



MEDICAL TRAINING SURVEY

2025 Report
Gender

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2025 MEDICAL TRAINING SURVEY

Medical Training Survey data is being used in academic research, shaping trainee decisions and – most importantly - being used to improve training. This is exactly what we hoped for.

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.

Many of the most recent generation of medical trainees adding their voice to this important data-set had not started medical school when the MTS was established. Seven years on, many of the trainees who lobbied hard to create the MTS are specialists and leaders in the profession. Over time, the MTS has been absorbed into the everyday fabric of medical training.

This year, more than 18,000 trainees made time to do the MTS to tell us what's working and what's not. In 2025 more IMGs than ever before shared their perspectives.

Once again, the MTS results tell us what's going well in training and what needs to improve. MTS results year on year are remarkably consistent. There are areas of increasing strength and significant issues that stubbornly persist.

There are improvements in clinical supervision, orientation, teaching, education and training on patient safety is again high, with 83% of trainees agreeing they would recommend their training position and workplace as a place to train.

But the fault lines in the culture of medicine run deep. Unacceptably, the rate of bullying, discrimination, harassment (including sexual harassment) and racism sits stubbornly at an average of 30%, and nearly twice that (56%) for Aboriginal and Torres Strait Islander trainees. Appallingly, 38% of Aboriginal and Torres Strait Islander trainees reported experiencing and/or witnessing racism.

Work across the profession and the health sector to improve cultural safety and address racism remains urgent and essential.

Once again, there is nuance in these data, revealing the complexity of the workplace environment and variations between different groups of trainees. Interns and specialist non-GP trainees report having witnessed and/or experienced unacceptable behaviours nearly 20% more often than IMGs and GP trainees.

The source of the unacceptable behaviour experienced and/or witnessed is also changing, with a 10% drop longitudinally in senior medical staff as the source (56% in 2020 to 46% in 2025) and a nearly 10% rise in patients and/or patient families/ carers (38% in 2020 to 46% in 2025) as the source of the behaviour. Clearly, the deficits in the culture of medicine reported by trainees are firmly anchored to wider community attitudes and behaviours.

Once again, important themes are revealed when the longitudinal data set is explored through tailored searches in the online dashboard.

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 and quality of training, and make comparisons across sites or specialties. The 2025 MTS results will be accessible in searchable form in early 2026 on the MedicalTrainingSurvey.gov.au website.

Each year, we refine some MTS questions to generate meaningful data that stakeholders can use more effectively to drive change. New insights in 2025 include:

- one in 10 of all trainees and one in six Aboriginal and Torres Strait Islander trainees indicated they are considering a career outside of medicine within the next 12 months
- there is a slight decrease in the number of trainees reporting a heavy or very heavy workload
- differentiation in questions for different cohorts of specialist trainee make it possible for colleges to pin point what is working and address what is not.

The MTS is a survey by trainees, for trainees. The stories they share through MTS feedback are compelling and important. With that, comes a wider shared responsibility across the health sector and the profession to maintain high standards of medical training and develop effective strategies to address what needs to change.



Dr Susan O'Dwyer
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 2025 representing the seventh wave of data collection.

The objectives of the survey are to:

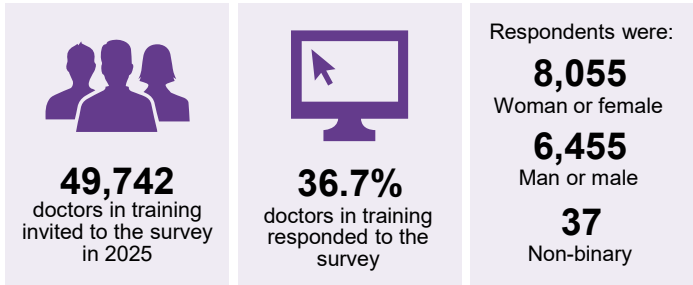
- promote better understanding of the quality of medical training in Australia
- identify how best to improve medical training in Australia, and

- 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 = 18,276 doctors in training, with n = 17,622 responses eligible for analysis (i.e. currently training in Australia) between 4 August and 9 October 2025.



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, responses for each gender category are compared against each other. To explore the results further, please visit medicaltrainingsurvey.gov.au/results.

INTERPRETING THIS REPORT

This report provides key results based on n = 14,547 doctors in training who reported their gender. Those who did not wish to specify their gender or did not complete the question on gender are not included in this report.

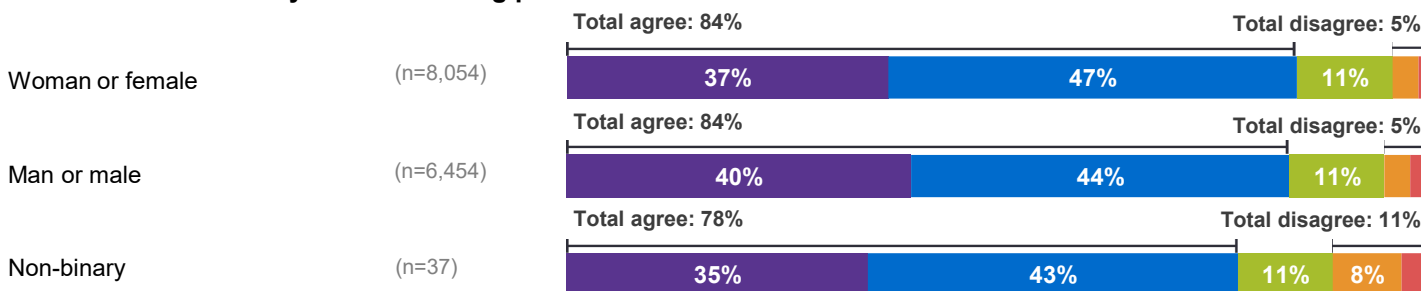
Bases exclude 'not applicable' responses or where the respondent skipped the question. Data in this report are unweighted. Labels on stacked charts are hidden for results 3% or less. Results with base sizes of less than n = 10 are suppressed.

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

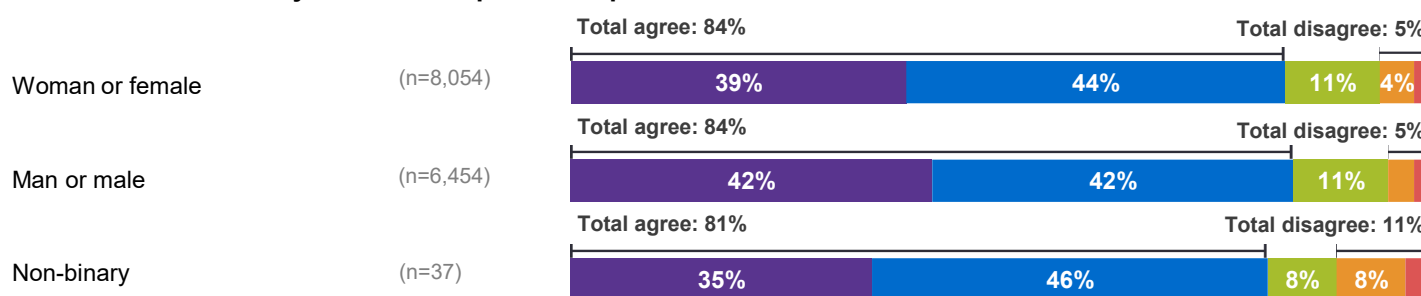
Executive summary

OVERALL SATISFACTION

I would recommend my current training position to other doctors



I would recommend my current workplace as a place to train



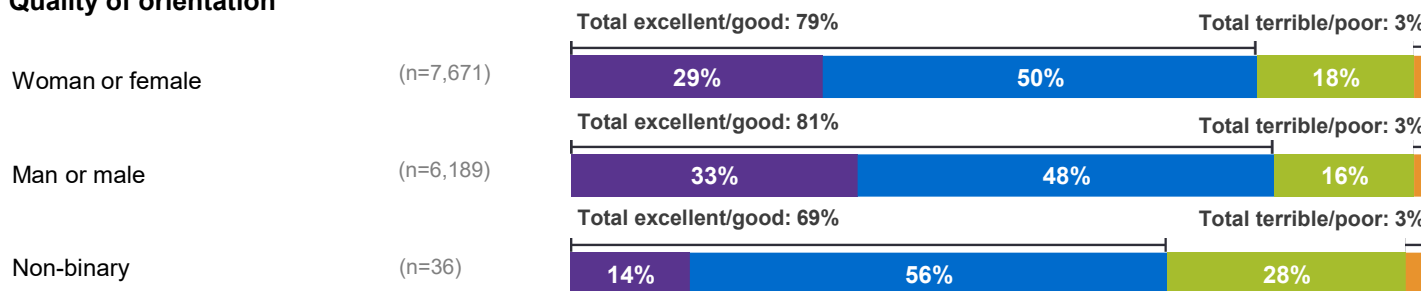
Key: ■ Strongly agree ■ Agree ■ Neither agree nor disagree ■ Disagree ■ Strongly disagree

Base: Total sample

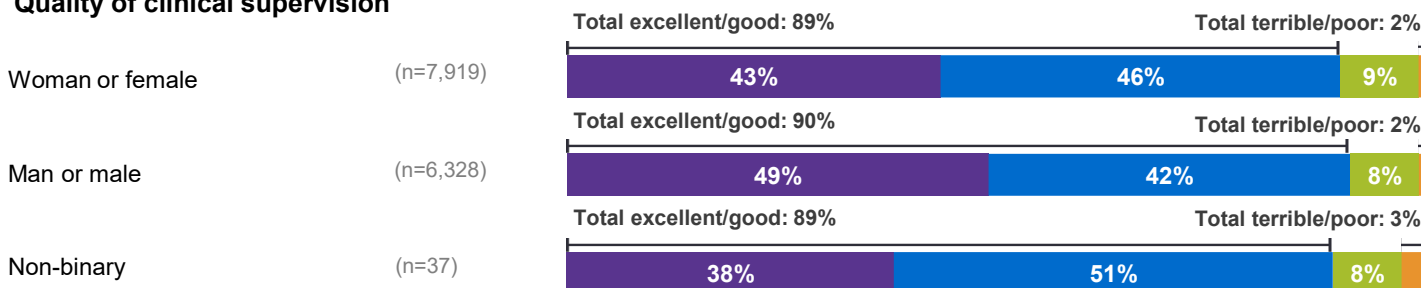
Q50. Thinking about your setting, to what extent do you agree or disagree with the following statements?

HIGHLIGHTS

Quality of orientation



Quality of clinical supervision



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

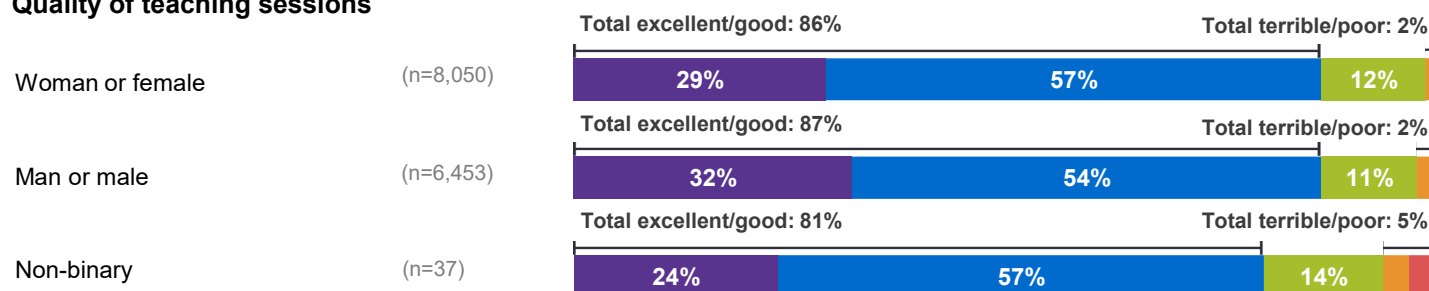
Base: Orientation received | Q27B. How would you rate the quality of your orientation?

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

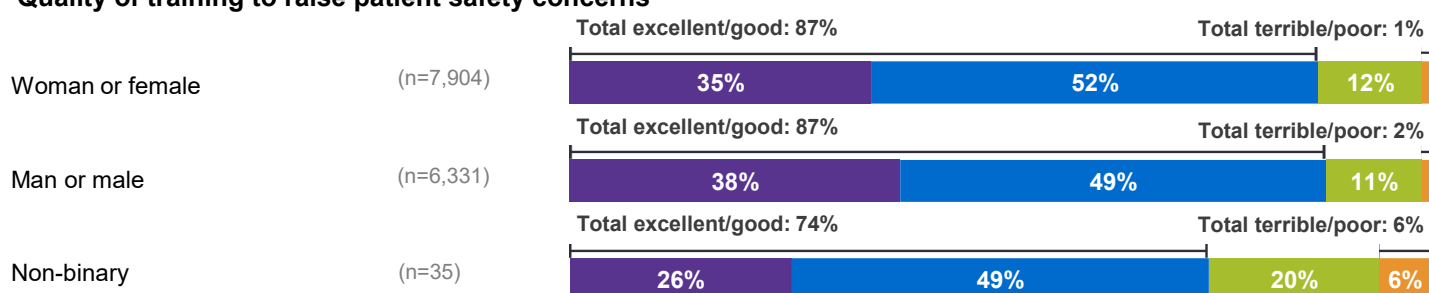
Executive summary

HIGHLIGHTS (continued)

Quality of teaching sessions



Quality of training to raise patient safety concerns



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

Base: Total sample

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

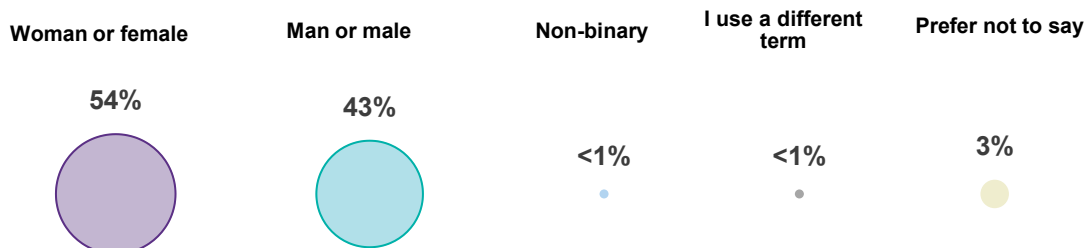
Base: Received training on how to raise concerns about patient safety

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

Profile of doctors in training by gender

DEMOGRAPHICS

Do you identify as...

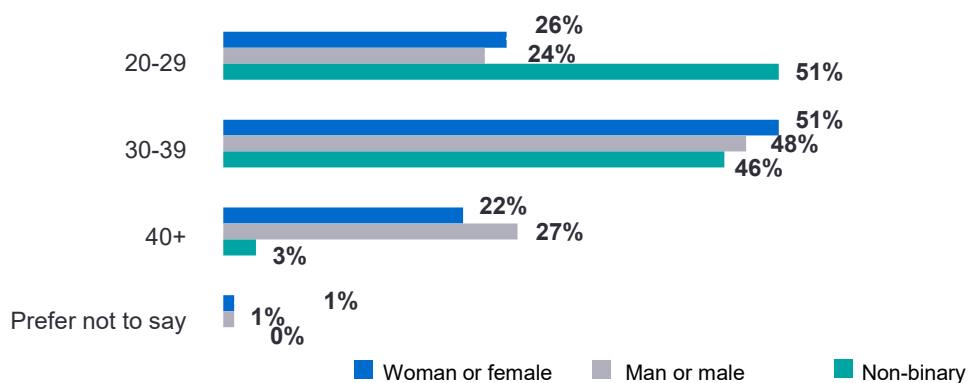


Base: Total sample (2025: n= 14,943)

Q55. 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%

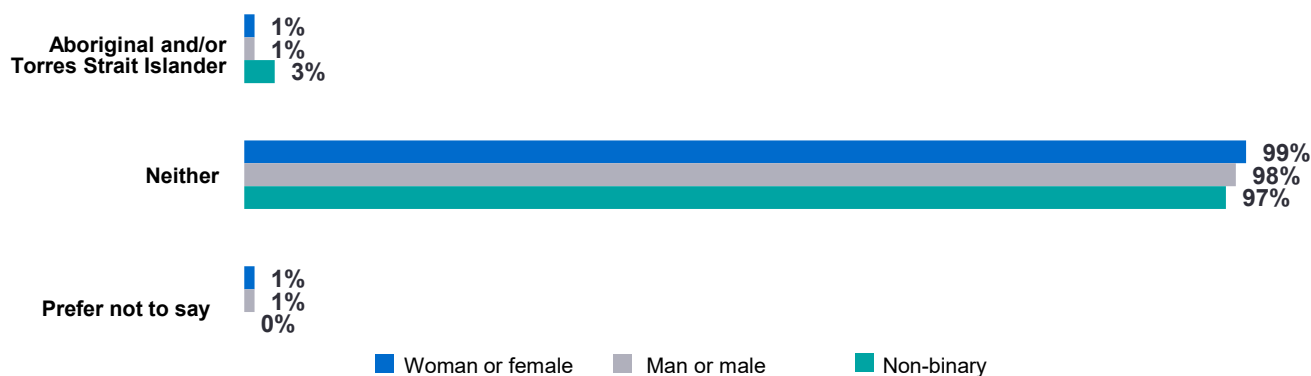
Age in years



Base: Total sample (Woman or female: 2025 n = 7,942; Man or male: 2025 n = 6,391; Non-binary: 2025 n = 37)

Q56. What is your age?

Cultural background



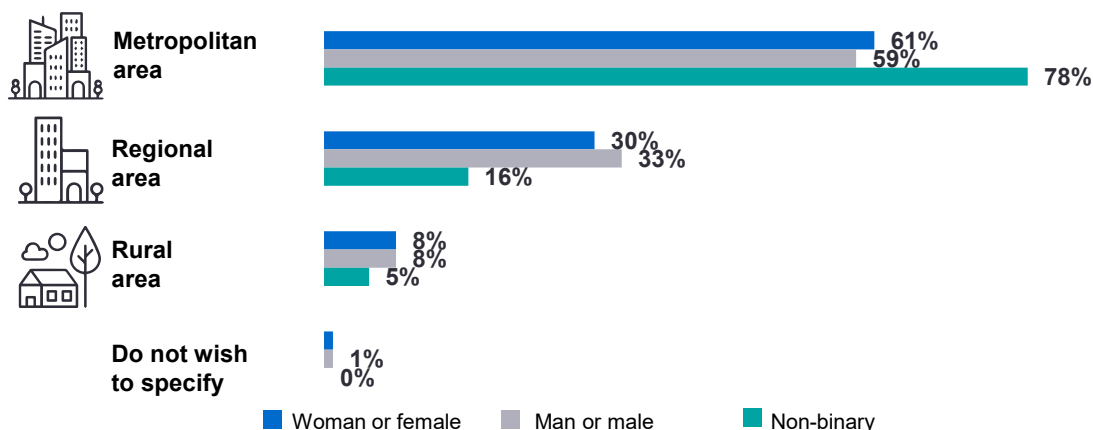
Base: Total sample (Woman or female: 2025 n = 8,054; Man or male: 2025 n = 6,455; Non-binary: 2025 n = 37)

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

Profile of doctors in training by gender

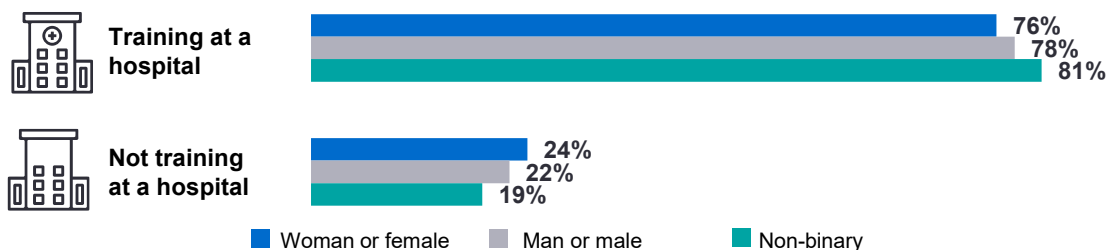
SETTING

Region



Base: Total sample (Woman or female: 2025 n = 8,038; Man or male: 2025 n = 6,444; Non-binary: 2025 n = 37)
 Q6. Is your current setting in a...?

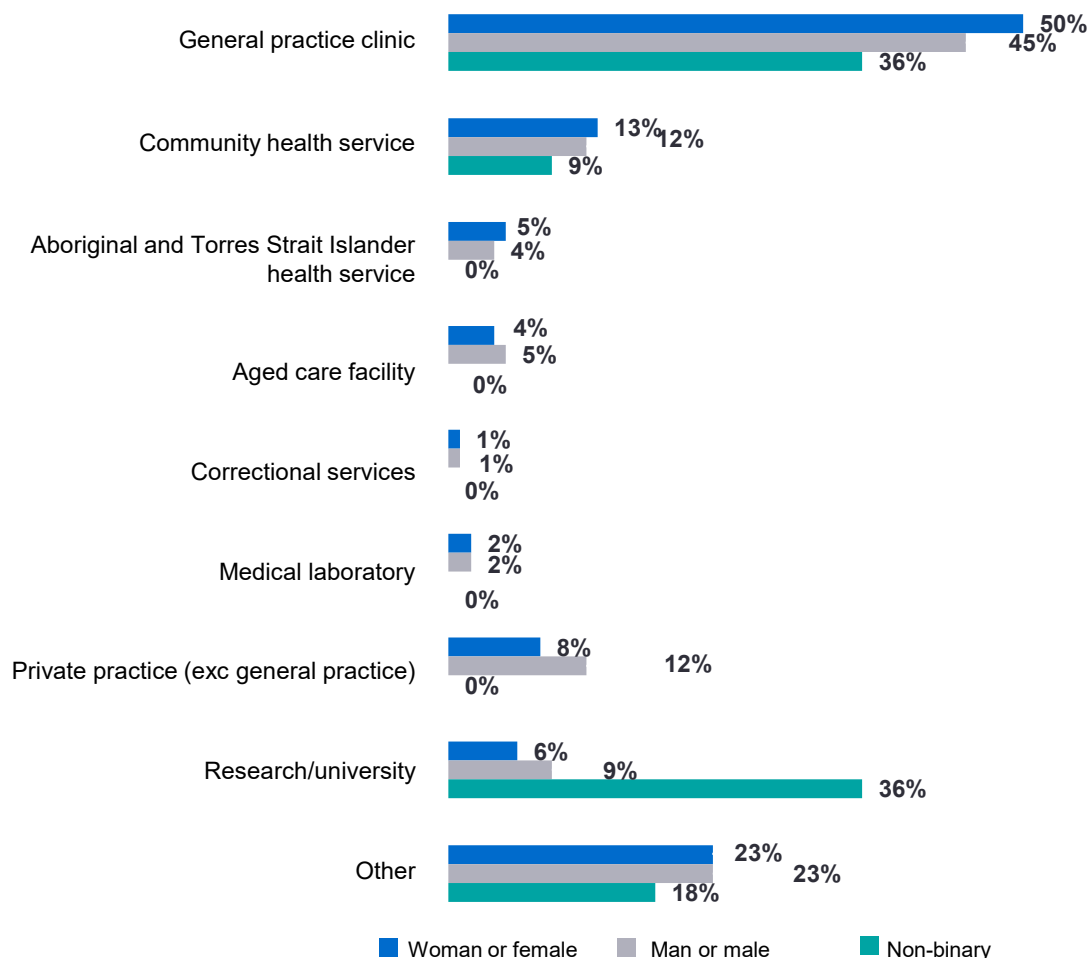
Facility



Base: Total sample (Woman or female: 2025 n = 8,050; Man or male: 2025 n = 6,455; Non-binary: 2025 n = 37)
 Q5A. Is your current position/term/rotation/placement predominantly in a hospital?

Profile of doctors in training by gender (cont.)

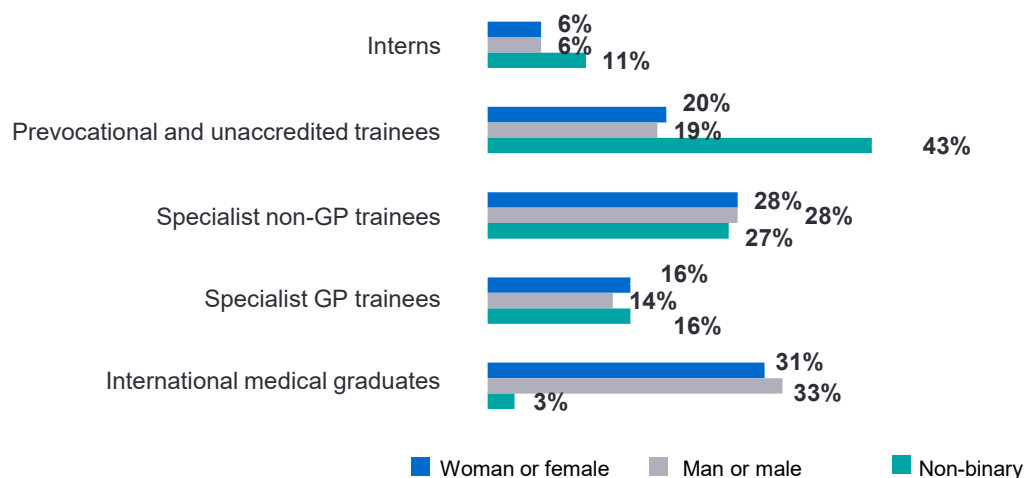
Additional settings worked in



Base: Total sample excluding Not applicable (Woman or female: 2025 n = 3,220; Man or male: 2025 n = 2,602; Non-binary: 2025 n = 11)

.Q5c Select any additional settings you work in / Which settings do you work in?

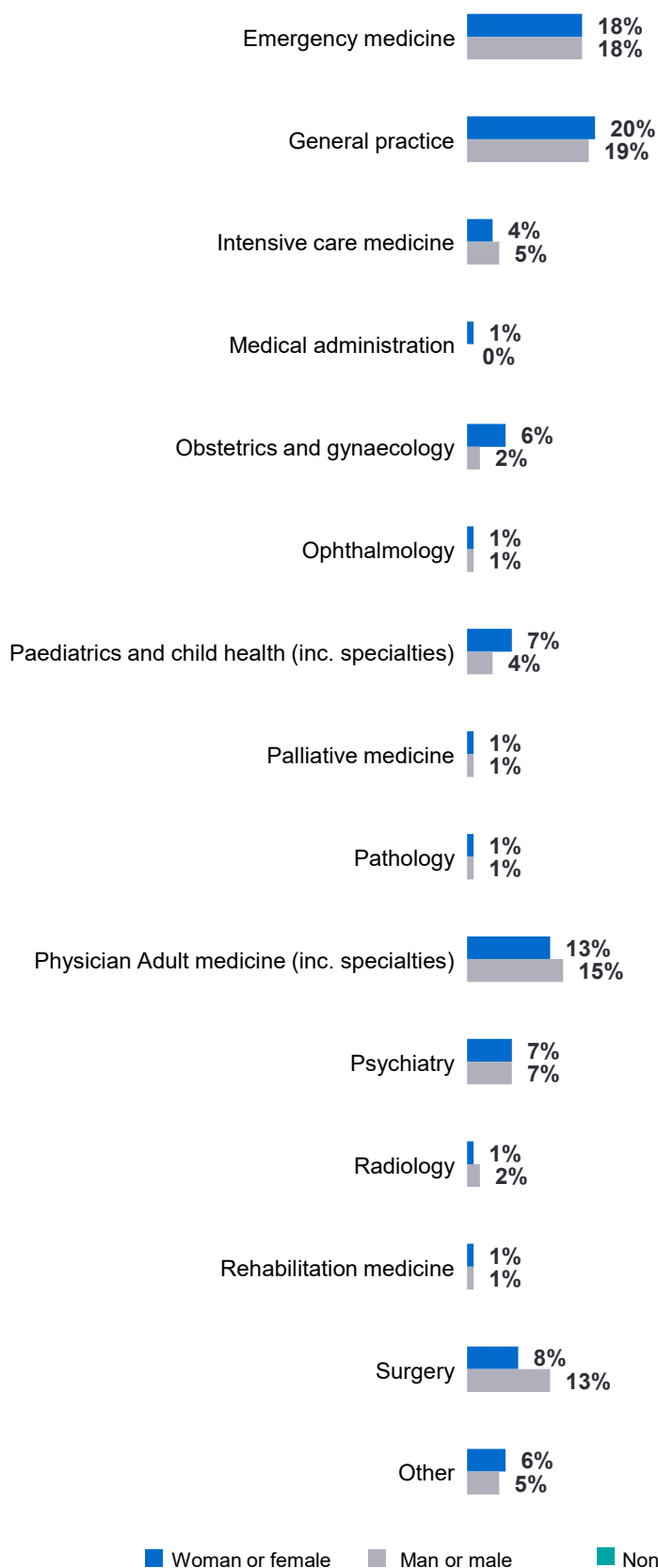
DOCTOR IN TRAINING COHORT



Base: Total sample (Woman or female: 2025 n = 8,055; Man or male: 2025 n = 6,455; Non-binary: 2025 n = 37)
 S0. Doctor in training cohort

Profile of doctors in training by gender

CURRENT ROTATION / TERM / POSITION



Base: Total sample (Woman or female: 2025 n = 8,053; Man or male: 2025 n = 6,455; Non-binary: 2025 n = 37), fields with 10 or more responses shown.

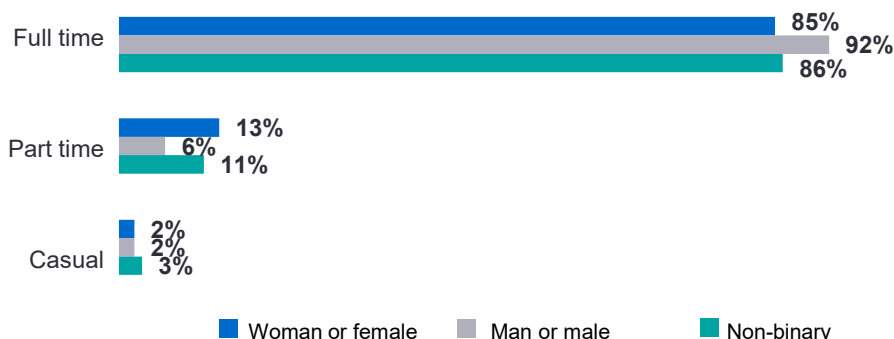
Note: fields with <1% value have been hidden. | ^This category contains less than 10 responses. The values have been suppressed to protect anonymity

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

Profile of doctors in training by gender

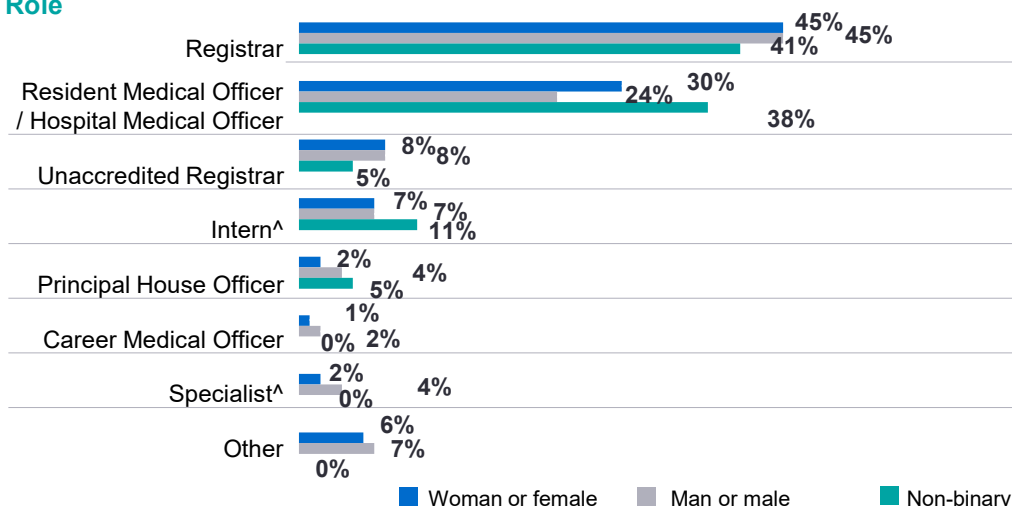
DEMOGRAPHICS

Employment



Base: Total sample (Woman or female: 2025 n = 8,055; Man or male: 2025 n = 6,455; Non-binary: 2025 n = 37)
 Q2. Are you employed:

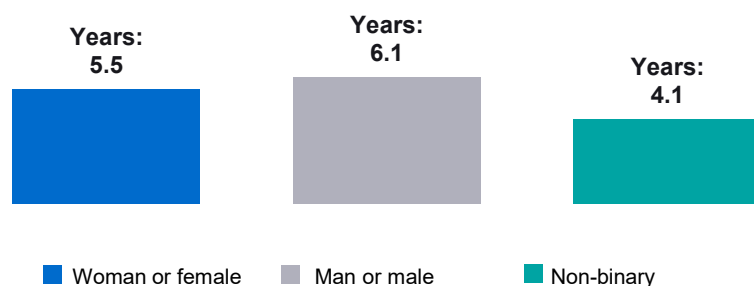
Role



Base: Total sample (Woman or female: 2025 n = 8,055; Man or male: 2025 n = 6,455; Non-binary: 2025 n = 37)
 ^Asked of IMGs only
 Q7. What is your current role in the setting?

Postgraduate year

Postgraduate year average is

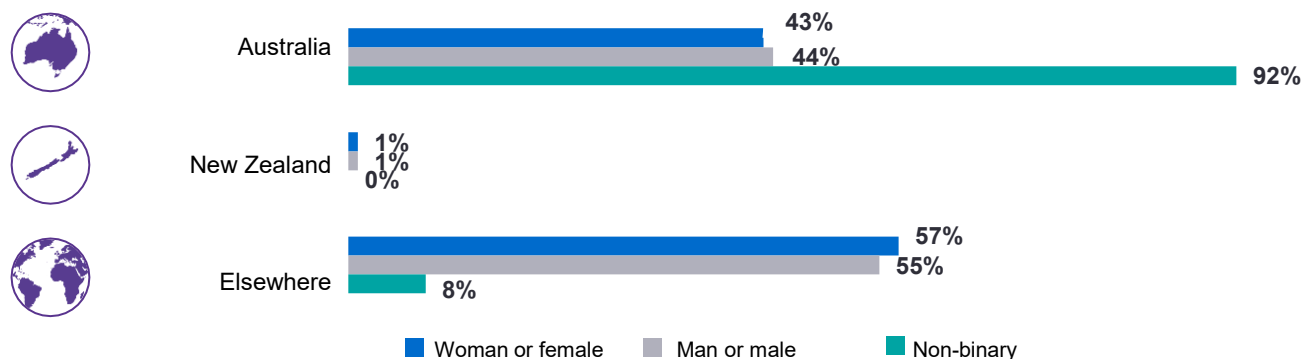


Base: Total sample (Woman or female: 2025 n = 8,055; Man or male: 2025 n = 6,455; Non-binary: 2025 n = 37)
 Q1. What is your postgraduate year?

Profile of doctors in training by gender

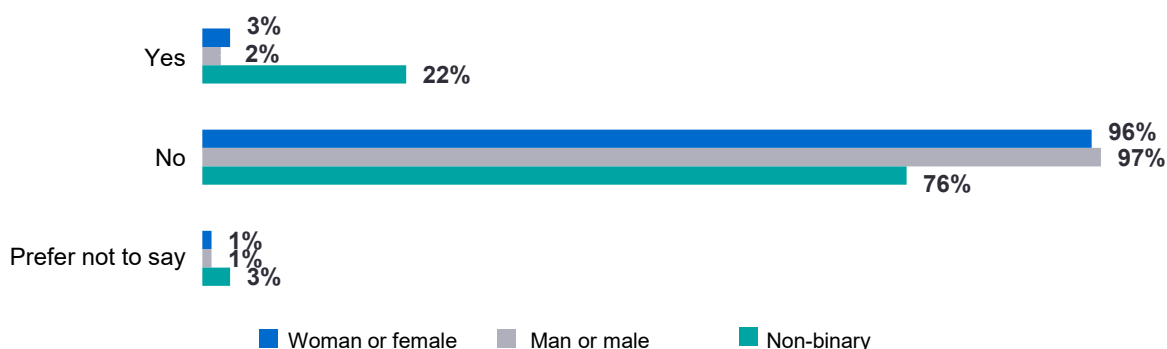
DEMOGRAPHICS (continued)

Primary degree



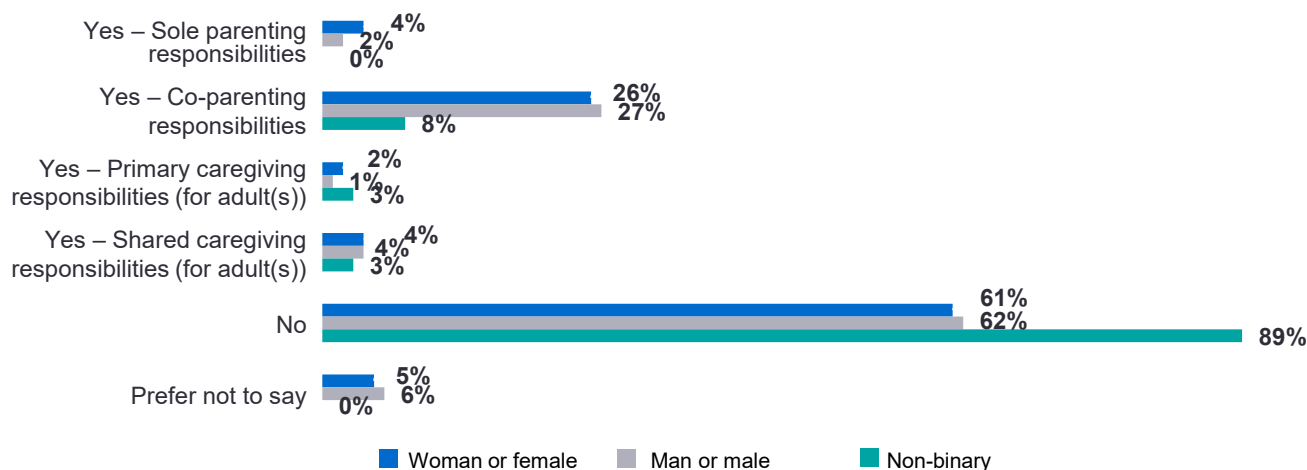
Base: Total sample (Woman or female: 2025 n = 8,046; Man or male: 2025 n = 6,451; Non-binary: 2025 n = 37)
 Q58a. Did you complete your primary medical degree in Australia or New Zealand?

Do you identify as a person with a disability



Base: Total sample (Woman or female: 2025 8,050; Man or male: 2025 n =6,450; Non-binary: 2025 n = 37)
 Q60. Do you identify as a person with a disability?

Caring responsibilities

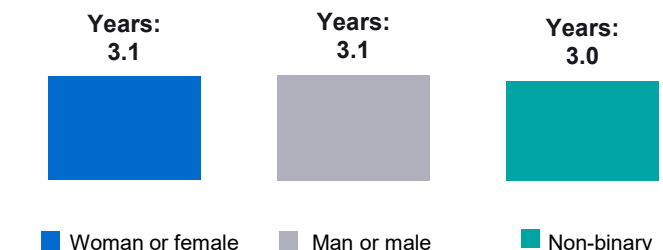


Base: Total sample (Woman or female: 2025 n 8,048; Man or male: 2025 n = 6,448; Non-binary: 2025 n = 37)
 Q61. During your usual work week, do you spend time providing unpaid care, help, or assistance for family members or others?

Profile of doctors in training by gender

SPECIALIST TRAINEES

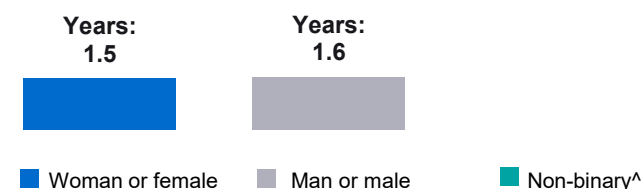
On average, specialist trainees have been in their training program for



Base: Specialist trainees (Woman or female: 2025 n = 3,461; Man or male: 2025 n = 2,689; Non-binary: 2025 n = 16)
 Q15. How many years have you been in the College training program?

INTERNATIONAL MEDICAL GRADUATES (IMGs)

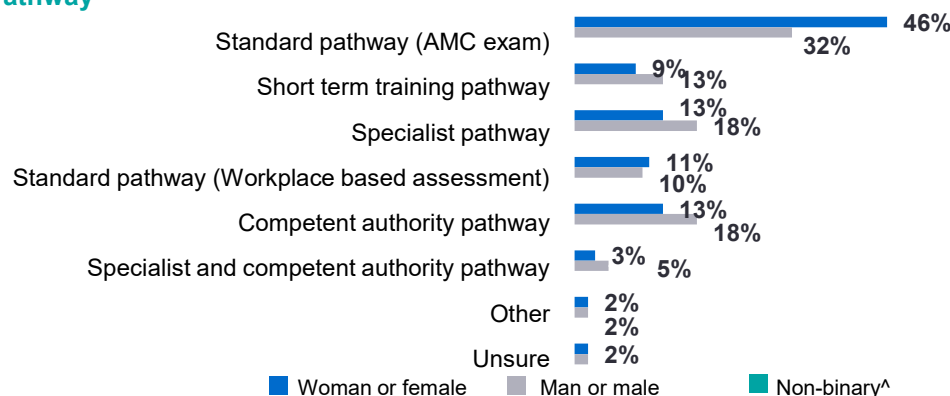
On average, IMGs have held registration in Australia for



Base: IMGs (Woman or female: 2025 n = 2,494; Man or male: 2025 n = 2,098; Non-binary: 2025 n = <10)
 ^This category contains less than 10 responses. The values have been suppressed to protect anonymity.
 Q10. How many years have you held registration in Australia?

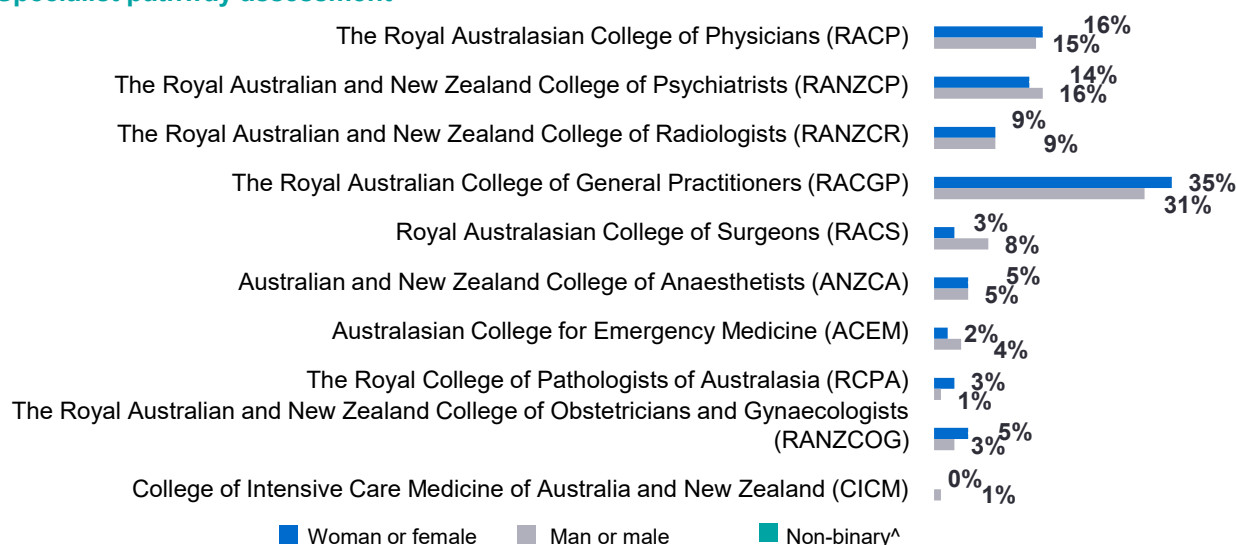
INTERNATIONAL MEDICAL GRADUATES (IMGs)

Pathway



Base: IMGs (Woman or female: 2025 n = 2,498; Man or male: 2025 n = 2,105; Non-binary: 2025 n = <10)
 ^This category contains less than 10 responses. The values have been suppressed to protect anonymity.
 Q11a. Which pathway are you currently in?

Specialist pathway assessment

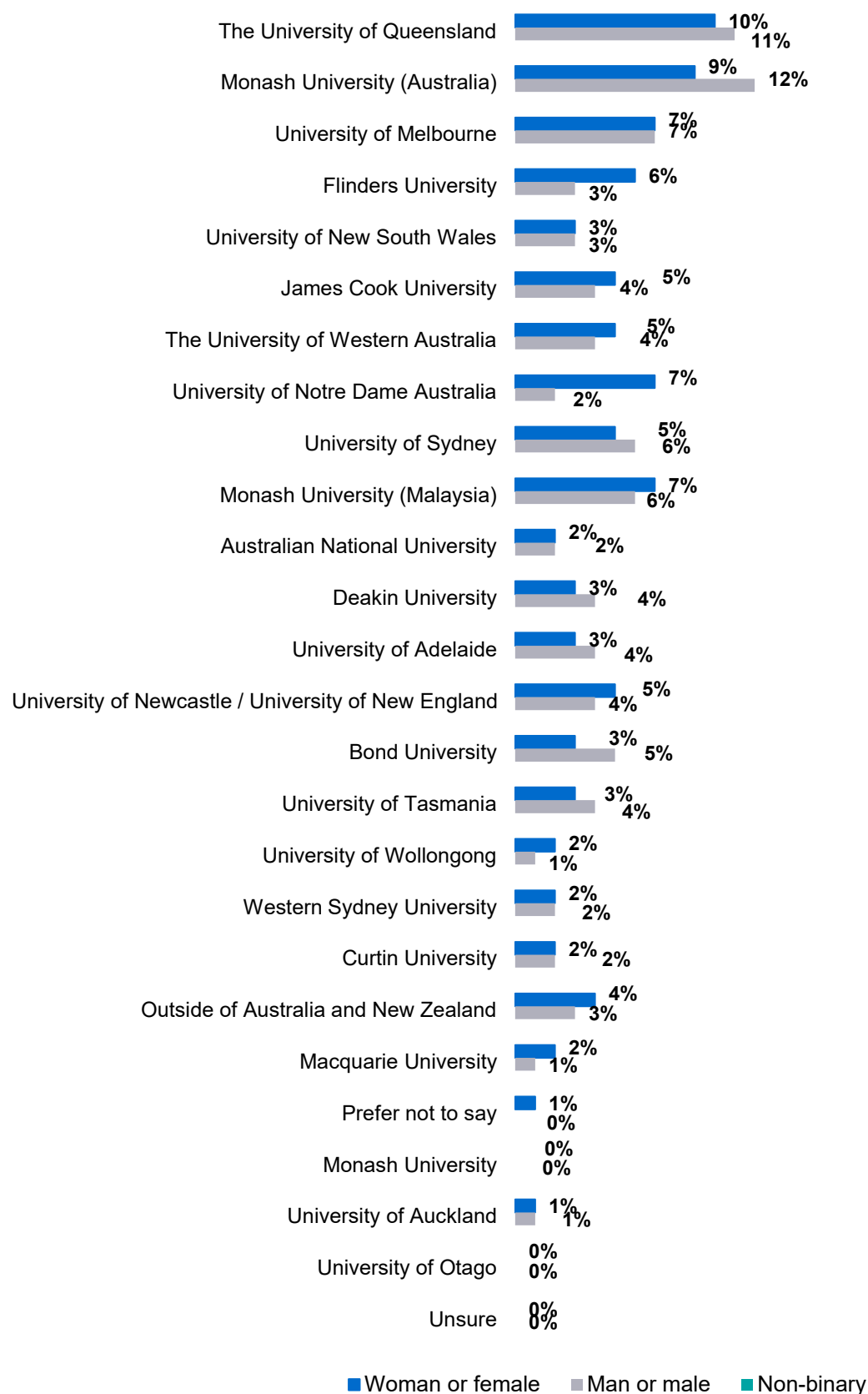


Base: IMGs selecting a specialist pathway or specialist and competent authority pathway (Woman or female: 2025 n = 395; Man or male: 2025 n = 468; Non-binary: 2025 n = 0) Note: IMGs were shown other colleges. ^This category contains less than 10 responses. The values have been suppressed to protect anonymity.
 Q11b. Which college(s) did your specialist pathway assessment?

Profile of doctors in training by gender

INTERNS

Medical school graduated from



Base: Interns (Woman or female: 2025 n = 453; Man or male: 2025 n = 415; Non-binary: 2025 n = <10)

Note: Interns were shown other medical schools.

Q11c. Which medical school did you graduate from?

Training curriculum - Interns

INTERNS WITH KNOWLEDGE OF THEIR INTERN EDUCATION PROGRAM...



Interns: Woman or female Interns: Man or male Interns: Non-binary^

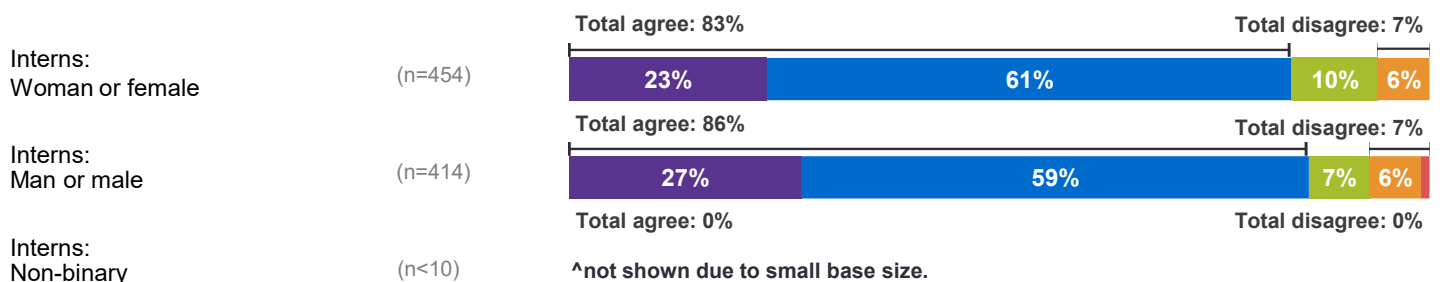
Base: Interns (Woman or female: 2025 n = 454; Man or male: 2025 n = 415; Non-binary: 2025 n = <10)

^This category contains less than 10 responses. The values have been suppressed to protect anonymity

Q12. Organisations that employ interns are required to provide them with a formal education program (such as grand rounds and weekly teaching sessions etc) in addition to work-based teaching and learning. Do you know about your intern education program?

INTERN PREPAREDNESS

Overall, I felt my medical school education was sufficient to prepare me to commence the role and responsibilities of an intern

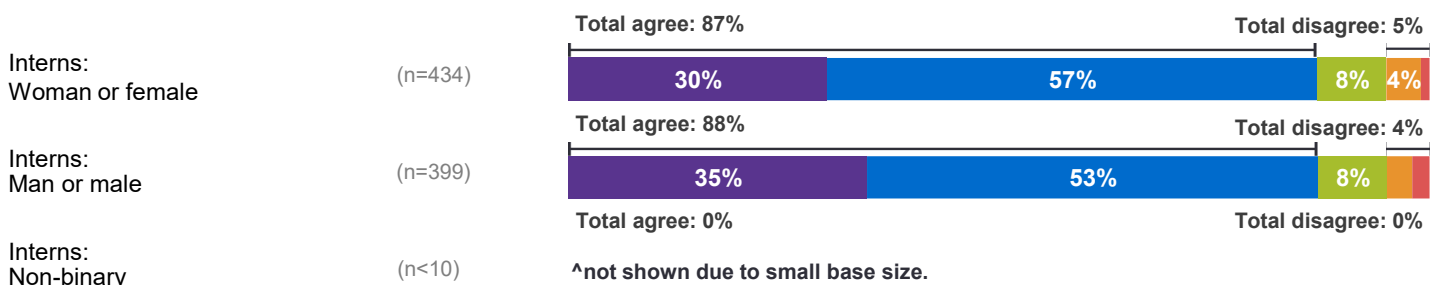


Base: Interns

Q11d. Thinking about your internship experience so far, to what extent do you agree or disagree with the following statement?

INTERN EDUCATION PROGRAM

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



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

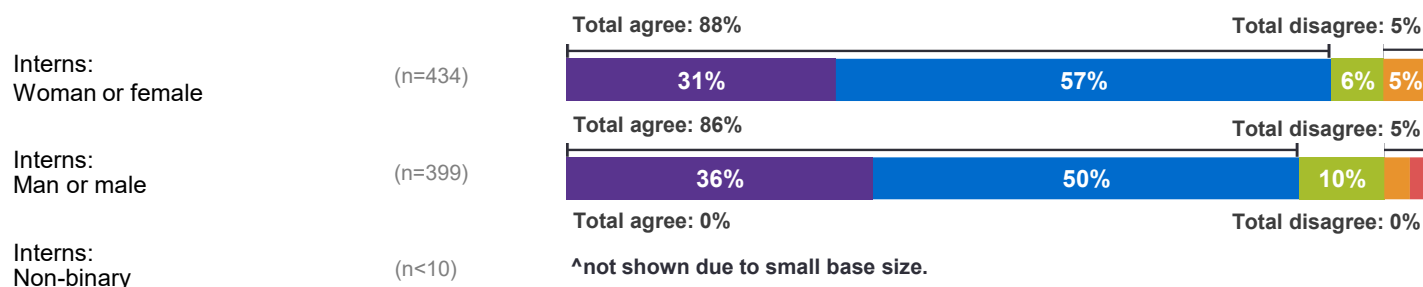
Base: Interns with an intern education program. National response is filtered to interns with an intern education program

Q13. Thinking about your intern education program, to what extent do you agree or disagree with the following statements?

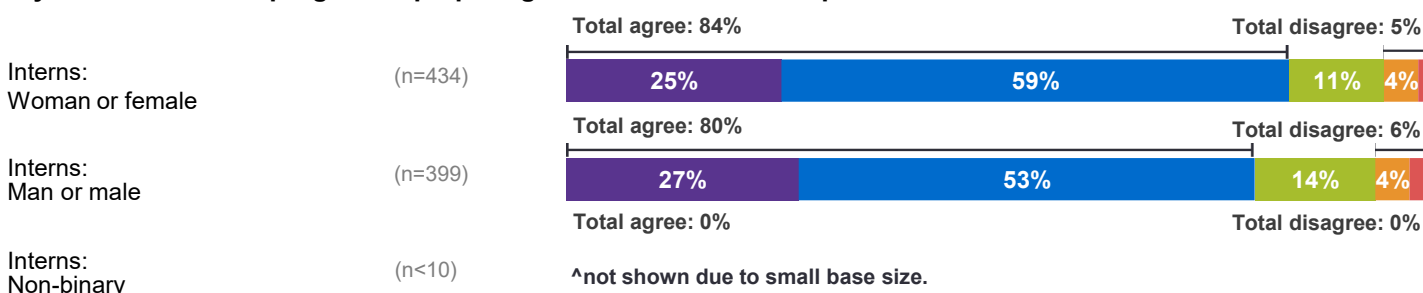
Training curriculum - Interns

INTERN EDUCATION PROGRAM (continued)

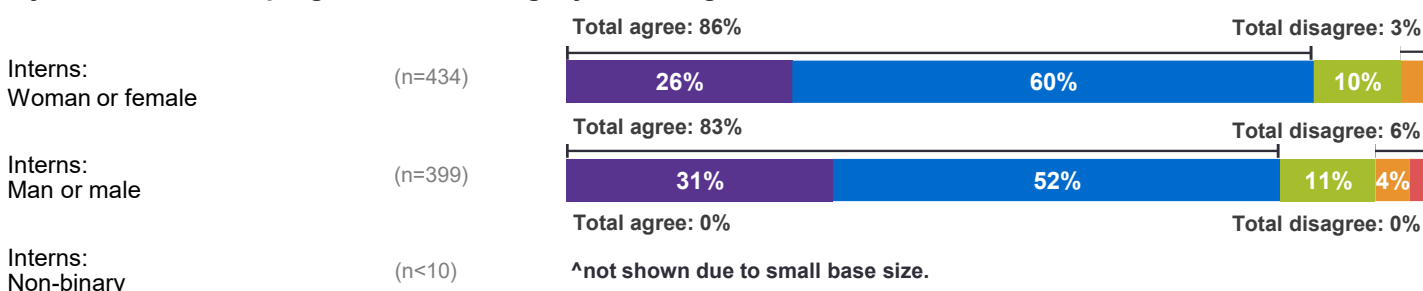
I understand what I need to do to meet my intern education program requirements



My intern education program is preparing me for future medical practice



My intern education program is advancing my knowledge

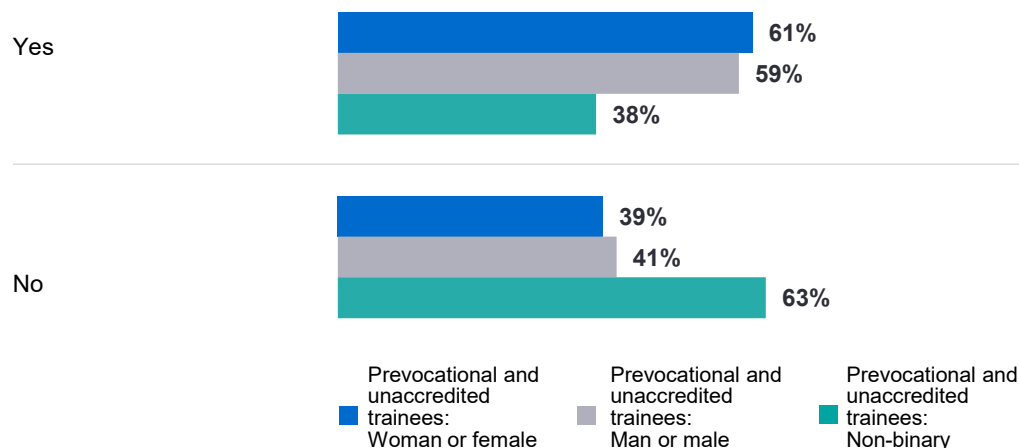


Key: ■ Strongly agree ■ Agree ■ Neither agree nor disagree ■ Disagree ■ Strongly disagree

Base: Interns with an intern education program. National response is filtered to interns with an intern education program
 Q13. Thinking about your intern education program, to what extent do you agree or disagree with the following statements?

Training curriculum - Prevocational and unaccredited trainees

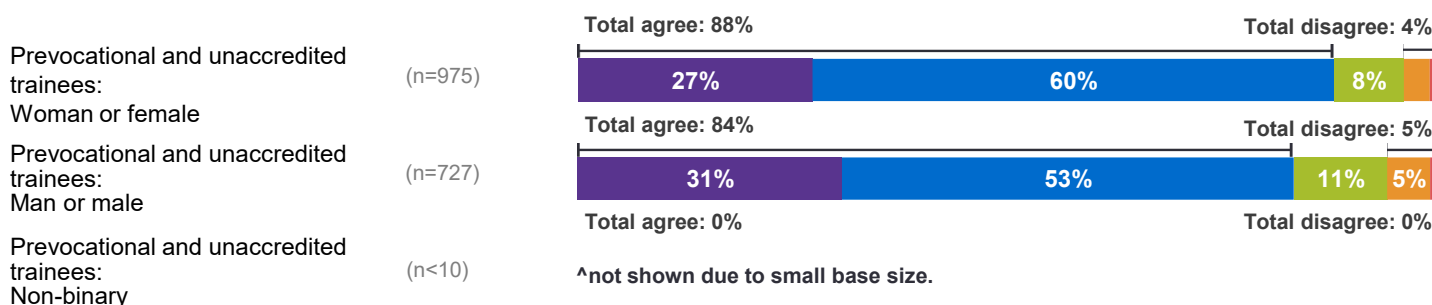
PREVOCATIONAL AND UNACCREDITED TRAINEES WITH A CURRENT PROFESSIONAL DEVELOPMENT OR TRAINING PLAN...



Base: Prevocational and unaccredited trainees (Woman or female: 2025 n = 1,608; Man or male: 2025 n = 1,227; Non-binary: 2025 n = 16)
 Q12. Do you have a professional development or training plan?

PROFESSIONAL DEVELOPMENT OR TRAINING PLAN

There are opportunities for me to meet the requirements of my plan in my current setting



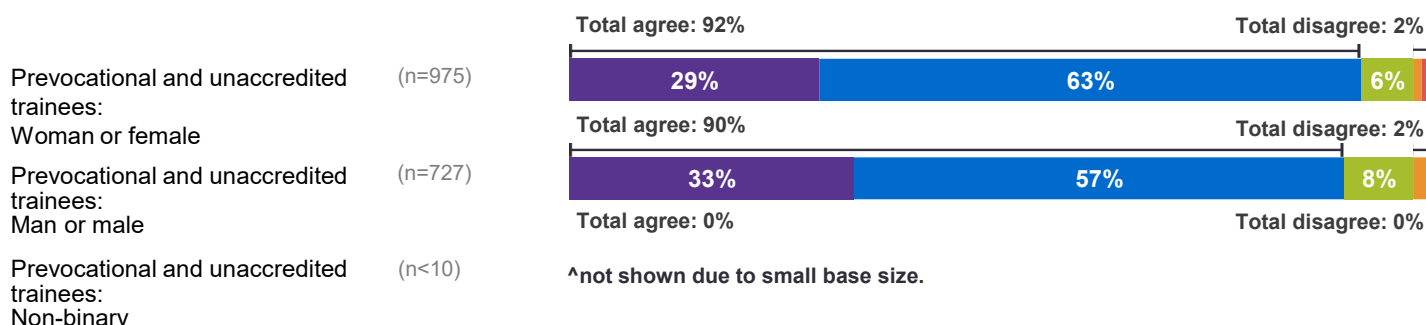
Key: ■ Strongly agree ■ Agree ■ Neither agree nor disagree ■ Disagree ■ Strongly disagree

Base: Prevocational and unaccredited trainees with a professional development or training plan.
 Q13. Thinking about your professional development or training plan, to what extent do you agree or disagree with the following statements?

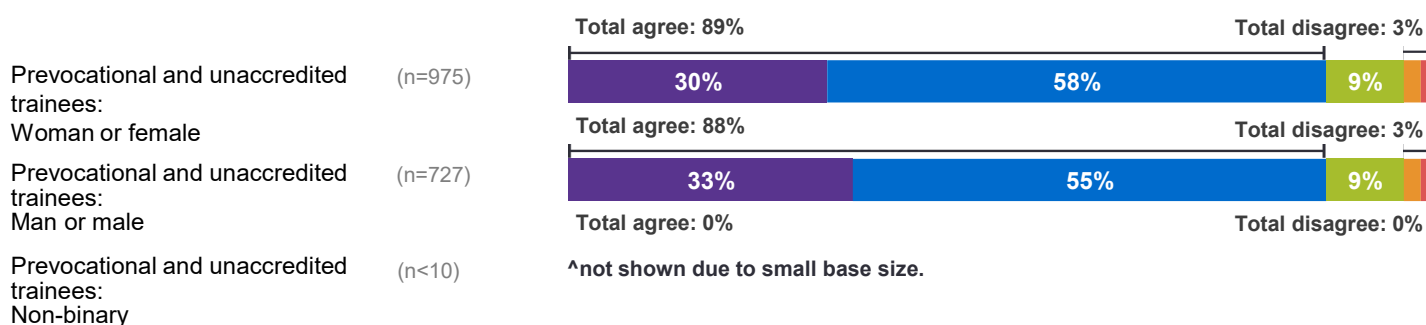
Training curriculum - Prevocational and unaccredited trainees

PROFESSIONAL DEVELOPMENT OR TRAINING PLAN (continued)

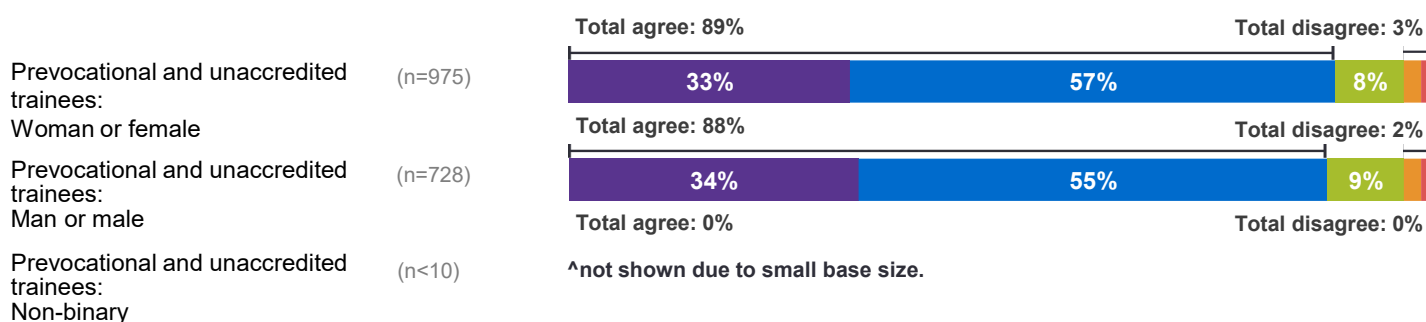
I understand what I need to do to meet my plan requirements



My plan is preparing me for future medical practice



My plan is advancing my knowledge



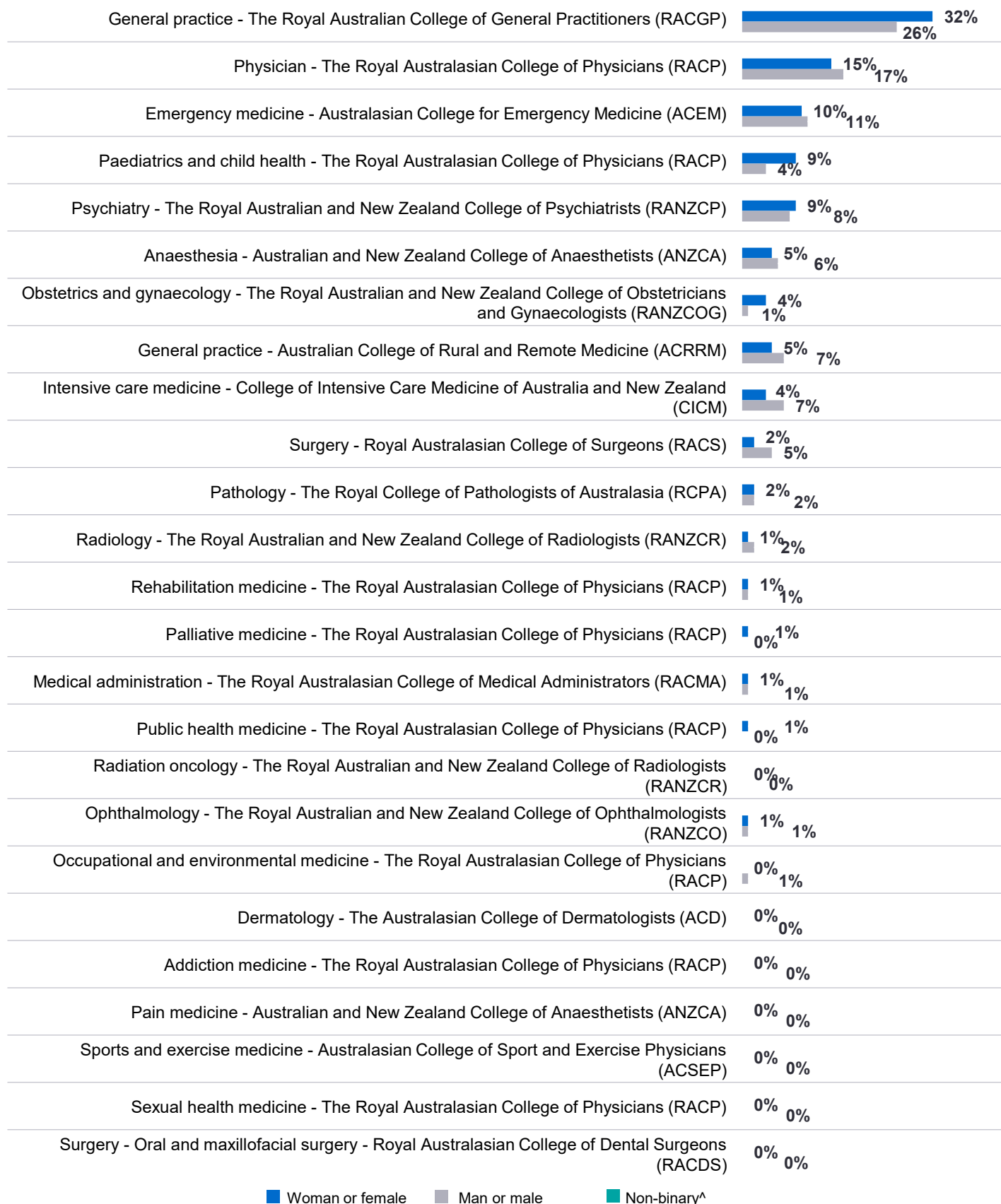
Key: ■ Strongly agree ■ Agree ■ Neither agree nor disagree ■ Disagree ■ Strongly disagree

Base: Prevocational and unaccredited trainees with a training/professional development plan. National response is filtered to prevocational and unaccredited trainees with a professional development or training plan.

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

Training curriculum - Specialist trainees

SPECIALIST TRAINING PROGRAM



Base: Specialist trainees (Woman or female: 2025 n = 3,494; Man or male: 2025 n = 2,708; Non-binary: 2025 n = 16), fields with 10 or more responses shown.

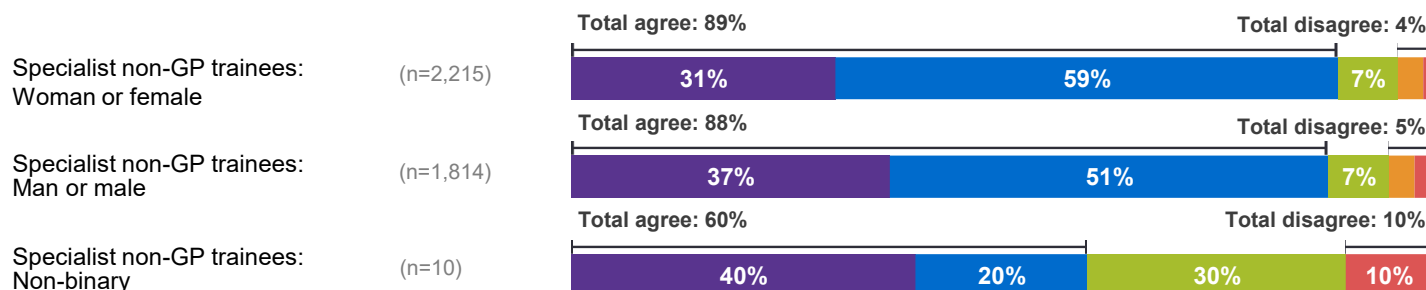
^This category contains less than 10 responses. The values have been suppressed to protect anonymity

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

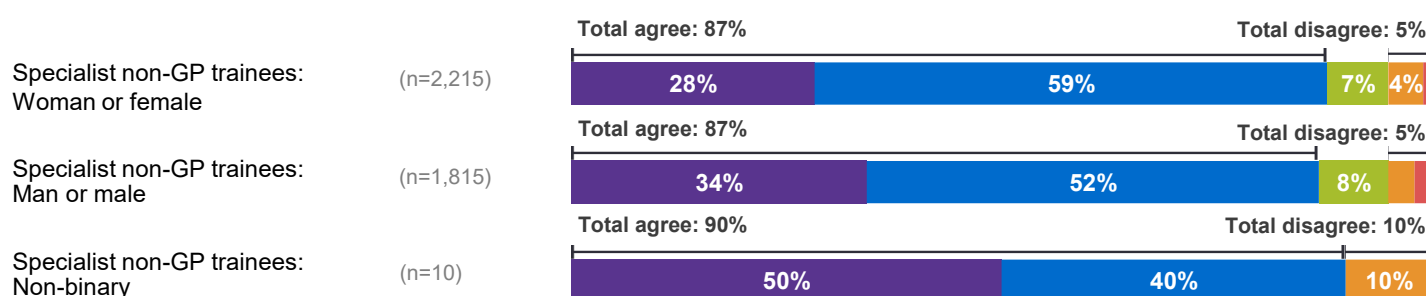
Training curriculum - Specialist non-GP trainees

TRAINING PROGRAM PROVIDED BY COLLEGE

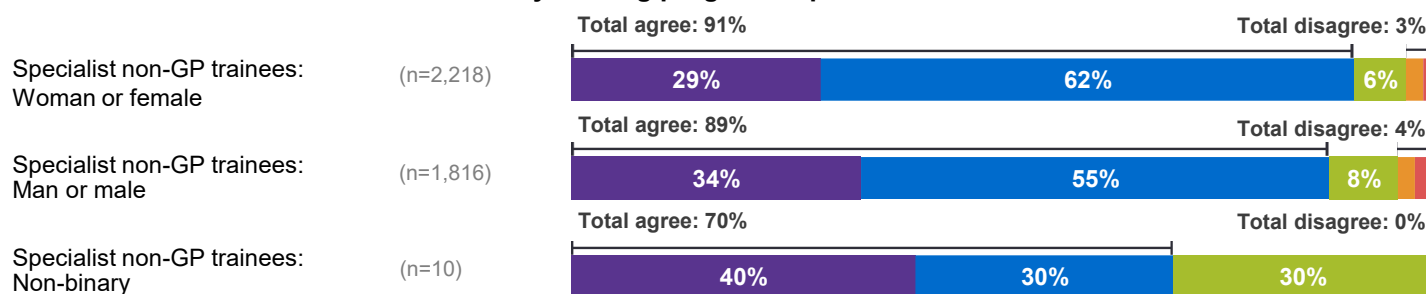
The College training program is relevant to my development



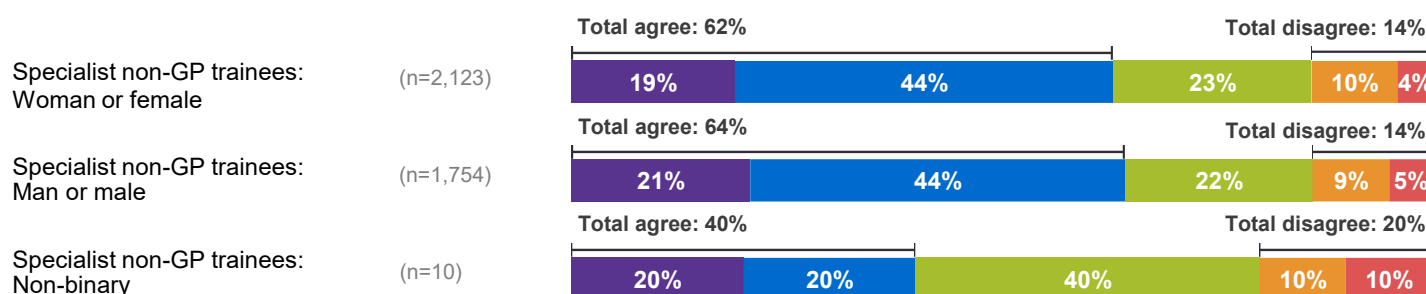
There are opportunities to meet the requirements of the training program in my current setting



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



The College supports flexible training arrangements



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

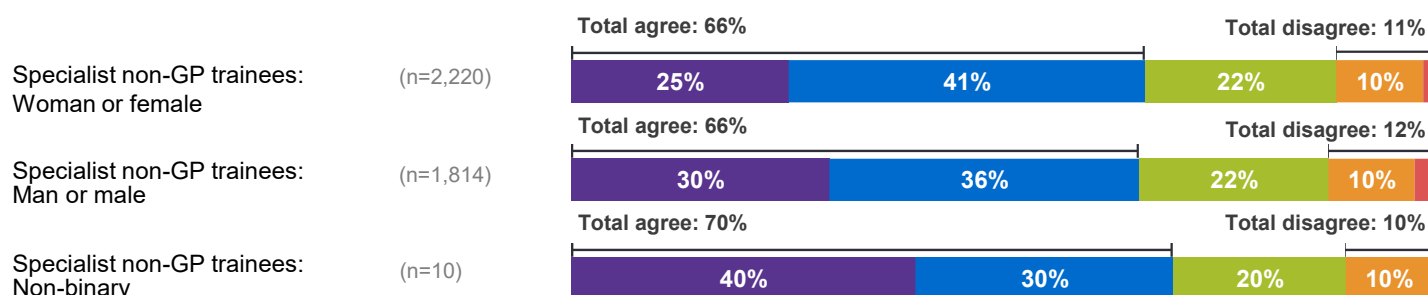
Base: Specialist non-GP trainees

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

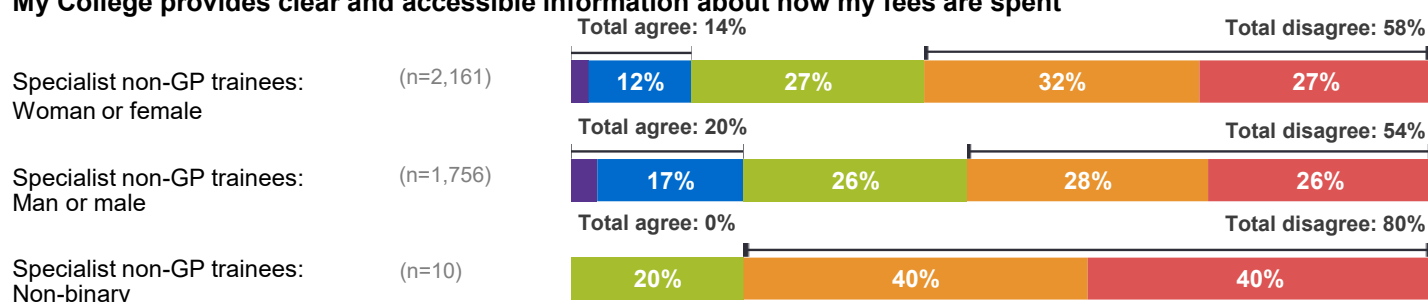
Training curriculum – Specialist GP trainees

Financial impact of training program

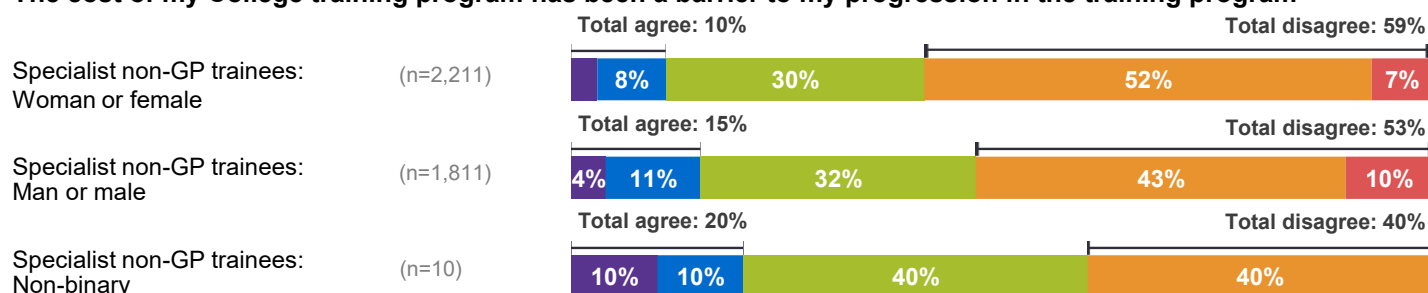
The financial cost of my College training program has led to stress



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



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



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

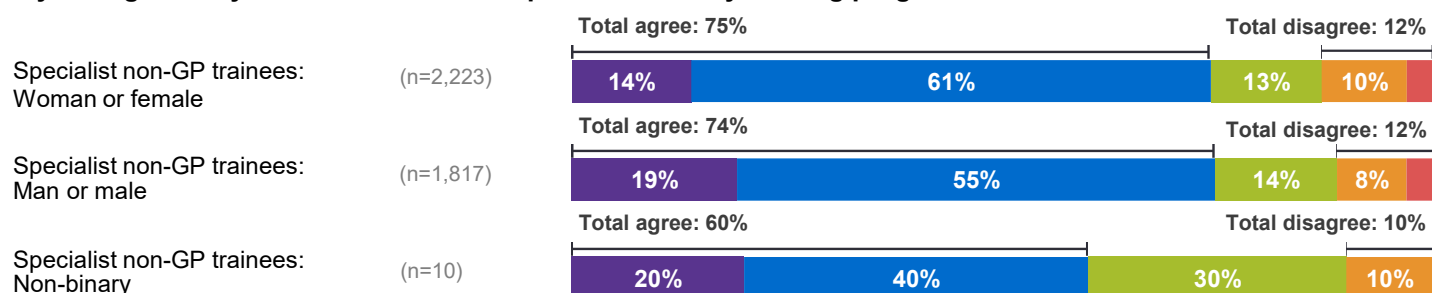
Base: Specialist non-GP trainees

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

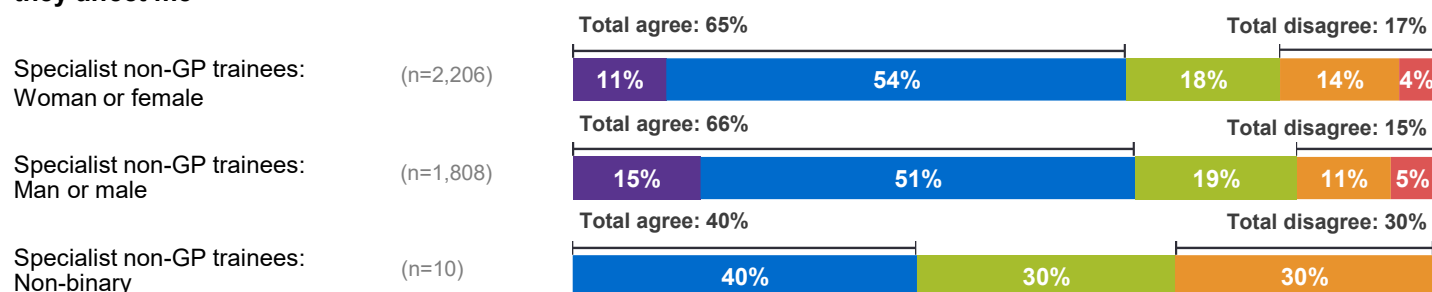
Training curriculum - Specialist non-GP trainees

COMMUNICATION WITH COLLEGE

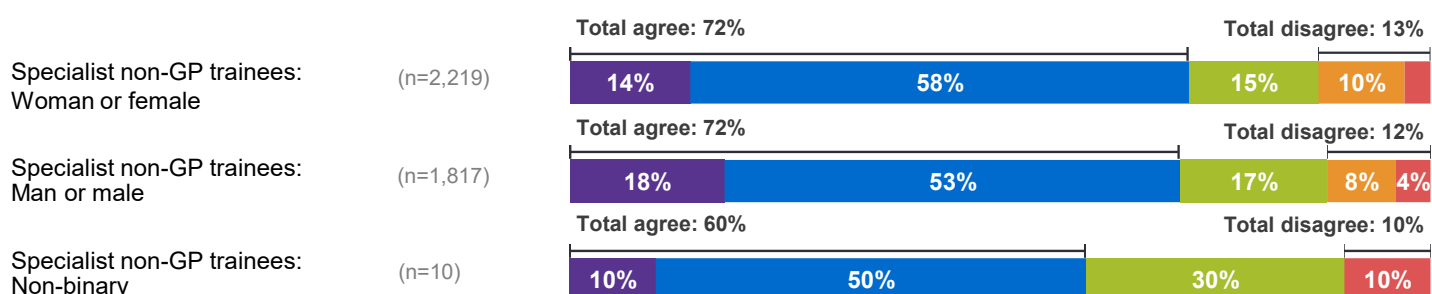
My College clearly communicates the requirements of my training program



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



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



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

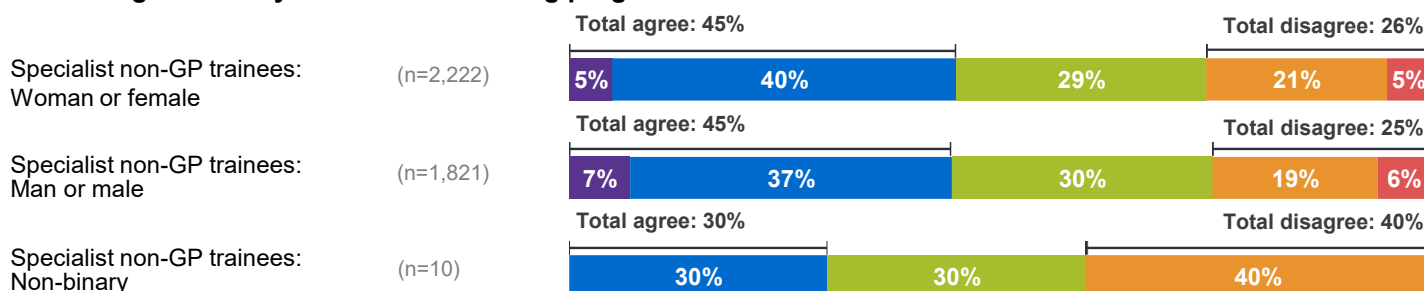
Base: Specialist non-GP trainees

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

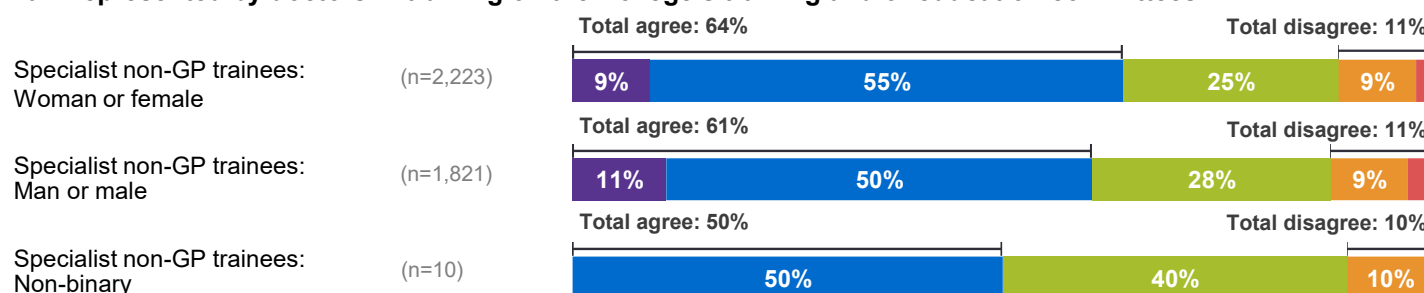
Training curriculum - Specialist non-GP trainees

ENGAGEMENT WITH COLLEGE

The College seeks my views on the training program



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



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

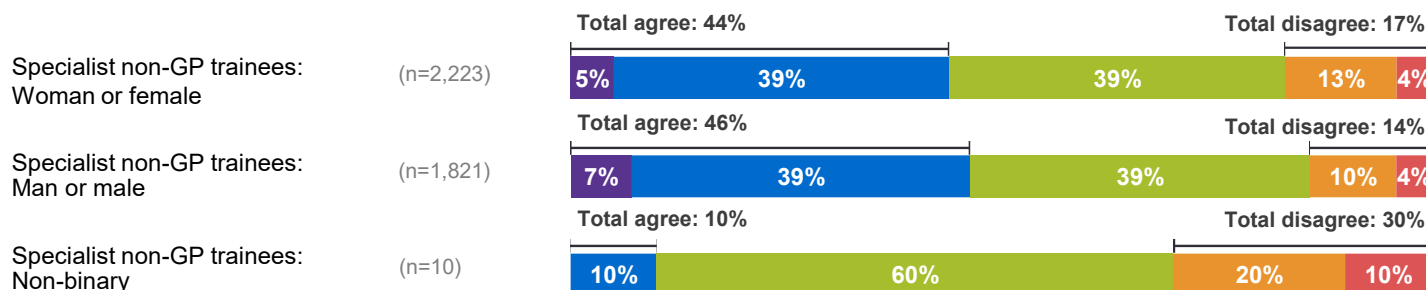
Base: Specialist non-GP trainees

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

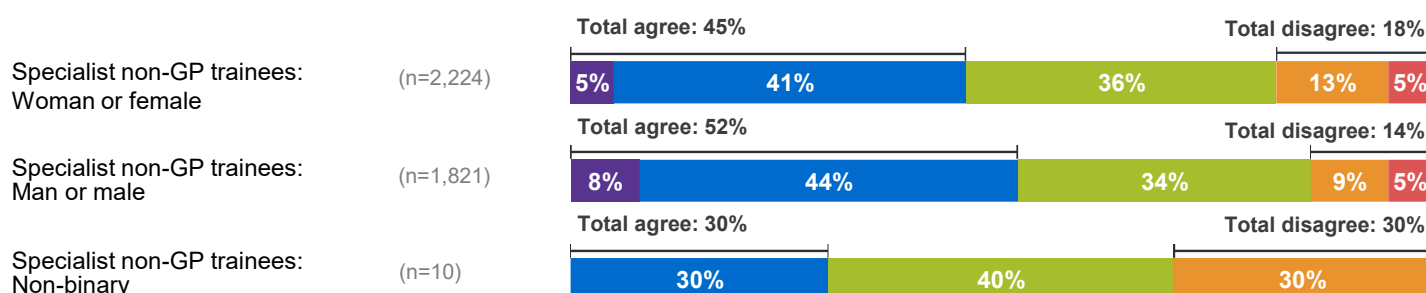
Training curriculum - Specialist non-GP trainees

ENGAGEMENT WITH COLLEGE

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



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



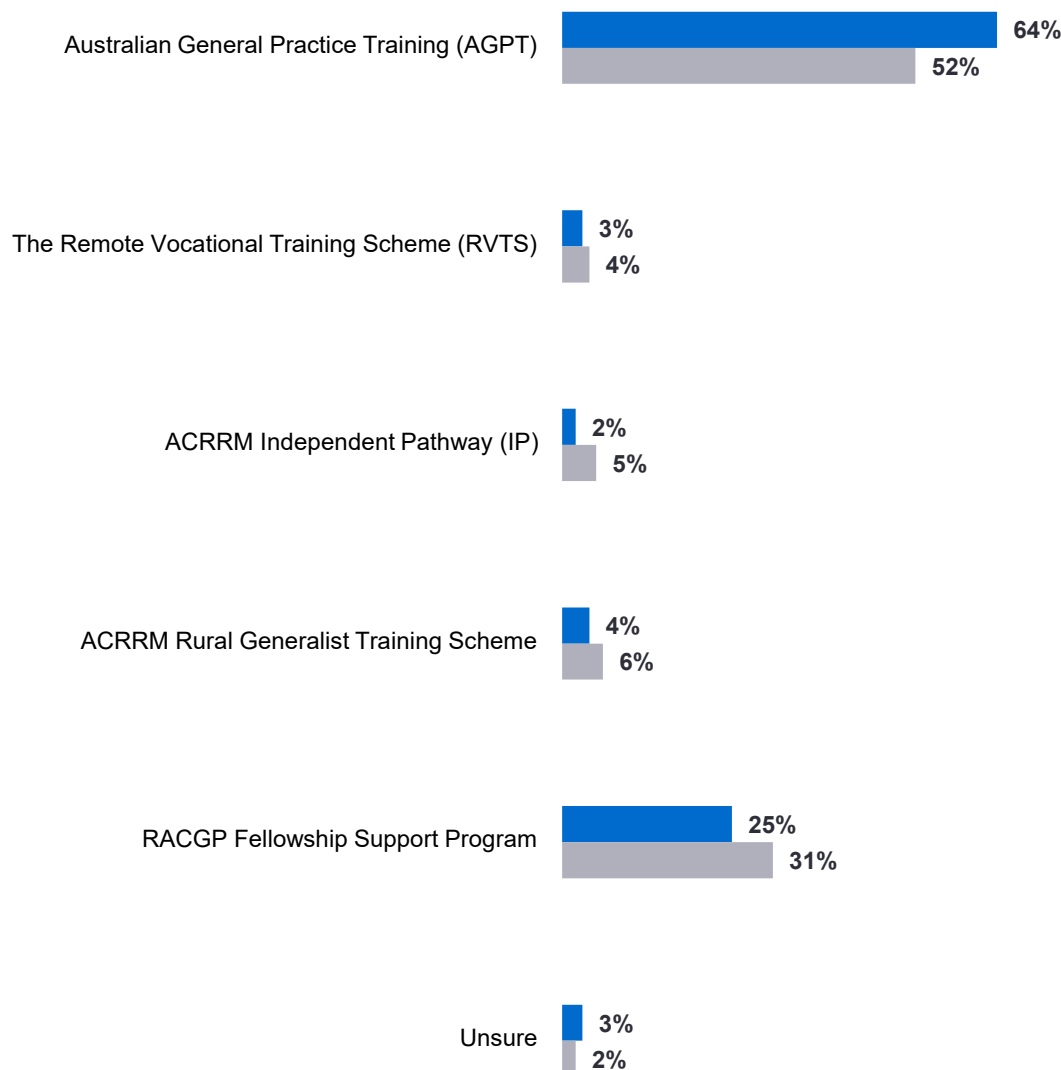
Key: ■ Strongly agree ■ Agree ■ Neither agree nor disagree ■ Disagree ■ Strongly disagree

Base: Specialist non-GP trainees

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

Training curriculum - Specialist GP trainees

PATHWAY



■ Woman or female
 ■ Man or male
 ■ Non-binary^

Base: Specialist GP trainees (Woman or female: 2025 n = 1,177; Man or male: 2025 n = 819; Non-binary: 2025 n = <10)

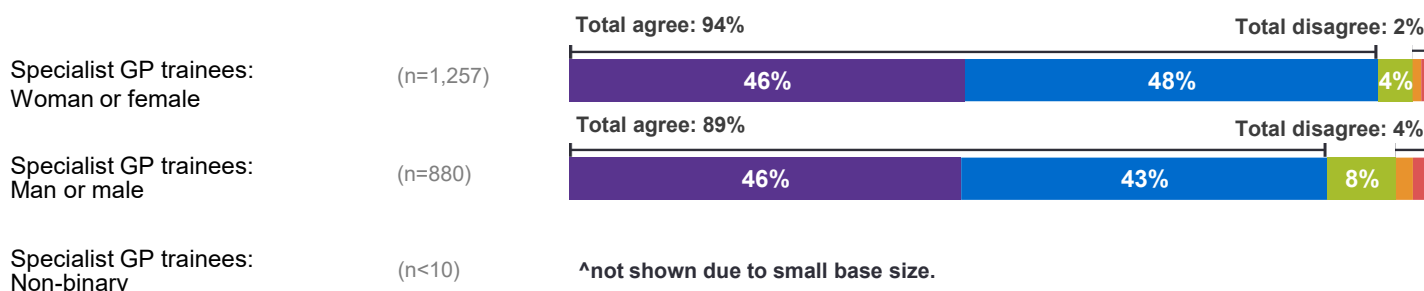
^This category contains less than 10 responses. The values have been suppressed to protect anonymity

Q16b. Which training program are you in?:

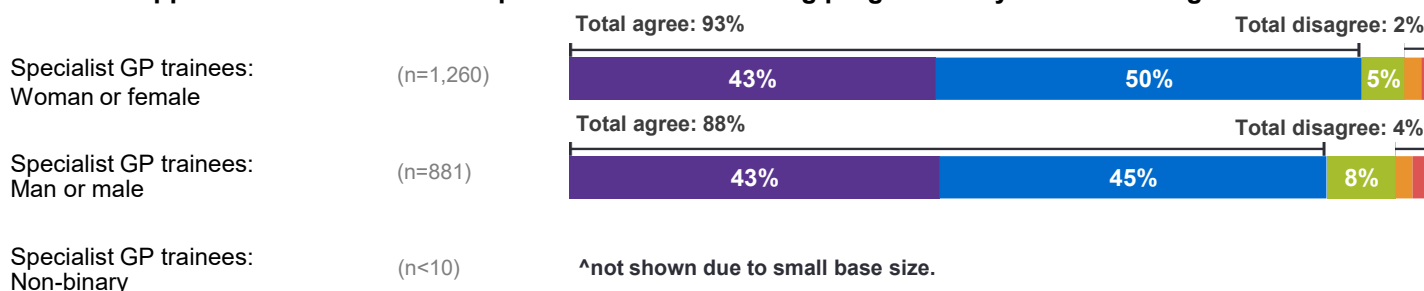
Training curriculum - Specialist GP trainees

TRAINING PROGRAM PROVIDED BY COLLEGE

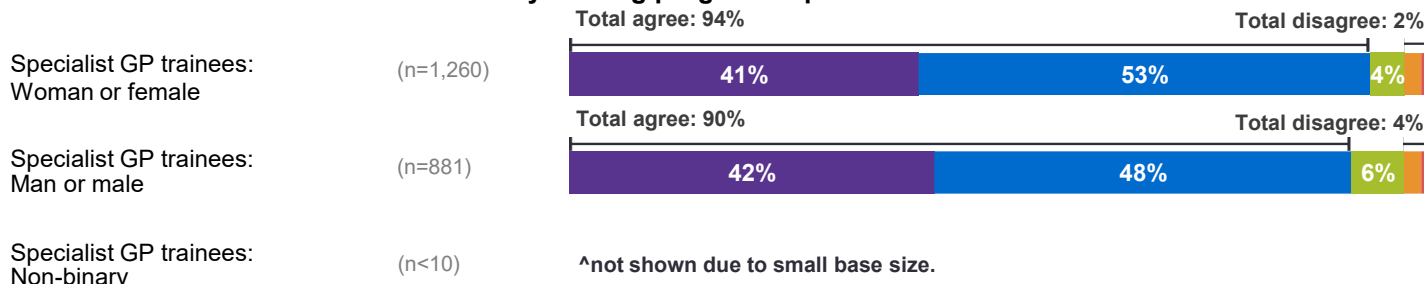
The College training program is relevant to my development



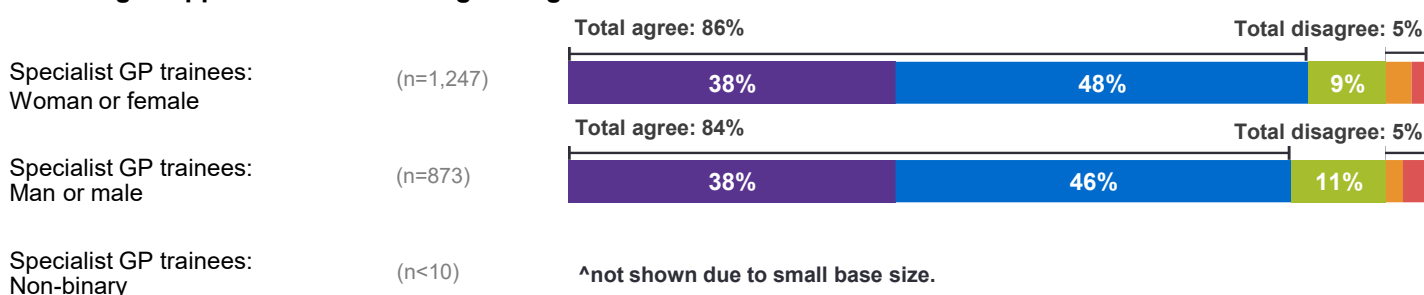
There are opportunities to meet the requirements of the training program in my current setting



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



The College supports flexible training arrangements



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

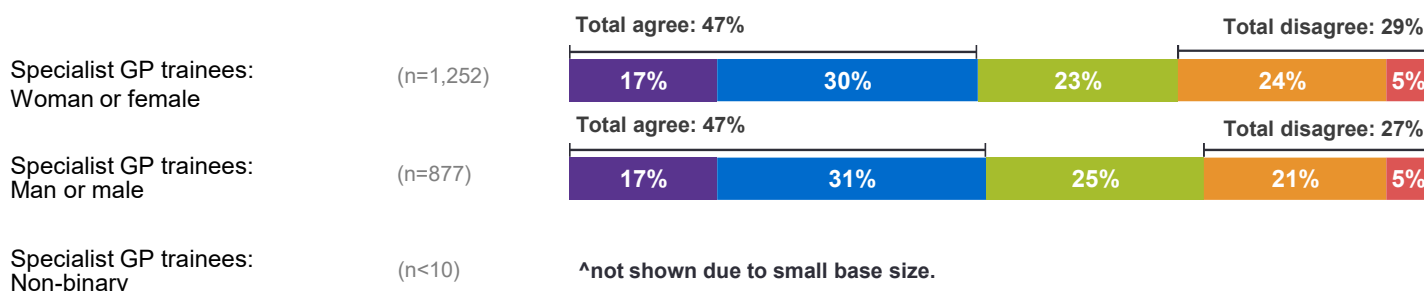
Base: Specialist GP trainees

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

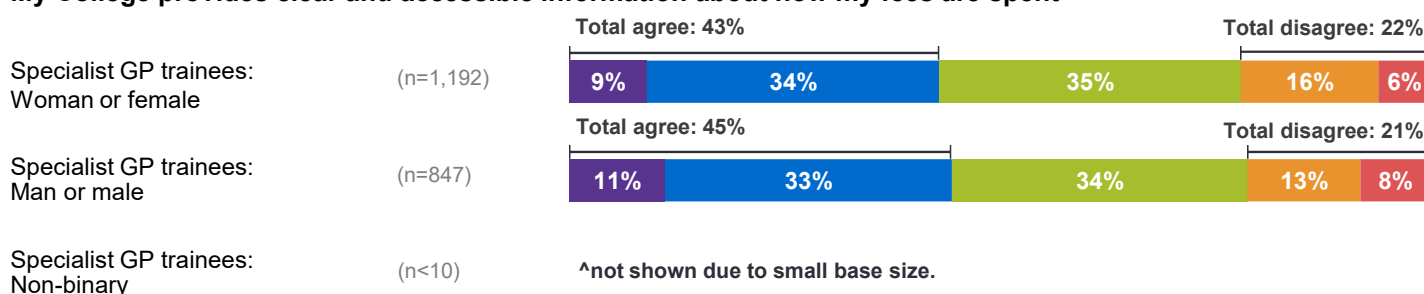
Training curriculum – Specialist GP trainees

Financial impact of training program

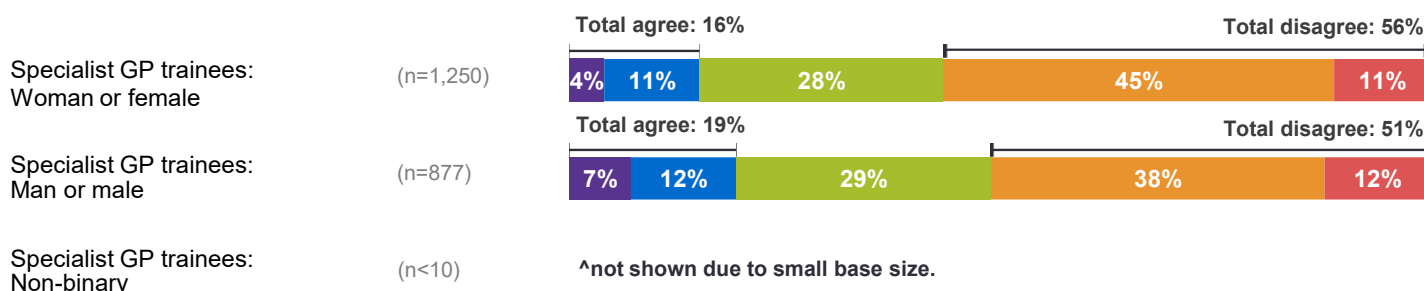
The financial cost of my College training program has led to stress



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



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



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

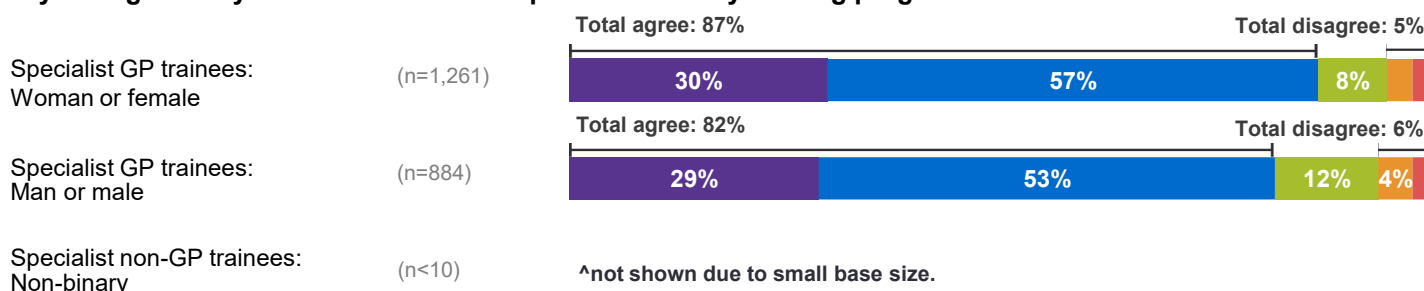
Base: Specialist GP trainees

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

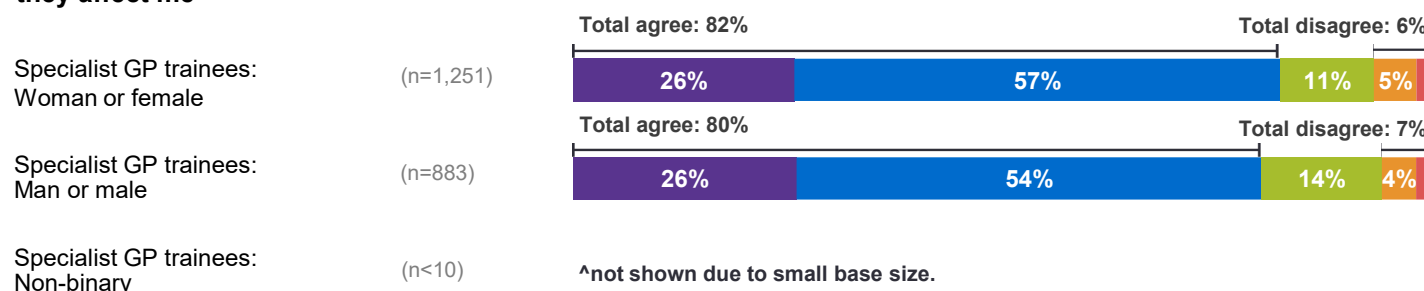
Training curriculum - Specialist GP trainees

COMMUNICATION WITH COLLEGE

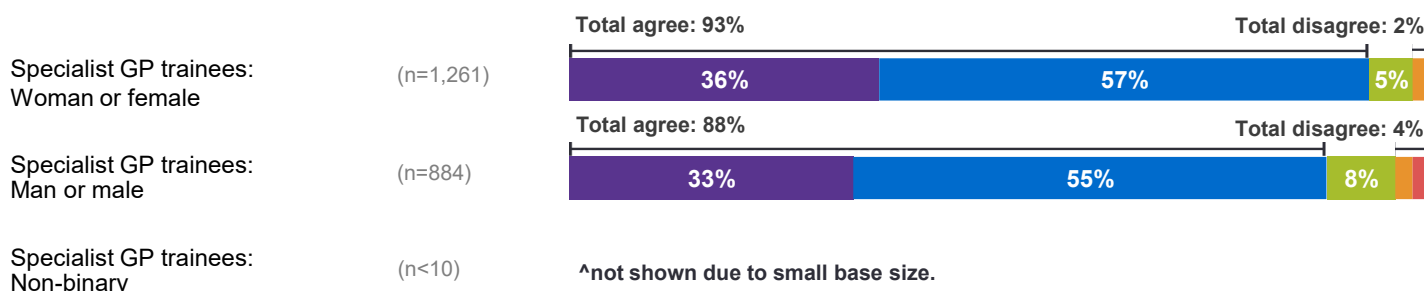
My College clearly communicates the requirements of my training program



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



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



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

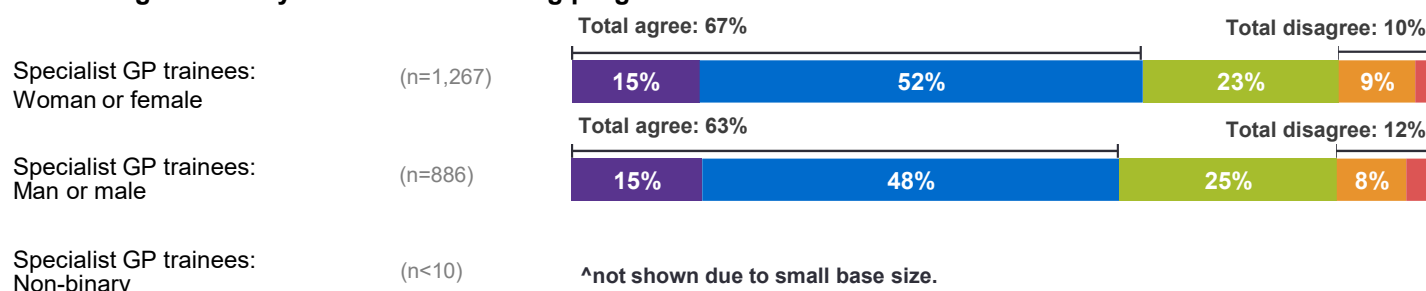
Base: Specialist GP trainees

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

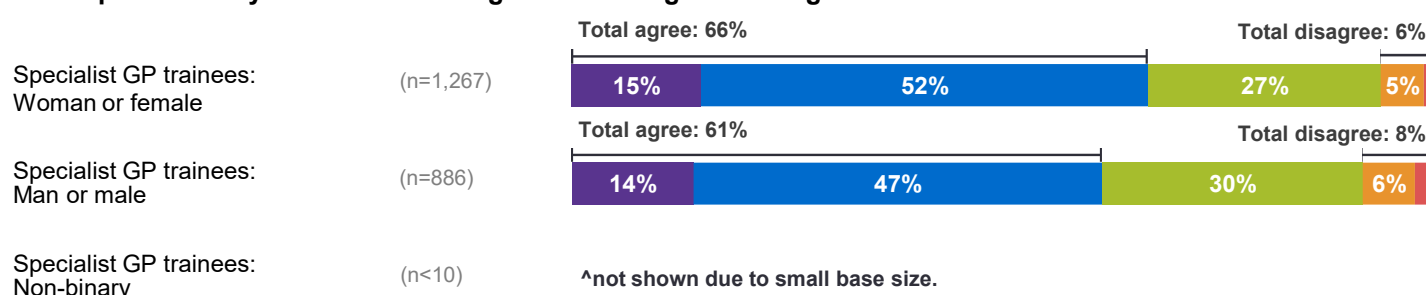
Training curriculum - Specialist GP trainees

ENGAGEMENT WITH COLLEGE

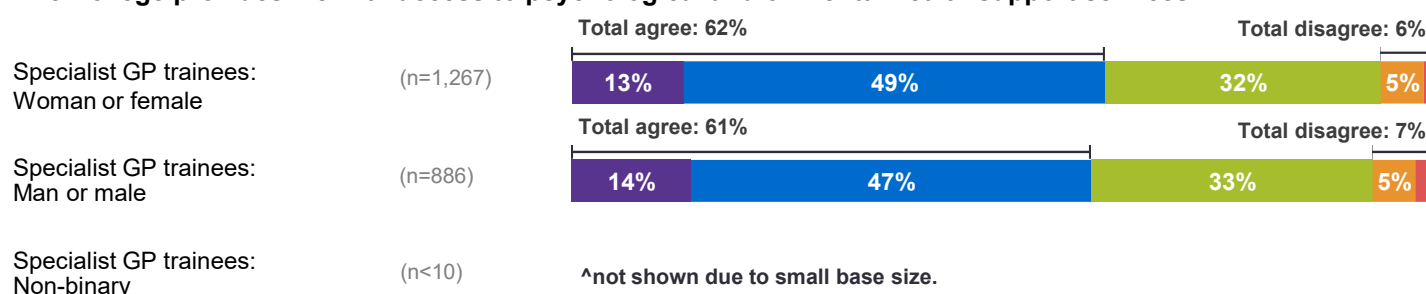
The College seeks my views on the training program



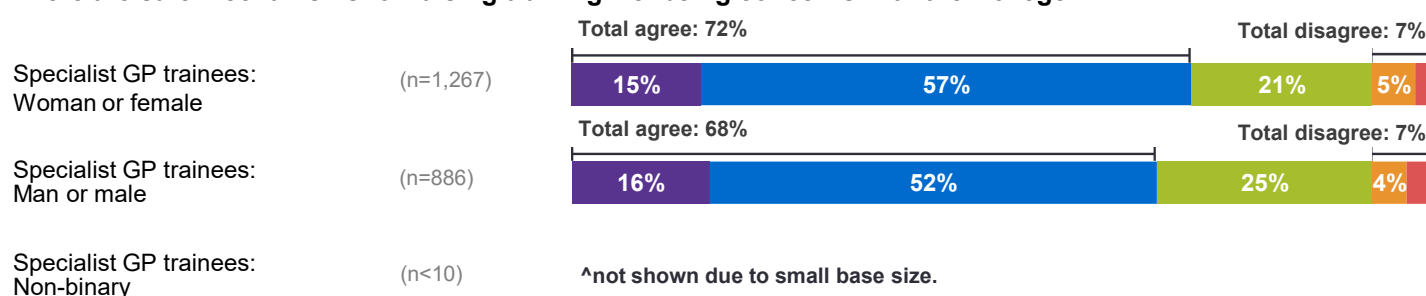
I am represented by doctors in training on the College's training and/or education committees



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



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



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

Base: Specialist GP trainees

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

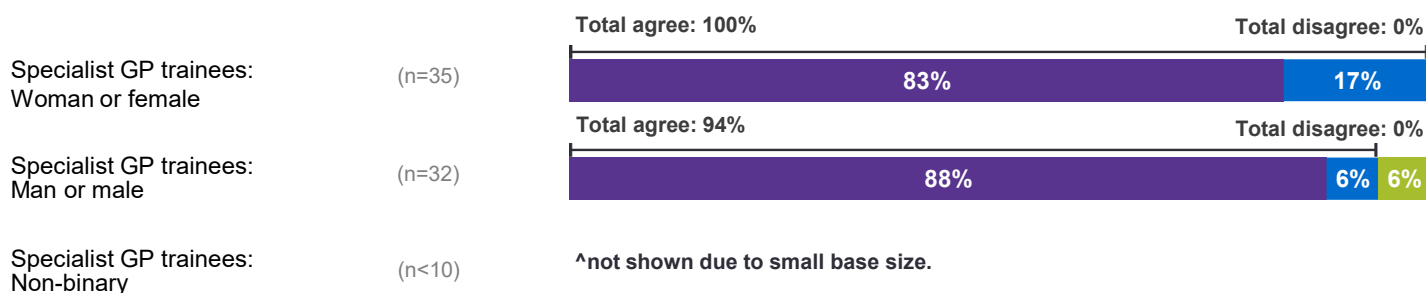
Training curriculum - Specialist GP trainees

TRAINING PROGRAM PROVIDED BY RVTS

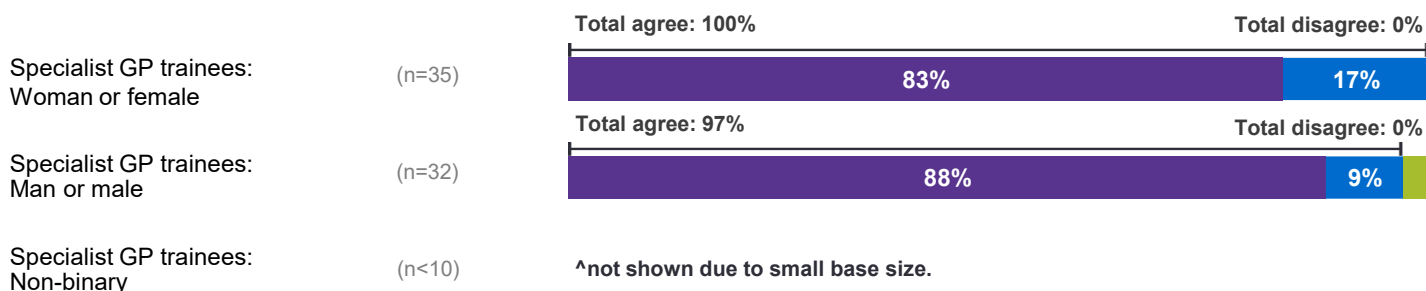
Specialist GP trainees can be both enrolled in the RVTS as well as their specialist college (such as Australian College of Rural and Remote Medicine (ACRRM) and/or Royal Australian College of General Practitioners (RACGP)).

Among the specialist GP trainees, 3% were enrolled with RVTS and were shown the questions over the next three pages.

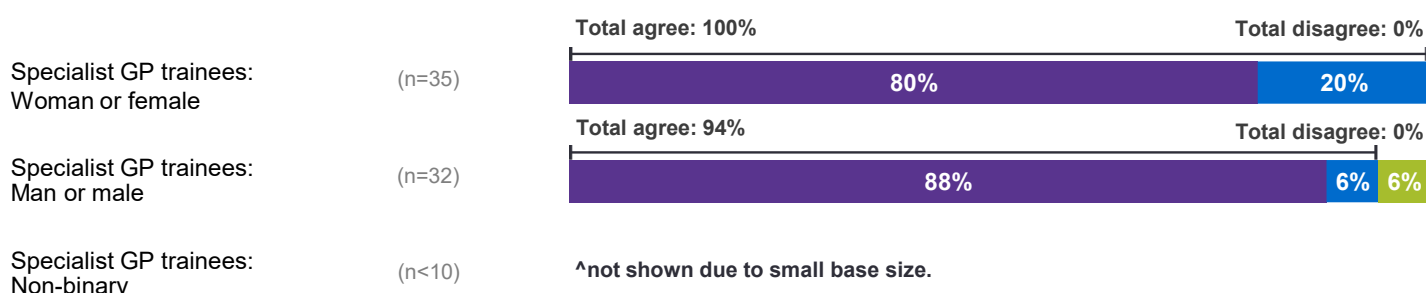
The RVTS education program meets the College/s requirements



The RVTS education program is preparing me as a specialist



The RVTS education program is advancing my knowledge



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

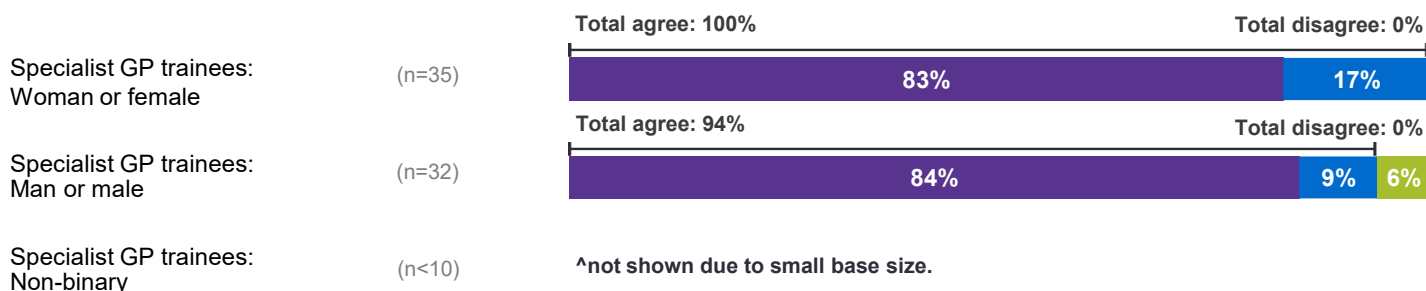
Base: Specialist GP trainees taking part in the Remote Vocational Training Scheme (RVTS)

Q18b. Thinking about the RVTS training program, to what extent do you agree or disagree with each of the following statements?

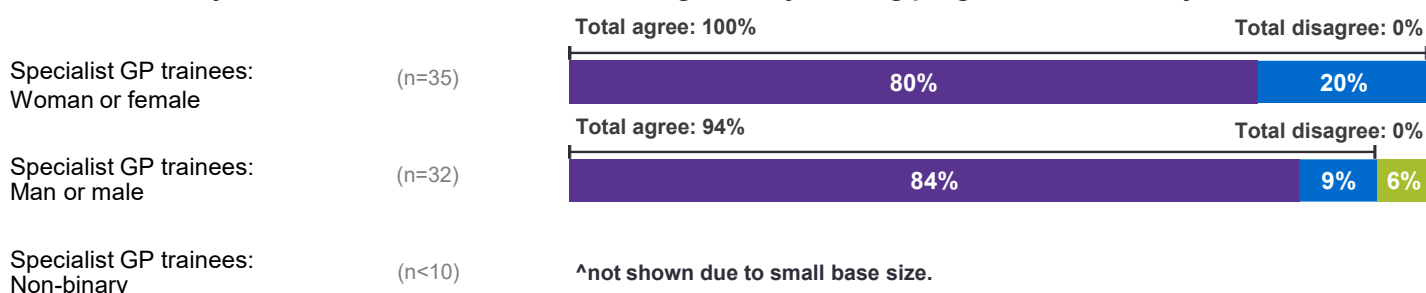
Training curriculum - Specialist GP trainees

COMMUNICATION WITH RVTS

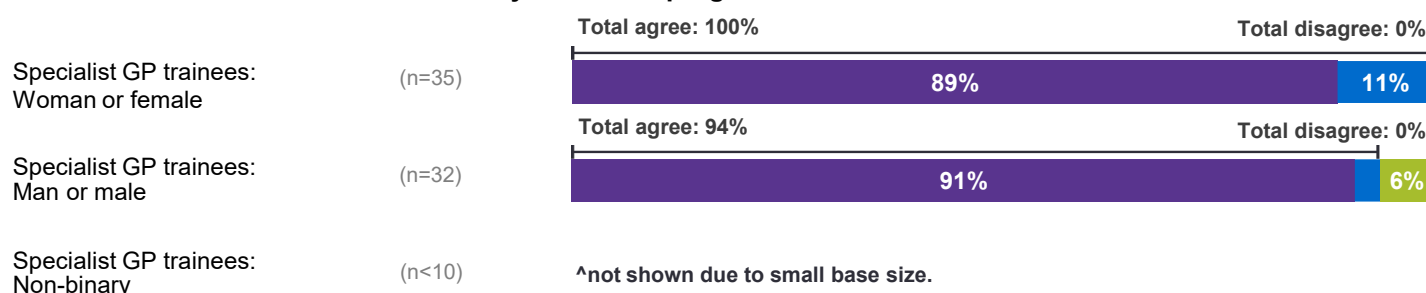
The RVTS clearly communicates the requirements of my training program



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



I know who to contact at RVTS about my education program



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

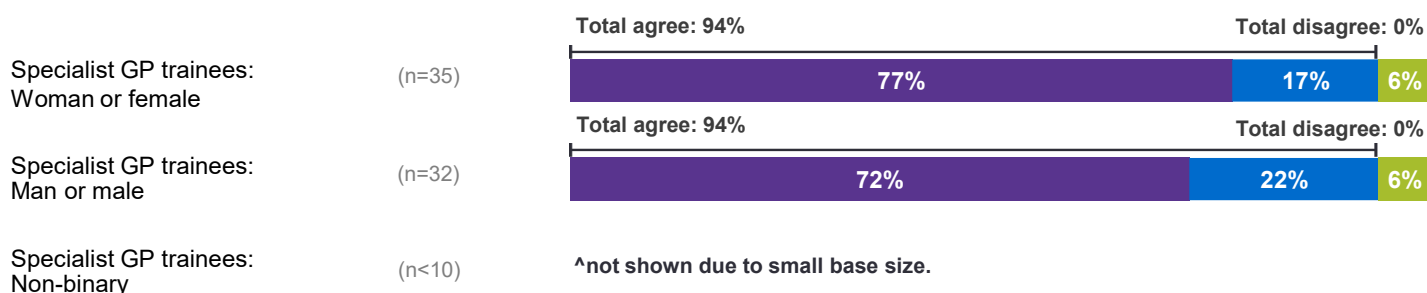
Base: Specialist GP trainees taking part in the Remote Vocational Training Scheme (RVTS)

Q19b. Thinking about how the RVTS communicates with you about your training program, to what extent do you agree or disagree with the following statements?

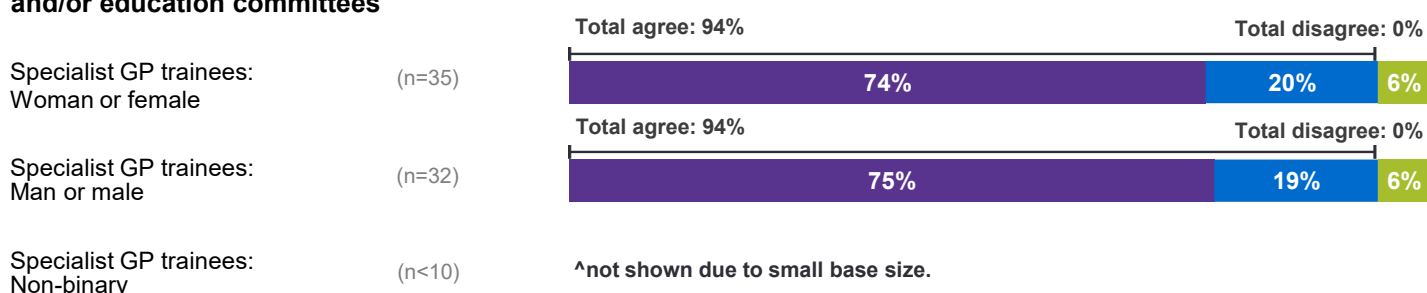
Training curriculum - Specialist GP trainees

ENGAGEMENT WITH RVTS

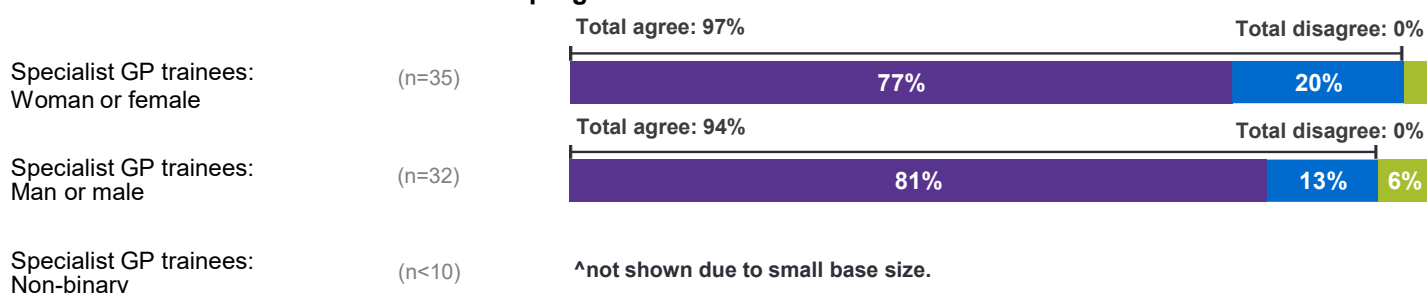
The RVTS seeks my views on the structure and content of the education program



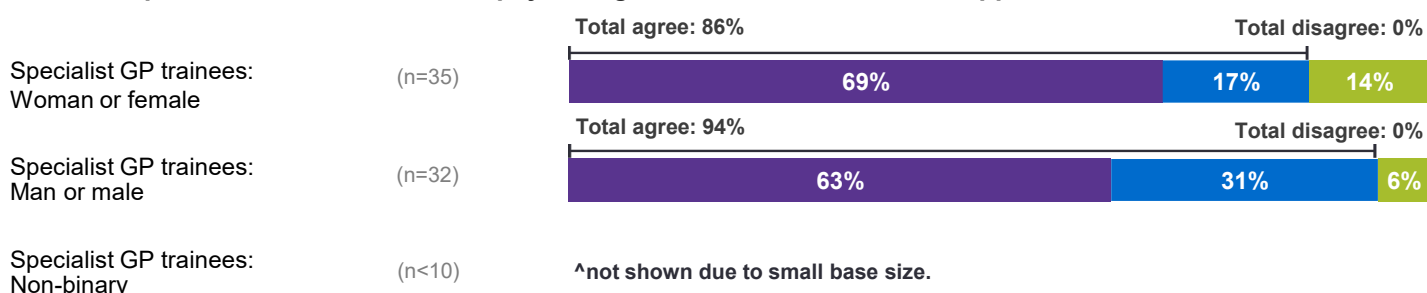
I am represented (by doctors in training e.g. registrar liaison officer) on RVTS training and/or education committees



I am able to discuss the RVTS education program with other doctors



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



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

Base: Specialist GP trainees taking part in the Remote Vocational Training Scheme (RVTS)

Q20b. Thinking about how RVTS engages with you, to what extent do you agree or disagree with the following statements?

Training curriculum - International medical graduates (IMGs)

IMGs WITH A CURRENT PROFESSIONAL DEVELOPMENT OR TRAINING PLAN...

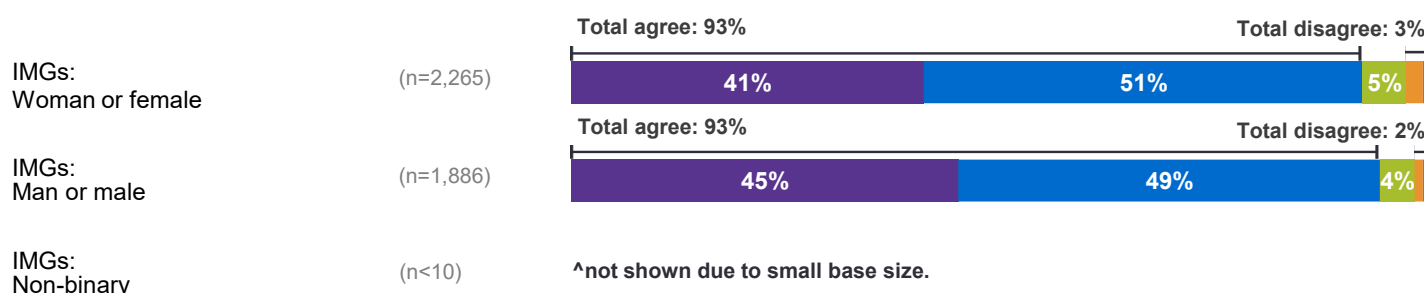


IMGs: Woman or female
 IMGs: Man or male
 IMGs: Non-binary

Base: IMGs (Woman or female: 2025 n = 2,499; Man or male: 2025 n = 2,105; Non-binary: 2025 n = <10)
 Q12. Do you have a professional development or training plan?

PROFESSIONAL DEVELOPMENT OR TRAINING PLAN

There are opportunities for me to meet the requirements of my plan in my current setting



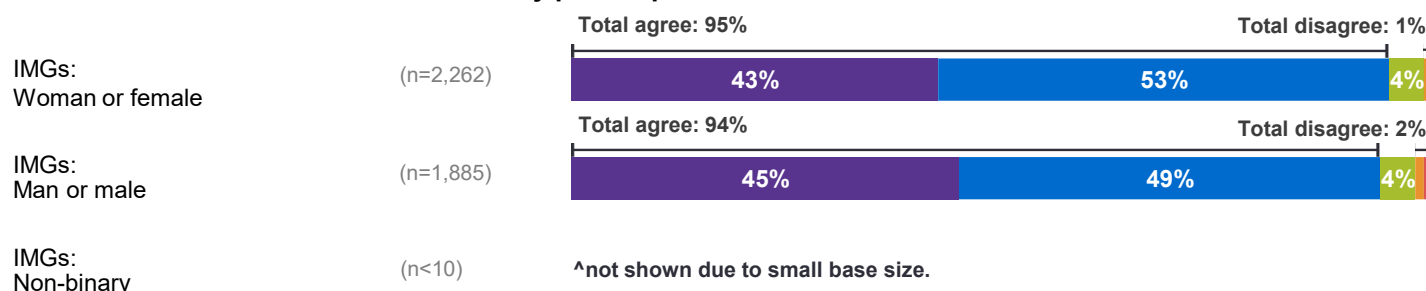
Key: Strongly agree
 Agree
 Neither agree nor disagree
 Disagree
 Strongly disagree

Base: IMGs with a training/professional development plan. National response is filtered to IMGs with professional development or training plan.
 Q13. Thinking about your professional development or training plan, to what extent do you agree or disagree with the following statements?

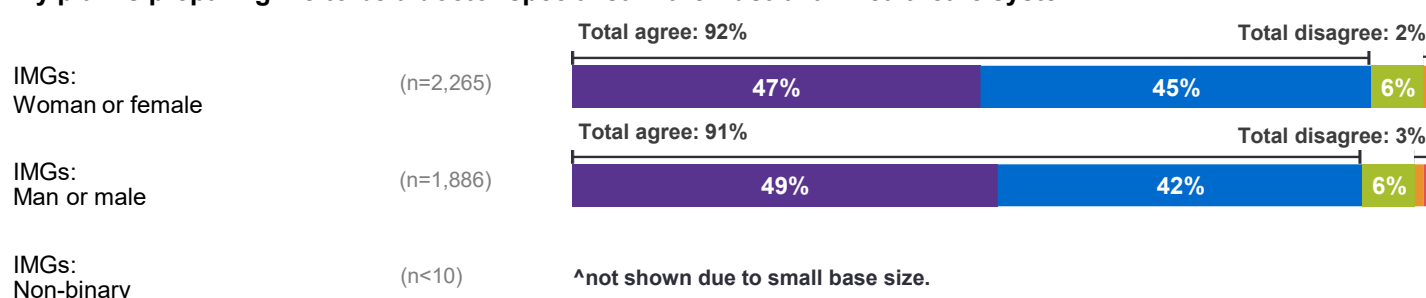
Training curriculum - International medical graduates (IMGs)

PROFESSIONAL DEVELOPMENT OR TRAINING PLAN (continued)

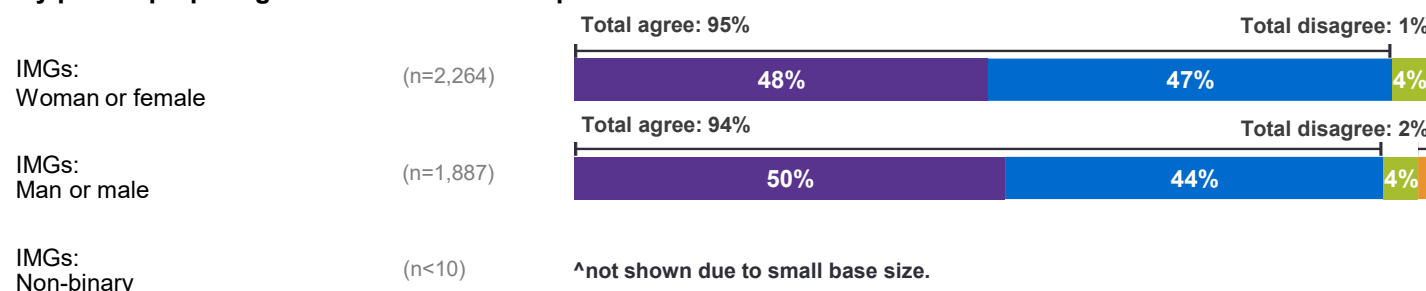
I understand what I need to do to meet my plan requirements



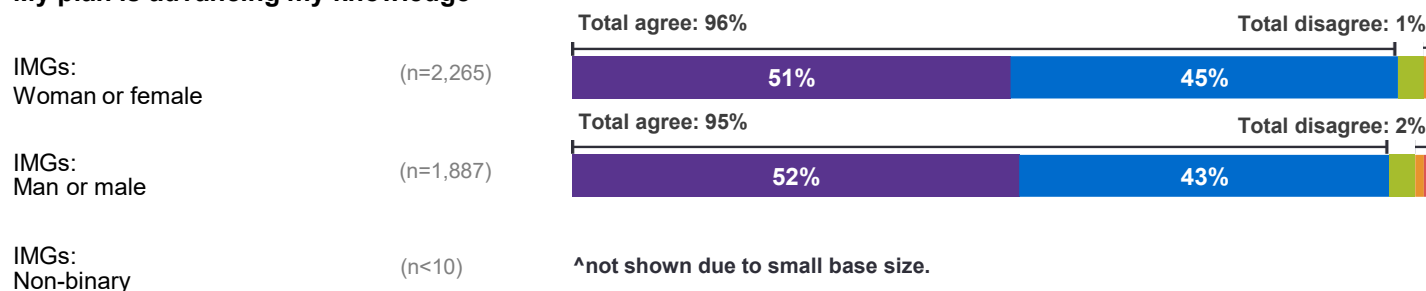
My plan is preparing me to be a doctor/specialist in the Australian healthcare system*



My plan is preparing me for future medical practice



My plan is advancing my knowledge



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

Base: IMGs with a professional development or training plan. National response is filtered to IMGs with a professional development or training plan.

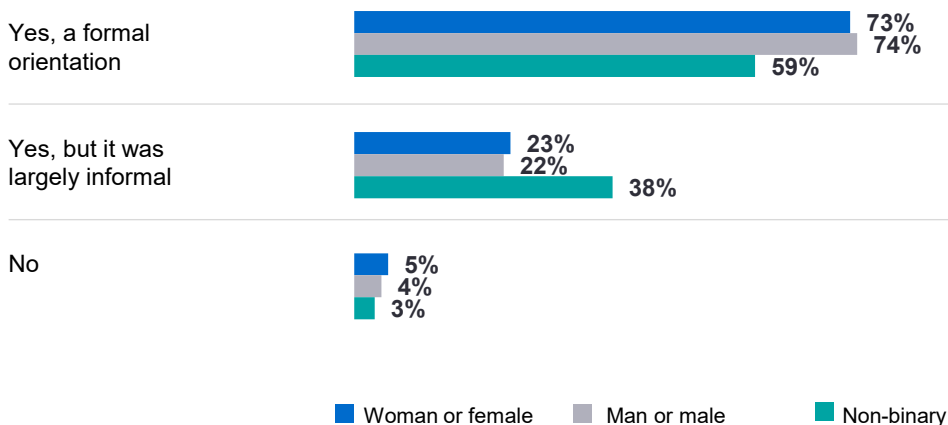
*Note: This question was only asked of IMGs.

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

Orientation

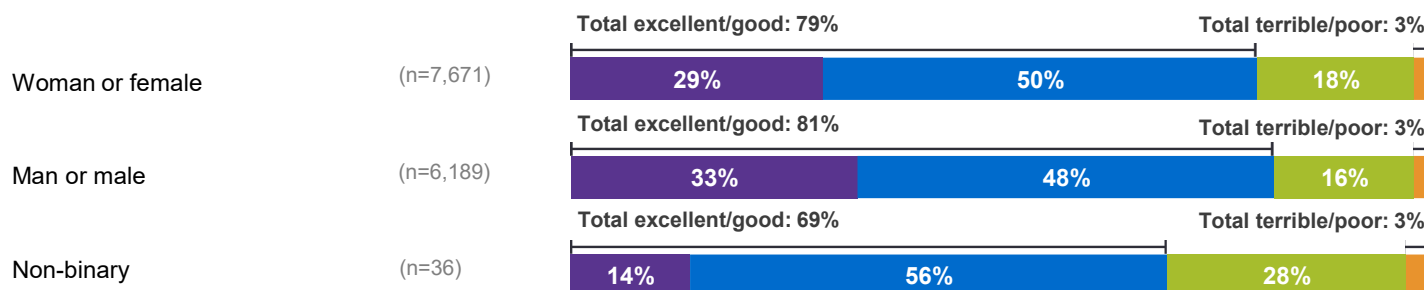
DID YOU RECEIVE AN ORIENTATION TO YOUR SETTING?

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



Base: Total sample (Woman or female: 2025 n = 8,055; Man or male: 2025 n = 6,455; Non-binary: 2025 n = 37)
 Q27a. Did you receive an orientation to your setting?

HOW WOULD YOU RATE THE QUALITY OF YOUR ORIENTATION?



Key: Excellent (Purple), Good (Blue), Average (Green), Poor (Orange), Terrible (Red)

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

Assessment - Interns

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



Interns: Woman or female Interns: Man or male Interns: Non-binary^

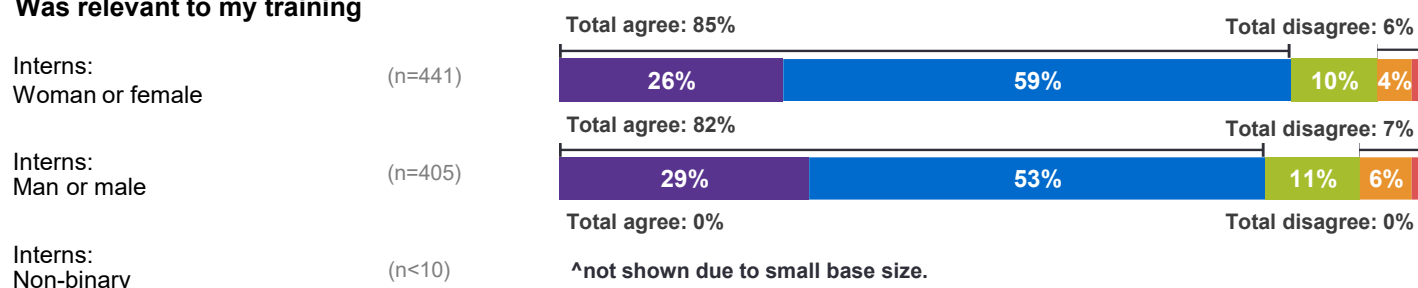
Base: Interns (Woman or female: 2025 n = 454; Man or male: 2025 n = 415; Non-binary: 2025 n = <10)

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

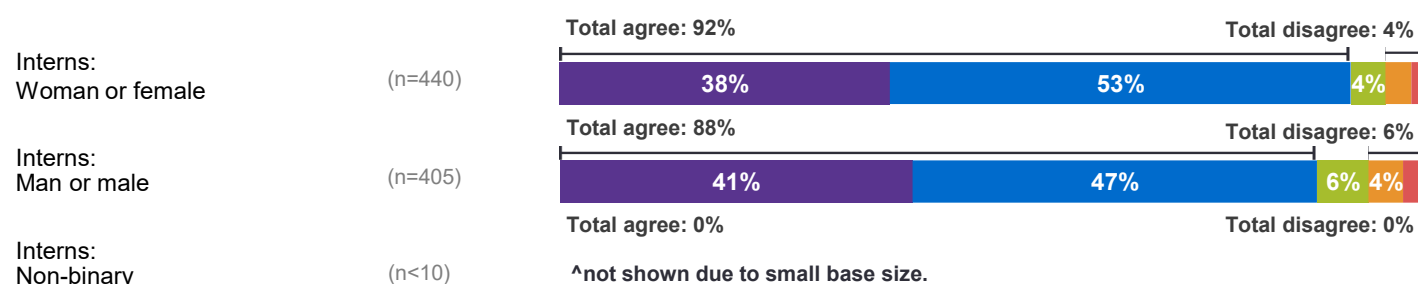
^This category contains less than 10 responses. The values have been suppressed to protect anonymity

ASSESSMENT ADMINISTRATION FROM PREVIOUS ROTATION...

Was relevant to my training



Included an opportunity to discuss feedback with my supervisor



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

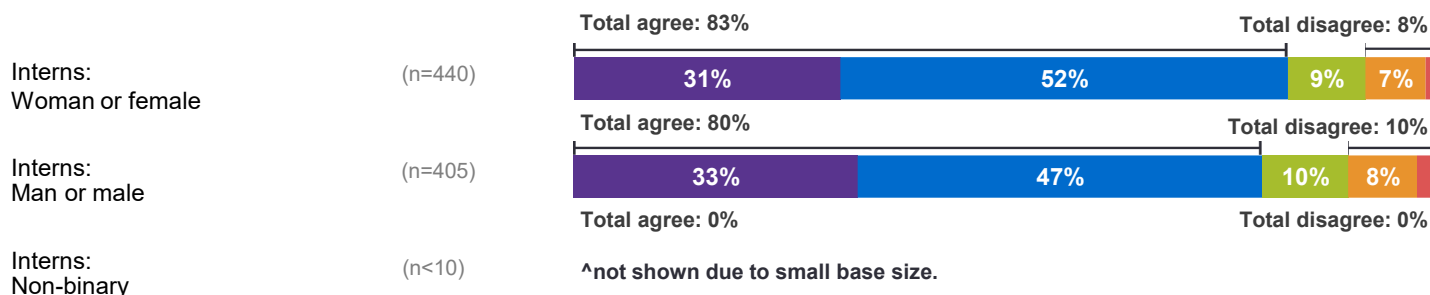
Base: Had an assessment

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

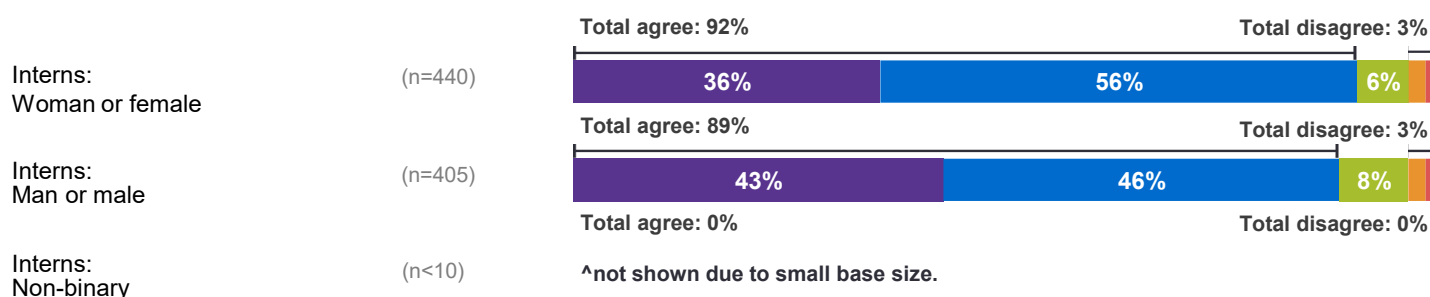
Assessment - Interns

ASSESSMENT ADMINISTRATION FROM PREVIOUS ROTATION...

Provided me with useful feedback about my progress as an intern



Was conducted fairly



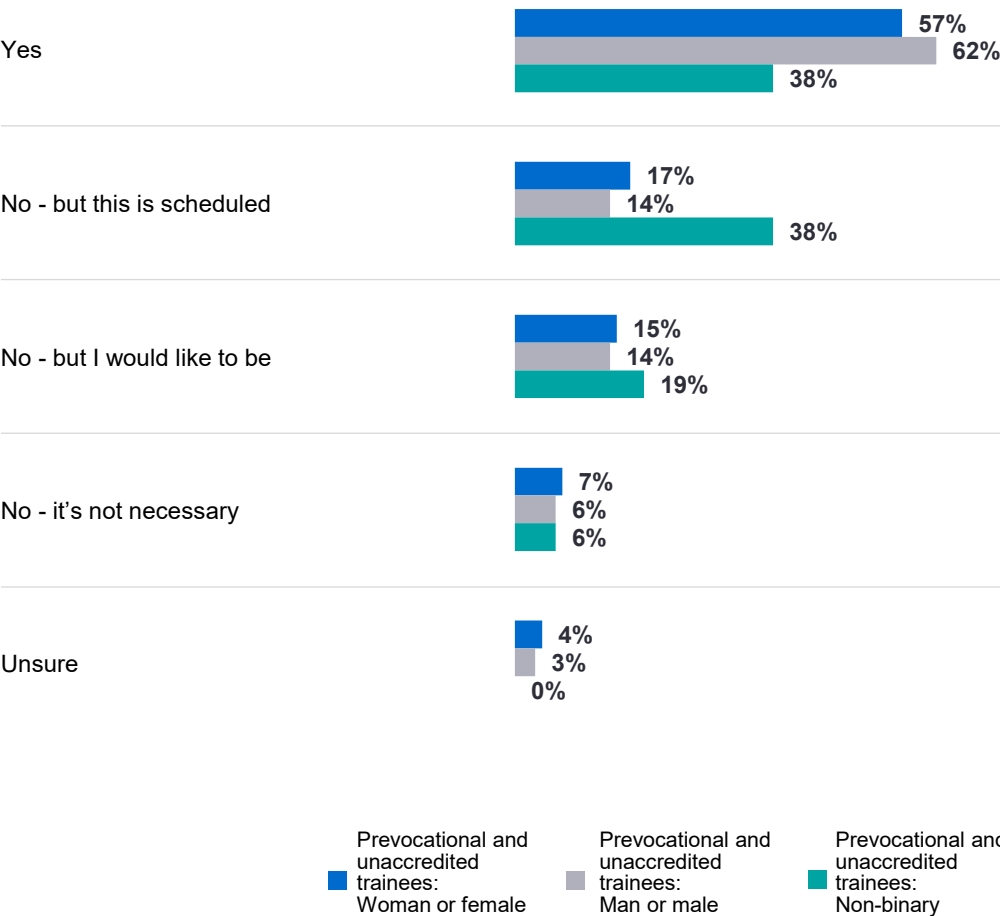
Key: ■ Strongly agree ■ Agree ■ Neither agree nor disagree ■ Disagree ■ Strongly disagree

Base: Had an assessment

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

Assessment - Prevocational and unaccredited trainees

HAS YOUR PERFORMANCE BEEN ASSESSED IN YOUR SETTING?

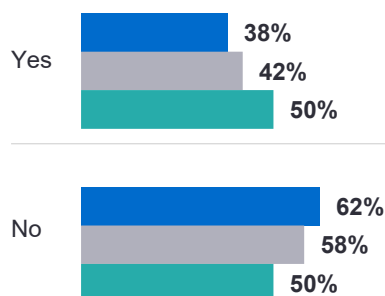


Base: Prevocational and unaccredited trainees (Woman or female: 2025 n = 1,608; Man or male: 2025 n = 1,227; Non-binary: 2025 n = 16)
 Q32. Has your performance been assessed in your setting?

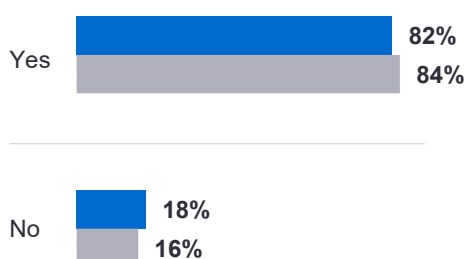
Assessment - Specialist non-GP trainees

COLLEGE EXAMS

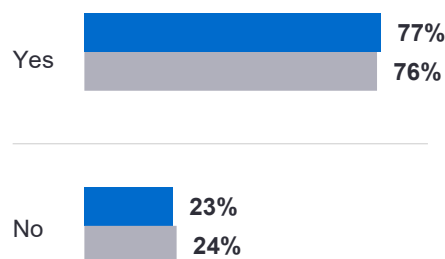
Specialist non-GP trainees who have sat an exam(s) in the last 12 months...



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



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



Specialist non-GP trainees: Woman or female
 Specialist non-GP trainees: Man or male
 Specialist non-GP trainees: Non-binary

Base: Specialist non-GP trainees (Woman or female: 2025 n = 2,224; Man or male: 2025 n = 1,821; Non-binary: 2025 n = 10)

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

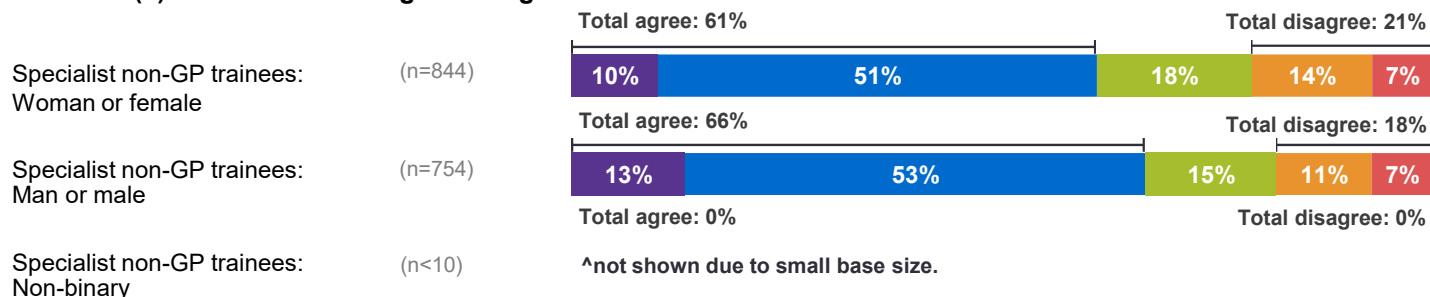
Base: Sat an exam (Woman or female: 2025 n = 845; Man or male: 2025 n = 756; Non-binary: 2025 n = <10)

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

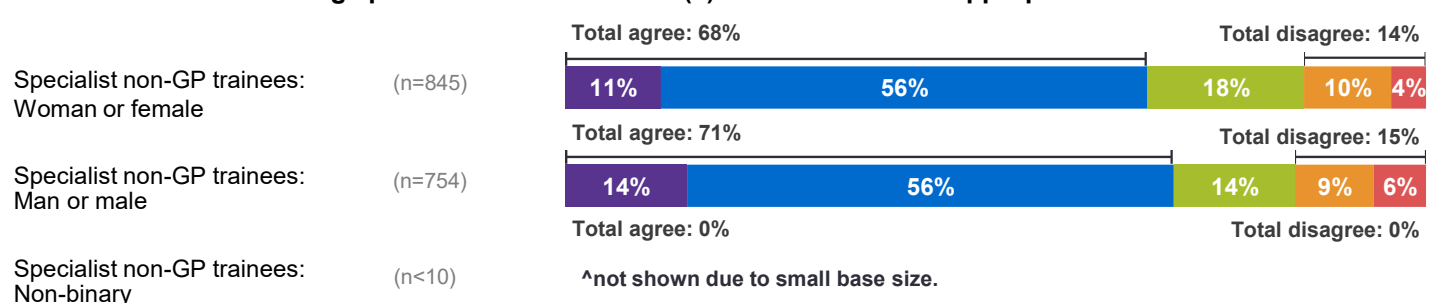
Base: Received results (Woman or female: 2025 n = 651; Man or male: 2025 n = 606; Non-binary: 2025 n = <10)

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

The exam(s) reflected the college training curriculum



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



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

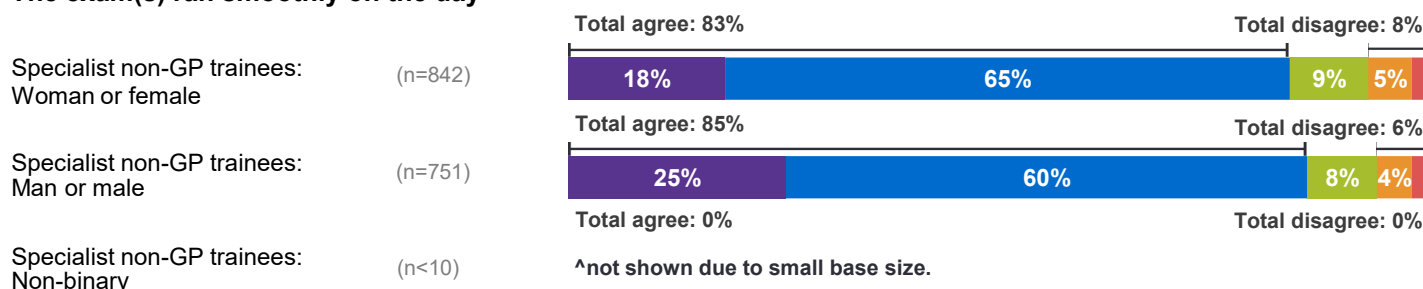
Base: Specialist non-GP trainees who sat an exam

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?

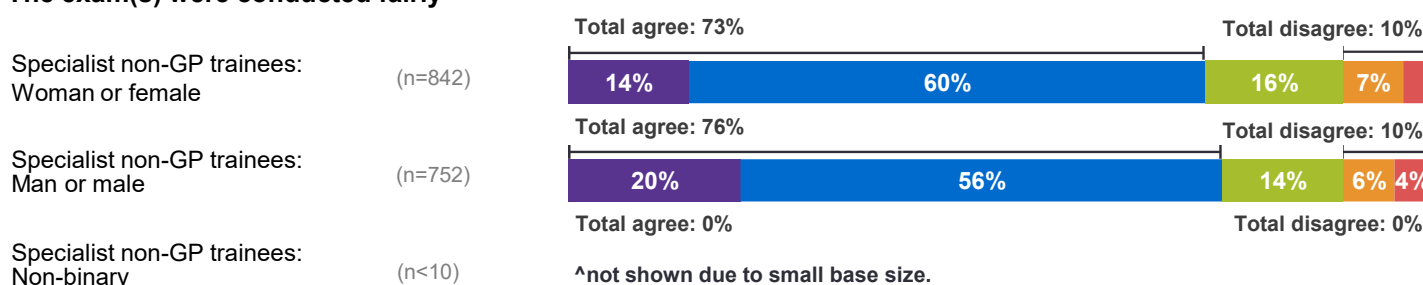
Assessment - Specialist non-GP trainees

COLLEGE EXAMS (continued)

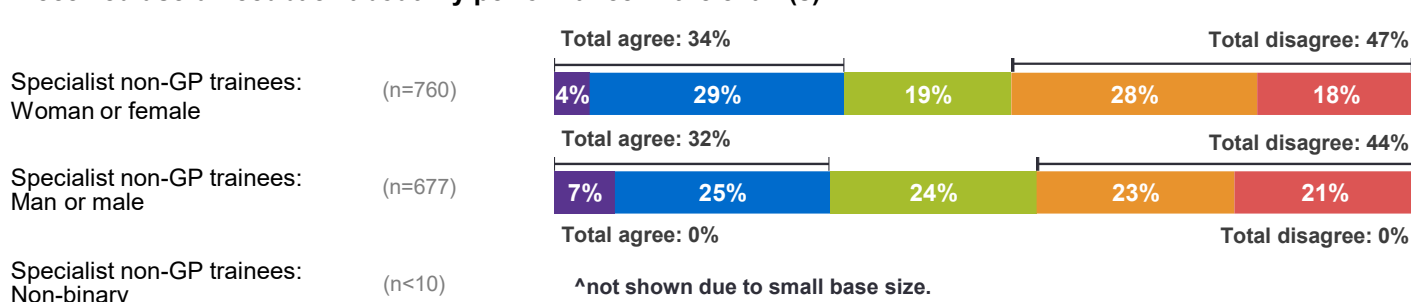
The exam(s) ran smoothly on the day



The exam(s) were conducted fairly



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



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

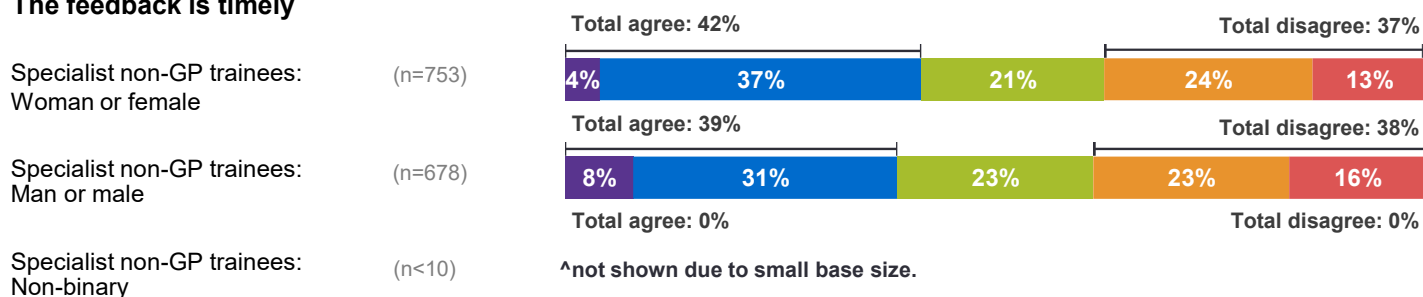
Base: Specialist non-GP trainees who sat an exam

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?

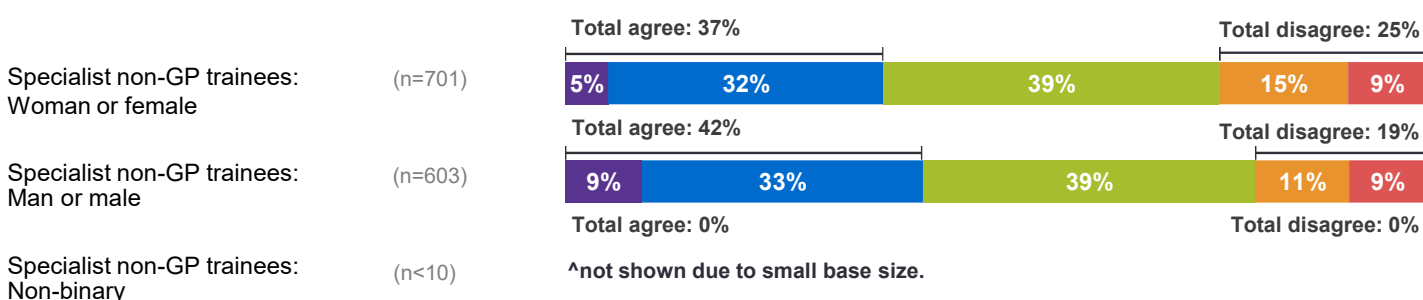
Assessment - Specialist non-GP trainees

COLLEGE EXAMS (continued)

The feedback is timely



I received support from my College when needed



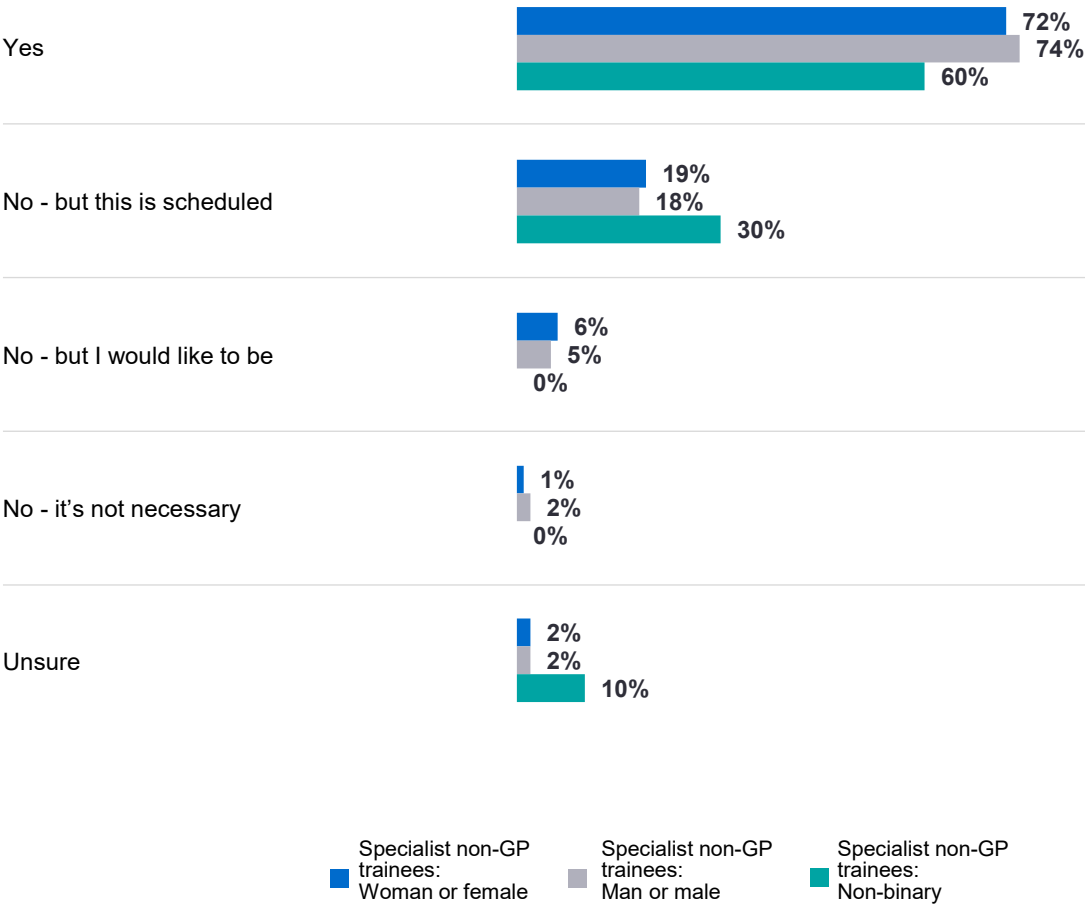
Key: ■ Strongly agree ■ Agree ■ Neither agree nor disagree ■ Disagree ■ Strongly disagree

Base: Specialist non-GP 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 - Specialist non-GP trainees

HAS YOUR PERFORMANCE BEEN ASSESSED IN YOUR SETTING?



Base: Specialist non-GP trainees (Woman or female: 2025 n = 2,224; Man or male: 2025 n = 1,822; Non-binary: 2025 n = 10)
 Q32. Has your performance been assessed in your setting?

Assessment - Specialist GP trainees

COLLEGE EXAMS

Specialist GP trainees who have sat an exam in the last 12 months...



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



Of those who received results, passed their exams...



Specialist GP trainees: Woman or female
 Specialist GP trainees: Man or male
 Specialist GP trainees: Non-binary^

Base: Specialist GP trainees (Woman or female: 2025 n = 1,269; Man or male: 2025 n = 886; Non-binary: 2025 n = <10)

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

Base: Sat an exam (Woman or female: 2025 n = 414; Man or male: 2025 n = 342; Non-binary: 2025 n = <10)

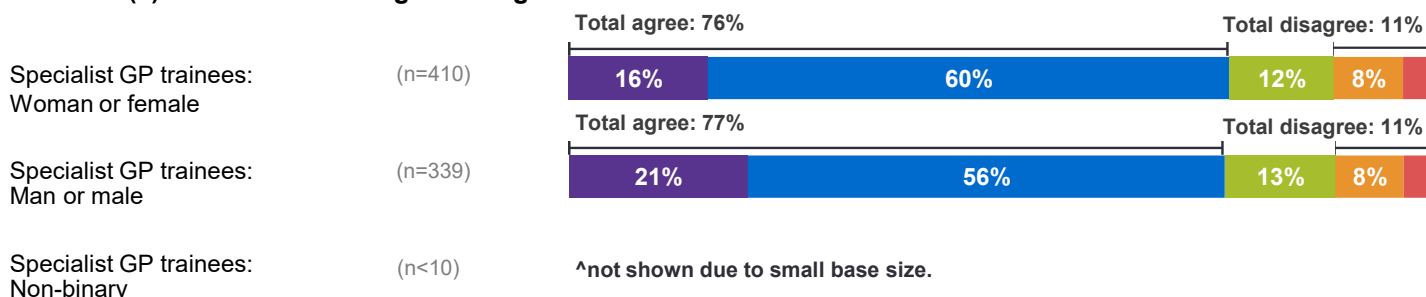
Q23b. Have you received the results of your most recent exam from...?

Base: Received results (Woman or female: 2025 n = 352; Man or male: 2025 n = 280; Non-binary: 2025 n = <10)

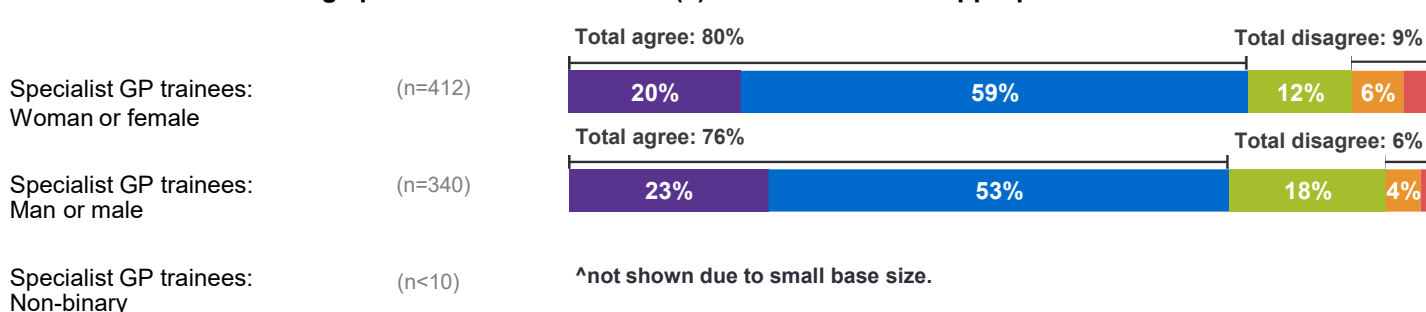
Q23c. Did you pass the exam for...?

^not shown due to small base size.

The exam(s) reflected the college training curriculum



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



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

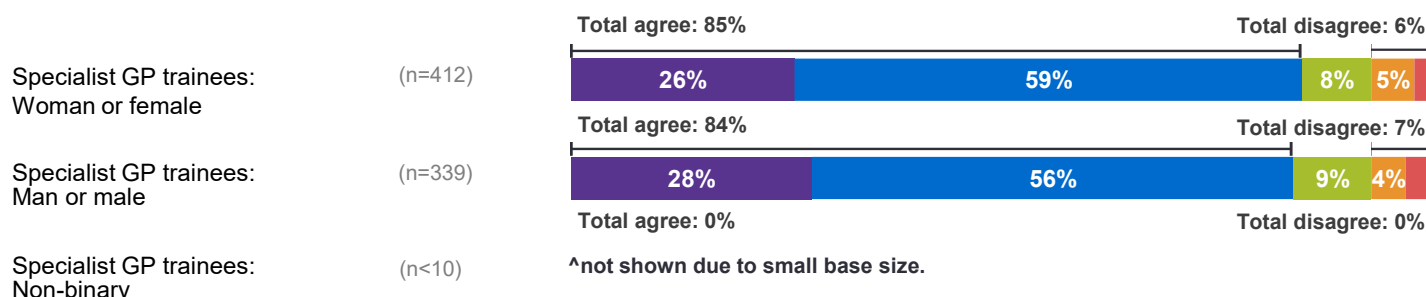
Base: Specialist GP trainees who sat an exam

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?

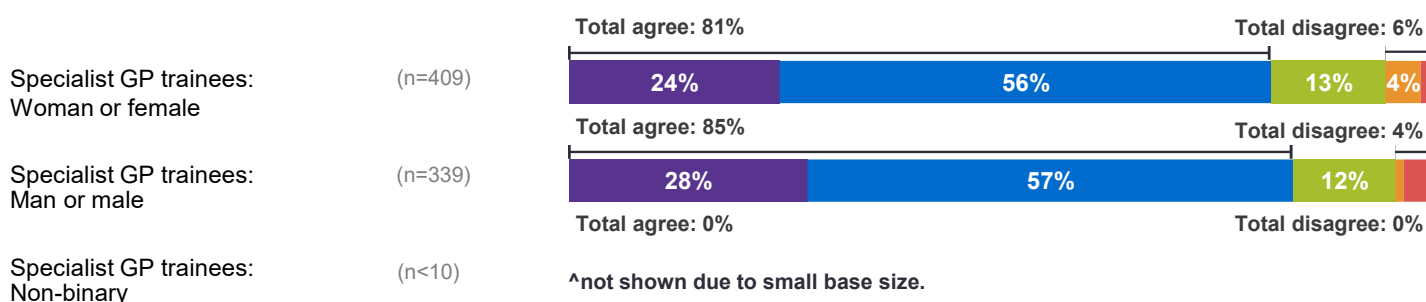
Assessment - Specialist GP trainees

COLLEGE EXAMS (continued)

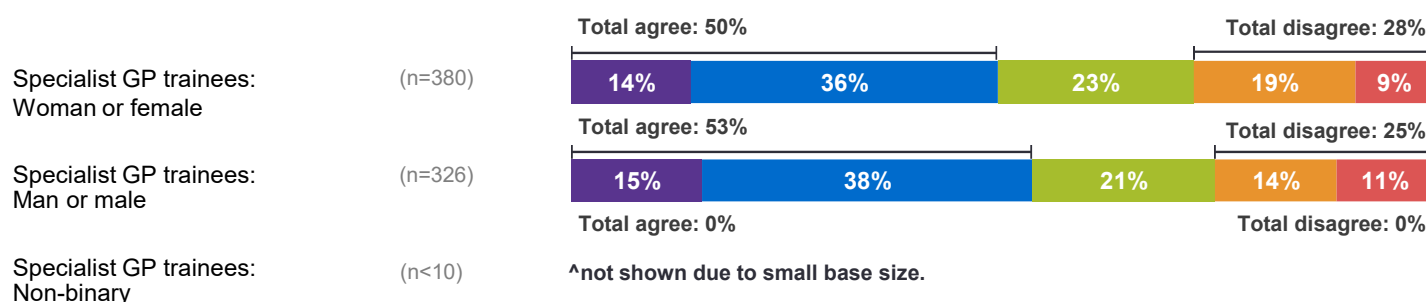
The exam(s) ran smoothly on the day



The exam(s) were conducted fairly



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



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

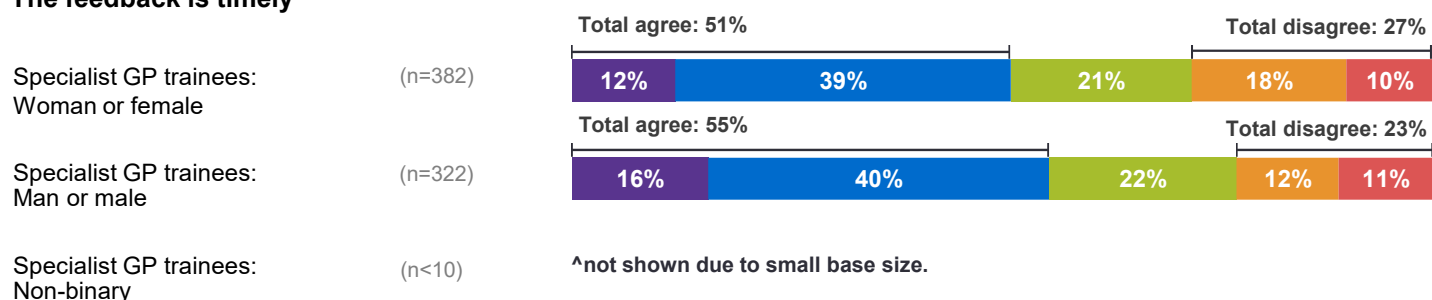
Base: Specialist GP trainees who sat an exam

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?

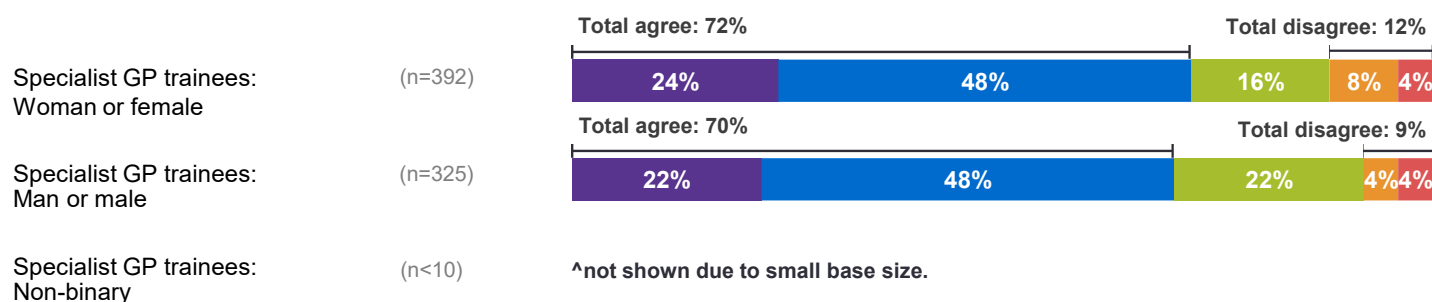
Assessment - Specialist GP trainees

COLLEGE EXAMS (continued)

The feedback is timely



I received support from my College when needed



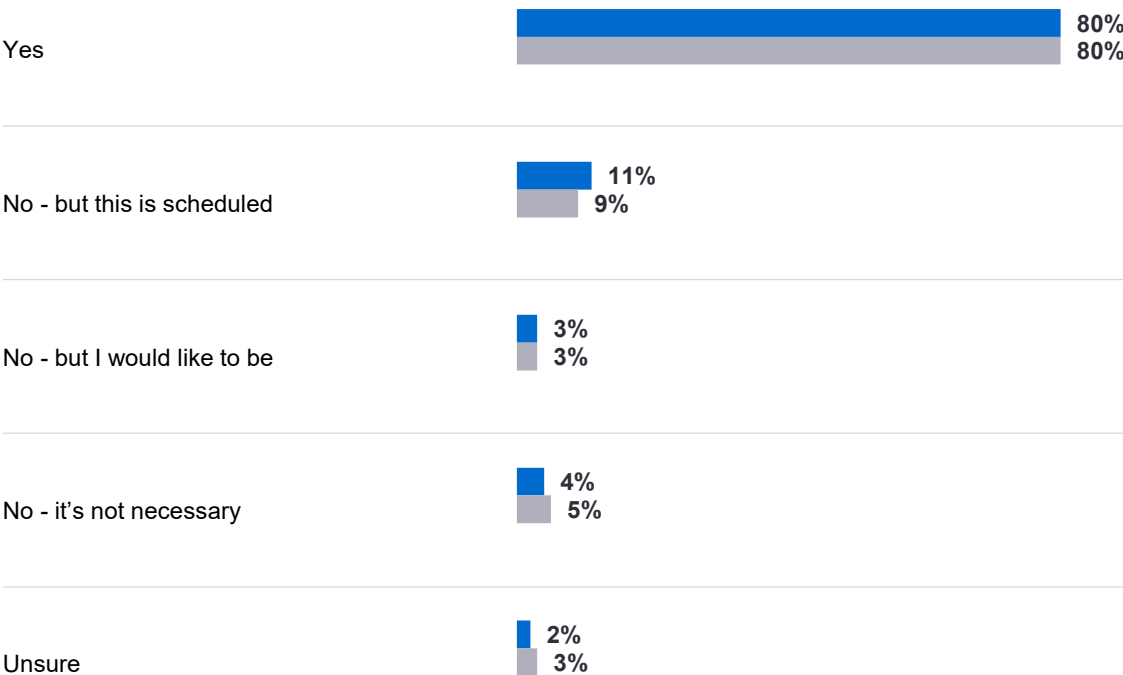
Key: ■ Strongly agree ■ Agree ■ Neither agree nor disagree ■ Disagree ■ Strongly disagree

Base: Specialist GP 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 - Specialist GP trainees

HAS YOUR PERFORMANCE BEEN ASSESSED IN YOUR SETTING?

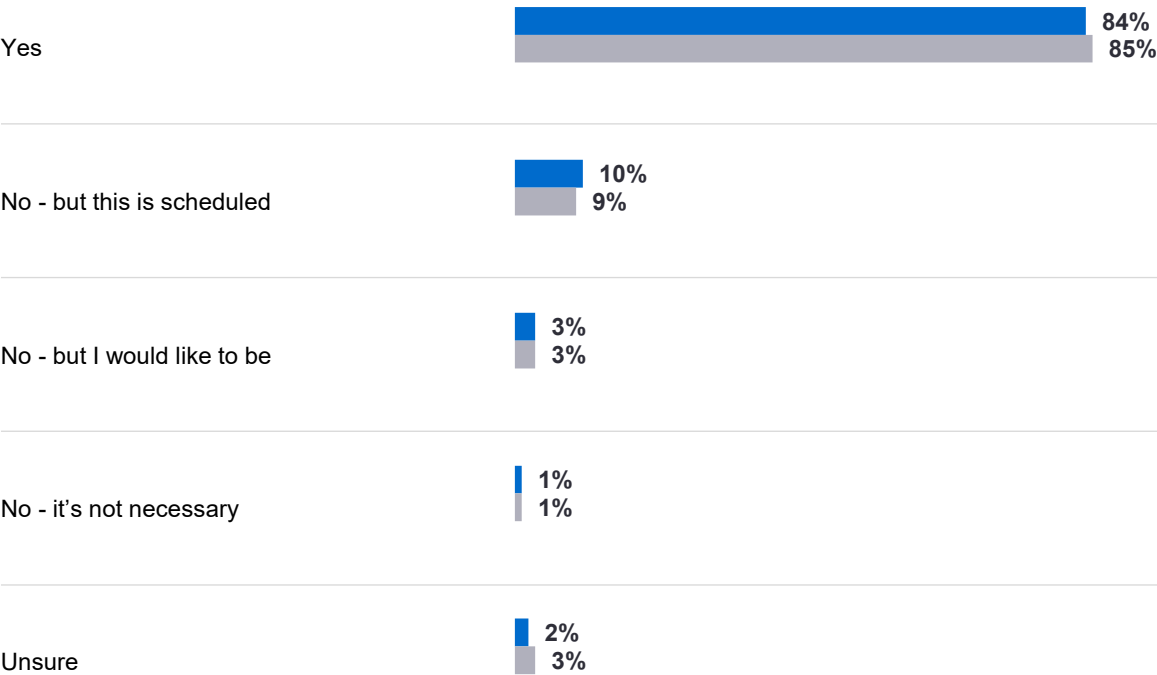


Specialist GP trainees: Woman or female
 Specialist GP trainees: Man or male
 Specialist GP trainees: Non-binary

Base: Specialist GP trainees (Woman or female: 2025 n = 1,269; Man or male: 2025 n = 886; Non-binary: 2025 n = <10)
 Q32. Has your performance been assessed in your setting?

Assessment - International medical graduates (IMGs)

HAS YOUR PERFORMANCE BEEN ASSESSED IN YOUR SETTING?

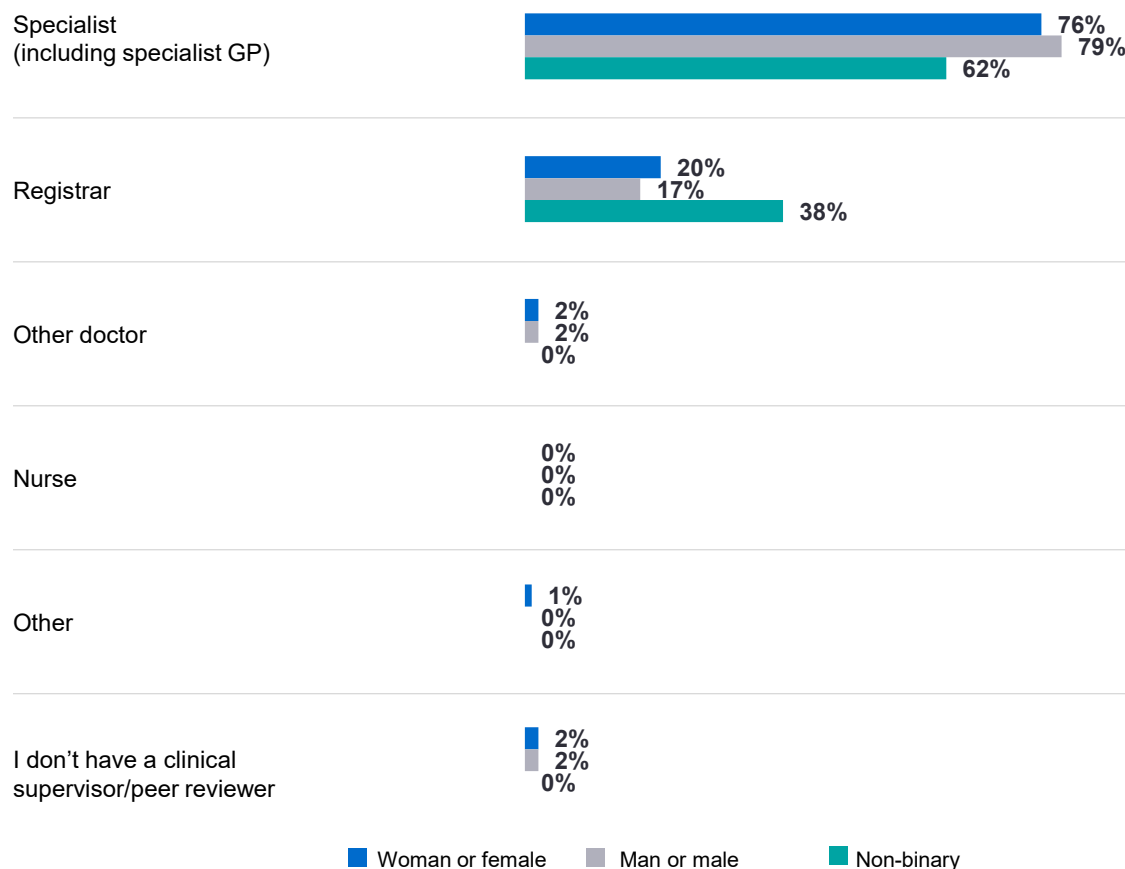


■ IMGs: Woman or female ■ IMGs: Man or male ■ IMGs: Non-binary^

Base: IMGs (Woman or female: 2025 n = 2,494; Man or male: 2025 n = 2,105; Non-binary: 2025 n = <10)
^This category contains less than 10 responses. The values have been suppressed to protect anonymity
Q32. Has your performance been assessed in your setting?

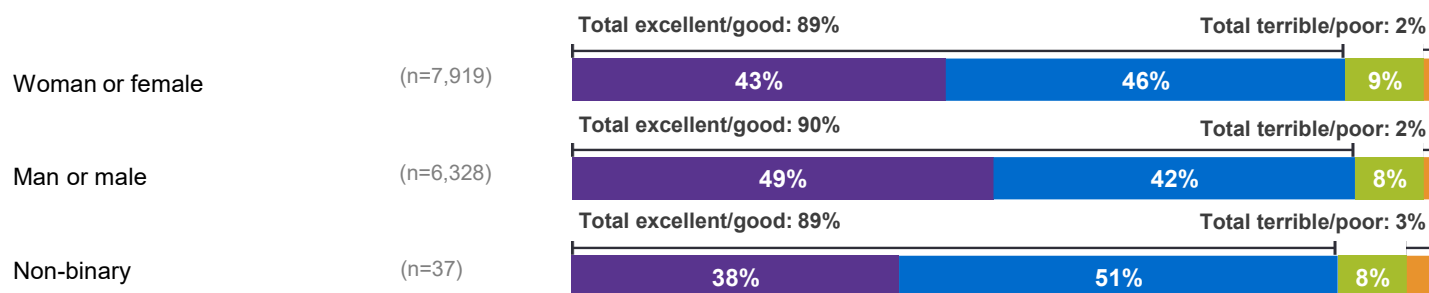
Clinical supervision

WHO MAINLY PROVIDES YOUR CLINICAL SUPERVISION?



Base: Total sample (Woman or female: 2025 n = 8,054; Man or male: 2025 n = 6,454; Non-binary: 2025 n = 37)
 Q28. In your setting, who mainly provides your clinical supervision?

HOW WOULD YOU RATE THE QUALITY OF YOUR SUPERVISION?



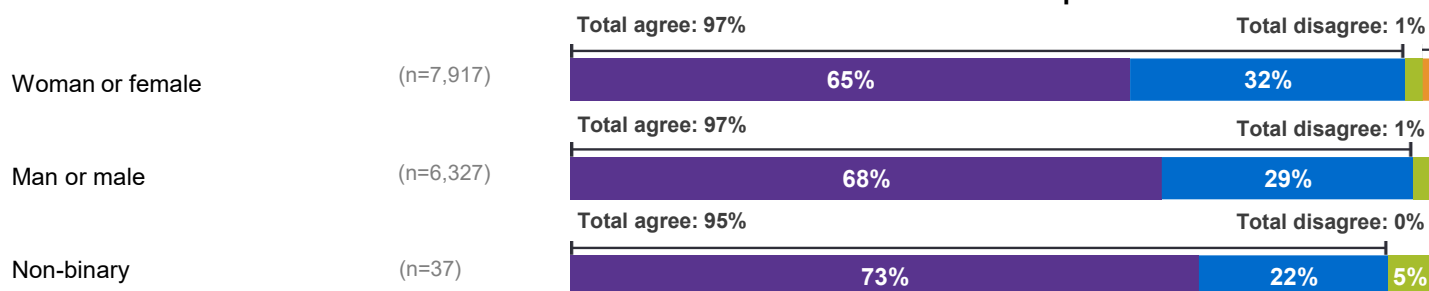
Key: Excellent Good Average Poor Terrible

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

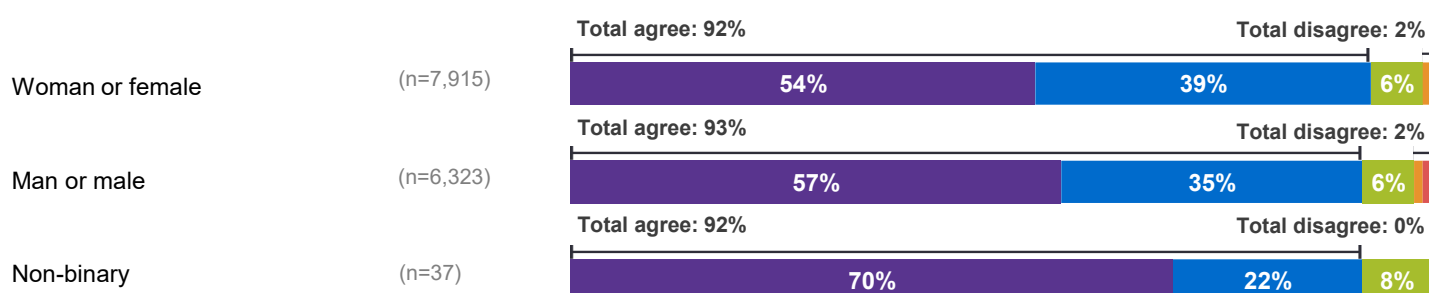
Clinical supervision

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

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



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



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

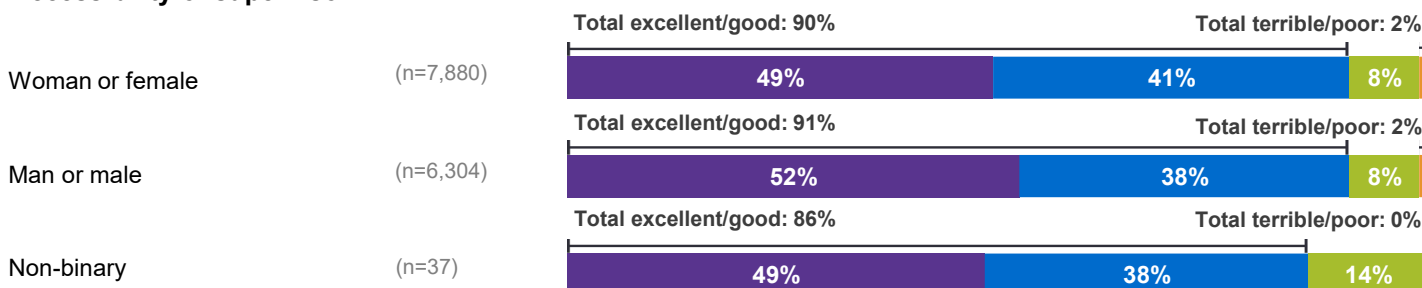
Base: Total sample

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

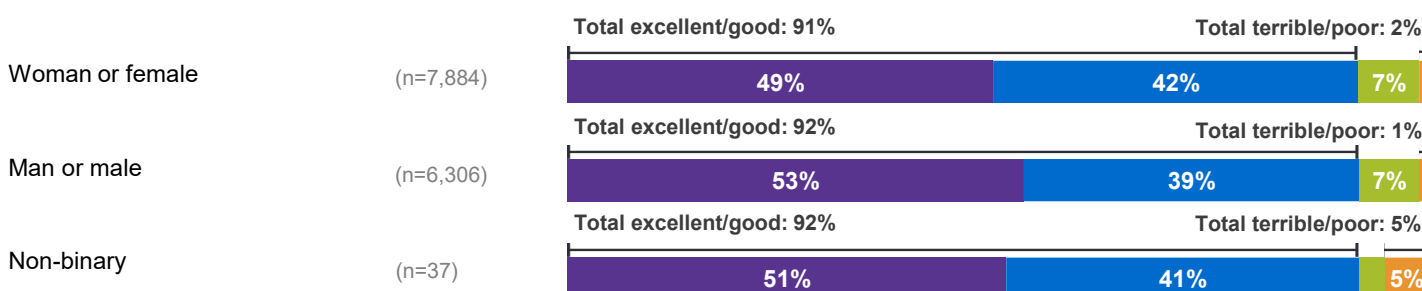
Clinical supervision

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

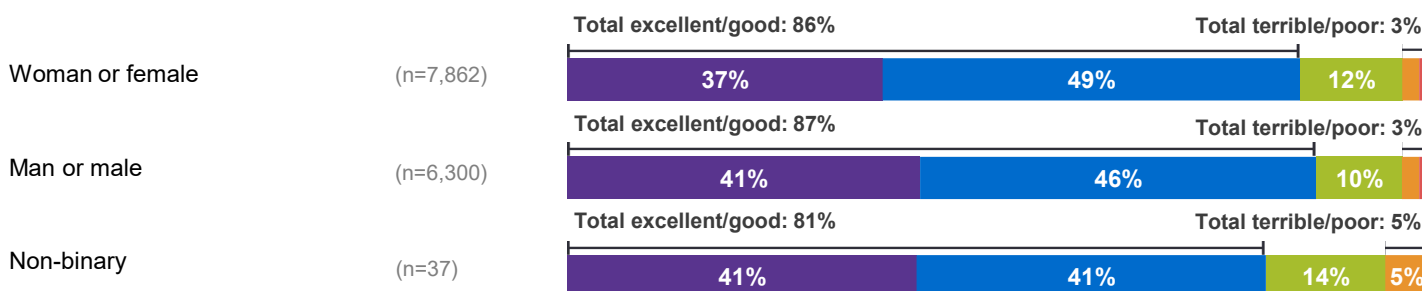
Accessibility of supervisor



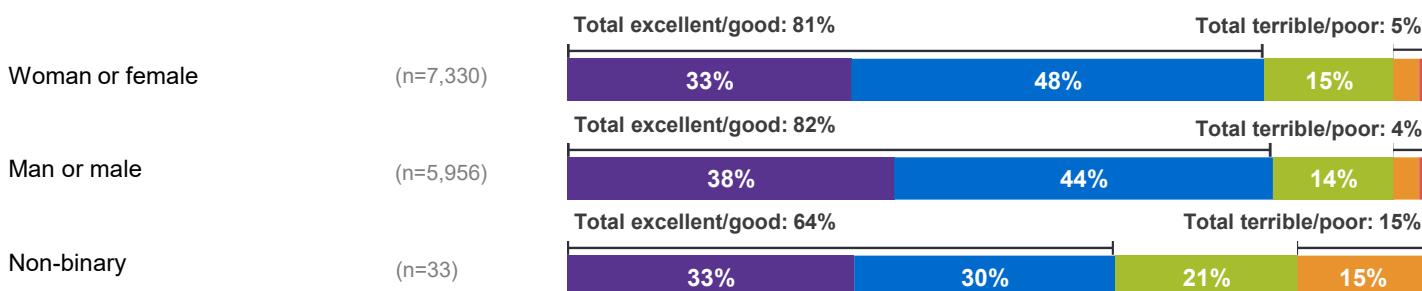
Helpfulness of supervisor



Ensuring your work is appropriate to your level of training



Completing workplace based assessments

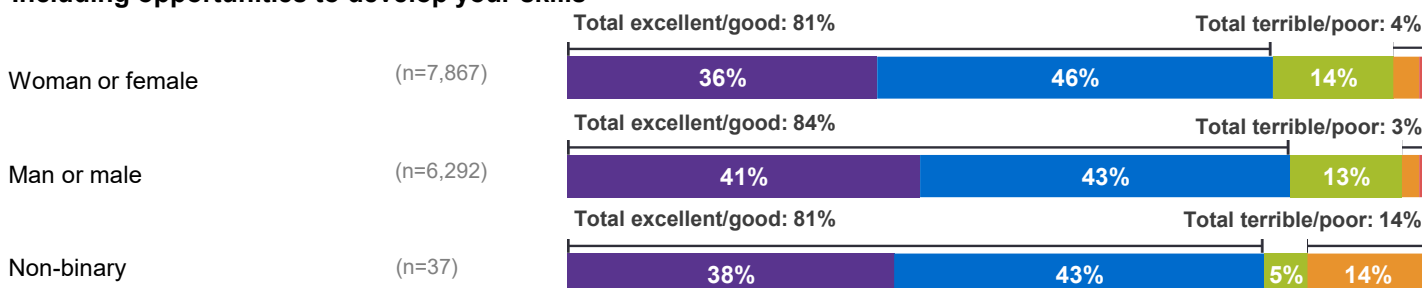


Base: Have a supervisor
 Q30. In your setting, how would you rate the quality of your overall clinical supervision for...?

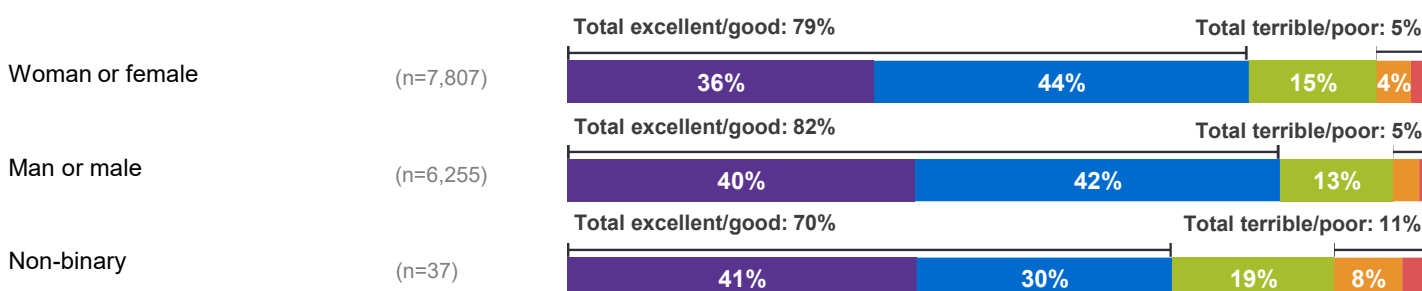
Clinical supervision

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

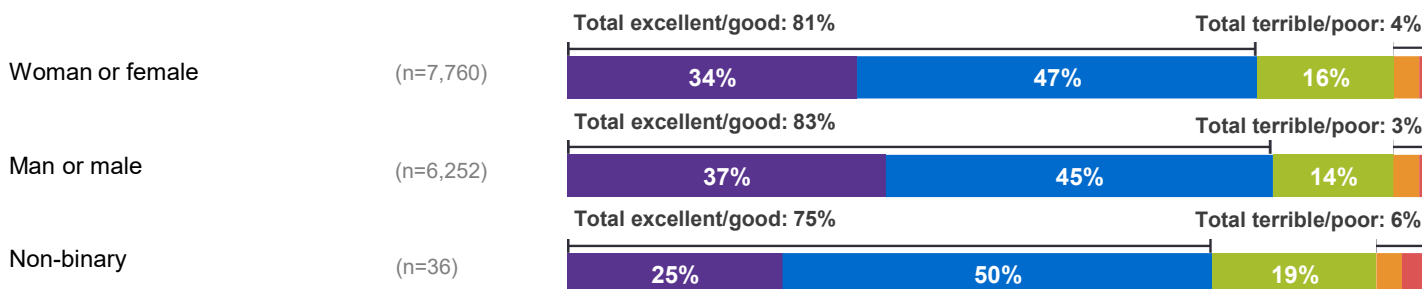
Including opportunities to develop your skills



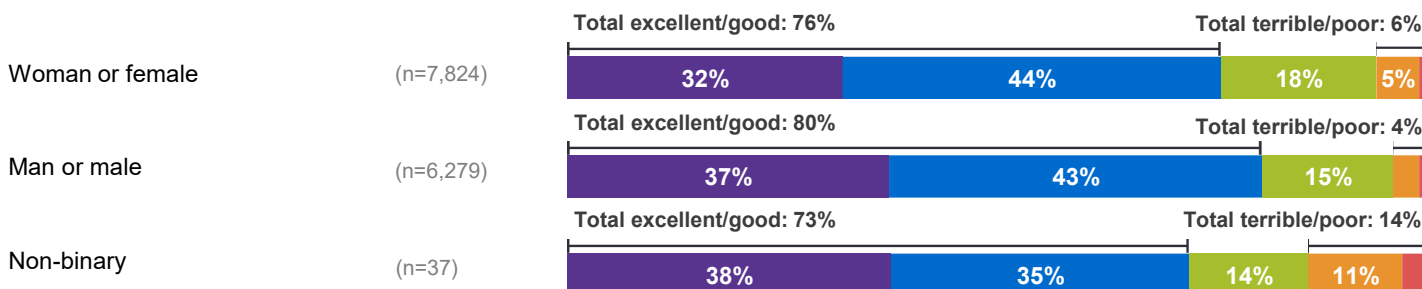
Supporting you to meet your training plan/pathway requirements



Usefulness of feedback



Regular, INFORMAL feedback

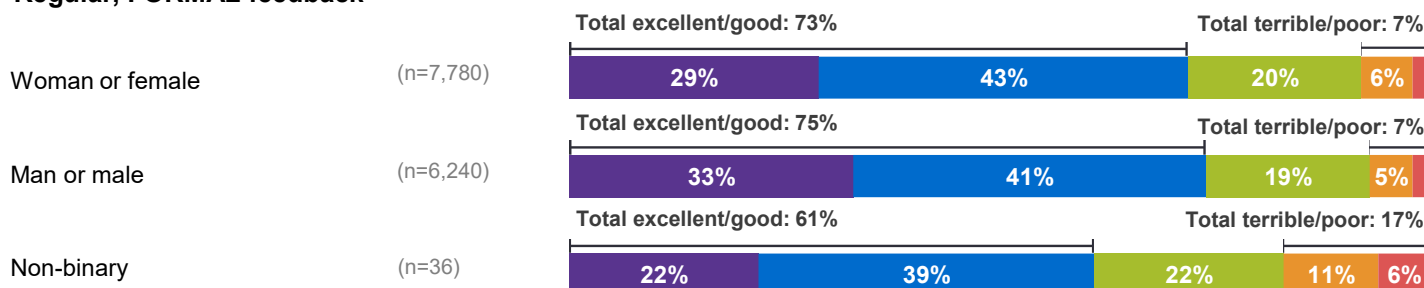


Base: Have a supervisor
 Q30. In your setting, how would you rate the quality of your overall clinical supervision for...?

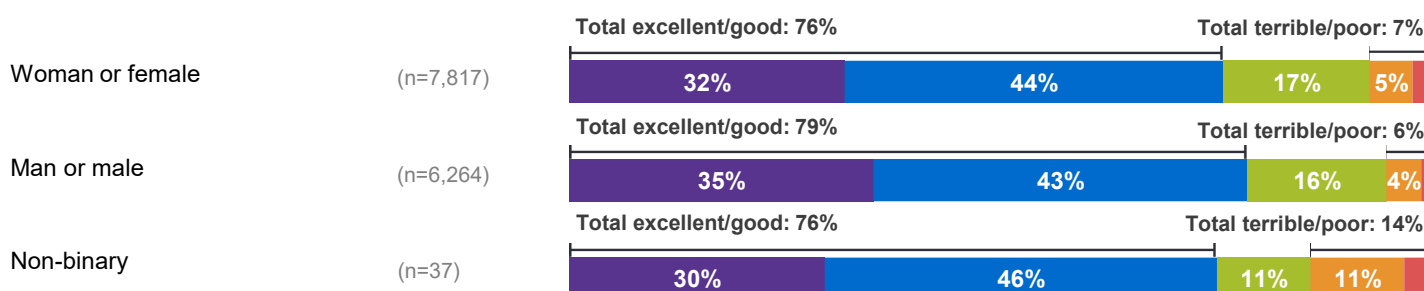
Clinical supervision

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

Regular, FORMAL feedback



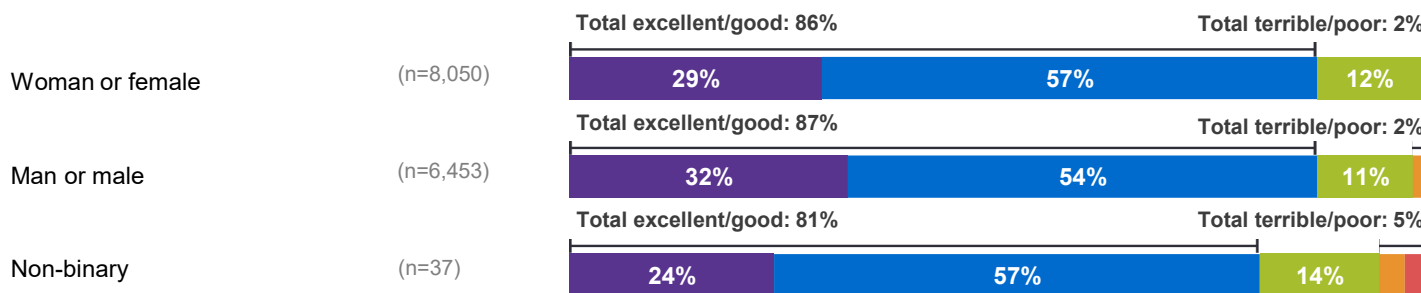
Discussions about my goals and learning objectives



Base: Have a supervisor
 Q30. In your setting, how would you rate the quality of your overall clinical supervision for...?

Access to teaching

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

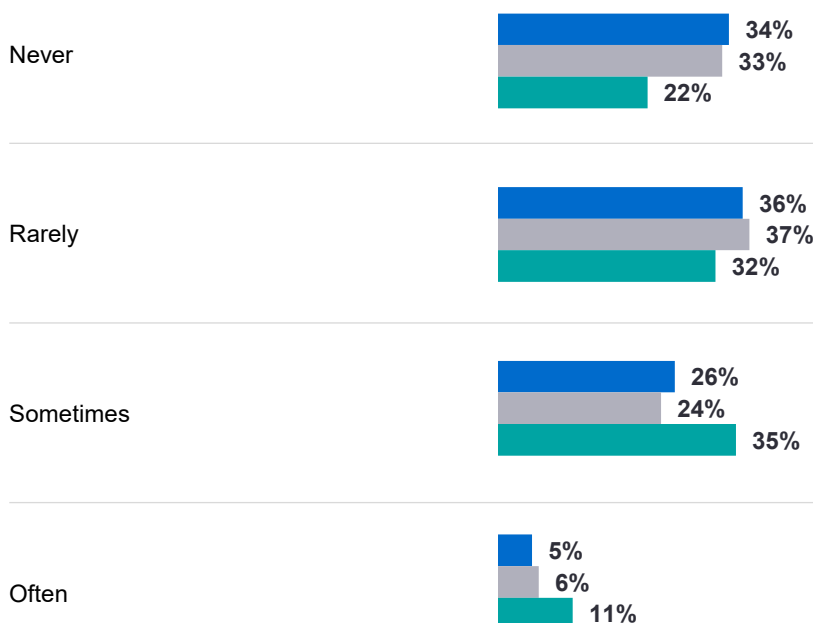


Key: ■ Excellent ■ Good ■ Average ■ Poor ■ Terrible

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

TRAINING AND OTHER JOB RESPONSIBILITIES

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

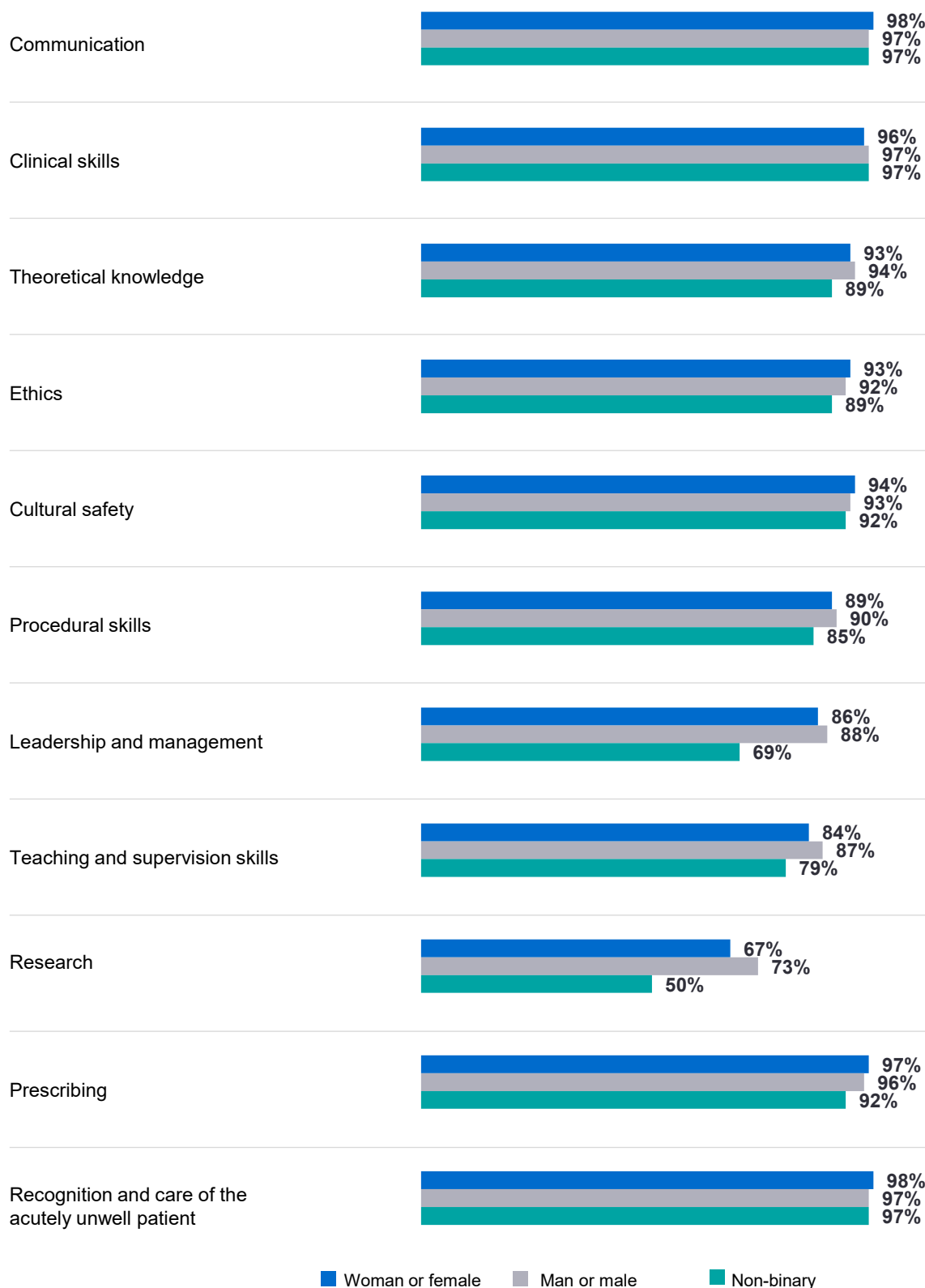


■ Woman or female ■ Man or male ■ Non-binary

Base: Total sample (Woman or female: 2025 n = 8,051; Man or male: 2025 n = 6,455; Non-binary: 2025 n = 37)
 Q36. Which of the following statements best describes the interaction between your training requirements and the responsibilities of your job? My job responsibilities...

Access to teaching

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



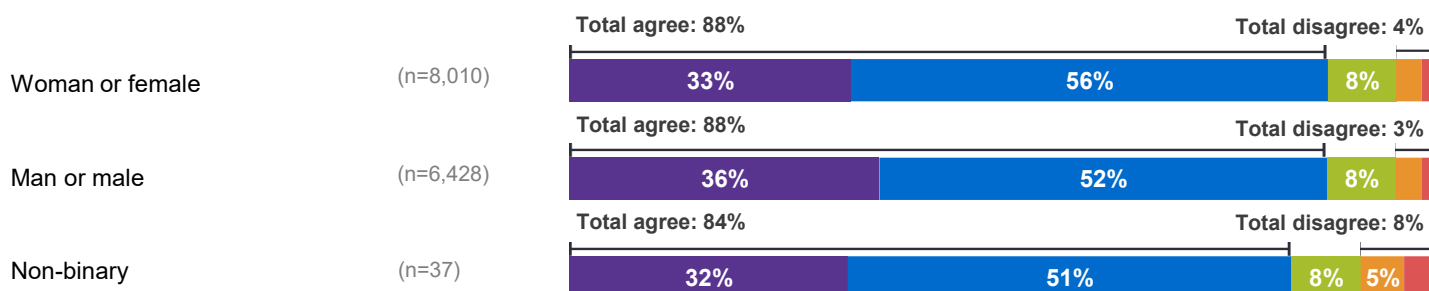
Base: Total sample (Woman or female: 2025 n = 8,055; Man or male: 2025 n = 6,455; Non-binary: 2025 n = 37)

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

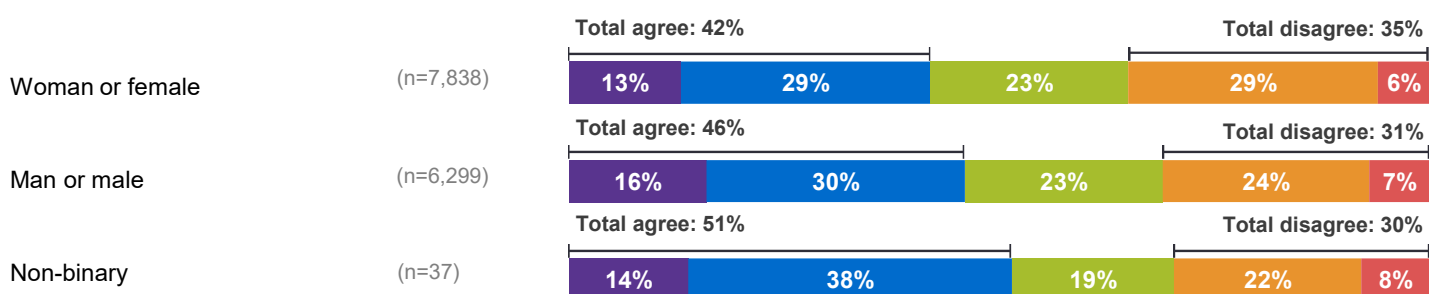
Access to teaching

DEVELOPMENT OF CLINICAL AND PRACTICAL SKILLS

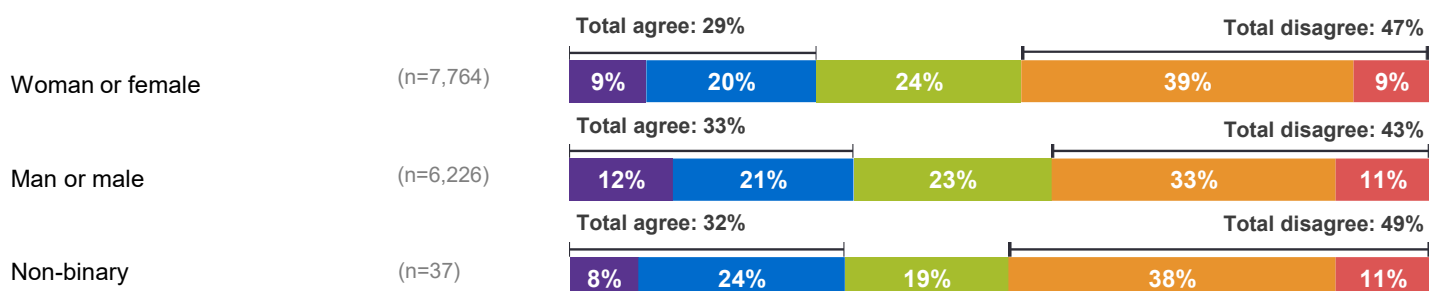
I can access the training opportunities available to me



I have to compete with other doctors for access to opportunities



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



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

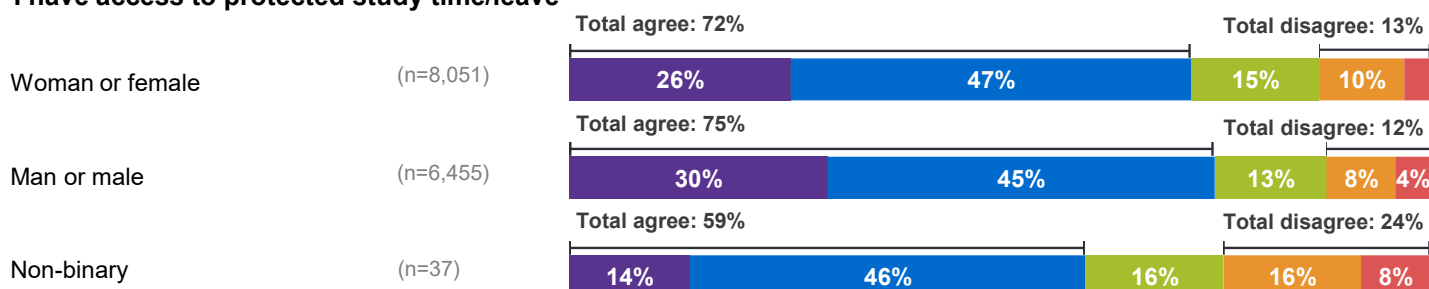
Base: Total sample

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

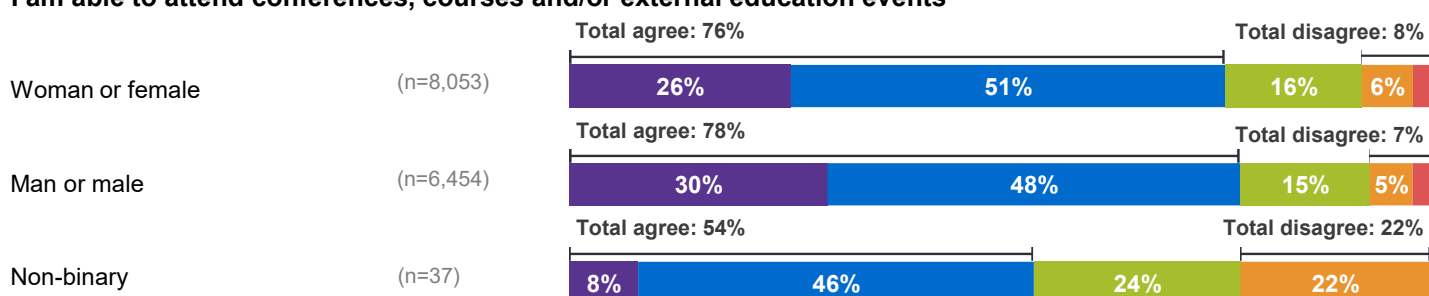
Access to teaching

ACCESS TO TEACHING AND RESEARCH

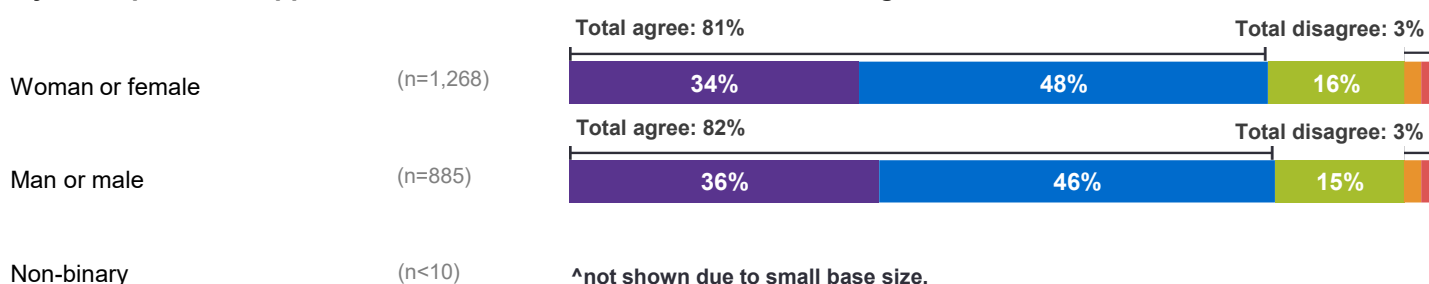
I have access to protected study time/leave



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



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



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

Base: Total sample

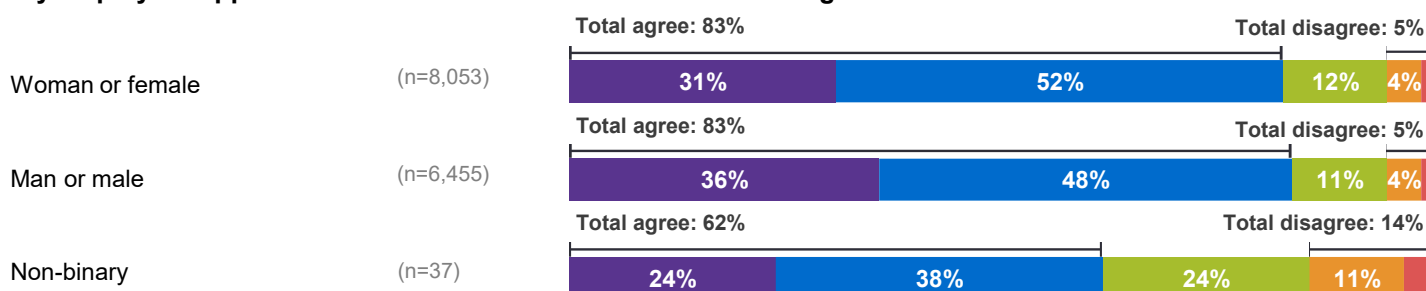
^Note: These questions were only asked of Specialist GP trainees, as such, data is filtered to Specialist GP trainees

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

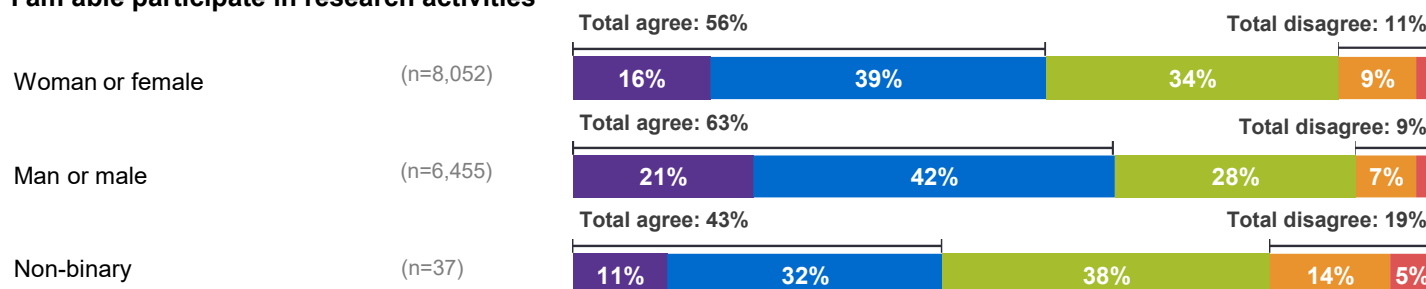
Access to teaching

ACCESS TO TEACHING AND RESEARCH (continued)

My employer supports me to attend formal and informal teaching sessions



I am able participate in research activities



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

Base: Total sample

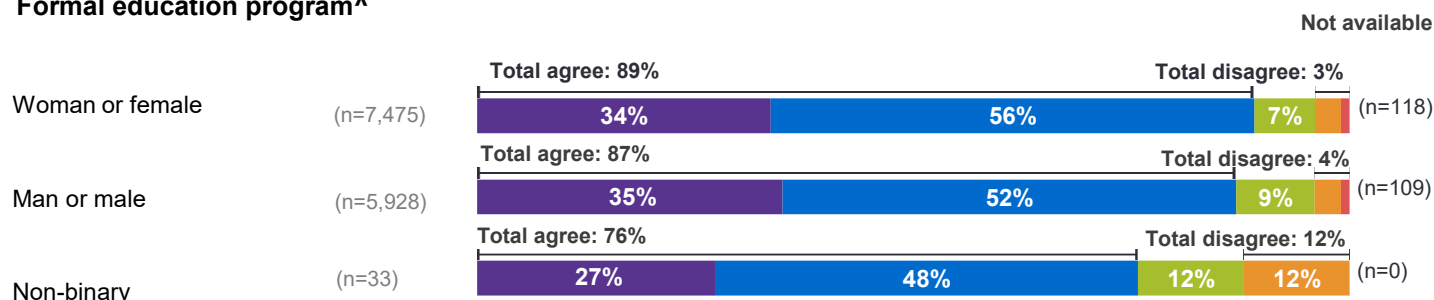
Q34. Thinking about access to teaching and research in your setting, to what extent do you agree or disagree with the following statements?

Access to teaching

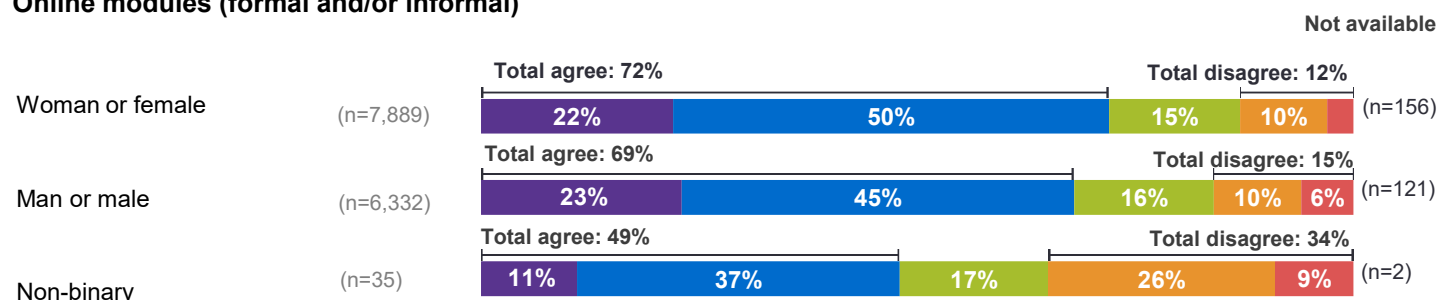
THE FOLLOWING EDUCATIONAL ACTIVITIES HAVE BEEN USEFUL IN YOUR DEVELOPMENT AS A DOCTOR

Trainees were asked their level of agreement on whether an educational activity had been useful in their development as a doctor. Though levels of agreement differed slightly, teaching in the course of patient care (bedside teaching) was the highest rated for each gender group (woman or female 91%, man or male 90%, non-binary 86%).

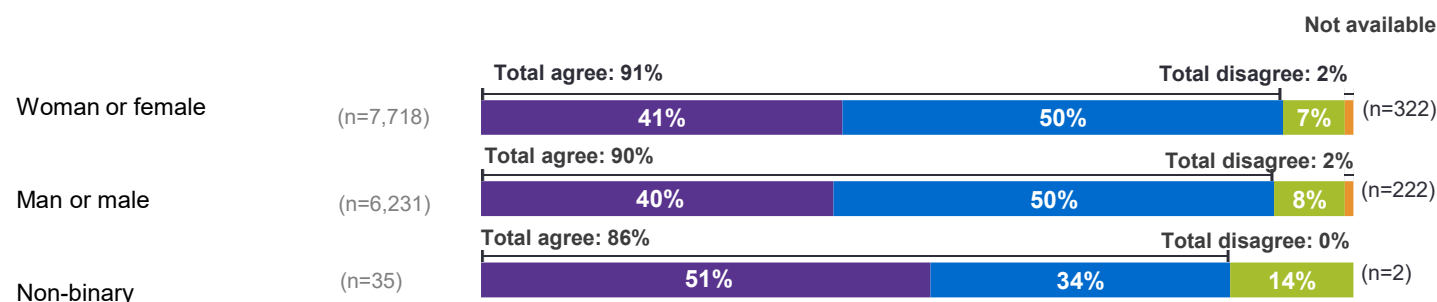
Formal education program[^]



Online modules (formal and/or informal)



Teaching in the course of patient care (bedside teaching)



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

Base: Total sample excluding not available (shown separately)

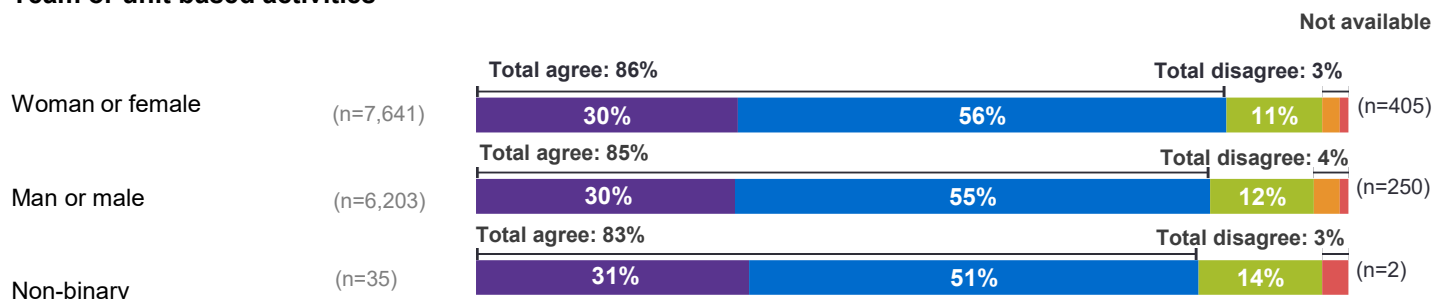
[^]Note: This question was not shown to Interns.

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

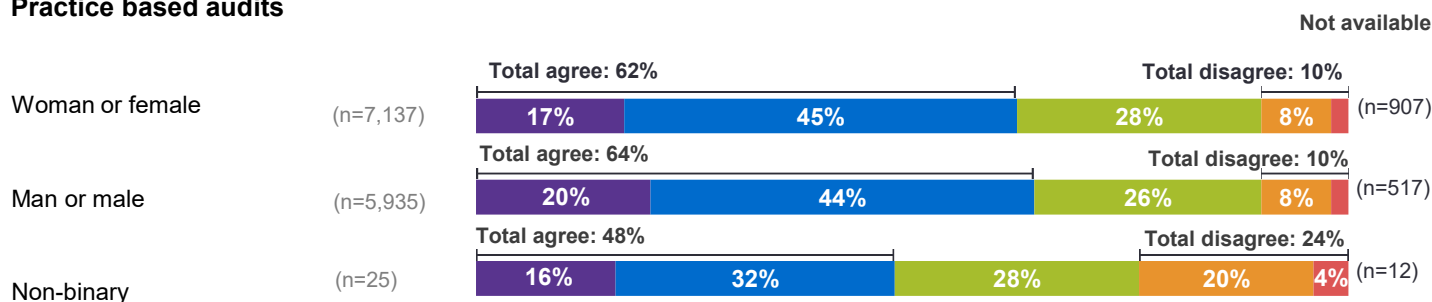
Access to teaching

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

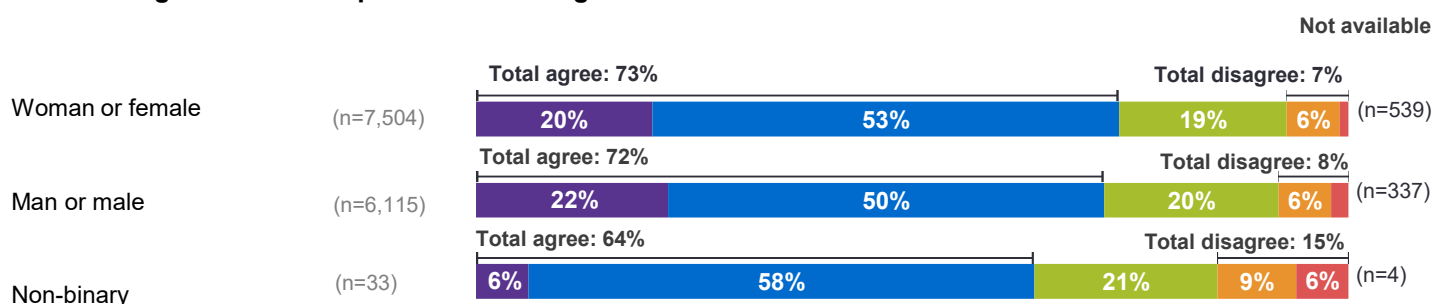
Team or unit based activities



Practice based audits



Medical/surgical and/or hospital-wide meetings



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

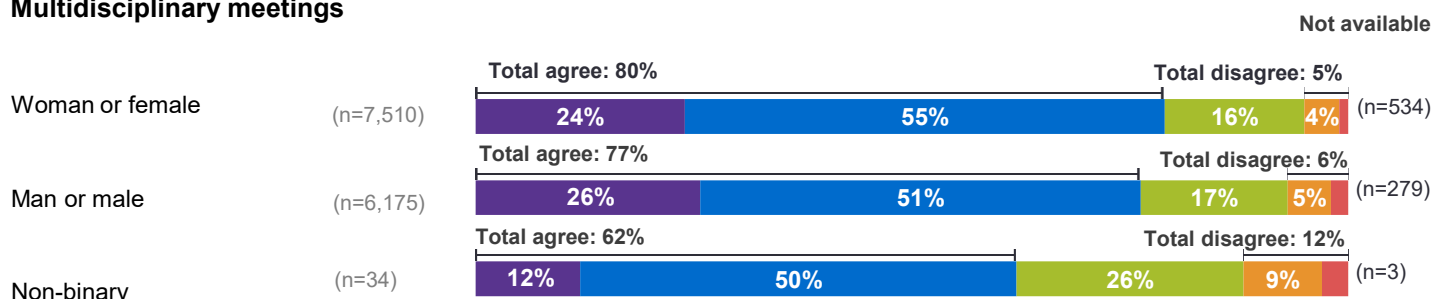
Base: Total sample excluding not available (shown separately)

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

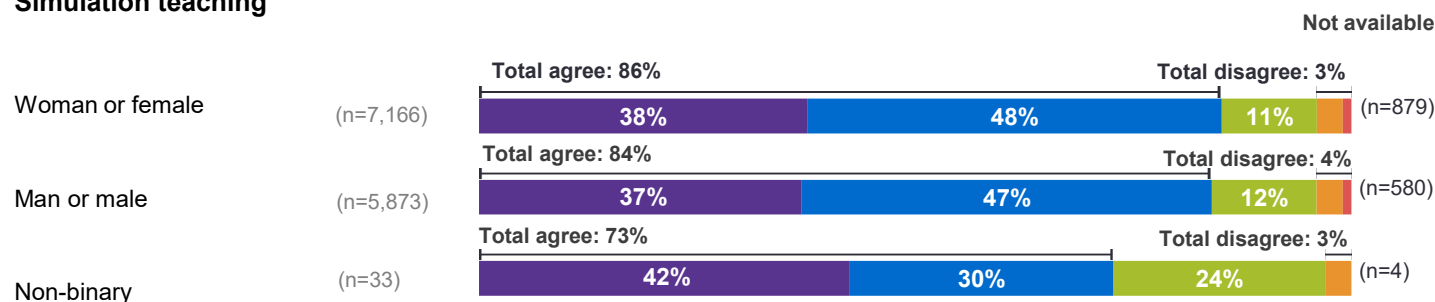
Access to teaching

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

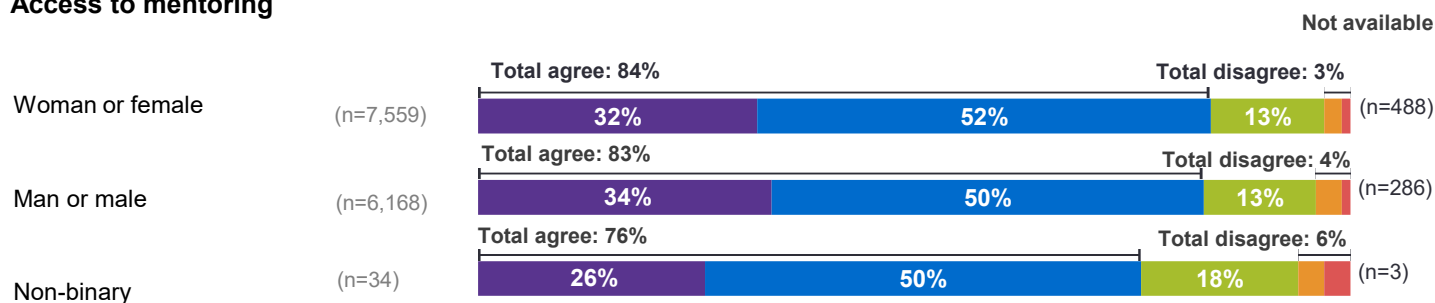
Multidisciplinary meetings



Simulation teaching



Access to mentoring



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

Base: Total sample excluding not available (shown separately)

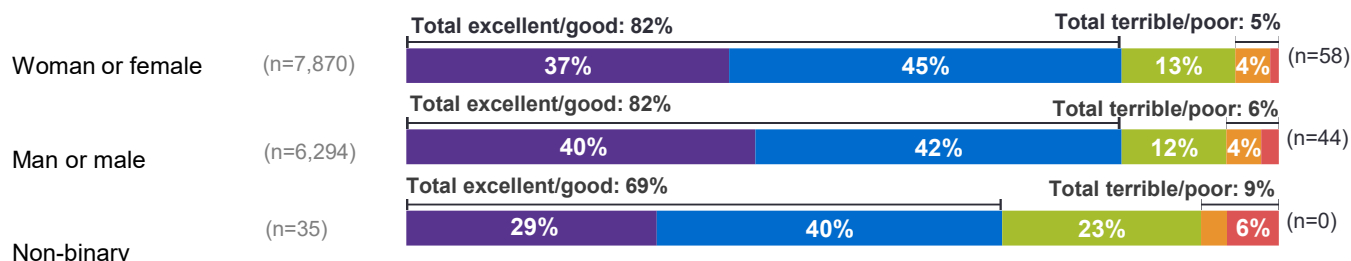
Q38. To what extent do you agree or disagree that the following educational activities have been useful in your development as a doctor?

Facilities

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

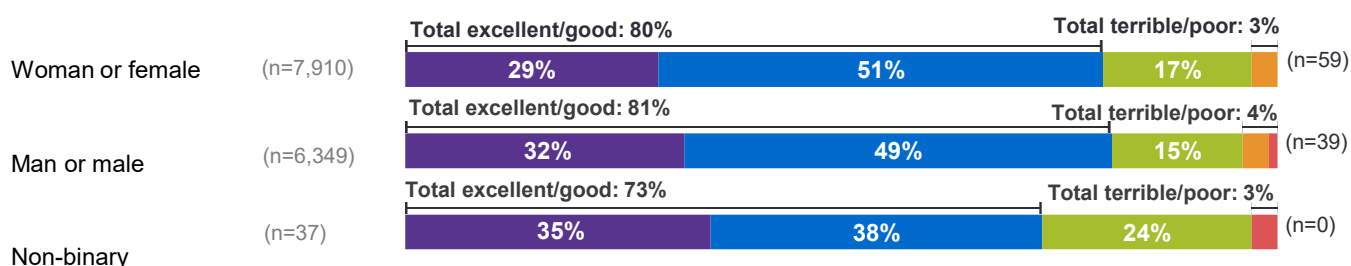
Reliable internet for training purposes

Not provided



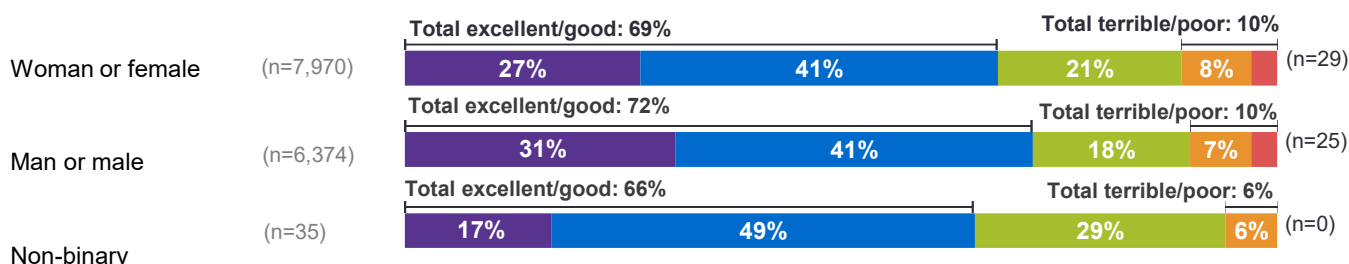
Educational resources

Not provided



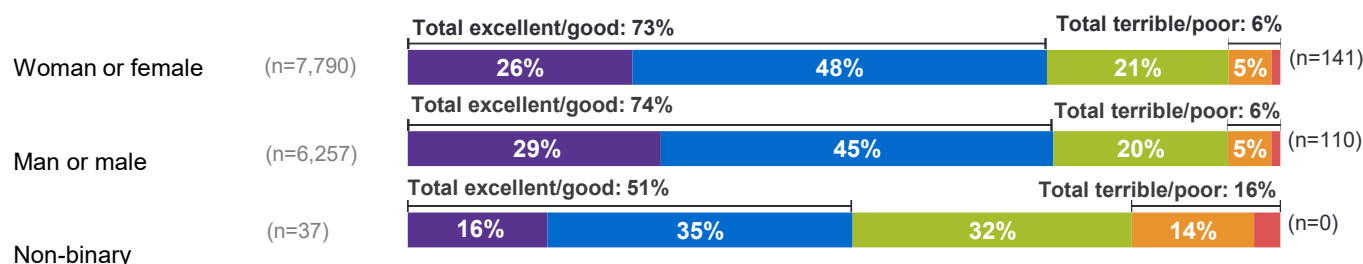
Working space, such as a desk and computer

Not provided



Teaching spaces

Not provided



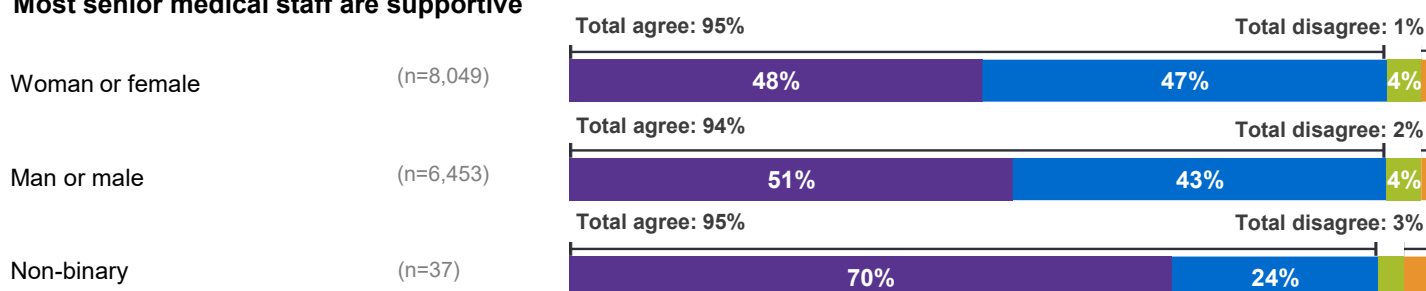
Key: ■ Excellent ■ Good ■ Average ■ Poor ■ Terrible

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

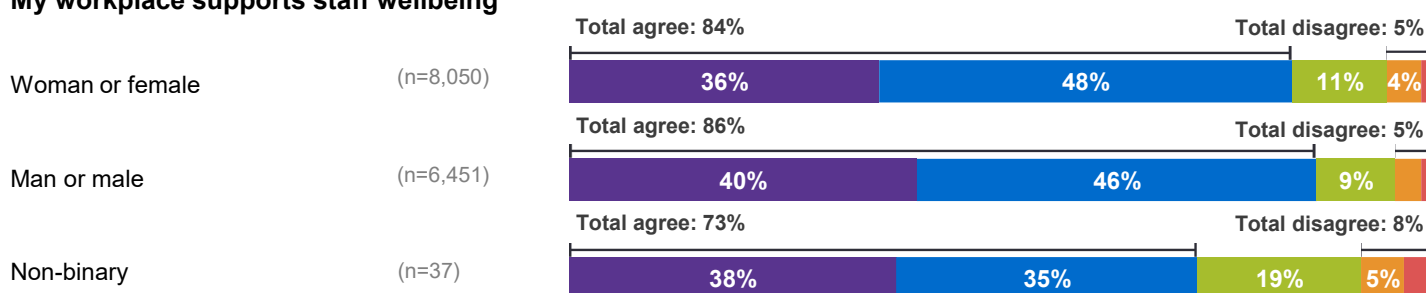
Workplace environment and culture

CULTURE WITHIN THE TRAINEE'S SETTING

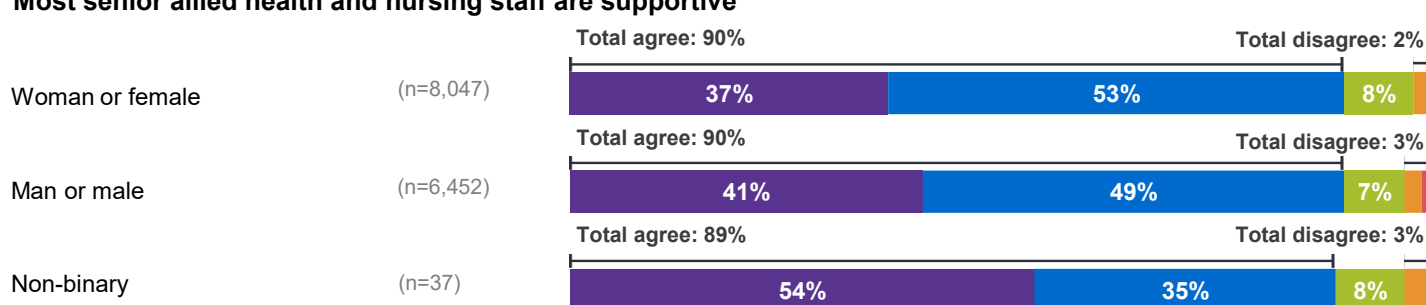
Most senior medical staff are supportive



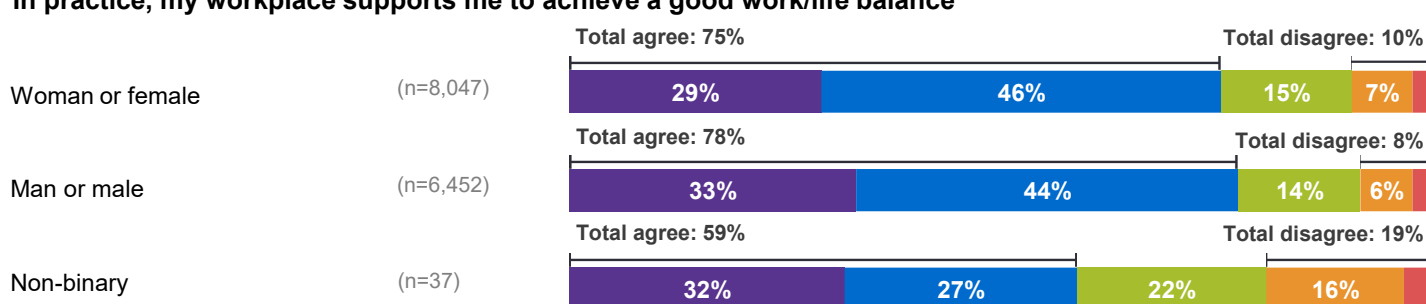
My workplace supports staff wellbeing



Most senior allied health and nursing staff are supportive



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



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

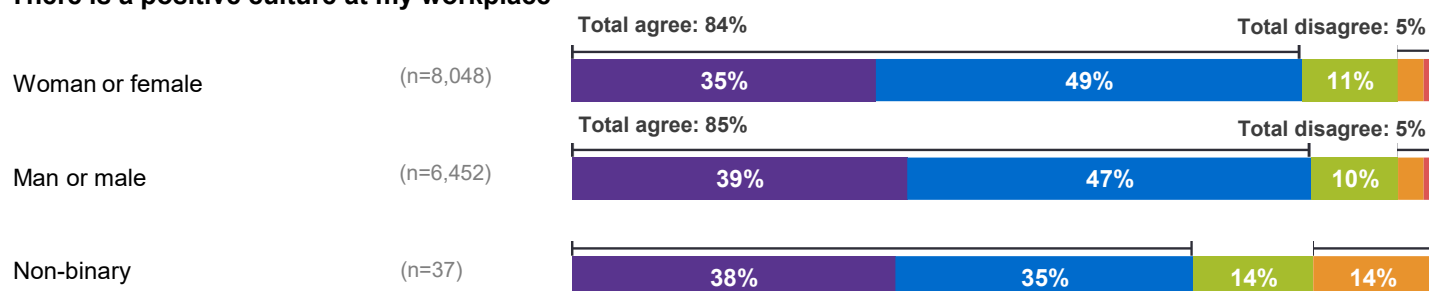
Base: Total sample

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

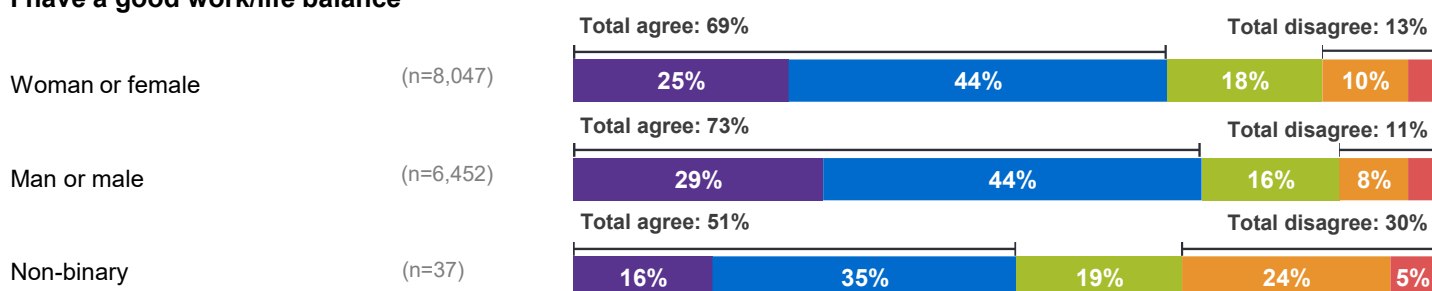
Workplace environment and culture

CULTURE WITHIN THE TRAINEE'S SETTING (continued)

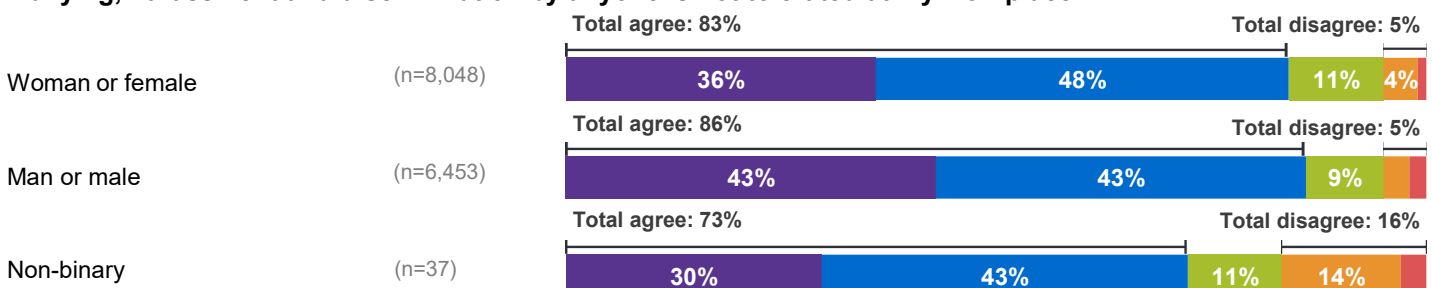
There is a positive culture at my workplace



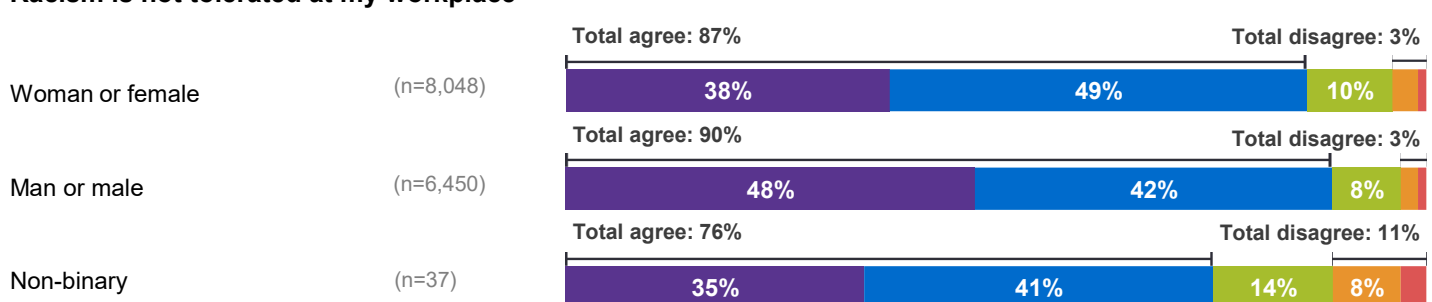
I have a good work/life balance



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



Racism is not tolerated at my workplace



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

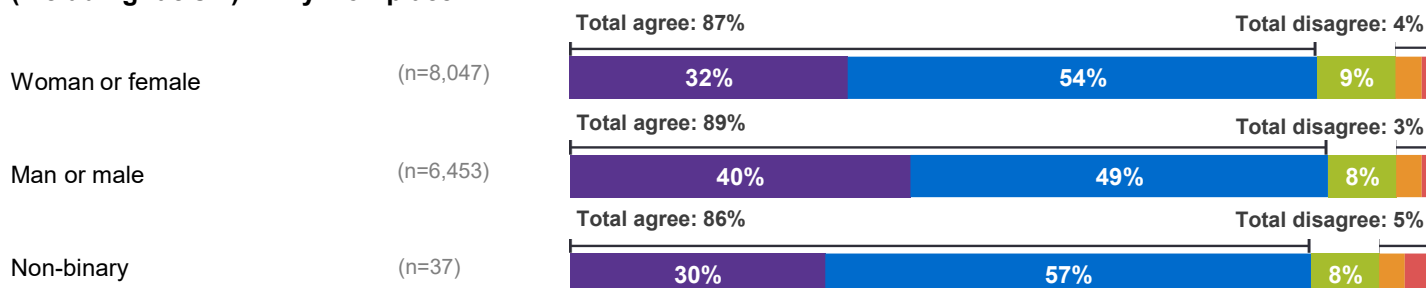
Base: Total sample

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

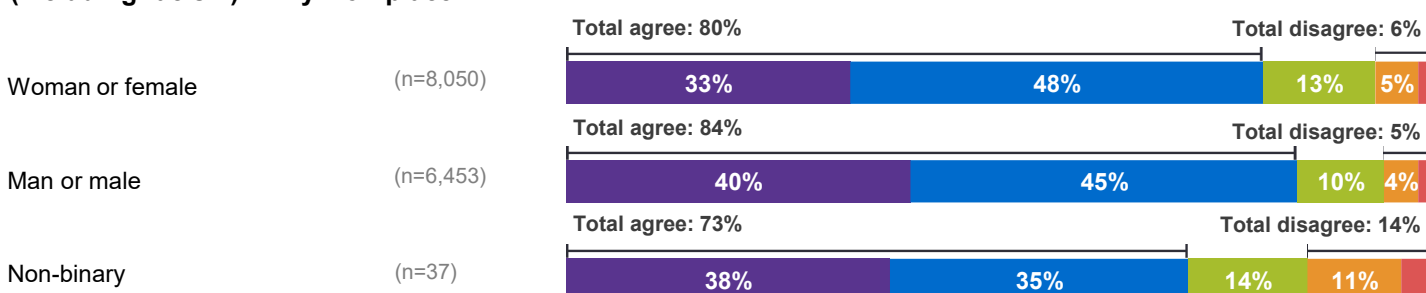
Workplace environment and culture

CULTURE WITHIN THE TRAINEE'S SETTING (continued)

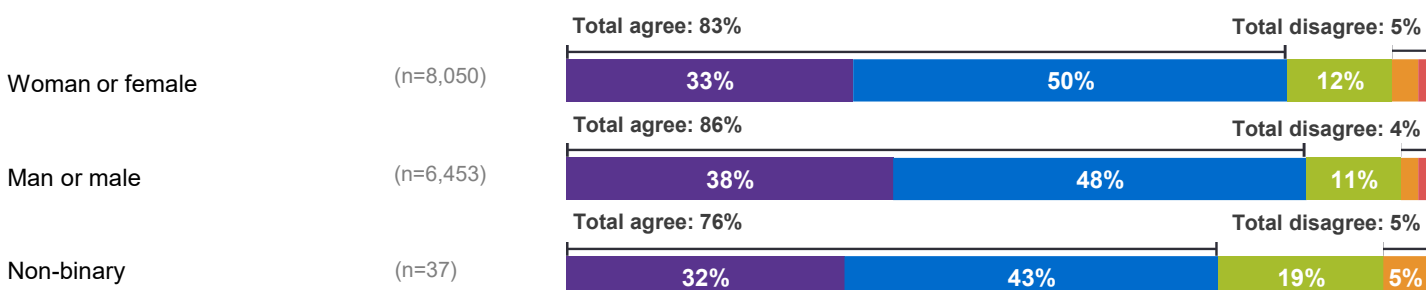
I know how to raise concerns/issues about bullying, harassment and discrimination (including racism) in my workplace



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



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



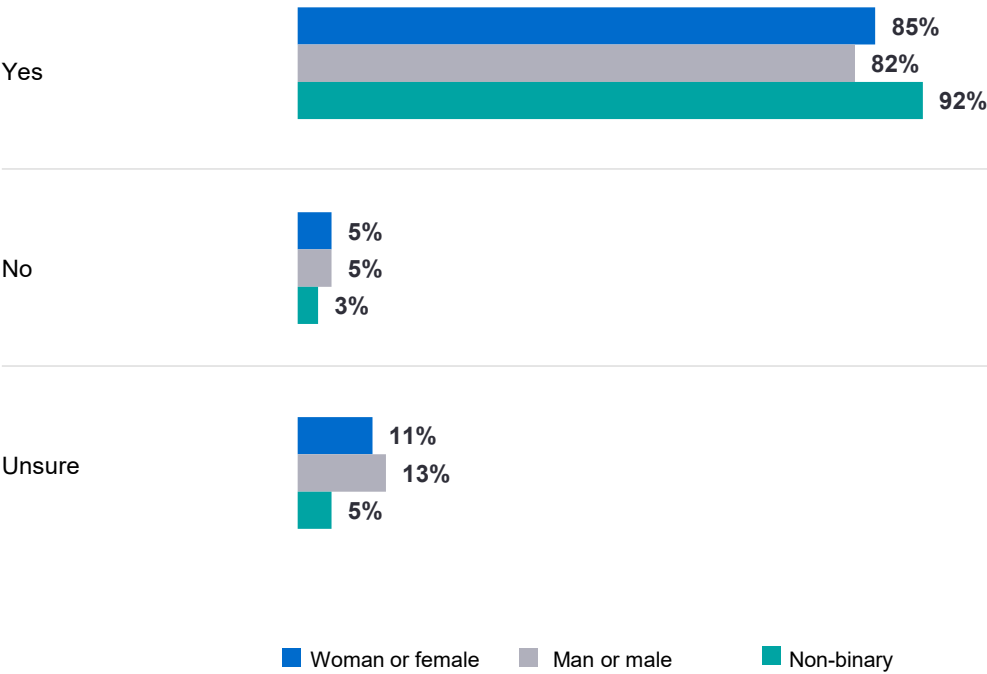
Key: ■ Strongly agree ■ Agree ■ Neither agree nor disagree ■ Disagree ■ Strongly disagree

Base: Total sample

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

Workplace environment and culture

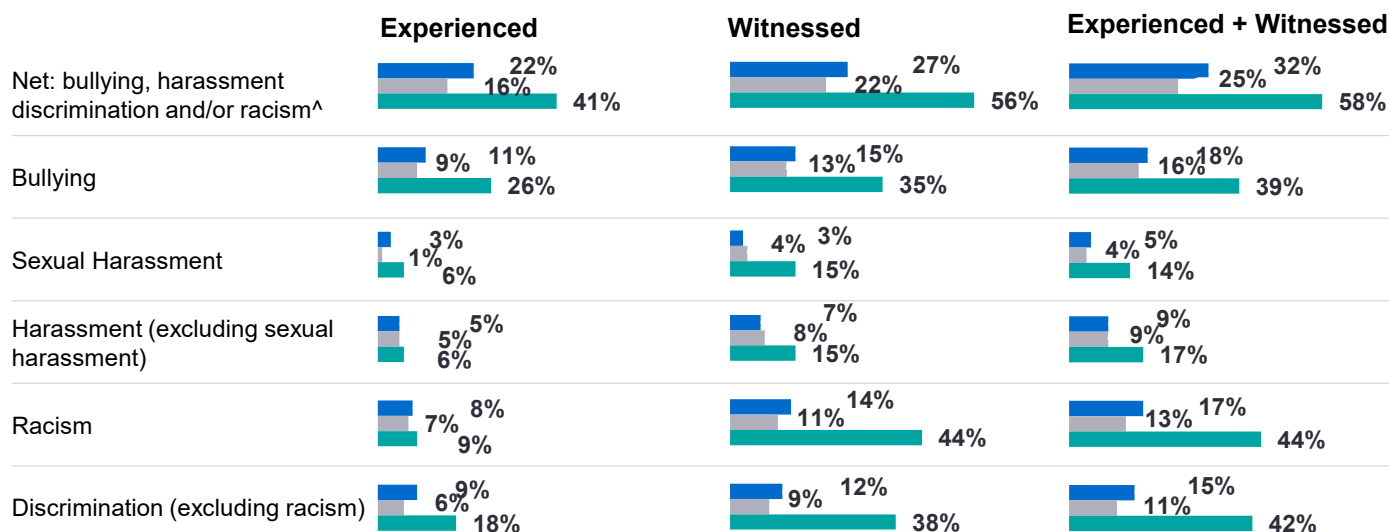
IF YOU NEEDED SUPPORT, DO YOU KNOW HOW TO ACCESS SUPPORT FOR YOUR HEALTH
(INCLUDING FOR STRESS AND OTHER PSYCHOLOGICAL DISTRESS)?



Base: Total sample (Woman or female: 2025 n = 8,053; Man or male: 2025 n = 6,450; Non-binary: 2025 n = 37)
Q43. If you needed support, do you know how to access support for your health (including for stress and other psychological distress)?

Workplace environment and culture

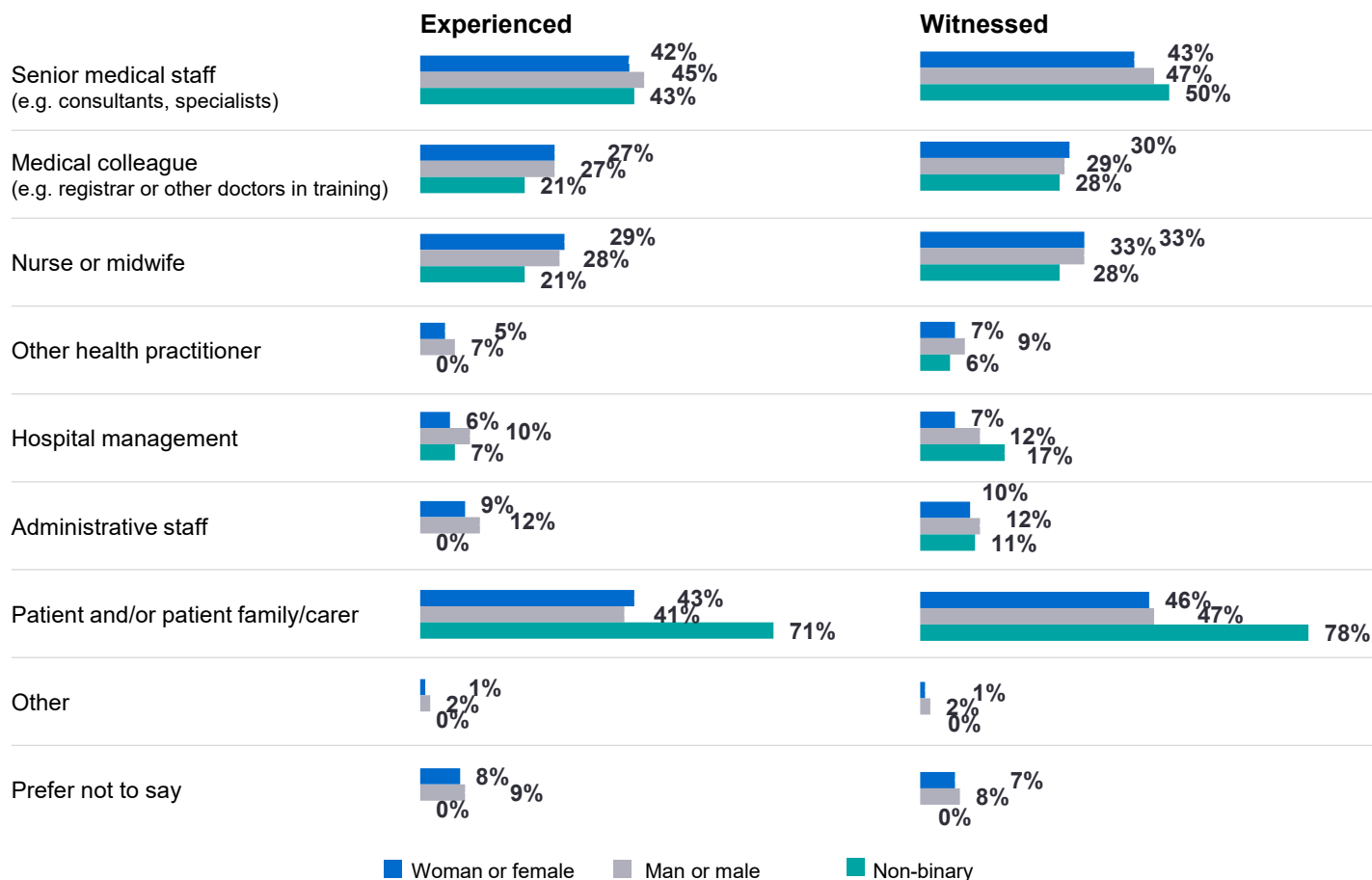
IN THE PAST 12 MONTHS, HAVE YOU... (% yes)



(^aNet figure shows the proportion of respondents who experienced/witnessed at least one behaviour)

Woman or female Man or male Non-binary

WHO WAS RESPONSIBLE...



Woman or female Man or male Non-binary

Base: Total sample - Experienced (Woman or female: 2025 n = 7,171; Man or male: 2025 n = 5,694; Non-binary: 2025 n = 34) - Witnessed (Woman or female: 2025 n = 7,414; Man or male: 2025 n = 5,881; Non-binary: 2025 n = 34)

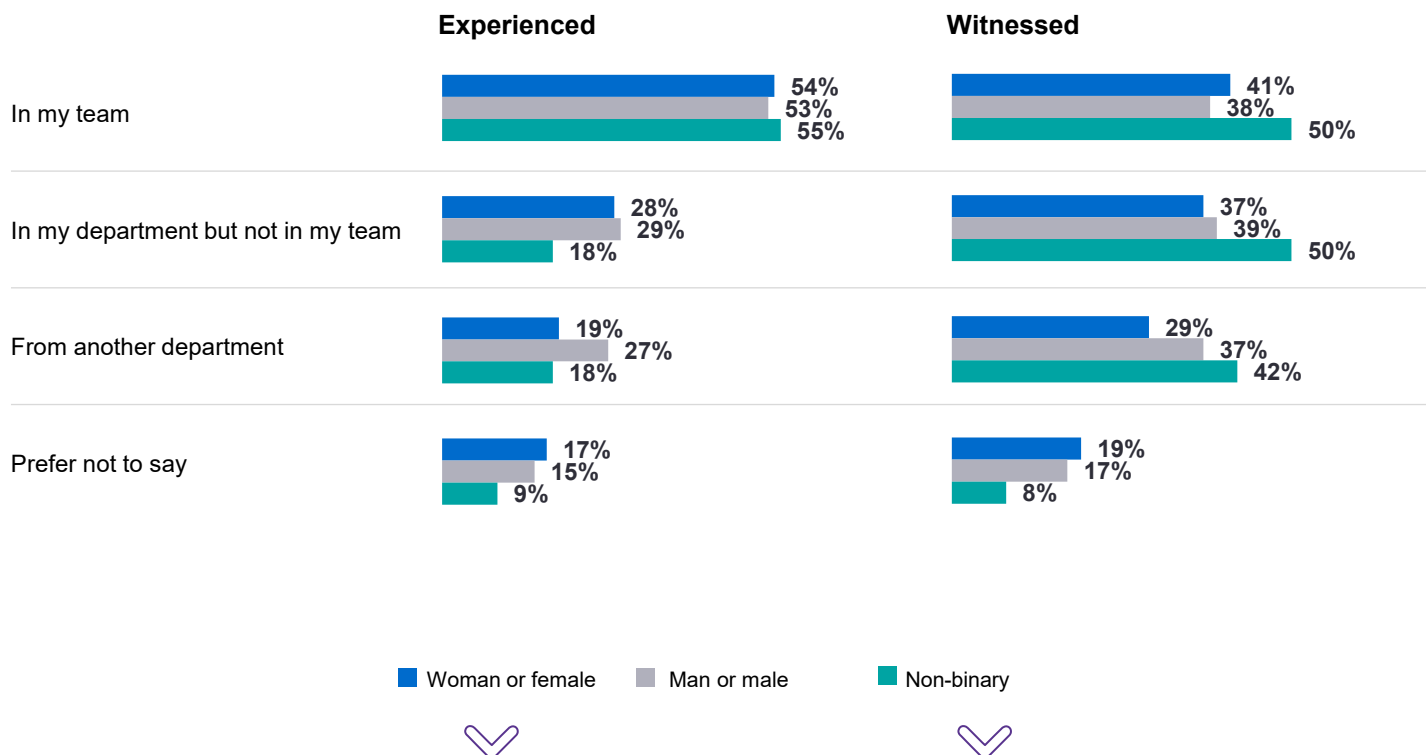
Q42a. Thinking about your workplace, have you experienced and/or witnessed any of the following in the past 12 months?

Base: Experienced/witnessed bullying, harassment discrimination and/or racism - Experienced (Woman or female: 2025 n = 1,529; Man or male: 2025 n = 882; Non-binary: 2025 n = 14) - Witnessed (Woman or female: 2025 n = 1,958; Man or male: 2025 n = 1,282; Non-binary: 2025 n = 18)

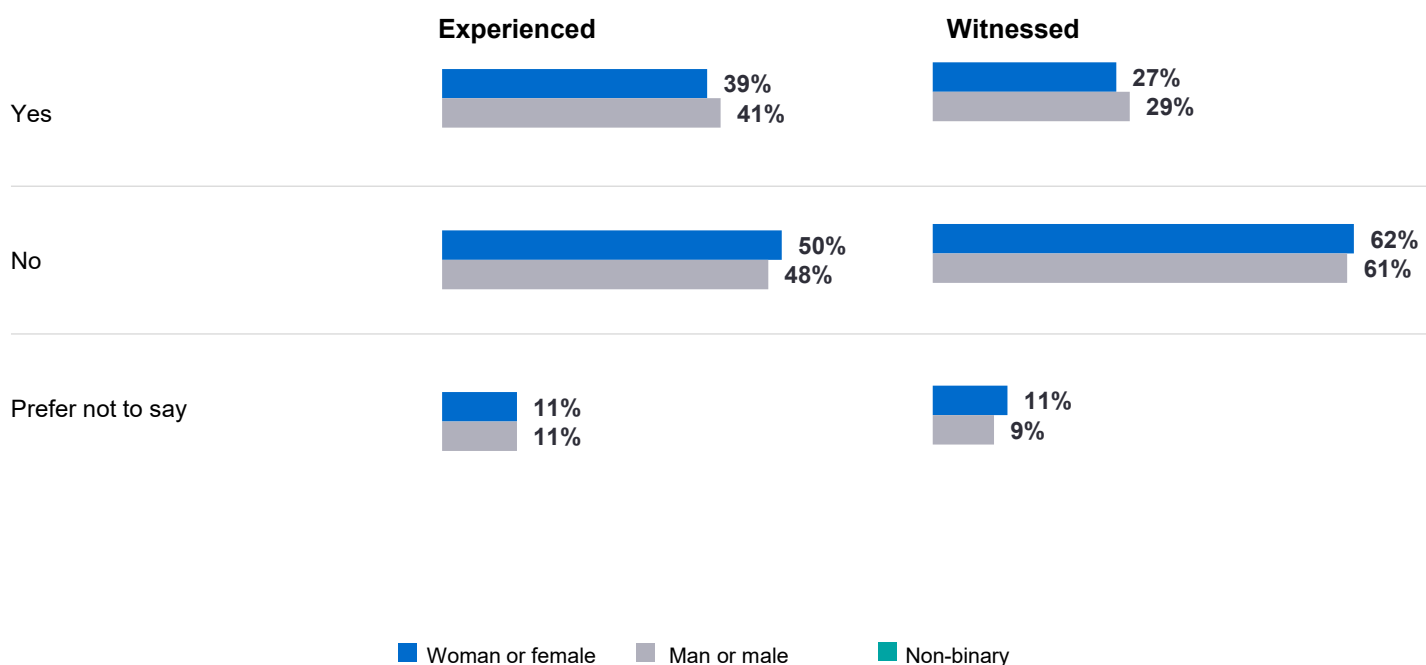
Q42b. Who was responsible for the bullying, harassment, discrimination and/or racism that you experienced/witnessed...

Workplace environment and culture

THE STAFF MEMBER OR COLLEAGUE RESPONSIBLE WAS...



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



Base: Experienced bullying, harassment, discrimination and/or racism from someone who was not a patient Experienced (Woman or female: 2025 n = 1,121; Man or male: 2025 n = 627; Non-binary: 2025 n = 11) - Witnessed (Woman or female: 2025 n = 1,429; Man or male: 2025 n = 921; Non-binary: 2025 n = 12)

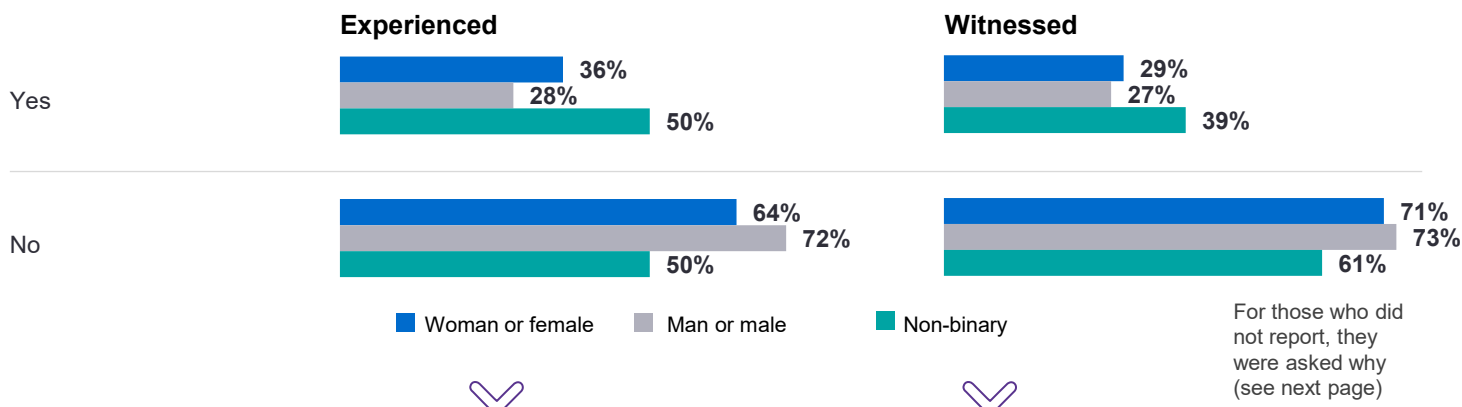
Q42c. The person(s) responsible was...

Base: Experienced bullying, harassment discrimination and/or racism from someone in their team or department (rebased to who was not a patient) (Woman or female: 2025 n = 809; Man or male: 2025 n = 449; Non-binary: 2025 n = <10) - Witnessed (Woman or female: 2025 n = 930; Man or male: 2025 n = 595; Non-binary: 2025 n = <10)

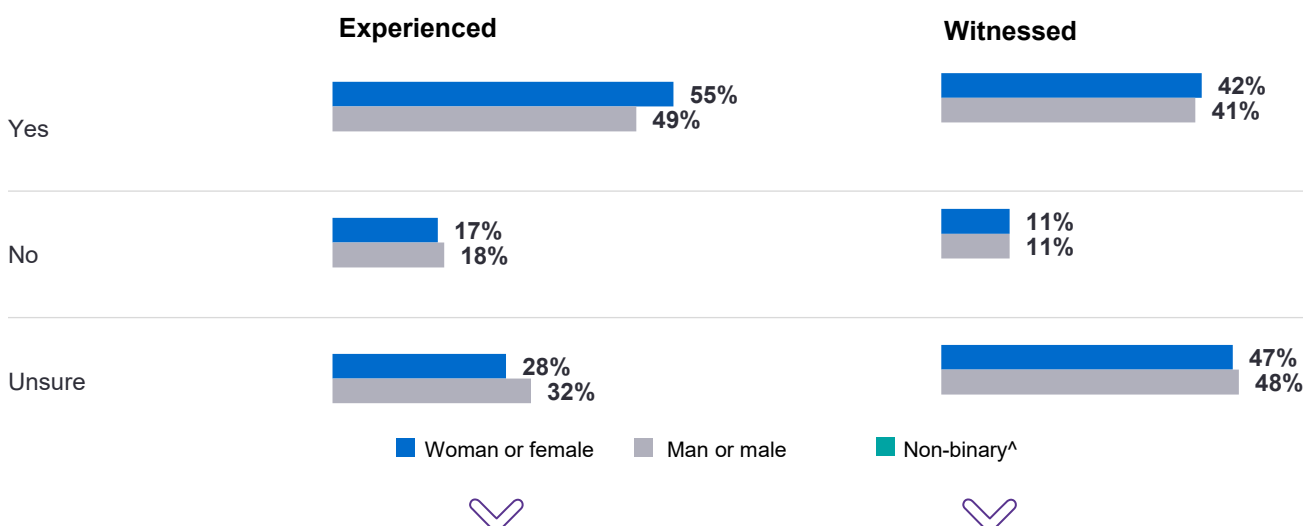
Q42d. Was the person(s) one of your supervisors?...

Workplace environment and culture

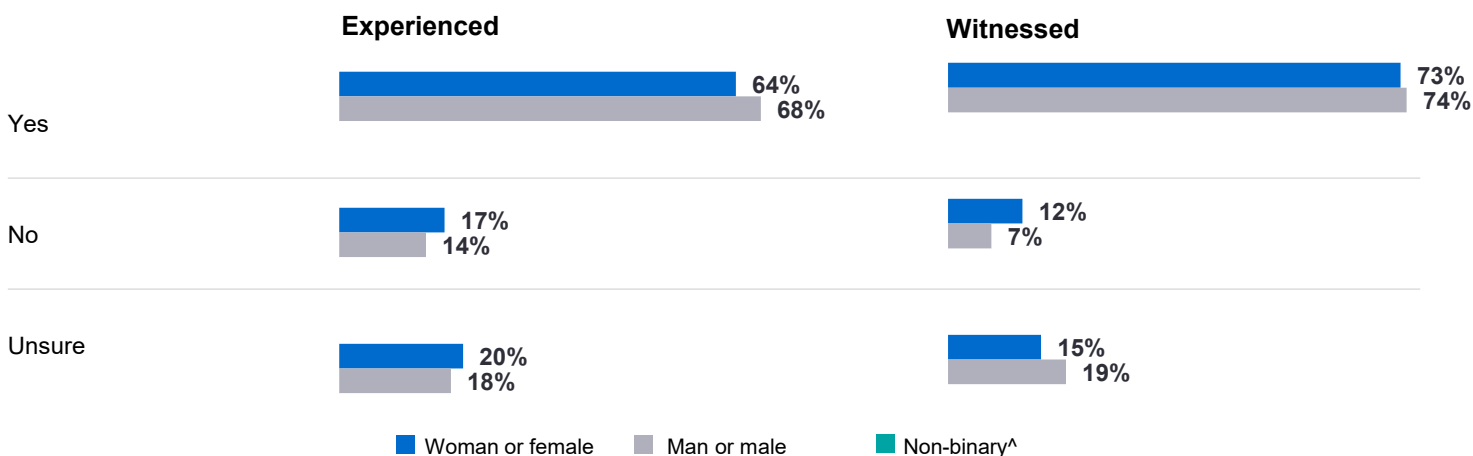
HAVE YOU REPORTED IT...



HAS THE REPORT BEEN FOLLOWED UP...



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



Base: Experienced bullying, harassment discrimination and/or racism (Woman or female: 2025 n = 1,530; Man or male: 2025 n = 880; Non-binary: 2025 n = 14) - Witnessed (Woman or female: 2025 n = 1,953; Man or male: 2025 n = 1,279; Non-binary: 2025 n = 18) | Q42e. Have you reported it?

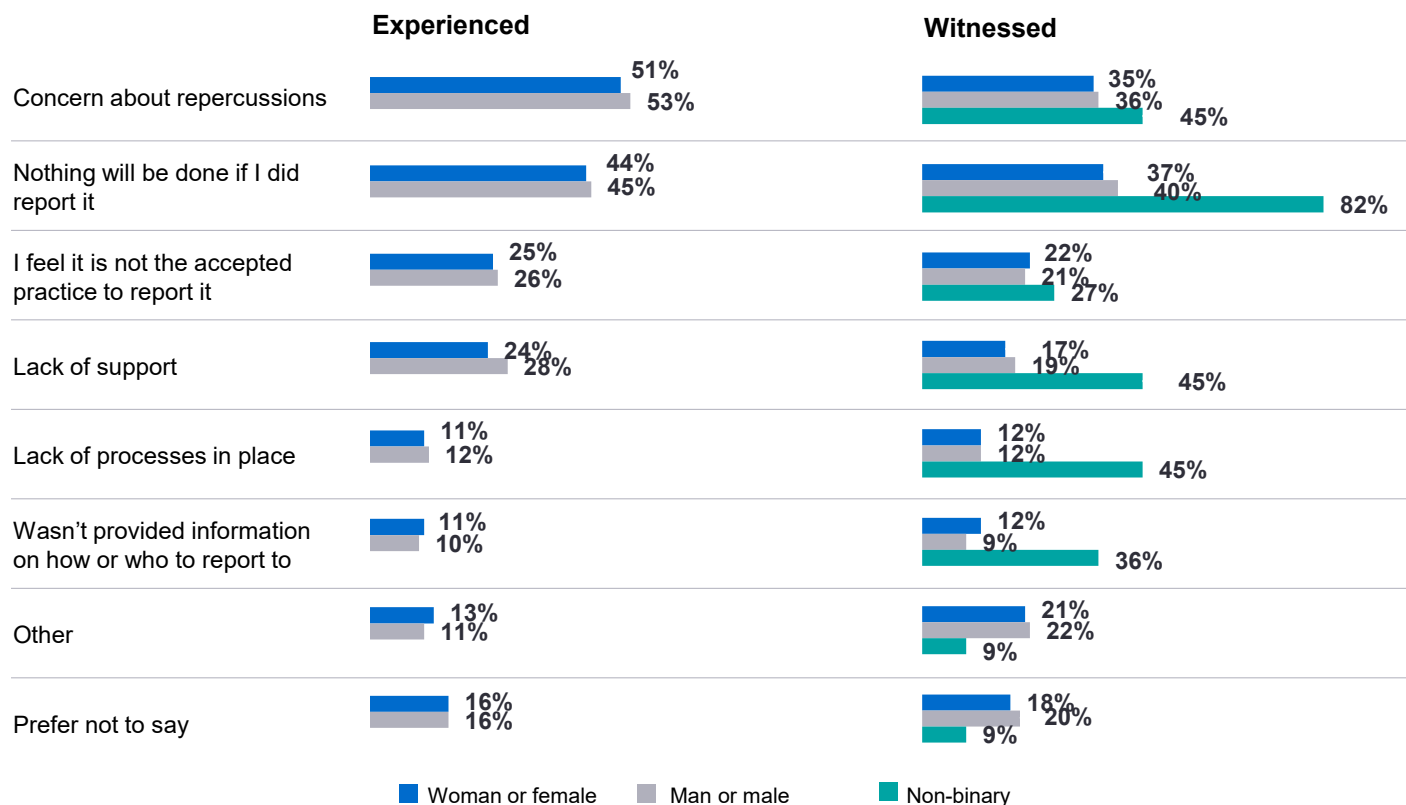
Base: Reported bullying, harassment, discrimination and/or racism (Woman or female: 2025 n = 545; Man or male: 2025 n = 245; Non-binary: 2025 n = <10) - Witnessed (Woman or female: 2025 n = 568; Man or male: 2025 n = 339; Non-binary: 2025 n = <10) | Q42f. Has the report been followed up?

^This category contains less than 10 responses. The values have been suppressed to protect anonymity
 Base: Reported bullying, harassment, discrimination and/or racism who reported the incident and followed it up (Woman or female: 2025 n = 295; Man or male: 2025 n = 120; Non-binary: 2025 n = <10) - Witnessed (Woman or female: 2025 n = 237; Man or male: 2025 n = 139; Non-binary: 2025 n = <10) | Q42g. Are you satisfied with how the report was followed up?

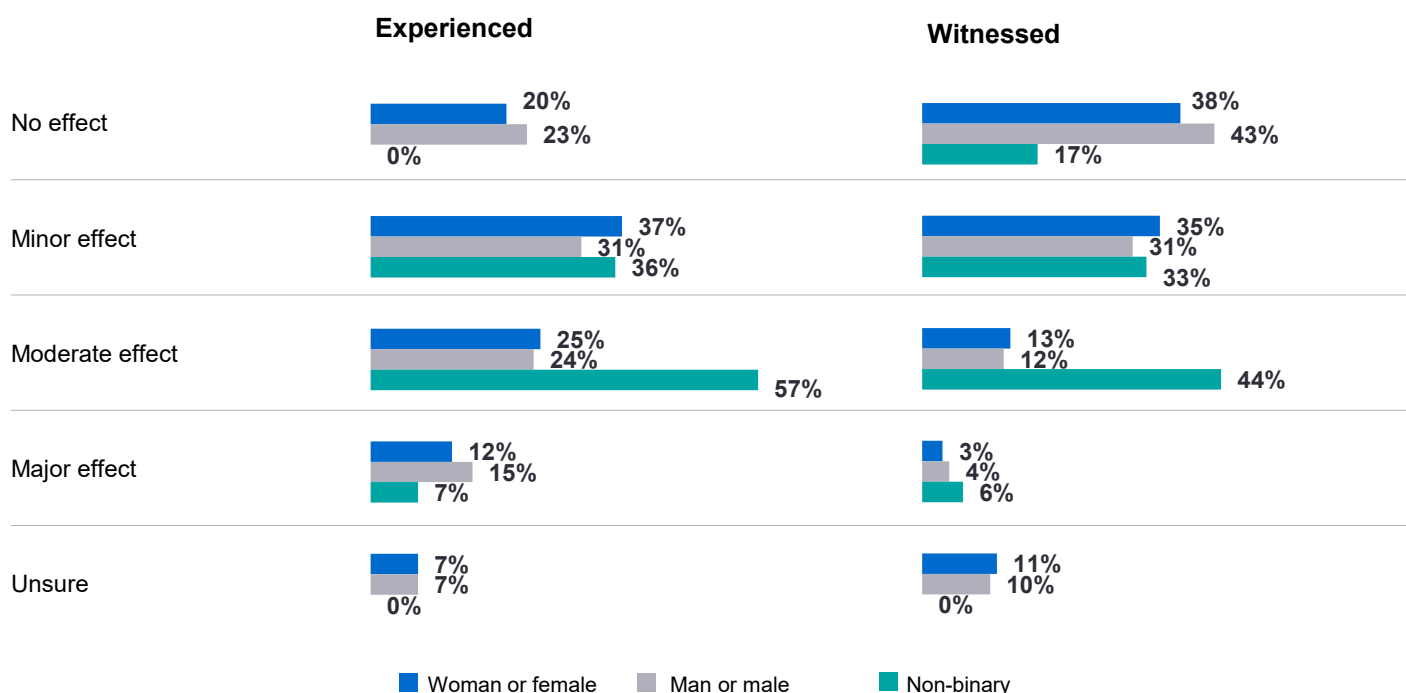
^This category contains less than 10 responses. The values have been suppressed to protect anonymity

Workplace environment and culture

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. (Woman or female: 2025 n = 981; Man or male: 2025 n = 625; Non-binary: 2025 n = <10) - Witnessed (Woman or female: 2025 n = 1,359; Man or male: 2025 n = 915; Non-binary: 2025 n = 11)

Q42i. What prevented you from reporting?

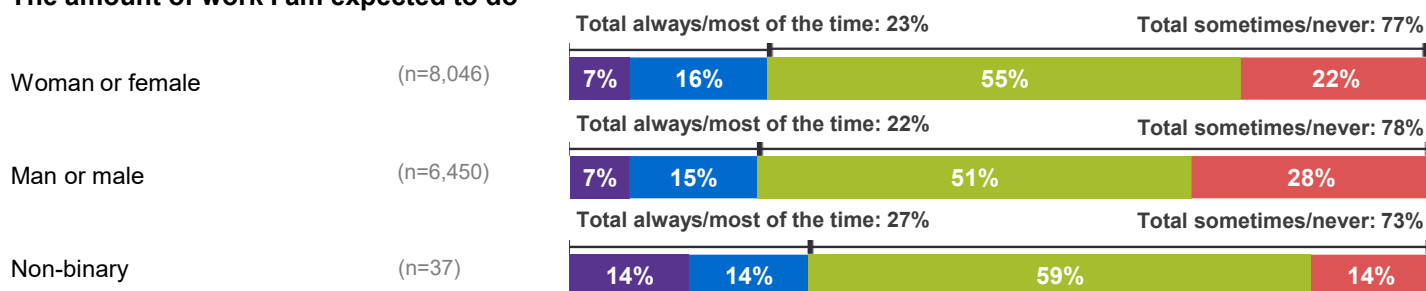
Base: Experienced bullying, harassment discrimination and/or racism (Woman or female: 2025 n = 1,536; Man or male: 2025 n = 887; Non-binary: 2025 n = 14) - Witnessed (Woman or female: 2025 n = 1,949; Man or male: 2025 n = 1,293; Non-binary: 2025 n = 18)

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

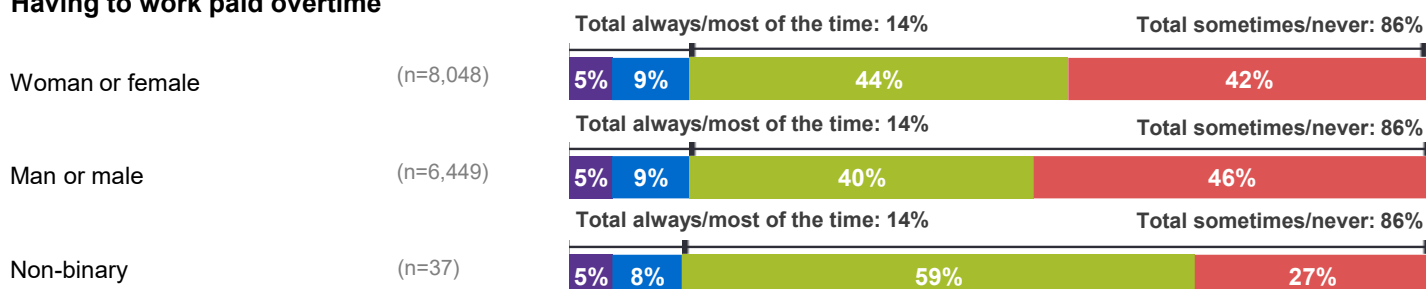
Workplace environment and culture

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

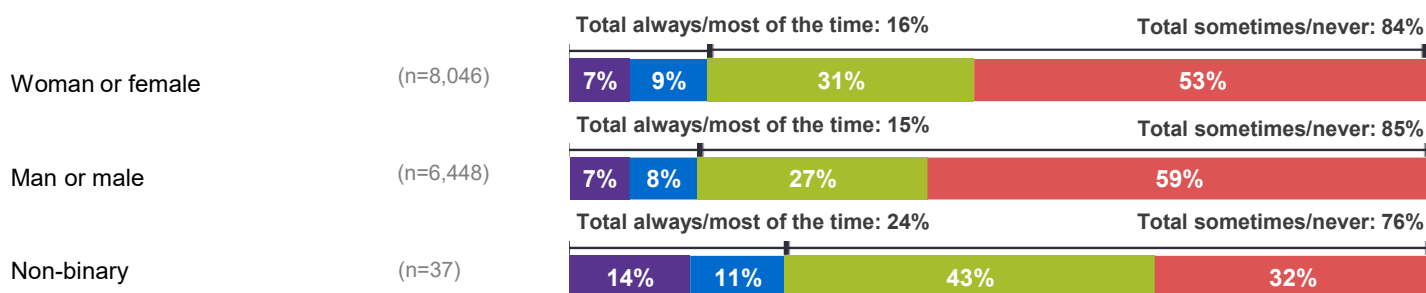
The amount of work I am expected to do



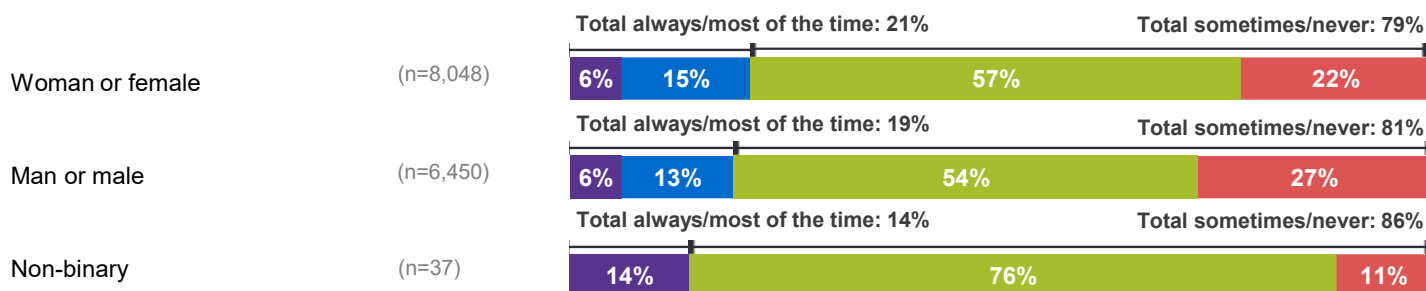
Having to work paid overtime



Having to work unpaid overtime



Dealing with patient expectations



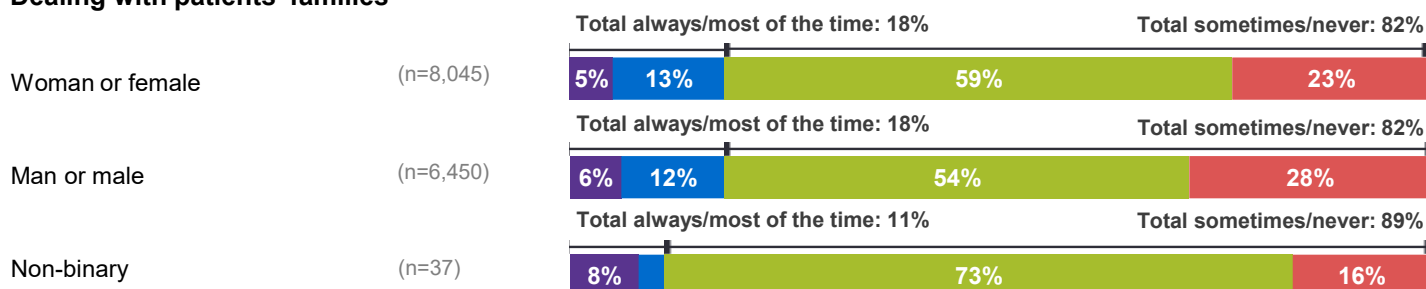
Key: Always Most of the time Sometimes Never

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

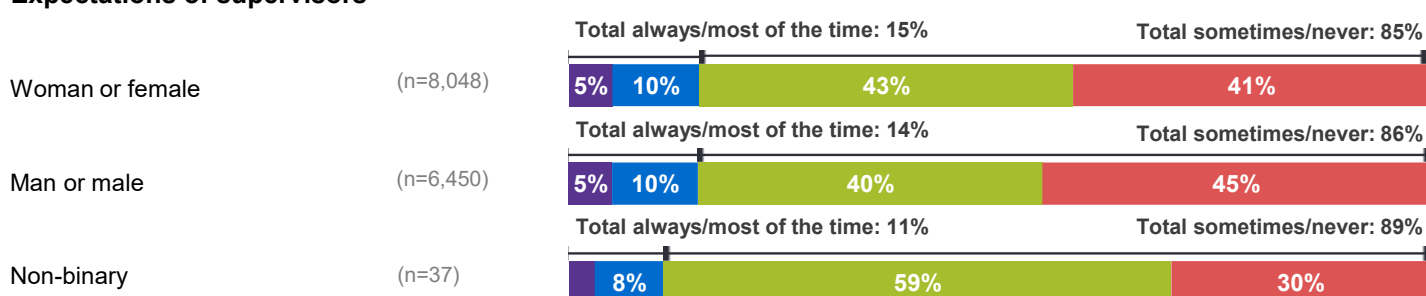
Workplace environment and culture

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

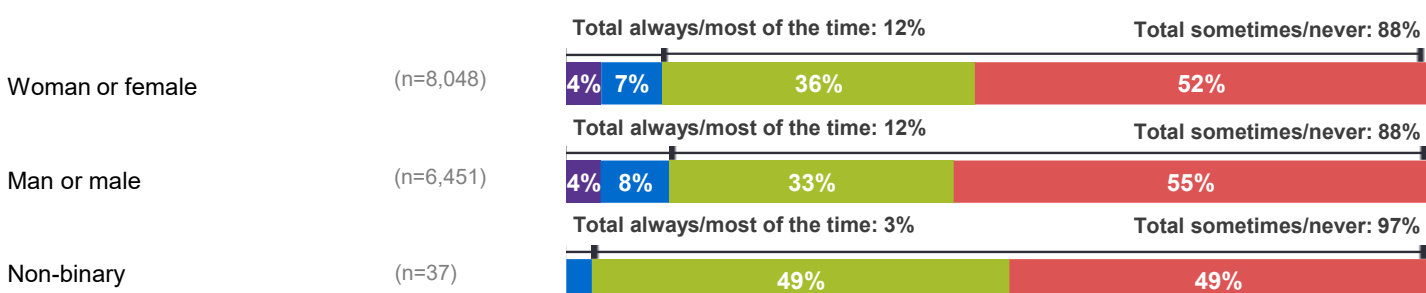
Dealing with patients' families



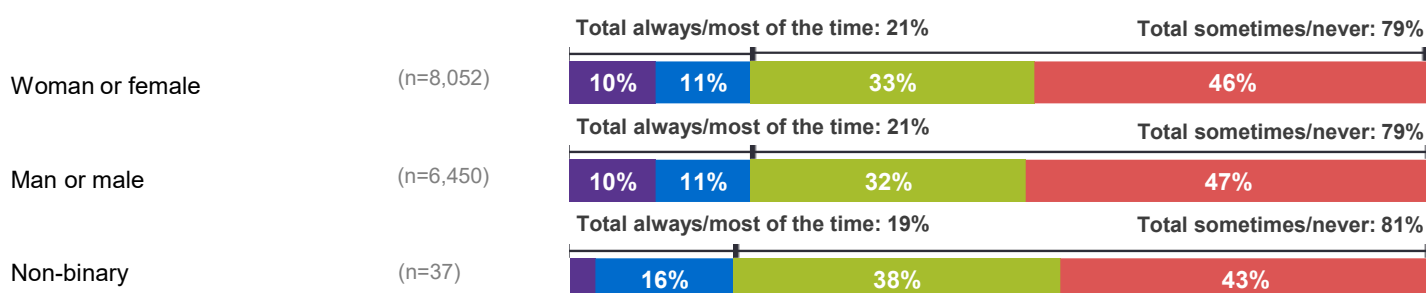
Expectations of supervisors



Supervisor feedback



Having to relocate for work



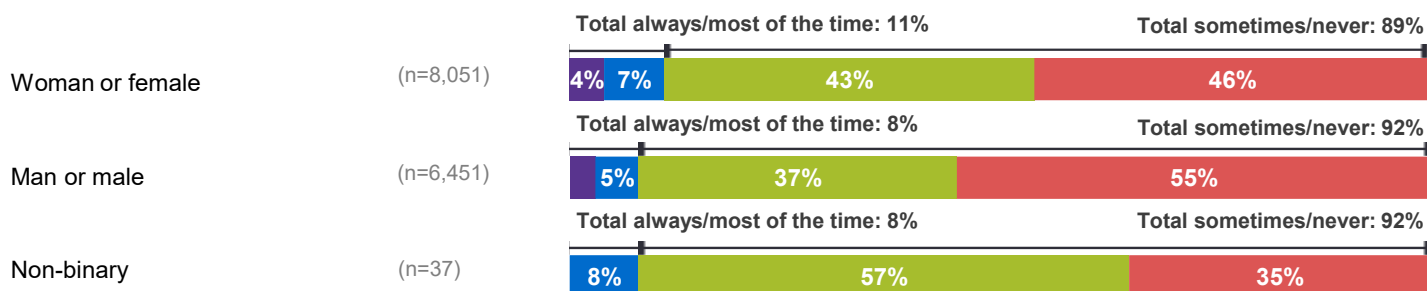
Key: Always Most of the time Sometimes Never

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

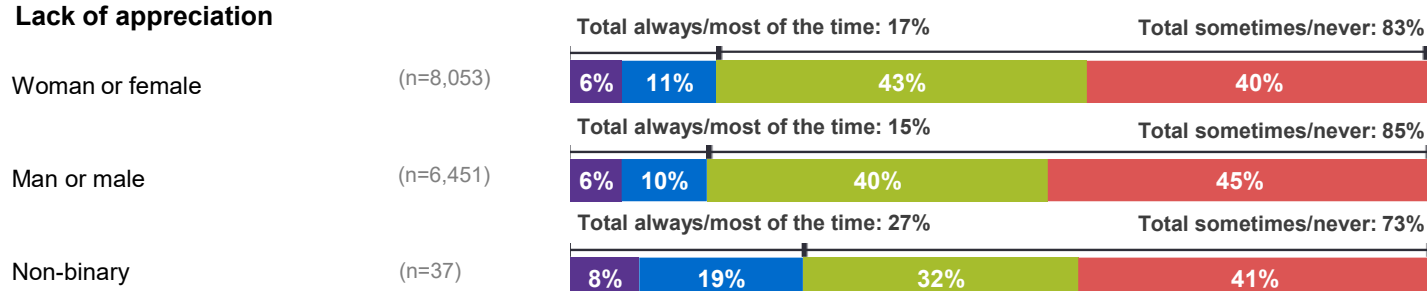
Workplace environment and culture

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

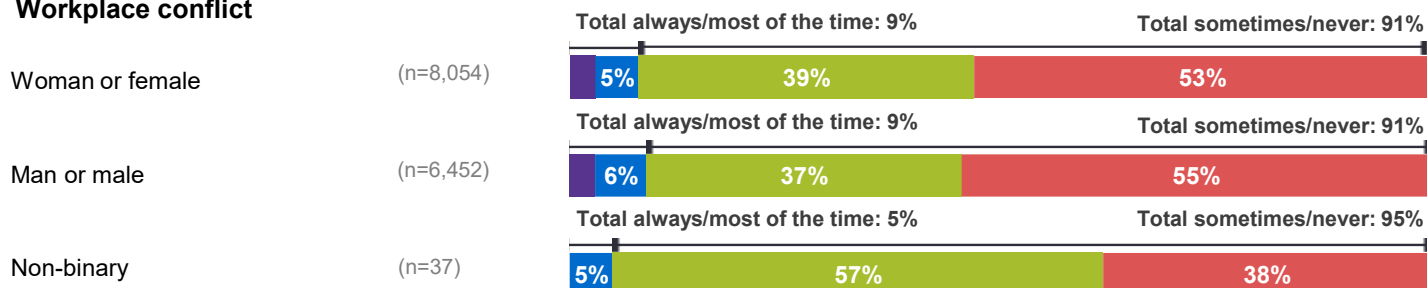
Being expected to do work that I don't feel confident doing



Lack of appreciation



Workplace conflict

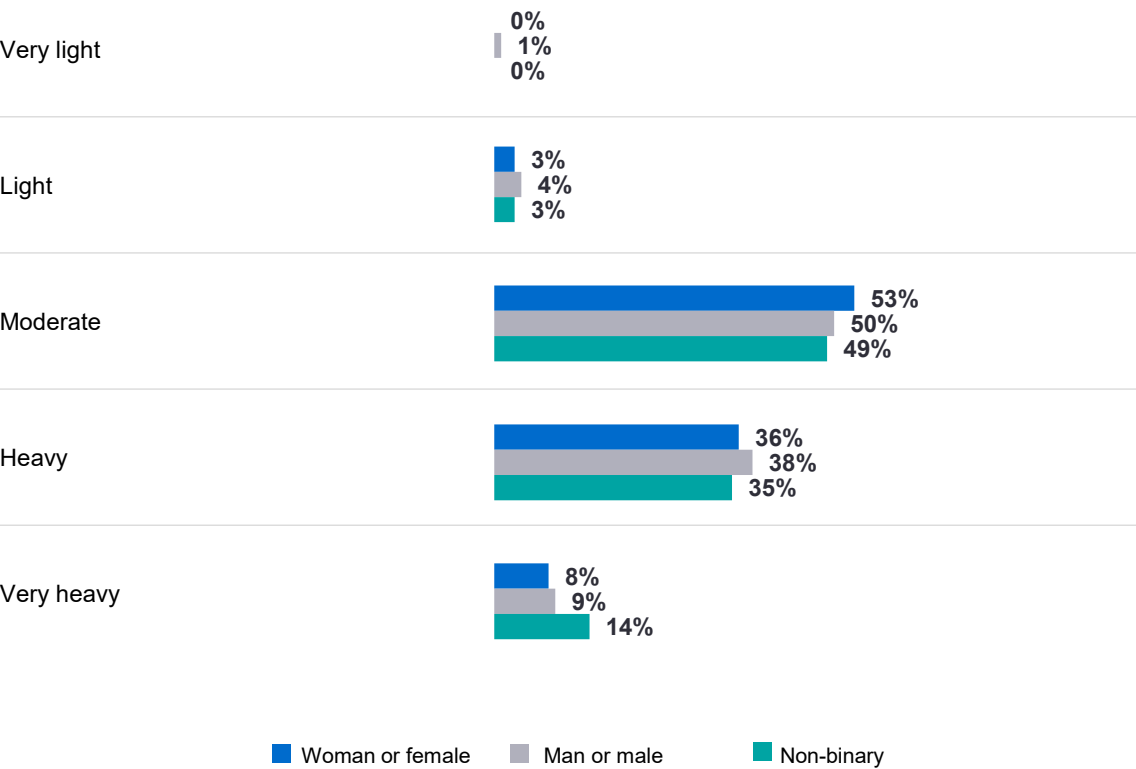


Key: Always Most of the time Sometimes Never

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

Workplace environment and culture

HOW WOULD YOU RATE YOUR WORKLOAD IN YOUR SETTING?



Base: Total sample (Woman or female: 2025 n = 8,054; Man or male: 2025 n = 6,455; Non-binary: 2025 n = 37)
Q45. How would you rate your workload in your setting?

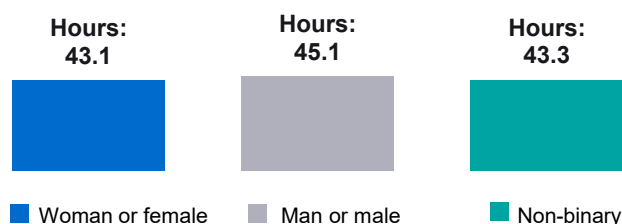
Workplace environment and culture

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

On average, women and female trainees worked 43.1 hours a week, compared to 45.1 hours a week for men and males, and 43.3 for non-binary trainees.

For women and female trainees, 54% were working 40 hours a week or more, compared to 63% for men and males, and 65% for non-binary trainees.

On average, doctors in training worked...

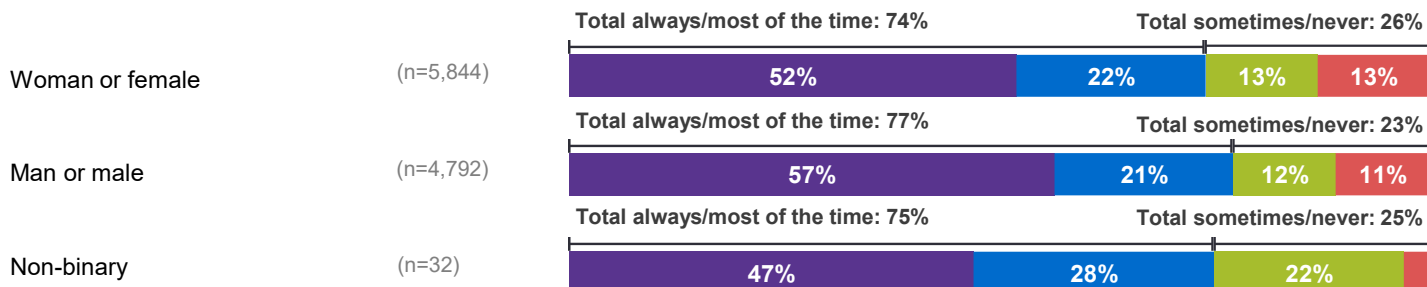


Base: Total sample (Woman or female: 2025 n = 8,053; Man or male: 2025 n = 6,453; Non-binary: 2025 n = 37). Sample includes respondents who are employed full-time, part-time and casually.

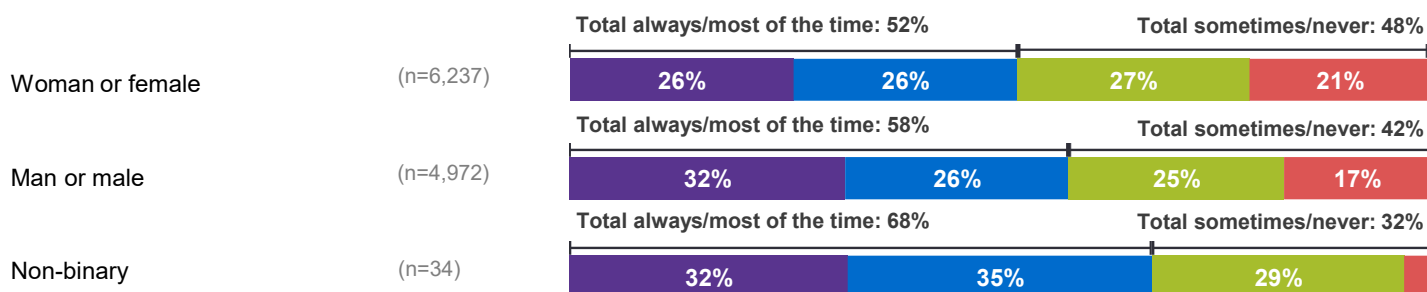
Q46. On average in the past month, how many hours per week have you worked?

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

You get paid for the unrostered overtime



You claim for the unrostered overtime



Key: Always Most of the time Sometimes Never

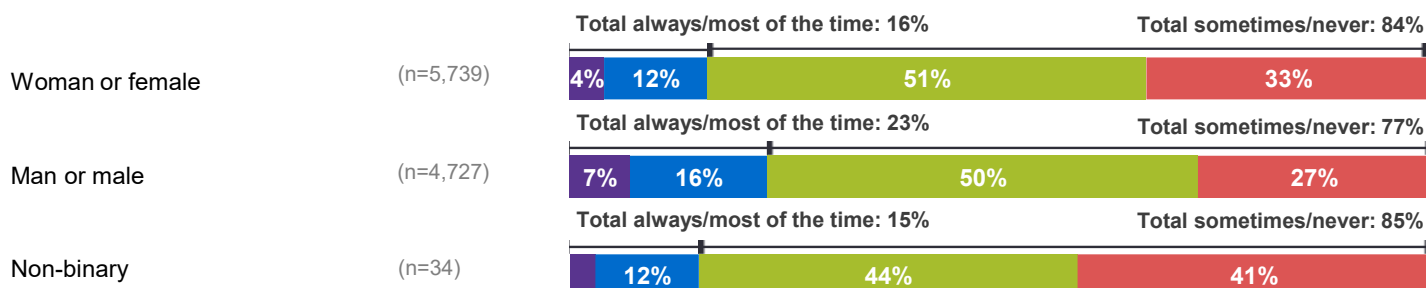
Base: Total sample

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

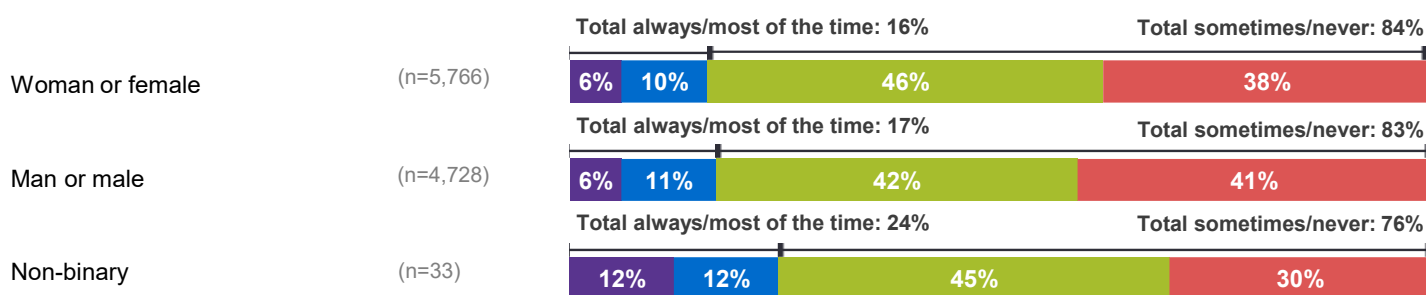
Workplace environment and culture

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

Working unrostered overtime provide you with more training opportunities



Working unrostered overtime have a negative impact on your training

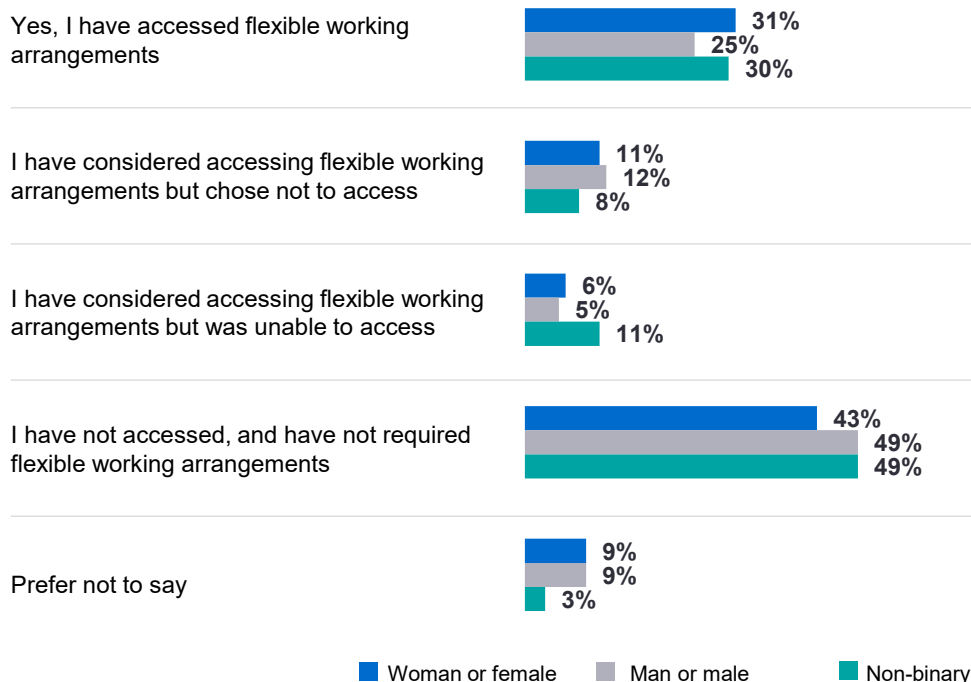


Key: Always Most of the time Sometimes Never

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

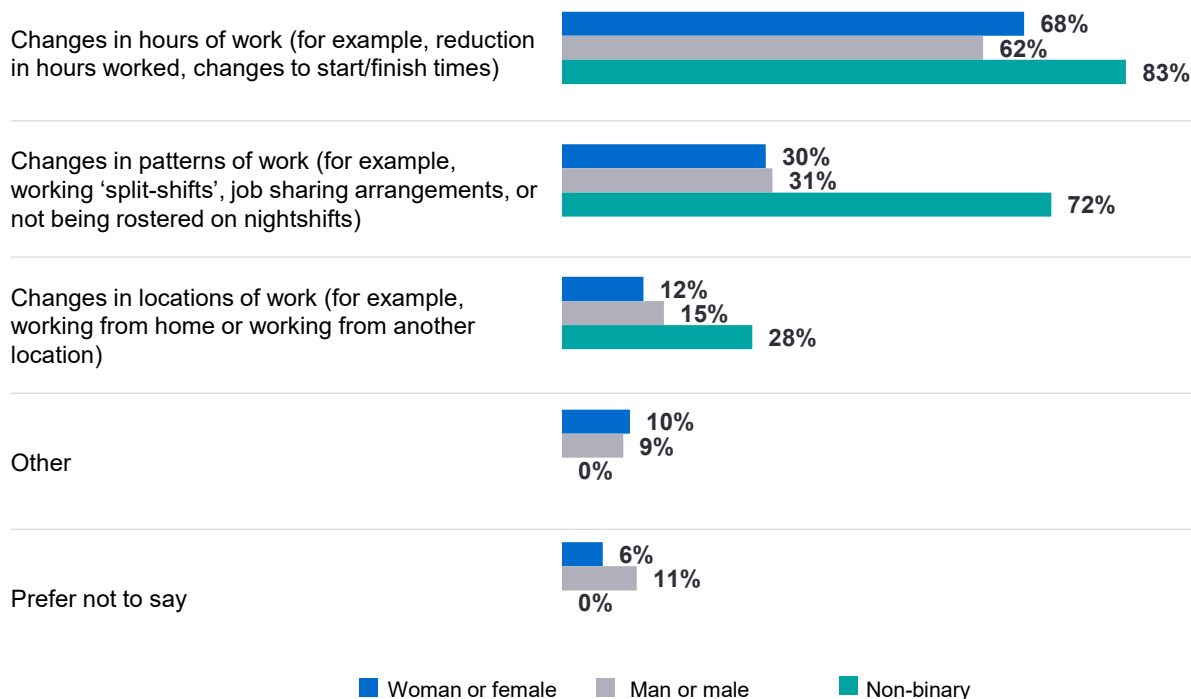
Workplace environment and culture

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



Base: Total sample (Woman or female: 2025 n = 8,052; Man or male: 2025 n = 6,453; Non-binary: 2025 n = 37)
 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:

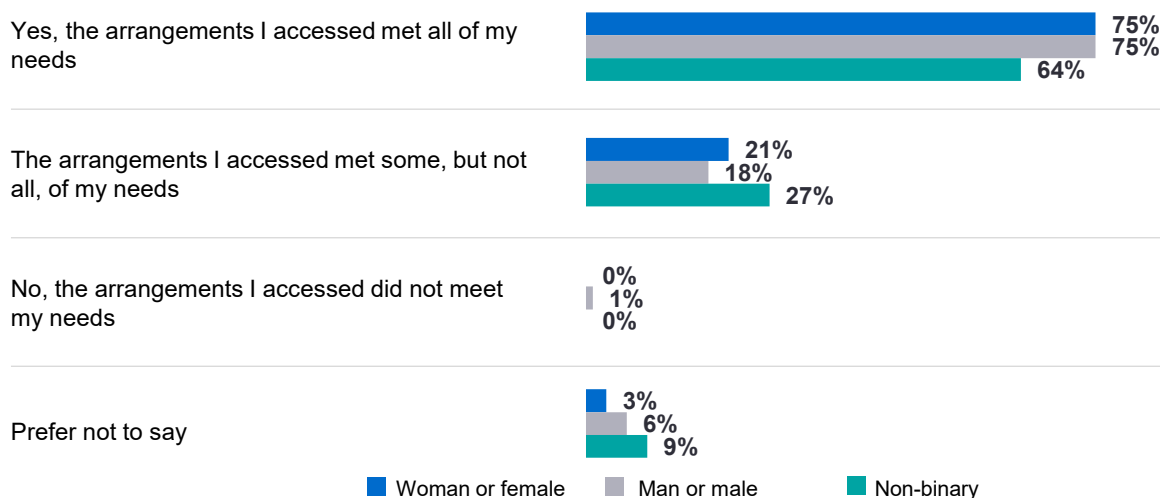


Base: Accessed, or would like to have access to flexible working arrangements (Woman or female: 2025 n = 3,906; Man or male: 2025 n = 2,693; Non-binary: 2025 n = 18)

Q64. What sort of flexible working arrangements did you access / What sort of flexible working arrangements would you have liked to access?

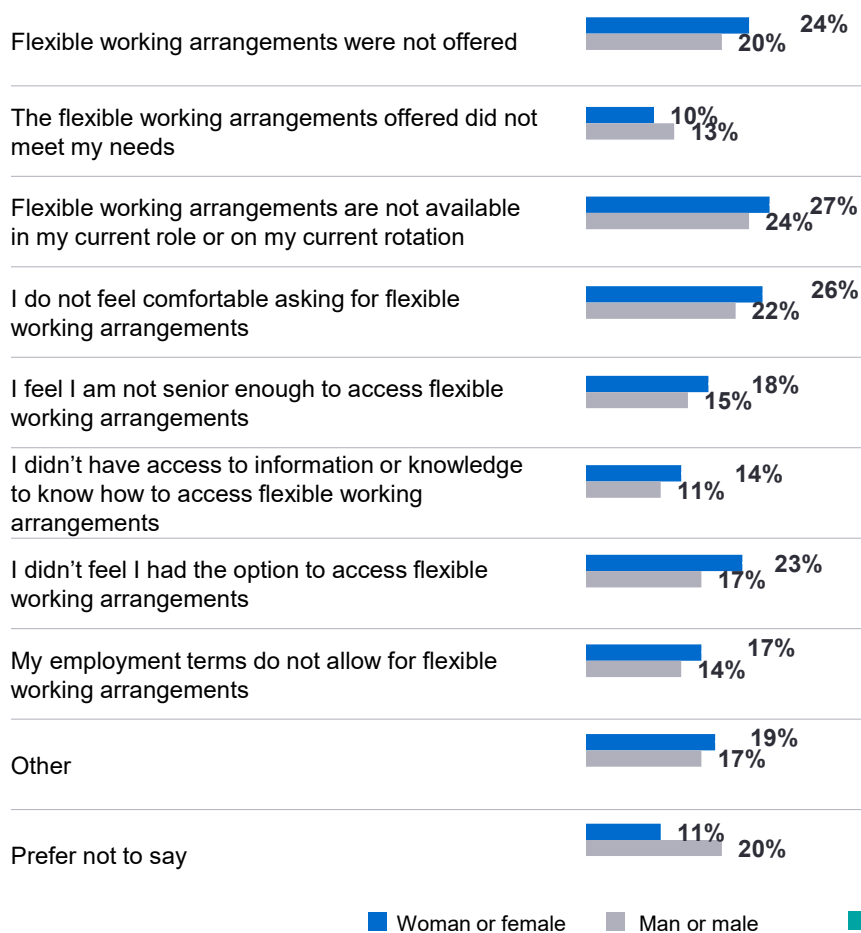
Workplace environment and culture

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



Base: Accessed flexible working arrangements (Woman or female: 2025 n = 2,527; Man or male: 2025 n = 1,616; Non-binary: 2025 n = 11)
 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?



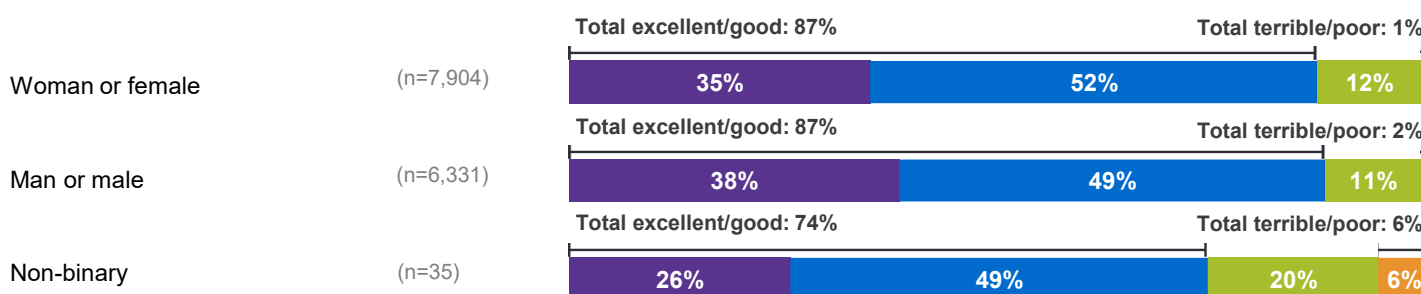
Base: Would like to have access to flexible working arrangements (Woman or female: 2025 n = 1,381; Man or male: 2025 n = 1,078; Non-binary: 2025 n = <10)

Q63c. Why have you chosen not to access, or been unable to access, flexible working arrangements in your setting?

^This category contains less than 10 responses. The values have been suppressed to protect anonymity

Patient safety

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

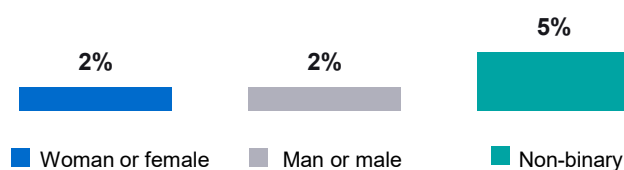


Key: ■ Excellent ■ Good ■ Average ■ Poor ■ Terrible

Base: 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

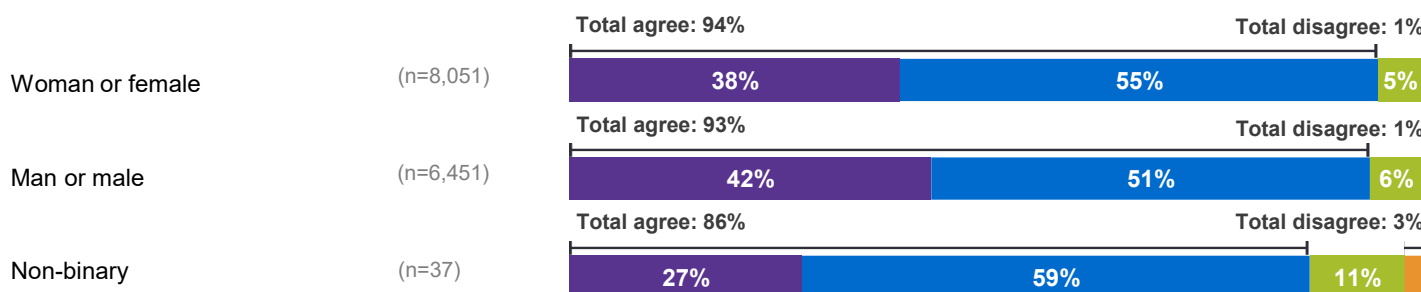


Base: Total sample (Woman or female: 2025 n = 8,083; Man or male: 2025 n = 6,454; Non-binary: 2025 n = 37)

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



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

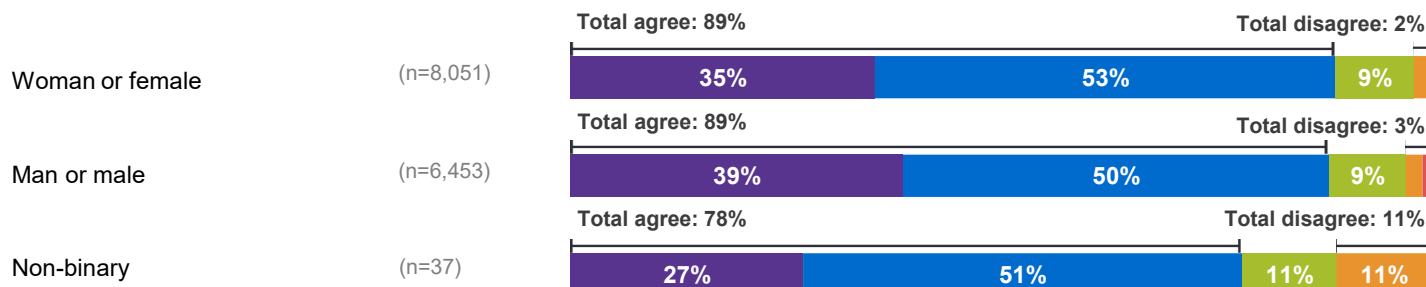
Base: Total sample

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

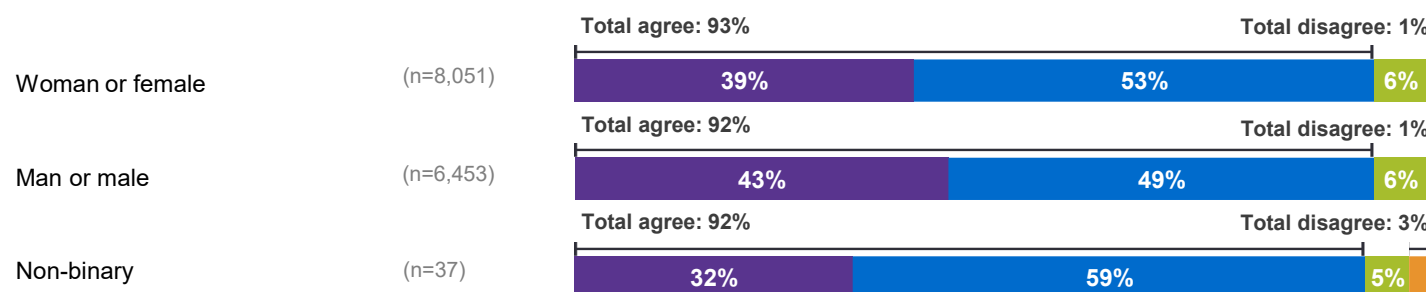
Patient safety

PATIENT CARE AND SAFETY IN THE WORKPLACE (cont.)

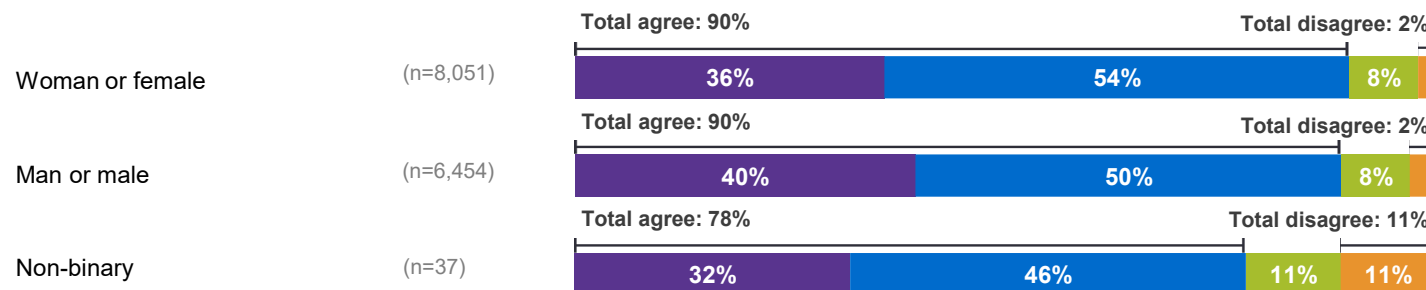
There is a culture of proactively dealing with concerns about patient care and safety



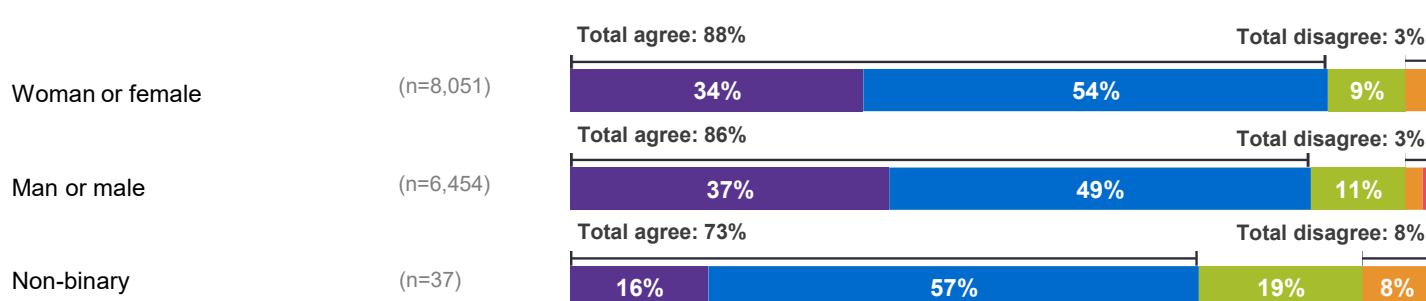
I am confident to raise concerns about patient care and safety



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



I have received training on how to provide culturally safe care



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

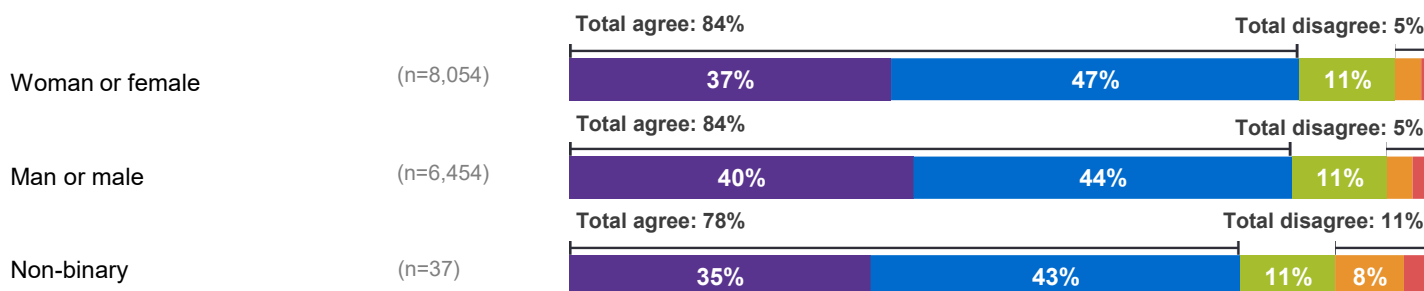
Base: Total sample

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

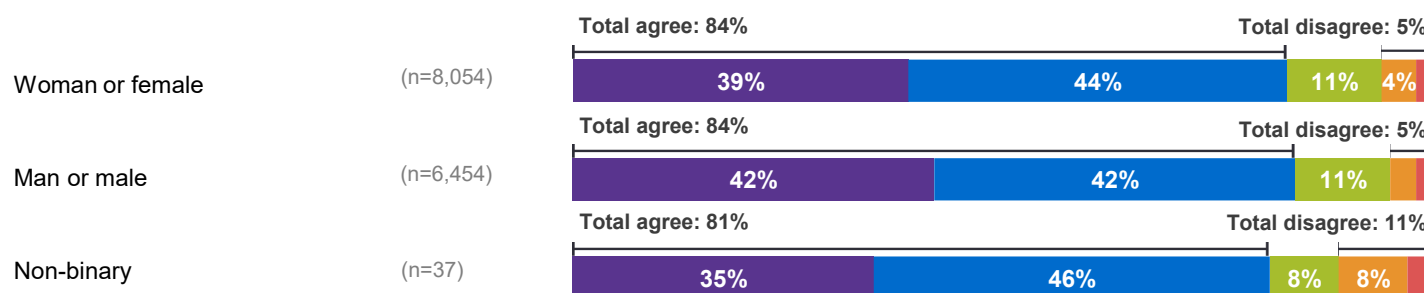
Overall satisfaction

RECOMMEND TRAINING

I would recommend my current training position to other doctors



I would recommend my current workplace as a place to train



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

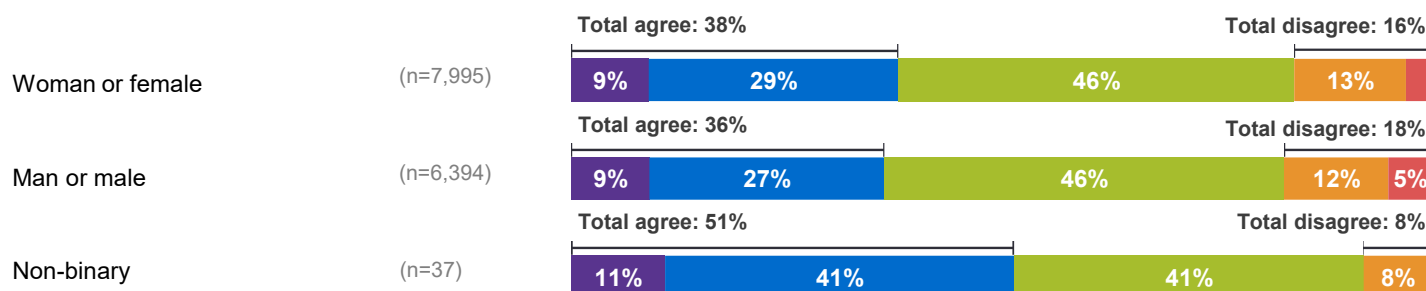
Base: Total sample

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

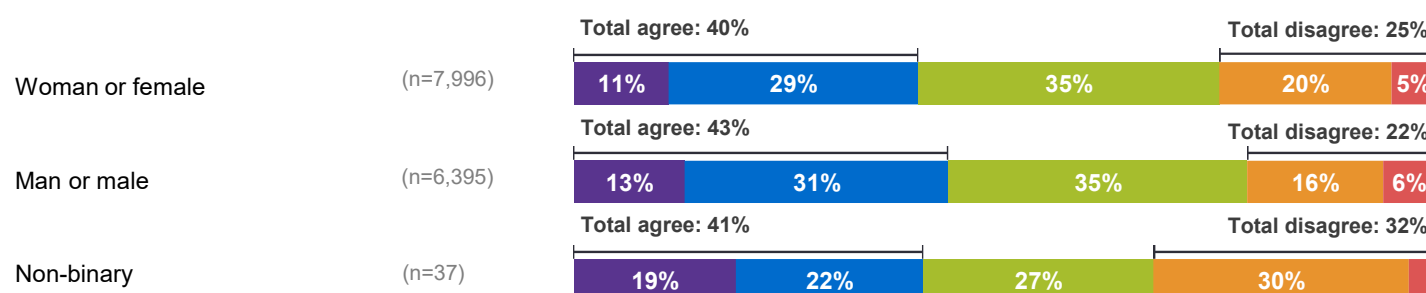
Future career intentions

CAREER INTERESTS

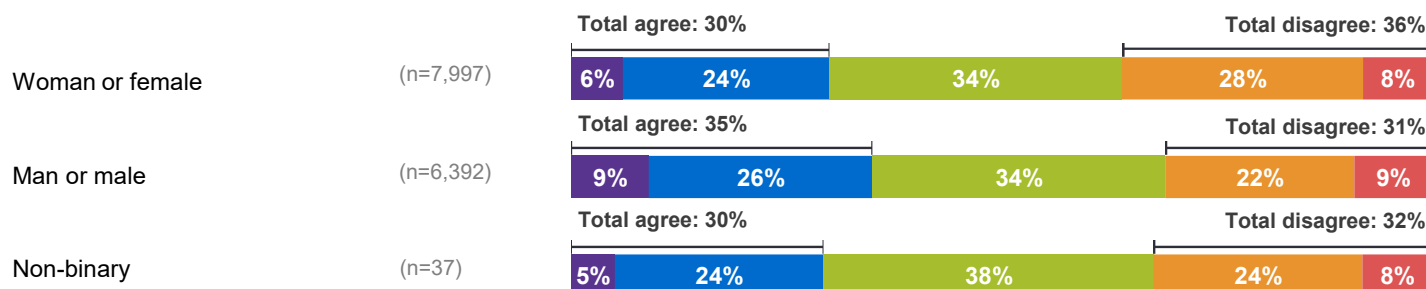
I intend to work in Aboriginal and Torres Strait Islander health/healthcare



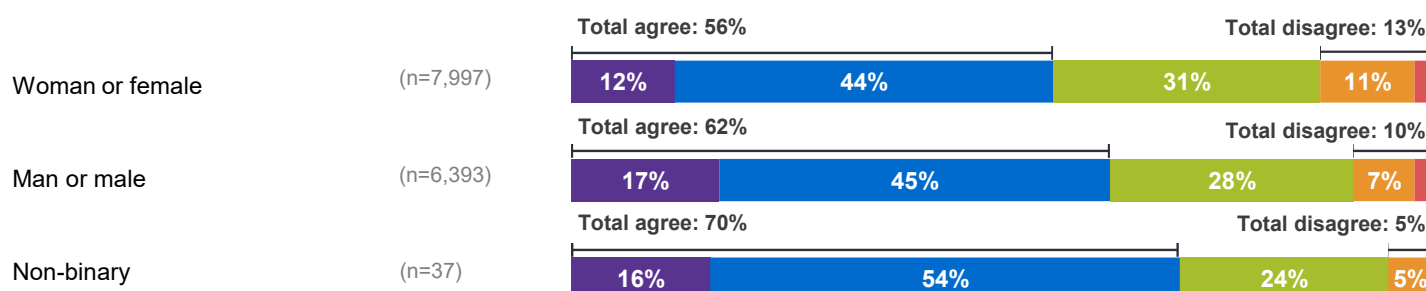
I intend to work in rural practice



I intend to work in medical research



I intend to work in medical teaching



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

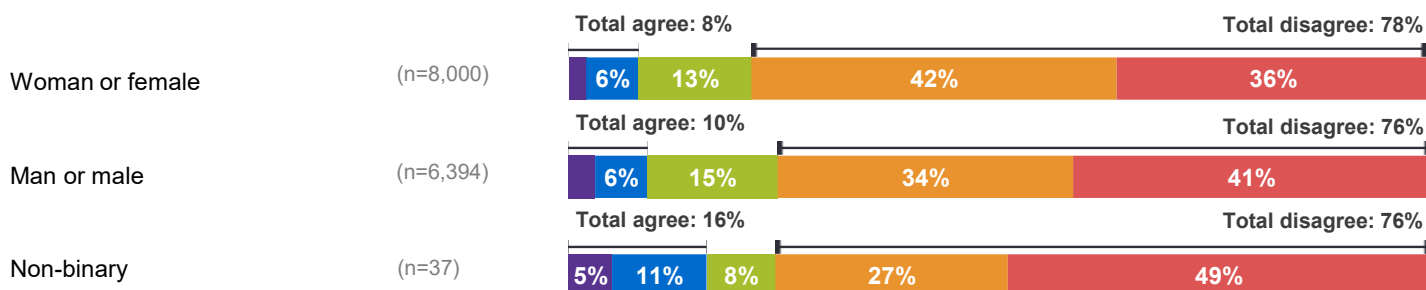
Base: Total sample

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

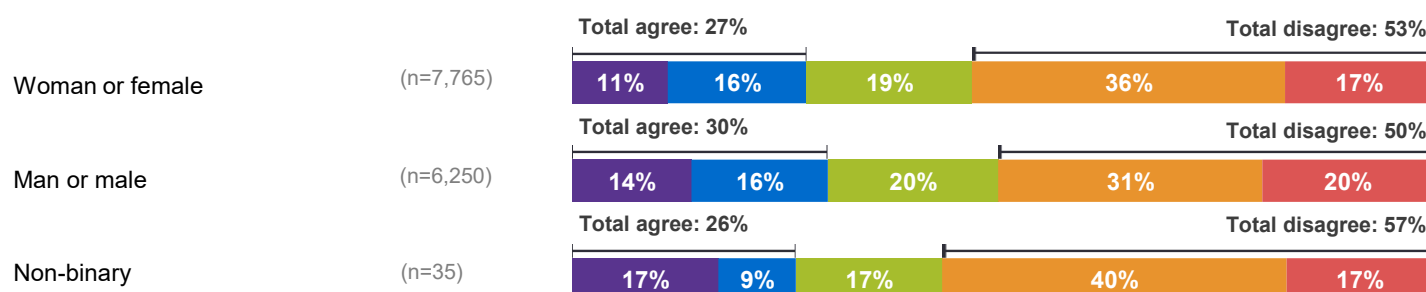
Future career intentions

CAREER INTERESTS (continued)

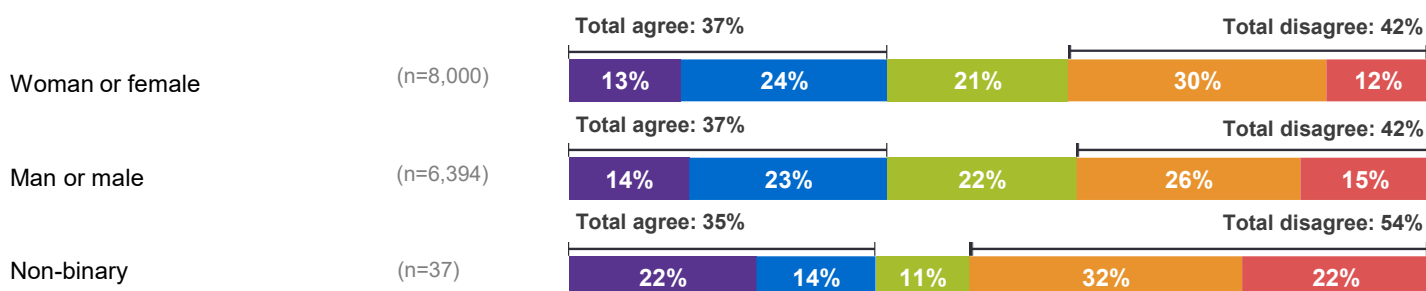
I am considering a future outside of medicine in the next 12 months



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



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



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

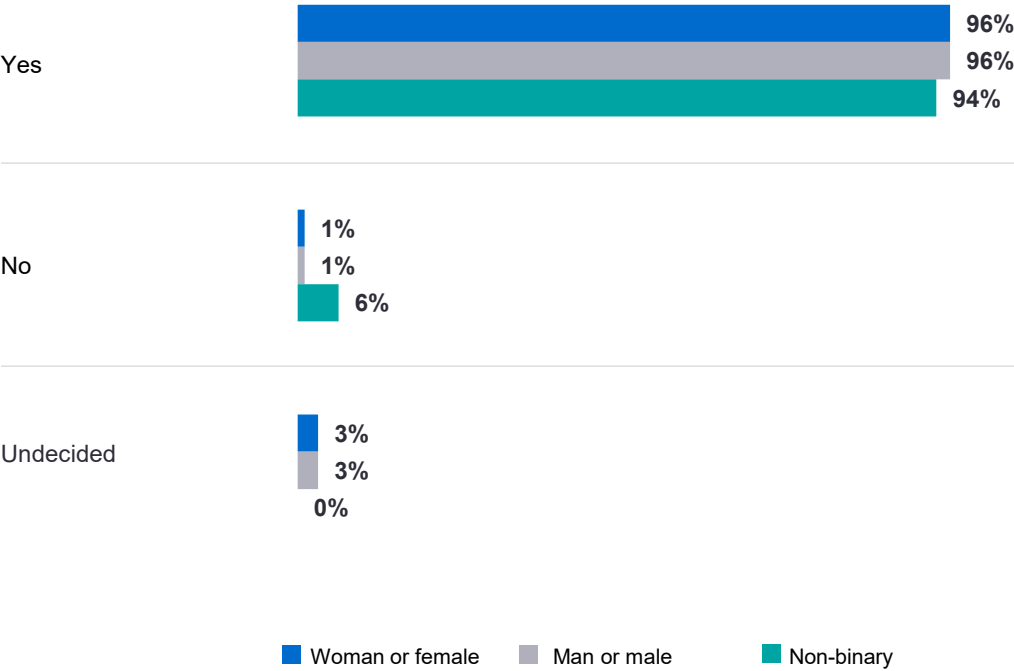
Base: Total sample

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

Future career intentions

CONTINUATION OF SPECIALTY TRAINING PROGRAM

Overall, 96% of women and female specialist trainees intended to continue with their specialty, compared to 94% of men and male trainees and 88% of non-binary trainees.



Base: Specialist trainees (Woman or female: 2025 n = 3,494; Man or male: 2025 n = 2,708; Non-binary: 2025 n = 16)
Q51a. Do you intend to continue in your specialty training program?

**Visit MedicalTrainingSurvey.gov.au to explore
the results further by using the interactive
data dashboard**