

# Medical Training Survey 2019

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Medical Board of  
Australia and Ahpra

Annual Report

19<sup>th</sup> February 2020

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## Welcome

### MESSAGE FROM THE CHAIR

Thanks to the nearly 10,000 doctors in training who took part in the first Medical Training Survey (MTS). The survey gave trainees a collective voice, and the results detailed in this report now give the rest of us an opportunity to reflect and act on what they have said.

The MTS results create the first national, comprehensive picture of medical training in Australia. They provide an evidence-base that we can learn from to improve the culture of medicine and further strengthen medical training.

We have deliberately presented the results of the MTS unadorned. Trainee responses are presented in a series of static reports and the data are also accessible through an online reporting tool, accessible from the MTS website at [www.medicaltrainingsurvey.gov.au](http://www.medicaltrainingsurvey.gov.au). As promised, we have prioritised confidentiality and results are only published when there were 10 or more responses. We expect reporting detail to increase year on year, as the MTS is established.

The MTS aimed to gather the most comprehensive, national data possible about medical training in Australia. We are pleased to present these data directly to educators, policy makers, clinicians, employers and others who can use it to inform their work to strengthen medical training.

More than one in four trainees shared their perspectives on their training by doing the MTS. We hope that, over time, trainees gain confidence in the confidentiality and value of the MTS and that participation rates continue to increase.

The MTS data are rich and provide fascinating insights. In general, trainees rate their quality of training very highly and there is a lot going well in medical training in Australia. Most trainees rated their quality of clinical supervision and teaching highly. About 75% of trainees work more than 40 hours per week, but many value the extra training opportunities this provides. Most trainees would recommend their current training post and nearly all intend to continue with their training program. We are delighted that close to 40% of eligible international medical graduates participated in the MTS and were generally very satisfied with their training experience. There are opportunities to improve trainee access to health and well-being support programs.

Trainees have sent a loud message about bullying and harassment and it is incumbent on all of us to heed it. We must all redouble our efforts to strengthen professional behaviour and deal effectively with unacceptable behaviour. We must do this if we are serious about improving the culture of medicine.

The Board is grateful to the stakeholders who worked with us to develop the MTS. Sincere thanks to all the members of our steering committee and advisory group, who shared their expertise and experience so openly. Special thanks to our small advisory group of doctors in training - with their vision, enthusiasm and commitment, the future of medicine is bright.



**Dr Anne Tonkin**  
Chair, Medical Board of Australia



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## Acronyms

Acronym	Definition
ACD	Australasian College of Dermatologists
ACEM	Australasian College for Emergency Medicine
ACRRM	Australian College of Rural and Remote Medicine
ACSEP	Australasian College of Sport and Exercise Physicians
AGPT	Australian General Practice Training
Ahpra	Australian Health Practitioner Regulation Agency
AIDA	Australian Indigenous Doctors' Association
AMC	Australian Medical Council
ANZCA	Australian and New Zealand College of Anaesthetists
CICM	College of Intensive Care Medicine of Australia and New Zealand
GP	General Practitioner
IMG	International medical graduate
MBA/the Board	Medical Board of Australia
MTS	Medical Training Survey
RACDS	Royal Australasian College of Dental Surgeons
RACGP	The Royal Australian College of General Practitioners
RACMA	The Royal Australasian College of Medical Administrators
RACP	The Royal Australasian College of Physicians
RACS	The Royal Australasian College of Surgeons
RANZCO	The Royal Australian and New Zealand College of Ophthalmologists
RANZCOG	The Royal Australian and New Zealand College of Obstetricians and Gynaecologists
RANZCP	The Royal Australian and New Zealand College of Psychiatrists
RANZCR	The Royal Australian and New Zealand College of Radiologists
RCPA	The Royal College of Pathologists of Australasia
RTO	Regional Training Organisation

## Key definitions

Term	Definition
Setting	The last place or area where the doctor in training has practised or trained for at least two weeks. This would normally be their current setting, workplace, placement or rotation, or might be their previous setting, if they have only been practising or training in their current setting for less than two weeks.
Metropolitan area	Defined in the survey as a capital city – Sydney, Melbourne, Brisbane, Adelaide, Perth, Darwin, Hobart, Canberra.
Regional area	Defined in the survey as within or less than 15km from a town with a population of at least 15,000 that is not a capital city
Rural area	Defined in the survey as more than 15km from the closest town with a population of at least 15,000
Training plan	Defined in the survey as a plan developed by the doctor in training and their supervisor for their employer or college. For IMGs, the plan was referred to in the survey as their training or professional development plan, developed by the doctor in training and their supervisor or peer reviewer for their employer, college or MBA.
Clinical supervisor	The person who provides the doctor in training with day-to-day clinical supervision. For IMGs, this person was referred to in the survey as their clinical supervisor or peer reviewer.
Bullying, harassment and/or discrimination (including racism)	Bullying and harassment was defined in the survey as including victimising, humiliating, insulting, intimidating or threatening behaviours. Discrimination was defined as including adverse actions because of a person's characteristics, like their race, religion, gender or sexual orientation.
Hours per week	Defined in the survey as including rostered, unrostered, claimed and unclaimed overtime and recall but not including undisturbed on-call.
Complete	<p>Defined as answered a question on or after the 75% completion mark for their respective survey version:</p> <ul style="list-style-type: none"> <li>▶ <b>Interns</b> - Q46. On average in the past month, how many hours per week have you worked?</li> <li>▶ <b>Prevocational and unaccredited trainees</b> - Q45. How would you rate your workload in your setting?</li> <li>▶ <b>Specialist non-GP trainees</b> - Q43. If you needed support, do you know how to access support for your health (including for stress and other psychological distress)?</li> <li>▶ <b>Specialist GP trainees</b> - Q41. Thinking about the workplace environment and culture in your setting, to what extent do you 'agree' or 'disagree' with the following statements?</li> <li>▶ <b>IMGs</b> - Q44. How often do the following adversely affect your wellbeing in your setting?</li> </ul>
Partial	Completed at least one question of their survey, but did not progress past the 75% completion mark.
National response/ average	The result of all respondents to the survey for a given question in a given year (e.g. 2019). This is shortened to 'Total' in the data tables.
NET	The result of two or more response options combined for a given question.

Term	Definition
Total agree	The sum of the proportion of doctors in training providing a 'strongly agree' or 'agree' response.
Total disagree	The sum of the proportion of doctors in training providing a 'strongly disagree' or 'disagree' response.

# 1. Report summary

The Medical Training Survey (MTS) is a national, profession-wide survey of all doctors in training in Australia. The MTS was developed by the Medical Board of Australia (the Board) and the Australian Health Practitioner Regulation Agency (Ahpra), in partnership with stakeholders. It aims to help improve the quality of medical training, by understanding more about trainees' experience.

More than one in four doctors in training did the 2019 MTS, or 9,917 individuals. Of submitted surveys, 9,378 were eligible for analysis. There were five versions of the survey, one each for interns, prevocational and unaccredited trainees, specialist trainees (non-GP and GP), and international medical graduates (IMGs). The results provided a snapshot of the quality of medical training in Australia including the training curriculum, orientation, clinical supervision, access to and quality of teaching sessions, workplace environment and culture and the future career intentions of doctors in training.

## Overall satisfaction

Overall, doctors in training reported relatively positive experiences of their medical training:

- 78% would recommend their current training position to other doctors (vs 8% who wouldn't)
- 76% would recommend their current workplace as a place to train (vs 9% who wouldn't)

Only a small number of specialist trainees (1%) indicated they did not intend to continue in their specialty training program and 5% of IMGs reported they did not intend to continue on a pathway to general or specialist registration.

## Training curriculum

49% of interns, prevocational and unaccredited trainees and IMGs reported having a training plan. These trainees reported that their training plans effectively prepared them for the next step in their medical career.

Specialist trainees, including non-GP and GP trainees, were asked to rate the training program provided by their college/s and where applicable, their Regional Training Organisation (RTO). Ratings for training programs were high across a series of dimensions, except for involvement in the design of their training programs and if colleges/RTOs provided access to psychological and/or mental health support services, which both rated low overall.

## Orientation

Nine in 10 doctors in training (93%) received an orientation in their training setting, with twice as many receiving a formal orientation (62%) as receiving a largely informal one (30%). Generally, orientations were well received, with 71% of trainees rating them 'excellent' or 'good' and only 5% rated as 'poor' or 'terrible'.

## Assessment in current setting

At the time of completing the survey, two-thirds of doctors in training (excluding interns) had had their performance assessed in their setting (67%) with a further one in six (17%) trainees scheduled to be assessed. There was latent demand for more widespread assessment of performance – one in five prevocational and unaccredited trainees (21%) reported that they would like to be assessed, but this was yet to be scheduled.

## Exams

The role and implementation of exams for specialist trainees may need further focus and the provision of timely and useful feedback was an issue for many trainees. Among the four in 10 (42%) specialist trainees who have sat exams for their College, there was quite a high level of dissatisfaction with the feedback received about exam performance (non-GP: 46%, GP: 44%) and its timeliness (non-GP: 38%, GP: 38%). While not as stark, some trainees questioned whether the exams they had taken entirely reflected the College training curriculum. Generally, the exams were seen to run smoothly and fairly.

## Clinical supervision

Specialists (including specialist GPs) largely shoulder responsibility for the day-to-day supervision of doctors in training (76%), with registrars (18%) picking up responsibility for supervising most of the other doctors in training. Eight in 10 (84%) doctors in training rated their clinical supervision as 'excellent' or 'good' and just 4% rated it as 'poor' or 'terrible'. Clinical supervision was highly rated for accessibility, helpfulness and providing an appropriate level of responsibility. However, the level of feedback, discussions about goals and objectives and regular, formal feedback were less highly rated. These are potential areas for improvement.

## Access to teaching and opportunities for development

Teaching sessions were rated as 'excellent' or 'very good' by 80% of doctors in training, with only 3% rating them as 'poor' or 'terrible'. The majority of survey participants were complimentary about the range of opportunities they had to advance their clinical skills (89%) and to develop their procedural skills (77%). However, fewer trainees agreed that they were able to participate in research activities (57%) or had access to protected study time/leave (63%).

In addition to being able to advance their clinical and procedural skills in their settings, doctors in training typically acknowledged the opportunities they were provided in communication, ethics, cultural safety, theoretical knowledge and leadership and management to progress their skills.

More than half the doctors in training were able to balance their training requirements with their day-to-day job responsibilities, with 60% indicating that their job responsibilities 'rarely' or 'never' prevented them meeting their training requirements. However, 40% of doctors in training reported that their job inhibits their training requirements, at least some of the time.

## Facilities

When rating the quality of various facilities available for training in their settings, doctors in training typically provided 'excellent' or 'good' ratings for internet reliability (76%), educational resources (73%), teaching spaces (64%) and working spaces (62%).

## Workplace environment and culture

Three quarters (76%) of doctors in training reported working 40 or more hours on average per week, including one in eight (13%) who are working at least 60 hours on average per week.

While six in 10 doctors in training (59%) considered they had a good work/life balance, one in five (21%) disagreed. Overall, 50% considered their workload 'heavy' or 'very heavy' and half (47%) received payment for unrostered overtime 'always' or 'most of the time'.

Some trainees perceived that an undesirable culture had a negative impact on their wellbeing. These impacts included the amount of work expected of them (27% report negative impact on their wellbeing 'always' or 'most of the time'), having to work unpaid overtime (25%), having to relocate for work (24%), dealing with patient expectations (22%), and lack of appreciation (21%).

Three quarters of doctors in training (75%) reported knowing how to access support for their mental and physical health if they needed to. More than nine in 10 doctors in training (91%) acknowledge the support of senior medical staff in their setting.

However, in the 12 months before completing the survey, one in five doctors in training (22%) felt they had personally experienced bullying, harassment and/or discrimination in their workplace and 33% had experienced and/or witnessed this behaviour. Only one in three (35%) who had personally experienced bullying, harassment and/or discrimination had reported it and half of these (52%) were aware the report had been followed up. The vast majority of doctors in training (80%) reported knowing how to raise concerns about such behaviour, 71% had confidence to do so and 75% said that bullying, harassment and/or discrimination (including racism) was not tolerated in their setting.

### **Patient safety**

Nine in 10 doctors in training (88%) knew how to report concerns about patient care and safety and a similar proportion felt confident to do so (86%). Eight in 10 (79%) reported that the culture in their current setting involved proactively dealing with such concerns. Three quarters (75%) of doctors in training who received training about how to raise concerns about patient safety considered that training 'excellent' or 'very good'.

### **Variation in MTS results by cohort, jurisdiction and college**

The 2019 MTS results represent feedback from a good cross-section of the different groups of doctors in training. The overall results have been analysed by cohort, jurisdiction and college and separate reports are available for each of these. By providing a national comparison, areas of relative strength and weakness can be identified as an opportunity for both improvement and knowledge sharing.

As an example of the extent of variation in the results, the national finding that 76% of trainees would recommend their current workplace as a place to train varies from:

- 72% to 80% by group of doctor in training
- 62% to 83% by jurisdiction
- 50% to 90% by College.

### **Looking forward to the 2020 MTS**

The response to the survey in its first year has been very positive. Work scheduled in 2020 to improve the survey participation process aims to increase the number of doctors in training taking part in the 2020 survey.

Trend data is expected to provide an additional layer of insight in reporting the 2020 MTS results. Increasingly, year on year comparisons will reveal whether key metrics are strengthening or weakening, which will provide useful information to support continuous improvement.

# The detailed report



## 2. How to read this report

This report is intended to be accessible to a range of audiences including doctors in training, jurisdictional and training college representatives, the Board and Ahpra, and those working in the health and training sectors more broadly.

The appendices and additional volumes provide technical detail which may be helpful when read in conjunction with this report.

The structure of this report is as follows:

- ▶ **Section 1:** MTS: objectives and guiding principles – gives an overview of the Survey, its objectives and underlying principles. It also explains the survey tool development, data collection methodology and survey participants, and an evaluation of the data collection conducted in 2019.
- ▶ **Section 2:** Findings – presents the findings in response to each of the survey questions.
- ▶ **Section 3:** Strengths and Limitations– summarises what has worked well, and the issues to be considered and addressed to ensure the future success and impact of the MTS.

The appendices for reference are:

- ▶ Appendix A: Detailed tables
- ▶ Appendix B: Detailed methodology
- ▶ Appendix C: Survey questions
- ▶ Appendix D: Medical Training Survey Steering Committee terms of reference and membership
- ▶ Appendix E: Medical Training Survey Advisory Group terms of reference and membership

This document should be read in conjunction with the additional information provided on [medicaltrainingsurvey.gov.au/Results](https://medicaltrainingsurvey.gov.au/Results).

## 3. Medical Training Survey: objectives and guiding principles

This section gives an overview of the Medical Training Survey (MTS), as well as the objectives and underlying principles that guided its development and implementation.

### 3.1 Overview of the need for a national survey

The MTS is a national survey of doctors in training, implemented by the Medical Board of Australia (the Board) and Ahpra. It was developed in partnership with stakeholders. The MTS was designed to support quality improvement in medical training.

A number of surveys of specific groups of doctors in training exist in Australia. These have particular purposes, including to seek trainees' views of accreditation, monitor their welfare and help improve education and training. No existing surveys are national and open to all doctors in training. Existing survey results are not always published and available survey data are not usually comparable. This limits knowledge sharing and constrains the development of strategies that could improve the quality of training across the sector.

The MTS has clear objectives and guiding principles. It is conducted annually in August to early October, in line with the registration renewal cycle for most doctors. All doctors in training (interns, prevocational and unaccredited trainees, specialist non-GP and GP trainees and IMGs) are invited to participate. Survey results provide a single, national snapshot of the state of the medical training in Australia.

### 3.2 Objectives and guiding principles of the MTS

The overall objectives of the MTS are to:

Objective 1	▶ better understand the quality of medical training in Australia
Objective 2	▶ identify how best to improve medical training in Australia, and
Objective 3	▶ recognise and deal with potential issues in medical training that could impact on patient safety, including environment and culture, unacceptable behaviours and poor supervision.

The seven guiding principles for the MTS are:

1. Quality improvement:	▶ The MTS is a quality improvement tool, to strengthen medical training in Australia.
2. Safe and confidential:	▶ Medical trainees and supervisors can safely and confidentially participate in the MTS. Participants' data will be de-identified in any reporting of results, and only de-identified data will be provided to the Board and Ahpra.

<b>3. Focused on training:</b>	<ul style="list-style-type: none"> <li>▶ The core focus of the MTS is on post-graduate medical training.</li> </ul>
<b>4. Reflection and feedback:</b>	<ul style="list-style-type: none"> <li>▶ The MTS encourages participants to reflect on their medical training and teaching and provide feedback safely to support continuous improvement. Reflective practice is a cornerstone of good medical practice and of the Professional Performance Framework.</li> </ul>
<b>5. Access:</b>	<ul style="list-style-type: none"> <li>▶ The MTS will be relevant to medical training and not onerous to complete. It will be accessible online and easy to use, to encourage participation.</li> </ul>
<b>6. Reporting and using results:</b>	<ul style="list-style-type: none"> <li>▶ The results of the MTS will be published in the interests of transparency. Specialty and jurisdiction specific reports from MTS data will be generated as far as possible, while assuring participant confidentiality. Stakeholders will apply survey results to improve medical training.</li> </ul>
<b>7. Participation:</b>	<ul style="list-style-type: none"> <li>▶ The annual MTS will evolve, initially seeking feedback from doctors in training and in time their supervisors. It aims to reduce the need for other surveys about the same issues.</li> </ul>

The MTS's objectives and guiding principles have been used during the development of the survey tool and data collection processes, outlined in the next two sections.

## 4. Development of the survey tool

The Medical Training Survey (MTS) was developed in two phases: first the content and later fine tuning through cognitive testing.

### 4.1 Survey content development

To develop the MTS, the Board and Ahpra set up two working groups: a Steering Committee, to manage the hands on work to develop and deliver the survey, and an Advisory Group, to strengthen the survey with input from doctors in training and other experts. Both groups contributed to the design and development of the content and included members representative of medical organisations, such as doctors in training, specialist colleges, employers and jurisdictions, the Australian Medical Council (AMC), the Australian Medical Association (AMA), postgraduate medical councils, Medical Council of NSW and the Australian Indigenous Doctors' Association (AIDA). More information about the composition of the working groups is available at [medicaltrainingsurvey.gov.au](http://medicaltrainingsurvey.gov.au), in Appendix D and Appendix E.

A series of guiding principles, developed by the Steering Committee and Advisory Group, shaped the design of the survey, including that it would be:

- ▶ a quality improvement tool
- ▶ safe and confidential for trainees to complete
- ▶ focused on medical training and encourage reflection
- ▶ accessible across platforms and easy to use

To see the Steering Committee and Advisory Group membership, please see Appendix D and Appendix E.

Five versions of the survey were developed, with a core set of questions common to each version. The five versions of the survey are relevant to different groups of doctors in training: interns, prevocational and unaccredited trainees, specialist trainees (non-GP), specialist GP trainees and IMGs.

EY Sweeney programmed the survey finalised by the Board and Ahpra so it could be delivered online. Key design features included:

- ▶ filtering questions and response options based on answers to earlier questions, so only applicable questions were shown
- ▶ use of alternate wording to survey questions or options to use familiar language for different groups of trainees
- ▶ provision of response options such as 'do not wish to specify' or 'prefer not to say' in case participants felt uncomfortable providing responses
- ▶ non-compulsory questions, allowing doctors in training to skip questions
- ▶ use of tool-tips, either through hover or click, for terms requiring additional clarification
- ▶ maintaining the order of response lists, which were designed to be presented logically, and
- ▶ when trainees were enrolled in two colleges, the order of the college questions was randomised so each college had an equal chance of being presented first.

## 4.2 Cognitive testing

To strengthen the survey, cognitive testing was undertaken with representatives of the five groups of doctors in training. Cognitive testing examined the contextual understanding of the individual and their experiences with training so far (training plan, college's expectation, hospital/site expectation, personal ambitions, supervision and assessment) and the usability/ ease of understanding of the MTS itself. In total, n=13 cognitive tests were conducted between 22 June and 3 July 2019.

For more information on the final sample and methodology, see Appendix B.

## 5. Data collection processes

The Medical Training Survey (MTS) collected data through responses to an online survey. We received responses from n=9,917 doctors in training, with n=9,378 responses eligible for analysis (i.e. currently training in Australia) between 25 July and 7 October 2019.

In total, 37,017 doctors in training were invited to participate in the survey. The response rate for the survey was 26.8%, which is the number of online survey responses divided by the number of survey invitations.

### 5.1 Survey fieldwork

There were two methods of inviting doctors in training to participate in the MTS. Interns and IMGs received an email invitation from the Board containing a unique survey link to the relevant version of the survey.

Other groups of doctors in training – prevocational, unaccredited and specialist trainees - were provided with a unique survey link at the end of the medical registration renewal process. Trainee answers to key survey questions determined which version of the survey they received.

#### 5.1.1 Survey pilot

Data collection for the 2019 MTS began with a survey pilot, in which one week before the formal survey launch, a subset of interns and IMGs were sent an email invitation to participate. Pilot data were reviewed to identify any technical issues, including unexpected dropouts. The helpdesk was closely monitored in case respondents had any unforeseen issues.

#### 5.1.2 Full launch

The full launch of the 2019 MTS aligned with the opening of the medical registration process on 1 August 2019. Doctors answering ‘Yes’ to the question ‘Are you a doctor in training?’ were invited to participate in the survey. The remaining interns and IMGs (i.e. those not in the pilot subset), received an email invitation from the Board to complete the survey.

#### 5.1.3 Reminders

To ensure doctors in training had every chance of participating and to maximise the response rate, promotional activities and reminders to complete the survey were issued throughout the survey period. These included:

- ▶ personalised email and SMS reminders, sent by Ahpra on behalf of the Board, to doctors in training who had not completed the survey
- ▶ an email reminder, sent by EY Sweeney, to doctors in training who had used the ‘save and close’ function within the survey, and
- ▶ survey promotion activities such as newsletter articles, social media videos, emails directly from key stakeholders and word of mouth.

### 5.2 Survey eligibility

To be eligible to participate in the survey, respondents had to be:

- ▶ self nominated as a doctor in training including and as an intern, hospital medical officer, resident medical officer, non-accredited trainee, postgraduate trainee, principal house officer, registrar, specialist trainee, IMGs (with provisional or limited registration) or career medical officers with an intention to undertake further postgraduate training in medicine, and

- ▶ were employed full time, part time or casually for most of their current rotation, and
- ▶ were undertaking their current term/rotation/placement in Australia.

In total, n=539 participants were terminated from the survey who did not meet each of the criteria above, or if they contacted the survey administrators to indicate they were not a doctor in training. The latter accounted for n=9 participants, of which n=5 had commenced the survey.

Out of scope interviews		
	n=	%
Total terminated after commencing survey	539	100%
<b>Terminated reason</b>		
On extended leave for current rotation	335	62%
Outside Australia for current rotation	174	32%
Career medical officers with no intention of undertaking further postgraduate training in medicine	25	5%
Not a doctor in training (Inc. IMGs who have general registration)	5	2%

^Not shown due to small base size.

## 5.3 Final sample

The final sample available for analysis is shown below.

Sample structure				
	No of completes <sup>#</sup>	No of partials <sup>^</sup>	Total included in analysis (completes + partials)	Maximum Margins of Error* +/-
<b>TOTAL</b>	<b>7,693</b>	<b>1,685</b>	<b>9,378</b>	<b>1.1</b>
<b>Interns</b>	594	192	786	4.0
<b>Prevocational and unaccredited trainees</b>	1,545	408	1,953	2.5
<b>Specialist non-GP trainees</b>	2,898	612	3,510	1.8
<b>Specialist GP trainees</b>	1,189	201	1,390	2.8
<b>IMGs</b>	1,467	233	1,700	2.6
<b>Unknown trainee type<sup>~</sup></b>	n/a	39	39	n/a*

*\*Maximum margins of error shown are based on a research finding of 50% at the 95% Confidence Interval. This has been calculated using the number of completes as the base, rather than the total included in analysis.*

The margin of error indicates the error margin that surrounds results from the sample. For example, if the margin of error is 2.35%, and 50% of doctors in training 'strongly agree' or 'agree' to the statement 'I would recommend my current training position to other doctors', we can be 95% confident that if this survey was repeated, on 19 out of 20 occasions the result would fall between 47.65% and 52.35%.

#A completed survey is defined as answered a question on or after the 75% completion mark for the doctor in training's respective survey version:

- ▶ **Interns** - Q46. On average in the past month, how many hours per week have you worked?
- ▶ **Prevocational and unaccredited trainees** - Q45. How would you rate your workload in your setting?
- ▶ **Specialist non-GP trainees** - Q43. If you needed support, do you know how to access support for your health (including for stress and other psychological distress)?
- ▶ **Specialist GP trainees** - Q41. Thinking about the workplace environment and culture in your setting, to what extent do you 'agree' or 'disagree' with the following statements?
- ▶ **IMGs** - Q44. How often do the following adversely affect your wellbeing in your setting?

^ Completed at least one question of the survey but did not progress past the 75% mark to be considered a complete.

~ Trainee type is determined after the third question in the survey. Doctors in training answering either or both of the questions 'Q1. What is your postgraduate year?' and 'Q2. Are you employed' only do not have a cohort group.

For more information on the final sample and methodology, see Appendix B.

## 6. Interpreting this report

### 6.1 Sample size and representation

In total, n=7,693 completed the MTS (passed at least 75% of the survey), giving a maximum margin of error  $\pm 1.1$  at a 95% confidence level for questions which were asked of all doctors in training. This means, for example, that if a survey result is 50%, we can be sure that if we repeat the survey multiple times, 95% of these times the survey result will be between 51.1% and 48.9%, thus the survey has a statistically reliable sample.

All doctors in training registered in Australia were invited to participate in the survey. For those renewing their registration online in August, a unique survey link was generated and provided to the participant at the end of the registration process. For interns and IMGs (provisional or limited registration) an email invitation from the Board and Ahpra was sent containing a unique survey link. The survey was promoted through multiple channels, including on social media, in newsletters emailed to every registered medical practitioner, and reminders to doctors in training via email and SMS. A survey period of two months further assisted representation by ensuring that in-scope respondents had enough time to participate.

One in four in-scope doctors in training (n=9,378 or 25.7%) of those invited to participate in the survey responded to the survey by completing at least one survey question. There have been no other central data sources nationally of doctors in training to compare the profile of survey participants against. As a result, it was not possible to compare the survey population with a known, target population. However, demographics of MTS respondents reflect the broader Australian population for location and gender, suggesting survey responses have captured a representative view of doctors in training across Australia (see Appendix B1 for the detailed participant profile).

Post stratification weighting is a common method used to reduce potential non-response bias. As the accurate characteristics of each strata are not known, post stratification weighting has not been used in this report.

**Symbols:** Care should be taken in interpreting the data across subgroups where sample sizes are small:

- ! indicates a sample size less than 30 – caution should be used when interpreting the result
- ^ indicates a sample size less than 10 – responses have been suppressed to protect confidentiality

## 6.2 Statistics

- ▶ **Base size:** Throughout this report, the base size is reported as the number enclosed in brackets, following an n and equals sign: (n=). The base size refers to the number of survey responses in the denominator of the survey question or result displayed. Respondents who did not answer a particular question or who indicated 'does not apply' or 'not applicable', are excluded from the calculation of statistics and tabulation of results for that question. The base is also noted for each question, that is, the sample group in which the question was asked.
- ▶ **Average:** An average, or mean, is calculated by dividing the sum of the response values by the base size. 'Don't know' and 'prefer not to say' values are excluded from average calculations. This number is reported to one decimal place.
- ▶ **National response:** The national response is the number of responses for a question divided by the number of participants in that sample.
- ▶ **Standard deviation:** A standard deviation is the amount of variation in the values and has been provided in this report where a question was asked on a 1 to 5 scale. A low value for standard deviation, such as 1 or less, indicates that responses tend to be close to the average value. Whereas a high value, such as more than 1, indicates the response values are spread across the full scale.
- ▶ **Percentage:** A percentage is the ratio or fraction of the response, divided by the base size. In this report, where percentages are used, a % sign is used and the value is rounded to the nearest whole number.
- ▶ **Rounding:** Data percentages displayed throughout the report are rounded to the nearest whole number. As such, not all percentages stated will add to 100%.

## 6.3 Tests for statistical significance

Tests for statistical significance have been conducted within sub-groups. These tests have been undertaken at the 95% confidence level. This means that if there is a statistically significant difference between the results for answers within a subgroup, we can be 95% confident that the difference has not occurred by chance and that it reflects a genuine difference in the population.

Symbols: to help with interpretation of charts and tables, the following have been included:

- ↑ indicates that a result is significantly higher (at the 95% confidence level) compared with the total of all other subgroups combined.
- ↓ indicates that a result is significantly lower (at the 95% confidence level) compared with the total of all other subgroups combined.

# The detailed findings



# 7. The detailed findings

## 7.1 Profile of doctors in training

### DOCTOR IN TRAINING COHORT



Base: Total sample (n=9339)

### TRAINING LOCATION

#### Facility



Base: Total sample (n=9183)  
Q5A. Is your current position/term/rotation/placement in a hospital?

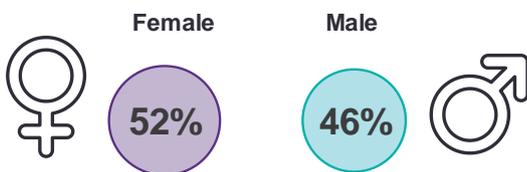
#### Region



Base: Total sample (n=9067)  
Q6. Is your current setting in a...?

### DEMOGRAPHICS

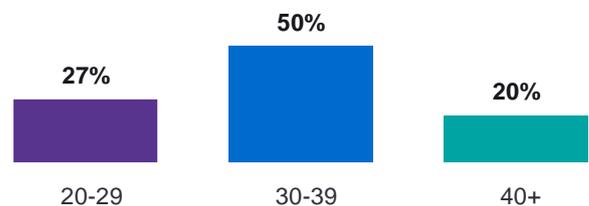
#### Do you identify as...



Intersex/Indeterminate: 0%    Prefer not to say: 2%

Base: Total sample (n=7525)  
Q55. Do you identify as...?

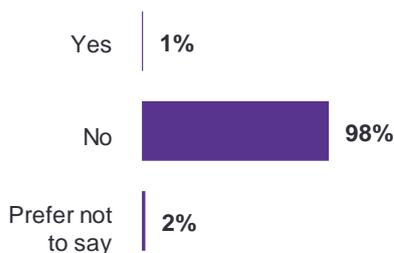
#### Age in years



Prefer not to say: 3%

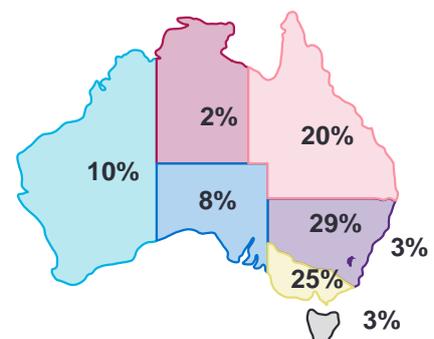
Base: Total sample (n=7522)  
Q56. What is your age?

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



Base: Total sample (n=7526)  
Q57. Do you identify as an Australian Aboriginal and/or Torres Strait Islander person? Note: codes aggregated into 'Yes' due to small sample size

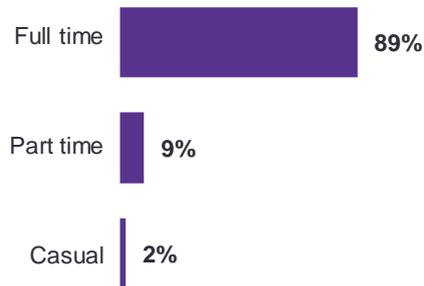
#### Training location



● ACT ● NSW ● NT ● QLD ● SA ● TAS ● VIC ● WA

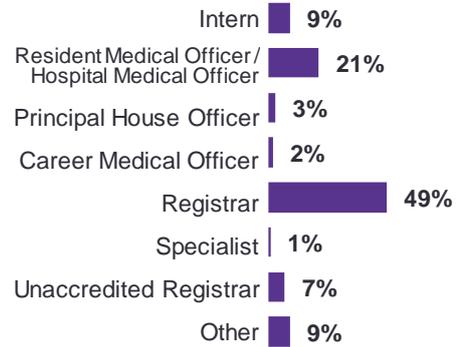
Base: Total sample (n=9225)  
Q4. In which state or territory is your current term/rotation/placement based?

## EMPLOYMENT



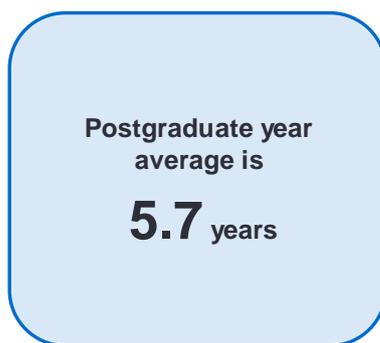
Base: Total sample (n=9341)  
Q2. Are you employed:

## ROLE



Base: Total sample (n=9085)  
Q7. What is your role in the setting?

## POSTGRADUATE YEAR



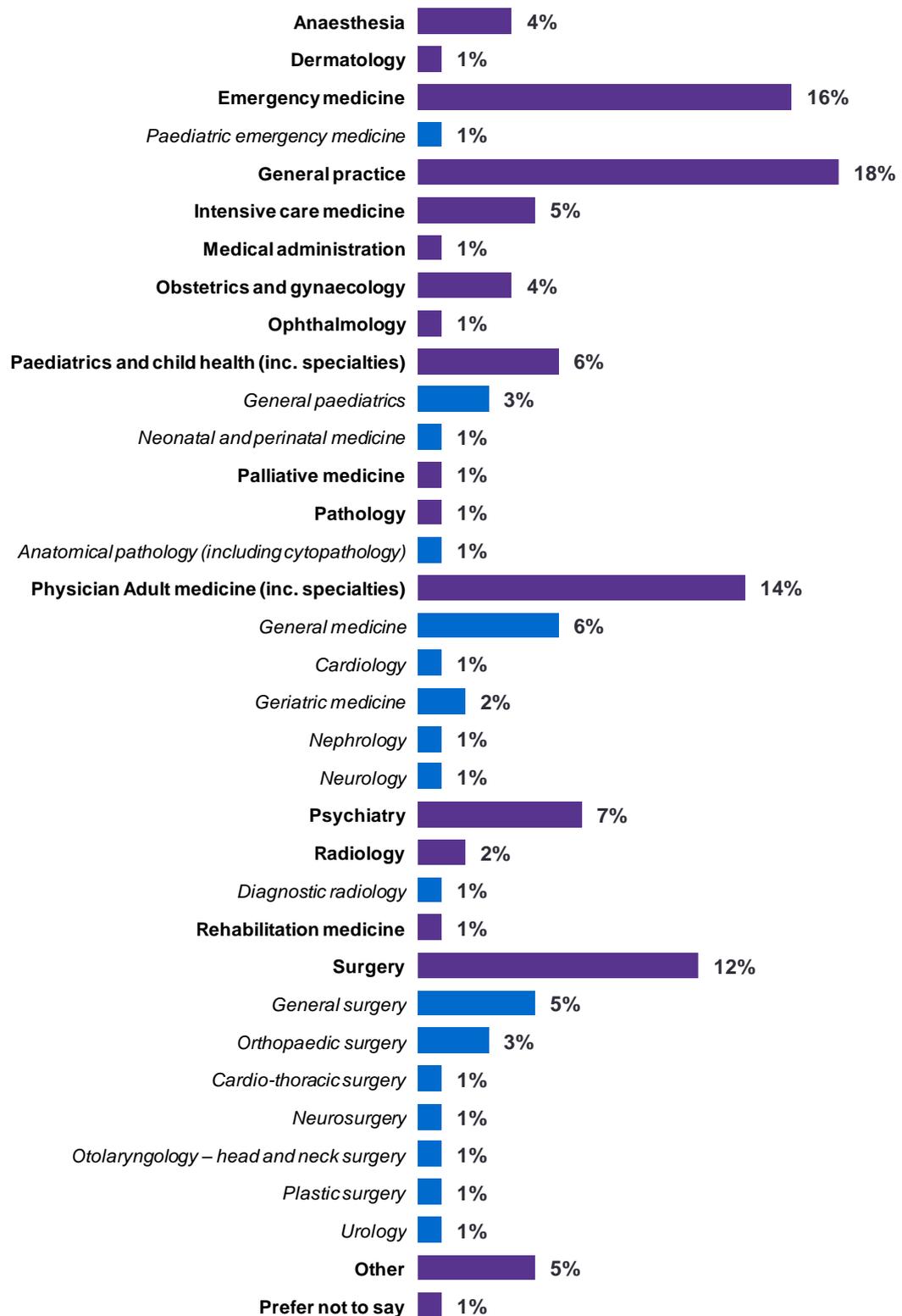
Base: Total sample (n=9,329)  
Q1. What is your postgraduate year?

## PRIMARY DEGREE



Base: Total sample (n=7780)  
Q58a. Did you complete your primary medical degree in Australia or New Zealand?

## CURRENT ROTATION / TERM / POSITION



Base: Total sample (n=9,017). Specialties in **bold**, subspecialties in *italics*.

Note: Codes receiving <1% of responses not shown, including **specialties**: Addiction medicine, Occupational and environmental medicine, Pain medicine, Public health medicine, Radiation oncology, Sexual health medicine, Sport and exercise medicine; *subspecialties*: Chemical pathology, Clinical genetics, Clinical pharmacology, Community child health, Endocrinology, Forensic pathology, Gastroenterology and hepatology, General pathology, Gynaecological oncology, Haematology, Immunology, Immunology and allergy, Infectious diseases, Maternal–fetal medicine, Medical oncology, Microbiology, Nuclear medicine, Nuclear medicine, Obstetrics and gynaecological ultrasound, Oral and maxillofacial surgery, Paediatric cardiology, Paediatric clinical genetics, Paediatric endocrinology, Paediatric gastroenterology and hepatology, Paediatric haematology, Paediatric immunology and allergy, Paediatric infectious diseases, Paediatric intensive care, Paediatric intensive care medicine, Paediatric medical oncology, Paediatric neurology, Paediatric palliative medicine, Paediatric rehabilitation medicine, Paediatric respiratory and sleep medicine, Paediatric rheumatology, Paediatric surgery, Reproductive endocrinology and infertility, Respiratory and sleep medicine, Rheumatology, Urogynaecology, Vascular surgery

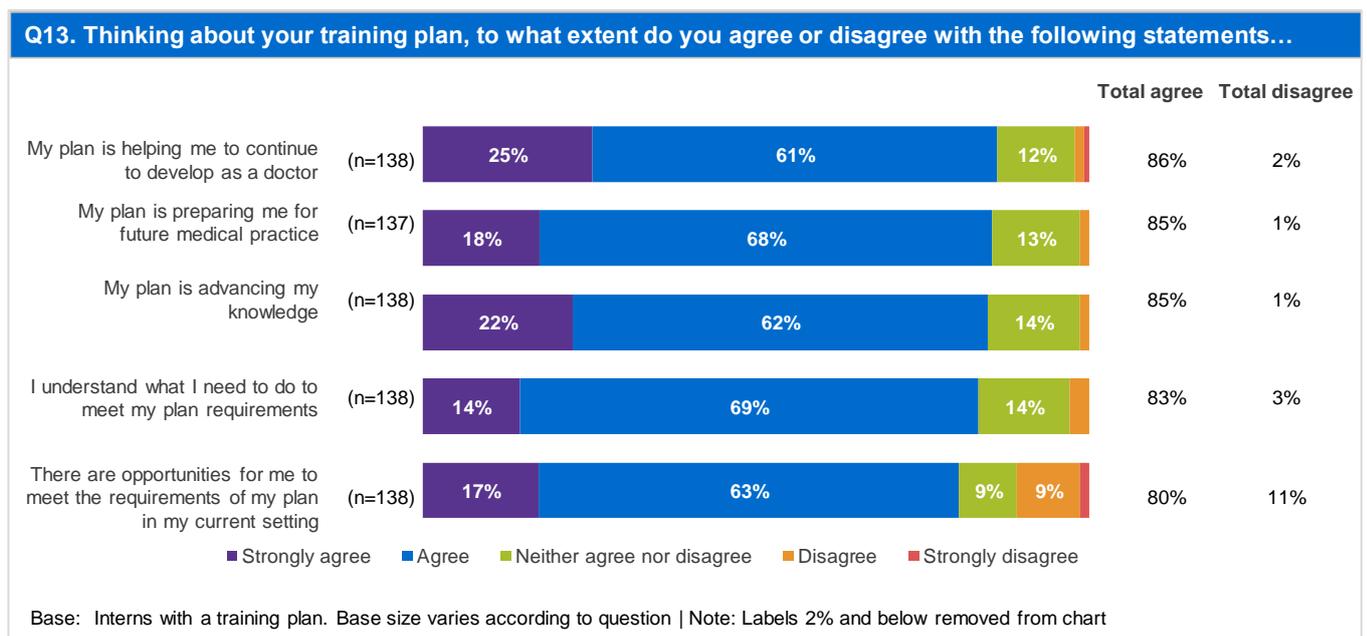
Q9a. Which area are you currently practising in? | Q9b. If applicable, which subspecialty area are you practising in?

## 7.2 Training curriculum

Doctors in training were asked to rate aspects of their training curriculum. As the training requirements vary between different groups of doctors in training, this section has been divided into the respective doctor in training cohorts. When questions which have been asked for three or more cohorts, a comparison has been provided for the cohort against a total.

### 7.2.1 Interns

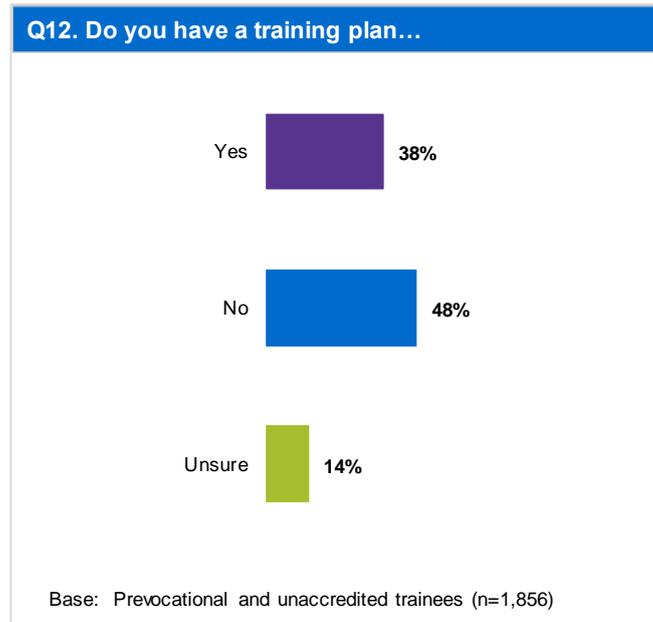
One in five interns say they have a training plan (19%), which is lower than the combined response for interns, prevocational and unaccredited trainees and IMGs (49%).



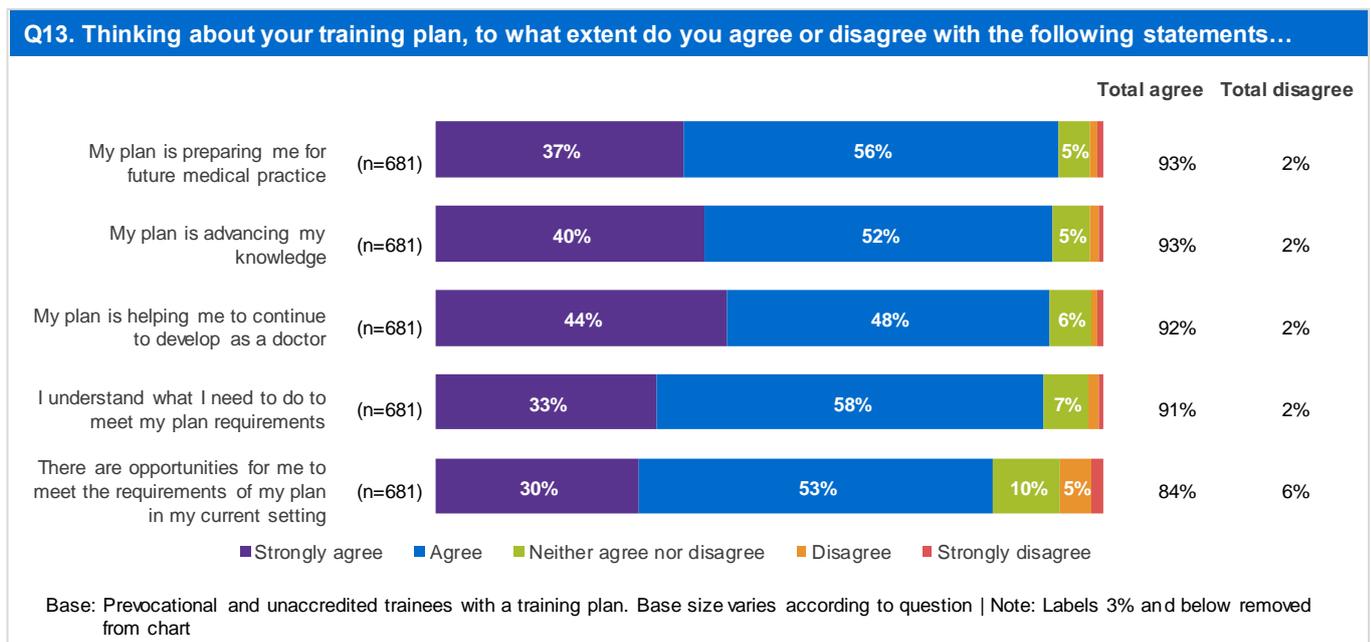
All interns who reported having a training plan were asked their extent of agreement in relation to statements about their training plan. More than eight in 10 'strongly agreed' or 'agreed' that their plan helps them to continue to develop as a doctor (86% 'strongly agreed' or 'agreed'), advances their knowledge (85% total), prepares them for their future medical practice (85%) and advances their knowledge (85%). Fewer interns 'agreed' or 'strongly agreed' to these statements when compared to the combined response for interns, prevocational and unaccredited trainees and IMGs (91%, 92%, 92% and 92% respectively).

One in nine (11%) interns 'strongly disagreed' or 'disagreed' that there were opportunities for doctors in training to meet the requirements of their plan.

## 7.2.2 Prevocational and unaccredited trainees

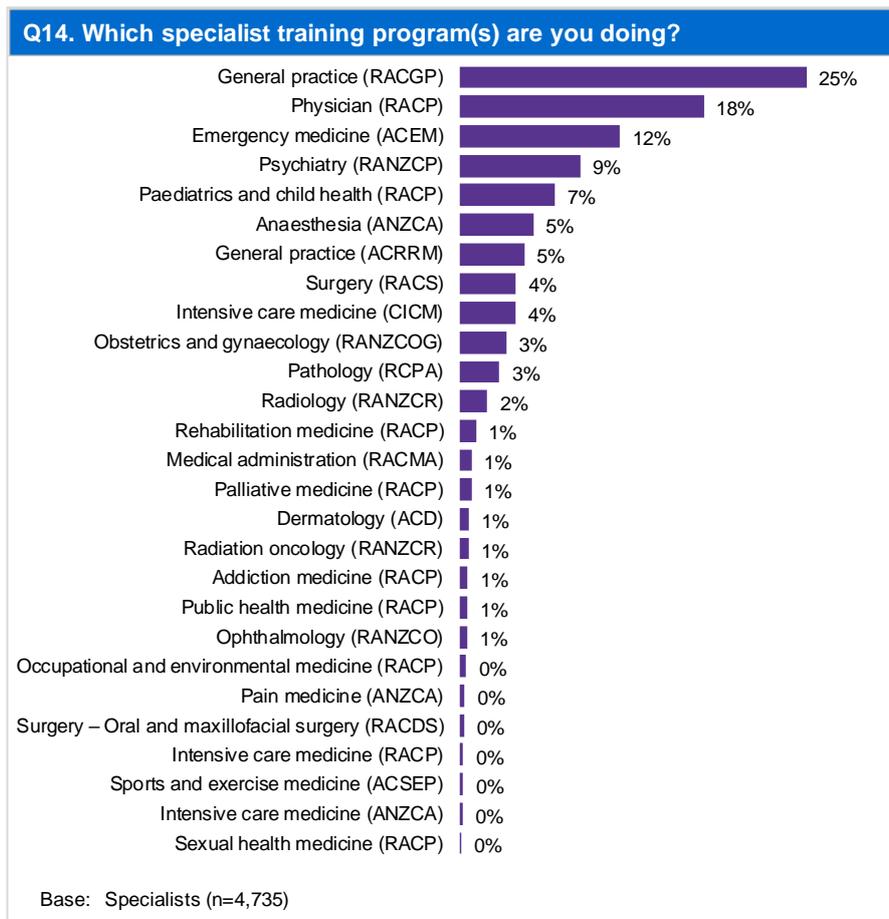


Two in five prevocational and unaccredited trainees said they had a training plan (38%), which is lower than the combined response for interns, prevocational and unaccredited trainees and IMGs (49%).



Nine in 10 prevocational and unaccredited trainees who have a training plan 'strongly agreed' or 'agreed' that their plan advances their knowledge (93%), prepares them for their future medical practice (93%), helps them to continue to develop as a doctor (92%) and that they understood what they need to do to meet their plan requirements (91%). Eight in 10 'strongly agreed' or 'agreed' that there are opportunities to meet the requirements of their plan (84%), which is similar to the combined response for interns, prevocational and unaccredited trainees and IMGs (86%).

## 7.2.3 Specialist non-GP trainees

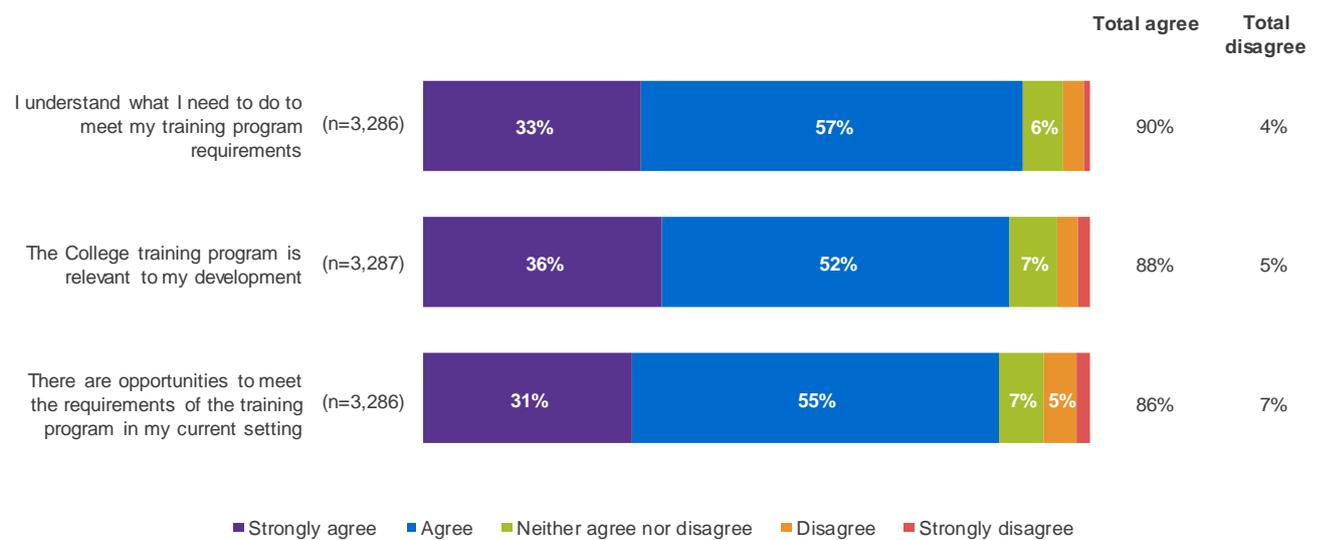


When completing the Medical Training Survey (MTS), doctors in training were asked to nominate up to two specialist training programs they were doing, and then asked to complete questions about each of those they nominated.

Specialist GP trainees selecting either the Australian College of Rural and Remote Medicine (ACRRM) or the Royal Australian College of General Practitioners (RACGP), comprise the specialist GP trainee cohort. The remaining form the specialist non-GP trainee cohort. This section specifically focuses on specialist non-GP trainees.

The largest proportion of specialist non-GP trainees who participated in the survey were physician trainees from the Royal Australasian College of Physicians (RACP). This is followed by emergency medicine trainees (Australasian College for Emergency Medicine (ACEM)), psychiatry trainees (The Royal Australian and New Zealand College of Psychiatrists (RANZCP)) and paediatrics and child health trainees (The Royal Australasian College of Physicians (RACP)).

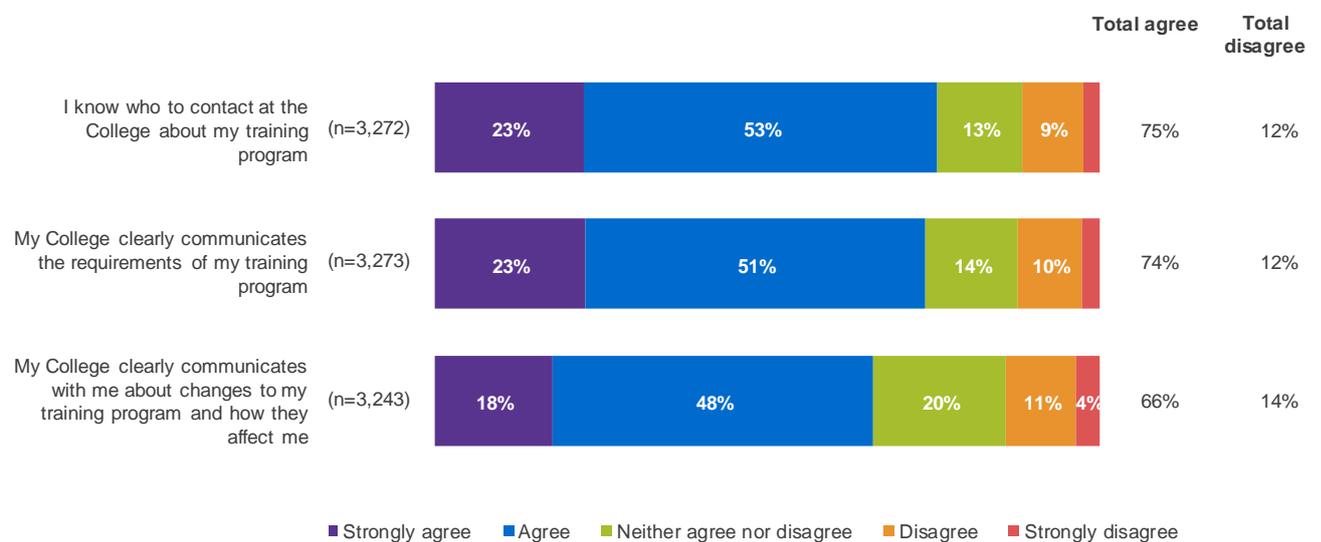
**Q21. Thinking about your [College] training program, to what extent do you agree or disagree with each of the following statements?**



Base: Specialist non-GP trainees. Base size varies according to question | Note: Labels 3% and below removed from chart

Nine in 10 (90%) specialist non-GP trainees reported that they understood what they needed to do to meet their training program requirements. A similar proportion reported that they found their College training program relevant to their development (88%) and that they had opportunities to meet the requirements of the training program in their current setting (86%).

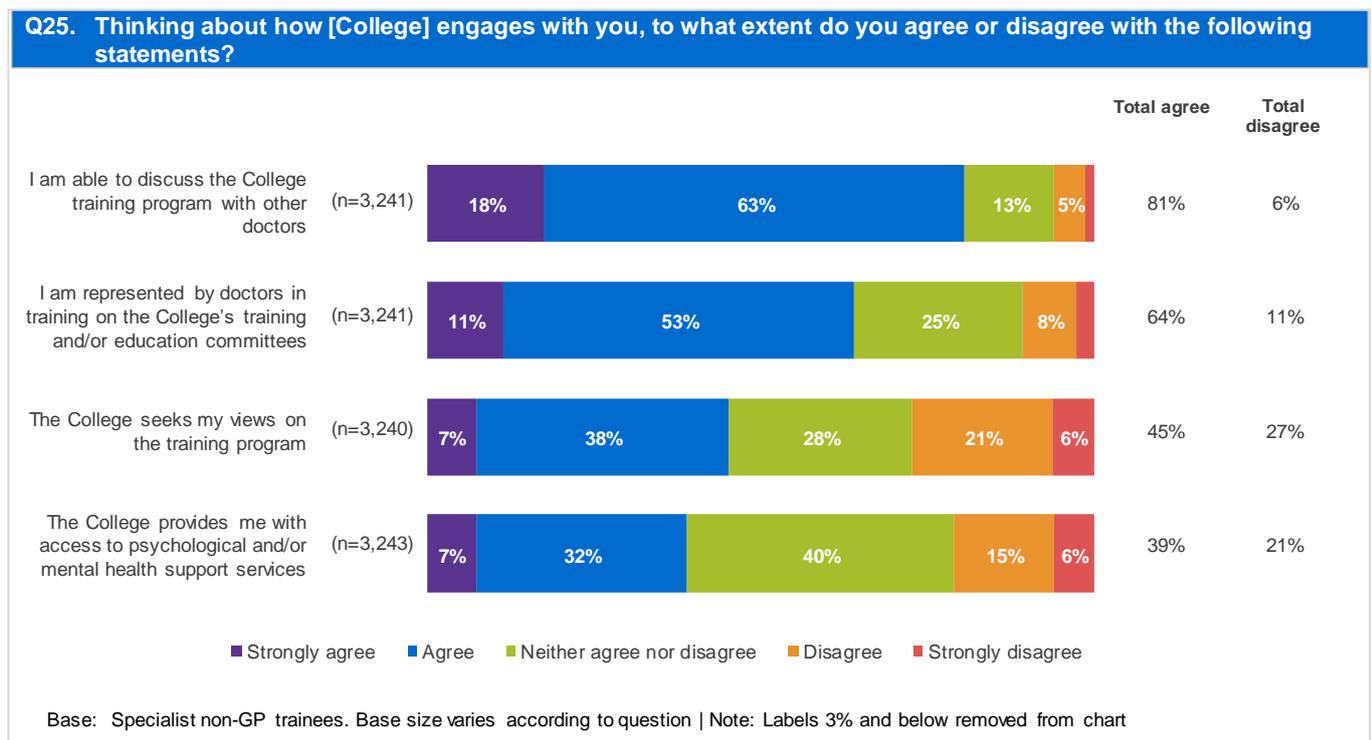
**Q22. Thinking about how [College] communicates with you about your training program, to what extent do you agree or disagree with the following statements?**



Base: Specialist non-GP trainees. Base size varies according to question | Note: Labels 3% and below removed from chart

Specialist non-GP trainees were asked about College communication about their training program. Three out of four (74%) 'strongly agreed' or 'agreed' that their College clearly communicates the requirements of the training program. A similar proportion also reported knowing who to contact at the College about their training program (75% total 'strongly agreed' or 'agreed'). A lower proportion

indicated their College clearly communicated changes to their training program and how the changes may affect trainees (66% total 'strongly agreed' or 'agreed').



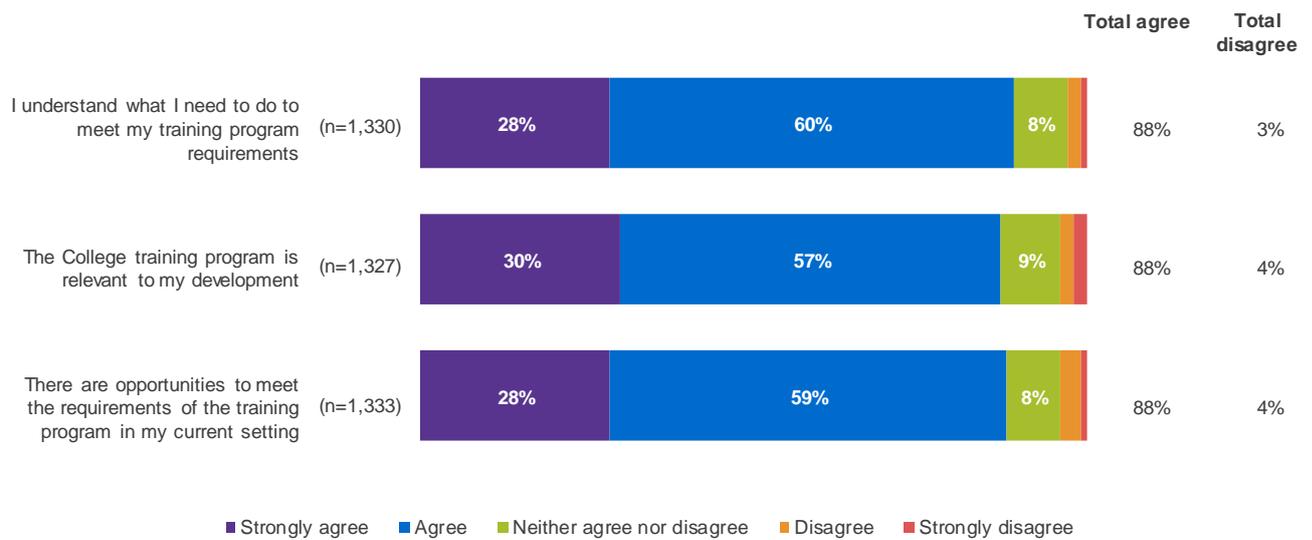
Eight in 10 (81%) specialist non-GP trainees 'strongly agreed' or 'agreed' that they were able to discuss the College training program with other doctors. Two thirds (64%) reported that they were represented by doctors in training on the College's training and/or education committees. Less than one in two felt that the College sought their views on the training program (45% total 'strongly agreed' or 'agreed'), with 27% of specialist non-GP trainees 'disagreeing' or 'strongly disagreeing' with this statement. Two in five (39%) specialist non-GP trainees 'strongly agreed' or 'agreed' that their College provides them access to psychological and/or mental health support services, with one in five (21%) 'disagreeing' or 'strongly disagreeing'.

### 7.2.4 Specialist GP trainees

Among specialist GP trainees only, the most common general practice training program was with Royal Australian College of General Practitioners (RACGP) (86%), with 16% at the Australian College of Rural and Remote Medicine (ACRRM).

A small proportion of specialist GP trainees are undertaking a second training program in addition to their general practice training program (4%). Most commonly, this is emergency medicine (Australasian College for Emergency Medicine (ACEM), 2%).

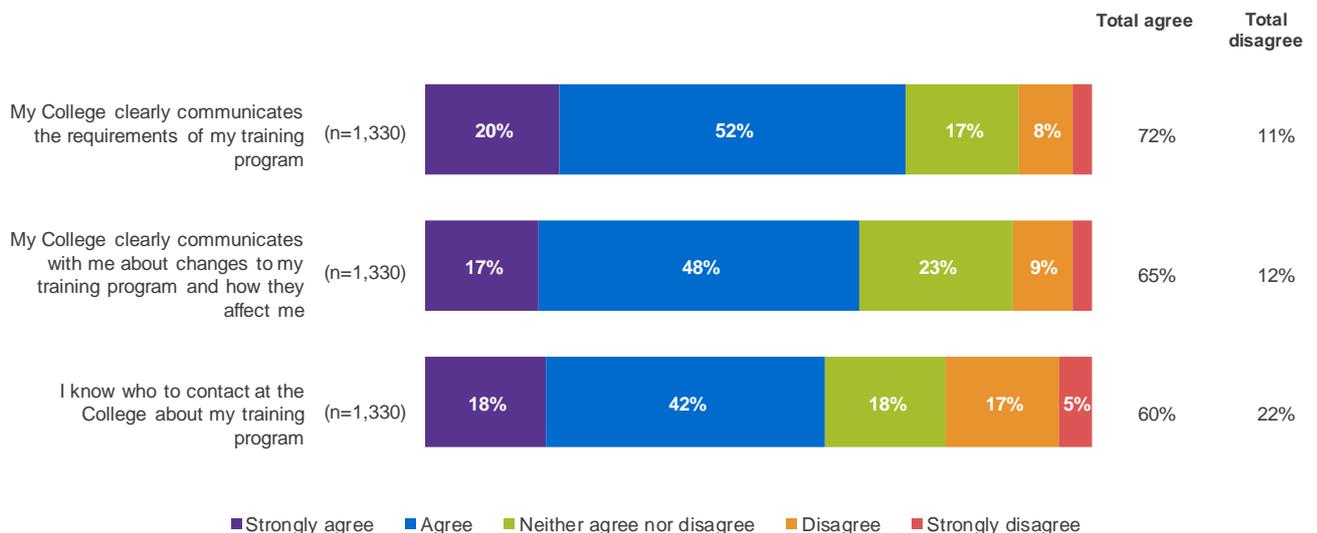
**Q21. Thinking about your [College] training program, to what extent do you agree or disagree with each of the following statements?**



Base: Specialist GP trainees. Base size varies according to question | Note: Labels 3% and below removed from chart

Among specialist GP trainees, there was agreement that the College training program is relevant to their development (88% total 'strongly agreed' or 'agreed') and that they understood what they need to do to meet training program requirements (88% total 'strongly agreed' or 'agreed'). A similar proportion (88%) 'strongly agreed' or 'agreed' that there are opportunities to meet the requirements of the training program in their current setting.

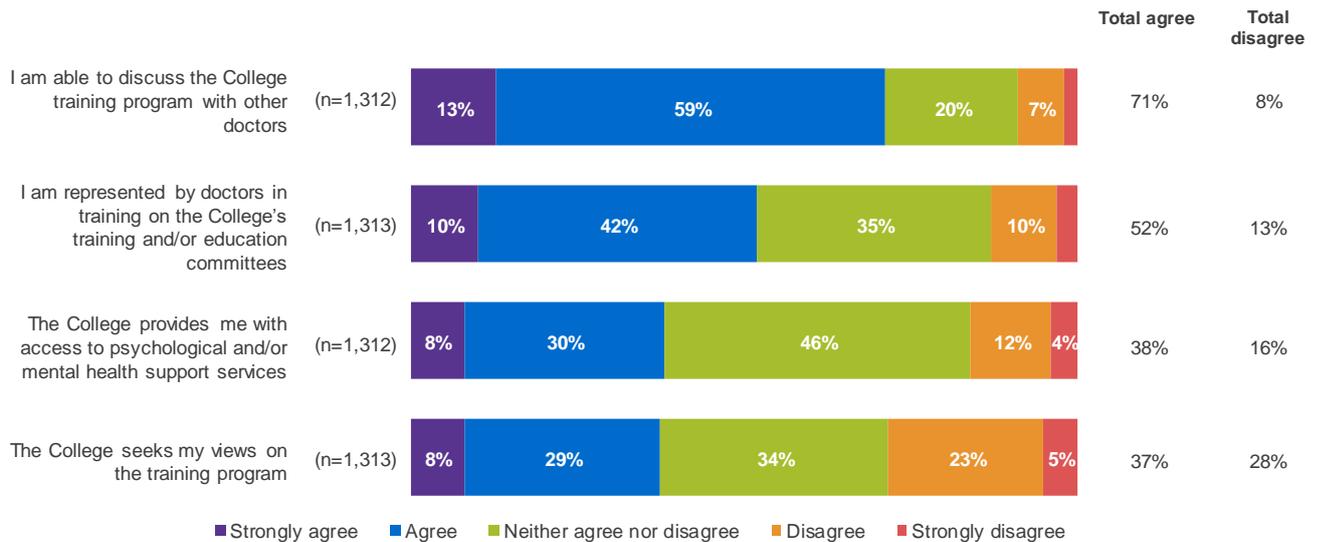
**Q22. Thinking about how [College] communicates with you about your training program, to what extent do you agree or disagree with the following statements?**



Base: Specialist GP trainees. Base size varies according to question | Note: Labels 3% and below removed from chart

Seven in 10 (72%) specialist GP trainees 'strongly agreed' or 'agreed' that the College clearly communicates the requirements of training programs. A lower proportion (65% total 'strongly agreed' or 'agreed') reported that their College clearly communicates changes to training programs and how these may affect trainees. Three in five (60%) specialist GP trainees knew who to contact at the College about their training program.

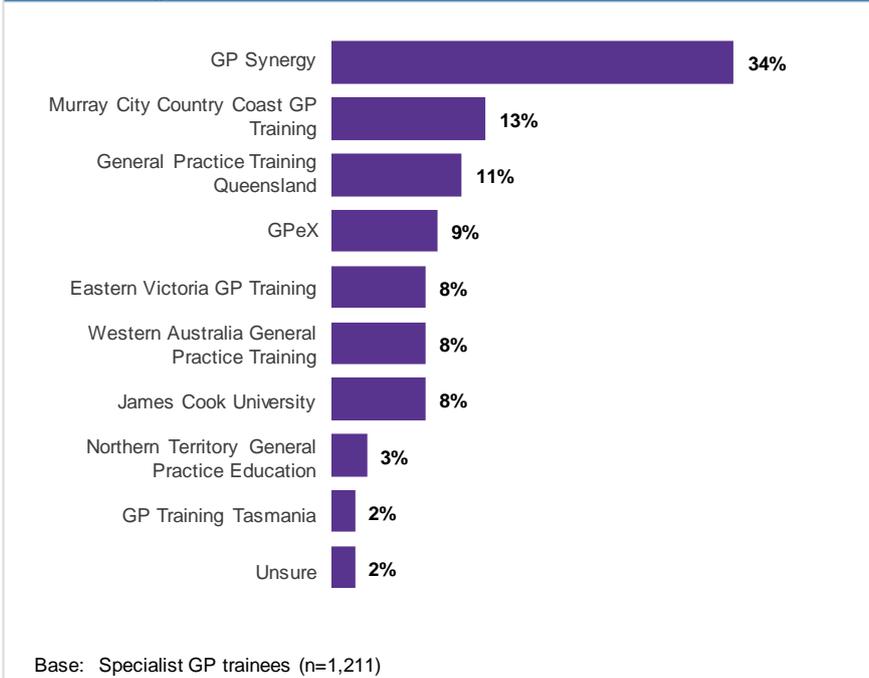
**Q25. Thinking about how [College] engages with you, to what extent do you agree or disagree with the following statements?**



Base: Specialist GP trainees. Base size varies according to question | Note: Labels 3% and below removed from chart

Less than two in five (37% total 'strongly agreed' or 'agreed') reported that the College sought specialist GP trainees' views on the training program. One in two (52%) specialist GP trainees 'strongly agreed' or 'agreed' that they are represented by doctors in training on the College's training and/or education committees. Seven in 10 (71%) reported that they are able to discuss the College training program with other doctors. Two in five (38%) specialist GP trainees 'strongly agreed' or 'agreed' that their College provides access to psychological and/or mental health support services, with the majority (46%) 'neither agreeing' nor disagreeing'.

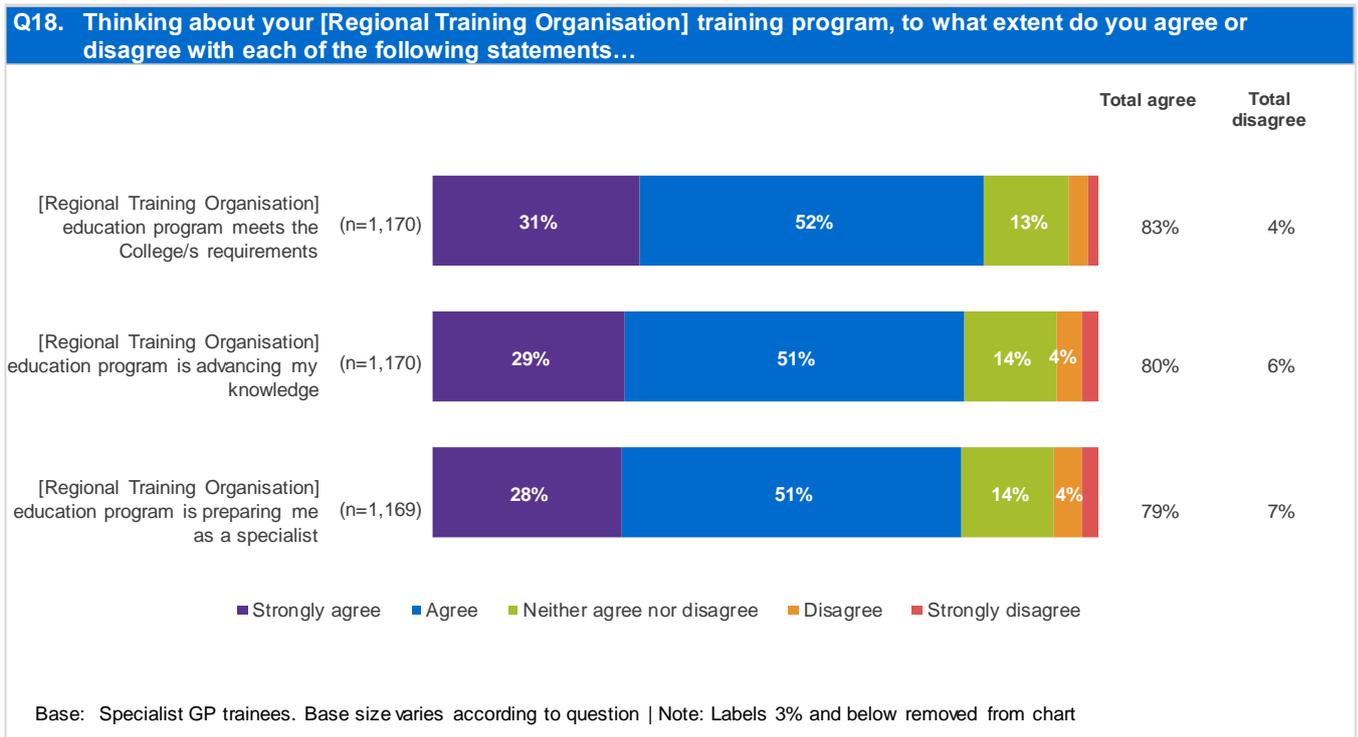
**Q17. If applicable, which Regional Training Organisation provides your GP training?**



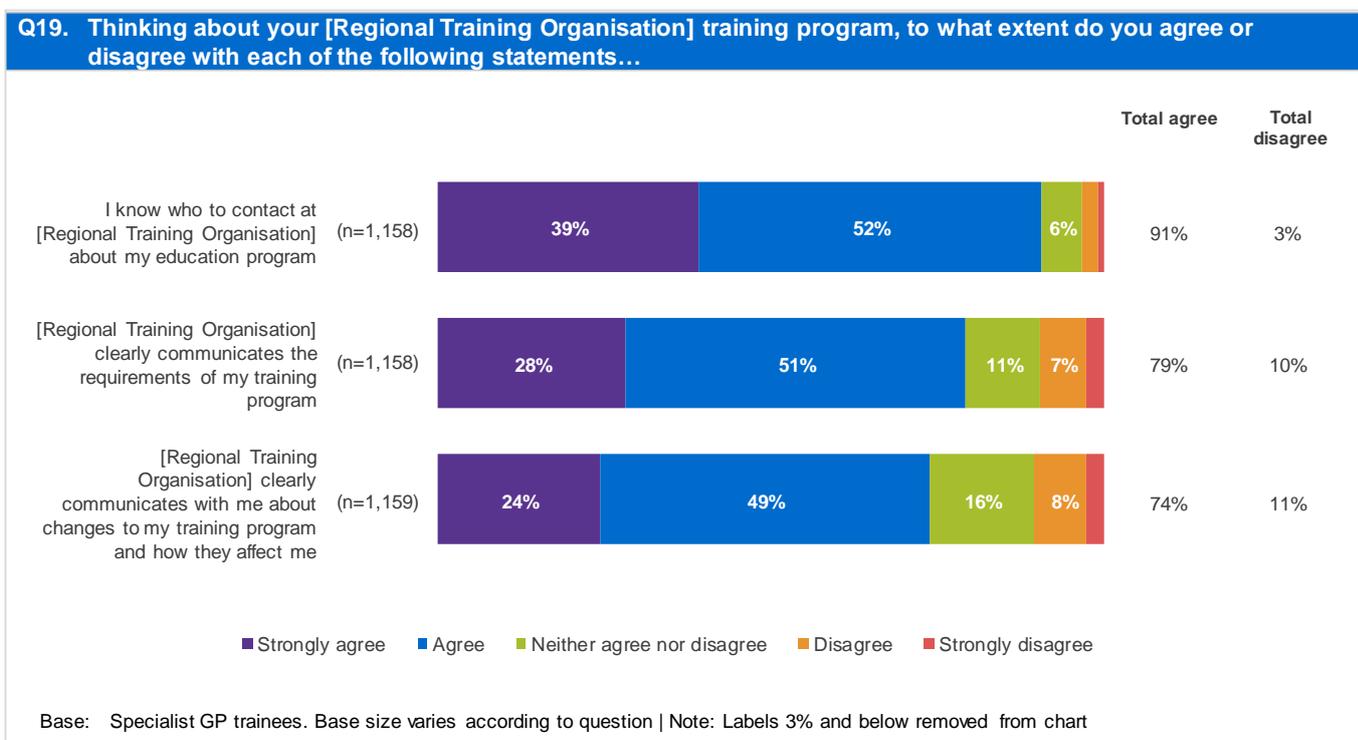
Base: Specialist GP trainees (n=1,211)

Specialist GP trainees were asked to select which Regional Training Organisation (RTO) delivered their education and training. The most common RTO selected was GP Synergy (34%). This is followed by

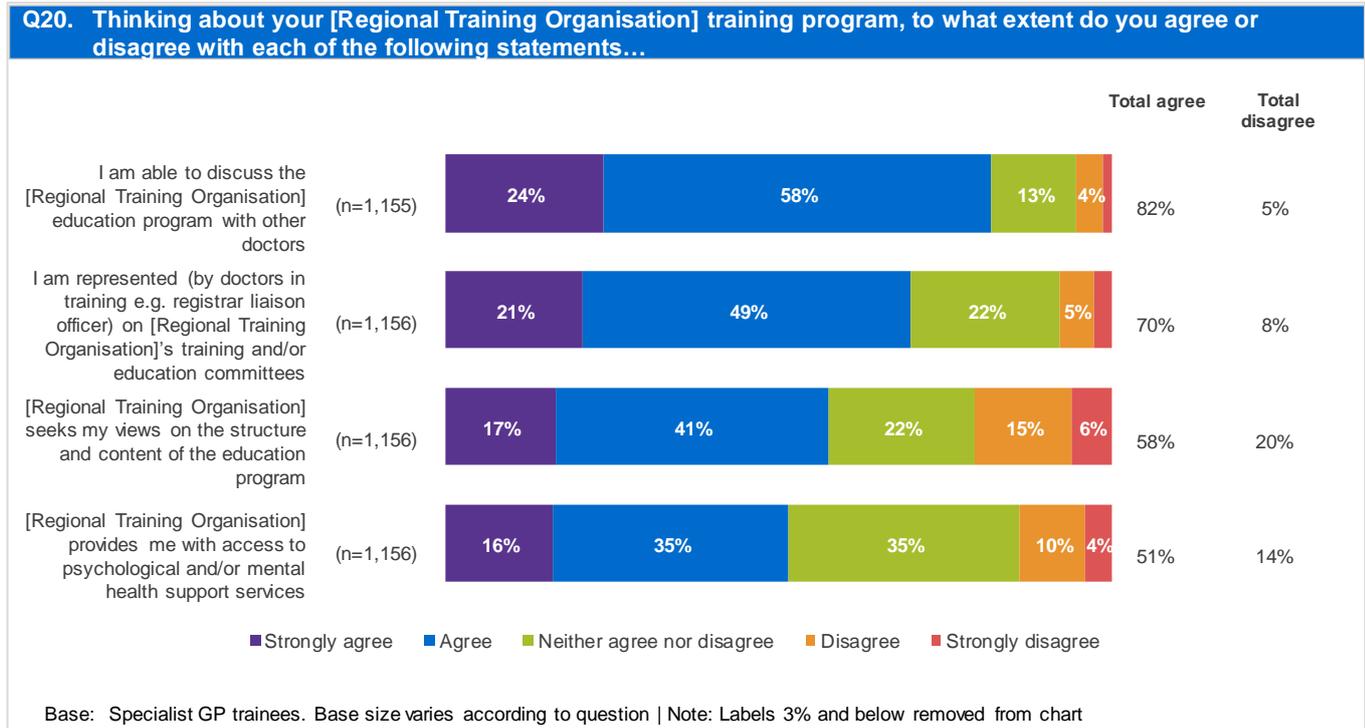
Murray City Country Coast GP Training (13%), General Practice Training Queensland (11%) and GPeX (9%).



Four in five (83%) specialist GP trainees ‘strongly agreed’ or ‘agreed’ that their RTO’s education program met the College requirements, prepared them to be a specialist (79%) and advanced their knowledge (80%).



Nine in ten (91%) specialist GP trainees knew who to contact at their RTO about their education program. Four in five (79%) specialist GP trainees reported that their RTO clearly communicates the requirements of their training program. A lower proportion (74%) ‘strongly agreed’ or ‘agreed’ that their RTO clearly communicates changes in the training program and how they may affect trainees.



Four in five (82%) reported they are able to discuss their RTO education program with other doctors. Seven in 10 (70% total 'strongly agreed' or 'agreed') specialist GP trainees felt represented by doctors in training on their RTO's training and/or education committees. A lower proportion (58%) 'strongly agreed' or 'agreed' that their RTO's sought trainee views on the structure and content of the education program.

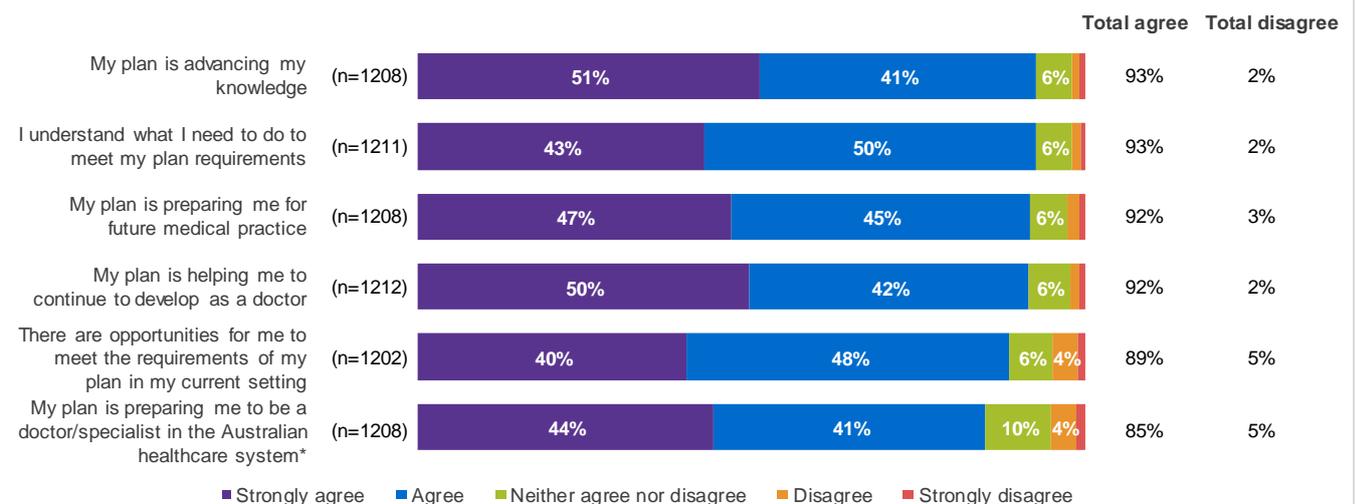
One in two (51% total 'strongly agreed' or 'agreed') reported that their RTOs offered access to psychological and/or mental health support services.

### 7.2.5 International medical graduates (IMGs)



Three in four (75%) IMGs have a training plan, which is higher than the combined response for interns, prevocational and unaccredited trainees and IMGs (49%).

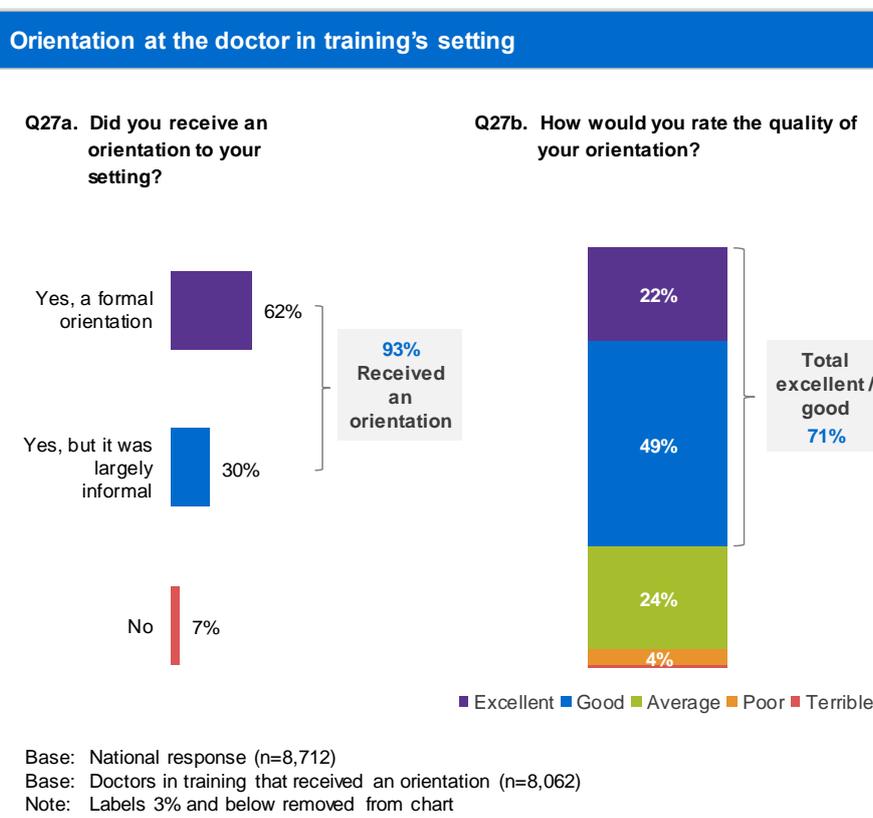
### Q13. Thinking about your training plan, to what extent do you agree or disagree with the following statements...



Base: International medical graduates with a training plan, note: \*asked only of international medical graduates. Base size varies according to question | Note: Labels 3% and below removed from chart

Nine in 10 (93%) IMGs with a training plan, 'strongly agreed' or 'agreed' that their plan advanced their knowledge, prepared them for their future medical practice (92%) and helped them to continue to develop as a doctor (92%). A similar proportion reported that they understood what they needed to do to meet their plan requirements (93%). There are opportunities for IMGs to meet the requirements of their plan, with 89% 'strongly agreeing' or 'agreeing' with this statement. Further, more than four in five (85%) IMGs 'strongly agreed' or 'agreed' that their training plan prepared them to be a doctor in the Australian healthcare system.

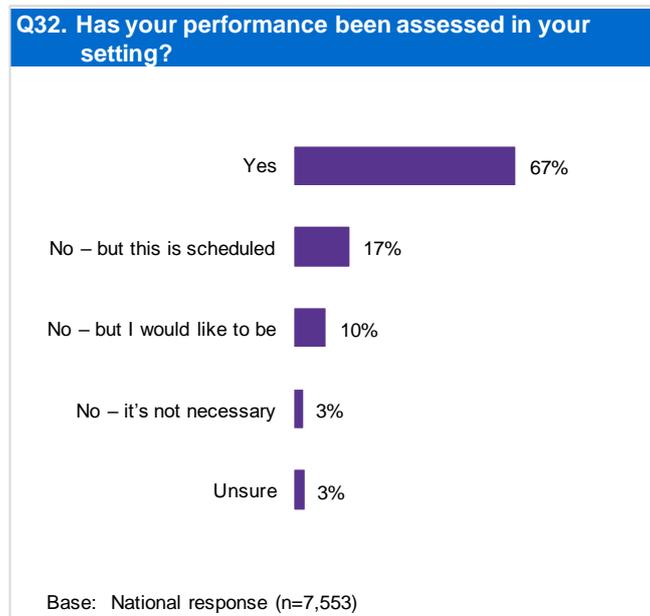
## 7.3 Orientation



Nine in 10 (93%) doctors in training received an orientation, with 62% reporting that this was a formal orientation. Those from Victoria were more likely not to have an orientation (9%) compared to the national response.

Of those that received an orientation, 22% rated this 'excellent' and 49% rated this 'good'. Only 5% of doctors in training rated their orientation as 'poor' or 'terrible'. Doctors in training in rural settings (30%) were more likely to rate their orientation as 'excellent' compared to the national response.

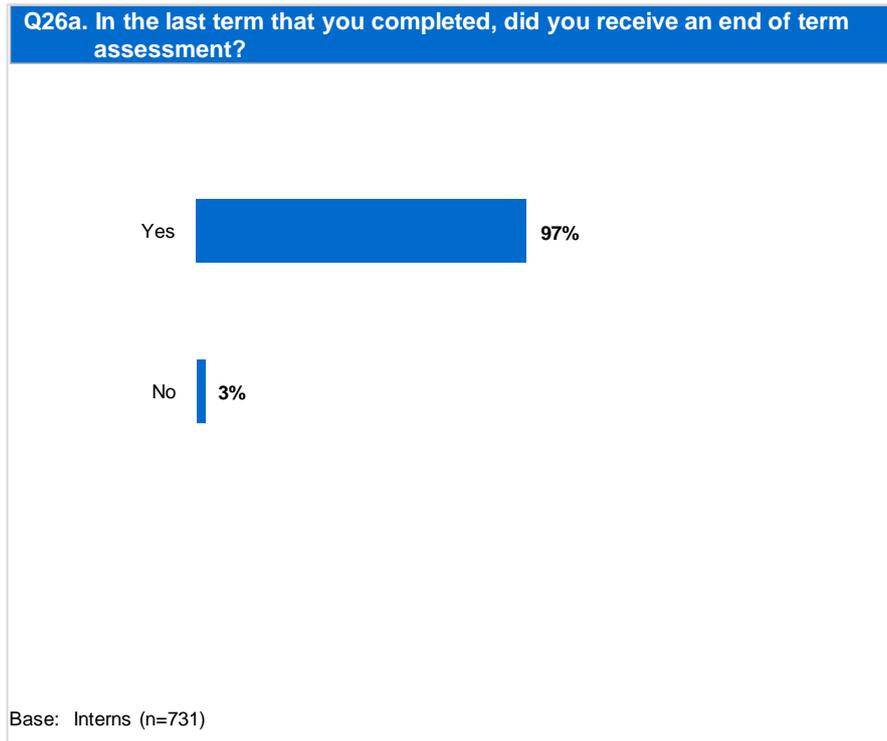
## 7.4 Assessment



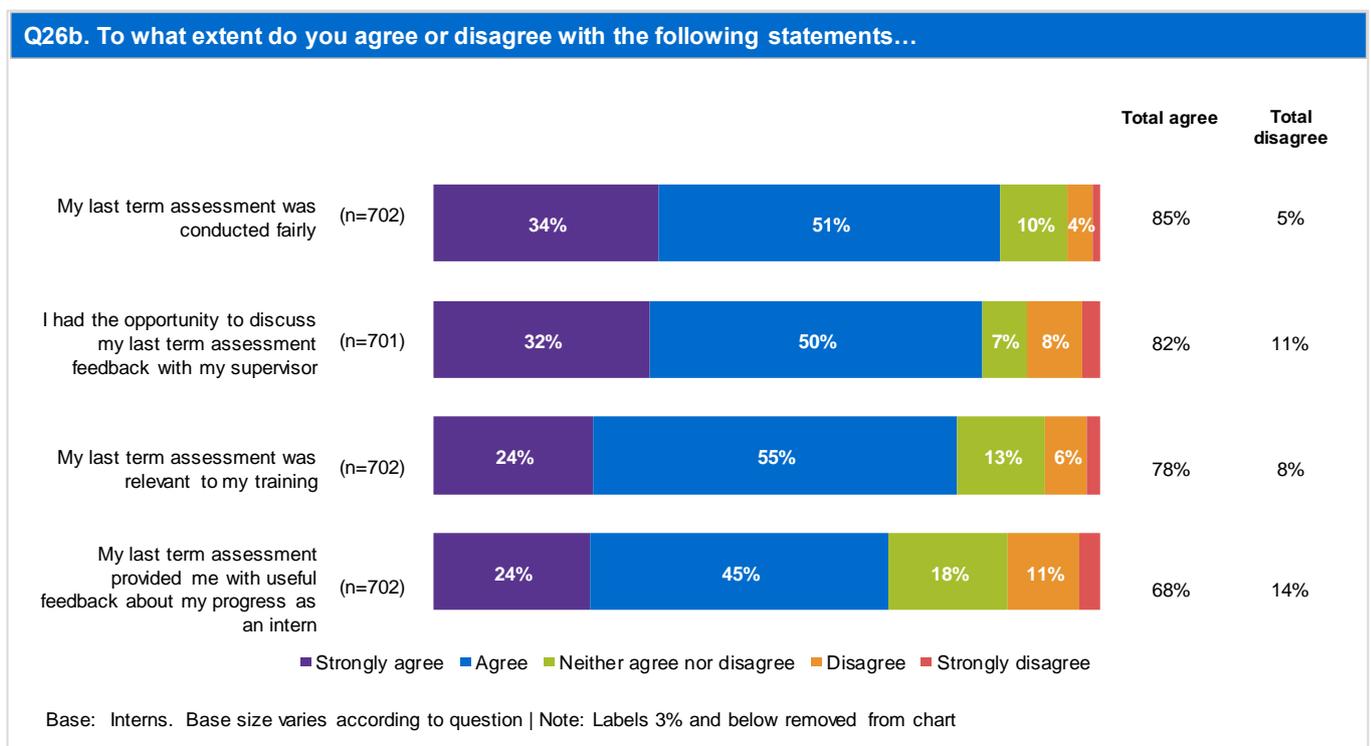
All doctors in training, except interns, were asked if their performance had been assessed in their setting. Two thirds (67%) reported that they had undertaken an assessment and 17% reported that this had not happened yet but had been scheduled. One in 10 (10%) reported they had not had an assessment but would like one. Doctors in training from metropolitan locations are less likely to have had their performance assessed in their setting (65%), compared to those in regional (70%) and rural areas (75%).

There was variation in who had received an assessment across the doctor in training cohorts. Four in five (81%) IMGs have had their performance assessed in the setting. As a group, seven in 10 specialist trainees (69%) reported having had their performance assessed. This was higher for specialist GP trainees (76%) than specialist non-GP trainees (66%). One in two prevocational and unaccredited trainees (49%) reported they had had their performance assessed with a further one in five (21%) reporting that although they hadn't had their performance assessed, they would like to schedule an assessment in their setting.

## 7.4.1 Interns

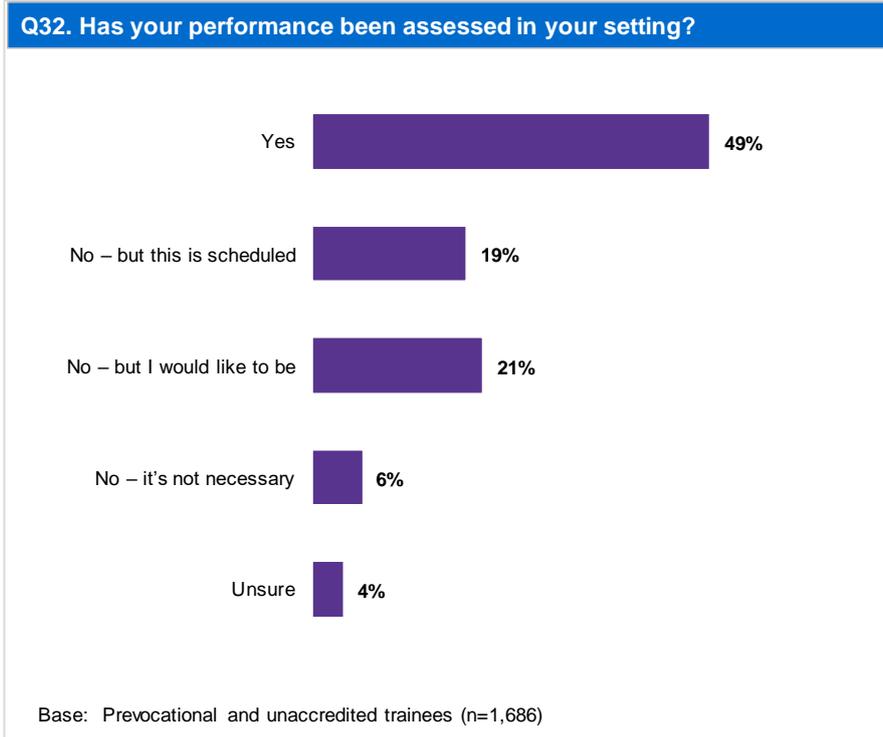


97% of all interns received an end of term assessment.



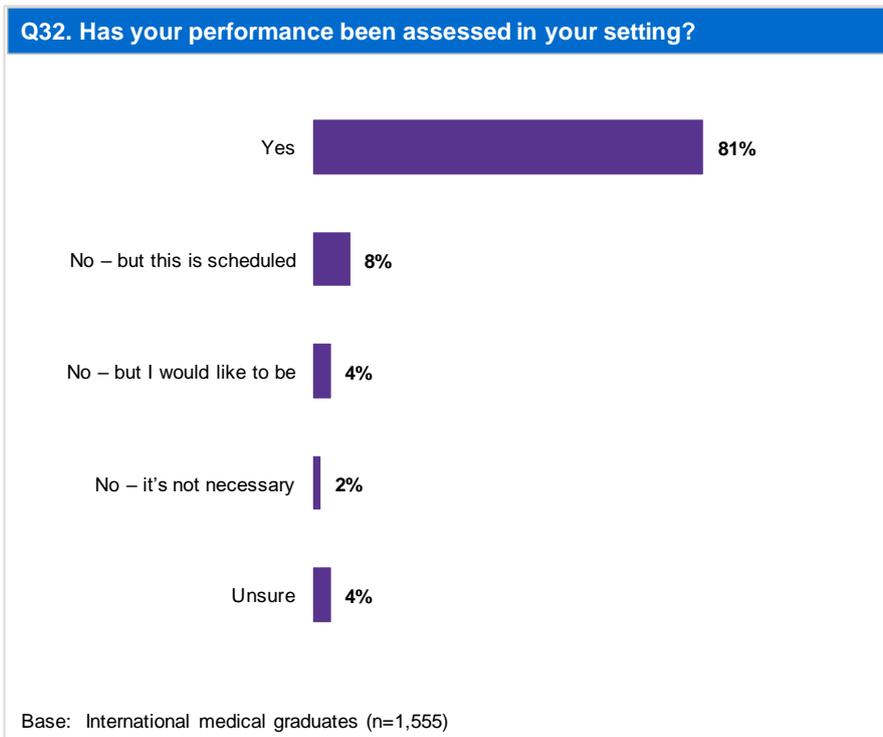
When interns considered their last term, four in five 'strongly agreed' or 'agreed' that the end of term assessment was relevant (78%) and conducted fairly (85%). Four in five (82%) also reported that they had the opportunity to discuss last term assessment feedback with their supervisor. A lower proportion (68% total 'strongly agreed' or 'agreed') found this feedback was useful in relation to their progress as an intern.

## 7.4.2 Prevocational and unaccredited trainees



One in two (49%) prevocational and unaccredited trainees have had their performance assessed in their setting, with a further 19% indicating that they had an assessment scheduled. One in five (21%) have not had an assessment in their current setting and would have liked one and 6% report that a performance assessment was not necessary.

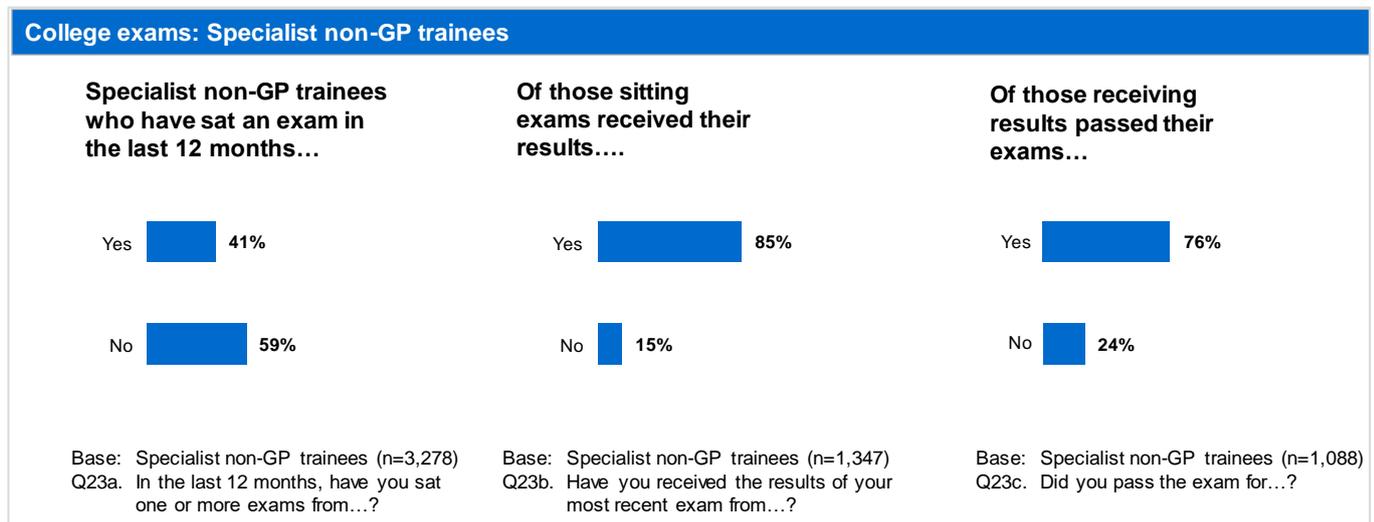
## 7.4.3 International medical graduates (IMGs)



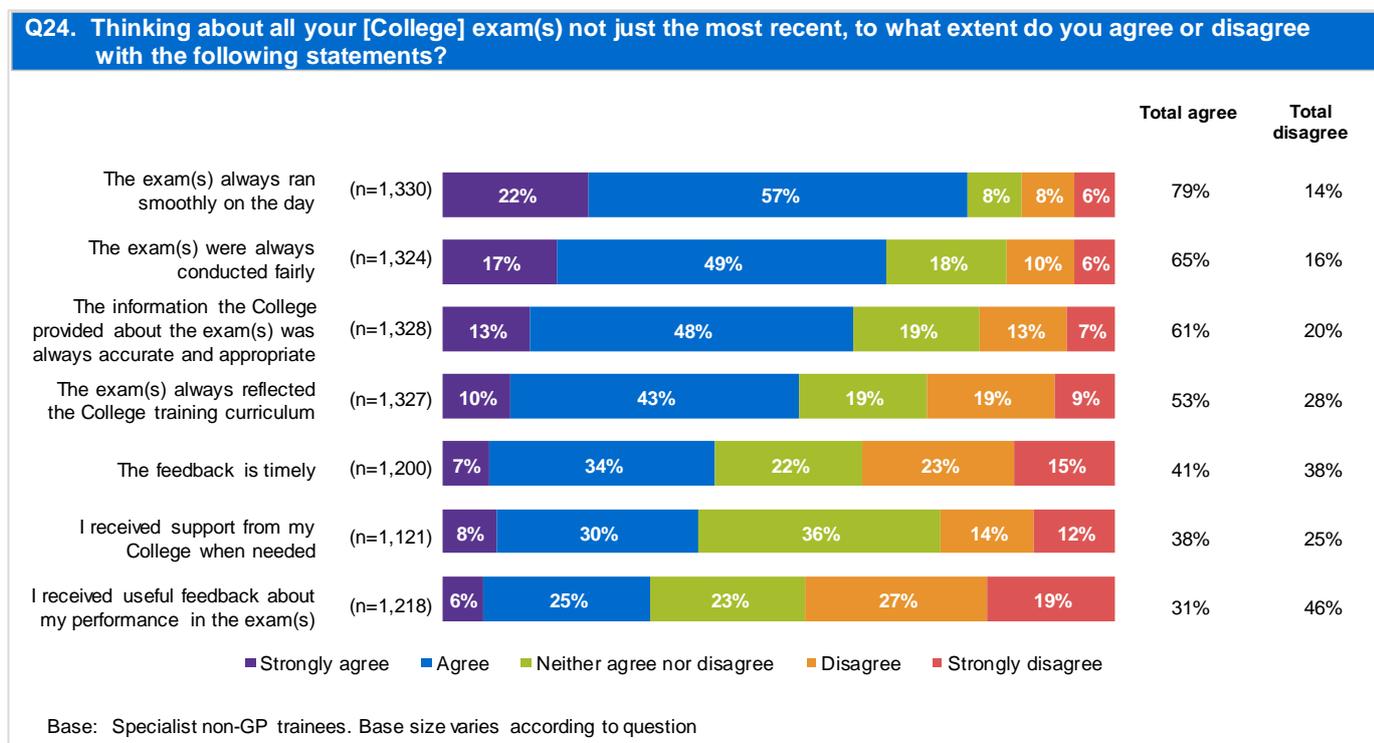
Four in five (81%) IMGs had their performance assessed in their setting, which is a larger proportion than prevocational and unaccredited trainees (49%). A further 8% had a performance assessment scheduled. 2% report that an assessment was not necessary, while 4% had not had an assessment but would have liked one.

## 7.4.4 Specialist trainees – exams

### 7.4.4.1 Specialist non-GP trainees

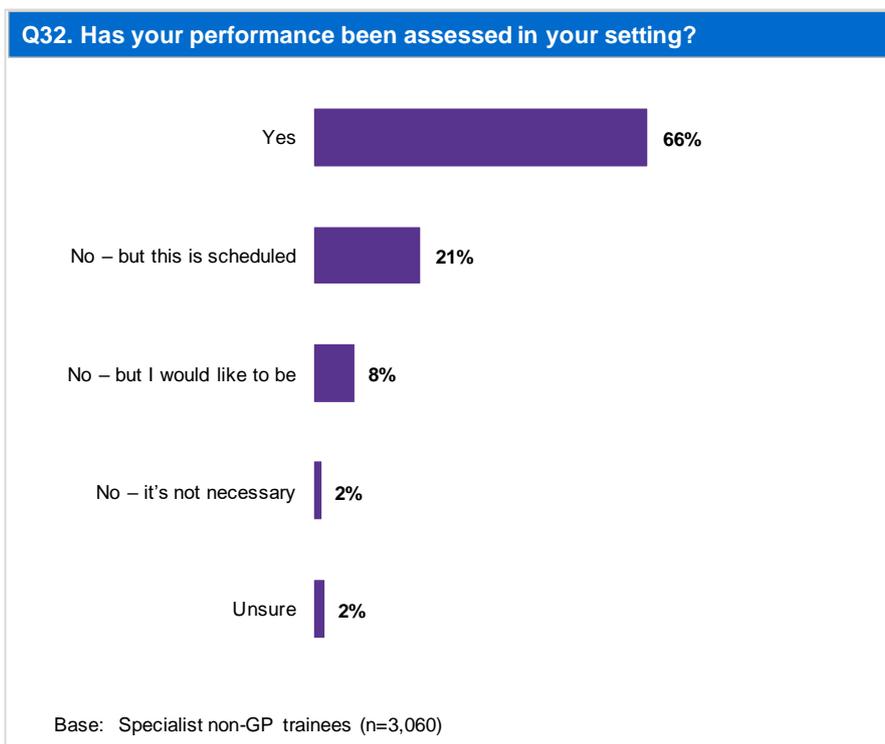


In the last 12 months, two in five (41%) specialist non-GP trainees have sat at least one exam. Of these trainees, 85% had received their results and three in four (76%) had passed their exam.



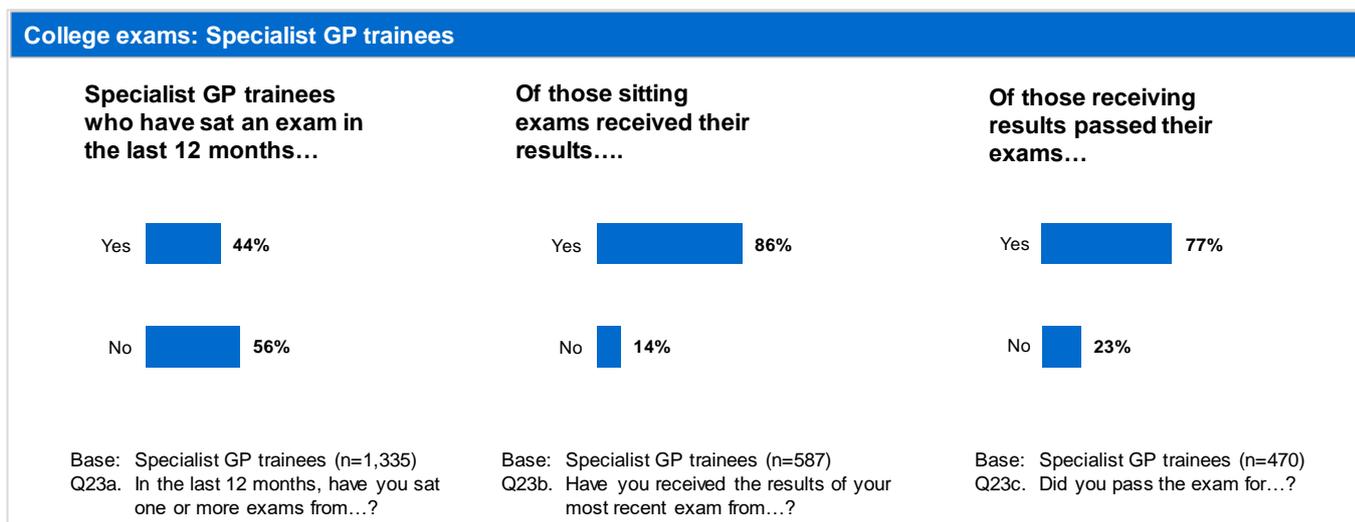
Four in five (79%) specialist non-GP trainees who sat an exam in the past 12 months indicated that their exam or exams always ran smoothly on the day. However, fewer 'strongly agreed' or 'agreed' that information the College provided about the exam/s was always accurate and appropriate (61%) or the exam/s always reflected the College training curriculum (53%). There may be opportunities to improve feedback about exams, with two in five (38%) 'strongly disagreeing' or 'disagreeing' with exam feedback

being timely and half (46%) ‘strongly disagreeing’ or ‘disagreeing’ that they received useful feedback about their performance in the exams/s.

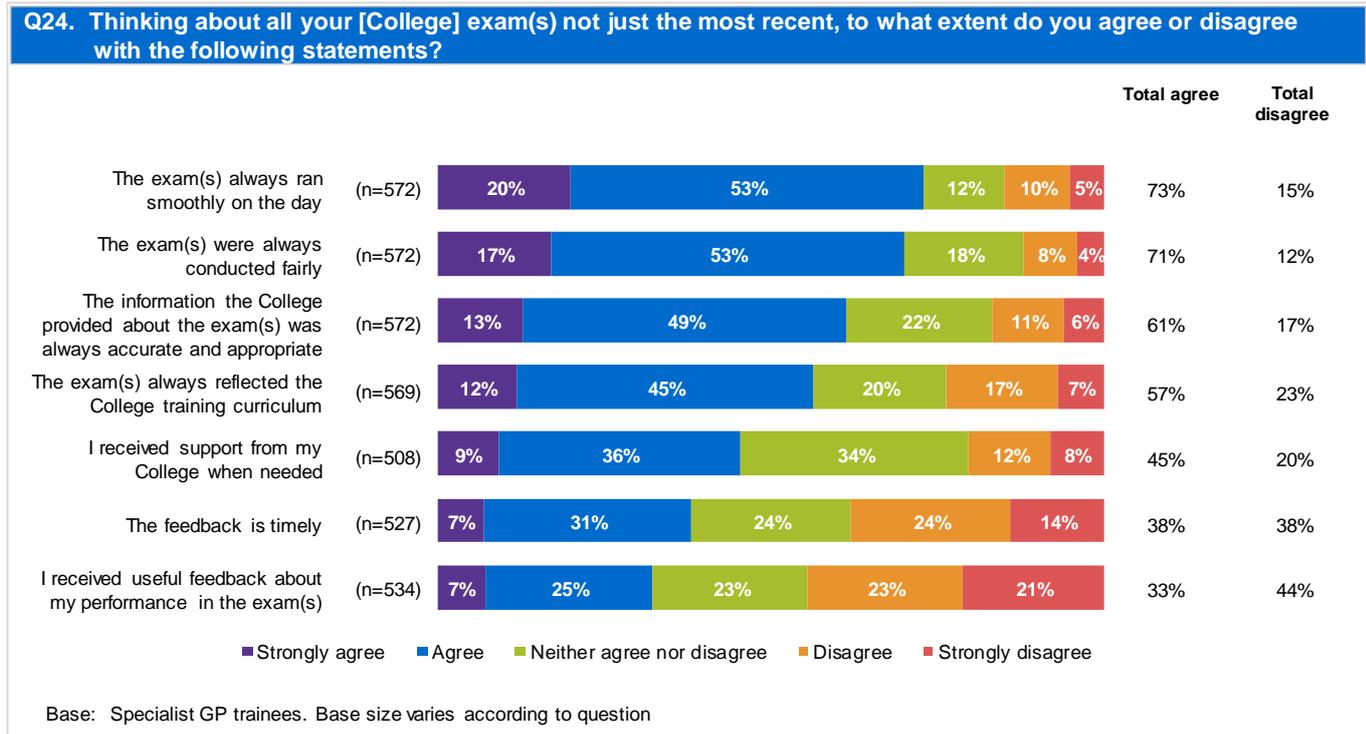


Two in three (66%) specialist non-GP trainees had their performance assessed in their setting. A further 21% had a performance assessment scheduled. 2% report that an assessment was not necessary, while 8% had not had an assessment but would have liked one.

#### 7.4.4.2 Specialist GP trainees

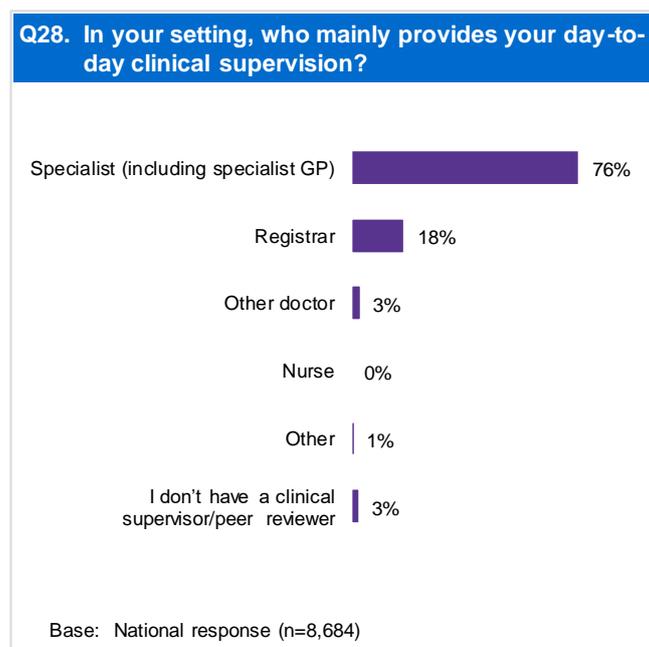


44% of specialist GP trainees sat one or more exams in the past 12 months, with 86% having received their results. Of those that had received their results, 23% had not passed the exam.



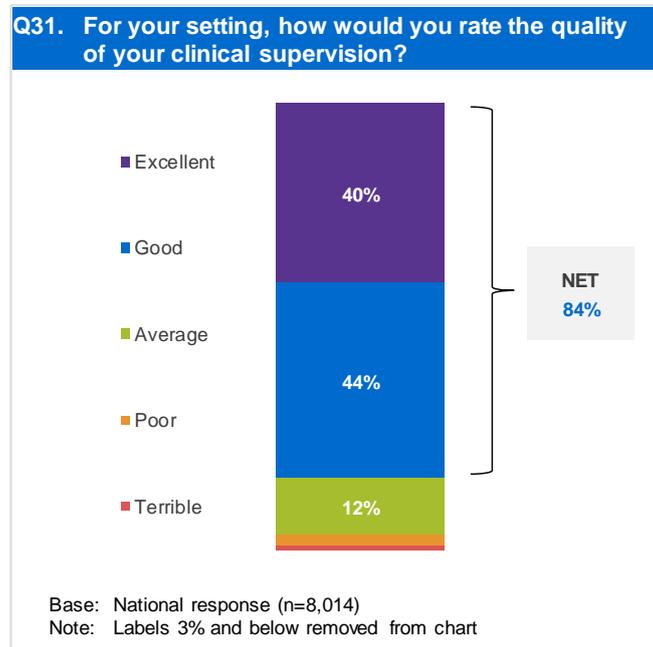
Three in four (73%) specialist GP trainees who sat an exam in the past 12 months indicated that their exam or exams always ran smoothly on the day. Similar to specialist non-GP trainees, fewer 'strongly agreed' or 'agreed' that information the College provided about the exam/s was always accurate and appropriate (61%) or the exam/s always reflected the College training curriculum (57%). The lowest ratings were received regarding feedback about exams, with two in five (38%) 'strongly disagreeing' or 'disagreeing' with exam feedback being timely and two in five (44%) 'strongly disagreeing' or 'disagreeing' that they received useful feedback about their performance in the exams/s.

## 7.5 Clinical supervision



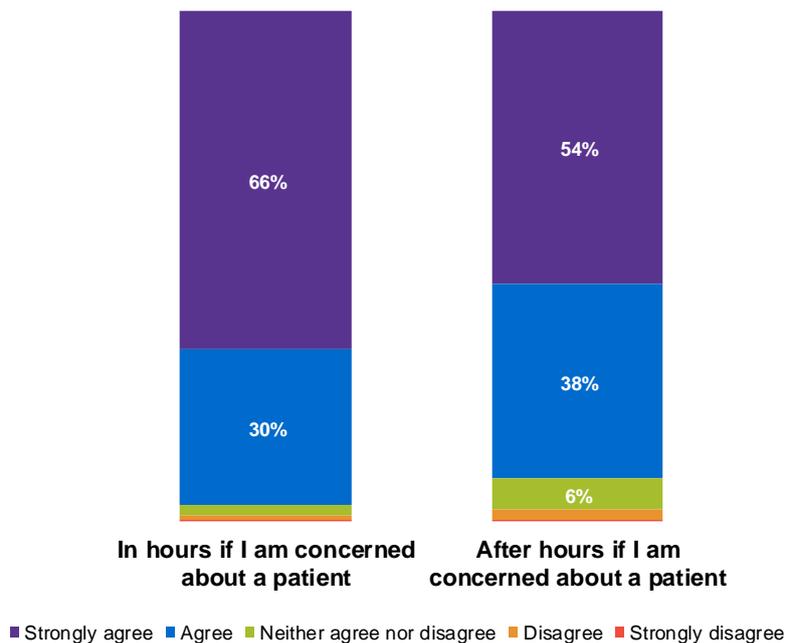
Specialists (including specialist GPs) most commonly provided doctors in training with their day-to-day clinical supervision (76%). There were some variations according to location, with doctors in training from rural locations (83%) more likely to have reported specialists being the main supervisor than doctors in training in regional (77%) or metropolitan areas (75%).

It was uncommon for doctors in training to not have a clinical supervisor or peer reviewer (for IMG respondents), with only 3% of respondents reporting this. Trainees in rural locations were more likely to report not having a clinical supervisor or peer reviewer (6%) than the national response (3%). In rural locations, registrars are less likely to provide day-to-day clinical supervision (5%) than metropolitan areas (20%) and regional locations (16%).



Overall, doctors in training rate the quality of their supervision as ‘good’ or ‘excellent’. Two in five (40%) doctors in training rate the quality of their clinical supervision to be ‘excellent’, with a further two in five (44%) rating it as ‘good’. Only 4% of doctors in training reported their supervision as ‘poor’ or ‘terrible’. A larger proportion of IMGs rated the quality of their clinical supervision as either ‘good’ or ‘excellent’ (87%) compared with other doctor in training cohorts. There were no significant differences between states/territories or locations.

**Q29. To what extent do you agree or disagree with the following statements? In my setting, if my clinical supervisor(s) is not available I am able to contact other senior medical staff...**

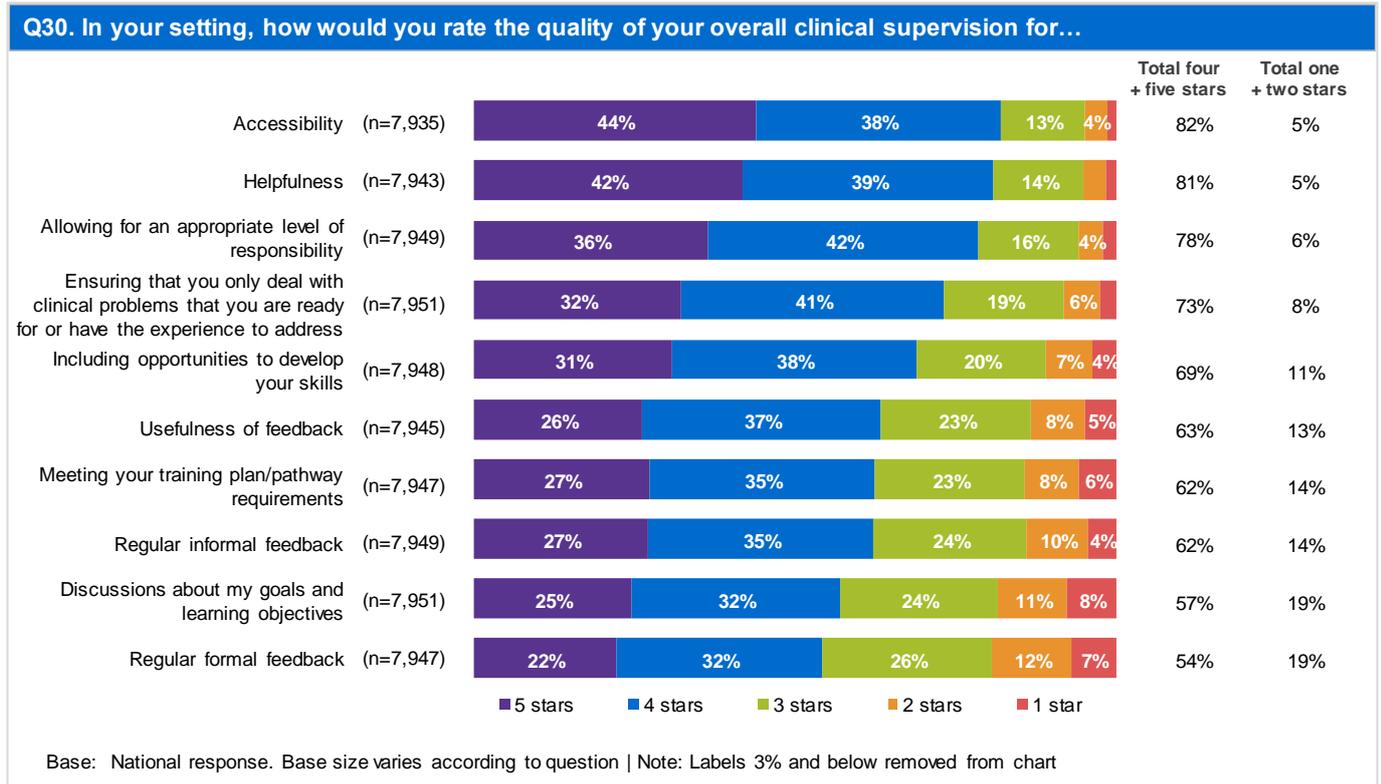


Base: National response (n=8,415) and (n=8412)  
Note: Labels 3% and below removed from chart

Doctors in training were asked about their ability to contact senior medical staff with patient concerns in and after hours. Nearly all (97%) reported that they either 'agreed' or 'strongly agreed' that they would be able to contact senior medical staff during work hours. Specialist trainees were more likely to 'agree' or 'strongly agree' (98%) with this statement than other cohorts.

Fewer respondents 'agreed' or 'strongly agreed' that they would be able to contact senior medical staff after hours (91%) than in hours (97%), yet only 2% either 'disagreed' or 'strongly disagreed' with the statement. Interns were less likely to 'agree' or 'strongly agree' (88%) with this statement than the national response.

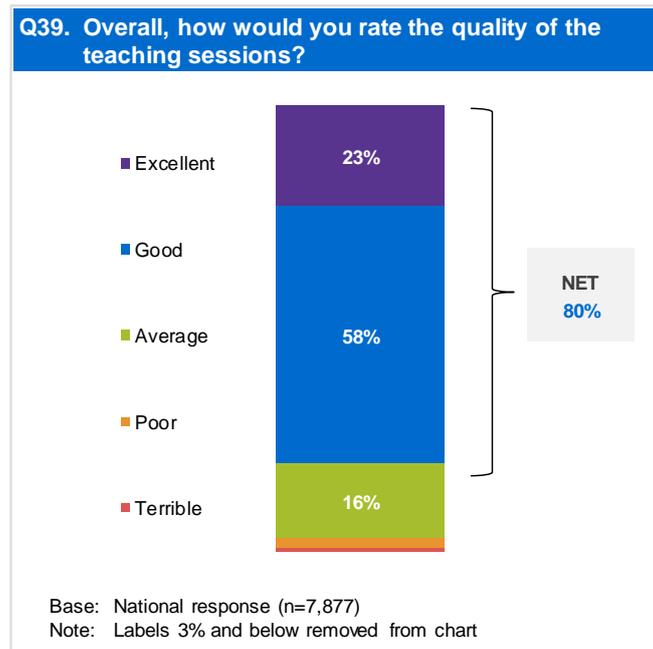
Doctors in training from ACT were less likely to 'agree' or 'strongly agree' (93%) that they would be able to contact other senior medical staff in hours if they were concerned about a patient. Those in rural locations were more likely to 'disagree' or 'strongly disagree' (86%) that they were able to contact other senior medical staff after hours if they were concerned about a patient, compared to the national response.



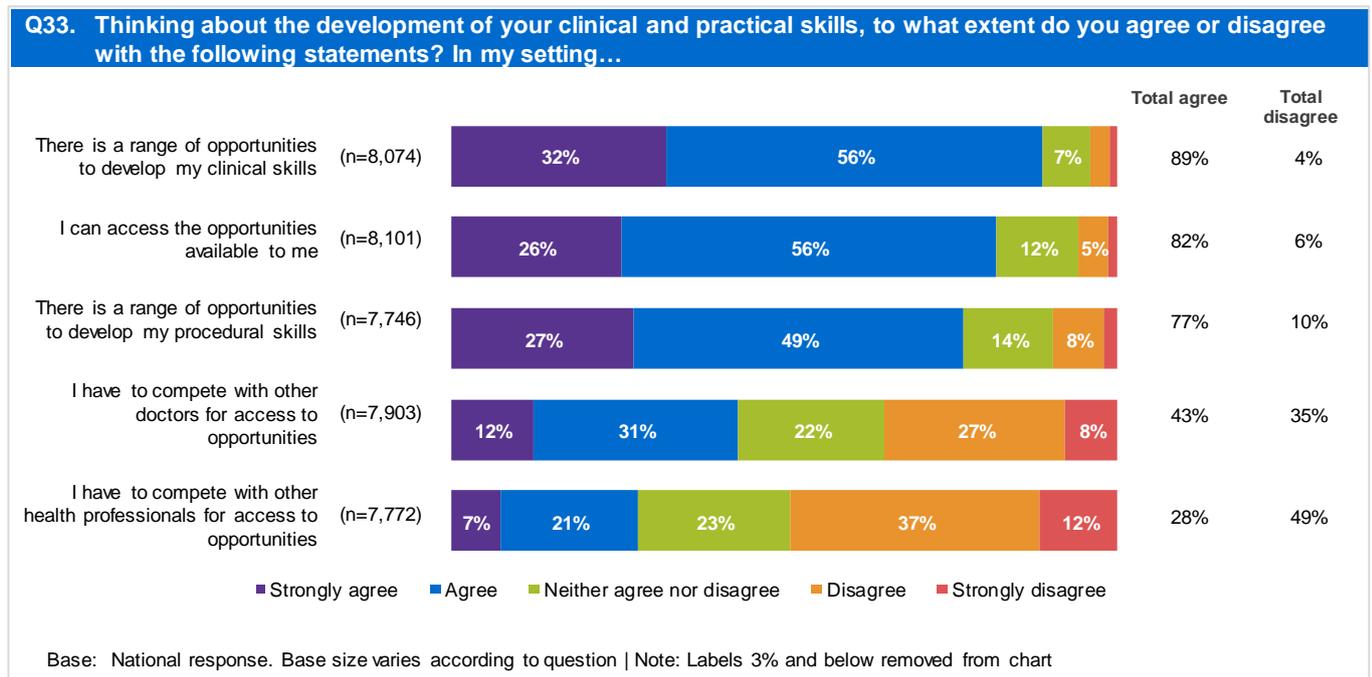
Doctors in training were asked to rate their clinical supervision in relation to indicators of quality on a scale from one to five stars (five stars = very good and 1 = very poor). Accessibility received the highest rating, with four in five (82%) doctors in training awarding this aspect of their supervision four or five stars. 'Helpfulness' (81% rated four or five stars) and 'allowing for an appropriate level of responsibility' (78%) were also rated highly. Regular formal feedback was the aspect of clinical supervision that rated lowest for doctors in training, with only 54% awarding this four or five stars.

IMGs tend to rate aspects of clinical supervision higher than other cohorts, with all aspects rated higher aside from 'helpfulness', 'accessibility' and 'allowing for an appropriate level of responsibility' which were not significantly different. Interns were less likely to rate 'discussions about my goals and learning objectives' (38%) and 'accessibility' (75%) four or five stars compared to other cohorts.

## 7.6 Access to teaching

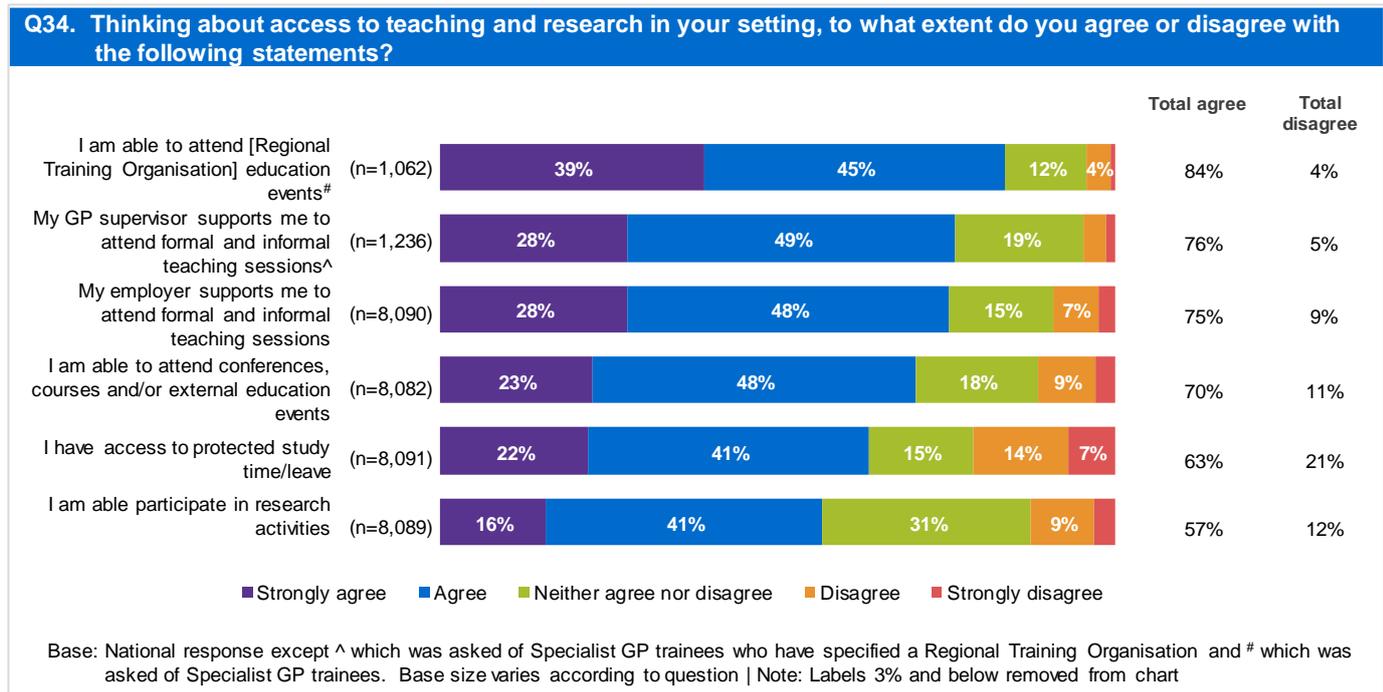


Four in five (80%) doctors in training rated the quality of teaching sessions available to be either ‘excellent’ or ‘good’, with only 3% rating this as ‘poor’ or ‘terrible’. A larger proportion of IMGs rated the quality of their teaching sessions to be ‘excellent’ or ‘good’ (84%) than other cohorts.



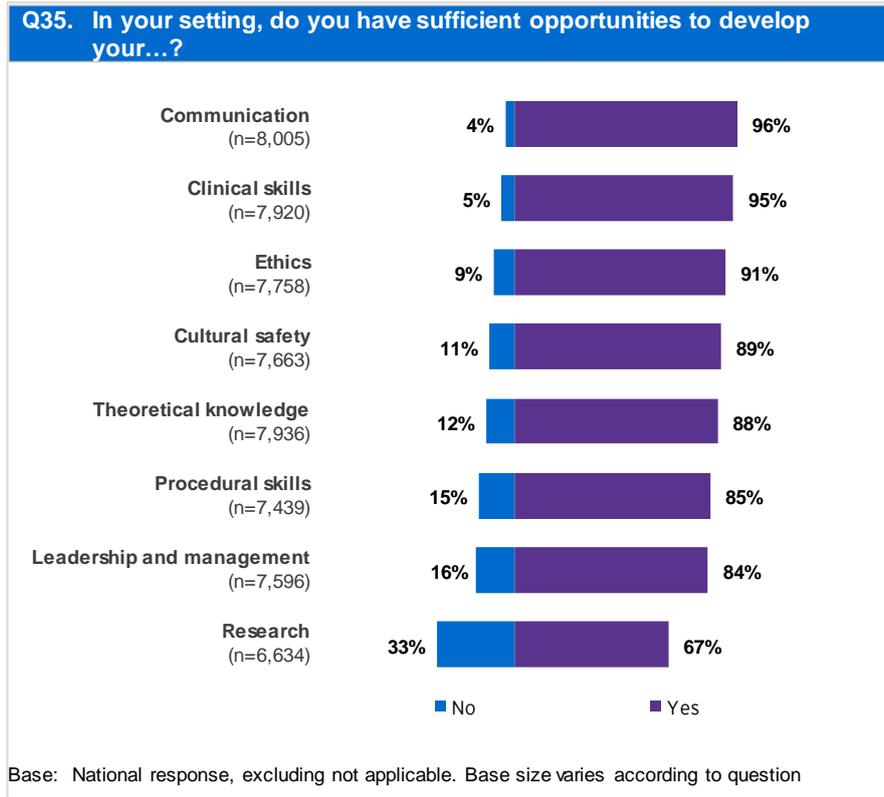
Doctors in training were asked the extent to which they ‘agreed’ with statements in relation to the development of their clinical and practical skills. Nine in 10 (89%) doctors in training either ‘agreed’ or ‘strongly agreed’ that there was a range of opportunities to develop their clinical skills. Four in five (82%) doctors in training ‘agreed’ or ‘strongly agreed’ that they can access opportunities available to them. A similar proportion of doctors in training (77%) ‘agreed’ or ‘strongly agreed’ that there was a range of opportunities to develop their procedural skills. Responses indicated some competition for opportunities, with two in five (43%) doctors in training ‘agreeing’ or ‘strongly agreeing’ that they have to compete with other doctors for access to opportunities. However, competition with other health professionals for

access to opportunities was less common with one in two (49%) doctors in training ‘disagreeing’ or ‘strongly disagreeing’ with this statement.



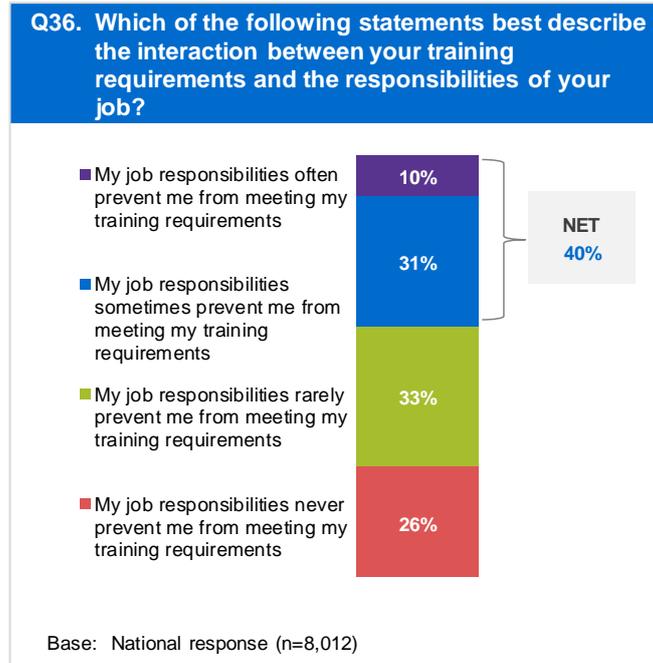
Doctors in training were asked to report their level of agreement with statements in relation to access to teaching and research. Three in four (75%) doctors in training reported that they ‘agreed’ or ‘strongly agreed’ that their employer supported them to attend formal and informal teaching sessions. Seven in 10 (70% total ‘strongly agreed’ or ‘agreed’) reported that they are able to attend conferences, courses or other external education events. One in five (21%) doctors in training ‘disagreed’ or ‘strongly disagreed’ that they had access to protected study time or leave. Nearly six in 10 (57%) ‘strongly agreed’ and ‘agreed’ that they were able to participate in research activities.

## 7.6.1 Opportunities for development



More than nine in 10 doctors in training reported that they had sufficient opportunities to develop their skills in communication (96%), clinical skills (95%) and ethics (91%). Four in five doctors in training reported that they had opportunities to develop their cultural safety (89%), theoretical knowledge (88%) and procedural skills (85%). Research was the area that the lowest proportion of doctors in training (67% total 'strongly agreed' and 'agreed') reported that there were sufficient opportunities. This was lower in regional (63%) and rural areas (61%) compared with the national response (67%).

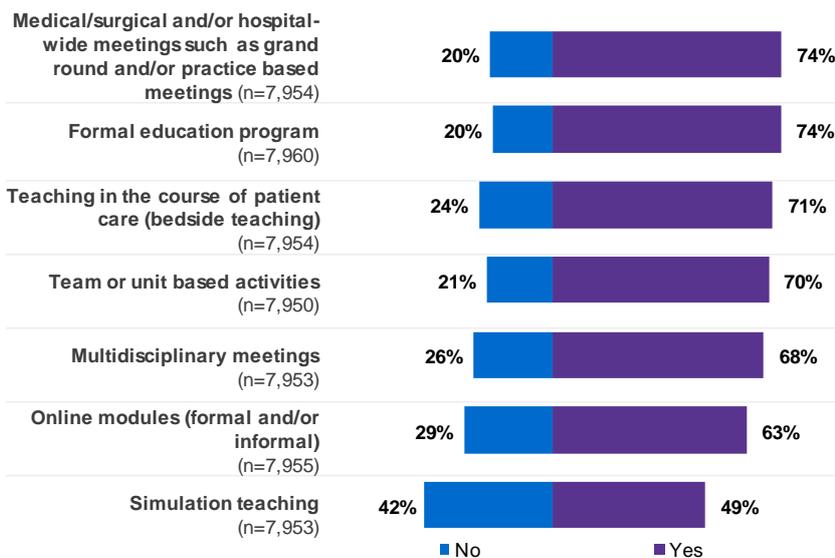
Doctors in training from metropolitan areas reported fewer opportunities than the national response for ethics (90%), cultural safety (88%), theoretical knowledge (87%), procedural skills (83%), and leadership and management (83%). In rural settings, a higher proportion of doctors in training reported sufficient opportunities around cultural safety (93%) and theoretical knowledge (92%) than the national response (89% and 88% respectively). A higher proportion of doctors in training from regional areas reported sufficient opportunities in relation to ethics (93%), cultural safety (91%), procedural skills (87%) and leadership and management (86%).



One in 10 doctors in training (10%) reported that their job responsibilities often prevented them from meeting their training requirements. Three in 10 (31%) reported this sometimes prevented them from meeting their training requirements. A similar proportion (33%) reported that their job responsibilities rarely prevented them from meeting their training requirements. 26% of all doctors in training stated that this never prevented them from meeting their training requirements.

In Tasmania, a higher proportion of doctors in training (35%) reported that their job responsibilities never prevented them from meeting their training requirements compared to the national response (26%).

In rural (39%) and regional locations (29%), a higher proportion of doctors in training reported that job responsibilities never prevented them from meeting their training requirements compared with the national response. In rural settings, fewer trainees reported that this sometimes had an impact (22%). Doctors in training from metropolitan areas were less likely to report that their job responsibilities never prevented them from meeting their training requirements (24%).

**Q37. Which of the following educational opportunities are available to you in your current setting...**


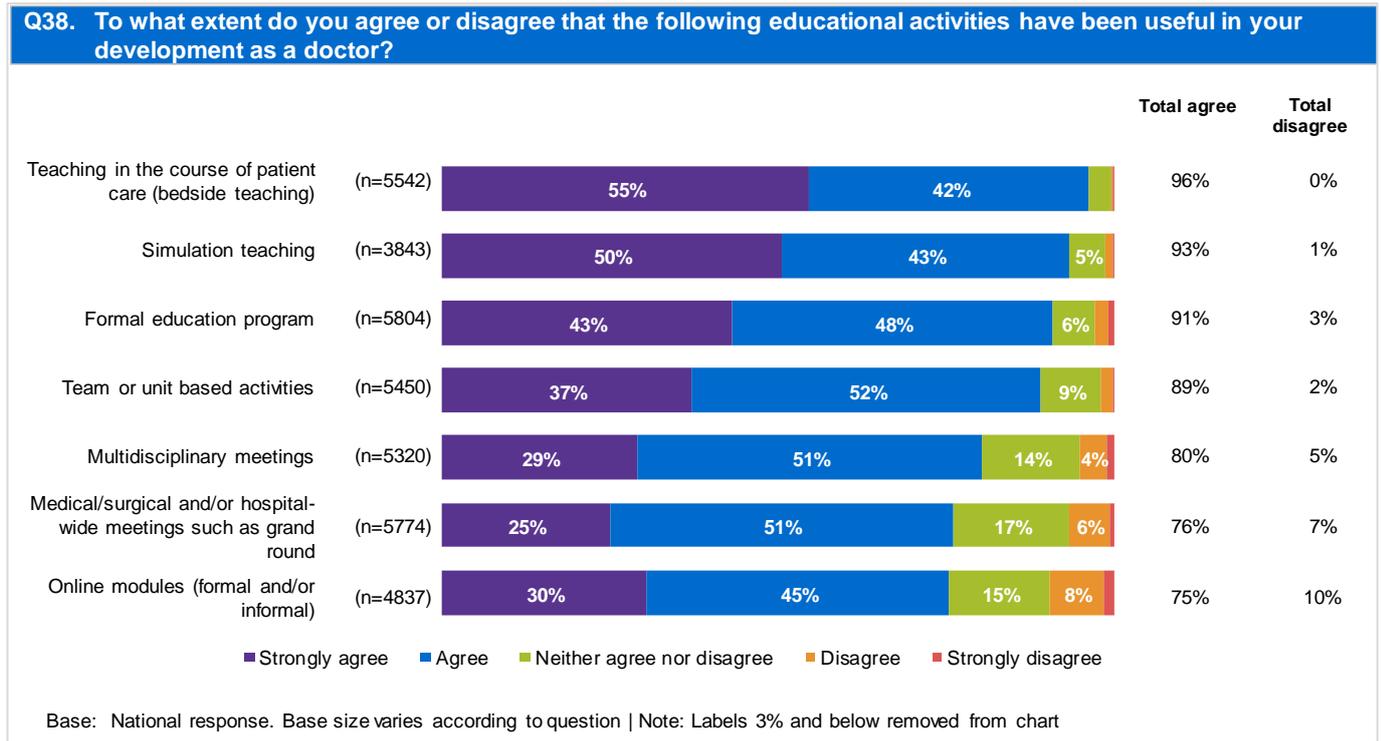
Base: National response. Base size varies according to question. 'Unsure' responses not shown

The most common educational opportunities available to doctors in training are formal education programs (74%) and medical/surgical and/or hospital-wide meetings (74%). Teaching in the course of patient care (71%) and team or unit-based activities (70%) were also commonly reported. Simulation teaching was available for one in two doctors in training (49%).

Educational opportunities available to doctors in training varied according to the state/territory and location (e.g. metropolitan, regional or rural). In New South Wales, online modules were more common (66%) and formal education programs (71%) and team or unit-based activities (66%) were less common than the national response. In Queensland, formal education programs (77%) and teaching in the course of patient care (75%) were higher than the national response. Team or unit-based activities were more common in South Australia (74%) than the national response, whereas this educational opportunity was available to fewer doctors in training than the national response in Western Australia (66%). In Victoria, online modules (59%), simulation training (46%) and teaching in the course of patient care (69%) were less common than the national response.

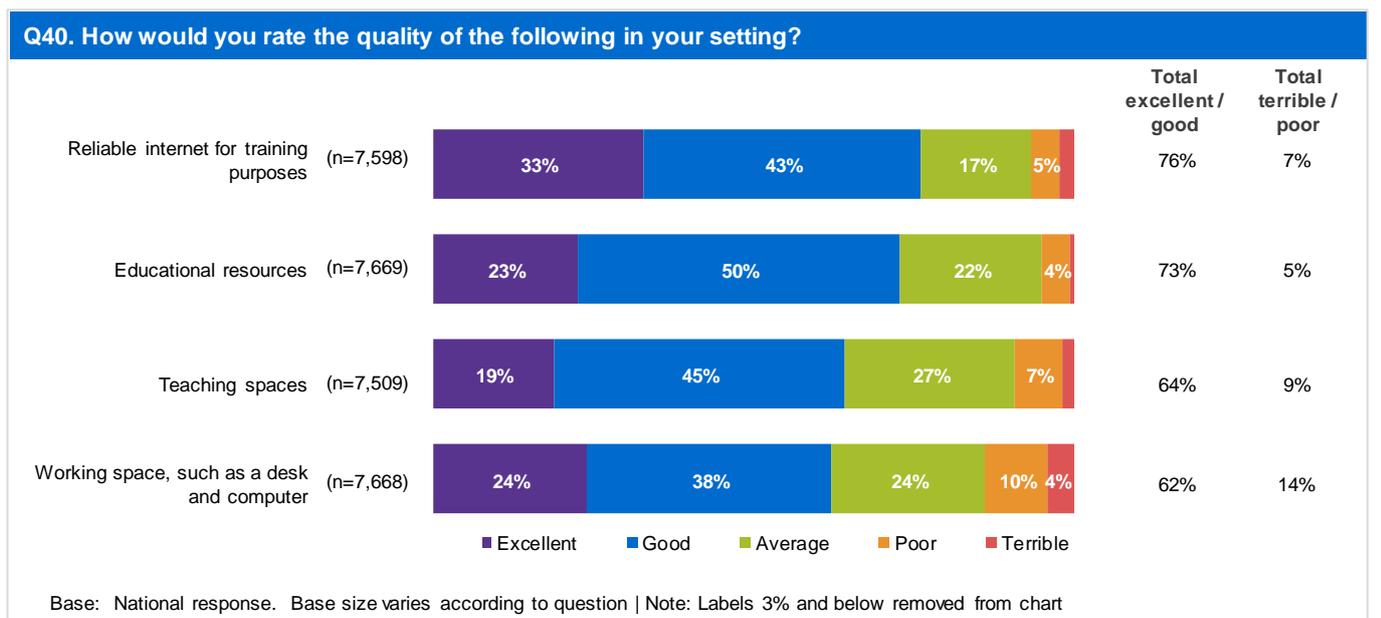
There were also differences in availability of educational opportunities according to the location that doctors in training are situated in (i.e. metropolitan, regional or rural). A higher proportion of doctors in training in metropolitan areas reported formal education program (75%), teaching in the course of patient care (72%), team or unit-based activities (72%), multidisciplinary meetings (71%) and medical/surgical and/or hospital-wide meetings (77%) were available in their setting compared to the national response.

## 7.6.2 Educational opportunities usefulness



All doctors in training who had been exposed to each educational activity were asked to comment on how useful they had been in their development as a doctor. The educational activities rated the most useful were teaching in the course of patient care (96% total 'strongly agreed' and 'agreed'), simulation teaching (93%), formal education program (91%) and team or unit-based activities (89%). A lower proportion of doctors in training 'strongly agreed' or 'agreed' that multidisciplinary meetings (80%), medical/surgical and/or hospital-wide meetings (76%) and online modules (75%) were useful.

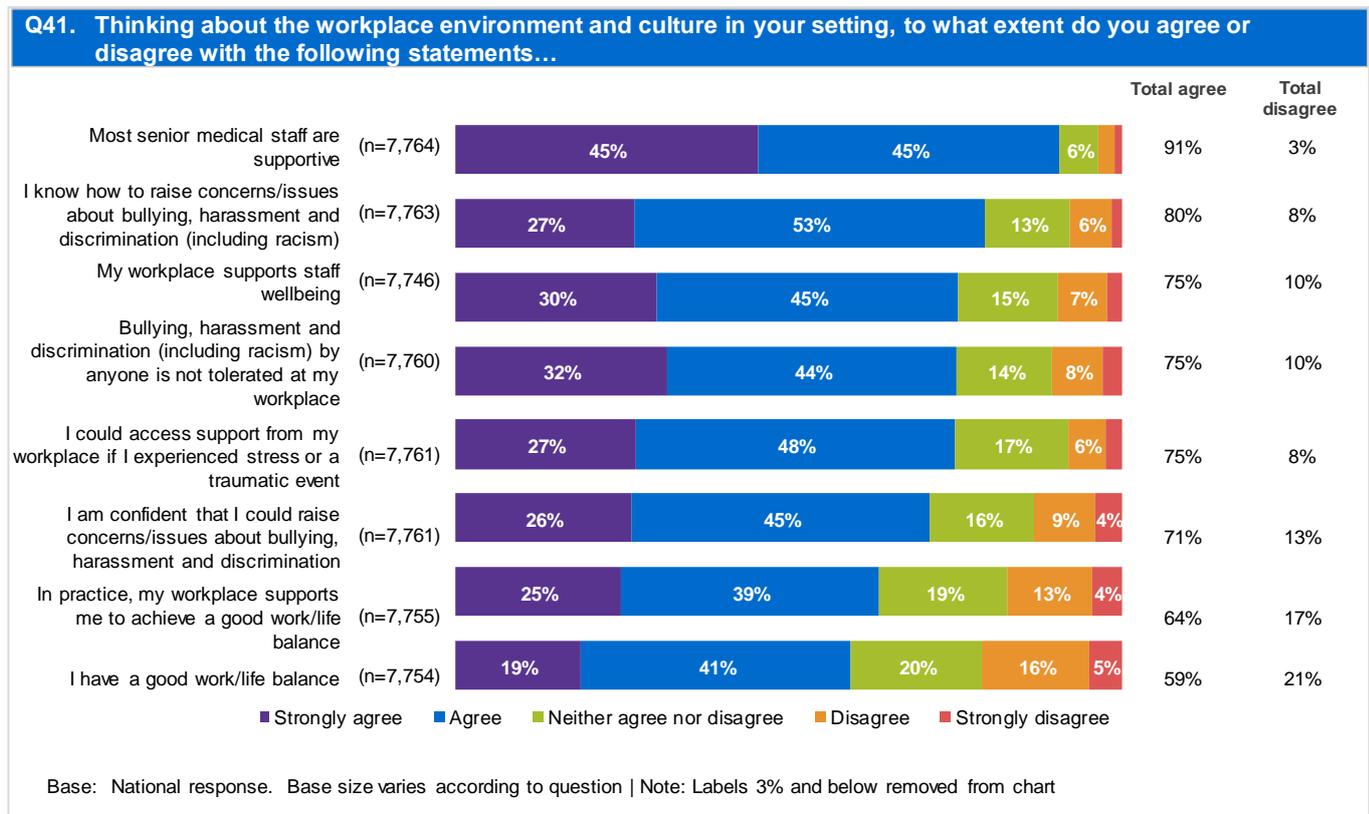
## 7.7 Facilities



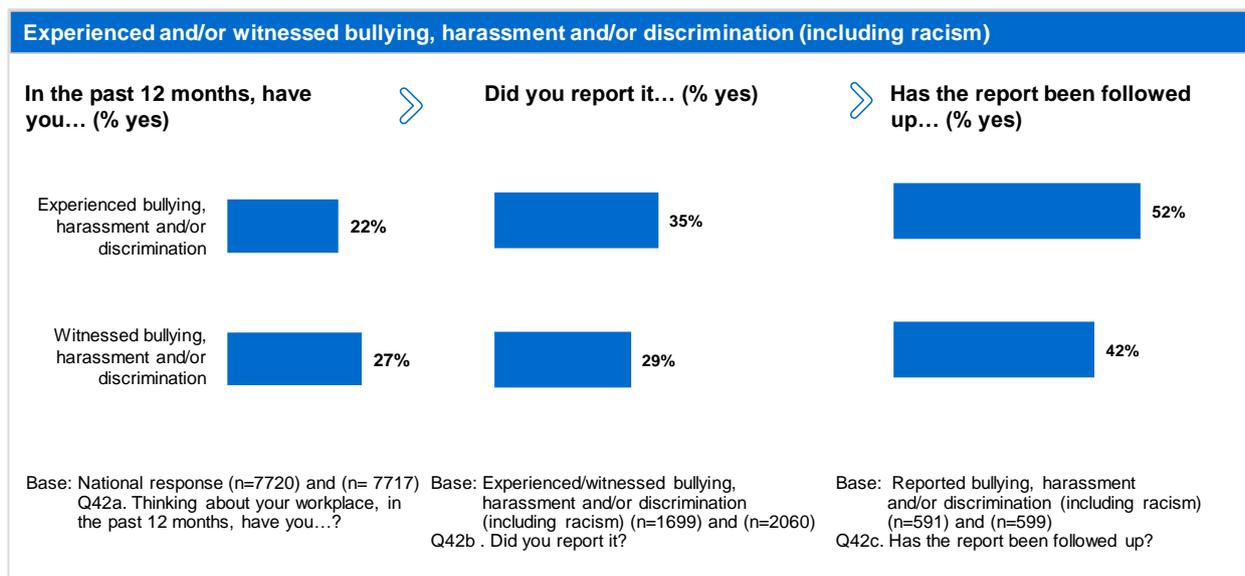
Doctors in training were asked to rate the quality of their workplace environment and physical space in relation to various statements. Reliable internet for training purpose (76%) and educational resources (73%) were rated 'excellent' or 'good' by the highest proportion of doctors in training. Three in five doctors in training rated teaching spaces (64%) and working spaces (62%) to be 'excellent' or 'good'.

## 7.8 Workplace environment and culture

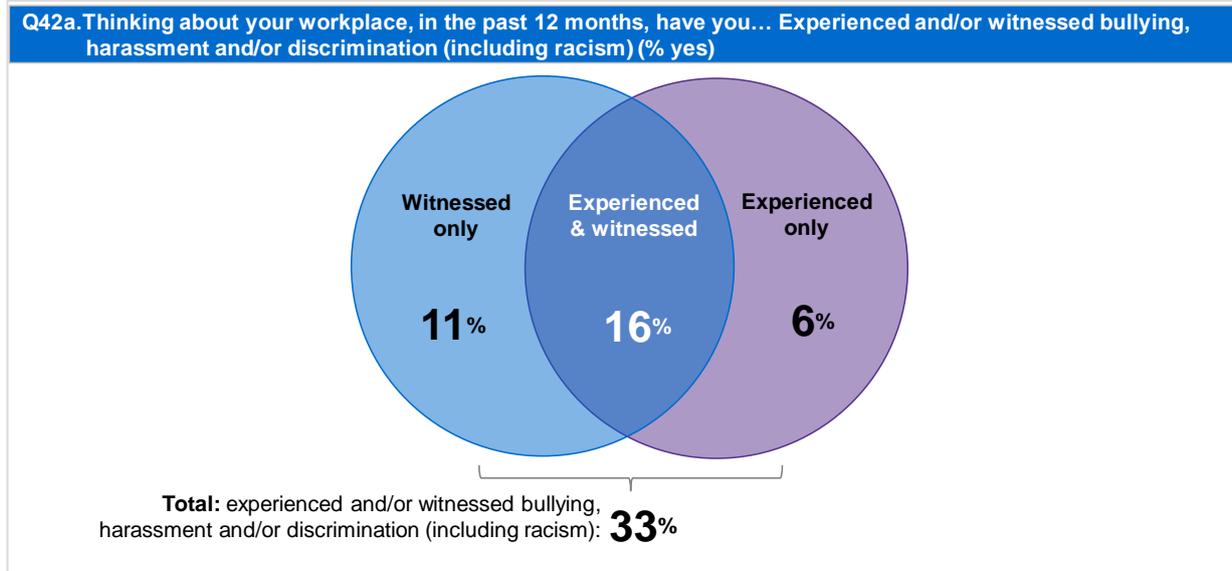
### 7.8.1 Culture within the trainee's setting



Doctors in training were asked the extent to which they agreed with statements about workplace environment and culture in their setting. Nine in 10 (91%) doctors in training 'strongly agreed' or 'agreed' that senior medical staff were supportive. There was agreement that they knew how to raise concerns about bullying, harassment and/or discrimination (including racism), with four in five (80%) 'strongly agreeing' or 'agreeing' with this statement. A lower proportion of doctors in training reported that they had a good work/life balance (59%) and that their workplace supported them to achieve a good work/life balance (64%).

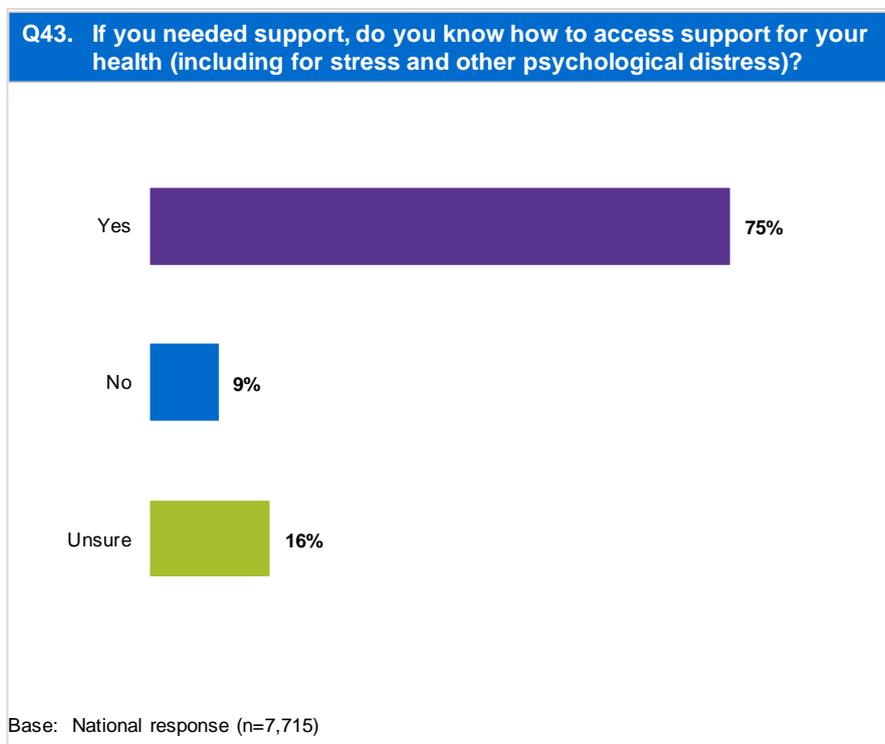


One in five (22%) doctors in training had experienced bullying, harassment and/or discrimination (including racism) and 27% had witnessed it.



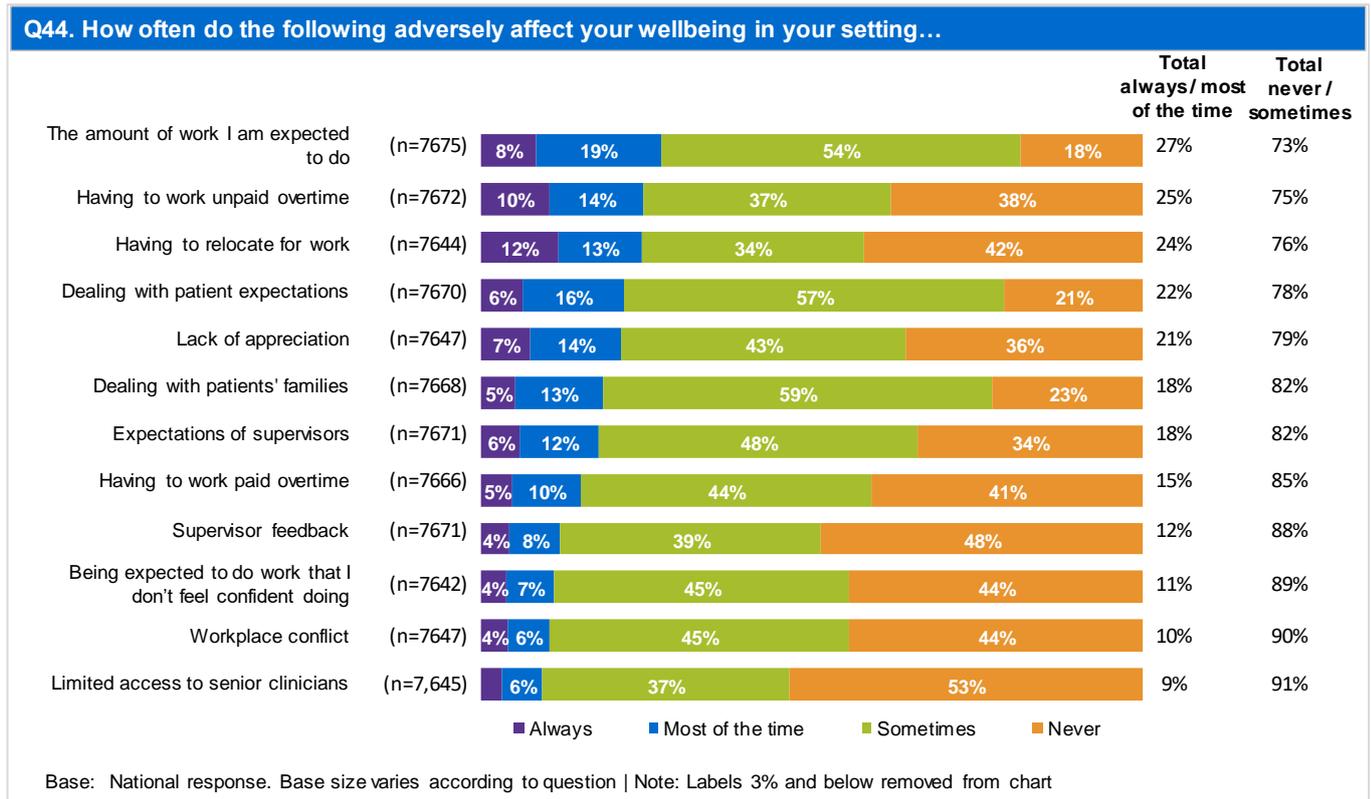
One in three (33%) had experienced and/or witnessed it in the past 12 months. Of those that had either experienced and/or witnessed this (33%), one in three (35%) had reported it. It was more common for those who had experienced bullying to report it (35%) than those who had witnessed it (29%). Of those doctors in training who had experienced and/or witnessed bullying, harassment and/or discrimination and reported it, this report had been followed up for half (49%) of the respondents. A higher proportion of reports had been followed up for those who had experienced the bullying (52%) than those who had witnessed it (42%).

### 7.8.2 Doctors in training who know how to access support for their mental and physical health



Three in four (75%) of all doctors in training reported that they knew how to access support for their health if needed. One in 11 (9%) felt they didn't know how to access support and a further 16% were unsure. A higher proportion of IMGs (12%) reported they did not know how to access support than the national response.

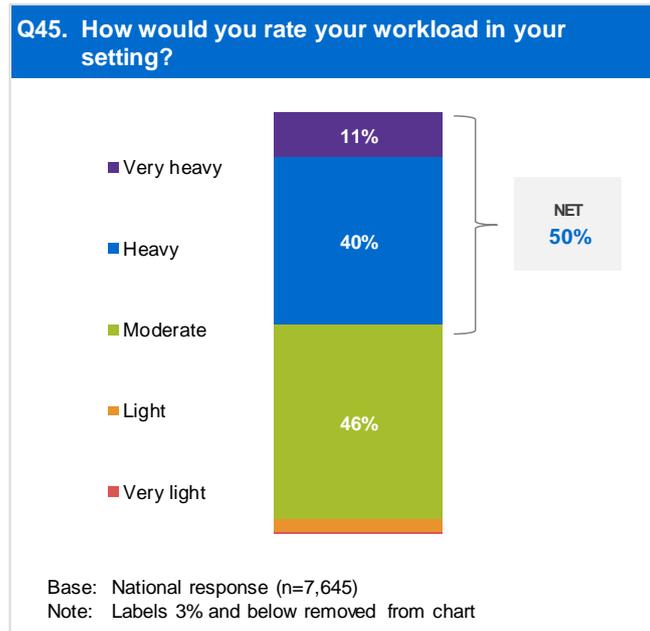
### 7.8.3 Frequency of impacts on wellbeing



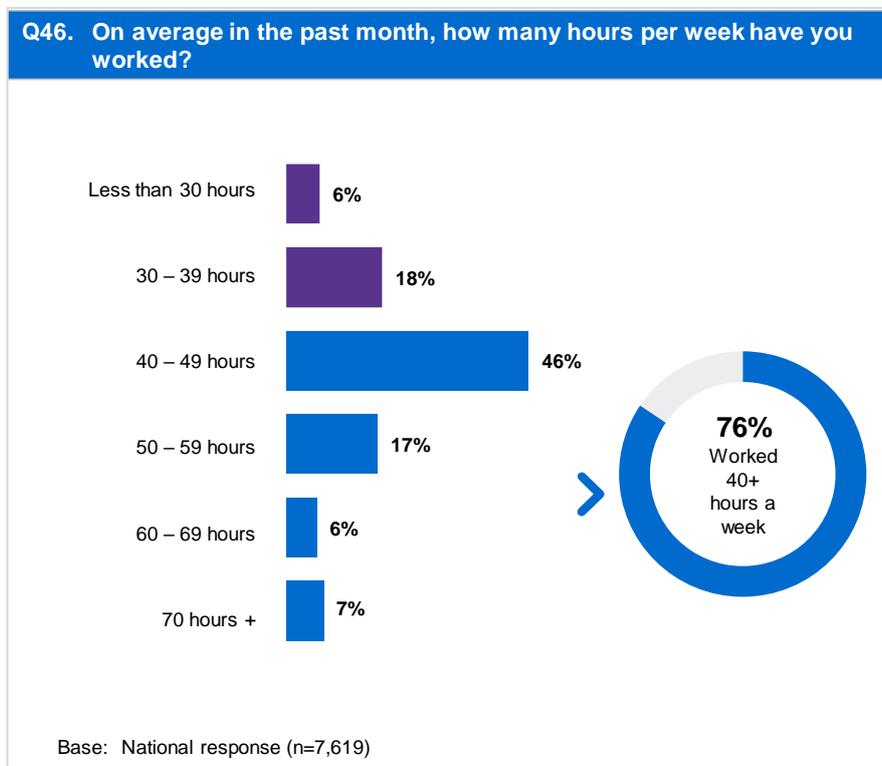
Doctors in training were asked to report how often aspects of their training program adversely affected their wellbeing. The amount of work expected was the leading factor that adversely affected a doctor in training's wellbeing, with 27% reporting that this 'always' or 'most of the time' adversely affected their wellbeing. This was closely followed by having to work unpaid overtime (25%), having to relocate for work (24%), dealing with patient expectations (22%) and a lack of appreciation (21%). A lower proportion of doctors in training reported that dealing with patients' families (18%), expectations of supervisors (18%) and working paid overtime (15%) adversely impacted their wellbeing 'always' or 'most of the time'.

Nine in 10 (91%) doctors in training reported that limited access to senior clinicians 'never' or 'sometimes' adversely impacted their wellbeing. A similar proportion reported that their wellbeing was 'never' or 'sometimes' affected by workplace conflict (90%), expectations to do work that they don't feel confident doing (89%), and supervisor feedback on their wellbeing (88%).

### 7.8.4 Ratings of workload

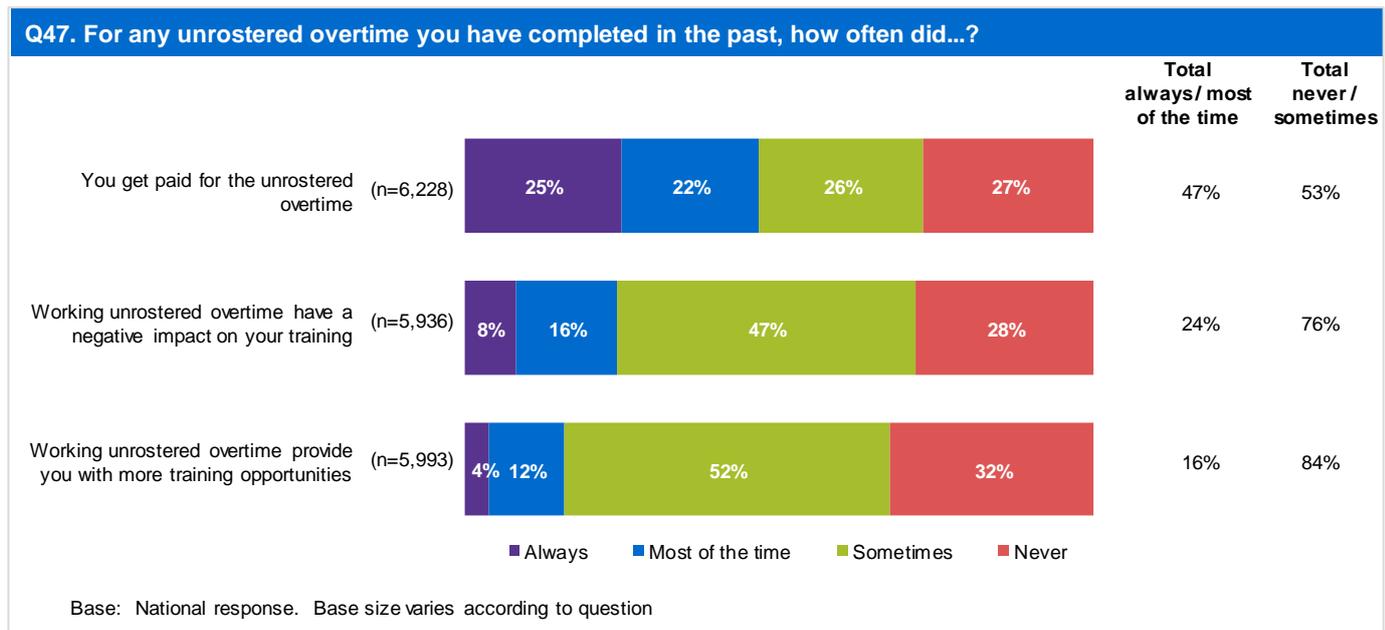


Half of all doctors in training (50%) rated their workload as ‘heavy’ or ‘very heavy’. Survey participants from metropolitan areas were more likely to rate their workload to be ‘very heavy’ (12%) than the national response (11%). A lower proportion of doctors in training from regional (8%) areas rated their workload to be very heavy. Those from rural areas were also less likely to rate their workload as ‘very heavy’ (6%) or ‘heavy’ (33%) compared to the national response (11% and 40% respectively). Specialist non-GP trainees reported the heaviest workload with 55% rating their workload as ‘heavy’ or ‘very heavy’.



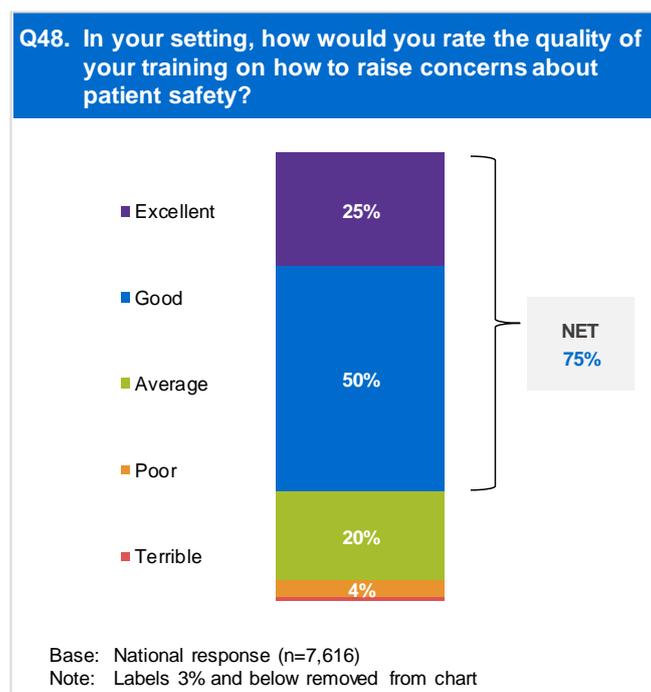
Three in four (76%) doctors in training worked more than 40 hours per week, with 7% working more than 70 hours per week. On average, a doctor in training worked 47 hours a week. Interns were the cohort that had the highest proportion (89%) working more than 40 hours a week on average.

## 7.8.5 Past unrostered overtime

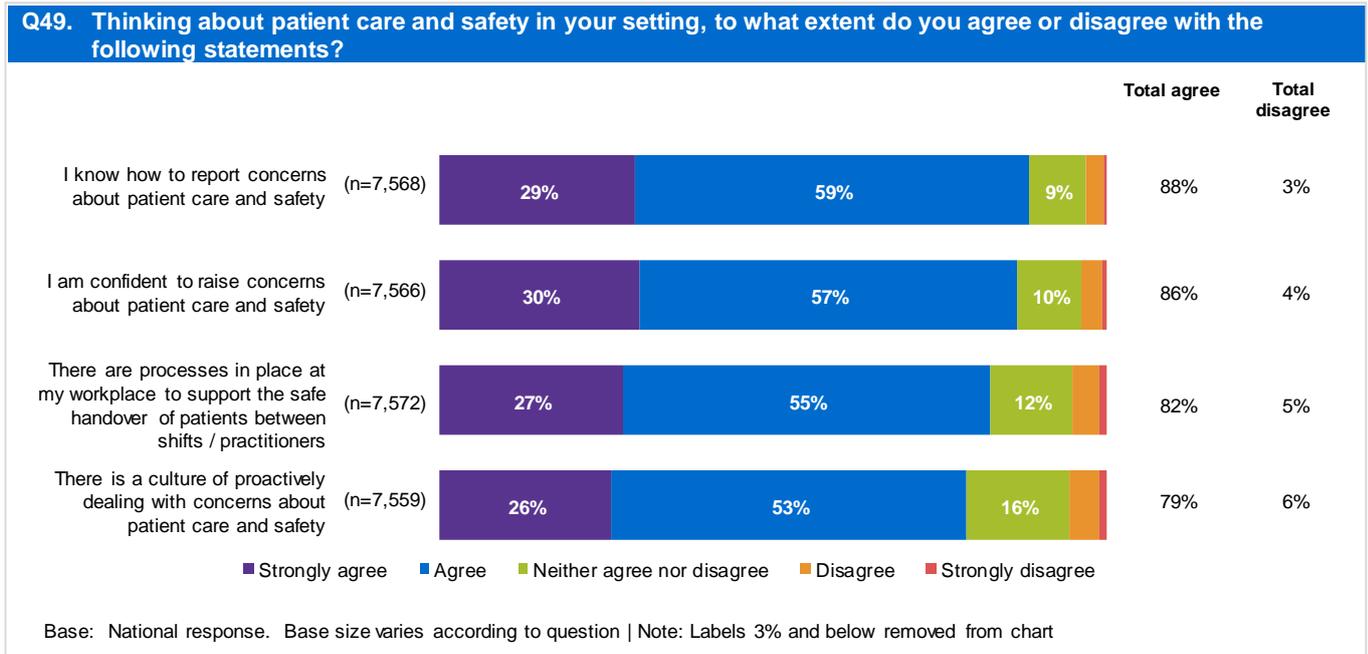


There is mixed response to the frequency that doctors in training are being paid for unrostered overtime, with a similar proportion reporting this happens 'always' (25%), 'most of the time' (22%), 'sometimes' (26%) and 'never' (27%). Almost three in ten (28%) doctors in training reported that working unrostered overtime 'never' had a negative impact on their training. Nearly one in two (47%) reported that this 'sometimes' had a negative impact, and 24% stated this had a negative impact 'always' or 'most of the time'. One in two doctors in training (52%) stated that working unrostered overtime 'sometimes' provided them with more training opportunities. Three in ten (32%) reported that this never provided them with more training opportunities.

## 7.9 Patient safety

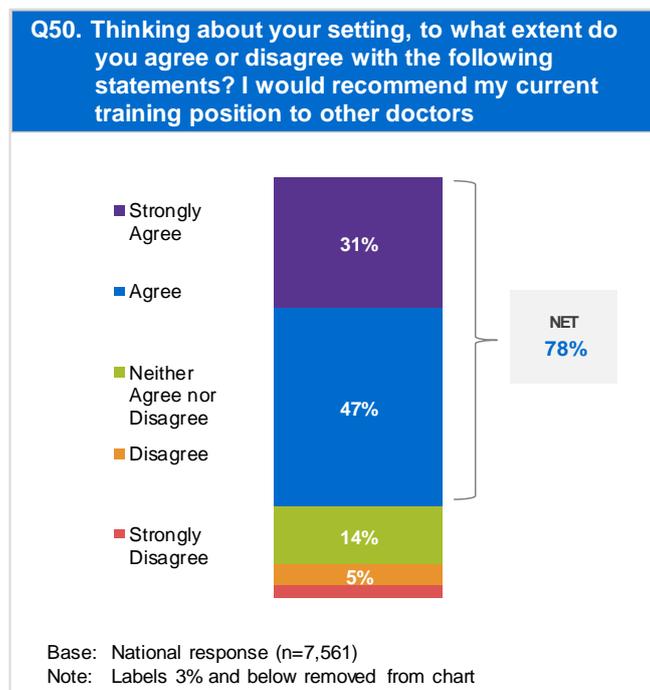


Doctors in training who were provided with training on how to raise concerns about patient safety, rated this training as 'excellent' (25%) and a further one in two (50%) as 'good'.



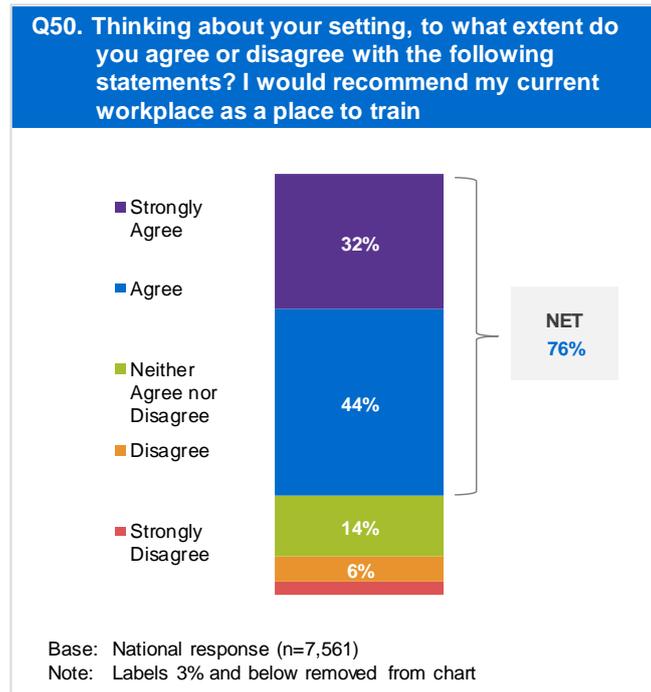
All doctors in training were asked their level of agreement in relation to statements about patient care and safety in their setting. Nearly nine in 10 (88%) doctors in training ‘agreed’ or ‘strongly agreed’ that they knew how to report concerns about patient care and safety. Nearly one in three (30%) ‘strongly agreed’ that they were confident to raise concerns, with a further 57% reporting that they ‘agreed’ with this statement. Four in five (82%) ‘strongly agreed’ or ‘agreed’ that there were processes in place to support the safe handover of patients between shifts/practitioners. There is agreement that there is a culture of proactively dealing with concerns about patient care and safety, with 26% of doctors in training ‘strongly agreeing’ and 53% ‘agreeing’ with this statement.

## 7.10 Overall satisfaction



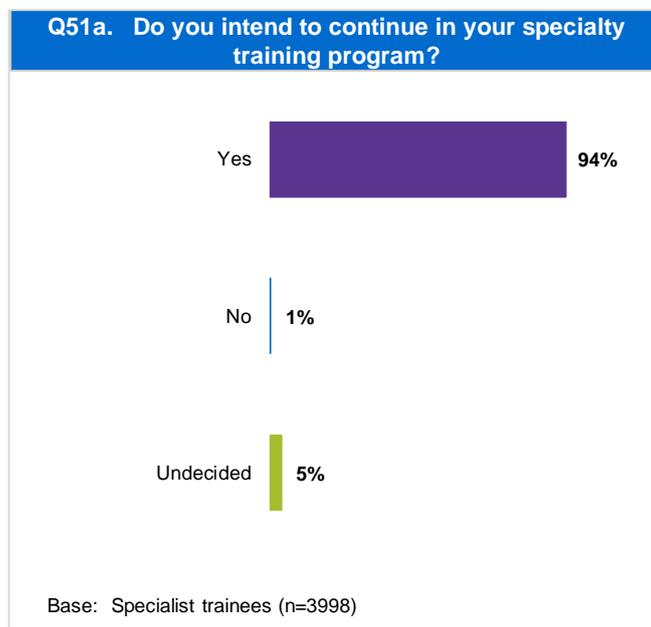
Close to four out of five doctors in training (78%) either ‘agreed’ or ‘strongly agreed’ that they would recommend their current training position to other doctors. There were no subgroup differences according to state/territory or location (i.e. metropolitan, regional or rural). Differences were found among the doctor in training cohorts, with IMGs more likely to recommend (82% total ‘strongly agreed’ or

'agreed') than the national response (78%). Prevocational and unaccredited trainees were less likely (72%) to recommend their training position when compared to the national response (78%).

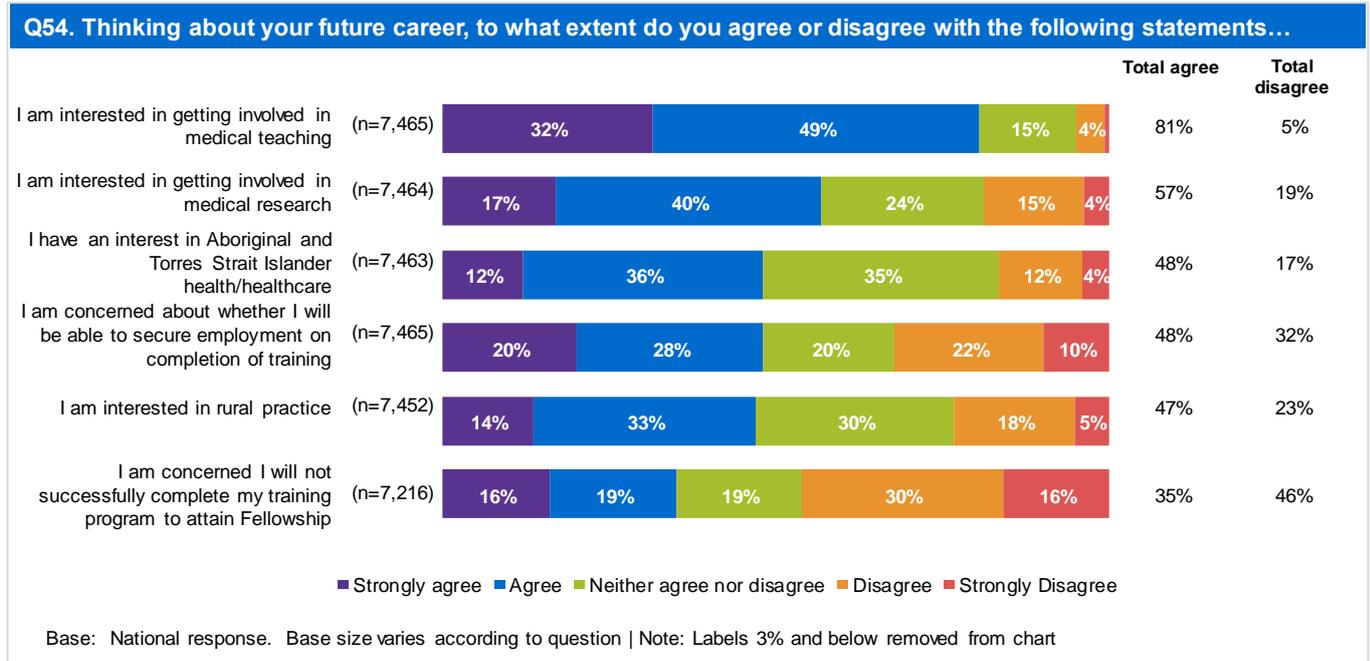


Three in four doctors in training (76% total 'strongly agreed' and 'agreed') would recommend their current workplace as a place to train, with 9% who 'disagreed' or 'strongly disagreed' with this statement.

## 7.11 Future career intentions

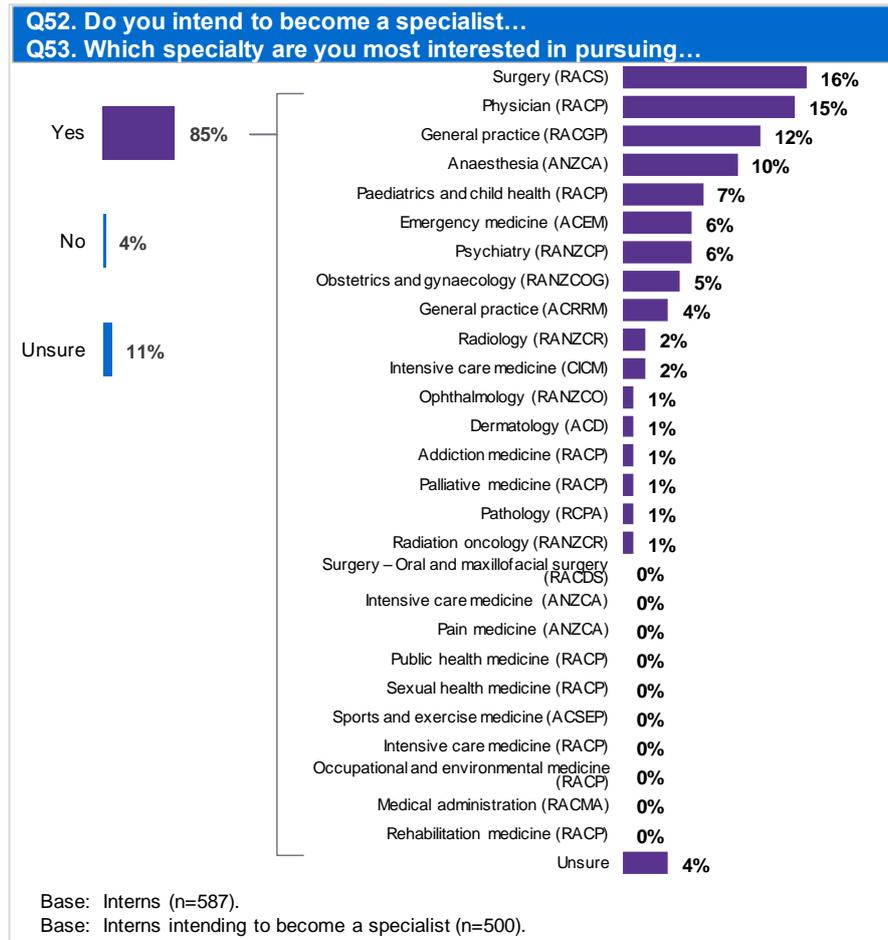


The majority of specialist trainees (94%) intend to continue their specialist training program, with 1% not intending to continue.



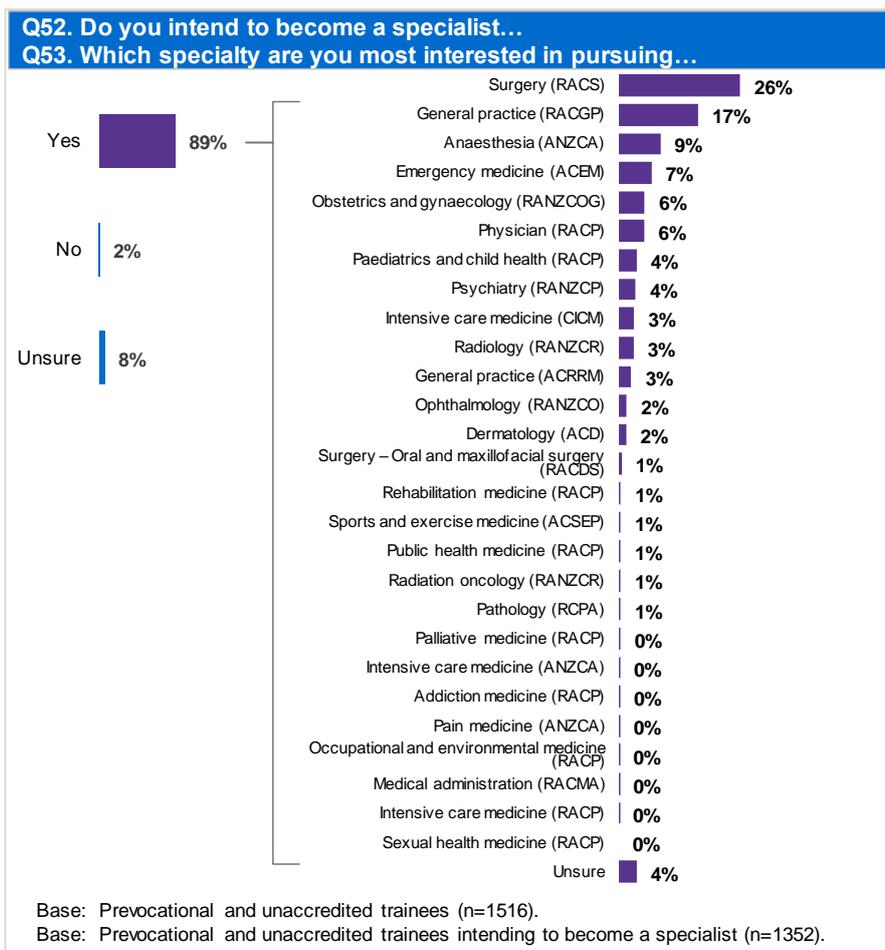
Four in five doctors in training were interested in getting involved in medical teaching (81% total 'strongly agreed' and 'agreed'). A lower proportion (57% total 'strongly agreed' and 'agreed') were interested in medical research as a future career option. Half of doctors in training reported an interest in Aboriginal and Torres Strait Islander health/healthcare (48% total 'strongly agreed' and 'agreed') and rural practice (47% total 'strongly agreed' and 'agreed'). Half of the doctors in training are concerned about their future career, with 48% 'agreeing' or 'strongly agreeing' that they were concerned about their ability to secure employment after completing their training. 35% 'strongly agreed' or 'agreed' that they were concerned they would not successfully complete their training program, meet pathway requirements, or secure a place in their preferred College training program.

### 7.11.1 Interns – interested in a speciality



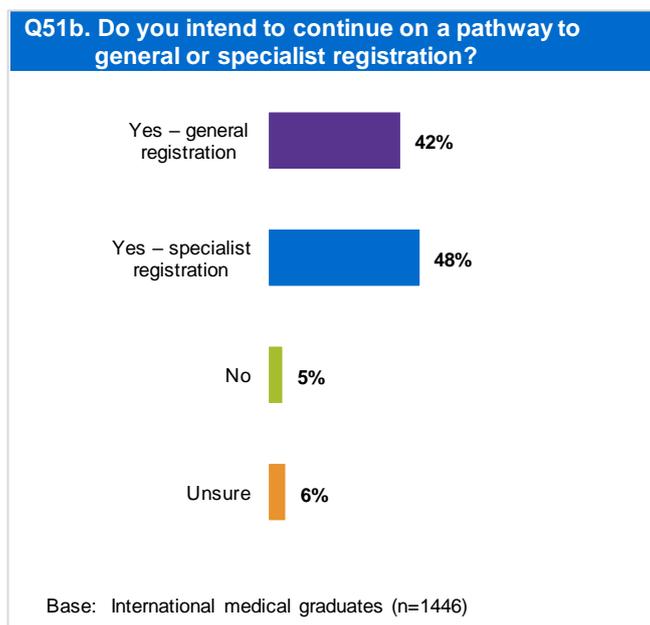
85% of all interns intended to become a specialist and 4% stated that they did not intend to pursue this. Of those who intended to be a specialist, the most common speciality they were interested in pursuing was surgery (16%) or physician (15%).

### 7.11.2 Prevocational and unaccredited trainees – interested in a speciality



Nine in 10 (89%) prevocational and unaccredited trainees intended to become a specialist, with 2% reporting they did not intend to pursue this. Similar to interns, surgery was the speciality with the most interest (26%). This was followed by general practice (at the Royal Australian College of General Practitioners, 17%), anaesthesia (9%) and emergency medicine (7%).

### 7.11.3 IMGs – intent to continue on a pathway



Nine in 10 IMGs (90%) intended to continue on a pathway to general or specialist registration, with 5% who did not intend to continue with either pathway. One in two (48%) intend to continue with specialist registration, with a smaller proportion (42%) intending to seek general registration.



## A1. Detailed tables – Location and cohort

### A1.1. Training curriculum

Q10. How many years have you held registration in Australia?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 1645	ACT n = 31	NSW n = 481	NT n = 37	QLD n = 267	SA n = 134	Tas. n = 68	Vic. n = 453	WA n = 174	Metro n = 938	Regional n = 523	Rural n = 145	Do not wish to specify n = 33	Interns n<10 <sup>^</sup>	Prevoc. & unaccredited n<10 <sup>^</sup>	Specialist non-GP n<10 <sup>^</sup>	Specialist GP n<10 <sup>^</sup>	IMGs n = 1645
Average	2.0	1.9	1.9	1.8	1.7 ↓	1.9	2.0	2.3 ↑	2.1	1.8 ↓	1.9	3.2 ↑	2.1					2.0
Standard Deviation	1.9	1.8	1.7	1.4	1.3	1.8	1.7	2.3	2.0	1.7	1.8	2.7	1.9					1.9

<sup>^</sup> Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

Q11a. Which pathway are you in?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 1641	ACT n = 31	NSW n = 479	NT n = 37	QLD n = 267	SA n = 133	Tas. n = 68	Vic. n = 452	WA n = 174	Metro n = 935	Regional n = 522	Rural n = 145	Do not wish to specify n = 33	Interns n<10 <sup>^</sup>	Prevoc. & unaccredited n<10 <sup>^</sup>	Specialist non-GP n<10 <sup>^</sup>	Specialist GP n<10 <sup>^</sup>	IMGs n = 1641
Standard pathway (AMC exam)	50%	52%	56% ↑	62%	42% ↓	45%	38%	54%	47%	44% ↓	55%	73% ↑	58%					50%
Short term training pathway	13%	16%	13%	14%	10%	17%	4%	11%	18%	19% ↑	4% ↓	1% ↓	3%					13%
Specialist pathway	13%	16%	11%	11%	15%	12%	12%	14%	13%	13%	13%	6%	15%					13%
Competent authority pathway	9%	16%	5% ↓	11%	16% ↑	14%	6%	8%	9%	11% ↑	8%	3%	0%					9%
Standard pathway (Workplace based assessment)	8%	0%	9%	3%	4%	5%	35% ↑	6%	8%	4% ↓	14% ↑	8%	15%					8%
Specialist and competent authority pathway	3%	0%	2%	0%	6% ↑	4%	1%	4%	2%	3%	3%	1%	6%					3%
Other	2%	0%	3%	0%	3%	1%	1%	2%	0%	2%	1%	4%	3%					2%
Unsure	3%	0%	3%	0%	3%	3%	1%	3%	3%	3%	2%	3%	0%					3%

<sup>^</sup> Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

Q11b. Which college(s) did your specialist pathway assessment?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 256	ACT n<10^	NSW n = 58	NT n<10^	QLD n = 55	SA n = 21!	Tas. n<10^	Vic. n = 78	WA n = 26!	Metro n = 151	Regional n = 85	Rural n = 11!	Do not wish to specify n<10^	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n<10^	IMGs n = 256
Royal Australasian College of Surgeons (RACS)	20%		20%		16%	14%		18%	19%	16%	24%	27%						20%
The Royal Australian and New Zealand College of Psychiatrists (RANZCP)	18%		8%		31%	0%		29%	4%	20%	20%	0%						18%
The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)	13%		15%		11%	29%		10%	15%	16%	9%	9%						13%
The Royal Australian and New Zealand College of Radiologists (RANZCR)	12%		14%		15%	5%		9%	23%	10%	14%	9%						12%
Australasian College for Emergency Medicine (ACEM)	7%		3%		9%	5%		6%	12%	4%	12%	0%						7%
The Royal College of Pathologists of Australasia (RCPA)	5%		10%		2%	0%		5%	4%	7%	2%	9%						5%
The Royal Australian College of General Practitioners (RACGP)	5%		3%		4%	5%		4%	12%	3%	8%	9%						5%
Australasian College of Sport and Exercise Physicians (ACSEP)	3%		3%		4%	10%		4%	0%	3%	5%	0%						3%
College of Intensive Care Medicine of Australia and New Zealand (CICM)	3%		2%		2%	10%		1%	4%	5%	0%	0%						3%
The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)	3%		5%		0%	0%		5%	4%	5%	1%	0%						3%
Royal Australasian College of Dental Surgeons (RACDS)	2%		2%		2%	10%		1%	0%	3%	1%	0%						2%
Australian and New Zealand College of Anaesthetists (ANZCA)	2%		2%		4%	5%		0%	0%	1%	0%	27%						2%
The Australasian College of Dermatologists (ACD)	1%		3%		2%	0%		0%	0%	2%	0%	0%						1%
Australian College of Rural and Remote Medicine (ACRRM)	1%		0%		0%	0%		3%	0%	0%	2%	0%						1%
The Royal Australasian College of Physicians (RACP)	0%		0%		0%	5%		0%	0%	0%	1%	0%						0%
The Royal Australasian College of Medical Administrators (RACMA)	0%		0%		0%	0%		0%	0%	0%	0%	0%						0%
Unsure	3%		5%		0%	5%		3%	4%	3%	1%	9%						3%

Prefer not to say	1%	2%	0%	0%	3%	0%	1%	0%	0%	1%	0%	0%	1%
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^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result.

Q12. Do you have a training plan?																		
	State/Territory							Location					Doctor in training cohort					
	Total n = 4229	ACT n = 114	NSW n = 1202	NT n = 108	QLD n = 797	SA n = 325	Tas. n = 122	Vic. n = 1100	WA n = 461	Metro n = 2725	Regional n = 1200	Rural n = 242	Do not wish to specify n = 48	Interns n = 736	Prevoc. & unaccredited n = 1856	Specialist non-GP n < 10^A	Specialist GP n < 10^A	IMGs n = 1637
Yes	49%	39%	50%	59%	45%	53%	56%	49%	46%	46% ↓	52%	68% ↑	63%	19% ↓	38% ↓			75% ↑
No	35%	51% ↑	33%	27%	39%	32%	26%	34%	41% ↑	39% ↑	32% ↓	17% ↓	10% ↓	61% ↑	48% ↑			9% ↓
Unsure	16%	11%	17%	14%	16%	15%	18%	16%	13%	15%	16%	16%	27%	19% ↑	14% ↓			16%

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality. ↑ ↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

Q13_1. Thinking about your training plan, to what extent do you agree or disagree with the following statements? My plan is helping me to continue to develop as a doctor																		
	State/Territory							Location					Doctor in training cohort					
	Total n = 2031	ACT n = 43	NSW n = 600	NT n = 63	QLD n = 351	SA n = 168	Tas. n = 67	Vic. n = 534	WA n = 205	Metro n = 1222	Regional n = 608	Rural n = 164	Do not wish to specify n = 30	Interns n = 138	Prevoc. & unaccredited n = 681	Specialist non-GP n < 10^A	Specialist GP n < 10^A	IMGs n = 1212
Strongly Agree	46%	51%	47%	46%	43%	42%	63%	46%	46%	45%	48%	50%	50%	25% ↓	44%			50% ↑
Agree	45%	42%	46%	46%	47%	49%	30%	46%	41%	46%	44%	42%	47%	61% ↑	48%			42% ↓
Neither Agree nor Disagree	7%	7%	5%	6%	8%	7%	7%	7%	9%	7%	7%	5%	3%	12%	6%			6%
Disagree	1%	0%	1%	0%	1%	1%	0%	1%	1%	1%	1%	1%	0%	1%	1%			1%
Strongly Disagree	1%	0%	1%	2%	1%	1%	0%	0%	2%	1%	1%	2%	0%	1%	1%			1%
NET Strongly Agree + Agree	91%	93%	93%	92%	89%	92%	93%	91%	88%	91%	92%	92%	97%	86%	92%			92%
NET Strongly Disagree + Disagree	2%	0%	2%	2%	3%	2%	0%	2%	3%	2%	2%	2%	0%	2%	2%			2%
Average	4.3	4.4	4.4	4.3	4.3	4.3	4.6 ↑	4.4	4.3	4.3	4.4	4.4	4.5	4.1 ↓	4.3			4.4 ↑
Standard Deviation	0.7	0.6	0.7	0.7	0.8	0.7	0.6	0.7	0.8	0.7	0.7	0.8	0.6	0.7	0.7			0.7

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality. ↑ ↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q13\_2. Thinking about your training plan, to what extent do you agree or disagree with the following statements? There are opportunities for me to meet the requirements of my plan in my current setting**

	State/Territory								Location					Doctor in training cohort				
	Total n = 2021	ACT n = 43	NSW n = 598	NT n = 63	QLD n = 348	SA n = 168	Tas. n = 66	Vic. n = 532	WA n = 203	Metro n = 1218	Regional n = 602	Rural n = 164	Do not wish to specify n = 30	Interns n = 138	Prevoc. & unaccredited n = 681	Specialist non-GP n<10 <sup>^</sup>	Specialist GP n<10 <sup>^</sup>	IMGs n = 1202
Strongly Agree	35%	42%	36%	41%	33%	36%	48%	35%	31%	35%	35%	44%	33%	17% ↓	30% ↓			40% ↑
Agree	51%	40%	51%	48%	55%	52%	39%	51%	51%	51%	52%	46%	57%	63%	53%			48%
Neither Agree nor Disagree	8%	9%	7%	5%	7%	8%	8%	9%	9%	8%	8%	4%	7%	9%	10%			6%
Disagree	4%	9%	5%	5%	3%	4%	3%	5%	6%	5%	4%	4%	0%	9%	5%			4%
Strongly Disagree	1%	0%	1%	2%	2%	1%	2%	1%	3%	1%	1%	2%	3%	1%	2%			1%
NET Strongly Agree + Agree	86%	81%	87%	89%	88%	88%	88%	86%	82%	85%	87%	90%	90%	80%	84%			89% ↑
NET Strongly Disagree + Disagree	6%	9%	6%	6%	5%	4%	5%	5%	9%	6%	5%	5%	3%	11%	6%			5%
Average	4.1	4.1	4.2	4.2	4.1	4.2	4.3	4.2	4.0	4.1	4.2	4.3	4.2	3.9 ↓	4.1 ↓			4.2 ↑
Standard Deviation	0.8	0.9	0.8	0.9	0.8	0.8	0.9	0.8	1.0	0.9	0.8	0.9	0.8	0.9	0.9			0.8

<sup>^</sup> Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q13\_3. Thinking about your training plan, to what extent do you agree or disagree with the following statements? I understand what I need to do to meet my plan requirements**

	State/Territory								Location					Doctor in training cohort				
	Total n = 2030	ACT n = 43	NSW n = 600	NT n = 63	QLD n = 351	SA n = 167	Tas. n = 67	Vic. n = 534	WA n = 205	Metro n = 1221	Regional n = 608	Rural n = 164	Do not wish to specify n = 30	Interns n = 138	Prevoc. & unaccredited n = 681	Specialist non-GP n<10 <sup>^</sup>	Specialist GP n<10 <sup>^</sup>	IMGs n = 1211
Strongly Agree	38%	47%	40%	37%	35%	37%	52%	37%	34%	37%	38%	49% ↑	37%	14% ↓	33% ↓			43% ↑
Agree	54%	49%	53%	54%	57%	55%	40%	53%	58%	54%	55%	46%	57%	69% ↑	58%			50% ↓
Neither Agree nor Disagree	6%	2%	6%	8%	7%	7%	6%	7%	5%	7%	6%	1% ↓	3%	14% ↑	7%			6%
Disagree	1%	2%	1%	0%	2%	1%	1%	2%	2%	2%	1%	2%	3%	3%	1%			1%
Strongly Disagree	1%	0%	1%	2%	0%	0%	0%	0%	1%	1%	0%	1%	0%	0%	1%			0%
NET Strongly Agree + Agree	92%	95%	92%	90%	91%	92%	93%	90%	91%	91%	92%	96%	93%	83% ↓	91%			93%
NET Strongly Disagree + Disagree	2%	2%	2%	2%	2%	1%	1%	2%	3%	2%	1%	3%	3%	3%	2%			2%
Average	4.3	4.4	4.3	4.2	4.2	4.3	4.4	4.3	4.2	4.2	4.3	4.4	4.3	3.9 ↓	4.2			4.3 ↑
Standard Deviation	0.7	0.7	0.7	0.7	0.7	0.6	0.7	0.7	0.8	0.7	0.7	0.7	0.7	0.6	0.7			0.7

<sup>^</sup> Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q13\_4. Thinking about your training plan, to what extent do you agree or disagree with the following statements? My plan is preparing me to be a doctor/specialist in the Australian healthcare system**

	State/Territory									Location				Doctor in training cohort				
	Total n = 1208	ACT n = 20 <sup>!</sup>	NSW n = 363	NT n = 33	QLD n = 190	SA n = 93	Tas. n = 52	Vic. n = 334	WA n = 123	Metro n = 677	Regional n = 383	Rural n = 120	Do not wish to specify n = 23 <sup>!</sup>	Interns n < 10 <sup>^</sup>	Prevoc. & unaccredited n < 10 <sup>^</sup>	Specialist non-GP n < 10 <sup>^</sup>	Specialist GP n < 10 <sup>^</sup>	IMGs n = 1208
Strongly Agree	44%	45%	43%	39%	42%	42%	62%	46%	43%	42%	43%	62% ↑	43%					44%
Agree	41%	30%	40%	48%	42%	41%	29%	42%	41%	39%	46%	33%	48%					41%
Neither Agree nor Disagree	10%	20%	11%	9%	12%	11%	10%	7%	8%	12% ↑	7%	3%	9%					10%
Disagree	4%	5%	4%	0%	4%	5%	0%	4%	4%	5% ↑	2%	1%	0%					4%
Strongly Disagree	1%	0%	2%	3%	0%	1%	0%	0%	3%	1%	1%	2%	0%					1%
NET Strongly Agree + Agree	85%	75%	83%	88%	84%	83%	90%	88%	85%	81% ↓	90% ↑	94%	91%					85%
NET Strongly Disagree + Disagree	5%	5%	6%	3%	4%	6%	0%	4%	7%	7% ↑	3%	3%	0%					5%
Average	4.2	4.2	4.2	4.2	4.2	4.2	4.5 ↑	4.3	4.2	4.1 ↓	4.3	4.5 ↑	4.3					4.2
Standard Deviation	0.9	0.9	0.9	0.9	0.8	0.9	0.7	0.8	1.0	0.9	0.8	0.8	0.6					0.9

<sup>^</sup> Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q13\_5. Thinking about your training plan, to what extent do you agree or disagree with the following statements? My plan is preparing me for future medical practice**

	State/Territory									Location				Doctor in training cohort				
	Total n = 2026	ACT n = 43	NSW n = 600	NT n = 62	QLD n = 350	SA n = 166	Tas. n = 67	Vic. n = 533	WA n = 205	Metro n = 1219	Regional n = 606	Rural n = 164	Do not wish to specify n = 30	Interns n = 137	Prevoc. & unaccredited n = 681	Specialist non-GP n < 10 <sup>^</sup>	Specialist GP n < 10 <sup>^</sup>	IMGs n = 1208
Strongly Agree	42%	49%	42%	44%	39%	39%	55%	42%	40%	39%	43%	53% ↑	47%	18% ↓	37% ↓			47% ↑
Agree	50%	47%	52%	48%	52%	54%	37%	48%	50%	52%	50%	41%	47%	68% ↑	56% ↑			45% ↓
Neither Agree nor Disagree	6%	5%	4%	6%	7%	6%	6%	8%	6%	6%	5%	4%	7%	13% ↑	5%			6%
Disagree	2%	0%	2%	0%	1%	1%	1%	2%	2%	2%	1%	1%	0%	1%	1%			2%
Strongly Disagree	1%	0%	1%	2%	1%	0%	0%	0%	2%	1%	0%	1%	0%	0%	1%			1%
NET Strongly Agree + Agree	92%	95%	94%	92%	91%	93%	93%	90%	90%	91%	93%	94%	93%	85% ↓	93%			92%
NET Strongly Disagree + Disagree	2%	0%	2%	2%	2%	1%	1%	2%	4%	3%	2%	2%	0%	1%	2%			3%
Average	4.3	4.4	4.3	4.3	4.3	4.3	4.5	4.3	4.2	4.3	4.3	4.4	4.4	4.0 ↓	4.3			4.4 ↑
Standard Deviation	0.7	0.6	0.7	0.7	0.7	0.6	0.7	0.7	0.8	0.7	0.7	0.7	0.6	0.6	0.7			0.7

<sup>^</sup> Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

### Q13\_6. Thinking about your training plan, to what extent do you agree or disagree with the following statements? My plan is advancing my knowledge

	State/Territory									Location				Doctor in training cohort				
	Total n = 2027	ACT n = 43	NSW n = 600	NT n = 63	QLD n = 350	SA n = 166	Tas. n = 67	Vic. n = 533	WA n = 205	Metro n = 1220	Regional n = 606	Rural n = 164	Do not wish to specify n = 30	Interns n = 138	Prevoc. & unaccredited n = 681	Specialist non-GP n < 10^	Specialist GP n < 10^	IMGs n = 1208
Strongly Agree	46%	49%	46%	43%	43%	45%	58%	47%	45%	44%	45%	58% ↑	60%	22% ↓	40% ↓			51% ↑
Agree	46%	49%	47%	51%	50%	49%	33%	45%	45%	47%	47%	38%	40%	62% ↑	52% ↑			41% ↓
Neither Agree nor Disagree	6%	2%	7%	3%	5%	5%	7%	7%	7%	7%	6%	2%	0%	14% ↑	5%			6%
Disagree	1%	0%	1%	2%	2%	1%	1%	2%	0%	1%	1%	1%	0%	1%	1%			1%
Strongly Disagree	1%	0%	1%	2%	1%	0%	0%	0%	2% ↑	1%	1%	2%	0%	0%	1%			1%
NET Strongly Agree + Agree	92%	98%	92%	94%	92%	94%	91%	92%	90%	91%	93%	96%	100%	85% ↓	93%			93%
NET Strongly Disagree + Disagree	2%	0%	2%	3%	3%	1%	1%	2%	3%	2%	1%	2%	0%	1%	2%			2%
Average	4.4	4.5	4.4	4.3	4.3	4.4	4.5	4.4	4.3	4.3	4.4	4.5 ↑	4.6 ↑	4.1 ↓	4.3			4.4 ↑
Standard Deviation	0.7	0.5	0.7	0.8	0.7	0.6	0.7	0.7	0.8	0.7	0.7	0.7	0.5	0.6	0.7			0.7

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality. ↑ ↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 4735	ACT n = 121	NSW n = 1427	NT n = 106	QLD n = 1010	SA n = 390	Tas. n = 111	Vic. n = 1161	WA n = 409	Metro n = 3245	Regional n = 1030	Rural n = 421	Do not wish to specify n = 28	Interns n < 10^	Prevoc. & unaccredited n < 10^	Specialist non-GP n = 3345	Specialist GP n = 1390	IMGs n < 10^
Addiction medicine – The Royal Australasian College of Physicians (RACP)	1%	0%	1%	0%	1%	1%	1%	0%	1%	1%	1%	0%	0%			1% ↑	0% ↓	
Anaesthesia – Australian and New Zealand College of Anaesthetists (ANZCA)	5%	7%	5%	4%	5%	5%	8%	5%	6%	6% ↑	5%	0% ↓	0%			8% ↑	0% ↓	
Dermatology – The Australasian College of Dermatologists (ACD)	1%	1%	1%	1%	1%	1%	0%	0%	1%	1%	0%	0%	0%			1% ↑	0% ↓	
Emergency medicine – Australasian College for Emergency Medicine (ACEM)	12%	11%	11%	24% ↑	14% ↑	8%	13%	11%	12%	13% ↑	12%	4% ↓	4%			16% ↑	2% ↓	
General practice – Australian College of Rural and Remote Medicine (ACRRM)	5%	2%	4%	14% ↑	8% ↑	4%	2%	3% ↓	3%	1% ↓	8% ↑	22% ↑	11%			0% ↓	16% ↑	
General practice – The Royal Australian College of General Practitioners (RACGP)	25%	15% ↓	29% ↑	28%	22%	27%	29%	22% ↓	26%	15% ↓	37% ↑	73% ↑	32%			0% ↓	86% ↑	
Intensive care medicine – Australian and New Zealand College of Anaesthetists (ANZCA)	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%			0%	0%	

Intensive care medicine – College of Intensive Care Medicine of Australia and New Zealand (CICM)	4%	3%	4%	2%	4%	5%	5%	4%	4%	5% ↑	3%	0% ↓	4%	6% ↑	0% ↓
Intensive care medicine – The Royal Australasian College of Physicians (RACP)	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	4%	0%	0%
Medical administration – The Royal Australasian College of Medical Administrators (RACMA)	1%	1%	1%	1%	1%	0%	3%	0%	1%	1%	2% ↑	0%	4%	1% ↑	0% ↓
Obstetrics and gynaecology – The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)	3%	4%	3%	2%	3%	4%	2%	4%	2%	4%	3%	1% ↓	0%	5% ↑	1% ↓
Occupational and environmental medicine – The Royal Australasian College of Physicians (RACP)	0%	1%	1%	0%	1%	0%	0%	0%	1%	1%	0%	0%	0%	1% ↑	0% ↓
Ophthalmology – The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)	1%	0%	1%	0%	0%	1%	1%	1%	0%	1%	0%	0%	0%	1% ↑	0% ↓
Paediatrics and child health – The Royal Australasian College of Physicians (RACP)	7%	6%	7%	6%	7%	4%	7%	7%	8%	9% ↑	3% ↓	1% ↓	4%	10% ↑	0% ↓
Pain medicine – Australian and New Zealand College of Anaesthetists (ANZCA)	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	1% ↑	0% ↓
Palliative medicine – The Royal Australasian College of Physicians (RACP)	1%	1%	1%	1%	0%	1%	1%	1%	0%	1% ↑	0% ↓	0%	4%	1% ↑	0% ↓
Pathology – The Royal College of Pathologists of Australasia (RCPA)	3%	6%	3%	1%	2%	3%	5%	2%	4%	4% ↑	1% ↓	0% ↓	0%	4% ↑	0% ↓
Physician – The Royal Australasian College of Physicians (RACP)	18%	22%	14% ↓	16%	17%	18%	13%	23% ↑	16%	21% ↑	13% ↓	1% ↓	18%	25% ↑	0% ↓
Psychiatry – The Royal Australian and New Zealand College of Psychiatrists (RANZCP)	9%	12%	8%	5%	9%	8%	11%	10%	8%	10% ↑	8%	2% ↓	14%	12% ↑	0% ↓
Public health medicine – The Royal Australasian College of Physicians (RACP)	1%	4% ↑	0%	2%	0%	1%	2%	1%	0%	1%	0%	0%	0%	1% ↑	0% ↓
Radiation oncology – The Royal Australian and New Zealand	1%	1%	1% ↑	1%	0%	1%	0%	1%	0%	1%	1%	0%	0%	1% ↑	0% ↓

College of Radiologists (RANZCR)																	
Radiology – The Royal Australian and New Zealand College of Radiologists (RANZCR)	2%	2%	3% ↑	1%	1%	2%	1%	2%	2%	3% ↑	1% ↓	0% ↓	0%		3% ↑	0% ↓	
Rehabilitation medicine – The Royal Australasian College of Physicians (RACP)	1%	2%	2% ↑	0%	1%	1%	2%	1%	1%	1%	1%	0%	4%		2% ↑	0% ↓	
Sexual health medicine – The Royal Australasian College of Physicians (RACP)	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%		0%	0%	
Sports and exercise medicine – Australasian College of Sport and Exercise Physicians (ACSEP)	0%	2% ↑	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%		0%	0%	
Surgery – Oral and maxillofacial surgery – Royal Australasian College of Dental Surgeons (RACDS)	0%	1%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	4%		0% ↑	0% ↓	
Surgery – Royal Australasian College of Surgeons (RACS)	4%	2%	4%	1%	4%	5%	1%	4%	5%	5% ↑	3%	1% ↓	0%		6% ↑	0% ↓	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

Q15. How many years have you been in the college training program?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 4716	ACT n = 121	NSW n = 1421	NT n = 106	QLD n = 1005	SA n = 389	Tas. n = 110	Vic. n = 1156	WA n = 408	Metro n = 3235	Regional n = 1024	Rural n = 420	Do not wish to specify n = 28!	Interns n < 10^	Prevoc. & unaccredited n < 10^	Specialist non-GP n = 3332	Specialist GP n = 1384	IMGs n < 10^
Average	3.3	3.1	3.0 ↓	2.9	3.3	3.2	3.3	3.4 ↑	3.5 ↑	3.5 ↑	3.0 ↓	2.3 ↓	3.4			3.7 ↑	2.2 ↓	
Standard Deviation	2.2	1.9	2.1	2.1	2.2	2.1	2.3	2.2	2.3	2.2	2.0	1.4	3.1			2.3	1.4	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

### Q16a. Are you training for a career in general practice as:

	State/Territory									Location				Doctor in training cohort				
	Total n = 1377	ACT n = 18!	NSW n = 461	NT n = 44	QLD n = 293	SA n = 123	Tas. n = 34	Vic. n = 289	WA n = 115	Metro n = 536	Regional n = 442	Rural n = 385	Do not wish to specify n = 12!	Interns n < 10^	Prevoc. & unaccredited n < 10^	Specialist non-GP n < 10^	Specialist GP n = 1377	IMGs n < 10^
A fully funded participant (AGPT or RVTS)	68%	67%	68%	77%	65%	72%	65%	70%	63%	68%	66%	70%	33%	68%				
A partial funded participant (RACGP or ACRRM Fellowship support)	14%	17%	13%	9%	16%	11%	15%	15%	18%	12%	15%	15%	42%	14%				
A self-funded participant	18%	17%	19%	14%	20%	18%	21%	15%	19%	20%	19%	15%	25%	18%				

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result.

### Q16b. Which training program are you in?

	State/Territory									Location				Doctor in training cohort				
	Total n = 931	ACT n = 12!	NSW n = 312	NT n = 34	QLD n = 189	SA n = 88	Tas. n = 22!	Vic. n = 202	WA n = 72	Metro n = 363	Regional n = 292	Rural n = 271	Do not wish to specify n < 10^	Interns n < 10^	Prevoc. & unaccredited n < 10^	Specialist non-GP n < 10^	Specialist GP n = 931	IMGs n < 10^
Australian General Practice Training (AGPT)	96%	100%	95%	100%	96%	98%	100%	96%	96%	100% ↑	96%	90% ↓		96%				
The Remote Vocational Training Scheme (RVTS)	4%	0%	5%	0%	4%	2%	0%	4%	4%	0% ↓	4%	10% ↑		4%				

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑ ↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

### Q16c. Who provides your GP training?

	State/Territory									Location				Doctor in training cohort				
	Total n = 401	ACT n < 10^	NSW n = 134	NT n < 10^	QLD n = 94	SA n = 34	Tas. n = 10!	Vic. n = 77	WA n = 38	Metro n = 159	Regional n = 130	Rural n = 103	Do not wish to specify n < 10^	Interns n < 10^	Prevoc. & unaccredited n < 10^	Specialist non-GP n < 10^	Specialist GP n = 401	IMGs n < 10^
The RACGP Practice Experience Program	55%		53%		44%	56%	50%	70% ↑	63%	62%	51%	49%		55%				
The ACRRM Independent Pathway	21%		21%		36% ↑	9%	0%	13%	13%	13% ↓	19%	32% ↑		21%				
Remote Vocational Training Scheme	2%		3%		5%	0%	0%	0%	0%	1%	4%	3%		2%				
Unsure	22%		23%		15%	35%	50%	17%	24%	23%	26%	17%		22%				

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑ ↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

### Q17. If applicable, which Regional Training Organisation provides your GP training?

	State/Territory									Location				Doctor in training cohort				
	Total n = 1211	ACT n = 17!	NSW n = 403	NT n = 40	QLD n = 243	SA n = 114	Tas. n = 32	Vic. n = 260	WA n = 102	Metro n = 499	Regional n = 383	Rural n = 319	Do not wish to specify n<10^	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n = 1211	IMGs n<10^
GP Synergy	34%	100%	96% ↑	5% ↓	1% ↓	1% ↓	0% ↓	1% ↓	0% ↓	34%	33%	34%					34%	
Murray City Country Coast GP Training	13%	0%	2% ↓	0% ↓	0% ↓	0% ↓	0% ↓	57% ↑	0% ↓	8% ↓	17% ↑	16%					13%	
General Practice Training Queensland	11%	0%	0% ↓	0% ↓	56% ↑	0% ↓	0%	0% ↓	0% ↓	13%	10%	10%					11%	
GPeX	9%	0%	0% ↓	5%	0% ↓	97% ↑	6%	0% ↓	0% ↓	12% ↑	5% ↓	11%					9%	
Western Australia General Practice Training	8%	0%	0% ↓	0%	0% ↓	1% ↓	0%	0% ↓	98% ↑	12% ↑	5% ↓	7%					8%	
Eastern Victoria GP Training	8%	0%	0% ↓	0%	0% ↓	0% ↓	0%	38% ↑	0% ↓	13% ↑	4% ↓	6%					8%	
James Cook University	8%	0%	0% ↓	0%	40% ↑	0% ↓	0%	0% ↓	0% ↓	1% ↓	17% ↑	8%					8%	
Northern Territory General Practice Education	3%	0%	0% ↓	88% ↑	0% ↓	0%	0%	0% ↓	0%	3%	1% ↓	5% ↑					3%	
GP Training Tasmania	2%	0%	0% ↓	0%	0% ↓	0%	94% ↑	0% ↓	0%	3%	4% ↑	1% ↓					2%	
Unsure	2%	0%	2%	3%	3%	1%	0%	3%	2%	2%	3%	3%					2%	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

**Q18\_1. Thinking about your [Regional Training Organisation] training program, to what extent do you agree or disagree with each of the following statements?  
[Regional Training Organisation] education program meets the College/s requirements**

	State/Territory									Location				Doctor in training cohort				
	Total n = 1170	ACT n = 16!	NSW n = 391	NT n = 39	QLD n = 233	SA n = 114	Tas. n = 31	Vic. n = 246	WA n = 100	Metro n = 485	Regional n = 368	Rural n = 308	Do not wish to specify n<10^	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n = 1170	IMGs n<10^
Strongly Agree	31%	25%	24% ↓	28%	31%	39%	58% ↑	40% ↑	21%	32%	31%	30%					31%	
Agree	52%	63%	56%	46%	54%	42%	29%	47%	59%	50%	54%	52%					52%	
Neither Agree nor Disagree	13%	13%	14%	18%	11%	14%	10%	11%	13%	14%	12%	13%					13%	
Disagree	3%	0%	4%	3%	3%	3%	0%	1%	5%	3%	2%	5%					3%	
Strongly Disagree	2%	0%	2%	5%	0%	2%	3%	1%	2%	2%	1%	1%					2%	
NET Strongly Agree + Agree	83%	88%	80%	74%	85%	82%	87%	87%	80%	82%	85%	81%					83%	
NET Strongly Disagree + Disagree	4%	0%	6%	8%	3%	4%	3%	2%	7%	5%	3%	6%					4%	
Average	4.1	4.1	4.0 ↓	3.9	4.1	4.1	4.4	4.2 ↑	3.9	4.1	4.1	4.0					4.1	
Standard Deviation	0.8	0.6	0.9	1.0	0.7	0.9	0.9	0.8	0.8	0.9	0.8	0.8					0.8	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q18\_2. Thinking about your [Regional Training Organisation] training program, to what extent do you agree or disagree with each of the following statements?  
[Regional Training Organisation] education program is preparing me as a specialist**

	State/Territory									Location				Doctor in training cohort				
	Total n = 1169	ACT n = 16!	NSW n = 390	NT n = 39	QLD n = 233	SA n = 114	Tas. n = 31	Vic. n = 246	WA n = 100	Metro n = 484	Regional n = 368	Rural n = 308	Do not wish to specify n<10^	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n = 1169	IMGs n<10^
Strongly Agree	28%	19%	23%	26%	26%	31%	58% ↑	39% ↑	18%	28%	29%	27%					28%	
Agree	51%	69%	54%	51%	54%	44%	29%	45%	62%	52%	50%	52%					51%	
Neither Agree nor Disagree	14%	13%	15%	13%	15%	18%	10%	10%	14%	13%	15%	14%					14%	
Disagree	4%	0%	5%	5%	5%	4%	0%	4%	3%	4%	3%	5%					4%	
Strongly Disagree	3%	0%	3%	5%	1%	4%	3%	2%	3%	2%	3%	3%					3%	
NET Strongly Agree + Agree	79%	88%	77%	77%	79%	75%	87%	84%	80%	80%	79%	79%					79%	
NET Strongly Disagree + Disagree	7%	0%	8%	10%	6%	8%	3%	6%	6%	7%	6%	8%					7%	
Average	4.0	4.1	3.9	3.9	4.0	3.9	4.4	4.1 ↑	3.9	4.0	4.0	4.0					4.0	
Standard Deviation	0.9	0.6	0.9	1.0	0.8	1.0	0.9	0.9	0.8	0.9	0.9	0.9					0.9	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q18\_3. Thinking about your [Regional Training Organisation] training program, to what extent do you agree or disagree with each of the following statements? [Regional Training Organisation] education program is advancing my knowledge**

	State/Territory									Location				Doctor in training cohort				
	Total n = 1170	ACT n = 16!	NSW n = 391	NT n = 39	QLD n = 233	SA n = 114	Tas. n = 31	Vic. n = 246	WA n = 100	Metro n = 485	Regional n = 367	Rural n = 309	Do not wish to specify n<10^	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n = 1170	IMGs n<10^
Strongly Agree	29%	19%	24%	26%	26%	31%	55% ↑	39% ↑	19%	31%	29%	26%					29%	
Agree	51%	56%	55%	44%	55%	45%	32%	43%	59%	49%	51%	53%					51%	
Neither Agree nor Disagree	14%	25%	14%	21%	14%	16%	10%	11%	14%	13%	14%	15%					14%	
Disagree	4%	0%	4%	5%	3%	5%	0%	4%	5%	4%	4%	4%					4%	
Strongly Disagree	2%	0%	3%	5%	1%	4%	3%	2%	3%	3%	2%	3%					2%	
NET Strongly Agree + Agree	80%	75%	79%	69%	82%	75%	87%	83%	78%	80%	80%	79%					80%	
NET Strongly Disagree + Disagree	6%	0%	7%	10%	4%	9%	3%	6%	8%	7%	6%	6%					6%	
Average	4.0	3.9	3.9	3.8	4.0	3.9	4.4	4.1	3.9	4.0	4.0	4.0					4.0	
Standard Deviation	0.9	0.7	0.9	1.1	0.8	1.0	0.9	0.9	0.9	0.9	0.9	0.9					0.9	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q19\_1. Thinking about how [Regional Training Organisation] communicates with you about your training program, to what extent do you agree or disagree with the following statements? [Regional Training Organisation] clearly communicates the requirements of my training program**

	State/Territory									Location				Doctor in training cohort				
	Total n = 1158	ACT n = 16!	NSW n = 384	NT n = 39	QLD n = 231	SA n = 113	Tas. n = 31	Vic. n = 246	WA n = 98	Metro n = 482	Regional n = 363	Rural n = 304	Do not wish to specify n<10^	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n = 1158	IMGs n<10^
Strongly Agree	28%	19%	26%	31%	27%	34%	45%	35%	14%	30%	26%	27%					28%	
Agree	51%	63%	52%	54%	52%	49%	39%	47%	57%	49%	53%	52%					51%	
Neither Agree nor Disagree	11%	19%	11%	3%	13%	12%	6%	10%	12%	12%	10%	11%					11%	
Disagree	7%	0%	7%	8%	7%	5%	10%	5%	14%	7%	7%	7%					7%	
Strongly Disagree	3%	0%	4%	5%	1%	1%	0%	3%	2%	2%	3%	3%					3%	
NET Strongly Agree + Agree	79%	81%	78%	85%	79%	82%	84%	82%	71%	79%	80%	79%					79%	
NET Strongly Disagree + Disagree	10%	0%	11%	13%	8%	6%	10%	8%	16%	9%	10%	10%					10%	
Average	3.9	4.0	3.9	4.0	4.0	4.1	4.2	4.1	3.7 ↓	4.0	3.9	3.9					3.9	
Standard Deviation	1.0	0.6	1.0	1.1	0.9	0.9	0.9	1.0	1.0	1.0	1.0	1.0					1.0	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q19\_2. Thinking about how [Regional Training Organisation] communicates with you about your training program, to what extent do you agree or disagree with the following statements? [Regional Training Organisation] clearly communicates with me about changes to my training program and how they affect me**

	State/Territory									Location				Doctor in training cohort				
	Total n = 1159	ACT n = 16!	NSW n = 384	NT n = 39	QLD n = 231	SA n = 113	Tas. n = 31	Vic. n = 246	WA n = 99	Metro n = 483	Regional n = 363	Rural n = 304	Do not wish to specify n<10^	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n = 1159	IMGs n<10^
Strongly Agree	24%	13%	22%	31%	21%	27%	42%	32%	12%	26%	22%	23%						24%
Agree	49%	69%	51%	49%	48%	48%	39%	47%	54%	50%	51%	47%						49%
Neither Agree nor Disagree	16%	13%	14%	10%	19%	19%	13%	13%	22%	14%	17%	18%						16%
Disagree	8%	6%	8%	5%	11%	5%	6%	5%	10%	7%	8%	9%						8%
Strongly Disagree	3%	0%	5%	5%	1%	1%	0%	3%	2%	3%	2%	3%						3%
NET Strongly Agree + Agree	74%	81%	73%	79%	69%	75%	81%	79%	66%	76%	72%	71%						74%
NET Strongly Disagree + Disagree	11%	6%	13%	10%	12%	6%	6%	8%	12%	10%	10%	12%						11%
Average	3.8	3.9	3.8	3.9	3.8	4.0	4.2	4.0 ↑	3.6	3.9	3.8	3.8						3.8
Standard Deviation	1.0	0.7	1.0	1.1	0.9	0.9	0.9	1.0	0.9	1.0	0.9	1.0						1.0

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q19\_3. Thinking about how [Regional Training Organisation] communicates with you about your training program, to what extent do you agree or disagree with the following statements? I know who to contact at [Regional Training Organisation] about my education program**

	State/Territory									Location				Doctor in training cohort				
	Total n = 1158	ACT n = 16!	NSW n = 384	NT n = 39	QLD n = 231	SA n = 113	Tas. n = 31	Vic. n = 246	WA n = 98	Metro n = 482	Regional n = 363	Rural n = 304	Do not wish to specify n<10^	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n = 1158	IMGs n<10^
Strongly Agree	39%	25%	37%	41%	36%	50%	61%	41%	30%	41%	37%	38%						39%
Agree	52%	69%	54%	46%	54%	45%	35%	48%	58%	49%	54%	54%						52%
Neither Agree nor Disagree	6%	6%	6%	5%	6%	4%	3%	7%	8%	6%	6%	5%						6%
Disagree	2%	0%	2%	5%	4%	2%	0%	2%	3%	2%	3%	3%						2%
Strongly Disagree	1%	0%	2%	3%	0%	0%	0%	1%	1%	2%	0%	1%						1%
NET Strongly Agree + Agree	91%	94%	91%	87%	90%	95%	97%	89%	88%	90%	91%	91%						91%
NET Strongly Disagree + Disagree	3%	0%	3%	8%	4%	2%	0%	3%	4%	3%	3%	4%						3%
Average	4.3	4.2	4.2	4.2	4.2	4.4 ↑	4.6 ↑	4.3	4.1	4.3	4.2	4.2						4.3
Standard Deviation	0.8	0.5	0.8	0.9	0.7	0.7	0.6	0.8	0.8	0.8	0.7	0.7						0.8

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q20\_1. Thinking about how [Regional Training Organisation] engages with you, to what extent do you agree or disagree with the following statements? [Regional Training Organisation] seeks my views on the structure and content of the education program**

	State/Territory									Location				Doctor in training cohort				
	Total n = 1156	ACT n = 16!	NSW n = 384	NT n = 38	QLD n = 230	SA n = 112	Tas. n = 31	Vic. n = 246	WA n = 99	Metro n = 480	Regional n = 363	Rural n = 305	Do not wish to specify n<10^	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n = 1156	IMGs n<10^
Strongly Agree	17%	19%	16%	18%	10%	15%	32%	24% ↑	7%	16%	18%	15%						17%
Agree	41%	38%	44%	32%	42%	37%	35%	43%	36%	41%	42%	40%						41%
Neither Agree nor Disagree	22%	25%	22%	21%	25%	25%	16%	17%	25%	23%	22%	20%						22%
Disagree	15%	19%	11%	24%	18%	16%	13%	11%	24%	15%	12%	17%						15%
Strongly Disagree	6%	0%	7%	5%	4%	7%	3%	4%	7%	5%	5%	8%						6%
NET Strongly Agree + Agree	58%	56%	60%	50%	52%	52%	68%	67% ↑	43%	57%	60%	55%						58%
NET Strongly Disagree + Disagree	20%	19%	18%	29%	23%	23%	16%	15%	31%	20%	18%	25%						20%
Average	3.5	3.6	3.5	3.3	3.4	3.4	3.8	3.7 ↑	3.1 ↓	3.5	3.5	3.4						3.5
Standard Deviation	1.1	1.0	1.1	1.2	1.0	1.1	1.1	1.1	1.1	1.1	1.1	1.2						1.1

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q20\_2. Thinking about how [Regional Training Organisation] engages with you, to what extent do you agree or disagree with the following statements? I am represented (by doctors in training e.g registrar liaison officer) on [Regional Training Organisation]'s training and/or education committees**

	State/Territory									Location				Doctor in training cohort				
	Total n = 1156	ACT n = 16!	NSW n = 384	NT n = 38	QLD n = 230	SA n = 112	Tas. n = 31	Vic. n = 246	WA n = 99	Metro n = 480	Regional n = 363	Rural n = 305	Do not wish to specify n<10^	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n = 1156	IMGs n<10^
Strongly Agree	21%	13%	16%	21%	20%	25%	39%	27%	14%	21%	22%	18%						21%
Agree	49%	50%	50%	50%	49%	44%	45%	48%	60%	50%	49%	49%						49%
Neither Agree nor Disagree	22%	38%	24%	18%	23%	22%	13%	19%	20%	23%	21%	22%						22%
Disagree	5%	0%	6%	11%	6%	6%	3%	3%	3%	4%	5%	8%						5%
Strongly Disagree	3%	0%	4%	0%	2%	3%	0%	2%	3%	2%	3%	4%						3%
NET Strongly Agree + Agree	70%	63%	66%	71%	68%	69%	84%	75%	74%	72%	71%	67%						70%
NET Strongly Disagree + Disagree	8%	0%	10%	11%	8%	9%	3%	6%	6%	6%	8%	12%						8%
Average	3.8	3.8	3.7 ↓	3.8	3.8	3.8	4.2 ↑	3.9 ↑	3.8	3.9	3.8	3.7 ↓						3.8
Standard Deviation	0.9	0.7	0.9	0.9	0.9	1.0	0.8	0.9	0.8	0.9	0.9	1.0						0.9

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q20\_3. Thinking about how [Regional Training Organisation] engages with you, to what extent do you agree or disagree with the following statements? I am able to discuss the [Regional Training Organisation] education program with other doctors**

	State/Territory									Location			Doctor in training cohort					
	Total n = 1155	ACT n = 16 <sup>!</sup>	NSW n = 383	NT n = 38	QLD n = 230	SA n = 112	Tas. n = 31	Vic. n = 246	WA n = 99	Metro n = 480	Regional n = 363	Rural n = 305	Do not wish to specify n<10 <sup>^</sup>	Interns n<10 <sup>^</sup>	Prevoc. & unaccredited n<10 <sup>^</sup>	Specialist non-GP n<10 <sup>^</sup>	Specialist GP n = 1155	IMGs n<10 <sup>^</sup>
Strongly Agree	24%	19%	20%	24%	23%	18%	45%	32% ↑	18%	25%	25%	20%					24%	
Agree	58%	69%	61%	55%	60%	58%	45%	54%	61%	58%	60%	57%					58%	
Neither Agree nor Disagree	13%	6%	14%	11%	13%	17%	10%	10%	15%	12%	12%	15%					13%	
Disagree	4%	6%	3%	8%	5%	5%	0%	4%	4%	4%	3%	6%					4%	
Strongly Disagree	1%	0%	2%	3%	0%	2%	0%	0%	2%	2%	0%	1%					1%	
NET Strongly Agree + Agree	82%	88%	81%	79%	82%	76%	90%	86%	79%	83%	85%	77%					82%	
NET Strongly Disagree + Disagree	5%	6%	5%	11%	5%	7%	0%	4%	6%	5%	4%	7%					5%	
Average	4.0	4.0	3.9	3.9	4.0	3.8	4.4 ↑	4.1 ↑	3.9	4.0	4.1	3.9 ↓					4.0	
Standard Deviation	0.8	0.7	0.8	1.0	0.8	0.8	0.7	0.8	0.8	0.8	0.7	0.8					0.8	

<sup>^</sup> Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q20\_4. Thinking about how [Regional Training Organisation] engages with you, to what extent do you agree or disagree with the following statements? [Regional Training Organisation] provides me with access to psychological and/or mental health support services**

	State/Territory									Location			Doctor in training cohort					
	Total n = 1156	ACT n = 16 <sup>!</sup>	NSW n = 383	NT n = 38	QLD n = 230	SA n = 113	Tas. n = 31	Vic. n = 246	WA n = 99	Metro n = 481	Regional n = 362	Rural n = 305	Do not wish to specify n<10 <sup>^</sup>	Interns n<10 <sup>^</sup>	Prevoc. & unaccredited n<10 <sup>^</sup>	Specialist non-GP n<10 <sup>^</sup>	Specialist GP n = 1156	IMGs n<10 <sup>^</sup>
Strongly Agree	16%	19%	12% ↓	16%	14%	12%	29%	30% ↑	5% ↓	18%	14%	15%					16%	
Agree	35%	25%	32%	58% ↑	39%	27%	29%	43% ↑	24%	32%	38%	38%					35%	
Neither Agree nor Disagree	35%	50%	41% ↑	11% ↓	34%	43%	32%	19% ↓	49% ↑	36%	35%	31%					35%	
Disagree	10%	6%	11%	11%	10%	13%	6%	7%	12%	10%	10%	11%					10%	
Strongly Disagree	4%	0%	5%	5%	2%	4%	3%	2%	9% ↑	4%	3%	5%					4%	
NET Strongly Agree + Agree	51%	44%	44% ↓	74% ↑	53%	40% ↓	58%	73% ↑	29% ↓	50%	52%	53%					51%	
NET Strongly Disagree + Disagree	14%	6%	16%	16%	13%	17%	10%	9% ↓	21%	14%	13%	16%					14%	
Average	3.5	3.6	3.3 ↓	3.7	3.5	3.3	3.7	3.9 ↑	3.0 ↓	3.5	3.5	3.5					3.5	
Standard Deviation	1.0	0.9	1.0	1.0	0.9	1.0	1.1	1.0	1.0	1.0	1.0	1.0					1.0	

<sup>^</sup> Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other

subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

Q21_1. Thinking about your [College] training program, to what extent do you agree or disagree with each of the following statements? The College training program is relevant to my development																		
	State/Territory								Location				Doctor in training cohort					
	2019 n = 4614	ACT n = 118	NSW n = 1383	NT n = 104	QLD n = 979	SA n = 386	Tas. n = 107	Vic. n = 1138	WA n = 399	Metro n = 3170	Regional n = 1003	Rural n = 406	Do not wish to specify n = 261	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n = 3287	Specialist GP n = 1327	IMGs n<10^
Strongly Agree	34%	27%	32%	37%	34%	35%	47%	35%	36%	35%	34%	33%	15%			36% ↑	30% ↓	
Agree	54%	58%	55%	54%	54%	54%	45%	51%	55%	53%	56%	55%	62%			52% ↓	57% ↑	
Neither Agree nor Disagree	7%	11%	8%	7%	8%	6%	3%	8%	6%	8%	7%	8%	4%			7%	9%	
Disagree	3%	3%	3%	2%	2%	1%	2%	4%	2%	3%	2%	3%	8%			3%	2%	
Strongly Disagree	2%	2%	2%	1%	1%	3%	4%	2%	1%	2%	1%	2%	12%			2%	2%	
NET Strongly Agree + Agree	88%	85%	87%	90%	88%	89%	92%	87%	91%	87%	90%	88%	77%			88%	88%	
NET Strongly Disagree + Disagree	5%	4%	5%	3%	4%	4%	6%	5%	3%	5%	3%	5%	19%			5%	4%	
Average	4.1	4.1	4.1	4.2	4.2	4.2	4.3	4.1	4.2	4.1	4.2	4.1	3.6			4.2	4.1	
Standard Deviation	0.8	0.8	0.8	0.8	0.8	0.8	0.9	0.8	0.7	0.8	0.7	0.8	1.2			0.8	0.8	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

Q21_2. Thinking about your [College] training program, to what extent do you agree or disagree with each of the following statements? There are opportunities to meet the requirements of the training program in my current setting																		
	State/Territory								Location				Doctor in training cohort					
	2019 n = 4619	ACT n = 118	NSW n = 1389	NT n = 103	QLD n = 974	SA n = 387	Tas. n = 108	Vic. n = 1140	WA n = 400	Metro n = 3179	Regional n = 1001	Rural n = 405	Do not wish to specify n = 251	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n = 3286	Specialist GP n = 1333	IMGs n<10^
Strongly Agree	30%	25%	27%	32%	32%	35%	35%	30%	34%	30%	31%	30%	16%			31%	28%	
Agree	56%	58%	59%	52%	54%	55%	47%	57%	54%	56%	56%	56%	60%			55%	59%	
Neither Agree nor Disagree	7%	8%	7%	10%	8%	6%	11%	7%	7%	7%	7%	8%	0%			7%	8%	
Disagree	4%	7%	4%	5%	4%	4%	4%	4%	4%	5%	3%	3%	4%			5% ↑	3% ↓	
Strongly Disagree	2%	3%	2%	1%	1%	0%	3%	2%	2%	2%	2%	2%	20%			2%	1%	
NET Strongly Agree + Agree	87%	83%	86%	84%	86%	90%	82%	87%	88%	86%	87%	86%	76%			86%	88%	
NET Strongly Disagree + Disagree	6%	9%	6%	6%	6%	4%	6%	6%	6%	6%	6%	5%	24%			7% ↑	4% ↓	
Average	4.1	4.0	4.0	4.1	4.1	4.2 ↑	4.1	4.1	4.1	4.1	4.1	4.1	3.5			4.1	4.1	
Standard Deviation	0.8	0.9	0.8	0.8	0.8	0.7	0.9	0.8	0.8	0.8	0.8	0.8	1.4			0.9	0.8	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q21\_3. Thinking about your [College] training program, to what extent do you agree or disagree with each of the following statements? I understand what I need to do to meet my training program requirements**

	State/Territory								Location				Doctor in training cohort					
	2019 n = 4616	ACT n = 118	NSW n = 1387	NT n = 104	QLD n = 975	SA n = 386	Tas. n = 107	Vic. n = 1138	WA n = 401	Metro n = 3172	Regional n = 1002	Rural n = 407	Do not wish to specify n = 26!	Interns n < 10^	Prevoc. & unaccredited n < 10^	Specialist non-GP n = 3286	Specialist GP n = 1330	IMGs n < 10^
Strongly Agree	31%	30%	29%	36%	33%	33%	40%	32%	31%	31%	32%	31%	19%			33%	28%	
Agree	58%	61%	59%	54%	58%	59%	51%	57%	58%	58%	58%	58%	54%			57%	60%	
Neither Agree nor Disagree	7%	6%	8%	6%	6%	6%	5%	7%	7%	6%	7%	7%	8%			6%	8%	
Disagree	3%	3%	3%	5%	2%	1%	2%	4%	3%	3%	2%	2%	4%			3%	2%	
Strongly Disagree	1%	1%	1%	0%	1%	1%	2%	1%	1%	1%	0%	1%	15%			1%	1%	
NET Strongly Agree + Agree	89%	91%	88%	89%	91%	92%	92%	89%	89%	89%	90%	90%	73%			90%	88%	
NET Strongly Disagree + Disagree	4%	3%	5%	5%	3%	2%	4%	4%	4%	4%	3%	3%	19%			4%	3%	
Average	4.2	4.2	4.1 ↓	4.2	4.2	4.2	4.2	4.1	4.1	4.2	4.2	4.1	3.6			4.2	4.1	
Standard Deviation	0.7	0.7	0.8	0.8	0.7	0.7	0.8	0.8	0.7	0.8	0.7	0.8	1.3			0.8	0.7	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q22\_1. Thinking about how [College] communicates with you about your training program, to what extent do you agree or disagree with the following statements? My College clearly communicates the requirements of my training program**

	State/Territory								Location				Doctor in training cohort					
	2019 n = 4603	ACT n = 116	NSW n = 1380	NT n = 104	QLD n = 974	SA n = 387	Tas. n = 108	Vic. n = 1134	WA n = 400	Metro n = 3158	Regional n = 1000	Rural n = 410	Do not wish to specify n = 26!	Interns n < 10^	Prevoc. & unaccredited n < 10^	Specialist non-GP n = 3273	Specialist GP n = 1330	IMGs n < 10^
Strongly Agree	22%	24%	19%	27%	25%	23%	31%	20%	24%	22%	23%	23%	23%			23%	20%	
Agree	51%	51%	51%	45%	53%	55%	42%	50%	52%	51%	52%	50%	50%			51%	52%	
Neither Agree nor Disagree	15%	14%	16%	14%	13%	13%	11%	17%	13%	14%	16%	16%	12%			14%	17%	
Disagree	9%	10%	10%	12%	7%	6%	11%	10%	10%	10%	8%	7%	0%			10%	8%	
Strongly Disagree	3%	1%	3%	2%	2%	3%	6%	3%	2%	3%	2%	5%	15%			3%	3%	
NET Strongly Agree + Agree	73%	75%	71%	72%	78% ↑	77%	72%	70%	76%	73%	75%	73%	73%			74%	72%	
NET Strongly Disagree + Disagree	12%	11%	14%	13%	9% ↓	10%	17%	13%	12%	13%	10%	11%	15%			12%	11%	
Average	3.8	3.9	3.7 ↓	3.8	3.9 ↑	3.9	3.8	3.7 ↓	3.8	3.8	3.9	3.8	3.7			3.8	3.8	
Standard Deviation	1.0	0.9	1.0	1.0	0.9	0.9	1.2	1.0	0.9	1.0	0.9	1.0	1.3			1.0	0.9	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other

subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q22\_2. Thinking about how [College] communicates with you about your training program, to what extent do you agree or disagree with the following statements? My College clearly communicates with me about changes to my training program and how they affect me**

	State/Territory								Location				Doctor in training cohort					
	2019 n = 4573	ACT n = 115	NSW n = 1373	NT n = 104	QLD n = 970	SA n = 385	Tas. n = 106	Vic. n = 1126	WA n = 394	Metro n = 3130	Regional n = 997	Rural n = 411	Do not wish to specify n = 26!	Interns n < 10^	Prevoc. & unaccredited n < 10^	Specialist non-GP n = 3243	Specialist GP n = 1330	IMGs n < 10^
Strongly Agree	18%	12%	16%	20%	19%	17%	25%	17%	19%	17%	17%	19%	19%			18%	17%	
Agree	48%	50%	48%	45%	51%	52%	42%	45%	51%	48%	51%	46%	50%			48%	48%	
Neither Agree nor Disagree	21%	28%	21%	21%	21%	20%	17%	21%	18%	21%	20%	23%	12%			20%	23%	
Disagree	10%	8%	11%	13%	6% ↓	8%	11%	13% ↑	8%	11% ↑	9%	7%	4%			11%	9%	
Strongly Disagree	4%	2%	4%	1%	3%	2%	6%	4%	4%	4%	3%	5%	15%			4%	3%	
NET Strongly Agree + Agree	66%	63%	64%	65%	70% ↑	69%	66%	62% ↓	70%	65%	69%	65%	69%			66%	65%	
NET Strongly Disagree + Disagree	14%	10%	15%	13%	9% ↓	11%	17%	17% ↑	11%	15%	11%	12%	19%			14%	12%	
Average	3.7	3.6	3.6 ↓	3.7	3.8 ↑	3.7	3.7	3.6 ↓	3.7	3.6	3.7 ↑	3.7	3.5			3.6	3.7	
Standard Deviation	1.0	0.9	1.0	1.0	0.9	0.9	1.1	1.1	1.0	1.0	0.9	1.0	1.3			1.0	1.0	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q22\_3. Thinking about how [College] communicates with you about your training program, to what extent do you agree or disagree with the following statements? I know who to contact at the College about my training program**

	State/Territory								Location				Doctor in training cohort					
	2019 n = 4602	ACT n = 116	NSW n = 1380	NT n = 104	QLD n = 974	SA n = 387	Tas. n = 108	Vic. n = 1133	WA n = 400	Metro n = 3156	Regional n = 1000	Rural n = 411	Do not wish to specify n = 26!	Interns n < 10^	Prevoc. & unaccredited n < 10^	Specialist non-GP n = 3272	Specialist GP n = 1330	IMGs n < 10^
Strongly Agree	21%	22%	19%	24%	24%	20%	28%	19%	26%	21%	22%	19%	23%			23% ↑	18% ↓	
Agree	50%	52%	51%	44%	51%	51%	46%	47%	52%	51%	50%	44%	38%			53% ↑	42% ↓	
Neither Agree nor Disagree	14%	17%	14%	13%	13%	16%	14%	15%	11%	14%	14%	17%	23%			13% ↓	18% ↑	
Disagree	12%	8%	13%	15%	10%	10%	7%	14% ↑	9%	12%	11%	13%	4%			9% ↓	17% ↑	
Strongly Disagree	3%	2%	4%	3%	2% ↓	3%	5%	5% ↑	3%	3%	3%	7% ↑	12%			2% ↓	5% ↑	
NET Strongly Agree + Agree	71%	73%	70%	68%	75% ↑	70%	74%	66% ↓	77% ↑	72%	72%	63% ↓	62%			75% ↑	60% ↓	
NET Strongly Disagree + Disagree	15%	9%	16%	18%	11% ↓	14%	12%	18% ↑	12%	15%	14%	20% ↑	15%			12% ↓	22% ↑	
Average	3.7	3.8	3.7	3.7	3.9 ↑	3.7	3.9	3.6 ↓	3.9 ↑	3.8	3.8	3.5 ↓	3.6			3.8 ↑	3.5 ↓	
Standard Deviation	1.0	0.9	1.0	1.1	0.9	1.0	1.1	1.1	1.0	1.0	1.0	1.1	1.2			1.0	1.1	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q25\_1. Thinking about how [College] engages with you, to what extent do you agree or disagree with the following statements? The College seeks my views on the training program**

	State/Territory								Location				Doctor in training cohort				
	2019 n = 4553	ACT n = 117	NSW n = 1354	NT n = 104	QLD n = 964	SA n = 385	Tas. n = 105	Vic. n = 1128	WA n = 396	Metro n = 3123	Regional n = 992	Rural n = 404	Do not wish to specify n = 26!	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n = 3240	Specialist GP n = 1313
Strongly Agree	8%	7%	8%	8%	9%	9%	7%	6%	7%	7%	8%	10%	8%		7%	8%	
Agree	35%	37%	33%	38%	40% ↑	35%	41%	33%	37%	36%	37%	30%	31%		38% ↑	29% ↓	
Neither Agree nor Disagree	30%	32%	30%	33%	29%	28%	30%	28%	33%	29%	31%	31%	31%		28% ↓	34% ↑	
Disagree	22%	21%	22%	19%	18% ↓	23%	18%	25% ↑	18%	22%	19%	22%	27%		21%	23%	
Strongly Disagree	6%	3%	7%	3%	4%	6%	4%	8%	4%	6%	5%	7%	4%		6%	5%	
NET Strongly Agree + Agree	43%	44%	41%	45%	48% ↑	43%	48%	40%	44%	43%	45%	40%	38%		45% ↑	37% ↓	
NET Strongly Disagree + Disagree	28%	24%	29%	22%	23% ↓	29%	22%	33% ↑	22%	29%	23% ↓	29%	31%		27%	28%	
Average	3.2	3.2	3.1	3.3	3.3 ↑	3.2	3.3	3.1 ↓	3.2	3.1	3.2 ↑	3.1	3.1		3.2	3.1	
Standard Deviation	1.0	1.0	1.1	1.0	1.0	1.1	1.0	1.1	1.0	1.0	1.0	1.1	1.0		1.0	1.0	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q25\_2. Thinking about how [College] engages with you, to what extent do you agree or disagree with the following statements? I am represented by doctors in training on the College's training and/or education committees**

	State/Territory								Location				Doctor in training cohort				
	2019 n = 4554	ACT n = 117	NSW n = 1355	NT n = 104	QLD n = 964	SA n = 385	Tas. n = 105	Vic. n = 1128	WA n = 396	Metro n = 3124	Regional n = 992	Rural n = 404	Do not wish to specify n = 26!	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n = 3241	Specialist GP n = 1313
Strongly Agree	11%	9%	10%	13%	12%	13%	15%	9%	13%	11%	11%	11%	12%		11%	10%	
Agree	49%	59%	46% ↓	46%	54% ↑	52%	50%	47%	54%	51% ↑	49%	40% ↓	42%		53% ↑	42% ↓	
Neither Agree nor Disagree	28%	23%	31%	30%	25%	27%	21%	30%	25%	27%	29%	35% ↑	23%		25% ↓	35% ↑	
Disagree	9%	8%	9%	9%	7%	6%	10%	10%	7%	8%	9%	10%	19%		8%	10%	
Strongly Disagree	3%	2%	3%	3%	2%	2%	4%	4%	2%	3%	2%	4%	4%		3%	3%	
NET Strongly Agree + Agree	60%	68%	57% ↓	59%	66% ↑	65%	65%	56% ↓	66%	62% ↑	60%	51% ↓	54%		64% ↑	52% ↓	
NET Strongly Disagree + Disagree	11%	9%	12%	12%	9%	7%	14%	14% ↑	9%	11%	11%	14%	23%		11%	13%	
Average	3.6	3.6	3.5 ↓	3.6	3.7 ↑	3.7 ↑	3.6	3.5 ↓	3.7 ↑	3.6 ↑	3.6	3.4 ↓	3.4		3.6 ↑	3.4 ↓	
Standard Deviation	0.9	0.8	0.9	0.9	0.8	0.8	1.0	0.9	0.8	0.9	0.9	0.9	1.1		0.9	0.9	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q25\_3. Thinking about how [College] engages with you, to what extent do you agree or disagree with the following statements? I am able to discuss the College training program with other doctors**

	State/Territory								Location				Doctor in training cohort					
	2019 n = 4553	ACT n = 117	NSW n = 1354	NT n = 104	QLD n = 964	SA n = 385	Tas. n = 105	Vic. n = 1128	WA n = 396	Metro n = 3124	Regional n = 991	Rural n = 404	Do not wish to specify n = 26!	Interns n < 10^	Prevoc. & unaccredited n < 10^	Specialist non-GP n = 3241	Specialist GP n = 1312	IMGs n < 10^
Strongly Agree	16%	15%	15%	17%	17%	16%	20%	15%	18%	17%	16%	14%	15%			18% ↑	13% ↓	
Agree	62%	66%	60%	65%	63%	60%	58%	64%	61%	63%	62%	55% ↓	62%			63% ↑	59% ↓	
Neither Agree nor Disagree	15%	16%	17%	9%	13%	18%	13%	15%	16%	15%	14%	22% ↑	15%			13% ↓	20% ↑	
Disagree	5%	3%	7%	7%	5%	4%	7%	5%	3%	5%	6%	7%	8%			5% ↓	7% ↑	
Strongly Disagree	1%	1%	2%	2%	1%	1%	2%	1%	1%	1%	1%	2%	0%			1%	2%	
NET Strongly Agree + Agree	78%	80%	75% ↓	83%	80%	76%	78%	79%	80%	79% ↑	78%	69% ↓	77%			81% ↑	71% ↓	
NET Strongly Disagree + Disagree	7%	3%	8% ↑	9%	6%	6%	9%	6%	4%	6%	7%	9%	8%			6% ↓	8% ↑	
Average	3.9	3.9	3.8 ↓	3.9	3.9	3.9	3.9	3.9	3.9	3.9 ↑	3.9	3.7 ↓	3.8			3.9 ↑	3.7 ↓	
Standard Deviation	0.8	0.7	0.8	0.8	0.8	0.8	0.9	0.8	0.8	0.8	0.8	0.9	0.8			0.8	0.8	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q25\_4. Thinking about how [College] engages with you, to what extent do you agree or disagree with the following statements? The College provides me with access to psychological and/or mental health support services**

	State/Territory								Location				Doctor in training cohort					
	2019 n = 4555	ACT n = 117	NSW n = 1356	NT n = 104	QLD n = 964	SA n = 385	Tas. n = 105	Vic. n = 1128	WA n = 396	Metro n = 3126	Regional n = 991	Rural n = 404	Do not wish to specify n = 26!	Interns n < 10^	Prevoc. & unaccredited n < 10^	Specialist non-GP n = 3243	Specialist GP n = 1312	IMGs n < 10^
Strongly Agree	7%	6%	6%	6%	8%	8%	10%	8%	8%	7%	7%	8%	4%			7%	8%	
Agree	31%	38%	27% ↓	33%	35% ↑	31%	28%	32%	32%	31%	32%	29%	42%			32%	30%	
Neither Agree nor Disagree	42%	38%	45% ↑	45%	41%	39%	40%	39%	42%	41%	43%	46%	31%			40% ↓	46% ↑	
Disagree	14%	12%	15%	15%	13%	14%	16%	15%	13%	14%	14%	13%	19%			15%	12%	
Strongly Disagree	5%	6%	7%	1%	3% ↓	6%	7%	6%	4%	6% ↑	4%	4%	4%			6% ↑	4% ↓	
NET Strongly Agree + Agree	39%	44%	34% ↓	38%	43% ↑	40%	37%	40%	40%	39%	39%	37%	46%			39%	38%	
NET Strongly Disagree + Disagree	20%	18%	21%	16%	16% ↓	21%	23%	21%	17%	21%	18%	17%	23%			21% ↑	16% ↓	
Average	3.2	3.3	3.1 ↓	3.2	3.3 ↑	3.2	3.2	3.2	3.3	3.2	3.2	3.2	3.2			3.2	3.3	
Standard Deviation	1.0	1.0	1.0	0.8	0.9	1.0	1.0	1.0	0.9	1.0	0.9	0.9	1.0			1.0	0.9	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

## A1.1. Assessment

Q23a. In the last 12 months, have you sat one or more exams from...?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 4613	ACT n = 117	NSW n = 1380	NT n = 105	QLD n = 977	SA n = 386	Tas. n = 108	Vic. n = 1138	WA n = 402	Metro n = 3165	Regional n = 1002	Rural n = 411	Do not wish to specify n = 26!	Interns n < 10^	Prevoc. & unaccredi- ted n < 10^	Specialist non-GP n = 3278	Specialist GP n = 1335	IMGs n < 10^
Yes	42%	40%	42%	38%	45%	40%	41%	41%	39%	40% ↓	44%	49% ↑	23%			41%	44%	
No	58%	60%	58%	62%	55%	60%	59%	59%	61%	60% ↑	56%	51% ↓	77%			59%	56%	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑ ↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

Q23b. Have you received the results of your most recent exam from...?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 1934	ACT n = 47	NSW n = 587	NT n = 40	QLD n = 437	SA n = 157	Tas. n = 44	Vic. n = 468	WA n = 154	Metro n = 1282	Regional n = 438	Rural n = 203	Do not wish to specify n < 10^	Interns n < 10^	Prevoc. & unaccredi- ted n < 10^	Specialist non-GP n = 1347	Specialist GP n = 587	IMGs n < 10^
Yes	85%	79%	84%	80%	86%	86%	86%	86%	90%	86%	85%	81%				85%	86%	
No	15%	21%	16%	20%	14%	14%	14%	14%	10%	14%	15%	19%				15%	14%	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality.

Q23c. Did you pass the exam for...?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 1558	ACT n = 35	NSW n = 463	NT n = 30	QLD n = 348	SA n = 131	Tas. n = 35	Vic. n = 384	WA n = 132	Metro n = 1047	Regional n = 350	Rural n = 153	Do not wish to specify n < 10^	Interns n < 10^	Prevoc. & unaccredi- ted n < 10^	Specialist non-GP n = 1088	Specialist GP n = 470	IMGs n < 10^
Yes	76%	74%	75%	87%	75%	76%	74%	80%	69%	77%	76%	69%				76%	77%	
No	24%	26%	25%	13%	25%	24%	26%	20%	31%	23%	24%	31%				24%	23%	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality.

**Q24\_1. Thinking about all your [College] exam(s) not just the most recent, to what extent do you agree or disagree with the following statements? The exam(s) always reflected the College training curriculum**

	State/Territory									Location				Doctor in training cohort				
	Total n = 1896	ACT n = 47	NSW n = 566	NT n = 39	QLD n = 429	SA n = 154	Tas. n = 42	Vic. n = 466	WA n = 153	Metro n = 1257	Regional n = 429	Rural n = 199	Do not wish to specify n<10 <sup>^</sup>	Interns n<10 <sup>^</sup>	Prevoc. & unaccredi ted n<10 <sup>^</sup>	Specialist non-GP n = 1327	Specialist GP n = 569	IMGs n<10 <sup>^</sup>
Strongly Agree	11%	2%	11%	18%	11%	12%	10%	11%	9%	9%	14%	14%				10%	12%	
Agree	43%	40%	44%	46%	42%	49%	57%	40%	46%	44%	42%	41%				43%	45%	
Neither Agree nor Disagree	19%	23%	18%	28%	20%	22%	10%	20%	17%	19%	21%	20%				19%	20%	
Disagree	18%	21%	18%	8%	19%	11%	7%	20%	20%	18%	17%	18%				19%	17%	
Strongly Disagree	8%	13%	9%	0%	8%	6%	17%	8%	8%	10%	6%	7%				9%	7%	
NET Strongly Agree + Agree	54%	43%	55%	64%	52%	60%	67%	52%	55%	54%	56%	55%				53%	57%	
NET Strongly Disagree + Disagree	26%	34%	27%	8%	27%	18%	24%	29%	28%	28%	23%	25%				28%	23%	
Average	3.3	3.0	3.3	3.7 ↑	3.3	3.5	3.4	3.3	3.3	3.3	3.4	3.4				3.3	3.4	
Standard Deviation	1.1	1.1	1.2	0.8	1.1	1.0	1.3	1.1	1.1	1.1	1.1	1.1				1.2	1.1	

<sup>^</sup> Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q24\_2. Thinking about all your [College] exam(s) not just the most recent, to what extent do you agree or disagree with the following statements? The information the College provided about the exam(s) was always accurate and appropriate**

	State/Territory									Location				Doctor in training cohort				
	Total n = 1900	ACT n = 47	NSW n = 567	NT n = 39	QLD n = 430	SA n = 155	Tas. n = 42	Vic. n = 466	WA n = 154	Metro n = 1260	Regional n = 431	Rural n = 198	Do not wish to specify n<10 <sup>^</sup>	Interns n<10 <sup>^</sup>	Prevoc. & unaccredi ted n<10 <sup>^</sup>	Specialist non-GP n = 1328	Specialist GP n = 572	IMGs n<10 <sup>^</sup>
Strongly Agree	13%	2%	13%	18%	11%	17%	29%	12%	10%	12%	15%	13%				13%	13%	
Agree	48%	47%	47%	49%	48%	55%	36%	46%	55%	48%	48%	49%				48%	49%	
Neither Agree nor Disagree	20%	26%	21%	18%	21%	17%	12%	20%	19%	20%	20%	20%				19%	22%	
Disagree	12%	21%	11%	13%	12%	8%	14%	15%	13%	13%	10%	10%				13%	11%	
Strongly Disagree	7%	4%	8%	3%	8%	4%	10%	6%	3%	7%	6%	7%				7%	6%	
NET Strongly Agree + Agree	61%	49%	60%	67%	60%	72%	64%	58%	65%	60%	63%	63%				61%	61%	
NET Strongly Disagree + Disagree	19%	26%	19%	15%	20%	12%	24%	21%	16%	20%	16%	17%				20%	17%	
Average	3.5	3.2	3.5	3.7	3.4	3.7 ↑	3.6	3.4	3.6	3.4	3.6	3.5				3.5	3.5	
Standard Deviation	1.1	1.0	1.1	1.0	1.1	1.0	1.3	1.1	1.0	1.1	1.1	1.1				1.1	1.0	

<sup>^</sup> Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q24\_3. Thinking about all your [College] exam(s) not just the most recent, to what extent do you agree or disagree with the following statements? The exam(s) always ran smoothly on the day**

	State/Territory									Location				Doctor in training cohort				
	Total n = 1902	ACT n = 47	NSW n = 569	NT n = 39	QLD n = 430	SA n = 155	Tas. n = 42	Vic. n = 466	WA n = 154	Metro n = 1261	Regional n = 431	Rural n = 199	Do not wish to specify n<10 <sup>^</sup>	Interns n<10 <sup>^</sup>	Prevoc. & unaccredi- ted n<10 <sup>^</sup>	Specialist non-GP n = 1330	Specialist GP n = 572	IMGs n<10 <sup>^</sup>
Strongly Agree	21%	6%	20%	28%	21%	33% ↑	33%	21%	18%	20%	24%	22%				22%	20%	
Agree	56%	62%	52%	51%	57%	51%	52%	55%	69% ↑	58% ↑	52%	50%				57%	53%	
Neither Agree nor Disagree	9%	13%	13% ↑	8%	9%	5%	5%	6%	4%	8%	10%	14%				8% ↓	12% ↑	
Disagree	8%	11%	9%	8%	6%	7%	7%	11%	5%	8%	10%	8%				8%	10%	
Strongly Disagree	6%	9%	7%	5%	6%	4%	2%	7%	4%	7%	4%	7%				6%	5%	
NET Strongly Agree + Agree	77%	68%	72% ↓	79%	78%	84%	86%	76%	87% ↑	78%	76%	72%				79%	73%	
NET Strongly Disagree + Disagree	14%	19%	15%	13%	13%	11%	10%	18%	9%	14%	14%	15%				14%	15%	
Average	3.8	3.5	3.7	3.9	3.8	4.0 ↑	4.1	3.7	3.9	3.8	3.8	3.7				3.8	3.7	
Standard Deviation	1.1	1.1	1.1	1.1	1.0	1.0	0.9	1.1	0.9	1.1	1.0	1.1				1.1	1.1	

<sup>^</sup> Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q24\_4. Thinking about all your [College] exam(s) not just the most recent, to what extent do you agree or disagree with the following statements? The exam(s) were always conducted fairly**

	State/Territory									Location				Doctor in training cohort				
	Total n = 1896	ACT n = 46	NSW n = 568	NT n = 39	QLD n = 429	SA n = 154	Tas. n = 42	Vic. n = 465	WA n = 153	Metro n = 1255	Regional n = 431	Rural n = 199	Do not wish to specify n<10 <sup>^</sup>	Interns n<10 <sup>^</sup>	Prevoc. & unaccredi- ted n<10 <sup>^</sup>	Specialist non-GP n = 1324	Specialist GP n = 572	IMGs n<10 <sup>^</sup>
Strongly Agree	17%	4%	15%	28%	16%	25%	38% ↑	17%	14%	16%	20%	17%				17%	17%	
Agree	50%	48%	50%	49%	50%	51%	40%	49%	57%	50%	51%	51%				49%	53%	
Neither Agree nor Disagree	18%	26%	20%	13%	19%	18%	7%	18%	14%	19%	16%	17%				18%	18%	
Disagree	9%	15%	9%	8%	9%	3%	10%	11%	12%	10%	8%	9%				10%	8%	
Strongly Disagree	5%	7%	6%	3%	6%	3%	5%	5%	3%	5%	5%	7%				6%	4%	
NET Strongly Agree + Agree	67%	52%	65%	77%	66%	76%	79%	66%	71%	66%	71%	67%				65%	71%	
NET Strongly Disagree + Disagree	15%	22%	15%	10%	15%	6%	14%	16%	14%	15%	13%	16%				16%	12%	
Average	3.6	3.3	3.6	3.9	3.6	3.9 ↑	4.0	3.6	3.7	3.6	3.7	3.6				3.6	3.7	
Standard Deviation	1.0	1.0	1.0	1.0	1.1	0.9	1.1	1.1	0.9	1.0	1.0	1.1				1.1	1.0	

<sup>^</sup> Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q24\_5. Thinking about all your [College] exam(s) not just the most recent, to what extent do you agree or disagree with the following statements? I received useful feedback about my performance in the exam(s)**

	State/Territory									Location				Doctor in training cohort				
	Total n = 1752	ACT n = 42	NSW n = 533	NT n = 32	QLD n = 394	SA n = 141	Tas. n = 41	Vic. n = 421	WA n = 148	Metro n = 1164	Regional n = 399	Rural n = 178	Do not wish to specify n<10 <sup>^</sup>	Interns n<10 <sup>^</sup>	Prevoc. & unaccredi ted n<10 <sup>^</sup>	Specialist non-GP n = 1218	Specialist GP n = 534	IMGs n<10 <sup>^</sup>
Strongly Agree	6%	0%	6%	19%	6%	6%	15%	6%	5%	5%	8%	11%				6%	7%	
Agree	25%	19%	23%	13%	27%	27%	32%	24%	33%	26%	28%	19%				25%	25%	
Neither Agree nor Disagree	23%	21%	23%	25%	22%	18%	24%	29%	16%	24%	20%	25%				23%	23%	
Disagree	26%	38%	26%	31%	23%	26%	17%	27%	29%	27%	24%	23%				27%	23%	
Strongly Disagree	20%	21%	22%	13%	23%	22%	12%	15%	18%	19%	20%	22%				19%	21%	
NET Strongly Agree + Agree	32%	19%	29%	31%	33%	33%	46%	30%	38%	30%	35%	30%				31%	33%	
NET Strongly Disagree + Disagree	46%	60%	48%	44%	45%	48%	29%	41%	47%	46%	44%	46%				46%	44%	
Average	2.7	2.4	2.6	2.9	2.7	2.7	3.2	2.8	2.8	2.7	2.8	2.7				2.7	2.8	
Standard Deviation	1.2	1.0	1.2	1.3	1.3	1.3	1.2	1.1	1.2	1.2	1.3	1.3				1.2	1.3	

<sup>^</sup> Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q24\_6. Thinking about all your [College] exam(s) not just the most recent, to what extent do you agree or disagree with the following statements? The feedback is timely**

	State/Territory									Location				Doctor in training cohort				
	Total n = 1727	ACT n = 39	NSW n = 516	NT n = 36	QLD n = 389	SA n = 141	Tas. n = 37	Vic. n = 426	WA n = 143	Metro n = 1144	Regional n = 392	Rural n = 180	Do not wish to specify n<10 <sup>^</sup>	Interns n<10 <sup>^</sup>	Prevoc. & unaccredi ted n<10 <sup>^</sup>	Specialist non-GP n = 1200	Specialist GP n = 527	IMGs n<10 <sup>^</sup>
Strongly Agree	7%	5%	7%	8%	7%	6%	14%	8%	4%	6%	8%	9%				7%	7%	
Agree	33%	28%	31%	33%	33%	38%	41%	30%	40%	33%	35%	28%				34%	31%	
Neither Agree nor Disagree	22%	21%	23%	17%	24%	16%	24%	23%	20%	22%	22%	26%				22%	24%	
Disagree	23%	26%	23%	33%	23%	25%	11%	24%	24%	24%	23%	24%				23%	24%	
Strongly Disagree	14%	21%	16%	8%	13%	14%	11%	15%	12%	15%	12%	13%				15%	14%	
NET Strongly Agree + Agree	40%	33%	38%	42%	40%	45%	54%	38%	44%	39%	43%	37%				41%	38%	
NET Strongly Disagree + Disagree	38%	46%	39%	42%	35%	39%	22%	39%	36%	39%	35%	37%				38%	38%	
Average	2.9	2.7	2.9	3.0	3.0	3.0	3.4	2.9	3.0	2.9	3.0	3.0				3.0	2.9	
Standard Deviation	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.1	1.2	1.2	1.2				1.2	1.2	

<sup>^</sup> Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q24\_7. Thinking about all your [College] exam(s) not just the most recent, to what extent do you agree or disagree with the following statements? I received support from my College when needed**

	State/Territory									Location				Doctor in training cohort				
	Total n = 1629	ACT n = 36	NSW n = 505	NT n = 29!	QLD n = 382	SA n = 126	Tas. n = 40	Vic. n = 379	WA n = 132	Metro n = 1060	Regional n = 381	Rural n = 177	Do not wish to specify n<10^	Interns n<10^	Prevoc. & unaccredi- ted n<10^	Specialist non-GP n = 1121	Specialist GP n = 508	IMGs n<10^
Strongly Agree	8%	6%	8%	17%	8%	6%	20%	7%	9%	8%	8%	11%				8%	9%	
Agree	32%	28%	30%	34%	32%	32%	43%	33%	36%	31%	36%	32%				30%	36%	
Neither Agree nor Disagree	36%	36%	36%	31%	38%	40%	23%	34%	35%	36%	35%	37%				36%	34%	
Disagree	13%	11%	13%	7%	14%	13%	3%	14%	13%	14%	13%	11%				14%	12%	
Strongly Disagree	11%	19%	12%	10%	8%	9%	13%	12%	8%	12%	8%	9%				12%	8%	
NET Strongly Agree + Agree	40%	33%	38%	52%	40%	38%	63%	40%	45%	39%	44%	42%				38%	45%	
NET Strongly Disagree + Disagree	24%	31%	25%	17%	22%	22%	15%	26%	20%	25%	21%	20%				25%	20%	
Average	3.1	2.9	3.1	3.4	3.2	3.1	3.6	3.1	3.3	3.1 ↓	3.2	3.2				3.1 ↓	3.3 ↑	
Standard Deviation	1.1	1.2	1.1	1.2	1.0	1.0	1.2	1.1	1.0	1.1	1.0	1.1				1.1	1.0	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q26a. In the last term that you completed, did you receive an end of term assessment?**

	State/Territory									Location				Doctor in training cohort				
	Total n = 731	ACT n = 30	NSW n = 176	NT n = 28!	QLD n = 156	SA n = 57	Tas. n = 21!	Vic. n = 194	WA n = 69	Metro n = 492	Regional n = 206	Rural n = 29!	Do not wish to specify n<10^	Interns n = 731	Prevoc. & unaccredi- ted n<10^	Specialist non-GP n<10^	Specialist GP n<10^	IMGs n<10^
Yes	97%	93%	95%	100%	99%	98%	100%	97%	100%	97%	98%	100%		97%				
No	3%	7%	5%	0%	1%	2%	0%	3%	0%	3%	2%	0%		3%				

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result.

### Q26b\_1. To what extent do you agree or disagree with the following statements? My last term assessment was relevant to my training

	State/Territory									Location			Doctor in training cohort					
	Total n = 702	ACT n = 28!	NSW n = 164	NT n = 28!	QLD n = 152	SA n = 56	Tas. n = 21!	Vic. n = 186	WA n = 67	Metro n = 472	Regional n = 197	Rural n = 29!	Do not wish to specify n<10^	Interns n = 702	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n<10^	IMGs n<10^
Strongly Agree	24%	21%	17%	29%	26%	32%	29%	24%	27%	26%	19%	28%		24%				
Agree	55%	54%	51%	57%	61%	55%	48%	53%	54%	54%	55%	52%		55%				
Neither Agree nor Disagree	13%	7%	18%	11%	9%	11%	19%	14%	13%	13%	15%	14%		13%				
Disagree	6%	18%	9%	4%	3%	2%	5%	8%	4%	5%	10%	3%		6%				
Strongly Disagree	2%	0%	5% ↑	0%	2%	0%	0%	1%	1%	2%	2%	3%		2%				
NET Strongly Agree + Agree	78%	75%	68% ↓	86%	86%	88%	76%	77%	81%	80%	74%	79%		78%				
NET Strongly Disagree + Disagree	8%	18%	13%	4%	5%	2%	5%	9%	6%	7%	11%	7%		8%				
Average	3.9	3.8	3.7 ↓	4.1	4.1	4.2 ↑	4.0	3.9	4.0	4.0	3.8	4.0		3.9				
Standard Deviation	0.9	1.0	1.0	0.7	0.8	0.7	0.8	0.9	0.9	0.9	0.9	0.9		0.9				

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

### Q26b\_2. To what extent do you agree or disagree with the following statements? I had the opportunity to discuss my last term assessment feedback with my supervisor

	State/Territory									Location			Doctor in training cohort					
	Total n = 701	ACT n = 28!	NSW n = 164	NT n = 28!	QLD n = 152	SA n = 56	Tas. n = 20!	Vic. n = 186	WA n = 67	Metro n = 472	Regional n = 196	Rural n = 29!	Do not wish to specify n<10^	Interns n = 701	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n<10^	IMGs n<10^
Strongly Agree	32%	18%	21% ↓	39%	33%	50%	35%	33%	43%	33%	31%	38%		32%				
Agree	50%	39%	55%	39%	57%	36%	45%	48%	48%	49%	54%	38%		50%				
Neither Agree nor Disagree	7%	7%	11%	11%	5%	2%	10%	6%	4%	7%	6%	14%		7%				
Disagree	8%	25%	9%	11%	5%	5%	10%	10%	3%	9%	7%	7%		8%				
Strongly Disagree	3%	11%	3%	0%	1%	7%	0%	2%	1%	3%	3%	3%		3%				
NET Strongly Agree + Agree	82%	57%	77%	79%	89%	86%	80%	82%	91%	82%	84%	76%		82%				
NET Strongly Disagree + Disagree	11%	36%	12%	11%	6%	13%	10%	12%	4%	11%	10%	10%		11%				
Average	4.0	3.3	3.8 ↓	4.1	4.2	4.2	4.1	4.0	4.3 ↑	4.0	4.0	4.0		4.0				
Standard Deviation	1.0	1.3	1.0	1.0	0.8	1.2	0.9	1.0	0.8	1.0	1.0	1.1		1.0				

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

### Q26b\_3. To what extent do you agree or disagree with the following statements? My last term assessment provided me with useful feedback about my progress as an intern

	State/Territory									Location			Doctor in training cohort					
	Total n = 702	ACT n = 28!	NSW n = 164	NT n = 28!	QLD n = 152	SA n = 56	Tas. n = 21!	Vic. n = 186	WA n = 67	Metro n = 472	Regional n = 197	Rural n = 29!	Do not wish to specify n<10^	Interns n = 702	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n<10^	IMGs n<10^
Strongly Agree	24%	18%	16%	32%	25%	27%	24%	25%	30%	24%	20%	38%		24%				
Agree	45%	32%	41%	46%	52%	54%	52%	43%	37%	45%	46%	34%		45%				
Neither Agree nor Disagree	18%	18%	25%	14%	14%	9%	19%	18%	19%	18%	18%	14%		18%				
Disagree	11%	32%	13%	4%	7%	5%	5%	13%	9%	11%	12%	7%		11%				
Strongly Disagree	3%	0%	5%	4%	3%	5%	0%	2%	4%	2%	5%	7%		3%				
NET Strongly Agree + Agree	68%	50%	57% ↓	79%	77%	80%	76%	68%	67%	69%	65%	72%		68%				
NET Strongly Disagree + Disagree	14%	32%	18%	7%	9%	11%	5%	15%	13%	13%	16%	14%		14%				
Average	3.7	3.4	3.5 ↓	4.0	3.9	3.9	4.0	3.8	3.8	3.8	3.6	3.9		3.7				
Standard Deviation	1.0	1.1	1.1	1.0	0.9	1.0	0.8	1.0	1.1	1.0	1.1	1.2		1.0				

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

### Q26b\_4. To what extent do you agree or disagree with the following statements? My last term assessment was conducted fairly

	State/Territory									Location			Doctor in training cohort					
	Total n = 702	ACT n = 28!	NSW n = 164	NT n = 28!	QLD n = 152	SA n = 56	Tas. n = 21!	Vic. n = 186	WA n = 67	Metro n = 472	Regional n = 197	Rural n = 29!	Do not wish to specify n<10^	Interns n = 702	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n<10^	IMGs n<10^
Strongly Agree	34%	29%	24%	46%	34%	39%	24%	39%	36%	34%	30%	48%		34%				
Agree	51%	46%	54%	36%	53%	52%	71%	48%	52%	52%	54%	28%		51%				
Neither Agree nor Disagree	10%	25%	15%	11%	9%	7%	0%	7%	7%	10%	10%	10%		10%				
Disagree	4%	0%	5%	4%	3%	0%	5%	5%	1%	3%	7%	3%		4%				
Strongly Disagree	1%	0%	1%	4%	1%	2%	0%	1%	3%	1%	0%	10%		1%				
NET Strongly Agree + Agree	85%	75%	79%	82%	87%	91%	95%	87%	88%	86%	84%	76%		85%				
NET Strongly Disagree + Disagree	5%	0%	6%	7%	4%	2%	5%	6%	4%	4%	7%	14%		5%				
Average	4.1	4.0	4.0 ↓	4.2	4.2	4.3	4.1	4.2	4.2	4.2	4.1	4.0		4.1				
Standard Deviation	0.8	0.7	0.8	1.0	0.8	0.8	0.7	0.8	0.9	0.8	0.8	1.3		0.8				

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

## A1.2. Orientation

Q27a. Did you receive an orientation to your setting?																		
	State/Territory						Location						Doctor in training cohort					
	Total n = 8712	ACT n = 229	NSW n = 2541	NT n = 211	QLD n = 1745	SA n = 704	Tas. n = 227	Vic. n = 2206	WA n = 849	Metro n = 5801	Regional n = 2172	Rural n = 643	Do not wish to specify n = 74	Interns n = 721	Prevoc. & unaccredi- ted n = 1830	Specialist non-GP n = 3236	Specialist GP n = 1306	IMGs n = 1619
Yes, a formal orientation	62%	56%	62%	61%	63%	63%	64%	62%	63%	62%	61%	68% ↑	59%	55% ↓	56% ↓	60% ↓	66% ↑	74% ↑
Yes, but it was largely informal	30%	34%	31%	31%	31%	30%	30%	29%	30%	30%	32%	27%	30%	35% ↑	33% ↑	32% ↑	29%	22% ↓
No	7%	10%	8%	8%	6% ↓	7%	7%	9% ↑	6%	8%	7%	5%	11%	10% ↑	11% ↑	8%	4% ↓	4% ↓
NET Yes	93%	90%	92%	92%	94% ↑	93%	93%	91% ↓	94%	92%	93%	95%	89%	90% ↓	89% ↓	92%	96% ↑	96% ↑

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

Q27b. How would you rate the quality of your orientation?																		
	State/Territory						Location						Doctor in training cohort					
	Total n = 8062	ACT n = 205	NSW n = 2348	NT n = 193	QLD n = 1644	SA n = 657	Tas. n = 211	Vic. n = 2010	WA n = 794	Metro n = 5351	Regional n = 2016	Rural n = 608	Do not wish to specify n = 66	Interns n = 649	Prevoc. & unaccredi- ted n = 1626	Specialist non-GP n = 2986	Specialist GP n = 1249	IMGs n = 1552
Excellent	22%	16%	23%	27%	21%	25%	28%	22%	23%	22%	22%	30% ↑	27%	16% ↓	22%	18% ↓	28% ↑	30% ↑
Good	49%	47%	48%	43%	50%	47%	48%	50%	50%	49%	49%	46%	45%	53%	47%	50%	49%	48%
Average	24%	31%	25%	25%	24%	23%	19%	24%	23%	25%	25%	19% ↓	21%	27%	27%	27% ↑	19% ↓	19% ↓
Poor	4%	5%	4%	4%	5%	4%	4%	4%	3%	4%	4%	4%	2%	4%	3%	5% ↑	3%	3%
Terrible	1%	0%	1%	0%	1%	0%	1%	1%	0%	1%	1%	0%	5% ↑	1%	1%	1%	0%	0%
NET Excellent + Good	71%	63%	71%	70%	71%	72%	76%	72%	74%	71%	71%	76%	73%	69%	69%	67% ↓	77% ↑	78% ↑
NET Terrible + Poor	5%	5%	5%	4%	5%	4%	5%	4%	3%	5%	4%	5%	6%	5%	4%	6% ↑	4%	3%
Average	3.9	3.7 ↓	3.9	3.9	3.9	3.9	4.0	3.9	3.9	3.9	3.9	4.0 ↑	3.9	3.8 ↓	3.9	3.8 ↓	4.0 ↑	4.0 ↑
Standard Deviation	0.8	0.8	0.8	0.8	0.8	0.8	0.9	0.8	0.8	0.8	0.8	0.8	1.0	0.8	0.8	0.8	0.8	0.8

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Terrible, 2 = Poor, 3 = Average, 4 = Good and 5 = Excellent) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

### A1.3. Clinical Supervision

Q28. In your setting, who mainly provides your day-to-day clinical supervision?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 8684	ACT n = 229	NSW n = 2532	NT n = 210	QLD n = 1737	SA n = 702	Tas. n = 225	Vic. n = 2202	WA n = 847	Metro n = 5780	Regional n = 2166	Rural n = 642	Do not wish to specify n = 74	Interns n = 718	Prevoc. & unaccredited n = 1818	Specialist non-GP n = 3232	Specialist GP n = 1301	IMGs n = 1615
Specialist (including specialist GP)	76%	73%	77% ↑	74%	77%	78%	78%	72% ↓	74%	75% ↓	77%	83% ↑	74%	27% ↓	59% ↓	90% ↑	84% ↑	82% ↑
Registrar	18%	22%	16% ↓	20%	18%	16%	17%	20% ↑	19%	20% ↑	16% ↓	5% ↓	8%	69% ↑	31% ↑	7% ↓	6% ↓	13% ↓
Other doctor	3%	2%	3%	3%	2%	3%	3%	3%	3%	2% ↓	3%	6% ↑	3%	3%	3%	1% ↓	5% ↑	3%
Nurse	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Other	1%	0%	1%	0%	1%	0%	1%	1%	1%	1% ↓	1%	1%	4% ↑	0%	1%	0% ↓	1% ↑	1%
I don't have a clinical supervisor/peer reviewer	3%	3%	3%	3%	2%	2%	1%	3%	3%	2% ↓	3%	6% ↑	11% ↑	1%	5% ↑	2% ↓	4% ↑	1% ↓
NET have a clinical supervisor/peer reviewer	97%	97%	97%	97%	98%	98%	99%	97%	97%	98% ↑	97%	94% ↓	89% ↓	99%	95% ↓	98% ↑	96% ↓	99% ↑

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

### Q29\_1. To what extent do you agree or disagree with the following statements? In my setting, if my clinical supervisor(s) is not available... I am able to contact other senior medical staff IN HOURS if I am concerned about a patient

	State/Territory									Location				Doctor in training cohort				
	Total n = 8415	ACT n = 222	NSW n = 2453	NT n = 202	QLD n = 1688	SA n = 683	Tas. n = 221	Vic. n = 2127	WA n = 819	Metro n = 5629	Regional n = 2096	Rural n = 604	Do not wish to specify n = 65	Interns n = 708	Prevoc. & unaccredited n = 1707	Specialist non-GP n = 3171	Specialist GP n = 1246	IMGs n = 1583
Strongly Agree	66%	57% ↓	65%	66%	67%	69%	78% ↑	66%	65%	67%	66%	65%	57%	54% ↓	68%	68%	61% ↓	71% ↑
Agree	30%	36%	32%	31%	30%	28%	19% ↓	31%	32%	30%	30%	32%	35%	41% ↑	28%	30%	36% ↑	25% ↓
Neither Agree nor Disagree	2%	5% ↑	2%	1%	2%	1%	3%	2%	2%	2%	2%	2%	5%	3% ↑	2%	2%	2%	2%
Disagree	1%	1%	1%	1%	1%	2%	0%	1%	0%	1%	1%	1%	3%	2%	1%	1% ↓	1%	1%
Strongly Disagree	0%	0%	0%	0%	0%	0%	0%	0%	1% ↑	0%	0%	0%	0%	0%	0%	0% ↓	0%	1% ↑
NET Strongly Agree + Agree	97%	93% ↓	96%	98%	97%	97%	96%	97%	97%	97%	96%	97%	92%	95% ↓	96%	98% ↑	97%	96%
NET Strongly Disagree + Disagree	1%	2%	1%	1%	1%	2%	0%	1%	1%	1%	1%	2%	3%	2%	1%	1% ↓	1%	2% ↑
Average	4.6	4.5 ↓	4.6	4.6	4.6	4.6	4.7 ↑	4.6	4.6	4.6	4.6	4.6	4.5	4.5 ↓	4.6	4.6 ↑	4.6 ↓	4.6
Standard Deviation	0.6	0.7	0.6	0.6	0.6	0.6	0.5	0.6	0.6	0.6	0.6	0.6	0.7	0.7	0.6	0.6	0.6	0.7

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q29\_2. To what extent do you agree or disagree with the following statements? In my setting, if my clinical supervisor(s) is not available... I am able to contact other senior medical staff AFTER HOURS if I am concerned about a patient**

	State/Territory									Location				Doctor in training cohort				
	Total n = 8412	ACT n = 222	NSW n = 2451	NT n = 202	QLD n = 1688	SA n = 683	Tas. n = 221	Vic. n = 2125	WA n = 820	Metro n = 5626	Regional n = 2098	Rural n = 601	Do not wish to specify n = 65	Interns n = 708	Prevoc. & unaccredited n = 1708	Specialist non-GP n = 3171	Specialist GP n = 1247	IMGs n = 1578
Strongly Agree	54%	46%	51% ↓	55%	54%	55%	65% ↑	55%	52%	54%	53%	48% ↓	48%	36% ↓	55%	57% ↑	44% ↓	60% ↑
Agree	38%	44%	40%	39%	37%	37%	29% ↓	37%	39%	38%	38%	38%	37%	52% ↑	38%	36%	42% ↑	31% ↓
Neither Agree nor Disagree	6%	6%	7%	4%	6%	6%	5%	6%	6%	5% ↓	6%	10% ↑	12%	8% ↑	5% ↓	5% ↓	11% ↑	6%
Disagree	2%	3%	2%	2%	2%	2%	1%	2%	2%	2%	2%	3%	3%	3%	1%	1% ↓	3% ↑	2%
Strongly Disagree	1%	1%	0%	0%	1%	0%	0%	1%	1%	1%	0%	1%	0%	1%	1%	0%	1%	1%
NET Strongly Agree + Agree	91%	90%	91%	94%	91%	92%	94%	92%	91%	92% ↑	91%	86% ↓	85%	88% ↓	93% ↑	94% ↑	85% ↓	92%
NET Strongly Disagree + Disagree	2%	4%	2%	2%	3%	2%	1%	2%	3%	2%	2%	3%	3%	4% ↑	2%	2% ↓	4% ↑	2%
Average	4.4	4.3	4.4	4.5	4.4	4.5	4.6 ↑	4.4	4.4	4.4 ↑	4.4	4.3 ↓	4.3	4.2 ↓	4.5 ↑	4.5 ↑	4.2 ↓	4.5 ↑
Standard Deviation	0.7	0.8	0.7	0.7	0.8	0.7	0.6	0.7	0.8	0.7	0.7	0.8	0.8	0.8	0.7	0.7	0.8	0.7

↑ ↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

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

Standard Deviation	State/Territory																		Location				Doctor in training cohort				
	Total n = 7864	ACT n = 207	NSW n = 2298	NT n = 182	QLD n = 1587	SA n = 643	Tas. n = 205	Vic. n = 1988	WA n = 754	Metro n = 5252	Regional n = 1968	Rural n = 563	Do not wish to specify n = 61	Interns n = 653	Prevoc. & unaccredited n = 1568	Specialist non-GP n = 2979	Specialist GP n = 1173	IMGs n = 1491									
Accessibility	4.2	4.1	4.2	4.3	4.2	4.3	4.3	4.2	4.2	4.2	4.2	4.3	4.2	4.0 ↓	4.2	4.2	4.2	4.3 ↑									
	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9									
Helpfulness	4.2	4.2	4.2	4.2	4.2	4.2 ↑	4.3	4.1	4.1	4.2	4.2	4.2	4.2	4.0 ↓	4.1	4.1	4.2	4.2 ↑									
	0.9	0.8	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	1.0	0.9	0.9	0.9	0.9	0.9	0.9									
Allowing for an appropriate level of responsibility	4.1	4.0	4.1	4.1	4.1	4.1	4.2 ↑	4.0	4.0	4.1 ↓	4.1	4.3 ↑	4.1	3.9 ↓	4.0 ↓	4.0	4.2 ↑	4.2 ↑									
	0.9	1.0	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.8	1.0	0.9	0.9	0.9	0.9									
Ensuring that you only deal with clinical problems that you are ready for or have the experience to address	3.9	3.8	3.9	4.0	4.0	4.0	4.2 ↑	3.9	3.9	3.9	3.9	4.0	4.2	3.6 ↓	3.9	3.9	4.0	4.2 ↑									
	1.0	1.1	1.0	1.0	1.0	0.9	0.9	1.0	1.0	1.0	1.0	1.0	0.8	1.1	1.0	1.0	1.0	0.9									
Including opportunities to develop your skills	3.8	3.8	3.8	3.9	3.8	3.9	4.1 ↑	3.8	3.8	3.8	3.8	4.0 ↑	4.0	3.6 ↓	3.7 ↓	3.9	3.9 ↑	4.0 ↑									
	1.1	1.0	1.1	1.0	1.0	1.0	1.0	1.1	1.1	1.1	1.0	1.1	1.0	1.1	1.1	1.0	1.0	1.0									
Usefulness of feedback	3.7	3.6	3.7	3.8	3.7	3.7	3.9 ↑	3.7	3.7	3.7 ↓	3.7	3.9 ↑	4.0	3.5 ↓	3.5 ↓	3.7 ↓	3.9 ↑	4.0 ↑									
	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.0	1.1	1.1	1.1	1.0	1.1									
Regular, INFORMAL feedback	3.7	3.6	3.7	3.7	3.7	3.7	3.9 ↑	3.7	3.7	3.7 ↓	3.7	3.9 ↑	4.0	3.4 ↓	3.5 ↓	3.7 ↓	3.9 ↑	4.0 ↑									
	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.0									
Meeting your training plan/pathway requirements	3.7	3.5	3.7	3.8	3.7	3.8	3.9	3.7	3.6	3.7	3.7	3.9 ↑	3.9	3.3 ↓	3.3 ↓	3.8 ↑	3.9 ↑	3.9 ↑									
	1.1	1.2	1.1	1.1	1.1	1.1	1.1	1.1	1.2	1.1	1.1	1.1	1.1	1.1	1.2	1.1	1.1	1.1									
Discussions about my goals and learning objectives	3.6	3.5	3.6	3.6	3.6	3.6	3.7	3.5	3.5	3.5 ↓	3.6	3.7 ↑	3.9	3.0 ↓	3.2 ↓	3.6 ↑	3.7 ↑	3.9 ↑									
	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.1	1.2	1.2	1.1	1.1	1.2									
Regular, FORMAL feedback	3.5	3.3	3.5	3.5	3.5	3.6	3.7 ↑	3.4 ↓	3.5	3.5 ↓	3.5	3.7 ↑	3.8	3.1 ↓	3.1 ↓	3.5	3.7 ↑	3.9 ↑									
	1.2	1.2	1.2	1.2	1.1	1.1	1.1	1.2	1.2	1.2	1.1	1.2	1.2	1.2	1.2	1.1	1.1	1.1									

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 8014	ACT n = 209	NSW n = 2345	NT n = 194	QLD n = 1611	SA n = 646	Tas. n = 211	Vic. n = 2023	WA n = 775	Metro n = 5345	Regional n = 2000	Rural n = 584	Do not wish to specify n = 63	Interns n = 667	Prevoc. & unaccredited n = 1593	Specialist non-GP n = 3014	Specialist GP n = 1198	IMGs n = 1542
Excellent	40%	33%	40%	42%	39%	39%	45%	40%	41%	40%	38%	43%	46%	29% ↓	36% ↓	40%	44% ↑	46% ↑
Good	44%	45%	43%	44%	46%	45%	42%	42%	43%	43%	46%	40%	37%	49%	45%	45%	40%	41%
Average	12%	17%	13%	9%	12%	13%	10%	13%	12%	13%	12%	12%	16%	17% ↑	16% ↑	12%	12%	9% ↓
Poor	3%	4%	3%	3%	2%	2%	2%	3%	3%	3%	3%	3%	2%	4%	3%	2%	3%	3%
Terrible	1%	1%	1%	2%	1%	1%	1%	1%	1%	1%	1%	1%	0%	1%	1%	1%	1%	1%
NET Excellent + Good	84%	78%	84%	87%	85%	84%	87%	83%	84%	84%	84%	84%	83%	78% ↓	80% ↓	85%	84%	87% ↑
NET Terrible + Poor	4%	5%	4%	4%	4%	3%	3%	4%	4%	4%	4%	4%	2%	5%	4%	3%	4%	4%
Average	4.2	4.1	4.2	4.2	4.2	4.2	4.3	4.2	4.2	4.2	4.2	4.2	4.3	4.0 ↓	4.1 ↓	4.2	4.2	4.3 ↑
Standard Deviation	0.8	0.9	0.8	0.8	0.8	0.8	0.8	0.9	0.8	0.8	0.8	0.8	0.8	0.9	0.8	0.8	0.8	0.8

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Terrible, 2 = Poor, 3 = Average, 4 = Good and 5 = Excellent) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

### Q32. Has your performance been assessed in your setting?

	State/Territory									Location				Doctor in training cohort				
	Total n = 7553	ACT n = 188	NSW n = 2241	NT n = 173	QLD n = 1506	SA n = 610	Tas. n = 195	Vic. n = 1906	WA n = 734	Metro n = 5005	Regional n = 1865	Rural n = 595	Do not wish to specify n = 69	Interns n < 10^	Prevoc. & unaccredited n = 1686	Specialist non-GP n = 3060	Specialist GP n = 1252	IMGs n = 1555
Yes	67%	63%	68%	64%	69%	69%	73%	65% ↓	65%	65% ↓	70% ↑	75% ↑	72%		49% ↓	66%	76% ↑	81% ↑
No – but this is scheduled	17%	13%	15%	18%	18%	19%	13%	16%	22% ↑	19% ↑	14% ↓	10% ↓	4% ↓		19% ↑	21% ↑	13% ↓	8% ↓
No – but I would like to be	10%	19% ↑	10%	12%	8% ↓	8%	8%	12% ↑	7% ↓	11% ↑	9%	7% ↓	3%		21% ↑	8% ↓	5% ↓	4% ↓
No – it's not necessary	3%	2%	3%	2%	2%	2%	3%	4% ↑	3%	3% ↓	4% ↑	3%	4%		6% ↑	2% ↓	3%	2% ↓
Unsure	3%	3%	4%	4%	3%	2%	3%	3%	3%	3%	3%	5%	16% ↑		4%	2% ↓	4%	4%

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

## A1.4. Access to teaching

Q33_1. Thinking about the development of your clinical and practical skills, to what extent do you agree or disagree with the following statements? There is a range of opportunities to develop my clinical skills																		
	State/Territory								Location				Doctor in training cohort					
	Total n = 8074	ACT n = 209	NSW n = 2358	NT n = 197	QLD n = 1625	SA n = 650	Tas. n = 208	Vic. n = 2038	WA n = 789	Metro n = 5347	Regional n = 2025	Rural n = 614	Do not wish to specify n = 66	Interns n = 665	Prevoc. & unaccredited n = 1649	Specialist non-GP n = 2989	Specialist GP n = 1236	IMGs n = 1535
Strongly Agree	32%	29%	32%	37%	31%	34%	43% ↑	32%	31%	32%	32%	38% ↑	27%	22% ↓	30%	32%	33%	40% ↑
Agree	56%	56%	56%	53%	57%	56%	46% ↓	56%	58%	57%	56%	53%	52%	59%	55%	58% ↑	58%	51% ↓
Neither Agree nor Disagree	7%	10%	8%	4%	8%	7%	8%	7%	6%	7%	8%	6%	18% ↑	12% ↑	9% ↑	6% ↓	7%	6%
Disagree	3%	3%	3%	5%	3%	2%	2%	3%	3%	3%	3%	3%	2%	5% ↑	4%	3%	1% ↓	3%
Strongly Disagree	1%	1%	1%	1%	1%	1%	1%	1%	2%	1%	1%	0%	2%	2%	2% ↑	1%	1%	1%
NET Strongly Agree + Agree	89%	85%	88%	90%	88%	90%	89%	89%	89%	89%	88%	91%	79%	82% ↓	85% ↓	90% ↑	91% ↑	90%
NET Strongly Disagree + Disagree	4%	5%	4%	6%	4%	3%	3%	4%	5%	4%	4%	3%	3%	7% ↑	6% ↑	4%	2% ↓	4%
Average	4.2	4.1	4.2	4.2	4.1	4.2	4.3 ↑	4.2	4.1	4.2	4.1	4.3 ↑	4.0	4.0 ↓	4.1 ↓	4.2	4.2 ↑	4.2 ↑
Standard Deviation	0.8	0.8	0.8	0.8	0.8	0.7	0.8	0.8	0.8	0.8	0.8	0.7	0.8	0.8	0.8	0.7	0.7	0.8

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

Q33_2. Thinking about the development of your clinical and practical skills, to what extent do you agree or disagree with the following statements? There is a range of opportunities to develop my procedural skills																		
	State/Territory								Location				Doctor in training cohort					
	Total n = 7746	ACT n = 202	NSW n = 2287	NT n = 191	QLD n = 1559	SA n = 616	Tas. n = 198	Vic. n = 1938	WA n = 755	Metro n = 5091	Regional n = 1962	Rural n = 607	Do not wish to specify n = 63	Interns n = 665	Prevoc. & unaccredited n = 1605	Specialist non-GP n = 2739	Specialist GP n = 1230	IMGs n = 1507
Strongly Agree	27%	21%	28%	30%	26%	26%	37% ↑	28%	27%	27%	27%	34% ↑	27%	18% ↓	27%	26%	27%	35% ↑
Agree	49%	55%	49%	51%	51%	51%	49%	49%	47%	49%	51%	50%	41%	51%	45% ↓	50%	52%	50%
Neither Agree nor Disagree	14%	13%	15%	10%	14%	13%	9%	13%	14%	14%	13%	11%	27% ↑	17%	15%	14%	13%	10% ↓
Disagree	8%	9%	6%	6%	7%	8%	4%	9%	9%	8% ↑	6%	4% ↓	0%	12% ↑	9% ↑	8%	7%	4% ↓
Strongly Disagree	2%	2%	2%	3%	2%	2%	2%	2%	3%	2%	2%	2%	5%	3%	3% ↑	2%	3%	1%
NET Strongly Agree + Agree	77%	76%	77%	81%	77%	77%	86% ↑	76%	74%	76% ↓	78%	83% ↑	68%	69% ↓	73% ↓	76%	78%	85% ↑
NET Strongly Disagree + Disagree	10%	11%	9%	9%	9%	10%	5%	11%	11%	11% ↑	9%	6% ↓	5%	14% ↑	12% ↑	10%	9%	5% ↓
Average	3.9	3.8	3.9	4.0	3.9	3.9	4.2 ↑	3.9	3.9	3.9 ↓	3.9	4.1 ↑	3.9	3.7 ↓	3.8 ↓	3.9	3.9	4.1 ↑
Standard Deviation	0.9	0.9	0.9	0.9	0.9	0.9	0.8	1.0	1.0	1.0	0.9	0.9	1.0	1.0	1.0	0.9	0.9	0.8

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q33\_3. Thinking about the development of your clinical and practical skills, to what extent do you agree or disagree with the following statements? I can access the opportunities available to me**

	State/Territory									Location				Doctor in training cohort				
	Total n = 8101	ACT n = 212	NSW n = 2362	NT n = 197	QLD n = 1631	SA n = 650	Tas. n = 209	Vic. n = 2051	WA n = 789	Metro n = 5370	Regional n = 2026	Rural n = 615	Do not wish to specify n = 68	Interns n = 664	Prevoc. & unaccredited n = 1650	Specialist non-GP n = 3015	Specialist GP n = 1238	IMGs n = 1534
Strongly Agree	26%	22%	25%	33%	24%	25%	38% ↑	25%	25%	25%	25%	34% ↑	24%	15% ↓	24%	23% ↓	27%	35% ↑
Agree	56%	53%	55%	52%	59% ↑	58%	49%	56%	55%	56%	58%	50% ↓	50%	60%	52% ↓	59% ↑	59%	52% ↓
Neither Agree nor Disagree	12%	18% ↑	13%	10%	11%	12%	9%	12%	13%	12%	12%	12%	15%	17% ↑	16% ↑	12%	11%	9% ↓
Disagree	5%	5%	4%	4%	4%	4%	4%	5%	6%	5% ↑	4%	3%	6%	5%	6% ↑	5%	2% ↓	4%
Strongly Disagree	1%	1%	2%	1%	1%	1%	0%	1%	2%	1%	1%	1%	6% ↑	2%	2%	1%	1%	1%
NET Strongly Agree + Agree	82%	75% ↓	81%	85%	84%	83%	87%	81%	80%	81%	83%	84%	74%	75% ↓	76% ↓	82%	86% ↑	86% ↑
NET Strongly Disagree + Disagree	6%	7%	6%	5%	5%	5%	4%	6%	7%	6% ↑	5%	4%	12%	8%	8% ↑	6%	4% ↓	5%
Average	4.0	3.9	4.0	4.1	4.0	4.0	4.2 ↑	4.0	4.0	4.0 ↓	4.0	4.1 ↑	3.8	3.8 ↓	3.9 ↓	4.0	4.1 ↑	4.2 ↑
Standard Deviation	0.8	0.9	0.8	0.8	0.8	0.8	0.8	0.8	0.9	0.8	0.8	0.8	1.1	0.8	0.9	0.8	0.8	0.8

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q33\_4. Thinking about the development of your clinical and practical skills, to what extent do you agree or disagree with the following statements? I have to compete with other doctors for access to opportunities**

	State/Territory									Location				Doctor in training cohort				
	Total n = 7903	ACT n = 209	NSW n = 2300	NT n = 189	QLD n = 1601	SA n = 626	Tas. n = 205	Vic. n = 2002	WA n = 771	Metro n = 5263	Regional n = 1972	Rural n = 581	Do not wish to specify n = 65	Interns n = 662	Prevoc. & unaccredited n = 1617	Specialist non-GP n = 2965	Specialist GP n = 1191	IMGs n = 1468
Strongly Agree	12%	11%	12%	10%	13%	12%	10%	13%	12%	13% ↑	11%	9% ↓	9%	9% ↓	19% ↑	11% ↓	8% ↓	12%
Agree	31%	30%	31%	31%	34% ↑	29%	21% ↓	28% ↓	35% ↑	32% ↑	30%	22% ↓	35%	31%	34% ↑	33% ↑	22% ↓	29%
Neither Agree nor Disagree	22%	25%	23%	25%	21%	21%	23%	21%	23%	21% ↓	24% ↑	25%	26%	24%	22%	20% ↓	22%	25% ↑
Disagree	27%	30%	27%	25%	24% ↓	30%	32%	30% ↑	23% ↓	27%	27%	31%	23%	29%	20% ↓	28%	34% ↑	27%
Strongly Disagree	8%	5%	7%	9%	8%	8%	14% ↑	9% ↑	6%	7% ↓	8%	14% ↑	6%	8%	5% ↓	8%	13% ↑	7%
NET Strongly Agree + Agree	43%	41%	43%	40%	47% ↑	41%	31% ↓	41% ↓	47% ↑	45% ↑	41% ↓	31% ↓	45%	40%	53% ↑	44%	30% ↓	42%
NET Strongly Disagree + Disagree	35%	34%	34%	34%	32% ↓	38%	46% ↑	39% ↑	30% ↓	34% ↓	35%	45% ↑	29%	36%	25% ↓	36%	48% ↑	33%
Average	3.1	3.1	3.1	3.1	3.2 ↑	3.1	2.8 ↓	3.1 ↓	3.2 ↑	3.2 ↑	3.1	2.8 ↓	3.2	3.0	3.4 ↑	3.1	2.8 ↓	3.1
Standard Deviation	1.2	1.1	1.2	1.1	1.2	1.2	1.2	1.2	1.1	1.2	1.2	1.2	1.1	1.1	1.1	1.2	1.2	1.1

↑ ↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q33\_5. Thinking about the development of your clinical and practical skills, to what extent do you agree or disagree with the following statements? I have to compete with other health professionals for access to opportunities**

	State/Territory									Location				Doctor in training cohort				
	Total n = 7772	ACT n = 207	NSW n = 2270	NT n = 186	QLD n = 1561	SA n = 610	Tas. n = 203	Vic. n = 1978	WA n = 757	Metro n = 5176	Regional n = 1935	Rural n = 577	Do not wish to specify n = 61	Interns n = 655	Prevoc. & unaccredited n = 1589	Specialist non-GP n = 2903	Specialist GP n = 1182	IMGs n = 1443
Strongly Agree	7%	8%	8%	7%	8%	6%	6%	7%	7%	8%	7%	6%	7%	6%	10% ↑	6% ↓	6%	9%
Agree	21%	18%	21%	21%	22%	18%	15%	19%	25% ↑	20%	21%	19%	33%	20%	23%	20%	18% ↓	23%
Neither Agree nor Disagree	23%	24%	23%	22%	23%	22%	24%	22%	24%	22% ↓	25% ↑	23%	30%	25%	23%	21% ↓	22%	26% ↑
Disagree	37%	43%	37%	39%	37%	42% ↑	34%	38%	34%	38%	36%	36%	25%	38%	34% ↓	41% ↑	39%	33% ↓
Strongly Disagree	12%	6%	11%	12%	10%	12%	21% ↑	14% ↑	11%	11%	11%	16% ↑	7%	11%	10%	13%	16% ↑	8% ↓
NET Strongly Agree + Agree	28%	27%	29%	28%	30%	24%	21%	26%	31%	28%	28%	25%	39%	26%	33% ↑	26% ↓	23% ↓	32% ↑
NET Strongly Disagree + Disagree	49%	49%	48%	51%	47%	54%	55%	52% ↑	45%	50%	47%	52%	31% ↓	48%	44% ↓	54% ↑	55% ↑	42% ↓
Average	2.7	2.8	2.8 ↑	2.7	2.8 ↑	2.6 ↓	2.5 ↓	2.7 ↓	2.8	2.7	2.8	2.6 ↓	3.1 ↑	2.7	2.9 ↑	2.7 ↓	2.6 ↓	2.9 ↑
Standard Deviation	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.2	1.1	1.1	1.1

↑ ↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q34\_1. Thinking about access to teaching and research in your setting, to what extent do you agree or disagree with the following statements? I have access to protected study time/leave**

	State/Territory									Location				Doctor in training cohort				
	Total n = 8091	ACT n = 212	NSW n = 2365	NT n = 197	QLD n = 1626	SA n = 650	Tas. n = 210	Vic. n = 2046	WA n = 785	Metro n = 5368	Regional n = 2020	Rural n = 612	Do not wish to specify n = 69	Interns n = 656	Prevoc. & unaccredited n = 1649	Specialist non-GP n = 3014	Specialist GP n = 1236	IMGs n = 1536
Strongly Agree	22%	20%	20%	23%	21%	23%	32% ↑	24%	22%	23%	20%	24%	19%	13% ↓	15% ↓	26% ↑	20%	28% ↑
Agree	41%	39%	42%	47%	41%	44%	37%	39%	44%	40%	44%	43%	41%	42%	37% ↓	42%	43%	44%
Neither Agree nor Disagree	15%	18%	17%	12%	16%	15%	11%	14%	15%	15%	17%	13%	28% ↑	15%	20% ↑	13% ↓	14%	17%
Disagree	14%	15%	13%	13%	15%	14%	12%	15%	14%	15% ↑	13%	12%	7%	20% ↑	18% ↑	13%	16%	8% ↓
Strongly Disagree	7%	8%	7%	6%	7%	4% ↓	7%	8%	6%	7%	7%	7%	6%	11% ↑	9% ↑	6%	7%	3% ↓
NET Strongly Agree + Agree	63%	59%	63%	70%	62%	67%	69%	63%	66%	63%	64%	68%	59%	54% ↓	52% ↓	68% ↑	63%	72% ↑
NET Strongly Disagree + Disagree	21%	23%	20%	18%	22%	18%	20%	23%	19%	22% ↑	19%	19%	13%	31% ↑	28% ↑	20%	23%	11% ↓
Average	3.6	3.5	3.6	3.7	3.5	3.7 ↑	3.7	3.6	3.6	3.6	3.6	3.7	3.6	3.3 ↓	3.3 ↓	3.7 ↑	3.5	3.9 ↑
Standard Deviation	1.2	1.2	1.2	1.1	1.2	1.1	1.2	1.2	1.1	1.2	1.1	1.2	1.1	1.2	1.2	1.2	1.2	1.0

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q34\_2. Thinking about access to teaching and research in your setting, to what extent do you agree or disagree with the following statements? I am able to attend [Regional Training Organisation] education events**

	State/Territory									Location				Doctor in training cohort				
	Total n = 1062	ACT n = 15!	NSW n = 355	NT n = 36	QLD n = 206	SA n = 106	Tas. n = 28!	Vic. n = 223	WA n = 93	Metro n = 434	Regional n = 332	Rural n = 288	Do not wish to specify n<10^	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n = 1062	IMGs n<10^
Strongly Agree	39%	27%	40%	22%	33%	36%	61%	51% ↑	24% ↓	36%	39%	43%					39%	
Agree	45%	60%	45%	47%	49%	48%	25%	35% ↓	56%	46%	42%	46%					45%	
Neither Agree nor Disagree	12%	13%	10%	25%	14%	10%	7%	12%	13%	14%	14%	8%					12%	
Disagree	4%	0%	3%	6%	3%	5%	7%	2%	5%	4%	4%	2%					4%	
Strongly Disagree	1%	0%	1%	0%	0%	1%	0%	0%	2%	1%	1%	1%					1%	
NET Strongly Agree + Agree	84%	87%	86%	69%	82%	84%	86%	86%	80%	82%	82%	89% ↑					84%	
NET Strongly Disagree + Disagree	4%	0%	4%	6%	4%	6%	7%	3%	8%	5%	5%	3%					4%	
Average	4.2	4.1	4.2	3.9	4.1	4.1	4.4	4.3 ↑	3.9 ↓	4.1	4.2	4.3 ↑					4.2	
Standard Deviation	0.8	0.6	0.8	0.8	0.8	0.9	0.9	0.8	0.9	0.8	0.8	0.8					0.8	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q34\_3. Thinking about access to teaching and research in your setting, to what extent do you agree or disagree with the following statements? I am able to attend conferences, courses and/or external education events**

	State/Territory									Location				Doctor in training cohort				
	Total n = 8082	ACT n = 212	NSW n = 2361	NT n = 196	QLD n = 1624	SA n = 650	Tas. n = 210	Vic. n = 2045	WA n = 784	Metro n = 5362	Regional n = 2018	Rural n = 611	Do not wish to specify n = 69	Interns n = 656	Prevoc. & unaccredited n = 1647	Specialist non-GP n = 3012	Specialist GP n = 1236	IMGs n = 1531
Strongly Agree	23%	20%	22%	26%	21%	26%	38% ↑	22%	20%	22% ↓	23%	30% ↑	16%	7% ↓	19% ↓	24% ↑	22%	31% ↑
Agree	48%	54%	47%	51%	50%	52%	38% ↓	45% ↓	51%	48%	48%	48%	48%	30% ↓	48%	50% ↑	52% ↑	47%
Neither Agree nor Disagree	18%	16%	19%	14%	17%	16%	13%	20% ↑	16%	18%	18%	15%	23%	33% ↑	21% ↑	15% ↓	18%	15% ↓
Disagree	9%	8%	9%	7%	9%	4% ↓	8%	10%	10%	9%	8%	6% ↓	10%	21% ↑	9%	8%	7%	6% ↓
Strongly Disagree	3%	2%	3%	2%	3%	1%	4%	3%	3%	3% ↑	2%	2%	3%	9% ↑	3%	3%	1% ↓	2% ↓
NET Strongly Agree + Agree	70%	74%	69%	77%	72%	78% ↑	76%	67% ↓	71%	69% ↓	71%	78% ↑	64%	37% ↓	67% ↓	75% ↑	74% ↑	78% ↑
NET Strongly Disagree + Disagree	11%	10%	12%	9%	12%	6% ↓	11%	13%	13%	12% ↑	11%	8% ↓	13%	30% ↑	12%	11%	8% ↓	7% ↓
Average	3.8	3.8	3.8	3.9 ↑	3.8	4.0 ↑	4.0 ↑	3.7 ↓	3.7	3.8 ↓	3.8	4.0 ↑	3.6	3.0 ↓	3.7 ↓	3.9 ↑	3.9 ↑	4.0 ↑
Standard Deviation	1.0	0.9	1.0	0.9	1.0	0.8	1.1	1.0	1.0	1.0	1.0	0.9	1.0	1.1	1.0	1.0	0.9	0.9

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q34\_4. Thinking about access to teaching and research in your setting, to what extent do you agree or disagree with the following statements? My GP supervisor supports me to attend formal and informal teaching sessions**

	State/Territory									Location				Doctor in training cohort				
	Total n = 1236	ACT n = 17!	NSW n = 415	NT n = 40	QLD n = 258	SA n = 116	Tas. n = 29!	Vic. n = 256	WA n = 105	Metro n = 475	Regional n = 394	Rural n = 355	Do not wish to specify n = 10!	Interns n < 10^	Prevoc. & unaccredited n < 10^	Specialist non-GP n < 10^	Specialist GP n = 1236	IMGs n < 10^
Strongly Agree	28%	24%	27%	25%	31%	27%	45%	29%	17%	23%	30%	31%	30%					28%
Agree	49%	35%	52%	43%	44%	47%	34%	49%	54%	46%	50%	51%	40%					49%
Neither Agree nor Disagree	19%	35%	17%	25%	19%	22%	14%	18%	24%	26% ↑	16%	14% ↓	30%					19%
Disagree	3%	6%	3%	8%	4%	3%	0%	3%	4%	4%	3%	4%	0%					3%
Strongly Disagree	1%	0%	0%	0%	2%	1%	7%	1%	1%	1%	2%	1%	0%					1%
NET Strongly Agree + Agree	76%	59%	80%	68%	75%	74%	79%	78%	71%	69% ↓	80%	82%	70%					76%
NET Strongly Disagree + Disagree	5%	6%	3%	8%	6%	4%	7%	4%	5%	5%	4%	5%	0%					5%
Average	4.0	3.8	4.0	3.9	4.0	4.0	4.1	4.0	3.8	3.9 ↓	4.0	4.1	4.0					4.0
Standard Deviation	0.8	0.9	0.8	0.9	0.9	0.8	1.1	0.8	0.8	0.9	0.8	0.8	0.8					0.8

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q34\_5. Thinking about access to teaching and research in your setting, to what extent do you agree or disagree with the following statements? My employer supports me to attend formal and informal teaching sessions**

	State/Territory								Location				Doctor in training cohort					
	Total n = 8090	ACT n = 212	NSW n = 2364	NT n = 197	QLD n = 1626	SA n = 650	Tas. n = 210	Vic. n = 2046	WA n = 785	Metro n = 5368	Regional n = 2019	Rural n = 612	Do not wish to specify n = 69	Interns n = 656	Prevoc. & unaccredited n = 1649	Specialist non-GP n = 3014	Specialist GP n = 1235	IMGs n = 1536
Strongly Agree	28%	25%	27%	37% ↑	28%	27%	42% ↑	27%	25%	27% ↓	28%	36% ↑	26%	18% ↓	22% ↓	29%	27%	38% ↑
Agree	48%	49%	48%	42%	49%	53% ↑	40%	45% ↓	50%	48%	49%	45%	39%	49%	45%	48%	51% ↑	46%
Neither Agree nor Disagree	15%	15%	16%	16%	14%	14%	10%	16%	15%	15%	16%	13%	22%	18%	21% ↑	13% ↓	17%	11% ↓
Disagree	7%	7%	6%	4%	6%	5%	5%	9% ↑	7%	7% ↑	6%	4% ↓	12%	10% ↑	9% ↑	7%	4% ↓	4% ↓
Strongly Disagree	3%	5%	2%	2%	2%	1% ↓	2%	3%	3%	3% ↑	2%	2%	1%	4%	3%	3%	2%	1% ↓
NET Strongly Agree + Agree	75%	74%	75%	79%	77%	80% ↑	82%	72% ↓	74%	75% ↓	77%	81% ↑	65%	67% ↓	67% ↓	77%	78%	84% ↑
NET Strongly Disagree + Disagree	9%	11%	8%	6%	8%	6% ↓	7%	12% ↑	11%	10% ↑	8% ↓	6% ↓	13%	14% ↑	12% ↑	10%	5% ↓	6% ↓
Average	3.9	3.8	3.9	4.1 ↑	4.0	4.0 ↑	4.2 ↑	3.8 ↓	3.9	3.9 ↓	4.0	4.1 ↑	3.8	3.7 ↓	3.7 ↓	3.9	4.0 ↑	4.1 ↑
Standard Deviation	1.0	1.0	0.9	0.9	0.9	0.8	1.0	1.0	1.0	1.0	0.9	0.9	1.0	1.0	1.0	1.0	0.9	0.9

↑ ↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q34\_6. Thinking about access to teaching and research in your setting, to what extent do you agree or disagree with the following statements? I am able participate in research activities**

	State/Territory								Location				Doctor in training cohort					
	Total n = 8089	ACT n = 212	NSW n = 2362	NT n = 197	QLD n = 1626	SA n = 650	Tas. n = 210	Vic. n = 2046	WA n = 786	Metro n = 5367	Regional n = 2018	Rural n = 613	Do not wish to specify n = 69	Interns n = 656	Prevoc. & unaccredited n = 1647	Specialist non-GP n = 3014	Specialist GP n = 1236	IMGs n = 1536
Strongly Agree	16%	14%	15%	15%	16%	16%	18%	17%	14%	17% ↑	13% ↓	15%	12%	8% ↓	15%	18% ↑	11% ↓	19% ↑
Agree	41%	40%	41%	40%	42%	38%	39%	40%	44%	42% ↑	40%	34% ↓	38%	35% ↓	41%	49% ↑	33% ↓	35% ↓
Neither Agree nor Disagree	31%	33%	30%	36%	31%	34%	32%	30%	28%	29% ↓	34% ↑	38% ↑	36%	41% ↑	32%	23% ↓	41% ↑	32%
Disagree	9%	11%	10%	8%	8%	8%	8%	10%	10%	9%	10%	10%	12%	12%	9%	8% ↓	12% ↑	11%
Strongly Disagree	3%	2%	4%	2%	2%	3%	4%	3%	3%	3%	3%	3%	3%	5%	4%	3%	3%	3%
NET Strongly Agree + Agree	57%	53%	56%	55%	58%	54%	57%	57%	59%	59% ↑	53% ↓	49% ↓	49%	43% ↓	56%	66% ↑	44% ↓	55%
NET Strongly Disagree + Disagree	12%	13%	14%	9%	11%	11%	11%	13%	13%	12%	13%	14%	14%	17% ↑	13%	10% ↓	14%	13%
Average	3.6	3.5	3.5	3.6	3.6	3.6	3.6	3.6	3.6	3.6 ↑	3.5 ↓	3.5 ↓	3.4	3.3 ↓	3.5	3.7 ↑	3.4 ↓	3.6
Standard Deviation	1.0	0.9	1.0	0.9	0.9	1.0	1.0	1.0	1.0	1.0	0.9	1.0	0.9	0.9	1.0	0.9	0.9	1.0

↑ ↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q35 % Yes. In your setting, do you have sufficient opportunities to develop your...?**

	State/Territory									Location				Doctor in training cohort				
	Total n = 5667	ACT n = 153	NSW n = 1658	NT n = 142	QLD n = 1140	SA n = 437	Tas. n = 140	Vic. n = 1427	WA n = 570	Metro n = 3815	Regional n = 1413	Rural n = 387	Do not wish to specify n = 40	Interns n = 451	Prevoc. & unaccredited n = 1193	Specialist non-GP n = 2136	Specialist GP n = 797	IMGs n = 1090
Communication	96%	97%	96%	98%	97%	96%	97%	95%	97%	96%	97%	95%	93%	96%	95% ↓	96%	97%	96%
Clinical skills	95%	95%	94%	92%	95%	96%	95%	95%	94%	95%	94%	95%	89%	91% ↓	93% ↓	96% ↑	96% ↑	94%
Ethics	91%	90%	90%	93%	93% ↑	94%	94%	89% ↓	91%	90% ↓	93% ↑	93%	89%	84% ↓	88% ↓	91%	95% ↑	94% ↑
Cultural safety	89%	91%	88%	96% ↑	91%	90%	87%	88%	89%	88% ↓	91% ↑	93% ↑	91%	84% ↓	87% ↓	88%	93% ↑	93% ↑
Theoretical knowledge	88%	83%	86% ↓	89%	89%	90%	92%	88%	87%	87% ↓	89%	92% ↑	85%	78% ↓	85% ↓	88%	92% ↑	91% ↑
Procedural skills	85%	85%	85%	83%	86%	87%	88%	83%	82%	83% ↓	87% ↑	87%	75%	80% ↓	80% ↓	86%	85%	89% ↑
Leadership and management	84%	85%	82%	90% ↑	85%	86%	85%	82% ↓	85%	83% ↓	86% ↑	85%	84%	75% ↓	82%	86% ↑	83%	86%
Research	67%	63%	66%	64%	69%	69%	64%	66%	66%	68% ↑	63% ↓	61%	66%	45% ↓	63% ↓	73% ↑	60% ↓	69%

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 8012	ACT n = 210	NSW n = 2340	NT n = 197	QLD n = 1612	SA n = 638	Tas. n = 208	Vic. n = 2028	WA n = 779	Metro n = 5311	Regional n = 2000	Rural n = 609	Do not wish to specify n = 70	Interns n = 648	Prevoc. & unaccredited n = 1624	Specialist non-GP n = 2990	Specialist GP n = 1227	IMGs n = 1523
My job responsibilities never prevent me from meeting my training requirements	26%	26%	28%	27%	24% ↓	26%	35% ↑	26%	26%	24% ↓	29% ↑	39% ↑	43% ↑	19% ↓	21% ↓	19% ↓	40% ↑	37% ↑
My job responsibilities rarely prevent me from meeting my training requirements	33%	28%	32%	38%	35%	39% ↑	33%	33%	31%	33%	34%	32%	24%	36%	32%	35%	33%	31%
My job responsibilities sometimes prevent me from meeting my training requirements	31%	32%	31%	25%	31%	29%	25%	30%	33%	33% ↑	29%	22% ↓	13% ↓	33%	36% ↑	34% ↑	21% ↓	25% ↓
My job responsibilities often prevent me from meeting my training requirements	10%	14%	9%	10%	10%	6% ↓	7%	11% ↑	10%	10%	8%	7%	20% ↑	11%	11% ↑	11% ↑	6% ↓	7% ↓

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

**Q37 % Yes. Which of the following educational opportunities are available to you in your setting?**

	State/Territory									Location				Doctor in training cohort				
	Total n = 7930	ACT n = 205	NSW n = 2315	NT n = 193	QLD n = 1596	SA n = 628	Tas. n = 207	Vic. n = 2013	WA n = 773	Metro n = 5261	Regional n = 1985	Rural n = 595	Do not wish to specify n = 68	Interns n = 643	Prevoc. & unaccredited n = 1617	Specialist non-GP n = 2964	Specialist GP n = 1207	IMGs n = 1499
Formal education program	74%	77%	71% ↓	81%	77% ↑	73%	75%	73%	72%	75% ↑	72%	65% ↓	54% ↓	88% ↑	63% ↓	80% ↑	70% ↓	69% ↓
Online modules (formal and/or informal)	63%	61%	66% ↑	63%	64%	62%	65%	59% ↓	59%	58% ↓	67% ↑	83% ↑	78% ↑	52% ↓	47% ↓	58% ↓	82% ↑	77% ↑
Teaching in the course of patient care (bedside teaching)	71%	65%	70%	76%	75% ↑	73%	70%	69% ↓	71%	72% ↑	72%	60% ↓	66%	64% ↓	67% ↓	77% ↑	70%	68% ↓
Team or unit based activities	70%	75%	66% ↓	75%	72%	74% ↑	71%	71%	66% ↓	72% ↑	68%	52% ↓	59%	68%	68%	78% ↑	50% ↓	71%
Medical/surgical and/or hospital-wide meetings such as grand round and/or practice based meetings	74%	79%	72%	81%	75%	72%	81% ↑	75%	72%	77% ↑	72%	51% ↓	63%	87% ↑	76%	81% ↑	48% ↓	72%
Multidisciplinary meetings	68%	67%	67%	68%	70%	69%	66%	68%	67%	71% ↑	67%	49% ↓	69%	74% ↑	67%	76% ↑	42% ↓	73% ↑
Simulation teaching	49%	41%	49%	51%	51%	51%	54%	46% ↓	52%	49%	54% ↑	38% ↓	41%	47%	46% ↓	50%	37% ↓	61% ↑

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

**Q38\_1. To what extent do you agree or disagree that the following educational activities have been useful in your development as a doctor? Formal education program**

	State/Territory									Location				Doctor in training cohort				
	Total n = 5804	ACT n = 156	NSW n = 1629	NT n = 155	QLD n = 1229	SA n = 458	Tas. n = 154	Vic. n = 1467	WA n = 556	Metro n = 3944	Regional n = 1422	Rural n = 384	Do not wish to specify n = 36	Interns n = 560	Prevoc. & unaccredited n = 1000	Specialist non-GP n = 2366	Specialist GP n = 839	IMGs n = 1039
Strongly Agree	43%	45%	43%	44%	40% ↓	40%	53%	45%	46%	42%	42%	53% ↑	47%	27% ↓	42%	42%	48% ↑	52% ↑
Agree	48%	48%	47%	50%	51%	50%	41%	46%	49%	48%	49%	42%	47%	60% ↑	49%	48%	47%	42% ↓
Neither Agree nor Disagree	6%	5%	7%	3%	7%	7%	5%	6%	4%	6%	6%	3%	3%	9% ↑	7%	7%	4% ↓	5%
Disagree	2%	2%	2%	1%	2%	2%	1%	3%	1%	2%	2%	1%	3%	3%	2%	3% ↑	1% ↓	0% ↓
Strongly Disagree	1%	0%	1%	1%	0%	2%	0%	1%	0%	1%	0%	0%	0%	1%	0%	1% ↑	0%	0%
NET Strongly Agree + Agree	91%	93%	90%	94%	90%	90%	94%	91%	94% ↑	90%	91%	95% ↑	94%	87% ↓	91%	89% ↓	95% ↑	95% ↑
NET Strongly Disagree + Disagree	3%	2%	3%	3%	2%	3%	1%	3%	1%	3%	2%	2%	3%	3%	3%	4% ↑	1% ↓	1% ↓
Average	4.3	4.4	4.3	4.3	4.3	4.2	4.4 ↑	4.3	4.4 ↑	4.3 ↓	4.3	4.5 ↑	4.4	4.1 ↓	4.3	4.3 ↓	4.4 ↑	4.5 ↑
Standard Deviation	0.7	0.7	0.8	0.7	0.7	0.8	0.7	0.8	0.6	0.8	0.7	0.7	0.7	0.7	0.7	0.8	0.6	0.6

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q38\_2. To what extent do you agree or disagree that the following educational activities have been useful in your development as a doctor? Online modules (formal and/or informal)**

	State/Territory									Location				Doctor in training cohort				
	Total n = 4837	ACT n = 124	NSW n = 1470	NT n = 116	QLD n = 1008	SA n = 378	Tas. n = 134	Vic. n = 1166	WA n = 441	Metro n = 3010	Regional n = 1287	Rural n = 479	Do not wish to specify n = 48	Interns n = 324	Prevoc. & unaccredited n = 738	Specialist non-GP n = 1692	Specialist GP n = 965	IMGs n = 1118
Strongly Agree	30%	27%	31%	35%	28%	27%	40% ↑	30%	35%	27% ↓	32%	47% ↑	40%	10% ↓	27%	21% ↓	37% ↑	47% ↑
Agree	45%	48%	46%	40%	47%	48%	46%	42% ↓	43%	44%	48%	43%	48%	39%	45%	44%	51% ↑	43%
Neither Agree nor Disagree	15%	18%	14%	16%	16%	15%	10%	16%	14%	17% ↑	14%	6% ↓	13%	23% ↑	18% ↑	21% ↑	8% ↓	7% ↓
Disagree	8%	6%	7%	9%	8%	10%	4%	10% ↑	7%	10% ↑	5% ↓	4% ↓	0%	23% ↑	8%	12% ↑	3% ↓	2% ↓
Strongly Disagree	1%	2%	1%	0%	1%	1%	1%	2%	2%	2%	1%	1%	0%	5% ↑	2%	2%	1%	0% ↓
NET Strongly Agree + Agree	75%	74%	77%	75%	75%	75%	86% ↑	72% ↓	78%	71% ↓	80% ↑	90% ↑	88%	49% ↓	72% ↓	65% ↓	88% ↑	90% ↑
NET Strongly Disagree + Disagree	10%	8%	9%	9%	9%	10%	4%	12% ↑	8%	12% ↑	6% ↓	5% ↓	0%	28% ↑	10%	14% ↑	4% ↓	3% ↓
Average	3.9	3.9	4.0	4.0	3.9	3.9	4.2 ↑	3.9 ↓	4.0	3.8 ↓	4.0 ↑	4.3 ↑	4.3 ↑	3.3 ↓	3.9 ↓	3.7 ↓	4.2 ↑	4.3 ↑
Standard Deviation	1.0	0.9	0.9	0.9	0.9	0.9	0.8	1.0	0.9	1.0	0.9	0.8	0.7	1.1	1.0	1.0	0.8	0.7

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q38\_3. To what extent do you agree or disagree that the following educational activities have been useful in your development as a doctor? Teaching in the course of patient care (bedside teaching)**

	State/Territory									Location				Doctor in training cohort				
	Total n = 5542	ACT n = 132	NSW n = 1586	NT n = 142	QLD n = 1185	SA n = 449	Tas. n = 142	Vic. n = 1363	WA n = 543	Metro n = 3735	Regional n = 1401	Rural n = 350	Do not wish to specify n = 41	Interns n = 396	Prevoc. & unaccredited n = 1056	Specialist non-GP n = 2260	Specialist GP n = 832	IMGs n = 998
Strongly Agree	55%	56%	53%	57%	53%	54%	58%	57%	57%	56% ↑	51% ↓	53%	49%	48%	58%	56%	50%	56%
Agree	42%	41%	44%	41%	43%	44%	38%	39%	39%	40% ↓	45% ↑	42%	46%	46%	39%	41%	45%	40%
Neither Agree nor Disagree	3%	3%	3%	2%	4%	2%	4%	3%	4%	3%	3%	4%	5%	4%	3%	3%	4%	4%
Disagree	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	1%	0%	1%	0%	0%
Strongly Disagree	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
NET Strongly Agree + Agree	96%	97%	96%	98%	96%	98%	96%	96%	96%	97%	96%	95%	95%	95%	97%	97%	95%	96%
NET Strongly Disagree + Disagree	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	1%	1%	0%	1%	0%	1%	0%	0%
Average	4.5	4.5	4.5	4.5	4.5	4.5	4.5	4.5	4.5	4.5 ↑	4.5 ↓	4.5	4.4	4.4 ↓	4.6 ↑	4.5	4.4 ↓	4.5
Standard Deviation	0.6	0.6	0.6	0.5	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.5	0.6	0.6	0.6

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q38\_4. To what extent do you agree or disagree that the following educational activities have been useful in your development as a doctor? Team or unit based activities**

	State/Territory									Location				Doctor in training cohort				
	Total n = 5450	ACT n = 150	NSW n = 1508	NT n = 145	QLD n = 1132	SA n = 460	Tas. n = 147	Vic. n = 1406	WA n = 502	Metro n = 3762	Regional n = 1331	Rural n = 306	Do not wish to specify n = 37	Interns n = 429	Prevoc. & unaccredited n = 1070	Specialist non-GP n = 2299	Specialist GP n = 597	IMGs n = 1055
Strongly Agree	37%	39%	39%	39%	35%	33%	41%	37%	40%	37%	37%	40%	38%	26% ↓	39%	35% ↓	35%	47% ↑
Agree	52%	51%	51%	50%	53%	56%	54%	52%	50%	52%	52%	50%	54%	53%	52%	54%	56%	45% ↓
Neither Agree nor Disagree	9%	5%	9%	7%	11%	8%	3%	9%	10%	9%	9%	9%	8%	17% ↑	7%	9%	8%	6% ↓
Disagree	2%	5%	2%	3%	1%	2%	2%	1%	1%	2%	2%	1%	0%	4% ↑	2%	2%	1%	1%
Strongly Disagree	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
NET Strongly Agree + Agree	89%	90%	90%	89%	88%	89%	95%	89%	89%	89%	89%	90%	92%	78% ↓	90%	89%	90%	93% ↑
NET Strongly Disagree + Disagree	2%	5%	2%	4%	1%	3%	2%	2%	1%	2%	2%	1%	0%	4% ↑	2%	2%	2%	1%
Average	4.2	4.2	4.3	4.2	4.2	4.2	4.3	4.2	4.3	4.2	4.2	4.3	4.3	4.0 ↓	4.3	4.2 ↓	4.2	4.4 ↑
Standard Deviation	0.7	0.8	0.7	0.8	0.7	0.7	0.6	0.7	0.7	0.7	0.7	0.7	0.6	0.8	0.7	0.7	0.7	0.7

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q38\_5. To what extent do you agree or disagree that the following educational activities have been useful in your development as a doctor? Medical/surgical and/or hospital-wide meetings such as grand round**

	State/Territory									Location				Doctor in training cohort				
	Total n = 5774	ACT n = 158	NSW n = 1649	NT n = 152	QLD n = 1170	SA n = 443	Tas. n = 167	Vic. n = 1484	WA n = 551	Metro n = 4008	Regional n = 1410	Rural n = 301	Do not wish to specify n = 40	Interns n = 551	Prevoc. & unaccredited n = 1198	Specialist non-GP n = 2383	Specialist GP n = 573	IMGs n = 1069
Strongly Agree	25%	30%	29% ↑	30%	22%	18% ↓	27%	24%	26%	24%	25%	35% ↑	40%	13% ↓	24%	21% ↓	29%	40% ↑
Agree	51%	48%	50%	47%	54%	52%	53%	50%	54%	51%	53%	46%	45%	54%	50%	51%	52%	49%
Neither Agree nor Disagree	17%	15%	16%	15%	18%	21%	17%	19%	15%	18%	17%	14%	13%	24% ↑	20%	19%	15%	9% ↓
Disagree	6%	8%	5%	7%	6%	8%	3%	7%	4%	6%	5%	4%	3%	7%	6%	8% ↑	4%	2% ↓
Strongly Disagree	1%	0%	0%	1%	0%	1%	1%	1%	1%	1%	0%	0%	0%	1%	1%	1%	1%	1%
NET Strongly Agree + Agree	76%	78%	78%	77%	76%	70% ↓	80%	73% ↓	80%	75%	77%	81%	85%	68% ↓	74%	72% ↓	81% ↑	89% ↑
NET Strongly Disagree + Disagree	7%	8%	5% ↓	8%	7%	9%	4%	8% ↑	5%	7% ↑	5%	4%	3%	8%	6%	9% ↑	4%	2% ↓
Average	3.9	4.0	4.0 ↑	4.0	3.9	3.8 ↓	4.0	3.9 ↓	4.0 ↑	3.9 ↓	4.0	4.1 ↑	4.2 ↑	3.7 ↓	3.9	3.8 ↓	4.1 ↑	4.3 ↑
Standard Deviation	0.8	0.9	0.8	0.9	0.8	0.9	0.8	0.9	0.8	0.9	0.8	0.8	0.8	0.8	0.8	0.9	0.8	0.7

↑ ↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q38\_6. To what extent do you agree or disagree that the following educational activities have been useful in your development as a doctor? Multidisciplinary meetings**

	State/Territory									Location				Doctor in training cohort				
	Total n = 5320	ACT n = 134	NSW n = 1533	NT n = 128	QLD n = 1092	SA n = 429	Tas. n = 137	Vic. n = 1357	WA n = 510	Metro n = 3668	Regional n = 1310	Rural n = 285	Do not wish to specify n = 44	Interns n = 467	Prevoc. & unaccredited n = 1052	Specialist non-GP n = 2230	Specialist GP n = 494	IMGs n = 1077
Strongly Agree	29%	29%	32%	34%	28%	24%	34%	28%	31%	28%	28%	40% ↑	34%	11% ↓	26%	26% ↓	32%	45% ↑
Agree	51%	49%	50%	47%	52%	58%	53%	51%	51%	51%	54%	46%	57%	53%	52%	53%	53%	46% ↓
Neither Agree nor Disagree	14%	15%	14%	12%	15%	14%	9%	15%	14%	15%	14%	10%	9%	24% ↑	16%	16%	11%	7% ↓
Disagree	4%	7%	3%	5%	4%	4%	2%	5%	4%	4%	4%	3%	0%	10% ↑	5%	4%	3%	1% ↓
Strongly Disagree	1%	1%	1%	2%	1%	0%	2%	1%	1%	1%	1%	1%	0%	2%	1%	1%	0%	0%
NET Strongly Agree + Agree	80%	78%	82%	80%	79%	82%	86%	78%	81%	79%	82%	86%	91%	63% ↓	78%	79%	86% ↑	91% ↑
NET Strongly Disagree + Disagree	5%	7%	4%	8%	5%	4%	4%	7% ↑	5%	5%	5%	4%	0%	12% ↑	6%	5%	3%	1% ↓
Average	4.0	4.0	4.1 ↑	4.0	4.0	4.0	4.1	4.0 ↓	4.1	4.0 ↓	4.0	4.2 ↑	4.3 ↑	3.6 ↓	4.0 ↓	4.0 ↓	4.1 ↑	4.3 ↑
Standard Deviation	0.8	0.9	0.8	0.9	0.8	0.8	0.8	0.9	0.8	0.8	0.8	0.8	0.6	0.9	0.8	0.8	0.7	0.7

↑ ↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

### Q38\_7. To what extent do you agree or disagree that the following educational activities have been useful in your development as a doctor? Simulation teaching

	State/Territory									Location				Doctor in training cohort				
	Total n = 3843	ACT n = 84	NSW n = 1120	NT n = 98	QLD n = 805	SA n = 313	Tas. n = 110	Vic. n = 920	WA n = 393	Metro n = 2537	Regional n = 1041	Rural n = 223	Do not wish to specify n = 26!	Interns n = 302	Prevoc. & unaccredited n = 732	Specialist non-GP n = 1471	Specialist GP n = 441	IMGs n = 897
Strongly Agree	50%	56%	48%	62%	50%	53%	51%	47%	58%	51%	47%	59%	42%	46%	53%	48%	51%	53%
Agree	43%	37%	45%	32%	44%	41%	44%	45%	37%	42%	47% ↑	36%	58%	47%	40%	43%	44%	42%
Neither Agree nor Disagree	5%	6%	6%	6%	5%	4%	5%	6%	4%	6%	5%	5%	0%	7%	5%	6%	5%	4%
Disagree	1%	0%	1%	0%	1%	2%	1%	1%	1%	1%	0%	0%	0%	1%	1%	2% ↑	0%	1%
Strongly Disagree	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1% ↑	0%	0%
NET Strongly Agree + Agree	93%	93%	93%	94%	94%	94%	95%	92%	95%	93%	94%	95%	100%	93%	94%	92% ↓	95%	96% ↑
NET Strongly Disagree + Disagree	1%	1%	1%	0%	1%	2%	1%	2%	1%	2%	1%	0%	0%	1%	1%	2% ↑	0%	1%
Average	4.4	4.5	4.4	4.6	4.4	4.5	4.4	4.4 ↓	4.5 ↑	4.4	4.4	4.5 ↑	4.4	4.4	4.5	4.4 ↓	4.4	4.5 ↑
Standard Deviation	0.7	0.7	0.6	0.6	0.6	0.7	0.6	0.7	0.7	0.7	0.6	0.6	0.5	0.6	0.6	0.7	0.6	0.6

Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

### Q39. Overall, how would you rate the quality of the teaching sessions?

	State/Territory									Location				Doctor in training cohort				
	Total n = 7877	ACT n = 203	NSW n = 2294	NT n = 190	QLD n = 1586	SA n = 625	Tas. n = 207	Vic. n = 2003	WA n = 769	Metro n = 5223	Regional n = 1971	Rural n = 595	Do not wish to specify n = 67	Interns n = 630	Prevoc. & unaccredited n = 1602	Specialist non-GP n = 2943	Specialist GP n = 1205	IMGs n = 1497
Excellent	23%	17%	25% ↑	28%	21%	21%	23%	21%	22%	23%	20%	26%	21%	16% ↓	18% ↓	22%	24%	31% ↑
Good	58%	61%	54% ↓	56%	59%	61%	61%	59%	59%	58%	59%	53%	55%	63%	59%	58%	57%	54% ↓
Average	16%	20%	18%	13%	17%	14%	14%	16%	15%	16%	17%	17%	16%	19%	19% ↑	17%	15%	13% ↓
Poor	3%	1%	3%	2%	2%	3%	1%	3%	2%	2%	3%	2%	3%	2%	3%	3%	2%	2%
Terrible	1%	0%	1%	1%	1%	1%	1%	1%	1%	1%	1%	2%	4% ↑	1%	1%	1%	1%	1%
NET Excellent + Good	80%	78%	79%	84%	80%	83%	84%	80%	82%	80%	80%	79%	76%	78%	77% ↓	80%	81%	84% ↑
NET Terrible + Poor	3%	2%	4%	3%	3%	4%	2%	4%	3%	3%	4%	4%	7%	3%	4%	4%	3%	3%
Average	4.0	3.9	4.0	4.1	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	3.9	3.9 ↓	3.9 ↓	4.0	4.0	4.1 ↑
Standard Deviation	0.8	0.7	0.8	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.8	0.9	0.7	0.8	0.8	0.8	0.7

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Terrible, 2 = Poor, 3 = Average, 4 = Good and 5 = Excellent) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

## A1.5. Workplace environment

Q40_1. How would you rate the quality of the following in your setting? Reliable internet for training purposes																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 7598	ACT n = 198	NSW n = 2179	NT n = 183	QLD n = 1544	SA n = 601	Tas. n = 198	Vic. n = 1958	WA n = 737	Metro n = 5032	Regional n = 1902	Rural n = 580	Do not wish to specify n = 62	Interns n = 591	Prevoc. & unaccredited n = 1512	Specialist non-GP n = 2838	Specialist GP n = 1190	IMGs n = 1467
Excellent	33%	33%	29% ↓	31%	33%	41% ↑	48% ↑	34%	30%	32%	33%	37% ↑	39%	26% ↓	27% ↓	30% ↓	38% ↑	43% ↑
Good	43%	45%	40% ↓	43%	45%	44%	36%	44%	47%	43%	44%	43%	35%	41%	45%	43%	45%	42%
Average	17%	17%	20% ↑	17%	17%	12% ↓	13%	15%	17%	17%	16%	15%	21%	21% ↑	20% ↑	18%	14% ↓	12% ↓
Poor	5%	4%	6% ↑	6%	4%	3%	3%	5%	4%	5%	4%	3%	5%	7% ↑	5%	6% ↑	3% ↓	2% ↓
Terrible	2%	1%	4% ↑	3%	1% ↓	1% ↓	1%	2%	2%	3% ↑	2%	1%	0%	4% ↑	2%	4% ↑	0% ↓	1% ↓
NET Excellent + Good	76%	78%	69% ↓	74%	78% ↑	85% ↑	84% ↑	78% ↑	77%	75% ↓	78%	80% ↑	74%	67% ↓	72% ↓	73% ↓	83% ↑	84% ↑
NET Terrible + Poor	7%	5%	10% ↑	9%	5% ↓	4% ↓	3%	6%	6%	8% ↑	6%	4% ↓	5%	11% ↑	8%	9% ↑	3% ↓	3% ↓
Average	4.0	4.1	3.8 ↓	3.9	4.1 ↑	4.2 ↑	4.3 ↑	4.0 ↑	4.0	4.0 ↓	4.0	4.1 ↑	4.1	3.8 ↓	3.9 ↓	3.9 ↓	4.2 ↑	4.2 ↑
Standard Deviation	0.9	0.9	1.0	1.0	0.9	0.8	0.8	0.9	0.9	1.0	0.9	0.9	0.9	1.0	0.9	1.0	0.8	0.8

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Terrible, 2 = Poor, 3 = Average, 4 = Good and 5 = Excellent) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

Q40_2. How would you rate the quality of the following in your setting? Educational resources																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 7669	ACT n = 199	NSW n = 2222	NT n = 184	QLD n = 1547	SA n = 612	Tas. n = 200	Vic. n = 1957	WA n = 748	Metro n = 5088	Regional n = 1923	Rural n = 574	Do not wish to specify n = 62	Interns n = 608	Prevoc. & unaccredited n = 1544	Specialist non-GP n = 2878	Specialist GP n = 1180	IMGs n = 1459
Excellent	23%	22%	22%	24%	21%	26%	31% ↑	23%	23%	22%	22%	26%	27%	13% ↓	17% ↓	20% ↓	25%	36% ↑
Good	50%	51%	47% ↓	53%	54% ↑	52%	50%	49%	51%	49%	52%	51%	40%	52%	50%	49%	53%	48%
Average	22%	24%	25% ↑	17%	21%	18%	17%	23%	22%	23%	21%	18%	24%	30% ↑	27% ↑	24% ↑	18% ↓	14% ↓
Poor	4%	3%	5% ↑	5%	4%	3%	3%	4%	4%	5%	4%	3%	5%	4%	6% ↑	5% ↑	3% ↓	2% ↓
Terrible	1%	0%	1% ↑	0%	0%	1%	1%	1%	1%	1%	0%	1%	3%	0%	1% ↑	1%	0%	0% ↓
NET Excellent + Good	73%	73%	69% ↓	78%	75%	77% ↑	80%	72%	73%	72% ↓	74%	77% ↑	68%	65% ↓	66% ↓	70% ↓	78% ↑	84% ↑
NET Terrible + Poor	5%	3%	7% ↑	5%	4%	4%	3%	5%	5%	6% ↑	4%	4%	8%	5%	7% ↑	6% ↑	3% ↓	3% ↓
Average	3.9	3.9	3.8 ↓	4.0	3.9	4.0 ↑	4.1 ↑	3.9	3.9	3.9 ↓	3.9	4.0 ↑	3.8	3.7 ↓	3.7 ↓	3.8 ↓	4.0 ↑	4.2 ↑
Standard Deviation	0.8	0.8	0.9	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	1.0	0.8	0.8	0.8	0.8	0.8

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Terrible, 2 = Poor, 3 = Average, 4 = Good and 5 = Excellent) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

Q40_3. How would you rate the quality of the following in your setting? Working space, such as a desk and computer																		
	State/Territory									Location				Doctor in training cohort				

	Total n = 7668	ACT n = 197	NSW n = 2218	NT n = 187	QLD n = 1552	SA n = 602	Tas. n = 201	Vic. n = 1955	WA n = 756	Metro n = 5077	Regional n = 1921	Rural n = 585	Do not wish to specify n = 64	Interns n = 600	Prevoc. & unaccredited n = 1536	Specialist non-GP n = 2875	Specialist GP n = 1192	IMGs n = 1465
Excellent	24%	21%	24%	23%	22%	29% ↑	33% ↑	23%	25%	22% ↓	25%	37% ↑	25%	10% ↓	18% ↓	19% ↓	34% ↑	37% ↑
Good	38%	34%	38%	36%	40%	38%	35%	38%	38%	36% ↓	42% ↑	44% ↑	47%	35%	37%	35% ↓	45% ↑	41% ↑
Average	24%	25%	24%	25%	24%	21%	19%	24%	25%	26% ↑	22%	14% ↓	20%	31% ↑	27% ↑	28% ↑	16% ↓	16% ↓
Poor	10%	14%	10%	13%	9%	8%	9%	10%	9%	11% ↑	8% ↓	4% ↓	8%	18% ↑	13% ↑	12% ↑	4% ↓	4% ↓
Terrible	4%	6%	4%	4%	4%	4%	4%	5%	3%	5% ↑	3% ↓	1% ↓	0%	6%	5% ↑	6% ↑	1% ↓	2% ↓
NET Excellent + Good	62%	55%	62%	59%	63%	66%	68%	61%	63%	58% ↓	66% ↑	81% ↑	72%	45% ↓	54% ↓	55% ↓	79% ↑	78% ↑
NET Terrible + Poor	14%	20% ↑	14%	17%	13%	13%	13%	15%	12%	16% ↑	12% ↓	5% ↓	8%	24% ↑	19% ↑	18% ↑	5% ↓	6% ↓
Average	3.7	3.5 ↓	3.7	3.6	3.7	3.8 ↑	3.8	3.6 ↓	3.7	3.6 ↓	3.8 ↑	4.1 ↑	3.9	3.3 ↓	3.5 ↓	3.5 ↓	4.1 ↑	4.1 ↑
Standard Deviation	1.1	1.1	1.1	1.1	1.0	1.1	1.1	1.1	1.0	1.1	1.0	0.9	0.9	1.0	1.1	1.1	0.9	0.9

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Terrible, 2 = Poor, 3 = Average, 4 = Good and 5 = Excellent) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

Q40_4. How would you rate the quality of the following in your setting? Teaching spaces																			
	State/Territory									Location				Doctor in training cohort					
	Total n = 7509	ACT n = 195	NSW n = 2173	NT n = 180	QLD n = 1524	SA n = 595	Tas. n = 194	Vic. n = 1911	WA n = 737	Metro n = 5000	Regional n = 1876	Rural n = 551	Do not wish to specify n = 61	Interns n = 602	Prevoc. & unaccredited n = 1509	Specialist non-GP n = 2835	Specialist GP n = 1124	IMGs n = 1439	
Excellent	19%	13%	18%	23%	18%	21%	24%	19%	19%	18%	18%	26% ↑	18%	10% ↓	15% ↓	16% ↓	24% ↑	29% ↑	
Good	45%	43%	43% ↓	46%	47%	47%	44%	46%	48%	44% ↓	48% ↑	48%	43%	46%	42% ↓	44%	50% ↑	47%	
Average	27%	31%	29% ↑	23%	26%	25%	25%	26%	24%	27% ↑	27%	19% ↓	25%	34% ↑	31% ↑	29% ↑	21% ↓	20% ↓	
Poor	7%	10%	8%	7%	7%	6%	7%	7%	7%	8% ↑	6% ↓	7%	11%	9%	9% ↑	9% ↑	5% ↓	4% ↓	
Terrible	2%	4%	2%	1%	1% ↓	2%	1%	2%	1%	2% ↑	1% ↓	0% ↓	3%	1%	3% ↑	3% ↑	1% ↓	1% ↓	
NET Excellent + Good	64%	55% ↓	61% ↓	69%	66%	68%	68%	65%	67%	62% ↓	66% ↑	74% ↑	61%	56% ↓	57% ↓	60% ↓	73% ↑	76% ↑	
NET Terrible + Poor	9%	14%	10%	8%	8%	8%	7%	10%	9%	10% ↑	7% ↓	7%	15%	10%	12% ↑	11% ↑	6% ↓	4% ↓	
Average	3.7	3.5 ↓	3.7 ↓	3.8	3.7	3.8	3.8	3.7	3.8	3.7 ↓	3.8 ↑	3.9 ↑	3.6	3.5 ↓	3.6 ↓	3.6 ↓	3.9 ↑	4.0 ↑	
Standard Deviation	0.9	1.0	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.8	0.9	1.0	0.8	0.9	0.9	0.8	0.8	

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Terrible, 2 = Poor, 3 = Average, 4 = Good and 5 = Excellent) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

### Q41\_1. Thinking about the workplace environment and culture in your setting, to what extent do you agree or disagree with the following statements? Most senior medical staff are supportive

	State/Territory									Location				Doctor in training cohort				
	Total n = 7764	ACT n = 199	NSW n = 2255	NT n = 187	QLD n = 1560	SA n = 615	Tas. n = 206	Vic. n = 1980	WA n = 762	Metro n = 5147	Regional n = 1940	Rural n = 590	Do not wish to specify n = 66	Interns n = 612	Prevoc. & unaccredited n = 1577	Specialist non-GP n = 2910	Specialist GP n = 1188	IMGs n = 1477
Strongly Agree	45%	40%	43%	51%	46%	47%	59% ↑	46%	44%	45%	45%	51% ↑	35%	35% ↓	41% ↓	46%	48%	50% ↑
Agree	45%	49%	48% ↑	43%	45%	46%	33% ↓	43%	47%	45%	48%	39% ↓	42%	54% ↑	48%	45%	45%	40% ↓
Neither Agree nor Disagree	6%	7%	6%	3%	6%	3% ↓	4%	6%	6%	6%	5%	7%	15% ↑	6%	7% ↑	5% ↓	5%	6%
Disagree	2%	4%	2%	2%	2%	3%	3%	3% ↑	2%	3%	2%	2%	5%	4%	3%	2%	2%	2%
Strongly Disagree	1%	0%	1%	1%	1%	1%	0%	1%	1%	1%	1%	1%	3%	1%	1%	1%	0% ↓	1%
NET Strongly Agree + Agree	91%	89%	91%	95%	91%	93%	92%	89%	90%	91%	92%	90%	77% ↓	89%	89% ↓	92%	93%	90%
NET Strongly Disagree + Disagree	3%	4%	3%	2%	3%	4%	4%	4% ↑	3%	4%	3%	3%	8%	5%	4%	3%	2% ↓	3%
Average	4.3	4.3	4.3	4.4	4.3	4.3	4.5 ↑	4.3	4.3	4.3	4.3	4.4	4.0 ↓	4.2 ↓	4.2 ↓	4.3	4.4 ↑	4.4 ↑
Standard Deviation	0.8	0.8	0.8	0.7	0.8	0.8	0.8	0.8	0.8	0.8	0.7	0.8	1.0	0.8	0.8	0.8	0.7	0.8

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

### Q41\_2. Thinking about the workplace environment and culture in your setting, to what extent do you agree or disagree with the following statements? My workplace supports staff wellbeing

	State/Territory									Location				Doctor in training cohort				
	Total n = 7746	ACT n = 198	NSW n = 2248	NT n = 187	QLD n = 1556	SA n = 615	Tas. n = 206	Vic. n = 1974	WA n = 762	Metro n = 5139	Regional n = 1933	Rural n = 588	Do not wish to specify n = 65	Interns n = 612	Prevoc. & unaccredited n = 1575	Specialist non-GP n = 2905	Specialist GP n = 1185	IMGs n = 1469
Strongly Agree	30%	24%	30%	30%	31%	30%	43% ↑	30%	30%	29% ↓	30%	39% ↑	31%	21% ↓	26% ↓	26% ↓	38% ↑	41% ↑
Agree	45%	41%	46%	48%	46%	46%	36% ↓	45%	45%	44%	48% ↑	43%	38%	50%	43%	46%	47%	43%
Neither Agree nor Disagree	15%	21%	14%	14%	15%	15%	13%	15%	15%	16% ↑	14%	10% ↓	22%	17%	19% ↑	17% ↑	10% ↓	11% ↓
Disagree	7%	13% ↑	8%	6%	6%	7%	7%	8%	7%	8% ↑	6% ↓	5%	6%	9%	9% ↑	9% ↑	4% ↓	4% ↓
Strongly Disagree	2%	2%	2%	1%	2%	2%	1%	2%	3%	2%	2%	2%	3%	3%	3%	3% ↑	1% ↓	1% ↓
NET Strongly Agree + Agree	75%	65% ↓	76%	78%	77%	76%	79%	75%	75%	74% ↓	78% ↑	83% ↑	69%	70% ↓	69% ↓	72% ↓	85% ↑	84% ↑
NET Strongly Disagree + Disagree	10%	15% ↑	10%	7%	8%	9%	8%	10%	10%	11% ↑	8% ↓	7%	9%	12%	12% ↑	12% ↑	5% ↓	5% ↓
Average	3.9	3.7 ↓	3.9	4.0	4.0	4.0	4.1 ↑	3.9	3.9	3.9 ↓	4.0 ↑	4.1 ↑	3.9	3.8 ↓	3.8 ↓	3.8 ↓	4.2 ↑	4.2 ↑
Standard Deviation	1.0	1.0	1.0	0.9	0.9	1.0	1.0	1.0	1.0	1.0	0.9	0.9	1.0	1.0	1.0	1.0	0.8	0.9

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q41\_3. Thinking about the workplace environment and culture in your setting, to what extent do you agree or disagree with the following statements? In practice, my workplace supports me to achieve a good work/life balance**

	State/Territory									Location				Doctor in training cohort				
	Total n = 7755	ACT n = 199	NSW n = 2253	NT n = 187	QLD n = 1560	SA n = 612	Tas. n = 206	Vic. n = 1976	WA n = 762	Metro n = 5144	Regional n = 1936	Rural n = 588	Do not wish to specify n = 66	Interns n = 611	Prevoc. & unaccredited n = 1577	Specialist non-GP n = 2908	Specialist GP n = 1185	IMGs n = 1474
Strongly Agree	25%	20%	25%	25%	24%	25%	37% ↑	24%	25%	23% ↓	25%	36% ↑	29%	15% ↓	21% ↓	20% ↓	35% ↑	35% ↑
Agree	39%	34%	39%	48% ↑	40%	40%	33%	37%	39%	37% ↓	43% ↑	40%	36%	41%	36% ↓	37% ↓	44% ↑	41%
Neither Agree nor Disagree	19%	23%	20%	16%	20%	18%	15%	20%	19%	20%	19%	15% ↓	21%	20%	23% ↑	22% ↑	13% ↓	15% ↓
Disagree	13%	18% ↑	12%	9%	11%	13%	12%	14%	14%	15% ↑	9% ↓	5% ↓	9%	17% ↑	16% ↑	16% ↑	6% ↓	6% ↓
Strongly Disagree	4%	6%	5%	3%	5%	3%	3%	5%	4%	5% ↑	4%	3%	5%	6%	5%	6% ↑	2% ↓	2% ↓
NET Strongly Agree + Agree	64%	54% ↓	64%	73% ↑	64%	66%	70%	62%	64%	60% ↓	68% ↑	76% ↑	65%	57% ↓	56% ↓	57% ↓	78% ↑	76% ↑
NET Strongly Disagree + Disagree	17%	24% ↑	16%	11%	16%	17%	15%	19%	18%	20% ↑	13% ↓	8% ↓	14%	23% ↑	21% ↑	21% ↑	8% ↓	9% ↓
Average	3.7	3.4 ↓	3.7	3.8 ↑	3.7	3.7	3.9 ↑	3.6	3.7	3.6 ↓	3.8 ↑	4.0 ↑	3.8	3.4 ↓	3.5 ↓	3.5 ↓	4.0 ↑	4.0 ↑
Standard Deviation	1.1	1.2	1.1	1.0	1.1	1.1	1.1	1.1	1.1	1.1	1.0	1.0	1.1	1.1	1.1	1.1	1.0	1.0

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

### Q41\_4. Thinking about the workplace environment and culture in your setting, to what extent do you agree or disagree with the following statements? I have a good work/life balance

	State/Territory									Location				Doctor in training cohort				
	Total n = 7754	ACT n = 197	NSW n = 2251	NT n = 187	QLD n = 1559	SA n = 613	Tas. n = 206	Vic. n = 1980	WA n = 761	Metro n = 5144	Regional n = 1935	Rural n = 589	Do not wish to specify n = 65	Interns n = 612	Prevoc. & unaccredited n = 1575	Specialist non-GP n = 2910	Specialist GP n = 1186	IMGs n = 1471
Strongly Agree	19%	16%	19%	22%	18%	19%	26% ↑	18%	19%	18% ↓	19%	29% ↑	22%	11% ↓	17%	14% ↓	25% ↑	30% ↑
Agree	41%	28% ↓	39%	48%	42%	44%	40%	41%	42%	39% ↓	44% ↑	42%	40%	46% ↑	39%	37% ↓	48% ↑	42%
Neither Agree nor Disagree	20%	31% ↑	20%	16%	21%	17%	15%	19%	17%	20%	19%	17%	23%	18%	21%	22% ↑	15% ↓	17% ↓
Disagree	16%	20%	16%	13%	16%	15%	17%	17%	17%	18% ↑	14% ↓	9% ↓	9%	20%	18% ↑	21% ↑	10% ↓	9% ↓
Strongly Disagree	5%	4%	5%	1% ↓	4%	4%	2%	6%	4%	5% ↑	4% ↓	3%	6%	5%	5%	6% ↑	2% ↓	3% ↓
NET Strongly Agree + Agree	59%	45% ↓	58%	71% ↑	59%	63%	66%	59%	61%	57% ↓	64% ↑	70% ↑	62%	57%	56% ↓	51% ↓	72% ↑	71% ↑
NET Strongly Disagree + Disagree	21%	24%	22%	14% ↓	20%	19%	19%	22%	21%	23% ↑	18% ↓	13% ↓	15%	25% ↑	23%	27% ↑	12% ↓	12% ↓
Average	3.5	3.3 ↓	3.5	3.8 ↑	3.5	3.6	3.7 ↑	3.5	3.5	3.5 ↓	3.6 ↑	3.8 ↑	3.6	3.4 ↓	3.4 ↓	3.3 ↓	3.8 ↑	3.9 ↑
Standard Deviation	1.1	1.1	1.1	1.0	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.0	1.0

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

### Q41\_5. Thinking about the workplace environment and culture in your setting, to what extent do you agree or disagree with the following statements? Bullying, harassment and discrimination (including racism) by anyone is not tolerated at my workplace

	State/Territory									Location				Doctor in training cohort				
	Total n = 7760	ACT n = 199	NSW n = 2254	NT n = 187	QLD n = 1560	SA n = 613	Tas. n = 206	Vic. n = 1979	WA n = 762	Metro n = 5145	Regional n = 1938	Rural n = 590	Do not wish to specify n = 66	Interns n = 612	Prevoc. & unaccredited n = 1577	Specialist non-GP n = 2910	Specialist GP n = 1186	IMGs n = 1475
Strongly Agree	32%	22% ↓	31%	33%	33%	31%	38%	33%	30%	30% ↓	33%	43% ↑	38%	23% ↓	29% ↓	25% ↓	41% ↑	43% ↑
Agree	44%	44%	43%	49%	45%	44%	38%	44%	44%	44%	44%	39%	33%	47%	44%	45%	44%	38% ↓
Neither Agree nor Disagree	14%	20%	15%	12%	14%	15%	13%	14%	15%	15%	14%	9% ↓	18%	17%	17% ↑	16%	10% ↓	11% ↓
Disagree	8%	12%	8%	5%	7%	8%	8%	7%	9%	8% ↑	7%	5%	3%	9%	7%	10% ↑	4% ↓	5% ↓
Strongly Disagree	3%	3%	3%	1%	3%	3%	2%	3%	3%	3% ↑	2%	3%	8%	4%	3%	3%	1% ↓	2%
NET Strongly Agree + Agree	75%	65% ↓	74%	82%	77%	75%	77%	76%	73%	74% ↓	77%	82% ↑	71%	70% ↓	73%	71% ↓	85% ↑	81% ↑
NET Strongly Disagree + Disagree	10%	15%	11%	6%	9%	10%	11%	10%	12%	11% ↑	9%	8%	11%	13%	10%	14% ↑	5% ↓	7% ↓
Average	3.9	3.7 ↓	3.9	4.1	4.0	3.9	4.0	4.0	3.9	3.9 ↓	4.0 ↑	4.1 ↑	3.9	3.8 ↓	3.9	3.8 ↓	4.2 ↑	4.2 ↑
Standard Deviation	1.0	1.0	1.0	0.9	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.2	1.0	1.0	1.0	0.9	1.0

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q41\_6. Thinking about the workplace environment and culture in your setting, to what extent do you agree or disagree with the following statements? I know how to raise concerns/issues about bullying, harassment and discrimination (including racism) in my**

	State/Territory									Location				Doctor in training cohort				
	Total n = 7763	ACT n = 199	NSW n = 2254	NT n = 187	QLD n = 1560	SA n = 614	Tas. n = 206	Vic. n = 1981	WA n = 762	Metro n = 5147	Regional n = 1939	Rural n = 589	Do not wish to specify n = 66	Interns n = 612	Prevoc. & unaccredited n = 1577	Specialist non-GP n = 2911	Specialist GP n = 1186	IMGs n = 1477
Strongly Agree	27%	22%	27%	28%	28%	25%	37% ↑	27%	25%	25% ↓	28%	38% ↑	29%	17% ↓	25%	22% ↓	35% ↑	36% ↑
Agree	53%	51%	53%	52%	53%	53%	47%	53%	52%	53%	54%	47% ↓	45%	54%	54%	56% ↑	52%	45% ↓
Neither Agree nor Disagree	13%	16%	12%	15%	13%	14%	8%	13%	12%	13%	12%	10%	15%	15%	14%	13%	9% ↓	13%
Disagree	6%	10%	6%	5%	5%	7%	6%	6%	8%	7% ↑	5%	4%	5%	11% ↑	6%	8% ↑	3% ↓	5% ↓
Strongly Disagree	1%	1%	1%	0%	1%	1%	1%	1%	2%	1%	1%	1%	6% ↑	2%	1%	2%	1%	1%
NET Strongly Agree + Agree	80%	73%	80%	80%	81%	78%	84%	80%	78%	78% ↓	82% ↑	85% ↑	74%	72% ↓	78%	78% ↓	87% ↑	81%
NET Strongly Disagree + Disagree	8%	11%	8%	5%	6%	8%	8%	7%	10% ↑	9% ↑	6% ↓	5%	11%	13% ↑	8%	9% ↑	4% ↓	6% ↓
Average	4.0	3.8	4.0	4.0	4.0	3.9	4.1 ↑	4.0	3.9	3.9 ↓	4.0 ↑	4.2 ↑	3.9	3.7 ↓	3.9	3.9 ↓	4.2 ↑	4.1 ↑
Standard Deviation	0.9	0.9	0.9	0.8	0.9	0.9	0.9	0.9	0.9	0.9	0.8	0.8	1.1	0.9	0.9	0.9	0.8	0.9

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q41\_7. Thinking about the workplace environment and culture in your setting, to what extent do you agree or disagree with the following statements? I am confident that I could raise concerns/issues about bullying, harassment and discrimination (including**

	State/Territory									Location				Doctor in training cohort				
	Total n = 7761	ACT n = 199	NSW n = 2253	NT n = 187	QLD n = 1560	SA n = 614	Tas. n = 206	Vic. n = 1980	WA n = 762	Metro n = 5147	Regional n = 1938	Rural n = 589	Do not wish to specify n = 66	Interns n = 612	Prevoc. & unaccredited n = 1577	Specialist non-GP n = 2910	Specialist GP n = 1185	IMGs n = 1477
Strongly Agree	26%	23%	27%	28%	27%	26%	36% ↑	26%	24%	24% ↓	28%	39% ↑	30%	14% ↓	24% ↓	22% ↓	36% ↑	36% ↑
Agree	45%	42%	44%	49%	47%	45%	41%	45%	45%	44%	47% ↑	43%	33%	47%	46%	45%	46%	43%
Neither Agree nor Disagree	16%	19%	16%	17%	14%	17%	13%	16%	15%	17% ↑	14%	11% ↓	21%	19%	17%	17%	11% ↓	14%
Disagree	9%	15% ↑	9%	3% ↓	8%	8%	7%	9%	11%	10% ↑	8% ↓	5% ↓	5%	15% ↑	10%	11% ↑	6% ↓	4% ↓
Strongly Disagree	4%	3%	4%	4%	4%	4%	2%	4%	4%	4%	3%	3%	11% ↑	5%	4%	5% ↑	2% ↓	3% ↓
NET Strongly Agree + Agree	71%	64%	70%	77%	74%	71%	77%	71%	70%	69% ↓	75% ↑	82% ↑	64%	61% ↓	69%	67% ↓	82% ↑	79% ↑
NET Strongly Disagree + Disagree	13%	17%	14%	6% ↓	12%	12%	10%	14%	15%	15% ↑	11% ↓	7% ↓	15%	20% ↑	14%	17% ↑	7% ↓	7% ↓
Average	3.8	3.7	3.8	3.9	3.8	3.8	4.0 ↑	3.8	3.8	3.7 ↓	3.9 ↑	4.1 ↑	3.7	3.5 ↓	3.7 ↓	3.7 ↓	4.1 ↑	4.0 ↑
Standard Deviation	1.1	1.1	1.1	0.9	1.0	1.0	1.0	1.1	1.1	1.1	1.0	0.9	1.3	1.1	1.0	1.1	0.9	1.0

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n). The standard deviation is the amount of variation in the values on the same scale.

**Q41\_8. Thinking about the workplace environment and culture in your setting, to what extent do you agree or disagree with the following statements? I could access support from my workplace if I experienced stress or a traumatic event**

	State/Territory									Location				Doctor in training cohort				
	Total n = 7761	ACT n = 199	NSW n = 2254	NT n = 187	QLD n = 1560	SA n = 613	Tas. n = 206	Vic. n = 1980	WA n = 762	Metro n = 5146	Regional n = 1939	Rural n = 589	Do not wish to specify n = 66	Interns n = 612	Prevoc. & unaccredited n = 1577	Specialist non-GP n = 2910	Specialist GP n = 1186	IMGs n = 1476
Strongly Agree	27%	25%	26%	28%	27%	27%	36% ↑	28%	26%	26% ↓	27%	36% ↑	32%	22% ↓	24% ↓	23% ↓	34% ↑	36% ↑
Agree	48%	42%	47%	51%	50%	47%	44%	47%	50%	48%	49%	46%	42%	52%	47%	49%	47%	45% ↓
Neither Agree nor Disagree	17%	22%	18%	16%	16%	18%	14%	17%	15%	18% ↑	17%	12% ↓	12%	18%	20% ↑	18%	14% ↓	14% ↓
Disagree	6%	9%	6%	3%	5%	6%	3%	5%	6%	6% ↑	5%	4%	9%	6%	7%	7% ↑	4%	3% ↓
Strongly Disagree	2%	2%	3%	2%	2%	2%	2%	2%	3%	3%	2%	2%	5%	3%	2%	3% ↑	1%	2%
NET Strongly Agree + Agree	75%	67%	73%	80%	77%	74%	80%	75%	76%	74% ↓	77%	82% ↑	74%	74%	71% ↓	72% ↓	81% ↑	80% ↑
NET Strongly Disagree + Disagree	8%	11%	9%	5%	8%	8%	6%	8%	8%	9% ↑	7%	7%	14%	8%	9%	10% ↑	5% ↓	6% ↓
Average	3.9	3.8	3.9	4.0	3.9	3.9	4.1 ↑	3.9	3.9	3.9 ↓	4.0	4.1 ↑	3.9	3.8	3.9 ↓	3.8 ↓	4.1 ↑	4.1 ↑
Standard Deviation	0.9	1.0	1.0	0.8	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	1.1	0.9	0.9	1.0	0.9	0.9

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n). The standard deviation is the amount of variation in the values on the same scale.

**Q42a. Thinking about your workplace, in the past 12 months, have you... Experienced and/or witnessed bullying, harassment and/or discrimination (including racism)**

	State/Territory									Location				Doctor in training cohort				
	Total n = 7730	ACT n = 196	NSW n = 2245	NT n = 186	QLD n = 1555	SA n = 611	Tas. n = 206	Vic. n = 1972	WA n = 759	Metro n = 5120	Regional n = 1932	Rural n = 589	Do not wish to specify n = 66	Interns n = 607	Prevoc. & unaccredited n = 1568	Specialist non-GP n = 2901	Specialist GP n = 1184	IMGs n = 1470
Yes	33%	41% ↑	32%	33%	34%	31%	33%	33%	34%	35% ↑	31%	24% ↓	35%	46% ↑	38% ↑	38% ↑	22% ↓	22% ↓
Neither	67%	59% ↓	68%	67%	66%	69%	67%	67%	66%	65% ↓	69%	76% ↑	65%	54% ↓	62% ↓	62% ↓	78% ↑	78% ↑

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

**Q42a. Thinking about your workplace, in the past 12 months, have you... Witnessed bullying, harassment and/or discrimination (including racism)**

	State/Territory									Location				Doctor in training cohort				
	Total n = 7717	ACT n = 196	NSW n = 2240	NT n = 186	QLD n = 1554	SA n = 610	Tas. n = 205	Vic. n = 1969	WA n = 757	Metro n = 5114	Regional n = 1927	Rural n = 589	Do not wish to specify n = 66	Interns n = 606	Prevoc. & unaccredited n = 1568	Specialist non-GP n = 2895	Specialist GP n = 1182	IMGs n = 1466
Yes	27%	35% ↑	26%	27%	28%	24%	28%	26%	27%	29% ↑	25% ↓	18% ↓	26%	39% ↑	32% ↑	32% ↑	16% ↓	15% ↓
No	73%	65% ↓	74%	73%	72%	76%	72%	74%	73%	71% ↓	75% ↑	82% ↑	74%	61% ↓	68% ↓	68% ↓	84% ↑	85% ↑

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

**Q42a. Thinking about your workplace, in the past 12 months, have you... Experienced bullying, harassment and/or discrimination (including racism)**

	State/Territory									Location				Doctor in training cohort				
	Total n = 7720	ACT n = 196	NSW n = 2242	NT n = 186	QLD n = 1554	SA n = 610	Tas. n = 205	Vic. n = 1971	WA n = 756	Metro n = 5116	Regional n = 1928	Rural n = 589	Do not wish to specify n = 66	Interns n = 605	Prevoc. & unaccredited n = 1568	Specialist non-GP n = 2897	Specialist GP n = 1184	IMGs n = 1466
Yes	22%	27%	22%	19%	23%	22%	20%	22%	24%	23%	22%	19%	29%	29% ↑	26% ↑	24%	16% ↓	18% ↓
No	78%	73%	78%	81%	77%	78%	80%	78%	76%	77%	78%	81%	71%	71% ↓	74% ↓	76%	84% ↑	82% ↑

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

### Q42b. Did you report it?... Experienced and/or witnessed bullying, harassment and/or discrimination (including racism)

	State/Territory									Location				Doctor in training cohort				
	Total n = 2552	ACT n = 80	NSW n = 727	NT n = 61	QLD n = 524	SA n = 190	Tas. n = 67	Vic. n = 645	WA n = 258	Metro n = 1775	Regional n = 608	Rural n = 139	Do not wish to specify n = 23!	Interns n = 277	Prevoc. & unaccredited n = 601	Specialist non-GP n = 1088	Specialist GP n = 261	IMGs n = 325
Yes	35%	39%	34%	38%	36%	32%	39%	37%	28%	32% ↓	40% ↑	46% ↑	43%	31%	32%	35%	42%	37%
Neither	65%	61%	66%	62%	64%	68%	61%	63%	72%	68% ↑	60% ↓	54% ↓	57%	69%	68%	65%	58%	63%

Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

### Q42b. Did you report it? Witnessed bullying, harassment and/or discrimination (including racism)

	State/Territory									Location				Doctor in training cohort				
	Total n = 2060	ACT n = 68	NSW n = 588	NT n = 50	QLD n = 435	SA n = 145	Tas. n = 56	Vic. n = 515	WA n = 203	Metro n = 1459	Regional n = 474	Rural n = 106	Do not wish to specify n = 17!	Interns n = 239	Prevoc. & unaccredited n = 503	Specialist non-GP n = 917	Specialist GP n = 192	IMGs n = 209
Yes	29%	35%	27%	32%	31%	26%	39%	30%	27%	27% ↓	32%	46% ↑	47%	23%	26%	30%	35%	34%
No	71%	65%	73%	68%	69%	74%	61%	70%	73%	73% ↑	68%	54% ↓	53%	77%	74%	70%	65%	66%

Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

### Q42b. Did you report it? Experienced bullying, harassment and/or discrimination (including racism)

	State/Territory									Location				Doctor in training cohort				
	Total n = 1699	ACT n = 52	NSW n = 484	NT n = 35	QLD n = 351	SA n = 133	Tas. n = 42	Vic. n = 426	WA n = 176	Metro n = 1154	Regional n = 409	Rural n = 110	Do not wish to specify n = 19!	Interns n = 173	Prevoc. & unaccredited n = 398	Specialist non-GP n = 686	Specialist GP n = 184	IMGs n = 258
Yes	35%	33%	34%	43%	38%	31%	38%	38%	26% ↓	31% ↓	42% ↑	47% ↑	37%	33%	31%	34%	43%	39%
No	65%	67%	66%	57%	62%	69%	62%	62%	74% ↑	69% ↑	58% ↓	53% ↓	63%	67%	69%	66%	57%	61%

Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

### Q42c. Has the report been followed up?... Experienced and/or witnessed bullying, harassment and/or discrimination (including racism)

	State/Territory									Location				Doctor in training cohort				
	Total n = 890	ACT n = 31	NSW n = 249	NT n = 23!	QLD n = 189	SA n = 60	Tas. n = 26!	Vic. n = 239	WA n = 73	Metro n = 568	Regional n = 244	Rural n = 64	Do not wish to specify n = 10!	Interns n = 86	Prevoc. & unaccredited n = 191	Specialist non-GP n = 383	Specialist GP n = 109	IMGs n = 121
Yes	49%	39%	47%	70%	44%	50%	42%	54%	49%	48%	50%	58%	50%	45%	49%	46%	55%	54%
Neither	51%	61%	53%	30%	56%	50%	58%	46%	51%	52%	50%	42%	50%	55%	51%	54%	45%	46%

Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

**Q42c. Has the report been followed up? Witnessed bullying, harassment and/or discrimination (including racism)**

	State/Territory									Location			Doctor in training cohort					
	Total n = 599	ACT n = 24!	NSW n = 157	NT n = 16!	QLD n = 133	SA n = 37	Tas. n = 22!	Vic. n = 156	WA n = 54	Metro n = 392	Regional n = 148	Rural n = 49	Do not wish to specify n < 10^	Interns n = 54	Prevoc. & unaccredited n = 129	Specialist non-GP n = 276	Specialist GP n = 68	IMGs n = 72
Yes	42%	33%	42%	50%	39%	43%	23%	48%	41%	41%	43%	49%		37%	40%	39%	51%	53%
No	19%	13%	23%	13%	17%	8%	27%	21%	11%	18%	16%	27%		26%	18%	17%	22%	18%
Unsure	39%	54%	35%	38%	44%	49%	50%	31%	48%	41%	41%	24%		37%	42%	45%	26%	29%

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

**Q42c. Has the report been followed up? Experienced bullying, harassment and/or discrimination (including racism)**

	State/Territory									Location			Doctor in training cohort					
	Total n = 591	ACT n = 17!	NSW n = 165	NT n = 15!	QLD n = 132	SA n = 41	Tas. n = 16!	Vic. n = 160	WA n = 45	Metro n = 360	Regional n = 168	Rural n = 52	Do not wish to specify n < 10^	Interns n = 57	Prevoc. & unaccredited n = 124	Specialist non-GP n = 233	Specialist GP n = 78	IMGs n = 99
Yes	52%	41%	49%	67%	46%	61%	50%	56%	53%	50%	52%	60%		51%	50%	51%	55%	55%
No	25%	29%	30%	7%	27%	20%	31%	22%	16%	27%	20%	23%		28%	21%	24%	27%	25%
Unsure	24%	29%	21%	27%	27%	20%	19%	22%	31%	23%	27%	17%		21%	29%	25%	18%	20%

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

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

	S0. Cohort variable																	
	Total n = 7715	ACT n = 197	NSW n = 2241	NT n = 186	QLD n = 1552	SA n = 610	Tas. n = 205	Vic. n = 1966	WA n = 758	Metro n = 5112	Regional n = 1929	Rural n = 586	Do not wish to specify n = 66	Interns n = 606	Prevoc. & unaccredited n = 1566	Specialist non-GP n = 2895	Specialist GP n = 1180	IMGs n = 1468
Yes	75%	74%	73%	81%	74% ↑	74% ↓	80%	76%	77%	75%	75%	76%	68%	78%	75%	75%	79%	71%
No	9%	10%	10%	6%	9% ↓	9% ↑	7%	9%	9%	9%	9%	9%	12%	9%	8%	9%	7%	12%
Unsure	16%	16%	17%	13%	17%	17%	13%	14%	14%	16%	16%	15%	20%	13%	17%	16%	14%	17%

Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

### Q44\_1. How often do the following adversely affect your wellbeing in your setting? The amount of work I am expected to do

	State/Territory									Location				Doctor in training cohort				
	Total n = 7675	ACT n = 196	NSW n = 2225	NT n = 183	QLD n = 1549	SA n = 605	Tas. n = 205	Vic. n = 1959	WA n = 753	Metro n = 5082	Regional n = 1923	Rural n = 584	Do not wish to specify n = 66	Interns n = 602	Prevoc. & unaccredited n = 1555	Specialist non-GP n = 2877	Specialist GP n = 1178	IMGs n = 1463
Always	8%	10%	9%	4%	8%	7%	4%	10% ↑	7%	9%	7%	8%	9%	10%	9%	9% ↑	6% ↓	6% ↓
Most of the time	19%	17%	19%	14%	19%	18%	17%	20%	19%	19%	19%	15%	18%	22%	20%	20%	15% ↓	18%
Sometimes	54%	56%	53%	59%	53%	58%	58%	54%	55%	55%	54%	51%	39%	57%	54%	56% ↑	54%	50% ↓
Never	18%	16%	19%	22%	20%	18%	21%	16% ↓	19%	17% ↓	20%	26% ↑	33% ↑	11% ↓	17%	14% ↓	24% ↑	26% ↑
NET Most of the time + Always	27%	28%	28%	19% ↓	27%	24%	20%	30% ↑	26%	28%	26%	23%	27%	32% ↑	30%	29% ↑	21% ↓	24% ↓
NET Never + Sometimes	73%	72%	72%	81% ↑	73%	76%	80%	70% ↓	74%	72%	74%	77%	73%	68% ↓	70%	71% ↓	79% ↑	76% ↑
Average	2.2	2.2	2.2	2.0 ↓	2.1	2.1	2.0 ↓	2.2 ↑	2.1	2.2 ↑	2.1	2.1 ↓	2.0	2.3 ↑	2.2 ↑	2.2 ↑	2.0 ↓	2.0 ↓
Standard Deviation	0.8	0.8	0.8	0.7	0.8	0.8	0.7	0.8	0.8	0.8	0.8	0.9	0.9	0.8	0.8	0.8	0.8	0.8

↑ ↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 4 scale (1 = Never, 2 = Sometimes, 3 = Most of the time and 4 = Always) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

### Q44\_2. How often do the following adversely affect your wellbeing in your setting? Having to work paid overtime

	State/Territory									Location				Doctor in training cohort				
	Total n = 7666	ACT n = 196	NSW n = 2219	NT n = 183	QLD n = 1549	SA n = 604	Tas. n = 204	Vic. n = 1958	WA n = 753	Metro n = 5078	Regional n = 1918	Rural n = 584	Do not wish to specify n = 66	Interns n = 602	Prevoc. & unaccredited n = 1553	Specialist non-GP n = 2872	Specialist GP n = 1176	IMGs n = 1463
Always	5%	4%	6% ↑	3%	5%	4%	5%	4% ↓	4%	5%	5%	4%	11%	5%	5%	5%	3% ↓	6%
Most of the time	10%	14%	12% ↑	8%	10%	12%	11%	9% ↓	8%	11%	11%	6% ↓	11%	12%	13% ↑	11%	6% ↓	10%
Sometimes	44%	49%	43%	50%	44%	48%	39%	44%	41%	45% ↑	45%	32% ↓	35%	51% ↑	47% ↑	47% ↑	31% ↓	40% ↓
Never	41%	33% ↓	39% ↓	39%	40%	37%	45%	44% ↑	47% ↑	40% ↓	39%	58% ↑	44%	32% ↓	35% ↓	37% ↓	60% ↑	44% ↑
NET Most of the time + Always	15%	18%	18% ↑	11%	16%	16%	17%	12% ↓	12%	15%	16%	10% ↓	21%	18%	18% ↑	16%	9% ↓	16%
NET Never + Sometimes	85%	82%	82% ↓	89%	84%	84%	83%	88% ↑	88%	85%	84%	90% ↑	79%	82%	82% ↓	84%	91% ↑	84%
Average	1.8	1.9	1.9 ↑	1.7	1.8	1.8	1.8	1.7 ↓	1.7 ↓	1.8	1.8	1.6 ↓	1.9	1.9 ↑	1.9 ↑	1.8 ↑	1.5 ↓	1.8
Standard Deviation	0.8	0.8	0.9	0.7	0.8	0.8	0.9	0.8	0.8	0.8	0.8	0.8	1.0	0.8	0.8	0.8	0.7	0.8

↑ ↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 4 scale (1 = Never, 2 = Sometimes, 3 = Most of the time and 4 = Always) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

### Q44\_3. How often do the following adversely affect your wellbeing in your setting? Having to work unpaid overtime

	State/Territory									Location				Doctor in training cohort				
	Total n = 7672	ACT n = 196	NSW n = 2223	NT n = 182	QLD n = 1550	SA n = 605	Tas. n = 205	Vic. n = 1959	WA n = 752	Metro n = 5082	Regional n = 1921	Rural n = 583	Do not wish to specify n = 66	Interns n = 602	Prevoc. & unaccredited n = 1554	Specialist non-GP n = 2877	Specialist GP n = 1177	IMGs n = 1462
Always	10%	11%	11%	9%	9%	8%	6%	13% ↑	9%	12% ↑	8% ↓	7% ↓	12%	18% ↑	14% ↑	11%	6% ↓	5% ↓
Most of the time	14%	20% ↑	12% ↓	13%	14%	10% ↓	12%	18% ↑	16%	15% ↑	13%	10% ↓	14%	19% ↑	17% ↑	17% ↑	10% ↓	8% ↓
Sometimes	37%	42%	39% ↑	38%	37%	31% ↓	31%	37%	38%	39% ↑	36%	28% ↓	26%	43% ↑	38%	42% ↑	32% ↓	29% ↓
Never	38%	27% ↓	38%	39%	41% ↑	51% ↑	51% ↑	33% ↓	37%	34% ↓	43% ↑	55% ↑	48%	21% ↓	30% ↓	30% ↓	51% ↑	59% ↑
NET Most of the time + Always	25%	31%	23% ↓	23%	23%	18% ↓	18% ↓	31% ↑	25%	27% ↑	21% ↓	17% ↓	26%	37% ↑	32% ↑	28% ↑	17% ↓	12% ↓
NET Never + Sometimes	75%	69%	77% ↑	77%	77%	82% ↑	82% ↑	69% ↓	75%	73% ↓	79% ↑	83% ↑	74%	63% ↓	68% ↓	72% ↓	83% ↑	88% ↑
Average	2.0	2.2 ↑	2.0	1.9	1.9 ↓	1.8 ↓	1.7 ↓	2.1 ↑	2.0	2.0 ↑	1.9 ↓	1.7 ↓	1.9	2.3 ↑	2.2 ↑	2.1 ↑	1.7 ↓	1.6 ↓
Standard Deviation	1.0	0.9	1.0	0.9	0.9	0.9	0.9	1.0	0.9	1.0	0.9	0.9	1.1	1.0	1.0	1.0	0.9	0.8

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 4 scale (1 = Never, 2 = Sometimes, 3 = Most of the time and 4 = Always) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

### Q44\_4. How often do the following adversely affect your wellbeing in your setting? Dealing with patient expectations

	State/Territory									Location				Doctor in training cohort				
	Total n = 7670	ACT n = 195	NSW n = 2222	NT n = 182	QLD n = 1549	SA n = 605	Tas. n = 205	Vic. n = 1959	WA n = 753	Metro n = 5079	Regional n = 1921	Rural n = 584	Do not wish to specify n = 66	Interns n = 602	Prevoc. & unaccredited n = 1553	Specialist non-GP n = 2876	Specialist GP n = 1177	IMGs n = 1462
Always	6%	5%	7%	5%	6%	5%	6%	7%	5%	6%	6%	10% ↑	5%	6%	7%	5% ↓	8% ↑	7%
Most of the time	16%	21%	16%	10%	15%	15%	11%	16%	13%	14% ↓	18% ↑	19% ↑	15%	13%	16%	14%	20% ↑	15%
Sometimes	57%	57%	56%	58%	58%	60%	51%	58%	59%	59% ↑	56%	52% ↓	47%	64% ↑	59%	58%	58%	51% ↓
Never	21%	17%	20%	26%	21%	21%	32% ↑	19%	23%	21%	20%	19%	33% ↑	17%	18% ↓	23% ↑	14% ↓	27% ↑
NET Most of the time + Always	22%	25%	24% ↑	16%	21%	19%	17%	23%	18% ↓	20% ↓	24%	29% ↑	20%	18%	23%	19% ↓	28% ↑	22%
NET Never + Sometimes	78%	75%	76% ↓	84%	79%	81%	83%	77%	82% ↑	80% ↑	76%	71% ↓	80%	82%	77%	81% ↑	72% ↓	78%
Average	2.1	2.1	2.1 ↑	2.0 ↓	2.1	2.0	1.9 ↓	2.1 ↑	2.0 ↓	2.1 ↓	2.1	2.2 ↑	1.9	2.1	2.1 ↑	2.0 ↓	2.2 ↑	2.0 ↓
Standard Deviation	0.8	0.7	0.8	0.8	0.8	0.7	0.8	0.8	0.7	0.8	0.8	0.9	0.8	0.7	0.8	0.8	0.8	0.8

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 4 scale (1 = Never, 2 = Sometimes, 3 = Most of the time and 4 = Always) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

### Q44\_5. How often do the following adversely affect your wellbeing in your setting? Dealing with patients' families

	State/Territory									Location				Doctor in training cohort				
	Total n = 7668	ACT n = 194	NSW n = 2223	NT n = 182	QLD n = 1549	SA n = 603	Tas. n = 205	Vic. n = 1959	WA n = 753	Metro n = 5077	Regional n = 1921	Rural n = 584	Do not wish to specify n = 66	Interns n = 602	Prevoc. & unaccredited n = 1553	Specialist non-GP n = 2877	Specialist GP n = 1177	IMGs n = 1459
Always	5%	5%	7% ↑	3%	4%	4%	5%	5%	4%	5%	5%	6%	5%	4%	6%	4%	5%	6%
Most of the time	13%	14%	14%	10%	13%	12%	10%	15%	11%	13%	14%	17% ↑	15%	13%	14%	13%	15%	12%
Sometimes	59%	58%	57%	62%	60%	61%	55%	59%	59%	60%	60%	52% ↓	38% ↓	65% ↑	61%	60%	61%	51% ↓
Never	23%	23%	22%	25%	23%	23%	31% ↑	21%	26%	22%	22%	25%	42% ↑	18% ↓	19% ↓	23%	19% ↓	31% ↑
NET Most of the time + Always	18%	19%	21% ↑	13%	17%	17%	15%	20%	16%	18%	18%	23% ↑	20%	17%	20%	17%	20%	18%
NET Never + Sometimes	82%	81%	79% ↓	87%	83%	83%	85%	80%	84%	82%	82%	77% ↓	80%	83%	80%	83%	80%	82%
Average	2.0	2.0	2.1 ↑	1.9	2.0	2.0	1.9	2.0 ↑	1.9 ↓	2.0	2.0	2.0	1.8	2.0	2.1 ↑	2.0	2.1 ↑	1.9 ↓
Standard Deviation	0.8	0.7	0.8	0.7	0.7	0.7	0.8	0.8	0.7	0.7	0.7	0.8	0.9	0.7	0.8	0.7	0.7	0.8

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 4 scale (1 = Never, 2 = Sometimes, 3 = Most of the time and 4 = Always) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

### Q44\_6. How often do the following adversely affect your wellbeing in your setting? Expectations of supervisors

	State/Territory									Location				Doctor in training cohort				
	Total n = 7671	ACT n = 195	NSW n = 2221	NT n = 183	QLD n = 1550	SA n = 604	Tas. n = 205	Vic. n = 1959	WA n = 754	Metro n = 5078	Regional n = 1922	Rural n = 585	Do not wish to specify n = 66	Interns n = 602	Prevoc. & unaccredited n = 1553	Specialist non-GP n = 2877	Specialist GP n = 1178	IMGs n = 1461
Always	6%	6%	7% ↑	4%	5%	5%	5%	6%	4%	6%	5%	6%	9%	7%	6%	5%	3% ↓	8% ↑
Most of the time	12%	13%	12%	9%	12%	11%	9%	13%	12%	12%	13%	10%	9%	13%	13%	12%	8% ↓	13%
Sometimes	48%	51%	47%	46%	49%	50%	44%	48%	49%	50% ↑	47%	38% ↓	41%	55% ↑	52% ↑	52% ↑	39% ↓	40% ↓
Never	34%	30%	34%	41%	35%	33%	41%	33%	34%	32% ↓	35%	47% ↑	41%	25% ↓	28% ↓	30% ↓	49% ↑	39% ↑
NET Most of the time + Always	18%	19%	20%	13%	17%	17%	14%	19%	17%	18%	18%	15%	18%	20%	19%	18%	12% ↓	22% ↑
NET Never + Sometimes	82%	81%	80%	87%	83%	83%	86%	81%	83%	82%	82%	85%	82%	80%	81%	82%	88% ↑	78% ↓
Average	1.9	1.9	1.9	1.8 ↓	1.9	1.9	1.8	1.9	1.9	1.9 ↑	1.9	1.7 ↓	1.9	2.0 ↑	2.0 ↑	1.9	1.7 ↓	1.9
Standard Deviation	0.8	0.8	0.9	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.9	0.9	0.8	0.8	0.8	0.8	0.9

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 4 scale (1 = Never, 2 = Sometimes, 3 = Most of the time and 4 = Always) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

### Q44\_7. How often do the following adversely affect your wellbeing in your setting? Supervisor feedback

	State/Territory									Location				Doctor in training cohort				
	Total n = 7671	ACT n = 195	NSW n = 2222	NT n = 183	QLD n = 1550	SA n = 604	Tas. n = 205	Vic. n = 1959	WA n = 753	Metro n = 5078	Regional n = 1922	Rural n = 585	Do not wish to specify n = 66	Interns n = 601	Prevoc. & unaccredited n = 1553	Specialist non-GP n = 2877	Specialist GP n = 1177	IMGs n = 1463
Always	4%	4%	5%	3%	4%	3%	5%	4%	4%	4%	4%	6%	6%	3%	4%	4%	3%	7% ↑
Most of the time	8%	8%	8%	5%	7%	9%	8%	8%	6%	7%	8%	10%	6%	7%	7%	7%	7%	11% ↑
Sometimes	39%	40%	39%	36%	39%	40%	34%	40%	42%	40%	39%	31% ↓	41%	39%	44% ↑	42% ↑	31% ↓	37%
Never	48%	48%	48%	55%	50%	48%	53%	48%	47%	48%	49%	54%	47%	50%	45% ↓	47%	59% ↑	45% ↓
NET Most of the time + Always	12%	12%	13%	9%	11%	12%	13%	13%	11%	12%	12%	16% ↑	12%	11%	11%	10% ↓	10%	19% ↑
NET Never + Sometimes	88%	88%	87%	91%	89%	88%	87%	87%	89%	88%	88%	84% ↓	88%	89%	89%	90% ↑	90%	81% ↓
Average	1.7	1.7	1.7	1.6	1.6	1.7	1.6	1.7	1.7	1.7	1.7	1.7	1.7	1.6	1.7	1.7	1.5 ↓	1.8 ↑
Standard Deviation	0.8	0.8	0.8	0.7	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.9	0.8	0.8	0.8	0.8	0.8	0.9

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 4 scale (1 = Never, 2 = Sometimes, 3 = Most of the time and 4 = Always) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

### Q44\_8. How often do the following adversely affect your wellbeing in your setting? Having to relocate for work

	State/Territory									Location				Doctor in training cohort				
	Total n = 7644	ACT n = 194	NSW n = 2214	NT n = 180	QLD n = 1544	SA n = 604	Tas. n = 204	Vic. n = 1951	WA n = 753	Metro n = 5059	Regional n = 1917	Rural n = 582	Do not wish to specify n = 66	Interns n = 597	Prevoc. & unaccredited n = 1545	Specialist non-GP n = 2872	Specialist GP n = 1174	IMGs n = 1456
Always	12%	16%	15% ↑	7%	13%	6% ↓	6% ↓	11%	6% ↓	10% ↓	13% ↑	18% ↑	11%	8% ↓	13% ↑	12%	16% ↑	7% ↓
Most of the time	13%	12%	13%	12%	13%	10%	9%	14%	10% ↓	12% ↓	14% ↑	14%	14%	10% ↓	15% ↑	13%	14%	10% ↓
Sometimes	34%	34%	34%	33%	33%	29% ↓	38%	35%	31%	34%	34%	31%	32%	29% ↓	34%	37% ↑	31%	31% ↓
Never	42%	39%	37% ↓	47%	41%	54% ↑	47%	40%	53% ↑	44% ↑	38% ↓	37% ↓	44%	54% ↑	38% ↓	38% ↓	40%	52% ↑
NET Most of the time + Always	24%	28%	28% ↑	19%	26%	16% ↓	15% ↓	25%	16% ↓	22% ↓	28% ↑	32% ↑	24%	17% ↓	28% ↑	25%	29% ↑	17% ↓
NET Never + Sometimes	76%	72%	72% ↓	81%	74%	84% ↑	85% ↑	75%	84% ↑	78% ↑	72% ↓	68% ↓	76%	83% ↑	72% ↓	75%	71% ↓	83% ↑
Average	1.9	2.1	2.1 ↑	1.8 ↓	2.0	1.7 ↓	1.7 ↓	2.0	1.7 ↓	1.9 ↓	2.0 ↑	2.1 ↑	1.9	1.7 ↓	2.0 ↑	2.0 ↑	2.1 ↑	1.7 ↓
Standard Deviation	1.0	1.1	1.1	0.9	1.0	0.9	0.9	1.0	0.9	1.0	1.0	1.1	1.0	0.9	1.0	1.0	1.1	0.9

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 4 scale (1 = Never, 2 = Sometimes, 3 = Most of the time and 4 = Always) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

### Q44\_9. How often do the following adversely affect your wellbeing in your setting? Being expected to do work that I don't feel confident doing

	State/Territory									Location				Doctor in training cohort				
	Total n = 7642	ACT n = 194	NSW n = 2213	NT n = 180	QLD n = 1544	SA n = 602	Tas. n = 204	Vic. n = 1952	WA n = 753	Metro n = 5058	Regional n = 1916	Rural n = 582	Do not wish to specify n = 66	Interns n = 597	Prevoc. & unaccredited n = 1545	Specialist non-GP n = 2870	Specialist GP n = 1174	IMGs n = 1456
Always	4%	8% ↑	5% ↑	3%	3%	4%	3%	4%	2% ↓	4%	4%	4%	6%	7% ↑	6% ↑	3% ↓	4%	3% ↓
Most of the time	7%	8%	7%	3%	7%	7%	5%	8%	8%	8%	7%	5%	6%	13% ↑	9% ↑	7%	6%	4% ↓
Sometimes	45%	47%	44%	44%	46%	44%	43%	45%	45%	45%	46%	38% ↓	29% ↓	56% ↑	49% ↑	46%	44%	34% ↓
Never	44%	37%	44%	49%	44%	46%	49%	44%	45%	43%	43%	53% ↑	59% ↑	24% ↓	36% ↓	44%	46%	59% ↑
NET Most of the time + Always	11%	15%	12%	6%	10%	11%	8%	11%	10%	12%	11%	9%	12%	20% ↑	15% ↑	10% ↓	10%	7% ↓
NET Never + Sometimes	89%	85%	88%	94%	90%	89%	92%	89%	90%	88%	89%	91%	88%	80% ↓	85% ↓	90% ↑	90%	93% ↑
Average	1.7	1.9 ↑	1.7	1.6	1.7	1.7	1.6	1.7	1.7	1.7 ↑	1.7	1.6 ↓	1.6	2.0 ↑	1.8 ↑	1.7	1.7	1.5 ↓
Standard Deviation	0.8	0.9	0.8	0.7	0.7	0.8	0.7	0.8	0.7	0.8	0.7	0.8	0.9	0.8	0.8	0.7	0.8	0.7

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 4 scale (1 = Never, 2 = Sometimes, 3 = Most of the time and 4 = Always) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

### Q44\_10. How often do the following adversely affect your wellbeing in your setting? Limited access to senior clinicians

	State/Territory									Location				Doctor in training cohort				
	Total n = 7645	ACT n = 194	NSW n = 2214	NT n = 180	QLD n = 1544	SA n = 603	Tas. n = 204	Vic. n = 1953	WA n = 753	Metro n = 5059	Regional n = 1918	Rural n = 582	Do not wish to specify n = 66	Interns n = 597	Prevoc. & unaccredited n = 1545	Specialist non-GP n = 2872	Specialist GP n = 1174	IMGs n = 1457
Always	3%	3%	4% ↑	4%	3%	3%	2%	3%	2%	3%	3%	4%	3%	6% ↑	5% ↑	3% ↓	3%	2% ↓
Most of the time	6%	9%	6%	2%	5% ↓	4% ↓	2%	7% ↑	8%	6%	6%	7%	12%	12% ↑	8% ↑	4% ↓	6%	5% ↓
Sometimes	37%	45%	36%	34%	39%	41%	37%	37%	35%	37%	39%	36%	27%	48% ↑	43% ↑	36%	39%	28% ↓
Never	53%	44% ↓	54%	59%	53%	52%	58%	52%	55%	54%	52%	53%	58%	34% ↓	44% ↓	57% ↑	52%	65% ↑
NET Most of the time + Always	9%	11%	10%	6%	8% ↓	7%	5%	11%	10%	9%	9%	11%	15%	18% ↑	13% ↑	7% ↓	9%	7% ↓
NET Never + Sometimes	91%	89%	90%	94%	92% ↑	93%	95%	89%	90%	91%	91%	89%	85%	82% ↓	87% ↓	93% ↑	91%	93% ↑
Average	1.6	1.7	1.6	1.5	1.6	1.6	1.5	1.6	1.6	1.6	1.6	1.6	1.6	1.9 ↑	1.7 ↑	1.5 ↓	1.6	1.4 ↓
Standard Deviation	0.7	0.7	0.8	0.7	0.7	0.7	0.7	0.8	0.7	0.7	0.7	0.8	0.8	0.8	0.8	0.7	0.8	0.7

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 4 scale (1 = Never, 2 = Sometimes, 3 = Most of the time and 4 = Always) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

### Q44\_11. How often do the following adversely affect your wellbeing in your setting? Lack of appreciation

	State/Territory									Location				Doctor in training cohort				
	Total n = 7647	ACT n = 194	NSW n = 2214	NT n = 181	QLD n = 1544	SA n = 603	Tas. n = 204	Vic. n = 1954	WA n = 753	Metro n = 5060	Regional n = 1918	Rural n = 583	Do not wish to specify n = 66	Interns n = 597	Prevoc. & unaccredited n = 1545	Specialist non-GP n = 2872	Specialist GP n = 1174	IMGs n = 1459
Always	7%	9%	8%	4%	7%	5% ↓	5%	8%	8%	8% ↑	6% ↓	7%	15% ↑	8%	11% ↑	7%	6% ↓	5% ↓
Most of the time	14%	20% ↑	14%	16%	12%	14%	11%	15%	13%	15% ↑	14%	9% ↓	8%	19% ↑	16% ↑	15% ↑	9% ↓	10% ↓
Sometimes	43%	41%	43%	41%	44%	45%	37%	43%	42%	44% ↑	41%	38% ↓	41%	45%	45%	47% ↑	38% ↓	37% ↓
Never	36%	30%	35%	39%	37%	36%	47% ↑	34%	38%	33% ↓	39% ↑	47% ↑	36%	28% ↓	29% ↓	31% ↓	47% ↑	47% ↑
NET Most of the time + Always	21%	29% ↑	22%	20%	19%	19%	17%	23%	21%	23% ↑	20%	15% ↓	23%	27% ↑	27% ↑	23% ↑	15% ↓	16% ↓
NET Never + Sometimes	79%	71% ↓	78%	80%	81%	81%	83%	77%	79%	77% ↓	80%	85% ↑	77%	73% ↓	73% ↓	77% ↓	85% ↑	84% ↑
Average	1.9	2.1 ↑	1.9	1.9	1.9	1.9	1.8 ↓	2.0 ↑	1.9	2.0 ↑	1.9 ↓	1.8 ↓	2.0	2.1 ↑	2.1 ↑	2.0 ↑	1.7 ↓	1.7 ↓
Standard Deviation	0.9	0.9	0.9	0.8	0.9	0.8	0.9	0.9	0.9	0.9	0.9	0.9	1.0	0.9	0.9	0.9	0.8	0.9

↑ ↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 4 scale (1 = Never, 2 = Sometimes, 3 = Most of the time and 4 = Always) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

### Q44\_12. How often do the following adversely affect your wellbeing in your setting? Workplace conflict

	State/Territory									Location				Doctor in training cohort				
	Total n = 7647	ACT n = 194	NSW n = 2214	NT n = 181	QLD n = 1544	SA n = 603	Tas. n = 205	Vic. n = 1953	WA n = 753	Metro n = 5059	Regional n = 1918	Rural n = 584	Do not wish to specify n = 66	Interns n = 597	Prevoc. & unaccredited n = 1545	Specialist non-GP n = 2872	Specialist GP n = 1174	IMGs n = 1459
Always	4%	3%	5%	2%	4%	3%	3%	4%	4%	4%	4%	5%	8%	4%	5% ↑	4%	4%	3%
Most of the time	6%	9%	7%	2%	6%	6%	7%	6%	6%	7%	7%	4%	5%	8%	8% ↑	7%	5%	4% ↓
Sometimes	45%	53%	45%	50%	43%	49%	39%	46%	47%	48% ↑	44%	34% ↓	41%	47%	50% ↑	52% ↑	32% ↓	37% ↓
Never	44%	35% ↓	44%	46%	46%	42%	51%	44%	43%	42% ↓	46%	57% ↑	47%	40%	37% ↓	37% ↓	60% ↑	55% ↑
NET Most of the time + Always	10%	12%	11%	4% ↓	10%	9%	10%	10%	10%	10%	10%	9%	12%	12%	13% ↑	11%	8%	7% ↓
NET Never + Sometimes	90%	88%	89%	96% ↑	90%	91%	90%	90%	90%	90%	90%	91%	88%	88%	87% ↓	89%	92%	93% ↑
Average	1.7	1.8	1.7	1.6	1.7	1.7	1.6	1.7	1.7	1.7 ↑	1.7	1.6 ↓	1.7	1.8	1.8 ↑	1.8 ↑	1.5 ↓	1.5 ↓
Standard Deviation	0.8	0.7	0.8	0.6	0.8	0.7	0.7	0.7	0.8	0.8	0.8	0.8	0.9	0.8	0.8	0.7	0.7	0.7

↑ ↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 4 scale (1 = Never, 2 = Sometimes, 3 = Most of the time and 4 = Always) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 7645	ACT n = 194	NSW n = 2213	NT n = 181	QLD n = 1544	SA n = 603	Tas. n = 205	Vic. n = 1953	WA n = 752	Metro n = 5057	Regional n = 1917	Rural n = 584	Do not wish to specify n = 66	Interns n = 596	Prevoc. & unaccredited n = 1545	Specialist non-GP n = 2872	Specialist GP n = 1174	IMGs n = 1458
Very light	0%	1%	0%	0%	0%	0%	0%	0%	1%	0%	0%	1%	0%	0%	1%	0%	1%	0%
Light	3%	2%	3%	7% ↑	3%	3%	4%	3%	3%	3%	3%	5%	3%	5%	4% ↑	3%	2%	3%
Moderate	46%	44%	46%	52%	45%	49%	53%	45%	47%	44% ↓	50% ↑	55% ↑	52%	43%	42% ↓	42% ↓	60% ↑	50% ↑
Heavy	40%	44%	40%	34%	40%	38%	37%	40%	37%	41% ↑	38%	33% ↓	38%	41%	41%	42% ↑	32% ↓	39%
Very heavy	11%	9%	10%	7%	11%	11%	7%	11%	12%	12% ↑	8% ↓	6% ↓	8%	11%	12%	13% ↑	5% ↓	8% ↓
NET Heavy + Very heavy	50%	54%	50%	41%	51%	49%	43%	52%	49%	53% ↑	46% ↓	39% ↓	45%	52%	53%	55% ↑	37% ↓	47% ↓
NET Very light + Light	4%	2%	3%	7%	3%	3%	4%	4%	4%	3%	3%	5% ↑	3%	5%	5% ↑	3%	3%	3%

↑ ↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 7619	ACT n = 194	NSW n = 2204	NT n = 181	QLD n = 1538	SA n = 603	Tas. n = 205	Vic. n = 1946	WA n = 748	Metro n = 5041	Regional n = 1912	Rural n = 580	Do not wish to specify n = 66	Interns n = 593	Prevoc. & unaccredited n = 1541	Specialist non-GP n = 2864	Specialist GP n = 1171	IMGs n = 1450
Less than 20 hours	1%	1%	2%	0%	1%	2%	2%	1%	2%	1%	1%	2%	5%	1%	2%	1% ↓	4% ↑	1%
20 – 29 hours	5%	7%	6% ↑	3%	3% ↓	4%	1%	5%	6%	5%	4%	7% ↑	8%	1% ↓	3% ↓	5%	13% ↑	2% ↓
30 – 39 hours	18%	13%	15% ↓	18%	22% ↑	24% ↑	18%	20% ↑	11% ↓	15% ↓	21% ↑	34% ↑	32% ↑	10% ↓	13% ↓	11% ↓	37% ↑	25% ↑
40 – 49 hours	46%	39%	45%	53%	47%	41% ↓	47%	44%	52% ↑	46%	46%	38% ↓	38%	46%	43% ↓	50% ↑	33% ↓	50% ↑
50 – 59 hours	17%	25% ↑	19% ↑	14%	15% ↓	17%	17%	17%	16%	19% ↑	15% ↓	12% ↓	14%	27% ↑	20% ↑	20% ↑	8% ↓	11% ↓
60 – 69 hours	6%	10% ↑	7%	7%	6%	4%	6%	5%	6%	7% ↑	5% ↓	3% ↓	2%	8% ↑	9% ↑	7% ↑	2% ↓	2% ↓
70 – 79 hours	3%	1%	2%	2%	4%	4%	2%	3%	2%	3%	3%	2%	0%	3%	4% ↑	3%	1% ↓	3%
80 – 89 hours	2%	2%	2%	0%	1%	2%	3%	2%	2%	2%	2%	1% ↓	2%	3%	2%	2%	1% ↓	3% ↑
90 hours	2%	3%	2%	3%	1% ↓	3%	3%	2%	2%	2%	2%	2%	2%	2%	3% ↑	2%	2%	2%
NET 40+ hours a week	76%	80%	77% ↑	80%	74%	70% ↓	79%	74%	81% ↑	79% ↑	73% ↓	57% ↓	56% ↓	89% ↑	82% ↑	83% ↑	46% ↓	72% ↓
Average	46.9	48.8	47.3	47.1	46.2 ↓	46.7	48.2	46.7	47.0	47.7 ↑	46.4	42.3 ↓	41.5 ↓	50.7 ↑	49.8 ↑	47.9 ↑	39.5 ↓	46.2
Standard Deviation	14.1	14.5	14.4	12.4	12.9	15.2	14.8	14.2	14.1	14.1	13.9	12.8	13.4	12.9	15.1	12.9	13.2	14.2

↑ ↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

### Q47\_1. For any unrostered overtime you have completed in the past, how often did...? You get paid for the unrostered overtime

	State/Territory									Location				Doctor in training cohort				
	Total n = 6228	ACT n = 163	NSW n = 1736	NT n = 153	QLD n = 1292	SA n = 514	Tas. n = 159	Vic. n = 1624	WA n = 587	Metro n = 4304	Regional n = 1538	Rural n = 324	Do not wish to specify n = 43	Interns n = 571	Prevoc. & unaccredited n = 1379	Specialist non-GP n = 2560	Specialist GP n = 688	IMGs n = 1030
Always	25%	20%	27% ↑	22%	30% ↑	37% ↑	35% ↑	17% ↓	17% ↓	23% ↓	29% ↑	27%	16%	22%	24%	19% ↓	22%	43% ↑
Most of the time	22%	21%	23%	27%	27% ↑	25%	26%	17% ↓	18% ↓	21% ↓	26% ↑	18%	21%	32% ↑	25% ↑	19% ↓	18% ↓	20%
Sometimes	26%	30%	25%	27%	25%	22% ↓	16% ↓	28% ↑	29%	26%	26%	22%	44% ↑	28%	28%	28% ↑	23%	19% ↓
Never	27%	29%	25% ↓	23%	17% ↓	17% ↓	23%	38% ↑	37% ↑	30% ↑	19% ↓	34% ↑	19%	18% ↓	23% ↓	33% ↑	36% ↑	17% ↓
NET Most of the time + Always	47%	41%	50% ↑	50%	57% ↑	62% ↑	60% ↑	34% ↓	34% ↓	44% ↓	55% ↑	45%	37%	54% ↑	49%	39% ↓	41% ↓	63% ↑
NET Never + Sometimes	53%	59%	50% ↓	50%	43% ↓	38% ↓	40% ↓	66% ↑	66% ↑	56% ↑	45% ↓	55%	63%	46% ↓	51%	61% ↑	59% ↑	37% ↓
Average	2.4	2.3	2.5 ↑	2.5	2.7 ↑	2.8 ↑	2.7 ↑	2.1 ↓	2.1 ↓	2.4 ↓	2.6 ↑	2.4	2.3	2.6 ↑	2.5	2.3 ↓	2.3 ↓	2.9 ↑
Standard Deviation	1.1	1.1	1.1	1.1	1.1	1.1	1.2	1.1	1.1	1.1	1.1	1.2	1.0	1.0	1.1	1.1	1.2	1.1

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 4 scale (1 = Never, 2 = Sometimes, 3 = Most of the time and 4 = Always) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

### Q47\_2. For any unrostered overtime you have completed in the past, how often did...? Working unrostered overtime have a negative impact on your training

	State/Territory									Location				Doctor in training cohort				
	Total n = 5936	ACT n = 155	NSW n = 1680	NT n = 140	QLD n = 1224	SA n = 485	Tas. n = 148	Vic. n = 1550	WA n = 554	Metro n = 4108	Regional n = 1444	Rural n = 324	Do not wish to specify n = 41	Interns n = 541	Prevoc. & unaccredited n = 1260	Specialist non-GP n = 2503	Specialist GP n = 682	IMGs n = 950
Always	8%	5%	8%	4%	7%	7%	9%	11% ↑	8%	9%	7%	9%	17%	10%	8%	9% ↑	8%	5% ↓
Most of the time	16%	21%	13% ↓	16%	14%	13%	16%	20% ↑	17%	17% ↑	13% ↓	13%	15%	17%	16%	19% ↑	14%	9% ↓
Sometimes	47%	57%	51% ↑	43%	46%	48%	35% ↓	46%	45%	48%	48%	44%	37%	48%	50%	49%	47%	42% ↓
Never	28%	17% ↓	28%	36%	33% ↑	32%	41% ↑	23% ↓	29%	27% ↓	31% ↑	34%	32%	26%	26%	23% ↓	30%	45% ↑
NET Most of the time + Always	24%	26%	21% ↓	21%	21% ↓	20%	24%	31% ↑	25%	26% ↑	21% ↓	23%	32%	27%	24%	28% ↑	23%	14% ↓
NET Never + Sometimes	76%	74%	79% ↑	79%	79% ↑	80%	76%	69% ↓	75%	74% ↓	79% ↑	77%	68%	73%	76%	72% ↓	77%	86% ↑
Average	2.0	2.1	2.0	1.9	2.0 ↓	1.9 ↓	1.9	2.2 ↑	2.0	2.1 ↑	2.0 ↓	2.0	2.2	2.1	2.1	2.1 ↑	2.0	1.7 ↓
Standard Deviation	0.9	0.7	0.9	0.8	0.9	0.9	1.0	0.9	0.9	0.9	0.9	0.9	1.1	0.9	0.9	0.9	0.9	0.8

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 4 scale (1 = Never, 2 = Sometimes, 3 = Most of the time and 4 = Always) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q47\_3. For any unrostered overtime you have completed in the past, how often did...? Working unrostered overtime provide you with more training opportunities**

	State/Territory									Location				Doctor in training cohort				
	Total n = 5993	ACT n = 157	NSW n = 1687	NT n = 144	QLD n = 1233	SA n = 484	Tas. n = 147	Vic. n = 1587	WA n = 554	Metro n = 4136	Regional n = 1477	Rural n = 322	Do not wish to specify n = 41	Interns n = 546	Prevoc. & unaccredited n = 1298	Specialist non-GP n = 2513	Specialist GP n = 675	IMGs n = 961
Always	4%	2%	4%	6%	4%	5%	4%	3%	4%	4%	5%	5%	5%	2%	4%	3% ↓	4%	9% ↑
Most of the time	12%	12%	11%	13%	12%	13%	22% ↑	11%	9%	11%	13%	11%	5%	11%	13%	11%	9%	15% ↑
Sometimes	52%	54%	52%	51%	53%	50%	42%	53%	49%	51%	54%	47%	51%	47%	54%	51%	51%	54%
Never	32%	32%	32%	31%	31%	32%	31%	33%	37%	33%	28% ↓	37%	39%	40% ↑	29% ↓	36% ↑	36%	21% ↓
NET Most of the time + Always	16%	14%	15%	18%	17%	18%	27% ↑	14%	14%	15%	18%	16%	10%	13%	17%	13% ↓	13%	24% ↑
NET Never + Sometimes	84%	86%	85%	82%	83%	82%	73% ↓	86%	86%	85%	82%	84%	90%	87%	83%	87% ↑	87%	76% ↓
Average	1.9	1.8	1.9	1.9	1.9	1.9	2.0	1.8	1.8	1.9 ↓	1.9 ↑	1.8	1.8	1.7 ↓	1.9 ↑	1.8 ↓	1.8 ↓	2.1 ↑
Standard Deviation	0.8	0.7	0.8	0.8	0.8	0.8	0.8	0.7	0.8	0.8	0.8	0.8	0.8	0.7	0.7	0.7	0.8	0.8

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 4 scale (1 = Never, 2 = Sometimes, 3 = Most of the time and 4 = Always) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

## A1.6. Patient safety

Q48. In your setting, how would you rate the quality of your training on how to raise concerns about patient safety?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 7616	ACT n = 190	NSW n = 2207	NT n = 179	QLD n = 1538	SA n = 600	Tas. n = 203	Vic. n = 1949	WA n = 750	Metro n = 5034	Regional n = 1914	Rural n = 582	Do not wish to specify n = 66	Interns n = 591	Prevoc. & unaccredited n = 1539	Specialist non-GP n = 2862	Specialist GP n = 1172	IMGs n = 1452
Excellent	25%	22%	25%	27%	24%	27%	33%	25%	23%	25%	25%	30% ↑	39% ↑	15% ↓	21% ↓	22% ↓	28%	38% ↑
Good	50%	42%	50%	49%	51%	51%	50%	50%	52%	50%	52%	48%	27% ↓	53%	49%	51%	50%	49%
Average	20%	30% ↑	20%	20%	20%	18%	15%	19%	21%	21% ↑	18%	17%	21%	26% ↑	24% ↑	21%	18%	11% ↓
Poor	4%	6%	4%	3%	4%	3%	1%	4%	3%	3%	5%	4%	9%	5%	5%	4%	3%	2% ↓
Terrible	1%	0%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	3%	2%	1%	1%	1%	1%
NET Excellent + Good	75%	64% ↓	75%	75%	76%	78%	83%	75%	75%	75%	77%	78%	67%	68% ↓	70% ↓	73% ↓	78%	86% ↑
NET Terrible + Poor	5%	6%	5%	4%	5%	4%	2%	5%	4%	5%	5%	5%	12% ↑	7%	6%	5%	4%	3% ↓
Average	3.9	3.8 ↓	3.9	4.0	3.9	4.0	4.1 ↑	3.9	3.9	3.9	4.0	4.0	3.9	3.7 ↓	3.8 ↓	3.9 ↓	4.0 ↑	4.2 ↑
Standard Deviation	0.8	0.9	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.9	1.1	0.8	0.8	0.8	0.8	0.8

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Terrible, 2 = Poor, 3 = Average, 4 = Good and 5 = Excellent) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q49\_1. Thinking about patient care and safety in your setting, to what extent do you agree or disagree with the following statements? I know how to report concerns about patient care and safety**

	State/Territory									Location				Doctor in training cohort				
	Total n = 7568	ACT n = 190	NSW n = 2195	NT n = 178	QLD n = 1534	SA n = 595	Tas. n = 199	Vic. n = 1935	WA n = 742	Metro n = 5004	Regional n = 1899	Rural n = 578	Do not wish to specify n = 66	Interns n = 587	Prevoc. & unaccredited n = 1521	Specialist non-GP n = 2852	Specialist GP n = 1162	IMGs n = 1446
Strongly Agree	29%	24%	29%	35%	28%	28%	40% ↑	29%	29%	28% ↓	30%	37% ↑	35%	19% ↓	27%	26% ↓	30%	41% ↑
Agree	59%	62%	57%	57%	61%	61%	54%	60%	58%	60%	59%	55%	53%	61%	60%	61% ↑	60%	52% ↓
Neither Agree nor Disagree	9%	10%	10%	6%	8%	8%	5%	8%	8%	9%	9%	6% ↓	8%	14% ↑	8%	10%	7%	5% ↓
Disagree	3%	4%	3%	1%	3%	2%	1%	3%	4%	3%	2%	2%	5%	6% ↑	4% ↑	2%	2%	1% ↓
Strongly Disagree	0%	0%	1%	1%	0%	0%	1%	0%	0%	0%	0%	1%	0%	1%	0%	0%	0%	1%
NET Strongly Agree + Agree	88%	86%	87%	93%	89%	89%	94%	89%	87%	88%	88%	92% ↑	88%	79% ↓	88%	88%	90%	93% ↑
NET Strongly Disagree + Disagree	3%	4%	3%	1%	3%	3%	1%	3%	4%	3%	3%	2%	5%	7% ↑	4%	3%	2%	2% ↓
Average	4.1	4.1	4.1	4.3 ↑	4.1	4.1	4.3 ↑	4.1	4.1	4.1 ↓	4.2	4.3 ↑	4.2	3.9 ↓	4.1	4.1 ↓	4.2	4.3 ↑
Standard Deviation	0.7	0.7	0.7	0.6	0.7	0.7	0.6	0.7	0.7	0.7	0.7	0.7	0.8	0.8	0.7	0.7	0.7	0.7

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q49\_2. Thinking about patient care and safety in your setting, to what extent do you agree or disagree with the following statements? There is a culture of proactively dealing with concerns about patient care and safety**

	State/Territory									Location				Doctor in training cohort				
	Total n = 7559	ACT n = 190	NSW n = 2192	NT n = 177	QLD n = 1531	SA n = 595	Tas. n = 199	Vic. n = 1933	WA n = 742	Metro n = 5000	Regional n = 1895	Rural n = 577	Do not wish to specify n = 66	Interns n = 586	Prevoc. & unaccredited n = 1520	Specialist non-GP n = 2849	Specialist GP n = 1161	IMGs n = 1443
Strongly Agree	26%	21%	25%	27%	26%	24%	34%	26%	27%	26%	25%	30%	29%	17% ↓	24%	23% ↓	26%	36% ↑
Agree	53%	48%	53%	48%	55%	55%	47%	54%	52%	53%	54%	53%	47%	55%	54%	53%	56%	49% ↓
Neither Agree nor Disagree	16%	19%	16%	20%	14%	16%	16%	15%	15%	16%	15%	13%	17%	19%	17%	17%	14%	12% ↓
Disagree	5%	11% ↑	5%	5%	4%	4%	3%	4%	5%	5%	5%	4%	8%	7% ↑	5%	5%	5%	2% ↓
Strongly Disagree	1%	1%	1%	0%	1%	1%	1%	1%	1%	1%	1%	1%	0%	2%	1%	1%	0%	0%
NET Strongly Agree + Agree	79%	69% ↓	78%	75%	81%	79%	80%	80%	79%	78%	79%	83%	76%	73% ↓	77%	77% ↓	81%	85% ↑
NET Strongly Disagree + Disagree	6%	12% ↑	6%	5%	5%	5%	4%	5%	6%	6%	5%	4%	8%	9% ↑	6%	6%	5%	3% ↓
Average	4.0	3.8 ↓	4.0	4.0	4.0	4.0	4.1	4.0	4.0	4.0	4.0	4.1 ↑	4.0	3.8 ↓	3.9	3.9 ↓	4.0	4.2 ↑
Standard Deviation	0.8	0.9	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.9	0.9	0.8	0.9	0.8	0.8

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q49\_3. Thinking about patient care and safety in your setting, to what extent do you agree or disagree with the following statements? I am confident to raise concerns about patient care and safety**

	State/Territory									Location				Doctor in training cohort				
	Total n = 7566	ACT n = 190	NSW n = 2195	NT n = 178	QLD n = 1533	SA n = 595	Tas. n = 199	Vic. n = 1934	WA n = 742	Metro n = 5004	Regional n = 1897	Rural n = 578	Do not wish to specify n = 66	Interns n = 587	Prevoc. & unaccredited n = 1521	Specialist non-GP n = 2850	Specialist GP n = 1162	IMGs n = 1446
Strongly Agree	30%	23%	29%	31%	29%	30%	39% ↑	31%	30%	29%	31%	36% ↑	33%	18% ↓	27%	27% ↓	30%	43% ↑
Agree	57%	58%	56%	54%	58%	59%	53%	56%	56%	57%	57%	54%	53%	60%	58%	58%	59%	50% ↓
Neither Agree nor Disagree	10%	14%	10%	11%	9%	9%	7%	9%	11%	10%	9%	7%	11%	14% ↑	12%	11% ↑	8%	6% ↓
Disagree	3%	4%	3%	3%	3%	2%	0%	3%	4%	3%	3%	2%	3%	7% ↑	3%	3%	3%	1% ↓
Strongly Disagree	1%	1%	1%	1%	1%	0%	1%	1%	0%	1%	1%	1%	0%	1%	1%	1%	0% ↓	1%
NET Strongly Agree + Agree	86%	81%	86%	85%	87%	89%	92%	87%	86%	86%	87%	90%	86%	78% ↓	85%	85% ↓	89% ↑	92% ↑
NET Strongly Disagree + Disagree	4%	5%	4%	4%	3%	2%	1%	4%	4%	4%	4%	3%	3%	9% ↑	3%	4%	3%	2% ↓
Average	4.1	4.0 ↓	4.1	4.1	4.1	4.2	4.3 ↑	4.1	4.1	4.1 ↓	4.1	4.2 ↑	4.2	3.9 ↓	4.1	4.1 ↓	4.2 ↑	4.3 ↑
Standard Deviation	0.8	0.8	0.8	0.8	0.7	0.7	0.7	0.8	0.7	0.8	0.7	0.7	0.7	0.8	0.7	0.8	0.7	0.7

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q49\_4. Thinking about patient care and safety in your setting, to what extent do you agree or disagree with the following statements? There are processes in place at my workplace to support the safe handover of patients between shifts / practitioners by BANNER-Data Tables**

	Year	State/Territory								Location				Doctor in training cohort				
	Total n = 7572	ACT n = 190	NSW n = 2195	NT n = 178	QLD n = 1535	SA n = 596	Tas. n = 201	Vic. n = 1934	WA n = 743	Metro n = 5007	Regional n = 1899	Rural n = 579	Do not wish to specify n = 66	Interns n = 588	Prevoc. & unaccredited n = 1521	Specialist non-GP n = 2853	Specialist GP n = 1162	IMGs n = 1448
Strongly Agree	27%	23%	27%	28%	27%	28%	36% ↑	26%	29%	27%	26%	30%	36%	18% ↓	26%	24% ↓	24% ↓	42% ↑
Agree	55%	54%	54%	56%	59% ↑	58%	47%	54%	52%	55%	56%	49% ↓	50%	63% ↑	57%	57%	54%	47% ↓
Neither Agree nor Disagree	12%	17%	13%	9%	9% ↓	11%	10%	14%	13%	12%	12%	13%	12%	13%	12%	13%	15% ↑	8% ↓
Disagree	4%	5%	4%	4%	4%	3%	5%	5%	5%	4%	4%	6% ↑	2%	6%	4%	4%	6% ↑	2% ↓
Strongly Disagree	1%	1%	1%	2%	1%	1%	2%	2%	1%	1%	1%	2%	0%	1%	1%	2%	1%	1%
NET Strongly Agree + Agree	82%	77%	82%	84%	86% ↑	86%	83%	80% ↓	81%	83%	83%	79%	86%	81%	83%	81%	77% ↓	89% ↑
NET Strongly Disagree + Disagree	5%	6%	5%	7%	5%	4%	7%	6%	5%	5%	5%	8% ↑	2%	6%	5%	6%	7% ↑	2% ↓
Average	4.0	3.9	4.0	4.0	4.1	4.1	4.1	4.0 ↓	4.0	4.0	4.0	4.0	4.2	3.9 ↓	4.0	4.0 ↓	3.9 ↓	4.3 ↑
Standard Deviation	0.8	0.8	0.8	0.9	0.8	0.7	0.9	0.9	0.8	0.8	0.8	0.9	0.7	0.8	0.8	0.8	0.9	0.7

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

## A1.1. Overall satisfaction

### Q50\_1. Thinking about your setting, to what extent do you agree or disagree with the following statements? I would recommend my current training position to other doctors

	State/Territory									Location				Doctor in training cohort				
	Total n = 7561	ACT n = 191	NSW n = 2188	NT n = 180	QLD n = 1529	SA n = 596	Tas. n = 201	Vic. n = 1934	WA n = 742	Metro n = 5002	Regional n = 1895	Rural n = 578	Do not wish to specify n = 65	Interns n = 586	Prevoc. & unaccredited n = 1519	Specialist non-GP n = 2852	Specialist GP n = 1159	IMGs n = 1445
Strongly Agree	31%	23%	30%	37%	31%	32%	37%	32%	31%	31%	31%	34%	29%	26%	26% ↓	31% ↓	35%	38% ↑
Agree	47%	45%	46%	44%	49%	51%	40%	45%	48%	46%	48%	46%	35%	50%	46%	47%	48%	44%
Neither Agree nor Disagree	14%	23%	15% ↑	10%	12%	10%	13% ↓	15%	14%	14%	14%	13%	25%	15%	18%	14% ↑	11%	12% ↓
Disagree	5%	8%	6%	4%	5%	6%	6%	5%	5%	6%	4% ↑	3%	8%	6%	8%	6% ↑	3%	4% ↓
Strongly Disagree	3%	2%	3%	4%	3%	2%	3%	3%	2%	3%	2%	4%	3%	4%	3%	3%	2%	3%
NET Strongly Agree + Agree	78%	68%	76% ↓	82% ↓	80%	83%	78% ↑	77%	79%	77%	79%	79%	65%	75%	72%	77% ↓	83%	82% ↑
NET Strongly Disagree + Disagree	8%	10%	9%	8%	8%	7%	9%	8%	7%	9%	7% ↑	7%	11%	9%	10%	9% ↑	6%	6% ↓

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

### Q50\_2. Thinking about your setting, to what extent do you agree or disagree with the following statements? I would recommend my current workplace as a place to train

	State/Territory									Location				Doctor in training cohort				
	Total n = 7561	ACT n = 191	NSW n = 2188	NT n = 180	QLD n = 1529	SA n = 596	Tas. n = 201	Vic. n = 1934	WA n = 742	Metro n = 5003	Regional n = 1895	Rural n = 577	Do not wish to specify n = 65	Interns n = 586	Prevoc. & unaccredited n = 1519	Specialist non-GP n = 2852	Specialist GP n = 1160	IMGs n = 1444
Strongly Agree	32%	23%	31%	41%	33%	33%	37%	32%	32%	32%	32%	34%	26%	29%	26%	32% ↓	35%	38%
Agree	44%	39%	44%	42%	44%	48%	40%	43%	46%	44%	44%	41%	40%	46%	46%	44%	44%	42%
Neither Agree nor Disagree	14%	23%	15% ↑	8%	14%	11%	14%	15%	14%	14%	15%	15%	23%	13%	18%	14% ↑	13%	13%
Disagree	6%	11%	7% ↑	5%	5%	5%	7%	6%	5%	6%	6%	5%	8%	8%	8%	6% ↑	5%	4%
Strongly Disagree	3%	4%	3%	4%	3%	3%	2%	3%	3%	3%	3%	5%	3%	4%	3%	4%	3%	3%
NET Strongly Agree + Agree	76%	62%	75% ↓	83%	77%	82%	77% ↑	75%	78%	76%	76%	76%	66%	75%	72%	76% ↓	80%	80%
NET Strongly Disagree + Disagree	9%	15%	10%	9%	9%	8%	9%	9%	8%	10%	8%	10%	11%	12%	11%	10%	7%	7%

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

## A1.2. Future career intentions

Q51a. Do you intend to continue in your specialty training program?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 3998	ACT n = 99	NSW n = 1189	NT n = 87	QLD n = 850	SA n = 339	Tas. n = 90	Vic. n = 992	WA n = 352	Metro n = 2739	Regional n = 861	Rural n = 368	Do not wish to specify n = 24!	Interns n < 10^	Prevoc. & unaccredited n < 10^	Specialist non-GP n = 2842	Specialist GP n = 1156	IMGs n < 10^
Yes	94%	91%	94%	95%	95%	92%	93%	94%	93%	95%	94%	93%	71%			94%	95%	
No	1%	0%	2%	1%	0%	2%	1%	1%	1%	1%	1%	1%	4%			1%	1%	
Undecided	5%	9%	4%	3%	5%	5%	6%	4%	5%	4%	5%	5%	25%			5%	4%	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result.

Q51b. Do you intend to continue on a pathway to general or specialist registration?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 1446	ACT n = 25!	NSW n = 417	NT n = 34	QLD n = 246	SA n = 104	Tas. n = 66	Vic. n = 404	WA n = 150	Metro n = 816	Regional n = 466	Rural n = 131	Do not wish to specify n = 27!	Interns n < 10^	Prevoc. & unaccredited n < 10^	Specialist non-GP n < 10^	Specialist GP n < 10^	IMGs n = 1446
Yes – general registration	42%	28%	49% ↑	47%	34% ↓	41%	52%	39%	40%	41%	47% ↑	34%	11%					42%
Yes – specialist registration	48%	52%	41% ↓	47%	57% ↑	44%	45%	51%	49%	45% ↓	47%	66% ↑	78%					48%
No	5%	8%	4%	3%	3%	10% ↑	0%	6%	5%	7% ↑	2% ↓	0% ↓	4%					5%
Unsure	6%	12%	7%	3%	6%	5%	3%	4%	7%	8% ↑	3% ↓	1% ↓	7%					6%

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

Q52. Do you intend to become a specialist?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 2103	ACT n = 66	NSW n = 579	NT n = 59	QLD n = 427	SA n = 153	Tas. n = 45	Vic. n = 534	WA n = 240	Metro n = 1441	Regional n = 560	Rural n = 80	Do not wish to specify n = 14!	Interns n = 587	Prevoc. & unaccredited n = 1516	Specialist non-GP n < 10^	Specialist GP n < 10^	IMGs n < 10^
Yes	88%	85%	87%	92%	90%	88%	91%	89%	85%	89%	87%	84%	79%	85%	89%			
No	3%	0%	4%	2%	3%	1%	0%	2%	4%	3%	3%	5%	7%	4%	2%			
Unsure	9%	15%	9%	7%	7%	10%	9%	8%	11%	8%	10%	11%	14%	11%	8%			

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result

Q53. Which specialty are you most interested in pursuing?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 1852	ACT n = 56	NSW n = 501	NT n = 54	QLD n = 383	SA n = 135	Tas. n = 41	Vic. n = 477	WA n = 205	Metro n = 1281	Regional n = 487	Rural n = 67	Do not wish to specify n = 11!	Interns n = 500	Prevoc. & unaccredited n = 1352	Specialist non-GP n<10^	Specialist GP n<10^	IMGs n<10^
Addiction medicine – The Royal Australasian College of Physicians (RACP)	1%	0%	1%	0%	1%	0%	0%	1%	0%	1%	1%	0%	0%	1%	0%			
Anaesthesia – Australian and New Zealand College of Anaesthetists (ANZCA)	9%	5%	10%	6%	9%	9%	7%	10%	8%	10%	9%	6%	0%	10%	9%			
Dermatology – The Australasian College of Dermatologists (ACD)	2%	0%	2%	0%	1%	1%	0%	2%	2%	2%	1%	0%	0%	1%	2%			
Emergency medicine – Australasian College for Emergency Medicine (ACEM)	7%	5%	7%	11%	7%	8%	15%	6%	6%	6%	8%	3%	9%	6%	7%			
General practice – Australian College of Rural and Remote Medicine (ACRRM)	3%	5%	2%	9%	4%	1%	5%	2%	4%	1% ↓	5% ↑	18% ↑	0%	4%	3%			
General practice – The Royal Australian College of General Practitioners (RACGP)	16%	9%	17%	26%	16%	13%	12%	16%	16%	13% ↓	20%	42% ↑	36%	12%	17%			
Intensive care medicine – Australian and New Zealand College of Anaesthetists (ANZCA)	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%			

Intensive care medicine – College of Intensive Care Medicine of Australia and New Zealand (CICM)	3%	2%	3%	0%	4%	5%	0%	3%	1%	3%	4%	0%	0%	2%	3%
Intensive care medicine – The Royal Australasian College of Physicians (RACP)	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Medical administration – The Royal Australasian College of Medical Administrators (RACMA)	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Obstetrics and gynaecology – The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)	6%	4%	4%	9%	4%	10%	10%	7%	5%	6%	5%	4%	9%	5%	6%
Occupational and environmental medicine – The Royal Australasian College of Physicians (RACP)	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Ophthalmology – The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)	2%	2%	3%	0%	2%	3%	0%	1%	0%	2%	1%	0%	0%	1%	2%
Paediatrics and child health – The Royal Australasian College of Physicians (RACP)	5%	9%	3%	6%	7%	3%	2%	5%	3%	5%	5%	6%	0%	7% ↑	4% ↓

Pain medicine – Australian and New Zealand College of Anaesthetists (ANZCA)	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	9%	0%	0%
Palliative medicine – The Royal Australasian College of Physicians (RACP)	1%	2%	0%	2%	1%	1%	0%	0%	1%	1%	1%	0%	0%	1%	0%	
Pathology – The Royal College of Pathologists of Australasia (RCPA)	1%	4%	0%	0%	1%	1%	2%	0%	1%	1%	0%	0%	0%	1%	1%	
Physician – The Royal Australasian College of Physicians (RACP)	8%	13%	8%	6%	6%	4%	12%	9%	13%	9%	6%	4%	9%	15% ↑	6% ↓	
Psychiatry – The Royal Australian and New Zealand College of Psychiatrists (RANZCP)	4%	4%	4%	4%	3%	8%	2%	3%	7%	5%	3%	1%	0%	6%	4%	
Public health medicine – The Royal Australasian College of Physicians (RACP)	0%	4% ↑	1%	0%	0%	1%	0%	0%	0%	1%	0%	0%	0%	0%	1%	
Radiation oncology – The Royal Australian and New Zealand College of Radiologists (RANZCR)	1%	0%	1%	0%	1%	0%	0%	0%	1%	1%	0%	0%	0%	1%	1%	
Radiology – The Royal Australian and New Zealand College of Radiologists (RANZCR)	3%	2%	3%	2%	4%	2%	0%	2%	4%	4%	2%	1%	0%	2%	3%	

Rehabilitation medicine – The Royal Australasian College of Physicians (RACP)	0%	0%	1%	0%	0%	1%	2%	0%	0%	0%	1%	0%	0%	0%	1%
Sexual health medicine – The Royal Australasian College of Physicians (RACP)	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Sports and exercise medicine – Australasian College of Sport and Exercise Physicians (ACSEP)	0%	2%	1%	0%	1%	0%	0%	0%	0%	0%	1%	0%	0%	0%	1%
Surgery – Oral and maxillofacial surgery – Royal Australasian College of Dental Surgeons (RACDS)	1%	0%	0%	2%	1%	0%	2%	0%	1%	1%	1%	0%	0%	0%	1%
Surgery – Royal Australasian College of Surgeons (RACS)	24%	27%	24%	15%	22%	22%	27%	27%	21%	26% ↑	20%	6% ↓	18%	16% ↓	26% ↑
Unsure	4%	4%	4%	4%	5%	5%	0%	4%	3%	3%	5%	7%	9%	7% ↑	3% ↓

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

### Q54\_1. Thinking about your future career, to what extent do you agree or disagree with the following statements? I have an interest in Aboriginal and Torres Strait Islander health/healthcare

	State/Territory									Location				Doctor in training cohort				
	Total n = 7463	ACT n = 187	NSW n = 2167	NT n = 179	QLD n = 1511	SA n = 586	Tas. n = 200	Vic. n = 1902	WA n = 731	Metro n = 4927	Regional n = 1873	Rural n = 578	Do not wish to specify n = 64	Interns n = 586	Prevoc. & unaccredited n = 1512	Specialist non-GP n = 2839	Specialist GP n = 1153	IMGs n = 1373
Strongly Agree	12%	14%	12%	44% ↑	10% ↓	12%	14%	10% ↓	13%	10% ↓	13%	23% ↑	25% ↑	13%	11%	9% ↓	16% ↑	16% ↑
Agree	36%	34%	37%	41%	36%	31% ↓	35%	35%	41% ↑	34% ↓	39% ↑	43% ↑	30%	36%	38%	33% ↓	40% ↑	37%
Neither Agree nor Disagree	35%	36%	36%	12% ↓	35%	40%	37%	37%	32%	37% ↑	34%	25% ↓	39%	36%	36%	38% ↑	29% ↓	35%
Disagree	12%	13%	12%	1% ↓	14% ↑	14%	10%	13%	11%	14% ↑	11% ↓	8% ↓	2% ↓	10%	11%	15% ↑	13%	10% ↓
Strongly Disagree	4%	3%	4%	1%	5%	5%	4%	4%	3%	5% ↑	3%	2% ↓	5%	5%	4%	5%	3%	3% ↓
NET Strongly Agree + Agree	48%	48%	49%	85% ↑	46%	42% ↓	49%	45% ↓	54% ↑	45% ↓	52% ↑	66% ↑	55%	49%	49%	43% ↓	56% ↑	52% ↑
NET Strongly Disagree + Disagree	17%	16%	16%	2% ↓	19% ↑	18%	14%	17%	14%	18% ↑	14% ↓	9% ↓	6%	15%	15%	20% ↑	16%	13% ↓
Average	3.4	3.4	3.4	4.3 ↑	3.3 ↓	3.3 ↓	3.5	3.3 ↓	3.5 ↑	3.3 ↓	3.5 ↑	3.8 ↑	3.7 ↑	3.4	3.4	3.3 ↓	3.5 ↑	3.5 ↑
Standard Deviation	1.0	1.0	1.0	0.8	1.0	1.0	1.0	1.0	1.0	1.0	1.0	0.9	1.0	1.0	1.0	1.0	1.0	1.0

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

### Q54\_2. Thinking about your future career, to what extent do you agree or disagree with the following statements? I am interested in rural practice

	State/Territory									Location				Doctor in training cohort				
	Total n = 7452	ACT n = 187	NSW n = 2163	NT n = 179	QLD n = 1511	SA n = 585	Tas. n = 199	Vic. n = 1898	WA n = 730	Metro n = 4922	Regional n = 1869	Rural n = 576	Do not wish to specify n = 64	Interns n = 586	Prevoc. & unaccredited n = 1512	Specialist non-GP n = 2837	Specialist GP n = 1151	IMGs n = 1366
Strongly Agree	14%	13%	14%	38% ↑	12% ↓	10% ↓	19%	13%	15%	9% ↓	19% ↑	35% ↑	13%	16%	15%	9% ↓	21% ↑	15%
Agree	33%	31%	34%	38%	31%	32%	40%	34%	35%	30% ↓	40% ↑	43% ↑	33%	37%	34%	29% ↓	36%	37% ↑
Neither Agree nor Disagree	30%	33%	30%	16% ↓	29%	31%	27%	31%	29%	33% ↑	26% ↓	16% ↓	42%	26%	31%	32% ↑	25% ↓	30%
Disagree	18%	17%	17%	7% ↓	22% ↑	20%	11% ↓	18%	17%	22% ↑	13% ↓	5% ↓	8%	17%	15% ↓	24% ↑	14% ↓	14% ↓
Strongly Disagree	5%	6%	6%	1% ↓	6%	7% ↑	3%	4% ↓	5%	6% ↑	3% ↓	2% ↓	5%	4%	4%	7% ↑	5%	4%
NET Strongly Agree + Agree	47%	44%	48%	76% ↑	43% ↓	41% ↓	59% ↑	47%	49%	39% ↓	58% ↑	77% ↑	45%	54% ↑	49%	38% ↓	57% ↑	52% ↑
NET Strongly Disagree + Disagree	23%	23%	23%	8% ↓	28% ↑	27% ↑	14% ↓	22%	22%	28% ↑	16% ↓	7% ↓	13%	21%	20% ↓	30% ↑	18% ↓	18% ↓
Average	3.3	3.3	3.3	4.1 ↑	3.2 ↓	3.2 ↓	3.6 ↑	3.3	3.4	3.1 ↓	3.6 ↑	4.0 ↑	3.4	3.5 ↑	3.4 ↑	3.1 ↓	3.5 ↑	3.4 ↑
Standard Deviation	1.1	1.1	1.1	1.0	1.1	1.1	1.0	1.0	1.1	1.1	1.0	0.9	1.0	1.1	1.1	1.1	1.1	1.0

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q54\_3. Thinking about your future career, to what extent do you agree or disagree with the following statements? I am interested in getting involved in medical research**

	State/Territory									Location				Doctor in training cohort				
	Total n = 7464	ACT n = 187	NSW n = 2166	NT n = 179	QLD n = 1512	SA n = 586	Tas. n = 200	Vic. n = 1902	WA n = 732	Metro n = 4927	Regional n = 1874	Rural n = 578	Do not wish to specify n = 64	Interns n = 586	Prevoc. & unaccredited n = 1512	Specialist non-GP n = 2840	Specialist GP n = 1152	IMGs n = 1374
Strongly Agree	17%	25% ↑	18%	22%	13% ↓	13% ↓	24% ↑	18%	16%	18% ↑	15% ↓	13% ↓	20%	24% ↑	19%	15% ↓	7% ↓	23% ↑
Agree	40%	38%	40%	32%	40%	38%	39%	41%	40%	42% ↑	39%	31% ↓	28%	42%	45% ↑	40%	27% ↓	43% ↑
Neither Agree nor Disagree	24%	21%	24%	29%	24%	29% ↑	24%	23%	26%	22% ↓	25%	34% ↑	44% ↑	19% ↓	23%	23%	34% ↑	22% ↓
Disagree	15%	10%	14%	15%	18% ↑	16%	11%	14%	15%	14% ↓	17% ↑	18%	8%	11% ↓	11% ↓	17% ↑	25% ↑	10% ↓
Strongly Disagree	4%	5%	4%	2%	4%	4%	4%	3%	3%	4%	3%	4%	0%	3%	3% ↓	5% ↑	6% ↑	2% ↓
NET Strongly Agree + Agree	57%	63%	58%	54%	54% ↓	51% ↓	62%	60% ↑	56%	60% ↑	54% ↓	44% ↓	48%	66% ↑	64% ↑	56%	35% ↓	66% ↑
NET Strongly Disagree + Disagree	19%	16%	18%	17%	22% ↑	20%	15%	18%	18%	18% ↓	21% ↑	22%	8%	14% ↓	13% ↓	21% ↑	31% ↑	12% ↓
Average	3.5	3.7	3.5	3.6	3.4 ↓	3.4 ↓	3.7 ↑	3.6 ↑	3.5	3.6 ↑	3.4 ↓	3.3 ↓	3.6	3.7 ↑	3.7 ↑	3.5 ↓	3.1 ↓	3.8 ↑
Standard Deviation	1.1	1.1	1.1	1.1	1.1	1.0	1.1	1.0	1.0	1.1	1.0	1.0	0.9	1.0	1.0	1.1	1.0	1.0

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q54\_4. Thinking about your future career, to what extent do you agree or disagree with the following statements? I am interested in getting involved in medical teaching**

	State/Territory									Location				Doctor in training cohort				
	Total n = 7465	ACT n = 187	NSW n = 2166	NT n = 179	QLD n = 1513	SA n = 586	Tas. n = 200	Vic. n = 1902	WA n = 732	Metro n = 4928	Regional n = 1874	Rural n = 578	Do not wish to specify n = 64	Interns n = 586	Prevoc. & unaccredited n = 1512	Specialist non-GP n = 2840	Specialist GP n = 1153	IMGs n = 1374
Strongly Agree	32%	34%	33%	37%	28% ↓	30%	37%	33%	30%	34% ↑	28% ↓	25% ↓	20%	39% ↑	35% ↑	32%	22% ↓	30%
Agree	49%	49%	49%	42%	52%	48%	41%	48%	50%	50%	50%	44% ↓	44%	45%	49%	53% ↑	46%	45% ↓
Neither Agree nor Disagree	15%	12%	13%	14%	16%	16%	18%	14%	15%	12% ↓	17% ↑	24% ↑	28% ↑	11%	12% ↓	11% ↓	23% ↑	18% ↑
Disagree	4%	4%	4%	5%	4%	5%	4%	5%	5%	4%	4%	7% ↑	8%	3%	3%	3% ↓	7% ↑	6% ↑
Strongly Disagree	1%	1%	1%	1%	1%	1%	1%	1%	0%	1%	1%	1%	0%	1%	0%	0%	1% ↑	1%
NET Strongly Agree + Agree	81%	83%	82%	80%	79%	79%	78%	81%	80%	83% ↑	78% ↓	68% ↓	64% ↓	84%	84% ↑	85% ↑	68% ↓	76% ↓
NET Strongly Disagree + Disagree	5%	4%	5%	6%	4%	5%	5%	5%	5%	4% ↓	5%	8% ↑	8%	4%	4% ↓	3% ↓	9% ↑	7% ↑
Average	4.1	4.1	4.1	4.1	4.0 ↓	4.0	4.1	4.1	4.0	4.1 ↑	4.0 ↓	3.8 ↓	3.8 ↓	4.2 ↑	4.2 ↑	4.1 ↑	3.8 ↓	4.0 ↓
Standard Deviation	0.8	0.8	0.8	0.9	0.8	0.8	0.9	0.8	0.8	0.8	0.8	0.9	0.9	0.8	0.8	0.8	0.9	0.9

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q54\_5. Thinking about your future career, to what extent do you agree or disagree with the following statements? I am concerned I will not successfully complete my training program to attain Fellowship / meet my pathway requirements / securing a place in**

	State/Territory									Location				Doctor in training cohort				
	Total n = 7216	ACT n = 178	NSW n = 2088	NT n = 174	QLD n = 1470	SA n = 568	Tas. n = 196	Vic. n = 1846	WA n = 696	Metro n = 4768	Regional n = 1803	Rural n = 565	Do not wish to specify n = 61	Interns n = 501	Prevoc. & unaccredited n = 1349	Specialist non-GP n = 2839	Specialist GP n = 1153	IMGs n = 1374
Strongly Agree	16%	20%	16%	15%	16%	13%	13%	18% ↑	18%	18% ↑	14% ↓	10% ↓	18%	47% ↑	44% ↑	7% ↓	6% ↓	5% ↓
Agree	19%	20%	18%	18%	19%	19%	15%	19%	23% ↑	19%	22% ↑	15% ↓	11%	29% ↑	31% ↑	16% ↓	12% ↓	16% ↓
Neither Agree nor Disagree	19%	18%	21% ↑	19%	18%	18%	13%	17%	19%	18%	19%	21%	33% ↑	13% ↓	12% ↓	19%	19%	25% ↑
Disagree	30%	33%	30%	34%	31%	30%	36%	30%	27%	30%	30%	34%	23%	8% ↓	10% ↓	37% ↑	38% ↑	37% ↑
Strongly Disagree	16%	10% ↓	15%	14%	17%	20% ↑	23% ↑	16%	14%	16%	15%	20% ↑	15%	3% ↓	3% ↓	21% ↑	24% ↑	16%
NET Strongly Agree + Agree	35%	40%	34%	33%	35%	32%	28%	36%	40% ↑	36% ↑	36%	25% ↓	30%	76% ↑	75% ↑	22% ↓	19% ↓	22% ↓
NET Strongly Disagree + Disagree	46%	42%	45%	48%	47%	50%	59% ↑	46%	41% ↓	46%	45%	55% ↑	38%	11% ↓	13% ↓	58% ↑	62% ↑	53% ↑
Average	2.9	3.1	2.9	2.9	2.9	2.8 ↓	2.6 ↓	2.9	3.0 ↑	2.9 ↑	2.9	2.6 ↓	3.0	4.1 ↑	4.0 ↑	2.5 ↓	2.4 ↓	2.6 ↓
Standard Deviation	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.4	1.3	1.3	1.3	1.2	1.3	1.1	1.1	1.2	1.2	1.1

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q54\_6. Thinking about your future career, to what extent do you agree or disagree with the following statements? I am concerned about whether I will be able to secure employment on completion of training / the pathway**

	State/Territory									Location				Doctor in training cohort				
	Total n = 7465	ACT n = 187	NSW n = 2166	NT n = 179	QLD n = 1513	SA n = 586	Tas. n = 200	Vic. n = 1903	WA n = 731	Metro n = 4928	Regional n = 1874	Rural n = 578	Do not wish to specify n = 64	Interns n = 587	Prevoc. & unaccredited n = 1511	Specialist non-GP n = 2840	Specialist GP n = 1153	IMGs n = 1374
Strongly Agree	20%	21%	20%	16%	20%	19%	18%	20%	24% ↑	23% ↑	16% ↓	8% ↓	16%	33% ↑	30% ↑	25% ↑	3% ↓	9% ↓
Agree	28%	30%	28%	21%	28%	27%	19% ↓	31% ↑	23% ↓	31% ↑	25% ↓	15% ↓	14% ↓	32% ↑	32% ↑	34% ↑	11% ↓	24% ↓
Neither Agree nor Disagree	20%	21%	21%	23%	18% ↓	19%	20%	19%	22%	19% ↓	21%	21%	34% ↑	18%	19%	18% ↓	18%	27% ↑
Disagree	22%	22%	22%	30% ↑	23%	23%	22%	22%	22%	19% ↓	26% ↑	34% ↑	20%	13% ↓	14% ↓	16% ↓	43% ↑	30% ↑
Strongly Disagree	10%	5%	9%	11%	12% ↑	12%	22% ↑	8% ↓	8%	8% ↓	12% ↑	21% ↑	16%	4% ↓	4% ↓	8% ↓	25% ↑	11%
NET Strongly Agree + Agree	48%	51%	48%	37% ↓	48%	46%	37% ↓	51% ↑	47%	54% ↑	41% ↓	23% ↓	30% ↓	65% ↑	62% ↑	58% ↑	14% ↓	33% ↓
NET Strongly Disagree + Disagree	32%	28%	31%	40% ↑	35% ↑	35%	44% ↑	30% ↓	31%	27% ↓	38% ↑	56% ↑	36%	17% ↓	19% ↓	24% ↓	68% ↑	40% ↑
Average	3.3	3.4	3.3	3.0 ↓	3.2	3.2	2.9 ↓	3.3 ↑	3.3	3.4 ↑	3.1 ↓	2.5 ↓	2.9	3.8 ↑	3.7 ↑	3.5 ↑	2.2 ↓	2.9 ↓
Standard Deviation	1.3	1.6	1.3	1.3	1.3	1.3	1.4	1.2	1.3	1.2	1.3	1.2	1.3	1.2	1.2	1.2	1.1	1.1

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

### A1.3. Profile

Q1. What is your postgraduate year?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 9329	ACT n = 244	NSW n = 2681	NT n = 217	QLD n = 1848	SA n = 732	Tas. n = 242	Vic. n = 2327	WA n = 886	Metro n = 6031	Regional n = 2245	Rural n = 665	Do not wish to specify n = 80	Interns n = 780	Prevoc. & unaccredited n = 1946	Specialist non-GP n = 3496	Specialist GP n = 1386	IMGs n = 1682
Average	5.7	5.3	5.9 ↑	5.1 ↓	5.7	5.7	5.9	5.5 ↓	5.8	5.6	5.5 ↓	6.6 ↑	7.3 ↑	1.1 ↓	4.7 ↓	6.9 ↑	6.1 ↑	6.2 ↑
Standard Deviation	3.1	3.1	3.2	3.1	3.2	3.1	3.4	3.1	3.1	3.1	3.3	3.1	2.9	0.9	2.9	2.5	2.8	3.4

Blank cells have a sample size that is smaller than 10 and have been suppressed to maintain confidentiality. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

Q2. Are you employed:																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 9341	ACT n = 244	NSW n = 2699	NT n = 218	QLD n = 1858	SA n = 737	Tas. n = 244	Vic. n = 2335	WA n = 890	Metro n = 6057	Regional n = 2260	Rural n = 670	Do not wish to specify n = 80	Interns n = 782	Prevoc. & unaccredited n = 1953	Specialist non-GP n = 3510	Specialist GP n = 1390	IMGs n = 1690
Full time	89%	86%	88% ↓	94% ↑	91% ↑	89%	90%	89%	88%	89%	90%	86% ↓	78% ↓	99% ↑	87% ↓	89%	77% ↓	96% ↑
Part time	9%	11%	10%	5% ↓	8%	10%	9%	9%	10%	9%	8%	13% ↑	14%	6% ↓	10% ↑	22% ↑	3% ↓	
Casually	2%		3%		1% ↓	1%		3%	2%	2%	2%			6% ↑	1% ↓	1% ↓	1% ↓	

Blank cells have a sample size that is smaller than 10 and have been suppressed to maintain confidentiality. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

Q3. Are you in a college training program?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 6853	ACT n = 182	NSW n = 2029	NT n = 152	QLD n = 1416	SA n = 542	Tas. n = 150	Vic. n = 1669	WA n = 637	Metro n = 4604	Regional n = 1519	Rural n = 493	Do not wish to specify n = 46	Interns n < 10^	Prevoc. & unaccredited n = 1953	Specialist non-GP n = 3510	Specialist GP n = 1390	IMGs n < 10^
Yes	72%	70%	72%	72%	72%	74%	76%	72%	65% ↓	71%	69% ↓	86% ↑	63%					
No	28%	30%	28%	28%	28%	26%	24%	28%	35% ↑	29%	31% ↑	14% ↓	37%	100% ↑				

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Blank cells have a sample size that is smaller than 10 and have been suppressed to maintain confidentiality.

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 9225	ACT n = 244	NSW n = 2699	NT n = 218	QLD n = 1858	SA n = 737	Tas. n = 244	Vic. n = 2335	WA n = 890	Metro n = 6057	Regional n = 2260	Rural n = 670	Do not wish to specify n = 80	Interns n = 772	Prevoc. & unaccredited n = 1925	Specialist non-GP n = 3462	Specialist GP n = 1390	IMGs n = 1676
NSW	29%	100% ↑								28% ↓	33% ↑	30%	30%	24% ↓	29%	29%	34% ↑	29%
Vic.	25%	100% ↑								28% ↑	19% ↓	22% ↓	26%	26%	25%	26%	21% ↓	28% ↑
QLD	20%	100% ↑								14% ↓	37% ↑	18%	21%	22%	20%	21%	21%	16% ↓
WA	10%	100% ↑								12% ↑	4% ↓	9%	14%	9%	12% ↑	9% ↓	8%	11%
SA	8%	100% ↑								10% ↑	3% ↓	7%		8%	7%	8%	9%	8%
ACT	3%	100% ↑									4% ↑			4% ↑	3%	3% ↑	1% ↓	2% ↓
Tas.	3%	100% ↑								2% ↓	4% ↑	3%		3%	2% ↓	2%	2%	4% ↑
NT	2%	100% ↑								2% ↓	1% ↓	10% ↑		4% ↑	2%	2% ↓	3% ↑	2%

Blank cells have a sample size that is smaller than 10 and have been suppressed to maintain confidentiality. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

#### Q5a. Is your current term/rotation/placement/position in a hospital?

	State/Territory									Location				Doctor in training cohort				
	Total n = 9183	ACT n = 242	NSW n = 2691	NT n = 218	QLD n = 1847	SA n = 733	Tas. n = 242	Vic. n = 2321	WA n = 889	Metro n = 6054	Regional n = 2259	Rural n = 670	Do not wish to specify n = 80	Interns n = 768	Prevoc. & unaccredited n = 1912	Specialist non-GP n = 3446	Specialist GP n = 1390	IMGs n = 1667
Yes	77%	83% ↑	75% ↓	78%	79% ↑	77%	74%	76%	79%	84% ↑	75% ↓	19% ↓	39% ↓	98% ↑	89% ↑	91% ↑	23% ↓	69% ↓
No	23%	17% ↓	25% ↑	22%	21% ↓	23%	26%	24%	21%	16% ↓	25% ↑	81% ↑	61% ↑	2% ↓	11% ↓	9% ↓	77% ↑	31% ↑

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

Q6. Is your current setting in a...?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 9067	ACT n = 240	NSW n = 2657	NT n = 214	QLD n = 1821	SA n = 727	Tas. n = 238	Vic. n = 2292	WA n = 878	Metro n = 6057	Regional n = 2260	Rural n = 670	Do not wish to specify n = 80	Interns n = 753	Prevoc. & unaccredited n = 1883	Specialist non-GP n = 3391	Specialist GP n = 1388	IMGs n = 1652
Metropolitan area (e.g. capital city - Sydney, Melbourne, Brisbane, Adelaide, Perth, Darwin, Hobart, Canberra)	67%	100% ↑	64% ↓	58% ↓	47% ↓	85% ↑	50% ↓	74% ↑	81% ↑	100% ↑				67%	70% ↑	81% ↑	39% ↓	57% ↓
Regional area (e.g. within or less than 15km from a town with a population of at least 15,000 that is not a capital city)	25%		28% ↑	9% ↓	46% ↑	8% ↓	41% ↑	19% ↓	10% ↓		100% ↑			29% ↑	25%	18% ↓	32% ↑	32% ↑
Rural area (e.g. more than 15km from the closest town with a population of at least 15,000)	7%		8%	32% ↑	7%	7%	9%	6% ↓	7%			100% ↑		4% ↓	4% ↓	1% ↓	28% ↑	9% ↑
Do not wish to specify	1%		1%		1%			1%	1%				100% ↑		1%	1% ↓	1%	2% ↑

Blank cells have a sample size that is smaller than 10 and have been suppressed to maintain confidentiality. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

### Q7. What is your role in the setting?

	State/Territory									Location				Doctor in training cohort				
	Total n = 9085	ACT n = 239	NSW n = 2655	NT n = 214	QLD n = 1824	SA n = 726	Tas. n = 238	Vic. n = 2292	WA n = 883	Metro n = 6032	Regional n = 2254	Rural n = 667	Do not wish to specify n = 79	Interns n = 786	Prevoc. & unaccredited n = 1876	Specialist non-GP n = 3381	Specialist GP n = 1388	IMGs n = 1654
Registrar	49%	52%	51% ↑	43%	48%	51%	47%	47%	47%	50% ↑	41% ↓	61% ↑	39%		6% ↓	85% ↑	77% ↑	21% ↓
Resident Medical Officer / Hospital Medical Officer	21%	19%	19% ↓	27%	20%	25% ↑	20%	23% ↑	22%	22% ↑	24% ↑	6% ↓	13%		53% ↑	8% ↓	13% ↓	30% ↑
Unaccredited Registrar	7%	8%	9% ↑	7%	1% ↓	6%	9%	8% ↑	9% ↑	8% ↑	6%	3% ↓			22% ↑	1% ↓	1% ↓	10% ↑
Principal House Officer	3%		0% ↓		11% ↑					1% ↓	6% ↑	2%			7% ↑	1% ↓	1% ↓	3%
Career Medical Officer	2%		3% ↑		1%	1%		1% ↓	1%	2%	2% ↑	1%			4% ↑	1% ↓	2%	1%
Specialist	1%		1%		1%			1%	1%	1% ↓	2% ↑							7% ↑
Intern	9%	13% ↑	7% ↓	14% ↑	9%	9%	11%	9%	9%	9%	10% ↑	4% ↓		100% ↑				1% ↓
Other	9%	6%	10%	7%	7% ↓	7% ↓	7%	11% ↑	11%	7% ↓	9%	21% ↑	33% ↑		8% ↓	4% ↓	6% ↓	27% ↑

Blank cells have a sample size that is smaller than 10 and have been suppressed to maintain confidentiality. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

### Q55. Do you identify as...?

	State/Territory									Location				Doctor in training cohort				
	Total n = 7525	ACT n = 189	NSW n = 2179	NT n = 180	QLD n = 1520	SA n = 595	Tas. n = 200	Vic. n = 1923	WA n = 739	Metro n = 4982	Regional n = 1882	Rural n = 578	Do not wish to specify n = 63	Interns n = 586	Prevoc. & unaccredited n = 1509	Specialist non-GP n = 2838	Specialist GP n = 1154	IMGs n = 1438
Female	52%	56%	50%	59%	50%	49%	45%	53%	55%	53% ↑	50%	46% ↓	38%	52%	51%	53%	56% ↑	46% ↓
Male	46%	42%	48%	38%	48%	49%	54%	45%	43%	45% ↓	48%	52% ↑	38%	47%	47%	45%	42% ↓	52% ↑
Intersex/ Indeterminate																		
Prefer not to say	2%		2%		2%	2%		2%	2%	2%	1% ↓	2%	22% ↑		2%	2%	2%	2%

Blank cells have a sample size that is smaller than 10 and have been suppressed to maintain confidentiality. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

Q56. What is your age?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 7522	ACT n = 189	NSW n = 2177	NT n = 180	QLD n = 1520	SA n = 595	Tas. n = 200	Vic. n = 1924	WA n = 737	Metro n = 4978	Regional n = 1884	Rural n = 578	Do not wish to specify n = 63	Interns n = 586	Prevoc. & unaccredited n = 1509	Specialist non-GP n = 2833	Specialist GP n = 1154	IMGs n = 1440
NET 20 to 29	27%	24%	24% ↓	27%	28%	28%	26%	30% ↑	23% ↓	29% ↑	25%	13% ↓		75% ↑	42% ↑	20% ↓	18% ↓	11% ↓
NET 30 to 39	50%	57%	51%	52%	48%	51%	39% ↓	50%	53%	52% ↑	48%	38% ↓	43%	21% ↓	40% ↓	61% ↑	47% ↓	54% ↑
NET 40 +	20%	15%	22% ↑	18%	20%	18%	33% ↑	17% ↓	21%	16% ↓	24% ↑	47% ↑	27%	3% ↓	15% ↓	15% ↓	33% ↑	32% ↑
Prefer not to say	3%		3%		4%	2%		2%	3%	3%	3%	2%	27% ↑	2%	3%	4% ↑	3%	3%
Average	34.2	33.7	34.8 ↑	33.6	34.0	33.8	35.9 ↑	33.5 ↓	34.5	33.4 ↓	34.8	38.5 ↑	37.8 ↑	27.9 ↓	32.4 ↓	34.0 ↓	36.5 ↑	37.1 ↑
Standard Deviation	6.6	5.9	6.7	6.6	6.6	6.2	7.5	6.4	6.4	6.2	6.9	7.2	5.7	4.6	6.5	5.6	7.0	6.3

Blank cells have a sample size that is smaller than 10 and have been suppressed to maintain confidentiality. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

### Q57. Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?

	Total n = 7526
NET Yes	1%
No	98%
Prefer not to say	2%

Blank cells have a sample size that is smaller than 10 and have been suppressed and data reported at an overall level only to maintain confidentiality. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

Q58a. Did you complete your primary medical degree in Australia or New Zealand?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 7780	ACT n = 195	NSW n = 2250	NT n = 183	QLD n = 1550	SA n = 625	Tas. n = 205	Vic. n = 1980	WA n = 768	Metro n = 5114	Regional n = 1942	Rural n = 592	Do not wish to specify n = 69	Interns n = 586	Prevoc. & unaccredited n = 1508	Specialist non-GP n = 2836	Specialist GP n = 1150	IMGs n = 1700
Yes - Australia	55%	66% ↑	51% ↓	59%	59% ↑	57%	46% ↓	57%	53%	62% ↑	48% ↓	32% ↓	17% ↓	97% ↑	71% ↑	71% ↑	55%	
Yes - New Zealand	1%		1%					1%		1%	1%			1%	2% ↑			
No - Elsewhere	44%	33% ↓	48% ↑	39%	41% ↓	42%	53% ↑	42%	46%	38% ↓	51% ↑	67% ↑	83% ↑	3% ↓	29% ↓	27% ↓	44%	100% ↑

Blank cells have a sample size that is smaller than 10 and have been suppressed to maintain confidentiality. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

## A2. Detailed tables – College

Q15. How many years have you been in the college training program?																
	Addiction medicine – RACP n = 26!	Anaesthesia – ANZCA n = 250	Dermatology ACD n = 31	Emergency medicine – ACEM n = 544	General practice – ACRRM n = 216	General practice – RACGP n = 1183	Intensive care medicine – ANZCA n = 10!	Intensive care medicine – CICM n = 191	Intensive care medicine – RACP n = 10!	Medical administration – RACMA n = 40	Obstetrics and gynaecology – RANZCOG n = 159	Occupational and environmental medicine – RACP n = 23!	Ophthalmology – RANZCO n = 25!	Paediatrics and child health – RACP n = 327	Pain medicine – ANZCA n = 18!	
Average	3.1	3.0	2.5	4.1 ↑	2.5 ↓	2.1	4.0	4.2	2.2	3.2	3.9	2.9	2.5	4.5	1.8	
Standard Deviation	2.6	1.7	1.2	2.6	1.7	1.3	2.6	2.7	0.8	2.0	2.2	1.9	1.7	2.7	1.0	
	Palliative medicine – RACP n = 39	Pathology – RCPA n = 137	Physician – RACP n = 829	Psychiatry – RANZCP n = 412	Public health medicine – RACP n = 26!	Radiation oncology – RANZCR n = 30	Radiology – RANZCR n = 96	Rehabilitation medicine – RACP n = 56	Sexual health medicine – RACP n < 10^	Sports and exercise medicine – ACSEP n = 12!	Surgery – Oral and maxillofacial surgery – RACDS n = 13!	Surgery – RACS n = 193	Total - ANZCA n = 277	Total - RACP n = 1317	Total - RANZCR n = 126	
Average	2.3 ↓	3.0 ↓	3.8 ↑	3.8	3.2	3.0	3.0	3.0		3.1	3.8	3.2	2.9 ↓	3.8 ↑	3.0	
Standard Deviation	1.6	1.8	2.2	2.3	2.2	1.8	1.6	1.6		2.2	2.9	1.9	1.7	2.4	1.6	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

Q21_1. Thinking about your [College] training program, to what extent do you agree or disagree with each of the following statements? The College training program is relevant to my development															
	Addiction medicine – RACP n = 25!	Anaesthesia – ANZCA n = 251	Dermatology ACD n = 30	Emergency medicine – ACEM n = 542	General practice – ACRRM n = 216	General practice – RACGP n = 1134	Intensive care medicine – ANZCA n = 10!	Intensive care medicine – CICM n = 187	Intensive care medicine – RACP n = 11!	Medical administration – RACMA n = 40	Obstetrics and gynaecology – RANZCOG n = 158	Occupational and environmental medicine – RACP n = 23!	Ophthalmology – RANZCO n = 26!	Paediatrics and child health – RACP n = 319	Pain medicine – ANZCA n = 18!
Strongly Agree	28%	67% ↑	50%	39%	37%	29% ↓	70%	40%	27%	25%	49% ↑	35%	38%	17% ↓	56%
Agree	56%	30% ↓	33%	53%	50%	59% ↑	20%	51%	45%	58%	47%	43%	50%	62% ↑	28%
Neither Agree nor Disagree	4%	2% ↓	10%	5%	10%	9%	10%	5%	27%	8%	3%	17%	8%	9%	6%
Disagree	4%	0%	3%	1%	2%	2%	0%	3%	0%	8%	1%	4%	4%	8% ↑	0%
Strongly Disagree	8%	0%	3%	1%	2%	2%	0%	1%	0%	3%	1%	0%	0%	3%	11%
NET Strongly Agree + Agree	84%	97% ↑	83%	92% ↑	86%	87%	90%	91%	73%	83%	96% ↑	78%	88%	80% ↓	83%
NET Strongly Disagree + Disagree	12%	1% ↓	7%	2% ↓	4%	4%	0%	4%	0%	10%	1%	4%	4%	11% ↑	11%
Average	3.9	4.6 ↑	4.2	4.3	4.2 ↑	4.1	4.6	4.3	4.0	4.0	4.4	4.1	4.2	3.8	4.2
Standard Deviation	1.1	0.6	1.0	0.7	0.8	0.8	0.7	0.7	0.8	0.9	0.6	0.8	0.8	0.9	1.3
	Palliative medicine – RACP n = 34	Pathology – RCPA n = 134	Physician – RACP n = 821	Psychiatry – RANZCP n = 413	Public health medicine – RACP n = 25!	Radiation oncology – RANZCR n = 29!	Radiology – RANZCR n = 94	Rehabilitation medicine – RACP n = 56	Sexual health medicine – RACP n < 10^A	Sports and exercise medicine – ACSEP n = 13!	Surgery – Oral and maxillofacial surgery – RACDS n = 14!	Surgery – RACS n = 191	Total - ANZCA n = 277	Total - RACP n = 1295	Total - RANZCR n = 123
Strongly Agree	35%	31%	23% ↓	36%	16%	62%	35%	30%		46%	36%	42%	66% ↑	22% ↓	41%
Agree	50%	56%	60% ↑	49%	64%	38%	53%	59%		46%	50%	52%	29% ↓	60% ↑	50%
Neither Agree nor Disagree	12%	7%	9%	9%	8%	0%	5%	9%		8%	7%	3%	3% ↓	9%	4%
Disagree	3%	4%	6% ↑	5% ↑	0%	0%	3%	0%		0%	0%	1%	0%	6% ↑	2%
Strongly Disagree	0%	1%	2%	2%	12%	0%	3%	2%		0%	7%	2%	1%	2%	2%
NET Strongly	85%	87%	83% ↓	85%	80%	100%	88%	89%		92%	86%	95% ↑	96% ↑	82% ↓	91%

Agree + Agree															
NET															
Strongly Disagree + Disagree	3%	6%	8% ↑	7%	12%	0%	6%	2%	0%	7%	2%	1% ↓	8% ↑	5%	
Average	4.2	4.1 ↑	4.0 ↓	4.1	3.7	4.6	4.1	4.2	4.4	4.1	4.3	4.6 ↑	3.9 ↓	4.3	
Standard Deviation	0.8	0.8	0.9	0.9	1.1	0.5	0.9	0.7	0.7	1.1	0.7	0.7	0.9	0.8	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q21\_2. Thinking about your [College] training program, to what extent do you agree or disagree with each of the following statements? - There are opportunities to meet the requirements of the training program in my current setting**

	Addiction medicine – RACP n = 25!	Anaesthesia – ANZCA n = 251	Dermatology ACD n = 30	Emergency medicine – ACEM n = 539	General practice – ACRRM n = 215	General practice – RACGP n = 1141	Intensive care medicine – ANZCA n = 10!	Intensive care medicine – CICM n = 189	Intensive care medicine – RACP n = 12!	Medical administration – RACMA n = 40	Obstetrics and gynaecology – RANZCOG n = 157	Occupational and environmental medicine – RACP n = 23!	Ophthalmology – RANZCO n = 26!	Paediatrics and child health – RACP n = 319	Pain medicine – ANZCA n = 18!
Strongly Agree	24%	55% ↑	30%	36%	33%	27% ↓	40%	25%	25%	33%	29%	35%	19%	21% ↓	50%
Agree	56%	37% ↓	53%	53%	47%	61% ↑	30%	61%	58%	48%	58%	39%	65%	64% ↑	33%
Neither Agree nor Disagree	4%	3% ↓	13%	6%	13%	8%	10%	8%	17%	8%	6%	17%	12%	7%	11%
Disagree	12%	4%	3%	4%	6%	2% ↓	20%	4%	0%	10%	6%	4%	4%	5%	0%
Strongly Disagree	4%	0%	0%	2%	2%	1% ↓	0%	2%	0%	3%	1%	4%	0%	2%	6%
NET Strongly Agree + Agree	80%	92% ↑	83%	89% ↑	80%	88% ↑	70%	86%	83%	80%	87%	74%	85%	85%	83%
NET Strongly Disagree + Disagree	16%	5%	3%	5%	8%	4% ↓	20%	6%	0%	13%	7%	9%	4%	8%	6%
Average	3.8	4.4	4.1	4.2	4.0	4.1	3.9	4.0	4.1	4.0	4.1	4.0	4.0	4.0	4.2
Standard Deviation	1.1	0.8	0.8	0.8	0.9	0.7	1.2	0.8	0.7	1.0	0.8	1.1	0.7	0.8	1.1
	Palliative medicine – RACP n = 35	Pathology – RCPA n = 134	Physician – RACP n = 822	Psychiatry – RANZCP n = 411	Public health medicine – RACP n = 26!	Radiation oncology – RANZCR n = 29!	Radiology – RANZCR n = 94	Rehabilitation medicine – RACP n = 56	Sexual health medicine – RACP n < 10^	Sports and exercise medicine – ACSEP n = 13!	Surgery – Oral and maxillofacial surgery – RACDS n = 14!	Surgery – RACS n = 191	Total - ANZCA n = 277	Total - RACP n = 1298	Total - RANZCR n = 123
Strongly Agree	29%	30%	23% ↓	33%	23%	31%	22%	27%		54%	36%	38%	54% ↑	23% ↓	24%
Agree	63%	57%	61% ↑	54%	62%	52%	53%	63%		46%	36%	45%	36% ↓	61% ↑	53%
Neither Agree nor Disagree	3%	7%	9%	6%	0%	7%	11%	9%		0%	7%	9%	4% ↓	8%	10%
Disagree	3%	3%	6%	5%	8%	7%	9%	2%		0%	0%	5%	5%	5%	8%
Strongly Disagree	3%	3%	2%	3%	8%	3%	5%	0%		0%	21%	3%	1%	2%	5%
NET Strongly	91%	87%	84%	87%	85%	83%	76%	89%		100%	71%	83%	91% ↑	84%	77%

Agree + Agree															
NET															
Strongly Disagree + Disagree	6%	6%	8%	8%	15%	10%	14%	2%	0%	21%	8%	5%	7%	13%	
Average	4.1	4.1	4.0	4.1	3.8	4.0	3.8	4.1	4.5	3.6	4.1	4.4	4.0	3.8	
Standard Deviation	0.8	0.9	0.8	0.9	1.1	1.0	1.1	0.6	0.5	1.5	1.0	0.8	0.8	1.0	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q21\_3. Thinking about your [College] training program, to what extent do you agree or disagree with each of the following statements? - I understand what I need to do to meet my training program requirements**

	Addiction medicine – RACP n = 23!	Anaesthesia – ANZCA n = 250	Dermatology ACD n = 30	Emergency medicine – ACEM n = 541	General practice – ACRRM n = 217	General practice – RACGP n = 1137	Intensive care medicine – ANZCA n = 10!	Intensive care medicine – CICM n = 188	Intensive care medicine – RACP n = 12!	Medical administration – RACMA n = 40	Obstetrics and gynaecology – RANZCOG n = 158	Occupational and environmental medicine – RACP n = 23!	Ophthalmology – RANZCO n = 26!	Paediatrics and child health – RACP n = 321	Pain medicine – ANZCA n = 18!
Strongly Agree	22%	56% ↑	40%	35%	29%	28% ↓	30%	35%	8%	20%	36%	26%	27%	20% ↓	56%
Agree	70%	40% ↓	47%	55%	55%	60% ↑	70%	57%	50%	63%	56%	57%	69%	63%	17%
Neither Agree nor Disagree	4%	4%	3%	5%	13% ↑	8%	0%	6%	42%	10%	6%	9%	4%	9%	17%
Disagree	4%	0%	7%	4%	2%	3%	0%	2%	0%	3%	1%	9%	0%	5% ↑	0%
Strongly Disagree	0%	0%	3%	1%	1%	1%	0%	1%	0%	5%	1%	0%	0%	3%	11%
NET Strongly Agree + Agree	91%	96% ↑	87%	90%	84%	88%	100%	91%	58%	83%	92%	83%	96%	83% ↓	72%
NET Strongly Disagree + Disagree	4%	0% ↓	10%	5%	3%	4%	0%	2%	0%	8%	1%	9%	0%	8% ↑	11%
Average	4.1	4.5	4.1	4.2	4.1	4.1	4.3	4.2	3.7	3.9	4.3	4.0	4.2	3.9	4.1
Standard Deviation	0.7	0.6	1.0	0.8	0.8	0.7	0.5	0.7	0.7	0.9	0.7	0.9	0.5	0.9	1.3
	Palliative medicine – RACP n = 36	Pathology – RCPA n = 132	Physician – RACP n = 820	Psychiatry – RANZCP n = 412	Public health medicine – RACP n = 26!	Radiation oncology – RANZCR n = 29!	Radiology – RANZCR n = 94	Rehabilitation medicine – RACP n = 56	Sexual health medicine – RACP n < 10^	Sports and exercise medicine – ACSEP n = 13!	Surgery – Oral and maxillofacial surgery – RACDS n = 14!	Surgery – RACS n = 191	Total - ANZCA n = 276	Total - RACP n = 1296	Total - RANZCR n = 123
Strongly Agree	25%	23%	23% ↓	40% ↑	23%	38%	24%	27%		54%	43%	40%	55% ↑	23% ↓	28%
Agree	56%	65%	65% ↑	52%	58%	55%	62%	68%		46%	43%	52%	39% ↓	64% ↑	60%
Neither Agree nor Disagree	8%	7%	7%	4% ↓	8%	7%	9%	4%		0%	7%	5%	5%	8%	8%
Disagree	11% ↑	3%	4%	4%	4%	0%	3%	2%		0%	0%	2%	0%	4% ↑	2%
Strongly Disagree	0%	2%	0% ↓	1%	8%	0%	2%	0%		0%	7%	2%	1%	1%	2%
NET Strongly	81%	88%	88%	91%	81%	93%	86%	95%		100%	86%	92%	94% ↑	87%	88%

Agree + Agree															
NET															
Strongly Disagree + Disagree	11%	5%	4%	5%	12%	0%	5%	2%		0%	7%	3%	1% ↓	5%	4%
Average	3.9	4.0	4.1	4.3	3.8	4.3	4.0	4.2		4.5	4.1	4.3	4.5	4.0	4.1
Standard Deviation	0.9	0.8	0.7	0.8	1.1	0.6	0.8	0.6		0.5	1.1	0.8	0.7	0.8	0.8

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q22\_1. Thinking about how [College] communicates with you about your training program, to what extent do you agree or disagree with the following statements? - My College clearly communicates the requirements of my training program**

	Addiction medicine – RACP n = 25!	Anaesthesia – ANZCA n = 248	Dermatology ACD n = 30	Emergency medicine – ACEM n = 542	General practice – ACRRM n = 216	General practice – RACGP n = 1138	Intensive care medicine – ANZCA n = 10!	Intensive care medicine – CICM n = 188	Intensive care medicine – RACP n = 12!	Medical administration – RACMA n = 40	Obstetrics and gynaecology – RANZCOG n = 158	Occupational and environmental medicine – RACP n = 22!	Ophthalmology – RANZCO n = 26!	Paediatrics and child health – RACP n = 317	Pain medicine – ANZCA n = 18!
Strongly Agree	20%	40% ↑	43%	26%	23%	20% ↓	40%	29%	17%	13%	26%	27%	23%	9% ↓	44%
Agree	60%	46%	40%	52%	54%	52%	40%	52%	58%	53%	55%	18%	62%	42% ↓	50%
Neither Agree nor Disagree	12%	10%	3%	13%	12%	18% ↑	0%	13%	17%	15%	10%	36%	8%	21% ↑	0%
Disagree	8%	4%	10%	7%	7%	8%	20%	5%	8%	18%	8%	9%	8%	18% ↑	0%
Strongly Disagree	0%	0% ↓	3%	2%	4%	3%	0%	2%	0%	3%	1%	9%	0%	10% ↑	6%
NET Strongly Agree + Agree	80%	86% ↑	83%	78%	77%	71% ↓	80%	81%	75%	65%	81%	45%	85%	51% ↓	94%
NET Strongly Disagree + Disagree	8%	4% ↓	13%	9%	11%	11%	20%	6%	8%	20%	9%	18%	8%	28% ↑	6%
Average	3.9	4.2	4.1	3.9	3.8	3.8	4.0	4.0	3.8	3.6	4.0	3.5	4.0	3.2	4.3
Standard Deviation	0.8	0.8	1.1	0.9	1.0	1.0	1.2	0.9	0.8	1.0	0.9	1.3	0.8	1.1	1.0
	Palliative medicine – RACP n = 34	Pathology – RCPA n = 133	Physician – RACP n = 818	Psychiatry – RANZCP n = 412	Public health medicine – RACP n = 26!	Radiation oncology – RANZCR n = 29!	Radiology – RANZCR n = 92	Rehabilitation medicine – RACP n = 56	Sexual health medicine – RACP n < 10^	Sports and exercise medicine – ACSEP n = 12!	Surgery – Oral and maxillofacial surgery – RACDS n = 14!	Surgery – RACS n = 187	Total - ANZCA n = 274	Total - RACP n = 1290	Total - RANZCR n = 121
Strongly Agree	12%	17%	13% ↓	28%	4%	31%	18%	18%		33%	21%	33% ↑	40% ↑	12% ↓	21%
Agree	50%	55%	53%	52%	58%	59%	57%	57%		50%	43%	50%	46%	50%	57%
Neither Agree nor Disagree	18%	13%	16% ↑	10%	12%	10%	15%	13%		17%	21%	8%	9%	18% ↑	14%
Disagree	12%	12%	15% ↑	7%	19%	0%	7%	9%		0%	7%	7%	5%	15% ↑	5%
Strongly Disagree	9%	3%	3%	3%	8%	0%	3%	4%		0%	7%	2%	0% ↓	5% ↑	2%
NET Strongly	62%	72%	66% ↓	80%	62%	90%	75%	75%		83%	64%	83%	86% ↑	63% ↓	79%

Agree + Agree															
NET															
Strongly Disagree + Disagree	21%	15%	18% ↑	10%	27%	0%	10%	13%	0%	14%	9%	5% ↓	20% ↑	7%	
Average	3.4	3.7	3.6	4.0	3.3	4.2	3.8	3.8	4.2	3.6	4.1	4.2	3.5	3.9	
Standard Deviation	1.1	1.0	1.0	1.0	1.1	0.6	0.9	1.0	0.7	1.2	0.9	0.8	1.0	0.9	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q22\_2. Thinking about how [College] communicates with you about your training program, to what extent do you agree or disagree with the following statements? - My College clearly communicates with me about changes to my training program and how they affect me**

	Addiction medicine – RACP n = 22!	Anaesthesia – ANZCA n = 247	Dermatology ACD n = 30	Emergency medicine – ACEM n = 540	General practice – ACRRM n = 215	General practice – RACGP n = 1138	Intensive care medicine – ANZCA n = 10!	Intensive care medicine – CICM n = 184	Intensive care medicine – RACP n = 12!	Medical administration – RACMA n = 40	Obstetrics and gynaecology – RANZCOG n = 158	Occupational and environmental medicine – RACP n = 22!	Ophthalmology – RANZCO n = 25!	Paediatrics and child health – RACP n = 311	Pain medicine – ANZCA n = 18!
Strongly Agree	23%	34% ↑	37%	22%	17%	17% ↓	40%	26%	17%	8%	20%	27%	16%	5% ↓	44%
Agree	55%	46%	27% ↓	53%	53%	48%	50%	55%	50%	50%	54%	18%	76%	31% ↓	39%
Neither Agree nor Disagree	18%	15%	20%	16%	17%	23% ↑	0%	11% ↓	17%	18%	16%	36%	0%	28% ↑	11%
Disagree	0%	4% ↓	13%	7%	8%	9%	10%	8%	17%	18%	8%	9%	8%	24% ↑	6%
Strongly Disagree	5%	0% ↓	3%	2%	4%	4%	0%	1%	0%	8%	2%	9%	0%	11% ↑	0%
NET Strongly Agree + Agree	77%	81% ↑	63%	75% ↑	71%	64% ↓	90%	80% ↑	67%	58%	74%	45%	92%	37% ↓	83%
NET Strongly Disagree + Disagree	5%	4% ↓	17%	8% ↓	12%	13%	10%	9%	17%	25%	10%	18%	8%	36% ↑	6%
Average	3.9	4.1	3.8	3.9	3.7	3.6	4.2	4.0	3.7	3.3	3.8	3.5	4.0	3.0	4.2
Standard Deviation	0.9	0.8	1.2	0.9	1.0	1.0	0.9	0.9	1.0	1.1	0.9	1.3	0.7	1.1	0.9
	Palliative medicine – RACP n = 32	Pathology – RCPA n = 132	Physician – RACP n = 813	Psychiatry – RANZCP n = 406	Public health medicine – RACP n = 25!	Radiation oncology – RANZCR n = 29!	Radiology – RANZCR n = 92	Rehabilitation medicine – RACP n = 56	Sexual health medicine – RACP n < 10^	Sports and exercise medicine – ACSEP n = 12!	Surgery – Oral and maxillofacial surgery – RACDS n = 14!	Surgery – RACS n = 187	Total - ANZCA n = 273	Total - RACP n = 1273	Total - RANZCR n = 121
Strongly Agree	9%	12%	8% ↓	20%	8%	31%	17%	11%		25%	7%	28% ↑	35% ↑	8% ↓	21%
Agree	47%	48%	46%	56% ↑	36%	52%	50%	63%		42%	50%	46%	46%	43% ↓	50%
Neither Agree nor Disagree	25%	26%	24% ↑	15%	20%	10%	24%	18%		33%	21%	16%	14%	25% ↑	21%
Disagree	16%	11%	16% ↑	6%	24%	7%	4%	7%		0%	14%	6%	4% ↓	17% ↑	5%
Strongly Disagree	3%	4%	5% ↑	3%	12%	0%	4%	2%		0%	7%	4%	0% ↓	7% ↑	3%
NET Strongly Agree + Agree	56%	60%	54% ↓	76% ↑	44%	83%	67%	73%		67%	57%	74%	81% ↑	51% ↓	71%

NET Strongly Disagree + Disagree	19%	14%	22% ↑	9%	36%	7%	9%	9%	0%	21%	10%	5% ↓	24% ↑	8%
Average	3.4	3.5 ↑	3.4 ↓	3.8	3.0	4.1	3.7	3.7	3.9	3.4	3.9	4.1	3.3 ↓	3.8
Standard Deviation	1.0	1.0	1.0	0.9	1.2	0.8	1.0	0.8	0.8	1.1	1.0	0.8	1.1	0.9

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

Q22_3. Thinking about how [College] communicates with you about your training program, to what extent do you agree or disagree with the following statements? - I know who to contact at the College about my training program															
	Addiction medicine – RACP n = 24!	Anaesthesia – ANZCA n = 248	Dermatology ACD n = 30	Emergency medicine – ACEM n = 542	General practice – ACCRRM n = 216	General practice – RACGP n = 1138	Intensive care medicine – ANZCA n = 10!	Intensive care medicine – CICM n = 187	Intensive care medicine – RACP n = 12!	Medical administration – RACMA n = 40	Obstetrics and gynaecology – RANZCOG n = 158	Occupational and environmental medicine – RACP n = 22!	Ophthalmology – RANZCO n = 26!	Paediatrics and child health – RACP n = 316	Pain medicine – ANZCA n = 18!
Strongly Agree	25%	32% ↑	43% ↑	24%	27%	16% ↓	30%	29%	17%	15%	23%	27%	23%	9% ↓	44%
Agree	63%	50%	30% ↓	56%	47%	40% ↓	50%	56%	50%	60%	53%	36%	50%	52%	44%
Neither Agree nor Disagree	8%	12%	17%	13%	12%	19% ↑	10%	6%	17%	18%	15%	5%	19%	17% ↑	6%
Disagree	0%	6%	10%	7%	12%	18% ↑	0%	6%	17%	5%	9%	18%	8%	16% ↑	6%
Strongly Disagree	4%	0% ↓	0%	1% ↓	2%	6% ↑	10%	2%	0%	3%	1%	14%	0%	7% ↑	0%
NET Strongly Agree + Agree	88%	82%	73%	80%	74%	57% ↓	80%	86% ↑	67%	75%	76%	64%	73%	60% ↓	89%
NET Strongly Disagree + Disagree	4%	6% ↓	10%	8% ↓	14%	25% ↑	10%	8%	17%	8%	9%	32%	8%	22% ↑	6%
Average	4.0	4.1	4.1	3.9	3.8 ↑	3.4 ↓	3.9	4.1	3.7	3.8	3.9	3.5	3.9	3.4	4.3
Standard Deviation	0.9	0.8	1.0	0.8	1.0	1.1	1.2	0.9	1.0	0.9	0.9	1.4	0.9	1.1	0.8
	Palliative medicine – RACP n = 34	Pathology – RCPA n = 133	Physician – RACP n = 818	Psychiatry – RANZCP n = 412	Public health medicine – RACP n = 26!	Radiation oncology – RANZCR n = 29!	Radiology – RANZCR n = 93	Rehabilitation medicine – RACP n = 56	Sexual health medicine – RACP n < 10^	Sports and exercise medicine – ACSEP n = 12!	Surgery – Oral and maxillofacial surgery – RACDS n = 14!	Surgery – RACS n = 187	Total - ANZCA n = 274	Total - RACP n = 1288	Total - RANZCR n = 122
Strongly Agree	15%	23%	13% ↓	33% ↑	19%	34%	17%	16%		58%	7%	35% ↑	33% ↑	13% ↓	21%
Agree	59%	52%	51%	54%	73%	55%	52%	70%		33%	64%	49%	50%	53%	52%
Neither Agree nor Disagree	6%	13%	16% ↑	7% ↓	0%	7%	16%	9%		8%	14%	9%	11%	15% ↑	14%
Disagree	15%	8%	16% ↑	6%	0%	3%	9%	5%		0%	7%	5%	5%	15% ↑	7%
Strongly Disagree	6%	5%	4%	1% ↓	8%	0%	6%	0%		0%	7%	2%	1%	5% ↑	5%
NET Strongly	74%	74%	64% ↓	86% ↑	92%	90%	69%	86%		92%	71%	84%	82%	66% ↓	74%

Agree + Agree															
NET															
Strongly Disagree + Disagree	21%	13%	20% ↑	7% ↓	8%	3%	15%	5%	0%	14%	7%	6% ↓	19% ↑	12%	
Average	3.6	3.8 ↑	3.5 ↓	4.1	4.0	4.2	3.6	4.0	4.5	3.6	4.1	4.1	3.5 ↓	3.8	
Standard Deviation	1.1	1.0	1.0	0.8	1.0	0.7	1.1	0.7	0.7	1.0	0.9	0.8	1.0	1.0	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q25\_1. Thinking about how [College] engages with you, to what extent do you agree or disagree with the following statements? - The College seeks my views on the training program**

	Addiction medicine – RACP n = 23!	Anaesthesia – ANZCA n = 246	Dermatology ACD n = 29!	Emergency medicine – ACEM n = 535	General practice – ACRRM n = 214	General practice – RACGP n = 1123	Intensive care medicine – ANZCA n = 10!	Intensive care medicine – CICM n = 185	Intensive care medicine – RACP n = 11!	Medical administration – RACMA n = 39	Obstetrics and gynaecology – RANZCOG n = 158	Occupational and environmental medicine – RACP n = 23!	Ophthalmology – RANZCO n = 26!	Paediatrics and child health – RACP n = 317	Pain medicine – ANZCA n = 18!
Strongly Agree	13%	8%	21%	12% ↑	12%	7%	0%	11%	9%	10%	7%	9%	4%	3% ↓	22%
Agree	52%	35%	41%	53% ↑	33%	29% ↓	50%	36%	27%	56% ↑	41%	17%	46%	30%	6%
Neither Agree nor Disagree	22%	33%	10%	24% ↓	31%	34% ↑	30%	26%	55%	26%	23%	30%	27%	23%	50%
Disagree	4%	19%	28%	9% ↓	21%	24% ↑	10%	22%	9%	8%	25%	30%	15%	31% ↑	17%
Strongly Disagree	9%	5%	0%	2% ↓	3%	6%	10%	6%	0%	0%	4%	13%	8%	13% ↑	6%
NET Strongly Agree + Agree	65%	42%	62%	66% ↑	45%	36% ↓	50%	46%	36%	67% ↑	47%	26%	50%	33% ↓	28%
NET Strongly Disagree + Disagree	13%	24%	28%	11% ↓	24%	29%	20%	28%	9%	8% ↓	29%	43%	23%	44% ↑	22%
Average	3.6	3.2	3.6	3.7	3.3	3.1	3.2	3.2	3.4	3.7	3.2	2.8	3.2	2.8	3.2
Standard Deviation	1.1	1.0	1.1	0.9	1.0	1.0	1.0	1.1	0.8	0.8	1.0	1.2	1.0	1.1	1.2
	Palliative medicine – RACP n = 36	Pathology – RCPA n = 135	Physician – RACP n = 813	Psychiatry – RANZCP n = 409	Public health medicine – RACP n = 26!	Radiation oncology – RANZCR n = 29!	Radiology – RANZCR n = 91	Rehabilitation medicine – RACP n = 54	Sexual health medicine – RACP n < 10^	Sports and exercise medicine – ACSEP n = 13!	Surgery – Oral and maxillofacial surgery – RACDS n = 14!	Surgery – RACS n = 182	Total - ANZCA n = 272	Total - RACP n = 1281	Total - RANZCR n = 120
Strongly Agree	3%	6%	4% ↓	7%	0%	17%	8%	9%		8%	0%	12%	8%	4% ↓	10%
Agree	25%	36%	31% ↓	34%	19%	55%	35%	44%		69%	0%	43%	33%	31% ↓	40%
Neither Agree nor Disagree	36%	28%	30%	29%	27%	21%	27%	30%		15%	36%	24%	35%	29%	26%
Disagree	31%	24%	27% ↑	23%	42%	3%	23%	15%		8%	43%	15%	19%	27% ↑	18%
Strongly Disagree	6%	7%	8%	7%	12%	3%	7%	2%		0%	21%	5%	6%	9% ↑	6%
NET Strongly	28%	41%	35% ↓	40%	19%	72%	43%	54%		77%	0%	55% ↑	41%	35% ↓	50%

Agree + Agree															
NET															
Strongly Disagree + Disagree	36%	30%	35% ↑	30%	54%	7%	30%	17%	8%	64%	20%	24%	36% ↑	24%	
Average	2.9	3.1 ↑	3.0	3.1	2.5	3.8	3.1	3.4	3.8	2.1	3.4	3.2	2.9 ↓	3.3	
Standard Deviation	0.9	1.0	1.0	1.1	0.9	0.9	1.1	0.9	0.7	0.8	1.1	1.0	1.1	1.1	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

Q25_2. Thinking about how [College] engages with you, to what extent do you agree or disagree with the following statements? - I am represented by doctors in training on the College's training and/or education committees																
	Addiction medicine – RACP n = 23!	Anaesthesia – ANZCA n = 246	Dermatology ACD n = 29!	Emergency medicine – ACEM n = 535	General practice – ACCRRM n = 214	General practice – RACGP n = 1123	Intensive care medicine – ANZCA n = 10!	Intensive care medicine – CICM n = 186	Intensive care medicine – RACP n = 11!	Medical administration – RACMA n = 39	Obstetrics and gynaecology – RANZCOG n = 158	Occupational and environmental medicine – RACP n = 23!	Ophthalmology – RANZCO n = 26!	Paediatrics and child health – RACP n = 317	Pain medicine – ANZCA n = 18!	
Strongly Agree	17%	20% ↑	34%	12%	18% ↑	8% ↓	10%	12%	0%	23%	15%	17%	8%	4% ↓	17%	
Agree	61%	57%	45%	55%	48%	40% ↓	40%	50%	27%	56%	68% ↑	61%	54%	50%	39%	
Neither Agree nor Disagree	17%	15% ↓	14%	27%	23%	38% ↑	30%	28%	55%	13%	13% ↓	22%	23%	29%	33%	
Disagree	0%	6%	7%	4% ↓	8%	11% ↑	20%	8%	18%	8%	3% ↓	0%	15%	11%	6%	
Strongly Disagree	4%	2%	0%	1%	2%	3%	0%	2%	0%	0%	1%	0%	0%	5% ↑	6%	
NET Strongly Agree + Agree	78%	77% ↑	79%	67%	66%	48% ↓	50%	62%	27%	79%	84% ↑	78%	62%	55% ↓	56%	
NET Strongly Disagree + Disagree	4%	8%	7%	6% ↓	11%	14% ↑	20%	10%	18%	8%	4% ↓	0%	15%	16% ↑	11%	
Average	3.9	3.9	4.1	3.7	3.7 ↑	3.4 ↓	3.4	3.6	3.1	3.9	3.9	4.0	3.5	3.4	3.6	
Standard Deviation	0.9	0.9	0.9	0.8	0.9	0.9	1.0	0.9	0.7	0.8	0.7	0.6	0.9	0.9	1.0	
	Palliative medicine – RACP n = 36	Pathology – RCPA n = 135	Physician – RACP n = 812	Psychiatry – RANZCP n = 409	Public health medicine – RACP n = 26!	Radiation oncology – RANZCR n = 29!	Radiology – RANZCR n = 91	Rehabilitation medicine – RACP n = 54	Sexual health medicine – RACP n < 10^	Sports and exercise medicine – ACSEP n = 13!	Surgery – Oral and maxillofacial surgery – RACDS n = 14!	Surgery – RACS n = 183	Total - ANZCA n = 272	Total - RACP n = 1280	Total - RANZCR n = 120	
Strongly Agree	8%	9%	6% ↓	15%	4%	21%	7%	13%		23%	0%	19% ↑	19% ↑	6% ↓	10%	
Agree	42%	50%	41% ↓	60% ↑	73%	59%	62%	56%		54%	57%	60%	55%	45% ↓	61%	
Neither Agree nor Disagree	44% ↑	30%	36% ↑	15% ↓	15%	14%	21%	28%		23%	14%	14% ↓	17% ↓	34% ↑	19%	
Disagree	3%	8%	14% ↑	8%	4%	3%	9%	4%		0%	21%	5%	6%	11% ↑	8%	
Strongly Disagree	3%	4%	4% ↑	2%	4%	3%	2%	0%		0%	7%	2%	3%	4% ↑	3%	
NET Strongly	50%	59%	46% ↓	75% ↑	77%	79%	68%	69%		77%	57%	79% ↑	74% ↑	51% ↓	71%	

Agree + Agree														
NET														
Strongly Disagree + Disagree	6%	12%	18% ↑	10%	8%	7%	11%	4%	0%	29%	7%	9%	16% ↑	10%
Average	3.5	3.5 ↑	3.3	3.8	3.7	3.9	3.6	3.8	4.0	3.2	3.9	3.8	3.4	3.7
Standard Deviation	0.8	0.9	0.9	0.9	0.8	0.9	0.8	0.7	0.7	1.1	0.8	0.9	0.9	0.8

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

Q25_3. Thinking about how [College] engages with you, to what extent do you agree or disagree with the following statements? - I am able to discuss the College training program with other doctors																
	Addiction medicine – RACP n = 23!	Anaesthesia – ANZCA n = 246	Dermatology ACD n = 29!	Emergency medicine – ACEM n = 534	General practice – ACRRM n = 214	General practice – RACGP n = 1122	Intensive care medicine – ANZCA n = 10!	Intensive care medicine – CICM n = 186	Intensive care medicine – RACP n = 11!	Medical administration – RACMA n = 39	Obstetrics and gynaecology – RANZCOG n = 158	Occupational and environmental medicine – RACP n = 23!	Ophthalmology – RANZCO n = 26!	Paediatrics and child health – RACP n = 317	Pain medicine – ANZCA n = 18!	
Strongly Agree	13%	32% ↑	31%	23% ↑	15%	12% ↓	0%	17%	0%	15%	14%	26%	8%	11%	28%	
Agree	57%	57%	34%	62%	54%	60%	80%	59%	73%	67%	66%	48%	62%	66%	50%	
Neither Agree nor Disagree	17%	8% ↓	21%	10% ↓	22%	20% ↑	20%	18%	18%	5%	14%	13%	15%	15%	22%	
Disagree	13%	3%	14%	3% ↓	7%	7%	0%	6%	9%	10%	4%	13%	12%	8%	0%	
Strongly Disagree	0%	1%	0%	1%	2%	2%	0%	0%	0%	3%	1%	0%	4%	1%	0%	
NET Strongly Agree + Agree	70%	89% ↑	66%	86% ↑	69%	72% ↓	80%	75%	73%	82%	80%	74%	69%	76%	78%	
NET Strongly Disagree + Disagree	13%	4%	14%	4% ↓	9%	8%	0%	6%	9%	13%	6%	13%	15%	9%	0%	
Average	3.7	4.2	3.8	4.0	3.7	3.7	3.8	3.9	3.6	3.8	3.9	3.9	3.6	3.8	4.1	
Standard Deviation	0.9	0.7	1.0	0.8	0.9	0.8	0.4	0.8	0.7	0.9	0.7	1.0	0.9	0.8	0.7	
	Palliative medicine – RACP n = 36	Pathology – RCPA n = 135	Physician – RACP n = 813	Psychiatry – RANZCP n = 409	Public health medicine – RACP n = 26!	Radiation oncology – RANZCR n = 29!	Radiology – RANZCR n = 91	Rehabilitation medicine – RACP n = 54	Sexual health medicine – RACP n < 10^	Sports and exercise medicine – ACSEP n = 13!	Surgery – Oral and maxillofacial surgery – RACDS n = 14!	Surgery – RACS n = 183	Total - ANZCA n = 272	Total - RACP n = 1281	Total - RANZCR n = 120	
Strongly Agree	8%	7% ↓	11% ↓	24% ↑	0%	28%	15%	9%		15%	0%	22% ↑	31% ↑	11% ↓	18%	
Agree	58%	68%	65%	63%	73%	59%	56%	74%		69%	36%	60%	57%	65% ↑	57%	
Neither Agree nor Disagree	19%	19%	16%	9% ↓	15%	14%	21%	15%		15%	36%	11%	9% ↓	16%	19%	
Disagree	8%	5%	6%	2% ↓	12%	0%	5%	2%		0%	21%	5%	3%	7%	4%	
Strongly Disagree	6%	1%	2%	2%	0%	0%	2%	0%		0%	7%	1%	1%	1%	2%	
NET Strongly	67%	75%	76%	87% ↑	73%	86%	71%	83%		85%	36%	83%	88% ↑	76%	75%	

Agree + Agree															
NET															
Strongly Disagree + Disagree	14%	7%	8%	4% ↓	12%	0%	8%	2%		0%	29%	6%	3% ↓	8%	6%
Average	3.6	3.7	3.8	4.1	3.6	4.1	3.8	3.9		4.0	3.0	4.0	4.1	3.8	3.9
Standard Deviation	1.0	0.7	0.8	0.8	0.7	0.6	0.9	0.6		0.6	1.0	0.8	0.7	0.8	0.8

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**Q25\_4. Thinking about how [College] engages with you, to what extent do you agree or disagree with the following statements? - The College provides me with access to psychological and/or mental health support services**

	Addiction medicine – RACP n = 23!	Anaesthesia – ANZCA n = 246	Dermatology ACD n = 29!	Emergency medicine – ACEM n = 536	General practice – ACRRM n = 214	General practice – RACGP n = 1122	Intensive care medicine – ANZCA n = 10!	Intensive care medicine – CICM n = 186	Intensive care medicine – RACP n = 11!	Medical administration – RACMA n = 39	Obstetrics and gynaecology – RANZCOG n = 158	Occupational and environmental medicine – RACP n = 23!	Ophthalmology – RANZCO n = 26!	Paediatrics and child health – RACP n = 317	Pain medicine – ANZCA n = 18!
Strongly Agree	9%	14% ↑	28%	7%	7%	8%	0%	4%	9%	10%	15% ↑	13%	8%	4% ↓	22%
Agree	35%	48% ↑	38%	31%	30%	30%	20%	25%	18%	18%	41% ↑	4%	42%	27%	28%
Neither Agree nor Disagree	39%	26% ↓	14%	45%	43%	47% ↑	40%	49%	55%	41%	30% ↓	61%	46%	38%	22%
Disagree	13%	7% ↓	21%	12% ↓	16%	11% ↓	20%	15%	18%	26%	8% ↓	13%	4%	20%	22%
Strongly Disagree	4%	4%	0%	5%	4%	4% ↓	20%	8%	0%	5%	6%	9%	0%	11% ↑	6%
NET Strongly Agree + Agree	43%	62% ↑	66%	38%	37%	38%	20%	28%	27%	28%	56% ↑	17%	50%	31%	50%
NET Strongly Disagree + Disagree	17%	11% ↓	21%	16% ↓	20%	15% ↓	40%	23%	18%	31%	15% ↓	22%	4%	31% ↑	28%
Average	3.3	3.6	3.7	3.2	3.2	3.3	2.6	3.0	3.2	3.0	3.5	3.0	3.5	2.9	3.4
Standard Deviation	1.0	1.0	1.1	0.9	0.9	0.9	1.1	0.9	0.9	1.0	1.0	1.0	0.7	1.0	1.2
	Palliative medicine – RACP n = 36	Pathology – RCPA n = 135	Physician – RACP n = 813	Psychiatry – RANZCP n = 409	Public health medicine – RACP n = 26!	Radiation oncology – RANZCR n = 29!	Radiology – RANZCR n = 91	Rehabilitation medicine – RACP n = 54	Sexual health medicine – RACP n < 10^	Sports and exercise medicine – ACSEP n = 13!	Surgery – Oral and maxillofacial surgery – RACDS n = 14!	Surgery – RACS n = 183	Total - ANZCA n = 272	Total - RACP n = 1281	Total - RANZCR n = 120
Strongly Agree	3%	2% ↓	3% ↓	12% ↑	0%	10%	1% ↓	7%		8%	0%	10%	14% ↑	4% ↓	3%
Agree	17%	23%	26%	38% ↑	15%	21%	20%	22%		62%	7%	50% ↑	46% ↑	25%	20%
Neither Agree nor Disagree	42%	47%	43%	34% ↓	46%	48%	51%	54%		23%	14%	30% ↓	26% ↓	43%	50%
Disagree	36% ↑	21%	22% ↑	11% ↓	35%	10%	13%	15%		8%	36%	8% ↓	9% ↓	21% ↑	13%
Strongly Disagree	3%	7%	7%	4%	4%	10%	15% ↑	2%		0%	43%	2% ↓	5%	7%	14% ↑
NET Strongly	19%	25% ↓	29% ↓	51% ↑	15%	31%	21% ↓	30%		69%	7%	60% ↑	60% ↑	29% ↓	23% ↓

Agree + Agree															
NET															
Strongly Disagree + Disagree	39%	27%	28% ↑	15% ↓	38%	21%	29%	17%		8%	79%	10% ↓	14% ↓	28% ↑	27%
Average	2.8	2.9	3.0	3.4	2.7	3.1	2.8	3.2		3.7	1.9	3.6	3.5	3.0	2.9
Standard Deviation	0.9	0.9	0.9	1.0	0.8	1.1	1.0	0.8		0.8	0.9	0.8	1.0	1.0	1.0

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### Q23a. In the last 12 months, have you sat one or more exams from...?

	Addiction medicine – RACP n = 25!	Anaesthesia – ANZCA n = 248	Dermatology ACD n = 30	Emergency medicine – ACEM n = 544	General practice – ACRRM n = 217	General practice – RACGP n = 1143	Intensive care medicine – ANZCA n = 10!	Intensive care medicine – CICM n = 187	Intensive care medicine – RACP n = 12!	Medical administration – RACMA n = 40	Obstetrics and gynaecology – RANZCOG n = 159	Occupational and environmental medicine – RACP n = 23!	Ophthalmology – RANZCO n = 26!	Paediatrics and child health – RACP n = 320	Pain medicine – ANZCA n = 18!
Yes	20%	58% ↑	17% ↓	43% ↑	42%	43% ↑	30%	35%	25%	28%	42%	30%	88%	20% ↓	61%
No	80%	42% ↓	83% ↑	57% ↓	58%	57% ↓	70%	65%	75%	73%	58%	70%	12%	80% ↑	39%
	Palliative medicine – RACP n = 36	Pathology – RCPA n = 135	Physician – RACP n = 817	Psychiatry – RANZCP n = 411	Public health medicine – RACP n = 26!	Radiation oncology – RANZCR n = 29!	Radiology – RANZCR n = 93	Rehabilitation medicine – RACP n = 56	Sexual health medicine – RACP n < 10^	Sports and exercise medicine – ACSEP n = 13!	Surgery – Oral and maxillofacial surgery – RACDS n = 14!	Surgery – RACS n = 189	Total - ANZCA n = 274	Total - RACP n = 1293	Total - RANZCR n = 122
Yes	0% ↓	59% ↑	25% ↓	57% ↑	0%	34%	54% ↑	59% ↑		23%	57%	50% ↑	58% ↑	25% ↓	49% ↑
No	100% ↑	41% ↓	75% ↑	43% ↓	100%	66%	46% ↓	41% ↓		77%	43%	50% ↓	42% ↓	75% ↑	51% ↓

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

### Q23b. Have you received the results of your most recent exam from...?

	Addiction medicine – RACP n<10^	Anaesthesia – ANZCA n = 144	Dermatology ACD n<10^	Emergency medicine – ACEM n = 234	General practice – ACRRM n = 92	General practice – RACGP n = 488	Intensive care medicine – ANZCA n<10^	Intensive care medicine – CICM n = 66	Intensive care medicine – RACP n<10^	Medical administration – RACMA n = 11!	Obstetrics and gynaecology – RANZCOG n = 66	Occupational and environmental medicine – RACP n<10^	Ophthalmology – RANZCO n = 23!	Paediatrics and child health – RACP n = 63	Pain medicine – ANZCA n = 11!
Yes		85%		87%	90%	85%		89%		100%	92%		74%	98% ↑	100%
No		15%		13%	10%	15%		11%		0%	8%		26%	2% ↓	0%
	Palliative medicine – RACP n<10^	Pathology – RCPA n = 79	Physician – RACP n = 207	Psychiatry – RANZCP n = 233	Public health medicine – RACP n<10^	Radiation oncology – RANZCR n = 10!	Radiology – RANZCR n = 51	Rehabilitation medicine – RACP n = 33	Sexual health medicine – RACP n<10^	Sports and exercise medicine – ACSEP n<10^	Surgery – Oral and maxillofacial surgery – RACDS n<10^	Surgery – RACS n = 95	Total - ANZCA n = 158	Total - RACP n = 319	Total - RANZCR n = 61
Yes		100% ↑	94% ↑	63% ↓		20%	84%	79%				97% ↑	87%	92% ↑	74% ↓
No		0% ↓	6% ↓	37% ↑		80%	16%	21%				3% ↓	13%	8% ↓	26% ↑

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

### Q23c. Did you pass the exam for...?

	Addiction medicine – RACP n<10^	Anaesthesia – ANZCA n = 122	Dermatology ACD n<10^	Emergency medicine – ACEM n = 197	General practice – ACRRM n = 81	General practice – RACGP n = 381	Intensive care medicine – ANZCA n<10^	Intensive care medicine – CICM n = 55	Intensive care medicine – RACP n<10^	Medical administration – RACMA n<10^	Obstetrics and gynaecology – RANZCOG n = 58	Occupational and environmental medicine – RACP n<10^	Ophthalmology – RANZCO n = 16!	Paediatrics and child health – RACP n = 58	Pain medicine – ANZCA n = 11!
Yes		84%		68% ↓	68%	80%		55% ↓			81%		94%	84%	91%
No		16%		32% ↑	32%	20%		45% ↑			19%		6%	16%	9%
	Palliative medicine – RACP n<10^	Pathology – RCPA n = 73	Physician – RACP n = 183	Psychiatry – RANZCP n = 138	Public health medicine – RACP n<10^	Radiation oncology – RANZCR n<10^	Radiology – RANZCR n = 39	Rehabilitation medicine – RACP n = 22!	Sexual health medicine – RACP n<10^	Sports and exercise medicine – ACSEP n<10^	Surgery – Oral and maxillofacial surgery – RACDS n<10^	Surgery – RACS n = 89	Total - ANZCA n = 136	Total - RACP n = 276	Total - RANZCR n = 40
Yes		73%	78%	75%			69%	73%				80%	84%	79%	70%
No		27%	22%	25%			31%	27%				20%	16%	21%	30%

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

**Q24\_1. Thinking about all your [College] exam(s) not just the most recent, to what extent do you agree or disagree with the following statements? - The exam(s) always reflected the College training curriculum**

	Addiction medicine – RACP n<10^	Anaesthesia – ANZCA n = 143	Dermatology ACD n<10^	Emergency medicine – ACEM n = 230	General practice – ACRRM n = 92	General practice – RACGP n = 470	Intensive care medicine – ANZCA n<10^	Intensive care medicine – CICM n = 64	Intensive care medicine – RACP n<10^	Medical administration – RACMA n = 10!	Obstetrics and gynaecology – RANZCOG n = 64	Occupational and environmental medicine – RACP n<10^	Ophthalmology – RANZCO n = 23!	Paediatrics and child health – RACP n = 63	Pain medicine – ANZCA n = 11!
Strongly Agree		24% ↑		10%	20%	10%		9%		20%	13%		17%	0% ↓	18%
Agree		52%		50%	50%	45%		63%		50%	50%		65%	22% ↓	55%
Neither Agree nor Disagree		13%		18%	14%	21%		16%		0%	20%		4%	21%	18%
Disagree		8%		10%	12%	18%		9%		10%	13%		13%	35% ↑	9%
Strongly Disagree		4%		12%	4%	6%		3%		20%	5%		0%	22% ↑	0%
NET Strongly Agree + Agree		76% ↑		60%	70%	55%		72%		70%	63%		83%	22% ↓	73%
NET Strongly Disagree + Disagree		12% ↓		22%	16%	24%		13%		30%	17%		13%	57% ↑	9%
Average		3.8		3.4	3.7	3.3		3.7		3.4	3.5		3.9	2.4	3.8
Standard Deviation		1.0		1.2	1.1	1.1		0.9		1.5	1.0		0.9	1.1	0.9
	Palliative medicine – RACP n<10^	Pathology – RCPA n = 78	Physician – RACP n = 204	Psychiatry – RANZCP n = 232	Public health medicine – RACP n<10^	Radiation oncology – RANZCR n = 10!	Radiology – RANZCR n = 48	Rehabilitation medicine – RACP n = 33	Sexual health medicine – RACP n<10^	Sports and exercise medicine – ACSEP n<10^	Surgery – Oral and maxillofacial surgery – RACDS n<10^	Surgery – RACS n = 94	Total - ANZCA n = 157	Total - RACP n = 315	Total - RANZCR n = 58
Strongly Agree		1% ↓	5% ↓	8%		10%	13%	12%				17%	24% ↑	5% ↓	12%
Agree		51%	33% ↓	28% ↓		60%	40%	36%				49%	52%	32% ↓	43%
Neither Agree nor Disagree		22%	25% ↑	22%		20%	17%	18%				17%	13%	23% ↑	17%
Disagree		15%	30% ↑	28% ↑		10%	19%	27%				11%	8% ↓	30% ↑	17%
Strongly Disagree		10%	7%	14% ↑		0%	13%	6%				6%	4%	10%	10%
NET Strongly		53%	38% ↓	36% ↓		70%	52%	48%				66%	75% ↑	37% ↓	55%

Agree + Agree										
NET										
Strongly Disagree + Disagree	26%	37% ↑	42% ↑	10%	31%	33%	17%	11% ↓	40% ↑	28%
Average	3.2	3.0	2.9	3.7	3.2	3.2	3.6	3.8	2.9	3.3
Standard Deviation	1.1	1.1	1.2	0.8	1.3	1.2	1.1	1.0	1.1	1.2

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**Q24\_2. Thinking about all your [College] exam(s) not just the most recent, to what extent do you agree or disagree with the following statements? - The information the College provided about the exam(s) was always accurate and appropriate**

	Addiction medicine – RACP n<10^	Anaesthesia – ANZCA n = 144	Dermatology ACD n<10^	Emergency medicine – ACEM n = 230	General practice – ACRRM n = 92	General practice – RACGP n = 473	Intensive care medicine – ANZCA n<10^	Intensive care medicine – CICM n = 63	Intensive care medicine – RACP n<10^	Medical administration – RACMA n = 10!	Obstetrics and gynaecology – RANZCOG n = 64	Occupational and environmental medicine – RACP n<10^	Ophthalmology – RANZCO n = 23!	Paediatrics and child health – RACP n = 63	Pain medicine – ANZCA n = 11!
Strongly Agree		26% ↑		16%	13%	12%		22%		30%	14%		22%	3%	27%
Agree		52%		57%	48%	49%		46%		60%	52%		57%	40%	45%
Neither Agree nor Disagree		13%		15%	23%	22% ↑		24%		0%	23%		4%	25%	9%
Disagree		6% ↓		6% ↓	11%	11%		8%		0%	6%		13%	19%	9%
Strongly Disagree		3%		7%	5%	5%		0%		10%	5%		4%	13%	9%
NET Strongly Agree + Agree		78% ↑		73% ↑	61%	62%		68%		90%	66%		78%	43% ↓	73%
NET Strongly Disagree + Disagree		8% ↓		13% ↓	16%	16%		8%		10%	11%		17%	32%	18%
Average		3.9		3.7	3.5	3.5		3.8		4.0	3.6		3.8	3.0	3.7
Standard Deviation		0.9		1.0	1.0	1.0		0.9		1.2	1.0		1.1	1.1	1.3
	Palliative medicine – RACP n<10^	Pathology – RCPA n = 79	Physician – RACP n = 204	Psychiatry – RANZCP n = 231	Public health medicine – RACP n<10^	Radiation oncology – RANZCR n = 10!	Radiology – RANZCR n = 49	Rehabilitation medicine – RACP n = 33	Sexual health medicine – RACP n<10^	Sports and exercise medicine – ACSEP n<10^	Surgery – Oral and maxillofacial surgery – RACDS n<10^	Surgery – RACS n = 94	Total - ANZCA n = 158	Total - RACP n = 315	Total - RANZCR n = 59
Strongly Agree		6%	7% ↓	7% ↓		10%	8%	9%				16%	27% ↑	7% ↓	8%
Agree		53%	40% ↓	38% ↓		50%	49%	52%				56%	51%	41% ↓	49%
Neither Agree nor Disagree		18%	25% ↑	23% ↑		30%	24%	24%				13%	13%	24% ↑	25%
Disagree		19%	20%	20% ↑		10%	10%	12%				11%	6% ↓	19%	10%
Strongly Disagree		4%	9%	12% ↑		0%	8%	3%				4%	3%	10%	7%
NET Strongly		59%	47% ↓	45% ↓		60%	57%	61%				72%	78% ↑	48% ↓	58%

Agree + Agree										
NET										
Strongly Disagree + Disagree	23%	29% ↑	32% ↑	10%	18%	15%	15%	9% ↓	28% ↑	17%
Average	3.4	3.2	3.1	3.6	3.4	3.5	3.7	3.9	3.2	3.4
Standard Deviation	1.0	1.1	1.2	0.8	1.1	0.9	1.0	1.0	1.1	1.0

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q24\_3. Thinking about all your [College] exam(s) not just the most recent, to what extent do you agree or disagree with the following statements? - The exam(s) always ran smoothly on the day**

	Addiction medicine – RACP n<10^	Anaesthesia – ANZCA n = 144	Dermatology ACD n<10^	Emergency medicine – ACEM n = 230	General practice – ACRRM n = 92	General practice – RACGP n = 473	Intensive care medicine – ANZCA n<10^	Intensive care medicine – CICM n = 64	Intensive care medicine – RACP n<10^	Medical administration – RACMA n = 10!	Obstetrics and gynaecology – RANZCOG n = 64	Occupational and environmental medicine – RACP n<10^	Ophthalmology – RANZCO n = 23!	Paediatrics and child health – RACP n = 63	Pain medicine – ANZCA n = 11!
Strongly Agree		39% ↑		28%	18%	20%		28%		50%	19%		30%	8% ↓	36%
Agree		57%		60%	55%	53%		61%		50%	63%		61%	43%	64%
Neither Agree nor Disagree		4%		6%	15% ↑	11% ↑		6%		0%	9%		4%	10%	0%
Disagree		0% ↓		4%	5%	11% ↑		3%		0%	9%		4%	14%	0%
Strongly Disagree		0% ↓		2% ↓	5%	5%		2%		0%	0%		0%	25% ↑	0%
NET Strongly Agree + Agree		96% ↑		88% ↑	74%	74% ↓		89%		100%	81%		91%	51% ↓	100%
NET Strongly Disagree + Disagree		0% ↓		6% ↓	11%	16%		5%		0%	9%		4%	40% ↑	0%
Average		4.3		4.1	3.8	3.7		4.1		4.5	3.9		4.2	2.9	4.4
Standard Deviation		0.6		0.8	1.0	1.1		0.8		0.5	0.8		0.7	1.4	0.5
	Palliative medicine – RACP n<10^	Pathology – RCPA n = 79	Physician – RACP n = 204	Psychiatry – RANZCP n = 233	Public health medicine – RACP n<10^	Radiation oncology – RANZCR n = 10!	Radiology – RANZCR n = 49	Rehabilitation medicine – RACP n = 33	Sexual health medicine – RACP n<10^	Sports and exercise medicine – ACSEP n<10^	Surgery – Oral and maxillofacial surgery – RACDS n<10^	Surgery – RACS n = 94	Total - ANZCA n = 158	Total - RACP n = 314	Total - RANZCR n = 59
Strongly Agree		11% ↓	7% ↓	21%		10%	12%	15%				30%	39% ↑	10% ↓	12%
Agree		73% ↑	44% ↓	61%		70%	49%	64%				54%	56%	46% ↓	53%
Neither Agree nor Disagree		6%	10%	8%		20%	8%	18% ↑				7%	4%	10% ↑	10%
Disagree		9%	18% ↑	6%		0%	18% ↑	3%				3%	1% ↓	15% ↑	15%
Strongly Disagree		0% ↓	22% ↑	4%		0%	12%	0%				5%	0% ↓	20% ↑	10%
NET Strongly		85%	51% ↓	82%		80%	61% ↓	79%				84%	96% ↑	55% ↓	64% ↓

Agree + Agree											
NET											
Strongly Disagree + Disagree	9%	39% ↑	10%	0%	31% ↑	3%	9%	1% ↓	35% ↑	25%	
Average	3.9	3.0	3.9	3.9	3.3	3.9	4.0	4.3	3.1	3.4	
Standard Deviation	0.7	1.3	0.9	0.6	1.3	0.7	1.0	0.6	1.3	1.2	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q24\_4. Thinking about all your [College] exam(s) not just the most recent, to what extent do you agree or disagree with the following statements? - The exam(s) were always conducted fairly**

	Addiction medicine – RACP n<10^	Anaesthesia – ANZCA n = 143	Dermatology ACD n<10^	Emergency medicine – ACEM n = 228	General practice – ACRRM n = 92	General practice – RACGP n = 473	Intensive care medicine – ANZCA n<10^	Intensive care medicine – CICM n = 64	Intensive care medicine – RACP n<10^	Medical administration – RACMA n = 10!	Obstetrics and gynaecology – RANZCOG n = 63	Occupational and environmental medicine – RACP n<10^	Ophthalmology – RANZCO n = 23!	Paediatrics and child health – RACP n = 63	Pain medicine – ANZCA n = 11!
Strongly Agree		28% ↑		24% ↑	20%	17%		20%		40%	17%		26%	2% ↓	18%
Agree		48%		51%	43%	56% ↑		61%		20%	59%		65%	35%	64%
Neither Agree nor Disagree		12%		14%	23%	17%		16%		30%	16%		4%	30% ↑	9%
Disagree		8%		4% ↓	8%	8%		2%		10%	5%		4%	27% ↑	0%
Strongly Disagree		4%		8%	7%	3% ↓		2%		0%	3%		0%	6%	9%
NET Strongly Agree + Agree		76%		75% ↑	63%	73% ↑		81% ↑		60%	76%		91%	37% ↓	82%
NET Strongly Disagree + Disagree		12%		12%	14%	10% ↓		3% ↓		10%	8%		4%	33% ↑	9%
Average		3.9		3.8	3.6	3.8		4.0		3.9	3.8		4.1	3.0	3.8
Standard Deviation		1.0		1.1	1.1	0.9		0.8		1.1	0.9		0.7	1.0	1.1
	Palliative medicine – RACP n<10^	Pathology – RCPA n = 78	Physician – RACP n = 204	Psychiatry – RANZCP n = 231	Public health medicine – RACP n<10^	Radiation oncology – RANZCR n = 10!	Radiology – RANZCR n = 49	Rehabilitation medicine – RACP n = 33	Sexual health medicine – RACP n<10^	Sports and exercise medicine – ACSEP n<10^	Surgery – Oral and maxillofacial surgery – RACDS n<10^	Surgery – RACS n = 94	Total - ANZCA n = 157	Total - RACP n = 315	Total - RANZCR n = 59
Strongly Agree		14%	6% ↓	14%		20%	8%	15%				22%	27% ↑	7% ↓	10%
Agree		59%	35% ↓	46%		40%	49%	58%				57%	48%	39% ↓	47%
Neither Agree nor Disagree		19%	24%	26% ↑		30%	10%	21%				11%	12%	24% ↑	14%
Disagree		5%	25% ↑	9%		10%	12%	6%				5%	8%	23% ↑	12%
Strongly Disagree		3%	9%	5%		0%	20% ↑	0%				4%	4%	8%	17% ↑
NET Strongly		73%	42% ↓	61%		60%	57%	73%				80% ↑	76%	45% ↓	58%

Agree + Agree										
NET										
Strongly Disagree + Disagree	8%	35% ↑	14%	10%	33% ↑	6%	10%	12%	31% ↑	29% ↑
Average	3.8	3.0	3.6	3.7	3.1	3.8	3.9	3.9	3.1	3.2
Standard Deviation	0.9	1.1	1.0	0.9	1.3	0.8	1.0	1.0	1.1	1.3

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<b>Q24_5. Thinking about all your [College] exam(s) not just the most recent, to what extent do you agree or disagree with the following statements? - I received useful feedback about my performance in the exam(s)</b>																
	Addiction medicine – RACP n<10^	Anaesthesia – ANZCA n = 120	Dermatology ACD n<10^	Emergency medicine – ACEM n = 219	General practice – ACRRM n = 85	General practice – RACGP n = 440	Intensive care medicine – ANZCA n<10^	Intensive care medicine – CICM n = 56	Intensive care medicine – RACP n<10^	Medical administration – RACMA n<10^	Obstetrics and gynaecology – RANZCOG n = 61	Occupational and environmental medicine – RACP n<10^	Ophthalmology – RANZCO n = 22!	Paediatrics and child health – RACP n = 62	Pain medicine – ANZCA n = 11!	
Strongly Agree		3%		6%	11%	7%		4%			11%		0%	2%	9%	
Agree		10% ↓		26%	32%	24%		18%			23%		36%	31%	36%	
Neither Agree nor Disagree		23%		21%	21%	24%		21%			28%		9%	29%	18%	
Disagree		31%		28%	16%	24%		36%			23%		32%	32%	18%	
Strongly Disagree		33% ↑		19%	20%	20%		21%			15%		23%	6%	18%	
NET Strongly Agree + Agree		13% ↓		32%	42%	31%		21%			34%		36%	32%	45%	
NET Strongly Disagree + Disagree		64% ↑		47%	36%	45%		57%			38%		55%	39%	36%	
Average		2.2		2.7	3.0	2.7		2.5			2.9		2.6	2.9	3.0	
Standard Deviation		1.1		1.2	1.3	1.2		1.1			1.2		1.2	1.0	1.3	
	Palliative medicine – RACP n<10^	Pathology – RCPA n = 72	Physician – RACP n = 188	Psychiatry – RANZCP n = 209	Public health medicine – RACP n<10^	Radiation oncology – RANZCR n<10^	Radiology – RANZCR n = 42	Rehabilitation medicine – RACP n = 29!	Sexual health medicine – RACP n<10^	Sports and exercise medicine – ACSEP n<10^	Surgery – Oral and maxillofacial surgery – RACDS n<10^	Surgery – RACS n = 92	Total - ANZCA n = 134	Total - RACP n = 292	Total - RANZCR n = 49	
Strongly Agree		0%	6%	6%			0%	7%				11%	4%	5%	0%	
Agree		17%	35% ↑	31%			17%	24%				25%	12% ↓	33% ↑	14%	
Neither Agree nor Disagree		25%	27%	19%			24%	21%				22%	22%	27%	24%	
Disagree		33%	20%	23%			26%	34%				29%	30%	24%	29%	
Strongly Disagree		25%	12%	22%			33%	14%				13%	32% ↑	11% ↓	33%	
NET Strongly		17%	41% ↑	37%			17%	31%				36%	16% ↓	38% ↑	14%	

Agree + Agree									
NET									
Strongly Disagree + Disagree	58%	32% ↓	44%	60%	48%	42%	62% ↑	35% ↓	61%
Average	2.3	3.0	2.8	2.2	2.8	2.9	2.3	3.0	2.2
Standard Deviation	1.0	1.1	1.3	1.1	1.2	1.2	1.1	1.1	1.1

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q24\_6. Thinking about all your [College] exam(s) not just the most recent, to what extent do you agree or disagree with the following statements? -The feedback is timely**

	Addiction medicine – RACP n<10^	Anaesthesia – ANZCA n = 99	Dermatology ACD n<10^	Emergency medicine – ACEM n = 220	General practice – ACRRM n = 86	General practice – RACGP n = 433	Intensive care medicine – ANZCA n<10^	Intensive care medicine – CICM n = 52	Intensive care medicine – RACP n<10^	Medical administration – RACMA n<10^	Obstetrics and gynaecology – RANZCOG n = 60	Occupational and environmental medicine – RACP n<10^	Ophthalmology – RANZCO n = 20!	Paediatrics and child health – RACP n = 63	Pain medicine – ANZCA n = 11!
Strongly Agree		12%		5%	10%	6%		6%			15%		5%	2%	18%
Agree		26%		34%	44%	28%		19%			42%		45%	35%	55%
Neither Agree nor Disagree		24%		25%	22%	24%		35%			17%		25%	27%	0%
Disagree		30%		20%	19%	26% ↑		31%			18%		10%	29%	9%
Strongly Disagree		7%		16%	5%	15%		10%			8%		15%	8%	18%
NET Strongly Agree + Agree		38%		39%	55%	35%		25%			57%		50%	37%	73%
NET Strongly Disagree + Disagree		37%		36%	23%	41%		40%			27%		25%	37%	27%
Average		3.1		2.9	3.4	2.8		2.8			3.4		3.2	2.9	3.5
Standard Deviation		1.2		1.2	1.1	1.2		1.0			1.2		1.2	1.0	1.4
	Palliative medicine – RACP n<10^	Pathology – RCPA n = 65	Physician – RACP n = 195	Psychiatry – RANZCP n = 221	Public health medicine – RACP n<10^	Radiation oncology – RANZCR n<10^	Radiology – RANZCR n = 43	Rehabilitation medicine – RACP n = 30	Sexual health medicine – RACP n<10^	Sports and exercise medicine – ACSEP n<10^	Surgery – Oral and maxillofacial surgery – RACDS n<10^	Surgery – RACS n = 86	Total - ANZCA n = 113	Total - RACP n = 301	Total - RANZCR n = 52
Strongly Agree		2%	6%	6%			0%	7%				12%	12%	5%	0%
Agree		25%	36%	38%			19%	33%				41%	29%	35%	17%
Neither Agree nor Disagree		23%	16%	16% ↓			19%	33%				20%	22%	21%	23%
Disagree		31%	31% ↑	19%			28%	23%				14%	27%	29% ↑	27%
Strongly Disagree		20%	11%	21%			35% ↑	3%				14%	9%	9% ↓	33% ↑

NET Strongly Agree + Agree	26%	42%	44%	19% ↓	40%	52%	42%	40%	17% ↓
NET Strongly Disagree + Disagree	51%	42%	40%	63% ↑	27%	28%	36%	39%	60% ↑
Average	2.6	2.9	2.9	2.2	3.2	3.2	3.1	3.0	2.3
Standard Deviation	1.1	1.2	1.3	1.1	1.0	1.2	1.2	1.1	1.1

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

Q24_7. Thinking about all your [College] exam(s) not just the most recent, to what extent do you agree or disagree with the following statements? - I received support from my College when needed																
	Addiction medicine – RACP n<10^	Anaesthesia – ANZCA n = 113	Dermatology ACD n<10^	Emergency medicine – ACEM n = 191	General practice – ACRRM n = 87	General practice – RACGP n = 414	Intensive care medicine – ANZCA n<10^	Intensive care medicine – CICM n = 53	Intensive care medicine – RACP n<10^	Medical administration – RACMA n<10^	Obstetrics and gynaecology – RANZCOG n = 52	Occupational and environmental medicine – RACP n<10^	Ophthalmology – RANZCO n = 20!	Paediatrics and child health – RACP n = 54	Pain medicine – ANZCA n = 10!	
Strongly Agree		8%		11%	14%	7%		6%			10%		10%	4%	30%	
Agree		32%		32%	44% ↑	35% ↑		40%			38%		30%	19%	20%	
Neither Agree nor Disagree		39%		35%	29%	36%		28%			31%		40%	33%	40%	
Disagree		9%		11%	9%	13%		19%			12%		15%	20%	0%	
Strongly Disagree		12%		10%	5%	8%		8%			10%		5%	24% ↑	10%	
NET Strongly Agree + Agree		40%		43%	57% ↑	43%		45%			48%		40%	22%	50%	
NET Strongly Disagree + Disagree		21%		21%	14% ↓	21% ↓		26%			21%		20%	44%	10%	
Average		3.1		3.2	3.5	3.2		3.2			3.3		3.3	2.6	3.6	
Standard Deviation		1.1		1.1	1.0	1.0		1.1			1.1		1.0	1.2	1.3	
	Palliative medicine – RACP n<10^	Pathology – RCPA n = 66	Physician – RACP n = 181	Psychiatry – RANZCP n = 201	Public health medicine – RACP n<10^	Radiation oncology – RANZCR n<10^	Radiology – RANZCR n = 37	Rehabilitation medicine – RACP n = 28!	Sexual health medicine – RACP n<10^	Sports and exercise medicine – ACSEP n<10^	Surgery – Oral and maxillofacial surgery – RACDS n<10^	Surgery – RACS n = 82	Total - ANZCA n = 126	Total - RACP n = 276	Total - RANZCR n = 44	
Strongly Agree		5%	5%	7%			3%	7%				13%	10%	5%	5%	
Agree		39%	16% ↓	38% ↑			22%	39%				29%	31%	18% ↓	20%	
Neither Agree nor Disagree		44%	41%	31%			41%	36%				37%	38%	39%	43%	
Disagree		8%	19%	13%			16%	14%				12%	10%	20%	14%	
Strongly Disagree		5%	19% ↑	10%			19%	4%				9%	12%	18% ↑	18%	
NET Strongly		44%	21% ↓	45%			24%	46%				43%	40%	24% ↓	25%	



### A3. Detailed tables – Regional training organisation

Q18_1. Thinking about your [Regional Training Organisation] training program, to what extent do you agree or disagree with each of the following statements? [Regional Training Organisation] education program meets the College/s requirements									
	GP Synergy n = 407	Murray City Country Coast GP Training n = 153	General Practice Training Queensland n = 134	GPeX n = 115	Western Australia General Practice Training n = 102	Eastern Victoria GP Training n = 97	James Cook University n = 97	Northern Territory General Practice Education n = 35	GP Training Tasmania n = 29!
Strongly Agree	23% ↓	40%	35%	39%	21%	41%	27%	29%	62%
Agree	56%	45%	50%	43%	59%	49%	60%	49%	28%
Neither Agree nor Disagree	14%	12%	13%	13%	14%	8%	8%	17%	7%
Disagree	4%	2%	2%	3%	5%	0%	5%	0%	0%
Strongly Disagree	2%	1%	0%	2%	2%	1%	0%	6%	3%
NET Strongly Agree + Agree	80%	85%	85%	83%	79%	91%	87%	77%	90%
NET Strongly Disagree + Disagree	6%	3%	2%	4%	7%	1%	5%	6%	3%
Average	3.9 ↓	4.2	4.2	4.2	3.9	4.3 ↑	4.1	3.9	4.4
Standard Deviation	0.9	0.8	0.7	0.9	0.8	0.7	0.7	1.0	0.9

Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

Q18_2. Thinking about your [Regional Training Organisation] training program, to what extent do you agree or disagree with each of the following statements? [Regional Training Organisation] education program is preparing me as a specialist									
	GP Synergy n = 407	Murray City Country Coast GP Training n = 153	General Practice Training Queensland n = 134	GPeX n = 115	Western Australia General Practice Training n = 101	Eastern Victoria GP Training n = 97	James Cook University n = 97	Northern Territory General Practice Education n = 35	GP Training Tasmania n = 29!
Strongly Agree	23%	41% ↑	29%	31%	18%	36%	22%	26%	59%
Agree	55%	42%	52%	44%	61%	48%	56%	54%	31%
Neither Agree nor Disagree	15%	10%	13%	17%	15%	10%	15%	11%	7%
Disagree	5%	4%	5%	4%	3%	3%	5%	3%	0%
Strongly Disagree	3%	3%	0%	3%	3%	2%	2%	6%	3%
NET Strongly Agree + Agree	77%	83%	81%	76%	79%	85%	77%	80%	90%
NET Strongly Disagree + Disagree	8%	7%	5%	8%	6%	5%	7%	9%	3%
Average	3.9	4.1	4.1	4.0	3.9	4.1	3.9	3.9	4.4
Standard Deviation	0.9	0.9	0.8	1.0	0.8	0.9	0.9	1.0	0.9

Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q18\_3. Thinking about your [Regional Training Organisation] training program, to what extent do you agree or disagree with each of the following statements? [Regional Training Organisation] education program is advancing my knowledge**

	GP Synergy n = 407	Murray City Country Coast GP Training n = 153	General Practice Training Queensland n = 135	GPeX n = 115	Western Australia General Practice Training n = 102	Eastern Victoria GP Training n = 97	James Cook University n = 96	Northern Territory General Practice Education n = 35	GP Training Tasmania n = 29!
Strongly Agree	23%	39%	30%	30%	20%	40%	21%	26%	59%
Agree	55%	43%	53%	46%	58%	43%	58%	46%	31%
Neither Agree nor Disagree	14%	10%	13%	15%	15%	13%	17%	20%	7%
Disagree	4%	6%	3%	5%	5%	0%	3%	3%	0%
Strongly Disagree	3%	2%	1%	3%	3%	3%	1%	6%	3%
NET Strongly Agree + Agree	78%	82%	84%	77%	77%	84%	79%	71%	90%
NET Strongly Disagree + Disagree	7%	8%	4%	9%	8%	3%	4%	9%	3%
Average	3.9	4.1	4.1	3.9	3.9	4.2	3.9	3.8	4.4
Standard Deviation	0.9	0.9	0.8	1.0	0.9	0.9	0.8	1.0	0.9

Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q19\_1. Thinking about how [Regional Training Organisation] communicates with you about your training program, to what extent do you agree or disagree with the following statements? [Regional Training Organisation] clearly communicates the requirements of my training program**

	GP Synergy n = 400	Murray City Country Coast GP Training n = 153	General Practice Training Queensland n = 134	GPeX n = 115	Western Australia General Practice Training n = 100	Eastern Victoria GP Training n = 97	James Cook University n = 95	Northern Territory General Practice Education n = 35	GP Training Tasmania n = 29!
Strongly Agree	25%	34%	37%	34%	15% ↓	35%	14% ↓	31%	45%
Agree	53%	45%	46%	50%	56%	51%	62%	54%	38%
Neither Agree nor Disagree	12%	9%	13%	10%	13%	12%	13%	3%	7%
Disagree	7%	7%	4%	5%	14% ↑	2%	11%	6%	10%
Strongly Disagree	4%	5%	1%	1%	2%	0%	1%	6%	0%
NET Strongly Agree + Agree	78%	79%	82%	83%	71%	86%	76%	86%	83%
NET Strongly Disagree + Disagree	11%	12%	5%	6%	16%	2%	12%	11%	10%
Average	3.9	4.0	4.1	4.1	3.7 ↓	4.2 ↑	3.8	4.0	4.2
Standard Deviation	1.0	1.1	0.9	0.9	1.0	0.7	0.9	1.1	1.0

Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q19\_2. Thinking about how [Regional Training Organisation] communicates with you about your training program, to what extent do you agree or disagree with the following statements? [Regional Training Organisation] clearly communicates with me about changes to my training program and how they affect me**

	GP Synergy n = 400	Murray City Country Coast GP Training n = 153	General Practice Training Queensland n = 134	GPeX n = 115	Western Australia General Practice Training n = 101	Eastern Victoria GP Training n = 97	James Cook University n = 95	Northern Territory General Practice Education n = 35	GP Training Tasmania n = 29!
Strongly Agree	21%	33%	29%	29%	12% ↓	32%	9% ↓	29%	41%
Agree	52%	45%	42%	47%	53%	48%	58%	51%	41%
Neither Agree nor Disagree	14%	12%	20%	18%	23%	14%	17%	11%	10%
Disagree	9%	6%	9%	5%	10%	4%	14%	3%	7%
Strongly Disagree	5%	4%	0%	1%	2%	1%	2%	6%	0%
NET Strongly Agree + Agree	73%	78%	71%	76%	65%	80%	67%	80%	83%
NET Strongly Disagree + Disagree	13%	10%	9%	6%	12%	5%	16%	9%	7%
Average	3.8	4.0	3.9	4.0	3.6 ↓	4.1 ↑	3.6 ↓	3.9	4.2
Standard Deviation	1.0	1.0	0.9	0.9	0.9	0.9	0.9	1.0	0.9

Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q19\_3. Thinking about how [Regional Training Organisation] communicates with you about your training program, to what extent do you agree or disagree with the following statements? I know who to contact at [Regional Training Organisation] about my education program**

	GP Synergy n = 400	Murray City Country Coast GP Training n = 153	General Practice Training Queensland n = 134	GPeX n = 115	Western Australia General Practice Training n = 100	Eastern Victoria GP Training n = 97	James Cook University n = 95	Northern Territory General Practice Education n = 35	GP Training Tasmania n = 29!
Strongly Agree	36%	42%	42%	50%	29%	42%	28%	40%	62%
Agree	55%	47%	49%	45%	58%	46%	61%	49%	34%
Neither Agree nor Disagree	6%	7%	7%	3%	9%	8%	3%	6%	3%
Disagree	2%	1%	2%	2%	3%	3%	7% ↑	3%	0%
Strongly Disagree	2%	2%	0%	0%	1%	0%	0%	3%	0%
NET Strongly Agree + Agree	91%	90%	90%	96%	87%	89%	89%	89%	97%
NET Strongly Disagree + Disagree	3%	3%	2%	2%	4%	3%	7%	6%	0%
Average	4.2	4.3	4.3	4.4 ↑	4.1	4.3	4.1	4.2	4.6
Standard Deviation	0.8	0.8	0.7	0.6	0.8	0.7	0.8	0.9	0.6

Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q20\_1. Thinking about how [Regional Training Organisation] engages with you, to what extent do you agree or disagree with the following statements? [Regional Training Organisation] seeks my views on the structure and content of the education program**

	GP Synergy n = 400	Murray City Country Coast GP Training n = 153	General Practice Training Queensland n = 132	GPeX n = 114	Western Australia General Practice Training n = 101	Eastern Victoria GP Training n = 97	James Cook University n = 96	Northern Territory General Practice Education n = 34	GP Training Tasmania n = 29!
Strongly Agree	17%	24%	14%	14%	7%	26%	6%	21%	34%
Agree	43%	41%	39%	39%	37%	47%	45%	29%	34%
Neither Agree nor Disagree	22%	18%	27%	25%	26%	15%	24%	24%	14%
Disagree	12%	12%	17%	16%	24%	8%	19%	21%	14%
Strongly Disagree	7%	5%	3%	7%	7%	3%	6%	6%	3%
NET Strongly Agree + Agree	59%	65%	53%	53%	44%	73% ↑	51%	50%	69%
NET Strongly Disagree + Disagree	19%	17%	20%	23%	31%	11%	25%	26%	17%
Average	3.5	3.7	3.4	3.4	3.1 ↓	3.8 ↑	3.3	3.4	3.8
Standard Deviation	1.1	1.1	1.0	1.1	1.1	1.0	1.0	1.2	1.2

Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q20\_2. Thinking about how [Regional Training Organisation] engages with you, to what extent do you agree or disagree with the following statements? I am represented (by doctors in training e.g registrar liaison officer) on [Regional Training Organisation]'s training and/or education committees**

	GP Synergy n = 400	Murray City Country Coast GP Training n = 153	General Practice Training Queensland n = 132	GPeX n = 114	Western Australia General Practice Training n = 101	Eastern Victoria GP Training n = 97	James Cook University n = 96	Northern Territory General Practice Education n = 34	GP Training Tasmania n = 29!
Strongly Agree	16%	29%	24%	25%	14%	26%	14%	18%	41%
Agree	50%	50%	48%	44%	58%	44%	49%	56%	45%
Neither Agree nor Disagree	25%	16%	20%	22%	22%	24%	29%	18%	10%
Disagree	6%	3%	6%	6%	3%	3%	5%	9%	3%
Strongly Disagree	4%	2%	2%	3%	3%	3%	3%	0%	0%
NET Strongly Agree + Agree	66%	78%	73%	69%	72%	70%	63%	74%	86%
NET Strongly Disagree + Disagree	10%	5%	8%	9%	6%	6%	8%	9%	3%
Average	3.7 ↓	4.0 ↑	3.9	3.8	3.8	3.9	3.6	3.8	4.2
Standard Deviation	0.9	0.9	0.9	1.0	0.8	0.9	0.9	0.8	0.8

Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

**Q20\_3. Thinking about how [Regional Training Organisation] engages with you, to what extent do you agree or disagree with the following statements? I am able to discuss the [Regional Training Organisation] education program with other doctors**

	GP Synergy n = 399	Murray City Country Coast GP Training n = 153	General Practice Training Queensland n = 132	GPeX n = 114	Western Australia General Practice Training n = 101	Eastern Victoria GP Training n = 97	James Cook University n = 96	Northern Territory General Practice Education n = 34	GP Training Tasmania n = 29!
Strongly Agree	20%	33%	27%	19%	18%	32%	17%	21%	48%
Agree	61%	54%	55%	57%	60%	54%	66%	59%	45%
Neither Agree nor Disagree	13%	10%	13%	17%	16%	8%	13%	12%	7%
Disagree	4%	3%	5%	5%	4%	5%	5%	6%	0%
Strongly Disagree	2%	0%	0%	2%	2%	1%	0%	3%	0%
NET Strongly Agree + Agree	81%	87%	83%	76%	78%	86%	82%	79%	93%
NET Strongly Disagree + Disagree	6%	3%	5%	7%	6%	6%	5%	9%	0%
Average	3.9	4.2 ↑	4.1	3.9	3.9	4.1	3.9	3.9	4.4
Standard Deviation	0.8	0.7	0.8	0.8	0.8	0.8	0.7	0.9	0.6

Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

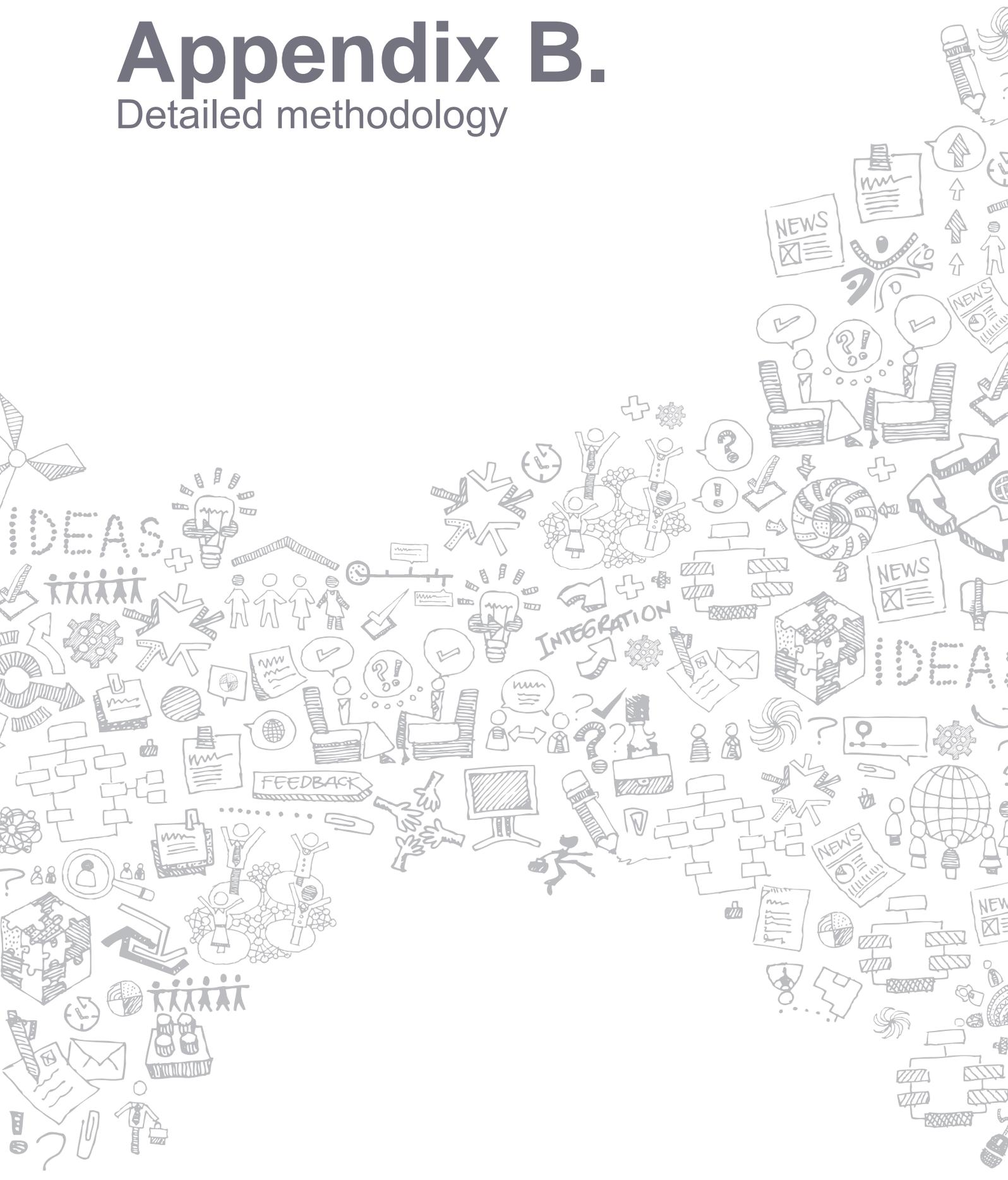
**Q20\_4. Thinking about how [Regional Training Organisation] engages with you, to what extent do you agree or disagree with the following statements? [Regional Training Organisation] provides me with access to psychological and/or mental health support services**

	GP Synergy n = 399	Murray City Country Coast GP Training n = 153	General Practice Training Queensland n = 132	GPeX n = 115	Western Australia General Practice Training n = 101	Eastern Victoria GP Training n = 97	James Cook University n = 96	Northern Territory General Practice Education n = 34	GP Training Tasmania n = 29!
Strongly Agree	12% ↓	27% ↑	20%	12%	5% ↓	34% ↑	5% ↓	18%	31%
Agree	32%	43%	40%	29%	24% ↓	41%	38%	62% ↑	28%
Neither Agree nor Disagree	40% ↑	21% ↓	30%	43%	50% ↑	18% ↓	42%	9% ↓	31%
Disagree	11%	7%	9%	13%	12%	5%	13%	6%	7%
Strongly Disagree	5%	2%	1%	3%	9% ↑	2%	3%	6%	3%
NET Strongly Agree + Agree	44% ↓	70% ↑	61%	41%	29% ↓	75% ↑	43%	79% ↑	59%
NET Strongly Disagree + Disagree	16%	9%	10%	17%	21%	7%	16%	12%	10%
Average	3.3 ↓	3.9 ↑	3.7 ↑	3.3	3.0 ↓	4.0 ↑	3.3 ↓	3.8	3.8
Standard Deviation	1.0	1.0	0.9	1.0	1.0	1.0	0.9	1.0	1.1

Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

# Appendix B.

## Detailed methodology



## B1. Detailed participant profile

2019 - survey responses included for analysis						
	TOTAL	Interns	Prevocational and unaccredited trainees	Specialist non-GP trainees	Specialist GP trainees	IMGs
<b>2019 - TOTAL</b>	9378	786	1953	3510	1390	1700
State /Territory						
ACT	244	31	55	108	19!	31
NSW	2699	184	563	997	469	486
NT	218	29!	43	65	44	37
QLD	1858	167	391	729	296	275
SA	737	60	140	279	123	135
Tas.	244	24!	36	80	34	70
Vic.	2335	204	475	905	289	462
WA	890	73	222	299	116	180
Location						
Metropolitan	6057	508	1319	2741	544	945
Regional	2260	215	477	597	445	526
Rural	670	29!	70	36	387	148
Do not wish to specify	80	<10^	17!	17!	12!	33

^not shown due to small sample size.

## B2. Survey length

The Medical Training Survey (MTS) was designed to take 15 minutes or less to complete. The survey could be completed across multiple sessions and be re-accessed through a unique survey link at a later stage.

On average, the time taken to complete the survey varied according to the number of questions answered and the number of sessions in which the survey was attempted. The table below shows the median time taken for the different survey versions and various levels of completion.

Completion by cohort						
	Total	Interns	Prevocational and unaccredited trainees	Specialist non-GP trainees	Specialist GP trainees	IMGs
<b>Completed* surveys</b>						
<b>Total completes</b>	7693	594	1545	2898	1189	1467
<b>Average number of sessions per complete<sup>#</sup></b>	1.3	1.4	1.2	1.1	1.2	1.7
<b>Average time taken per complete<sup>#</sup></b>	14.2	12.4	12.4	13.3	15.9	17.6
<b>Partial* surveys</b>						
<b>Total partials</b>	1685	192	408	612	201	233
<b>Average number of sessions per partial<sup>#</sup></b>	1.2	1.4	1.1	1.1	1.2	1.7
<b>Average time taken per partial<sup>#</sup></b>	3.8	3.6	3.3	4.0	5.1	4.0

\* See definitions for complete and partial from previous table. Note: n=39 unknown trainee type partial responses not shown.

<sup>#</sup> To control the impact of outliers, the average computed after deleting the lowest 5% and highest 5% values.

### B3. Cognitive testing

The cognitive tests aimed to:

- ▶ confirm survey content areas with respondents, specifically around quality improvement and focus on postgraduate medical training
- ▶ flag any content areas not understood by respondents
- ▶ check what participants understood by any terms which could be interpreted ambiguously
- ▶ understand how easy the survey was to complete
- ▶ check completion times
- ▶ understand any preferences for how the survey would be completed (e.g. times of the week it would be most convenient to complete the survey)
- ▶ check understanding around confidentiality and privacy processes
- ▶ test the key messages of the survey communications campaign.

Doctors in training were recruited to cognitive testing through several sources, including an invitation circulated at the HETI conference in Sydney on 6 June and recruitment via internal EY Sweeney contacts. Some medical colleges circulated an invitation to their doctors in training.

Doctors in training completed an online version of the survey under the observation of a moderator and were asked to note any areas of the survey requiring additional clarity. After the survey was completed, the moderator explored and identified potential issues including when the survey needed to be clearer, when trainees paused for thought, potential ambiguity and preferences for methods to complete the survey (including any barriers to complete).

After the cognitive testing, minor amendments to the survey were adopted by the Steering Committee and Advisory Group. These were tested internally before a pilot launch of the survey was conducted.

### B4. Completion rate

There were a total of n=9,378 responses to the 2019 MTS that were eligible for analysis. This figure represents 25.7% of the total number of doctors in training invited to complete the survey (n=37,017), minus any terminated from those invited (n=543) due to the respondent no longer being in-scope.

The number of responses eligible for analysis is made up of doctors in training who completed the survey (passed the 75% point of their respective survey version) or partially completed the survey (answered at least one question but did not complete). Overall, 82% of responses (n=7,693) eligible for analysis are completed surveys, with the remaining proportion considered as partials.

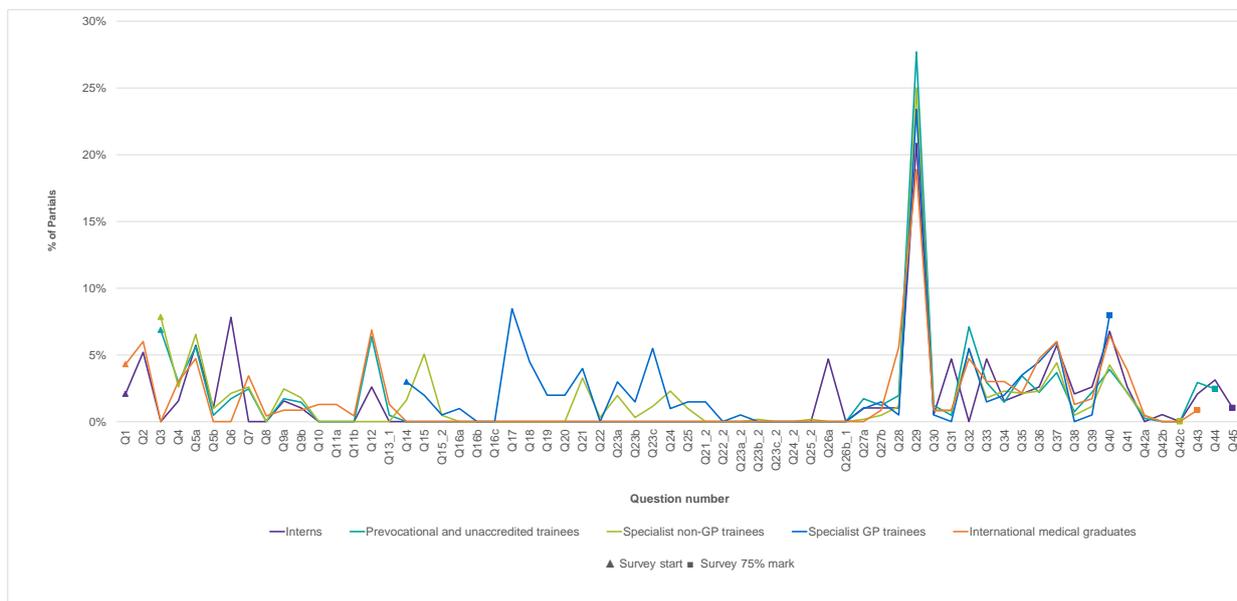
#### Partials

The proportion of partially completed surveys comprises 18% of the responses eligible for analysis. The point in which the doctor in training stopped the survey is defined as the 'last question with a response', although as not all questions were compulsory, they may have skipped some questions and answered others later in the survey.

Given there were five different surveys, each of different length, the 'last question with a response' represents different levels of progression through each survey, even if the respondent stopped at the same question. Thus, drop-off points for partially completed surveys can be represented both in terms of

the ‘last question with a response’ and the proportion of the survey questions with an answer. For this analysis, the former has been used, as the latter is covered in the next section.

### Last question with a response for partially completed surveys



As shown in the above chart, survey drop-offs occurred throughout the survey, however a peak is evident for after Q29 (To what extent do you agree or disagree with the following statements? In my setting, if my clinical supervisor(s)/peer reviewer(s) is not available...), which is the last question answered for between 19% (IMGs) and 28% (prevocational and unaccredited trainees) of partially completed surveys.

The next question for all doctor in training cohorts is ‘Q30. In your setting, how would you rate the quality of your overall clinical supervision for...’.

Two key explanations are hypothesised to account for drop-offs at this point:

1. Technical issue
2. Concerns about response confidentiality

These hypotheses are explored below in further detail.

#### Technical issue

Technical issues are a logical reason why a respondent may drop out of a survey. Early in the fieldwork period, a technical issue was noted for this question. EY Sweeney received correspondence from four survey respondents between 3 and 6 August 2019, indicating they were unable to answer ‘Q30. In your setting, how would you rate the quality of your overall clinical supervision for...’. Further investigation by EY Sweeney found that the question was not showing on some versions of Safari internet browser on Mac computers. The question format was updated and re-tested by EY Sweeney on the applicable browser version to confirm the question was working as intended. No further correspondence was received from respondents. The four survey respondents who initially contacted were able to complete the survey question in the new format.

However, not all respondents experiencing issues contact survey administrators. To investigate the impact of the issue on survey completion, analysis has been conducted on the type of browser used to

access the survey. The survey software determines which operating system the survey is being accessed from to optimise the way the survey is displayed.

As shown in the table above, among Mac users starting the survey, 79% of surveys were completed and 21% were considered as partial (not passing the 75% point of the survey). The rate of completion among Mac users is similar to all survey respondents completing the survey (80% complete, 20% partial). Thus, there is no evidence to suggest that using a Mac impacted on completion rates.

Completion by operating system							
	Total	Windows	IOS	Mac	Android	Linux	Other
n=	9378	2876	2751	2328	511	895	17
<b>Complete</b>	82%	84%	82%	80%	82%	80%	82%
<b>Partial</b>	18%	16%	18%	20%	18%	20%	18%

### Concerns about response confidentiality

The nature of survey questions could account for why survey respondents do not wish to complete specific questions. For example, a survey respondent might be uncomfortable providing a response. Questions before Q30 ask the respondent to provide ratings about a location or organisation, specifically their workplace, college or regional training organisation (if applicable). Q30 is the first point in the survey when the respondent is asked to provide a rating for a specific person, their supervisor. While this hypothesis is difficult to test, analysis was conducted on respondents using the ‘save and close’ feature of the survey. Overall n=889 respondents elected to send themselves an email with the survey link to complete the survey at a later time, of which 62% went on to complete the survey.

Of the remaining respondents using ‘save and close’ who did not go on to complete the survey, 39% stopped at Q30.

### Missing data

In addition to partially completed surveys, a small proportion of data are missing from the dataset due to respondents skipping non-compulsory questions or selecting ‘not applicable’.

There were five compulsory questions in the MTS, if they applied to the respondent. These questions determined whether the doctor in training was in scope for the purpose of the survey and if so, identified their cohort when this could not be determined by their answer to the previous question. The five compulsory questions were:

- ▶ Q2. Are you employed:
- ▶ Q3. Are you in a college training program?
- ▶ Q4. In which state or territory is your current term/rotation/placement based?

- ▶ Q8. Do you intend to undertake further postgraduate training in medicine? (only for those who selected 'Career medical officer' to Q7 What is your role in the setting?)
- ▶ Q14. Which specialist training program(s) are you doing?

For all other questions, doctors in training were able to skip the question if they wished. To prevent questions being skipped by accident, a reminder appeared if the respondent tried to navigate to the next page without answering the question. Overall, very few questions were deliberately skipped by respondents when compared across all data collected across all respondents and questions.

A small number of questions also had 'not applicable' or 'does not apply' response options. These options were made available as the specific question(s) may not apply to all doctor in training participants, but could not be automatically skipped due to the use of a filter. Questions which have a 'not applicable' or 'does not apply' option are:

- ▶ Q9b. If applicable, which subspecialty area are you practising in?
- ▶ Q16c. Who provides your GP training?
- ▶ Q17. If applicable, which Regional Training Organisation provides your GP training?
- ▶ Q22. Thinking about how <College> communicates with you about your training program, to what extent do you 'agree' or 'disagree' with the following statements?
- ▶ Q24. Thinking about all your <College> exam(s) not just the most recent, to what extent do you 'agree' or 'disagree' with the following statements?
- ▶ Q33. Thinking about the development of your clinical and practical skills, to what extent do you 'agree' or 'disagree' with the following statements?
- ▶ Q35. In your setting, do you have sufficient opportunities to develop your...?
- ▶ Q40. How would you rate the quality of the following in your setting?
- ▶ Q47. For any unrostered overtime you have completed in the past, how often did...?



## C1. Survey questions

There are five versions of the Medical Training Survey (MTS), each tailored to a different group of doctors in training. Most questions are common across the survey versions. A consolidated copy of the survey questions are below. To view copies of the survey questions filtered to each group of doctors, please visit <https://medicaltrainingsurvey.gov.au/Resources/Survey-questions>.

**This is a copy of all Doctor in Training questions.**

### Medical Training Survey

We are conducting a survey for the Medical Board of Australia (MBA) and Australian Health Practitioner Regulation Agency (AHPRA).

#### Survey description

The purpose of the Medical Training Survey (MTS) is to collect data from doctors in training to:

- better understand the quality of medical training in Australia,
- identify how best to improve medical training in Australia, and
- recognise and deal with potential issues in medical training that could impact on patient safety, including environment and culture, unacceptable behaviours and poor supervision.

The results will be used as a quality improvement tool, to strengthen medical training in Australia. The results of the MTS will be published in the interests of transparency. Specialty and jurisdiction specific reports from MTS data will be generated as far as possible, while assuring participant confidentiality. Stakeholders will apply survey results to improve medical training.

This survey is being administered by EY Sweeney on behalf of the MBA and AHPRA.

For access to the EY Sweeney Privacy Policy, visit <http://eysweeney.com.au/contact-us/privacy-policy>.

## Participant collection statement

### Survey description

The purpose of the Medical Training Survey (MTS) is to collect data from doctors in training to:

- better understand the quality of medical training in Australia,
- identify how best to improve medical training in Australia, and
- recognise and deal with potential issues in medical training that could impact on patient safety, including environment and culture, unacceptable behaviours and poor supervision.

The results will be used as a quality improvement tool, to strengthen medical training in Australia. The results of the MTS will be published in the interests of transparency. Specialty and jurisdiction specific reports from MTS data will be generated as far as possible, while assuring participant confidentiality. Stakeholders will apply survey results to improve medical training.

This survey is being administered by EY Sweeney on behalf of the Medical Board of Australia (MBA) and Australian Health Practitioner Regulation Agency (AHPRA).

### Your part in the Medical Training Survey

- Participation in the Medical Training Survey (MTS) is entirely voluntary.
- The online survey takes around 15 minutes to complete and the questions you will be asked are around your experience of medical training in Australia.
- You may withdraw from participating in the survey at any time without providing a reason.

We acknowledge that participation in the survey and reflection on your medical training might cause discomfort or even distress. For this reason, if you do not wish to answer a question, you may skip it and go to the next question.

Participants are asked to be aware that where survey information provided to AHPRA indicates a public safety risk, AHPRA may require EY Sweeney to provide to AHPRA identifying information to assist further investigation and for use and disclosure as required or permitted by law.

### Privacy information

In completing the MTS, we ask that participants don't provide responses with personal information or information that may reasonably identify an individual. Only members of the EY Sweeney team will have access to individual survey responses and will take steps to de-identify any data that might contain personal information or information that could reasonably re-identify an individual. EY Sweeney will only provide AHPRA with de-identified reports with aggregated survey data.

Any personal data collected will be treated confidentially, and anonymity preserved in reports of survey results.

All data collected will only be used for the purpose of this project.

Information you provide in the survey will be stored and handled securely. EY Sweeney use a third party provider to store data in the cloud hosted in Australia. The third party provider is subject to binding obligations to handle any stored data in accordance with the *Privacy Act 1988* (Cth) and the National Law.

Participants who go to "close" or "save and close" a partially completed survey (or go to "close" before starting), will have the option to request EY Sweeney email them a link to their survey. By providing your email address, you are giving consent for it to be used by EY Sweeney, for the purposes of sending an email with your unique survey link. Your email address will only be used for this purpose.

For access to the EY Sweeney Privacy Policy, click here (<https://eysweeney.com.au/privacy-policy>) and MBA/AHPRA Privacy Policy, click here (<https://www.ahpra.gov.au/About-AHPRA/Privacy.aspx>). For any technical problems with this survey, please send an email by selecting the link that appears at the bottom of each page. Non-technical queries about the survey itself can be directed to AHPRA via email at [MTS@ahpra.gov.au](mailto:MTS@ahpra.gov.au).

### Data management

To maintain confidentiality and anonymity of survey responses, the survey is being administered by EY Sweeney an independent and accredited (ISO20252 Market and Social Research Standard) market research agency who is independent of the MBA and AHPRA.

Data will be reported to the MBA and AHPRA in a de-identified and aggregated format, removing any information which might identify you.

All survey data is securely stored in Australia in accordance with AMSRS Code of Professional Behaviour, ISO 20252 – Market and Social Research Standard, AMSRO Privacy (Market and Social Research) Code 2014, Australian Privacy Principles of the Privacy Act 1988 – Privacy Amendment (Private Sector) Act 2000 and ISO 27001-2013 (Certificate for Information Security Management accreditation)

### Use and sharing of survey data

AHPRA anticipate using information from the survey to:

- provide organisations with survey result reports, including benchmarking, so they can identify focus areas, develop action plans and improve medical training;
- inform sector-wide strategies and campaigns in response to medical training issues, such as workplace environment and culture, patient safety and poor supervision;
- publicly report on medical training issues; and
- provide stakeholders and the public with data about the quality of medical training.

All reporting will be conducted in a way that protects the identity of individual participants. For example:

- Reports for organisations, or groups within organisations, are only provided when there are 10 or more survey responses and in a de-identified manner.
- Data is provided to stakeholders and the public in accordance with the Acts mentioned above. EY Sweeney will only conduct an analysis or release data to the MBA, AHPRA and key stakeholders when the identity of individuals is protected.
- EY Sweeney does not provide individual survey responses to managers or employers.

### Complaints

Should you have any concerns about your rights as a survey participant, or you have a complaint about the manner in which the survey is being conducted, you can contact EY Sweeney as the external provider via phone (1800 983 160) or email [medicaltrainingsurvey@au.ey.com](mailto:medicaltrainingsurvey@au.ey.com).

### Point of contact

The AHPRA point of contact for this project is [MTS@ahpra.gov.au](mailto:MTS@ahpra.gov.au).

Should you have any complaints or concerns about the manner in which this project is conducted, please do not hesitate to contact the researchers listed above. If you may prefer to contact the membership body for market and social research, Australian Market and Social Research Society (AMSRS), on 02 9566 3100 or you can email them on [amsrs@amsrs.com.au](mailto:amsrs@amsrs.com.au).

If you have any questions regarding the content of the survey, or experience any technical problems with the survey, please send an e-mail to [medicaltrainingsurvey@au.ey.com](mailto:medicaltrainingsurvey@au.ey.com) or contact 1800 983 160. This email address can be found at the bottom of each page of the survey.

**READER NOTE:** Respondents do not see codes (numbers) in the questions nor the headings in black boxes. Text in square brackets, or prefaced by **PROMGRAMMER NOTE** are instructions to program.

**GENERIC SURVEY ENTRY FOR [INS] AND [IMG].  
STATUS SWITCHED FROM [SNT] WITHIN SURVEY.  
CREATE HIDDEN VARIABLE FOR COHORT**

S0. PROGRAMMER NOTE: AUDIENCES FOR THIS SURVEY ARE SPLIT INTO 5 COHORTS:	[INS] Interns	<input type="radio"/> 01
	[IMG] International Medical Graduates	<input type="radio"/> 02
	[PVT] Prevocational and Unaccredited Trainees	<input type="radio"/> 03
	[SNT] Specialist Trainees (non-GP) (Default entry for specialists)	<input type="radio"/> 04
	[SGPT] Specialist GP trainees (assigned based on Q14)	<input type="radio"/> 05

**DEMOGRAPHICS**

The questions in this survey focus on your recent experiences as a doctor in training. As this survey is being completed by all doctors in training, please answer the questions in respect to your current situation and stage in your training journey.

<b>[IMG, PVT, INS, SNT]</b> Q1. What is your postgraduate year? <b>Please select one response only.</b>	PGY1	<input type="radio"/> 01
	PGY2	<input type="radio"/> 02
	PGY3	<input type="radio"/> 03
	PGY4	<input type="radio"/> 04
	PGY5	<input type="radio"/> 05
	PGY6	<input type="radio"/> 06
	PGY7	<input type="radio"/> 07
	PGY8	<input type="radio"/> 08
	PGY9	<input type="radio"/> 09
	PGY≥10	<input type="radio"/> 10

<b>[SGPT, IMG, PVT, INS, SNT]</b> Q2. Are you employed: <b>Please select one response only.</b>	Full time	<input type="radio"/> 1
	Part time	<input type="radio"/> 2
	Casually	<input type="radio"/> 3
	On leave for most of your current rotation	<b>TERMINATE 1</b>
		<input type="radio"/> 99

**TERMINATE 1:**

Thank you for your interest in completing the Medical Training Survey. At this stage we are only after responses from doctors in training that are not on leave for extended periods – we look forward to receiving your feedback on medical training in future years.

If you would like to contact us regarding this please email [medicaltrainingsurvey@au.ev.com](mailto:medicaltrainingsurvey@au.ev.com)

Should you need to contact the MBA and AHPRA please email [MTS@ahpra.gov.au](mailto:MTS@ahpra.gov.au).

<b>[PVT, SNT]</b> Q3. Are you in a college training program?	Yes	<b>[ASSIGN SNT]</b>	<input type="radio"/> 1
	No	<b>[ASSIGN PVT]</b>	<input type="radio"/> 2

Throughout the survey, we have used the term "setting" to describe the last place or area where you have practised or trained for at least two weeks. This would normally be your current setting, workplace, placement or rotation, or might be your previous setting, if you have only been practising or training in your current setting for less than two weeks.

<p><b>[IMG, PVT, INS, SNT]</b></p> <p>Q4. In which state or territory is your current term/rotation/placement based?</p> <p><i>If you have only been practising or training in your current state or territory for less than two weeks, please select the state or territory for your previous setting.</i></p> <p><b>Please select one response only.</b></p>	ACT	<input type="radio"/>	01
	NSW	<input type="radio"/>	02
	NT	<input type="radio"/>	03
	QLD	<input type="radio"/>	04
	SA	<input type="radio"/>	05
	Tas.	<input type="radio"/>	06
	Vic.	<input type="radio"/>	07
	WA	<input type="radio"/>	08
	Outside Australia	<input type="radio"/>	09

**TERMINATE 2:**

Thank you for your interest in completing the Medical Training Survey. At this stage we are only after responses from doctors who are in Australia for their current placement – we look forward to receiving your feedback on medical training in future years.

If you would like to contact us regarding this please email [medicaltrainingsurvey@au.ev.com](mailto:medicaltrainingsurvey@au.ev.com)

Should you need to contact the MBA and AHPRA please email [MTS@ahpra.gov.au](mailto:MTS@ahpra.gov.au).

<p><b>[IMG, PVT, INS, SNT]</b></p> <p>Q5a. <b>SHOW IF PVT, INS, SNT</b> Is your current term/rotation/placement in a hospital?</p> <p><b>SHOW IF IMG</b> Is your current position in a hospital?</p> <p><i>If you have only been practising or training in your current term/rotation/position or placement for less than two weeks, please consider your previous setting.</i></p>	Yes	<input type="radio"/>	1
	No	<input type="radio"/>	2

<p><b>[IMG, PVT, INS, SNT]</b></p> <p><b>ASK IF Q5a=1</b></p> <p>Q5b. Which hospital do you work at? If you work at more than one hospital, select where you spend most time.</p> <p><i>If you have only been practising or training in your current hospital for less than two weeks, please consider your previous hospital.</i></p> <p><b>Please type in and select.</b></p>	<b>PIPE RESPONSES FROM STATE LIST Q2</b>	<input type="radio"/>	01
		<input type="radio"/>	02
		<input type="radio"/>	03
		<input type="radio"/>	04
		<input type="radio"/>	05
		<input type="radio"/>	06
	Other	<input type="radio"/>	97
	Do not wish to specify	<input type="radio"/>	98

<p><b>[SGPT, IMG, PVT, INS, SNT]</b>  <b>ASK IF Q5a=2 OR Q5b=97 OR Q5b=98 ELSE PIPE FROM DATABASE</b></p> <p>Q6. Is your current setting in a...?</p> <p><b>Please select one response only.</b>  <b>HOVERTEXT FOR 'SETTING'</b>          Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.</p>	<p>Metropolitan area (e.g. capital city – Sydney, Melbourne, Brisbane, Adelaide, Perth, Darwin, Hobart, Canberra) <input type="radio"/> 1</p> <p>Regional area (e.g. within or less than 15km from a town with a population of at least 15,000 that is not a capital city) <input type="radio"/> 2</p> <p>Rural area (e.g. more than 15km from the closest town with a population of at least 15,000) <input type="radio"/> 3</p> <p>Do not wish to specify <input type="radio"/> 99</p>
<p><b>[IMG, PVT, SNT]</b></p> <p>Q7. What is your role in the setting?</p> <p><b>Please select one response only.</b>  <b>HOVERTEXT FOR 'SETTING'</b>          Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.</p>	<p><b>SHOW IF IMG Intern</b> <input type="radio"/> 1</p> <p>Resident Medical Officer / Hospital Medical Officer <input type="radio"/> 2</p> <p>Principal House Officer <input type="radio"/> 4</p> <p>Career Medical Officer <input type="radio"/> 6</p> <p>Registrar <input type="radio"/> 7</p> <p><b>SHOW IF IMG Specialist</b> <input type="radio"/> 8</p> <p>Unaccredited Registrar <input type="radio"/> 9</p> <p>Other <input type="radio"/> 97</p>
<p><b>[IMG, PVT]</b>  <b>ASK IF Q7=6</b></p> <p>Q8. Do you intend to undertake further postgraduate training in medicine?</p>	<p>Yes <input type="radio"/> 1</p> <p>No <input type="radio"/> 2 <b>TERMINATE 3 [PVT]</b></p>

**TERMINATE PVT IF Q8=2**

**TERMINATE 3:**

Thank you for your interest in completing the Medical Training Survey. This survey has been designed for doctors in training, as a Career Medical Officer with no intention to undertake further postgraduate training in medicine the remaining questions in this survey are unlikely to be appropriate for you. We thank you for your time in completing the survey up to this point.

If you would like to contact us regarding this please email [medicaltrainingsurvey@au.ey.com](mailto:medicaltrainingsurvey@au.ey.com).

Should you need to contact the MBA and AHPRA please email [MTS@ahpra.gov.au](mailto:MTS@ahpra.gov.au).

<p><b>[IMG, PVT, INS, SNT]</b></p> <p>Q9a. Which area are you currently practising in?</p> <p><i>If you have only been practising or training in your current term/rotation/position or placement for less than two weeks, please consider your previous setting.</i></p> <p><b>Please select one response only.</b></p>	<table border="0"> <tr><td>Addiction medicine</td><td style="text-align: right;"><input type="radio"/> 01</td></tr> <tr><td>Anaesthesia</td><td style="text-align: right;"><input type="radio"/> 02</td></tr> <tr><td>Dermatology</td><td style="text-align: right;"><input type="radio"/> 03</td></tr> <tr><td>Emergency medicine</td><td style="text-align: right;"><input type="radio"/> 04</td></tr> <tr><td>General practice</td><td style="text-align: right;"><input type="radio"/> 05</td></tr> <tr><td>Intensive care medicine</td><td style="text-align: right;"><input type="radio"/> 06</td></tr> <tr><td>Medical administration</td><td style="text-align: right;"><input type="radio"/> 07</td></tr> <tr><td>Obstetrics and gynaecology</td><td style="text-align: right;"><input type="radio"/> 08</td></tr> <tr><td>Occupational and environmental medicine</td><td style="text-align: right;"><input type="radio"/> 09</td></tr> <tr><td>Ophthalmology</td><td style="text-align: right;"><input type="radio"/> 10</td></tr> <tr><td>Paediatrics and child health (inc. sub-specialties)</td><td style="text-align: right;"><input type="radio"/> 11</td></tr> <tr><td>Pain medicine</td><td style="text-align: right;"><input type="radio"/> 12</td></tr> <tr><td>Palliative medicine</td><td style="text-align: right;"><input type="radio"/> 13</td></tr> <tr><td>Pathology</td><td style="text-align: right;"><input type="radio"/> 14</td></tr> <tr><td>Physician Adult medicine (inc. sub-specialties)</td><td style="text-align: right;"><input type="radio"/> 15</td></tr> <tr><td>Psychiatry</td><td style="text-align: right;"><input type="radio"/> 16</td></tr> <tr><td>Public health medicine</td><td style="text-align: right;"><input type="radio"/> 17</td></tr> <tr><td>Radiation oncology</td><td style="text-align: right;"><input type="radio"/> 18</td></tr> <tr><td>Radiology</td><td style="text-align: right;"><input type="radio"/> 19</td></tr> <tr><td>Rehabilitation medicine</td><td style="text-align: right;"><input type="radio"/> 20</td></tr> <tr><td>Sexual health medicine</td><td style="text-align: right;"><input type="radio"/> 21</td></tr> <tr><td>Sport and exercise medicine</td><td style="text-align: right;"><input type="radio"/> 22</td></tr> <tr><td>Surgery</td><td style="text-align: right;"><input type="radio"/> 23</td></tr> <tr><td>Other</td><td style="text-align: right;"><input type="radio"/> 97</td></tr> </table>	Addiction medicine	<input type="radio"/> 01	Anaesthesia	<input type="radio"/> 02	Dermatology	<input type="radio"/> 03	Emergency medicine	<input type="radio"/> 04	General practice	<input type="radio"/> 05	Intensive care medicine	<input type="radio"/> 06	Medical administration	<input type="radio"/> 07	Obstetrics and gynaecology	<input type="radio"/> 08	Occupational and environmental medicine	<input type="radio"/> 09	Ophthalmology	<input type="radio"/> 10	Paediatrics and child health (inc. sub-specialties)	<input type="radio"/> 11	Pain medicine	<input type="radio"/> 12	Palliative medicine	<input type="radio"/> 13	Pathology	<input type="radio"/> 14	Physician Adult medicine (inc. sub-specialties)	<input type="radio"/> 15	Psychiatry	<input type="radio"/> 16	Public health medicine	<input type="radio"/> 17	Radiation oncology	<input type="radio"/> 18	Radiology	<input type="radio"/> 19	Rehabilitation medicine	<input type="radio"/> 20	Sexual health medicine	<input type="radio"/> 21	Sport and exercise medicine	<input type="radio"/> 22	Surgery	<input type="radio"/> 23	Other	<input type="radio"/> 97
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<p><b>[IMG, PVT, INS, SNT]</b>  <b>ASK IF Q9a = 4   6   8   11   14   15   19   23</b></p> <p>Q9b. If applicable, which subspecialty area are you practising in?</p> <p><i>If you have only been practising or training in your current term/rotation/position or placement for less than two weeks, please consider your previous setting.</i></p> <p><b>Please select one response only.</b></p>	<p><b>Emergency Medicine [04]</b></p> <p>Paediatric emergency medicine <input type="radio"/> 65</p> <p>Not applicable <input type="radio"/> 98</p> <p>Prefer not to say <input type="radio"/> 99</p>
	<p><b>Intensive care medicine [06]</b></p> <p>Paediatric intensive care <input type="radio"/> 01</p> <p>Not applicable <input type="radio"/> 98</p> <p>Prefer not to say <input type="radio"/> 99</p>
	<p><b>Obstetrics and gynaecology [08]</b></p> <p>Gynaecological oncology <input type="radio"/> 60</p> <p>Maternal–fetal medicine <input type="radio"/> 61</p> <p>Obstetrics and gynaecological ultrasound <input type="radio"/> 62</p> <p>Reproductive endocrinology and infertility <input type="radio"/> 63</p> <p>Urogynaecology <input type="radio"/> 64</p> <p>Not applicable <input type="radio"/> 98</p> <p>Prefer not to say <input type="radio"/> 99</p>
	<p><b>Paediatrics and child health [11]</b></p> <p>General paediatrics <input type="radio"/> 06</p> <p>Paediatric clinical genetics <input type="radio"/> 07</p> <p>Community child health <input type="radio"/> 08</p> <p>Neonatal and perinatal medicine <input type="radio"/> 09</p> <p>Paediatric cardiology <input type="radio"/> 10</p> <p>Paediatric clinical pharmacology <input type="radio"/> 11</p> <p>Paediatric emergency medicine <input type="radio"/> 12</p> <p>Paediatric endocrinology <input type="radio"/> 13</p> <p>Paediatric gastroenterology and hepatology <input type="radio"/> 14</p> <p>Paediatric haematology <input type="radio"/> 15</p> <p>Paediatric immunology and allergy <input type="radio"/> 16</p> <p>Paediatric infectious diseases <input type="radio"/> 17</p> <p>Paediatric intensive care medicine <input type="radio"/> 18</p> <p>Paediatric medical oncology <input type="radio"/> 19</p> <p>Paediatric nephrology <input type="radio"/> 20</p> <p>Paediatric neurology <input type="radio"/> 21</p> <p>Paediatric nuclear medicine <input type="radio"/> 22</p> <p>Paediatric palliative medicine <input type="radio"/> 23</p> <p>Paediatric rehabilitation medicine <input type="radio"/> 24</p> <p>Paediatric respiratory and sleep medicine <input type="radio"/> 25</p> <p>Paediatric rheumatology <input type="radio"/> 26</p> <p>Not applicable <input type="radio"/> 98</p> <p>Prefer not to say <input type="radio"/> 99</p>

	<b>Pathology</b>	<b>[14]</b>
	General pathology	<input type="radio"/> 27
	Anatomical pathology (including cytopathology)	<input type="radio"/> 28
	Chemical pathology	<input type="radio"/> 29
	Haematology	<input type="radio"/> 30
	Immunology	<input type="radio"/> 31
	Microbiology	<input type="radio"/> 32
	Forensic pathology	<input type="radio"/> 33
	Not applicable	<input type="radio"/> 98
	Prefer not to say	<input type="radio"/> 99
	<b>Physician Adult medicine</b>	<b>[15]</b>
	General medicine	<input type="radio"/> 34
	Cardiology	<input type="radio"/> 35
	Clinical genetics	<input type="radio"/> 36
	Clinical pharmacology	<input type="radio"/> 37
	Endocrinology	<input type="radio"/> 38
	Gastroenterology and hepatology	<input type="radio"/> 39
	Geriatric medicine	<input type="radio"/> 40
	Haematology	<input type="radio"/> 41
	Immunology and allergy	<input type="radio"/> 42
	Infectious diseases	<input type="radio"/> 43
	Medical oncology	<input type="radio"/> 44
	Nephrology	<input type="radio"/> 45
	Neurology	<input type="radio"/> 46
	Nuclear medicine	<input type="radio"/> 47
	Respiratory and sleep medicine	<input type="radio"/> 48
	Rheumatology	<input type="radio"/> 49
	Not applicable	<input type="radio"/> 98
	Prefer not to say	<input type="radio"/> 99

	<b>Radiology</b>	<b>[19]</b>
	Diagnostic radiology	<input type="radio"/> 02
	Diagnostic ultrasound	<input type="radio"/> 03
	Nuclear medicine	<input type="radio"/> 04
	Not applicable	<input type="radio"/> 98
	Prefer not to say	<input type="radio"/> 99
	<b>Surgery</b>	<b>[23]</b>
	General surgery	<input type="radio"/> 50
	Orthopaedic surgery	<input type="radio"/> 51
	Cardio-thoracic surgery	<input type="radio"/> 52
	Neurosurgery	<input type="radio"/> 53
	Otolaryngology – head and neck surgery	<input type="radio"/> 54
	Oral and maxillofacial surgery	<input type="radio"/> 55
	Paediatric surgery	<input type="radio"/> 56
	Plastic surgery	<input type="radio"/> 57
	Urology	<input type="radio"/> 58
	Vascular surgery	<input type="radio"/> 59
	Not applicable	<input type="radio"/> 98
	Prefer not to say	<input type="radio"/> 99

**TRAINING CURRICULUM**

In this next section, we would like to know about the training program/s you have undertaken.

<p><b>[IMG]</b></p> <p>Q10. How many years have you held registration in Australia?</p> <p><b>Please select one response only.</b></p>	1 or less	<input type="radio"/> 01
	2	<input type="radio"/> 02
	3	<input type="radio"/> 03
	4	<input type="radio"/> 04
	5	<input type="radio"/> 05
	6	<input type="radio"/> 06
	7	<input type="radio"/> 07
	8	<input type="radio"/> 08
	9	<input type="radio"/> 09
	10 or more	<input type="radio"/> 10

<p><b>[IMG]</b></p> <p>Q11a. Which pathway are you in?</p> <p><b>Please select one response only.</b></p>	Specialist and competent authority pathway	<input type="radio"/> 01
	<b>Go to Q11b</b>	
	Specialist pathway	<input type="radio"/> 02
	<b>Go to Q11b</b>	
	Standard pathway (AMC exam)	<input type="radio"/> 03
	Standard pathway (Workplace based assessment)	<input type="radio"/> 04
	Competent authority pathway	<input type="radio"/> 05
	Short term training pathway	<input type="radio"/> 06
Other	<input type="radio"/> 97	
Unsure	<input type="radio"/> 99	

**[IMG]**  
**ASK IF Q11a=1 OR 2**

Q11b. Which college(s) did your specialist pathway assessment?

**Please select all that apply, up to a maximum of two.**

Australian and New Zealand College of Anaesthetists ( <b>ANZCA</b> )	<input type="checkbox"/>	01
The Australasian College of Dermatologists ( <b>ACD</b> )	<input type="checkbox"/>	02
Australasian College for Emergency Medicine ( <b>ACEM</b> )	<input type="checkbox"/>	03
Australian College of Rural and Remote Medicine ( <b>ACRRM</b> )	<input type="checkbox"/>	04
Australasian College of Sport and Exercise Physicians ( <b>ACSEP</b> )	<input type="checkbox"/>	05
College of Intensive Care Medicine of Australia and New Zealand ( <b>CICM</b> )	<input type="checkbox"/>	06
The Royal Australian and New Zealand College of Ophthalmologists ( <b>RANZCO</b> )	<input type="checkbox"/>	07
Royal Australasian College of Dental Surgeons ( <b>RACDS</b> )	<input type="checkbox"/>	08
The Royal Australasian College of Medical Administrators ( <b>RACMA</b> )	<input type="checkbox"/>	09
The Royal Australasian College of Physicians ( <b>RACP</b> )	<input type="checkbox"/>	10
Royal Australasian College of Surgeons ( <b>RACS</b> )	<input type="checkbox"/>	11
The Royal Australian and New Zealand College of Obstetricians and Gynaecologists ( <b>RANZCOG</b> )	<input type="checkbox"/>	02
The Royal Australian and New Zealand College of Psychiatrists ( <b>RANZCP</b> )	<input type="checkbox"/>	13
The Royal Australian and New Zealand College of Radiologists ( <b>RANZCR</b> )	<input type="checkbox"/>	14
The Royal Australian College of General Practitioners ( <b>RACGP</b> )	<input type="checkbox"/>	15
The Royal College of Pathologists of Australasia ( <b>RCPA</b> )	<input type="checkbox"/>	16
Prefer not to say	<input type="checkbox"/>	97
Unsure	<input type="radio"/>	99

**[IMG, PVT, INS]**

Q12. **SHOW IF PVT, INS**  
 Do you have a training plan?

**HOVERTEXT FOR 'TRAINING PLAN'**  
 Developed by you and your supervisor for your employer/college

**SHOW IF IMG**  
 Do you have a training/professional development plan?

**HOVERTEXT FOR 'TRAINING/PROFESSIONAL DEVELOPMENT PLAN'**  
 Developed by you and your supervisor/peer reviewer for your employer/college/MBA

Yes	<b>Go to Q13</b>	<input type="radio"/>	1
No	<b>Go to Q14</b>	<input type="radio"/>	2
Unsure	<b>Go to Q14</b>	<input type="radio"/>	4

[IMG, PVT, INS]

ASK IF Q12=1

Q13. **SHOW IF PVT, INS**

Thinking about your **training plan**, to what extent do you agree or disagree with the following statements?

**SHOW IF IMG**

Thinking about your **training/professional development plan**, to what extent do you agree or disagree with the following statements?

Please select one response per row.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1. My plan is helping me to continue to develop as a doctor	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
2. There are opportunities for me to meet the requirements of my plan in my current setting	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
3. I understand what I need to do to meet my plan requirements	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
4. <b>SHOW IF IMG</b> My plan is preparing me to be a doctor/specialist in the Australian healthcare system	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
5. My plan is preparing me for future medical practice	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
6. My plan is advancing my knowledge	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

<p><b>[SNT]</b></p> <p>Q14. Which specialist training program(s) are you doing?</p> <p><b>Please select all that apply, up to a maximum of two.</b></p>	<p>Addiction medicine – The Royal Australasian College of Physicians (<b>RACP</b>) <input type="checkbox"/> 01</p> <p>Anaesthesia – Australian and New Zealand College of Anaesthetists (<b>ANZCA</b>) <input type="checkbox"/> 02</p> <p>Dermatology – The Australasian College of Dermatologists (<b>ACD</b>) <input type="checkbox"/> 03</p> <p>Emergency medicine – Australasian College for Emergency Medicine (<b>ACEM</b>) <input type="checkbox"/> 04</p> <p>General practice – Australian College of Rural and Remote Medicine (<b>ACRRM</b>) <b>ASSIGN SGPT</b> <input type="checkbox"/> 05</p> <p>General practice – The Royal Australian College of General Practitioners (<b>RACGP</b>) <b>ASSIGN SGPT</b> <input type="checkbox"/> 06</p> <p>Intensive care medicine – Australian and New Zealand College of Anaesthetists (<b>ANZCA</b>) <input type="checkbox"/> 07</p> <p>Intensive care medicine – The Royal Australasian College of Physicians (<b>RACP</b>) <input type="checkbox"/> 08</p> <p>Intensive care medicine – College of Intensive Care Medicine of Australia and New Zealand (<b>CICM</b>) <input type="checkbox"/> 09</p> <p>Medical administration – The Royal Australasian College of Medical Administrators (<b>RACMA</b>) <input type="checkbox"/> 10</p> <p>Obstetrics and gynaecology – The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (<b>RANZCOG</b>) <input type="checkbox"/> 11</p> <p>Occupational and environmental medicine – The Royal Australasian College of Physicians (<b>RACP</b>) <input type="checkbox"/> 12</p> <p>Ophthalmology – The Royal Australian and New Zealand College of Ophthalmologists (<b>RANZCO</b>) <input type="checkbox"/> 13</p> <p>Paediatrics and child health – The Royal Australasian College of Physicians (<b>RACP</b>) <input type="checkbox"/> 14</p> <p>Pain medicine – Australian and New Zealand College of Anaesthetists (<b>ANZCA</b>) <input type="checkbox"/> 15</p> <p>Palliative medicine – The Royal Australasian College of Physicians (<b>RACP</b>) <input type="checkbox"/> 16</p> <p>Pathology – The Royal College of Pathologists of Australasia (<b>RCPA</b>) <input type="checkbox"/> 17</p> <p>Physician – The Royal Australasian College of Physicians (<b>RACP</b>) <input type="checkbox"/> 18</p> <p>Psychiatry – The Royal Australian and New Zealand College of Psychiatrists (<b>RANZCP</b>) <input type="checkbox"/> 19</p> <p>Public health medicine – The Royal Australasian College of Physicians (<b>RACP</b>) <input type="checkbox"/> 20</p> <p>Radiation oncology – The Royal Australian and New Zealand College of Radiologists (<b>RANZCR</b>) <input type="checkbox"/> 21</p> <p>Radiology – The Royal Australian and New Zealand College of Radiologists (<b>RANZCR</b>) <input type="checkbox"/> 22</p> <p>Rehabilitation medicine – The Royal Australasian College of Physicians (<b>RACP</b>) <input type="checkbox"/> 23</p> <p>Sexual health medicine – The Royal Australasian College of Physicians (<b>RACP</b>) <input type="checkbox"/> 24</p> <p>Sports and exercise medicine – Australasian College of Sport and Exercise Physicians (<b>ACSEP</b>) <input type="checkbox"/> 25</p> <p>Surgery – Royal Australasian College of Surgeons (<b>RACS</b>) <input type="checkbox"/> 26</p> <p>Surgery – Oral and maxillofacial surgery – Royal Australasian College of Dental Surgeons (<b>RACDS</b>) <input type="checkbox"/> 27</p>
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<p><b>[SGPT, SNT]</b> <b>ASK FOR EACH COLLEGE IN Q14</b></p> <p>Q15. How many years have you been in the <b>[INSERT COLLEGE SELECTED]</b> training program?</p> <p><b>Please select one response only.</b></p>	<p>1 or less <input type="radio"/> 01</p> <p>2 <input type="radio"/> 02</p> <p>3 <input type="radio"/> 03</p> <p>4 <input type="radio"/> 04</p> <p>5 <input type="radio"/> 05</p> <p>6 <input type="radio"/> 06</p> <p>7 <input type="radio"/> 07</p> <p>8 <input type="radio"/> 08</p> <p>9 <input type="radio"/> 09</p> <p>More than 10 <input type="radio"/> 10</p> <p>Don't know <input type="radio"/> 11</p>
<p><b>[SGPT]</b></p> <p>Q16a. Are you training for a career in general practice as:</p> <p><b>Please select one response only.</b></p>	<p>A fully funded participant (AGPT or RVTS) <input type="radio"/> 1</p> <p>A partial funded participant (RACGP or ACRRM Fellowship support) <input type="radio"/> 2</p> <p>A self-funded participant <input type="radio"/> 3</p>
<p><b>[SGPT]</b> <b>ASK IF Q16a=1</b></p> <p>Q16b. Which training program are you in? <b>Please select one response only.</b></p>	<p>Australian General Practice Training (AGPT) <input type="radio"/> 1</p> <p>The Remote Vocational Training Scheme (RVTS) <input type="radio"/> 2</p>
<p><b>[SGPT]</b> <b>ASK IF Q16a=2 or 3</b></p> <p>Q16c. Who provides your GP training? <b>Please select one response only.</b></p>	<p>Remote Vocational Training Scheme <input type="radio"/> 1</p> <p>The ACRRM Independent Pathway <input type="radio"/> 2</p> <p>The RACGP Practice Experience Program <input type="radio"/> 3</p> <p>Unsure <input type="radio"/> 96</p> <p>Not applicable <input type="radio"/> 97</p>
<p><b>[SGPT]</b></p> <p>Q17. If applicable, which Regional Training Organisation provides your GP training? <b>Please select one response only.</b></p>	<p>GP Synergy <b>RTO</b> <input type="radio"/> 01</p> <p>Eastern Victoria GP Training <b>RTO</b> <input type="radio"/> 02</p> <p>Murray City Country Coast GP Training <b>RTO</b> <input type="radio"/> 03</p> <p>GP Training Tasmania <b>RTO</b> <input type="radio"/> 04</p> <p>GPeX <b>RTO</b> <input type="radio"/> 05</p> <p>Western Australia General Practice Training <b>RTO</b> <input type="radio"/> 06</p> <p>Northern Territory General Practice Education <b>RTO</b> <input type="radio"/> 07</p> <p>General Practice Training Queensland <b>RTO</b> <input type="radio"/> 08</p> <p>James Cook University <b>RTO</b> <input type="radio"/> 09</p> <p>Unsure <input type="radio"/> 96</p> <p>Not applicable <input type="radio"/> 97</p>

**[SGPT]**  
The following questions relate to the main organisation that provides your GP training.

**[SGPT]**  
**ASK IF Q17=1 TO 9**

Q18. Thinking about your **[RESPONSE FROM Q17]** training program, to what extent do you agree or disagree with each of the following statements?  
**Please select one response per row.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1. The <b>[RESPONSE FROM Q17]</b> education program meets the College/s requirements	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
2. The <b>[RESPONSE FROM Q17]</b> education program is preparing me as a specialist	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
3. The <b>[RESPONSE FROM Q17]</b> education program is advancing my knowledge	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

**[SGPT]**  
**ASK IF Q17=1 TO 9**

Q19. Thinking about how **[RESPONSE FROM Q17]** communicates with you about your training program, to what extent do you agree or disagree with the following statements?  
**Please select one response per row.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1. <b>[RESPONSE FROM Q17]</b> clearly communicates the requirements of my training program	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
2. <b>[RESPONSE FROM Q17]</b> clearly communicates with me about changes to my training program and how they affect me	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
3. I know who to contact at <b>[RESPONSE FROM Q17]</b> about my education program	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

**[SGPT]**  
**ASK IF Q17=1 TO 9**

Q20. Thinking about how **[RESPONSE FROM Q17]** engages with you, to what extent do you agree or disagree with the following statements?

**Please select one response per row.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1. <b>[RESPONSE FROM Q17]</b> seeks my views on the structure and content of the education program	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
2. I am represented (by doctors in training e.g. registrar liaison officer) on <b>[RESPONSE FROM Q17]</b> 's training and/or education committees	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
3. I am able to discuss the <b>[RESPONSE FROM Q17]</b> education program with other doctors	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
4. <b>[RESPONSE FROM Q17]</b> provides me with access to psychological and/or mental health support services	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

**[SGPT, SNT]**  
 The following questions relate to **[INSERT COLLEGE FROM Q14]**.

**[SGPT, SNT]**

Q21. Thinking about your **[INSERT COLLEGE FROM Q14]** training program, to what extent do you agree or disagree with each of the following statements?

**Please select one response per row.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Unsure
1. The College training program is relevant to my development	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
2. There are opportunities to meet the requirements of the training program in my current setting	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
3. I understand what I need to do to meet my training program requirements.	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99

**[SGPT, SNT]**

Q22. Thinking about how **[INSERT COLLEGE FROM Q14]** communicates with you about your training program, to what extent do you agree or disagree with the following statements?

**Please select one response per row.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Does not apply
1. My College clearly communicates the requirements of my training program	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
2. My College clearly communicates with me about changes to my training program and how they affect me	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
3. I know who to contact at the College about my training program	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99

**[SGPT, SNT]**

Q23a. In the last 12 months, have you sat one or more exams from...?

**Please select one response per row.**

	Yes	No
1. PIPE [College]	<input type="radio"/> 1	<input type="radio"/> 2

**ASK IF Q23aX=1**

**[SGPT, SNT]**

Q23b. Have you received the results of your most recent exam from...?

**Please select one response per row.**

	Yes	No
1. PIPE [College]	<input type="radio"/> 1	<input type="radio"/> 2

**ASK IF Q23bX=1**

**[SGPT, SNT]**

Q23c. Did you pass the exam for...?

**Please select one response per row.**

	Yes	No	Prefer not to say
1. PIPE [College]	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 99

**[SGPT, SNT]**

**ASK IF Q23a=1**

Q24. Thinking about all your **[INSERT COLLEGE FROM Q14] exam(s)** not just the most recent, to what extent do you agree or disagree with the following statements?

**Please select one response per row.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Not applicable
1. The exam(s) always reflected the College training curriculum	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
2. The information the College provided about the exam(s) was always accurate and appropriate	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
3. The exam(s) always ran smoothly on the day	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
4. The exam(s) were always conducted fairly	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
5. I received useful feedback about my performance in the exam(s)	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
6. The feedback is timely	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
7. I received support from my College when needed	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99

**[SGPT, SNT]**

Q25. Thinking about how **[INSERT COLLEGE FROM Q14] engages with you**, to what extent do you agree or disagree with the following statements?

**Please select one response per row.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1. The College seeks my views on the training program	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
2. I am represented by doctors in training on the College's training and/or education committees	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
3. I am able to discuss the College training program with other doctors	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
4. The College provides me with access to psychological and/or mental health support services	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

### ASSESSMENT

<p><b>[INS]</b></p> <p>Q26a. In the last term that you completed, did you receive an end of term assessment?</p>	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">Yes</td> <td style="text-align: right;"><b>Go to Q23b</b></td> <td style="text-align: right;"><input type="radio"/> 1</td> </tr> <tr> <td>No</td> <td style="text-align: right;"><b>Go to Q29</b></td> <td style="text-align: right;"><input type="radio"/> 2</td> </tr> </table>	Yes	<b>Go to Q23b</b>	<input type="radio"/> 1	No	<b>Go to Q29</b>	<input type="radio"/> 2
Yes	<b>Go to Q23b</b>	<input type="radio"/> 1					
No	<b>Go to Q29</b>	<input type="radio"/> 2					

<p><b>[INS]</b></p> <p><b>ASK IF Q26a=1</b></p> <p>Q26b. To what extent do you agree or disagree with the following statements? <b>Please select one response per row.</b></p>					
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
1. My last term assessment was relevant to my training	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
2. I had the opportunity to discuss my last term assessment feedback with my supervisor	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
3. My last term assessment provided me with useful feedback about my progress as an intern	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
4. My last term assessment was conducted fairly	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

### ORIENTATION

**In this next section, we would like to know more about your experiences in your workplace. This would normally be your current setting, workplace, placement or rotation, or might be your previous setting, if you have only been practising or training in your current setting for less than two weeks.**

<p><b>[SGPT, IMG, PVT, INS, SNT]</b></p> <p>Q27a. Did you receive an orientation to your setting? <b>HOVERTEXT FOR 'SETTING'</b> Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.</p>	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">Yes, a formal orientation</td> <td style="text-align: right;"><input type="radio"/> 1</td> </tr> <tr> <td>Yes, but it was largely informal</td> <td style="text-align: right;"><input type="radio"/> 2</td> </tr> <tr> <td>No</td> <td style="text-align: right;"><b>Go to Q28</b> <input type="radio"/> 3</td> </tr> </table>	Yes, a formal orientation	<input type="radio"/> 1	Yes, but it was largely informal	<input type="radio"/> 2	No	<b>Go to Q28</b> <input type="radio"/> 3
Yes, a formal orientation	<input type="radio"/> 1						
Yes, but it was largely informal	<input type="radio"/> 2						
No	<b>Go to Q28</b> <input type="radio"/> 3						

<p><b>[SGPT, IMG, PVT, INS, SNT]</b></p> <p><b>ASK IF Q27a=1 OR 2</b></p> <p>Q27b. How would you rate the quality of your orientation?  <b>Please select one response only.</b></p>	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">Excellent</td> <td style="text-align: right;"><input type="radio"/> 5</td> </tr> <tr> <td>Good</td> <td style="text-align: right;"><input type="radio"/> 4</td> </tr> <tr> <td>Average</td> <td style="text-align: right;"><input type="radio"/> 3</td> </tr> <tr> <td>Poor</td> <td style="text-align: right;"><input type="radio"/> 2</td> </tr> <tr> <td>Terrible</td> <td style="text-align: right;"><input type="radio"/> 1</td> </tr> </table>	Excellent	<input type="radio"/> 5	Good	<input type="radio"/> 4	Average	<input type="radio"/> 3	Poor	<input type="radio"/> 2	Terrible	<input type="radio"/> 1
Excellent	<input type="radio"/> 5										
Good	<input type="radio"/> 4										
Average	<input type="radio"/> 3										
Poor	<input type="radio"/> 2										
Terrible	<input type="radio"/> 1										

### CLINICAL SUPERVISION

[SGPT, IMG, PVT, INS, SNT]

Q28. **SHOW IF SGPT, PVT, INS, SNT**  
In your setting, who mainly provides your day-to-day clinical supervision?

**SHOW IF IMG**

In your setting, who mainly provides your day-to-day clinical supervision/peer review?

**Please select one response only.**

**HOVERTEXT FOR 'SETTING'**

Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.

- Specialist (including specialist GP)  1
- Registrar  2
- Other doctor  3
- Nurse  4
- Other  5
- SHOW IF SGPT, PVT, INS, SNT**
- I don't have a clinical supervisor **Go to Q32 (G3H)**  6
- SHOW IF IMG**
- I don't have a clinical supervisor/peer reviewer **Go to Q32 (G3H)**  7

[SGPT, IMG, PVT, INS, SNT]

**ASK IF Q28=1 TO 5**

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

**SHOW IF SGPT, PVT, INS, SNT**

In my setting, if my clinical supervisor(s) is not available...

**SHOW IF IMG**

In my setting, if my clinical supervisor(s)/peer reviewer(s) is not available...

**Please select one response per row.**

**HOVERTEXT FOR 'SETTING'**

Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.

		Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1.	I am able to contact other senior medical staff <b>IN HOURS</b> if I am concerned about a patient	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
2.	I am able to contact other senior medical staff <b>AFTER HOURS</b> if I am concerned about a patient	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

[SGPT, IMG, PVT, INS, SNT]

ASK IF Q28=1 TO 5

Q30. We'd now like you to give a rating for the following statements, with 5 stars indicating 'very good' and 1 star indicating 'very poor'.

SHOW IF SGPT, PVT, INS, SNT

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

SHOW IF IMG

In your setting, how would you rate the quality of your overall clinical supervision/peer review for...

Please select one response per row.

Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.

PROGRAMMER NOTE: STAR RATINGS

	1	2	3	4	5
1. Helpfulness	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
2. Accessibility	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
3. Regular, INFORMAL feedback	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
4. Regular, FORMAL feedback	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
5. Usefulness of feedback	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
6. Discussions about my goals and learning objectives	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
7. Meeting your training plan/pathway requirements	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
8. Including opportunities to develop your skills	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
9. Allowing for an appropriate level of responsibility	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
10. Ensuring that you only deal with clinical problems that you are ready for or have the experience to address	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

<p><b>[SGPT, IMG, PVT, INS, SNT]</b>  <b>ASK IF Q28=1 TO 5</b>  <b>Q31. SHOW IF SGPT, PVT, INS, SNT</b>            For your setting, how would you rate the quality of your clinical supervision?</p> <p><b>SHOW IF IMG</b>            For your setting, how would you rate the quality of your clinical supervision/peer review?</p> <p><b>Please select one response only.</b>  <b>HOVERTEXT FOR 'SETTING'</b>            Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.</p>	<table border="1"> <tbody> <tr> <td>Excellent</td> <td><input type="radio"/> 5</td> </tr> <tr> <td>Good</td> <td><input type="radio"/> 4</td> </tr> <tr> <td>Average</td> <td><input type="radio"/> 3</td> </tr> <tr> <td>Poor</td> <td><input type="radio"/> 2</td> </tr> <tr> <td>Terrible</td> <td><input type="radio"/> 1</td> </tr> </tbody> </table>	Excellent	<input type="radio"/> 5	Good	<input type="radio"/> 4	Average	<input type="radio"/> 3	Poor	<input type="radio"/> 2	Terrible	<input type="radio"/> 1
Excellent	<input type="radio"/> 5										
Good	<input type="radio"/> 4										
Average	<input type="radio"/> 3										
Poor	<input type="radio"/> 2										
Terrible	<input type="radio"/> 1										
<p><b>[SGPT, IMG, PVT, SNT]</b>  <b>Q32. Has your performance been assessed in your setting?</b></p> <p><b>HOVERTEXT FOR 'SETTING'</b>            Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.</p>	<table border="1"> <tbody> <tr> <td>Yes</td> <td><input type="radio"/> 1</td> </tr> <tr> <td>No – but this is scheduled</td> <td><input type="radio"/> 2</td> </tr> <tr> <td>No – but I would like to be</td> <td><input type="radio"/> 3</td> </tr> <tr> <td>No – it's not necessary</td> <td><input type="radio"/> 4</td> </tr> <tr> <td>Unsure</td> <td><input type="radio"/> 5</td> </tr> </tbody> </table>	Yes	<input type="radio"/> 1	No – but this is scheduled	<input type="radio"/> 2	No – but I would like to be	<input type="radio"/> 3	No – it's not necessary	<input type="radio"/> 4	Unsure	<input type="radio"/> 5
Yes	<input type="radio"/> 1										
No – but this is scheduled	<input type="radio"/> 2										
No – but I would like to be	<input type="radio"/> 3										
No – it's not necessary	<input type="radio"/> 4										
Unsure	<input type="radio"/> 5										

### ACCESS TO TEACHING

[SGPT, IMG, PVT, INS, SNT]

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

In my setting...

**Please select one response per row.**

**HOVERTEXT FOR 'SETTING'**

Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Not applicable
1. There is a range of opportunities to develop my <b>clinical</b> skills	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
2. There is a range of opportunities to develop my <b>procedural</b> skills	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
3. I can access the opportunities available to me	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
4. I have to compete with <b>other doctors</b> for access to opportunities	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
5. I have to compete with <b>other health professionals</b> for access to opportunities	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99

[SGPT, IMG, PVT, INS, SNT]

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

**Please select one response per row.**

**HOVERTEXT FOR 'SETTING'**

Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1. I have access to protected study time/leave	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
2. <b>SHOW IF SGPT AND ASK IF Q17=1 TO 9</b> I am able to attend [RESPONSE FROM Q17] education events	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
3. I am able to attend conferences, courses and/or external education events	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
4. <b>SHOW IF SGPT</b> My GP supervisor supports me to attend formal and informal teaching sessions	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
5. My employer supports me to attend formal and informal teaching sessions	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
6. I am able participate in research activities	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

**[SGPT, IMG, PVT, INS, SNT]**

Q35. In your setting, do you have sufficient opportunities to develop your...  
**Please select one response per row.**  
**HOVERTEXT FOR 'SETTING'**  
 Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.

	Yes	No	Not applicable
1. Theoretical knowledge	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3
2. Clinical skills	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3
3. Procedural skills	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3
4. Ethics	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3
5. Leadership and management	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3
6. Communication	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3
7. Cultural safety	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3
8. Research	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3

**[SGPT, IMG, PVT, INS, SNT]**

Q36. Which of the following statements best describe the interaction between your training requirements and the responsibilities of your job?  
**Please select one response only.**

My job responsibilities never prevent me from meeting my training requirements  1

My job responsibilities rarely prevent me from meeting my training requirements  2

My job responsibilities sometimes prevent me from meeting my training requirements  3

My job responsibilities often prevent me from meeting my training requirements  4

**[SGPT, IMG, PVT, INS, SNT]**

Q37. Which of the following educational opportunities are available to you in your setting?  
**HOVERTEXT FOR 'SETTING'**  
 Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.  
**Please select one response per row.**

	Yes	No	Unsure
1. Formal education program	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3
2. Online modules (formal and/or informal)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3
3. Teaching in the course of patient care (bedside teaching)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3
4. <u>Team or unit based activities</u> <b>HOVERTEXT</b> Such as mortality and morbidity audits (M&Ms), other quality assurance activities, case presentations and seminars, journal club, radiology and pathology meetings	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3
5. Medical/surgical and/or hospital-wide meetings such as grand round and/or practice based meetings	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3
6. Multidisciplinary meetings	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3
7. Simulation teaching	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3

[SGPT, IMG, PVT, INS, SNT]

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

Please select one response per row.

PROGRAMMER NOTE: SHOW Q37 RESPONSES Q37CX=1, SKIP IF NO Q37CX=1

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1. Formal education program	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
2. Online modules (formal and/or informal)	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
3. Teaching in the course of patient care	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
4. <u>Team or unit based activities</u> <b>HOVERTEXT</b> Such as mortality and morbidity audits (M&Ms), other quality assurance activities, case presentations and seminars, journal club, radiology and pathology meetings	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
5. Medical/surgical and/or hospital-wide meetings such as grand round and/or practice based meetings	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
6. Multidisciplinary meetings	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
7. Simulation teaching	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

[SGPT, IMG, PVT, INS, SNT]

Q39. Overall, how would you rate the quality of the teaching sessions?

Please select one response only.

Excellent	<input type="radio"/> 5
Good	<input type="radio"/> 4
Average	<input type="radio"/> 3
Poor	<input type="radio"/> 2
Terrible	<input type="radio"/> 1

## WORKPLACE ENVIRONMENT AND CULTURE

[SGPT, IMG, PVT, INS, SNT]

Q40. How would you rate the quality of the following in your setting?

**HOVERTEXT FOR 'SETTING'**

Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.

**Please select one response per row.**

	Excellent	Good	Average	Poor	Terrible	Not provided	Not applicable
1. Reliable internet for training purposes	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 98	<input type="radio"/> 99
2. Educational resources	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 98	<input type="radio"/> 99
3. Working space, such as a desk and computer	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 98	<input type="radio"/> 99
4. Teaching spaces	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 98	<input type="radio"/> 99

[SGPT, IMG, PVT, INS, SNT]

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

**HOVERTEXT FOR 'SETTING'**

Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.

**Please select one response per row.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1. Most senior medical staff are supportive	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
2. My workplace supports staff wellbeing	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
3. In practice, my workplace supports me to achieve a good work/life balance	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
4. I have a good work/life balance	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
5. Bullying, harassment and discrimination (including racism) by anyone is not tolerated at my workplace	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
6. I <b>know how</b> to raise concerns/issues about bullying, harassment and discrimination (including racism) in my workplace	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
7. I <b>am confident</b> that I could raise concerns/issues about bullying, harassment and discrimination (including racism) in my workplace	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
8. I could access support from my workplace if I experienced stress or a traumatic event	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

[SGPT, IMG, PVT, INS, SNT]

Q42a. Thinking about your workplace, in the past 12 months, have you...  
Please select one response per row.

**HOVERTEXT FOR 'BULLYING, HARASSMENT AND/OR DISCRIMINATION'**

Bullying and harassment includes victimising, humiliating, insulting, intimidating or threatening. Discrimination includes adverse actions because of a person's characteristics, like their race, religion, gender or sexual orientation.

	Yes	No
1. <b>Experienced</b> bullying, harassment and/or discrimination (including racism)	<input type="radio"/> 1	<input type="radio"/> 2
2. <b>Witnessed</b> bullying, harassment and/or discrimination (including racism)	<input type="radio"/> 1	<input type="radio"/> 2

[SGPT, IMG, PVT, INS, SNT]

SHOW IF Q42a.1=1 OR Q42a.2=1

SHOW ON SAME SCREEN AS Q42a

Q42b. Did you report it?  
Please select one response per row.

	Yes	No
1. <b>Experienced</b> bullying, harassment and/or discrimination (including racism)	<input type="radio"/> 1	<input type="radio"/> 2
2. <b>Witnessed</b> bullying, harassment and/or discrimination (including racism)	<input type="radio"/> 1	<input type="radio"/> 2

[SGPT, IMG, PVT, INS, SNT]

SHOW IF Q42b.1=1 OR Q42b.2=1

SHOW ON SAME SCREEN AS Q42a

Q42c. Has the report been followed up?  
Please select one response per row.

	Yes	No	Unsure
1. <b>Experienced</b> bullying, harassment and/or discrimination (including racism)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3
2. <b>Witnessed</b> bullying, harassment and/or discrimination (including racism)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3

**WORKPLACE ENVIRONMENT AND CULTURE**

[SGPT, IMG, PVT, INS, SNT]

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

- Yes  1
- No  2
- Unsure  3

**SHOW BELOW Q43:** If you need to access support for your health, contact your GP or visit [www.dr4drs.com.au](http://www.dr4drs.com.au) for information on services in your area.

[SGPT, IMG, PVT, INS, SNT]

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

**HOVERTEXT FOR 'SETTING'**

Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.

Please select one response per row. **PROGRAMMER NOTE: SPLIT ACROSS TWO SCREENS**

	Always	Most of the time	Sometimes	Never
1. The amount of work I am expected to do	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
2. Having to work <b>paid</b> overtime	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
3. Having to work <b>unpaid</b> overtime	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
4. Dealing with patient expectations	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
5. Dealing with patients' families	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
6. Expectations of supervisors <b>SHOW IF IMG</b> Expectations of supervisors/peer reviewer	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
7. Supervisor feedback <b>SHOW IF IMG</b> Supervisors/peer reviewer feedback	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
8. Having to relocate for work	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
9. Being expected to do work that I don't feel confident doing	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
10. Limited access to senior clinicians	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
11. Lack of appreciation	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
12. Workplace conflict	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

**[SGPT, IMG, PVT, INS, SNT]**

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

**Please select one response only.**

**HOVERTEXT FOR 'SETTING'**  
Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.

Very light	<input type="radio"/>	1
Light	<input type="radio"/>	2
Moderate	<input type="radio"/>	3
Heavy	<input type="radio"/>	4
Very heavy	<input type="radio"/>	5

**[SGPT, IMG, PVT, INS, SNT]**

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

**HOVERTEXT FOR 'PER WEEK'**  
This includes rostered, unrostered, claimed and unclaimed overtime and recall – this does not include undisturbed on-call  
**Please select one response only.**

Less than 20 hours	<input type="radio"/>	1
20 – 29 hours	<input type="radio"/>	2
30 – 39 hours	<input type="radio"/>	3
40 – 49 hours	<input type="radio"/>	4
50 – 59 hours	<input type="radio"/>	5
60 – 69 hours	<input type="radio"/>	6
70 – 79 hours	<input type="radio"/>	7
80 – 89 hours	<input type="radio"/>	8
90 hours or more	<input type="radio"/>	9

**[SGPT, IMG, PVT, INS, SNT]**

Q47. For any unrostered overtime you have completed in the past, how often did...?  
**Please select one response per row.**

	Always	Most of the time	Sometimes	Never	Not Applicable
1. You get paid for the unrostered overtime	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
2. Working unrostered overtime have a negative impact on your training	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
3. Working unrostered overtime provide you with more training opportunities	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99

**PATIENT SAFETY**

[SGPT, IMG, PVT, INS, SNT]

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

- Excellent  5
- Good  4
- Average  3
- Poor  2
- Terrible  1

**HOVERTEXT FOR 'SETTING'**

Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.

[SGPT, IMG, PVT, INS, SNT]

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

**HOVERTEXT FOR 'SETTING'**

Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1. I know how to report concerns about patient care and safety	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
2. There is a culture of proactively dealing with concerns about patient care and safety	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
3. I am confident to raise concerns about patient care and safety	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
4. There are processes in place at my workplace to support the safe handover of patients between shifts / practitioners	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

### OVERALL SATISFACTION

[SGPT, IMG, PVT, INS, SNT]

Q50. Thinking about your setting, to what extent do you agree or disagree with the following statements?  
Please select one response per row.

**HOVERTEXT FOR 'SETTING'**

Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.

		Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1.	I would recommend my current training position to other doctors	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
2.	I would recommend my current workplace as a place to train	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

### FUTURE CAREER INTENTIONS

In this next section, we would like to know about your future training and career intentions.

[SGPT, SNT]

Q51a. Do you intend to continue in your specialty training program?

- Yes  1
- No  2
- Undecided  3

[IMG]

Q51b. Do you intend to continue on a pathway to general or specialist registration?  
Please select one response only.

- Yes – general registration **Go to Q54**  1
- Yes – specialist registration **Go to Q54**  2
- No **Go to Q55**  3
- Unsure **Go to Q54**  4

[PVT, INS]

Q52. Do you intend to become a specialist?

- Yes **Go to Q53**  1
- No **Go to Q54**  2
- Unsure **Go to Q54**  3

[PVT, INS]

ASK IF Q52=1

Q53. Which specialty are you most interested in pursuing?  
Please select one response only.

- Addiction medicine – The Royal Australasian College of Physicians (RACP)  01
- Anaesthesia – Australian and New Zealand College of Anaesthetists (ANZCA)  02
- Dermatology – Australasian College of Dermatologists (ACD)  03
- Emergency medicine – Australasian College for Emergency Medicine (ACEM)  04
- General practice – Australian College of Rural and Remote Medicine (ACRRM)  05

General practice – The Royal Australian College of General Practitioners ( <b>RACGP</b> )	○ 06
Intensive care medicine – Australian and New Zealand College of Anaesthetists ( <b>ANZCA</b> )	○ 07
Intensive care medicine – Royal Australasian College of Physicians ( <b>RACP</b> )	○ 08
Intensive care medicine – College of Intensive Care Medicine of Australia and New Zealand ( <b>CICM</b> )	○ 09
Medical administration – The Royal Australasian College of Medical Administrators ( <b>RACMA</b> )	○ 10
Obstetrics and gynaecology – The Royal Australian and New Zealand College of Obstetricians and Gynaecologists ( <b>RANZCOG</b> )	○ 11
Occupational and environmental – The Royal Australasian College of Physicians ( <b>RACP</b> )	○ 12
Ophthalmology – The Royal Australian and New Zealand College of Ophthalmologists ( <b>RANZCO</b> )	○ 13
Paediatrics and child health – The Royal Australasian College of Physicians ( <b>RACP</b> )	○ 14
Pain medicine – Australian and New Zealand College of Anaesthetists ( <b>ANZCA</b> )	○ 15
Palliative medicine – The Royal Australasian College of Physicians ( <b>RACP</b> )	○ 16
Pathology – The Royal College of Pathologists of Australasia ( <b>RPCA</b> )	○ 17
Physician – The Royal Australasian College of Physicians ( <b>RACP</b> )	○ 18
Psychiatry – The Royal Australian and New Zealand College of Psychiatrists ( <b>RANZCP</b> )	○ 19
Public health medicine – The Royal Australasian College of Physicians ( <b>RACP</b> )	○ 20
Radiation oncology – The Royal Australian and New Zealand College of Radiologists ( <b>RANZCR</b> )	○ 21
Radiology – The Royal Australian and New Zealand College of Radiologists ( <b>RANZCR</b> )	○ 22
Rehabilitation medicine – The Royal Australasian College of Physicians ( <b>RACP</b> )	○ 23
Sexual health medicine – The Royal Australasian College of Physicians ( <b>RACP</b> )	○ 24
Sports and exercise medicine – Australasian College of Sport and Exercise Physicians ( <b>ACSEP</b> )	○ 25
Surgery – Royal Australasian College of Surgeons ( <b>RACS</b> )	○ 26
Surgery – Oral and maxillofacial surgery – Royal Australasian College of Dental Surgeons ( <b>RACDS</b> )	○ 27
Unsure	○ 97

**[SGPT, IMG, PVT, INS, SNT]**  
**IMG SKIP IF Q51b=3**

Q54. Thinking about your future career, to what extent do you agree or disagree with the following statements?  
**Please select one response per row.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1. I have an interest in Aboriginal and Torres Strait Islander health/healthcare	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
2. I am interested in rural practice	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
3. I am interested in getting involved in medical research	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
4. I am interested in getting involved in medical teaching	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
5. <b>SHOW IF SGPT OR SNT</b> I am concerned I will not successfully complete my training program to attain Fellowship <b>SHOW IF PVT OR INS AND Q52=1</b> I am concerned about being able to secure a place in my preferred College training program <b>SHOW IF IMG</b> I am concerned I will not successfully meet my pathway requirements	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
6. I am concerned about whether I will be able to secure employment on completion of training <b>SHOW IF IMG</b> I am concerned about whether I will be able to secure employment on completing of the pathway	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

## ABOUT YOU

Finally, we would like to ask some questions about you. These questions are used in analysis to group responses given by doctors in training with a similar profile.

<p><b>[SGPT, IMG, PVT, INS, SNT]</b></p> <p>Q55. Do you identify as...? <b>Please select one response only.</b></p>	<p>Male <input type="radio"/> 1</p> <p>Female <input type="radio"/> 2</p> <p>Intersex/Indeterminate <input type="radio"/> 3</p> <p>Prefer not to say <input type="radio"/> 99</p>
<p><b>[SGPT, IMG, PVT, INS, SNT]</b></p> <p>Q56. What is your age? <b>Please select one response only.</b></p>	<p>20 to 24 <input type="radio"/> 1</p> <p>25 to 29 <input type="radio"/> 2</p> <p>30 to 34 <input type="radio"/> 3</p> <p>35 to 39 <input type="radio"/> 4</p> <p>40 to 45 <input type="radio"/> 5</p> <p>45+ <input type="radio"/> 6</p> <p>Prefer not to say <input type="radio"/> 99</p>
<p><b>[SGPT, IMG, PVT, INS, SNT]</b></p> <p>Q57. Do you identify as an Australian Aboriginal and/or Torres Strait Islander person? <b>Please select one response only.</b></p>	<p>Yes – Aboriginal <input type="radio"/> 1</p> <p>Yes – Torres Strait Islander <input type="radio"/> 2</p> <p>Yes – Both Aboriginal and Torres Strait Islander <input type="radio"/> 3</p> <p>No <input type="radio"/> 4</p> <p>Prefer not to say <input type="radio"/> 99</p>
<p><b>[SGPT, PVT, INS, SNT]</b></p> <p>Q58a. Did you complete your primary medical degree in Australia or New Zealand? <b>Please select one response only.</b></p>	<p>Yes - Australia <input type="radio"/> 1</p> <p>Yes - New Zealand <input type="radio"/> 2</p> <p>No - Elsewhere <input type="radio"/> 3</p>
<p><b>[SGPT, IMG, PVT, INS, SNT]</b></p> <p><b>ASK IF Q58a=3 OR IMG</b></p> <p>Q59b. In which country did you complete your primary medical degree? <b>Please type in and select.</b></p>	<div style="border: 1px solid black; height: 20px; width: 100%;"></div> <p><b>PROGRAMMER NOTE: ADD AUTOCOMPLETE DROP DOWN</b></p>

### THAT IS THE END OF THE SURVEY – THANK YOU

The survey has been conducted on behalf of the Medical Board of Australia and AHPRA

As a market and social research company, we comply with the requirements of the Privacy Act.

Should you need to contact AHPRA please call them on 1300 419 495.

# Appendix D.

## Medical Training Survey Steering Committee terms of reference and membership



## D1. Medical Training Survey Steering Committee terms of reference and membership



### Terms of reference

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#### Medical Training Survey Steering Committee

##### Context

The Medical Board of Australia (the Board) and the Australian Health Practitioner Regulation Agency (Ahpra) have publicly committed to leading the development and implementation of a Medical Training Survey (MTS).

Medical trainees at all levels (post graduation) will be invited to participate in the survey about their recent training experience. Supervisors of medical trainees will also be invited to participate in the survey.

Findings from the survey will assist the Board, Ahpra and other relevant stakeholders to:

- gain a better understanding of the quality of medical education and training in Australia
- identify how the findings could be used to improve medical training in Australia, and
- recognise and deal with areas of risk (including bullying, harassment and discrimination).

##### Purpose of the Steering Committee

The Board has established the MTS Steering Committee to support the MTS project and to provide oversight on the development, implementation, collection and analysis of the MTS data. This includes providing expert advice and recommendations on project processes, stakeholder engagement and publication of findings.

The MTS Steering Committee, will be a small group, and will be required to make timely decisions and provide timely guidance to ensure that the project can proceed without unnecessary delays.

##### Terms of Reference

The Steering Committee will:

1. review and provide feedback on the Project Plan. Review will be ongoing and the Committee will advise where the plan should be modified as the project proceeds
2. provide regular advice to the Board on the progress of the MTS project
3. oversight the MTS project, from the development through to the delivery phase. This includes taking action if there are delays in delivering elements of the project
4. support the project team to manage the risks associated with the project by providing guidance and advice. The Committee will alert the Board and Ahpra of any major or unexpected risks that are likely to impact on the delivery of project and/or the reputation of the Board and Ahpra
5. monitor the budget for the project and alert the Board and Ahpra of major variances
6. support the project team by providing timely advice on issues that arise in relation to the survey at all stages

Medical Board of Australia Medical Training Survey Steering Committee

Terms of reference | November 2017 | IN CONFIDENCE

7. inform the request for tender for the contractor who will collect and analyse the results of the survey. This includes providing advice about the scope of the services to be contracted for, and evaluating submissions and quotes. Member/s of the Steering Committee may also be asked to participate in the selection process
8. provide advice and recommendations to the project team on the stakeholder engagement strategy and marketing schedule. This may include participating in consultation forums and dealing with stakeholders who will be impacted by the MTS
9. consult with the MTS Advisory Group
10. provide advice on the survey scope and design, and sign off on the final survey
11. provide guidance on the reporting framework for the results of the survey
12. work with the project team to provide feedback to the external contractor on the report of the results, particularly in relation to understanding the context and relevant issues
13. provide advice and recommendations on the process for disseminating and publishing of MTS findings, and
14. be alerted and deal with any serious concerns that arise from the running of survey and/or the results of the survey.

## Membership

The Steering Committee includes:

### Chair

- Member of the Board

### Members

- Two additional members of the Board – community and practitioner members
- Executive Officer, Medical
- Two senior Ahpra staff (additional to the Project Manager, MTS)
- Communications Advisor Ahpra

The Board will seek:

- One nominee of the Australian Medical Council
- One nominee of the jurisdictions
- One nominee of the Australian Medical Association Council of Doctors in Training

### Secretariat services

Secretariat will be provided by Strategy and Policy, Medical. Primarily it will be by the Project Manager, MTS.

## Meetings and procedures

### Frequency of meetings

The Steering Committee will be scheduled as required but are expected to be between fortnightly and monthly in the first 12 months of the project.

Meetings can be:

- face-to-face
- via videoconference
- via teleconference

## Medical Board of Australia Medical Training Survey Steering Committee

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### **Procedures for meetings**

The chair is to preside at a meeting of the Steering Committee. In the absence of the chair, one of the other members of the Board will preside at the meeting.

Materials will be provided to members at least two working days prior to day of the meeting, noting that the purpose of the Committee is to make timely decisions to avoid project delays.

A brief report of the meeting will be drafted and circulated to members.

### **Quorum**

A quorum of the Committee is five members.

### **Reporting**

The Steering Committee will report to the Board and Ahpra.

### **Payment and expenses**

The doctor in training will be paid an honorarium for their attendance and related expenses.

Members of the Board will be paid in accordance with the Board members' manual.

Other members will not be paid to attend meetings but travel and accommodation will be funded by the Board and arranged by Ahpra.

### **Timeframe**

Steering Committee members will be appointed for 18 months. The Board will review the role of the Steering Committee and its membership and make the necessary appointments when their ongoing need for project oversight becomes clearer.

<b>Name of document</b>	<b>Medical Training Survey Steering Committee Terms of Reference</b>
<b>Version</b>	<b>Version 3</b>
<b>Reviewed</b>	<b>22 November 2017</b>
<b>Approved</b>	<b>22 November 2017</b>
<b>Next review</b>	<b>18 months post approval</b>

## Membership

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### MBA Medical Training Survey Steering Committee

*Amended: April 2018*

#### **Members**

##### **Chair**

Associate Professor Stephen Adelstein, Medical Board of Australia (Chair)

##### **Members**

Dr Joanne Katsoris, Australian Health Practitioner Regulation Agency

Dr Linda MacPherson, Jurisdictional representative

Dr Bavahuna Manoharan, Australian Medical Association Council of Doctors in Training

Ms Nicole Newton, Communications Advisor

Dr Susan O'Dwyer, Medical Board of Australia

Ms Rosa Romano, Australian Health Practitioner Regulation Agency

Ms Theanne Walters, Australian Medical Council

Ms Kirsty White, Australian Medical Council

Ms Michelle Wright, Medical Board of Australia

Mr Adam Young, Australian Health Practitioner Regulation Agency

##### **Secretariat**

Ms Brie Woods, Australian Health Practitioner Regulation Agency

**Medical Board of Australia Medical Training Survey Steering Committee**

Membership | December 2019 | Confirmed



## E1. Medical Training Survey Advisory Group terms of reference and membership



### Terms of reference

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#### Medical Training Survey Advisory Group

##### Context

The Medical Board of Australia (the Board) and the Australian Health Practitioner Regulation Agency (Ahpra) have publicly committed to leading the development and implementation of a Medical Training Survey (MTS).

Medical trainees at all levels (post-graduation) will be invited to participate in the survey about their recent training experience. Supervisors of medical trainees will also be invited to participate in the survey.

- Findings from the survey will assist the Board, Ahpra and other relevant stakeholders to:
- gain a better understanding of the quality of medical education and training in Australia
- identify how the findings could be used to improve medical training in Australia, and
- recognise and deal with areas of risk (including bullying, harassment and discrimination).

##### Purpose of the Advisory Group

The Board has established the MTS Advisory Group to provide the MTS project with expert advice and guidance on matters pertinent to medical training in Australia. In particular, the Advisory Group will provide expert advice on the development of the MTS content and question algorithm, stakeholder engagement strategy and how to manage adverse results that indicate systemic issues.

The MTS Advisory Group will be a large group comprised of representatives from all facets of medical training in Australia. The Advisory Group will be required to provide timely expert advice and guidance on the scope, design and implementation of the survey and assist in the promotion of the survey to doctors in training and supervisors.

##### Terms of Reference

The Advisory Group will:

1. review and provide advice on components of the Project Plan. This will be ongoing and the Steering Committee and project team will seek the Advisory Group's advice on various elements of the Plan as the project progresses
2. provide advice on:
  - a. survey content and question algorithm
  - b. survey scope and design
  - c. reporting framework for the results of the survey
  - d. the dissemination and publishing of the MTS findings, and

- e. the principles on how to manage adverse results and serious concerns that have arisen from the MTS.
3. provide advice and suggestions on survey testing, including providing suggestions on how to access suitable testers
4. provide advice and recommendations to the Steering Committee and project team on the stakeholder engagement strategy and marketing schedule. This will include having an active role in the promotion of the survey to doctors in training and supervisors, and
5. support the dissemination the MTS findings to key stakeholders.

## Membership

The Advisory Group includes:

### Chair

- Chair of the MTS Steering Committee

### Members

- At least one additional member of the Steering Committee
- One additional member of the Board – community or practitioner member
- A community member that is not a member of the National or State or Territory Boards or Committees

The Board will seek nominations from the following representative organisations:

- One nominee of the Australian Medical Council
- Two nominees of the jurisdictions
- Two nominees of the Australian Medical Association
- Two or three doctors in training, including at least one nominee of the Australian Medical Association Council of Doctors in Training and one nominee of the Australasian Junior Medical Officers' Committee
- One nominee of the Confederation of Postgraduate Medical Education Councils
- Two nominees of the Council of Presidents of Medical Colleges
- One nominee of the Medical Deans Australia and New Zealand
- A representative from a private sector employer
- One nominee of the Australian Indigenous Doctors Association
- The Chair of the Doctors' Health Services Pty Ltd (DrHS) or a nominee of DrHS
- A Director of Clinical Training (or similar position) with expertise in the supervision of doctors in training.

The Board can appoint additional members to the Advisory Group as required.

### Secretariat services

Secretariat will be provided by Strategy and Policy, Medical. Primarily it will be by the Project Manager, MTS.

## Meetings and procedures

### Frequency of meetings

The Advisory Group will be scheduled as required but are expected to be monthly to two-monthly in the first 12 months of the project. The ongoing schedule post 12 months will be determined as the project progresses.

Meetings can be:

## Medical Board of Australia Medical Training Survey Advisory Group

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- face-to-face
- via videoconference
- via teleconference

### **Procedures for meetings**

The chair is to preside at a meeting of the Advisory Group. In the absence of the chair, the other member of the Steering Committee will preside at the meeting.

Materials will be provided to members at least five working days prior to day of the meeting.

A brief report of the meeting will be drafted and circulated to members.

### **Reporting**

The Advisory Group will report to the Board via the chair of the Steering Committee.

### **Payment and expenses**

The doctors in training and external community member will be paid an honorarium for their attendance and related expenses.

Members of the Board will be paid in accordance with the Board members' manual.

Other members will not be paid to attend meetings but travel and accommodation will be funded by the Board and arranged by Ahpra.

### **Timeframe**

Advisory Group members will be appointed for 18 months. The Board will review the role of the Advisory Group and its membership and make the necessary appointments when their ongoing need for expert advice on the scope, design and implementation of the MTS becomes clearer.

<b>Name of document</b>	<b>Medical Training Survey Advisory Group Terms of Reference</b>
<b>Version</b>	<b>Version 3</b>
<b>Reviewed</b>	<b>22 November 2017</b>
<b>Approved</b>	<b>22 November 2017</b>
<b>Next review</b>	<b>18 months post approval</b>

## Membership

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### MBA Medical Training Survey Advisory Group

*Amended: 2 December 2019*

#### Members

##### Chair

Associate Professor Stephen Adelstein, Medical Board of Australia (Chair)

##### Members

Dr Mohamed Hashim Abdeen, Australasian Junior Medical Officers' Committee

Ms Helen Craig, Medical Deans Australia and New Zealand

Ms Megan Crawford, Jurisdictional Advisory Committee

Dr James Edwards, Director of Clinical Training

Dr Daniel Heredia, Australian Private Hospitals Association

Mr Warwick Hough, Doctor' Health Services Pty Ltd

Dr Kym Jenkins, Council of Presidents of Medical Colleges

Mr Oliver Jones, Council of Presidents of Medical Colleges

Dr Joanne Katsoris, Australian Health Practitioner Regulation Agency

Professor Robyn Langham, Australian Medical Association

Mr John McGurk, Community Member

Dr David Mountain, Australian Medical Association

Ms Nicole Newton, Communications Adviser

Dr Susan O'Dwyer, Medical Board of Australia

Dr Annette Pantle, Medical Council of New South Wales

Dr Andrew Singer, Australian Medical Council

Professor Richard Tarala, Confederation of Postgraduate Medical Education Councils

Dr Artiene Tatian, Australian Indigenous Doctors' Association

Dr Georgina Taylor, GP trainee

Ms Michelle Wright, Medical Board of Australia

Dr Susan Wearne, Jurisdictional Advisory Committee

Dr Chris Wilson, Australian Medical Association Council of Doctors in Training

Ms Jessica Yang, Australian Medical Students' Association

Dr John Zorbas, Australian Medical Association Council of Doctors in Training

**Medical Board of Australia Medical Training Survey Advisory Group**

Membership | December 2019 | Confirmed

**Secretariat**

Ms Brie Woods, Australian Health Practitioner Regulation Agency

**Medical Board of Australia**

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

