

Medical Training Survey 2021

Medical Board of Australia and Ahpra Report for interns



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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 interns are presented at an overall level. To explore results within interns further, please visit <u>medicaltrainingsurvey.gov.au/results</u>.

INTERPRETING THIS REPORT

This report provides key results based on n = 1,191interns 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% 29% 50% Interns (n=980) 13% 6% Total agree: 80% Total disagree: 7% National response (n=17,428) 31% 48% 14% 4% I would recommend my current workplace as a place to train Total agree: 78% Total disagree: 9% 33% 45% 12% (n=980) 6% Interns Total agree: 79% Total disagree: 8% National response (n=17,432) 33% 45% 14% 5% Key: Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Base: Total sample

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

HIGHLIGHTS

Quality of orientation		Total excellent/good: 74%		Total terrible/poor: 4%		
Interns	(n=1,001)	24%	50%	22% 4%		
		Total excellent/good: 74%		Total terrible/poor: 4%		
National response	(n=18,223)	24%	51%	22%		
Quality of clinical supervi	ision	Total excellent/good: 82%		Total terrible/poor: 5%		
Interns	(n=1,060)	31%	51%	14% <mark>4%</mark>		
		Total excellent/good: 86%		Total terrible/poor: 2%		
National response	(n=18,245)	43%	44%	11%		
Quality of teaching session	ons	Total excellent/good: 78%		Total terrible/poor: 3%		
Interns	(n=1,025)	17%	62%	19%		
		Total excellent/good: 83%		Total terrible/poor: 3%		
National response	(n=18,125)	24%	59%	15%		
Quality of training to raise patient safety concerns						
		Total excellent/good: 70%		Total terrible/poor: 6%		
Interns	(n=989)	16%	53%	25% <mark>5%</mark>		
		Total excellent/good: 79%		Total terrible/poor: 3%		

National resp	oonse	(n=17,538)	27%		52%	18%	
Key:	Excellent	■ Go	od	Average	Poor	Terrib	ole

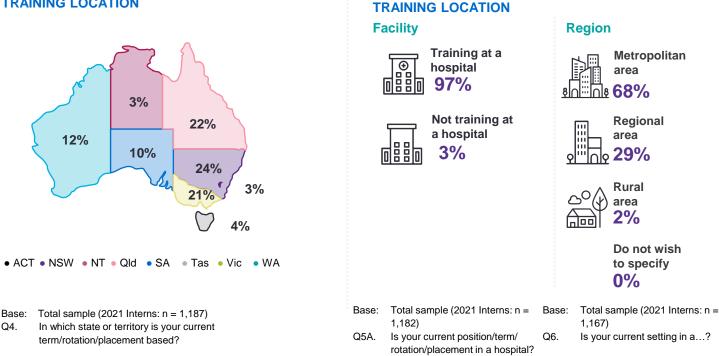
Base: Orientation received | Q27B. How would you rate the quality of your orientation?

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?

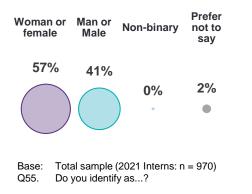
Profile of interns

TRAINING LOCATION

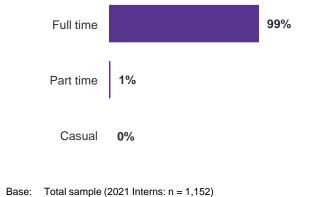


DEMOGRAPHICS

Do you identify as...

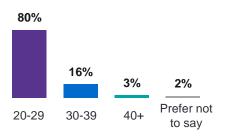


Employment



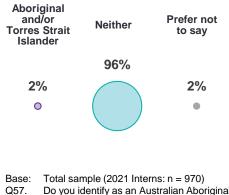
Are you employed: Q2.

Age in years



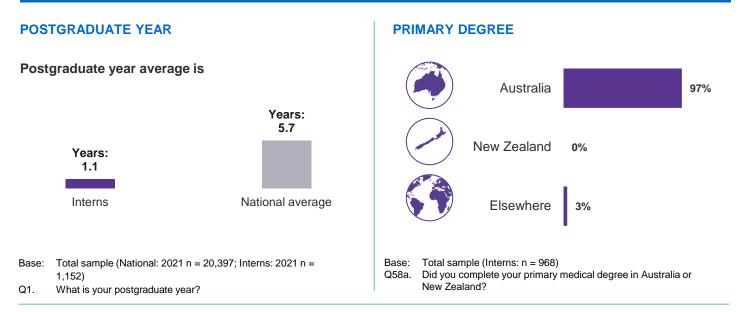
Base: Total sample (2021 Interns: n = 970) Q56. What is your age?

Cultural background

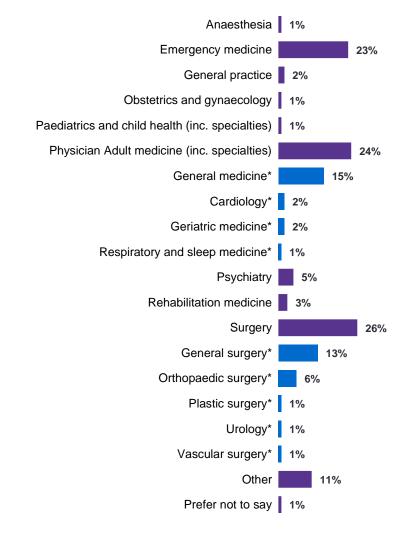


Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?

Profile of interns



CURRENT ROTATION / TERM / POSITION

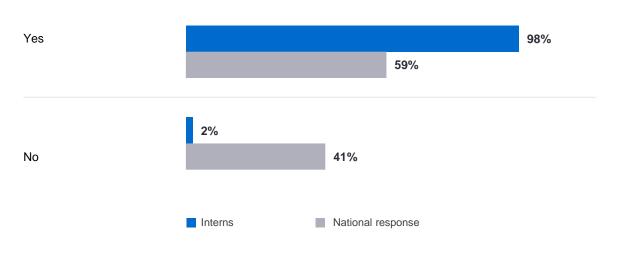


Base: Total sample (Interns: n = 1,153), fields with 10 or more responses shown. Note: fields marked with an * are subspecialties. Q9a. Which area are you currently practising in? | Q9b. If applicable, which subspecialty area are you practising in?

Training curriculum

INTERNS WITH KNOWLEDGE OF THEIR INTERN EDUCATION PROGRAM...

98% of interns had an intern education program, which was more than the national response for interns, prevocational and unaccredited trainees and IMGs (59%).



Base: Interns (National: 2021 n = 8,300; Interns: 2021 n = 1,146). National response includes interns, prevocational and unaccredited trainees and IMGs.
 Q12. Organisations that employ interns are required to provide them with a formal education program (such as grand rounds and weekly teaching sessions etc) in addition to work-based teaching and learning. Do you know about your intern education program?
 Note: IMGs and prevocational and unaccredited trainees were shown the question: "Do you have a training/professional development plan?"

INTERN EDUCATION PROGRAM

My intern education program is helping me to continue to develop as a doctor

		Total agree: 79%		Total disagree: 7%
Interns	(n=1,088)	17%	62%	14% 6%
		Total agree: 88%		Total disagree: 3%
National response	(n=4,772)	37%	51%	8%

There are opportunities for me to meet the requirements of my intern education program in my current setting

		Tot	al agree: 76%		Total dis	sagree: 12%
Interns	5	(n=1,088)	21%	55%	13%	9%
		Tot	al agree: 84%		Total d	lisagree: 7%
Nation	al response	(n=4,770)	30%	53%		9% <mark>5%</mark>
Key:	Strongly agree	Agree	Neither agree no	or disagree Disagree	Stron	ngly disagree
 Base: Interns with an intern education program. National response includes interns, prevocational and unaccredited trainees and IMGs. Q13. Thinking about your intern education program, to what extent do you agree or disagree with the following statements? Note: IMGs and prevocational and unaccredited trainees were shown the question: "Thinking about your training/professional development plan, to what extent do you agree or disagree with the following statements?" 						

Training curriculum

INTERN EDUCATION PROGRAM (continued)

I understand what I need to do to meet my intern education program requirements

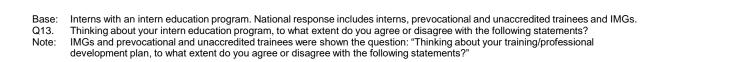
		Total agree: 76%		Total disag	gree: 11%
Interns	(n=1,088)	20%	56%	13%	9%
		Total agree: 89%		Total dis	agree: 4%
National response	(n=4,772)	33%	56%		7%

My intern education program is preparing me for future medical practice

Total agree: 75%				Total disagree: 7%
Interns	(n=1,089)	15%	60%	18% 6%
		Total agree: 88%		Total disagree: 3%
National response	(n=4,769)	33%	54%	9%

My intern education program is advancing my knowledge

		Total agree: 79%		Total disag	ree: 7%
Interns	(n=1,089)	18%	61%	15%	5%
		Total agree: 89%		Total disag	ree: 3%
National response	(n=4,771)	37%	52%		3%



Agree

Key:

Strongly agree

Neither agree nor disagree

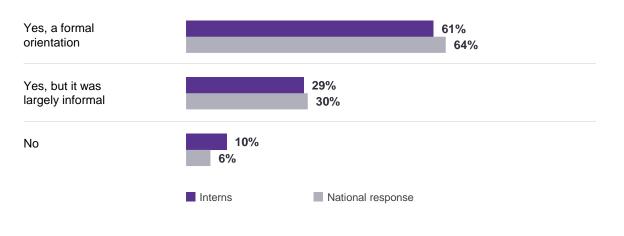
Disagree

Strongly disagree

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; Interns: 2021 n = 1,109)

Q27a. Did you receive an orientation to your setting?

HOW WOULD YOU RATE THE QUALITY OF YOUR ORIENTATION?

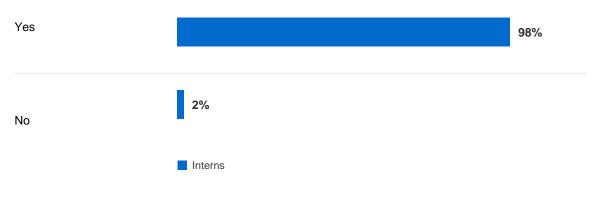
As shown in the chart above, 90% of interns had an orientation in their current setting (compared to the national response of 94%).

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

		Total excellent/good: 74%			Total terrible/poor: 4%		
Interns	(n=1,001)	24%		50%		22%	<mark>4%</mark>
		Total excellent/good	I: 74%			Total terrible/p	oor: 4%
National response	(n=18,223)	24%		51%		22%	
Kev: Excellent		Good	Average		Poor		Terrible
Key: Excellent		6000	- Average		- F00i		
Base: Received an orientation Q27b. How would you rate the qu	ality of your orient	ation?					

Assessment

IN THE LAST TERM THAT YOU COMPLETED, DID YOU RECEIVE AN END OF TERM ASSESSMENT?



Base: Interns (2021 n = 1,119)

Q26a. Did you receive an assessment for your previous rotation?

ASSESSMENT ADMINISTRATION FROM PREVIOUS ROTATION...

Was relevant to my training Total agree: 82% Total disagree: 6% Interns (n=1,084) 23% 60% 12% 5%

Included an opportunity to discuss feedback with my supervisor

	1	Fotal agree: 88%	Total di	sagree: 6%
Interns	(n=1,084)	39%	49%	6% <mark>5%</mark>

Provided me with useful feedback about my progress as an intern

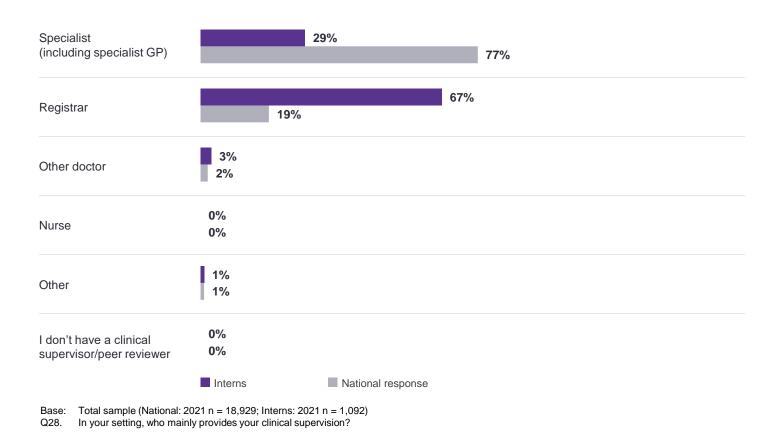
	То	tal agree: 77%		Total disagree: 10%
Interns	(n=1,084)	27%	51%	13% 8%
Was conducted fairly				
	То	tal agree: 90%		Total disagree: 3%
Interns	(n=1,084)	35%	55%	7%
Key: Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

Base: Had an assessment

Q26b. To what extent do you agree or disagree with the following statements? The assessment from my previous rotation...

Clinical supervision

WHO MAINLY PROVIDES YOUR CLINICAL SUPERVISION?



HOW WOULD YOU RATE THE QUALITY OF YOUR SUPERVISION?

			Total excellent/go	od: 82%	Total terrible/poor: 5		
Interns		(n=1,060)	31%		51%	14% 4%	
			Total excellent/go	od: 86%	То	tal terrible/poor: 2%	
National re	esponse	(n=18,245)	43	3%	44%	11%	
Key:	Excellent	-	Good	Average	Poor	Terrible	
ase: Rece	eived 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: 96%	Total disagree: 1%
Interns	(n=1,088)	58%	38%
		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: 89%	Tota	I disagree: 2%		
Interns (n=1,088)		42%		47%	8%	
		Total agree: 93%		Tota	al disagree: 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)

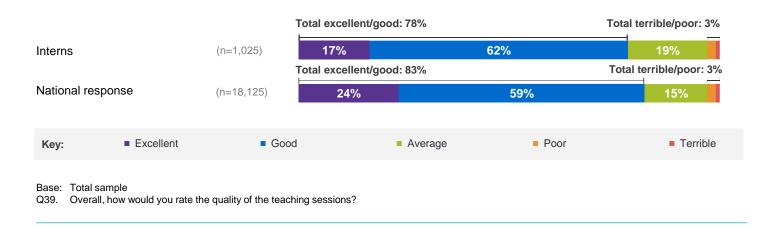
Accessibility	$ \begin{array}{c} & & \\ & & \\ & \\ & \\ & \\ & \\ & \\ & \\ & $
Helpfulness	4.1
Allowing for an appropriate level of responsibility	4.0
Ensuring that you only perform work that you are ready for or have the experience to address	$\begin{array}{c} & & & & & & \\ & & & & & & \\ & & & & & $
Including opportunities to develop your skills	$\begin{array}{c} & & & & & & \\ \hline & & & & & & \\ \hline & & & &$
Usefulness of feedback	$\begin{array}{c} & & & & \\ & & & & \\ & & & & \\ & & & & $
Regular, INFORMAL feedback	$\begin{array}{c} & & & & \\ & & & & \\ & & & & \\ & & & & $
Supporting you to meet your training plan/pathway requirements	$\begin{array}{c} & & & \\ & & & & \\ & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & & & \\ & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & \\ & & & & & & \\ & & & & & \\ & & & & & & \\ & & & & & & \\ & & & & & & \\$
Discussions about my goals and learning objectives	$\begin{array}{c} & & & & & & \\ & & & & & & \\ & & & & & $
Regular, FORMAL feedback	$\begin{array}{c} & & & & & & & & & \\ & & & & & & & & & $
	Interns National response

Base: Have a supervisor (National: 2021 max n = 18,108; Interns: 2021 max n = 1,055)

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

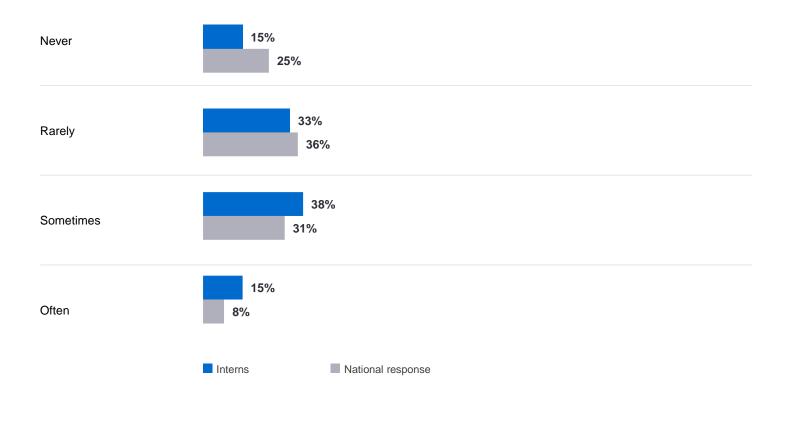
Access to teaching

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

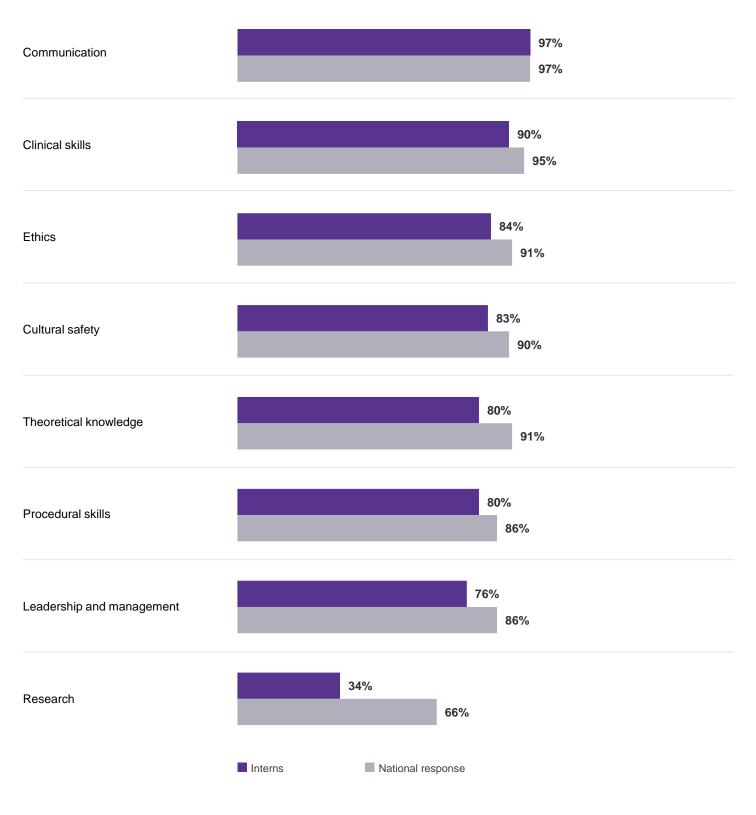


Base: Total sample (National: 2021 n = 18,333; Interns: 2021 n = 1,040)

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; Interns: 2021 max n = 1,058)

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: 69%	Total disagree: 11		11%	
Interns	(n=1,043)	14%	55%	20%	9%	6
		Total agree: 83%		Tota	disagree	ə: 5%
National response	(n=18,346)	25%	58%		12%	4%

I have to compete with other doctors for access to opportunities

Total agree: 36%						Total disagree: 37%		
Interns	(n=1,030)	8%	27%	27%		32%	5%	
		Total agree:	46%			Total disag	ree: 31%	
National response	(n=18,023)	15%	32%	23%	/o	26%	6%	

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

		Total ag	ree: 22%			Total disagree: 53%		
Interns	(n=1,019)	5%	17%	25%	44%	9%		
		Total ag	ree: 29%			Total disagree: 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: 49%					Total disagree: 31%			
Interns	(n=1,045)	11%	38%	19%	229	%	10%	
		Total agree: 65%		1	То	tal disagre	e: 19%	
National response	(n=18,378)	21%	44%		16%	14%	6%	

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

		Total agree: 37%			Total disagree: 29%		
Interns	(n=1,045)	7%	30%	34%	21%	8%	
		Total agree	: 67%		Total disa	agree: 11%	
National response	(n=18,381)	19%		48%	21%	9%	

My employer supports me to attend formal and informal teaching sessions

		Total agree: 64%	Total disagree: 13%				
Interns	(n=1,045)	17%	48%	239	%	10%	
		Total agree: 76%			Total dis	sagree: 8%	0
National response	(n=18,383)	26%	50%		16%	6%	I

I am able participate in research activities

Total agree: 41%				Total disagree: 18%			
Interns	(n=1,045)	8%	33%	1	41%	13%	5%
		Total agree: 579	%		Tota	al disagree	: 12%
National response	(n=18,385)	15%	41%		31%	9%	b l



Base: Total sample

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

Access to teaching

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

Interns 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) (90%), simulation teaching (84%) and team or unit based activities (78%) were rated the most useful.

Online modules (formal and/or informal)

Total agree: 39%				Total d	Not available				
Interns	(n=984)	5%	34%	26%	24%	11%	(n=41)		
		Total agree:	65%		Total d	isagree: 15%			
National response	(n=17,487)	16%		49%	20%	11% <mark>4%</mark>	(n=631)		
Teaching in the course of patient care (bedside teaching) Total agree: 90% Total disagree: 3% Not available									
Interns	(n=960)		37%	5	3%	7%	(n=65)		
		Total agree:	89%		Total	disagree: 2%			
National response	(n=17,465)		37%	52	%	9%	(n=652)		
Team or unit based activities									
		Total agree:	78%		Total	disagree: 6% I	Not available		

		Total agree: 78%	т	otal disagre	e: 6%	Not available
Interns	(n=949)	20%	58%	16%	4%	(n=76)
	Total agree: 81% Total					4
National response	(n=17,117)	24%	57%	15%		(n=997)



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?

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: 62%				Total disagree: 12% Not available			
Interns	(n=985)	9%	53%	26%	10%	(n=40)	
		Total agree: 66%		Total disa	gree: 11%		
National response	(n=16,943)	15%	52%	23%	9%	(n=1173)	

Multidisciplinary meetings

		Total agree: 56%			Total disag	ree: 18%	Not available
Interns	(n=967)	9%	47%	26%	1	5%	(n=58)
		Total agree: 69%			Total disa	gree: 9%	-
National response	(n=16,880)	17%	52%		22%	7%	(n=1236)

Simulation teaching

		Total agree: 84%	Tot	al disagree: 5%	Not available
Interns	(n=896)	38%	46%	11%	(n=129)
		Total agree: 81%	Tot	al disagree: 5%	
National response	(n=15,850)	32%	49%	14% <mark>4%</mark>	(n=2270)

Access to mentoring

		Total agree: 72%		Total di	sagree: 8%	Not available
Interns	(n=905)	25%	48%	20%	6%	(n=120)
		Total agree: 80%		Total di	sagree: 4%	_
National response	(n=17,015)	28%	52%	1	6%	(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: 69%		Total	terrible/p	oor: 11%	Not provided
Interns	(n=973)	26%	43%	2	0%	8%	(n=38)
		Total excellent/good: 75%		Tota	l terrible/	poor: 8%	_
National response	(n=17,452)	31%	45%		17%	5%	(n=402)
Educational reso	urces						
		Total excellent/good: 64%		Tota	l terrible/	poor: 6%	Not provided
Interns	(n=989)	16%	48%	3	0%	5%	(n=25)
		Total excellent/good: 74%		Tota	l terrible/	poor: 5%	_
National response	(n=17,647)	22%	52%		22%	<mark>4%</mark>	(n=246)
Working space, s	such as a de	esk and computer					
Working space, s	such as a de (n=1,001)	Total excellent/good: 48%	6	30%	15%	7%	Not provided (n=17)
		Total excellent/good: 48%	6	30%	-	7%	(n=17)
		Total excellent/good: 48%	38%	30%	15% terrible/po	7%	(n=17)
Interns	(n=1,001) (n=17,603)	Total excellent/good: 48% 14% 34% Total excellent/good: 61% 22%		30% Total 24%	15% terrible/po	7% oor: 15% 1% 4%	(n=17) (n=307)
Interns National response	(n=1,001) (n=17,603)	Total excellent/good: 48% 14% 349 Total excellent/good: 61%		30% Total 24%	15% terrible/po	7% oor: 15% 1% 4%	(n=17) (n=307) Not provided
Interns National response	(n=1,001) (n=17,603)	Total excellent/good: 48% 14% 34% Total excellent/good: 61% 22% Total excellent/good: 55% 13% 4		30% Total 24% Total 30%	15% terrible/po terrible/po 1	7% oor: 15% 1% 4% oor: 15% 1% 4%	(n=17) (n=307) Not provided
Interns National response Teaching spaces	(n=1,001) (n=17,603)	Total excellent/good: 48% 14% 34% Total excellent/good: 61% 22% Total excellent/good: 55% 55%	38%	30% Total 24% Total 30%	15% terrible/po terrible/po 1 terrible/po	7% oor: 15% 1% 4% oor: 15% 1% 4%	(n=17) (n=307) Not provided



Workplace environment and culture

CULTURE WITHIN THE TRAINEE'S SETTING

Most senior medical staff are supportive

		Total agree: 91%			Total disagree: 4%
Interns	(n=1,011)	38%		53%	5%
		Total agree: 93%			Total disagree: 2%
National response	(n=17,883)	45%		47%	5%
My workplace supports	staff wellbeing				
		Total agree: 74%			Total disagree: 10%
Interns	(n=1,011)	22%	52%		16% 8%
		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 w	ork/life balance		
		Total agree: 59%			Total disagree: 19%
nterns	(n=1,009)	17%	42%	22%	14% 6%
		Total agree: 67%			Total disagree: 14%
lational response	(n=17,878)	25%	43%		19% <mark>10%</mark> 4%
There is a positive cultu	ire at my workpl				
		Total agree: 77%			Total disagree: 9%
nterns	(n=1,010)	25%	51%		14% 6%
lational response		Total agree: 78%			Total disagree: 8%
allonal response	(n=17,879)	30%	48%		14% <mark>6%</mark>
have a good work/life b	palance				
		Total agree: 60%		4	Total disagree: 20%
nterns	(n=1,009)	15%	45%	20%	15% 5%
lational response		Total agree: 63%		_	Total disagree: 17%
lational response	(n=17,880)	20%	43%	20	% <mark>13%4</mark> %
Key: Strongly agree	Agree	Neither agree	nor disagree Disa	agree	Strongly disagree
ase: Total sample					

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: 75%		Total disag	yree: 8%	
Interns	(n=1,011)	26%	49%	16%	6%	
		Total agree: 78%		Total disa	gree: 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: 76%		Total disag	ree: 11%
Interns	(n=1,012)	20%	56%	13%	9%
		Total agree: 83%		Total disa	gree: 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

		Total agree: 60%		i	Total disa	gree: 1	8%
Interns	(n=1,011)	18%	42%	22%	18	5% 4	4%
		Total agree: 74%		1	Total disa	igree: 1	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: 76%		Total disag	ree: 8%
Interns	(n=1,011)	21%	54%	17%	6%
		Total agree: 78%		Total disa	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)?

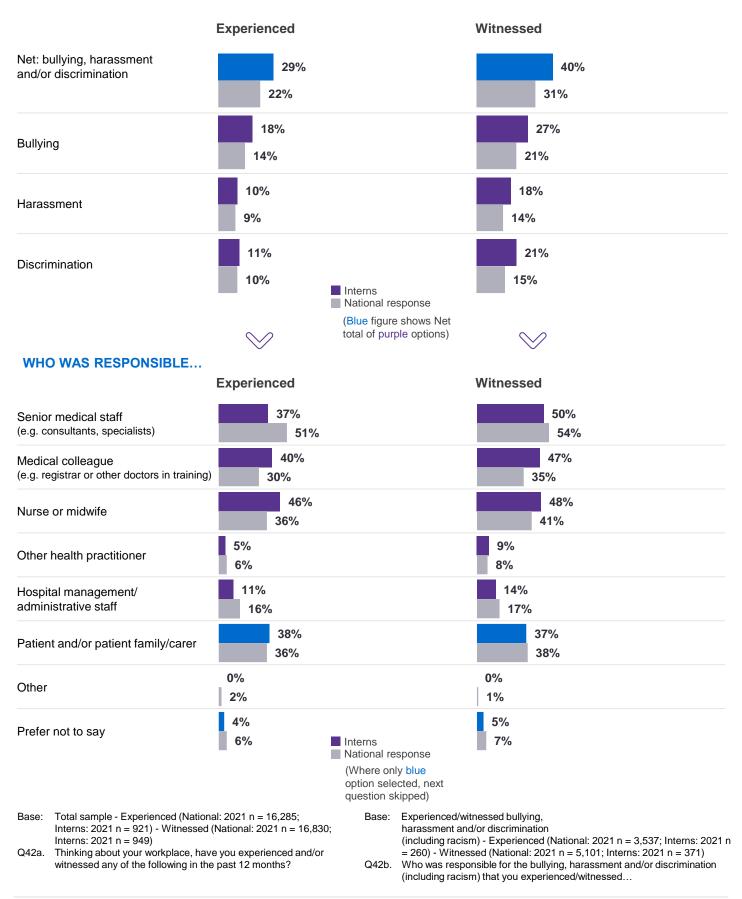
Yes			79% 81%
No	7% 6%		
Unsure	15% 14%		
	Interns	National response	

Base: Total sample (National: 2021 n =17,752; Interns: 2021 n = 999)

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

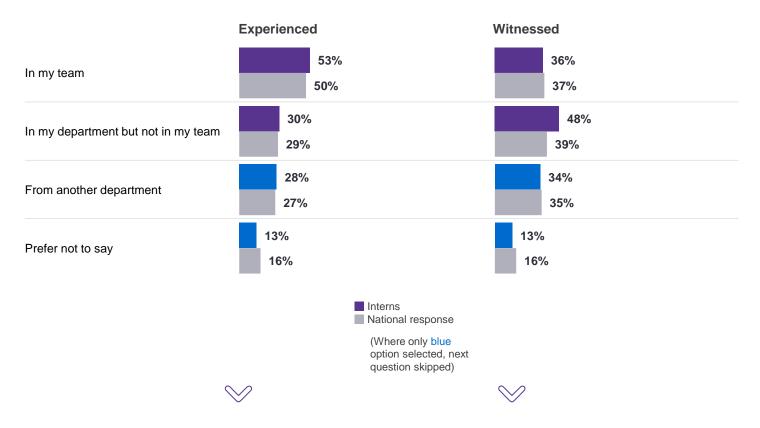
Workplace environment and culture

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

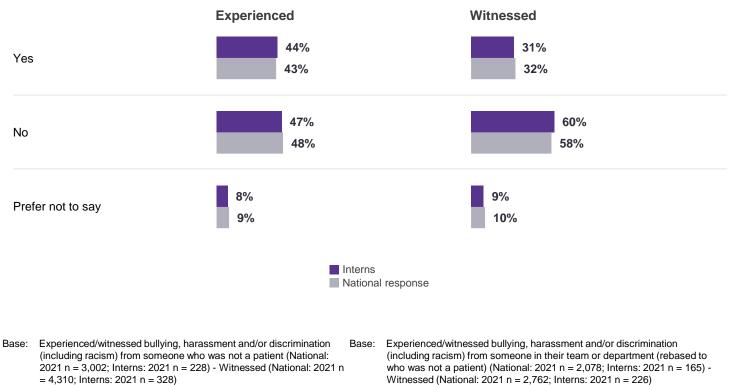


Workplace environment and culture

THE STAFF MEMBER OR COLLEAGUE RESPONSIBLE WAS...



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



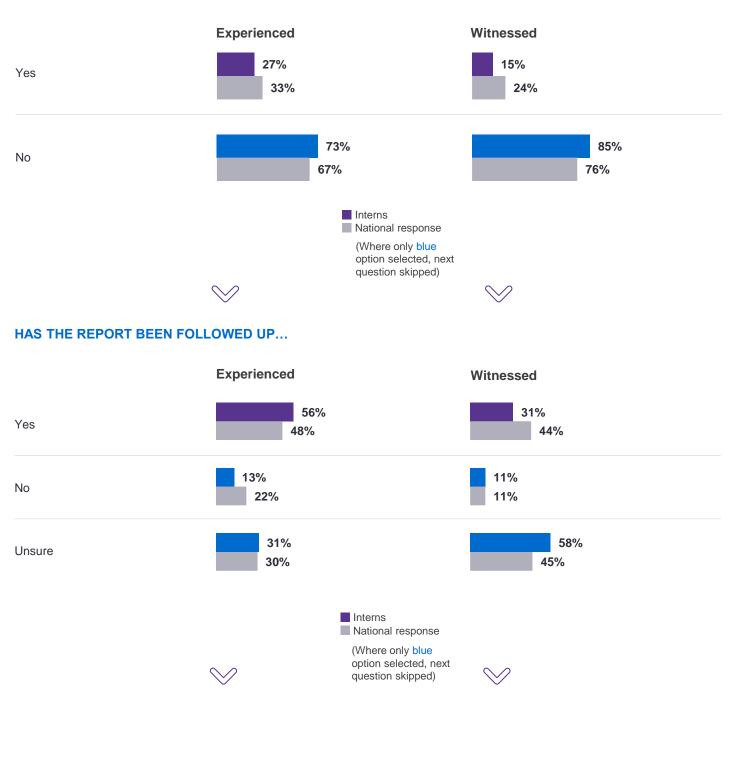
Q42c. The person(s) responsible was...

Medical Board of Australia's 2021 Medical Training Survey Interns report

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

Workplace environment and culture

HAVE YOU REPORTED IT...

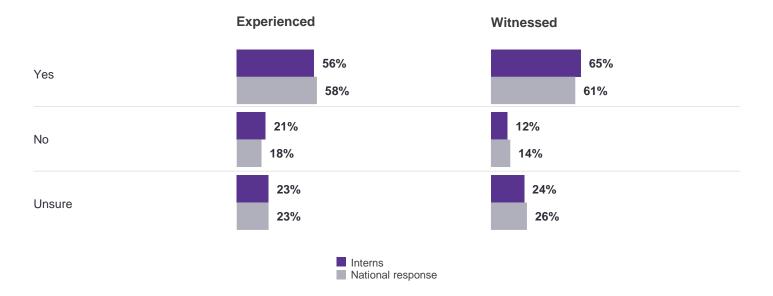


 Base:
 Experienced bullying, harassment and/or discrimination (including racism) (National: 2021 n = 3,531; Interns: 2021 n = 259) - Witnessed (National: 2021 n = 5,079; Interns: 2021 n = 371)
 Base:
 Reported bullying, harassment and/or discrimination (including racism) (National: 2021 n = 1,163; Interns: 2021 n = 70) - Witnessed (National: 2021 n = 1,215; Interns: 2021 n = 5)

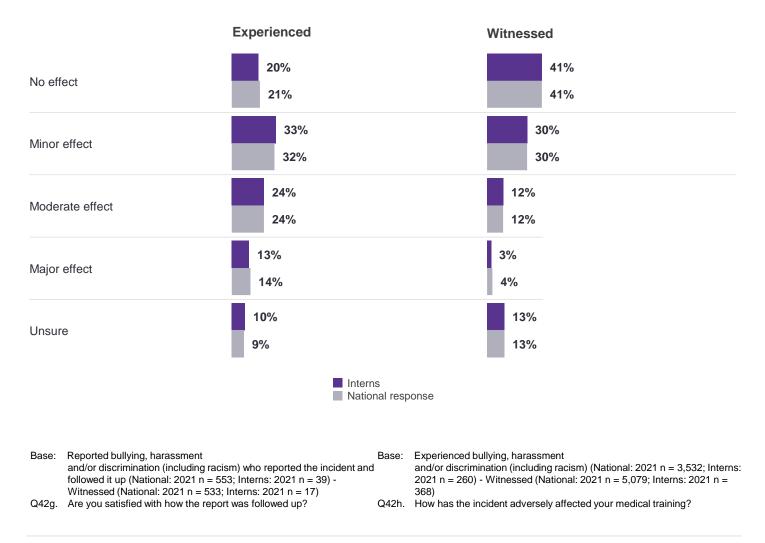
 Q42e.
 Have you reported it?
 Q42f.

Workplace environment and culture

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



HAS THIS INCIDENT ADVERSELY AFFECTED YOUR MEDICAL TRAINING...



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: 26%		Total sometimes/never: 74%
Interns	(n=995)	8% 17%	59%	15%
		Total always/most of the time: 23%		Total sometimes/never: 77%
National response	(n=17,657)	7% 16%	56%	21%
Having to work paid	overtime			
		Total always/most of the time: 16%		Total sometimes/never: 84%
Interns	(n=996)	4% <mark>12%</mark> 52%	6	32%
		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 unpa	aid overtime			
		Total always/most of the time: 31%		Total sometimes/never: 69%
Interns	(n=995)	14% 17%	37%	32%
		Total always/most of the time: 22%		Total sometimes/never: 78%
National response	(n=17,645)	10% 12% 38%		40%
Dealing with patient	expectations	3		
		Total always/most of the time: 14%		Total sometimes/never: 86%
Interns	(n=996)	11%	63%	23%
		Total always/most of the time: 18%		Total sometimes/never: 82%
National response	(n=17,657)	5% 13%	59%	23%
Dealing with patients	s' families			
		Total always/most of the time: 13%		Total sometimes/never: 87%
Interns	(n=996)	10% 6	4%	23%
		Total always/most of the time: 16%		Total sometimes/never: 84%
National response	(n=17,659)	5% <mark>11%</mark>	60%	24%
Expectations of sup	ervisors			
		Total always/most of the time: 13%		Total sometimes/never: 87%
Interns	(n=996)	4% 9%		34%
		Total always/most of the time: 14%		Total sometimes/never: 86%
National response	(n=17,658)	4% <mark>10%</mark> 48%		38%
Key: Always		Most of the time	Sometimes	Never

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

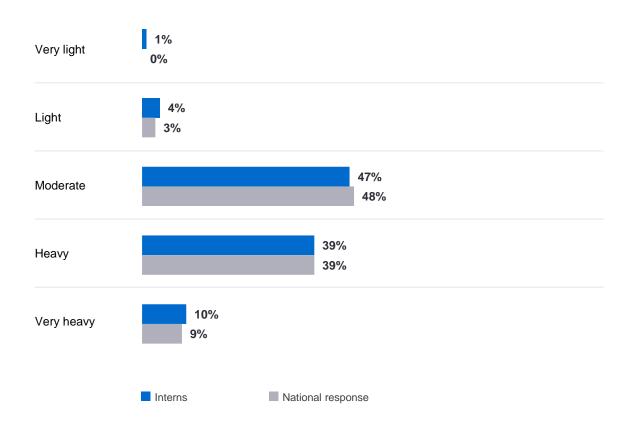
		Total always/most of the time: 7%	Total sometimes/never: 93%
Interns	(n=997)	5% 40%	53%
		Total always/most of the time: 10%	Total sometimes/never: 90%
National response	(n=17,660)	<mark>7%</mark> 39%	51%
Having to relocate	for work		
		Total always/most of the time: 15%	Total sometimes/never: 85%
Interns	(n=993)	6% 9% 26%	59%
		Total always/most of the time: 22%	Total sometimes/never: 78%
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: 14%	Total sometimes/never: 86%
Interns	(n=993)	4% <mark>10%</mark> 55%	31%
		Total always/most of the time: 10%	Total sometimes/never: 90%
National response	(n=17,621)	<mark>6%</mark> 43%	48%
Limited access to s	senior clinicia	าร	
		Total always/most of the time: 11%	Total sometimes/never: 89%
nterns	(n=993)	4% <mark>8%</mark> 51%	38%
		Total always/most of the time: 8%	Total sometimes/never: 92%
National response	(n=17,623)	<mark>5%</mark> 36%	56%
Lack of appreciatio	on		
		Total always/most of the time: 21%	Total sometimes/never: 79%
nterns	(n=993)	8% 13% 46%	33%
		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: 9%	Total sometimes/never: 91%
nterns	(n=993)	4% <mark>6%</mark> 41%	50%
		Total always/most of the time: 10%	Total sometimes/never: 90%
National response	(n=17,627)	4% <mark>6%</mark> 43%	47%

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; Interns: 2021 n = 994)

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

Workplace environment and culture

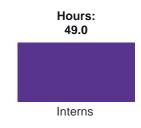
ON AVERAGE IN THE PAST MONTH, HOW MANY HOURS PER WEEK HAVE YOU WORKED?

On average, interns worked 49 hours a week, compared to 45.5 hours a week for the national average.

For interns, 81% were working 40 hours a week or more, compared to the national response of 67%.

On average, Interns doctors in training worked...

On average, doctors in training nationally worked...





Base: Total sample (National: 2021 n = 17,585; Interns: 2021 n = 989)

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 tim	Total sometin	Total sometimes/never: 32%	
Interns	(n=951)	35%	33%	23%	9%
		Total always/most of the tim	ie: 55%	Total sometin	nes/never: 45%
National response	(n=14,548)	29%	26%	26%	19%
Working unrostere	ed overtime hav	ve a negative impact on y	your training		
		Total always/most of the tim	ne: 20%	Total sometin	nes/never: 80%
Interns	(n=917)	7% 13%	50%		30%
			I always/most of the time: 21% Total sometimes/		
			ne: 21%	Total someti	mes/never: 79%
	(n=13,915)		ne: 21% 50%	Total sometin	mes/never: 79% 29%
National response	(n=13,915)	Total always/most of the tim	50%	Total someti	
National response	(n=13,915)	Total always/most of the tim	50% hing opportunities		29%
National response Working unrostere	(n=13,915)	Total always/most of the tim 7% 14% Divide you with more train Total always/most of the tim	50% hing opportunities		29% nes/never: 90%
National response	(n=13,915)	Total always/most of the tim 7% 14% Dvide you with more train Total always/most of the tim	50% hing opportunities he: 10% 51%	Total sometim	29% nes/never: 90%
National response Working unrostere	(n=13,915)	Total always/most of the tim 7% 14% Divide you with more train Total always/most of the tim 8%	50% hing opportunities he: 10% 51%	Total sometin 399 Total sometin	29% nes/never: 90%
National response Working unrostere	(n=13,915) ed overtime pro (n=911)	Total always/most of the tim 7% 14% Divide you with more train Total always/most of the tim 8% Total always/most of the tim	50% hing opportunities he: 10% 51% he: 16%	Total sometin 399 Total sometin	29% nes/never: 90% 6 nes/never: 84%

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?



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: 84%	Tota	I disagree: 6%
Interns	(n=982)	21%	63%	10% 6%
		Total agree: 91%	Tota	al disagree: 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: 75%			Total disag	gree: 7%
Interns	(n=982)	19%	56%	18%	6%
		Total agree: 82%		Total disa	gree: 5%
National response	(n=17,438)	28%	55%	13%	<mark>6 4%</mark>

I am confident to raise concerns about patient care and safety

		Total agree: 80%		Total disagre	e: 6%
Interns	(n=982)	22%	58%	14%	6%
		Total agree: 88%		Total disagr	ee: 3%
National response	(n=17,439)	31%	57%	99	%

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

between sinits / praetitie		al agree: 82%		Total disagree: 6%
Interns	(n=982)	20%	62%	12% 5%
	Tota	al 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%	
Interns	(n=980)	29%	50%	13%	6%
		Total agree: 80%		Total disa	gree: 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: 78%		Total disa	gree: 9%
Interns	(n=980)	33%	45%	12%	6%
		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

Thave an interest in Abc	0	Total agree: 53%			Total disagree: 13%
Interns	(n=974)	12%	40%	34%	11%
		Total agree: 51%			Total disagree: 13%
National response	(n=17,322)	12%	39%	36%	10%
I am interested in rural p	oractice				
		Total agree: 50%			Total disagree: 22%
Interns	(n=973)	14%	36%	28%	18% 4%
		Total agree: 48%			Total disagree: 22%
National response	(n=17319)	13%	34%	30%	18% 5%
I am interested in getting	g involved in n	nedical research			
		Total agree: 63%			Total disagree: 17%
Interns	(n=971)	22%	41%	20	% 13% 4%
		Total agree: 53%			Total disagree: 21%
National response	(n=17,317)	16%	38%	26%	<mark>16%</mark> 5%
I am interested in getting	g involved in n	nedical teaching			
		Total agree: 82%			Total disagree: 3%
Interns	(n=972)	38%		44%	15%
		Total agree: 80%			Total disagree: 5%
National response	(n=17,314)	30%		49%	15% <mark>4%</mark>
I am considering a future	e outside of m	edicine			
		Total agree: 19%	_		Total disagree: 61%
Interns	(n=972)	<mark>5%</mark> 14%	20%	38%	23%
		Total agree: 18%			Total disagree: 61%
National response	(n=17,320)	4% <mark>14%</mark>	22%	36%	24%
Key: Strongly agree	Agree	e Neither a	agree nor disagree	Disagree	Strongly disagree
Base: Total sample					

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

Future career intentions

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

	-	Total agree: 78	%		٦	Total disa	gree: 10%
Interns	(n=829)		42%		36%	12%	9%
	-	Total agree: 37	%			Total disa	gree: 45%
National response	(n=16,704)	17%	20%	19%	30%		15%

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

		Total agree: 61%			То	otal disagree: 22%
Interns	(n=972)	28%	32%		18%	18%
		Total agree: 49%			, T	otal disagree: 32%
National response	(n=17,321)	20%	29%	19%	23	3% 10%



Future career intentions

INTERNS - INTERESTED IN A SPECIALTY



>

85% of interns are intending to become a specialist. Of these, 18% are most interested in pursuing a physician specialty from RACP.

SPECIALIST TRAINING PROGRAM INTERNS ARE INTERESTED IN

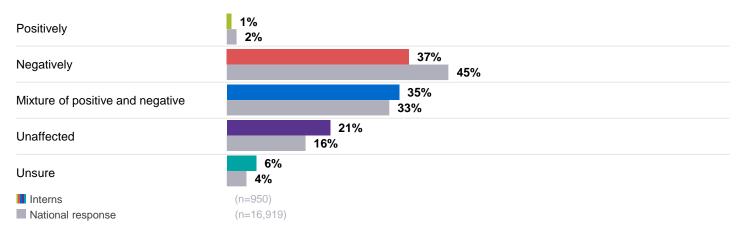


	Interns (2021 n = 980)	Base:	Interns interested in a specialty (2021 n = 830)
Q52.	Do you intend to become a specialist?	Q53.	Which specialty are you most interested in pursuing?

Impacts of COVID-19

COVID-19 HAS IMPACTED MY...

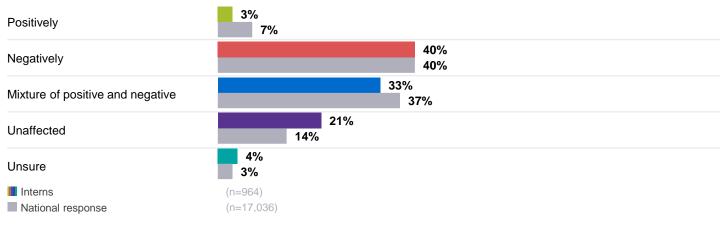
Training opportunities



Routine teaching

Positively	1% 3%
Negatively	56% 54%
Mixture of positive and negative	23% 26%
Unaffected	18% 16%
Unsure	3% 2%
InternsNational response	(n=963) (n=16,893)

Ways of learning

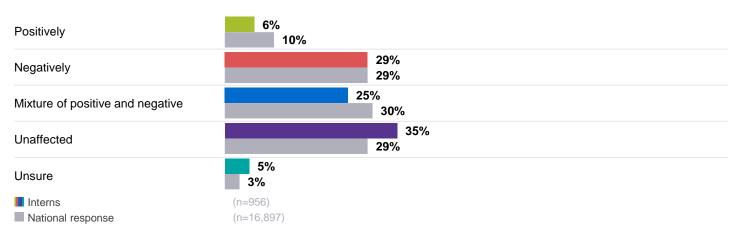


Base: Total sample Q62. COVID-19 has impacted my...

Impacts of COVID-19

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

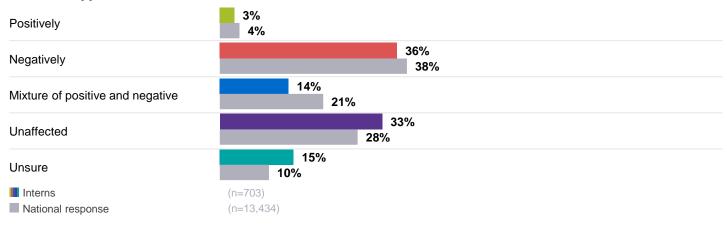
Access to learning resources



Exam(s) preparation

Positively	2% 4%
Negatively	35% 52%
Mixture of positive and negative	19% 23%
Unaffected	37% 19%
Unsure	6% 3%
InternsNational response	(n=498) (n=13,606)

Research opportunities

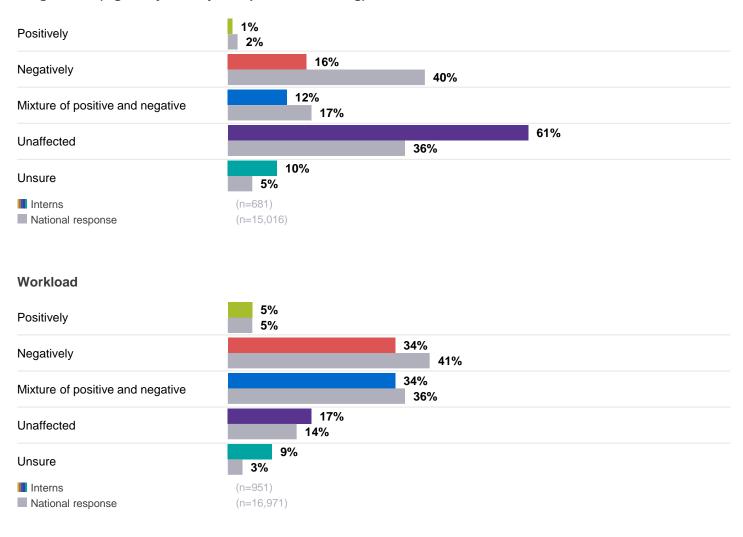


Base: Total sample Q62. COVID-19 has impacted my...

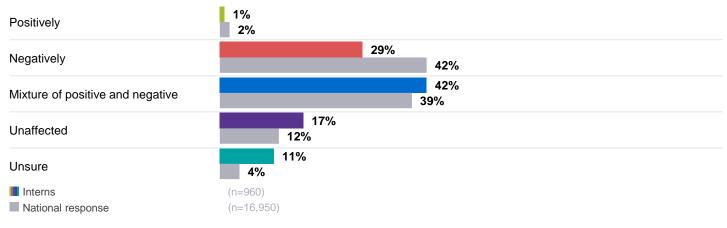
Impacts of COVID-19

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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