

# Medical Training Survey 2021

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Medical Board of Australia and Ahpra

Report for The Royal Australian College of General Practitioners





## Contents

- 03** Welcome
- 04** Background
- 05** Executive summary
- 06** Profile of RACGP trainees
- 09** Training curriculum
- 16** Orientation
- 17** Assessment
- 20** Clinical supervision
- 23** Access to teaching
- 29** Facilities
- 30** Workplace environment and culture
- 41** Patient safety
- 42** Overall satisfaction
- 43** Future career intentions
- 47** Impacts of COVID-19



### 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/midwives (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 [MedicalTrainingSurvey.gov.au](https://www.medicaltrainingsurvey.gov.au) 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**

## Background

### 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:

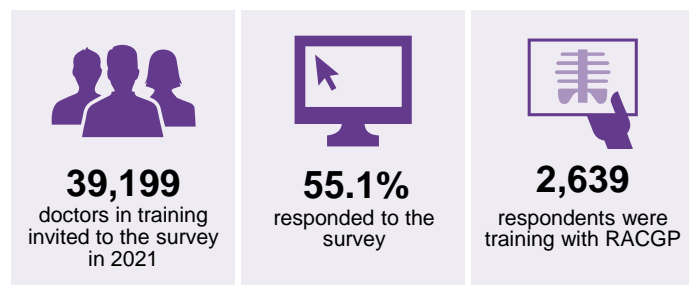
- promote better understanding of the quality of medical training in Australia

- 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 RACGP are presented at an overall level. To explore results within RACGP further, please visit [medicaltrainingsurvey.gov.au/results](https://medicaltrainingsurvey.gov.au/results).

### INTERPRETING THIS REPORT

This report provides key results based on n = 2,639 doctors in training at the Royal Australian College of General Practitioners (RACGP) compared against national results (n = 20,671 of all eligible doctors in training (i.e. currently training in Australia).

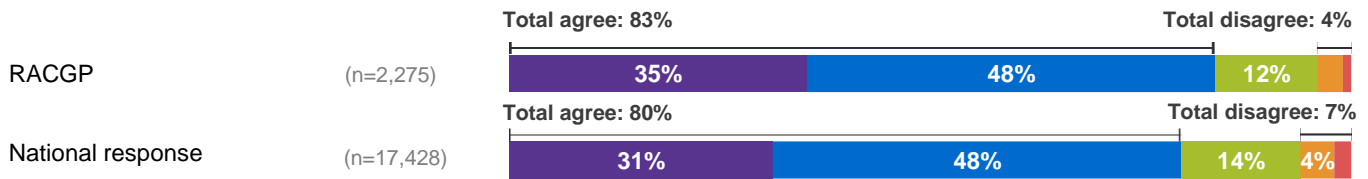
Bases exclude 'not applicable' responses or where the respondent skipped the question. Data in this report are unweighted. Labels on stacked charts are hidden for results 3% or less. Results with base sizes of less than n = 10 are suppressed.

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.

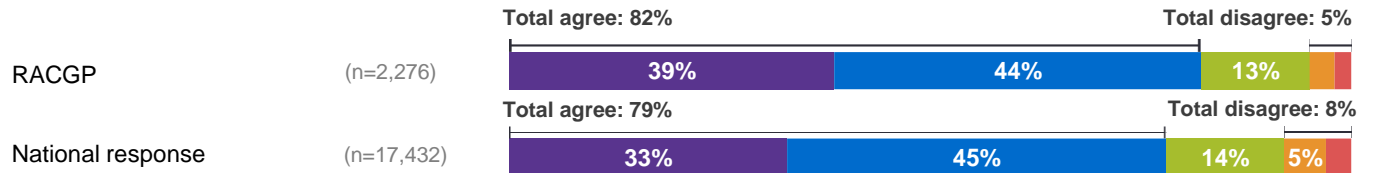
## Executive summary

### OVERALL SATISFACTION

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



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



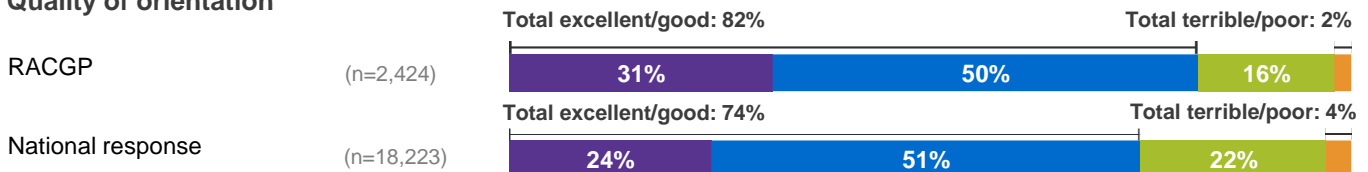
Key: ■ Strongly agree ■ Agree ■ Neither agree nor disagree ■ Disagree ■ Strongly disagree

Base: Total sample

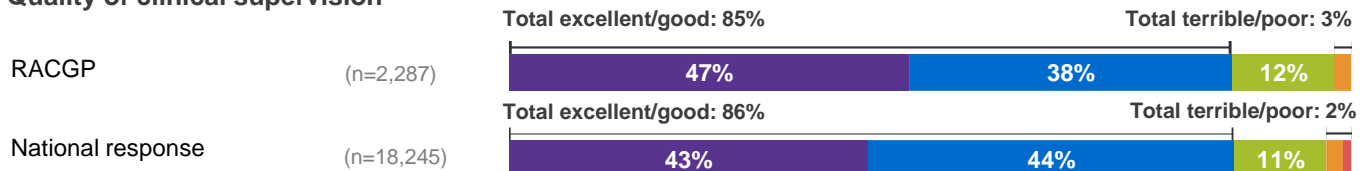
Q50. Thinking about your setting, to what extent do you agree or disagree with the following statements?

### HIGHLIGHTS

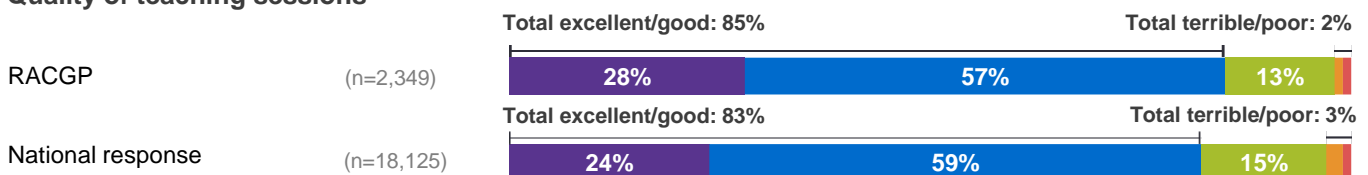
#### Quality of orientation



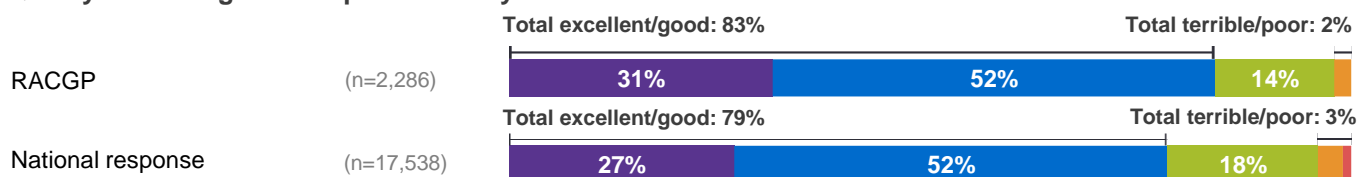
#### Quality of clinical supervision



#### Quality of teaching sessions



#### Quality of training to raise patient safety concerns



Key: ■ Excellent ■ Good ■ Average ■ Poor ■ Terrible

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

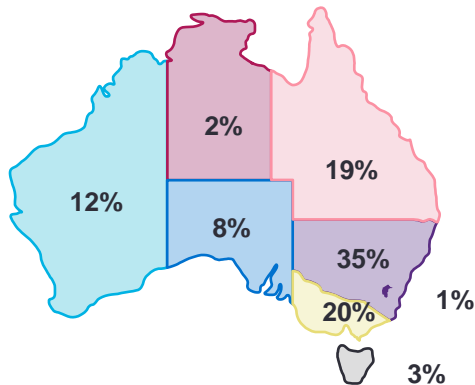
Base: Have a supervisor | Q31. For your setting, how would you rate the quality of your clinical supervision / peer review?

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 RACGP trainees

### TRAINING LOCATION



● ACT ● NSW ● NT ● Qld ● SA ● Tas ● Vic ● WA

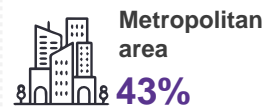
Base: Total sample (RACGP: n = 2,639)  
 Q4. In which state or territory is your current term/rotation/placement based?

### TRAINING LOCATION

#### Facility



#### Region



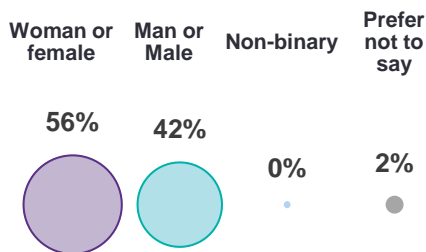
Do not wish to specify  
1%

Base: Total sample (RACGP: n = 2,638)  
 Q5A. Is your current position/term/rotation/placement in a hospital?

Base: Total sample (RACGP: n = 2,636)  
 Q6. Is your current setting in a...?

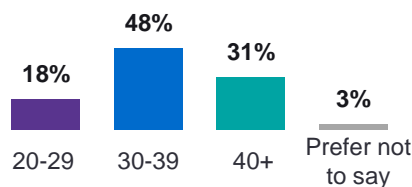
### DEMOGRAPHICS

#### Do you identify as...



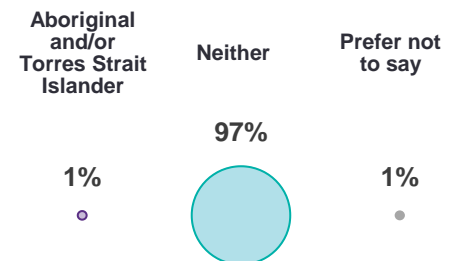
Base: Total sample (RACGP: n = 2,258)  
 Q55. Do you identify as...?

#### Age in years



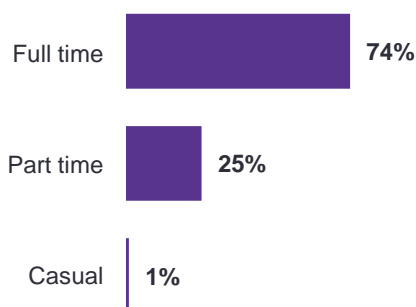
Base: Total sample (RACGP: n = 2,262)  
 Q56. What is your age?

#### Cultural background



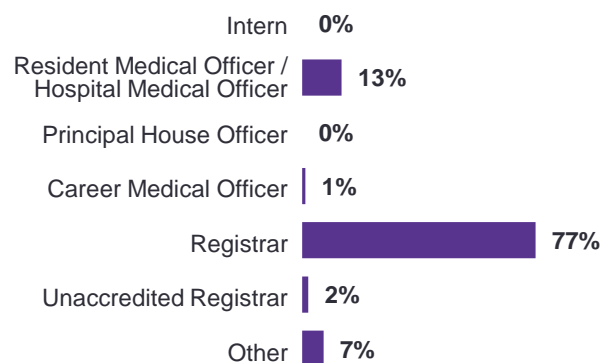
Base: Total sample (RACGP: n = 2,262)  
 Q57. Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?

### Employment



Base: Total sample (RACGP: n = 2,624)  
 Q2. Are you employed?

### Role



Base: Total sample (RACGP: n = 2,639)  
 Q7. What is your role in the setting?

## Profile of RACGP trainees

### POSTGRADUATE YEAR

Postgraduate year average is

Years:  
6.1



RACGP

Years:  
5.7



National average

Base: Total sample (National: 2021 n = 20,397; RACGP: 2021 n = 2,624)

Q1. What is your postgraduate year?

### PRIMARY DEGREE



Australia 56%



New Zealand 1%

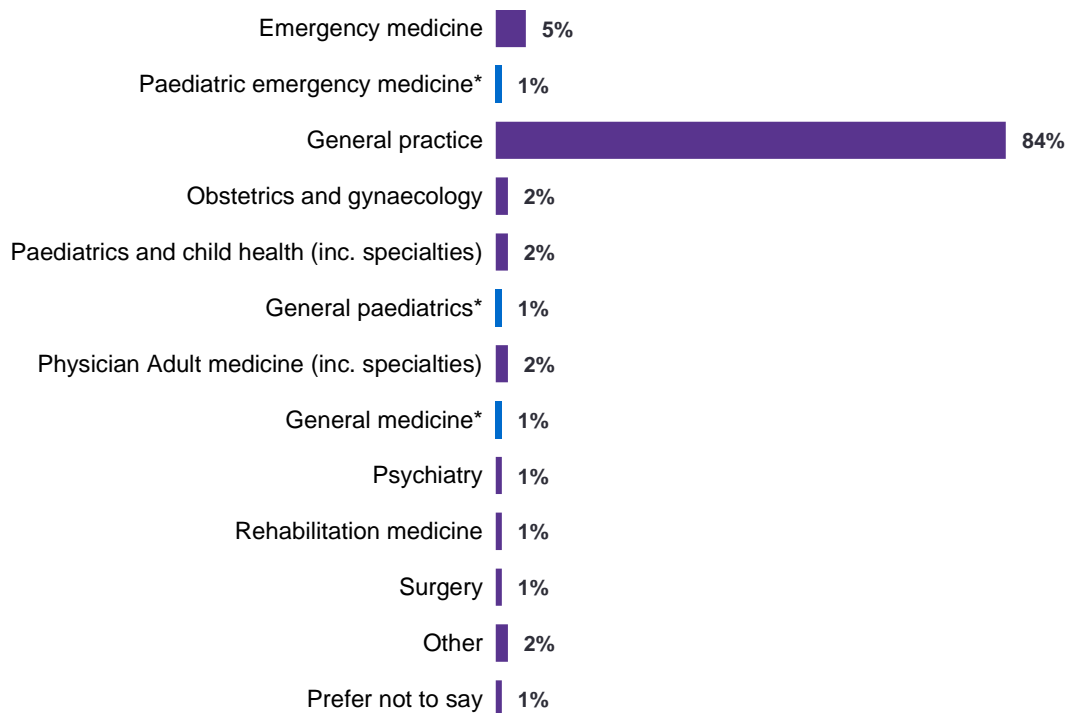


Elsewhere 43%

Base: Total sample (RACGP: n = 2,264)

Q58a. Did you complete your primary medical degree in Australia or New Zealand?

### CURRENT ROTATION / TERM / POSITION

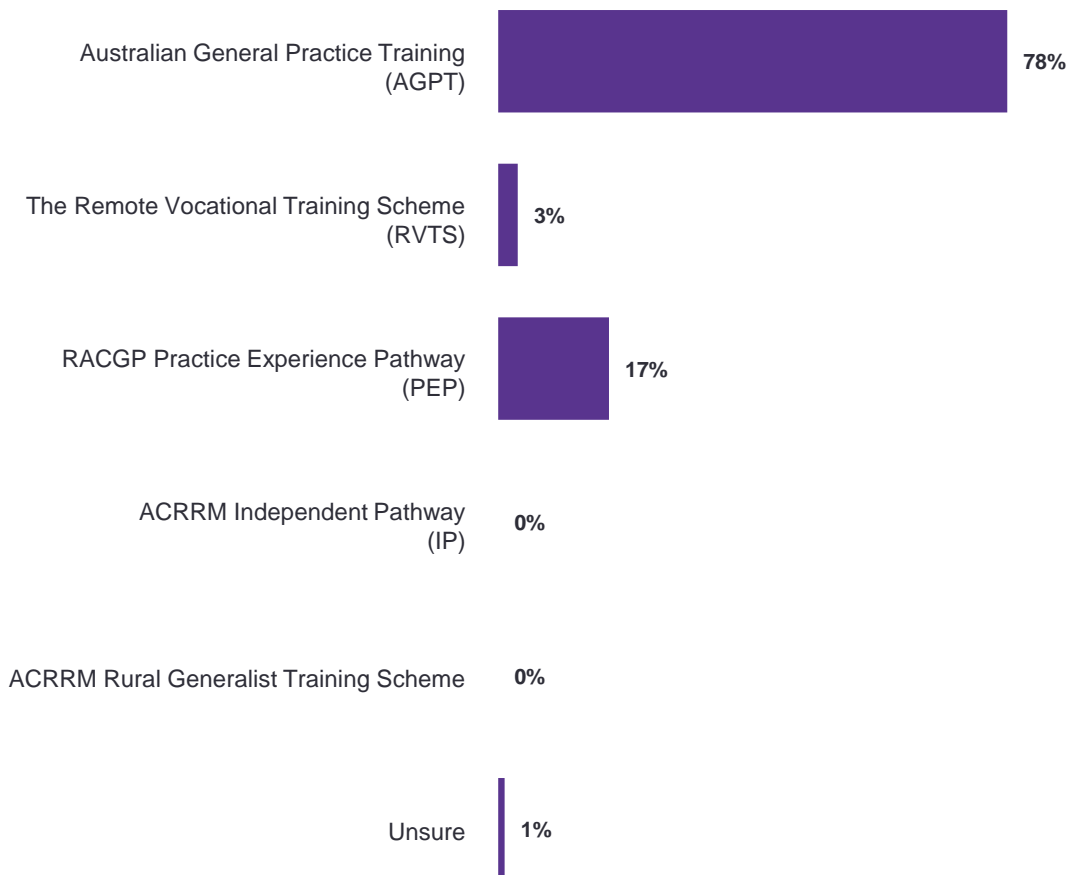


Base: Total sample (RACGP: n = 2,638), fields with 10 or more responses shown. Note: fields marked with an \* are subspecialties.

Q9a. Which area are you currently practising in? | Q9b. If applicable, which subspecialty area are you practising in?

## Profile of RACGP trainees

### PATHWAY



Base: Specialist GP trainees (RACGP: 2021 n = 2,574)  
 Q16b. Which training program are you in?:

### SPECIALIST TRAINEES

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



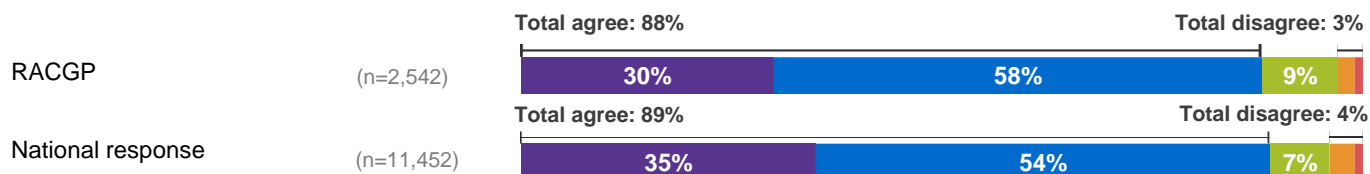
Base: Specialist trainees (National: 2021 n = 11,580; RACGP: 2021 n = 2,602)  
 Q15. How many years have you been in the College training program?



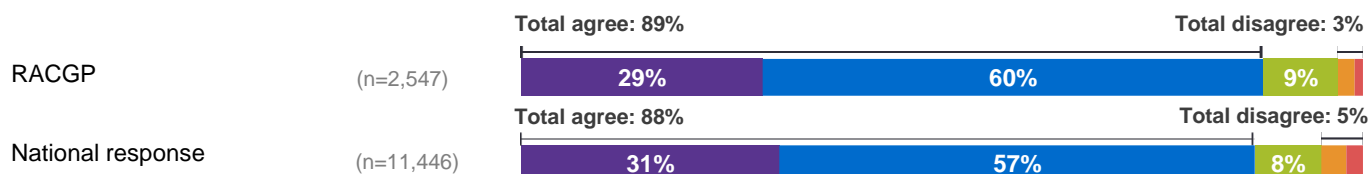
## Training curriculum

### TRAINING PROGRAM PROVIDED BY COLLEGE

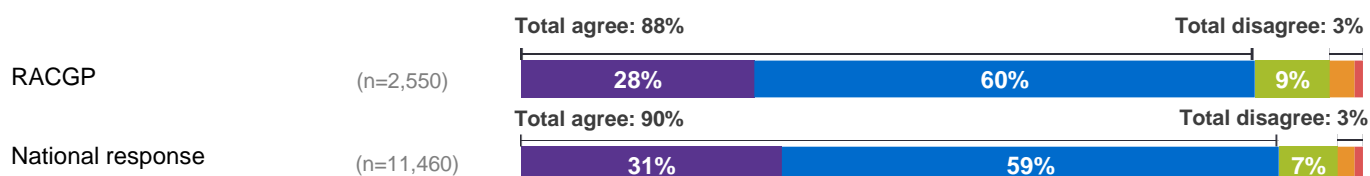
#### The College training program is relevant to my development



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



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



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

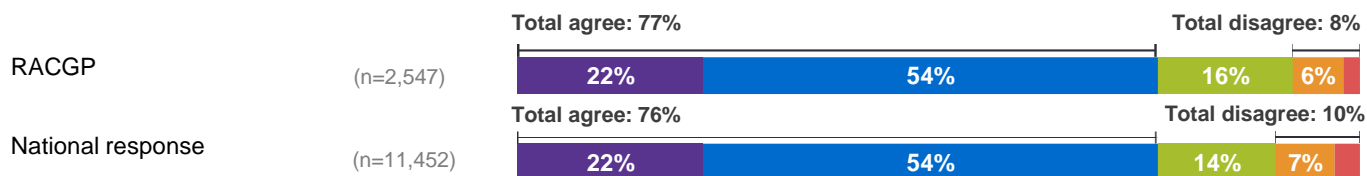
Base: Specialist trainees

Q21. Thinking about your training program, to what extent do you agree or disagree with each of the following statements?

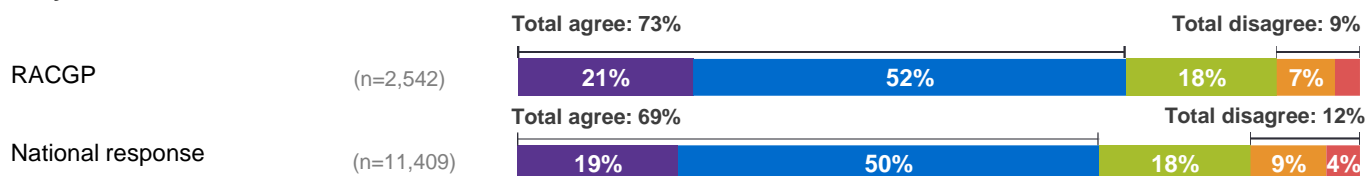
## Training curriculum

### COMMUNICATION WITH COLLEGE

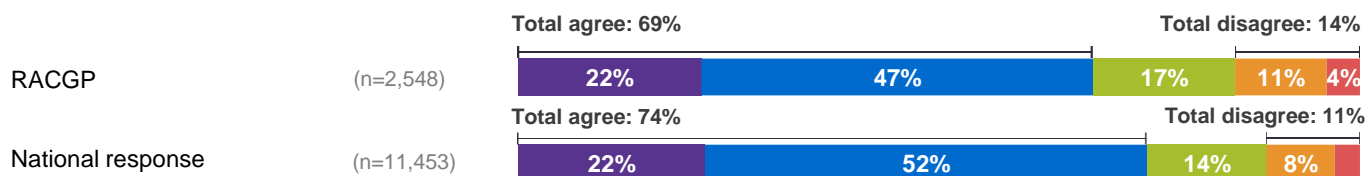
#### My College clearly communicates the requirements of my training program



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



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



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

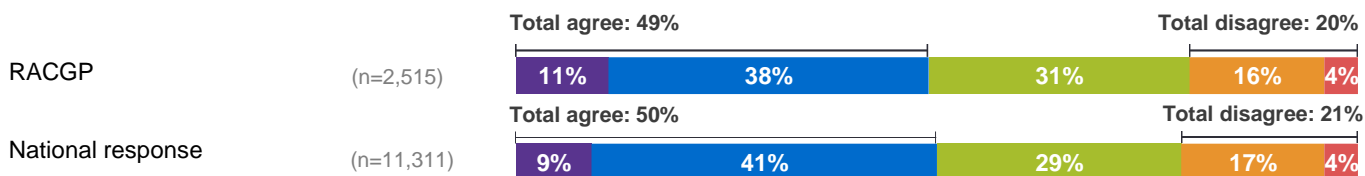
Base: Specialist trainees

Q22. Thinking about how [College] communicates with you about your training program, to what extent do you agree or disagree with the following statements?

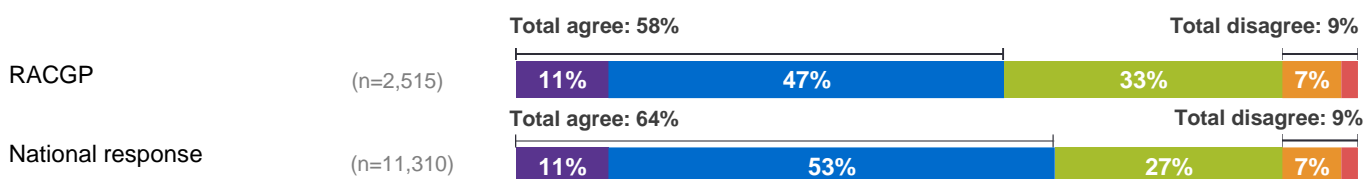
## Training curriculum

### ENGAGEMENT WITH COLLEGE

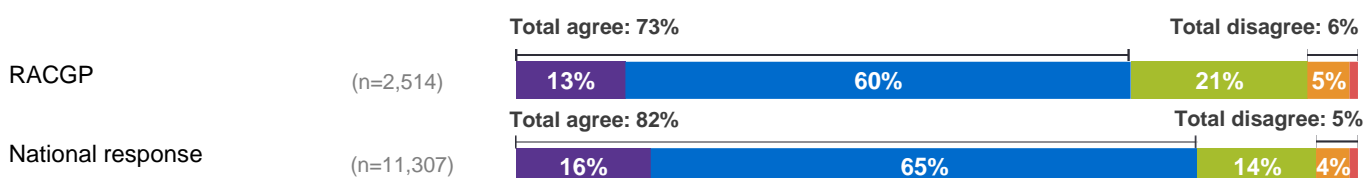
#### The College seeks my views on the training program



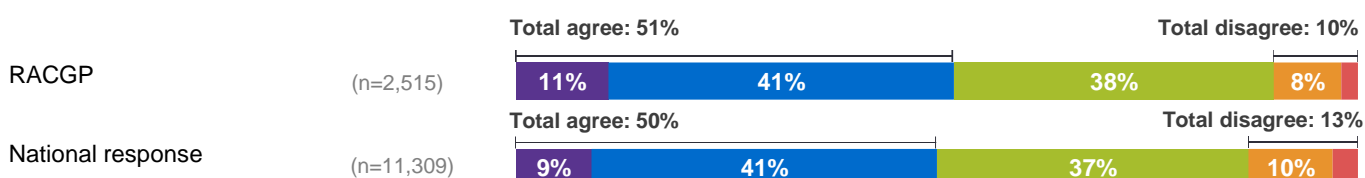
#### I am represented by doctors in training on the College's training and/or education committees



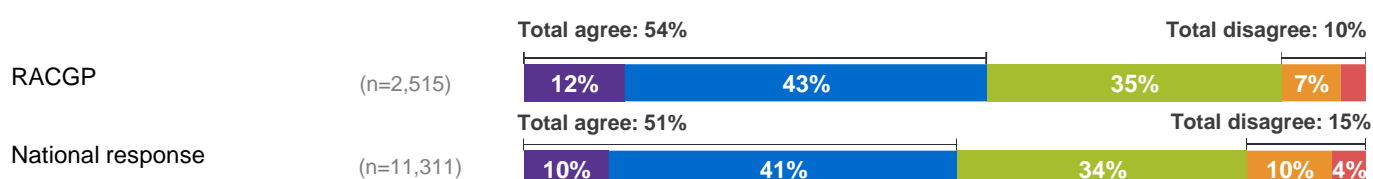
#### I am able to discuss the College training program with other doctors



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



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



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

Base: Specialist trainees

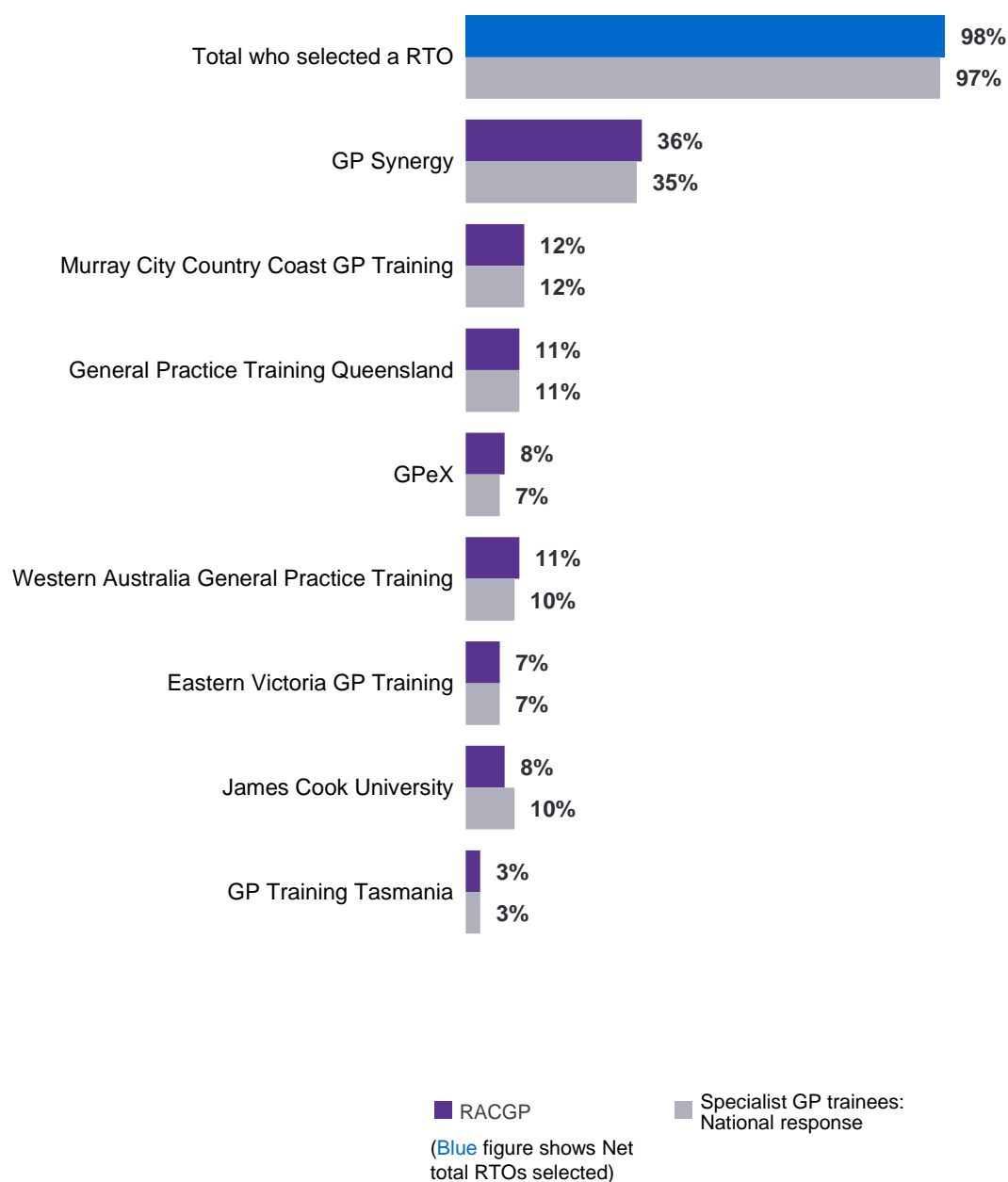
Q25. Thinking about how engages with you, to what extent do you agree or disagree with the following statements?

## Training curriculum

### REGIONAL TRAINING ORGANISATIONS

Specialist GP trainees can be both enrolled in a RTO as well as their specialist college (such as Australian College of Rural and Remote Medicine (ACRRM) and/or Royal Australian College of General Practitioners (RACGP)).

Among the specialist GP trainees enrolled with a RTO and training with RACGP, 98% selected their RTO and were shown the questions over the next three pages. 36% were enrolled with GP Synergy as shown below.



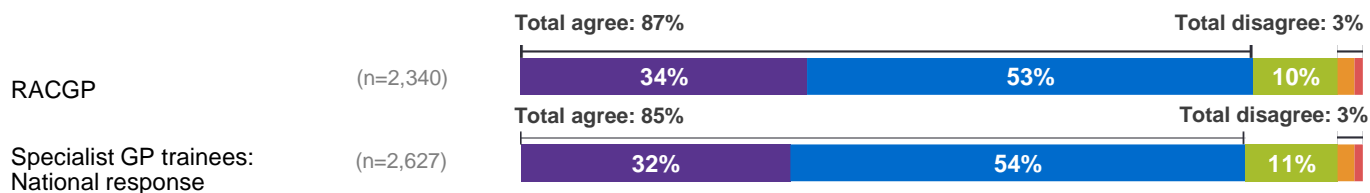
Base: Specialist GP trainees (National: 2021 n = 2,717; RACGP: 2021 n = 2,410), fields with 10 or more responses shown  
 Q17. If applicable, which Regional Training Organisation provides your GP training?



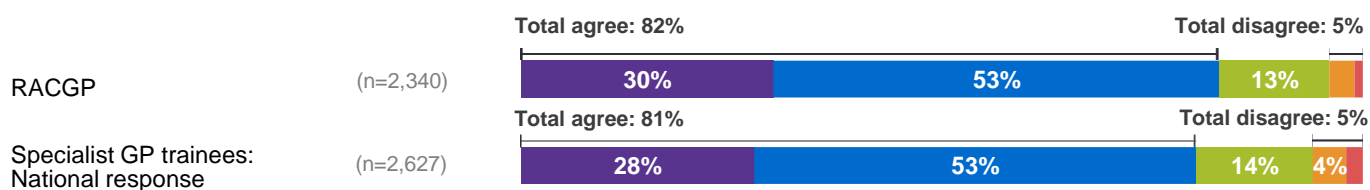
## Training curriculum

### TRAINING PROGRAM PROVIDED BY RTOs

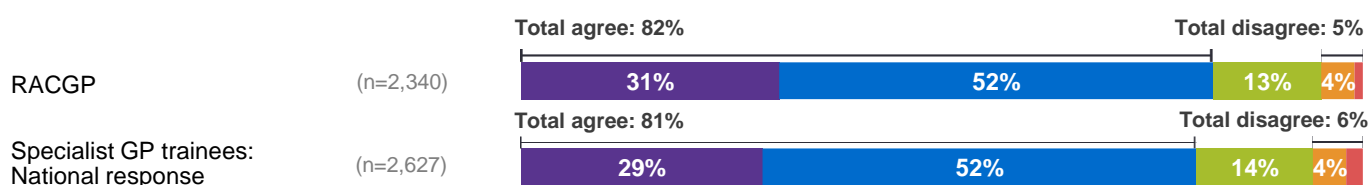
#### The RTO's education program meets the College/s requirements



#### The RTO's education program is preparing me as a specialist



#### The RTO's education program is advancing my knowledge



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

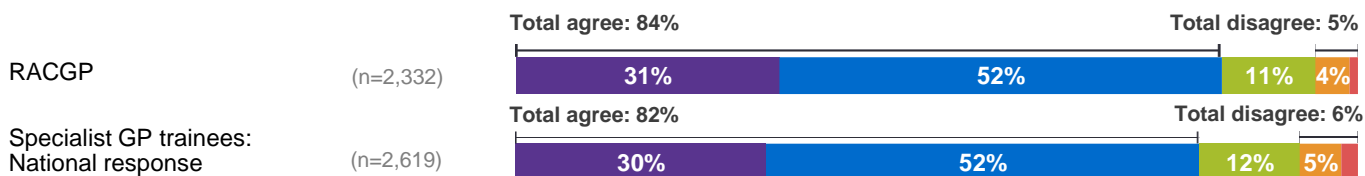
Base: Specialist GP trainees specifying a RTO

Q18. Thinking about your [Regional Training Organisation] training program, to what extent do you agree or disagree with each of the following statements?

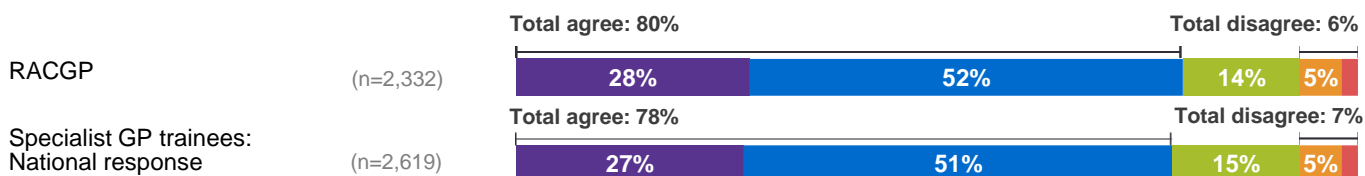
## Training curriculum

### COMMUNICATION WITH RTO

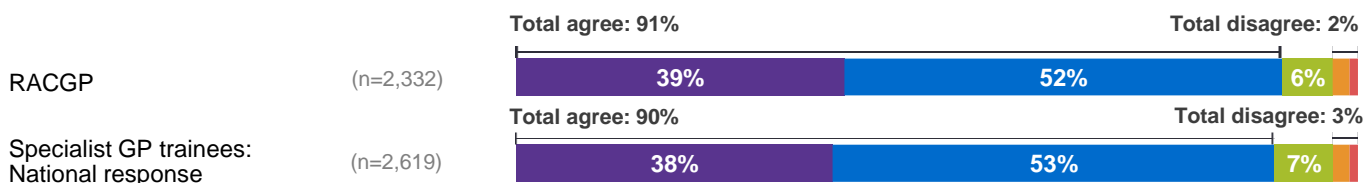
#### The RTO clearly communicates the requirements of my training program



#### The RTO clearly communicates with me about changes to my training program and how they affect me



#### I know who to contact at the RTO about my education program



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

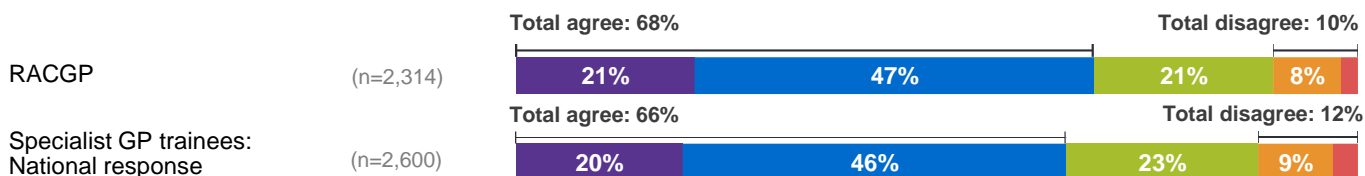
Base: Specialist GP trainees specifying a RTO

Q19. Thinking about how your [Regional Training Organisation] communicates with you about your training program, to what extent do you agree or disagree with the following statements?

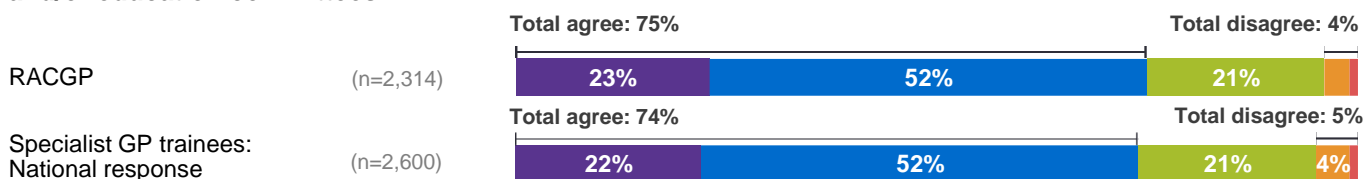
## Training curriculum

### ENGAGEMENT WITH RTO

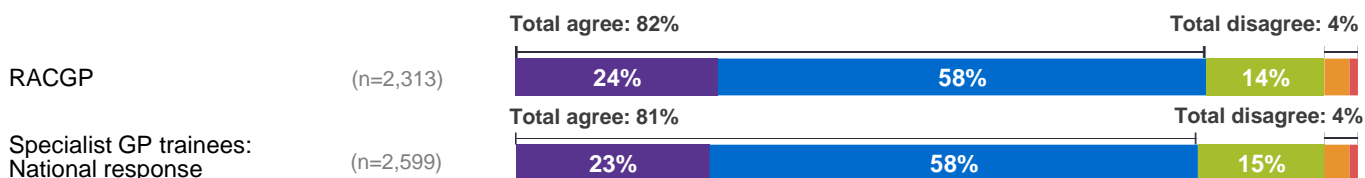
#### The RTO seeks my views on the structure and content of the education program



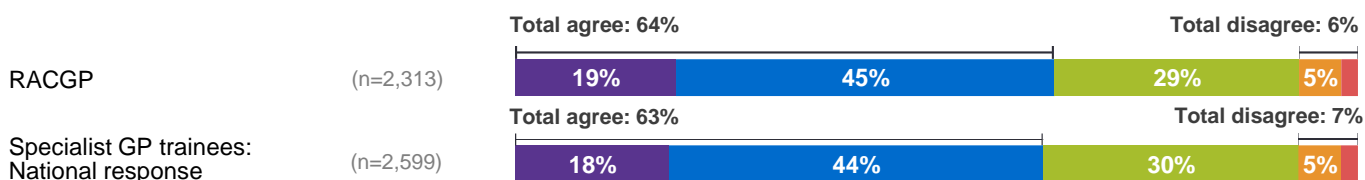
#### I am represented (by doctors in training e.g. registrar liaison officer) on the RTO's training and/or education committees



#### I am able to discuss the RTO's education program with other doctors



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



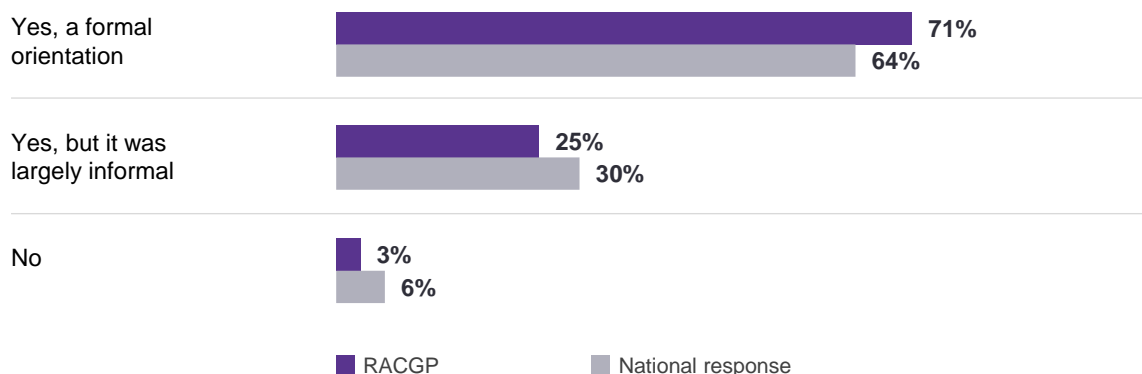
**Key:** ■ Strongly agree ■ Agree ■ Neither agree nor disagree ■ Disagree ■ Strongly disagree

Base: Specialist GP trainees specifying a RTO  
 Q20. Thinking about how [Regional Training Organisation] 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.

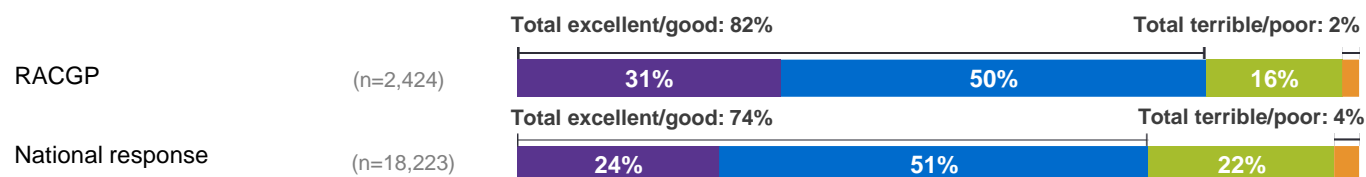


Base: Total sample (National: 2021 n = 19,447; RACGP: 2021 n = 2,509)  
 Q27a. Did you receive an orientation to your setting?

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

As shown in the chart above, 97% of RACGP trainees had an orientation in their current setting (compared to the national response of 94%).

82% of RACGP trainees rated the quality of the orientation as either 'excellent' or 'good', compared to the national response of 74%.



**Key:** ■ Excellent ■ Good ■ Average ■ Poor ■ Terrible

Base: Received an orientation  
 Q27b. How would you rate the quality of your orientation?



## Assessment

### COLLEGE EXAMS

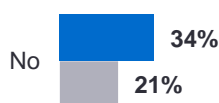
RACGP trainees who have sat an exam(s) in the last 12 months...



■ RACGP ■ Specialist trainees: National response

Base: Specialist trainees (National: 2021 n = 11,474; RACGP: 2021 n = 2,559)  
 Q23a. In the last 12 months, have you sat one or more exams from...?

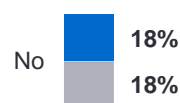
Of those who sat an exam(s) receive their results...



■ RACGP ■ Specialist trainees: National response

Base: Sat an exam (National: 2021 n = 5,119; RACGP: 2021 n = 1,051)  
 Q23b. Have you received the results of your most recent exam from...?

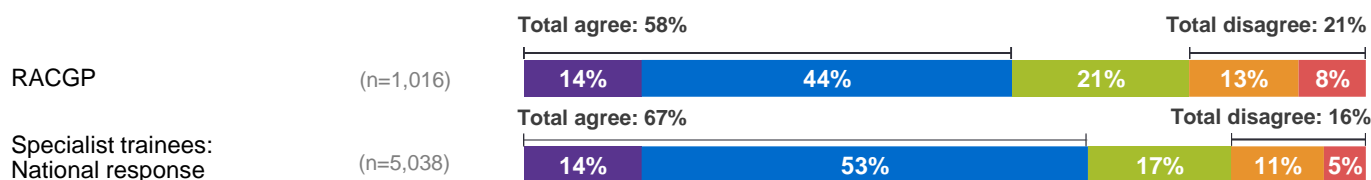
Of those who received results, passed their exam(s)...



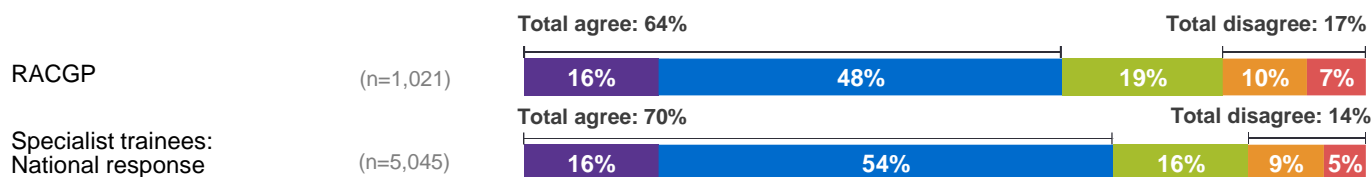
■ RACGP ■ Specialist trainees: National response

Base: Received results (National: 2021 n = 3,833; RACGP: 2021 n = 624)  
 Q23c. Did you pass the exam for...?

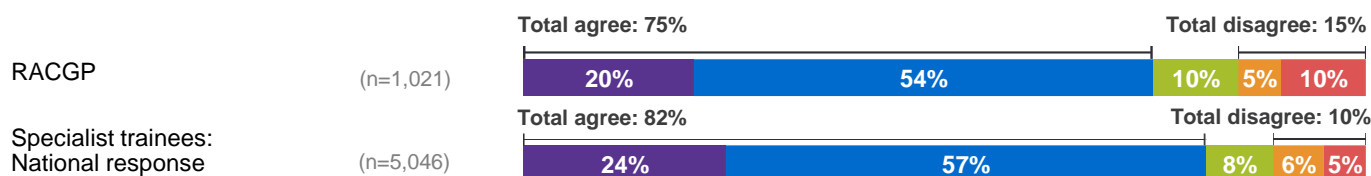
### The exam(s) reflected the college training curriculum



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



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



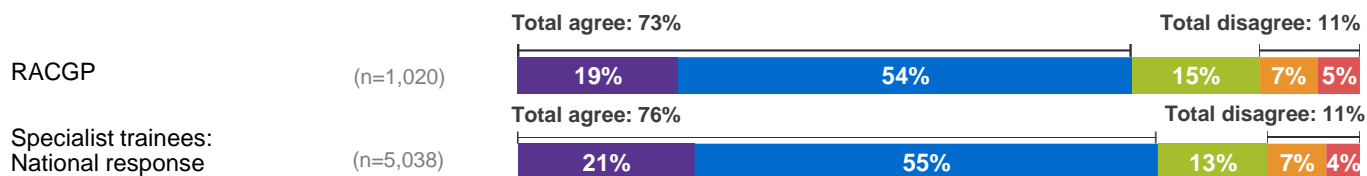
Key: ■ Strongly agree ■ Agree ■ Neither agree nor disagree ■ Disagree ■ Strongly disagree

Base: Specialist trainees who sat an exam  
 Q24. Thinking about all your exam(s) not just the most recent, to what extent do you agree or disagree with the following statements?

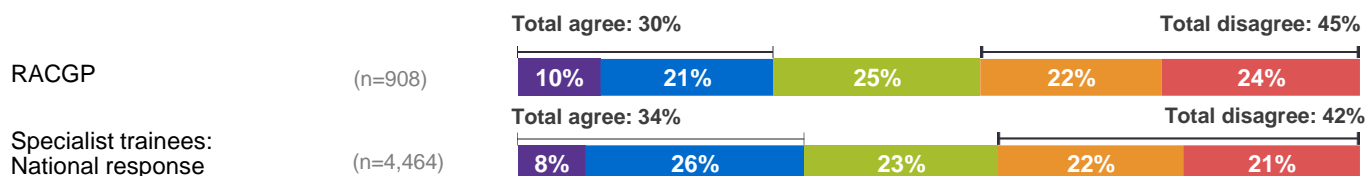
## Assessment

### COLLEGE EXAMS (continued)

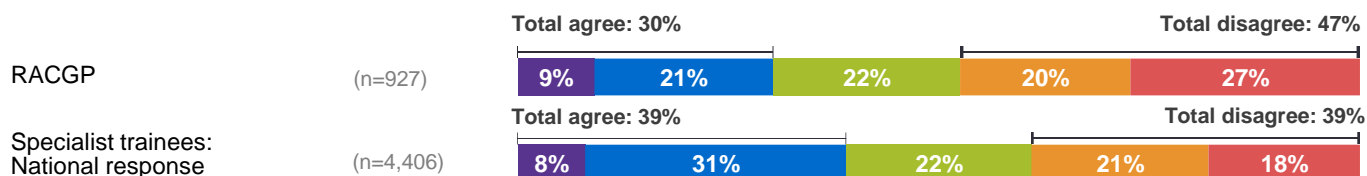
#### The exam(s) were conducted fairly



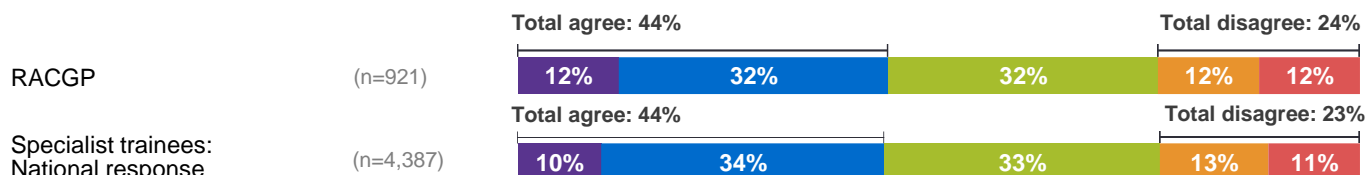
#### I received useful feedback about my performance in the exam(s)



#### The feedback is timely



#### I received support from my College when needed

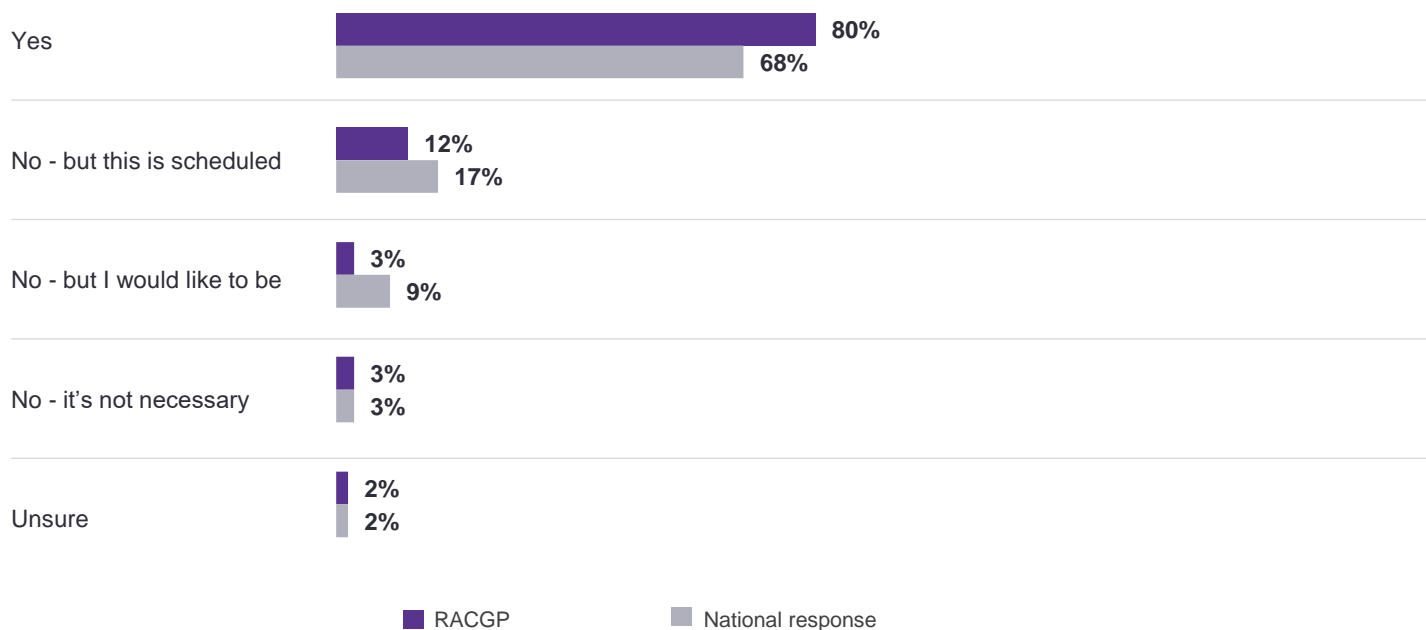


**Key:** ■ Strongly agree ■ Agree ■ Neither agree nor disagree ■ Disagree ■ Strongly disagree

Base: Specialist trainees who sat an exam  
 Q24. Thinking about all your exam(s) not just the most recent, to what extent do you agree or disagree with the following statements?

## Assessment

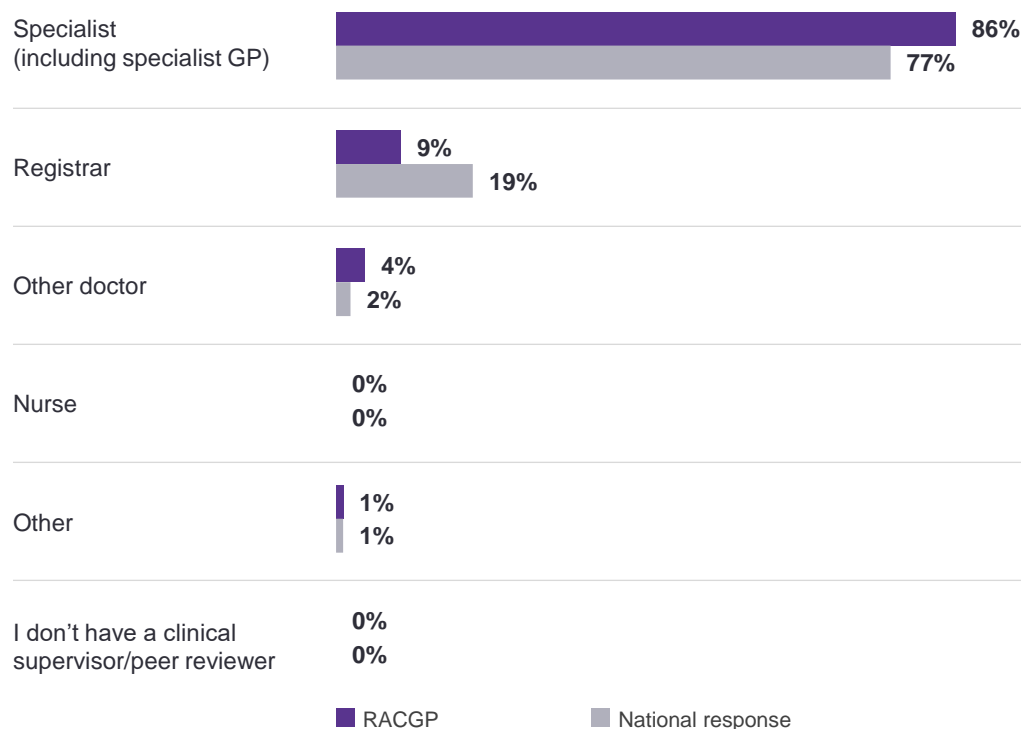
### HAS YOUR PERFORMANCE BEEN ASSESSED IN YOUR SETTING?



Base: Prevocational and unaccredited trainees, specialist trainees and IMGs (National: 2021 n = 17,630; RACGP: 2021 n = 2,430)  
 Q32. Has your performance been assessed in your setting?

## Clinical supervision

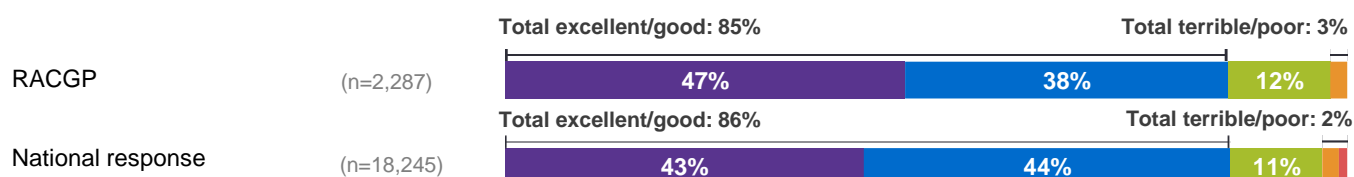
### WHO MAINLY PROVIDES YOUR CLINICAL SUPERVISION?



Base: Total sample (National: 2021 n = 18,929; RACGP: 2021 n = 2,356)

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

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



Key: ■ Excellent ■ Good ■ Average ■ Poor ■ Terrible

Base: Received supervision

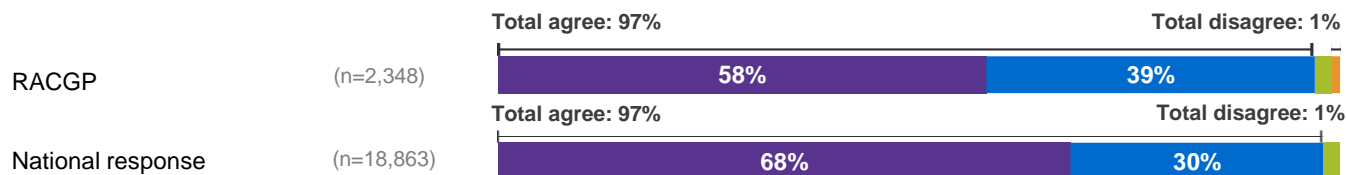
Q31. For your setting, how would you rate the quality of your clinical supervision?



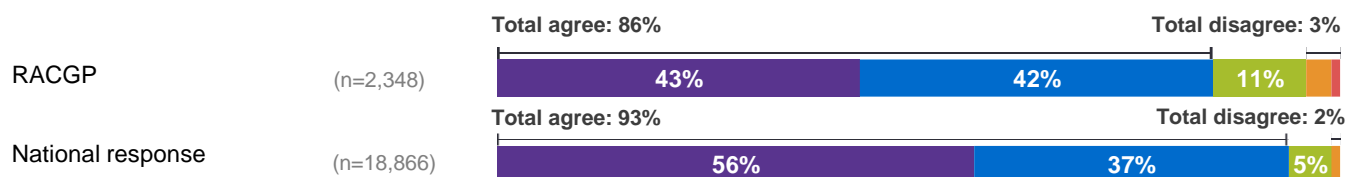
## Clinical supervision

### 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



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



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

Base: Total sample

Q29. To what extent do you agree or disagree with the following statements?

## Clinical supervision

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

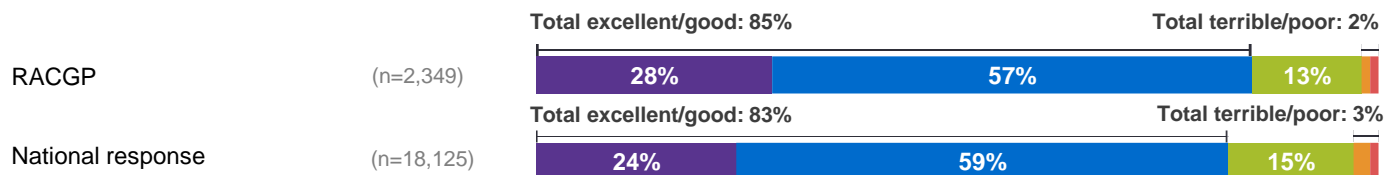
Average out of 5  
 (1=very poor - 5=very good)



Base: Have a supervisor (National: 2021 max n = 18,108; RACGP: 2021 max n = 2,259)  
 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?

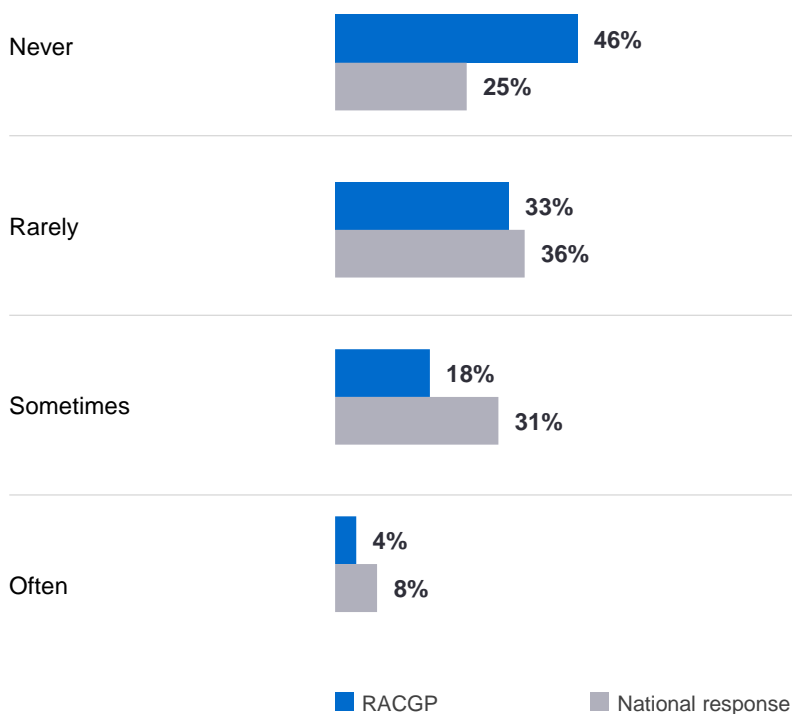


Key: ■ Excellent ■ Good ■ Average ■ Poor ■ Terrible

Base: Total sample  
 Q39. Overall, how would you rate the quality of the teaching sessions?

### TRAINING AND OTHER JOB RESPONSIBILITIES

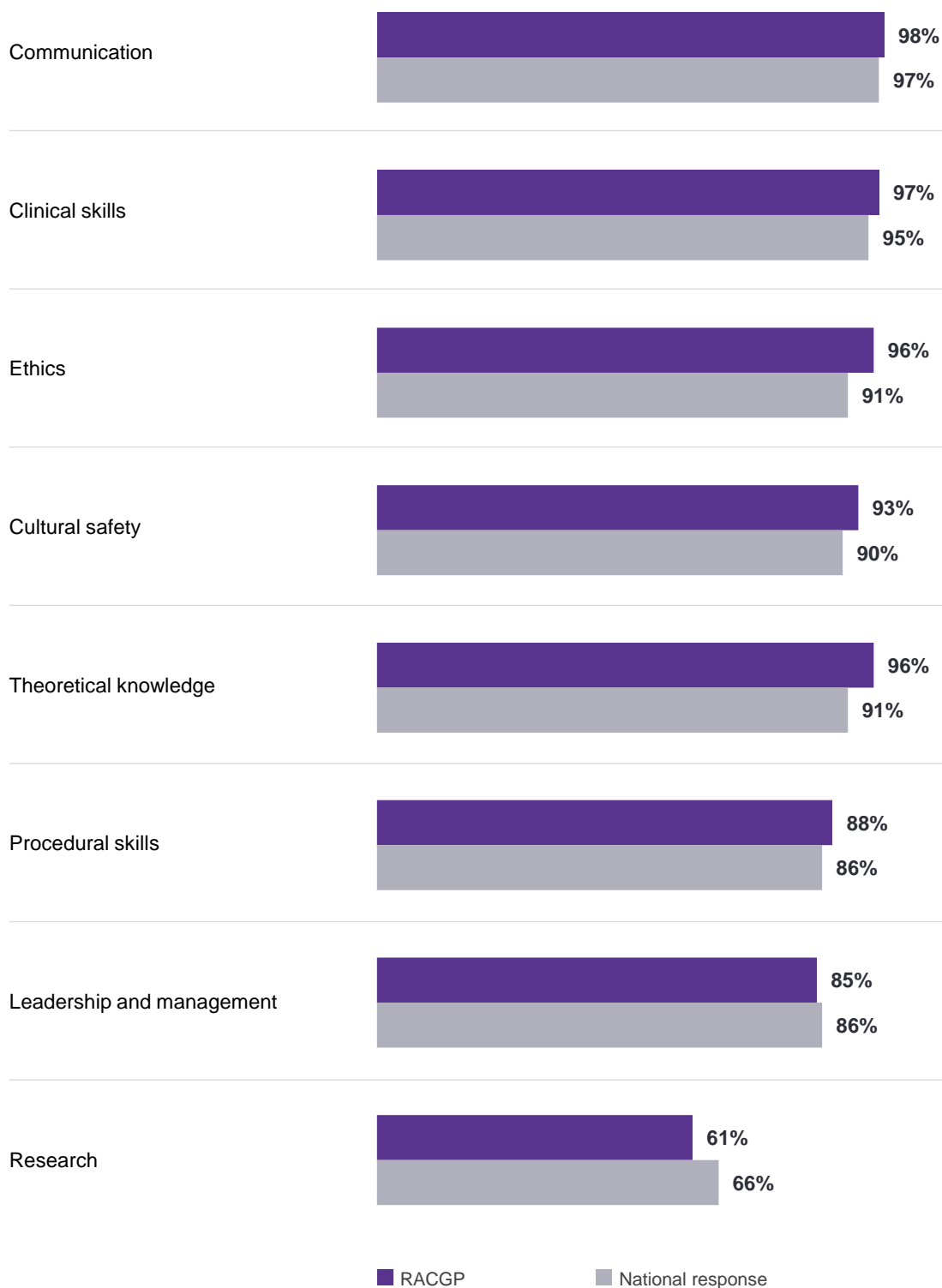
#### How regularly job responsibilities are preventing doctors in training from meeting training requirements



Base: Total sample (National: 2021 n = 18,333; RACGP: 2021 n = 2,376)  
 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)



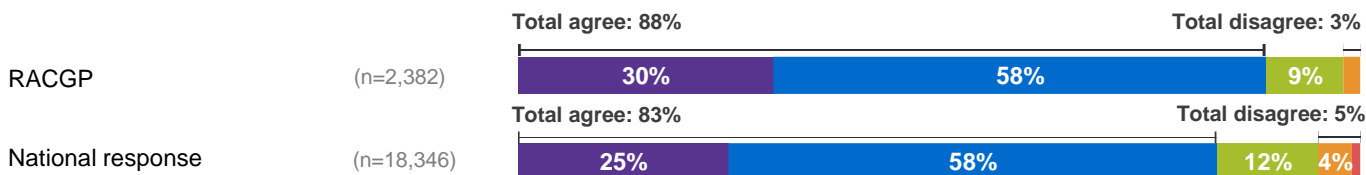
Base: Total sample (National: 2021 max n = 18,432; RACGP: 2021 max n = 2,378)

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

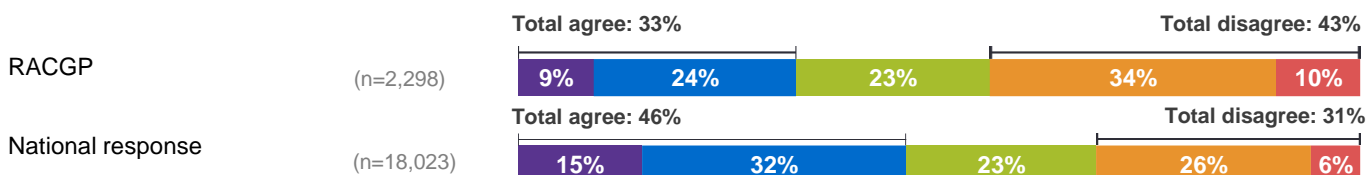
## Access to teaching

### DEVELOPMENT OF CLINICAL AND PRACTICAL SKILLS

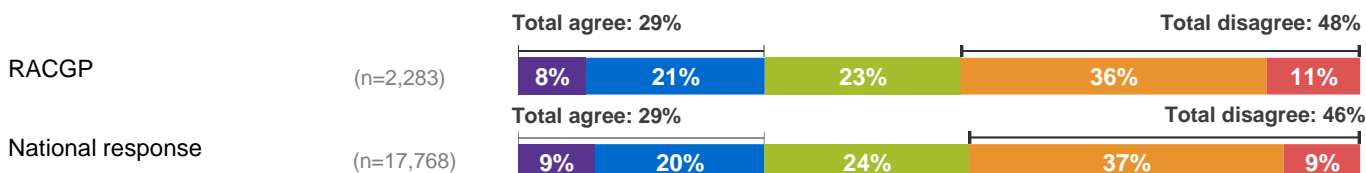
#### I can access the training opportunities available to me



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



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



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

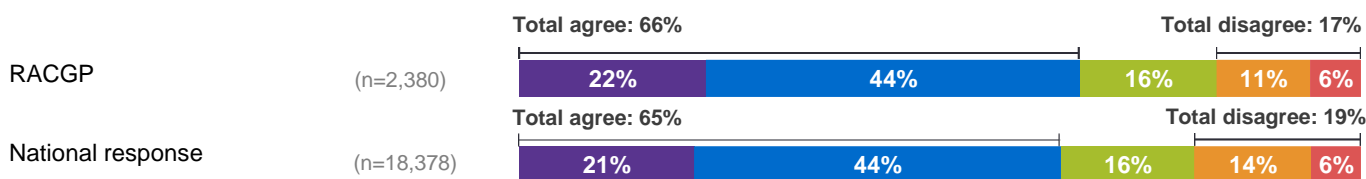
Base: Total sample

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

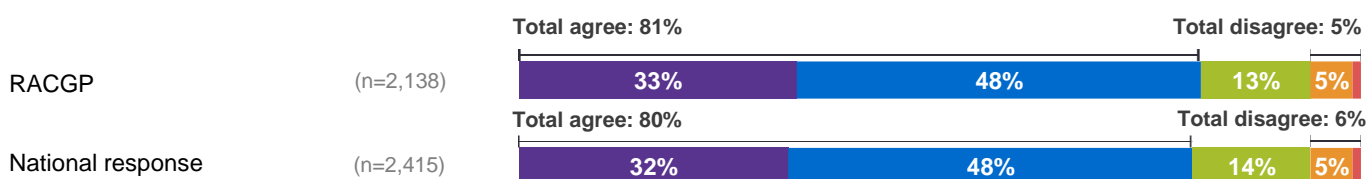
## Access to teaching

### ACCESS TO TEACHING AND RESEARCH

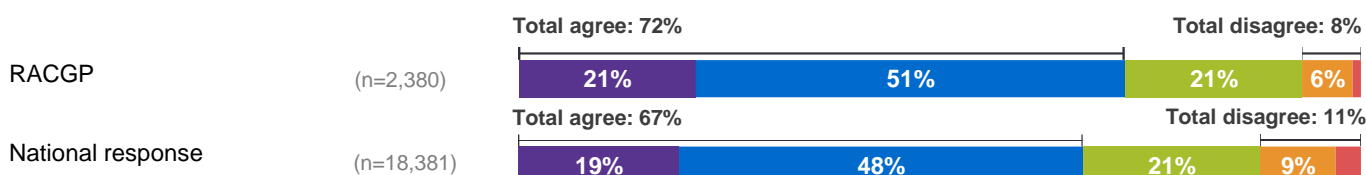
#### I have access to protected study time/leave



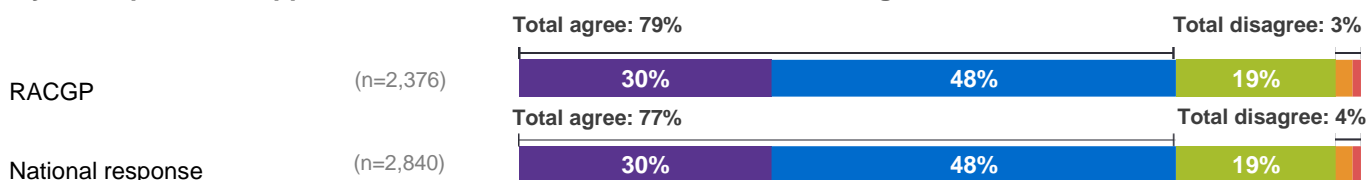
#### I am able to attend RTO education events<sup>^</sup>



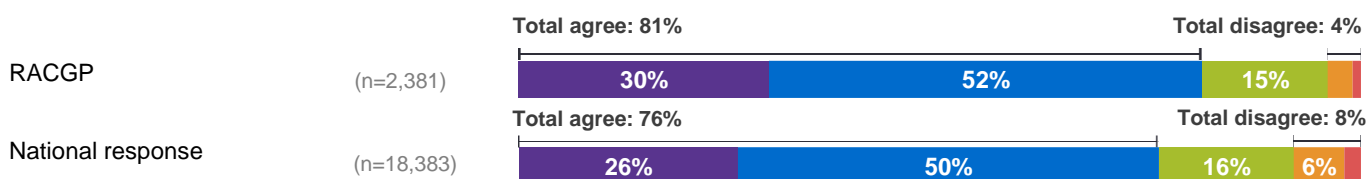
#### I am able to attend conferences, courses and/or external education events



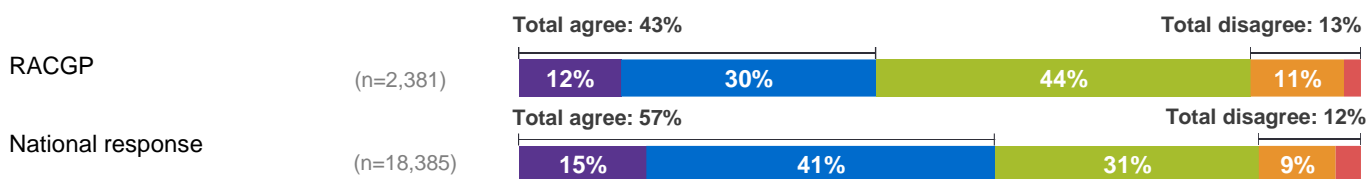
#### My GP supervisor supports me to attend formal and informal teaching sessions<sup>^</sup>



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



#### I am able participate in research activities



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

Base: Total sample

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

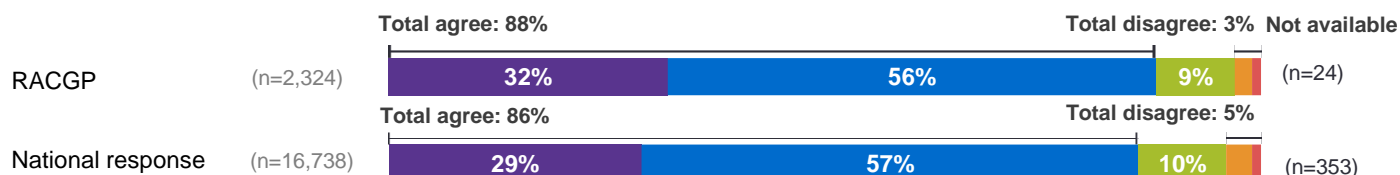
Q34. Thinking about access to teaching and research in your setting, to what extent do you agree or disagree with the following statements?

## Access to teaching

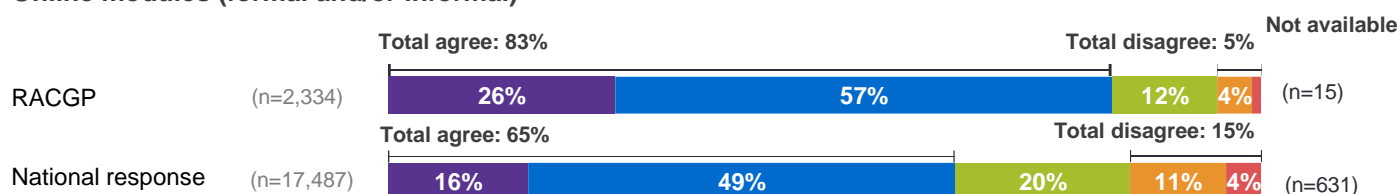
### THE FOLLOWING EDUCATIONAL ACTIVITIES HAVE BEEN USEFUL IN YOUR DEVELOPMENT AS A DOCTOR

RACGP 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, formal education program (88%), teaching in the course of patient care (bedside teaching) (88%) and online modules (formal and/or informal) (83%) were rated the most useful.

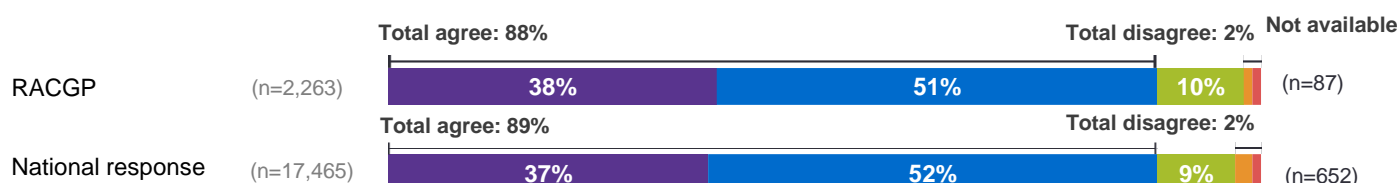
#### Formal education program<sup>^</sup>



#### Online modules (formal and/or informal)



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



#### Team or unit based activities



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

Base: Total sample excluding not available (shown separately)

<sup>^</sup>Note: This question was not shown to Interns.

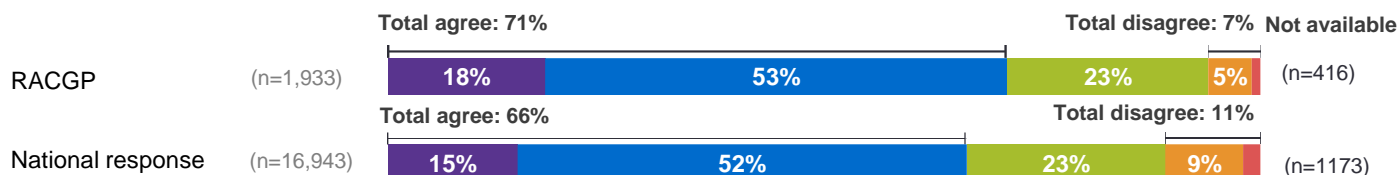
Q38. To what extent do you agree or disagree that the following educational activities have been useful in your development as a doctor?



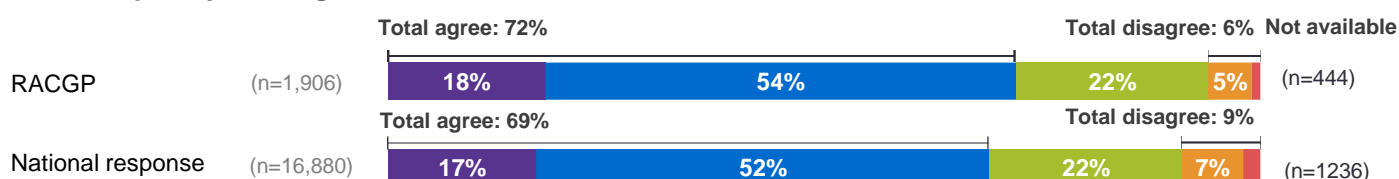
## Access to teaching

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

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



#### Multidisciplinary meetings



#### Simulation teaching



#### Access to mentoring



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

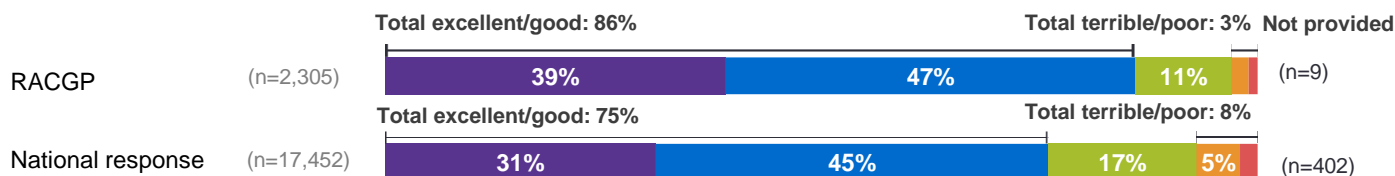
Base: Total sample excluding not available (shown separately)

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

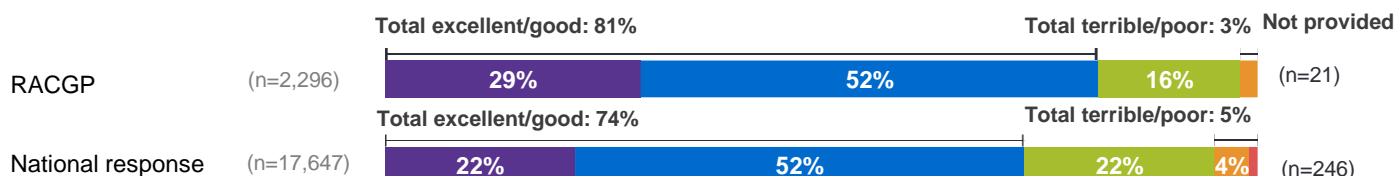
## Facilities

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

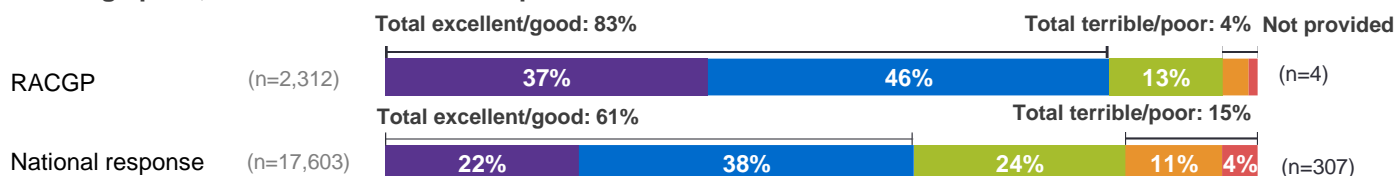
#### Reliable internet for training purposes



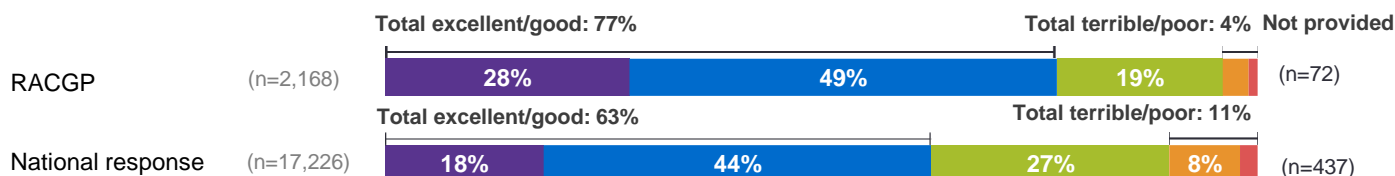
#### Educational resources



#### Working space, such as a desk and computer



#### Teaching spaces



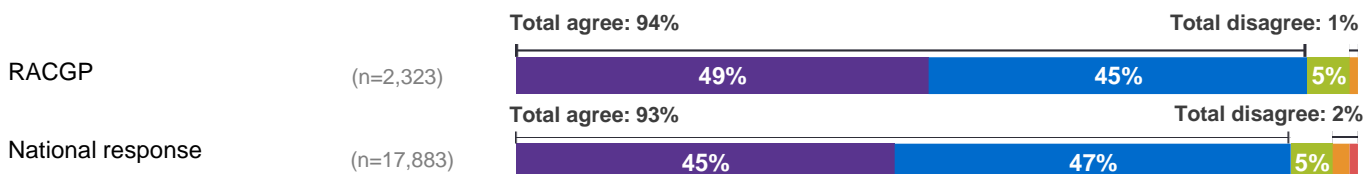
**Key:** ■ Excellent ■ Good ■ Average ■ Poor ■ Terrible

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

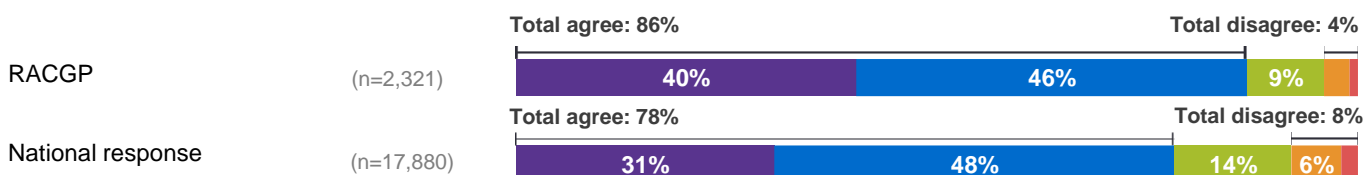
## Workplace environment and culture

### CULTURE WITHIN THE TRAINEE'S SETTING

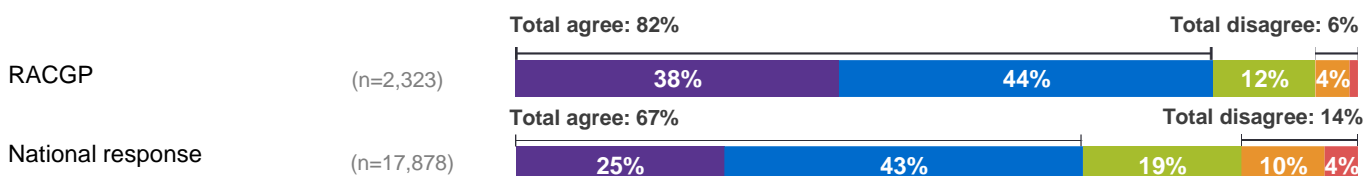
#### Most senior medical staff are supportive



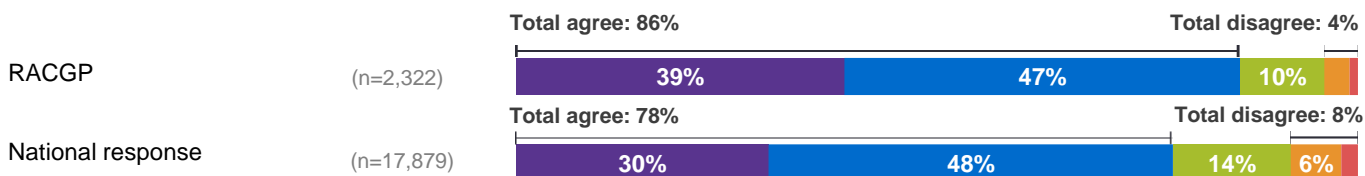
#### My workplace supports staff wellbeing



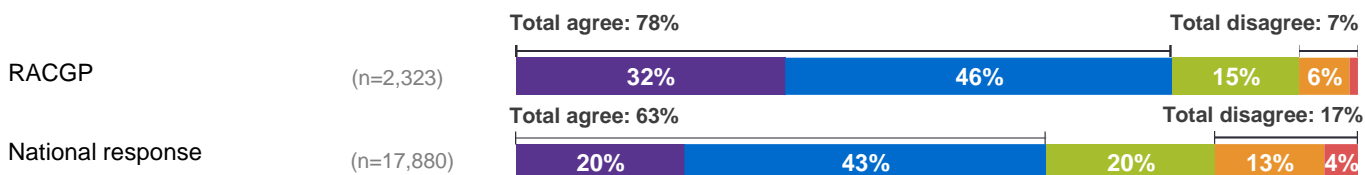
#### In practice, my workplace supports me to achieve a good work/life balance



#### There is a positive culture at my workplace



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



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

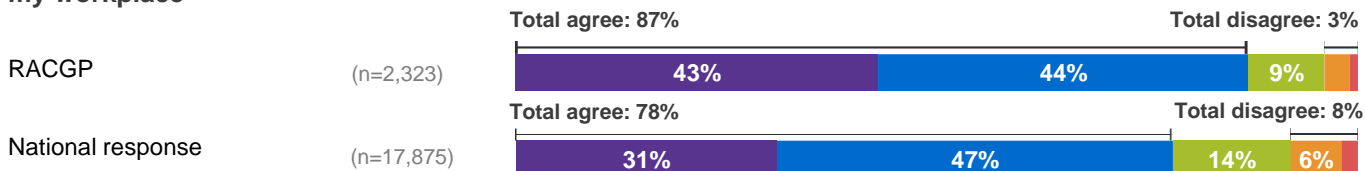
Base: Total sample

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

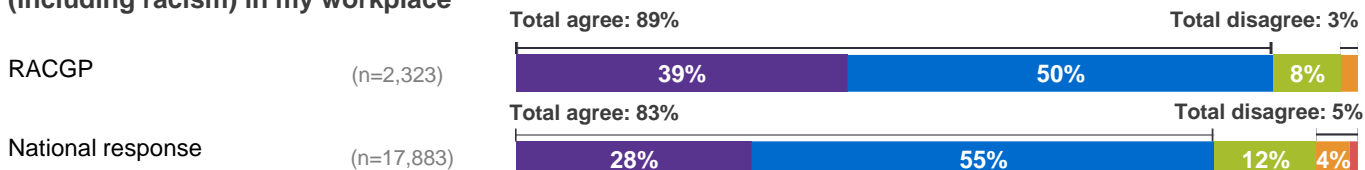
## Workplace environment and culture

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

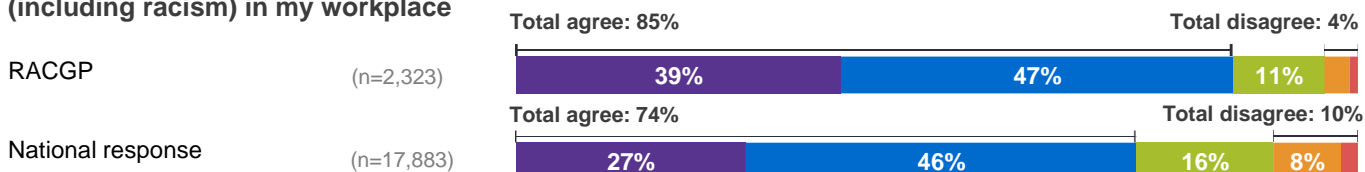
**Bullying, harassment and discrimination (including racism) by anyone is not tolerated at my workplace**



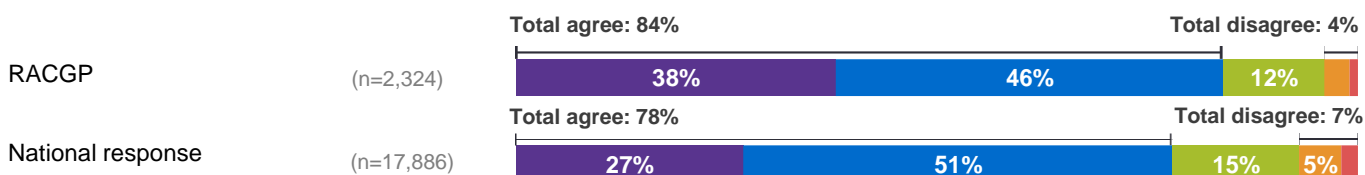
**I know how to raise concerns/issues about bullying, harassment and discrimination (including racism) in my workplace**



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



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



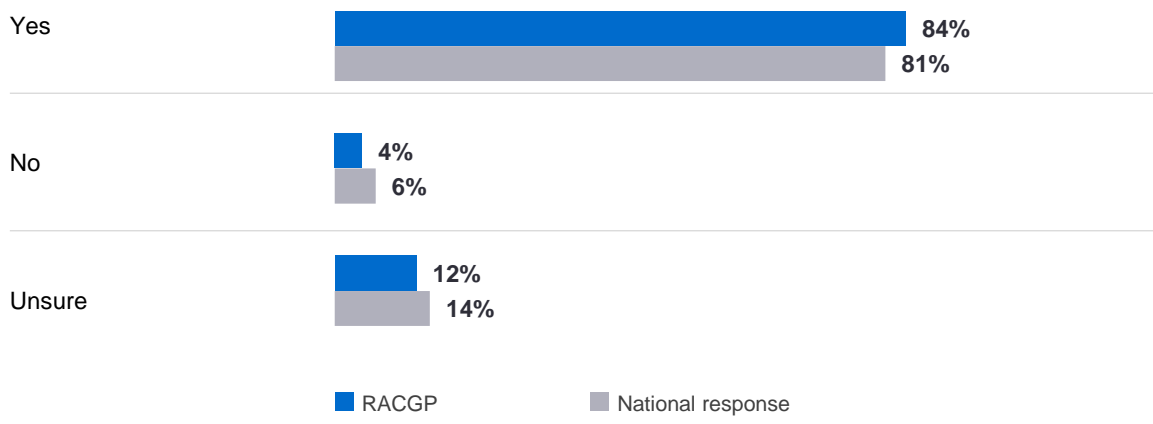
**Key:** ■ Strongly agree ■ Agree ■ Neither agree nor disagree ■ Disagree ■ Strongly disagree

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?

## 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)?**

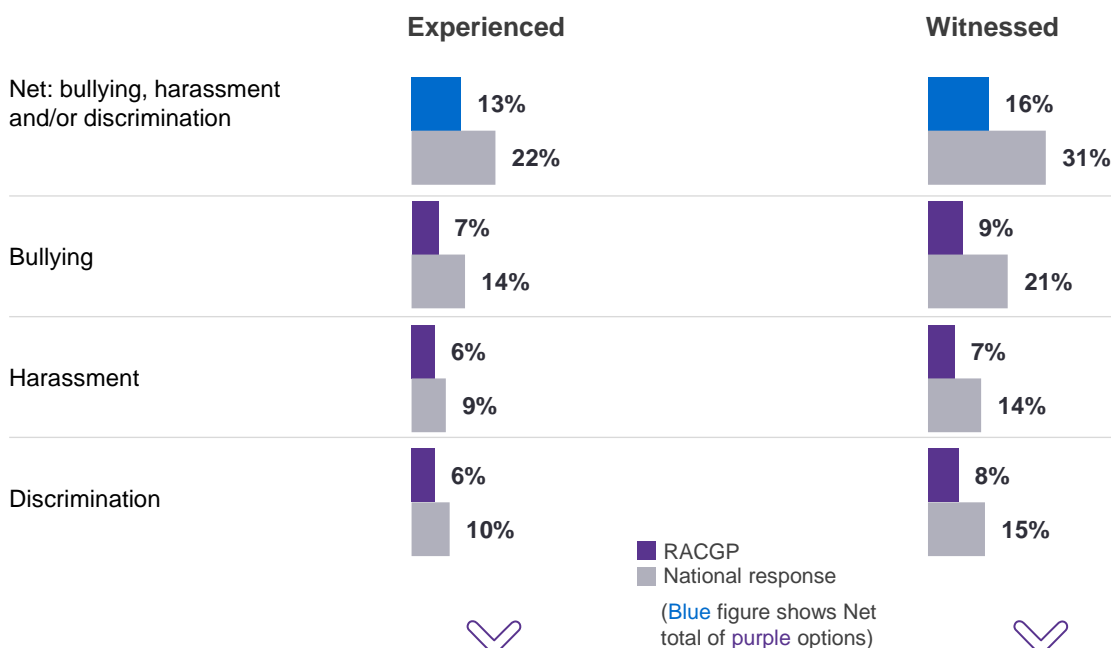


Base: Total sample (National: 2021 n =17,752; RACGP: 2021 n = 2,311)

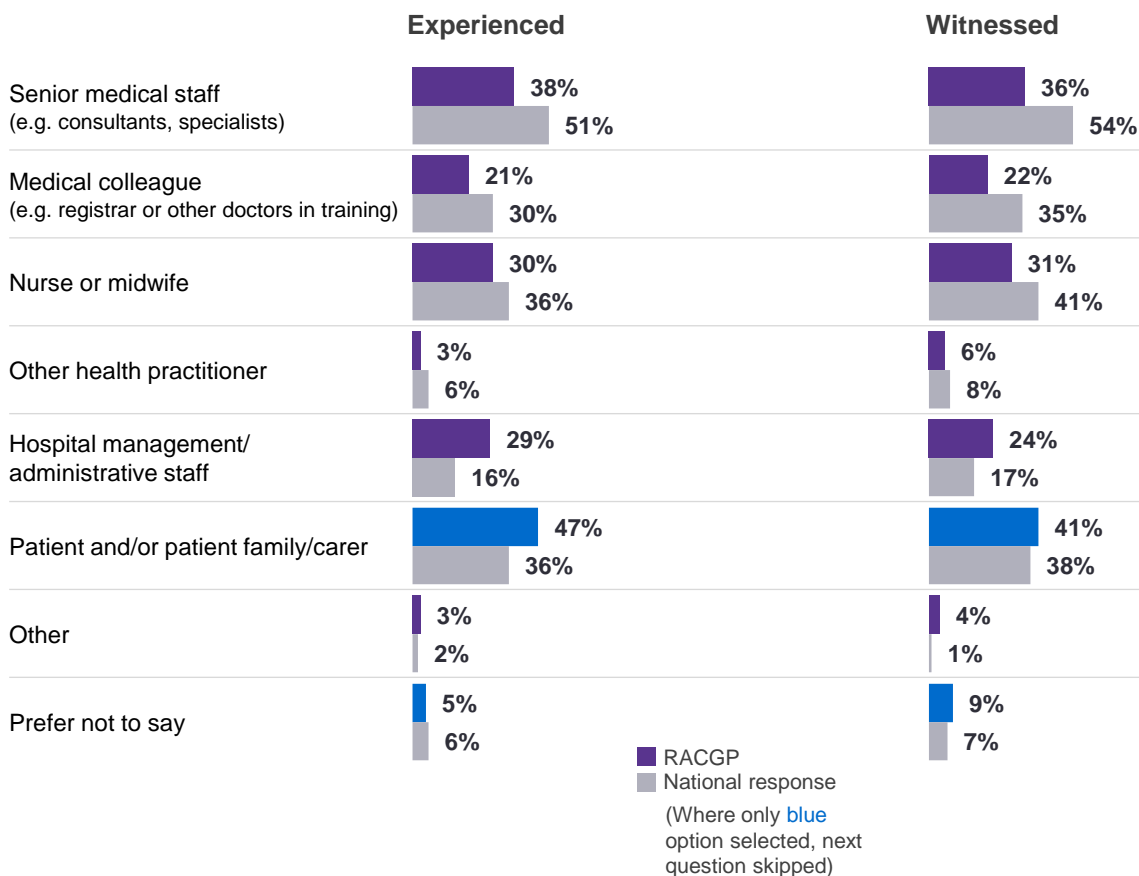
Q43. If you needed support, do you know how to access support for your health (including for stress and other psychological distress)?

## Workplace environment and culture

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



### WHO WAS RESPONSIBLE...



Base: Total sample - Experienced (National: 2021 n = 16,285; RACGP: 2021 n = 2,132) - Witnessed (National: 2021 n = 16,830; RACGP: 2021 n = 2,167)

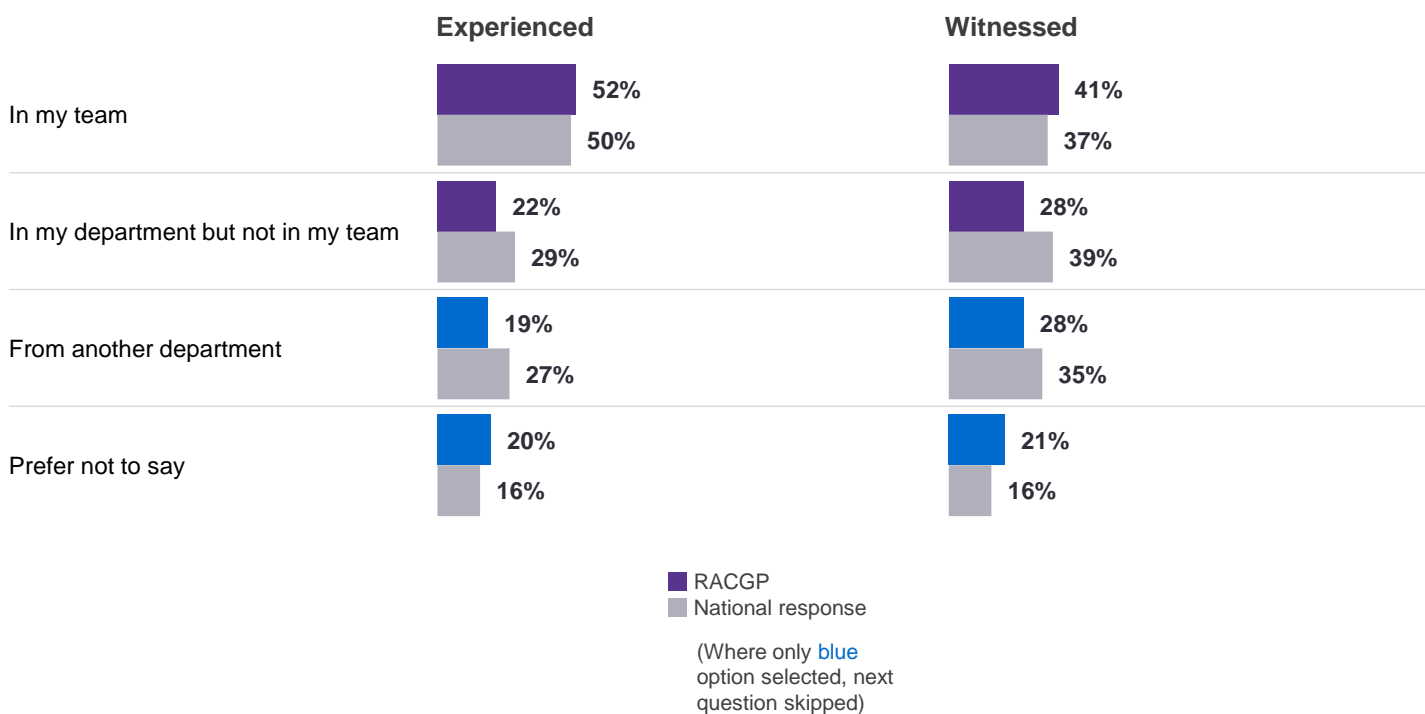
Q42a. Thinking about your workplace, have you experienced and/or witnessed any of the following in the past 12 months?

Base: Experienced/witnessed bullying, harassment and/or discrimination (including racism) - Experienced (National: 2021 n = 3,537; RACGP: 2021 n = 273) - Witnessed (National: 2021 n = 5,101; RACGP: 2021 n = 328)

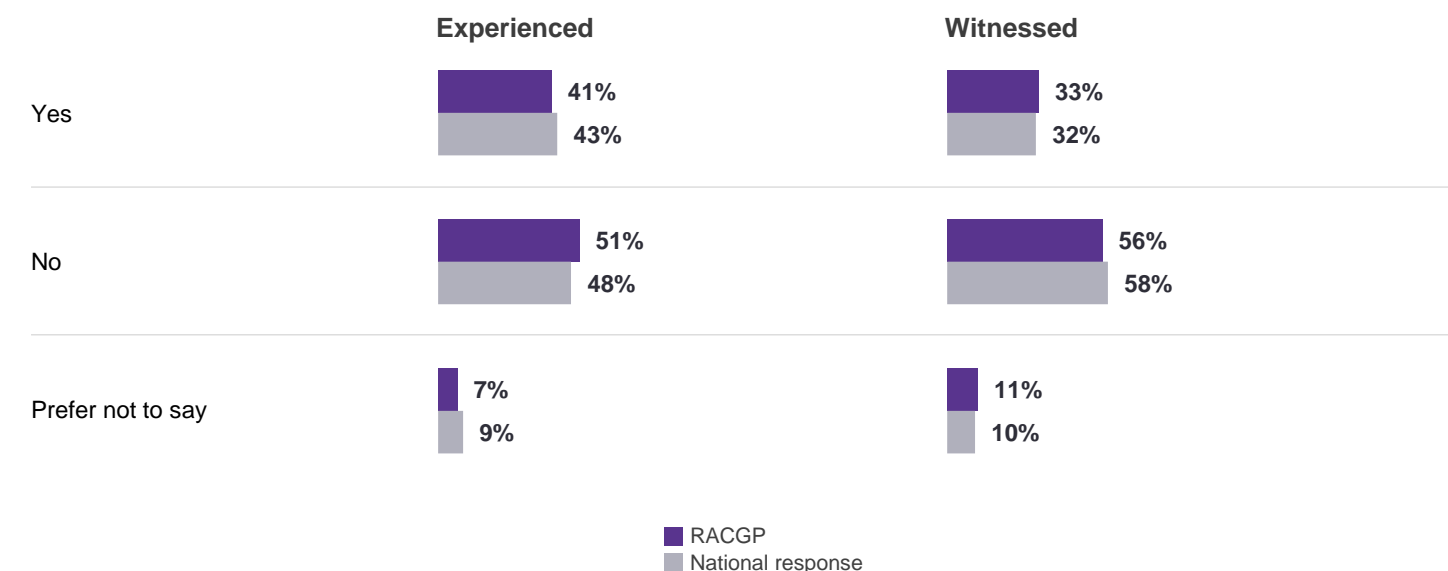
Q42b. Who was responsible for the bullying, harassment and/or discrimination (including racism) that you experienced/witnessed...

## Workplace environment and culture

### THE STAFF MEMBER OR COLLEAGUE RESPONSIBLE WAS...



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



Base: Experienced/witnessed bullying, harassment and/or discrimination (including racism) from someone who was not a patient (National: 2021 n = 3,002; RACGP: 2021 n = 212) - Witnessed (National: 2021 n = 4,310; RACGP: 2021 n = 240)

Q42c. The person(s) responsible was...

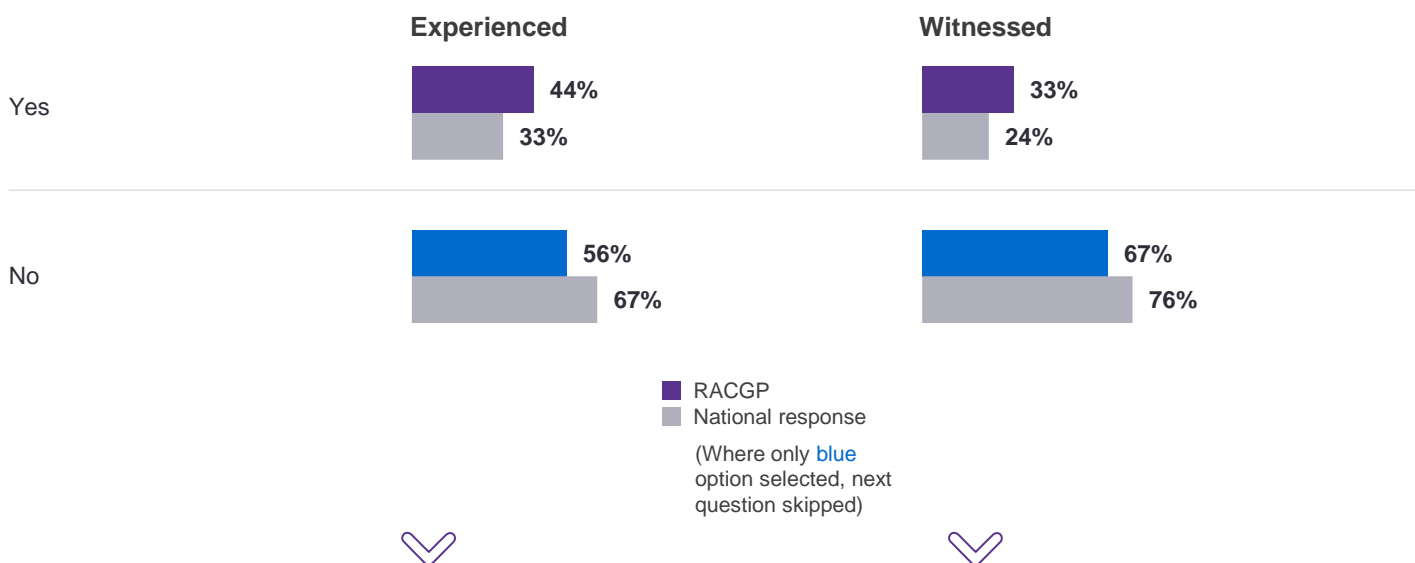
Base: Experienced/witnessed bullying, harassment and/or discrimination (including racism) from someone in their team or department (rebased to who was not a patient) (National: 2021 n = 2,078; RACGP: 2021 n = 140) - Witnessed (National: 2021 n = 2,762; RACGP: 2021 n = 143)

Q42d. Was the person(s) one of your supervisors?...

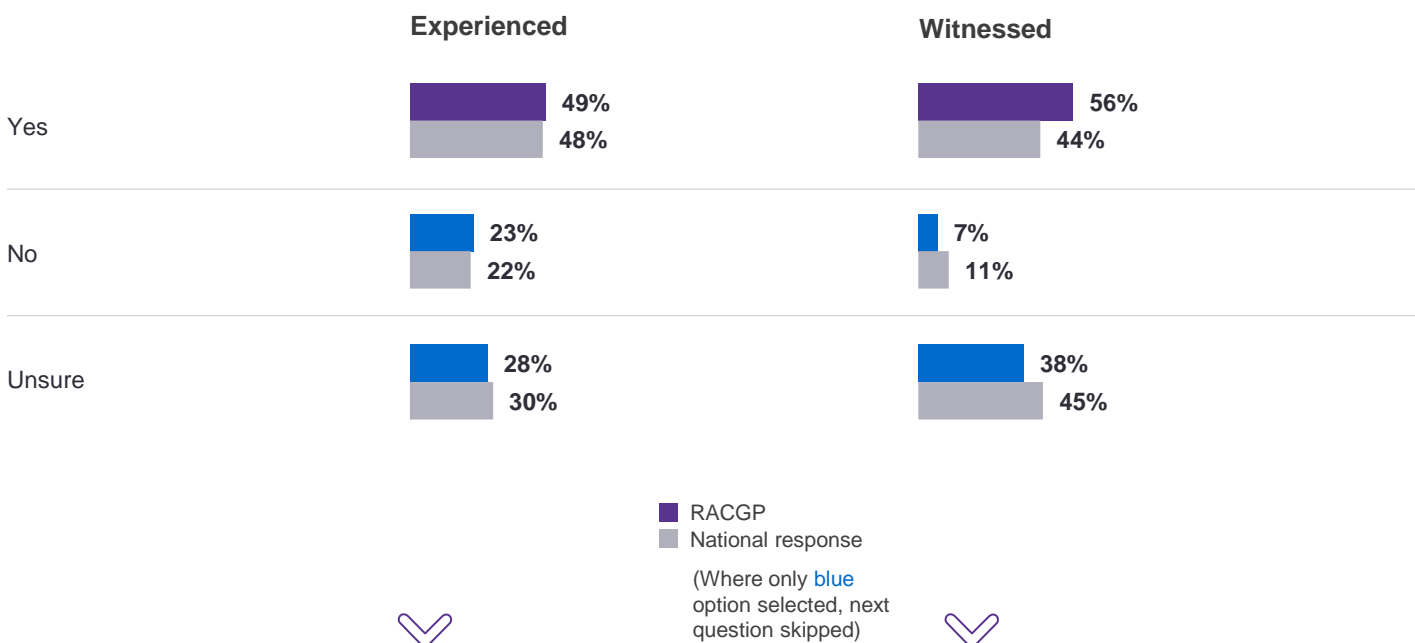


## Workplace environment and culture

### HAVE YOU REPORTED IT...



### HAS THE REPORT BEEN FOLLOWED UP...

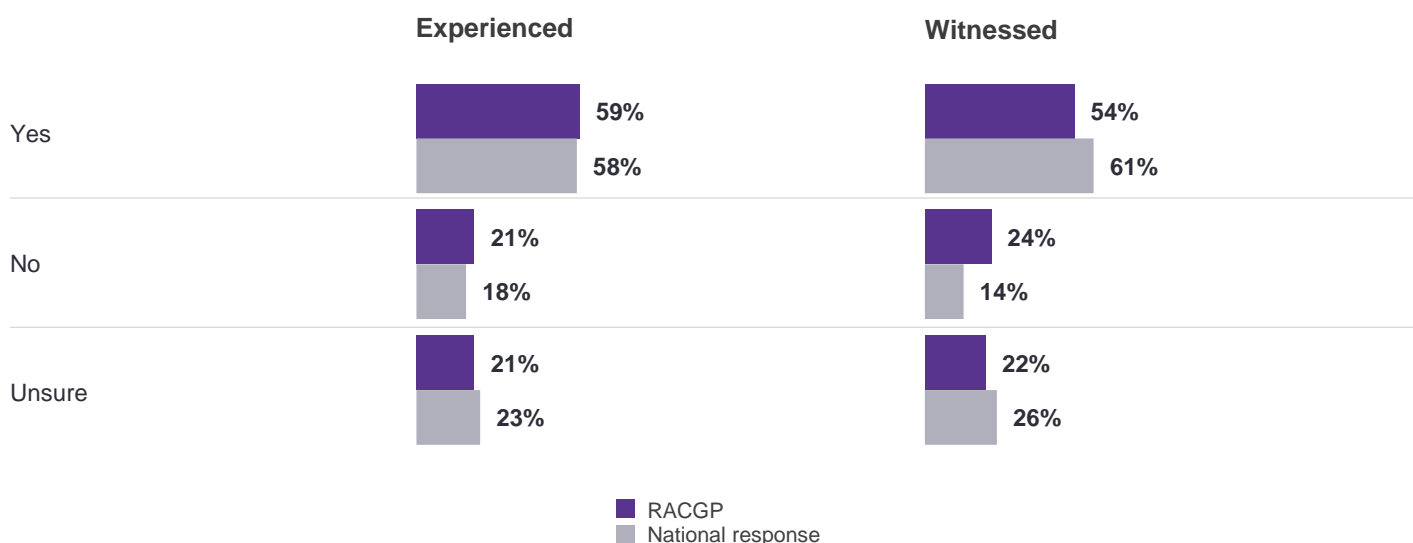


Base: Experienced bullying, harassment and/or discrimination (including racism) (National: 2021 n = 3,531; RACGP: 2021 n = 273) - Witnessed (National: 2021 n = 5,079; RACGP: 2021 n = 330)  
 Q42e. Have you reported it?

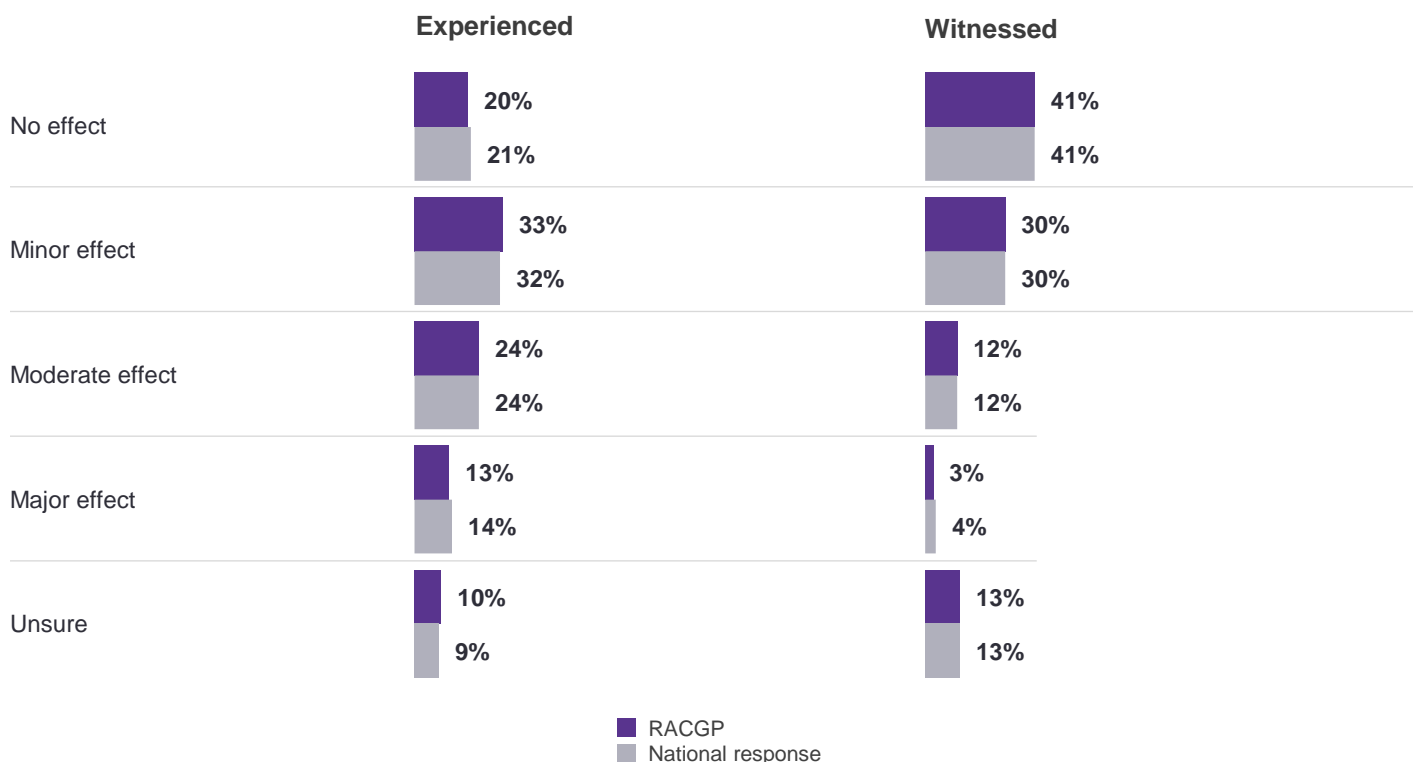
Base: Reported bullying, harassment and/or discrimination (including racism) (National: 2021 n = 1,163; RACGP: 2021 n = 118) - Witnessed (National: 2021 n = 1,215; RACGP: 2021 n = 106)  
 Q42f. Has the report been followed up?

## 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; RACGP: 2021 n = 58) - Witnessed (National: 2021 n = 533; RACGP: 2021 n = 59)

Base: Experienced bullying, harassment and/or discrimination (including racism) (National: 2021 n = 3,532; RACGP: 2021 n = 273) - Witnessed (National: 2021 n = 5,079; RACGP: 2021 n = 330)

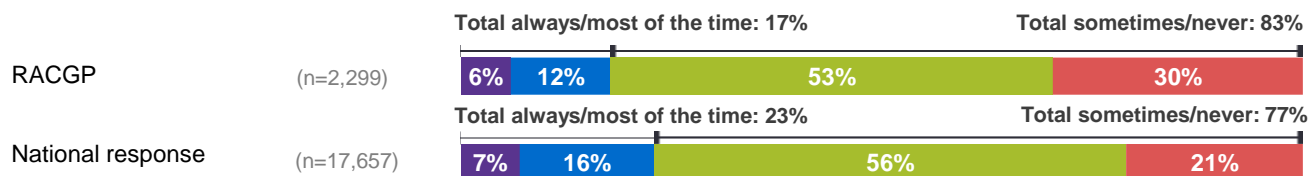
Q42h. How has the incident adversely affected your medical training?

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

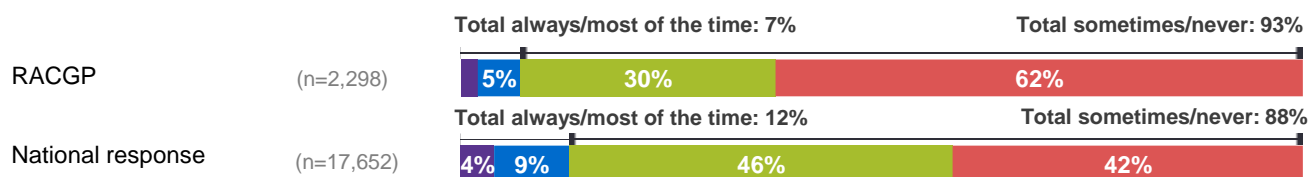
## Workplace environment and culture

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

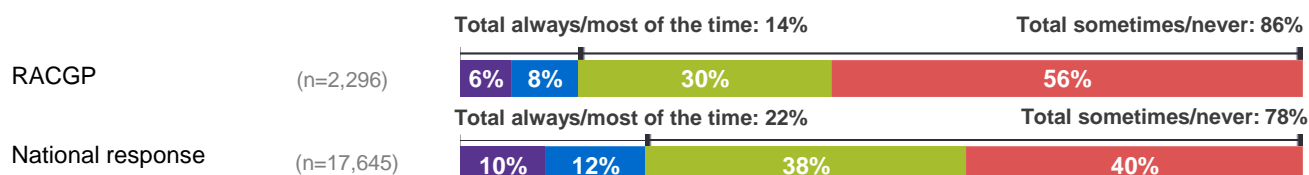
#### The amount of work I am expected to do



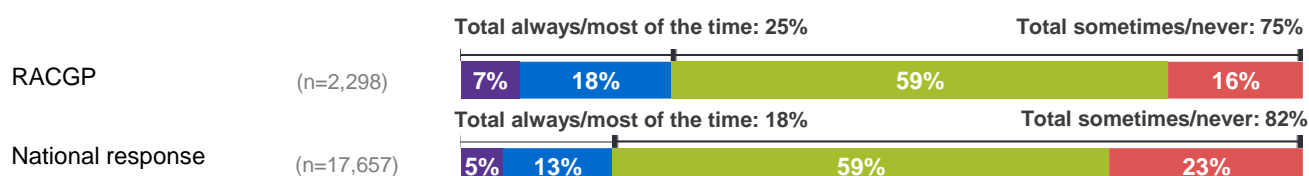
#### Having to work paid overtime



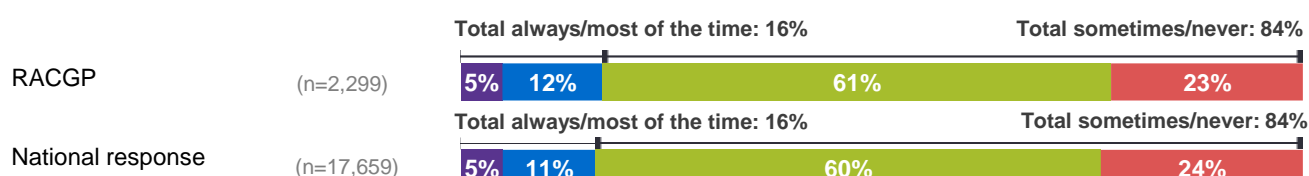
#### Having to work unpaid overtime



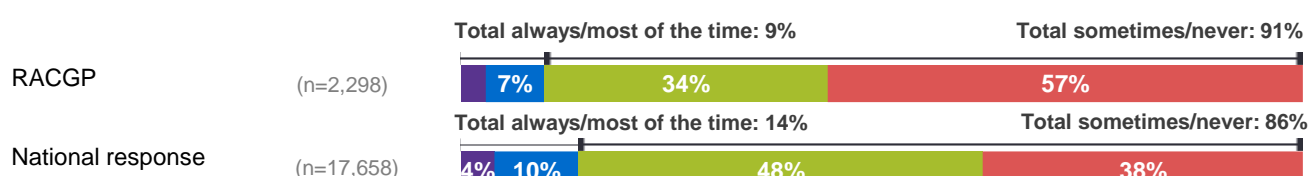
#### Dealing with patient expectations



#### Dealing with patients' families



#### Expectations of supervisors



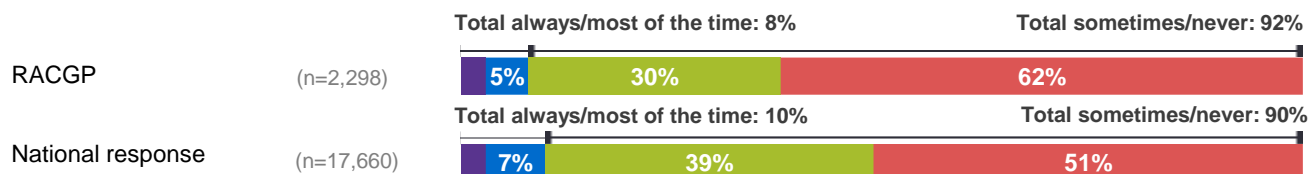
Key: Always (dark blue), Most of the time (medium blue), Sometimes (green), Never (red)

Base: Total sample  
 Q44. How often do the following adversely affect your wellbeing in your setting?

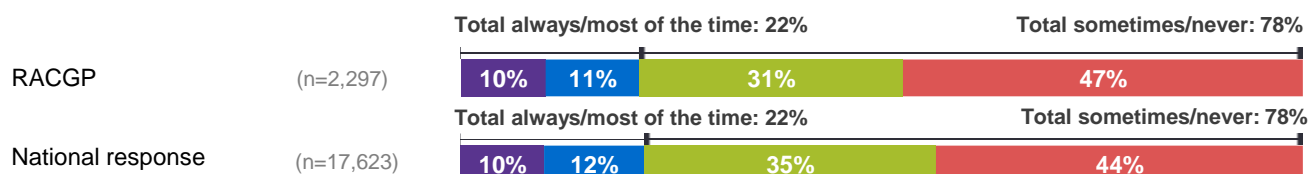
## Workplace environment and culture

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

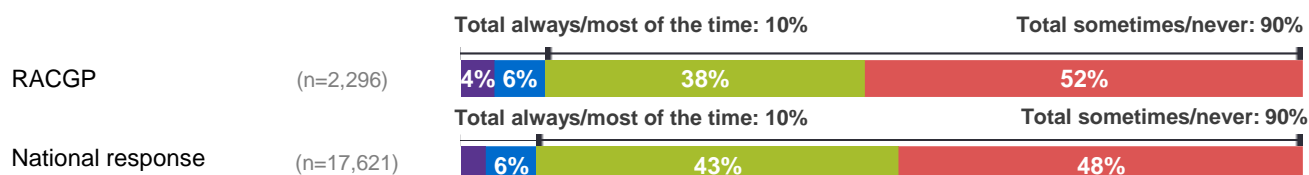
#### Supervisor feedback



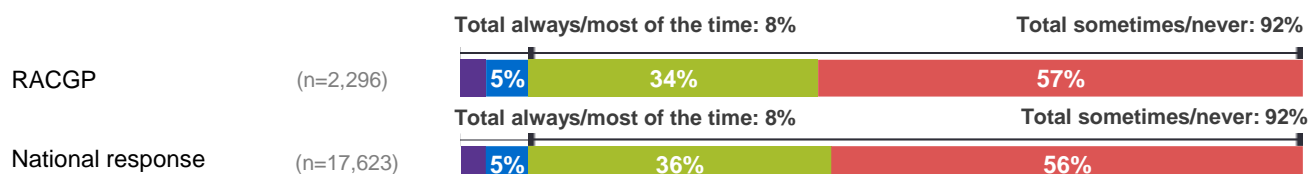
#### Having to relocate for work



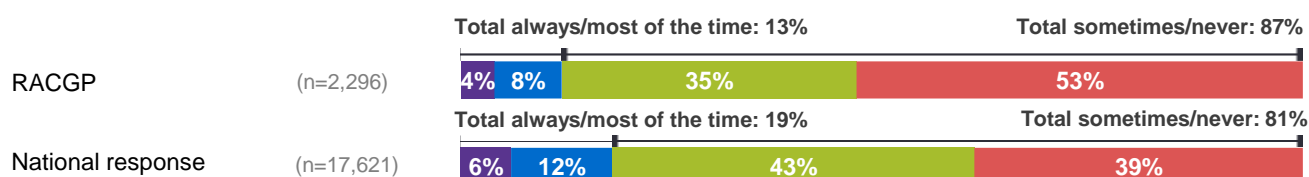
#### Being expected to do work that I don't feel confident doing



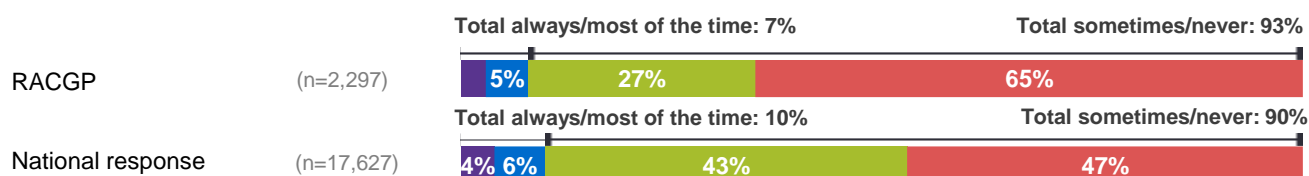
#### Limited access to senior clinicians



#### Lack of appreciation



#### Workplace conflict

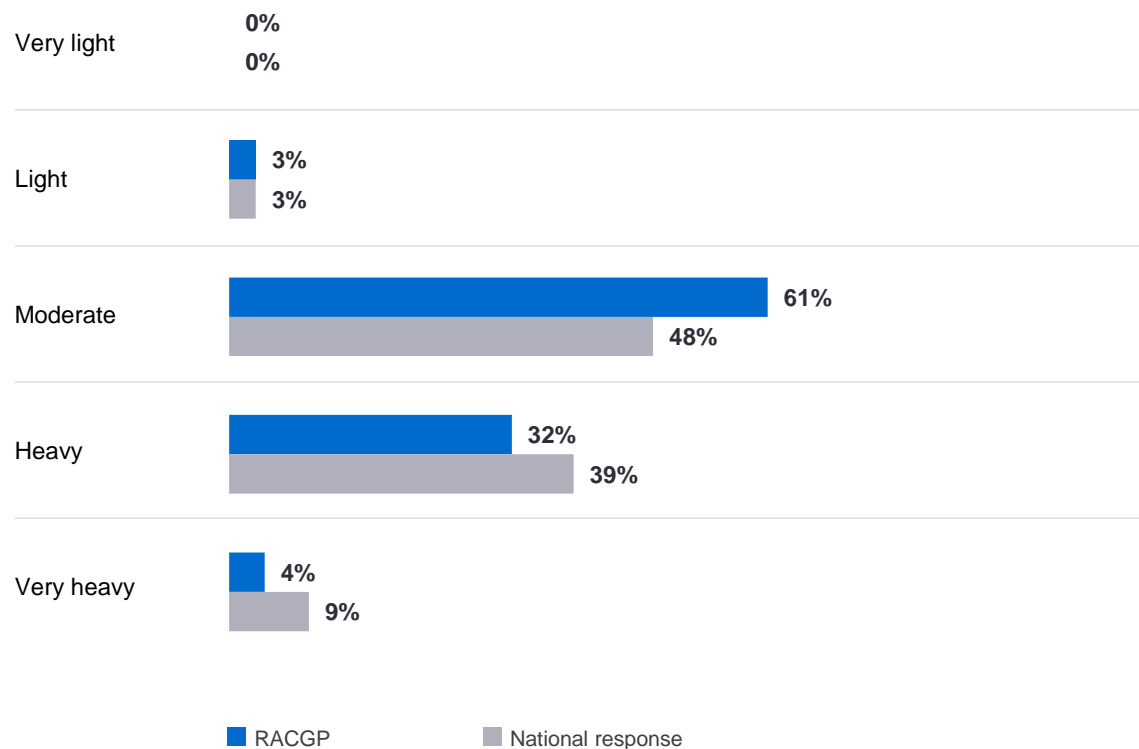


**Key:** Always (dark blue), Most of the time (medium blue), Sometimes (green), Never (red)

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; RACGP: 2021 n = 2,296)

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, RACGP trainees worked 37.3 hours a week, compared to 45.5 hours a week for the national average.

For RACGP trainees, 31% were working 40 hours a week or more, compared to the national response of 67%.

On average, RACGP doctors in training worked...

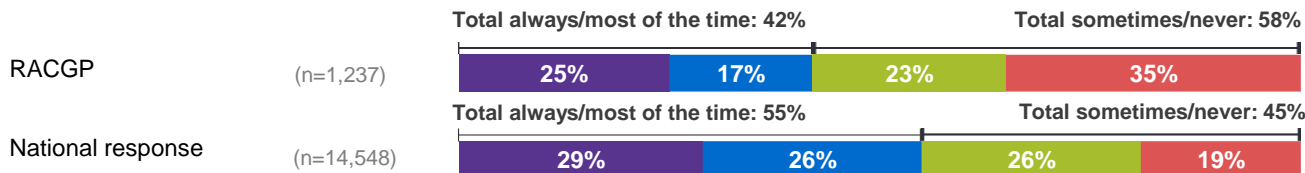
On average, doctors in training nationally worked...



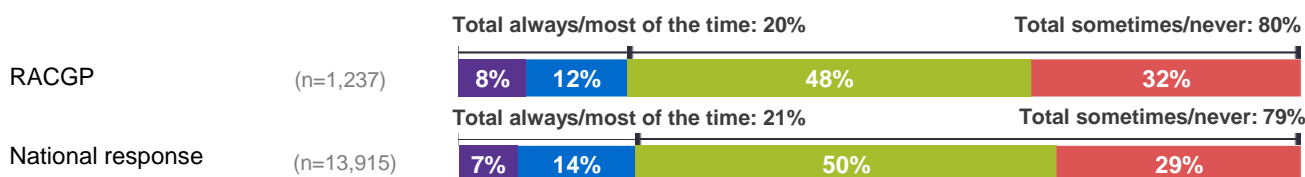
Base: Total sample (National: 2021 n = 17,585; RACGP: 2021 n = 2,294)  
 Q46. On average in the past month, how many hours per week have you worked?

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

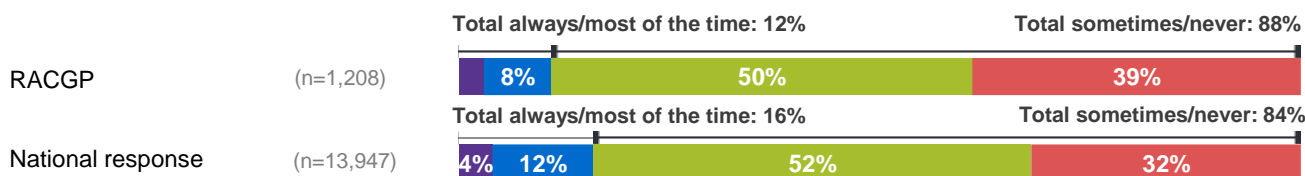
#### You get paid for the unrostered overtime



#### Working unrostered overtime have a negative impact on your training



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

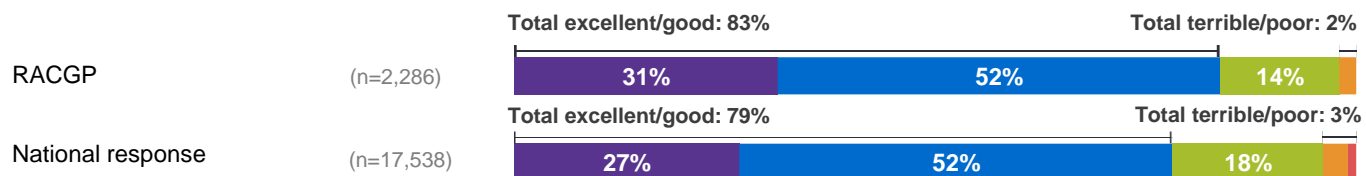


Key: Always (purple), Most of the time (blue), Sometimes (green), Never (red)

Base: Total sample  
 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?



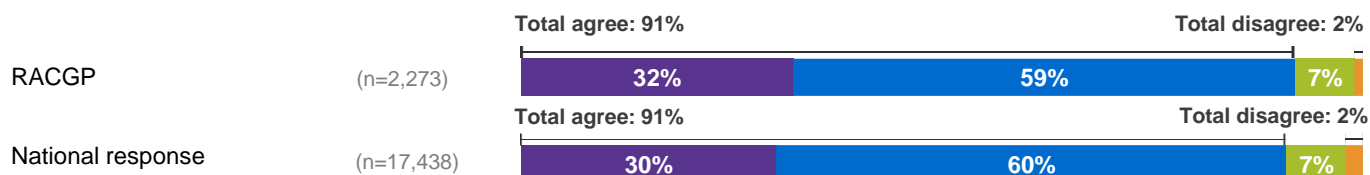
Key: ■ Excellent ■ Good ■ Average ■ Poor ■ Terrible

Base: Total sample

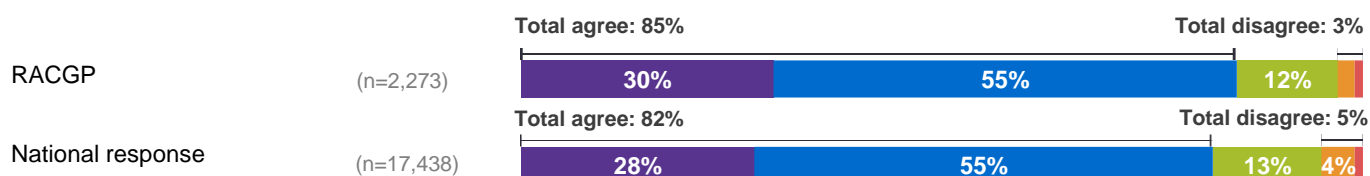
Q48. In your setting, how would you rate the quality of your training on how to raise concerns about patient safety?

### PATIENT CARE AND SAFETY IN THE WORKPLACE

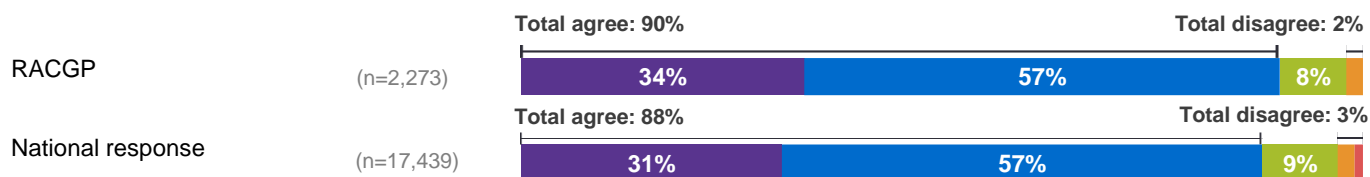
#### I know how to report concerns about patient care and safety



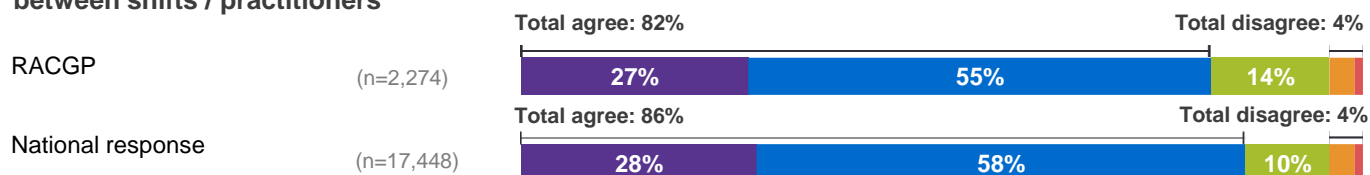
#### There is a culture of proactively dealing with concerns about patient care and safety



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



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



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

Base: Total sample

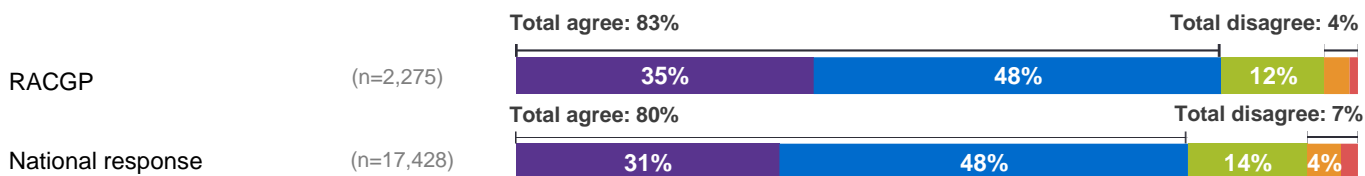
Q49. Thinking about patient care and safety in your setting, to what extent do you agree or disagree with the following statements?



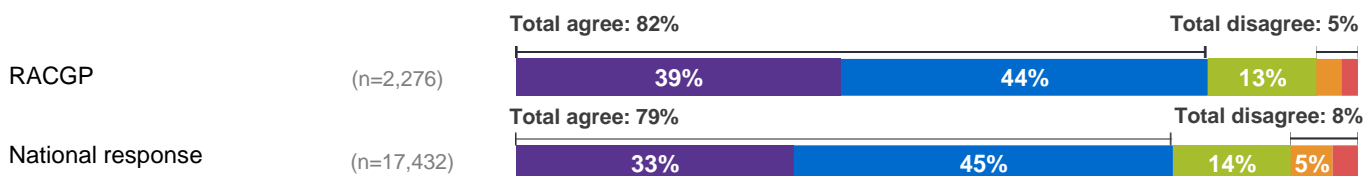
## Overall satisfaction

### RECOMMEND TRAINING

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



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



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

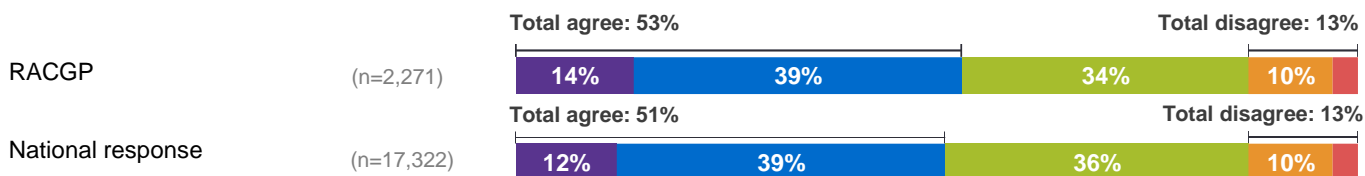
Base: Total sample

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

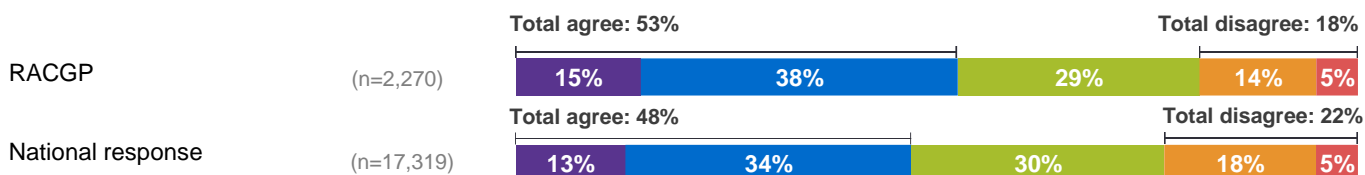
## Future career intentions

### CAREER INTERESTS

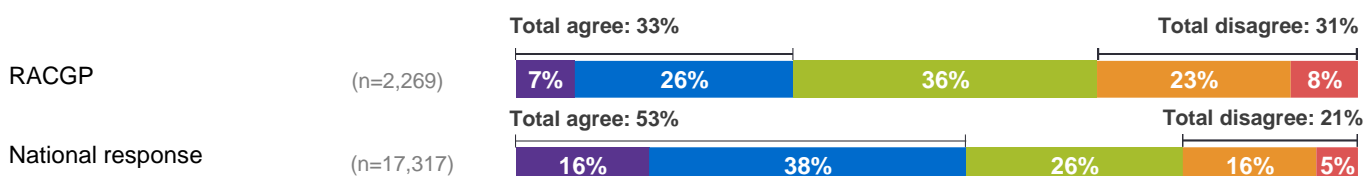
#### I have an interest in Aboriginal and Torres Strait Islander health/healthcare



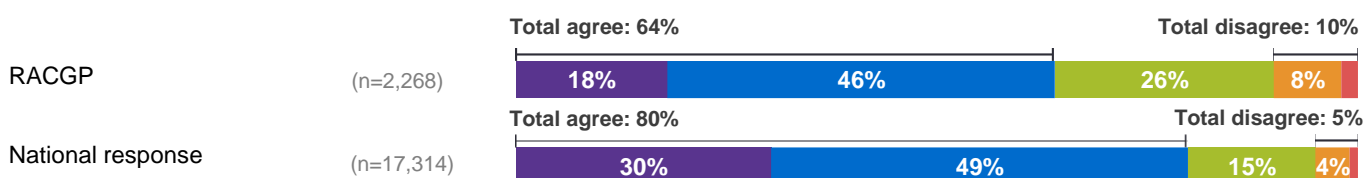
#### I am interested in rural practice



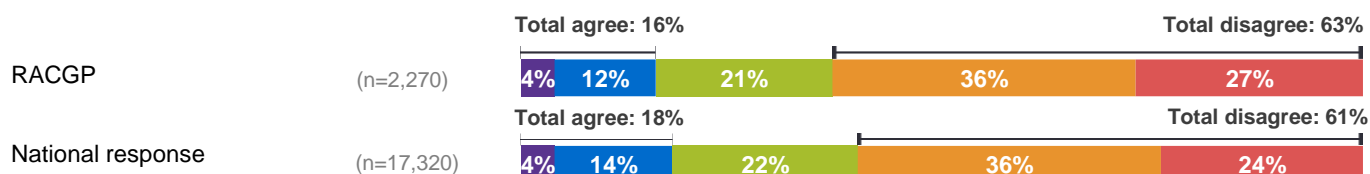
#### I am interested in getting involved in medical research



#### I am interested in getting involved in medical teaching



#### I am considering a future outside of medicine



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

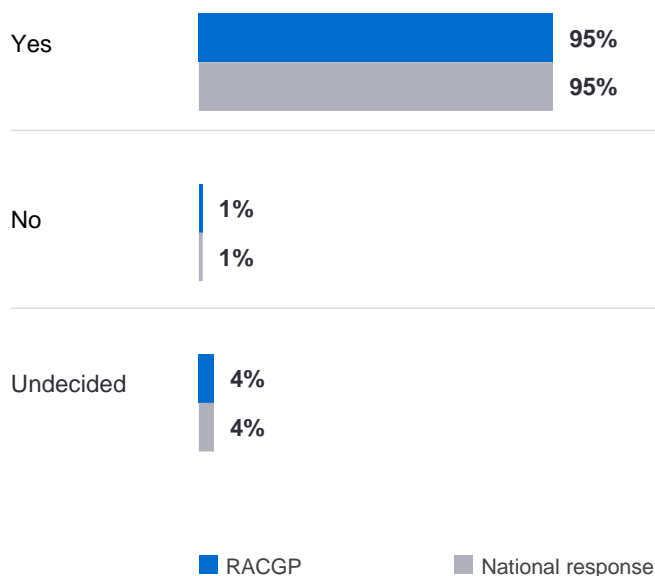
Base: Total sample

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

## Future career intentions

### CONTINUATION OF SPECIALTY TRAINING PROGRAM

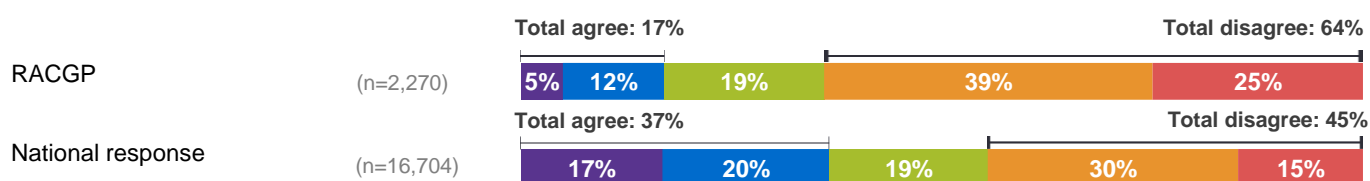
Overall, 95% of RACGP trainees intended to continue with their specialty.



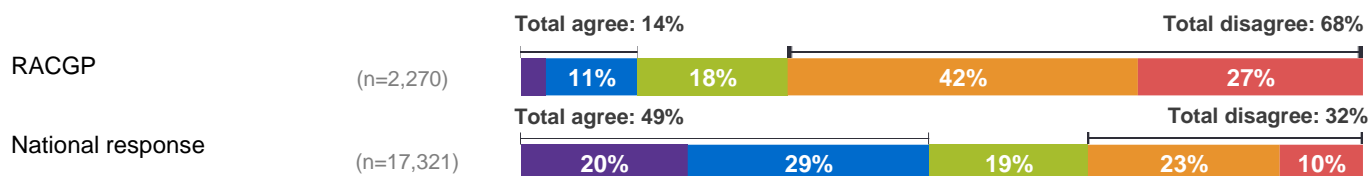
Base: Specialist trainees (National: 2021 n = 10,216; RACGP: 2021 n = 2,276)  
 Q51a. Do you intend to continue in your specialty training program?

### 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**



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



**Key:** ■ Strongly agree ■ Agree ■ Neither 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?

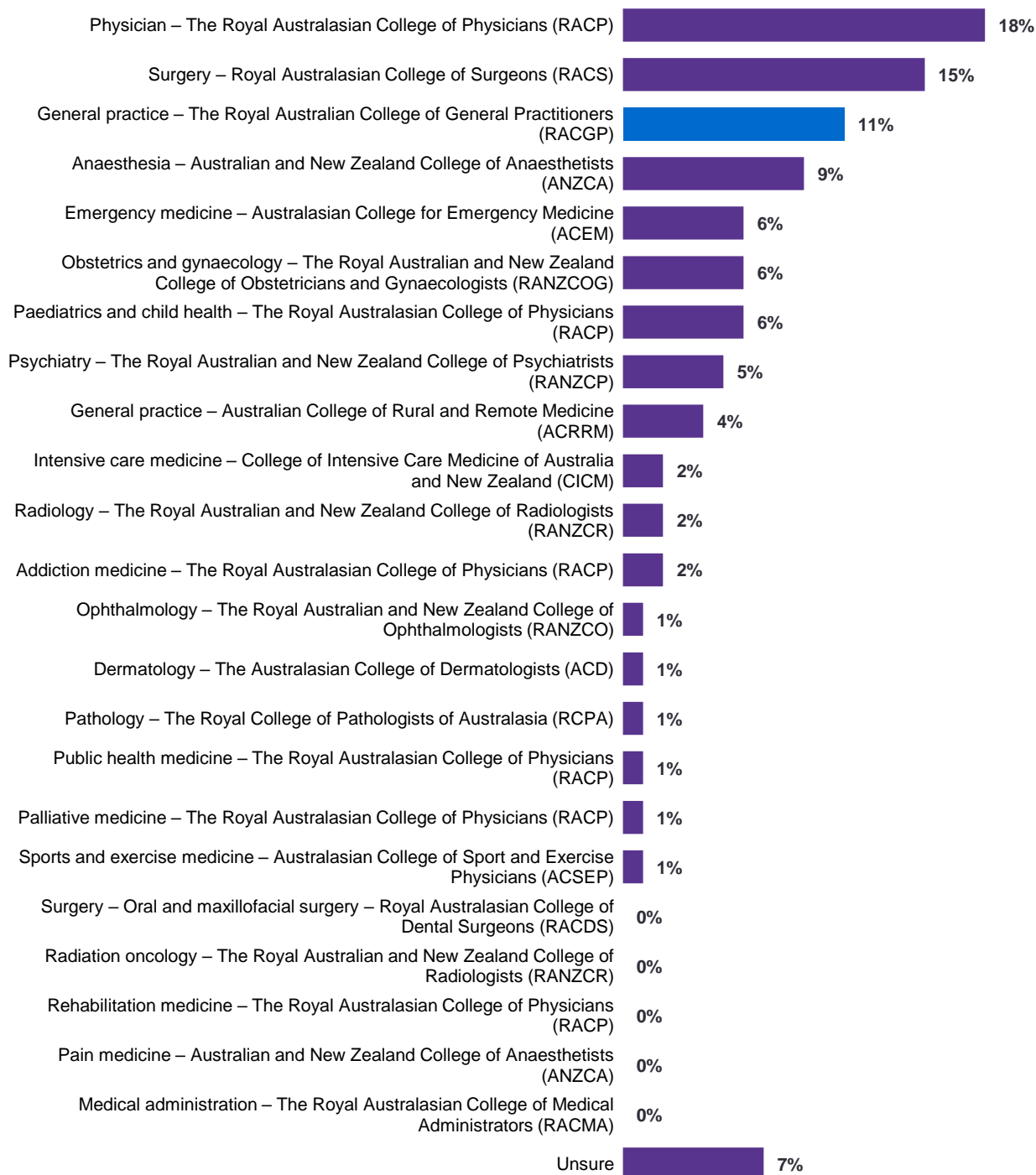
## Future career intentions

### INTERNS - INTERESTED IN A SPECIALTY



85% of interns are intending to become a specialist. Of these, 11% are most interested in pursuing general practice specialty from RACGP.

### SPECIALIST TRAINING PROGRAM INTERNS ARE INTERESTED IN



Base: Interns (2021 n = 980)  
 Q52. Do you intend to become a specialist?

Base: Interns interested in a specialty (2021 n = 830)  
 Q53. Which specialty are you most interested in pursuing?

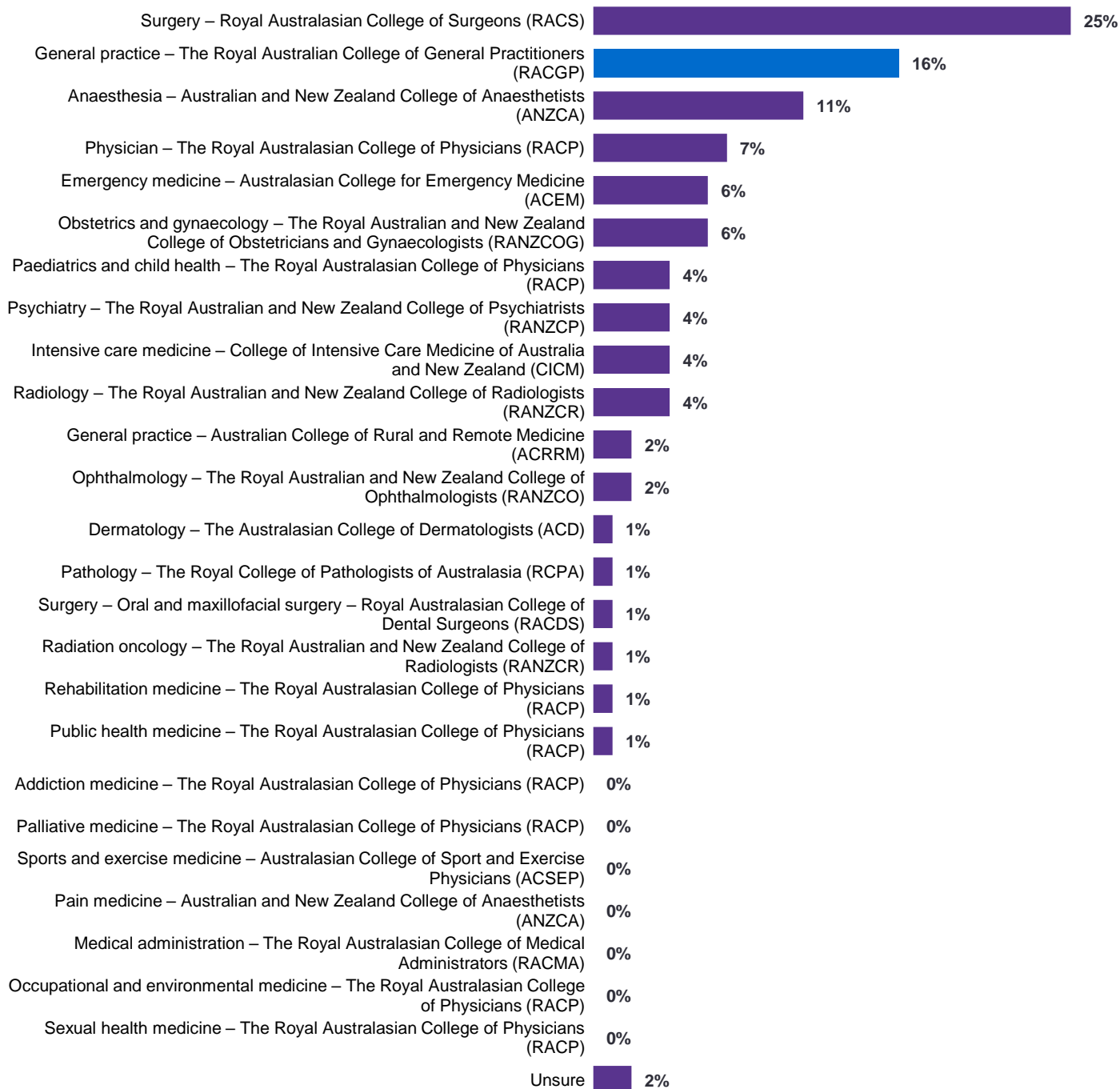
## Future career intentions

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



90% of prevocational and unaccredited trainees are intending to become a specialist. Of these, 16% are most interested in pursuing general practice specialty with RACGP.

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



Base: Prevocational and unaccredited trainees (2021 n = 4,545)

Base: Prevocational and unaccredited trainees interested in a specialty (2021 n = 4,063)

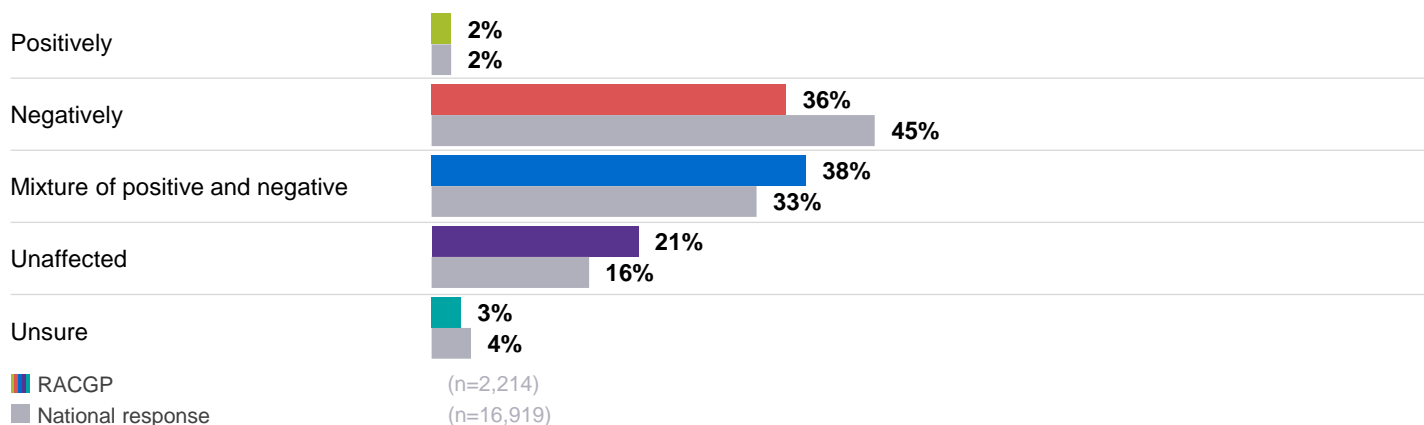
Q52. Do you intend to become a specialist?

Q53. Which specialty are you most interested in pursuing?

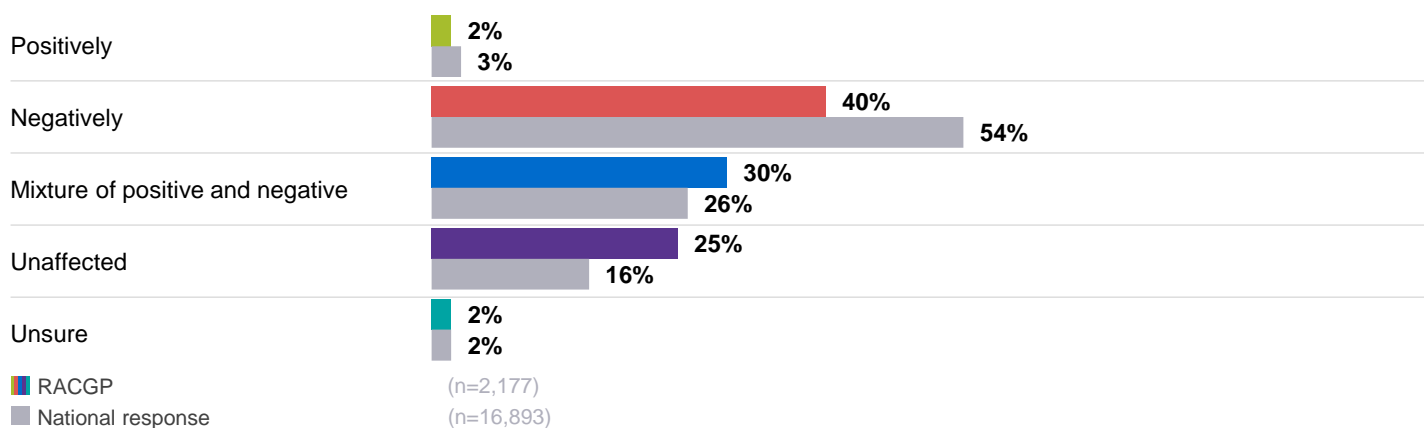
## Impacts of COVID-19

### COVID-19 HAS IMPACTED MY...

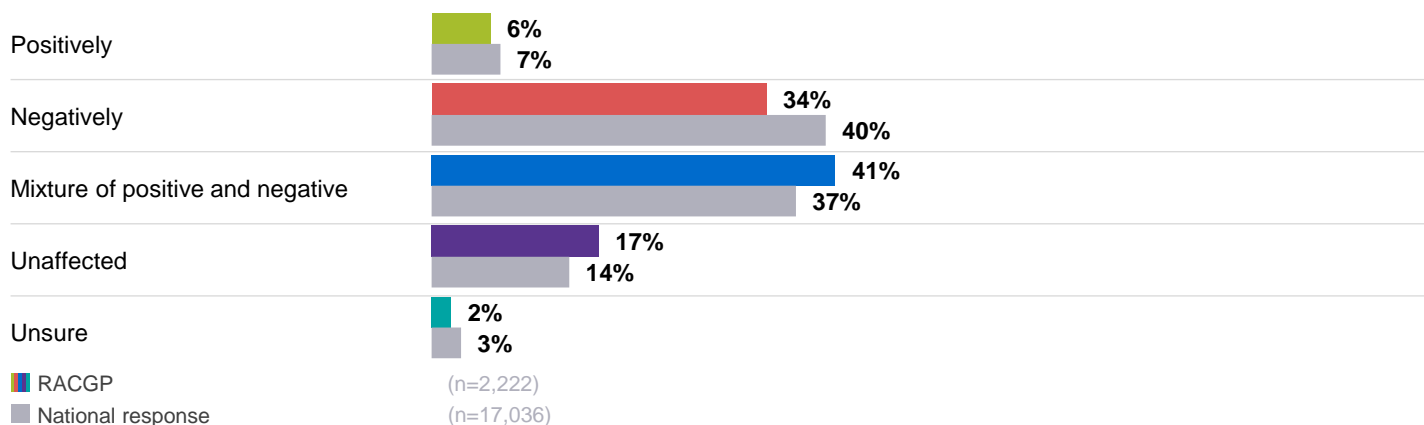
#### Training opportunities



#### Routine teaching



#### Ways of learning

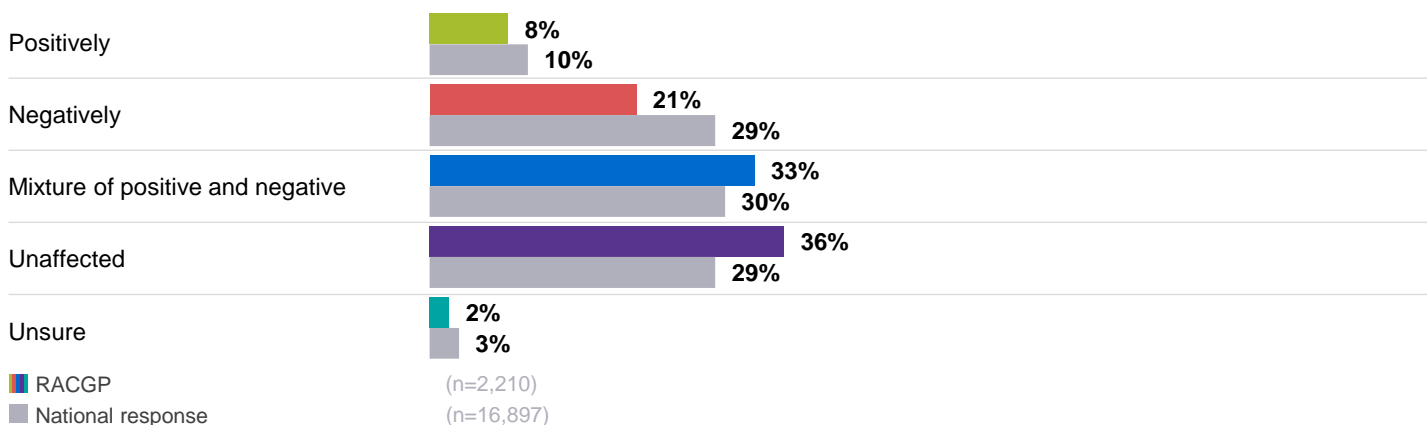


Base: Total sample  
 Q62. COVID-19 has impacted my...

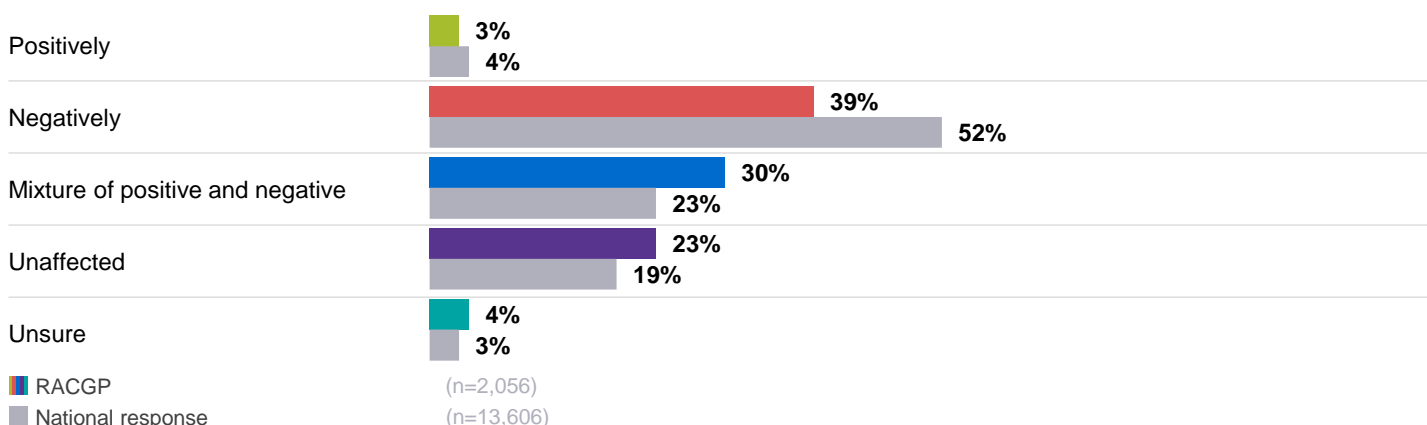
## Impacts of COVID-19

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

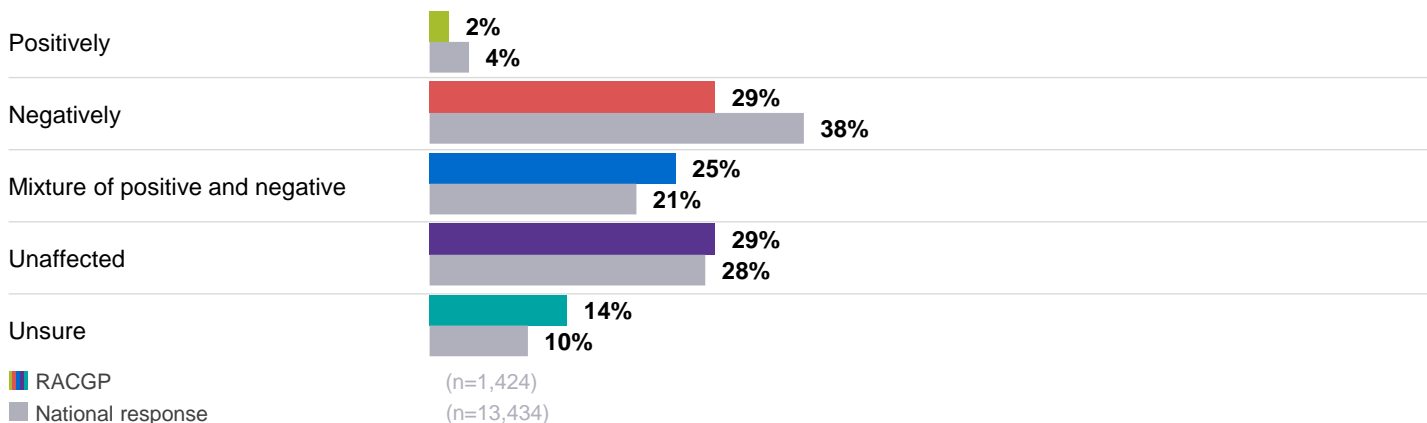
#### Access to learning resources



#### Exam(s) preparation



#### Research opportunities



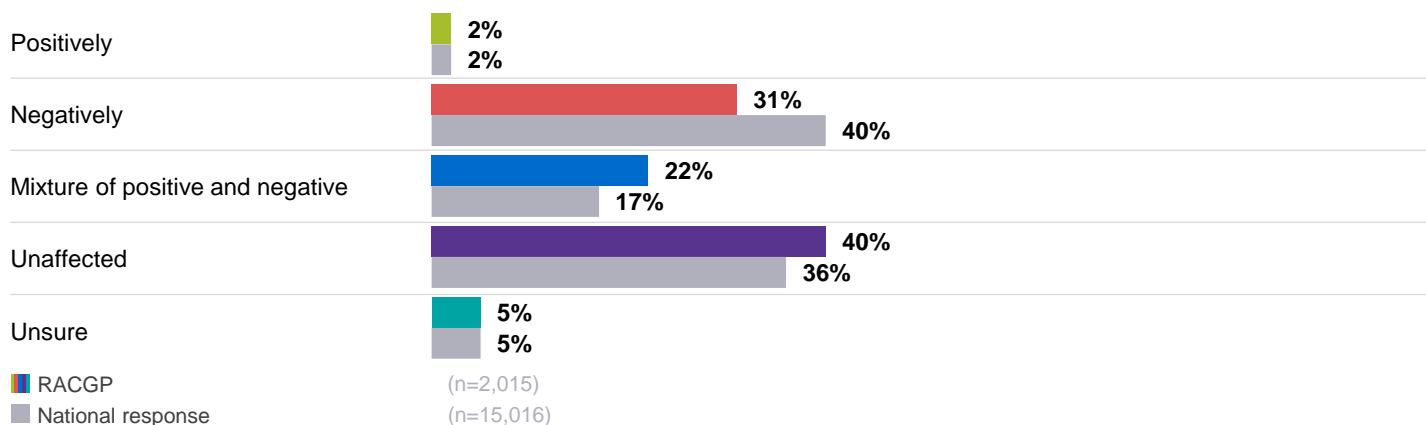
Base: Total sample  
 Q62. COVID-19 has impacted my...



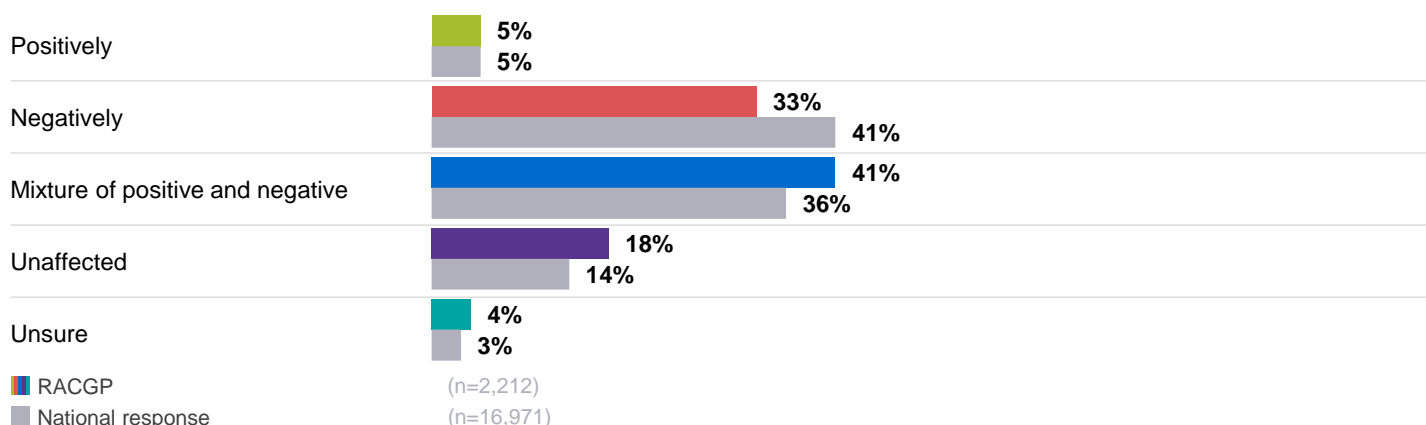
## Impacts of COVID-19

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

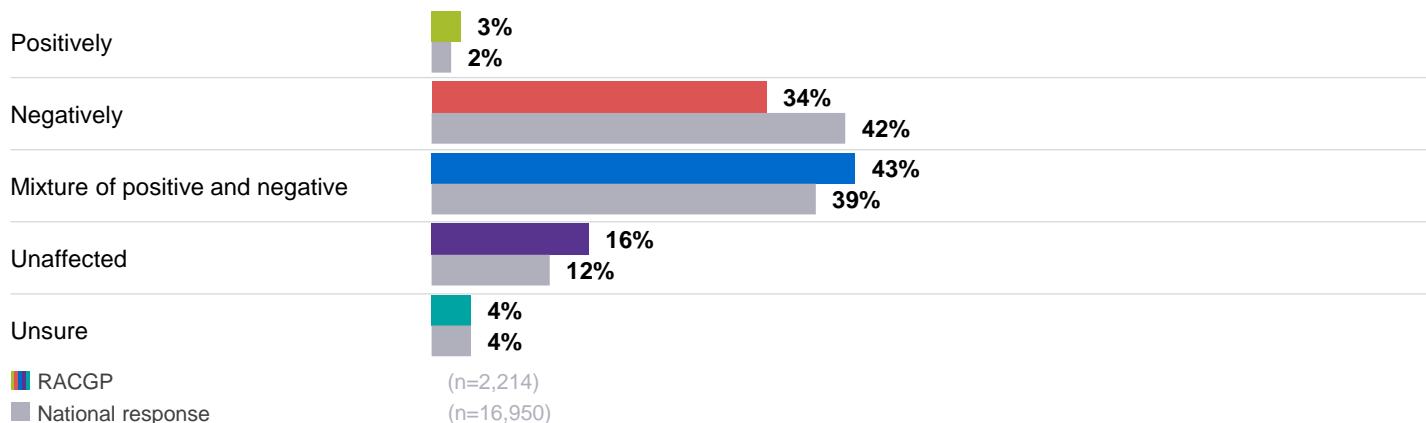
#### Progression (e.g. delayed entry, completion of training)




#### Workload



#### Medical training overall



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

A healthcare professional in blue scrubs is looking at a young child who is smiling broadly. The child is being held by a parent. The scene is set in a clinical or hospital environment.

Visit [MedicalTrainingSurvey.gov.au](https://www.medicaltrainingsurvey.gov.au) to explore the results further by using the interactive data dashboard