

## **Medical Training Survey**

2023 Report

Australasian College for Emergency Medicine

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#### THE 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, results for the Australasian College for Emergency Medicine (ACEM) are presented at an overall level. To explore results within ACEM further, please visit medicaltrainingsurvey.gov.au/results.

#### INTERPRETING THIS REPORT

This report provides key results based on n = 1,215 doctors in training, at the ACEM compared against national results (n = 22,337 of all eligible doctors in training (i.e. currently training in Australia).

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

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

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

#### **Executive summary**

#### **OVERALL SATISFACTION**

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

		Total agree: 84% To			e: 4%
ACEM	(n=1,121)	34%	49%	12%	
		Total agree: 80%	т	otal disagre	e: 7%
National response	(n=18,656)	33%	47%	13%	5%

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

	т	Total agree: 82%	Total disagree: 6%	
ACEM	(n=1,122)	37%	45%	12% 4%
	Т	Total agree: 79%		Total disagree: 7%
National response	(n=18,660)	34%	45%	14% 5%
Key: Strongly agree	Agree	Neither agree nor of the second se	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: 79%		Total terrible/poor: 3%
ACEM	(n=1,130)	25%	55%	18%
ACEIM		Total excellent/good: 75%		Total terrible/poor: 4%
National response	(n=19,552)	25%	50%	21%
Quality of clinical superv	vision	Total excellent/good: 89%		Total terrible/poor: 2%
ACEM	(n=1,162)	40%	49%	9%
ACEIM		Total excellent/good: 87%		Total terrible/poor: 2%
National response	(n=19,785)	42%	45%	11%
Quality of teaching sess	ions			
		Total excellent/good: 86%		Total terrible/poor: 2%
ACEM	(n=1,151)	34%	53%	12%
		Total excellent/good: 83%		Total terrible/poor: 3%
National response	(n=19,568)	25%	58%	15%
Quality of training to rais	se patient saf	ety concerns		
		Total excellent/good: 83%		Total terrible/poor: 2%
ACEM	(n=1,123)	28%	55%	15%
		Total avaallant/maad. 020/		Total tarrible/nears 20/

ACEM	(n=1,123)	28%	55%	15%
	То	tal excellent/good: 83%	Total terrible/poor: 3%	
National response	(n=18,785)	32%	50%	15%
Key: Strongly agree	Agree	Neither agree nor	disagree Disagree	Strongly disagree

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

Base:

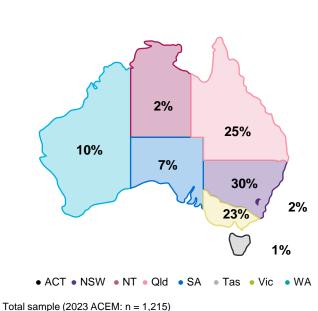
Have a supervisor | Q31. For your setting, how would you rate the quality of your clinical supervision / peer review? Total sample | Q39. Overall, how would you rate the quality of the teaching sessions? | Q48. In your setting, how would you rate the quality of your Base: training on how to raise concerns about patient safety?

#### **Profile of ACEM trainees**

#### SETTING

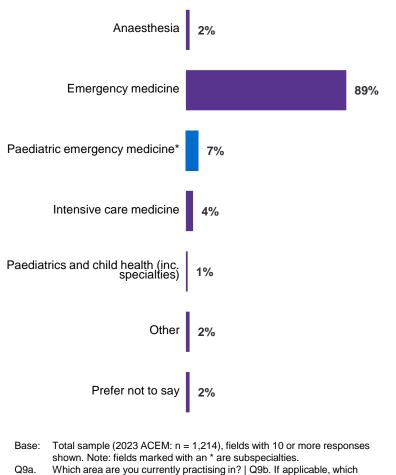
State

Base<sup>.</sup>



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





subspecialty area are you practising in?

#### area nia 74% Regional area °24% Rural area 1% Do not wish

Metropolitan

1%

to specify

- Total sample (2023 ACEM: n = 1,211) Base<sup>.</sup> Q6.
  - Is your current setting in a ...?

#### Facility

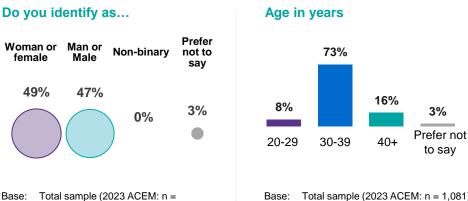
Region



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

#### Profile of ACEM trainees

#### **DEMOGRAPHICS**



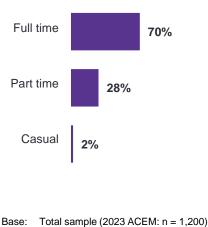
Total sample (2023 ACEM: n = 1,081) Base: Q56. What is your age?

#### Employment

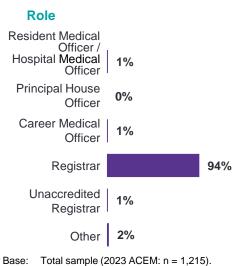
Q55

1,118)

Do you identify as ...?

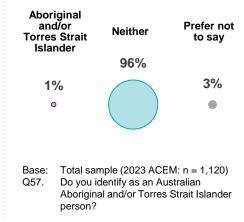


Q2. Are you employed:



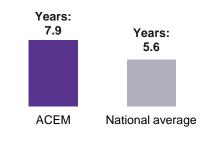
What is your role in the setting? Q7.

#### **Cultural background**



#### Postgraduate year

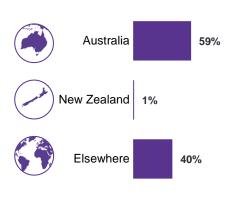
#### Postgraduate year average is



Total sample (National: 2023 n = 21.944: Base: ACEM: 2023 n = 1,200) Q1.

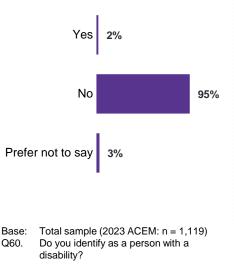
What is your postgraduate year?

**Primary degree** 

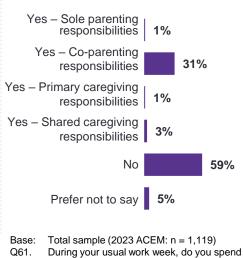


Total sample (2023 ACEM: n = 1,119) Base: Q58a. Did you complete your primary medical degree in Australia or New Zealand?

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



#### **Caring responsibilities**

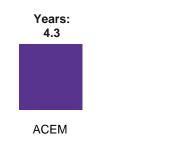


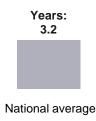
time providing unpaid care, help, or assistance for family members or others?

#### **Profile of ACEM trainees**

#### **SPECIALIST TRAINEES**

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





Base: Specialist trainees (National: 2023 n = 11,267; ACEM: 2023 n = 1,200) Q15. How many years have you been in the College training program?

#### **Training curriculum**

#### TRAINING PROGRAM PROVIDED BY COLLEGE

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

		Total agree: 92%	Total dis	agree: 2%
ACEM	(n=1,189)	34%	58%	6%
		Total agree: 88%	Total dis	sagree: 4%
National response	(n=11,102)	33%	55%	8%

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

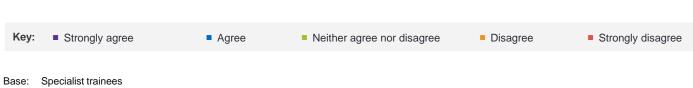
		Total agree: 89%	Total	disagree: 4%	3
ACEM	(n=1,190)	32%	57%	7%	İ
		Tota	l disagree: 5%	6	
National response	(n=11,111)	30%	57%	8%	

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

		Total agree: 88%	Total dis	agree: 3%
ACEM	(n=1,190)	28%	60%	9%
		Total agree: 89%	Total dis	agree: 4%
National response	(n=11,119)	29%	60%	7%

#### The College supports flexible training arrangements

Total agree: 77%				Total disagree: 6%			
ACEM	(n=1,170)	26%	50%		17%	5%	
		Total agree: 65%				Total disagree: 14%	
National response	(n=10,737)	20%	45%	21%	9	<mark>% 4</mark> %	



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

#### **Training curriculum**

#### **COMMUNICATION WITH COLLEGE**

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

Total agree: 75%				Total disagree: 9%	
ACEM	(n=1,189)	21%	55%	16%	7%
	Total agree: 73%				
National response	(n=11,118)	20%	53%	15%	8%

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

Total agree: 72%				Total di	sagree: 11%
ACEM	(n=1,188)	18%	54%	17%	9%
		Total agree: 67	Total d	isagree: 14%	
National response	(n=11,039)	18%	49%	19%	<mark>10%</mark> 4%

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

	Total agree: 79%			Total disagree: 7%	
ACEM	(n=1,189)	23%	56%	14%	6%
			Total disagree: 10%		
National response	(n=11,118)	22%	54%	14%	7%



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**

#### **ENGAGEMENT WITH COLLEGE**

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

	т	otal disagree: 16%			
ACEM	(n=1,194)	9%	45%	30%	13%
		Total agree: 50%		1	otal disagree: 22%
National response	(n=11,043)	10%	40%	29%	17% <mark>4%</mark>

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

		Total agree		Total disagree: 5%			
ACEM	(n=1,194)	14%	60%		22%	4%	
		Total agree	2: 63%	Total disagree: 9%			
National response	(n=11,041)	12%	51%		28%	7%	

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

		Total agree: 90%		Total disagree: 2%
ACEM	(n=1,194)	21%	69%	9%
		Total agree: 83%		Total disagree: 4%
National response	(n=11,043)	18%	65%	13%

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

		Total agree:	52%	. T	otal disagree: 10%
ACEM	(n=1,194)	10%	42%	38%	8%
		Total agree:	48%	-	Total disagree: 14%
National response	(n=11,043)	10%	38%	39%	10%

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

	T	Total agree: 59%			Total disagree: 8%
ACEM	(n=1,194)	11%	48%		33% 6%
	т	otal agree: 52%			Total disagree: 14%
National response	(n=11,042)	11%	41%	34%	<mark>10% 4%</mark>
Key: Strongly agree	Agree	Neither ag	gree nor disagree	Disagree	Strongly disagree

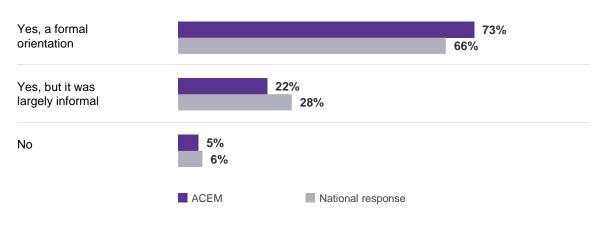
#### Base: Specialist trainees

Q25. Thinking about how [COLLEGE] engages with you, 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 (National: 2023 n = 20,804; ACEM: 2023 n = 1,189)

Q27a. Did you receive an orientation to your setting?

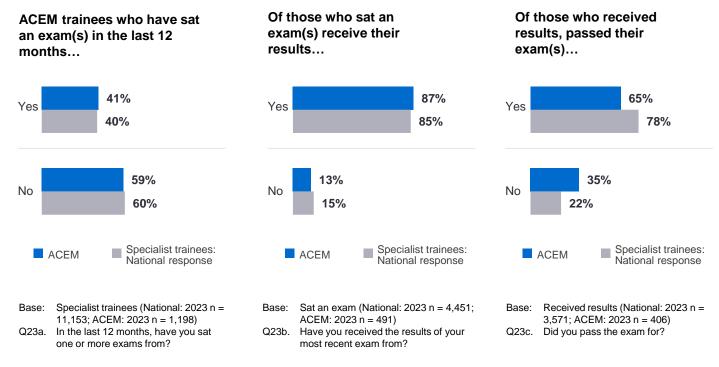
#### HOW WOULD YOU RATE THE QUALITY OF YOUR ORIENTATION?

		Total excellent/good:	: 79%	Total terrible/poor: 3%
ACEM	(n=1,130)	25%	55%	18%
		Total excellent/good:	: 75%	Total terrible/poor: 4%
National response	(n=19,552)	25%	50%	21%



#### Assessment

#### **COLLEGE EXAMS**



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

		Total agree: 62%		Tota	al disagree: 20%
ACEM	(n=485)	11%	52%	18%	14% 6%
		Tot	al disagree: 19%		
Specialist trainees: National response	(n=4,399)	14%	51%	16%	13% 6%

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

		Total agree: 76%		Total disagree: 9%
ACEM	(n=485)	16%	60%	15% 6%
Specialist trainees:		Total agree: 71%		Total disagree: 14%
National response	(n=4,410)	16%	55%	16% <mark>9% 4</mark> %
The exam(s) ran smoothl	y on the day			
		Total agree: 94%		Total disagree: 2%
ACEM	(n=485)	31%	63%	4%
Specialist trainees:		Total agree: 84%		Total disagree: 8%
National response	(n=4,406)	24%	60%	8% 5%
Key: Strongly agree	Agree	Neither agree nor	disagree Disagree	Strongly disagree

Base: Specialist trainees

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

#### Assessment

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

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

		Total agree: 83%		Total disa	gree: 5%
ACEM	(n=484)	23%	119	% <mark>5%</mark>	
Specialist trainees:		Total agree: 76%		Total disag	gree: 10%
National response	(n=4,404)	20%	56%	14%	7%

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

		Total disagree: 48%					
ACEM	(n=429)	5%	23%	249	%	24%	24%
Specialist trainees:		Total agr	ee: 38%			L	Total disagree: 40%
National response	(n=4,015)	9%	29%		22%	22%	18%

#### The feedback is timely

		Total agree:	46%		Total	Total disagree: 26%	
ACEM	(n=404)	8% 38% 28%				12%	
		Total agree:	43%		Total	disagree: 35%	
Specialist trainees: National response	(n=3,956)	9%	34%	22%	20%	15%	

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

Total agree: 47%				Total	disagree: 16%
ACEM	(n=397)	7%	39%	38%	10% 5%
		Total agree: 4	8%	Total	disagree: 19%
Specialist trainees: National response	(n=3,775)	11%	37%	33%	11% 8%

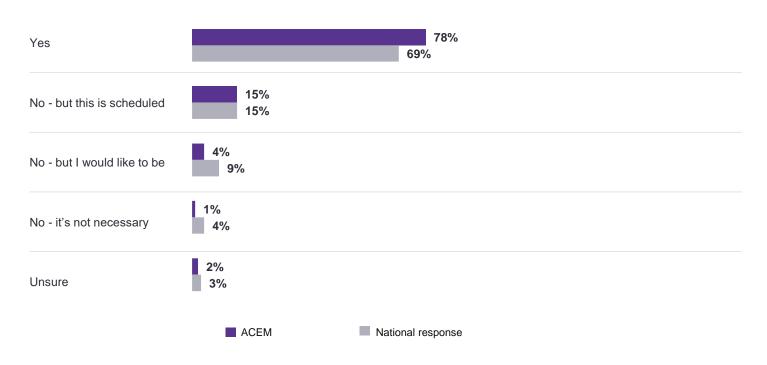


#### Base: Specialist trainees

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

#### Assessment

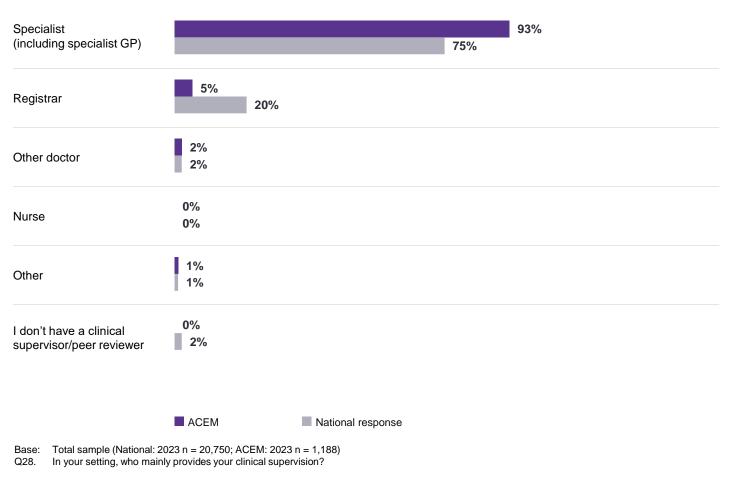
#### HAS YOUR PERFORMANCE BEEN ASSESSED IN YOUR SETTING?



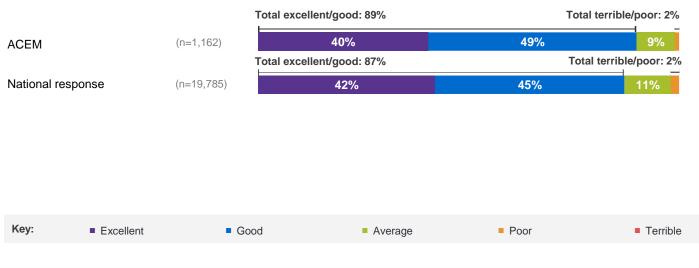
Base:Prevocational and unaccredited trainees, specialist trainees and IMGs (National: 2023 n = 19,053; ACEM: 2023 n = 1,166)Q32.Has your performance been assessed in your setting?

#### **Clinical supervision**

#### WHO MAINLY PROVIDES YOUR CLINICAL SUPERVISION?



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



Base: Received supervision

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

#### **Clinical supervision**

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

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

		Total agree: 98%	Total disagree: 1%
ACEM	(n=1,182)	72%	26%
-		Total agree: 97%	Total disagree: 1%
National response	(n=20,246)	66%	31%

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

		Total agree: 96%	Total disagree: 1%	
ACEM	(n=1,182)	60%	37%	
		Total agree: 92%	Total disagree: 2%	
National response	(n=20,243)	55%	38% 6%	



#### **Clinical supervision**

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

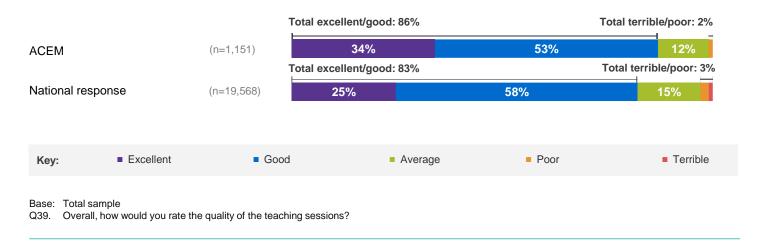
#### Average out of 5 (1=very poor - 5=very good)

Accessibility	$\begin{array}{c} \bullet
Helpfulness	4.4
Ensuring your work is appropriate to your level of training	4.2
Completing workplace based assessments	4.0
Including opportunities to develop your skills	$ \begin{array}{c} & & \\ & & \\ & & \\ & \\ & \\ & \\ & \\ & \\ $
Supporting you to meet your training plan/pathway requirements	4.1
Usefulness of feedback	$\begin{array}{c} \bullet
Regular, INFORMAL feedback	$\begin{array}{c} \\ \hline \\ $
Discussions about my goals and learning objectives	$\begin{array}{c} \bullet \\ \bullet $
Regular, FORMAL feedback	$\begin{array}{c} \bullet \bullet \bullet \bullet & $
	ACEM National response

Base: Have a supervisor (National: 2023 max n = 19,613; ACEM: 2023 max n = 1,152)

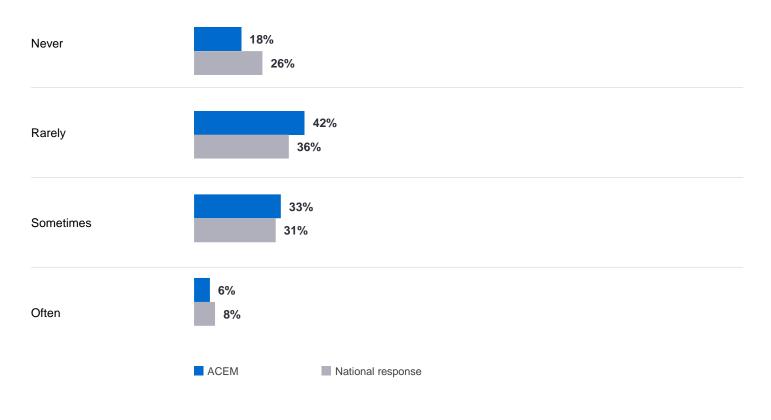
In your setting, how would you rate the quality of your overall clinical supervision for ...? Q30.

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



#### TRAINING AND OTHER JOB RESPONSIBILITIES

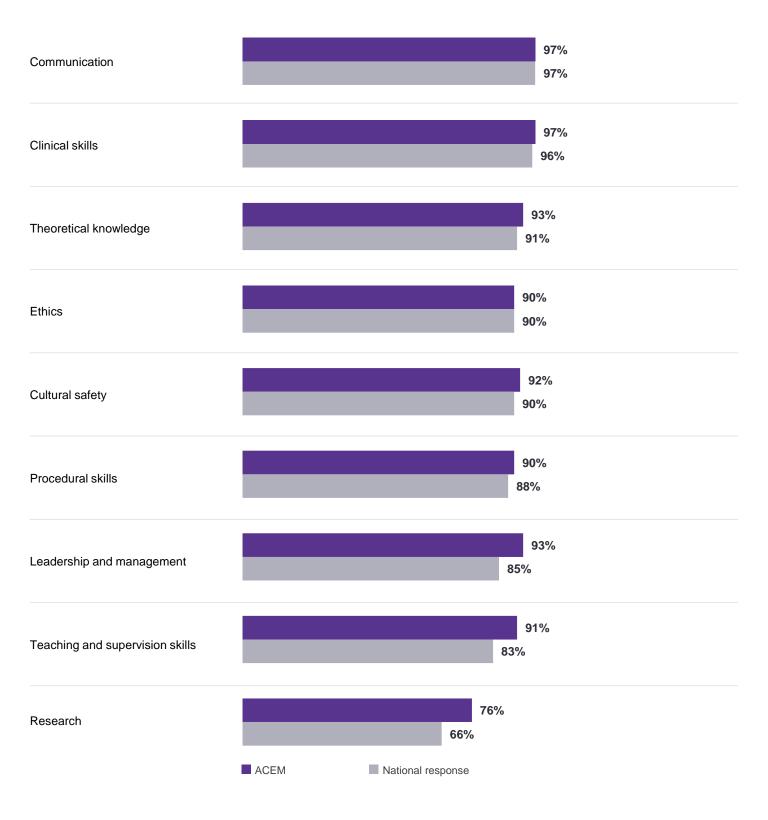
How regularly job responsibilities are preventing doctors in training from meeting training requirements



Base: Total sample (National: 2023 n = 19,817; ACEM: 2023 n = 1,153)

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

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



Base: Total sample (National: 2023 max n = 19,825 ACEM: 2023 max n = 1,152)

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

#### DEVELOPMENT OF CLINICAL AND PRACTICAL SKILLS

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

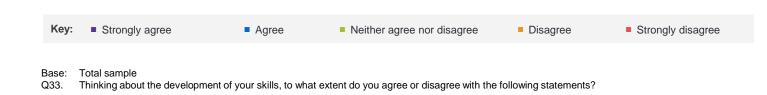
		Total agree: 88%	l disagree: 3%	
ACEM	(n=1,156)	27%	60%	9%
		Total agree: 84%	Tota	l disagree: 5%
National response	(n=19,791)	28%	56%	11% <mark>4%</mark>

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

	Total agree: 58%				Total disagree: 18%		
ACEM	(n=1,153)	16%	42%	2	3%	16%	
		Total agree: 45%			Tota	I disagree: 31%	
National response	(n=19,422)	14%	32%	23%	25	% 6%	

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

Total agree: 36%					Total disagree: 38%	
ACEM	(n=1,141)	9%	26%	27%	32%	6%
		Total agree: 30%			Total disa	gree: 46%
National response	(n=19,155)	9%	21%	24%	36%	10%



#### ACCESS TO TEACHING AND RESEARCH

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

		Total agree: 81%	Total disagree: 8%			
ACEM	(n=1,155)	32%	50%		11%	5%
		Total agree: 67%		Tota	l disagre	e: 17%
National response	(n=19,887)	22%	45%	16%	12%	5%

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

		Total agree: 77%			Total disagree: 6%	
ACEM	(n=1,155)	23%	54%	17%	<mark>5%</mark>	
		Total agree: 72%		Total disag	ree: 10%	
National response	(n=19,888)	22%	50%	19%	7%	

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

		Total agree: 86%		Total disagree: 3%		
ACEM	(n=1,155)	34%	52%	1	0%	
		Total agree: 77%		Total disa	gree: 7%	
National response	(n=19,888)	27%	50%	16%	6%	

#### I am able participate in research activities

	Total agree: 65%					Total disagree: 8%	
ACEM	(n=1,156)	16%	50%		27%	6%	
		Total agree: 56%	Total agree: 56%			agree: 12%	
National response	(n=19,893)	16%	40%		32%	9%	



#### Base: Total sample

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

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

ACEM trainees were asked their level of agreement on whether an educational activity had been useful in their development as a doctor. Of the educational activities available, simulation teaching (91%), formal education program (90%) and teaching in the course of patient care (bedside teaching) (87%) were rated the most useful.

#### Formal education program^

program					
	Total agree: 90%		Total d	isagree: 3% Not av	ailable
(n=1,147)	35%	55	5%	7% (n=3)	)
	Total agree: 85%		Total d	isagree: 5%	
(n=18,038)	29%	56%		<b>10% <mark>4%</mark> (n=4</b>	28)
ormal and	/or informal)				
	Total agree: 54%		Total dis	agree: 19% Not av	ailable
(n=1,119)	12%	42%	27%	15% 4% (n=3	1)
	Total agree: 63%		Total dis	sagree: 17%	
(n=18,909)	17%	47%	20%	<b>12% 5%</b> (n=6	53)
auroa of m	tiont core (bodoic	la taaahing)			
burse or pa	atient care (bedsic	de teaching)			
	Total agree: 87%		Total d	isagree: 3% Not av	ailable
(n=1,134)	33%	54%	0	10% (n=1	5)
	Total agree: 89%		Total d	isagree: 3% →	
(n=18,849)	36%	52	2%	<b>9%</b> (n=7	11)
d activitie	s				
	Total agree: 83%		Total di	isagree: 3% Not av	ailable
(n=1,118)	25%	58%			1)
	Total agree: 82%		Total d	isagree: 4%	
(n=18,574)	25%	57%		<b>15%</b> (n=9	88)
Iree	Agree	<ul> <li>Neither agree nor disagree</li> </ul>	Disagree	<ul> <li>Strongly disag</li> </ul>	gree
	<ul> <li>Agree</li> <li>lable (shown separately)</li> </ul>	Neither agree nor disagree	Disagree	<ul> <li>Strongly disag</li> </ul>	gree
	(n=1,147) (n=18,038) formal and (n=1,119) (n=18,909) fourse of pa (n=1,134) (n=18,849) ed activitie (n=1,118)	Total agree: 90% $(n=1,147)$ 35%         Total agree: 85%       Total agree: 85% $(n=18,038)$ 29%         Total agree: 85%         Total agree: 85%         Total agree: 54%         (n=1,119)       12%         Total agree: 63%         (n=1,134)       12%         Total agree: 83%         (n=1,134)       33%         Total agree: 89%         (n=1,134)       33%         Total agree: 83%         (n=1,134)       36%         Total agree: 83%         (n=1,118)       Z5%         Total agree: 82%	Total agree: 90% $(n=1,147)$ 35%       55%         Total agree: 85% $(n=18,038)$ 29%       56%         Total agree: 85%         Total agree: 54% $(n=1,119)$ 12%       42%         Total agree: 63% $(n=1,119)$ 12%       47%         Total agree: 63%         (n=18,909)       17%       47%         Total agree: 63%         Course of patient care (bedside teaching)         Total agree: 87% $(n=1,134)$ 33%       54%         Total agree: 87% $(n=18,849)$ 36%       5;         Total agree: 89%         (n=1,118)       25%         Total agree: 83%         (n=1,118)         25%       58%         Total agree: 82%	Total agree: 90%       Total d         (n=1,147) $35\%$ $55\%$ Total agree: 85%       Total d         (n=18,038) $29\%$ $56\%$ formal and/or informal)       Total agree: 54%       Total dis         (n=1,119) $12\%$ $42\%$ $27\%$ Total agree: 63%       Total dis       (n=1,119)       Total agree: 63%         (n=18,909) $17\%$ $47\%$ $20\%$ course of patient care (bedside teaching)       Total agree: 87%       Total dis         course of patient care (bedside teaching)       Total agree: 87%       Total dis         course of patient care (bedside teaching)       Total dis       Total agree: 87%       Total dis         (n=1,134) $33\%$ $54\%$ Total dis         (n=18,849) $36\%$ $52\%$ Total dis         ed activities       Total agree: 83%       Total dis       Total dis         (n=1,118) $25\%$ $58\%$ Total dis	Total agree: 90%       Total disagree: 3%       Not av $(n=1,147)$ 35%       55%       7% $(n=3)$ Total agree: 85%       Total disagree: 5% $(n=3)$ Total agree: 85%       Total disagree: 5% $(n=4)$ formal and/or informal)       Total agree: 54%       Total disagree: 19%       Not av         Total agree: 54%       Total disagree: 19%       Not av $(n=1,119)$ 12%       42%       27%       15%       4% $(n=3)$ Total agree: 63%       Total disagree: 17% $(n=3)$ $(n=1,119)$ 12%       42%       20%       12%       5% $(n=6)$ pourse of patient care (bedside teaching)       Total disagree: 3%       Total disagree: 3%       Not av $(n=1,134)$ 33%       54%       10% $(n=13)$ Total agree: 87%       Total disagree: 3%       Not av $(n=1,134)$ 33%       52%       9% $(n=7)$ rotal agree: 83%       Total disagree: 3%       Not av $(n=1,118)$ 25%       58%       14% $(n=3)$ Total agree: 82%       Total disagree: 3%       Not av $(n=1,118)$ 25%       58%

Q38.

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

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

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

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

Total agree: 51%			Total disagree: 17% Not available			
ACEM	(n=1,070)	10%	42%	32%	14%	(n=80)
-		Total agree: 68	%	1	Total disagree:	10%
National response	(n=18,281)	16%	52%	2	22% 8	% (n=1281)

#### **Multidisciplinary meetings**

Total agree: 52%				Total disagree: 15% Not availab			Not available
ACEM	(n=1,003)	10%	41%	34%		12%	(n=147)
		Total agree: 72%		-	Total di	sagree: 9%	
National response	(n=18,261)	19%	53%		19%	7%	(n=1301)

#### Simulation teaching

Total agree: 91%				То	tal disagree:	2% No	ot available
ACEM	(n=1,137)	46%		45%	7%	, (I	n=13)
Total agree: 82%				То	tal disagree:	5%	
National response	(n=17,262)	33%		49%	14%	(	n=2307)

#### Access to mentoring

Total agree: 76%					Total disagree: 5% Not availa		
ACEM	(n=1,127)	24%	52%	19%	4%	(n=23)	
		Total agree: 80%	-	Total disagree	e: 4%		
National response	(n=18,405)	29%	51%	16%		(n=1167)	



Base:

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

#### **Facilities**

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

#### Reliable internet for training purposes

		Total excellent/good: 72%		Total terrible/poo	or: 9% Not provided
ACEM	(n=1,094)	26%	46%	18% (	6% (n=31)
		Total excellent/good: 77%		Total terrible/poo	or: 8%
National response	(n=18,741)	32%	45%	16%	<b>5%</b> (n=484)
Educational reso	ources				as Not provided
		Total excellent/good: 78%			or: 3% Not provided
ACEM	(n=1,131)	22%	56%	19%	(n=6)
		Total excellent/good: 74%		Total terrible/poo	or: 4%
National response	(n=18,989)	24%	51%	21%	<mark>4%</mark> (n=262)
ACEM	(n=1,116)	esk and computer Total excellent/good: 56%	39%	Total terrible/poor 26% 13%	<b>:: 18% Not provided</b> <b>5%</b> (n=21)
		Total excellent/good: 64%		Total terrible/poor	:: 13%
National response	(n=19,063)	24%	40%	23% 9%	<mark>6 4%</mark> (n=253)
Teaching spaces		Total excellent/good: 69%		· ·	or: 8% Not provided
ACEM	(n=1,128)	21%	48%	23%	6% (n=9)
		Total excellent/good: 67%		Total terrible/poo	
National response	(n=18,651)	21%	46%	25%	<b>7%</b> (n=379)



Base: Total sample excluding not provided (shown separately)

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

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

#### Most senior medical staff are supportive

		Total agree: 94%		Total disagree: 1%	
ACEM	(n=1,144)	45%	49%	5%	
		Total agree: 93%		Total disagree: 2%	
National response	(n=19,326)	45%	48%	5%	

#### My workplace supports staff wellbeing

	-	Total agree: 81% To			ee: 5%
ACEM	(n=1,144)	31%	50%	13%	4%
		Total agree: 79%	T	otal disagr	ee: 7%
National response	(n=19,326)	31%	47%	14%	5%

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

	Total dis	agree: 10%			
ACEM	(n=1,143)	24%	48%	18%	8%
		Total agree: 69%		Total dis	sagree: 13%
National response	(n=19,324)	26%	43%	18%	10% 4%

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

Т	Total agree: 80%			ee: 7%
(n=1,144)	30%	50%	13%	6%
Т	otal agree: 80%	Т	otal disag	ree: 7%
(n=19,324)	31%	49%	13%	5%

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

ACEM

National response

		Total agree: 64%		Total disagree: 16%		
ACEM	(n=1,144)	19%	45%	20%	13%	
		Total agree: 64%		Total	disagree: 16%	6
National response	(n=19,320)	22%	42%	20%	12% 4%	6

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

Tota	l agree: 79%		Total disag	ree: 7%
(n=1,144)	30%	49%	15%	5%
Tota	l agree: 80%		Total disag	gree: 7%
(n=19,326)	33%	46%	13%	5%
Agree	Neither agree nor dis	agree Disagree	Strongly	disagree
	(n=1,144) Tota (n=19,326)	Total agree: 80% (n=19,326) 33%	(n=1,144) 30% 49% Total agree: 80% (n=19,326) 33% 46%	(n=1,144) 30% 49% 15% Total agree: 80% Total disag (n=19,326) 33% 46% 13%

#### 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?

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

Racism is not tolerated at my workplace Total agree: 85% Total disagree							
ACEM	(n=1,144)	35%	50%	11%			
		Total agree: 86%	Total	disagree: 4%			
National response	(n=19,324)	39%	47%	11%			

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

(including facisity in my workplace		Total agree: 86% T		Total disagree: 4%	
ACEM	(n=1,144)	29%	58%	10%	
		Total agree: 84%	т	otal disagree: 5%	
National response	(n=19,326)	30%	54%	11% <mark>4%</mark>	

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

(		Total agree: 79%		Total disag	Total disagree: 7%	
ACEM	(n=1,144)	29%	51%	13%	5%	
		Total agree: 77%		Total disagree: 9%		
National response	(n=19,327)	30%	47%	15%	7%	

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

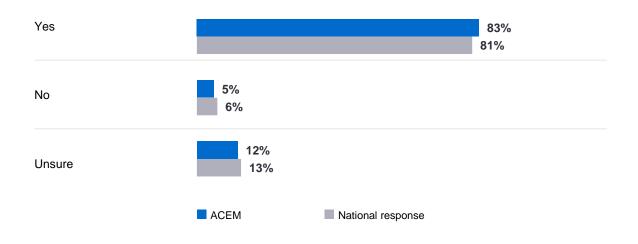
		Total agree: 84%		Total disagr	ee: 4%
ACEM	(n=1,144)	29%	54%	12%	6
	Total agree: 79%			Total disagree: 6	
National response	(n=19,326)	29%	50%	15%	5%



#### 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?

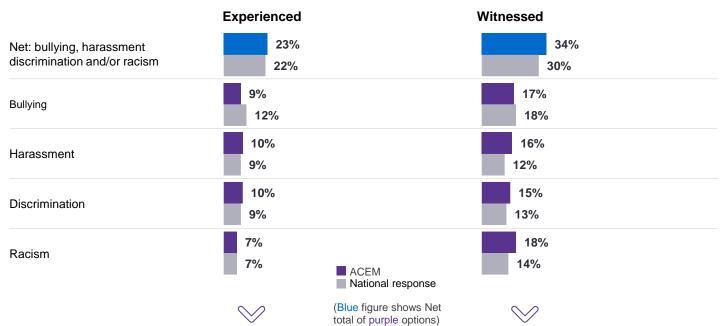
## IF YOU NEEDED SUPPORT, DO YOU KNOW HOW TO ACCESS SUPPORT FOR YOUR HEALTH (INCLUDING FOR STRESS AND OTHER PSYCHOLOGICAL DISTRESS)?



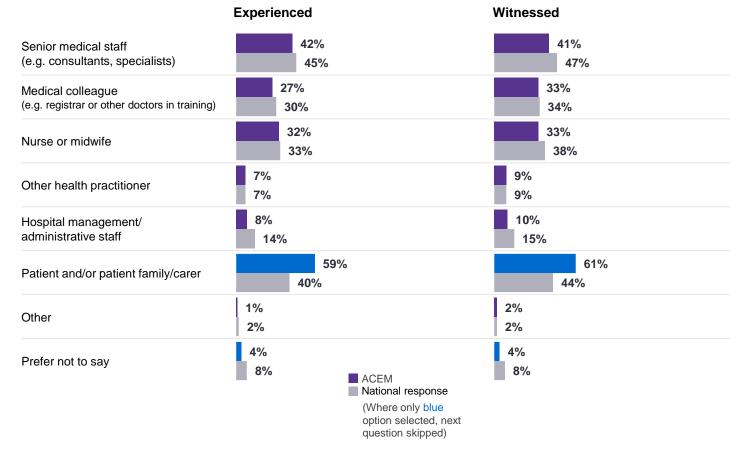
Base: Total sample (National: 2023 n = 19,077; ACEM: 2023 n = 1,134)

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

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



#### WHO WAS RESPONSIBLE...

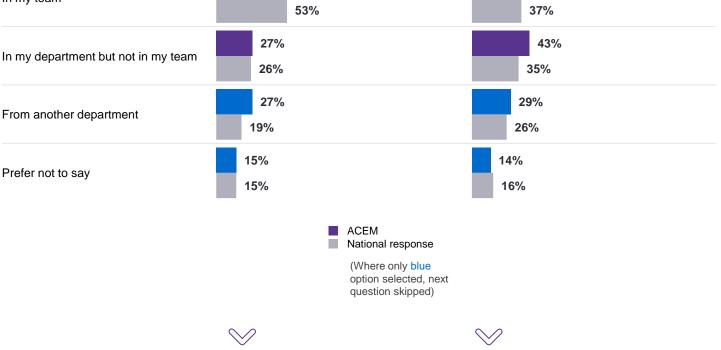


Base: Total sample - Experienced (National: 2023 n = 17,275; ACEM: 2023 n = 1,012) - Witnessed (National: 2023 n = 17,929; ACEM: 2023 n = 1,061) Q42a. Thinking about your workplace, have you experienced and/or witnessed any of the following in the past 12 months?

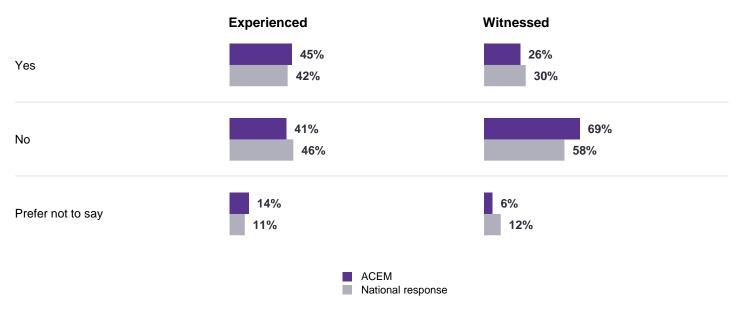
Base: Experienced/witnessed bullying, harassment discrimination and/or racism - Experienced (National: 2023 n = 3,757; ACEM: 2023 n = 230) - Witnessed (National: 2023 n = 5,366; ACEM: 2023 n = 357)

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

# THE STAFF MEMBER OR COLLEAGUE RESPONSIBLE WAS... Experienced Witnessed In my team 48% 30% 53% 37°



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

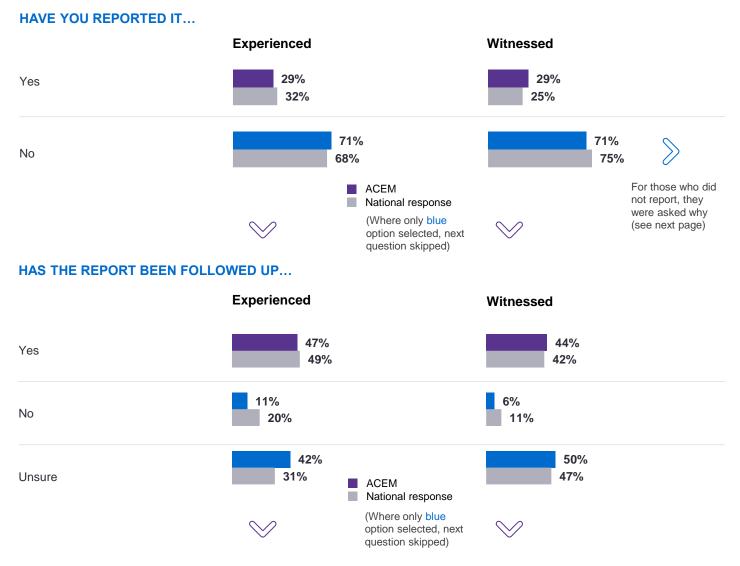


Base: Experienced bullying, harassment, discrimination and/or racism from someone who was not a patient (National: 2023 n = 1,956 ACEM: 2023 n = 85) - Witnessed (National: 2023 n = 2,571; ACEM: 2023 n = 125)

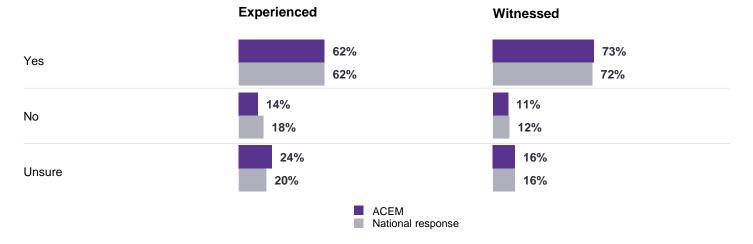
Q42c. The person(s) responsible was...

Base: Experienced bullying, harassment discrimination and/or racism from someone in their team or department (rebased to who was not a patient) (National: 2023 n = 1,294; ACEM: 2023 n = 49) - Witnessed (National: 2023 n = 1,469; ACEM: 2023 n = 70)

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



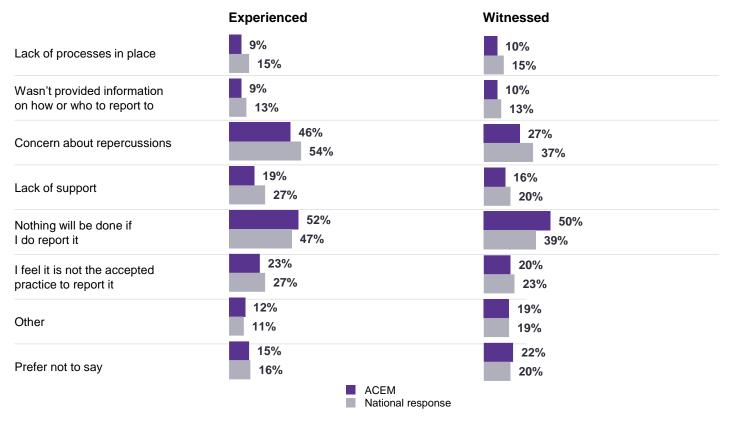
#### ARE YOU SATISFIED WITH HOW THIS REPORT WAS FOLLOWED UP...



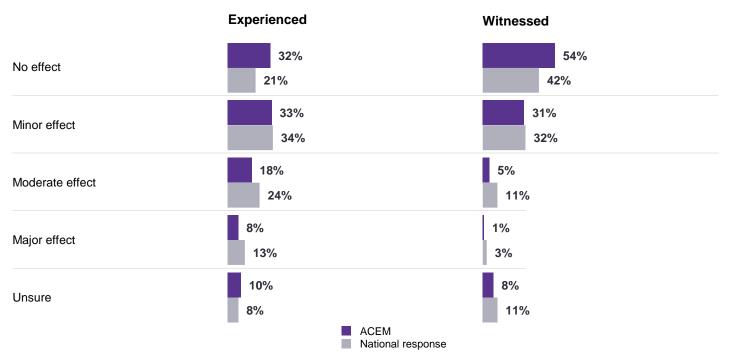
- Base: Experienced bullying, harassment discrimination and/or racism (National: 2023 n = 3,737; ACEM: 2023 n = 230) Witnessed (National: 2023 n = 5,320; ACEM: 2023 n = 355) | Q42e. Have you reported it?
- Base: Reported bullying, harassment, discrimination and/or racism (National: 2023 n = 1,174; ACEM: 2023 n = 66) Witnessed (National: 2023 n = 1,338; ACEM: 2023 n = 103) | Q42f. Has the report been followed up?

Base: Reported bullying, harassment, discrimination and/or racism who reported the incident and followed it up (National: 2023 n = 565; ACEM: 2023 n = 29) - Witnessed (National: 2023 n = 553; ACEM: 2023 n = 44) | Q42g. Are you satisfied with how the report was followed up?

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



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



Base: Experienced bullying, harassment discrimination and/or racism and did not report it. (National: 2023 n = 2,539; ACEM: 2023 n = 164) - Witnessed (National: 2023 n = 3,908; ACEM: 2023 n = 251)

Q42i. What prevented you from reporting?

Base: Experienced bullying, harassment discrimination and/or racism (National: 2023 n = 3,734; ACEM: 2023 n = 231) - Witnessed (National: 2023 n = 5,291; ACEM: 2023 n = 355)

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

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

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

		Total always/most of the time: 27%	Total sometimes/never: 73%
ACEM	(n=1,133)	9% 18%	60% 13%
		Total always/most of the time: 25%	Total sometimes/never: 75%
National response	(n=18,986)	8% 17%	54% 21%
Having to work paid over	time		
		Total always/most of the time: 9%	Total sometimes/never: 91%
ACEM	(n=1,133)	<mark>5%</mark> 52%	39%
		Total always/most of the time: 15%	Total sometimes/never: 85%
National response	(n=18,984)	5% <mark>10%</mark> 46%	39%
Having to work unpaid o	vertime		
		Total always/most of the time: 14%	Total sometimes/never: 86%
ACEM	(n=1,133)	<b>6% 9% 37%</b>	48%
		Total always/most of the time: 19%	Total sometimes/never: 81%
National response	(n=18,977)	8% <b>10%</b> 33%	48%
Dealing with patient expe	ectations		
		Total always/most of the time: 26%	Total sometimes/never: 74%
			_
ACEM	(n=1,133)	<b>6% 20%</b>	62% 12%
ACEM	(n=1,133)	6%20%Total always/most of the time: 20%	62% 12% Total sometimes/never: 80%
ACEM National response	(n=1,133) (n=18,989)	Total always/most of the time: 20%	
	(n=18,989)	Total always/most of the time: 20%	Total sometimes/never: 80%
National response	(n=18,989)	Total always/most of the time: 20%	Total sometimes/never: 80%
National response	(n=18,989)	Total always/most of the time: 20%	Total sometimes/never: 80%
National response Dealing with patients' far	(n=18,989) nilies	Total always/most of the time: 20% 6% 14% Total always/most of the time: 21%	Total sometimes/never: 80% 58% 22% Total sometimes/never: 79%
National response Dealing with patients' far	(n=18,989) nilies	Total always/most of the time: 20%6%14%Total always/most of the time: 21%5%16%Total always/most of the time: 18%	Total sometimes/never: 80% 58% 22% Total sometimes/never: 79% 65% 13%
National response Dealing with patients' far ACEM	(n=18,989) nilies (n=1,133) (n=18,993)	Total always/most of the time: 20%6%14%Total always/most of the time: 21%5%16%Total always/most of the time: 18%	Total sometimes/never: 80%         58%       22%         Total sometimes/never: 79%       65%         65%       13%         Total sometimes/never: 82%
National response Dealing with patients' far ACEM National response	(n=18,989) nilies (n=1,133) (n=18,993)	Total always/most of the time: 20%6%14%Total always/most of the time: 21%5%16%Total always/most of the time: 18%	Total sometimes/never: 80%         58%       22%         Total sometimes/never: 79%       65%         65%       13%         Total sometimes/never: 82%
National response Dealing with patients' far ACEM National response	(n=18,989) nilies (n=1,133) (n=18,993)	Total always/most of the time: 20%6%14%Total always/most of the time: 21%5%16%Total always/most of the time: 18%5%12%	Total sometimes/never: 80%         58%       22%         Total sometimes/never: 79%       65%         65%       13%         Total sometimes/never: 82%       0%
National response Dealing with patients' far ACEM National response Expectations of supervis ACEM	(n=18,989) nilies (n=1,133) (n=18,993)	Total always/most of the time: 20%6%14%Total always/most of the time: 21%5%16%Total always/most of the time: 18%5%12%6Total always/most of the time: 13%	Total sometimes/never: 80%         58%       22%         Total sometimes/never: 79%       65%         65%       13%         Total sometimes/never: 82%       0%         0%       23%         Total sometimes/never: 87%
National response Dealing with patients' far ACEM National response Expectations of supervise	(n=18,989) nilies (n=1,133) (n=18,993)	Total always/most of the time: 20%6%14%Total always/most of the time: 21%5%16%Total always/most of the time: 18%5%12%6Total always/most of the time: 13%4%9%53%	Total sometimes/never: 80%         58%       22%         Total sometimes/never: 79%       65%         65%       13%         Total sometimes/never: 82%       0%         0%       23%         Total sometimes/never: 87%         34%
National response Dealing with patients' far ACEM National response ACEM National response	(n=18,989) nilies (n=1,133) (n=18,993) nors (n=1,133)	Total always/most of the time: 20%6%14%Total always/most of the time: 21%5%16%Total always/most of the time: 18%5%12%6Total always/most of the time: 13%4%9%53%Total always/most of the time: 16%5%11%46%	Total sometimes/never: 80%         58%       22%         Total sometimes/never: 79%         65%       13%         Total sometimes/never: 82%         0%       23%         Total sometimes/never: 87%         34%         Total sometimes/never: 84%         38%
National response Dealing with patients' far ACEM National response Expectations of supervis ACEM	(n=18,989) nilies (n=1,133) (n=18,993) nors (n=1,133)	Total always/most of the time: 20%6%14%Total always/most of the time: 21%5%16%Total always/most of the time: 18%5%12%6Total always/most of the time: 13%4%9%53%Total always/most of the time: 16%5%11%46%	Total sometimes/never: 80%         58%       22%         Total sometimes/never: 79%       65%         65%       13%         Total sometimes/never: 82%       0%         0%       23%         Total sometimes/never: 87%       34%         Total sometimes/never: 84%       70tal sometimes/never: 84%

Base: Total sample

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

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

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

#### Supervisor feedback

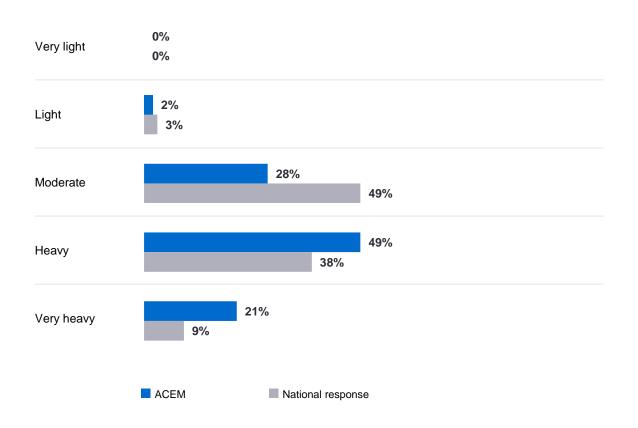
		Total always/most of the	time: 10%	Total sometimes/never: 90%
ACEM	(n=1,133)		44%	46%
		Total always/most of the	time: 11%	Total sometimes/never: 89%
National response	(n=18,998)	4% <mark>7%</mark> 38	5%	51%
Having to relocate for	work			
		Total always/most of the	time: 12%	Total sometimes/never: 88%
ACEM	(n=1,129)	4% <mark>8%</mark> 3	9%	49%
		Total always/most of the	time: 24%	Total sometimes/never: 76%
National response	(n=18,967)	11% 12%	35%	41%
Being expected to do	work that I don	't feel confident doing		
		Total always/most of the	time: 6%	Total sometimes/never: 94%
ACEM	(n=1,129)	<mark>4%</mark> 43%	, D	50%
		Total always/most of the	time: 11%	Total sometimes/never: 89%
National response	(n=18,968)	4% <mark> 7%</mark>	45%	45%
Limited access to seni	or clinicians			
		Total always/most of the	time: 5%	Total sometimes/never: 95%
ACEM	(n=1,129)	<mark>4%</mark> 37%		58%
		Total always/most of the	time: 8%	Total sometimes/never: 92%
National response	(n=18,964)	<mark>6%</mark> 37%		54%
Lack of appreciation				
		Total always/most of the	time: 20%	Total sometimes/never: 80%
ACEM	(n=1,129)	<mark>5%</mark> 14%	49%	31%
		Total always/most of the	time: 19%	Total sometimes/never: 81%
National response	(n=18,966)	6% <b>12%</b>	42%	39%
Workplace conflict				
		Total always/most of the	time: 11%	Total sometimes/never: 89%
ACEM	(n=1,130)	8%	49%	40%
		Total always/most of the	time: 9%	Total sometimes/never: 91%
National response	(n=18,968)	<mark>6%</mark> 41	%	50%
Key: Always		Most of the time	Sometimes	Never

Base: Total sample

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

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

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



Base: Total sample (National: 2023 n = 18,965; ACEM: 2023 n = 1,127)

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

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

On average, ACEM trainees worked 40.7 hours a week, compared to 45.6 hours a week for the national average.

For ACEM trainees, 53% were working 40 hours a week or more, compared to the national response of 64%.

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



Base: Total sample (National: 2023 n = 18,920; ACEM: 2023 n = 1,128). 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?

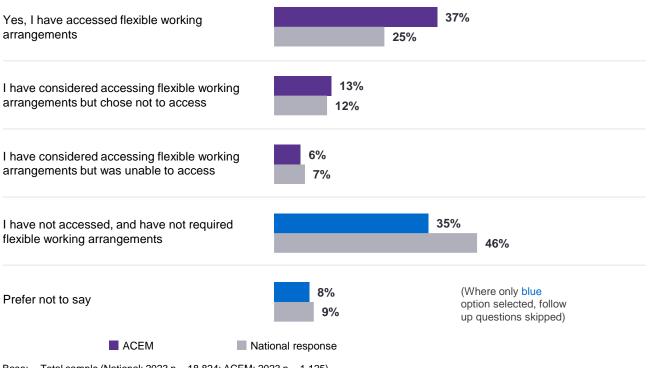
#### FOR ANY UNROSTERED OVERTIME YOU HAVE COMPLETED IN THE PAST, HOW OFTEN DID:

You get paid for the u	nrostered overt				_
		Total always/most of the	time: 62%	Total sometimes	/never: 38%
ACEM	(n=1,005)	34%	28%	25%	14%
		Total always/most of the	time: 68%	Total sometimes	s/never: 32%
National response	(n=15,553)	41%	27%	19%	13%
Working unrostered o	overtime have a	negative impact on yo	ur training		
		Total always/most of the	time: 18%	Total sometimes	/never: 82%
ACEM	(n=962)	6% <b>12%</b>	51%	319	6
		Total always/most of the	time: 22%	Total sometimes	/never: 78%
National response	(n=14,707)	8% 14%	48%	30	%
Working unrostered o	overtime provide	you with more trainin	g opportunities		
-	-	Total always/most of the	time: 10%	Total sometimes	/never: 90%
ACEM	(n=955)	7%	58%	32%	, 0
		Total always/most of the	time: 16%	Total sometimes	s/never: 84%
National response	(n=14,746)	4% <mark>12%</mark>	52%	32%	/ 0
Key: Always		Most of the time	Sometimes	Network	ver

Base: Total sample

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

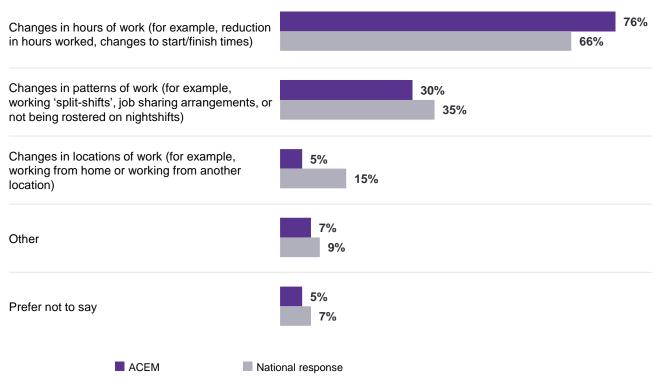
## HAVE YOU ACCESSED, OR CONSIDERED ACCESSING, FLEXIBLE WORKING ARRANGEMENTS IN YOUR SETTING?



Base: Total sample (National: 2023 n = 18,824; ACEM: 2023 n = 1,125)

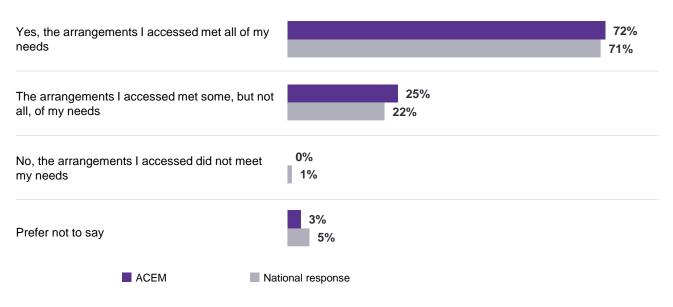
Q63a. Have you accessed, or considered accessing, flexible working arrangements in your setting?

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



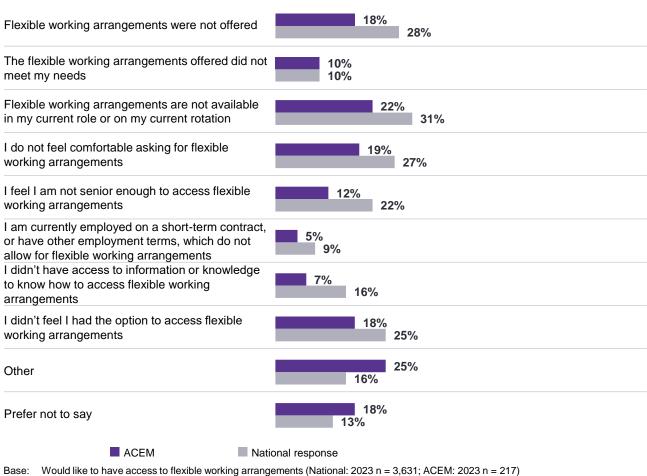
Base: Accessed, or would like to have access to flexible working arrangements (National: 2023 n = 8,421; ACEM: 2023 n = 639)
 What sort of flexible working arrangements did you access / What sort of flexible working arrangements would you have liked to access?

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



Base: Accessed flexible working arrangements (National: 2023 n = 4,759; ACEM: 2023 n = 417) 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?



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: 91%	Total disa	igree: 1%
ACEM	(n=1,122)	29%	62%	8%
		Total agree: 91%	Total disa	agree: 2%
National response	(n=18,677)	35%	57%	7%

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

		Total agree: 84%	Total	disagree: 4%
ACEM	(n=1,121)	27%	57%	12%
		Total agree: 85%	Total	disagree: 4%
National response	(n=18,671)	31%	53%	12%



#### Patient safety

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

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

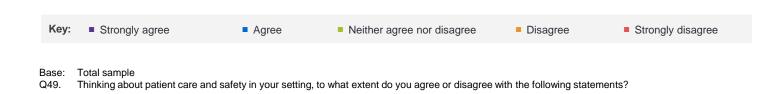
		Total agree: 89%	Total dis	agree: 2%
ACEM	(n=1,122)	30%	59%	9%
		Total agree: 90%	Total di	sagree: 2%
National response	(n=18,678)	35%	55%	8%

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

	-	Total agree: 89%	Total dis	sagree: 2%
ACEM	(n=1,122)	30%	58%	10%
	-	Total agree: 87%	Total di	sagree: 3%
National response	(n=18,680)	32%	55%	10%

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

	Total agree: 84%			Total disagree: 3%	
ACEM	(n=1,121)	26%	57%	13%	
		Total agree: 81%	Tota	l disagree: 5%	
National response	(n=18,683)	27%	53%	14% <mark>4%</mark>	



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

#### **Overall satisfaction**

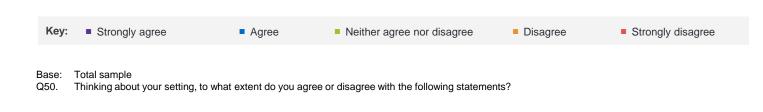
#### **RECOMMEND TRAINING**

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

		Total agree: 84% Tota			
ACEM	(n=1,121)	34%	49%	12%	
		Total agree: 80%	Т	otal disagree: 7%	
National response	(n=18,656)	33%	47%	13% <mark>5%</mark>	

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

	-	Total agree: 82%	otal disagr	ee: 6%	
ACEM	(n=1,122)	37%	45%	12%	4%
	-	Total agree: 79%	T	otal disagr	ee: 7%
National response	(n=18,660)	34%	45%	14%	5%



#### **CAREER INTERESTS**

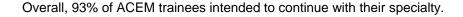
#### I have an interest in Aboriginal and Torres Strait Islander health/healthcare

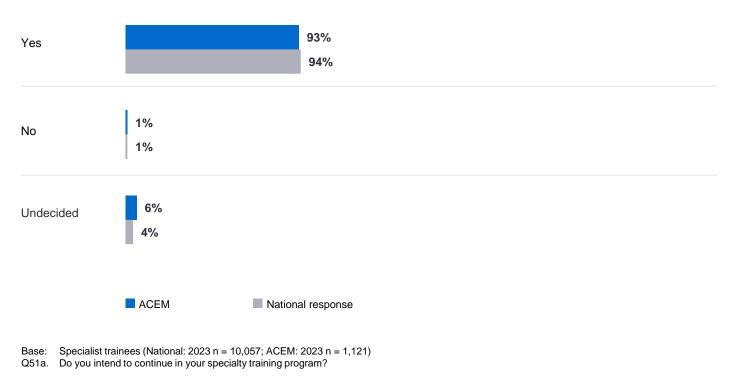
Thave an increase in Abon	-	Total agree: 46%			Total disagree: 14%
ACEM	(n=1,121)	10%	36%	40%	11%
		Total agree: 50%			Total disagree: 13%
National response	(n=18,526)	12%	38%	37%	10%
I am interested in rural pra	actice				
		Total agree: 45%			Total disagree: 25%
ACEM	(n=1,121)	11%	34%	30%	19% 5%
		Total agree: 46%			Total disagree: 23%
National response	(n=18,524)	13%	33%	31%	18% 5%
I am interested in getting	involved in me	edical research			
		Total agree: 27%			Total disagree: 41%
ACEM	(n=1,121)	6% 21%	31%	32	2% 10%
		Total agree: 51%			Total disagree: 22%
National response	(n=18,520)	15%	36%	27%	17% 5%
I am interested in getting	involved in me	edical teaching			
		Total agree: 82%			Total disagree: 4%
ACEM	(n=1,121)	28%		54%	14% 4%
		Total agree: 77%			Total disagree: 6%
National response	(n=18,521)	27%		50%	17% <mark>5%</mark>
I am considering a future	outside of med	dicine			
		Total agree: 21%			Total disagree: 54%
ACEM	(n=1,121)	4% 17%	26%	34%	20%
		Total agree: 19%			Total disagree: 58%
National response	(n=18,535)	5% <u>15%</u>	22%	35%	24%
Key: Strongly agree	Agree	Neither :	gree nor disagree	Disagree	Strongly disagree
	, (g. 00		g. to the alongiou	2.009.00	en en gij alougioo

Base: Total sample

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

#### CONTINUATION OF SPECIALTY TRAINING PROGRAM





#### 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:	29%	Total disagree: 44%		
ACEM	(n=1,121)	8%	21%	27%	32%	12%
		Total agree:	35%		Total di	sagree: 45%
National response	(n=17,846)	15%	20%	20%	31%	15%

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

		Total agree: 49%				Total dis	Total disagree: 29%	
ACEM	(n=1,121)	15%	34%		22%	23%	6%	
		Total agree: 40%			L	Total dis	sagree: 39%	
National response	(n=18,525)	14%	26%	20	%	27%	12%	
Key: Strongly agree	Agree	Ne	ither agree nor disagre	e	Disagree	Strop	igly disagree	

Base: Total sample

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

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



87% of interns are intending to become a specialist. Of these, 5% are interested in pursuing an emergency medicine specialty from ACEM.



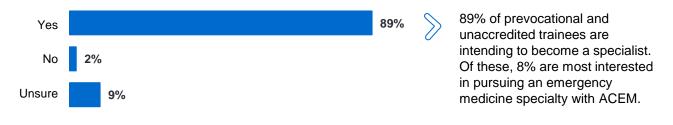
Base: Interns (2023 n = 1,026)

Q52. Do you intend to become a specialist?

Base: Interns interested in a specialty (2023 n = 888)

Q53. Which specialty are you most interested in pursuing?

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



#### SPECIALIST TRAINING PROGRAM PREVOCATIONAL AND UNACCREDITED TRAINEES ARE INTERESTED IN



Base: Prevocational and unaccredited trainees (2023 n = 4,755)

- Q52. Do you intend to become a specialist?
- Base: Prevocational and unaccredited trainees interested in a specialty (2023 n = 4,208)
- Q53. Which specialty are you most interested in pursuing?

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