

# Medical Training Survey 2020

Medical Board of Australia and Ahpra

2020 Annual Report

19<sup>th</sup> January 2021



## Welcome

### MESSAGE FROM THE CHAIR

Our huge thanks to the more than 21,000 doctors in training who responded to the 2020 Medical Training Survey (MTS). We now have responses from more than half of Australia's doctors in training, and a solid evidence base for continuous improvement.

The MTS data are rich and once again, provide fascinating insights. In broad terms, 2020 MTS results are consistent with 2019 MTS data. There's a lot going well in medical training in Australia and we're doing a lot of things right to keep producing doctors who can provide patients with high quality care.

This year, 87 per cent of doctors in training rated the quality of their clinical supervision and training very highly, 75 per cent said their orientation was good or excellent, and 81 per cent would recommend their current training position to other doctors.

Stronger response rates this year have given us robust national data about the experience of prevocational and unaccredited trainees. The results show that these doctors value and rate highly the training they receive – but these training opportunities are limited. Better training for this important group of doctors will lead to better care and safety of patients in Australia and is an important opportunity for action.

About 66 per cent of trainees work more than 40 hours per week, but many value the extra training opportunities this provides.

We are delighted to have heard from so many international medical graduates (IMGs) with limited or provisional registration (49 per cent), who were very satisfied with their training experience.

We responded to stakeholder feedback and updated MTS questions to get a clearer picture of the culture of medicine. Disappointingly, the 2020 MTS results confirm that there is a lot still to be done both in medicine and the wider health sector. Again this year, 34 per cent of doctors in training reported they had experienced and/or witnessed bullying, harassment or discrimination, consistent with 33 per cent in 2019.

Nearly half our interns (47 per cent) experienced and/or witnessed bullying, harassment or discrimination, followed by 39 per cent of prevocational and unaccredited trainees, 36 per cent per cent of specialist non-GP trainees, 23 per cent of IMGs and 21 per cent of specialist GP trainees.

The primary sources of the bullying, harassment and discrimination experienced by trainees was by consultants and specialists (51 per cent), nurses or midwives (36 per cent) and patients and/or patients' family/carers (34 per cent).

Importantly, 66 per cent of trainees said that they did not report the incident they experienced, and 78 per cent did not report the incident they witnessed.

For the future of our profession, we must all listen to what the thousands of trainees have told us. Collectively, we must prioritise the work needed to build a culture of respect, including by making it safe for them to speak up. We must keep our trainees safe. An urgent and shared commitment to this across medicine and the wider health sector will lead to safer patient care.

Questions in 2020 about the impact of COVID-19 on training drew interesting answers. Perhaps unsurprisingly, 80 per cent said the pandemic had impacted on their training. About one third of trainees overall (notably 37 per cent in Victoria) reported it having had a negative effect, nearly half said the impact on their training was mixed, and more than one third said it had led to innovative ways to learn.

Once again, we have deliberately presented the results of the MTS unadorned. As promised, we have prioritised confidentiality and results are only published when there were 10 or more responses.

You can access 2020 results in a series of static reports or with an online reporting tool, accessible from the MTS website at [www.medicaltrainingsurvey.gov.au](http://www.medicaltrainingsurvey.gov.au). You can use this tool to compare 2019 and 2020 results and see how your workplace, college or state compares with the national response.

The Board is grateful to everyone who worked with us to deliver and promote the 2020 MTS. Sincere thanks to all the members of our Steering Committee and Advisory Group, who shared their expertise and experience so openly. A very special thanks to the many doctors in training who have worked closely with us on the Medical Training Survey this year, whose insight, energy and commitment continues to reassure and inspire.



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

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## Acronyms

Acronym	Definition
ACD	Australasian College of Dermatologists
ACEM	Australasian College for Emergency Medicine
ACRRM	Australian College of Rural and Remote Medicine
ACSEP	Australasian College of Sport and Exercise Physicians
AGPT	Australian General Practice Training
Ahpra	Australian Health Practitioner Regulation Agency
AIDA	Australian Indigenous Doctors' Association
AMC	Australian Medical Council
ANZCA	Australian and New Zealand College of Anaesthetists
CICM	College of Intensive Care Medicine of Australia and New Zealand
COVID-19	Coronavirus disease
GP	General Practitioner
IMG	International medical graduate
MBA/the Board	Medical Board of Australia
MTS	Medical Training Survey
RACDS	Royal Australasian College of Dental Surgeons
RACGP	The Royal Australian College of General Practitioners
RACMA	The Royal Australasian College of Medical Administrators
RACP	The Royal Australasian College of Physicians
RACS	The Royal Australasian College of Surgeons
RANZCO	The Royal Australian and New Zealand College of Ophthalmologists
RANZCOG	The Royal Australian and New Zealand College of Obstetricians and Gynaecologists
RANZCP	The Royal Australian and New Zealand College of Psychiatrists
RANZCR	The Royal Australian and New Zealand College of Radiologists
RCPA	The Royal College of Pathologists of Australasia
RTO	Regional Training Organisation

## Key definitions

Term	Definition
Setting	The last place or area where the doctor in training has practised or trained for at least two weeks. This would normally be their current setting, workplace, placement or rotation, or might be their previous setting, if they have only been practising or training in their current setting for less than two weeks.
Metropolitan area	Defined in the survey as a capital city – Sydney, Melbourne, Brisbane, Adelaide, Perth, Darwin, Hobart, Canberra.
Regional area	Defined in the survey as within or less than 15km from a town with a population of at least 15,000 that is not a capital city
Rural area	Defined in the survey as more than 15km from the closest town with a population of at least 15,000
Training plan	Defined in the survey as a plan developed by the doctor in training and their supervisor for their employer or college. For IMGs, the plan referred to in the survey is the training or professional development plan, developed by the doctor in training and their supervisor or peer reviewer for their employer, college or MBA.
Intern education program	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.
Clinical supervisor	The person who provides the doctor in training with day-to-day clinical supervision. For IMGs, this person was referred to in the survey as their clinical supervisor or peer reviewer.
Bullying, harassment and/or discrimination (including racism)	<p>These three terms were defined in the survey as:</p> <ol style="list-style-type: none"> <li>1. Bullying <p>The <b>Fair Work Amendment Act 2013</b> defines workplace bullying as repeated unreasonable behaviour by an individual towards a worker which creates a risk to health and safety.</p> </li> <li>2. Harassment <p>Harassment is behaviour which victimises, humiliates, insults, intimidates or threatens an individual or group due to the person's characteristics, like their race, religion, gender or sexual orientation.</p> </li> <li>3. Discrimination <p>Discrimination includes adverse actions or being treated less favourably because of a person's characteristics, like their race, religion, gender or sexual orientation.</p> </li> </ol>
Hours per week	Defined in the survey as including rostered, unrostered, claimed and unclaimed overtime and recall but not including undisturbed on-call.
Complete	<p>Defined as answered a question on or after the 75% completion mark for their respective survey version:</p> <ul style="list-style-type: none"> <li>▶ <b>Interns</b> - Q46. On average in the past month, how many hours per week have you worked?</li> <li>▶ <b>Prevocational and unaccredited trainees</b> - Q45. How would you rate your workload in your setting?</li> </ul>

Term	Definition
	<ul style="list-style-type: none"> <li>▶ <b>Specialist non-GP trainees</b> - Q43. If you needed support, do you know how to access support for your health (including for stress and other psychological distress)?</li> <li>▶ <b>Specialist GP trainees</b> - Q41. Thinking about the workplace environment and culture in your setting, to what extent do you 'agree' or 'disagree' with the following statements?</li> <li>▶ <b>IMGs</b> - Q44. How often do the following adversely affect your wellbeing in your setting?</li> </ul>
Partial	Completed at least one question of their survey but did not progress past the 75% completion mark.
National response/ average	The result of all respondents to the survey for a given question in a given year (e.g. 2020). This is shortened to 'Total' in the data tables.
NET	The result of two or more response options combined for a given question.
Total agree	The sum of the proportion of doctors in training providing a 'strongly agree' or 'agree' response.
Total disagree	The sum of the proportion of doctors in training providing a 'strongly disagree' or 'disagree' response.

# 1. Report summary

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

More than half the doctors in training in Australia took part in the 2020 MTS. This is 21,851 individuals. Of the submitted surveys, 95.7 % were eligible for analysis (20,915 surveys). There were five versions of the survey, one each for interns, prevocational and unaccredited trainees, specialist trainees (non-GP and GP), and international medical graduates (IMGs). The results provided a snapshot of the quality of medical training in Australia including the training curriculum, orientation, clinical supervision, access to and quality of teaching sessions, workplace environment and culture and the future career intentions of doctors in training. In 2020, doctors in training were also asked about the impact of COVID-19 on their training.

## Overall satisfaction

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

- 81% would recommend their current training position to other doctors (versus 6% who wouldn't), and
- 81% would recommend their current workplace as a place to train (versus 7% who wouldn't).

Only a small number of specialist trainees (1%) indicated they did not intend to continue in their specialty training program and 4% of IMGs reported they did not intend to continue on a pathway to general or specialist registration.

## Training curriculum

The experience of training varied between different groups of doctors in training:

- 98% of interns reported having an intern education program. Of these, 75% reported the intern education program was preparing them for future medical practice
- 41% of prevocational and unaccredited trainees reported having a training/professional development plan. Of these, 91% reported the plan was preparing them for future medical practice, and
- 83% of IMGs reported having a training/professional development plan. Of these, 93% reported the plan was preparing them for future medical practice.

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

## Orientation

Nine in 10 doctors in training (94%) received an orientation in their training setting, with twice as many receiving a formal orientation (64%) as receiving a largely informal one (30%). Generally, orientations

were well received, with 75% of trainees rating them 'excellent' or 'good' and only 4% rated as 'poor' or 'terrible'.

### **Assessment in current setting**

At the time of completing the survey, two-thirds of doctors in training (excluding interns) had had their performance assessed in their setting (68%) with a further one in six (17%) trainees scheduled to be assessed. There were differences between groups of doctors in training, in the proportion of trainees who had received an assessment. Only 52% of prevocational and unaccredited trainees had received an assessment compared to 70% of specialist non-GP trainees.

### **Exams**

At the time MTS was live in August and September 2020, only three in 10 (30%) specialist trainees indicated they had sat exams for their college. A number of pandemic related issues that impacted on exams, including problems with IT platforms, occurred after the MTS closed and were therefore not captured in this survey.

Among those who had sat an exam, there was quite a high level of dissatisfaction with the level of support received from the college when needed (non-GP: 40%, GP: 52%), the feedback received about exam performance (non-GP: 36%, GP: 42%) and its timeliness (non-GP: 47%, GP: 49%). More than half the specialist trainees who responded to the MTS agreed that the exams they had taken entirely reflected the College training curriculum. This feedback varied across colleges (ranging from 24% to 86% strongly agreed/agreed). Generally, MTS participants felt the exams ran smoothly and fairly.

### **Clinical supervision**

Nearly all doctors in training (98%) indicated they had a clinical supervisor. Specialists (including specialist GPs) largely shoulder responsibility for the day-to-day supervision of doctors in training (76%), with registrars (19%) assuming responsibility for supervising most of the other doctors in training. 87% of doctors in training rated their clinical supervision as 'excellent' or 'good' and just 2% rated it as 'poor' or 'terrible'. Clinical supervision was highly rated for accessibility, helpfulness and providing an appropriate level of responsibility. However, the level of feedback (both informal and formal), discussions about goals and objectives and usefulness of feedback weren't rated as highly.

### **Access to teaching and opportunities for development**

Teaching sessions were rated as 'excellent' or 'very good' by 83% of doctors in training, with only 2% rating them as 'poor' or 'terrible'. The majority of doctors in training were complimentary about the range of opportunities they had to advance their clinical skills (90%), non-clinical skills (81%) and to develop their procedural skills (77%). However, fewer trainees agreed that they were able to participate in research activities (60%) or had access to protected study time/leave (64%).

More prevocational and unaccredited trainees (53%) reported having to compete with other doctors to access teaching and opportunities for development, than doctors in the other training cohort.

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

More than half the doctors in training were able to balance their training requirements with their day-to-day job responsibilities, with 64% indicating that their job responsibilities 'rarely' or 'never' prevented them meeting their training requirements. However, 36% of doctors in training reported that their job inhibits their training requirements, at least some of the time.

## Facilities

When rating the quality of facilities available for training in their settings, doctors in training typically provided 'excellent' or 'good' ratings for internet reliability (75%), educational resources (74%), teaching spaces (63%) and working spaces (61%).

## Workplace environment and culture

Two thirds (66%) of doctors in training reported working more than 40 hours on average per week, including one in 11 (9%) who are working on average more than 60 hours per week.

While two in three doctors in training (64%) considered they had a good work/life balance, one in six (17%) disagreed. Overall, 46% considered their workload 'heavy' or 'very heavy' and only half (50%) received payment for unrostered overtime 'always' or 'most of the time'.

Some trainees reported that an undesirable workplace culture had a negative impact on their wellbeing. These impacts included the amount of work expected of them (22% report negative impact on their wellbeing 'always' or 'most of the time'), having to work unpaid overtime (21%), having to relocate for work (21%), dealing with patient expectations (18%), and lack of appreciation (18%).

Four in five doctors in training (80%) reported they knew how to access support for their mental and physical health if they needed to. More than nine in 10 doctors in training (93%) acknowledged the support of senior medical staff in their current setting.

However, in the 12 months before completing the survey, one in five doctors in training (21%) reported they had personally experienced bullying, harassment and/or discrimination in their workplace and 34% had experienced and/or witnessed this behaviour. The most common type of behaviour experienced or witnessed was bullying (experienced: 13%, witnessed: 21%). Of those who experienced or witnessed bullying, harassment and/or discrimination, the most common source was senior medical staff (e.g. consultants, specialists) (experienced: 51%, witnessed: 53%).

For those who experienced bullying, harassment and/or discrimination, generally the staff member or colleague they felt was responsible for the behaviour was in their team (49%), or another department but not their team (29%). In the cases where the staff member or colleague was in their team, almost half the time (46%) the person responsible was their supervisor.

Only one in three (34%) people who had personally experienced bullying, harassment and/or discrimination had reported it and half of these (52%) were aware the report had been followed up.

The vast majority of doctors in training (83%) reported knowing how to raise concerns about such behaviour, three in four (75%) reported they had confidence to do so and four in five (79%) said that bullying, harassment and/or discrimination (including racism) was not tolerated in their setting.

## Patient safety

Nine in 10 doctors in training (90%) knew how to report concerns about patient care and safety and a similar proportion felt confident to do so (88%). Eight in 10 (82%) reported that the culture in their current setting involved proactively dealing with such concerns. A similar proportion (79%) of doctors in training rated training on how to raise concerns about patient safety as 'excellent' or 'very good'.

## Impact of COVID-19

Most participants believed the COVID-19 pandemic had both a positive and negative impact on their training (46%), while a further one in three (32%) doctors in training indicated that the COVID-19 pandemic had only a negative impact.

The most reported impact of COVID-19 on training and education was the disruption to routine teaching (60%), followed by a reduced number of training opportunities (43%) and a degree of uncertainty about the remainder of the training year (43%).

## Variation in MTS results by cohort, jurisdiction and college, as well as between 2019 and 2020

The 2020 MTS results represent feedback from a wide cross-section of the different groups of doctors in training. The overall results have been analysed by cohort, jurisdiction and college and separate reports are available for each of these. By providing a national snapshot of the 2020 training experience, areas of relative strength and weakness can be identified as an opportunity for both improvement and knowledge sharing.

As an example of the extent of variation in the results between groups of trainees, the national finding that 81% of trainees would recommend their current workplace as a place to train varies from:

- 77% to 83% by doctor in training cohort
- 66% to 83% by jurisdiction
- 60% to 89% by college.

Results for 2020 are broadly consistent with the 2019 results, however there are some differences of note. The relative impact of different possible causes of these differences (e.g. internal improvement strategies, versus external influences such as COVID-19 restrictions) are not known.

Comparisons of 2019 and 2020 data are available at <https://medicaltrainingsurvey.gov.au/Results/Create-your-own-report>

## Looking forward to the 2021 MTS

There was a very positive response rate for the survey in its second year. The Board and Ahpra look forward to continuing to work with doctors in training and other stakeholders involved in developing and delivering medical training, to ensure the 2021 MTS continues to capture useful data and build on the insights of the previous years' results.

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

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

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

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

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

To ensure confidentiality, data from the MTS are published in de-identified and aggregated format. The results are available in a series of reports and via an interactive data dashboard (hosted on the [MedicalTrainingSurvey.gov.au](http://MedicalTrainingSurvey.gov.au) website). The interactive data dashboard enables users to compare sites, specialties and states/territories with national results and to create tailored reports.

### 2.2 Objectives and guiding principles of the MTS

The MTS's objectives and guiding principles shaped the development of the survey tool and data collection processes.

The overall objectives of the MTS are to:

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

The seven guiding principles for the MTS are:

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

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

## 3. Interpreting this report

### 3.1 Sample size and representation

More than one in two doctors in training (n=21,851 or 57.1%) invited to participate in the survey responded to the survey. 95.7% (n=20,915) of surveys were eligible for analysis (i.e. survey participant currently training in Australia). There have been no other data sources nationally of doctors in training with which to compare the profile of survey participants. As a result, it was not possible to compare the survey population with a known, target population. However, demographics of MTS respondents reflect the broader Australian population for location and gender, suggesting survey responses have captured a representative view of doctors in training across Australia (see Appendix A1 for the detailed participant profile).

In total, n=17,038 completed the MTS ( at least 75% of the survey), giving a maximum margin of error  $\pm 0.7$  at a 95% confidence level for questions asked of all doctors in training. This means, for example, that if a survey result is 50%, we can be sure that if we repeat the survey multiple times, 95% of these times the survey result will be between 50.7% and 49.3%, thus the survey has a statistically reliable sample.

All doctors in training registered in Australia were invited to participate in the survey. For those renewing their registration online in August and September, a unique survey link was generated and provided to the participant at the end of the registration process. For interns and IMGs (provisional or limited registration) an email invitation from the Board and Ahpra was sent containing a unique survey link. The survey was promoted through multiple channels, including on social media, in newsletters emailed to every registered medical practitioner, and reminders to doctors in training via email and SMS.

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

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

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

## 3.2 Statistics

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

## 3.3 Tests for statistical significance

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

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

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

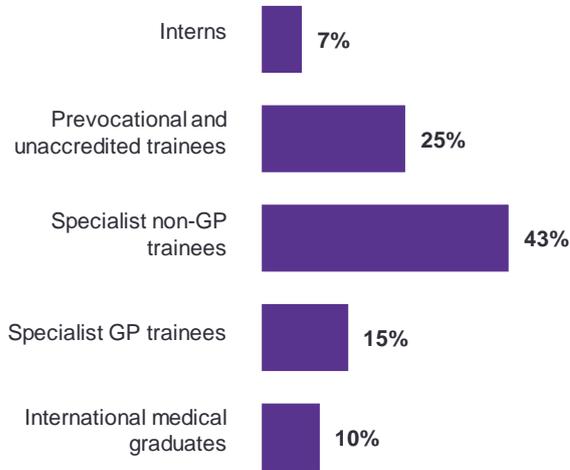
# Detailed findings



# 4. Detailed findings

## 4.1 Profile of doctors in training

### DOCTOR IN TRAINING COHORT



Base: Total sample (n=20,796)

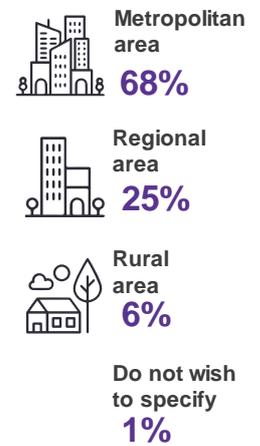
### TRAINING LOCATION

#### Facility



Base: Total sample (n=20,425)  
Q5A. Is your current position/term/rotation/placement in a hospital?

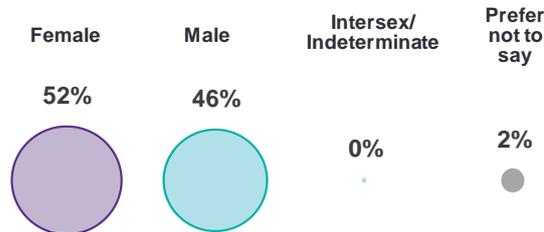
#### Region



Base: Total sample (n=20,196)  
Q6. Is your current setting in a...?

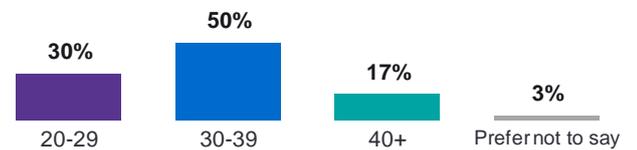
### DEMOGRAPHICS

#### Do you identify as...



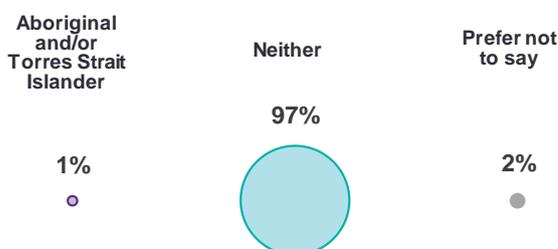
Base: Total sample (n=16,587)  
Q55. Do you identify as...?

#### Age in years



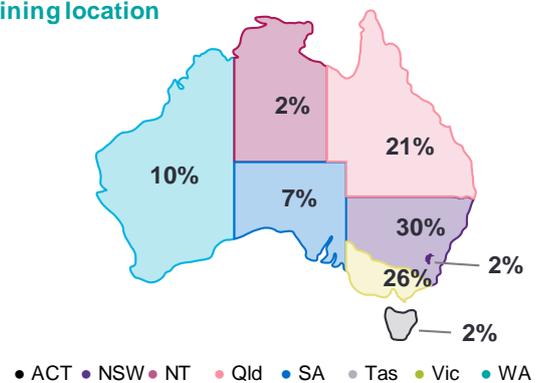
Base: Total sample (n=16,581)  
Q56. What is your age?

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



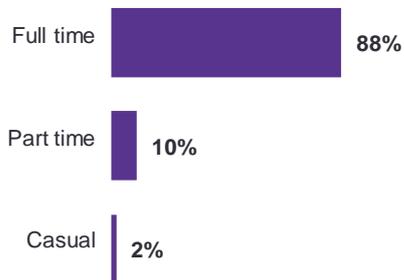
Base: Total sample (n=16,582)  
Q57. Do you identify as an Australian Aboriginal and/or Torres Strait Islander person? Note: codes aggregated into 'Yes' due to small sample size

#### Training location



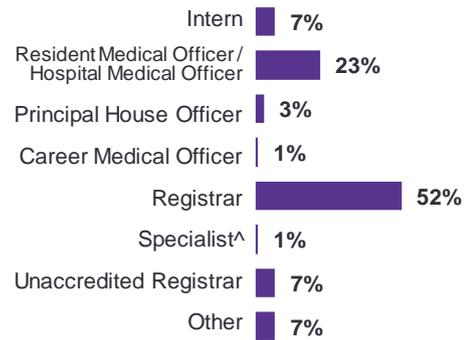
Base: Total sample (n=20,549)  
Q4. In which state or territory is your current term/rotation/placement based?

## EMPLOYMENT



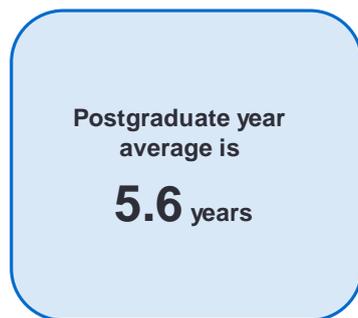
Base: Total sample (n=20,813)  
Q2. Are you employed:

## ROLE



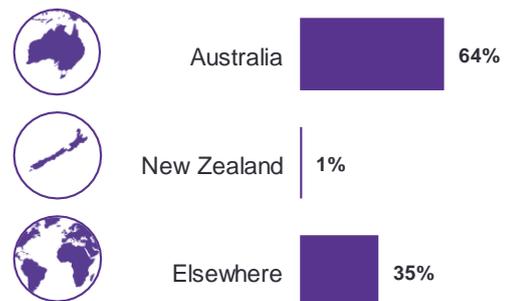
Base: Total sample (n=20,915)  
^Note: Only IMGs were shown the specialist option.  
Q7. What is your role in the setting?

## POSTGRADUATE YEAR

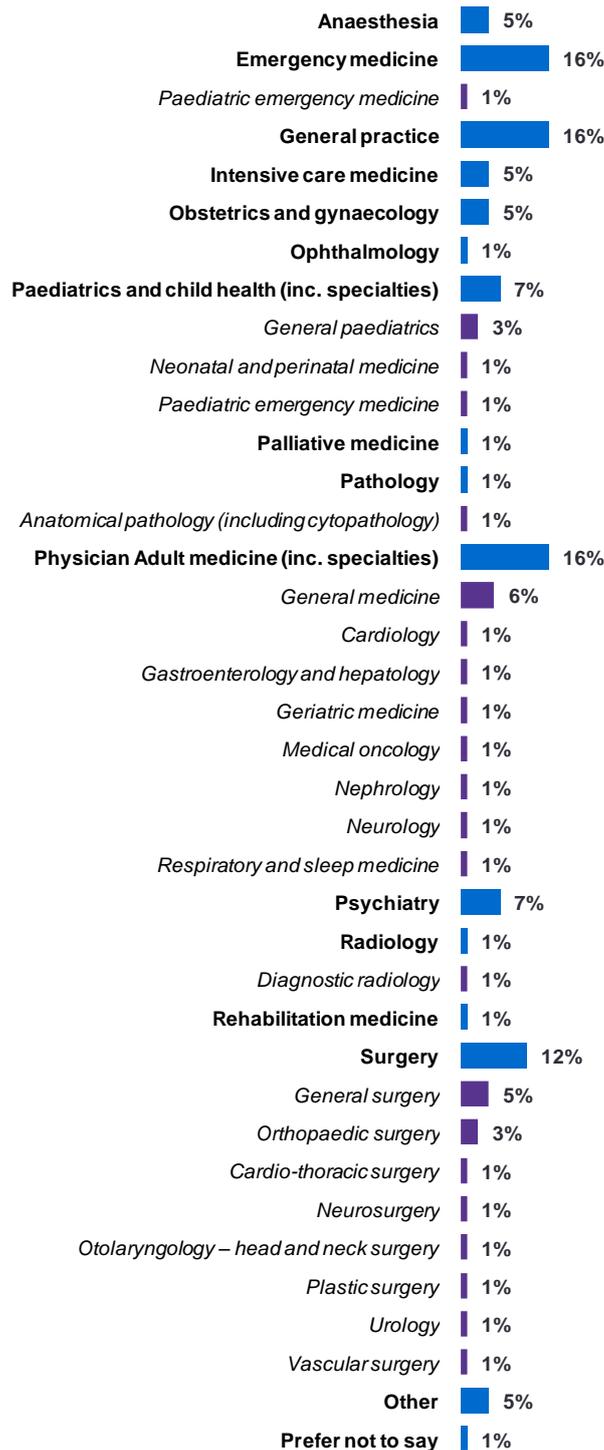


Base: Total sample (n=20,824)  
Q1. What is your postgraduate year?

## PRIMARY DEGREE



Base: Total sample (n=16,964)  
Q58a. Did you complete your primary medical degree in Australia or New Zealand?

**CURRENT ROTATION / TERM / POSITION**


Base: Total sample (n=20,022). Specialties in **bold**, subspecialties in *italics*.

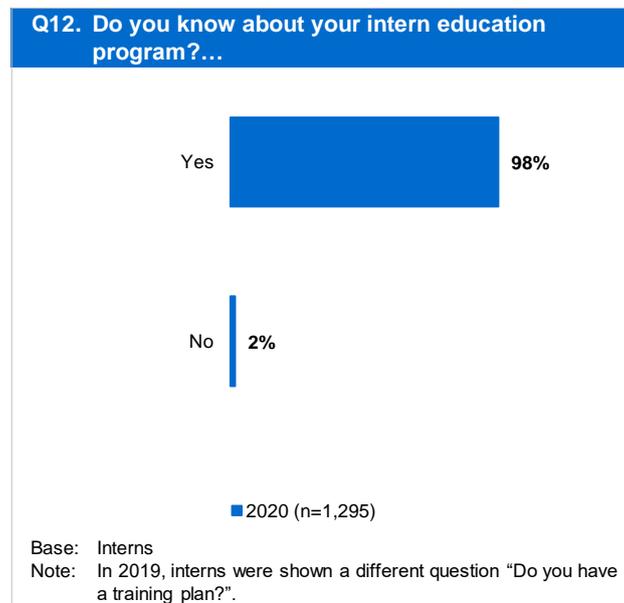
*Note:* Codes receiving <1% of responses not shown, including **specialties:** Addiction medicine, Dermatology, Medical administration, Occupational and environmental medicine, Pain medicine, Public health medicine, Radiation oncology, Sexual health medicine, Sport and exercise medicine; **subspecialties:**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

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

## 4.2 Training curriculum

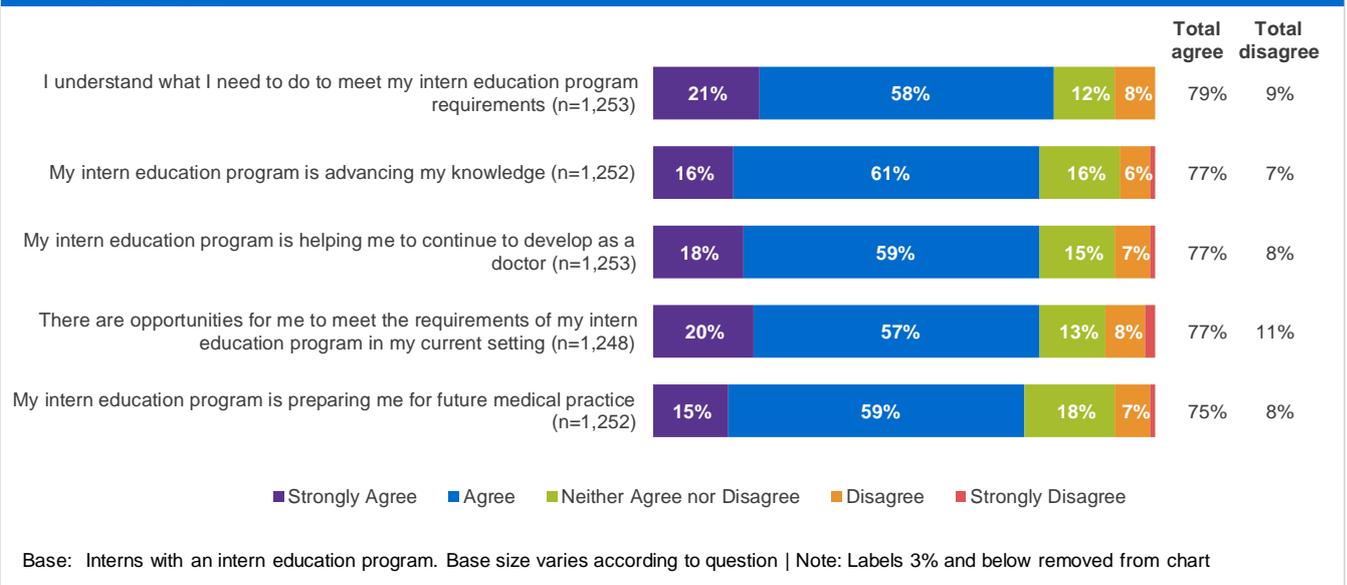
Doctors in training were asked to rate aspects of their training curriculum. As the training requirements vary between the different groups of doctors in training, this section has been divided into the respective doctor in training cohorts (interns, prevocational and unaccredited trainees, specialist non-GP trainees, specialist GP trainees and IMGs). When questions have been asked for three or more cohorts, a comparison has been provided for the cohort against a total.

### 4.2.1 Interns



Nearly all interns who responded were aware of their intern education program (98%).

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



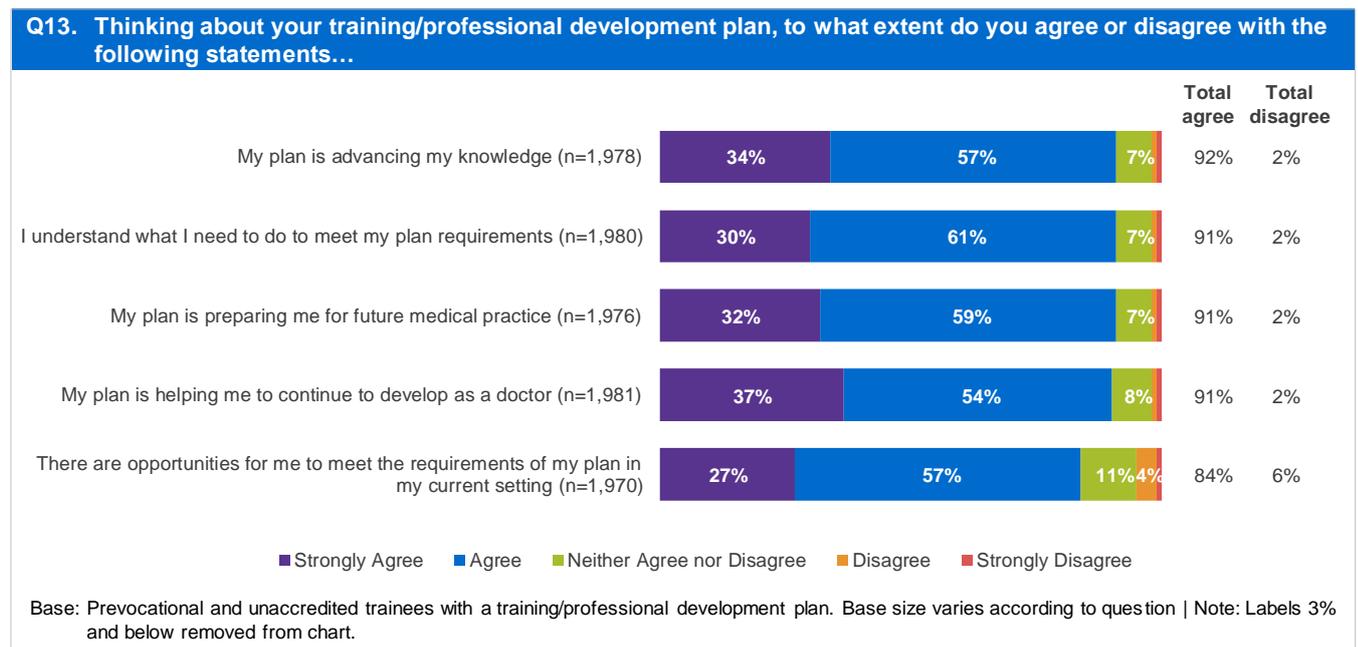
All interns who reported having an intern education program were asked their extent of agreement in relation to statements about their program. Close to four in five ‘strongly agreed’ or ‘agreed’ that they understand what is needed to meet the requirements of their intern education program (79% ‘strongly agreed’ or ‘agreed’), while at least three in four ‘strongly agreed’ or ‘agreed’ that that their intern education program advances their knowledge (77%), helps them to continue to develop as a doctor (77%) and prepares them for their future medical practice (75%). A similar proportion also ‘strongly agreed’ or ‘agreed’ that their current setting provides opportunities to meet the requirements of their intern education program (77%).

%

## 4.2.2 Prevocational and unaccredited trainees



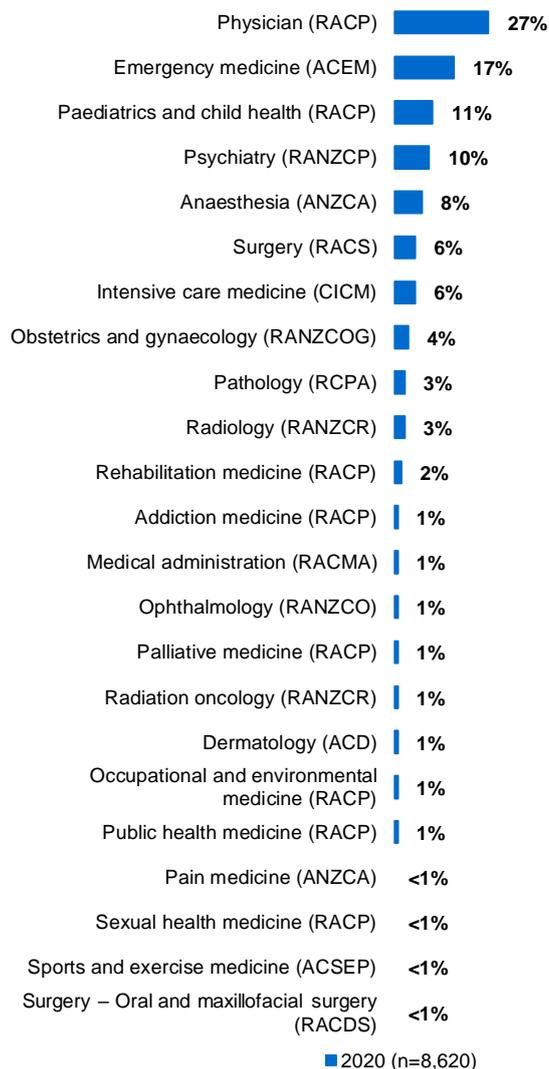
Less than half of the prevocational and unaccredited trainees reported that they had a training/professional development plan (41%), which is much lower than for IMGs with a training/professional development plan (83%) and interns with an intern education program (98%).



Nine in 10 prevocational and unaccredited trainees who had a training plan 'strongly agreed' or 'agreed' that their plan advances their knowledge (92%), prepares them for their future medical practice (91%), helps them to continue to develop as a doctor (91%) and that they understand what they need to do to meet their plan requirements (91%). Four in five 'strongly agreed' or 'agreed' that there are opportunities to meet the requirements of their plan (84%), which is similar to the combined response for interns, prevocational and unaccredited trainees and IMGs (83%).

## 4.2.3 Specialist non-GP trainees

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



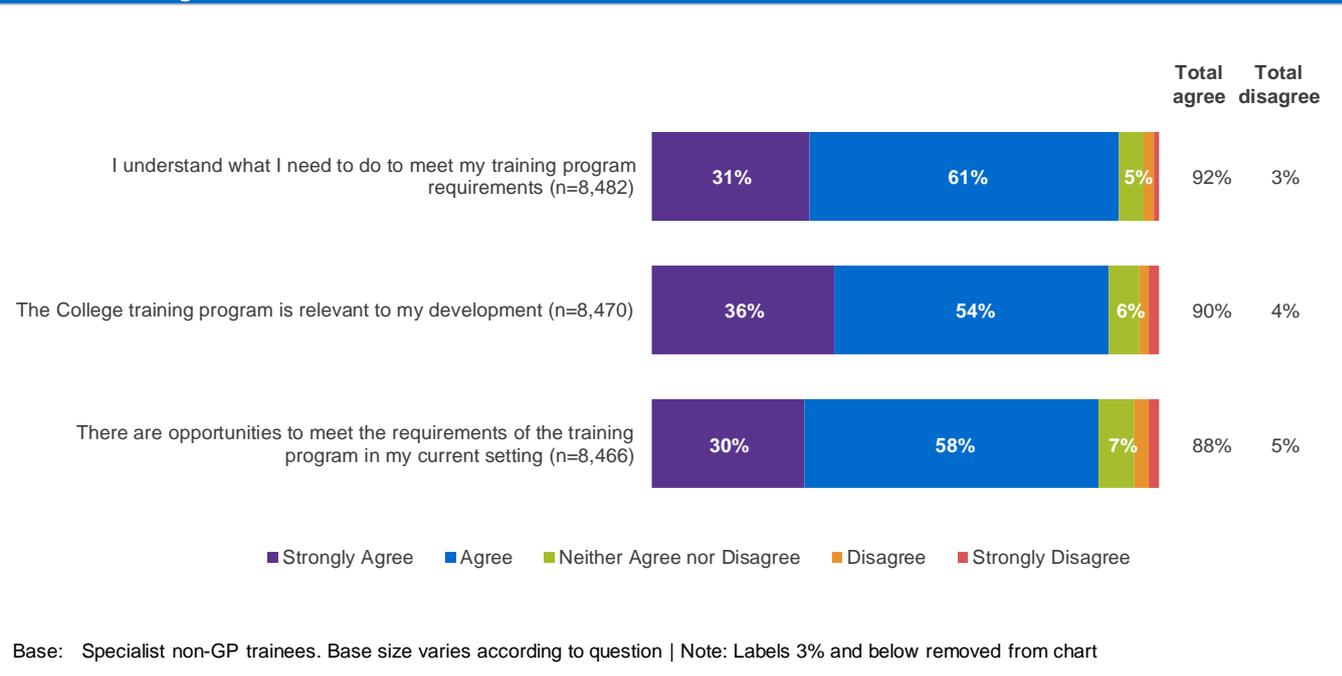
Base: Specialist non-GP trainees

When completing the MTS, specialist trainees were asked to nominate up to two specialist training programs they were doing, and then asked to complete questions about each of the programs they nominated.

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

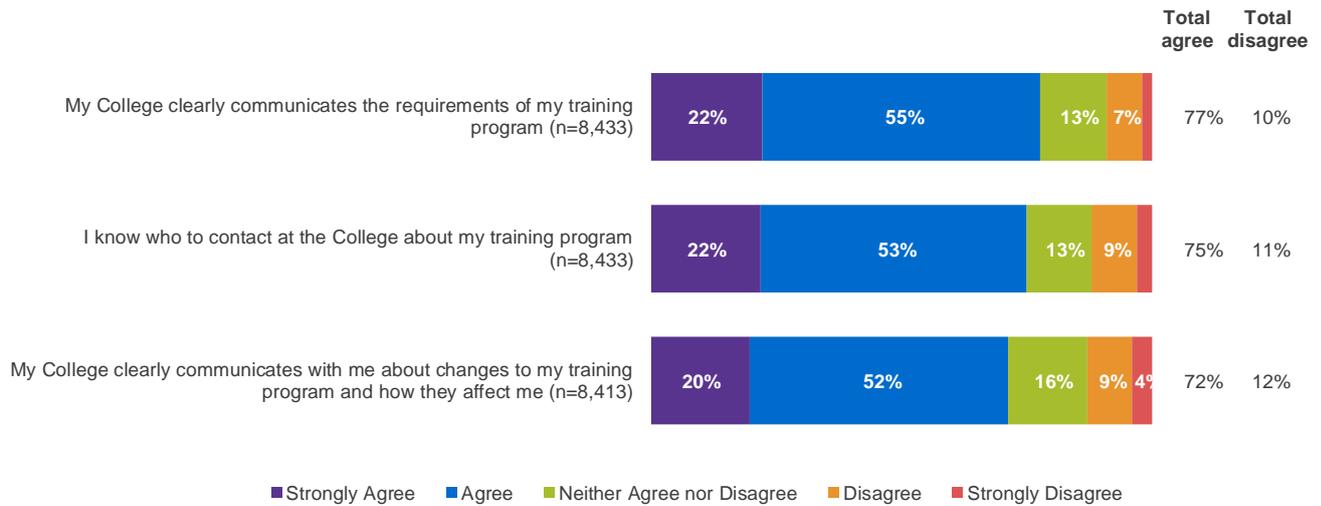
In 2020, the non-GP training programs with the most number of trainees were physician trainees from the Royal Australasian College of Physicians (27% of non-GP specialists trainees and 20% of all specialist trainees), followed by emergency medicine trainees (Australasian College for Emergency Medicine (ACEM) (17% of non-GP specialists trainees and 12% of all specialist trainees), paediatrics and child health trainees (The Royal Australasian College of Physicians (RACP), (11% of non-GP specialist trainees and 8% of all specialist trainees) and psychiatry trainees (The Royal Australian and New Zealand College of Psychiatrists (RANZCP), (12% of non-GP specialist trainees and 10% of all specialist trainees).

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



More than nine in 10 (92%) specialist non-GP trainees reported that they understood what they needed to do to meet their training program requirements. A similar proportion reported that they found their college training program relevant to their development (90%) and that they had opportunities to meet the requirements of the training program in their current setting (88%).

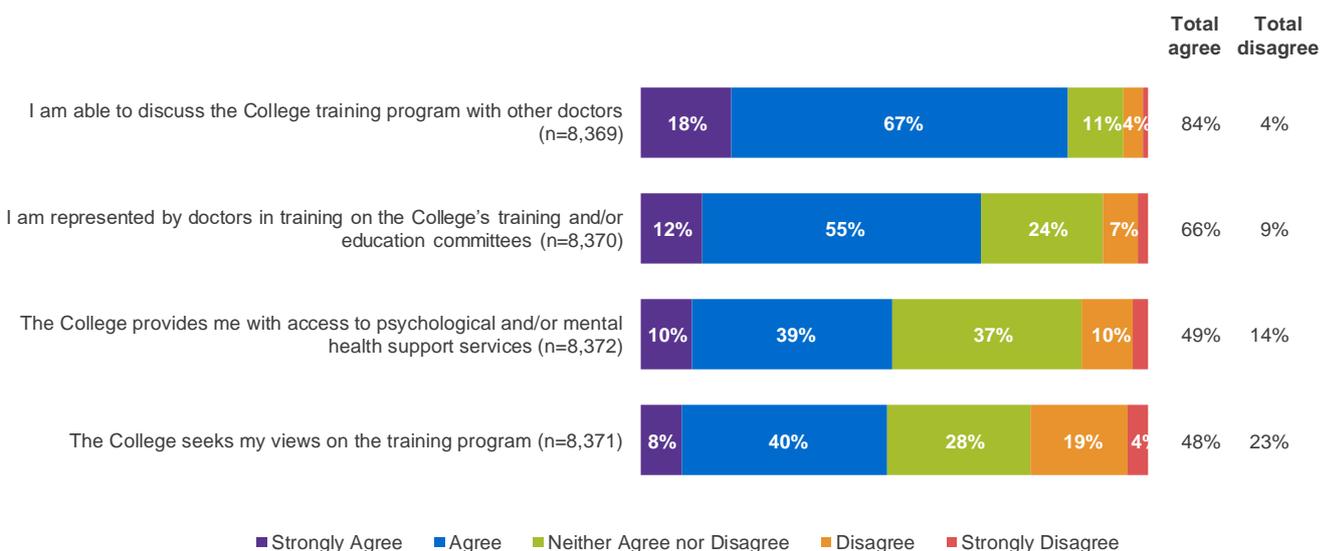
**Q22. Thinking about how [College] communicates with you about your training program, to what extent do you agree or disagree with the following statements?**



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

Specialist non-GP trainees were asked about college communication regarding their training program. Close to four in five (77%) ‘strongly agreed’ or ‘agreed’ that their college clearly communicates the requirements of the training program. %A similar proportion agreed (75%) that they knew who to contact at the college about their training program. Slightly fewer respondents reported that their college clearly communicates changes to training programs and how these may affect trainees (72%), with 12%disagreeing with this statement.

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

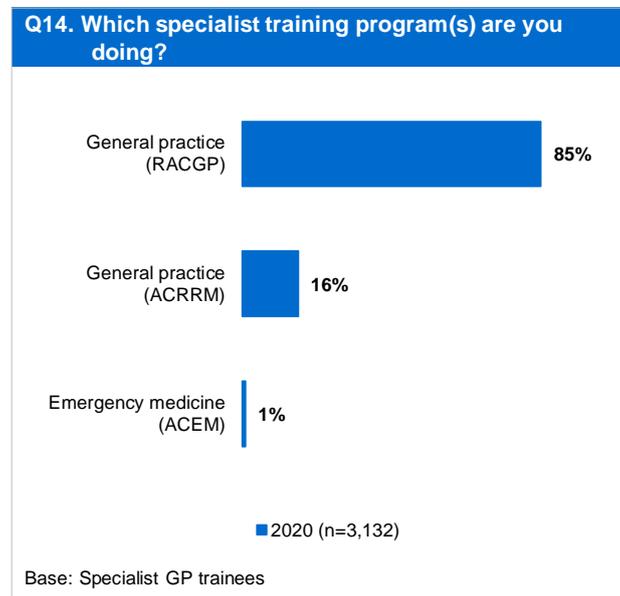


Base: Specialist non-GP trainees. Base size varies according to question | Note: Labels 3% and below removed from chart

Over four in five (84%) specialist non-GP trainees ‘strongly agreed’ or ‘agreed’ that they were able to discuss the college training program with other doctors. Two in three (66%) reported that they were represented by doctors in training on the college’s training and/or education committees. One in two (49%) specialist non-GP trainees ‘strongly agreed’ or ‘agreed’ that their college provides them access to

psychological and/or mental health support services, with 14% 'disagreeing' or 'strongly disagreeing'. A similar percentage of respondents felt that the college sought their views on the training program (48% total 'strongly agreed' or 'agreed'), with one in four specialist non-GP trainees 'disagreeing' or 'strongly disagreeing' with this statement (23%).

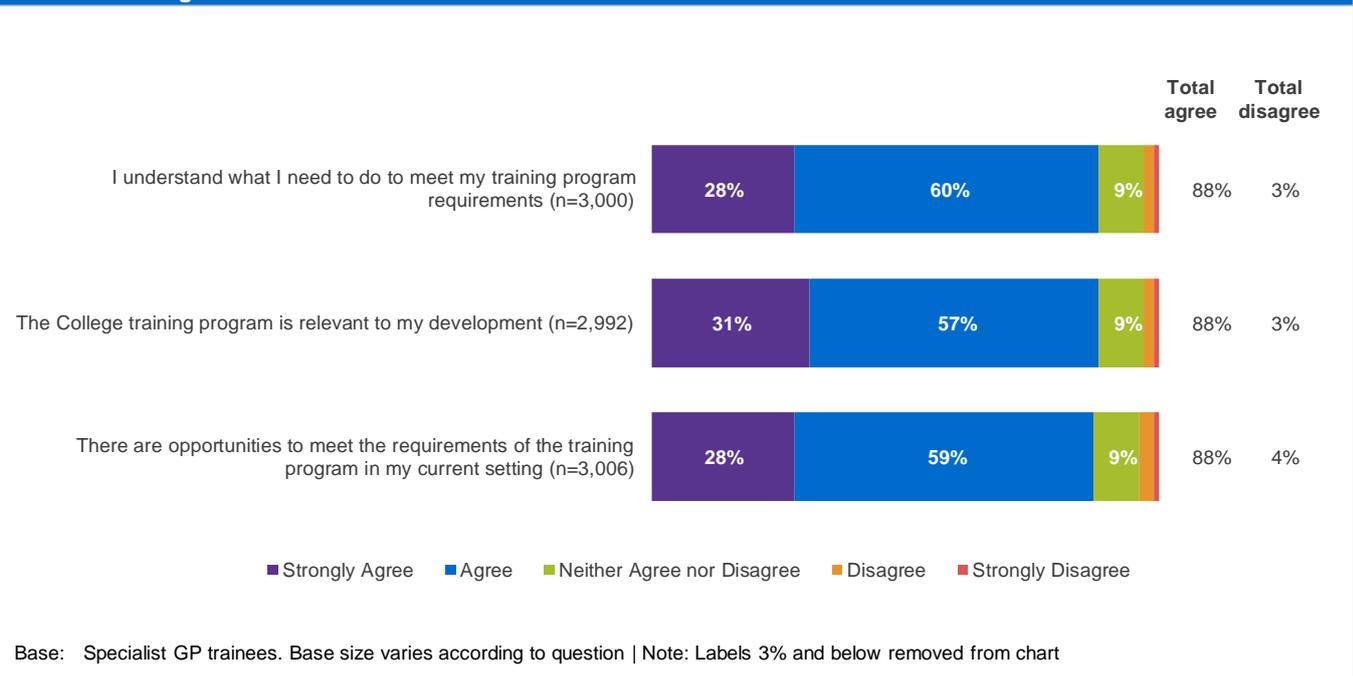
#### 4.2.4 Specialist GP trainees



Among specialist GP trainees, the most common general practice training program was with Royal Australian College of General Practitioners (RACGP) (85%), followed by 16% with the Australian College of Rural and Remote Medicine (ACRRM).

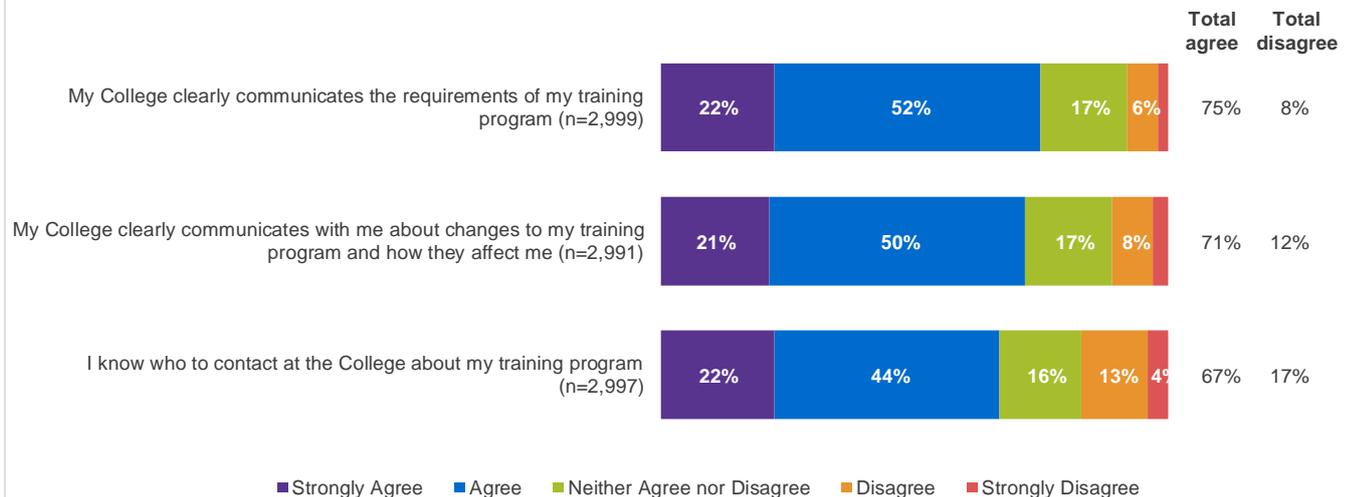
A small percentage of specialist GP trainees are undertaking a second training program in addition to their general practice training program (3%). Most commonly, this is emergency medicine (Australasian College for Emergency Medicine (ACEM), 1%).

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



Just under nine in 10 (88%) specialist GP trainees reported that they understood what they needed to do to meet their training program requirements, found their college training program relevant to their development (88%) and reported that they had opportunities to meet the requirements of the training program in their current setting (88%).

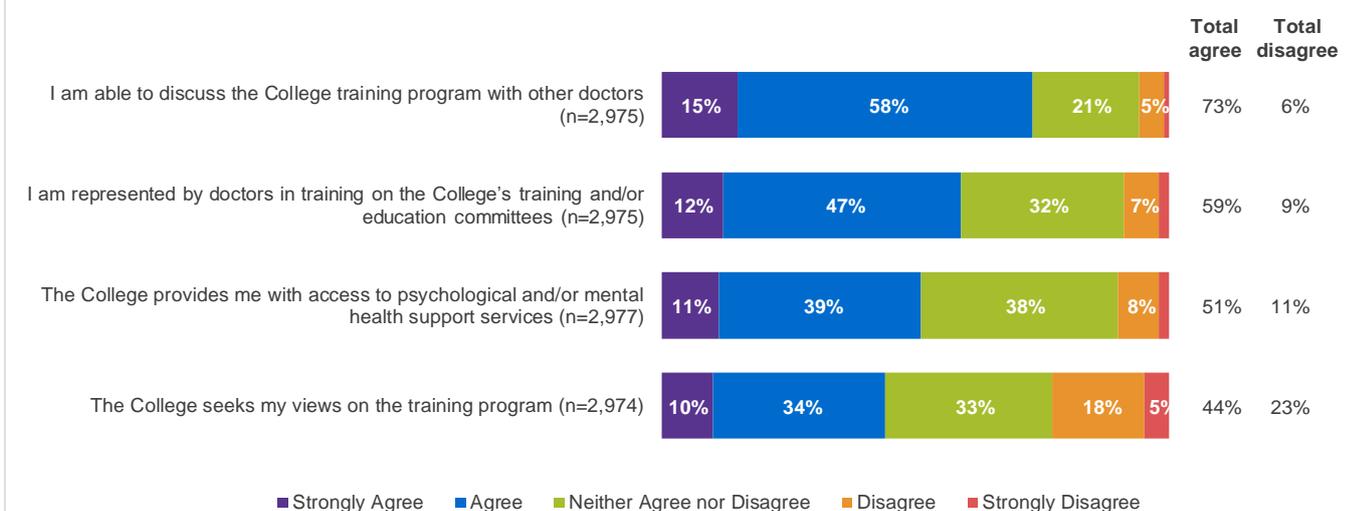
**Q22. Thinking about how [College] communicates with you about your training program, to what extent do you agree or disagree with the following statements?**



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

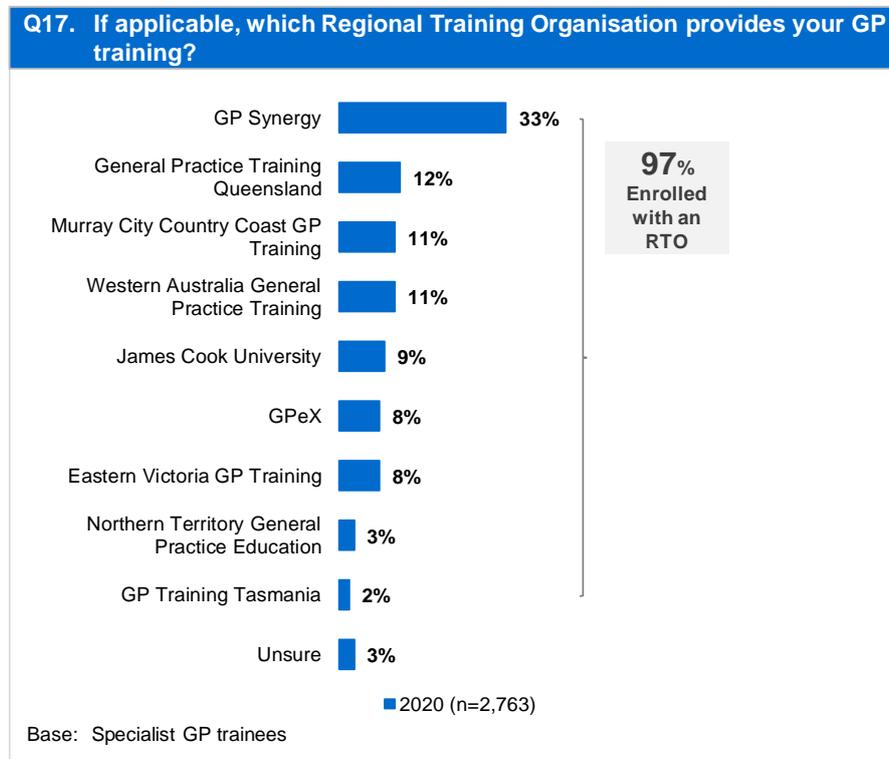
Three out of four (75%) specialist GP trainees ‘strongly agreed’ or ‘agreed’ that their college clearly communicates the requirements of the training program. Seven in 10 reported that their college clearly communicates changes to their training program and how the changes may affect them (71%), with 12% disagreeing with this statement. A lower number of respondents agreed that they knew who to contact at the college about their training program (67%).

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



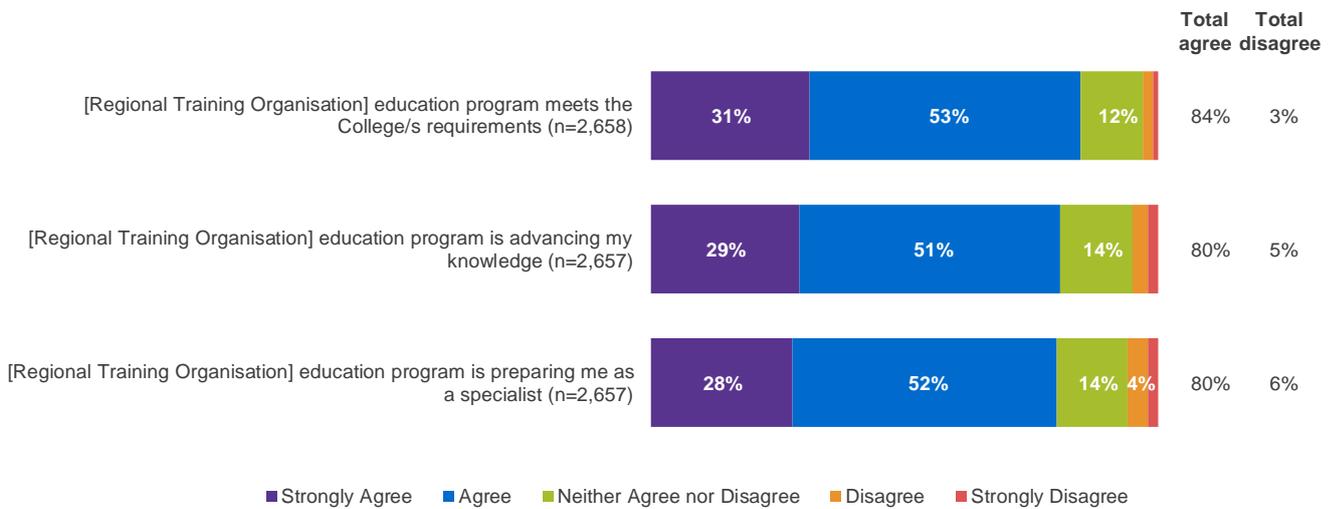
Base: Specialist GP trainees. Base size varies according to question | Note: Labels 3% and below removed from chart

Less than one in two (44% total ‘strongly agreed’ or ‘agreed’) reported that their college sought specialist GP trainees’ views on the training program. One in two (51%) specialist GP trainees ‘strongly agreed’ or ‘agreed’ that they are provided with access to psychological and/or mental health support services (51%), while three in five reported being represented by doctors in training on the college’s training and/or education committees (59%). A higher proportion (73%) indicated that they are able to discuss the college training program with other doctors.



Specialist GP trainees were asked to select which Regional Training Organisation (RTO) delivered their education and training. Overall, 97% reported that they were enrolled in an RTO. The most common RTO selected was GP Synergy (33%), followed by General Practice Training Queensland (12%), Murray City Country Coast GP Training (11%), and Western Australian General Practice Training (11%).

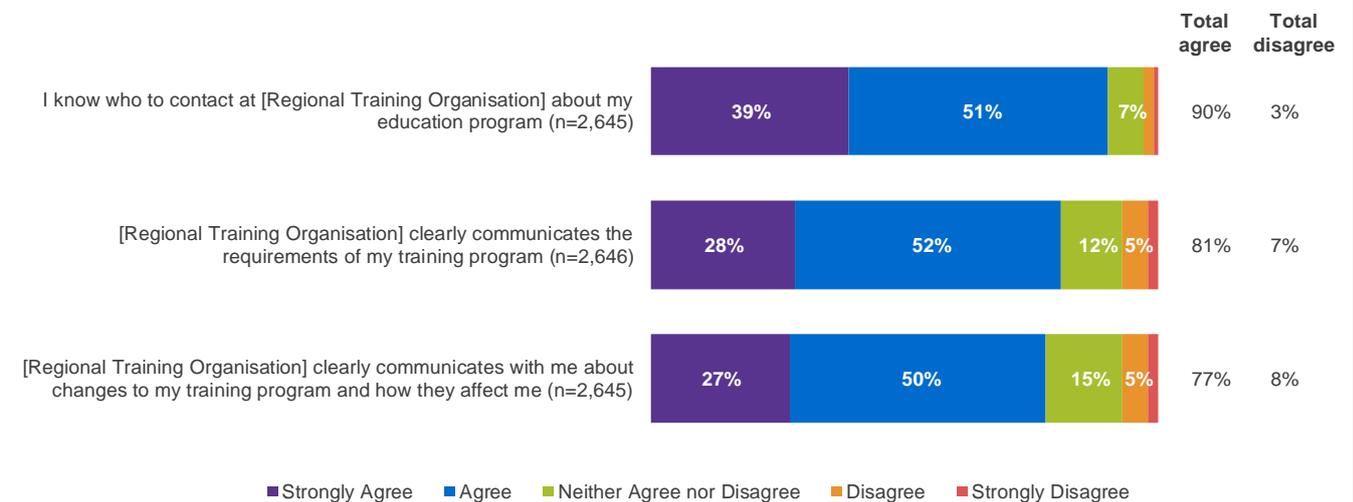
**Q18. Thinking about your [Regional Training Organisation] training program, to what extent do you agree or disagree with each of the following statements...**



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

Four in five specialist GP trainees ‘strongly agreed’ or ‘agreed’ that their RTO’s education program met the college requirements (84%), advanced their knowledge (80%) and/or prepared them to be a specialist (80%).

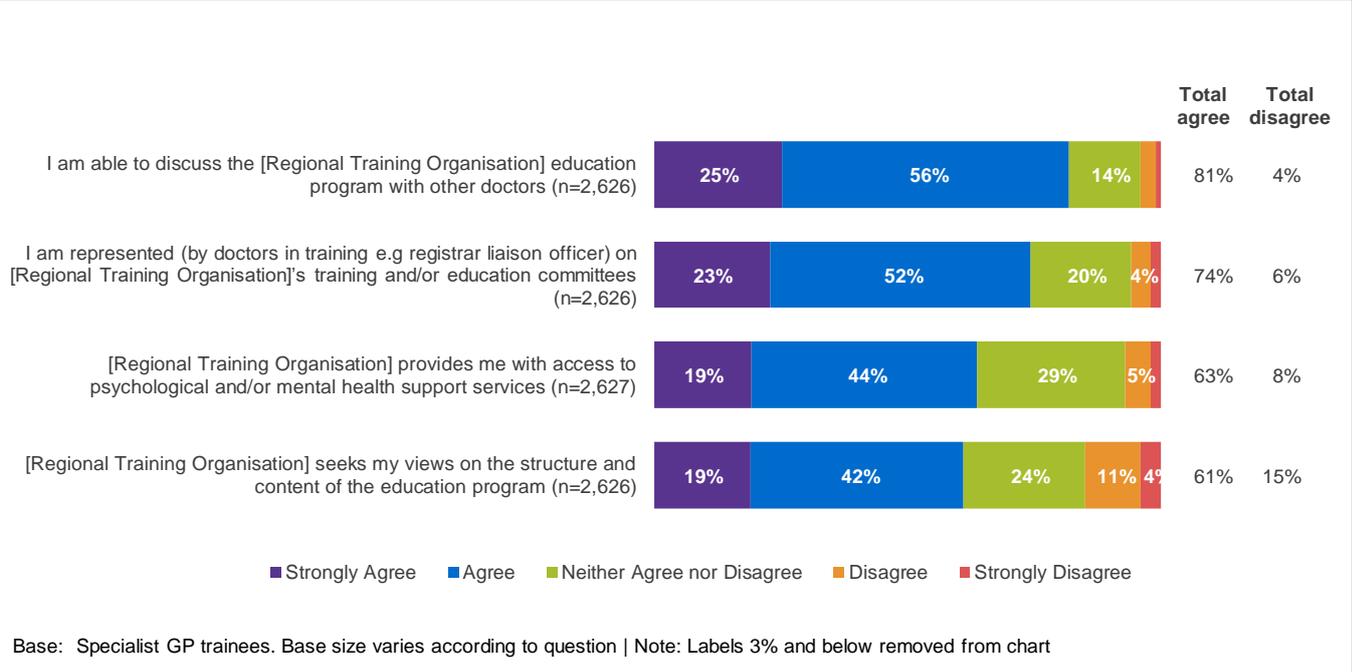
**Q19. Thinking about your [Regional Training Organisation] training program, to what extent do you agree or disagree with each of the following statements...**



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

Nine in 10 (90%) specialist GP trainees knew who to contact at their RTO about their education program. Four in five (81%) reported that their RTO clearly communicates the requirements of their training program. 77% ‘strongly agreed’ or ‘agreed’ that their RTO clearly communicates changes in the training program and how they may affect trainees.

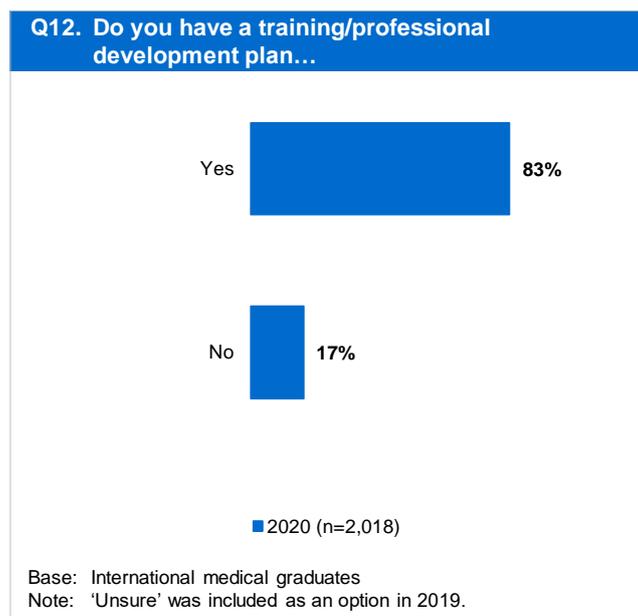
**Q20. Thinking about your [Regional Training Organisation] training program, to what extent do you agree or disagree with each of the following statements...**



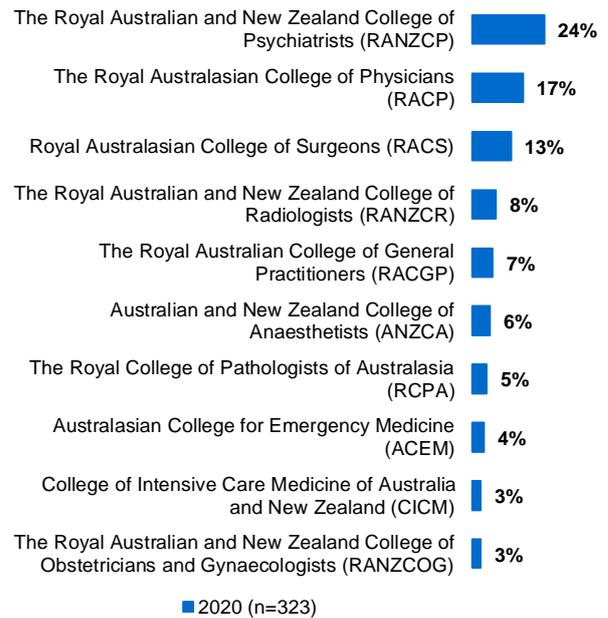
Four in five respondents (81%) reported they are able to discuss their RTO education program with other doctors. Three in four specialist GP trainees felt represented by doctors in training on their RTO’s training and/or education committees (74% total ‘strongly agreed’ or ‘agreed’). However, a lower proportion (63%) ‘strongly agreed’ or ‘agreed’ that their RTO offered access to psychological and/or mental health support services.

Three in five reported that their RTO sought trainee views on the structure and content of the education program (61%), with 15% either disagreeing or disagreeing strongly with this statement.

### 4.2.5 International medical graduates (IMGs)



Four in five IMGs indicated that they have a training/professional development plan (83%).

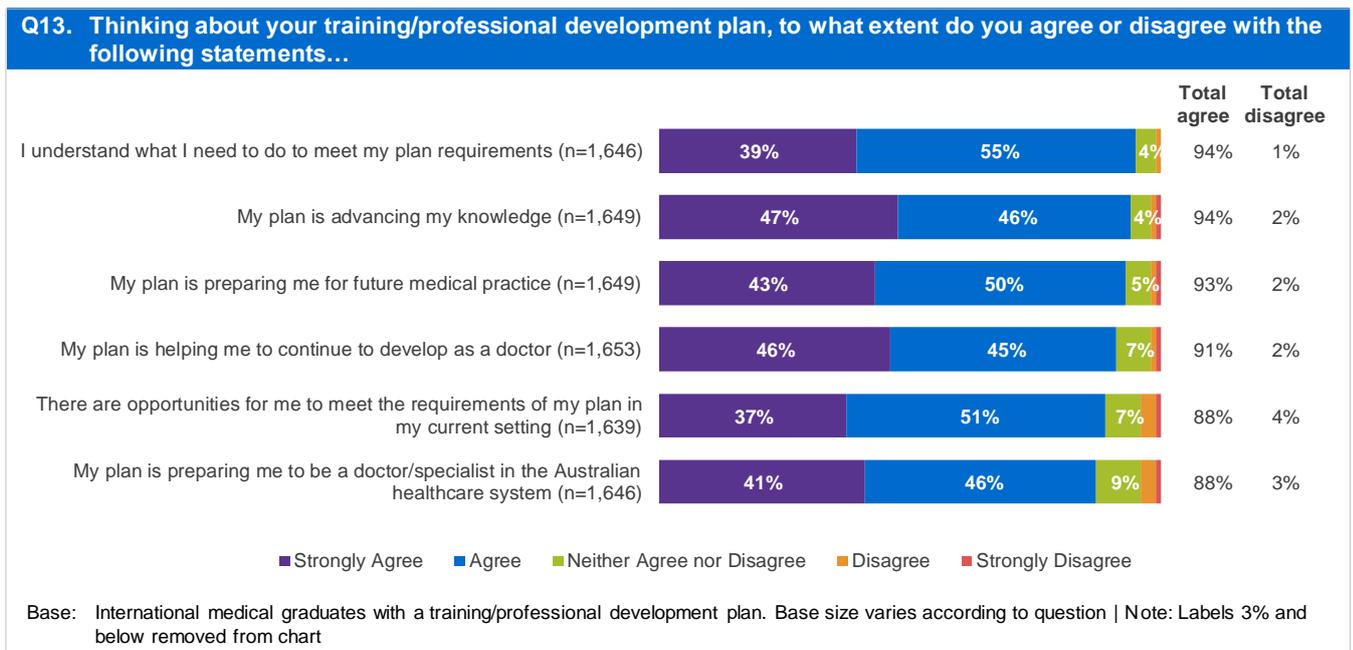
**Q11a. Which pathway are you in...**
**Q11b. Which college(s) did your specialist pathway assessment...**


Base: National response Asked of international medical graduates.

Base: International medical graduates who selected 'Specialist pathway' or 'Specialist and competent authority pathway' in Q11a. Prefer not to say, unsure and responses <3% not shown.

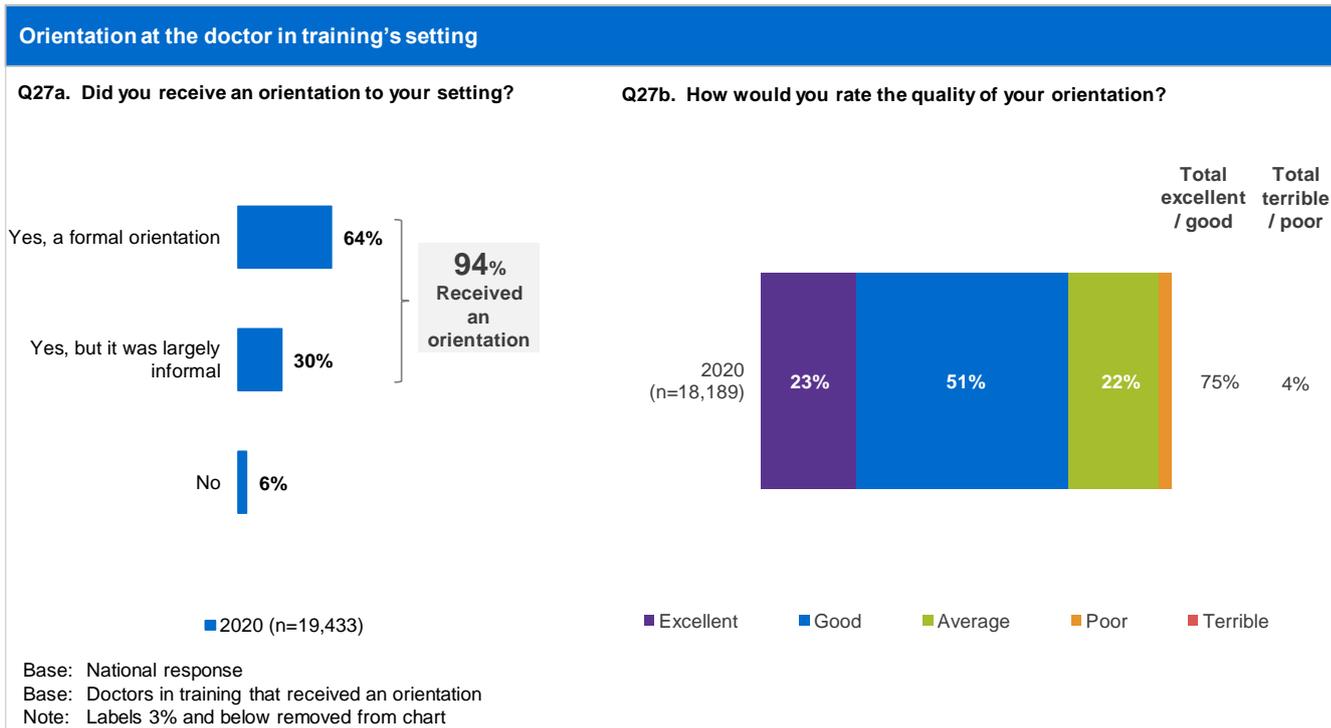
In 2020, almost one in two IMGs were in the standard pathway (49%), followed equally by the specialist pathway (13%) and short term training pathway (13%).

The largest tranche of IMGs in the specialist pathway, who participated in the survey were psychiatry trainees from The Royal Australian and New Zealand College of Psychiatrists (RANZCP, 24%). This was followed by physician trainees from the Royal Australasian College of Physicians (RACP, 17%), surgical trainees from the Royal Australasian College of Surgeons (RACS, 13%), radiology trainees from The Royal Australian and New Zealand College of Radiologists (RAZNCR, 8%) and general practice trainees from the Royal Australian College of General Practitioners (RACGP, 7%).



More than nine in 10 IMGs with a training/professional development plan indicated that they understood what they needed to do to meet their requirement (94% 'strongly agreed' or 'agreed') and similar proportions reported that their plan advanced their knowledge (94%), prepared them for future medical practice (93%) and helped them to continue to develop as a doctor (91%). There are opportunities for IMGs to meet the requirements of their plan in their current workplace, with 88% 'strongly agreeing' or 'agreeing' with this statement. Close to nine in 10 (88%) IMGs 'strongly agreed' or 'agreed' that their training/professional development plan prepared them to be a doctor in the Australian healthcare system.

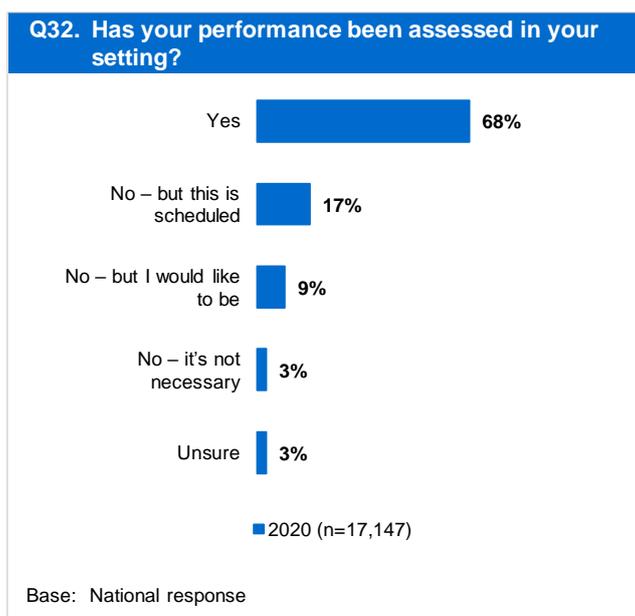
### 4.3 Orientation



The vast majority (94%) of doctors in training received an orientation, with 64% indicating that this was a formal orientation.

Of those that received an orientation, 23% rated this 'excellent' and a further 51% rated this 'good'. Only 4% of doctors in training rated their orientation as 'poor' or 'terrible'. Doctors in training in rural settings (33%) were more likely to rate their orientation as 'excellent' compared to the national response (23%).

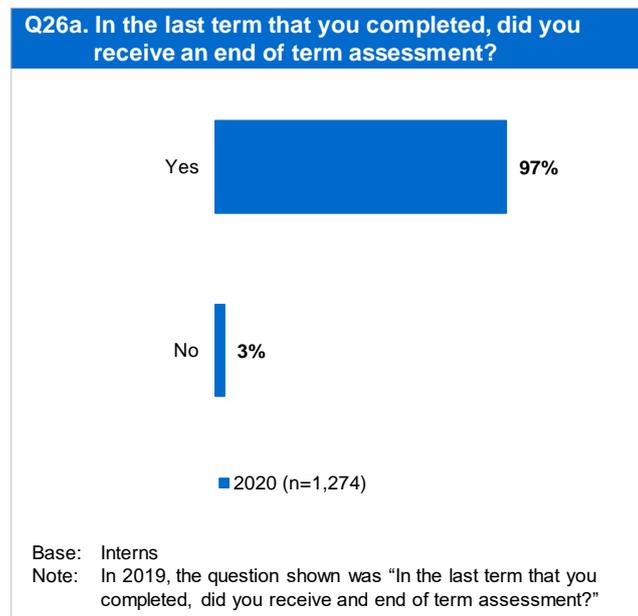
### 4.4 Assessment



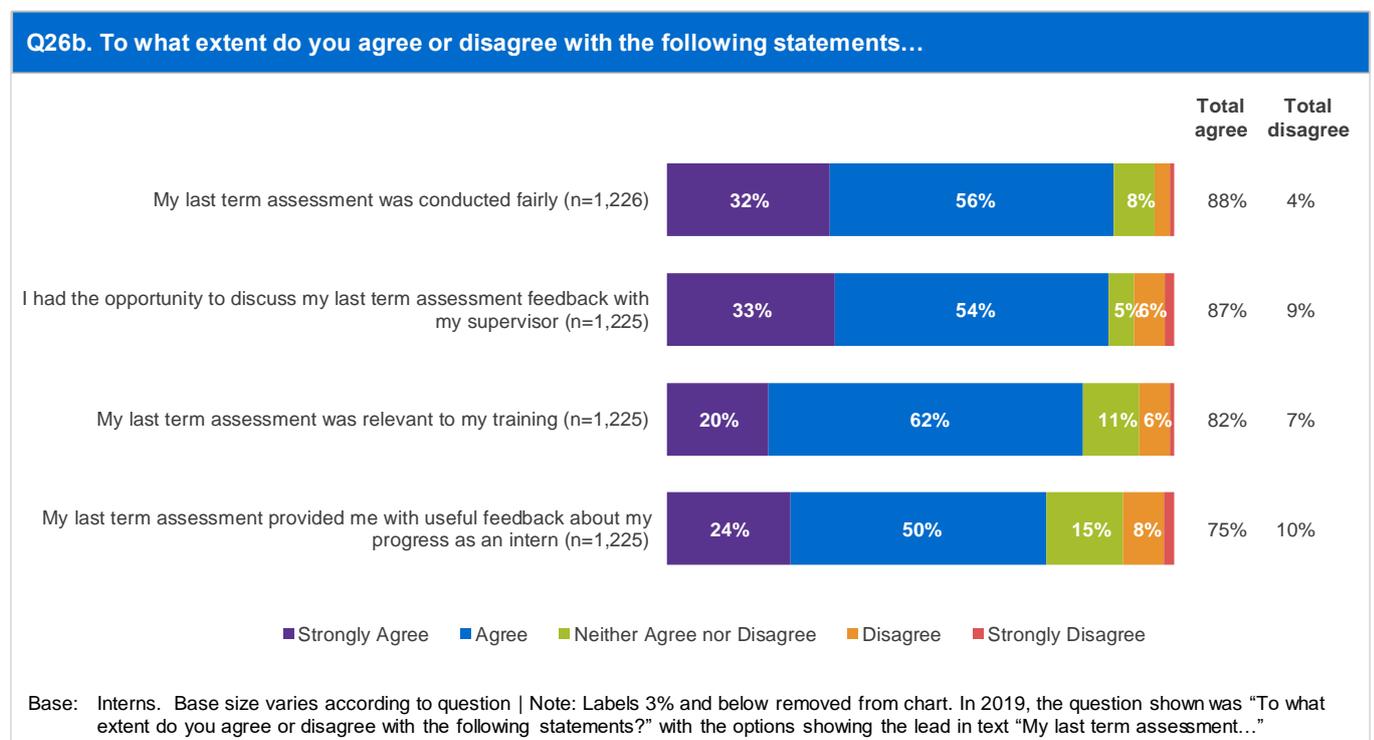
Specialist trainees, prevocational and unaccredited trainees and IMGs were asked if their performance had been assessed in their setting. Two thirds (68%) reported that they had undertaken an assessment and 17% reported that this had not happened yet but had been scheduled. One in 11 (9%) reported they had not had an assessment but would like one.

The incidence of assessments varied across the doctor in training cohorts. Over four in five (84%) IMGs have had their performance assessed in the setting. As a group, seven in 10 specialist trainees (73%) reported having had their performance assessed. This was higher for specialist GP trainees (79%) than specialist non-GP trainees (70%). Only half of the prevocational and unaccredited trainees (52%) reported they had had their performance assessed.

### 4.4.1 Interns



Nearly all interns reported receiving an end of term assessment (97%).

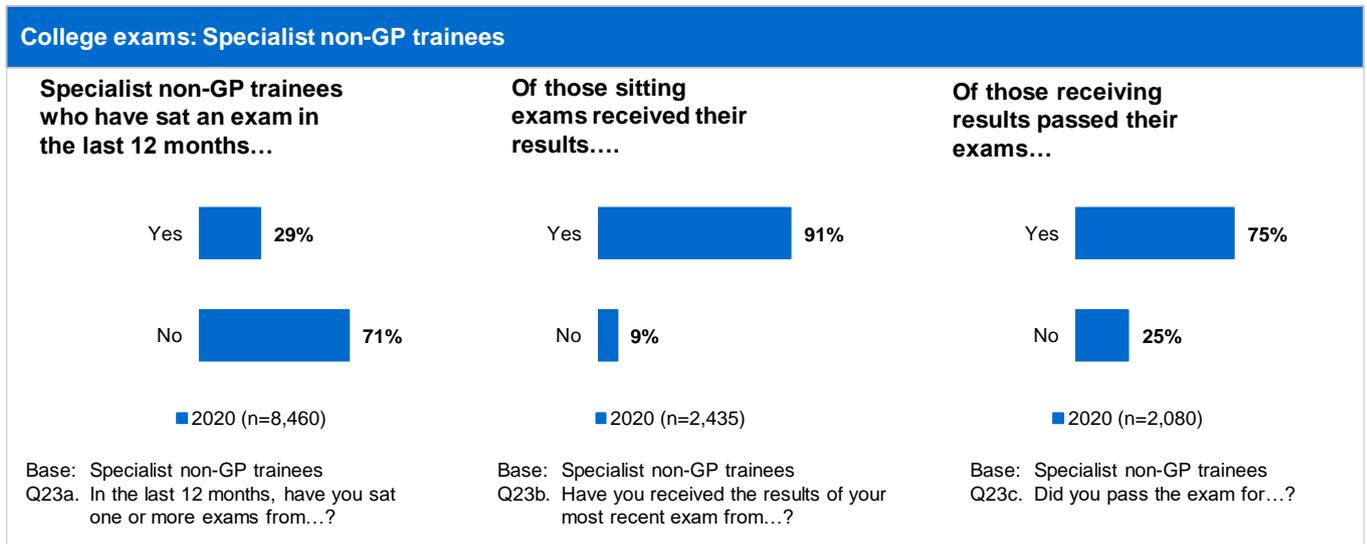


At least four in five interns who responded to the survey 'strongly agreed' or 'agreed' that their end of term assessment was relevant (82%) and conducted fairly (88%). Almost nine in 10 (87%) reported that they had the opportunity to discuss their last term assessment feedback with their supervisor. Three in

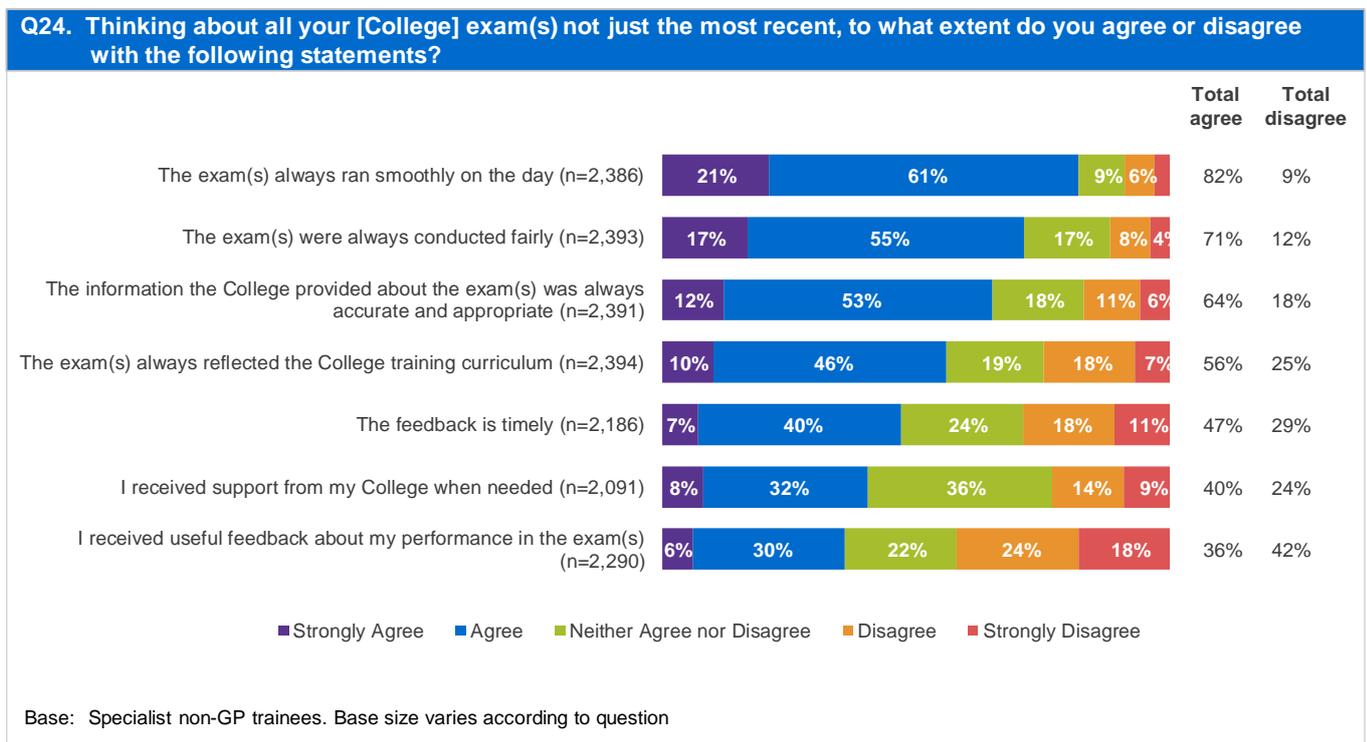
four (75% total 'strongly agreed' or 'agreed') found this feedback useful in relation to their progress as an intern.

## 4.4.2 Specialist trainees – exams

### 4.4.2.1 Specialist non-GP trainees



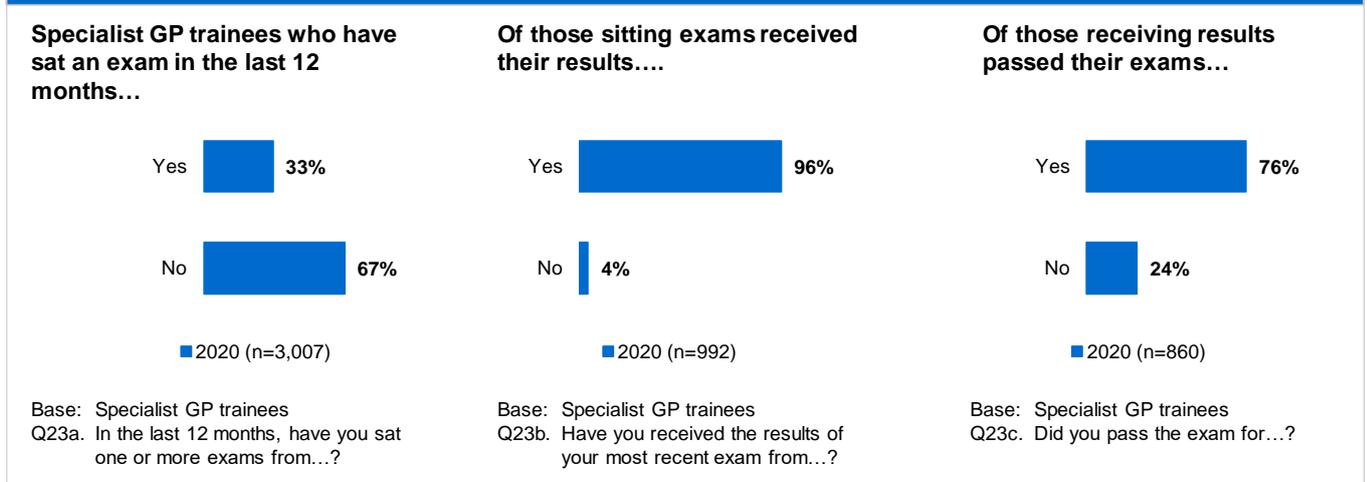
In the last 12 months, nearly a third (29%) of specialist non-GP trainees sat at least one exam. Of these respondents, 91% had received their results and three in four (75%) had passed their exams.



Four in five (82%) specialist non-GP trainees who sat an exam in the past 12 months indicated that their exam/s always ran smoothly on the day and seven in 10 reported that they were conducted fairly (71%). However, fewer 'strongly agreed' or 'agreed' that information the college provided about the exam/s was always accurate and appropriate (64%) or the exam/s always reflected the college training curriculum (56%). Three in ten (29%) disagreed that exam feedback was timely, with one in four (24%) disagreeing that they'd received the necessary support from their college and two in five (42%) disagreeing that they'd received useful feedback about their performance in the exams/s.

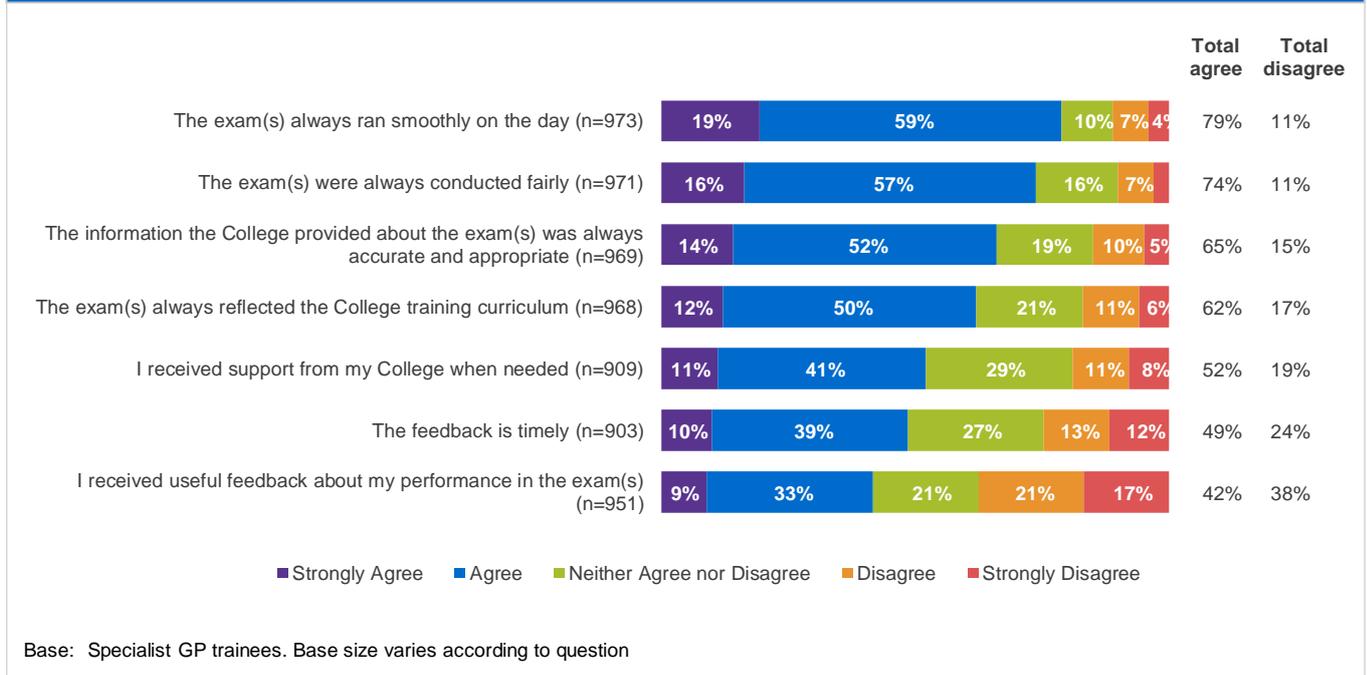
#### 4.4.2.2 Specialist GP trainees

##### College exams: Specialist GP trainees



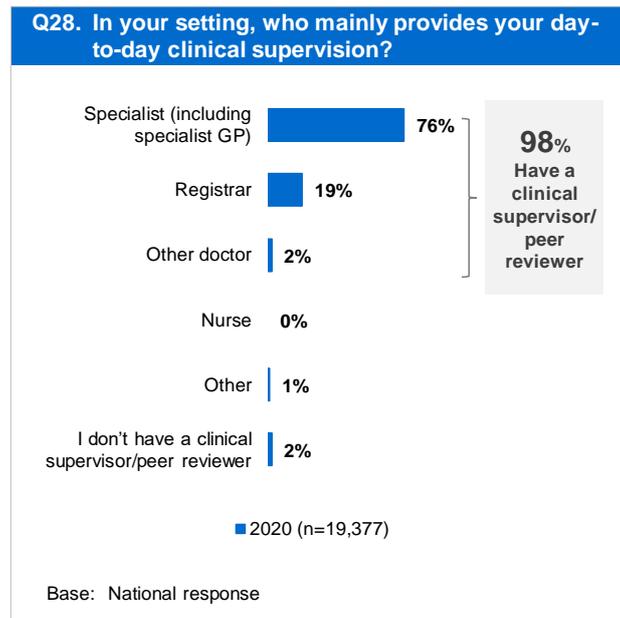
One in three specialist GP trainees sat one or more exams in the past 12 months (33%), with 96% having received their results. Of those that had received results, 76% had passed the exam.

##### 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?



Four in five (79%) specialist GP trainees who had sat an exam in the 12 months to October 8 2020 when the survey closed indicated that their exam or exams always ran smoothly on the day. Similar to specialist non-GP trainees, fewer 'strongly agreed' or 'agreed' that the information the college provided about the exam/s was always accurate and appropriate (65%) or the exam/s always reflected the college training curriculum (62%). The lowest ratings were regarding college support and feedback about exams, with two in five (38%) 'strongly disagreeing' or 'disagreeing' with exam feedback being useful about their performance in the exams, one in four (24%) that the feedback was timely and one in five (19%) that support was received when needed.

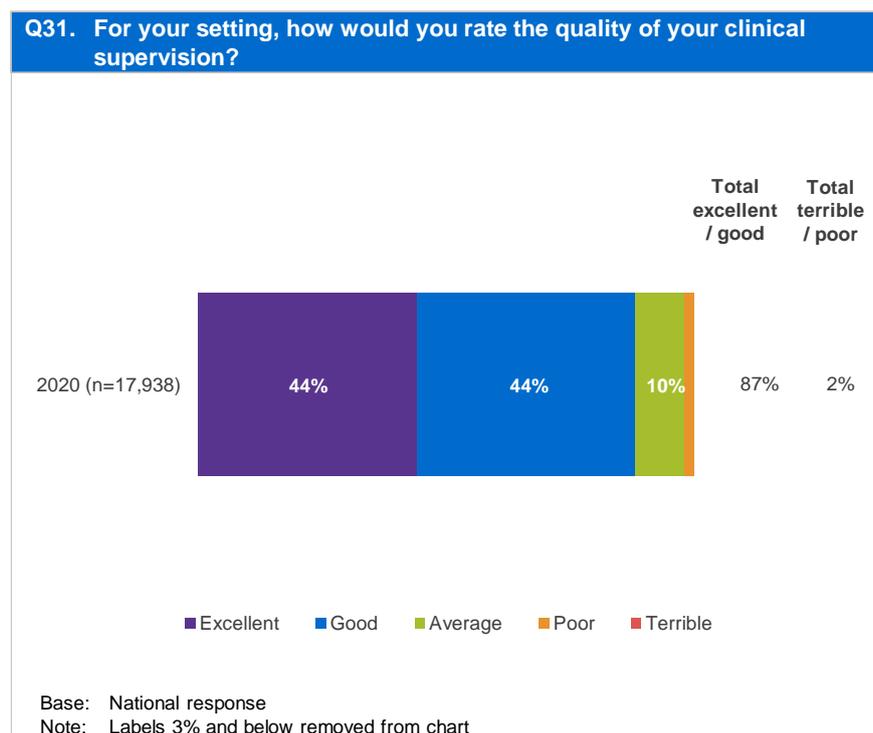
## 4.5 Clinical supervision



Specialists (including specialist GPs) most commonly provided doctors in training with their day-to-day clinical supervision (76%). There were some variations according to location, with doctors in training from rural (84%) and regional (78%) locations more likely to have reported specialists being the main supervisor than their counterparts from metropolitan areas (74%).

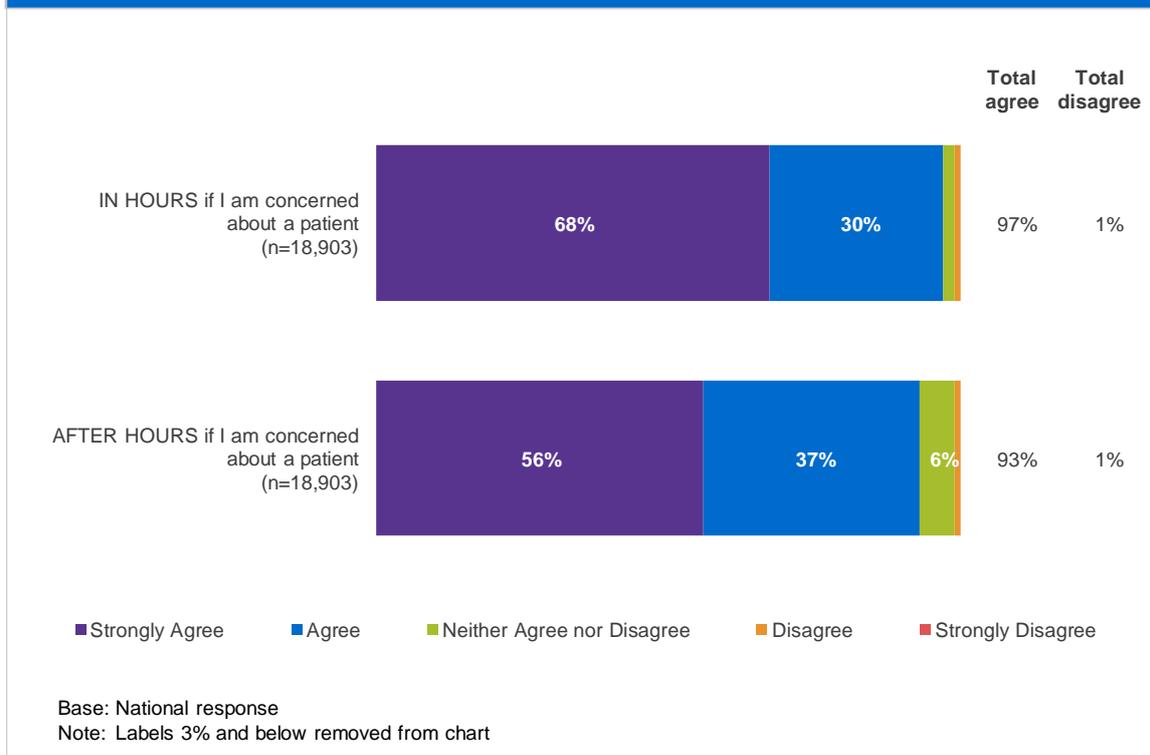
Interns reported that they were more commonly supervised day-to-day by a registrar (67%). It was very uncommon for doctors in training to not have a clinical supervisor or peer reviewer. For example, only 1% of IMGs reported this.

Trainees in rural locations were less likely to have a clinical supervisor or peer reviewer (5%) than the national response (2%). In rural locations, registrars are less likely to provide day-to-day clinical supervision (5%) than metropolitan areas (22%) and regional locations (16%).



Nearly nine in 10 doctors in training rated the quality of their supervision as 'good' or 'excellent' (87%). Over two in five (44%) doctors in training rated the quality of their clinical supervision to be 'excellent', with a further 44 % rating it as 'good'. Only 2% of doctors in training reported their supervision as 'poor' or 'terrible'. Interns were less likely to rate the quality of their clinical supervision as either 'good' or 'excellent' (82%) compared with other doctor in training cohorts.

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



Doctors in training were asked about their ability to contact other senior medical staff with patient concerns in and after hours. Nearly all (97%) 'agreed' or 'strongly agreed' that they would be able to contact senior medical staff during work hours. Specialist non-GP trainees were the most likely to 'agree' or 'strongly agree' (98%) with this statement compared to other cohorts. As was the case with supervision ratings, interns (95%) and those from the ACT (95%) reported that they were less inclined to agree that they were able to contact senior medical staff in hours ('strongly agree' or 'agree').

Slightly fewer respondents 'agreed' or 'strongly agreed' that they would be able to contact senior medical staff after hours (93%) than in hours (97%). Interns (88%) and specialist GP trainees (87%) were less likely to 'agree' or 'strongly agree' with this statement compared to the national response. Doctors in training from rural locations were also less inclined to 'agree' or 'strongly agree' (88%) that they were able to contact other senior medical staff after hours if they were concerned about a patient, compared to the national response.

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

	Average out of 5 (1=very poor - 5=very good)	Total four + five stars	Total one + two stars
Accessibility	 4.3	85%	3%
Helpfulness	 4.3	85%	3%
Allowing for an appropriate level of responsibility	 4.1	82%	4%
Ensuring that you only deal with clinical problems that you are ready for or have the experience to address	 4.1	80%	5%
Including opportunities to develop your skills	 4.0	73%	8%
Meeting your training plan/pathway requirements <sup>^</sup>	 3.8	68%	11%
Usefulness of feedback	 3.8	67%	10%
Regular, INFORMAL feedback	 3.8	66%	11%
Discussions about my goals and learning objectives	 3.7	62%	15%
Regular, FORMAL feedback	 3.6	58%	15%

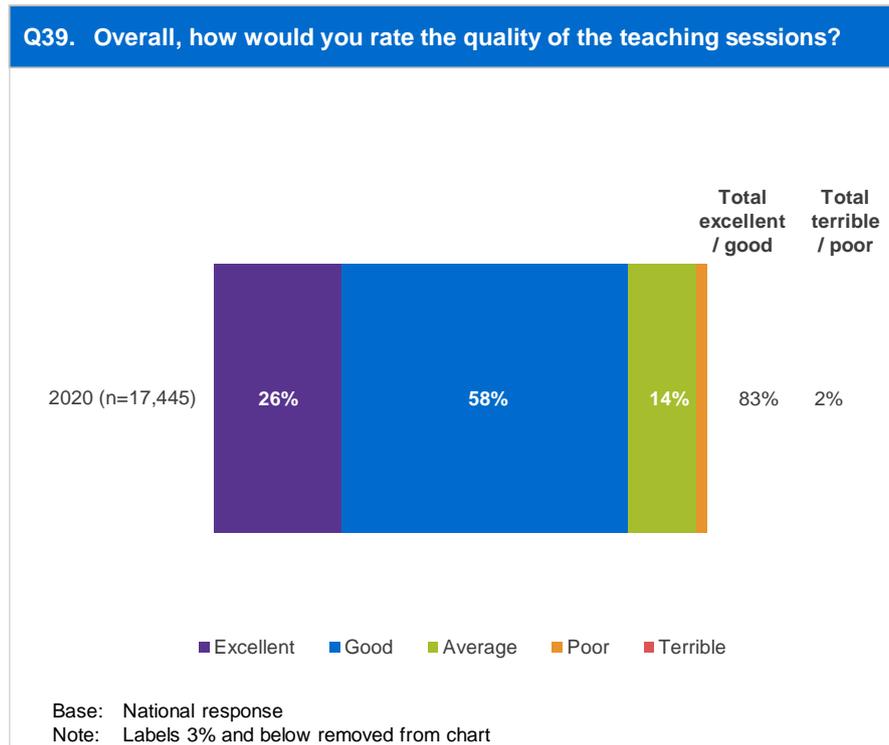
★ 2020 (n=17,978)

Base: National response | Note: The question marked with a ^ was shown to interns as "Meeting your intern education program requirements".

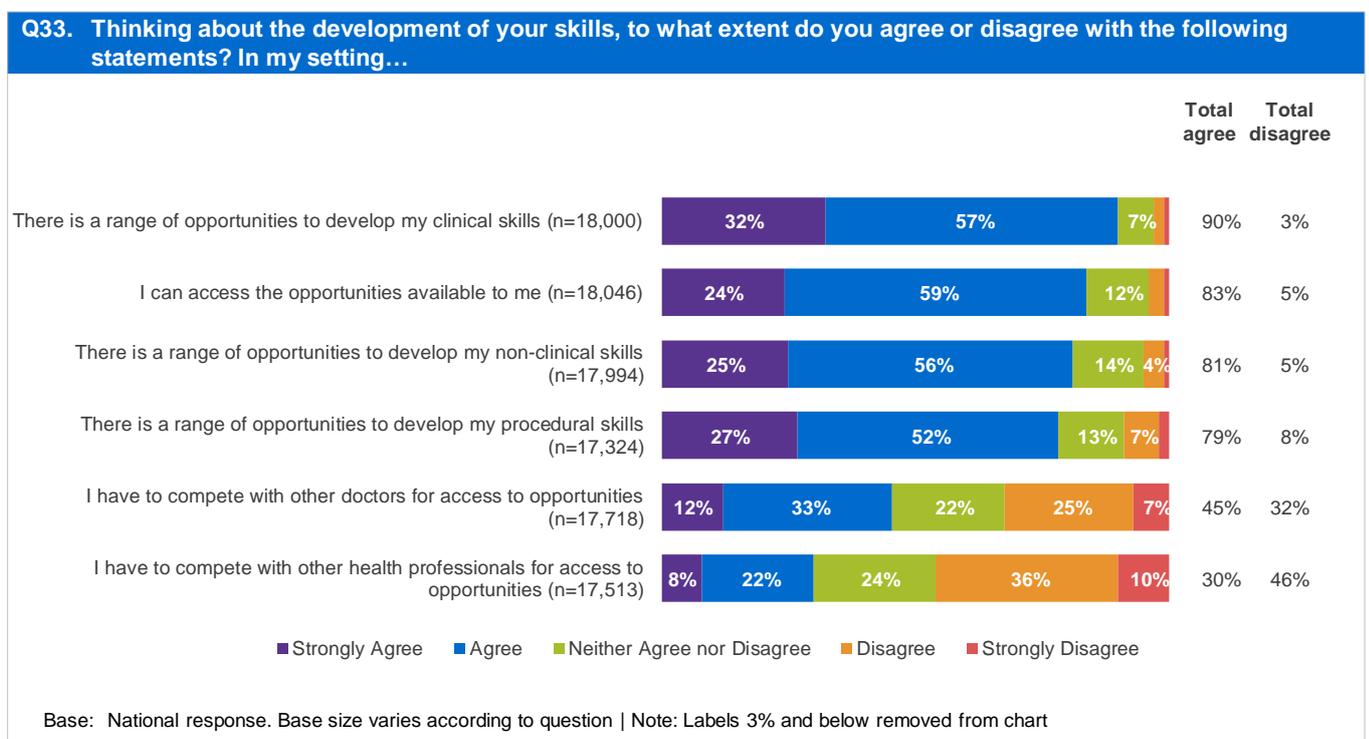
Doctors in training were asked to rate their clinical supervision in relation to indicators of quality on a scale from one to five stars (five stars = very good and one star = very poor). Helpfulness and accessibility received the highest ratings, with more than four in five (85%) doctors in training awarding each of these aspects of their supervision four or five stars. 'Allowing for an appropriate level of responsibility' (82% rated four or five stars) and 'ensuring that doctors in training are only dealing with clinical problems they are ready for' (80%) were also rated highly. Regular formal feedback was the aspect of clinical supervision that rated lowest for doctors in training, with only 58% awarding this response four or five stars and 15% attached a one or two star rating.

IMGs rated all aspects of clinical supervision highest, compared to other cohorts. Doctors in training who live in the ACT or in metro areas nationally also tend to attach lower ratings to aspects of their supervision than others.

## 4.6 Access to teaching

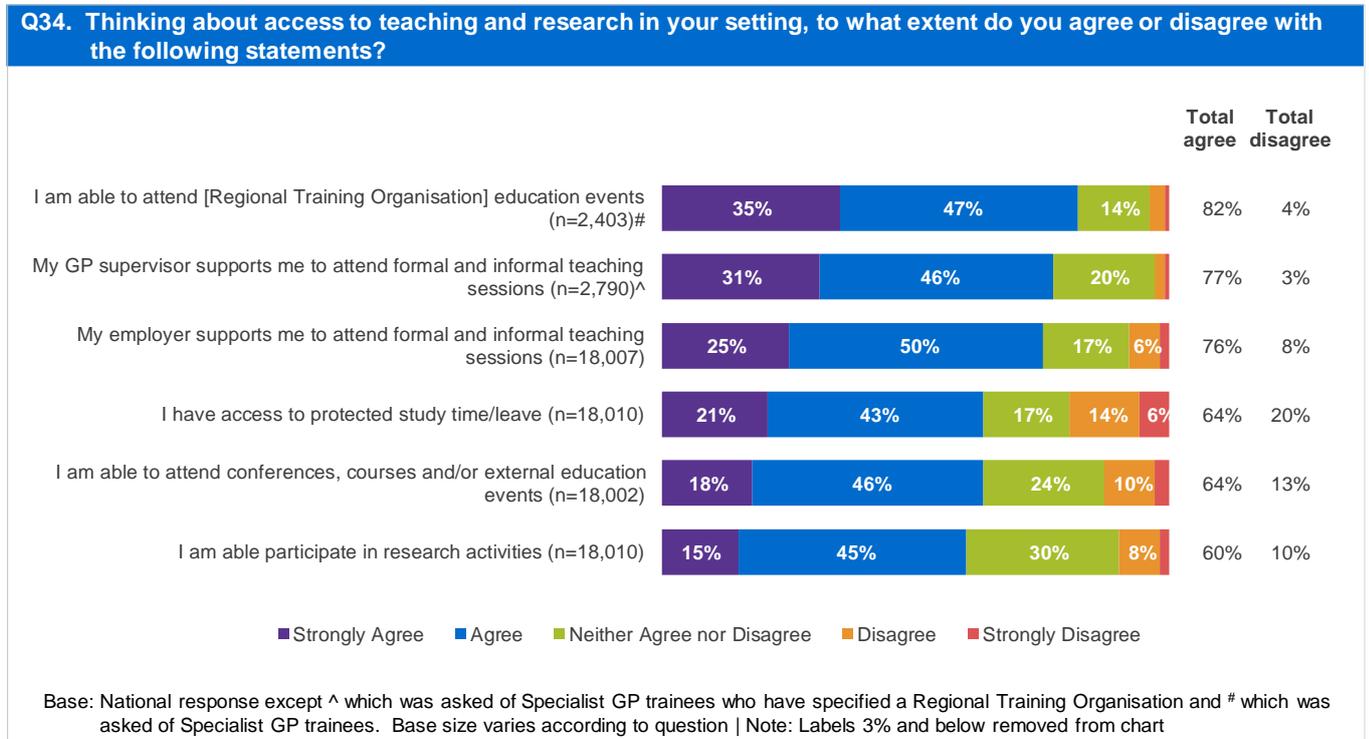


Four in five (83%) doctors in training rated the quality of teaching sessions available to be either ‘excellent’ or ‘good’, with only 2% rating them as ‘poor’ or ‘terrible’. Interns were less favourable in their ratings of teaching sessions compared to other cohorts, with 77% rating them as ‘excellent’ or ‘good’.



Doctors in training were asked to what extent they ‘agreed’ or ‘disagreed’ with statements in relation to the development of their skills. Nine in 10 (90%) doctors in training either ‘agreed’ or ‘strongly agreed’ that there was a range of opportunities to develop their clinical skills. Four in five (83%) doctors in training ‘agreed’ or ‘strongly agreed’ that they could access opportunities available to them. A similar

proportion of doctors in training ‘agreed’ or ‘strongly agreed’ that there was a range of opportunities to develop their non-clinical (81%) and/or procedural skills (79%). Responses indicated that there was some competition for opportunities, with more than two in five (45%) of doctors in training ‘agreeing’ or ‘strongly agreeing’ that they had to compete with other doctors for access to opportunities. However, competition with other health professionals for access to opportunities was less common with close to a third (30%) doctors in training ‘agreeing’ or ‘strongly agreeing’ with this statement.

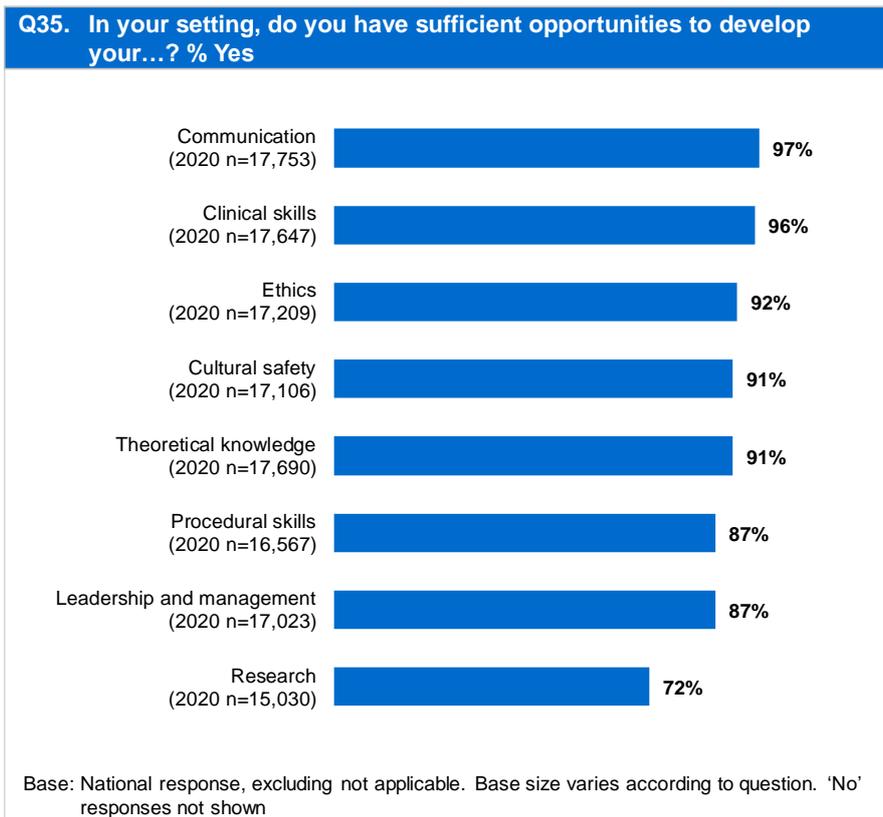


Doctors in training were asked to report their level of agreement with statements about access to teaching and research. Of the six statements about access to training and research, four statements were asked of all doctors in training, one statement was asked of specialist GPs only and a further statement was asked only for specialist GPs enrolled with a Regional Training Organisation.

Three in four (76%) doctors in training reported that they ‘agreed’ or ‘strongly agreed’ that their employer supported them to attend formal and informal teaching sessions. However, a lower proportion reported that they were able to attend conferences, courses or other external education events (64% ‘strongly agreed’ or ‘agreed’).

One in five (20%) doctors in training ‘disagreed’ or ‘strongly disagreed’ that they had access to protected study time or leave. Three in five (60%) ‘strongly agreed’ and ‘agreed’ that they were able to participate in research activities.

## 4.6.1 Opportunities for development



There is a high level of agreement that there are sufficient opportunities available to doctors in training to develop a range of skills. More than nine in 10 doctors in training reported that they had opportunities to develop their skills in communication (97%), clinical skills (96%), ethics (92%), cultural safety (91%) and theoretical knowledge (91%). More than four in five doctors in training reported that they had opportunities to develop their procedural skills (87%) and leadership and management skills (87%). Research was the area that doctors in training reported the fewest opportunities (72%). This was lower in regional (68%) and rural areas (65%) compared with the national response (72%). Specialist trainees were the most likely to receive enough opportunities to develop their skills across the board, although fewer specialist GP trainees reported opportunities develop skills in research(66%).

Doctors in training from metropolitan areas reported fewer opportunities than the national response for ethics (92%), cultural safety (90%), procedural skills (86%), and leadership and management (86%). In rural settings, a higher proportion of doctors in training reported sufficient opportunities around ethics (95%), cultural safety (96%), theoretical knowledge (94%) and procedural skills (91%) than the national response. A higher proportion of doctors in training from regional areas reported sufficient opportunities in relation to cultural safety (92%) and procedural skills (89%).

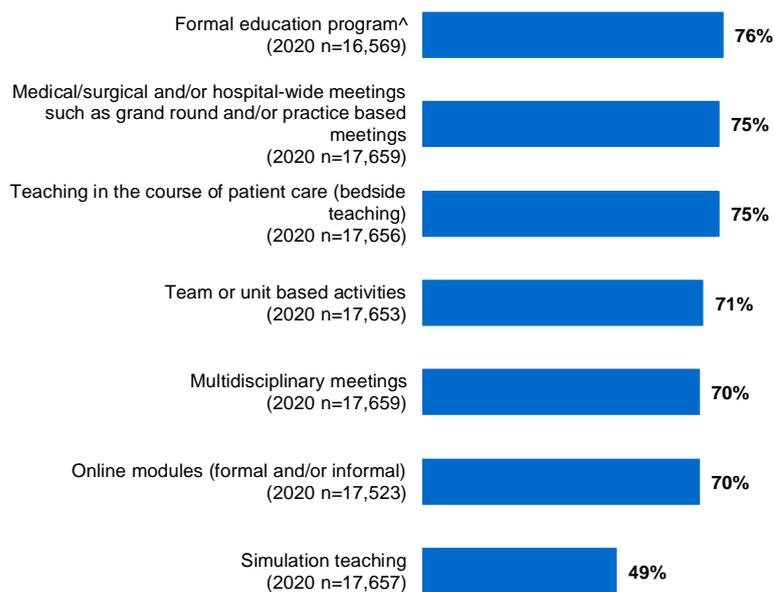
**Q36. Which of the following statements best describe the interaction between your training requirements and the responsibilities of your job?**



One in three doctors in training reported that their job responsibilities often (7%) or sometimes (29%) prevented them from meeting their training requirements (36% total 'often' or 'sometimes'). A similar proportion (35%) reported that their job responsibilities rarely prevented them from meeting their training requirements. Close to a third (29%) of all doctors in training stated that this never prevented them from meeting their training requirements.

Doctors in training who live in metropolitan areas were more likely than others to be 'often' or 'sometimes' prevented from meeting training requirements because of the demands of their job (37%) compared to rural locations (27%). Specialist GP trainees were less likely to report the demands of their job as a barrier to fulfilling their training requirements (25%).

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



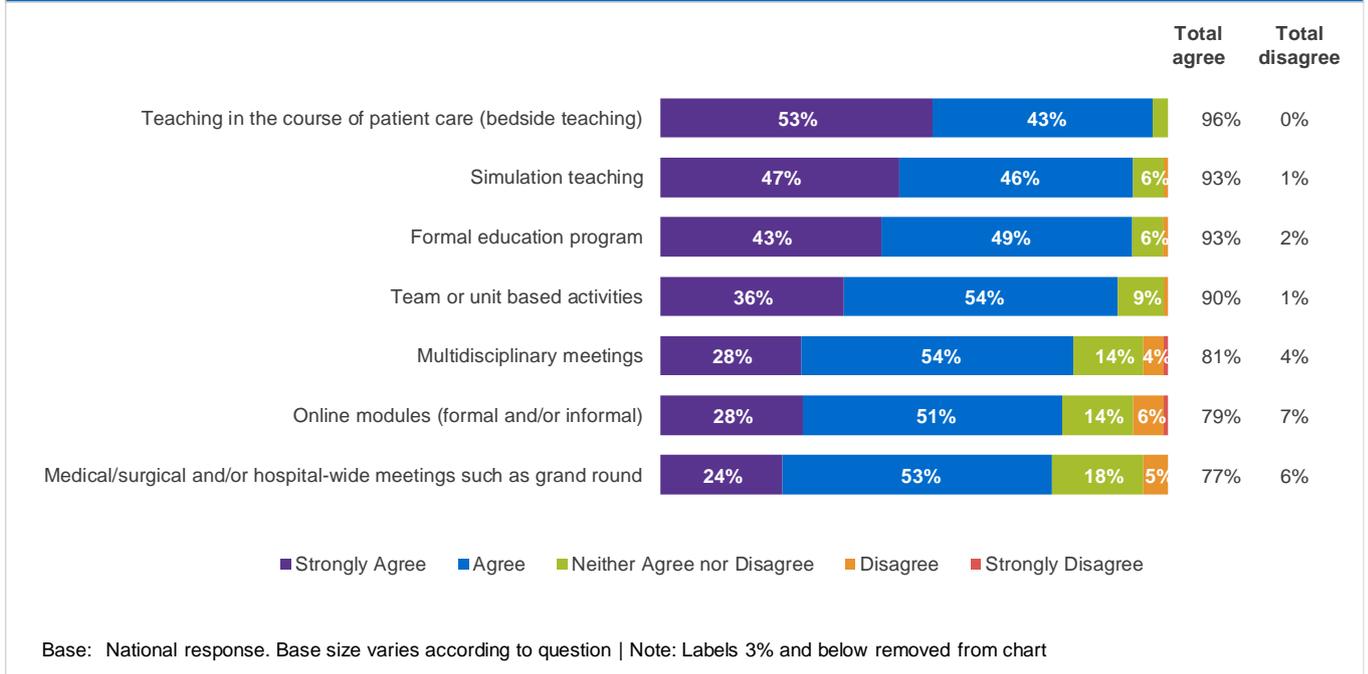
Base: National response. Base size varies according to question. 'No' and 'Unsure' responses not shown. In 2019, the question shown was "Which of the following educational opportunities are available to you in your setting?" The question marked with a ^ was not asked to interns in 2020.

The most common educational opportunities available to doctors in training were formal education programs (76% of non-interns), medical/surgical and/or hospital-wide meetings (75%) and teaching in the course of patient care (75%). Team or unit-based activities (71%), multi-disciplinary meetings (70%) and online modules (70%) were also commonly reported. Simulation teaching was available for half the doctors in training responding to the survey (49%).

Educational opportunities available to doctors in training varied according to the state/territory and location (e.g. metropolitan, regional or rural). Those in QLD and Metropolitan areas were typically more likely to report access to a wider range of educational opportunities, although online modules were most often available in regional and rural areas.

## 4.6.2 Educational opportunities usefulness

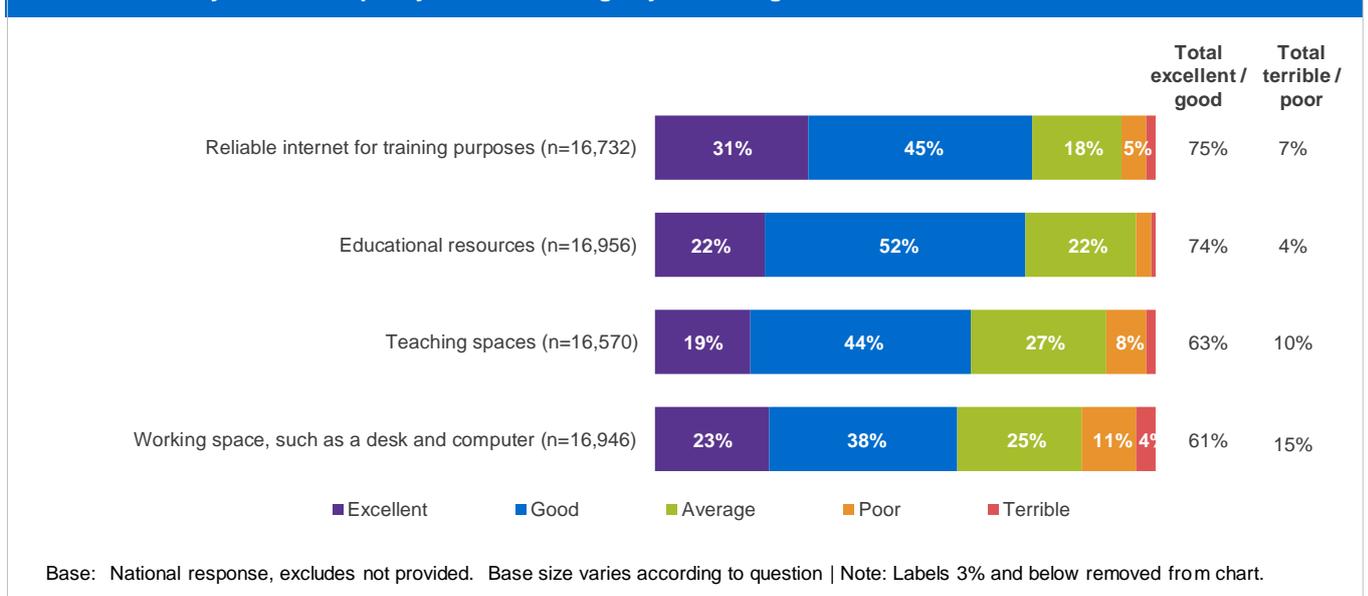
**Q38. To what extent do you agree or disagree that the following educational activities have been useful in your development as a doctor?**



All doctors in training who had been exposed to each educational activity were asked to comment on how useful it had been in their development as a doctor. The educational activities that were rated the most useful were teaching in the course of patient care (96% total ‘strongly agreed’ and ‘agreed’), simulation teaching (93%), formal education program (93%) and team or unit-based activities (90%). A lower proportion of doctors in training ‘strongly agreed’ or ‘agreed’ that multidisciplinary meetings (81%), online modules (79%) and medical/surgical and/or hospital-wide meetings (77%) were useful.

## 4.7 Facilities

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

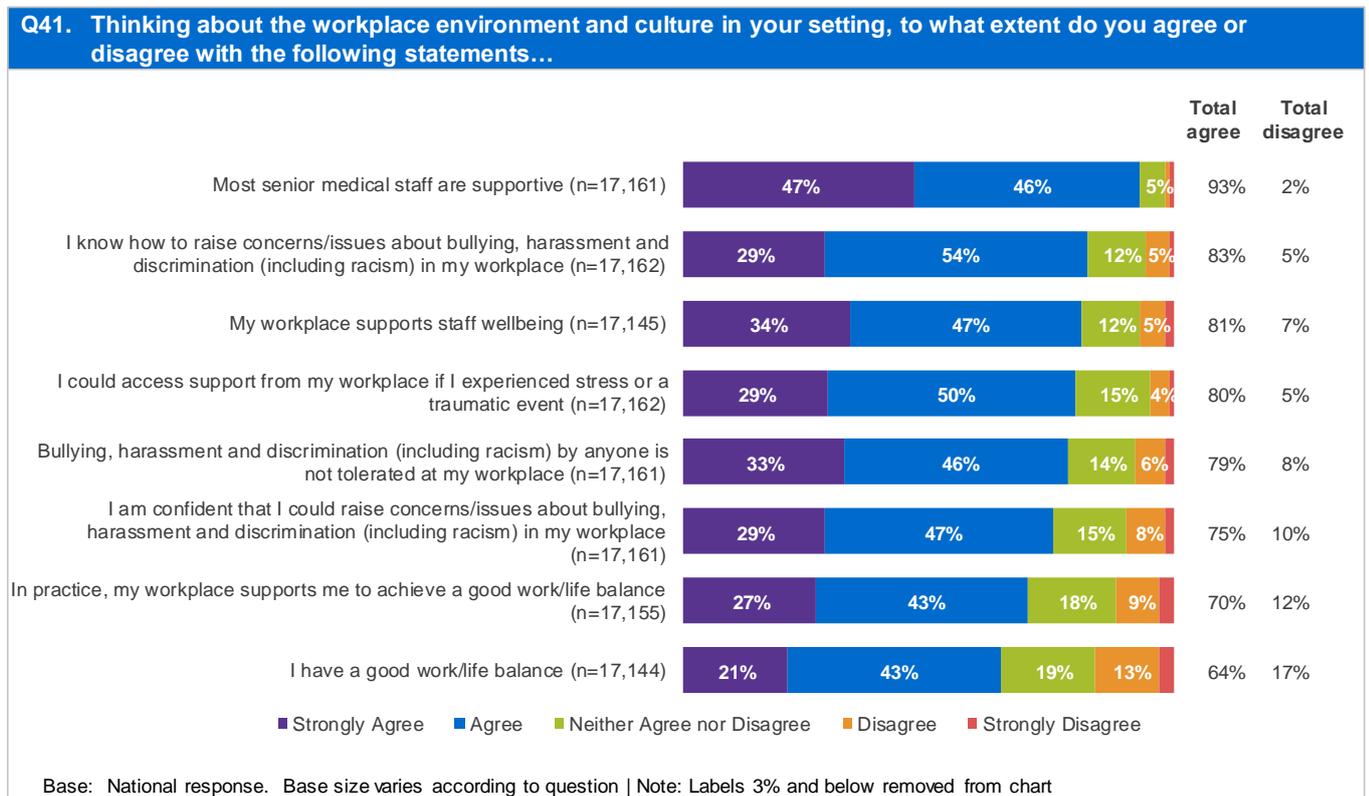


Doctors in training were asked to rate the quality of their workplace environment and physical space in relation to various statements. Reliable internet for training purposes (75%) and educational resources

(74%) were rated 'excellent' or 'good' by the highest proportion of doctors in training. Three in five doctors in training rated teaching spaces (63%) and working spaces (61%) as 'excellent' or 'good'.

## 4.8 Workplace environment and culture

### 4.8.1 Culture within the trainee's setting

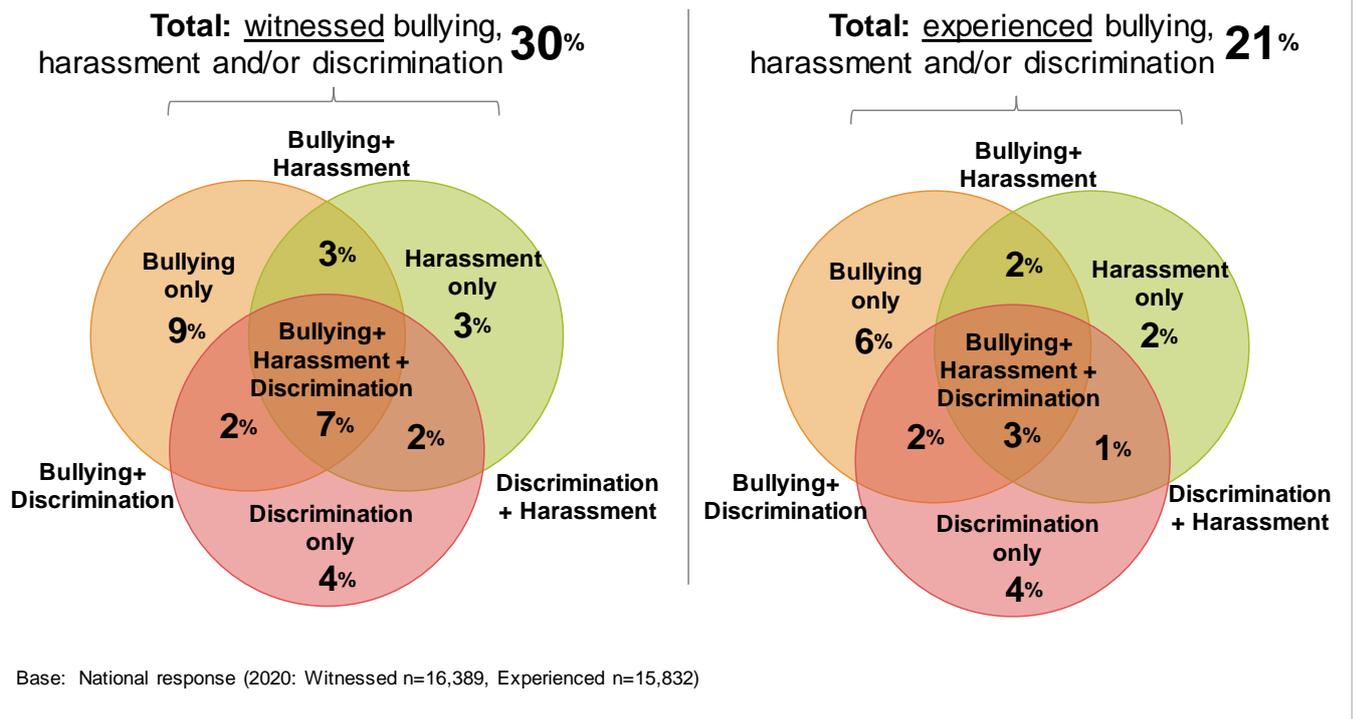


Doctors in training were asked the extent to which they agreed with statements about workplace environment and culture in their setting. Nine in 10 (93%) doctors in training 'strongly agreed' or 'agreed' that senior medical staff were supportive. There was agreement that they knew how to raise concerns about bullying, harassment and/or discrimination (including racism), with four in five (83%) 'strongly agreeing' or 'agreeing' with this statement. A lower proportion of doctors in training reported a good work/life balance (64%) and a workplace that supported them to achieve a good work/life balance (70%).

### 4.8.2 Experienced/witnessed bullying, harassment and/or discrimination

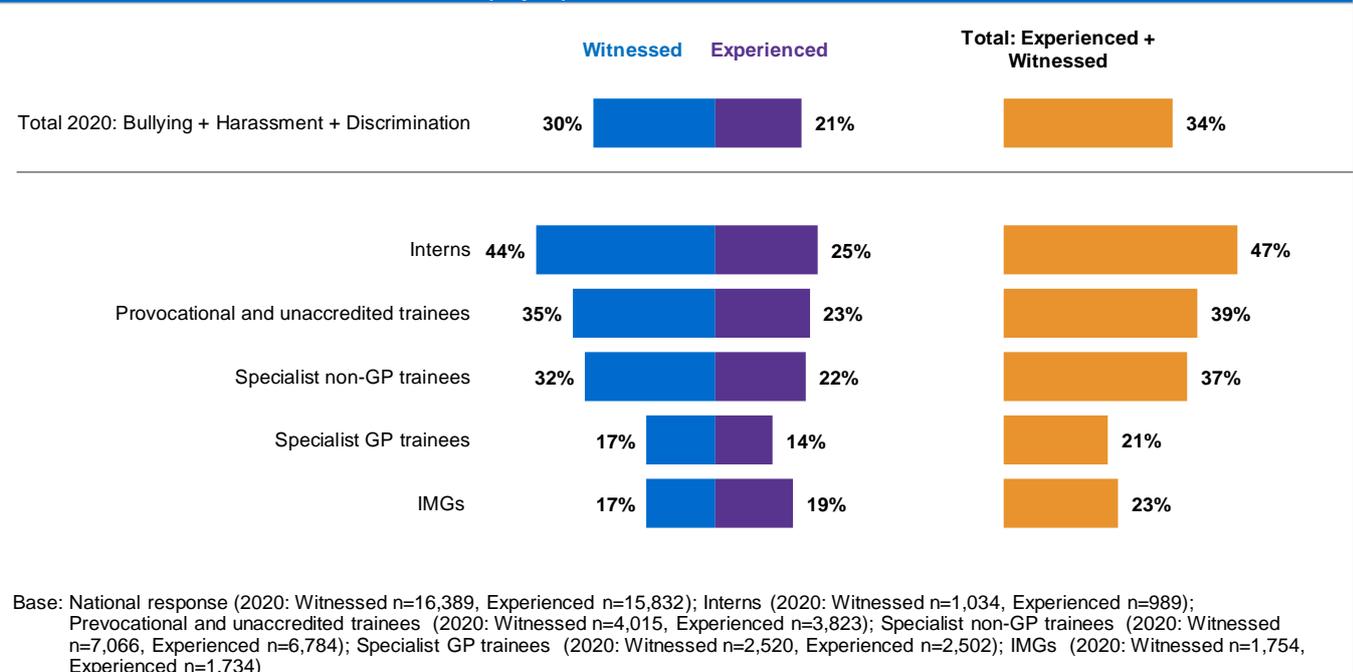
Nearly a third (30%) of doctors in training had witnessed bullying, harassment and/or discrimination (including racism) and one in five (21%) had experienced it. Combined, one in three (34%) had experienced and/or witnessed bullying, harassment and/or discrimination in the past 12 months.

**Q42a. Thinking about your workplace, in the past 12 months, have you experienced or witnessed bullying / harassment and/or discrimination? (% yes)**

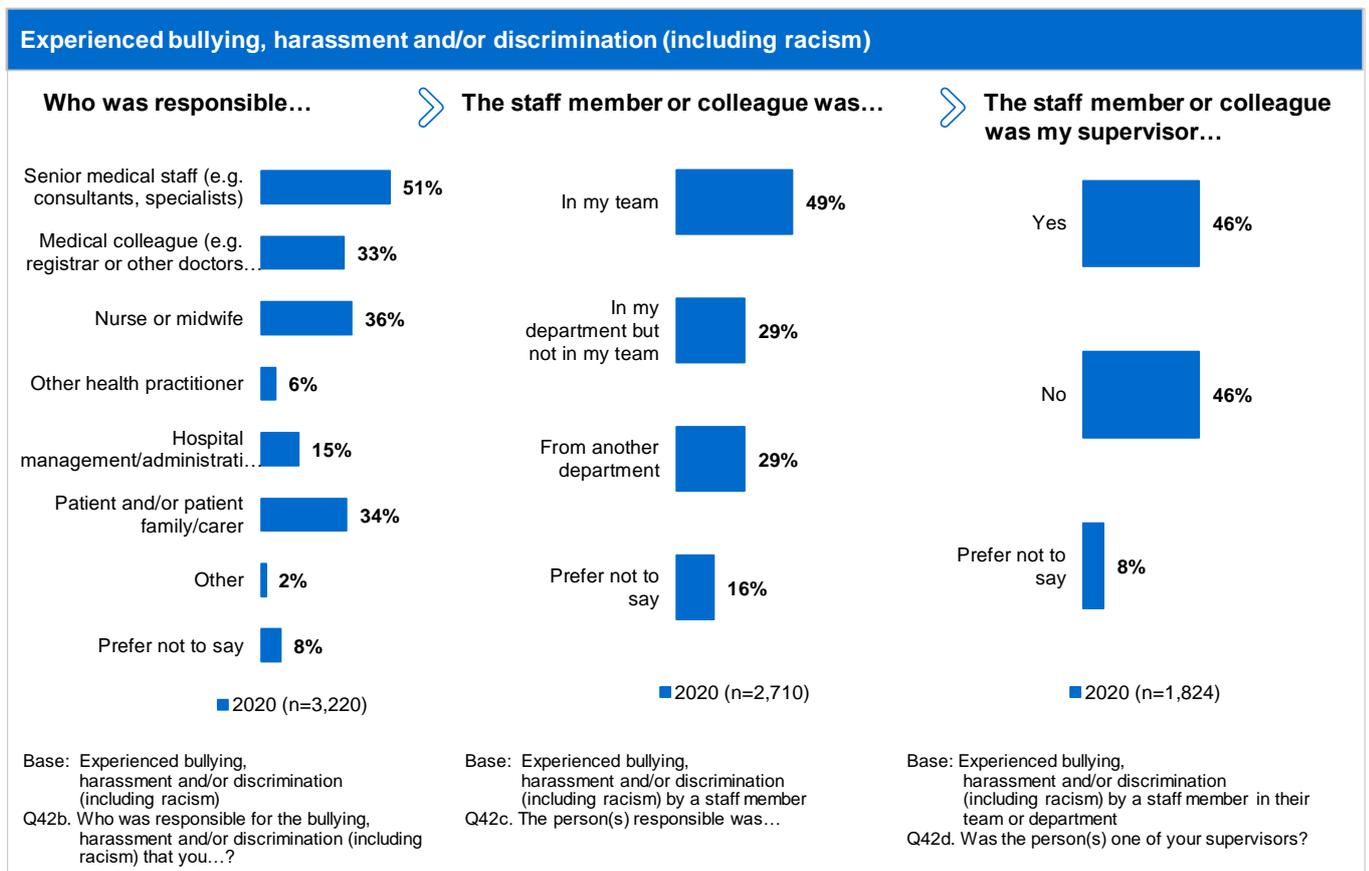
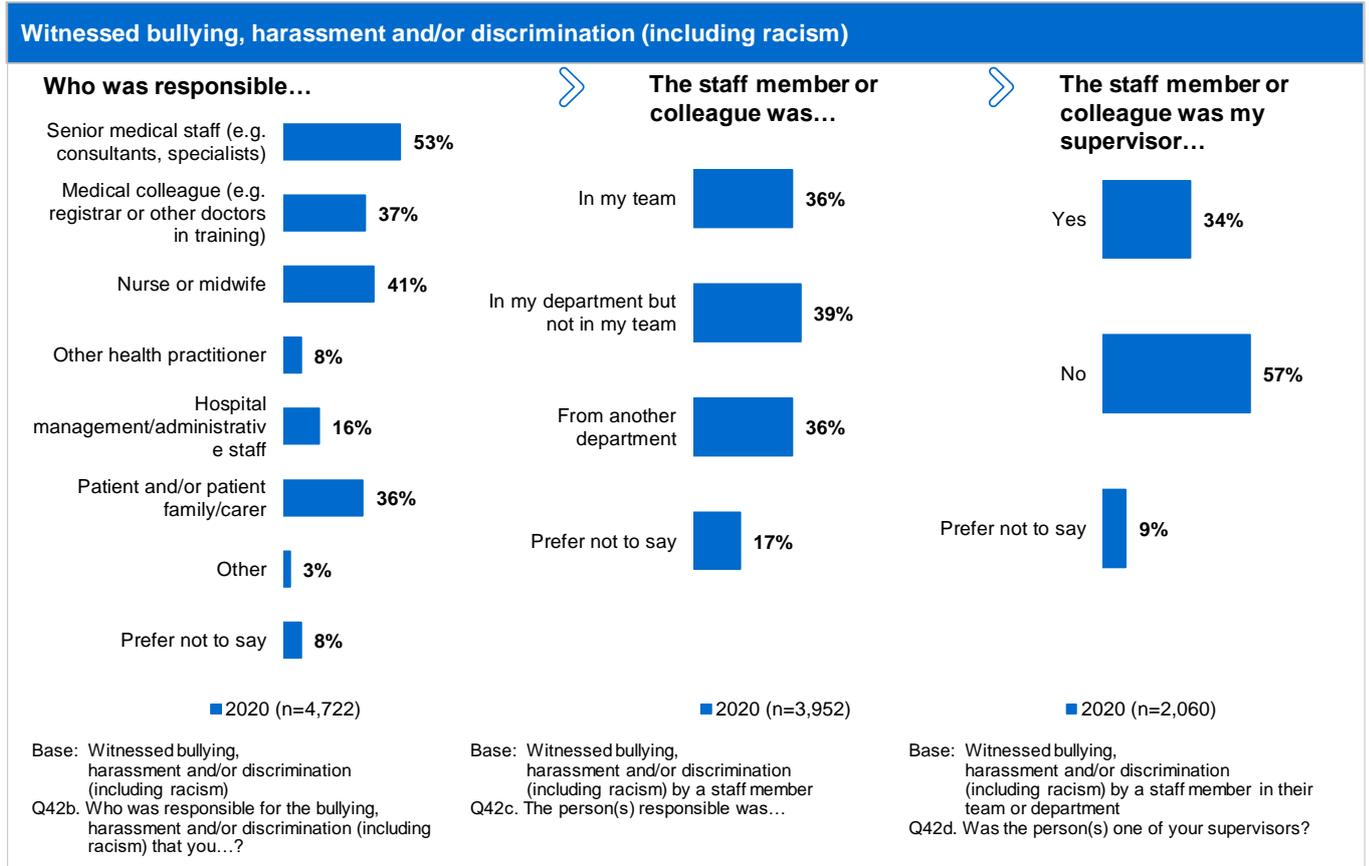


Rates of bullying, harassment and/or discrimination that were experienced and/or witnessed varied across doctor in training cohorts. Interns reported the highest rate of bullying, harassment and/or discrimination that they witnessed and/or experienced (47%), while IMGs (23%) and specialist GP trainees (21%) reported the lowest rates.

**Q42. Thinking about your workplace, in the past 12 months, have you experienced or witnessed bullying / harassment and/or discrimination? (% yes)**



### 4.8.3 Source of bullying, harassment and/or discrimination



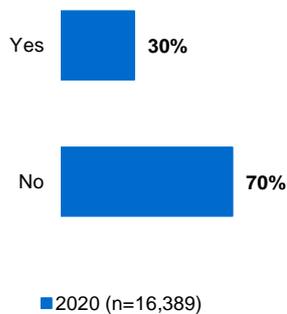
Senior medical staff were most commonly cited as the source of bullying, harassment and/or discrimination, whether it was witnessed (53%) or experienced (51%). Half of those who experienced bullying, harassment and/or discrimination by a staff member or colleague indicated that someone in their team was responsible (49%), while a further 29% experienced bullying, harassment and/or discrimination from a staff member or colleague in their department (but not their team). In comparison, a lower number indicated witnessing bullying, harassment and/or discrimination within their team (36%), but a higher proportion witnessed the behaviours from a staff member or colleague in their department (but not in their team) (39%).

For those experiencing bullying, harassment and/or discrimination from a staff member or colleague in their department or team, close to half reported it was their supervisor (46%). For those witnessing the behaviours from a staff member or colleague in their department or team, only a third reported it as their supervisor (34%).

## 4.8.4 Reporting bullying, harassment and/or discrimination

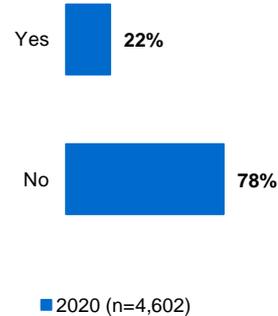
### Witnessed bullying, harassment and/or discrimination (including racism)

In the past 12 months, have you witnessed bullying, harassment and/or discrimination (including racism)...



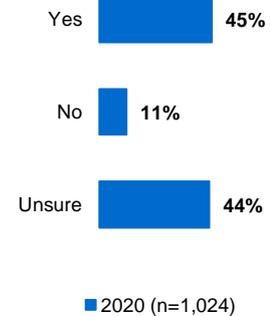
Base: National response  
Q42a. Thinking about your workplace, in the past 12 months, have you...?

Have you reported it...



Base: Witnessed bullying, harassment and/or discrimination (including racism)  
Q42e. Have you reported it?

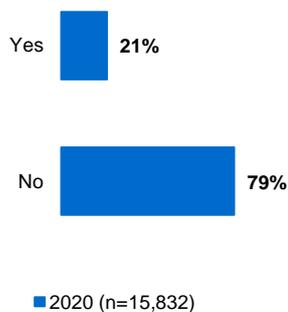
Has the report been followed up...



Base: Reported bullying, harassment and/or discrimination (including racism)  
Q42f. Has the report been followed-up?

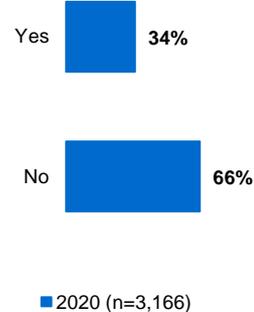
### Experienced bullying, harassment and/or discrimination (including racism)

In the past 12 months, have you experienced bullying, harassment and/or discrimination (including racism)...



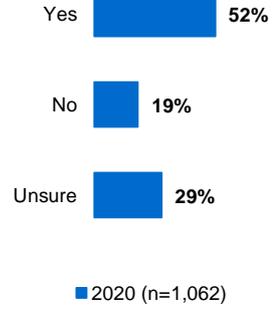
Base: National response  
Q42a. Thinking about your workplace, in the past 12 months, have you...?

Have you reported it...



Base: Experienced bullying, harassment and/or discrimination (including racism)  
Q42e. Have you reported it?

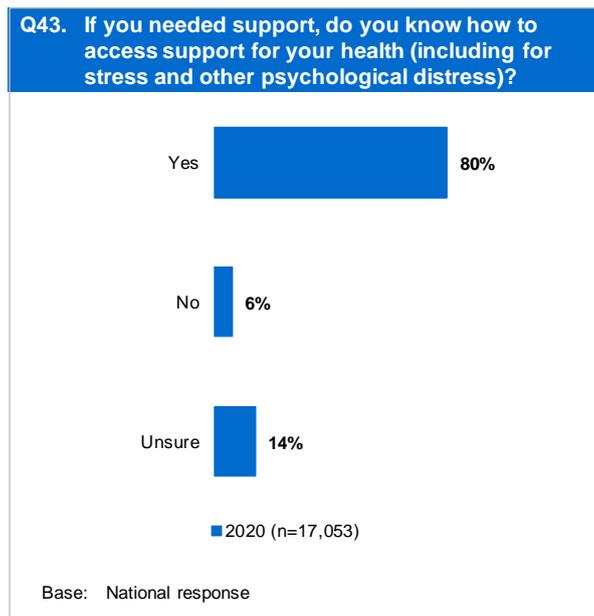
Has the report been followed up...



Base: Reported bullying, harassment and/or discrimination (including racism)  
Q42f. Has the report been followed-up?

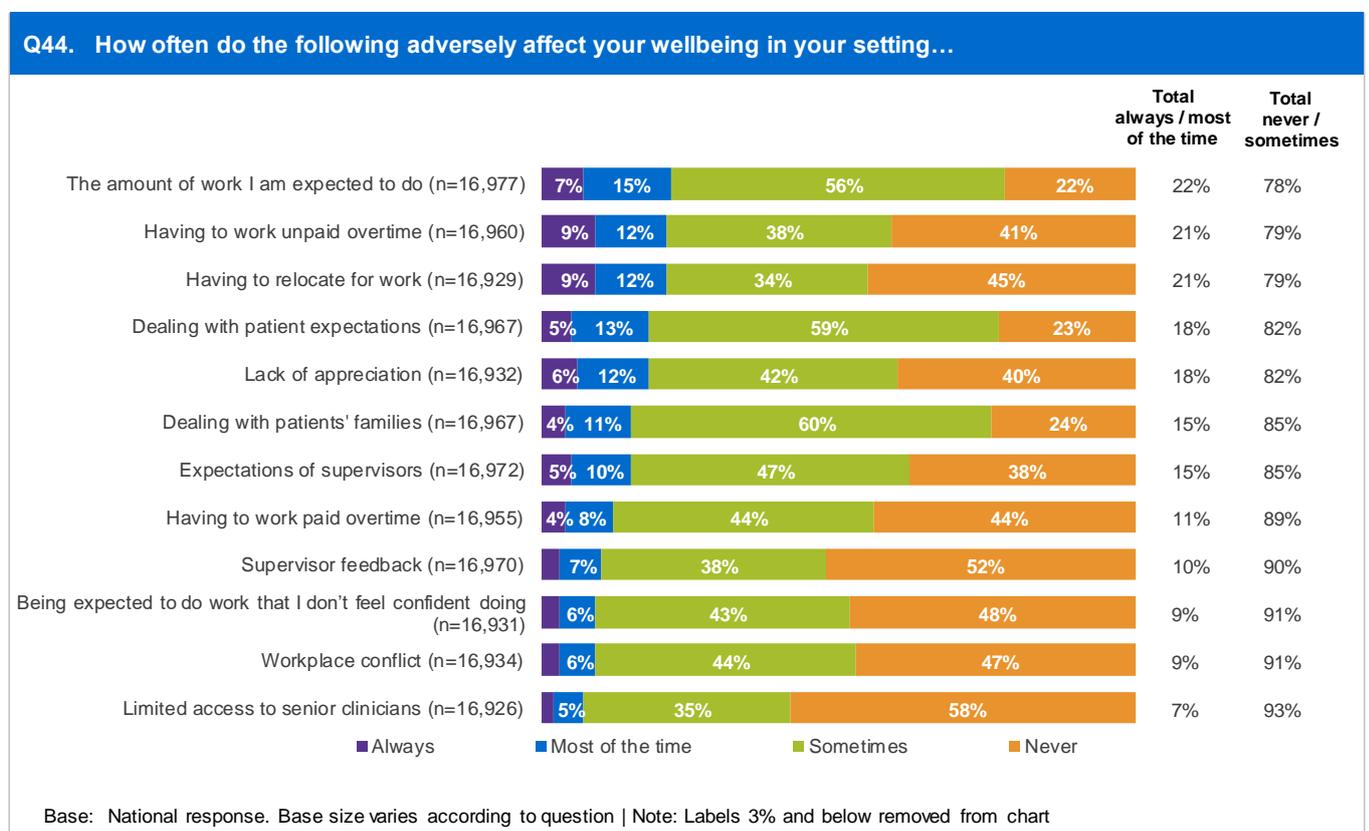
Of those who had either experienced and/or witnessed bullying, harassment and/or discrimination, three in 10 (30%) had reported it. It was more common for those who had experienced bullying, harassment and/or discrimination to report it (34%) than those who had witnessed it (22%). Of those doctors in training who had experienced and/or witnessed bullying, harassment and/or discrimination and reported it, this report had been followed up for half (50%) of the respondents. A higher proportion of reports had been followed up for those who had experienced the bullying (52%) than those who had witnessed it (45%).

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



Four in five (80%) doctors in training reported that they knew how to access support for their health if needed. 6% of respondents felt they didn't know how to access support and a further 14% were unsure. Compared to other subgroups, a higher proportion of IMGs (8%) reported they did not know how to access support. This was also similar for doctors in training from NSW (7%) and those in rural areas (8%).

## 4.8.6 Frequency of impacts on wellbeing

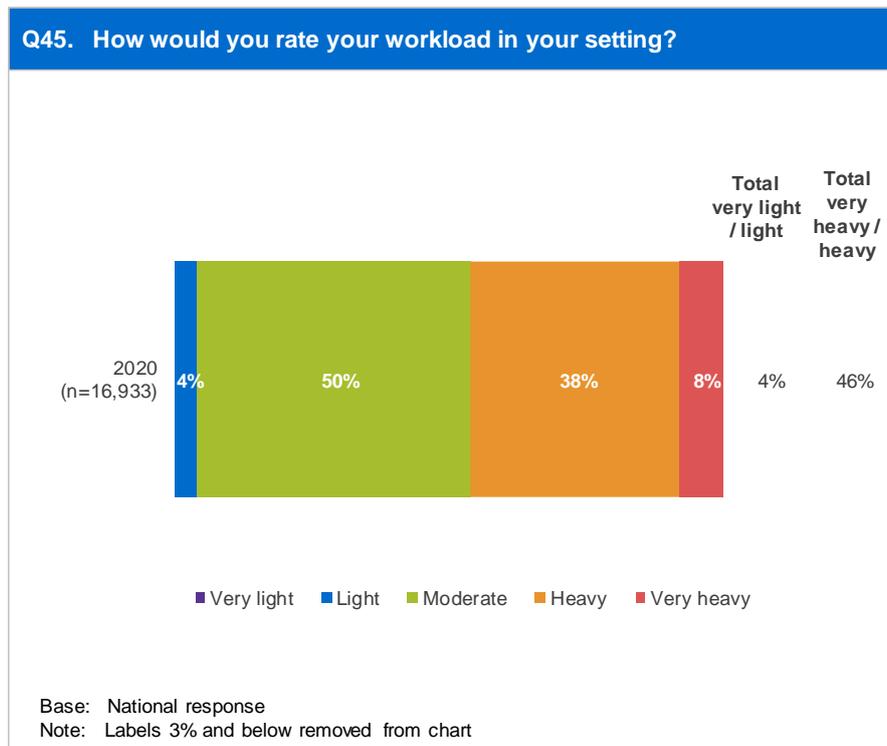


Doctors in training were asked to report how often aspects of their training program adversely affected their wellbeing. The amount of work expected was the leading factor that adversely affected a doctor in

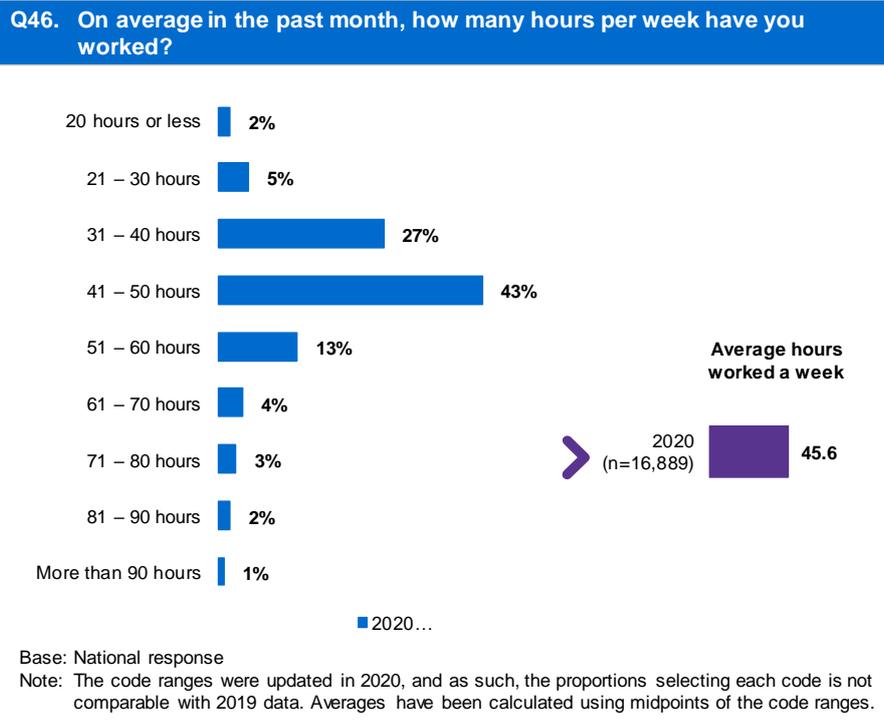
training’s wellbeing, with 22% reporting that this ‘always’ or ‘most of the time’ adversely affected their wellbeing. This was closely followed by having to work unpaid overtime (21%), relocating for work (21%), dealing with patient expectations (18%) and a lack of appreciation (18%).

A lower proportion of doctors in training reported that limited access to senior clinicians (7%), workplace conflict (9%) or being expected to do work they didn’t feel comfortable performing (9%) adversely impacted their wellbeing ‘always’ or ‘most of the time’.

### 4.8.7 Ratings of workload

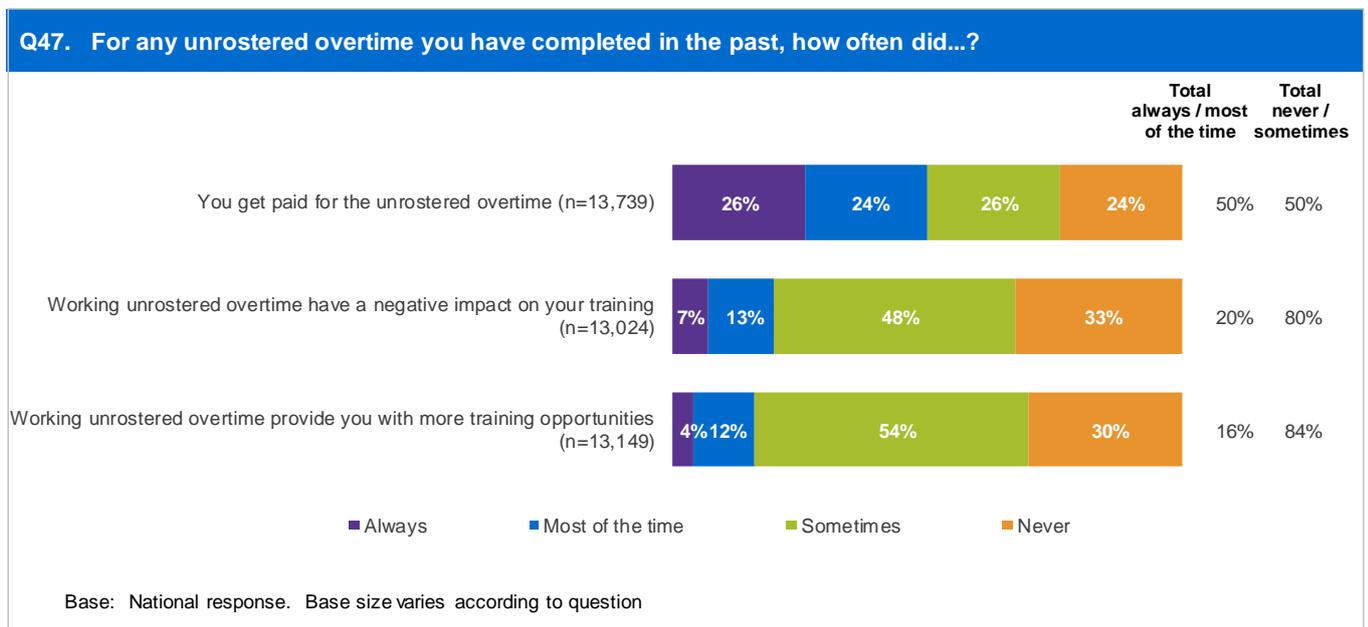


Close to half of doctor in training respondents (46%) rated their workload as ‘heavy’ or ‘very heavy’. Survey participants from metropolitan areas were more likely to rate their workload to be ‘very heavy’ (8%) than those in regional or rural areas. A lower proportion of doctors in training from rural (5%) or regional (6%) areas rated their workload to be ‘very heavy’. Specialist non-GP trainees reported the heaviest workload with 50% rating their workload as ‘heavy’ or ‘very heavy’. Conversely, specialist GP trainees are less likely to report their workload as ‘heavy’ or ‘very heavy’ (39%).



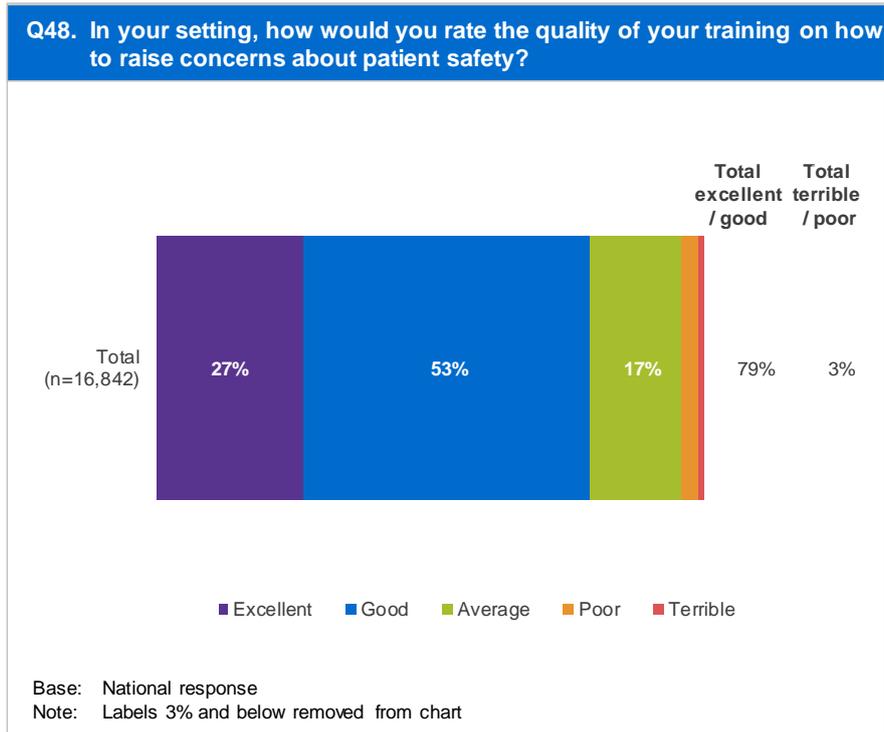
Two in three (66%) doctors in training worked more than 40 hours per week, with 9% working more than 60 hours per week. On average, a doctor in training worked 46 hours a week. Interns were the cohort that had the highest proportion (80%) working more than 40 hours a week on average.

### 4.8.8 Unrostered overtime

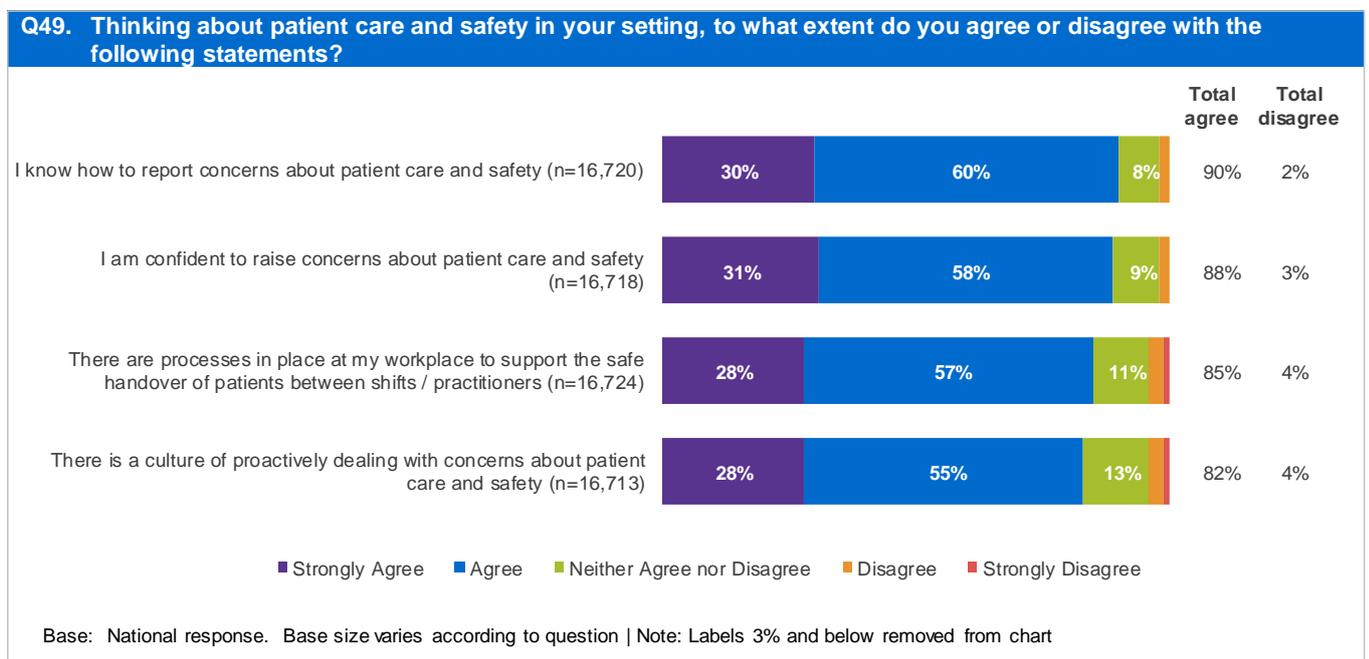


There was a mixed response in the frequency that doctors in training reported they were being paid for unrostered overtime, with a similar proportion reporting this happens 'always' (26%), 'most of the time' (24%), 'sometimes' (26%) and 'never' (24%). One in three (33%) doctors in training reported that working unrostered overtime 'never' had a negative impact on their training. Nearly one in two (48%) reported that this 'sometimes' had a negative impact, and 20% stated this had a negative impact 'always' or 'most of the time'. One in two doctors in training (54%) stated that working unrostered overtime 'sometimes' provided them with more training opportunities. Three in ten (30%) reported that this never provided them with more training opportunities.

## 4.9 Patient safety



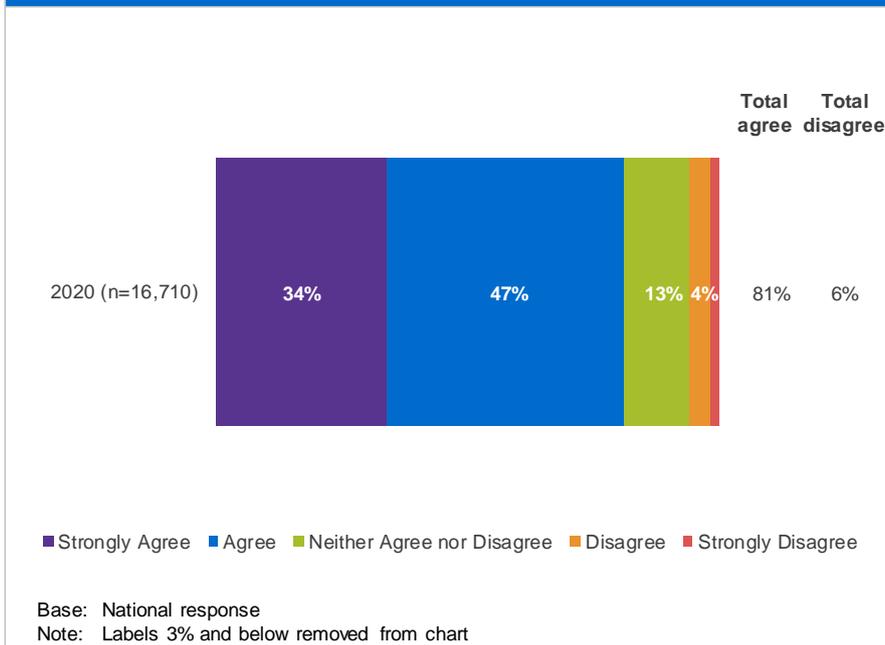
Doctors in training rated their training on how to raise concerns about patient safety favourably, with 27% rating this training as 'excellent' and a further one in two (53%) as 'good'.



All doctors in training were asked about their level of agreement in relation to statements about patient care and safety in their setting. Nine in 10 (90%) doctors in training 'agreed' or 'strongly agreed' that they knew how to report concerns about patient care and safety. Three in 10 (31%) 'strongly agreed' that they were confident to raise concerns, with a further 58% reporting that they 'agreed' with this statement. More than four in five (85%) 'strongly agreed' or 'agreed' that there were processes in place to support the safe handover of patients between shifts/practitioners. There was agreement that there was a culture of proactively dealing with concerns about patient care and safety, with 28% of doctors in training 'strongly agreeing' and 55% 'agreeing' with this statement.

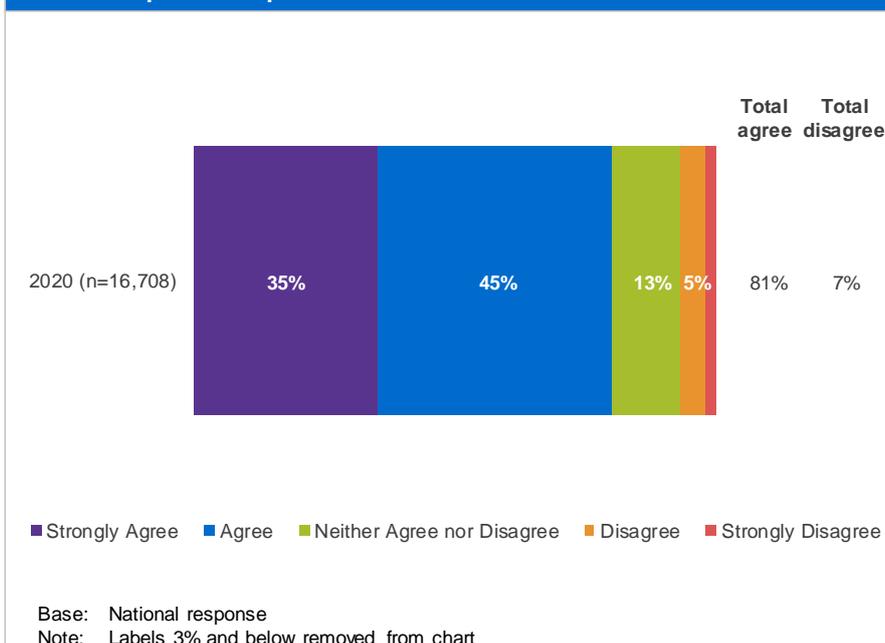
## 4.10 Overall satisfaction

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



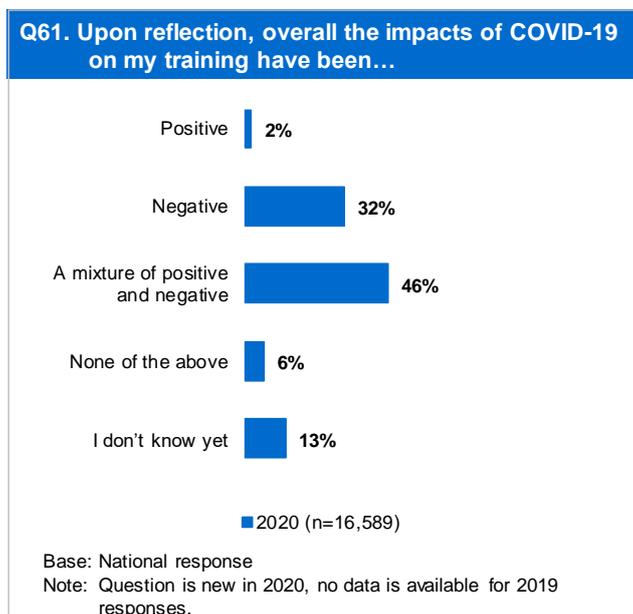
Four out of five doctors in training (81%) 'agreed' or 'strongly agreed' that they would recommend their current training position to other doctors. Doctors in training from South Australia were more likely to recommend their training position to others (84%), while those from the ACT were less likely to do so (70%). Differences were also found among groups of doctors in training, with IMGs and specialist trainees more likely to recommend (83% 'strongly agreed' or 'agreed' for each cohort) compared to the national response (81%). Prevocational and unaccredited trainees were less likely (76%) to recommend their training position, as were interns (78%).

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



Four in five doctors in training (81% total ‘strongly agreed’ and ‘agreed’) would recommend their current workplace as a place to train, with 7% ‘disagreeing’ or ‘strongly disagreeing’ with this statement.

### 4.11 Impacts of COVID-19

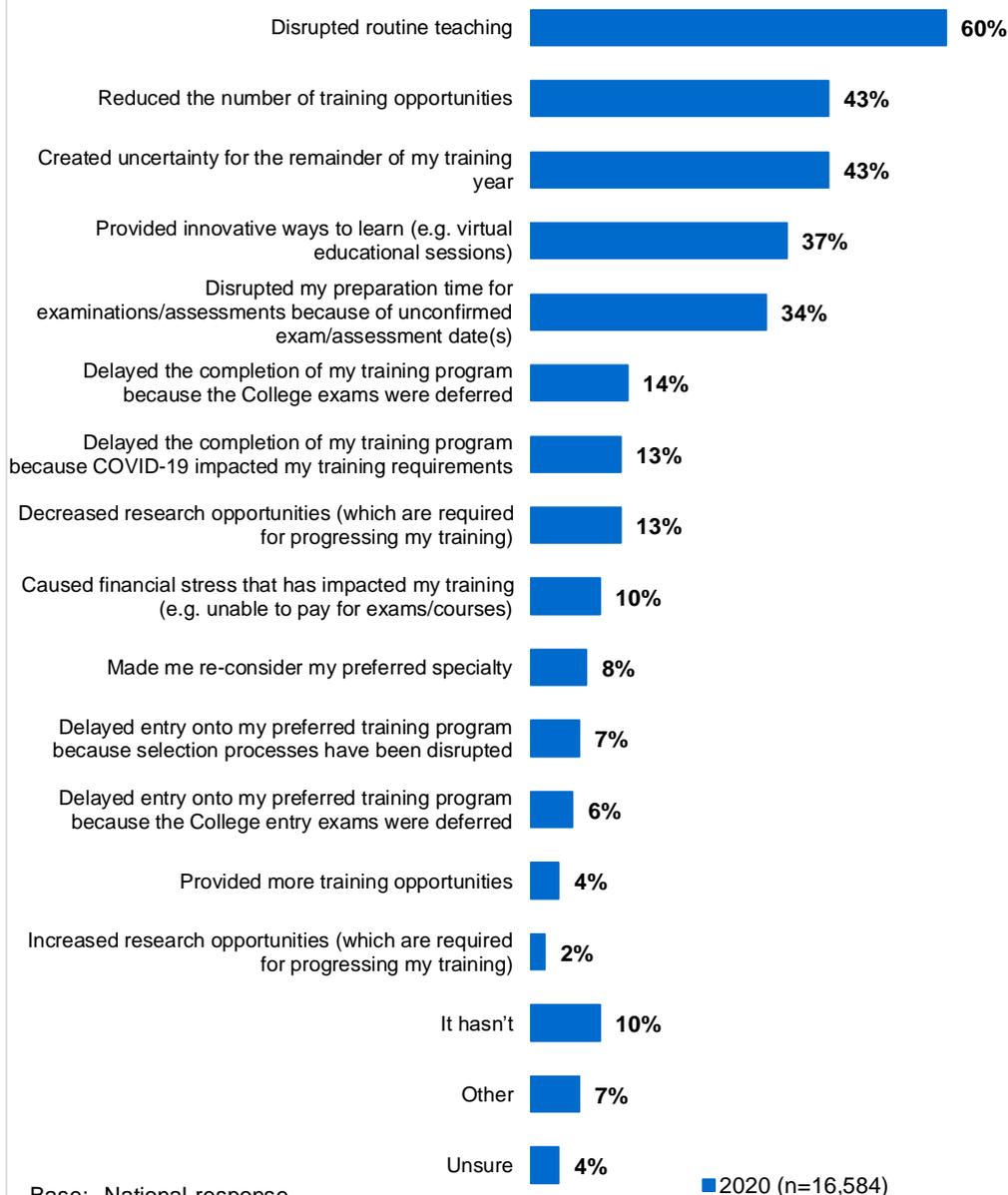


Close to half of all doctors in training respondents reported (46%) that the pandemic had both a positive and negative impact on their training. One in three doctors in training (32%) indicated that the COVID-19 pandemic had a negative impact on their training. Just two % indicated that the impact was solely positive (2%).

Perceptions of a negative impact on training appeared to reflect the scale of magnitude of infections and restrictions in individual states, with Victoria having the highest proportion of doctors in training indicating a negative impact (37%) and Western Australia and South Australia the least (both 26% negative impact). Similarly, doctors in training within metropolitan areas were more likely to report that the pandemic had negatively impacted on their training (34%) compared to regional (30%) and rural (27%) doctors in training.

There were also differences in the impact on training reported across training cohorts, with specialist non-GP trainees the most likely to indicate a negative impact (37%) and prevocational and unaccredited trainees the least likely to do so (28%).

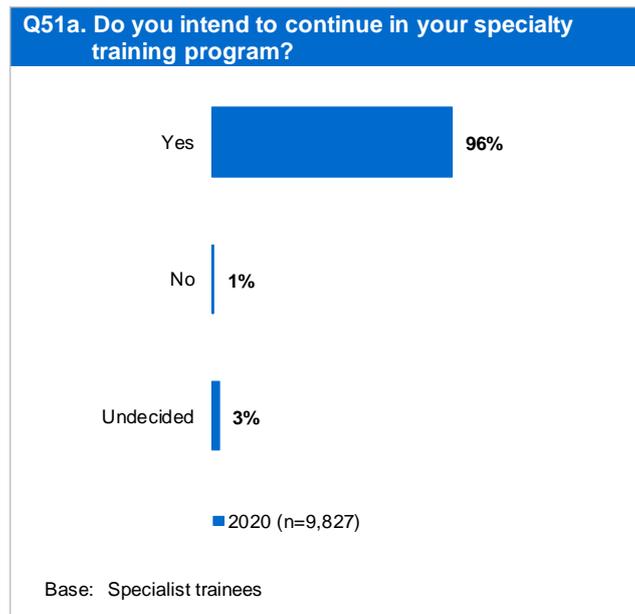
### Q60. How has COVID-19 impacted your training and education?



Base: National response  
Note: Question is new in 2020.

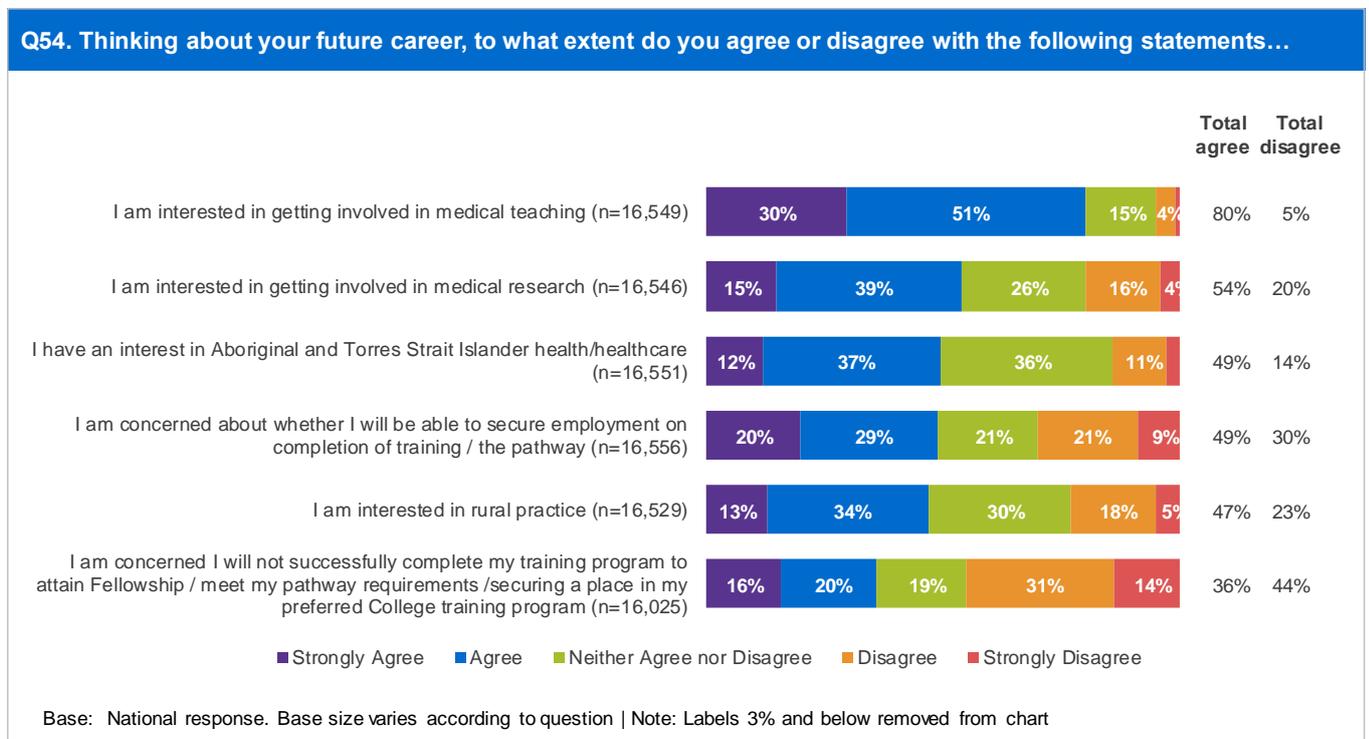
The most commonly reported impact of COVID-19 on training and education was disruption to routine teaching (60%). This was followed by a reduced number of training opportunities (43%) and a degree of uncertainty about the remainder of the training year (43%). More than one in three reported that the pandemic had provided innovative ways to learn (37%), while a similar proportion indicated that it had disrupted preparation for examinations/assessments (34%).

## 4.12 Future career intentions



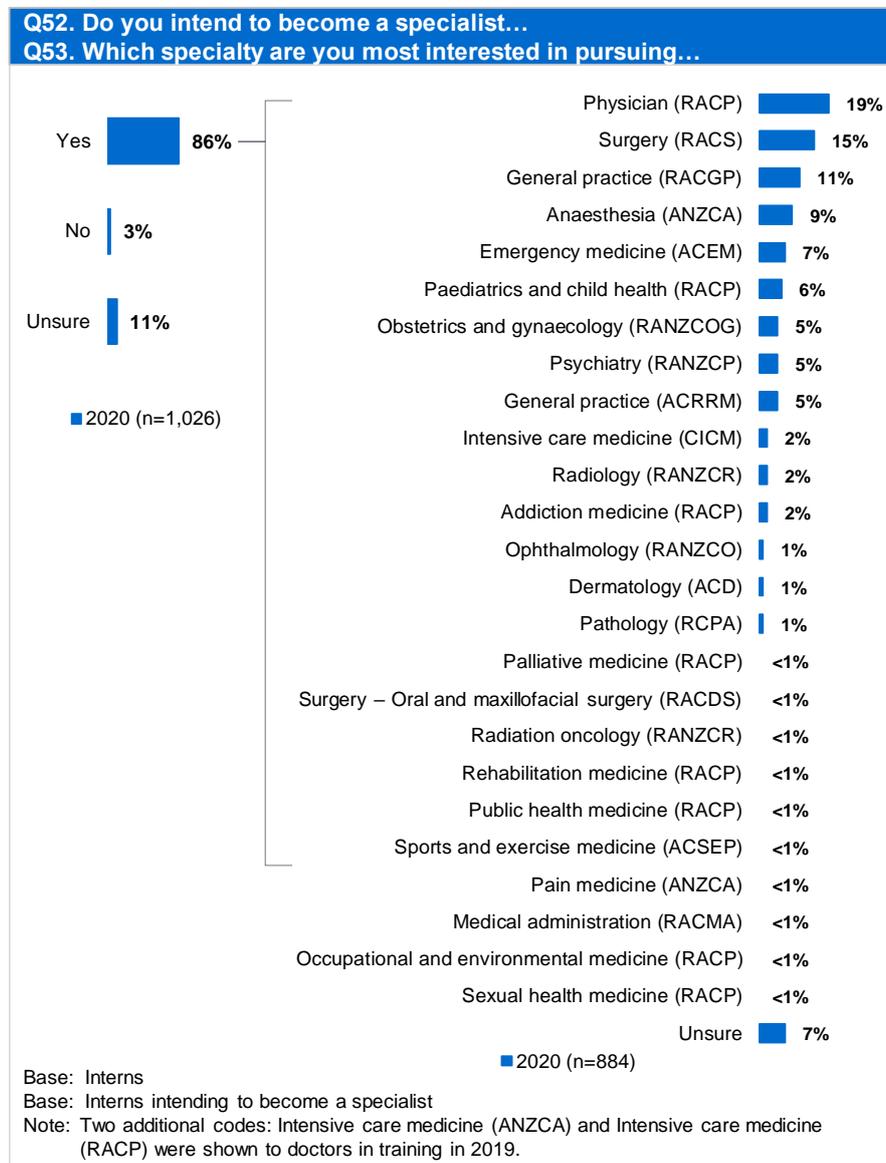
Nearly all specialist trainees (96%) intended to continue their specialist training program.

Four in five doctors in training were interested in getting involved in medical teaching (80% total 'strongly agreed' and 'agreed'). A lower proportion (54% total 'strongly agreed' and 'agreed') were interested in medical research as a future career option. Half the participating doctors in training reported an interest in Aboriginal and Torres Strait Islander health/healthcare (49% total 'strongly agreed' and 'agreed') and rural practice (47% total 'strongly agreed' and 'agreed').



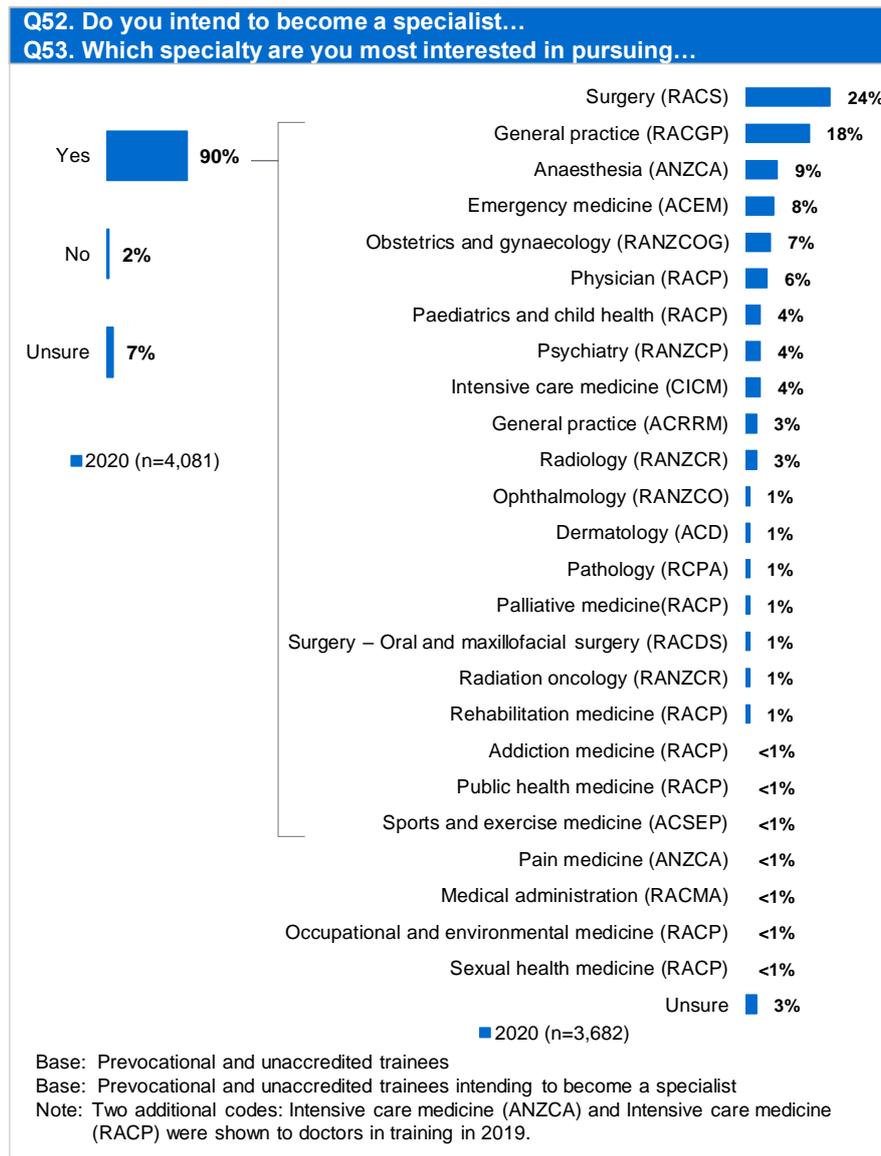
Half the doctors in training were concerned about their future career, with 49% ‘agreeing’ or ‘strongly agreeing’ that they were concerned about their ability to secure employment after completing their training. One in three (36%) ‘strongly agreed’ or ‘agreed’ that they were concerned they would not successfully complete their training program, meet pathway requirements, or secure a place in their preferred college training program.

### 4.12.1 Interns – interest in a specialty



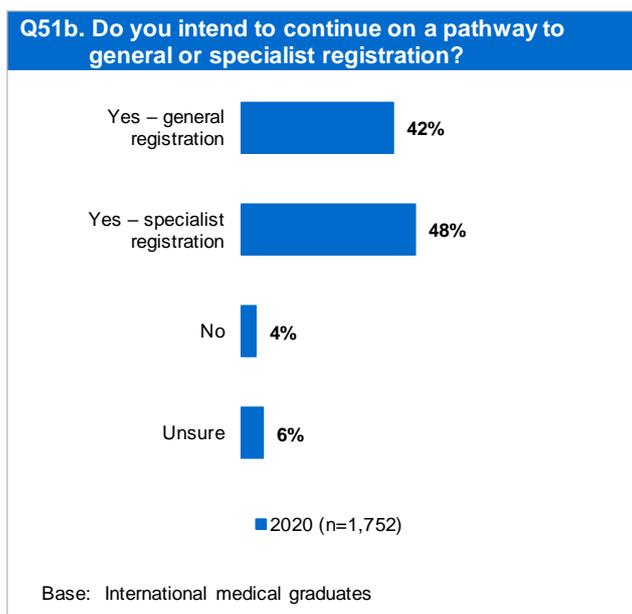
From a base of all interns, 86% intended to become a specialist and 3 % stated that they did not intend to pursue this. Of those who intended to be a specialist, the most common specialty they were interested in pursuing was physician - RACP (19%) or surgery - RACS (15%).

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



Nine in 10 (90%) prevocational and unaccredited trainees reported that they intended to become a specialist, with 2% reporting they did not intend to pursue this. Similar to interns, surgery was one of the top two specialties with the most interest (24%). This was followed by general practice (at the RACGP, 18%).

### 4.12.3 IMGs – intention to continue on a pathway



Nine in 10 IMGs (90%) intended to continue on a pathway to general or specialist registration, with 4% reporting they did not intend to continue with either pathway. One in two (48%) intended to continue with specialist registration, with a smaller proportion (42%) intending to seek general registration.



## A1 Detailed participant profile

2020 - survey responses included for analysis						
	TOTAL	Interns	Prevocational and unaccredited trainees	Specialist non-GP trainees	Specialist GP trainees	IMGs
<b>2020 - TOTAL</b>	20,915	1,360	5,158	9,020	3,132	2,126
State /Territory						
ACT	414	29!	97	216	44	28!
NSW	6,067	349	1434	2,686	1,015	583
NT	400	31	103	142	92	32
QLD	4,314	270	1,100	1,886	705	353
SA	1,476	118	335	625	250	148
Tas.	488	58	106	170	75	79
Vic.	5,286	323	1,333	2,396	612	622
WA	2,104	167	569	784	339	245
Location						
Metropolitan	13,785	901	3,481	6,925	1,288	1,190
Regional	5,072	383	1,269	1,670	1,086	664
Rural	1,175	35	180	68	725	167
Do not wish to specify	164	<10^	46	52	31	32

^not shown due to small sample size. Note: n=119 unknown trainee type partial responses not shown.

## A2 Survey length

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

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

Completion by cohort						
	Total	Interns	Prevocational and unaccredited trainees	Specialist non-GP trainees	Specialist GP trainees	IMGs
<b>Completed* surveys</b>						
<b>Total completes</b>	17,038	1,036	4,146	7,385	2,678	1,793
<b>Average number of sessions per complete<sup>#</sup></b>	1.3	1.7	1.3	1.2	1.3	1.9
<b>Average time taken per complete<sup>#</sup></b>	13.9	14.4	12.5	13.1	15.6	18.5
<b>Partial* surveys</b>						
<b>Total partials</b>	3,877	324	1,012	1,635	454	333
<b>Average number of sessions per partial<sup>#</sup></b>	1.3	1.6	1.2	1.2	1.3	1.8
<b>Average time taken per partial<sup>#</sup></b>	3.7	3.6	3.2	3.7	5.2	5.4

\* See definitions for complete and partial from previous table. Note: n=119 unknown trainee type partial responses not shown.

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

## A3 Cognitive testing

The new survey questions were tested with the intended audience to check understanding of the content areas and the ease in which the new questions could be completed. In total, n=6 cognitive tests were conducted between 23 June and 26 June 2020.

The cognitive tests aimed to:

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

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

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

## A4 Completion rate

There were a total of n=20,915 responses to the 2020 MTS that were eligible for analysis. This figure represents 56.0% of the total number of doctors in training invited to complete the survey (n= 38,275), minus any terminated from those invited (n=956) due to the respondent no longer being in-scope.

The number of responses eligible for analysis is made up of doctors in training who completed the survey (passed the 75% point of their respective survey version) or partially completed the survey (answered at least one question but did not complete). Overall, 81% of responses (n=17,038) eligible for analysis are completed surveys, with the remaining proportion considered as partials.

### A4.1 Partial

The proportion of partially completed surveys comprises 19% of the responses eligible for analysis. The point in which the doctor in training stopped the survey is defined as the 'last question with a response', although as not all questions were compulsory, they may have skipped some questions and answered others later in the survey.

## A4.2 Missing data

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

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

- ▶ Q2. Are you employed:
- ▶ Q3. Are you in a college training program?
- ▶ Q4. In which state or territory is your current term/rotation/placement based?
- ▶ Q8. Do you intend to undertake further postgraduate training in medicine? (only for those who selected 'Career medical officer' to Q7 What is your role in the setting?)
- ▶ Q14. Which specialist training program(s) are you doing?

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

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

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

## A5 Development of the survey tool

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

### A5.1 Survey content development

To develop the MTS, the Board and Ahpra established two working groups: a Steering Committee, to manage the hands on work to develop and deliver the survey, and an Advisory Group, to strengthen the survey with input from doctors in training and other experts. Both groups contributed to the design and development of the MTS. This included revising and updating the 2020 questions to capture further data on the culture of medicine and if and how COVID-19 has impacted medical training. The Steering Committee and Advisory Group include representative of medical organisations, such as doctors in training, specialist colleges, employers and jurisdictions, the Australian Medical Council (AMC), the Australian Medical Association (AMA), postgraduate medical councils, Medical Council of NSW, Doctors' Health Services and the Australian Indigenous Doctors' Association (AIDA). More information about the composition of the working groups is available at [medicaltrainingsurvey.gov.au](https://medicaltrainingsurvey.gov.au), in Appendix D and Appendix E.

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

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

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

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

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

## A5.2 Survey content revision

Between the 2019 and 2020 fieldwork periods, a review of survey questions took place to accommodate the current training environment. As a result of this review, the following questions were amended or added:

### Amendments

#### *Interns*

- ▶ 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**?
- ▶ Q13. Thinking about your **intern education program**, to what extent do you agree or disagree with the following statements?
- ▶ Q26a. Did you receive an assessment for your **previous rotation**?
- ▶ Q26b. To what extent do you agree or disagree with the following statements? The assessment from my **previous rotation**...
- ▶ Q30\_7. In your setting, how would you rate the quality of your overall clinical supervision for...Meeting your **intern education program** requirements

#### *All doctors in training*

- ▶ Q30\_10. In your setting, how would you rate the quality of your overall clinical supervision for... Ensuring that you only perform work that you are ready for or have the experience to address
- ▶ Q33. Thinking about the development of your skills, to what extent do you agree or disagree with the following statements?
- ▶ Q42xa. Thinking about your workplace, have you experienced and/or witnessed any of the following in the past 12 months?
- ▶ Q42xe. Have you reported it?
- ▶ Q42xf. Has the report been followed-up?
- ▶ Q46. On average in the past month, how many hours per week have you worked?
  - 20 hours or less
  - 21 – 30 hours
  - 31 – 40 hours
  - 41 – 50 hours
  - 51 – 60 hours
  - 61 – 70 hours
  - 71 – 80 hours
  - 81 – 90 hours
  - More than 90 hours

## **Additions**

*All doctors in training*

- ▶ Q33\_6. Thinking about the development of your skills, to what extent do you agree or disagree with the following statements? There is a range of opportunities to develop my non-clinical skills
- ▶ Q42b. Who was responsible for the bullying, harassment and/or discrimination (including racism) that you experienced/witnessed?
- ▶ Q42c. The person(s) responsible was in my team? In my department but not my team? From another department?
- ▶ Q42xd. Was the person(s) one of your supervisors?
- ▶ Q60. How has COVID-19 impacted your training and education?
- ▶ Q61. Upon reflection, overall the impacts of COVID-19 on my training have been...

## **A6 Data collection processes**

The Medical Training Survey (MTS) collected data through responses to an online survey. We received responses from n=21,851 doctors in training, with n=20,915 responses eligible for analysis (i.e. currently training in Australia) between 21 July and 8 October 2020.

In total, 38,275 doctors in training were invited to participate in the survey. The response rate for the survey was 57.1%, which is the number of online survey responses divided by the number of survey invitations.

### **A6.1 Survey fieldwork**

There were two methods used to invite doctors in training to participate in the MTS. The Board sent Interns and IMGs an email invitation from with a unique survey link to the relevant version of the survey.

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

### **A6.2 Survey pilot**

Data collection for the 2020 MTS began with a survey pilot. On 21 July 2020, a subset of interns and IMGs were sent an email invitation to participate. Pilot data were reviewed to identify any technical issues, including unexpected dropouts. The helpdesk was closely monitored in case respondents had unforeseen issues.

### **A6.3 Full launch**

The full launch of the 2020 MTS aligned with the opening of the medical registration process on 3 August 2020. Doctors answering 'Yes' to the question 'Are you a doctor in training?' were invited to participate in the survey. The remaining interns and IMGs (i.e. those not in the pilot subset), received an email invitation from the Board to complete the survey.

### **A6.4 Reminders**

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

- ▶ personalised email and SMS reminders, sent by Ahpra on behalf of the Board, to doctors in training who had not completed the survey, and
- ▶ survey promotion activities such as newsletter articles, social media videos, emails directly from key stakeholders and word of mouth.

## A6.5 Survey eligibility

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

- ▶ a doctor in training including an intern, hospital medical officer, resident medical officer, non-accredited trainee, postgraduate trainee, principal house officer, registrar, specialist trainee, IMG (with provisional or limited registration) or career medical officer with an intention to undertake further postgraduate training in medicine, and
- ▶ employed full time, part time or casually for most of their current rotation, and
- ▶ undertaking their current term/rotation/placement in Australia.

In total, n=936 participants were terminated from the survey because they did not meet each of the criteria above, or if they contacted the survey administrators to indicate they were not a doctor in training. The latter accounted for n=27 participants, of which n=7 had started the survey.

Out of scope surveys				
	2020		2019	
	n=	%	n=	%
Total terminated after commencing survey	936	100%	539	100%
<b>Terminated reason</b>				
On extended leave for current rotation	565	60%	335	62%
Outside Australia for current rotation	309	33%	174	32%
Career medical officers with no intention of undertaking further postgraduate training in medicine	55	6%	25	5%
Not a doctor in training (including IMGs who have general registration)	7	1%	5	2%

## A6.6 Final sample

The final sample available for analysis for 2020 is shown below, with a comparison to 2019.

Sample structure						
	2020				2019	
	No of completes <sup>#</sup>	No of partials <sup>^</sup>	Total included in analysis	Maximum margins of error* +/-	Total included in analysis	Maximum margins of error* +/-
<b>TOTAL</b>	<b>17,038</b>	<b>3877</b>	<b>20,915</b>	<b>0.7</b>	<b>9,378</b>	<b>1.1</b>
<b>Interns</b>	1,036	324	1,360	2.7	786	4.0
<b>Prevocational and unaccredited trainees</b>	4,146	1,012	5,158	1.4	1,953	2.5
<b>Specialist non-GP trainees</b>	7,385	1,635	9,020	1.0	3,510	1.8
<b>Specialist GP trainees</b>	2,678	454	3,132	1.8	1,390	2.8
<b>IMGs</b>	1,793	333	2,126	2.1	1,700	2.6
<b>Unknown trainee type<sup>~</sup></b>	0	119	119	9.0	39	n/a*

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

*The margin of error indicates the error margin that surrounds results from the sample. For example, if the margin of error is 2.4%, and 50% of doctors in training 'strongly agree' or 'agree' to the statement 'I would recommend my current training position to other doctors', we can be 95% confident that if this survey was repeated, on 19 out of 20 occasions the result would fall between 47.6% and 52.4%.*

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

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

*<sup>~</sup> These trainees have not answered the question 'Are you in a college program' to determine the type of trainee they are for the purposes of the survey.*

# Appendix B.

## Detailed tables



## B1 2020 Detailed tables – Location and cohort

### B1.1 Training curriculum

Q10. How many years have you held registration in Australia?																		
	State/Territory								Location					Doctor in training cohort				
	Total n = 2040	ACT n = 28 <sup>1</sup>	NSW n = 569	NT n = 31	QLD n = 344	SA n = 144	Tas. n = 77	Vic. n = 608	WA n = 239	Metro n = 1182	Regional n = 656	Rural n = 164	Do not wish to specify n = 30	Interns n<10 <sup>^</sup>	Prevoc. & unaccredited n<10 <sup>^</sup>	Specialist non-GP n<10 <sup>^</sup>	Specialist GP n<10 <sup>^</sup>	IMGs n = 2040
Average	2.0	2.2	2.0	2.4	1.7 ↓	2.1	1.7	2.1 ↑	1.9	1.9 ↓	2.0	2.6 ↑	2.2					2.0
Standard Deviation	1.8	2.4	1.8	2.4	1.3	2.1	1.3	2.0	1.5	1.6	1.9	2.1	1.5					1.8

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

Q11a. Which pathway are you in?																		
	State/Territory								Location					Doctor in training cohort				
	Total n = 2040	ACT n = 28 <sup>1</sup>	NSW n = 565	NT n = 31	QLD n = 339	SA n = 144	Tas. n = 77	Vic. n = 606	WA n = 235	Metro n = 1173	Regional n = 650	Rural n = 164	Do not wish to specify n = 30	Interns n<10 <sup>^</sup>	Prevoc. & unaccredited n<10 <sup>^</sup>	Specialist non-GP n<10 <sup>^</sup>	Specialist GP n<10 <sup>^</sup>	IMGs n = 2025
Standard pathway (AMC exam)	49%	50%	54% ↑	45%	50%	49%	35% ↓	48%	46%	43% ↓	55% ↑	72% ↑	63%					49%
Short term training pathway	13%	25%	15%	13%	7% ↓	21% ↑	5%	12%	14%	19% ↑	4% ↓	1% ↓	3%					13%
Specialist pathway	13%	11%	9% ↓	13%	14%	12%	9%	18% ↑	10%	13%	13%	10%	7%					13%
Competent authority pathway	10%	11%	5% ↓	10%	12%	9%	4%	11%	15% ↑	13% ↑	6% ↓	2% ↓	3%					10%
Standard pathway (Workplace based assessment)	8%	0%	11% ↑	6%	7%	3%	36% ↑	4% ↓	9%	4% ↓	16% ↑	9%	7%					8%
Specialist and competent authority pathway	3%	0%	1% ↓	6%	6% ↑	3%	4%	3%	3%	3%	3%	3%	0%					3%
Other	2%	4%	3%	0%	2%	2%	1%	2%	2%	3%	2%	1%	7%					2%
Unsure	2%	0%	3%	6%	2%	1%	5%	1%	0%	2%	2%	1%	10% ↑					2%

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

Q11b. Which college(s) did your specialist pathway assessment?																		
	State/Territory								Location				Doctor in training cohort					
	Total n = 2040	ACT n<10^	NSW n = 55	NT n<10^	QLD n = 69	SA n = 21!	Tas. n = 10!	Vic. n = 128	WA n = 31	Metro n = 192	Regional n = 104	Rural n = 22!	Do not wish to specify n<10^	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n<10^	IMGs n = 323
The Royal Australian and New Zealand College of Psychiatrists (RANZCP)	24%		22%		35%	5%	0%	31%	0% ↓	23%	31%	9%						24%
The Royal Australasian College of Physicians (RACP)	17%		13%		16%	10%	30%	20%	16%	18%	13%	14%						17%
Royal Australasian College of Surgeons (RACS)	13%		20%		6%	29%	20%	10%	6%	16%	10%	5%						13%
The Royal Australian and New Zealand College of Radiologists (RANZCR)	8%		11%		6%	0%	0%	8%	16%	5%	14%	0%						8%
The Royal Australian College of General Practitioners (RACGP)	7%		4%		6%	5%	20%	9%	6%	3% ↓	8%	41%						7%
Australian and New Zealand College of Anaesthetists (ANZCA)	6%		4%		3%	5%	20%	5%	19% ↑	7%	6%	0%						6%
The Royal College of Pathologists of Australasia (RCPA)	5%		7%		7%	5%	0%	3%	3%	6%	3%	0%						5%
Australasian College for Emergency Medicine (ACEM)	4%		5%		4%	19%	10%	2%	0%	4%	4%	9%						4%
College of Intensive Care Medicine of Australia and New Zealand (CICM)	3%		4%		3%	5%	0%	1%	6%	5%	1%	0%						3%
The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)	3%		2%		6%	0%	0%	3%	6%	3%	5%	0%						3%
Australian College of Rural and Remote Medicine (ACRRM)	2%		0%		6%	5%	0%	0%	6%	1%	2%	18%						2%
The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)	2%		4%		0%	0%	0%	1%	6%	2%	1%	0%						2%
The Australasian College of Dermatologists (ACD)	1%		2%		1%	0%	0%	1%	0%	2%	0%	0%						1%
The Royal Australasian College of Medical Administrators (RACMA)	1%		0%		0%	5%	0%	1%	0%	0%	2%	0%						1%
Australasian College of Sport and Exercise Physicians (ACSEP)	0%		0%		0%	0%	0%	1%	0%	1%	0%	0%						0%
Royal Australasian College of Dental Surgeons (RACDS)	0%		0%		0%	0%	0%	0%	0%	0%	0%	0%						0%
Unsure	2%		2%		0%	5%	0%	3%	6%	4%	0%	0%						2%

### Q11b. Which college(s) did your specialist pathway assessment?

	State/Territory								Location					Doctor in training cohort				
	Total n = 2040	ACT n<10 <sup>^</sup>	NSW n = 55	NT n<10 <sup>^</sup>	QLD n = 69	SA n = 21!	Tas. n = 10!	Vic. n = 128	WA n = 31	Metro n = 192	Regional n = 104	Rural n = 22!	Do not wish to specify n<10 <sup>^</sup>	Interns n<10 <sup>^</sup>	Prevoc. & unaccredited n<10 <sup>^</sup>	Specialist non-GP n<10 <sup>^</sup>	Specialist GP n<10 <sup>^</sup>	IMGs n = 323
Prefer not to say	2%		2%		1%	5%	0%	2%	0%	1%	1%	5%						2%

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

### Q12. Do you have a training/professional development plan? (Interns: Do you know about your intern education program?)

	State/Territory								Location					Doctor in training cohort				
	Total n = 2040	ACT n = 150	NSW n = 2271	NT n = 164	QLD n = 1664	SA n = 587	Tas. n = 238	Vic. n = 2210	WA n = 951	Metro n = 5491	Regional n = 2274	Rural n = 375	Do not wish to specify n = 76	Interns n = 1295	Prevoc. & unaccredited n = 4922	Specialist non-GP n<10 <sup>^</sup>	Specialist GP n<10 <sup>^</sup>	IMGs n = 2018
Yes	60%	61%	62%	59%	58% ↓	61%	68% ↑	61%	59%	58% ↓	64% ↑	71% ↑	59%	98% ↑	41% ↓			83% ↑
No	40%	39%	38%	41%	42% ↑	39%	32% ↓	39%	41%	42% ↑	36% ↓	29% ↓	41%	2% ↓	59% ↑			17% ↓

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

### Q13\_1. Thinking about your training/professional development plan (Interns: intern education program), to what extent do you agree or disagree with the following statements? My plan is helping me to continue to develop as a doctor

	State/Territory								Location					Doctor in training cohort				
	Total n = 4887	ACT n = 90	NSW n = 1390	NT n = 96	QLD n = 942	SA n = 352	Tas. n = 162	Vic. n = 1310	WA n = 545	Metro n = 3136	Regional n = 1436	Rural n = 263	Do not wish to specify n = 43	Interns n = 1253	Prevoc. & unaccredited n = 1981	Specialist non-GP n<10 <sup>^</sup>	Specialist GP n<10 <sup>^</sup>	IMGs n = 1653
Strongly Agree	35%	21% ↓	33%	27%	34%	37%	30%	38%	39%	33% ↓	35%	51% ↑	47%	18% ↓	37%			46% ↑
Agree	52%	68% ↑	53%	55%	53%	56%	54%	48% ↓	52%	54% ↑	51%	40% ↓	35%	59% ↑	54%			45% ↓
Neither Agree nor Disagree	9%	7%	10%	7%	10%	7%	12%	10%	7%	9%	10%	6%	19%	15% ↑	8% ↓			7% ↓
Disagree	2%	3%	3%	8% ↑	1% ↓	1%	2%	3%	2%	3%	2%	3%	0%	7% ↑	1% ↓			1% ↓
Strongly Disagree	1%	1%	1%	2%	1%	1%	1%	1%	0%	1%	1%	1%	0%	1%	1%			1%
NET Strongly Agree + Agree	87%	89%	86%	82%	88%	92% ↑	84%	86%	91% ↑	87%	86%	91%	81%	77% ↓	91% ↑			91% ↑
NET Strongly Disagree + Disagree	3%	4%	4%	10% ↑	3%	1%	4%	4%	2%	3%	3%	3%	0%	8% ↑	2% ↓			2% ↓
Average	4.2	4.0	4.1 ↓	4.0	4.2	4.3 ↑	4.1	4.2	4.3 ↑	4.2	4.2	4.4 ↑	4.3	3.9 ↓	4.2 ↑			4.3 ↑
Standard Deviation	0.8	0.7	0.8	0.9	0.8	0.7	0.8	0.8	0.7	0.8	0.8	0.8	0.8	0.8	0.7			0.7

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

**Q13\_2. Thinking about your training/professional development plan (Interns: intern education program), to what extent do you agree or disagree with the following statements? There are opportunities for me to meet the requirements of my plan/ intern education program in my current setting**

	State/Territory							Location					Doctor in training cohort					
	Total n = 4857	ACT n = 89	NSW n = 1382	NT n = 94	QLD n = 938	SA n = 351	Tas. n = 159	Vic. n = 1304	WA n = 540	Metro n = 3117	Regional n = 1427	Rural n = 261	Do not wish to specify n = 43	Interns n = 1248	Prevoc. & unaccredited n = 1970	Specialist non-GP n<10^	Specialist GP n<10^	IMGs n = 1639
Strongly Agree	28%	17%	27%	27%	30%	26%	27%	29%	31%	27% ↓	28%	43% ↑	35%	20% ↓	27%			37% ↑
Agree	55%	58%	54%	57%	56%	60%	62%	52% ↓	57%	56%	56%	45% ↓	42%	57%	57%			51% ↓
Neither Agree nor Disagree	10%	15%	10%	9%	10%	9%	7%	12%	7% ↓	10%	9%	9%	16%	13% ↑	11%			7% ↓
Disagree	5%	10%	6%	6%	2% ↓	3%	3%	6%	4%	5%	5%	3%	7%	8% ↑	4%			3% ↓
Strongly Disagree	2%	0%	2%	1%	1%	1%	1%	2%	1%	2%	1%	1%	0%	2%	1%			1%
NET Strongly Agree + Agree	83%	75%	82%	84%	86%	87%	89%	81% ↓	88% ↑	83%	85%	88%	77%	77% ↓	84%			88% ↑
NET Strongly Disagree + Disagree	7%	10%	8% ↑	7%	4% ↓	4%	4%	8%	5%	7%	6%	3%	7%	11% ↑	6%			4% ↓
Average	4.0	3.8 ↓	4.0 ↓	4.0	4.1 ↑	4.1	4.1	4.0	4.1 ↑	4.0 ↓	4.1	4.3 ↑	4.0	3.8 ↓	4.0			4.2 ↑
Standard Deviation	0.9	0.8	0.9	0.8	0.8	0.8	0.7	0.9	0.8	0.9	0.8	0.8	0.9	0.9	0.8			0.8

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

**Q13\_3. Thinking about your training/professional development plan (Interns: intern education program), to what extent do you agree or disagree with the following statements? I understand what I need to do to meet my plan/ intern education program requirements**

	State/Territory							Location					Doctor in training cohort					
	Total n = 4879	ACT n = 89	NSW n = 1388	NT n = 96	QLD n = 939	SA n = 352	Tas. n = 161	Vic. n = 1310	WA n = 544	Metro n = 3132	Regional n = 1434	Rural n = 261	Do not wish to specify n = 43	Interns n = 1253	Prevoc. & unaccredited n = 1980	Specialist non-GP n<10^	Specialist GP n<10^	IMGs n = 1646
Strongly Agree	31%	25%	28% ↓	25%	32%	30%	32%	33%	36%	30%	31%	41% ↑	44%	21% ↓	30%			39% ↑
Agree	58%	62%	60%	63%	58%	59%	61%	56%	54%	59%	59%	52%	40%	58%	61% ↑			55% ↓
Neither Agree nor Disagree	7%	6%	7%	9%	7%	9%	6%	7%	7%	8%	7%	5%	16%	12% ↑	7%			4% ↓
Disagree	3%	8% ↑	4%	3%	1% ↓	2%	1%	3%	3%	3%	3%	2%	0%	8% ↑	1% ↓			1% ↓
Strongly Disagree	1%	0%	1%	0%	1%	1%	0%	1%	0%	1%	0%	0%	0%	0%	1%			0%
NET Strongly Agree + Agree	89%	87%	88%	88%	91%	89%	93%	89%	90%	89%	90%	92%	84%	79% ↓	91% ↑			94% ↑
NET Strongly Disagree + Disagree	4%	8%	5% ↑	3%	2% ↓	3%	1%	4%	3%	4%	3%	2%	0%	9% ↑	2% ↓			1% ↓
Average	4.2	4.0	4.1 ↓	4.1	4.2	4.2	4.2	4.2	4.2	4.1 ↓	4.2	4.3 ↑	4.3	3.9 ↓	4.2			4.3 ↑
Standard Deviation	0.7	0.8	0.7	0.7	0.7	0.7	0.6	0.7	0.7	0.7	0.7	0.7	0.7	0.8	0.7			0.7

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 1646	ACT n = 22!	NSW n = 481	NT n = 26!	QLD n = 273	SA n = 112	Tas. n = 63	Vic. n = 489	WA n = 180	Metro n = 939	Regional n = 538	Rural n = 143	Do not wish to specify n = 21!	Interns n < 10^	Prevoc. & unaccredited n < 10^	Specialist non-GP n < 10^	Specialist GP n < 10^	IMGs n = 1646
Strongly Agree	41%	23%	39%	31%	41%	43%	46%	42%	48%	39%	43%	55% ↑	43%					41%
Agree	46%	64%	48%	54%	48%	45%	51%	45%	42%	46%	49%	38%	52%					46%
Neither Agree nor Disagree	9%	14%	9%	12%	8%	10%	3%	9%	8%	11% ↑	6%	6%	5%					9%
Disagree	3%	0%	3%	4%	3%	3%	0%	2%	2%	4% ↑	1%	1%	0%					3%
Strongly Disagree	1%	0%	1%	0%	0%	0%	0%	2% ↑	0%	1%	1%	1%	0%					1%
NET Strongly Agree + Agree	88%	86%	87%	85%	89%	88%	97%	87%	89%	85% ↓	92% ↑	92%	95%					88%
NET Strongly Disagree + Disagree	3%	0%	4%	4%	3%	3%	0%	4%	2%	4% ↑	2%	1%	0%					3%
Average	4.3	4.1	4.2	4.1	4.3	4.3	4.4 ↑	4.2	4.4	4.2 ↓	4.3 ↑	4.4 ↑	4.4					4.3
Standard Deviation	0.8	0.6	0.8	0.8	0.7	0.7	0.6	0.9	0.7	0.8	0.7	0.7	0.6					0.8

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

**Q13\_5. Thinking about your training/professional development plan (Interns: intern education program), to what extent do you agree or disagree with the following statements? My plan/ intern education program is preparing me for future medical practice**

	State/Territory									Location				Doctor in training cohort				
	Total n = 4877	ACT n = 89	NSW n = 1385	NT n = 95	QLD n = 942	SA n = 352	Tas. n = 160	Vic. n = 1310	WA n = 544	Metro n = 3129	Regional n = 1433	Rural n = 263	Do not wish to specify n = 43	Interns n = 1252	Prevoc. & unaccredited n = 1976	Specialist non-GP n < 10^	Specialist GP n < 10^	IMGs n = 1649
Strongly Agree	32%	27%	29%	23%	31%	34%	31%	34%	35%	30% ↓	32%	45% ↑	40%	15% ↓	32%			43% ↑
Agree	56%	58%	57%	58%	58%	59%	56%	52% ↓	56%	57%	56%	46% ↓	42%	59% ↑	59% ↑			50% ↓
Neither Agree nor Disagree	9%	10%	9%	12%	9%	5%	11%	11% ↑	6%	9%	8%	7%	19%	18% ↑	7% ↓			5% ↓
Disagree	3%	2%	3%	6%	2%	1%	1%	2%	2%	3%	3%	1%	0%	7% ↑	1% ↓			1% ↓
Strongly Disagree	1%	2%	1%	1%	1%	1%	1%	1%	0%	1%	1%	1%	0%	1%	1%			1%
NET Strongly Agree + Agree	88%	85%	87%	81%	88%	93% ↑	86%	86%	91% ↑	87%	88%	91%	81%	75% ↓	91% ↑			93% ↑
NET Strongly Disagree + Disagree	3%	4%	4%	7%	3%	1%	3%	3%	3%	3%	3%	2%	0%	8% ↑	2% ↓			2% ↓
Average	4.2	4.1	4.1 ↓	4.0 ↓	4.2	4.3 ↑	4.1	4.2	4.2 ↑	4.1 ↓	4.2	4.3 ↑	4.2	3.8 ↓	4.2 ↑			4.3 ↑
Standard Deviation	0.7	0.8	0.8	0.8	0.7	0.6	0.8	0.8	0.7	0.7	0.8	0.7	0.7	0.8	0.7			0.7

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

**Q13\_6. Thinking about your training/professional development plan (Interns: intern education program), to what extent do you agree or disagree with the following statements? My plan/ intern education program is advancing my knowledge**

	State/Territory								Location					Doctor in training cohort				
	Total n = 4879	ACT n = 89	NSW n = 1387	NT n = 95	QLD n = 942	SA n = 352	Tas. n = 161	Vic. n = 1309	WA n = 544	Metro n = 3131	Regional n = 1433	Rural n = 263	Do not wish to specify n = 43	Interns n = 1252	Prevoc. & unaccredited n = 1978	Specialist non-GP n<10^	Specialist GP n<10^	IMGs n = 1649
Strongly Agree	34%	27%	33%	26%	33%	34%	32%	36%	38%	32% ↓	35%	51% ↑	44%	16% ↓	34%			47% ↑
Agree	54%	58%	55%	54%	55%	59%	52%	52%	54%	57% ↑	53%	41% ↓	37%	61% ↑	57% ↑			46% ↓
Neither Agree nor Disagree	8%	9%	8%	12%	9%	6%	12%	9%	7%	8%	9%	6%	19%	16% ↑	7% ↓			4% ↓
Disagree	2%	4%	3% ↑	7% ↑	2%	1%	2%	2%	2%	2%	2%	0%	0%	6% ↑	1% ↓			1% ↓
Strongly Disagree	1%	1%	1%	1%	1%	1%	1%	1%	0%	1%	1%	2%	0%	1%	1%			1%
NET Strongly Agree + Agree	89%	85%	88%	80% ↓	88%	93% ↑	84%	88%	92%	89%	88%	92%	81%	77% ↓	92% ↑			94% ↑
NET Strongly Disagree + Disagree	3%	6%	4% ↑	8% ↑	3%	1%	4%	3%	2%	3%	3%	2%	0%	7% ↑	2% ↓			2% ↓
Average	4.2	4.1	4.2	4.0 ↓	4.2	4.3	4.1	4.2	4.3 ↑	4.2	4.2	4.4 ↑	4.3	3.9 ↓	4.2 ↑			4.4 ↑
Standard Deviation	0.7	0.8	0.8	0.9	0.7	0.6	0.8	0.8	0.7	0.7	0.8	0.8	0.8	0.8	0.7			0.7

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

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

	State/Territory								Location					Doctor in training cohort				
	Total n = 11752	ACT n = 253	NSW n = 3597	NT n = 229	QLD n = 2537	SA n = 862	Tas. n = 241	Vic. n = 2947	WA n = 1086	Metro n = 8122	Regional n = 2735	Rural n = 792	Do not wish to specify n = 80	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n = 8620	Specialist GP n = 3132	IMGs n<10^
Addiction medicine – The Royal Australasian College of Physicians (RACP)	1%	0%	1%	0%	0%	1%	2% ↑	0%	1%	1%	0%	0%	1%			1% ↑	0% ↓	
Anaesthesia – Australian and New Zealand College of Anaesthetists (ANZCA)	6%	5%	6%	4%	6%	6%	7%	5%	5%	6% ↑	6%	1% ↓	0%			8% ↑	0% ↓	
Dermatology – The Australasian College of Dermatologists (ACD)	0%	1%	1%	0%	0%	0%	0%	0%	1%	1% ↑	0% ↓	0%	0%			1% ↑	0% ↓	
Emergency medicine – Australasian College for Emergency Medicine (ACEM)	12%	9%	12%	19% ↑	15% ↑	8% ↓	12%	11%	12%	13% ↑	14%	2% ↓	13%			17% ↑	1% ↓	
General practice – Australian College of Rural and Remote Medicine (ACRRM)	4%	1% ↓	3% ↓	17% ↑	8% ↑	4%	5%	2% ↓	4%	1% ↓	9% ↑	23% ↑	5%			0% ↓	16% ↑	
General practice – The Royal Australian College of General Practitioners (RACGP)	23%	17%	25% ↑	25%	21% ↓	25%	26%	19% ↓	28% ↑	15% ↓	32% ↑	69% ↑	34%			0% ↓	85% ↑	
Intensive care medicine – College of Intensive Care	4%	5%	4%	1% ↓	5%	5%	5%	4%	4%	5% ↑	4%	1% ↓	5%			6% ↑	0% ↓	

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 11752	ACT n = 253	NSW n = 3597	NT n = 229	QLD n = 2537	SA n = 862	Tas. n = 241	Vic. n = 2947	WA n = 1086	Metro n = 8122	Regional n = 2735	Rural n = 792	Do not wish to specify n = 80	Interns n<10 <sup>^</sup>	Prevoc. & unaccredited n<10 <sup>^</sup>	Specialist non-GP n = 8620	Specialist GP n = 3132	IMGs n<10 <sup>^</sup>
Medicine of Australia and New Zealand (CICM)																		
Medical administration – The Royal Australasian College of Medical Administrators (RACMA)	1%	1%	1%	1%	1%	0%	2%	0%	1%	0% ↓	1% ↑	0%	0%			1% ↑	0% ↓	
Obstetrics and gynaecology – The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)	3%	3%	3%	4%	3%	3%	4%	4%	4%	4% ↑	3%	1% ↓	3%			4% ↑	0% ↓	
Occupational and environmental medicine – The Royal Australasian College of Physicians (RACP)	0%	1%	0%	0%	0%	0%	1%	0%	1% ↑	0% ↑	0%	0%	0%			1% ↑	0% ↓	
Ophthalmology – The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)	1%	1%	1%	0%	1%	1%	1%	1%	1%	1% ↑	0% ↓	0%	0%			1% ↑	0% ↓	
Paediatrics and child health – The Royal Australasian College of Physicians (RACP)	8%	5%	9%	7%	7%	8%	5%	9%	9%	10% ↑	5% ↓	2% ↓	5%			11% ↑	0% ↓	
Pain medicine – Australian and New Zealand College of Anaesthetists (ANZCA)	0%	0%	0%	0%	0%	0%	0%	0%	1%	0% ↑	0%	0%	0%			0% ↑	0% ↓	
Palliative medicine – The Royal Australasian College of Physicians (RACP)	1%	1%	1%	1%	1%	1%	0%	1%	1%	1%	1%	0% ↓	1%			1% ↑	0% ↓	
Pathology – The Royal College of Pathologists of Australasia (RCPA)	2%	5% ↑	3%	0% ↓	2% ↓	2%	3%	2%	3%	3% ↑	2%	0% ↓	1%			3% ↑	0% ↓	
Physician – The Royal Australasian College of Physicians (RACP)	20%	24%	16% ↓	17%	18%	18%	14%	27% ↑	17%	23% ↑	15% ↓	2% ↓	15%			27% ↑	0% ↓	
Psychiatry – The Royal Australian and New Zealand College of Psychiatrists (RANZCP)	7%	9%	8%	6%	7%	7%	7%	8%	6%	8% ↑	7%	1% ↓	5%			10% ↑	0% ↓	
Public health medicine – The Royal Australasian College of Physicians (RACP)	0%	2% ↑	0%	2% ↑	0%	1%	0%	0%	1%	1% ↑	0%	0%	0%			1% ↑	0% ↓	
Radiation oncology – The Royal Australian and New Zealand	1%	0%	1%	0%	1%	1%	1%	0%	0%	1%	1%	0%	0%			1% ↑	0% ↓	

Q14. Which specialist training program(s) are you doing?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 11752	ACT n = 253	NSW n = 3597	NT n = 229	QLD n = 2537	SA n = 862	Tas. n = 241	Vic. n = 2947	WA n = 1086	Metro n = 8122	Regional n = 2735	Rural n = 792	Do not wish to specify n = 80	Interns n<10 <sup>^</sup>	Prevoc. & unaccredited n<10 <sup>^</sup>	Specialist non-GP n = 8620	Specialist GP n = 3132	IMGs n<10 <sup>^</sup>
College of Radiologists (RANZCR)																		
Radiology – The Royal Australian and New Zealand College of Radiologists (RANZCR)	2%	2%	2%	0%	2%	2%	1%	2%	2%	2% ↑	1% ↓	0% ↓	3%		3% ↑	0% ↓		
Rehabilitation medicine – The Royal Australasian College of Physicians (RACP)	1%	1%	2% ↑	1%	1%	1%	0%	1%	1%	1% ↑	1%	0% ↓	4%		2% ↑	0% ↓		
Sexual health medicine – The Royal Australasian College of Physicians (RACP)	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		0%	0%		
Sports and exercise medicine – Australasian College of Sport and Exercise Physicians (ACSEP)	0%	2% ↑	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		0% ↑	0% ↓		
Surgery – Oral and maxillofacial surgery – Royal Australasian College of Dental Surgeons (RACDS)	0%	0%	0%	0%	0%	0%	0%	0%	0%	0% ↑	0%	0%	1%		0% ↑	0% ↓		
Surgery – Royal Australasian College of Surgeons (RACS)	5%	8% ↑	5%	1%	4%	6%	4%	4%	4%	5% ↑	3% ↓	0% ↓	8%		6% ↑	0% ↓		

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

Q15. How many years have you been in the college training program?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 11668	ACT n = 250	NSW n = 3568	NT n = 228	QLD n = 2523	SA n = 858	Tas. n = 238	Vic. n = 2923	WA n = 1080	Metro n = 8062	Regional n = 2721	Rural n = 785	Do not wish to specify n = 77	Interns n<10 <sup>^</sup>	Prevoc. & unaccredited n<10 <sup>^</sup>	Specialist non-GP n = 8566	Specialist GP n = 3102	IMGs n<10 <sup>^</sup>
Average	3.2	3.1	3.2 ↓	3.0	3.2	3.2	2.7 ↓	3.4 ↑	3.3	3.4 ↑	3.0 ↓	2.5 ↓	3.6		3.6 ↑	2.3 ↓		
Standard Deviation	2.1	1.8	2.0	1.9	2.1	2.1	1.9	2.2	2.1	2.1	2.0	1.6	2.3		2.2	1.4		

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

Q16a. Are you training for a career in general practice as:																		
	State/Territory								Location				Doctor in training cohort					
	Total n = 3119	ACT n = 43	NSW n = 1013	NT n = 91	QLD n = 703	SA n = 249	Tas. n = 74	Vic. n = 610	WA n = 336	Metro n = 1279	Regional n = 1085	Rural n = 722	Do not wish to specify n = 31	Interns n<10 <sup>^</sup>	Prevoc. & unaccredited n<10 <sup>^</sup>	Specialist non-GP n<10 <sup>^</sup>	Specialist GP n = 3119	Total n = 3119
A fully funded participant (AGPT or RVTS)	65%	67%	65%	73%	67%	67%	57%	62%	62%	67%	63%	64%	55%				65%	65%
A partial funded participant (RACGP or ACRRM Fellowship support)	16%	19%	16%	10%	16%	14%	18%	17%	15%	13% ↓	19% ↑	16%	16%				16%	16%
A self-funded participant	19%	14%	18%	18%	17%	19%	26%	20%	23%	19%	18%	20%	29%				19%	19%

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

Q16b. Which training program are you in?																		
	State/Territory								Location				Doctor in training cohort					
	Total n = 2021	ACT n = 29!	NSW n = 660	NT n = 66	QLD n = 468	SA n = 166	Tas. n = 42	Vic. n = 383	WA n = 207	Metro n = 862	Regional n = 683	Rural n = 458	Do not wish to specify n = 17!	Interns n<10 <sup>^</sup>	Prevoc. & unaccredited n<10 <sup>^</sup>	Specialist non-GP n<10 <sup>^</sup>	Specialist GP n = 2021	IMGs n<10 <sup>^</sup>
Australian General Practice Training (AGPT)	96%	100%	93% ↓	94%	97%	99%	98%	98% ↑	99%	99% ↑	98% ↑	89% ↓	100%				96%	
The Remote Vocational Training Scheme (RVTS)	4%	0%	7% ↑	6%	3%	1%	2%	2% ↓	1%	1% ↓	2% ↓	11% ↑	0%				4%	

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

Q16c. Who provides your GP training?																		
	State/Territory								Location				Doctor in training cohort					
	Total n = 980	ACT n = 12!	NSW n = 310	NT n = 24!	QLD n = 216	SA n = 72	Tas. n = 28!	Vic. n = 204	WA n = 114	Metro n = 373	Regional n = 358	Rural n = 237	Do not wish to specify n = 11!	Interns n<10 <sup>^</sup>	Prevoc. & unaccredited n<10 <sup>^</sup>	Specialist non-GP n<10 <sup>^</sup>	Specialist GP n = 980	IMGs n<10 <sup>^</sup>
The RACGP Practice Experience Program	58%	58%	60%	29%	50% ↓	50%	50%	67% ↑	61%	65% ↑	55%	51%	45%				58%	
The ACRRM Independent Pathway	20%	8%	19%	50%	30% ↑	14%	18%	16%	15%	7% ↓	24%	36% ↑	27%				20%	
Remote Vocational Training Scheme	3%	0%	2%	8%	3%	0%	4%	3%	3%	1%	4%	3%	0%				3%	
Unsure	19%	33%	19%	13%	17%	36% ↑	29%	14%	22%	27% ↑	17%	10% ↓	27%				19%	

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 2763	ACT n = 42	NSW n = 894	NT n = 79	QLD n = 613	SA n = 227	Tas. n = 69	Vic. n = 536	WA n = 303	Metro n = 1202	Regional n = 959	Rural n = 574	Do not wish to specify n = 26!	Interns n<10 <sup>^</sup>	Prevoc. & unaccredited n<10 <sup>^</sup>	Specialist non-GP n<10 <sup>^</sup>	Specialist GP n = 2763	IMGs n<10 <sup>^</sup>
GP Synergy	33%	93% ↑	95% ↑	3% ↓	2% ↓	0% ↓	3% ↓	1% ↓	0% ↓	34%	30%	34%	35%	33%				
Murray City Country Coast GP Training	11%	2%	1% ↓	0% ↓	0% ↓	0% ↓	0% ↓	56% ↑	0% ↓	9% ↓	14% ↑	13%	4%	11%				
General Practice Training Queensland	12%	2%	0% ↓	0% ↓	54% ↑	0% ↓	0% ↓	0% ↓	0% ↓	13%	13%	9% ↓	8%	12%				
GPeX	8%	0%	0% ↓	0% ↓	0% ↓	99% ↑	3%	0% ↓	0% ↓	11% ↑	4% ↓	10%	8%	8%				
Western Australia General Practice Training	11%	0% ↓	0% ↓	0% ↓	0% ↓	0% ↓	0% ↓	0% ↓	97% ↑	15% ↑	8% ↓	7% ↓	19%	11%				
Eastern Victoria GP Training	8%	0%	0% ↓	0% ↓	0% ↓	0% ↓	1%	40% ↑	0% ↓	11% ↑	6% ↓	5% ↓	4%	8%				
James Cook University	9%	0%	0% ↓	1% ↓	41% ↑	0% ↓	0% ↓	0% ↓	0% ↓	1% ↓	19% ↑	9%	19%	9%				
Northern Territory General Practice Education	3%	0%	0% ↓	94% ↑	0% ↓	0% ↓	0%	0% ↓	0% ↓	2%	2% ↓	5% ↑	0%	3%				
GP Training Tasmania	2%	0%	0% ↓	0%	0% ↓	0% ↓	88% ↑	0% ↓	0% ↓	2%	3%	3%	0%	2%				
Unsure	3%	2%	3%	3%	2%	1%	4%	3%	2%	1% ↓	3%	5% ↑	4%	3%				

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

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

	State/Territory									Location				Doctor in training cohort				
	2020 n = 2658	ACT n = 41	NSW n = 856	NT n = 74	QLD n = 588	SA n = 224	Tas. n = 66	Vic. n = 517	WA n = 292	Metro n = 1168	Regional n = 921	Rural n = 543	Do not wish to specify n = 25!	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n = 2658	IMGs n<10^
Strongly Agree	31%	24%	28%	24%	30%	34%	44%	39%	27%	34%	27% ↓	34%	16%				31%	
Agree	53%	56%	55%	62%	51%	53%	39%	49%	57%	51%	55%	54%	52%				53%	
Neither Agree nor Disagree	12%	12%	14%	9%	16%	10%	15%	8% ↓	13%	11%	15% ↑	9%	24%				12%	
Disagree	2%	5%	2%	3%	2%	2%	2%	2%	1%	2%	1%	2%	4%				2%	
Strongly Disagree	1%	2%	1%	1%	1%	1%	0%	1%	2%	1%	1%	1%	4%				1%	
NET Strongly Agree + Agree	84%	80%	83%	86%	81%	87%	83%	89% ↑	85%	85%	82%	87%	68%				84%	
NET Strongly Disagree + Disagree	3%	7%	3%	4%	3%	3%	2%	3%	2%	4%	2%	3%	8%				3%	
Average	4.1	4.0	4.1	4.1	4.1	4.2	4.3	4.2 ↑	4.1	4.1	4.1	4.2	3.7				4.1	
Standard Deviation	0.8	0.9	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.7	0.8	0.9				0.8	

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

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

	State/Territory									Location				Doctor in training cohort				
	2020 n = 2657	ACT n = 41	NSW n = 856	NT n = 74	QLD n = 588	SA n = 223	Tas. n = 66	Vic. n = 517	WA n = 292	Metro n = 1167	Regional n = 921	Rural n = 543	Do not wish to specify n = 25!	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n = 2657	IMGs n<10^
Strongly Agree	28%	24%	26%	26%	26%	31%	35%	36% ↑	24%	31% ↑	24% ↓	30%	16%				28%	
Agree	52%	46%	53%	55%	50%	54%	50%	49%	55%	49%	55%	52%	52%				52%	
Neither Agree nor Disagree	14%	22%	15%	11%	19% ↑	9%	9%	10% ↓	16%	14%	16%	12%	20%				14%	
Disagree	4%	5%	5%	7%	3%	4%	5%	3%	3%	4%	4%	4%	4%				4%	
Strongly Disagree	2%	2%	1%	1%	3%	1%	2%	1%	2%	2%	2%	1%	8%				2%	
NET Strongly Agree + Agree	80%	71%	79%	81%	76% ↓	85%	85%	85% ↑	79%	80%	79%	82%	68%				80%	
NET Strongly Disagree + Disagree	6%	7%	6%	8%	6%	5%	6%	5%	5%	6%	6%	6%	12%				6%	
Average	4.0	3.9	4.0	4.0	3.9	4.1	4.1	4.1 ↑	4.0	4.0	4.0	4.0	3.6				4.0	
Standard Deviation	0.9	0.9	0.9	0.9	0.9	0.8	0.9	0.8	0.8	0.9	0.8	0.9	1.1				0.9	

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

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

	State/Territory							Location					Doctor in training cohort					
	2020 n = 2657	ACT n = 41	NSW n = 856	NT n = 74	QLD n = 588	SA n = 224	Tas. n = 66	Vic. n = 516	WA n = 292	Metro n = 1168	Regional n = 921	Rural n = 542	Do not wish to specify n = 25!	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n = 2657	IMGs n<10^
Strongly Agree	29%	29%	26%	27%	27%	33%	32%	36% ↑	24%	32% ↑	24% ↓	31%	12%				29%	
Agree	51%	46%	53%	51%	49%	53%	55%	49%	53%	49%	54%	51%	52%				51%	
Neither Agree nor Disagree	14%	15%	15%	12%	18% ↑	10%	11%	11%	16%	14%	16%	13%	20%				14%	
Disagree	3%	7%	4%	8%	3%	2%	2%	3%	4%	3%	4%	3%	12%				3%	
Strongly Disagree	2%	2%	2%	1%	2%	2%	2%	2%	2%	2%	2%	3%	4%				2%	
NET Strongly Agree + Agree	80%	76%	80%	78%	76%	85%	86%	84%	77%	81%	79%	82%	64%				80%	
NET Strongly Disagree + Disagree	5%	10%	5%	9%	5%	4%	3%	5%	7%	5%	5%	5%	16%				5%	
Average	4.0	3.9	4.0	3.9	4.0	4.1	4.1	4.1 ↑	3.9	4.1	4.0	4.0	3.6				4.0	
Standard Deviation	0.9	1.0	0.8	0.9	0.9	0.8	0.8	0.9	0.9	0.9	0.8	0.9	1.0				0.9	

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

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

	State/Territory							Location					Doctor in training cohort					
	2020 n = 2646	ACT n = 41	NSW n = 854	NT n = 74	QLD n = 586	SA n = 222	Tas. n = 66	Vic. n = 514	WA n = 289	Metro n = 1162	Regional n = 916	Rural n = 542	Do not wish to specify n = 25!	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n = 2646	IMGs n<10^
Strongly Agree	28%	32%	27%	22%	28%	31%	35%	35% ↑	21%	31%	25%	29%	12%				28%	
Agree	52%	51%	56%	65%	51%	51%	52%	48%	52%	51%	54%	52%	56%				52%	
Neither Agree nor Disagree	12%	7%	11%	7%	15%	11%	8%	11%	19% ↑	11%	14%	12%	16%				12%	
Disagree	5%	7%	4%	5%	5%	4%	5%	4%	5%	4%	4%	6%	4%				5%	
Strongly Disagree	2%	2%	2%	1%	2%	2%	2%	2%	3%	2%	2%	1%	12%				2%	
NET Strongly Agree + Agree	81%	83%	83%	86%	78%	82%	86%	83%	73% ↓	82%	80%	81%	68%				81%	
NET Strongly Disagree + Disagree	7%	10%	6%	7%	7%	6%	6%	6%	8%	6%	6%	7%	16%				7%	
Average	4.0	4.0	4.0	4.0	4.0	4.0	4.1	4.1 ↑	3.8 ↓	4.1	4.0	4.0	3.5				4.0	
Standard Deviation	0.9	1.0	0.8	0.8	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	1.2				0.9	

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

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

	State/Territory							Location					Doctor in training cohort					
	2020 n = 2645	ACT n = 41	NSW n = 854	NT n = 74	QLD n = 586	SA n = 222	Tas. n = 66	Vic. n = 514	WA n = 288	Metro n = 1161	Regional n = 916	Rural n = 542	Do not wish to specify n = 25!	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n = 2645	IMGs n<10^
Strongly Agree	27%	32%	26%	20%	27%	30%	27%	33%	20%	29%	25%	27%	12%				27%	
Agree	50%	44%	54%	65%	47%	51%	56%	47%	47%	49%	52%	50%	52%				50%	
Neither Agree nor Disagree	15%	12%	13%	8%	17%	14%	8%	14%	20%	14%	16%	14%	20%				15%	
Disagree	5%	10%	6%	3%	5%	3%	6%	4%	9%	5%	5%	6%	0%				5%	
Strongly Disagree	2%	2%	2%	4%	3%	2%	3%	2%	4%	2%	2%	2%	16%				2%	
NET Strongly Agree + Agree	77%	76%	80%	85%	74%	82%	83%	80%	67% ↓	78%	77%	78%	64%				77%	
NET Strongly Disagree + Disagree	8%	12%	7%	7%	8%	5%	9%	6%	13%	8%	8%	8%	16%				8%	
Average	3.9	3.9	4.0	3.9	3.9	4.0	4.0	4.0 ↑	3.7 ↓	4.0	3.9	3.9	3.4				3.9	
Standard Deviation	0.9	1.0	0.9	0.9	1.0	0.9	0.9	0.9	1.0	0.9	0.9	0.9	1.2				0.9	

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

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

	State/Territory							Location					Doctor in training cohort					
	2020 n = 2645	ACT n = 41	NSW n = 854	NT n = 74	QLD n = 586	SA n = 222	Tas. n = 66	Vic. n = 514	WA n = 288	Metro n = 1161	Regional n = 916	Rural n = 542	Do not wish to specify n = 25!	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n = 2645	IMGs n<10^
Strongly Agree	39%	41%	38%	34%	33%	50% ↑	47%	43%	34%	41%	34% ↓	42%	20%				39%	
Agree	51%	49%	54%	59%	54%	43%	45%	45% ↓	56%	50%	55%	48%	60%				51%	
Neither Agree nor Disagree	7%	7%	5%	4%	9%	5%	5%	9%	7%	6%	8%	6%	20%				7%	
Disagree	2%	0%	2%	1%	3%	1%	3%	2%	2%	2%	2%	3%	0%				2%	
Strongly Disagree	1%	2%	1%	1%	1%	1%	0%	1%	1%	1%	1%	1%	0%				1%	
NET Strongly Agree + Agree	90%	90%	92%	93%	87%	93%	92%	88%	90%	91%	89%	90%	80%				90%	
NET Strongly Disagree + Disagree	3%	2%	3%	3%	4%	2%	3%	3%	3%	3%	3%	4%	0%				3%	
Average	4.2	4.3	4.3	4.2	4.2 ↓	4.4 ↑	4.4	4.3	4.2	4.3	4.2	4.3	4.0				4.2	
Standard Deviation	0.8	0.8	0.7	0.7	0.8	0.7	0.7	0.8	0.8	0.8	0.7	0.8	0.6				0.8	

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

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

	State/Territory								Location				Doctor in training cohort					
	2020 n = 2626	ACT n = 40	NSW n = 842	NT n = 73	QLD n = 583	SA n = 221	Tas. n = 66	Vic. n = 512	WA n = 289	Metro n = 1148	Regional n = 911	Rural n = 541	Do not wish to specify n = 25!	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n = 2626	IMGs n<10^
Strongly Agree	19%	28%	19%	14%	17%	22%	21%	25% ↑	12% ↓	22% ↑	16% ↓	19%	8%				19%	
Agree	42%	35%	46% ↑	41%	40%	40%	42%	43%	37%	40%	43%	45%	40%				42%	
Neither Agree nor Disagree	24%	23%	22%	26%	29% ↑	23%	24%	21%	25%	23%	26%	22%	28%				24%	
Disagree	11%	13%	10%	14%	12%	11%	12%	8% ↓	18% ↑	11%	12%	11%	8%				11%	
Strongly Disagree	4%	3%	3%	5%	3%	4%	0%	4%	8% ↑	4%	4%	4%	16%				4%	
NET Strongly Agree + Agree	61%	63%	64%	55%	56% ↓	62%	64%	68% ↑	49% ↓	62%	59%	64%	48%				61%	
NET Strongly Disagree + Disagree	15%	15%	13%	19%	15%	15%	12%	11%	26% ↑	15%	15%	14%	24%				15%	
Average	3.6	3.7	3.7	3.4	3.5	3.7	3.7	3.8 ↑	3.3 ↓	3.7	3.6	3.6	3.2				3.6	
Standard Deviation	1.0	1.1	1.0	1.1	1.0	1.1	0.9	1.0	1.1	1.1	1.0	1.0	1.2				1.0	

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

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

	State/Territory								Location				Doctor in training cohort					
	2020 n = 2626	ACT n = 40	NSW n = 842	NT n = 73	QLD n = 583	SA n = 221	Tas. n = 66	Vic. n = 512	WA n = 289	Metro n = 1148	Regional n = 911	Rural n = 541	Do not wish to specify n = 25!	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n = 2626	IMGs n<10^
Strongly Agree	23%	25%	18% ↓	21%	21%	32% ↑	27%	27% ↑	22%	25% ↑	18% ↓	25%	8%				23%	
Agree	52%	50%	53%	59%	50%	54%	50%	47%	57%	52%	54%	48%	48%				52%	
Neither Agree nor Disagree	20%	20%	22%	19%	22%	10% ↓	17%	20%	17%	18%	22%	20%	24%				20%	
Disagree	4%	5%	5%	0%	5%	2%	3%	4%	3%	3%	4%	4%	12%				4%	
Strongly Disagree	2%	0%	2%	1%	2%	2%	3%	2%	1%	2%	2%	2%	8%				2%	
NET Strongly Agree + Agree	74%	75%	71%	79%	71%	86% ↑	77%	74%	79%	77% ↑	72%	73%	56%				74%	
NET Strongly Disagree + Disagree	6%	5%	7%	1%	7%	4%	6%	6%	4%	5%	6%	6%	20%				6%	
Average	3.9	4.0	3.8 ↓	4.0	3.8	4.1 ↑	4.0	3.9	4.0	4.0 ↑	3.8 ↓	3.9	3.4				3.9	
Standard Deviation	0.9	0.8	0.8	0.7	0.9	0.8	0.9	0.9	0.8	0.8	0.8	0.9	1.1				0.9	

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

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

	State/Territory									Location				Doctor in training cohort				
	2020 n = 2626	ACT n = 40	NSW n = 842	NT n = 73	QLD n = 583	SA n = 221	Tas. n = 66	Vic. n = 512	WA n = 289	Metro n = 1148	Regional n = 911	Rural n = 541	Do not wish to specify n = 25!	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n = 2626	IMGs n<10^
Strongly Agree	25%	30%	22%	21%	24%	31%	36%	31% ↑	21%	29% ↑	21% ↓	26%	8%				25%	
Agree	56%	58%	59%	64%	55%	55%	48%	53%	57%	54%	60%	55%	52%				56%	
Neither Agree nor Disagree	14%	10%	14%	11%	18%	11%	12%	13%	15%	13%	16%	13%	32%				14%	
Disagree	3%	3%	4%	3%	2%	2%	2%	2%	5%	3%	3%	4%	0%				3%	
Strongly Disagree	1%	0%	1%	1%	1%	1%	2%	1%	2%	1%	1%	1%	8%				1%	
NET Strongly Agree + Agree	81%	88%	81%	85%	78%	86%	85%	84%	79%	83%	80%	81%	60%				81%	
NET Strongly Disagree + Disagree	4%	3%	5%	4%	4%	3%	3%	3%	7%	4%	4%	6%	8%				4%	
Average	4.0	4.2	4.0	4.0	4.0	4.1	4.2	4.1 ↑	3.9	4.1 ↑	4.0 ↓	4.0	3.5				4.0	
Standard Deviation	0.8	0.7	0.8	0.7	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	1.0				0.8	

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

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

	State/Territory									Location				Doctor in training cohort				
	2020 n = 2627	ACT n = 40	NSW n = 843	NT n = 73	QLD n = 583	SA n = 221	Tas. n = 66	Vic. n = 512	WA n = 289	Metro n = 1149	Regional n = 911	Rural n = 541	Do not wish to specify n = 25!	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n = 2627	IMGs n<10^
Strongly Agree	19%	23%	17%	25%	15% ↓	20%	23%	29% ↑	12% ↓	23% ↑	14% ↓	20%	8%				19%	
Agree	44%	38%	50% ↑	58%	37% ↓	42%	41%	46%	35% ↓	42%	44%	47%	36%				44%	
Neither Agree nor Disagree	29%	30%	27%	15% ↓	37% ↑	29%	30%	21% ↓	39% ↑	28%	33% ↑	25%	44%				29%	
Disagree	5%	8%	5%	1%	6%	6%	5%	4%	9% ↑	4%	7%	5%	8%				5%	
Strongly Disagree	2%	3%	1% ↓	1%	4% ↑	3%	2%	2%	4%	2%	2%	3%	4%				2%	
NET Strongly Agree + Agree	63%	60%	67% ↑	82% ↑	53% ↓	62%	64%	74% ↑	47% ↓	65%	58% ↓	67%	44%				63%	
NET Strongly Disagree + Disagree	8%	10%	6%	3%	10%	9%	6%	5% ↓	13% ↑	7%	9%	8%	12%				8%	
Average	3.7	3.7	3.8	4.0 ↑	3.5 ↓	3.7	3.8	4.0 ↑	3.4 ↓	3.8 ↑	3.6 ↓	3.8	3.4				3.7	
Standard Deviation	0.9	1.0	0.8	0.8	1.0	1.0	0.9	0.9	1.0	0.9	0.9	0.9	0.9				0.9	

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

**Q21\_1. Thinking about your [College] training program, to what extent do you agree or disagree with each of the following statements?**

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

	State/Territory								Location				Doctor in training cohort				
	Total n = 11462	ACT n = 245	NSW n = 3516	NT n = 222	QLD n = 2466	SA n = 838	Tas. n = 234	Vic. n = 2890	WA n = 1051	Metro n = 7929	Regional n = 2669	Rural n = 767	Do not wish to specify n = 75	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n = 8470	Specialist GP n = 2992
Strongly Agree	35%	32%	33%	32%	33%	41% ↑	40%	35%	35%	35%	33%	34%	21%		36% ↑	31% ↓	
Agree	55%	59%	55%	56%	56%	54%	51%	54%	53%	54%	57%	54%	47%		54% ↓	57% ↑	
Neither Agree nor Disagree	7%	7%	7%	9%	7%	3% ↓	6%	7%	8%	7%	7%	8%	21% ↑		6% ↓	9% ↑	
Disagree	2%	2%	2%	2%	3%	1%	2%	2%	2%	2%	2%	2%	5%		2%	2%	
Strongly Disagree	1%	1%	2%	1%	1%	1%	2%	2%	2%	2%	1%	1%	5% ↑		2%	1%	
NET Strongly Agree + Agree	89%	91%	89%	88%	89%	95% ↑	91%	89%	88%	90%	90%	89%	68% ↓		90% ↑	88% ↓	
NET Strongly Disagree + Disagree	4%	3%	4%	3%	4%	2%	3%	4%	4%	4%	3%	4%	11% ↑		4%	3%	
Average	4.2	4.2	4.2 ↓	4.2	4.2	4.3 ↑	4.3	4.2	4.2	4.2	4.2	4.2	3.7 ↓		4.2 ↑	4.1 ↓	
Standard Deviation	0.8	0.7	0.8	0.8	0.8	0.7	0.8	0.8	0.8	0.8	0.7	0.8	1.0		0.8	0.7	

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

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

	State/Territory								Location				Doctor in training cohort				
	Total n = 11472	ACT n = 245	NSW n = 3519	NT n = 223	QLD n = 2468	SA n = 840	Tas. n = 237	Vic. n = 2890	WA n = 1050	Metro n = 7933	Regional n = 2673	Rural n = 769	Do not wish to specify n = 75	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n = 8466	Specialist GP n = 3006
Strongly Agree	30%	28%	29%	27%	30%	33%	33%	30%	31%	30%	29%	33%	16%		30%	28%	
Agree	58%	60%	58%	59%	59%	58%	54%	58%	57%	58%	59%	56%	51%		58%	59%	
Neither Agree nor Disagree	7%	8%	8%	8%	7%	5% ↓	7%	7%	7%	7%	8%	7%	23% ↑		7% ↓	9% ↑	
Disagree	3%	3%	3%	5%	3%	2%	3%	3%	3%	3%	3%	3%	7%		3%	3%	
Strongly Disagree	1%	1%	1%	1%	1%	2%	4% ↑	2%	2%	2%	1%	1%	4%		2%	1%	
NET Strongly Agree + Agree	88%	88%	87%	86%	88%	91% ↑	87%	88%	88%	88%	88%	88%	67% ↓		88%	88%	
NET Strongly Disagree + Disagree	5%	4%	5%	6%	4%	4%	6%	4%	5%	4%	5%	5%	11%		5%	4%	
Average	4.1	4.1	4.1	4.1	4.1	4.2	4.1	4.1	4.1	4.1	4.1	4.1	3.7 ↓		4.1	4.1	
Standard Deviation	0.8	0.7	0.8	0.8	0.8	0.8	0.9	0.8	0.8	0.8	0.8	0.8	1.0		0.8	0.8	

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

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

	State/Territory								Location				Doctor in training cohort					
	Total n = 11482	ACT n = 245	NSW n = 3520	NT n = 223	QLD n = 2475	SA n = 841	Tas. n = 236	Vic. n = 2892	WA n = 1050	Metro n = 7941	Regional n = 2676	Rural n = 768	Do not wish to specify n = 75	Interns n<10 <sup>^</sup>	Prevoc. & unaccredited n<10 <sup>^</sup>	Specialist non-GP n = 8482	Specialist GP n = 3000	IMGs n<10 <sup>^</sup>
Strongly Agree	30%	27%	28% ↓	29%	32%	34%	34%	31%	29%	30%	30%	30%	16%			31% ↑	28% ↓	
Agree	61%	64%	62%	63%	60%	60%	56%	60%	62%	61%	61%	59%	59%			61%	60%	
Neither Agree nor Disagree	6%	7%	7%	5%	5%	4%	8%	6%	5%	6%	6%	7%	21% ↑			5% ↓	9% ↑	
Disagree	2%	1%	2%	2%	2%	1%	2%	1%	2%	2%	2%	2%	3%			2%	2%	
Strongly Disagree	1%	1%	1%	1%	1%	1%	0%	1%	1%	1%	1%	2% ↑	1%			1%	1%	
NET Strongly Agree + Agree	91%	90%	90% ↓	92%	92%	94% ↑	90%	91%	91%	91%	91%	90%	75% ↓			92% ↑	88% ↓	
NET Strongly Disagree + Disagree	3%	2%	3%	3%	3%	2%	2%	3%	3%	3%	3%	4%	4%			3%	3%	
Average	4.2	4.1	4.1 ↓	4.2	4.2	4.3 ↑	4.2	4.2	4.2	4.2	4.2	4.1	3.9 ↓			4.2 ↑	4.1 ↓	
Standard Deviation	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.8	0.8			0.7	0.7	

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

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

	State/Territory								Location				Doctor in training cohort					
	Total n = 11432	ACT n = 244	NSW n = 3498	NT n = 221	QLD n = 2467	SA n = 836	Tas. n = 237	Vic. n = 2884	WA n = 1045	Metro n = 7891	Regional n = 2674	Rural n = 769	Do not wish to specify n = 76	Interns n<10 <sup>^</sup>	Prevoc. & unaccredited n<10 <sup>^</sup>	Specialist non-GP n = 8433	Specialist GP n = 2999	IMGs n<10 <sup>^</sup>
Strongly Agree	22%	19%	21%	20%	23%	26% ↑	27%	21%	22%	22%	22%	26%	13%			22%	22%	
Agree	54%	59%	53%	57%	56%	57%	51%	53%	54%	55%	55%	50%	49%			55%	52%	
Neither Agree nor Disagree	14%	11%	15%	16%	13%	10% ↓	15%	15%	16%	14%	14%	16%	25%			13% ↓	17% ↑	
Disagree	7%	6%	7%	5%	6%	5%	4%	8% ↑	6%	7%	6%	6%	5%			7%	6%	
Strongly Disagree	2%	5%	3%	1%	2%	1%	3%	2%	3%	2%	2%	2%	8% ↑			2%	2%	
NET Strongly Agree + Agree	76%	78%	74% ↓	77%	79% ↑	84% ↑	78%	75%	76%	76%	77%	76%	62% ↓			77% ↑	75% ↓	
NET Strongly Disagree + Disagree	9%	10%	10%	6%	8%	7%	7%	10%	8%	10%	8%	8%	13%			10%	8%	
Average	3.9	3.8	3.8 ↓	3.9	3.9 ↑	4.0 ↑	4.0	3.8 ↓	3.9	3.9	3.9	3.9	3.5 ↓			3.9	3.9	
Standard Deviation	0.9	1.0	0.9	0.8	0.9	0.8	0.9	0.9	0.9	0.9	0.9	0.9	1.1			0.9	0.9	

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

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

	State/Territory								Location				Doctor in training cohort				
	Total n = 11404	ACT n = 244	NSW n = 3492	NT n = 220	QLD n = 2458	SA n = 832	Tas. n = 237	Vic. n = 2877	WA n = 1044	Metro n = 7873	Regional n = 2669	Rural n = 766	Do not wish to specify n = 74	Interns n<10 <sup>^</sup>	Prevoc. & unaccredited n<10 <sup>^</sup>	Specialist non-GP n = 8413	Specialist GP n = 2991
Strongly Agree	20%	17%	19%	19%	21%	25% ↑	27%	19%	20%	20%	19%	24%	12%		20%	21%	
Agree	51%	52%	51%	55%	52%	55%	48%	51%	51%	51%	53%	49%	46%		52%	50%	
Neither Agree nor Disagree	16%	15%	17%	18%	16%	12% ↓	14%	16%	18%	16%	16%	16%	28%		16%	17%	
Disagree	9%	11%	9%	7%	8%	6%	9%	10%	8%	9%	8%	7%	4%		9%	8%	
Strongly Disagree	4%	5%	4%	0%	3%	3%	3%	4%	4%	4%	3%	4%	9%		4%	3%	
NET Strongly Agree + Agree	72%	69%	70%	75%	73%	79% ↑	74%	70%	70%	71%	73%	73%	58%		72%	71%	
NET Strongly Disagree + Disagree	12%	16%	13%	8%	11%	9%	12%	14%	11%	13%	11%	11%	14%		12%	12%	
Average	3.8	3.7	3.7 ↓	3.9	3.8	3.9 ↑	3.9	3.7	3.8	3.7	3.8	3.8	3.5		3.8	3.8	
Standard Deviation	1.0	1.0	1.0	0.8	1.0	0.9	1.0	1.0	1.0	1.0	1.0	1.0	1.1		1.0	1.0	

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

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

	State/Territory								Location				Doctor in training cohort				
	Total n = 11430	ACT n = 243	NSW n = 3500	NT n = 221	QLD n = 2467	SA n = 835	Tas. n = 237	Vic. n = 2882	WA n = 1045	Metro n = 7890	Regional n = 2674	Rural n = 770	Do not wish to specify n = 74	Interns n<10 <sup>^</sup>	Prevoc. & unaccredited n<10 <sup>^</sup>	Specialist non-GP n = 8433	Specialist GP n = 2997
Strongly Agree	22%	19%	21%	19%	24%	25%	28%	21%	21%	22%	22%	27% ↑	15%		22%	22%	
Agree	51%	53%	50%	52%	53%	49%	44%	49%	55% ↑	51%	52%	43% ↓	46%		53% ↑	44% ↓	
Neither Agree nor Disagree	14%	15%	14%	15%	14%	14%	15%	14%	13%	14%	14%	14%	23%		13% ↓	16% ↑	
Disagree	10%	9%	10%	11%	7% ↓	9%	12%	12% ↑	7% ↓	10%	10%	11%	11%		9% ↓	13% ↑	
Strongly Disagree	3%	5%	4% ↑	2%	2% ↓	2%	1%	3%	3%	3%	2%	4%	5%		3% ↓	4% ↑	
NET Strongly Agree + Agree	73%	72%	71% ↓	71%	77% ↑	74%	72%	70% ↓	77% ↑	73%	74%	70%	61%		75% ↑	67% ↓	
NET Strongly Disagree + Disagree	13%	13%	14% ↑	13%	10% ↓	11%	13%	15% ↑	10% ↓	13%	12%	15%	16%		11% ↓	17% ↑	
Average	3.8	3.7	3.7 ↓	3.8	3.9 ↑	3.9	3.9	3.7 ↓	3.8	3.8	3.8	3.8	3.5		3.8 ↑	3.7 ↓	
Standard Deviation	1.0	1.0	1.0	1.0	0.9	1.0	1.0	1.0	0.9	1.0	1.0	1.1	1.0		1.0	1.1	

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

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

	State/Territory	Location	Doctor in training cohort
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	Total n = 11345	ACT n = 244	NSW n = 3482	NT n = 219	QLD n = 2445	SA n = 833	Tas. n = 233	Vic. n = 2859	WA n = 1030	Metro n = 7827	Regional n = 2653	Rural n = 767	Do not wish to specify n = 76	Interns n<10 <sup>^</sup>	Prevoc. & unaccredited n<10 <sup>^</sup>	Specialist non-GP n = 8371	Specialist GP n = 2974	IMGs n<10 <sup>^</sup>
Strongly Agree	9%	6%	9%	5%	9%	10%	12%	8%	9%	8%	8%	12% ↑	8%			8%	10%	
Agree	39%	41%	37%	41%	41%	42%	41%	38%	38%	39%	39%	34% ↓	32%			40% ↑	34% ↓	
Neither Agree nor Disagree	30%	29%	30%	31%	30%	28%	26%	29%	30%	29%	31%	31%	34%			28% ↓	33% ↑	
Disagree	19%	19%	19%	22%	18%	16%	17%	20%	19%	19%	18%	19%	16%			19%	18%	
Strongly Disagree	4%	5%	5%	1%	3% ↓	4%	3%	5%	4%	5%	4%	4%	11%			4%	5%	
NET Strongly Agree + Agree	47%	47%	46%	46%	49%	52% ↑	53%	45%	47%	47%	47%	46%	39%			48% ↑	44% ↓	
NET Strongly Disagree + Disagree	23%	24%	24%	23%	21% ↓	20%	21%	25% ↑	23%	24%	22%	23%	26%			23%	23%	
Average	3.3	3.2	3.3	3.3	3.3 ↑	3.4 ↑	3.4	3.2 ↓	3.3	3.3	3.3	3.3	3.1			3.3	3.3	
Standard Deviation	1.0	1.0	1.0	0.9	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.1			1.0	1.0	

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

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

	State/Territory							Location					Doctor in training cohort					
	Total n = 11345	ACT n = 244	NSW n = 3481	NT n = 219	QLD n = 2445	SA n = 833	Tas. n = 233	Vic. n = 2859	WA n = 1031	Metro n = 7827	Regional n = 2653	Rural n = 767	Do not wish to specify n = 76	Interns n<10 <sup>^</sup>	Prevoc. & unaccredited n<10 <sup>^</sup>	Specialist non-GP n = 8370	Specialist GP n = 2975	IMGs n<10 <sup>^</sup>
Strongly Agree	12%	11%	11%	11%	12%	15% ↑	17%	11%	14%	12%	11%	14%	7%			12%	12%	
Agree	53%	57%	50% ↓	54%	54%	55%	48%	52%	57% ↑	54% ↑	51%	44% ↓	43%			55% ↑	47% ↓	
Neither Agree nor Disagree	26%	24%	29% ↑	30%	26%	22% ↓	27%	27%	23% ↓	25% ↓	29% ↑	33% ↑	38%			24% ↓	32% ↑	
Disagree	7%	5%	8%	4%	7%	7%	7%	8%	5% ↓	7%	8%	8%	7%			7%	7%	
Strongly Disagree	2%	3%	2%	2%	1% ↓	1%	0%	2%	2%	2%	1% ↓	1%	5%			2%	2%	
NET Strongly Agree + Agree	64%	68%	61% ↓	64%	66%	70% ↑	65%	63%	71% ↑	66% ↑	62% ↓	58% ↓	50% ↓			66% ↑	59% ↓	
NET Strongly Disagree + Disagree	9%	9%	10%	6%	8%	8%	8%	10% ↑	7% ↓	9%	9%	10%	12%			9%	9%	
Average	3.7	3.7	3.6 ↓	3.7	3.7 ↑	3.8 ↑	3.7	3.6 ↓	3.8 ↑	3.7 ↑	3.6	3.6	3.4 ↓			3.7 ↑	3.6 ↓	
Standard Deviation	0.8	0.9	0.9	0.8	0.8	0.8	0.8	0.9	0.8	0.8	0.8	0.9	0.9			0.8	0.9	

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

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

	State/Territory	Location	Doctor in training cohort
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	Total n = 11344	ACT n = 244	NSW n = 3480	NT n = 219	QLD n = 2445	SA n = 833	Tas. n = 233	Vic. n = 2859	WA n = 1031	Metro n = 7827	Regional n = 2652	Rural n = 767	Do not wish to specify n = 76	Interns n<10 <sup>^</sup>	Prevoc. & unaccredited n<10 <sup>^</sup>	Specialist non-GP n = 8369	Specialist GP n = 2975	IMGs n<10 <sup>^</sup>
Strongly Agree	17%	13%	15% ↓	16%	17%	22% ↑	22%	18%	17%	18% ↑	15% ↓	18%	8%			18% ↑	15% ↓	
Agree	64%	70%	63%	63%	66%	63%	58%	65%	65%	65% ↑	65%	56% ↓	57%			67% ↑	58% ↓	
Neither Agree nor Disagree	14%	10%	16% ↑	18%	13%	11%	15%	13%	13%	13% ↓	16% ↑	20% ↑	26% ↑			11% ↓	21% ↑	
Disagree	4%	6%	4%	4%	3%	3%	4%	4%	4%	4%	4%	5%	4%			4% ↓	5% ↑	
Strongly Disagree	1%	0%	1%	0%	0%	1%	0%	1%	1%	1%	0% ↓	2% ↑	5% ↑			1%	1%	
NET Strongly Agree + Agree	81%	83%	78% ↓	78%	83% ↑	84%	80%	83%	82%	83% ↑	80%	74% ↓	64% ↓			84% ↑	73% ↓	
NET Strongly Disagree + Disagree	5%	7%	5% ↑	4%	4% ↓	4%	4%	5%	5%	5%	4%	6%	9%			4% ↓	6% ↑	
Average	3.9	3.9	3.9 ↓	3.9	4.0 ↑	4.0 ↑	4.0	3.9	3.9	3.9 ↑	3.9	3.8 ↓	3.6 ↓			4.0 ↑	3.8 ↓	
Standard Deviation	0.7	0.7	0.7	0.7	0.7	0.7	0.8	0.7	0.7	0.7	0.7	0.8	0.9			0.7	0.8	

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

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

	State/Territory								Location				Doctor in training cohort					
	Total n = 11349	ACT n = 244	NSW n = 3482	NT n = 219	QLD n = 2447	SA n = 833	Tas. n = 233	Vic. n = 2860	WA n = 1031	Metro n = 7829	Regional n = 2654	Rural n = 768	Do not wish to specify n = 76	Interns n<10 <sup>^</sup>	Prevoc. & unaccredited n<10 <sup>^</sup>	Specialist non-GP n = 8372	Specialist GP n = 2977	IMGs n<10 <sup>^</sup>
Strongly Agree	10%	9%	9%	10%	11%	11%	14%	10%	9%	10%	10%	13%	7%			10%	11%	
Agree	39%	41%	39%	39%	40%	42%	32%	39%	40%	39%	41%	38%	29%			39%	39%	
Neither Agree nor Disagree	38%	33%	38%	42%	37%	35%	44%	38%	39%	38%	37%	38%	46%			37%	38%	
Disagree	10%	12%	11%	9%	9%	9%	8%	10%	10%	10%	9%	8%	13%			10% ↑	8% ↓	
Strongly Disagree	3%	5%	3%	1%	3%	3%	3%	3%	3%	3%	2%	3%	5%			3%	2%	
NET Strongly Agree + Agree	49%	50%	48%	49%	51%	53%	46%	49%	49%	49%	51%	51%	36%			49%	51%	
NET Strongly Disagree + Disagree	13%	17%	14%	10%	11%	12%	10%	14%	12%	14%	11%	11%	18%			14% ↑	11% ↓	
Average	3.4	3.4	3.4	3.5	3.5 ↑	3.5	3.5	3.4	3.4	3.4 ↓	3.5 ↑	3.5	3.2			3.4 ↓	3.5 ↑	
Standard Deviation	0.9	1.0	0.9	0.8	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9			0.9	0.9	

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

## B1.2 Assessment

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 11467	ACT n = 244	NSW n = 3512	NT n = 220	QLD n = 2475	SA n = 840	Tas. n = 238	Vic. n = 2891	WA n = 1047	Metro n = 7914	Regional n = 2680	Rural n = 773	Do not wish to specify n = 77	Interns n<10 <sup>^</sup>	Prevoc. & unaccredi ted n<10 <sup>^</sup>	Specialist non-GP n = 8460	Specialist GP n = 3007	IMGs n<10 <sup>^</sup>
Yes	30%	30%	31%	27%	31%	27%	29%	29%	30%	29% ↓	32%	37% ↑	30%			29% ↓	33% ↑	
No	70%	70%	69%	73%	69%	73%	71%	71%	70%	71% ↑	68%	63% ↓	70%			71% ↑	67% ↓	

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 3427	ACT n = 72	NSW n = 1070	NT n = 59	QLD n = 771	SA n = 226	Tas. n = 68	Vic. n = 842	WA n = 319	Metro n = 2261	Regional n = 848	Rural n = 288	Do not wish to specify n = 23!	Interns n<10 <sup>^</sup>	Prevoc. & unaccredi ted n<10 <sup>^</sup>	Specialist non-GP n = 2435	Specialist GP n = 992	IMGs n<10 <sup>^</sup>
Yes	93%	93%	93%	93%	92%	89%	91%	93%	94%	92%	93%	93%	100%			91% ↓	96% ↑	
No	7%	7%	7%	7%	8%	11%	9%	7%	6%	8%	7%	7%	0%			9% ↑	4% ↓	

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 2940	ACT n = 55	NSW n = 919	NT n = 51	QLD n = 660	SA n = 192	Tas. n = 57	Vic. n = 726	WA n = 280	Metro n = 1948	Regional n = 731	Rural n = 240	Do not wish to specify n = 14!	Interns n<10 <sup>^</sup>	Prevoc. & unaccredi ted n<10 <sup>^</sup>	Specialist non-GP n = 2080	Specialist GP n = 860	IMGs n<10 <sup>^</sup>
Yes	75%	78%	73%	82%	69% ↓	78%	84%	80% ↑	78%	76%	73%	72%	86%			75%	76%	
No	25%	22%	27%	18%	31% ↑	22%	16%	20% ↓	22%	24%	27%	28%	14%			25%	24%	

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 3362	ACT n = 72	NSW n = 1053	NT n = 58	QLD n = 752	SA n = 224	Tas. n = 68	Vic. n = 826	WA n = 309	Metro n = 2214	Regional n = 832	Rural n = 287	Do not wish to specify n = 221	Interns n<10 <sup>^</sup>	Prevoc. & unaccredi- ted n<10 <sup>^</sup>	Specialist non-GP n = 2394	Specialist GP n = 968	IMGs n<10 <sup>^</sup>
Strongly Agree	10%	7%	10%	9%	9%	15%	12%	10%	12%	10%	10%	16% ↑	9%			10%	12%	
Agree	47%	49%	46%	52%	48%	50%	59%	48%	46%	46%	50%	49%	36%			46%	50%	
Neither Agree nor Disagree	19%	19%	20%	24%	20%	20%	16%	18%	17%	19%	20%	19%	27%			19%	21%	
Disagree	16%	18%	16%	9%	17%	13%	10%	17%	17%	18% ↑	14%	9% ↓	5%			18% ↑	11% ↓	
Strongly Disagree	7%	7%	8%	7%	6%	3%	3%	8%	8%	7%	6%	7%	23%			7%	6%	
NET Strongly Agree + Agree	58%	56%	56%	60%	57%	64%	71%	58%	58%	56%	60%	65%	45%			56% ↓	62% ↑	
NET Strongly Disagree + Disagree	23%	25%	23%	16%	23%	16%	13%	24%	25%	25% ↑	20%	16%	27%			25% ↑	17% ↓	
Average	3.4	3.3	3.4	3.5	3.4	3.6 ↑	3.7 ↑	3.4	3.4	3.3 ↓	3.4	3.6 ↑	3.0			3.3 ↓	3.5 ↑	
Standard Deviation	1.1	1.1	1.1	1.0	1.1	1.0	0.9	1.1	1.1	1.1	1.0	1.1	1.3			1.1	1.0	

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 3360	ACT n = 72	NSW n = 1055	NT n = 58	QLD n = 750	SA n = 224	Tas. n = 67	Vic. n = 826	WA n = 308	Metro n = 2212	Regional n = 832	Rural n = 287	Do not wish to specify n = 221	Interns n<10 <sup>^</sup>	Prevoc. & unaccredi- ted n<10 <sup>^</sup>	Specialist non-GP n = 2391	Specialist GP n = 969	IMGs n<10 <sup>^</sup>
Strongly Agree	12%	10%	12%	14%	11%	18%	10%	11%	14%	12%	11%	16%	9%			12%	14%	
Agree	52%	60%	51%	57%	54%	49%	49%	52%	55%	52%	54%	51%	41%			53%	52%	
Neither Agree nor Disagree	18%	13%	19%	16%	17%	24%	19%	18%	18%	18%	19%	18%	9%			18%	19%	
Disagree	11%	10%	11%	5%	12%	8%	9%	12%	9%	11%	10%	10%	27%			11%	10%	
Strongly Disagree	6%	8%	7%	9%	6%	2%	12%	6%	5%	6%	6%	5%	14%			6%	5%	
NET Strongly Agree + Agree	65%	69%	63%	71%	65%	67%	60%	64%	69%	64%	65%	68%	50%			64%	65%	
NET Strongly Disagree + Disagree	17%	18%	18%	14%	18%	9%	21%	19%	14%	17%	16%	14%	41%			18%	15%	
Average	3.5	3.5	3.5	3.6	3.5	3.7 ↑	3.4	3.5	3.6	3.5	3.5	3.7	3.0			3.5	3.6	
Standard Deviation	1.0	1.1	1.1	1.1	1.0	0.9	1.2	1.0	1.0	1.0	1.0	1.0	1.3			1.0	1.0	

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 3359	ACT n = 71	NSW n = 1055	NT n = 58	QLD n = 748	SA n = 224	Tas. n = 67	Vic. n = 827	WA n = 309	Metro n = 2215	Regional n = 828	Rural n = 287	Do not wish to specify n = 22!	Interns n < 10 <sup>^</sup>	Prevoc. & unaccredi- ted n < 10 <sup>^</sup>	Specialist non-GP n = 2386	Specialist GP n = 973	IMGs n < 10 <sup>^</sup>
Strongly Agree	20%	23%	20%	21%	18%	23%	19%	22%	21%	21%	19%	20%	9%			21%	19%	
Agree	61%	58%	62%	52%	59%	64%	57%	59%	66%	61%	62%	55%	50%			61%	59%	
Neither Agree nor Disagree	9%	13%	10%	17%	10%	8%	12%	8%	6%	9%	10%	11%	14%			9%	10%	
Disagree	6%	3%	5%	5%	8%	3%	4%	8%	5%	6%	6%	7%	9%			6%	7%	
Strongly Disagree	3%	4%	3%	5%	5%	2%	7%	2%	3%	3%	4%	6%	18%			3%	4%	
NET Strongly Agree + Agree	81%	80%	81%	72%	76% ↓	87%	76%	81%	87%	82%	81%	76%	59%			82%	79%	
NET Strongly Disagree + Disagree	10%	7%	9%	10%	13% ↑	5%	12%	11%	8%	10%	10%	13%	27%			9%	11%	
Average	3.9	3.9	3.9	3.8	3.8 ↓	4.0 ↑	3.8	3.9	4.0	3.9	3.9	3.8	3.2			3.9	3.8	
Standard Deviation	0.9	0.9	0.9	1.0	1.0	0.8	1.1	0.9	0.8	0.9	0.9	1.0	1.3			0.9	1.0	

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 3364	ACT n = 71	NSW n = 1055	NT n = 58	QLD n = 752	SA n = 224	Tas. n = 68	Vic. n = 827	WA n = 309	Metro n = 2216	Regional n = 832	Rural n = 287	Do not wish to specify n = 22!	Interns n < 10 <sup>^</sup>	Prevoc. & unaccredi- ted n < 10 <sup>^</sup>	Specialist non-GP n = 2393	Specialist GP n = 971	IMGs n < 10 <sup>^</sup>
Strongly Agree	17%	17%	17%	17%	15%	20%	15%	17%	18%	17%	17%	17%	9%			17%	16%	
Agree	55%	56%	55%	62%	56%	61%	59%	54%	54%	56%	54%	55%	41%			55%	57%	
Neither Agree nor Disagree	16%	13%	17%	14%	18%	13%	13%	16%	17%	16%	18%	17%	18%			17%	16%	
Disagree	8%	10%	8%	5%	7%	4%	7%	9%	5%	8%	7%	7%	23%			8%	7%	
Strongly Disagree	4%	4%	4%	2%	4%	2%	6%	4%	5%	4%	5%	4%	9%			4%	3%	
NET Strongly Agree + Agree	72%	73%	71%	79%	71%	81%	74%	71%	73%	73%	71%	73%	50%			71%	74%	
NET Strongly Disagree + Disagree	12%	14%	12%	7%	11%	6%	13%	13%	10%	12%	11%	10%	32%			12%	11%	
Average	3.7	3.7	3.7	3.9	3.7	3.9 ↑	3.7	3.7	3.8	3.7	3.7	3.8	3.2			3.7	3.8	
Standard Deviation	1.0	1.0	1.0	0.8	0.9	0.8	1.0	1.0	1.0	1.0	1.0	0.9	1.2			1.0	0.9	

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 3241	ACT n = 67	NSW n = 1029	NT n = 54	QLD n = 720	SA n = 214	Tas. n = 63	Vic. n = 794	WA n = 300	Metro n = 2136	Regional n = 800	Rural n = 276	Do not wish to specify n = 221	Interns n<10 <sup>^</sup>	Prevoc. & unaccredi ted n<10 <sup>^</sup>	Specialist non-GP n = 2290	Specialist GP n = 951	IMGs n<10 <sup>^</sup>
Strongly Agree	7%	9%	7%	2%	6%	9%	3%	6%	8%	6%	7%	11%	9%		6%	9%		
Agree	31%	34%	29%	33%	31%	30%	37%	31%	33%	30%	31%	33%	27%		30%	33%		
Neither Agree nor Disagree	22%	19%	21%	20%	23%	22%	21%	23%	21%	21%	24%	21%	14%		22%	21%		
Disagree	23%	28%	23%	30%	21%	25%	21%	23%	21%	24%	21%	19%	18%		24%	21%		
Strongly Disagree	17%	9%	19%	15%	19%	14%	19%	17%	17%	18%	17%	15%	32%		18%	17%		
NET Strongly Agree + Agree	38%	43%	37%	35%	37%	39%	40%	37%	41%	37%	38%	45%	36%		36%	42%		
NET Strongly Disagree + Disagree	40%	37%	42%	44%	40%	38%	40%	40%	38%	42%	38%	34%	50%		42%	38%		
Average	2.9	3.1	2.8	2.8	2.8	3.0	2.8	2.9	2.9	2.8	2.9	3.1 ↑	2.6		2.8 ↓	3.0 ↑		
Standard Deviation	1.2	1.2	1.2	1.1	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.3	1.4		1.2	1.3		

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 3089	ACT n = 66	NSW n = 979	NT n = 47	QLD n = 684	SA n = 203	Tas. n = 60	Vic. n = 767	WA n = 283	Metro n = 2023	Regional n = 772	Rural n = 267	Do not wish to specify n = 211	Interns n<10 <sup>^</sup>	Prevoc. & unaccredi ted n<10 <sup>^</sup>	Specialist non-GP n = 2186	Specialist GP n = 903	IMGs n<10 <sup>^</sup>
Strongly Agree	7%	6%	8%	2%	6%	10%	8%	7%	7%	7%	7%	12%	10%		7%	10%		
Agree	40%	48%	37%	47%	40%	41%	45%	43%	37%	39%	40%	44%	33%		40%	39%		
Neither Agree nor Disagree	25%	23%	25%	30%	25%	28%	22%	24%	27%	26%	25%	22%	24%		24%	27%		
Disagree	16%	18%	17%	11%	18%	12%	13%	15%	16%	16%	19%	10%	19%		18% ↑	13% ↓		
Strongly Disagree	11%	5%	12%	11%	11%	9%	12%	11%	12%	12%	9%	12%	14%		11%	12%		
NET Strongly Agree + Agree	47%	55%	45%	49%	46%	51%	53%	50%	45%	46%	47%	56%	43%		47%	49%		
NET Strongly Disagree + Disagree	28%	23%	30%	21%	29%	21%	25%	26%	28%	28%	28%	22%	33%		29%	24%		
Average	3.2	3.3	3.1	3.2	3.1	3.3	3.3	3.2	3.1	3.1	3.2	3.3	3.0		3.1	3.2		
Standard Deviation	1.1	1.0	1.2	1.0	1.1	1.1	1.2	1.1	1.1	1.1	1.1	1.2	1.2		1.1	1.1		

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 3000	ACT n = 61	NSW n = 964	NT n = 50	QLD n = 661	SA n = 200	Tas. n = 59	Vic. n = 732	WA n = 273	Metro n = 1954	Regional n = 749	Rural n = 269	Do not wish to specify n = 21!	Interns n < 10 <sup>^</sup>	Prevoc. & unaccredi- ted n < 10 <sup>^</sup>	Specialist non-GP n = 2091	Specialist GP n = 909	IMGs n < 10 <sup>^</sup>
Strongly Agree	9%	10%	10%	2%	8%	12%	5%	7%	11%	8%	9%	13%	10%			8% ↓	11% ↑	
Agree	35%	36%	33%	50%	34%	34%	42%	37%	35%	34%	34%	45% ↑	38%			32% ↓	41% ↑	
Neither Agree nor Disagree	34%	33%	33%	32%	34%	37%	39%	35%	34%	36% ↑	32%	25% ↓	14%			36% ↑	29% ↓	
Disagree	13%	10%	15%	10%	15%	12%	7%	11%	12%	14%	14%	9%	10%			14%	11%	
Strongly Disagree	9%	11%	10%	6%	8%	5%	7%	10%	8%	9%	10%	7%	29%			9%	8%	
NET Strongly Agree + Agree	44%	46%	42%	52%	43%	46%	47%	44%	45%	42% ↓	43%	58% ↑	48%			40% ↓	52% ↑	
NET Strongly Disagree + Disagree	22%	21%	25%	16%	23%	17%	14%	21%	21%	22%	24%	17%	38%			24% ↑	19% ↓	
Average	3.2	3.2	3.2	3.3	3.2	3.4	3.3	3.2	3.3	3.2	3.2	3.5 ↑	2.9			3.1 ↓	3.4 ↑	
Standard Deviation	1.1	1.1	1.1	0.9	1.1	1.0	0.9	1.1	1.1	1.0	1.1	1.1	1.4			1.1	1.1	

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 1274	ACT n = 26!	NSW n = 325	NT n = 31	QLD n = 257	SA n = 113	Tas. n = 58	Vic. n = 304	WA n = 160	Metro n = 862	Regional n = 374	Rural n = 34	Do not wish to specify n < 10 <sup>^</sup>	Interns n = 1274	Prevoc. & unaccredi- ted n < 10 <sup>^</sup>	Specialist non-GP n < 10 <sup>^</sup>	Specialist GP n < 10 <sup>^</sup>	IMGs n < 10 <sup>^</sup>
Yes	97%	92%	95% ↓	100%	100% ↑	97%	100%	96%	99%	97%	98%	97%		97%				
No	3%	8%	5% ↑	0%	0% ↓	3%	0%	4%	1%	3%	2%	3%		3%				

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

**Q26b\_1. To what extent do you agree or disagree with the following statements? The assessment from my previous rotation was relevant to my training**

	State/Territory									Location			Doctor in training cohort					
	Total n = 1225	ACT n = 24 <sup>^</sup>	NSW n = 303	NT n = 30	QLD n = 252	SA n = 109	Tas. n = 57	Vic. n = 291	WA n = 159	Metro n = 830	Regional n = 359	Rural n = 32	Do not wish to specify n<10 <sup>^</sup>	Interns n = 1225	Prevoc. & unaccredited n<10 <sup>^</sup>	Specialist non-GP n<10 <sup>^</sup>	Specialist GP n<10 <sup>^</sup>	IMGs n<10 <sup>^</sup>
Strongly Agree	20%	17%	15%	13%	24%	18%	30%	20%	21%	20%	18%	16%		20%				
Agree	62%	63%	64%	57%	62%	66%	63%	60%	60%	61%	64%	69%		62%				
Neither Agree nor Disagree	11%	13%	12%	20%	9%	12%	5%	10%	14%	12%	10%	9%		11%				
Disagree	6%	8%	7%	10%	4%	2%	2%	8%	4%	5%	6%	6%		6%				
Strongly Disagree	1%	0%	2%	0%	1%	2%	0%	2%	0%	1%	2%	0%		1%				
NET Strongly Agree + Agree	82%	79%	78%	70%	86%	84%	93%	81%	82%	82%	82%	84%		82%				
NET Strongly Disagree + Disagree	7%	8%	10%	10%	5%	4%	2%	10%	4%	7%	8%	6%		7%				
Average	3.9	3.9	3.8 ↓	3.7	4.0	4.0	4.2 ↑	3.9	4.0	3.9	3.9	3.9	4.0	3.9				
Standard Deviation	0.8	0.8	0.9	0.8	0.8	0.7	0.6	0.9	0.7	0.8	0.8	0.7	1.0	0.8				

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

**Q26b\_2. To what extent do you agree or disagree with the following statements? The assessment from my previous rotation included the opportunity to discuss my feedback with my supervisor**

	State/Territory									Location			Doctor in training cohort					
	Total n = 1225	ACT n = 24 <sup>^</sup>	NSW n = 303	NT n = 30	QLD n = 252	SA n = 109	Tas. n = 57	Vic. n = 291	WA n = 159	Metro n = 830	Regional n = 359	Rural n = 32	Do not wish to specify n<10 <sup>^</sup>	Interns n = 1225	Prevoc. & unaccredited n<10 <sup>^</sup>	Specialist non-GP n<10 <sup>^</sup>	Specialist GP n<10 <sup>^</sup>	IMGs n<10 <sup>^</sup>
Strongly Agree	33%	25%	25%	27%	39%	27%	39%	36%	33%	34%	30%	38%		33%				
Agree	54%	54%	56%	53%	52%	59%	56%	50%	58%	54%	55%	50%		54%				
Neither Agree nor Disagree	5%	0%	6%	13%	5%	6%	2%	4%	4%	4%	5%	9%		5%				
Disagree	6%	17%	9%	7%	3%	6%	4%	8%	4%	6%	7%	3%		6%				
Strongly Disagree	2%	4%	4%	0%	1%	3%	0%	2%	1%	2%	3%	0%		2%				
NET Strongly Agree + Agree	87%	79%	81%	80%	91%	85%	95%	86%	91%	87%	85%	88%		87%				
NET Strongly Disagree + Disagree	9%	21%	13%	7%	4%	8%	4%	10%	5%	8%	10%	3%		9%				
Average	4.1	3.8	3.9 ↓	4.0	4.2 ↑	4.0	4.3	4.1	4.2	4.1	4.0	4.2	3.3	4.1				
Standard Deviation	0.9	1.1	1.0	0.8	0.8	0.9	0.7	0.9	0.8	0.9	1.0	0.8	0.6	0.9				

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

**Q26b\_3. To what extent do you agree or disagree with the following statements? The assessment from my previous rotation provided me with useful feedback about my progress as an intern**

	State/Territory									Location				Doctor in training cohort				
	Total n = 1225	ACT n = 24 <sup>!</sup>	NSW n = 303	NT n = 30	QLD n = 252	SA n = 109	Tas. n = 57	Vic. n = 291	WA n = 159	Metro n = 830	Regional n = 359	Rural n = 32	Do not wish to specify n<10 <sup>^</sup>	Interns n = 1225	Prevoc. & unaccredi- ted n<10 <sup>^</sup>	Specialist non-GP n<10 <sup>^</sup>	Specialist GP n<10 <sup>^</sup>	IMGs n<10 <sup>^</sup>
Strongly Agree	24%	17%	17% ↓	20%	33% ↑	20%	32%	27%	24%	25%	23%	31%		24%				
Agree	50%	50%	51%	57%	49%	56%	54%	45%	53%	51%	49%	47%		50%				
Neither Agree nor Disagree	15%	21%	17%	7%	13%	13%	9%	17%	13%	14%	17%	16%		15%				
Disagree	8%	13%	10%	17%	4%	8%	5%	8%	9%	8%	8%	6%		8%				
Strongly Disagree	2%	0%	5% ↑	0%	1%	3%	0%	3%	1%	2%	3%	0%		2%				
NET Strongly Agree + Agree	75%	67%	68% ↓	77%	81%	76%	86%	72%	77%	76%	72%	78%		75%				
NET Strongly Disagree + Disagree	10%	13%	15%	17%	5% ↓	11%	5%	11%	9%	10%	11%	6%		10%				
Average	3.9	3.7	3.7 ↓	3.8	4.1 ↑	3.8	4.1 ↑	3.9	3.9	3.9	3.8	4.0	3.0	3.9				
Standard Deviation	1.0	0.9	1.0	1.0	0.9	0.9	0.8	1.0	0.9	0.9	1.0	0.9	0.0	1.0				

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

**Q26b\_4. To what extent do you agree or disagree with the following statements? The assessment from my previous rotation was conducted fairly**

	State/Territory									Location				Doctor in training cohort				
	Total n = 1226	ACT n = 24 <sup>!</sup>	NSW n = 303	NT n = 30	QLD n = 253	SA n = 109	Tas. n = 57	Vic. n = 291	WA n = 159	Metro n = 831	Regional n = 359	Rural n = 32	Do not wish to specify n<10 <sup>^</sup>	Interns n = 1226	Prevoc. & unaccredi- ted n<10 <sup>^</sup>	Specialist non-GP n<10 <sup>^</sup>	Specialist GP n<10 <sup>^</sup>	IMGs n<10 <sup>^</sup>
Strongly Agree	32%	29%	24% ↓	27%	40%	22%	39%	37%	30%	32%	30%	38%		32%				
Agree	56%	50%	59%	63%	50%	65%	54%	53%	58%	56%	56%	53%		56%				
Neither Agree nor Disagree	8%	17%	13% ↑	3%	6%	8%	7%	5%	8%	8%	9%	3%		8%				
Disagree	3%	4%	2%	3%	3%	2%	0%	3%	3%	3%	3%	3%		3%				
Strongly Disagree	1%	0%	2%	3%	1%	3%	0%	1%	0%	1%	2%	3%		1%				
NET Strongly Agree + Agree	88%	79%	83%	90%	90%	87%	93%	90%	89%	89%	86%	91%		88%				
NET Strongly Disagree + Disagree	4%	4%	4%	7%	4%	5%	0%	4%	3%	4%	4%	6%		4%				
Average	4.1	4.0	4.0 ↓	4.1	4.2	4.0	4.3	4.2	4.2	4.2	4.1	4.2	3.3	4.1				
Standard Deviation	0.8	0.8	0.8	0.9	0.8	0.8	0.6	0.8	0.7	0.7	0.8	0.9	0.6	0.8				

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

## B1.3 Orientation

### Q27a. Did you receive an orientation to your setting?

	State/Territory									Location				Doctor in training cohort				
	Total n = 19433	ACT n = 390	NSW n = 5725	NT n = 381	QLD n = 4069	SA n = 1408	Tas. n = 468	Vic. n = 5028	WA n = 1964	Metro n = 13217	Regional n = 4893	Rural n = 1134	Do not wish to specify n = 148	Interns n = 1253	Prevoc. & unaccredi- ted n = 4873	Specialist non-GP n = 8356	Specialist GP n = 2959	IMGs n = 1992
Yes, a formal orientation	64%	58%	63%	65%	67% ↑	62%	59% ↓	63%	64%	63%	63%	70% ↑	58%	62%	58% ↓	63%	69% ↑	74% ↑
Yes, but it was largely informal	30%	35% ↑	31%	30%	29%	32%	35%	29%	28%	30%	31%	26% ↓	28%	29%	34% ↑	31%	27% ↓	23% ↓
No	6%	6%	6%	5%	5% ↓	6%	7%	8% ↑	7%	7%	6%	4% ↓	14% ↑	9% ↑	9% ↑	6%	4% ↓	3% ↓
NET Yes	94%	94%	94%	95%	95% ↑	94%	93%	92% ↓	93%	93%	94%	96% ↑	86% ↓	91% ↓	91% ↓	94%	96% ↑	97% ↑

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

### Q27b. How would you rate the quality of your orientation?

	State/Territory									Location				Doctor in training cohort				
	Total n = 18189	ACT n = 364	NSW n = 5367	NT n = 362	QLD n = 3882	SA n = 1325	Tas. n = 437	Vic. n = 4637	WA n = 1815	Metro n = 12330	Regional n = 4603	Rural n = 1090	Do not wish to specify n = 128	Interns n = 1140	Prevoc. & unaccredi- ted n = 4441	Specialist non-GP n = 7839	Specialist GP n = 2845	IMGs n = 1924
Excellent	23%	20%	23%	25%	23%	25%	22%	23%	23%	23% ↓	23%	33% ↑	28%	22%	21% ↓	20% ↓	33% ↑	29% ↑
Good	51%	43% ↓	51%	46%	52%	51%	51%	52%	51%	51%	52%	46% ↓	41%	50%	52%	52%	49%	49%
Average	22%	30% ↑	22%	24%	22%	21%	23%	21%	22%	22%	22%	18% ↓	27%	24%	23%	24% ↑	16% ↓	18% ↓
Poor	3%	5%	3%	5%	3%	3%	5%	3%	3%	3%	3%	3%	4%	4%	3%	3%	2% ↓	3%
Terrible	0%	2% ↑	1%	1%	0%	0%	0%	1%	0%	1%	0%	0%	0%	0%	0%	1%	0% ↓	1%
NET Excellent + Good	75%	63% ↓	75%	70%	75%	76%	73%	75%	74%	74% ↓	75%	79% ↑	69%	72%	74%	72% ↓	82% ↑	78% ↑
NET Terrible + Poor	4%	7% ↑	4%	6%	3%	3%	5%	4%	3%	4%	3%	3%	4%	4%	4%	4%	2% ↓	4%
Average	3.9	3.7 ↓	3.9	3.9	3.9	4.0	3.9	3.9	3.9	3.9 ↓	3.9	4.1 ↑	3.9	3.9	3.9 ↓	3.9 ↓	4.1 ↑	4.0 ↑
Standard Deviation	0.8	0.9	0.8	0.9	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8

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

## B1.4 Clinical Supervision

Q28. In your setting, who mainly provides your day-to-day clinical supervision?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 19377	ACT n = 388	NSW n = 5706	NT n = 380	QLD n = 4057	SA n = 1406	Tas. n = 465	Vic. n = 5021	WA n = 1954	Metro n = 13173	Regional n = 4882	Rural n = 1133	Do not wish to specify n = 147	Interns n = 1246	Prevoc. & unaccredited n = 4854	Specialist non-GP n = 8336	Specialist GP n = 2954	IMGs n = 1987
Specialist (including specialist GP)	76%	73%	77% ↑	79%	78% ↑	76%	75%	73% ↓	73% ↓	74% ↓	78% ↑	84% ↑	64% ↓	28% ↓	58% ↓	88% ↑	83% ↑	82% ↑
Registrar	19%	23%	17% ↓	16%	17% ↓	19%	21%	22% ↑	22% ↑	22% ↑	16% ↓	5% ↓	14%	67% ↑	35% ↑	9% ↓	8% ↓	14% ↓
Other doctor	2%	1%	2%	1%	2%	3% ↑	1%	2%	2%	2% ↓	2%	5% ↑	9% ↑	3%	2%	1% ↓	4% ↑	3% ↑
Nurse	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1% ↑	0%	0%	0%	0%	0%
Other	1%	1%	1%	2% ↑	1%	0%	0%	0%	1%	0% ↓	1%	1% ↑	5% ↑	0% ↓	1%	0%	1% ↑	0%
I don't have a clinical supervisor/peer reviewer	2%	2%	2%	2%	2%	1% ↓	2%	2%	2%	2% ↓	3% ↑	5% ↑	8% ↑	1% ↓	4% ↑	1% ↓	4% ↑	1% ↓
NET have a clinical supervisor/peer reviewer	98%	98%	98%	98%	98%	99% ↑	98%	98%	98%	98% ↑	97% ↓	95% ↓	92% ↓	99% ↑	96% ↓	99% ↑	96% ↓	99% ↑

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 18903	ACT n = 380	NSW n = 5563	NT n = 371	QLD n = 3951	SA n = 1384	Tas. n = 456	Vic. n = 4892	WA n = 1906	Metro n = 12923	Regional n = 4738	Rural n = 1066	Do not wish to specify n = 135	Interns n = 1223	Prevoc. & unaccredited n = 4658	Specialist non-GP n = 8227	Specialist GP n = 2831	IMGs n = 1964
Strongly Agree	68%	58% ↓	65% ↓	72%	69%	70%	70%	70% ↑	65%	68%	68%	64%	47% ↓	52% ↓	71% ↑	69% ↑	63% ↓	71% ↑
Agree	30%	37% ↑	32% ↑	26%	29%	27%	26%	27% ↓	31%	29%	30%	32%	42% ↑	43% ↑	26% ↓	29%	34% ↑	26% ↓
Neither Agree nor Disagree	2%	4% ↑	2%	1%	2%	2%	2%	2%	2%	2%	2%	3%	11% ↑	3% ↑	2%	2%	2%	2%
Disagree	1%	1%	0%	1%	0%	0%	1%	1%	1%	1%	1%	0%	0%	1% ↑	1%	0%	0%	1% ↑
Strongly Disagree	0%	0%	0%	1%	0%	1%	1%	0%	0%	0% ↓	0%	1%	0%	0%	1% ↑	0% ↓	0%	1%
NET Strongly Agree + Agree	97%	95% ↓	97%	98%	97%	97%	96%	98%	97%	97%	97%	96%	89% ↓	95% ↓	97%	98% ↑	97%	96% ↓
NET Strongly Disagree + Disagree	1%	1%	1%	1%	1%	1%	2%	1%	1%	1%	1%	1%	0%	2% ↑	1% ↑	1% ↓	0% ↓	2% ↑
Average	4.6	4.5 ↓	4.6 ↓	4.7	4.6	4.7	4.6	4.7 ↑	4.6 ↓	4.6 ↑	4.6	4.6 ↓	4.4 ↓	4.5 ↓	4.7 ↑	4.7 ↑	4.6 ↓	4.6
Standard Deviation	0.6	0.6	0.6	0.6	0.6	0.6	0.7	0.6	0.6	0.6	0.6	0.6	0.7	0.6	0.6	0.5	0.6	0.6

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 18903	ACT n = 380	NSW n = 5563	NT n = 371	QLD n = 3952	SA n = 1384	Tas. n = 456	Vic. n = 4892	WA n = 1905	Metro n = 12924	Regional n = 4737	Rural n = 1066	Do not wish to specify n = 135	Interns n = 1223	Prevoc. & unaccredited n = 4658	Specialist non-GP n = 8228	Specialist GP n = 2832	IMGs n = 1962
Strongly Agree	56%	46% ↓	54% ↓	59%	57%	57%	56%	60% ↑	54%	58% ↑	54% ↓	52% ↓	41% ↓	36% ↓	60% ↑	60% ↑	47% ↓	61% ↑
Agree	37%	45% ↑	39% ↑	33%	35%	36%	36%	34% ↓	38%	36% ↓	38% ↑	36%	40%	53% ↑	34% ↓	35% ↓	40% ↑	33% ↓
Neither Agree nor Disagree	6%	7%	6%	5%	6%	6%	6%	5% ↓	7%	5% ↓	6%	9% ↑	18% ↑	10% ↑	5% ↓	4% ↓	10% ↑	5%
Disagree	1%	1%	1%	2%	1% ↑	1%	2%	1%	1%	1%	1%	2%	1%	1%	1%	1% ↓	2% ↑	1%
Strongly Disagree	0%	0%	0%	1%	0%	1%	1%	0%	0%	0%	0%	1% ↑	0%	0%	1% ↑	0% ↓	1%	0%
NET Strongly Agree + Agree	93%	91%	93%	93%	92%	93%	92%	94% ↑	92%	94% ↑	93%	88% ↓	81% ↓	88% ↓	94% ↑	95% ↑	87% ↓	94%
NET Strongly Disagree + Disagree	1%	2%	1%	3%	2%	1%	2%	1%	2%	1%	1%	3% ↑	1%	2%	2%	1% ↓	3% ↑	1%
Average	4.5	4.4 ↓	4.5 ↓	4.5	4.5	4.5	4.4	4.5 ↑	4.4 ↓	4.5 ↑	4.4 ↓	4.4 ↓	4.2 ↓	4.2 ↓	4.5 ↑	4.5 ↑	4.3 ↓	4.5 ↑
Standard Deviation	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.8	0.8	0.7	0.7	0.6	0.8	0.7

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

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

Standard Deviation	State/Territory													Location				Doctor in training cohort				
	Total n = 17967	ACT n = 360	NSW n = 5283	NT n = 353	QLD n = 3767	SA n = 1315	Tas. n = 429	Vic. n = 4644	WA n = 1816	Metro n = 12241	Regional n = 4533	Rural n = 1025	Do not wish to specify n = 130	Interns n = 1179	Prevoc. & unaccredited n = 4343	Specialist non-GP n = 7790	Specialist GP n = 2719	IMGs n = 1936				
Accessibility	4.3	4.1 ↓	4.3	4.3	4.3	4.3	4.3	4.3 ↑	4.3	4.3	4.3	4.3	4.0 ↓	4.0 ↓	4.3	4.3	4.3	4.4 ↑				
	0.8	0.9	0.8	0.8	0.8	0.8	0.9	0.8	0.8	0.8	0.8	0.9	1.1	0.9	0.8	0.8	0.9	0.8				
Helpfulness	4.3	4.1 ↓	4.2	4.2	4.3	4.2	4.3	4.3 ↑	4.2	4.3	4.3	4.3	4.0 ↓	4.1 ↓	4.3	4.3	4.3 ↑	4.3 ↑				
	0.8	0.9	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.9	1.1	0.8	0.8	0.8	0.9	0.9				
Allowing for an appropriate level of responsibility	4.1	4.0 ↓	4.1	4.1	4.2 ↑	4.2	4.2	4.2	4.1	4.1 ↓	4.2 ↑	4.3 ↑	3.9 ↓	4.0 ↓	4.1 ↓	4.1	4.3 ↑	4.2 ↑				
	0.9	0.9	0.9	0.9	0.9	0.8	0.9	0.9	0.9	0.9	0.8	0.9	1.1	0.9	0.9	0.8	0.8	0.9				
Ensuring that you only deal with clinical problems that you are ready for or have the experience to address	4.1	4.0 ↓	4.1 ↓	4.0	4.1	4.1	4.1	4.1 ↑	4.1 ↓	4.1 ↓	4.1	4.2 ↑	3.9	3.8 ↓	4.1 ↓	4.1	4.2 ↑	4.3 ↑				
	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	1.2	1.0	0.9	0.9	0.9	0.9				
Including opportunities to develop your skills	4.0	3.8 ↓	3.9	3.9	4.0	4.0	4.0	4.0	3.9	3.9 ↓	4.0 ↑	4.0 ↑	3.8	3.8 ↓	3.8 ↓	4.0 ↑	4.1 ↑	4.1 ↑				
	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.1	1.0	1.0	0.9	1.0	1.0				
Usefulness of feedback	3.8	3.6 ↓	3.8	3.7	3.8	3.8	3.9	3.8	3.8	3.8 ↓	3.8 ↑	4.0 ↑	3.9	3.6 ↓	3.7 ↓	3.8	4.0 ↑	4.1 ↑				
	1.0	1.1	1.0	1.1	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.2	1.0	1.1	1.0	1.0	1.0				
Regular, INFORMAL feedback	3.8	3.6 ↓	3.8	3.6 ↓	3.8	3.8	3.8	3.8	3.8	3.8 ↓	3.8 ↑	4.0 ↑	3.9	3.5 ↓	3.7 ↓	3.8	4.0 ↑	4.0 ↑				
	1.0	1.1	1.0	1.1	1.0	1.0	1.1	1.0	1.1	1.1	1.0	1.0	1.2	1.1	1.1	1.0	1.0	1.0				
Meeting your training plan/pathway requirements	3.8	3.6 ↓	3.8	3.8	3.9 ↑	3.9 ↑	3.8	3.8	3.8	3.8 ↓	3.8	4.0 ↑	3.7	3.6 ↓	3.5 ↓	3.9 ↑	4.0 ↑	4.0 ↑				
	1.0	1.1	1.0	1.0	1.0	1.0	1.1	1.0	1.1	1.0	1.0	1.0	1.2	1.1	1.1	1.0	1.0	1.0				
Discussions about my goals and learning objectives	3.7	3.5 ↓	3.7	3.6	3.7 ↑	3.7	3.6	3.7	3.6 ↓	3.7 ↓	3.7	3.8 ↑	3.8	3.2 ↓	3.4 ↓	3.8 ↑	3.9 ↑	3.9 ↑				
	1.1	1.2	1.1	1.2	1.1	1.1	1.2	1.1	1.1	1.1	1.1	1.1	1.2	1.2	1.2	1.0	1.1	1.1				
Regular, FORMAL feedback	3.6	3.4 ↓	3.6	3.5	3.7 ↑	3.6	3.6	3.6	3.6	3.6 ↓	3.6	3.8 ↑	3.7	3.2 ↓	3.3 ↓	3.7 ↑	3.8 ↑	4.0 ↑				
	1.1	1.2	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.2	1.1	1.2	1.0	1.1	1.0				

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 17938	ACT n = 360	NSW n = 5279	NT n = 352	QLD n = 3756	SA n = 1315	Tas. n = 428	Vic. n = 4637	WA n = 1811	Metro n = 12224	Regional n = 4523	Rural n = 1023	Do not wish to specify n = 130	Interns n = 1174	Prevoc. & unaccredited n = 4336	Specialist non-GP n = 7780	Specialist GP n = 2714	IMGs n = 1934
Excellent	44%	35% ↓	43%	41%	44%	44%	45%	45%	42%	43%	43%	47%	38%	31% ↓	41% ↓	45% ↑	48% ↑	46% ↑
Good	44%	46%	44%	45%	44%	45%	44%	43%	46%	44%	44%	40%	38%	52% ↑	46% ↑	43%	40% ↓	42%
Average	10%	14%	11% ↑	10%	10%	10%	9%	10%	10%	10%	11%	11%	18% ↑	14% ↑	11%	10%	10%	10%
Poor	2%	3%	1%	2%	2%	1%	2%	2%	2%	2%	2%	1%	5% ↑	3% ↑	1%	2%	2%	1%
Terrible	0%	1%	1%	1%	0%	0%	0%	0%	0%	0%	1%	1%	0%	1%	1%	0%	1%	1%
NET Excellent + Good	87%	82% ↓	87%	86%	88%	89%	89%	88%	87%	88%	87%	87%	77% ↓	82% ↓	87%	88%	88%	88%
NET Terrible + Poor	2%	4% ↑	2%	3%	2%	2%	2%	2%	2%	2%	2%	2%	5%	3%	2%	2%	3%	2%
Average	4.3	4.1 ↓	4.3	4.2	4.3	4.3	4.3	4.3	4.3	4.3	4.3	4.3	4.1 ↓	4.1 ↓	4.3 ↓	4.3 ↑	4.3 ↑	4.3 ↑
Standard Deviation	0.8	0.8	0.8	0.8	0.7	0.7	0.7	0.8	0.7	0.8	0.8	0.8	0.9	0.8	0.7	0.7	0.8	0.8

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 17147	ACT n = 342	NSW n = 5098	NT n = 331	QLD n = 3603	SA n = 1220	Tas. n = 384	Vic. n = 4467	WA n = 1702	Metro n = 11620	Regional n = 4299	Rural n = 1052	Do not wish to specify n = 138	Interns n < 10^	Prevoc. & unaccredited n = 4508	Specialist non-GP n = 7864	Specialist GP n = 2830	IMGs n = 1945
Yes	68%	66%	70% ↑	65%	69%	69%	74% ↑	67% ↓	66% ↓	67% ↓	70% ↑	79% ↑	62%		52% ↓	70% ↑	79% ↑	84% ↑
No – but this is scheduled	17%	14%	15% ↓	18%	17%	20% ↑	12% ↓	16%	20% ↑	18% ↑	15% ↓	8% ↓	13%		19% ↑	20% ↑	11% ↓	7% ↓
No – but I would like to be	9%	13% ↑	9%	11%	8%	6% ↓	9%	11% ↑	8%	10% ↑	9%	6% ↓	6%		19% ↑	6% ↓	4% ↓	5% ↓
No – it's not necessary	3%	4%	3%	2%	3%	2% ↓	2%	3%	3%	3% ↓	3%	4% ↑	6%		6% ↑	1% ↓	3%	1% ↓
Unsure	3%	4%	3%	4%	3%	2%	3%	3%	2%	2% ↓	3%	3%	14% ↑		4% ↑	2% ↓	3%	3%

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

## B1.5 Access to teaching

### Q33\_1. Thinking about the development of your skills, to what extent do you agree or disagree with the following statements? There is a range of opportunities to develop my clinical skills

	State/Territory								Location				Doctor in training cohort					
	Total n = 18000	ACT n = 359	NSW n = 5305	NT n = 354	QLD n = 3792	SA n = 1306	Tas. n = 427	Vic. n = 4644	WA n = 1813	Metro n = 12179	Regional n = 4575	Rural n = 1070	Do not wish to specify n = 138	Interns n = 1160	Prevoc. & unaccredited n = 4425	Specialist non-GP n = 7706	Specialist GP n = 2793	IMGs n = 1916
Strongly Agree	32%	28%	31%	28%	33%	34%	36%	33%	32%	32% ↓	33%	36% ↑	23%	22% ↓	32%	32%	34%	37% ↑
Agree	57%	58%	58%	63%	57%	58%	55%	57%	57%	58%	57%	55%	53%	63% ↑	56% ↓	59% ↑	58%	53% ↓
Neither Agree nor Disagree	7%	10%	8%	6%	7%	5%	7%	7%	7%	7%	7%	6%	21% ↑	10% ↑	8% ↑	7% ↓	7%	7%
Disagree	2%	3%	2%	2%	2%	2%	2%	2%	3%	2%	2%	2%	2%	5% ↑	3%	2%	2% ↓	2%
Strongly Disagree	1%	2%	1%	1%	1%	1%	0%	1%	1%	1%	1%	1%	1%	1%	1% ↑	1%	1%	1%
NET Strongly Agree + Agree	90%	85% ↓	89%	91%	90%	92% ↑	91%	90%	89%	89%	90%	91%	76% ↓	85% ↓	88% ↓	91% ↑	91% ↑	90%
NET Strongly Disagree + Disagree	3%	5%	3%	3%	3%	3%	3%	3%	3%	3%	3%	3%	3%	5% ↑	4% ↑	3% ↓	2% ↓	3%
Average	4.2	4.1 ↓	4.2	4.2	4.2	4.2	4.2	4.2	4.2	4.2 ↓	4.2 ↑	4.2 ↑	4.0 ↓	4.0 ↓	4.1 ↓	4.2 ↑	4.2 ↑	4.2 ↑
Standard Deviation	0.7	0.8	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.8	0.8	0.8	0.7	0.7	0.8

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

### Q33\_2. Thinking about the development of your skills, to what extent do you agree or disagree with the following statements? There is a range of opportunities to develop my procedural skills

	State/Territory								Location				Doctor in training cohort					
	Total n = 17324	ACT n = 346	NSW n = 5133	NT n = 347	QLD n = 3658	SA n = 1245	Tas. n = 419	Vic. n = 4431	WA n = 1745	Metro n = 11648	Regional n = 4446	Rural n = 1057	Do not wish to specify n = 136	Interns n = 1149	Prevoc. & unaccredited n = 4338	Specialist non-GP n = 7170	Specialist GP n = 2775	IMGs n = 1892
Strongly Agree	27%	24%	27%	25%	28%	28%	30%	27%	27%	26% ↓	29% ↑	31% ↑	22%	20% ↓	28%	26%	27%	32% ↑
Agree	52%	51%	53%	54%	51%	54%	52%	50%	50%	51%	53%	54%	45%	54%	50% ↓	51%	55% ↑	52%
Neither Agree nor Disagree	13%	14%	13%	13%	13%	11%	12%	14%	13%	14%	12%	9% ↓	28% ↑	16% ↑	12%	14% ↑	12%	12%
Disagree	7%	9%	6%	6%	6%	6%	5%	7%	8%	7% ↑	5% ↓	4% ↓	4%	9% ↑	7% ↑	7%	5% ↓	3% ↓
Strongly Disagree	2%	3%	1%	2%	1%	1%	1%	2%	2%	2% ↑	1% ↓	1%	1%	1%	2% ↑	1%	1%	2%
NET Strongly Agree + Agree	79%	75%	80%	79%	79%	82%	82%	77% ↓	77%	77% ↓	81% ↑	85% ↑	67% ↓	74% ↓	78%	78% ↓	82% ↑	84% ↑
NET Strongly Disagree + Disagree	8%	12%	7% ↓	8%	8%	7%	6%	9% ↑	10%	9% ↑	6% ↓	6% ↓	5%	10% ↑	10% ↑	8%	7% ↓	5% ↓
Average	4.0	3.8 ↓	4.0	3.9	4.0	4.0	4.1 ↑	3.9 ↓	3.9	3.9 ↓	4.0 ↑	4.1 ↑	3.8	3.8 ↓	3.9	3.9 ↓	4.0 ↑	4.1 ↑
Standard Deviation	0.9	1.0	0.9	0.9	0.9	0.9	0.8	0.9	0.9	0.9	0.8	0.8	0.9	0.9	0.9	0.9	0.8	0.8

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

**Q33\_6. Thinking about the development of your skills, to what extent do you agree or disagree with the following statements? There is a range of opportunities to develop my non-clinical skills**

	State/Territory								Location				Doctor in training cohort					
	Total n = 17994	ACT n = 360	NSW n = 5290	NT n = 352	QLD n = 3785	SA n = 1305	Tas. n = 431	Vic. n = 4653	WA n = 1818	Metro n = 12189	Regional n = 4566	Rural n = 1063	Do not wish to specify n = 137	Interns n = 1156	Prevoc. & unaccredited n = 4413	Specialist non-GP n = 7729	Specialist GP n = 2782	IMGs n = 1914
Strongly Agree	25%	21%	25%	25%	26%	25%	29%	26%	25%	25% ↓	26%	30% ↑	23%	21% ↓	24%	25%	27%	32% ↑
Agree	56%	57%	56%	61%	55%	57%	55%	55%	55%	56%	55%	54%	50%	60% ↑	55%	56%	55%	54%
Neither Agree nor Disagree	14%	16%	14%	10%	14%	13%	13%	13%	14%	14%	14%	12%	25% ↑	14%	15%	14%	14%	11% ↓
Disagree	4%	5%	4%	3%	4%	4%	3%	4%	5%	5% ↑	4%	3%	3%	4%	5% ↑	4%	3%	3% ↓
Strongly Disagree	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	0%	1%	1%	1%	1%	1%
NET Strongly Agree + Agree	81%	78%	81%	86%	81%	82%	84%	81%	80%	81%	81%	84%	72%	81%	79% ↓	81%	82%	86% ↑
NET Strongly Disagree + Disagree	5%	6%	5%	4%	5%	6%	3%	5%	6%	6% ↑	5%	4%	3%	5%	6% ↑	5%	4%	4% ↓
Average	4.0	3.9	4.0	4.1	4.0	4.0	4.1	4.0	4.0	4.0 ↓	4.0	4.1 ↑	3.9	4.0	3.9 ↓	4.0	4.0	4.1 ↑
Standard Deviation	0.8	0.8	0.8	0.7	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8

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

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

	State/Territory								Location				Doctor in training cohort					
	Total n = 18046	ACT n = 364	NSW n = 5303	NT n = 355	QLD n = 3799	SA n = 1308	Tas. n = 433	Vic. n = 4661	WA n = 1823	Metro n = 12229	Regional n = 4571	Rural n = 1071	Do not wish to specify n = 136	Interns n = 1159	Prevoc. & unaccredited n = 4425	Specialist non-GP n = 7751	Specialist GP n = 2794	IMGs n = 1917
Strongly Agree	24%	19% ↓	24%	23%	25%	25%	29% ↑	25%	23%	23% ↓	25%	31% ↑	22%	16% ↓	22% ↓	23% ↓	28% ↑	32% ↑
Agree	59%	60%	58%	61%	59%	61%	57%	59%	59%	59%	59%	57%	54%	63% ↑	57% ↓	60% ↑	60%	55% ↓
Neither Agree nor Disagree	12%	13%	13%	14%	12%	10%	11%	12%	12%	12%	12%	8% ↓	23% ↑	14%	15% ↑	12%	10% ↓	10% ↓
Disagree	3%	6% ↑	4%	1% ↓	3%	3%	2%	3%	4%	4% ↑	3% ↓	2% ↓	1%	6% ↑	4% ↑	4%	2% ↓	2% ↓
Strongly Disagree	1%	2% ↑	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	0%	1%	1% ↑	1%	1%	1%
NET Strongly Agree + Agree	83%	78% ↓	82%	83%	84%	86% ↑	86%	84%	82%	83% ↓	84%	89% ↑	76%	79% ↓	80% ↓	84%	88% ↑	87% ↑
NET Strongly Disagree + Disagree	5%	8% ↑	5%	3%	4%	4%	3%	5%	6%	5% ↑	4% ↓	3%	1%	7% ↑	6% ↑	5%	3% ↓	3% ↓
Average	4.0	3.9 ↓	4.0	4.0	4.0	4.1 ↑	4.1 ↑	4.0	4.0 ↓	4.0 ↓	4.0 ↑	4.2 ↑	4.0	3.9 ↓	3.9 ↓	4.0	4.1 ↑	4.1 ↑
Standard Deviation	0.8	0.9	0.8	0.7	0.8	0.7	0.7	0.8	0.8	0.8	0.8	0.8	0.7	0.8	0.8	0.8	0.7	0.8

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

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

	State/Territory								Location				Doctor in training cohort					
	Total n = 17718	ACT n = 359	NSW n = 5193	NT n = 348	QLD n = 3737	SA n = 1281	Tas. n = 423	Vic. n = 4585	WA n = 1792	Metro n = 12052	Regional n = 4481	Rural n = 1019	Do not wish to specify n = 128	Interns n = 1153	Prevoc. & unaccredited n = 4363	Specialist non-GP n = 7654	Specialist GP n = 2714	IMGs n = 1834
Strongly Agree	12%	14%	11%	12%	12%	11%	10%	13%	13%	13% ↑	11% ↓	9% ↓	12%	6% ↓	16% ↑	12%	9% ↓	13%
Agree	33%	33%	33%	35%	35%	32%	28%	32%	37% ↑	35% ↑	30% ↓	27% ↓	40%	31%	37% ↑	35% ↑	25% ↓	31%
Neither Agree nor Disagree	22%	24%	23%	24%	23%	22%	24%	22%	22%	22%	23%	21%	30%	25%	22%	22%	20% ↓	27% ↑
Disagree	25%	23%	26%	22%	25%	27%	28%	26%	22% ↓	24% ↓	28% ↑	31% ↑	16% ↓	31% ↑	20% ↓	25%	33% ↑	24%
Strongly Disagree	7%	6%	7%	7%	6%	8%	10% ↑	8% ↑	6%	6% ↓	8% ↑	12% ↑	2%	8%	5% ↓	6% ↓	13% ↑	6% ↓
NET Strongly Agree + Agree	45%	47%	44%	47%	47%	43%	38% ↓	45%	50% ↑	48% ↑	41% ↓	36% ↓	52%	37% ↓	53% ↑	47% ↑	34% ↓	44%
NET Strongly Disagree + Disagree	32%	29%	33%	29%	31%	35%	38% ↑	33%	28% ↓	30% ↓	36% ↑	43% ↑	18% ↓	39% ↑	25% ↓	31% ↓	46% ↑	29% ↓
Average	3.2	3.3	3.2	3.2	3.2 ↑	3.1 ↓	3.0 ↓	3.2	3.3 ↑	3.2 ↑	3.1 ↓	2.9 ↓	3.4 ↑	3.0 ↓	3.4 ↑	3.2 ↑	2.8 ↓	3.2
Standard Deviation	1.1	1.1	1.1	1.1	1.1	1.2	1.2	1.2	1.1	1.1	1.2	1.2	1.0	1.1	1.1	1.1	1.2	1.1

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

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

	State/Territory								Location				Doctor in training cohort					
	Total n = 17513	ACT n = 354	NSW n = 5135	NT n = 345	QLD n = 3695	SA n = 1257	Tas. n = 421	Vic. n = 4541	WA n = 1765	Metro n = 11890	Regional n = 4441	Rural n = 1014	Do not wish to specify n = 130	Interns n = 1150	Prevoc. & unaccredited n = 4316	Specialist non-GP n = 7551	Specialist GP n = 2698	IMGs n = 1798
Strongly Agree	8%	7%	8%	8%	8%	6%	5%	8%	9%	8%	7%	8%	11%	4% ↓	9% ↑	7%	8%	9%
Agree	22%	23%	23%	24%	22%	22%	19%	22%	24%	23%	21% ↓	22%	36% ↑	20%	25% ↑	22%	21%	22%
Neither Agree nor Disagree	24%	27%	25%	26%	24%	23%	22%	23%	25%	24%	24%	21%	34% ↑	26%	24%	24%	21% ↓	30% ↑
Disagree	36%	33%	35%	32%	37%	36%	38%	36%	34%	35%	38% ↑	35%	17% ↓	40% ↑	33% ↓	37% ↑	36%	31% ↓
Strongly Disagree	10%	9%	9%	10%	9% ↓	13% ↑	16% ↑	11% ↑	9%	10%	10%	13% ↑	2% ↓	10%	9%	10%	14% ↑	7% ↓
NET Strongly Agree + Agree	30%	31%	30%	32%	30%	28%	24% ↓	30%	32%	31% ↑	28% ↓	30%	47% ↑	24% ↓	34% ↑	29%	28%	31%
NET Strongly Disagree + Disagree	46%	42%	44%	42%	46%	49% ↑	53% ↑	47%	43% ↓	45% ↓	48% ↑	48%	19% ↓	51% ↑	42% ↓	47% ↑	51% ↑	39% ↓
Average	2.8	2.9	2.8	2.9	2.8	2.7 ↓	2.6 ↓	2.8	2.9 ↑	2.8 ↑	2.8 ↓	2.8	3.4 ↑	2.7 ↓	2.9 ↑	2.8 ↓	2.7 ↓	2.9 ↑
Standard Deviation	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.2	1.0	1.0	1.1	1.1	1.2	1.1

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 18010	ACT n = 363	NSW n = 5294	NT n = 356	QLD n = 3790	SA n = 1303	Tas. n = 431	Vic. n = 4651	WA n = 1822	Metro n = 12193	Regional n = 4567	Rural n = 1071	Do not wish to specify n = 140	Interns n = 1149	Prevoc. & unaccredited n = 4427	Specialist non-GP n = 7734	Specialist GP n = 2791	IMGs n = 1909
Strongly Agree	21%	16%	18% ↓	23%	20%	21%	23%	25% ↑	19%	21%	20%	25% ↑	17%	11% ↓	14% ↓	24% ↑	24% ↑	25% ↑
Agree	43%	44%	43%	43%	45%	45%	41%	40% ↓	46% ↑	43%	43%	44%	40%	36% ↓	39% ↓	45% ↑	44%	47% ↑
Neither Agree nor Disagree	17%	15%	19% ↑	17%	17%	16%	15%	16%	15%	16% ↓	18% ↑	15%	28% ↑	22% ↑	21% ↑	14% ↓	16%	16%
Disagree	14%	16%	14%	13%	14%	12%	15%	14%	14%	14% ↑	13%	12%	11%	21% ↑	18% ↑	13% ↓	12% ↓	9% ↓
Strongly Disagree	6%	8%	6%	4%	5%	6%	7%	6%	6%	6%	6%	4% ↓	4%	11% ↑	8% ↑	5% ↓	5%	2% ↓
NET Strongly Agree + Agree	64%	60%	61% ↓	66%	64%	66%	63%	65%	65%	64%	63%	69% ↑	57%	46% ↓	53% ↓	69% ↑	68% ↑	72% ↑
NET Strongly Disagree + Disagree	20%	25% ↑	20%	17%	19%	18%	22%	19%	20%	20% ↑	19%	16% ↓	15%	32% ↑	26% ↑	17% ↓	17% ↓	12% ↓
Average	3.6	3.4 ↓	3.5 ↓	3.7	3.6	3.6	3.6	3.6 ↑	3.6	3.6	3.6	3.8 ↑	3.6	3.1 ↓	3.3 ↓	3.7 ↑	3.7 ↑	3.8 ↑
Standard Deviation	1.1	1.2	1.1	1.1	1.1	1.1	1.2	1.2	1.1	1.1	1.1	1.1	1.0	1.2	1.2	1.1	1.1	1.0

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 2403	ACT n = 37	NSW n = 770	NT n = 70	QLD n = 534	SA n = 202	Tas. n = 60	Vic. n = 466	WA n = 264	Metro n = 1029	Regional n = 846	Rural n = 504	Do not wish to specify n = 23!	Interns n < 10^	Prevoc. & unaccredited n < 10^	Specialist non-GP n < 10^	Specialist GP n = 2403	IMGs n < 10^
Strongly Agree	35%	38%	36%	23%	31%	37%	42%	40%	31%	35%	32%	40%	17%				35%	
Agree	47%	49%	48%	54%	49%	47%	40%	45%	42%	46%	49%	46%	57%				47%	
Neither Agree nor Disagree	14%	11%	13%	20%	15%	12%	12%	11%	21% ↑	15%	15%	9% ↓	26%				14%	
Disagree	3%	3%	2%	3%	4%	4%	5%	4%	5%	3%	4%	3%	0%				3%	
Strongly Disagree	1%	0%	1%	0%	1%	0%	2%	1%	2%	1%	1%	1%	0%				1%	
NET Strongly Agree + Agree	82%	86%	84%	77%	80%	84%	82%	85%	73% ↓	81%	81%	87%	74%				82%	
NET Strongly Disagree + Disagree	4%	3%	3%	3%	5%	4%	7%	5%	6%	4%	5%	5%	0%				4%	
Average	4.1	4.2	4.2	4.0	4.0	4.2	4.2	4.2	4.0 ↓	4.1	4.1	4.2 ↑	3.9				4.1	
Standard Deviation	0.8	0.8	0.8	0.7	0.8	0.8	0.9	0.8	0.9	0.8	0.8	0.8	0.7				0.8	

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 18002	ACT n = 363	NSW n = 5291	NT n = 355	QLD n = 3790	SA n = 1303	Tas. n = 430	Vic. n = 4648	WA n = 1822	Metro n = 12188	Regional n = 4566	Rural n = 1070	Do not wish to specify n = 139	Interns n = 1148	Prevoc. & unaccredited n = 4424	Specialist non-GP n = 7732	Specialist GP n = 2790	IMGs n = 1908
Strongly Agree	18%	15%	17% ↓	17%	17%	20%	20%	19% ↑	17%	17% ↓	18%	26% ↑	13%	4% ↓	14% ↓	18%	23% ↑	25% ↑
Agree	46%	49%	46%	40% ↓	49% ↑	51% ↑	42%	43% ↓	47%	45% ↓	47% ↑	48%	47%	24% ↓	45%	48% ↑	50% ↑	47%
Neither Agree nor Disagree	24%	21%	24%	29% ↑	24%	20% ↓	22%	25% ↑	19% ↓	24%	24%	17% ↓	32% ↑	40% ↑	26% ↑	22% ↓	20% ↓	20% ↓
Disagree	10%	13% ↑	10%	12%	8% ↓	7% ↓	10%	10%	13% ↑	11% ↑	8% ↓	7% ↓	4% ↓	21% ↑	11% ↑	9% ↓	6% ↓	7% ↓
Strongly Disagree	3%	1%	3%	1%	2% ↓	3%	5% ↑	3%	4% ↑	3% ↑	2% ↓	2% ↓	4%	10% ↑	4% ↑	2% ↓	1% ↓	1% ↓
NET Strongly Agree + Agree	64%	64%	62% ↓	57% ↓	66% ↑	70% ↑	63%	62% ↓	64%	62% ↓	65% ↑	75% ↑	60%	29% ↓	59% ↓	66% ↑	73% ↑	71% ↑
NET Strongly Disagree + Disagree	13%	15%	13%	14%	10% ↓	10% ↓	16%	13%	17% ↑	14% ↑	11% ↓	8% ↓	9%	32% ↑	15% ↑	12% ↓	7% ↓	8% ↓
Average	3.7	3.6	3.6 ↓	3.6	3.7 ↑	3.8 ↑	3.6	3.6	3.6 ↓	3.6 ↓	3.7 ↑	3.9 ↑	3.6	2.9 ↓	3.5 ↓	3.7 ↑	3.9 ↑	3.9 ↑
Standard Deviation	1.0	0.9	1.0	1.0	0.9	0.9	1.1	1.0	1.0	1.0	0.9	0.9	0.9	1.0	1.0	0.9	0.9	0.9

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 2790	ACT n = 38	NSW n = 909	NT n = 85	QLD n = 629	SA n = 222	Tas. n = 68	Vic. n = 544	WA n = 295	Metro n = 1107	Regional n = 985	Rural n = 667	Do not wish to specify n = 29!	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n = 2790	IMGs n<10^
Strongly Agree	31%	32%	34%	25%	29%	32%	38%	31%	22% ↓	29%	29%	36% ↑	14%	31%				
Agree	46%	47%	47%	49%	45%	45%	37%	44%	53%	46%	47%	45%	55%	46%				
Neither Agree nor Disagree	20%	21%	17%	21%	22%	22%	24%	22%	20%	22%	21%	17%	31%	20%				
Disagree	2%	0%	1%	5%	3%	1%	1%	3%	4%	2%	3%	2%	0%	2%				
Strongly Disagree	1%	0%	1%	0%	1%	0%	0%	1%	1%	1%	1%	0%	0%	1%				
NET Strongly Agree + Agree	77%	79%	81% ↑	74%	74%	77%	75%	74%	75%	75%	76%	81%	69%	77%				
NET Strongly Disagree + Disagree	3%	0%	2%	5%	4%	1%	1%	3%	5%	3%	4%	2%	0%	3%				
Average	4.0	4.1	4.1 ↑	3.9	4.0	4.1	4.1	4.0	3.9 ↓	4.0	4.0	4.1 ↑	3.8	4.0				
Standard Deviation	0.8	0.7	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.7	0.8				

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

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

	State/Territory								Location				Doctor in training cohort					
	Total n = 18007	ACT n = 363	NSW n = 5293	NT n = 356	QLD n = 3789	SA n = 1303	Tas. n = 431	Vic. n = 4651	WA n = 1821	Metro n = 12190	Regional n = 4568	Rural n = 1071	Do not wish to specify n = 139	Interns n = 1148	Prevoc. & unaccredited n = 4425	Specialist non-GP n = 7735	Specialist GP n = 2791	IMGs n = 1908
Strongly Agree	25%	21%	24%	27%	25%	27%	29%	27% ↑	24%	25% ↓	26%	35% ↑	19%	13% ↓	20% ↓	26%	31% ↑	33% ↑
Agree	50%	52%	51%	50%	52% ↑	51%	43% ↓	48% ↓	51%	50%	51%	46% ↓	40% ↓	47%	49%	52% ↑	48%	49%
Neither Agree nor Disagree	17%	17%	17%	17%	17%	16%	18%	17%	15%	17%	17%	14%	33% ↑	26% ↑	20% ↑	15% ↓	16%	13% ↓
Disagree	6%	7%	6%	6%	5% ↓	5%	7%	6%	7% ↑	6% ↑	5% ↓	3% ↓	4%	10% ↑	8% ↑	5%	3% ↓	4% ↓
Strongly Disagree	2%	3%	2%	1%	1%	2%	2%	2%	2%	2% ↑	1% ↓	1%	4%	4% ↑	3% ↑	2%	1% ↓	1% ↓
NET Strongly Agree + Agree	76%	73%	75%	77%	77%	77%	73%	75%	76%	75% ↓	76%	81% ↑	60% ↓	60% ↓	70% ↓	78% ↑	79% ↑	82% ↑
NET Strongly Disagree + Disagree	8%	10%	8%	6%	6% ↓	7%	10%	8%	10% ↑	8% ↑	6% ↓	5% ↓	7%	14% ↑	10% ↑	7%	4% ↓	5% ↓
Average	3.9	3.8	3.9	4.0	3.9	4.0	3.9	3.9	3.9	3.9 ↓	3.9 ↑	4.1 ↑	3.7 ↓	3.6 ↓	3.8 ↓	4.0 ↑	4.1 ↑	4.1 ↑
Standard Deviation	0.9	0.9	0.9	0.9	0.9	0.9	1.0	0.9	0.9	0.9	0.9	0.9	0.9	1.0	1.0	0.9	0.8	0.8

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

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

	State/Territory								Location				Doctor in training cohort					
	Total n = 18010	ACT n = 363	NSW n = 5294	NT n = 356	QLD n = 3790	SA n = 1303	Tas. n = 431	Vic. n = 4651	WA n = 1822	Metro n = 12191	Regional n = 4569	Rural n = 1072	Do not wish to specify n = 139	Interns n = 1148	Prevoc. & unaccredited n = 4425	Specialist non-GP n = 7735	Specialist GP n = 2792	IMGs n = 1910
Strongly Agree	15%	13%	15%	15%	15%	16%	13%	18% ↑	14%	16% ↑	13% ↓	14%	12%	7% ↓	16%	17% ↑	13% ↓	17%
Agree	45%	44%	43% ↓	42%	47% ↑	45%	40%	44%	49% ↑	47% ↑	41% ↓	33% ↓	33% ↓	39% ↓	45%	52% ↑	34% ↓	36% ↓
Neither Agree nor Disagree	30%	31%	31% ↑	34%	30%	30%	34%	28% ↓	28%	27% ↓	35% ↑	40% ↑	42% ↑	39% ↑	29%	23% ↓	43% ↑	35% ↑
Disagree	8%	9%	8%	8%	6% ↓	7%	10%	8%	7%	7% ↓	8%	10% ↑	9%	12% ↑	8%	6% ↓	8%	10% ↑
Strongly Disagree	2%	3%	2%	1%	2%	2%	3%	2%	3%	2% ↓	3% ↑	3%	3%	3% ↑	3% ↑	2% ↓	2%	3%
NET Strongly Agree + Agree	60%	57%	58% ↓	57%	61%	61%	53% ↓	62% ↑	63%	64% ↑	54% ↓	47% ↓	45% ↓	45% ↓	60%	69% ↑	47% ↓	53% ↓
NET Strongly Disagree + Disagree	10%	12%	11%	10%	8% ↓	9%	13%	10%	10%	9% ↓	11% ↑	13% ↑	12%	16% ↑	11% ↑	7% ↓	10%	13% ↑
Average	3.6	3.5	3.6 ↓	3.6	3.7	3.7	3.5 ↓	3.7 ↑	3.6	3.7 ↑	3.5 ↓	3.4 ↓	3.4 ↓	3.3 ↓	3.6	3.8 ↑	3.5 ↓	3.5 ↓
Standard Deviation	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	1.0	0.9	0.9	0.9	0.9	0.9	1.0

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 13122	ACT n = 266	NSW n = 3901	NT n = 249	QLD n = 2786	SA n = 938	Tas. n = 307	Vic. n = 3315	WA n = 1360	Metro n = 9031	Regional n = 3287	Rural n = 692	Do not wish to specify n = 82	Interns n = 775	Prevoc. & unaccredited n = 3358	Specialist non-GP n = 5784	Specialist GP n = 1823	IMGs n = 1382
Communication	97%	96%	97%	96%	97%	98%	96%	97%	97%	97%	97%	98%	94%	96%	96% ↓	97%	99% ↑	97%
Clinical skills	96%	94%	96%	96%	96%	97%	95%	96%	95%	96%	96%	97%	93%	93% ↓	95% ↓	97% ↑	98% ↑	95%
Ethics	92%	90%	92%	93%	93% ↑	94%	93%	92%	93%	92% ↓	93%	95% ↑	93%	88% ↓	90% ↓	92%	97% ↑	95% ↑
Cultural safety	91%	86% ↓	90% ↓	97% ↑	92% ↑	90%	89%	90%	91%	90% ↓	92% ↑	96% ↑	90%	86% ↓	88% ↓	90%	95% ↑	95% ↑
Theoretical knowledge	91%	87% ↓	90% ↓	93%	93% ↑	93%	91%	93% ↑	91%	91%	91%	94% ↑	86%	82% ↓	90% ↓	92%	96% ↑	92%
Procedural skills	87%	86%	88%	88%	88%	89%	90%	86%	84% ↓	86% ↓	89% ↑	91% ↑	86%	84% ↓	85% ↓	88%	90% ↑	89% ↑
Leadership and management	87%	85%	86% ↓	86%	89% ↑	88%	86%	87%	86%	86%	88%	88%	86%	79% ↓	84% ↓	89% ↑	88%	85%
Research	72%	66%	70% ↓	67%	74% ↑	72%	66%	72%	73%	73% ↑	68% ↓	65% ↓	72%	52% ↓	69% ↓	78% ↑	66% ↓	68% ↓

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

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

	State/Territory									Location				Doctor in training cohort					
	Total n = 17816	ACT n = 361	NSW n = 5243	NT n = 354	QLD n = 3754	SA n = 1283	Tas. n = 428	Vic. n = 4595	WA n = 1798	Metro n = 12051	Regional n = 4521	Rural n = 1066	Do not wish to specify n = 139	Interns n = 1126	Prevoc. & unaccredited n = 4381	Specialist non-GP n = 7659	Specialist GP n = 2764	IMGs n = 1886	
My job responsibilities never prevent me from meeting my training requirements	29%	23%	28%	31%	28%	30%	32%	30%	27%	27% ↓	29%	44% ↑	31%	17% ↓	26% ↓	23% ↓	43% ↑	42% ↑	
My job responsibilities rarely prevent me from meeting my training requirements	35%	35%	34%	32%	38% ↑	38%	32%	34%	36%	36%	36%	30% ↓	31%	36%	35%	38% ↑	32% ↓	32% ↓	
My job responsibilities sometimes prevent me from meeting my training requirements	29%	31%	30%	32%	28%	27%	28%	29%	29%	29% ↑	28%	21% ↓	27%	35% ↑	31% ↑	31% ↑	20% ↓	22% ↓	
My job responsibilities often prevent me from meeting my training requirements	7%	11% ↑	8%	5%	7%	6% ↓	7%	7%	8%	8% ↑	7%	5% ↓	12%	13% ↑	8% ↑	8%	5% ↓	4% ↓	

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 16526	ACT n = 329	NSW n = 4910	NT n = 321	QLD n = 3495	SA n = 1176	Tas. n = 372	Vic. n = 4285	WA n = 1638	Metro n = 11179	Regional n = 4160	Rural n = 1019	Do not wish to specify n = 132	Interns n < 10 <sup>^</sup>	Prevoc. & unaccredited n = 4326	Specialist non-GP n = 7594	Specialist GP n = 2734	IMGs n = 1872
Formal education program <sup>^</sup>	76%	74%	73% ↓	78%	78% ↑	74%	77%	77%	76%	77% ↑	74% ↓	66% ↓	56% ↓		65% ↓	85% ↑	73% ↓	69% ↓
Medical/surgical and/or hospital-wide meetings such as grand round and/or practice based meetings	75%	66% ↓	75%	75%	75%	68% ↓	81% ↑	77% ↑	75%	78% ↑	72% ↓	53% ↓	59% ↓	82% ↑	76%	82% ↑	50% ↓	75%
Teaching in the course of patient care (bedside teaching)	75%	69% ↓	76%	74%	77% ↑	80% ↑	77%	73% ↓	75%	76% ↑	76%	68% ↓	58% ↓	64% ↓	72% ↓	80% ↑	75%	72% ↓
Team or unit based activities	71%	70%	68% ↓	75%	74% ↑	75% ↑	74%	73% ↑	70%	74% ↑	69% ↓	57% ↓	57% ↓	63% ↓	69% ↓	80% ↑	54% ↓	74% ↑
Multidisciplinary meetings	70%	65%	71%	65%	69%	69%	68%	71%	68%	72% ↑	68% ↓	51% ↓	57% ↓	68%	70%	78% ↑	44% ↓	75% ↑
Online modules (formal and/or informal)	70%	69%	73% ↑	63% ↓	71%	66% ↓	75%	70%	64% ↓	68% ↓	73% ↑	82% ↑	71%	67%	58% ↓	69% ↓	85% ↑	82% ↑
Simulation teaching	49%	44% ↓	49%	50%	54% ↑	48%	57% ↑	44% ↓	56% ↑	49%	52% ↑	42% ↓	40%	45% ↓	47% ↓	53% ↑	38% ↓	58% ↑

↑ ↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. <sup>^</sup>Note: question not shown to interns.

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 12396	ACT n = 241	NSW n = 3564	NT n = 249	QLD n = 2707	SA n = 860	Tas. n = 284	Vic. n = 3258	WA n = 1233	Metro n = 8570	Regional n = 3052	Rural n = 675	Do not wish to specify n = 74	Interns n < 10^	Prevoc. & unaccredited n = 2764	Specialist non-GP n = 6375	Specialist GP n = 1976	IMGs n = 1281
Strongly Agree	43%	34% ↓	42%	46%	41%	44%	50%	46% ↑	44%	43%	43%	48%	38%	40% ↓	43%	45%	48% ↑	
Agree	49%	58%	49%	45%	52% ↑	49%	44%	48%	49%	49%	51%	47%	51%	51%	49%	50%	46%	
Neither Agree nor Disagree	6%	6%	6%	5%	5%	6%	5%	5%	6%	6%	5%	4%	9%	7% ↑	5%	4% ↓	5%	
Disagree	1%	2%	2%	3%	1%	1%	1%	1%	1%	2%	1%	1%	1%	2%	2%	1%	0% ↓	
Strongly Disagree	0%	1%	1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
NET Strongly Agree + Agree	93%	91%	92%	91%	93%	93%	94%	93%	93%	92%	94%	95%	89%	91% ↓	93%	95% ↑	95%	
NET Strongly Disagree + Disagree	2%	3%	2%	4%	2%	1%	1%	1%	2%	2%	1%	1%	1%	2%	2%	1%	1% ↓	
Average	4.3	4.2 ↓	4.3 ↓	4.3	4.3	4.3	4.4 ↑	4.4 ↑	4.3	4.3	4.3	4.4 ↑	4.3	4.3 ↓	4.3	4.4 ↑	4.4 ↑	
Standard Deviation	0.7	0.7	0.7	0.8	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.6	0.6	

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

^Note: question not shown to interns.

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 11915	ACT n = 232	NSW n = 3653	NT n = 212	QLD n = 2533	SA n = 825	Tas. n = 309	Vic. n = 3071	WA n = 1080	Metro n = 7807	Regional n = 3155	Rural n = 840	Do not wish to specify n = 90	Interns n = 586	Prevoc. & unaccredited n = 2455	Specialist non-GP n = 5119	Specialist GP n = 2296	IMGs n = 1459
Strongly Agree	28%	22%	28%	27%	27%	27%	30%	28%	27%	26% ↓	28%	39% ↑	24%	11% ↓	24% ↓	24% ↓	34% ↑	41% ↑
Agree	51%	61% ↑	50%	54%	51%	54%	49%	50%	54%	50%	52%	53%	62%	49%	49%	51%	54% ↑	50%
Neither Agree nor Disagree	14%	13%	15%	16%	15%	13%	13%	14%	13%	16% ↑	13%	6% ↓	10%	22% ↑	17% ↑	17% ↑	8% ↓	6% ↓
Disagree	6%	3%	6%	3%	6%	4%	6%	6%	5%	7% ↑	5%	2% ↓	1%	14% ↑	8% ↑	7% ↑	2% ↓	2% ↓
Strongly Disagree	1%	1%	1%	1%	1%	1%	3%	1%	1%	1%	1%	0%	2%	4% ↑	2% ↑	1%	0% ↓	0% ↓
NET Strongly Agree + Agree	79%	83%	78%	81%	78%	81%	79%	78%	81%	76% ↓	80%	92% ↑	87%	60% ↓	73% ↓	75% ↓	89% ↑	91% ↑
NET Strongly Disagree + Disagree	7%	3%	7%	4%	7%	6%	9%	8%	6%	8% ↑	6%	2% ↓	3%	18% ↑	10% ↑	8%	3% ↓	3% ↓
Average	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	3.9 ↓	4.0	4.3 ↑	4.1	3.5 ↓	3.9 ↓	3.9 ↓	4.2 ↑	4.3 ↑
Standard Deviation	0.9	0.7	0.9	0.8	0.9	0.8	1.0	0.9	0.8	0.9	0.9	0.7	0.8	1.0	0.9	0.9	0.7	0.7

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 13047	ACT n = 239	NSW n = 3853	NT n = 254	QLD n = 2821	SA n = 1008	Tas. n = 320	Vic. n = 3244	WA n = 1308	Metro n = 8884	Regional n = 3351	Rural n = 703	Do not wish to specify n = 78	Interns n = 673	Prevoc. & unaccredited n = 3044	Specialist non-GP n = 5978	Specialist GP n = 2037	IMGs n = 1315
Strongly Agree	53%	46%	50% ↓	52%	51% ↓	55%	53%	57% ↑	56%	54% ↑	51% ↓	53%	32% ↓	46% ↓	53%	54%	52%	53%
Agree	43%	49%	46% ↑	45%	45%	41%	42%	40% ↓	41%	43%	45%	43%	55%	48% ↑	44%	42%	44%	43%
Neither Agree nor Disagree	3%	5%	3%	3%	4%	3%	5%	2%	2%	3% ↓	4%	3%	10% ↑	4%	3%	3%	3%	3%
Disagree	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	1%	3% ↑	1% ↑	0%	0%	0%	0%
Strongly Disagree	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
NET Strongly Agree + Agree	96%	95%	96%	97%	96%	96%	95%	97%	97%	97% ↑	96%	96%	87% ↓	95% ↓	97%	97%	96%	96%
NET Strongly Disagree + Disagree	0%	0%	1%	0%	0%	1%	0%	0%	1%	0%	0%	1%	3% ↑	1% ↑	1%	0%	1%	0%
Average	4.5	4.4	4.5 ↓	4.5	4.5 ↓	4.5	4.5	4.5 ↑	4.5	4.5 ↑	4.5 ↓	4.5	4.2 ↓	4.4 ↓	4.5	4.5 ↑	4.5	4.5
Standard Deviation	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.7	0.6	0.6	0.6	0.6	0.6

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 12370	ACT n = 245	NSW n = 3451	NT n = 258	QLD n = 2687	SA n = 947	Tas. n = 315	Vic. n = 3252	WA n = 1215	Metro n = 8641	Regional n = 3034	Rural n = 589	Do not wish to specify n = 78	Interns n = 664	Prevoc. & unaccredited n = 2914	Specialist non-GP n = 5994	Specialist GP n = 1451	IMGs n = 1347
Strongly Agree	36%	31%	36%	36%	35%	36%	38%	38%	38%	36%	36%	39%	27%	26% ↓	37%	36%	36%	42% ↑
Agree	54%	57%	54%	54%	56%	55%	51%	52%	53%	54%	55%	50%	50%	60% ↑	54%	55%	51%	50% ↓
Neither Agree nor Disagree	9%	12%	9%	9%	8%	8%	9%	8%	7%	8%	8%	10%	21% ↑	12% ↑	7%	8%	11% ↑	8%
Disagree	1%	0%	1%	1%	1%	1%	1%	2%	1%	1%	1%	1%	1%	3% ↑	1%	1%	2%	1%
Strongly Disagree	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%
NET Strongly Agree + Agree	90%	88%	90%	90%	90%	90%	89%	90%	91%	90%	91%	89%	77% ↓	85% ↓	91%	90%	87% ↓	92%
NET Strongly Disagree + Disagree	1%	0%	1%	1%	1%	1%	2%	2%	2%	1%	1%	1%	3%	3% ↑	1%	1%	2%	1%
Average	4.2	4.2	4.2	4.3	4.2	4.2	4.2	4.3	4.3	4.2	4.3	4.3	4.0 ↓	4.1 ↓	4.3	4.2	4.2	4.3 ↑
Standard Deviation	0.7	0.6	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.6	0.7	0.8	0.7	0.7	0.7	0.7	0.6

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 13002	ACT n = 228	NSW n = 3823	NT n = 260	QLD n = 2741	SA n = 862	Tas. n = 342	Vic. n = 3432	WA n = 1314	Metro n = 9173	Regional n = 3176	Rural n = 547	Do not wish to specify n = 78	Interns n = 871	Prevoc. & unaccredited n = 3231	Specialist non-GP n = 6169	Specialist GP n = 1359	IMGs n = 1372
Strongly Agree	24%	25%	25%	20%	23%	25%	22%	24%	26%	23% ↓	24%	34% ↑	21%	13% ↓	23%	22% ↓	30% ↑	36% ↑
Agree	53%	56%	54%	52%	54%	51%	50%	50% ↓	53%	52% ↓	56% ↑	52%	60%	58% ↑	52%	52%	53%	51%
Neither Agree nor Disagree	18%	14%	17%	20%	18%	17%	21%	18%	16%	19% ↑	16% ↓	10% ↓	17%	21% ↑	18%	19% ↑	14% ↓	10% ↓
Disagree	5%	6%	4% ↓	7%	5%	6%	6%	6% ↑	4%	6% ↑	4% ↓	3%	3%	7% ↑	6%	6% ↑	3% ↓	2% ↓
Strongly Disagree	0%	0%	0%	1%	0%	1%	1%	1%	0%	1%	0%	1%	0%	1%	1%	1%	0%	0%
NET Strongly Agree + Agree	77%	80%	79% ↑	73%	77%	76%	72%	75% ↓	79%	75% ↓	80% ↑	86% ↑	81%	71% ↓	76%	74% ↓	83% ↑	87% ↑
NET Strongly Disagree + Disagree	6%	6%	5% ↓	8%	5%	7%	7%	7% ↑	5%	6% ↑	4% ↓	4%	3%	8% ↑	6%	6% ↑	3% ↓	2% ↓
Average	3.9	4.0	4.0 ↑	3.8	3.9	3.9	3.9	3.9 ↓	4.0 ↑	3.9 ↓	4.0 ↑	4.2 ↑	4.0	3.8 ↓	3.9	3.9 ↓	4.1 ↑	4.2 ↑
Standard Deviation	0.8	0.8	0.8	0.9	0.8	0.9	0.8	0.9	0.8	0.8	0.8	0.8	0.7	0.8	0.8	0.8	0.8	0.7

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 12070	ACT n = 224	NSW n = 3604	NT n = 222	QLD n = 2520	SA n = 868	Tas. n = 285	Vic. n = 3157	WA n = 1190	Metro n = 8447	Regional n = 2986	Rural n = 532	Do not wish to specify n = 76	Interns n = 728	Prevoc. & unaccredited n = 2956	Specialist non-GP n = 5845	Specialist GP n = 1181	IMGs n = 1360
Strongly Agree	28%	25%	28%	25%	27%	28%	27%	29%	26%	28%	26%	36% ↑	24%	13% ↓	25% ↓	27%	32% ↑	40% ↑
Agree	54%	60%	54%	52%	55%	51%	54%	53%	55%	53%	56%	51%	55%	53%	54%	54%	54%	51%
Neither Agree nor Disagree	14%	11%	14%	19%	14%	16%	16%	14%	14%	15%	14%	10% ↓	17%	24% ↑	16% ↑	14%	11% ↓	8% ↓
Disagree	4%	4%	3%	3%	4%	4%	4%	3%	5%	4%	3%	2%	4%	9% ↑	4%	3%	2%	1% ↓
Strongly Disagree	1%	0%	1%	1%	1%	0%	0%	1%	1%	1%	1%	1%	0%	1%	1% ↑	1%	0%	0% ↓
NET Strongly Agree + Agree	81%	84%	82%	77%	82%	79%	81%	82%	80%	81%	82%	87% ↑	79%	66% ↓	78% ↓	82%	86% ↑	91% ↑
NET Strongly Disagree + Disagree	4%	4%	4%	4%	4%	4%	4%	4%	5%	4%	4%	3%	4%	10% ↑	5% ↑	4%	3% ↓	1% ↓
Average	4.0	4.0	4.1	4.0	4.0	4.0	4.0	4.1	4.0	4.0	4.0	4.2 ↑	4.0	3.7 ↓	4.0 ↓	4.0	4.2 ↑	4.3 ↑
Standard Deviation	0.8	0.7	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.7	0.7

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 8564	ACT n = 150	NSW n = 2476	NT n = 172	QLD n = 1982	SA n = 613	Tas. n = 240	Vic. n = 1950	WA n = 981	Metro n = 5749	Regional n = 2297	Rural n = 437	Do not wish to specify n = 55	Interns n = 480	Prevoc. & unaccredited n = 2026	Specialist non-GP n = 3945	Specialist GP n = 1039	IMGs n = 1074
Strongly Agree	47%	37%	48%	48%	45%	53%	46%	47%	49%	47%	47%	48%	38%	48%	51% ↑	46%	44%	47%
Agree	46%	53%	45%	47%	48%	41%	45%	46%	45%	46%	47%	46%	44%	45%	44%	46%	50%	48%
Neither Agree nor Disagree	6%	9%	6%	5%	5%	5%	8%	6%	5%	6%	5%	6%	13%	6%	4% ↓	7% ↑	6%	5%
Disagree	1%	1%	1%	0%	1%	0%	0%	1%	0%	1%	1%	0%	5% ↑	1%	0%	1% ↑	0%	1%
Strongly Disagree	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
NET Strongly Agree + Agree	93%	90%	93%	95%	94%	94%	92%	93%	94%	93%	95%	93%	82% ↓	93%	95% ↑	92% ↓	94%	95%
NET Strongly Disagree + Disagree	1%	1%	1%	0%	1%	1%	0%	1%	1%	1%	1%	0%	5% ↑	1%	0%	1% ↑	0%	1%
Average	4.4	4.3	4.4	4.4	4.4	4.4	4.4	4.4	4.4	4.4	4.4	4.4	4.1	4.4	4.5 ↑	4.4 ↓	4.4	4.4
Standard Deviation	0.6	0.7	0.6	0.6	0.6	0.7	0.6	0.7	0.6	0.7	0.6	0.6	0.8	0.7	0.6	0.7	0.6	0.6

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 17445	ACT n = 352	NSW n = 5127	NT n = 348	QLD n = 3681	SA n = 1261	Tas. n = 422	Vic. n = 4505	WA n = 1749	Metro n = 11789	Regional n = 4437	Rural n = 1046	Do not wish to specify n = 136	Interns n = 1079	Prevoc. & unaccredited n = 4283	Specialist non-GP n = 7521	Specialist GP n = 2718	IMGs n = 1844
Excellent	26%	18% ↓	26%	25%	26%	23%	28%	27% ↑	24%	26% ↑	23% ↓	29%	24%	18% ↓	23% ↓	26%	29% ↑	30% ↑
Good	58%	56%	56% ↓	60%	58%	62% ↑	53%	57%	60%	57%	59% ↑	56%	43% ↓	59%	58%	58%	56%	55% ↓
Average	14%	21% ↑	16% ↑	11%	14%	13%	17%	13%	14%	14%	15%	13%	27% ↑	20% ↑	17% ↑	13% ↓	13% ↓	13%
Poor	2%	5% ↑	2%	3%	2%	2%	3%	2%	1%	2%	2%	1%	4%	2%	2%	2%	1%	2%
Terrible	0%	1%	0%	1%	0%	0%	0%	0%	1%	0%	0%	1%	1%	0%	1% ↑	0% ↓	0%	1%
NET Excellent + Good	83%	74% ↓	82% ↓	85%	84%	85%	80%	84%	84%	84%	83%	84%	68% ↓	77% ↓	80% ↓	85% ↑	85% ↑	85%
NET Terrible + Poor	2%	5% ↑	2%	3%	2%	2%	3%	2%	2%	2%	2%	2%	5%	2%	3% ↑	2%	2%	2%
Average	4.1	3.9 ↓	4.1	4.1	4.1	4.1	4.0	4.1 ↑	4.1	4.1 ↑	4.0 ↓	4.1	3.9 ↓	3.9 ↓	4.0 ↓	4.1 ↑	4.1 ↑	4.1 ↑
Standard Deviation	0.7	0.8	0.7	0.7	0.7	0.7	0.8	0.7	0.7	0.7	0.7	0.7	0.9	0.7	0.7	0.7	0.7	0.7

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

## B1.6 Workplace environment

### Q40\_1. How would you rate the quality of the following in your setting? Reliable internet for training purposes

	State/Territory									Location				Doctor in training cohort				
	Total n = 16732	ACT n = 345	NSW n = 4878	NT n = 332	QLD n = 3576	SA n = 1202	Tas. n = 405	Vic. n = 4347	WA n = 1647	Metro n = 11282	Regional n = 4267	Rural n = 1025	Do not wish to specify n = 124	Interns n = 1023	Prevoc. & unaccredited n = 4015	Specialist non-GP n = 7232	Specialist GP n = 2654	IMGs n = 1808
Excellent	31%	23% ↓	28% ↓	20% ↓	31%	36% ↑	40% ↑	33% ↑	28%	30% ↓	31%	38% ↑	26%	26% ↓	29% ↓	27% ↓	38% ↑	41% ↑
Good	45%	49%	42% ↓	40%	47% ↑	49% ↑	41%	45%	47% ↑	45%	45%	44%	44%	42%	44%	45%	47%	45%
Average	18%	20%	20% ↑	27% ↑	17%	12% ↓	14%	16% ↓	18%	18% ↑	17%	14% ↓	24%	23% ↑	19% ↑	19% ↑	12% ↓	12% ↓
Poor	5%	4%	6% ↑	8% ↑	4% ↓	2% ↓	3%	5%	5%	5%	5%	3% ↓	4%	7% ↑	5%	6% ↑	2% ↓	2% ↓
Terrible	2%	3%	3% ↑	5% ↑	1% ↓	1% ↓	2%	2%	2%	2%	2%	1% ↓	2%	2%	3% ↑	1% ↓	1% ↓	
NET Excellent + Good	75%	73%	70% ↓	60% ↓	78% ↑	85% ↑	81% ↑	77% ↑	76%	75% ↓	76%	82% ↑	70%	68% ↓	73% ↓	72% ↓	85% ↑	86% ↑
NET Terrible + Poor	7%	8%	10% ↑	13% ↑	5% ↓	3% ↓	5%	7%	7%	7%	7%	4% ↓	6%	9% ↑	7%	9% ↑	3% ↓	3% ↓
Average	4.0	3.9 ↓	3.9 ↓	3.6 ↓	4.0 ↑	4.2 ↑	4.1 ↑	4.0 ↑	4.0	3.9 ↓	4.0	4.1 ↑	3.9	3.8 ↓	3.9 ↓	3.9 ↓	4.2 ↑	4.2 ↑
Standard Deviation	0.9	0.9	1.0	1.1	0.9	0.8	0.9	0.9	0.9	0.9	0.9	0.8	0.9	1.0	0.9	1.0	0.8	0.8

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

### Q40\_2. How would you rate the quality of the following in your setting? Educational resources

	State/Territory									Location				Doctor in training cohort				
	Total n = 16956	ACT n = 342	NSW n = 4975	NT n = 342	QLD n = 3585	SA n = 1226	Tas. n = 405	Vic. n = 4389	WA n = 1692	Metro n = 11470	Regional n = 4314	Rural n = 1015	Do not wish to specify n = 122	Interns n = 1041	Prevoc. & unaccredited n = 4115	Specialist non-GP n = 7364	Specialist GP n = 2632	IMGs n = 1804
Excellent	22%	16%	21%	18%	22%	23%	27% ↑	23%	19% ↓	21% ↓	21%	31% ↑	21%	13% ↓	19% ↓	20% ↓	28% ↑	33% ↑
Good	52%	56%	51% ↓	54%	54%	53%	48%	52%	54%	52%	54%	49%	46%	51%	51%	53%	54%	50%
Average	22%	21%	23% ↑	26%	20%	21%	20%	21%	22%	22%	21%	16% ↓	27%	31% ↑	25% ↑	22%	16% ↓	15% ↓
Poor	3%	5%	4% ↑	1%	3%	2%	3%	3%	4%	4%	3%	3%	5%	5%	4% ↑	4%	2% ↓	2% ↓
Terrible	1%	1%	1%	1%	0%	0%	0%	1%	1%	1%	0%	1%	1%	1%	1%	1%	0% ↓	0% ↓
NET Excellent + Good	74%	72%	72% ↓	72%	76% ↑	76%	76%	75%	73%	73% ↓	75%	80% ↑	67%	63% ↓	70% ↓	73% ↓	82% ↑	83% ↑
NET Terrible + Poor	4%	6%	5% ↑	2%	4%	3%	4%	4%	4%	4%	4%	4%	6%	5%	5% ↑	5%	2% ↓	2% ↓
Average	3.9	3.8 ↓	3.9 ↓	3.9	3.9 ↑	4.0 ↑	4.0	3.9 ↑	3.9	3.9 ↓	3.9	4.1 ↑	3.8	3.7 ↓	3.8 ↓	3.9 ↓	4.1 ↑	4.1 ↑
Standard Deviation	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.9	0.8	0.8	0.8	0.7	0.7

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

**Q40\_3. How would you rate the quality of the following in your setting? Working space, such as a desk and computer**

	State/Territory									Location				Doctor in training cohort				
	Total n = 16946	ACT n = 340	NSW n = 4961	NT n = 337	QLD n = 3593	SA n = 1232	Tas. n = 413	Vic. n = 4364	WA n = 1706	Metro n = 11432	Regional n = 4326	Rural n = 1029	Do not wish to specify n = 125	Interns n = 1047	Prevoc. & unaccredited n = 4098	Specialist non-GP n = 7331	Specialist GP n = 2665	IMGs n = 1805
Excellent	23%	21%	24%	18%	22%	25%	28% ↑	21% ↓	22%	21% ↓	24%	38% ↑	26%	12% ↓	18% ↓	19% ↓	36% ↑	33% ↑
Good	38%	30% ↓	38%	43%	41% ↑	39%	32% ↓	36% ↓	39%	36% ↓	41% ↑	44% ↑	45%	31% ↓	38%	36% ↓	45% ↑	41% ↑
Average	25%	27%	24%	27%	24%	24%	24%	25%	25%	26% ↑	23%	14% ↓	19%	32% ↑	27% ↑	27% ↑	14% ↓	19% ↓
Poor	11%	14%	10%	9%	9% ↓	9%	12%	13% ↑	10%	12% ↑	9% ↓	3% ↓	7%	18% ↑	12% ↑	13% ↑	3% ↓	5% ↓
Terrible	4%	8% ↑	4%	3%	3%	3%	4%	4%	4%	5% ↑	3% ↓	0% ↓	2%	8% ↑	5% ↑	5% ↑	1% ↓	1% ↓
NET Excellent + Good	61%	51% ↓	61%	61%	63% ↑	64% ↑	60%	58% ↓	61%	57% ↓	65% ↑	82% ↑	71% ↑	43% ↓	56% ↓	55% ↓	82% ↑	75% ↑
NET Terrible + Poor	15%	22% ↑	15%	12%	13% ↓	12% ↓	16%	17% ↑	14%	17% ↑	12% ↓	4% ↓	10%	25% ↑	17% ↑	18% ↑	5% ↓	6% ↓
Average	3.6	3.4 ↓	3.7	3.6	3.7 ↑	3.7 ↑	3.7	3.6 ↓	3.7	3.6 ↓	3.7 ↑	4.2 ↑	3.9 ↑	3.2 ↓	3.5 ↓	3.5 ↓	4.1 ↑	4.0 ↑
Standard Deviation	1.1	1.2	1.1	1.0	1.0	1.0	1.1	1.1	1.1	1.1	1.0	0.8	1.0	1.1	1.1	1.1	0.9	0.9

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

**Q40\_4. How would you rate the quality of the following in your setting? Teaching spaces**

	State/Territory									Location				Doctor in training cohort				
	Total n = 16570	ACT n = 337	NSW n = 4884	NT n = 337	QLD n = 3523	SA n = 1192	Tas. n = 394	Vic. n = 4219	WA n = 1684	Metro n = 11229	Regional n = 4215	Rural n = 972	Do not wish to specify n = 120	Interns n = 1016	Prevoc. & unaccredited n = 4025	Specialist non-GP n = 7249	Specialist GP n = 2499	IMGs n = 1781
Excellent	19%	13% ↓	19%	18%	19%	19%	21%	18%	17%	17% ↓	20% ↑	30% ↑	23%	11% ↓	16% ↓	16% ↓	27% ↑	27% ↑
Good	44%	40%	43%	44%	47% ↑	46%	36% ↓	43% ↓	49% ↑	43% ↓	47% ↑	47%	43%	41% ↓	42% ↓	43% ↓	50% ↑	48% ↑
Average	27%	29%	27%	28%	25%	27%	32% ↑	27%	25%	28% ↑	25% ↓	19% ↓	26%	33% ↑	29% ↑	28% ↑	18% ↓	21% ↓
Poor	8%	13% ↑	9% ↑	8%	7% ↓	6% ↓	9%	10% ↑	7% ↓	9% ↑	7% ↓	4% ↓	7%	12% ↑	10% ↑	10% ↑	4% ↓	4% ↓
Terrible	2%	5% ↑	2%	2%	2%	2%	2%	3% ↑	2%	2% ↑	1% ↓	1% ↓	2%	3% ↑	3% ↑	3% ↑	1% ↓	0% ↓
NET Excellent + Good	63%	53% ↓	62%	62%	66% ↑	65%	58% ↓	60% ↓	66% ↑	60% ↓	67% ↑	77% ↑	66%	52% ↓	58% ↓	59% ↓	77% ↑	75% ↑
NET Terrible + Poor	10%	18% ↑	11%	10%	8% ↓	8% ↓	11%	13% ↑	8% ↓	12% ↑	8% ↓	5% ↓	8%	15% ↑	13% ↑	12% ↑	5% ↓	4% ↓
Average	3.7	3.4 ↓	3.7	3.7	3.8 ↑	3.7 ↑	3.7	3.6 ↓	3.7 ↑	3.6 ↓	3.8 ↑	4.0 ↑	3.8	3.5 ↓	3.6 ↓	3.6 ↓	4.0 ↑	4.0 ↑
Standard Deviation	0.9	1.0	0.9	0.9	0.9	0.9	1.0	1.0	0.9	1.0	0.9	0.8	0.9	0.9	1.0	1.0	0.8	0.8

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 17161	ACT n = 344	NSW n = 5041	NT n = 344	QLD n = 3618	SA n = 1245	Tas. n = 413	Vic. n = 4434	WA n = 1722	Metro n = 11593	Regional n = 4363	Rural n = 1034	Do not wish to specify n = 135	Interns n = 1054	Prevoc. & unaccredited n = 4194	Specialist non-GP n = 7421	Specialist GP n = 2671	IMGs n = 1821
Strongly Agree	47%	31% ↓	46%	43%	48%	48%	52%	50% ↑	45%	47%	48%	49%	30% ↓	40% ↓	44% ↓	48%	51% ↑	50% ↑
Agree	46%	55% ↑	47%	51%	46%	48%	40%	43% ↓	48%	46%	46%	43%	48%	52% ↑	48% ↑	46%	43% ↓	43% ↓
Neither Agree nor Disagree	5%	8%	6%	4%	5%	3% ↓	6%	5%	5%	5%	5%	6%	17% ↑	5%	6%	5%	4%	5%
Disagree	1%	5% ↑	1%	1%	1%	1%	2%	1%	2% ↑	1%	1%	1%	2%	2%	2%	1%	1%	1%
Strongly Disagree	1%	1%	1%	1%	0%	0%	0%	0%	1%	1%	0%	1% ↑	2% ↑	1%	1%	0%	0%	0%
NET Strongly Agree + Agree	93%	87% ↓	93%	94%	94%	96% ↑	92%	94%	93%	93%	94%	92%	79% ↓	92%	92% ↓	93%	94%	93%
NET Strongly Disagree + Disagree	2%	6% ↑	2%	2%	2%	1%	2%	2%	3% ↑	2%	2%	2%	4%	3%	2%	2%	1%	2%
Average	4.4	4.1 ↓	4.4 ↓	4.3	4.4	4.4 ↑	4.4	4.4 ↑	4.3 ↓	4.4	4.4	4.4	4.0 ↓	4.3 ↓	4.3 ↓	4.4	4.4 ↑	4.4 ↑
Standard Deviation	0.7	0.8	0.7	0.7	0.7	0.6	0.7	0.7	0.7	0.7	0.7	0.7	0.9	0.7	0.7	0.7	0.7	0.7

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 17145	ACT n = 344	NSW n = 5036	NT n = 344	QLD n = 3614	SA n = 1244	Tas. n = 413	Vic. n = 4427	WA n = 1723	Metro n = 11584	Regional n = 4358	Rural n = 1032	Do not wish to specify n = 135	Interns n = 1052	Prevoc. & unaccredited n = 4190	Specialist non-GP n = 7416	Specialist GP n = 2672	IMGs n = 1815
Strongly Agree	34%	22% ↓	32% ↓	31%	34%	34%	36%	37% ↑	32%	33% ↓	35%	42% ↑	26%	25% ↓	31% ↓	32% ↓	43% ↑	41% ↑
Agree	47%	46%	47%	47%	48%	47%	42%	46%	48%	47%	47%	44% ↓	44%	49%	47%	48% ↑	45% ↓	44% ↓
Neither Agree nor Disagree	12%	17% ↑	13% ↑	14%	12%	12%	12%	11% ↓	12%	13%	12%	10%	23% ↑	14%	14% ↑	13%	9% ↓	10% ↓
Disagree	5%	12% ↑	5%	6%	4% ↓	5%	8% ↑	5%	6%	6% ↑	5%	3% ↓	3%	10% ↑	6% ↑	5%	3% ↓	3% ↓
Strongly Disagree	2%	4% ↑	2% ↑	2%	1%	2%	2%	1% ↓	2%	2% ↑	1%	1%	4%	3% ↑	2%	2%	1% ↓	1% ↓
NET Strongly Agree + Agree	81%	67% ↓	79% ↓	79%	82%	81%	77%	83% ↑	80%	80% ↓	82% ↑	85% ↑	70% ↓	73% ↓	78% ↓	80% ↓	88% ↑	86% ↑
NET Strongly Disagree + Disagree	7%	16% ↑	7%	7%	5% ↓	7%	10% ↑	6%	8%	7% ↑	6%	4% ↓	7%	13% ↑	8% ↑	7%	4% ↓	4% ↓
Average	4.1	3.7 ↓	4.0 ↓	4.0	4.1 ↑	4.1	4.0	4.1 ↑	4.0	4.0 ↓	4.1 ↑	4.2 ↑	3.9 ↓	3.8 ↓	4.0 ↓	4.0 ↓	4.3 ↑	4.2 ↑
Standard Deviation	0.9	1.1	0.9	0.9	0.9	0.9	1.0	0.9	0.9	0.9	0.9	0.8	1.0	1.0	0.9	0.9	0.8	0.8

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 17155	ACT n = 344	NSW n = 5040	NT n = 343	QLD n = 3617	SA n = 1246	Tas. n = 413	Vic. n = 4428	WA n = 1724	Metro n = 11588	Regional n = 4362	Rural n = 1034	Do not wish to specify n = 135	Interns n = 1053	Prevoc. & unaccredited n = 4189	Specialist non-GP n = 7418	Specialist GP n = 2674	IMGs n = 1821
Strongly Agree	27%	17% ↓	26%	28%	27%	27%	29%	28%	26%	25% ↓	29% ↑	38% ↑	23%	20% ↓	24% ↓	23% ↓	39% ↑	35% ↑
Agree	43%	43%	43%	43%	44%	42%	40%	43%	44%	43% ↓	45% ↑	44%	40%	43%	42%	43%	44%	44%
Neither Agree nor Disagree	18%	19%	19%	18%	18%	18%	17%	17%	17%	19% ↑	17%	12% ↓	27% ↑	18%	20% ↑	19% ↑	13% ↓	15% ↓
Disagree	9%	15% ↑	10%	9%	8% ↓	9%	10%	9%	10%	11% ↑	7% ↓	4% ↓	6%	14% ↑	11% ↑	11% ↑	4% ↓	4% ↓
Strongly Disagree	3%	6% ↑	3%	2%	3%	3%	3%	2% ↓	4%	3% ↑	2% ↓	2%	4%	5% ↑	3%	3% ↑	1% ↓	1% ↓
NET Strongly Agree + Agree	70%	60% ↓	69% ↓	71%	71%	70%	69%	71%	69%	67% ↓	74% ↑	82% ↑	63%	62% ↓	66% ↓	67% ↓	82% ↑	79% ↑
NET Strongly Disagree + Disagree	12%	21% ↑	13%	11%	11% ↓	12%	14%	11%	14%	14% ↑	9% ↓	6% ↓	10%	20% ↑	14% ↑	14% ↑	5% ↓	6% ↓
Average	3.8	3.5 ↓	3.8 ↓	3.9	3.9 ↑	3.8	3.8	3.9 ↑	3.8	3.7 ↓	3.9 ↑	4.1 ↑	3.7	3.6 ↓	3.7 ↓	3.7 ↓	4.1 ↑	4.1 ↑
Standard Deviation	1.0	1.1	1.0	1.0	1.0	1.0	1.1	1.0	1.1	1.0	0.9	0.9	1.0	1.1	1.0	1.0	0.9	0.9

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 17144	ACT n = 344	NSW n = 5033	NT n = 342	QLD n = 3616	SA n = 1244	Tas. n = 413	Vic. n = 4428	WA n = 1724	Metro n = 11580	Regional n = 4361	Rural n = 1032	Do not wish to specify n = 135	Interns n = 1054	Prevoc. & unaccredited n = 4192	Specialist non-GP n = 7416	Specialist GP n = 2667	IMGs n = 1815
Strongly Agree	21%	13% ↓	21%	24%	20%	20%	21%	22%	20%	19% ↓	22% ↑	30% ↑	17%	17% ↓	19% ↓	17% ↓	29% ↑	29% ↑
Agree	43%	40%	42% ↓	45%	45%	42%	44%	44%	44%	42% ↓	47% ↑	43%	41%	43%	44%	42% ↓	45%	47% ↑
Neither Agree nor Disagree	19%	23%	20%	20%	19%	20%	20%	19%	18%	20% ↑	18%	16% ↓	29% ↑	20%	20%	21% ↑	16% ↓	16% ↓
Disagree	13%	18% ↑	14%	8% ↓	13%	12%	12%	13%	14%	15% ↑	11% ↓	8% ↓	10%	15%	13%	16% ↑	8% ↓	7% ↓
Strongly Disagree	3%	6%	4%	4%	3%	5% ↑	3%	3% ↓	4%	4% ↑	2% ↓	3%	4%	4%	3%	4% ↑	2% ↓	1% ↓
NET Strongly Agree + Agree	64%	54% ↓	63% ↓	68%	65%	62%	65%	66% ↑	64%	62% ↓	69% ↑	73% ↑	58%	60% ↓	63%	59% ↓	74% ↑	75% ↑
NET Strongly Disagree + Disagree	17%	24% ↑	18%	12% ↓	16%	17%	15%	15% ↓	18%	18% ↑	13% ↓	11% ↓	13%	20% ↑	16%	21% ↑	10% ↓	8% ↓
Average	3.6	3.4 ↓	3.6	3.8	3.6	3.6	3.7	3.7 ↑	3.6	3.6 ↓	3.8 ↑	3.9 ↑	3.6	3.5 ↓	3.6	3.5 ↓	3.9 ↑	3.9 ↑
Standard Deviation	1.1	1.1	1.1	1.0	1.0	1.1	1.0	1.0	1.1	1.1	1.0	1.0	1.0	1.1	1.0	1.1	1.0	0.9

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 17161	ACT n = 344	NSW n = 5040	NT n = 344	QLD n = 3618	SA n = 1246	Tas. n = 413	Vic. n = 4432	WA n = 1724	Metro n = 11593	Regional n = 4363	Rural n = 1034	Do not wish to specify n = 135	Interns n = 1054	Prevoc. & unaccredited n = 4193	Specialist non-GP n = 7421	Specialist GP n = 2673	IMGs n = 1820
Strongly Agree	33%	20% ↓	32%	30%	33%	32%	34%	36% ↑	31%	31% ↓	34%	45% ↑	23% ↓	25% ↓	30% ↓	29% ↓	44% ↑	43% ↑
Agree	46%	45%	46%	46%	47%	45%	44%	45%	47%	47% ↑	45%	40% ↓	40%	48%	47%	48% ↑	43% ↓	39% ↓
Neither Agree nor Disagree	14%	19% ↑	15% ↑	14%	14%	13%	13%	12% ↓	14%	14%	14%	9% ↓	24% ↑	17% ↑	15% ↑	14% ↑	9% ↓	13%
Disagree	6%	12% ↑	6%	8%	6%	8% ↑	7%	5% ↓	6%	6% ↑	6%	3% ↓	10%	8% ↑	6%	7% ↑	3% ↓	4% ↓
Strongly Disagree	2%	4% ↑	2%	3%	1% ↓	2%	3%	2%	2%	2%	2%	2%	3%	2%	2%	2%	1% ↓	2%
NET Strongly Agree + Agree	79%	65% ↓	77% ↓	76%	79%	77%	77%	81% ↑	78%	78% ↓	79%	85% ↑	63% ↓	73% ↓	77% ↓	76% ↓	87% ↑	82% ↑
NET Strongly Disagree + Disagree	8%	15% ↑	8%	10%	7%	9%	9%	7% ↓	8%	8% ↑	7%	5% ↓	13%	10% ↑	8%	9% ↑	4% ↓	6% ↓
Average	4.0	3.7 ↓	4.0 ↓	3.9	4.0	4.0	4.0	4.1 ↑	4.0	4.0 ↓	4.0	4.2 ↑	3.7 ↓	3.9 ↓	4.0 ↓	3.9 ↓	4.3 ↑	4.2 ↑
Standard Deviation	0.9	1.0	0.9	1.0	0.9	1.0	1.0	0.9	0.9	0.9	0.9	0.9	1.0	0.9	0.9	0.9	0.8	0.9

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 17162	ACT n = 344	NSW n = 5040	NT n = 344	QLD n = 3619	SA n = 1245	Tas. n = 413	Vic. n = 4433	WA n = 1724	Metro n = 11593	Regional n = 4364	Rural n = 1034	Do not wish to specify n = 135	Interns n = 1054	Prevoc. & unaccredited n = 4194	Specialist non-GP n = 7421	Specialist GP n = 2673	IMGs n = 1820
Strongly Agree	29%	18% ↓	28%	24%	29%	30%	35% ↑	31% ↑	27%	27% ↓	31% ↑	41% ↑	22%	18% ↓	27% ↓	26% ↓	40% ↑	36% ↑
Agree	54%	58%	54%	58%	56%	52%	50%	53%	54%	54%	55%	46% ↓	47%	55%	55%	56% ↑	49% ↓	48% ↓
Neither Agree nor Disagree	12%	14%	12%	10%	11%	12%	11%	11%	11%	12% ↑	10% ↓	9% ↓	24% ↑	17% ↑	12%	12%	8% ↓	12%
Disagree	5%	9% ↑	5%	6%	3% ↓	5%	3%	4%	6% ↑	5% ↑	4% ↓	3% ↓	4%	8% ↑	5%	5% ↑	2% ↓	4%
Strongly Disagree	1%	1%	1%	2% ↑	1%	1%	1%	1%	1%	1%	1% ↓	1%	3% ↑	1%	1%	1%	1%	1%
NET Strongly Agree + Agree	83%	76% ↓	82%	82%	85% ↑	82%	85%	84%	81%	82% ↓	85% ↑	87% ↑	70% ↓	73% ↓	82%	82% ↓	89% ↑	84%
NET Strongly Disagree + Disagree	5%	10% ↑	6%	8%	4% ↓	6%	4%	5%	8% ↑	6% ↑	4% ↓	4% ↓	7%	9% ↑	6%	6% ↑	3% ↓	4%
Average	4.1	3.8 ↓	4.0 ↓	4.0 ↓	4.1 ↑	4.1	4.1 ↑	4.1 ↑	4.0 ↓	4.0 ↓	4.1 ↑	4.2 ↑	3.8 ↓	3.8 ↓	4.0 ↓	4.0 ↓	4.3 ↑	4.2 ↑
Standard Deviation	0.8	0.9	0.8	0.9	0.8	0.8	0.8	0.8	0.9	0.8	0.8	0.8	0.9	0.9	0.8	0.8	0.7	0.8

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 17161	ACT n = 344	NSW n = 5040	NT n = 343	QLD n = 3618	SA n = 1246	Tas. n = 413	Vic. n = 4433	WA n = 1724	Metro n = 11592	Regional n = 4363	Rural n = 1035	Do not wish to specify n = 135	Interns n = 1054	Prevoc. & unaccredited n = 4194	Specialist non-GP n = 7421	Specialist GP n = 2673	IMGs n = 1819
Strongly Agree	29%	18% ↓	28%	26%	29%	28%	34% ↑	30% ↑	27%	27% ↓	30% ↑	41% ↑	21%	17% ↓	26% ↓	25% ↓	39% ↑	37% ↑
Agree	47%	45%	47%	49%	48%	47%	42%	46%	46%	46%	48%	44%	44%	45%	48%	48%	46%	42% ↓
Neither Agree nor Disagree	15%	19%	15%	13%	15%	13%	14%	14%	16%	15% ↑	14% ↓	10% ↓	25% ↑	19% ↑	16%	16% ↑	10% ↓	14%
Disagree	8%	13% ↑	9%	8%	7% ↓	9%	6%	7%	8%	9% ↑	6% ↓	3% ↓	4%	15% ↑	8%	9% ↑	4% ↓	5% ↓
Strongly Disagree	2%	5% ↑	2%	3%	2% ↓	3%	3%	2%	3%	2%	2%	2%	6% ↑	4% ↑	3%	3%	1% ↓	2%
NET Strongly Agree + Agree	75%	63% ↓	74%	75%	77% ↑	75%	77%	76%	73%	73% ↓	78% ↑	85% ↑	65% ↓	62% ↓	74%	73% ↓	86% ↑	79% ↑
NET Strongly Disagree + Disagree	10%	18% ↑	11%	12%	8% ↓	11%	9%	10%	11%	11% ↑	8% ↓	5% ↓	10%	19% ↑	11%	12% ↑	5% ↓	7% ↓
Average	3.9	3.6 ↓	3.9	3.9	4.0 ↑	3.9	4.0	3.9 ↑	3.9 ↓	3.9 ↓	4.0 ↑	4.2 ↑	3.7 ↓	3.6 ↓	3.9 ↓	3.8 ↓	4.2 ↑	4.1 ↑
Standard Deviation	1.0	1.1	1.0	1.0	0.9	1.0	1.0	1.0	1.0	1.0	0.9	0.9	1.0	1.1	1.0	1.0	0.8	0.9

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 17162	ACT n = 344	NSW n = 5039	NT n = 344	QLD n = 3620	SA n = 1245	Tas. n = 413	Vic. n = 4433	WA n = 1724	Metro n = 11591	Regional n = 4364	Rural n = 1036	Do not wish to specify n = 135	Interns n = 1054	Prevoc. & unaccredited n = 4193	Specialist non-GP n = 7420	Specialist GP n = 2674	IMGs n = 1821
Strongly Agree	29%	19% ↓	28%	27%	30%	29%	33%	31% ↑	27%	28% ↓	31% ↑	39% ↑	21%	22% ↓	27% ↓	26% ↓	39% ↑	36% ↑
Agree	50%	55%	49%	49%	51%	52%	45%	50%	51%	51% ↑	50%	43% ↓	47%	55% ↑	52%	51% ↑	45% ↓	47% ↓
Neither Agree nor Disagree	15%	17%	16% ↑	16%	14%	14%	16%	14% ↓	16%	15%	14%	14%	25% ↑	16%	16%	16% ↑	12% ↓	13% ↓
Disagree	4%	7% ↑	4%	6%	4%	4%	5%	4%	4%	4% ↑	3% ↓	3%	3%	6% ↑	4%	5% ↑	2% ↓	3% ↓
Strongly Disagree	1%	2%	2%	2%	1%	1%	2%	1%	2%	2%	1%	1%	4% ↑	2%	1%	2%	1%	1%
NET Strongly Agree + Agree	80%	74% ↓	78% ↓	76%	81% ↑	81%	78%	82% ↑	78%	79% ↓	81% ↑	82%	67% ↓	76% ↓	79%	78% ↓	84% ↑	83% ↑
NET Strongly Disagree + Disagree	5%	9% ↑	6%	8%	5%	5%	6%	5%	6%	6% ↑	5% ↓	4%	7%	7% ↑	5%	6% ↑	3% ↓	4% ↓
Average	4.0	3.8 ↓	4.0 ↓	3.9	4.1 ↑	4.0	4.0	4.1 ↑	4.0 ↓	4.0 ↓	4.1 ↑	4.2 ↑	3.8 ↓	3.9 ↓	4.0 ↓	4.0 ↓	4.2 ↑	4.1 ↑
Standard Deviation	0.9	0.9	0.9	0.9	0.8	0.8	0.9	0.8	0.9	0.9	0.8	0.9	1.0	0.9	0.8	0.9	0.8	0.8

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 15832	ACT n = 316	NSW n = 4627	NT n = 321	QLD n = 3350	SA n = 1143	Tas. n = 379	Vic. n = 4101	WA n = 1595	Metro n = 10678	Regional n = 4036	Rural n = 960	Do not wish to specify n = 128	Interns n = 989	Prevoc. & unaccredited n = 3823	Specialist non-GP n = 6784	Specialist GP n = 2502	IMGs n = 1734
Bullying	13%	17%	14%	16%	12%	12%	14%	13%	15%	14%	13%	9% ↓	23% ↑	16% ↑	16% ↑	14% ↑	8% ↓	11% ↓
Harassment	9%	14% ↑	9%	10%	9%	9%	10%	8%	10%	9%	9%	6% ↓	16% ↑	10%	10% ↑	10%	7% ↓	8%
Discrimination	10%	14% ↑	11% ↑	11%	9%	9%	13%	9% ↓	10%	10%	11%	9%	16% ↑	10%	11% ↑	10%	8% ↓	11%
None of the above	79%	69% ↓	78% ↓	75%	81% ↑	80%	77%	81% ↑	78%	79% ↓	80%	85% ↑	73%	75% ↓	77% ↓	78% ↓	86% ↑	81%

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 16389	ACT n = 324	NSW n = 4812	NT n = 336	QLD n = 3444	SA n = 1187	Tas. n = 396	Vic. n = 4238	WA n = 1652	Metro n = 11094	Regional n = 4165	Rural n = 976	Do not wish to specify n = 124	Interns n = 1034	Prevoc. & unaccredited n = 4015	Specialist non-GP n = 7066	Specialist GP n = 2520	IMGs n = 1754
Bullying	21%	30% ↑	22%	20%	21%	22%	25%	19% ↓	21%	22% ↑	20%	11% ↓	15%	30% ↑	25% ↑	24% ↑	11% ↓	10% ↓
Harassment	14%	21% ↑	15% ↑	15%	13%	13%	17%	12% ↓	15%	15% ↑	14%	8% ↓	11%	20% ↑	18% ↑	15% ↑	9% ↓	7% ↓
Discrimination	15%	20% ↑	15%	21% ↑	14%	16%	18%	14% ↓	17%	15%	16%	9% ↓	15%	19% ↑	18% ↑	16% ↑	10% ↓	9% ↓
None of the above	70%	60% ↓	69%	65% ↓	72% ↑	69%	64% ↓	73% ↑	69%	69% ↓	71%	83% ↑	79%	56% ↓	65% ↓	68% ↓	83% ↑	83% ↑

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 16907	ACT n = 335	NSW n = 4963	NT n = 344	QLD n = 3570	SA n = 1223	Tas. n = 407	Vic. n = 4368	WA n = 1697	Metro n = 11415	Regional n = 4306	Rural n = 1021	Do not wish to specify n = 133	Interns n = 1045	Prevoc. & unaccredited n = 4133	Specialist non-GP n = 7305	Specialist GP n = 2636	IMGs n = 1788
Bullying	25%	35% ↑	26%	26%	24%	27%	28%	23% ↓	26%	27% ↑	25%	15% ↓	26%	34% ↑	30% ↑	28% ↑	15% ↓	14% ↓
Harassment	17%	27% ↑	19% ↑	19%	17%	17%	21%	16% ↓	18%	18%	18%	11% ↓	21%	22% ↑	21% ↑	19% ↑	12% ↓	11% ↓
Discrimination	19%	26% ↑	19%	24% ↑	17% ↓	20%	23% ↑	17% ↓	20%	19%	20%	14% ↓	23%	21%	22% ↑	20% ↑	13% ↓	14% ↓
None of the above	66%	54% ↓	65%	60%	68% ↑	65%	61%	69% ↑	65%	65% ↓	67%	79% ↑	70%	53% ↓	61% ↓	64% ↓	79% ↑	77% ↑

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 3220	ACT n = 94	NSW n = 998	NT n = 77	QLD n = 635	SA n = 222	Tas. n = 83	Vic. n = 771	WA n = 340	Metro n = 2236	Regional n = 805	Rural n = 135	Do not wish to specify n = 35	Interns n = 247	Prevoc. & unaccredited n = 862	Specialist non-GP n = 1449	Specialist GP n = 342	IMGs n = 320
Senior medical staff (e.g. consultants, specialists)	51%	53%	49%	55%	55%	59%	53%	47%	51%	52%	50%	47%	60%	37% ↓	46% ↓	59% ↑	44%	46%
Medical colleague (e.g. registrar or other doctors in training)	33%	34%	33%	38%	31%	27%	40%	37%	29%	34%	32%	26%	26%	52% ↑	41% ↑	28% ↓	23% ↓	27%
Nurse or midwife	36%	35%	36%	34%	39%	31%	41%	31% ↓	44% ↑	35%	40% ↑	29%	17%	43%	40% ↑	34%	31%	33%
Other health practitioner	6%	11%	7%	3%	6%	5%	7%	6%	7%	7%	6%	7%	11%	4%	6%	7%	7%	5%
Hospital management/administrative staff	15%	16%	16%	17%	16%	15%	20%	15%	11%	15%	16%	24% ↑	6%	13%	15%	16%	21% ↑	9% ↓
Patient and/or patient family/carer	34%	39%	36%	36%	35%	34%	31%	32%	34%	35%	34%	37%	11% ↓	35%	39% ↑	35%	38%	16% ↓
Other	2%	4%	2%	4%	2%	2%	0%	2%	2%	2%	3%	4%	9%	1%	1% ↓	2%	6% ↑	4% ↑
Prefer not to say	8%	7%	8%	4%	8%	8%	13%	8%	7%	7%	8%	9%	23% ↑	4%	7%	7%	10%	15% ↑

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 4722	ACT n = 129	NSW n = 1428	NT n = 112	QLD n = 940	SA n = 355	Tas. n = 140	Vic. n = 1120	WA n = 498	Metro n = 3350	Regional n = 1174	Rural n = 163	Do not wish to specify n = 24!	Interns n = 447	Prevoc. & unaccredited n = 1359	Specialist non-GP n = 2220	Specialist GP n = 420	IMGs n = 276
Senior medical staff (e.g. consultants, specialists)	53%	64% ↑	54%	46%	57% ↑	59%	52%	45% ↓	54%	54%	53%	42% ↓	38%	49%	49% ↓	59% ↑	44% ↓	38% ↓
Medical colleague (e.g. registrar or other doctors in training)	37%	46%	37%	43%	36%	42%	41%	37%	33%	37%	39%	31%	29%	55% ↑	42% ↑	34% ↓	29% ↓	26% ↓
Nurse or midwife	41%	51%	42%	50%	43%	39%	39%	37% ↓	43%	40%	44%	36%	42%	46%	45% ↑	41%	34% ↓	30% ↓
Other health practitioner	8%	5%	9%	10%	9%	8%	9%	7%	7%	8%	8%	12%	25%	7%	8%	9%	10%	3% ↓
Hospital management/administrative staff	16%	20%	17%	15%	16%	17%	20%	16%	15%	16%	17%	23%	17%	13%	15%	18%	24% ↑	9% ↓
Patient and/or patient family/carer	36%	47% ↑	35%	33%	35%	40%	40%	35%	40%	37%	36%	27%	29%	40%	40% ↑	35%	38%	21% ↓
Other	3%	3%	2%	5%	2%	3%	2%	3%	4%	2%	3%	3%	21%	1%	2%	2%	5% ↑	4%
Prefer not to say	8%	5%	8%	6%	8%	8%	11%	10%	6%	8%	8%	9%	17%	3% ↓	8%	8%	10%	16% ↑

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 5731	ACT n = 157	NSW n = 1726	NT n = 136	QLD n = 1155	SA n = 424	Tas. n = 158	Vic. n = 1383	WA n = 592	Metro n = 4028	Region al n = 1434	Rural n = 217	Do not wish to specify n = 40	Interns n = 492	Prevoc. & unaccred ited n = 1605	Specialis t non-GP n = 2670	Specialis t GP n = 560	IMGs n = 404
Senior medical staff (e.g. consultants, specialists)	56%	66%	56%	54%	59% ↑	63% ↑	56%	50% ↓	58%	56%	56%	49%	60%	49% ↓	52% ↓	63% ↑	48% ↓	45% ↓
Medical colleague (e.g. registrar or other doctors in training)	39%	46%	40%	43%	37%	40%	42%	40%	35%	40%	40%	31% ↓	28%	59% ↑	46% ↑	35% ↓	28% ↓	30% ↓
Nurse or midwife	43%	50%	44%	48%	45%	40%	42%	38% ↓	47%	42%	46% ↑	34% ↓	30%	47%	46% ↑	43%	35% ↓	35% ↓
Other health practitioner	9%	10%	10%	9%	9%	9%	9%	8%	8%	9%	8%	12%	20%	7%	9%	10%	10%	6%
Hospital management/administrative staff	18%	22%	19%	16%	18%	18%	22%	17%	16%	17%	18%	26% ↑	15%	14%	17%	19%	26% ↑	10% ↓
Patient and/or patient family/carer	38%	48%	38%	36%	37%	41%	41%	36%	41%	39%	37%	35%	25%	42%	42% ↑	37%	41%	22% ↓
Other	3%	4%	2%	6%	3%	3%	2%	3%	4%	3%	3%	5%	15% ↑	2%	2%	3%	6% ↑	5% ↑
Prefer not to say	9%	7%	9%	7%	9%	8%	12%	10%	7%	9%	9%	11%	20%	4% ↓	9%	8%	11%	18% ↑

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

**Q42c. The person(s) responsible was... - Experienced**

	State/Territory									Location				Doctor in training cohort				
	Total n = 2710	ACT n = 85	NSW n = 827	NT n = 68	QLD n = 540	SA n = 183	Tas. n = 70	Vic. n = 644	WA n = 293	Metro n = 1884	Regional n = 684	Rural n = 106	Do not wish to specify n = 27!	Interns n = 218	Prevoc. & unaccredited n = 736	Specialist non-GP n = 1240	Specialist GP n = 256	IMGs n = 260
In my team	49%	42%	46%	57%	49%	52%	54%	54% ↑	47%	50%	47%	57%	56%	55%	49%	50%	51%	42%
In my department but not in my team	29%	26%	28%	28%	32%	30%	31%	27%	32%	30%	29%	25%	19%	30%	29%	31%	29%	21% ↓
From another department	29%	32%	31%	16%	30%	29%	24%	28%	29%	29%	31%	18%	19%	27%	29%	33% ↑	21% ↓	23%
Prefer not to say	16%	25%	18%	16%	13%	13%	19%	16%	17%	16%	15%	21%	22%	12%	16%	14% ↓	24% ↑	24% ↑

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

**Q42c. The person(s) responsible was...- Witnessed**

	State/Territory									Location				Doctor in training cohort				
	Total n = 3952	ACT n = 115	NSW n = 1189	NT n = 93	QLD n = 804	SA n = 301	Tas. n = 113	Vic. n = 920	WA n = 417	Metro n = 2800	Regional n = 991	Rural n = 133	Do not wish to specify n = 20!	Interns n = 398	Prevoc. & unaccredited n = 1127	Specialist non-GP n = 1904	Specialist GP n = 312	IMGs n = 211
In my team	36%	34%	33%	43%	32%	44% ↑	40%	37%	37%	36%	32%	44%	35%	36%	37%	34%	41%	36%
In my department but not in my team	39%	38%	39%	40%	46% ↑	33%	32%	37%	42%	39%	42%	28% ↓	40%	44%	40%	40%	36%	29% ↓
From another department	36%	37%	37%	34%	37%	38%	43%	36%	34%	37%	37%	23% ↓	20%	38%	35%	40% ↑	29% ↓	21% ↓
Prefer not to say	17%	21%	17%	19%	15%	16%	14%	16%	19%	17%	17%	23%	35%	15%	18%	15% ↓	23% ↑	26% ↑

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

**Q42c. The person(s) responsible was...- Experienced or Witnessed**

	State/Territory									Location				Doctor in training cohort				
	Total n = 4939	ACT n = 145	NSW n = 1475	NT n = 123	QLD n = 1005	SA n = 367	Tas. n = 135	Vic. n = 1179	WA n = 510	Metro n = 3470	Regional n = 1241	Rural n = 183	Do not wish to specify n = 33	Interns n = 444	Prevoc. & unaccredited n = 1384	Specialist non-GP n = 2355	Specialist GP n = 430	IMGs n = 326
In my team	42%	38%	39%	48%	40%	48% ↑	42%	44%	43%	42%	39%	49%	52%	45%	42%	41%	45%	41%
In my department but not in my team	38%	39%	37%	40%	44% ↑	33%	33%	35% ↓	41%	38%	40%	27% ↓	33%	46% ↑	39%	39%	34%	26% ↓
From another department	36%	39%	37%	31%	37%	38%	37%	35%	34%	37%	37%	21% ↓	21%	39%	35%	39% ↑	26% ↓	25% ↓
Prefer not to say	18%	24%	19%	19%	16%	16%	17%	18%	20%	18%	18%	25%	27%	15%	19%	15% ↓	26% ↑	28% ↑

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 1824	ACT n = 50	NSW n = 521	NT n = 50	QLD n = 378	SA n = 128	Tas. n = 49	Vic. n = 449	WA n = 199	Metro n = 1276	Regional n = 450	Rural n = 75	Do not wish to specify n = 16!	Interns n = 163	Prevoc. & unaccredited n = 489	Specialist non-GP n = 845	Specialist GP n = 174	IMGs n = 153
Yes	46%	44%	40% ↓	60%	48%	53%	61%	48%	40%	46%	44%	55%	63%	44%	46%	46%	51%	38%
No	46%	44%	52% ↑	36%	41%	38%	29%	46%	50%	47%	45%	40%	19%	48%	44%	46%	41%	56%
Prefer not to say	8%	12%	8%	4%	10%	9%	10%	6%	10%	8%	10%	5%	19%	8%	10%	8%	7%	7%

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

Q42d. Was the person(s) one of your supervisors?- Witnessed																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 2060	ACT n = 60	NSW n = 592	NT n = 51	QLD n = 444	SA n = 152	Tas. n = 54	Vic. n = 481	WA n = 226	Metro n = 1469	Regional n = 513	Rural n = 63	Do not wish to specify n = 10!	Interns n = 238	Prevoc. & unaccredited n = 592	Specialist non-GP n = 953	Specialist GP n = 159	IMGs n = 118
Yes	34%	38%	31%	37%	32%	38%	44%	35%	34%	34%	33%	43%	30%	33%	34%	34%	45% ↑	20% ↓
No	57%	58%	61%	51%	55%	55%	48%	56%	58%	58%	56%	51%	40%	58%	55%	58%	48%	73% ↑
Prefer not to say	9%	3%	8%	12%	13% ↑	7%	7%	9%	8%	8%	11%	6%	30%	8%	11%	8%	8%	7%

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

Q42d. Was the person(s) one of your supervisors?- Experienced or Witnessed																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 2815	ACT n = 79	NSW n = 808	NT n = 77	QLD n = 605	SA n = 206	Tas. n = 72	Vic. n = 665	WA n = 303	Metro n = 1989	Regional n = 701	Rural n = 99	Do not wish to specify n = 19!	Interns n = 297	Prevoc. & unaccredited n = 779	Specialist non-GP n = 1314	Specialist GP n = 239	IMGs n = 186
Yes	41%	42%	37% ↓	51%	42%	45%	53%	43%	39%	41%	42%	52%	58%	39%	41%	41%	50% ↑	35%
Neither	59%	58%	63% ↑	49%	58%	55%	47%	57%	61%	59%	58%	48%	42%	61%	59%	59%	50% ↓	65%

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

Q42e. Have you reported it?... - Experienced																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 3166	ACT n = 94	NSW n = 974	NT n = 77	QLD n = 629	SA n = 216	Tas. n = 82	Vic. n = 759	WA n = 335	Metro n = 2203	Regional n = 786	Rural n = 134	Do not wish to specify n = 35	Interns n = 243	Prevoc. & unaccredited n = 844	Specialist non-GP n = 1426	Specialist GP n = 337	IMGs n = 316
Yes	34%	28%	34%	36%	33%	32%	37%	36%	29%	32% ↓	37%	41%	34%	26%	30%	35%	44% ↑	32%
No	66%	72%	66%	64%	67%	68%	63%	64%	71%	68% ↑	63%	59%	66%	74%	70%	65%	56% ↓	68%

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

Q42e. Have you reported it? - Witnessed																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 4602	ACT n = 126	NSW n = 1386	NT n = 105	QLD n = 919	SA n = 342	Tas. n = 136	Vic. n = 1098	WA n = 490	Metro n = 3267	Regional n = 1143	Rural n = 158	Do not wish to specify n = 24!	Interns n = 442	Prevoc. & unaccredited n = 1318	Specialist non-GP n = 2164	Specialist GP n = 408	IMGs n = 270
Yes	22%	30%	21%	21%	23%	19%	26%	24%	20%	21%	25%	25%	29%	15% ↓	20%	24%	28% ↑	25%
No	78%	70%	79%	79%	77%	81%	74%	76%	80%	79%	75%	75%	71%	85% ↑	80%	76%	72% ↓	75%

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

Q42e. Have you reported it? - Experienced or Witnessed																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 5691	ACT n = 157	NSW n = 1708	NT n = 134	QLD n = 1149	SA n = 421	Tas. n = 158	Vic. n = 1374	WA n = 590	Metro n = 4003	Regional n = 1421	Rural n = 216	Do not wish to specify n = 40	Interns n = 489	Prevoc. & unaccredited n = 1588	Specialist non-GP n = 2657	Specialist GP n = 556	IMGs n = 401
Yes	30%	36%	29%	28%	30%	26%	32%	32%	25% ↓	28% ↓	33% ↑	33%	33%	21% ↓	26% ↓	31%	38% ↑	32%
Neither	70%	64%	71%	72%	70%	74%	68%	68%	75% ↑	72% ↑	67% ↓	67%	68%	79% ↑	74% ↑	69%	62% ↓	68%

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

Q42f. Has the report been followed up?... - Experienced																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 1062	ACT n = 26!	NSW n = 327	NT n = 28!	QLD n = 210	SA n = 70	Tas. n = 30	Vic. n = 275	WA n = 96	Metro n = 698	Regional n = 291	Rural n = 55	Do not wish to specify n = 12!	Interns n = 64	Prevoc. & unaccredited n = 253	Specialist non-GP n = 497	Specialist GP n = 148	IMGs n = 100
Yes	52%	46%	55%	61%	47%	60%	47%	52%	45%	51%	53%	56%	42%	47%	50%	52%	55%	53%
No	19%	23%	16%	18%	21%	19%	13%	21%	21%	20%	16%	18%	25%	19%	18%	19%	20%	22%
Unsure	29%	31%	29%	21%	32%	21%	40%	26%	34%	29%	31%	25%	33%	34%	32%	29%	24%	25%

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

### Q42f. Has the report been followed up? - Witnessed

	State/Territory									Location				Doctor in training cohort				
	Total n = 1024	ACT n = 38	NSW n = 293	NT n = 22!	QLD n = 215	SA n = 64	Tas. n = 35	Vic. n = 257	WA n = 100	Metro n = 694	Regional n = 280	Rural n = 40	Do not wish to specify n < 10^	Interns n = 66	Prevoc. & unaccredited n = 263	Specialist non-GP n = 513	Specialist GP n = 115	IMGs n = 67
Yes	45%	53%	45%	36%	42%	44%	34%	49%	41%	47%	40%	50%		39%	45%	44%	49%	43%
No	11%	11%	11%	14%	12%	16%	11%	8%	13%	10%	11%	20%		9%	8%	12%	10%	15%
Unsure	44%	37%	43%	50%	47%	41%	54%	43%	46%	43%	49%	30%		52%	46%	43%	41%	42%

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

### Q42f. Has the report been followed up? - Experienced or Witnessed

	State/Territory									Location				Doctor in training cohort				
	Total n = 1687	ACT n = 56	NSW n = 497	NT n = 38	QLD n = 350	SA n = 111	Tas. n = 50	Vic. n = 437	WA n = 148	Metro n = 1133	Regional n = 463	Rural n = 72	Do not wish to specify n = 13!	Interns n = 105	Prevoc. & unaccredited n = 416	Specialist non-GP n = 826	Specialist GP n = 210	IMGs n = 130
Yes	50%	54%	53%	61%	47%	52%	46%	51%	46%	51%	49%	56%	38%	45%	50%	50%	56%	50%
Neither	50%	46%	47%	39%	53%	48%	54%	49%	54%	49%	51%	44%	62%	55%	50%	50%	44%	50%

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

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

	S0. Cohort variable																	
	Total n = 17053	ACT n = 340	NSW n = 5007	NT n = 341	QLD n = 3612	SA n = 1231	Tas. n = 411	Vic. n = 4396	WA n = 1715	Metro n = 11515	Regional n = 4342	Rural n = 1028	Do not wish to specify n = 133	Interns n = 1048	Prevoc. & unaccredited n = 4167	Specialist non-GP n = 7373	Specialist GP n = 2662	IMGs n = 1803
Yes	80%	76%	78% ↓	82%	80%	80%	78%	83% ↑	77% ↓	80%	81%	80%	67% ↓	80%	80%	80%	83% ↑	76% ↓
No	6%	6%	7% ↑	5%	7%	5%	6%	5% ↓	6%	6%	6%	8% ↑	10%	7%	7%	6%	5% ↓	8% ↑
Unsure	14%	18%	15%	13%	13%	15%	16%	12% ↓	16% ↑	14% ↑	13% ↓	12%	23% ↑	13%	14%	14%	12% ↓	16% ↑

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 16977	ACT n = 338	NSW n = 4973	NT n = 340	QLD n = 3599	SA n = 1229	Tas. n = 411	Vic. n = 4383	WA n = 1704	Metro n = 11460	Regional n = 4326	Rural n = 1023	Do not wish to specify n = 132	Interns n = 1041	Prevoc. & unaccredited n = 4148	Specialist non-GP n = 7344	Specialist GP n = 2647	IMGs n = 1797
Always	7%	11% ↑	7%	5%	5% ↓	6%	6%	7%	7%	7% ↑	5% ↓	7%	11%	7%	7%	7%	6%	5%
Most of the time	15%	18%	15%	15%	15%	15%	18%	15%	16%	15%	15%	14%	17%	17%	16%	15%	13% ↓	15%
Sometimes	56%	54%	56%	57%	57%	58%	55%	56%	57%	57% ↑	57%	48% ↓	42% ↓	60% ↑	57%	59% ↑	53% ↓	50% ↓
Never	22%	17%	22%	23%	23%	21%	21%	23%	20%	20% ↓	24% ↑	31% ↑	31% ↑	16% ↓	21%	19% ↓	29% ↑	30% ↑
NET Most of the time + Always	22%	29% ↑	22%	20%	20% ↓	21%	24%	22%	23%	22% ↑	20% ↓	21%	27%	24%	23%	22%	19% ↓	20%
NET Never + Sometimes	78%	71% ↓	78%	80%	80% ↑	79%	76%	78%	77%	78% ↓	80% ↑	79%	73%	76%	77%	78%	81% ↑	80%
Average	2.1	2.2 ↑	2.1	2.0	2.0 ↓	2.1	2.1	2.1	2.1	2.1 ↑	2.0 ↓	2.0 ↓	2.1	2.2 ↑	2.1 ↑	2.1 ↑	2.0 ↓	2.0 ↓
Standard Deviation	0.8	0.9	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	1.0	0.8	0.8	0.8	0.8	0.8

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 16955	ACT n = 338	NSW n = 4968	NT n = 340	QLD n = 3591	SA n = 1226	Tas. n = 411	Vic. n = 4379	WA n = 1702	Metro n = 11451	Regional n = 4317	Rural n = 1021	Do not wish to specify n = 130	Interns n = 1039	Prevoc. & unaccredited n = 4144	Specialist non-GP n = 7337	Specialist GP n = 2642	IMGs n = 1793
Always	4%	7% ↑	4% ↑	4%	3%	4%	4%	3% ↓	3%	4%	4%	4%	5%	4%	4%	4%	3% ↓	5% ↑
Most of the time	8%	11%	10% ↑	6%	7%	9%	11%	6% ↓	7%	8%	8%	7%	10%	9%	9% ↑	8%	4% ↓	7%
Sometimes	44%	43%	46% ↑	42%	45%	48% ↑	44%	41% ↓	43%	46% ↑	43%	29% ↓	44%	51% ↑	47% ↑	47% ↑	31% ↓	40% ↓
Never	44%	39%	39% ↓	47%	45%	40% ↓	41%	51% ↑	47%	43% ↓	46%	60% ↑	42%	36% ↓	40% ↓	41% ↓	62% ↑	48% ↑
NET Most of the time + Always	11%	18% ↑	14% ↑	11%	10%	12%	15%	9% ↓	10%	11%	11%	11%	15%	13%	13% ↑	12%	7% ↓	12%
NET Never + Sometimes	89%	82% ↓	86% ↓	89%	90%	88%	85%	91% ↑	90%	89%	89%	89%	85%	87%	87% ↓	88%	93% ↑	88%
Average	1.7	1.9 ↑	1.8 ↑	1.7	1.7	1.8 ↑	1.8	1.6 ↓	1.7 ↓	1.7 ↑	1.7	1.6 ↓	1.8	1.8 ↑	1.8 ↑	1.7 ↑	1.5 ↓	1.7
Standard Deviation	0.8	0.9	0.8	0.8	0.7	0.8	0.8	0.7	0.7	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.7	0.8

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 16960	ACT n = 337	NSW n = 4969	NT n = 340	QLD n = 3591	SA n = 1228	Tas. n = 410	Vic. n = 4380	WA n = 1705	Metro n = 11453	Regional n = 4321	Rural n = 1019	Do not wish to specify n = 131	Interns n = 1041	Prevoc. & unaccredited n = 4146	Specialist non-GP n = 7337	Specialist GP n = 2643	IMGs n = 1793
Always	9%	11%	8%	7%	7% ↓	7% ↓	13% ↑	9%	11% ↑	9% ↑	7% ↓	5% ↓	12%	16% ↑	10% ↑	8%	5% ↓	5% ↓
Most of the time	12%	16%	11% ↓	9%	12%	10% ↓	12%	14% ↑	14%	13% ↑	11% ↓	10% ↓	13%	18% ↑	14% ↑	14% ↑	9% ↓	7% ↓
Sometimes	38%	41%	37%	46% ↑	38%	35% ↓	32% ↓	41% ↑	37%	40% ↑	37% ↓	29% ↓	34%	39%	40% ↑	43% ↑	31% ↓	27% ↓
Never	41%	32% ↓	43% ↑	38%	42%	48% ↑	44%	36% ↓	39%	37% ↓	45% ↑	56% ↑	41%	26% ↓	36% ↓	35% ↓	55% ↑	61% ↑
NET Most of the time + Always	21%	27% ↑	19% ↓	16%	20% ↓	17% ↓	25%	24% ↑	24% ↑	23% ↑	18% ↓	15% ↓	25%	34% ↑	24% ↑	22% ↑	14% ↓	12% ↓
NET Never + Sometimes	79%	73% ↓	81% ↑	84%	80% ↑	83% ↑	75%	76% ↓	76% ↓	77% ↓	82% ↑	85% ↑	75%	66% ↓	76% ↓	78% ↓	86% ↑	88% ↑
Average	1.9	2.1 ↑	1.8 ↓	1.9	1.8 ↓	1.8 ↓	1.9	2.0 ↑	2.0 ↑	1.9 ↑	1.8 ↓	1.6 ↓	2.0	2.2 ↑	2.0 ↑	2.0 ↑	1.6 ↓	1.6 ↓
Standard Deviation	0.9	1.0	0.9	0.9	0.9	0.9	1.0	0.9	1.0	0.9	0.9	0.9	1.0	1.0	1.0	0.9	0.8	0.8

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 16967	ACT n = 338	NSW n = 4970	NT n = 340	QLD n = 3593	SA n = 1228	Tas. n = 411	Vic. n = 4382	WA n = 1705	Metro n = 11456	Regional n = 4323	Rural n = 1021	Do not wish to specify n = 131	Interns n = 1039	Prevoc. & unaccredited n = 4147	Specialist non-GP n = 7340	Specialist GP n = 2644	IMGs n = 1797
Always	5%	9% ↑	6%	3%	4%	5%	4%	5%	6%	5%	5%	9% ↑	11% ↑	4%	5%	4% ↓	8% ↑	7% ↑
Most of the time	13%	12%	13%	15%	13%	11%	13%	12%	12%	12%	12%	16% ↑	17%	11%	13%	11% ↓	16% ↑	13%
Sometimes	59%	54%	58%	60%	59%	62%	53%	60%	60%	59%	60%	54% ↓	45% ↓	64% ↑	59%	61% ↑	59%	48% ↓
Never	23%	25%	23%	22%	24%	22%	29% ↑	23%	22%	24%	23%	21%	27%	21%	24%	24%	17% ↓	32% ↑
NET Most of the time + Always	18%	21%	19%	18%	17%	16%	18%	17%	18%	17% ↓	17%	25% ↑	27% ↑	15%	17%	15% ↓	24% ↑	21% ↑
NET Never + Sometimes	82%	79%	81%	82%	83%	84%	82%	83%	82%	83% ↑	83%	75% ↓	73% ↓	85%	83%	85% ↑	76% ↓	79% ↓
Average	2.0	2.1	2.0	2.0	2.0	2.0	1.9	2.0	2.0	2.0 ↓	2.0	2.1 ↑	2.1	2.0	2.0	2.0 ↓	2.1 ↑	2.0
Standard Deviation	0.8	0.9	0.8	0.7	0.7	0.7	0.8	0.7	0.8	0.7	0.7	0.8	0.9	0.7	0.7	0.7	0.8	0.9

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 16967	ACT n = 338	NSW n = 4971	NT n = 340	QLD n = 3593	SA n = 1229	Tas. n = 411	Vic. n = 4380	WA n = 1705	Metro n = 11455	Regional n = 4322	Rural n = 1023	Do not wish to specify n = 131	Interns n = 1040	Prevoc. & unaccredited n = 4146	Specialist non-GP n = 7342	Specialist GP n = 2644	IMGs n = 1795
Always	4%	8% ↑	5%	3%	3% ↓	4%	4%	5%	4%	4%	4%	6% ↑	11% ↑	4%	4%	4% ↓	5% ↑	6% ↑
Most of the time	11%	11%	11%	9%	10%	10%	10%	11%	11%	11%	10%	13% ↑	16%	10%	11%	10%	12%	11%
Sometimes	60%	54% ↓	61%	64%	60%	62%	55% ↓	61%	61%	61%	61%	55% ↓	40% ↓	65% ↑	61%	62% ↑	60%	49% ↓
Never	24%	28%	23%	24%	26% ↑	24%	32% ↑	24%	23%	24%	25%	26%	33%	21% ↓	23%	23%	23%	34% ↑
NET Most of the time + Always	15%	19%	16%	12%	14% ↓	14%	14%	16%	16%	15%	14% ↓	20% ↑	27% ↑	14%	16%	14% ↓	17% ↑	17%
NET Never + Sometimes	85%	81%	84%	88%	86% ↑	86%	86%	84%	84%	85%	86% ↑	80% ↓	73% ↓	86%	84%	86% ↑	83% ↓	83%
Average	2.0	2.0	2.0 ↑	1.9	1.9 ↓	1.9	1.9 ↓	2.0	2.0	2.0	1.9 ↓	2.0	2.0	2.0	2.0	1.9	2.0 ↑	1.9 ↓
Standard Deviation	0.7	0.8	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.8	1.0	0.7	0.7	0.7	0.7	0.8

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 16972	ACT n = 338	NSW n = 4973	NT n = 340	QLD n = 3596	SA n = 1228	Tas. n = 411	Vic. n = 4381	WA n = 1705	Metro n = 11459	Regional n = 4324	Rural n = 1022	Do not wish to specify n = 131	Interns n = 1041	Prevoc. & unaccredited n = 4147	Specialist non-GP n = 7343	Specialist GP n = 2644	IMGs n = 1797
Always	5%	6%	5% ↑	2%	4% ↓	4%	5%	5%	5%	5%	4%	5%	8%	4%	5%	4% ↓	4%	7% ↑
Most of the time	10%	11%	11%	10%	10%	10%	12%	10%	11%	11%	10%	11%	17% ↑	12%	12% ↑	10%	7% ↓	13% ↑
Sometimes	47%	53%	47%	48%	48%	47%	42%	47%	51% ↑	49% ↑	46% ↓	34% ↓	40%	54% ↑	50% ↑	52% ↑	34% ↓	39% ↓
Never	38%	31% ↓	37%	40%	38%	40%	41%	38%	33% ↓	35% ↓	40% ↑	50% ↑	35%	31% ↓	33% ↓	34% ↓	54% ↑	41% ↑
NET Most of the time + Always	15%	16%	16%	12%	14%	13%	17%	15%	16%	15%	14% ↓	16%	24% ↑	15%	17% ↑	14% ↓	11% ↓	20% ↑
NET Never + Sometimes	85%	84%	84%	88%	86%	87%	83%	85%	84%	85%	86% ↑	84%	76% ↓	85%	83% ↓	86% ↑	89% ↑	80% ↓
Average	1.8	1.9	1.8	1.7	1.8	1.8	1.8	1.8	1.9 ↑	1.8 ↑	1.8 ↓	1.7 ↓	2.0	1.9 ↑	1.9 ↑	1.8 ↑	1.6 ↓	1.9
Standard Deviation	0.8	0.8	0.8	0.7	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.9	0.9	0.8	0.8	0.8	0.8	0.9

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 16970	ACT n = 338	NSW n = 4974	NT n = 340	QLD n = 3594	SA n = 1229	Tas. n = 411	Vic. n = 4379	WA n = 1705	Metro n = 11460	Regional n = 4323	Rural n = 1020	Do not wish to specify n = 131	Interns n = 1040	Prevoc. & unaccredited n = 4147	Specialist non-GP n = 7344	Specialist GP n = 2642	IMGs n = 1797
Always	3%	4%	4%	2%	2% ↓	3%	3%	3%	3%	3%	3%	5% ↑	8% ↑	2%	3%	3% ↓	4%	6% ↑
Most of the time	7%	7%	7%	6%	6%	6%	9%	7%	8%	7%	7%	8%	13% ↑	6%	7%	6%	5% ↓	10% ↑
Sometimes	38%	40%	38%	41%	39%	35%	35%	38%	40%	39% ↑	38%	30% ↓	40%	39%	40% ↑	41% ↑	29% ↓	35% ↓
Never	52%	49%	52%	51%	53%	55% ↑	53%	52%	49%	51% ↓	53%	57% ↑	40% ↓	53%	50% ↓	50% ↓	62% ↑	48% ↓
NET Most of the time + Always	10%	11%	11%	8%	9% ↓	9%	12%	10%	11%	10%	9%	13% ↑	21% ↑	8% ↓	10%	9% ↓	9%	17% ↑
NET Never + Sometimes	90%	89%	89%	92%	91% ↑	91%	88%	90%	89%	90%	91%	87% ↓	79% ↓	92% ↑	90%	91% ↑	91%	83% ↓
Average	1.6	1.7	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.9 ↑	1.6	1.6	1.6	1.5 ↓	1.7 ↑
Standard Deviation	0.8	0.8	0.8	0.7	0.7	0.7	0.8	0.8	0.8	0.7	0.7	0.8	0.9	0.7	0.7	0.7	0.8	0.9

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 16929	ACT n = 338	NSW n = 4963	NT n = 340	QLD n = 3587	SA n = 1222	Tas. n = 410	Vic. n = 4371	WA n = 1698	Metro n = 11429	Regional n = 4312	Rural n = 1021	Do not wish to specify n = 131	Interns n = 1036	Prevoc. & unaccredited n = 4139	Specialist non-GP n = 7326	Specialist GP n = 2641	IMGs n = 1787
Always	9%	8%	11% ↑	6%	11% ↑	6% ↓	9%	9%	6% ↓	8% ↓	11% ↑	13% ↑	16% ↑	6% ↓	9%	10% ↑	11% ↑	6% ↓
Most of the time	12%	12%	14% ↑	11%	13% ↑	7% ↓	10%	12%	9% ↓	11% ↓	14% ↑	14%	10%	9% ↓	12%	13% ↑	12%	9% ↓
Sometimes	34%	36%	36% ↑	40% ↑	33%	30% ↓	30%	34%	32%	33% ↓	36% ↑	32%	37%	27% ↓	34%	37% ↑	32% ↓	29% ↓
Never	45%	44%	39% ↓	42%	43%	57% ↑	51% ↑	45%	53% ↑	47% ↑	39% ↓	41% ↓	37%	58% ↑	44%	40% ↓	46%	56% ↑
NET Most of the time + Always	21%	21%	25% ↑	17%	24% ↑	13% ↓	19%	20%	16% ↓	19% ↓	25% ↑	27% ↑	26%	15% ↓	22%	23% ↑	22%	15% ↓
NET Never + Sometimes	79%	79%	75% ↓	83%	76% ↓	87% ↑	81%	80%	84% ↑	81% ↑	75% ↓	73% ↓	74%	85% ↑	78%	77% ↓	78%	85% ↑
Average	1.9	1.9	2.0 ↑	1.8	1.9 ↑	1.6 ↓	1.8	1.8	1.7 ↓	1.8 ↓	2.0 ↑	2.0 ↑	2.1 ↑	1.6 ↓	1.9	1.9 ↑	1.9	1.7 ↓
Standard Deviation	1.0	0.9	1.0	0.9	1.0	0.9	0.9	0.9	0.9	0.9	1.0	1.0	1.1	0.9	1.0	1.0	1.0	0.9

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 16931	ACT n = 338	NSW n = 4964	NT n = 340	QLD n = 3586	SA n = 1222	Tas. n = 410	Vic. n = 4373	WA n = 1698	Metro n = 11431	Regional n = 4312	Rural n = 1021	Do not wish to specify n = 131	Interns n = 1036	Prevoc. & unaccredited n = 4138	Specialist non-GP n = 7327	Specialist GP n = 2641	IMGs n = 1789
Always	3%	4%	3%	3%	3%	2%	3%	3%	3%	3%	3%	3%	7% ↑	4% ↑	4% ↑	2% ↓	3%	2%
Most of the time	6%	6%	6%	4%	6%	5%	5%	6%	6%	6%	6%	5%	5%	10% ↑	8% ↑	5% ↓	6%	4% ↓
Sometimes	43%	46%	44%	47%	43%	44%	41%	42% ↓	47% ↑	44% ↑	43%	37% ↓	46%	57% ↑	47% ↑	44%	40% ↓	31% ↓
Never	48%	43%	47%	46%	48%	49%	51%	49%	44% ↓	47% ↓	48%	55% ↑	42%	29% ↓	41% ↓	48%	52% ↑	63% ↑
NET Most of the time + Always	9%	10%	9%	7%	9%	7%	8%	9%	9%	9%	9%	8%	12%	14% ↑	12% ↑	8% ↓	8%	6% ↓
NET Never + Sometimes	91%	90%	91%	93%	91%	93%	92%	91%	91%	91%	91%	92%	88%	86% ↓	88% ↓	92% ↑	92%	94% ↑
Average	1.6	1.7	1.7	1.6	1.6	1.6	1.6	1.6	1.7	1.7 ↑	1.6	1.6 ↓	1.8	1.9 ↑	1.7 ↑	1.6 ↓	1.6 ↓	1.5 ↓
Standard Deviation	0.7	0.8	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.8	0.7	0.8	0.7	0.7	0.7

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 16926	ACT n = 338	NSW n = 4960	NT n = 340	QLD n = 3585	SA n = 1223	Tas. n = 410	Vic. n = 4372	WA n = 1698	Metro n = 11430	Regional n = 4310	Rural n = 1021	Do not wish to specify n = 129	Interns n = 1036	Prevoc. & unaccredited n = 4139	Specialist non-GP n = 7324	Specialist GP n = 2639	IMGs n = 1788
Always	2%	3%	2%	2%	2%	2%	2%	2%	3%	2%	2%	2%	7% ↑	4% ↑	3% ↑	2% ↓	3%	2% ↓
Most of the time	5%	7%	5%	4%	5%	4%	4%	5%	5%	5%	5%	6%	4%	9% ↑	6% ↑	4% ↓	5%	4% ↓
Sometimes	35%	36%	35%	37%	33% ↓	37%	34%	35%	36%	35%	34%	33%	44%	49% ↑	41% ↑	33% ↓	32% ↓	25% ↓
Never	58%	54%	57%	56%	60% ↑	57%	60%	58%	56%	58%	58%	59%	45% ↓	38% ↓	50% ↓	61% ↑	60% ↑	70% ↑
NET Most of the time + Always	7%	10%	8%	6%	7%	6%	6%	8%	8%	7%	8%	8%	11%	13% ↑	9% ↑	6% ↓	8%	5% ↓
NET Never + Sometimes	93%	90%	92%	94%	93%	94%	94%	92%	92%	93%	92%	92%	89%	87% ↓	91% ↓	94% ↑	92%	95% ↑
Average	1.5	1.6	1.5	1.5	1.5 ↓	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.7 ↑	1.8 ↑	1.6 ↑	1.5 ↓	1.5	1.4 ↓
Standard Deviation	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.8	0.8	0.7	0.7	0.7	0.6

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 16932	ACT n = 338	NSW n = 4965	NT n = 340	QLD n = 3587	SA n = 1223	Tas. n = 410	Vic. n = 4372	WA n = 1697	Metro n = 11432	Regional n = 4313	Rural n = 1021	Do not wish to specify n = 130	Interns n = 1036	Prevoc. & unaccredited n = 4138	Specialist non-GP n = 7327	Specialist GP n = 2642	IMGs n = 1789
Always	6%	8%	6%	6%	6%	4%	5%	6%	6%	6% ↑	5% ↓	5%	12% ↑	7%	7% ↑	6%	4% ↓	4% ↓
Most of the time	12%	15%	12%	11%	12%	11%	11%	11%	13%	12% ↑	10% ↓	9% ↓	13%	15% ↑	14% ↑	12%	8% ↓	9% ↓
Sometimes	42%	40%	43%	42%	41%	42%	41%	42%	43%	43% ↑	42%	32% ↓	38%	45%	45% ↑	44% ↑	34% ↓	38% ↓
Never	40%	37%	40%	40%	41%	42%	43%	40%	37% ↓	38% ↓	42% ↑	54% ↑	37%	33% ↓	34% ↓	37% ↓	54% ↑	49% ↑
NET Most of the time + Always	18%	23% ↑	18%	17%	17%	16%	16%	17%	19%	19% ↑	15% ↓	14% ↓	25% ↑	22% ↑	21% ↑	18%	12% ↓	13% ↓
NET Never + Sometimes	82%	77% ↓	82%	83%	83%	84%	84%	83%	81%	81% ↓	85% ↑	86% ↑	75% ↓	78% ↓	79% ↓	82%	88% ↑	87% ↑
Average	1.8	1.9 ↑	1.8	1.8	1.8	1.8 ↓	1.8	1.8	1.9 ↑	1.9 ↑	1.8 ↓	1.6 ↓	2.0	2.0 ↑	1.9 ↑	1.9 ↑	1.6 ↓	1.7 ↓
Standard Deviation	0.9	0.9	0.9	0.9	0.9	0.8	0.8	0.9	0.9	0.9	0.8	0.8	1.0	0.9	0.9	0.8	0.8	0.8

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 16934	ACT n = 338	NSW n = 4964	NT n = 340	QLD n = 3587	SA n = 1224	Tas. n = 410	Vic. n = 4373	WA n = 1698	Metro n = 11434	Regional n = 4313	Rural n = 1021	Do not wish to specify n = 130	Interns n = 1036	Prevoc. & unaccredited n = 4141	Specialist non-GP n = 7327	Specialist GP n = 2642	IMGs n = 1788
Always	3%	4%	3%	4%	3%	3%	3%	3%	3%	3%	3%	2%	8% ↑	4%	4% ↑	3%	3%	2%
Most of the time	6%	6%	6%	5%	6%	5%	4%	5%	7%	6%	6%	5%	9%	6%	7% ↑	6%	4% ↓	4% ↓
Sometimes	44%	52% ↑	44%	48%	44%	44%	50%	44%	44%	46% ↑	43%	36% ↓	43%	45%	49% ↑	49% ↑	29% ↓	36% ↓
Never	47%	39% ↓	46%	43%	48%	49%	43%	47%	46%	45% ↓	48%	57% ↑	39%	45%	41% ↓	42% ↓	64% ↑	58% ↑
NET Most of the time + Always	9%	9%	9%	9%	9%	8%	7%	9%	10%	9%	9%	7%	18% ↑	10%	10% ↑	9%	7% ↓	6% ↓
NET Never + Sometimes	91%	91%	91%	91%	91%	92%	93%	91%	90%	91%	91%	93%	82% ↓	90%	90% ↓	91%	93% ↑	94% ↑
Average	1.7	1.7 ↑	1.7	1.7	1.6	1.6	1.7	1.6	1.7	1.7 ↑	1.6	1.5 ↓	1.9 ↑	1.7	1.7 ↑	1.7 ↑	1.5 ↓	1.5 ↓
Standard Deviation	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.9	0.7	0.7	0.7	0.7	0.7

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 16933	ACT n = 339	NSW n = 4968	NT n = 340	QLD n = 3584	SA n = 1222	Tas. n = 410	Vic. n = 4372	WA n = 1698	Metro n = 11435	Regional n = 4311	Rural n = 1020	Do not wish to specify n = 131	Interns n = 1036	Prevoc. & unaccredited n = 4141	Specialist non-GP n = 7326	Specialist GP n = 2639	IMGs n = 1791
Very light	0%	0%	0%	0%	0%	0%	1%	1% ↑	1%	0%	0%	1%	1%	0%	1%	0%	0%	1%
Light	4%	2%	3%	8% ↑	3%	3%	4%	4% ↑	2% ↓	4%	3%	4%	3%	3%	4%	4%	3%	3%
Moderate	50%	47%	50%	57% ↑	49%	49%	50%	52% ↑	48%	48% ↓	54% ↑	58% ↑	52%	51%	51%	46% ↓	57% ↑	54% ↑
Heavy	38%	42%	38%	30% ↓	40% ↑	39%	39%	36% ↓	41%	39% ↑	37%	32% ↓	33%	35%	37%	41% ↑	35% ↓	35% ↓
Very heavy	8%	9%	8%	5%	7%	9%	7%	7%	8%	8% ↑	6% ↓	5% ↓	11%	10% ↑	8%	9% ↑	4% ↓	7%
NET Heavy + Very heavy	46%	51%	46%	35% ↓	47%	48%	45%	43% ↓	49% ↑	48% ↑	43% ↓	37% ↓	44%	45%	45%	50% ↑	39% ↓	42% ↓
NET Very light + Light	4%	2%	4%	8% ↑	4%	3% ↓	5%	5% ↑	3%	4%	4%	5%	4%	4%	5%	4%	4%	4%

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 16889	ACT n = 340	NSW n = 4955	NT n = 338	QLD n = 3578	SA n = 1219	Tas. n = 409	Vic. n = 4358	WA n = 1692	Metro n = 11399	Regional n = 4307	Rural n = 1018	Do not wish to specify n = 129	Interns n = 1033	Prevoc. & unaccredited n = 4136	Specialist non-GP n = 7301	Specialist GP n = 2635	IMGs n = 1784
20 hours or less	2%	2%	3%	2%	3%	2%	3%	2% ↓	3% ↑	2% ↓	2%	5% ↑	7% ↑	0% ↓	2%	1% ↓	7% ↑	2%
21 – 30 hours	5%	4%	6%	3%	4% ↓	7% ↑	3%	5%	5%	5% ↓	5%	8% ↑	9%	1% ↓	3% ↓	4% ↓	13% ↑	3% ↓
31 – 40 hours	27%	17% ↓	22% ↓	28%	33% ↑	33% ↑	26%	28%	20% ↓	23% ↓	31% ↑	42% ↑	33%	18% ↓	23% ↓	20% ↓	45% ↑	38% ↑
41 – 50 hours	43%	47%	42%	46%	39% ↓	35% ↓	41%	44% ↑	50% ↑	44% ↑	41% ↓	30% ↓	26% ↓	50% ↑	42%	48% ↑	26% ↓	40% ↓
51 – 60 hours	13%	18% ↑	16% ↑	11%	11% ↓	11%	13%	12% ↓	11% ↓	15% ↑	11% ↓	9% ↓	11%	18% ↑	15% ↑	15% ↑	6% ↓	8% ↓
61 – 70 hours	4%	7% ↑	5% ↑	4%	4%	3%	4%	3% ↓	4%	5% ↑	4%	2% ↓	3%	5%	6% ↑	5% ↑	1% ↓	2% ↓
71 – 80 hours	3%	3%	3%	1%	3%	4% ↑	5% ↑	2% ↓	2%	3%	3%	2%	4%	4% ↑	4% ↑	2%	1% ↓	3%
81 – 90 hours	2%	2%	2%	1%	2%	3%	3%	2%	3% ↑	2%	2%	1%	3%	2%	2% ↑	2%	1% ↓	3% ↑
More than 90 hours	1%	1%	1%	2%	1%	1%	3%	2%	1%	1%	1%	1%	4% ↑	2%	2% ↑	1%	1% ↓	2%
NET 40+ hours a week	66%	78% ↑	70% ↑	66%	60% ↓	58% ↓	68%	65%	71% ↑	70% ↑	61% ↓	45% ↓	50% ↓	80% ↑	71% ↑	74% ↑	36% ↓	57% ↓
Average	45.6	48.1 ↑	46.3 ↑	45.2	44.8 ↓	45.0	47.6 ↑	45.1 ↓	45.7	46.4 ↑	44.5 ↓	41.1 ↓	44.3	49.0 ↑	47.7 ↑	46.7 ↑	38.2 ↓	44.8 ↓
Standard Deviation	13.8	13.4	13.7	12.9	13.6	14.9	15.7	13.3	14.0	13.7	13.5	13.3	18.4	12.8	14.6	12.9	12.3	14.1

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 13739	ACT n = 281	NSW n = 3965	NT n = 279	QLD n = 2992	SA n = 1031	Tas. n = 329	Vic. n = 3527	WA n = 1335	Metro n = 9585	Regional n = 3438	Rural n = 603	Do not wish to specify n = 85	Interns n = 985	Prevoc. & unaccredited n = 3586	Specialist non-GP n = 6352	Specialist GP n = 1529	IMGs n = 1287
Always	26%	15% ↓	31% ↑	16% ↓	29% ↑	35% ↑	28%	18% ↓	19% ↓	24% ↓	31% ↑	26%	28%	26%	26%	22% ↓	23%	43% ↑
Most of the time	24%	28%	28% ↑	23%	26% ↑	28% ↑	23%	18% ↓	19% ↓	24%	25%	20% ↓	18%	28% ↑	27% ↑	24%	18% ↓	21% ↓
Sometimes	26%	36% ↑	23% ↓	28%	28%	23%	28%	29% ↑	28%	27%	26%	22% ↓	29%	27%	27%	28% ↑	22% ↓	20% ↓
Never	24%	21%	18% ↓	33% ↑	17% ↓	14% ↓	21%	35% ↑	35% ↑	26% ↑	18% ↓	33% ↑	25%	19% ↓	19% ↓	26% ↑	36% ↑	17% ↓
NET Most of the time + Always	50%	43% ↓	60% ↑	39% ↓	55% ↑	63% ↑	51%	36% ↓	38% ↓	48% ↓	56% ↑	45% ↓	46%	55% ↑	53% ↑	46% ↓	42% ↓	63% ↑
NET Never + Sometimes	50%	57% ↑	40% ↓	61% ↑	45% ↓	37% ↓	49%	64% ↑	62% ↑	52% ↑	44% ↓	55% ↑	54%	45% ↓	47% ↓	54% ↑	58% ↑	37% ↓
Average	2.5	2.4 ↓	2.7 ↑	2.2 ↓	2.7 ↑	2.8 ↑	2.6	2.2 ↓	2.2 ↓	2.5 ↓	2.7 ↑	2.4 ↓	2.5	2.6 ↑	2.6 ↑	2.4 ↓	2.3 ↓	2.9 ↑
Standard Deviation	1.1	1.0	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.2	1.2	1.1	1.1	1.1	1.2	1.1

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 13024	ACT n = 275	NSW n = 3765	NT n = 273	QLD n = 2810	SA n = 968	Tas. n = 311	Vic. n = 3387	WA n = 1235	Metro n = 9112	Regional n = 3231	Rural n = 581	Do not wish to specify n = 73	Interns n = 934	Prevoc. & unaccredited n = 3205	Specialist non-GP n = 6221	Specialist GP n = 1486	IMGs n = 1178
Always	7%	8%	6%	6%	6%	6%	12% ↑	8% ↑	7%	7%	6%	7%	11%	10% ↑	6%	7%	7%	5% ↓
Most of the time	13%	19% ↑	12%	11%	12%	13%	14%	13%	16% ↑	13%	12% ↓	14%	21%	12%	13%	14% ↑	12%	8% ↓
Sometimes	48%	44%	50% ↑	54%	47%	45%	41%	48%	46%	48%	47%	48%	51%	46%	48%	50% ↑	49%	36% ↓
Never	33%	29%	32%	29%	36% ↑	36%	32%	31% ↓	32%	32% ↓	35% ↑	32%	18% ↓	32%	33%	29% ↓	33%	51% ↑
NET Most of the time + Always	20%	28% ↑	18% ↓	17%	18% ↓	18%	26% ↑	21% ↑	23% ↑	20%	18% ↓	21%	32% ↑	22%	19%	21% ↑	19%	13% ↓
NET Never + Sometimes	80%	72% ↓	82% ↑	83%	82% ↑	82%	74% ↓	79% ↓	77% ↓	80%	82% ↑	79%	68% ↓	78%	81%	79% ↓	81%	87% ↑
Average	1.9	2.1 ↑	1.9	1.9	1.9 ↓	1.9 ↓	2.1 ↑	2.0 ↑	2.0	1.9 ↑	1.9 ↓	2.0	2.2 ↑	2.0	1.9	2.0 ↑	1.9	1.7 ↓
Standard Deviation	0.8	0.9	0.8	0.8	0.8	0.8	1.0	0.9	0.9	0.8	0.8	0.9	0.9	0.9	0.8	0.8	0.8	0.8

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 13149	ACT n = 272	NSW n = 3793	NT n = 273	QLD n = 2838	SA n = 979	Tas. n = 313	Vic. n = 3416	WA n = 1265	Metro n = 9209	Regional n = 3257	Rural n = 577	Do not wish to specify n = 79	Interns n = 940	Prevoc. & unaccredited n = 3324	Specialist non-GP n = 6213	Specialist GP n = 1469	IMGs n = 1203
Always	4%	4%	4%	2%	4% ↑	4%	3%	3%	3%	3% ↓	4%	6% ↑	8%	2% ↓	3%	3% ↓	4%	9% ↑
Most of the time	12%	14%	13%	10%	12%	14%	13%	12%	11%	12% ↓	13% ↑	15%	11%	9% ↓	13%	11% ↓	11%	18% ↑
Sometimes	54%	49%	54%	63% ↑	53%	51%	59%	55%	52%	54%	55%	53%	53%	50% ↓	55%	55%	50% ↓	53%
Never	30%	33%	29%	25%	30%	31%	24%	30%	35% ↑	31% ↑	28% ↓	26%	28%	40% ↑	28% ↓	31%	35% ↑	20% ↓
NET Most of the time + Always	16%	18%	16%	11%	17%	18%	17%	15%	14%	15% ↓	17% ↑	21% ↑	19%	11% ↓	17%	14% ↓	15%	27% ↑
NET Never + Sometimes	84%	82%	84%	89%	83%	82%	83%	85%	86%	85% ↑	83% ↓	79% ↓	81%	89% ↑	83%	86% ↑	85%	73% ↓
Average	1.9	1.9	1.9	1.9	1.9	1.9	2.0	1.9	1.8 ↓	1.9 ↓	1.9 ↑	2.0 ↑	2.0	1.7 ↓	1.9 ↑	1.9 ↓	1.8 ↓	2.2 ↑
Standard Deviation	0.7	0.8	0.7	0.6	0.8	0.8	0.7	0.7	0.7	0.7	0.8	0.8	0.8	0.7	0.7	0.7	0.8	0.9

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

## B1.7 Patient safety

Q48. In your setting, how would you rate the quality of your training on how to raise concerns about patient safety?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 16842	ACT n = 337	NSW n = 4939	NT n = 339	QLD n = 3568	SA n = 1214	Tas. n = 407	Vic. n = 4350	WA n = 1688	Metro n = 11364	Regional n = 4297	Rural n = 1017	Do not wish to specify n = 128	Interns n = 1034	Prevoc. & unaccredited n = 4125	Specialist non-GP n = 7284	Specialist GP n = 2625	IMGs n = 1774
Excellent	27%	17% ↓	26%	22%	26%	29%	27%	29% ↑	26%	27%	26%	34% ↑	26%	16% ↓	24% ↓	26% ↓	32% ↑	38% ↑
Good	53%	51%	52%	56%	54%	54%	54%	51%	52%	53%	54%	48% ↓	38% ↓	55%	53%	54% ↑	51%	50% ↓
Average	17%	25% ↑	19% ↑	18%	17%	15%	14%	16% ↓	18%	18%	17%	16%	28% ↑	23% ↑	20% ↑	17%	15% ↓	11% ↓
Poor	3%	5% ↑	3%	2%	2%	2%	5% ↑	2%	3%	3%	3%	1% ↓	5%	5% ↑	3%	3%	2% ↓	1% ↓
Terrible	1%	1%	0%	1%	1%	1%	1%	1%	1%	1%	1%	1%	2% ↑	1%	1% ↑	0%	0%	0% ↓
NET Excellent + Good	79%	68% ↓	78% ↓	78%	81%	82%	81%	81% ↑	78%	79%	80%	82%	64% ↓	71% ↓	77% ↓	79%	83% ↑	88% ↑
NET Terrible + Poor	3%	7% ↑	3%	4%	3%	3%	6% ↑	3%	4%	3%	3%	2%	8% ↑	6% ↑	4%	3%	2% ↓	1% ↓
Average	4.0	3.8 ↓	4.0 ↓	3.9	4.0	4.1	4.0	4.1 ↑	4.0	4.0	4.0	4.1 ↑	3.8 ↓	3.8 ↓	4.0 ↓	4.0 ↓	4.1 ↑	4.2 ↑
Standard Deviation	0.8	0.8	0.8	0.8	0.7	0.8	0.8	0.8	0.8	0.8	0.8	0.8	1.0	0.8	0.8	0.8	0.8	0.7

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 16720	ACT n = 332	NSW n = 4900	NT n = 337	QLD n = 3543	SA n = 1208	Tas. n = 405	Vic. n = 4321	WA n = 1674	Metro n = 11279	Regional n = 4267	Rural n = 1011	Do not wish to specify n = 127	Interns n = 1030	Prevoc. & unaccredited n = 4089	Specialist non-GP n = 7228	Specialist GP n = 2612	IMGs n = 1761
Strongly Agree	30%	23% ↓	29%	25%	30%	33%	37% ↑	33% ↑	28%	30% ↓	31%	38% ↑	27%	20% ↓	30%	28% ↓	33% ↑	43% ↑
Agree	60%	63%	60%	63%	61%	59%	53% ↓	58%	60%	60%	60%	53% ↓	54%	61%	60%	62% ↑	57% ↓	50% ↓
Neither Agree nor Disagree	8%	11%	9% ↑	8%	7%	7%	8%	7%	9%	8%	7%	7%	17% ↑	11% ↑	8%	8%	8%	5% ↓
Disagree	2%	3%	2%	4% ↑	2%	1% ↓	2%	2%	3% ↑	2%	2%	1%	1%	6% ↑	2%	2%	2%	1% ↓
Strongly Disagree	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2% ↑	0%	0%	0%	0%	0%
NET Strongly Agree + Agree	90%	86% ↓	89%	88%	91%	92%	90%	91% ↑	88% ↓	90%	91%	91%	80% ↓	82% ↓	90%	90%	90%	94% ↑
NET Strongly Disagree + Disagree	2%	4%	2%	4% ↑	2%	1%	2%	2%	3% ↑	2%	2%	2%	2%	7% ↑	2%	2%	2%	1% ↓
Average	4.2	4.0 ↓	4.2 ↓	4.1 ↓	4.2	4.2 ↑	4.2	4.2 ↑	4.1 ↓	4.2 ↓	4.2	4.3 ↑	4.0 ↓	4.0 ↓	4.2	4.2 ↓	4.2 ↑	4.4 ↑
Standard Deviation	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.8	0.8	0.7	0.6	0.7	0.6

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 16713	ACT n = 331	NSW n = 4899	NT n = 337	QLD n = 3543	SA n = 1208	Tas. n = 405	Vic. n = 4319	WA n = 1671	Metro n = 11272	Regional n = 4267	Rural n = 1011	Do not wish to specify n = 127	Interns n = 1029	Prevoc. & unaccredited n = 4087	Specialist non-GP n = 7226	Specialist GP n = 2612	IMGs n = 1759
Strongly Agree	28%	18% ↓	26% ↓	22%	28%	30%	29%	31% ↑	26%	28%	27%	34% ↑	24%	17% ↓	27%	26% ↓	31% ↑	39% ↑
Agree	55%	54%	54%	54%	57% ↑	54%	49%	54%	56%	55%	56%	50% ↓	47%	57%	55%	56%	52% ↓	51% ↓
Neither Agree nor Disagree	13%	20% ↑	15% ↑	16%	12% ↓	13%	17%	12% ↓	13%	13%	13%	12%	24% ↑	19% ↑	14%	14%	13%	8% ↓
Disagree	3%	7% ↑	4%	6% ↑	3%	2%	4%	3%	4%	3%	4%	3%	2%	6% ↑	3%	4% ↑	3%	2% ↓
Strongly Disagree	1%	2%	1%	2%	1%	1%	1%	1%	1%	1%	1%	1%	2%	1%	1%	1%	1%	0% ↓
NET Strongly Agree + Agree	82%	72% ↓	81% ↓	77% ↓	84% ↑	84%	78%	84% ↑	82%	82%	82%	84%	72% ↓	74% ↓	82%	82%	84%	90% ↑
NET Strongly Disagree + Disagree	4%	8% ↑	4%	8% ↑	4%	3%	5%	4%	4%	4%	4%	4%	4%	7% ↑	4%	5% ↑	4%	2% ↓
Average	4.1	3.8 ↓	4.0 ↓	3.9 ↓	4.1 ↑	4.1	4.0	4.1 ↑	4.0	4.1	4.0	4.1 ↑	3.9	3.8 ↓	4.0	4.0 ↓	4.1 ↑	4.3 ↑
Standard Deviation	0.8	0.9	0.8	0.9	0.8	0.8	0.9	0.8	0.8	0.8	0.8	0.8	0.9	0.8	0.8	0.8	0.8	0.7

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 16718	ACT n = 332	NSW n = 4900	NT n = 337	QLD n = 3542	SA n = 1208	Tas. n = 405	Vic. n = 4320	WA n = 1674	Metro n = 11278	Regional n = 4266	Rural n = 1011	Do not wish to specify n = 127	Interns n = 1029	Prevoc. & unaccredited n = 4089	Specialist non-GP n = 7227	Specialist GP n = 2612	IMGs n = 1761
Strongly Agree	31%	21% ↓	30%	25%	30%	34%	34%	33% ↑	28% ↓	30% ↓	31%	38% ↑	27%	19% ↓	30%	28% ↓	34% ↑	44% ↑
Agree	58%	57%	58%	62%	59%	55%	54%	56%	60%	58%	59%	53% ↓	51%	61%	58%	60% ↑	56%	49% ↓
Neither Agree nor Disagree	9%	16% ↑	10%	9%	8%	9%	10%	9%	8%	9% ↑	8% ↓	6% ↓	19% ↑	14% ↑	9%	9%	8%	6% ↓
Disagree	2%	5% ↑	3%	4%	2% ↓	2%	1%	2%	3%	2%	2%	1%	2%	5% ↑	2%	3%	1% ↓	1% ↓
Strongly Disagree	0%	1%	0%	1%	1%	0%	1%	0%	1%	0%	0%	1%	2%	1%	1%	0%	0%	0%
NET Strongly Agree + Agree	88%	79% ↓	87%	87%	89%	89%	88%	89%	88%	88% ↓	89% ↑	92% ↑	78% ↓	80% ↓	88%	88%	90% ↑	93% ↑
NET Strongly Disagree + Disagree	3%	5% ↑	3%	4%	2%	2%	2%	2%	4%	3%	3%	2%	3%	6% ↑	3%	3%	2% ↓	1% ↓
Average	4.2	3.9 ↓	4.1 ↓	4.1 ↓	4.2	4.2 ↑	4.2	4.2 ↑	4.1 ↓	4.1 ↓	4.2	4.3 ↑	4.0 ↓	3.9 ↓	4.1	4.1 ↓	4.2 ↑	4.4 ↑
Standard Deviation	0.7	0.8	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.8	0.8	0.7	0.7	0.7	0.7

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

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

	Year	State/Territory								Location				Doctor in training cohort				
	Total n = 16724	ACT n = 332	NSW n = 4902	NT n = 337	QLD n = 3545	SA n = 1208	Tas. n = 405	Vic. n = 4320	WA n = 1675	Metro n = 11281	Regional n = 4268	Rural n = 1011	Do not wish to specify n = 128	Interns n = 1030	Prevoc. & unaccredited n = 4088	Specialist non-GP n = 7232	Specialist GP n = 2612	IMGs n = 1762
Strongly Agree	28%	21% ↓	28%	23%	27%	31%	27%	29%	27%	28%	27%	32% ↑	24%	19% ↓	28%	26% ↓	28%	43% ↑
Agree	57%	61%	57%	59%	59% ↑	57%	53%	55% ↓	58%	58% ↑	58%	49% ↓	48%	62% ↑	58%	60% ↑	51% ↓	49% ↓
Neither Agree nor Disagree	11%	12%	12%	12%	10%	9% ↓	15% ↑	11%	10%	11% ↓	11%	15% ↑	23% ↑	14% ↑	10%	10% ↓	16% ↑	7% ↓
Disagree	3%	5%	2% ↓	4%	3%	2%	3%	4% ↑	3%	3%	3%	3%	2%	5% ↑	3%	3%	4% ↑	1% ↓
Strongly Disagree	1%	1%	1%	2% ↑	1%	1%	1%	1%	1%	1% ↓	1%	1%	2%	1%	1%	1%	1% ↑	0%
NET Strongly Agree + Agree	85%	83%	85%	82%	87% ↑	88% ↑	80% ↓	84%	86%	86% ↑	85%	81% ↓	73% ↓	81% ↓	86%	86% ↑	79% ↓	91% ↑
NET Strongly Disagree + Disagree	4%	5%	3% ↓	5%	3%	3%	5%	4% ↑	4%	4%	4%	4%	4%	6% ↑	3%	4%	5% ↑	1% ↓
Average	4.1	4.0 ↓	4.1	4.0 ↓	4.1	4.2 ↑	4.0	4.1	4.1	4.1 ↑	4.1	4.1	3.9 ↓	3.9 ↓	4.1	4.1	4.0 ↓	4.3 ↑
Standard Deviation	0.8	0.8	0.7	0.8	0.7	0.7	0.8	0.8	0.8	0.7	0.8	0.8	0.8	0.8	0.7	0.7	0.8	0.7

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

## B1.8 Overall satisfaction

Q50_1. Thinking about your setting, to what extent do you agree or disagree with the following statements? I would recommend my current training position to other doctors																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 16710	ACT n = 333	NSW n = 4903	NT n = 337	QLD n = 3536	SA n = 1205	Tas. n = 405	Vic. n = 4318	WA n = 1673	Metro n = 11279	Regional n = 4263	Rural n = 1008	Do not wish to specify n = 126	Interns n = 1026	Prevoc. & unaccredited n = 4087	Specialist non-GP n = 7231	Specialist GP n = 2610	IMGs n = 1756
Strongly Agree	34%	21% ↓	32%	36%	33%	37% ↑	32%	36% ↑	33%	33%	33%	39% ↑	22% ↓	30% ↓	28% ↓	34%	39% ↑	39% ↑
Agree	47%	49%	48%	46%	49%	46%	45%	46% ↓	48%	47%	48%	44%	35% ↓	48%	48%	48%	45% ↓	44% ↓
Neither Agree nor Disagree	13%	20% ↑	13%	10%	13%	11%	17%	13%	14%	13%	12%	11%	33% ↑	14%	17% ↑	12% ↓	12%	12%
Disagree	4%	6%	5%	6%	4%	4%	4%	4%	4%	4%	4%	5%	6%	5%	5% ↑	4%	4%	3% ↓
Strongly Disagree	2%	4%	2%	2%	1%	1%	2%	2%	2%	2%	2%	1%	5%	3% ↑	2%	2%	1%	2%
NET Strongly Agree + Agree	81%	70% ↓	80%	82%	82%	84% ↑	77%	82%	81%	81%	82%	83%	57% ↓	78% ↓	76% ↓	83% ↑	83% ↑	83% ↑
NET Strongly Disagree + Disagree	6%	10% ↑	7% ↑	8%	5%	5%	6%	6%	6%	6%	6%	6%	10%	8% ↑	7% ↑	6%	5%	5%

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

Q50_2. Thinking about your setting, to what extent do you agree or disagree with the following statements? I would recommend my current workplace as a place to train																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 16708	ACT n = 333	NSW n = 4902	NT n = 337	QLD n = 3535	SA n = 1205	Tas. n = 405	Vic. n = 4318	WA n = 1673	Metro n = 11277	Regional n = 4263	Rural n = 1008	Do not wish to specify n = 126	Interns n = 1026	Prevoc. & unaccredited n = 4086	Specialist non-GP n = 7230	Specialist GP n = 2610	IMGs n = 1756
Strongly Agree	35%	19% ↓	34%	35%	36%	38%	32%	38% ↑	34%	35%	35%	40% ↑	25%	33%	31% ↓	35%	41% ↑	39% ↑
Agree	45%	47%	45%	44%	46%	45%	43%	44%	47%	45%	46%	43%	34%	44%	46%	46%	42% ↓	44%
Neither Agree nor Disagree	13%	21% ↑	13%	13%	13%	12%	19% ↑	12%	12%	13%	13%	11%	31% ↑	14%	15% ↑	12% ↓	11%	12%
Disagree	5%	9% ↑	5%	5%	4%	4%	5%	4%	5%	5%	4%	4%	6%	5%	6% ↑	5%	3% ↓	3% ↓
Strongly Disagree	2%	4%	2%	3%	2%	2%	2%	2%	2%	2%	2%	2%	4%	3% ↑	2%	2%	2%	2%
NET Strongly Agree + Agree	81%	66% ↓	80%	79%	81%	83%	74% ↓	82% ↑	81%	80%	81%	83%	60% ↓	77% ↓	77% ↓	81%	83% ↑	83% ↑
NET Strongly Disagree + Disagree	7%	13% ↑	7%	8%	6%	5%	7%	6%	7%	7%	6%	6%	10%	9% ↑	8% ↑	7%	5% ↓	5% ↓

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

## B1.9 Future career intentions

Q51a. Do you intend to continue in your specialty training program?																		
	State/Territory								Location				Doctor in training cohort					
	Total n = 9827	ACT n = 212	NSW n = 3013	NT n = 191	QLD n = 2129	SA n = 710	Tas. n = 198	Vic. n = 2481	WA n = 893	Metro n = 6723	Regional n = 2333	Rural n = 685	Do not wish to specify n = 66	Interns n < 10 <sup>^</sup>	Prevoc. & unaccredited n < 10 <sup>^</sup>	Specialist non-GP n = 7220	Specialist GP n = 2607	IMGs n < 10 <sup>^</sup>
Yes	96%	95%	95%	95%	96%	95%	94%	95%	96%	96% ↑	95%	95%	82% ↓			96%	95%	
No	1%	1%	1%	0%	1%	1%	3%	1%	1%	1%	1%	0%	2%			1%	1%	
Undecided	3%	4%	4%	5%	3%	4%	3%	3%	3%	3% ↓	4%	4%	17% ↑			3%	4%	

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

Q51b. Do you intend to continue on a pathway to general or specialist registration?																		
	State/Territory								Location				Doctor in training cohort					
	Total n = 1752	ACT n = 24!	NSW n = 481	NT n = 30	QLD n = 295	SA n = 127	Tas. n = 70	Vic. n = 526	WA n = 199	Metro n = 1022	Regional n = 562	Rural n = 141	Do not wish to specify n = 20!	Interns n < 10 <sup>^</sup>	Prevoc. & unaccredited n < 10 <sup>^</sup>	Specialist non-GP n < 10 <sup>^</sup>	Specialist GP n < 10 <sup>^</sup>	IMGs n = 1752
Yes – general registration	42%	33%	45%	37%	42%	38%	50%	39%	43%	39% ↓	51% ↑	30% ↓	40%					42%
Yes – specialist registration	48%	42%	42% ↓	50%	48%	50%	41%	53% ↑	47%	47%	44%	66% ↑	40%					48%
No	4%	8%	6%	7%	3%	6%	3%	3%	5%	6% ↑	1% ↓	2%	0%					4%
Unsure	6%	17%	8%	7%	7%	6%	6%	5%	6%	8% ↑	4% ↓	2%	20%					6%

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

Q52. Do you intend to become a specialist?																		
	State/Territory								Location				Doctor in training cohort					
	Total n = 5107	ACT n = 98	NSW n = 1399	NT n = 116	QLD n = 1109	SA n = 363	Tas. n = 136	Vic. n = 1304	WA n = 582	Metro n = 3519	Regional n = 1361	Rural n = 180	Do not wish to specify n = 39	Interns n = 1026	Prevoc. & unaccredited n = 4081	Specialist non-GP n < 10 <sup>^</sup>	Specialist GP n < 10 <sup>^</sup>	IMGs n < 10 <sup>^</sup>
Yes	90%	93%	87% ↓	92%	92% ↑	88%	93%	90%	89%	90%	89%	88%	69% ↓	86% ↓	90% ↑			
No	3%	1%	4% ↑	3%	2%	2%	1%	2%	3%	3%	2%	4%	3%	2%	2%			
Unsure	8%	6%	9%	5%	6%	10%	6%	8%	8%	7%	8%	7%	31% ↑	11% ↑	7% ↓			

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

Q53. Which specialty are you most interested in pursuing?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 4566	ACT n = 91	NSW n = 1214	NT n = 107	QLD n = 1018	SA n = 320	Tas. n = 126	Vic. n = 1172	WA n = 518	Metro n = 3164	Regional n = 1211	Rural n = 159	Do not wish to specify n = 27!	Interns n = 884	Prevoc. & unaccredited n = 3682	Specialist non-GP n<10^	Specialist GP n<10^	IMGs n<10^
Physician – The Royal Australasian College of Physicians (RACP)	9%	7%	8%	7%	9%	11%	8%	8%	13% ↑	10%	8%	4%	4%	19% ↑	6% ↓			
Surgery – Royal Australasian College of Surgeons (RACS)	22%	23%	22%	13%	23%	23%	21%	24%	19%	24% ↑	20%	6% ↓	22%	15% ↓	24% ↑			
General practice – The Royal Australian College of General Practitioners (RACGP)	17%	11%	18%	22%	16%	13%	16%	16%	20%	14% ↓	20% ↑	50% ↑	37%	11% ↓	18% ↑			
Anaesthesia – Australian and New Zealand College of Anaesthetists (ANZCA)	9%	12%	10%	4%	9%	11%	11%	9%	9%	10%	9%	4%	4%	9%	9%			
Emergency medicine – Australasian College for Emergency Medicine (ACEM)	7%	9%	8%	8%	7%	6%	10%	7%	7%	7%	8%	8%	0%	7%	8%			
Paediatrics and child health – The Royal Australasian College of Physicians (RACP)	5%	3%	4%	5%	5%	4%	3%	5%	4%	5%	4%	4%	0%	6%	4%			
Obstetrics and gynaecology – The Royal Australian and New Zealand College of Obstetricians and	6%	8%	5%	10%	5%	7%	3%	8% ↑	5%	7% ↑	4% ↓	3%	0%	5%	7%			

Q53. Which specialty are you most interested in pursuing?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 4566	ACT n = 91	NSW n = 1214	NT n = 107	QLD n = 1018	SA n = 320	Tas. n = 126	Vic. n = 1172	WA n = 518	Metro n = 3164	Regional n = 1211	Rural n = 159	Do not wish to specify n = 27!	Interns n = 884	Prevoc. & unaccredited n = 3682	Specialist non-GP n<10^	Specialist GP n<10^	IMGs n<10^
Gynaecologists (RANZCOG)																		
Psychiatry – The Royal Australian and New Zealand College of Psychiatrists (RANZCP)	4%	2%	4%	3%	2% ↓	6%	3%	4%	5%	4%	3%	3%	4%	5%	4%			
General practice – Australian College of Rural and Remote Medicine (ACRRM)	3%	5%	2%	10% ↑	5% ↑	1%	4%	2%	3%	2% ↓	6% ↑	9% ↑	4%	5% ↑	3% ↓			
Intensive care medicine – College of Intensive Care Medicine of Australia and New Zealand (CICM)	4%	1%	4%	4%	3%	4%	6%	5%	2%	4%	5%	3%	0%	2% ↓	4% ↑			
Radiology – The Royal Australian and New Zealand College of Radiologists (RANZCR)	3%	2%	2%	0%	3%	2%	2%	3%	2%	3%	2%	1%	7%	2%	3%			
Addiction medicine – The Royal Australasian College of Physicians (RACP)	1%	1%	1%	1%	1%	0%	1%	0%	0%	1%	1%	1%	0%	2% ↑	0% ↓			
Ophthalmology – The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)	1%	0%	2%	0%	1%	1%	2%	2%	1%	2%	1%	0%	0%	1%	1%			

**Q53. Which specialty are you most interested in pursuing?**

	State/Territory									Location				Doctor in training cohort				
	Total n = 4566	ACT n = 91	NSW n = 1214	NT n = 107	QLD n = 1018	SA n = 320	Tas. n = 126	Vic. n = 1172	WA n = 518	Metro n = 3164	Regional n = 1211	Rural n = 159	Do not wish to specify n = 27!	Interns n = 884	Prevoc. & unaccredited n = 3682	Specialist non-GP n<10^	Specialist GP n<10^	IMGs n<10^
Dermatology – The Australasian College of Dermatologists (ACD)	1%	0%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	0%	1%	1%			
Pathology – The Royal College of Pathologists of Australasia (RCPA)	1%	1%	1%	0%	1%	1%	1%	0%	1%	1%	1%	0%	0%	1%	1%			
Palliative medicine – The Royal Australasian College of Physicians (RACP)	1%	2%	0%	1%	1%	1%	0%	0%	1%	1%	1%	0%	0%	0%	1%			
Surgery – Oral and maxillofacial surgery – Royal Australasian College of Dental Surgeons (RACDS)	1%	0%	0%	2%	0%	2%	1%	0%	0%	1%	0%	0%	0%	0%	1%			
Radiation oncology – The Royal Australian and New Zealand College of Radiologists (RANZCR)	1%	1%	0%	0%	1% ↑	0%	0%	1%	0%	0%	1%	1%	0%	0%	1%			
Rehabilitation medicine – The Royal Australasian College of Physicians (RACP)	1%	2%	0%	1%	0%	1%	2%	0%	0%	1%	0%	0%	4%	0%	1%			
Public health medicine – The Royal Australasian College of	0%	1%	0%	1%	1%	0%	0%	0%	0%	0%	0%	0%	4%	0%	0%			

**Q53. Which specialty are you most interested in pursuing?**

	State/Territory									Location				Doctor in training cohort				
	Total n = 4566	ACT n = 91	NSW n = 1214	NT n = 107	QLD n = 1018	SA n = 320	Tas. n = 126	Vic. n = 1172	WA n = 518	Metro n = 3164	Regional n = 1211	Rural n = 159	Do not wish to specify n = 27!	Interns n = 884	Prevoc. & unaccredited n = 3682	Specialist non-GP n<10^	Specialist GP n<10^	IMGs n<10^
Physicians (RACP)																		
Sports and exercise medicine – Australasian College of Sport and Exercise Physicians (ACSEP)	0%	2% ↑	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%			
Pain medicine – Australian and New Zealand College of Anaesthetists (ANZCA)	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			
Medical administration – The Royal Australasian College of Medical Administrators (RACMA)	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	1%	4%	0%				
Occupational and environmental medicine – The Royal Australasian College of Physicians (RACP)	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			
Sexual health medicine – The Royal Australasian College of Physicians (RACP)	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			
Unsure	4%	5%	4%	5%	4%	4%	6%	3%	4%	3%	4%	3%	7%	7% ↑	3% ↓			

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

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

	State/Territory								Location				Doctor in training cohort					
	Total n = 16551	ACT n = 329	NSW n = 4849	NT n = 335	QLD n = 3515	SA n = 1188	Tas. n = 401	Vic. n = 4278	WA n = 1656	Metro n = 11163	Regional n = 4231	Rural n = 996	Do not wish to specify n = 126	Interns n = 1024	Prevoc. & unaccredited n = 4062	Specialist non-GP n = 7198	Specialist GP n = 2598	IMGs n = 1669
Strongly Agree	12%	12%	11%	43% ↑	12%	11%	10%	11% ↓	13%	11% ↓	13%	22% ↑	14%	14%	12%	10% ↓	15% ↑	15% ↑
Agree	37%	38%	38%	44% ↑	37%	37%	33%	35% ↓	41% ↑	36% ↓	41% ↑	41% ↑	30%	38%	40% ↑	34% ↓	41% ↑	36%
Neither Agree nor Disagree	36%	34%	36%	12% ↓	36%	39% ↑	43% ↑	39% ↑	31% ↓	38% ↑	34% ↓	28% ↓	46% ↑	33%	36%	39% ↑	31% ↓	36%
Disagree	11%	14%	11%	1% ↓	12%	10%	12%	12%	11%	13% ↑	10% ↓	7% ↓	6%	12%	9% ↓	14% ↑	10%	10%
Strongly Disagree	3%	2%	3%	0% ↓	3%	3%	2%	3%	3%	3% ↑	3%	1% ↓	4%	3%	3%	3%	3%	2%
NET Strongly Agree + Agree	49%	50%	50%	87% ↑	48%	47%	43% ↓	46% ↓	55% ↑	46% ↓	54% ↑	63% ↑	44%	52%	53% ↑	44% ↓	56% ↑	51%
NET Strongly Disagree + Disagree	14%	16%	14%	1% ↓	16% ↑	13%	14%	15%	14%	16% ↑	13% ↓	8% ↓	10%	14%	11% ↓	17% ↑	13%	13%
Average	3.4	3.4	3.4	4.3 ↑	3.4 ↓	3.4	3.4	3.4 ↓	3.5 ↑	3.4 ↓	3.5 ↑	3.8 ↑	3.5	3.5	3.5 ↑	3.3 ↓	3.5 ↑	3.5 ↑
Standard Deviation	0.9	1.0	0.9	0.7	1.0	0.9	0.9	0.9	1.0	0.9	0.9	0.9	0.9	1.0	0.9	0.9	1.0	0.9

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

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

	State/Territory								Location				Doctor in training cohort					
	Total n = 16529	ACT n = 329	NSW n = 4839	NT n = 335	QLD n = 3506	SA n = 1189	Tas. n = 401	Vic. n = 4275	WA n = 1655	Metro n = 11150	Regional n = 4224	Rural n = 994	Do not wish to specify n = 126	Interns n = 1021	Prevoc. & unaccredited n = 4059	Specialist non-GP n = 7189	Specialist GP n = 2595	IMGs n = 1665
Strongly Agree	13%	13%	13%	35% ↑	11% ↓	10% ↓	20% ↑	13%	14%	9% ↓	18% ↑	36% ↑	13%	15%	13%	9% ↓	21% ↑	15% ↑
Agree	34%	38%	35%	39%	32% ↓	33%	35%	35%	37% ↑	31% ↓	41% ↑	44% ↑	27%	36%	38% ↑	31% ↓	37% ↑	36%
Neither Agree nor Disagree	30%	33%	31%	21% ↓	31%	32%	28%	30%	27% ↓	33% ↑	25% ↓	15% ↓	45% ↑	27%	30%	33% ↑	24% ↓	31%
Disagree	18%	12% ↓	17%	4% ↓	21% ↑	18%	14%	18%	18%	21% ↑	12% ↓	4% ↓	10%	17%	15% ↓	22% ↑	13% ↓	14% ↓
Strongly Disagree	5%	4%	4%	1% ↓	6% ↑	7% ↑	3%	4%	5%	6% ↑	3% ↓	1% ↓	5%	5%	4% ↓	5% ↑	4%	4%
NET Strongly Agree + Agree	47%	51%	48%	74% ↑	43% ↓	42% ↓	54% ↑	48%	51% ↑	40% ↓	59% ↑	80% ↑	40%	51% ↑	52% ↑	40% ↓	59% ↑	51% ↑
NET Strongly Disagree + Disagree	23%	16% ↓	22%	5% ↓	26% ↑	25%	17% ↓	23%	22%	27% ↑	16% ↓	5% ↓	15%	22%	19% ↓	28% ↑	17% ↓	18% ↓
Average	3.3	3.4	3.3	4.0 ↑	3.2 ↓	3.2 ↓	3.5 ↑	3.3	3.4	3.2 ↓	3.6 ↑	4.1 ↑	3.3	3.4	3.4 ↑	3.2 ↓	3.6 ↑	3.4 ↑
Standard Deviation	1.1	1.0	1.0	0.9	1.1	1.1	1.0	1.1	1.1	1.0	1.0	0.9	1.0	1.1	1.0	1.0	1.1	1.0

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 16546	ACT n = 329	NSW n = 4848	NT n = 335	QLD n = 3513	SA n = 1188	Tas. n = 401	Vic. n = 4277	WA n = 1655	Metro n = 11162	Regional n = 4228	Rural n = 995	Do not wish to specify n = 126	Interns n = 1023	Prevoc. & unaccredited n = 4061	Specialist non-GP n = 7197	Specialist GP n = 2596	IMGs n = 1669
Strongly Agree	15%	13%	15%	14%	13% ↓	15%	14%	18% ↑	15%	17% ↑	12% ↓	14%	19%	21% ↑	19% ↑	14% ↓	7% ↓	23% ↑
Agree	39%	41%	40%	36%	38%	36%	43%	40%	40%	40% ↑	37% ↓	32% ↓	24% ↓	44% ↑	43% ↑	40%	26% ↓	42% ↑
Neither Agree nor Disagree	26%	23%	26%	27%	26%	26%	24%	24%	26%	24% ↓	29% ↑	32% ↑	44% ↑	22% ↓	24% ↓	24% ↓	34% ↑	24%
Disagree	16%	17%	15% ↓	18%	18% ↑	18%	14%	15% ↓	15%	15% ↓	17% ↑	16%	8% ↓	10% ↓	11% ↓	17% ↑	25% ↑	10% ↓
Strongly Disagree	4%	5%	4%	4%	5%	5%	5%	4% ↓	4%	4% ↓	5%	5%	6%	3%	3% ↓	4%	8% ↑	1% ↓
NET Strongly Agree + Agree	54%	54%	55%	50%	51% ↓	51% ↓	57%	57% ↑	55%	57% ↑	49% ↓	46% ↓	43% ↓	65% ↑	62% ↑	54%	33% ↓	64% ↑
NET Strongly Disagree + Disagree	20%	22%	19% ↓	22%	23% ↑	23% ↑	19%	18% ↓	19%	19% ↓	22% ↑	22%	13%	13% ↓	14% ↓	22% ↑	33% ↑	11% ↓
Average	3.5	3.4	3.5	3.4	3.4 ↓	3.4 ↓	3.5	3.5 ↑	3.5	3.5 ↑	3.3 ↓	3.3 ↓	3.4	3.7 ↑	3.6 ↑	3.4 ↓	3.0 ↓	3.7 ↑
Standard Deviation	1.1	1.1	1.0	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.0	1.1	1.1	1.0	1.0	1.1	1.1	1.0

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 16549	ACT n = 328	NSW n = 4849	NT n = 335	QLD n = 3515	SA n = 1189	Tas. n = 401	Vic. n = 4277	WA n = 1655	Metro n = 11162	Regional n = 4231	Rural n = 996	Do not wish to specify n = 126	Interns n = 1024	Prevoc. & unaccredited n = 4062	Specialist non-GP n = 7198	Specialist GP n = 2598	IMGs n = 1667
Strongly Agree	30%	30%	31%	30%	27% ↓	28%	31%	32% ↑	25% ↓	31% ↑	26% ↓	25% ↓	17% ↓	36% ↑	33% ↑	30%	19% ↓	30%
Agree	51%	54%	51%	50%	52%	50%	48%	49% ↓	55% ↑	52% ↑	50%	44% ↓	44%	48%	51%	54% ↑	46% ↓	46% ↓
Neither Agree nor Disagree	15%	13%	14%	14%	15%	16%	16%	15%	16%	13% ↓	18% ↑	23% ↑	31% ↑	13%	13% ↓	12% ↓	25% ↑	18% ↑
Disagree	4%	3%	4%	5%	5% ↑	5%	4%	4%	3%	4% ↓	5% ↑	6% ↑	4%	3%	3% ↓	3% ↓	7% ↑	6% ↑
Strongly Disagree	1%	1%	1%	0%	1%	1%	1%	1%	1%	1% ↓	1%	2% ↑	4% ↑	0%	0% ↓	1% ↓	2% ↑	1%
NET Strongly Agree + Agree	80%	84%	82% ↑	80%	79%	78%	79%	81%	80%	83% ↑	77% ↓	69% ↓	61% ↓	84% ↑	84% ↑	85% ↑	65% ↓	76% ↓
NET Strongly Disagree + Disagree	5%	4%	4% ↓	5%	6% ↑	6%	5%	5%	4%	4% ↓	6% ↑	8% ↑	8%	4%	3% ↓	4% ↓	9% ↑	7% ↑
Average	4.0	4.1	4.1 ↑	4.1	4.0 ↓	4.0	4.0	4.1 ↑	4.0 ↓	4.1 ↑	4.0 ↓	3.9 ↓	3.7 ↓	4.2 ↑	4.1 ↑	4.1 ↑	3.7 ↓	4.0 ↓
Standard Deviation	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.9	0.9	0.8	0.8	0.8	0.9	0.9

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 16025	ACT n = 322	NSW n = 4670	NT n = 326	QLD n = 3427	SA n = 1147	Tas. n = 391	Vic. n = 4149	WA n = 1593	Metro n = 10818	Regional n = 4084	Rural n = 976	Do not wish to specify n = 115	Interns n = 883	Prevoc. & unaccredited n = 3673	Specialist non-GP n = 7202	Specialist GP n = 2598	IMGs n = 1669
Strongly Agree	16%	14%	15% ↓	17%	16%	14%	14%	19% ↑	18%	17% ↑	15% ↓	12% ↓	16%	42% ↑	42% ↑	6% ↓	5% ↓	8% ↓
Agree	20%	25% ↑	21%	20%	20%	20%	20%	18% ↓	21%	20%	21%	15% ↓	22%	33% ↑	31% ↑	17% ↓	14% ↓	15% ↓
Neither Agree nor Disagree	19%	20%	20%	17%	19%	18%	18%	19%	19%	19%	20%	19%	32% ↑	13% ↓	14% ↓	21% ↑	20%	24% ↑
Disagree	31%	30%	30%	33%	31%	31%	30%	31%	30%	30%	31%	32%	17% ↓	9% ↓	10% ↓	39% ↑	39% ↑	38% ↑
Strongly Disagree	14%	10%	13%	13%	14%	17% ↑	18% ↑	13%	12%	13% ↓	13%	22% ↑	14%	3% ↓	3% ↓	17% ↑	23% ↑	15%
NET Strongly Agree + Agree	36%	40%	36%	37%	36%	34%	34%	37%	39%	38% ↑	36%	27% ↓	37%	75% ↑	73% ↑	23% ↓	19% ↓	22% ↓
NET Strongly Disagree + Disagree	44%	40%	44%	46%	45%	48% ↑	47%	44%	42%	44% ↓	44%	54% ↑	30% ↓	12% ↓	13% ↓	56% ↑	61% ↑	54% ↑
Average	2.9	3.0	2.9	2.9	2.9	2.8 ↓	2.8	3.0	3.0 ↑	3.0 ↑	2.9	2.6 ↓	3.1	4.0 ↑	4.0 ↑	2.6 ↓	2.4 ↓	2.6 ↓
Standard Deviation	1.3	1.2	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.1	1.1	1.1	1.1	1.1

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 16556	ACT n = 330	NSW n = 4850	NT n = 335	QLD n = 3516	SA n = 1188	Tas. n = 401	Vic. n = 4279	WA n = 1657	Metro n = 11167	Regional n = 4231	Rural n = 997	Do not wish to specify n = 126	Interns n = 1024	Prevoc. & unaccredited n = 4061	Specialist non-GP n = 7201	Specialist GP n = 2598	IMGs n = 1672
Strongly Agree	20%	18%	20%	14% ↓	20%	18%	13% ↓	21% ↑	23% ↑	23% ↑	15% ↓	7% ↓	15%	28% ↑	28% ↑	23% ↑	3% ↓	8% ↓
Agree	29%	31%	30%	24% ↓	28%	28%	28%	31% ↑	30%	32% ↑	27% ↓	14% ↓	22%	32%	34% ↑	35% ↑	11% ↓	22% ↓
Neither Agree nor Disagree	21%	20%	22%	24%	21%	19%	18%	20%	20%	20% ↓	21%	21%	37% ↑	20%	21%	19% ↓	19%	27% ↑
Disagree	21%	25%	21%	28% ↑	22%	23%	25%	21%	20%	19% ↓	26% ↑	34% ↑	13%	16% ↓	14% ↓	17% ↓	42% ↑	30% ↑
Strongly Disagree	9%	6%	8%	11%	9%	11% ↑	15% ↑	7% ↓	8%	7% ↓	11% ↑	24% ↑	12%	4% ↓	3% ↓	6% ↓	25% ↑	12% ↑
NET Strongly Agree + Agree	49%	49%	49%	38% ↓	48%	46%	42% ↓	52% ↑	52% ↑	55% ↑	42% ↓	21% ↓	37% ↓	60% ↑	62% ↑	58% ↑	14% ↓	31% ↓
NET Strongly Disagree + Disagree	30%	31%	29%	39% ↑	32%	34% ↑	40% ↑	28% ↓	28%	25% ↓	37% ↑	58% ↑	25%	20% ↓	17% ↓	23% ↓	67% ↑	42% ↑
Average	3.3	3.3	3.3	3.0 ↓	3.3 ↓	3.2 ↓	3.0 ↓	3.4 ↑	3.4 ↑	3.5 ↑	3.1 ↓	2.5 ↓	3.2	3.7 ↑	3.7 ↑	3.5 ↑	2.3 ↓	2.8 ↓
Standard Deviation	1.2	1.2	1.2	1.2	1.3	1.3	1.3	1.2	1.3	1.2	1.2	1.2	1.2	1.2	1.1	1.2	1.0	1.1

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

## B1.10 Impact of COVID-19

Q60. How has COVID-19 impacted your training and education?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 16584	ACT n = 331	NSW n = 4862	NT n = 337	QLD n = 3518	SA n = 1195	Tas. n = 402	Vic. n = 4278	WA n = 1661	Metro n = 11193	Regional n = 4232	Rural n = 999	Do not wish to specify n = 126	Interns n = 1016	Prevoc. & unaccredited n = 4055	Specialist non-GP n = 7186	Specialist GP n = 2591	IMGs n = 1736
Disrupted routine teaching	60%	65%	59%	55%	59%	59%	59%	63% ↑	56% ↓	64% ↑	54% ↓	42% ↓	27% ↓	84% ↑	53% ↓	69% ↑	47% ↓	41% ↓
Reduced the number of training opportunities	43%	42%	42% ↓	40%	41% ↓	40% ↓	42%	51% ↑	36% ↓	46% ↑	39% ↓	33% ↓	22% ↓	52% ↑	41% ↓	49% ↑	35% ↓	36% ↓
Created uncertainty for the remainder of my training year	43%	43%	44%	35% ↓	40% ↓	38% ↓	39%	49% ↑	37% ↓	45% ↑	39% ↓	35% ↓	25% ↓	46%	35% ↓	50% ↑	41%	29% ↓
Provided innovative ways to learn (e.g. virtual educational sessions)	37%	39%	35% ↓	27% ↓	32% ↓	38%	36%	45% ↑	34% ↓	40% ↑	32% ↓	30% ↓	24% ↓	35%	29% ↓	45% ↑	33% ↓	31% ↓
Disrupted my preparation time for examinations/assessments because of unconfirmed exam/assessment date(s)	34%	37%	35%	23% ↓	34%	33%	30%	35% ↑	30% ↓	34%	33%	39% ↑	30%	8% ↓	22% ↓	41% ↑	41% ↑	37% ↑
Delayed the completion of my training program because the College exams were deferred	14%	16%	15% ↑	10%	15%	15%	9% ↓	12% ↓	13%	13% ↓	14%	20% ↑	14%	0% ↓	0% ↓	21% ↑	31% ↑	0% ↓
Delayed the completion of my training program because COVID-19 impacted my training requirements	13%	9% ↓	14%	8% ↓	13%	11%	12%	15% ↑	10% ↓	12% ↓	13%	20% ↑	14%	2% ↓	6% ↓	15% ↑	22% ↑	15%
Decreased research opportunities (which are	13%	9%	12%	9%	12% ↓	10% ↓	8% ↓	18% ↑	11% ↓	15% ↑	9% ↓	5% ↓	7%	17% ↑	15% ↑	16% ↑	3% ↓	8% ↓

### Q60. How has COVID-19 impacted your training and education?

	State/Territory									Location				Doctor in training cohort				
	Total n = 16584	ACT n = 331	NSW n = 4862	NT n = 337	QLD n = 3518	SA n = 1195	Tas. n = 402	Vic. n = 4278	WA n = 1661	Metro n = 11193	Regional n = 4232	Rural n = 999	Do not wish to specify n = 126	Interns n = 1016	Prevoc. & unaccredited n = 4055	Specialist non-GP n = 7186	Specialist GP n = 2591	IMGs n = 1736
required for progressing my training)																		
Caused financial stress that has impacted my training (e.g. unable to pay for exams/courses)	10%	10%	11% ↑	7%	10%	7% ↓	6% ↓	10%	9%	9% ↓	10%	18% ↑	19% ↑	3% ↓	7% ↓	8% ↓	19% ↑	12% ↑
Made me re-consider my preferred specialty	8%	8%	9%	7%	8%	6% ↓	9%	9% ↑	8%	8%	8%	7%	11%	7%	11% ↑	7% ↓	9%	6% ↓
Delayed entry onto my preferred training program because selection processes have been disrupted	7%	5%	6%	4%	7%	7%	6%	8% ↑	6%	7% ↑	6%	5% ↓	6%	3% ↓	18% ↑	3% ↓	2% ↓	7%
Delayed entry onto my preferred training program because the College entry exams were deferred	6%	7%	6%	2% ↓	6%	5%	3%	7% ↑	5%	6% ↓	6%	8% ↑	10%	2% ↓	10% ↑	4% ↓	3% ↓	12% ↑
Provided more training opportunities	4%	4%	3% ↓	7% ↑	3% ↓	5%	6% ↑	5% ↑	4%	4%	4%	4%	2%	4%	3% ↓	5% ↑	4%	5%
Increased research opportunities (which are required for progressing my training)	2%	2%	2%	1%	2% ↓	2%	2%	4% ↑	2%	3% ↑	1% ↓	1% ↓	1%	1% ↓	3%	3% ↑	0% ↓	3% ↑
It hasn't	10%	10%	10%	15% ↑	12% ↑	13% ↑	9%	6% ↓	13% ↑	9% ↓	12% ↑	13% ↑	11%	5% ↓	14% ↑	8% ↓	11% ↑	9%
Other	7%	6%	7%	10%	6% ↓	6%	8%	8%	7%	7%	7%	6%	13% ↑	8%	7%	7%	6% ↓	10% ↑
Unsure	4%	3%	4%	4%	4%	4%	4%	3% ↓	4%	3% ↓	4%	5%	16% ↑	2% ↓	6% ↑	2% ↓	4%	5% ↑

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

**Q61. Upon reflection, overall the impacts of COVID-19 on my training have been...**

	State/Territory									Location				Doctor in training cohort				
	Total n = 16589	ACT n = 332	NSW n = 4865	NT n = 337	QLD n = 3518	SA n = 1195	Tas. n = 402	Vic. n = 4280	WA n = 1660	Metro n = 11197	Regional n = 4231	Rural n = 1000	Do not wish to specify n = 126	Interns n = 1015	Prevoc. & unaccredi- ted n = 4056	Specialist non-GP n = 7189	Specialist GP n = 2593	IMGs n = 1736
Positive	2%	2%	2%	4%	2%	2%	4% ↑	2%	4% ↑	2% ↓	3%	3%	2%	2%	2%	2% ↓	2%	4% ↑
Negative	32%	29%	33%	23% ↓	32%	26% ↓	29%	37% ↑	26% ↓	34% ↑	30% ↓	27% ↓	33%	31%	28% ↓	37% ↑	31%	29% ↓
A mixture of positive and negative	46%	49%	46%	43%	42% ↓	49% ↑	47%	47%	46%	46%	45%	49%	36%	49%	43% ↓	45%	48% ↑	50% ↑
I don't know yet	6%	6%	6%	11% ↑	8% ↑	9% ↑	6%	4% ↓	9% ↑	6% ↓	7% ↑	7%	12% ↑	4% ↓	10% ↑	5% ↓	7%	6%
None of the above	13%	14%	13%	20% ↑	15% ↑	14%	14%	11% ↓	15%	13% ↓	15% ↑	14%	17%	14%	17% ↑	11% ↓	13%	12%

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

## B1.11 Profile

Q1. What is your postgraduate year?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 20824	ACT n = 411	NSW n = 6038	NT n = 400	QLD n = 4294	SA n = 1471	Tas. n = 486	Vic. n = 5263	WA n = 2095	Metro n = 13728	Regional n = 5048	Rural n = 1167	Do not wish to specify n = 163	Interns n = 1350	Prevoc. & unaccredited n = 5149	Specialist non-GP n = 8993	Specialist GP n = 3118	IMGs n = 2095
Average	5.6	5.6	5.7 ↑	5.3 ↓	5.7	5.5	5.4	5.5 ↓	5.8	5.6	5.5 ↓	6.4 ↑	7.0 ↑	1.1 ↓	4.4 ↓	6.8 ↑	6.1 ↑	6.0 ↑
Standard Deviation	3.0	3.0	3.0	2.9	3.0	3.0	3.3	2.9	3.1	2.9	3.1	3.1	3.1	0.7	2.7	2.4	2.7	3.4

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

Q2. Are you employed:																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 20813	ACT n = 414	NSW n = 6067	NT n = 400	QLD n = 4314	SA n = 1476	Tas. n = 488	Vic. n = 5286	WA n = 2104	Metro n = 13785	Regional n = 5072	Rural n = 1175	Do not wish to specify n = 164	Interns n = 1357	Prevoc. & unaccredited n = 5158	Specialist non-GP n = 9020	Specialist GP n = 3132	IMGs n = 2110
Full time	88%	87%	87% ↓	93% ↑	90% ↑	86% ↓	87%	88%	88%	89% ↑	87%	82% ↓	76% ↓	99% ↑	88%	89% ↑	75% ↓	95% ↑
Part time	10%	10%	10%	6% ↓	9% ↓	13% ↑	10%	9%	10%	9% ↓	10%	17% ↑	15% ↑	1% ↓	6% ↓	10%	24% ↑	4% ↓
Casually	2%	3%	2% ↑		1% ↓	1% ↓	3%	3% ↑	2%	2% ↓	3% ↑	1% ↓	9% ↑		6% ↑	1% ↓	1% ↓	1% ↓

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

Q3. Are you in a college training program?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 17310	ACT n = 357	NSW n = 5135	NT n = 337	QLD n = 3691	SA n = 1210	Tas. n = 351	Vic. n = 4341	WA n = 1692	Metro n = 11694	Regional n = 4025	Rural n = 973	Do not wish to specify n = 129	Interns n < 10 <sup>^</sup>	Prevoc. & unaccredited n = 5158	Specialist non-GP n = 9020	Specialist GP n = 3132	IMGs n < 10 <sup>^</sup>
Yes	70%	73%	72% ↑	69%	70%	72%	70%	69%	66% ↓	70%	68% ↓	82% ↑	64%			100% ↑	100% ↑	
No	30%	27%	28% ↓	31%	30%	28%	30%	31%	34% ↑	30%	32% ↑	18% ↓	36%		100% ↑			

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 20548	ACT n = 414	NSW n = 6067	NT n = 400	QLD n = 4314	SA n = 1476	Tas. n = 488	Vic. n = 5236	WA n = 2104	Metro n = 13785	Regional n = 5072	Rural n = 1175	Do not wish to specify n = 164	Interns n = 1345	Prevoc. & unaccredited n = 5077	Specialist non-GP n = 8904	Specialist GP n = 3132	IMGs n = 2090
NSW	30%	100% ↑								28% ↓	33% ↑	31%	32%	26% ↓	28% ↓	30%	32% ↑	28%
Vic.	26%	100% ↑								30% ↑	17% ↓	19% ↓	18% ↓	24%	26%	27% ↑	20% ↓	30% ↑
QLD	21%	100% ↑								15% ↓	39% ↑	19%	27%	20%	22%	21%	23% ↑	17% ↓
WA	10%	100% ↑								13% ↑	4% ↓	8% ↓	11%	12% ↑	11% ↑	9% ↓	11%	12% ↑
SA	7%	100% ↑								9% ↑	2% ↓	7%	9% ↑	7%	7%	8%	7%	
ACT	2%	100% ↑								3% ↑			2%	2%	2% ↑	1% ↓	1% ↓	
Tas.	2%	100% ↑								2% ↓	4% ↑	3%	4% ↑	2%	2%	2% ↓	2%	4% ↑
NT	2%	100% ↑								2% ↓	1% ↓	11% ↑	2%	2%	2% ↓	3% ↑	2%	

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 20425	ACT n = 414	NSW n = 6018	NT n = 399	QLD n = 4294	SA n = 1469	Tas. n = 486	Vic. n = 5256	WA n = 2089	Metro n = 13780	Regional n = 5071	Rural n = 1173	Do not wish to specify n = 164	Interns n = 1338	Prevoc. & unaccredited n = 5042	Specialist non-GP n = 8837	Specialist GP n = 3132	IMGs n = 2076
Yes	80%	82%	78% ↓	78%	81% ↑	78%	81%	81% ↑	80%	86% ↑	76% ↓	22% ↓	54% ↓	98% ↑	90% ↑	92% ↑	25% ↓	73% ↓
No	20%	18%	22% ↑	22%	19% ↓	22%	19%	19% ↓	20%	14% ↓	24% ↑	78% ↑	46% ↑	2% ↓	10% ↓	8% ↓	75% ↑	27% ↑

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

Q6. Is your current setting in a...?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 20196	ACT n = 409	NSW n = 5936	NT n = 393	QLD n = 4244	SA n = 1458	Tas. n = 479	Vic. n = 5207	WA n = 2070	Metro n = 13785	Regional n = 5072	Rural n = 1175	Do not wish to specify n = 164	Interns n = 1322	Prevoc. & unaccredited n = 4976	Specialist non-GP n = 8715	Specialist GP n = 3130	IMGs n = 2053
Metropolitan area (e.g. capital city - Sydney, Melbourne, Brisbane, Adelaide, Perth, Darwin, Hobart, Canberra)	68%	98% ↑	65% ↓	59% ↓	47% ↓	88% ↑	47% ↓	78% ↑	84% ↑	100% ↑				68%	70% ↑	79% ↑	41% ↓	58% ↓
Regional area (e.g. within or less than 15km from a town with a population of at least 15,000 that is not a capital city)	25%		28% ↑	7% ↓	47% ↑	6% ↓	43% ↑	17% ↓	11% ↓		100% ↑			29% ↑	26%	19% ↓	35% ↑	32% ↑
Rural area (e.g. more than 15km from the closest town with a population of at least 15,000)	6%		6%	34% ↑	5%	6%	8%	4% ↓	5% ↓			100% ↑		3% ↓	4% ↓	1% ↓	23% ↑	8% ↑
Do not wish to specify	1%		1%		1%			1% ↓	1%				100% ↑		1%	1% ↓	1%	2% ↑

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

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

	State/Territory									Location				Doctor in training cohort				
	Total n = 20253	ACT n = 410	NSW n = 5953	NT n = 396	QLD n = 4255	SA n = 1462	Tas. n = 479	Vic. n = 5211	WA n = 2072	Metro n = 13772	Regional n = 5066	Rural n = 1174	Do not wish to specify n = 162	Interns n = 1360	Prevoc. & unaccredited n = 4982	Specialist non-GP n = 8723	Specialist GP n = 3132	IMGs n = 2056
Registrar	52%	56%	54% ↑	51%	51%	52%	45% ↓	50% ↓	50%	52% ↑	47% ↓	64% ↑	43% ↓		5% ↓	85% ↑	74% ↑	20% ↓
Resident Medical Officer / Hospital Medical Officer	23%	23%	20% ↓	28% ↑	21% ↓	27% ↑	22%	26% ↑	24%	25% ↑	22%	8% ↓	14% ↓		56% ↑	8% ↓	14% ↓	35% ↑
Unaccredited Registrar	7%	7%	9% ↑	7%	2% ↓	6% ↓	12% ↑	9% ↑	11% ↑	8% ↑	6% ↓	5% ↓	9%		21% ↑	1% ↓	2% ↓	10% ↑
Intern	7%	7%	6% ↓	8%	7%	8% ↑	13% ↑	6%	8% ↑	7%	8% ↑	3% ↓		100% ↑				1% ↓
Principal House Officer	3%		0% ↓		13% ↑					2% ↓	6% ↑	1% ↓			8% ↑	1% ↓	2% ↓	3%
Career Medical Officer	1%		3% ↑		1% ↓	1% ↓	2%	1% ↓	1% ↓	1% ↓	2% ↑	2%		4% ↑	1% ↓	2%		1%
Specialist	1%		0%		1%			1% ↑		0% ↓	1% ↑							6% ↑
Other	7%	5%	8% ↑	6%	5% ↓	5%	5%	7% ↑	6%	6% ↓	7%	16% ↑	21% ↑		7%	4% ↓	6%	23% ↑

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

**Q55. Do you identify as...?**

	State/Territory									Location				Doctor in training cohort				
	Total n = 16587	ACT n = 334	NSW n = 4863	NT n = 337	QLD n = 3516	SA n = 1193	Tas. n = 402	Vic. n = 4281	WA n = 1661	Metro n = 11194	Regional n = 4232	Rural n = 1000	Do not wish to specify n = 126	Interns n = 1014	Prevoc. & unaccredited n = 4060	Specialist non-GP n = 7187	Specialist GP n = 2591	IMGs n = 1735
Female	52%	53%	52%	56%	49% ↓	53%	46%	52%	55%	53% ↑	49% ↓	47% ↓	38% ↓	57% ↑	50% ↓	52%	55% ↑	48% ↓
Male	46%	44%	45%	41%	49% ↑	45%	51%	45%	43% ↓	44% ↓	49% ↑	52% ↑	38%	41% ↓	48% ↑	45%	43% ↓	50% ↑
Intersex/ Indeterminate	0%																	
Prefer not to say	2%		2%		2%	2%		2%	3%	2%	2% ↓	2%	24% ↑	2%	2%	3% ↑	2%	2%

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

Q56. What is your age?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 16581	ACT n = 333	NSW n = 4861	NT n = 337	QLD n = 3516	SA n = 1192	Tas. n = 402	Vic. n = 4279	WA n = 1661	Metro n = 11189	Regional n = 4231	Rural n = 1000	Do not wish to specify n = 126	Interns n = 1014	Prevoc. & unaccredited n = 4057	Specialist non-GP n = 7182	Specialist GP n = 2591	IMGs n = 1737
NET 20 to 29	30%	22% ↓	28% ↓	30%	31%	33% ↑	37% ↑	32% ↑	28%	32% ↑	29%	13% ↓		79% ↑	47% ↑	22% ↓	19% ↓	12% ↓
NET 30 to 39	50%	59% ↑	51%	48%	50%	49%	38% ↓	51%	51%	52% ↑	47% ↓	43% ↓	39% ↓	16% ↓	39% ↓	62% ↑	47% ↓	53% ↑
NET 40 +	17%	16%	18% ↑	19%	17%	15%	21% ↑	14% ↓	18%	13% ↓	21% ↑	42% ↑	25% ↑	3% ↓	11% ↓	13% ↓	31% ↑	33% ↑
Prefer not to say	3%	3%	3%	4%	3%	3%	4%	2% ↓	3%	3%	3%	3%	30% ↑	2%	3%	3% ↑	3%	3%
Average	35.4	36.1	36.0 ↑	36.2	35.4	35.0	36.2	34.5 ↓	35.8	34.6 ↓	35.7 ↑	39.8 ↑	55.9 ↑	29.1 ↓	33.4 ↓	35.7 ↑	37.8 ↑	38.8 ↑
Standard Deviation	12.7	13.0	13.1	14.2	12.9	12.4	15.0	11.8	12.9	12.3	12.2	12.4	28.9	11.1	12.5	12.9	12.2	12.1

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

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

	Total n = 16582
NET Yes	1%
No	97%
Prefer not to say	2%

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

Q58a. Did you complete your primary medical degree in Australia or New Zealand?																		
	State/Territory									Location				Doctor in training cohort				
	Total n = 16964	ACT n = 338	NSW n = 4962	NT n = 339	QLD n = 3577	SA n = 1213	Tas. n = 411	Vic. n = 4381	WA n = 1707	Metro n = 11362	Regional n = 4337	Rural n = 1026	Do not wish to specify n = 138	Interns n = 1013	Prevoc. & unaccredited n = 4057	Specialist non-GP n = 7180	Specialist GP n = 2588	IMGs n = 2126
Yes - Australia	64%	75% ↑	62% ↓	69%	66% ↑	66%	60%	65%	61% ↓	70% ↑	57% ↓	38% ↓	38% ↓	97% ↑	75% ↑	73% ↑	60% ↓	
Yes - New Zealand	1%		1%		1%	1%	1%	1%	1%	1%	1%				1%	1% ↑	0% ↓	
No - Elsewhere	35%	25% ↓	37% ↑	29% ↓	33% ↓	33%	40% ↑	34%	38% ↑	29% ↓	42% ↑	61% ↑	59% ↑	2% ↓	24% ↓	25% ↓	39% ↑	100% ↑

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

## B2 2020 Detailed tables – College

Q15. How many years have you been in the college training program?														
	Addiction medicine - RACP n = 80	Anaesthesia - ANZCA n = 922	Dermatology - ACD n = 87	Emergency medicine - ACEM n = 1999	General practice - ACRRM n = 710	General practice - RACGP n = 3818	Intensive care medicine - CICM n = 708	Medical administration - RACMA n = 109	Obstetrics and gynaecology - RANZCOG n = 543	Occupational and environmental medicine - RACP n = 67	Ophthalmology - RANZCO n = 98	Paediatrics and child health - RACP n = 1288	Pain medicine - ANZCA n = 58	Palliative medicine - RACP n = 119
Average	3.1	3.0 ↓	2.8	3.9 ↑	2.5 ↓	2.2	4.1 ↓	3.0	3.8	3.5	2.8	4.4 ↑	2.0 ↓	2.3 ↓
Standard Deviation	2.2	1.6	1.5	2.5	1.7	1.3	2.6	2.0	2.1	2.2	1.6	2.6	1.2	1.6
	Pathology - RCPA n = 420	Physician - RACP n = 3120	Psychiatry - RANZCP n = 1287	Public health medicine - RACP n = 82	Radiation oncology - RANZCR n = 99	Radiology - RANZCR n = 328	Rehabilitation medicine - RACP n = 191	Sexual health medicine - RACP n = 16!	Sports and exercise medicine - ACSEP n = 43	Surgery - Oral and maxillofacial surgery - RACDS n = 36	Surgery - RACS n = 727	ANZCA. Average n = 988	RACP. Average n = 4921	RANZCR. Average n = 427
Average	3.1 ↓	3.7 ↑	3.6	3.1	3.0	3.1	3.1	2.1	3.1	3.3	3.2	2.9 ↓	3.8 ↑	3.1
Standard Deviation	1.8	2.2	2.2	2.0	1.7	1.7	1.7	1.2	1.9	2.4	1.8	1.6	2.3	1.7

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

**Q21\_1. Thinking about your [College] training program, to what extent do you agree or disagree with each of the following statements? The College training program is relevant to my development**

	Addiction medicine - RACP n = 73	Anaesthesia - ANZCA n = 921	Dermatology - ACD n = 85	Emergency medicine - ACEM n = 1981	General practice - ACRRM n = 700	General practice - RACGP n = 3666	Intensive care medicine - CICM n = 692	Medical administration - RACMA n = 109	Obstetrics and gynaecology - RANZCOG n = 536	Occupational and environmental medicine - RACP n = 67	Ophthalmology - RANZCO n = 100	Paediatrics and child health - RACP n = 1258	Pain medicine - ANZCA n = 56	Palliative medicine - RACP n = 112
Strongly Agree	38%	63% ↑	53% ↑	39%	35% ↓	29% ↓	45% ↑	34%	49% ↑	27%	52% ↑	18% ↓	63% ↑	33%
Agree	45%	34% ↓	36% ↓	55% ↑	51%	58% ↑	47%	57%	48%	57%	44%	63% ↑	32% ↓	53%
Neither Agree nor Disagree	11%	2% ↓	6%	4% ↓	10% ↑	9% ↑	5%	5%	3% ↓	13% ↑	3%	10% ↑	2%	11%
Disagree	3%	1% ↓	2%	1% ↓	2%	2%	2%	3%	1% ↓	3%	1%	6% ↑	0%	2%
Strongly Disagree	3%	1%	2%	1%	1%	1%	1%	2%	1%	0%	0%	3%	4%	2%
NET Strongly Agree + Agree	84%	97% ↑	89%	93% ↑	86% ↓	88% ↓	92%	91%	96% ↑	84%	96%	81% ↓	95%	86%
NET Strongly Disagree + Disagree	5%	1% ↓	5%	2% ↓	3%	3%	3%	5%	1% ↓	3%	1%	9% ↑	4%	4%
Average	4.1	4.6 ↑	4.4	4.3	4.2 ↑	4.1 ↓	4.3	4.2	4.4	4.1	4.5	3.9	4.5	4.1
Standard Deviation	0.9	0.6	0.9	0.7	0.8	0.8	0.8	0.8	0.6	0.7	0.6	0.9	0.9	0.8
	Pathology - RCPA n = 409	Physician - RACP n = 3087	Psychiatry - RANZCP n = 1281	Public health medicine - RACP n = 81	Radiation oncology - RANZCR n = 96	Radiology - RANZCR n = 323	Rehabilitation medicine - RACP n = 188	Sexual health medicine - RACP n = 14!	Sports and exercise medicine - ACSEP n = 44	Surgery - Oral and maxillofacial surgery - RACDS n = 36	Surgery - RACS n = 721	Total - ANZCA n = 981	Total - RACP n = 4842	Total - RANZCR n = 419
Strongly Agree	33% ↓	23% ↓	36% ↓	17% ↓	48%	36%	26% ↓	50%	57%	44%	51% ↑	63% ↑	22% ↓	39%
Agree	56% ↑	61% ↑	52%	64% ↑	49%	53%	62% ↑	50%	39%	33%	44% ↓	34% ↓	61% ↑	52%
Neither Agree nor Disagree	8%	10% ↑	7%	7%	3%	6%	9%	0%	2%	8%	3% ↓	2% ↓	10% ↑	5%
Disagree	2%	5% ↑	4% ↑	4%	0%	3%	0%	0%	2%	6%	1% ↓	1% ↓	5% ↑	3%
Strongly Disagree	1%	2%	2%	7% ↑	0%	1%	3%	0%	0%	8% ↑	1%	1%	2%	1%
NET Strongly Agree + Agree	89%	84% ↓	88% ↓	81% ↓	97%	89%	88%	100%	95%	78% ↓	95% ↑	97% ↑	83% ↓	91%
NET Strongly Disagree + Disagree	3%	7% ↑	5% ↑	11% ↑	0%	5%	3%	0%	2%	14% ↑	2% ↓	2% ↓	7% ↑	4%
Average	4.2 ↑	4.0 ↓	4.2	3.8	4.4	4.2	4.1	4.5	4.5	4.0	4.4	4.6 ↑	4.0 ↓	4.3
Standard Deviation	0.8	0.8	0.8	1.0	0.6	0.8	0.8	0.5	0.7	1.2	0.7	0.7	0.8	0.8

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

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

	Addiction medicine - RACP n = 73	Anaesthesia - ANZCA n = 922	Dermatology - ACD n = 85	Emergency medicine - ACEM n = 1976	General practice - ACRRM n = 698	General practice - RACGP n = 3688	Intensive care medicine - CICM n = 692	Medical administration - RACMA n = 109	Obstetrics and gynaecology - RANZCOG n = 533	Occupational and environmental medicine - RACP n = 67	Ophthalmology - RANZCO n = 100	Paediatrics and child health - RACP n = 1260	Pain medicine - ANZCA n = 56	Palliative medicine - RACP n = 113
Strongly Agree	33%	51% ↑	39%	34%	30%	28% ↓	34%	39%	28%	31%	41%	21% ↓	48%	31%
Agree	48%	41% ↓	47%	57% ↑	51%	60% ↑	49%	42%	57%	54%	46%	66% ↑	46%	58%
Neither Agree nor Disagree	10%	4% ↓	8%	5% ↓	12% ↑	8%	10%	7%	8%	7%	6%	7%	4%	6%
Disagree	8%	2% ↓	5%	2% ↓	5%	2% ↓	5%	9% ↑	5%	6%	5%	4%	0%	3%
Strongly Disagree	1%	2%	1%	2%	1%	1% ↓	2%	3%	1%	1%	2%	2%	2%	2%
NET Strongly Agree + Agree	81%	92% ↑	86%	90% ↑	81% ↓	89% ↑	83% ↓	81%	86%	85%	87%	87%	95%	89%
NET Strongly Disagree + Disagree	10%	4%	6%	4% ↓	6%	3% ↓	7%	12% ↑	7%	7%	7%	6%	2%	4%
Average	4.0	4.4 ↑	4.2	4.2	4.0 ↑	4.1	4.1	4.0	4.1	4.1	4.2	4.0	4.4	4.1
Standard Deviation	0.9	0.8	0.9	0.8	0.9	0.7	0.9	1.0	0.8	0.9	0.9	0.8	0.7	0.8
	Pathology - RCPA n = 410	Physician - RACP n = 3085	Psychiatry - RANZCP n = 1277	Public health medicine - RACP n = 82	Radiation oncology - RANZCR n = 96	Radiology - RANZCR n = 323	Rehabilitation medicine - RACP n = 187	Sexual health medicine - RACP n = 14!	Sports and exercise medicine - ACSEP n = 44	Surgery - Oral and maxillofacial surgery - RACDS n = 36	Surgery - RACS n = 720	Total - ANZCA n = 982	Total - RACP n = 4843	Total - RANZCR n = 419
Strongly Agree	29%	21% ↓	32%	26%	33%	26% ↓	26%	36%	48%	31%	40% ↑	51% ↑	22% ↓	28%
Agree	58%	65% ↑	56%	57%	56%	58%	64% ↑	43%	45%	50%	46% ↓	41% ↓	64% ↑	57%
Neither Agree nor Disagree	8%	9%	6%	7%	6%	9%	7%	14%	7%	8%	9%	4% ↓	8%	8%
Disagree	3%	4%	4%	5%	3%	5%	3%	7%	0%	0%	4%	2% ↓	4%	5%
Strongly Disagree	2%	2%	2%	5%	1%	2%	1%	0%	0%	11% ↑	1%	2%	2%	2%
NET Strongly Agree + Agree	87%	85%	88%	83%	90%	84%	89%	79%	93%	81%	86%	92% ↑	86%	85%
NET Strongly Disagree + Disagree	5%	6%	6%	10%	4%	7%	4%	7%	0%	11%	5%	4%	6%	7%
Average	4.1	4.0	4.1	3.9	4.2	4.0	4.1	4.1	4.4	3.9	4.2	4.4 ↑	4.0	4.0
Standard Deviation	0.8	0.8	0.8	1.0	0.8	0.9	0.7	0.9	0.6	1.2	0.9	0.8	0.8	0.9

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

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

	Addiction medicine - RACP n = 71	Anaesthesia - ANZCA n = 922	Dermatology - ACD n = 85	Emergency medicine - ACEM n = 1981	General practice - ACRRM n = 700	General practice - RACGP n = 3677	Intensive care medicine - CICM n = 693	Medical administration - RACMA n = 109	Obstetrics and gynaecology - RANZCOG n = 537	Occupational and environmental medicine - RACP n = 67	Ophthalmology - RANZCO n = 100	Paediatrics and child health - RACP n = 1266	Pain medicine - ANZCA n = 56	Palliative medicine - RACP n = 114
Strongly Agree	30%	56% ↑	38%	33%	28% ↓	28% ↓	38%	28%	37%	28%	41%	18% ↓	54% ↑	28%
Agree	54%	40% ↓	54%	59%	56%	61% ↑	54%	55%	57%	61%	55%	69% ↑	34% ↓	63%
Neither Agree nor Disagree	11%	2% ↓	2%	5%	11% ↑	8% ↑	6%	9%	4%	6%	2%	8% ↑	7%	4%
Disagree	1%	1% ↓	2%	2%	3%	2%	1%	5%	1%	4%	1%	4% ↑	2%	4%
Strongly Disagree	4%	1%	4%	1%	2%	1% ↓	1%	3%	1%	0%	1%	2%	4%	1%
NET Strongly Agree + Agree	83%	96% ↑	92%	92%	84% ↓	88% ↓	91%	83% ↓	94% ↑	90%	96%	87% ↓	88%	91%
NET Strongly Disagree + Disagree	6%	2% ↓	6%	3%	5%	3%	2% ↓	7%	1% ↓	4%	2%	5% ↑	5%	4%
Average	4.0	4.5 ↑	4.2	4.2	4.1	4.1	4.3	4.0	4.3	4.1	4.3	4.0	4.3	4.1
Standard Deviation	0.9	0.7	0.9	0.7	0.8	0.7	0.7	0.9	0.6	0.7	0.7	0.7	1.0	0.7
	Pathology - RCPA n = 409	Physician - RACP n = 3086	Psychiatry - RANZCP n = 1280	Public health medicine - RACP n = 82	Radiation oncology - RANZCR n = 96	Radiology - RANZCR n = 323	Rehabilitation medicine - RACP n = 189	Sexual health medicine - RACP n = 14!	Sports and exercise medicine - ACSEP n = 44	Surgery - Oral and maxillofacial surgery - RACDS n = 35	Surgery - RACS n = 721	Total - ANZCA n = 982	Total - RACP n = 4850	Total - RANZCR n = 419
Strongly Agree	24% ↓	20% ↓	37% ↑	20% ↓	33%	27% ↓	24% ↓	36%	52% ↑	37%	46% ↑	56% ↑	20% ↓	28%
Agree	65% ↑	69% ↑	55%	63%	61%	65% ↑	70% ↑	57%	43%	46%	49% ↓	40% ↓	69% ↑	64% ↑
Neither Agree nor Disagree	6%	7% ↑	4% ↓	7%	4%	6%	4%	0%	5%	6%	3% ↓	3% ↓	7% ↑	6%
Disagree	2%	3%	3%	5%	1%	2%	1%	7%	0%	3%	1% ↓	1% ↓	3%	1%
Strongly Disagree	2%	1% ↓	1% ↓	5%	0%	1%	2%	0%	0%	9% ↑	1%	1%	1% ↓	0%
NET Strongly Agree + Agree	89%	89%	93% ↑	83%	95%	92%	94%	93%	95%	83%	95% ↑	96% ↑	89% ↓	92%
NET Strongly Disagree + Disagree	4%	3%	3%	10% ↑	1%	2%	2%	7%	0%	11%	2% ↓	2% ↓	4%	2%
Average	4.1	4.1	4.3	3.9	4.3	4.2	4.1	4.2	4.5	4.0	4.4	4.5 ↑	4.0	4.2
Standard Deviation	0.7	0.7	0.7	0.9	0.6	0.7	0.7	0.8	0.6	1.2	0.7	0.7	0.7	0.6

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

	Addiction medicine - RACP n = 73	Anaesthesia - ANZCA n = 916	Dermatology - ACD n = 85	Emergency medicine - ACEM n = 1980	General practice - ACRRM n = 704	General practice - RACGP n = 3673	Intensive care medicine - CICM n = 695	Medical administration - RACMA n = 109	Obstetrics and gynaecology - RANZCOG n = 534	Occupational and environmental medicine - RACP n = 66	Ophthalmology - RANZCO n = 100	Paediatrics and child health - RACP n = 1256	Pain medicine - ANZCA n = 56	Palliative medicine - RACP n = 111
Strongly Agree	19%	39% ↑	38% ↑	25%	24%	21% ↓	32% ↑	16%	27%	23%	32%	9% ↓	38% ↑	14% ↓
Agree	51%	46% ↓	47%	57% ↑	50%	53%	52%	48%	59% ↑	39%	57%	50%	45%	59%
Neither Agree nor Disagree	16%	8% ↓	5%	11% ↓	17% ↑	17% ↑	11%	17%	8% ↓	26% ↑	7%	19% ↑	7%	15%
Disagree	5%	5%	8%	6% ↓	7%	7%	4% ↓	17% ↑	5%	9%	3%	15% ↑	7%	7%
Strongly Disagree	8% ↑	2% ↓	2%	1% ↓	2%	3%	1% ↓	3%	1% ↓	3%	1%	7% ↑	4%	5%
NET Strongly Agree + Agree	70%	85% ↑	85%	82% ↑	74%	74% ↓	84% ↑	63% ↓	86% ↑	62% ↓	89% ↑	59% ↓	82%	73%
NET Strongly Disagree + Disagree	14%	7% ↓	11%	7% ↓	9%	9%	5% ↓	19% ↑	6% ↓	12%	4%	22% ↑	11%	12%
Average	3.7	4.2	4.1	4.0	3.9 ↑	3.8	4.1	3.6	4.0	3.7	4.2	3.4	4.1	3.7
Standard Deviation	1.1	0.9	1.0	0.8	0.9	0.9	0.8	1.0	0.8	1.0	0.8	1.1	1.0	0.9

	Pathology - RCPA n = 409	Physician - RACP n = 3073	Psychiatry - RANZCP n = 1277	Public health medicine - RACP n = 80	Radiation oncology - RANZCR n = 97	Radiology - RANZCR n = 317	Rehabilitation medicine - RACP n = 183	Sexual health medicine - RACP n = 14!	Sports and exercise medicine - ACSEP n = 43	Surgery - Oral and maxillofacial surgery - RACDS n = 35	Surgery - RACS n = 713	Total - ANZCA n = 976	Total - RACP n = 4818	Total - RANZCR n = 414
Strongly Agree	21%	12% ↓	28% ↑	9% ↓	21%	20%	14% ↓	21%	42% ↑	11%	37% ↑	39% ↑	11% ↓	20%
Agree	55%	56% ↑	53%	54%	68% ↑	58%	61%	57%	47%	46%	49%	46% ↓	55% ↑	60% ↑
Neither Agree nor Disagree	13%	17% ↑	10% ↓	10%	7%	14%	16%	14%	12%	26%	8% ↓	8% ↓	18% ↑	12%
Disagree	8%	11% ↑	7%	20% ↑	4%	6%	8%	0%	0%	9%	5% ↓	6%	12% ↑	5%
Strongly Disagree	3%	4%	2% ↓	8%	0%	3%	2%	7%	0%	9%	2% ↓	2% ↓	4% ↑	2%
NET Strongly Agree + Agree	76%	68% ↓	81% ↑	63% ↓	89% ↑	78%	74%	79%	88%	57% ↓	86% ↑	85% ↑	66% ↓	80%
NET Strongly Disagree + Disagree	11%	14% ↑	9%	28% ↑	4%	8%	10%	7%	0%	17%	6% ↓	7% ↓	16% ↑	7%
Average	3.8 ↑	3.6 ↓	4.0	3.4	4.1	3.9	3.8	3.9	4.3	3.4	4.1	4.1	3.6 ↓	3.9
Standard Deviation	0.9	0.9	0.9	1.1	0.7	0.9	0.9	1.0	0.7	1.1	0.9	0.9	1.0	0.8

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

	Addiction medicine - RACP n = 69	Anaesthesia - ANZCA n = 914	Dermatology - ACD n = 85	Emergency medicine - ACEM n = 1977	General practice - ACRRM n = 699	General practice - RACGP n = 3669	Intensive care medicine - CICM n = 687	Medical administration - RACMA n = 109	Obstetrics and gynaecology - RANZCOG n = 531	Occupational and environmental medicine - RACP n = 66	Ophthalmology - RANZCO n = 99	Paediatrics and child health - RACP n = 1246	Pain medicine - ANZCA n = 56	Palliative medicine - RACP n = 108
Strongly Agree	20%	29% ↑	40% ↑	24% ↑	22%	19% ↓	29% ↑	17%	22%	23%	26%	7% ↓	36% ↑	11% ↓
Agree	45%	42% ↓	35% ↓	55% ↑	47%	50%	53%	48%	58% ↑	47%	61%	45% ↓	41%	52%
Neither Agree nor Disagree	20%	16%	13%	13% ↓	20%	18%	12% ↓	17%	11% ↓	18%	4% ↓	23% ↑	11%	25%
Disagree	4%	9%	8%	7% ↓	8%	9%	5% ↓	14%	6%	8%	8%	17% ↑	9%	8%
Strongly Disagree	10% ↑	4%	4%	2% ↓	3%	4%	1% ↓	5%	2% ↓	5%	1%	7% ↑	4%	4%
NET Strongly Agree + Agree	65%	71%	75%	78% ↑	69%	69%	82% ↑	64%	80% ↑	70%	87% ↑	53% ↓	77%	63%
NET Strongly Disagree + Disagree	14%	13%	12%	8% ↓	11%	12%	5% ↓	18%	8% ↓	12%	9%	25% ↑	13%	12%
Average	3.6	3.8	4.0	3.9	3.8 ↑	3.7	4.1	3.6	3.9	3.8	4.0	3.3 ↓	4.0	3.6
Standard Deviation	1.2	1.1	1.1	0.9	1.0	1.0	0.8	1.1	0.9	1.0	0.9	1.1	1.1	0.9

	Pathology - RCPA n = 404	Physician - RACP n = 3063	Psychiatry - RANZCP n = 1268	Public health medicine - RACP n = 79	Radiation oncology - RANZCR n = 97	Radiology - RANZCR n = 317	Rehabilitation medicine - RACP n = 184	Sexual health medicine - RACP n = 13!	Sports and exercise medicine - ACSEP n = 43	Surgery - Oral and maxillofacial surgery - RACDS n = 36	Surgery - RACS n = 713	Total - ANZCA n = 974	Total - RACP n = 4791	Total - RANZCR n = 414
Strongly Agree	19%	9% ↓	25% ↑	11%	24%	18%	13% ↓	15%	37% ↑	3% ↓	31% ↑	30% ↑	9% ↓	19%
Agree	50%	51% ↑	54% ↑	44%	60%	54%	61% ↑	54%	42%	28% ↓	47%	42% ↓	50%	55% ↑
Neither Agree nor Disagree	20%	21% ↑	14% ↓	18%	10%	19%	17%	23%	16%	36% ↑	12% ↓	15%	21% ↑	17%
Disagree	9%	13% ↑	6% ↓	18% ↑	4%	6%	7%	0%	5%	17%	6%	9%	14% ↑	6%
Strongly Disagree	3%	5%	2% ↓	9%	2%	4%	2%	8%	0%	17% ↑	4%	4%	6% ↑	3%
NET Strongly Agree + Agree	68%	61% ↓	78% ↑	56% ↓	84% ↑	72%	74%	69%	79%	31% ↓	78% ↑	71%	59% ↓	74%
NET Strongly Disagree + Disagree	12%	18% ↑	8% ↓	27% ↑	6%	10%	9%	8%	5%	33% ↑	10%	13%	19% ↑	9% ↓
Average	3.7 ↑	3.5 ↓	3.9	3.3	4.0	3.8	3.8	3.7	4.1	2.8	3.9	3.8	3.4 ↓	3.8
Standard Deviation	1.0	1.0	0.9	1.2	0.8	0.9	0.8	1.0	0.9	1.1	1.0	1.1	1.0	0.9

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

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

	Addiction medicine - RACP n = 72	Anaesthesia - ANZCA n = 916	Dermatology - ACD n = 85	Emergency medicine - ACEM n = 1978	General practice - ACRRM n = 701	General practice - RACGP n = 3674	Intensive care medicine - CICM n = 694	Medical administration - RACMA n = 109	Obstetrics and gynaecology - RANZCOG n = 536	Occupational and environmental medicine - RACP n = 66	Ophthalmology - RANZCO n = 100	Paediatrics and child health - RACP n = 1255	Pain medicine - ANZCA n = 56	Palliative medicine - RACP n = 109
Strongly Agree	21%	30% ↑	44% ↑	25%	29% ↑	20% ↓	31% ↑	26%	25%	23%	35% ↑	9% ↓	39% ↑	15%
Agree	56%	48% ↓	38% ↓	55%	48% ↓	43% ↓	55%	55%	56%	52%	49%	54%	48%	59%
Neither Agree nor Disagree	13%	12%	15%	12%	11%	17% ↑	9% ↓	12%	11%	11%	11%	17% ↑	7%	11%
Disagree	6%	8%	4%	6%	10%	15% ↑	5% ↓	6%	6%	11%	4%	15% ↑	4%	11%
Strongly Disagree	6%	2%	0%	1% ↓	2%	5% ↑	1% ↓	2%	1% ↓	5%	1%	5% ↑	2%	5%
NET Strongly Agree + Agree	76%	78%	81%	80% ↑	77%	62% ↓	85% ↑	81%	82%	74%	84%	63% ↓	88%	73%
NET Strongly Disagree + Disagree	11%	10%	4%	8% ↓	12%	20% ↑	6% ↓	7%	7%	15%	5%	20% ↑	5%	16%
Average	3.8	4.0	4.2	4.0	3.9 ↑	3.6 ↓	4.1	4.0	4.0	3.8	4.1	3.5	4.2	3.7
Standard Deviation	1.0	1.0	0.8	0.9	1.0	1.1	0.8	0.9	0.8	1.1	0.8	1.0	0.9	1.0
	Pathology - RCPA n = 408	Physician - RACP n = 3074	Psychiatry - RANZCP n = 1277	Public health medicine - RACP n = 80	Radiation oncology - RANZCR n = 97	Radiology - RANZCR n = 318	Rehabilitation medicine - RACP n = 184	Sexual health medicine - RACP n = 14!	Sports and exercise medicine - ACSEP n = 43	Surgery - Oral and maxillofacial surgery - RACDS n = 37	Surgery - RACS n = 712	Total - ANZCA n = 976	Total - RACP n = 4816	Total - RANZCR n = 415
Strongly Agree	26%	11% ↓	32% ↑	15%	26%	16% ↓	13% ↓	14%	56% ↑	3% ↓	37% ↑	31% ↑	11% ↓	18% ↓
Agree	54%	51% ↓	54%	58%	63%	55%	66% ↑	79%	42%	59%	52%	48% ↓	53%	57%
Neither Agree nor Disagree	10%	18% ↑	8% ↓	10%	7%	17% ↑	14%	0%	2%	27% ↑	6% ↓	12%	17% ↑	14%
Disagree	7%	15% ↑	5% ↓	10%	2%	8%	7%	7%	0%	3%	4% ↓	7%	14% ↑	7%
Strongly Disagree	3%	4% ↑	1% ↓	8% ↑	2%	4%	1%	0%	0%	8%	1% ↓	2%	4% ↑	4%
NET Strongly Agree + Agree	80%	63% ↓	86% ↑	73%	89% ↑	71% ↓	78%	93%	98% ↑	62%	89% ↑	78%	64% ↓	75%
NET Strongly Disagree + Disagree	10%	19% ↑	6% ↓	18%	4%	13%	8%	7%	0%	11%	5% ↓	10%	18% ↑	11%
Average	3.9 ↑	3.5 ↓	4.1	3.6	4.1	3.7	3.8	4.0	4.5	3.5	4.2	4.0	3.5 ↓	3.8
Standard Deviation	0.9	1.0	0.8	1.1	0.8	1.0	0.8	0.7	0.5	0.9	0.8	1.0	1.0	0.9

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

	Addiction medicine - RACP n = 68	Anaesthesia - ANZCA n = 900	Dermatology - ACD n = 84	Emergency medicine - ACEM n = 1971	General practice - ACRRM n = 695	General practice - RACGP n = 3645	Intensive care medicine - CICM n = 691	Medical administration - RACMA n = 108	Obstetrics and gynaecology - RANZCOG n = 534	Occupational and environmental medicine - RACP n = 67	Ophthalmology - RANZCO n = 99	Paediatrics and child health - RACP n = 1249	Pain medicine - ANZCA n = 56	Palliative medicine - RACP n = 113
Strongly Agree	10%	8% ↓	24% ↑	11%	13%	9% ↓	13%	17%	8%	13%	7%	3% ↓	20%	4% ↓
Agree	35%	35%	42%	53% ↑	34% ↓	32% ↓	35%	55% ↑	42%	34%	53% ↑	32% ↓	21% ↓	30%
Neither Agree nor Disagree	35%	28%	15% ↓	25% ↓	32% ↑	33% ↑	29%	17% ↓	25%	24%	18%	29%	39%	36%
Disagree	13%	22% ↑	15%	9% ↓	19%	20% ↑	20%	12%	22%	22%	16%	29% ↑	18%	24%
Strongly Disagree	6%	7% ↑	4%	2% ↓	3%	6%	3% ↓	0% ↓	4%	6%	6%	7% ↑	2%	6%
NET Strongly Agree + Agree	46%	43% ↓	65% ↑	64% ↑	46%	41% ↓	48%	71% ↑	50%	48%	60%	35% ↓	41%	34% ↓
NET Strongly Disagree + Disagree	19%	29% ↑	19%	11% ↓	22%	26% ↑	23%	12% ↓	25%	28%	22%	36% ↑	20%	30%
Average	3.3	3.1	3.7	3.6	3.3 ↑	3.2 ↓	3.3	3.8	3.3	3.3	3.4	3.0	3.4	3.0
Standard Deviation	1.0	1.1	1.1	0.9	1.0	1.0	1.0	0.9	1.0	1.1	1.0	1.0	1.1	1.0
	Pathology - RCPA n = 410	Physician - RACP n = 3052	Psychiatry - RANZCP n = 1270	Public health medicine - RACP n = 77	Radiation oncology - RANZCR n = 97	Radiology - RANZCR n = 315	Rehabilitation medicine - RACP n = 182	Sexual health medicine - RACP n = 13!	Sports and exercise medicine - ACSEP n = 44	Surgery - Oral and maxillofacial surgery - RACDS n = 37	Surgery - RACS n = 702	Total - ANZCA n = 960	Total - RACP n = 4779	Total - RANZCR n = 412
Strongly Agree	7% ↓	4% ↓	9%	1% ↓	11%	7%	7%	15%	34% ↑	3%	15% ↑	8%	4% ↓	8%
Agree	34%	35% ↓	36%	35%	62% ↑	47% ↑	49% ↑	31%	45%	5% ↓	44% ↑	34% ↓	34% ↓	50% ↑
Neither Agree nor Disagree	30%	32% ↑	28%	22%	22%	25%	28%	38%	16%	38%	21% ↓	29%	31% ↑	24%
Disagree	24% ↑	23% ↑	21%	34% ↑	4% ↓	17%	13%	8%	5% ↓	38% ↑	14% ↓	21%	24% ↑	14% ↓
Strongly Disagree	5%	6% ↑	6%	8%	1%	5%	3%	8%	0%	16% ↑	5%	7% ↑	7% ↑	4%
NET Strongly Agree + Agree	41% ↓	39% ↓	45% ↓	36%	73% ↑	53%	56%	46%	80% ↑	8% ↓	60% ↑	43% ↓	38% ↓	58% ↑
NET Strongly Disagree + Disagree	29% ↑	30% ↑	27% ↑	42% ↑	5% ↓	22%	16% ↓	15%	5% ↓	54% ↑	19% ↓	28% ↑	31% ↑	18% ↓
Average	3.1 ↑	3.1 ↓	3.2	2.9	3.8	3.3	3.4	3.4	4.1	2.4	3.5	3.2	3.0 ↓	3.4
Standard Deviation	1.0	1.0	1.0	1.0	0.7	1.0	0.9	1.1	0.8	0.9	1.1	1.1	1.0	1.0

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

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

	Addiction medicine - RACP n = 68	Anaesthesia - ANZCA n = 900	Dermatology - ACD n = 84	Emergency medicine - ACEM n = 1970	General practice - ACRRM n = 695	General practice - RACGP n = 3646	Intensive care medicine - CICM n = 692	Medical administration - RACMA n = 108	Obstetrics and gynaecology - RANZCOG n = 534	Occupational and environmental medicine - RACP n = 67	Ophthalmology - RANZCO n = 99	Paediatrics and child health - RACP n = 1249	Pain medicine - ANZCA n = 56	Palliative medicine - RACP n = 113
Strongly Agree	13%	17%	29% ↑	14%	17%	10% ↓	14%	25% ↑	16%	21%	17%	5% ↓	14%	7%
Agree	47%	57%	51%	62% ↑	47% ↓	44% ↓	48% ↓	60%	65% ↑	55%	60%	49% ↓	43%	45%
Neither Agree nor Disagree	31%	18% ↓	13%	20% ↓	28% ↑	34% ↑	28% ↑	9% ↓	14% ↓	22%	13% ↓	33% ↑	34%	37% ↑
Disagree	4%	6%	5%	4% ↓	7%	9% ↑	9% ↑	4%	3% ↓	1%	9%	10% ↑	4%	5%
Strongly Disagree	4%	2%	2%	1% ↓	1%	2%	2%	2%	1%	0%	1%	3% ↑	5%	5% ↑
NET Strongly Agree + Agree	60%	74% ↑	80%	76% ↑	64% ↓	55% ↓	62% ↓	85% ↑	81% ↑	76%	77%	54% ↓	57%	52% ↓
NET Strongly Disagree + Disagree	9%	8%	7%	5% ↓	8%	11% ↑	10%	6%	5% ↓	1%	10%	13% ↑	9%	11%
Average	3.6	3.8	4.0	3.8	3.7 ↑	3.5 ↓	3.7	4.0	3.9	4.0	3.8	3.4	3.6	3.4 ↑
Standard Deviation	0.9	0.9	0.9	0.7	0.9	0.9	0.9	0.8	0.8	0.7	0.9	0.9	1.0	0.9
	Pathology - RCPA n = 410	Physician - RACP n = 3051	Psychiatry - RANZCP n = 1270	Public health medicine - RACP n = 77	Radiation oncology - RANZCR n = 97	Radiology - RANZCR n = 315	Rehabilitation medicine - RACP n = 182	Sexual health medicine - RACP n = 13!	Sports and exercise medicine - ACSEP n = 44	Surgery - Oral and maxillofacial surgery - RACDS n = 37	Surgery - RACS n = 703	Total - ANZCA n = 960	Total - RACP n = 4778	Total - RANZCR n = 412
Strongly Agree	9% ↓	5% ↓	16%	5% ↓	18%	11%	11%	23%	34% ↑	3%	23% ↑	17%	6% ↓	12%
Agree	48% ↓	43% ↓	60% ↑	71% ↑	71% ↑	65% ↑	58%	23%	50%	59%	58%	56%	46% ↓	67% ↑
Neither Agree nor Disagree	32% ↑	36% ↑	17% ↓	16%	9% ↓	16% ↓	24%	54%	14%	16%	13% ↓	19% ↓	34% ↑	14% ↓
Disagree	8%	13% ↑	6%	5%	1%	6%	6%	0%	2%	19% ↑	5%	6%	11% ↑	5%
Strongly Disagree	3%	3% ↑	1%	3%	1%	2%	1%	0%	0%	3%	1%	2%	3% ↑	1%
NET Strongly Agree + Agree	56% ↓	48% ↓	76% ↑	77%	89% ↑	76% ↑	69%	46%	84%	62%	81% ↑	73% ↑	51% ↓	79% ↑
NET Strongly Disagree + Disagree	11% ↑	16% ↑	7%	8%	2%	8%	7%	0%	2%	22% ↑	6% ↓	8%	14% ↑	7%
Average	3.5 ↑	3.3 ↓	3.8	3.7	4.0	3.8	3.7	3.7	4.2	3.4	4.0	3.8	3.4 ↓	3.8
Standard Deviation	0.9	0.9	0.8	0.8	0.6	0.8	0.8	0.9	0.7	0.9	0.8	0.9	0.9	0.8

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

	Addiction medicine - RACP n = 67	Anaesthesia - ANZCA n = 899	Dermatology - ACD n = 84	Emergency medicine - ACEM n = 1969	General practice - ACRRM n = 695	General practice - RACGP n = 3645	Intensive care medicine - CICM n = 692	Medical administration - RACMA n = 108	Obstetrics and gynaecology - RANZCOG n = 534	Occupational and environmental medicine - RACP n = 67	Ophthalmology - RANZCO n = 99	Paediatrics and child health - RACP n = 1249	Pain medicine - ANZCA n = 56	Palliative medicine - RACP n = 113
Strongly Agree	13%	27% ↑	27%	23% ↑	18%	13% ↓	21%	20%	17%	25%	21%	9% ↓	25%	9% ↓
Agree	45% ↓	61%	46% ↓	66% ↑	53% ↓	59% ↓	60%	61%	68% ↑	57%	61%	70% ↑	59%	63%
Neither Agree nor Disagree	31% ↑	8% ↓	19%	9% ↓	22% ↑	20% ↑	14%	8%	11%	12%	11%	15%	14%	18%
Disagree	7%	3% ↓	6%	2% ↓	5%	6%	4%	8%	3%	6%	5%	4%	2%	7%
Strongly Disagree	3%	1%	1%	1%	1%	1%	1%	2%	1%	0%	2%	1%	0%	4% ↑
NET Strongly Agree + Agree	58% ↓	88% ↑	74%	89% ↑	71% ↓	73% ↓	81%	81%	85% ↑	82%	82%	80%	84%	72%
NET Strongly Disagree + Disagree	10%	4% ↓	7%	3% ↓	7%	7% ↑	5%	10%	4%	6%	7%	5%	2%	11%
Average	3.6	4.1	3.9	4.1	3.8	3.8	4.0	3.9	4.0	4.0	3.9	3.8	4.1	3.7
Standard Deviation	0.9	0.7	0.9	0.7	0.8	0.8	0.8	0.9	0.7	0.8	0.8	0.7	0.7	0.9
	Pathology - RCPA n = 410	Physician - RACP n = 3052	Psychiatry - RANZCP n = 1270	Public health medicine - RACP n = 77	Radiation oncology - RANZCR n = 97	Radiology - RANZCR n = 315	Rehabilitation medicine - RACP n = 182	Sexual health medicine - RACP n = 13!	Sports and exercise medicine - ACSEP n = 44	Surgery - Oral and maxillofacial surgery - RACDS n = 37	Surgery - RACS n = 703	Total - ANZCA n = 959	Total - RACP n = 4778	Total - RANZCR n = 412
Strongly Agree	13% ↓	10% ↓	24% ↑	4% ↓	19%	15%	12%	15%	32%	5%	25% ↑	27% ↑	10% ↓	16%
Agree	65%	68% ↑	65%	77% ↑	73%	66%	72% ↑	62%	59%	49%	60%	61%	68% ↑	67%
Neither Agree nor Disagree	16%	15%	8% ↓	13%	8%	13%	14%	15%	9%	27%	10% ↓	9% ↓	15%	12%
Disagree	5%	6% ↑	2% ↓	5%	0%	5%	2%	8%	0%	16% ↑	4%	3% ↓	5%	4%
Strongly Disagree	1%	1%	1%	1%	0%	1%	0%	0%	0%	3%	0%	1%	1%	1%
NET Strongly Agree + Agree	78%	78% ↓	89% ↑	81%	92% ↑	81%	84%	77%	91%	54% ↓	85% ↑	88% ↑	78% ↓	83%
NET Strongly Disagree + Disagree	6%	7% ↑	3% ↓	6%	0% ↓	6%	2%	8%	0%	19% ↑	5%	4% ↓	6%	5%
Average	3.8	3.8	4.1	3.8	4.1	3.9	3.9	3.8	4.2	3.4	4.1	4.1	3.8	3.9
Standard Deviation	0.8	0.7	0.7	0.7	0.5	0.8	0.6	0.8	0.6	0.9	0.8	0.7	0.7	0.7

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

	Addiction medicine - RACP n = 67	Anaesthesia - ANZCA n = 900	Dermatology - ACD n = 84	Emergency medicine - ACEM n = 1972	General practice - ACRRM n = 695	General practice - RACGP n = 3647	Intensive care medicine - CICM n = 692	Medical administration - RACMA n = 108	Obstetrics and gynaecology - RANZCOG n = 534	Occupational and environmental medicine - RACP n = 67	Ophthalmology - RANZCO n = 99	Paediatrics and child health - RACP n = 1249	Pain medicine - ANZCA n = 56	Palliative medicine - RACP n = 113
Strongly Agree	6%	17% ↑	35% ↑	10%	11%	10%	12%	16%	14% ↑	12%	12%	3% ↓	21% ↑	3% ↓
Agree	27%	49% ↑	44%	39% ↑	33%	37% ↑	33%	37%	54% ↑	19% ↓	46% ↑	29% ↓	48%	22% ↓
Neither Agree nor Disagree	55% ↑	25% ↓	13% ↓	40%	43% ↑	40% ↑	39%	31%	24% ↓	51%	32%	45% ↑	21% ↓	45%
Disagree	7%	6% ↓	7%	9% ↓	10%	9% ↓	12%	13%	5% ↓	15%	7%	17% ↑	7%	26% ↑
Strongly Disagree	4%	2% ↓	1%	3% ↓	3% ↓	3% ↓	4%	4%	3%	3%	2%	6% ↑	2%	4%
NET Strongly Agree + Agree	33%	67% ↑	79% ↑	49% ↑	44%	47%	46%	53%	68% ↑	31% ↓	59% ↑	32% ↓	70% ↑	25% ↓
NET Strongly Disagree + Disagree	12%	8% ↓	8%	11% ↓	13% ↓	12% ↓	15%	17%	8% ↓	18%	9%	24% ↑	9%	30% ↑
Average	3.2	3.7	4.0	3.4	3.4	3.4	3.4	3.5	3.7	3.2	3.6	3.1	3.8	2.9
Standard Deviation	0.8	0.9	0.9	0.9	0.9	0.9	1.0	1.0	0.9	1.0	0.9	0.9	0.9	0.9
	Pathology - RCPA n = 410	Physician - RACP n = 3052	Psychiatry - RANZCP n = 1271	Public health medicine - RACP n = 77	Radiation oncology - RANZCR n = 97	Radiology - RANZCR n = 315	Rehabilitation on medicine - RACP n = 182	Sexual health medicine - RACP n = 13!	Sports and exercise medicine - ACSEP n = 44	Surgery - Oral and maxillofacial surgery - RACDS n = 37	Surgery - RACS n = 703	Total - ANZCA n = 960	Total - RACP n = 4778	Total - RANZCR n = 412
Strongly Agree	5% ↓	4% ↓	15% ↑	0% ↓	5%	3% ↓	7%	8%	25% ↑	0%	14% ↑	17% ↑	4% ↓	4% ↓
Agree	27% ↓	30% ↓	46% ↑	21% ↓	36%	28% ↓	35%	15%	57% ↑	8% ↓	50% ↑	49% ↑	29% ↓	30% ↓
Neither Agree nor Disagree	49% ↑	44% ↑	29% ↓	48%	41%	46% ↑	46% ↑	69%	11% ↓	32%	27% ↓	25% ↓	45% ↑	45% ↑
Disagree	14%	17% ↑	8% ↓	27% ↑	13%	13%	10%	8%	2%	35% ↑	7% ↓	6% ↓	17% ↑	13%
Strongly Disagree	5%	6% ↑	3% ↓	4%	4%	10% ↑	3%	0%	5%	24% ↑	2% ↓	2% ↓	6% ↑	9% ↑
NET Strongly Agree + Agree	32% ↓	33% ↓	60% ↑	21% ↓	41%	31% ↓	41%	23%	82% ↑	8% ↓	64% ↑	66% ↑	33% ↓	33% ↓
NET Strongly Disagree + Disagree	19%	22% ↑	10% ↓	31% ↑	18%	23% ↑	13%	8%	7%	59% ↑	9% ↓	9% ↓	22% ↑	22% ↑
Average	3.1	3.1	3.6	2.9	3.2	3.0	3.3	3.2	4.0	2.2	3.7	3.7	3.1	3.1
Standard Deviation	0.9	0.9	0.9	0.8	0.9	1.0	0.8	0.7	0.9	0.9	0.9	0.9	0.9	1.0

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

	Addiction medicine - RACP n = 78	Anaesthesia - ANZCA n = 917	Dermatology - ACD n = 85	Emergency medicine - ACEM n = 1987	General practice - ACRRM n = 706	General practice - RACGP n = 3689	Intensive care medicine - CICM n = 697	Medical administration - RACMA n = 109	Obstetrics and gynaecology - RANZCOG n = 538	Occupational and environmental medicine - RACP n = 67	Ophthalmology - RANZCO n = 100	Paediatrics and child health - RACP n = 1264	Pain medicine - ANZCA n = 56	Palliative medicine - RACP n = 114
Yes	15% ↓	53% ↑	19% ↓	30%	40% ↑	35% ↑	34%	15% ↓	30%	19%	74% ↑	18% ↓	45% ↑	4% ↓
No	85% ↑	47% ↓	81% ↑	70%	60% ↓	65% ↓	66%	85% ↑	70%	81%	26% ↓	82% ↑	55% ↓	96% ↑
	Pathology - RCPA n = 413	Physician - RACP n = 3078	Psychiatry - RANZCP n = 1277	Public health medicine - RACP n = 80	Radiation oncology - RANZCR n = 97	Radiology - RANZCR n = 320	Rehabilitation medicine - RACP n = 185	Sexual health medicine - RACP n = 14!	Sports and exercise medicine - ACSEP n = 44	Surgery - Oral and maxillofacial surgery n = 37	Surgery - RACS n = 717	Total - ANZCA n = 977	Total - RACP n = 4839	Total - RANZCR n = 417
Yes	33%	25% ↓	44% ↑	5% ↓	31%	37% ↑	34%	0%	30%	38%	33%	52% ↑	23% ↓	35% ↑
No	67%	75% ↑	56% ↓	95% ↑	69%	63% ↓	66%	100%	70%	62%	67%	48% ↓	77% ↑	65% ↓

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

	Addiction medicine - RACP n = 12!	Anaesthesia - ANZCA n = 485	Dermatology - ACD n = 16!	Emergency medicine - ACEM n = 596	General practice - ACRRM n = 283	General practice - RACGP n = 1277	Intensive care medicine - CICM n = 235	Medical administration - RACMA n = 16!	Obstetrics and gynaecology - RANZCOG n = 162	Occupational and environmental medicine - RACP n = 13!	Ophthalmology - RANZCO n = 74	Paediatrics and child health - RACP n = 230	Pain medicine - ANZCA n = 25!	Palliative medicine - RACP n < 10^
Yes	83%	72% ↓	69%	95% ↑	85%	94% ↑	83% ↓	100%	95% ↑	85%	89%	100% ↑	96%	
No	17%	28% ↑	31%	5% ↓	15%	6% ↓	17% ↑	0%	5% ↓	15%	11%	0% ↓	4%	
	Pathology - RCPA n = 138	Physician - RACP n = 767	Psychiatry - RANZCP n = 560	Public health medicine - RACP n < 10^	Radiation oncology - RANZCR n = 30	Radiology - RANZCR n = 117	Rehabilitation medicine - RACP n = 63	Sexual health medicine - RACP n < 10^	Sports and exercise medicine - ACSEP n = 13!	Surgery - Oral and maxillofacial surgery - RACDS n = 14!	Surgery - RACS n = 235	Total - ANZCA n = 512	Total - RACP n = 1095	Total - RANZCR n = 147
Yes	98% ↑	98% ↑	83% ↓		70% ↓	91%	87%		100%	93%	83% ↓	73% ↓	97% ↑	87%
No	2% ↓	2% ↓	17% ↑		30% ↑	9%	13%		0%	7%	17% ↑	27% ↑	3% ↓	13%

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

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

	Addiction medicine - RACP n < 10^	Anaesthesia - ANZCA n = 330	Dermatology - ACD n = 10!	Emergency medicine - ACEM n = 540	General practice - ACRRM n = 221	General practice - RACGP n = 1091	Intensive care medicine - CICM n = 185	Medical administration - RACMA n = 13!	Obstetrics and gynaecology - RANZCOG n = 147	Occupational and environmental medicine - RACP n < 10^	Ophthalmology - RANZCO n = 65	Paediatrics and child health - RACP n = 214	Pain medicine - ANZCA n = 23!	Palliative medicine - RACP n < 10^
Yes		83% ↑	50%	69% ↓	67% ↓	79% ↑	65% ↓	46%	71%		95% ↑	80%	83%	
No		17% ↓	50%	31% ↑	33% ↑	21% ↓	35% ↑	54%	29%		5% ↓	20%	17%	
	Pathology - RCPA n = 125	Physician - RACP n = 705	Psychiatry - RANZCP n = 441	Public health medicine - RACP n < 10^	Radiation oncology - RANZCR n = 20!	Radiology - RANZCR n = 93	Rehabilitation medicine - RACP n = 44	Sexual health medicine - RACP n < 10^	Sports and exercise medicine - ACSEP n = 13!	Surgery - Oral and maxillofacial surgery - RACDS n = 11!	Surgery - RACS - Did you pass the exam for Surgery - RACS? n = 188	Total - ANZCA n = 355	Total - RACP n = 988	Total - RANZCR n = 113
Yes	72%	77%	71%		75%	67%	70%		92%	82%	84% ↑	83% ↑	78%	68%
No	28%	23%	29%		25%	33%	30%		8%	18%	16% ↓	17% ↓	22%	32%

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

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

	Addiction medicine - RACP n<10^	Anaesthesia - ANZCA n = 473	Dermatology - ACD n = 16!	Emergency medicine - ACEM n = 591	General practice - ACRRM n = 280	General practice - RACGP n = 1240	Intensive care medicine - CICM n = 231	Medical administration - RACMA n = 15!	Obstetrics and gynaecology - RANZCOG n = 157	Occupational and environmental medicine - RACP n = 13!	Ophthalmology - RANZCO n = 73	Paediatrics and child health - RACP n = 227	Pain medicine - ANZCA n = 25!	Palliative medicine - RACP n<10^
Strongly Agree		19% ↑	19%	11%	15%	11% ↓	19%	20%	10%	15%	21%	0% ↓	24%	
Agree		57% ↑	38%	55% ↑	52%	48%	59% ↑	47%	53%	38%	63% ↑	23% ↓	56%	
Neither Agree nor Disagree		11% ↓	13%	16%	16%	21% ↑	14%	7%	19%	15%	10%	19%	12%	
Disagree		10% ↓	6%	9% ↓	11%	14%	6% ↓	7%	13%	23%	7%	39% ↑	8%	
Strongly Disagree		3% ↓	25%	8%	6% ↓	6% ↓	1% ↓	20%	5%	8%	0% ↓	19% ↑	0%	
NET Strongly Agree + Agree		75% ↑	56%	66% ↑	67% ↑	59%	78% ↑	67%	62%	54%	84% ↑	24% ↓	80%	
NET Strongly Disagree + Disagree		13% ↓	31%	17% ↓	17% ↓	20% ↓	8% ↓	27%	18%	31%	7% ↓	58% ↑	8%	
Average		3.8	3.2	3.5	3.6	3.4	3.9	3.4	3.5	3.3	4.0	2.5	4.0	
Standard Deviation		1.0	1.5	1.1	1.1	1.0	0.8	1.5	1.0	1.3	0.8	1.1	0.8	
	Pathology - RCPA n = 136	Physician - RACP n = 756	Psychiatry - RANZCP n = 558	Public health medicine - RACP n<10^	Radiation oncology - RANZCR n = 30	Radiology - RANZCR n = 114	Rehabilitation medicine - RACP n = 63	Sexual health medicine - RACP n<10^	Sports and exercise medicine - ACSEP n = 12!	Surgery - Oral and maxillofacial surgery - RACDS n = 14!	Surgery - RACS n = 229	Total - ANZCA n = 500	Total - RACP n = 1078	Total - RANZCR n = 144
Strongly Agree	5% ↓	4% ↓	7% ↓		7%	6% ↓	11%		17%	7%	17%	19% ↑	4% ↓	6% ↓
Agree	48%	37% ↓	30% ↓		67% ↑	46%	44%		67%	36%	47%	57% ↑	34% ↓	50%
Neither Agree nor Disagree	23%	26% ↑	22% ↑		17%	18%	17%		0%	14%	17%	12% ↓	24% ↑	18%
Disagree	15%	26% ↑	27% ↑		7%	19%	22%		8%	29%	14%	9% ↓	28% ↑	17%
Strongly Disagree	9%	7% ↓	14% ↑		3%	11%	5%		8%	14%	6%	3% ↓	10%	9%
NET Strongly Agree + Agree	53%	41% ↓	37% ↓		73%	52%	56%		83%	43%	64%	76% ↑	39% ↓	56%
NET Strongly Disagree + Disagree	24%	33% ↑	41% ↑		10%	30%	27%		17%	43%	20%	13% ↓	37% ↑	26%
Average	3.3	3.0	2.9		3.7	3.2	3.3		3.8	2.9	3.5	3.8	3.0	3.3
Standard Deviation	1.1	1.0	1.2		0.8	1.1	1.1		1.1	1.3	1.1	1.0	1.1	1.1

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

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

	Addiction medicine - RACP n<10^	Anaesthesia - ANZCA n = 473	Dermatology - ACD n = 16!	Emergency medicine - ACEM n = 591	General practice - ACRRM n = 280	General practice - RACGP n = 1244	Intensive care medicine - CICM n = 229	Medical administration - RACMA n = 15!	Obstetrics and gynaecology - RANZCOG n = 157	Occupational and environmental medicine - RACP n = 13!	Ophthalmology - RANZCO n = 72	Paediatrics and child health - RACP n = 227	Pain medicine - ANZCA n = 25!	Palliative medicine - RACP n<10^
Strongly Agree		19%	19%	17%	15%	13% ↓	24% ↑	33%	11%	15%	21%	2% ↓	28%	
Agree		49%	56%	61% ↑	49%	51%	54%	47%	57%	46%	65% ↑	43%	56%	
Neither Agree nor Disagree		15%	6%	13%	20%	21% ↑	15%	13%	19%	8%	6%	27% ↑	4%	
Disagree		9%	0%	5% ↓	11%	10%	6%	0%	9%	8%	4%	20% ↑	8%	
Strongly Disagree		8%	19%	4% ↓	6%	5% ↓	1% ↓	7%	3%	23%	4%	7%	4%	
NET Strongly Agree + Agree		68%	75%	78% ↑	63%	64%	79% ↑	80%	69%	62%	86% ↑	45% ↓	84%	
NET Strongly Disagree + Disagree		17%	19%	10% ↓	17%	15% ↓	7% ↓	7%	12%	31%	8%	28% ↑	12%	
Average		3.6	3.6	3.8	3.6	3.6	4.0	4.0	3.6	3.2	3.9	3.1	4.0	
Standard Deviation		1.1	1.4	0.9	1.1	1.0	0.8	1.1	0.9	1.5	0.9	1.0	1.0	
	Pathology - RCPA n = 137	Physician - RACP n = 755	Psychiatry - RANZCP n = 557	Public health medicine - RACP n<10^	Radiation oncology - RANZCR n = 30	Radiology - RANZCR n = 115	Rehabilitation medicine - RACP n = 63	Sexual health medicine - RACP n<10^	Sports and exercise medicine - ACSEP n = 13!	Surgery - Oral and maxillofacial surgery - RACDS n = 14!	Surgery - RACS n = 229	Total - ANZCA n = 500	Total - RACP n = 1077	Total - RANZCR n = 145
Strongly Agree	8% ↓	5% ↓	9% ↓		10%	4% ↓	11%		31%	0%	15%	20% ↑	5% ↓	6% ↓
Agree	53%	49%	40% ↓		57%	50%	52%		54%	29%	57%	49%	48%	52%
Neither Agree nor Disagree	20%	23% ↑	22% ↑		23%	23%	22%		8%	29%	14%	14%	23% ↑	23% ↑
Disagree	15%	15% ↑	19% ↑		7%	13%	10%		0%	43%	9%	9%	16% ↑	12%
Strongly Disagree	5%	8%	10%		3%	9%	5%		8%	0%	5%	8%	8%	8%
NET Strongly Agree + Agree	61%	53% ↓	49% ↓		67%	55% ↓	63%		85%	29%	72%	69%	52% ↓	57%
NET Strongly Disagree + Disagree	20%	23% ↑	29% ↑		10%	22%	14%		8%	43%	14%	17%	24% ↑	19%
Average	3.4	3.3	3.2		3.6	3.3	3.6		4.0	2.9	3.7	3.6	3.3	3.4
Standard Deviation	1.0	1.0	1.1		0.9	1.0	1.0		1.1	0.9	1.0	1.1	1.0	1.0

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

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

	Addiction medicine - RACP n<10^	Anaesthesia - ANZCA n = 472	Dermatology - ACD n = 16!	Emergency medicine - ACEM n = 589	General practice - ACRRM n = 280	General practice - RACGP n = 1248	Intensive care medicine - CICM n = 230	Medical administration - RACMA n = 15!	Obstetrics and gynaecology - RANZCOG n = 157	Occupational and environmental medicine - RACP n = 13!	Ophthalmology - RANZCO n = 73	Paediatrics and child health - RACP n = 226	Pain medicine - ANZCA n = 25!	Palliative medicine - RACP n<10^
Strongly Agree		32% ↑	25%	29. Total 37 35144%	18% ↓	20% ↓	31%	47%	18%	62%	33%	7% ↓	40%	
Agree		57%	50%	61% ↑	51%	58%	59%	53%	64%	31%	55%	62%	60%	
Neither Agree nor Disagree		7%	19%	5% ↓	12%	11% ↑	7%	0%	7%	0%	7%	9%	0%	
Disagree		2% ↓	6%	3% ↓	10% ↑	8%	3%	0%	8%	0%	5%	11% ↑	0%	
Strongly Disagree		2% ↓	0%	1% ↓	9% ↑	3% ↓	0% ↓	0%	2%	8%	0%	11% ↑	0%	
NET Strongly Agree + Agree		90% ↑	75%	90% ↑	69% ↓	78%	90% ↑	100%	83%	92%	88%	69% ↓	100%	
NET Strongly Disagree + Disagree		4% ↓	6%	4% ↓	20% ↑	11%	3% ↓	0%	10%	8%	5%	22% ↑	0%	
Average		4.2	3.9	4.1	3.6	3.8	4.2	4.5	3.9	4.4	4.2	3.4	4.4	
Standard Deviation		0.8	0.9	0.7	1.2	0.9	0.7	0.5	0.9	1.1	0.8	1.1	0.5	
	Pathology - RCPA n = 137	Physician - RACP n = 755	Psychiatry - RANZCP n = 558	Public health medicine - RACP n<10^	Radiation oncology - RANZCR n = 30	Radiology - RANZCR n = 114	Rehabilitation medicine - RACP n = 63	Sexual health medicine - RACP n<10^	Sports and exercise medicine - ACSEP n = 13!	Surgery - Oral and maxillofacial surgery - RACDS n = 14!	Surgery - RACS n = 229	Total - ANZCA n = 499	Total - RACP n = 1075	Total - RANZCR n = 144
Strongly Agree	12% ↓	9% ↓	18% ↓		10%	12% ↓	19%		38%	21%	28%	33% ↑	10% ↓	12% ↓
Agree	74% ↑	58%	60% ↑		63%	58%	59%		46%	50%	57%	57%	58%	59%
Neither Agree nor Disagree	5%	12% ↑	10%		13%	8%	17% ↑		0%	14%	7%	6%	12% ↑	9%
Disagree	7%	12% ↑	7%		10%	13% ↑	3%		15%	14%	3%	2% ↓	11% ↑	13% ↑
Strongly Disagree	1%	9% ↑	5%		3%	9%	2%		0%	0%	4%	2% ↓	9% ↑	8%
NET Strongly Agree + Agree	86%	67% ↓	79%		73%	70% ↓	78%		85%	71%	85%	90% ↑	68% ↓	71% ↓
NET Strongly Disagree + Disagree	9%	21% ↑	11%		13%	22% ↑	5%		15%	14%	7%	4% ↓	20% ↑	20% ↑
Average	3.9	3.5	3.8		3.7	3.5	3.9		4.1	3.8	4.0	4.2	3.5	3.5
Standard Deviation	0.8	1.1	1.0		0.9	1.1	0.8		1.0	1.0	0.9	0.8	1.1	1.1

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

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

	Addiction medicine - RACP n<10^	Anaesthesia - ANZCA n = 472	Dermatology - ACD n = 16!	Emergency medicine - ACEM n = 588	General practice - ACRRM n = 280	General practice - RACGP n = 1246	Intensive care medicine - CICM n = 231	Medical administration - RACMA n = 15!	Obstetrics and gynaecology - RANZCOG n = 156	Occupational and environmental medicine - RACP n = 13!	Ophthalmology - RANZCO n = 73	Paediatrics and child health - RACP n = 227	Pain medicine - ANZCA n = 25!	Palliative medicine - RACP n<10^
Strongly Agree		25% ↑	13%	26% ↑	16%	17%	26% ↑	33%	17%	31%	29%	2%	24%	
Agree		49%	38%	53%	50%	58% ↑	58%	27%	59%	46%	63%	50%	68%	
Neither Agree nor Disagree		14%	19%	12%	19%	16%	15%	27%	17%	15%	5%	26% ↑	4%	
Disagree		6%	13%	4% ↓	9%	7%	2% ↓	7%	5%	8%	3%	15% ↑	0%	
Strongly Disagree		5%	19%	5%	6%	2% ↓	0% ↓	7%	3%	0%	0%	7%	4%	
NET Strongly Agree + Agree		75%	50%	79% ↑	66%	75% ↑	83% ↑	60%	76%	77%	92% ↑	52% ↓	92%	
NET Strongly Disagree + Disagree		11%	31%	9% ↓	16%	9% ↓	2% ↓	13%	8%	8%	3% ↓	22% ↑	4%	
Average		3.8	3.1	3.9	3.6	3.8	4.1	3.7	3.8	4.0	4.2	3.3	4.1	
Standard Deviation		1.0	1.4	1.0	1.1	0.9	0.7	1.2	0.9	0.9	0.7	1.0	0.8	
	Pathology - RCPA n = 136	Physician - RACP n = 756	Psychiatry - RANZCP n = 557	Public health medicine - RACP n<10^	Radiation oncology - RANZCR n = 30	Radiology - RANZCR n = 115	Rehabilitation medicine - RACP n = 63	Sexual health medicine - RACP n<10^	Sports and exercise medicine - ACSEP n = 13!	Surgery - Oral and maxillofacial surgery - RACDS n = 14!	Surgery - RACS n = 229	Total - ANZCA n = 499	Total - RACP n = 1078	Total - RANZCR n = 145
Strongly Agree	15%	6% ↓	14% ↓		10%	6% ↓	19%		31%	21%	23%	25% ↑	7% ↓	7% ↓
Agree	57%	52%	48%		67%	52%	54%		54%	36%	57%	50%	52%	55%
Neither Agree nor Disagree	18%	19% ↑	24% ↑		20%	13%	16%		15%	29%	11%	14%	20% ↑	14%
Disagree	5%	16% ↑	10% ↑		3%	11%	10%		0%	7%	6%	6%	15% ↑	10%
Strongly Disagree	4%	6%	4% ↓		0%	17% ↑	2%		0%	7%	4%	5%	6%	14% ↑
NET Strongly Agree + Agree	72%	59% ↓	62% ↓		77%	58% ↓	73%		85%	57%	79% ↑	75%	58% ↓	62%
NET Strongly Disagree + Disagree	10%	22% ↑	14%		3%	29% ↑	11%		0%	14%	10%	11%	21% ↑	23% ↑
Average	3.7	3.4	3.6		3.8	3.2	3.8		4.2	3.6	3.9	3.8	3.4	3.3
Standard Deviation	0.9	1.0	1.0		0.6	1.2	0.9		0.7	1.2	1.0	1.0	1.0	1.2

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

	Addiction medicine - RACP n<10^	Anaesthesia - ANZCA n = 403	Dermatology - ACD n = 13!	Emergency medicine - ACEM n = 568	General practice - ACRRM n = 260	General practice - RACGP n = 1205	Intensive care medicine - CICM n = 209	Medical administration - RACMA n = 14!	Obstetrics and gynaecology - RANZCOG n = 152	Occupational and environmental medicine - RACP n = 12!	Ophthalmology - RANZCO n = 71	Paediatrics and child health - RACP n = 224	Pain medicine - ANZCA n = 24!	Palliative medicine - RACP n<10^
Strongly Agree		4% ↓	0%	5% ↓	11%	8%	9%	36%	7%	25%	6%	1% ↓	17%	
Agree		14% ↓	0%	24%	35% ↑	29%	16% ↓	29%	30%	17%	24%	31%	54%	
Neither Agree nor Disagree		20%	23%	20%	19%	23%	23%	7%	22%	17%	23%	30% ↑	13%	
Disagree		29%	38%	30% ↑	17% ↓	23%	31%	14%	24%	17%	28%	27%	8%	
Strongly Disagree		33% ↑	38%	21%	18%	18%	21%	14%	16%	25%	20%	11% ↓	8%	
NET Strongly Agree + Agree		18% ↓	0%	29% ↓	46% ↑	37%	25% ↓	64%	38%	42%	30%	32%	71%	
NET Strongly Disagree + Disagree		62% ↑	77%	51% ↑	35% ↓	40%	52% ↑	29%	41%	42%	48%	38%	17%	
Average		2.3	1.8	2.6	3.0	2.9	2.6	3.6	2.9	3.0	2.7	2.8	3.6	
Standard Deviation		1.2	0.8	1.2	1.3	1.2	1.2	1.5	1.2	1.6	1.2	1.0	1.1	
	Pathology - RCPA n = 129	Physician - RACP n = 738	Psychiatry - RANZCP n = 532	Public health medicine - RACP n<10^	Radiation oncology - RANZCR n = 27!	Radiology - RANZCR n = 108	Rehabilitation medicine - RACP n = 59	Sexual health medicine - RACP n<10^	Sports and exercise medicine - ACSEP n = 13!	Surgery - Oral and maxillofacial surgery - RACDS n = 12!	Surgery - RACS n = 212	Total - ANZCA n = 429	Total - RACP n = 1051	Total - RANZCR n = 135
Strongly Agree	4%	5% ↓	7%		0%	1% ↓	7%		31%	0%	12%	5% ↓	4% ↓	1% ↓
Agree	26%	41% ↑	33% ↑		26%	18%	27%		46%	8%	31%	16% ↓	38% ↑	19%
Neither Agree nor Disagree	21%	26% ↑	21%		30%	19%	19%		8%	33%	21%	20%	27% ↑	21%
Disagree	27%	18% ↓	20%		30%	37% ↑	32%		8%	33%	24%	28%	21% ↓	36% ↑
Strongly Disagree	22%	10% ↓	20%		15%	26%	15%		8%	25%	12% ↓	31% ↑	11% ↓	24%
NET Strongly Agree + Agree	29%	46% ↑	39%		26%	19% ↓	34%		77%	8%	43%	21% ↓	42% ↑	20% ↓
NET Strongly Disagree + Disagree	50%	28% ↓	40%		44%	63% ↑	47%		15%	58%	36%	59% ↑	31% ↓	59% ↑
Average	2.6	3.1	2.9		2.7	2.3	2.8		3.8	2.3	3.1	2.4	3.0	2.4
Standard Deviation	1.2	1.1	1.3		1.0	1.1	1.2		1.2	1.0	1.2	1.2	1.1	1.1

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

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

	Addiction medicine - RACP n<10^	Anaesthesia - ANZCA n = 358	Dermatology - ACD n = 14!	Emergency medicine - ACEM n = 522	General practice - ACRRM n = 258	General practice - RACGP n = 1154	Intensive care medicine - CICM n = 193	Medical administration - RACMA n = 14!	Obstetrics and gynaecology - RANZCOG n = 150	Occupational and environmental medicine - RACP n = 12!	Ophthalmology - RANZCO n = 67	Paediatrics and child health - RACP n = 222	Pain medicine - ANZCA n = 25!	Palliative medicine - RACP n<10^
Strongly Agree		8%	0%	5% ↓	11%	8% ↓	11%	43%	9%	17%	9%	1% ↓	20%	
Agree		28%	14%	36%	45% ↑	34%	26%	50%	45% ↑	17%	39%	45% ↑	56%	
Neither Agree nor Disagree		24%	29%	26%	21%	27% ↑	30% ↑	7%	16%	50%	24%	29% ↑	4%	
Disagree		23% ↑	29%	20%	14%	18%	23%	0%	23%	8%	18%	16%	8%	
Strongly Disagree		17%	29%	13%	8% ↓	13%	10%	0%	7% ↓	8%	10%	8% ↓	12%	
NET Strongly Agree + Agree		36% ↓	14%	42%	56% ↑	42%	37%	93%	54%	33%	48%	47%	76%	
NET Strongly Disagree + Disagree		40% ↑	57%	33%	22% ↓	31%	33%	0%	30%	17%	28%	24% ↓	20%	
Average		2.9	2.3	3.0	3.4	3.1	3.0	4.4	3.3	3.3	3.2	3.2	3.6	
Standard Deviation		1.2	1.1	1.1	1.1	1.2	1.2	0.6	1.1	1.1	1.2	1.0	1.3	
	Pathology - RCPA n = 119	Physician - RACP n = 743	Psychiatry - RANZCP n = 543	Public health medicine - RACP n<10^	Radiation oncology - RANZCR n = 29!	Radiology - RANZCR n = 104	Rehabilitation medicine - RACP n = 59	Sexual health medicine - RACP n<10^	Sports and exercise medicine - ACSEP n = 13!	Surgery - Oral and maxillofacial surgery - RACDS n = 10!	Surgery - RACS n = 202	Total - ANZCA n = 385	Total - RACP n = 1053	Total - RANZCR n = 133
Strongly Agree	5%	5% ↓	7% ↓		3%	1% ↓	7%		31%	20%	12%	9%	5% ↓	2% ↓
Agree	29%	46% ↑	37%		28%	26%	34%		54%	20%	46% ↑	30%	45% ↑	26%
Neither Agree nor Disagree	24%	23%	19%		34%	23%	34%		15%	30%	20%	23%	25%	26%
Disagree	24%	19%	19%		17%	26%	17%		0%	10%	12%	22%	18%	24%
Strongly Disagree	19%	7% ↓	17%		17%	24%	8%		0%	20%	10%	17%	8% ↓	23%
NET Strongly Agree + Agree	34%	51% ↑	44%		31%	27% ↓	41%		85%	40%	57% ↑	38% ↓	49% ↑	28% ↓
NET Strongly Disagree + Disagree	43%	26% ↓	37%		34%	50% ↑	25%		0%	30%	22% ↓	39%	26% ↓	47% ↑
Average	2.8	3.2	3.0		2.8	2.5	3.1		4.2	3.1	3.4	2.9	3.2	2.6
Standard Deviation	1.2	1.0	1.2		1.1	1.1	1.1		0.7	1.4	1.2	1.2	1.0	1.1

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

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

	Addiction medicine - RACP n<10^	Anaesthesia - ANZCA n = 400	Dermatology - ACD n = 16!	Emergency medicine - ACEM n = 492	General practice - ACRRM n = 258	General practice - RACGP n = 1142	Intensive care medicine - CICM n = 206	Medical administration - RACMA n = 13!	Obstetrics and gynaecology - RANZCOG n = 131	Occupational and environmental medicine - RACP n = 13!	Ophthalmology - RANZCO n = 57	Paediatrics and child health - RACP n = 195	Pain medicine - ANZCA n = 24!	Palliative medicine - RACP n<10^
Strongly Agree		7%	0%	10%	14% ↑	9%	16% ↑	23%	7%	23%	11%	2%	29%	
Agree		29%	44%	36%	45% ↑	38% ↑	43% ↑	38%	41%	23%	40%	15% ↓	29%	
Neither Agree nor Disagree		36%	31%	36%	24% ↓	33%	26%	38%	33%	38%	37%	44% ↑	25%	
Disagree		15%	6%	11%	10%	12%	12%	0%	11%	15%	7%	23% ↑	13%	
Strongly Disagree		12%	19%	8%	6%	8% ↓	4% ↓	0%	8%	0%	5%	16% ↑	4%	
NET Strongly Agree + Agree		36% ↓	44%	45%	60% ↑	47% ↑	59% ↑	62%	48%	46%	51%	17% ↓	58%	
NET Strongly Disagree + Disagree		28%	25%	19% ↓	16% ↓	20% ↓	16% ↓	0%	19%	15%	12%	39% ↑	17%	
Average		3.0	3.0	3.3	3.5	3.3	3.6	3.8	3.3	3.5	3.4	2.6	3.7	
Standard Deviation		1.1	1.2	1.1	1.1	1.1	1.0	0.8	1.0	1.1	1.0	1.0	1.2	
	Pathology - RCPA n = 119	Physician - RACP n = 671	Psychiatry - RANZCP n = 495	Public health medicine - RACP n<10^	Radiation oncology - RANZCR n = 24!	Radiology - RANZCR n = 93	Rehabilitation medicine - RACP n = 57	Sexual health medicine - RACP n<10^	Sports and exercise medicine - ACSEP n = 13!	Surgery - Oral and maxillofacial surgery - RACDS n = 11!	Surgery - RACS n = 195	Total - ANZCA n = 426	Total - RACP n = 953	Total - RANZCR n = 117
Strongly Agree	7%	3% ↓	9%		4%	2% ↓	7%		31%	0%	13%	8%	3% ↓	3% ↓
Agree	42%	21% ↓	40% ↑		42%	23%	39%		54%	0%	36%	29%	21% ↓	26%
Neither Agree nor Disagree	38%	42% ↑	31%		46%	43%	35%		8%	27%	32%	35%	42% ↑	44% ↑
Disagree	8%	19% ↑	11%		0%	17%	12%		8%	36%	10%	15%	20% ↑	14%
Strongly Disagree	5%	15% ↑	9%		8%	15%	7%		0%	36%	9%	12%	14% ↑	14%
NET Strongly Agree + Agree	49%	24% ↓	49% ↑		46%	25% ↓	46%		85%	0%	49%	38%	24% ↓	29% ↓
NET Strongly Disagree + Disagree	13% ↓	34% ↑	20% ↓		8%	32%	19%		8%	73%	18%	27%	34% ↑	27%
Average	3.4	2.8	3.3		3.3	2.8	3.3		4.1	1.9	3.3	3.1	2.8	2.9
Standard Deviation	0.9	1.0	1.1		0.9	1.0	1.0		0.9	0.8	1.1	1.1	1.0	1.0

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

### B3 2020 Detailed tables – Regional training organisation

Q18_1. Thinking about your [Regional Training Organisation] training program, to what extent do you agree or disagree with each of the following statements? [Regional Training Organisation] education program meets the College/s requirements									
	GP Synergy n = 1307	Murray City Country Coast GP Training n = 462	General Practice Training Queensland n = 462	GPeX n = 345	Western Australia General Practice Training n = 394	Eastern Victoria GP Training n = 310	James Cook University n = 348	Northern Territory General Practice Education n = 107	GP Training Tasmania n = 92
Strongly Agree	26% ↓	38% ↑	35%	36%	25% ↓	41% ↑	27%	25%	51% ↑
Agree	56% ↑	48%	48%	49%	58%	50%	56%	59%	35% ↓
Neither Agree nor Disagree	14%	11%	13%	11%	13%	6% ↓	14%	11%	12%
Disagree	3%	2%	2%	2%	2%	2%	2%	2%	1%
Strongly Disagree	1%	1%	1%	1%	2%	2%	0%	3%	1%
NET Strongly Agree + Agree	82% ↓	86%	83%	86%	83%	91% ↑	83%	84%	86%
NET Strongly Disagree + Disagree	4%	3%	4%	3%	4%	3%	3%	5%	2%
Average	4.0 ↓	4.2 ↑	4.1	4.2	4.0	4.3 ↑	4.1	4.0	4.3 ↑
Standard Deviation	0.8	0.8	0.8	0.8	0.8	0.8	0.7	0.8	0.8

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

Q18_2. Thinking about your [Regional Training Organisation] training program, to what extent do you agree or disagree with each of the following statements? [Regional Training Organisation] education program is preparing me as a specialist									
	GP Synergy n = 1307	Murray City Country Coast GP Training n = 462	General Practice Training Queensland n = 462	GPeX n = 344	Western Australia General Practice Training n = 393	Eastern Victoria GP Training n = 310	James Cook University n = 348	Northern Territory General Practice Education n = 107	GP Training Tasmania n = 92
Strongly Agree	24% ↓	36% ↑	29%	31%	22% ↓	37% ↑	24%	25%	43% ↑
Agree	53%	47%	50%	51%	57%	49%	51%	56%	43%
Neither Agree nor Disagree	16%	11%	15%	12%	16%	9%	20% ↑	10%	9%
Disagree	5%	4%	4%	4%	3%	3%	4%	6%	2%
Strongly Disagree	2%	2%	2%	2%	2%	2%	2%	3%	2%
NET Strongly Agree + Agree	78%	84%	79%	82%	79%	86% ↑	75%	81%	87%
NET Strongly Disagree + Disagree	7%	5%	6%	6%	6%	5%	5%	8%	4%
Average	3.9 ↓	4.1 ↑	4.0	4.0	3.9	4.2 ↑	3.9	4.0	4.2 ↑
Standard Deviation	0.9	0.9	0.9	0.9	0.8	0.8	0.9	0.9	0.9

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

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

	GP Synergy n = 1307	Murray City Country Coast GP Training n = 462	General Practice Training Queensland n = 463	GPeX n = 345	Western Australia General Practice Training n = 394	Eastern Victoria GP Training n = 309	James Cook University n = 347	Northern Territory General Practice Education n = 107	GP Training Tasmania n = 92
Strongly Agree	25% ↓	35% ↑	31%	32%	23%	39% ↑	24%	26%	41%
Agree	54%	47%	49%	50%	54%	47%	52%	50%	47%
Neither Agree nor Disagree	15%	11%	14%	12%	16%	10%	20% ↑	14%	9%
Disagree	4%	4%	3%	3%	5%	1%	3%	7%	1%
Strongly Disagree	2%	2%	3%	3%	2%	3%	1%	3%	2%
NET Strongly Agree + Agree	79%	83%	80%	82%	77%	86%	76%	77%	88%
NET Strongly Disagree + Disagree	6%	6%	5%	6%	7%	4%	4%	9%	3%
Average	4.0 ↓	4.1 ↑	4.0	4.1	3.9 ↓	4.2 ↑	3.9	3.9	4.2 ↑
Standard Deviation	0.9	0.9	0.9	0.9	0.9	0.9	0.8	1.0	0.8

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

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

	GP Synergy n = 1296	Murray City Country Coast GP Training n = 460	General Practice Training Queensland n = 460	GPeX n = 343	Western Australia General Practice Training n = 389	Eastern Victoria GP Training n = 310	James Cook University n = 347	Northern Territory General Practice Education n = 107	GP Training Tasmania n = 92
Strongly Agree	26%	33%	34% ↑	32%	20% ↓	36% ↑	21% ↓	24%	38%
Agree	55%	48%	47%	50%	52%	49%	55%	63%	48%
Neither Agree nor Disagree	11%	11%	12%	11%	17% ↑	10%	16%	5%	8%
Disagree	5%	5%	4%	4%	7%	3%	6%	6%	5%
Strongly Disagree	3%	3%	2%	2%	3%	1%	1%	3%	1%
NET Strongly Agree + Agree	81%	80%	81%	83%	72% ↓	86%	76%	87%	86%
NET Strongly Disagree + Disagree	8%	8%	7%	6%	10%	4%	8%	8%	7%
Average	4.0	4.0	4.1	4.1	3.8 ↓	4.2 ↑	3.9 ↓	4.0	4.2
Standard Deviation	0.9	1.0	0.9	0.9	0.9	0.8	0.9	0.9	0.9

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

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

	GP Synergy n = 1296	Murray City Country Coast GP Training n = 460	General Practice Training Queensland n = 460	GPeX n = 343	Western Australia General Practice Training n = 389	Eastern Victoria GP Training n = 310	James Cook University n = 347	Northern Territory General Practice Education n = 107	GP Training Tasmania n = 92
Strongly Agree	24%	30%	30%	30%	18% ↓	35% ↑	21%	22%	32%
Agree	53%	48%	45%	50%	48%	46%	50%	62%	52%
Neither Agree nor Disagree	13%	14%	17%	15%	21% ↑	13%	20%	8%	9%
Disagree	7%	5%	6%	4%	9%	4%	7%	3%	7%
Strongly Disagree	3%	3%	2%	1%	4%	2%	3%	5%	1%
NET Strongly Agree + Agree	77%	78%	75%	79%	67% ↓	82%	70%	84%	84%
NET Strongly Disagree + Disagree	10%	8%	8%	5%	13%	5%	10%	7%	8%
Average	3.9	4.0	3.9	4.0 ↑	3.7 ↓	4.1 ↑	3.8 ↓	3.9	4.1
Standard Deviation	0.9	0.9	1.0	0.9	1.0	0.9	0.9	0.9	0.9

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

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

	GP Synergy n = 1296	Murray City Country Coast GP Training n = 460	General Practice Training Queensland n = 460	GPeX n = 343	Western Australia General Practice Training n = 388	Eastern Victoria GP Training n = 310	James Cook University n = 347	Northern Territory General Practice Education n = 107	GP Training Tasmania n = 92
Strongly Agree	37%	39%	37%	50% ↑	33%	47% ↑	32% ↓	36%	52% ↑
Agree	54% ↑	50%	50%	43% ↓	56%	41% ↓	57%	57%	41%
Neither Agree nor Disagree	6%	8%	8%	5%	7%	9%	7%	4%	4%
Disagree	2%	2%	3%	1%	2%	2%	4%	2%	2%
Strongly Disagree	1%	2%	1%	1%	1%	0%	0%	2%	0%
NET Strongly Agree + Agree	92%	88%	87%	94%	89%	89%	89%	93%	93%
NET Strongly Disagree + Disagree	3%	4%	5%	2%	4%	3%	4%	4%	2%
Average	4.2	4.2	4.2	4.4 ↑	4.2	4.3	4.2	4.2	4.4 ↑
Standard Deviation	0.7	0.8	0.8	0.7	0.8	0.8	0.7	0.8	0.7

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

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

	GP Synergy n = 1283	Murray City Country Coast GP Training n = 460	General Practice Training Queensland n = 456	GPeX n = 341	Western Australia General Practice Training n = 390	Eastern Victoria GP Training n = 308	James Cook University n = 347	Northern Territory General Practice Education n = 105	GP Training Tasmania n = 92
Strongly Agree	18%	24% ↑	17%	20%	11% ↓	24%	13% ↓	15%	27%
Agree	44%	44%	40%	40%	37%	43%	40%	38%	38%
Neither Agree nor Disagree	22%	18% ↓	26%	23%	24%	22%	29% ↑	25%	22%
Disagree	11%	9%	13%	12%	19% ↑	8%	14%	16%	12%
Strongly Disagree	4%	4%	3%	5%	8% ↑	4%	4%	6%	1%
NET Strongly Agree + Agree	63%	68% ↑	57%	59%	48% ↓	67%	52% ↓	53%	65%
NET Strongly Disagree + Disagree	15%	13%	16%	17%	27% ↑	11%	18%	22%	13%
Average	3.6	3.8 ↑	3.6	3.6	3.2 ↓	3.8 ↑	3.4 ↓	3.4	3.8
Standard Deviation	1.0	1.0	1.0	1.1	1.1	1.0	1.0	1.1	1.0

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

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

	GP Synergy n = 1283	Murray City Country Coast GP Training n = 460	General Practice Training Queensland n = 456	GPeX n = 341	Western Australia General Practice Training n = 390	Eastern Victoria GP Training n = 308	James Cook University n = 347	Northern Territory General Practice Education n = 105	GP Training Tasmania n = 92
Strongly Agree	17% ↓	28% ↑	25%	30% ↑	20%	26%	16% ↓	19%	33%
Agree	52%	48%	51%	50%	58% ↑	46%	48%	59%	49%
Neither Agree nor Disagree	23% ↑	19%	18%	15% ↓	17%	21%	28% ↑	18%	14%
Disagree	5%	3%	4%	3%	3%	4%	6%	3%	3%
Strongly Disagree	2%	2%	2%	2%	2%	2%	2%	1%	1%
NET Strongly Agree + Agree	69% ↓	75%	76%	80% ↑	78%	72%	64% ↓	78%	82%
NET Strongly Disagree + Disagree	8%	6%	6%	6%	5%	6%	8%	4%	4%
Average	3.8 ↓	3.9	3.9	4.0 ↑	3.9	3.9	3.7 ↓	3.9	4.1 ↑
Standard Deviation	0.9	0.9	0.9	0.9	0.8	0.9	0.9	0.8	0.8

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

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

	GP Synergy n = 1282	Murray City Country Coast GP Training n = 460	General Practice Training Queensland n = 456	GPeX n = 341	Western Australia General Practice Training n = 390	Eastern Victoria GP Training n = 308	James Cook University n = 347	Northern Territory General Practice Education n = 105	GP Training Tasmania n = 92
Strongly Agree	21% ↓	29%	27%	27%	21%	33% ↑	19%	20%	41% ↑
Agree	60%	56%	55%	55%	58%	50%	58%	64%	48%
Neither Agree nor Disagree	14%	12%	14%	13%	15%	13%	18%	10%	10%
Disagree	4%	2%	3%	3%	4%	3%	3%	4%	0%
Strongly Disagree	1%	1%	1%	1%	2%	1%	1%	2%	1%
NET Strongly Agree + Agree	81%	85%	82%	82%	79%	83%	78%	84%	89%
NET Strongly Disagree + Disagree	5%	3%	4%	4%	6%	4%	4%	6%	1%
Average	4.0 ↓	4.1 ↑	4.1	4.0	3.9 ↓	4.1 ↑	3.9 ↓	4.0	4.3 ↑
Standard Deviation	0.8	0.7	0.8	0.8	0.8	0.8	0.8	0.8	0.7

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

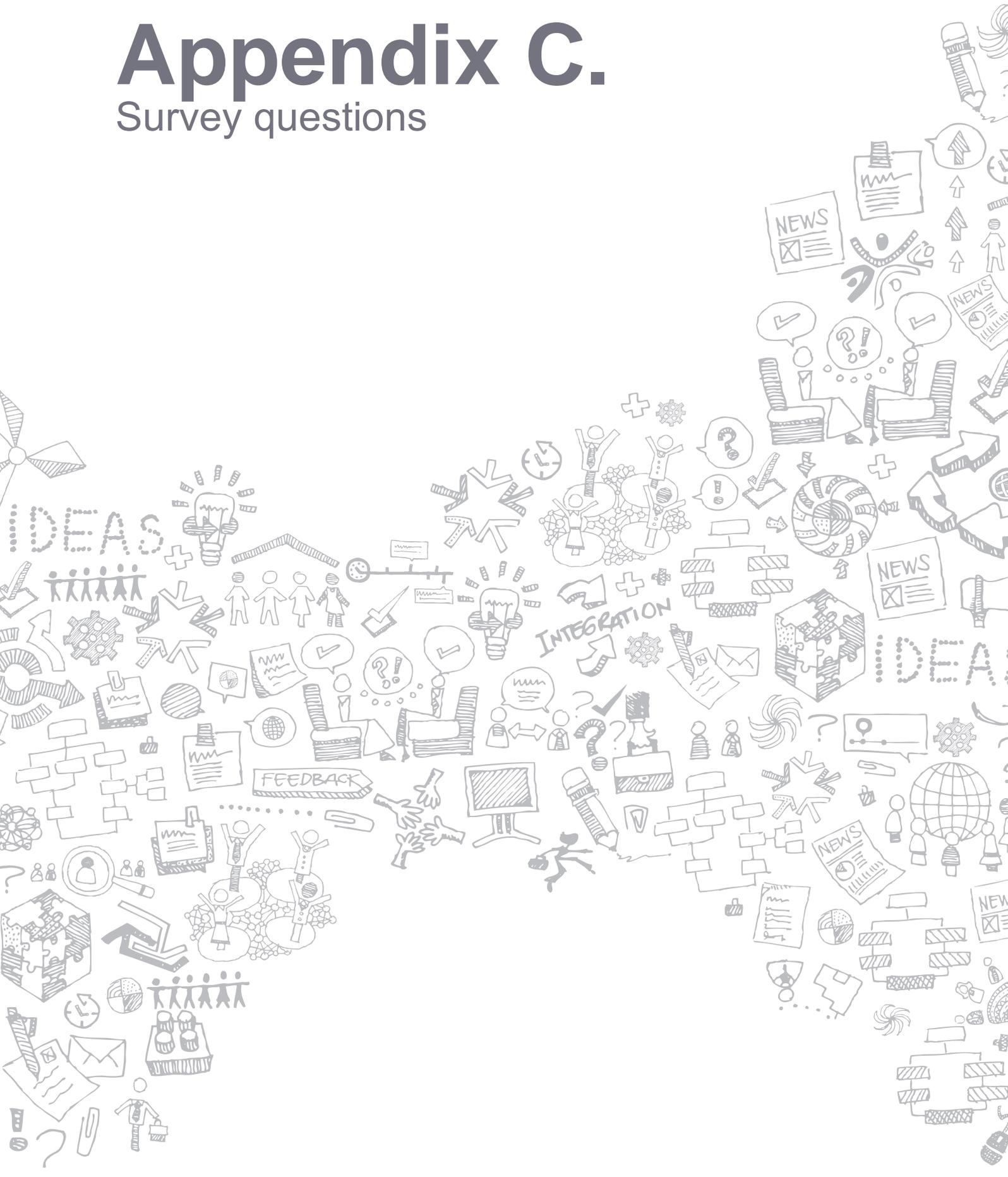
**Q20\_4. Thinking about how [Regional Training Organisation] engages with you, to what extent do you agree or disagree with the following statements? [Regional Training Organisation] provides me with access to psychological and/or mental health support services**

	GP Synergy n = 1283	Murray City Country Coast GP Training n = 460	General Practice Training Queensland n = 456	GPeX n = 342	Western Australia General Practice Training n = 390	Eastern Victoria GP Training n = 308	James Cook University n = 347	Northern Territory General Practice Education n = 105	GP Training Tasmania n = 92
Strongly Agree	15% ↓	26% ↑	20%	18%	10% ↓	31% ↑	9% ↓	22%	26%
Agree	44%	45%	41%	37%	32% ↓	46%	34% ↓	60% ↑	36%
Neither Agree nor Disagree	31%	22% ↓	30%	33%	43% ↑	18% ↓	44% ↑	12% ↓	32%
Disagree	7%	5%	5%	8%	10% ↑	4%	10% ↑	3%	4%
Strongly Disagree	3%	2%	3%	3%	5% ↑	1%	3%	3%	2%
NET Strongly Agree + Agree	59%	71% ↑	61%	55%	42% ↓	77% ↑	43% ↓	82% ↑	62%
NET Strongly Disagree + Disagree	9%	7%	9%	11%	15% ↑	5% ↓	13% ↑	6%	7%
Average	3.6	3.9 ↑	3.7	3.6	3.3 ↓	4.0 ↑	3.4 ↓	4.0 ↑	3.8
Standard Deviation	0.9	0.9	1.0	1.0	1.0	0.9	0.9	0.8	1.0

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

# Appendix C.

## Survey questions



## C1 Survey questions

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

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

### Medical Training Survey

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

#### Survey description

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

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

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

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

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

# Medical Training Survey

## Survey description

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

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

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

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

## Your part in the Medical Training Survey

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

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

## Privacy information

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

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

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

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

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

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

## Data management

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

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

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

### Use and sharing of survey data

Ahpra anticipate using information from the survey to:

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

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

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

### Complaints

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

### Point of contact

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

Should you have any complaints or concerns about the manner in which this project is conducted, please do not hesitate to contact the researchers listed above. If you may prefer to contact the membership body for market and social research, The Research Society, on 02 9566 3100 or you can [visit](https://researchsociety.com.au/) <https://researchsociety.com.au/>.

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

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

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

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

COPY

## DEMOGRAPHICS

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

<p><b>[IMG, PVT, INS, SNT/SGPT]</b></p> <p>Q1. What is your postgraduate year? Please select one response only.</p>	<table style="width: 100%; border-collapse: collapse;"> <tr><td style="border-bottom: 1px solid black;">PGY1</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 01</td></tr> <tr><td style="border-bottom: 1px solid black;">PGY2</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 02</td></tr> <tr><td style="border-bottom: 1px solid black;">PGY3</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 03</td></tr> <tr><td style="border-bottom: 1px solid black;">PGY4</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 04</td></tr> <tr><td style="border-bottom: 1px solid black;">PGY5</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 05</td></tr> <tr><td style="border-bottom: 1px solid black;">PGY6</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 06</td></tr> <tr><td style="border-bottom: 1px solid black;">PGY7</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 07</td></tr> <tr><td style="border-bottom: 1px solid black;">PGY8</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 08</td></tr> <tr><td style="border-bottom: 1px solid black;">PGY9</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 09</td></tr> <tr><td style="border-bottom: 1px solid black;">PGY≥10</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 10</td></tr> </table>	PGY1	<input type="radio"/> 01	PGY2	<input type="radio"/> 02	PGY3	<input type="radio"/> 03	PGY4	<input type="radio"/> 04	PGY5	<input type="radio"/> 05	PGY6	<input type="radio"/> 06	PGY7	<input type="radio"/> 07	PGY8	<input type="radio"/> 08	PGY9	<input type="radio"/> 09	PGY≥10	<input type="radio"/> 10
PGY1	<input type="radio"/> 01																				
PGY2	<input type="radio"/> 02																				
PGY3	<input type="radio"/> 03																				
PGY4	<input type="radio"/> 04																				
PGY5	<input type="radio"/> 05																				
PGY6	<input type="radio"/> 06																				
PGY7	<input type="radio"/> 07																				
PGY8	<input type="radio"/> 08																				
PGY9	<input type="radio"/> 09																				
PGY≥10	<input type="radio"/> 10																				

<p><b>[IMG, PVT, INS, SNT/SGPT]</b></p> <p>Q2. Are you employed: Please select one response only.</p>	<table style="width: 100%; border-collapse: collapse;"> <tr><td style="border-bottom: 1px solid black;">Full time</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 1</td></tr> <tr><td style="border-bottom: 1px solid black;">Part time</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 2</td></tr> <tr><td style="border-bottom: 1px solid black;">Casually</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 3</td></tr> <tr><td style="border-bottom: 1px solid black;">On leave for most of your current rotation</td><td style="text-align: right; border-bottom: 1px solid black;"><b>TERMINATE 1</b></td></tr> <tr><td style="border-bottom: 1px solid black;"></td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 99</td></tr> </table>	Full time	<input type="radio"/> 1	Part time	<input type="radio"/> 2	Casually	<input type="radio"/> 3	On leave for most of your current rotation	<b>TERMINATE 1</b>		<input type="radio"/> 99
Full time	<input type="radio"/> 1										
Part time	<input type="radio"/> 2										
Casually	<input type="radio"/> 3										
On leave for most of your current rotation	<b>TERMINATE 1</b>										
	<input type="radio"/> 99										

**TERMINATE 1:**

Thank you for your interest in completing the Medical Training Survey. At this stage we are only after responses from doctors in training that are not on leave for extended periods – we look forward to receiving your feedback on medical training in future years.

If you would like to contact us regarding this please email [medicaltrainingsurvey@au.ey.com](mailto:medicaltrainingsurvey@au.ey.com)

Should you need to contact the MBA and Ahpra please email [MTS@ahpra.gov.au](mailto:MTS@ahpra.gov.au).

<p><b>[PVT, SNT/SGPT]</b></p> <p>Q3. Are you in a college training program?</p>	<table style="width: 100%; border-collapse: collapse;"> <tr><td style="border-bottom: 1px solid black;">Yes</td><td style="text-align: right; border-bottom: 1px solid black;"><b>[ASSIGN SNT]</b> <input type="radio"/> 1</td></tr> <tr><td style="border-bottom: 1px solid black;">No</td><td style="text-align: right; border-bottom: 1px solid black;"><b>[ASSIGN PVT]</b> <input type="radio"/> 2</td></tr> </table>	Yes	<b>[ASSIGN SNT]</b> <input type="radio"/> 1	No	<b>[ASSIGN PVT]</b> <input type="radio"/> 2
Yes	<b>[ASSIGN SNT]</b> <input type="radio"/> 1				
No	<b>[ASSIGN PVT]</b> <input type="radio"/> 2				

Throughout the survey, we have used the term “setting” to describe the last place or area where you have practised or trained for at least two weeks. This would normally be your current setting, workplace, placement or rotation, or might be your previous setting, if you have only been practising or training in your current setting for less than two weeks.

<p><b>[IMG, PVT, INS, SNT/SGPT]</b></p> <p>Q4. In which state or territory is your current term/rotation/placement based?</p> <p><i>If you have only been practising or training in your current state or territory for less than two weeks, please select the state or territory for your previous setting.</i></p> <p><b>Please select one response only.</b></p>	<table border="0"> <tr><td>ACT</td><td style="text-align: right;">○ 01</td></tr> <tr><td>NSW</td><td style="text-align: right;">○ 02</td></tr> <tr><td>NT</td><td style="text-align: right;">○ 03</td></tr> <tr><td>QLD</td><td style="text-align: right;">○ 04</td></tr> <tr><td>SA</td><td style="text-align: right;">○ 05</td></tr> <tr><td>Tas.</td><td style="text-align: right;">○ 06</td></tr> <tr><td>Vic.</td><td style="text-align: right;">○ 07</td></tr> <tr><td>WA</td><td style="text-align: right;">○ 08</td></tr> <tr><td>Outside Australia</td><td style="text-align: right;"><b>TERMINATE 2</b> ○ 09</td></tr> </table>	ACT	○ 01	NSW	○ 02	NT	○ 03	QLD	○ 04	SA	○ 05	Tas.	○ 06	Vic.	○ 07	WA	○ 08	Outside Australia	<b>TERMINATE 2</b> ○ 09
ACT	○ 01																		
NSW	○ 02																		
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SA	○ 05																		
Tas.	○ 06																		
Vic.	○ 07																		
WA	○ 08																		
Outside Australia	<b>TERMINATE 2</b> ○ 09																		

**TERMINATE 2:**

Thank you for your interest in completing the Medical Training Survey. At this stage we are only after responses from doctors who are in Australia for their current placement – we look forward to receiving your feedback on medical training in future years.

If you would like to contact us regarding this please email [medicaltrainingsurvey@au.ey.com](mailto:medicaltrainingsurvey@au.ey.com)

Should you need to contact the MBA and AHPRA please email [MTS@ahpra.gov.au](mailto:MTS@ahpra.gov.au).

<p><b>[IMG, PVT, INS, SNT/SGPT]</b></p> <p>Q5a. <b>SHOW IF PVT, INS, SNT/SGPT</b> Is your current term/rotation/placement in a hospital?</p> <p><b>SHOW IF IMG</b> Is your current position in a hospital?</p> <p><i>If you have only been practising or training in your current term/rotation/position or placement for less than two weeks, please consider your previous setting.</i></p>	<table border="0"> <tr><td>Yes</td><td style="text-align: right;">○ 1</td></tr> <tr><td>No</td><td style="text-align: right;">○ 2</td></tr> </table>	Yes	○ 1	No	○ 2
Yes	○ 1				
No	○ 2				

<p><b>[IMG, PVT, INS, SNT/SGPT]</b></p> <p><b>ASK IF Q5a=1</b></p> <p>Q5b. Which hospital do you work at? If you work at more than one hospital, select where you spend most time.</p> <p><i>If you have only been practising or training in your current hospital for less than two weeks, please consider your previous hospital.</i></p> <p><b>Please type in and select.</b></p>	<p><b>PIPE RESPONSES BY FROM STATE LIST Q4</b> ○ 01</p> <table border="0"> <tr><td>_____</td><td style="text-align: right;">○ 02</td></tr> <tr><td>_____</td><td style="text-align: right;">○ 03</td></tr> <tr><td>_____</td><td style="text-align: right;">○ 04</td></tr> <tr><td>_____</td><td style="text-align: right;">○ 05</td></tr> <tr><td>_____</td><td style="text-align: right;">○ 06</td></tr> <tr><td>Other</td><td style="text-align: right;">○ 97</td></tr> <tr><td>Do not wish to specify</td><td style="text-align: right;">○ 98</td></tr> </table>	_____	○ 02	_____	○ 03	_____	○ 04	_____	○ 05	_____	○ 06	Other	○ 97	Do not wish to specify	○ 98
_____	○ 02														
_____	○ 03														
_____	○ 04														
_____	○ 05														
_____	○ 06														
Other	○ 97														
Do not wish to specify	○ 98														

<p><b>[IMG, PVT, INS, SNT/SGPT]</b>  <b>ASK IF Q5a=2 OR Q5b=97 OR Q5b=98 ELSE PIPE FROM DATABASE</b></p> <p>Q6. Is your current setting in a...?</p> <p><b>Please select one response only.</b>  <b>HOVERTEXT FOR 'SETTING'</b>          Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.</p>	<p>Metropolitan area (e.g. capital city – Sydney, Melbourne, Brisbane, Adelaide, Perth, Darwin, Hobart, Canberra) <input type="radio"/> 1</p> <p>Regional area (e.g. within or less than 15km from a town with a population of at least 15,000 that is not a capital city) <input type="radio"/> 2</p> <p>Rural area (e.g. more than 15km from the closest town with a population of at least 15,000) <input type="radio"/> 3</p> <p>Do not wish to specify <input type="radio"/> 99</p>
<p><b>[IMG, PVT, SNT/SGPT]</b></p> <p>Q7. What is your role in the setting?</p> <p><b>Please select one response only.</b>  <b>HOVERTEXT FOR 'SETTING'</b>          Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.</p>	<p><b>SHOW IF IMG</b> Intern <input type="radio"/> 1</p> <p>Resident Medical Officer / Hospital Medical Officer <input type="radio"/> 2</p> <p>Principal House Officer <input type="radio"/> 4</p> <p>Career Medical Officer <input type="radio"/> 6</p> <p>Registrar <input type="radio"/> 7</p> <p><b>SHOW IF IMG</b> Specialist <input type="radio"/> 8</p> <p>Unaccredited Registrar <input type="radio"/> 9</p> <p>Other <input type="radio"/> 97</p>
<p><b>[IMG, PVT]</b>  <b>ASK IF Q7=6</b></p> <p>Q8. Do you intend to undertake further postgraduate training in medicine?</p>	<p>Yes <input type="radio"/> 1</p> <p>No <input type="radio"/> 2</p>

**TERMINATE PVT IF Q5=2**

**TERMINATE 3:**

Thank you for your interest in completing the Medical Training Survey. This survey has been designed for doctors in training, as a Career Medical Officer with no intention to undertake further postgraduate training in medicine the remaining questions in this survey are unlikely to be appropriate for you. We thank you for your time in completing the survey up to this point.

If you would like to contact us regarding this please email [medicaltrainingsurvey@au.ey.com](mailto:medicaltrainingsurvey@au.ey.com).

Should you need to contact the MBA and Ahpra please email [MTS@ahpra.gov.au](mailto:MTS@ahpra.gov.au).

[IMG, PVT, INS, SNT/SGPT]

Q9a. Which area are you currently practising in?  
*If you have only been practising or training in your current state or territory for less than two weeks, please select the state or territory for your previous setting.*

**Please select one response only.**

Addiction medicine	<input type="radio"/> 01
Anaesthesia	<input type="radio"/> 02
Dermatology	<input type="radio"/> 03
Emergency medicine	<input type="radio"/> 04
General practice	<input type="radio"/> 05
Intensive care medicine	<input type="radio"/> 06
Medical administration	<input type="radio"/> 07
Obstetrics and gynaecology	<input type="radio"/> 08
Occupational and environmental medicine	<input type="radio"/> 09
Ophthalmology	<input type="radio"/> 10
Paediatrics and child health (inc. specialties)	<input type="radio"/> 11
Pain medicine	<input type="radio"/> 12
Palliative medicine	<input type="radio"/> 13
Pathology	<input type="radio"/> 14
Physician Adult medicine (inc. specialties)	<input type="radio"/> 15
Psychiatry	<input type="radio"/> 16
Public health medicine	<input type="radio"/> 17
Radiation oncology	<input type="radio"/> 18
Radiology	<input type="radio"/> 19
Rehabilitation medicine	<input type="radio"/> 20
Sexual health medicine	<input type="radio"/> 21
Sport and exercise medicine	<input type="radio"/> 22
Surgery	<input type="radio"/> 23
Other	<input type="radio"/> 97



<p>[IMG, PVT, INS, SNT/SGPT]  <b>ASK IF Q9a = 4   6   8   11   14   15   19   23</b></p> <p>Q9b. If applicable, which subspecialty area are you practising in?</p> <p><b>Please select one response only.</b></p>	<p><b>Emergency Medicine [04]</b></p>
	Paediatric emergency medicine <input type="radio"/> 12
	Not applicable <input type="radio"/> 98
	Prefer not to say <input type="radio"/> 99
	<p><b>Intensive care medicine [06]</b></p>
	Paediatric intensive care <input type="radio"/> 01
	Not applicable <input type="radio"/> 98
	Prefer not to say <input type="radio"/> 99
	<p><b>Obstetrics and gynaecology [08]</b></p>
	Gynaecological oncology <input type="radio"/> 60
	Maternal–fetal medicine <input type="radio"/> 61
	Obstetrics and gynaecological ultrasound <input type="radio"/> 62
	Reproductive endocrinology and infertility <input type="radio"/> 63
	Urogynaecology <input type="radio"/> 64
	Not applicable <input type="radio"/> 98
	Prefer not to say <input type="radio"/> 99
	<p><b>Paediatrics and child health [11]</b></p>
	General paediatrics <input type="radio"/> 06
	Paediatric clinical genetics <input type="radio"/> 07
	Community child health <input type="radio"/> 08
	Neonatal and perinatal medicine <input type="radio"/> 09
	Paediatric cardiology <input type="radio"/> 10
	Paediatric clinical pharmacology <input type="radio"/> 11
	Paediatric emergency medicine <input type="radio"/> 12
	Paediatric endocrinology <input type="radio"/> 13
	Paediatric gastroenterology and hepatology <input type="radio"/> 14
	Paediatric haematology <input type="radio"/> 15
	Paediatric immunology and allergy <input type="radio"/> 16
	Paediatric infectious diseases <input type="radio"/> 17
	Paediatric intensive care medicine <input type="radio"/> 18
	Paediatric medical oncology <input type="radio"/> 19
	Paediatric nephrology <input type="radio"/> 20
	Paediatric neurology <input type="radio"/> 21
	Paediatric nuclear medicine <input type="radio"/> 22
	Paediatric palliative medicine <input type="radio"/> 23
	Paediatric rehabilitation medicine <input type="radio"/> 24
	Paediatric respiratory and sleep medicine <input type="radio"/> 25
	Paediatric rheumatology <input type="radio"/> 26
	Not applicable <input type="radio"/> 98
	Prefer not to say <input type="radio"/> 99

	<b>Pathology</b>	<b>[14]</b>
	General pathology	<input type="radio"/> 27
	Anatomical pathology (including cytopathology)	<input type="radio"/> 28
	Chemical pathology	<input type="radio"/> 29
	Haematology	<input type="radio"/> 30
	Immunology	<input type="radio"/> 31
	Microbiology	<input type="radio"/> 32
	Forensic pathology	<input type="radio"/> 33
	Not applicable	<input type="radio"/> 98
	Prefer not to say	<input type="radio"/> 99
	<b>Physician Adult medicine</b>	<b>[15]</b>
	General medicine	<input type="radio"/> 34
	Cardiology	<input type="radio"/> 35
	Clinical genetics	<input type="radio"/> 36
	Clinical pharmacology	<input type="radio"/> 37
	Endocrinology	<input type="radio"/> 38
	Gastroenterology and hepatology	<input type="radio"/> 39
	Geriatric medicine	<input type="radio"/> 40
	Haematology	<input type="radio"/> 41
	Immunology and allergy	<input type="radio"/> 42
	Infectious diseases	<input type="radio"/> 43
	Medical oncology	<input type="radio"/> 44
	Nephrology	<input type="radio"/> 45
	Neurology	<input type="radio"/> 46
	Nuclear medicine	<input type="radio"/> 47
	Respiratory and sleep medicine	<input type="radio"/> 48
	Rheumatology	<input type="radio"/> 49
	Not applicable	<input type="radio"/> 98
	Prefer not to say	<input type="radio"/> 99

	<b>Radiology</b>	<b>[19]</b>
	Diagnostic radiology	<input type="radio"/> 02
	Diagnostic ultrasound	<input type="radio"/> 03
	Nuclear medicine	<input type="radio"/> 04
	Not applicable	<input type="radio"/> 98
	Prefer not to say	<input type="radio"/> 99
	<b>Surgery</b>	<b>[23]</b>
	General surgery	<input type="radio"/> 50
	Orthopaedic surgery	<input type="radio"/> 51
	Cardio-thoracic surgery	<input type="radio"/> 52
	Neurosurgery	<input type="radio"/> 53
	Otolaryngology – head and neck surgery	<input type="radio"/> 54
	Oral and maxillofacial surgery	<input type="radio"/> 55
	Paediatric surgery	<input type="radio"/> 56
	Plastic surgery	<input type="radio"/> 57
	Urology	<input type="radio"/> 58
	Vascular surgery	<input type="radio"/> 59
	Not applicable	<input type="radio"/> 98
	Prefer not to say	<input type="radio"/> 99

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## TRAINING CURRICULUM

In this next section, we would like to know about the training program/s you have undertaken.

<p><b>[IMG]</b></p> <p>Q10. How many years have you held registration in Australia?</p> <p><b>Please select one response only.</b></p>	1 or less	<input type="radio"/> 01
	2	<input type="radio"/> 02
	3	<input type="radio"/> 03
	4	<input type="radio"/> 04
	5	<input type="radio"/> 05
	6	<input type="radio"/> 06
	7	<input type="radio"/> 07
	8	<input type="radio"/> 08
	9	<input type="radio"/> 09
	10 or more	<input type="radio"/> 10

<p><b>[IMG]</b></p> <p>Q11a. Which pathway are you in?</p> <p><b>Please select one response only.</b></p>	Specialist and competent authority pathway	<input type="radio"/> 01
		<b>Go to Q11b</b>
	Specialist pathway	<input type="radio"/> 02
		<b>Go to Q11b</b>
	Standard pathway (AMC exam)	<input type="radio"/> 03
	Standard pathway (Workplace based assessment)	<input type="radio"/> 04
	Competent authority pathway	<input type="radio"/> 05
	Short term training pathway	<input type="radio"/> 06
Other	<input type="radio"/> 97	
Unsure	<input type="radio"/> 99	

**[IMG]**

**ASK IF Q11a=1 OR 2**

Q11b. Which college(s) did your specialist pathway assessment?

**Please select all that apply, up to a maximum of two.**

- |   |                          |    |
|---|--------------------------|----|
| Australian and New Zealand College of Anaesthetists ( <b>ANZCA</b> )                                | <input type="checkbox"/> | 01 |
| The Australasian College of Dermatologists ( <b>ACD</b> )   | <input type="checkbox"/> | 02 |
| Australasian College for Emergency Medicine ( <b>ACEM</b> )   | <input type="checkbox"/> | 03 |
| Australian College of Rural and Remote Medicine ( <b>ACRRM</b> )                                    | <input type="checkbox"/> | 04 |
| Australasian College of Sport and Exercise Physicians ( <b>ACSEP</b> )                              | <input type="checkbox"/> | 05 |
| College of Intensive Care Medicine of Australia and New Zealand ( <b>CICM</b> )                     | <input type="checkbox"/> | 06 |
| The Royal Australian and New Zealand College of Ophthalmologists ( <b>RANZCO</b> )                  | <input type="checkbox"/> | 07 |
| Royal Australasian College of Dental Surgeons ( <b>RACDS</b> )                                      | <input type="checkbox"/> | 08 |
| The Royal Australasian College of Medical Administrators ( <b>RACMA</b> )                           | <input type="checkbox"/> | 09 |
| The Royal Australasian College of Physicians ( <b>RACP</b> )  | <input type="checkbox"/> | 10 |
| Royal Australasian College of Surgeons ( <b>RACS</b> )  | <input type="checkbox"/> | 11 |
| The Royal Australian and New Zealand College of Obstetricians and Gynaecologists ( <b>RANZCOG</b> ) | <input type="checkbox"/> | 12 |
| The Royal Australian and New Zealand College of Psychiatrists ( <b>RANZCP</b> )                     | <input type="checkbox"/> | 13 |
| The Royal Australian and New Zealand College of Radiologists ( <b>RANZCR</b> )                      | <input type="checkbox"/> | 14 |
| The Royal Australian College of General Practitioners ( <b>RACGP</b> )                              | <input type="checkbox"/> | 15 |
| The Royal College of Pathologists of Australasia ( <b>RCPA</b> )                                    | <input type="checkbox"/> | 16 |
| Prefer not to say   | <input type="checkbox"/> | 97 |
| Unsure  | <input type="radio"/>    | 99 |

<p><b>[IMG, PVT, INS]</b></p> <p>Q12. <b>SHOW IF INS</b> 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?</p> <p><b>SHOW IF PVT</b> Do you have a training/professional development plan?</p> <p><b>HOVERTEXT FOR 'TRAINING/PROFESSIONAL DEVELOPMENT PLAN'</b> Developed by you and your supervisor/peer reviewer for your employer/MBA</p> <p><b>SHOW IF IMG</b> Do you have a training/professional development plan?</p> <p><b>HOVERTEXT FOR 'TRAINING/PROFESSIONAL DEVELOPMENT PLAN'</b> Developed by you and your supervisor/peer reviewer for your employer/college/MBA</p>	<p>Yes <b>Go to Q13</b> <input type="radio"/> 1</p>
	<p>No <b>Go to Q26 [INS] or Q27 [IMG, PVT]</b> <input type="radio"/> 2</p>



[IMG, PVT, INS]

ASK IF Q12=1

Q13. **SHOW IF INS**

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

**SHOW IF IMG, PVT**

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

**Please select one response per row.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1. My <b>SHOW IF INS</b> intern education program <b>SHOW IF IMG, PVT</b> plan is helping me to continue to develop as a doctor	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
2. There are opportunities for me to meet the requirements of my <b>SHOW IF INS</b> intern education program <b>SHOW IF IMG, PVT</b> plan in my current setting	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
3. I understand what I need to do to meet my <b>SHOW IF INS</b> intern education program <b>SHOW IF IMG, PVT</b> plan requirements	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
4. <b>SHOW IF IMG</b> My plan is preparing me to be a doctor/specialist in the Australian healthcare system	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
5. My <b>SHOW IF INS</b> intern education program <b>SHOW IF IMG, PVT</b> plan is preparing me for future medical practice	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
6. My <b>SHOW IF INS</b> intern education program <b>SHOW IF IMG, PVT</b> plan is advancing my knowledge	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

<p><b>[SNT/SGPT]</b></p> <p>Q14. Which specialist training program(s) are you doing?</p> <p>Please select all that apply, up to a maximum of two.</p> <p><b>PROGRAMMER NOTE: CREATE HIDDEN VARIABLE [COLLEGE] FOR PIPING, ROTATE TEXT AFTER THE EM DASH, REMOVE ANY "THE" PREFIXES</b></p>	<p>Addiction medicine – The Royal Australasian College of Physicians (<b>RACP</b>) <input type="checkbox"/> 01</p> <p>Anaesthesia – Australian and New Zealand College of Anaesthetists (<b>ANZCA</b>) <input type="checkbox"/> 02</p> <p>Dermatology – The Australasian College of Dermatologists (<b>ACD</b>) <input type="checkbox"/> 03</p> <p>Emergency medicine – Australasian College for Emergency Medicine (<b>ACEM</b>) <input type="checkbox"/> 04</p> <p>General practice – Australian College of Rural and Remote Medicine (<b>ACRRM</b>) <b>ASSIGN SGPT</b> <input type="checkbox"/> 05</p> <p>General practice – The Royal Australian College of General Practitioners (<b>RACGP</b>) <b>ASSIGN SGPT</b> <input type="checkbox"/> 06</p> <p>Intensive care medicine – College of Intensive Care Medicine of Australia and New Zealand (<b>CICM</b>) <input type="checkbox"/> 09</p> <p>Medical administration – The Royal Australasian College of Medical Administrators (<b>RACMA</b>) <input type="checkbox"/> 10</p> <p>Obstetrics and gynaecology – The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (<b>RANZCOG</b>) <input type="checkbox"/> 11</p> <p>Occupational and environmental medicine – The Royal Australasian College of Physicians (<b>RACP</b>) <input type="checkbox"/> 12</p> <p>Ophthalmology – The Royal Australian and New Zealand College of Ophthalmologists (<b>RANZCO</b>) <input type="checkbox"/> 13</p> <p>Paediatrics and child health – The Royal Australasian College of Physicians (<b>RACP</b>) <input type="checkbox"/> 14</p> <p>Pain medicine – Australian and New Zealand College of Anaesthetists (<b>ANZCA</b>) <input type="checkbox"/> 15</p> <p>Palliative medicine – The Royal Australasian College of Physicians (<b>RACP</b>) <input type="checkbox"/> 16</p> <p>Pathology – The Royal College of Pathologists of Australasia (<b>RCPA</b>) <input type="checkbox"/> 17</p> <p>Physician – The Royal Australasian College of Physicians (<b>RACP</b>) <input type="checkbox"/> 18</p> <p>Psychiatry – The Royal Australian and New Zealand College of Psychiatrists (<b>RANZCP</b>) <input type="checkbox"/> 19</p> <p>Public health medicine – The Royal Australasian College of Physicians (<b>RACP</b>) <input type="checkbox"/> 20</p> <p>Radiation oncology – The Royal Australian and New Zealand College of Radiologists (<b>RANZCR</b>) <input type="checkbox"/> 21</p> <p>Radiology – The Royal Australian and New Zealand College of Radiologists (<b>RANZCR</b>) <input type="checkbox"/> 22</p> <p>Rehabilitation medicine – The Royal Australasian College of Physicians (<b>RACP</b>) <input type="checkbox"/> 23</p> <p>Sexual health medicine – The Royal Australasian College of Physicians (<b>RACP</b>) <input type="checkbox"/> 24</p> <p>Sports and exercise medicine – Australasian College of Sport and Exercise Physicians (<b>ACSEP</b>) <input type="checkbox"/> 25</p> <p>Surgery – Royal Australasian College of Surgeons (<b>RACS</b>) <input type="checkbox"/> 26</p> <p>Surgery – Oral and maxillofacial surgery – Royal Australasian College of Dental Surgeons (<b>RACDS</b>) <input type="checkbox"/> 27</p>
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<p><b>[SGPT, SNT]</b> <b>ASK FOR EACH COLLEGE IN Q14</b></p> <p>Q15. How many years have you been in the <b>[INSERT COLLEGE SELECTED]</b> training program?</p> <p><b>Please select one response only.</b></p>	<p>1 or less <input type="radio"/> 01</p> <p>2 <input type="radio"/> 02</p> <p>3 <input type="radio"/> 03</p> <p>4 <input type="radio"/> 04</p> <p>5 <input type="radio"/> 05</p> <p>6 <input type="radio"/> 06</p> <p>7 <input type="radio"/> 07</p> <p>8 <input type="radio"/> 08</p> <p>9 <input type="radio"/> 09</p> <p>More than 10 <input type="radio"/> 10</p> <p>Don't know <input type="radio"/> 11</p>
<p><b>[SGPT]</b></p> <p>Q16a. Are you training for a career in general practice as:</p> <p><b>Please select one response only.</b></p>	<p>A fully funded participant (AGPT or RVTS) <input type="radio"/> 1</p> <p>A partial funded participant (RACGP or ACRRM Fellowship support) <input type="radio"/> 2</p> <p>A self-funded participant <input type="radio"/> 3</p>
<p><b>[SGPT]</b> <b>ASK IF Q16a=1</b></p> <p>Q16b. Which training program are you in? <b>Please select one response only.</b></p>	<p>Australian General Practice Training (AGPT) <input type="radio"/> 1</p> <p>The Remote Vocational Training Scheme (RVTS) <input type="radio"/> 2</p>
<p><b>[SGPT]</b> <b>ASK IF Q16a=2 OR 3</b></p> <p>Q16c. Who provides your GP training? <b>Please select one response only.</b></p>	<p>Remote Vocational Training Scheme <input type="radio"/> 1</p> <p>The ACRRM Independent Pathway <input type="radio"/> 2</p> <p>The RACGP Practice Experience Program <input type="radio"/> 3</p> <p>Unsure <input type="radio"/> 96</p> <p>Not applicable <input type="radio"/> 97</p>
<p><b>[SGPT]</b></p> <p>Q17. If applicable, which Regional Training Organisation provides your GP training?</p> <p><b>Please select one response only.</b></p>	<p>GP Synergy <b>RTO</b> <input type="radio"/> 01</p> <p>Eastern Victoria GP Training <b>RTO</b> <input type="radio"/> 02</p> <p>Murray City Country Coast GP Training <b>RTO</b> <input type="radio"/> 03</p> <p>GP Training Tasmania <b>RTO</b> <input type="radio"/> 04</p> <p>GPeX <b>RTO</b> <input type="radio"/> 05</p> <p>Western Australia General Practice Training <b>RTO</b> <input type="radio"/> 06</p> <p>Northern Territory General Practice Education <b>RTO</b> <input type="radio"/> 07</p> <p>General Practice Training Queensland <b>RTO</b> <input type="radio"/> 08</p> <p>James Cook University <b>RTO</b> <input type="radio"/> 09</p> <p>Unsure <input type="radio"/> 96</p> <p>Not applicable <input type="radio"/> 97</p>

**[SGPT]**  
The following questions relate to the main organisation that provides your GP training.

**[SGPT]**  
**ASK IF Q17=1 TO 9**

Q18. Thinking about your **[RESPONSE FROM Q17]** training program, to what extent do you agree or disagree with each of the following statements?  
**Please select one response per row.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1. The <b>[RESPONSE FROM Q17]</b> education program meets the College/s requirements	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
2. The <b>[RESPONSE FROM Q17]</b> education program is preparing me as a specialist	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
3. The <b>[RESPONSE FROM Q17]</b> education program is advancing my knowledge	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

**[SGPT]**  
**ASK IF Q17=1 TO 9**

Q19. Thinking about how **[RESPONSE FROM Q17]** communicates with you about your training program, to what extent do you agree or disagree with the following statements?  
**Please select one response per row.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1. <b>[RESPONSE FROM Q17]</b> clearly communicates the requirements of my training program	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
2. <b>[RESPONSE FROM Q17]</b> clearly communicates with me about changes to my training program and how they affect me	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
3. I know who to contact at <b>[RESPONSE FROM Q17]</b> about my education program	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

**[SGPT]**  
**ASK IF Q17=1 TO 9**

Q20. Thinking about how **[RESPONSE FROM Q17]** engages with you, to what extent do you agree or disagree with the following statements?

**Please select one response per row.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1. <b>[RESPONSE FROM Q17]</b> seeks my views on the structure and content of the education program	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
2. I am represented (by doctors in training e.g. registrar liaison officer) on <b>[RESPONSE FROM Q17]</b> 's training and/or education committees	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
3. I am able to discuss the <b>[RESPONSE FROM Q17]</b> education program with other doctors	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
4. <b>[RESPONSE FROM Q17]</b> provides me with access to psychological and/or mental health support services	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

**PROGRAMMER NOTE: LOOP THIS SECTION FOR ALL SELECTIONS AT Q14 EXCEPT IF 'OTHER'. ENSURE COLLEGES HAVE EQUAL ODDS OF BEING FIRST OR SECOND SELECTION**

**[SGPT, SNT]**  
 The following questions relate to **[INSERT COLLEGE FROM Q14]**.

**[SGPT, SNT]**

Q21. Thinking about your **[INSERT COLLEGE FROM Q14]** training program, to what extent do you agree or disagree with each of the following statements?

**Please select one response per row.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Unsure
1. The College training program is relevant to my development	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
2. There are opportunities to meet the requirements of the training program in my current setting	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
3. I understand what I need to do to meet my training program requirements	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99

**[SGPT, SNT]**

Q22. Thinking about how **[INSERT COLLEGE FROM Q14] communicates** with you about your training program, to what extent do you agree or disagree with the following statements?

**Please select one response per row.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Does not apply
1. My College clearly communicates the requirements of my training program	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
2. My College clearly communicates with me about changes to my training program and how they affect me	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
3. I know who to contact at the College about my training program	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99

**[SGPT, SNT]**

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

**Please select one response per row.**

	Yes	No
1. PIPE [College]	<input type="radio"/> 1	<input type="radio"/> 2

**ASK IF Q23aX=1**

**[SGPT, SNT]**

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

**Please select one response per row.**

	Yes	No
1. PIPE [College]	<input type="radio"/> 1	<input type="radio"/> 2

**ASK IF Q23bX=1**

**[SGPT, SNT]**

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

**Please select one response per row.**

	Yes	No	Prefer not to say
1. PIPE [College]	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 99

**[SGPT, SNT]**  
**ASK IF Q23a=1**

Q24. Thinking about all your **[INSERT COLLEGE FROM Q14]** exam(s) not just the most recent, to what extent do you agree or disagree with the following statements?

**Please select one response per row.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Not applicable
1. The exam(s) always reflected the College training curriculum	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
2. The information the College provided about the exam(s) was always accurate and appropriate	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
3. The exam(s) always ran smoothly on the day	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
4. The exam(s) were always conducted fairly	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
5. I received useful feedback about my performance in the exam(s)	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
6. The feedback is timely	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
7. I received support from my College when needed	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99

**[SGPT, SNT]**

Q25. Thinking about how **[INSERT COLLEGE FROM Q14]** engages with you, to what extent do you agree or disagree with the following statements?

**Please select one response per row.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1. The College seeks my views on the training program	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
2. I am represented by doctors in training on the College's training and/or education committees	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
3. I am able to discuss the College training program with other doctors	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
4. The College provides me with access to psychological and/or mental health support services	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

**PROGRAMMER NOTE: SHOW SECOND COLLEGE (IF APPLICABLE) AND END OF LOOP**

## ASSESSMENT

<p><b>[INS]</b></p> <p>Q26a. Did you receive an assessment for your previous rotation??</p>	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="border-bottom: 1px solid black; padding: 2px 5px;">Yes</td> <td style="border-bottom: 1px solid black; padding: 2px 5px; text-align: right;"><b>Go to Q23b</b></td> <td style="border-bottom: 1px solid black; padding: 2px 5px; text-align: right;"><input type="radio"/> 1</td> </tr> <tr> <td style="border-bottom: 1px solid black; padding: 2px 5px;">No</td> <td style="border-bottom: 1px solid black; padding: 2px 5px; text-align: right;"><b>Go to Q29</b></td> <td style="border-bottom: 1px solid black; padding: 2px 5px; text-align: right;"><input type="radio"/> 2</td> </tr> </table>	Yes	<b>Go to Q23b</b>	<input type="radio"/> 1	No	<b>Go to Q29</b>	<input type="radio"/> 2
Yes	<b>Go to Q23b</b>	<input type="radio"/> 1					
No	<b>Go to Q29</b>	<input type="radio"/> 2					

<p><b>[INS]</b></p> <p><b>ASK IF Q26a=1</b></p> <p>Q26b. To what extent do you agree or disagree with the following statements? The assessment from my previous rotation...</p> <p><b>Please select one response per row.</b></p>					
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
1. Was relevant to my training	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
2. Included an opportunity to discuss feedback with my supervisor	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
3. Provided me with useful feedback about my progress as an intern	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
4. Was conducted fairly	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

## ORIENTATION

**In this next section, we would like to know more about your experiences in your workplace. This would normally be your current setting, workplace, placement or rotation, or might be your previous setting, if you have only been practising or training in your current setting for less than two weeks. If you have more than one current setting, please consider the setting where you spend the most time.**

<p><b>[SGPT, IMG, PVT, INS, SNT]</b></p> <p>Q27a. Did you receive an orientation to your setting?</p> <p><b>HOVERTEXT FOR 'SETTING'</b> Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.</p>	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="border-bottom: 1px solid black; padding: 2px 5px;">Yes, a formal orientation</td> <td style="border-bottom: 1px solid black; padding: 2px 5px; text-align: right;"><input type="radio"/> 1</td> </tr> <tr> <td style="border-bottom: 1px solid black; padding: 2px 5px;">Yes, but it was largely informal</td> <td style="border-bottom: 1px solid black; padding: 2px 5px; text-align: right;"><input type="radio"/> 2</td> </tr> <tr> <td style="border-bottom: 1px solid black; padding: 2px 5px;">No</td> <td style="border-bottom: 1px solid black; padding: 2px 5px; text-align: right;"><b>Go to Q28</b> <input type="radio"/> 3</td> </tr> </table>	Yes, a formal orientation	<input type="radio"/> 1	Yes, but it was largely informal	<input type="radio"/> 2	No	<b>Go to Q28</b> <input type="radio"/> 3
Yes, a formal orientation	<input type="radio"/> 1						
Yes, but it was largely informal	<input type="radio"/> 2						
No	<b>Go to Q28</b> <input type="radio"/> 3						

<p><b>[SGPT, IMG, PVT, INS, SNT]</b></p> <p><b>ASK IF Q27a=1 OR 2</b></p> <p>Q27b. How would you rate the quality of your orientation?</p> <p><b>Please select one response only.</b></p>	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="border-bottom: 1px solid black; padding: 2px 5px;">Excellent</td> <td style="border-bottom: 1px solid black; padding: 2px 5px; text-align: right;"><input type="radio"/> 5</td> </tr> <tr> <td style="border-bottom: 1px solid black; padding: 2px 5px;">Good</td> <td style="border-bottom: 1px solid black; padding: 2px 5px; text-align: right;"><input type="radio"/> 4</td> </tr> <tr> <td style="border-bottom: 1px solid black; padding: 2px 5px;">Average</td> <td style="border-bottom: 1px solid black; padding: 2px 5px; text-align: right;"><input type="radio"/> 3</td> </tr> <tr> <td style="border-bottom: 1px solid black; padding: 2px 5px;">Poor</td> <td style="border-bottom: 1px solid black; padding: 2px 5px; text-align: right;"><input type="radio"/> 2</td> </tr> <tr> <td style="border-bottom: 1px solid black; padding: 2px 5px;">Terrible</td> <td style="border-bottom: 1px solid black; padding: 2px 5px; text-align: right;"><input type="radio"/> 1</td> </tr> </table>	Excellent	<input type="radio"/> 5	Good	<input type="radio"/> 4	Average	<input type="radio"/> 3	Poor	<input type="radio"/> 2	Terrible	<input type="radio"/> 1
Excellent	<input type="radio"/> 5										
Good	<input type="radio"/> 4										
Average	<input type="radio"/> 3										
Poor	<input type="radio"/> 2										
Terrible	<input type="radio"/> 1										

## CLINICAL SUPERVISION

**In this next section, we would like to know more about the supervision you receive in your setting.**

<p><b>[SGPT, IMG, PVT, INS, SNT]</b></p> <p>Q28. <b>SHOW IF SGPT, PVT, INS, SNT</b> In your setting, who mainly provides your day-to-day clinical supervision?</p> <p><b>SHOW IF IMG</b> In your setting, who mainly provides your day-to-day clinical supervision/peer review?</p> <p><b>Please select one response only.</b> <b>HOVERTEXT FOR 'SETTING'</b> Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.</p>	<p>Specialist (including specialist GP) <input type="radio"/> 1</p> <p>Registrar <input type="radio"/> 2</p> <p>Other doctor <input type="radio"/> 3</p> <p>Nurse <input type="radio"/> 4</p> <p>Other <input type="radio"/> 5</p> <p><b>SHOW IF SGPT, PVT, INS, SNT</b></p> <p>I don't have a clinical supervisor <b>Go to Q32</b> <input type="radio"/> 6</p> <p><b>SHOW IF IMG</b></p> <p>I don't have a clinical supervisor/peer reviewer <b>Go to Q32</b> <input type="radio"/> 7</p>
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<p><b>[SGPT, IMG, PVT, INS, SNT]</b> <b>ASK IF Q28=1 TO 5</b></p> <p>Q29. To what extent do you agree or disagree with the following statements?</p> <p><b>SHOW IF SGPT, PVT, INS, SNT</b> In my setting, if my clinical supervisor(s) is not available...</p> <p><b>SHOW IF IMG</b> In my setting, if my <b>clinical supervisor(s)/peer reviewer(s)</b> is not available...</p> <p><b>Please select one response per row.</b> <b>HOVERTEXT FOR 'SETTING'</b> Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.</p>						
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
1.	I am able to contact other senior medical staff <b>IN HOURS</b> if I am concerned about a patient	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
2.	I am able to contact other senior medical staff <b>AFTER HOURS</b> if I am concerned about a patient	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

[SGPT, IMG, PVT, INS, SNT]

ASK IF Q28=1 TO 5

Q30. We'd now like you to give a rating for the following statements, with 5 stars indicating 'very good' and 1 star indicating 'very poor'.

**SHOW IF SGPT, PVT, INS, SNT**

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

**SHOW IF IMG**

In your setting, how would you rate the quality of your overall clinical supervision/peer review for...

Please select one response per row.

**HOVERTEXT FOR 'SETTING'**

Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.

**PROGRAMMER NOTE: STAR RATINGS**

	1	2	3	4	5
1. Helpfulness	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
2. Accessibility	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
3. Regular, INFORMAL feedback	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
4. Regular, FORMAL feedback	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
5. Usefulness of feedback	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
6. Discussions about my goals and learning objectives	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
7. <b>SHOW IF SGPT, PVT, IMG, SNT</b> Meeting your training plan/pathway requirements <b>SHOW IF INS</b> Meeting your intern education program requirements	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
8. Including opportunities to develop your skills	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
9. Allowing for an appropriate level of responsibility	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
10. Ensuring that you only perform work that you are ready for or have the experience to address	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

<p><b>[SGPT, IMG, PVT, INS, SNT]</b>  <b>ASK IF Q28=1 TO 5</b>            Q31. <b>SHOW IF SGPT, PVT, INS, SNT</b>            For your setting, how would you rate the quality of your clinical supervision?</p> <p><b>SHOW IF IMG</b>            For your setting, how would you rate the quality of your clinical supervision/peer review?</p> <p><b>Please select one response only.</b>  <b>HOVERTEXT FOR 'SETTING'</b>            Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.</p>	<table border="0"> <tr><td>Excellent</td><td><input type="radio"/></td><td>5</td></tr> <tr><td>Good</td><td><input type="radio"/></td><td>4</td></tr> <tr><td>Average</td><td><input type="radio"/></td><td>3</td></tr> <tr><td>Poor</td><td><input type="radio"/></td><td>2</td></tr> <tr><td>Terrible</td><td><input type="radio"/></td><td>1</td></tr> </table>	Excellent	<input type="radio"/>	5	Good	<input type="radio"/>	4	Average	<input type="radio"/>	3	Poor	<input type="radio"/>	2	Terrible	<input type="radio"/>	1
Excellent	<input type="radio"/>	5														
Good	<input type="radio"/>	4														
Average	<input type="radio"/>	3														
Poor	<input type="radio"/>	2														
Terrible	<input type="radio"/>	1														
<p><b>[SGPT, IMG, PVT, SNT]</b>            Q32. Has your performance been assessed in your setting?</p> <p><b>HOVERTEXT FOR 'SETTING'</b>            Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.</p>	<table border="0"> <tr><td>Yes</td><td><input type="radio"/></td><td>1</td></tr> <tr><td>No – but this is scheduled</td><td><input type="radio"/></td><td>2</td></tr> <tr><td>No – but I would like to be</td><td><input type="radio"/></td><td>3</td></tr> <tr><td>No – it's not necessary</td><td><input type="radio"/></td><td>4</td></tr> <tr><td>Unsure</td><td><input type="radio"/></td><td>5</td></tr> </table>	Yes	<input type="radio"/>	1	No – but this is scheduled	<input type="radio"/>	2	No – but I would like to be	<input type="radio"/>	3	No – it's not necessary	<input type="radio"/>	4	Unsure	<input type="radio"/>	5
Yes	<input type="radio"/>	1														
No – but this is scheduled	<input type="radio"/>	2														
No – but I would like to be	<input type="radio"/>	3														
No – it's not necessary	<input type="radio"/>	4														
Unsure	<input type="radio"/>	5														

## ACCESS TO TEACHING

**[SGPT, IMG, PVT, INS, SNT]**

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

In my setting...

**Please select one response per row.**

**HOVERTEXT FOR 'SETTING'**

Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.

		Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Not applicable
1.	There is a range of opportunities to develop my <b>clinical</b> skills	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
2.	There is a range of opportunities to develop my <b>procedural</b> skills	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
6.	There is a range of opportunities to develop my <b>non-clinical</b> skills	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
3.	I can access the opportunities available to me	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
4.	I have to compete with <b>other doctors</b> for access to opportunities	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
5.	I have to compete with <b>other health professionals</b> for access to opportunities	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99

**[SGPT, IMG, PVT, INS, SNT]**

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

**Please select one response per row.**

**HOVERTEXT FOR 'SETTING'**

Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.

		Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1.	I have access to protected study time/leave	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
2.	<b>SHOW IF SGPT AND ASK IF Q17=1 TO 9</b> I am able to attend <b>[RESPONSE FROM Q17]</b> education events	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
3.	I am able to attend conferences, courses and/or external education events	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
4.	<b>SHOW IF SGPT</b> My GP supervisor supports me to attend formal and informal teaching sessions	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
5.	My employer supports me to attend formal and informal teaching sessions	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
6.	I am able participate in research activities	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

**[SGPT, IMG, PVT, INS, SNT]**

Q35. In your setting, do you have sufficient opportunities to develop your...  
**Please select one response per row.**  
**HOVERTEXT FOR 'SETTING'**  
 Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.

	Yes	No	Not applicable
1. Theoretical knowledge	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3
2. Clinical skills	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3
3. Procedural skills	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3
4. Ethics	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3
5. Leadership and management	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3
6. Communication	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3
7. Cultural safety	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3
8. Research	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3

**[SGPT, IMG, PVT, INS, SNT]**

Q36. Which of the following statements best describe the interaction between your training requirements and the responsibilities of your job?  
**Please select one response only.**

<u>My job responsibilities never prevent me from meeting my training requirements</u>	<input type="radio"/> 1
<u>My job responsibilities rarely prevent me from meeting my training requirements</u>	<input type="radio"/> 2
<u>My job responsibilities sometimes prevent me from meeting my training requirements</u>	<input type="radio"/> 3
<u>My job responsibilities often prevent me from meeting my training requirements</u>	<input type="radio"/> 4

**[SGPT, IMG, PVT, INS, SNT]**

Q37. Which of the following educational opportunities are available to you in your current setting?  
**HOVERTEXT FOR 'SETTING'**  
 Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.  
**Please select one response per row.**

	Yes	No	Unsure
1. <b>[SHOW IF SGPT, IMG, PVT, SNT]</b> Formal education program	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3
2. Online modules (formal and/or informal)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3
3. Teaching in the course of patient care (bedside teaching)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3
4. <u>Team or unit based activities</u> <b>HOVERTEXT</b> Such as mortality and morbidity audits (M&Ms), other quality assurance activities, case presentations and seminars, journal club, radiology and pathology meetings	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3
5. Medical/surgical and/or hospital-wide meetings such as grand round and/or practice based meetings	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3
6. Multidisciplinary meetings	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3
7. Simulation teaching	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3

**[SGPT, IMG, PVT, INS, SNT]**

Q38. To what extent do you agree or disagree that the following educational activities have been useful in your development as a doctor?  
**Please select one response per row.**

**PROGRAMMER NOTE: SHOW Q37 RESPONSES Q37CX=1 , SKIP IF NO Q37CX=1**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1. <b>[SHOW IF SGPT, IMG, PVT, SNT]</b> Formal education program	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
2. Online modules (formal and/or informal)	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
3. Teaching in the course of patient care (bedside teaching)	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
4. <u>Team or unit based activities</u> <b>HOVERTEXT</b> Such as mortality and morbidity audits (M&Ms), other quality assurance activities, case presentations and seminars, journal club, radiology and pathology meetings	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
5. Medical/surgical and/or hospital-wide meetings such as grand round and/or practice based meetings	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
6. Multidisciplinary meetings	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
7. Simulation teaching	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

**[SGPT, IMG, PVT, INS, SNT]**

Q39. Overall, how would you rate the quality of the teaching sessions?  
**Please select one response only.**

Excellent	<input type="radio"/> 5
Good	<input type="radio"/> 4
Average	<input type="radio"/> 3
Poor	<input type="radio"/> 2
Terrible	<input type="radio"/> 1

## WORKPLACE ENVIRONMENT AND CULTURE

[SGPT, IMG, PVT, INS, SNT]

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

**HOVERTEXT FOR 'SETTING'**

Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.

Please select one response per row.

		Excellent	Good	Average	Poor	Terrible	Not provided	Not applicable
1.	Reliable internet for training purposes	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 98	<input type="radio"/> 99
2.	Educational resources	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 98	<input type="radio"/> 99
3.	Working space, such as a desk and computer	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 98	<input type="radio"/> 99
4.	Teaching spaces	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 98	<input type="radio"/> 99

[SGPT, IMG, PVT, INS, SNT]

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

**HOVERTEXT FOR 'SETTING'**

Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.

Please select one response per row.

		Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1.	Most senior medical staff are supportive	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
2.	My workplace supports staff wellbeing	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
3.	In practice, my workplace supports me to achieve a good work/life balance	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
4.	I have a good work/life balance	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
5.	Bullying, harassment and discrimination (including racism) by anyone is not tolerated at my workplace	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
6.	I <b>know how</b> to raise concerns/issues about bullying, harassment and discrimination (including racism) in my workplace	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
7.	I <b>am confident</b> that I could raise concerns/issues about bullying, harassment and discrimination (including racism) in my workplace	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
8.	I could access support from my workplace if I experienced stress or a traumatic event	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

[SGPT, IMG, PVT, INS, SNT]

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

Please select all that apply per column.

**PROGRAMMER NOTE: REFERENCE TO BE LOCATED AT BOTTOM OF QUESTION**

Australian Human Rights Commission (AHRC) (2014) *Workplace discrimination, harassment and bullying*, [www.humanrights.gov.au/employers/good-practice-good-business-factsheets/workplace-discrimination-harassment-and-bullying](http://www.humanrights.gov.au/employers/good-practice-good-business-factsheets/workplace-discrimination-harassment-and-bullying)

	1) Experienced	2) Witnessed
<b>1. Bullying</b> <i>The Fair Work Amendment Act 2013 defines workplace bullying as repeated unreasonable behaviour by an individual towards a worker which creates a risk to health and safety.*</i>	<input type="checkbox"/> 1	<input type="checkbox"/> 1
<b>2. Harassment</b> <i>Harassment is behaviour which victimises, humiliates, insults, intimidates or threatens an individual or group due to the person's characteristics, like their race, religion, gender or sexual orientation.</i>	<input type="checkbox"/> 2	<input type="checkbox"/> 2
<b>3. Discrimination</b> <i>Discrimination includes adverse actions or being treated less favourably because of a person's characteristics, like their race, religion, gender or sexual orientation.</i>	<input type="checkbox"/> 3	<input type="checkbox"/> 3
<b>98. None of the above</b>	<input type="radio"/> 98	<input type="radio"/> 98

[SGPT, IMG, PVT, INS, SNT]

SHOW IF Q42xa.1=1|2|3 OR Q42xa.2=1|2|3

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

Please select all that apply.

	1) Experienced	2) Witnessed
1. Senior medical staff (e.g. consultants, specialists)	<input type="checkbox"/> 1	<input type="checkbox"/> 1
2. Medical colleague (e.g. registrar or other doctors in training)	<input type="checkbox"/> 2	<input type="checkbox"/> 2
3. Nurse or midwife	<input type="checkbox"/> 3	<input type="checkbox"/> 3
4. Other health practitioner	<input type="checkbox"/> 4	<input type="checkbox"/> 4
5. Hospital management/administrative staff	<input type="checkbox"/> 5	<input type="checkbox"/> 5
6. Patient and/or patient family/carer	<input type="checkbox"/> 6	<input type="checkbox"/> 6
7. Other	<input type="checkbox"/> 7	<input type="checkbox"/> 7
99. Prefer not to say	<input type="radio"/> 99	<input type="radio"/> 99

**[SGPT, IMG, PVT, INS, SNT]**  
**SHOW IF Q42xb.1=1|2|3|4|5|7 OR Q42xb.2=1|2|3|4|5|7**

Q42c. The person(s) responsible was...  
**Please select all that apply.**

	1) Experienced	2) Witnessed
1. In my team	<input type="checkbox"/> 1	<input type="checkbox"/> 1
2. In my department but not in my team	<input type="checkbox"/> 2	<input type="checkbox"/> 2
3. From another department	<input type="checkbox"/> 3	<input type="checkbox"/> 3
99. Prefer not to say	<input type="radio"/> 99	<input type="radio"/> 99

**[SGPT, IMG, PVT, INS, SNT]**  
**SHOW IF Q42xc.1=1|2|3 or Q42xc.2=1|2|3**

Q42d. Was the person(s) one of your supervisors?  
**Please select one response**

	1) Experienced	2) Witnessed
1. Yes	<input type="radio"/> 1	<input type="radio"/> 1
2. No	<input type="radio"/> 2	<input type="radio"/> 2
3. Prefer not to say	<input type="radio"/> 99	<input type="radio"/> 99

**[SGPT, IMG, PVT, INS, SNT]**  
**SHOW IF Q42xa.1=1|2|3 OR Q42xa.2=1|2|3**

Q42e. Have you reported it?  
**Please select one response**

	1) Experienced	2) Witnessed
1. Yes	<input type="radio"/> 1	<input type="radio"/> 1
2. No	<input type="radio"/> 2	<input type="radio"/> 2

**[SGPT, IMG, PVT, INS, SNT]**  
**SHOW IF Q42xe.1=1 OR Q42xe.2=1**

Q42f. Has the report been followed-up?  
**Please select one response**

	1) Experienced	2) Witnessed
1. Yes	<input type="radio"/> 1	<input type="radio"/> 1
2. No	<input type="radio"/> 2	<input type="radio"/> 2
3. Unsure	<input type="radio"/> 3	<input type="radio"/> 3

**WORKPLACE ENVIRONMENT AND CULTURE**

**[SGPT, IMG, PVT, INS, SNT]**

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

**PROGRAMMER NOTE: SHOW AT BOTTOM OF QUESTION**  
*If you need to access support for your health, contact your GP or visit [www.dr4drs.com.au](http://www.dr4drs.com.au) for information on services in your area.*

Yes	<input type="radio"/> 1
No	<input type="radio"/> 2
Unsure	<input type="radio"/> 3

**[SGPT, IMG, PVT, INS, SNT]**

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

**HOVERTEXT FOR 'SETTING'**  
 Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.

**Please select one response per row. PROGRAMMER NOTE: SPLIT ACROSS TWO SCREENS**

		Always	Most of the time	Sometimes	Never
01.	The amount of work I am expected to do	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
02.	Having to work <b>paid</b> overtime	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
03.	Having to work <b>unpaid</b> overtime	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
04.	Dealing with patient expectations	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
05.	Dealing with patients' families	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
06.	Expectations of supervisors <b>SHOW IF IMG</b> Expectations of supervisors/peer reviewer	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
07.	Supervisor feedback <b>SHOW IF IMG</b> Supervisors/peer reviewer feedback	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
08.	Having to relocate for work	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
09.	Being expected to do work that I don't feel confident doing	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
10.	Limited access to senior clinicians	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
11.	Lack of appreciation	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
12.	Workplace conflict	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

**[SGPT, IMG, PVT, INS, SNT]**

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

**Please select one response only.**

**HOVERTEXT FOR 'SETTING'**  
Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.

Very light	<input type="radio"/> 1
Light	<input type="radio"/> 2
Moderate	<input type="radio"/> 3
Heavy	<input type="radio"/> 4
Very heavy	<input type="radio"/> 5

**[SGPT, IMG, PVT, INS, SNT]**

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

**HOVERTEXT FOR 'PER WEEK'**  
This includes rostered, unrostered, claimed and unclaimed overtime and recall – this does not include undisturbed on-call  
**Please select one response only.**

20 hours or less	<input type="radio"/> 1
21 – 30 hours	<input type="radio"/> 2
31 – 40 hours	<input type="radio"/> 3
41 – 50 hours	<input type="radio"/> 4
51 – 60 hours	<input type="radio"/> 5
61 – 70 hours	<input type="radio"/> 6
71 – 80 hours	<input type="radio"/> 7
81 – 90 hours	<input type="radio"/> 8
More than 90 hours	<input type="radio"/> 9

**[SGPT, IMG, PVT, INS, SNT]**

Q47. For any unrostered overtime you have completed in the past, how often did...?  
**Please select one response per row.**

	Always	Most of the time	Sometimes	Never	Not Applicable
1. You get paid for the unrostered overtime	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
2. Working unrostered overtime have a negative impact on your training	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
3. Working unrostered overtime provide you with more training opportunities	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99

**PATIENT SAFETY**

**[SGPT, IMG, PVT, INS, SNT]**

Q48. In your setting, how would you rate the quality of your training on how to raise concerns about patient safety?  
**Please select one response only.**

**HOVERTEXT FOR 'SETTING'**  
Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.

Excellent	<input type="radio"/> 5
Good	<input type="radio"/> 4
Average	<input type="radio"/> 3
Poor	<input type="radio"/> 2
Terrible	<input type="radio"/> 1

**[SGPT, IMG, PVT, INS, SNT]**

Q49. Thinking about **patient care and safety** in your setting, to what extent do you agree or disagree with the following statements?  
**Please select one response per row.**

**HOVERTEXT FOR 'SETTING'**  
Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1. I know how to report concerns about patient care and safety	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
2. There is a culture of proactively dealing with concerns about patient care and safety	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
3. I am confident to raise concerns about patient care and safety	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
4. There are processes in place at my workplace to support the safe handover of patients between shifts / practitioners	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

## OVERALL SATISFACTION

**[SGPT, IMG, PVT, INS, SNT]**

Q50. Thinking about your setting, to what extent do you agree or disagree with the following statements?  
**Please select one response per row.**

**HOVERTEXT FOR 'SETTING'**

Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.

		Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1.	I would recommend my current training position to other doctors	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
2.	I would recommend my current workplace as a place to train	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

## FUTURE CAREER INTENTIONS

**In this next section, we would like to know about your future training and career intentions.**

<b>[SGPT, SNT]</b>		
Q51a. Do you intend to continue in your specialty training program?	Yes	<input type="radio"/> 1
	No	<input type="radio"/> 2
	Undecided	<input type="radio"/> 3

<b>[IMG]</b>			
Q51b. Do you intend to continue on a pathway to general or specialist registration? <b>Please select one response only.</b>	Yes – general registration	<b>Go to Q54</b>	<input type="radio"/> 1
	Yes – specialist registration	<b>Go to Q54</b>	<input type="radio"/> 2
	No	<b>Go to Q55</b>	<input type="radio"/> 3
	Unsure	<b>Go to Q54</b>	<input type="radio"/> 4

<b>[PVT, INS]</b>			
Q52. Do you intend to become a specialist?	Yes	<b>Go to Q53</b>	<input type="radio"/> 1
	No	<b>Go to Q54</b>	<input type="radio"/> 2
	Unsure	<b>Go to Q54</b>	<input type="radio"/> 3

<b>[PVT, INS]</b>		
<b>ASK IF Q52=1</b>	Addiction medicine – The Royal Australasian College of Physicians ( <b>RACP</b> )	<input type="radio"/> 01
Q53. Which specialty are you most interested in pursuing? <b>Please select one response only.</b>	Anaesthesia – Australian and New Zealand College of Anaesthetists ( <b>ANZCA</b> )	<input type="radio"/> 02
	Dermatology – Australasian College of Dermatologists ( <b>ACD</b> )	<input type="radio"/> 03
	Emergency medicine – Australasian College for Emergency Medicine ( <b>ACEM</b> )	<input type="radio"/> 04
	General practice – Australian College of Rural and Remote Medicine ( <b>ACRRM</b> )	<input type="radio"/> 05

	General practice – The Royal Australian College of General Practitioners ( <b>RACGP</b> )	○ 06
	Intensive care medicine – College of Intensive Care Medicine of Australia and New Zealand ( <b>CICM</b> )	○ 09
	Medical administration – The Royal Australasian College of Medical Administrators ( <b>RACMA</b> )	○ 10
	Obstetrics and gynaecology – The Royal Australian and New Zealand College of Obstetricians and Gynaecologists ( <b>RANZCOG</b> )	○ 11
	Occupational and environmental – The Royal Australasian College of Physicians ( <b>RACP</b> )	○ 12
	Ophthalmology – The Royal Australian and New Zealand College of Ophthalmologists ( <b>RANZCO</b> )	○ 13
	Paediatrics and child health – The Royal Australasian College of Physicians ( <b>RACP</b> )	○ 14
	Pain medicine – Australian and New Zealand College of Anaesthetists ( <b>ANZCA</b> )	○ 15
	Palliative medicine – The Royal Australasian College of Physicians ( <b>RACP</b> )	○ 16
	Pathology – The Royal College of Pathologists of Australasia ( <b>RCPA</b> )	○ 17
	Physician – The Royal Australasian College of Physicians ( <b>RACP</b> )	○ 18
	Psychiatry – The Royal Australian and New Zealand College of Psychiatrists ( <b>RANZCP</b> )	○ 19
	Public health medicine – The Royal Australasian College of Physicians ( <b>RACP</b> )	○ 20
	Radiation oncology – The Royal Australian and New Zealand College of Radiologists ( <b>RANZCR</b> )	○ 21
	Radiology – The Royal Australian and New Zealand College of Radiologists ( <b>RANZCR</b> )	○ 22
	Rehabilitation medicine – The Royal Australasian College of Physicians ( <b>RACP</b> )	○ 23
	Sexual health medicine – The Royal Australasian College of Physicians ( <b>RACP</b> )	○ 24
	Sports and exercise medicine – Australasian College of Sport and Exercise Physicians ( <b>ACSEP</b> )	○ 25
	Surgery – Royal Australasian College of Surgeons ( <b>RACS</b> )	○ 26
	Surgery – Oral and maxillofacial surgery – Royal Australasian College of Dental Surgeons ( <b>RACDS</b> )	○ 27
	Unsure	○ 97

[SGPT, IMG, PVT, INS, SNT] IMG SKIP IF Q51b=3						
Q54. Thinking about your future career, to what extent do you agree or disagree with the following statements? Please select one response per row.						
		Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1.	I have an interest in Aboriginal and Torres Strait Islander health/healthcare	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
2.	I am interested in rural practice	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
3.	I am interested in getting involved in medical research	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
4.	I am interested in getting involved in medical teaching	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
5.	<b>SHOW IF SGPT OR SNT</b> I am concerned I will not successfully complete my training program to attain Fellowship <b>SHOW IF PVT OR INS AND Q52=1</b> I am concerned about being able to secure a place in my preferred College training program <b>SHOW IF IMG</b> I am concerned I will not successfully meet my pathway requirements	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
6.	I am concerned about whether I will be able to secure employment on completion of training <b>SHOW IF IMG</b> I am concerned about whether I will be able to secure employment on completing of the pathway	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

COVID-19

2020 has been an unprecedented year due to COVID-19. We would like to know if and how, COVID-19 may have impacted your medical education and training....

**[SGPT, IMG, PVT, INS, SNT]**

Q60. How has COVID-19 impacted your training and education?

**Please select all that apply**

<u>Delayed entry onto my preferred training program because the College entry exams were deferred</u>	<input type="checkbox"/> 01
<u>Delayed entry onto my preferred training program because selection processes have been disrupted</u>	<input type="checkbox"/> 02
<b>[SHOW IF SGPT OR SNT]</b> <u>Delayed the completion of my training program because the College exams were deferred</u>	<input type="checkbox"/> 03
<u>Disrupted my preparation time for examinations/assessments because of unconfirmed exam/assessment date(s)</u>	<input type="checkbox"/> 04
<u>Delayed the completion of my training program because COVID-19 impacted my training requirements</u>	<input type="checkbox"/> 05
<u>Disrupted routine teaching</u>	<input type="checkbox"/> 06
<u>Provided more training opportunities</u>	<input type="checkbox"/> 07
<u>Reduced the number of training opportunities</u>	<input type="checkbox"/> 08
<u>Increased research opportunities (which are required for progressing my training)</u>	<input type="checkbox"/> 09
<u>Decreased research opportunities (which are required for progressing my training)</u>	<input type="checkbox"/> 10
<u>Provided innovative ways to learn (e.g. virtual educational sessions)</u>	<input type="checkbox"/> 11
<u>Created uncertainty for the remainder of my training year</u>	<input type="checkbox"/> 12
<u>Caused financial stress that has impacted my training (e.g. unable to pay for exams/courses)</u>	<input type="checkbox"/> 13
<u>Made me re-consider my preferred specialty</u>	<input type="checkbox"/> 14
<u>Other</u>	<input type="checkbox"/> 97
<u>It hasn't</u>	<input type="radio"/> 98
<u>Unsure</u>	<input type="radio"/> 99

**[SGPT, IMG, PVT, INS, SNT]**

Q61. Upon reflection, overall the impacts of COVID-19 on my training have been...

**Please select one response only.**

<u>Positive</u>	<input type="radio"/> 1
<u>Negative</u>	<input type="radio"/> 2
<u>A mixture of positive and negative</u>	<input type="radio"/> 3
<u>I don't know yet</u>	<input type="radio"/> 99
<u>None of the above</u>	<input type="radio"/> 98

## ABOUT YOU

Finally, we would like to ask some questions about you. These questions are used in analysis to group responses given by doctors in training with a similar profile.

<p><b>[SGPT, IMG, PVT, INS, SNT]</b></p> <p>Q55. Do you identify as...? <b>Please select one response only.</b></p>	<table style="width: 100%; border-collapse: collapse;"> <tr><td style="border-bottom: 1px solid black;">Male</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 1</td></tr> <tr><td style="border-bottom: 1px solid black;">Female</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 2</td></tr> <tr><td style="border-bottom: 1px solid black;">Intersex/Indeterminate</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 3</td></tr> <tr><td style="border-bottom: 1px solid black;">Prefer not to say</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 99</td></tr> </table>	Male	<input type="radio"/> 1	Female	<input type="radio"/> 2	Intersex/Indeterminate	<input type="radio"/> 3	Prefer not to say	<input type="radio"/> 99						
Male	<input type="radio"/> 1														
Female	<input type="radio"/> 2														
Intersex/Indeterminate	<input type="radio"/> 3														
Prefer not to say	<input type="radio"/> 99														
<p><b>[SGPT, IMG, PVT, INS, SNT]</b></p> <p>Q56. What is your age? <b>Please select one response only.</b></p>	<table style="width: 100%; border-collapse: collapse;"> <tr><td style="border-bottom: 1px solid black;">20 to 24</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 1</td></tr> <tr><td style="border-bottom: 1px solid black;">25 to 29</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 2</td></tr> <tr><td style="border-bottom: 1px solid black;">30 to 34</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 3</td></tr> <tr><td style="border-bottom: 1px solid black;">35 to 39</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 4</td></tr> <tr><td style="border-bottom: 1px solid black;">40 to 45</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 5</td></tr> <tr><td style="border-bottom: 1px solid black;">45+</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 6</td></tr> <tr><td style="border-bottom: 1px solid black;">Prefer not to say</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 99</td></tr> </table>	20 to 24	<input type="radio"/> 1	25 to 29	<input type="radio"/> 2	30 to 34	<input type="radio"/> 3	35 to 39	<input type="radio"/> 4	40 to 45	<input type="radio"/> 5	45+	<input type="radio"/> 6	Prefer not to say	<input type="radio"/> 99
20 to 24	<input type="radio"/> 1														
25 to 29	<input type="radio"/> 2														
30 to 34	<input type="radio"/> 3														
35 to 39	<input type="radio"/> 4														
40 to 45	<input type="radio"/> 5														
45+	<input type="radio"/> 6														
Prefer not to say	<input type="radio"/> 99														
<p><b>[SGPT, IMG, PVT, INS, SNT]</b></p> <p>Q57. Do you identify as an Australian Aboriginal and/or Torres Strait Islander person? <b>Please select one response only.</b></p>	<table style="width: 100%; border-collapse: collapse;"> <tr><td style="border-bottom: 1px solid black;">Yes – Aboriginal</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 1</td></tr> <tr><td style="border-bottom: 1px solid black;">Yes – Torres Strait Islander</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 2</td></tr> <tr><td style="border-bottom: 1px solid black;">Yes – Both Aboriginal and Torres Strait Islander</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 3</td></tr> <tr><td style="border-bottom: 1px solid black;">No</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 4</td></tr> <tr><td style="border-bottom: 1px solid black;">Prefer not to say</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 99</td></tr> </table>	Yes – Aboriginal	<input type="radio"/> 1	Yes – Torres Strait Islander	<input type="radio"/> 2	Yes – Both Aboriginal and Torres Strait Islander	<input type="radio"/> 3	No	<input type="radio"/> 4	Prefer not to say	<input type="radio"/> 99				
Yes – Aboriginal	<input type="radio"/> 1														
Yes – Torres Strait Islander	<input type="radio"/> 2														
Yes – Both Aboriginal and Torres Strait Islander	<input type="radio"/> 3														
No	<input type="radio"/> 4														
Prefer not to say	<input type="radio"/> 99														
<p><b>[SGPT, PVT, INS, SNT]</b></p> <p>Q58a. Did you complete your primary medical degree in Australia or New Zealand? <b>Please select one response only.</b></p>	<table style="width: 100%; border-collapse: collapse;"> <tr><td style="border-bottom: 1px solid black;">Yes - Australia</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 1</td></tr> <tr><td style="border-bottom: 1px solid black;">Yes - New Zealand</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 2</td></tr> <tr><td style="border-bottom: 1px solid black;">No - Elsewhere</td><td style="text-align: right; border-bottom: 1px solid black;"><input type="radio"/> 3</td></tr> </table>	Yes - Australia	<input type="radio"/> 1	Yes - New Zealand	<input type="radio"/> 2	No - Elsewhere	<input type="radio"/> 3								
Yes - Australia	<input type="radio"/> 1														
Yes - New Zealand	<input type="radio"/> 2														
No - Elsewhere	<input type="radio"/> 3														
<p><b>[SGPT, IMG, PVT, INS, SNT]</b></p> <p><b>ASK IF Q58a=3 OR IMG</b></p> <p>Q59b. In which country did you complete your primary medical degree? <b>Please type in and select.</b></p>	<div style="border: 1px solid black; height: 30px; width: 100%;"></div> <p><b>PROGRAMMER NOTE: ADD AUTOCOMPLETE DROP DOWN</b></p>														

### THAT IS THE END OF THE SURVEY – THANK YOU

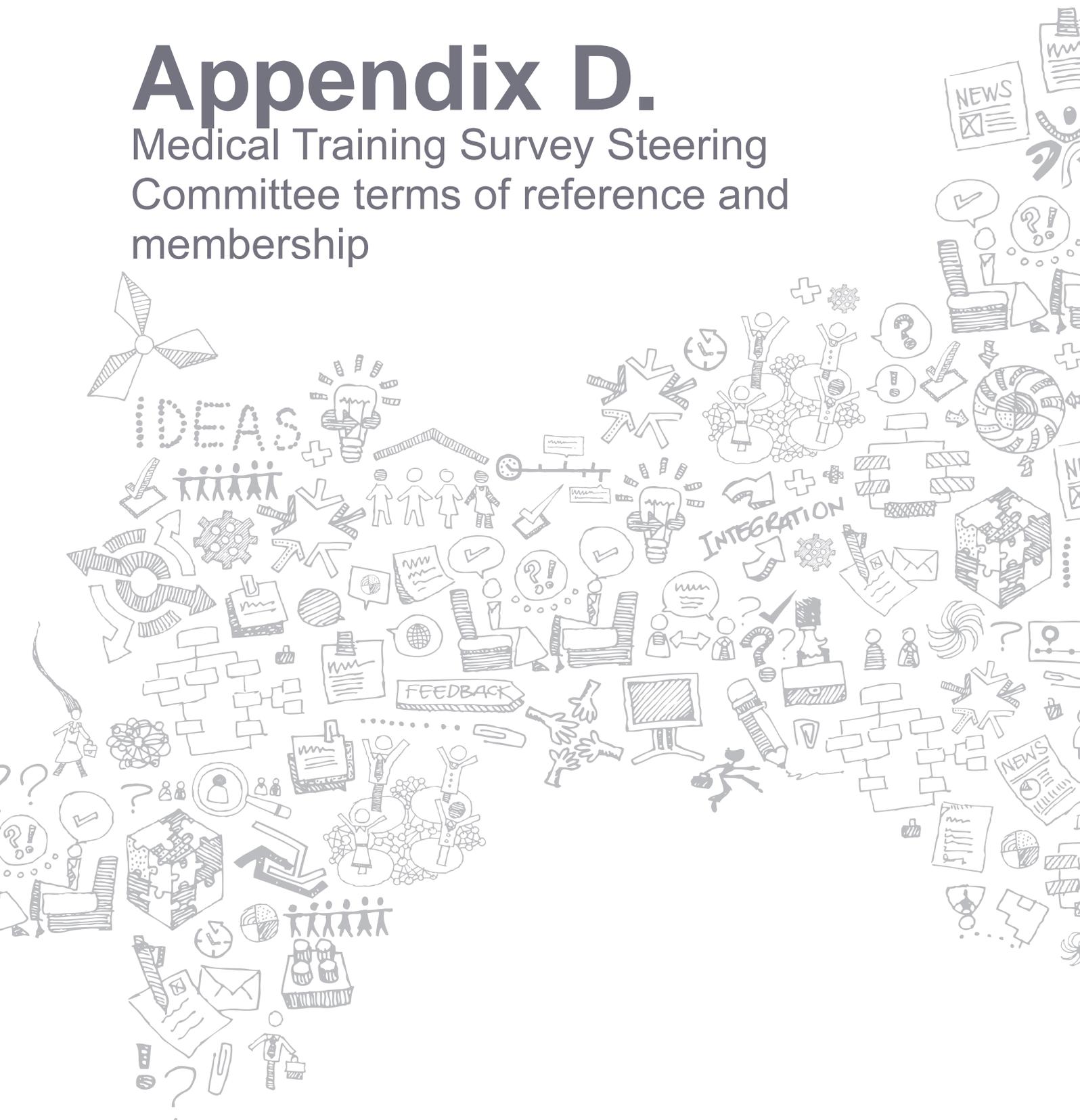
The survey has been conducted on behalf of the Medical Board of Australia and Ahpra

As a market and social research company, we comply with the requirements of the Privacy Act.

Should you need to contact Ahpra please call them on 1300 419 495.

# Appendix D.

## Medical Training Survey Steering Committee terms of reference and membership



## D1 Medical Training Survey Steering Committee terms of reference and membership



### Terms of reference

#### Medical Training Survey Steering Committee

##### Context

The Medical Board of Australia (the Board) and the Australian Health Practitioner Regulation Agency (Ahpra) have publicly committed to leading the development and implementation of a Medical Training Survey (MTS).

Medical trainees at all levels (post graduation) will be invited to participate in the survey about their recent training experience. Supervisors of medical trainees may also be invited to participate in the survey in the future.

Findings from the survey will assist the Board, Ahpra and other relevant stakeholders to:

- gain a better understanding of the quality of medical education and training in Australia
- identify how the findings could be used to improve medical training in Australia, and
- recognise and deal with areas of risk (including bullying, harassment and discrimination).

##### Purpose of the Steering Committee

The Board has established the MTS Steering Committee to support the MTS project and to provide oversight on the development, implementation, collection and analysis of the MTS data. This includes providing expert advice and recommendations on project processes, stakeholder engagement and publication of findings.

The MTS Steering Committee, will be a small group, and will be required to make timely decisions and provide timely guidance to ensure that the project can proceed without unnecessary delays.

##### Terms of Reference

The Steering Committee will:

1. review and provide feedback on the Project Plan. Review will be ongoing and the Committee will advise where the plan should be modified as the project proceeds
2. provide regular advice to the Board on the progress of the MTS project
3. oversight the MTS project, from the development through to the delivery phase. This includes taking action if there are delays in delivering elements of the project
4. support the project team to manage the risks associated with the project by providing guidance and advice. The Committee will alert the Board and Ahpra of any major or unexpected risks that are likely to impact on the delivery of project and/or the reputation of the Board and Ahpra
5. monitor the budget for the project and alert the Board and Ahpra of major variances
6. support the project team by providing timely advice on issues that arise in relation to the survey at all stages

7. inform the request for tender for the contractor who will collect and analyse the results of the survey. This includes providing advice about the scope of the services to be contracted for, and evaluating submissions and quotes. Member/s of the Steering Committee may also be asked to participate in the selection process
8. provide advice and recommendations to the project team on the stakeholder engagement strategy and marketing schedule. This may include participating in consultation forums and dealing with stakeholders who will be impacted by the MTS
9. consult with the MTS Advisory Group
10. provide advice on the survey scope and design, and sign off on the final survey
11. provide guidance on the reporting framework for the results of the survey
12. work with the project team to provide feedback to the external contractor on the report of the results, particularly in relation to understanding the context and relevant issues
13. provide advice and recommendations on the process for disseminating and publishing of MTS findings, and
14. be alerted and deal with any serious concerns that arise from the running of survey and/or the results of the survey.

## Membership

The Steering Committee includes:

### Chair

- Member of the Board

### Members

- Two additional members of the Board – community and practitioner members
- Executive Officer, Medical
- Two senior Ahpra staff (additional to the Project Manager, MTS)
- Communications Advisor Ahpra

The Board will seek:

- One nominee of the Australian Medical Council
- One nominee of the jurisdictions
- One nominee of the Australian Medical Association Council of Doctors in Training

The Board will appoint members to the Steering Committee.

### Secretariat services

Secretariat will be provided by Strategy and Policy, Medical. Primarily it will be by the Project Manager, MTS.

## Meetings and procedures

### Frequency of meetings

The Steering Committee will be scheduled as required but are expected to be between fortnightly and monthly during the project.

Meetings can be:

- face-to-face
- via videoconference
- via teleconference

### Procedures for meetings

The Chair is to preside at a meeting of the Steering Committee. In the absence of the Chair, one of the other members of the Board will preside at the meeting.

Materials will be provided to members at least two working days prior to day of the meeting, noting that the purpose of the Committee is to make timely decisions to avoid project delays.

A brief report of the meeting will be drafted and circulated to members.

### Quorum

A quorum of the Committee is five members.

### Reporting

The Steering Committee will report to the Board and Ahpra.

### Payment and expenses

The doctor in training will be paid an honorarium for their attendance and related expenses.

Members of the Board will be paid in accordance with the Board members' manual.

Other members will not be paid to attend meetings but travel and accommodation will be funded by the Board and arranged by Ahpra.

### Timeframe

The Board will review the role of the Steering Committee and its membership as required.

Name of document	Medical Training Survey Steering Committee Terms of Reference
Version	Version 3
Reviewed	27 May 2020
Approved	27 May 2020
Next review	As required but within 2 years of approval

**Medical Board of Australia Medical Training Survey Steering Committee**

Terms of reference | May 2020 | IN CONFIDENCE



## Membership

### MBA Medical Training Survey Steering Committee

*Amended: April 2018*

#### **Members**

##### **Chair**

Associate Professor Stephen Adelstein, Medical Board of Australia (Chair)

##### **Members**

Dr Joanne Katsoris, Australian Health Practitioner Regulation Agency

Dr Linda MacPherson, Jurisdictional representative

Dr Bavahuna Manoharan, Australian Medical Association Council of

Doctors in Training

Ms Nicole Newton, Communications Advisor

Dr Susan O'Dwyer, Medical Board of Australia

Ms Rosa Romano, Australian Health Practitioner Regulation Agency

Ms Theanne Walters, Australian Medical Council

Ms Kirsty White, Australian Medical Council

Ms Michelle Wright, Medical Board of Australia

Mr Adam Young, Australian Health Practitioner Regulation Agency

##### **Secretariat**

Ms Brie Woods, Australian Health Practitioner Regulation Agency

#### **Medical Board of Australia Medical Training Survey Steering Committee**

Membership | December 2019 | Confirmed

# Appendix E.

## Medical Training Survey Advisory Group terms of reference and membership



## E1 Medical Training Survey Advisory Group terms of reference and membership



### Terms of reference

#### Medical Training Survey Advisory Group

##### Context

The Medical Board of Australia (the Board) and the Australian Health Practitioner Regulation Agency (Ahpra) have publicly committed to leading the development and implementation of a Medical Training Survey (MTS).

Medical trainees at all levels (post graduation) will be invited to participate in the survey about their recent training experience. Supervisors of medical trainees may also be invited to participate in the survey in the future.

Findings from the survey will assist the Board, Ahpra and other relevant stakeholders to:

- gain a better understanding of the quality of medical education and training in Australia
- identify how the findings could be used to improve medical training in Australia, and
- recognise and deal with areas of risk (including bullying, harassment and discrimination).

##### Purpose of the Advisory Group

The Board has established the MTS Advisory Group to provide the MTS project with expert advice and guidance on matters pertinent to medical training in Australia. In particular, the Advisory Group will provide expert advice on the development of the MTS content and question algorithm, stakeholder engagement strategy and how to manage adverse results that indicate systemic issues.

The MTS Advisory Group will be a large group comprised of representatives from all facets of medical training in Australia. The Advisory Group will be required to provide timely expert advice and guidance on the scope, design and implementation of the survey and assist in the promotion of the survey to doctors in training and supervisors.

##### Terms of Reference

The Advisory Group will:

1. review and provide advice on components of the Project Plan. This will be ongoing and the Steering Committee and project team will seek the Advisory Group's advice on various elements of the Plan as the project progresses
2. provide advice on:
  - a. survey content and question algorithm
  - b. survey scope and design
  - c. reporting framework for the results of the survey

- d. the dissemination and publishing of the MTS findings, and
  - e. the principles on how to manage adverse results and serious concerns that have arisen from the MTS.
3. provide advice and suggestions on survey testing, including providing suggestions on how to access suitable testers
  4. provide advice and recommendations to the Steering Committee and project team on the stakeholder engagement strategy and marketing schedule. This will include having an active role in the promotion of the survey to doctors in training and supervisors, and
  5. support the dissemination the MTS findings to key stakeholders.

## Membership

The Advisory Group includes:

### Chair

- Chair of the MTS Steering Committee

### Members

- At least one additional member of the Steering Committee
- One additional member of the Board – community or practitioner member
- A community member that is not a member of the National or State or Territory Boards or Committees

The Board will seek nominations from the following representative organisations:

- One nominee of the Australian Medical Council
- Two nominees of the jurisdictions
- Two nominees of the Australian Medical Association
- Two or three doctors in training, including at least one nominee of the Australian Medical Association Council of Doctors in Training and one nominee of the Australasian Junior Medical Officers' Committee
- One nominee of the Confederation of Postgraduate Medical Education Councils
- Two nominees of the Council of Presidents of Medical Colleges
- One nominee of the Medical Deans Australia and New Zealand
- A representative from a private sector employer
- One nominee of the Australian Indigenous Doctors Association
- The Chair of the Doctors' Health Services Pty Ltd (DrHS) or a nominee of DrHS
- A Director of Clinical Training (or similar position) with expertise in the supervision of doctors in training.

The Board can appoint additional members to the Advisory Group as required.

### Secretariat services

Secretariat will be provided by Strategy and Policy, Medical. Primarily it will be by the Project Manager, MTS.

## Meetings and procedures

### Frequency of meetings

The Advisory Group will be scheduled as required but are expected to be quarterly over the next year of the project. The ongoing schedule post 30 September 2021 will be determined as the project progresses.

Meetings can be:

- face-to-face
- via videoconference
- via teleconference

### Procedures for meetings

The Chair is to preside at a meeting of the Advisory Group. In the absence of the Chair, the other member of the Steering Committee will preside at the meeting.

Materials will be provided to members at least five working days prior to day of the meeting.

A brief report of the meeting will be drafted and circulated to members.

### Reporting

The Advisory Group will report to the Board via the chair of the Steering Committee.

### Payment and expenses

The doctors in training and external community member will be paid an honorarium for their attendance and related expenses.

Members of the Board will be paid in accordance with the Board members' manual.

Other members will not be paid to attend meetings but travel and accommodation will be funded by the Board and arranged by Ahpra.

### Timeframe

The Board will review the role of the Advisory Group and its membership as required.

Name of document	<b>Medical Training Survey Advisory Group Terms of Reference</b>
Version	<b>Version 3</b>
Reviewed	<b>27 May 2020</b>
Approved	<b>27 May 2020</b>
Next review	<b>As required but within 2 years of approval</b>

**Medical Board of Australia Medical Training Survey Advisory Group**

Terms of reference | May 2020

## Membership

### MBA Medical Training Survey Advisory Group membership

Associate Professor Stephen Adelstein (Chair), Medical Board of Australia

Dr Hash Abdeen, Australian Medical Association Council of Doctors in Training

Ms Christine Brill, Doctors' Health Services PTY LTD

Dr Monica Chen, Australasian Junior Medical Officers' Forum

Ms Megan Crawford, Jurisdictional representative

Ms Sally Cross, Doctors' Health Services PTY LTD\*

Dr James Edwards, Director of Clinical Training (Australasian Directors of Training Committee)

Dr Marco Giuseppin, Australian Medical Association Council of Doctors in Training\*

Dr Daniel Heredia, Private sector employer (Australian Private Hospitals Association)

Dr Warwick Hough, Doctors' Health Services PTY LTD\*

Dr Kym Jenkins, Council of Presidents of Medical Colleges

Mr Oliver Jones, Council of Presidents of Medical Colleges

Dr Joanne Katsoris, Australian Health Practitioner Regulation Agency

Professor Robyn Langham, Australian Medical Association

Mr John McGurk, Community member

Dr David Mountain, Australian Medical Association

Ms Nicole Newton, Medical Board of Australia

Dr Susan O'Dwyer, Medical Board of Australia

Dr Annette Pantle, Medical Council of NSW

Dr Andrew Singer, Australian Medical Council

Professor Richard Tarala, Postgraduate Medical Council

Dr Artiene Tatian, Australian Indigenous Doctors' Association

Dr Susan Wearne, Jurisdictional representative

Dr Chris Wilson, Australian Medical Association Council of Doctors in Training

Ms Michelle Wright, Medical Board of Australia

Dr John Zorbas, Australian Medical Association Council of Doctors in Training

Mr Daniel Zou, Australian Medical Students Association

\*Membership expired in 2020

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