

Medical Training Survey

2023 Report Gender

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2023 MEDICAL TRAINING SURVEY

There is so much to learn from the rich data generated through the Medical Training Survey (MTS). As in past years, the headline results are interesting and important.

With five consecutive years' of MTS results now at our fingertips, we have the opportunity to examine the data closely and find the meaning beneath the surface. In this detail lies the evidence that can inform constructive change.

Organisations across the health sector owe it to current doctors in training, and our future medical workforce, to harness the value of this important data.

Once again, the MTS is proving an invaluable diagnostic tool, signalling what's going well in training and identifying issues to watch and act on. Trends are visible early, enabling close monitoring or swift action by the agencies best placed to respond and effect positive change.

Results this year are again broadly consistent with previous years, with some small but statistically significant variations. There is a lot going well in medical training with clear signs for optimism.

The 2023 MTS results show that the quality of supervision, orientation, education and training and patient safety training has improved. Trainees report that their workload and hours of work have reduced. Fewer trainees are considering leaving the profession. The upticks from last year's results, although small in change, are statistically significant and encouraging.

We also invite caution, given what is statistically significant may not always be practically meaningful with such a large sample size.

Early trends warrant close monitoring that is made possible by public access to the MTS data. It will be interesting to learn over time how much and what parts of trainee experiences relate to the easing of pandemicrelated pressures and what changes are flowing from both specific and systemic improvements.

Disappointingly, the culture of medical training needs ongoing attention. In such a complex system of shared accountabilities and responsibilities, there is no quick fix. The urgent need for ongoing commitment to building a culture of respect in medicine and medical training remains.

It is totally unacceptable that 54% of Aboriginal and Torres Strait Islander trainees experienced and/or witnessed bullying, harassment, discrimination and racism. It is inexcusable that 35% of all trainees did. The longitudinal MTS data makes clear that this area is yet to improve and shows a critical and urgent need for action.

There is nuance beneath the headline numbers and variation in the results, across medical disciplines, jurisdictions and health services. Year on year comparisons shine a light on where good things are happening and that specific initiatives are making a difference. It also spotlights areas where focus and action are needed.

Five years of legitimising trainees' experience, through MTS questions about culture and behaviour may in itself be encouraging doctors in training to speak up about these issues. Close longitudinal analysis is key.

There is a well-established link between culture and patient safety. Collaboration between frontline organisations will enable lasting cultural change. Ready public access to rich, longitudinal MTS data creates opportunities for shared learning that can support the cultural transformation our system needs.

The MTS again received strong participation from Aboriginal and Torres Strait Islander trainees with 176 responses. We value the feedback on experience of medical training provided by the Aboriginal and Torres Strait Islander trainees. This important data can support our journey towards providing culturally safe and appropriate medical training, and more broadly, culturally safe healthcare.

New questions on flexible training and working arrangements provide an important baseline to monitor future trends. Trainees report that their specialist colleges generally support (access to) flexible training, but this support is not replicated in the workplace. Nearly one in five considered accessing flexible working arrangements, but, were unable or chose not to access it.

I am grateful to every doctor in training who made it a priority to do the 2023 MTS. More than half Australia's doctors in training - 54.5% of trainees - have shared their insights. Agencies with the power to effect change must listen to what we are being told.



Dr Anne Tonkin AO Chair, Medical Board of Australia

INTRODUCTION

The Medical Training Survey (MTS) is a national, profession-wide survey of doctors in training in Australia. It is a confidential way to get national, comparative data to strengthen medical training in Australia. The MTS is conducted annually with doctors in training, with 2023 representing the fifth wave of data collection.

The objectives of the survey are to:

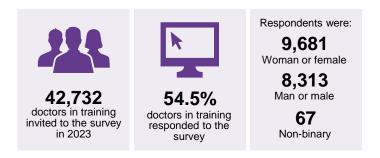
- promote better understanding of the quality of medical training in Australia
- identify how best to improve medical training in Australia, and

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

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

METHOD

Data collection for the MTS involved receiving responses to an online survey from n = 23,298 doctors in training, with n = 22,337 responses eligible for analysis (i.e. currently training in Australia) between 9 August and 8 October 2023.



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

For this report, responses for each gender category are compared against each other. To explore the results further, please visit <u>medicaltrainingsurvey.gov.au/results</u>.

INTERPRETING THIS REPORT

This report provides key results based on n = 18,061 doctors in training who reported their gender. Those who did not wish to specify their gender or did not complete the question on gender are not included in this report.

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

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

Executive summary

OVERALL SATISFACTION

I would recommend my current training position to other doctors

		Total agree: 81%		Total disagree: 6%
Woman or female	(n=9,675)	32%	50%	12% 5%
		Total agree: 80%		Total disagree: 7%
Man or male	(n=8,308)	35%	45%	13% 5%
		Total agree: 72%	,	Total disagree: 7%
Non-binary	(n=67)	25%	46%	21% <mark>6%</mark>

I would recommend my current workplace as a place to train

		Total agree: 80%		Total disagree: 7%
Woman or female	(n=9,676)	34%	46%	13% 5%
		Total agree: 80%		Total disagree: 7%
Man or male	(n=8,310)	36%	43%	13% 4%
		Total agree: 73%		Total disagree: 7%
Non-binary	(n=67)	31%	42%	19% <mark>4%</mark>
Key: Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Base: Total sample				

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

HIGHLIGHTS

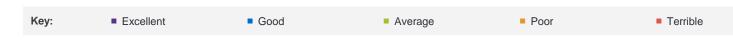
Quality of orientation		Total excellent/good: 75%		Total terrible/poor: 3%
Woman or female	(n=9,120)	24%	51%	22%
		Total excellent/good: 76%		Total terrible/poor: 4%
Man or male	(n=7,868)	27%	50%	20%
		Total excellent/good: 71%		Total terrible/poor: 5%
Non-binary	(n=58)	12%	59%	24%
Quality of clinical super	vision	Total excellent/good: 87%		Total terrible/poor: 2%
Woman or female	(n=9,483)	41%	46%	11%
		Total excellent/good: 88%		Total terrible/poor: 2%
Man or male	(n=8,121)	45%	43%	10%
		Total excellent/good: 85%		Total terrible/poor: 3%
Non-binary	(n=66)	35%	50%	12%
Key: Excellent	Good	Average	Poor	Terrible

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

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

HIGHLIGHTS (continued)

Quality of teaching session	ons	Total excellent/good: 84%		Total terrible/poor: 2%
Woman or female	(n=9,676)	24%	60%	14%
		Total excellent/good: 82%		Total terrible/poor: 3%
Man or male	(n=8,311)	26%	56%	15%
		Total excellent/good: 81%		Total terrible/poor: 3%
Non-binary	(n=67)	21%	60%	16%
Quality of training to rais	e patient safety	Concerns Total excellent/good: 83%		Total terrible/poor: 2%
Woman or female	(n=9,674)	31%	52%	15%
		Total excellent/good: 83%		Total terrible/poor: 3%
Man or male	(n=8,309)	34%	49%	14%
		Total excellent/good: 72%		Total terrible/poor: 4%
Non-binary	(n=67)	18%	54%	24%

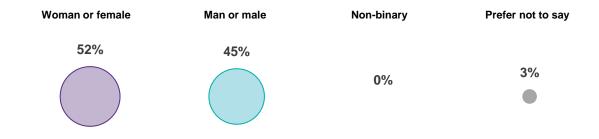


Base: Total sample | Q39. Overall, how would you rate the quality of the teaching sessions? | Q48. In your setting, how would you rate the quality of your training on how to raise concerns about patient safety?

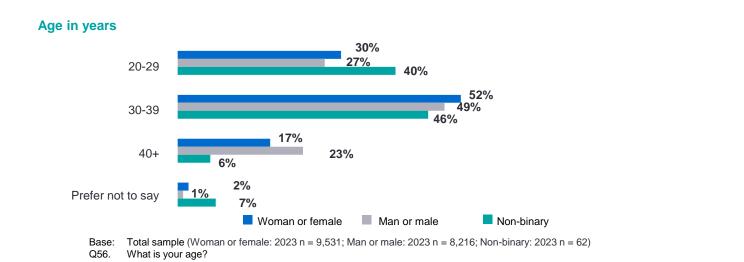
Profile of doctors in training by gender

DEMOGRAPHICS

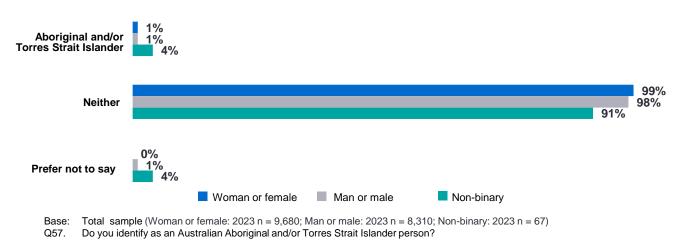
Do you identify as...



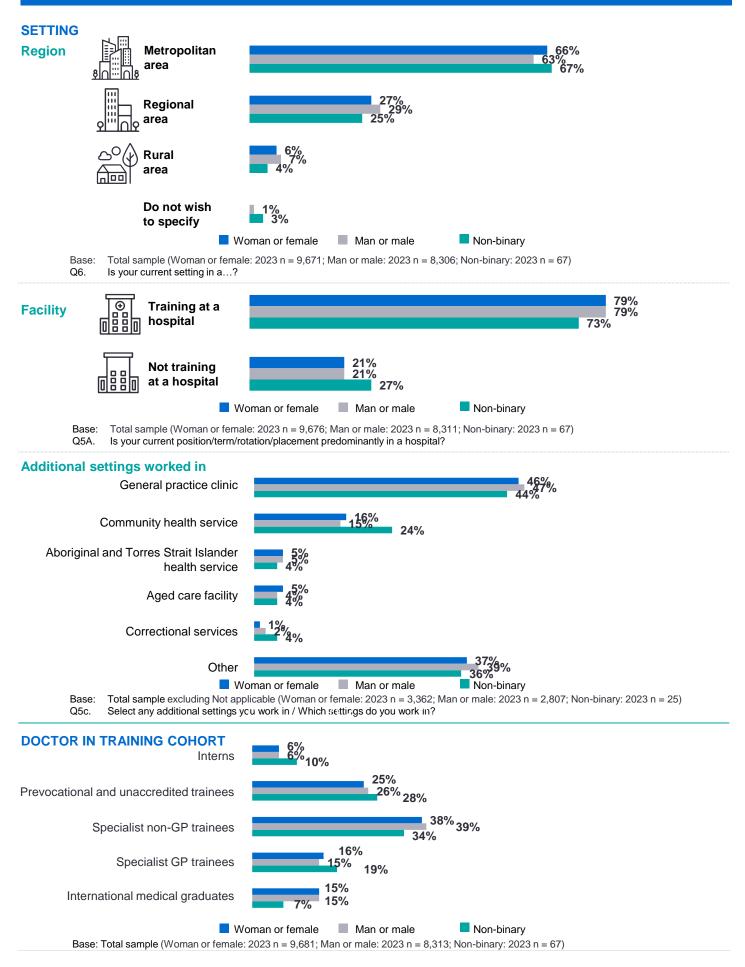
Base: Total sample (Woman or female: 2023 n = 9,681; Man or male: 2023 n = 8,313; Non-binary: 2023 n = 67; Prefer not to say: 2023 n = 506) Q55. Do you identify as...?

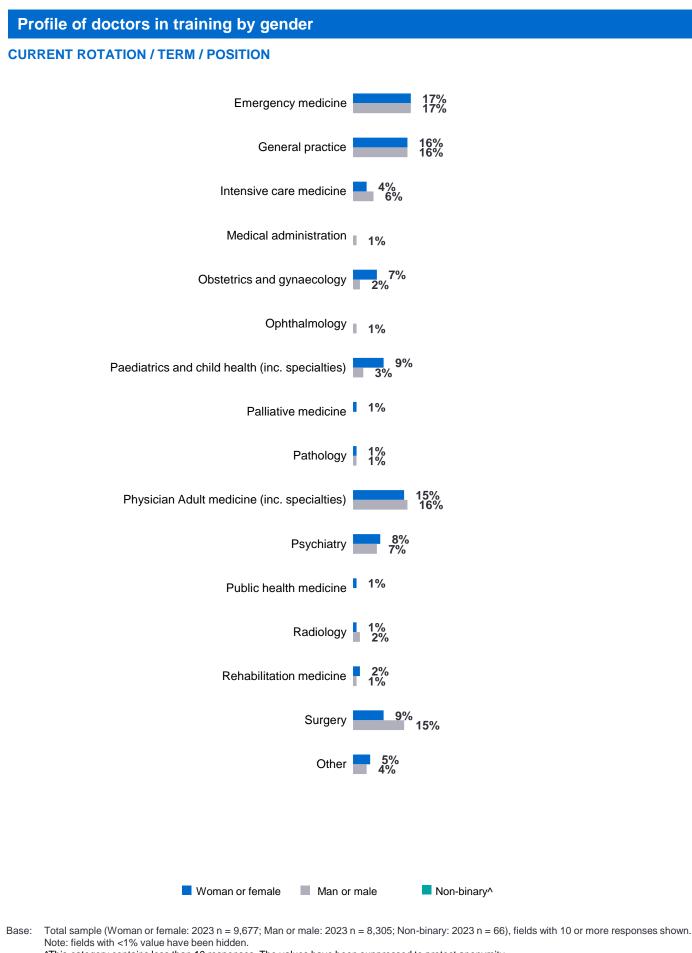


Cultural background



Profile of doctors in training by gender



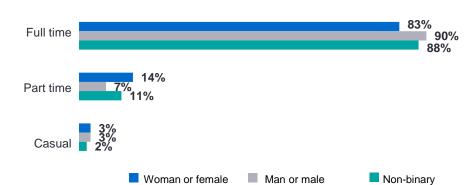


AThis category contains less than 10 responses. The values have been suppressed to protect anonymity Q9a. Which area are you currently practising in? | Q9b. If applicable, which subspecialty area are you practising in?

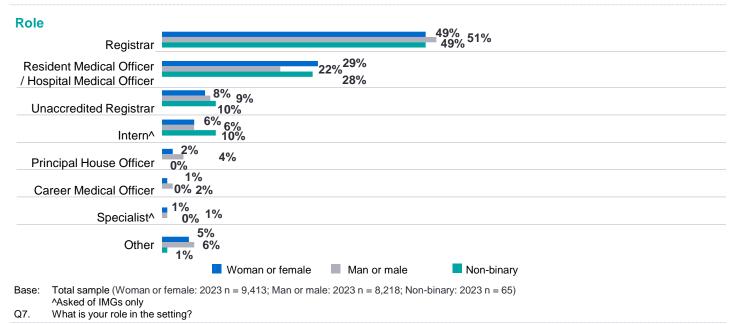
Profile of doctors in training by gender

DEMOGRAPHICS

Employment

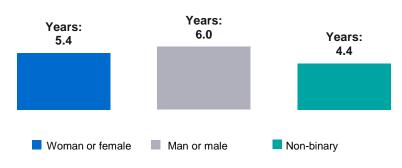


Base:Total sample (Woman or female: 2023 n = 9,413; Man or male: 2023 n = 8,218; Non-binary: 2023 n = 65)Q2.Are you employed:



Postgraduate year

Postgraduate year average is



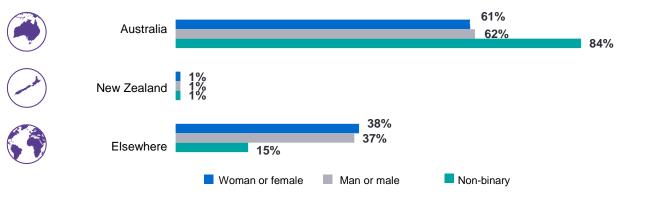
Base: Total sample (Woman or female: 2023 n = 9,413; Man or male: 2023 n = 8,218; Non-binary: 2023 n = 65)

Q1. What is your postgraduate year?

Profile of doctors in training by gender

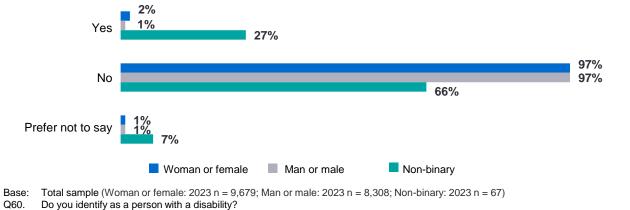
DEMOGRAPHICS (continued)

Primary degree

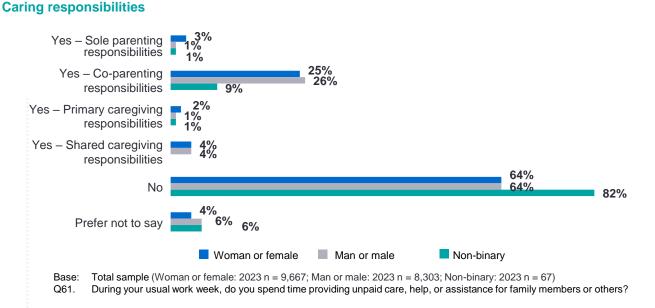


Base:Total sample (Woman or female: 2023 n = 9,671; Man or male: 2023 n = 8,302; Non-binary: 2023 n = 67)Q58a.Did you complete your primary medical degree in Australia or New Zealand?





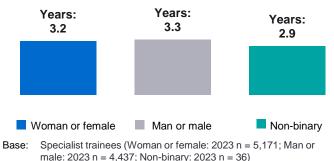
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Profile of doctors in training by gender

SPECIALIST TRAINEES

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

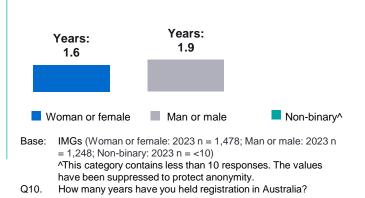


Q15. How many years have you been in the College training program?

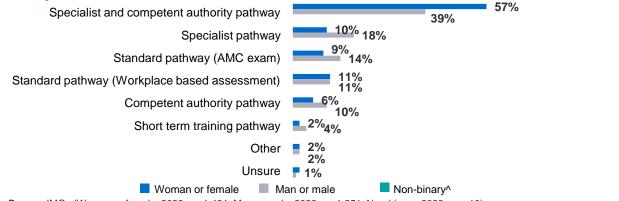
INTERNATIONAL MEDICAL GRADUATES (IMGs)

INTERNATIONAL MEDICAL GRADUATES (IMGs)

On average, IMGs have held registration in Australia for





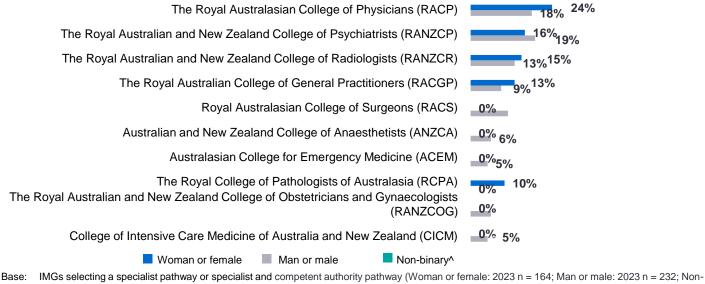


Base: IMGs (Woman or female: 2023 n = 1,481; Man or male: 2023 n = 1,251; Non-binary: 2023 n = <10)

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

Q11a. Which pathway are you in?

Specialist pathway assessment

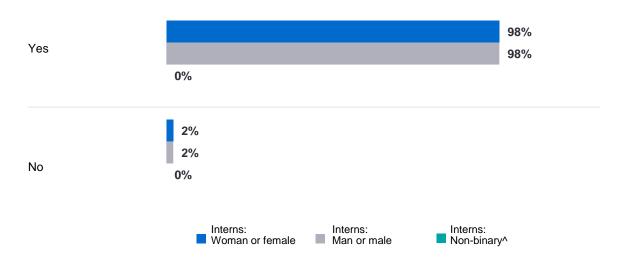


binary: 2023 n = <10) Note: IMGs were shown other colleges. A This category contains less than 10 responses. The values have been suppressed to protect anonymity.

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

Training curriculum - Interns

INTERNS WITH KNOWLEDGE OF THEIR INTERN EDUCATION PROGRAM...



Base: Interns (Woman or female: 2023 n = 544; Man or male: 2023 n = 461; Non-binary: 2023 n = <10)

AThis category contains less than 10 responses. The values have been suppressed to protect anonymity
 Q12. Organisations that employ interns are required to provide them with a formal education program (such as grand rounds and weekly teaching sessions)

etc) in addition to work-based teaching and learning. Do you know about your intern education program?

INTERN EDUCATION PROGRAM

My intern education program is helping me to continue to develop as a doctor

		Total agree: 83%	Total disagree: 4%		
Interns: Woman or female	(n=553)	21%	63%	12%	
		Total agree: 84%		Total disagree: 7%	
Interns: Man or male	(n=460)	26%	58%	9% 5%	
Interns: Non-binary	(n<10)	Anot shown due to small base	size.		

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

		Total agree: 83%		Total disagree: 6%
Interns: Woman or female	(n=554)	26%	57%	11% 5%
Woman or remaie		Total agree: 84%		Total disagree: 7%
Interns: Man or male	(n=460)	29%	55%	9% <mark>4</mark> %
Interns: Non-binary	(n<10)	Anot shown due to small base size.		
Key: Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

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

Training curriculum - Interns

INTERN EDUCATION PROGRAM (continued)

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

	-	Total agree: 83%	Total	disagre	ee: 7%
Interns: Woman or female	(n=554)	26%	57%	10%	6%
		Total agree: 83%	Total	disagre	ee: 8%
Interns: Man or male	(n=460)	29%	54%	9%	6%

^not shown due to small base size.

My intern education program is preparing me for future medical practice

(n<10)

		Total agree: 81%		Total disagree: 6%
Interns: Woman or female	(n=554)	21%	60%	13% 5%
woman or remaie		Total agree: 82%		Total disagree: 7%
Interns: Man or male	(n=460)	22%	60%	12% 5%

Interns: (n<10) Non-binary

Interns:

Non-binary

^not shown due to small base size.

My intern education program is advancing my knowledge

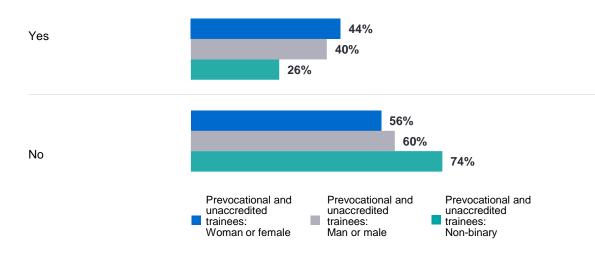
		Total agree: 82%	Total disagree: 5%		
Interns: Woman or female	(n=554)	22%	61%	12% 4%	
Woman or remaie		Total agree: 84%		Total disagree: 6%	
Interns: Man or male	(n=460)	23%	60%	10% 4%	
Interns: Non-binary	(n<10)	Anot shown due to small base	size.		



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

Training curriculum - Prevocational and unaccredited trainees

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



Base: Prevocational and unaccredited trainees (Woman or female: 2023 n = 2,451; Man or male: 2023 n = 2,138; Non-binary: 2023 n = 19) Q12. Do you have a professional development or training plan?

PROFESSIONAL DEVELOPMENT OR TRAINING PLAN

My plan is helping me to continue to develop as a doctor

		Total agree: 93%		Total disagree: 1%
Prevocational and unaccredited trainees:	(n=1,078)	39%	53%	6%
Woman or female		Total agree: 89%		Total disagree: 3%
Prevocational and unaccredited trainees: Man or male	(n=860)	38%	51%	8%
Prevocational and unaccredited trainees: Non-binary	(n<10)	Anot shown due to small base s	ize.	

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

		Total agree: 90%		Total disagree: 3%
Prevocational and unaccredited trainees:	(n=1,078)	32%	58%	7%
Woman or female		Total agree: 88%		Total disagree: 4%
Prevocational and unaccredited trainees: Man or male	(n=860)	30%	58%	9%
Prevocational and unaccredited trainees: Non-binary	(n<10)	Anot shown due to small base size.		
Key: Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

Base: Prevocational and unaccredited trainees with a professional development or training plan.

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

Training curriculum - Prevocational and unaccredited trainees

PROFESSIONAL DEVELOPMENT OR TRAINING PLAN (continued)

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

		Total agree: 93%		Total disagree: 1%
Prevocational and unaccredited trainees:	(n=1,078)	32%	61%	6%
Woman or female		Total agree: 90%		Total disagree: 2%
Prevocational and unaccredited trainees: Man or male	(n=861)	33%	57%	8%
Prevocational and unaccredited trainees: Non-binary	(n<10)	Anot shown due to small ba	se size.	

My plan is preparing me for future medical practice

		Total agree: 91% Total disa		
Prevocational and unaccredited trainees:	(n=1,078)	34%	57%	7%
Woman or female		Total agree: 89%		Total disagree: 3%
Prevocational and unaccredited trainees: Man or male	(n=861)	36%	53%	9%
Prevocational and unaccredited trainees: Non-binary	(n<10)	Anot shown due to small base	e size.	

My plan is advancing my knowledge

		Total agree: 92%		Total disagree: 2%
Prevocational and unaccredited trainees:	(n=1,078)	38%	55%	6%
Woman or female		Total agree: 90%		Total disagree: 2%
Prevocational and unaccredited trainees: Man or male	(n=861)	37%	53%	8%
Prevocational and unaccredited trainees: Non-binary	(n<10)	Anot shown due to small base a	size.	

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

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

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

Training curriculum - Specialist trainees

SPECIALIST TRAINING PROGRAM

General practice - The Royal Australian College of General Practitioners (RACGP)	26% 23%
Physician - The Royal Australasian College of Physicians (RACP)	18% 19%
Emergency medicine - Australasian College for Emergency Medicine (ACEM)	11%
Paediatrics and child health - The Royal Australasian College of Physicians (RACP)	4% 10%
Psychiatry - The Royal Australian and New Zealand College of Psychiatrists (RANZCP)	9% 7%
Anaesthesia - Australian and New Zealand College of Anaesthetists (ANZCA)	5% _%
Obstetrics and gynaecology - The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)	1% 5%
General practice - Australian College of Rural and Remote Medicine (ACRRM)	4%6%
Intensive care medicine - College of Intensive Care Medicine of Australia and New Zealand (CICM)	3% 7%
Surgery - Royal Australasian College of Surgeons (RACS)	2% 6%
Pathology - The Royal College of Pathologists of Australasia (RCPA)	2%
Radiology - The Royal Australian and New Zealand College of Radiologists (RANZCR)	1% %
Rehabilitation medicine - The Royal Australasian College of Physicians (RACP)	1% 1%
Palliative medicine - The Royal Australasian College of Physicians (RACP)	■ 1% <1%
Medical administration - The Royal Australasian College of Medical Administrators (RACMA)	1% 1%
Public health medicine - The Royal Australasian College of Physicians (RACP)	■ 1% <1%
Radiation oncology - The Royal Australian and New Zealand College of Radiologists (RANZCR)	<1% ■ 1%
Ophthalmology - The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)	<1% ■ 1%
Occupational and environmental medicine - The Royal Australasian College of Physicians (RACP)	<1% ■ 1%
Dermatology - The Australasian College of Dermatologists (ACD)	<1% <1%
Addiction medicine - The Royal Australasian College of Physicians (RACP)	<1% <1%
Pain medicine - Australian and New Zealand College of Anaesthetists (ANZCA)	<1% <1%
Sports and exercise medicine - Australasian College of Sport and Exercise Physicians (ACSEP)	<1% <1%
Sexual health medicine - The Royal Australasian College of Physicians (RACP)	<1% <1%
Surgery - Oral and maxillofacial surgery - Royal Australasian College of Dental Surgeons (RACDS)	<1% <1%
Woman or female Man or male Non-binary^	

Base: Specialist trainees (Woman or female: 2023 n = 5,203; Man or male: 2023 n = 4,460; Non-binary: 2023 n = 36), fields with 10 or more responses shown. AThis category contains less than 10 responses. The values have been suppressed to protect anonymity Which specialist training program(c) are you doing?

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

Training curriculum - Specialist non-GP trainees

TRAINING PROGRAM PROVIDED BY COLLEGE

The College training program is relevant to my development

		Total agree: 89%	Total disagree: 3%
Specialist non-GP trainees: Woman or female	(n=3,627)	30%	60% 7%
woman or remaie		Total agree: 88%	Total disagree: 5%
Specialist non-GP trainees: Man or male	(n=3,186)	36%	52% 8%
		Total agree: 91%	Total disagree: 0%
Specialist non-GP trainees: Non-binary	(n=23)	35%	57% 9%

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

		Total agree: 88%	Fotal agree: 88%		
Specialist non-GP trainees: Woman or female	(n=3,627)	27%	61%	7% 4%	
		Total agree: 87%	Total disagree: 6%		
Specialist non-GP trainees: Man or male	(n=3,186)	33%	54%	8% 4%	
		Total agree: 83%		Total disagree: 9%	
Specialist non-GP trainees: Non-binary	(n=23)	26%	57%	9% 9%	

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

		Total agree: 90%		Total disagree: 3%	
Specialist non-GP trainees: Woman or female	(n=3,630)	26%	65%	7%	
		Total agree: 89%	Total agree: 89%		
Specialist non-GP trainees: Man or male	(n=3,187)	32%	57%	8%	
		Total agree: 91%		Total disagree: 0%	
Specialist non-GP trainees: Non-binary	(n=23)	35%	57%	9%	

The College supports flexible training arrangements

		Total agree	: 58%		Total disagree: 18%		
Specialist non-GP trainees: Woman or female	(n=3,481)	14%	43%	2	5%	13%	5%
Woman or remaie		Total agree	: 62%		Total d	isagree:	15%
Specialist non-GP trainees: Man or male	(n=3,064)	18%	43%		23%	10%	5%
		Total agree	: 70%		Total	disagree	»: 5%
Specialist non-GP trainees: Non-binary	(n=20)	15%	55%		25%	6	5%



Base: Specialist non-GP trainees

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

Training curriculum - Specialist non-GP trainees

COMMUNICATION WITH COLLEGE

My College clearly communicates the requirements of my training program

		Total agree: 72%	Total agree: 72%			
Specialist non-GP trainees: Woman or female	(n=3,633)	16%	56%	15%	10%	
Woman or remaie		Total agree: 72%	Total agree: 72%			
Specialist non-GP trainees: Man or male	(n=3,191)	21%	51%	15%	9% 4%	
		Total agree: 65%		Total dis	agree: 13%	
Specialist non-GP trainees: Non-binary	(n=23)	13%	52%	22%	13%	

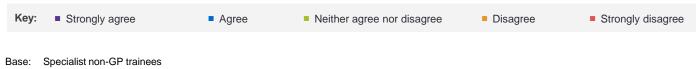
My College clearly communicates with me about changes to my training program and how they affect me

Specialist non-GP trainees: Woman or female	(n=3,592)
Specialist non-GP trainees: Man or male	(n=3,176)
Specialist non-GP trainees: Non-binary	(n=23)

Total agree	: 63%		Total	disagre	e: 16%
13%	51%		21%	129	<mark>% 4</mark> %
Total agree	: 67%		Total	disagre	e: 13%
18%	49%		19%	9%	6 5%
Total agree	: 57%	1	Total	disagre	e: 17%
9%	48%	1	26%	9%	9%

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

		Total agree: 72%	Total agree: 72%		
Specialist non-GP trainees: Woman or female	(n=3,630)	16%	56%	15%	10%
		Total agree: 73%	Total disagree: 11%		
Specialist non-GP trainees: Man or male	(n=3,193)	22%	51%	15%	8%
		Total agree: 83%		Total dis	sagree: 4%
Specialist non-GP trainees: Non-binary	(n=23)	17%	65%		13% <mark>4%</mark>



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

Training curriculum - Specialist non-GP trainees

ENGAGEMENT WITH COLLEGE

The College seeks my views on the training program

		Total agree:	46%			Т	otal disagre	e: 25%
Specialist non-GP trainees: Woman or female	(n=3,639)	6%	39%		30%		20%	4%
woman or remaie		Total agree:	46%			То	otal disagre	e: 25%
Specialist non-GP trainees: Man or male	(n=3,201)	9%	38%		29%		19%	6%
		Total agree:	39%			То	otal disagre	e: 30%
Specialist non-GP trainees: Non-binary	(n=23)	9%	30%	3	30%	2	22%	9%

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

		Total agree: 63%	Total disagree: 10%	
Specialist non-GP trainees: Woman or female	(n=3,639)	9%	54%	27% 8%
		Total agree: 64%		Total disagree: 10%
Specialist non-GP trainees: Man or male	(n=3,201)	13%	51%	26% 8%
		Total agree: 65%		Total disagree: 9%
Specialist non-GP trainees: Non-binary	(n=23)	9%	57%	26% <mark>4%4%</mark>

I am able to discuss the College training program with other doctors

		Total agree: 86%		Total disagree: 3%
Specialist non-GP trainees: Woman or female	(n=3,639)	15%	71%	10%
		Total agree: 84%		Total disagree: 5%
Specialist non-GP trainees: Man or male	(n=3,201)	20%	64%	11% 4%
		Total agree: 91%		Total disagree: 0%
Specialist non-GP trainees: Non-binary	(n=23)	26%	65%	9%



Training curriculum - Specialist non-GP trainees

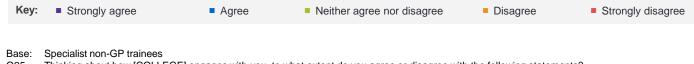
ENGAGEMENT WITH COLLEGE

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

		Total agr	ee: 43%			Total disagree: 17%
Specialist non-GP trainees: Woman or female	(n=3,638)	7%	36%		40%	13% 4%
woman or remaie		Total agr	ee: 47%			Total disagree: 14%
Specialist non-GP trainees: Man or male	(n=3,201)	10%	37%		39%	10% 4%
		Total agr	ee: 35%			Total disagree: 35%
Specialist non-GP trainees: Non-binary	(n=23)	4%	30%	30%	/6	35%

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

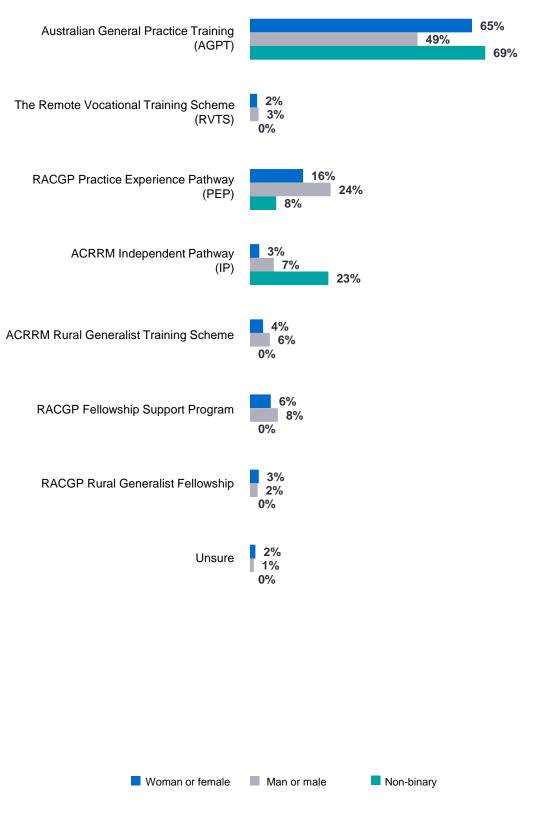
		Total agre	e: 44%			Total disag	gree: 18%
Specialist non-GP trainees: Woman or female	(n=3,638)	7%	37%		37%	14	% 5%
		Total agre	e: 51%			Total disag	gree: 16%
Specialist non-GP trainees: Man or male	(n=3,201)	11%	40%		34%	1	1% 5%
		Total agre	e: 35%			Total disag	gree: 35%
Specialist non-GP trainees: Non-binary	(n=23)	4%	30%	30	%	26%	9%



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

Training curriculum - Specialist GP trainees

PATHWAY



Base: Specialist GP trainees (Woman or female: 2023 n = 1,553; Man or male: 2023 n = 1,255; Non-binary: 2023 n = 13) Q16b. Which training program are you in?:

Training curriculum - Specialist GP trainees

TRAINING PROGRAM PROVIDED BY COLLEGE

The College training program is relevant to my development

		Total agree: 91%	Тс	tal disagree: 2%
Specialist GP trainees: Woman or female	(n=1,543)	37%	55%	7%
		Total agree: 88%	Тс	tal disagree: 4%
Specialist GP trainees: Man or male	(n=1,249)	41%	47%	8%
		Total agree: 85%	То	tal disagree: 8%
Specialist GP trainees: Non-binary	(n=13)	38%	46%	8% 8%

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

		Total agree: 91%	Total	disagree: 3%
Specialist GP trainees: Woman or female	(n=1,544)	35%	56%	7%
Woman of Tomalo		Total agree: 89%	Total	disagree: 4%
Specialist GP trainees: Man or male	(n=1,254)	38%	51%	7%
		Total agree: 85%	Total	disagree: 0%
Specialist GP trainees: Non-binary	(n=13)	46%	38%	15%

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

		Total agree: 89%		Total disagree: 4%
Specialist GP trainees: Woman or female	(n=1,545)	31%	58%	7%
		Total agree: 88%		Total disagree: 5%
Specialist GP trainees: Man or male	(n=1,255)	37%	51%	8%
		Total agree: 85%		Total disagree: 8%
Specialist GP trainees: Non-binary	(n=13)	31%	54%	8% 8%

The College supports flexible training arrangements

		Total agree: 80%		Total	disagree: 7%
Specialist GP trainees: Woman or female	(n=1,513)	28%	52%		13% <mark>4%</mark>
Woman or formate		Total agree: 80%		Total	disagree: 6%
Specialist GP trainees: Man or male	(n=1,233)	33%	47%		14%
		Total agree: 62%		Total d	lisagree: 15%
Specialist GP trainees: Non-binary	(n=13)	38%	23%	23%	8% 8%

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

Base: Specialist GP trainees

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

Training curriculum - Specialist GP trainees

COMMUNICATION WITH COLLEGE

My College clearly communicates the requirements of my training program

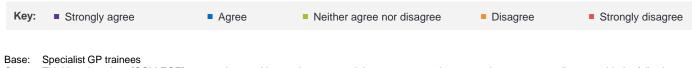
		Total agree: 79%	Total agree: 79%			
Specialist GP trainees: Woman or female	(n=1,556)	25%	25% 54%		12% 6%	
Woman or remaie		Total agree: 79%	Total agree: 79%			
Specialist GP trainees: Man or male	(n=1,256)	30%		49%	13% 5%	
man of malo		Total agree: 54%			Total disagree: 23%	
Specialist non-GP trainees: Non-binary	(n=13)	15%	38%	23%	23%	

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

-		Total agree: 74%	Total agree: 74%					
Specialist GP trainees: Woman or female	(n=1,547)	23%	23% 52%					
		Total agree: 76%	Total agree: 76%					
Specialist GP trainees: Man or male	(n=1,251)	28%	47%	47%				
		Total agree: 54%			Total disagree: 31%			
Specialist GP trainees: Non-binary	(n=13)	23%	31%	15%	31%			

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

		Total agree: 88%		Total disagree: 4%
Specialist GP trainees: Woman or female	(n=1,555)	28%	59%	8%
woman or remaie		Total agree: 85%		Total disagree: 5%
Specialist GP trainees: Man or male	(n=1,257)	35%	50%	10%
		Total agree: 77%		Total disagree: 8%
Specialist GP trainees: Non-binary	(n=13)	38%	38%	15% 8%



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

Training curriculum - Specialist GP trainees

ENGAGEMENT WITH COLLEGE

The College seeks my views on the training program

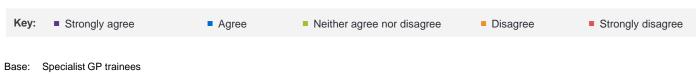
		Total agree:	60%			Total disag	ree: 13%
Specialist GP trainees: Woman or female	(n=1,560)	14%	47%	%	27%		11%
		Total agree:	63%		-	Total disag	jree: 13%
Specialist GP trainees: Man or male	(n=1,258)	19%		45%	23%	6	10% <mark>4%</mark>
		Total agree:	: 38%		-	Total disag	ree: 23%
Specialist GP trainees: Non-binary	(n=13)	8%	31%	38%		23	%

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

		Total agree: 65%		Total disa	gree: 6%
Specialist GP trainees: Woman or female	(n=1,558)	13%	52%	28%	5%
		Total agree: 65%		Total disa	igree: 8%
Specialist GP trainees: Man or male	(n=1,258)	17%	48%	27%	<mark>5%</mark>
		Total agree: 54%		Total disa	gree: 8%
Specialist GP trainees: Non-binary	(n=13)	8%	46%	38%	8%

I am able to discuss the College training program with other doctors

		Total agree: 82%		Total disagree: 3%
Specialist GP trainees: Woman or female	(n=1,560)	18%	64%	15%
Woman of female		Total agree: 79%		Total disagree: 4%
Specialist GP trainees: Man or male	(n=1,258)	22%	57%	16%
		Total agree: 85%		Total disagree: 15%
Specialist GP trainees: Non-binary	(n=13)	8%	77%	15%



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

Training curriculum - Specialist GP trainees

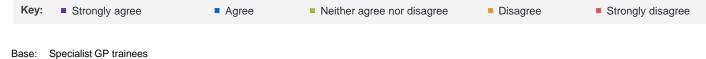
ENGAGEMENT WITH COLLEGE (continued)

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

• •		Total agree: 579	/0		Total dis	sagree: 7%
Specialist GP trainees: Woman or female	(n=1,560)	13%	44%		36%	6%
		Total agree: 59	/₀		Total dis	sagree: 8%
Specialist GP trainees: Man or male	(n=1,258)	16%	43%		33%	5%
		Total agree: 319	%		Total disa	agree: 31%
Specialist GP trainees: Non-binary	(n=13)	31%		38%	23%	8%

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

		Total agree: 66%			Total o	lisagree: 5%
Specialist GP trainees: Woman or female	(n=1,560)	15%	51%		29%	<mark>4%</mark>
		Total agree: 67%			Total o	lisagree: 7%
Specialist GP trainees: Man or male	(n=1,258)	20%	47%		26%	<mark>4%</mark>
		Total agree: 46%			Total di	sagree: 15%
Specialist GP trainees: Non-binary	(n=13)	46%		38%	, 0	15%



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

Training curriculum - Specialist GP trainees

TRAINING PROGRAM PROVIDED BY RVTS

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

Among the specialist GP trainees, 2% were enrolled with an RVTS and were shown the questions over the next three pages.

The RVTS education program meets the College/s requirements

		Total agree: 100%	Total disagree: 0%
Specialist GP trainees: Woman or female	(n=33)	85%	15%
Woman or remaie		Total agree: 100%	Total disagree: 0%
Specialist GP trainees: Man or male	(n=32)	94%	6%
Specialist GP trainees: Non-binary	(n<10)	Anot shown due to small base size.	

The RVTS education program is preparing me as a specialist

		Total agree: 94%	Total disagree: 3%
Specialist GP trainees: Woman or female	(n=33)	79%	15%
woman or remaie		Total agree: 100%	Total disagree: 0%
Specialist GP trainees: Man or male	(n=32)	94%	<mark>6%</mark>
Specialist GP trainees: Non-binary	(n<10)	Anot shown due to small base size.	

The RVTS education program is advancing my knowledge

		Total agree: 94%	Total disagree: 3%
Specialist GP trainees: Woman or female	(n=33)	79%	15%
Woman of Iomaio		Total agree: 100%	Total disagree: 0%
Specialist GP trainees: Man or male	(n=32)	97%	
Specialist GP trainees: Non-binary	(n<10)	Anot shown due to small base size.	

Key:

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

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

Training curriculum - Specialist GP trainees

COMMUNICATION WITH RVTS

The RVTS clearly communicates the requirements of my training program

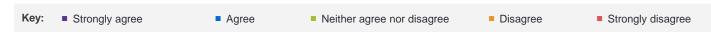
		Total agree: 94%	Total disagree: 6%
Specialist GP trainees: Woman or female	(n=33)		15%
		Total agree: 97%	Total disagree: 0%
Specialist GP trainees: Man or male	(n=32)	94%	
Specialist GP trainees: Non-binary	(n<10)	Anot shown due to small base size.	

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

		Total agree: 85%	Total disagree: 3%
Specialist GP trainees: Woman or female	(n=33)	73%	12% 12%
		Total agree: 97%	Total disagree: 0%
Specialist GP trainees: Man or male	(n=32)	94%	
Specialist GP trainees: Non-binary	(n<10)	Anot shown due to small base size.	

I know who to contact at RVTS about my education program

		Total agree: 97%	Total disagree: 3%
Specialist GP trainees: Woman or female	(n=33)	82%	15%
Woman of Temale		Total agree: 97%	Total disagree: 0%
Specialist GP trainees: Man or male	(n=32)	94%	
Specialist GP trainees: Non-binary	(n<10)	Anot shown due to small base size.	



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

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

Training curriculum - Specialist GP trainees

ENGAGEMENT WITH RVTS

Non-binary

Non-binary

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

		Total agree: 91%	Total disagree: 3%
Specialist GP trainees: Woman or female	(n=33)	67%	24% 6%
		Total agree: 97%	Total disagree: 3%
Specialist GP trainees: Man or male	(n=32)	63%	34%
Specialist GP trainees:	(n<10)	Anot shown due to small base size.	

^not shown due to small base size.

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

		Total agree: 85%	Total o	disagree: 3%
Specialist GP trainees: Woman or female	(n=33)	61%	24%	12%
		Total agree: 94%	Total o	disagree: 3%
Specialist GP trainees: Man or male	(n=32)	72%	22%	6

Specialist GP trainees: Non-binary

^not shown due to small base size.

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

(n<10)

(n<10)

		Total agree: 94%	Total disagree: 0%	
Specialist GP trainees: Woman or female	(n=33)	73%	21% 6%	
woman or remaie		Total agree: 97%	Total disagree: 0%	
Specialist GP trainees: Man or male	(n=32)	72%	25%	
Specialist GP trainees:	(n<10)	Anot shown due to small base size.		

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

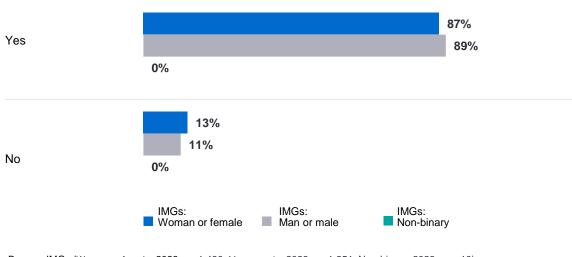
		Total agree: 82%		То	otal disagree: 0%
Specialist GP trainees: Woman or female	(n=33)	61%		21%	18%
		Total agree: 94%		Т	otal disagree: 0%
Specialist GP trainees: Man or male	(n=32)	66%		28	3% <mark>6%</mark>
Specialist GP trainees: Non-binary	(n<10)	Anot shown due to small base size.			
Key: Strongly agree	Agree	Neither agree nor disagree	Disagree	Strong	gly disagree

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

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

Training curriculum - International medical graduates (IMGs)

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



Base: IMGs (Woman or female: 2023 n = 1,480; Man or male: 2023 n = 1,251; Non-binary: 2023 n = <10) Q12. Do you have a professional development or training plan?

PROFESSIONAL DEVELOPMENT OR TRAINING PLAN

My plan is helping me to continue to develop as a doctor

		Total agree: 92%		Total disagree: 2%
IMGs: Woman or female	(n=1,290)	46%	46%	6%
woman or remaie		Total agree: 90%		Total disagree: 4%
IMGs: Man or male	(n=1,114)	49%	41%	6%
IMGs: Non-binary	(n<10)	Anot shown due to small base size.		
There are opportunities	for me to meet the	e requirements of my plan in my	current setting	
		Total agree: 91%		Total disagree: 3%
IMGs:	(n=1,288)	39%	52%	6%
Woman or female		Total agree: 89%		Total disagree: 4%
MGs: Man or male	(n=1,113)	Total agree: 89% 42%	47%	Total disagree: 4%
IMGs:	(n=1,113) (n<10)		47%	
IMGs: Man or male IMGs:		42%	47%	Total disagree: 4%

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

Training curriculum - International medical graduates (IMGs)

PROFESSIONAL DEVELOPMENT OR TRAINING PLAN (continued)

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

55% 48% base size. healthcare system* 48% 42% base size.	4% Total disagree: 2% 5% Total disagree: 3% 8% Total disagree: 4% 8%
base size. a healthcare system* 48% 42%	Total disagree: 3%
base size. a healthcare system* 48% 42%	Total disagree: 3% 8% Total disagree: 4% 8%
a healthcare system* 48% 42%	8% Total disagree: 4% 8%
48%	8% Total disagree: 4% 8%
42%	8% Total disagree: 49 8%
42%	Total disagree: 49 8%
	8%
ase size.	Total disagree: 2%
	Total disagree: 2%
	Total disagree: 27
51%	6%
	Total disagree: 4%
44%	7%
base size.	
	Total disagree: 2%
47%	5%
	Total disagree: 3%
	6%
41%	
	% 41%

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

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

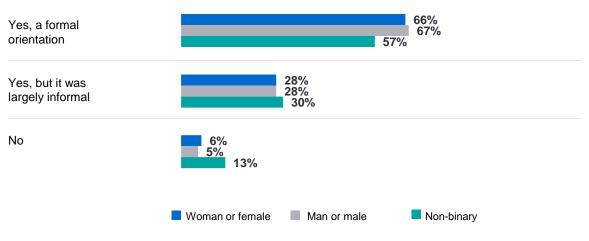
*Note: This question was only asked of IMGs.

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

Orientation

DID YOU RECEIVE AN ORIENTATION TO YOUR SETTING?

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



Base: Total sample (Woman or female: 2023 n = 9,674; Man or male: 2023 n = 8,312; Non-binary: 2023 n = 67)

Q27a. Did you receive an orientation to your setting?

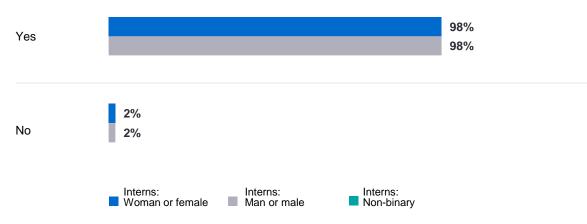
HOW WOULD YOU RATE THE QUALITY OF YOUR ORIENTATION?

		Total excellent/good	Total terrible/poor: 3%		
Woman or female	(n=9,120)	24%	51%	22%	
		Total excellent/good	: 76%	Total terrible/poor: 4%	
Man or male	(n=7,868)	27%	50%	20%	
		Total excellent/good	: 71%	Total terrible/poor: 5%	
Non-binary	(n=58)	12%	59%	24%	



Assessment - Interns

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



Base: Interns (Woman or female: 2023 n = 544; Man or male: 2023 n = 461; Non-binary: 2023 n = <10) Q26a. Did you receive an assessment for your previous rotation?

ASSESSMENT ADMINISTRATION FROM PREVIOUS ROTATION...

Was relevant to my training		Total agree: 83%		Total disagree: 5%		: 5%
Interns:	(n=532)	22%	61%		11%	5%
Woman or female		Total agree: 86%		Total o	disagree	: 6%
Interns: Man or male	(n=453)	31%	55%		8%	4%
Interns:	(n<10)	^not shown due to small bas	e size			

Non-binary

Included an opportunity to discuss feedback with my supervisor

		Total agree: 89%	Total agree: 89%		
Interns: Woman or female	(n=532)	37%	52%	5% 5%	
		Total agree: 91%		Total disagree: 4%	
Interns: Man or male	(n=453)	42%	49%	5%	
Interns: Non-binary	(n<10)	Anot shown due to small base	size.		



Base: Had an assessment

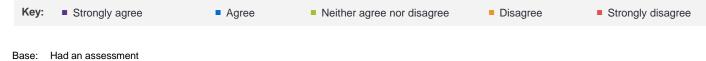
Q26b. To what extent do you agree or disagree with the following statements? The assessment from my previous rotation...

Assessment - Interns

ASSESSMENT ADMINISTRATION FROM PREVIOUS ROTATION...

Provided me with useful feedback about my progress as an intern

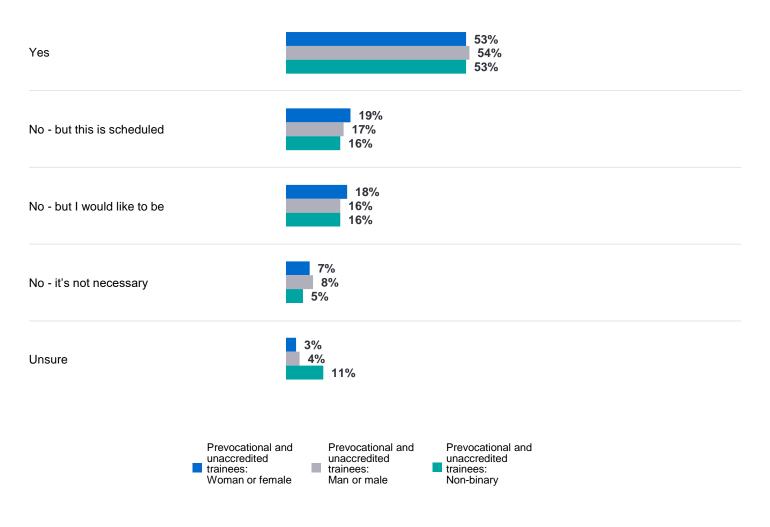
		Total agree: 80%		Total disagree: 9%
Interns:	(n=532)	27%	53%	11% 7%
Woman or female		Total agree: 83%		Total disagree: 5%
Interns: Man or male	(n=453)	34%	49%	12% <mark>4%</mark>
Interns: Non-binary	(n<10)	Anot shown due to small base size.		
Was conducted fairly				
		Total agree: 90%		Total disagree: 4%
Interns:	(n=532)	36%	54%	7%
Woman or female		Total agree: 93%		Total disagree: 2%
Interns: Man or male	(n=453)	45%	48%	5%
Interns: Non-binary	(n<10)	Anot shown due to small base size.		



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

Assessment - Prevocational and unaccredited trainees

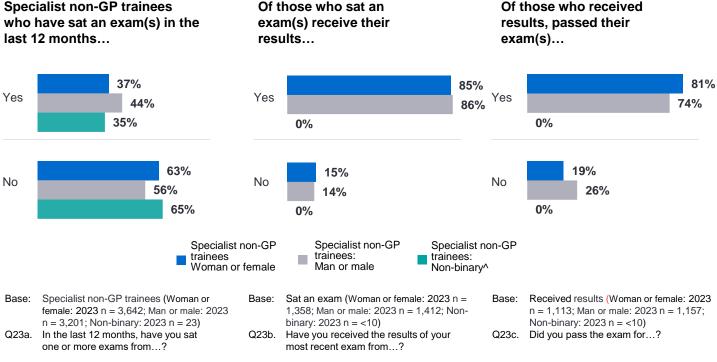
HAS YOUR PERFORMANCE BEEN ASSESSED IN YOUR SETTING?



Base:Prevocational and unaccredited trainees (Woman or female: 2023 n = 2,450; Man or male: 2023 n = 2,139; Non-binary: 2023 n = 19)Q32.Has your performance been assessed in your setting?

Assessment - Specialist non-GP trainees

COLLEGE EXAMS



^not shown due to small base size.

The exam(s) reflected the college training curriculum

		Total agree: 62%	Total disagree: 2				
Specialist non-GP trainees:	(n=1,356)	10%	52%	16%	16%	6%	
Woman or female		Total agree: 64%		Total disagree: 21%			
Specialist non-GP trainees: Man or male	(n=1,404)	15%	49%	15%	13%	8%	
man of malo							
Specialist non-GP trainees:	(n<10)	Anot shown due to small base size.					

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

		Total agree: 69%		Total d	isagree: 15%
Specialist non-GP trainees: Woman or female	(n=1,358)	12%	57%	16%	11% 4%
woman or remaie		Total agree: 69%		Total d	isagree: 16%
Specialist non-GP trainees: Man or male	(n=1,408)	16%	53%	14%	11% 5%
Specialist non-GP trainees: Non-binary	(n<10)	Anot shown due to s	mall base size.		
Key: Strongly agree	Agree	Neither agree no	or disagree Disagree	Strongly d	lisagree

Base: Specialist non-GP trainees who sat an exam

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

Non-binary

Assessment - Specialist non-GP trainees

COLLEGE EXAMS (continued)

The exam(s) ran smoothly on the day

	on the day	Total agree: 83%		Total disagree: 10%
Specialist non-GP trainees:	(n=1,355)	20%	63%	7% 6% 4%
Woman or female		Total agree: 84%		Total disagree: 8%
Specialist non-GP trainees: Man or male	(n=1,404)	28%	56%	7% 6%
Specialist non-GP trainees: Non-binary	(n<10)	^not shown due to small	base size.	
The exam(s) were conducte	ed fairly	Total agree: 72%		Total disagree: 13%
Specialist non-GP trainees: Woman or female	(n=1,354)	15%	57%	16% 10%
woman or remaie		Total agree: 74%		Total disagree: 11%
Specialist non-GP trainees: Man or male	(n=1,404)	22%	52%	15% 7% 4%
Specialist non-GP trainees: Non-binary	(n<10)	^not shown due to small	base size.	
I received useful feedback	about my perfo	ormance in the exam(s)		
		Total agree: 35%		Total disagree: 44%
Specialist non-GP trainees: Woman or female	(n=1,231)	6% 29%	21%	27% 18%
		Total agree: 36%		Total disagree: 43%

Specialist non-GP trainees: (n=1,266) Man or male

Specialist non-GP trainees: (n<10) Non-binary

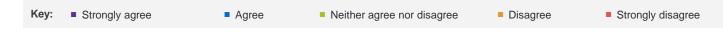
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28%

21%

22%

8%



Base: Specialist non-GP trainees who sat an exam

Assessment - Specialist non-GP trainees

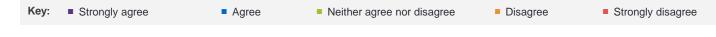
COLLEGE EXAMS (continued)

Non-binary

The feedback is timely		Total agree: 42%		Total disagree: 36%		
Specialist non-GP trainees:	(n=1,200)	7%	36%	22%	22%	14%
Woman or female		Total agree: 42%		_	Total disagree: 35%	
Specialist non-GP trainees: Man or male	(n=1,239)	9%	33%	23%	20%	16%
Man of male						
Specialist non-GP trainees:	(n<10)	^not shown	due to small base size			

I received support from my College when needed

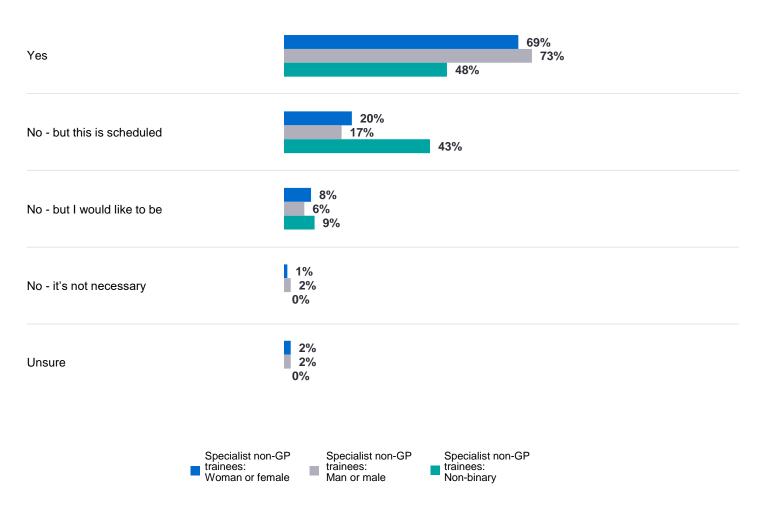
		Total agree	: 41%	1	Total disagree: 23%	
Specialist non-GP trainees:	(n=1,112)	7%	34%	36%	14%	9%
Woman or female		Total agree: 41%		1	Total disagree: 24%	
Specialist non-GP trainees: Man or male	(n=1,175)	10%	31%	35%	13%	11%
Specialist non-GP trainees: Non-binary	(n<10)	^not shown	due to small base size) .		



Base: Specialist non-GP trainees who sat an exam

Assessment - Specialist non-GP trainees

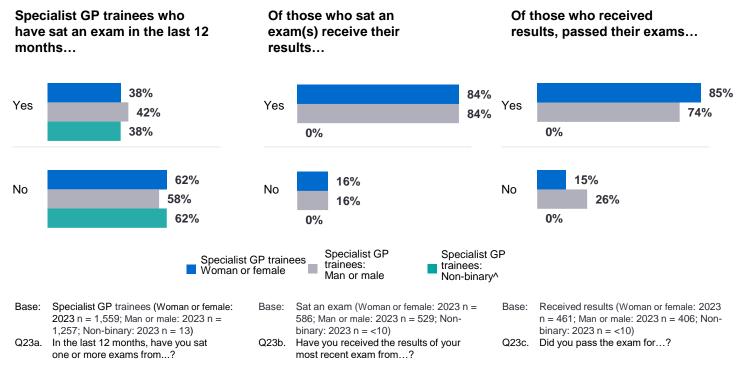
HAS YOUR PERFORMANCE BEEN ASSESSED IN YOUR SETTING?



Base:Specialist non-GP trainees (Woman or female: 2023 n = 3,643; Man or male: 2023 n = 3,202; Non-binary: 2023 n = 23)Q32.Has your performance been assessed in your setting?

Assessment - Specialist GP trainees

COLLEGE EXAMS



^not shown due to small base size.

The exam(s) reflected the college training curriculum

		Total agree: 71%	Total disagree: 11%		
Specialist GP trainees:	(n=581)	17%	54%	18%	9%
Woman or female		Total agree: 73%		Total dis	sagree: 14%
Specialist GP trainees: Man or male	(n=528)	22%	51%	13%	9% 5%
Specialist GP trainees: Non-binary	(n<10)				

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

		Total agree: 78%		Total disagree: 6%
Specialist GP trainees: Woman or female	(n=584)	20%	59%	15% 5%
woman or remaie		Total agree: 74%	Total disagree: 10%	
Specialist GP trainees: Man or male	(n=529)	23%	50%	16% <mark>6%</mark> 4%
Specialist GP trainees: Non-binary	(n<10)			
Key: Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

Base: Specialist GP trainees who sat an exam

Assessment - Specialist GP trainees

COLLEGE EXAMS (continued)

The exam(s) ran smoothly on the day

Specialist GP trainees: Woman or female	(n=585)
Specialist GP trainees: Man or male	(n=529)
Specialist GP trainees: Non-binary The exam(s) were conducted :	(n<10) f airly
Specialist GP trainees: Woman or female	(n=584)

Specialist GP trainees:

Specialist GP trainees:

Man or male

Non-binary

Total agree: 86%	Total	disagree: 5%
25%	61%	10% <mark>4%</mark>
Total agree: 85%	Total	disagree: 6%
29%	56%	9% <mark>4%</mark>
Total agree: 0%	Total	disagree: 0%

Anot shown due to small base size.

	11%	
Total	disagree:	6
	13%	

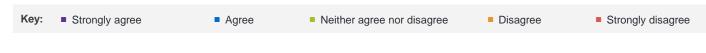
^not shown due to small base size.

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

(n=529)

(n<10)

		Total agree: 43%			Total disagree: 31%	
Specialist GP trainees:	(n=531)	11%	31%	26%	20%	11%
Woman or female		Total agree: 4	Total agree: 48%		Total dis	sagree: 31%
Specialist GP trainees: Man or male	(n=506)	17%	31%	21%	16%	15%
Mail Of Male		Total agree: 0)%		Total d	isagree: 0%
Specialist GP trainees: Non-binary	(n<10)	^not shown du	ue to small base size.			



Base: Specialist GP trainees who sat an exam

Assessment - Specialist GP trainees

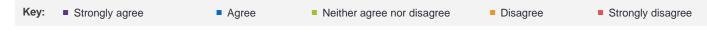
COLLEGE EXAMS (continued)

Non-binary

The feedback is timely						
·····,		Total agree: 44	%		Total d	isagree: 34%
Specialist GP trainees:	(n=531)	12%	33%	22%	20%	15%
Woman or female		Total agree: 49	Total agree: 49%		Total d	isagree: 31%
Specialist GP trainees: Man or male	(n=498)	17%	33%	20%	15%	15%
Specialist GP trainees:	(n<10)	^not shown du	e to small base size.			

I received support from my College when needed

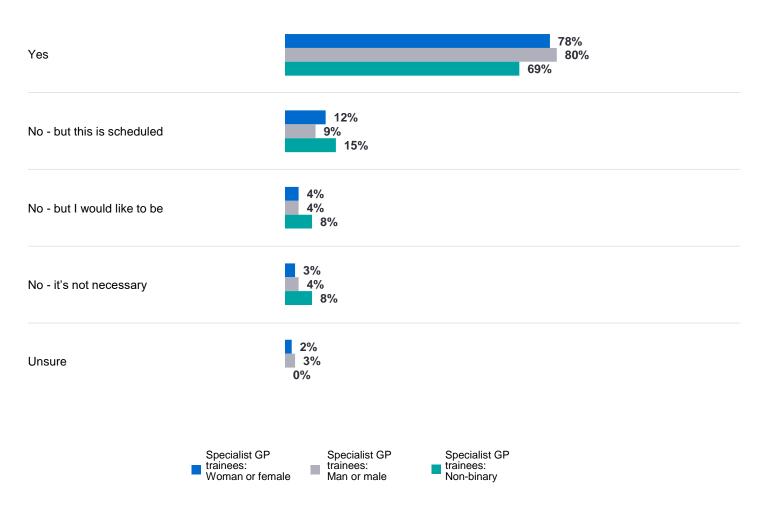
		Total agree: 69%	Total disagree: 9%	
Specialist GP trainees:	(n=540)	16%	52%	22% 6%
Woman or female		Total agree: 64%	Total agree: 64%	
Specialist GP trainees: Man or male	(n=497)	21%	43%	25% 7% 4%
Man of male				
Specialist GP trainees: Non-binary	(n<10)	Anot shown due to smal	I base size.	



Base: Specialist GP trainees who sat an exam

Assessment - Specialist GP trainees

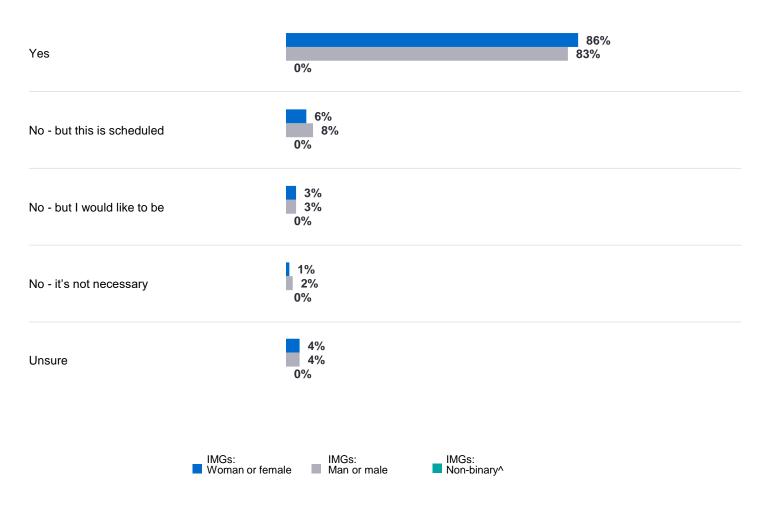
HAS YOUR PERFORMANCE BEEN ASSESSED IN YOUR SETTING?



Base:Specialist GP trainees (Woman or female: 2023 n = 1,560; Man or male: 2023 n = 1,257; Non-binary: 2023 n = 13)Q32.Has your performance been assessed in your setting?

Assessment - International medical graduates (IMGs)

HAS YOUR PERFORMANCE BEEN ASSESSED IN YOUR SETTING?

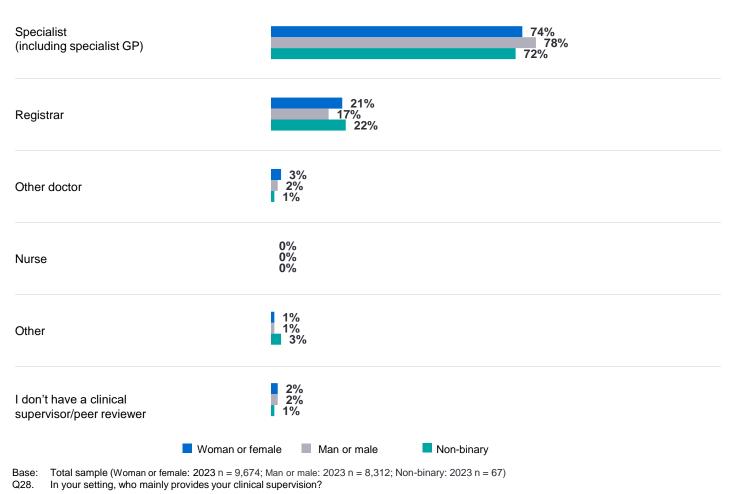


Base: IMGs (Woman or female: 2023 n = 1,480; Man or male: 2023 n = 1,250; Non-binary: 2023 n = <10)

- ^This category contains less than 10 responses. The values have been suppressed to protect anonymity
- Q32. Has your performance been assessed in your setting?

Clinical supervision

WHO MAINLY PROVIDES YOUR CLINICAL SUPERVISION?



HOW WOULD YOU RATE THE QUALITY OF YOUR SUPERVISION?

			Total excellent/good: 87%	-	Total terrible/poor: 2%
Woman or fen	nale	(n=9,483)	41%	46%	11%
			Total excellent/good: 88%	-	Total terrible/poor: 2%
Man or male		(n=8,121)	45%	43%	10%
			Total excellent/good: 85%	-	Total terrible/poor: 3%
Non-binary		(n=66)	35%	50%	12%
Key:	Excellent	Good	Average	Poor	Terrible

Base: Received supervision

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

Clinical supervision

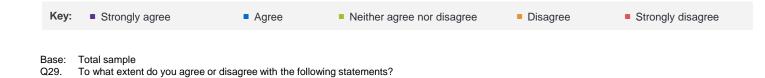
IF CLINICAL SUPERVISOR(S) ARE NOT AVAILABLE ...

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

		Total agree: 98%	Total disagree: 1%
Woman or female	(n=9,482)	66%	31%
		Total agree: 97%	Total disagree: 1%
Man or male	(n=8,119)	68%	29%
		Total agree: 97%	Total disagree: 2%
Non-binary	(n=66)	61%	36%

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

		Total agree: 93%	Total disagree: 2%			
Woman or female	(n=9,480)	55%		38%	6%	
		Total agree: 93%	Total disagree: 2%			
Man or male	(n=8,118)	57%	57%		5%	
		Total agree: 94%		Total d	lisagree: 2%	
Non-binary	(n=66)	45%		48%	5%	



Clinical supervision

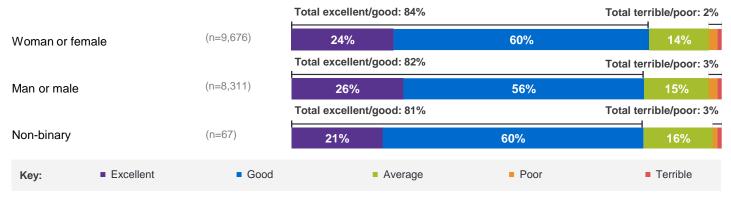
HOW WOULD YOU RATE THE QUALITY OF YOUR OVERALL CLINICAL SUPERVISION FOR:

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

(1=very poor - 5=very good)	
Accessibility	4.4 4.4 4.3
Helpfulness	4.4 4.4 4.4
Ensuring your work is appropriate to your level of training	4.1 4.2 4.1
Completing workplace based assessments	4.0 4.0 3.9
Including opportunities to develop your skills	4.1 4.1 4.1
Supporting you to meet your training plan/pathway requirements	4.0 4.0 3.9
Usefulness of feedback	4.0 4.0 4.0
Regular, INFORMAL feedback	3.9 4.0 4.0
Discussions about my goals and learning objectives	3.8 3.9 3.7
Regular, FORMAL feedback	3.7 3.8 3.6
Woman or female Ma	n or male Non-binary

Access to teaching

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

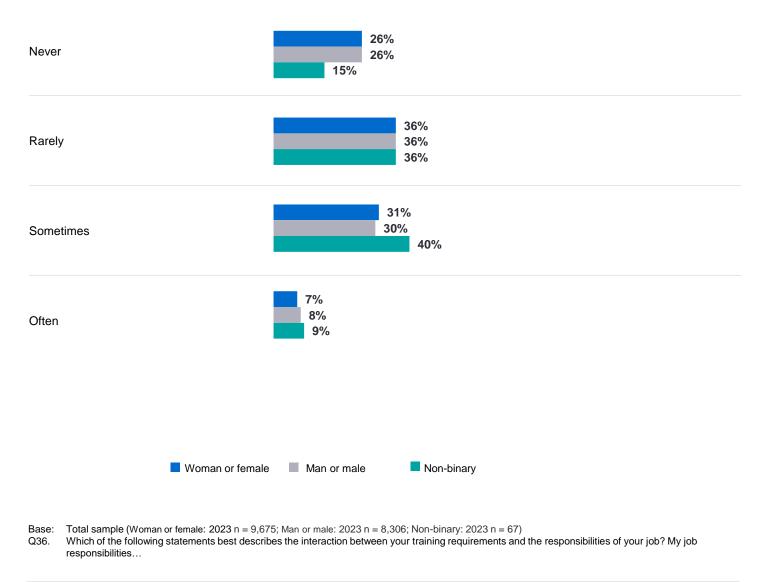


Base: Total sample

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

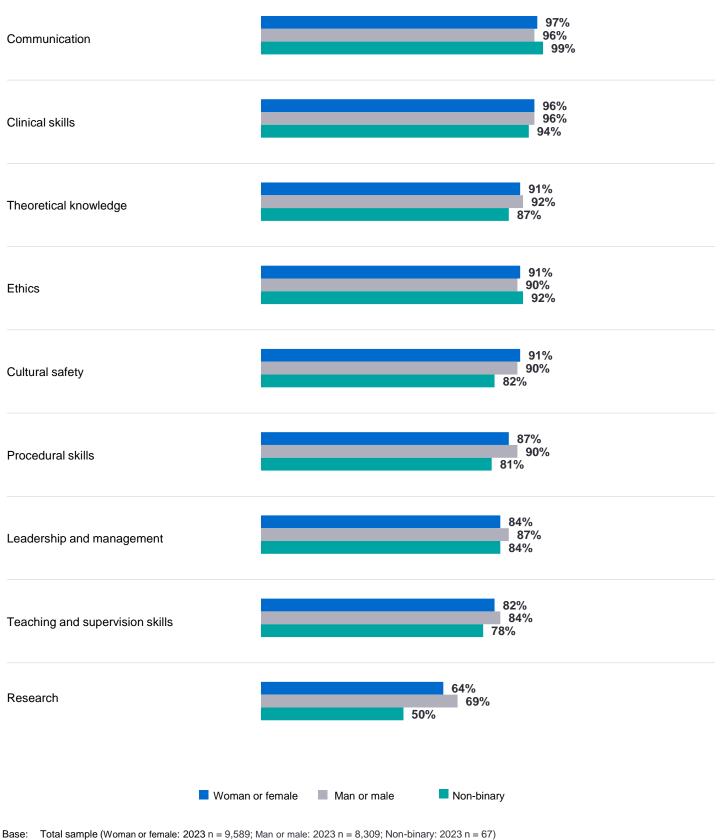
TRAINING AND OTHER JOB RESPONSIBILITIES

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



Access to teaching

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



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

Access to teaching

DEVELOPMENT OF CLINICAL AND PRACTICAL SKILLS

I can access the training opportunities available to me

		Total agree: 85% Tota				lisagree: 5%
Woman or female	(n=9,613)	26%		58%		10% <mark>4%</mark>
		Total agree: 85	%		Total c	lisagree: 4%
Man or male	(n=8,237)	31%		55%		10% <mark>4%</mark>
		Total agree: 75	%	Total di	sagree: 10%	
Non-binary	(n=67)	18%		57%	15%	10%

I have to compete with other doctors for access to opportunities

		Total agree: 44%					Total disagree: 33%		
Woman or female	(n=9,426)	13%	31%		23%		27%	6%	
		Total agree:	: 46%		1		Total disagree: 30%		
Man or male	(n=8,092)	15%	32%	/o	23%	,	24%	7%	
		Total agree:	Total agree: 32%					gree: 39%	
Non-binary	(n=66)	11%	21%	29	%		29%	11%	

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

		Total agr	ee: 28%		Total disagree: 48%		
Woman or female	(n=9,309)	8%	20%	25%	39%	9%	
		Total agr	ee: 32%		Total disa	gree: 45%	
Man or male	(n=7,974)	10%	22%	24%	34%	11%	
		Total agr	ee: 29%		Total disa	gree: 51%	
Non-binary	(n=65)	8%	22%	20%	35%	15%	



Access to teaching

ACCESS TO TEACHING AND RESEARCH

I have access to	protected study	/ time/leave
1 110 0 0 0 0 0 0 0 0 0		

	-	Total agree: 6	67%	Total disagree: 18%				
Woman or female	(n=9,670)	21%	46%		16%	13%	5%	
		Total agree: 69% Total disagree: 16%						
Man or male	(n=8,310)	25%	25% 44%		15%	11%	5%	
		Total agree: 4	49%	_	Total o	disagree: 2	8%	
Non-binary	(n=67)	13%	36%	22%	12%	16%		

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

		Total agree: 72%	Total agree: 72%					
Woman or female	(n=9,670)	21%	51%	18%	8%			
		Total agree: 739	Total agree: 73%					
Man or male	(n=8,311)	25%	48%	18%	7%			
		Total agree: 60%	%	Total disa	gree: 12%			
Non-binary	(n=67)	13%	46%	28%	9%			

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

		Total agree: 77%	Total disagree: 3%	
Woman or female	(n=1,556)	30%	30% 47%	
		Total agree: 79%		Total disagree: 4%
Man or male	(n=1,258)	33% 46%		17%
		Total agree: 62%	Total disagree: 0%	
Non-binary	(n=13)	38%	23%	38%



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

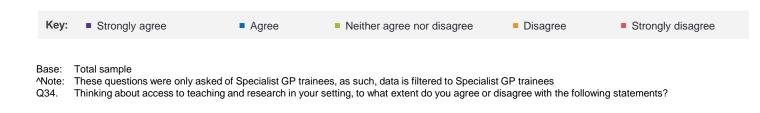
Q34. Thinking about access to teaching and research in your setting, to what extent do you agree or disagree with the following statements?

Access to teaching

ACCESS TO TEACHING AND RESEARCH (continued)

My employer supports me to attend formal and informal teaching sessions

		Total agree	: 78%	тт	Total disagree: 7%		
Woman or female	(n=9,669)	26%	/o	51%		15%	6%
		Total agree	78%		T	otal disag	gree: 7%
Man or male	(n=8,311)	3(0%	48%		15%	5%
		Total agree	: 61%		Тс	otal disagr	ee: 10%
Non-binary	(n=67)	18%		43%	28%		7%
I am able participate in resea	rch activities	Total agree	: 54%		То	otal disag	ree: 13%
Woman or female	(n=9,675)	14%	39	%	34%		10%
		Total agree	: 60%		Т	otal disag	ree: 11%
Man or male	(n=8,310)	18%		42%	29%		8%
		Total agree	: 36%	4	Te	otal disag	ree: 22%
Non-binary	(n=67)	7%	28%	42	2%	12%	10%



Access to teaching

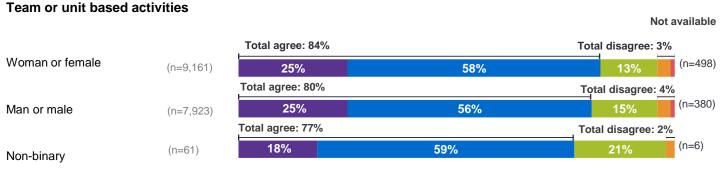
THE FOLLOWING EDUCATIONAL ACTIVITIES HAVE BEEN USEFUL IN YOUR DEVELOPMENT AS A DOCTOR

Trainees were asked their level of agreement on whether an educational activity had been useful in their development as a doctor. Though levels of agreement differed slightly, teaching in the course of patient care (bedside teaching) was the highest rated for each gender group (woman or female 90%, man or male 88%, non-binary 91%).

Formal education proc	gram^				No	t available			
		Total agree: 86%			Total disagree: 49	%			
Woman or female	(n=8,924)	29%		57%	9%	(n=195)			
		Total agree: 84%			Total disagree: 6	%			
Man or male	(n=7,674)	30%		54%	10% 49	((())			
		Total agree: 75%			Total disagree: 5	%			
Non-binary	(n=57)	16%	60%		19% 4%	(n=3)			
Non-binary						_			
Online modules (forma	al and/or info	rmal)			No	ot available			
		Total agree: 65%			Total disagree: 16				
Woman or female	(n=9,338)	17%	48%			% (n=322)			
	(11=9,550)	Total agree: 62%	40%			r /a			
Man or male	(= 0.040)	18%	45%		Total disagree: 18 20% 12% 69				
	(n=8,046)	Total agree: 46%	40 /0		Total disagree: 37				
	(n=59)	7% 39%		17%	22% 15%	(n=8)			
Non-binary	(11-00)	3370		1770					
Teaching in the course		Total agree: 90%			No Total disagree: 2	ot available %			
Woman or female	(n=9,329)	38%		52%	ī	(n=331)			
	(, , ,	Total agree: 88%			Total dişagree: 3	3%			
Man or male	(n=8,009)	35%		53%	9%	(n=291)			
	(-))	Total agree: 91%			Total disagree: 0	%			
Non-binary	(n=65)	32%		58%	9%	()			
NON-Dinary									
Key: Strongly agree	■ A	gree Neither agree	e nor disagree	Disagre	ee Strongly disa	gree			
^Note: This quest	Base: Total sample excluding not available (shown separately) ^Note: This question was not shown to Interns.								

Access to teaching

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



Medical/surgical and/or hospital-wide meetings

Not available

Not available

		Total agree: 69%			agree: 9%
Woman or female	(n=9,024)	16%	53%	22%	8% (n=636)
		Total agree:	Total disagree: 11%		
Man or male	(n=7,780)	16%	51%	22%	8% (n=522)
		Total agree: 68%		Total disa	agree: 10%
Non-binary	(n=60)	8%	60%	22%	10% (n=7)

Multidisciplinary meetings

Woman or female

Man or male

Non-binary

	Total agree: 74%			gree: 7%
(n=8,993)	19%	55%	18%	6% ⁽ⁿ⁼⁶⁶⁷⁾
	Total agree: 70%		Total disag	ree: 10%
(n=7,779)	19%	51%	20%	7% (n=523)
	Total agree: 75%		Total disa	gree: 8%
(n=61)	11%	64%	16%	7% (n=6)



Base: Total sample excluding not available (shown separately)

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

Access to teaching

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

Simulation teaching

		Total agree: 84%	Total agree: 84%			
Woman or female	(n=8,500)	34%	50%	12% (n=1162)		
		Total agree: 81%		Total disagree: 5%		
Man or male	(n=7,377)	32%	48%	14% <mark>4%</mark> ⁽ⁿ⁼⁹³⁰⁾		
		Total agree: 78%		Total disagree: 7%		
Non-binary	(n=54)	22%	56%	15% 6% ⁽ⁿ⁼¹³⁾		
Non binary						

Access to mentoring

Not available

Not available

Woman or female (n=9,061) 29% 52% 15% (n=605) Total agree: 80% Total disagree: 4%			Total agree: 81%	Total disagree: 4%	
Total agree: 80% Total disagree: 4%	Woman or female	(n=9,061)	29%	52%	15% (n=605)
			Total agree: 80%		Total disagree: 4%
Man or male (n=7,856) 29% 51% 16% (n=450)	Man or male	(n=7,856)	29%	51%	16% (n=450)
Total agree: 78%			Total agree: 78%		Total disagree: 6%
Non-binary (n=63) 32% 46% 16% (n=4)	Non-binary	(n=63)	32%	46%	16% (n=4)



Base: Total sample excluding not available (shown separately)

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

Facilities

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

Reliable internet for training purposes

		Total excellent/good: 77% To			e/poor: 7%	D
Woman or female	(n=9,337)	31%	47%	15%	5%	(n=241
Man or male		Total excellent/good: 77%		Total terrible/poor: 8%		
	(n=8,031)	34%	43%	16%	5%	(n=181)
		Total excellent/good: 73%		Total terrible/		1
	(n=62)	31%	42%	16%	10%	(n=5)
Non-binary						

Not provided

Not provided

Not provided

Educational resources

		Total excellent/goo	od: 74%	Total terrible/	ooor: 4%
Woman or female	(n=9,446)	23%	52%	22%	<mark>4%</mark> (n=134)
		Total excellent/good: 76%		Total terrible/	000r: 5%
Man or male	(n=8,135)	25%	50%	20%	4% (n=98)
		Total excellent/goo	d: 69%	Total terrible/p	oor: 9%
	(n=65)	17%	52%	22%	9% (n=2)
Non-binary					

Working space, such as a desk and computer

		Total excellent/go	od: 63%	Total terr	ible/poor: 13%
Woman or female	(n=9,502)	23%	40%	24%	9% (n=124)
		Total excellent/go	od: 66%	Total terr	ible/poor: 13%
Man or male	(n=8,148)	26%	40%	21%	9% 4% ⁽ⁿ⁼⁹⁹⁾
Mail of Maio		Total excellent/good: 55%		Total terr	ble/poor: 16%
	(n=67)	18%	37%	28%	15% (n=0)
Non-binary					
Teaching spaces					Not provided

Teaching spaces

Woman or female

Man or male

Non-binary

Total excellent/	good: 67%	Total terrible/poor: 8%		
20%	46%	25%	6% (n=195)	
Total excellent/	good: 68%	Total terrible/p	oor: 9%	
23%	45%	23%	7% (n=145)	
Total excellent/g	jood: 67%	Total terrible/p	oor: 6%	
16%	51%	27%	5% (n=3)	

Key: Terrible Excellent Good Average Poor

Total sample excluding not provided (shown separately) Base:

(n=9,271)

(n=7,992)

(n=63)

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

Workplace environment and culture

CULTURE WITHIN THE TRAINEE'S SETTING

Most	senior	medical	staff	are	supportive
most	SCHIOL	mearcar	Juli	aic	Jupportive

		Total agree: 93%			Total disage	ree: 2%
Woman or female	(n=9,671)	45%		49%		5%
		Total agree: 93%			Total disage	ree: 2%
Man or male	(n=8,305)	47%		46%	46%	
		Total agree: 93%			Total disagr	ree: 0%
Non-binary	(n=67)	39%		54%		7%
My workplace supports	staff wellbeing	Total agree: 78%			Total disagi	ree: 7%
Woman or female	(n=9,673)	29%	4	9%	14%	6%
		Total agree: 80%			Total disagr	ree: 7%
Man or male	(n=8,303)	34%		46%	13%	5%
		Total agree: 58%			Total disagre	e: 12%
Non-binary	(n=67)	25%	33%	30)%	10%

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

		Total agree: 68%	Fotal agree: 68%					
Woman or female	(n=9,671)	24%	44%		18%	11%		
		Total agree: 71% Total disagree: 12%						
Man or male	(n=8,303)	28%	42%		17%	8% 4%		
		Total agree: 55% Total disagree: 16%						
Non-binary	(n=67)	27%	28%	28	%	15%		

There is a positive culture at my workplace

		Total agree: 80%		Total disagree: 7%			
Woman or female	(n=9,672)	29%	51%	139	% <mark>5</mark> %		
		Total agree: 81%	Total agree: 81% Total				
Man or male	(n=8,302)	34%	47%	12	% <mark>5</mark> %		
		Total agree: 73%	otal agree: 73%			6	
Non-binary	(n=67)	30%	43%	13%	10%		

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

Base: Total sample

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

Workplace environment and culture

CULTURE WITHIN THE TRAINEE'S SETTING (continued)

I have a good work/life balance

		Total agree: 64%			Total d	lisagree: 17	%
Woman or female	(n=9,670)	20%	44%		19%	13% 4	4%
		Total agree: 66%			Total d	lisagree: 15	5%
Man or male	(n=8,302)	25%	42%		19%	11% 4	4%
		Total agree: 57%			Total d	lisagree: 22	2%
Non-binary	(n=67)	16%	40%	21%		21%	

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

		Total agree: 78%			Total disagre	e: 7%
Woman or female	(n=9,672)	30%	48%		14%	6%
		Total agree: 83%			Total disagre	e: 6%
Man or male	(n=8,303)	38%		44%	11%	4%
		Total agree: 60%			Total disagree	: 19%
Non-binary	(n=67)	18%	42%	21%	16%	

Racism is not tolerated at my workplace

Woman or female	(n=9,672)
Man or male	(n=8,303)
Non-binary	(n=67)

Total agree: 85%		Total disagree: 4%			
35%	35% 50		50%		
Total agree: 88%		Total disagree: 39			
45%		43% 9'			
Total agree: 69%	tal agree: 69% Total disagree:			agree: 12%	
24%		45%	19%	9%	



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

Workplace environment and culture

CULTURE WITHIN THE TRAINEE'S SETTING (continued)

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

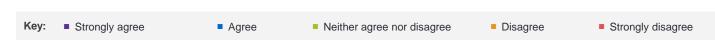
	Volkplade	Total agree: 83%		Total disagree: 5%
Woman or female	(n=9,673)	27%	56%	11% 5%
		Total agree: 86%		Total disagree: 4%
Man or male	(n=8,304)	35%	52%	10%
		Total agree: 70%		Total disagree: 10%
Non-binary	(n=67)	25%	45%	19% 6% <mark>4%</mark>

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

		Total agree: 74%		Total disag	ree: 10%
Woman or female	(n=9,674)	27%	48%	16%	8%
		Total agree: 81%		Total disa	gree: 7%
Man or male	(n=8,304)	36%	46%	12%	6 <mark>5%</mark>
		Total agree: 70%		Total disa	gree: 9%
Non-binary	(n=67)	28%	42%	21%	6%

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

		Total agree: 78%		Total dis	sagree: 7%
Woman or female	(n=9,673)	27%	51%	15%	6 <mark>5%</mark>
		Total agree: 82%		Total dis	agree: 5%
Man or male	(n=8,305)	33%	48%	1	3% <mark>4%</mark>
		Total agree: 70%		Total disa	agree: 13%
Non-binary	(n=67)	27%	43%	16%	12%

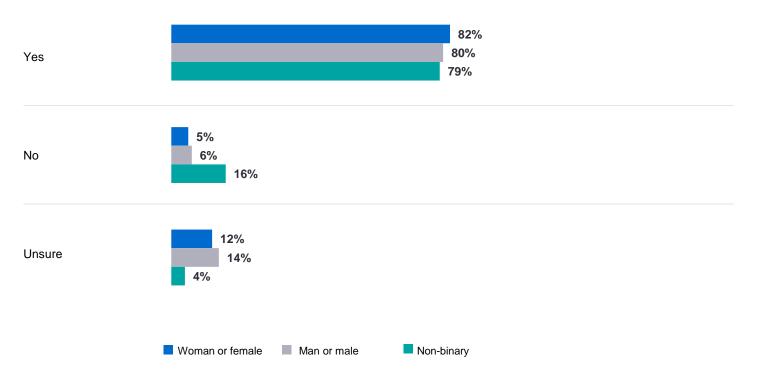


Base: Total sample

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

Workplace environment and culture

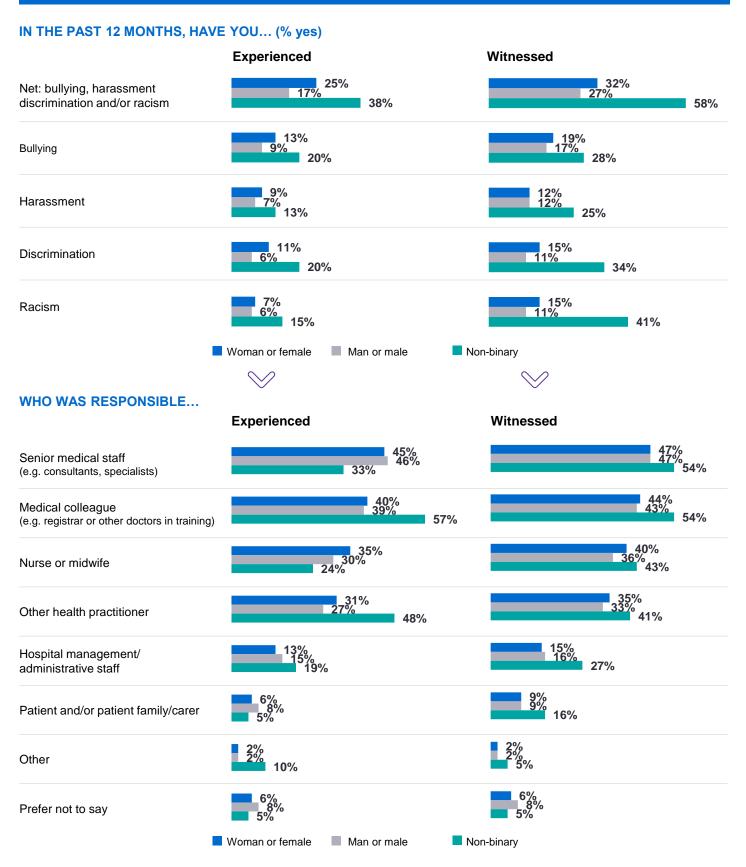
IF YOU NEEDED SUPPORT, DO YOU KNOW HOW TO ACCESS SUPPORT FOR YOUR HEALTH (INCLUDING FOR STRESS AND OTHER PSYCHOLOGICAL DISTRESS)?



Base: Total sample (Woman or female: 2023 n = 9,666; Man or male: 2023 n = 8,308; Non-binary: 2023 n = 67)

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

Workplace environment and culture



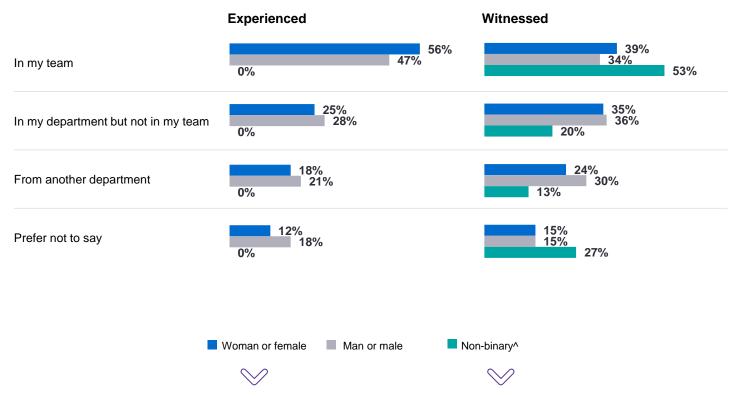
Base: Total sample - Experienced (Woman or female: 2023 n = 8,768; Man or male: 2023 n = 7,463; Non-binary: 2023 n = 55) - Witnessed (Woman or female: 2023 n = 9,073; Man or male: 2023 n = 7,782; Non-binary: 2023 n = 64)

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

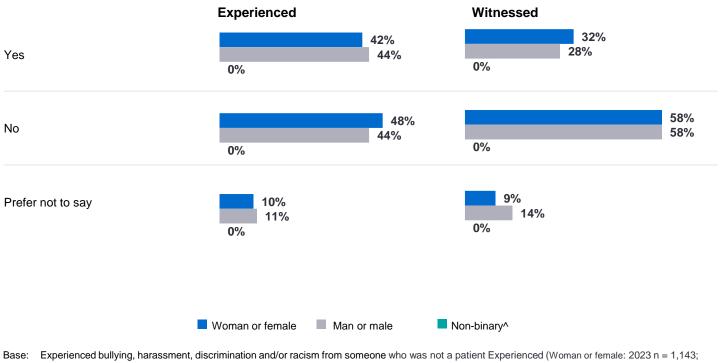
Base: Experienced/witnessed bullying, harassment discrimination and/or racism - Experienced (Woman or female: 2023 n = 2,159; Man or male: 2023 n = 1,278; Non-binary: 2023 n = 21) - Witnessed (Woman or female: 2023 n = 2,902; Man or male: 2023 n = 2,065; Non-binary: 2023 n = 37)
 Q42b. Who was responsible for the bullying, harassment, discrimination and/or racism that you experienced/witnessed...

Workplace environment and culture

THE STAFF MEMBER OR COLLEAGUE RESPONSIBLE WAS...



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



Base: Experienced bullying, harassment, discrimination and/or racism from someone who was not a patient Experienced (Woman or female: 2023 n = 1,143; Man or male: 2023 n = 673; Non-binary: 2023 n = <10) - Witnessed (Woman or female: 2023 n = 1,417; Man or male: 2023 n = 985; Non-binary: 2023 n = 15)</p>

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

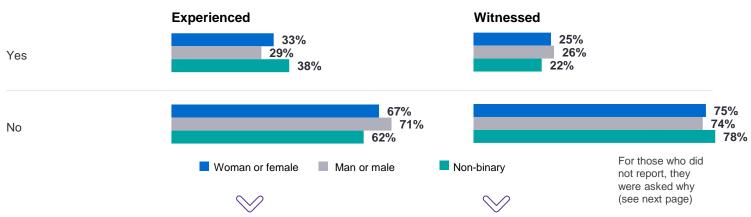
Q42c. The person(s) responsible was...

Base: Experienced bullying, harassment discrimination and/or racism from someone in their team or department (rebased to who was not a patient) (Woman or female: 2023 n = 802; Man or male: 2023 n = 407; Non-binary: 2023 n = <10) - Witnessed (Woman or female: 2023 n = 853; Man or male: 2023 n = 537; Non-binary: 2023 n = <10)

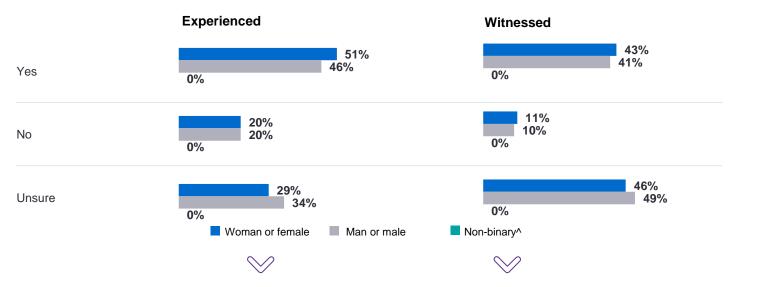
[^]This category contains less than 10 responses. The values have been suppressed to protect anonymity Q42d. Was the person(s) one of your supervisors?...

Workplace environment and culture

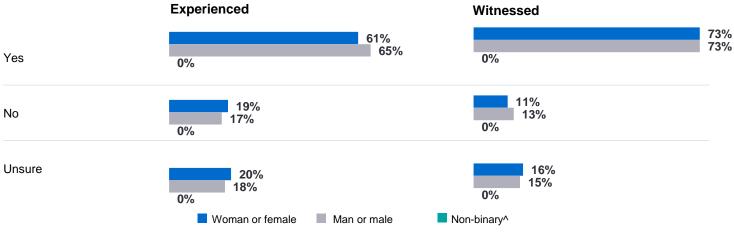
HAVE YOU REPORTED IT...



HAS THE REPORT BEEN FOLLOWED UP...



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



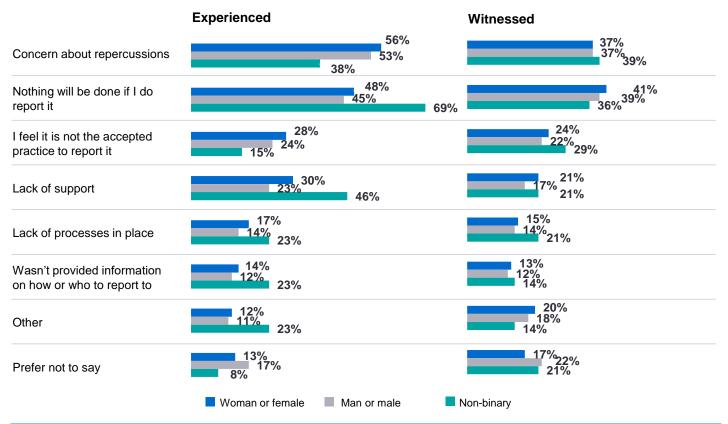
- Base: Experienced bullying, harassment discrimination and/or racism (Woman or female: 2023 n = 2,150; Man or male: 2023 n = 1,278; Non-binary: 2023 n = 21) Witnessed (Woman or female: 2023 n = 2,886; Man or male: 2023 n = 2,062; Non-binary: 2023 n = 36) | Q42e. Have you reported it?
- Base: Reported bullying, harassment, discrimination and/or racism (Woman or female: 2023 n = 713; Man or male: 2023 n = 371; Non-binary: 2023 n = <10) Witnessed (Woman or female: 2023 n = 718; Man or male: 2023 n = 533; Non-binary: 2023 n = <10) | Q42f. Has the report been followed up? ^This category contains less than 10 responses. The values have been suppressed to protect anonymity

Base: Reported bullying, harassment, discrimination and/or racism who reported the incident and followed it up (Woman or female: 2023 n = 360; Man or male: 2023 n = 166; Non-binary: 2023 n = <10) - Witnessed (Woman or female: 2023 n = 306; Man or male: 2023 n = 215; Non-binary: 2023 n = <10) | Q42g.Are you satisfied with how the report was followed up?

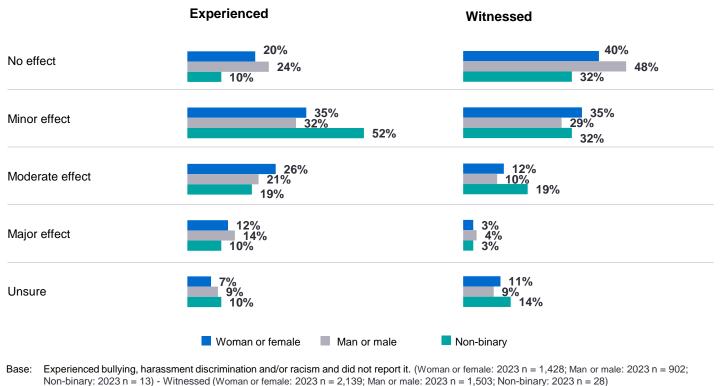
^This category contains less than 10 responses. The values have been suppressed to protect anonymity

Workplace environment and culture

WHAT PREVENTED YOU FROM REPORTING...



HAS THIS INCIDENT ADVERSELY AFFECTED YOUR MEDICAL TRAINING...



Q42i. What prevented you from reporting?

Base: Experienced bullying, harassment discrimination and/or racism (Woman or female: 2023 n = 2,157; Man or male: 2023 n = 1,2777; Non-binary: 2023 n = 21) - Witnessed (Woman or female: 2023 n = 2,880; Man or male: 2023 n = 2,052; Non-binary: 2023 n = 37)
Q42h. How has the incident adversely affected your medical training?

Total always/most of the time: 16%

Total always/most of the time: 14%

Total always/most of the time: 16%

Total always/most of the time: 19%

Workplace environment and culture

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

5%

5%

4%

11%

10%

12%

The amount of work I am expected to do

Woman or female	(n=9,656)
Man or male	(n=8,302)
Non-binary	(n=67)

Total always/most of the time: 26%		Total somet	imes/never: 74%		
8%	17%		56%		18%
Total	always/most o	f the time: 24%		Total somet	imes/never: 76%
8%	16%		52%		24%
Tatal		f the time: 34%			
Iotal	always/most o	1 the time. 34 //		Total somet	imes/never: 66%

47%

44%

45%

Total sometimes/never: 84%

37%

41%

39%

Total sometimes/never: 86%

Total sometimes/never: 84%

Total sometimes/never: 81%

Having to work paid overtime

Woman or female	(n=9,658)
Man or male	(n=8,298)
Non-binary	(n=67)

Having to work unpaid overtime

Woman or female	(n=9,650)
Man or male	(n=8,300)
Non-binary	(n=67)

Dealing with patient expectations

Woman or female	(n=9,657)
Man or male	(n=8,304)
Non-binary	(n=67)

9%	11%	36%	45%
Total always/most of the time: 17%		ost of the time: 17%	Total sometimes/never: 83%
8%	10%	30%	52%
Total always/most of the time: 25%		ost of the time: 25%	Total sometimes/never: 75%
10%	159	% 37%	37%

Total	always/mo	st of the time: 20%	Total so	metimes/never: 80%
6%	15%	60%		20%
Total	always/mc	st of the time: 20%	Total so	metimes/never: 80%
6%	14%	55%		25%
Total always/most of the time: 19% Total sometimes/never: 81			metimes/never: 81%	
7%	12%	67% 13%		13%

Key:	Always	Most of the time	Sometimes	Never

Base: Total sample

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

Workplace environment and culture

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

Dealing with patients' families

Woman or female	(n=9,659)
Man or male	(n=8,306)
Non-binary	(n=67)

Total	always/n	ost of the time: 17%	Total somet	imes/never: 83%
5%	12%	62%		21%
Total	always/n	ost of the time: 17%	Total somet	imes/never: 83%
5%	12%	57%		25%
Total always/most of the time: 19%		ost of the time: 19%	Total somet	imes/never: 81%
9%	10%	64%		16%

Expectations of supervisors

Woman or female	(n=9,663)
Man or male	(n=8,304)
Non-binary Supervisor feedback	(n=67)

Woman or female	(n=9,664)
Man or male	(n=8,306)
Non-binary	(n=67)

Having to relocate for work

Woman or female	(n=9,674)
Man or male	(n=8,311)
Non-binary	(n=67)

Tota	l always/	most of the time: 15%	Total sometimes/never: 85%	
5%	11%	48%	37%	
Tota	l always/	most of the time: 15%	Total sometimes/never: 85%	
			40%	
5%	11%	45%	40%	
		45% /most of the time: 12%	40% Total sometimes/never: 88%	

Total alwa	ys/most of the time: 11%	Total sometimes/never: 89%		
4% <mark>7%</mark>	39%	50%		
Total alwa	ays/most of the time: 11%	Total sometimes/never: 89%		
4% 7%	36%	53%		
Total alwa	ays/most of the time: 4%	Total sometimes/never: 96%		
48%		48%		

Total alw	always/most of the time: 23% Total sometimes/never: 77%		
11%	12%	36%	41%
Total alw	al always/most of the time: 24% Total sometimes/never: 76		Total sometimes/never: 76%
11%	13%	34%	42%
Total alw	Total always/most of the time: 30%		Total sometimes/never: 70%
6%	24%	27%	43%

 Key:
 Always
 Most of the time
 Sometimes
 Never

Base: Total sample

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

Workplace environment and culture

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

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

		Total always/m	nost of the time: 12%	Total sometimes/never: 88%
Woman or female	(n=9,676)	4% <mark>8%</mark>	47%	41%
		Total always/m	nost of the time: 9%	Total sometimes/never: 91%
Man or male	(n=8,310)	6%	41%	50%
		Total always/m	nost of the time: 13%	Total sometimes/never: 87%
Non-binary	(n=67)	4% <mark>9%</mark>	51%	36%
Limited access to seni	or clinicians	Total always/m	nost of the time: 9%	Total sometimes/never: 91%
Woman or female	(n=9,673)	6%	39%	52%
		Total always/m	nost of the time: 8%	Total sometimes/never: 92%
Man or male	(n=8,310)	<mark>5%</mark>	35%	57%
		Total always/m	nost of the time: 7%	Total sometimes/never: 93%
Non-binary	(n=67)	6%	48%	45%
Lack of appreciation		Total always/m	nost of the time: 19%	Total sometimes/never: 81%
Woman or female	(n=9,675)	6% 12%	44%	38%
		Total always/m	nost of the time: 18%	Total sometimes/never: 82%
Man or male	(n=8,309)	6% 12%	40%	42%
		Total always/m	nost of the time: 19%	Total sometimes/never: 81%
Non-binary	(n=67)	7% 12%	46%	34%
Workplace conflict		Total always/m	ost of the time: 9%	Total sometimes/never: 91%
Woman or female	(n=9,676)	6%	42%	49%
		Total always/m	nost of the time: 9%	Total sometimes/never: 91%
Man or male	(n=8,311)	<mark>6%</mark>	40%	51%
		Total always/m	nost of the time: 7%	Total sometimes/never: 93%
Non-binary	(n=67)	<mark>4%</mark>	48%	45%

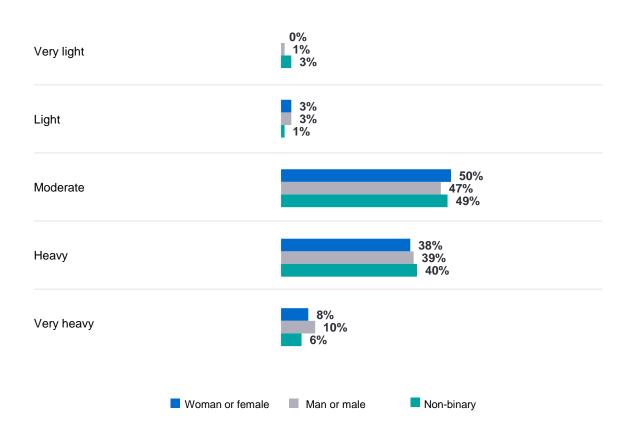
Key: Alway	Most of the time	Sometimes	Never

Base: Total sample

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

Workplace environment and culture

HOW WOULD YOU RATE YOUR WORKLOAD IN YOUR SETTING?



Base:Total sample (Woman or female: 2023 n = 9,678; Man or male: 2023 n = 8,313; Non-binary: 2023 n = 67)Q45.How would you rate your workload in your setting?

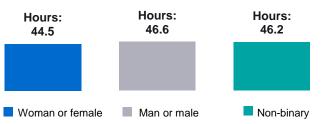
Workplace environment and culture

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

On average, women and female trainees worked 44.5 hours a week, compared to 46.6 hours a week for men and males, and 46.2 for non-binary trainees.

For women and female trainees, 61% were working 40 hours a week or more, compared to 68% for men and males, and 70% for non-binary trainees.

On average, doctors in training worked...



Base: Total sample (Woman or female: 2023 n = 9,661; Man or male: 2023 n = 8,306; Non-binary: 2023 n = 67). Sample includes respondents who are employed full-time, part-time and casually.

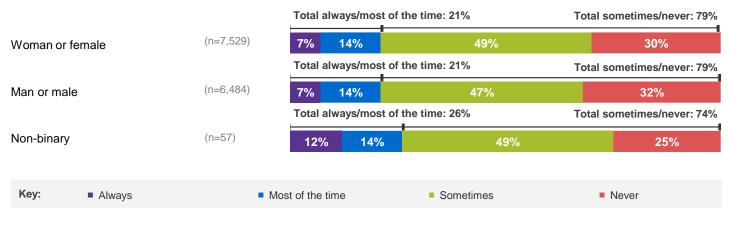
Q46. On average in the past month, how many hours per week have you worked?

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

You get paid for the unrostered overtime

		Total always/most of the time: 65%			Total sometimes/never: 35%		
Woman or female	(n=8,005)	38%	28%		20%	15%	
		Total always/most of the time: 71%			sometime	s/never: 29%	
Man or male	(n=6,800)	45%		27%	17%	11%	
		Total always/most of the time: 56%			sometime	s/never: 44%	
Non-binary	(n=61)	33%	23%	23%		21%	

Working unrostered overtime have a negative impact on your training



Base: Total sample

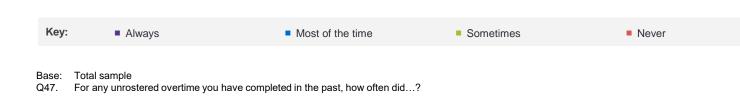
Q47. For any unrostered overtime you have completed in the past, how often did...?

Workplace environment and culture

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

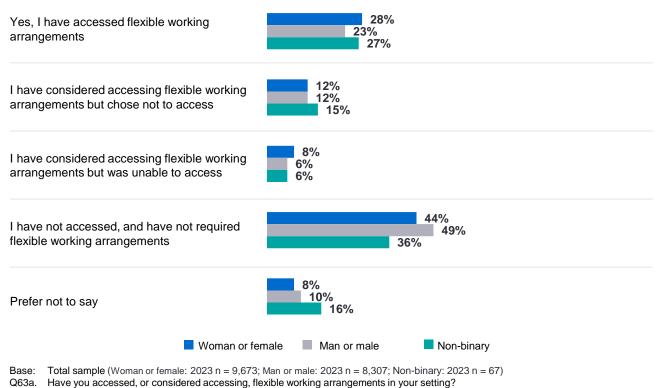
Working unrostered overtime provide you with more training opportunities

		Total always/most of th	e time: 14%	Total sometimes/never: 86%	
Woman or female	(n=7,551)	11%	52%	34%	
		Total always/most of th	Total sometimes/never: 80%		
Man or male	(n=6,512)	5% <u>14%</u>	51%	29%	
		Total always/most of the time: 15%		Total sometimes/never: 85%	
Non-binary	(n=61)	5% 10%	43%	43%	

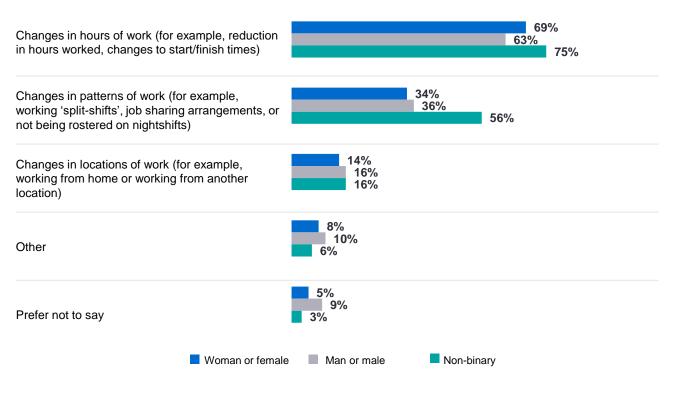


Workplace environment and culture

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



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

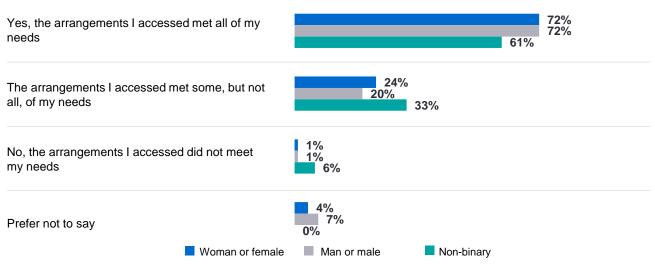


Base: Accessed, or would like to have access to flexible working arrangements (Woman or female: 2023 n = 4,583; Man or male: 2023 n = 3,466; Non-binary: 2023 n = 32)

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

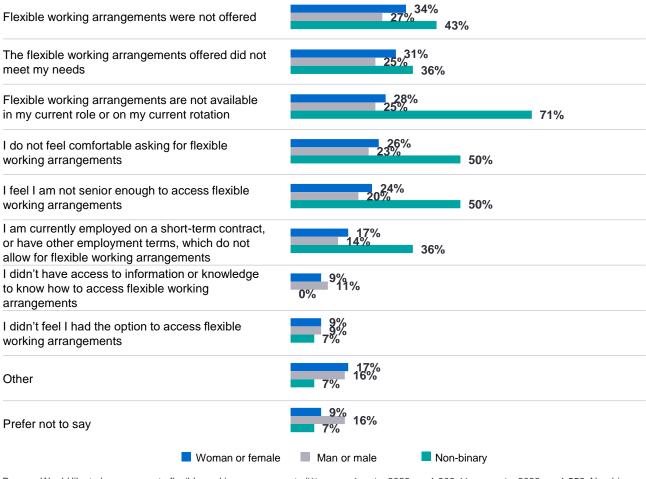
Workplace environment and culture

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



Base: Accessed flexible working arrangements (Woman or female: 2023 n = 2,674; Man or male: 2023 n = 1,902; Non-binary: 2023 n = 18) Q63b. Did the flexible working arrangements you accessed in your setting meet your needs?

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



Base: Would like to have access to flexible working arrangements (Woman or female: 2023 n = 1,902; Man or male: 2023 n = 1,559; Non-binary: 2023 n = 14)

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

Patient safety

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



Base: Total sample

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

PATIENT CARE AND SAFETY IN THE WORKPLACE

I know how to report concerns about patient care and safety

		Total agree: 92%	Total agree: 92%			
Woman or female	(n=9,666)	33%	59%	7%		
		Total agree: 92%		Total disagree: 1%		
Man or male	(n=8,307)	37%	55%	7%		
		Total agree: 85%		Total disagree: 3%		
Non-binary	(n=66)	27%	58%	12%		

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

		Total agree: 85%		Total disagree: 3%
Woman or female	(n=9,664)	29%	56%	12%
		Total agree: 86%		Total disagree: 3%
Man or male	(n=8,303)	34%	52%	11%
		Total agree: 74%		Total disagree: 9%
Non-binary	(n=66)	24%	50%	17% 6%
Key: Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Base: Total sample				

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

Patient safety

PATIENT CARE AND SAFETY IN THE WORKPLACE (cont.)

I am confident to raise concerns about patient care and safety

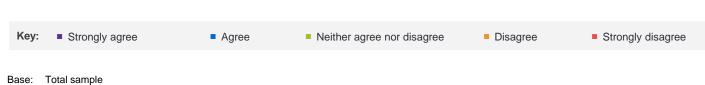
		Total agree: 90%	Total disagree: 2%	
Woman or female	(n=9,667)	33%	57%	8%
		Total agree: 90%		Total disagree: 2%
Man or male	(n=8,307)	38%	52%	8%
		Total agree: 80%		Total disagree: 3%
Non-binary	(n=66)	29%	52%	17%

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

		Total agree: 88%		Total disagree: 3%
Woman or female	(n=9,667)	30%	58%	9%
		Total agree: 87%		Total disagree: 3%
Man or male	(n=8,308)	34%	53%	10%
		Total agree: 77%		Total disagree: 8%
Non-binary	(n=66)	32%	45%	15% 6%

I have received training on how to provide culturally safe care

		Total agree: 82%			Total d	Total disagree: 5%		
Woman or female	(n=9,669)	26%		56%		13%	5%	
		Total agree: 81% Total disagree				lisagree	∌: 5%	
Man or male	(n=8,308)	30%		519	%	14%	4%	
		Total agree: 58%			Total di	sagree:	12%	
Non-binary	(n=67)	18%		40%	30%	12	2%	



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

Overall satisfaction

RECOMMEND TRAINING

I would recommend my current training position to other doctors

		Total agree: 81%		Total disagree: 6%
Woman or female	(n=9,675)	32%	50%	12% 5%
		Total agree: 80%		Total disagree: 7%
Man or male	(n=8,308)	35%	45%	13% 5%
		Total agree: 72%		Total disagree: 7%
Non-binary	(n=67)	25%	46%	21% 6%

I would recommend my current workplace as a place to train

		Total agree: 80%		Total disagree: 7%
Woman or female	(n=9,676)	34%	46%	13% <mark>5%</mark>
		Total agree: 80%		Total disagree: 7%
Man or male	(n=8,310)	36%	43%	13% 4%
		Total agree: 73%		Total disagree: 7%
Non-binary	(n=67)	31%	42%	19% <mark>4%</mark>



Future career intentions

CAREER INTERESTS

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

		Total agree: 539	%	T	Total disagree: 11%		
Woman or female	(n=9,636)	13%	40%	36%	9%		
		Total agree: 47	%	Т	otal disagree: 15%		
Man or male	(n=8,268)	12%	35%	38%	<mark>11%</mark> 4%		
		Total agree: 66	%		Total disagree: 7%		
Non-binary	(n=67)	25%	40%	2	7% 6%		

I am interested in rural practice

Woman or female

Man or male

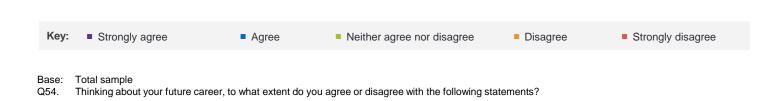
Non-binary

	Total agree: 45	%	1	Total disagree: 24%		
(n=9,636)	13%	33%	31%	19%	5%	
	Total agree: 47	%		31% 19% 5% Total disagree: 23% 30% 17% 6% Total disagree: 19% 5% 5%		
8,266)	15%	33%	30%	17%	6%	
	Total agree: 49	%		Total disagree	e: 19%	
67)	16%	33%	31%	16%		

I am interested in getting involved in medical research

Woman or female	(n=9,632)	13%
		Total agree:
Man or male	(n=8,266)	16%
		Total agree:
Non-binary	(n=67)	16%

Total agree: 49%			Total disagree: 24%
13%	36%	27%	19% 5%
Total agree	e: 53%		Total disagree: 21%
16%	37%	26%	16% 5%
Total agree	e: 54%	1	Total disagree: 24%
16%	37%	22%	19% 4%



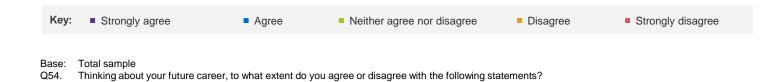
Future career intentions

CAREER INTERESTS (continued)

I am interested in getting involved in medical teaching

		Total agree: 75%		Total disagree: 7%
Woman or female	(n=9,633)	25%	50%	18% 6%
		Total agree: 80%		Total disagree: 5%
Man or male	(n=8,266)	31%	49%	15% <mark>4%</mark>
		Total agree: 78%		Total disagree: 10%
Non-binary	(n=67)	25%	52%	12% 10%
I am considering a futur	e outside of medic	cine		
-		Total agree: 17%		Total disagree: 62%
	(n=9.642)	<u>/0/ 120/ 210/</u>	200/	24%

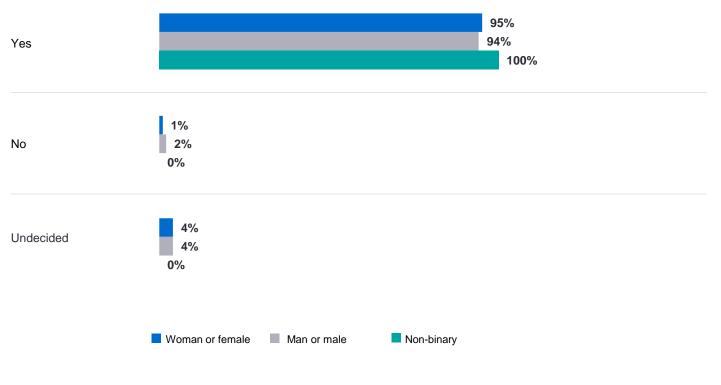
Woman or female	(n=9,642)	4%	13%	21%		38%	24%
		Total agree: 22%			Total disagree: 56%		
Man or male	(n=8,271)	6%	16%	22%		32%	24%
		Total agree: 25% Total disage					Total disagree: 45%
Non-binary	(n=67)	4%	21%	b	30%	30%	15%



Future career intentions

CONTINUATION OF SPECIALTY TRAINING PROGRAM

Overall, 95% of women and female specialist trainees intended to continue with their specialty, compared to 94% of men and male trainees and 100% of non-binary trainees.



Base: Specialist trainees (Woman or female: 2023 n = 5,202; Man or male: 2023 n = 4,458; Non-binary: 2023 n = 36) Q51a. Do you intend to continue in your specialty training program?

Future career intentions

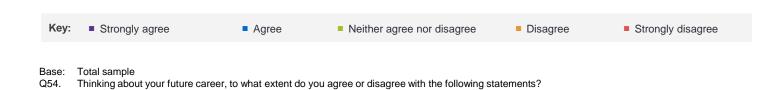
TRAINING PROGRAM COMPLETION

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

		Total agree:	33%		Total disagree: 48%		
Woman or female	(n=9,270)	13%	20%	19%	33%	14%	
		Total agree	37%		Total disagree: 44%		
Man or male	(n=8,000)	17%	20%	20%	28%	16%	
		Total agree	31%		Total o	lisagree: 48%	
Non-binary	(n=61)	10%	21%	21%	31%	16%	

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

		Total agree: 41%				Total disagree: 40%		
Woman or female	(n=9,635)	14%	27%	6	19%	29%	11%	
		Total agree: 40%				Total disagree: 39%		
Man or male	(n=8,268)	15%	25%	6	21%	26%	13%	
		Total agree: 27%				Total	disagree: 55%	
Non-binary	(n=67)	6% 2	21%	18%		37%	18%	



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