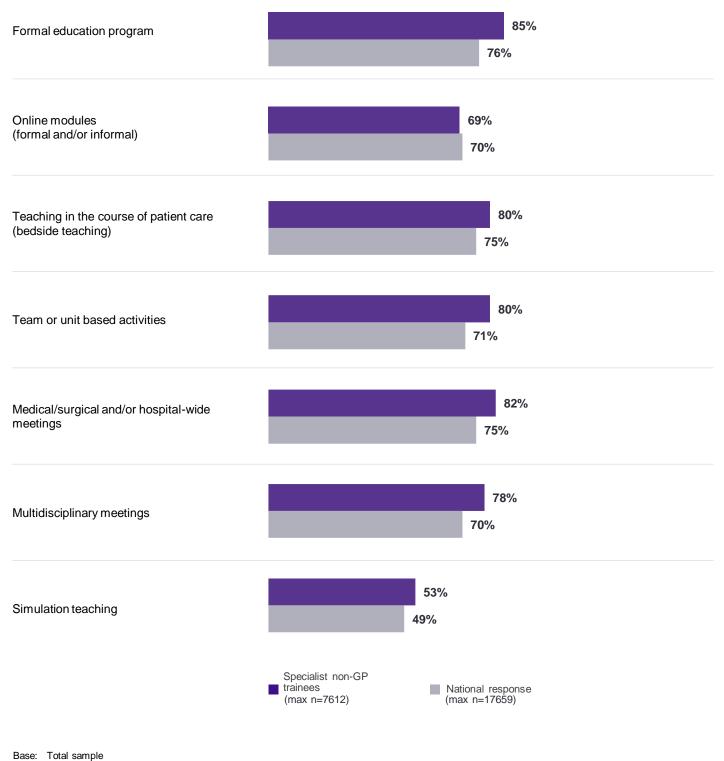
#### I am able participate in research activities

Total agree: 69%				Total dis	sagree: 7%
Specialist non-GP trainees	(n=7735)	17%	52%	23%	6%
		Total agree: 60%	6	Total dis	agree: 10%
National response	(n=18010)	15%	45%	30%	8%



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

Specialist non-GP trainees were asked to select which educational opportunities were available to them in their current setting. Formal education program (85%) and medical/surgical and/or hospital-wide meetings such as grand round and/or practice based meetings (82%) were reported as the educational opportunities most available to specialist non-GP trainees.



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

Specialist non-GP 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) (97%), formal education program (93%) and simulation teaching (92%) were rated the most useful.

	Total agree: 93%		Total disagree: 2%
(n=6375)	43%	49%	5%
	Total agree: 93%		Total disagree: 2%
(n=12396)	43%	49%	6%
d/or informal	l)		
	Total agree: 75%		Total disagree: 8%
(n=5119)	24%	51%	17% 7%
	Total agree: 79%		Total disagree: 7%
(n=11915)	28%	51%	14% 6%
batient care (	bedside teaching)		
	Total agree: 97%		Total disagree: 0%
(n=5978)	54%		42%
	Total agree: 96%		Total disagree: 0%
(n=13047)	53%		43%
es			
	Total agree: 90%		Total disagree: 1%
(n=5994)	36%	55%	8%
	Total agree: 90%		Total disagree: 1%
(n=12370)	36%	54%	9%
	(n=12396) d/or informa (n=5119) (n=11915) patient care ( (n=5978) (n=13047) es (n=5994)	Total agree: 93%         (n=12396)       43%         d/or informal)         Total agree: 75%         (n=5119)       24%         Total agree: 75%         (n=11915)       28%         Total agree: 97%         (n=5978)       54%         Total agree: 97%         (n=5978)       54%         Total agree: 97%         (n=13047)       53%         S         Total agree: 90%         (n=5994)       36%         Total agree: 90%         Total agree: 90%	Total agree: 93%         (n=12396) $43\%$ $49\%$ d/or informal)       Total agree: 75%         (n=5119) $24\%$ $51\%$ Total agree: 79% $51\%$ (n=11915) $28\%$ $51\%$ patient care (bedside teaching)       Total agree: 97%         (n=5978) $54\%$ Total agree: 96%         (n=13047) $53\%$ $53\%$ Total agree: 90%         (n=5994) $36\%$ $55\%$

Base: Where educational opportunity is available

Strongly agree

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

Agree

Key:

Neither agree nor disagree

Disagree

Strongly disagree

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

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

		Total agree: 74%		Total disagree: 6%				
Specialist non-GP trainees	(n=6169)	22%	52%	19% 6%				
		Total agree: 77%		Total disagree: 6%				
National response	(n=13002)	24%	53%	18% <mark>5%</mark>				
Multidisciplinary meetings								
		Total agree: 82%		Total disagree: 4%				
Specialist non-GP trainees	(n=5845)	27%	54%	14%				
		Total agree: 81%		Total disagree: 4%				
National response	(n=12070)	28%	54%	14% <mark>4%</mark>				
Simulation teaching								
		Total agree: 92%		Total disagree: 1%				
Specialist non-GP trainees	(n=3945)	46%	46%	7%				
		Total agree: 93%		Total 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: 72%		Total terrible/	oor: 9% Not provide
Specialist non-GP	(n=7232)	27%	45%	19%	6% (n=199)
trainees	(11=7202)	Total excellent/good: 75%		Total terrible/	
National response	(n=16732)	31%	45%	18%	<b>5%</b> (n=439)
Educational reso	urces				
		Total excellent/good: 73%		Total terrible/	ooor: 5% Not provide
Specialist non-GP	(n=7364)	20%	53%	22%	<b>4%</b> (n=72)
trainees		Total excellent/good: 74%		Total terrible/	ooor: 4%
National response	(n=16956)	22%	52%	22%	(n=209)
<b>Working space, s</b> Specialist non-GP		22% esk and computer Total excellent/good: 55%	52% 36%		oor: 18% Not provide
Working space, s	such as a d	esk and computer Total excellent/good: 55%		Total terrible/p	oor: 18% Not provide <u> 5%</u> (n=120)
<b>Working space, s</b> Specialist non-GP	such as a d	esk and computer Total excellent/good: 55%		Total terrible/p 27% 13' Total terrible/p	oor: 18% Not provide <u> 5%</u> (n=120)
Working space, s Specialist non-GP trainees	(n=7331) (n=16946)	esk and computer Total excellent/good: 55% 19% Total excellent/good: 61%	36%	Total terrible/p 27% 13' Total terrible/p	oor: 18% Not provide
Working space, s Specialist non-GP trainees National response	(n=7331) (n=16946)	esk and computer Total excellent/good: 55% 19% Total excellent/good: 61%	36%	Total terrible/p 27% 13 Total terrible/p 25% 1	oor: 18% Not provide
Working space, s Specialist non-GP trainees National response Teaching spaces Specialist non-GP	(n=7331) (n=16946)	esk and computer Total excellent/good: 55% 19% Total excellent/good: 61% 23%	36%	Total terrible/p 27% 13 Total terrible/p 25% 1 Total terrible/p	oor: 18% Not provided % 5% (n=120) oor: 15% 1% 4% (n=284)
Working space, s Specialist non-GP trainees National response Teaching spaces	such as a d (n=7331) (n=16946)	esk and computer Total excellent/good: 55% 19% Total excellent/good: 61% 23% Total excellent/good: 59%	36%	Total terrible/p 27% 13 Total terrible/p 25% 1 Total terrible/p	oor: 18% Not provided 5% (n=120) oor: 15% 1% 4% (n=284) oor: 12% Not provided 10% (n=142)



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

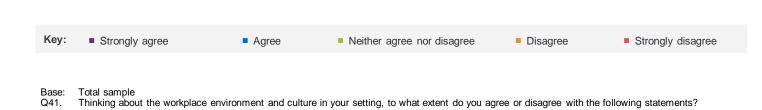
#### Most senior medical staff are supportive

	and emphane				
		Total agree: 93%		Tot	al disagree: 2%
Specialist non-GP trainees	(n=7421)	48%		46%	<mark>5%</mark>
		Total agree: 93%		Tot	al disagree: 2%
National response	(n=17161)	47%		46%	5%
My workplace supports st	aff wellbeing	g			
		Total agree: 80%		Tot	al disagree: 7%
Specialist non-GP trainees	(n=7416)	32%	48%		13% <mark>5%</mark>
National response		Total agree: 81%		Tot	al disagree: 7%
National response	(n=17145)	34%	47%		12% <mark>5%</mark>
In practice, my workplace	supports m	e to achieve a good wo	rk/life balance		
Specialist non-GP trainees		Total agree: 67%		Tota	disagree: 14%
opecialist non en trainces	(n=7418)	23%	43%	19%	11%
National response		Total agree: 70%		Tota	l disagree: 12%
-	(n=17155)	27%	43%	18%	9%

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

Specialist non-GP trainees	(n=7416)
National response	(n=17144)

	Fotal agree: 59%		Тс	otal disagree: 21%
	17%	42%	21%	16% 4%
-	Total agree: 64%		T	otal disagree: 17%
	21%	43%	19%	13%



#### **CULTURE WITHIN THE TRAINEE'S SETTING (continued)**

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

my workplace		Total agree: 76%			Total disagree: 9%	
Specialist non-GP trainees	(n=7421)	29%	48%	14%	7%	
	Total agree: 79%					
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 racisity in my	workplace	Total agree: 82%	Tot	al disagre	e: 6%
Specialist non-GP trainees	(n=7421)	26%	56%	12%	5%
		Total agree: 83%	То	tal disagre	e: 5%
National response	(n=17162)	29%	54%	12%	5%

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

		Total agree: 73%	Total disagree: 12%		
Specialist non-GP trainees	(n=7421)	25%	48%	16%	9%
		Total agree: 75%		Total disa	agree: 10%
National response	(n=17161)	29%	47%	15%	8%

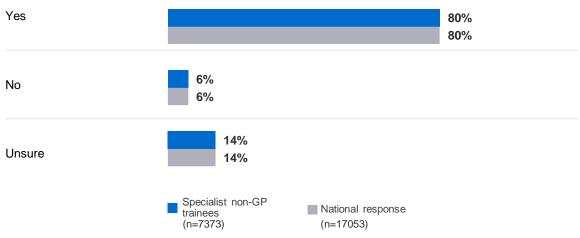
#### I could access support from my workplace if I experienced stress or a traumatic event

		Total agree: 78%		Total disag	ree: 6%
Specialist non-GP trainees	(n=7420)	26%	51%	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?

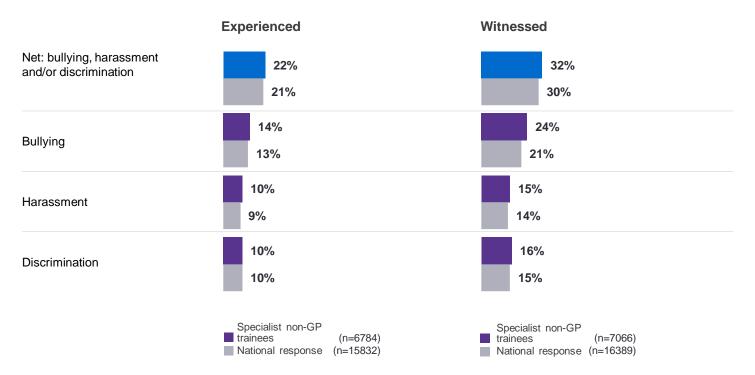
# IF YOU NEEDED SUPPORT, DO YOU KNOW HOW TO ACCESS SUPPORT FOR YOUR HEALTH (INCLUDING FOR STRESS AND OTHER PSYCHOLOGICAL DISTRESS)?



Base: Total sample

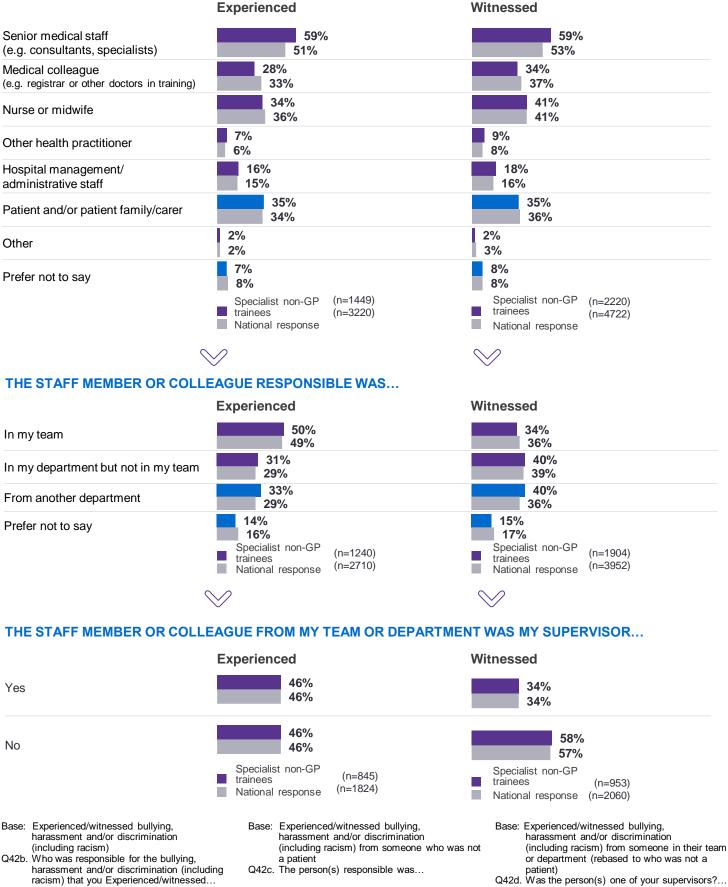
Q43. If you needed support, do you know how to access support for your health (including for stress and other psychological distress)?

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



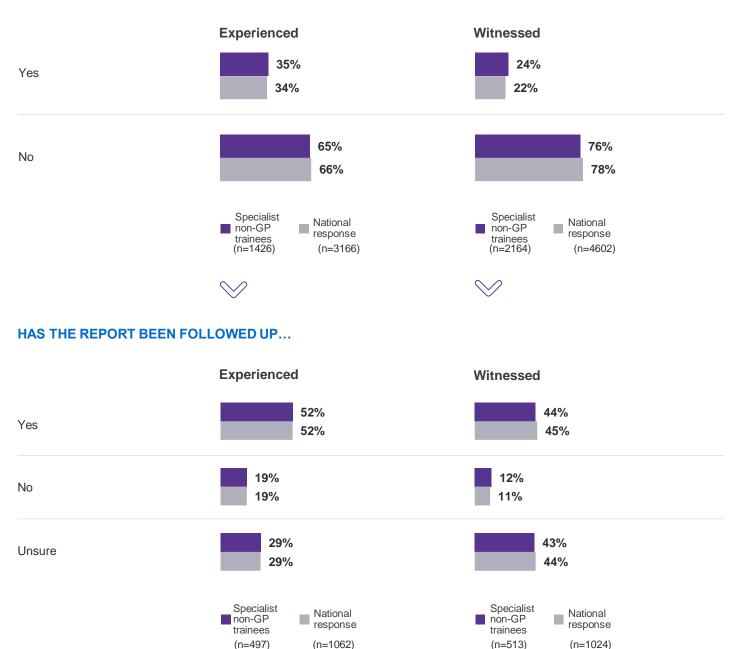
Base: Total sample Q42a. Thinking about your workplace, have you experienced and/or witnessed any of the following in the past 12 months?

#### WHO WAS RESPONSIBLE...



harassment and/or discrimination (including racism) that you Experienced/witnessed...

#### HAVE YOU REPORTED IT...



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

Specialist non-GP trainees National response Having to work paid of Specialist non-GP trainees	(n=7344) (n=16977)	7%         15%         59%           Total always/most of the time: 22%         7%         15%         56%	19% Total sometimes/never: 78%
National response Having to work paid o Specialist non-GP	· · · ·		
Having to work paid o	· · · ·	7% <b>15%</b> 56%	200/
Specialist non-GP	vertime		22%
-			
-		Total always/most of the time: 12%	Total sometimes/never: 88%
liumooo	(n=7337)	4% <mark>8%</mark> 47%	41%
		Total always/most of the time: 11%	Total sometimes/never: 89%
National response	(n=16955)	4% <mark>8%</mark> 44%	44%
Having to work unpai	d overtime		
		Total always/most of the time: 22%	Total sometimes/never: 78%
Specialist non-GP trainees	(n=7337)	8% 14% 43%	35%
		Total always/most of the time: 21%	Total sometimes/never: 79%
National response	(n=16960)	9% <b>12%</b> 38%	41%
Dealing with patient e	expectation	S	
		Total always/most of the time: 15%	Total sometimes/never: 85%
Specialist non-GP trainees	(n=7340)	4% <mark>11%</mark> 61%	24%
		Total always/most of the time: 18%	Total sometimes/never: 82%
National response	(n=16967)	5% 13% 59%	23%
Dealing with patients'	families		
		Total always/most of the time: 14%	Total sometimes/never: 86%
Specialist non-GP trainees	(n=7342)	4% <mark>10%</mark> 62%	23%
		Total always/most of the time: 15%	Total sometimes/never: 85%
National response	(n=16967)	4% <mark>11%</mark> 60%	24%
Expectations of super	rvisors		
		Total always/most of the time: 14%	Total sometimes/never: 86%
Specialist non-GP trainees	(n=7343)	4% 10% 52%	34%
		Total always/most of the time: 15%	Total sometimes/never: 85%
National response	(n=16972)	5% 10% 47%	38%
Key: Alwa	ays	<ul> <li>Most of the time</li> </ul>	Sometimes Neve

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

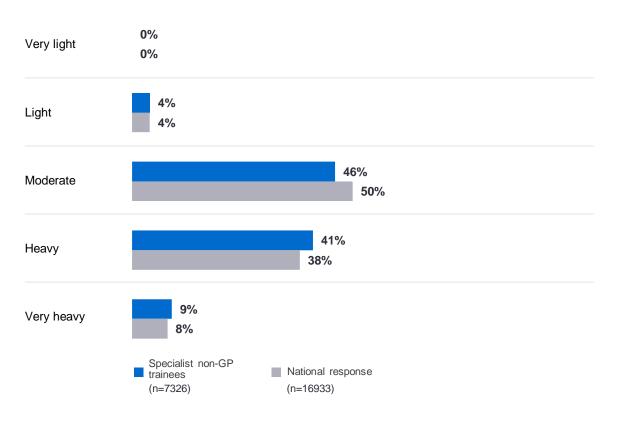
#### Supervisor feedback

		Total always/most of the time: 9%	Total sometimes/never: 91%
Specialist non-GP trainees	(n=7344)	<b>6%</b> 41%	50%
		Total always/most of the time: 10%	Total sometimes/never: 90%
lational response	(n=16970)	<mark>7%</mark> 38%	52%
laving to relocate	for work		
		Total always/most of the time: 23%	Total sometimes/never: 77%
Specialist non-GP rainees	(n=7326)	10% 13% 37%	40%
anees		Total always/most of the time: 21%	Total sometimes/never: 79%
lational response	(n=16929)	<b>9% 12%</b> 34%	45%
Being expected to	do work that	don't feel confident doing	
		Total always/most of the time: 8%	Total sometimes/never: 92%
Specialist non-GP	(n=7327)	5% 44%	48%
ainees		Total always/most of the time: 9%	Total sometimes/never: 91%
lational response	(n=16931)	<mark>6%</mark> 43%	48%
Limited access to	senior clinicia	ns	
		Total always/most of the time: 6%	Total sometimes/never: 94%
pecialist non-GP	(n=7324)	<mark>4%</mark> 33%	61%
ainees		Total always/most of the time: 7%	Total sometimes/never: 93%
		<b>5%</b> 35%	E00/
lational response	(n=16926)	<mark>5%</mark> 35%	58%
	, , , , , , , , , , , , , , , , , , ,	<u>3%</u> 33%	58%
	, , , , , , , , , , , , , , , , , , ,	5%   35%   Total always/most of the time: 18%	
ack of appreciation	, , , , , , , , , , , , , , , , , , ,		
ack of appreciation	on	Total always/most of the time: 18%	Total sometimes/never: 82%
<b>_ack of appreciation</b>	on	Total always/most of the time: 18%	Total sometimes/never: 82%
Lack of appreciation Opecialist non-GP rainees	on (n=7327) (n=16932)	Total always/most of the time: 18%          6%       12%       44%         Total always/most of the time: 18%	Total sometimes/never: 82% 37% Total sometimes/never: 82%
Lack of appreciation Opecialist non-GP rainees National response	on (n=7327) (n=16932)	Total always/most of the time: 18%          6%       12%       44%         Total always/most of the time: 18%	Total sometimes/never: 82% 37% Total sometimes/never: 82% 40%
ack of appreciation opecialist non-GP ainees lational response <b>Norkplace conflic</b>	on (n=7327) (n=16932)	Total always/most of the time: 18%6%12%44%Total always/most of the time: 18%6%12%	Total sometimes/never: 82% 37% Total sometimes/never: 82% 40%
ack of appreciation pecialist non-GP ainees lational response <b>Vorkplace conflic</b>	on (n=7327) (n=16932) t	Total always/most of the time: 18%6%12%44%Total always/most of the time: 18%6%12%42%42%	Total sometimes/never: 82% 37% Total sometimes/never: 82% 40% Total sometimes/never: 91% 42%
ack of appreciation epecialist non-GP ainees lational response <b>Norkplace conflic</b> epecialist non-GP ainees	on (n=7327) (n=16932) t	Total always/most of the time: 18%         6%       12%       44%         Total always/most of the time: 18%         6%       12%       42%         Total always/most of the time: 9%         6%       49%	Total sometimes/never: 82% 37% Total sometimes/never: 82% 40% Total sometimes/never: 91% 42%
Vational response Lack of appreciation Specialist non-GP rainees Vational response Workplace conflict Specialist non-GP rainees Vational response Vational response	on (n=7327) (n=16932) t (n=7327)	Total always/most of the time: 18%         6%       12%       44%         Total always/most of the time: 18%         6%       12%       42%         Total always/most of the time: 9%         6%       49%         Total always/most of the time: 9%	Total sometimes/never: 82% 37% Total sometimes/never: 82% 40% Total sometimes/never: 91% 42% 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, specialist non-GP trainees work 46.7 hours a week, compared to 45.6 hours a week for the national average.

For specialist non-GP trainees, 74% are working 40 hours a week or more, compared to the national response of 66%.

On average, specialist non-GP trainees worked...

On average, doctors in training nationally worked...





Total sample (National: 2020 n=16889; Specialist non-GP trainees: 2020 n=7301) Base: Q46.

On average in the past month, how many hours per week have you worked?

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

#### You get paid for the unrostered overtime Total always/most of the time: 46% Total sometimes/never: 54% Specialist non-GP 22% 24% 28% (n=6352) 26% trainees Total sometimes/never: 50% Total always/most of the time: 50% National response (n=13739) 26% 24% 26% 24% Working unrostered overtime have a negative impact on your training Total always/most of the time: 21% Total sometimes/never: 79%

Specialist non-GP trainees	(n=6221)	7%	14%	50%	29%	
		Total al	ways/mos	t of the time: 20%	Total sometimes/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: 14%	Total some	times/never: 86%
Specialist non-G trainees	P (n=6213)	11%	55%		31%
trainees		Total always/most of the time: 16%		Total some	times/never: 84%
National respons	e (n=13149)	4% <mark>12%</mark>	54%		30%
Key:	Always	Most of	the time	Sometimes	Never
Base: Total samp	le				

Q47. For any unrostered overtime you have completed in the past, how often 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: 90%	Total disa	gree: 2%
Specialist non-GP trainees	(n=7228)	28%	62%	8%
		Total agree: 90%	Total disa	igree: 2%
National response	(n=16720)	30%	60%	8%

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

		Total agree: 82%	Tot	al disagree: 5%
Specialist non-GP trainees	(n=7226)	26%	56%	14% <mark>4%</mark>
		Total agree: 82%	То	tal disagree: 4%
National response	(n=16713)	28%	55%	13%

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

		Total agree: 88%	Total dis	agree: 3%
Specialist non-GP trainees	(n=7227)	28%	60%	9%
		Total agree: 88%	Total dis	sagree: 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 shifts / practitio		otal agree: 86%		Total disagree: 4%
Specialist non-GP trainees	(n=7232)	26%	60%	10%
	То	otal 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 agree: 83%		Total disagree: 6%
Specialist non-GP trainees	(n=7231)	34%	48%	12% <mark>4%</mark>
		Total agree: 81%		Total disagree: 6%
National response	(n=16710)	34%	47%	13% <mark>4%</mark>
I would recommend my c	urrent work	Diace as a place to train Total agree: 81%		Total disagree: 7%
Specialist non-GP trainees	(n=7230)	35%	46%	12% <mark>5%</mark>

National response (n=16708)

35% 46% Total agree: 81% 35% 45%

Total disagree: 7%

5%

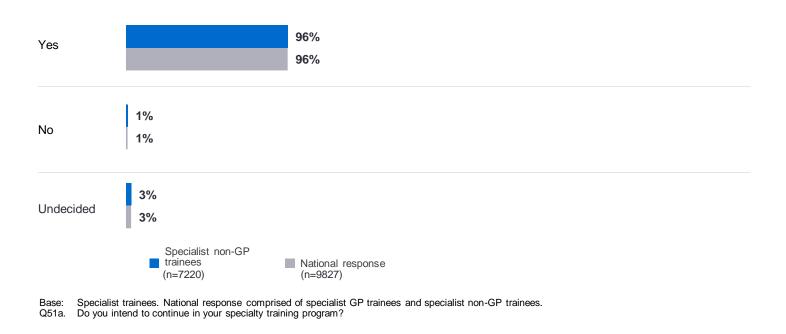
13%



# **Future career intentions**

#### **CONTINUATION OF SPECIALITY TRAINING PROGRAM**

Overall, 96% of specialist non-GP 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 ag	gree: 23%					Total disagree: 56%
Specialist non-GP trainees	(n=7202)	6%	17%	21%	,		39%	17%
		Total ag	gree: 36%					Total disagree: 44%
National response	(n=16025)	16	%	20%	19	9%	31%	14%

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

	Т	otal agree: 58%			Total disagre	e: 23%
Specialist non-GP trainees	(n=7201)	23%	35%	19%	17%	6%
	T	otal agree: 49%			Total disagr	ee: 30%
National response	(n=16556)	20%	29%	21%	21%	9%
Key: Strongly agree	Agree	Neither a	agree nor disagree	Disagree	Strongly	disagree
Base: Total sample						

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

# **Future career intentions**

#### **CAREER INTERESTS**

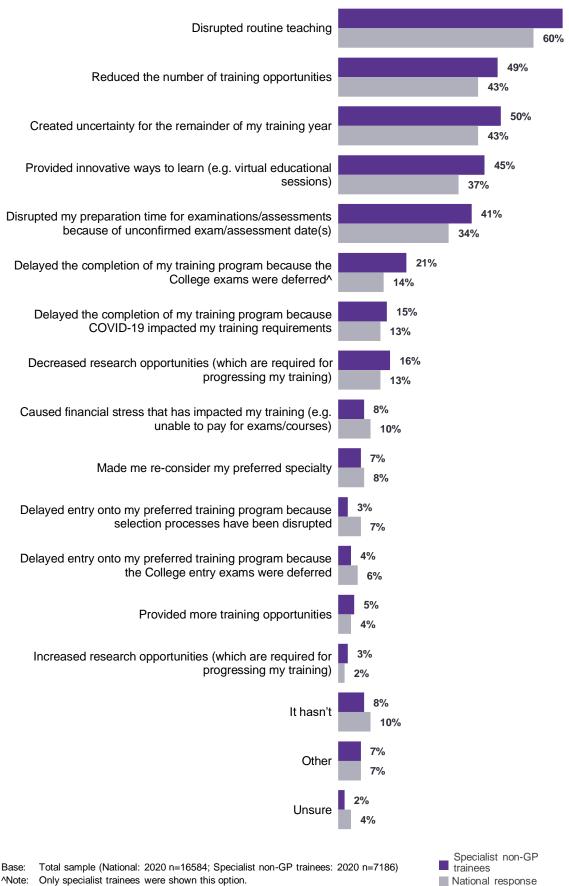
#### I have an interest in Aboriginal and Torres Strait Islander health/healthcare

	-	Total agree: 44%			Total disagree: 17%
Specialist non-GP trainees	(n=7198)	10%	34%	39%	14%
		Total agree: 49%			Total disagree: 14%
National response	(n=16551)	12%	37%	36%	11%
I am interested in rural p	ractice				
		Total agree: 40%			Total disagree: 28%
Specialist non-GP trainees	(n=7189)	9%	31%	33%	22% 5%
		Total agree: 47%		-	Total disagree: 23%
National response	(n=16529)	13%	34%	30%	18% 5%
I am interested in getting	u involved in	modical recent	h		
r am merestea m getting	Jinvolveum	medical researc	n		
	j involveu in	Total agree: 54%			Total disagree: 22%
Specialist non-GP trainees	(n=7197)			24%	Total disagree: 22%
		Total agree: 54%	40%	24%	
		Total agree: 54%	40%	24% 26%	17% 4%
Specialist non-GP trainees	(n=7197) (n=16546)	Total agree: 54% 14% Total agree: 54% 15%	40% 39%		17% 4% Total disagree: 20%
Specialist non-GP trainees National response	(n=7197) (n=16546)	Total agree: 54% 14% Total agree: 54% 15%	40% 39% g		17% 4% Total disagree: 20%
Specialist non-GP trainees National response	(n=7197) (n=16546)	Total agree: 54% 14% Total agree: 54% 15% medical teachin	40% 39% g		17% 4% Total disagree: 20%
Specialist non-GP trainees National response	(n=7197) (n=16546) <b>J involved in</b>	Total agree: 54% 14% Total agree: 54% 15% medical teachin Total agree: 85%	40% 39% g	26%	17%       4%         Total disagree: 20%       16%         16%       4%         Total disagree: 4%



69%

# Impacts of COVID-19



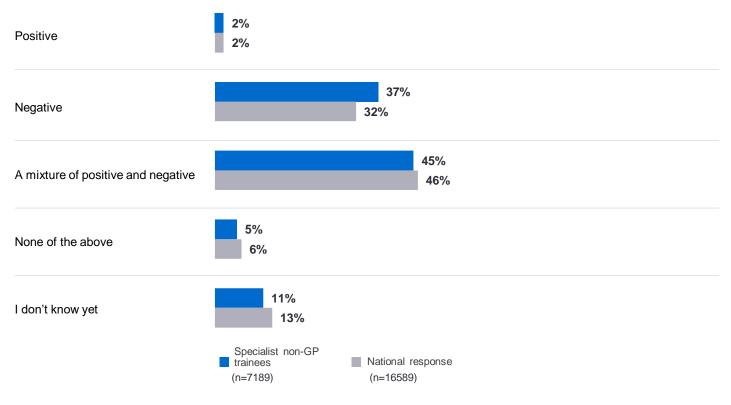
#### HOW COVID-19 IMPACTED TRAINING AND EDUCATION

How has COVID-19 impacted your training and education?

Q60.

# 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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