

# Medical Training Survey

2024 Report The Australasian College of Dermatologists

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#### 2024 MEDICAL TRAINING SURVEY

Medical Training Survey data is getting richer each year.

Since 2019, trainees have been using their voice, in their survey. Through the MTS, they are highlighting what is going well in medical training in Australia and safely calling out where action is needed.

There is much to learn from rich MTS data and the 2024 headline results are interesting and important. There are also gems beneath the surface, clearly visible through tailored searches in the online data dashboard. 2024 results will be accessible in searchable form in early 2025 on the MedicalTrainingSurvey.gov.au website.

With strict confidentiality rules in place to protect trainees, the MTS online searchable database can reveal meaningful insights. Use it to compare trainees' feedback by specialty and jurisdiction. Take a deep dive into the culture of training, and make comparisons across sites.

There is a lot of stability and good news in the 2024 MTS results. The national quality of trainee supervision, orientation, teaching, education and training on patient safety is again high.

Worryingly, 29% of Aboriginal and Torres Strait Islander trainees and about 19% of all trainees are considering a career outside of medicine.

Unacceptably, again, one third of trainees (33%) reported having experienced or witnessed bullying, discrimination, harassment, sexual harassment or racism, spiking to 54% of Aboriginal and Torres Strait Islander trainees and 44% of interns. Around 70% of trainees reported that this impacted negatively on their training.

Aboriginal and Torres Strait Islander trainees report experiencing or witnessing racism at more than double the rate of other trainees: 38% compared to 17% of other trainees. There is no place for this in any civil community.

Within these data, there is nuance. The source of reported unprofessional behaviour varies between groups of trainees. For GP trainees (49%) and interns (54%), patients and their families were the most common source of unprofessional behaviour, anchoring deficits in the culture of medicine firmly in the context of wider community attitudes and behaviours. With robust evidence generated by trainees in the MTS, comes knowledge and the ability to develop effective strategies for change.

We are pleased that in 2024, 203 Aboriginal and Torres

Strait Islander trainees took part in the MTS. This is nearly a third of all registered Aboriginal and Torres Strait Islander medical practitioners and, it seems, a very healthy proportion of all Aboriginal and Torres Strait Islander trainees. We thank the Australian Indigenous Doctors Association (AIDA) for their work with trainees to build trust and confidence in the MTS. With a strong evidence base, action can flow.

Again in 2024, new MTS questions generated new insights:

- 81% of interns reported that their medical school prepared them well for medical training
- More than 1,000 trainees (5%) told us they had experienced/witnessed sexual harassment
- 62% of trainees agreed/strongly agreed that the financial cost of their College training program had led to stress
- 16% of trainees agreed/strongly agreed that the cost of their College training program had been a barrier to their progressing in the training program.

On flexible training, 68% of trainees agreed/strongly agreed that their College supported flexible training arrangements (up 3%), with workplace unavailability the main reason for not accessing it.

It's striking to think that many current trainees weren't yet in medical school when a previous cohort of trainees – most now specialists - campaigned successfully for the Board to establish the MTS. Not all current trainees know the MTS was created for trainees, with trainees.

With six consecutive years' MTS results now at our fingertips, and data generated by more than 50% of trainees each year, we have the opportunity to examine the data closely. In this detail lies the evidence that can inform constructive change.



Dr Anne Tonkin AO Chair, Medical Board of Australia

#### INTRODUCTION

The Medical Training Survey (MTS) is a national, profession-wide survey of doctors in training in Australia. It is a confidential way to get national, comparative data to strengthen medical training in Australia. The MTS is conducted annually with doctors in training, with 2024 representing the sixth wave of data collection.

The objectives of the survey are to:

- promote better understanding of the quality of medical training in Australia
- identify how best to improve medical training in Australia, and

 identify and help deal with potential issues in medical training that could impact on patient safety, including environment and culture, unacceptable behaviours and poor supervision.

The Australian Health Practitioner Regulation Agency (Ahpra), on behalf of the Medical Board of Australia (the Board), commissioned EY Sweeney to undertake data collection and report on the results for the MTS.

#### **METHOD**

Data collection for the MTS involved receiving responses to an online survey from n = 24,812 doctors in training, with n = 23,859 responses eligible for analysis (i.e. currently training in Australia) between 4 August and 9 October 2024.



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

For this report, results for The Australasian College of Dermatologists (ACD) are presented at an overall level. To explore results within ACD further, please visit medicaltrainingsurvey.gov.au/results.

#### **INTERPRETING THIS REPORT**

This report provides key results based on n = 54 doctors in training at the ACD compared against national results (n = 23,859) of all eligible doctors in training (i.e. currently training in Australia).

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

Data percentages displayed throughout the report are rounded to the nearest whole number. As such, if there is an expectation for a given chart or table that all percentages stated should add to 100% or nets should equal to the sum of their parts, this may not happen due to rounding.

# **OVERALL SATISFACTION**

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

		Total agree: 78%			ree: 10%
ACD	(n=51)	33%	45%	12%	<mark>6% 4</mark> %
		Total agree: 81%		Total disa	gree: 6%
National response	(n=20,074)	33%	48%	13%	<mark>4%</mark>

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

	Т	Total agree: 73%			
ACD	(n=51)	35%	37%	16%	8% 4%
	Te	otal agree: 80%		Total dis	agree: 6%
National response	(n=20,077)	36%	45%	14%	% <mark>4%</mark>
Key: Strongly agree	Agree	Neither agree nor d	lisagree Disagree	Strong	gly disagree

Base: Total sample

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

#### HIGHLIGHTS

National response

Quality of orientation		Total excellent/good: 6	5%		Total terrible	/poor: 6%
ACD	(n=52)	23%	42%		29%	6%
		Total excellent/good: 76%			Total terrible/poor: 4%	
National response	(n=21,012)	26%	:	50%	20%	6
Quality of clinical supervis	sion	Total excellent/good: 8	8%		Total terrible	/poor: 2%
ACD	(n=52)	46%		42%	, o	10%
-		Total excellent/good: 8	7%		Total terrible	/poor: 2%

#### Quality of teaching sessions

ACD	(n=52)	F
		To ⊨
National response	(n=21,106)	

_		
43%	44%	10%
	Tota	
Total excellent/good: 81%	lota	l terrible/poor: 6%
31%	50%	13% 4%
Total excellent/good: 84%	Tota	l terrible/poor: 2%

58%

14%

# Quality of training to raise patient safety concerns

	Tot	Total excellent/good: 83%		Total terrible/poor: 2%		
ACD	(n=46)	39%	43%	15%		
ACD		Total excellent/good: 84%		Total terrible/poor: 2%		
National response	(n=19,699)	32%	52%	14%		
Key: Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree		

26%

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

(n=21,419)

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

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

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

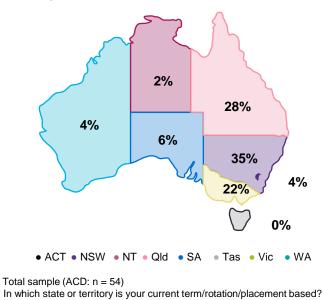
### **Profile of ACD trainees**

#### SETTING

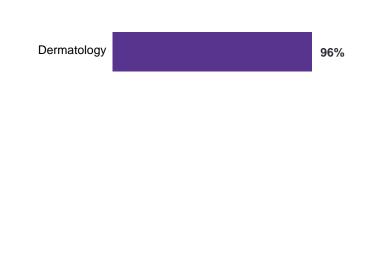
Base<sup>.</sup>

Q4

#### State/Territory



#### Current rotation / term / position



# Region Metropolitan area 80% Regional area 17% Rural area 2% Do not wish to specify 2%

Base: Total sample (ACD: n = 54) Q6. Is your current setting in a...?

### Facility



Not training at a hospital 20%

 Base:
 Total sample (ACD: n = 54)

 Q5A.
 Is your current position/term/rotation/placement predominantly in a hospital?

#### Additional settings worked in

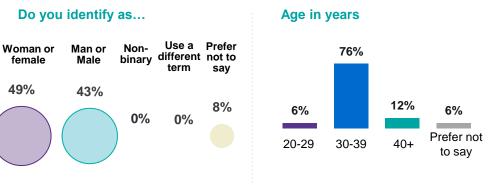
 Base: Total sample (ACD: n = 54), fields with 10 or more responses shown. Note: fields marked with an \* are subspecialties.
 Q9a. Which area are you currently practising in? | Q9b. If applicable, which

Q9a. Which area are you currently practising in? | Q9b. If applicable, which subspecialty area are you practising in? ^not shown due to small base size.

- Base: Total sample excluding Not applicable (ACD: n = <10)
- Q5c. Select any additional settings you work in / Which settings do you work in?

# Profile of ACD doctors in training

#### **DEMOGRAPHICS**

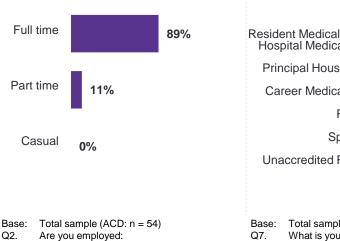


Total sample (ACD: n = 51) Base: Do you identify as ...? Note: For this question, answers that are less than 1% and have one or more

responses have been shown as <1%

#### **Employment**

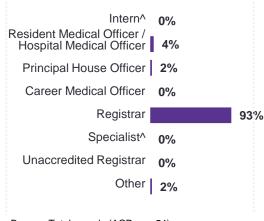
Q55.



Role

Base:

Q56.

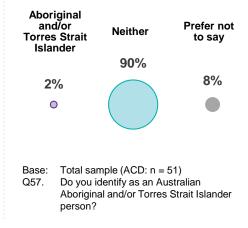


Total sample (ACD: n = 48)

What is your age?

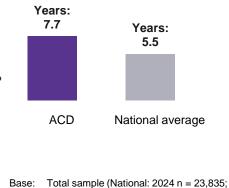
Total sample (ACD: n = 54). What is your role in the setting?

# **Cultural background**



#### Postgraduate year

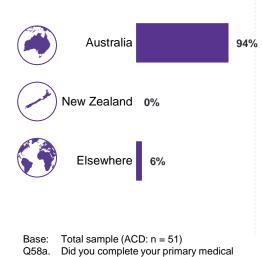
#### Postgraduate year average is



ACD: 2024 n = 54) Q1.

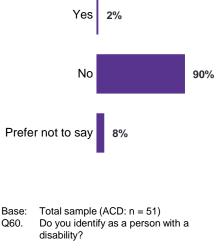
What is your postgraduate year?

#### **Primary degree**

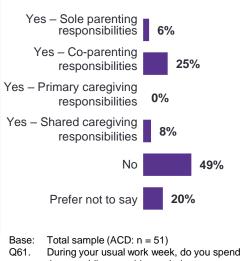


degree in Australia or New Zealand?

# Do you identify as a person with a disability...



### **Caring responsibilities**



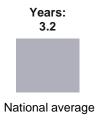
time providing unpaid care, help, or assistance for family members or others?

# **Profile of ACD trainees**

#### **SPECIALIST TRAINEES**

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





Base:Specialist trainees (National: 2024 n = 10,724; ACD: 2024 n = 53)Q15.How many years have you been in the College training program?

#### TRAINING PROGRAM PROVIDED BY COLLEGE

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

		Total agree: 90%		Total disagree: 8%	
ACD	(n=52)	62%		29%	6%
		Total agree: 89%		Total di	sagree: 4%
National response	(n=10,583)	36%	5	4%	7%

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

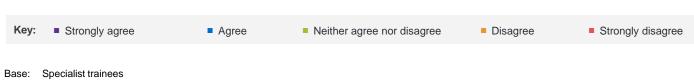
		Total agree: 83%	Total o	Total disagree: 12%	
ACD	(n=52)	42%	40%	<b>%</b> 10%	
		Total agree: 87%	Tota	disagree: 5%	
National response	(n=10,575)	32%	56%	8%	

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

		Total agree: 87%	Total disagree: 8%		
ACD	(n=52)	50%	37%	6% <mark>4%</mark> 4%	
		Total agree: 89%	Tota	I disagree: 3%	
National response	(n=10,587)	31%	58%	7%	

#### The College supports flexible training arrangements

		Total agree: 50%			Total	l disagree	: 20%
ACD	(n=50)	22%	28%	30%		16%	4%
		Total agree: 68%			Tota	I disagree	e: 12%
National response	(n=10,245)	22%	46%		20%	8%	<mark>4%</mark>



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

#### Financial impact of training program

#### The financial cost of my College training program has led to stress

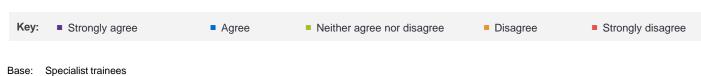
		Total agree: 65%		Total disagree: 19%		ə: 19%	
ACD	(n=52)	23%	42%	15%	10% 1	10%	
Total agree: 62%				Total disagree: 15%			
National response	(n=10,552)	26%	36%	22%	13%	6	

#### My College provides clear and accessible information about how my fees are spent

		Total agree: 16%		Total disagree: 51%		
ACD	(n=49)	4% <mark>12%</mark>	33%	18%	33%	
		Total agree: 21%			Total disagree: 50%	
National response	(n=10,154)	<mark>4%</mark> 18%	28%	28%	22%	

#### The cost of my College training program has been a barrier to my progression in the training program

	Total agree: 6%					Total disagree: 75%		
ACD (n=52)		6%	19%		50%			
		Total agr	ee: 16%		1	Total disagre	e: 53%	
National response	(n=10,509)	5% <mark>1</mark> ′	1%	31%	45%		8%	



Q21a. Thinking about your [COLLEGE] training program, to what extent do you agree or disagree with each of the following statements?

#### **COMMUNICATION WITH COLLEGE**

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

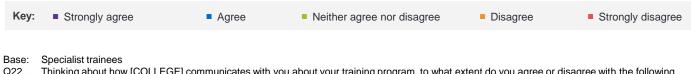
		Total disag	ree: 10%		
ACD	(n=52)	40%	44%	6%	<mark>6%</mark> 4%
		Total agree: 77%		Total disag	jree: 10%
National response	(n=10,549)	18%	59%	14%	7%

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

Total agree: 84%			Total disagree: 6%			
ACD	(n=51)	35%	49%		10%	4%
		Total agree: 68%	Total d	Total disagree: 13%		
National response	(n=10,476)	14%	54%	20%	9%	•

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

		Total agree: 85%	Total disagree	ə: 6%	
ACD	(n=52)	35%	50%	10%	4%
		Total agree: 76%	Total disagree	: 11%	
National response	(n=10,547)	19%	57%	13% 8%	6



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

#### **ENGAGEMENT WITH COLLEGE**

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

		Total agree: 6	62%	То	otal disagree: 17%			
ACD	(n=53)	15%	47%		21%	11%	6%	
		Total agree: 4	Total agree: 48%			otal disagree: 21%		
National response	(n=10,493)	7%	41%	3	0%	17%	4%	

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

		Total agree: 87%		Total disagree: 4%		
ACD	(n=53)	28%	58%	6	9%	
		Total agree: 60%		Total disa	agree: 10%	
National response	(n=10,490)	9%	51%	30%	8%	

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

Total agree: 70%				Total disagree: 9%		
ACD	(n=53)	23%		47%	21%	<mark>6% 4%</mark>
	Total agree: 44%				Total disa	igree: 15%
National response	(n=10,492)	7%	37%	41%		12%

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

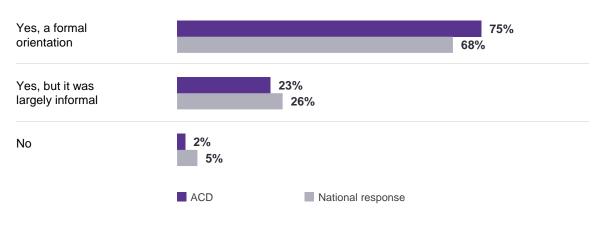
Total agree: 57%					Total disagree: 23%		
ACD	(n=53)	13%	43%		21%	13%	9%
		Total agree:	Fotal agree: 49%			Total disag	ree: 15%
National response	(n=10,493)	7%	42%		36%	11	% 4%



# Orientation

#### DID YOU RECEIVE AN ORIENTATION TO YOUR SETTING?

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



Base: Total sample (National: 2024 n = 22,189; ACD: 2024 n = 53)

Q27a. Did you receive an orientation to your setting?

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

		Total excellent/good	: 65%	Total terrible/poor: 6%		
ACD	(n=52)	23%	42%		29%	6%
		Total excellent/good:	: 76%	Total terrible/poor: 4%		
National response	(n=21,012)	26%	50%		20%	



#### Assessment

#### **COLLEGE EXAMS**

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



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

8%

Specialist

15%

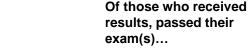
trainees: ACD

ACD: 2024 n = 12)

most recent exam from ...?

Sat an exam (National: 2024 n = 4,101;

Have you received the results of your

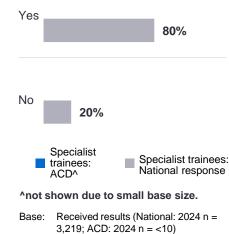


92%

85%

Specialist trainees:

National response



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

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

	Total agree: 58%				Total disagree: 8%		
ACD	(n=12)	17%	42%	33%	8%		
NOB		Total agree: 66% Total dis					
Specialist trainees: National response	(n=4,049)	12%	54%	17%	12% 6%		

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

		Total agree: 58	3%	Total disagree: 17%			
ACD	(n=12)	17%	42%	25%	8%	8%	
Specialist trainees:		Total agree: 71	1%	Tot	al disagr	ee: 13%	
National response	(n=4,056)	14%	58%	16	% 8	<mark>% 4</mark> %	

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

	Т	Total agree: 67%		Total disagree: 25%		
ACD	(n=12)	25%	42%	8%	17%	8%
Specialist trainees:	Ţ	Total agree: 83%			Total disag	ree: 7%
National response	(n=4,045)	21%	62%		9%	5%
Key: Strongly agree	Agree	Neither agree nor disa	gree Disagree		Strongly d	lisagree

Base: Specialist trainees who sat an exam

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

# Assessment

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

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

Total agree: 58%					Total disagree: 8			
ACD	(n=12)	17%	42%	339	%	8%		
		Total agree: 76%						
Specialist trainees: National response	(n=4,043)	17%	59%		15%	6%		

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

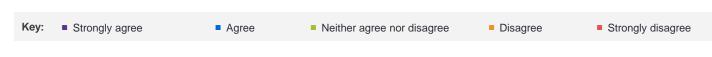
		Total agre	e: 10%	Total disagree: 70%		
ACD	(n=10)	10%	20%	40%		30%
Charielist trainages		Total agre	e: 36%	То	tal disagree: 41%	
Specialist trainees: National response	(n=3,690)	7%	28%	23%	23%	19%

#### The feedback is timely

ACD	(n=9)	Anot shown due to small base size.					
Spacialist trainage:		Total agree: 41%			Total disagree: 36%		
Specialist trainees: National response	(n=3,656)	8%	33%	23%	20%	16%	

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

	Total disagree: 50%							
ACD	(n=10)	10%	20%	20%	20%	30%		
		Total agree: 46% Total disagree						ee: 19%
Specialist trainees: National response	(n=3,446)	10%	36%	5	35%		11%	8%

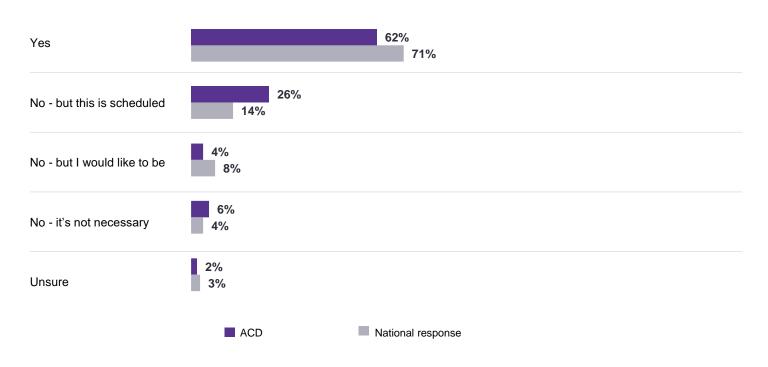


Base: Specialist trainees who sat an exam

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

#### Assessment

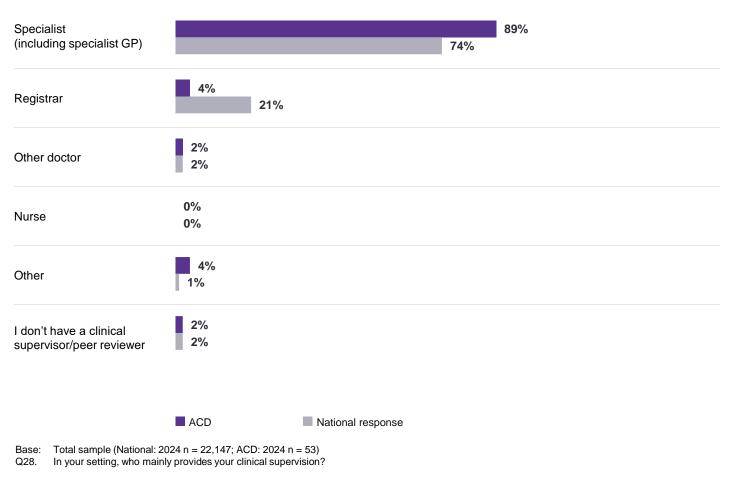
#### HAS YOUR PERFORMANCE BEEN ASSESSED IN YOUR SETTING?



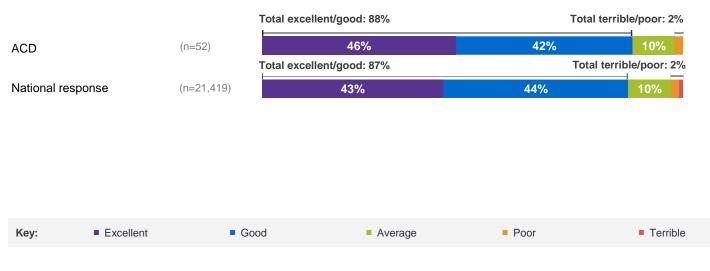
Base:Prevocational and unaccredited trainees, specialist trainees and IMGs (National: 2024 n = 20,413; ACD: 2024 n = 53)Q32.Has your performance been assessed in your setting?

# **Clinical supervision**

#### WHO MAINLY PROVIDES YOUR CLINICAL SUPERVISION?



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



#### Base: Received supervision

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

# **Clinical supervision**

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

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

		Total agree: 92%	Total disagree: 2%		
ACD	(n=52)	56%	37% 6%		
		Total agree: 97%	Total disagree: 1%		
National response	(n=21,633)	66%	32%		

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

		Total agree: 87% Tota				
ACD	(n=52)	46%	40%	12%		
		Total agree: 91%	Total	Total disagree: 2%		
National response	(n=21,634)	54%	37%	7%		



# **Clinical supervision**

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

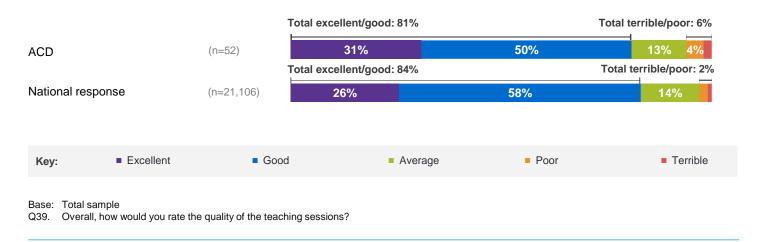
Average out of 5	
(1=very poor - 5=very	good)

(	
Accessibility of supervisor	$\begin{array}{c} \bullet \\ \bullet $
Helpfulness of supervisor	4.5
Ensuring your work is appropriate to your level of training	4.3
Completing workplace based assessments	Anot shown due to small base size. $4.1$
Including opportunities to develop your skills	$ \begin{array}{c} \\ \hline \\ $
Supporting you to meet your training plan/pathway requirements	4.1
Usefulness of feedback	$\begin{array}{c} \bullet \bullet$
Regular, INFORMAL feedback	$\begin{array}{c} \\ \hline \\ $
Discussions about my goals and learning objectives	$\begin{array}{c} \bullet \\ \bullet $
Regular, FORMAL feedback	$\begin{array}{c} \bullet \bullet$
	ACD National response

Base: Have a supervisor (National: 2024 max n = 21,062; ACD: 2024 max n = 51)

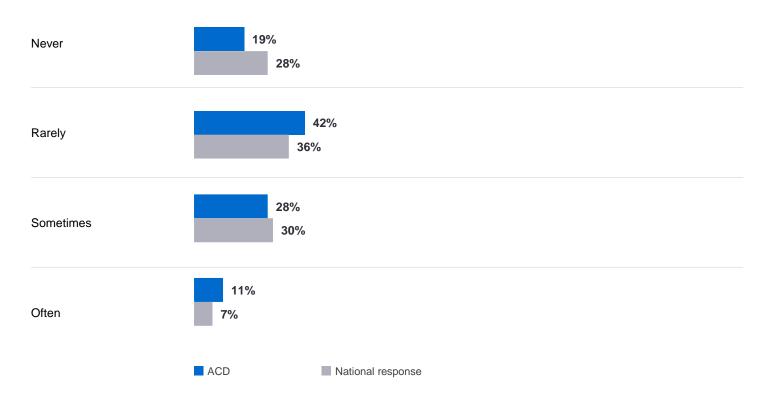
Q30. In your setting, how would you rate the quality of your overall clinical supervision for...?

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



#### TRAINING AND OTHER JOB RESPONSIBILITIES

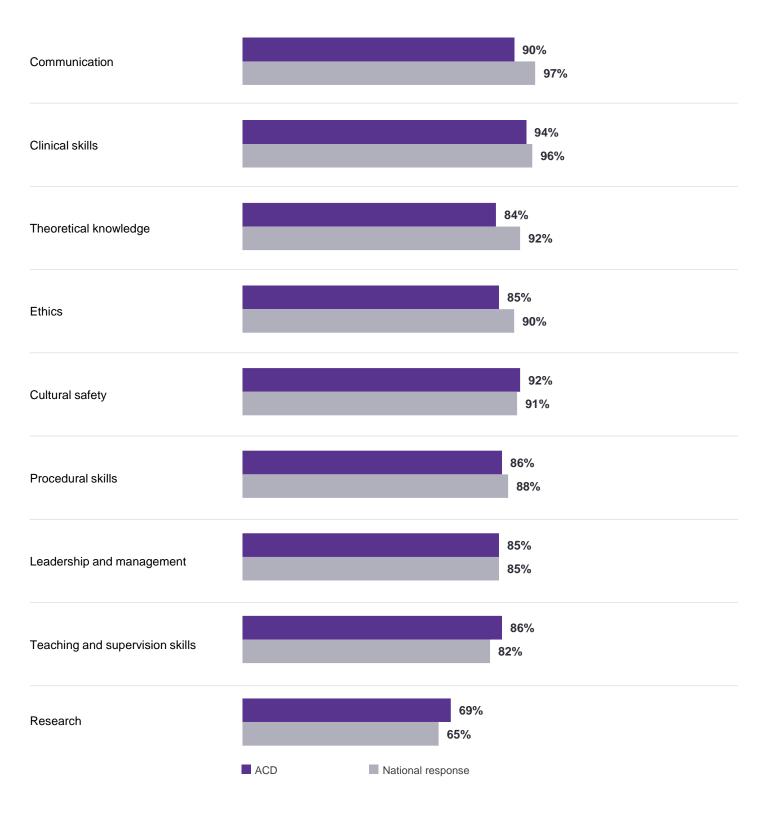
#### How regularly job responsibilities are preventing doctors in training from meeting training requirements



Base: Total sample (National: 2024 n = 21,394; ACD: 2024 n = 53)

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

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



Base: Total sample (National: 2024 max n = 21,411 ACD: 2024 max n = 51)

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

#### DEVELOPMENT OF CLINICAL AND PRACTICAL SKILLS

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

		Total agree: 81%	al disagree: 6%	
ACD	(n=52)	35%	46%	13% <mark>6%</mark>
		Total agree: 85%	То	tal disagree: 4%
National response	(n=21,345)	28%	57%	11%

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

	Total agree: 30%				Total disagree: 44%			
ACD	(n=50)	8%	22%	26	%		34%	10%
		Total agree	e: 44%		l		Total disa	gree: 33%
National response	(n=20,957)	13%	31%	6	239	%	27%	6%

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

		Total agree	12%	Total disagree: 709			
ACD	(n=50)	<b>6% 6%</b>	18%		58%	12%	
		Total agree	29%	1	Tota	al disagree: 46%	
National response	(n=20,720)	9%	21%	24%	37%	9%	



#### ACCESS TO TEACHING AND RESEARCH

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

Total agree: 66%					Total disagree: 21%				
ACD	(n=53)	28%	38%	13%	15%	6%			
		Total agree: 69%	Tot	tal disagre	e: 16%				
National response	(n=21,459)	23%	46%	16%	11%	5%			

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

		Total agree: 91%		Total disag	gree: 0%
ACD	(n=53)	38%	53%		9%
-		Total agree: 73%	,	Total disa	gree: 9%
National response	(n=21,458)	23%	50%	18%	7%

#### My GP supervisor supports me to attend formal and informal teaching sessions^

ACD	(n=0)	Anot shown due to sma	II base size.	
	7	Total agree: 78%		Total disagree: 3%
National response	(n=3,101)	28%	50%	19%

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

		Total agree: 68%		Total disagree: 2%	2
ACD	(n=53)	28%	40%	30%	
		Total agree: 79%		Total disagree: 6%	6
National response	(n=21,458)	29%	51%	14% <mark>5%</mark>	

#### I am able participate in research activities

	٦	Total agree: 58%			Total d	isagree: 13%
ACD	(n=53)	23%	36%		28%	11%
	٦	Total agree: 55%			Total d	lisagree: 12%
National response	(n=21,460)	15%	40%		33%	9%
Key: Strongly agree	Agree	Neither a	gree nor disagree	Disagree	Stre	ongly disagree

#### Base: Total sample

Note: These questions were only asked of Specialist GP trainees, as such, data is filtered to Specialist GP trainees

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

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

ACD trainees were asked their level of agreement on whether an educational activity had been useful in their development as a doctor. Of the educational activities available, teaching in the course of patient care (bedside teaching) (92%), formal education program (86%) and multidisciplinary meetings (78%) were rated the most useful.

#### Formal education program^

		Total agree: 86%		Total disagree: 0%	Not available
105	(* 50)	-	48%	38% 14%	(n=3)
ACD	(n=50)	Total agree: 86%	+0 %	Total disagree: 4%	(1-5)
National response	(n=19,314)	30%	56%	10%	(n=453)
Online modules (	formal and	/or informal)			
		Total agree: 50%		Total disagree: 29%	Not available
ACD	(n=52)	19%	31% 21		(n=1)
		Total agree: 65%		Total disagree: 17%	
National response	(n=20,494)	17%	48%	18% 12% 5%	(n=618)
Teaching in the c	ourse of pa	atient care (bedsid	de teaching)		
				Total diagram 20/	Not available
		Total agree: 92%		Total disagree: 2%	
ACD	(n=51)		51%	41% 6% 6% 7000 6% 7000 7000 7000 7000 7000	(n=2)
National response	(n=20,303)	Total agree: 89%			(
	(11-20,303)	37%		2% 8%	(n=801)
<b></b> 14 1					
Team or unit base	ed activities	S			
leam or unit base	ed activitie	S Total agree: 65%		Total disagree: 8%	Not available
ACD	(n=48)		48%	Total disagree: 8%	Not available (n=5)
		Total agree: 65%	48%		
		Total agree: 65%	48%	27% 6%	
ACD	(n=48)	Total agree: 65% 17% Total agree: 82%		27% 6% Total disagree: 4%	(n=5)
ACD	(n=48)	Total agree: 65% 17% Total agree: 82%		27% 6% Total disagree: 4%	(n=5)
ACD	(n=48)	Total agree: 65% 17% Total agree: 82%		27% 6% Total disagree: 4%	(n=5)
ACD	(n=48)	Total agree: 65% 17% Total agree: 82%		27% 6% Total disagree: 4%	(n=5)
ACD	(n=48)	Total agree: 65% 17% Total agree: 82%		27% 6% Total disagree: 4%	(n=5)
ACD	(n=48)	Total agree: 65% 17% Total agree: 82%		27% 6% Total disagree: 4%	(n=5)
ACD National response	(n=48) (n=20,043)	Total agree: 65% 17% Total agree: 82% 25%	57%	27% 6% Total disagree: 4%	(n=5) (n=1063)
ACD	(n=48) (n=20,043)	Total agree: 65% 17% Total agree: 82%		27% 6% Total disagree: 4%	(n=5)
ACD National response	(n=48) (n=20,043) gree	Total agree: 65% 17% Total agree: 82% 25%	<ul> <li>57%</li> <li>Neither agree nor disagree</li> </ul>	27% 6% Total disagree: 4%	(n=5) (n=1063)
ACD National response Key: Strongly a Base: Total sample ext 'Note: This question wa	(n=48) (n=20,043) gree cluding not avai	Total agree: 65% 17% Total agree: 82% 25% Agree lable (shown separately) Interns.	<ul> <li>57%</li> <li>Neither agree nor disagree</li> </ul>	27% 6% Total disagree: 4% 14%	(n=5) (n=1063)

Page 24

Profile   Training curriculum   Orientation	Assessment	Clinical supervision	Access to teaching   Facilities
Workplace environment and culture	Patient safety	Overall satisfaction	Future career intentions

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

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

		Total agree: 58	8%	Total disag	ree: 10%	Not available
ACD	(n=48)	15%	44%	31%	10%	(n=5)
-		Total agree: 68	3%	Total disag	ree: 10%	
National response	(n=19,723)	16%	52%	23%	8%	(n=1381)

#### **Multidisciplinary meetings**

		Total agree: 78%		Total disag	ree: 2%	Not available
ACD	(n=50)	20%	58%	20%		(n=3)
		Total agree: 73%		Total disag	ree: 7%	
National response	(n=19,707)	20%	54%	19%	6%	(n=1405)

#### Simulation teaching

		Total agree: 45%				Total disagre	e: 20%	Not available
ACD	(n=40)	18%	28%	{	35%	13%	8%	(n=13)
		Total agree: 83%				Total disagr	ee: 4%	
National response	(n=18,653)	34%	, o		49%	14%		(n=2461)

#### Access to mentoring

		Total agree: 69%		Тс	otal disagree: 4%	Not available
ACD	(n=48)	35%	33%		27%	(n=5)
		Total agree: 81%		Тс	otal disagree: 4%	1
National response	(n=19,833)	29%	51%	1	16%	(n=1281)

#### **Practice based audits**

		Total agree: 33	3%	Total di	sagree: 29% Not available
ACD	(n=42)	10%	24% 38%	24%	<b>5%</b> (n=11)
		Total agree: 5	6%	Total dis	sagree: 13%
National response	(n=18,681)	14%	42%	31%	<b>11%</b> (n=2425)
Key: Strongly ag	jree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

Base: Total sample excluding not available (shown separately)Q38. To what extent do you agree or disagree that the following educational activities have been useful in your development as a doctor?

# **Facilities**

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

#### Reliable internet for training purposes

		Total excellent/good: 73%		Total terrible/poor: 10% Not provided
ACD	(n=51)	31%	41%	18% 6% 4% (n=2)
		Total excellent/good: 78%		Total terrible/poor: 7%
National response	(n=20,335)	33%	45%	<b>15%</b> (n=229)
Educational reso	urces			
		Total excellent/good: 73%		Total terrible/poor: 2% Not provided
ACD	(n=52)	33%	40%	<b>25%</b> (n=1)
		Total excellent/good: 77%		Total terrible/poor: 4%
National response	(n=20,489)	25%	52%	<b>19%</b> (n=219)
Working space, s	such as a de	esk and computer Total excellent/good: 68%		Total terrible/poor: 10% Not provided
Working space, s	(n=50)	•	34%	Total terrible/poor: 10%       Not provided         22%       10%       (n=2)
••••		Total excellent/good: 68%	34%	·
••••		Total excellent/good: 68%	34% 41%	<b>22% 10%</b> (n=2)
ACD	(n=50) (n=20,590)	Total excellent/good: 68% 34% Total excellent/good: 66%		22%   10%     Total terrible/poor: 12%
ACD National response <b>Teaching spaces</b>	(n=50) (n=20,590)	Total excellent/good: 68% 34% Total excellent/good: 66% 25%		22%         10%         (n=2)           Total terrible/poor: 12%         22%         9%         (n=169)
ACD National response	(n=50) (n=20,590)	Total excellent/good: 68% 34% Total excellent/good: 66% 25% Total excellent/good: 60%	41%	22%       10%       (n=2)         Total terrible/poor: 12%       (n=169)         Total terrible/poor: 8%       Not provided
ACD National response <b>Teaching spaces</b>	(n=50) (n=20,590)	Total excellent/good: 68% 34% Total excellent/good: 66% 25% Total excellent/good: 60% 27%	41%	22%       10%       (n=2)         Total terrible/poor: 12%       (n=169)         Total terrible/poor: 8%       Not provided         31%       8%       (n=2)



Base: Total sample excluding not provided (shown separately)

Q40. How would you rate the quality of the following in your setting?

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

#### Most senior medical staff are supportive

		Total agree: 87%	Total di	Total disagree: 0%	
ACD	(n=53)	38%	49%	13%	
		Total agree: 93%	Total disagree: 2%		
National response	(n=20,817)	45%	47%	5%	

#### My workplace supports staff wellbeing

	_	Total agree: 72%			Total disagree: 6%		
ACD	(n=53)	26%	45%	2	.3%	6%	
		Total agree: 81%		То	tal disag	ree: 6%	
National response	(n=20,818)	33%	48%		13%	5%	

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

		Total agree: 53%		1	Total dis	agree: 23%
ACD	(n=53)	23%	30%	25%	2'	1%
	-	Total agree: 71%			Total dis	agree: 12%
National response	(n=20,817)	26%	45%		17%	9%

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

Total agree: 68%				disagree: 15%	,
(n=53)	28%	40%	17%	15%	
	Total agree: 81%		Tota	I disagree: 6%	6
(n=20,817)	31%	50%		13% <mark>4%</mark>	

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

ACD

National response

		Total agree: 49%				disagree: 26%
ACD	(n=53)	21%	28%	25%		25%
		Total agree: 65%			Total	disagree: 15%
National response	(n=20,811)	22%	44%		19%	<mark>12%</mark> 4%

#### Bullying, harassment and discrimination by anyone is not tolerated at my workplace

	Tot	al agree: 70%		Total disagree: 11%
ACD	(n=53)	28%	42%	19% 11%
	Tot	al agree: 81%		Total disagree: 7%
National response	(n=20,815)	34%	46%	13% 5%
Key: Strongly agree	Agree	Neither agree nor	disagree Disagree	Strongly disagree

#### Base: Total sample

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

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

Racism is not tolerated at my workplace Total agree: 85% Total disag						
ACD	(n=53)	28%	57%	15%		
	-	Total agree: 85%	Total	disagree: 4%		
National response	(n=20,816)	39%	47%	11%		

#### I know how to raise concerns/issues about bullying, harassment and discrimination (including racism) in my workplace Total 700/

		Total agree: 70%	Total agree: 70%		
ACD	(n=53)	25%	45%	21% 9%	
		Total agree: 85%		Total disagree: 5%	
National response	(n=20,819)	31%	54%	11% <mark>4%</mark>	

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

		Total agree: 64%	Total agree: 64%			Total disagree: 11%		
ACD	(n=53)	23%	42%	25%	6	8% <mark>4%</mark>		
		Total agree: 78%			Total disa	gree: 8%	)	
National response	(n=20,823)	31%	47%		14%	6%		

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

		Total agree: 70%			Total disagree: 9%		
ACD	(n=53)	32%	38%	2	1%	9%	
		Total agree: 80%		Т	otal disag	ree: 6%	
National response	(n=20,821)	30%	50%		14%	4%	

#### Most senior allied health and nursing staff are supportive

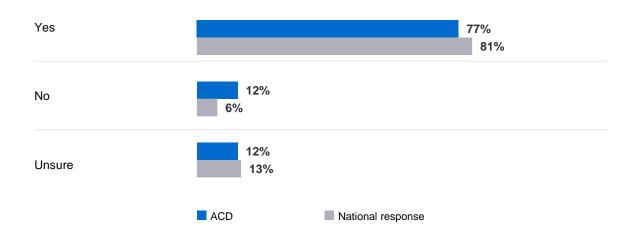
	Total agree: 85%	Total	disagree: 2%
(n=53)	32%	53%	13%
	Total agree: 87%	Tota	l disagree: 3%
(n=20,814)	34%	54%	10%
		(n=53) <b>32%</b> Total agree: 87%	(n=53) <b>32% 53%</b> Total agree: 87% Tota



Base: Total sample

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

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



Base: Total sample (National: 2024 n = 20,527; ACD: 2024 n = 52)

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

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

	Experienced	Witnessed	Experienced + Witnessed
Net: bullying, harassment discrimination and/or racism	30%	28%	35%
	22%	29%	33%
Bullying	17%	23%	27%
	12%	18%	21%
Sexual Harassment	9%	4%	8%
	3%	4%	5%
Harassment (excluding sexual	11%	15%	14%
harassment)	6%	9%	11%
Racism	4%	15%	16%
	8%	14%	17%
Discrimination (excluding racism)	13%	13%	16%
	9%	12%	15%
	AC	D tional response	

(Blue figure shows Net

total of purple options)

WHO WAS RESPONSIBLE ...

Experienced Witnessed 62% 54% Senior medical staff (e.g. consultants, specialists) 46% 43% 23% 23% Medical colleague (e.g. registrar or other doctors in training) 27% 31% 23% 46% Nurse or midwife 30% 35% 0% 15% Other health practitioner 6% 9% 0% 0% Hospital management 9% 8% 31% 8% Administrative staff 10% 9% 54% 62% Patient and/or patient family/carer 41% 44% 0% 0% Other 2% 2% 8% 15% Prefer not to say 9% 8% ACD National response

(Where only blue option selected, next question skipped)

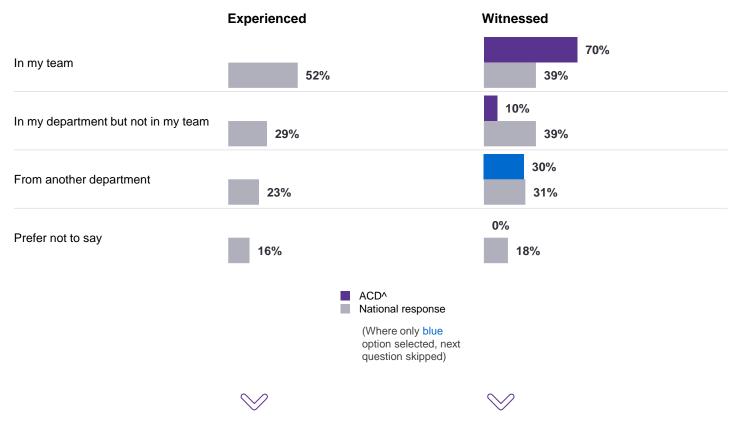
Base: Total sample - Experienced (National: 2024 n = 18,217; ACD: 2024 n = 47) - Witnessed (National: 2024 n = 18,998; ACD: 2024 n = 47)

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

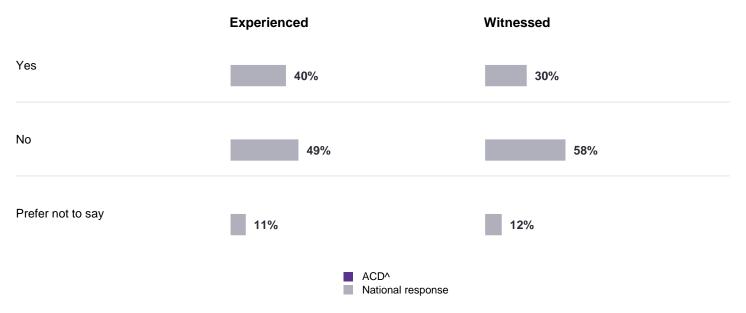
Base: Experienced/witnessed bullying, harassment sexual harassment, discrimination and/or racism - Experienced (National: 2024 n = 3,907; ACD: 2024 n = 13) - Witnessed (National: 2024 n = 5,385; ACD: 2024 n = 13)

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

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



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



#### ^ not shown due to insufficient sample size.

Base: Experienced bullying, harassment, discrimination and/or racism from someone who was not a patient (National: 2024 n = 2,865 ACD: 2024 n = <10) - Witnessed (National: 2024 n = 4,021; ACD: 2024 n = 10)

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

Base: Experienced bullying, harassment discrimination and/or racism from someone in their team or department (rebased to who was not a patient) (National: 2024 n = 2,040; ACD: 2024 n = <10) - Witnessed (National: 2024 n = 2,631; ACD: 2024 n = <10)</li>
 Q42d. Was the person(s) one of your supervisors?...

#### Workplace environment and culture HAVE YOU REPORTED IT... Experienced Witnessed 8% 8% Yes 33% 26% 92% 92% No 67% 74% For those who did ACD not report, they National response were asked why (Where only blue (see next page) option selected, next question skipped) HAS THE REPORT BEEN FOLLOWED UP... Experienced Witnessed Yes 48% 44% No 21% 11% Unsure 31% 46% ACD^ National response (Where only blue option selected, next question skipped) ARE YOU SATISFIED WITH HOW THIS REPORT WAS FOLLOWED UP... Experienced Witnessed Yes 66% 71%



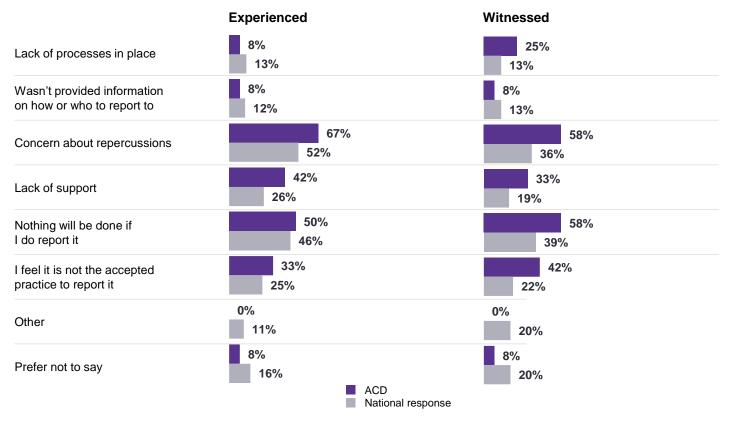
^ not shown due to insufficient sample size.

Base: Experienced bullying, harassment discrimination and/or racism (National: 2024 n = 3,835; ACD: 2024 n = 13) - Witnessed (National: 2024 n = 5,248; ACD: 2024 n = 13) | Q42e. Have you reported it?

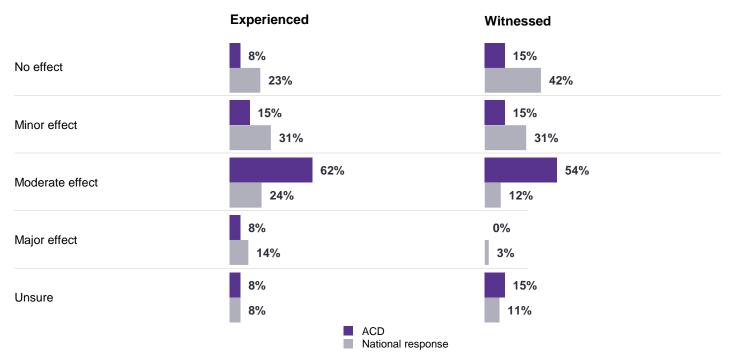
Base: Reported bullying, harassment, discrimination and/or racism (National: 2024 n = 1,249; ACD: 2024 n = <10) - Witnessed (National: 2024 n = 1,379; ACD: 2024 n = <10) | Q42f. Has the report been followed up?

Base: Reported bullying, harassment, discrimination and/or racism who reported the incident and followed it up (National: 2024 n = 591; ACD: 2024 n = 0) - Witnessed (National: 2024 n = 593; ACD: 2024 n = 0) | Q42g. Are you satisfied with how the report was followed up?

#### WHAT PREVENTED YOU FROM REPORTING...



#### HAS THIS INCIDENT ADVERSELY AFFECTED YOUR MEDICAL TRAINING...



Base: Experienced bullying, harassment discrimination and/or racism and did not report it. (National: 2024 n = 2,561; ACD: 2024 n = 12) - Witnessed (National: 2024 n = 3,830; ACD: 2024 n = 12)

Q42i. What prevented you from reporting?

Base: Experienced bullying, harassment discrimination and/or racism (National: 2024 n = 3,921; ACD: 2024 n = 13) - Witnessed (National: 2024 n = 5,376; ACD: 2024 n = 13)

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

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

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

		Total always/most of the time: 33%		Total sometimes/never: 67%
ACD	(n=52)	10% 23%	52%	15%
		Total always/most of the time: 25%		Total sometimes/never: 75%
National response	(n=20,443)	8% 17%	54%	21%
Having to work paid over	time			
		Total always/most of the time: 13%		Total sometimes/never: 87%
ACD	(n=52)	8% 6% 40%		46%
		Total always/most of the time: 16%		Total sometimes/never: 84%
National response	(n=20,432)	5% 10% 44%		40%
Having to work unpaid ov	vertime			
		Total always/most of the time: 33%		Total sometimes/never: 67%
ACD	(n=52)	17% 15%	37%	31%
		Total always/most of the time: 18%		Total sometimes/never: 82%
National response	(n=20,432)	8% <mark>9%</mark> 31%		51%
Dealing with patient expe	ctations			
		Total always/most of the time: 31%		Total sometimes/never: 69%
ACD	(n=52)	12% 19%	48%	21%
ACD	(n=52)	12% 19% Total always/most of the time: 21%	48%	21% Total sometimes/never: 79%
ACD National response	(n=52) (n=20,438)		48% 57%	
	(n=20,438)	Total always/most of the time: 21%		Total sometimes/never: 79%
National response	(n=20,438)	Total always/most of the time: 21%		Total sometimes/never: 79%
National response	(n=20,438)	Total always/most of the time: 21% 7% 15% Total always/most of the time: 23%	57%	Total sometimes/never: 79% 22%
National response Dealing with patients' fan	(n=20,438)	Total always/most of the time: 21% 7% 15% Total always/most of the time: 23%		Total sometimes/never: 79% 22% Total sometimes/never: 77%
National response Dealing with patients' fan	(n=20,438)	Total always/most of the time: 21%7%15%Total always/most of the time: 23%10%13%	57%	Total sometimes/never: 79% 22% Total sometimes/never: 77% 25%
National response Dealing with patients' fan ACD	(n=20,438) hilies (n=52) (n=20,442)	Total always/most of the time: 21%7%15%Total always/most of the time: 23%10%13%Total always/most of the time: 19%	57% 52%	Total sometimes/never: 79% 22% Total sometimes/never: 77% 25% Total sometimes/never: 81%
National response Dealing with patients' fan ACD National response	(n=20,438) hilies (n=52) (n=20,442)	Total always/most of the time: 21%7%15%Total always/most of the time: 23%10%13%Total always/most of the time: 19%	57% 52%	Total sometimes/never: 79% 22% Total sometimes/never: 77% 25% Total sometimes/never: 81%
National response Dealing with patients' fan ACD National response	(n=20,438) hilies (n=52) (n=20,442)	Total always/most of the time: 21%         7%       15%         Total always/most of the time: 23%         10%       13%         Total always/most of the time: 19%         6%       13%         Total always/most of the time: 23%	57% 52%	Total sometimes/never: 79% 22% Total sometimes/never: 77% 25% Total sometimes/never: 81% 23%
National response Dealing with patients' fan ACD National response Expectations of supervis	(n=20,438) nilies (n=52) (n=20,442)	Total always/most of the time: 21%         7%       15%         Total always/most of the time: 23%         10%       13%         Total always/most of the time: 19%         6%       13%         Total always/most of the time: 23%	57% 52% 58%	Total sometimes/never: 79% 22% Total sometimes/never: 77% 25% Total sometimes/never: 81% 23%
National response Dealing with patients' fan ACD National response Expectations of supervis	(n=20,438) nilies (n=52) (n=20,442)	Total always/most of the time: 21%7%15%Total always/most of the time: 23%10%13%Total always/most of the time: 19%6%13%	57% 52% 58%	Total sometimes/never: 79% 22% Total sometimes/never: 77% 25% Total sometimes/never: 81% 23% Total sometimes/never: 77%
National response Dealing with patients' fan ACD National response Expectations of supervis ACD	(n=20,438) nilies (n=52) (n=20,442) ors (n=52)	Total always/most of the time: 21%7%15%Total always/most of the time: 23%10%13%Total always/most of the time: 19%6%13%Total always/most of the time: 23%13%10%Total always/most of the time: 16%	57% 52% 58%	Total sometimes/never: 79% 22% Total sometimes/never: 77% 25% Total sometimes/never: 81% 23% Total sometimes/never: 77% 29%
National response Dealing with patients' fan ACD National response Expectations of supervis ACD	(n=20,438) nilies (n=52) (n=20,442) ors (n=52)	Total always/most of the time: 21%7%15%Total always/most of the time: 23%10%13%Total always/most of the time: 19%6%13%Total always/most of the time: 23%13%10%Total always/most of the time: 23%5%11%45%	57% 52% 58%	Total sometimes/never: 79% 22% Total sometimes/never: 77% 25% Total sometimes/never: 81% 23% Total sometimes/never: 77% 29%

Base: Total sample

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

Profile   Training curriculum   Orientation	Assessment	Clinical supervision	Access to teaching   Facilities
Workplace environment and culture	Patient safety	Overall satisfaction	Future career intentions

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

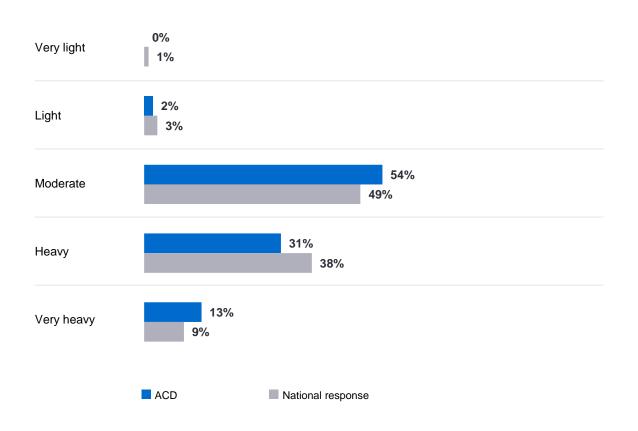
#### Supervisor feedback

Supervisor recuback			4.007	<b>T</b> ( <b>1</b> ( <b>1 0 0 0</b> (
		Total always/most of the tir	me: 10%	Total sometimes/never: 90%
ACD	(n=52)	8% 42	%	48%
		Total always/most of the tir	me: 12%	Total sometimes/never: 88%
National response	(n=20,448)	4% <mark>8%</mark> 38	%	50%
Having to relocate for wo	ork			
		Total always/most of the tir	me: 42%	Total sometimes/never: 58%
ACD	(n=52)	27%	15% 27%	31%
		Total always/most of the tir	me: 24%	Total sometimes/never: 76%
National response	(n=20,393)	12% 12%	33%	43%
Being expected to do wo	rk that I don'	t feel confident doing		
		Total always/most of the tir	me: 21%	Total sometimes/never: 79%
ACD	(n=52)	12% 10%	44%	35%
		Total always/most of the tir	ne: 11%	Total sometimes/never: 89%
National response	(n=20,395)	4% <mark>7%</mark> 4	3%	45%
Lack of appreciation				
		Total always/most of the tir	me: 29%	Total sometimes/never: 71%
ACD	(n=52)	17% 12%	44%	27%
		Total always/most of the tir	me: 19%	Total sometimes/never: 81%
National response	(n=20,401)	7% 12%	43%	38%
Workplace conflict				
		Total always/most of the tir	me: 15%	Total sometimes/never: 85%
ACD	(n=52)	8% 8%	42%	42%
		Total always/most of the tir		Total sometimes/never: 90%
National response	(n=20,404)	4% <mark>6%</mark> 40%	6	50%
Key: Always		Most of the time	Sometimes	Never

Base: Total sample

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

#### HOW WOULD YOU RATE YOUR WORKLOAD IN YOUR SETTING?



Base: Total sample (National: 2024 n = 20,339; ACD: 2024 n = 52)

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

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

On average, ACD trainees worked 46.5 hours a week, compared to 44.8 hours a week for the national average.

For ACD trainees, 76% were working 40 hours a week or more, compared to the national response of 62%.

On average, ACD doctors in training worked... On average, doctors in training nationally worked...



Base: Total sample (National: 2024 n = 20,358; ACD: 2024 n = 51). Sample includes respondents who are employed full-time, part-time and casually.

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

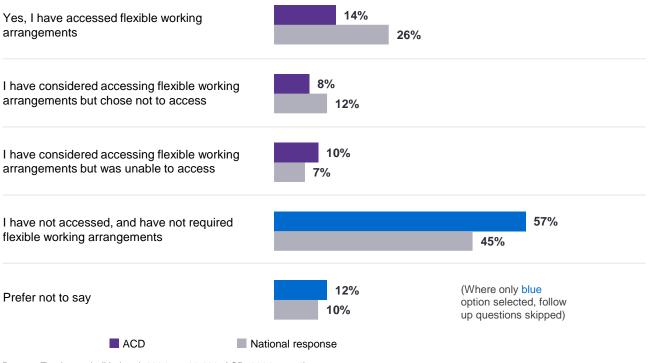
#### FOR ANY UNROSTERED OVERTIME YOU HAVE COMPLETED IN THE PAST, HOW OFTEN DID:

		Total always/most of th	ne time: 39%		Total sometimes/	never: 61%
ACD	(n=44)	27%	11% 27	'%	34%	
		Total always/most of th	ne time: 71%		Total sometimes/	never: 29%
National response	(n=16,692)	44%		27%	17%	11%
Working unrostered ov	ertime have a	negative impact on y Total always/most of th	-		Total sometimes/	never: 64%
ACD	(n=45)	22%	13%	53%	)	11%
	, ,					
		Total always/most of the	ne time: 21%		Total sometimes/	never: 79%
National response	(n=15,773)	Total always/most of th	ne time: 21% 47%		Total sometimes/	never: 79%
·	<u>, , , , , , , , , , , , , , , , , , , </u>	8% 13%	47% ing opportunities		33%	
Working unrostered ov	ertime provide	8% 13% e you with more train Total always/most of th	47% ing opportunities ne time: 11%		33%	never: 89%
Working unrostered ov	<u>, , , , , , , , , , , , , , , , , , , </u>	8% 13% e you with more train Total always/most of th 4% 7%	47% ing opportunities ne time: 11% 69%		33% Total sometimes/	never: 89% 20%
·	ertime provide	8% 13% e you with more train Total always/most of th	47% ing opportunities ne time: 11% 69%		33%	never: 89% 20% 'never: 83%

Q47. For any unrostered overtime you have completed in the past, how often did...?

Profile   Training curriculum   Orientation	Assessment	Clinical supervision	Access to teaching   Facilities
Workplace environment and culture	Patient safety	Overall satisfaction	Future career intentions

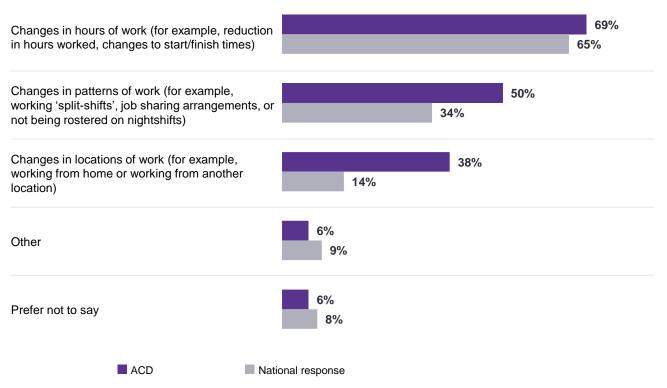
# HAVE YOU ACCESSED, OR CONSIDERED ACCESSING, FLEXIBLE WORKING ARRANGEMENTS IN YOUR SETTING?



Base: Total sample (National: 2024 n = 20,266; ACD: 2024 n = 51)

Q63a. Have you accessed, or considered accessing, flexible working arrangements in your setting?

# WHAT SORT OF FLEXIBLE WORKING ARRANGEMENTS DID YOU ACCESS/WOULD YOU HAVE LIKED TO ACCESS:



Base: Accessed, or would like to have access to flexible working arrangements (National: 2024 n = 8,989; ACD: 2024 n = 16)
 What sort of flexible working arrangements did you access / What sort of flexible working arrangements would you have liked to access?

#### DID THE FLEXIBLE WORKING ARRANGEMENTS YOU ACCESSED IN YOUR SETTING MEET YOUR NEEDS

Yes, the arranger needs	ments I accessed met all o	lf my	71%
The arrangement all, of my needs	s I accessed met some, bu	ut not 23%	
No, the arrangem my needs	ents I accessed did not me	eet 1%	
Prefer not to say		5%	
	ACD^	National response	

Base: Accessed flexible working arrangements (National: 2024 n = 5,196; ACD: 2024 n = <10) Q63b. Did the flexible working arrangements you accessed in your setting meet your needs?

# WHY HAVE YOU CHOSEN NOT TO ACCESS, OR BEEN UNABLE TO ACCESS, FLEXIBLE WORKING ARRANGEMENTS IN YOUR SETTING?

Flexible working arrangements were not offered	25%
The flexible working arrangements offered did not meet my needs	10%
Flexible working arrangements are not available in my current role or on my current rotation	29%
I do not feel comfortable asking for flexible working arrangements	25%
I feel I am not senior enough to access flexible working arrangements	21%
I am currently employed on a short-term contract, or have other employment terms, which do not allow for flexible working arrangements	9%
I didn't have access to information or knowledge to know how to access flexible working arrangements	15%
I didn't feel I had the option to access flexible working arrangements	23%
Other	16%
Prefer not to say	14%
ACD^ Nati	onal response
^ not shown due to insufficient sample size.	

Base: Would like to have access to flexible working arrangements (National: 2024 n = 3,780; ACD: 2024 n = <10) Q63c. Why have you chosen not to access, or been unable to access, flexible working arrangements in your setting?

# Patient safety

# HOW WOULD YOU RATE THE QUALITY OF YOUR TRAINING ON HOW TO RAISE CONCERNS ABOUT PATIENT SAFETY?



Base: Received training on how to raise concerns about patient safety

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

#### I did not receive training on how to raise concerns about patient safety

ACD	10%
National response	3%

 Base:
 Total Sample

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

### PATIENT CARE AND SAFETY IN THE WORKPLACE

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

		Total agree: 84%		
ACD	(n=50)	42%	42%	12% <mark>4%</mark>
		Total agree: 91%	l disagree: 2%	
National response	(n=20,112)	35%	57%	7%

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

		Total agree: 76%		Total disagree: 2%
ACD	(n=50)	40%	36%	22%
		Total agree: 86%		Total disagree: 3%
National response	(n=20,107)	32%	54%	11%
Key: Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

Base: Total sample

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

# **Patient safety**

#### PATIENT CARE AND SAFETY IN THE WORKPLACE (cont.)

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

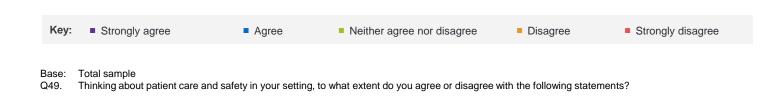
	Total agree: 80%			otal disagree: 4%
ACD	(n=50)	42%	38%	16% <mark>4%</mark>
		Total agree: 90%	Т	otal disagree: 2%
National response	(n=20,110)	35%	55%	8%

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

		Total agree: 72%	,	Total disag	ree: 6%
ACD	(n=50)	34%	38%	22%	6%
		Total agree: 87%		Total disag	gree: 3%
National response	(n=20,108)	33%	55%	1	0%

#### I have received training on how to provide culturally safe care

		Total agree: 84%	l disagree: 0%		
ACD	(n=50)	36%	48%	16%	
		Total agree: 83%	I disagree: 4%		
National response	(n=20,113)	29%	54%	12% <mark>4%</mark>	



Profile   Training curriculum   Orientation	Assessment	<b>Clinical supervision</b>	Access to teaching   Facilities
Workplace environment and culture	Patient safety	Overall satisfaction	Future career intentions

# **Overall satisfaction**

#### **RECOMMEND TRAINING**

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

		Total agree: 78%	otal disagree: 10%		
ACD	(n=51)	33%	45%	12%	<mark>6%</mark> 4%
		Total agree: 81%		Total disa	agree: 6%
National response	(n=20,074)	33%	48%	13%	6 <mark>4%</mark>

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

		Total agree: 73%	Total disagree: 12%		: 12%	
ACD	(n=51)	35%	37%	16%	8%	6 <mark>4</mark> %
		Total agree: 80%	Total disagree: 6%			
National response	(n=20,077)	36%	45%	14	4%	4%



#### **CAREER INTERESTS**

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

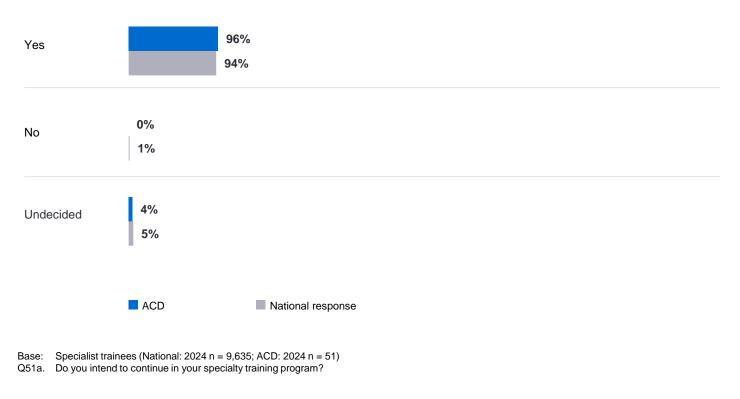
	-	Total agree: 56%			Total disagree: 16%
ACD	(n=50)	8%	48%	28%	16%
		Total agree: 50%			Total disagree: 13%
National response	(n=19,880)	12%	38%	37%	10%
I am interested in rural p	oractice				
		Total agree: 52%			Total disagree: 22%
ACD	(n=50)	12%	40%	26%	18% 4%
		Total agree: 47%			Total disagree: 22%
National response	(n=19,881)	14%	33%	31%	17% 5%
I am interested in getting	g involved in m	edical research			
		Total agree: 50%			Total disagree: 18%
ACD	(n=50)	16%	34%	32%	12% 6%
		Total agree: 52%			Total disagree: 22%
National response	(n=19,874)	15%	37%	27%	16% 5%
I am interested in getting	g involved in m	edical teaching			
		Total agree: 82%			Total disagree: 4%
ACD	(n=50)	32%		50%	14%
		Total agree: 76%			Total disagree: 6%
National response	(n=19,877)	28%		48%	18% <mark>5%</mark>
I am considering a future	e outside of me	edicine			
		Total agree: 10%			Total disagree: 68%
ACD	(n=50)	6% <mark>4%</mark> 22%		40%	28%
		Total agree: 19%			Total disagree: 59%
National response	(n=19,891)	5% 14%	22%	36%	23%
Key: Strongly agree	■ Agree	Neither a	gree nor disagree	Disagree	Strongly disagree
	7.9.00		gir girler alougioo	2.039100	
Base: Total sample					

Base: Total sample

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

#### CONTINUATION OF SPECIALTY TRAINING PROGRAM

Overall, 96% of ACD trainees intended to continue with their specialty.



#### TRAINING PROGRAM COMPLETION AND FUTURE EMPLOYMENT

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

		Total a	gree: 20%		Total dis			
ACD	(n=50)	6%	14%	26%	6	32%	22%	
Total agree: 35%						Total disagree: 45%		
National response	(n=19,173)	15	%	19%	20%	31%	14%	

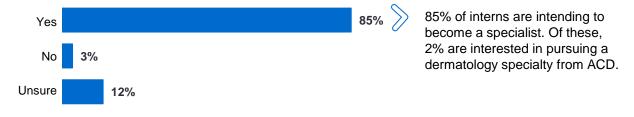
I am concerned about whether I will be able to secure employment on completion of training

		Total agree: 10%			Total disagree: 80%
ACD	(n=50)	6% <mark>4%</mark> 10%	40%		40%
		Total agree: 41%			Total disagree: 38%
National response	(n=19,879)	15%	26%	21%	27% 11%
Key: Strongly agree	Agree	Neither	agree nor disagree	Disagre	Strongly disagree

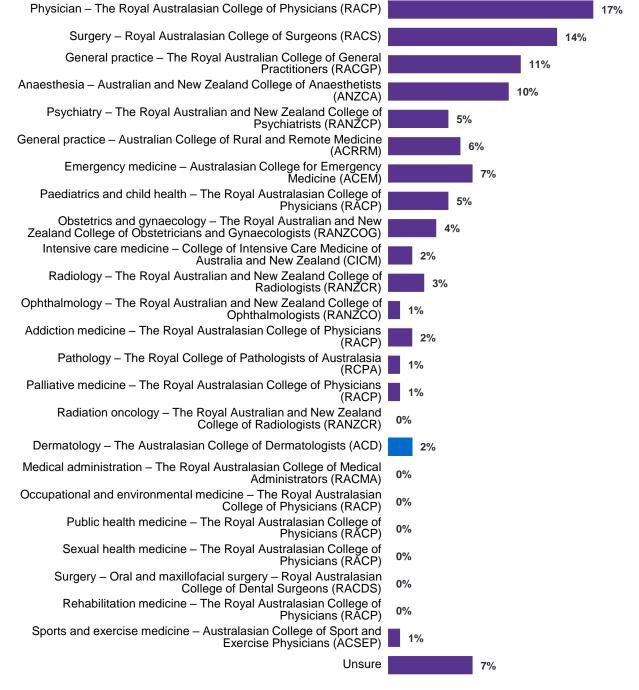
Base: Total sample

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

#### **INTERNS - INTERESTED IN A SPECIALTY**



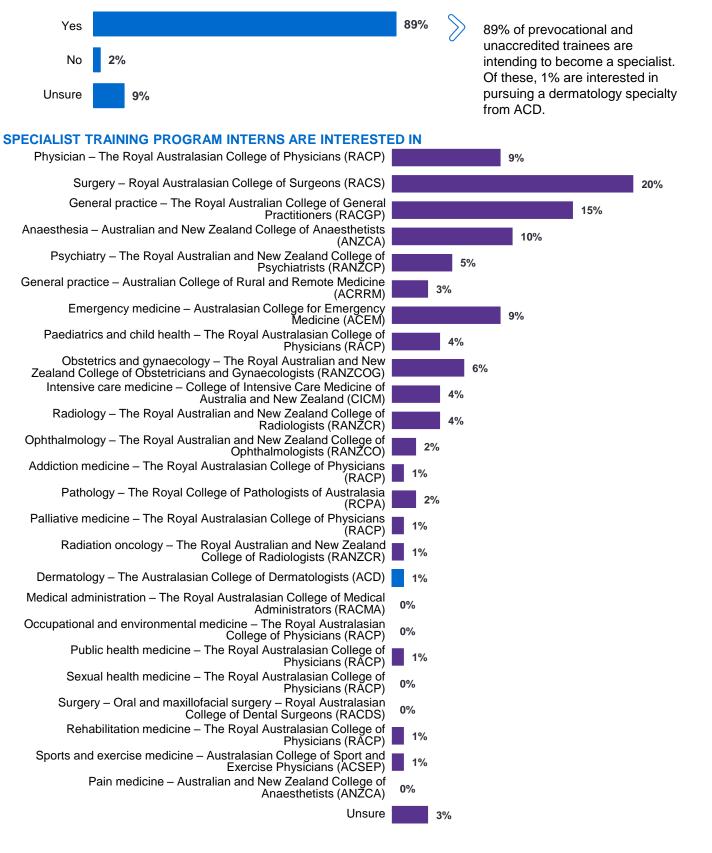
#### SPECIALIST TRAINING PROGRAM INTERNS ARE INTERESTED IN



Base: Interns (2024 n = 1,252)

- Q52. Do you intend to become a specialist?
- Base: Interns interested in a specialty (2024 n = 1,059)
- Q53. Which specialty are you most interested in pursuing?

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



Base: Prevocational and unaccredited trainees (2024 n = 4,841)

Q52. Do you intend to become a specialist?

Q53. Which specialty are you most interested in pursuing?

Base: Prevocational and unaccredited trainees interested in a specialty (2024 n = 4,313)

Visit <u>MedicalTrainingSurvey.gov.au</u> to explore the results further by using the interactive data dashboard