

Medical Training Survey 2021

Medical Board of Australia and Ahpra

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



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MEDICAL TRAINING IMPACTED BY COVID IN 2021

More than 21,000 trainees have spoken, and the 2021 Medical Training Survey (MTS) has given the rest of us a fantastic opportunity to listen.

A huge thanks to every doctor in training who made time to do the 2021 MTS, despite intense COVID-related pressures this year. The 55 per cent response rate has generated a solid evidence base and a robust national dataset that will continue to shape improvements to training.

The results show the impact of COVID-19 on training and give insights into the quality of training and the culture of medicine. While results are broadly consistent with previous years, there are small but statistically significant changes. Broadly, there is a lot going well in medical training and some important issues that require attention.

Through the 2021 MTS, we know that 100% of trainees have a supervisor, 94% received an orientation and 80% would recommend their current training position to other trainees.

All aspects of the quality of supervision have improved since last year and trainees report receiving more regular and more useful feedback, both formal and informal.

There were also some small but statistically significant downward variations in results. These may relate to the impact of the pandemic on the healthcare sector and warrant close monitoring in the years ahead.

Perhaps unsurprisingly, trainees from places hit hardest by the pandemic reported that their medical training overall had been impacted negatively, while trainees in states and territories less COVID-affected reported that the pandemic had a mixture of positive and negative impacts on training overall. Broadly, 41% of respondents indicated COVID-19 had negatively impacted their medical training this year.

Similar to 2020, survey participants continued to report greater competition with other doctors for training opportunities. This was greater for prevocational and unaccredited trainees with 56% strongly agreeing/agreeing that they had to compete with other doctors for training opportunities, compared to 36% of interns.

We note that 45% of trainees say they 'never/sometimes' got paid for un-rostered overtime, and 49% rated their workload as heavy/very heavy.

Again this year, trainees have called out workplace culture as a serious issue. In 2021, 35% of trainees reported that they had experienced and/or witnessed bullying, harassment and/or discrimination (including racism) in training, which is no improvement on the 2020 results, where 34% of trainees reported experiencing and/or witnessing bullying, harassment and/or discrimination.

The most common groups responsible for the bullying, harassment and/or discrimination were senior medical staff (experienced=51%, witnessed=54%), nurses/midwifes (experienced=36%, witnessed=41%) and patients/carers/families (experienced=36%, witnessed=38%). 67% of trainees who experienced these behaviours did not report the incident and only 58% of trainees who reported it were satisfied with the follow-up.

Answers to a new question in 2021 show a clear link between unprofessional behaviours and medical training, with 38% of trainees who experienced bullying, discrimination or harassment reporting moderate or major impacts on their training.

Disturbingly, there is a significant and unacceptable difference in the incidence of these issues reported by Aboriginal and Torres Strait Islander doctors in training. Results show that 52% of Aboriginal and Torres Strait Islander trainees reported experiencing and/or witnessing bullying, harassment and or discrimination (compared with 35% of trainees nationally), and of those experiencing bullying, harassment and or discrimination, 49% reported a moderate or major impact on their training (compared with 38% nationally).

More Aboriginal and Torres Strait Islander trainees who experienced these unprofessional behaviours reported the issue (43% compared with 33% nationally). Racism in healthcare is never acceptable and we all have to do better.

As ever, a huge team effort underpins this result. We are grateful to each doctor in training who shared their story on social media to help boost participation rates. A big thank you to the agencies across the healthcare sector who backed and promoted the 2021 MTS, and to the members of the MTS Steering Committee and Advisory Group whose expertise and enthusiasm were invaluable.

Increasingly, agencies across the healthcare sector are using MTS results to improve medical training. All results are available online through the data dashboard published on the <u>MedicalTrainingSurvey.gov.au</u> website. Interrogate the results, tailor your own report, and apply this valuable data-set to continually drive improvement in medical training.



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 2021 representing the third 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 = 21,604 doctors in training, with n = 20,671 responses eligible for analysis (i.e. currently training in Australia) between 22 July and 8 October 2021.



Different versions of the survey were used to reflect the particular training environment of doctors who are at different stages in their training. Doctors in training answered questions about their experiences in their workplace. This could be the doctor in training's current setting, workplace, placement or rotation, or might be a previous setting, if they have only been practising or training in their current setting for less than two weeks.

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

INTERPRETING THIS REPORT

This report provides key results based on n = 566 doctors in training at the College of Intensive Care Medicine of Australia and New Zealand (CICM) compared against national results (n = 20,671 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: 79% Total disagree: 9% 36% 43% CICM (n=511) 12% Total agree: 80% Total disagree: 7% National response (n=17,428) 31% 48% 14% 10 I would recommend my current workplace as a place to train Total agree: 80% Total disagree: 9% 38% 11% 42% (n=511) CICM Total agree: 79% Total disagree: 8% National response (n=17,432) 33% 45% 14% 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: 77%		Total terrible/poor: 3%
CICM	(n=521)	25%	53%	20%
		Total excellent/good: 74%		Total terrible/poor: 4%
National response	(n=18,223)	24%	51%	22%
Quality of clinical supe	ervision	Total excellent/good: 88%		Total terrible/poor: 3%
CICM	(n=538)	48%	40%	9%
		Total excellent/good: 86%		Total terrible/poor: 2%
National response	(n=18,245)	43%	44%	11%
Quality of teaching set	ssions	Total excellent/good: 83%		Total terrible/poor: 3%
CICM	(n=530)	26%	57%	14%
		Total excellent/good: 83%		Total terrible/poor: 3%
National response	(n=18,125)	24%	59%	15%
Quality of training to ra	aise patient saf	ety concerns Total excellent/good: 78%		Total terrible/poor: 4%
CICM	(n=517)	28% Total excellent/good: 79%	50%	18% Total terrible/poor: 3%
National response	(n=17,538)	27%	52%	18%
	(1=17,338)	21%	52%	18%
14				

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

Good

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?

Key:

Excellent

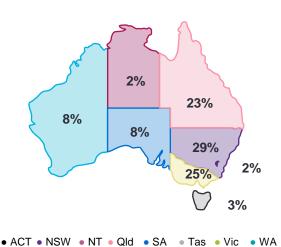
Average

Poor

Terrible

Profile of CICM trainees

TRAINING LOCATION



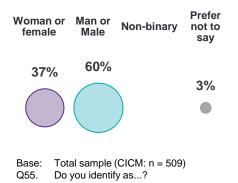
TRAINING LOCATION Facility Region Training at a Metropolitan \odot hospital area deeb 97% ∷∏**⊪78%** Not training at Regional a hospital area 3% 21% Rural area 1% Do not wish to specify 1% Base: Total sample (CICM: n = 565) Base: Total sample (CICM: n = 565)

Base: Total sample (CICM: n = 566)

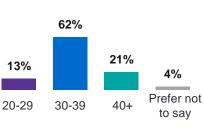
Q4. In which state or territory is your current term/rotation/placement based?

DEMOGRAPHICS

Do you identify as...



Age in years



Q5A.

Is your current position/term/

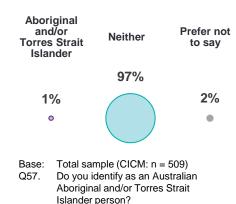
rotation/placement in a hospital?

Base:Total sample (CICM: n = 509)Q56.What is your age?

Role

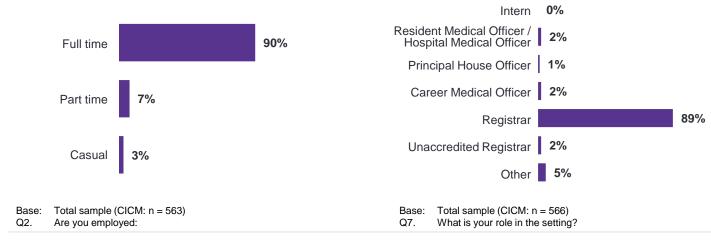
Cultural background

Q6.

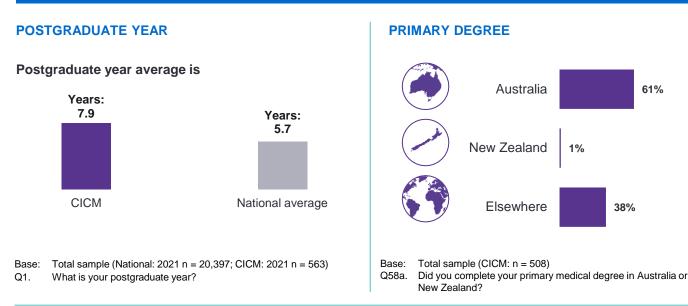


Is your current setting in a ...?

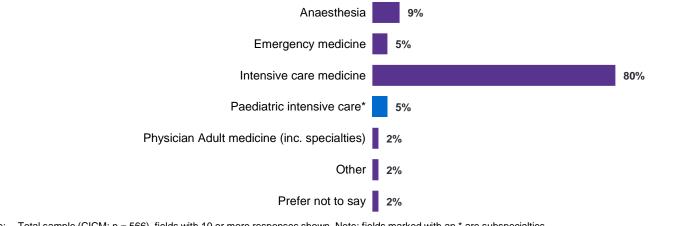
Employment



Profile of CICM trainees



CURRENT ROTATION / TERM / POSITION



Base: Total sample (CICM: n = 566), 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 with CICM have been in their training program for



Base:Specialist trainees (National: 2021 n = 11,580; CICM: 2021 n = 519)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: 93%		То	tal disagree: 2%
CICM	(n=560) 45%		48%		5%
		Total agree: 89%		Το	tal disagree: 4%
National response	(n=11,452)	35%		54%	7%

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

		Total agree: 84%	otal disagree: 8%	
CICM	(n=560)	35%	48%	8% <mark>5%</mark> 4%
		Total agree: 88%	Т	otal disagree: 5%
National response	(n=11,446)	31%	57%	8%

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

		Total agree: 92%	То	otal disagree: 3%
CICM	(n=560)	38%	54%	5%
		Total agree: 90%	Т	otal disagree: 3%
National response	(n=11,460)	31%	59%	7%



Training curriculum

COMMUNICATION WITH COLLEGE

My College clearly communicates the requirements of my training program

		Total agree: 82%		Tot	al disag	gree: 7%
CICM	(n=563)	32%	50%		11%	6%
		Total agree: 76%		Tota	l disag	ree: 10%
National response	(n=11,452)	22%	54%	1	4%	7%

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

		Total agree: 77%	Total o	disagree: 8%	
CICM	(n=557) 30% 47%		47%	15	% 6%
		Total agree: 69%		Total d	isagree: 12%
National response	(n=11,409)	19%	50%	18%	<mark>9%</mark> 4%

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

		Total agree: 87%		Total disa	agree: 59	%
CICM	(n=563)	33%	54%		8% 4%	6
		Total agree: 74%		Total disa	gree: 11	%
National response	(n=11,453)	22%	52%	14%	8%	



Training curriculum

ENGAGEMENT WITH COLLEGE

The College seeks my views on the training program

		Total agree: {	57%	Ţ	otal disagree: 17%
CICM	(n=558)	13%	44%	26%	14%
		Total agree: 5	50%	٦	Total disagree: 21%
National response	(n=11,311)	9%	41%	29%	17% <mark>4</mark> %

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

		Total agree	: 68%	Total disa	gree: 7%
CICM	(n=558)	14%	54%	25%	6%
		Total agree	: 64%	Total disa	gree: 9%
National response	(n=11,310)	11%	53%	27%	7%

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

		Total agree: 85%	Total disagree: 4%	
CICM	(n=558)	22%	62%	11%
		Total agree: 82%		Total disagree: 5%
National response	(n=11,307)	16%	65%	14% 4%

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

		Total agree: 5	8%		Total disagree: 10%		
CICM	(n=558)	14%	45%		31%	8%	
		Total agree: 5	0%	1	Total of	disagree: 13%	
National response	(n=11,309)	9%	41%		37%	10%	

There are safe mechanisms for raising training/wellbeing concerns with the College

	Total agree: 62%				Total disagree: 10%		
CICM	(n=558)	14%	48%		28%	7%	
		Total agree: 51%			Tota	al disagree: 15%	
National response	(n=11,311)	10%	41%		34%	10% 4%	
Key: Strongly agree	Agree	Neither	r agree nor disagree	Disagre	e = :	Strongly disagree	

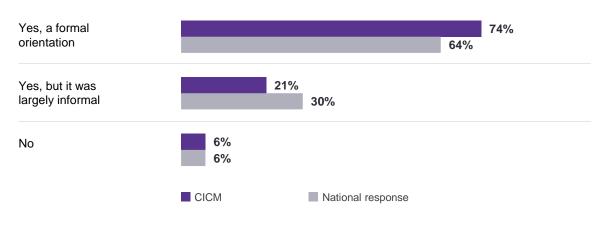
Base: Specialist trainees

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

Orientation

DID YOU RECEIVE AN ORIENTATION TO YOUR SETTING?

Doctors in training were asked questions about their experiences in their workplace. This could be the doctor in training's current setting, workplace, placement or rotation, or might be a previous setting, if they had only been practising or training in their current setting for less than two weeks.



Base: Total sample (National: 2021 n = 19,447; CICM: 2021 n = 554)

Q27a. Did you receive an orientation to your setting?

HOW WOULD YOU RATE THE QUALITY OF YOUR ORIENTATION?

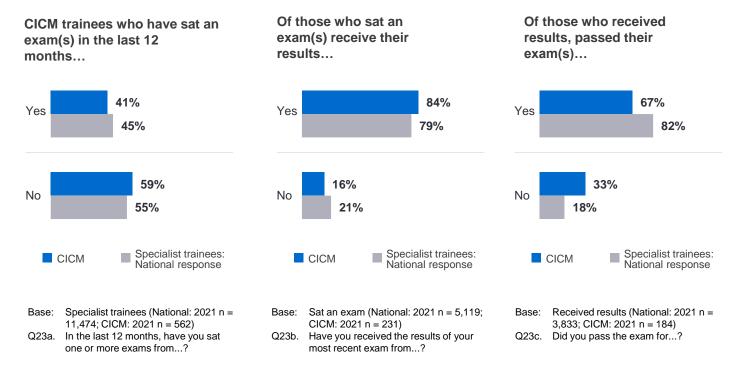
As shown in the chart above, 94% of CICM trainees had an orientation in their current setting (compared to the national response of 94%).

77% of CICM trainees rated the quality of the orientation as either 'excellent' or 'good', compared to the national response of 74%.

		Total excellent/good	Total terrible/poor: 3%		
CICM	(n=521)	25%		53%	20%
		Total excellent/good	d: 74%		Total terrible/poor: 4%
National response	(n=18,223)	24%		51%	22%
Key: Excellent		Good	Average	Poor	Terrible
rtey. = Excellent		0000	- Average	= 1 001	
Base: Received an orientation Q27b. How would you rate the o	quality of your orienta	ition?			

Assessment

COLLEGE EXAMS



The exam(s) reflected the college training curriculum

Total agree: 78%					Fotal disagree: 10		
CICM	(n=230)	26%	53%		12%	7%	
		Total agree: 67%	То	tal disag	gree: 16%		
Specialist trainees: National response	(n=5,038)	14%	53%	17%	11	% 5%	

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

		Total agree: 79%			agree: 7%
CICM	(n=229)	28%	51%	14%	⁄。 <mark>5%</mark>
Specialist trainage:		Total agree: 70%		Total dis	agree: 14%
Specialist trainees: National response	(n=5,045)	16%	54%	16%	9% 5%

The exam(s) ran smoothly on the day

	т	otal agree: 87%		Total disagree: 8%
CICM	(n=230)	33%	54%	4% 7%
Specialist trainees:	Te	otal agree: 82%		Total disagree: 10%
National response	(n=5,046)	24%	57%	8% 6% 5%
Key: Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

Base: Specialist trainees who sat an exam

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

Assessment

COLLEGE EXAMS (continued)

The exam(s) were conducted fairly

		Total agree: 83%			agree: 7%
CICM	(n=229)	30%	53%	10)% <mark>4%</mark>
Specialist trainees:		Total agree: 76%	Total disa	agree: 11%	
National response	(n=5,038)	21%	55%	13%	<mark>7%</mark> 4%

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

Total agree: 24%					Total disagree: 54%		
CICM	(n=189)	10%	15%	22%	24%	30%	
Specialist trainees:		Total agre	e: 34%			Total disagree: 42%	
National response	(n=4,464)	8%	26%	239	% 22%	6 21%	

The feedback is timely

Total agree: 28%						Total disagree: 50%			
CICM	(n=181)	8%	20%	22%	2	9%	21%		
		Total agre	ee: 39%	1		Tot	al disagree: 39%		
Specialist trainees: National response	(n=4,406)	8%	31%	2	2%	21%	18%		

I received support from my College when needed

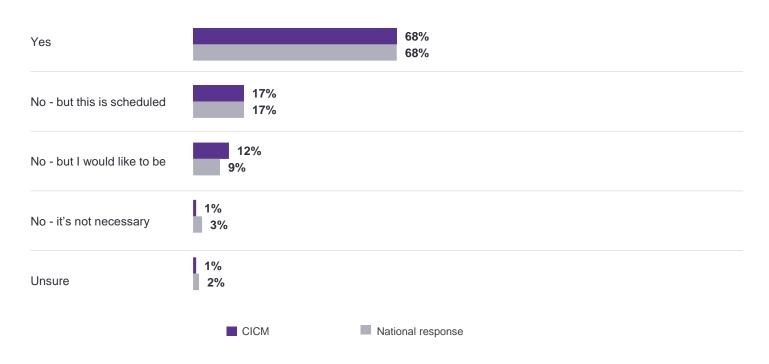
		Total agree: 54	Total disagree: 14%			jree: 14%		
CICM	(n=202)	18%	36%		329	6	1	0% 4%
		Total agree: 44	%		Total	disag	gree: 23%	
Specialist trainees: National response	(n=4,387)	10%	34%	1	33%	13	%	11%



extent do you agree or disagree with the following statements?

Assessment

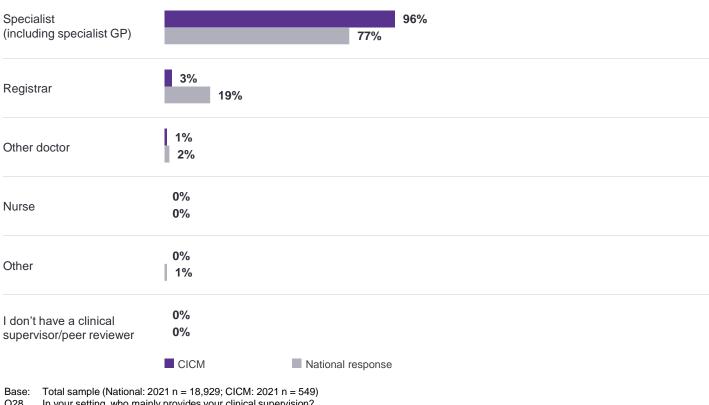
HAS YOUR PERFORMANCE BEEN ASSESSED IN YOUR SETTING?



Base:Prevocational and unaccredited trainees, specialist trainees and IMGs (National: 2021 n = 17,630; CICM: 2021 n = 540)Q32.Has your performance been assessed in your setting?

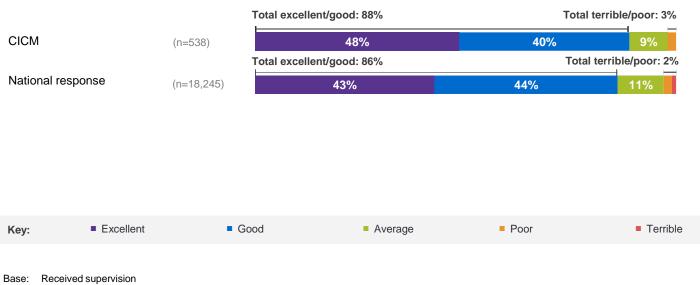
Clinical supervision

WHO MAINLY PROVIDES YOUR CLINICAL SUPERVISION?



Q28. In your setting, who mainly provides your clinical supervision?

HOW WOULD YOU RATE THE QUALITY OF YOUR SUPERVISION?



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

Clinical supervision

IF CLINICAL SUPERVISOR(S) ARE NOT AVAILABLE ...

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

		Total agree: 99%	Total disagree: 0%		
CICM	(n=547)	81%	18%		
		Total agree: 97%	Total disagree: 1%		
National response	(n=18,863)	68%	30%		

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

		Total agree: 97%		Total disagree: 1%		
CICM	(n=547)	75%	22%			
		Total agree: 93%		Total disagre	e: 2%	
National response	(n=18,866)	56%	37	%	5%	



Clinical supervision

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

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

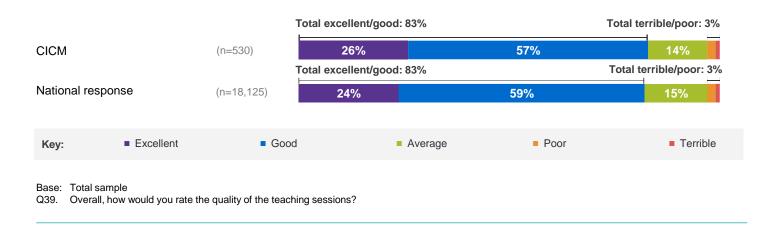
Accessibility	4.5
Helpfulness	4.4
Allowing for an appropriate level of responsibility	4.2
Ensuring that you only perform work that you are ready for or have the experience to address	4.3
Including opportunities to develop your skills	4.1
Usefulness of feedback	$\begin{array}{c} & & & & \\ & & & & \\ & & & & \\ & & & & $
Regular, INFORMAL feedback	$\begin{array}{c} & & & & \\ & & & & \\ & & & & \\ & & & & $
Supporting you to meet your training plan/pathway requirements	$\begin{array}{c} \bullet \bullet$
Discussions about my goals and learning objectives	$\begin{array}{c} & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & & \\ & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & & \\ & & & & & \\ & & & & & & \\ & & & & & & \\ & & & & & & \\ & & & &$
Regular, FORMAL feedback	$\begin{array}{c} & & & \\ & & & & \\ & & & \\ & & & & & \\ & & & & \\ & & & & & \\ & & & & \\ & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\$
	CICM National response

Base: Have a supervisor (National: 2021 max n = 18,108; CICM: 2021 max n = 536)

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

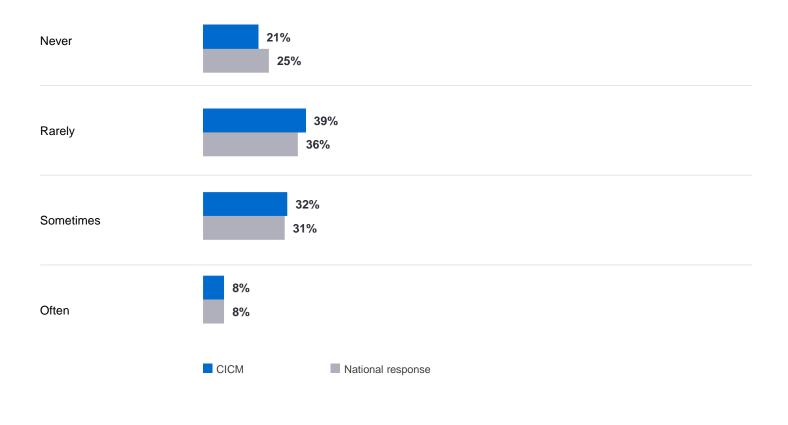
Access to teaching

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

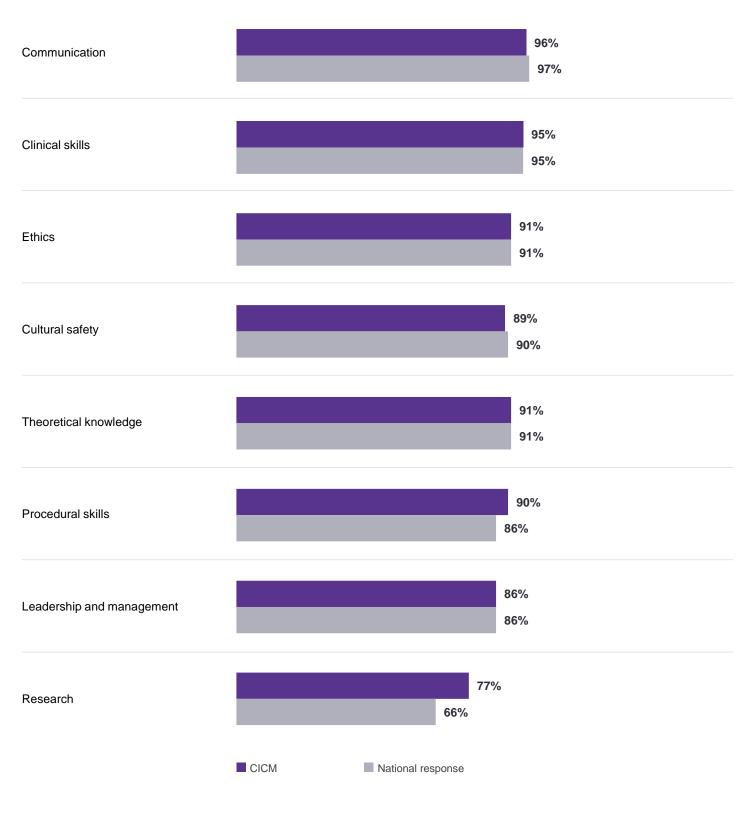


Base: Total sample (National: 2021 n = 18,333; CICM: 2021 n = 533)

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

Access to teaching

DO YOU HAVE SUFFICIENT OPPORTUNITIES TO DEVELOP YOUR KNOWLEDGE AND SKILLS IN: (% yes)



Base: Total sample (National: 2021 max n = 18,432; CICM: 2021 max n = 535)

Q35. Thinking about the development of your knowledge and skills, in your setting, do you have sufficient opportunities to develop your...?

Access to teaching

DEVELOPMENT OF CLINICAL AND PRACTICAL SKILLS

I can access the training opportunities available to me

		Total agree: 86%	disagree: 4%	
CICM	(n=531)	30%	56%	11%
		Total agree: 83%	I disagree: 5%	
National response	(n=18,346)	25%	58%	12% <mark>4%</mark>

I have to compete with other doctors for access to opportunities

		Total agree: 53%			Total disagre	e: 27%
CICM	(n=524)	18%	35%	19%	23%	4%
		Total agree: 46%			Total disagr	ee: 31%
National response	(n=18,023)	15%	32%	23%	26%	6%

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

		Total agree	: 29%		Total disa	agree: 51%
CICM	(n=513)	11%	18%	20%	40%	11%
		Total agree	: 29%	1	Total dis	agree: 46%
National response	(n=17,768)	9%	20%	24%	37%	9%



Access to teaching

ACCESS TO TEACHING AND RESEARCH

I have access to protected study time/leave

		Total agree: 71%			Total dis	agree	: 11%
CICM	(n=533)	28%	44%		17%	8%	/。
		Total agree: 65%		1	Total dis	agree	:: 19%
National response	(n=18,378)	21%	44%	169	% 14	4%	6%

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

		Total agree: 71%		Total dis	sagree: 8%
CICM	(n=533)	24%	47%	21%	6%
		Total agree: 67%		Total dis	agree: 11%
National response	(n=18,381)	19%	48%	21%	9%

My employer supports me to attend formal and informal teaching sessions

		Total agree: 78%		Total disag	ree: 8%
CICM	(n=533)	32%	46%	14%	6%
		Total agree: 76%		Total disag	gree: 8%
National response	(n=18,383)	26%	50%	16%	6%

I am able participate in research activities

		Total agree: 69%			Total dis	agree: 8%
CICM	(n=533)	22%	47%		23%	6%
		Total agree: 57%			Total disa	agree: 12%
National response	(n=18,385)	15%	41%	31	%	9%



Base: Total sample

Q34. Thinking about access to teaching and research in your setting, to what extent do you agree or disagree with the following statements?

Access to teaching

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

CICM trainees were 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) (94%), simulation teaching (89%) and formal education program (86%) were rated the most useful.

Formal education program^

Formal education	n program.				
		Total agree: 86%		Total d	isagree: 4% Not available
CICM	(n=522)	35%	51%	6	10% (n=8)
		Total agree: 86%		Total d	isagree: 5%
National response	(n=16,738)	29%	57%		10% (n=353)
Online modules	(formal and	/or informal)			
		Total agree: 60%		Total dis	Not available sagree: 18%
CICM	(n=518)	16%	44%	22%	13% 5% (n=12)
		Total agree: 65%		Total dis	sagree: 15%
National response	(n=17,487)	16%	49%	20%	11% 4% (n=631)
Teaching in the c	course of pa	atient care (beds	ide teaching)		
		Total agree: 94%		Total d	isagree: 2% Not available
CICM	(n=522)		48%	46%	4% (n=8)
		Total agree: 89%		Total d	isagree: 2%
National response	(n=17,465)	37%	52	2%	9% (n=652)
Team or unit bas	od activitio	c			
reall of unit bas		3			
		Total agree: 86%		Total d	isagree: 3% Not available
CICM	(n=519)	33%	53%		11% (n=10)
		Total agree: 81%		Total d	isagree: 4%
National response	(n=17,117)	24%	57%		15% (n=997)
Key: Strongly a	igree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Base: Total sample ex	cluding not ava	ilable (shown separately)		

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

Access to teaching

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

Medical/surgical and/or hospital-wide meetings

		Total agree: 5	5%		Total	disagree	: 18%	Not available
CICM	(n=515)	12%	43%	2	.7%	14%	4%	(n=15)
		Total agree: 6	6%		Total	disagree	: 11%	
National response	(n=16,943)	15%	52%		23%	9	%	(n=1173)

Multidisciplinary meetings

		Total agree: 62%		Total dis	agree: 13%	Not available
CICM	(n=506)	14%	47%	26%	10%	(n=24)
		Total agree: 69%		Total d	sagree: 9%	
National response	(n=16,880)	17%	52%	22%	7%	(n=1236)

Simulation teaching

		Total agree: 89%	Тс	tal disagr	ree: 4%	Not available
CICM	(n=510)	43%	46%	7	7%	(n=20)
		Total agree: 81%	Тс	tal disagr	ree: 5%	
National response	(n=15,850)	32%	49%	14%	<mark>4%</mark>	(n=2270)

Access to mentoring

		Total agree: 80%	То	otal disagree	e: 6%	Not available
CICM	(n=509)	30%	50%	14%	4%	(n=21)
		Total agree: 80%	Тс	otal disagree	e: 4%	
National response	(n=17,015)	28%	52%	16%		(n=1105)



Base: Total sample excluding not available (shown separately)

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

Facilities

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

Reliable internet for training purposes

		Total excellent/good: 73%			Total terrib	le/poor: 9%	Not provide
CICM	(n=514)	28%	44%		18%	7%	(n=14)
		Total excellent/good: 75%			Total terrib	le/poor: 8%	
National response	(n=17,452)	31%	45%		17%	% <mark>5%</mark>	(n=402)
Educational reso	urces						
		Total excellent/good: 74%			Total terrib	le/poor: 5%	Not provide
CICM	(n=519)	22%	52%		21%	⁄o <mark>4%</mark>	(n=7)
		Total excellent/good: 74%			Total terrib	le/poor: 5%	
		1			_		
National response	(n=17,647) uch as a de	22%	52%		22%	6 <mark>4%</mark>	(n=246)
·	х - <i>У</i>	22% esk and computer Total excellent/good: 53% 20% Total excellent/good: 61%	52% 33%	25%		e/poor: 22%	Not provided
Working space, s	uch as a de	esk and computer Total excellent/good: 53%		25%	Total terrible	e/poor: 22%	Not provided
Working space, s	uch as a de (n=520) (n=17,603)	esk and computer Total excellent/good: 53% 20% Total excellent/good: 61%	33%	25%	Total terrible 16 Total terrible	e/poor: 22% % 6% e/poor: 15%	Not provided
Working space, s CICM National response	uch as a de (n=520) (n=17,603)	esk and computer Total excellent/good: 53% 20% Total excellent/good: 61%	33%	25%	Total terrible 16 Total terrible 4%	e/poor: 22% % 6% e/poor: 15% 11% 4%	Not provided
Working space, s CICM National response	uch as a de (n=520) (n=17,603)	esk and computer Total excellent/good: 53% 20% Total excellent/good: 61% 22%	33%	25% 24	Total terrible 16 Total terrible 4%	e/poor: 22% % 6% e/poor: 15% 11% 4%	Not provided (n=10) (n=307)
Working space, s CICM National response Teaching spaces	uch as a de (n=520) (n=17,603)	esk and computer Total excellent/good: 53% 20% Total excellent/good: 61% 22%	33% 38%	25%	Total terrible 16 Total terrible 4% Total terrible	e/poor: 22% % 6% e/poor: 15% 11% 4% e/poor: 12%	Not provided (n=10) (n=307) Not provided (n=7)



Workplace environment and culture

CULTURE WITHIN THE TRAINEE'S SETTING

Most senior medical staff are supportive

		Total agree: 91%		Total disagree: 3%
CICM	(n=528)	49%	41%	6%
		Total agree: 93%		Total disagree: 2%
National response	(n=17,883)	45%	47%	5%
My workplace supports	staff wellbeing			
		Total agree: 79%		Total disagree: 9%
CICM	(n=528)	32%	47%	12% 7%
		Total agree: 78%		Total disagree: 8%
National response	(n=17,880)	31%	48%	14% 6%
n practice, my workplac	ce supports me	to achieve a good work/life ba	lance	
		Total agree: 65%		Total disagree: 17%
CICM	(n=528)	24% 40	0% 19	9% 13% 4%
		Total agree: 67%		Total disagree: 14%
National response	(n=17,878)	25%	43%	19% 10% 4%
There is a positive cultu	re at mv workpl	ace		
·		Total agree: 74%		Total disagree: 13%
CICM	(n=528)	29%	45%	13% <mark>9% 4</mark> %
		Total agree: 78%		Total disagree: 8%
National response	(n=17,879)	30%	48%	14% <mark>6%</mark>
have a good work/life b	balance			
		Total agree: 59%	ı	Total disagree: 19%
CICM	(n=528)	18% 41%	21%	16% 4%
		Total agree: 63%		Total disagree: 17%
National response	(n=17,880)	20% 43%	6 20	0%
Key: Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagre

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

Workplace environment and culture

CULTURE WITHIN THE TRAINEE'S SETTING (continued)

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

		Total agree: 73%	Total disagree: 12%		6	
CICM	(n=528)	30%	43%	16%	9%	
	Total agree: 78%				isagree: 8	%
National response	(n=17,875)	31%	47%	14%	6%	

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

		Total agree: 83%	То	tal disagree: 5%
CICM	(n=528)	27%	56%	13% <mark>4%</mark>
		Total agree: 83%	То	otal disagree: 5%
National response	(n=17,883)	28%	55%	12% <mark>4%</mark>

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

	non aprico	Total agree: 70%		Total di	isagree: 15%	
CICM	(n=528)	28%	41%	16%	11% 4%	
		Total agree: 74%		Total d	lisagree: 10%	0
National response	(n=17,883)	27%	46%	16%	8%	

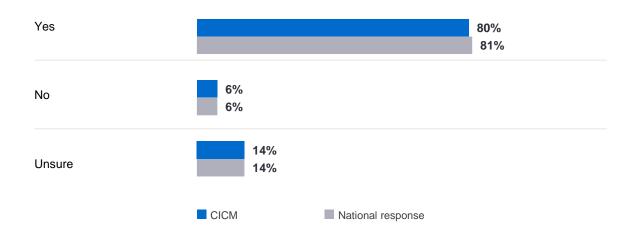
I could access support from my workplace if I experienced stress or a traumatic event

		Total agree: 77%		Total disag	ree: 8%
CICM	(n=528)	27%	49%	16%	6%
		Total agree: 78%		 	gree: 7%
National response	(n=17,886)	27%	51%	15%	5%



Workplace environment and culture

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

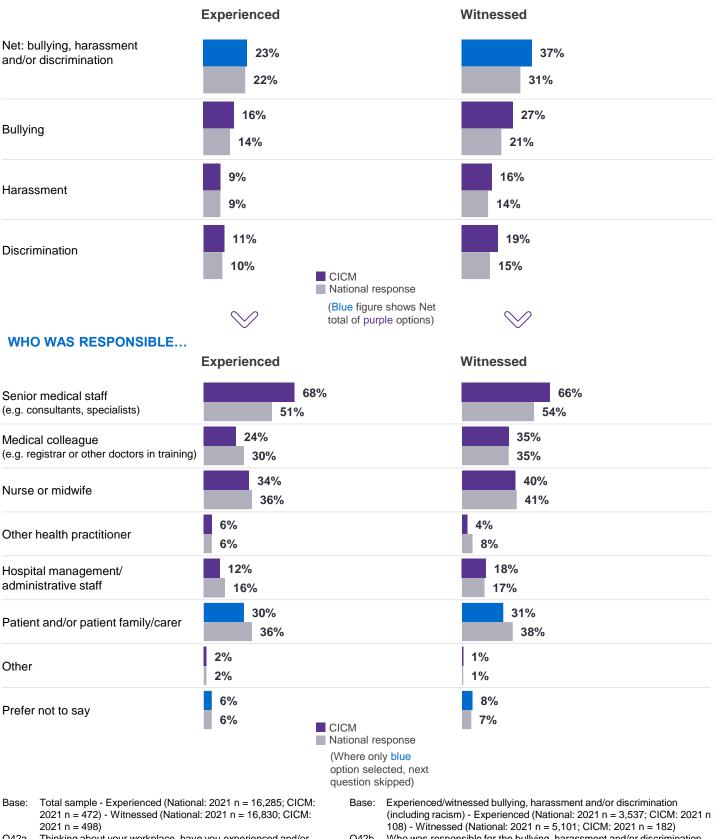


Base: Total sample (National: 2021 n =17,752; CICM: 2021 n = 522)

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

Workplace environment and culture

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

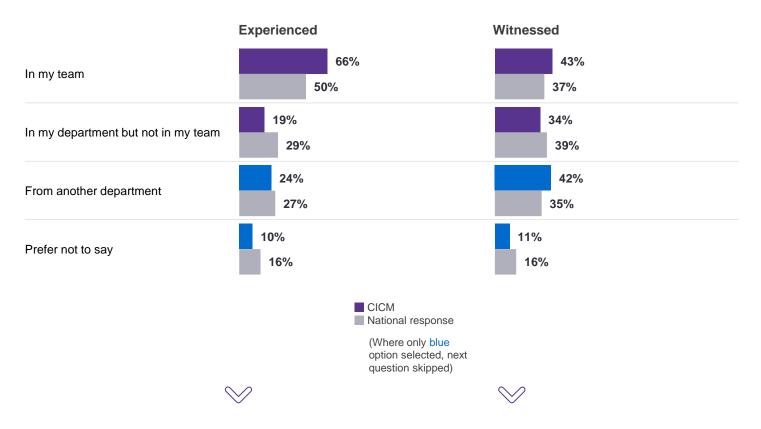


Q42a. Thinking about your workplace, have you experienced and/or witnessed any of the following in the past 12 months?

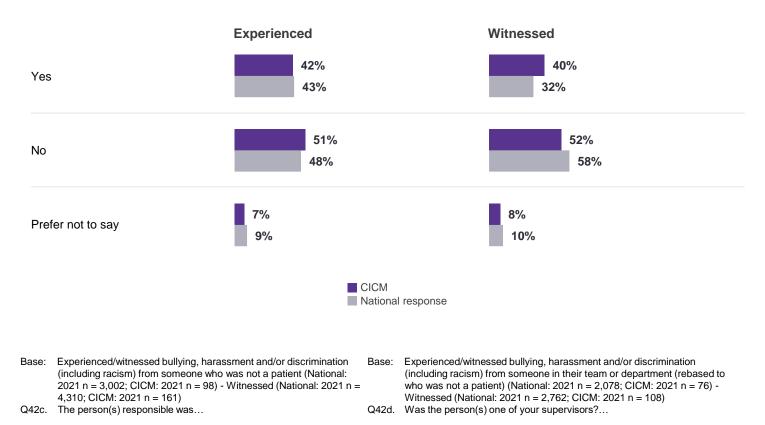
(including racism) - Experienced (National: 2021 n = 3,537; CICM: 2021 n = Q42b. Who was responsible for the bullying, harassment and/or discrimination (including racism) that you experienced/witnessed...

Workplace environment and culture

THE STAFF MEMBER OR COLLEAGUE RESPONSIBLE WAS...

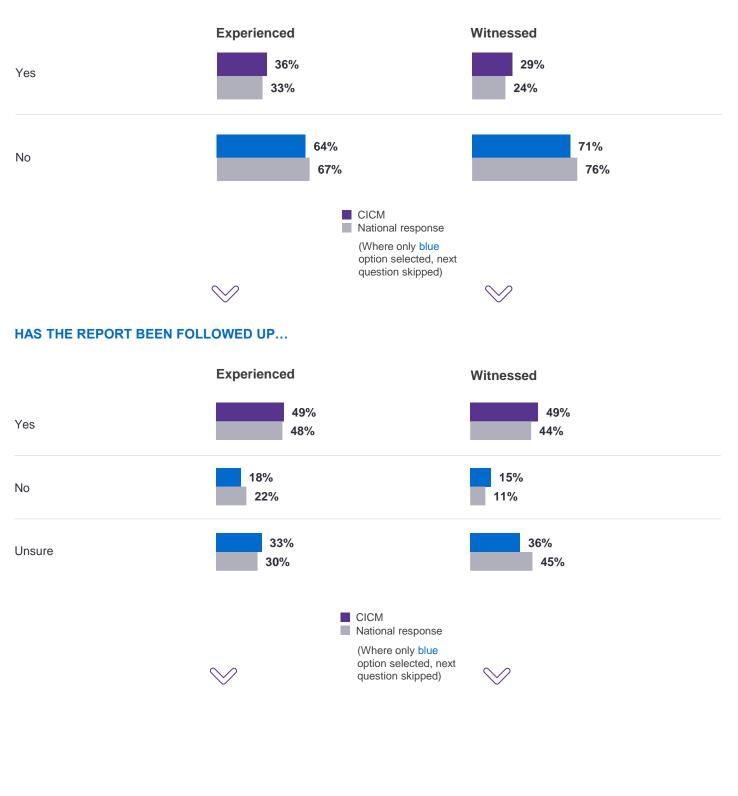


THE STAFF MEMBER OR COLLEAGUE FROM MY TEAM OR DEPARTMENT WAS MY SUPERVISOR...



Workplace environment and culture

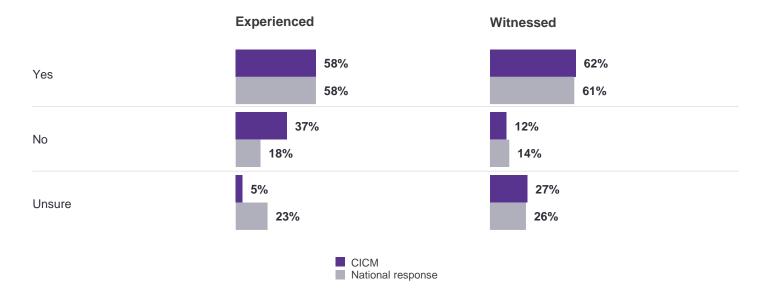
HAVE YOU REPORTED IT...



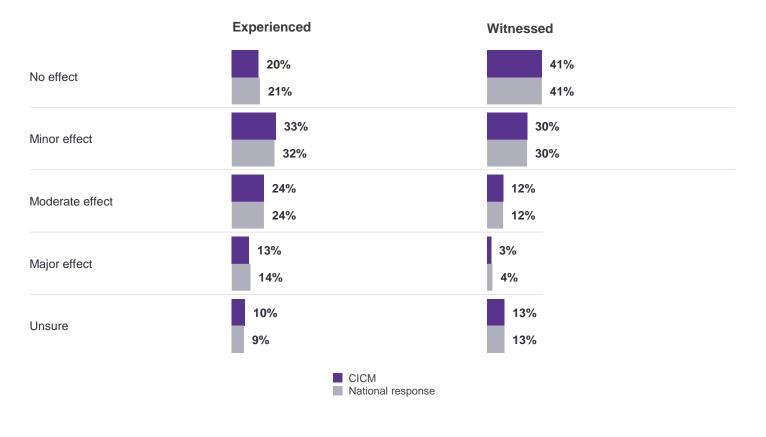
Base:	Experienced bullying, harassment and/or discrimination (including racism) (National: 2021 n = 3,531; CICM: 2021 n = 108) - Witnessed	Base:	Reported bullying, harassment and/or discrimination (including racism) (National: 2021 n = 1,163; CICM: 2021 n = 39) - Witnessed (National: 2021
Q42e.	(National: 2021 n = 5,079; CICM: 2021 n = 181) Have you reported it?	Q42f.	n = 1,215; CICM: 2021 n = 53) Has the report been followed up?
Q420.		Q721.	

Workplace environment and culture

ARE YOU SATISFIED WITH HOW THIS REPORT WAS FOLLOWED UP...



HAS THIS INCIDENT ADVERSELY AFFECTED YOUR MEDICAL TRAINING...



 Base:
 Reported bullying, harassment and/or discrimination (including racism) who reported the incident and followed it up (National: 2021 n = 553; CICM: 2021 n = 19) - Witnessed (National: 2021 n = 533; CICM: 2021 n = 26)

 Base: Experienced bullying, harassment and/or discrimination (including racism) (National: 2021 n = 3,532; CICM: 2021 n = 109) - Witnessed (National: 2021 n = 5,079; CICM: 2021 n = 181)
 Q42h. How has the incident adversely affected your medical training?

Q42g. Are you satisfied with how the report was followed up?

Workplace environment and culture

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: 19%	Total sometimes/never: 81%
CICM	(n=521)	6% 12% 56%	% 26%
		Total always/most of the time: 23%	Total sometimes/never: 77
National response	(n=17,657)	7% 16%	56% 21%
Having to work pai	d overtime		
		Total always/most of the time: 8%	Total sometimes/never: 92%
CICM	(n=520)	<mark>5%</mark> 47%	46%
		Total always/most of the time: 12%	Total sometimes/never: 88
National response	(n=17,652)	4% <mark>9%</mark> 46%	42%
Having to work unp	oaid overtime		
		Total always/most of the time: 17%	Total sometimes/never: 839
CICM	(n=520)	8% 9% 32%	51%
		Total always/most of the time: 22%	Total sometimes/never: 78
National response	(n=17,645)	10% 12% 38%	40%
Dealing with patien	t expectations	5	
		Total always/most of the time: 14%	Total sometimes/never: 869
CICM	(n=520)	4% <mark>10%</mark> 59%	27%
		Total always/most of the time: 18%	Total sometimes/never: 82
National response	(n=17,657)	5% 13% 59	23%
Dealing with patien	ts' families		
		Total always/most of the time: 16%	Total sometimes/never: 84%
CICM	(n=520)	6% 11% 61	% 23%
		Total always/most of the time: 16%	Total sometimes/never: 84
lational response	(n=17,659)	5% 11% 60%	% 24%
Expectations of su	pervisors		
		Total always/most of the time: 18%	Total sometimes/never: 82%
CICM	(n=520)	5% 13% 48%	34%
		Total always/most of the time: 14%	Total sometimes/never: 86
National response	(n=17,658)	4% <mark>10%</mark> 48%	38%

Base: Total sample

Q44. How often do the following adversely affect your wellbeing in your setting?

Workplace environment and culture

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

Supervisor feedback

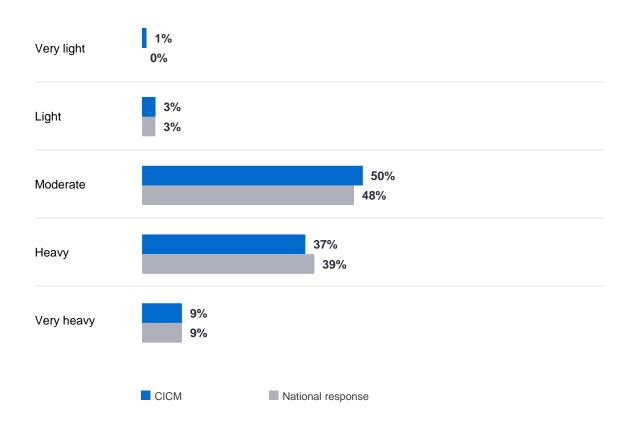
		Total always/most of the time: 13%	Total sometimes/never: 88%
CICM	(n=520)	5% <mark>7%</mark> 41%	47%
		Total always/most of the time: 10%	Total sometimes/never: 909
National response	(n=17,660)	7% 39%	51%
Having to relocate	for work		
		Total always/most of the time: 24%	Total sometimes/never: 76%
CICM	(n=521)	11% 13% 36%	39%
		Total always/most of the time: 22%	Total sometimes/never: 789
National response	(n=17,623)	10% 12% 35%	44%
Being expected to	do work that I	don't feel confident doing	
		Total always/most of the time: 7%	Total sometimes/never: 93%
CICM	(n=520)	<mark>4%</mark> 36%	57%
		Total always/most of the time: 10%	Total sometimes/never: 90 ⁶
National response	(n=17,621)	<mark>6%</mark> 43%	48%
Limited access to s	senior clinicia	ns	
		Total always/most of the time: 5%	Total sometimes/never: 95%
CICM	(n=520)	23%	72%
		Total always/most of the time: 8%	Total sometimes/never: 92
lational response	(n=17,623)	<mark>5%</mark> 36%	56%
Lack of appreciation	on		
		Total always/most of the time: 21%	Total sometimes/never: 79%
CICM	(n=520)	8% 14% 42%	37%
		Total always/most of the time: 19%	Total sometimes/never: 81
lational response	(n=17,621)	6% 12% 43%	39%
Workplace conflict			
		Total always/most of the time: 13%	Total sometimes/never: 87%
	(n=520)	6% 7% 52%	35%
CICM	(11=020)		
CICM	(11=020)	Total always/most of the time: 10%	Total sometimes/never: 90
CICM National response	(n=17,627)	Total always/most of the time: 10%	Total sometimes/never: 90

Base: Total sample

Q44. How often do the following adversely affect your wellbeing in your setting?

Workplace environment and culture

HOW WOULD YOU RATE YOUR WORKLOAD IN YOUR SETTING?



Base: Total sample (National: 2021 n = 17,623; CICM: 2021 n = 521)

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

Workplace environment and culture

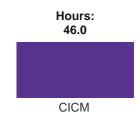
ON AVERAGE IN THE PAST MONTH, HOW MANY HOURS PER WEEK HAVE YOU WORKED?

On average, CICM trainees worked 46 hours a week, compared to 45.5 hours a week for the national average.

For CICM trainees, 71% were working 40 hours a week or more, compared to the national response of 67%.

On average, CICM doctors in training worked...

On average, doctors in training nationally worked...





Base: Total sample (National: 2021 n = 17,585; CICM: 2021 n = 520)

Q46. On average in the past month, how many hours per week have you worked?

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

		Total always/most of the time: 57%		Total some	Total sometimes/never: 43%	
CICM	(n=418)	32%	25%	21%	23%	
		Total always/most of the ti	me: 55%	Total some	times/never: 45%	
National response	(n=14,548)	29%	26%	26%	19%	
Working unrostere	d overtime ha	ve a negative impact on	your training			
		Total always/most of the ti	me: 17%	Total some	times/never: 83%	
CICM	(n=391)	6% 11%	48%		35%	
		Total always/most of the ti	me: 21%	Total some	times/never: 79%	
National response	(n=13,915)	7% 14%	50%		29%	
Working unrostere	d overtime pro	ovide you with more tra Total always/most of the ti		Total some	times/never: 83%	
	d overtime pro	-		Total some	times/never: 83%	
Working unrostered	-	Total always/most of the ti	me: 17%		31%	
-	-	Total always/most of the ti 4% 13%	me: 17%		times/never: 83% 31% times/never: 84% 32%	
CICM National response	(n=400) (n=13,947)	Total always/most of the ti 4% 13% Total always/most of the ti	me: 17% 52% me: 16%		31% times/never: 84%	
CICM	(n=400) (n=13,947)	Total always/most of the ti 4% 13% Total always/most of the ti 4% 12%	me: 17% 52% me: 16% 52%		31% stimes/never: 84% 32%	

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: 89%		Total disag	gree: 3%
CICM	(n=512)	34%	55%	8%
		Total agree: 91%	Total disa	gree: 2%
National response	(n=17,438)	30%	60%	7%

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

	Total agree: 79%		Tot	Total disagree: 7%		
CICM	(n=512)	32%	47%	13%	6%	
		Total agree: 82%	То	tal disagre	e: 5%	
National response	(n=17,438)	28%	55%	13%	4%	

I am confident to raise concerns about patient care and safety

		Total agree: 86%	Total d	lisagree: 4%
CICM	(n=512)	34%	52%	11%
		Total agree: 88%	Total	disagree: 3%
National response	(n=17,439)	31%	57%	9%

There are processes in place at my workplace to support the safe handover of patients between shifts / practitioners Total 000/

between shints / praetitioners		al agree: 90%	Total disagree: 3%		
CICM	(n=513)	37%	53%	7%	
	Tota	Total agree: 86%		Total disagree: 4%	
National response	(n=17,448)	28%	58%	10%	
Key: Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	

Total sample Base:

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: 79%			Total disagree: 9%	
CICM	(n=511)	36%	43%	12%	7%	
		Total agree: 80%		Total disagree: 7%		
National response	(n=17,428)	31%	48%	14%	<mark>4%</mark>	

I would recommend my current workplace as a place to train

		Total agree: 80% T			gree: 9%
CICM	(n=511)	38%	42%	11%	<mark>5% 4%</mark>
		Total agree: 79%		Total disa	gree: 8%
National response	(n=17,432)	33%	45%	14%	5%



Future career intentions

CAREER INTERESTS

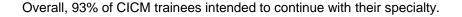
I have an interest in Aboriginal and Torres Strait Islander health/healthcare

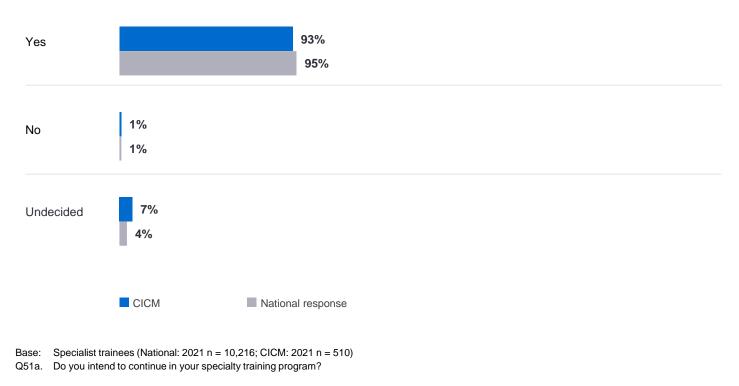
		Total agree: 44%)		Total disagree: 15%
CICM	(n=508)	10%	34%	41%	<mark>11% 4</mark> %
		Total agree: 51%			Total disagree: 13%
National response	(n=17,322)	12%	39%	36%	10%
am interested in rural	oractice				
		Total agree: 39%			Total disagree: 28%
CICM	(n=508)	7%	31%	33%	23% 5%
		Total agree: 48%	5		Total disagree: 229
National response	(n=17,319)	13%	34%	30%	18% 5%
I am interested in gettin	g involved in n	nedical researc	h		
		Total agree: 50%			Total disagree: 25%
CICM	(n=508)	14%	37%	25%	20% 5%
		Total agree: 53%	5		Total disagree: 21%
National response	(n=17,317)	16%	38%	26%	16% 5%
I am interested in gettin	g involved in n	nedical teachin	g		
		Total agree: 86%	5		Total disagree: 3%
CICM	(n=508)	39	9%	48%	11%
		Total agree: 80%			Total disagree: 59
National response	(n=17,314)	30%		49%	15% 4%
am considering a futur	e outside of m	edicine			
		Total agree: 22%			Total disagree: 55%
CICM	(n=508)	5% 17%	22%	34%	22%
		Total agree: 18%			Total disagree: 619
National response	(n=17,320)	4% <mark>14%</mark>	22%	36%	24%
Key: Strongly agree	Agree	Neith	er agree nor disagree	Disagree	Strongly disagree

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

Future career intentions

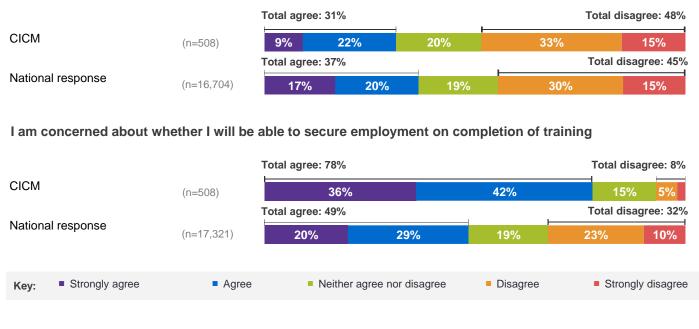
CONTINUATION OF SPECIALTY TRAINING PROGRAM





TRAINING PROGRAM COMPLETION

I am concerned I will not successfully complete my training program to attain Fellowship / meet my pathway requirements / securing a place in my preferred College training program



Base: Total sample

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

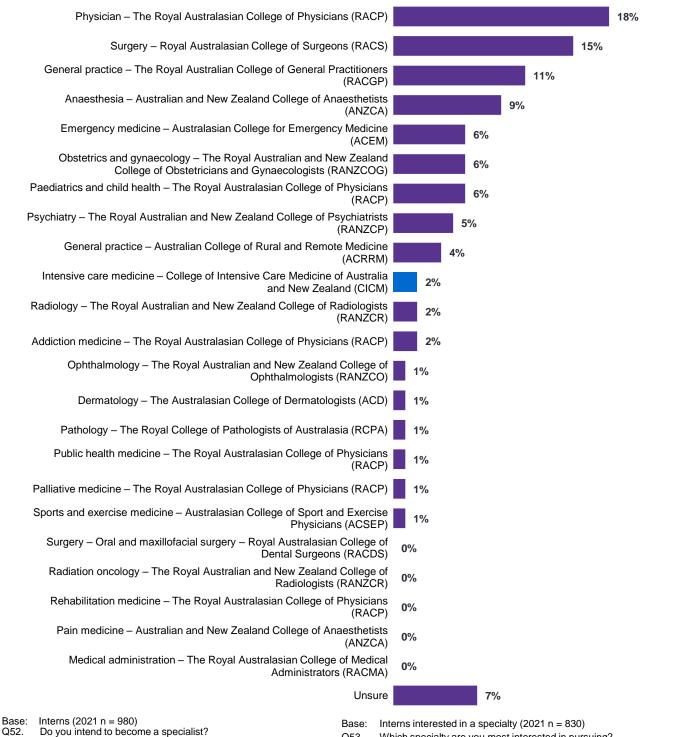
Future career intentions

INTERNS - INTERESTED IN A SPECIALTY



85% of interns are intending to become a specialist. Of these, 2% are most interested in pursuing an intensive care medicine specialty from CICM.

SPECIALIST TRAINING PROGRAM INTERNS ARE INTERESTED IN



Q53.

Which specialty are you most interested in pursuing?

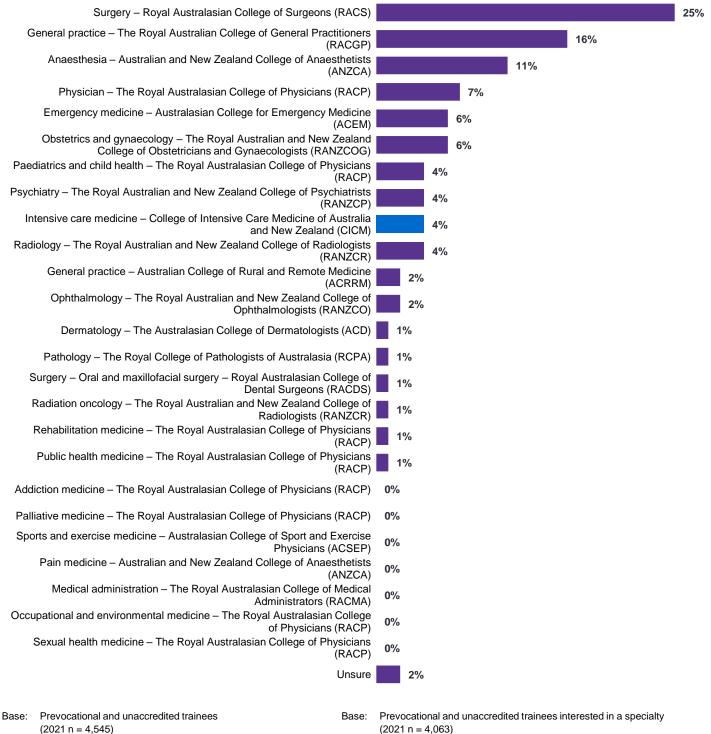
Future career intentions

PREVOCATIONAL AND UNACCREDITED TRAINEES - INTERESTED IN A SPECIALTY



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

SPECIALIST TRAINING PROGRAM PREVOCATIONAL AND UNACCREDITED TRAINEES ARE INTERESTED IN



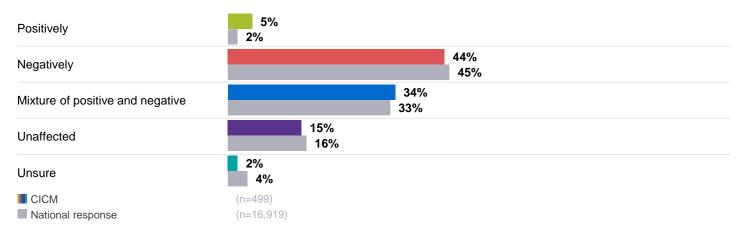
Do you intend to become a specialist? Q53. Which specialty are you most interested in pursuing?

Q52.

Impacts of COVID-19

COVID-19 HAS IMPACTED MY...

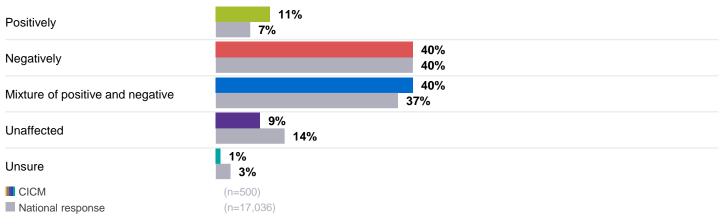
Training opportunities



Routine teaching

Positively	4% 3%
Negatively	57% 54%
Mixture of positive and negative	25% 26%
Unaffected	13% 16%
Unsure	1% 2%
CICM National response	(n=503) (n=16,893)

Ways of learning

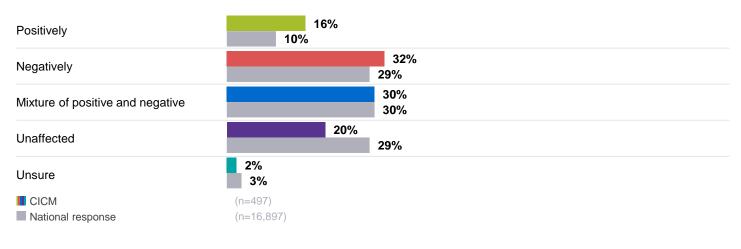


Base: Total sample Q62. COVID-19 has impacted my...

Impacts of COVID-19

COVID-19 HAS IMPACTED MY... (continued)

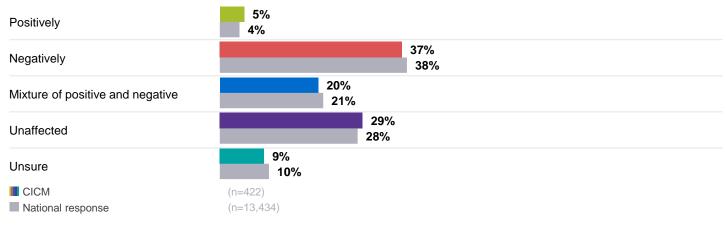
Access to learning resources



Exam(s) preparation

Positively	5% 4%
Negatively	63% 52%
Mixture of positive and negative	20% 23%
Unaffected	11% 19%
Unsure	1% 3%
CICM National response	(n=467) (n=13,606)

Research opportunities

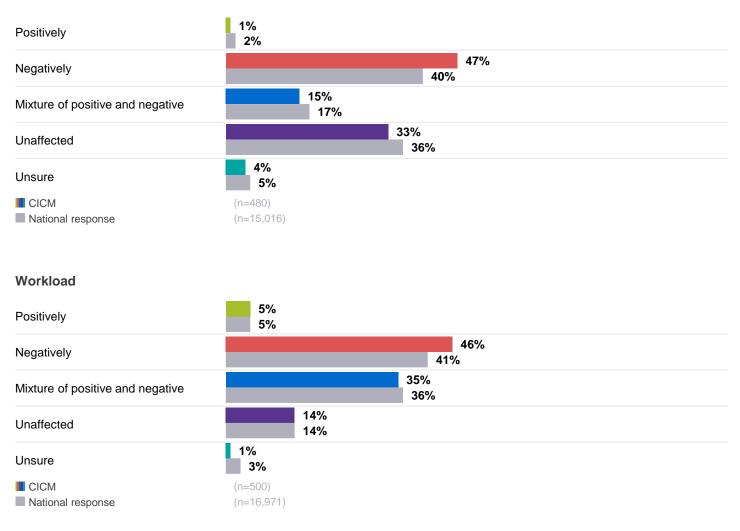


Base: Total sample Q62. COVID-19 has impacted my...

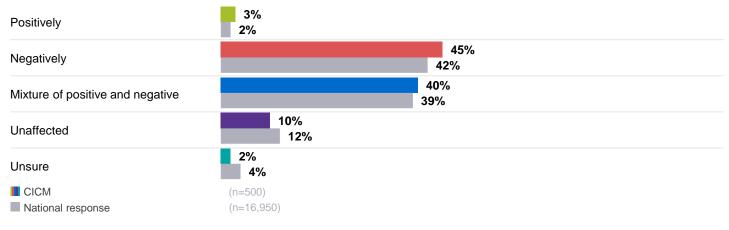
Impacts of COVID-19

COVID-19 HAS IMPACTED MY... (continued)

Progression (e.g. delayed entry, completion of training)



Medical training overall



Base: Total sample Q62. COVID-19 has impacted my... Visit <u>MedicalTrainingSurvey.gov.au</u> to explore the results further by using the interactive data dashboard

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