

Medical Training Survey 2021

Medical Board of Australia and Ahpra

2021 Annual Report

23rd February 2022



Welcome

MEDICAL TRAINING IMPACTED BY COVID IN 2021

More than 21,000 trainees have spoken, and the 2021 Medical Training Survey (MTS) has given the rest of us a fantastic opportunity to listen.

A huge thanks to every doctor in training who made time to do the 2021 MTS, despite intense COVID-related pressures this year. The 55 per cent response rate has generated a solid evidence base and a robust national dataset that will continue to shape improvements to training.

The results show the impact of COVID-19 on training and give insights into the quality of training and the culture of medicine. While results are broadly consistent with previous years, there are small but statistically significant changes. Broadly, there is a lot going well in medical training and some important issues that require attention.

Through the 2021 MTS, we know that 100% of trainees have a supervisor, 94% received an orientation and 80% would recommend their current training position to other trainees.

All aspects of the quality of supervision have improved since last year and trainees report receiving more regular and more useful feedback, both formal and informal.

There were also some small but statistically significant downward variations in results. These may relate to the impact of the pandemic on the healthcare sector and warrant close monitoring in the years ahead.

Perhaps unsurprisingly, trainees from places hit hardest by the pandemic reported that their medical training overall had been impacted negatively, while trainees in states and territories less COVID-affected reported that the pandemic had a mixture of positive and negative impacts on training overall. Broadly, 41% of respondents indicated COVID-19 had negatively impacted their medical training this year.

Similar to 2020, survey participants continued to report greater competition with other doctors for training opportunities. This was greater for prevocational and unaccredited trainees with 56% strongly agreeing/agreeing that they had to compete with other doctors for training opportunities, compared to 36% of interns.

We note that 45% of trainees say they 'never/sometimes' got paid for un-rostered overtime, and 49% rated their workload as heavy/very heavy.

Again this year, trainees have called out workplace culture as a serious issue. In 2021, 35% of trainees reported that they had experienced and/or witnessed bullying, harassment and/or discrimination (including racism) in training, which is no improvement on the 2020 results,

where 34% of trainees reported experiencing and/or witnessing bullying, harassment and/or discrimination.

The most common groups responsible for the bullying, harassment and/or discrimination were senior medical staff (experienced=51%, witnessed=54%), nurses/midwives (experienced=36%, witnessed=41%) and patients/carers/families (experienced=36%, witnessed=38%). 67% of trainees who experienced these behaviours did not report the incident and only 58% of trainees who reported it were satisfied with the follow-up.

Answers to a new question in 2021 show a clear link between unprofessional behaviours and medical training, with 38% of trainees who experienced bullying, discrimination or harassment reporting moderate or major impacts on their training.

Disturbingly, there is a significant and unacceptable difference in the incidence of these issues reported by Aboriginal and Torres Strait Islander doctors in training. Results show that 52% of Aboriginal and Torres Strait Islander trainees reported experiencing and/or witnessing bullying, harassment and or discrimination (compared with 35% of trainees nationally), and of those experiencing bullying, harassment and or discrimination, 49% reported a moderate or major impact on their training (compared with 38% nationally).

More Aboriginal and Torres Strait Islander trainees who experienced these unprofessional behaviours reported the issue (43% compared with 33% nationally). Racism in healthcare is never acceptable and we all have to do better.

As ever, a huge team effort underpins this result. We are grateful to each doctor in training who shared their story on social media to help boost participation rates. A big thank you to the agencies across the healthcare sector who backed and promoted the 2021 MTS, and to the members of the MTS Steering Committee and Advisory Group whose expertise and enthusiasm were invaluable.

Increasingly, agencies across the healthcare sector are using MTS results to improve medical training. All results are available online through the data dashboard published on the [MedicalTrainingSurvey.gov.au](https://www.medicaltrainingsurvey.gov.au) website. Interrogate the results, tailor your own report, and apply this valuable data-set to continually drive improvement in medical training.



Dr Anne Tonkin
Chair, Medical Board of Australia

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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"> 1. Bullying <p>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.</p> <ol style="list-style-type: none"> 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> <ol style="list-style-type: none"> 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>
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"> ▶ Interns - Q46. On average in the past month, how many hours per week have you worked? ▶ Prevocational and unaccredited trainees - Q45. How would you rate your workload in your setting?

Term	Definition
	<ul style="list-style-type: none"> ▶ Specialist non-GP trainees - Q43. If you needed support, do you know how to access support for your health (including for stress and other psychological distress)? ▶ Specialist GP trainees - Q41. Thinking about the workplace environment and culture in your setting, to what extent do you 'agree' or 'disagree' with the following statements? ▶ IMGs - Q44. How often do the following adversely affect your wellbeing in your setting?
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. 2021). 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 the survey, in partnership with stakeholders. The MTS aims to help improve the quality of medical training, by better understanding trainees' experiences.

More than half the doctors in training in Australia took part in the 2021 MTS. This is 21,604 individuals. Of the submitted surveys, 95.7% were eligible for analysis (20,671 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 provide 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 as well as future career intentions for doctors in training and the impact of COVID-19 on their training.

Overall satisfaction

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

- 80% would recommend their current training position to other doctors (versus 7% who wouldn't), and
- 79% would recommend their current workplace as a place to train (versus 8% who wouldn't).

Only a small number of specialist trainees (1%) indicated they did not intend to continue in their specialty training program and 3% of IMGs reported they did not intend to continue on a pathway to general or specialist registration. A similar proportion of interns (2%) and prevocational and unaccredited trainees (2%) reported that they do not intend to become a specialist.

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, 76% reported there were opportunities to meet the requirements of the intern education program in their current setting
- 41% of prevocational and unaccredited trainees reported having a training/professional development plan. Of these, 84% reported there were opportunities to meet the requirements of the plan in their current setting, and
- 86% of IMGs reported having a training/professional development plan. Of these, 89% reported there were opportunities to meet the requirements of the plan in their current setting.

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). Various aspects of the training program were rated as positive by around nine in ten specialist trainees, including the training program being relevant to the trainee's development (specialist non-GP trainees: 90%; specialist GP trainees: 88%).

Comparatively, the design of the training program received lower ratings. Half of the specialist trainees agreed that their college had sought their views on the training program (specialist non-GP trainees: 50%; specialist GP trainees: 46%). For those enrolled with a RTO, two in three (66%) indicated that the RTO sought their views on the structure and content of the education program.

Orientation

Nine in 10 doctors in training (94%) received an orientation in their training setting, with twice as many receiving a formal orientation (64%) compared to an informal one (30%). Three in four (74%) trainees rated their orientation as 'excellent' or 'good', with only 4% rating them as 'poor' or 'terrible'.

Assessment in the 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 the cohorts as to whether they had received an assessment. Results showed prevocational and unaccredited trainees were less likely to have received an assessment compared to IMGs (51% of prevocational and unaccredited trainees received an assessment compared to 84% of IMGs).

Exams

At the time MTS was live in August, September and October 2021, almost half (45%) of specialist trainees indicated they had sat exams for their college.

Among those who had sat an exam, seven in 10 agreed the information the College provided about the exam(s) was accurate and appropriate (70%), three in four agreed that the exam(s) were conducted fairly (76%) and four in five agreed that the exam(s) ran smoothly on the day (82%). However, there was quite a high level of dissatisfaction with the feedback received about exam performance, where two in five disagreed or strongly disagreed that the feedback was useful (42%) or timely (39%).

Clinical supervision

All doctors in training (100%) indicated they had a clinical supervisor. Specialists (including specialist GPs) largely shouldered the responsibility for the day-to-day supervision of doctors in training (77%), with registrars (19%) assuming responsibility for supervising most of the other doctors in training. 86% of doctors in training rated their clinical supervision as 'excellent' or 'good', with just 2% rating it as 'poor' or 'terrible'.

Clinical supervision was highly rated for accessibility, helpfulness and providing an appropriate level of responsibility including that the doctor in training only deals with clinical problems they have the experience to address. However, the level of feedback (both informal and formal), and discussions about goals and objectives 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 3% rating them as 'poor' or 'terrible'. Three in four doctors in training agreed that their employer supports them by attending formal and informal teaching sessions (76%). However, fewer trainees agreed that they were able to attend conferences, courses and/or external events (67%), had access to protected study time/leave (65%) or were able to participate in research activities (57%).

More prevocational and unaccredited trainees (56%) reported having to compete with other doctors to access teaching and opportunities for development, compared to other doctors in training such as specialist GP trainees who reported feeling the least competition (34%).

Close to nine in ten or more doctors in training typically acknowledged the opportunities they were provided to help progress their skills in communication (97%), clinical skills (95%), ethics (91%), cultural safety (90%), theoretical knowledge (91%), procedural skills (86%) and leadership and management

(86%). However, only two-thirds felt as though they had the opportunity to develop skills and knowledge in research (66%).

For six in ten (61%) doctors in training, their day-to-day job responsibilities 'rarely' or 'never' prevented them from meeting their training requirements. However, the remaining four in ten (39%) trainees 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 reported 'excellent' or 'good' ratings for internet reliability (75%), educational resources (74%), teaching spaces (63%) and working spaces (61%).

Workplace environment and culture

Two thirds (67%) of doctors in training reported working more than 40 hours on average per week, including one in 10 (10%) who worked more than 60 hours per week on average.

Nearly two in three doctors in training (63%) considered that they had a good work/life balance, one in seven (14%) disagreed, with half (49%) of all doctors in training rating their workload as 'heavy' or 'very heavy'. In addition, one in five (21%) indicated that working unrostered overtime 'always' or 'most of the time' had a negative impact on training. Payment for unrostered overtime occurred at least 'most of the time' for 55% of doctors in training.

Some trainees reported that an undesirable workplace culture had a negative effect on their wellbeing. The aspects of the workplace culture with adverse impacts included the amount of work expected of them (23% of doctors in training report negative impact on their wellbeing 'always' or 'most of the time'), having to work unpaid overtime (22%), having to relocate for work (22%), lack of appreciation (19%) and dealing with patient expectations (18%).

Four in five doctors in training (81%) 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 three doctors in training (35%) reported they had either personally experienced and/or witnessed bullying, harassment and/or discrimination in their workplace. This equates to 22% experiencing and 31% witnessing this behaviour. The most common type of behaviour experienced or witnessed was bullying (experienced: 14%, witnessed: 21%). Of those who experienced or witnessed bullying, harassment and/or discrimination, the most common source was the senior medical staff (e.g. consultants, specialists) (experienced: 51%, witnessed: 54%).

One in two (51%) of those who experienced bullying, harassment and/or discrimination reported the person(s) responsible was a member of the senior medical staff. A further one in three reported a nurse or midwife (36%) or medical colleague (30%) had been responsible for at least one incident of bullying, harassment and/or discrimination they had experienced. Of those who had experienced bullying, harassment and/or discrimination where the person responsible was a staff member or colleague, half (50%) doctors in training reported that person was in their team and a further three in ten (29%) reported the person was in their department but not their team. Where the person was a staff member in their team or department, 43% indicated that this person(s) was their supervisor.

Only one in three (33%) doctors in training who had personally experienced bullying, harassment and/or discrimination had reported it, half of these (48%) were aware the report had been followed up and three in five (58%) were satisfied with how the report was followed up. This compares to one in four doctors in training who witnessed bullying, harassment and/or discrimination event reporting the incident and two in

five (44%) were aware that the report had been followed up and three in five (61%) were satisfied with how the report was followed up.

Two in five (38%) doctors in training who had experienced bullying, harassment and/or discrimination reported that it had a moderate or major adverse effect on their training. The same level of impact among those who witnessed bullying, harassment and/or discrimination, was felt by one in six (16%).

The vast majority of doctors in training (83%) reported knowing how to raise concerns about such behaviour, three in four (74%) reported they had the confidence to do so and four in five (78%) said that bullying, harassment and/or discrimination (including racism) was not tolerated in their setting.

Patient safety

Nine in 10 doctors in training (91%) 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

Two in five (42%) trainees reported that COVID-19 had negatively impacted their medical training overall, while a similar proportion indicated the impact was a mixture of positive and negative (39%). Only 2% indicated that COVID-19 had been a positive impact on their medical training overall.

The most commonly reported negative impacts of COVID-19 were the impact on routine teaching (54%) and exam(s) preparation (52%). Access to learning resources was the most commonly reported positive impact of COVID-19 with one in 10 (10%) indicating this and a further three in 10 (30%) indicating the impact was a mixture of positive and negative.

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

Consistent with previous years, the 2021 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 with separate reports available for each of these. By providing a national snapshot of the 2021 training experience, areas of relative strength and weakness can be identified as an opportunity for both improvement and knowledge sharing.

An example of the extent of variation in results between groups of trainees is for a question such as whether trainees would recommend their current workplace as a place to train. The national response was 79% would recommend their current workplace, and this varied from

- 75% to 83% by doctor in training cohort
- 61% to 81% by jurisdiction
- 70% to 92% by college.

Results for 2021 are broadly consistent with the 2020 and 2019 results, however, there are some differences of note.

Comparisons of 2019, 2020 and 2021 data are available at <https://medicaltrainingsurvey.gov.au/Results/Create-your-own-report>

Looking forward to the 2022 MTS

There was a very positive response rate for the survey in its third 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 2022 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 from 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 in the MTS. 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 a de-identified and aggregated format. The results can be accessed in a series of reports and via an interactive data dashboard (hosted on the 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:

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

The seven guiding principles for the MTS are:

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

3. Focused on training:	<ul style="list-style-type: none"> ▶ The core focus of the MTS is on post-graduate medical training.
4. Reflection and feedback:	<ul style="list-style-type: none"> ▶ 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.
5. Access:	<ul style="list-style-type: none"> ▶ 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.
6. Reporting and using results:	<ul style="list-style-type: none"> ▶ 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.
7. Participation:	<ul style="list-style-type: none"> ▶ 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.

3. Interpreting this report

3.1 Sample size and representation

More than half the doctors in training (n=21,604 or 55.1%) invited to participate in the MTS responded to the survey. 95.7% (n=20,671) of surveys were eligible for analysis (i.e. survey participants currently training in Australia). As has been the case in previous years, 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=17,730 completed the MTS (at least 75% of the survey), giving a maximum margin of error ± 0.7 at a 95% confidence level for questions asked of all doctors in training. This means 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 stratum 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 the 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.

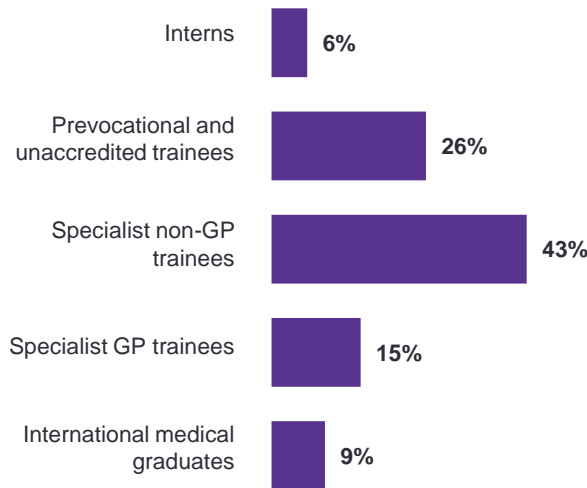
Detailed findings



4. Detailed findings

4.1 Profile of doctors in training

DOCTOR IN TRAINING COHORT



Base: Total sample (n=20,539)

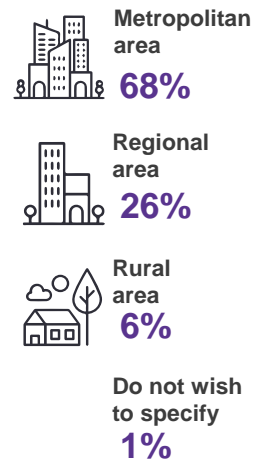
TRAINING LOCATION

Facility



Base: Total sample (n=20,387)
Q5A. Is your current position/term/rotation/placement in a hospital?

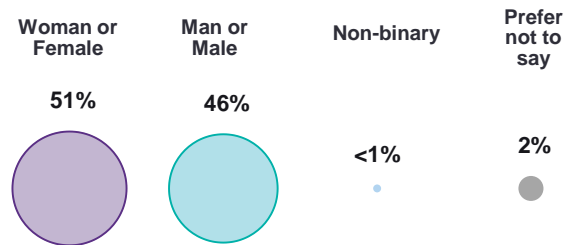
Region



Base: Total sample (n=20,171)
Q6. Is your current setting in a...?

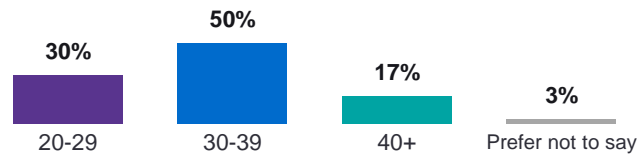
DEMOGRAPHICS

Do you identify as...



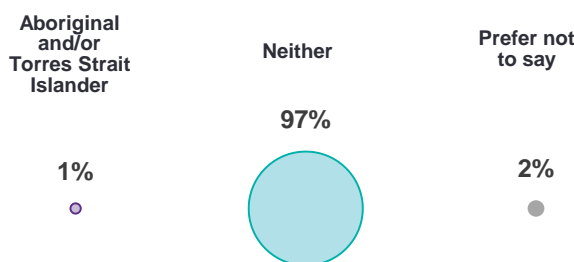
Base: Total sample (n=17,316)
Q55. Do you identify as...?

Age in years



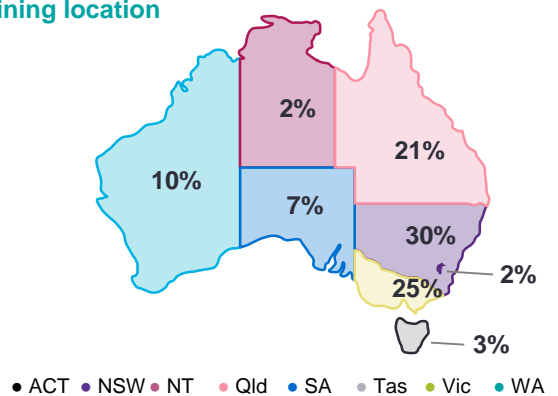
Base: Total sample (n=17,332)
Q56. What is your age?

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



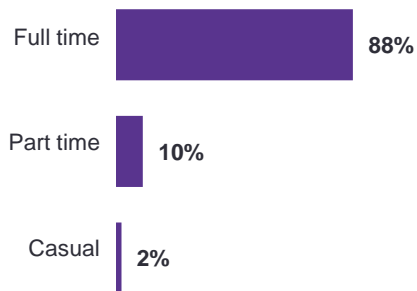
Base: Total sample (n=17,333)
Q57. Do you identify as an Australian Aboriginal and/or Torres Strait Islander person? Note: codes aggregated into 'Yes' due to small sample size

Training location



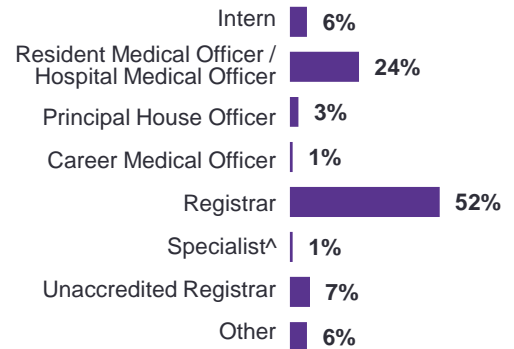
Base: Total sample (n=20,525)
Q4. In which state or territory is your current term/rotation/placement based?

EMPLOYMENT



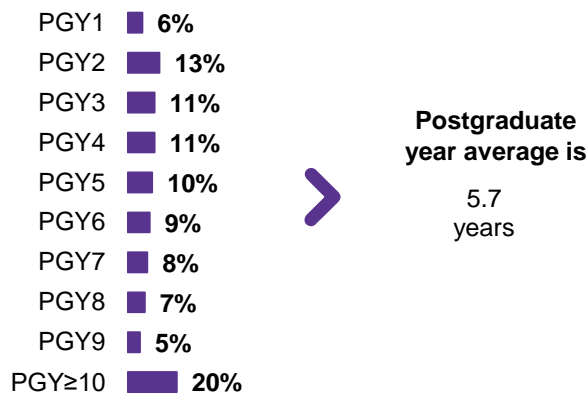
Base: Total sample (n=20,399)
Q2. Are you employed:

ROLE



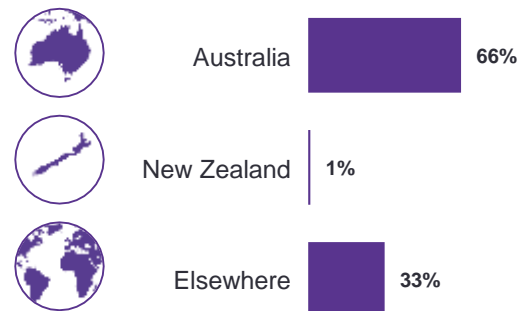
Base: Total sample (n=20,206)
^Note: Only IMGs were shown the specialist option.
Q7. What is your role in the setting?

POSTGRADUATE YEAR



Base: Total sample (n=20,397)
Q1. What is your postgraduate year?

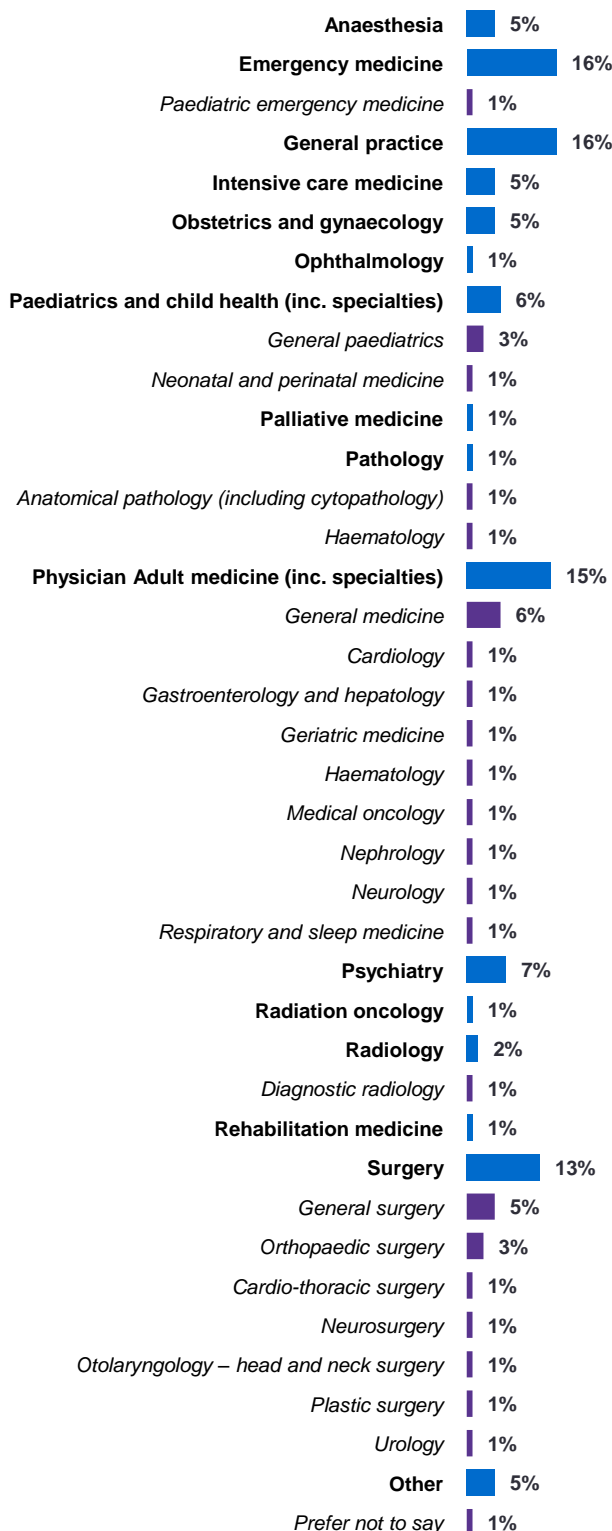
PRIMARY DEGREE



Base: Total sample (n=17,579)
Q58a. Did you complete your primary medical degree in Australia or New Zealand?

Profile of doctors in training

CURRENT ROTATION / TERM / POSITION



Base: Total sample (n=20,100). Specialties in **bold**, subspecialties in *italics*.

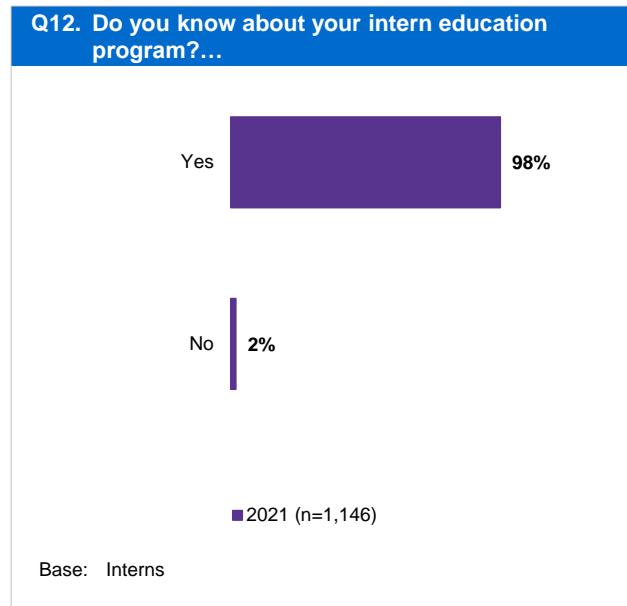
Note: Codes receiving <1% of responses not shown, including **specialties:** Addiction medicine, Dermatology, Medical administration, Occupational and environmental medicine, Pain medicine, Public health medicine, Sexual health medicine, Sport and exercise medicine; **subspecialties:** Chemical pathology, Clinical genetics, Clinical pharmacology, Community child health, Diagnostic ultrasound, Endocrinology, Forensic pathology, General pathology, Gynaecological oncology, Immunology, Immunology and allergy, Infectious diseases, Maternal-fetal medicine, Microbiology, Nuclear medicine, Obstetrics and gynaecological ultrasound, Oral and maxillofacial surgery, Paediatric cardiology, Paediatric clinical genetics, Paediatric clinical pharmacology, 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 nephrology, Paediatric neurology, Paediatric nuclear medicine, 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?

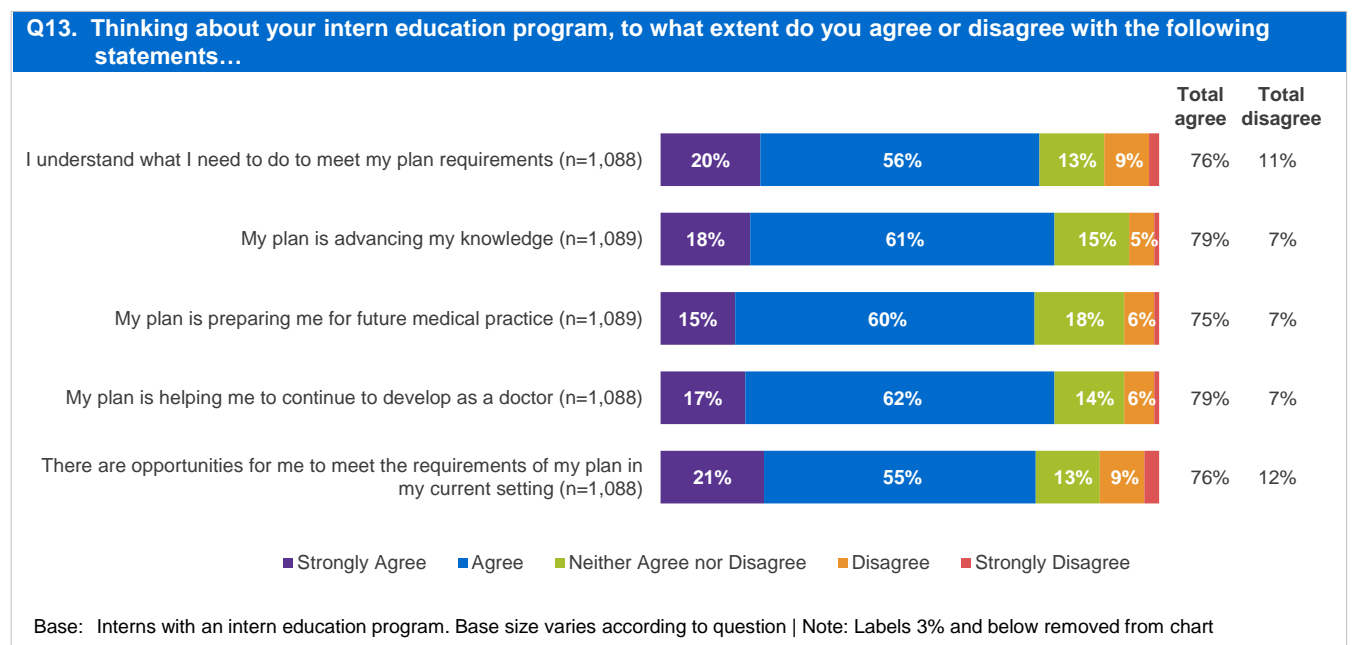
4.2 Training curriculum

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



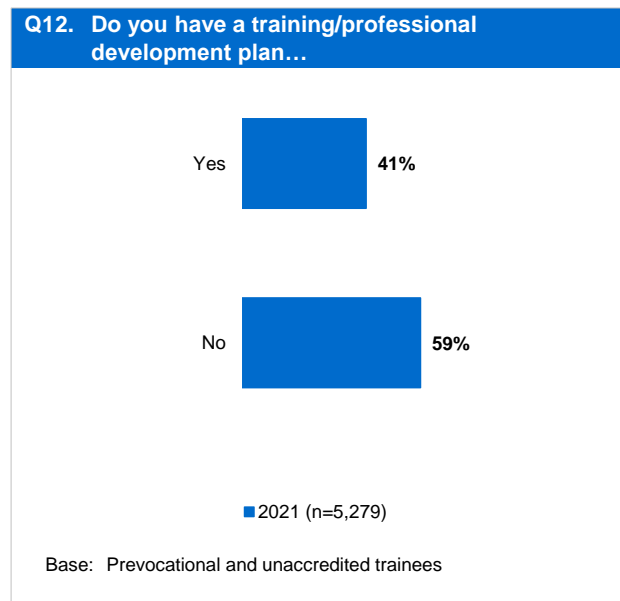
Nearly all interns who responded were aware of their intern education program (98%).



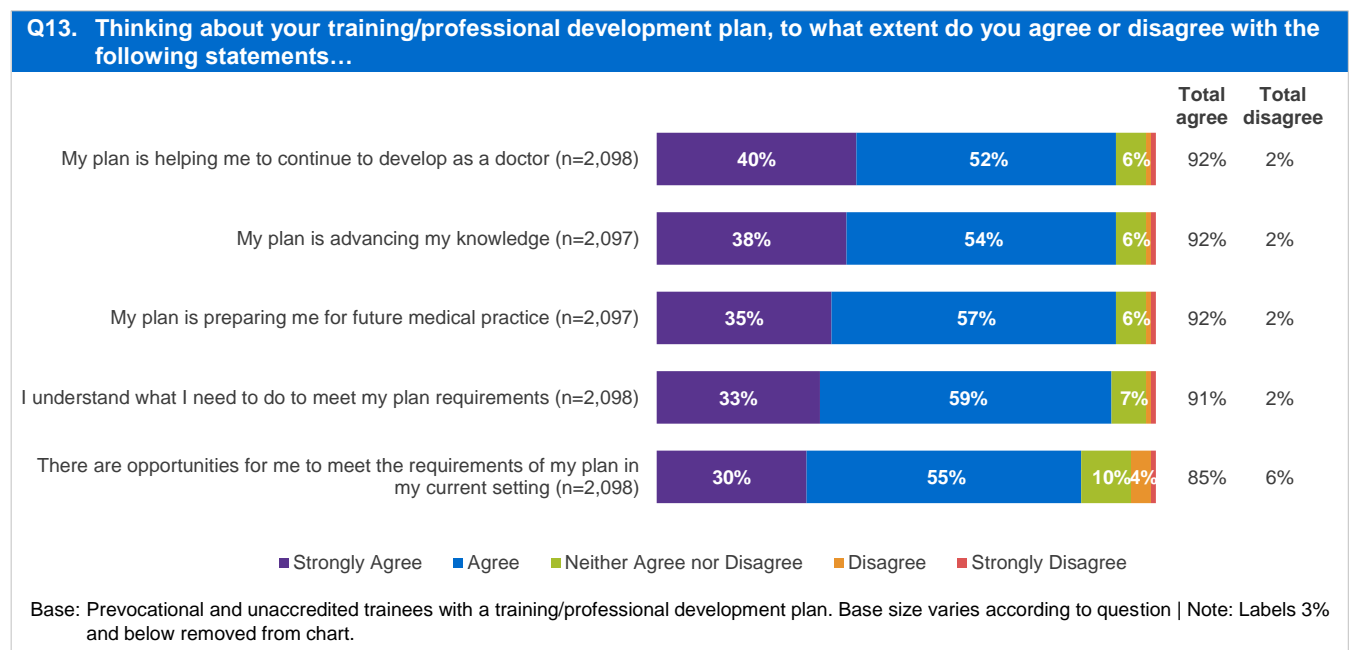
All interns who reported having an intern education program were asked their extent of agreement in relation to statements about their program. Three in four 'strongly agreed' or 'agreed' that they understood what is needed to meet the requirements of their intern education program (76% 'strongly agreed' or 'agreed'), that their plan is preparing them for future medical practice (75%) and that there are opportunities for them to meet the requirements of their plan in their current setting (76%).

Almost four in five 'strongly agreed' or 'agreed' that their intern education program advanced their knowledge (79%) and helped them to continue to develop as a doctor (79%).

4.2.2 Prevocational and unaccredited trainees



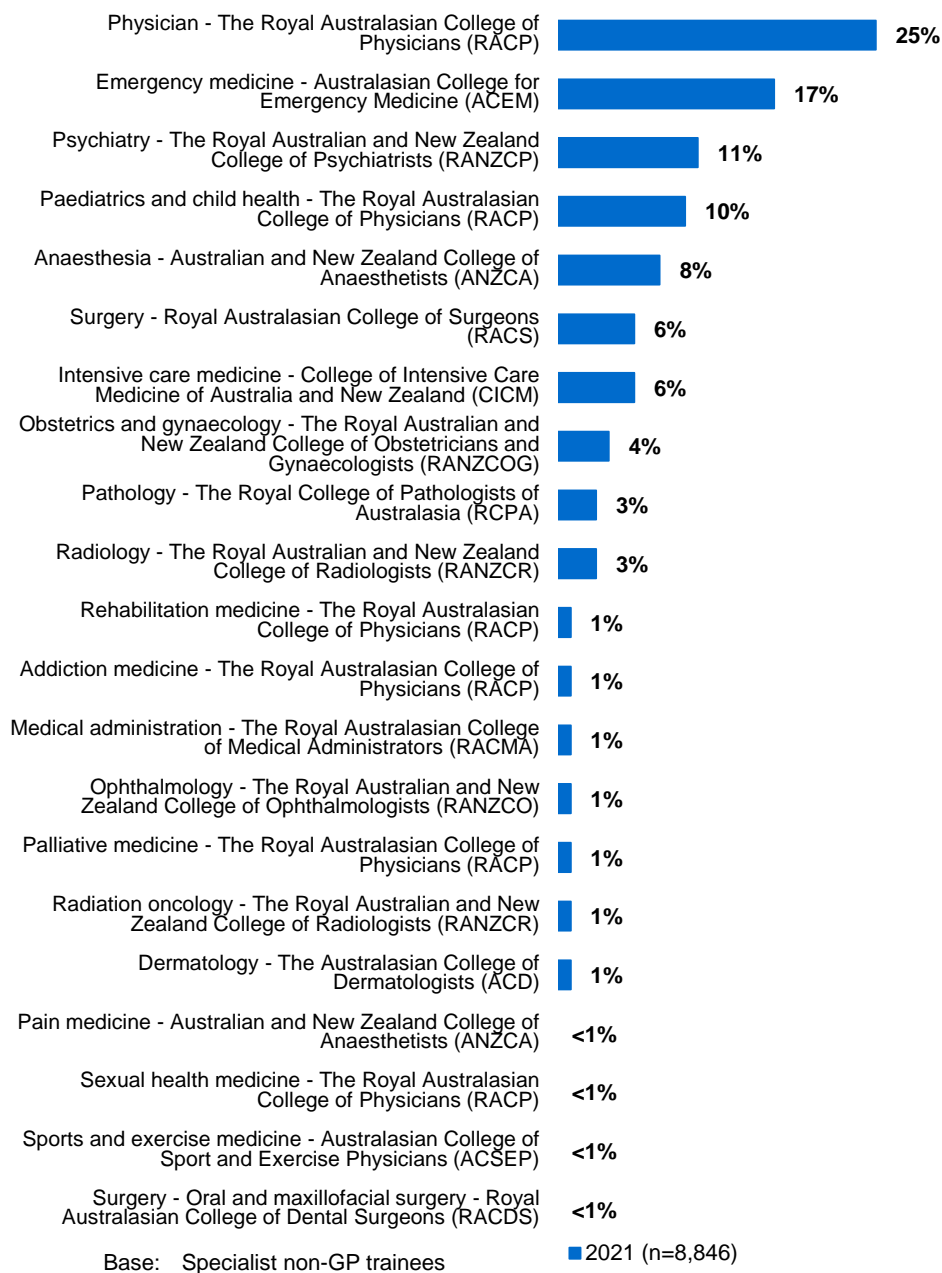
Less than half of the prevocational and unaccredited trainees reported that they had a training/professional development plan (41%), which is much lower compared to IMGs (86% had a training/professional development plan) and interns (98% had an education program).



More than nine in 10 prevocational and unaccredited trainees who had a training plan ‘strongly agreed’ or ‘agreed’ that their plan helps them continue to develop as a doctor (92%), advances their knowledge (92%), prepares them for future medical practice (92%), and that they understood what they needed to do to meet their plan requirements (91%). More than four in five ‘strongly agreed’ or ‘agreed’ that there are opportunities to meet the requirements of their plan (85%), which is similar to the combined response for interns, prevocational and unaccredited trainees and IMGs (87%).

4.2.3 Specialist non-GP trainees

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

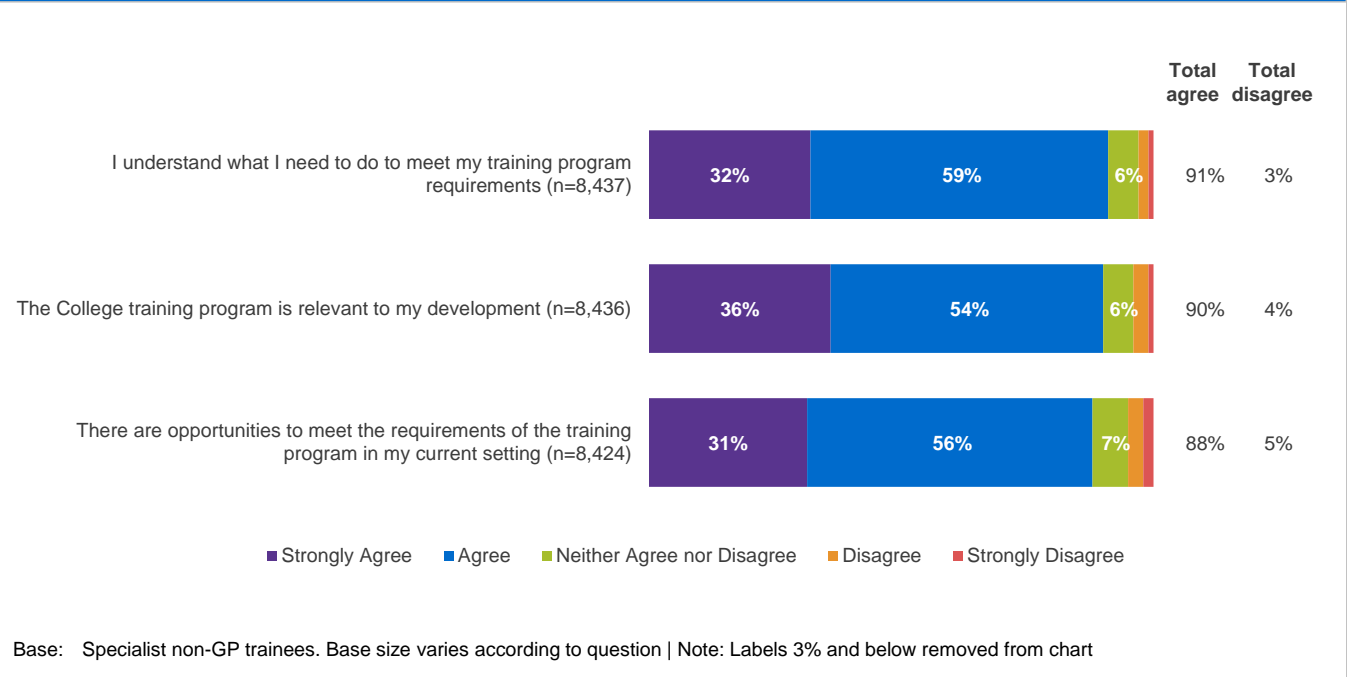


When completing the MTS, specialist trainees were asked to nominate up to two specialist training programs they were enrolled in. Trainees were then asked to complete questions about each of the programs they nominated.

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.

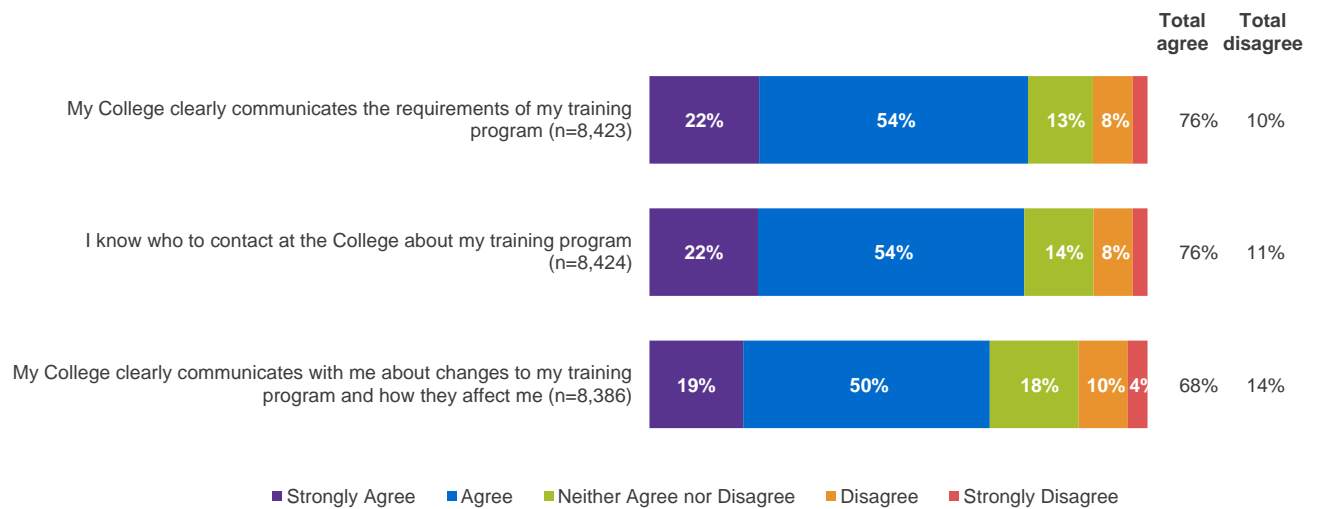
In 2021, the non-GP training programs with the most number of trainees were physician trainees from the Royal Australasian College of Physicians (25% of non-GP specialists trainees and 19% of all specialist trainees), followed by emergency medicine trainees (Australasian College for Emergency Medicine (ACEM) (17% of non-GP specialists trainees and 13% of all specialist trainees), psychiatry trainees (The Royal Australian and New Zealand College of Psychiatrists (RANZCP) (11% of non-GP specialist trainees and 8% of all specialist trainees) and paediatrics and child health trainees (The Royal Australasian College of Physicians (RACP) (10% of non-GP specialist trainees and 8% 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?



Nine in 10 (91%) 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%).

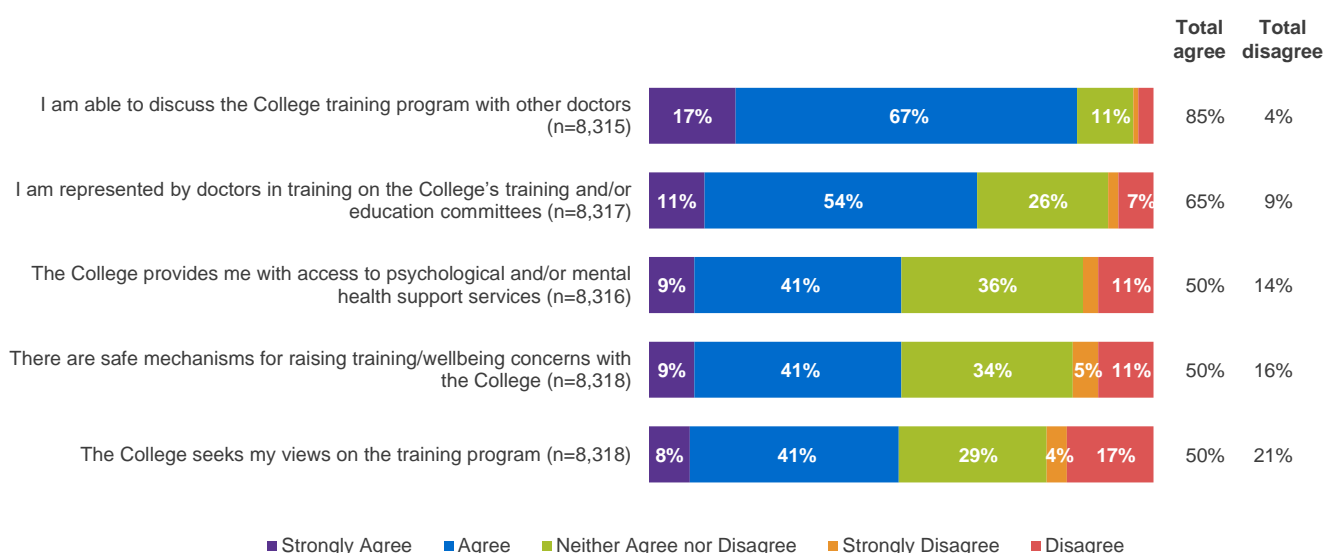
Q22. Thinking about how [College] communicates with you about your training program, to what extent do you agree or disagree with the following statements?



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. Three in four (76%) ‘strongly agreed’ or ‘agreed’ that their college clearly communicates the requirements of the training program. The same proportion agreed (76%) that they knew who to contact at the college about their training program. Two in three respondents reported that their college clearly communicates changes to training programs and how this may affect trainees (68%), with 14% ‘disagreeing’ or ‘strongly disagreeing’ with this statement.

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

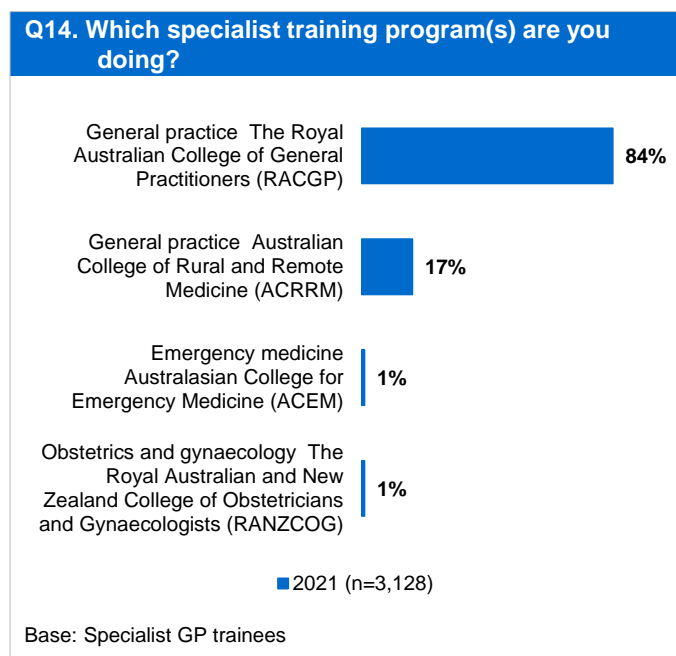


Base: Specialist non-GP trainees. Base size varies according to question | Note: Labels 3% and below removed from chart

Over four in five (85%) specialist non-GP trainees ‘strongly agreed’ or ‘agreed’ that they were able to discuss the college training program with other doctors. Two in three (65%) reported that they were represented by doctors in training on the college’s training and/or education committees. Half of specialist non-GP trainees ‘strongly agreed’ or ‘agreed’ that their college provides them access to

psychological and/or mental health support services (50%). Half of the specialist non-GP trainees also agreed that there are safety mechanisms for raising training/wellbeing concerns with the college (50%). Additionally, half of specialist non-GP trainees felt that the college sought their views on the training program (50% total 'strongly agreed' or 'agreed'), with one in five specialist non-GP trainees 'disagreeing' or 'strongly disagreeing' with this statement (21%).

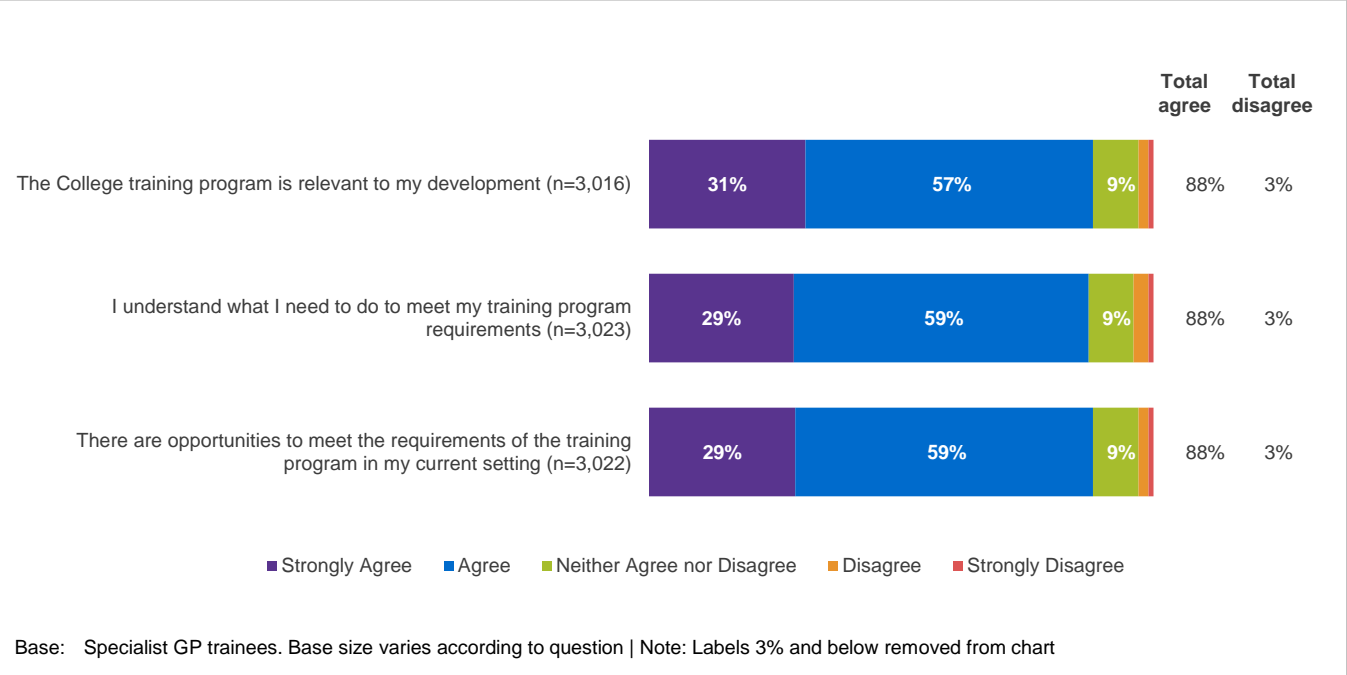
4.2.4 Specialist GP trainees



Among specialist GP trainees, the most common general practice training program was the Royal Australian College of General Practitioners (RACGP) (84%), followed by 17% with the Australian College of Rural and Remote Medicine (ACRRM).

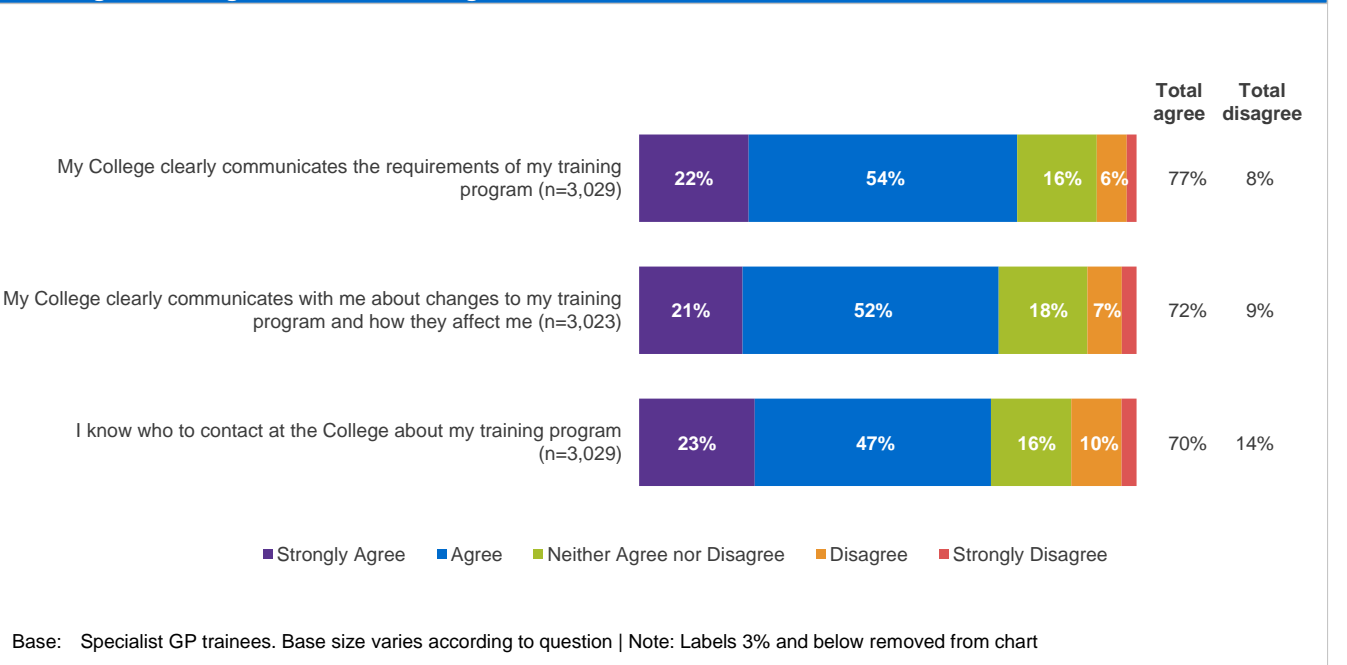
A small percentage of specialist GP trainees were undertaking a second training program in addition to their general practice training program (2%). Most commonly, this is emergency medicine (Australasian College for Emergency Medicine (ACEM), 1%) or obstetrics and gynaecology (Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG), 1%).

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



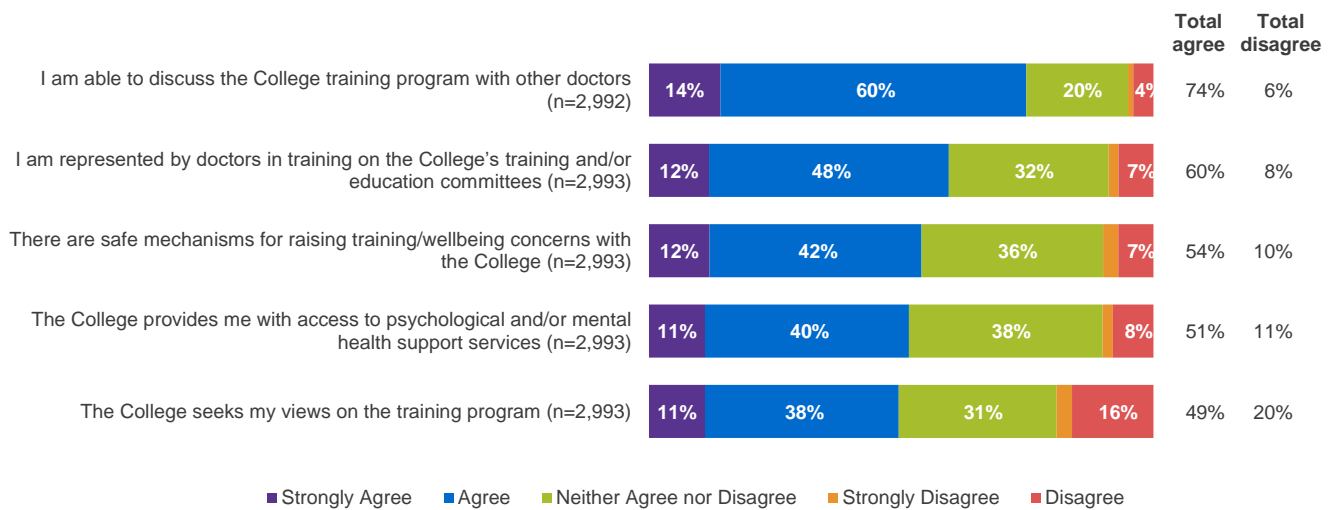
Nine in 10 specialist GP trainees reported that they understood what they needed to do to meet their training program requirements (88% total ‘strongly agreed’ or ‘agreed’), found their college training program was relevant to their development (88%) and reported that they had opportunities to meet the 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?



Three out of four (77%) specialist GP trainees ‘strongly agreed’ or ‘agreed’ that their college clearly communicates the requirements of the training program. Seven in 10 agreed that their college clearly communicates changes to their training program and how the changes may affect them (72%) and that they knew who to contact at the college about their training program (70%), with 14% disagreeing with the latter statement.

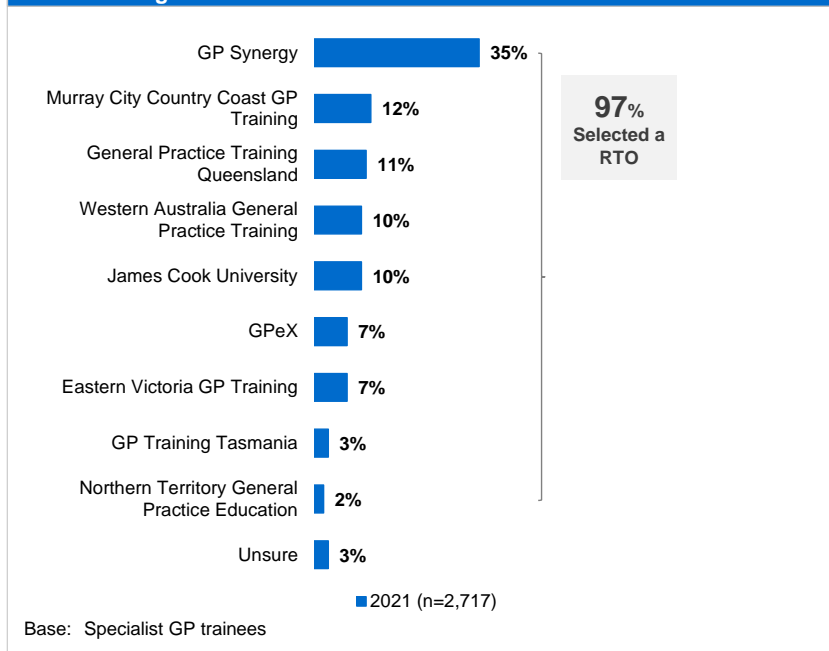
Q25. Thinking about how [College] engages with you, to what extent do you agree or disagree with the following statements?



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

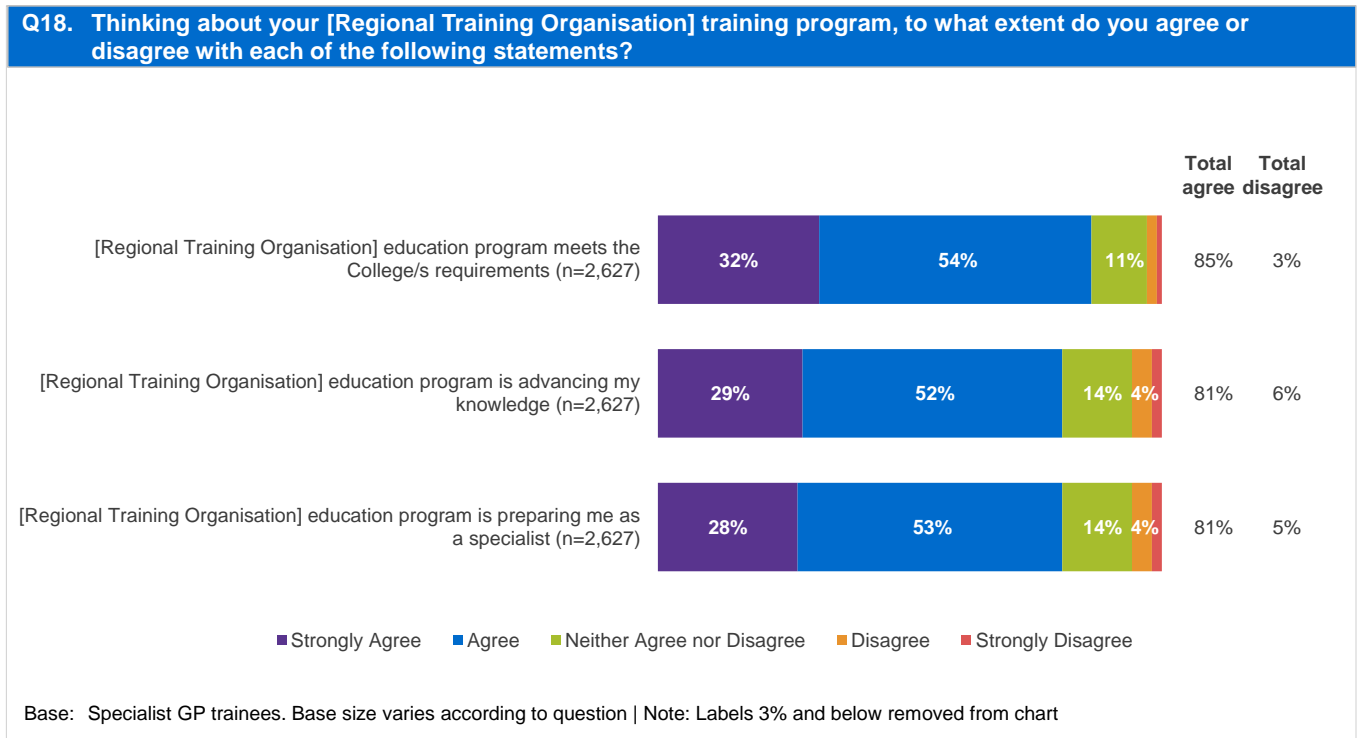
Half of the specialist GP trainee respondents 'strongly agreed' or 'agreed' that their college sought their views on the training program (49%), and that their college provided them with access to psychological and/or mental health support services (51%). Slightly more (54%) agreed that there were safe mechanisms for raising training/wellbeing concerns with the College. Three in five reported being represented by doctors in training on the college's training and/or education committees (60%). Three in four (74%) indicated that they were able to discuss the college training program with other doctors.

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

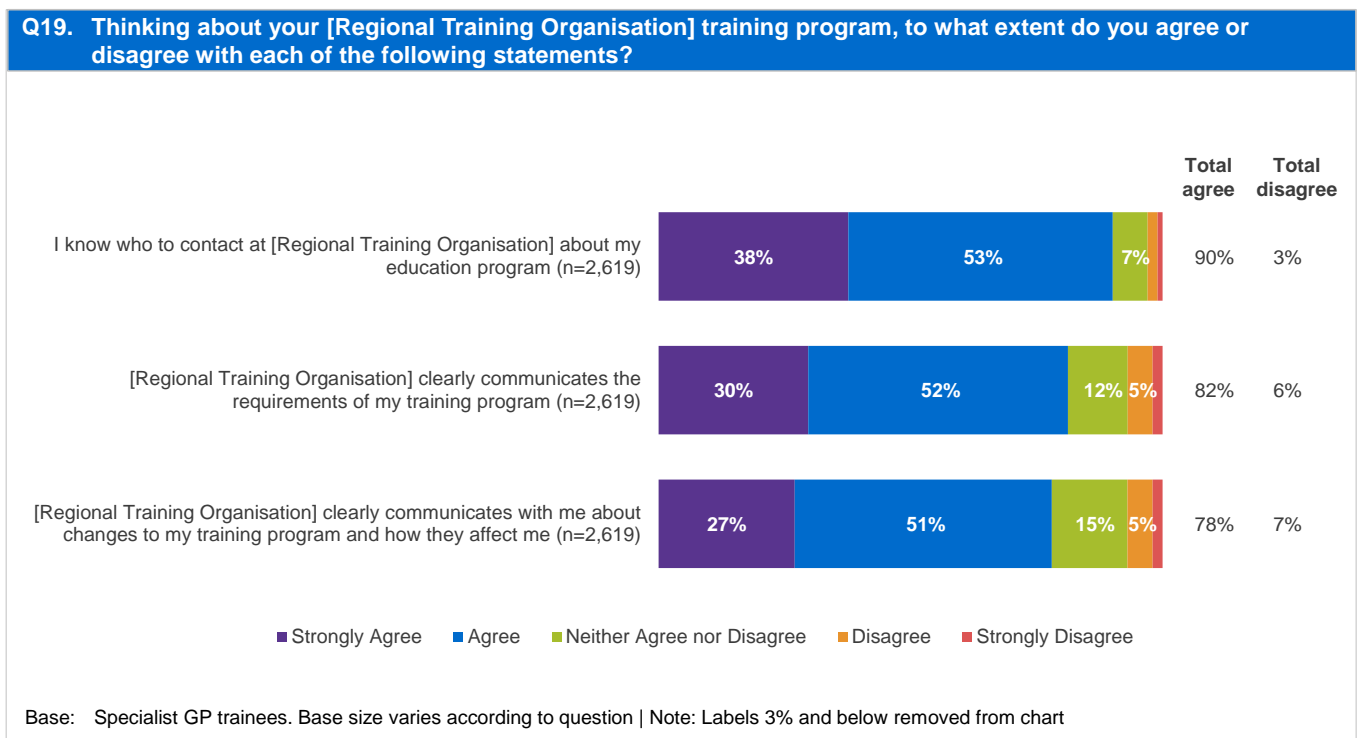


Specialist GP trainees were asked to select which Regional Training Organisation (RTO) delivered their education and training. Overall, 97% reported that they were enrolled in a RTO. The most common RTO selected was GP Synergy (35%), followed by Murray City Country Coast GP Training (12%), General

Practice Training Queensland (11%), Western Australian General Practice Training (10%) and James Cook University (10%).

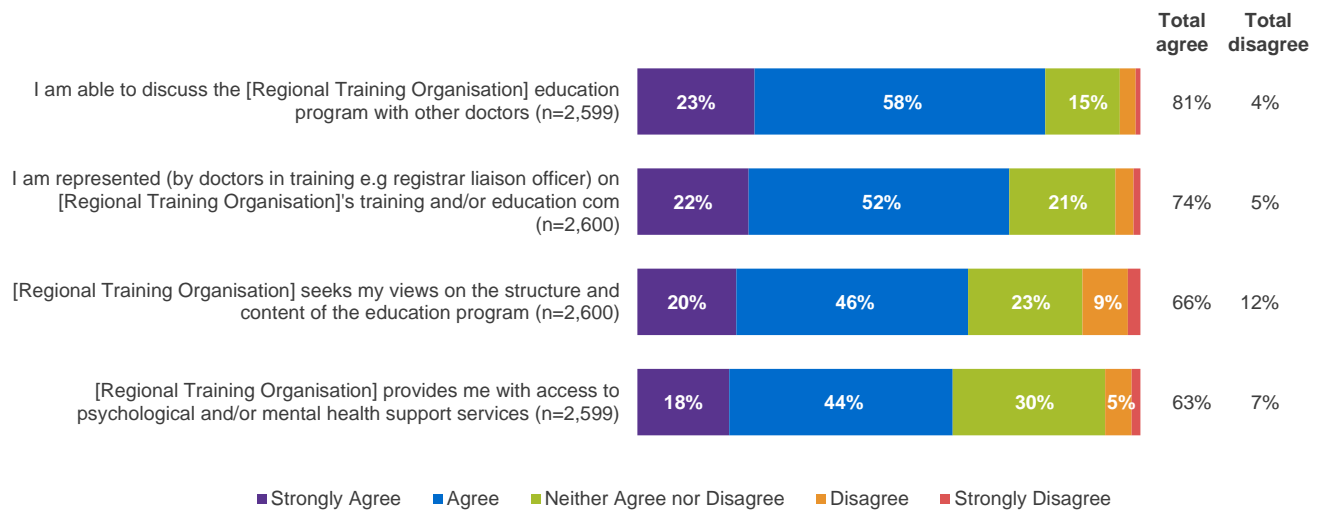


More than four in five specialist GP trainees agreed that their RTO's education program met the college(s) requirements (85% total 'strongly agreed' or 'agreed'), advanced their knowledge (81%) and prepared them to be a specialist (81%).



Nine in ten (90% total 'strongly agreed' or 'agreed') specialist GP trainees knew who to contact at the RTO about their education program. Four in five 'strongly agreed' or 'agreed' that their RTO clearly communicated the requirements of their training program (82%) and that their RTO clearly communicated changes in the training program and how they may affect trainees (78%).

Q20. 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 respondents (81% total 'strongly agreed' or 'agreed') reported that they were 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%). Two in three 'strongly agreed' or 'agreed' that their RTO sought trainee views on the structure and content of the education program (66%) and that their RTO offered access to psychological and/or mental health support services (63%).

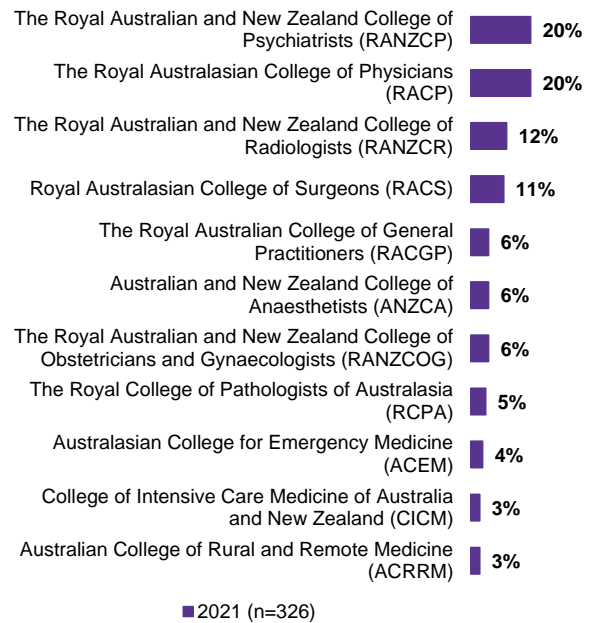
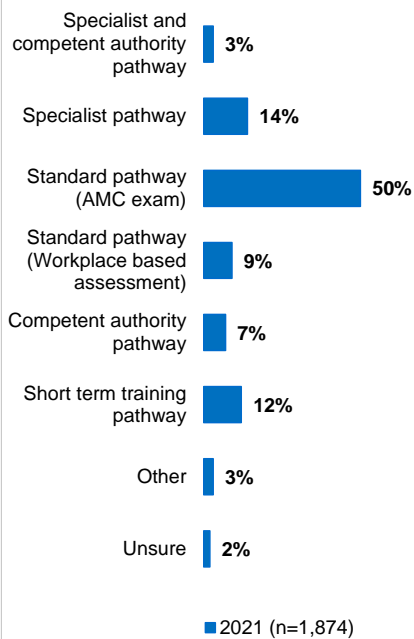
4.2.5 International medical graduates (IMGs)



More than four in five IMGs indicated that they have a training/professional development plan (86%).

Q11a. Which pathway are you in...

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



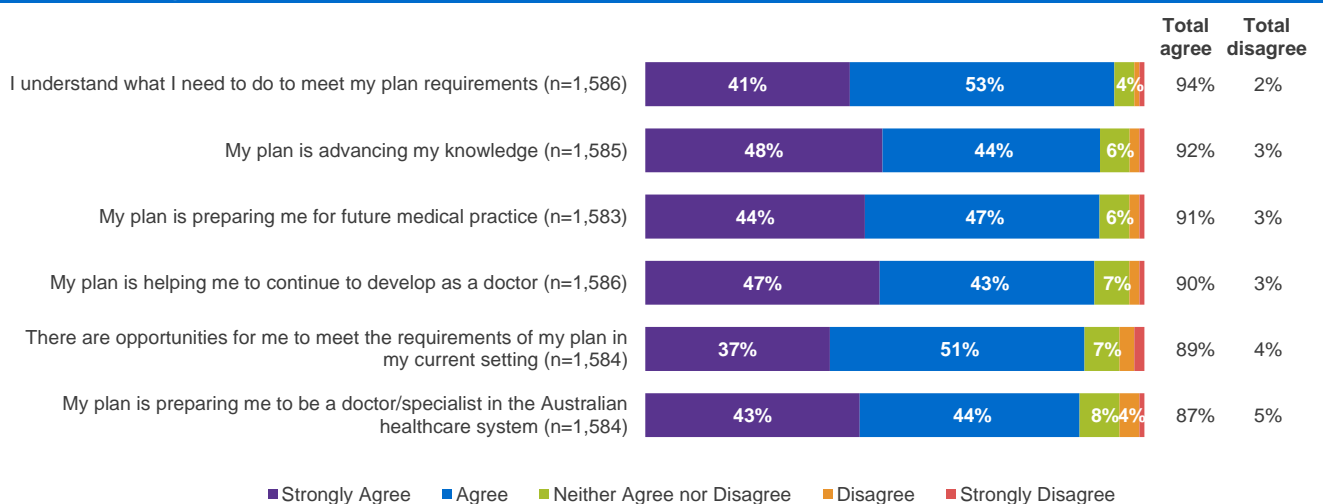
Base: International medical graduates.

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 2021, half of the IMGs were in the standard pathway (50%), followed by one in seven (14%) in the specialist pathway (14%) and one in eight (12%) in the short-term training pathway.

IMGs in the specialist pathway or specialist and competent authority pathway were asked to select which college they were enrolled with. The largest tranches were enrolled on a pathway with the Royal Australian and New Zealand College of Psychiatrists (20%) and the Royal Australasian College of Physicians (RACP 20%). This was followed by radiology IMGs on a pathway with The Royal Australian and New Zealand College of Radiologists (RANZCR, 12%) and surgical IMGs on a pathway with the Royal Australasian College of Surgeons (RACS, 11%).

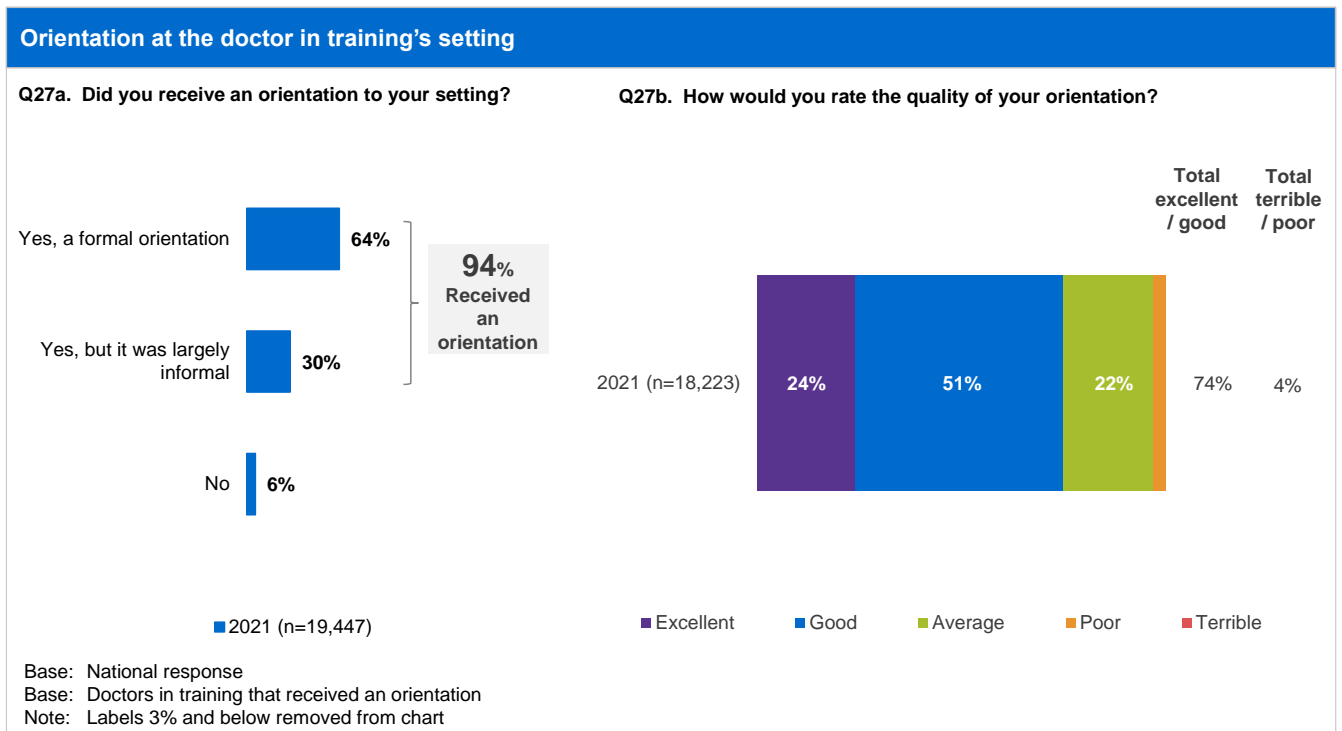
Q13. Thinking about your training/professional development plan, to what extent do you agree or disagree with the following statements...



Base: International medical graduates with a training/professional development plan. Base size varies according to question | Note: Labels 3% and below removed from chart

At least 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'), that their plan advanced their knowledge (92%), prepared them for future medical practice (91%) and helped them to continue to develop as a doctor (90%). A further nine in 10 agreed that there were opportunities for IMGs to meet the requirements of their plan in their current workplace (89%) or that their training/professional development plan prepared them to be a doctor in the Australian healthcare system (87%).

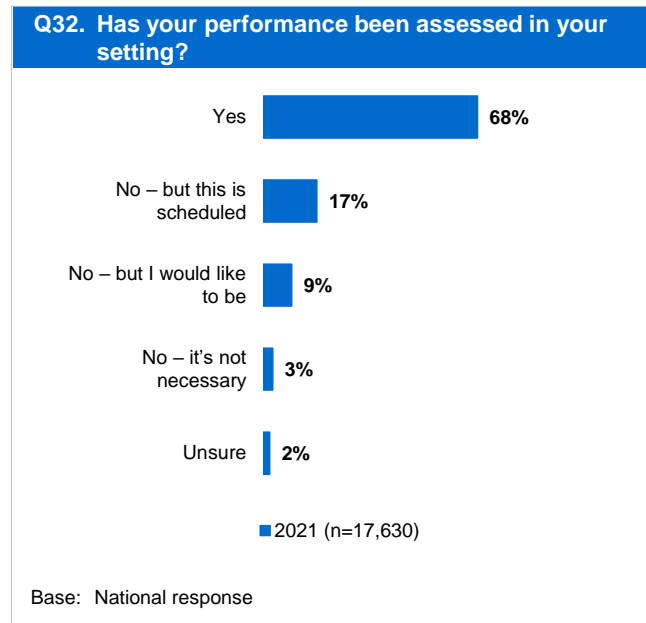
4.3 Orientation



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

Of those that received an orientation, one in four (24%) rated this 'excellent' and a further half (51%) rated this 'good'. Only 4% of doctors in training rated their orientation as 'poor' or 'terrible'. Doctors in training in rural settings (83%) were more likely to rate their orientation as 'excellent' or 'good' compared to the national response (74%).

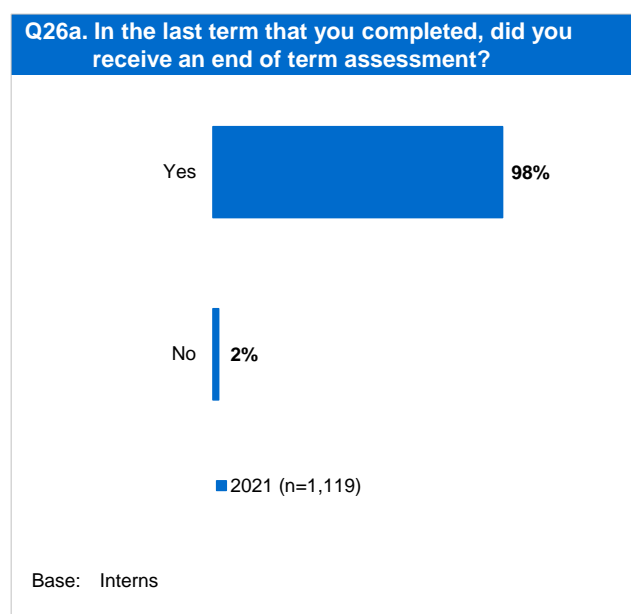
4.4 Assessment



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.

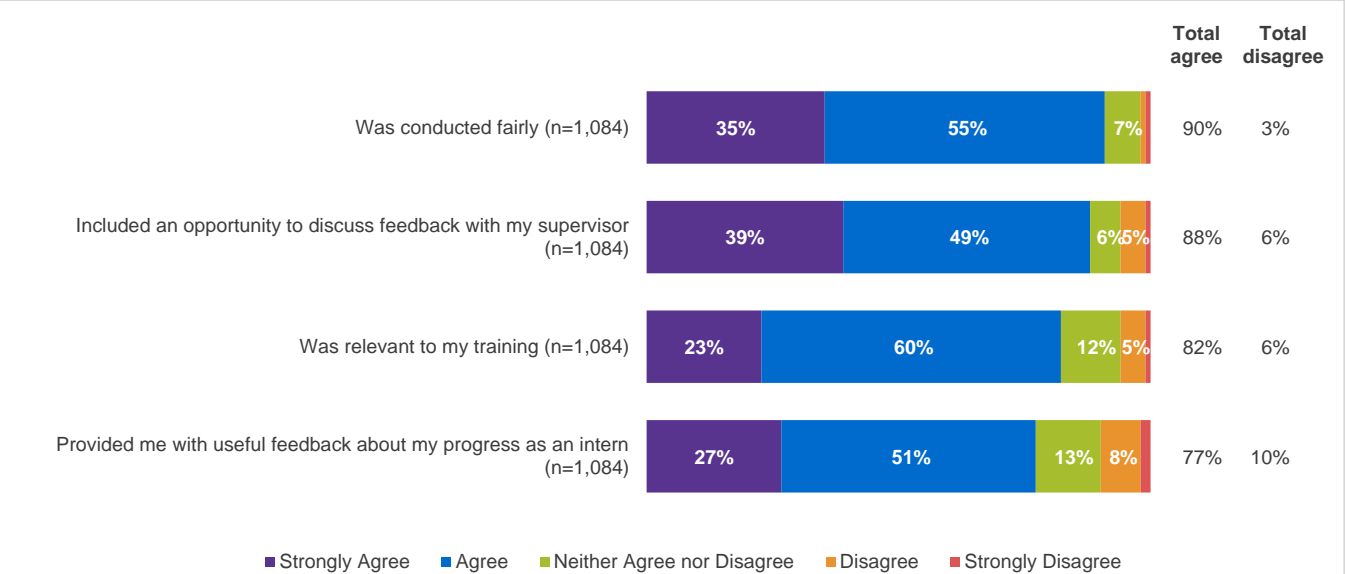
The incidence of assessments varied across the doctor in training cohorts. Over four in five (84%) IMGs had their performance assessed. As a group, more than seven in 10 specialist trainees (73%) reported having had their performance assessed. This was higher for specialist GP trainees (78%) than specialist non-GP trainees (70%). Only half of the prevocational and unaccredited trainees (51%) reported they had had their performance assessed.

4.4.1 Interns



Nearly all interns reported receiving an end of term assessment (98%).

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



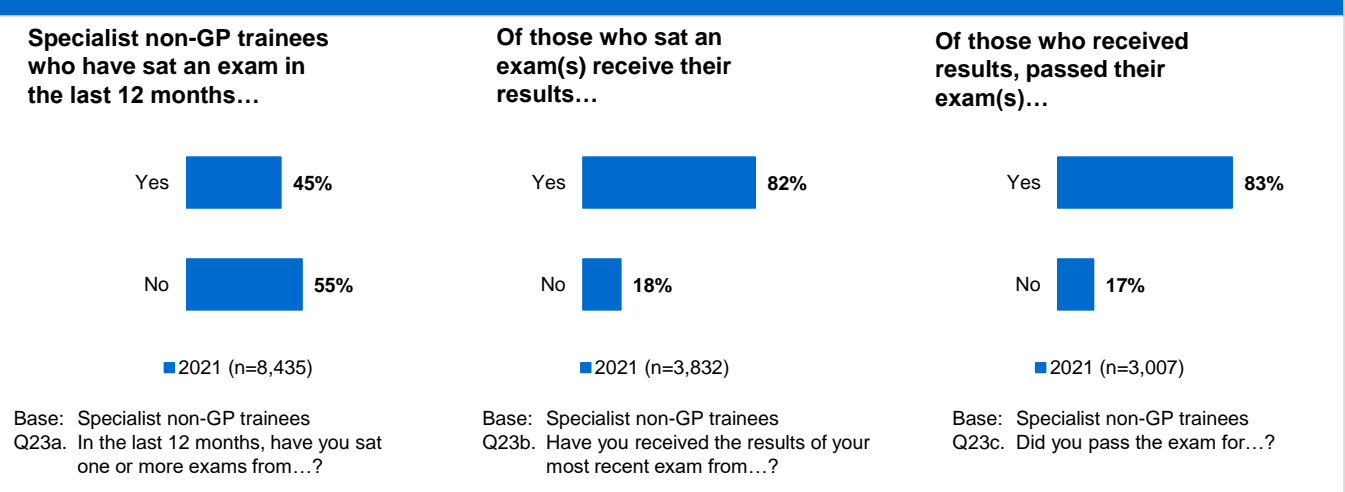
Base: Interns. Base size varies according to question | Note: Labels 3% and below removed from chart.

Nine in 10 interns agreed that that their end of term assessment was conducted fairly (90%) and that they had the opportunity to discuss the feedback from their last term assessment with their supervisor (88%). Eight in 10 agreed that the last term assessment was relevant to their training (82%) and three in four agreed that the last term assessment provided them with useful feedback about their progress as an intern (77%).

4.4.2 Specialist trainees – exams

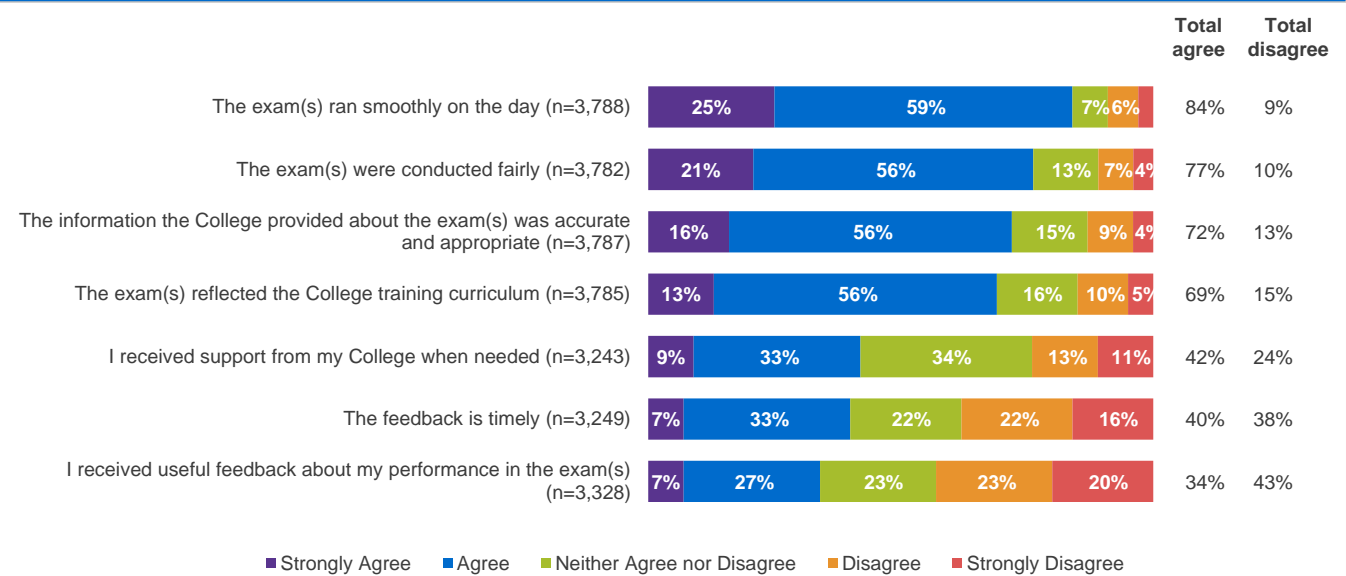
4.4.2.1 Specialist non-GP trainees

College exams: Specialist non-GP trainees



In the last 12 months, more than two in five (45%) specialist non-GP trainees sat at least one exam. Of these respondents, four in five have received their results (82%). Of those who have received their results, 83% passed their 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?

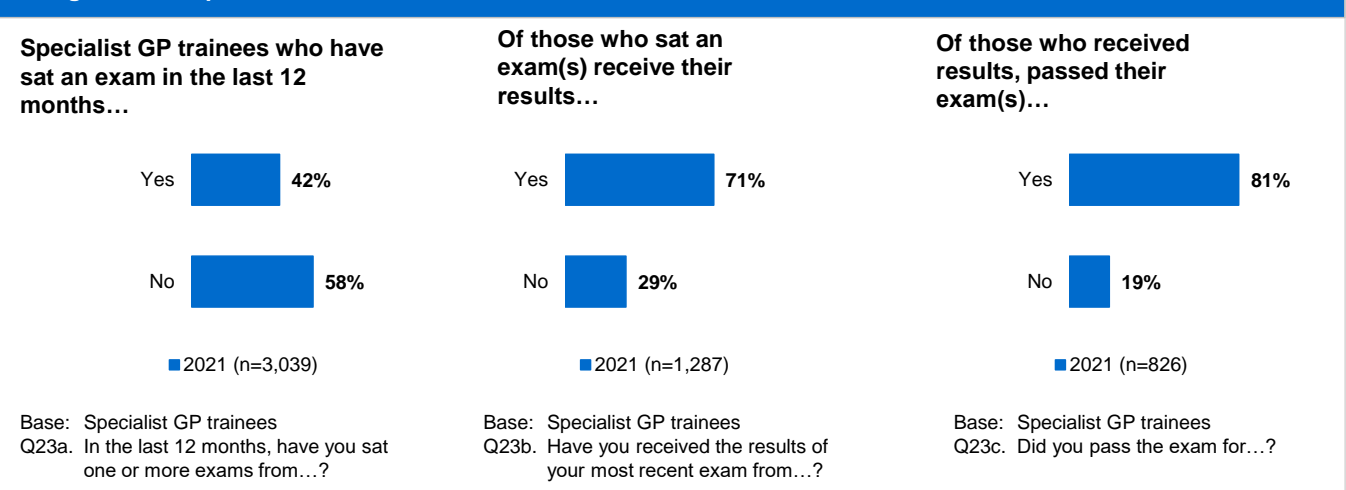


Base: Specialist non-GP trainees. Base size varies according to question

More than four in five specialist non-GP trainees agreed that the exams ran smoothly on the day (84%), while three in four agreed that the exams were conducted fairly (77%). Seven in 10 agreed that the information the College provided about the exams was accurate and appropriate (72%). Slightly fewer respondents agreed that their exams reflected the College curriculum (69%). Four in 10 agreed that they received support from their College when they needed it (42%), while one in four disagreed with this statement (24%). A similar proportion agreed and disagreed that the feedback was timely (40% agreed, 38% disagreed) while four in 10 disagreed that they received useful feedback about their exam performance (43%), compared to one in three who agreed (34%).

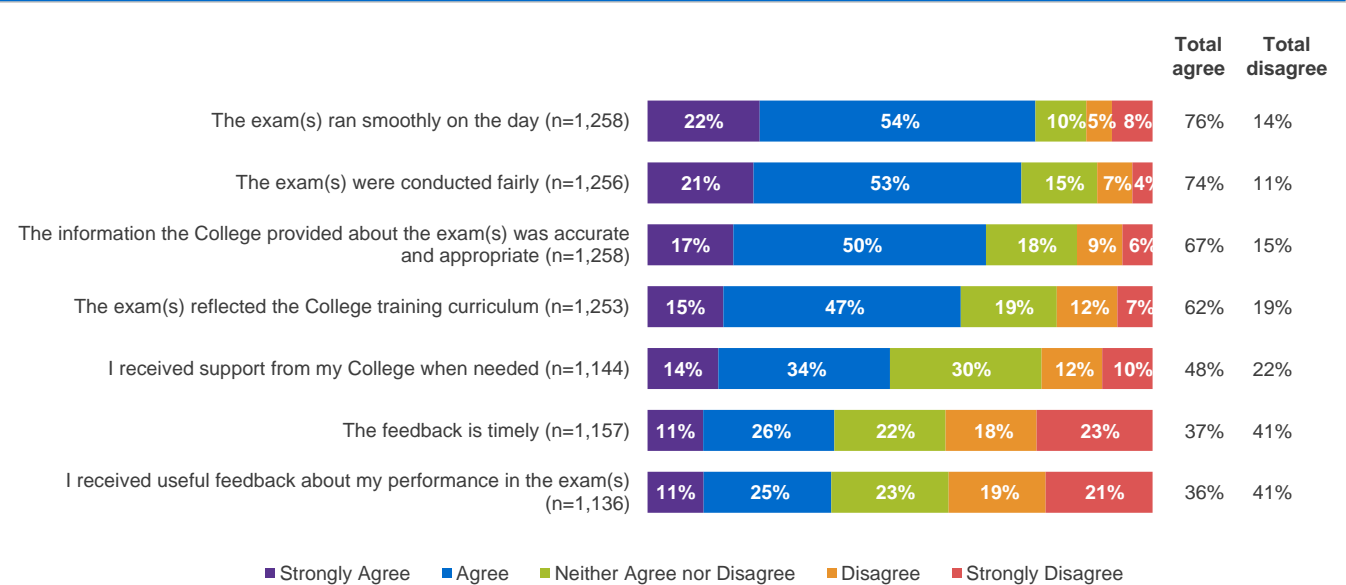
4.4.2.2 Specialist GP trainees

College exams: Specialist GP trainees



Two in five specialist GP trainees sat one or more exams in the past 12 months (42%), with 71% of these doctors in training having received their results. Of those that had received results, 81% 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?

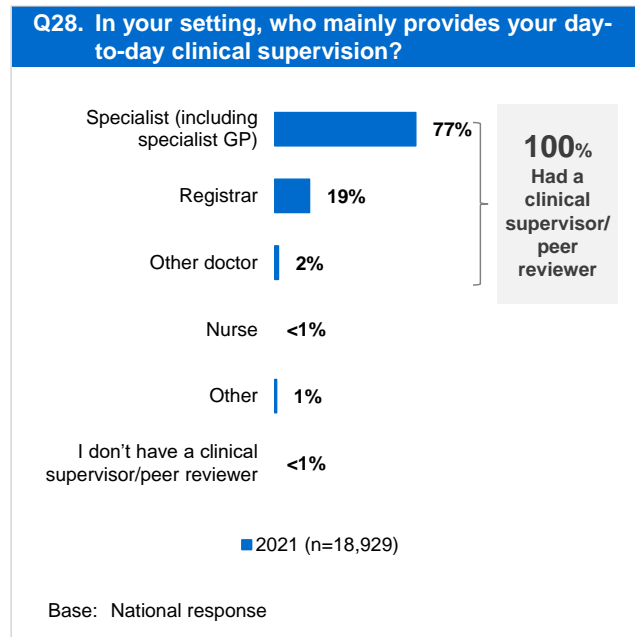


Base: Specialist GP trainees. Base size varies according to question

Three in four specialist GP trainees who had sat an exam agreed that their exam ran smoothly on the day (76%), with a similar percentage agreeing that the exams were conducted fairly (74%). Two in three agreed that the information provided by the College about the exam was accurate (67%) and six in 10 agreed that their exam reflected the College training curriculum (62%). Nearly half of the respondents agreed that they received support from their College when needed (48%).

Two in five disagreed that the feedback was timely (41%) or that they received useful feedback about their exam performance (41%), which is more than the proportion who agreed to these statements (37% and 36% respectively).

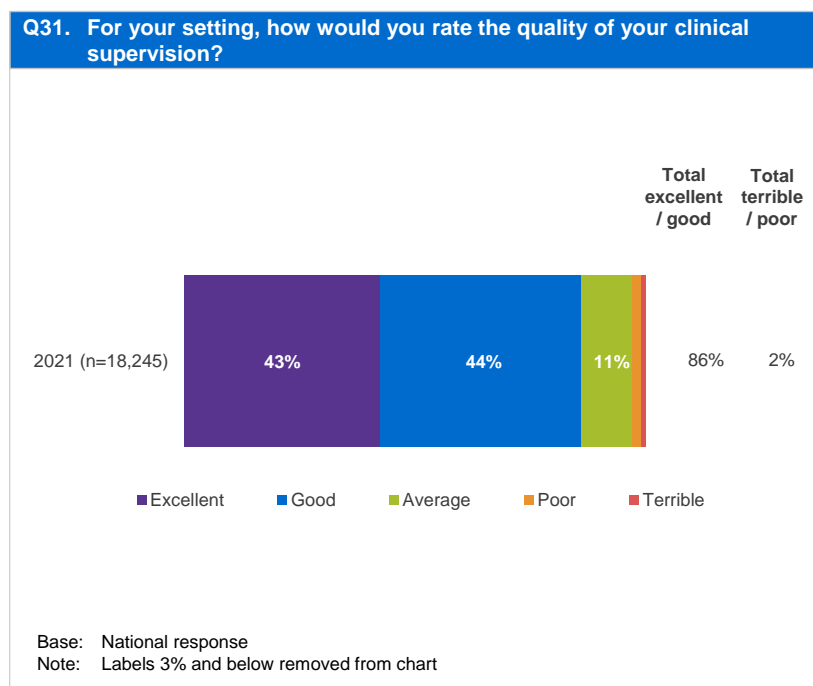
4.5 Clinical supervision



Specialists (including specialist GPs) most commonly provided doctors in training with their day-to-day clinical supervision (77%). There were some variations according to location, with trainees from rural (88%) and regional (80%) locations more likely to have reported specialists being the main supervisor than their counterparts from metropolitan areas (76%).

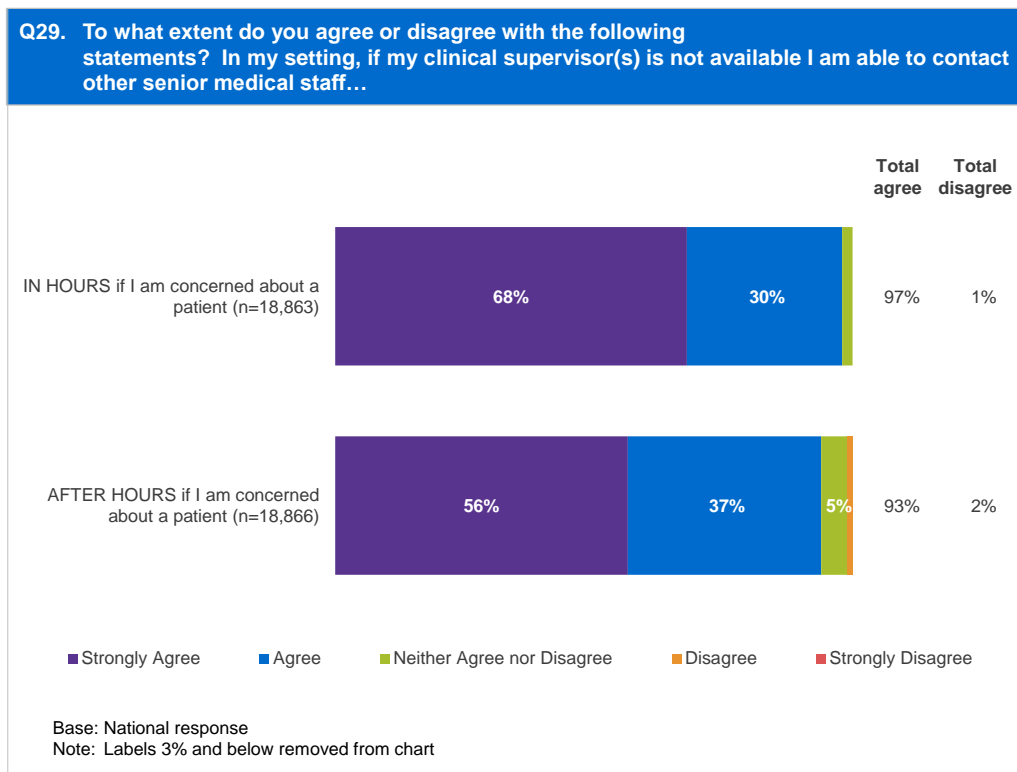
Interns were more commonly supervised day-to-day by a registrar (67%).

In rural locations, registrars are less likely to provide day-to-day clinical supervision (5%) than metropolitan (22%) and regional locations (17%).



The majority of doctors in training rated the quality of their supervision as 'good' or 'excellent' (86%). Over two in five (43%) trainees rated the quality of their clinical supervision to be 'excellent', with a further two in five (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.



Doctors in training were asked about their ability to contact other senior medical staff with patient concerns in and after hours. Nearly all doctors in training (97%) 'agreed' or 'strongly agreed' that they were able to contact senior medical staff during work hours.

Slightly fewer doctors in training 'agreed' or 'strongly agreed' that they were able to contact senior medical staff after hours (93%) than in hours (97%). Interns (89%) and specialist GP trainees (86%) were less likely to 'agree' or 'strongly agree' with this statement, compared to the national response. Nearly nine in 10 trainees from rural locations agreed (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...

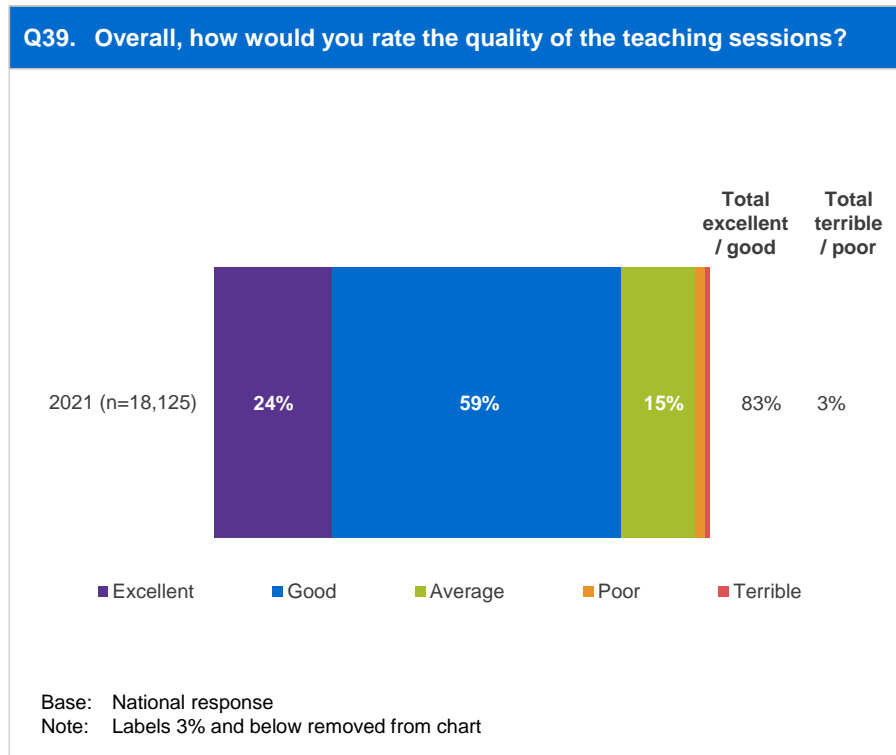


Base: National response | Note: The question marked with a ^ was shown to interns as “Supporting you to meet your intern education program requirements”.

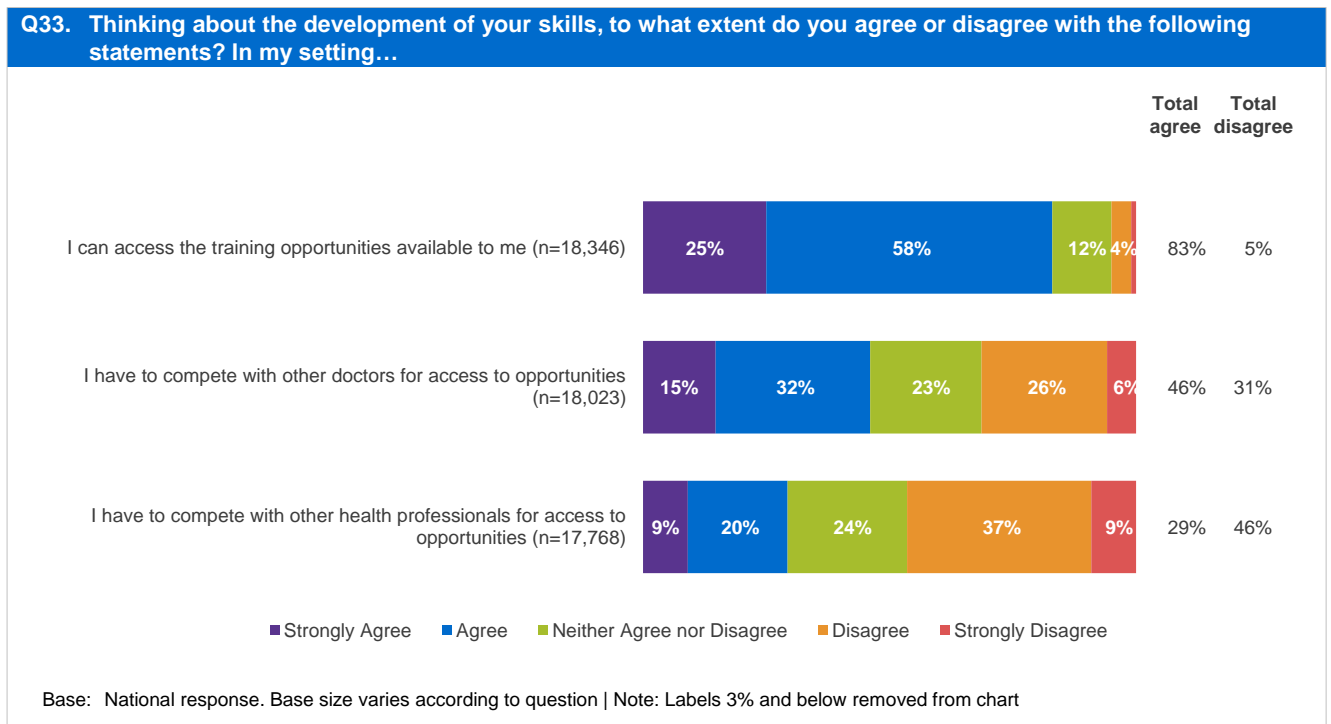
Doctors in training were asked to rate their clinical supervision in relation to indicators of quality on a scale from one to five stars (five stars = very good and one star = very poor). Helpfulness and accessibility received the highest ratings, with more than four in five (87%) doctors in training awarding each of these aspects of their supervision four or five stars. ‘Allowing for an appropriate level of responsibility’ (84% rated four or five stars) and ‘ensuring that doctors in training are only dealing with clinical problems they are ready for’ (81%) were also rated highly. Regular formal feedback was the aspect of clinical supervision that rated lowest, with only 61% of respondents awarding this aspect four or five stars and 15% who gave it a one or two-star rating.

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

4.6 Access to teaching



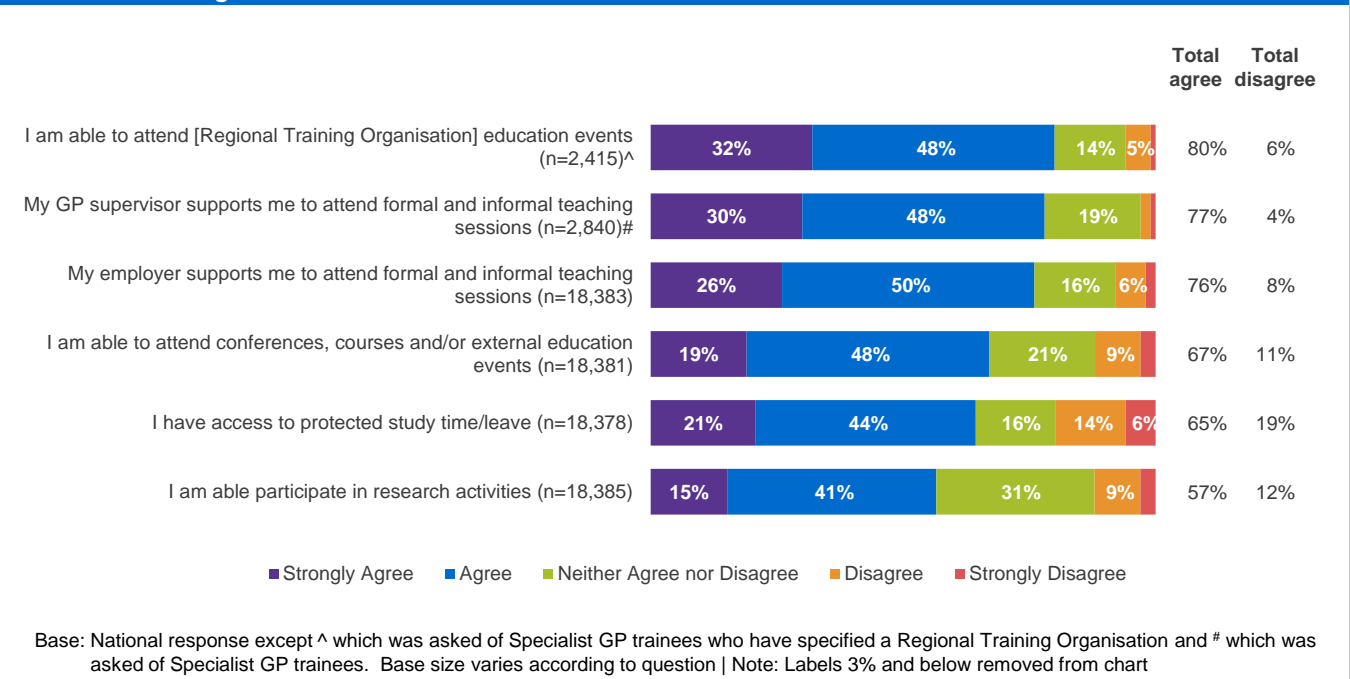
Four in five (83%) doctors in training rated the quality of teaching sessions available to be either ‘excellent’ or ‘good’, with only 3% rating them as ‘poor’ or ‘terrible’. Interns were less favourable in their ratings of teaching sessions compared to other cohorts, with 78% rating them as ‘excellent’ or ‘good’.



Doctors in training were asked to what extent they ‘agreed’ or ‘disagreed’ with statements in relation to the development of their skills. Four in five (83%) doctors in training ‘agreed’ or ‘strongly agreed’ that they could access opportunities available to them. Fewer interns (69%) agreed with this statement. Responses indicated that there was some competition for opportunities, with nearly half (46%) of trainees ‘agreeing’ or ‘strongly agreeing’ that they had to compete with other doctors for access to

opportunities. Those in rural areas reported less competition compared to the national average (35% agree). However, competition with other health professionals for access to opportunities was less common with only three in 10 (29%) doctors in training ‘agreeing’ or ‘strongly agreeing’ with this statement.

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

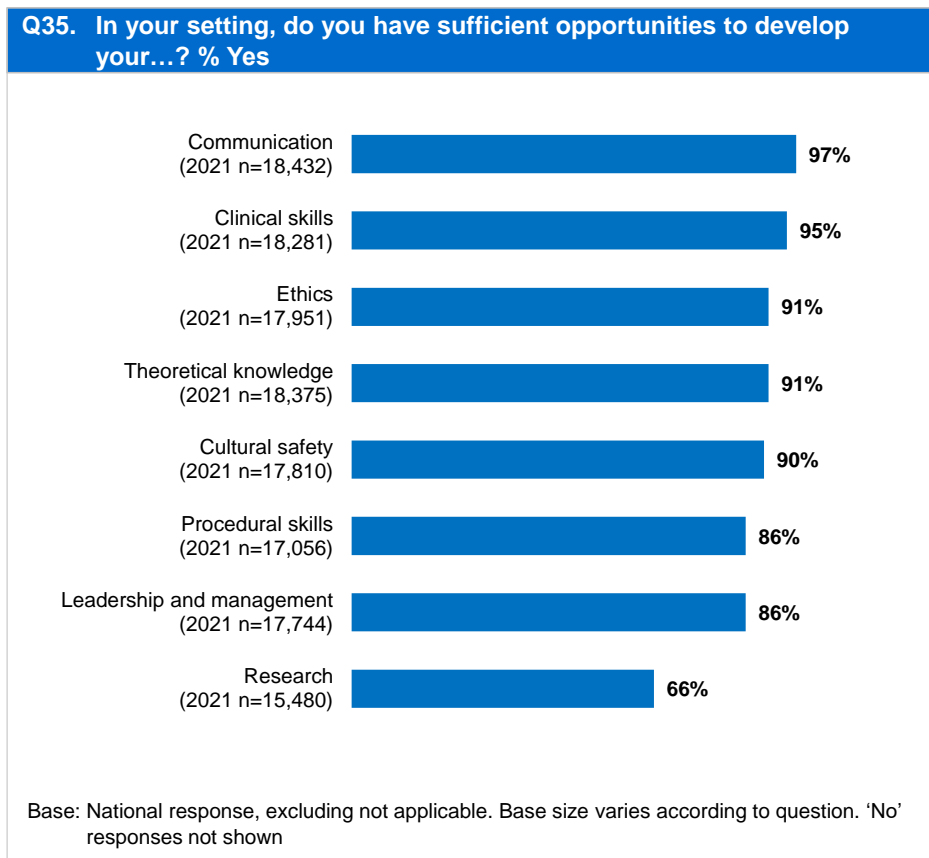


Doctors in training were asked to report their level of agreement with statements about access to teaching and research. Of the six statements on access to training and research, four statements were applicable for all doctors in training, one statement was specific to all specialist GP trainees, and the final statement was specific to specialist GP trainees enrolled with a RTO.

Three in four (76%) doctors in training ‘agreed’ or ‘strongly agreed’ that their employer supported them to attend formal and informal teaching sessions. One in five (19%) doctors in training ‘disagreed’ or ‘strongly disagreed’ that they had access to protected study time or leave.

Two in three reported that they were able to attend conferences, courses or other external education events (67% ‘strongly agreed’ or ‘agreed’) and slightly more than half (57%) ‘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. At least nine in 10 trainees reported that they had opportunities to develop their skills in communication (97%), clinical skills (95%), ethics (91%), theoretical knowledge (91%) and cultural safety (90%). More than four in five trainees reported that they had opportunities to develop their procedural skills (86%) and leadership and management skills (86%). Research was the area that doctors in training reported the fewest opportunities (66%).

Doctors in training from rural areas reported more opportunities compared to the national response for clinical skills (98%), ethics (97%), cultural safety (95%), theoretical knowledge (95%) and procedural skills (92%). A slightly higher proportion of doctors in training from metropolitan areas had sufficient opportunities in research (67%) compared to the national response (66%).

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



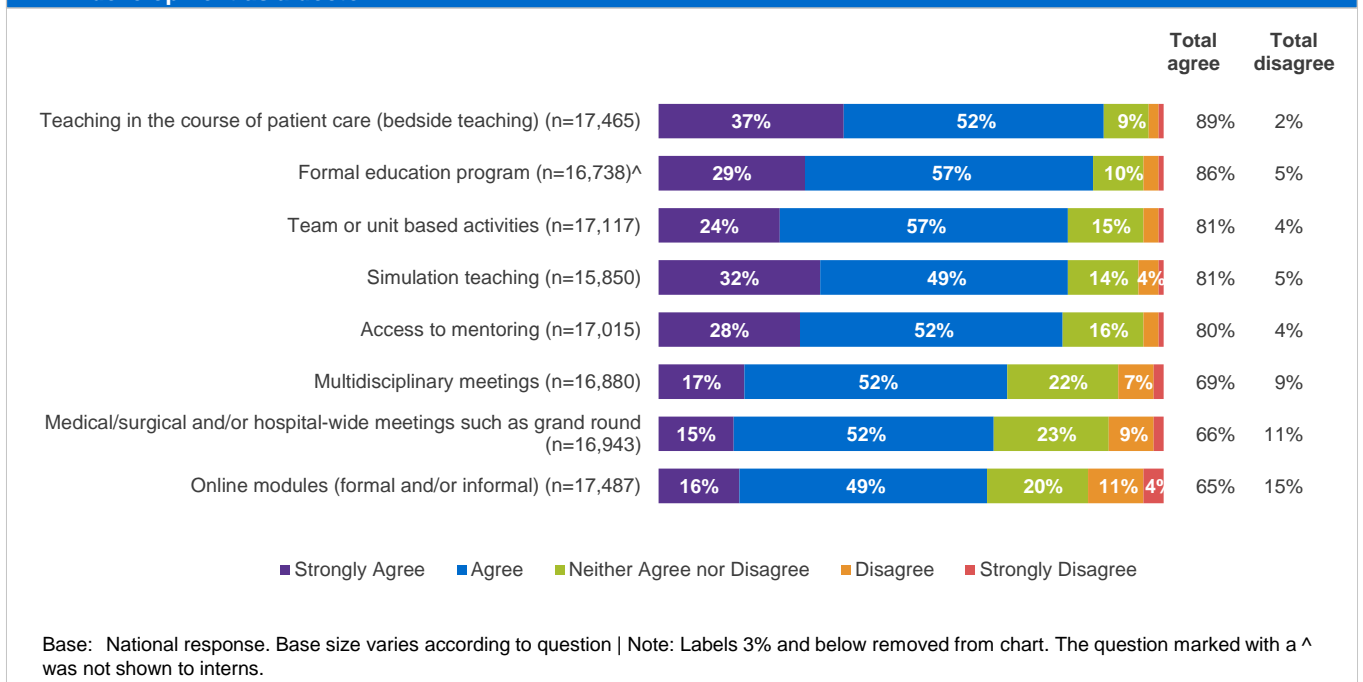
Base: National response

Two in five trainees reported that their job responsibilities often (8%) or sometimes (31%) prevented them from meeting their training requirements (39% total 'often' or 'sometimes'). A similar proportion (36%) reported that their job responsibilities 'rarely' prevented them from meeting their training requirements. One in four (25%) of all doctors in training stated that this 'never' prevented them from meeting their training requirements.

Doctors in training who worked in metropolitan areas were more likely to report being 'often' or 'sometimes' prevented from meeting training requirements because of the demands of their job (40%) compared to rural locations (27%).

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?



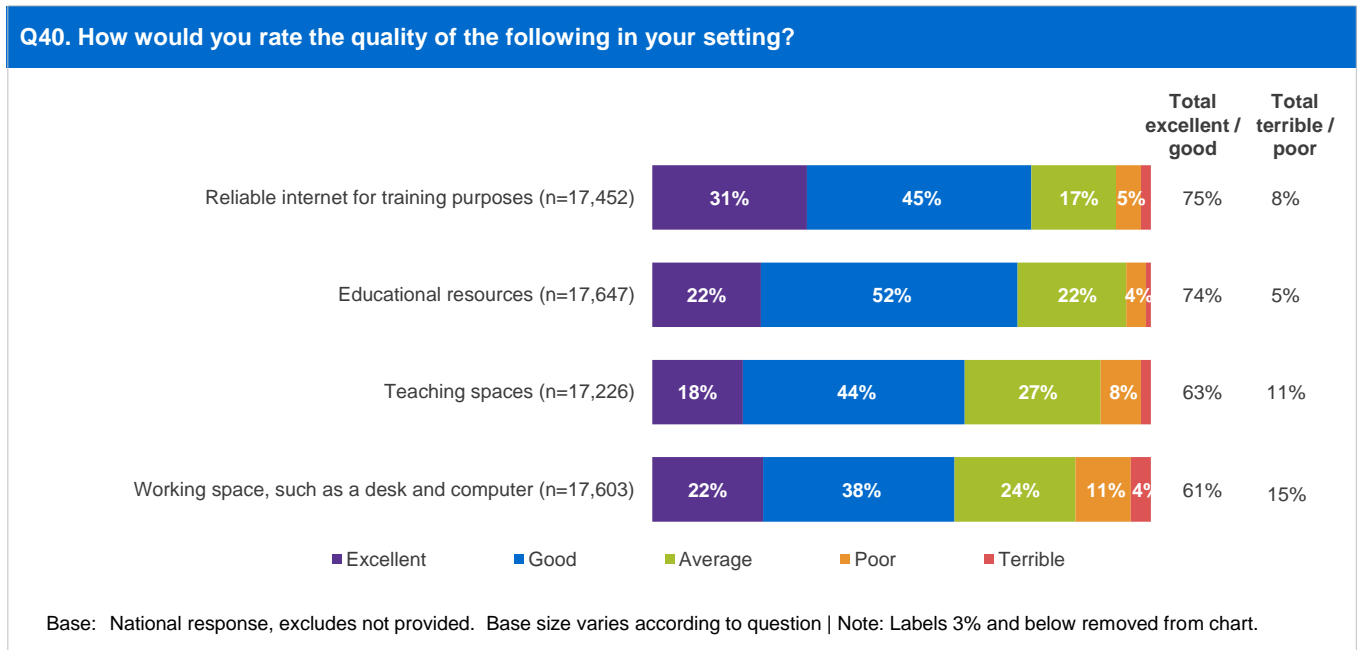
Doctors in training were asked to rate their level of agreement about various training opportunities and their usefulness in their development as a doctor. Those who did not have access to the training opportunity were able to select 'not available' or skip the question.

The educational activities that were rated the most useful were teaching in the course of patient care (89% total 'strongly agreed' and 'agreed'), followed by formal education program (86%). Four in five respondents also agreed that team or unit based activities (81%), simulation teaching (81%) and access to mentoring were useful in their development as a doctor (80%). Less than seven in 10 agreed that multidisciplinary meetings (69%), medical/surgical and/or hospital-wide meetings such as grand round (66%), and online modules were useful (65%).

4.7 Facilities

Doctors in training were asked to rate the quality of their workplace environment and physical space in relation to various statements. Doctors in training without these facilities were able to select 'not provided', 'not applicable' or skip the question.

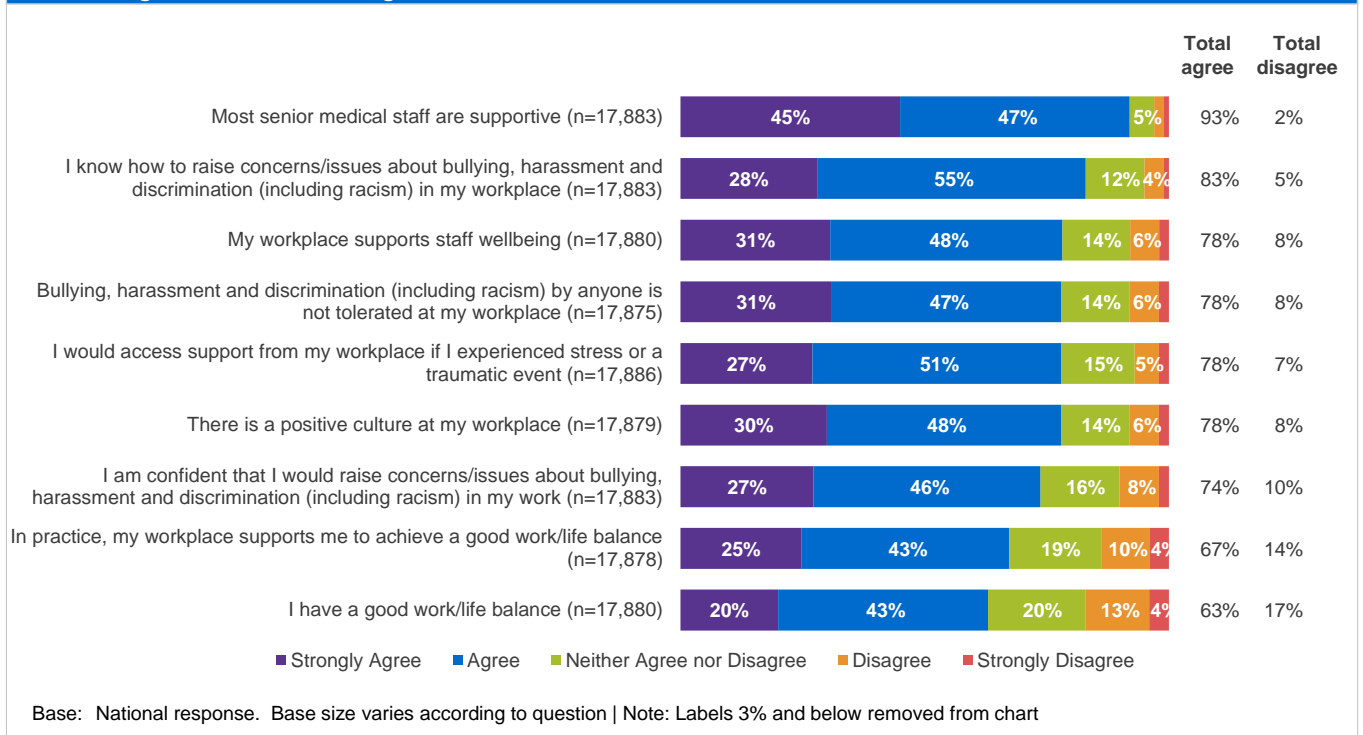
Reliable internet for training purposes (75%) and educational resources (74%) were rated 'excellent' or 'good' by three in four doctors in training. Three in five doctors in training rated teaching spaces (63%) and working spaces (61%) as 'excellent' or 'good'.



4.8 Workplace environment and culture

4.8.1 Culture within the trainee's setting

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

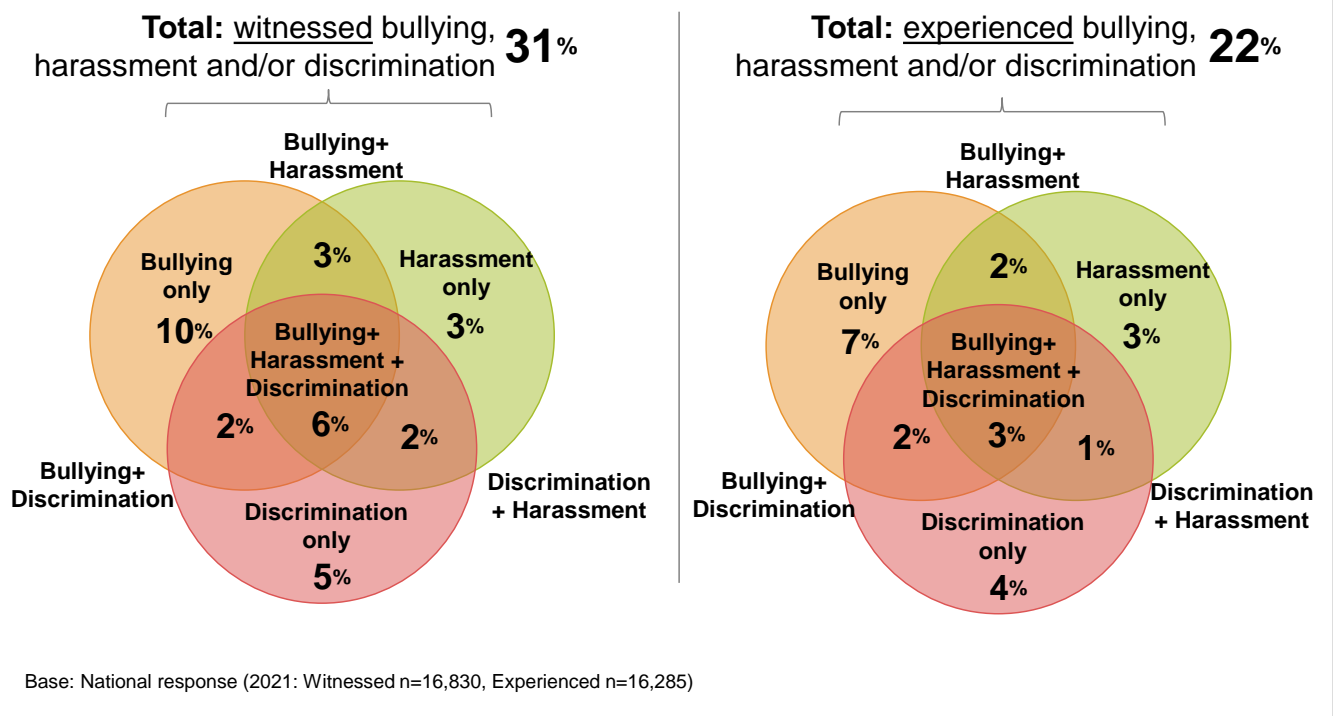


Doctors in training were asked about the workplace environment and culture in their setting. Nine in 10 (93%) doctors in training 'strongly agreed' or 'agreed' that senior medical staff were supportive. There was agreement that they knew how to raise concerns about bullying, harassment and/or discrimination (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 (63%) and a workplace that supported them to achieve a good work/life balance (67%). Specialist GP trainees were more likely to report a good work/life balance (72%), as were those training in rural areas (77%), compared to the national average (63%).

4.8.2 Experienced/witnessed bullying, harassment and/or discrimination

Nearly a third (31%) of doctors in training had witnessed bullying, harassment and/or discrimination (including racism) and one in five (22%) had experienced it. Combined, more than one in three (35%) had experienced and/or witnessed bullying, harassment and/or discrimination in the past 12 months.

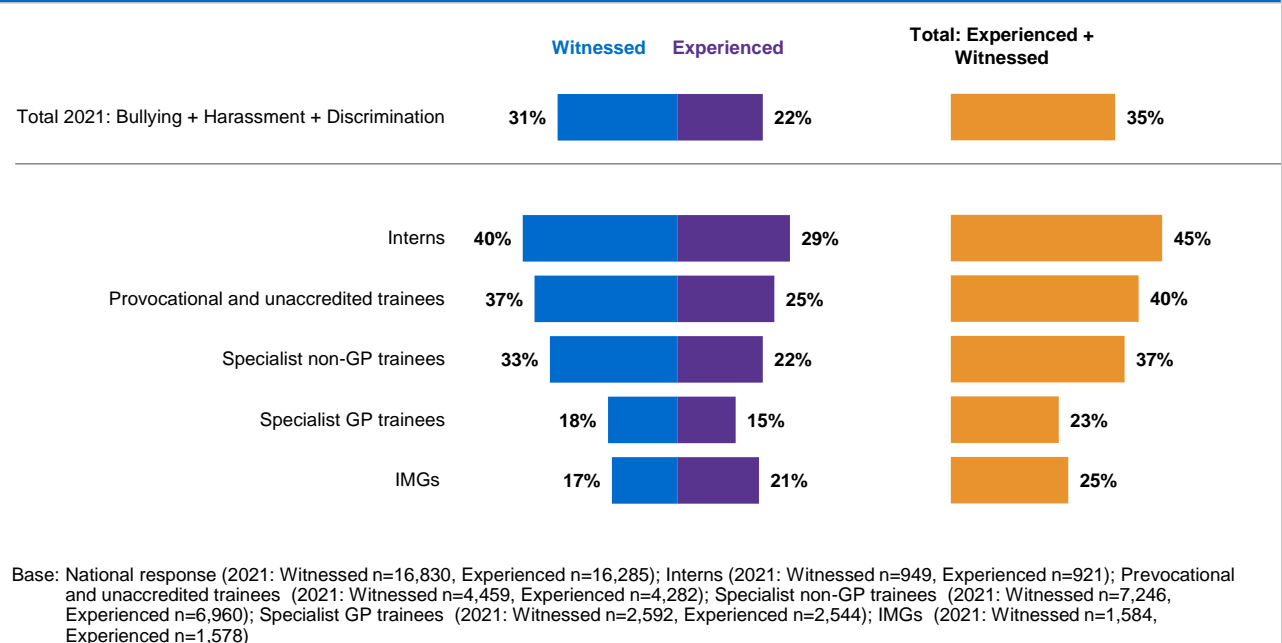
Q42a. Thinking about your workplace, in the past 12 months, have you experienced or witnessed bullying / harassment and/or discrimination? (% yes)



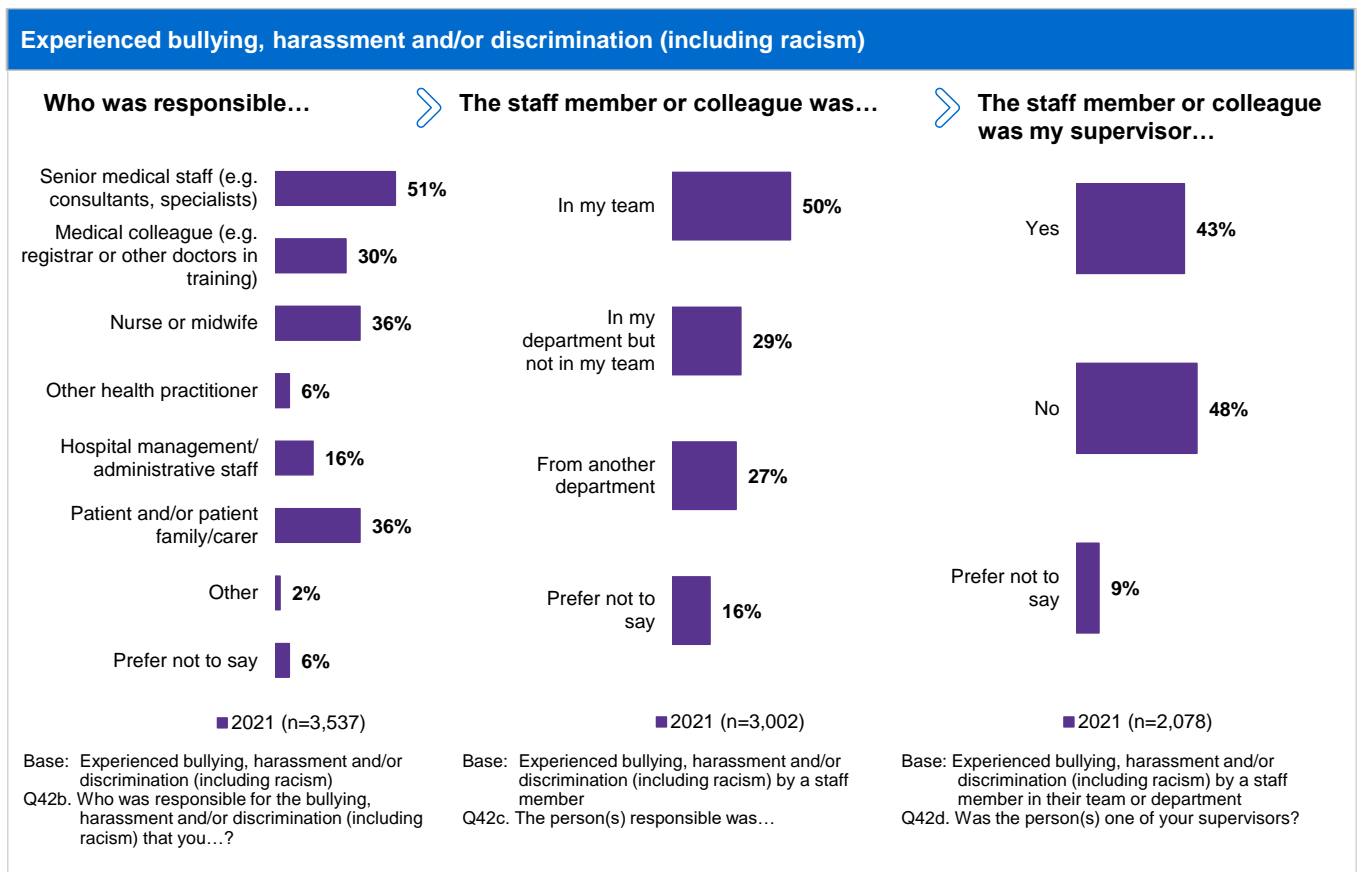
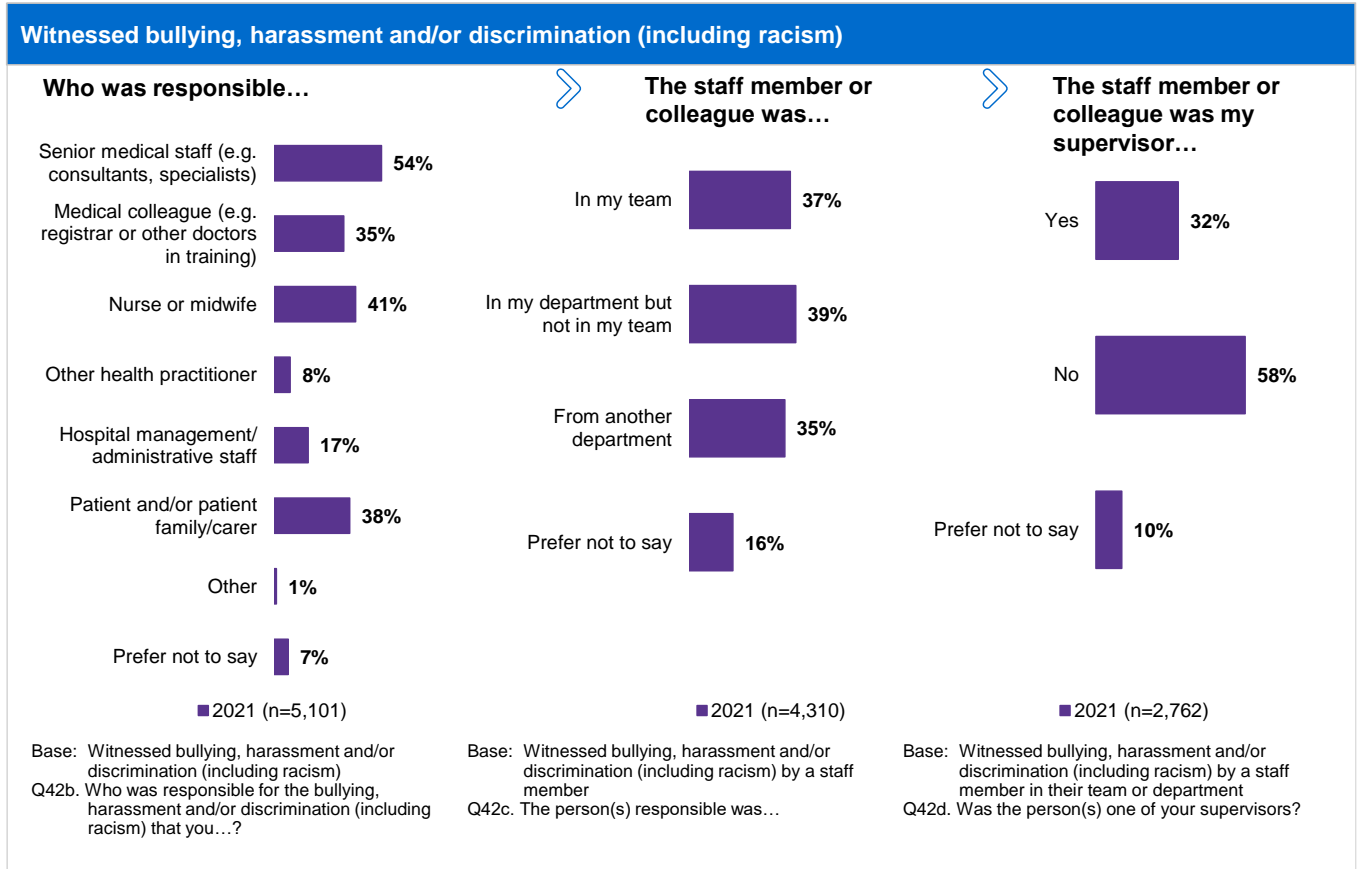
Rates of bullying, harassment and/or discrimination that were experienced and/or witnessed varied across doctor in training cohorts. Interns reported the highest rate of bullying, harassment and/or discrimination (45% witnessed and/or experienced), while specialist GP trainees (23%) and IMGs (25%) reported the lowest rates. Half (52%) of Aboriginal and Torres Strait Islander trainees reported experiencing and/or witnessing bullying, harassment and or discrimination which higher than the rate of trainees nationally (35%).

Bullying, harassment and/or discrimination rates also varied by jurisdiction. Doctors training in the ACT reported the highest rate of bullying, harassment and/or discrimination (47% witnessed and/or experienced), while Victorian trainees (32%) 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)



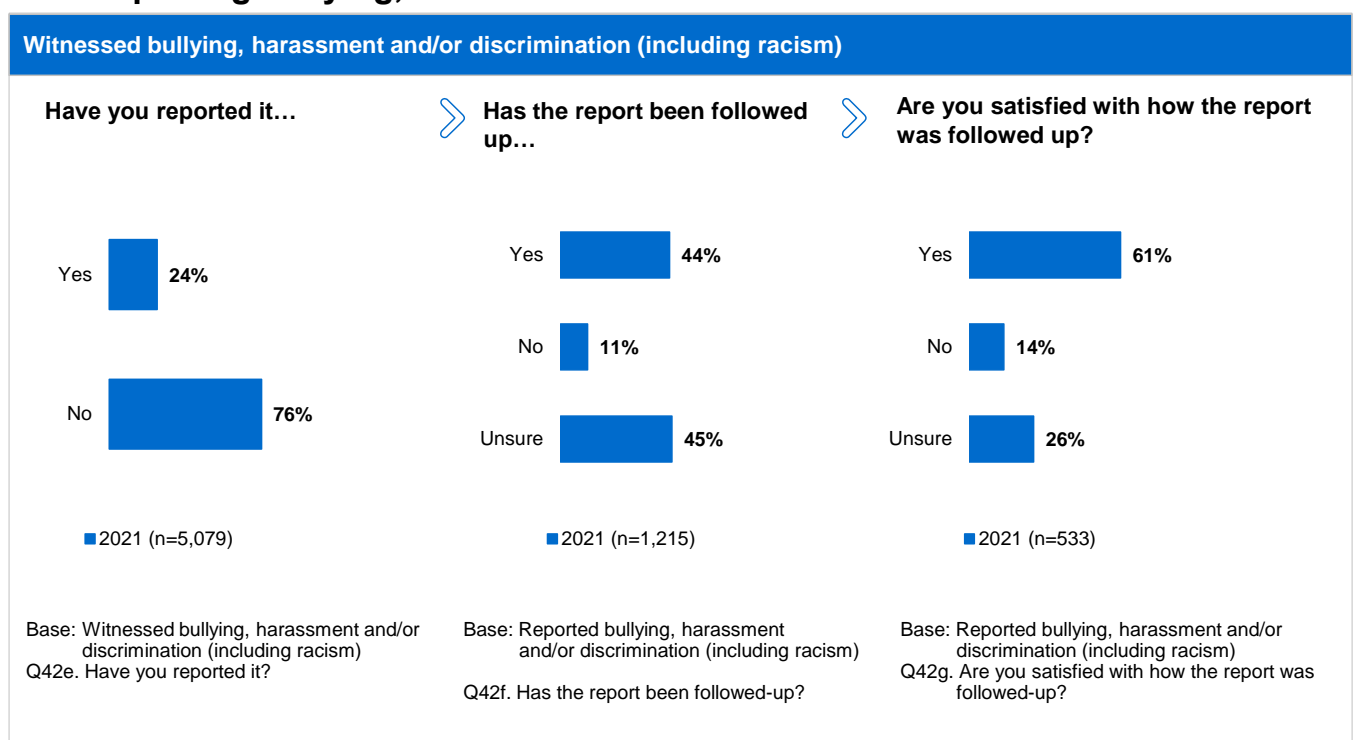
4.8.3 Source of bullying, harassment and/or discrimination



Senior medical staff were most commonly cited as the source of bullying, harassment and/or discrimination, whether it was witnessed (54%) 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 (50%), 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 (37%).

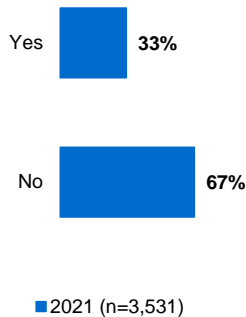
For those who had experienced bullying, harassment and/or discrimination from a staff member or colleague in their department or team, nearly half indicated that the person responsible was their supervisor (43%). It was less common for those witnessing bullying, harassment and/or discrimination from a staff member or colleague in their department or team to note that it was by their supervisor (32%).

4.8.4 Reporting bullying, harassment and/or discrimination



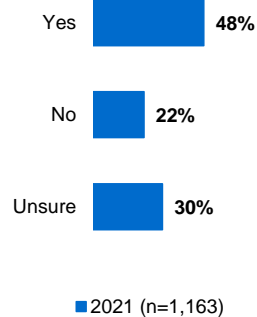
Experienced bullying, harassment and/or discrimination (including racism)

Have you reported it...



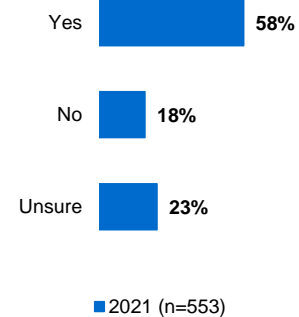
Base: Experienced bullying, harassment and/or discrimination (including racism)
Q42e. Have you reported it?

Has the report been followed up...



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

Are you satisfied with how the report was followed up?



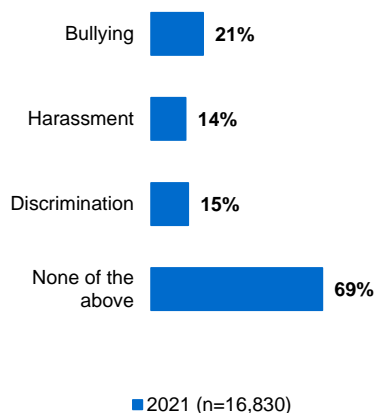
Base: Reported bullying, harassment and/or discrimination (including racism)
Q42g. Are you satisfied with how the report was followed-up?

It was more common for those who had experienced bullying, harassment and/or discrimination to report it (33%) than those who had witnessed it (24%). Of those doctors in training who had experienced bullying, harassment and/or discrimination and reported it, this report had been followed up for half (48%) of the respondents and of these, three in five (58%) were satisfied with the way the report was followed up. A similar rate of reports were followed up among those who had witnessed bullying, harassment and/or discrimination (44%) and among this group, similarly, three in five (61%) were satisfied with the follow-up.

4.8.5 Impact of bullying, harassment and/or discrimination

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

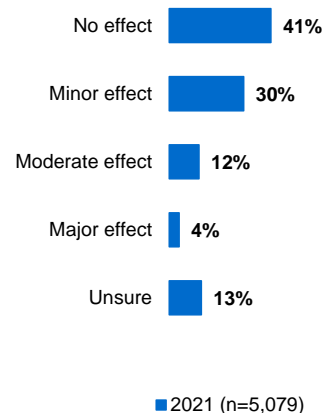
Witnessed bullying, harassment and/or discrimination (including racism)?



Base: National response
Q42a. Thinking about your workplace, in the past 12 months, have you witnessed bullying / harassment and/or discrimination?



How has the incident adversely affected your medical training?



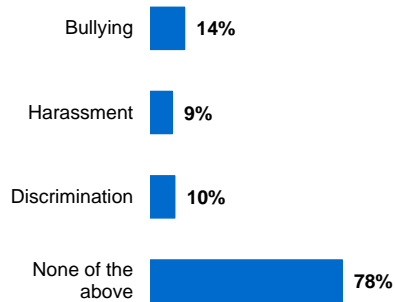
Base: Witnessed bullying, harassment and/or discrimination (including racism)
Q42h. How has the incident adversely affected your medical training?

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

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

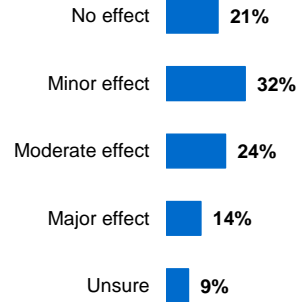


How has the incident adversely affected your medical training?



■ 2021 (n=16,285)

Base: National response
Q42a. Thinking about your workplace, in the past 12 months, have you witnessed bullying / harassment and/or discrimination?



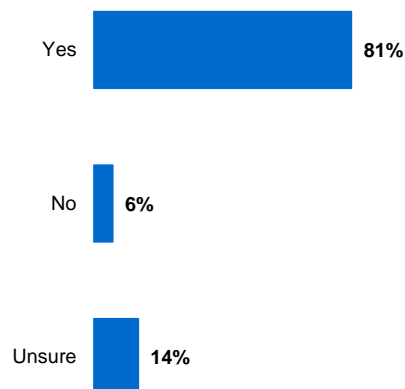
■ 2021 (n=3,532)

Base: Experienced bullying, harassment and/or discrimination (including racism)
Q42h. How has the incident adversely affected your medical training?

Among those who had experienced bullying, harassment and/or discrimination, almost a quarter said it had a moderate negative effect (24%). Of those that had witnessed bullying, harassment and/or discrimination, two in five (41%) noted that it had no negative effect, while three in 10 said that there was a small negative effect on their medical training (30%).

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

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

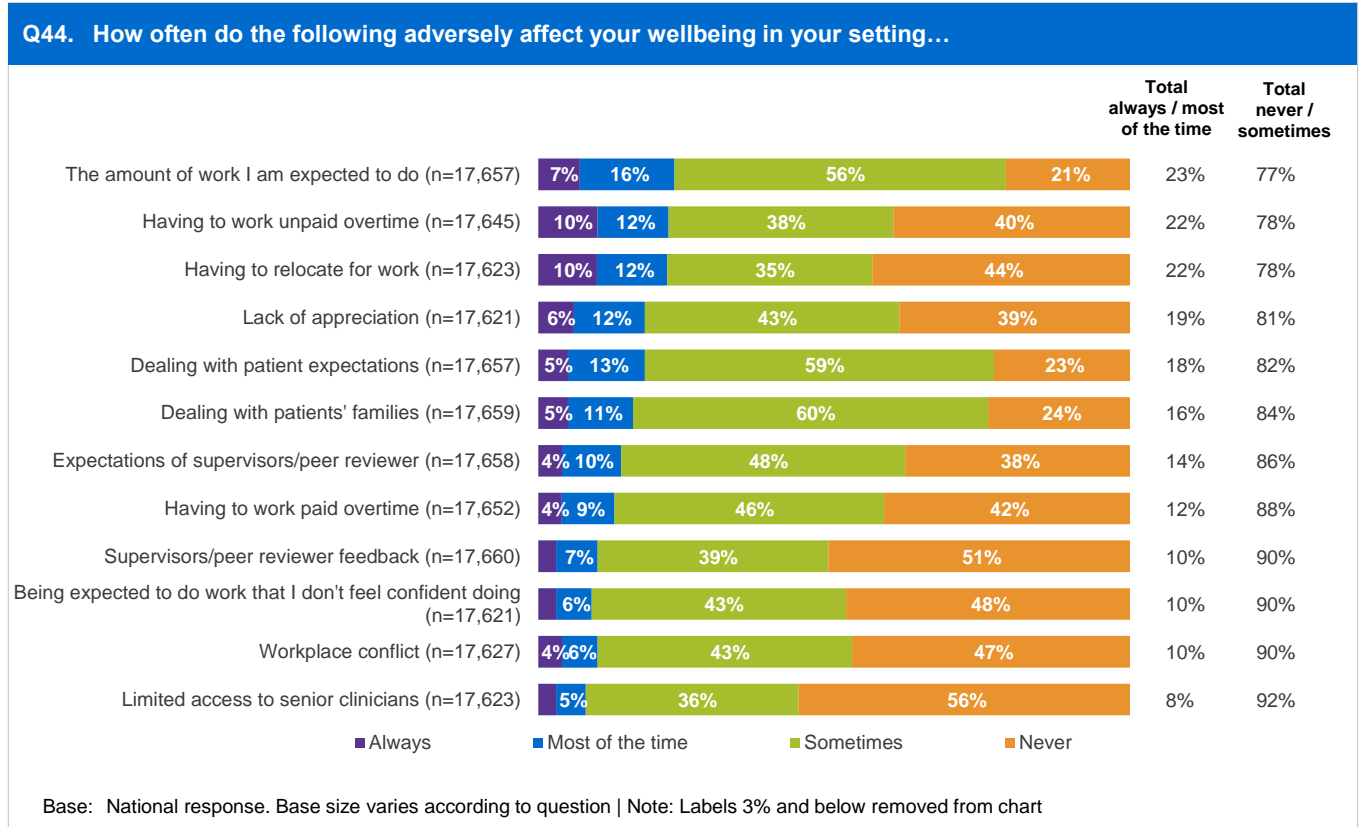


■ 2021 (n=17,752)

Base: National response

Four in five (81%) doctors in training reported that they knew how to access support for their health if needed. One in five respondents (20%) either didn't know or were unsure on how to access support.

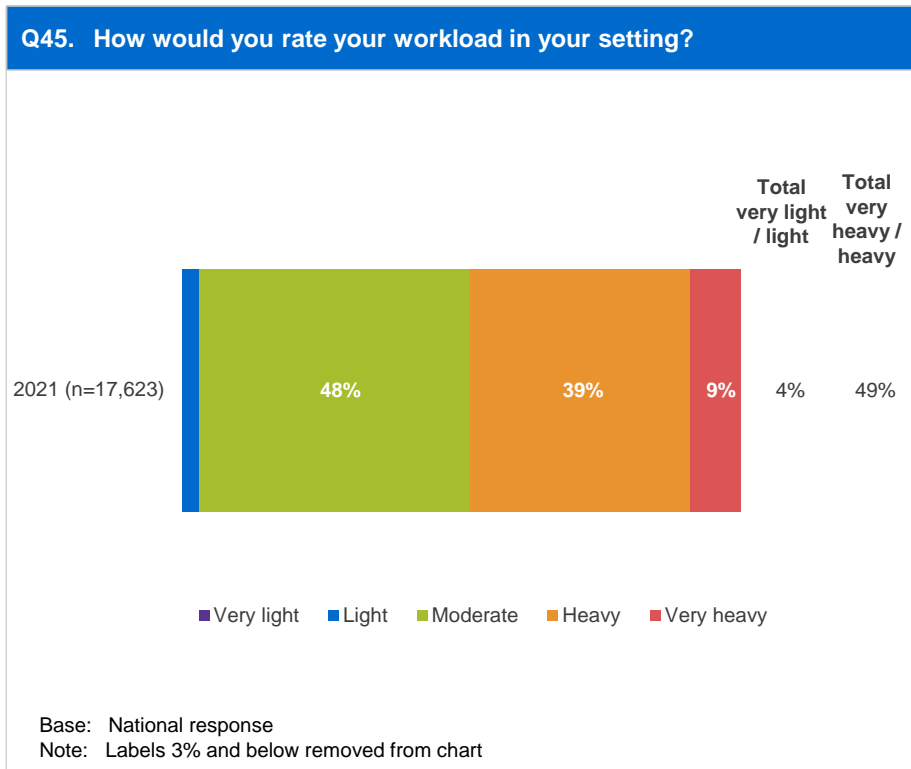
4.8.7 Frequency of impacts on wellbeing



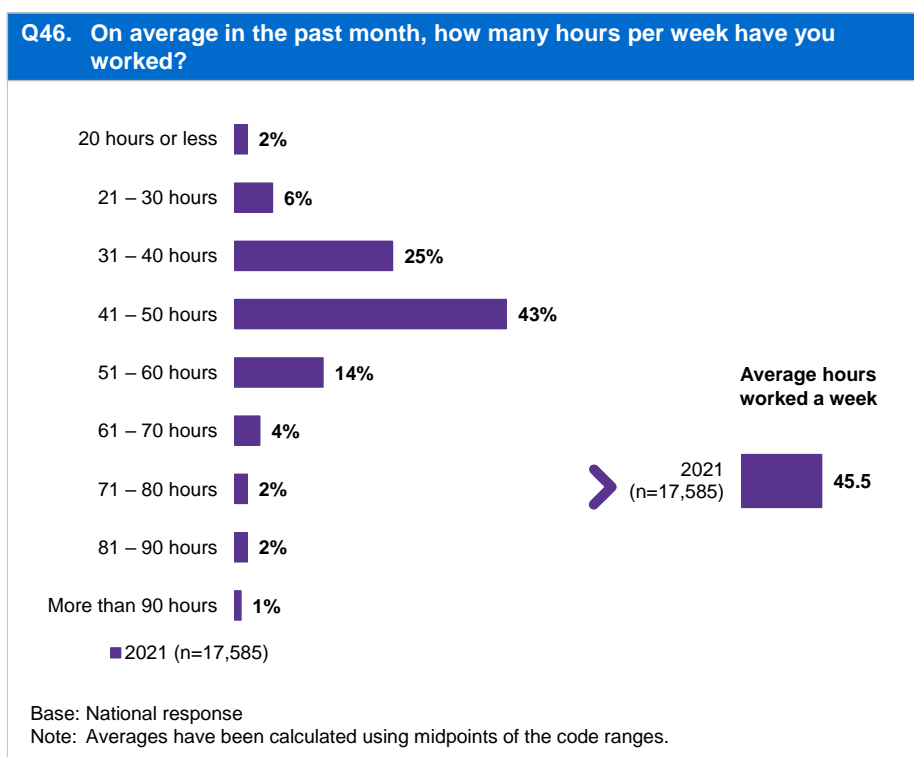
Doctors in training were asked to report how often aspects of their training program adversely affected their wellbeing. The amount of work expected was the leading factor that adversely affected a trainee's wellbeing, (23% 'always' or 'most of the time' adversely affected their wellbeing). This was closely followed by having to work unpaid overtime (22%), relocating for work (22%), lack of appreciation (19%) and dealing with patient expectations (18%).

A lower proportion of doctors in training reported that limited access to senior clinicians (8%), workplace conflict (10%), supervisor/peer reviewer feedback (10%) or being expected to do work they didn't feel comfortable performing (10%) adversely impacted their wellbeing 'always' or 'most of the time'.

4.8.8 Ratings of workload

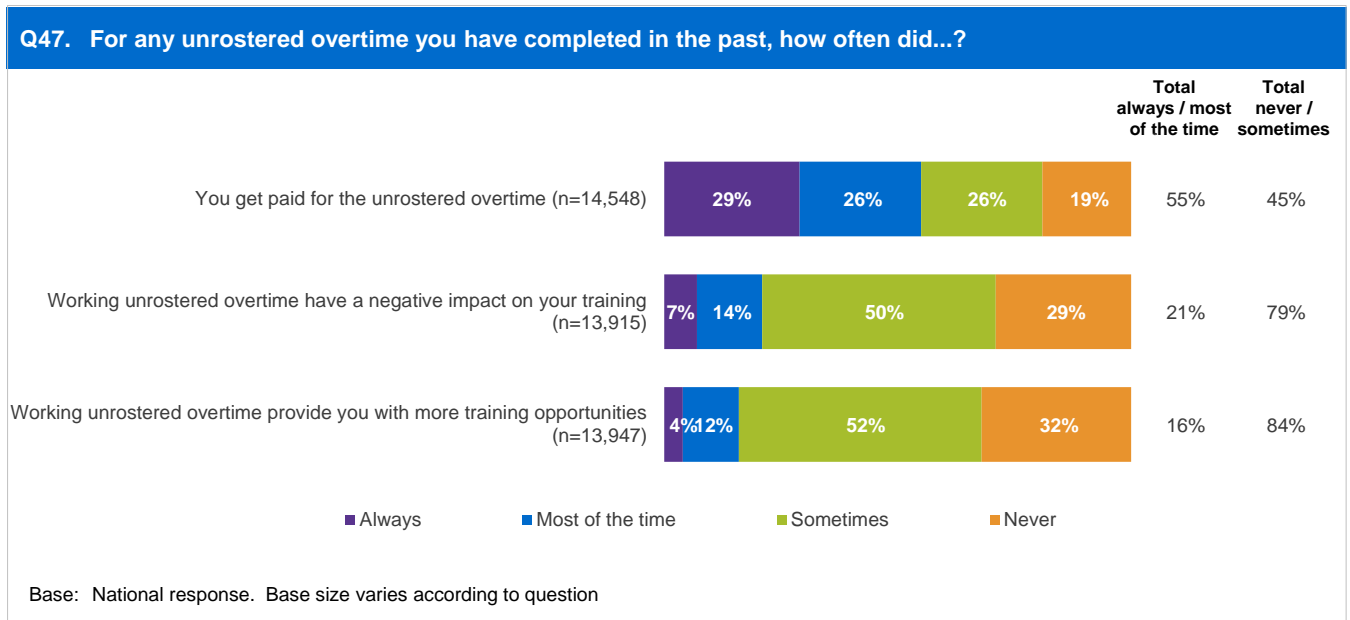


Half the doctor in training respondents (49%) rated their workload as ‘heavy’ or ‘very heavy’ while a further 48% rated it as ‘moderate’. Doctors in training from metropolitan areas were more likely to rate their workload as ‘heavy’ or ‘very heavy’ (51%) than those in regional (46%) or rural areas (39%). Specialist non-GP trainees reported the heaviest workload with 53% rating their workload as ‘heavy’ or ‘very heavy’. Conversely, specialist GP trainees were less likely to report their workload as ‘heavy’ or ‘very heavy’ (39%).



Two in three (67%) doctors in training worked more than 40 hours per week, with 10% working more than 60 hours per week. On average, doctors in training worked 45.5 hours a week. Interns were the cohort that had the highest proportion (81%) working more than 40 hours a week on average while only 37% of specialist GP trainees worked more than 40 hours a week on average.

4.8.9 Unrostered overtime



Doctors in training reported varying frequencies of being paid for unrostered overtime, with a similar proportion reporting this happens ‘always’ (29%), ‘most of the time’ (26%) and ‘sometimes’ (26%). Almost half of IMG respondents were paid ‘always’ or ‘most of the time’ for unrostered overtime (69%), while specialist GP trainees were always or usually paid less than half of the time (45%).

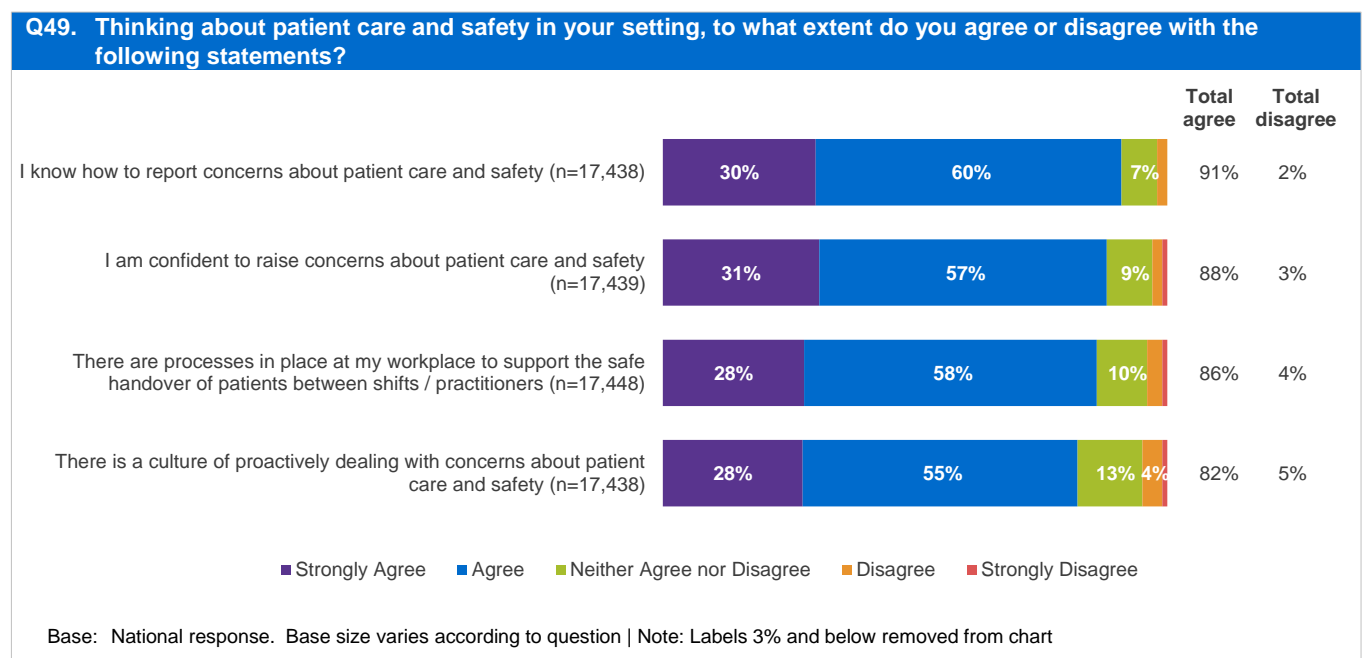
Three in 10 (29%) doctors in training reported that working unrostered overtime ‘never’ had a negative impact on their training. Half (50%) reported that this ‘sometimes’ had a negative impact, and one in five (21%) stated this had a negative impact ‘always’ or ‘most of the time’. IMGs experienced the least negative impact from unrostered overtime with only one in nine (11%) saying that it impacted their training negatively ‘always’ or ‘most of the time’.

Half the doctors in training (52%) reported that working unrostered overtime ‘sometimes’ provided them with more training opportunities. One in three (32%) reported that this never provided them with more training opportunities. Nine in 10 interns reported that they ‘never’ or ‘sometimes’ receive more training opportunities from unrostered overtime (90%) compared to three in four IMGs (74%).

4.9 Patient safety



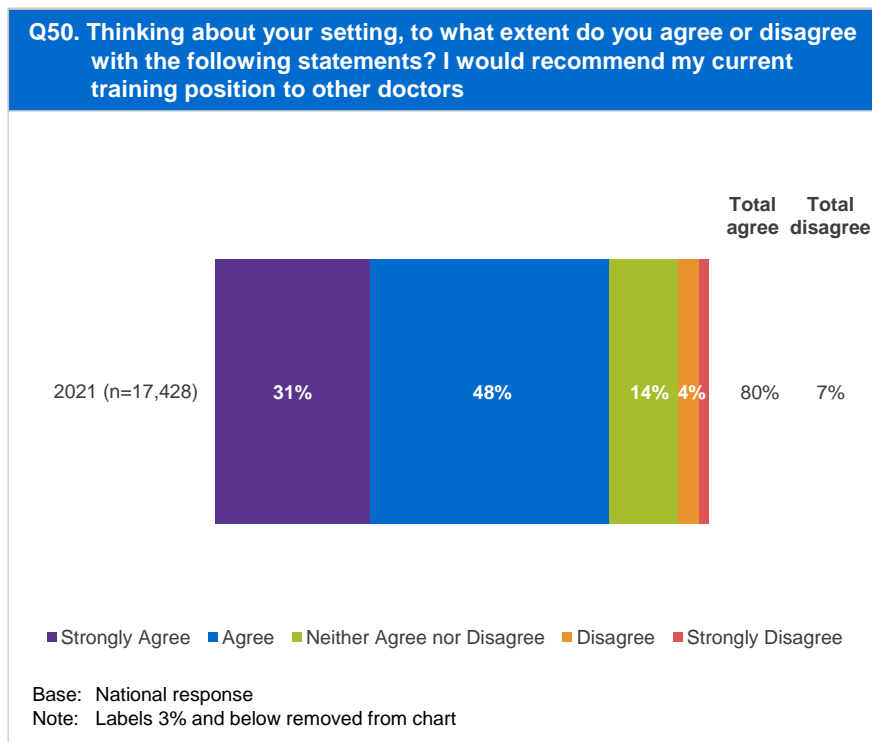
Doctors in training rated their training on how to raise concerns about patient safety favourably, with one in four (24%) rating this training as ‘excellent’ and a further six in ten (59%) as ‘good’. Those in the ACT were least likely to say that their training on how to raise concerns about patient safety was ‘good’ or ‘excellent’ (70%) while those in Victoria (80%) and NSW (80%) were most likely to have a ‘good’ or ‘excellent’ rating.



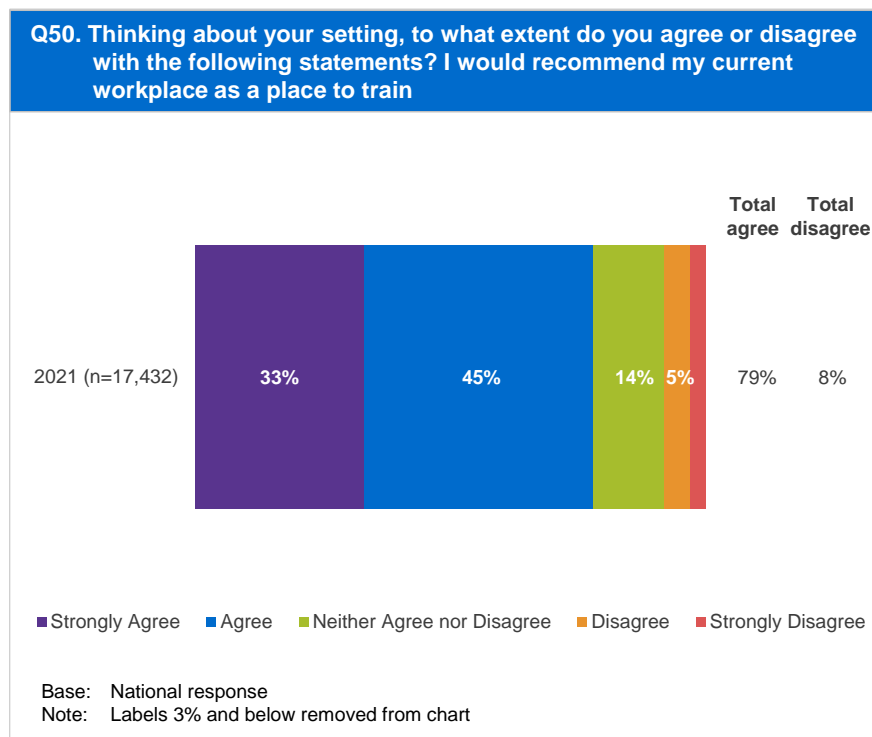
All doctors in training were asked about their level of agreement in relation to statements about patient care and safety in their setting. Nine in ten (91%) doctors in training ‘agreed’ or ‘strongly agreed’ that they knew how to report concerns about patient care and safety. Slightly less than nine in ten (88%) ‘strongly agreed’ or ‘agreed’ that they were confident to raise concerns. More than four in five (86%) ‘strongly agreed’ or ‘agreed’ that there were processes in place to support the safe handover of patients between

shifts/practitioners. Four in five trainees agreed that there was a culture of proactively dealing with concerns about patient care and safety in their workplace (82%).

4.10 Overall satisfaction



Four out of five doctors in training (80%) ‘agreed’ or ‘strongly agreed’ that they would recommend their current training position to other doctors. Doctors in training from rural areas were slightly more likely to recommend their current training position (83%) compared to those in a metropolitan area (80%).

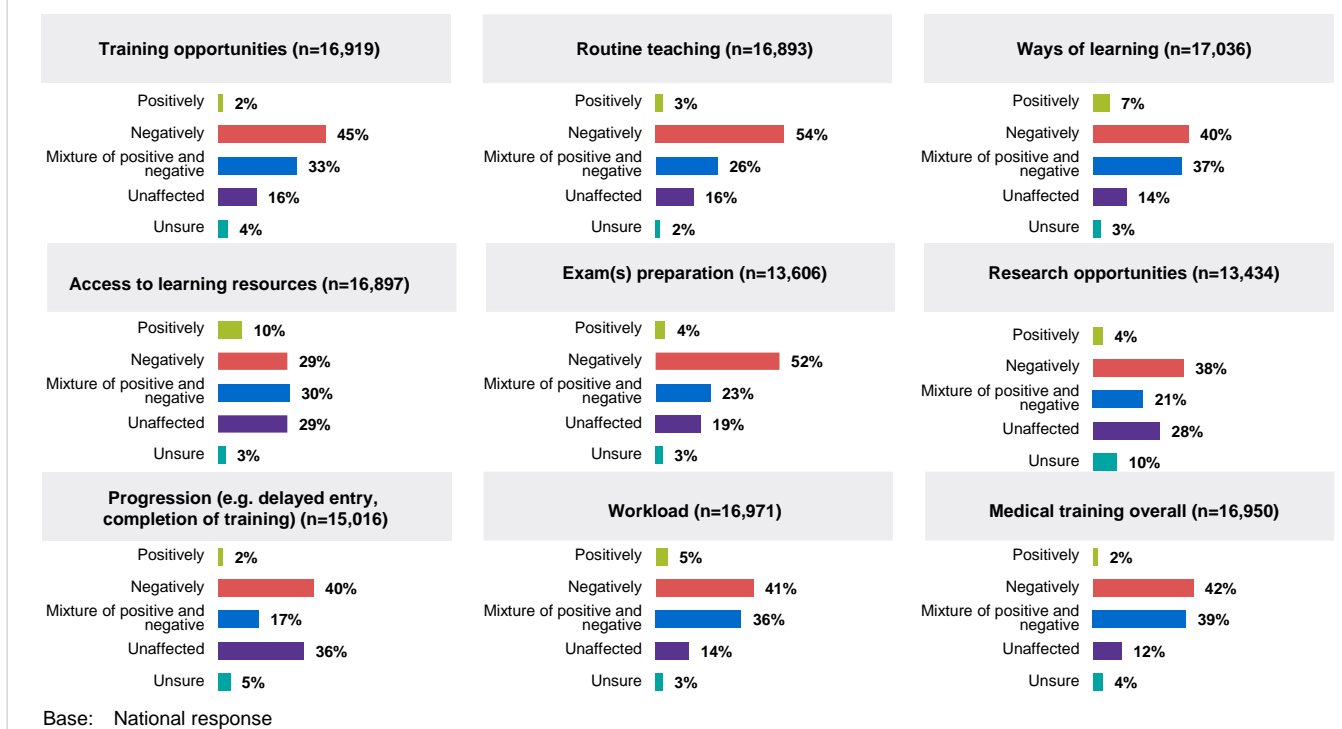


Four in five doctors in training (79% total ‘strongly agreed’ and ‘agreed’) would recommend their current workplace as a place to train, with 8% ‘disagreeing’ or ‘strongly disagreeing’ with this statement. IMGs

had the highest level of agreement (83%) with prevocational and unaccredited trainees having the lowest (75%).

4.11 Impacts of COVID-19

Q62. COVID-19 has impacted my...



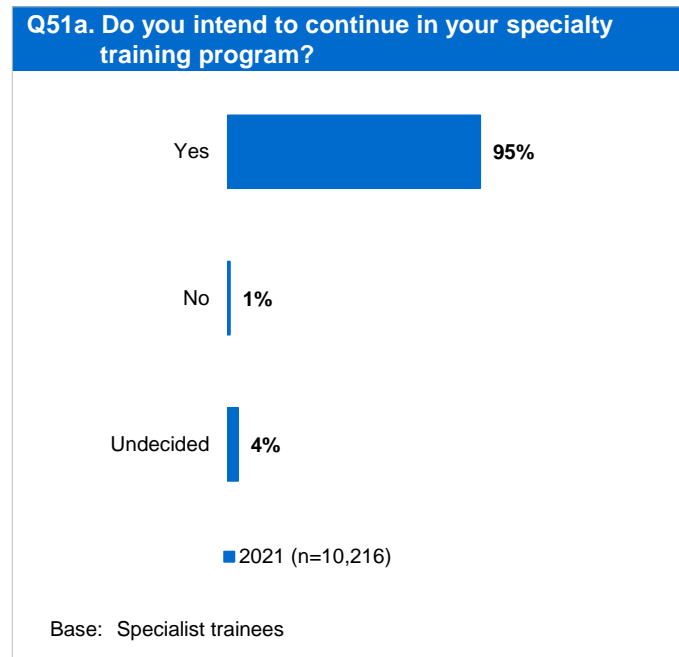
Nearly half of doctor in training respondents indicated that COVID-19 had a negative impact on their medical training overall (42%). A further two in five indicated it had both a positive and negative impact on their training (39%). Just one in 50 indicated that the impact was solely positive (2%).

The most commonly reported negative impact of COVID-19 was disruption to routine teaching (54%) and exam(s) preparation (52%). This was followed by a negative impact on training opportunities (45%) workload (41%), progression (e.g. delayed entry, completion of training)(40%) and ways of learning (40%).

For ways of learning, while two in five found COVID-19 had impacted this negatively, a further two in five found the impact to be a mixture of positive and negative (37%) while one in 14 (7%) found their ways of learning had been positively impacted by COVID-19. Access to learning resources too had improved during the COVID-19 pandemic for one in ten (10%) doctors in training.

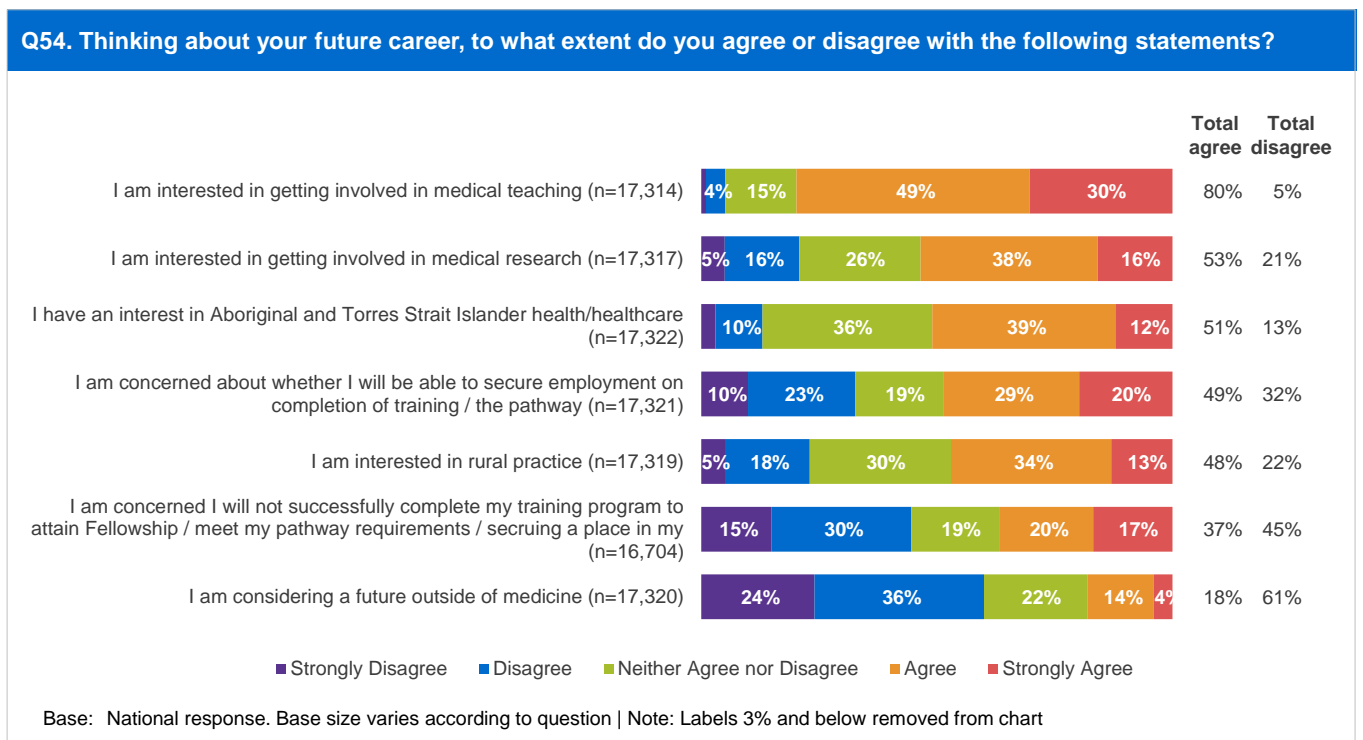
Lockdowns and restrictions in different states/territories may have been a confounding factor that impacted the trainees' experience of COVID-19 on medical training. For example, New South Wales (49%) and Victoria (48%) had the highest proportion of doctors in training indicating a negative impact on their training overall and Western Australia (30%) and Tasmania (31%) had the least. Similarly, doctors in training within metropolitan areas were more likely to report that the pandemic had negatively impacted their training overall (45%) compared to regional (37%) and rural (34%) doctors in training.

4.12 Future career intentions



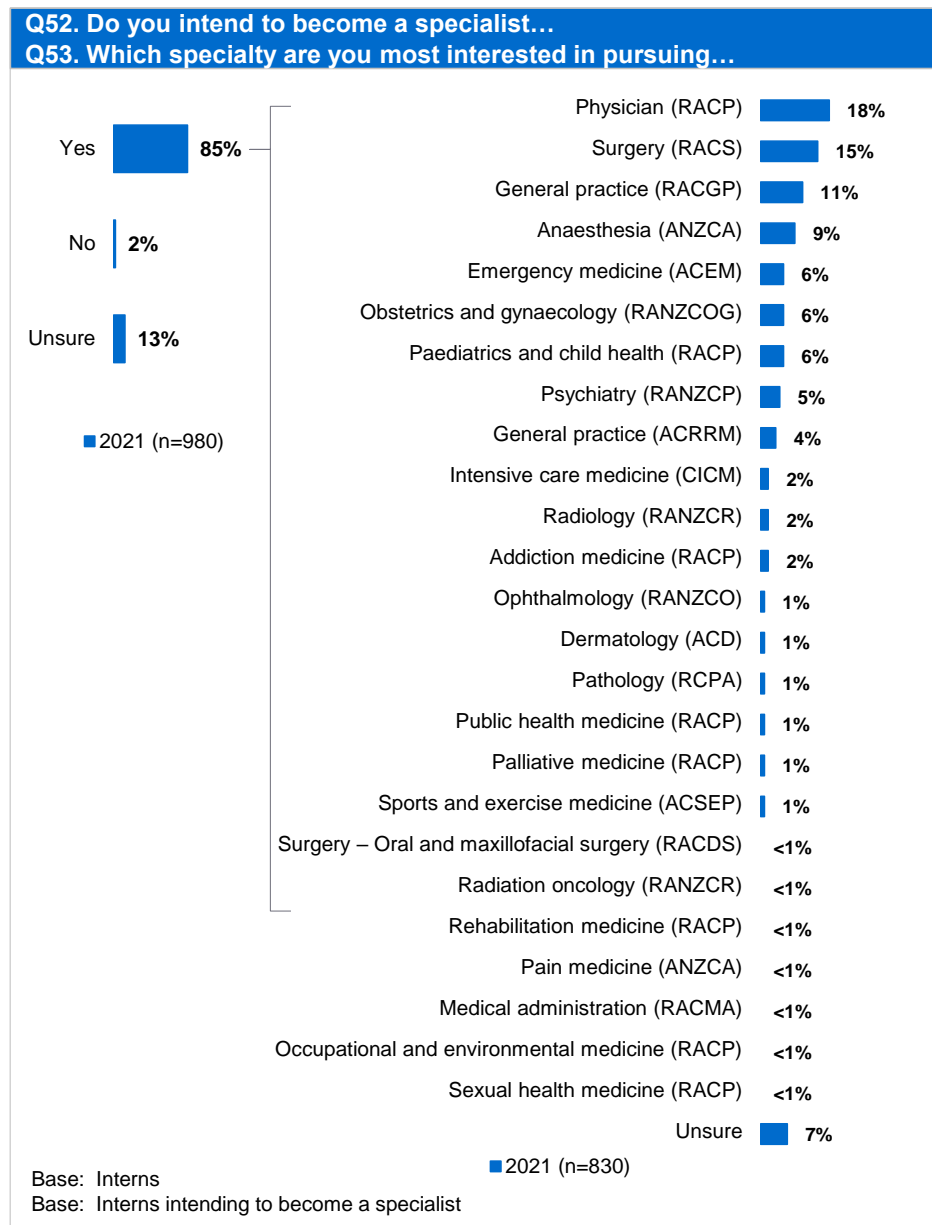
Nearly all specialist trainees (95%) intended to continue their specialist training program.

Four in five doctors in training were interested in getting involved in medical teaching (80% total 'strongly agreed' and 'agreed'). A lower proportion (53% total 'strongly agreed' and 'agreed') were interested in medical research as a future career option. Half the participating doctors in training reported interest in Aboriginal and Torres Strait Islander health/healthcare (51% total 'strongly agreed' and 'agreed') and rural practice (48% total 'strongly agreed' and 'agreed').



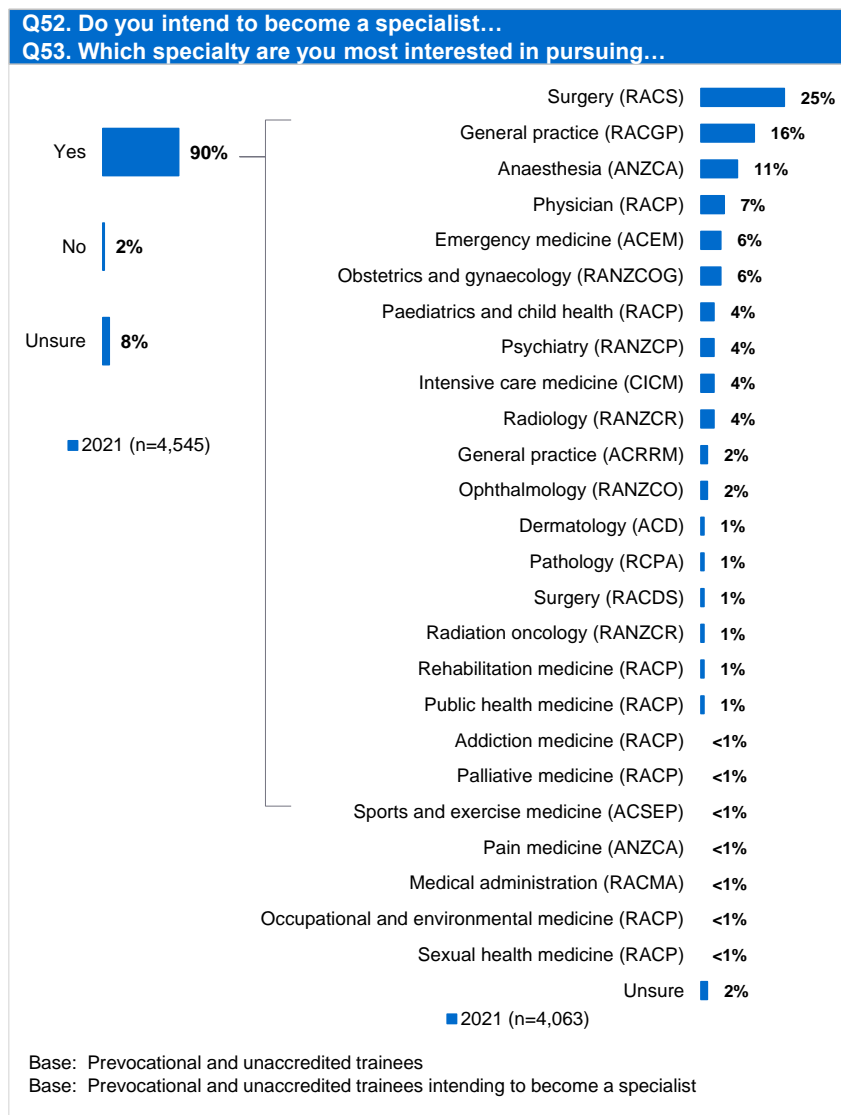
Half the doctors in training respondents (49%) were concerned about their ability to secure employment after completing their training. Over one in three (37%) ‘strongly agreed’ or ‘agreed’ that they were concerned they would not successfully complete their training program, meet pathway requirements, or secure a place in their preferred college training program. Just under one in five doctors in training were considering a future outside of medicine (18%).

4.12.1 Interns – interest in a speciality



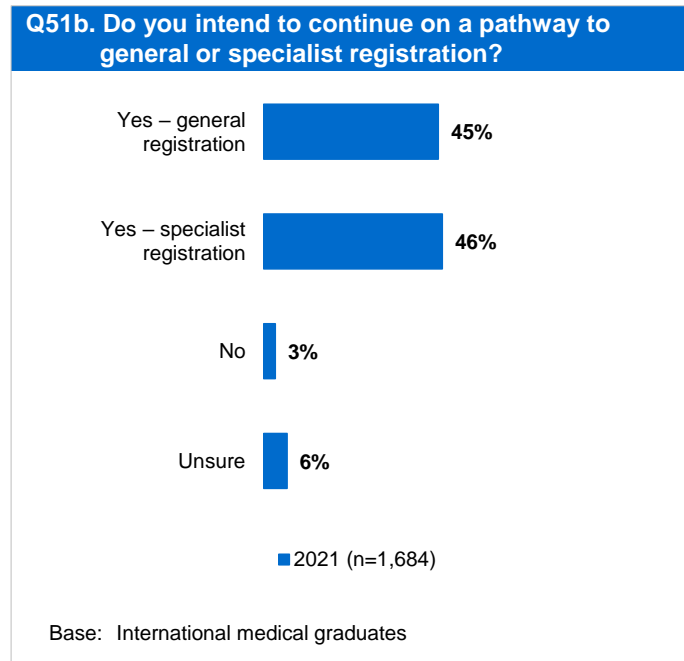
From a base of all interns, nearly nine in 10 (85%) intended to become a specialist. Of those who intended to be a specialist, the most common speciality they were interested in pursuing was physician – RACP (18%) or surgery – RACS (15%).

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. Similar to interns, surgery was one of the top two specialities with the most interest (25%). This was followed by general practice at 18% (with RACGP 16% and ACRRM 2%)

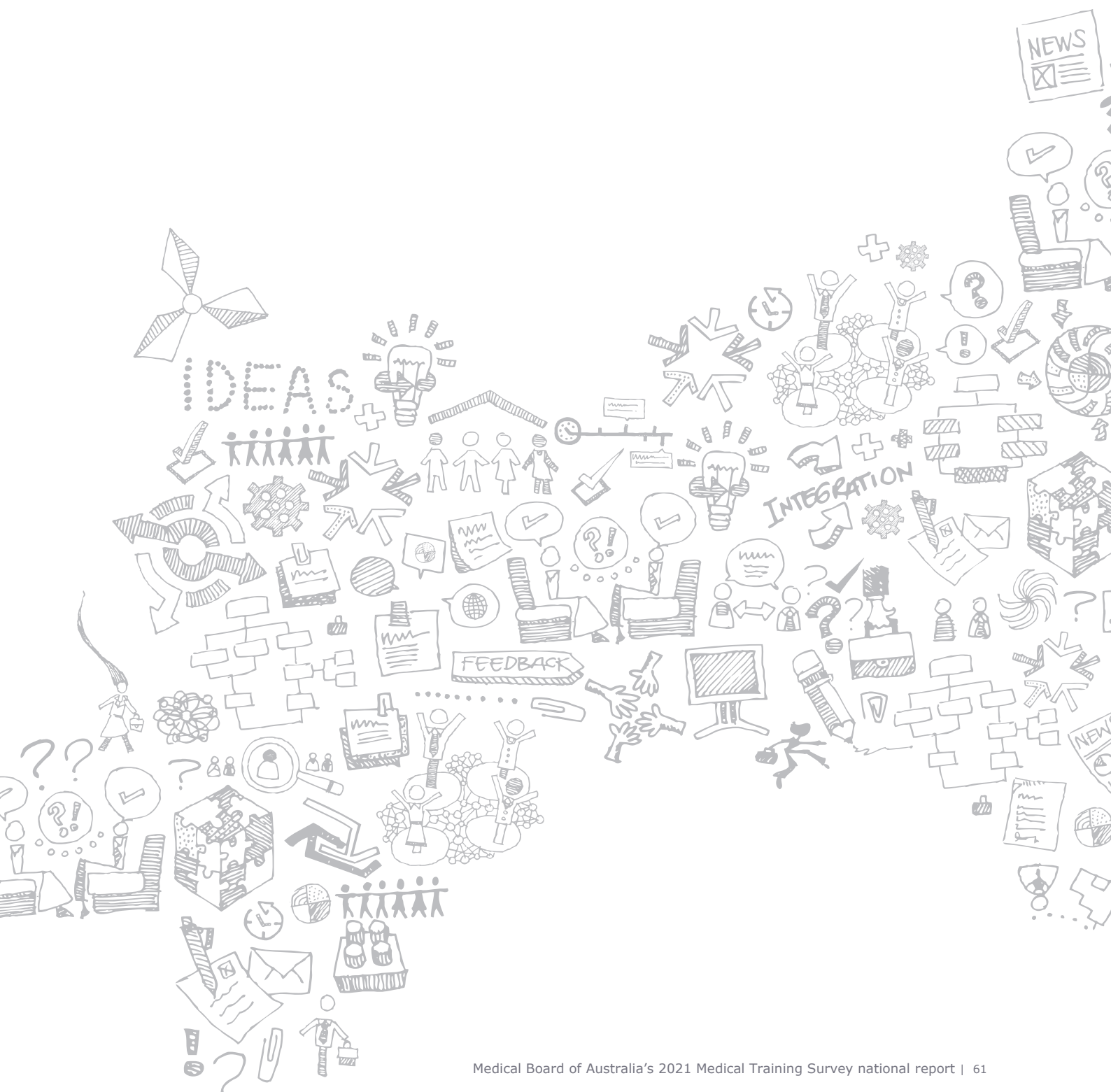
4.12.3 IMGs – intention to continue on a pathway



Nine in 10 IMGs (90%) intended to continue on a pathway to general or specialist registration, Nearly half (46%) intended to continue with specialist registration, with a similar proportion (45%) intending to seek general registration.

Appendix A.

Detailed methodology



A1 Detailed participant profile

2021 - survey responses included for analysis						
	TOTAL	Interns	Prevocational and unaccredited trainees	Specialist non-GP trainees	Specialist GP trainees	IMGs
2021 - TOTAL						
State /Territory						
ACT	449	41	117	216	39	36
NSW	6,116	287	1,567	2,691	1,041	530
NT	390	31	113	126	76	44
QLD	4,351	262	1,158	1,922	692	317
SA	1,502	121	369	626	231	155
Tas.	526	53	101	183	99	90
Vic.	5,068	253	1,401	2,285	602	527
WA	2,123	139	622	797	348	217
Location						
Metropolitan	13,729	794	3,889	6,810	1,201	1,035
Regional	5,170	340	1,267	1,730	1,156	677
Rural	1,114	29	133	71	726	155
Do not wish to specify	158	<10 [^]	43	48	41	22

[^]not shown due to small sample size. Note: n=132 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
Completed* surveys						
Total completes	17,730	992	4,594	7,646	2,785	1713
Average number of sessions per complete[#]	1.3	1.7	1.2	1.2	1.2	2.0
Average time taken per complete[#]	12.9	13.0	11.4	12.3	14.5	18.0
Partial* surveys						
Total partials	2,941	199	854	1,200	343	213
Average number of sessions per partial[#]	1.3	1.8	1.1	1.2	1.3	2.1
Average time taken per partial[#]	3.4	3.3	3.2	3.5	4.4	4.5

* See definitions for complete and partial from the previous table. Note: n=132 unknown trainee type partial responses not shown.

[#] 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 with which the new questions could be completed. In total, n=6 cognitive tests were conducted between 17 June and 24 June 2021.

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=20,671 responses to the 2021 MTS that were eligible for analysis. This figure represents 52.7% of the total number of doctors in training invited to complete the survey (n= 39,199), minus any terminated from those invited (n=933) due to the respondent being out of 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 it). Overall, 86% of responses (n=17,730) eligible for analysis are completed surveys, with the remaining proportion considered as partials.

A4.1 Partial

The proportion of partially completed surveys comprises 14% 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 from 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 that have a 'not applicable' or 'does not apply' option are:

- ▶ Q9b. If applicable, which subspecialty area are you practising in?
- ▶ Q16b. Which training program are you in?
- ▶ 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?
- ▶ Q30. In your setting, how would you rate the quality of your overall clinical supervision for...
- ▶ Q33. Thinking about your access to opportunities to develop your skills, to what extent do you agree or disagree with the following statements? In my setting...
- ▶ Q35. Thinking about the development of your knowledge and skills, 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...?
- ▶ Q62. We would like to know if and how, COVID-19 has impacted your medical training in 2021. COVID-19 has impacted my...

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 questions asked in 2020 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 a representatives 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, 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 2020 and 2021 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

Specialist GP trainees

- ▶ Q16b. Which training program are you in?

Specialist trainees (GP and non-GP)

- ▶ 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?
 - Q24_1. The exam(s) reflected the College training curriculum
 - Q24_2. The information the College provided about the exam(s) was accurate and appropriate
 - Q24_3. The exam(s) ran smoothly on the day
 - Q24_4. The exam(s) were conducted fairly

All doctors in training

- ▶ Q30 (all statements). In your setting, how would you rate the quality of your overall clinical supervision for...
- ▶ Q30_7. In your setting, how would you rate the quality of your overall clinical supervision for... Supporting you to meet your training plan/pathway requirements (*Interns only*) / Supporting you to meet your intern education program requirements.
- ▶ Q33_3. Thinking about the development of your clinical and practical skills, to what extent do you agree or disagree with the following statements?... I can access the training opportunities available to me
- ▶ Q35. Thinking about the development of your knowledge and skills, in your setting do you have sufficient opportunities to develop your...
- ▶ Q36. Which of the following statements best describe the interaction between your training requirements and the responsibilities of your job? My job responsibilities...
- ▶ Q38 (all statements). To what extent do you agree or disagree that the following educational activities have been useful in your development as a doctor?

- ▶ 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 would raise concerns/issues about bullying, harassment and discrimination (including racism) in my workplace.
- ▶ Q50_1. Thinking about your setting, to what extent do you agree or disagree with the following statements?
- ▶ 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
- ▶ Q50_2. 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
- ▶ Q55. Do you identify as...? Please select one response only. *Gender refers to current gender, which may be different to sex recorded at birth and may be different to what is indicated on legal documents.*

Additions

Specialist trainees (GP and non-GP)

- ▶ Q25. Thinking about how [COLLEGE] engages with you, to what extent do you agree or disagree with the following statements? There are safe mechanisms for raising training/wellbeing concerns with the College

All doctors in training

- ▶ Q38_8. To what extent do you agree or disagree that the following educational activities have been useful in your development as a doctor?... Access to mentoring
- ▶ Q41_9. Thinking about the workplace environment and culture in your setting, to what extent do you agree or disagree with the following statements? ... There is a positive culture at my workplace
- ▶ Q42_g. Are you satisfied with how the report was followed-up?
- ▶ Q42_h. How has the incident adversely affected your medical training?
- ▶ Q54_7. Thinking about your future career, to what extent do you agree or disagree with the following statements?... I am considering a future outside of medicine
- ▶ Q62. We would like to know if and how COVID-19 has impacted your medical training in 2021. COVID-19 has impacted my...
 - Q62_1. Training opportunities
 - Q62_2. Routine teaching
 - Q62_3. Ways of learning
 - Q62_4. Access to learning resources
 - Q62_5. Exam(s) preparation
 - Q62_6. Research opportunities
 - Q62_7. Progression (e.g. delayed entry, completion of training)
 - Q62_8. Workload
 - Q62_9. Medical training overall

A6 Data collection processes

The Medical Training Survey (MTS) collected data through responses to an online survey. We received responses from n=21,604 doctors in training, with n=20,671 responses eligible for analysis (i.e. currently training in Australia) between 22 July and 8 October 2021.

In total, 39,199 doctors in training were invited to participate in the survey. The response rate for the survey was 55.1%, 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 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 22 July 2021, 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 2021 MTS aligned with the opening of the medical registration process on 3 August 2021. 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=933 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. Of those who had started the survey, n=11 participants later indicated they were not doctors in training.

Out of scope surveys						
	2021		2020		2019	
	n=	%	n=	%	n=	%
Total terminated after commencing survey	933	100%	936	100%	539	100%
Terminated reason						
On extended leave for current rotation	588	63%	565	60%	335	62%
Outside Australia for current rotation	285	31%	309	33%	174	32%
Career medical officers with no intention of undertaking further postgraduate training in medicine	49	5%	55	6%	25	5%
Not a doctor in training (including IMGs who have general registration)	11	1%	7	1%	5	2%

A6.6 Final sample

The final sample available for analysis for 2021 is shown below, with a comparison to 2019 and 2020.

Sample structure								
	2021				2020		2019	
	No of completes #	No of partials [^]	Total included in analysis	Maximum margins of error [*] +/-	Total included in analysis	Maximum margins of error [*] +/-	Total included in analysis	Maximum margins of error [*] +/-
TOTAL	17,730	2,941	20,671	0.7	20,915	0.7	9,378	1.1
Interns	992	199	1,191	2.8	1,360	2.7	786	4.0
Prevocational and unaccredited trainees	4,594	854	5,448	1.3	5,158	1.4	1,953	2.5
Specialist non-GP trainees	7,646	1,200	8,846	1.0	9,020	1.0	3,510	1.8
Specialist GP trainees	2,785	343	3,128	1.8	3,132	1.8	1,390	2.8
IMGs	1,713	213	1,926	2.2	2,126	2.1	1,700	2.6
Unknown trainee type[~]	0	132	132	8.5	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 2.8%, 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 47.2% and 52.8%.

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

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

[~] 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 2021 Detailed tables – Location

B1.1 Training curriculum

Q10. How many years have you held registration in Australia?													
	State/Territory									Location			
	Total n = 1870	ACT n = 36	NSW n = 517	NT n = 43	QLD n = 304	SA n = 155	Tas. n = 90	Vic. n = 512	WA n = 213	Metro n = 1018	Region al n = 671	Rural n = 153	Do not wish to specify n = 21!
Average	2.1	2.1	2.1	1.9	1.8 ↓	2.2	2.1	2.3 ↑	1.8 ↓	1.9 ↓	2.1	2.8 ↑	2.2
Standard Deviation	1.7	2.1	1.6	1.6	1.4	1.9	1.8	2.0	1.5	1.5	1.8	2.4	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.

Q11a. Which pathway are you in?													
	State/Territory									Location			
	Total n = 1874	ACT n = 36	NSW n = 520	NT n = 43	QLD n = 304	SA n = 155	Tas. n = 90	Vic. n = 513	WA n = 213	Metro n = 1022	Region al n = 671	Rural n = 221	Do not wish to specify n = 21!
Standard pathway (AMC exam)	50%	47%	51%	58%	49%	55%	32% ↓	55% ↑	43% ↓	44% ↓	55% ↑	71% ↑	52%
Specialist pathway	14%	17%	12%	23%	13%	13%	14%	17%	15%	16%	13%	9%	24%
Short term training pathway	12%	28% ↑	15% ↑	5%	10%	10%	6%	11%	13%	19% ↑	4% ↓	2% ↓	5%
Standard pathway (Workplace based assessment)	9%	0%	13% ↑	0% ↓	6%	8%	39% ↑	4% ↓	5% ↓	5% ↓	15% ↑	7%	10%
Competent authority pathway	7%	6%	4% ↓	2%	11% ↑	8%	1% ↓	5%	12% ↑	9% ↑	5%	1% ↓	0%
Specialist and competent authority pathway	3%	0%	2%	9% ↑	5% ↑	1%	3%	3%	4%	3%	3%	3%	5%
Other	3%	0%	2%	2%	2%	3%	2%	3%	4%	3%	2%	5%	0%
Unsure	2%	3%	2%	0%	4% ↑	1%	2%	2%	4%	2%	3%	2%	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.

Q11b. Which college(s) did your specialist pathway assessment?													
	State/Territory										Location		
	Total n = 326	ACT n<10 [^]	NSW n = 74	NT n = 14!	QLD n = 55	SA n = 22!	Tas. n = 16!	Vic. n = 99	WA n = 40	Metro n = 190	Regional n = 110	Rural n = 18!	Do not wish to specify n<10 [^]
The Royal Australasian College of Physicians (RACP)	20%		24%	21%	15%	32%	38%	16%	18%	23%	19%	11%	
The Royal Australian and New Zealand College of Psychiatrists (RANZCP)	20%		19%	7%	24%	0%	6%	34% ↑	3% ↓	20%	21%	5%	
The Royal Australian and New Zealand College of Radiologists (RANZCR)	12%		11%	0%	16%	9%	6%	11%	20%	12%	15%	0%	
Royal Australasian College of Surgeons (RACS)	11%		8%	50%	11%	14%	13%	10%	5%	13%	7%	21%	
The Royal Australian College of General Practitioners (RACGP)	6%		8%	0%	5%	0%	0%	7%	8%	1% ↓	10%	32%	
Australian and New Zealand College of Anaesthetists (ANZCA)	6%		3%	7%	5%	9%	13%	2% ↓	23% ↑	7%	6%	0%	
The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)	6%		5%	0%	2%	5%	6%	6%	15% ↑	7%	5%	0%	
The Royal College of Pathologists of Australasia (RCPA)	5%		8%	7%	2%	5%	6%	4%	3%	5%	4%	0%	
Australasian College for Emergency Medicine (ACEM)	4%		3%	0%	5%	5%	6%	4%	3%	4%	5%	0%	
College of Intensive Care Medicine of Australia and New Zealand (CICM)	3%		4%	0%	4%	14%	13%	0% ↓	0%	5% ↑	1%	0%	
Australian College of Rural and Remote Medicine (ACRRM)	3%		1%	0%	11% ↑	0%	0%	1%	5%	0% ↓	5%	26%	
The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)	1%		1%	7%	0%	0%	0%	1%	0%	1%	1%	0%	
The Australasian College of Dermatologists (ACD)	1%		3% ↑	0%	0%	0%	0%	0%	0%	1%	0%	0%	
The Royal Australasian College of Medical Administrators (RACMA)	1%		0%	0%	0%	5%	0%	1%	0%	0%	2% ↑	0%	
Australasian College of Sport and Exercise Physicians (ACSEP)	0%		0%	0%	0%	0%	0%	1%	0%	1%	0%	0%	
Royal Australasian College of Dental Surgeons (RACDS)	0%		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Prefer not to say	1%		1%	0%	0%	5%	0%	1%	0%	1%	1%	0%	
Unsure	1%		0%	0%	0%	5%	0%	1%	0%	1%	0%	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.

Q12. Do you have a training/professional development plan? (Interns: Do you know about your intern education program?)													
	State/Territory										Location		
	Total n = 8300	ACT n = 190	NSW n = 2299	NT n = 188	QLD n = 1673	SA n = 631	Tas. n = 244	Vic. n = 2119	WA n = 956	Metro n = 5654	Regional n = 2255	Rural n = 313	Do not wish to specify n = 66
Yes	59%	60%	60%	62%	57%	64% ↑	71% ↑	58%	55% ↓	56% ↓	62% ↑	77% ↑	64%
No	41%	40%	40%	38%	43%	36% ↓	29% ↓	42%	45% ↑	44% ↑	38% ↓	23% ↓	36%

[^] 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		
	Total n = 4772	ACT n = 110	NSW n = 1341	NT n = 114	QLD n = 926	SA n = 393	Tas. n = 172	Vic. n = 1200	WA n = 516	Metro n = 3101	Regional n = 1384	Rural n = 238	Do not wish to specify n = 38
Strongly Agree	37%	29%	36%	32%	38%	37%	39%	39%	36%	35% ↓	38%	53% ↑	32%
Agree	51%	51%	53%	56%	51%	53%	49%	48% ↓	54%	53% ↑	51%	37% ↓	58%
Neither Agree nor Disagree	8%	16% ↑	8%	10%	8%	7%	8%	9%	7%	9%	9%	5%	5%
Disagree	2%	4%	2%	1%	2%	2%	3%	3%	2%	2%	2%	3%	3%
Strongly Disagree	1%	0%	1%	2%	1%	1%	2%	1%	1%	1%	1%	1%	3%
NET Strongly Agree + Agree	88%	80% ↓	89%	88%	89%	90%	88%	87%	90%	88%	88%	90%	89%
NET Strongly Disagree + Disagree	3%	4%	3%	3%	3%	3%	5%	4%	3%	3%	3%	5%	5%
Average	4.2	4.1 ↓	4.2	4.1	4.2	4.2	4.2	4.2	4.2	4.2	4.2	4.4 ↑	4.1
Standard Deviation	0.8	0.8	0.7	0.8	0.7	0.7	0.8	0.8	0.7	0.8	0.8	0.8	0.8

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality. ↑↓ 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		
	Total n = 4770	ACT n = 110	NSW n = 1341	NT n = 114	QLD n = 925	SA n = 392	Tas. n = 172	Vic. n = 1200	WA n = 516	Metro n = 3101	Regional n = 1383	Rural n = 238	Do not wish to specify n = 37
Strongly Agree	30%	24%	29%	29%	33%	28%	32%	32%	31%	29%	31%	43% ↑	19%
Agree	53%	46%	54%	60%	54%	59% ↑	54%	51% ↓	53%	54%	54%	44% ↓	62%
Neither Agree nor Disagree	9%	15%	10%	4%	8%	8%	9%	10%	10%	10%	9%	8%	11%
Disagree	5%	13% ↑	6%	3%	4%	5%	3%	5%	4%	5%	5%	3%	5%
Strongly Disagree	2%	3%	2%	4% ↑	1%	1%	2%	2%	3%	2%	2%	2%	3%
NET Strongly Agree + Agree	84%	70% ↓	83%	89%	86% ↑	87%	86%	83%	83%	83%	85%	87%	81%
NET Strongly Disagree + Disagree	7%	15% ↑	7%	7%	5%	5%	5%	7%	7%	7%	7%	5%	8%
Average	4.1	3.8 ↓	4.0	4.1	4.1 ↑	4.1	4.1	4.1	4.0	4.0	4.1	4.2 ↑	3.9
Standard Deviation	0.9	1.0	0.9	0.9	0.8	0.8	0.9	0.9	0.9	0.9	0.9	0.9	0.9

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality. ↑↓ 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			Do not wish to specify n = 38
	Total n = 4772	ACT n = 110	NSW n = 1341	NT n = 114	QLD n = 926	SA n = 393	Tas. n = 172	Vic. n = 1200	WA n = 516	Metro n = 3101	Regional n = 1384	Rural n = 238		
Strongly Agree	33%	26%	32%	28%	34%	31%	39%	33%	33%	31% ↓	33%	47% ↑	32%	
Agree	56%	62%	56%	61%	57%	58%	56%	55%	53%	56%	57%	45% ↓	53%	
Neither Agree nor Disagree	7%	7%	8%	8%	7%	8%	4%	7%	8%	8% ↑	6% ↓	6%	11%	
Disagree	3%	5%	3%	1%	2%	3%	0% ↓	4%	4%	4% ↑	2%	2%	5%	
Strongly Disagree	1%	0%	1%	2%	1%	0%	1%	1%	1%	1%	1%	1%	0%	
NET Strongly Agree + Agree	89%	88%	88%	89%	90% ↑	89%	95% ↑	88%	86%	88% ↓	90% ↑	92%	84%	
NET Strongly Disagree + Disagree	4%	5%	4%	3%	3%	3%	1%	5%	6%	4%	4%	3%	5%	
Average	4.2	4.1	4.1	4.1	4.2 ↑	4.2	4.3 ↑	4.1	4.1	4.1 ↓	4.2	4.4 ↑	4.1	
Standard Deviation	0.8	0.7	0.8	0.7	0.7	0.7	0.7	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. ↑↓ 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			Do not wish to specify n = 18!
	Total n = 1584	ACT n = 28!	NSW n = 442	NT n = 41	QLD n = 250	SA n = 128	Tas. n = 84	Vic. n = 444	WA n = 167	Metro n = 842	Regional n = 575	Rural n = 143		
Strongly Agree	43%	39%	40%	51%	43%	50%	48%	42%	44%	40% ↓	42%	62% ↑	44%	
Agree	44%	36%	45%	41%	44%	40%	44%	45%	44%	43%	48% ↑	31% ↓	50%	
Neither Agree nor Disagree	8%	18%	11% ↑	0% ↓	6%	7%	5%	9%	8%	11% ↑	6% ↓	5%	6%	
Disagree	4%	4%	3%	2%	7% ↑	1%	0%	3%	4%	5% ↑	3%	1%	0%	
Strongly Disagree	1%	4%	1%	5% ↑	1%	2%	4%	1%	1%	1%	2%	2%	0%	
NET Strongly Agree + Agree	87%	75%	85%	93%	86%	90%	92%	87%	87%	83% ↓	89% ↑	92% ↑	94%	
NET Strongly Disagree + Disagree	5%	7%	4%	7%	8% ↑	3%	4%	4%	5%	6%	4%	3%	0%	
Average	4.2	4.0	4.2	4.3	4.2	4.3	4.3	4.2	4.3	4.2 ↓	4.3	4.5 ↑	4.4	
Standard Deviation	0.8	1.0	0.8	1.0	0.9	0.8	0.9	0.8	0.8	0.9	0.8	0.8	0.6	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; Results flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. 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		
	Total n = 4769	ACT n = 110	NSW n = 1341	NT n = 114	QLD n = 926	SA n = 392	Tas. n = 172	Vic. n = 1198	WA n = 516	Metro n = 3100	Regional n = 1384	Rural n = 238	Do not wish to specify n = 37
Strongly Agree	33%	25% ↓	32%	28%	35%	35%	39%	34%	33%	32% ↓	34%	47% ↑	30%
Agree	54%	57%	56%	58%	53%	55%	49%	53%	55%	56% ↑	53%	42% ↓	54%
Neither Agree nor Disagree	9%	12%	9%	11%	9%	8%	7%	9%	8%	9%	9%	9%	14%
Disagree	2%	6% ↑	2%	1%	3%	1% ↓	3%	3%	2%	2%	3%	1%	3%
Strongly Disagree	1%	0%	1%	3%	1%	1%	2%	1%	1%	1% ↓	1%	2%	0%
NET Strongly Agree + Agree	88%	82%	88%	86%	88%	90%	88%	87%	88%	88%	87%	89%	84%
NET Strongly Disagree + Disagree	3%	6%	3%	4%	3%	2% ↓	5%	4%	3%	3%	4%	3%	3%
Average	4.2	4.0 ↓	4.2	4.1	4.2	4.2	4.2	4.2	4.2	4.2	4.2	4.3 ↑	4.1
Standard Deviation	0.8	0.8	0.8	0.8	0.8	0.7	0.9	0.8	0.8	0.7	0.8	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.

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		
	Total n = 4771	ACT n = 110	NSW n = 1343	NT n = 114	QLD n = 925	SA n = 393	Tas. n = 172	Vic. n = 1198	WA n = 516	Metro n = 3102	Regional n = 1383	Rural n = 238	Do not wish to specify n = 37
Strongly Agree	37%	28%	35%	30%	39%	38%	42%	37%	36%	36% ↓	37%	51% ↑	38%
Agree	52%	55%	54%	57%	50%	53%	48%	51%	54%	53% ↑	52%	39% ↓	54%
Neither Agree nor Disagree	8%	12%	8%	10%	9%	7%	6%	8%	7%	8%	8%	7%	5%
Disagree	2%	5% ↑	2%	2%	2%	1%	2%	3% ↑	1%	2%	2%	2%	0%
Strongly Disagree	1%	0%	1%	2%	1%	1%	2%	1%	1%	1%	1%	1%	3%
NET Strongly Agree + Agree	89%	83% ↓	90%	87%	89%	91%	90%	88%	90%	89%	89%	90%	92%
NET Strongly Disagree + Disagree	3%	5%	3%	4%	3%	2%	4%	4% ↑	3%	3%	3%	3%	3%
Average	4.2	4.1 ↓	4.2	4.1	4.2	4.3	4.3	4.2	4.2	4.2	4.2	4.4 ↑	4.2
Standard Deviation	0.8	0.8	0.7	0.8	0.7	0.7	0.8	0.8	0.7	0.7	0.8	0.8	0.8

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality. ↑↓ 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		
	Total n = 11974	ACT n = 255	NSW n = 3732	NT n = 202	QLD n = 2614	SA n = 857	Tas. n = 282	Vic. n = 2887	WA n = 1145	Metro n = 8011	Regional n = 2886	Rural n = 797	Do not wish to specify n = 89
General practice - The Royal Australian College of General Practitioners (RACGP)	22%	15% ↓	25% ↑	22%	20% ↓	24%	30% ↑	18% ↓	27% ↑	14% ↓	32% ↑	67% ↑	40% ↑
General practice - Australian College of Rural and Remote Medicine (ACRRM)	4%	1% ↓	4% ↓	16% ↑	7% ↑	3% ↓	7% ↑	3% ↓	3%	1% ↓	8% ↑	26% ↑	6%
Emergency medicine - Australasian College for Emergency Medicine (ACEM)	13%	9% ↓	12%	22% ↑	15% ↑	10% ↓	13%	12%	13%	14% ↑	13%	3% ↓	7%
Physician - The Royal Australasian College of Physicians (RACP)	18%	21%	16% ↓	13% ↓	16% ↓	18%	14%	24% ↑	17%	22% ↑	14% ↓	2% ↓	11%
Paediatrics and child health - The Royal Australasian College of Physicians (RACP)	7%	6%	8%	7%	7%	8%	5%	7%	8%	9% ↑	4% ↓	1% ↓	4%
Psychiatry - The Royal Australian and New Zealand College of Psychiatrists (RANZCP)	8%	9%	7%	7%	8%	8%	5%	9% ↑	7%	9% ↑	8%	1% ↓	8%
Anaesthesia Australian and New Zealand College of Anaesthetists (ANZCA)	6%	8%	6%	3%	6%	6%	7%	5%	5%	7% ↑	5%	0% ↓	3%
Surgery Royal Australasian College of Surgeons (RACS)	4%	6%	5% ↑	0% ↓	4% ↓	5%	3%	5%	4%	5% ↑	4%	0% ↓	4%
Intensive care medicine College of Intensive Care Medicine of Australia and New Zealand (CICM)	5%	5%	4%	5%	5%	5%	6%	5%	4%	6% ↑	4% ↓	1% ↓	4%
Obstetrics and gynaecology The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)	3%	2%	3%	2%	3%	2%	5%	4% ↑	4%	4% ↑	2% ↓	1% ↓	0%
Pathology The Royal College of Pathologists of Australasia (RCPA)	2%	5% ↑	2%	1%	2% ↓	2%	2%	2%	2%	3% ↑	1% ↓	0% ↓	1%
Radiology The Royal Australian and New Zealand College of Radiologists (RANZCR)	2%	3%	2%	0% ↓	2%	2%	1%	2%	2%	2% ↑	1% ↓	0% ↓	4%
Rehabilitation medicine The Royal Australasian College of Physicians (RACP)	1%	2% ↑	1% ↑	0%	1%	1%	0%	1% ↓	1%	1%	1%	0% ↓	1%
Addiction medicine The Royal Australasian College of Physicians (RACP)	0%	1%	1%	0%	0%	0%	0%	0%	1%	0%	1%	0%	1%
Medical administration The Royal Australasian College of Medical Administrators (RACMA)	1%	1%	1%	1%	1%	0%	2% ↑	0%	1%	0% ↓	1% ↑	1%	0%
Ophthalmology The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)	1%	0%	1%	0%	0%	1%	0%	1%	1%	1% ↑	0% ↓	0%	1%
Palliative medicine The Royal Australasian College of Physicians (RACP)	1%	1%	1%	0%	1%	1%	0%	1%	1%	1% ↑	0%	0%	0%
Radiation oncology The Royal Australian and New Zealand College of Radiologists (RANZCR)	1%	1%	1% ↑	0%	1%	0%	1%	0%	0%	1%	1%	0% ↓	0%
Dermatology The Australasian College of Dermatologists (ACD)	1%	0%	1%	0%	0%	0%	0%	1%	0%	1% ↑	0% ↓	0% ↓	1%
Occupational and environmental medicine The Royal Australasian College of Physicians (RACP)	0%	1%	0% ↓	0%	0%	0%	1%	0%	1% ↑	0% ↑	0%	0%	1%
Public health medicine - The Royal Australasian College of Physicians (RACP)	0%	2% ↑	0% ↓	1% ↑	0%	1%	1%	0%	1%	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%
Sexual health medicine - The Royal Australasian College of Physicians (RACP)	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%

Q14. Which specialist training program(s) are you doing?													
	State/Territory									Location			
	Total n = 11974	ACT n = 255	NSW n = 3732	NT n = 202	QLD n = 2614	SA n = 857	Tas. n = 282	Vic. n = 2887	WA n = 1145	Metro n = 8011	Regional n = 2886	Rural n = 797	Do not wish to specify n = 89
Surgery - Oral and maxillofacial surgery - Royal Australasian College of Dental Surgeons (RACDS)	0%	0%	0% ↓	0%	0%	0%	0%	0%	0%	0%	0%	0%	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; ↑↓ 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			
	Total n = 11580	ACT n = 243	NSW n = 3602	NT n = 199	QLD n = 2527	SA n = 833	Tas. n = 274	Vic. n = 2795	WA n = 1107	Metro n = 7861	Regional n = 2836	Rural n = 785	Do not wish to specify n = 80
Average	3.2	3.2	3.2 ↓	3.2	3.3	3.3	2.9 ↓	3.4 ↑	3.2	3.5 ↑	2.9 ↓	2.4 ↓	3.6
Standard Deviation	2.1	2.0	2.1	2.2	2.2	2.1	2.0	2.2	2.1	2.2	2.0	1.6	2.2

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; ↑↓ 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				
	Total n = 3058	ACT n = 39	NSW n = 1020	NT n = 76	QLD n = 678	SA n = 221	Tas. n = 96	Vic. n = 589	WA n = 339	Metro n = 1167	Regional n = 1137	Rural n = 710	Do not wish to specify n = 40
Australian General Practice Training (AGPT)	73%	92% ↑	74%	71%	69% ↓	81% ↑	68%	69% ↓	81% ↑	88% ↑	71% ↓	53% ↓	68%
RACGP Practice Experience Pathway (PEP)	15%	0% ↓	14%	9%	13%	12%	19%	21% ↑	11% ↓	8% ↓	16% ↑	22% ↑	23%
ACRRM Independent Pathway (IP)	6%	3%	5%	17% ↑	8% ↑	4%	7%	7%	4%	2% ↓	7%	12% ↑	5%
The Remote Vocational Training Scheme (RVTS)	3%	0%	4% ↑	3%	3%	0% ↓	4%	1% ↓	1%	0% ↓	2% ↓	8% ↑	0%
ACRRM Rural Generalist Training Scheme	2%	3%	1% ↓	0%	5% ↑	1%	1%	1%	1%	1% ↓	3%	4% ↑	3%
Unsure	1%	3%	1%	0%	2%	2%	1%	1%	1%	1%	1%	1%	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.

Q17. If applicable, which Regional Training Organisation provides your GP training?													
	State/Territory								Location				
	Total n = 2717	ACT n = 38	NSW n = 914	NT n = 59	QLD n = 590	SA n = 207	Tas. n = 84	Vic. n = 519	WA n = 306	Metro n = 1099	Regional n = 1022	Rural n = 560	Do not wish to specify n = 34
GP Synergy	35%	97% ↑	96% ↑	0% ↓	1% ↓	0% ↓	1% ↓	1% ↓	5% ↓	34%	36%	34%	32%
Murray City Country Coast GP Training	12%	0% ↓	0% ↓	2% ↓	0% ↓	0% ↓	0% ↓	59% ↑	0% ↓	9% ↓	14% ↑	12%	9%
General Practice Training Queensland	11%	0% ↓	0% ↓	2% ↓	50% ↑	0% ↓	0% ↓	0% ↓	1% ↓	13% ↑	10%	8% ↓	15%
James Cook University	10%	0% ↓	0% ↓	0% ↓	46% ↑	0% ↓	1% ↓	0% ↓	0% ↓	1% ↓	18% ↑	13% ↑	18%
Western Australia General Practice Training	10%	0% ↓	0% ↓	0% ↓	0% ↓	0% ↓	0% ↓	0% ↓	92% ↑	17% ↑	5% ↓	9%	6%
GPeX	7%	0%	0% ↓	0% ↓	0% ↓	97% ↑	2%	0% ↓	0% ↓	10% ↑	4% ↓	8%	6%
Eastern Victoria GP Training	7%	0%	0% ↓	2%	0% ↓	0% ↓	0% ↓	36% ↑	0% ↓	11% ↑	5% ↓	4% ↓	3%
Northern Territory General Practice Education	2%	0%	0% ↓	92% ↑	0% ↓	0% ↓	0%	0% ↓	0% ↓	2%	2%	3%	3%
GP Training Tasmania	3%	0%	0% ↓	0%	0% ↓	0% ↓	90% ↑	0% ↓	0% ↓	2%	3%	4%	9% ↑
Unsure	3%	3%	2%	3%	3%	1%	5%	4%	2%	1% ↓	3%	5% ↑	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. ↑↓ 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		
	Total n = 2627	ACT n = 36	NSW n = 889	NT n = 57	QLD n = 566	SA n = 201	Tas. n = 80	Vic. n = 499	WA n = 299	Metro n = 1071	Regional n = 988	Rural n = 532	Do not wish to specify n = 34
Strongly Agree	32%	19%	30%	21%	30%	34%	45% ↑	39% ↑	26% ↓	32%	34%	28%	21%
Agree	54%	58%	55%	74% ↑	54%	52%	44%	48% ↓	56%	53%	51%	58% ↑	65%
Neither Agree nor Disagree	11%	14%	11%	4%	12%	11%	6%	12%	13%	12%	11%	10%	15%
Disagree	2%	8% ↑	2%	2%	3%	2%	4%	1% ↓	3%	2%	2%	2%	0%
Strongly Disagree	1%	0%	1%	0%	2%	0%	1%	1%	2% ↑	1%	1%	2%	0%
NET Strongly Agree + Agree	85%	78%	86%	95% ↑	84%	86%	89%	87%	82%	85%	85%	86%	85%
NET Strongly Disagree + Disagree	3%	8%	3%	2%	4%	2%	5%	1% ↓	5% ↑	3%	4%	4%	0%
Average	4.1	3.9	4.1	4.1	4.1	4.2	4.3	4.2 ↑	4.0 ↓	4.1	4.1	4.1	4.1
Standard Deviation	0.8	0.8	0.8	0.5	0.8	0.7	0.8	0.7	0.8	0.8	0.8	0.8	0.6

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; ↑↓ 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		
	Total n = 2627	ACT n = 36	NSW n = 889	NT n = 57	QLD n = 566	SA n = 201	Tas. n = 80	Vic. n = 499	WA n = 299	Metro n = 1071	Regional n = 988	Rural n = 532	Do not wish to specify n = 34
Strongly Agree	28%	14%	26%	23%	27%	35% ↑	40% ↑	33% ↑	23% ↓	29%	29%	26%	15%
Agree	53%	56%	55%	68% ↑	52%	44% ↓	49%	51%	52%	51%	52%	56%	68%
Neither Agree nor Disagree	14%	17%	14%	7%	15%	16%	6% ↓	13%	17%	15%	14%	14%	15%
Disagree	4%	14% ↑	4%	2%	4%	4%	4%	2%	4%	4%	4%	3%	3%
Strongly Disagree	2%	0%	1%	0%	2%	1%	1%	1%	3% ↑	1%	2%	2%	0%
NET Strongly Agree + Agree	81%	69%	81%	91% ↑	80%	79%	89%	84% ↑	75% ↓	80%	81%	81%	82%
NET Strongly Disagree + Disagree	5%	14% ↑	5%	2%	6%	5%	5%	3% ↓	8% ↑	5%	6%	5%	3%
Average	4.0	3.7 ↓	4.0	4.1	4.0	4.1	4.2 ↑	4.1 ↑	3.9 ↓	4.0	4.0	4.0	3.9
Standard Deviation	0.8	0.9	0.8	0.6	0.9	0.9	0.8	0.8	0.9	0.8	0.9	0.8	0.6

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality. ↑↓ 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			
	Total n = 2627	ACT n = 36	NSW n = 889	NT n = 57	QLD n = 566	SA n = 201	Tas. n = 80	Vic. n = 499	WA n = 299	Metro n = 1071	Regional n = 988	Rural n = 532	Do not wish to specify n = 34
Strongly Agree	29%	19%	27%	25%	27%	35% ↑	40% ↑	35% ↑	24% ↓	30%	30%	27%	21%
Agree	52%	47%	54% ↑	61%	53%	45%	49%	49%	49%	50%	52%	54%	59%
Neither Agree nor Disagree	14%	17%	13%	12%	13%	14%	6%	12%	18% ↑	14%	13%	14%	18%
Disagree	4%	17% ↑	3%	2%	5%	3%	4%	3%	6%	5%	4%	3%	3%
Strongly Disagree	2%	0%	1%	0%	2%	2%	1%	1%	3% ↑	1%	2%	2%	0%
NET Strongly Agree + Agree	81%	67% ↓	82%	86%	80%	81%	89%	84% ↑	73% ↓	80%	81%	81%	79%
NET Strongly Disagree + Disagree	6%	17% ↑	5%	2%	7%	5%	5%	4% ↓	9% ↑	6%	6%	5%	3%
Average	4.0	3.7 ↓	4.0	4.1	4.0	4.1	4.2 ↑	4.1 ↑	3.8 ↓	4.0	4.0	4.0	4.0
Standard Deviation	0.9	1.0	0.8	0.7	0.9	0.9	0.8	0.8	1.0	0.9	0.9	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.

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			
	Total n = 2619	ACT n = 35	NSW n = 889	NT n = 57	QLD n = 565	SA n = 201	Tas. n = 79	Vic. n = 495	WA n = 298	Metro n = 1066	Regional n = 986	Rural n = 531	Do not wish to specify n = 34
Strongly Agree	30%	23%	30%	32%	26% ↓	35%	38%	34% ↑	23% ↓	31%	30%	27%	15%
Agree	52%	57%	53%	53%	53%	48%	48%	50%	49%	49% ↓	52%	56% ↑	53%
Neither Agree nor Disagree	12%	6%	11%	11%	12%	12%	8%	11%	19% ↑	13%	11%	11%	26% ↑
Disagree	5%	14% ↑	4%	4%	6%	3%	4%	4%	6%	4%	5%	4%	3%
Strongly Disagree	2%	0%	1%	2%	3% ↑	1%	3%	1%	2%	2%	2%	2%	3%
NET Strongly Agree + Agree	82%	80%	83%	84%	80%	83%	86%	84%	73% ↓	81%	82%	83%	68% ↓
NET Strongly Disagree + Disagree	6%	14%	5%	5%	8% ↑	5%	6%	5%	8%	6%	7%	6%	6%
Average	4.0	3.9	4.1	4.1	3.9 ↓	4.1	4.2	4.1 ↑	3.9 ↓	4.0	4.0	4.0	3.7
Standard Deviation	0.9	0.9	0.8	0.9	0.9	0.9	0.9	0.8	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; ↑↓ 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			Do not wish to specify n = 34
	Total n = 2619	ACT n = 35	NSW n = 889	NT n = 57	QLD n = 565	SA n = 201	Tas. n = 79	Vic. n = 495	WA n = 298	Metro n = 1066	Regional n = 986	Rural n = 531		
Strongly Agree	27%	17%	27%	30%	25%	33%	34%	31%	21% ↓	28%	29%	24%	15%	
Agree	51%	57%	54% ↑	54%	48%	48%	48%	49%	48%	50%	49%	55% ↑	53%	
Neither Agree nor Disagree	15%	14%	13% ↓	7%	18% ↑	14%	11%	15%	20% ↑	16%	14%	15%	21%	
Disagree	5%	11%	4%	7%	7% ↑	3%	3%	4%	7%	5%	6%	4%	6%	
Strongly Disagree	2%	0%	1%	2%	3%	2%	4%	1%	3%	2%	2%	2%	6%	
NET Strongly Agree + Agree	78%	74%	82% ↑	84%	72% ↓	81%	82%	80%	69% ↓	77%	78%	79%	68%	
NET Strongly Disagree + Disagree	7%	11%	6% ↓	9%	10% ↑	5%	6%	5%	10% ↑	7%	8%	6%	12%	
Average	4.0	3.8	4.0 ↑	4.0	3.8 ↓	4.1	4.1	4.0 ↑	3.8 ↓	4.0	4.0	4.0	3.6	
Standard Deviation	0.9	0.9	0.8	0.9	1.0	0.9	1.0	0.8	1.0	0.9	0.9	0.8	1.0	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; ↑↓ 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			Do not wish to specify n = 34
	Total n = 2619	ACT n = 35	NSW n = 889	NT n = 57	QLD n = 565	SA n = 201	Tas. n = 79	Vic. n = 495	WA n = 298	Metro n = 1066	Regional n = 986	Rural n = 531		
Strongly Agree	38%	40%	38%	33%	31% ↓	46% ↑	46%	41%	36%	39%	37%	37%	35%	
Agree	53%	46%	54%	58%	55%	46%	49%	48% ↓	55%	52%	53%	54%	47%	
Neither Agree nor Disagree	7%	9%	6%	7%	9% ↑	5%	1% ↓	7%	8%	7%	7%	7%	15%	
Disagree	2%	6%	1%	2%	3%	2%	3%	3%	1%	2%	3%	1%	3%	
Strongly Disagree	1%	0%	0%	0%	2% ↑	0%	1%	1%	1%	1%	1%	1%	0%	
NET Strongly Agree + Agree	90%	86%	92% ↑	91%	86% ↓	93%	95%	90%	91%	91%	90%	91%	82%	
NET Strongly Disagree + Disagree	3%	6%	2% ↓	2%	5% ↑	2%	4%	3%	2%	3%	3%	3%	3%	
Average	4.2	4.2	4.3	4.2	4.1 ↓	4.4 ↑	4.4	4.3	4.2	4.3	4.2	4.2	4.1	
Standard Deviation	0.7	0.8	0.7	0.7	0.8	0.7	0.8	0.8	0.7	0.7	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; ↑↓ 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			Do not wish to specify n = 34
	Total n = 2600	ACT n = 35	NSW n = 882	NT n = 56	QLD n = 564	SA n = 201	Tas. n = 79	Vic. n = 491	WA n = 292	Metro n = 1055	Regional n = 978	Rural n = 531		
Strongly Agree	20%	11%	21%	18%	15% ↓	26% ↑	28%	23%	15% ↓	22%	19%	18%	15%	
Agree	46%	46%	49% ↑	52%	44%	43%	47%	47%	42%	46%	45%	48%	44%	
Neither Agree nor Disagree	23%	23%	21%	20%	26% ↑	19%	18%	21%	28% ↑	22%	23%	24%	29%	
Disagree	9%	17%	7%	7%	12% ↑	10%	5%	7% ↓	12%	8%	10%	8%	12%	
Strongly Disagree	3%	3%	2% ↓	4%	4% ↑	1%	3%	3%	3%	2%	3%	3%	0%	
NET Strongly Agree + Agree	66%	57%	70% ↑	70%	58% ↓	69%	75%	70% ↑	57% ↓	68% ↑	64%	65%	59%	
NET Strongly Disagree + Disagree	12%	20%	9% ↓	11%	15% ↑	12%	8%	9%	15% ↓	10%	13% ↑	11%	12%	
Average	3.7	3.5	3.8 ↑	3.7	3.5 ↓	3.8	3.9 ↑	3.8 ↑	3.5 ↓	3.8 ↑	3.7	3.7	3.6	
Standard Deviation	1.0	1.0	0.9	1.0	1.0	1.0	0.9	0.9	1.0	0.9	1.0	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; ↑↓ 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			Do not wish to specify n = 34
	Total n = 2600	ACT n = 35	NSW n = 882	NT n = 56	QLD n = 564	SA n = 201	Tas. n = 79	Vic. n = 491	WA n = 292	Metro n = 1054	Regional n = 979	Rural n = 531		
Strongly Agree	22%	17%	21%	23%	16% ↓	32% ↑	29%	26% ↑	22%	25% ↑	21%	19% ↓	15%	
Agree	52%	51%	52%	61%	52%	51%	51%	51%	54%	54%	49% ↓	52%	65%	
Neither Agree nor Disagree	21%	23%	22%	13%	25% ↑	14% ↓	16%	20%	18%	17% ↓	24% ↑	23%	18%	
Disagree	4%	9%	4%	2%	5%	2%	3%	2%	4%	3%	4%	4%	3%	
Strongly Disagree	1%	0%	1%	2%	2%	1%	1%	1%	1%	1%	1%	2%	0%	
NET Strongly Agree + Agree	74%	69%	73%	84%	68% ↓	83% ↑	80%	76%	76%	79% ↑	70% ↓	71%	79%	
NET Strongly Disagree + Disagree	5%	9%	5%	4%	7% ↑	3%	4%	4%	5%	4%	5%	6%	3%	
Average	3.9	3.8	3.9	4.0	3.7 ↓	4.1 ↑	4.0	4.0 ↑	3.9	4.0 ↑	3.8 ↓	3.8 ↓	3.9	
Standard Deviation	0.8	0.8	0.8	0.8	0.9	0.8	0.8	0.8	0.8	0.8	0.8	0.9	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.

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		
	Total n = 2599	ACT n = 35	NSW n = 882	NT n = 56	QLD n = 564	SA n = 201	Tas. n = 79	Vic. n = 490	WA n = 292	Metro n = 1054	Regional n = 978	Rural n = 531	Do not wish to specify n = 34
Strongly Agree	23%	11%	22%	27%	21%	30% ↑	37% ↑	26%	20%	26% ↑	22%	22%	15%
Agree	58%	69%	55%	61%	59%	55%	53%	58%	63%	56%	59%	58%	68%
Neither Agree nor Disagree	15%	9%	18% ↑	9%	15%	12%	9%	13%	14%	14%	16%	16%	18%
Disagree	3%	11% ↑	4%	2%	3%	2%	0%	2%	2%	4%	3%	3%	0%
Strongly Disagree	1%	0%	1%	2%	2% ↑	0%	1%	0%	1%	1%	1%	1%	0%
NET Strongly Agree + Agree	81%	80%	78% ↓	88%	80%	85%	90% ↑	84%	83%	82%	81%	80%	82%
NET Strongly Disagree + Disagree	4%	11% ↑	5%	4%	5%	2%	1%	3%	3%	4%	4%	4%	0%
Average	4.0	3.8	3.9 ↓	4.1	3.9	4.1 ↑	4.2 ↑	4.1 ↑	4.0	4.0	4.0	4.0	4.0
Standard Deviation	0.8	0.8	0.8	0.8	0.8	0.7	0.7	0.7	0.7	0.8	0.8	0.8	0.6

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; 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		
	Total n = 2599	ACT n = 35	NSW n = 882	NT n = 56	QLD n = 564	SA n = 201	Tas. n = 79	Vic. n = 490	WA n = 292	Metro n = 1054	Regional n = 978	Rural n = 531	Do not wish to specify n = 34
Strongly Agree	18%	11%	18%	23%	13% ↓	25% ↑	27%	24% ↑	10% ↓	20%	17%	18%	12%
Agree	44%	40%	46%	61% ↑	41%	41%	39%	51% ↑	37% ↓	45%	43%	47%	41%
Neither Agree nor Disagree	30%	26%	29%	13% ↓	36% ↑	26%	27%	22% ↓	45% ↑	31%	32%	26% ↓	44%
Disagree	5%	20% ↑	5%	0%	7% ↑	5%	6%	2% ↓	6%	4% ↓	7% ↑	6%	0%
Strongly Disagree	2%	3%	1%	4%	3% ↑	2%	1%	0% ↓	2%	1% ↓	2%	2%	3%
NET Strongly Agree + Agree	63%	51%	64%	84% ↑	54% ↓	67%	66%	75% ↑	47% ↓	65%	60% ↓	66%	53%
NET Strongly Disagree + Disagree	7%	23% ↑	6%	4%	10% ↑	7%	8%	3% ↓	8%	5% ↓	9% ↑	8%	3%
Average	3.7	3.4 ↓	3.8	4.0 ↑	3.5 ↓	3.8	3.8	4.0 ↑	3.5 ↓	3.8 ↑	3.7 ↓	3.7	3.6
Standard Deviation	0.9	1.0	0.9	0.8	0.9	0.9	0.9	0.8	0.8	0.8	0.9	0.9	0.8

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; ↑↓ 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			Do not wish to specify n = 84
	Total n = 11452	ACT n = 241	NSW n = 3574	NT n = 196	QLD n = 2493	SA n = 825	Tas. n = 274	Vic. n = 2757	WA n = 1092	Metro n = 7768	Regional n = 2799	Rural n = 783		
Strongly Agree	35%	37%	33% ↓	36%	35%	39% ↑	43% ↑	35%	34%	35%	35%	32%	20% ↓	
Agree	54%	51%	56% ↑	56%	54%	52%	50%	53%	57%	54%	55%	55%	62%	
Neither Agree nor Disagree	7%	8%	7%	5%	7%	7%	4%	7%	6%	7%	6% ↓	9% ↑	14% ↑	
Disagree	3%	3%	2%	2%	3%	2%	2%	3%	2%	3%	2%	2%	4%	
Strongly Disagree	1%	0%	2%	1%	2%	1%	1%	1%	1%	1%	1%	2%	0%	
NET Strongly Agree + Agree	89%	88%	89%	92%	89%	91%	93%	89%	90%	89%	90% ↑	87%	82% ↓	
NET Strongly Disagree + Disagree	4%	3%	4%	3%	4%	3%	3%	4%	4%	4%	4%	4%	4%	
Average	4.2	4.2	4.2	4.2	4.2	4.3 ↑	4.3 ↑	4.2	4.2	4.2	4.2	4.1 ↓	4.0 ↓	
Standard Deviation	0.8	0.8	0.8	0.7	0.8	0.7	0.7	0.8	0.8	0.8	0.8	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			Do not wish to specify n = 82
	Total n = 11446	ACT n = 241	NSW n = 3569	NT n = 195	QLD n = 2492	SA n = 825	Tas. n = 274	Vic. n = 2758	WA n = 1092	Metro n = 7764	Regional n = 2799	Rural n = 783		
Strongly Agree	31%	31%	29% ↓	27%	31%	35% ↑	35%	31%	29%	31%	32%	30%	16% ↓	
Agree	57%	54%	58%	58%	56%	54%	51%	57%	60%	57%	57%	57%	62%	
Neither Agree nor Disagree	8%	10%	7%	9%	8%	8%	9%	7%	7%	7%	7%	9%	15% ↑	
Disagree	3%	2%	3%	3%	3%	2%	2%	3%	2%	3%	3%	2%	6%	
Strongly Disagree	2%	2%	2%	3%	1%	1%	2%	2%	2%	2%	1% ↓	2%	1%	
NET Strongly Agree + Agree	88%	85%	88%	85%	88%	89%	87%	88%	89%	88%	89%	87%	78% ↓	
NET Strongly Disagree + Disagree	5%	5%	5%	6%	4%	4%	4%	5%	4%	5% ↑	4% ↓	4%	7%	
Average	4.1	4.1	4.1	4.0	4.1	4.2 ↑	4.2	4.1	4.1	4.1	4.2 ↑	4.1	3.9 ↓	
Standard Deviation	0.8	0.8	0.8	0.9	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality. ↑↓ 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			Do not wish to specify n = 85
	Total n = 11460	ACT n = 241	NSW n = 3575	NT n = 196	QLD n = 2498	SA n = 826	Tas. n = 274	Vic. n = 2759	WA n = 1091	Metro n = 7771	Regional n = 2802	Rural n = 784		
Strongly Agree	31%	30%	30% ↓	29%	32%	34%	40% ↑	32%	28% ↓	31%	32%	30%	21% ↓	
Agree	59%	60%	60%	60%	58%	58%	53% ↓	58%	63% ↑	59%	58%	59%	64%	
Neither Agree nor Disagree	7%	7%	7%	9%	7%	5%	3% ↓	6%	7%	7%	6%	7%	11%	
Disagree	2%	2%	2%	2%	2%	2%	3%	2%	1%	2%	2%	2%	4%	
Strongly Disagree	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1% ↓	1%	1%	
NET Strongly Agree + Agree	90%	90%	90%	88%	90%	92%	93%	90%	91%	90%	91%	90%	85%	
NET Strongly Disagree + Disagree	3%	4%	3%	3%	3%	3%	4%	3%	2%	3%	3%	3%	5%	
Average	4.2	4.1	4.2	4.1	4.2	4.2 ↑	4.3 ↑	4.2	4.2	4.2	4.2	4.2	4.0 ↓	
Standard Deviation	0.7	0.7	0.7	0.7	0.7	0.7	0.8	0.7	0.7	0.7	0.7	0.7	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. ↑↓ 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			Do not wish to specify n = 84
	Total n = 11452	ACT n = 241	NSW n = 3567	NT n = 197	QLD n = 2493	SA n = 826	Tas. n = 271	Vic. n = 2761	WA n = 1096	Metro n = 7762	Regional n = 2804	Rural n = 784		
Strongly Agree	22%	24%	22%	21%	23%	25%	27%	22%	20%	22% ↓	24% ↑	24%	13% ↓	
Agree	54%	51%	54%	57%	55%	53%	55%	53%	55%	54%	55%	55%	64%	
Neither Agree nor Disagree	14%	16%	14%	16%	13%	14%	12%	14%	16%	14%	13%	13%	15%	
Disagree	7%	7%	7%	5%	7%	6%	4% ↓	8% ↑	6%	8% ↑	6%	6%	6%	
Strongly Disagree	3%	2%	2%	1%	2%	2%	2%	3% ↑	2%	3% ↑	2% ↓	3%	1%	
NET Strongly Agree + Agree	76%	75%	76%	78%	78% ↑	78%	82% ↑	75% ↓	76%	75% ↓	78% ↑	79%	77%	
NET Strongly Disagree + Disagree	10%	9%	10%	6%	9%	8%	6% ↓	11% ↑	9%	10% ↑	8% ↓	8%	7%	
Average	3.9	3.9	3.9	3.9	3.9 ↑	3.9	4.0 ↑	3.8 ↓	3.8	3.8 ↓	3.9 ↑	3.9	3.8	
Standard Deviation	0.9	0.9	0.9	0.8	0.9	0.9	0.8	1.0	0.9	0.9	0.9	0.9	0.8	

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality. ↑↓ 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			Do not wish to specify n = 83
	Total n = 11409	ACT n = 240	NSW n = 3553	NT n = 197	QLD n = 2484	SA n = 822	Tas. n = 270	Vic. n = 2755	WA n = 1088	Metro n = 7731	Regional n = 2793	Rural n = 784		
Strongly Agree	19%	22%	18%	19%	20%	20%	25% ↑	19%	17%	18% ↓	21% ↑	23% ↑	12%	
Agree	50%	49%	50%	52%	51%	53%	50%	48% ↓	52%	49% ↓	52% ↑	50%	58%	
Neither Agree nor Disagree	18%	18%	19%	18%	18%	16%	16%	18%	18%	19% ↑	17% ↓	17%	17%	
Disagree	9%	8%	9%	10%	8% ↓	7%	6%	10% ↑	9%	10% ↑	7% ↓	6% ↓	10%	
Strongly Disagree	4%	3%	4%	1% ↓	4%	3%	3%	4%	4%	4% ↑	3% ↓	3%	4%	
NET Strongly Agree + Agree	69%	71%	69%	72%	71%	73% ↑	75%	67% ↓	70%	68% ↓	73% ↑	73% ↑	70%	
NET Strongly Disagree + Disagree	12%	11%	13%	11%	12%	11%	9%	14% ↑	12%	14% ↑	10% ↓	10% ↓	13%	
Average	3.7	3.8	3.7	3.8	3.7	3.8 ↑	3.9 ↑	3.7 ↓	3.7	3.7 ↓	3.8 ↑	3.8 ↑	3.7	
Standard Deviation	1.0	1.0	1.0	0.9	1.0	1.0	1.0	1.0	1.0	1.0	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. ↑↓ 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			Do not wish to specify n = 83
	Total n = 11453	ACT n = 241	NSW n = 3565	NT n = 197	QLD n = 2494	SA n = 826	Tas. n = 271	Vic. n = 2761	WA n = 1098	Metro n = 7763	Regional n = 2805	Rural n = 784		
Strongly Agree	22%	23%	21%	25%	23%	23%	28% ↑	22%	20%	21% ↓	24% ↑	25% ↑	11% ↓	
Agree	52%	46%	53%	49%	54%	49%	47%	50% ↓	55% ↑	52%	53%	51%	64% ↑	
Neither Agree nor Disagree	14%	16%	14%	15%	13%	15%	12%	15%	15%	15%	13%	13%	17%	
Disagree	8%	12%	8%	9%	7% ↓	10%	11%	9%	7%	9%	8%	8%	4%	
Strongly Disagree	3%	3%	3%	2%	3%	4%	2%	3%	2%	3% ↑	2% ↓	3%	5%	
NET Strongly Agree + Agree	74%	69%	74%	75%	77% ↑	72%	75%	73% ↓	76%	73% ↓	76% ↑	76%	75%	
NET Strongly Disagree + Disagree	11%	15%	11%	10%	10% ↓	13%	13%	13% ↑	9% ↓	12% ↑	10% ↓	11%	8%	
Average	3.8	3.7	3.8	3.9	3.9 ↑	3.8	3.9	3.8 ↓	3.8	3.8 ↓	3.9 ↑	3.9	3.7	
Standard Deviation	1.0	1.0	1.0	0.9	0.9	1.0	1.0	1.0	0.9	1.0	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. ↑↓ 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			Do not wish to specify n = 86
	Total n = 11311	ACT n = 237	NSW n = 3527	NT n = 194	QLD n = 2451	SA n = 815	Tas. n = 266	Vic. n = 2730	WA n = 1091	Metro n = 7654	Regional n = 2776	Rural n = 778		
Strongly Agree	9%	8%	9%	10%	9%	10%	12%	9%	8%	8% ↓	10%	13% ↑	10%	
Agree	41%	36%	40%	45%	43% ↑	42%	42%	39% ↓	41%	40%	42% ↑	40%	34%	
Neither Agree nor Disagree	29%	31%	30%	28%	29%	28%	27%	30%	30%	30%	29%	27%	36%	
Disagree	17%	21%	17%	15%	16% ↓	16%	15%	17%	18%	18% ↑	15% ↓	15%	17%	
Strongly Disagree	4%	3%	4%	3%	4%	4%	3%	5% ↑	4%	4%	4%	4%	2%	
NET Strongly Agree + Agree	50%	45%	49%	55%	52% ↑	52%	54%	47% ↓	49%	48% ↓	52% ↑	54% ↑	44%	
NET Strongly Disagree + Disagree	21%	24%	21%	18%	19% ↓	20%	19%	23% ↑	21%	22% ↑	19% ↓	19%	20%	
Average	3.3	3.3	3.3	3.4	3.4 ↑	3.4	3.4	3.3 ↓	3.3	3.3 ↓	3.4 ↑	3.4 ↑	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	1.0	

^ 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. ↑↓ 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			Do not wish to specify n = 86
	Total n = 11310	ACT n = 237	NSW n = 3527	NT n = 193	QLD n = 2451	SA n = 815	Tas. n = 266	Vic. n = 2730	WA n = 1091	Metro n = 7653	Regional n = 2776	Rural n = 778		
Strongly Agree	11%	14%	11%	12%	11%	13%	16% ↑	11%	11%	11%	11%	13%	10%	
Agree	53%	54%	52%	54%	53%	57% ↑	50%	50% ↓	58% ↑	53%	53%	49% ↓	47%	
Neither Agree nor Disagree	27%	20% ↓	28%	24%	27%	24%	26%	29% ↑	24% ↓	27%	28%	29%	33%	
Disagree	7%	11% ↑	7%	8%	7%	5% ↓	6%	8% ↑	6% ↓	7%	6%	7%	7%	
Strongly Disagree	2%	1%	2%	2%	2%	1%	3%	2%	1%	2%	2%	3%	3%	
NET Strongly Agree + Agree	64%	68%	63%	66%	64%	70% ↑	66%	60% ↓	69% ↑	64%	64%	62%	57%	
NET Strongly Disagree + Disagree	9%	12%	9%	10%	9%	6% ↓	8%	10% ↑	7% ↓	9%	8%	10%	10%	
Average	3.6	3.7	3.6	3.7	3.6	3.8 ↑	3.7	3.6 ↓	3.7 ↑	3.6	3.6	3.6	3.5	
Standard Deviation	0.8	0.9	0.8	0.9	0.9	0.8	0.9	0.9	0.8	0.8	0.8	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. ↑↓ 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			Do not wish to specify n = 86
	Total n = 11307	ACT n = 237	NSW n = 3526	NT n = 193	QLD n = 2450	SA n = 815	Tas. n = 266	Vic. n = 2729	WA n = 1091	Metro n = 7651	Regional n = 2775	Rural n = 778		
Strongly Agree	16%	19%	14% ↓	16%	17%	18%	23% ↑	18% ↑	16%	17%	16%	16%	10%	
Agree	65%	59%	67%	67%	66%	64%	59% ↓	65%	65%	66%	67%	60% ↓	55% ↓	
Neither Agree nor Disagree	14%	14%	14%	15%	13%	13%	15%	12%	14%	13% ↓	14%	18% ↑	27% ↑	
Disagree	4%	6%	4%	2%	3%	3%	2%	4%	4%	4%	3% ↓	5%	6%	
Strongly Disagree	1%	1%	1%	0%	1%	1%	1%	1%	1%	1%	1%	2% ↑	2%	
NET Strongly Agree + Agree	82%	79%	81% ↓	83%	83%	82%	82%	83%	81%	83% ↑	82%	75% ↓	65% ↓	
NET Strongly Disagree + Disagree	5%	7% ↑	5%	2%	4%	4%	3%	5%	5%	5%	4% ↓	7% ↑	8%	
Average	3.9	3.9	3.9 ↓	4.0	4.0	4.0	4.0	3.9	3.9	3.9 ↑	3.9	3.8 ↓	3.7 ↓	
Standard Deviation	0.7	0.8	0.7	0.6	0.7	0.7	0.7	0.7	0.7	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. ↑↓ 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			Do not wish to specify n = 86
	Total n = 11309	ACT n = 237	NSW n = 3526	NT n = 193	QLD n = 2451	SA n = 815	Tas. n = 266	Vic. n = 2730	WA n = 1091	Metro n = 7652	Regional n = 2776	Rural n = 778		
Strongly Agree	9%	9%	9%	12%	9%	10%	12%	10%	8%	9% ↓	10%	13% ↑	7%	
Agree	41%	38%	42%	36%	42%	42%	37%	40%	38%	40%	42%	42%	36%	
Neither Agree nor Disagree	37%	36%	37%	37%	36%	34%	38%	35%	40% ↑	37%	37%	32% ↓	43%	
Disagree	10%	13%	9%	13%	10%	9%	9%	11% ↑	10%	11% ↑	8% ↓	9%	9%	
Strongly Disagree	3%	4%	3%	2%	3%	4%	3%	3%	3%	3%	2% ↓	3%	5%	
NET Strongly Agree + Agree	50%	47%	51%	48%	51%	53%	50%	50%	47% ↓	49% ↓	52%	55% ↑	43%	
NET Strongly Disagree + Disagree	13%	17%	12% ↓	15%	13%	13%	12%	15% ↑	13%	14% ↑	11% ↓	13%	14%	
Average	3.4	3.4	3.4	3.4	3.4	3.5	3.5	3.4	3.4	3.4 ↓	3.5 ↑	3.5 ↑	3.3	
Standard Deviation	0.9	1.0	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	

^ 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. ↑↓ 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_5. Thinking about how [College] engages with you, to what extent do you agree or disagree with the following statements? There are safe mechanisms for raising training/wellbeing concerns with the College

	State/Territory										Location			Do not wish to specify n = 86
	Total n = 11311	ACT n = 237	NSW n = 3527	NT n = 193	QLD n = 2452	SA n = 815	Tas. n = 266	Vic. n = 2731	WA n = 1090	Metro n = 7654	Regional n = 2776	Rural n = 778		
Strongly Agree	10%	10%	9%	12%	10%	12%	14% ↑	10%	9%	9% ↓	10%	14% ↑	7%	
Agree	41%	35% ↓	42%	40%	44% ↑	39%	39%	40%	41%	40% ↓	44% ↑	46% ↑	42%	
Neither Agree nor Disagree	34%	35%	34%	33%	33%	34%	34%	35%	36%	35%	34%	29% ↓	37%	
Disagree	10%	16% ↑	10%	9%	9% ↓	12%	10%	11%	11%	11% ↑	8% ↓	8% ↓	9%	
Strongly Disagree	4%	4%	4%	6%	4%	4%	4%	5% ↑	3%	5% ↑	4%	4%	5%	
NET Strongly Agree + Agree	51%	45% ↓	52%	52%	54% ↑	50%	53%	50% ↓	50%	49% ↓	54% ↑	60% ↑	49%	
NET Strongly Disagree + Disagree	15%	20% ↑	14%	15%	13% ↓	16%	14%	16% ↑	14%	16% ↑	12% ↓	12% ↓	14%	
Average	3.4	3.3	3.4	3.4	3.5 ↑	3.4	3.5	3.4 ↓	3.4	3.4 ↓	3.5 ↑	3.6 ↑	3.4	
Standard Deviation	0.9	1.0	0.9	1.0	0.9	1.0	1.0	1.0	0.9	1.0	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. ↑↓ 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			Do not wish to specify n = 86
	Total n = 11474	ACT n = 242	NSW n = 3575	NT n = 196	QLD n = 2498	SA n = 827	Tas. n = 272	Vic. n = 2763	WA n = 1101	Metro n = 7774	Regional n = 2812	Rural n = 784		
Yes	45%	45%	44%	46%	47% ↑	45%	47%	42% ↓	44%	45%	45%	45%	47%	
No	55%	55%	56%	54%	53% ↓	55%	53%	58% ↑	56%	55%	55%	55%	53%	

^ 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.

Q23b. Have you received the results of your most recent exam from...?													
	State/Territory									Location			
	Total n = 11474	ACT n = 109	NSW n = 1589	NT n = 91	QLD n = 1180	SA n = 372	Tas. n = 128	Vic. n = 1168	WA n = 482	Metro n = 3458	Regiona l n = 1260	Rural n = 353	Do not wish to specify n = 40
Yes	79%	84%	79%	78%	81%	77%	80%	80%	78%	80% ↑	79%	75% ↓	75%
No	21%	16%	21%	22%	19%	23%	20%	20%	22%	20% ↓	21%	25% ↑	25%

^ 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.

Q23c. Did you pass the exam for...?													
	State/Territory									Location			
	Total n = 3833	ACT n = 84	NSW n = 1170	NT n = 67	QLD n = 900	SA n = 273	Tas. n = 99	Vic. n = 878	WA n = 362	Metro n = 2633	Regiona l n = 940	Rural n = 236	Do not wish to specify n = 21!
Yes	82%	83%	81%	84%	81%	82%	83%	84%	83%	83% ↑	81%	77% ↓	62%
No	18%	17%	19%	16%	19%	18%	17%	16%	17%	17% ↓	19%	23% ↑	38%

^ 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) reflected the College training curriculum

	State/Territory									Location			
	Total n = 5038	ACT n = 108	NSW n = 1561	NT n = 91	QLD n = 1161	SA n = 368	Tas. n = 123	Vic. n = 1147	WA n = 479	Metro n = 3406	Regional n = 1237	Rural n = 348	Do not wish to specify n = 40
Strongly Agree	14%	7%	12%	19%	15%	14%	16%	15%	11%	13%	14%	17%	10%
Agree	53%	54%	54%	52%	53%	55%	50%	53%	53%	54%	53%	48% ↓	45%
Neither Agree nor Disagree	17%	16%	18%	16%	15%	17%	18%	17%	18%	17%	17%	17%	28%
Disagree	11%	17% ↑	10%	8%	11%	10%	11%	11%	11%	11%	11%	11%	10%
Strongly Disagree	5%	6%	5%	5%	6%	4%	5%	5%	6%	5%	6%	8% ↑	8%
NET Strongly Agree + Agree	67%	61%	67%	70%	68%	70%	67%	67%	64%	68%	67%	65%	55%
NET Strongly Disagree + Disagree	16%	23% ↑	16%	13%	17%	14%	15%	16%	17%	16%	16%	18%	18%
Average	3.6	3.4 ↓	3.6	3.7	3.6	3.7	3.6	3.6	3.5	3.6	3.6	3.6	3.4
Standard Deviation	1.0	1.1	1.0	1.0	1.1	1.0	1.0	1.0	1.0	1.0	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. ↑↓ 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 accurate and appropriate

	State/Territory									Location			
	Total n = 5045	ACT n = 108	NSW n = 1562	NT n = 91	QLD n = 1160	SA n = 369	Tas. n = 123	Vic. n = 1153	WA n = 479	Metro n = 3412	Regional n = 1237	Rural n = 349	Do not wish to specify n = 40
Strongly Agree	16%	9% ↓	15%	23%	17%	15%	20%	18% ↑	15%	16%	15%	18%	13%
Agree	54%	64% ↑	54%	51%	55%	58%	52%	52% ↓	56%	54%	55%	51%	43%
Neither Agree nor Disagree	16%	14%	18% ↑	14%	15%	14%	14%	16%	14%	16%	16%	15%	28% ↑
Disagree	9%	8%	8%	11%	8%	9%	11%	9%	10%	9%	9%	9%	13%
Strongly Disagree	5%	5%	5%	1%	5%	4%	4%	5%	5%	4%	5%	7%	5%
NET Strongly Agree + Agree	70%	73%	69%	74%	71%	74%	72%	70%	71%	71%	70%	69%	55% ↓
NET Strongly Disagree + Disagree	14%	13%	13%	12%	13%	12%	15%	14%	15%	13%	14%	15%	18%
Average	3.7	3.6	3.7	3.8	3.7	3.7	3.7	3.7	3.7	3.7	3.7	3.7	3.5
Standard Deviation	1.0	0.9	1.0	0.9	1.0	0.9	1.0	1.0	1.0	1.0	1.0	1.1	1.0

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality. ↑↓ 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) ran smoothly on the day

	State/Territory									Location			
	Total n = 5046	ACT n = 108	NSW n = 1562	NT n = 91	QLD n = 1160	SA n = 369	Tas. n = 123	Vic. n = 1153	WA n = 480	Metro n = 3414	Regional n = 1236	Rural n = 349	Do not wish to specify n = 40
Strongly Agree	24%	31%	22% ↓	31%	26%	24%	28%	25%	22%	25%	24%	25%	18%
Agree	57%	53%	59%	55%	57%	59%	53%	54% ↓	61%	57%	59%	53%	55%
Neither Agree nor Disagree	8%	5%	9%	8%	6% ↓	8%	7%	9%	7%	8%	7%	11%	25% ↑
Disagree	6%	6%	5%	5%	5%	4%	5%	7% ↑	6%	6%	5%	5%	0%
Strongly Disagree	5%	6%	6% ↑	1%	4%	5%	7%	4%	4%	4%	5%	7%	3%
NET Strongly Agree + Agree	82%	84%	80%	86%	84% ↑	83%	81%	80%	83%	82%	83%	78%	73%
NET Strongly Disagree + Disagree	10%	11%	11%	7%	10%	9%	12%	11%	10%	11%	10%	11%	3%
Average	3.9	4.0	3.9 ↓	4.1 ↑	4.0 ↑	3.9	3.9	3.9	3.9	3.9	3.9	3.8	3.9
Standard Deviation	1.0	1.0	1.0	0.8	1.0	0.9	1.1	1.0	0.9	1.0	1.0	1.1	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.

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 conducted fairly

	State/Territory									Location			
	Total n = 5038	ACT n = 108	NSW n = 1560	NT n = 91	QLD n = 1158	SA n = 368	Tas. n = 122	Vic. n = 1151	WA n = 480	Metro n = 3409	Regional n = 1234	Rural n = 348	Do not wish to specify n = 40
Strongly Agree	21%	22%	18% ↓	30% ↑	23%	18%	21%	24% ↑	19%	21%	21%	22%	13%
Agree	55%	51%	57%	52%	55%	57%	60%	52% ↓	57%	55%	57%	51%	53%
Neither Agree nor Disagree	13%	14%	14%	15%	13%	16%	8%	11% ↓	14%	13%	12%	16%	25% ↑
Disagree	7%	7%	7%	2%	6%	5%	6%	9% ↑	6%	7%	6%	7%	3%
Strongly Disagree	4%	6%	4%	1%	3%	3%	5%	4%	5%	4%	4%	3%	8%
NET Strongly Agree + Agree	76%	73%	75%	81%	77%	75%	81%	76%	76%	76%	77%	74%	65%
NET Strongly Disagree + Disagree	11%	13%	11%	3% ↓	9%	8%	11%	13% ↑	11%	11%	10%	10%	10%
Average	3.8	3.8	3.8	4.1 ↑	3.9	3.8	3.9	3.8	3.8	3.8	3.8	3.8	3.6
Standard Deviation	1.0	1.1	0.9	0.8	0.9	0.9	1.0	1.0	1.0	1.0	1.0	1.0	1.0

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality. 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			
	Total n = 4464	ACT n = 97	NSW n = 1394	NT n = 75	QLD n = 1022	SA n = 324	Tas. n = 109	Vic. n = 1035	WA n = 408	Metro n = 2985	Regional n = 1121	Rural n = 320	Do not wish to specify n = 33
Strongly Agree	8%	6%	7%	7%	9%	9%	7%	9%	8%	7% ↓	8%	15% ↑	12%
Agree	26%	23%	27%	24%	25%	25%	29%	27%	25%	26%	25%	28%	33%
Neither Agree nor Disagree	23%	30%	23%	32%	23%	22%	18%	22%	26%	23%	24%	22%	27%
Disagree	22%	20%	22%	15%	24%	25%	20%	20%	20%	22%	23%	16% ↓	6% ↓
Strongly Disagree	21%	22%	21%	23%	20%	19%	25%	22%	21%	21%	20%	20%	21%
NET Strongly Agree + Agree	34%	29%	34%	31%	34%	34%	37%	36%	33%	34%	33%	43% ↑	45%
NET Strongly Disagree + Disagree	42%	41%	43%	37%	43%	44%	45%	42%	40%	43%	43%	36% ↓	27%
Average	2.8	2.7	2.8	2.8	2.8	2.8	2.7	2.8	2.8	2.8	2.8	3.0 ↑	3.1
Standard Deviation	1.3	1.2	1.3	1.2	1.3	1.3	1.3	1.3	1.2	1.3	1.2	1.4	1.3

^ 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. 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			
	Total n = 4406	ACT n = 96	NSW n = 1382	NT n = 73	QLD n = 1013	SA n = 328	Tas. n = 105	Vic. n = 999	WA n = 410	Metro n = 2940	Regional n = 1097	Rural n = 327	Do not wish to specify n = 36
Strongly Agree	8%	5%	7%	7%	9%	8%	10%	9%	8%	7% ↓	8%	13% ↑	14%
Agree	31%	28%	30%	33%	32%	26% ↓	32%	33%	31%	31%	29%	33%	36%
Neither Agree nor Disagree	22%	24%	23%	30%	21%	20%	11% ↓	21%	23%	21%	24% ↑	19%	28%
Disagree	21%	22%	21%	14%	22%	26% ↑	27%	19%	20%	22% ↑	21%	14% ↓	6% ↓
Strongly Disagree	18%	21%	19%	16%	17%	20%	20%	18%	17%	18%	17%	20%	17%
NET Strongly Agree + Agree	39%	33%	38%	40%	41%	34% ↓	42%	42% ↑	40%	39%	38%	46% ↑	50%
NET Strongly Disagree + Disagree	39%	43%	40%	30%	39%	47% ↑	47%	37%	37%	40% ↑	38%	34%	22% ↓
Average	2.9	2.8	2.9	3.0	2.9	2.7 ↓	2.8	3.0	2.9	2.9	2.9	3.1 ↑	3.3
Standard Deviation	1.2	1.2	1.2	1.2	1.3	1.3	1.3	1.3	1.2	1.2	1.2	1.4	1.3

^ 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. 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			
	Total n = 4387	ACT n = 90	NSW n = 1398	NT n = 79	QLD n = 988	SA n = 320	Tas. n = 107	Vic. n = 1001	WA n = 404	Metro n = 2934	Regional n = 1083	Rural n = 326	Do not wish to specify n = 37
Strongly Agree	10%	3% ↓	10%	13%	11%	10%	11%	11%	9%	9% ↓	11%	16% ↑	11%
Agree	34%	39%	32%	33%	34%	33%	38%	33%	36%	33%	34%	38%	35%
Neither Agree nor Disagree	33%	32%	35%	35%	33%	34%	29%	32%	31%	34%	34%	24% ↓	41%
Disagree	13%	11%	13%	15%	13%	13%	9%	12%	12%	13%	12%	10%	3%
Strongly Disagree	11%	14%	11%	4% ↓	9% ↓	11%	12%	12%	12%	11%	9%	11%	11%
NET Strongly Agree + Agree	44%	42%	42%	46%	45%	43%	50%	44%	45%	42% ↓	45%	54% ↑	46%
NET Strongly Disagree + Disagree	23%	26%	23%	19%	22%	24%	21%	24%	24%	24% ↑	21%	22%	14%
Average	3.2	3.1	3.2	3.4	3.3 ↑	3.2	3.3	3.2	3.2	3.2 ↓	3.3	3.4 ↑	3.3
Standard Deviation	1.1	1.1	1.1	1.0	1.1	1.1	1.2	1.2	1.1	1.1	1.1	1.2	1.1

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

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

	State/Territory									Location			
	Total n = 1119	ACT n = 38	NSW n = 261	NT n = 31	QLD n = 247	SA n = 110	Tas. n = 52	Vic. n = 245	WA n = 135	Metro n = 756	Regional n = 331	Rural n = 29!	Do not wish to specify n < 10^
Yes	98%	97%	95% ↓	90% ↓	99%	95%	98%	100% ↑	100%	98%	98%	93%	
No	2%	3%	5% ↑	10% ↑	1%	5%	2%	0% ↓	0%	2%	2%	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. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined.

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			Do not wish to specify n<10^
	Total n = 1084	ACT n = 37	NSW n = 247	NT n = 28!	QLD n = 242	SA n = 104	Tas. n = 51	Vic. n = 241	WA n = 134	Metro n = 732	Regional n = 323	Rural n = 26!		
Strongly Agree	23%	8% ↓	23%	0%	24%	21%	24%	25%	25%	23%	23%	8%		
Agree	60%	59%	56%	68%	60%	67%	65%	58%	58%	58%	62%	69%		
Neither Agree nor Disagree	12%	22%	15%	14%	12%	8%	8%	11%	11%	13%	10%	12%		
Disagree	5%	8%	5%	11%	3%	2%	4%	5%	5%	5%	4%	4%		
Strongly Disagree	1%	3%	0%	7%	1%	2%	0%	1%	1%	1%	1%	8%		
NET Strongly Agree + Agree	82%	68% ↓	80%	68%	84%	88%	88%	83%	83%	81%	85%	77%		
NET Strongly Disagree + Disagree	6%	11%	6%	18%	4%	4%	4%	5%	6%	5%	5%	12%		
Average	4.0	3.6 ↓	4.0	3.4	4.0	4.0	4.1	4.0	4.0	4.0	4.0	3.7		
Standard Deviation	0.8	0.9	0.8	1.0	0.8	0.7	0.7	0.8	0.8	0.8	0.8	1.0		

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

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			Do not wish to specify n<10^
	Total n = 1084	ACT n = 37	NSW n = 247	NT n = 28!	QLD n = 242	SA n = 104	Tas. n = 51	Vic. n = 241	WA n = 134	Metro n = 732	Regional n = 323	Rural n = 26!		
Strongly Agree	39%	16% ↓	39%	25%	42%	42%	37%	37%	42%	38%	41%	31%		
Agree	49%	54%	48%	50%	47%	48%	55%	51%	49%	49%	48%	58%		
Neither Agree nor Disagree	6%	11%	6%	18%	6%	6%	2%	6%	4%	6%	7%	8%		
Disagree	5%	14% ↑	6%	7%	4%	3%	6%	4%	4%	6%	4%	4%		
Strongly Disagree	1%	5% ↑	0%	0%	1%	1%	0%	2%	0%	1%	0%	0%		
NET Strongly Agree + Agree	88%	70% ↓	87%	75%	89%	90%	92%	88%	91%	87%	89%	88%		
NET Strongly Disagree + Disagree	6%	19% ↑	6%	7%	5%	4%	6%	6%	4%	7%	4%	4%		
Average	4.2	3.6 ↓	4.2	3.9	4.3	4.3	4.2	4.2	4.3	4.2	4.3	4.2		
Standard Deviation	0.8	1.1	0.8	0.9	0.8	0.8	0.8	0.9	0.8	0.9	0.8	0.7		

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

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			Do not wish to specify n<10 [^]
	Total n = 1084	ACT n = 37	NSW n = 247	NT n = 28!	QLD n = 242	SA n = 104	Tas. n = 51	Vic. n = 241	WA n = 134	Metro n = 732	Regional n = 323	Rural n = 26!	
Strongly Agree	27%	14%	27%	14%	28%	23%	29%	29%	27%	27%	25%	19%	
Agree	51%	46%	47%	50%	54%	55%	51%	51%	49%	49%	55%	54%	
Neither Agree nor Disagree	13%	16%	15%	18%	12%	16%	10%	10%	13%	14%	11%	15%	
Disagree	8%	24% ↑	10%	11%	5%	4%	10%	7%	10%	8%	8%	4%	
Strongly Disagree	2%	0%	1%	7%	2%	2%	0%	2%	1%	1%	2%	8%	
NET Strongly Agree + Agree	77%	59% ↓	74%	64%	81%	78%	80%	80%	76%	76%	80%	73%	
NET Strongly Disagree + Disagree	10%	24% ↑	11%	18%	7%	6%	10%	9%	11%	10%	10%	12%	
Average	3.9	3.5 ↓	3.9	3.5	4.0	3.9	4.0	4.0	3.9	3.9	3.9	3.7	
Standard Deviation	0.9	1.0	1.0	1.1	0.9	0.9	0.9	0.9	1.0	0.9	0.9	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 flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑ ↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

Q26b_4. To what extent do you agree or disagree with the following statements? The assessment from my previous rotation was conducted fairly

	State/Territory									Location			Do not wish to specify n<10 [^]
	Total n = 1084	ACT n = 37	NSW n = 247	NT n = 28!	QLD n = 242	SA n = 104	Tas. n = 51	Vic. n = 241	WA n = 134	Metro n = 732	Regional n = 323	Rural n = 26!	
Strongly Agree	35%	11% ↓	36%	21%	39%	34%	33%	38%	35%	35%	36%	31%	
Agree	55%	76% ↑	53%	64%	52%	59%	57%	53%	54%	56%	52%	58%	
Neither Agree nor Disagree	7%	14%	7%	7%	6%	6%	10%	7%	8%	7%	9%	4%	
Disagree	1%	0%	2%	0%	2%	2%	0%	0%	1%	1%	2%	0%	
Strongly Disagree	1%	0%	2%	7%	1%	0%	0%	1%	1%	1%	1%	8%	
NET Strongly Agree + Agree	90%	86%	88%	86%	91%	92%	90%	91%	89%	91%	88%	88%	
NET Strongly Disagree + Disagree	3%	0%	4% ↑	7%	3%	2%	0%	1%	3%	2%	3%	8%	
Average	4.2	4.0 ↓	4.2	3.9	4.3	4.2	4.2	4.3	4.2	4.2	4.2	4.0	
Standard Deviation	0.7	0.5	0.8	1.0	0.7	0.6	0.6	0.7	0.8	0.7	0.8	1.0	

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

B1.3 Orientation

Q27a. Did you receive an orientation to your setting?													
	State/Territory									Location			
	Total n = 19447	ACT n = 424	NSW n = 5770	NT n = 378	QLD n = 4088	SA n = 1427	Tas. n = 508	Vic. n = 4817	WA n = 2035	Metro n = 13206	Regional n = 4987	Rural n = 1079	Do not wish to specify n = 147
Yes, a formal orientation	64%	48% ↓	64%	66%	65%	63%	63%	63%	65%	63% ↓	64%	72% ↑	61%
Yes, but it was largely informal	30%	42% ↑	29%	29%	30%	31%	30%	30%	28% ↓	30%	30%	24% ↓	27%
No	6%	11% ↑	6%	5%	5% ↓	6%	7%	6%	7% ↑	7% ↑	6%	4% ↓	12% ↑
NET Yes	94%	89% ↓	94%	95%	95% ↑	94%	93%	94%	93% ↓	93% ↓	94%	96% ↑	88% ↓

↑↓ 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			
	Total n = 18223	ACT n = 378	NSW n = 5414	NT n = 358	QLD n = 3868	SA n = 1344	Tas. n = 471	Vic. n = 4504	WA n = 1886	Metro n = 12330	Regional n = 4700	Rural n = 1036	Do not wish to specify n = 130
Excellent	24%	20%	24%	22%	23%	24%	27%	23%	24%	23% ↓	24%	33% ↑	22%
Good	51%	44% ↓	51%	52%	51%	52%	45% ↓	51%	51%	51%	50%	50%	50%
Average	22%	31% ↑	21%	23%	23%	20%	24%	21%	21%	22%	23%	15% ↓	26%
Poor	3%	5%	3%	3%	3%	3%	3%	3%	3%	3%	3%	1% ↓	2%
Terrible	0%	0%	1%	1%	0%	0% ↓	1%	1%	0%	1% ↑	0%	0%	0%
NET Excellent + Good	74%	64% ↓	75%	74%	73%	76%	72%	74%	75%	74% ↓	74%	83% ↑	72%
NET Terrible + Poor	4%	5%	3%	4%	4%	3%	4%	4%	4%	4% ↑	3%	2% ↓	2%
Average	3.9	3.8 ↓	4.0 ↑	3.9	3.9	4.0	3.9	3.9	4.0	3.9 ↓	3.9	4.1 ↑	3.9
Standard Deviation	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.7	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 = 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			Do not wish to specify n = 130
	Total n = 18929	ACT n = 418	NSW n = 5614	NT n = 373	QLD n = 3961	SA n = 1404	Tas. n = 491	Vic. n = 4684	WA n = 1984	Metro n = 12943	Regional n = 4830	Rural n = 999	
Specialist (including specialist GP)	77%	74%	79% ↑	78%	78%	78%	76%	75% ↓	78%	76% ↓	80% ↑	88% ↑	74%
Registrar	19%	24% ↑	18% ↓	20%	19%	18%	21%	22% ↑	19%	22% ↑	17% ↓	5% ↓	12% ↓
Other doctor	2%	1%	2%	2%	2%	3%	2%	2%	2%	2% ↓	3%	5% ↑	5% ↑
Nurse	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Other	1%	1%	1%	1%	1%	1%	1%	1%	1%	1% ↓	1%	2% ↑	9% ↑
I don't have a clinical supervisor/peer reviewer	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
NET have a clinical supervisor/peer reviewer	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

↑↓ 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			Do not wish to specify n = 128
	Total n = 18863	ACT n = 416	NSW n = 5594	NT n = 371	QLD n = 3948	SA n = 1399	Tas. n = 490	Vic. n = 4670	WA n = 1975	Metro n = 12897	Regional n = 4816	Rural n = 995	
Strongly Agree	68%	64%	67% ↓	71%	68%	68%	69%	70% ↑	65% ↓	69% ↑	67%	61% ↓	43% ↓
Agree	30%	33%	31% ↑	26%	30%	30%	28%	28% ↓	31%	29% ↓	30%	34% ↑	42% ↑
Neither Agree nor Disagree	2%	2%	2%	2%	2%	2%	2%	2%	2%	2% ↓	2%	3% ↑	13% ↑
Disagree	0%	0%	1%	1%	0%	0%	1%	0%	1%	0%	1%	1%	1%
Strongly Disagree	0%	1%	0%	0%	0%	0%	1% ↑	0%	1% ↑	0% ↓	0%	1%	1%
NET Strongly Agree + Agree	97%	97%	98%	98%	97%	98%	97%	98%	97% ↓	98% ↑	97%	95% ↓	85% ↓
NET Strongly Disagree + Disagree	1%	1%	1%	1%	1%	1%	1%	1%	1% ↑	1% ↓	1%	2% ↑	2%
Average	4.6	4.6	4.6	4.7	4.6	4.6	4.6	4.7 ↑	4.6 ↓	4.7 ↑	4.6	4.5 ↓	4.3 ↓
Standard Deviation	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.5	0.6	0.6	0.6	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.

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			
	Total n = 18866	ACT n = 416	NSW n = 5594	NT n = 371	QLD n = 3949	SA n = 1399	Tas. n = 490	Vic. n = 4672	WA n = 1975	Metro n = 12901	Regional n = 4816	Rural n = 995	Do not wish to specify n = 128
Strongly Agree	56%	51%	56%	64% ↑	54% ↓	54%	56%	59% ↑	53% ↓	58% ↑	54% ↓	51% ↓	30% ↓
Agree	37%	39%	37%	30% ↓	38% ↑	40% ↑	37%	35% ↓	39%	37% ↓	38%	37%	52% ↑
Neither Agree nor Disagree	5%	8% ↑	5%	5%	6% ↑	5%	6%	4% ↓	6%	4% ↓	6% ↑	9% ↑	16% ↑
Disagree	1%	1%	1%	1%	1%	1%	1%	1%	2%	1% ↓	1%	2%	1%
Strongly Disagree	0%	0%	0%	1%	0%	0%	1%	0%	1% ↑	0%	0%	1%	1%
NET Strongly Agree + Agree	93%	91% ↓	93%	94%	92% ↓	94%	93%	94% ↑	91% ↓	94% ↑	92% ↓	88% ↓	82% ↓
NET Strongly Disagree + Disagree	2%	2%	1%	1%	2%	1%	2%	1%	2% ↑	1% ↓	2% ↑	2%	2%
Average	4.5	4.4 ↓	4.5	4.6 ↑	4.4 ↓	4.5	4.5	4.5 ↑	4.4 ↓	4.5 ↑	4.4 ↓	4.4 ↓	4.1 ↓
Standard Deviation	0.7	0.7	0.7	0.7	0.7	0.6	0.7	0.7	0.7	0.7	0.7	0.8	0.8

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 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		
	Total n = 17223	ACT n = 381	NSW n = 5144	NT n = 334	QLD n = 3577	SA n = 1271	Tas. n = 444	Vic. n = 4297	WA n = 1775	Metro n = 11758	Regional n = 4409	Rural n = 927	Do not wish to specify n = 105
Average (on a 1 to 5 scale)													
Standard Deviation													
Accessibility	4.4	4.2 ↓	4.4	4.4	4.3	4.3 ↓	4.4	4.4 ↑	4.3	4.3	4.4	4.4	4.3
	0.8	0.9	0.8	0.8	0.8	0.9	0.8	0.8	0.8	0.8	0.8	0.9	0.9
Helpfulness	4.3	4.2 ↓	4.3	4.4	4.3	4.3	4.4	4.4 ↑	4.3	4.3	4.3	4.4 ↑	4.3
	0.8	0.9	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.9
Allowing for an appropriate level of responsibility	4.2	4.1 ↓	4.2	4.2	4.2	4.2	4.3	4.2	4.2	4.2 ↓	4.3 ↑	4.4 ↑	4.2
	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.8	0.9
Ensuring that you only perform work that you are ready for or have the experience to address	4.2	4.0 ↓	4.2	4.1	4.2	4.1 ↓	4.2	4.2 ↑	4.1	4.1 ↓	4.2	4.3 ↑	4.1
	0.9	1.0	0.9	0.9	0.9	1.0	1.0	0.9	0.9	0.9	0.9	0.9	0.9
Including opportunities to develop your skills	4.0	3.8 ↓	4.0	4.0	4.0	4.0	4.1	4.1	4.0	4.0 ↓	4.0	4.2 ↑	4.1
	1.0	1.1	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	0.9
Supporting you to meet your training plan/pathway/(Interns only: intern education program) requirements	3.9	3.8 ↓	3.9	3.9	3.9	3.9	4.0	4.0	3.9	3.9 ↓	3.9	4.1 ↑	4.1
	1.1	1.2	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.0	1.0
Usefulness of feedback	3.9	3.7 ↓	3.9	3.8	3.9	3.8 ↓	4.0	4.0 ↑	3.9	3.9 ↓	3.9 ↑	4.2 ↑	4.1
	1.0	1.1	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.1
Regular, INFORMAL feedback	3.9	3.6 ↓	3.9 ↑	3.9	3.8 ↓	3.8 ↓	3.9	3.9 ↑	3.8 ↓	3.8 ↓	3.9	4.1 ↑	3.9
	1.1	1.1	1.0	1.1	1.1	1.1	1.1	1.0	1.1	1.1	1.1	1.0	1.0
Discussions about my goals and learning objectives	3.8	3.6 ↓	3.8	3.7	3.8	3.8	3.8	3.8	3.7	3.8 ↓	3.8	4.0 ↑	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	1.1
Regular, FORMAL feedback	3.7	3.4 ↓	3.7	3.5 ↓	3.7	3.6	3.7	3.7 ↑	3.7	3.6 ↓	3.7	4.0 ↑	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	1.0

↑↓ 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			Do not wish to specify n = 121
	Total n = 18245	ACT n = 402	NSW n = 5408	NT n = 363	QLD n = 3818	SA n = 1351	Tas. n = 479	Vic. n = 4537	WA n = 1887	Metro n = 12442	Regional n = 4679	Rural n = 977	
Excellent	43%	35% ↓	43%	38%	42%	41%	42%	46% ↑	41%	43%	42%	46% ↑	37%
Good	44%	46%	43%	50% ↑	44%	45%	44%	42% ↓	45%	44%	44%	40% ↓	48%
Average	11%	15% ↑	11%	10%	11%	12%	11%	10% ↓	12%	11%	11%	11%	13%
Poor	2%	3% ↑	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%
Terrible	1%	1%	0%	1%	1%	0%	1%	0%	1%	1%	0%	1%	0%
NET Excellent + Good	86%	80% ↓	86%	88%	86%	86%	86%	88% ↑	86%	87%	86%	86%	85%
NET Terrible + Poor	2%	4% ↑	2%	2%	3%	2%	3%	2%	3%	2%	3%	3%	2%
Average	4.3	4.1 ↓	4.3	4.2	4.2	4.2	4.2	4.3 ↑	4.2	4.3	4.3	4.3	4.2
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	0.7

↑↓ 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.

Q32. Has your performance been assessed in your setting?

	State/Territory									Location			Do not wish to specify n = 135
	Total n = 17630	ACT n = 372	NSW n = 5305	NT n = 338	QLD n = 3691	SA n = 1267	Tas. n = 440	Vic. n = 4412	WA n = 1805	Metro n = 11930	Regional n = 4508	Rural n = 1030	
Yes	68%	66%	70% ↑	61% ↓	68%	67%	74% ↑	67%	65% ↓	66% ↓	70% ↑	78% ↑	70%
No – but this is scheduled	17%	15%	15% ↓	20%	18%	21% ↑	15%	17%	21% ↑	19% ↑	15% ↓	10% ↓	5% ↓
No – but I would like to be	9%	13% ↑	10%	13% ↑	9% ↓	8%	6% ↓	10% ↑	9%	10% ↑	9%	4% ↓	5%
No – it's not necessary	3%	3%	3%	3%	3%	2% ↓	3%	4% ↑	2%	3% ↓	3%	3%	5%
Unsure	2%	3%	3% ↑	3%	2%	2%	2%	2%	3%	2% ↓	3%	4% ↑	14% ↑

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality. ↑↓ 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_3. Thinking about your access to opportunities to develop 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			
	Total n = 18346	ACT n = 400	NSW n = 5455	NT n = 358	QLD n = 3852	SA n = 1351	Tas. n = 486	Vic. n = 4564	WA n = 1880	Metro n = 12405	Regional n = 4747	Rural n = 1038	Do not wish to specify n = 130
Strongly Agree	25%	20% ↓	24% ↓	25%	25%	27%	28%	27% ↑	22% ↓	24% ↓	26%	33% ↑	14% ↓
Agree	58%	57%	60% ↑	61%	57%	55% ↓	56%	57%	59%	58%	58%	55% ↓	59%
Neither Agree nor Disagree	12%	14%	12%	8% ↓	13% ↑	12%	10%	10% ↓	12%	11%	12%	9% ↓	23% ↑
Disagree	4%	8% ↑	4% ↓	4%	4%	4%	4%	4%	5% ↑	4% ↑	4%	2% ↓	2%
Strongly Disagree	1%	1%	1%	2%	1%	2%	1%	1%	2% ↑	1%	1%	1%	2%
NET Strongly Agree + Agree	83%	77% ↓	83%	86%	82% ↓	82%	84%	85% ↑	81%	83%	83%	87% ↑	73% ↓
NET Strongly Disagree + Disagree	5%	9% ↑	5% ↓	6%	5%	6%	6%	5%	7% ↑	6% ↑	5%	3% ↓	4%
Average	4.0	3.9 ↓	4.0	4.0	4.0	4.0	4.1	4.1 ↑	4.0 ↓	4.0 ↓	4.0	4.2 ↑	3.8 ↓
Standard Deviation	0.8	0.9	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8

↑↓ 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 your access to opportunities to develop 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			
	Total n = 18023	ACT n = 392	NSW n = 5350	NT n = 355	QLD n = 3785	SA n = 1330	Tas. n = 472	Vic. n = 4489	WA n = 1850	Metro n = 12243	Regional n = 4643	Rural n = 989	Do not wish to specify n = 126
Strongly Agree	15%	13%	14% ↓	14%	15%	15%	13%	15%	17% ↑	16% ↑	13% ↓	11% ↓	10%
Agree	32%	34%	31%	33%	33% ↑	30%	29%	29% ↓	34% ↑	33% ↑	30% ↓	24% ↓	33%
Neither Agree nor Disagree	23%	22%	23%	21%	23%	23%	25%	23%	21%	22%	23%	23%	32% ↑
Disagree	26%	27%	26%	25%	24% ↓	26%	26%	27% ↑	24%	24% ↓	27% ↑	32% ↑	21%
Strongly Disagree	6%	4%	6%	8%	5%	6%	7%	6% ↑	4% ↓	5% ↓	7% ↑	11% ↑	4%
NET Strongly Agree + Agree	46%	47%	45%	46%	49% ↑	45%	42%	44% ↓	51% ↑	48% ↑	43% ↓	35% ↓	43%
NET Strongly Disagree + Disagree	31%	31%	32%	33%	29% ↓	32%	33%	33% ↑	28% ↓	29% ↓	34% ↑	42% ↑	25%
Average	3.2	3.3	3.2	3.2	3.3 ↑	3.2	3.1 ↓	3.2 ↓	3.4 ↑	3.3 ↑	3.1 ↓	2.9 ↓	3.2
Standard Deviation	1.2	1.1	1.1	1.2	1.1	1.2	1.2	1.2	1.1	1.1	1.2	1.2	1.0

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

Q33_5. Thinking about your access to opportunities to develop 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		
	Total n = 17768	ACT n = 386	NSW n = 5284	NT n = 348	QLD n = 3729	SA n = 1310	Tas. n = 462	Vic. n = 4436	WA n = 1813	Metro n = 12056	Regional n = 4588	Rural n = 979	Do not wish to specify n = 124
Strongly Agree	9%	7%	9%	9%	9%	8%	8%	9%	10%	9%	8%	9%	10%
Agree	20%	17%	21%	21%	21%	19%	21%	19% ↓	23% ↑	21% ↑	19% ↓	22%	28% ↑
Neither Agree nor Disagree	24%	27%	25%	24%	26% ↑	24%	25%	22% ↓	23%	24%	25% ↑	22%	31%
Disagree	37%	40%	37%	35%	36%	37%	34%	40% ↑	36%	37%	39%	35%	24% ↓
Strongly Disagree	9%	10%	8%	10%	8% ↓	11% ↑	11%	10% ↑	8%	9%	9%	12% ↑	6%
NET Strongly Agree + Agree	29%	24% ↓	29%	30%	30%	28%	30%	28%	33% ↑	30% ↑	27% ↓	31%	38% ↑
NET Strongly Disagree + Disagree	46%	49%	46%	45%	44% ↓	48%	45%	50% ↑	44% ↓	46%	48%	47%	31% ↓
Average	2.8	2.7 ↓	2.8	2.8	2.9 ↑	2.8	2.8	2.8 ↓	2.9 ↑	2.8 ↑	2.8 ↓	2.8	3.1 ↑
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	1.1

↑↓ 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		
	Total n = 18378	ACT n = 402	NSW n = 5463	NT n = 358	QLD n = 3855	SA n = 1350	Tas. n = 488	Vic. n = 4581	WA n = 1881	Metro n = 12422	Regional n = 4754	Rural n = 1039	Do not wish to specify n = 137
Strongly Agree	21%	14% ↓	19% ↓	24%	20% ↓	21%	23%	25% ↑	21%	21%	21%	26% ↑	12% ↓
Agree	44%	36% ↓	45%	45%	44%	44%	44%	41% ↓	47% ↑	43%	45%	42%	47%
Neither Agree nor Disagree	16%	20%	18% ↑	16%	16%	16%	15%	15%	14% ↓	16%	16%	16%	27% ↑
Disagree	14%	21% ↑	13%	12%	14%	14%	12%	14%	13%	14% ↑	13%	11% ↓	11%
Strongly Disagree	6%	9% ↑	5%	3%	6%	5%	7%	5%	5%	6%	5%	5%	3%
NET Strongly Agree + Agree	65%	51% ↓	64%	69%	64%	65%	67%	66%	67% ↑	64%	65%	68% ↑	59%
NET Strongly Disagree + Disagree	19%	30% ↑	18%	15% ↓	20%	20%	18%	19%	18%	20% ↑	18%	16% ↓	14%
Average	3.6	3.3 ↓	3.6	3.7 ↑	3.6 ↓	3.6	3.7	3.7 ↑	3.6	3.6 ↓	3.6	3.7 ↑	3.5
Standard Deviation	1.1	1.2	1.1	1.1	1.1	1.1	1.2	1.1	1.1	1.1	1.1	1.1	0.9

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 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			
	Total n = 2415	ACT n = 33	NSW n = 822	NT n = 53	QLD n = 524	SA n = 183	Tas. n = 77	Vic. n = 458	WA n = 265	Metro n = 956	Regional n = 919	Rural n = 506	Do not wish to specify n = 32
Strongly Agree	32%	30%	34%	23%	28% ↓	34%	49% ↑	32%	31%	34%	29% ↓	34%	22%
Agree	48%	48%	49%	58%	48%	46%	43%	45%	49%	47%	48%	48%	59%
Neither Agree nor Disagree	14%	18%	13%	15%	15%	14%	3% ↓	18% ↑	13%	13%	17% ↑	12%	16%
Disagree	5%	3%	4%	4%	7% ↑	7%	5%	4%	6%	5%	5%	6%	3%
Strongly Disagree	1%	0%	1%	0%	1%	0%	0%	1%	2%	1%	1%	0%	0%
NET Strongly Agree + Agree	80%	79%	82% ↑	81%	76% ↓	80%	92% ↑	77%	79%	81%	77% ↓	83%	81%
NET Strongly Disagree + Disagree	6%	3%	5%	4%	8% ↑	7%	5%	5%	8%	6%	6%	6%	3%
Average	4.0	4.1	4.1 ↑	4.0	3.9 ↓	4.1	4.4 ↑	4.0	4.0	4.1	4.0 ↓	4.1	4.0
Standard Deviation	0.9	0.8	0.8	0.7	0.9	0.9	0.8	0.9	0.9	0.9	0.9	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.

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			
	Total n = 18381	ACT n = 402	NSW n = 5463	NT n = 358	QLD n = 3856	SA n = 1351	Tas. n = 488	Vic. n = 4582	WA n = 1881	Metro n = 12424	Regional n = 4755	Rural n = 1039	Do not wish to specify n = 137
Strongly Agree	19%	14% ↓	17% ↓	20%	19%	21%	23% ↑	20% ↑	19%	18% ↓	20%	27% ↑	13%
Agree	48%	48%	47% ↓	46%	50% ↑	51% ↑	48%	47%	48%	47% ↓	49%	49%	55%
Neither Agree nor Disagree	21%	23%	23% ↑	27% ↑	20% ↓	18% ↓	15% ↓	23% ↑	20%	22% ↑	20%	18% ↓	26%
Disagree	9%	11%	10% ↑	6%	8%	8%	8%	8%	9%	9% ↑	8%	5% ↓	5%
Strongly Disagree	3%	4%	3%	2%	2%	2%	5% ↑	2% ↓	3%	3% ↑	2%	1% ↓	1%
NET Strongly Agree + Agree	67%	61% ↓	64% ↓	65%	69% ↑	72% ↑	71% ↑	67%	68%	66% ↓	69% ↑	77% ↑	69%
NET Strongly Disagree + Disagree	11%	15% ↑	13% ↑	8% ↓	11%	10%	13%	10% ↓	12%	12% ↑	11%	5% ↓	6% ↓
Average	3.7	3.6 ↓	3.7 ↓	3.8	3.8 ↑	3.8 ↑	3.8	3.7 ↑	3.7	3.7 ↓	3.8 ↑	4.0 ↑	3.8
Standard Deviation	1.0	1.0	1.0	0.9	0.9	0.9	1.1	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_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			Do not wish to specify n = 38
	Total n = 2840	ACT n = 34	NSW n = 953	NT n = 72	QLD n = 627	SA n = 207	Tas. n = 92	Vic. n = 548	WA n = 307	Metro n = 1049	Regional n = 1061	Rural n = 688	
Strongly Agree	30%	26%	32%	18% ↓	26% ↓	33%	39% ↑	30%	28%	29%	27% ↓	34% ↑	29%
Agree	48%	41%	49%	68% ↑	49%	43%	41%	45%	45%	45% ↓	50% ↑	47%	50%
Neither Agree nor Disagree	19%	29%	16% ↓	13%	20%	21%	15%	21%	24% ↑	22% ↑	18%	16% ↓	18%
Disagree	2%	0%	2%	1%	4% ↑	2%	3%	3%	1%	2%	3% ↑	2%	3%
Strongly Disagree	1%	3%	1%	0%	2%	1%	1%	1%	2%	1%	1%	1%	0%
NET Strongly Agree + Agree	77%	68%	81% ↑	86%	74%	76%	80%	76%	73%	74% ↓	77%	81% ↑	79%
NET Strongly Disagree + Disagree	4%	3%	3%	1%	6% ↑	3%	4%	3%	3%	3%	5% ↑	3%	3%
Average	4.0	3.9	4.1 ↑	4.0	3.9 ↓	4.0	4.1	4.0	4.0	4.0	4.0	4.1 ↑	4.1
Standard Deviation	0.8	0.9	0.8	0.6	0.9	0.9	0.9	0.8	0.9	0.8	0.8	0.8	0.8

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; ↑↓ 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			
	Total n = 18383	ACT n = 402	NSW n = 5463	NT n = 358	QLD n = 3857	SA n = 1351	Tas. n = 488	Vic. n = 4582	WA n = 1882	Metro n = 12425	Regional n = 4756	Rural n = 1039	Do not wish to specify n = 137
Strongly Agree	26%	18% ↓	25% ↓	29%	26%	27%	32% ↑	27% ↑	26%	25% ↓	27%	34% ↑	19%
Agree	50%	49%	51%	49%	51%	50%	48%	48% ↓	49%	50%	50%	48%	45%
Neither Agree nor Disagree	16%	21% ↑	17%	15%	15%	16%	13% ↓	16%	16%	16%	16%	15%	31% ↑
Disagree	6%	9% ↑	6%	5%	6%	6%	4%	6%	7% ↑	7% ↑	5% ↓	3% ↓	5%
Strongly Disagree	2%	3%	2%	1%	2%	2%	3% ↑	2%	2%	2% ↑	2% ↓	1% ↓	1%
NET Strongly Agree + Agree	76%	67% ↓	76%	78%	77%	76%	80% ↑	76%	75%	75% ↓	77% ↑	82% ↑	64% ↓
NET Strongly Disagree + Disagree	8%	12% ↑	8%	6%	8%	8%	7%	8%	9% ↑	9% ↑	7% ↓	4% ↓	6%
Average	3.9	3.7 ↓	3.9	4.0	3.9	3.9	4.0 ↑	3.9	3.9	3.9 ↓	4.0 ↑	4.1 ↑	3.8 ↓
Standard Deviation	0.9	1.0	0.9	0.9	0.9	0.9	1.0	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.

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			
	Total n = 18385	ACT n = 402	NSW n = 5463	NT n = 358	QLD n = 3856	SA n = 1351	Tas. n = 488	Vic. n = 4585	WA n = 1882	Metro n = 12427	Regional n = 4756	Rural n = 1039	Do not wish to specify n = 137
Strongly Agree	15%	10% ↓	15%	14%	15%	14%	15%	17% ↑	14%	16% ↑	13% ↓	15%	9% ↓
Agree	41%	43%	42%	41%	42%	40%	38%	40%	41%	44% ↑	38% ↓	31% ↓	38%
Neither Agree nor Disagree	31%	30%	31%	37% ↑	31%	34% ↑	33%	30%	31%	28% ↓	36% ↑	42% ↑	41% ↑
Disagree	9%	12% ↑	9%	7%	9%	8%	9%	10%	10%	9% ↓	11% ↑	10%	9%
Strongly Disagree	3%	5% ↑	3%	1%	3%	3%	6% ↑	2% ↓	4%	3%	3%	3%	3%
NET Strongly Agree + Agree	57%	53%	57%	54%	57%	55%	53%	57%	55%	60% ↑	50% ↓	46% ↓	47% ↓
NET Strongly Disagree + Disagree	12%	17% ↑	12%	8% ↓	12%	11%	14%	12%	14% ↑	12% ↓	14% ↑	12%	12%
Average	3.6	3.4 ↓	3.6	3.6	3.6	3.5	3.5 ↓	3.6 ↑	3.5 ↓	3.6 ↑	3.5 ↓	3.5 ↓	3.4 ↓
Standard Deviation	1.0	1.0	0.9	0.9	0.9	0.9	1.0	1.0	1.0	1.0	1.0	0.9	0.9

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

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

	State/Territory									Location			Do not wish to specify n = 90
	Total n = 13707	ACT n = 312	NSW n = 4136	NT n = 263	QLD n = 2866	SA n = 988	Tas. n = 362	Vic. n = 3351	WA n = 1429	Metro n = 9435	Regional n = 3473	Rural n = 695	
Communication	97%	96%	97%	97%	97%	98% ↑	96%	97%	97%	97%	97%	98%	96%
Clinical skills	95%	92% ↓	95%	96%	95%	96% ↑	96%	95%	95%	95% ↓	95%	98% ↑	97%
Ethics	91%	91%	90% ↓	91%	92%	93% ↑	92%	92%	91%	91% ↓	92% ↑	97% ↑	93%
Cultural safety	90%	88%	89%	96% ↑	90%	91%	85% ↓	90%	90%	89% ↓	90%	95% ↑	93%
Theoretical knowledge	91%	85% ↓	90% ↓	91%	91%	91%	92%	92% ↑	91%	91%	91%	95% ↑	93%
Procedural skills	86%	86%	87% ↑	88%	85%	90% ↑	87%	86%	83% ↓	86% ↓	87%	92% ↑	85%
Leadership and management	86%	82% ↓	86%	87%	85%	87%	88%	86%	86%	86%	86%	89% ↑	85%
Research	66%	59% ↓	67%	63%	66%	64%	62%	66%	65%	67% ↑	62% ↓	64%	74%

↑↓ 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? My job responsibilities...?

	State/Territory									Location			Do not wish to specify n = 137
	Total n = 18333	ACT n = 401	NSW n = 5444	NT n = 358	QLD n = 3847	SA n = 1347	Tas. n = 485	Vic. n = 4575	WA n = 1876	Metro n = 12389	Regional n = 4742	Rural n = 1038	
Never prevent me from meeting my training requirements	25%	19% ↓	26% ↑	25%	24%	25%	31% ↑	25%	23% ↓	23% ↓	27% ↑	42% ↑	39% ↑
Rarely prevent me from meeting my training requirements	36%	33%	35%	38%	37%	37%	34%	36%	36%	37% ↑	36%	31% ↓	28%
Sometimes prevent me from meeting my training requirements	31%	35% ↑	31%	32%	31%	29%	28%	30%	33%	32% ↑	29% ↓	22% ↓	26%
Often prevent me from meeting my training requirements	8%	12% ↑	8%	6%	8%	8%	7%	8%	8%	8%	8%	5% ↓	7%

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

Q38_1. To what extent do you agree or disagree that the following educational activities have been useful in your development as a doctor? Formal education program^

	State/Territory									Location			
	Total n = 16738	ACT n = 354	NSW n = 5040	NT n = 317	QLD n = 3505	SA n = 1208	Tas. n = 416	Vic. n = 4203	WA n = 1695	Metro n = 11307	Regional n = 4282	Rural n = 995	Do not wish to specify n = 128
Strongly Agree	29%	22% ↓	28%	32%	28%	29%	37% ↑	30% ↑	28%	28% ↓	30%	34% ↑	15% ↓
Agree	57%	60%	57%	53%	58%	57%	51% ↓	55% ↓	60% ↑	57%	57%	53% ↓	59%
Neither Agree nor Disagree	10%	12%	11% ↑	9%	9% ↓	10%	10%	10%	9%	10%	9%	9%	21% ↑
Disagree	3%	5%	3%	5%	4% ↑	3%	3%	3%	2% ↓	4%	3%	3%	4%
Strongly Disagree	1%	2%	1%	1%	1%	1%	0%	1%	1%	1%	1%	1%	1%
NET Strongly Agree + Agree	86%	81% ↓	85%	85%	86%	86%	87%	85%	88% ↑	85%	87% ↑	87%	74% ↓
NET Strongly Disagree + Disagree	5%	6%	5%	6%	5%	4%	3%	5%	3% ↓	5%	4%	4%	5%
Average	4.1	3.9 ↓	4.1	4.1	4.1	4.1	4.2 ↑	4.1	4.1	4.1 ↓	4.1 ↑	4.2 ↑	3.8 ↓
Standard Deviation	0.8	0.8	0.8	0.8	0.8	0.8	0.7	0.8	0.7	0.8	0.8	0.8	0.8

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 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			
	Total n = 17487	ACT n = 378	NSW n = 5238	NT n = 337	QLD n = 3636	SA n = 1287	Tas. n = 461	Vic. n = 4370	WA n = 1780	Metro n = 11777	Regional n = 4533	Rural n = 1019	Do not wish to specify n = 133
Strongly Agree	16%	12% ↓	17%	15%	16%	16%	22% ↑	16%	16%	14% ↓	18% ↑	31% ↑	13%
Agree	49%	51%	48%	49%	49%	48%	48%	48%	50%	48% ↓	50% ↑	52% ↑	59% ↑
Neither Agree nor Disagree	20%	22%	19%	20%	20%	20%	18%	19%	21%	21% ↑	18% ↓	11% ↓	23%
Disagree	11%	9%	12%	14%	11%	11%	9%	12%	11%	13% ↑	10% ↓	4% ↓	3% ↓
Strongly Disagree	4%	5%	4%	2%	4%	4%	3%	5% ↑	3% ↓	4% ↑	4%	1% ↓	3%
NET Strongly Agree + Agree	65%	63%	65%	64%	65%	65%	70% ↑	64%	65%	62% ↓	68% ↑	83% ↑	71%
NET Strongly Disagree + Disagree	15%	14%	16%	16%	15%	15%	12% ↓	17% ↑	14% ↓	17% ↑	13% ↓	5% ↓	6% ↓
Average	3.6	3.6	3.6	3.6	3.6	3.6	3.8 ↑	3.6 ↓	3.6	3.5 ↓	3.7 ↑	4.1 ↑	3.8
Standard Deviation	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	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 = 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			
	Total n = 17465	ACT n = 376	NSW n = 5226	NT n = 338	QLD n = 3670	SA n = 1286	Tas. n = 457	Vic. n = 4333	WA n = 1779	Metro n = 11831	Regional n = 4509	Rural n = 974	Do not wish to specify n = 128
Strongly Agree	37%	34%	36% ↓	41%	37%	38%	42% ↑	40% ↑	37%	38%	38%	39%	20% ↓
Agree	52%	52%	53% ↑	49%	52%	51%	48%	50% ↓	53%	52%	52%	48% ↓	49%
Neither Agree nor Disagree	9%	11%	9%	8%	9%	8%	8%	8%	8%	8% ↓	8%	11% ↑	27% ↑
Disagree	2%	2%	2%	2%	2%	2%	1%	2%	2%	2%	2%	2%	3%
Strongly Disagree	1%	1%	1%	0%	1%	1%	1%	1%	0%	1% ↑	0% ↓	1%	1%
NET Strongly Agree + Agree	89%	86% ↓	89%	90%	89%	89%	90%	89%	90%	89%	90%	87% ↓	69% ↓
NET Strongly Disagree + Disagree	2%	3%	3%	2%	3%	3%	1%	2%	2%	3%	2%	3%	4%
Average	4.2	4.2	4.2 ↓	4.3	4.2	4.2	4.3 ↑	4.3 ↑	4.2	4.2	4.2	4.2	3.8 ↓
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	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.

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			
	Total n = 17117	ACT n = 369	NSW n = 5099	NT n = 331	QLD n = 3591	SA n = 1257	Tas. n = 459	Vic. n = 4295	WA n = 1716	Metro n = 11637	Regional n = 4398	Rural n = 938	Do not wish to specify n = 121
Strongly Agree	24%	18% ↓	24%	28%	23% ↓	23%	30% ↑	25% ↑	22%	24%	24%	26%	17%
Agree	57%	58%	58%	56%	58%	57%	54%	56%	59%	58%	58%	54% ↓	45% ↓
Neither Agree nor Disagree	15%	19% ↑	14%	12%	15%	16%	13%	15%	16%	15%	14%	17%	33% ↑
Disagree	3%	3%	3%	3%	4% ↑	3%	3%	3%	2%	3%	3%	3%	3%
Strongly Disagree	1%	2%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%
NET Strongly Agree + Agree	81%	76% ↓	82%	84%	80%	80%	84%	82%	81%	81%	82%	79%	63% ↓
NET Strongly Disagree + Disagree	4%	5%	4%	4%	4%	4%	3%	3%	3%	4%	4%	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	4.0	3.8 ↓
Standard Deviation	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.7	0.8	0.8	0.8	0.8

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 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			
	Total n = 16943	ACT n = 367	NSW n = 5084	NT n = 325	QLD n = 3523	SA n = 1215	Tas. n = 450	Vic. n = 4253	WA n = 1726	Metro n = 11563	Regional n = 4339	Rural n = 897	Do not wish to specify n = 120
Strongly Agree	15%	10% ↓	15% ↑	13%	14%	14%	20% ↑	15%	14%	14% ↓	16% ↑	20% ↑	11%
Agree	52%	52%	54% ↑	52%	52%	48% ↓	49%	49% ↓	54% ↑	51% ↓	54% ↑	53%	52%
Neither Agree nor Disagree	23%	24%	21% ↓	23%	23%	25%	20%	25% ↑	22%	24% ↑	21% ↓	21%	32% ↑
Disagree	9%	10%	7% ↓	11%	9%	11% ↑	9%	10% ↑	8%	10% ↑	7% ↓	5% ↓	4%
Strongly Disagree	2%	4% ↑	2%	1%	3% ↑	2%	2%	2%	1%	2%	2%	1%	2%
NET Strongly Agree + Agree	66%	61% ↓	70% ↑	65%	66%	62% ↓	69%	64% ↓	68%	65% ↓	70% ↑	73% ↑	63%
NET Strongly Disagree + Disagree	11%	14% ↑	9% ↓	12%	11%	13% ↑	11%	12% ↑	10%	12% ↑	9% ↓	6% ↓	6%
Average	3.7	3.5 ↓	3.7 ↑	3.7	3.7	3.6 ↓	3.8	3.6 ↓	3.7	3.6 ↓	3.7 ↑	3.9 ↑	3.7
Standard Deviation	0.9	0.9	0.9	0.9	0.9	0.9	0.9	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.

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			
	Total n = 16880	ACT n = 369	NSW n = 5070	NT n = 317	QLD n = 3508	SA n = 1226	Tas. n = 442	Vic. n = 4245	WA n = 1703	Metro n = 11547	Regional n = 4291	Rural n = 893	Do not wish to specify n = 124
Strongly Agree	17%	11% ↓	17%	15%	16%	17%	21% ↑	18% ↑	14% ↓	16% ↓	17%	21% ↑	10%
Agree	52%	53%	53%	52%	52%	52%	51%	52%	54%	53%	51%	53%	56%
Neither Agree nor Disagree	22%	24%	21%	23%	22%	21%	20%	21%	21%	21% ↓	23% ↑	20%	30% ↑
Disagree	7%	9%	7%	8%	7%	8%	6%	7%	9% ↑	8% ↑	7% ↓	5% ↓	3%
Strongly Disagree	2%	2%	2%	2%	2%	2%	1%	2%	1% ↓	2%	2%	1%	0%
NET Strongly Agree + Agree	69%	64% ↓	70%	68%	68%	69%	72%	69%	68%	69%	69%	74% ↑	67%
NET Strongly Disagree + Disagree	9%	11%	9%	10%	10%	10%	7%	9%	10%	10% ↑	8% ↓	6% ↓	3% ↓
Average	3.7	3.6 ↓	3.8	3.7	3.7	3.7	3.8 ↑	3.8	3.7	3.7 ↓	3.8	3.9 ↑	3.7
Standard Deviation	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.8	0.7

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

Q38_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			
	Total n = 15850	ACT n = 344	NSW n = 4731	NT n = 303	QLD n = 3348	SA n = 1160	Tas. n = 416	Vic. n = 3912	WA n = 1636	Metro n = 10751	Regional n = 4080	Rural n = 884	Do not wish to specify n = 112
Strongly Agree	32%	25% ↓	31%	40% ↑	32%	34%	36%	32%	33%	31%	34% ↑	31%	16% ↓
Agree	49%	54%	49%	47%	50%	49%	47%	48% ↓	51%	49%	48%	52%	53%
Neither Agree nor Disagree	14%	15%	15%	10% ↓	13%	13%	13%	15%	13%	14%	13%	13%	29% ↑
Disagree	4%	4%	4%	3%	4%	3% ↓	3%	4% ↑	3% ↓	4% ↑	3%	2% ↓	3%
Strongly Disagree	1%	2%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	0%
NET Strongly Agree + Agree	81%	79%	80%	86% ↑	82%	83%	83%	80% ↓	84% ↑	81%	82%	83%	69% ↓
NET Strongly Disagree + Disagree	5%	6%	5%	4%	5%	3% ↓	4%	5% ↑	3% ↓	5% ↑	4%	3% ↓	3%
Average	4.1	4.0 ↓	4.1	4.2 ↑	4.1	4.1 ↑	4.2 ↑	4.0 ↓	4.1 ↑	4.1 ↓	4.1 ↑	4.1	3.8 ↓
Standard Deviation	0.8	0.9	0.8	0.8	0.8	0.8	0.8	0.9	0.8	0.8	0.8	0.8	0.7

↑↓ 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_8. To what extent do you agree or disagree that the following educational activities have been useful in your development as a doctor? Access to mentoring

	State/Territory									Location			
	Total n = 17015	ACT n = 371	NSW n = 5062	NT n = 326	QLD n = 3555	SA n = 1243	Tas. n = 452	Vic. n = 4269	WA n = 1737	Metro n = 11520	Regional n = 4373	Rural n = 972	Do not wish to specify n = 126
Strongly Agree	28%	23% ↓	27%	28%	28%	28%	31%	30% ↑	26%	28%	28%	32% ↑	18% ↓
Agree	52%	53%	52%	51%	52%	52%	49%	51%	53%	52%	52%	53%	56%
Neither Agree nor Disagree	16%	19%	16%	16%	16%	16%	15%	15%	16%	16%	16%	13% ↓	23% ↑
Disagree	3%	3%	4%	4%	4%	3%	4%	3%	3%	4%	4%	2% ↓	3%
Strongly Disagree	1%	1%	1% ↑	1%	1%	1%	2%	1%	1%	1%	1%	1%	0%
NET Strongly Agree + Agree	80%	76%	79%	79%	79%	81%	80%	81%	80%	79%	79%	85% ↑	74%
NET Strongly Disagree + Disagree	4%	5%	5%	5%	5%	3%	5%	4%	4%	5%	5%	2% ↓	3%
Average	4.0	3.9 ↓	4.0 ↓	4.0	4.0	4.1	4.0	4.1 ↑	4.0	4.0	4.0	4.1 ↑	3.9 ↓
Standard Deviation	0.8	0.8	0.8	0.8	0.8	0.8	0.9	0.8	0.8	0.8	0.8	0.7	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.

Q39. Overall, how would you rate the quality of the teaching sessions?													
	State/Territory									Location			
	Total n = 18125	ACT n = 397	NSW n = 5402	NT n = 350	QLD n = 3796	SA n = 1335	Tas. n = 477	Vic. n = 4521	WA n = 1847	Metro n = 12242	Regional n = 4693	Rural n = 1029	Do not wish to specify n = 134
Excellent	24%	16% ↓	24%	23%	23%	22%	26%	26% ↑	22% ↓	24%	23% ↓	28% ↑	22%
Good	59%	52% ↓	58%	61%	58%	59%	55%	59%	62% ↑	59%	58%	57%	51%
Average	15%	25% ↑	15%	12%	15%	16%	16%	13% ↓	14%	14% ↓	16% ↑	14%	22% ↑
Poor	2%	5% ↑	2%	3%	2%	2%	2%	2%	2%	2%	2%	1% ↓	3%
Terrible	1%	1%	1%	1%	1%	0%	1%	0%	1%	1%	1%	1%	1%
NET Excellent + Good	83%	69% ↓	83%	84%	82%	82%	81%	85% ↑	84%	83% ↑	81% ↓	85%	73% ↓
NET Terrible + Poor	3%	6% ↑	3%	4%	3%	2%	3%	2%	2%	3%	3%	2%	4%
Average	4.0	3.8 ↓	4.0	4.0	4.0	4.0	4.0	4.1 ↑	4.0	4.0 ↑	4.0 ↓	4.1 ↑	3.9 ↓
Standard Deviation	0.7	0.8	0.7	0.8	0.7	0.7	0.8	0.7	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 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			
	Total n = 17452	ACT n = 387	NSW n = 5187	NT n = 337	QLD n = 3690	SA n = 1280	Tas. n = 461	Vic. n = 4370	WA n = 1740	Metro n = 11774	Regional n = 4521	Rural n = 1005	Do not wish to specify n = 127
Excellent	31%	24% ↓	28% ↓	27%	31%	33% ↑	41% ↑	34% ↑	26% ↓	30% ↓	31%	36% ↑	20% ↓
Good	45%	51% ↑	43% ↓	44%	46%	48% ↑	42%	45%	47%	45%	45%	45%	53%
Average	17%	18%	19% ↑	20%	17%	15%	11% ↓	15% ↓	20% ↑	17% ↑	16%	14% ↓	20%
Poor	5%	5%	7% ↑	7%	4% ↓	3% ↓	4%	4% ↓	6%	5%	5%	4% ↓	5%
Terrible	2%	3%	3% ↑	1%	2% ↓	1% ↓	2%	2%	2%	2%	2%	1% ↓	2%
NET Excellent + Good	75%	75%	71% ↓	71% ↓	77% ↑	81% ↑	83% ↑	79% ↑	72% ↓	75% ↓	76%	82% ↑	73%
NET Terrible + Poor	8%	7%	11% ↑	9%	6% ↓	4% ↓	6%	6% ↓	8%	8% ↑	8%	4% ↓	6%
Average	4.0	3.9	3.8 ↓	3.9	4.0 ↑	4.1 ↑	4.2 ↑	4.0 ↑	3.9 ↓	3.9 ↓	4.0	4.1 ↑	3.9
Standard Deviation	0.9	0.9	1.0	0.9	0.9	0.8	0.9	0.9	0.9	1.0	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 = 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			Do not wish to specify n = 122
	Total n = 17647	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	
Excellent	22%	16%	21%	18%	22%	23%	27% ↑	23%	19% ↓	21% ↓	21%	31% ↑	21%
Good	52%	56%	51% ↓	54%	54%	53%	48%	52%	54%	52%	54%	49%	46%
Average	22%	21%	23% ↑	26%	20%	21%	20%	21%	22%	22%	21%	16% ↓	27%
Poor	4%	5%	4% ↑	1%	3%	2%	3%	3%	4%	4%	3%	3%	5%
Terrible	1%	1%	1%	1%	0%	0%	0%	1%	1%	1%	0%	1%	1%
NET Excellent + Good	74%	72%	72% ↓	72%	76% ↑	76%	76%	75%	73%	73% ↓	75%	80% ↑	67%
NET Terrible + Poor	5%	6%	5% ↑	2%	4%	3%	4%	4%	4%	4%	4%	4%	6%
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
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

↑↓ 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			Do not wish to specify n = 126
	Total n = 17603	ACT n = 382	NSW n = 5224	NT n = 342	QLD n = 3708	SA n = 1294	Tas. n = 462	Vic. n = 4388	WA n = 1803	Metro n = 11865	Regional n = 4573	Rural n = 1014	
Excellent	22%	14% ↓	23%	23%	22%	23%	29% ↑	22%	21%	20% ↓	24% ↑	37% ↑	22%
Good	38%	37%	38%	37%	39%	38%	41%	38%	38%	37% ↓	40% ↑	47% ↑	43%
Average	24%	27%	23% ↓	25%	25%	24%	21%	25%	25%	25% ↑	23%	13% ↓	21%
Poor	11%	13%	11%	13%	10%	12%	5% ↓	11%	12%	13% ↑	8% ↓	3% ↓	10%
Terrible	4%	8% ↑	5%	3%	4%	3%	3%	5%	4%	5% ↑	3% ↓	1% ↓	4%
NET Excellent + Good	61%	52% ↓	62%	60%	61%	61%	70% ↑	60%	59%	57% ↓	65% ↑	84% ↑	65%
NET Terrible + Poor	15%	21% ↑	15%	15%	14% ↓	15%	9% ↓	15%	16%	17% ↑	12% ↓	4% ↓	13%
Average	3.6	3.4 ↓	3.6	3.6	3.7	3.7	3.9 ↑	3.6	3.6	3.6 ↓	3.7 ↑	4.2 ↑	3.7
Standard Deviation	1.1	1.1	1.1	1.1	1.0	1.1	1.0	1.1	1.1	1.1	1.0	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 = 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			
	Total n = 17226	ACT n = 377	NSW n = 5144	NT n = 343	QLD n = 3623	SA n = 1272	Tas. n = 452	Vic. n = 4237	WA n = 1778	Metro n = 11660	Regional n = 4458	Rural n = 960	Do not wish to specify n = 123
Excellent	18%	11% ↓	19%	19%	19%	18%	22% ↑	18%	17%	17% ↓	19% ↑	28% ↑	19%
Good	44%	42%	43% ↓	46%	46% ↑	44%	44%	43%	48% ↑	43% ↓	47% ↑	47%	49%
Average	27%	30%	27%	26%	26%	28%	23%	27%	27%	28% ↑	26% ↓	20% ↓	23%
Poor	8%	13% ↑	9%	8%	8%	8%	9%	9%	6% ↓	9% ↑	7% ↓	3% ↓	7%
Terrible	2%	5% ↑	3%	2%	2%	1% ↓	2%	3% ↑	2% ↓	3% ↑	2% ↓	1% ↓	2%
NET Excellent + Good	63%	53% ↓	62%	65%	65% ↑	62%	66%	61%	65% ↑	60% ↓	66% ↑	75% ↑	67%
NET Terrible + Poor	11%	17% ↑	11% ↑	9%	9% ↓	10%	11%	12% ↑	8% ↓	12% ↑	8% ↓	4% ↓	10%
Average	3.7	3.4 ↓	3.7	3.7	3.7 ↑	3.7	3.8	3.7 ↓	3.7 ↑	3.6 ↓	3.8 ↑	4.0 ↑	3.7
Standard Deviation	0.9	1.0	1.0	0.9	0.9	0.9	0.9	1.0	0.9	1.0	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 = 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			
	Total n = 17883	ACT n = 395	NSW n = 5333	NT n = 346	QLD n = 3751	SA n = 1318	Tas. n = 471	Vic. n = 4448	WA n = 1821	Metro n = 12068	Regional n = 4639	Rural n = 1019	Do not wish to specify n = 132
Strongly Agree	45%	39% ↓	45%	52% ↑	45%	42% ↓	47%	49% ↑	42% ↓	45% ↓	46%	50% ↑	27% ↓
Agree	47%	50%	48%	42% ↓	47%	51% ↑	45%	46% ↓	51% ↑	48% ↑	46%	42% ↓	55%
Neither Agree nor Disagree	5%	7% ↑	5%	4%	6%	5%	6%	4% ↓	5%	5%	5%	6%	15% ↑
Disagree	2%	3% ↑	2%	1%	2% ↑	2%	1%	1% ↓	2%	2%	1%	1%	2%
Strongly Disagree	1%	1%	1%	1%	1%	0%	1%	0% ↓	0%	1%	1%	0%	0%
NET Strongly Agree + Agree	93%	89% ↓	92%	94%	92% ↓	93%	92%	94% ↑	93%	93%	93%	92%	83% ↓
NET Strongly Disagree + Disagree	2%	3%	2%	2%	3% ↑	2%	2%	1% ↓	2%	2%	2%	2%	2%
Average	4.4	4.2 ↓	4.3	4.4 ↑	4.3 ↓	4.3	4.4	4.4 ↑	4.3 ↓	4.3	4.4	4.4 ↑	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	0.7	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			
	Total n = 17880	ACT n = 395	NSW n = 5334	NT n = 346	QLD n = 3750	SA n = 1318	Tas. n = 471	Vic. n = 4447	WA n = 1819	Metro n = 12066	Regional n = 4639	Rural n = 1018	Do not wish to specify n = 132
Strongly Agree	31%	21% ↓	31%	32%	30%	26% ↓	29%	33% ↑	28% ↓	29% ↓	32% ↑	42% ↑	20% ↓
Agree	48%	45%	47%	45%	48%	49%	48%	48%	49%	48%	47%	45% ↓	51%
Neither Agree nor Disagree	14%	17% ↑	14%	13%	14%	16% ↑	14%	12% ↓	13%	14% ↑	13%	9% ↓	23% ↑
Disagree	6%	12% ↑	6%	8%	6%	7%	5%	4% ↓	7%	6% ↑	5%	3% ↓	6%
Strongly Disagree	2%	5% ↑	2%	2%	2%	3%	3%	1% ↓	2%	2% ↑	2% ↓	1%	0%
NET Strongly Agree + Agree	78%	66% ↓	78%	77%	78%	75% ↓	77%	82% ↑	78%	77% ↓	80% ↑	87% ↑	71% ↓
NET Strongly Disagree + Disagree	8%	17% ↑	8%	10%	8%	9%	8%	6% ↓	9% ↑	9% ↑	7% ↓	4% ↓	6%
Average	4.0	3.6 ↓	4.0	4.0	4.0	3.9 ↓	4.0	4.1 ↑	3.9 ↓	4.0 ↓	4.0 ↑	4.2 ↑	3.9
Standard Deviation	0.9	1.1	0.9	1.0	0.9	0.9	1.0	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.

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			
	Total n = 17878	ACT n = 395	NSW n = 5333	NT n = 346	QLD n = 3750	SA n = 1316	Tas. n = 471	Vic. n = 4447	WA n = 1820	Metro n = 12065	Regional n = 4637	Rural n = 1019	Do not wish to specify n = 132
Strongly Agree	25%	17% ↓	25%	30% ↑	25%	22% ↓	27%	26%	23%	23% ↓	27% ↑	40% ↑	17% ↓
Agree	43%	38%	43%	42%	42%	42%	43%	43%	43%	42% ↓	45% ↑	42%	51%
Neither Agree nor Disagree	19%	23% ↑	19%	13% ↓	19%	20%	14% ↓	18%	19%	20% ↑	17% ↓	11% ↓	21%
Disagree	10%	16% ↑	10%	12%	10%	10%	12%	10%	12%	12% ↑	9% ↓	5% ↓	11%
Strongly Disagree	4%	6% ↑	3%	3%	4%	5% ↑	4%	3%	4%	4% ↑	3% ↓	1% ↓	0% ↓
NET Strongly Agree + Agree	67%	55% ↓	68%	72%	67%	65% ↓	69%	69% ↑	65%	65% ↓	72% ↑	82% ↑	67%
NET Strongly Disagree + Disagree	14%	22% ↑	13%	14%	14%	15%	16%	13% ↓	16% ↑	16% ↑	11% ↓	7% ↓	11%
Average	3.7	3.4 ↓	3.8	3.8	3.7	3.7 ↓	3.8	3.8 ↑	3.7 ↓	3.7 ↓	3.8 ↑	4.1 ↑	3.7
Standard Deviation	1.1	1.1	1.0	1.1	1.1	1.1	1.1	1.0	1.1	1.1	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			
	Total n = 17880	ACT n = 395	NSW n = 5333	NT n = 346	QLD n = 3751	SA n = 1316	Tas. n = 471	Vic. n = 4447	WA n = 1821	Metro n = 12065	Regional n = 4639	Rural n = 1019	Do not wish to specify n = 132
Strongly Agree	20%	13% ↓	21%	24%	20%	18% ↓	23%	20%	19%	18% ↓	23% ↑	33% ↑	12% ↓
Agree	43%	40%	43%	45%	43%	42%	42%	43%	43%	42% ↓	46% ↑	44%	49%
Neither Agree nor Disagree	20%	26% ↑	20%	17%	19%	21%	18%	19%	19%	21% ↑	18% ↓	14% ↓	30% ↑
Disagree	13%	16% ↑	12%	11%	13%	14%	12%	13%	13%	15% ↑	11% ↓	7% ↓	8%
Strongly Disagree	4%	5%	3% ↓	3%	4%	5%	5%	4%	5%	4% ↑	3% ↓	2% ↓	1%
NET Strongly Agree + Agree	63%	53% ↓	64%	69% ↑	63%	60% ↓	65%	64%	63%	60% ↓	68% ↑	77% ↑	61%
NET Strongly Disagree + Disagree	17%	22% ↑	16% ↓	14%	17%	19%	17%	17%	18%	19% ↑	14% ↓	9% ↓	8% ↓
Average	3.6	3.4 ↓	3.7 ↑	3.8 ↑	3.6	3.5 ↓	3.7	3.6	3.6	3.6 ↓	3.7 ↑	4.0 ↑	3.6
Standard Deviation	1.1	1.1	1.0	1.0	1.1	1.1	1.1	1.1	1.1	1.1	1.0	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.

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			
	Total n = 17875	ACT n = 395	NSW n = 5331	NT n = 346	QLD n = 3750	SA n = 1318	Tas. n = 471	Vic. n = 4445	WA n = 1819	Metro n = 12062	Regional n = 4637	Rural n = 1019	Do not wish to specify n = 132
Strongly Agree	31%	22% ↓	30%	32%	30%	29%	30%	36% ↑	27% ↓	30% ↓	32% ↑	44% ↑	27%
Agree	47%	44%	49% ↑	43%	47%	46%	46%	46%	49%	48% ↑	47%	42% ↓	39%
Neither Agree nor Disagree	14%	18% ↑	14%	14%	14%	16% ↑	15%	12% ↓	14%	14% ↑	13%	10% ↓	28% ↑
Disagree	6%	11% ↑	6%	8%	6%	8% ↑	6%	5% ↓	8% ↑	6% ↑	6%	4% ↓	5%
Strongly Disagree	2%	5% ↑	2%	3%	2% ↑	2%	3%	1% ↓	2%	2%	2% ↑	1% ↓	1%
NET Strongly Agree + Agree	78%	67% ↓	79%	75%	77%	74% ↓	76%	82% ↑	76% ↓	78% ↓	79%	85% ↑	66% ↓
NET Strongly Disagree + Disagree	8%	16% ↑	8%	11%	9%	9% ↑	9%	6% ↓	10% ↑	8% ↑	8%	5% ↓	6%
Average	4.0	3.7 ↓	4.0	3.9	4.0 ↓	3.9 ↓	3.9	4.1 ↑	3.9 ↓	4.0 ↓	4.0	4.2 ↑	3.9
Standard Deviation	0.9	1.1	0.9	1.0	0.9	1.0	1.0	0.9	0.9	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.

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			
	Total n = 17883	ACT n = 395	NSW n = 5333	NT n = 346	QLD n = 3751	SA n = 1318	Tas. n = 471	Vic. n = 4449	WA n = 1820	Metro n = 12067	Regional n = 4640	Rural n = 1019	Do not wish to specify n = 132
Strongly Agree	28%	22% ↓	28%	29%	28%	26%	30%	31% ↑	25% ↓	27% ↓	30% ↑	41% ↑	20% ↓
Agree	55%	59%	55%	51%	56%	54%	54%	53%	56%	55%	55%	49% ↓	52%
Neither Agree nor Disagree	12%	13%	12%	13%	11%	14% ↑	11%	11%	12%	12% ↑	11% ↓	8% ↓	23% ↑
Disagree	4%	5%	5%	6%	4%	5%	4%	4% ↓	6% ↑	5% ↑	4% ↓	2% ↓	5%
Strongly Disagree	1%	2%	1%	1%	1% ↑	1%	1%	0% ↓	1%	1% ↑	1%	1%	0%
NET Strongly Agree + Agree	83%	80%	83%	80%	84%	80% ↓	84%	85% ↑	81% ↓	82% ↓	85% ↑	89% ↑	73% ↓
NET Strongly Disagree + Disagree	5%	6%	5%	8%	5%	7% ↑	5%	4% ↓	7% ↑	6% ↓	4% ↓	3% ↓	5%
Average	4.0	3.9 ↓	4.0	4.0	4.1	4.0 ↓	4.1	4.1 ↑	4.0 ↓	4.0 ↓	4.1 ↑	4.3 ↑	3.9 ↓
Standard Deviation	0.8	0.8	0.8	0.9	0.8	0.9	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 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			
	Total n = 17883	ACT n = 395	NSW n = 5334	NT n = 346	QLD n = 3751	SA n = 1318	Tas. n = 471	Vic. n = 4448	WA n = 1820	Metro n = 12068	Regional n = 4639	Rural n = 1019	Do not wish to specify n = 132
Strongly Agree	27%	20% ↓	27%	28%	27%	25% ↓	31%	30% ↑	25% ↓	26% ↓	29% ↑	40% ↑	20%
Agree	46%	45%	46%	48%	47%	46%	44%	45%	47%	46% ↓	47% ↑	47%	49%
Neither Agree nor Disagree	16%	20%	16%	14%	16%	19% ↑	18%	16%	16%	17% ↑	15% ↓	9% ↓	24% ↑
Disagree	8%	9%	8%	8%	7% ↓	8%	4% ↓	8%	10% ↑	9% ↑	7% ↓	3% ↓	5%
Strongly Disagree	2%	6% ↑	2%	3%	3%	3%	3%	2% ↓	2%	3% ↑	2% ↓	1% ↓	1%
NET Strongly Agree + Agree	74%	66% ↓	73%	75%	75%	71% ↓	75%	75% ↑	72%	71% ↓	76% ↑	86% ↑	70%
NET Strongly Disagree + Disagree	10%	15% ↑	10%	11%	9% ↓	11%	7% ↓	9%	12% ↑	11% ↑	9% ↓	5% ↓	6%
Average	3.9	3.7 ↓	3.9	3.9	3.9	3.8 ↓	4.0	3.9 ↑	3.8 ↓	3.8 ↓	4.0 ↑	4.2 ↑	3.8
Standard Deviation	1.0	1.1	1.0	1.0	1.0	1.0	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 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			
	Total n = 17886	ACT n = 395	NSW n = 5336	NT n = 346	QLD n = 3752	SA n = 1319	Tas. n = 471	Vic. n = 4447	WA n = 1820	Metro n = 12072	Regional n = 4639	Rural n = 1017	Do not wish to specify n = 133
Strongly Agree	27%	23% ↓	26%	29%	27%	27%	29%	29% ↑	25%	26% ↓	28%	40% ↑	20%
Agree	51%	43% ↓	51%	47%	51%	52%	50%	50%	52%	51%	51%	45% ↓	47%
Neither Agree nor Disagree	15%	22% ↑	16%	16%	15%	14%	16%	15%	16%	16%	15%	12% ↓	28% ↑
Disagree	5%	8% ↑	5%	6%	4%	5%	4%	5%	6%	5% ↑	5%	2% ↓	2%
Strongly Disagree	2%	4% ↑	2%	2%	2%	2%	2%	1% ↓	2%	2%	2%	2%	3%
NET Strongly Agree + Agree	78%	66% ↓	77%	76%	78%	79%	78%	79% ↑	77%	77% ↓	79%	85% ↑	67% ↓
NET Strongly Disagree + Disagree	7%	12% ↑	7%	8%	6%	7%	6%	6% ↓	7%	7% ↑	6%	4% ↓	5%
Average	4.0	3.7 ↓	3.9	4.0	4.0	4.0	4.0	4.0 ↑	3.9	3.9 ↓	4.0 ↑	4.2 ↑	3.8 ↓
Standard Deviation	0.9	1.0	0.9	0.9	0.9	0.9	0.9	0.9	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_9. Thinking about the workplace environment and culture in your setting, to what extent do you agree or disagree with the following statements? There is a positive culture at my workplace

	State/Territory									Location			
	Total n = 17879	ACT n = 395	NSW n = 5333	NT n = 346	QLD n = 3750	SA n = 1318	Tas. n = 471	Vic. n = 4445	WA n = 1821	Metro n = 12064	Regional n = 4639	Rural n = 1019	Do not wish to specify n = 132
Strongly Agree	30%	20% ↓	30%	36% ↑	29%	26% ↓	31%	33% ↑	27% ↓	28% ↓	31%	42% ↑	21% ↓
Agree	48%	44%	49%	45%	48%	48%	45%	49%	47%	48%	48%	44% ↓	51%
Neither Agree nor Disagree	14%	17%	14%	11%	15%	17% ↑	15%	13% ↓	15%	15% ↑	14%	10% ↓	23% ↑
Disagree	6%	12% ↑	5% ↓	6%	6%	8% ↑	6%	4% ↓	7% ↑	6% ↑	5%	3% ↓	4%
Strongly Disagree	2%	7% ↑	2%	2%	3%	2%	2%	1% ↓	3%	3% ↑	2%	1% ↓	1%
NET Strongly Agree + Agree	78%	64% ↓	79%	81%	77%	74% ↓	76%	81% ↑	75% ↓	77% ↓	79%	86% ↑	72%
NET Strongly Disagree + Disagree	8%	19% ↑	7% ↓	8%	8%	10% ↑	9%	6% ↓	10% ↑	9% ↑	7%	4% ↓	5%
Average	4.0	3.6 ↓	4.0	4.1	3.9 ↓	3.9 ↓	4.0	4.1 ↑	3.9 ↓	3.9 ↓	4.0 ↑	4.2 ↑	3.9
Standard Deviation	0.9	1.1	0.9	1.0	1.0	1.0	1.0	0.9	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.

Q42a. Thinking about your workplace, have you experienced and/or witnessed any of the following in the past 12 months? - Experienced													
	State/Territory									Location			
	Total n = 16285	ACT n = 355	NSW n = 4819	NT n = 318	QLD n = 3409	SA n = 1198	Tas. n = 426	Vic. n = 4116	WA n = 1644	Metro n = 11017	Regional n = 4198	Rural n = 940	Do not wish to specify n = 111
Bullying	14%	17% ↑	14%	16%	13%	14%	14%	12% ↓	15% ↑	14% ↑	13%	9% ↓	13%
Harassment	9%	12% ↑	9%	13% ↑	8%	10%	10%	8% ↓	9%	9%	9%	8%	8%
Discrimination	10%	14% ↑	10%	10%	11%	10%	13% ↑	9% ↓	11%	10%	11%	8% ↓	11%
None of the above	78%	68% ↓	78%	74%	79%	78%	76%	80% ↑	76% ↓	77% ↓	78%	84% ↑	80%
NET: Bullying + Harassment + Discrimination	22%	32% ↑	22%	26%	21%	22%	24%	20% ↓	24% ↑	23% ↑	22%	16% ↓	20%

↑↓ 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			
	Total n = 16830	ACT n = 369	NSW n = 4976	NT n = 330	QLD n = 3519	SA n = 1250	Tas. n = 443	Vic. n = 4232	WA n = 1711	Metro n = 11402	Regional n = 4352	Rural n = 944	Do not wish to specify n = 114
Bullying	21%	27% ↑	21%	25%	21%	24% ↑	23%	18% ↓	23% ↑	22% ↑	19% ↓	12% ↓	18%
Harassment	14%	20% ↑	14%	19% ↑	14%	17% ↑	15%	13% ↓	15%	15% ↑	14%	9% ↓	12%
Discrimination	15%	21% ↑	14% ↓	20% ↑	15%	16%	19% ↑	13% ↓	16%	15%	15%	11% ↓	13%
None of the above	69%	60% ↓	70%	62% ↓	70%	66% ↓	65%	72% ↑	67%	68% ↓	70%	81% ↑	76%
NET: Bullying + Harassment + Discrimination	31%	40% ↑	30%	38% ↑	30%	34% ↑	35%	28% ↓	33%	32% ↑	30%	19% ↓	24%

↑↓ 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			
	Total n = 17173	ACT n = 376	NSW n = 5086	NT n = 337	QLD n = 3589	SA n = 1270	Tas. n = 457	Vic. n = 4313	WA n = 1745	Metro n = 11627	Regional n = 4441	Rural n = 971	Do not wish to specify n = 115
Bullying	24%	32% ↑	24%	28%	24%	27% ↑	25%	22% ↓	27% ↑	26% ↑	23% ↓	15% ↓	19%
Harassment	17%	24% ↑	17%	22% ↑	16%	20% ↑	18%	15% ↓	18%	17% ↑	17%	12% ↓	16%
Discrimination	18%	24% ↑	17%	23% ↑	19%	19%	23% ↑	16% ↓	19%	18%	19%	14% ↓	16%
None of the above	78%	72% ↓	78%	73% ↓	79%	77%	75%	80% ↑	76% ↓	77% ↓	79%	85% ↑	80%
NET: Bullying + Harassment + Discrimination	35%	47% ↑	34%	42% ↑	34%	38% ↑	38%	32% ↓	37% ↑	36% ↑	34%	23% ↓	27%

↑↓ 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			Do not wish to specify n = 22!
	Total n = 3537	ACT n = 110	NSW n = 1070	NT n = 83	QLD n = 701	SA n = 264	Tas. n = 102	Vic. n = 809	WA n = 398	Metro n = 2451	Regional n = 908	Rural n = 149	
Senior medical staff (e.g. consultants, specialists)	51%	47%	48% ↓	57%	53%	53%	52%	49%	55%	51%	49%	49%	45%
Medical colleague (e.g. registrar or other doctors in training)	30%	37%	31%	25%	29%	33%	32%	30%	27%	31% ↑	28%	19% ↓	32%
Nurse or midwife	36%	39%	38%	20% ↓	38%	32%	41%	33%	36%	35%	39% ↑	30%	41%
Other health practitioner	6%	4%	7%	11%	6%	5%	9%	6%	6%	6%	6%	11% ↑	14%
Hospital management/administrative staff	16%	15%	17%	11%	16%	19%	16%	15%	14%	15%	15%	26% ↑	27%
Patient and/or patient family/carer	36%	33%	38%	36%	36%	38%	37%	34%	36%	36%	36%	38%	32%
Other	2%	2%	1%	1%	2%	1%	2%	2%	3%	1% ↓	2% ↑	2%	9%
Prefer not to say	6%	7%	6%	7%	8%	8%	5%	6%	5%	7%	6%	4%	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.

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

	State/Territory									Location			Do not wish to specify n = 26!
	Total n = 5101	ACT n = 146	NSW n = 1475	NT n = 124	QLD n = 1059	SA n = 414	Tas. n = 149	Vic. n = 1180	WA n = 554	Metro n = 3616	Regional n = 1280	Rural n = 173	
Senior medical staff (e.g. consultants, specialists)	54%	62% ↑	51% ↓	55%	56%	59% ↑	54%	50% ↓	57%	54%	53%	42% ↓	50%
Medical colleague (e.g. registrar or other doctors in training)	35%	45% ↑	34%	41%	33% ↓	40% ↑	40%	35%	34%	37% ↑	31% ↓	26% ↓	38%
Nurse or midwife	41%	42%	42%	39%	43%	38%	43%	37% ↓	46% ↑	41%	43%	35%	38%
Other health practitioner	8%	6%	8%	10%	9%	7%	7%	7%	8%	8%	8%	11%	15%
Hospital management/administrative staff	17%	18%	18%	17%	14% ↓	18%	18%	16%	16%	16% ↓	16%	34% ↑	27%
Patient and/or patient family/carer	38%	44%	36%	37%	40%	38%	42%	37%	38%	38%	36%	36%	42%
Other	1%	1%	2%	2%	1%	1%	1%	1%	2%	1% ↓	2%	4% ↑	8%
Prefer not to say	7%	5%	8%	7%	7%	8%	5%	8%	5%	7%	7%	11% ↑	19%

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			Do not wish to specify n = 31
	Total n = 5941	ACT n = 175	NSW n = 1739	NT n = 139	QLD n = 1218	SA n = 475	Tas. n = 173	Vic. n = 1377	WA n = 645	Metro n = 4171	Regional n = 1511	Rural n = 221	
Senior medical staff (e.g. consultants, specialists)	56%	63%	53% ↓	57%	57%	61% ↑	55%	53% ↓	60% ↑	57% ↑	55%	48% ↓	48%
Medical colleague (e.g. registrar or other doctors in training)	36%	46% ↑	36%	40%	34%	40%	39%	36%	35%	38% ↑	33% ↓	26% ↓	35%
Nurse or midwife	42%	45%	43%	37%	44%	39%	45%	38% ↓	46% ↑	42%	44% ↑	34% ↓	39%
Other health practitioner	8%	7%	8%	12%	9%	8%	9%	7%	9%	8%	8%	13% ↑	16%
Hospital management/administrative staff	18%	17%	19% ↑	17%	15% ↓	19%	18%	17%	18%	17%	17%	31% ↑	23%
Patient and/or patient family/carer	38%	41%	37%	39%	40%	40%	41%	37%	39%	38%	38%	36%	42%
Other	2%	1%	2%	1%	2%	1%	2%	2%	2%	1% ↓	2% ↑	4% ↑	10% ↑
Prefer not to say	8%	6%	8%	9%	8%	8%	5%	8%	5% ↓	8%	7%	10%	23% ↑

↑↓ 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			Do not wish to specify n = 27!
	Total n = 3002	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	
In my team	50%	42%	46%	57%	49%	52%	54%	54% ↑	47%	50%	47%	57%	56%
In my department but not in my team	29%	26%	28%	28%	32%	30%	31%	27%	32%	30%	29%	25%	19%
From another department	27%	32%	31%	16%	30%	29%	24%	28%	29%	29%	31%	18%	19%
Prefer not to say	16%	25%	18%	16%	13%	13%	19%	16%	17%	16%	15%	21%	22%

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			
	Total n = 4310	ACT n = 131	NSW n = 1246	NT n = 106	QLD n = 890	SA n = 351	Tas. n = 132	Vic. n = 976	WA n = 478	Metro n = 3070	Regional n = 1076	Rural n = 143	Do not wish to specify n = 15!
In my team	37%	36%	34% ↓	49% ↑	37%	42% ↑	39%	39%	34%	37%	36%	47% ↑	40%
In my department but not in my team	39%	34%	38%	42%	43% ↑	36%	40%	35% ↓	44% ↑	39%	41%	29% ↓	40%
From another department	35%	37%	36%	36%	36%	33%	40%	35%	34%	36%	35%	32%	27%
Prefer not to say	16%	15%	17%	16%	14% ↓	17%	14%	18%	16%	17%	15%	18%	27%

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			
	Total n = 5088	ACT n = 158	NSW n = 1487	NT n = 114	QLD n = 1032	SA n = 408	Tas. n = 156	Vic. n = 1165	WA n = 568	Metro n = 3584	Regional n = 1294	Rural n = 184	Do not wish to specify n = 20!
In my team	43%	42%	42%	60% ↑	43%	45%	44%	46%	40%	43%	44%	53% ↑	40%
In my department but not in my team	38%	39%	37%	41%	42% ↑	36%	38%	34% ↓	43% ↑	38%	39%	30% ↓	35%
From another department	35%	35%	36%	37%	36%	34%	37%	34%	34%	36%	35%	29%	20%
Prefer not to say	18%	18%	18%	18%	16%	17%	19%	18%	17%	18%	17%	21%	30%

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			
	Total n = 2078	ACT n = 67	NSW n = 609	NT n = 52	QLD n = 423	SA n = 151	Tas. n = 63	Vic. n = 479	WA n = 234	Metro n = 1422	Regional n = 547	Rural n = 93	Do not wish to specify n = 11!
Yes	43%	36%	39% ↓	48%	47%	42%	49%	46%	41%	42%	45%	45%	36%
No	48%	55%	52% ↑	46%	45%	46%	41%	46%	50%	49%	47%	46%	55%
Prefer not to say	9%	9%	9%	6%	8%	13%	10%	8%	9%	9%	8%	9%	9%

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

Q42d. Was the person(s) one of your supervisors?- Witnessed													
	State/Territory									Location			
	Total n = 2762	ACT n = 81	NSW n = 772	NT n = 75	QLD n = 593	SA n = 232	Tas. n = 85	Vic. n = 605	WA n = 319	Metro n = 1957	Regional n = 700	Rural n = 89	Do not wish to specify n = 11!
Yes	32%	25%	28% ↓	40%	33%	31%	39%	35% ↑	31%	31%	32%	43% ↑	36%
No	58%	69% ↑	61%	53%	56%	58%	54%	56%	59%	58%	58%	53%	55%
Prefer not to say	10%	6%	11%	7%	11%	11%	7%	9%	10%	11%	9%	4%	9%

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

Q42d. Was the person(s) one of your supervisors?- Experienced or Witnessed													
	State/Territory									Location			
	Total n = 3429	ACT n = 110	NSW n = 971	NT n = 88	QLD n = 718	SA n = 276	Tas. n = 102	Vic. n = 768	WA n = 396	Metro n = 2396	Regional n = 891	Rural n = 123	Do not wish to specify n = 14!
Yes	38%	35%	36%	44%	41%	36%	42%	41%	36%	38%	40%	43%	36%
Neither	62%	65%	64%	56%	59%	64%	58%	59%	64%	62%	60%	57%	64%

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			
	Total n = 3531	ACT n = 110	NSW n = 1071	NT n = 83	QLD n = 698	SA n = 261	Tas. n = 101	Vic. n = 808	WA n = 399	Metro n = 2449	Regional n = 906	Rural n = 148	Do not wish to specify n = 21!
Yes	33%	35%	32%	42%	35%	34%	33%	33%	29% ↓	31% ↓	36% ↑	41% ↑	43%
No	67%	65%	68%	58%	65%	66%	67%	67%	71% ↑	69% ↑	64% ↓	59% ↓	57%

↑↓ 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			
	Total n = 5079	ACT n = 146	NSW n = 1470	NT n = 123	QLD n = 1051	SA n = 413	Tas. n = 148	Vic. n = 1180	WA n = 548	Metro n = 3596	Regional n = 1280	Rural n = 173	Do not wish to specify n = 24!
Yes	24%	29%	23%	31%	24%	25%	33% ↑	25%	21%	23% ↓	27% ↑	31% ↑	33%
No	76%	71%	77%	69%	76%	75%	67% ↓	75%	79%	77% ↑	73% ↓	69% ↓	67%

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			
	Total n = 5921	ACT n = 174	NSW n = 1731	NT n = 140	QLD n = 1211	SA n = 473	Tas. n = 172	Vic. n = 1379	WA n = 641	Metro n = 4158	Regional n = 1506	Rural n = 220	Do not wish to specify n = 30
Yes	32%	37%	31%	39%	31%	32%	37%	32%	28% ↓	30% ↓	35% ↑	37%	37%
Neither	68%	63%	69%	61%	69%	68%	63%	68%	72% ↑	70% ↑	65% ↓	63%	63%

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

Q42f. Has the report been followed up?... - Experienced													
	State/Territory									Location			
	Total n = 1163	ACT n = 39	NSW n = 341	NT n = 34	QLD n = 244	SA n = 88	Tas. n = 33	Vic. n = 270	WA n = 114	Metro n = 763	Regional n = 328	Rural n = 60	Do not wish to specify n < 10^
Yes	48%	46%	46%	38%	47%	44%	55%	52%	47%	48%	47%	40%	
No	22%	26%	23%	29%	21%	23%	21%	19%	24%	21%	22%	28%	
Unsure	30%	28%	31%	32%	32%	33%	24%	29%	29%	30%	31%	32%	

↑↓ 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			Do not wish to specify n<10 [^]
	Total n = 1215	ACT n = 43	NSW n = 337	NT n = 37	QLD n = 245	SA n = 103	Tas. n = 48	Vic. n = 289	WA n = 113	Metro n = 819	Regional n = 337	Rural n = 52	
Yes	44%	40%	41%	19% ↓	46%	50%	50%	48%	40%	45%	42%	42%	
No	11%	16%	12%	14%	13%	7%	8%	9%	11%	10%	13%	13%	
Unsure	45%	44%	47%	68% ↑	40%	43%	42%	43%	50%	45%	45%	44%	

[^] 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			Do not wish to specify n<10 [^]
	Total n = 1866	ACT n = 65	NSW n = 537	NT n = 53	QLD n = 377	SA n = 151	Tas. n = 64	Vic. n = 443	WA n = 176	Metro n = 1251	Regional n = 522	Rural n = 80	
Yes	48%	51%	44% ↓	36%	50%	50%	58%	52%	45%	50%	46%	43%	
Neither	52%	49%	56% ↑	64%	50%	50%	42%	48%	55%	50%	54%	58%	

[^] 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.

Q42g. Are you satisfied with how the report was followed-up? - Experienced													
	State/Territory									Location			Do not wish to specify n<10 [^]
	Total n = 553	ACT n = 18!	NSW n = 158	NT n = 13!	QLD n = 114	SA n = 39	Tas. n = 18!	Vic. n = 140	WA n = 53	Metro n = 370	Regional n = 152	Rural n = 24!	
Yes	58%	22%	57%	69%	61%	67%	39%	62%	55%	58%	59%	58%	
No	18%	11%	20%	15%	18%	18%	17%	17%	23%	18%	20%	21%	
Unsure	23%	67%	23%	15%	21%	15%	44%	21%	23%	25%	20%	21%	

[^] 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.

Q42g. Are you satisfied with how the report was followed-up? - Witnessed													
	State/Territory									Location			Do not wish to specify n<10^
	Total n = 533	ACT n = 17!	NSW n = 138	NT n<10^	QLD n = 112	SA n = 52	Tas. n = 24!	Vic. n = 138	WA n = 45	Metro n = 367	Regional n = 141	Rural n = 22!	
Yes	61%	65%	54%		62%	63%	42%	64%	69%	62%	59%	50%	
No	14%	6%	17%		15%	13%	17%	9%	11%	11% ↓	17%	32%	
Unsure	26%	29%	28%		23%	23%	42%	26%	20%	27%	24%	18%	

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

Q42g. Are you satisfied with how the report was followed-up? - Experienced or Witnessed													
	State/Territory									Location			Do not wish to specify n<10^
	Total n = 884	ACT n = 33	NSW n = 237	NT n = 17!	QLD n = 182	SA n = 75	Tas. n = 36	Vic. n = 227	WA n = 77	Metro n = 610	Regional n = 233	Rural n = 33	
Yes	61%	42%	59%	76%	63%	63%	42% ↓	65%	64%	61%	61%	58%	
No	15%	9%	17%	12%	15%	16%	17%	13%	16%	14%	18%	18%	
Unsure	24%	48% ↑	23%	12%	21%	21%	42% ↑	22%	21%	25%	21%	24%	

^ 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.

Q42h. How has the incident adversely affected your medical training? - Experienced													
	State/Territory									Location			Do not wish to specify n = 21!
	Total n = 3532	ACT n = 108	NSW n = 1070	NT n = 83	QLD n = 698	SA n = 264	Tas. n = 101	Vic. n = 810	WA n = 398	Metro n = 2452	Regional n = 903	Rural n = 149	
No effect	21%	21%	21%	17%	21%	21%	26%	20%	23%	21%	20%	26%	19%
Minor effect	32%	31%	32%	36%	33%	34%	23% ↓	33%	31%	32%	34%	26%	38%
Moderate effect	24%	24%	26% ↑	20%	22%	21%	23%	24%	21%	24%	24%	26%	24%
Major effect	14%	15%	14%	14%	15%	13%	19%	13%	17%	15%	13%	14%	5%
Unsure	9%	8%	8%	12%	9%	11%	10%	10%	8%	9%	9%	8%	14%

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

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

	State/Territory									Location			Do not wish to specify n = 25!
	Total n = 5079	ACT n = 143	NSW n = 1475	NT n = 124	QLD n = 1042	SA n = 415	Tas. n = 149	Vic. n = 1182	WA n = 549	Metro n = 3597	Regional n = 1278	Rural n = 173	
No effect	41%	41%	39%	43%	44% ↑	40%	42%	41%	41%	41%	43%	45%	24%
Minor effect	30%	26%	30%	29%	28%	32%	32%	30%	31%	30%	30%	26%	32%
Moderate effect	12%	15%	12%	13%	11%	12%	12%	12%	11%	12%	12%	9%	28%
Major effect	4%	4%	4%	2%	4%	2%	3%	3%	6% ↑	4%	3%	6%	4%
Unsure	13%	14%	14%	13%	14%	14%	11%	13%	12%	14%	12%	14%	12%

^ 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.

Q42h. How has the incident adversely affected your medical training? – Experienced or Witnessed

	State/Territory									Location			Do not wish to specify n = 30
	2021 n = 5921	ACT n = 172	NSW n = 1732	NT n = 140	QLD n = 1207	SA n = 475	Tas. n = 172	Vic. n = 1381	WA n = 642	Metro n = 4158	Regional n = 1505	Rural n = 221	
No effect	40%	39%	38%	41%	43% ↑	39%	42%	39%	40%	39%	41%	43%	27%
Minor effect	35%	33%	35%	39%	34%	38%	33%	36%	36%	35%	36%	31%	30%
Moderate effect	19%	20%	20%	19%	17%	18%	20%	19%	18%	19%	19%	21%	30%
Major effect	9%	10%	9%	9%	9%	8%	11%	8%	11%	9%	9%	10%	3%
Unsure	13%	13%	14%	15%	13%	14%	11%	13%	12%	14%	12%	12%	17%

Note: This is the composite of two questions and given respondents could both experience and witness bullying, harassment and/or discrimination, response options sum to more than 100%.

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

	State/Territory									Location			Do not wish to specify n = 131
	Total n = 17752	ACT n = 389	NSW n = 5299	NT n = 342	QLD n = 3718	SA n = 1312	Tas. n = 466	Vic. n = 4421	WA n = 1805	Metro n = 11993	Regional n = 4588	Rural n = 1015	
Yes	81%	77%	81%	82%	80%	80%	81%	82% ↑	79%	80%	81%	83% ↑	75%
No	6%	9% ↑	6%	5%	6%	6%	5%	5% ↓	6%	6%	5%	5%	5%
Unsure	14%	14%	14%	13%	15%	14%	14%	13% ↓	15%	14%	14%	12% ↓	21% ↑

↑↓ 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			Do not wish to specify n = 131
	Total n = 17657	ACT n = 387	NSW n = 5271	NT n = 339	QLD n = 3696	SA n = 1306	Tas. n = 463	Vic. n = 4402	WA n = 1793	Metro n = 11921	Regional n = 4571	Rural n = 1009	
Always	7%	10% ↑	7%	4% ↓	7%	8%	9%	7%	8%	8% ↑	6% ↓	6% ↓	7%
Most of the time	16%	16%	15% ↓	14%	17%	17%	17%	17%	17%	17% ↑	16%	12% ↓	19%
Sometimes	56%	60%	56%	60%	56%	55%	51% ↓	55%	57%	56%	57%	52% ↓	47% ↓
Never	21%	14% ↓	22%	22%	21%	20%	24%	21%	18% ↓	20% ↓	21%	30% ↑	27%
NET Most of the time + Always	23%	26%	22% ↓	18% ↓	24%	25%	25%	24%	25%	25% ↑	22% ↓	18% ↓	26%
NET Never + Sometimes	77%	74%	78% ↑	82% ↑	76%	75%	75%	76%	75%	75% ↓	78% ↑	82% ↑	74%
Average	2.1	2.2 ↑	2.1 ↓	2.0 ↓	2.1	2.1	2.1	2.1	2.1 ↑	2.1 ↑	2.1 ↓	1.9 ↓	2.1
Standard Deviation	0.8	0.8	0.8	0.7	0.8	0.8	0.9	0.8	0.8	0.8	0.8	0.8	0.9

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

Q44_2. How often do the following adversely affect your wellbeing in your setting? Having to work paid overtime

	State/Territory									Location			Do not wish to specify n = 131
	Total n = 17652	ACT n = 386	NSW n = 5268	NT n = 339	QLD n = 3694	SA n = 1306	Tas. n = 464	Vic. n = 4402	WA n = 1793	Metro n = 11922	Regional n = 4568	Rural n = 1006	
Always	4%	4%	4%	4%	4%	5% ↑	5%	2% ↓	3%	4%	4%	4%	6%
Most of the time	9%	13% ↑	10% ↑	8%	8%	11% ↑	9%	8% ↓	8%	9% ↑	8%	5% ↓	5%
Sometimes	46%	51% ↑	47%	44%	48% ↑	47%	45%	44% ↓	44%	47% ↑	46%	31% ↓	40%
Never	42%	32% ↓	39% ↓	44%	40%	37% ↓	41%	46% ↑	44% ↑	40% ↓	42%	60% ↑	50%
NET Most of the time + Always	12%	17% ↑	14% ↑	12%	12%	16% ↑	14%	10% ↓	11%	13% ↑	12%	9% ↓	11%
NET Never + Sometimes	88%	83% ↓	86% ↓	88%	88%	84% ↓	86%	90% ↑	89%	87% ↓	88%	91% ↑	89%
Average	1.7	1.9 ↑	1.8 ↑	1.7	1.8	1.8 ↑	1.8	1.7 ↓	1.7 ↓	1.8 ↑	1.7	1.5 ↓	1.7
Standard Deviation	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.7	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_3. How often do the following adversely affect your wellbeing in your setting? Having to work unpaid overtime

	State/Territory									Location			Do not wish to specify n = 131
	Total n = 17645	ACT n = 387	NSW n = 5267	NT n = 338	QLD n = 3695	SA n = 1305	Tas. n = 463	Vic. n = 4397	WA n = 1793	Metro n = 11915	Regional n = 4565	Rural n = 1009	
Always	10%	13% ↑	8% ↓	7%	9%	9%	11%	11% ↑	12% ↑	10% ↑	8% ↓	6% ↓	9%
Most of the time	12%	15%	11% ↓	12%	12%	12%	10%	14% ↑	13%	13% ↑	11% ↓	7% ↓	7%
Sometimes	38%	41%	37% ↓	44% ↑	39%	34% ↓	31% ↓	40% ↑	40%	40% ↑	36% ↓	29% ↓	31%
Never	40%	31% ↓	45% ↑	37%	40%	45% ↑	48% ↑	34% ↓	35% ↓	36% ↓	45% ↑	58% ↑	53% ↑
NET Most of the time + Always	22%	28% ↑	18% ↓	19%	21%	21%	21%	25% ↑	25% ↑	24% ↑	19% ↓	13% ↓	16%
NET Never + Sometimes	78%	72% ↓	82% ↑	81%	79%	79%	79%	75% ↓	75% ↓	76% ↓	81% ↑	87% ↑	84%
Average	1.9	2.1 ↑	1.8 ↓	1.9	1.9	1.8 ↓	1.8	2.0 ↑	2.0 ↑	2.0 ↑	1.8 ↓	1.6 ↓	1.7 ↓
Standard Deviation	0.9	1.0	0.9	0.9	0.9	1.0	1.0	1.0	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 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			Do not wish to specify n = 131
	Total n = 17657	ACT n = 387	NSW n = 5272	NT n = 338	QLD n = 3696	SA n = 1306	Tas. n = 464	Vic. n = 4402	WA n = 1792	Metro n = 11921	Regional n = 4571	Rural n = 1009	
Always	5%	7% ↑	5%	4%	5%	5%	6%	5%	5%	5%	5%	8% ↑	8%
Most of the time	13%	15%	13%	9% ↓	13%	13%	13%	13%	15%	13%	14%	15%	15%
Sometimes	59%	57%	58%	59%	60%	60%	54% ↓	58%	60%	59%	59%	54% ↓	51%
Never	23%	21%	23%	28% ↑	22%	23%	28% ↑	23%	20% ↓	23%	22%	23%	27%
NET Most of the time + Always	18%	22%	18%	13% ↓	18%	18%	19%	18%	20%	18%	18%	22% ↑	22%
NET Never + Sometimes	82%	78%	82%	87% ↑	82%	82%	81%	82%	80%	82%	82%	78% ↓	78%
Average	2.0	2.1	2.0	1.9 ↓	2.0	2.0	2.0	2.0	2.0 ↑	2.0	2.0	2.1 ↑	2.0
Standard Deviation	0.7	0.8	0.8	0.7	0.7	0.7	0.8	0.7	0.7	0.7	0.7	0.8	0.8

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

Q44_5. How often do the following adversely affect your wellbeing in your setting? Dealing with patients' families

	State/Territory									Location			Do not wish to specify n = 131
	Total n = 17659	ACT n = 387	NSW n = 5272	NT n = 338	QLD n = 3696	SA n = 1306	Tas. n = 465	Vic. n = 4402	WA n = 1793	Metro n = 11923	Regional n = 4571	Rural n = 1009	
Always	5%	6%	5%	3%	4% ↓	5%	5%	5%	5%	5%	4% ↓	6%	8%
Most of the time	11%	13%	12%	7% ↓	11%	12%	8% ↓	12%	11%	12% ↑	11%	9% ↓	11%
Sometimes	60%	58%	60%	61%	60%	59%	55% ↓	60%	62%	60%	61%	56% ↓	53%
Never	24%	22%	24%	29% ↑	24%	24%	31% ↑	24%	22%	23% ↓	25%	29% ↑	27%
NET Most of the time + Always	16%	20% ↑	16%	10% ↓	15%	17%	14%	16%	16%	17% ↑	15% ↓	15%	19%
NET Never + Sometimes	84%	80% ↓	84%	90% ↑	85%	83%	86%	84%	84%	83% ↓	85% ↑	85%	81%
Average	2.0	2.0	2.0	1.8 ↓	1.9	2.0	1.9 ↓	2.0	2.0	2.0 ↑	1.9 ↓	1.9	2.0
Standard Deviation	0.7	0.8	0.7	0.7	0.7	0.7	0.8	0.7	0.7	0.7	0.7	0.8	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_6. How often do the following adversely affect your wellbeing in your setting? Expectations of supervisors

	State/Territory									Location			Do not wish to specify n = 131
	Total n = 17658	ACT n = 387	NSW n = 5272	NT n = 338	QLD n = 3696	SA n = 1306	Tas. n = 464	Vic. n = 4402	WA n = 1793	Metro n = 11922	Regional n = 4571	Rural n = 1009	
Always	4%	5%	5%	4%	4%	5%	6%	4% ↓	5%	4%	4%	4%	7%
Most of the time	10%	14% ↑	10%	6% ↓	10%	10%	11%	10%	11%	10%	10%	7% ↓	7%
Sometimes	48%	54% ↑	47%	48%	49%	49%	41% ↓	47%	49%	50% ↑	46% ↓	35% ↓	50%
Never	38%	28% ↓	38%	42%	37%	36%	41%	39% ↑	35% ↓	35% ↓	40% ↑	54% ↑	37%
NET Most of the time + Always	14%	18% ↑	14%	10% ↓	15%	14%	17%	13% ↓	16%	15% ↑	14%	12% ↓	14%
NET Never + Sometimes	86%	82% ↓	86%	90% ↑	85%	86%	83%	87% ↑	84%	85% ↓	86%	88% ↑	86%
Average	1.8	2.0 ↑	1.8	1.7 ↓	1.8	1.8	1.8	1.8 ↓	1.9 ↑	1.8 ↑	1.8 ↓	1.6 ↓	1.8
Standard Deviation	0.8	0.8	0.8	0.7	0.8	0.8	0.9	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 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			Do not wish to specify n = 131
	Total n = 17660	ACT n = 387	NSW n = 5272	NT n = 338	QLD n = 3696	SA n = 1306	Tas. n = 464	Vic. n = 4404	WA n = 1793	Metro n = 11924	Regional n = 4571	Rural n = 1009	
Always	3%	4%	3%	2%	3%	3%	4%	3%	4%	3% ↓	3%	4%	7% ↑
Most of the time	7%	7%	7%	4%	7%	7%	8%	6%	6%	6%	7%	7%	8%
Sometimes	39%	46% ↑	38%	38%	39%	39%	34% ↓	39%	42% ↑	40% ↑	37% ↓	30% ↓	44%
Never	51%	43% ↓	52%	55%	51%	51%	55%	52%	48% ↓	50% ↓	52%	59% ↑	41% ↓
NET Most of the time + Always	10%	11%	10%	7%	10%	10%	12%	9%	10%	9% ↓	10%	11%	15% ↑
NET Never + Sometimes	90%	89%	90%	93%	90%	90%	88%	91%	90%	91% ↑	90%	89%	85% ↓
Average	1.6	1.7 ↑	1.6	1.5 ↓	1.6	1.6	1.6	1.6 ↓	1.7 ↑	1.6	1.6	1.6 ↓	1.8 ↑
Standard Deviation	0.7	0.8	0.8	0.7	0.7	0.8	0.8	0.7	0.8	0.7	0.8	0.8	0.9

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

Q44_8. How often do the following adversely affect your wellbeing in your setting? Having to relocate for work

	State/Territory									Location			Do not wish to specify n = 130
	Total n = 17623	ACT n = 385	NSW n = 5263	NT n = 336	QLD n = 3689	SA n = 1303	Tas. n = 465	Vic. n = 4391	WA n = 1791	Metro n = 11902	Regional n = 4559	Rural n = 1007	
Always	10%	12%	10% ↑	8%	11% ↑	7% ↓	7%	10%	7% ↓	9% ↓	11% ↑	11%	14%
Most of the time	12%	13%	13% ↑	13%	13% ↑	9% ↓	12%	11%	7% ↓	11% ↓	14% ↑	13%	18% ↑
Sometimes	35%	32%	37% ↑	31%	35%	28% ↓	30% ↓	35%	34%	34%	36% ↑	33%	34%
Never	44%	42%	39% ↓	49%	40% ↓	56% ↑	51% ↑	44%	51% ↑	46% ↑	39% ↓	43%	35% ↓
NET Most of the time + Always	22%	25%	24% ↑	21%	25% ↑	16% ↓	19%	21%	15% ↓	20% ↓	25% ↑	24%	32% ↑
NET Never + Sometimes	78%	75%	76% ↓	79%	75% ↓	84% ↑	81%	79%	85% ↑	80% ↑	75% ↓	76%	68% ↓
Average	1.9	2.0	1.9 ↑	1.8	2.0 ↑	1.7 ↓	1.8 ↓	1.9	1.7 ↓	1.8 ↓	2.0 ↑	1.9	2.1 ↑
Standard Deviation	1.0	1.0	1.0	0.9	1.0	0.9	0.9	1.0	0.9	1.0	1.0	1.0	1.0

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 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			Do not wish to specify n = 130
	Total n = 17621	ACT n = 386	NSW n = 5262	NT n = 336	QLD n = 3688	SA n = 1303	Tas. n = 465	Vic. n = 4390	WA n = 1791	Metro n = 11902	Regional n = 4557	Rural n = 1007	
Always	3%	4%	3%	2%	3%	4%	3%	3%	3%	3%	3%	3%	7% ↑
Most of the time	6%	8%	7%	7%	6%	6%	6%	7%	6%	7%	6%	5%	12% ↑
Sometimes	43%	47%	42%	42%	43%	43%	42%	42%	44%	44% ↑	42%	34% ↓	32% ↓
Never	48%	41% ↓	48%	49%	48%	47%	49%	48%	47%	46% ↓	48%	58% ↑	49%
NET Most of the time + Always	10%	12%	10%	9%	9%	10%	9%	10%	9%	10%	9%	8%	18% ↑
NET Never + Sometimes	90%	88%	90%	91%	91%	90%	91%	90%	91%	90%	91%	92%	82% ↓
Average	1.7	1.8 ↑	1.7	1.6	1.6	1.7	1.6	1.7	1.7	1.7 ↑	1.6	1.5 ↓	1.8
Standard Deviation	0.7	0.8	0.7	0.7	0.7	0.8	0.7	0.7	0.7	0.7	0.7	0.7	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_10. How often do the following adversely affect your wellbeing in your setting? Limited access to senior clinicians

	State/Territory									Location			Do not wish to specify n = 130
	Total n = 17623	ACT n = 386	NSW n = 5263	NT n = 336	QLD n = 3688	SA n = 1303	Tas. n = 465	Vic. n = 4391	WA n = 1791	Metro n = 11903	Regional n = 4558	Rural n = 1007	
Always	3%	2%	3%	3%	2%	3%	3%	3%	3%	3%	2%	3%	2%
Most of the time	5%	6%	5%	4%	5%	5%	6%	6% ↑	5%	5%	5%	5%	10% ↑
Sometimes	36%	41% ↑	36%	34%	37%	36%	35%	34% ↓	39% ↑	36%	36%	33% ↓	35%
Never	56%	50% ↓	56%	59%	56%	55%	56%	58% ↑	53% ↓	56%	56%	59% ↑	53%
NET Most of the time + Always	8%	9%	8%	7%	7%	8%	9%	8%	8%	8%	8%	8%	12%
NET Never + Sometimes	92%	91%	92%	93%	93%	92%	91%	92%	92%	92%	92%	92%	88%
Average	1.5	1.6	1.5	1.5	1.5	1.6	1.5	1.5	1.6	1.5	1.5	1.5	1.6
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	0.7

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

Q44_11. How often do the following adversely affect your wellbeing in your setting? Lack of appreciation

	State/Territory									Location			Do not wish to specify n = 130
	Total n = 17621	ACT n = 386	NSW n = 5262	NT n = 336	QLD n = 3688	SA n = 1303	Tas. n = 465	Vic. n = 4390	WA n = 1791	Metro n = 11902	Regional n = 4557	Rural n = 1007	
Always	6%	8%	6%	5%	7%	6%	6%	6%	7%	7% ↑	6%	4% ↓	8%
Most of the time	12%	17% ↑	12%	12%	12%	12%	14%	12%	14%	13% ↑	12%	7% ↓	9%
Sometimes	43%	41%	43%	40%	44%	43%	37% ↓	42%	43%	43% ↑	42%	35% ↓	40%
Never	39%	33% ↓	39%	43%	38%	39%	43%	39%	37%	37% ↓	40%	54% ↑	42%
NET Most of the time + Always	19%	26% ↑	18%	17%	19%	18%	20%	19%	20%	20% ↑	18%	11% ↓	18%
NET Never + Sometimes	81%	74% ↓	82%	83%	81%	82%	80%	81%	80%	80% ↓	82%	89% ↑	82%
Average	1.9	2.0 ↑	1.9	1.8	1.9	1.8	1.8	1.9	1.9	1.9 ↑	1.8	1.6 ↓	1.8
Standard Deviation	0.9	0.9	0.9	0.8	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.8	0.9

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

Q44_12. How often do the following adversely affect your wellbeing in your setting? Workplace conflict

	State/Territory									Location			Do not wish to specify n = 130
	Total n = 17627	ACT n = 387	NSW n = 5265	NT n = 336	QLD n = 3688	SA n = 1303	Tas. n = 465	Vic. n = 4392	WA n = 1791	Metro n = 11904	Regional n = 4560	Rural n = 1008	
Always	4%	5%	4%	4%	3%	4%	4%	3%	3%	4% ↑	3%	2% ↓	6%
Most of the time	6%	8%	6%	7%	6%	6%	7%	6%	7%	6%	7%	5% ↓	8%
Sometimes	43%	49% ↑	43%	42%	44%	44%	40%	41% ↓	46% ↑	45% ↑	42% ↓	32% ↓	36%
Never	47%	38% ↓	48%	48%	46%	47%	49%	49% ↑	43% ↓	46% ↓	49% ↑	61% ↑	49%
NET Most of the time + Always	10%	13% ↑	10%	10%	10%	9%	11%	9%	10%	10%	10%	7% ↓	15%
NET Never + Sometimes	90%	87% ↓	90%	90%	90%	91%	89%	91%	90%	90%	90%	93% ↑	85%
Average	1.7	1.8 ↑	1.7	1.7	1.7	1.7	1.7	1.6 ↓	1.7 ↑	1.7 ↑	1.6	1.5 ↓	1.7
Standard Deviation	0.7	0.8	0.8	0.8	0.7	0.7	0.8	0.7	0.7	0.8	0.7	0.7	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.

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

	State/Territory										Location			Do not wish to specify n = 130
	Total n = 17623	ACT n = 386	NSW n = 5264	NT n = 337	QLD n = 3686	SA n = 1303	Tas. n = 464	Vic. n = 4393	WA n = 1790	Metro n = 11899	Regional n = 4561	Rural n = 1008		
Very light	0%	0%	0%	0%	1%	1%	1%	0%	0%	0%	0%	1%	0%	
Light	3%	2%	3%	4%	3%	3%	2%	3%	3%	3%	3%	3%	3%	
Moderate	48%	47%	51% ↑	56% ↑	45% ↓	45% ↓	55% ↑	47%	44% ↓	46% ↓	50% ↑	57% ↑	53%	
Heavy	39%	38%	38% ↓	34% ↓	41% ↑	41%	33% ↓	40%	42% ↑	40% ↑	39%	34% ↓	33%	
Very heavy	9%	13% ↑	8% ↓	5% ↓	10%	11% ↑	9%	10%	11% ↑	10% ↑	7% ↓	6% ↓	11%	
NET Very light + Light	4%	2%	4%	5%	4%	3%	3%	3%	3%	3%	4%	4%	3%	
NET Heavy + Very heavy	49%	51%	46% ↓	39% ↓	51% ↑	52% ↑	42% ↓	49%	53% ↑	51% ↑	46% ↓	39% ↓	44%	

↑↓ 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			Do not wish to specify n = 129
	Total n = 17585	ACT n = 385	NSW n = 5252	NT n = 336	QLD n = 3680	SA n = 1302	Tas. n = 463	Vic. n = 4380	WA n = 1787	Metro n = 11874	Regional n = 4551	Rural n = 1006		
20 hours or less	2%	1%	2%	1%	2%	3% ↑	2%	3%	2%	2%	2%	3%	9% ↑	
21 – 30 hours	6%	6%	6%	2% ↓	5% ↓	6%	6%	6%	6%	5% ↓	6%	9% ↑	5%	
31 – 40 hours	25%	17% ↓	22% ↓	30% ↑	32% ↑	30% ↑	25%	26%	19% ↓	22% ↓	31% ↑	43% ↑	39% ↑	
41 – 50 hours	43%	39%	43%	46%	40% ↓	35% ↓	40%	43%	51% ↑	45% ↑	40% ↓	32% ↓	27% ↓	
51 – 60 hours	14%	22% ↑	16% ↑	15%	12% ↓	13%	14%	13%	13%	15% ↑	12% ↓	9% ↓	13%	
61 – 70 hours	4%	8% ↑	5% ↑	3%	3% ↓	4%	4%	3% ↓	4%	5% ↑	4% ↓	2% ↓	2%	
71 – 80 hours	2%	4%	2% ↓	1%	3%	3% ↑	4% ↑	3%	2% ↓	3%	2%	2%	2%	
81 – 90 hours	2%	2%	1%	0% ↓	2%	3% ↑	3% ↑	2%	2%	2%	2%	1% ↓	1%	
More than 90 hours	1%	1%	1%	1%	1%	2% ↑	2%	1%	1%	2%	1%	1% ↓	2%	
NET 40+ hours a week	67%	76% ↑	70% ↑	66%	61% ↓	61% ↓	67%	66%	73% ↑	71% ↑	61% ↓	46% ↓	47% ↓	
Average	45.5	48.5 ↑	45.9 ↑	44.8	44.8 ↓	45.6	46.7	45.2	45.6	46.2 ↑	44.6 ↓	41.1 ↓	41.5 ↓	
Standard Deviation	13.6	14.0	13.4	10.9	13.5	15.5	15.3	13.6	13.1	13.6	13.6	12.2	14.8	

↑↓ 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			Do not wish to specify n = 79
	Total n = 14548	ACT n = 329	NSW n = 4321	NT n = 281	QLD n = 3087	SA n = 1106	Tas. n = 364	Vic. n = 3600	WA n = 1460	Metro n = 10238	Regional n = 3654	Rural n = 557	
Always	29%	19% ↓	36% ↑	20% ↓	32% ↑	36% ↑	35% ↑	20% ↓	21% ↓	27% ↓	34% ↑	30%	34%
Most of the time	26%	34% ↑	29% ↑	24%	28% ↑	31% ↑	23%	20% ↓	21% ↓	26%	28% ↑	17% ↓	16%
Sometimes	26%	30%	20% ↓	27%	25%	23% ↓	26%	31% ↑	32% ↑	27% ↑	23% ↓	22% ↓	25%
Never	19%	17%	15% ↓	30% ↑	16% ↓	10% ↓	16%	28% ↑	26% ↑	20% ↑	15% ↓	31% ↑	24%
NET Most of the time + Always	55%	53%	65% ↑	43% ↓	60% ↑	67% ↑	58%	40% ↓	42% ↓	53% ↓	62% ↑	47% ↓	51%
NET Never + Sometimes	45%	47%	35% ↓	57% ↑	40% ↓	33% ↓	42%	60% ↑	58% ↑	47% ↑	38% ↓	53% ↑	49%
Average	2.6	2.5	2.9 ↑	2.3 ↓	2.8 ↑	2.9 ↑	2.8 ↑	2.3 ↓	2.4 ↓	2.6 ↓	2.8 ↑	2.5 ↓	2.6
Standard Deviation	1.1	1.0	1.1	1.1	1.1	1.0	1.1	1.1	1.1	1.1	1.1	1.2	1.2

↑↓ 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			Do not wish to specify n = 74
	Total n = 13915	ACT n = 321	NSW n = 4155	NT n = 275	QLD n = 2924	SA n = 1040	Tas. n = 343	Vic. n = 3482	WA n = 1375	Metro n = 9794	Regional n = 3472	Rural n = 556	
Always	7%	7%	6% ↓	8%	6%	7%	7%	9% ↑	8%	7% ↑	6% ↓	9%	7%
Most of the time	14%	17%	12% ↓	8% ↓	14%	15%	16%	16% ↑	15%	14% ↑	13%	10% ↓	19%
Sometimes	50%	54%	51%	56% ↑	50%	51%	46%	49%	50%	51% ↑	49%	48%	38% ↓
Never	29%	23% ↓	31% ↑	28%	30%	27%	30%	27% ↓	28%	27% ↓	32% ↑	33% ↑	36%
NET Most of the time + Always	21%	24%	18% ↓	16% ↓	20%	22%	23%	25% ↑	23%	22% ↑	19% ↓	19%	26%
NET Never + Sometimes	79%	76%	82% ↑	84% ↑	80%	78%	77%	75% ↓	77%	78% ↓	81% ↑	81%	74%
Average	2.0	2.1	1.9 ↓	2.0	2.0 ↓	2.0	2.0	2.1 ↑	2.0	2.0 ↑	1.9 ↓	2.0	2.0
Standard Deviation	0.8	0.8	0.8	0.8	0.8	0.8	0.9	0.9	0.9	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 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			Do not wish to specify n = 78
	Total n = 13947	ACT n = 324	NSW n = 4138	NT n = 275	QLD n = 2954	SA n = 1042	Tas. n = 341	Vic. n = 3485	WA n = 1388	Metro n = 9805	Regional n = 3503	Rural n = 542	
Always	4%	2%	4%	5%	4%	5%	5%	3%	3%	3% ↓	4%	6% ↑	6%
Most of the time	12%	11%	13% ↑	12%	13% ↑	11%	14%	11%	9% ↓	12%	12%	15%	14%
Sometimes	52%	52%	53%	54%	52%	52%	50%	52%	49% ↓	52%	54% ↑	50%	54%
Never	32%	35%	31% ↓	29%	31%	32%	30%	33%	38% ↑	33% ↑	30% ↓	29%	26%
NET Most of the time + Always	16%	13%	17% ↑	16%	17% ↑	16%	19%	14% ↓	12% ↓	15% ↓	16%	21% ↑	21%
NET Never + Sometimes	84%	87%	83% ↓	84%	83% ↓	84%	81%	86% ↑	88% ↑	85% ↑	84%	79% ↓	79%
Average	1.9	1.8 ↓	1.9 ↑	1.9	1.9 ↑	1.9	1.9	1.8 ↓	1.8 ↓	1.9 ↓	1.9 ↑	2.0 ↑	2.0
Standard Deviation	0.8	0.7	0.8	0.8	0.8	0.8	0.8	0.7	0.7	0.8	0.8	0.8	0.8

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

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			Do not wish to specify n = 129
	Total n = 17538	ACT n = 384	NSW n = 5236	NT n = 335	QLD n = 3670	SA n = 1294	Tas. n = 464	Vic. n = 4375	WA n = 1780	Metro n = 11836	Regional n = 4542	Rural n = 1006	
Excellent	27%	20% ↓	27%	26%	24% ↓	27%	29%	30% ↑	25% ↓	26%	26%	35% ↑	29%
Good	52%	50%	53%	49%	53%	51%	47% ↓	51%	53%	52%	52%	49%	47%
Average	18%	26% ↑	17%	22%	19%	19%	19%	17% ↓	19%	18%	18%	14% ↓	20%
Poor	3%	4% ↑	2%	3%	3%	2%	5% ↑	2%	3%	3%	3% ↑	2%	2%
Terrible	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	0%	2%
NET Excellent + Good	79%	70% ↓	80%	75%	78%	79%	75%	80% ↑	77%	78%	78%	84% ↑	76%
NET Terrible + Poor	3%	5%	3%	4%	3%	3%	5% ↑	3% ↓	4%	3%	4%	2%	4%
Average	4.0	3.8 ↓	4.0	4.0	4.0 ↓	4.0	4.0	4.1 ↑	4.0 ↓	4.0	4.0	4.2 ↑	4.0
Standard Deviation	0.8	0.8	0.8	0.8	0.8	0.8	0.9	0.8	0.8	0.8	0.8	0.8	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.

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			Do not wish to specify n = 129
	Total n = 17438	ACT n = 383	NSW n = 5212	NT n = 334	QLD n = 3640	SA n = 1285	Tas. n = 462	Vic. n = 4353	WA n = 1769	Metro n = 11772	Regional n = 4513	Rural n = 999	
Strongly Agree	30%	22% ↓	29%	30%	30%	31%	35% ↑	33% ↑	26% ↓	30% ↓	30%	36% ↑	25%
Agree	60%	66% ↑	61%	62%	61%	61%	55% ↓	58% ↓	63% ↑	61%	60%	57% ↓	59%
Neither Agree nor Disagree	7%	10%	7%	6%	8%	7%	8%	7%	8%	8%	7%	6% ↓	14% ↑
Disagree	2%	2%	2%	2%	2%	1% ↓	2%	2%	2% ↑	2%	2%	1%	2%
Strongly Disagree	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	1%
NET Strongly Agree + Agree	91%	88%	91%	91%	90%	92% ↑	91%	91%	89%	90%	91%	93% ↑	84% ↓
NET Strongly Disagree + Disagree	2%	2%	2%	3%	2%	1% ↓	2%	2%	3% ↑	2%	2%	1%	2%
Average	4.2	4.1 ↓	4.2	4.2	4.2	4.2 ↑	4.2	4.2 ↑	4.1 ↓	4.2	4.2	4.3 ↑	4.1 ↓
Standard Deviation	0.7	0.6	0.7	0.7	0.7	0.6	0.7	0.7	0.7	0.7	0.7	0.6	0.7

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

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			
	Total n = 17438	ACT n = 383	NSW n = 5211	NT n = 334	QLD n = 3640	SA n = 1285	Tas. n = 462	Vic. n = 4353	WA n = 1770	Metro n = 11773	Regional n = 4512	Rural n = 999	Do not wish to specify n = 129
Strongly Agree	28%	20% ↓	27%	27%	27%	27%	30%	30% ↑	25% ↓	27%	27%	32% ↑	21%
Agree	55%	49% ↓	56% ↑	49%	55%	56%	48% ↓	53%	55%	55%	54%	54%	55%
Neither Agree nor Disagree	13%	22% ↑	13%	16%	13%	12%	16%	12% ↓	14%	13%	13%	11%	19%
Disagree	4%	8% ↑	4%	7% ↑	4%	4%	5%	3%	4%	4%	4%	2% ↓	5%
Strongly Disagree	1%	1%	1%	1%	1%	1%	1%	1% ↓	1%	1%	1%	0%	1%
NET Strongly Agree + Agree	82%	68% ↓	82%	76% ↓	82%	83%	78% ↓	84% ↑	80%	82%	81%	86% ↑	76%
NET Strongly Disagree + Disagree	5%	9% ↑	5%	8% ↑	5%	5%	6%	4% ↓	5%	5%	5% ↑	3% ↓	5%
Average	4.0	3.8 ↓	4.0	3.9 ↓	4.0	4.0	4.0	4.1 ↑	4.0 ↓	4.0	4.0	4.2 ↑	3.9
Standard Deviation	0.8	0.9	0.8	0.9	0.8	0.8	0.9	0.8	0.8	0.8	0.8	0.7	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.

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			
	Total n = 17439	ACT n = 383	NSW n = 5211	NT n = 334	QLD n = 3640	SA n = 1285	Tas. n = 462	Vic. n = 4354	WA n = 1770	Metro n = 11774	Regional n = 4512	Rural n = 999	Do not wish to specify n = 129
Strongly Agree	31%	23% ↓	30%	32%	30%	31%	35%	35% ↑	28% ↓	31% ↓	31%	38% ↑	25%
Agree	57%	58%	59% ↑	56%	58%	57%	51% ↓	54% ↓	59%	58%	57%	55%	57%
Neither Agree nor Disagree	9%	14% ↑	8%	7%	9%	9%	11%	9%	9%	9%	9%	5% ↓	15% ↑
Disagree	2%	4%	2%	4%	2%	3%	3%	2%	3%	2%	2%	2%	3%
Strongly Disagree	1%	0%	1%	1%	1%	0%	0%	0%	1%	1%	1%	0%	1%
NET Strongly Agree + Agree	88%	82% ↓	89%	88%	88%	88%	86%	89%	87%	88%	88%	93% ↑	81% ↓
NET Strongly Disagree + Disagree	3%	4%	3%	4%	3%	3%	4%	2% ↓	3%	3%	3%	2%	4%
Average	4.2	4.0 ↓	4.2	4.2	4.1	4.2	4.2	4.2 ↑	4.1 ↓	4.2 ↓	4.2	4.3 ↑	4.0 ↓
Standard Deviation	0.7	0.7	0.7	0.8	0.7	0.7	0.8	0.7	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 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

	State/Territory									Location			
	Total n = 17448	ACT n = 383	NSW n = 5211	NT n = 334	QLD n = 3644	SA n = 1285	Tas. n = 462	Vic. n = 4358	WA n = 1771	Metro n = 11778	Regional n = 4516	Rural n = 1000	Do not wish to specify n = 129
Strongly Agree	28%	22% ↓	28%	29%	28%	28%	31%	30% ↑	25% ↓	28%	27%	30%	21%
Agree	58%	62%	60% ↑	56%	58%	59%	49% ↓	56% ↓	60% ↑	59% ↑	57%	55% ↓	60%
Neither Agree nor Disagree	10%	11%	10%	10%	10%	9%	13% ↑	10%	11%	10% ↓	11% ↑	12%	19% ↑
Disagree	3%	4%	2% ↓	3%	3%	3%	5% ↑	3%	3%	3%	3% ↑	3%	0%
Strongly Disagree	1%	1%	1%	1%	1%	0%	2%	1%	1%	1% ↓	1% ↑	1%	1%
NET Strongly Agree + Agree	86%	85%	87% ↑	85%	86%	87%	80% ↓	86%	86%	87% ↑	85% ↓	85%	81%
NET Strongly Disagree + Disagree	4%	4%	3% ↓	5%	4%	3%	6% ↑	4%	4%	3% ↓	4% ↑	4%	1%
Average	4.1	4.0 ↓	4.1	4.1	4.1	4.1	4.0	4.1 ↑	4.1 ↓	4.1 ↑	4.1 ↓	4.1	4.0
Standard Deviation	0.8	0.7	0.7	0.8	0.8	0.7	0.9	0.8	0.7	0.7	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.

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			
	Total n = 17428	ACT n = 383	NSW n = 5203	NT n = 334	QLD n = 3637	SA n = 1283	Tas. n = 462	Vic. n = 4355	WA n = 1771	Metro n = 11765	Regional n = 4510	Rural n = 999	Do not wish to specify n = 129
Strongly Agree	31%	21% ↓	31%	35%	31%	31%	31%	34% ↑	28% ↓	31%	31%	38% ↑	20% ↓
Agree	48%	45%	49%	48%	48%	49%	46%	47% ↓	51% ↑	49%	48%	45% ↓	49%
Neither Agree nor Disagree	14%	23% ↑	14%	11%	14%	13%	15%	13%	14%	14%	14%	13%	25% ↑
Disagree	4%	7% ↑	4%	5%	4%	4%	5%	4%	5%	4%	5%	3% ↓	4%
Strongly Disagree	2%	4% ↑	2%	1%	2%	2%	3%	2%	2%	2%	2%	1% ↓	2%
NET Strongly Agree + Agree	80%	66% ↓	80%	83%	79%	80%	77%	81% ↑	80%	80%	80%	83% ↑	69% ↓
NET Strongly Disagree + Disagree	7%	11% ↑	6%	6%	7%	7%	8%	6%	7%	7%	7%	4% ↓	6%

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

Q50_2. Thinking about your setting, to what extent do you agree or disagree with the following statements? I would recommend my current workplace as a place to train

	State/Territory									Location			
	Total n = 17432	ACT n = 383	NSW n = 5205	NT n = 334	QLD n = 3638	SA n = 1284	Tas. n = 462	Vic. n = 4355	WA n = 1771	Metro n = 11766	Regional n = 4511	Rural n = 1001	Do not wish to specify n = 129
Strongly Agree	33%	19% ↓	33%	35%	32%	33%	31%	36% ↑	31% ↓	33% ↓	34%	41% ↑	22% ↓
Agree	45%	42%	45%	46%	45%	46%	45%	45%	48%	46%	45%	41% ↓	45%
Neither Agree nor Disagree	14%	22% ↑	14%	11%	14%	14%	15%	13%	13%	14%	13%	14%	25% ↑
Disagree	5%	12% ↑	5%	5%	5%	5%	6%	4% ↓	6%	5%	6%	3% ↓	5%
Strongly Disagree	3%	5% ↑	3%	3%	3%	2%	3%	2%	3%	3% ↑	2%	1% ↓	3%
NET Strongly Agree + Agree	79%	61% ↓	79%	81%	78%	79%	76%	81% ↑	78%	78%	79%	82% ↑	67% ↓
NET Strongly Disagree + Disagree	8%	17% ↑	8%	8%	8%	7%	9%	6% ↓	8%	8%	8%	4% ↓	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.

B1.9 Future career intentions

Q51a. Do you intend to continue in your specialty training program?

	State/Territory									Location			
	Total n = 10216	ACT n = 215	NSW n = 3192	NT n = 174	QLD n = 2185	SA n = 744	Tas. n = 247	Vic. n = 2496	WA n = 963	Metro n = 6882	Regional n = 2526	Rural n = 719	Do not wish to specify n = 74
Yes	95%	90% ↓	95%	93%	96%	96%	94%	95%	95%	95%	94%	95%	86% ↓
No	1%	2%	1%	1%	1%	1%	1%	1% ↑	0% ↓	1%	1%	1%	0%
Undecided	4%	8% ↑	4%	6%	3%	3%	5%	4%	4%	4% ↓	5%	4%	14% ↑

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

Q51b. Do you intend to continue on a pathway to general or specialist registration?													
	State/Territory									Location			Do not wish to specify n = 20!
	Total n = 1684	ACT n = 32	NSW n = 467	NT n = 40	QLD n = 269	SA n = 135	Tas. n = 84	Vic. n = 475	WA n = 182	Metro n = 901	Regional n = 611	Rural n = 146	
Yes – general registration	45%	47%	48%	45%	47%	53% ↑	51%	37% ↓	41%	40% ↓	53% ↑	39%	20%
Yes – specialist registration	46%	44%	41% ↓	50%	45%	39%	46%	51% ↑	54% ↑	47%	42% ↓	58% ↑	75%
No	3%	3%	5% ↑	0%	3%	1%	1%	3%	2%	5% ↑	1% ↓	0% ↓	0%
Unsure	6%	6%	6%	5%	5%	7%	1%	8% ↑	3%	8% ↑	3% ↓	3%	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.

Q52. Do you intend to become a specialist?													
	State/Territory									Location			Do not wish to specify n = 35
	Total n = 5525	ACT n = 136	NSW n = 1544	NT n = 119	QLD n = 1182	SA n = 405	Tas. n = 131	Vic. n = 1384	WA n = 624	Metro n = 3979	Regional n = 1371	Rural n = 136	
Yes	89%	89%	86% ↓	91%	91% ↑	91%	92%	90%	86% ↓	89% ↑	87% ↓	89%	71% ↓
No	2%	2%	3% ↑	1%	2%	1%	1%	2%	2%	2%	3%	0%	0%
Unsure	9%	9%	10% ↑	8%	7% ↓	8%	7%	8% ↓	12% ↑	8% ↓	10%	11%	29% ↑

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

Q53. Which specialty are you most interested in pursuing?													
	State/Territory									Location			Do not wish to specify n = 25!
	Total n = 4893	ACT n = 121	NSW n = 1332	NT n = 107	QLD n = 1072	SA n = 367	Tas. n = 119	Vic. n = 1240	WA n = 535	Metro n = 3550	Regional n = 1193	Rural n = 121	
Physician – The Royal Australasian College of Physicians (RACP)	9%	12%	8%	8%	8%	12%	6%	9%	13% ↑	10% ↑	8% ↓	5%	0%
Surgery – Royal Australasian College of Surgeons (RACS)	23%	21%	25%	17%	23%	23%	17%	25%	21%	25% ↑	20% ↓	4% ↓	12%
General practice – The Royal Australian College of General Practitioners (RACGP)	15%	11%	15%	11%	17%	16%	24% ↑	15%	13%	13% ↓	18% ↑	36% ↑	52%
Anaesthesia – Australian and New Zealand College of Anaesthetists (ANZCA)	10%	10%	11%	5%	10%	11%	10%	10%	9%	11%	10%	5%	8%
Paediatrics and child health – The Royal Australasian College of Physicians (RACP)	4%	2%	5%	5%	5%	3%	5%	4%	5%	4%	4%	4%	0%
Emergency medicine – Australasian College for Emergency Medicine (ACEM)	6%	12% ↑	7%	9%	6%	4%	5%	7%	6%	6%	6%	15% ↑	4%
Obstetrics and gynaecology – The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)	6%	4%	5%	7%	6%	7%	3%	7% ↑	4%	6%	6%	1% ↓	0%
Psychiatry – The Royal Australian and New Zealand College of Psychiatrists (RANZCP)	4%	2%	4%	3%	3%	4%	3%	5%	7% ↑	4%	5%	2%	0%
General practice – Australian College of Rural and Remote Medicine (ACRRM)	3%	1%	2%	13% ↑	3%	2%	2%	2% ↓	3%	1% ↓	5% ↑	13% ↑	0%
Intensive care medicine – College of Intensive Care Medicine of Australia and New Zealand (CICM)	4%	7% ↑	5%	5%	3% ↓	3%	5%	4%	3%	4% ↓	5% ↑	3%	0%
Radiology – The Royal Australian and New Zealand College of Radiologists (RANZCR)	3%	2%	3%	1%	4%	3%	3%	4%	4%	4% ↑	2% ↓	0% ↓	4%
Addiction medicine – The Royal Australasian College of Physicians (RACP)	1%	0%	1%	2%	1%	1%	2%	0%	0%	1%	1%	1%	4%
Ophthalmology – The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)	2%	2%	2%	0%	2%	1%	0%	2%	2%	2%	1%	1%	0%
Dermatology – The Australasian College of Dermatologists (ACD)	1%	2%	1%	2%	1%	1%	0%	1%	0%	1% ↑	0% ↓	0%	0%
Pathology – The Royal College of Pathologists of Australasia (RCPA)	1%	1%	1%	1%	1% ↑	0%	1%	0%	0%	1%	1%	0%	0%
Public health medicine – The Royal Australasian College of Physicians (RACP)	1%	2%	0%	2%	0%	0%	1%	1%	1%	1%	0%	1%	4%
Palliative medicine – The Royal Australasian College of Physicians (RACP)	0%	1%	1%	2% ↑	1%	1%	0%	0% ↓	1%	0%	1%	1%	0%
Sports and exercise medicine – Australasian College of Sport and Exercise Physicians (ACSEP)	0%	1%	0%	0%	0%	0%	0%	1% ↑	1%	0%	0%	0%	0%
Surgery – Oral and maxillofacial surgery – Royal Australasian College of Dental Surgeons (RACDS)	1%	1%	0% ↓	3% ↑	1%	1%	2%	1%	1%	1%	0%	2%	0%
Radiation oncology – The Royal Australian and New Zealand College of Radiologists (RANZCR)	1%	0%	1%	0%	1%	1%	0%	1%	0%	1%	1%	1%	0%
Rehabilitation medicine – The Royal Australasian College of Physicians (RACP)	0%	0%	0%	0%	0%	1% ↑	2%	0%	0%	0%	1%	0%	0%
Pain medicine – Australian and New Zealand College of Anaesthetists (ANZCA)	0%	0%	0%	0%	0%	0%	1% ↑	0%	0%	0%	0%	0%	0%
Medical administration – The Royal Australasian College of Medical Administrators (RACMA)	0%	0%	0%	2% ↑	0%	0%	0%	0%	0%	0%	0%	1%	0%

Q53. Which specialty are you most interested in pursuing?													
	State/Territory									Location			
	Total n = 4893	ACT n = 121	NSW n = 1332	NT n = 107	QLD n = 1072	SA n = 367	Tas. n = 119	Vic. n = 1240	WA n = 535	Metro n = 3550	Regional n = 1193	Rural n = 121	Do not wish to specify n = 25!
Occupational and environmental medicine – The Royal Australasian College of Physicians (RACP)	0%	1%	0%	0%	0%	0%	0%	0%	1%	0%	0%	1%	0%
Sexual health medicine – The Royal Australasian College of Physicians (RACP)	0%	0%	0%	0%	0%	1% ↑	0%	0%	0%	0%	0%	1% ↑	0%
Unsure	3%	7% ↑	3%	4%	4%	2%	10% ↑	2% ↓	3%	3% ↓	4%	2%	12%

^ 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. ↑↓ 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			
	Total n = 17322	ACT n = 382	NSW n = 5162	NT n = 334	QLD n = 3615	SA n = 1280	Tas. n = 460	Vic. n = 4328	WA n = 1761	Metro n = 11681	Regional n = 4488	Rural n = 1000	Do not wish to specify n = 128
Strongly Agree	12%	9%	12%	49% ↑	12%	11%	13%	11% ↓	14%	11% ↓	14% ↑	25% ↑	16%
Agree	39%	40%	39%	38%	39%	40%	36%	38%	41%	38% ↓	41% ↑	42%	34%
Neither Agree nor Disagree	36%	36%	37% ↑	10% ↓	35%	35%	39%	37% ↑	34%	37% ↑	34% ↓	25% ↓	41%
Disagree	10%	12%	9% ↓	1% ↓	11%	12%	10%	11% ↑	9% ↓	11% ↑	9% ↓	7% ↓	6%
Strongly Disagree	3%	2%	3%	1% ↓	3% ↑	3%	2%	3%	3%	3% ↑	3%	1% ↓	3%
NET Strongly Agree + Agree	51%	50%	51%	87% ↑	51%	51%	49%	49% ↓	54% ↑	49% ↓	54% ↑	67% ↑	49%
NET Strongly Disagree + Disagree	13%	14%	12% ↓	2% ↓	14% ↑	14%	12%	14% ↑	12%	14% ↑	12% ↓	8% ↓	9%
Average	3.5	3.4	3.5	4.3 ↑	3.5	3.4	3.5	3.4 ↓	3.5 ↑	3.4 ↓	3.5 ↑	3.8 ↑	3.5
Standard Deviation	0.9	0.9	0.9	0.8	1.0	0.9	0.9	0.9	0.9	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.

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		
	Total n = 17319	ACT n = 382	NSW n = 5161	NT n = 333	QLD n = 3615	SA n = 1279	Tas. n = 460	Vic. n = 4328	WA n = 1761	Metro n = 11680	Regional n = 4486	Rural n = 1000	Do not wish to specify n = 128
Strongly Agree	13%	10% ↓	13%	38% ↑	12% ↓	9% ↓	16%	13%	15%	9% ↓	19% ↑	39% ↑	14%
Agree	34%	36%	36% ↑	38%	31% ↓	33%	43% ↑	33% ↓	35%	31% ↓	40% ↑	44% ↑	32%
Neither Agree nor Disagree	30%	35% ↑	30%	18% ↓	30%	33% ↑	29%	30%	28% ↓	33% ↑	26% ↓	14% ↓	44% ↑
Disagree	18%	15%	16% ↓	5% ↓	21% ↑	19%	10% ↓	19% ↑	18%	21% ↑	12% ↓	3% ↓	6% ↓
Strongly Disagree	5%	4%	4% ↓	1% ↓	6% ↑	5%	1% ↓	5%	5%	6% ↑	3% ↓	1% ↓	4%
NET Strongly Agree + Agree	48%	46%	50% ↑	76% ↑	44% ↓	43% ↓	60% ↑	46% ↓	49%	40% ↓	59% ↑	82% ↑	46%
NET Strongly Disagree + Disagree	22%	20%	20% ↓	6% ↓	27% ↑	24%	12% ↓	24% ↑	23%	27% ↑	15% ↓	3% ↓	10% ↓
Average	3.3	3.3	3.4 ↑	4.1 ↑	3.2 ↓	3.2 ↓	3.6 ↑	3.3 ↓	3.4	3.2 ↓	3.6 ↑	4.2 ↑	3.5
Standard Deviation	1.1	1.0	1.0	0.9	1.1	1.0	0.9	1.1	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.

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		
	Total n = 17317	ACT n = 382	NSW n = 5162	NT n = 333	QLD n = 3614	SA n = 1279	Tas. n = 460	Vic. n = 4325	WA n = 1762	Metro n = 11678	Regional n = 4487	Rural n = 999	Do not wish to specify n = 128
Strongly Agree	16%	15%	16%	17%	13% ↓	16%	18%	18% ↑	16%	17% ↑	14% ↓	12% ↓	15%
Agree	38%	41%	39% ↑	32%	37%	36%	34%	38%	38%	39% ↑	36% ↓	28% ↓	29% ↓
Neither Agree nor Disagree	26%	25%	26%	30%	28% ↑	25%	26%	25% ↓	26%	24% ↓	27% ↑	36% ↑	41% ↑
Disagree	16%	13%	15%	16%	17% ↑	19% ↑	17%	15%	16%	15% ↓	17% ↑	17%	9% ↓
Strongly Disagree	5%	5%	4% ↓	5%	5% ↑	5%	6%	5%	4%	4% ↓	6% ↑	6%	5%
NET Strongly Agree + Agree	53%	56%	54%	50%	50% ↓	52%	52%	55% ↑	54%	56% ↑	50% ↓	41% ↓	44% ↓
NET Strongly Disagree + Disagree	21%	18%	19% ↓	20%	23% ↑	23% ↑	22%	20%	20%	20% ↓	23% ↑	23%	15%
Average	3.4	3.5	3.5 ↑	3.4	3.4 ↓	3.4	3.4	3.5 ↑	3.5	3.5 ↑	3.4 ↓	3.2 ↓	3.4
Standard Deviation	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.0

↑↓ 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		
	Total n = 17314	ACT n = 382	NSW n = 5160	NT n = 332	QLD n = 3613	SA n = 1280	Tas. n = 460	Vic. n = 4326	WA n = 1761	Metro n = 11676	Regional n = 4485	Rural n = 1000	Do not wish to specify n = 128
Strongly Agree	30%	33%	31%	35%	28% ↓	29%	32%	32% ↑	29%	32% ↑	27% ↓	24% ↓	20% ↓
Agree	49%	52%	49%	45%	52% ↑	50%	45%	48% ↓	49%	50%	50%	45% ↓	44%
Neither Agree nor Disagree	15%	12% ↓	15%	16%	16%	16%	19% ↑	15%	17% ↑	14% ↓	17% ↑	24% ↑	30% ↑
Disagree	4%	3%	4%	4%	4%	4%	3%	4%	5%	4% ↓	5% ↑	6% ↑	5%
Strongly Disagree	1%	1%	1%	0%	1%	1%	0%	1%	1%	1%	1%	1%	2%
NET Strongly Agree + Agree	80%	85% ↑	81% ↑	80%	79%	79%	77%	80%	78% ↓	82% ↑	77% ↓	69% ↓	63% ↓
NET Strongly Disagree + Disagree	5%	4%	5%	4%	5%	6%	4%	5%	5%	4% ↓	6% ↑	7% ↑	6%
Average	4.0	4.1 ↑	4.1 ↑	4.1	4.0 ↓	4.0	4.0	4.1	4.0 ↓	4.1 ↑	4.0 ↓	3.8 ↓	3.8 ↓
Standard Deviation	0.8	0.8	0.8	0.8	0.8	0.9	0.8	0.8	0.8	0.8	0.8	0.9	0.9

↑↓ 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		
	Total n = 16704	ACT n = 367	NSW n = 4953	NT n = 323	QLD n = 3506	SA n = 1243	Tas. n = 450	Vic. n = 4189	WA n = 1673	Metro n = 11264	Regional n = 4312	Rural n = 985	Do not wish to specify n = 118
Strongly Agree	17%	18%	16%	16%	16%	16%	16%	18% ↑	18%	18% ↑	15% ↓	9% ↓	12%
Agree	20%	21%	20%	21%	21%	18%	14% ↓	19%	21%	20%	20%	16% ↓	16%
Neither Agree nor Disagree	19%	18%	19%	15%	18%	21% ↑	17%	18%	18%	18%	18%	22% ↑	34% ↑
Disagree	30%	32%	31%	33%	31%	30%	34%	29%	29%	29% ↓	32% ↑	35% ↑	24%
Strongly Disagree	15%	12%	14%	16%	14%	15%	19% ↑	15%	13%	14% ↓	15%	20% ↑	14%
NET Strongly Agree + Agree	37%	39%	36%	37%	37%	35%	31% ↓	37%	39% ↑	38% ↑	35% ↓	24% ↓	28%
NET Strongly Disagree + Disagree	45%	43%	45%	48%	45%	45%	53% ↑	45%	42% ↓	43% ↓	47% ↑	54% ↑	38%
Average	2.9	3.0	2.9	2.9	2.9	2.9	2.8 ↓	3.0	3.0 ↑	3.0 ↑	2.9 ↓	2.6 ↓	2.9
Standard Deviation	1.3	1.3	1.3	1.3	1.3	1.3	1.4	1.3	1.3	1.3	1.3	1.2	1.2

↑↓ 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			
	Total n = 17321	ACT n = 382	NSW n = 5162	NT n = 333	QLD n = 3614	SA n = 1280	Tas. n = 460	Vic. n = 4328	WA n = 1762	Metro n = 11681	Regional n = 4487	Rural n = 1000	Do not wish to specify n = 128
Strongly Agree	20%	18%	19%	14% ↓	22% ↑	19%	15% ↓	19%	21%	22% ↑	16% ↓	5% ↓	16%
Agree	29%	28%	29%	22% ↓	28%	30%	23% ↓	30% ↑	28%	31% ↑	27% ↓	14% ↓	18% ↓
Neither Agree nor Disagree	19%	24% ↑	20%	19%	18% ↓	18%	18%	19%	19%	19%	18%	20%	30% ↑
Disagree	23%	23%	22%	31% ↑	22%	23%	28% ↑	22%	24%	20% ↓	26% ↑	35% ↑	25%
Strongly Disagree	10%	7% ↓	9%	14% ↑	10%	10%	16% ↑	9%	9%	7% ↓	13% ↑	25% ↑	12%
NET Strongly Agree + Agree	49%	47%	49%	36% ↓	50%	49%	39% ↓	50%	49%	54% ↑	43% ↓	20% ↓	34% ↓
NET Strongly Disagree + Disagree	32%	30%	31%	46% ↑	32%	33%	44% ↑	31% ↓	32%	27% ↓	38% ↑	60% ↑	37%
Average	3.3	3.3	3.3	2.9 ↓	3.3	3.2	2.9 ↓	3.3	3.3	3.4 ↑	3.1 ↓	2.4 ↓	3.0 ↓
Standard Deviation	1.3	1.2	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.2	1.3	1.2	1.2

↑↓ 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_7. Thinking about your future career, to what extent do you agree or disagree with the following statements? I am considering a future outside of medicine

	State/Territory									Location			
	Total n = 17320	ACT n = 382	NSW n = 5162	NT n = 333	QLD n = 3614	SA n = 1280	Tas. n = 460	Vic. n = 4327	WA n = 1762	Metro n = 11680	Regional n = 4487	Rural n = 1000	Do not wish to specify n = 128
Strongly Agree	4%	5%	4%	6%	4%	3% ↓	2%	5%	4%	4%	4%	4%	8% ↑
Agree	14%	14%	13%	13%	13%	13%	11%	14%	14%	14% ↑	13%	11% ↓	13%
Neither Agree nor Disagree	22%	24%	21%	18%	21%	20%	23%	23%	22%	22% ↑	21% ↓	19%	34% ↑
Disagree	36%	36%	37% ↑	36%	36%	36%	32%	36%	36%	36%	37%	35%	27% ↓
Strongly Disagree	24%	21%	24%	26%	25%	28% ↑	31% ↑	23% ↓	24%	24% ↓	25%	31% ↑	20%
NET Strongly Agree + Agree	18%	19%	17%	19%	18%	16%	14% ↓	19%	18%	18% ↑	17%	15% ↓	20%
NET Strongly Disagree + Disagree	61%	57%	61%	63%	61%	64% ↑	63%	59% ↓	60%	60% ↓	62% ↑	65% ↑	46% ↓
Average	2.4	2.5	2.4	2.4	2.4	2.3 ↓	2.2 ↓	2.4 ↑	2.4	2.4 ↑	2.3	2.2 ↓	2.6 ↑
Standard Deviation	1.1	1.1	1.1	1.2	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.2

↑↓ 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

Q62_1. COVID-19 has impacted my...Training opportunities

	State/Territory									Location			
	Total n = 16919	ACT n = 377	NSW n = 5089	NT n = 321	QLD n = 3504	SA n = 1241	Tas. n = 447	Vic. n = 4262	WA n = 1678	Metro n = 11446	Regional n = 4369	Rural n = 973	Do not wish to specify n = 107
Positively	2%	3%	2%	4% ↑	2%	3%	3%	2%	3%	2% ↓	3%	5% ↑	3%
Negatively	45%	42%	52% ↑	37% ↓	39% ↓	40% ↓	34% ↓	51% ↑	32% ↓	48% ↑	40% ↓	35% ↓	35% ↓
Mixture of positive and negative	33%	34%	32%	26% ↓	33%	35% ↑	36%	33%	33%	32% ↓	34% ↑	37% ↑	47% ↑
Unaffected	16%	17%	12% ↓	29% ↑	21% ↑	18%	23% ↑	11% ↓	27% ↑	15% ↓	19% ↑	20% ↑	9%
Unsure	4%	4%	3% ↓	3%	5% ↑	4%	4%	3% ↓	5% ↑	3%	4%	3%	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.

Q62_2. COVID-19 has impacted my...Routine teaching

	State/Territory									Location			
	Total n = 16893	ACT n = 376	NSW n = 5070	NT n = 318	QLD n = 3504	SA n = 1241	Tas. n = 442	Vic. n = 4249	WA n = 1693	Metro n = 11464	Regional n = 4356	Rural n = 942	Do not wish to specify n = 107
Positively	3%	4%	3%	3%	2% ↓	3%	2%	3%	3%	3%	2%	4% ↑	3%
Negatively	54%	53%	61% ↑	47% ↓	49% ↓	53%	36% ↓	58% ↑	40% ↓	58% ↑	47% ↓	39% ↓	40% ↓
Mixture of positive and negative	26%	25%	23% ↓	21%	26%	27%	30% ↑	27% ↑	29% ↑	25% ↓	27% ↑	29% ↑	36% ↑
Unaffected	16%	15%	12% ↓	26% ↑	21% ↑	16%	30% ↑	11% ↓	26% ↑	13% ↓	21% ↑	25% ↑	15%
Unsure	2%	3%	2%	2%	2%	2%	2%	1% ↓	3% ↑	2% ↓	2%	3% ↑	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.

Q62_3. COVID-19 has impacted my...Ways of learning													
	State/Territory									Location			
	Total n = 17036	ACT n = 377	NSW n = 5118	NT n = 321	QLD n = 3533	SA n = 1249	Tas. n = 447	Vic. n = 4281	WA n = 1710	Metro n = 11524	Regional n = 4405	Rural n = 973	Do not wish to specify n = 110
Positively	7%	7%	7% ↓	8%	7%	8%	8%	7%	10% ↑	7%	7%	8%	5%
Negatively	40%	39%	47% ↑	33% ↓	33% ↓	33% ↓	27% ↓	45% ↑	27% ↓	42% ↑	36% ↓	31% ↓	36%
Mixture of positive and negative	37%	40%	35% ↓	31% ↓	37%	40% ↑	38%	38%	37%	37%	37%	40% ↑	40%
Unaffected	14%	12%	9% ↓	26% ↑	19% ↑	17% ↑	23% ↑	8% ↓	23% ↑	12% ↓	18% ↑	19% ↑	14%
Unsure	3%	2%	2% ↓	2%	3% ↑	3%	3%	2%	3%	2%	3%	2%	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.

Q62_4. COVID-19 has impacted my...Access to learning resources													
	State/Territory									Location			
	Total n = 16897	ACT n = 373	NSW n = 5070	NT n = 320	QLD n = 3509	SA n = 1235	Tas. n = 441	Vic. n = 4253	WA n = 1696	Metro n = 11426	Regional n = 4368	Rural n = 971	Do not wish to specify n = 108
Positively	10%	11%	9% ↓	12%	9%	11%	9%	10%	14% ↑	10%	9%	10%	6%
Negatively	29%	28%	34% ↑	24% ↓	25% ↓	25% ↓	23% ↓	34% ↑	20% ↓	31% ↑	26% ↓	23% ↓	24%
Mixture of positive and negative	30%	31%	30%	19% ↓	29%	29%	28%	31% ↑	28%	29%	30%	30%	40% ↑
Unaffected	29%	26%	25% ↓	43% ↑	34% ↑	33% ↑	38% ↑	23% ↓	35% ↑	27% ↓	32% ↑	34% ↑	22%
Unsure	3%	4%	3%	2%	3%	2%	3%	3%	3%	3%	3%	2%	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.

Q62_5. COVID-19 has impacted my...Exam(s) preparation

	State/Territory									Location			Do not wish to specify n = 100
	Total n = 13606	ACT n = 296	NSW n = 4166	NT n = 242	QLD n = 2901	SA n = 994	Tas. n = 375	Vic. n = 3315	WA n = 1317	Metro n = 9031	Regional n = 3564	Rural n = 887	
Positively	4%	3%	4%	3%	3%	3%	4%	4% ↑	4%	4%	4%	5% ↑	5%
Negatively	52%	57% ↑	57% ↑	43% ↓	46% ↓	46% ↓	40% ↓	57% ↑	42% ↓	55% ↑	47% ↓	41% ↓	38% ↓
Mixture of positive and negative	23%	22%	22%	21%	23%	25%	24%	22%	22%	21% ↓	24% ↑	27% ↑	36% ↑
Unaffected	19%	15%	15% ↓	31% ↑	24% ↑	23% ↑	26% ↑	14% ↓	29% ↑	18% ↓	22% ↑	23% ↑	16%
Unsure	3%	3%	2% ↓	2%	4% ↑	3%	5% ↑	3%	3%	3% ↓	3%	4% ↑	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.

Q62_6. COVID-19 has impacted my...Research opportunities

	State/Territory									Location			Do not wish to specify n = 85
	Total n = 13434	ACT n = 305	NSW n = 4107	NT n = 232	QLD n = 2759	SA n = 938	Tas. n = 338	Vic. n = 3402	WA n = 1353	Metro n = 9376	Regional n = 3315	Rural n = 640	
Positively	4%	2%	4%	4%	3%	3%	3%	4% ↑	4%	4%	3% ↓	4%	5%
Negatively	38%	40%	44% ↑	25% ↓	31% ↓	33% ↓	30% ↓	43% ↑	28% ↓	40% ↑	33% ↓	28% ↓	28%
Mixture of positive and negative	21%	24%	21%	15% ↓	21%	22%	19%	21%	20%	20% ↓	21%	28% ↑	35% ↑
Unaffected	28%	26%	24% ↓	43% ↑	34% ↑	33% ↑	36% ↑	22% ↓	38% ↑	27% ↓	31% ↑	27%	20%
Unsure	10%	9%	8% ↓	12%	11% ↑	10%	12%	10%	11%	9% ↓	11% ↑	14% ↑	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.

Q62_7. COVID-19 has impacted my...Progression (e.g. delayed entry, completion of training)

	State/Territory									Location			
	Total n = 15016	ACT n = 348	NSW n = 4572	NT n = 277	QLD n = 3154	SA n = 1081	Tas. n = 388	Vic. n = 3727	WA n = 1469	Metro n = 10148	Regional n = 3850	Rural n = 894	Do not wish to specify n = 100
Positively	2%	1%	2%	4% ↑	2%	1%	2%	2%	2%	1% ↓	2%	3% ↑	3%
Negatively	40%	39%	44% ↑	33% ↓	38% ↓	38%	35% ↓	42% ↑	32% ↓	41% ↑	37% ↓	37% ↓	37%
Mixture of positive and negative	17%	19%	17%	12% ↓	16%	18%	19%	17%	16%	16% ↓	18% ↑	22% ↑	27% ↑
Unaffected	36%	35%	32% ↓	46% ↑	40% ↑	38%	37%	33% ↓	45% ↑	36%	38% ↑	32% ↓	25% ↓
Unsure	5%	6%	6%	5%	5%	4%	7%	5%	5%	5%	5%	6%	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.

Q62_8. COVID-19 has impacted my...Workload

	State/Territory									Location			
	Total n = 16971	ACT n = 378	NSW n = 5110	NT n = 322	QLD n = 3501	SA n = 1250	Tas. n = 446	Vic. n = 4263	WA n = 1701	Metro n = 11501	Regional n = 4365	Rural n = 969	Do not wish to specify n = 112
Positively	5%	6%	6% ↑	6%	5%	4% ↓	3%	5%	5%	5%	5% ↓	7%	6%
Negatively	41%	45%	44% ↑	33% ↓	35% ↓	35% ↓	32% ↓	47% ↑	35% ↓	43% ↑	36% ↓	36% ↓	36%
Mixture of positive and negative	36%	40%	37% ↑	32%	36%	38%	33%	35%	32% ↓	35% ↓	38% ↑	34%	35%
Unaffected	14%	7% ↓	10% ↓	26% ↑	20% ↑	19% ↑	26% ↑	10% ↓	23% ↑	13% ↓	18% ↑	19% ↑	14%
Unsure	3%	3%	3% ↓	4%	4% ↑	4%	6% ↑	3% ↓	5% ↑	3% ↓	4% ↑	4%	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.

Q62_9. COVID-19 has impacted my...Medical training overall

	State/Territory									Location			Do not wish to specify n = 109
	Total n = 16950	ACT n = 376	NSW n = 5093	NT n = 323	QLD n = 3518	SA n = 1250	Tas. n = 445	Vic. n = 4256	WA n = 1689	Metro n = 11479	Regional n = 4367	Rural n = 971	
Positively	2%	3%	2%	4%	2%	2%	2%	2%	3% ↑	2% ↓	2%	4% ↑	4%
Negatively	42%	41%	49% ↑	33% ↓	35% ↓	34% ↓	31% ↓	48% ↑	30% ↓	45% ↑	37% ↓	34% ↓	33%
Mixture of positive and negative	39%	43%	38%	34% ↓	40%	44% ↑	40%	38%	40%	39%	40%	40%	44%
Unaffected	12%	9% ↓	8% ↓	25% ↑	17% ↑	15% ↑	20% ↑	8% ↓	21% ↑	10% ↓	16% ↑	17% ↑	16%
Unsure	4%	5%	3% ↓	5%	5% ↑	5%	6% ↑	4% ↓	5% ↑	4% ↓	5% ↑	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. 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			Do not wish to specify n = 155
	Total n = 20397	ACT n = 442	NSW n = 6048	NT n = 388	QLD n = 4278	SA n = 1487	Tas. n = 523	Vic. n = 4996	WA n = 2089	Metro n = 13563	Regional n = 5082	Rural n = 1105	
Average	5.7	5.5	5.8 ↑	5.1 ↓	5.7	5.6	5.6	5.6	5.8	5.6 ↓	5.6 ↓	6.5 ↑	6.6 ↑
Standard Deviation	3.0	3.0	3.0	3.0	3.0	3.0	3.2	2.9	3.0	3.0	3.1	3.1	3.0

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			Do not wish to specify n = 155
	Total n = 20399	ACT n = 442	NSW n = 6049	NT n = 388	QLD n = 4279	SA n = 1487	Tas. n = 523	Vic. n = 4996	WA n = 2089	Metro n = 13565	Regional n = 5082	Rural n = 1105	
Full time	88%	86%	87% ↓	90%	90% ↑	85% ↓	88%	88%	88%	88% ↑	87%	82% ↓	74% ↓
Part time	10%	11%	11%	8%	9% ↓	13% ↑	10%	10%	10%	10% ↓	10%	16% ↑	11%
Casually	2%	3%	2%		2% ↓	2%	2%	3% ↑	2%	2% ↓	2%	1% ↓	15% ↑

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			
	Total n = 17422	ACT n = 372	NSW n = 5299	NT n = 315	QLD n = 3772	SA n = 1226	Tas. n = 383	Vic. n = 4288	WA n = 1767	Metro n = 11900	Regional n = 4153	Rural n = 930	Do not wish to specify n = 132
Yes	69%	69%	70% ↑	64%	69%	70%	74% ↑	67% ↓	65% ↓	67% ↓	69%	86% ↑	67%
No	31%	31%	30% ↓	36%	31%	30%	26% ↓	33% ↑	35% ↑	33% ↑	31%	14% ↓	33%

^ 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			
	Total n = 20525	ACT n = 449	NSW n = 6116	NT n = 390	QLD n = 4351	SA n = 1502	Tas. n = 526	Vic. n = 5068	WA n = 2123	Metro n = 13729	Regional n = 5170	Rural n = 1114	Do not wish to specify n = 158
NSW	30%		100% ↑							28% ↓	34% ↑	30%	31%
Vic.	25%						100% ↑			29% ↑	16% ↓	18% ↓	25%
QLD	21%				100% ↑					14% ↓	39% ↑	20%	24%
WA	10%								100% ↑	13% ↑	4% ↓	10%	9%
SA	7%					100% ↑				9% ↑	2% ↓	8%	
ACT	2%	100% ↑								3% ↑			
Tas.	3%						100% ↑			2% ↓	4% ↑	4% ↑	
NT	2%			100% ↑						2% ↓	1% ↓	10% ↑	

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			
	Total n = 20387	ACT n = 449	NSW n = 6075	NT n = 390	QLD n = 4317	SA n = 1495	Tas. n = 525	Vic. n = 5028	WA n = 2108	Metro n = 13722	Regional n = 5168	Rural n = 1114	Do not wish to specify n = 158
Yes	80%	82%	79% ↓	77%	81%	80%	77%	81% ↑	81%	87% ↑	76% ↓	22% ↓	41% ↓
No	20%	18%	21% ↑	23%	19%	20%	23%	19% ↓	19%	13% ↓	24% ↑	78% ↑	59% ↑

↑ ↓ 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			
	Total n = 20171	ACT n = 443	NSW n = 6004	NT n = 386	QLD n = 4263	SA n = 1481	Tas. n = 522	Vic. n = 4982	WA n = 2090	Metro n = 13729	Regional n = 5170	Rural n = 1114	Do not wish to specify n = 158
Metropolitan area (e.g. capital city - Sydney, Melbourne, Brisbane, Adelaide, Perth, Darwin, Hobart, Canberra)	68%	97% ↑	65% ↓	58% ↓	46% ↓	87% ↑	47% ↓	79% ↑	85% ↑	100% ↑			
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)	26%		29% ↑	12% ↓	48% ↑	7% ↓	43% ↑	17% ↓	10% ↓	100% ↑			
Rural area (e.g. more than 15km from the closest town with a population of at least 15,000)	6%		6%	30% ↑	5%	6%	9% ↑	4% ↓	5%	100% ↑			
Do not wish to specify	1%		1%		1%			1%	1%	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.

Q7. What is your role in the setting?													
	State/Territory									Location			
	Total n = 20206	ACT n = 444	NSW n = 6013	NT n = 387	QLD n = 4271	SA n = 1487	Tas. n = 522	Vic. n = 4985	WA n = 2093	Metro n = 13715	Regional n = 5167	Rural n = 1112	Do not wish to specify n = 157
Intern	6%	9% ↑	5% ↓	8%	6%	8% ↑	11% ↑	5% ↓	7%	6%	7% ↑	3% ↓	
Resident Medical Officer / Hospital Medical Officer	24%	21%	21% ↓	29% ↑	22% ↓	29% ↑	23%	27% ↑	26% ↑	25% ↑	23%	9% ↓	15% ↓
Principal House Officer	3%		0% ↓		13% ↑					2% ↓	6% ↑	1% ↓	
Career Medical Officer	1%		3% ↑		1% ↓	1%		1% ↓	1% ↓	1% ↓	2% ↑	2%	
Registrar	52%	55%	54% ↑	47%	51%	49% ↓	52%	50% ↓	50%	52%	48% ↓	64% ↑	46%
Unaccredited Registrar	7%	9%	9% ↑	8%	2% ↓	7%	7%	9% ↑	11% ↑	8% ↑	6% ↓	4% ↓	8%
Specialist	1%		1%		1%			1%		0% ↓	1% ↑		
Other	6%	4% ↓	7% ↑	6%	5% ↓	5%	5%	7% ↑	5% ↓	5% ↓	6%	16% ↑	25% ↑

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			
	Total n = 17316	ACT n = 382	NSW n = 5168	NT n = 331	QLD n = 3612	SA n = 1277	Tas. n = 461	Vic. n = 4328	WA n = 1757	Metro n = 11690	Regional n = 4483	Rural n = 991	Do not wish to specify n = 127
Woman or female	51%	52%	51%	56%	49% ↓	54%	48%	51%	55% ↑	52% ↑	50%	47% ↓	35% ↓
Man or male	46%	45%	47%	42%	49% ↑	44% ↓	50%	46%	43% ↓	46% ↓	48% ↑	51% ↑	39%
Non-binary	0%		0%					0%		0%	0%		
Prefer not to say	2%	4%	2%		2%	2%		2%	2%	2%	2% ↓	2%	25% ↑

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			
	Total n = 17332	ACT n = 382	NSW n = 5173	NT n = 331	QLD n = 3613	SA n = 1279	Tas. n = 461	Vic. n = 4333	WA n = 1760	Metro n = 11701	Regional n = 4487	Rural n = 994	Do not wish to specify n = 126
NET 20 to 29	30%	28%	28% ↓	33%	32% ↑	33% ↑	29%	32% ↑	26% ↓	32% ↑	27% ↓	13% ↓	
NET 30 to 39	50%	51%	50%	44% ↓	49%	49%	44% ↓	50%	52% ↑	51% ↑	49%	42% ↓	34% ↓
NET 40 +	17%	16%	19% ↑	20%	16%	16%	25% ↑	15% ↓	18%	13% ↓	21% ↑	43% ↑	32% ↑
Prefer not to say	3%	5% ↑	3%		3%	3%	2%	3%	4% ↑	3%	2% ↓	3%	27% ↑
Average	33.5	33.5	34.0 ↑	33.7	33.3 ↓	33.1 ↓	34.3 ↑	33.1 ↓	33.9 ↑	32.8 ↓	34.2 ↑	38.1 ↑	37.9 ↑
Standard Deviation	6.3	6.0	6.4	6.7	6.3	6.2	7.4	6.2	6.1	5.9	6.6	7.1	6.7

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?	State/Territory									Location			
	Total n = 17333	ACT n = 382	NSW n = 5172	NT n = 332	QLD n = 3613	SA n = 1280	Tas. n = 461	Vic. n = 4333	WA n = 1760	Metro n = 11702	Regional n = 4487	Rural n = 992	Do not wish to specify n = 127
NET Yes	1%		1% ↑		1%			0% ↓	1%	1% ↓	1% ↑	1%	
No	97%	97%	97% ↓	96%	97%	98%	97%	98% ↑	97%	98% ↑	97%	97%	76% ↓
Prefer not to say	2%		2%		2%	1%		2%	2%	2%	2%	1%	20% ↑

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		
	Total n = 17579	ACT n = 384	NSW n = 5238	NT n = 337	QLD n = 3662	SA n = 1299	Tas. n = 467	Vic. n = 4388	WA n = 1794	Metro n = 11834	Regional n = 4557	Rural n = 1003	Do not wish to specify n = 129
Yes - Australia	33%	25% ↓	34%	30%	31% ↓	32%	41% ↑	33%	38% ↑	28% ↓	41% ↑	61% ↑	54% ↑
Yes - New Zealand	66%	74% ↑	65%	69%	68% ↑	67%	59% ↓	66%	62% ↓	72% ↑	59% ↓	38% ↓	46% ↓
No - Elsewhere	1%		1%		1%	1%		1%	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.

B2 2021 Detailed tables – Cohort

B2.1 Training curriculum

Q10. How many years have you held registration in Australia?									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 1870	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n<10^	IMGs n = 1870	Yes n<10^	No n = 1632	Prefer not to say n = 29!
Average	2.1					2.1		2.1	2.4
Standard Deviation	1.7					1.7		1.7	2.1

^ 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.

Q11a. Which pathway are you in?									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 1874	Interns n<10^	Yes	Yes	Yes	IMGs n = 1874	Yes n<10^	No n = 1634	Prefer not to say n = 29!
Standard pathway (AMC exam)	50%					50%		51%	41%
Specialist pathway	14%					14%		15%	0%
Short term training pathway	12%					12%		12%	14%
Standard pathway (Workplace based assessment)	9%					9%		9%	3%
Competent authority pathway	7%					7%		6% ↓	17%
Specialist and competent authority pathway	3%					3%		3%	7%
Other	3%					3%		3%	7%
Unsure	2%					2%		2% ↓	10%

^ 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.

Q11b. Which college(s) did your specialist pathway assessment?									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 326	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n<10 [^]	Specialist GP n<10 [^]	IMGs n = 326	Yes n<10 [^]	No n = 283	Prefer not to say n<10 [^]
The Royal Australasian College of Physicians (RACP)	20%					20%		19%	
The Royal Australian and New Zealand College of Psychiatrists (RANZCP)	20%					20%		20%	
The Royal Australian and New Zealand College of Radiologists (RANZCR)	12%					12%		11%	
Royal Australasian College of Surgeons (RACS)	11%					11%		13%	
The Royal Australian College of General Practitioners (RACGP)	6%					6%		6%	
Australian and New Zealand College of Anaesthetists (ANZCA)	6%					6%		6%	
The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)	6%					6%		4%	
The Royal College of Pathologists of Australasia (RCPA)	5%					5%		4%	
Australasian College for Emergency Medicine (ACEM)	4%					4%		3%	
College of Intensive Care Medicine of Australia and New Zealand (CICM)	3%					3%		6%	
Australian College of Rural and Remote Medicine (ACRRM)	3%					3%		3%	
The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)	1%					1%		1%	
The Australasian College of Dermatologists (ACD)	1%					1%		1%	
The Royal Australasian College of Medical Administrators (RACMA)	1%					1%		1%	
Australasian College of Sport and Exercise Physicians (ACSEP)	0%					0%		1%	
Royal Australasian College of Dental Surgeons (RACDS)	0%					0%		0%	
Prefer not to say	1%					1%		0%	
Unsure	1%					1%		0%	

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

Q12. Do you have a training/professional development plan? (Interns: Do you know about your intern education program?)									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 8300	Interns n = 1146	Prevoc. & unaccredited n = 5279	Specialist non-GP n<10 [^]	Specialist GP n<10 [^]	IMGs n = 1875	Yes n = 61	No n = 6976	Prefer not to say n = 116
Yes	59%	98% ↑	41% ↓			86% ↑	56%	60%	59%
No	41%	2% ↓	59% ↑			14% ↓	44%	40%	41%

[^] 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 4772	Interns n = 1088	Prevoc. & unaccredited n = 2098	Specialist non-GP n<10^	Specialist GP n<10^	IMGs n = 1586	Yes n = 34	No n = 4151	Prefer not to say n = 68
Strongly Agree	37%	17% ↓	40% ↑			47% ↑	29%	38%	28%
Agree	51%	62% ↑	52%			43% ↓	47%	51%	51%
Neither Agree nor Disagree	8%	14% ↑	6% ↓			7% ↓	21% ↑	8% ↓	15%
Disagree	2%	6% ↑	1% ↓			2%	3%	2%	4%
Strongly Disagree	1%	1%	1%			1%	0%	1%	1%
NET Strongly Agree + Agree	88%	79% ↓	92% ↑			90% ↑	76% ↓	89% ↑	79% ↓
NET Strongly Disagree + Disagree	3%	7% ↑	2% ↓			3%	3%	3%	6%
Average	4.2	3.9 ↓	4.3 ↑			4.3 ↑	4.0	4.2 ↑	4.0 ↓
Standard Deviation	0.8	0.8	0.7			0.8	0.8	0.7	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. ↑↓ 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 4770	Interns n = 1088	Prevoc. & unaccredited n = 2098	Specialist non-GP n<10^	Specialist GP n<10^	IMGs n = 1584	Yes n = 34	No n = 4149	Prefer not to say n = 68
Strongly Agree	30%	21% ↓	30%			37% ↑	26%	31% ↑	19% ↓
Agree	53%	55%	55%			51% ↓	44%	54%	44%
Neither Agree nor Disagree	9%	13% ↑	10%			7% ↓	15%	9% ↓	21% ↑
Disagree	5%	9% ↑	4%			3% ↓	9%	4% ↓	13% ↑
Strongly Disagree	2%	3% ↑	1%			2%	6%	2%	3%
NET Strongly Agree + Agree	84%	76% ↓	85%			89% ↑	71% ↓	85% ↑	63% ↓
NET Strongly Disagree + Disagree	7%	12% ↑	6% ↓			4% ↓	15% ↑	6% ↓	16% ↑
Average	4.1	3.8 ↓	4.1			4.2 ↑	3.8	4.1 ↑	3.6 ↓
Standard Deviation	0.9	1.0	0.8			0.8	1.1	0.8	1.0

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 4772	Interns n = 1088	Prevoc. & unaccredited n = 2098	Specialist non-GP n<10^	Specialist GP n<10^	IMGs n = 1586	Yes n = 34	No n = 4151	Prefer not to say n = 68
Strongly Agree	33%	20% ↓	33%			41% ↑	26%	33%	26%
Agree	56%	56%	59% ↑			53% ↓	53%	56%	53%
Neither Agree nor Disagree	7%	13% ↑	7%			4% ↓	9%	7% ↓	16% ↑
Disagree	3%	9% ↑	1% ↓			1% ↓	12% ↑	3% ↓	4%
Strongly Disagree	1%	2% ↑	1% ↓			1%	0%	1%	0%
NET Strongly Agree + Agree	89%	76% ↓	91% ↑			94% ↑	79%	89% ↑	79% ↓
NET Strongly Disagree + Disagree	4%	11% ↑	2% ↓			2% ↓	12% ↑	4%	4%
Average	4.2	3.8 ↓	4.2 ↑			4.3 ↑	3.9	4.2 ↑	4.0
Standard Deviation	0.8	0.9	0.7			0.7	0.9	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. ↑↓ 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 1584	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n<10^	IMGs n = 1584	Yes n<10^	No n = 1417	Prefer not to say n = 23!
Strongly Agree	43%					43%		43%	39%
Agree	44%					44%		44%	35%
Neither Agree nor Disagree	8%					8%		8%	22%
Disagree	4%					4%		3%	4%
Strongly Disagree	1%					1%		1%	0%
NET Strongly Agree + Agree	87%					87%		87%	74%
NET Strongly Disagree + Disagree	5%					5%		5%	4%
Average	4.2					4.2		4.2	4.1
Standard Deviation	0.8					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.

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 4769	Interns n = 1089	Prevoc. & unaccredited n = 2097	Specialist non-GP n<10^	Specialist GP n<10^	IMGs n = 1583	Yes n = 34	No n = 4149	Prefer not to say n = 68
Strongly Agree	33%	15% ↓	35% ↑			44% ↑	26%	35% ↑	21% ↓
Agree	54%	60% ↑	57% ↑			47% ↓	47%	54%	53%
Neither Agree nor Disagree	9%	18% ↑	6% ↓			6% ↓	21% ↑	8% ↓	21% ↑
Disagree	2%	6% ↑	1% ↓			2% ↓	6%	2%	3%
Strongly Disagree	1%	1% ↑	1%			1%	0%	1%	3%
NET Strongly Agree + Agree	88%	75% ↓	92% ↑			91% ↑	74% ↓	89% ↑	74% ↓
NET Strongly Disagree + Disagree	3%	7% ↑	2% ↓			3%	6%	3%	6%
Average	4.2	3.8 ↓	4.2 ↑			4.3 ↑	3.9	4.2 ↑	3.9 ↓
Standard Deviation	0.8	0.8	0.7			0.7	0.9	0.7	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. ↑↓ 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 4771	Interns n = 1089	Prevoc. & unaccredited n = 2097	Specialist non-GP n<10^	Specialist GP n<10^	IMGs n = 1585	Yes n = 34	No n = 4150	Prefer not to say n = 68
Strongly Agree	37%	18% ↓	38%			48% ↑	32%	38%	26%
Agree	52%	61% ↑	54% ↑			44% ↓	56%	52%	47%
Neither Agree nor Disagree	8%	15% ↑	6% ↓			6% ↓	9%	7% ↓	21% ↑
Disagree	2%	5% ↑	1% ↓			2% ↓	3%	2%	4%
Strongly Disagree	1%	1%	1%			1%	0%	1%	1%
NET Strongly Agree + Agree	89%	79% ↓	92% ↑			92% ↑	88%	90% ↑	74% ↓
NET Strongly Disagree + Disagree	3%	7% ↑	2% ↓			3%	3%	3%	6%
Average	4.2	3.9 ↓	4.3 ↑			4.4 ↑	4.2	4.2 ↑	3.9 ↓
Standard Deviation	0.8	0.8	0.7			0.8	0.7	0.7	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. ↑↓ 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?									
	Doctor in training cohort					Identify as an Australian Aboriginal and/or Torres Strait Islander person			
	Total n = 11974	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n = 8846	Specialist GP n = 3128	IMGs n<10^	Yes n = 97	No n = 9883	Prefer not to say n = 193
General practice - The Royal Australian College of General Practitioners (RACGP)	22%			0% ↓	84% ↑		33% ↑	22%	16% ↓
General practice - Australian College of Rural and Remote Medicine (ACRRM)	4%			0% ↓	17% ↑		13% ↑	5% ↓	4%
Emergency medicine - Australasian College for Emergency Medicine (ACEM)	13%			17% ↑	1% ↓		13%	13%	10%
Physician - The Royal Australasian College of Physicians (RACP)	18%			25% ↑	0% ↓		6% ↓	19%	19%
Paediatrics and child health - The Royal Australasian College of Physicians (RACP)	7%			10% ↑	0% ↓		1% ↓	8% ↑	5%
Psychiatry - The Royal Australian and New Zealand College of Psychiatrists (RANZCP)	8%			11% ↑	0% ↓		13%	8% ↓	11%
Anaesthesia - Australian and New Zealand College of Anaesthetists (ANZCA)	6%			8% ↑	0% ↓		5%	6%	4%
Surgery - Royal Australasian College of Surgeons (RACS)	4%			6% ↑	0% ↓		5%	5%	5%
Intensive care medicine - College of Intensive Care Medicine of Australia and New Zealand (CICM)	5%			6% ↑	0% ↓		3%	5%	6%
Obstetrics and gynaecology - The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)	3%			4% ↑	1% ↓		5%	3%	3%
Pathology - The Royal College of Pathologists of Australasia (RCPA)	2%			3% ↑	0% ↓		1%	2%	3%
Radiology - The Royal Australian and New Zealand College of Radiologists (RANZCR)	2%			3% ↑	0% ↓		0%	2%	5% ↑
Rehabilitation medicine - The Royal Australasian College of Physicians (RACP)	1%			1% ↑	0% ↓		0%	1%	2%
Addiction medicine - The Royal Australasian College of Physicians (RACP)	0%			1% ↑	0% ↓		1%	0%	1%
Medical administration - The Royal Australasian College of Medical Administrators (RACMA)	1%			1% ↑	0% ↓		0%	1%	1%
Ophthalmology - The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)	1%			1% ↑	0% ↓		0%	1%	0%
Palliative medicine - The Royal Australasian College of Physicians (RACP)	1%			1% ↑	0% ↓		1%	1%	1%
Radiation oncology - The Royal Australian and New Zealand College of Radiologists (RANZCR)	1%			1% ↑	0% ↓		0%	1%	1%
Dermatology - The Australasian College of Dermatologists (ACD)	1%			1% ↑	0% ↓		1%	0% ↓	2% ↑
Occupational and environmental medicine - The Royal Australasian College of Physicians (RACP)	0%			0% ↑	0% ↓		0%	0% ↓	3% ↑
Public health medicine - The Royal Australasian College of Physicians (RACP)	0%			1% ↑	0% ↓		0%	0%	0%
Pain medicine - Australian and New Zealand College of Anaesthetists (ANZCA)	0%			0% ↑	0% ↓		0%	0%	1%
Sexual health medicine - The Royal Australasian College of Physicians (RACP)	0%			0%	0%		0%	0%	0%

Q14. Which specialist training program(s) are you doing?									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 11974	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n = 8846	Specialist GP n = 3128	IMGs n<10 [^]	Yes n = 97	No n = 9883	Prefer not to say n = 193
Sports and exercise medicine - Australasian College of Sport and Exercise Physicians (ACSEP)	0%			0% ↑	0% ↓		1%	0%	0%
Surgery - Oral and maxillofacial surgery - Royal Australasian College of Dental Surgeons (RACDS)	0%			0% ↑	0% ↓		0%	0%	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; ↑↓ 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?									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 11580	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n = 8497	Specialist GP n = 3083	IMGs n<10 [^]	Yes n = 96	No n = 9833	Prefer not to say n = 185
Average	3.2			3.6 ↑	2.2 ↓		3.3	3.2	3.5
Standard Deviation	2.1			2.2	1.4		2.3	2.1	2.2

[^] Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality; ↑↓ 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?									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 3058	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n<10 [^]	Specialist GP n = 3058	IMGs n<10 [^]	Yes n = 43	No n = 2582	Prefer not to say n = 39
Australian General Practice Training (AGPT)	73%				73%		77%	72%	72%
RACGP Practice Experience Pathway (PEP)	15%				15%		0%	3%	0%
ACRRM Independent Pathway (IP)	6%				6%		12%	15%	10%
The Remote Vocational Training Scheme (RVTS)	3%				3%		7%	7%	8%
ACRRM Rural Generalist Training Scheme	2%				2%		5%	2%	5%
Unsure	1%				1%		0%	1%	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. ↑↓ 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?									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 2717	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n<10 [^]	Specialist GP n = 2717	IMGs n<10 [^]	Yes n = 38	No n = 2287	Prefer not to say n = 35
GP Synergy	35%				35%		53% ↑	35%	34%
Murray City Country Coast GP Training	12%				12%		0% ↓	12%	11%
General Practice Training Queensland	11%				11%		5%	11%	17%
James Cook University	10%				10%		13%	11%	3%
Western Australia General Practice Training	10%				10%		21% ↑	10%	11%
GPeX	7%				7%		3%	7%	6%
Eastern Victoria GP Training	7%				7%		0%	7%	3%
Northern Territory General Practice Education	2%				2%		3%	2%	3%
GP Training Tasmania	3%				3%		3%	3%	3%
Unsure	3%				3%		0%	3%	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. ↑↓ 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**

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 2627	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n<10 [^]	Specialist GP n = 2627	IMGs n<10 [^]	Yes n = 38	No n = 2229	Prefer not to say n = 32
Strongly Agree	32%				32%		16% ↓	32%	34%
Agree	54%				54%		53%	55% ↑	28% ↓
Neither Agree nor Disagree	11%				11%		21% ↑	10% ↓	19%
Disagree	2%				2%		8% ↑	2% ↓	6%
Strongly Disagree	1%				1%		3%	1% ↓	13% ↑
NET Strongly Agree + Agree	85%				85%		68% ↓	87% ↑	63% ↓
NET Strongly Disagree + Disagree	3%				3%		11% ↑	3% ↓	19% ↑
Average	4.1				4.1		3.7 ↓	4.1 ↑	3.7
Standard Deviation	0.8				0.8		0.9	0.8	1.4

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 2627	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n<10 [^]	Specialist GP n = 2627	IMGs n<10 [^]	Yes n = 38	No n = 2229	Prefer not to say n = 32
Strongly Agree	28%				28%		13% ↓	29%	31%
Agree	53%				53%		47%	54% ↑	25% ↓
Neither Agree nor Disagree	14%				14%		21%	13% ↓	34% ↑
Disagree	4%				4%		16% ↑	3% ↓	0%
Strongly Disagree	2%				2%		3%	2% ↓	9% ↑
NET Strongly Agree + Agree	81%				81%		61% ↓	82% ↑	56% ↓
NET Strongly Disagree + Disagree	5%				5%		18% ↑	5% ↓	9%
Average	4.0				4.0		3.5 ↓	4.0 ↑	3.7
Standard Deviation	0.8				0.8		1.0	0.8	1.2

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 2627	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n<10 [^]	Specialist GP n = 2627	IMGs n<10 [^]	Yes n = 38	No n = 2229	Prefer not to say n = 32
Strongly Agree	29%				29%		16%	30%	31%
Agree	52%				52%		45%	52% ↑	25% ↓
Neither Agree nor Disagree	14%				14%		26% ↑	12% ↓	25% ↑
Disagree	4%				4%		11% ↑	4% ↓	9%
Strongly Disagree	2%				2%		3%	2% ↓	9% ↑
NET Strongly Agree + Agree	81%				81%		61% ↓	82% ↑	56% ↓
NET Strongly Disagree + Disagree	6%				6%		13% ↑	5% ↓	19% ↑
Average	4.0				4.0		3.6 ↓	4.1 ↑	3.6
Standard Deviation	0.9				0.9		1.0	0.8	1.3

[^] 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. 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 2619	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n<10 [^]	Specialist GP n = 2619	IMGs n<10 [^]	Yes n = 38	No n = 2229	Prefer not to say n = 32
Strongly Agree	30%				30%		24%	31%	31%
Agree	52%				52%		42%	52% ↑	31% ↓
Neither Agree nor Disagree	12%				12%		18%	11% ↓	22%
Disagree	5%				5%		11%	4%	6%
Strongly Disagree	2%				2%		5%	2% ↓	9% ↑
NET Strongly Agree + Agree	82%				82%		66% ↓	83% ↑	63% ↓
NET Strongly Disagree + Disagree	6%				6%		16% ↑	6% ↓	16% ↑
Average	4.0				4.0		3.7	4.1 ↑	3.7
Standard Deviation	0.9				0.9		1.1	0.9	1.3

[^] 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. 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 2619	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n<10 [^]	Specialist GP n = 2619	IMGs n<10 [^]	Yes n = 38	No n = 2229	Prefer not to say n = 32
Strongly Agree	27%				27%		26%	28%	25%
Agree	51%				51%		37%	51% ↑	38%
Neither Agree nor Disagree	15%				15%		18%	14%	22%
Disagree	5%				5%		11%	5%	3%
Strongly Disagree	2%				2%		8% ↑	2% ↓	13% ↑
NET Strongly Agree + Agree	78%				78%		63% ↓	79% ↑	63% ↓
NET Strongly Disagree + Disagree	7%				7%		18% ↑	7% ↓	16%
Average	4.0				4.0		3.6	4.0 ↑	3.6
Standard Deviation	0.9				0.9		1.2	0.9	1.3

[^] 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. 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 2619	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n<10 [^]	Specialist GP n = 2619	IMGs n<10 [^]	Yes n = 38	No n = 2229	Prefer not to say n = 32
Strongly Agree	38%				38%		39%	38%	41%
Agree	53%				53%		45%	53% ↑	31% ↓
Neither Agree nor Disagree	7%				7%		8%	6% ↓	19% ↑
Disagree	2%				2%		3%	2%	6%
Strongly Disagree	1%				1%		5% ↑	1% ↓	3%
NET Strongly Agree + Agree	90%				90%		84%	91% ↑	72% ↓
NET Strongly Disagree + Disagree	3%				3%		8%	3% ↓	9% ↑
Average	4.2				4.2		4.1	4.3	4.0
Standard Deviation	0.7				0.7		1.0	0.7	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; ↑↓ 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 2600	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n<10 [^]	Specialist GP n = 2600	IMGs n<10 [^]	Yes n = 38	No n = 2226	Prefer not to say n = 32
Strongly Agree	20%				20%		8%	20%	19%
Agree	46%				46%		34%	47%	38%
Neither Agree nor Disagree	23%				23%		26%	22%	25%
Disagree	9%				9%		29% ↑	9% ↓	6%
Strongly Disagree	3%				3%		3%	2% ↓	13% ↑
NET Strongly Agree + Agree	66%				66%		42% ↓	67% ↑	56%
NET Strongly Disagree + Disagree	12%				12%		32% ↑	11% ↓	19%
Average	3.7				3.7		3.2 ↓	3.7 ↑	3.4
Standard Deviation	1.0				1.0		1.0	1.0	1.2

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 2600	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n<10 [^]	Specialist GP n = 2600	IMGs n<10 [^]	Yes n = 38	No n = 2226	Prefer not to say n = 32
Strongly Agree	22%				22%		16%	23%	25%
Agree	52%				52%		55%	52%	25% ↓
Neither Agree nor Disagree	21%				21%		21%	21%	41% ↑
Disagree	4%				4%		5%	4%	0%
Strongly Disagree	1%				1%		3%	1% ↓	9% ↑
NET Strongly Agree + Agree	74%				74%		71%	74% ↑	50% ↓
NET Strongly Disagree + Disagree	5%				5%		8%	5%	9%
Average	3.9				3.9		3.8	3.9	3.6
Standard Deviation	0.8				0.8		0.9	0.8	1.2

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 2599	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n<10 [^]	Specialist GP n = 2599	IMGs n<10 [^]	Yes n = 38	No n = 2225	Prefer not to say n = 32
Strongly Agree	23%				23%		13%	23%	28%
Agree	58%				58%		63%	58%	34% ↓
Neither Agree nor Disagree	15%				15%		13%	15%	28% ↑
Disagree	3%				3%		5%	3%	0%
Strongly Disagree	1%				1%		5% ↑	1% ↓	9% ↑
NET Strongly Agree + Agree	81%				81%		76%	82% ↑	63% ↓
NET Strongly Disagree + Disagree	4%				4%		11% ↑	4% ↓	9%
Average	4.0				4.0		3.7	4.0 ↑	3.7
Standard Deviation	0.8				0.8		0.9	0.8	1.2

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 2599	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n<10 [^]	Specialist GP n = 2599	IMGs n<10 [^]	Yes n = 38	No n = 2225	Prefer not to say n = 32
Strongly Agree	18%				18%		8%	19%	25%
Agree	44%				44%		37%	45% ↑	25% ↓
Neither Agree nor Disagree	30%				30%		45% ↑	29% ↓	38%
Disagree	5%				5%		5%	5%	0%
Strongly Disagree	2%				2%		5%	2% ↓	13% ↑
NET Strongly Agree + Agree	63%				63%		45% ↓	64% ↑	50%
NET Strongly Disagree + Disagree	7%				7%		11%	7%	13%
Average	3.7				3.7		3.4 ↓	3.7 ↑	3.5
Standard Deviation	0.9				0.9		0.9	0.9	1.2

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 11452	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n = 8436	Specialist GP n = 3016	IMGs n<10 [^]	Yes n = 94	No n = 9838	Prefer not to say n = 189
Strongly Agree	35%			36% ↑	31% ↓		31%	35% ↑	23% ↓
Agree	54%			54% ↓	57% ↑		51%	55% ↑	46% ↓
Neither Agree nor Disagree	7%			6% ↓	9% ↑		12% ↑	6% ↓	17% ↑
Disagree	3%			3% ↑	2% ↓		3%	2% ↓	7% ↑
Strongly Disagree	1%			1%	1%		3%	1% ↓	7% ↑
NET Strongly Agree + Agree	89%			90% ↑	88% ↓		82% ↓	90% ↑	69% ↓
NET Strongly Disagree + Disagree	4%			4%	3%		6%	4% ↓	14% ↑
Average	4.2			4.2 ↑	4.1 ↓		4.0	4.2 ↑	3.7 ↓
Standard Deviation	0.8			0.8	0.8		0.9	0.8	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. ↑↓ 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 11446	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n = 8424	Specialist GP n = 3022	IMGs n<10 [^]	Yes n = 95	No n = 9832	Prefer not to say n = 187
Strongly Agree	31%			31% ↑	29% ↓		29%	31% ↑	21% ↓
Agree	57%			56% ↓	59% ↑		48%	57% ↑	50% ↓
Neither Agree nor Disagree	8%			7% ↓	9% ↑		16% ↑	7% ↓	17% ↑
Disagree	3%			3% ↑	2% ↓		5%	3% ↓	7% ↑
Strongly Disagree	2%			2% ↑	1% ↓		1%	2% ↓	4% ↑
NET Strongly Agree + Agree	88%			88%	88%		78% ↓	89% ↑	71% ↓
NET Strongly Disagree + Disagree	5%			5% ↑	3% ↓		6%	4% ↓	12% ↑
Average	4.1			4.1	4.1		4.0	4.1 ↑	3.8 ↓
Standard Deviation	0.8			0.8	0.7		0.9	0.8	1.0

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 11460	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n = 8437	Specialist GP n = 3023	IMGs n<10 [^]	Yes n = 95	No n = 9843	Prefer not to say n = 189
Strongly Agree	31%			32% ↑	29% ↓		32%	32% ↑	24% ↓
Agree	59%			59%	59%		48% ↓	59% ↑	50% ↓
Neither Agree nor Disagree	7%			6% ↓	9% ↑		14% ↑	6% ↓	18% ↑
Disagree	2%			2% ↓	3% ↑		3%	2% ↓	5% ↑
Strongly Disagree	1%			1%	1%		3% ↑	1% ↓	3% ↑
NET Strongly Agree + Agree	90%			91% ↑	88% ↓		80% ↓	91% ↑	74% ↓
NET Strongly Disagree + Disagree	3%			3%	3%		6% ↑	3% ↓	8% ↑
Average	4.2			4.2 ↑	4.1 ↓		4.0	4.2 ↑	3.9 ↓
Standard Deviation	0.7			0.7	0.7		0.9	0.7	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. ↑↓ 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 11452	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n = 8423	Specialist GP n = 3029	IMGs n<10 [^]	Yes n = 95	No n = 9864	Prefer not to say n = 190
Strongly Agree	22%			22%	22%		24%	23%	16% ↓
Agree	54%			54%	54%		38% ↓	55% ↑	44% ↓
Neither Agree nor Disagree	14%			13% ↓	16% ↑		24% ↑	13% ↓	19% ↑
Disagree	7%			8% ↑	6% ↓		7%	7% ↓	13% ↑
Strongly Disagree	3%			3% ↑	2% ↓		6% ↑	2% ↓	7% ↑
NET Strongly Agree + Agree	76%			76%	77%		62% ↓	77% ↑	61% ↓
NET Strongly Disagree + Disagree	10%			10% ↑	8% ↓		14%	9% ↓	20% ↑
Average	3.9			3.9	3.9		3.7	3.9 ↑	3.5 ↓
Standard Deviation	0.9			0.9	0.9		1.1	0.9	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. ↑↓ 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 11409	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n = 8386	Specialist GP n = 3023	IMGs n<10 [^]	Yes n = 94	No n = 9832	Prefer not to say n = 186
Strongly Agree	19%			19% ↓	21% ↑		22%	19%	15%
Agree	50%			50%	52%		35% ↓	51% ↑	46%
Neither Agree nor Disagree	18%			18%	18%		27% ↑	17%	19%
Disagree	9%			10% ↑	7% ↓		9%	9%	10%
Strongly Disagree	4%			4% ↑	3% ↓		7% ↑	3% ↓	11% ↑
NET Strongly Agree + Agree	69%			68% ↓	72% ↑		57% ↓	70% ↑	60% ↓
NET Strongly Disagree + Disagree	12%			14% ↑	9% ↓		16%	12% ↓	20% ↑
Average	3.7			3.7 ↓	3.8 ↑		3.6	3.7 ↑	3.4 ↓
Standard Deviation	1.0			1.0	0.9		1.2	1.0	1.2

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 11453	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n = 8424	Specialist GP n = 3029	IMGs n<10 [^]	Yes n = 95	No n = 9866	Prefer not to say n = 189
Strongly Agree	22%			22%	23%		26%	22%	15% ↓
Agree	52%			54% ↑	47% ↓		35% ↓	52% ↑	48%
Neither Agree nor Disagree	14%			14% ↓	16% ↑		19%	14% ↓	21% ↑
Disagree	8%			8% ↓	10% ↑		14%	8%	8%
Strongly Disagree	3%			3%	3%		6% ↑	3% ↓	7% ↑
NET Strongly Agree + Agree	74%			76% ↑	70% ↓		61% ↓	75% ↑	63% ↓
NET Strongly Disagree + Disagree	11%			11% ↓	14% ↑		20% ↑	11% ↓	15%
Average	3.8			3.8 ↑	3.8 ↓		3.6	3.8 ↑	3.6 ↓
Standard Deviation	1.0			0.9	1.0		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. ↑↓ 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 11311	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n = 8318	Specialist GP n = 2993	IMGs n<10 [^]	Yes n = 97	No n = 9875	Prefer not to say n = 192
Strongly Agree	9%			8% ↓	11% ↑		9%	9%	10%
Agree	41%			41% ↑	38% ↓		29% ↓	41% ↑	29% ↓
Neither Agree nor Disagree	29%			29% ↓	31% ↑		37%	29% ↓	33%
Disagree	17%			17%	16%		16%	17%	18%
Strongly Disagree	4%			4% ↑	3% ↓		8% ↑	4% ↓	10% ↑
NET Strongly Agree + Agree	50%			50%	49%		38% ↓	50% ↑	40% ↓
NET Strongly Disagree + Disagree	21%			21% ↑	20% ↓		25%	21% ↓	28% ↑
Average	3.3			3.3 ↓	3.4 ↑		3.1	3.3 ↑	3.1 ↓
Standard Deviation	1.0			1.0	1.0		1.1	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. ↑↓ 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 11310	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n = 8317	Specialist GP n = 2993	IMGs n<10 [^]	Yes n = 97	No n = 9875	Prefer not to say n = 192
Strongly Agree	11%			11%	12%		14%	11%	11%
Agree	53%			54% ↑	48% ↓		49%	53% ↑	36% ↓
Neither Agree nor Disagree	27%			26% ↓	32% ↑		25%	27%	31%
Disagree	7%			7%	7%		6%	7% ↓	13% ↑
Strongly Disagree	2%			2%	2%		5% ↑	2% ↓	9% ↑
NET Strongly Agree + Agree	64%			65% ↑	60% ↓		64%	64% ↑	47% ↓
NET Strongly Disagree + Disagree	9%			9%	8%		11%	9% ↓	22% ↑
Average	3.6			3.7 ↑	3.6 ↓		3.6	3.7 ↑	3.3 ↓
Standard Deviation	0.8			0.8	0.8		1.0	0.8	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. ↑↓ 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 11307	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n = 8315	Specialist GP n = 2992	IMGs n<10 [^]	Yes n = 97	No n = 9872	Prefer not to say n = 192
Strongly Agree	16%			17% ↑	14% ↓		14%	17%	13%
Agree	65%			67% ↑	60% ↓		57%	66% ↑	51% ↓
Neither Agree nor Disagree	14%			11% ↓	20% ↑		21% ↑	13% ↓	24% ↑
Disagree	4%			3% ↓	4% ↑		4%	4% ↓	9% ↑
Strongly Disagree	1%			1% ↓	1% ↑		4% ↑	1% ↓	4% ↑
NET Strongly Agree + Agree	82%			85% ↑	74% ↓		71% ↓	83% ↑	64% ↓
NET Strongly Disagree + Disagree	5%			4% ↓	6% ↑		8%	4% ↓	13% ↑
Average	3.9			4.0 ↑	3.8 ↓		3.7 ↓	3.9 ↑	3.6 ↓
Standard Deviation	0.7			0.7	0.8		0.9	0.7	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. ↑↓ 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 11309	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n = 8316	Specialist GP n = 2993	IMGs n<10 [^]	Yes n = 97	No n = 9875	Prefer not to say n = 192
Strongly Agree	9%			9% ↓	11% ↑		9%	10%	9%
Agree	41%			41%	40%		28% ↓	41% ↑	33% ↓
Neither Agree nor Disagree	37%			36% ↓	38% ↑		42%	36%	35%
Disagree	10%			11% ↑	8% ↓		16% ↑	10% ↓	14%
Strongly Disagree	3%			3% ↑	2% ↓		4%	3% ↓	9% ↑
NET Strongly Agree + Agree	50%			50%	51%		37% ↓	51% ↑	42% ↓
NET Strongly Disagree + Disagree	13%			14% ↑	11% ↓		21% ↑	13% ↓	23% ↑
Average	3.4			3.4 ↓	3.5 ↑		3.2 ↓	3.4 ↑	3.2 ↓
Standard Deviation	0.9			0.9	0.9		1.0	0.9	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. ↑↓ 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_5. Thinking about how [College] engages with you, to what extent do you agree or disagree with the following statements? There are safe mechanisms for raising training/wellbeing concerns with the College

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 11311	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n = 8318	Specialist GP n = 2993	IMGs n<10 [^]	Yes n = 97	No n = 9876	Prefer not to say n = 192
Strongly Agree	10%			9% ↓	12% ↑		9%	10%	8%
Agree	41%			41%	42%		32%	42% ↑	29% ↓
Neither Agree nor Disagree	34%			34% ↓	36% ↑		31%	34%	33%
Disagree	10%			11% ↑	7% ↓		20% ↑	10% ↓	15% ↑
Strongly Disagree	4%			5% ↑	3% ↓		8%	4% ↓	15% ↑
NET Strongly Agree + Agree	51%			50% ↓	54% ↑		41% ↓	52% ↑	37% ↓
NET Strongly Disagree + Disagree	15%			16% ↑	10% ↓		28% ↑	14% ↓	30% ↑
Average	3.4			3.4 ↓	3.5 ↑		3.1 ↓	3.4 ↑	3.0 ↓
Standard Deviation	0.9			1.0	0.9		1.1	0.9	1.2

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

B2.2 Assessment

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 11474	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n = 8435	Specialist GP n = 3039	IMGs n<10 [^]	Yes n = 97	No n = 9882	Prefer not to say n = 193
Yes	45%			45% ↑	42% ↓		52%	45%	44%
No	55%			55% ↓	58% ↑		48%	55%	56%

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 11474	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n = 3832	Specialist GP n = 1287	IMGs n<10 [^]	Yes n = 50	No n = 4425	Prefer not to say n = 85
Yes	79%			82% ↑	71% ↓		82%	79%	87%
No	21%			18% ↓	29% ↑		18%	21%	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. ↑↓ 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...?

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 3833	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n = 3007	Specialist GP n = 826	IMGs n<10 [^]	Yes n = 36	No n = 3338	Prefer not to say n = 51
Yes	82%			83%	81%		58% ↓	82% ↑	76%
No	18%			17%	19%		42% ↑	18% ↓	24%

[^] 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) reflected the College training curriculum

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 5038	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n = 3785	Specialist GP n = 1253	IMGs n<10^	Yes n = 49	No n = 4408	Prefer not to say n = 83
Strongly Agree	14%			13%	15%		14%	14%	7%
Agree	53%			56% ↑	47% ↓		45%	54% ↑	33% ↓
Neither Agree nor Disagree	17%			16% ↓	19% ↑		16%	17% ↓	34% ↑
Disagree	11%			10%	12%		10%	11%	12%
Strongly Disagree	5%			5% ↓	7% ↑		14% ↑	5% ↓	14% ↑
NET Strongly Agree + Agree	67%			69% ↑	62% ↓		59%	68% ↑	40% ↓
NET Strongly Disagree + Disagree	16%			15% ↓	19% ↑		24%	16% ↓	27% ↑
Average	3.6			3.6 ↑	3.5 ↓		3.3	3.6 ↑	3.1 ↓
Standard Deviation	1.0			1.0	1.1		1.3	1.0	1.2

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 5045	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n = 3787	Specialist GP n = 1258	IMGs n<10^	Yes n = 50	No n = 4413	Prefer not to say n = 83
Strongly Agree	16%			16%	17%		18%	16%	8%
Agree	54%			56% ↑	50% ↓		44%	54% ↑	34% ↓
Neither Agree nor Disagree	16%			15%	18%		14%	16%	25% ↑
Disagree	9%			9%	9%		8%	9% ↓	18% ↑
Strongly Disagree	5%			4% ↓	6% ↑		16% ↑	5% ↓	14% ↑
NET Strongly Agree + Agree	70%			72% ↑	67% ↓		62%	71% ↑	42% ↓
NET Strongly Disagree + Disagree	14%			13% ↓	15% ↑		24% ↑	13% ↓	33% ↑
Average	3.7			3.7 ↑	3.6 ↓		3.4	3.7 ↑	3.0 ↓
Standard Deviation	1.0			1.0	1.1		1.3	1.0	1.2

^ Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question. Results have been suppressed to maintain confidentiality. ↑↓ 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) ran smoothly on the day

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 5046	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n = 3788	Specialist GP n = 1258	IMGs n<10^	Yes n = 49	No n = 4415	Prefer not to say n = 83
Strongly Agree	24%			25% ↑	22% ↓		22%	25% ↑	10% ↓
Agree	57%			59% ↑	54% ↓		51%	58%	49%
Neither Agree nor Disagree	8%			7% ↓	10% ↑		10%	8% ↓	20% ↑
Disagree	6%			6%	5%		6%	6%	10%
Strongly Disagree	5%			3% ↓	8% ↑		10%	5% ↓	11% ↑
NET Strongly Agree + Agree	82%			84% ↑	76% ↓		73%	82% ↑	59% ↓
NET Strongly Disagree + Disagree	10%			9% ↓	14% ↑		16%	10% ↓	20% ↑
Average	3.9			4.0 ↑	3.8 ↓		3.7	3.9 ↑	3.4 ↓
Standard Deviation	1.0			0.9	1.1		1.2	1.0	1.1

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 5038	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n = 3782	Specialist GP n = 1256	IMGs n<10^	Yes n = 49	No n = 4410	Prefer not to say n = 83
Strongly Agree	21%			21%	21%		16%	21% ↑	12% ↓
Agree	55%			56%	53%		61%	55% ↑	37% ↓
Neither Agree nor Disagree	13%			13% ↓	15% ↑		10%	13% ↓	31% ↑
Disagree	7%			7%	7%		4%	7%	11%
Strongly Disagree	4%			4%	4%		8%	4% ↓	8% ↑
NET Strongly Agree + Agree	76%			77% ↑	74% ↓		78%	77% ↑	49% ↓
NET Strongly Disagree + Disagree	11%			10%	11%		12%	10% ↓	19% ↑
Average	3.8			3.8	3.8		3.7	3.8 ↑	3.3 ↓
Standard Deviation	1.0			1.0	1.0		1.1	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. 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)

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 4464	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n = 3328	Specialist GP n = 1136	IMGs n<10^	Yes n = 45	No n = 3903	Prefer not to say n = 78
Strongly Agree	8%			7% ↓	11% ↑		9%	8%	4%
Agree	26%			27%	25%		18%	27% ↑	17% ↓
Neither Agree nor Disagree	23%			23%	23%		18%	22%	27%
Disagree	22%			23% ↑	19% ↓		24%	22%	28%
Strongly Disagree	21%			20%	21%		31%	20%	24%
NET Strongly Agree + Agree	34%			34%	36%		27%	35% ↑	21% ↓
NET Strongly Disagree + Disagree	42%			43%	41%		56%	43% ↓	53%
Average	2.8			2.8	2.9		2.5	2.8 ↑	2.5 ↓
Standard Deviation	1.3			1.2	1.3		1.3	1.3	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. ↑↓ 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 4406	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n = 3249	Specialist GP n = 1157	IMGs n<10^	Yes n = 46	No n = 3846	Prefer not to say n = 75
Strongly Agree	8%			7% ↓	11% ↑		11%	8%	4%
Agree	31%			33% ↑	26% ↓		20%	32% ↑	19% ↓
Neither Agree nor Disagree	22%			22%	22%		20%	21%	27%
Disagree	21%			22% ↑	18% ↓		20%	21%	31% ↑
Strongly Disagree	18%			16% ↓	23% ↑		30% ↑	18%	20%
NET Strongly Agree + Agree	39%			40%	37%		30%	40% ↑	23% ↓
NET Strongly Disagree + Disagree	39%			38%	41%		50%	39% ↓	51% ↑
Average	2.9			2.9	2.8		2.6	2.9 ↑	2.6 ↓
Standard Deviation	1.2			1.2	1.3		1.4	1.3	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. ↑↓ 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 4387	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n = 3243	Specialist GP n = 1144	IMGs n<10^	Yes n = 43	No n = 3829	Prefer not to say n = 78
Strongly Agree	10%			9% ↓	14% ↑		14%	10%	5%
Agree	34%			33%	34%		19% ↓	34% ↑	22% ↓
Neither Agree nor Disagree	33%			34% ↑	30% ↓		28%	33%	31%
Disagree	13%			13%	12%		21%	12% ↓	22% ↑
Strongly Disagree	11%			11%	10%		19%	11% ↓	21% ↑
NET Strongly Agree + Agree	44%			42% ↓	48% ↑		33%	45% ↑	27% ↓
NET Strongly Disagree + Disagree	23%			24%	22%		40% ↑	23% ↓	42% ↑
Average	3.2			3.2 ↓	3.3 ↑		2.9	3.2 ↑	2.7 ↓
Standard Deviation	1.1			1.1	1.2		1.3	1.1	1.2

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

Q23A. Did you receive an assessment for your previous rotation?

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 1119	Interns n = 1119	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n<10^	IMGs n<10^	Yes n = 22!	No n = 930	Prefer not to say n = 17!
Yes	98%	98%					91%	98% ↑	88%
No	2%	2%					9%	2% ↓	12%

^ 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.

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 1084	Interns n = 1084	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n<10^	IMGs n<10^	Yes n = 20!	No n = 912	Prefer not to say n = 15!
Strongly Agree	23%	23%					25%	24%	20%
Agree	60%	60%					55%	60%	73%
Neither Agree nor Disagree	12%	12%					10%	12%	0%
Disagree	5%	5%					10%	4%	7%
Strongly Disagree	1%	1%					0%	1%	0%
NET Strongly Agree + Agree	82%	82%					80%	84%	93%
NET Strongly Disagree + Disagree	6%	6%					10%	5%	7%
Average	4.0	4.0					4.0	4.0	4.1
Standard Deviation	0.8	0.8					0.9	0.8	0.7

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

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 1084	Interns n = 1084	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n<10^	IMGs n<10^	Yes n = 20!	No n = 912	Prefer not to say n = 15!
Strongly Agree	39%	39%					45%	40%	20%
Agree	49%	49%					35%	49%	60%
Neither Agree nor Disagree	6%	6%					10%	6%	7%
Disagree	5%	5%					0%	4%	13%
Strongly Disagree	1%	1%					10%	1% ↓	0%
NET Strongly Agree + Agree	88%	88%					80%	89%	80%
NET Strongly Disagree + Disagree	6%	6%					10%	5%	13%
Average	4.2	4.2					4.1	4.2	3.9
Standard Deviation	0.8	0.8					1.2	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.

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 1084	Interns n = 1084	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n<10^	IMGs n<10^	Yes n = 20!	No n = 912	Prefer not to say n = 15!
Strongly Agree	27%	27%					35%	27%	20%
Agree	51%	51%					45%	51%	53%
Neither Agree nor Disagree	13%	13%					15%	12%	20%
Disagree	8%	8%					0%	8%	0%
Strongly Disagree	2%	2%					5%	1% ↓	7%
NET Strongly Agree + Agree	77%	77%					80%	78%	73%
NET Strongly Disagree + Disagree	10%	10%					5%	9%	7%
Average	3.9	3.9					4.1	3.9	3.8
Standard Deviation	0.9	0.9					1.0	0.9	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 flagged with an ! have a sample size between 10 and 29. Use caution when interpreting the result. ↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree and 5 = Strongly Agree) by the base (n=). The standard deviation is the amount of variation in the values on the same scale.

Q26b_4. To what extent do you agree or disagree with the following statements? The assessment from my previous rotation was conducted fairly

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 1084	Interns n = 1084	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n<10^	IMGs n<10^	Yes n = 20!	No n = 912	Prefer not to say n = 15!
Strongly Agree	35%	35%					40%	36%	20%
Agree	55%	55%					40%	54%	67%
Neither Agree nor Disagree	7%	7%					15%	7%	7%
Disagree	1%	1%					0%	2%	0%
Strongly Disagree	1%	1%					5%	1% ↓	7%
NET Strongly Agree + Agree	90%	90%					80%	91%	87%
NET Strongly Disagree + Disagree	3%	3%					5%	3%	7%
Average	4.2	4.2					4.1	4.2	3.9
Standard Deviation	0.7	0.7					1.0	0.7	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.

B2.3 Orientation

Q27a. Did you receive an orientation to your setting?									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 19447	Interns n = 1109	Prevoc. & unaccredited n = 5212	Specialist non-GP n = 8288	Specialist GP n = 2984	IMGs n = 1854	Yes n = 158	No n = 16860	Prefer not to say n = 309
Yes, a formal orientation	64%	61%	59% ↓	63% ↓	70% ↑	76% ↑	58%	65% ↑	59%
Yes, but it was largely informal	30%	29%	33% ↑	31% ↑	26% ↓	21% ↓	30%	30%	30%
No	6%	10% ↑	8% ↑	6%	3% ↓	3% ↓	13% ↑	6% ↓	11% ↑
NET Yes	94%	90% ↓	92% ↓	94%	97% ↑	97% ↑	87% ↓	94% ↑	89% ↓

↑↓ 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?									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 18223	Interns n = 1001	Prevoc. & unaccredited n = 4792	Specialist non-GP n = 7764	Specialist GP n = 2877	IMGs n = 1789	Yes n = 138	No n = 15869	Prefer not to say n = 276
Excellent	24%	24%	22% ↓	19% ↓	32% ↑	33% ↑	28%	24%	21%
Good	51%	50%	51%	52% ↑	50%	46% ↓	43%	51% ↑	46%
Average	22%	22%	23% ↑	24% ↑	16% ↓	18% ↓	26%	21% ↓	25%
Poor	3%	4%	3%	4% ↑	2% ↓	2% ↓	1%	3%	5%
Terrible	0%	0%	1%	1% ↑	0% ↓	0%	1%	0% ↓	3% ↑
NET Excellent + Good	74%	74%	73% ↓	72% ↓	82% ↑	79% ↑	72%	75% ↑	67% ↓
NET Terrible + Poor	4%	4%	4%	4% ↑	2% ↓	3% ↓	2%	4% ↓	8% ↑
Average	3.9	3.9	3.9 ↓	3.9 ↓	4.1 ↑	4.1 ↑	4.0	3.9 ↑	3.8 ↓
Standard Deviation	0.8	0.8	0.8	0.8	0.7	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 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.

B2.4 Clinical Supervision

Q28. In your setting, who mainly provides your day-to-day clinical supervision?

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 18929	Interns n = 1092	Prevoc. & unaccredited n = 5014	Specialist non-GP n = 8186	Specialist GP n = 2802	IMGs n = 1835	Yes n = 154	No n = 16451	Prefer not to say n = 295
Specialist (including specialist GP)	77%	29% ↓	60% ↓	90% ↑	86% ↑	83% ↑	69% ↓	78%	79%
Registrar	19%	67% ↑	37% ↑	8% ↓	9% ↓	13% ↓	21%	19%	14% ↓
Other doctor	2%	3% ↑	2%	1% ↓	4% ↑	3% ↑	6% ↑	2% ↓	3%
Nurse	0%	0%	0%	0%	0%	0%	0%	0%	0% ↑
Other	1%	1%	1%	1% ↓	1% ↑	1%	3% ↑	1% ↓	3% ↑
I don't have a clinical supervisor/peer reviewer	0%	0%	0%	0%	0%	0%	0%	0%	0%
NET have a clinical supervisor/peer reviewer	100%	100%	100%	100%	100%	100%	100%	100%	100%

↑↓ 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 18863	Interns n = 1088	Prevoc. & unaccredited n = 4988	Specialist non-GP n = 8167	Specialist GP n = 2794	IMGs n = 1826	Yes n = 154	No n = 16443	Prefer not to say n = 295
Strongly Agree	68%	58% ↓	72% ↑	69% ↑	59% ↓	71% ↑	63%	69% ↑	53% ↓
Agree	30%	38% ↑	26% ↓	29%	37% ↑	26% ↓	32%	29% ↓	37% ↑
Neither Agree nor Disagree	2%	2%	1%	2%	2% ↑	2%	3%	2% ↓	8% ↑
Disagree	0%	1% ↑	0%	0% ↓	1% ↑	1%	1%	0% ↓	2% ↑
Strongly Disagree	0%	0%	1% ↑	0% ↓	0%	0%	1%	0%	0%
NET Strongly Agree + Agree	97%	96% ↓	98%	98% ↑	97% ↓	97%	95%	98% ↑	89% ↓
NET Strongly Disagree + Disagree	1%	1% ↑	1% ↑	0% ↓	1%	1%	2%	1% ↓	2% ↑
Average	4.6	4.5 ↓	4.7 ↑	4.7 ↑	4.5 ↓	4.7	4.6	4.7 ↑	4.4 ↓
Standard Deviation	0.6	0.6	0.6	0.5	0.6	0.6	0.7	0.6	0.7

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

Q29_2. To what extent do you agree or disagree with the following statements? In my setting, if my clinical supervisor(s) is not available... I am able to contact other senior medical staff AFTER HOURS if I am concerned about a patient

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 18866	Interns n = 1088	Prevoc. & unaccredited n = 4990	Specialist non-GP n = 8168	Specialist GP n = 2794	IMGs n = 1826	Yes n = 154	No n = 16447	Prefer not to say n = 295
Strongly Agree	56%	42% ↓	58% ↑	59% ↑	46% ↓	60% ↑	53%	57% ↑	45% ↓
Agree	37%	47% ↑	36% ↓	36%	41% ↑	33% ↓	36%	37%	39%
Neither Agree nor Disagree	5%	8% ↑	5% ↓	3% ↓	11% ↑	6%	7%	5% ↓	14% ↑
Disagree	1%	2% ↑	1%	1% ↓	3% ↑	1%	3% ↑	1% ↓	2%
Strongly Disagree	0%	1%	1% ↑	0% ↓	0%	1%	1%	0%	1%
NET Strongly Agree + Agree	93%	89% ↓	94%	96% ↑	86% ↓	93%	89% ↓	94% ↑	83% ↓
NET Strongly Disagree + Disagree	2%	2% ↑	2%	1% ↓	3% ↑	1%	4% ↑	1% ↓	3%
Average	4.5	4.3 ↓	4.5 ↑	4.5 ↑	4.3 ↓	4.5 ↑	4.4	4.5 ↑	4.2 ↓
Standard Deviation	0.7	0.7	0.7	0.6	0.8	0.7	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.

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

Standard Deviation Average (on a 1 to 5 scale) Standard Deviation	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17223	Interns n = 988	Prevoc. & unaccredited n = 4327	Specialist non-GP n = 7610	Specialist GP n = 2582	IMGs n = 1716	Yes n = 138	No n = 15569	Prefer not to say n = 268
Accessibility	4.4 0.8	4.1 ↓ 0.9	4.4 0.8	4.4 0.8	4.4 0.8	4.5 ↑ 0.8	4.3 0.9	4.4 ↑ 0.8	4.1 ↓ 1.0
Helpfulness	4.3 0.8	4.1 ↓ 0.9	4.3 0.8	4.3 0.8	4.4 ↑ 0.8	4.4 ↑ 0.8	4.3 0.8	4.3 ↑ 0.8	4.1 ↓ 1.0
Allowing for an appropriate level of responsibility	4.2 0.9	4.0 ↓ 0.9	4.2 ↓ 0.9	4.2 0.8	4.4 ↑ 0.8	4.3 ↑ 0.9	4.3 0.9	4.2 ↑ 0.9	3.9 ↓ 1.1
Ensuring that you only perform work that you are ready for or have the experience to address	4.2 0.9	3.9 ↓ 1.0	4.1 ↓ 0.9	4.1 0.9	4.2 ↑ 0.9	4.3 ↑ 0.9	4.1 1.0	4.2 ↑ 0.9	3.8 ↓ 1.1
Including opportunities to develop your skills	4.0 1.0	3.8 ↓ 1.0	3.9 ↓ 1.1	4.1 ↑ 1.0	4.2 ↑ 1.0	4.1 ↑ 1.0	4.0 1.1	4.0 ↑ 1.0	3.7 ↓ 1.2
Supporting you to meet your training plan/pathway/(Interns only: intern education program) requirements	3.9 1.1	3.6 ↓ 1.1	3.7 ↓ 1.2	4.0 ↑ 1.0	4.1 ↑ 1.0	4.1 ↑ 1.1	4.0 1.2	3.9 ↑ 1.1	3.6 ↓ 1.3
Usefulness of feedback	3.9 1.0	3.6 ↓ 1.0	3.8 ↓ 1.1	3.9 1.0	4.1 ↑ 1.0	4.2 ↑ 1.0	3.9 1.1	3.9 ↑ 1.0	3.6 ↓ 1.2
Regular, INFORMAL feedback	3.9 1.1	3.6 ↓ 1.1	3.7 ↓ 1.1	3.9 1.0	4.1 ↑ 1.0	4.1 ↑ 1.0	3.9 1.1	3.9 ↑ 1.0	3.7 ↓ 1.2
Discussions about my goals and learning objectives	3.8 1.1	3.3 ↓ 1.2	3.5 ↓ 1.2	3.9 ↑ 1.0	4.0 ↑ 1.0	4.0 ↑ 1.1	3.8 1.2	3.8 ↑ 1.1	3.5 ↓ 1.2
Regular, FORMAL feedback	3.7 1.1	3.3 ↓ 1.1	3.4 ↓ 1.2	3.7 ↑ 1.0	3.9 ↑ 1.1	4.1 ↑ 1.0	3.7 1.2	3.7 ↑ 1.1	3.5 ↓ 1.3

↑↓ 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?

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 18245	Interns n = 1060	Prevoc. & unaccredited n = 4748	Specialist non-GP n = 7915	Specialist GP n = 2723	IMGs n = 1799	Yes n = 154	No n = 16447	Prefer not to say n = 295
Excellent	43%	31% ↓	40% ↓	43%	47% ↑	49% ↑	44%	43% ↑	32% ↓
Good	44%	51% ↑	46% ↑	45% ↑	38% ↓	39% ↓	38%	43%	42%
Average	11%	14% ↑	12%	10% ↓	12%	10%	15%	11% ↓	20% ↑
Poor	2%	4% ↑	2%	2% ↓	2%	2%	2%	2% ↓	4% ↑
Terrible	1%	1% ↑	0%	1%	0%	1%	1%	0% ↓	2% ↑
NET Excellent + Good	86%	82% ↓	86% ↓	88% ↑	85%	87%	82%	87% ↑	74% ↓
NET Terrible + Poor	2%	5% ↑	3%	2% ↓	3%	3%	3%	2% ↓	6% ↑
Average	4.3	4.1 ↓	4.2 ↓	4.3 ↑	4.3 ↑	4.3 ↑	4.2	4.3 ↑	4.0 ↓
Standard Deviation	0.8	0.8	0.8	0.7	0.8	0.8	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 = 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?

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17630	Interns n<10^	Prevoc. & unaccredited n = 4928	Specialist non-GP n = 7994	Specialist GP n = 2896	IMGs n = 1812	Yes n = 136	No n = 15926	Prefer not to say n = 292
Yes	68%		51% ↓	71% ↑	78% ↑	84% ↑	65%	69%	65%
No – but this is scheduled	17%		20% ↑	19% ↑	13% ↓	7% ↓	16%	17% ↑	11% ↓
No – but I would like to be	9%		20% ↑	6% ↓	4% ↓	4% ↓	9%	9%	12%
No – it's not necessary	3%		6% ↑	2% ↓	3%	1% ↓	4%	3%	4%
Unsure	2%		4% ↑	2% ↓	2%	3% ↑	5% ↑	2% ↓	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.

B2.5 Access to teaching

Q33_3. Thinking about your access to opportunities to develop your skills, to what extent do you agree or disagree with the following statements? I can access the opportunities available to me

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 18346	Interns n = 1043	Prevoc. & unaccredited n = 4794	Specialist non-GP n = 7891	Specialist GP n = 2845	IMGs n = 1773	Yes n = 155	No n = 16757	Prefer not to say n = 297
Strongly Agree	25%	14% ↓	22% ↓	25%	29% ↑	34% ↑	23%	25% ↑	18% ↓
Agree	58%	55% ↓	56% ↓	61% ↑	58%	51% ↓	54%	58% ↑	46% ↓
Neither Agree nor Disagree	12%	20% ↑	15% ↑	10% ↓	9% ↓	10% ↓	12%	11% ↓	23% ↑
Disagree	4%	9% ↑	5% ↑	4% ↓	3% ↓	3% ↓	8% ↑	4% ↓	8% ↑
Strongly Disagree	1%	2%	2% ↑	1% ↓	1% ↓	1%	3%	1% ↓	4% ↑
NET Strongly Agree + Agree	83%	69% ↓	78% ↓	86% ↑	88% ↑	86% ↑	77% ↓	84% ↑	65% ↓
NET Strongly Disagree + Disagree	5%	11% ↑	7% ↑	5% ↓	3% ↓	4% ↓	11% ↑	5% ↓	12% ↑
Average	4.0	3.7 ↓	3.9 ↓	4.0 ↑	4.1 ↑	4.1 ↑	3.9 ↓	4.0 ↑	3.7 ↓
Standard Deviation	0.8	0.9	0.9	0.8	0.7	0.8	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.

Q33_4. Thinking about your access to opportunities to develop 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 18023	Interns n = 1030	Prevoc. & unaccredited n = 4739	Specialist non-GP n = 7814	Specialist GP n = 2751	IMGs n = 1689	Yes n = 150	No n = 16466	Prefer not to say n = 293
Strongly Agree	15%	8% ↓	21% ↑	14% ↓	10% ↓	13%	17%	14% ↓	21% ↑
Agree	32%	27% ↓	35% ↑	34% ↑	24% ↓	27% ↓	27%	31%	35%
Neither Agree nor Disagree	23%	27% ↑	22%	21% ↓	23%	26% ↑	25%	22%	26%
Disagree	26%	32% ↑	18% ↓	26%	33% ↑	28% ↑	23%	26% ↑	16% ↓
Strongly Disagree	6%	5%	4% ↓	5% ↓	9% ↑	6%	7%	6%	2% ↓
NET Strongly Agree + Agree	46%	36% ↓	56% ↑	47% ↑	34% ↓	40% ↓	44%	46% ↓	56% ↑
NET Strongly Disagree + Disagree	31%	37% ↑	22% ↓	31%	43% ↑	34% ↑	31%	32% ↑	19% ↓
Average	3.2	3.0 ↓	3.5 ↑	3.2	2.9 ↓	3.1 ↓	3.2	3.2 ↓	3.6 ↑
Standard Deviation	1.2	1.1	1.1	1.1	1.2	1.1	1.2	1.2	1.1

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

Q33_5. Thinking about your access to opportunities to develop 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17768	Interns n = 1019	Prevoc. & unaccredited n = 4651	Specialist non-GP n = 7711	Specialist GP n = 2733	IMGs n = 1654	Yes n = 151	No n = 16237	Prefer not to say n = 285
Strongly Agree	9%	5% ↓	11% ↑	8% ↓	8%	10%	12%	9% ↓	16% ↑
Agree	20%	17% ↓	22% ↑	20% ↓	21%	20%	23%	20% ↓	28% ↑
Neither Agree nor Disagree	24%	25%	26% ↑	23% ↓	23%	25%	23%	24%	31% ↑
Disagree	37%	44% ↑	32% ↓	40% ↑	37%	35%	32%	38% ↑	22% ↓
Strongly Disagree	9%	9%	8% ↓	9%	11% ↑	10%	10%	9% ↑	3% ↓
NET Strongly Agree + Agree	29%	22% ↓	34% ↑	28% ↓	29%	30%	34%	29% ↓	44% ↑
NET Strongly Disagree + Disagree	46%	53% ↑	40% ↓	49% ↑	48%	45%	42%	47% ↑	25% ↓
Average	2.8	2.6 ↓	3.0 ↑	2.8 ↓	2.8 ↓	2.9	2.9	2.8 ↓	3.3 ↑
Standard Deviation	1.1	1.0	1.1	1.1	1.1	1.1	1.2	1.1	1.1

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

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 18378	Interns n = 1045	Prevoc. & unaccredited n = 4825	Specialist non-GP n = 7886	Specialist GP n = 2845	IMGs n = 1777	Yes n = 158	No n = 16849	Prefer not to say n = 309
Strongly Agree	21%	11% ↓	15% ↓	25% ↑	22%	27% ↑	20%	21%	17%
Agree	44%	38% ↓	40% ↓	46% ↑	44%	46%	41%	44%	41%
Neither Agree nor Disagree	16%	19% ↑	20% ↑	14% ↓	16%	16%	16%	16%	21% ↑
Disagree	14%	22% ↑	18% ↑	12% ↓	12% ↓	8% ↓	12%	14%	12%
Strongly Disagree	6%	10% ↑	8% ↑	4% ↓	6%	3% ↓	10% ↑	6% ↓	9% ↑
NET Strongly Agree + Agree	65%	49% ↓	55% ↓	70% ↑	66%	73% ↑	61%	65% ↑	59% ↓
NET Strongly Disagree + Disagree	19%	31% ↑	25% ↑	16% ↓	18% ↓	11% ↓	22%	19%	21%
Average	3.6	3.2 ↓	3.4 ↓	3.7 ↑	3.6 ↑	3.9 ↑	3.5	3.6 ↑	3.5 ↓
Standard Deviation	1.1	1.2	1.2	1.1	1.1	1.0	1.2	1.1	1.2

↑↓ 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 2415	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n = 2415	IMGs n<10^	Yes n = 38	No n = 2224	Prefer not to say n = 32
Strongly Agree	32%				32%		45%	32% ↓	44%
Agree	48%				48%		26% ↓	48% ↑	31%
Neither Agree nor Disagree	14%				14%		13%	14%	22%
Disagree	5%				5%		11%	5%	0%
Strongly Disagree	1%				1%		5% ↑	1% ↓	3%
NET Strongly Agree + Agree	80%				80%		71%	80%	75%
NET Strongly Disagree + Disagree	6%				6%		16% ↑	6%	3%
Average	4.0				4.0		3.9	4.1	4.1
Standard Deviation	0.9				0.9		1.2	0.9	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; ↑↓ 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 18381	Interns n = 1045	Prevoc. & unaccredited n = 4826	Specialist non-GP n = 7886	Specialist GP n = 2845	IMGs n = 1779	Yes n = 158	No n = 16851	Prefer not to say n = 309
Strongly Agree	19%	7% ↓	15% ↓	20% ↑	21% ↑	27% ↑	15%	19% ↑	15%
Agree	48%	30% ↓	48%	50% ↑	51% ↑	48%	36% ↓	48% ↑	43%
Neither Agree nor Disagree	21%	34% ↑	24% ↑	20% ↓	20%	18% ↓	30% ↑	21% ↓	26%
Disagree	9%	21% ↑	10% ↑	8% ↓	6% ↓	6% ↓	12%	9%	10%
Strongly Disagree	3%	8% ↑	3% ↑	2% ↓	2% ↓	1% ↓	6% ↑	2% ↓	7% ↑
NET Strongly Agree + Agree	67%	37% ↓	63% ↓	70% ↑	72% ↑	75% ↑	51% ↓	68% ↑	58% ↓
NET Strongly Disagree + Disagree	11%	29% ↑	13% ↑	11% ↓	8% ↓	6% ↓	18% ↑	11% ↓	17% ↑
Average	3.7	3.1 ↓	3.6 ↓	3.8 ↑	3.8 ↑	4.0 ↑	3.4 ↓	3.7 ↑	3.5 ↓
Standard Deviation	1.0	1.0	1.0	0.9	0.9	0.9	1.1	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.

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 2840	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n<10^	Specialist GP n = 2840	IMGs n<10^	Yes n = 44	No n = 2617	Prefer not to say n = 39
Strongly Agree	30%				30%		39%	30%	38%
Agree	48%				48%		43%	48%	31% ↓
Neither Agree nor Disagree	19%				19%		11%	19%	28%
Disagree	2%				2%		2%	2%	0%
Strongly Disagree	1%				1%		5% ↑	1%	3%
NET Strongly Agree + Agree	77%				77%		82%	78%	69%
NET Strongly Disagree + Disagree	4%				4%		7%	4%	3%
Average	4.0				4.0		4.1	4.0	4.0
Standard Deviation	0.8				0.8		1.0	0.8	1.0

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 18383	Interns n = 1045	Prevoc. & unaccredited n = 4826	Specialist non-GP n = 7887	Specialist GP n = 2846	IMGs n = 1779	Yes n = 158	No n = 16853	Prefer not to say n = 309
Strongly Agree	26%	17% ↓	21% ↓	27%	30% ↑	36% ↑	25%	26% ↑	20% ↓
Agree	50%	48%	48% ↓	51% ↑	51%	48%	48%	50% ↑	43% ↓
Neither Agree nor Disagree	16%	23% ↑	20% ↑	14% ↓	15% ↓	12% ↓	13%	16% ↓	25% ↑
Disagree	6%	10% ↑	8% ↑	6%	4% ↓	3% ↓	10% ↑	6% ↓	7%
Strongly Disagree	2%	3% ↑	3% ↑	2%	1% ↓	1% ↓	4%	2% ↓	5% ↑
NET Strongly Agree + Agree	76%	64% ↓	69% ↓	78% ↑	81% ↑	84% ↑	73%	76% ↑	63% ↓
NET Strongly Disagree + Disagree	8%	13% ↑	11% ↑	8%	5% ↓	4% ↓	14% ↑	8% ↓	12% ↑
Average	3.9	3.7 ↓	3.8 ↓	4.0 ↑	4.0 ↑	4.2 ↑	3.8	3.9 ↑	3.7 ↓
Standard Deviation	0.9	1.0	1.0	0.9	0.8	0.8	1.0	0.9	1.0

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

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 18385	Interns n = 1045	Prevoc. & unaccredited n = 4826	Specialist non-GP n = 7889	Specialist GP n = 2846	IMGs n = 1779	Yes n = 158	No n = 16854	Prefer not to say n = 309
Strongly Agree	15%	8% ↓	15%	17% ↑	13% ↓	18% ↑	12%	15%	13%
Agree	41%	33% ↓	43% ↑	48% ↑	29% ↓	30% ↓	30% ↓	42% ↑	36%
Neither Agree nor Disagree	31%	41% ↑	30% ↓	25% ↓	44% ↑	38% ↑	40% ↑	31%	31%
Disagree	9%	13% ↑	10%	8% ↓	11% ↑	11% ↑	13%	9% ↓	14% ↑
Strongly Disagree	3%	5% ↑	3% ↑	2% ↓	3%	3%	4%	3% ↓	6% ↑
NET Strongly Agree + Agree	57%	41% ↓	57%	65% ↑	42% ↓	48% ↓	42% ↓	57% ↑	49% ↓
NET Strongly Disagree + Disagree	12%	18% ↑	13%	10% ↓	14% ↑	14% ↑	18% ↑	12% ↓	20% ↑
Average	3.6	3.3 ↓	3.6	3.7 ↑	3.4 ↓	3.5 ↓	3.3 ↓	3.6 ↑	3.4 ↓
Standard Deviation	1.0	1.0	1.0	0.9	0.9	1.0	1.0	0.9	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.

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 13707	Interns n = 763	Prevoc. & unaccredited n = 3868	Specialist non-GP n = 5895	Specialist GP n = 1859	IMGs n = 1322	Yes n = 118	No n = 12444	Prefer not to say n = 214
Communication	97%	97%	96% ↓	97%	98% ↑	97%	94%	97% ↑	90% ↓
Clinical skills	95%	90% ↓	94% ↓	96% ↑	97% ↑	95%	92% ↓	95% ↑	89% ↓
Ethics	91%	84% ↓	89% ↓	92%	96% ↑	95% ↑	89%	92% ↑	86% ↓
Cultural safety	90%	83% ↓	87% ↓	90%	93% ↑	94% ↑	81% ↓	90% ↑	85% ↓
Theoretical knowledge	91%	80% ↓	89% ↓	92% ↑	95% ↑	93% ↑	86% ↓	91% ↑	83% ↓
Procedural skills	86%	80% ↓	84% ↓	87% ↑	88% ↑	88% ↑	84%	87% ↑	79% ↓
Leadership and management	86%	76% ↓	83% ↓	89% ↑	86%	87%	82%	86% ↑	79% ↓
Research	66%	34% ↓	62% ↓	73% ↑	61% ↓	66%	55% ↓	66% ↑	62%

↑↓ 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? My job responsibilities...?

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 18333	Interns n = 1040	Prevoc. & unaccredited n = 4808	Specialist non-GP n = 7876	Specialist GP n = 2840	IMGs n = 1769	Yes n = 158	No n = 16852	Prefer not to say n = 308
Never prevent me from meeting my training requirements	25%	15% ↓	22% ↓	19% ↓	42% ↑	40% ↑	25%	25%	20% ↓
Rarely prevent me from meeting my training requirements	36%	33% ↓	35%	39% ↑	33% ↓	33% ↓	28% ↓	36% ↑	32%
Sometimes prevent me from meeting my training requirements	31%	38% ↑	34% ↑	34% ↑	20% ↓	23% ↓	53% ↓	62% ↑	53% ↓
Often prevent me from meeting my training requirements	8%	15% ↑	9% ↑	9% ↑	5% ↓	5% ↓	29%	31%	32%

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

Q38_1. To what extent do you agree or disagree that the following educational activities have been useful in your development as a doctor? Formal education program^

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 16738	Interns n<10^	Prevoc. & unaccredited n = 4554	Specialist non-GP n = 7696	Specialist GP n = 2780	IMGs n = 1708	Yes n = 134	No n = 15586	Prefer not to say n = 280
Strongly Agree	29%		27% ↓	28% ↓	31% ↑	36% ↑	25%	29% ↑	21% ↓
Agree	57%		57%	57%	56%	53% ↓	50%	57% ↑	50% ↓
Neither Agree nor Disagree	10%		11% ↑	9%	9%	8% ↓	14%	9% ↓	19% ↑
Disagree	3%		4%	4% ↑	2% ↓	2% ↓	6%	3%	4%
Strongly Disagree	1%		1%	1%	1%	1%	5% ↑	1% ↓	6% ↑
NET Strongly Agree + Agree	86%		84% ↓	85%	87% ↑	89% ↑	75% ↓	86% ↑	71% ↓
NET Strongly Disagree + Disagree	5%		5%	5% ↑	3% ↓	3% ↓	11% ↑	4% ↓	9% ↑
Average	4.1		4.0 ↓	4.1 ↓	4.1 ↑	4.2 ↑	3.8 ↓	4.1 ↑	3.8 ↓
Standard Deviation	0.8		0.8	0.8	0.8	0.7	1.0	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.
 ^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)

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17487	Interns n = 984	Prevoc. & unaccredited n = 4483	Specialist non-GP n = 7520	Specialist GP n = 2792	IMGs n = 1708	Yes n = 155	No n = 16266	Prefer not to say n = 290
Strongly Agree	16%	5% ↓	13% ↓	12% ↓	26% ↑	34% ↑	15%	16%	15%
Agree	49%	34% ↓	47% ↓	48%	56% ↑	52% ↑	38% ↓	49% ↑	43% ↓
Neither Agree nor Disagree	20%	26% ↑	22% ↑	22% ↑	12% ↓	10% ↓	27% ↑	19% ↓	21%
Disagree	11%	24% ↑	13% ↑	13% ↑	4% ↓	3% ↓	13%	11%	12%
Strongly Disagree	4%	11% ↑	5% ↑	4%	2% ↓	1% ↓	6%	4% ↓	9% ↑
NET Strongly Agree + Agree	65%	39% ↓	59% ↓	60% ↓	82% ↑	86% ↑	54% ↓	65% ↑	58% ↓
NET Strongly Disagree + Disagree	15%	35% ↑	18% ↑	17% ↑	6% ↓	4% ↓	19%	15% ↓	21% ↑
Average	3.6	3.0 ↓	3.5 ↓	3.5 ↓	4.0 ↑	4.1 ↑	3.4 ↓	3.6 ↑	3.4 ↓
Standard Deviation	1.0	1.1	1.0	1.0	0.8	0.8	1.1	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.

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)

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17465	Interns n = 960	Prevoc. & unaccredited n = 4583	Specialist non-GP n = 7561	Specialist GP n = 2700	IMGs n = 1661	Yes n = 149	No n = 16243	Prefer not to say n = 292
Strongly Agree	37%	37%	37%	37%	38%	41% ↑	36%	38% ↑	27% ↓
Agree	52%	53%	52%	53% ↑	50%	47% ↓	45%	52%	48%
Neither Agree nor Disagree	9%	7%	8%	8%	10% ↑	10%	13% ↑	8% ↓	16% ↑
Disagree	2%	2%	2%	2%	2%	2%	3%	2% ↓	4% ↑
Strongly Disagree	1%	1%	1%	1%	1%	1%	3% ↑	1% ↓	4% ↑
NET Strongly Agree + Agree	89%	90%	89%	90%	88% ↓	88%	81% ↓	90% ↑	76% ↓
NET Strongly Disagree + Disagree	2%	3%	3%	2%	2%	3%	5% ↑	2% ↓	9% ↑
Average	4.2	4.2	4.2	4.2	4.2	4.2	4.1	4.2 ↑	3.9 ↓
Standard Deviation	0.7	0.7	0.7	0.7	0.7	0.8	0.9	0.7	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.

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17117	Interns n = 949	Prevoc. & unaccredited n = 4519	Specialist non-GP n = 7503	Specialist GP n = 2496	IMGs n = 1650	Yes n = 149	No n = 15923	Prefer not to say n = 284
Strongly Agree	24%	20% ↓	23%	23%	22% ↓	33% ↑	26%	24%	18% ↓
Agree	57%	58%	58%	59% ↑	55% ↓	53% ↓	44% ↓	57% ↑	49% ↓
Neither Agree nor Disagree	15%	16%	15%	14% ↓	19% ↑	11% ↓	22% ↑	15% ↓	24% ↑
Disagree	3%	4% ↑	3%	3%	3%	2% ↓	5%	3% ↓	4%
Strongly Disagree	1%	1%	1%	1%	1%	1%	3% ↑	1% ↓	5% ↑
NET Strongly Agree + Agree	81%	78% ↓	81%	82% ↑	77% ↓	86% ↑	70% ↓	82% ↑	68% ↓
NET Strongly Disagree + Disagree	4%	6% ↑	4%	4%	4%	2% ↓	8% ↑	4% ↓	9% ↑
Average	4.0	3.9 ↓	4.0	4.0	3.9 ↓	4.2 ↑	3.8 ↓	4.0 ↑	3.7 ↓
Standard Deviation	0.8	0.8	0.8	0.7	0.8	0.7	1.0	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.

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 16943	Interns n = 985	Prevoc. & unaccredited n = 4529	Specialist non-GP n = 7486	Specialist GP n = 2348	IMGs n = 1595	Yes n = 143	No n = 15756	Prefer not to say n = 286
Strongly Agree	15%	9% ↓	13% ↓	12% ↓	18% ↑	30% ↑	15%	15%	14%
Agree	52%	53%	52%	51%	52%	52%	39% ↓	52% ↑	45% ↓
Neither Agree nor Disagree	23%	26% ↑	24%	24% ↑	22%	14% ↓	31% ↑	23% ↓	28% ↑
Disagree	9%	10%	8%	11% ↑	6% ↓	3% ↓	12%	9%	7%
Strongly Disagree	2%	2%	2%	2% ↑	1% ↓	1% ↓	3%	2% ↓	6% ↑
NET Strongly Agree + Agree	66%	62% ↓	66%	63% ↓	70% ↑	82% ↑	55% ↓	67% ↑	59% ↓
NET Strongly Disagree + Disagree	11%	12%	11%	13% ↑	7% ↓	4% ↓	15%	11%	13%
Average	3.7	3.6 ↓	3.7	3.6 ↓	3.8 ↑	4.1 ↑	3.5	3.7 ↑	3.6 ↓
Standard Deviation	0.9	0.9	0.9	0.9	0.9	0.8	1.0	0.9	1.0

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

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 16880	Interns n = 967	Prevoc. & unaccredited n = 4516	Specialist non-GP n = 7467	Specialist GP n = 2313	IMGs n = 1617	Yes n = 147	No n = 15684	Prefer not to say n = 285
Strongly Agree	17%	9% ↓	15% ↓	15% ↓	18% ↑	31% ↑	18%	17%	16%
Agree	52%	47% ↓	51% ↓	54% ↑	53%	52%	44% ↓	53% ↑	46% ↓
Neither Agree nor Disagree	22%	26% ↑	24% ↑	21%	23%	14% ↓	24%	21% ↓	27% ↑
Disagree	7%	15% ↑	8% ↑	8%	5% ↓	3% ↓	9%	8%	6%
Strongly Disagree	2%	3% ↑	3% ↑	2%	1% ↓	1% ↓	5% ↑	2% ↓	5% ↑
NET Strongly Agree + Agree	69%	56% ↓	66% ↓	69%	71% ↑	82% ↑	61% ↓	69% ↑	62% ↓
NET Strongly Disagree + Disagree	9%	18% ↑	11% ↑	10%	6% ↓	4% ↓	14% ↑	9%	11%
Average	3.7	3.4 ↓	3.7 ↓	3.7	3.8 ↑	4.1 ↑	3.6	3.7 ↑	3.6
Standard Deviation	0.9	0.9	0.9	0.9	0.8	0.8	1.1	0.9	1.0

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

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 15850	Interns n = 896	Prevoc. & unaccredited n = 4301	Specialist non-GP n = 6779	Specialist GP n = 2329	IMGs n = 1545	Yes n = 137	No n = 14729	Prefer not to say n = 261
Strongly Agree	32%	38% ↑	34% ↑	30% ↓	29% ↓	34%	31%	32% ↑	23% ↓
Agree	49%	46% ↓	48% ↓	49%	53% ↑	49%	41%	49%	50%
Neither Agree nor Disagree	14%	11% ↓	13% ↓	15% ↑	15%	14%	22% ↑	14% ↓	21% ↑
Disagree	4%	3%	4%	4% ↑	2% ↓	2% ↓	5%	4%	3%
Strongly Disagree	1%	2%	1%	1%	1%	1%	1%	1% ↓	3% ↑
NET Strongly Agree + Agree	81%	84% ↑	82%	79% ↓	82%	83%	72% ↓	81% ↑	72% ↓
NET Strongly Disagree + Disagree	5%	5%	5%	5% ↑	3% ↓	3% ↓	7%	5%	6%
Average	4.1	4.2 ↑	4.1 ↑	4.0 ↓	4.1	4.1 ↑	3.9	4.1 ↑	3.9 ↓
Standard Deviation	0.8	0.9	0.9	0.8	0.8	0.8	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.

Q38_8. To what extent do you agree or disagree that the following educational activities have been useful in your development as a doctor? Access to mentoring

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17015	Interns n = 905	Prevoc. & unaccredited n = 4379	Specialist non-GP n = 7408	Specialist GP n = 2653	IMGs n = 1670	Yes n = 150	No n = 15828	Prefer not to say n = 283
Strongly Agree	28%	25% ↓	29%	26% ↓	30% ↑	32% ↑	25%	28% ↑	20% ↓
Agree	52%	48% ↓	50% ↓	53% ↑	53%	52%	47%	52% ↑	46% ↓
Neither Agree nor Disagree	16%	20% ↑	16%	17% ↑	14% ↓	13% ↓	17%	16% ↓	25% ↑
Disagree	3%	6% ↑	3%	4% ↑	2% ↓	2% ↓	9% ↑	3% ↓	5%
Strongly Disagree	1%	2% ↑	1%	1%	0% ↓	1%	2%	1% ↓	4% ↑
NET Strongly Agree + Agree	80%	72% ↓	79%	78% ↓	83% ↑	84% ↑	72% ↓	80% ↑	65% ↓
NET Strongly Disagree + Disagree	4%	8% ↑	5%	5% ↑	3% ↓	3% ↓	11% ↑	4% ↓	9% ↑
Average	4.0	3.9 ↓	4.0	4.0 ↓	4.1 ↑	4.1 ↑	3.8 ↓	4.0 ↑	3.7 ↓
Standard Deviation	0.8	0.9	0.8	0.8	0.8	0.8	1.0	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.

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 18125	Interns n = 1025	Prevoc. & unaccredited n = 4741	Specialist non-GP n = 7804	Specialist GP n = 2810	IMGs n = 1745	Yes n = 158	No n = 16858	Prefer not to say n = 309
Excellent	24%	17% ↓	20% ↓	24%	28% ↑	33% ↑	25%	24% ↑	16% ↓
Good	59%	62%	60%	59%	57%	53% ↓	51%	59% ↑	51% ↓
Average	15%	19% ↑	17% ↑	14%	13% ↓	12% ↓	15%	14% ↓	25% ↑
Poor	2%	2%	2% ↑	2%	1% ↓	2%	8% ↑	2% ↓	5% ↑
Terrible	1%	1%	1%	1%	1%	1%	1%	1% ↓	3% ↑
NET Excellent + Good	83%	78% ↓	80% ↓	83% ↑	85% ↑	86% ↑	76% ↓	83% ↑	67% ↓
NET Terrible + Poor	3%	3%	3% ↑	2%	2%	2%	9% ↑	2% ↓	8% ↑
Average	4.0	3.9 ↓	4.0 ↓	4.0	4.1 ↑	4.2 ↑	3.9	4.0 ↑	3.7 ↓
Standard Deviation	0.7	0.7	0.7	0.7	0.7	0.7	0.9	0.7	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.

B2.6 Workplace environment

Q40_1. How would you rate the quality of the following in your setting? Reliable internet for training purposes									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17452	Interns n = 973	Prevoc. & unaccredited n = 4504	Specialist non-GP n = 7509	Specialist GP n = 2751	IMGs n = 1715	Yes n = 156	No n = 16327	Prefer not to say n = 285
Excellent	31%	26% ↓	28% ↓	27% ↓	39% ↑	42% ↑	27%	31%	27%
Good	45%	43%	45%	45%	46%	44%	41%	45% ↑	35% ↓
Average	17%	20% ↑	18% ↑	19% ↑	12% ↓	12% ↓	19%	17% ↓	26% ↑
Poor	5%	8% ↑	6% ↑	6% ↑	2% ↓	2% ↓	5%	5%	8% ↑
Terrible	2%	3%	3% ↑	3% ↑	1% ↓	1% ↓	8% ↑	2% ↓	4%
NET Excellent + Good	75%	69% ↓	73% ↓	72% ↓	85% ↑	85% ↑	68% ↓	76% ↑	62% ↓
NET Terrible + Poor	8%	11% ↑	9% ↑	9% ↑	3% ↓	3% ↓	13% ↑	8% ↓	12% ↑
Average	4.0	3.8 ↓	3.9 ↓	3.9 ↓	4.2 ↑	4.2 ↑	3.7 ↓	4.0 ↑	3.7 ↓
Standard Deviation	0.9	1.0	1.0	1.0	0.8	0.8	1.1	0.9	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 = 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									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17647	Interns n = 1041	Prevoc. & unaccredited n = 4115	Specialist non-GP n = 7364	Specialist GP n = 2632	IMGs n = 1804	Yes n = 154	No n = 16523	Prefer not to say n = 284
Excellent	22%	13% ↓	19% ↓	20% ↓	28% ↑	33% ↑	20%	22%	18%
Good	52%	51%	51%	53%	54%	50%	44% ↓	52% ↑	43% ↓
Average	22%	31% ↑	25% ↑	22%	16% ↓	15% ↓	27%	21% ↓	29% ↑
Poor	4%	5%	4% ↑	4%	2% ↓	2% ↓	5%	4% ↓	8% ↑
Terrible	1%	1%	1%	1%	0% ↓	0% ↓	4% ↑	1% ↓	2% ↑
NET Excellent + Good	74%	63% ↓	70% ↓	73% ↓	82% ↑	83% ↑	64% ↓	74% ↑	61% ↓
NET Terrible + Poor	5%	5%	5% ↑	5%	2% ↓	2% ↓	9% ↑	5% ↓	11% ↑
Average	3.9	3.7 ↓	3.8 ↓	3.9 ↓	4.1 ↑	4.1 ↑	3.7 ↓	3.9 ↑	3.7 ↓
Standard Deviation	0.8	0.8	0.8	0.8	0.7	0.7	1.0	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 = 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17603	Interns n = 1001	Prevoc. & unaccredited n = 4569	Specialist non-GP n = 7563	Specialist GP n = 2760	IMGs n = 1710	Yes n = 152	No n = 16469	Prefer not to say n = 289
Excellent	22%	14% ↓	17% ↓	18% ↓	36% ↑	35% ↑	27%	22%	20%
Good	38%	34% ↓	37% ↓	37% ↓	45% ↑	39%	33%	39% ↑	33%
Average	24%	30% ↑	28% ↑	26% ↑	14% ↓	19% ↓	22%	24%	28%
Poor	11%	15% ↑	13% ↑	13% ↑	4% ↓	5% ↓	11%	11%	12%
Terrible	4%	7% ↑	5% ↑	5% ↑	1% ↓	2% ↓	7%	4% ↓	7%
NET Excellent + Good	61%	48% ↓	54% ↓	55% ↓	81% ↑	75% ↑	60%	61% ↑	53% ↓
NET Terrible + Poor	15%	22% ↑	18% ↑	18% ↑	5% ↓	6% ↓	18%	15% ↓	19%
Average	3.6	3.3 ↓	3.5 ↓	3.5 ↓	4.1 ↑	4.0 ↑	3.6	3.6 ↑	3.5 ↓
Standard Deviation	1.1	1.1	1.1	1.1	0.9	0.9	1.2	1.1	1.1

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 5 scale (1 = 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17226	Interns n = 976	Prevoc. & unaccredited n = 4474	Specialist non-GP n = 7497	Specialist GP n = 2594	IMGs n = 1685	Yes n = 147	No n = 16120	Prefer not to say n = 284
Excellent	18%	13% ↓	15% ↓	15% ↓	27% ↑	29% ↑	22%	18%	17%
Good	44%	42%	41% ↓	44%	48% ↑	48% ↑	36% ↓	45% ↑	37% ↓
Average	27%	30% ↑	31% ↑	28% ↑	20% ↓	18% ↓	25%	27%	27%
Poor	8%	11% ↑	11% ↑	9% ↑	3% ↓	4% ↓	10%	8% ↓	14% ↑
Terrible	2%	4% ↑	2%	3% ↑	1% ↓	1% ↓	7% ↑	2% ↓	4% ↑
NET Excellent + Good	63%	55% ↓	56% ↓	60% ↓	75% ↑	77% ↑	58%	63% ↑	54% ↓
NET Terrible + Poor	11%	15% ↑	13% ↑	12% ↑	4% ↓	5% ↓	17% ↑	10% ↓	19% ↑
Average	3.7	3.5 ↓	3.6 ↓	3.6 ↓	4.0 ↑	4.0 ↑	3.6	3.7 ↑	3.5 ↓
Standard Deviation	0.9	1.0	0.9	0.9	0.8	0.8	1.1	0.9	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 = 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17883	Interns n = 1011	Prevoc. & unaccredited n = 4673	Specialist non-GP n = 7687	Specialist GP n = 2779	IMGs n = 1733	Yes n = 158	No n = 16846	Prefer not to say n = 309
Strongly Agree	45%	38% ↓	42% ↓	45%	50% ↑	51% ↑	47%	46% ↑	27% ↓
Agree	47%	53% ↑	50% ↑	48%	44% ↓	43% ↓	43%	48%	50%
Neither Agree nor Disagree	5%	5%	6% ↑	5%	5%	5%	6%	5% ↓	16% ↑
Disagree	2%	3% ↑	2%	2%	1% ↓	1%	2%	1% ↓	5% ↑
Strongly Disagree	1%	1%	1%	1%	0%	0%	2% ↑	0% ↓	3% ↑
NET Strongly Agree + Agree	93%	91% ↓	92% ↓	93%	94%	93%	91%	93% ↑	77% ↓
NET Strongly Disagree + Disagree	2%	4% ↑	2%	2%	1% ↓	2%	4%	2% ↓	7% ↑
Average	4.4	4.2 ↓	4.3 ↓	4.4	4.4 ↑	4.4 ↑	4.3	4.4 ↑	3.9 ↓
Standard Deviation	0.7	0.7	0.7	0.7	0.7	0.7	0.8	0.7	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_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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17880	Interns n = 1011	Prevoc. & unaccredited n = 4674	Specialist non-GP n = 7685	Specialist GP n = 2777	IMGs n = 1733	Yes n = 158	No n = 16843	Prefer not to say n = 308
Strongly Agree	31%	22% ↓	26% ↓	29% ↓	40% ↑	41% ↑	34%	31% ↑	19% ↓
Agree	48%	52% ↑	48%	49% ↑	45% ↓	45% ↓	39% ↓	48% ↑	42% ↓
Neither Agree nor Disagree	14%	16%	16% ↑	14%	10% ↓	10% ↓	15%	13% ↓	25% ↑
Disagree	6%	8% ↑	7% ↑	6% ↑	3% ↓	3% ↓	8%	6%	5%
Strongly Disagree	2%	3%	3% ↑	2%	1% ↓	2%	4% ↑	2% ↓	8% ↑
NET Strongly Agree + Agree	78%	74% ↓	74% ↓	78% ↓	85% ↑	85% ↑	73%	79% ↑	61% ↓
NET Strongly Disagree + Disagree	8%	10% ↑	10% ↑	8%	5% ↓	5% ↓	12% ↑	8% ↓	13% ↑
Average	4.0	3.8 ↓	3.9 ↓	4.0 ↓	4.2 ↑	4.2 ↑	3.9	4.0 ↑	3.6 ↓
Standard Deviation	0.9	1.0	1.0	0.9	0.8	0.9	1.1	0.9	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.

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17878	Interns n = 1009	Prevoc. & unaccredited n = 4673	Specialist non-GP n = 7686	Specialist GP n = 2778	IMGs n = 1732	Yes n = 158	No n = 16840	Prefer not to say n = 309
Strongly Agree	25%	17% ↓	21% ↓	21% ↓	38% ↑	33% ↑	28%	25% ↑	17% ↓
Agree	43%	42%	41%	43%	43%	44%	31% ↓	43% ↑	39%
Neither Agree nor Disagree	19%	22% ↑	20% ↑	20% ↑	13% ↓	15% ↓	19%	18% ↓	25% ↑
Disagree	10%	14% ↑	13% ↑	11% ↑	5% ↓	5% ↓	15%	10%	8%
Strongly Disagree	4%	6% ↑	4% ↑	4%	2% ↓	3% ↓	7% ↑	3% ↓	11% ↑
NET Strongly Agree + Agree	67%	59% ↓	62% ↓	65% ↓	81% ↑	77% ↑	59% ↓	68% ↑	56% ↓
NET Strongly Disagree + Disagree	14%	19% ↑	18% ↑	15% ↑	7% ↓	8% ↓	22% ↑	14% ↓	19% ↑
Average	3.7	3.5 ↓	3.6 ↓	3.7 ↓	4.1 ↑	4.0 ↑	3.6	3.8 ↑	3.4 ↓
Standard Deviation	1.1	1.1	1.1	1.1	0.9	1.0	1.2	1.0	1.2

↑↓ 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17880	Interns n = 1009	Prevoc. & unaccredited n = 4674	Specialist non-GP n = 7687	Specialist GP n = 2779	IMGs n = 1731	Yes n = 158	No n = 16842	Prefer not to say n = 309
Strongly Agree	20%	15% ↓	18% ↓	17% ↓	31% ↑	27% ↑	18%	20% ↑	14% ↓
Agree	43%	45%	43%	41% ↓	46% ↑	45%	34% ↓	43% ↑	35% ↓
Neither Agree nor Disagree	20%	20%	20%	22% ↑	15% ↓	18%	24%	19% ↓	28% ↑
Disagree	13%	15%	14%	16% ↑	7% ↓	8% ↓	16%	13%	15%
Strongly Disagree	4%	5%	4%	5% ↑	2% ↓	3% ↓	8% ↑	4% ↓	8% ↑
NET Strongly Agree + Agree	63%	60% ↓	62% ↓	58% ↓	76% ↑	72% ↑	52% ↓	64% ↑	50% ↓
NET Strongly Disagree + Disagree	17%	20% ↑	18% ↑	20% ↑	9% ↓	10% ↓	24% ↑	17% ↓	23% ↑
Average	3.6	3.5 ↓	3.6 ↓	3.5 ↓	4.0 ↑	3.9 ↑	3.4 ↓	3.6 ↑	3.3 ↓
Standard Deviation	1.1	1.1	1.1	1.1	1.0	1.0	1.2	1.1	1.1

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

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17875	Interns n = 1011	Prevoc. & unaccredited n = 4672	Specialist non-GP n = 7684	Specialist GP n = 2779	IMGs n = 1729	Yes n = 158	No n = 16838	Prefer not to say n = 309
Strongly Agree	31%	26% ↓	28% ↓	27% ↓	42% ↑	41% ↑	32%	31% ↑	18% ↓
Agree	47%	49%	49% ↑	49% ↑	44% ↓	42% ↓	32% ↓	48% ↑	40% ↓
Neither Agree nor Disagree	14%	16% ↑	14%	15% ↑	10% ↓	11% ↓	20% ↑	13% ↓	27% ↑
Disagree	6%	6%	6%	7% ↑	3% ↓	4% ↓	10% ↑	6% ↓	7%
Strongly Disagree	2%	2%	2%	2% ↑	1% ↓	2%	5% ↑	2% ↓	8% ↑
NET Strongly Agree + Agree	78%	75% ↓	77% ↓	76% ↓	86% ↑	83% ↑	65% ↓	79% ↑	58% ↓
NET Strongly Disagree + Disagree	8%	8%	9%	9% ↑	4% ↓	6% ↓	15% ↑	8% ↓	15% ↑
Average	4.0	3.9 ↓	3.9 ↓	3.9 ↓	4.2 ↑	4.2 ↑	3.8 ↓	4.0 ↑	3.5 ↓
Standard Deviation	0.9	0.9	0.9	0.9	0.8	0.9	1.2	0.9	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.

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17883	Interns n = 1012	Prevoc. & unaccredited n = 4674	Specialist non-GP n = 7686	Specialist GP n = 2779	IMGs n = 1732	Yes n = 158	No n = 16844	Prefer not to say n = 309
Strongly Agree	28%	20% ↓	26% ↓	25% ↓	39% ↑	37% ↑	32%	29% ↑	20% ↓
Agree	55%	56%	56% ↑	57% ↑	49% ↓	47% ↓	47% ↓	55% ↑	45% ↓
Neither Agree nor Disagree	12%	13%	12%	12% ↑	9% ↓	12%	15%	11% ↓	23% ↑
Disagree	4%	9% ↑	4%	5%	3% ↓	4%	6%	4% ↓	7% ↑
Strongly Disagree	1%	1% ↑	1%	1%	0% ↓	1%	1%	1% ↓	5% ↑
NET Strongly Agree + Agree	83%	76% ↓	82%	82% ↓	88% ↑	84%	78%	83% ↑	65% ↓
NET Strongly Disagree + Disagree	5%	11% ↑	5%	6%	3% ↓	4% ↓	7%	5% ↓	12% ↑
Average	4.0	3.8 ↓	4.0 ↓	4.0 ↓	4.2 ↑	4.2 ↑	4.0	4.1 ↑	3.7 ↓
Standard Deviation	0.8	0.9	0.8	0.8	0.8	0.8	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.

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17883	Interns n = 1011	Prevoc. & unaccredited n = 4674	Specialist non-GP n = 7687	Specialist GP n = 2779	IMGs n = 1732	Yes n = 158	No n = 16845	Prefer not to say n = 309
Strongly Agree	27%	18% ↓	25% ↓	24% ↓	38% ↑	36% ↑	34%	28% ↑	17% ↓
Agree	46%	42% ↓	47%	47% ↑	46%	42% ↓	39%	46% ↑	40% ↓
Neither Agree nor Disagree	16%	22% ↑	18% ↑	17%	11% ↓	15%	13%	16% ↓	24% ↑
Disagree	8%	15% ↑	8%	9% ↑	4% ↓	5% ↓	9%	8%	10%
Strongly Disagree	2%	4% ↑	2%	3% ↑	1% ↓	2% ↓	6% ↑	2% ↓	8% ↑
NET Strongly Agree + Agree	74%	60% ↓	72% ↓	71% ↓	84% ↑	78% ↑	72%	74% ↑	58% ↓
NET Strongly Disagree + Disagree	10%	18% ↑	10%	12% ↑	5% ↓	7% ↓	15%	10% ↓	18% ↑
Average	3.9	3.6 ↓	3.8 ↓	3.8 ↓	4.2 ↑	4.1 ↑	3.9	3.9 ↑	3.5 ↓
Standard Deviation	1.0	1.1	1.0	1.0	0.8	0.9	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.

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17886	Interns n = 1011	Prevoc. & unaccredited n = 4676	Specialist non-GP n = 7688	Specialist GP n = 2779	IMGs n = 1732	Yes n = 158	No n = 16847	Prefer not to say n = 309
Strongly Agree	27%	21% ↓	25% ↓	24% ↓	38% ↑	36% ↑	32%	27% ↑	18% ↓
Agree	51%	54% ↑	51%	53% ↑	45% ↓	46% ↓	42% ↓	51% ↑	39% ↓
Neither Agree nor Disagree	15%	17%	16% ↑	16% ↑	12% ↓	13% ↓	16%	15% ↓	28% ↑
Disagree	5%	6%	6% ↑	5% ↑	3% ↓	3% ↓	6%	5% ↓	9% ↑
Strongly Disagree	2%	2%	2%	2%	1% ↓	2%	4%	2% ↓	6% ↑
NET Strongly Agree + Agree	78%	76%	76% ↓	76% ↓	83% ↑	82% ↑	73%	79% ↑	57% ↓
NET Strongly Disagree + Disagree	7%	8%	8% ↑	8% ↑	4% ↓	4% ↓	10%	7% ↓	15% ↑
Average	4.0	3.9 ↓	3.9 ↓	3.9 ↓	4.2 ↑	4.1 ↑	3.9	4.0 ↑	3.5 ↓
Standard Deviation	0.9	0.9	0.9	0.9	0.8	0.9	1.0	0.9	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.

Q41_9. Thinking about the workplace environment and culture in your setting, to what extent do you agree or disagree with the following statements? There is a positive culture at my workplace

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17879	Interns n = 1010	Prevoc. & unaccredited n = 4673	Specialist non-GP n = 7686	Specialist GP n = 2778	IMGs n = 1732	Yes n = 158	No n = 16842	Prefer not to say n = 309
Strongly Agree	30%	25% ↓	27% ↓	27% ↓	39% ↑	38% ↑	32%	30% ↑	18% ↓
Agree	48%	51% ↑	49%	49%	45% ↓	46% ↓	38% ↓	48% ↑	43%
Neither Agree nor Disagree	14%	14%	15% ↑	15% ↑	11% ↓	12% ↓	14%	14% ↓	23% ↑
Disagree	6%	6%	6%	7% ↑	4% ↓	3% ↓	11% ↑	6% ↓	7%
Strongly Disagree	2%	3%	3%	3% ↑	1% ↓	1% ↓	6% ↑	2% ↓	9% ↑
NET Strongly Agree + Agree	78%	77%	76% ↓	75% ↓	84% ↑	83% ↑	70% ↓	78% ↑	61% ↓
NET Strongly Disagree + Disagree	8%	9%	9% ↑	9% ↑	5% ↓	5% ↓	16% ↑	8% ↓	16% ↑
Average	4.0	3.9 ↓	3.9 ↓	3.9 ↓	4.2 ↑	4.2 ↑	3.8 ↓	4.0 ↑	3.5 ↓
Standard Deviation	0.9	0.9	0.9	1.0	0.8	0.9	1.2	0.9	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.

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 16285	Interns n = 921	Prevoc. & unaccredited n = 4282	Specialist non-GP n = 6960	Specialist GP n = 2544	IMGs n = 1578	Yes n = 146	No n = 15451	Prefer not to say n = 270
Bullying	14%	18% ↑	15% ↑	14%	9% ↓	11% ↓	27% ↑	13% ↓	24% ↑
Harassment	9%	10%	11% ↑	9%	7% ↓	8%	15% ↑	9% ↓	15% ↑
Discrimination	10%	11%	12% ↑	9% ↓	7% ↓	13% ↑	17% ↑	10% ↓	18% ↑
None of the above	78%	71% ↓	75% ↓	78%	85% ↑	79%	64% ↓	79% ↑	66% ↓
NET: Bullying + Harassment + Discrimination	22%	29% ↑	25% ↑	22%	15% ↓	21%	36% ↑	21% ↓	34% ↑

↑↓ 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 16830	Interns n = 949	Prevoc. & unaccredited n = 4459	Specialist non-GP n = 7246	Specialist GP n = 2592	IMGs n = 1584	Yes n = 150	No n = 15957	Prefer not to say n = 281
Bullying	21%	27% ↑	26% ↑	23% ↑	11% ↓	8% ↓	36% ↑	20% ↓	32% ↑
Harassment	14%	18% ↑	18% ↑	15% ↑	9% ↓	7% ↓	25% ↑	14% ↓	20% ↑
Discrimination	15%	21% ↑	19% ↑	15%	9% ↓	10% ↓	24% ↑	15% ↓	23% ↑
None of the above	69%	60% ↓	63% ↓	67% ↓	82% ↑	83% ↑	55% ↓	70% ↑	59% ↓
NET: Bullying + Harassment + Discrimination	31%	40% ↑	37% ↑	33% ↑	18% ↓	17% ↓	45% ↑	30% ↓	41% ↑

↑↓ 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17173	Interns n = 966	Prevoc. & unaccredited n = 4532	Specialist non-GP n = 7384	Specialist GP n = 2648	IMGs n = 1643	Yes n = 153	No n = 16,283	Prefer not to say n = 284
Bullying	24%	32% ↑	29% ↑	26% ↑	14% ↓	14% ↓	41% ↑	24% ↓	34% ↑
Harassment	17%	20% ↑	21% ↑	17%	11% ↓	11% ↓	28% ↑	16% ↓	24% ↑
Discrimination	18%	23% ↑	22% ↑	18%	12% ↓	15% ↓	30% ↑	18% ↓	25% ↑
None of the above	78%	73% ↓	74% ↓	77% ↓	86% ↑	84% ↑	66% ↓	79% ↑	67% ↓
NET: Bullying + Harassment + Discrimination	35%	45% ↑	40% ↑	37% ↑	23% ↓	25% ↓	52% ↑	34% ↓	44% ↑

↑↓ 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 3537	Interns n = 260	Prevoc. & unaccredited n = 1066	Specialist non-GP n = 1505	Specialist GP n = 373	IMGs n = 333	Yes n = 52	No n = 3268	Prefer not to say n = 91
Senior medical staff (e.g. consultants, specialists)	51%	37% ↓	49%	58% ↑	39% ↓	47%	40%	51%	58%
Medical colleague (e.g. registrar or other doctors in training)	30%	40% ↑	39% ↑	25% ↓	21% ↓	23% ↓	44% ↑	30%	30%
Nurse or midwife	36%	46% ↑	41% ↑	33% ↓	32%	28% ↓	52% ↑	36%	37%
Other health practitioner	6%	5%	7%	7%	5%	7%	6%	6%	10%
Hospital management/administrative staff	16%	11% ↓	15%	15%	28% ↑	10% ↓	23%	15% ↓	29% ↑
Patient and/or patient family/carer	36%	38%	41% ↑	35%	43% ↑	19% ↓	33%	37%	32%
Other	2%	0%	1%	1%	3% ↑	2%	6% ↑	1% ↓	4% ↑
Prefer not to say	6%	4%	6%	6%	6%	12% ↑	2%	6%	14% ↑

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...?- Witnessed

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 5101	Interns n = 371	Prevoc. & unaccredited n = 1623	Specialist non-GP n = 2384	Specialist GP n = 464	IMGs n = 259	Yes n = 68	No n = 4767	Prefer not to say n = 113
Senior medical staff (e.g. consultants, specialists)	54%	50%	52%	59% ↑	39% ↓	46% ↓	57%	53%	58%
Medical colleague (e.g. registrar or other doctors in training)	35%	47% ↑	43% ↑	32% ↓	24% ↓	24% ↓	53% ↑	35%	35%
Nurse or midwife	41%	48% ↑	45% ↑	40% ↓	35% ↓	31% ↓	56% ↑	41%	40%
Other health practitioner	8%	9%	7%	8%	7%	5%	15% ↑	8%	10%
Hospital management/administrative staff	17%	14%	16%	17%	24% ↑	10% ↓	24%	16% ↓	21%
Patient and/or patient family/carer	38%	37%	41% ↑	37%	40%	27% ↓	35%	38%	31%
Other	1%	0%	1%	1%	4% ↑	3% ↑	3%	1% ↓	4% ↑
Prefer not to say	7%	5% ↓	7%	7%	9% ↑	11% ↑	3%	7%	14% ↑

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 5941	Interns n = 428	Prevoc. & unaccredited n = 1818	Specialist non-GP n = 2698	Specialist GP n = 592	IMGs n = 405	Yes n = 79	No n = 5550	Prefer not to say n = 124
Senior medical staff (e.g. consultants, specialists)	56%	51% ↓	55%	61% ↑	42% ↓	50% ↓	54%	56%	60%
Medical colleague (e.g. registrar or other doctors in training)	36%	49% ↑	45% ↑	32% ↓	24% ↓	26% ↓	52% ↑	36% ↓	37%
Nurse or midwife	42%	50% ↑	48% ↑	40% ↓	35% ↓	30% ↓	57% ↑	42%	43%
Other health practitioner	8%	9%	8%	9%	7%	7%	14%	8% ↓	11%
Hospital management/administrative staff	18%	15%	17%	17%	27% ↑	10% ↓	23%	17% ↓	26% ↑
Patient and/or patient family/carer	38%	40%	42% ↑	37% ↓	43% ↑	23% ↓	37%	39%	34%
Other	2%	0% ↓	1%	1% ↓	5% ↑	3%	5% ↑	2% ↓	3%
Prefer not to say	8%	5% ↓	8%	7%	9%	12% ↑	4%	7%	15% ↑

↑↓ 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 3002	Interns n = 218	Prevoc. & unaccredited n = 736	Specialist non-GP n = 1240	Specialist GP n = 256	IMGs n = 260	Yes n = 49	No n = 2778	Prefer not to say n = 74
In my team	50%	55%	49%	50%	51%	42%	55%	51%	41%
In my department but not in my team	29%	30%	29%	31%	29%	21% ↓	33%	29%	30%
From another department	27%	27%	29%	33% ↑	21% ↓	23%	35%	27%	22%
Prefer not to say	16%	12%	16%	14% ↓	24% ↑	24% ↑	16%	15% ↓	34% ↑

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									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 4310	Interns n = 328	Prevoc. & unaccredited n = 1384	Specialist non-GP n = 2039	Specialist GP n = 357	IMGs n = 202	Yes n = 65	No n = 4034	Prefer not to say n = 90
In my team	37%	36%	39%	34% ↓	44% ↑	38%	45%	37%	38%
In my department but not in my team	39%	48% ↑	41% ↑	38%	28% ↓	31% ↓	45%	39%	36%
From another department	35%	34%	35%	38% ↑	31%	23% ↓	45%	36%	26% ↓
Prefer not to say	16%	13%	16%	16%	20%	25% ↑	17%	16% ↓	34% ↑

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									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 5088	Interns n = 384	Prevoc. & unaccredited n = 1578	Specialist non-GP n = 2340	Specialist GP n = 456	IMGs n = 330	Yes n = 75	No n = 4764	Prefer not to say n = 99
In my team	43%	47%	45%	40% ↓	51% ↑	45%	53%	43%	41%
In my department but not in my team	38%	46% ↑	42% ↑	39%	25% ↓	30% ↓	44%	38%	35%
From another department	35%	36%	36%	38% ↑	29% ↓	19% ↓	44%	36%	28%
Prefer not to say	18%	14%	17%	16% ↓	22% ↑	27% ↑	17%	17% ↓	39% ↑

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									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 2078	Interns n = 165	Prevoc. & unaccredited n = 641	Specialist non-GP n = 895	Specialist GP n = 203	IMGs n = 174	Yes n = 33	No n = 1950	Prefer not to say n = 42
Yes	43%	44%	42%	46% ↑	40%	31% ↓	39%	43%	43%
No	48%	47%	50%	45% ↓	51%	55%	55%	48%	36%
Prefer not to say	9%	8%	8%	9%	9%	14% ↑	6%	9%	21% ↑

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									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 2762	Interns n = 226	Prevoc. & unaccredited n = 918	Specialist non-GP n = 1276	Specialist GP n = 219	IMGs n = 123	Yes n = 42	No n = 2599	Prefer not to say n = 50
Yes	32%	31%	32%	33%	34%	21% ↓	24%	32%	32%
No	58%	60%	58%	58%	56%	59%	69%	58%	46%
Prefer not to say	10%	9%	10%	10%	10%	20% ↑	7%	10%	22% ↑

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									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 3429	Interns n = 282	Prevoc. & unaccredited n = 1093	Specialist non-GP n = 1546	Specialist GP n = 295	IMGs n = 213	Yes n = 51	No n = 3229	Prefer not to say n = 56
Yes	38%	41%	39%	38%	40%	29% ↓	41%	38%	39%
Neither	62%	59%	61%	62%	60%	71% ↑	59%	62%	61%

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

Q42e. Have you reported it?... - Experienced									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 3531	Interns n = 259	Prevoc. & unaccredited n = 1066	Specialist non-GP n = 1506	Specialist GP n = 373	IMGs n = 327	Yes n = 53	No n = 3274	Prefer not to say n = 88
Yes	33%	27% ↓	29% ↓	33%	44% ↑	37%	43%	33%	27%
No	67%	73% ↑	71% ↑	67%	56% ↓	63%	57%	67%	73%

↑↓ 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									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 5079	Interns n = 371	Prevoc. & unaccredited n = 1618	Specialist non-GP n = 2369	Specialist GP n = 468	IMGs n = 253	Yes n = 68	No n = 4763	Prefer not to say n = 111
Yes	24%	15% ↓	22% ↓	25%	33% ↑	24%	31%	24%	20%
No	76%	85% ↑	78% ↑	75%	67% ↓	76%	69%	76%	80%

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									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 5921	Interns n = 426	Prevoc. & unaccredited n = 1807	Specialist non-GP n = 2696	Specialist GP n = 593	IMGs n = 399	Yes n = 79	No n = 5548	Prefer not to say n = 121
Yes	32%	24% ↓	29% ↓	32%	40% ↑	37% ↑	43% ↑	32%	26%
Neither	68%	76% ↑	71% ↑	68%	60% ↓	63% ↓	57% ↓	68%	74%

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									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 1163	Interns n = 70	Prevoc. & unaccredited n = 313	Specialist non-GP n = 496	Specialist GP n = 163	IMGs n = 121	Yes n = 22!	No n = 1085	Prefer not to say n = 24!
Yes	48%	56%	47%	47%	51%	46%	41%	48%	33%
No	22%	13%	23%	23%	22%	19%	36%	21% ↓	33%
Unsure	30%	31%	30%	30%	27%	35%	23%	31%	33%

↑↓ 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									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 1215	Interns n = 55	Prevoc. & unaccredited n = 357	Specialist non-GP n = 592	Specialist GP n = 151	IMGs n = 60	Yes n = 20!	No n = 1153	Prefer not to say n = 21!
Yes	44%	31% ↓	39% ↓	46%	52% ↑	47%	35%	45%	33%
No	11%	11%	10%	12%	7%	15%	25%	10% ↓	29%
Unsure	45%	58% ↑	51% ↑	42% ↓	40%	38%	40%	45%	38%

^ 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									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 1866	Interns n = 103	Prevoc. & unaccredited n = 529	Specialist non-GP n = 850	Specialist GP n = 236	IMGs n = 148	Yes n = 33	No n = 1759	Prefer not to say n = 31
Yes	48%	50%	44% ↓	50%	53%	49%	33%	49% ↑	35%
Neither	52%	50%	56% ↑	50%	47%	51%	67%	51% ↓	65%

^ 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.

Q42g. Are you satisfied with how the report was followed-up? - Experienced									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 553	Interns n = 39	Prevoc. & unaccredited n = 146	Specialist non-GP n = 229	Specialist GP n = 83	IMGs n = 56	Yes n < 10^	No n = 523	Prefer not to say n < 10^
Yes	58%	56%	62%	57%	57%	59%		58%	
No	18%	21%	14%	23% ↑	20%	5% ↓		18%	
Unsure	23%	23%	24%	20%	23%	36% ↑		24%	

^ 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.

Q42g. Are you satisfied with how the report was followed-up? - Witnessed

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 533	Interns n = 17!	Prevoc. & unaccredited n = 138	Specialist non-GP n = 271	Specialist GP n = 79	IMGs n = 28!	Yes n<10^	No n = 514	Prefer not to say n<10^
Yes	61%	65%	62%	61%	53%	64%	61%		
No	14%	12%	10%	13%	24% ↑	4%	13%		
Unsure	26%	24%	28%	25%	23%	32%	26%		

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

Q42g. Are you satisfied with how the report was followed-up? - Experienced or Witnessed

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 884	Interns n = 49	Prevoc. & unaccredited n = 225	Specialist non-GP n = 414	Specialist GP n = 124	IMGs n = 72	Yes n = 11!	No n = 847	Prefer not to say n = 11!
Yes	61%	59%	63%	61%	59%	62%	0%	2%	0%
No	15%	16%	13%	17%	19%	6% ↓	73%	59%	45%
Unsure	24%	24%	24%	22%	23%	32%	9%	15%	45%

^ 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.

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 3532	Interns n = 260	Prevoc. & unaccredited n = 1066	Specialist non-GP n = 1505	Specialist GP n = 373	IMGs n = 328	Yes n = 53	No n = 3279	Prefer not to say n = 88
No effect	21%	20%	22%	21%	21%	16% ↓	8% ↓	22% ↑	11% ↓
Minor effect	32%	41% ↑	30%	33%	31%	30%	34%	32%	19% ↓
Moderate effect	24%	23%	23%	23%	26%	26%	28%	24%	20%
Major effect	14%	11%	15%	14%	13%	19% ↑	21%	14% ↓	31% ↑
Unsure	9%	5% ↓	10%	9%	9%	9%	49%	37% ↓	51% ↑

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

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 5079	Interns n = 368	Prevoc. & unaccredited n = 1623	Specialist non-GP n = 2366	Specialist GP n = 468	IMGs n = 254	Yes n = 68	No n = 4764	Prefer not to say n = 111
No effect	41%	35% ↓	40%	43% ↑	42%	35% ↓	24% ↓	42% ↑	28% ↓
Minor effect	30%	42% ↑	28%	30%	29%	24% ↓	37%	30%	21% ↓
Moderate effect	12%	10%	13%	11% ↓	12%	19% ↑	9%	12%	18% ↑
Major effect	4%	3%	4%	3%	4%	7% ↑	18% ↑	3% ↓	8% ↑
Unsure	13%	11%	15%	13%	12%	15%	13%	13% ↓	25% ↑

^ 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.

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	2021 n = 5921	Interns n = 426	Prevoc. & unaccredited n = 1810	Specialist non-GP n = 2693	Specialist GP n = 593	IMGs n = 399	Yes n = 79	No n = 5554	Prefer not to say n = 121
No effect	40%	36%	40%	42% ↑	39%	29% ↓	23% ↓	41% ↑	27% ↓
Minor effect	35%	48% ↑	34%	35%	34%	33%	42%	35%	25% ↓
Moderate effect	19%	19%	19%	18% ↓	21%	27% ↑	23%	19%	24%
Major effect	9%	7%	9%	8% ↓	9%	17% ↑	20% ↑	9% ↓	24% ↑
Unsure	13%	10% ↓	15% ↑	13%	12%	13%	14%	13% ↓	26% ↑

Note: This is the composite of two questions and given respondents could both experience and witness bullying, harassment and/or discrimination, response options sum to more than 100%.

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17752	Interns n = 999	Prevoc. & unaccredited n = 4626	Specialist non-GP n = 7640	Specialist GP n = 2765	IMGs n = 1722	Yes n = 158	No n = 16856	Prefer not to say n = 308
Yes	81%	79%	81%	81%	84% ↑	77% ↓	74% ↓	81% ↑	67% ↓
No	6%	7%	6%	6%	4% ↓	7% ↑	13% ↑	5% ↓	8% ↑
Unsure	14%	15%	14%	14%	12% ↓	16% ↑	13%	14% ↓	24% ↑

↑↓ 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17657	Interns n = 995	Prevoc. & unaccredited n = 4597	Specialist non-GP n = 7600	Specialist GP n = 2752	IMGs n = 1713	Yes n = 158	No n = 16841	Prefer not to say n = 309
Always	7%	8%	8%	8%	6% ↓	5% ↓	13% ↑	7% ↓	12% ↑
Most of the time	16%	17%	18% ↑	17% ↑	12% ↓	14% ↓	17%	16%	18%
Sometimes	56%	59% ↑	56%	57% ↑	53% ↓	52% ↓	49%	56% ↑	48% ↓
Never	21%	15% ↓	19% ↓	18% ↓	29% ↓	29% ↑	21%	21%	22%
NET Most of the time + Always	23%	26%	26% ↑	25% ↑	18% ↓	19% ↓	30%	23% ↓	30% ↑
NET Never + Sometimes	77%	74%	74% ↓	75% ↓	82% ↑	81% ↑	70%	77% ↑	70% ↓
Average	2.1	2.2 ↑	2.1 ↑	2.1 ↑	2.0 ↓	2.0 ↓	2.2	2.1 ↓	2.2 ↑
Standard Deviation	0.8	0.8	0.8	0.8	0.8	0.8	0.9	0.8	0.9

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

Q44_2. How often do the following adversely affect your wellbeing in your setting? Having to work paid overtime

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17652	Interns n = 996	Prevoc. & unaccredited n = 4598	Specialist non-GP n = 7598	Specialist GP n = 2750	IMGs n = 1710	Yes n = 158	No n = 16837	Prefer not to say n = 309
Always	4%	4%	4%	3%	3% ↓	6% ↑	8% ↑	4% ↓	7% ↑
Most of the time	9%	12% ↑	11% ↑	9%	5% ↓	7% ↓	10%	9%	10%
Sometimes	46%	52% ↑	50% ↑	49% ↑	32% ↓	39% ↓	42%	46% ↑	39% ↓
Never	42%	32% ↓	36% ↓	38% ↓	60% ↑	48% ↑	40%	42%	43%
NET Most of the time + Always	12%	16% ↑	14% ↑	12%	8% ↓	13%	18% ↑	12% ↓	17% ↑
NET Never + Sometimes	88%	84% ↓	86% ↓	88%	92% ↑	87%	82% ↓	88% ↑	83% ↓
Average	1.7	1.9 ↑	1.8 ↑	1.8 ↑	1.5 ↓	1.7 ↓	1.9	1.7 ↓	1.8
Standard Deviation	0.8	0.8	0.8	0.7	0.7	0.8	0.9	0.8	0.9

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

Q44_3. How often do the following adversely affect your wellbeing in your setting? Having to work unpaid overtime

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17645	Interns n = 995	Prevoc. & unaccredited n = 4595	Specialist non-GP n = 7599	Specialist GP n = 2749	IMGs n = 1707	Yes n = 158	No n = 16829	Prefer not to say n = 309
Always	10%	14% ↑	13% ↑	9%	6% ↓	4% ↓	12%	9% ↓	18% ↑
Most of the time	12%	17% ↑	15% ↑	13% ↑	8% ↓	6% ↓	13%	12%	14%
Sometimes	38%	37%	39%	43% ↑	31% ↓	29% ↓	30% ↓	38%	37%
Never	40%	32% ↓	33% ↓	35% ↓	55% ↓	60% ↑	45%	40%	32% ↓
NET Most of the time + Always	22%	31% ↑	28% ↑	22%	14% ↓	10% ↓	25%	22% ↓	31% ↑
NET Never + Sometimes	78%	69% ↓	72% ↓	78%	86% ↑	90% ↑	75%	78% ↑	69% ↓
Average	1.9	2.1 ↑	2.1 ↑	2.0 ↑	1.7 ↓	1.5 ↓	1.9	1.9 ↓	2.2 ↑
Standard Deviation	0.9	1.0	1.0	0.9	0.9	0.8	1.0	0.9	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.

Q44_4. How often do the following adversely affect your wellbeing in your setting? Dealing with patient expectations

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17657	Interns n = 996	Prevoc. & unaccredited n = 4597	Specialist non-GP n = 7599	Specialist GP n = 2751	IMGs n = 1714	Yes n = 158	No n = 16842	Prefer not to say n = 309
Always	5%	3% ↓	4% ↓	5% ↓	7% ↑	7% ↑	10% ↑	5% ↓	9% ↑
Most of the time	13%	11% ↓	14%	12% ↓	17% ↑	13%	13%	13%	12%
Sometimes	59%	63% ↑	59%	60% ↑	59%	49% ↓	59%	59% ↑	51% ↓
Never	23%	23%	22%	23%	17% ↓	32% ↑	18%	23%	28% ↑
NET Most of the time + Always	18%	14% ↓	18%	17% ↓	24% ↑	20%	23%	18% ↓	22%
NET Never + Sometimes	82%	86% ↑	82%	83% ↑	76% ↓	80%	77%	82% ↑	78%
Average	2.0	1.9 ↓	2.0	2.0 ↓	2.1 ↑	1.9 ↓	2.2 ↑	2.0	2.0
Standard Deviation	0.7	0.7	0.7	0.7	0.8	0.8	0.8	0.7	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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17659	Interns n = 996	Prevoc. & unaccredited n = 4597	Specialist non-GP n = 7599	Specialist GP n = 2752	IMGs n = 1715	Yes n = 158	No n = 16843	Prefer not to say n = 309
Always	5%	3% ↓	4%	5%	5%	6% ↑	8% ↑	4% ↓	10% ↑
Most of the time	11%	10%	13% ↑	11%	11%	10%	14%	11%	9%
Sometimes	60%	64% ↑	61%	61% ↑	61%	49% ↓	58%	60% ↑	53% ↓
Never	24%	23%	22% ↓	23% ↓	23%	35% ↑	20%	24%	28%
NET Most of the time + Always	16%	13% ↓	17% ↑	16%	16%	16%	22% ↑	16% ↓	19%
NET Never + Sometimes	84%	87% ↑	83% ↓	84%	84%	84%	78% ↓	84% ↑	81%
Average	2.0	1.9	2.0 ↑	2.0	2.0	1.9 ↓	2.1 ↑	2.0 ↓	2.0
Standard Deviation	0.7	0.7	0.7	0.7	0.7	0.8	0.8	0.7	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_6. How often do the following adversely affect your wellbeing in your setting? Expectations of supervisors

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17658	Interns n = 996	Prevoc. & unaccredited n = 4598	Specialist non-GP n = 7598	Specialist GP n = 2751	IMGs n = 1715	Yes n = 158	No n = 16841	Prefer not to say n = 309
Always	4%	4%	5%	4%	3% ↓	7% ↑	6%	4% ↓	8% ↑
Most of the time	10%	9%	12% ↑	10%	6% ↓	12% ↑	12%	10%	12%
Sometimes	48%	52% ↑	51% ↑	52% ↑	35% ↓	39% ↓	46%	48%	49%
Never	38%	34% ↓	32% ↓	34% ↓	56% ↑	42% ↑	36%	38% ↑	32% ↓
NET Most of the time + Always	14%	13%	17% ↑	14%	10% ↓	19% ↑	18%	14% ↓	20% ↑
NET Never + Sometimes	86%	87%	83% ↓	86%	90% ↑	81% ↓	82%	86% ↑	80% ↓
Average	1.8	1.8	1.9 ↑	1.8 ↑	1.6 ↓	1.8	1.9	1.8 ↓	2.0 ↑
Standard Deviation	0.8	0.8	0.8	0.8	0.8	0.9	0.9	0.8	0.9

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

Q44_7. How often do the following adversely affect your wellbeing in your setting? Supervisor feedback

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17660	Interns n = 997	Prevoc. & unaccredited n = 4598	Specialist non-GP n = 7599	Specialist GP n = 2751	IMGs n = 1715	Yes n = 158	No n = 16844	Prefer not to say n = 309
Always	3%	3%	3%	3% ↓	3%	6% ↑	4%	3% ↓	6% ↑
Most of the time	7%	5% ↓	7%	6% ↓	5% ↓	11% ↑	6%	6%	9%
Sometimes	39%	40%	42% ↑	42% ↑	30% ↓	34% ↓	43%	39% ↓	45% ↑
Never	51%	53%	48% ↓	49% ↓	62% ↑	49% ↓	47%	52% ↑	40% ↓
NET Most of the time + Always	10%	7% ↓	10%	9% ↓	8% ↓	17% ↑	10%	10% ↓	16% ↑
NET Never + Sometimes	90%	93% ↑	90%	91% ↑	92% ↑	83% ↓	90%	90% ↑	84% ↓
Average	1.6	1.6 ↓	1.6 ↑	1.6	1.5 ↓	1.7 ↑	1.7	1.6 ↓	1.8 ↑
Standard Deviation	0.7	0.7	0.7	0.7	0.7	0.9	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_8. How often do the following adversely affect your wellbeing in your setting? Having to relocate for work

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17623	Interns n = 993	Prevoc. & unaccredited n = 4594	Specialist non-GP n = 7578	Specialist GP n = 2749	IMGs n = 1709	Yes n = 158	No n = 16847	Prefer not to say n = 309
Always	10%	6% ↓	10%	10% ↑	11%	6% ↓	10%	10% ↓	15% ↑
Most of the time	12%	9% ↓	13% ↑	13% ↑	12%	8% ↓	9%	12%	13%
Sometimes	35%	26% ↓	36%	37% ↑	32% ↓	30% ↓	33%	35%	35%
Never	44%	59% ↑	41% ↓	40% ↓	46% ↑	56% ↑	47%	44%	37% ↓
NET Most of the time + Always	22%	15% ↓	23% ↑	23% ↑	22%	14% ↓	20%	21% ↓	28% ↑
NET Never + Sometimes	78%	85% ↑	77% ↓	77% ↓	78%	86% ↑	80%	79% ↑	72% ↓
Average	1.9	1.6 ↓	1.9 ↑	1.9 ↑	1.9	1.6 ↓	1.8	1.9 ↓	2.1 ↑
Standard Deviation	1.0	0.9	1.0	1.0	1.0	0.9	1.0	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 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17621	Interns n = 993	Prevoc. & unaccredited n = 4594	Specialist non-GP n = 7578	Specialist GP n = 2748	IMGs n = 1708	Yes n = 158	No n = 16844	Prefer not to say n = 309
Always	3%	4% ↑	5% ↑	3% ↓	4%	1% ↓	5%	3% ↓	7% ↑
Most of the time	6%	10% ↑	9% ↑	5% ↓	6%	3% ↓	7%	6%	6%
Sometimes	43%	55% ↑	46% ↑	43%	38% ↓	31% ↓	45%	43%	40%
Never	48%	31% ↓	40% ↓	49% ↑	53% ↑	64% ↑	43%	48%	46%
NET Most of the time + Always	10%	14% ↑	14% ↑	8% ↓	10%	5% ↓	12%	10% ↓	13% ↑
NET Never + Sometimes	90%	86% ↓	86% ↓	92% ↑	90%	95% ↑	88%	90% ↑	87% ↓
Average	1.7	1.9 ↑	1.8 ↑	1.6 ↓	1.6 ↓	1.4 ↓	1.7	1.6 ↓	1.7
Standard Deviation	0.7	0.8	0.8	0.7	0.8	0.6	0.8	0.7	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_10. How often do the following adversely affect your wellbeing in your setting? Limited access to senior clinicians

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17623	Interns n = 993	Prevoc. & unaccredited n = 4594	Specialist non-GP n = 7578	Specialist GP n = 2748	IMGs n = 1710	Yes n = 158	No n = 16846	Prefer not to say n = 309
Always	3%	4% ↑	4% ↑	2% ↓	3% ↑	1% ↓	4%	3% ↓	6% ↑
Most of the time	5%	8% ↑	8% ↑	4% ↓	5%	2% ↓	9% ↑	5% ↓	7%
Sometimes	36%	51% ↑	41% ↑	34% ↓	34%	23% ↓	36%	36%	37%
Never	56%	38% ↓	47% ↓	59% ↑	57%	73% ↑	51%	56% ↑	50% ↓
NET Most of the time + Always	8%	11% ↑	11% ↑	6% ↓	9%	4% ↓	13% ↑	8% ↓	13% ↑
NET Never + Sometimes	92%	89% ↓	89% ↓	94% ↑	91%	96% ↑	87% ↓	92% ↑	87% ↓
Average	1.5	1.8 ↑	1.7 ↑	1.5 ↓	1.5	1.3 ↓	1.7	1.5 ↓	1.7 ↑
Standard Deviation	0.7	0.7	0.8	0.7	0.7	0.6	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_11. How often do the following adversely affect your wellbeing in your setting? Lack of appreciation

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17621	Interns n = 993	Prevoc. & unaccredited n = 4594	Specialist non-GP n = 7578	Specialist GP n = 2748	IMGs n = 1708	Yes n = 158	No n = 16844	Prefer not to say n = 309
Always	6%	8% ↑	8% ↑	6%	5% ↓	4% ↓	13% ↑	6% ↓	15% ↑
Most of the time	12%	13%	15% ↑	13% ↑	9% ↓	7% ↓	17%	12%	13%
Sometimes	43%	46% ↑	44% ↑	45% ↑	36% ↓	36% ↓	33% ↓	43% ↑	39%
Never	39%	33% ↓	32% ↓	36% ↓	51% ↑	53% ↑	37%	39%	33%
NET Most of the time + Always	19%	21%	24% ↑	19%	13% ↓	11% ↓	30% ↑	19% ↓	28% ↑
NET Never + Sometimes	81%	79%	76% ↓	81%	87% ↑	89% ↑	70% ↓	81% ↑	72% ↓
Average	1.9	2.0 ↑	2.0 ↑	1.9 ↑	1.7 ↓	1.6 ↓	2.1 ↑	1.9 ↓	2.1 ↑
Standard Deviation	0.9	0.9	0.9	0.9	0.8	0.8	1.0	0.9	1.0

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17627	Interns n = 993	Prevoc. & unaccredited n = 4594	Specialist non-GP n = 7580	Specialist GP n = 2749	IMGs n = 1711	Yes n = 158	No n = 16850	Prefer not to say n = 309
Always	4%	4%	5% ↑	3%	3%	2% ↓	6%	3% ↓	10% ↑
Most of the time	6%	6%	8% ↑	6%	5% ↓	3% ↓	9%	6% ↓	11% ↑
Sometimes	43%	41%	46% ↑	49% ↑	29% ↓	34% ↓	39%	43%	42%
Never	47%	50%	41% ↓	42% ↓	63% ↑	61% ↑	45%	48% ↑	37% ↓
NET Most of the time + Always	10%	9%	13% ↑	10%	8% ↓	5% ↓	16% ↑	9% ↓	20% ↑
NET Never + Sometimes	90%	91%	87% ↓	90%	92% ↑	95% ↑	84% ↓	91% ↑	80% ↓
Average	1.7	1.6	1.8 ↑	1.7 ↑	1.5 ↓	1.5 ↓	1.8	1.7 ↓	1.9 ↑
Standard Deviation	0.7	0.7	0.8	0.7	0.7	0.6	0.9	0.7	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.

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17623	Interns n = 994	Prevoc. & unaccredited n = 4592	Specialist non-GP n = 7580	Specialist GP n = 2748	IMGs n = 1709	Yes n = 158	No n = 16856	Prefer not to say n = 309
Very light	0%	1% ↑	1%	0% ↓	0%	1%	0%	0%	1% ↑
Light	3%	4%	4% ↑	3% ↓	3%	3%	3%	3%	4%
Moderate	48%	47%	46% ↓	44% ↓	58% ↑	51% ↑	38% ↓	48% ↑	43%
Heavy	39%	39%	40%	42% ↑	34% ↓	37%	47% ↑	39%	39%
Very heavy	9%	10%	10%	11% ↑	5% ↓	8%	11%	9% ↓	13%
NET Very light + Light	4%	5% ↑	4% ↑	3% ↓	3%	3%	3%	4%	5%
NET Heavy + Very heavy	49%	48%	49%	53% ↑	39% ↓	46% ↓	59% ↑	49% ↓	51%

↑↓ 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?

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17585	Interns n = 989	Prevoc. & unaccredited n = 4585	Specialist non-GP n = 7566	Specialist GP n = 2745	IMGs n = 1700	Yes n = 158	No n = 16837	Prefer not to say n = 309
20 hours or less	2%	1% ↓	2%	2% ↓	5% ↑	2% ↓	3%	2%	1%
21 – 30 hours	6%	1% ↓	3% ↓	5%	12% ↑	4% ↓	6%	5%	5%
31 – 40 hours	25%	18% ↓	22% ↓	19% ↓	45% ↑	37% ↑	21%	26% ↑	19% ↓
41 – 50 hours	43%	47% ↑	42%	49% ↑	27% ↓	40% ↓	35% ↓	43%	41%
51 – 60 hours	14%	22% ↑	17% ↑	16% ↑	6% ↓	7% ↓	22% ↑	14% ↓	18% ↑
61 – 70 hours	4%	6% ↑	6% ↑	4%	1% ↓	2% ↓	8% ↑	4%	3%
71 – 80 hours	2%	3%	3% ↑	2% ↓	1% ↓	3% ↑	3%	2%	4% ↑
81 – 90 hours	2%	2%	2% ↑	2%	1% ↓	2%	3%	2%	3%
More than 90 hours	1%	1%	2%	2%	1% ↓	2%	1%	1% ↓	6% ↑
NET 40+ hours a week	67%	81% ↑	72% ↑	74% ↑	37% ↓	57% ↓	14%	10% ↓	16% ↑
Average	45.5	49.0 ↑	47.5 ↑	46.5 ↑	38.7 ↓	44.4 ↓	70%	66% ↓	75% ↑
Standard Deviation	13.6	12.2	14.1	13.1	12.2	13.8	47.5	45.4 ↓	49.8 ↑

↑↓ 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 14548	Interns n = 951	Prevoc. & unaccredited n = 4100	Specialist non-GP n = 6702	Specialist GP n = 1569	IMGs n = 1226	Yes n = 130	No n = 13976	Prefer not to say n = 247
Always	29%	35% ↑	29%	24% ↓	27%	49% ↑	29%	29% ↑	20% ↓
Most of the time	26%	33% ↑	29% ↑	26%	18% ↓	20% ↓	25%	26%	24%
Sometimes	26%	23% ↓	27% ↑	28% ↑	23% ↓	16% ↓	29%	26%	30%
Never	19%	9% ↓	15% ↓	22% ↑	32% ↑	15% ↓	16%	19%	26% ↑
NET Most of the time + Always	55%	68% ↑	58% ↑	51% ↓	45% ↓	69% ↑	55%	55% ↑	44% ↓
NET Never + Sometimes	45%	32% ↓	42% ↓	49% ↑	55% ↑	31% ↓	45%	45% ↓	56% ↑
Average	2.6	2.9 ↑	2.7 ↑	2.5 ↓	2.4 ↓	3.0 ↑	2.7	2.6 ↑	2.4 ↓
Standard Deviation	1.1	1.0	1.0	1.1	1.2	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 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 13915	Interns n = 917	Prevoc. & unaccredited n = 3791	Specialist non-GP n = 6522	Specialist GP n = 1566	IMGs n = 1119	Yes n = 122	No n = 13367	Prefer not to say n = 237
Always	7%	7%	7%	7%	8%	4% ↓	8%	7% ↓	12% ↑
Most of the time	14%	13%	15% ↑	15% ↑	12% ↓	7% ↓	20%	14% ↓	21% ↑
Sometimes	50%	50%	51%	52% ↑	48%	37% ↓	44%	50%	46%
Never	29%	30%	27% ↓	25% ↓	31% ↑	51% ↑	28%	29% ↑	21% ↓
NET Most of the time + Always	21%	20%	22% ↑	22% ↑	20%	11% ↓	28%	21% ↓	33% ↑
NET Never + Sometimes	79%	80%	78% ↓	78% ↓	80%	89% ↑	72%	79% ↑	67% ↓
Average	2.0	2.0	2.0 ↑	2.0 ↑	2.0	1.6 ↓	2.1	2.0 ↓	2.2 ↑
Standard Deviation	0.8	0.8	0.8	0.8	0.9	0.8	0.9	0.8	0.9

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

Q47_3. For any unrostered overtime you have completed in the past, how often did...? Working unrostered overtime provide you with more training opportunities

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 13947	Interns n = 911	Prevoc. & unaccredited n = 3871	Specialist non-GP n = 6521	Specialist GP n = 1534	IMGs n = 1110	Yes n = 125	No n = 13392	Prefer not to say n = 238
Always	4%	2% ↓	4%	3% ↓	4%	9% ↑	2%	4%	5%
Most of the time	12%	8% ↓	14% ↑	11% ↓	9% ↓	18% ↑	13%	12%	9%
Sometimes	52%	51%	52%	53% ↑	50%	50%	46%	52%	52%
Never	32%	39% ↑	30% ↓	33%	37% ↑	23% ↓	39%	32%	34%
NET Most of the time + Always	16%	10% ↓	18% ↑	14% ↓	13% ↓	26% ↑	15%	16%	14%
NET Never + Sometimes	84%	90% ↑	82% ↓	86% ↑	87% ↑	74% ↓	85%	84%	86%
Average	1.9	1.7 ↓	1.9 ↑	1.8 ↓	1.8 ↓	2.1 ↑	1.8	1.9	1.8
Standard Deviation	0.8	0.7	0.8	0.7	0.8	0.9	0.8	0.8	0.8

↑↓ Indicates that a result is significantly higher or lower (at the 95% confidence level) compared with the total of all other subgroups combined. The average is calculated by dividing the sum of the response values on a 1 to 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.

B2.7 Patient safety

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17538	Interns n = 989	Prevoc. & unaccredited n = 4572	Specialist non-GP n = 7538	Specialist GP n = 2738	IMGs n = 1701	Yes n = 158	No n = 16855	Prefer not to say n = 309
Excellent	27%	16% ↓	23% ↓	25% ↓	31% ↑	41% ↑	28%	27%	24%
Good	52%	53%	53%	53% ↑	51%	46% ↓	46%	52% ↑	40% ↓
Average	18%	25% ↑	20% ↑	19%	15% ↓	11% ↓	18%	18% ↓	27% ↑
Poor	3%	5% ↑	3%	3%	2% ↓	1% ↓	5%	3% ↓	5% ↑
Terrible	1%	1%	1% ↑	1% ↓	1%	0% ↓	3% ↑	1% ↓	4% ↑
NET Excellent + Good	79%	70% ↓	76% ↓	78%	83% ↑	87% ↑	75%	79% ↑	64% ↓
NET Terrible + Poor	3%	6% ↑	4% ↑	3%	3% ↓	1% ↓	8% ↑	3% ↓	8% ↑
Average	4.0	3.8 ↓	3.9 ↓	4.0 ↓	4.1 ↑	4.3 ↑	3.9	4.0 ↑	3.8 ↓
Standard Deviation	0.8	0.8	0.8	0.8	0.8	0.7	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 = 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17438	Interns n = 982	Prevoc. & unaccredited n = 4543	Specialist non-GP n = 7504	Specialist GP n = 2722	IMGs n = 1687	Yes n = 158	No n = 16842	Prefer not to say n = 309
Strongly Agree	30%	21% ↓	30%	28% ↓	32% ↑	43% ↑	34%	30%	25% ↓
Agree	60%	63%	61%	63% ↑	59% ↓	51% ↓	56%	61% ↑	52% ↓
Neither Agree nor Disagree	7%	10% ↑	7%	8% ↑	7%	5% ↓	8%	7% ↓	18% ↑
Disagree	2%	6% ↑	2%	1% ↓	1%	1% ↓	1%	2%	3% ↑
Strongly Disagree	0%	0%	0%	0%	0%	0%	1%	0% ↓	2% ↑
NET Strongly Agree + Agree	91%	84% ↓	91%	90%	91%	94% ↑	90%	91% ↑	77% ↓
NET Strongly Disagree + Disagree	2%	6% ↑	2%	2% ↓	2%	1% ↓	2%	2% ↓	5% ↑
Average	4.2	4.0 ↓	4.2	4.2 ↓	4.2 ↑	4.4 ↑	4.2	4.2 ↑	3.9 ↓
Standard Deviation	0.7	0.7	0.7	0.6	0.7	0.6	0.7	0.7	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.

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17438	Interns n = 982	Prevoc. & unaccredited n = 4543	Specialist non-GP n = 7504	Specialist GP n = 2722	IMGs n = 1687	Yes n = 158	No n = 16842	Prefer not to say n = 309
Strongly Agree	28%	19% ↓	26%	26% ↓	29% ↑	40% ↑	27%	28%	22% ↓
Agree	55%	56%	55%	55% ↑	55%	49% ↓	51%	55% ↑	46% ↓
Neither Agree nor Disagree	13%	18% ↑	14%	13%	13%	9% ↓	10%	13% ↓	23% ↑
Disagree	4%	6% ↑	4%	4% ↑	3% ↓	2% ↓	10% ↑	4% ↓	6% ↑
Strongly Disagree	1%	1%	1% ↑	1%	1%	0% ↓	2%	1% ↓	3% ↑
NET Strongly Agree + Agree	82%	75% ↓	81%	81% ↓	84% ↑	88% ↑	78%	82% ↑	68% ↓
NET Strongly Disagree + Disagree	5%	7% ↑	5%	5% ↑	3% ↓	2% ↓	12% ↑	5% ↓	9% ↑
Average	4.0	3.9 ↓	4.0 ↓	4.0 ↓	4.1 ↑	4.3 ↑	3.9	4.0 ↑	3.8 ↓
Standard Deviation	0.8	0.8	0.8	0.8	0.8	0.7	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.

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17439	Interns n = 982	Prevoc. & unaccredited n = 4544	Specialist non-GP n = 7504	Specialist GP n = 2722	IMGs n = 1687	Yes n = 158	No n = 16843	Prefer not to say n = 309
Strongly Agree	31%	22% ↓	30%	29% ↓	33% ↑	46% ↑	35%	31%	24% ↓
Agree	57%	58%	58%	59% ↑	56%	48% ↓	50%	57% ↑	50% ↓
Neither Agree nor Disagree	9%	14% ↑	9%	9% ↑	8%	5% ↓	10%	9% ↓	18% ↑
Disagree	2%	6% ↑	2%	3%	2%	1% ↓	3%	2% ↓	6% ↑
Strongly Disagree	1%	0%	1%	1%	0%	0%	1%	0% ↓	2% ↑
NET Strongly Agree + Agree	88%	80% ↓	88%	88% ↓	90% ↑	94% ↑	85%	89% ↑	74% ↓
NET Strongly Disagree + Disagree	3%	6% ↑	3%	3%	2%	1% ↓	4%	3% ↓	7% ↑
Average	4.2	4.0 ↓	4.2	4.1 ↓	4.2 ↑	4.4 ↑	4.2	4.2 ↑	3.9 ↓
Standard Deviation	0.7	0.8	0.7	0.7	0.7	0.7	0.8	0.7	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.

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17448	Interns n = 982	Prevoc. & unaccredited n = 4548	Specialist non-GP n = 7507	Specialist GP n = 2723	IMGs n = 1688	Yes n = 158	No n = 16852	Prefer not to say n = 309
Strongly Agree	28%	20% ↓	28%	26% ↓	27%	43% ↑	27%	28%	23% ↓
Agree	58%	62% ↑	58%	60% ↑	55% ↓	50% ↓	55%	58% ↑	50% ↓
Neither Agree nor Disagree	10%	12%	9%	10%	14% ↑	6% ↓	10%	10% ↓	21% ↑
Disagree	3%	5% ↑	3%	3%	3% ↑	1% ↓	3%	3%	3%
Strongly Disagree	1%	1%	1% ↑	1%	1%	1%	4% ↑	1% ↓	3% ↑
NET Strongly Agree + Agree	86%	82% ↓	87%	87%	82% ↓	92% ↑	82%	86% ↑	73% ↓
NET Strongly Disagree + Disagree	4%	6% ↑	4%	3% ↓	5% ↑	2% ↓	8% ↑	4% ↓	6% ↑
Average	4.1	4.0 ↓	4.1	4.1	4.0 ↓	4.3 ↑	4.0	4.1 ↑	3.9 ↓
Standard Deviation	0.8	0.8	0.8	0.7	0.8	0.7	1.0	0.7	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.

B2.8 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17428	Interns n = 980	Prevoc. & unaccredited n = 4542	Specialist non-GP n = 7497	Specialist GP n = 2724	IMGs n = 1685	Yes n = 158	No n = 16855	Prefer not to say n = 309
Strongly Agree	31%	29%	25% ↓	32%	36% ↑	38% ↑	36%	32% ↑	17% ↓
Agree	48%	50%	49%	49%	47%	45% ↓	33% ↓	49% ↑	40% ↓
Neither Agree nor Disagree	14%	13%	17% ↑	13% ↓	13% ↓	12% ↓	16%	13% ↓	28% ↑
Disagree	4%	6% ↑	5% ↑	4%	3% ↓	3% ↓	8%	4% ↓	9% ↑
Strongly Disagree	2%	3%	3% ↑	2% ↓	2% ↓	2%	8% ↑	2% ↓	6% ↑
NET Strongly Agree + Agree	80%	79%	75% ↓	81% ↑	83% ↑	84% ↑	69% ↓	80% ↑	57% ↓
NET Strongly Disagree + Disagree	7%	9% ↑	8% ↑	6%	5% ↓	5% ↓	15% ↑	6% ↓	15% ↑

↑↓ 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17432	Interns n = 980	Prevoc. & unaccredited n = 4544	Specialist non-GP n = 7497	Specialist GP n = 2725	IMGs n = 1686	Yes n = 158	No n = 16859	Prefer not to say n = 309
Strongly Agree	33%	33%	28% ↓	33%	39% ↑	41% ↑	41% ↑	33% ↑	18% ↓
Agree	45%	45%	47% ↑	46%	43% ↓	42% ↓	32% ↓	46% ↑	41%
Neither Agree nor Disagree	14%	12%	16% ↑	13%	13%	11% ↓	13%	14% ↓	24% ↑
Disagree	5%	6%	6% ↑	5%	4% ↓	4% ↓	6%	5% ↓	9% ↑
Strongly Disagree	3%	3%	3% ↑	3%	2% ↓	2%	7% ↑	2% ↓	8% ↑
NET Strongly Agree + Agree	79%	78%	75% ↓	79%	82% ↑	83% ↑	73%	79% ↑	60% ↓
NET Strongly Disagree + Disagree	8%	9%	9% ↑	8%	5% ↓	6% ↓	13% ↑	7% ↓	17% ↑

↑↓ 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.

B2.9 Future career intentions

Q51a. Do you intend to continue in your specialty training program?

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 10216	Interns n<10^	Prevoc. & unaccredited n<10^	Specialist non-GP n = 7491	Specialist GP n = 2725	IMGs n<10^	Yes n = 97	No n = 9876	Prefer not to say n = 193
Yes	95%			95%	94%		91%	95% ↑	78% ↓
No	1%			1%	1%		2%	1% ↓	4% ↑
Undecided	4%			4%	4%		7%	4% ↓	19% ↑

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

Q51b. Do you intend to continue on a pathway to general or specialist registration?

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 1684	Interns n<10 [^]	Prevoc. & unaccredited n<10 [^]	Specialist non-GP n<10 [^]	Specialist GP n<10 [^]	IMGs n = 1684	Yes n<10 [^]	No n = 1636	Prefer not to say n = 29!
Yes – general registration	45%					45%	45% ↑	21%	
Yes – specialist registration	46%					46%	46%	48%	
No	3%					3%	3%	0%	
Unsure	6%					6%	5% ↓	31%	

[^] 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?

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 5525	Interns n = 980	Prevoc. & unaccredited n = 4545	Specialist non-GP n<10 [^]	Specialist GP n<10 [^]	IMGs n<10 [^]	Yes n = 56	No n = 5344	Prefer not to say n = 87
Yes	89%	85% ↓	90% ↑				82%	89% ↑	75% ↓
No	2%	2%	2%				5%	2%	1%
Unsure	9%	13% ↑	8% ↓				13%	9% ↓	24% ↑

[^] Blank columns have a base sample size that is smaller than 10 or is filtered to a subgroup who were not asked this question.

Q53. Which specialty are you most interested in pursuing?

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 4893	Interns n = 830	Prevoc. & unaccredited n = 4063	Specialist non-GP n<10^	Specialist GP n<10^	IMGs n<10^	Yes n = 46	No n = 4753	Prefer not to say n = 65
Physician – The Royal Australasian College of Physicians (RACP)	9%	18% ↑	7% ↓				7%	9%	9%
Surgery – Royal Australasian College of Surgeons (RACS)	23%	15% ↓	25% ↑				17%	23%	28%
General practice – The Royal Australian College of General Practitioners (RACGP)	15%	11% ↓	16% ↑				17%	15%	15%
Anaesthesia – Australian and New Zealand College of Anaesthetists (ANZCA)	10%	9%	11%				11%	10%	14%
Emergency medicine – Australasian College for Emergency Medicine (ACEM)	6%	6%	6%				9%	6%	5%
Obstetrics and gynaecology – The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)	6%	6%	6%				9%	6%	2%
Paediatrics and child health – The Royal Australasian College of Physicians (RACP)	4%	6% ↑	4% ↓				2%	4%	0%
Psychiatry – The Royal Australian and New Zealand College of Psychiatrists (RANZCP)	4%	5%	4%				13% ↑	4% ↓	5%
General practice – Australian College of Rural and Remote Medicine (ACRRM)	3%	4% ↑	2% ↓				2%	3%	0%
Intensive care medicine – College of Intensive Care Medicine of Australia and New Zealand (CICM)	4%	2% ↓	4% ↑				0%	4%	2%
Radiology – The Royal Australian and New Zealand College of Radiologists (RANZCR)	3%	2% ↓	4% ↑				0%	3%	2%
Addiction medicine – The Royal Australasian College of Physicians (RACP)	1%	2% ↑	0% ↓				0%	1%	3% ↑
Ophthalmology – The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)	2%	1%	2%				0%	2%	3%
Dermatology – The Australasian College of Dermatologists (ACD)	1%	1%	1%				2%	1%	0%
Pathology – The Royal College of Pathologists of Australasia (RCPA)	1%	1%	1%				0%	1%	0%
Public health medicine – The Royal Australasian College of Physicians (RACP)	1%	1%	1%				0%	1%	2%
Palliative medicine – The Royal Australasian College of Physicians (RACP)	0%	1%	0%				0%	1%	0%
Sports and exercise medicine – Australasian College of Sport and Exercise Physicians (ACSEP)	0%	1% ↑	0% ↓				0%	0%	0%
Surgery – Oral and maxillofacial surgery – Royal Australasian College of Dental Surgeons (RACDS)	1%	0%	1%				0%	1%	2%
Radiation oncology – The Royal Australian and New Zealand College of Radiologists (RANZCR)	1%	0%	1%				0%	1%	0%
Rehabilitation medicine – The Royal Australasian College of Physicians (RACP)	0%	0%	1%				0%	0%	2%
Pain medicine – Australian and New Zealand College of Anaesthetists (ANZCA)	0%	0%	0%				0%	0%	0%

Q53. Which specialty are you most interested in pursuing?									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 4893	Interns n = 830	Prevoc. & unaccredited n = 4063	Specialist non-GP n < 10 [^]	Specialist GP n < 10 [^]	IMGs n < 10 [^]	Yes n = 46	No n = 4753	Prefer not to say n = 65
Medical administration – The Royal Australasian College of Medical Administrators (RACMA)	0%	0%	0%				0%	0%	0%
Occupational and environmental medicine – The Royal Australasian College of Physicians (RACP)	0%	0%	0%				2% ↑	0%	0%
Sexual health medicine – The Royal Australasian College of Physicians (RACP)	0%	0%	0%				0%	0%	0%
Unsure	3%	7% ↑	2% ↓				9% ↑	3% ↓	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. ↑↓ 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									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17322	Interns n = 974	Prevoc. & unaccredited n = 4525	Specialist non-GP n = 7477	Specialist GP n = 2720	IMGs n = 1626	Yes n = 158	No n = 16793	Prefer not to say n = 309
Strongly Agree	12%	12%	13%	10% ↓	16% ↑	15% ↑	63% ↑	12% ↓	14%
Agree	39%	40%	42% ↑	37% ↓	40%	38%	30% ↓	39% ↑	34%
Neither Agree nor Disagree	36%	34%	34% ↓	38% ↑	32% ↓	36%	7% ↓	36% ↑	41% ↑
Disagree	10%	11%	8% ↓	12% ↑	9%	9%	1% ↓	10% ↑	4% ↓
Strongly Disagree	3%	3%	3%	3%	3%	2%	0% ↓	3%	6% ↑
NET Strongly Agree + Agree	51%	53%	54% ↑	47% ↓	56% ↑	53%	92% ↑	51% ↓	48%
NET Strongly Disagree + Disagree	13%	13%	11% ↓	15% ↑	12%	11% ↓	1% ↓	13% ↑	11%
Average	3.5	3.5	3.5 ↑	3.4 ↓	3.6 ↑	3.5 ↑	4.5 ↑	3.5 ↓	3.4
Standard Deviation	0.9	0.9	0.9	0.9	1.0	0.9	0.7	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.

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17319	Interns n = 973	Prevoc. & unaccredited n = 4525	Specialist non-GP n = 7477	Specialist GP n = 2718	IMGs n = 1626	Yes n = 158	No n = 16790	Prefer not to say n = 309
Strongly Agree	13%	14%	13%	9% ↓	22% ↑	16% ↑	37% ↑	13% ↓	15%
Agree	34%	36%	37% ↑	31% ↓	38% ↑	37% ↑	25% ↓	34% ↑	30%
Neither Agree nor Disagree	30%	28%	30%	32% ↑	25% ↓	32%	22% ↓	30%	39% ↑
Disagree	18%	18%	16% ↓	22% ↑	12% ↓	11% ↓	13%	18% ↑	10% ↓
Strongly Disagree	5%	4%	4%	6% ↑	4% ↓	3% ↓	3%	5%	6%
NET Strongly Agree + Agree	48%	50%	50% ↑	40% ↓	60% ↑	53% ↑	63% ↑	48%	44%
NET Strongly Disagree + Disagree	22%	22%	20% ↓	28% ↑	16% ↓	15% ↓	15% ↓	23% ↑	17% ↓
Average	3.3	3.4	3.4 ↑	3.2 ↓	3.6 ↑	3.5 ↑	3.8 ↑	3.3 ↓	3.4
Standard Deviation	1.1	1.0	1.0	1.1	1.1	1.0	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_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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17317	Interns n = 971	Prevoc. & unaccredited n = 4525	Specialist non-GP n = 7477	Specialist GP n = 2718	IMGs n = 1626	Yes n = 158	No n = 16788	Prefer not to say n = 309
Strongly Agree	16%	22% ↑	19% ↑	15% ↓	8% ↓	23% ↑	16%	16%	19%
Agree	38%	41% ↑	43% ↑	37%	25% ↓	41% ↑	29% ↓	38% ↑	33%
Neither Agree nor Disagree	26%	20% ↓	23% ↓	25% ↓	35% ↑	26%	30%	26% ↓	32% ↑
Disagree	16%	13% ↓	12% ↓	18% ↑	23% ↑	8% ↓	15%	16% ↑	10% ↓
Strongly Disagree	5%	4%	3% ↓	5%	8% ↑	2% ↓	10% ↑	5% ↓	6%
NET Strongly Agree + Agree	53%	63% ↑	62% ↑	52% ↓	33% ↓	64% ↑	45% ↓	53%	52%
NET Strongly Disagree + Disagree	21%	17% ↓	15% ↓	23% ↑	31% ↑	10% ↓	25%	21%	17%
Average	3.4	3.6 ↑	3.6 ↑	3.4 ↓	3.0 ↓	3.8 ↑	3.3	3.4	3.5
Standard Deviation	1.1	1.1	1.0	1.1	1.1	1.0	1.2	1.1	1.1

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

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17314	Interns n = 972	Prevoc. & unaccredited n = 4525	Specialist non-GP n = 7475	Specialist GP n = 2717	IMGs n = 1625	Yes n = 158	No n = 16785	Prefer not to say n = 309
Strongly Agree	30%	38% ↑	34% ↑	32% ↑	20% ↓	28%	37%	30%	27%
Agree	49%	44% ↓	49%	52% ↑	46% ↓	45% ↓	41% ↓	50% ↑	43% ↓
Neither Agree nor Disagree	15%	15%	14% ↓	12% ↓	24% ↑	20% ↑	15%	15% ↓	26% ↑
Disagree	4%	3% ↓	3% ↓	3% ↓	8% ↑	6% ↑	4%	4%	4%
Strongly Disagree	1%	1%	0% ↓	1% ↓	2% ↑	1%	3% ↑	1% ↓	1%
NET Strongly Agree + Agree	80%	82%	82% ↑	84% ↑	66% ↓	73% ↓	78%	80% ↑	69% ↓
NET Strongly Disagree + Disagree	5%	3% ↓	4% ↓	4% ↓	10% ↑	7% ↑	7%	5%	5%
Average	4.0	4.2 ↑	4.1 ↑	4.1 ↑	3.7 ↓	3.9 ↓	4.1	4.0 ↑	3.9 ↓
Standard Deviation	0.8	0.8	0.8	0.8	0.9	0.9	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.

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 16704	Interns n = 829	Prevoc. & unaccredited n = 4053	Specialist non-GP n = 7477	Specialist GP n = 2719	IMGs n = 1626	Yes n = 148	No n = 16209	Prefer not to say n = 287
Strongly Agree	17%	42% ↑	43% ↑	6% ↓	5% ↓	7% ↓	20%	17%	20%
Agree	20%	36% ↑	29% ↑	17% ↓	13% ↓	14% ↓	27% ↑	20%	17%
Neither Agree nor Disagree	19%	12% ↓	14% ↓	21% ↑	20%	22% ↑	26% ↑	18% ↓	33% ↑
Disagree	30%	9% ↓	10% ↓	38% ↑	38% ↑	40% ↑	17% ↓	31% ↑	20% ↓
Strongly Disagree	15%	2% ↓	3% ↓	18% ↑	24% ↑	17% ↑	10%	15% ↑	10% ↓
NET Strongly Agree + Agree	37%	78% ↑	73% ↑	22% ↓	18% ↓	21% ↓	47% ↑	36%	37%
NET Strongly Disagree + Disagree	45%	10% ↓	13% ↓	57% ↑	62% ↑	57% ↑	27% ↓	45% ↑	30% ↓
Average	2.9	4.1 ↑	4.0 ↑	2.5 ↓	2.4 ↓	2.5 ↓	3.3 ↑	2.9 ↓	3.2 ↑
Standard Deviation	1.3	1.0	1.1	1.1	1.1	1.1	1.2	1.3	1.2

↑↓ 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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17321	Interns n = 972	Prevoc. & unaccredited n = 4526	Specialist non-GP n = 7478	Specialist GP n = 2719	IMGs n = 1626	Yes n = 158	No n = 16792	Prefer not to say n = 309
Strongly Agree	20%	28% ↑	30% ↑	22% ↑	3% ↓	7% ↓	13% ↓	20%	24%
Agree	29%	32% ↑	32% ↑	36% ↑	11% ↓	19% ↓	27%	29% ↑	23% ↓
Neither Agree nor Disagree	19%	18%	20% ↑	18% ↓	17% ↓	25% ↑	21%	19% ↓	31% ↑
Disagree	23%	18% ↓	15% ↓	18% ↓	41% ↑	35% ↑	25%	23%	17% ↓
Strongly Disagree	10%	3% ↓	3% ↓	7% ↓	28% ↑	14% ↑	15% ↑	10%	5% ↓
NET Strongly Agree + Agree	49%	61% ↑	62% ↑	57% ↑	14% ↓	27% ↓	40% ↓	49%	47%
NET Strongly Disagree + Disagree	32%	22% ↓	19% ↓	25% ↓	69% ↑	48% ↑	39%	32% ↑	21% ↓
Average	3.3	3.6 ↑	3.7 ↑	3.5 ↑	2.2 ↓	2.7 ↓	3.0 ↓	3.3	3.4 ↑
Standard Deviation	1.3	1.2	1.1	1.2	1.1	1.1	1.3	1.3	1.2

↑↓ 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_7. Thinking about your future career, to what extent do you agree or disagree with the following statements? I am considering a future outside of medicine

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17320	Interns n = 972	Prevoc. & unaccredited n = 4526	Specialist non-GP n = 7477	Specialist GP n = 2719	IMGs n = 1626	Yes n = 158	No n = 16791	Prefer not to say n = 309
Strongly Agree	4%	5%	7% ↑	3% ↓	4%	2% ↓	4%	4% ↓	11% ↑
Agree	14%	14%	18% ↑	13% ↓	12%	6% ↓	17%	13% ↓	17%
Neither Agree nor Disagree	22%	20%	26% ↑	21%	21%	15% ↓	18%	21% ↓	36% ↑
Disagree	36%	38%	32% ↓	38% ↑	35%	39% ↑	35%	37% ↑	21% ↓
Strongly Disagree	24%	23%	17% ↓	25%	27% ↑	38% ↑	26%	25% ↑	15% ↓
NET Strongly Agree + Agree	18%	19%	25% ↑	16% ↓	17%	8% ↓	21%	17% ↓	28% ↑
NET Strongly Disagree + Disagree	61%	61%	49% ↓	63% ↑	62%	77% ↑	61%	61% ↑	36% ↓
Average	2.4	2.4	2.6 ↑	2.3 ↓	2.3 ↓	1.9 ↓	2.4	2.4 ↓	2.9 ↑
Standard Deviation	1.1	1.1	1.2	1.1	1.1	1.0	1.2	1.1	1.2

↑↓ 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.

B2.10 Impact of COVID-19

Q62_1. COVID-19 has impacted my...Training opportunities									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 16919	Interns n = 950	Prevoc. & unaccredited n = 4340	Specialist non-GP n = 7364	Specialist GP n = 2652	IMGs n = 1613	Yes n = 151	No n = 16459	Prefer not to say n = 294
Positively	2%	1% ↓	2%	2% ↓	2%	5% ↑	1%	2%	3%
Negatively	45%	37% ↓	48% ↑	50% ↑	37% ↓	33% ↓	56% ↑	45% ↓	53% ↑
Mixture of positive and negative	33%	35%	30% ↓	31% ↓	37% ↑	40% ↑	28%	33%	31%
Unaffected	16%	21% ↑	14% ↓	15% ↓	20% ↑	18%	11%	16% ↑	8% ↓
Unsure	4%	6% ↑	5% ↑	2% ↓	3%	4%	3%	4%	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.

Q62_2. COVID-19 has impacted my...Routine teaching									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 16893	Interns n = 963	Prevoc. & unaccredited n = 4364	Specialist non-GP n = 7373	Specialist GP n = 2610	IMGs n = 1583	Yes n = 152	No n = 16431	Prefer not to say n = 295
Positively	3%	1% ↓	2% ↓	3% ↑	2%	4% ↑	3%	3%	4%
Negatively	54%	56%	61% ↑	57% ↑	42% ↓	36% ↓	55%	54%	59%
Mixture of positive and negative	26%	23% ↓	22% ↓	25%	29% ↑	31% ↑	24%	26%	24%
Unaffected	16%	18%	13% ↓	13% ↓	24% ↑	26% ↑	15%	16% ↑	9% ↓
Unsure	2%	3% ↑	2%	1% ↓	2% ↑	3% ↑	2%	2% ↓	4% ↑

↑↓ 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.

Q62_3. COVID-19 has impacted my...Ways of learning

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17036	Interns n = 964	Prevoc. & unaccredited n = 4403	Specialist non-GP n = 7380	Specialist GP n = 2660	IMGs n = 1629	Yes n = 152	No n = 16573	Prefer not to say n = 296
Positively	7%	3% ↓	6% ↓	9% ↑	6% ↓	9% ↑	7%	7%	5%
Negatively	40%	40%	43% ↑	42% ↑	34% ↓	30% ↓	45%	40% ↓	46% ↑
Mixture of positive and negative	37%	33% ↓	34% ↓	38%	40% ↑	38%	36%	37%	35%
Unaffected	14%	21% ↑	13%	10% ↓	17% ↑	20% ↑	11%	14% ↑	9% ↓
Unsure	3%	4% ↑	3% ↑	2% ↓	2%	3%	1%	2%	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.

Q62_4. COVID-19 has impacted my...Access to learning resources

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 16897	Interns n = 956	Prevoc. & unaccredited n = 4364	Specialist non-GP n = 7330	Specialist GP n = 2649	IMGs n = 1598	Yes n = 151	No n = 16438	Prefer not to say n = 293
Positively	10%	6% ↓	9% ↓	12% ↑	8% ↓	11% ↑	9%	10%	7%
Negatively	29%	29%	34% ↑	31% ↑	23% ↓	21% ↓	40% ↑	29% ↓	35% ↑
Mixture of positive and negative	30%	25% ↓	28% ↓	30% ↑	32% ↑	30%	27%	29%	36% ↑
Unaffected	29%	35% ↑	27% ↓	25% ↓	35% ↑	35% ↑	22%	29% ↑	16% ↓
Unsure	3%	5% ↑	3% ↑	2% ↓	2%	3%	3%	3% ↓	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.

Q62_5. COVID-19 has impacted my...Exam(s) preparation

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 13606	Interns n = 498	Prevoc. & unaccredited n = 3111	Specialist non-GP n = 6168	Specialist GP n = 2461	IMGs n = 1368	Yes n = 128	No n = 13206	Prefer not to say n = 259
Positively	4%	2%	4%	3% ↓	3%	7% ↑	2%	4%	4%
Negatively	52%	35% ↓	45% ↓	63% ↑	40% ↓	45% ↓	61% ↑	51% ↓	59% ↑
Mixture of positive and negative	23%	19%	22%	20% ↓	29% ↑	27% ↑	20%	23%	22%
Unaffected	19%	37% ↑	26% ↑	13% ↓	24% ↑	19%	17%	19% ↑	9% ↓
Unsure	3%	6% ↑	3% ↑	2% ↓	4% ↑	3%	1%	3%	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.

Q62_6. COVID-19 has impacted my...Research opportunities

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 13434	Interns n = 703	Prevoc. & unaccredited n = 3608	Specialist non-GP n = 6194	Specialist GP n = 1716	IMGs n = 1213	Yes n = 113	No n = 13051	Prefer not to say n = 256
Positively	4%	3%	4% ↑	3%	3% ↓	5% ↑	1%	4%	5%
Negatively	38%	36%	39%	41% ↑	29% ↓	31% ↓	45%	38% ↓	48% ↑
Mixture of positive and negative	21%	14% ↓	21%	19% ↓	25% ↑	26% ↑	20%	21%	24%
Unaffected	28%	33% ↑	27% ↓	28%	30% ↑	27%	25%	28% ↑	13% ↓
Unsure	10%	15% ↑	9%	8% ↓	13% ↑	12% ↑	9%	10%	11%

↑↓ 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.

Q62_7. COVID-19 has impacted my...Progression (e.g. delayed entry, completion of training)

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 15016	Interns n = 681	Prevoc. & unaccredited n = 3620	Specialist non-GP n = 6800	Specialist GP n = 2417	IMGs n = 1498	Yes n = 137	No n = 14591	Prefer not to say n = 274
Positively	2%	1%	2%	1% ↓	2%	4% ↑	1%	2%	3%
Negatively	40%	16% ↓	44% ↑	41%	32% ↓	50% ↑	50% ↑	40% ↓	51% ↑
Mixture of positive and negative	17%	12% ↓	17%	15% ↓	21% ↑	20% ↑	11%	17%	21%
Unaffected	36%	61% ↑	30% ↓	39% ↑	39% ↑	21% ↓	31%	37% ↑	16% ↓
Unsure	5%	10% ↑	7% ↑	4% ↓	5%	5%	7%	5% ↓	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.

Q62_8. COVID-19 has impacted my...Workload

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 16971	Interns n = 951	Prevoc. & unaccredited n = 4401	Specialist non-GP n = 7357	Specialist GP n = 2649	IMGs n = 1613	Yes n = 152	No n = 16509	Prefer not to say n = 296
Positively	5%	5%	7% ↑	5% ↓	5%	6%	5%	5%	6%
Negatively	41%	34% ↓	41%	45% ↑	36% ↓	32% ↓	53% ↑	41% ↓	48% ↑
Mixture of positive and negative	36%	34%	36%	35%	39% ↑	36%	24% ↓	36% ↑	34%
Unaffected	14%	17% ↑	13% ↓	12% ↓	17% ↑	22% ↑	15%	15% ↑	7% ↓
Unsure	3%	9% ↑	4%	2% ↓	4%	4%	3%	3%	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.

Q62_9. COVID-19 has impacted my...Medical training overall

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 16950	Interns n = 960	Prevoc. & unaccredited n = 4362	Specialist non-GP n = 7377	Specialist GP n = 2651	IMGs n = 1600	Yes n = 152	No n = 16490	Prefer not to say n = 293
Positively	2%	1% ↓	2%	2% ↓	3%	5% ↑	2%	2%	3%
Negatively	42%	29% ↓	43% ↑	47% ↑	36% ↓	33% ↓	53% ↑	42% ↓	50% ↑
Mixture of positive and negative	39%	42% ↑	39%	39%	42% ↑	38%	31% ↓	40% ↑	35%
Unaffected	12%	17% ↑	11% ↓	10% ↓	16% ↑	19% ↑	8%	12% ↑	6% ↓
Unsure	4%	11% ↑	5% ↑	3% ↓	4%	4%	7%	4%	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.

B2.11 Profile

Q1. What is your postgraduate year?

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 20397	Interns n = 1152	Prevoc. & unaccredited n = 5402	Specialist non-GP n = 8737	Specialist GP n = 3107	IMGs n = 1867	Yes n = 153	No n = 16649	Prefer not to say n = 306
Average	5.7	1.1 ↓	4.3 ↓	6.9 ↑	6.2 ↑	6.1 ↑	5.2 ↓	5.7	6.3 ↑
Standard Deviation	3.0	0.5	2.6	2.4	2.8	3.4	2.9	3.0	3.0

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:

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 20399	Interns n = 1152	Prevoc. & unaccredited n = 5402	Specialist non-GP n = 8738	Specialist GP n = 3107	IMGs n = 1868	Yes n = 153	No n = 16651	Prefer not to say n = 306
Full time	88%	99% ↑	89% ↑	89% ↑	76% ↓	94% ↑	83%	88%	88%
Part time	10%		6% ↓	10%	23% ↑	5% ↓	15% ↑	10%	9%
Casually	2%		5% ↑	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.

Q3. Are you in a college training program?									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17422	Interns n<10^	Prevoc. & unaccredited n = 5448	Specialist non-GP n = 8846	Specialist GP n = 3128	IMGs n<10^	Yes n = 131	No n = 14297	Prefer not to say n = 263
Yes	69%			100% ↑	100% ↑		74%	69%	73%
No	31%			100% ↑			26%	31%	27%

^ 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?									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 20525	Interns n = 1187	Prevoc. & unaccredited n = 5448	Specialist non-GP n = 8846	Specialist GP n = 3128	IMGs n = 1916	Yes n = 158	No n = 16866	Prefer not to say n = 309
NSW	30%	24% ↓	29%	30%	33% ↑	28% ↓	44% ↑	30% ↓	31%
Vic.	25%	21% ↓	26% ↑	26% ↑	19% ↓	28% ↑	10% ↓	25% ↑	25%
QLD	21%	22%	21%	22%	22%	17% ↓	21%	21%	23%
WA	10%	12%	11% ↑	9% ↓	11%	11%	9%	10%	10%
SA	7%	10% ↑	7%	7%	7%	8%		7%	6%
ACT	2%	3% ↑	2%	2% ↑	1% ↓	2%		2%	
Tas.	3%	4% ↑	2% ↓	2% ↓	3% ↑	5% ↑		3%	
NT	2%	3%	2%	1% ↓	2% ↑	2%		2%	

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

Q5a. Is your current term/rotation/placement/position in a hospital?									
	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 20387	Interns n = 1182	Prevoc. & unaccredited n = 5400	Specialist non-GP n = 8776	Specialist GP n = 3127	IMGs n = 1902	IMGs n = 1902	Yes n = 158	No n = 16859
Yes	80%	97% ↑	92% ↑	92% ↑	24% ↓	72% ↓	72% ↓	69% ↓	80% ↑
No	20%	3% ↓	8% ↓	8% ↓	76% ↑	28% ↑	28% ↑	31% ↑	20% ↓

↑↓ 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...?

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 20171	Interns n = 1167	Prevoc. & unaccredited n = 5332	Specialist non-GP n = 8659	Specialist GP n = 3124	IMGs n = 1889	Yes n = 158	No n = 16841	Prefer not to say n = 309
Metropolitan area (e.g. capital city - Sydney, Melbourne, Brisbane, Adelaide, Perth, Darwin, Hobart, Canberra)	68%	68%	73% ↑	79% ↑	38% ↓	55% ↓	54% ↓	68% ↑	62%
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)	26%	29% ↑	24% ↓	20% ↓	37% ↑	36% ↑	35% ↑	26%	25%
Rural area (e.g. more than 15km from the closest town with a population of at least 15,000)	6%	2% ↓	2% ↓	1% ↓	23% ↑	8% ↑	7%	6%	5%
Do not wish to specify	1%		1%	1% ↓	1% ↑	1% ↑		1% ↓	8% ↑

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?

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 20206	Interns n = 1191	Prevoc. & unaccredited n = 5328	Specialist non-GP n = 8665	Specialist GP n = 3128	IMGs n = 1894	Yes n = 158	No n = 16866	Prefer not to say n = 309
Intern	6%	100% ↑				1% ↓	14% ↑	6% ↓	6%
Resident Medical Officer / Hospital Medical Officer	24%		58% ↑	7% ↓	13% ↓	36% ↑	15% ↓	24% ↑	14% ↓
Principal House Officer	3%		7% ↑	1% ↓	2% ↓	3%		3%	4%
Career Medical Officer	1%		3% ↑	1% ↓	1%	1%		2%	
Registrar	52%		5% ↓	86% ↑	75% ↑	21% ↓	54%	52% ↓	59% ↑
Unaccredited Registrar	7%		22% ↑	1% ↓	2% ↓	10% ↑		8%	9%
Specialist	1%					7% ↑		1%	
Other	6%		5% ↓	4% ↓	7% ↑	20% ↑		6%	7%

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...?

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17316	Interns n = 970	Prevoc. & unaccredited n = 4516	Specialist non-GP n = 7454	Specialist GP n = 2704	IMGs n = 1672	Yes n = 158	No n = 16846	Prefer not to say n = 308
Woman or female	51%	57% ↑	49% ↓	51%	54% ↑	50%	50%	52% ↑	11% ↓
Man or male	46%	41% ↓	49% ↑	46%	44% ↓	48%	48%	47% ↑	19% ↓
Non-binary	0%		0%	0%				0% ↓	
Prefer not to say	2%	2%	2%	3% ↑	2% ↓	2%		1% ↓	68% ↑

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?

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17332	Interns n = 970	Prevoc. & unaccredited n = 4519	Specialist non-GP n = 7464	Specialist GP n = 2708	IMGs n = 1671	Yes n = 158	No n = 16862	Prefer not to say n = 308
NET 20 to 29	30%	80% ↑	30%	28%	28% ↓	33%	25%	30% ↑	9% ↓
NET 30 to 39	50%	16% ↓	50%	51%	50%	44% ↓	44%	51% ↑	17% ↓
NET 40 +	17%	3% ↓	17%	16%	19% ↑	20%	28% ↑	17%	7% ↓
Prefer not to say	3%	2% ↓	3%	5% ↑	3%			2% ↓	67% ↑
Average	33.5	27.5 ↓	31.2 ↓	33.7 ↑	36.5 ↑	38.0 ↑	35.3 ↑	33.5 ↓	34.1
Standard Deviation	6.3	4.4	5.7	5.4	7.0	6.1	7.0	6.3	6.4

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.

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

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17333	Interns n = 970	Prevoc. & unaccredited n = 4518	Specialist non-GP n = 7465	Specialist GP n = 2708	IMGs n = 1672	Yes n = 158	No n = 16866	Prefer not to say n = 309
NET Yes	1%	2% ↑	1%	1% ↓	2% ↑		100% ↑		
No	97%	96% ↓	98%	97%	97%	98%		100% ↑	
Prefer not to say	2%	2%	2%	2% ↑	1%	2%			100% ↑

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?

	Doctor in training cohort						Identify as an Australian Aboriginal and/or Torres Strait Islander person		
	Total n = 17579	Interns n = 968	Prevoc. & unaccredited n = 4519	Specialist non-GP n = 7456	Specialist GP n = 2710	IMGs n = 1926	Yes n = 158	No n = 16850	Prefer not to say n = 309
Yes - Australia	33%	3% ↓	21% ↓	25% ↓	42% ↑	100% ↑		33% ↑	30%
Yes - New Zealand	66%	97% ↑	79% ↑	74% ↑	58% ↓		94% ↑	67% ↓	70%
No - Elsewhere	1%		1%	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.

B3 2021 Detailed tables – College

Q15. How many years have you been in the college training program?														
	Addiction medicine - RACP n = 50	Anaesthesia - ANZCA n = 700	Dermatology - ACD n = 60	Emergency medicine - ACEM n = 1499	General practice - ACRRM n = 511	General practice - RACGP n = 2599	Intensive care medicine - CICM n = 564	Medical administration - RACMA n = 73	Obstetrics and gynaecology - RANZCOG n = 367	Occupational and environmental medicine - RACP n = 43	Ophthalmology - RANZCO n = 75	Paediatrics and child health - RACP n = 883	Pain medicine - ANZCA n = 34	Palliative medicine - RACP n = 84
Average	2.6 ↓	3.0 ↓	3.0	3.9 ↑	2.6	2.1 ↓	4.1	2.5	3.8	3.4	3.1	4.3 ↑	1.9 ↓	2.3 ↓
Standard Deviation	1.6	1.7	1.6	2.4	1.7	1.3	2.6	1.8	2.2	2.3	1.7	2.6	1.7	1.4
	Pathology - RCPA n = 250	Physician - RACP n = 2166	Psychiatry - RANZCP n = 935	Public health medicine - RACP n = 44	Radiation oncology - RANZCR n = 78	Radiology - RANZCR n = 226	Rehabilitation medicine - RACP n = 115	Sexual health medicine - RACP n = 15!	Sports and exercise medicine - ACSEP n = 33	Surgery - Oral and maxillofacial surgery - RACDS n = 21!	Surgery - RACS n = 525	Total - ANZCA n = 735	Total - RACP n = 3367	Total - RANZCR n = 305
Average	2.9 ↓	3.7 ↑	3.6	2.8	3.5	3.1	3.6	2.5	3.3	2.9	3.2	3.0	3.8 ↑	3.3
Standard Deviation	1.7	2.2	2.2	2.1	1.7	1.7	2.1	1.3	1.7	2.0	1.8	1.8	2.3	1.8

^ 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.

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 = 51	Anaesthesia - ANZCA n = 692	Dermatology - ACD n = 58	Emergency medicine - ACEM n = 1498	General practice - ACRRM n = 501	General practice - RACGP n = 2542	Intensive care medicine - CICM n = 560	Medical administration - RACMA n = 71	Obstetrics and gynaecology - RANZCOG n = 362	Occupational and environmental medicine - RACP n = 43	Ophthalmology - RANZCO n = 69	Paediatrics and child health - RACP n = 880	Pain medicine - ANZCA n = 34	Palliative medicine - RACP n = 81
Strongly Agree	29%	64% ↑	50%	39%	34%	30% ↓	45% ↑	30%	48% ↑	26%	59% ↑	20% ↓	65% ↑	28%
Agree	61%	33% ↓	41%	55% ↑	52%	58% ↑	48%	54%	48%	56%	41%	63% ↑	26% ↓	60%
Neither Agree nor Disagree	6%	2% ↓	9%	4% ↓	10% ↑	9% ↑	5%	7%	4% ↓	12%	0% ↓	10% ↑	6%	10%
Disagree	4%	1% ↓	0%	2% ↓	3%	2% ↓	1% ↓	6%	1% ↓	5%	0%	5% ↑	3%	1%
Strongly Disagree	0%	0%	0%	1%	1%	1%	1%	4% ↑	0%	2%	0%	2%	0%	0%
NET Strongly Agree + Agree	90%	97% ↑	91%	93% ↑	86% ↓	88% ↓	93% ↑	83%	95% ↑	81%	100% ↑	83% ↓	91%	89%
NET Strongly Disagree + Disagree	4%	1% ↓	0%	3% ↓	4%	3%	2% ↓	10% ↑	1% ↓	7%	0%	6% ↑	3%	1%
Average	4.2	4.6 ↑	4.4	4.3	4.2	4.1	4.4	4.0	4.4	4.0	4.6	3.9	4.5	4.2
Standard Deviation	0.7	0.6	0.6	0.7	0.8	0.8	0.7	1.0	0.6	0.9	0.5	0.8	0.7	0.6
	Pathology - RCPA n = 243	Physician - RACP n = 2143	Psychiatry - RANZCP n = 929	Public health medicine - RACP n = 43	Radiation oncology - RANZCR n = 77	Radiology - RANZCR n = 223	Rehabilitation medicine - RACP n = 113	Sexual health medicine - RACP n = 15!	Sports and exercise medicine - ACSEP n = 33	Surgery - Oral and maxillofacial surgery - RACDS n = 22!	Surgery - RACS n = 528	Total - ANZCA n = 723	Total - RACP n = 3335	Total - RANZCR n = 300
Strongly Agree	37%	24% ↓	36%	19% ↓	36%	38%	15% ↓	33%	55%	36%	51% ↑	65% ↑	23% ↓	38%
Agree	53%	61% ↑	52%	60%	58%	51%	70% ↑	60%	42%	45%	42% ↓	32% ↓	62% ↑	53%
Neither Agree nor Disagree	5%	9% ↑	6%	14%	4%	7%	10%	7%	0%	9%	4% ↓	2% ↓	9% ↑	6%
Disagree	3%	4% ↑	4% ↑	7%	0%	4%	4%	0%	0%	5%	2%	1% ↓	4% ↑	3%
Strongly Disagree	2%	2% ↑	2% ↑	0%	1%	0%	2%	0%	3%	5%	2%	0% ↓	2% ↑	1%
NET Strongly Agree + Agree	90%	85% ↓	88%	79% ↓	95%	89%	85%	93%	97%	82%	93% ↑	97% ↑	85% ↓	90%
NET Strongly Disagree + Disagree	5%	6% ↑	6% ↑	7%	1%	4%	5%	0%	3%	9%	3%	1% ↓	6% ↑	3%
Average	4.2 ↑	4.0 ↓	4.1	3.9	4.3	4.2	3.9	4.3	4.5	4.0	4.4	4.6 ↑	4.0 ↓	4.2
Standard Deviation	0.8	0.8	0.9	0.8	0.7	0.8	0.7	0.6	0.8	1.0	0.8	0.6	0.8	0.7

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

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 = 51	Anaesthesia - ANZCA n = 691	Dermatology - ACD n = 58	Emergency medicine - ACEM n = 1497	General practice - ACRRM n = 503	General practice - RACGP n = 2547	Intensive care medicine - CICM n = 560	Medical administration - RACMA n = 71	Obstetrics and gynaecology - RANZCOG n = 362	Occupational and environmental medicine - RACP n = 42	Ophthalmology - RANZCO n = 69	Paediatrics and child health - RACP n = 877	Pain medicine - ANZCA n = 34	Palliative medicine - RACP n = 80
Strongly Agree	27%	54% ↑	31%	34%	28% ↓	29% ↓	35%	44% ↑	30%	43%	49% ↑	20% ↓	53% ↑	25%
Agree	59%	39% ↓	48%	56% ↑	54%	60% ↑	48% ↓	45%	55%	45%	42%	66% ↑	41%	68% ↑
Neither Agree nor Disagree	12%	3% ↓	9%	6%	13% ↑	9% ↑	8%	1%	7%	10%	1%	7%	3%	5%
Disagree	0%	2% ↓	10% ↑	2% ↓	3%	2% ↓	5%	3%	6%	2%	6%	5%	3%	1%
Strongly Disagree	2%	1%	2%	1% ↓	2%	1% ↓	4% ↑	7% ↑	1%	0%	1%	2%	0%	1%
NET Strongly Agree + Agree	86%	93% ↑	79%	90% ↑	82% ↓	89% ↑	84%	89%	86%	88%	91%	86%	94%	93%
NET Strongly Disagree + Disagree	2%	3% ↓	12%	3% ↓	5%	3% ↓	8%	10%	7%	2%	7%	7%	3%	3%
Average	4.1	4.4 ↑	4.0	4.2	4.0	4.1	4.1	4.2	4.1	4.3	4.3	4.0	4.4	4.1
Standard Deviation	0.8	0.8	1.0	0.7	0.9	0.7	1.0	1.1	0.8	0.7	0.9	0.8	0.7	0.7
	Pathology - RCPA n = 244	Physician - RACP n = 2141	Psychiatry - RANZCP n = 927	Public health medicine - RACP n = 43	Radiation oncology - RANZCR n = 77	Radiology - RANZCR n = 223	Rehabilitation medicine - RACP n = 112	Sexual health medicine - RACP n = 15!	Sports and exercise medicine - ACSEP n = 33	Surgery - Oral and maxillofacial surgery - RACDS n = 22!	Surgery - RACS n = 527	Total - ANZCA n = 722	Total - RACP n = 3327	Total - RANZCR n = 300
Strongly Agree	32%	23% ↓	32%	19% ↓	26%	33%	12% ↓	20%	48%	23%	39% ↑	54% ↑	22% ↓	31%
Agree	55%	64% ↑	54%	65%	66% ↑	56%	70% ↑	47%	36%	45%	49% ↓	39% ↓	64% ↑	58%
Neither Agree nor Disagree	6%	8%	7%	7%	8%	5%	11%	13%	6%	14%	7%	3% ↓	8%	6%
Disagree	5%	4%	4%	9%	0%	4%	6%	20%	9%	5%	3%	2% ↓	4%	3%
Strongly Disagree	2%	2%	3% ↑	0%	0%	2%	2%	0%	0%	14%	2%	1%	2%	2%
NET Strongly Agree + Agree	87%	86%	86%	84%	92%	88%	81%	67%	85%	68%	88%	93% ↑	86%	89%
NET Strongly Disagree + Disagree	7%	6%	7%	9%	0% ↓	6%	8%	20%	9%	18%	5%	3% ↓	6%	5%
Average	4.1	4.0	4.1	3.9	4.2	4.1	3.8	3.7	4.2	3.6	4.2	4.4 ↑	4.0 ↓	4.1
Standard Deviation	0.9	0.8	0.9	0.8	0.6	0.9	0.8	1.0	0.9	1.3	0.8	0.8	0.8	0.8

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

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 = 51	Anaesthesia - ANZCA n = 691	Dermatology - ACD n = 58	Emergency medicine - ACEM n = 1499	General practice - ACRRM n = 499	General practice - RACGP n = 2550	Intensive care medicine - CICM n = 560	Medical administration - RACMA n = 71	Obstetrics and gynaecology - RANZCOG n = 362	Occupational and environmental medicine - RACP n = 43	Ophthalmology - RANZCO n = 70	Paediatrics and child health - RACP n = 879	Pain medicine - ANZCA n = 34	Palliative medicine - RACP n = 81
Strongly Agree	37%	61% ↑	41%	32%	29% ↓	28% ↓	38%	25%	38%	40%	60% ↑	18% ↓	59% ↑	30%
Agree	57%	36% ↓	55%	59% ↑	55%	60% ↑	54%	58%	56%	44%	39% ↓	69% ↑	32% ↓	67%
Neither Agree nor Disagree	2%	2% ↓	2%	6%	11% ↑	9% ↑	5%	11%	4%	9%	1%	8% ↑	6%	2%
Disagree	2%	0% ↓	0%	1%	3% ↑	3% ↑	2%	3%	2%	7% ↑	0%	4% ↑	0%	1%
Strongly Disagree	2%	1%	2%	1%	1%	1% ↓	1%	3%	0% ↓	0%	0%	1%	3%	0%
NET Strongly Agree + Agree	94%	97% ↑	97%	92%	85% ↓	88% ↓	92%	83% ↓	94% ↑	84%	99% ↑	87% ↓	91%	96%
NET Strongly Disagree + Disagree	4%	1% ↓	2%	3%	4%	3%	3%	6%	2%	7%	0%	5% ↑	3%	1%
Average	4.3	4.6 ↑	4.3	4.2	4.1	4.1	4.3	4.0	4.3	4.2	4.6	4.0	4.4	4.2
Standard Deviation	0.8	0.6	0.7	0.7	0.8	0.7	0.8	0.9	0.6	0.9	0.5	0.7	0.9	0.6
	Pathology - RCPA n = 244	Physician - RACP n = 2145	Psychiatry - RANZCP n = 929	Public health medicine - RACP n = 43	Radiation oncology - RANZCR n = 77	Radiology - RANZCR n = 224	Rehabilitation medicine - RACP n = 113	Sexual health medicine - RACP n = 15!	Sports and exercise medicine - ACSEP n = 33	Surgery - Oral and maxillofacial surgery - RACDS n = 22!	Surgery - RACS n = 527	Total - ANZCA n = 722	Total - RACP n = 3336	Total - RANZCR n = 301
Strongly Agree	29%	22% ↓	34%	16% ↓	29%	30%	14% ↓	33%	45%	18%	46% ↑	61% ↑	21% ↓	30%
Agree	60%	68% ↑	56%	74% ↑	68% ↑	57%	73% ↑	53%	48%	64%	48% ↓	36% ↓	68% ↑	60%
Neither Agree nor Disagree	7%	7% ↑	6%	7%	4%	8%	9%	13%	6%	5%	4%	2% ↓	7% ↑	7%
Disagree	2%	2%	2%	0%	0%	4%	4%	0%	0%	5%	1% ↓	0% ↓	3% ↑	3%
Strongly Disagree	2%	1%	2%	2%	0%	1%	1%	0%	0%	9%	1%	1%	1%	1%
NET Strongly Agree + Agree	89%	90%	90%	91%	96%	87%	87%	87%	94%	82%	94% ↑	97% ↑	89% ↓	89%
NET Strongly Disagree + Disagree	4%	3%	4%	2%	0%	4%	4%	0%	0%	14%	2% ↓	1% ↓	4%	3%
Average	4.1	4.1 ↓	4.2	4.0	4.2	4.1	4.0	4.2	4.4	3.8	4.4	4.6 ↑	4.1 ↓	4.1
Standard Deviation	0.8	0.7	0.8	0.7	0.5	0.8	0.7	0.7	0.6	1.1	0.7	0.6	0.7	0.7

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

Q22_1. Thinking about how [College] communicates with you about your training program, to what extent do you agree or disagree with the following statements? - My College clearly communicates the requirements of my training program

	Addiction medicine - RACP n = 52	Anaesthesia - ANZCA n = 691	Dermatology - ACD n = 59	Emergency medicine - ACEM n = 1493	General practice - ACRRM n = 503	General practice - RACGP n = 2547	Intensive care medicine - CICM n = 563	Medical administration - RACMA n = 73	Obstetrics and gynaecology - RANZCOG n = 361	Occupational and environmental medicine - RACP n = 43	Ophthalmology - RANZCO n = 71	Paediatrics and child health - RACP n = 876	Pain medicine - ANZCA n = 34	Palliative medicine - RACP n = 80
Strongly Agree	27%	42% ↑	37% ↑	24%	24%	22% ↓	32% ↑	21%	25%	16%	44% ↑	7% ↓	47% ↑	20%
Agree	48%	46% ↓	53%	59% ↑	52%	54%	50%	38% ↓	58%	53%	45%	51%	44%	58%
Neither Agree nor Disagree	17%	9% ↓	7%	10% ↓	15%	16% ↑	11%	21% ↑	12%	19%	7%	21% ↑	3%	15%
Disagree	6%	3% ↓	3%	5% ↓	7%	6% ↓	6%	12%	4% ↓	9%	3%	17% ↑	6%	6%
Strongly Disagree	2%	1% ↓	0%	1% ↓	3%	2% ↓	1%	8% ↑	1% ↓	2%	1%	4% ↑	0%	1%
NET Strongly Agree + Agree	75%	87% ↑	90% ↑	83% ↑	76%	77%	82% ↑	59% ↓	83% ↑	70%	89% ↑	58% ↓	91%	78%
NET Strongly Disagree + Disagree	8%	4% ↓	3%	7% ↓	9%	8% ↓	7% ↓	21% ↑	5% ↓	12%	4%	21% ↑	6%	8%
Average	3.9	4.2 ↑	4.2	4.0	3.9 ↑	3.9	4.1	3.5	4.0	3.7	4.3	3.4	4.3	3.9
Standard Deviation	0.9	0.8	0.7	0.8	0.9	0.9	0.9	1.2	0.8	0.9	0.8	1.0	0.8	0.8

	Pathology - RCPA n = 242	Physician - RACP n = 2134	Psychiatry - RANZCP n = 932	Public health medicine - RACP n = 43	Radiation oncology - RANZCR n = 77	Radiology - RANZCR n = 223	Rehabilitation medicine - RACP n = 113	Sexual health medicine - RACP n = 15!	Sports and exercise medicine - ACSEP n = 33	Surgery - Oral and maxillofacial surgery - RACDS n = 21!	Surgery - RACS n = 525	Total - ANZCA n = 722	Total - RACP n = 3324	Total - RANZCR n = 300
Strongly Agree	27%	12% ↓	24%	14%	21%	19%	8% ↓	13%	27%	19%	37% ↑	42% ↑	11% ↓	20%
Agree	54%	58% ↑	52%	58%	62%	58%	65% ↑	47%	70%	48%	47% ↓	45% ↓	56% ↑	59% ↑
Neither Agree nor Disagree	10%	16% ↑	12%	9%	10%	13%	18%	20%	3%	10%	10%	8% ↓	18% ↑	13%
Disagree	6%	10% ↑	8%	14%	3%	4%	7%	20%	0%	19%	4% ↓	3% ↓	12% ↑	4% ↓
Strongly Disagree	2%	4% ↑	4% ↑	5%	4%	5% ↑	2%	0%	0%	5%	2%	1% ↓	4% ↑	5% ↑
NET Strongly Agree + Agree	81%	70% ↓	76%	72%	83%	77%	73%	60%	97% ↑	67%	83% ↑	87% ↑	67% ↓	79%
NET Strongly Disagree + Disagree	8%	14% ↑	12% ↑	19%	6%	9%	9%	20%	0%	24%	7% ↓	4% ↓	15% ↑	9%
Average	4.0 ↑	3.6 ↓	3.8	3.6	3.9	3.8	3.7	3.5	4.2	3.6	4.1	4.2 ↑	3.6 ↓	3.8
Standard Deviation	0.9	0.9	1.0	1.0	0.9	1.0	0.8	1.0	0.5	1.2	0.9	0.8	1.0	0.9

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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 = 51	Anaesthesia - ANZCA n = 687	Dermatology - ACD n = 59	Emergency medicine - ACEM n = 1492	General practice - ACRRM n = 502	General practice - RACGP n = 2542	Intensive care medicine - CICM n = 557	Medical administration - RACMA n = 73	Obstetrics and gynaecology - RANZCOG n = 360	Occupational and environmental medicine - RACP n = 43	Ophthalmology - RANZCO n = 71	Paediatrics and child health - RACP n = 872	Pain medicine - ANZCA n = 33	Palliative medicine - RACP n = 79
Strongly Agree	25%	31% ↑	27%	23%	22%	21%	30% ↑	23%	17%	14%	37% ↑	5% ↓	42% ↑	16%
Agree	47%	45% ↓	53%	58% ↑	48%	52% ↑	47%	40%	55% ↑	44%	41%	42% ↓	39%	48%
Neither Agree nor Disagree	16%	14% ↓	10%	14% ↓	21% ↑	18%	15%	16%	20%	16%	17%	28% ↑	12%	28% ↑
Disagree	10%	7% ↓	8%	4% ↓	7% ↓	7% ↓	6% ↓	15%	6%	21% ↑	3%	18% ↑	0%	8%
Strongly Disagree	2%	3%	2%	2% ↓	3%	3% ↓	2% ↓	5%	1% ↓	5%	3%	7% ↑	6%	0%
NET Strongly Agree + Agree	73%	76% ↑	80%	80% ↑	70%	73% ↑	77% ↑	63%	72%	58%	77%	47% ↓	82%	65%
NET Strongly Disagree + Disagree	12%	10% ↓	10%	6% ↓	10% ↓	9% ↓	8% ↓	21% ↑	8% ↓	26% ↑	6%	25% ↑	6%	8%
Average	3.8	3.9	3.9	4.0	3.8 ↑	3.8	4.0	3.6	3.8	3.4	4.1	3.2 ↓	4.1 ↑	3.7
Standard Deviation	1.0	1.0	0.9	0.8	1.0	0.9	0.9	1.2	0.8	1.1	1.0	1.0	1.1	0.8
	Pathology - RCPA n = 240	Physician - RACP n = 2122	Psychiatry - RANZCP n = 927	Public health medicine - RACP n = 43	Radiation oncology - RANZCR n = 77	Radiology - RANZCR n = 223	Rehabilitation medicine - RACP n = 113	Sexual health medicine - RACP n = 15!	Sports and exercise medicine - ACSEP n = 33	Surgery - Oral and maxillofacial surgery - RACDS n = 21!	Surgery - RACS n = 525	Total - ANZCA n = 717	Total - RACP n = 3306	Total - RANZCR n = 300
Strongly Agree	22%	9% ↓	20%	12%	22%	22%	4% ↓	7%	36% ↑	14%	29% ↑	32% ↑	9% ↓	22%
Agree	53%	49%	49%	49%	53%	58% ↑	60% ↑	60%	48%	33%	47%	45% ↓	47%	57% ↑
Neither Agree nor Disagree	15%	22% ↑	15%	16%	16%	11% ↓	23%	20%	12%	24%	11% ↓	14% ↓	24% ↑	12% ↓
Disagree	8%	14% ↑	10%	21% ↑	8%	4% ↓	11%	13%	0%	14%	7%	7% ↓	15% ↑	5% ↓
Strongly Disagree	3%	6% ↑	6% ↑	2%	1%	5%	2%	0%	3%	14%	6% ↑	3%	5% ↑	4%
NET Strongly Agree + Agree	74%	58% ↓	69%	60%	75%	80% ↑	65%	67%	85%	48%	76% ↑	76% ↑	56% ↓	79% ↑
NET Strongly Disagree + Disagree	10%	20% ↑	16% ↑	23% ↑	9%	9%	12%	13%	3%	29%	13%	10% ↓	20% ↑	9% ↓
Average	3.8 ↑	3.4 ↓	3.7	3.5	3.9	3.9	3.5	3.6	4.2	3.2	3.9	3.9	3.4 ↓	3.9
Standard Deviation	0.9	1.0	1.1	1.0	0.9	1.0	0.8	0.8	0.9	1.3	1.1	1.0	1.0	0.9

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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 = 52	Anaesthesia - ANZCA n = 692	Dermatology - ACD n = 58	Emergency medicine - ACEM n = 1493	General practice - ACRRM n = 504	General practice - RACGP n = 2548	Intensive care medicine - CICM n = 563	Medical administration - RACMA n = 73	Obstetrics and gynaecology - RANZCOG n = 361	Occupational and environmental medicine - RACP n = 43	Ophthalmology - RANZCO n = 71	Paediatrics and child health - RACP n = 877	Pain medicine - ANZCA n = 34	Palliative medicine - RACP n = 81
Strongly Agree	29%	31% ↑	41% ↑	25%	28%	22% ↓	33% ↑	30%	24%	21%	45% ↑	7% ↓	50% ↑	20%
Agree	54%	48% ↓	53%	56%	49% ↓	47% ↓	54%	49%	57%	65%	42% ↓	55%	44%	58%
Neither Agree nor Disagree	10%	12%	5%	12%	12%	17% ↑	8% ↓	8%	11%	12%	10%	18% ↑	3%	12%
Disagree	0%	6%	0% ↓	6%	10% ↑	11% ↑	4% ↓	7%	7%	2%	1%	16% ↑	3%	6%
Strongly Disagree	8% ↑	2%	0%	1% ↓	2%	4% ↑	1%	5%	1% ↓	0%	1%	5% ↑	0%	4%
NET Strongly Agree + Agree	83%	79%	95% ↑	81%	77%	69% ↓	87% ↑	79%	81%	86%	87%	62% ↓	94% ↑	78%
NET Strongly Disagree + Disagree	8%	9%	0% ↓	7% ↓	11%	14% ↑	5% ↓	12%	8%	2%	3%	20% ↑	3%	10%
Average	4.0	4.0	4.4	4.0	3.9 ↑	3.7	4.1	3.9	4.0	4.0	4.3	3.4 ↓	4.4	3.8
Standard Deviation	1.0	1.0	0.6	0.8	1.0	1.0	0.8	1.1	0.8	0.7	0.8	1.0	0.7	0.9
	Pathology - RCPA n = 241	Physician - RACP n = 2134	Psychiatry - RANZCP n = 932	Public health medicine - RACP n = 43	Radiation oncology - RANZCR n = 77	Radiology - RANZCR n = 223	Rehabilitation medicine - RACP n = 113	Sexual health medicine - RACP n = 15!	Sports and exercise medicine - ACSEP n = 33	Surgery - Oral and maxillofacial surgery - RACDS n = 21!	Surgery - RACS n = 525	Total - ANZCA n = 723	Total - RACP n = 3325	Total - RANZCR n = 300
Strongly Agree	32% ↑	11% ↓	28%	12% ↓	19%	17% ↓	5% ↓	20%	48% ↑	19%	35% ↑	32% ↑	11% ↓	18% ↓
Agree	54%	53%	53%	58%	55%	53%	67% ↑	67%	48%	62%	53%	48% ↓	54%	53%
Neither Agree nor Disagree	6% ↓	18% ↑	11%	9%	21% ↑	17% ↑	19% ↑	7%	3%	10%	8% ↓	12%	18% ↑	18% ↑
Disagree	5%	13% ↑	5% ↓	16% ↑	5%	9%	7%	7%	0%	5%	2% ↓	6%	13% ↑	8%
Strongly Disagree	2%	5% ↑	3%	5%	0%	4%	2%	0%	0%	5%	2%	2%	5% ↑	3%
NET Strongly Agree + Agree	86% ↑	64% ↓	81%	70%	74%	70% ↓	73%	87%	97% ↑	81%	88% ↑	80%	65% ↓	71% ↓
NET Strongly Disagree + Disagree	7%	18% ↑	8%	21% ↑	5%	13% ↑	9%	7%	0%	10%	4% ↓	8%	18% ↑	11%
Average	4.1 ↑	3.5 ↓	4.0	3.6	3.9	3.7	3.7	4.0	4.5	3.9	4.2	4.0	3.5 ↓	3.8
Standard Deviation	0.9	1.0	0.9	1.1	0.8	1.0	0.8	0.8	0.6	1.0	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.

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 = 46	Anaesthesia - ANZCA n = 681	Dermatology - ACD n = 59	Emergency medicine - ACEM n = 1484	General practice - ACRRM n = 506	General practice - RACGP n = 2515	Intensive care medicine - CICM n = 558	Medical administration - RACMA n = 72	Obstetrics and gynaecology - RANZCOG n = 360	Occupational and environmental medicine - RACP n = 43	Ophthalmology - RANZCO n = 71	Paediatrics and child health - RACP n = 863	Pain medicine - ANZCA n = 34	Palliative medicine - RACP n = 80
Strongly Agree	17%	10%	15%	11%	14% ↑	11%	13%	10%	10%	9%	20% ↑	2%	29% ↑	5%
Agree	43%	36%	41%	51% ↑	34% ↓	38%	44% ↑	46%	45% ↑	28%	44%	34% ↓	35%	40%
Neither Agree nor Disagree	26%	27%	27%	27%	33% ↑	31% ↑	26%	22%	24%	30%	20%	34% ↑	26%	33%
Disagree	7%	21% ↑	17%	9% ↓	16%	16%	14% ↓	15%	18%	21%	13%	25% ↑	3% ↓	20%
Strongly Disagree	7%	6%	0%	2% ↓	3% ↓	4% ↓	3%	7%	3%	12% ↑	4%	6%	6%	3%
NET Strongly Agree + Agree	61%	46%	56%	62% ↑	48%	49%	57% ↑	56%	54%	37%	63% ↑	35% ↓	65%	45%
NET Strongly Disagree + Disagree	13%	27% ↑	17%	11% ↓	19%	20% ↓	17% ↓	22%	21%	33%	17%	30% ↑	9%	23%
Average	3.6	3.2	3.5	3.6	3.4 ↑	3.4	3.5	3.4	3.4	3.0	3.6	3.0	3.8	3.3
Standard Deviation	1.1	1.1	1.0	0.9	1.0	1.0	1.0	1.1	1.0	1.2	1.1	0.9	1.1	0.9

	Pathology - RCPA n = 240	Physician - RACP n = 2119	Psychiatry - RANZCP n = 918	Public health medicine - RACP n = 41	Radiation oncology - RANZCR n = 76	Radiology - RANZCR n = 219	Rehabilitation medicine - RACP n = 111	Sexual health medicine - RACP n = 15!	Sports and exercise medicine - ACSEP n = 33	Surgery - Oral and maxillofacial surgery - RACDS n = 22!	Surgery - RACS n = 522	Total - ANZCA n = 712	Total - RACP n = 3283	Total - RANZCR n = 295
Strongly Agree	8%	5% ↓	9%	5%	5%	7%	4% ↓	7%	30% ↑	9%	15% ↑	11%	4% ↓	7% ↓
Agree	36%	39%	36% ↓	32%	55% ↑	38%	34%	27%	52%	23%	47% ↑	37%	37%	43%
Neither Agree nor Disagree	34% ↑	31% ↑	29%	32%	28%	35% ↑	42% ↑	20%	9% ↓	23%	20% ↓	27%	32% ↑	33% ↑
Disagree	18%	20% ↑	19%	24%	11%	16%	19%	33%	9%	36%	14% ↓	20%	21% ↑	14%
Strongly Disagree	4%	5%	7% ↑	7%	1%	4%	1%	13%	0%	9%	5%	6%	5%	3%
NET Strongly Agree + Agree	43% ↓	44% ↓	45% ↓	37%	61%	46%	38% ↓	33%	82% ↑	32%	62% ↑	47%	42% ↓	49%
NET Strongly Disagree + Disagree	23%	25% ↑	25% ↑	32%	12% ↓	19%	20%	47%	9%	45%	19% ↓	26% ↑	26% ↑	17% ↓
Average	3.2 ↑	3.2 ↓	3.2	3.0	3.5	3.3	3.2	2.8	4.0	2.9	3.5	3.3	3.1 ↓	3.4
Standard Deviation	1.0	1.0	1.1	1.0	0.8	0.9	0.8	1.2	0.9	1.2	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.

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 = 46	Anaesthesia - ANZCA n = 681	Dermatology - ACD n = 59	Emergency medicine - ACEM n = 1483	General practice - ACRRM n = 507	General practice - RACGP n = 2515	Intensive care medicine - CICM n = 558	Medical administration - RACMA n = 72	Obstetrics and gynaecology - RANZCOG n = 360	Occupational and environmental medicine - RACP n = 43	Ophthalmology - RANZCO n = 71	Paediatrics and child health - RACP n = 863	Pain medicine - ANZCA n = 34	Palliative medicine - RACP n = 80
Strongly Agree	20%	17%	32% ↑	13% ↓	16%	11% ↓	14%	14%	13%	16%	32% ↑	3% ↓	26%	5% ↓
Agree	46%	57%	58%	59% ↑	51%	47% ↓	54%	58%	68% ↑	53%	46%	50% ↓	41%	50%
Neither Agree nor Disagree	24%	18% ↓	5% ↓	23%	28% ↑	33% ↑	25%	14%	14% ↓	19%	18%	34% ↑	26%	33% ↑
Disagree	7%	6%	5%	5% ↓	4% ↓	7%	6%	8%	4% ↓	9%	1%	10% ↑	6%	11%
Strongly Disagree	4%	2%	0%	1% ↓	1%	2%	1% ↓	6%	1%	2%	1%	3%	0%	1%
NET Strongly Agree + Agree	65%	74% ↑	90% ↑	71% ↑	67%	58% ↓	68%	72%	81% ↑	70%	79%	54% ↓	68%	55% ↓
NET Strongly Disagree + Disagree	11%	8%	5%	5% ↓	5% ↓	9%	7%	14%	5% ↓	12%	3%	12% ↑	6%	13%
Average	3.7	3.8	4.2	3.8	3.8 ↑	3.6	3.7	3.7	3.9	3.7	4.1	3.4	3.9	3.5
Standard Deviation	1.0	0.9	0.7	0.8	0.8	0.9	0.8	1.0	0.7	0.9	0.8	0.8	0.9	0.8
	Pathology - RCPA n = 240	Physician - RACP n = 2119	Psychiatry - RANZCP n = 918	Public health medicine - RACP n = 40	Radiation oncology - RANZCR n = 76	Radiology - RANZCR n = 219	Rehabilitation medicine - RACP n = 111	Sexual health medicine - RACP n = 15!	Sports and exercise medicine - ACSEP n = 33	Surgery - Oral and maxillofacial surgery - RACDS n = 22!	Surgery - RACS n = 522	Total - ANZCA n = 712	Total - RACP n = 3282	Total - RANZCR n = 295
Strongly Agree	10% ↓	5% ↓	15%	5%	16%	12%	6% ↓	20%	27% ↑	9%	18% ↑	17% ↑	5% ↓	13%
Agree	45% ↓	45% ↓	58% ↑	70% ↑	70% ↑	59%	59%	40%	61%	36%	61% ↑	56%	47% ↓	62% ↑
Neither Agree nor Disagree	34% ↑	36% ↑	18% ↓	20%	12% ↓	22%	28%	13%	9%	32%	15% ↓	18% ↓	34% ↑	20%
Disagree	8%	12% ↑	7%	5%	3%	5%	6%	20%	3%	9%	4% ↓	6%	11% ↑	4%
Strongly Disagree	4%	3%	2%	0%	0%	1%	0%	7%	0%	14%	2%	2%	3%	1%
NET Strongly Agree + Agree	55% ↓	50% ↓	73% ↑	75%	86% ↑	72%	66%	60%	88% ↑	45%	79% ↑	73% ↑	52% ↓	75% ↑
NET Strongly Disagree + Disagree	11%	14% ↑	9%	5%	3% ↓	6%	6%	27%	3%	23%	7%	8%	13% ↑	5% ↓
Average	3.5 ↑	3.4 ↓	3.8	3.8	4.0	3.8	3.7	3.5	4.1	3.2	3.9	3.8	3.4 ↓	3.8
Standard Deviation	0.9	0.9	0.9	0.6	0.6	0.8	0.7	1.2	0.7	1.2	0.8	0.9	0.8	0.7

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

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 = 46	Anaesthesia - ANZCA n = 681	Dermatology - ACD n = 59	Emergency medicine - ACEM n = 1482	General practice - ACRRM n = 507	General practice - RACGP n = 2514	Intensive care medicine - CICM n = 558	Medical administration - RACMA n = 72	Obstetrics and gynaecology - RANZCOG n = 360	Occupational and environmental medicine - RACP n = 43	Ophthalmology - RANZCO n = 71	Paediatrics and child health - RACP n = 863	Pain medicine - ANZCA n = 34	Palliative medicine - RACP n = 80
Strongly Agree	15%	27% ↑	29% ↑	21% ↑	17%	13% ↓	22% ↑	24%	18%	16%	28% ↑	8% ↓	26%	8% ↓
Agree	61%	63%	58%	69% ↑	58% ↓	60% ↓	62%	58%	70% ↑	65%	61%	74% ↑	56%	76% ↑
Neither Agree nor Disagree	13%	6% ↓	10%	9% ↓	20% ↑	21% ↑	11%	8%	9%	9%	10%	14%	15%	14%
Disagree	7%	3% ↓	3%	2% ↓	4%	5%	3%	4%	3% ↓	7%	0%	3% ↓	3%	1%
Strongly Disagree	4%	1%	0%	0% ↓	1%	1%	1%	6% ↑	1%	2%	1%	1% ↓	0%	1%
NET Strongly Agree + Agree	76%	90% ↑	86%	89% ↑	75% ↓	73% ↓	85%	82%	88% ↑	81%	89%	82%	82%	84%
NET Strongly Disagree + Disagree	11%	4% ↓	3%	2% ↓	5%	6%	4% ↓	10%	3% ↓	9%	1%	4% ↓	3%	3%
Average	3.8	4.1	4.1	4.1	3.9	3.8	4.0	3.9	4.0	3.9	4.1	3.9	4.1	3.9
Standard Deviation	0.9	0.7	0.7	0.6	0.8	0.8	0.7	1.0	0.7	0.9	0.7	0.6	0.7	0.6
	Pathology - RCPA n = 240	Physician - RACP n = 2119	Psychiatry - RANZCP n = 918	Public health medicine - RACP n = 40	Radiation oncology - RANZCR n = 76	Radiology - RANZCR n = 219	Rehabilitation medicine - RACP n = 111	Sexual health medicine - RACP n = 15!	Sports and exercise medicine - ACSEP n = 33	Surgery - Oral and maxillofacial surgery - RACDS n = 22!	Surgery - RACS n = 522	Total - ANZCA n = 712	Total - RACP n = 3282	Total - RANZCR n = 295
Strongly Agree	16%	12% ↓	21% ↑	3% ↓	13%	16%	5% ↓	20%	33% ↑	9%	21% ↑	27% ↑	11% ↓	15%
Agree	66%	67% ↑	66%	70%	75% ↑	66%	75% ↑	40%	58%	50%	66%	63%	69% ↑	68%
Neither Agree nor Disagree	13%	15% ↑	8% ↓	10%	9%	15%	16%	13%	9%	14%	10%	6% ↓	15% ↑	13%
Disagree	3%	5%	4%	13% ↑	3%	2%	4%	27%	0%	18%	2% ↓	3% ↓	4%	2% ↓
Strongly Disagree	1%	1%	1%	5%	0%	1%	0%	0%	0%	9%	1%	1%	1% ↓	1%
NET Strongly Agree + Agree	83%	79% ↓	88% ↑	73%	88%	82%	80%	60%	91%	59%	87% ↑	90% ↑	80% ↓	83%
NET Strongly Disagree + Disagree	4%	6%	4% ↓	18% ↑	3%	4%	4%	27%	0%	27%	3% ↓	4% ↓	6% ↓	3% ↓
Average	3.9 ↑	3.8	4.0	3.5	4.0	3.9	3.8	3.5	4.2	3.3	4.0	4.1	3.8 ↓	3.9
Standard Deviation	0.7	0.7	0.7	0.9	0.6	0.7	0.6	1.1	0.6	1.2	0.7	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 = 46	Anaesthesia - ANZCA n = 681	Dermatology - ACD n = 59	Emergency medicine - ACEM n = 1484	General practice - ACRRM n = 507	General practice - RACGP n = 2515	Intensive care medicine - CICM n = 558	Medical administration - RACMA n = 72	Obstetrics and gynaecology - RANZCOG n = 360	Occupational and environmental medicine - RACP n = 43	Ophthalmology - RANZCO n = 71	Paediatrics and child health - RACP n = 863	Pain medicine - ANZCA n = 34	Palliative medicine - RACP n = 80
Strongly Agree	13%	17% ↑	27% ↑	10% ↓	14%	11%	14%	17%	15% ↑	12%	20% ↑	2% ↓	24% ↑	5%
Agree	33%	50% ↑	63% ↑	42% ↑	35%	41% ↑	45% ↑	46%	62% ↑	35%	41%	33% ↓	38%	35%
Neither Agree nor Disagree	35%	24% ↓	8% ↓	38%	39%	38% ↑	31% ↓	26%	19% ↓	37%	34%	43% ↑	29%	48% ↑
Disagree	15%	6% ↓	0% ↓	8% ↓	10%	8% ↓	8%	8%	4% ↓	9%	4%	16% ↑	9%	10%
Strongly Disagree	4%	3%	2%	3% ↓	2%	2% ↓	2%	3%	1% ↓	7%	1%	5% ↑	0%	3%
NET Strongly Agree + Agree	46%	67% ↑	90% ↑	51%	49%	51%	58% ↑	63% ↑	77% ↑	47%	61%	35% ↓	62%	40%
NET Strongly Disagree + Disagree	20%	9% ↓	2% ↓	11% ↓	12%	10% ↓	10% ↓	11%	4% ↓	16%	6% ↓	22% ↑	9%	13%
Average	3.3	3.7	4.1	3.5	3.5	3.5	3.6	3.7	3.9	3.3	3.7	3.1 ↓	3.8	3.3 ↑
Standard Deviation	1.0	0.9	0.7	0.9	0.9	0.9	0.9	1.0	0.7	1.0	0.9	0.9	0.9	0.8
	Pathology - RCPA n = 240	Physician - RACP n = 2118	Psychiatry - RANZCP n = 918	Public health medicine - RACP n = 40	Radiation oncology - RANZCR n = 76	Radiology - RANZCR n = 219	Rehabilitation medicine - RACP n = 111	Sexual health medicine - RACP n = 15!	Sports and exercise medicine - ACSEP n = 33	Surgery - Oral and maxillofacial surgery - RACDS n = 22!	Surgery - RACS n = 522	Total - ANZCA n = 712	Total - RACP n = 3281	Total - RANZCR n = 295
Strongly Agree	6% ↓	4% ↓	11%	3%	1% ↓	5% ↓	4% ↓	13%	27% ↑	9%	12%	18% ↑	4% ↓	4% ↓
Agree	35%	35% ↓	44% ↑	18% ↓	42%	22% ↓	47%	20%	42%	14%	48% ↑	49% ↑	35% ↓	27% ↓
Neither Agree nor Disagree	48% ↑	42% ↑	31% ↓	63% ↑	42%	48% ↑	40%	47%	21%	41%	31% ↓	24% ↓	42% ↑	46% ↑
Disagree	8%	15% ↑	10%	15%	8%	21% ↑	8%	13%	6%	23%	7% ↓	6% ↓	15% ↑	17% ↑
Strongly Disagree	3%	5% ↑	3%	3%	7%	4%	2%	7%	3%	14%	2%	3%	5% ↑	5%
NET Strongly Agree + Agree	41% ↓	39% ↓	55% ↑	20% ↓	43%	27% ↓	50%	33%	70% ↑	23%	60% ↑	67% ↑	38% ↓	32% ↓
NET Strongly Disagree + Disagree	11%	19% ↑	13%	18%	14%	25% ↑	10%	20%	9%	36%	9% ↓	9% ↓	19% ↑	22% ↑
Average	3.3	3.2 ↓	3.5	3.0	3.2	3.0	3.4	3.2	3.8	2.8	3.6	3.7	3.2 ↓	3.1
Standard Deviation	0.8	0.9	0.9	0.7	0.9	0.9	0.8	1.1	1.0	1.1	0.9	0.9	0.9	0.9

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Q25_5. Thinking about how [College] engages with you, to what extent do you agree or disagree with the following statements? - There are safe mechanisms for raising training/wellbeing concerns with the College

	Addiction medicine - RACP n = 46	Anaesthesia - ANZCA n = 681	Dermatology - ACD n = 59	Emergency medicine - ACEM n = 1484	General practice - ACRRM n = 507	General practice - RACGP n = 2515	Intensive care medicine - CICM n = 558	Medical administration - RACMA n = 72	Obstetrics and gynaecology - RANZCOG n = 360	Occupational and environmental medicine - RACP n = 43	Ophthalmology - RANZCO n = 71	Paediatrics and child health - RACP n = 863	Pain medicine - ANZCA n = 34	Palliative medicine - RACP n = 80
Strongly Agree	13%	15% ↑	27% ↑	11%	14%	12%	14%	17%	13%	12%	17%	2% ↓	29% ↑	3% ↓
Agree	35%	50% ↑	34%	49% ↑	40%	43% ↑	48% ↑	40%	55% ↑	33%	44%	27% ↓	35%	31%
Neither Agree nor Disagree	43%	23% ↓	25%	31% ↓	38%	35%	28% ↓	24%	22% ↓	37%	32%	44% ↑	29%	58% ↑
Disagree	4%	8%	8%	7% ↓	7% ↓	7% ↓	7% ↓	11%	8%	9%	4%	19% ↑	3%	8%
Strongly Disagree	4%	3% ↓	5%	2% ↓	2% ↓	3% ↓	3% ↓	8%	3% ↓	9%	3%	8% ↑	3%	1%
NET Strongly Agree + Agree	48%	65% ↑	61%	60% ↑	54%	54% ↑	62% ↑	57%	68% ↑	44%	61%	29% ↓	65%	34% ↓
NET Strongly Disagree + Disagree	9%	11% ↓	14%	9% ↓	9% ↓	10% ↓	10% ↓	19%	10% ↓	19%	7%	26% ↑	6%	9%
Average	3.5	3.7	3.7	3.6	3.6 ↑	3.5	3.6	3.5	3.7	3.3	3.7	3.0 ↓	3.9	3.3
Standard Deviation	0.9	0.9	1.1	0.8	0.9	0.9	0.9	1.1	0.9	1.1	0.9	0.9	1.0	0.7
	Pathology - RCPA n = 240	Psychiatry - RANZCP n = 920	Physician - RACP n = 2118	Public health medicine - RACP n = 40	Radiation oncology - RANZCR n = 76	Radiology - RANZCR n = 219	Rehabilitation medicine - RACP n = 111	Sexual health medicine - RACP n = 15!	Sports and exercise medicine - ACSEP n = 33	Surgery - RACS n = 522	Surgery - Oral and maxillofacial surgery - RACDS n = 22!	Total - ANZCA n = 712	Total - RACP n = 3281	Total - RANZCR n = 295
Strongly Agree	8%	12%	4% ↓	5%	8%	6% ↓	4% ↓	7%	30% ↑	13%	9%	16% ↑	4% ↓	7% ↓
Agree	43%	43% ↑	32% ↓	28%	51% ↑	33%	39%	40%	45%	47% ↑	18%	49% ↑	31% ↓	38%
Neither Agree nor Disagree	37%	27% ↓	41% ↑	50% ↑	25%	42% ↑	46% ↑	40%	15% ↓	24% ↓	23%	23% ↓	43% ↑	37%
Disagree	6% ↓	11%	16% ↑	15%	9%	13%	11%	7%	6%	11%	27%	8%	16% ↑	12%
Strongly Disagree	5%	7%	7% ↑	3%	7%	6%	1% ↓	7%	3%	5%	23%	3% ↓	6% ↑	6%
NET Strongly Agree + Agree	52%	55% ↑	36% ↓	33% ↓	59%	40% ↓	42%	47%	76% ↑	60% ↑	27%	65% ↑	35% ↓	45% ↓
NET Strongly Disagree + Disagree	11%	18% ↑	22% ↑	18%	16%	19%	12%	13%	9%	16%	50%	11% ↓	22% ↑	18%
Average	3.4 ↑	3.4	3.1 ↓	3.2	3.4	3.2	3.3	3.3	3.9	3.5	2.6	3.7	3.1 ↓	3.3
Standard Deviation	0.9	1.1	0.9	0.8	1.0	1.0	0.8	1.0	1.0	1.0	1.3	1.0	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 = 55	Anaesthesia - ANZCA n = 692	Dermatology - ACD n = 59	Emergency medicine - ACEM n = 1498	General practice - ACRRM n = 509	General practice - RACGP n = 2559	Intensive care medicine - CICM n = 562	Medical administration - RACMA n = 73	Obstetrics and gynaecology - RANZCOG n = 365	Occupational and environmental medicine - RACP n = 44	Ophthalmology - RANZCO n = 71	Paediatrics and child health - RACP n = 880	Pain medicine - ANZCA n = 34	Palliative medicine - RACP n = 80
Yes	16% ↓	66% ↑	31%	50% ↑	43%	41%	41%	27% ↓	44%	20% ↓	93% ↑	27% ↓	38%	8% ↓
No	84% ↑	34% ↓	69%	50% ↓	57%	59%	59%	73% ↑	56%	80% ↑	7% ↓	73% ↑	62%	93% ↑
	Pathology - RCPA n = 246	Physician - RACP n = 2141	Psychiatry - RANZCP n = 935	Public health medicine - RACP n = 42	Radiation oncology - RANZCR n = 77	Radiology - RANZCR n = 224	Rehabilitation medicine - RACP n = 113	Sexual health medicine - RACP n = 15!	Sports and exercise medicine - ACSEP n = 33	Surgery - Oral and maxillofacial surgery - RACDS n = 22!	Surgery - RACS n = 527	Total - ANZCA n = 723	Total - RACP n = 3334	Total - RANZCR n = 301
Yes	72% ↑	32% ↓	55% ↑	10% ↓	56% ↑	76% ↑	75% ↑	7%	21% ↓	32%	38%	65% ↑	31% ↓	71% ↑
No	28% ↓	68% ↑	45% ↓	90% ↑	44% ↓	24% ↓	25% ↓	93%	79% ↑	68%	62%	35% ↓	69% ↑	29% ↓

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

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

	Addiction medicine – RACP n<10^	Anaesthesia – ANZCA n = 456	Dermatology – ACD n = 18!	Emergency medicine – ACEM n = 742	General practice – ACRRM n = 218	General practice – RACGP n = 1051	Intensive care medicine – CICM n = 231	Medical administration – RACMA n = 20!	Obstetrics and gynaecology – RANZCOG n = 159	Occupational and environmental medicine – RACP n<10^	Ophthalmology – RANZCO n = 66	Paediatrics and child health – RACP n = 238	Pain medicine – ANZCA n = 13!	Palliative medicine – RACP n<10^
Yes		77% ↓	89%	87% ↑	93% ↑	66% ↓	84%	95%	89% ↑		82%	84%	85%	
No		23% ↑	11%	13% ↓	7% ↓	34% ↑	16%	5%	11% ↓		18%	16%	15%	
	Pathology – RCPA n = 178	Physician – RACP n = 681	Psychiatry – RANZCP n = 517	Public health medicine – RACP n<10^	Radiation oncology – RANZCR n = 43	Radiology – RANZCR n = 171	Rehabilitation medicine – RACP n = 84	Sexual health medicine – RACP n<10^	Sports and exercise medicine – ACSEP n<10^	Surgery – Oral and maxillofacial surgery – RACDS n<10^	Surgery – RACS n = 202	Total – ANZCA n = 468	Total – RACP n = 1031	Total – RANZCR n = 214
Yes	94% ↑	83%	62% ↓		53% ↓	87%	100% ↑				99% ↑	78% ↓	84%	80%
No	6% ↓	17%	38% ↑		47% ↑	13%	0% ↓				1% ↓	22% ↑	16%	20%

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

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

	Addiction medicine – RACP n<10^	Anaesthesia – ANZCA n = 342	Dermatology – ACD n = 14!	Emergency medicine – ACEM n = 625	General practice – ACRRM n = 184	General practice – RACGP n = 624	Intensive care medicine – CICM n = 184	Medical administration – RACMA n = 17!	Obstetrics and gynaecology – RANZCOG n = 138	Occupational and environmental medicine – RACP n<10^	Ophthalmology – RANZCO n = 53	Paediatrics and child health – RACP n = 195	Pain medicine – ANZCA n<10^	Palliative medicine – RACP n<10^
Yes		90% ↑	86%	82%	77%	82% ↑	67% ↓	41%	93% ↑		94% ↑	90% ↑		
No		10% ↓	14%	18%	23%	18% ↓	33% ↑	59%	7% ↓		6% ↓	10% ↓		
	Pathology – RCPA n = 163	Physician – RACP n = 538	Psychiatry – RANZCP n = 300	Public health medicine – RACP n<10^	Radiation oncology – RANZCR n = 22!	Radiology – RANZCR n = 134	Rehabilitation medicine – RACP n = 72	Sexual health medicine – RACP n<10^	Sports and exercise medicine – ACSEP n<10^	Surgery – Oral and maxillofacial surgery – RACDS n<10^	Surgery – RACS n = 196	Total – ANZCA n = 351	Total – RACP n = 819	Total – RANZCR n = 156
Yes	88% ↑	81%	78%		86%	82%	64% ↓				85% ↑	90% ↑	82% ↑	83%
No	12% ↓	19%	22%		14%	18%	36% ↑				15% ↓	10% ↓	18% ↓	17%

^ 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) reflected the College training curriculum

	Addiction medicine – RACP n<10^	Anaesthesia - ANZCA n = 453	Dermatology - ACD n = 18!	Emergency medicine - ACEM n = 735	General practice - ACRRM n = 219	General practice - RACGP n = 1016	Intensive care medicine - CICM n = 230	Medical administration - RACMA n = 19!	Obstetrics and gynaecology - RANZCOG n = 157	Occupational and environmental medicine – RACP n<10^	Ophthalmology - RANZCO n = 66	Paediatrics and child health - RACP n = 235	Pain medicine - ANZCA n = 13!	Palliative medicine – RACP n<10^
Strongly Agree		27% ↑	28%	13% ↓	22% ↑	14%	26% ↑	11%	18%		29% ↑	1% ↓	38%	
Agree		61% ↑	39%	60% ↑	56%	44% ↓	53%	37%	66% ↑		56%	56%	54%	
Neither Agree nor Disagree		7% ↓	28%	15%	13%	21% ↑	12%	16%	8% ↓		11%	21% ↑	0%	
Disagree		4% ↓	6%	8%	6%	13% ↑	7%	16%	7%		3%	17% ↑	0%	
Strongly Disagree		2%	0%	4%	2%	8% ↑	3%	21%	0% ↓		2%	4%	8%	
NET Strongly Agree + Agree		88% ↑	67%	73%	79% ↑	58% ↓	78% ↑	47%	85% ↑		85% ↑	57% ↓	92%	
NET Strongly Disagree + Disagree		6% ↓	6%	12%	8% ↓	21% ↑	10%	37%	7% ↓		5% ↓	21% ↑	8%	
Average		4.1	3.9	3.7	3.9	3.4	3.9	3.0	4.0		4.1	3.3	4.2	
Standard Deviation		0.8	0.9	0.9	0.9	1.1	1.0	1.4	0.7		0.8	0.9	1.1	
	Pathology - RCPA n = 170	Physician - RACP n = 674	Psychiatry - RANZCP n = 511	Public health medicine – RACP n<10^	Radiation oncology - RANZCR n = 42	Radiology - RANZCR n = 167	Rehabilitation medicine - RACP n = 84	Sexual health medicine – RACP n<10^	Sports and exercise medicine – ACSEP n<10^	Surgery - Oral and maxillofacial surgery – RACDS n<10^	Surgery - RACS n = 200	Total - ANZCA n = 465	Total - RACP n = 1020	Total - RANZCR n = 209
Strongly Agree	20%	4% ↓	7% ↓		2% ↓	15%	4% ↓				17%	27% ↑	4% ↓	12%
Agree	57%	53%	44% ↓		79% ↑	56%	54%				59%	61% ↑	54%	61%
Neither Agree nor Disagree	9% ↓	23% ↑	21% ↑		17%	16%	19%				15%	6% ↓	22% ↑	16%
Disagree	9%	14% ↑	17% ↑		2%	9%	17%				6% ↓	3% ↓	15% ↑	8%
Strongly Disagree	4%	6% ↑	11% ↑		0%	4%	7%				4%	2%	6% ↑	3%
NET Strongly Agree + Agree	77%	57% ↓	51% ↓		81%	71%	57% ↓				76%	88% ↑	58% ↓	73%
NET Strongly Disagree + Disagree	14%	20% ↑	28% ↑		2% ↓	13%	24% ↑				10%	6% ↓	20% ↑	11%
Average	3.8	3.4	3.2		3.8	3.7	3.3				3.8	4.1	3.4	3.7
Standard Deviation	1.0	1.0	1.1		0.5	1.0	1.0				0.9	0.8	1.0	0.9

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

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 accurate and appropriate

	Addiction medicine – RACP n<10^	Anaesthesia - ANZCA n = 453	Dermatology - ACD n = 18!	Emergency medicine - ACEM n = 734	General practice - ACRRM n = 219	General practice - RACGP n = 1021	Intensive care medicine - CICM n = 229	Medical administration - RACMA n = 19!	Obstetrics and gynaecology - RANZCOG n = 157	Occupational and environmental medicine – RACP n<10^	Ophthalmology - RANZCO n = 66	Paediatrics and child health - RACP n = 235	Pain medicine - ANZCA n = 13!	Palliative medicine – RACP n<10^
Strongly Agree		24% ↑	28%	21% ↑	21%	16%	28% ↑	21%	18%		33% ↑	2% ↓	46%	
Agree		53%	61%	61% ↑	58% ↑	48%	51%	42%	63% ↑		47%	52%	38%	
Neither Agree nor Disagree		12% ↓	11%	11% ↓	11% ↓	19%	14% ↓	11%	12% ↓		14%	23%	8%	
Disagree		8%	0%	4% ↓	7%	10% ↑	5%	11%	5%		5%	17% ↑	0%	
Strongly Disagree		3%	0%	3% ↓	2%	7% ↑	2%	16%	1% ↓		2%	5%	8%	
NET Strongly Agree + Agree		77% ↑	89%	82% ↑	79% ↑	64% ↓	79% ↑	63%	82% ↑		80% ↑	54% ↓	85%	
NET Strongly Disagree + Disagree		11%	0%	7% ↓	10%	17% ↑	7% ↓	26%	6% ↓		6%	22% ↑	8%	
Average		3.9	4.2	3.9	3.9	3.6	4.0	3.4	3.9		4.1	3.3	4.2	
Standard Deviation		1.0	0.6	0.9	0.9	1.1	0.9	1.4	0.8		0.9	0.9	1.1	
	Pathology - RCPA n = 174	Physician - RACP n = 674	Psychiatry - RANZCP n = 511	Public health medicine – RACP n<10^	Radiation oncology - RANZCR n = 42	Radiology - RANZCR n = 167	Rehabilitation medicine - RACP n = 84	Sexual health medicine – RACP n<10^	Sports and exercise medicine – ACSEP n<10^	Surgery - Oral and maxillofacial surgery – RACDS n<10^	Surgery - RACS n = 200	Total - ANZCA n = 465	Total - RACP n = 1020	Total - RANZCR n = 209
Strongly Agree	21%	7% ↓	11% ↓		2% ↓	16%	4% ↓				18%	25% ↑	6% ↓	13%
Agree	64% ↑	54% ↑	50%		74% ↑	60% ↑	57%				55%	52%	54% ↑	63% ↑
Neither Agree nor Disagree	8% ↓	19%	19%		17%	15%	19%				17%	12% ↓	20%	15%
Disagree	4%	13% ↑	13% ↑		5%	7%	14% ↑				9%	7%	14% ↑	6%
Strongly Disagree	2%	7% ↑	8% ↑		2%	3%	6%				3%	3%	6% ↑	3%
NET Strongly Agree + Agree	86% ↑	61% ↓	61% ↓		76%	75% ↑	61%				73%	77% ↑	60% ↓	76% ↑
NET Strongly Disagree + Disagree	6% ↓	19% ↑	20% ↑		7%	10%	20% ↑				11%	11%	20% ↑	9%
Average	4.0	3.4	3.4		3.7	3.8	3.4				3.8	3.9	3.4	3.8
Standard Deviation	0.8	1.0	1.1		0.7	0.9	1.0				0.9	1.0	1.0	0.9

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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) ran smoothly on the day

	Addition medicine – RACP n<10^	Anaesthesia - ANZCA n = 453	Dermatology - ACD n = 18!	Emergency medicine - ACEM n = 735	General practice - ACRRM n = 219	General practice - RACGP n = 1021	Intensive care medicine - CICM n = 230	Medical administration - RACMA n = 19!	Obstetrics and gynaecology - RANZCOG n = 157	Occupational and environmental medicine – RACP n<10^	Ophthalmology - RANZCO n = 66	Paediatrics and child health - RACP n = 235	Pain medicine - ANZCA n = 13!	Palliative medicine – RACP n<10^
Strongly Agree		34% ↑	50%	33% ↑	31% ↑	20% ↓	33% ↑	11%	26%		39% ↑	13% ↓	62%	
Agree		54%	28%	61%	49% ↓	54% ↓	54%	63%	61%		53%	68% ↑	31%	
Neither Agree nor Disagree		5% ↓	17%	3% ↓	10%	10% ↑	4% ↓	11%	4% ↓		5%	9%	0%	
Disagree		5%	6%	1% ↓	8%	5%	7%	5%	8%		3%	6%	0%	
Strongly Disagree		2%	0%	1% ↓	3%	10% ↑	1%	11%	1%		0%	4%	8%	
NET Strongly Agree + Agree		88% ↑	78%	94% ↑	80%	75% ↓	87%	74%	87%		92% ↑	80%	92%	
NET Strongly Disagree + Disagree		7%	6%	3% ↓	11%	15% ↑	8%	16%	9%		3%	11%	8%	
Average		4.1	4.2	4.2	4.0	3.7	4.1	3.6	4.0		4.3	3.8	4.4	
Standard Deviation		0.9	0.9	0.7	1.0	1.1	0.9	1.1	0.8		0.7	0.9	1.1	
	Pathology - RCPA n = 174	Physician - RACP n = 673	Psychiatry - RANZCP n = 511	Public health medicine – RACP n<10^	Radiation oncology - RANZCR n = 42	Radiology - RANZCR n = 167	Rehabilitation medicine - RACP n = 84	Sexual health medicine – RACP n<10^	Sports and exercise medicine – ACSEP n<10^	Surgery - Oral and maxillofacial surgery – RACDS n<10^	Surgery - RACS n = 200	Total - ANZCA n = 465	Total - RACP n = 1019	Total - RANZCR n = 209
Strongly Agree	36% ↑	14% ↓	22%		7% ↓	17% ↓	10% ↓				27%	34% ↑	13% ↓	15% ↓
Agree	53%	61%	60%		71%	57%	67%				45% ↓	54% ↓	63% ↑	60%
Neither Agree nor Disagree	7%	12% ↑	7%		7%	14% ↑	10%				5%	5% ↓	11% ↑	12% ↑
Disagree	2%	9% ↑	6%		7%	9%	12% ↑				8%	5%	9% ↑	9%
Strongly Disagree	1%	4%	4%		7%	3%	2%				17% ↑	2%	4%	4%
NET Strongly Agree + Agree	89% ↑	75% ↓	82%		79%	74% ↓	76%				71% ↓	88% ↑	77% ↓	75% ↓
NET Strongly Disagree + Disagree	3% ↓	13% ↑	11%		14%	12%	14%				24% ↑	7%	12% ↑	12%
Average	4.2	3.7	3.9		3.6	3.8	3.7				3.6	4.1	3.7	3.7
Standard Deviation	0.8	0.9	1.0		1.0	0.9	0.9				1.4	0.9	0.9	1.0

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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 conducted fairly

	Addiction medicine – RACP n<10^	Anaesthesia - ANZCA n = 453	Dermatology - ACD n = 18!	Emergency medicine - ACEM n = 732	General practice - ACRRM n = 218	General practice - RACGP n = 1020	Intensive care medicine - CICM n = 229	Medical administration - RACMA n = 19!	Obstetrics and gynaecology - RANZCOG n = 157	Occupational and environmental medicine – RACP n<10^	Ophthalmology - RANZCO n = 66	Paediatrics and child health - RACP n = 235	Pain medicine - ANZCA n = 13!	Palliative medicine – RACP n<10^
Strongly Agree		29% ↑	44%	29% ↑	25%	19% ↓	30% ↑	16%	25%		41% ↑	7% ↓	62%	
Agree		51%	33%	58% ↑	53%	54%	53%	37%	65% ↑		44%	66% ↑	23%	
Neither Agree nor Disagree		10% ↓	22%	8% ↓	14%	15%	10%	11%	7% ↓		11%	17%	8%	
Disagree		7%	0%	2% ↓	7%	7%	4%	11%	3% ↓		3%	8%	0%	
Strongly Disagree		3%	0%	3%	0% ↓	5% ↑	3%	26%	0% ↓		2%	3%	8%	
NET Strongly Agree + Agree		80% ↑	78%	87% ↑	78%	73%	83% ↑	53%	90% ↑		85%	72%	85%	
NET Strongly Disagree + Disagree		10%	0%	5% ↓	8%	11%	7%	37%	3% ↓		5%	11%	8%	
Average		4.0	4.2	4.1	3.9	3.8	4.0	3.1	4.1		4.2	3.6	4.3	
Standard Deviation		1.0	0.8	0.9	0.9	1.0	0.9	1.5	0.7		0.9	0.9	1.2	
	Pathology - RCPA n = 174	Physician - RACP n = 672	Psychiatry - RANZCP n = 510	Public health medicine – RACP n<10^	Radiation oncology - RANZCR n = 42	Radiology - RANZCR n = 167	Rehabilitation medicine - RACP n = 84	Sexual health medicine – RACP n<10^	Sports and exercise medicine – ACSEP n<10^	Surgery - Oral and maxillofacial surgery – RACDS n<10^	Surgery - RACS n = 200	Total - ANZCA n = 465	Total - RACP n = 1018	Total - RANZCR n = 209
Strongly Agree	33% ↑	8% ↓	18% ↓		2% ↓	17%	8% ↓				27%	29% ↑	8% ↓	14% ↓
Agree	59%	54%	54%		83% ↑	54%	54%				56%	51%	57% ↑	60% ↑
Neither Agree nor Disagree	3% ↓	19% ↑	15%		10%	14%	20%				14%	10% ↓	18% ↑	13%
Disagree	2% ↓	12% ↑	8%		2%	11%	13%				2% ↓	7%	11% ↑	9%
Strongly Disagree	2%	7% ↑	5%		2%	4%	5%				2%	3%	6% ↑	4%
NET Strongly Agree + Agree	93% ↑	62% ↓	72%		86%	71%	62% ↓				83% ↑	80% ↑	65% ↓	74%
NET Strongly Disagree + Disagree	4% ↓	19% ↑	13%		5%	15%	18% ↑				4% ↓	10%	17% ↑	13%
Average	4.2	3.4	3.7		3.8	3.7	3.5				4.0	4.0	3.5	3.7
Standard Deviation	0.8	1.0	1.0		0.6	1.0	1.0				0.8	1.0	1.0	0.9

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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 = 365	Dermatology - ACD n = 12!	Emergency medicine - ACEM n = 636	General practice - ACRRM n = 210	General practice - RACGP n = 908	Intensive care medicine - CICM n = 189	Medical administration - RACMA n = 18!	Obstetrics and gynaecology - RANZCOG n = 142	Occupational and environmental medicine – RACP n<10^	Ophthalmology - RANZCO n = 61	Paediatrics and child health - RACP n = 222	Pain medicine - ANZCA n = 11!	Palliative medicine – RACP n<10^
Strongly Agree		7%	8%	5% ↓	20% ↑	10%	10%	6%	14% ↑		15%	3% ↓	27%	
Agree		12% ↓	17%	19% ↓	40% ↑	21% ↓	15% ↓	28%	37% ↑		26%	46% ↑	9%	
Neither Agree nor Disagree		19% ↓	42%	22% ↓	17% ↓	25%	22%	22%	25%		21%	25%	36%	
Disagree		23%	8%	26% ↑	11% ↓	22%	24%	22%	18%		23%	19%	27%	
Strongly Disagree		38% ↑	25%	29% ↑	12% ↓	24% ↑	30% ↑	22%	6% ↓		15%	7% ↓	0%	
NET Strongly Agree + Agree		20% ↓	25%	23% ↓	60% ↑	30% ↓	24% ↓	33%	51% ↑		41%	49% ↑	36%	
NET Strongly Disagree + Disagree		61% ↑	33%	55% ↑	23% ↓	45% ↑	54% ↑	44%	23% ↓		38%	26% ↓	27%	
Average		2.3	2.8	2.4	3.4	2.7	2.5	2.7	3.4		3.0	3.2	3.4	
Standard Deviation		1.3	1.3	1.2	1.3	1.3	1.3	1.3	1.1		1.3	1.0	1.2	
	Pathology - RCPA n = 157	Physician - RACP n = 629	Psychiatry - RANZCP n = 430	Public health medicine – RACP n<10^	Radiation oncology - RANZCR n = 28!	Radiology - RANZCR n = 153	Rehabilitation medicine - RACP n = 80	Sexual health medicine – RACP n<10^	Sports and exercise medicine – ACSEP n<10^	Surgery - Oral and maxillofacial surgery – RACDS n<10^	Surgery - RACS n = 189	Total - ANZCA n = 375	Total - RACP n = 951	Total - RANZCR n = 181
Strongly Agree	10%	6% ↓	8%		0%	6%	1% ↓				11%	8%	5% ↓	5%
Agree	17% ↓	43% ↑	26%		46%	21%	18%				30%	12% ↓	41% ↑	25%
Neither Agree nor Disagree	26%	22% ↓	24%		18%	27%	21%				28%	20% ↓	23% ↓	26%
Disagree	27% ↑	18%	22%		25%	25%	39% ↑				23%	23%	20%	25%
Strongly Disagree	20%	12% ↓	20%		11%	21%	21%				8% ↓	37% ↑	12% ↓	19%
NET Strongly Agree + Agree	27% ↓	48% ↑	34%		46%	27% ↓	19% ↓				41%	20% ↓	46% ↑	30%
NET Strongly Disagree + Disagree	47% ↑	29% ↓	42%		36%	46% ↑	60% ↑				31%	60% ↑	31% ↓	44%
Average	2.7	3.1	2.8		3.0	2.7	2.4				3.1	2.3	3.1	2.7
Standard Deviation	1.2	1.1	1.2		1.1	1.2	1.0				1.1	1.3	1.1	1.2

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

Q24_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 = 318	Dermatology - ACD n = 12!	Emergency medicine - ACEM n = 583	General practice - ACRRM n = 213	General practice - RACGP n = 927	Intensive care medicine - CICM n = 181	Medical administration - RACMA n = 18!	Obstetrics and gynaecology - RANZCOG n = 142	Occupational and environmental medicine – RACP n<10^	Ophthalmology - RANZCO n = 60	Paediatrics and child health - RACP n = 224	Pain medicine - ANZCA n = 11!	Palliative medicine – RACP n<10^
Strongly Agree		10%	17%	5% ↓	20% ↑	9%	8%	6%	13%		25% ↑	1% ↓	27%	
Agree		27%	42%	27% ↓	46% ↑	21% ↓	20% ↓	44%	50% ↑		37%	46% ↑	27%	
Neither Agree nor Disagree		24%	25%	22%	19% ↓	22%	22%	28%	13% ↓		15%	23%	18%	
Disagree		19%	17%	25% ↑	9% ↓	20%	29% ↑	0%	19%		15%	21%	18%	
Strongly Disagree		20% ↑	0%	20% ↑	7% ↓	27% ↑	21% ↑	22%	5% ↓		8%	8% ↓	9%	
NET Strongly Agree + Agree		38%	58%	32% ↓	65% ↑	30% ↓	28% ↓	50%	63% ↑		62% ↑	48%	55%	
NET Strongly Disagree + Disagree		38% ↑	17%	45% ↑	16% ↓	47% ↑	50% ↑	22%	24% ↓		23%	29%	27%	
Average		2.9	3.6	2.7	3.6	2.6	2.7	3.1	3.5		3.6	3.1	3.5	2.8
Standard Deviation		1.3	1.0	1.2	1.1	1.3	1.2	1.3	1.1		1.3	1.0	1.4	1.2
	Pathology - RCPA n = 144	Physician - RACP n = 642	Psychiatry - RANZCP n = 471	Public health medicine – RACP n<10^	Radiation oncology - RANZCR n = 32	Radiology - RANZCR n = 148	Rehabilitation medicine - RACP n = 74	Sexual health medicine – RACP n<10^	Sports and exercise medicine – ACSEP n<10^	Surgery - Oral and maxillofacial surgery – RACDS n<10^	Surgery - RACS n = 182	Total - ANZCA n = 328	Total - RACP n = 963	Total - RANZCR n = 180
Strongly Agree	11%	6% ↓	6% ↓		0%	4% ↓	3% ↓				13%	11%	4% ↓	3% ↓
Agree	28%	43% ↑	28%		34%	19% ↓	36%				35%	27%	43% ↑	22% ↓
Neither Agree nor Disagree	25%	21% ↓	17% ↓		25%	24%	28%				25%	24%	22% ↓	24%
Disagree	22%	19%	27% ↑		28%	26% ↑	19%				19%	19%	19%	27% ↑
Strongly Disagree	14%	12%	23% ↑		13%	27% ↑	14%				8% ↓	20% ↑	11%	24% ↑
NET Strongly Agree + Agree	40%	48% ↑	34% ↓		34%	23% ↓	39%				47%	38%	47% ↑	25% ↓
NET Strongly Disagree + Disagree	35%	31%	49% ↑		41%	53% ↑	32%				27%	38%	31%	51% ↑
Average	3.0	3.1	2.7		2.8	2.5	3.0				3.2	2.9	3.1	2.5
Standard Deviation	1.2	1.1	1.3		1.1	1.2	1.1				1.1	1.3	1.1	1.2

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

Q24_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 = 378	Dermatology - ACD n = 16!	Emergency medicine - ACEM n = 598	General practice - ACRRM n = 206	General practice - RACGP n = 921	Intensive care medicine - CICM n = 202	Medical administration - RACMA n = 19!	Obstetrics and gynaecology - RANZCOG n = 128	Occupational and environmental medicine – RACP n<10^	Ophthalmology - RANZCO n = 55	Paediatrics and child health - RACP n = 205	Pain medicine - ANZCA n = 11!	Palliative medicine – RACP n<10^
Strongly Agree		10%	25%	10%	22% ↑	12%	18% ↑	11%	16%		20%	2% ↓	36%	
Agree		29% ↓	56%	37%	40%	32% ↓	36%	37%	46% ↑		40%	25% ↓	36%	
Neither Agree nor Disagree		35% ↑	13%	36% ↑	24%	32% ↑	32%	21%	27%		25%	35%	9%	
Disagree		15% ↑	0%	10%	10%	12%	10%	11%	5% ↓		9%	19% ↑	9%	
Strongly Disagree		11%	6%	7% ↓	3% ↓	12%	4% ↓	21%	5% ↓		5%	19% ↑	9%	
NET Strongly Agree + Agree		38% ↓	81%	47%	63% ↑	44% ↓	54%	47%	62% ↑		60%	27% ↓	73%	
NET Strongly Disagree + Disagree		26%	6%	17% ↓	13% ↓	24%	14% ↓	32%	11% ↓		15%	38% ↑	18%	
Average		3.1	3.9	3.3	3.7	3.2	3.5	3.1	3.6		3.6	2.7	3.8	
Standard Deviation		1.1	1.0	1.0	1.0	1.2	1.0	1.4	1.0		1.1	1.1	1.3	
	Pathology - RCPA n = 149	Physician - RACP n = 609	Psychiatry - RANZCP n = 447	Public health medicine - RACP n<10^	Radiation oncology - RANZCR n = 36	Radiology - RANZCR n = 135	Rehabilitation medicine - RACP n = 73	Sexual health medicine – RACP n<10^	Sports and exercise medicine – ACSEP n<10^	Surgery - Oral and maxillofacial surgery – RACDS n<10^	Surgery - RACS n = 170	Total - ANZCA n = 388	Total - RACP n = 911	Total - RANZCR n = 171
Strongly Agree	13%	3% ↓	9% ↓		0% ↓	7% ↓	1% ↓				14%	10%	3% ↓	5% ↓
Agree	46% ↑	26% ↓	34%		58% ↑	20% ↓	37%				41%	29% ↓	27% ↓	28% ↓
Neither Agree nor Disagree	26%	38% ↑	30%		28%	45% ↑	40% ↑				32%	35% ↑	37% ↑	42% ↑
Disagree	10%	15% ↑	15% ↑		8%	13%	15%				8%	15% ↑	16% ↑	12%
Strongly Disagree	5% ↓	18% ↑	11%		6%	16%	7%				5% ↓	11%	17% ↑	13%
NET Strongly Agree + Agree	58% ↑	29% ↓	44% ↓		58%	27% ↓	38%				54%	39% ↓	30% ↓	33% ↓
NET Strongly Disagree + Disagree	15% ↓	33% ↑	27% ↑		14%	28%	22%				14% ↓	26%	33% ↑	25%
Average	3.5	2.8	3.1		3.4	2.9	3.1				3.5	3.1	2.8	3.0
Standard Deviation	1.0	1.1	1.1		0.9	1.1	0.9				1.0	1.1	1.1	1.1

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

B4 2021 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 = 936	Murray City Country Coast GP Training n = 314	General Practice Training Queensland n = 297	GPeX n = 200	Western Australia General Practice Training n = 283	Eastern Victoria GP Training n = 188	James Cook University n = 275	Northern Territory General Practice Education n = 56	GP Training Tasmania n = 78
Strongly Agree	30%	33%	34%	34%	25% ↓	46% ↑	26% ↓	21%	46% ↑
Agree	55%	52%	52%	53%	57%	43% ↓	55%	73% ↑	42% ↓
Neither Agree nor Disagree	11%	13%	9%	11%	12%	10%	15% ↑	4%	6%
Disagree	2%	1% ↓	3%	2%	3%	1%	3%	2%	4%
Strongly Disagree	1%	1%	2%	1%	2% ↑	1%	1%	0%	1%
NET Strongly Agree + Agree	85%	86%	86%	87%	82%	89%	81% ↓	95% ↑	88%
NET Strongly Disagree + Disagree	3%	1% ↓	5%	3%	6% ↑	2%	4%	2%	5%
Average	4.1	4.2	4.1	4.2	4.0 ↓	4.3 ↑	4.0 ↓	4.1	4.3
Standard Deviation	0.8	0.7	0.8	0.7	0.9	0.7	0.8	0.6	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_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 = 936	Murray City Country Coast GP Training n = 314	General Practice Training Queensland n = 297	GPeX n = 200	Western Australia General Practice Training n = 283	Eastern Victoria GP Training n = 188	James Cook University n = 275	Northern Territory General Practice Education n = 56	GP Training Tasmania n = 78
Strongly Agree	26%	28%	31%	35% ↑	22% ↓	40% ↑	24%	23%	42% ↑
Agree	54%	54%	52%	45% ↓	53%	48%	52%	68% ↑	46%
Neither Agree nor Disagree	14%	15%	12%	15%	17%	9% ↓	19% ↑	7%	6% ↓
Disagree	4%	3%	4%	4%	5%	2%	3%	2%	4%
Strongly Disagree	1%	1%	2%	2%	4% ↑	1%	3%	0%	1%
NET Strongly Agree + Agree	81%	81%	82%	80%	75% ↓	88% ↑	76% ↓	91% ↑	88%
NET Strongly Disagree + Disagree	5%	4%	6%	6%	8% ↑	3%	5%	2%	5%
Average	4.0	4.0	4.1	4.1	3.8 ↓	4.3 ↑	3.9 ↓	4.1	4.2 ↑
Standard Deviation	0.8	0.8	0.9	0.9	0.9	0.8	0.9	0.6	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_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 = 936	Murray City Country Coast GP Training n = 314	General Practice Training Queensland n = 297	GPeX n = 200	Western Australia General Practice Training n = 283	Eastern Victoria GP Training n = 188	James Cook University n = 275	Northern Territory General Practice Education n = 56	GP Training Tasmania n = 78
Strongly Agree	27%	29%	30%	35%	22% ↓	43% ↑	24% ↓	25%	42% ↑
Agree	54%	52%	52%	46%	50%	45%	53%	61%	47%
Neither Agree nor Disagree	14%	15%	11%	14%	18% ↑	8% ↓	16%	13%	5% ↓
Disagree	4%	3%	5%	3%	6%	3%	4%	2%	4%
Strongly Disagree	1%	1%	2%	2%	4% ↑	1%	3%	0%	1%
NET Strongly Agree + Agree	81%	81%	82%	81%	72% ↓	88% ↑	77%	86%	90% ↑
NET Strongly Disagree + Disagree	5%	4%	7%	5%	10% ↑	4%	7%	2%	5%
Average	4.0	4.1	4.0	4.1	3.8 ↓	4.3 ↑	3.9 ↓	4.1	4.3 ↑
Standard Deviation	0.8	0.8	0.9	0.9	1.0	0.8	0.9	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.

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 = 935	Murray City Country Coast GP Training n = 311	General Practice Training Queensland n = 297	GPeX n = 200	Western Australia General Practice Training n = 282	Eastern Victoria GP Training n = 187	James Cook University n = 274	Northern Territory General Practice Education n = 56	GP Training Tasmania n = 77
Strongly Agree	30%	27%	30%	34%	22% ↓	43% ↑	23% ↓	34%	39%
Agree	53%	56%	53%	50%	49%	42% ↓	53%	50%	47%
Neither Agree nor Disagree	11%	11%	10%	12%	20% ↑	12%	13%	11%	8%
Disagree	4%	5%	4%	3%	6%	3%	8% ↑	4%	4%
Strongly Disagree	1%	2%	3%	2%	2%	1%	3%	2%	3%
NET Strongly Agree + Agree	84% ↑	83%	83%	84%	71% ↓	85%	76% ↓	84%	86%
NET Strongly Disagree + Disagree	6%	7%	6%	5%	9%	3%	11% ↑	5%	6%
Average	4.1	4.0	4.0	4.1	3.8 ↓	4.2 ↑	3.9 ↓	4.1	4.2
Standard Deviation	0.8	0.9	0.9	0.8	0.9	0.8	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.

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 = 935	Murray City Country Coast GP Training n = 311	General Practice Training Queensland n = 297	GPeX n = 200	Western Australia General Practice Training n = 282	Eastern Victoria GP Training n = 187	James Cook University n = 274	Northern Territory General Practice Education n = 56	GP Training Tasmania n = 77
Strongly Agree	27%	24%	28%	32%	20% ↓	41% ↑	22% ↓	32%	36%
Agree	55% ↑	52%	46%	49%	48%	45%	49%	52%	47%
Neither Agree nor Disagree	13% ↓	19%	17%	14%	21% ↑	9% ↓	19%	7%	10%
Disagree	4%	5%	7%	4%	8% ↑	4%	7%	7%	3%
Strongly Disagree	1%	1%	3%	2%	3%	1%	3%	2%	4%
NET Strongly Agree + Agree	82% ↑	76%	73% ↓	81%	68% ↓	87% ↑	71% ↓	84%	83%
NET Strongly Disagree + Disagree	6% ↓	6%	9%	6%	11% ↑	4%	10%	9%	6%
Average	4.0 ↑	3.9	3.9	4.1	3.8 ↓	4.2 ↑	3.8 ↓	4.1	4.1
Standard Deviation	0.8	0.8	1.0	0.9	1.0	0.8	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.

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 = 935	Murray City Country Coast GP Training n = 311	General Practice Training Queensland n = 297	GPeX n = 200	Western Australia General Practice Training n = 282	Eastern Victoria GP Training n = 187	James Cook University n = 274	Northern Territory General Practice Education n = 56	GP Training Tasmania n = 77
Strongly Agree	38%	31% ↓	31% ↓	46% ↑	34%	57% ↑	32% ↓	36%	47%
Agree	54%	56%	54%	48%	56%	35% ↓	55%	55%	48%
Neither Agree nor Disagree	6%	9%	10% ↑	5%	7%	4%	8%	7%	1% ↓
Disagree	2%	3%	2%	3%	1%	3%	3%	2%	3%
Strongly Disagree	0% ↓	1%	3% ↑	0%	1%	1%	2%	0%	1%
NET Strongly Agree + Agree	92% ↑	87%	85% ↓	93%	91%	93%	87%	91%	95%
NET Strongly Disagree + Disagree	2% ↓	4%	5% ↑	3%	2%	3%	5%	2%	4%
Average	4.3 ↑	4.1 ↓	4.1 ↓	4.4 ↑	4.2	4.5 ↑	4.1 ↓	4.3	4.4
Standard Deviation	0.7	0.8	0.9	0.7	0.7	0.7	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.

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 = 929	Murray City Country Coast GP Training n = 308	General Practice Training Queensland n = 296	GPeX n = 200	Western Australia General Practice Training n = 276	Eastern Victoria GP Training n = 186	James Cook University n = 273	Northern Territory General Practice Education n = 55	GP Training Tasmania n = 77
Strongly Agree	21%	19%	18%	25% ↑	14% ↓	27% ↑	12% ↓	20%	30% ↑
Agree	48%	49%	46%	43%	42%	44%	42%	51%	48%
Neither Agree nor Disagree	22%	20%	23%	20%	29% ↑	23%	28% ↑	18%	14%
Disagree	8%	7%	10%	11%	12% ↑	6%	13% ↑	7%	5%
Strongly Disagree	2% ↓	4%	3%	2%	3%	1%	5% ↑	4%	3%
NET Strongly Agree + Agree	69% ↑	69%	64%	68%	55% ↓	71%	54% ↓	71%	78% ↑
NET Strongly Disagree + Disagree	9% ↓	11%	13%	12%	16% ↑	6% ↓	18% ↑	11%	8%
Average	3.8 ↑	3.7	3.7	3.8	3.5 ↓	3.9 ↑	3.4 ↓	3.8	4.0 ↑
Standard Deviation	0.9	1.0	1.0	1.0	1.0	0.9	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 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 = 929	Murray City Country Coast GP Training n = 308	General Practice Training Queensland n = 296	GPeX n = 200	Western Australia General Practice Training n = 276	Eastern Victoria GP Training n = 186	James Cook University n = 273	Northern Territory General Practice Education n = 55	GP Training Tasmania n = 77
Strongly Agree	21%	21%	20%	32% ↑	22%	32% ↑	12% ↓	22%	31%
Agree	51%	50%	54%	52%	55%	50%	49%	64%	49%
Neither Agree nor Disagree	23%	25%	20%	14% ↓	18%	14% ↓	30% ↑	11%	16%
Disagree	4%	2%	4%	2%	4%	3%	6% ↑	2%	3%
Strongly Disagree	1%	2%	2%	1%	1%	1%	3%	2%	1%
NET Strongly Agree + Agree	72%	71%	75%	84% ↑	77%	82% ↑	62% ↓	85% ↑	81%
NET Strongly Disagree + Disagree	5%	4%	5%	3%	5%	4%	8% ↑	4%	4%
Average	3.9	3.9	3.9	4.1 ↑	3.9	4.1 ↑	3.6 ↓	4.0	4.1
Standard Deviation	0.8	0.8	0.8	0.8	0.8	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.

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 = 929	Murray City Country Coast GP Training n = 307	General Practice Training Queensland n = 296	GPeX n = 200	Western Australia General Practice Training n = 276	Eastern Victoria GP Training n = 186	James Cook University n = 273	Northern Territory General Practice Education n = 55	GP Training Tasmania n = 77
Strongly Agree	22%	21%	25%	29% ↑	19%	33% ↑	17% ↓	27%	39% ↑
Agree	56%	60%	59%	57%	64% ↑	54%	59%	62%	51%
Neither Agree nor Disagree	17% ↑	17%	12%	12%	13%	10%	18%	7%	9%
Disagree	4% ↑	2%	3%	2%	2%	3%	4%	2%	0%
Strongly Disagree	1%	1%	1%	1%	1%	0%	2% ↑	2%	1%
NET Strongly Agree + Agree	78% ↓	80%	84%	86%	83%	87% ↑	76% ↓	89%	90%
NET Strongly Disagree + Disagree	5%	3%	4%	3%	4%	3%	6%	4%	1%
Average	3.9 ↓	4.0	4.0	4.1 ↑	4.0	4.2 ↑	3.8 ↓	4.1	4.3 ↑
Standard Deviation	0.8	0.7	0.8	0.7	0.7	0.7	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.

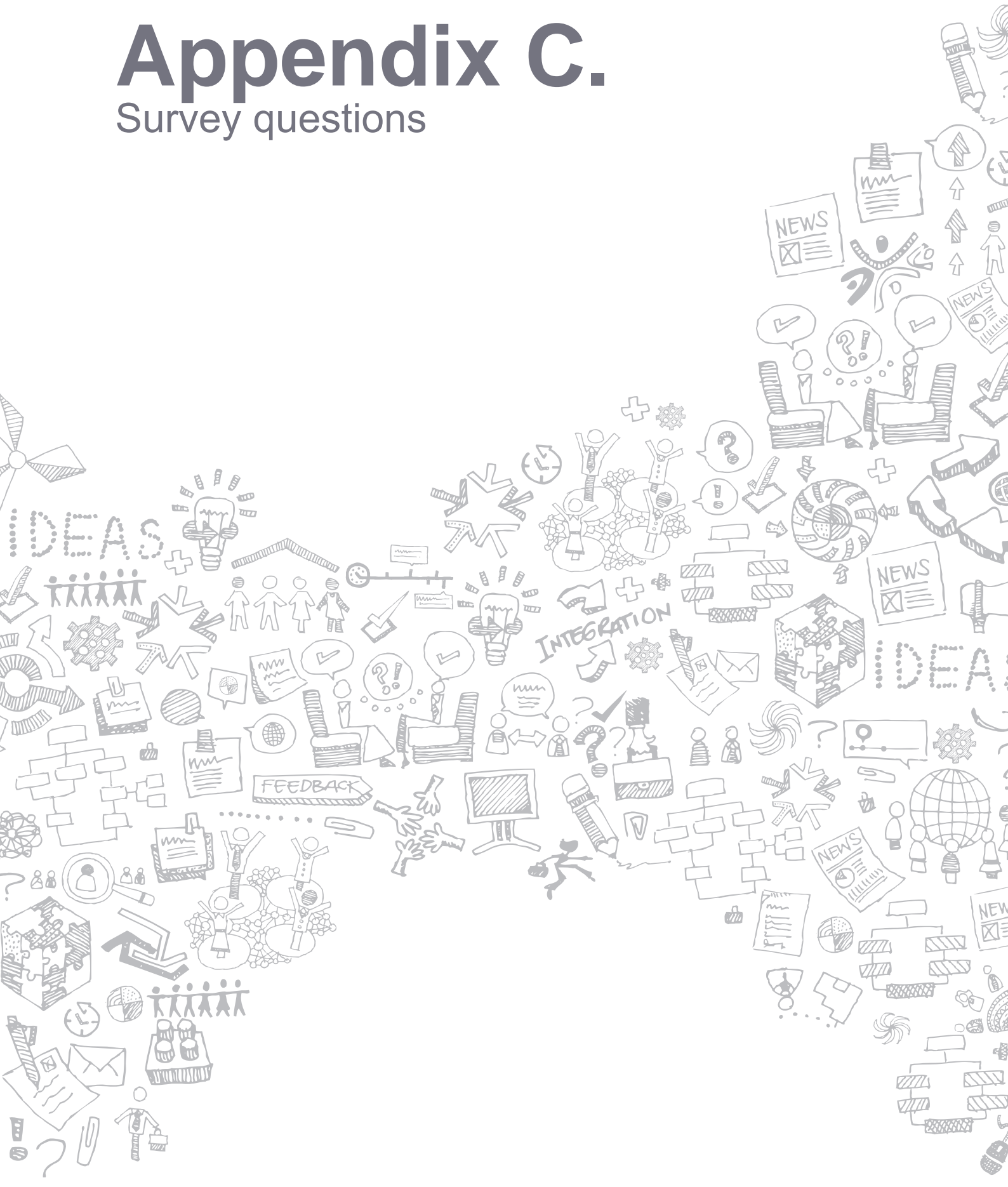
Q20_4. Thinking about how [Regional Training Organisation] engages with you, to what extent do you agree or disagree with the following statements? [Regional Training Organisation] provides me with access to psychological and/or mental health support services

	GP Synergy n = 929	Murray City Country Coast GP Training n = 307	General Practice Training Queensland n = 296	GPeX n = 200	Western Australia General Practice Training n = 276	Eastern Victoria GP Training n = 186	James Cook University n = 273	Northern Territory General Practice Education n = 55	GP Training Tasmania n = 77
Strongly Agree	18%	20%	18%	25% ↑	10% ↓	31% ↑	8% ↓	24%	29% ↑
Agree	46%	53% ↑	45%	42%	36% ↓	43%	39% ↓	62% ↑	38%
Neither Agree nor Disagree	29%	23% ↓	29%	26%	46% ↑	23% ↓	41% ↑	11% ↓	26%
Disagree	6%	3% ↓	6%	6%	5%	2% ↓	8% ↑	0%	6%
Strongly Disagree	2%	0% ↓	2%	2%	2%	1%	3% ↑	4%	1%
NET Strongly Agree + Agree	64%	74% ↑	63%	67%	46% ↓	74% ↑	47% ↓	85% ↑	66%
NET Strongly Disagree + Disagree	7%	3% ↓	8%	8%	8%	3% ↓	12% ↑	4%	8%
Average	3.7	3.9 ↑	3.7	3.8	3.5 ↓	4.0 ↑	3.4 ↓	4.0 ↑	3.9
Standard Deviation	0.9	0.8	0.9	0.9	0.8	0.8	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 the 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 <https://eysweeney.com.au/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 (<https://eysweeney.com.au/privacy-policy>) and MBA/Ahpra Privacy Policy, click here (<https://www.ahpra.gov.au/About-AHPRA/Privacy.aspx>). For any technical problems with this survey, please send an email by selecting the link that appears at the bottom of each page. Non-technical queries about the survey itself can be directed to Ahpra via email at MTS@ahpra.gov.au.

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, Australian Data and Insights Association (ADIA) 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 anticipates 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.ev.com.

Point of contact

The Ahpra point of contact for this project is 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 prefer, you may 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.ev.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>[IMG, PVT, INS, SNT/SGPT]</p> <p>Q1. What is your postgraduate year? Please select one response only.</p>	<p>PGY1 <input type="radio"/> 01</p> <p>PGY2 <input type="radio"/> 02</p> <p>PGY3 <input type="radio"/> 03</p> <p>PGY4 <input type="radio"/> 04</p> <p>PGY5 <input type="radio"/> 05</p> <p>PGY6 <input type="radio"/> 06</p> <p>PGY7 <input type="radio"/> 07</p> <p>PGY8 <input type="radio"/> 08</p> <p>PGY9 <input type="radio"/> 09</p> <p>PGY≥10 <input type="radio"/> 10</p>
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<p>[IMG, PVT, INS, SNT/SGPT]</p> <p>Q2. Are you employed: Please select one response only.</p>	<p>Full time <input type="radio"/> 1</p> <p>Part time <input type="radio"/> 2</p> <p>Casually <input type="radio"/> 3</p> <p>On leave for most of your current rotation TERMINATE 1 <input type="radio"/> 99</p>
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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 who 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.gov.au

Should you need to contact the MBA and Ahpra please email MTS@ahpra.gov.au.

<p>[PVT, SNT/SGPT]</p> <p>Q3. Are you in a college training program?</p>	<p>Yes <input type="radio"/> [ASSIGN SNT] 1</p> <p>No <input type="radio"/> [ASSIGN PVT] 2</p>
---	--

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>[IMG, PVT, INS, SNT/SGPT]</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>Please select one response only.</p>	ACT	<input type="radio"/>	01
	NSW	<input type="radio"/>	02
	NT	<input type="radio"/>	03
	QLD	<input type="radio"/>	04
	SA	<input type="radio"/>	05
	Tas.	<input type="radio"/>	06
	Vic.	<input type="radio"/>	07
	WA	<input type="radio"/>	08
	Outside Australia	<input type="radio"/>	09
		TERMINATE 2	

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.

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Should you need to contact the MBA and Ahpra please email MTS@ahpra.gov.au.

<p>[IMG, PVT, INS, SNT/SGPT]</p> <p>Q5a. SHOW IF PVT, INS, SNT/SGPT Is your current term/rotation/placement in a hospital?</p> <p>SHOW IF IMG Is your current position in a hospital?</p> <p><i>If you have only been practising or training in your current term/rotation/position or placement for less than two weeks, please consider your previous setting.</i></p>	Yes	<input type="radio"/>	1
	No	<input type="radio"/>	2

<p>[IMG, PVT, INS, SNT/SGPT]</p> <p>ASK IF Q5a=1</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>Please type and select the hospital your hospital from the drop-down list that appears.</p>	PIPE RESPONSES BY FROM STATE LIST Q4	<input type="radio"/>	01
		<input type="radio"/>	02
		<input type="radio"/>	03
		<input type="radio"/>	04
		<input type="radio"/>	05
		<input type="radio"/>	06
	Other	<input type="radio"/>	97
	Do not wish to specify	<input type="radio"/>	98

<p>[IMG, PVT, INS, SNT/SGPT] ASK IF Q5a=2 OR Q5b=97 OR Q5b=98 ELSE PIPE FROM DATABASE</p> <p>Q6. Is your current setting in a...?</p> <p>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.</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>[IMG, PVT, SNT/SGPT]</p> <p>Q7. What is your role in the setting?</p> <p>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.</p>	<p>SHOW IF IMG 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>SHOW IF IMG Specialist <input type="radio"/> 8</p> <p>Unaccredited Registrar <input type="radio"/> 9</p> <p>Other <input type="radio"/> 97</p>
<p>[IMG, PVT] ASK IF Q7=6</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.

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[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

[IMG, PVT, INS, SNT/SGPT]

ASK IF Q9a = 4 | 6 | 8 | 11 | 14 | 15 | 19 | 23

Q9b. If applicable, which subspecialty area are you practising in?

Please select one response only.

Emergency Medicine	[04]
Paediatric emergency medicine	<input type="radio"/> 12
Not applicable	<input type="radio"/> 98
Prefer not to say	<input type="radio"/> 99
Intensive care medicine	[06]
Paediatric intensive care	<input type="radio"/> 01
Not applicable	<input type="radio"/> 98
Prefer not to say	<input type="radio"/> 99
Obstetrics and gynaecology	[08]
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
Paediatrics and child health	[11]
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

	Pathology	[14]
	General pathology	○ 27
	Anatomical pathology (including cytopathology)	○ 28
	Chemical pathology	○ 29
	Haematology	○ 30
	Immunology	○ 31
	Microbiology	○ 32
	Forensic pathology	○ 33
	Not applicable	○ 98
	Prefer not to say	○ 99
	Physician Adult medicine	[15]
	General medicine	○ 34
	Cardiology	○ 35
	Clinical genetics	○ 36
	Clinical pharmacology	○ 37
	Endocrinology	○ 38
	Gastroenterology and hepatology	○ 39
	Geriatric medicine	○ 40
	Haematology	○ 41
	Immunology and allergy	○ 42
	Infectious diseases	○ 43
	Medical oncology	○ 44
	Nephrology	○ 45
	Neurology	○ 46
	Nuclear medicine	○ 47
	Respiratory and sleep medicine	○ 48
	Rheumatology	○ 49
	Not applicable	○ 98
	Prefer not to say	○ 99

	Radiology	[19]
	Diagnostic radiology	○ 02
	Diagnostic ultrasound	○ 03
	Nuclear medicine	○ 04
	Not applicable	○ 98
	Prefer not to say	○ 99
	Surgery	[23]
	General surgery	○ 50
	Orthopaedic surgery	○ 51
	Cardio-thoracic surgery	○ 52
	Neurosurgery	○ 53
	Otolaryngology – head and neck surgery	○ 54
	Oral and maxillofacial surgery	○ 55
	Paediatric surgery	○ 56
	Plastic surgery	○ 57
	Urology	○ 58
	Vascular surgery	○ 59
	Not applicable	○ 98
	Prefer not to say	○ 99

COI

TRAINING CURRICULUM

In this next section, we would like to know about the training program/s you have undertaken.

<p>[IMG]</p> <p>Q10. How many years have you held registration in Australia?</p> <p>Please select one response only.</p>	<table border="0"> <tr><td>1 or less</td><td style="text-align: right;">○ 01</td></tr> <tr><td>2</td><td style="text-align: right;">○ 02</td></tr> <tr><td>3</td><td style="text-align: right;">○ 03</td></tr> <tr><td>4</td><td style="text-align: right;">○ 04</td></tr> <tr><td>5</td><td style="text-align: right;">○ 05</td></tr> <tr><td>6</td><td style="text-align: right;">○ 06</td></tr> <tr><td>7</td><td style="text-align: right;">○ 07</td></tr> <tr><td>8</td><td style="text-align: right;">○ 08</td></tr> <tr><td>9</td><td style="text-align: right;">○ 09</td></tr> <tr><td>10 or more</td><td style="text-align: right;">○ 10</td></tr> </table>	1 or less	○ 01	2	○ 02	3	○ 03	4	○ 04	5	○ 05	6	○ 06	7	○ 07	8	○ 08	9	○ 09	10 or more	○ 10
1 or less	○ 01																				
2	○ 02																				
3	○ 03																				
4	○ 04																				
5	○ 05																				
6	○ 06																				
7	○ 07																				
8	○ 08																				
9	○ 09																				
10 or more	○ 10																				

<p>[IMG]</p> <p>Q11a. Which pathway are you in?</p> <p>Please select one response only.</p>	<table border="0"> <tr> <td>Specialist and competent authority pathway</td> <td style="text-align: right;">○ 01</td> </tr> <tr> <td style="text-align: right;">Go to Q11b</td> <td></td> </tr> <tr> <td>Specialist pathway</td> <td style="text-align: right;">○ 02</td> </tr> <tr> <td style="text-align: right;">Go to Q11b</td> <td></td> </tr> <tr> <td>Standard pathway (AMC exam)</td> <td style="text-align: right;">○ 03</td> </tr> <tr> <td>Standard pathway (Workplace based assessment)</td> <td style="text-align: right;">○ 04</td> </tr> <tr> <td>Competent authority pathway</td> <td style="text-align: right;">○ 05</td> </tr> <tr> <td>Short term training pathway</td> <td style="text-align: right;">○ 06</td> </tr> <tr> <td>Other</td> <td style="text-align: right;">○ 97</td> </tr> <tr> <td>Unsure</td> <td style="text-align: right;">○ 99</td> </tr> </table>	Specialist and competent authority pathway	○ 01	Go to Q11b		Specialist pathway	○ 02	Go to Q11b		Standard pathway (AMC exam)	○ 03	Standard pathway (Workplace based assessment)	○ 04	Competent authority pathway	○ 05	Short term training pathway	○ 06	Other	○ 97	Unsure	○ 99
Specialist and competent authority pathway	○ 01																				
Go to Q11b																					
Specialist pathway	○ 02																				
Go to Q11b																					
Standard pathway (AMC exam)	○ 03																				
Standard pathway (Workplace based assessment)	○ 04																				
Competent authority pathway	○ 05																				
Short term training pathway	○ 06																				
Other	○ 97																				
Unsure	○ 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 (ANZCA) | <input type="checkbox"/> | 01 |
| The Australasian College of Dermatologists (ACD) | <input type="checkbox"/> | 02 |
| Australasian College for Emergency Medicine (ACEM) | <input type="checkbox"/> | 03 |
| Australian College of Rural and Remote Medicine (ACRRM) | <input type="checkbox"/> | 04 |
| Australasian College of Sport and Exercise Physicians (ACSEP) | <input type="checkbox"/> | 05 |
| College of Intensive Care Medicine of Australia and New Zealand (CICM) | <input type="checkbox"/> | 06 |
| The Royal Australian and New Zealand College of Ophthalmologists (RANZCO) | <input type="checkbox"/> | 07 |
| Royal Australasian College of Dental Surgeons (RACDS) | <input type="checkbox"/> | 08 |
| The Royal Australasian College of Medical Administrators (RACMA) | <input type="checkbox"/> | 09 |
| The Royal Australasian College of Physicians (RACP) | <input type="checkbox"/> | 10 |
| Royal Australasian College of Surgeons (RACS) | <input type="checkbox"/> | 11 |
| The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG) | <input type="checkbox"/> | 12 |
| The Royal Australian and New Zealand College of Psychiatrists (RANZCP) | <input type="checkbox"/> | 13 |
| The Royal Australian and New Zealand College of Radiologists (RANZCR) | <input type="checkbox"/> | 14 |
| The Royal Australian College of General Practitioners (RACGP) | <input type="checkbox"/> | 15 |
| The Royal College of Pathologists of Australasia (RCPA) | <input type="checkbox"/> | 16 |
| Prefer not to say | <input type="checkbox"/> | 97 |
| Unsure | <input type="radio"/> | 99 |

[IMG, PVT, INS]

Q12. **SHOW IF INS**

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?

SHOW IF PVT

Do you have a training/professional development plan?

**HOVERTEXT FOR
'TRAINING/PROFESSIONAL
DEVELOPMENT PLAN'**

Developed by you and your supervisor/peer reviewer for your employer/MBA

SHOW IF IMG

Do you have a training/professional development plan?

**HOVERTEXT FOR
'TRAINING/PROFESSIONAL
DEVELOPMENT PLAN'**

Developed by you and your supervisor/peer reviewer for your employer/college/MBA

Yes **Go to Q13** 1

No **Go to Q26 [INS] or Q27 [IMG, PVT]** 2

[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 SHOW IF INS intern education program SHOW IF IMG, PVT 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 SHOW IF INS intern education program SHOW IF IMG, PVT 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 SHOW IF INS intern education program SHOW IF IMG, PVT plan requirements	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
4. SHOW IF IMG 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 SHOW IF INS intern education program SHOW IF IMG, PVT 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 SHOW IF INS intern education program SHOW IF IMG, PVT 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

[SNT/SGPT]

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

Please select all that apply, up to a maximum of two.

PROGRAMMER NOTE:
CREATE HIDDEN VARIABLE
[COLLEGE] FOR PIPING, ROTATE TEXT
AFTER THE EM DASH, REMOVE ANY
"THE" PREFIXES

- Addiction medicine – The Royal Australasian College of Physicians (**RACP**) 01
- Anaesthesia – Australian and New Zealand College of Anaesthetists (**ANZCA**) 02
- Dermatology – The Australasian College of Dermatologists (**ACD**) 03
- Emergency medicine – Australasian College for Emergency Medicine (**ACEM**) 04
- General practice – Australian College of Rural and Remote Medicine (**ACRRM**) **ASSIGN SGPT** 05
- General practice – The Royal Australian College of General Practitioners (**RACGP**) **ASSIGN SGPT** 06
- Intensive care medicine – College of Intensive Care Medicine of Australia and New Zealand (**CICM**) 09
- Medical administration – The Royal Australasian College of Medical Administrators (**RACMA**) 10
- Obstetrics and gynaecology – The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (**RANZCOG**) 11
- Occupational and environmental medicine – The Royal Australasian College of Physicians (**RACP**) 12
- Ophthalmology – The Royal Australian and New Zealand College of Ophthalmologists (**RANZCO**) 13
- Paediatrics and child health – The Royal Australasian College of Physicians (**RACP**) 14
- Pain medicine – Australian and New Zealand College of Anaesthetists (**ANZCA**) 15
- Palliative medicine – The Royal Australasian College of Physicians (**RACP**) 16
- Pathology – The Royal College of Pathologists of Australasia (**RCPA**) 17
- Physician – The Royal Australasian College of Physicians (**RACP**) 18
- Psychiatry – The Royal Australian and New Zealand College of Psychiatrists (**RANZCP**) 19
- Public health medicine – The Royal Australasian College of Physicians (**RACP**) 20
- Radiation oncology – The Royal Australian and New Zealand College of Radiologists (**RANZCR**) 21
- Radiology – The Royal Australian and New Zealand College of Radiologists (**RANZCR**) 22
- Rehabilitation medicine – The Royal Australasian College of Physicians (**RACP**) 23
- Sexual health medicine – The Royal Australasian College of Physicians (**RACP**) 24
- Sports and exercise medicine – Australasian College of Sport and Exercise Physicians (**ACSEP**) 25
- Surgery – Royal Australasian College of Surgeons (**RACS**) 26
- Surgery – Oral and maxillofacial surgery – Royal Australasian College of Dental Surgeons (**RACDS**) 27

<p>[SGPT, SNT] ASK FOR EACH COLLEGE IN Q14</p> <p>Q15. How many years have you been in the [INSERT COLLEGE SELECTED] training program?</p> <p>Please select one response only.</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
	More than 10	<input type="radio"/> 10
	Don't know	<input type="radio"/> 11

<p>[SGPT]</p> <p>Q16. Which training program are you in? Please select one response only.</p>	Australian General Practice Training (AGPT)	<input type="radio"/> 1
	The Remote Vocational Training Scheme (RVTS)	<input type="radio"/> 2
	RACGP Practice Experience Pathway (PEP)	<input type="radio"/> 3
	ACRRM Independent Pathway (IP)	<input type="radio"/> 4
	ACRRM Rural Generalist Training Scheme	<input type="radio"/> 5
	Unsure	<input type="radio"/> 96
	Not applicable	<input type="radio"/> 97

<p>[SGPT]</p> <p>Q17. If applicable, which Regional Training Organisation provides your GP training? Please select one response only.</p>	GP Synergy	RTO	<input type="radio"/> 01
	Eastern Victoria GP Training	RTO	<input type="radio"/> 02
	Murray City Country Coast GP Training	RTO	<input type="radio"/> 03
	GP Training Tasmania	RTO	<input type="radio"/> 04
	GPeX	RTO	<input type="radio"/> 05
	Western Australia General Practice Training	RTO	<input type="radio"/> 06
	Northern Territory General Practice Education	RTO	<input type="radio"/> 07
	General Practice Training Queensland	RTO	<input type="radio"/> 08
	James Cook University	RTO	<input type="radio"/> 09
	Unsure		<input type="radio"/> 96
	Not applicable		<input type="radio"/> 97

[SGPT]

The following questions relate to the Regional Training 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 [RESPONSE FROM Q17] 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 [RESPONSE FROM Q17] 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 [RESPONSE FROM Q17] 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. [RESPONSE FROM Q17] 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. [RESPONSE FROM Q17] 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 [RESPONSE FROM Q17] 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. [RESPONSE FROM Q17] 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 [RESPONSE FROM Q17]'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 [RESPONSE FROM Q17] 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. [RESPONSE FROM Q17] 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) 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 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) 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 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
5.	There are safe mechanisms for raising training/wellbeing concerns with the College	<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>[INS]</p> <p>Q26a. Did you receive an assessment for your previous rotation??</p>	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">Yes</td> <td style="width: 10%; text-align: right;">Go to Q23b</td> <td style="width: 20%; text-align: right;"><input type="radio"/> 1</td> </tr> <tr> <td>No</td> <td style="text-align: right;">Go to Q29</td> <td style="text-align: right;"><input type="radio"/> 2</td> </tr> </table>	Yes	Go to Q23b	<input type="radio"/> 1	No	Go to Q29	<input type="radio"/> 2
Yes	Go to Q23b	<input type="radio"/> 1					
No	Go to Q29	<input type="radio"/> 2					

<p>[INS]</p> <p>ASK IF Q26a=1</p> <p>Q26b. To what extent do you agree or disagree with the following statements? The assessment from my previous rotation...</p> <p>Please select one response per row.</p>					
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
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>[SGPT, IMG, PVT, INS, SNT]</p> <p>Q27a. Did you receive an orientation to your setting?</p> <p>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.</p>	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">Yes, a formal orientation</td> <td style="width: 10%;"></td> <td style="width: 20%; text-align: right;"><input type="radio"/> 1</td> </tr> <tr> <td>Yes, but it was largely informal</td> <td></td> <td style="text-align: right;"><input type="radio"/> 2</td> </tr> <tr> <td>No</td> <td style="text-align: right;">Go to Q28</td> <td style="text-align: right;"><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	Go to Q28	<input type="radio"/> 3
Yes, a formal orientation		<input type="radio"/> 1								
Yes, but it was largely informal		<input type="radio"/> 2								
No	Go to Q28	<input type="radio"/> 3								

<p>[SGPT, IMG, PVT, INS, SNT]</p> <p>ASK IF Q27a=1 OR 2</p> <p>Q27b. How would you rate the quality of your orientation?</p> <p>Please select one response only.</p>	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">Excellent</td> <td style="width: 30%; text-align: right;"><input type="radio"/> 5</td> </tr> <tr> <td>Good</td> <td style="text-align: right;"><input type="radio"/> 4</td> </tr> <tr> <td>Average</td> <td style="text-align: right;"><input type="radio"/> 3</td> </tr> <tr> <td>Poor</td> <td style="text-align: right;"><input type="radio"/> 2</td> </tr> <tr> <td>Terrible</td> <td style="text-align: right;"><input type="radio"/> 1</td> </tr> </table>	Excellent	<input type="radio"/> 5	Good	<input type="radio"/> 4	Average	<input type="radio"/> 3	Poor	<input type="radio"/> 2	Terrible	<input type="radio"/> 1
Excellent	<input type="radio"/> 5										
Good	<input type="radio"/> 4										
Average	<input type="radio"/> 3										
Poor	<input type="radio"/> 2										
Terrible	<input type="radio"/> 1										

CLINICAL SUPERVISION

In this next section, we would like to know more about the supervision you receive in your setting.

[SGPT, IMG, PVT, INS, SNT]

Q28. **SHOW IF SGPT, PVT, INS, SNT**
In your setting, who mainly provides your day-to-day clinical supervision?

SHOW IF IMG

In your setting, who mainly provides your day-to-day clinical supervision/peer review?

Please select one response only.

HOVERTEXT FOR 'SETTING'

Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.

Specialist (including specialist GP) 1

Registrar 2

Other doctor 3

Nurse 4

Other 5

SHOW IF SGPT, PVT, INS, SNT

I don't have a clinical supervisor **Go to Q32** 6

SHOW IF IMG

I don't have a clinical supervisor/peer reviewer **Go to Q32** 7

[SGPT, IMG, PVT, INS, SNT]

ASK IF Q28=1 TO 5

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

SHOW IF SGPT, PVT, INS, SNT

In my setting, if my clinical supervisor(s) is not available...

SHOW IF IMG

In my setting, if my **clinical supervisor(s)/peer reviewer(s)** is not available...

Please select one response per row.

HOVERTEXT FOR 'SETTING'

Setting is the current or most recent workplace, placement or rotation where at least 2 weeks have been completed as part of your training.

		Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1.	I am able to contact other senior medical staff IN HOURS 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 AFTER HOURS 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	Not applicable
1. Helpfulness	<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. Accessibility	<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. Regular, INFORMAL feedback	<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. Regular, FORMAL feedback	<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. Usefulness of feedback	<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. 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	<input type="radio"/> 99
7. SHOW IF SGPT, PVT, IMG, SNT Supporting you to meet your training plan/pathway requirements SHOW IF INS Supporting you to meet 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	<input type="radio"/> 99
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	<input type="radio"/> 99
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	<input type="radio"/> 99
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	<input type="radio"/> 99

<p>[SGPT, IMG, PVT, INS, SNT] ASK IF Q28=1 TO 5 Q31. SHOW IF SGPT, PVT, INS, SNT For your setting, how would you rate the quality of your clinical supervision?</p> <p>SHOW IF IMG For your setting, how would you rate the quality of your clinical supervision/peer review?</p> <p>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.</p>	<p>Excellent <input type="radio"/> 5</p> <p>Good <input type="radio"/> 4</p> <p>Average <input type="radio"/> 3</p> <p>Poor <input type="radio"/> 2</p> <p>Terrible <input type="radio"/> 1</p>
<p>[SGPT, IMG SKIP IF Q7=1, PVT, SNT] Q32. Has your performance been assessed in your setting?</p> <p>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.</p>	<p>Yes <input type="radio"/> 1</p> <p>No – but this is scheduled <input type="radio"/> 2</p> <p>No – but I would like to be <input type="radio"/> 3</p> <p>No – it's not necessary <input type="radio"/> 4</p> <p>Unsure <input type="radio"/> 5</p>

ACCESS TO TEACHING

[SGPT, IMG, PVT, INS, SNT]

Q33. Thinking about the development of your knowledge and skills, 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]

Q34. Thinking about your access to opportunities to **develop 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. I can access the training 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
2. I have to compete with other doctors 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
3. I have to compete with other health professionals 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]

Q35. 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.	SHOW IF SGPT AND ASK IF Q17=1 TO 9 I am able to attend [RESPONSE FROM Q17] education events	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
3.	I am able to attend conferences, courses and/or external education events	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
4.	SHOW IF SGPT 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]

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

My job responsibilities...

Please select one response only.

Never prevent me from meeting my training requirements 1

Rarely prevent me from meeting my training requirements 2

Sometimes prevent me from meeting my training requirements 3

Often prevent me from meeting my training requirements 4

[SGPT, IMG, PVT, INS, SNT]						
Q37. 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.						
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Not available
1. SHOW IF SGPT, IMG, PVT, SNT Formal education 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. 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	<input type="radio"/> 99
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	<input type="radio"/> 99
4. <u>Team or unit based activities</u> HOVERTEXT 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	<input type="radio"/> 99
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	<input type="radio"/> 99
6. Multidisciplinary meetings	<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. Simulation teaching	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
8. Access to mentoring	<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]						
Q38. 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]

Q39. 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]

Q40. 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.	There is a positive culture at my workplace	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
5.	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
6.	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
7.	I know how 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
8.	I am confident that I would 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
9.	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]

Q41a. Thinking about your workplace, have you experienced and/or witnessed any of the following in the past 12 months?

Please select all that apply.

	1) Experienced	2) Witnessed
1. Bullying <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
2. Harassment <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
3. Discrimination <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
98. None of these	<input type="radio"/> 98	<input type="radio"/> 98

SHOW BELOW Q41a: If you need to access support for your health, contact your GP or visit www.dr4drs.com.au for information on services in your area.

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

[SGPT, IMG, PVT, INS, SNT]

SHOW IF Q41a.1=1|2|3 OR Q41a.2=1|2|3

Q41b. 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 Q41b.1=1|2|3|4|5|7 OR Q41b.2=1|2|3|4|5|7

Q41c. 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 Q41c.1=1|2 or Q41c.2=1|2

Q41d. 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 Q41a.1=1|2|3 OR Q41a.2=1|2|3

Q41e. 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 Q41e.1=1 OR Q41e.2=1

Q41f. 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

[SGPT, IMG, PVT, INS, SNT]
SHOW IF Q41e.1=1 OR Q41e.2=1

Q41g. Are you satisfied with how the report was followed-up?
Please select one response (NEW)

	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

[SGPT, IMG, PVT, INS, SNT]
SHOW IF Q41a.1=1|2|3 OR Q41a.2=1|2|3

Q41h. How has the incident adversely affected your medical training?
Please select one response

	1) Experienced	2) Witnessed
1. No effect	<input type="radio"/> 1	<input type="radio"/> 1
2. Minor effect	<input type="radio"/> 2	<input type="radio"/> 2
3. Moderate effect	<input type="radio"/> 2	<input type="radio"/> 2
4. Major effect	<input type="radio"/> 2	<input type="radio"/> 2
5. Unsure	<input type="radio"/> 2	<input type="radio"/> 2

WORKPLACE ENVIRONMENT AND CULTURE

[SGPT, IMG, PVT, INS, SNT]

Q42. If you needed support, do you know how to access support for your health (including for stress and other psychological distress)?

- Yes 1
 No 2
 Unsure 3

PROGRAMMER NOTE: SHOW AT BOTTOM OF QUESTION

If you need to access support for your health, contact your GP or visit www.drs4drs.com.au for information on services in your area.

[SGPT, IMG, PVT, INS, SNT]

Q43. 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 paid overtime	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
03. Having to work unpaid 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 SHOW IF IMG Expectations of supervisors/peer reviewer	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
07. Supervisor feedback SHOW IF IMG 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]	
Q44. How would you rate your workload in your setting?	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
<p>Please select one response only.</p> <p>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.</p>	

[SGPT, IMG, PVT, INS, SNT]	
Q45. On average in the past month, how many hours per week have you worked?	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
<p>HOVERTEXT FOR 'PER WEEK' This includes rostered, unrostered, claimed and unclaimed overtime and recall – this does not include undisturbed on-call</p> <p>Please select one response only.</p>	

[SGPT, IMG, PVT, INS, SNT]						
Q46. 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]

Q47. 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 5
- Good 4
- Average 3
- Poor 2
- Terrible 1

[SGPT, IMG, PVT, INS, SNT]

Q48. 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]

Q49. 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.

<p>[SGPT, SNT]</p> <p>Q50a. Do you intend to continue in your specialty training program?</p>	<p>Yes <input type="radio"/> 1</p> <p>No <input type="radio"/> 2</p> <p>Undecided <input type="radio"/> 3</p>
<p>[IMG]</p> <p>Q50b. Do you intend to continue on a pathway to general or specialist registration? Please select one response only.</p>	<p>Yes – general registration Go to Q54 <input type="radio"/> 1</p> <p>Yes – specialist registration Go to Q54 <input type="radio"/> 2</p> <p>No Go to Q55 <input type="radio"/> 3</p> <p>Unsure Go to Q54 <input type="radio"/> 4</p>
<p>[PVT, INS]</p> <p>Q51. Do you intend to become a specialist?</p>	<p>Yes Go to Q53 <input type="radio"/> 1</p> <p>No Go to Q54 <input type="radio"/> 2</p> <p>Unsure Go to Q54 <input type="radio"/> 3</p>
<p>[PVT, INS]</p> <p>ASK IF Q51=1</p> <p>Q52. Which specialty are you most interested in pursuing? Please select one response only.</p>	<p>Addiction medicine – The Royal Australasian College of Physicians (RACP) <input type="radio"/> 01</p> <p>Anaesthesia – Australian and New Zealand College of Anaesthetists (ANZCA) <input type="radio"/> 02</p> <p>Dermatology – Australasian College of Dermatologists (ACD) <input type="radio"/> 03</p> <p>Emergency medicine – Australasian College for Emergency Medicine (ACEM) <input type="radio"/> 04</p> <p>General practice – Australian College of Rural and Remote Medicine (ACRRM) <input type="radio"/> 05</p>

General practice – The Royal Australian College of General Practitioners (RACGP)	○ 06
Intensive care medicine – College of Intensive Care Medicine of Australia and New Zealand (CICM)	○ 09
Medical administration – The Royal Australasian College of Medical Administrators (RACMA)	○ 10
Obstetrics and gynaecology – The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)	○ 11
Occupational and environmental – The Royal Australasian College of Physicians (RACP)	○ 12
Ophthalmology – The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)	○ 13
Paediatrics and child health – The Royal Australasian College of Physicians (RACP)	○ 14
Pain medicine – Australian and New Zealand College of Anaesthetists (ANZCA)	○ 15
Palliative medicine – The Royal Australasian College of Physicians (RACP)	○ 16
Pathology – The Royal College of Pathologists of Australasia (RCPA)	○ 17
Physician – The Royal Australasian College of Physicians (RACP)	○ 18
Psychiatry – The Royal Australian and New Zealand College of Psychiatrists (RANZCP)	○ 19
Public health medicine – The Royal Australasian College of Physicians (RACP)	○ 20
Radiation oncology – The Royal Australian and New Zealand College of Radiologists (RANZCR)	○ 21
Radiology – The Royal Australian and New Zealand College of Radiologists (RANZCR)	○ 22
Rehabilitation medicine – The Royal Australasian College of Physicians (RACP)	○ 23
Sexual health medicine – The Royal Australasian College of Physicians (RACP)	○ 24
Sports and exercise medicine – Australasian College of Sport and Exercise Physicians (ACSEP)	○ 25
Surgery – Royal Australasian College of Surgeons (RACS)	○ 26
Surgery – Oral and maxillofacial surgery – Royal Australasian College of Dental Surgeons (RACDS)	○ 27
Unsure	○ 97

[SGPT, IMG, PVT, INS, SNT]

IMG SKIP IF Q51b=3

Q53. 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.	<p>SHOW IF SGPT OR SNT I am concerned I will not successfully complete my training program to attain Fellowship</p> <p>SHOW IF PVT OR INS AND Q51=1 I am concerned about being able to secure a place in my preferred College training program</p> <p>SHOW IF IMG I am concerned I will not successfully meet my pathway requirements.</p>	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
6.	<p>I am concerned about whether I will be able to secure employment on completion of training</p> <p>SHOW IF IMG I am concerned about whether I will be able to secure employment on completing of the pathway</p>	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
7.	I am considering a future outside of medicine	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1

COVID-19

[SGPT, IMG, PVT, INS, SNT]

Q54. We would like to know if and how, COVID-19 has impacted your medical training in 2021.

COVID-19 has impacted my...

	Positively	Negatively	Mixture of positive and negative	Unaffected	Unsure	Not applicable
1. Training 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
2. Routine teaching	<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. Ways of learning	<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. Access to learning resources	<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. Exam(s) preparation	<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. Research 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
7. Progression (e.g. delayed entry, completion of training)	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
8. Workload	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99
9. Medical training overall	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1	<input type="radio"/> 99

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>[SGPT, IMG, PVT, INS, SNT]</p> <p>Q55. Do you identify as...? Please select one response only.</p> <p><i>Gender refers to current gender, which may be different to sex recorded at birth and may be different to what is indicated on legal documents.</i></p>	<p>Man or male <input type="radio"/> 1</p> <p>Woman or female <input type="radio"/> 2</p> <p>Non-binary <input type="radio"/> 3</p> <p>Prefer not to say <input type="radio"/> 99</p>
<p>[SGPT, IMG, PVT, INS, SNT]</p> <p>Q56. What is your age? Please select one response only.</p>	<p>20 to 24 <input type="radio"/> 1</p> <p>25 to 29 <input type="radio"/> 2</p> <p>30 to 34 <input type="radio"/> 3</p> <p>35 to 39 <input type="radio"/> 4</p> <p>40 to 45 <input type="radio"/> 5</p> <p>45+ <input type="radio"/> 6</p> <p>Prefer not to say <input type="radio"/> 99</p>
<p>[SGPT, IMG, PVT, INS, SNT]</p> <p>Q57. Do you identify as an Australian Aboriginal and/or Torres Strait Islander person? Please select one response only.</p>	<p>Yes – Aboriginal <input type="radio"/> 1</p> <p>Yes – Torres Strait Islander <input type="radio"/> 2</p> <p>Yes – Both Aboriginal and Torres Strait Islander <input type="radio"/> 3</p> <p>No <input type="radio"/> 4</p> <p>Prefer not to say <input type="radio"/> 99</p>
<p>[SGPT, PVT, INS, SNT]</p> <p>Q58a. Did you complete your primary medical degree in Australia or New Zealand? Please select one response only.</p>	<p>Yes - Australia <input type="radio"/> 1</p> <p>Yes - New Zealand <input type="radio"/> 2</p> <p>No - Elsewhere <input type="radio"/> 3</p>
<p>[SGPT, IMG, PVT, INS, SNT]</p> <p>ASK IF Q58a=3 OR IMG</p> <p>Q59b. In which country did you complete your primary medical degree? Please type in and select.</p>	<div style="border: 1px solid black; height: 20px; width: 100%; margin-bottom: 5px;"></div> <p>PROGRAMMER NOTE: ADD AUTOCOMPLETE DROP DOWN</p>

THAT IS THE END OF THE SURVEY – THANK YOU

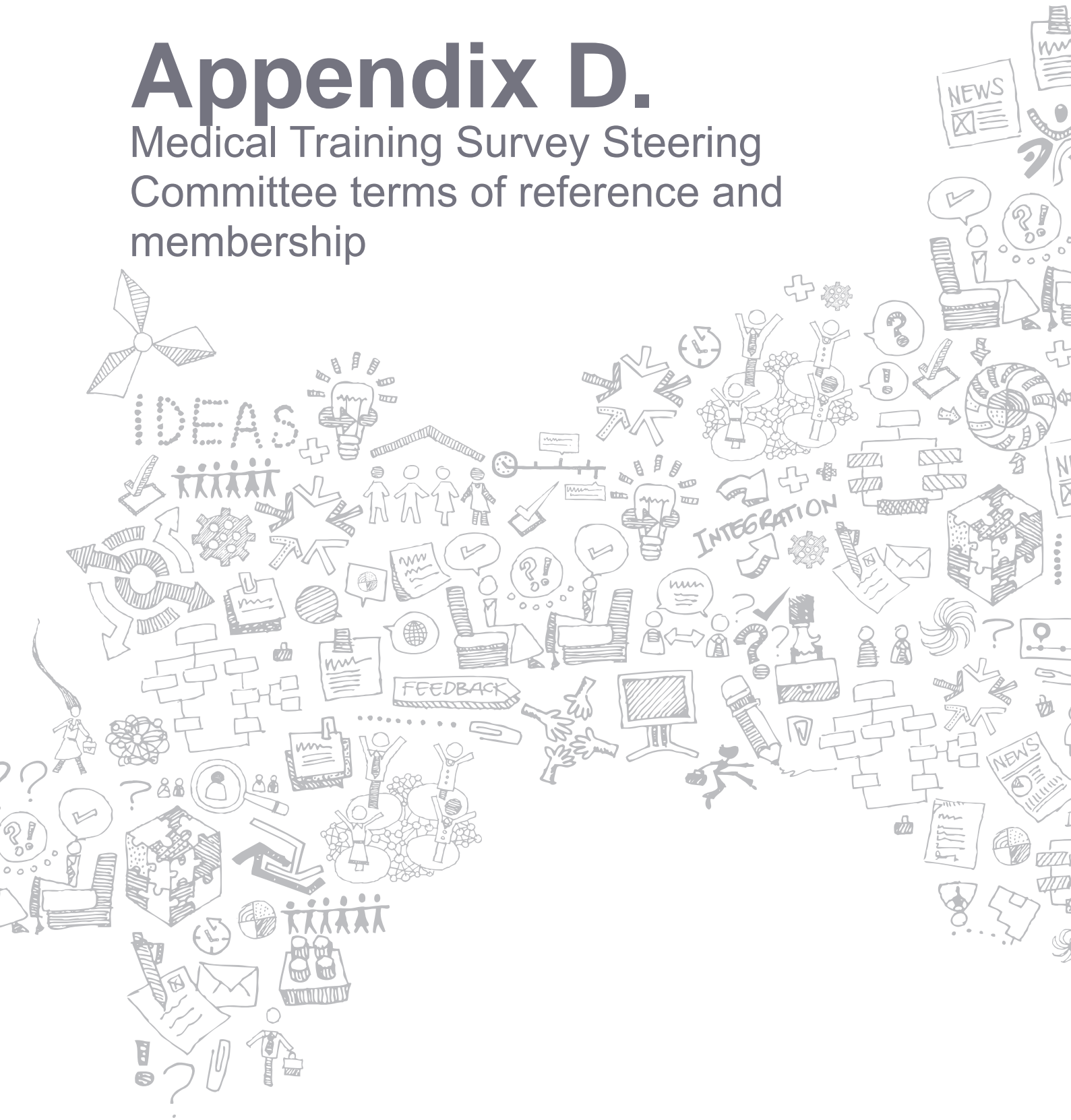
The survey has been conducted on behalf of the Medical Board of Australia and Ahpra

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	Medical Training Survey Advisory Group 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 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

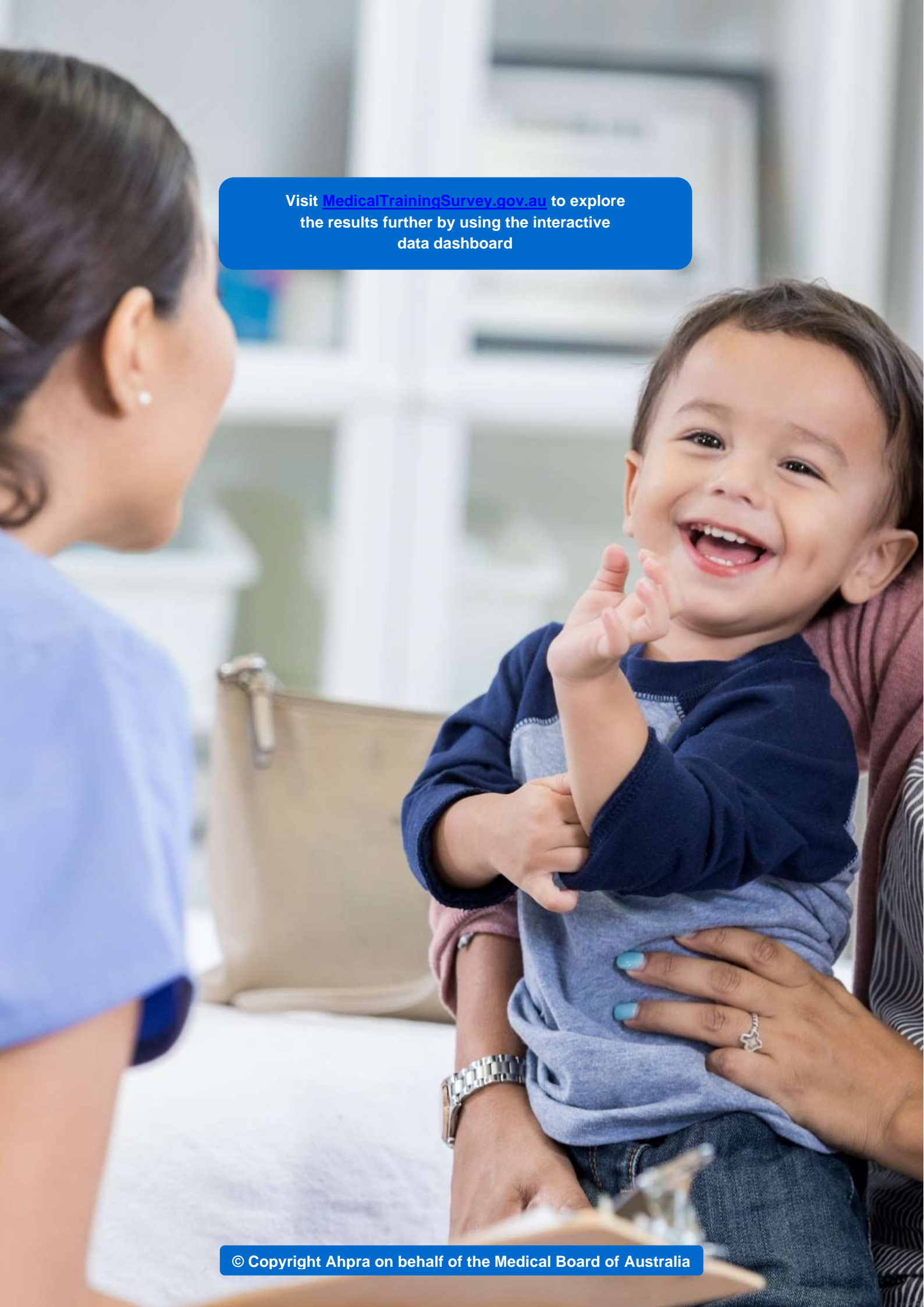
Dr Chris Wilson, Australian Medical Association Council of Doctors in Training

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



Visit [MedicalTrainingSurvey.gov.au](https://www.medicaltraining.gov.au) to explore the results further by using the interactive data dashboard