## Medical Training Survey

2023 Report
The Royal Australian and New Zealand College of Radiologists

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## Welcome

## 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.


## Background

## 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.


42,732
doctors in training invited to the survey in 2023

54.5\%
doctors in training responded to the survey


265
respondents were training with RANZCR

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 Royal Australian and New Zealand College of Radiologists (RANZCR) are presented at an overall level. To explore results within RANZCR further, please visit medicaltrainingsurvey.gov.au/results.

## INTERPRETING THIS REPORT

This report provides key results based on $\mathrm{n}=265$ doctors in training, at the RANZCR 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 | Facilities 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

| RANZCR | ( $\mathrm{n}=236$ ) | Total agree: 86\% |  | Total disagree: 6\% |
| :---: | :---: | :---: | :---: | :---: |
|  |  | 36\% | 50\% | 8\% 6\% |
|  |  | Total agree: 80\% |  | Total disagree: 7\% |
| National response | $(\mathrm{n}=18,656)$ | 33\% | 47\% | 13\% 5\% |

I would recommend my current workplace as a place to train

| RANZCR | ( $\mathrm{n}=236$ ) | Total agree: 79\% |  | Total disagree: 10\% |
| :---: | :---: | :---: | :---: | :---: |
|  |  | 33\% | 46\% | 11\% 6\% |
|  |  | Total agree: 79\% |  | Total disagree: 7\% |
| National response | $(\mathrm{n}=18,660)$ | 34\% | 45\% | 14\% 5\% |
| Key: - Strongly agree | - Agree | - Neither agree nor disagree | - Disagree | - Strongly disagree |

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

HIGHLIGHTS

## Quality of orientation

| Quality of orientation |  | Total excellent/good: 78\% |  | Total terrible/poor: 1\% |
| :---: | :---: | :---: | :---: | :---: |
|  | ( $\mathrm{n}=245$ ) | 21\% | 57\% | 22\% |
|  |  | Total excellent/good: 75\% |  | Total terrible/poor: 4\% |
| National response | ( $\mathrm{n}=19,552$ ) | 25\% | 50\% | 21\% |

Quality of clinical supervision

| Qualty of clinica |  | Total excellent/good: 84\% |  | Total terrible/poor: 1\% |
| :---: | :---: | :---: | :---: | :---: |
| RANZCR | ( $\mathrm{n}=245$ ) | 41\% | 43\% | 15\% |
|  |  | Total excellent/good: 87\% |  | e/poor: $2 \%$ |
| National response | ( $\mathrm{n}=19,785$ ) | 42\% | 45\% | 11\% |

## Quality of teaching sessions

| Qualit of |  | Total excellent/good: 86\% |  | Total terrible/poor: 2\% |
| :---: | :---: | :---: | :---: | :---: |
| RANZCR | ( $\mathrm{n}=243$ ) | 21\% | 64\% | 12\% |
|  |  | Total excellen |  | Total terrible/poor: 3\% |
| National response | $(\mathrm{n}=19,568)$ | 25\% | 58\% | 15\% |

## Quality of training to raise patient safety concerns

| RANZCR | ( $\mathrm{n}=237$ ) | Total excellent/good: 83\% |  | Total terrible/poor: 3\% |
| :---: | :---: | :---: | :---: | :---: |
|  |  | 31\% | 52\% | 14\% |
|  |  | Total excellent/good: 83\% |  | Total terrible/poor: 3\% |
| National response | $(\mathrm{n}=18,785)$ | 32\% | 50\% | 15\% |
| Key: - Strongly agree | - Agree | - Neither agree nor disagree | - Disagree | - Strongly disagree |

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?
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 RANZCR trainees

SETTING


Base: Total sample (2023 RANZCR: $\mathrm{n}=265$ )
Q4. In which state or territory is your current term/rotation/placement based?

## Region



Regional
area
20\%


Do not wish
to specify
0\%

Base: Total sample (2023 RANZCR: $\mathrm{n}=264$ )
Q6. Is your current setting in a...?

## Current rotation / term / position



Base: Total sample (2023 RANZCR: $\mathrm{n}=264$ ), fields with 10 or more responses shown. Note: fields marked with an * are subspecialties.
Q9a. Which area are you currently practising in? | Q9b. If applicable, which subspecialty area are you practising in?

Facility


Base: Total sample (2023 RANZCR: $\mathrm{n}=264$ )
Q5A. Is your current position/term/rotation/placement predominantly in a hospital?

## Additional settings worked in



Base: Total sample (2023 RANZCR: $\mathrm{n}=30$ )
Q5c. Select any additional settings you work in / Which settings do you work in?

## Profile of RANZCR trainees

## DEMOGRAPHICS



| Base: | Total sample (2023 RANZCR: $\mathrm{n}=$ 234) |
| :---: | :---: |
| Q55. | Do you identify as...? |

Base: Total sample (2023 RANZCR: $\mathrm{n}=229$ )
Q56. What is your age?

Base: Total sample (2023 RANZCR: $\mathrm{n}=$ 236)

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


Primary degree
Do you identify as a person with a disability...



Base: Total sample (2023 RANZCR: $\mathrm{n}=236$ )
Q60. Do you identify as a person with a disability?

Base: Total sample (2023 RANZCR: $\mathrm{n}=236$ )
Q58a. Did you complete your primary medical degree in Australia or New Zealand?

Caring responsibilities

| Yes - Sole parenting responsibilities | 1\% |
| :---: | :---: |
| Yes - Co-parenting responsibilities |  |
| Yes - Primary caregiving responsibilities | 0\% |
| Yes - Shared caregiving | 3\% |



Base: Total sample (2023 RANZCR: $\mathrm{n}=236$ )
Q61. During your usual work week, do you spend time providing unpaid care, help, or assistance for family members or others?

## Profile of RANZCR trainees

## SPECIALIST TRAINEES

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


Base: Specialist trainees (National: $2023 \mathrm{n}=11,267$; RANZCR: $2023 \mathrm{n}=264$ )
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

| RANZCR | ( $\mathrm{n}=259$ ) | Total agree: 93\% |  | Total disagree: 3\% |
| :---: | :---: | :---: | :---: | :---: |
|  |  | 36\% | 57\% | 4\% |
|  |  | Total agree: 88\% |  | Total disagree: 4\% |
| National response | ( $\mathrm{n}=11,102$ ) | 33\% | 55\% | 8\% |

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

| RANZCR | ( $\mathrm{n}=259$ ) | Total agree: 85\% |  | Total disagree: 7\% |
| :---: | :---: | :---: | :---: | :---: |
|  |  | 27\% | 58\% | 8\% 4\% |
|  |  | Total agree: 87\% |  | Total disagree: 5\% |
| National response | ( $\mathrm{n}=11,111$ ) | 30\% | 57\% | 8\% |

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

| RANZCR | ( $\mathrm{n}=259$ ) | Total agree: 86\% |  | Total disagree: 5\% |
| :---: | :---: | :---: | :---: | :---: |
|  |  | 23\% | 63\% | 9\% |
|  |  | Total agree: 89\% |  | Total disagree: $4 \%$ |
| National response | $(\mathrm{n}=11,119)$ | 29\% | 60\% | 7\% |

The College supports flexible training arrangements

| RANZCR | ( $\mathrm{n}=249$ ) | Total agree: 65\% |  | Total disagree: 11\% |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 17\% | 47\% | 24\% | 8\% 4\% |
|  |  | Total agree: 65\% |  | Total disagree: 14\% |  |
| National response | $(\mathrm{n}=10,737)$ | 20\% | 45\% | 21\% | 9\% 4\% |

Key: $\quad$ Strongly agree $\quad$ Agree $\quad$ Neither agree nor disagree $\quad$ Disagree $\quad$ Strongly disagree

Base: Specialist trainees
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

| RANZCR | ( $\mathrm{n}=258$ ) | Total agree: 67\% |  | Total disagree: 19\% |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 16\% | 51\% | 15\% | 12\% | 7\% |
|  |  | Total agree: 73\% |  | Total disagree: 12\% |  |  |
| National response | ( $\mathrm{n}=11,118$ ) | 20\% | 53\% |  |  |  |

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

## they affect me

| RANZCR | ( $\mathrm{n}=257$ ) | Total agree: 57\% |  |  | Total disagree: 25\% |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 13\% | 44\% | 18\% | 14\% | 11\% |
|  |  | Total agree: 67\% |  |  | Total disagree: 14\% |  |
| National response | ( $\mathrm{n}=11,039$ ) | 18\% | 49\% |  | 19\% | 0\% 4\% |

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

| RANZCR | ( $\mathrm{n}=258$ ) | Total agree: 68\% |  | Total disagree: 17\% |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 13\% | 55\% | 16\% | 12\% | 5\% |
|  |  | Total agree: 76\% |  | Total disagree: 10\% |  |  |
| National response | $(\mathrm{n}=11,118)$ | 22\% | 54\% | 14\% |  |  |

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

[^0]
## Training curriculum

## ENGAGEMENT WITH COLLEGE

The College seeks my views on the training program

| RANZCR | ( $\mathrm{n}=259$ ) | Total agree: 44\% |  | 27\% | Total disagree: 29\% |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 7\% | 37\% |  | 20\% | 9\% |
|  |  | Total agree: 50\% |  |  | Total disagree: 22\% |  |
| National response | ( $\mathrm{n}=11,043$ ) | 10\% | 40\% | 29\% |  | 4\% |

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

| RANZCR | ( $\mathrm{n}=259$ ) | Total agree: 64\% |  | Total disagree: 11\% |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 11\% | 53\% | 25\% | 7\% 4\% |
|  |  | Total agree: 63\% |  | Total disagree: 9\% |  |
| National response | ( $\mathrm{n}=11,041$ ) | 12\% | 51\% | 28\% | 7\% |

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

| RANZCR | $(\mathrm{n}=259)$ | Total agree: 86\% |  | Total disagree: 3\% |
| :---: | :---: | :---: | :---: | :---: |
|  |  | 15\% | 71\% | 11\% |
|  |  | Total agree |  | Total disagree: 4\% |
| National response | $(\mathrm{n}=11,043)$ | 18\% | 65\% | 13\% |

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


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


[^1]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: $2023 \mathrm{n}=20,804$; RANZCR: $2023 \mathrm{n}=258$ )
Q27a. Did you receive an orientation to your setting?

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

| RANZCR | ( $\mathrm{n}=245$ ) | Total excellent/good: 78\% |  | Total terrible/poor: 1\% |
| :---: | :---: | :---: | :---: | :---: |
|  |  | 21\% | 57\% | 22\% |
|  |  | Total excellent/good: 75\% |  | Total terrible/poor: 4\% |
| National response | ( $\mathrm{n}=19,552$ ) | 25\% | 50\% | 21\% |

Key: - Excellent - Good - Average - Poor Terrible

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

## Assessment

## COLLEGE EXAMS

RANZCR trainees who have sat an exam(s) in the last 12 months...


RANZCR Specialist trainees: National response

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



RANZCR Specialist trainees National response

Base: Sat an exam (National: $2023 \mathrm{n}=4,451$; RANZCR: $2023 \mathrm{n}=173$ )
Q23b. Have you received the results of your most recent exam from?

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



RANZCR
Specialist trainees National response

Base: Received results (National: $2023 \mathrm{n}=$ 3,571 ; RANZCR: $2023 n=139$ )
Q23c. Did you pass the exam for?

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

| RANZCR | ( $\mathrm{n}=173$ ) | Total agree: 73\% |  |  | Total disagree: 13\% |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 12\% | 61\% |  | 14\% 10\% | 10\% |
|  |  | Total agree: 65\% |  |  | Total disagree: 19\% |  |
| Specialist trainees: <br> National response | ( $\mathrm{n}=4,399$ ) | 14\% | 51\% | 16\% | 13\% | \% 6\% |

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

| RANZCR | ( $\mathrm{n}=173$ ) | Total agree: 61\% |  | Total disagree: 21\% |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 8\% | 53\% | 18\% | 14\% | 7\% |
|  |  | Total agree: $71 \%$ |  |  | Total disagree: 14\% |  |
| Specialist trainees: <br> National response | ( $\mathrm{n}=4,410$ ) | 16\% | 55\% |  | 16\% | 4\% |

The exam(s) ran smoothly on the day

|  |  | Total agree: 74\% |  |  | Total disagree: 16\% |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| RANZCR | ( $\mathrm{n}=173$ ) | 14\% | 60\% |  | 10\% | 14\% |
| Specialist trainees: |  | Total agree: 84\% |  |  | Total disagree: 8\% |  |
| National response | ( $\mathrm{n}=4,406$ ) | 24\% |  | 60\% |  | 8\% 5\% |
| Key: - Strongly agree | - Agree | - Nei |  | - Disagree | - St | ngly 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

| RANZCR | ( $\mathrm{n}=173$ ) | Total agree: 78\% |  | Total disagree: 8\% |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 12\% | 66\% | 14\% | 5\% |
|  |  | Total agree: 76\% |  | Total disagree: $10 \%$ |  |
| Specialist trainees: National response | ( $\mathrm{n}=4,404$ ) | 20\% | 56\% | 14\% | 7\% |

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

|  |  | Total agree: 35\% |  |  | Total disagree: 43\% |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| RANZCR | ( $\mathrm{n}=160$ ) | 4\% | 31\% | 22\% | 21\% | 22\% |
|  |  | Total agree: 38\% |  |  | Total disagree: $40 \%$ |  |
| Specialist trainees: <br> National response | ( $\mathrm{n}=4,015$ ) | 9\% | 29\% | 22\% | 22\% | 18\% |

The feedback is timely

|  | ( $\mathrm{n}=163$ ) | Total agree: 23\% |  | 18\% | Total disagree: 59\% |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| RANZCR |  |  | 20\% |  | 28\% | 31\% |  |
|  |  | Total agree: $43 \%$ |  |  |  | Total disagree: 35\% |  |
| Specialist trainees: <br> National response | ( $\mathrm{n}=3,956$ ) | 9\% |  |  | 22\% | 20\% | 15\% |

I received support from my College when needed

| RANZCR | ( $\mathrm{n}=144$ ) | Total agree: 28\% |  |  | 44\% |  | Total disagree: $\mathbf{2 8 \%}$ |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | 25\% |  |  |  | 18\% | 10\% |
|  |  | Total agree: 48\% |  |  |  |  | Total disagree: 19\% |  |
| Specialist trainees: <br> National response | ( $\mathrm{n}=3,775$ ) | 11\% |  | 37\% |  | 33\% | 11\% | 8\% |

Key: $\quad$ Strongly agree $\quad$ Agree $\quad$ Neither agree nor disagree $\quad$ Disagree $\quad$ 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?

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

## Assessment

HAS YOUR PERFORMANCE BEEN ASSESSED IN YOUR SETTING?


|  |  |
| :--- | :--- |
| No - but this is scheduled | $11 \%$ |
| $15 \%$ |  |


| No - but I would like to be $\quad 4 \%$ |
| :--- | :--- |
| $9 \%$ |


|  | $0 \%$ |
| :--- | :---: |
| No - it's not necessary | $\quad 4 \%$ |


|  | $2 \%$ <br> $3 \%$ |
| :---: | :---: |
|  |  |
| Unsure |  |
|  | $\square$ RANZCR |

Base: Prevocational and unaccredited trainees, specialist trainees and IMGs (National: $2023 n=19,053$; RANZCR: $2023 n=248$ )
Q32. Has your performance been assessed in your setting?

## Clinical supervision

WHO MAINLY PROVIDES YOUR CLINICAL SUPERVISION?


Base: Total sample (National: $2023 \mathrm{n}=20,750$; RANZCR: $2023 \mathrm{n}=258$ )
Q28. In your setting, who mainly provides your clinical supervision?

HOW WOULD YOU RATE THE QUALITY OF YOUR SUPERVISION?

| RANZCR | ( $\mathrm{n}=245$ ) | Total excellent/good: 84\% |  | Total terrible/poor: 1\% |
| :---: | :---: | :---: | :---: | :---: |
|  |  | 41\% | 43\% | 15\% |
|  |  | Total excellent/good: 87\% |  | Total terrible/poor: $\mathbf{2 \%}$ |
| National response | ( $\mathrm{n}=19,785$ ) | 42\% | 45\% | 11\% |

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: $99 \%$ | Total disagree: $0 \%$ |  |
| :--- | :--- | :--- |
|  | $62 \%$ | $37 \%$ |
| Total agree: $97 \%$ |  | Total disagree: $1 \%$ |
|  | $66 \%$ | $31 \%$ |

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

| RANZCR | ( $\mathrm{n}=254$ ) | Total agree: 89\% |  | Total disagree: 4\% |
| :---: | :---: | :---: | :---: | :---: |
|  |  | 44\% | 44\% | 7\% 4\% |
|  |  | Total agree: 92\% |  | gree: $2 \%$ |
| National response | $(\mathrm{n}=20,243)$ | 55\% | 38\% | 6\% |

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

Base: Total sample
Q29. To what extent do you agree or disagree with the following statements?

## Clinical supervision

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

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

Accessibility
Helpfulness
Ensuring your work is appropriate to your level of
training
Completing workplace based assessments

Including opportunities to develop your skills
Supporting you to meet your training plan/pathway
requirements
Usefulness of feedback

Regular, INFORMAL feedback


Base: Have a supervisor (National: $2023 \max n=19,613$; RANZCR: $2023 \max n=245$ )
Q30. In your setting, how would you rate the quality of your overall clinical supervision for...?

## Access to teaching

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

|  |  | Total excellent/good: 86\% |  |  | Total terrible/poor: 2\% |
| :---: | :---: | :---: | :---: | :---: | :---: |
| RANZCR | $(\mathrm{n}=243$ ) | 21\% |  | 64\% | 12\% |
|  |  | Total excellent/good: 83\% |  |  | Total terrible/poor: $3 \%$ |
| National response | ( $\mathrm{n}=19,568$ ) | 25\% |  | 58\% | 15\% |
| Key: - Excellent |  |  | - Average |  | - Terrible |

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

## TRAINING AND OTHER JOB RESPONSIBILITIES

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

| Never | $20 \%$ |  |
| :--- | :--- | :--- |
|  | $26 \%$ |  |
|  |  |  |


|  |  | $38 \%$ |
| :--- | :--- | :--- |
| Rarely |  | $36 \%$ |




Base: Total sample (National: $2023 \mathrm{n}=19,817$; RANZCR: $2023 \mathrm{n}=245$ )
Q36. Which of the following statements best describes the interaction between your training requirements and the responsibilities of your job? My job responsibilities...

## Access to teaching

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


Base: Total sample (National: 2023 max $n=19,825$ RANZCR: 2023 max $n=243$
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: 90\% |  | Total disagree: 4\% |
| :---: | :---: | :---: | :---: | :---: |
| RANZCR | ( $\mathrm{n}=244$ ) | 24\% | 66\% | 6\% |
|  |  | Total agree: 84\% |  | Total disagree: 5\% |
| National response | $(\mathrm{n}=19,791$ ) | 28\% | 56\% | 11\% 4\% |

I have to compete with other doctors for access to opportunities

| RANZCR | ( $\mathrm{n}=241$ ) | Total agree: 41\% |  | 26\% | Total disagree: $33 \%$ |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 8\% | 33\% |  | 29\% | 4\% |
|  |  | Total agree: 45\% |  |  | Total disagree: $31 \%$ |  |
| National response | $(\mathrm{n}=19,422)$ | 14\% | 32\% | 23\% | 25\% | 6\% |

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

| RANZCR | ( $\mathrm{n}=234$ ) | Total agree: 25\% |  | 17\% | Total disagree: 59\% |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 5\% | 20\% |  | 46\% | 13\% |
|  |  | Total agree: 30\% |  |  |  | ree: 46\% |
| National response | ( $\mathrm{n}=19,155$ ) | 9\% | 21\% |  | 36\% | 10\% |

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

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

## Access to teaching

## ACCESS TO TEACHING AND RESEARCH

I have access to protected study time/leave

| RANZCR | ( $\mathrm{n}=245$ ) | Total agree: 87\% |  |  | Total disagree: 7\% |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 32\% |  | 55\% |  | 7\% |  |
|  |  | Total agree: 67\% |  |  | Total disagree: 17\% |  |  |
| National response | $(\mathrm{n}=19,887)$ | 22\% | 45\% |  | 16\% | 12\% | 5\% |

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


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

| RANZCR | ( $\mathrm{n}=245$ ) | Total agree: 87\% |  | Total disagree: 5\% |
| :---: | :---: | :---: | :---: | :---: |
|  |  | 31\% | 56\% | 8\% 5\% |
|  |  | Total agree: 77\% |  | Total disagree: 7\% |
| National response | ( $\mathrm{n}=19,888$ ) | 27\% | 50\% | 16\% 6\% |

I am able participate in research activities

| RANZCR | ( $\mathrm{n}=245$ ) | Total agree: 75\% |  |  |  | Total disagree: 7\% |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 18\% |  | 57\% |  | 18\% | 7 |
|  |  | agre |  |  |  | Total dis | e: |
| National response | ( $\mathrm{n}=19,893$ ) | 16\% | 40\% |  | 32\% |  | \% |

Key: $\quad$ Strongly agree $\quad$ Agree $\quad$ Neither agree nor disagree $\quad$ Disagree $\quad$ Strongly disagree

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

## Access to teaching

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

RANZCR 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, formal education program ( $88 \%$ ), multidisciplinary meetings ( $88 \%$ ) and teaching in the course of patient care (bedside teaching) ( $87 \%$ ) were rated the most useful.

## Formal education program^

| Total agree: 88\% |  |  |  | Total disagree: 3\% | Not available |
| :---: | :---: | :---: | :---: | :---: | :---: |
| RANZCR | $(\mathrm{n}=242)$ | 30\% | 59\% | 8\% | ( $\mathrm{n}=2$ ) |
|  |  | Total agree: 85\% |  | Total disagree: 5\% |  |
| National response | $(\mathrm{n}=18,038)$ | 29\% | 56\% | 10\% 4\% | $(\mathrm{n}=428)$ |

Online modules (formal and/or informal)

| Total agree: 64\% |  |  |  | Total disagree: 15\% |  |  | Not available$(\mathrm{n}=6)$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| RANZCR | ( $\mathrm{n}=238$ ) | 14\% | 50\% | 21\% | 12\% |  |  |
|  | Total agree: 63\% |  |  | Total disagree: 17\% |  |  |  |
| National response | ( $\mathrm{n}=18,909$ ) | 17\% | 47\% | 20\% | 12\% | 5\% | ( $\mathrm{n}=653$ ) |

Teaching in the course of patient care (bedside teaching)


## Team or unit based activities



[^2]Base: Total sample excluding not available (shown separately)
${ }^{\wedge}$ Note: This question was not shown to Interns.
Q38. To what extent do you agree or disagree that the following educational activities have been useful in your development as a doctor?

Access to teaching

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

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

| RANZCR | ( $\mathrm{n}=232$ ) | Total agree: 60\% |  | Total disagree: 11\% |  | Not available(n=12) |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 10\% | 50\% | 29\% | 10\% |  |
|  |  | Total agree: 68\% |  | Total disagree: 10\% |  |  |
| National response | ( $\mathrm{n}=18,281$ ) | 16\% | 52\% | 22 | 8\% | ( $\mathrm{n}=1281$ ) |

## Multidisciplinary meetings



## Simulation teaching

|  |  | Total agree: 63\% |  |  |  | Total disagree: 10\% |  | Not available(n=51) |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| RANZCR | ( $\mathrm{n}=193$ ) | 15\% |  | 48\% |  | 27\% | 8\% |  |
|  |  | Total agree: 82\% |  |  |  | Total disagree: 5\% |  |  |
| National response | $(\mathrm{n}=17,262)$ |  | 33\% |  | 49\% |  |  | ( $\mathrm{n}=2307$ ) |

## Access to mentoring

| Total agree: 72\% |  |  |  | Total disagree: 5\% |  | Not available$(n=23)$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| RANZCR | $(\mathrm{n}=221)$ | 22\% | 50\% | 24\% | 4\% |  |
|  |  | Total agree: 80\% |  | Total disagree: |  |  |
| National response | $(\mathrm{n}=18,405)$ | 29\% | 51\% | 16\% |  | $(\mathrm{n}=1167)$ |

Key: $\quad$ Strongly agree $\quad$ Agree $\quad$ Neither agree nor disagree $\quad$ Disagree $\quad$ Strongly disagree

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

## Facilities

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

Reliable internet for training purposes

| Total excellent/good: 81\% |  |  |  | Total terrible/poor: 4\% | Not provided$(n=4)$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
| RANZCR | ( $\mathrm{n}=236$ ) | 36\% | 44\% | 16\% |  |
|  |  | Total excellent/good: 77\% |  | Total terrible/poor: 8\% |  |
| National response | $(\mathrm{n}=18,741$ ) | 32\% | 45\% | 16\% 5\% | $(\mathrm{n}=484)$ |

## Educational resources

| RANZCR | ( $\mathrm{n}=238$ ) | Total excellent/good: 79\% |  | Total terrible/poor: 2\% Not provid |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 24\% | 54\% | 19 |  | ( $\mathrm{n}=2$ ) |
|  | Total excellent/good: 74\% |  |  | Total terrible/ | : 4\% |  |
| National response | $(\mathrm{n}=18,989)$ | 24\% | 51\% | 21\% | 4\% | ( $\mathrm{n}=262$ ) |

## Working space, such as a desk and computer



Teaching spaces

| Total excellent/good: 68\% |  |  |  | Total terrible/poor: 7\% |  | Not provide |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| RANZCR | ( $\mathrm{n}=235$ ) | 24\% | 44\% | 25\% | 6\% | $(\mathrm{n}=6$ ) |
|  | Total excellent/good: 67\% |  |  | Total terrible/poor: 9\% |  |  |
| National response | ( $\mathrm{n}=18,651$ ) | 21\% | 46\% | 25\% | 7\% | ( $\mathrm{n}=379$ ) |

Key: $\quad$ Excellent $\quad$ Good $\quad$ Average $\quad$ Poor $\quad$ Terrible

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

Profile

## Workplace environment and culture

## CULTURE WITHIN THE TRAINEE'S SETTING

## Most senior medical staff are supportive

| RANZCR | $(\mathrm{n}=241)$ | Total agree: 92\% |  | Total disagree: 4\% |
| :---: | :---: | :---: | :---: | :---: |
|  |  | 37\% | 55\% | 4\% |
|  |  | Total agree: 93\% |  | Total disagree: 2\% |
| National response | $(\mathrm{n}=19,326)$ | 45\% | 48\% | 5\% |

## My workplace supports staff wellbeing

| RANZCR | $(\mathrm{n}=241)$ | Total agree: 77\% |  | Total disagree: 8\% |
| :---: | :---: | :---: | :---: | :---: |
|  |  | 26\% | 51\% | 15\% 5\% |
|  |  | Total agree: 79\% |  | Total disagree: 7\% |
| National response | $(\mathrm{n}=19,326)$ | 31\% | 47\% | 14\% 5\% |

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

| RANZCR | ( $\mathrm{n}=241$ ) | Total agree: 70\% |  | Total disagree: 11\% |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 22\% | 48\% | 19\% | 7\% 4\% |
|  |  | Total agree: 69\% |  | Total disagree: 13\% |  |
| National response | ( $\mathrm{n}=19,324$ ) | 26\% | 43\% | 18\% | 10\% 4\% |

There is a positive culture at my workplace

| RANZCR | ( $\mathrm{n}=241$ ) | Total agree: 75\% |  | Total disagree: 10\% |
| :---: | :---: | :---: | :---: | :---: |
|  |  | 27\% | 49\% | 15\% 7\% |
|  |  | Total agree: 80\% |  | Total disagree: 7\% |
| National response | ( $\mathrm{n}=19,324$ ) | 31\% | 49\% | 13\% 5\% |

I have a good work/life balance

| RANZCR | $(\mathrm{n}=241)$ | Total agree: 63\% |  | Total disagree: 19\% |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 19\% | 44\% | 19\% | 15\% | 4\% |
|  |  | Total agree: |  |  | sagree | 16\% |
| National response | ( $\mathrm{n}=19,320$ ) | 22\% | 42\% | 20\% | 12\% | 4\% |

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

| RANZCR | $(\mathrm{n}=241)$ | Total agree: 81\% |  | Total disagree: 7\% |
| :---: | :---: | :---: | :---: | :---: |
|  |  | 27\% | 54\% | 12\% 4\% |
|  |  | Total agree: 80\% |  | Total disagree: 7\% |
| National response | $(\mathrm{n}=19,326)$ | 33\% | 46\% | 13\% 5\% |
| Key: ■ Strongly agree | - Ag | - Neithe | - Disa | - 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)

Racism is not tolerated at my workplace

|  |  | Total agree: 88\% |  | Total disagree: 2\% |
| :---: | :---: | :---: | :---: | :---: |
| RANZCR | ( $\mathrm{n}=241$ ) | 34\% | 55\% | 10\% |
|  |  | Total agree: 86\% |  | Total disagree: 4\% |
| National response | $(\mathrm{n}=19,324)$ | 39\% | 47\% | 11\% |

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

| ( |  | Total agree: 81\% |  | Total disagree: 7\% |
| :---: | :---: | :---: | :---: | :---: |
| RANZCR | ( $\mathrm{n}=241$ ) | 23\% | 58\% | 12\% 7\% |
|  |  | Total agree: 84\% |  | Total disagree: 5\% |
| National response | $(\mathrm{n}=19,326)$ | 30\% | 54\% | 11\% 4\% |

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


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

Key: $\quad$ Strongly agree $\quad$ Agree $\quad$ Neither agree nor disagree $\quad$ Disagree

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

## Workplace environment and culture

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


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

## Workplace environment and culture

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


WHO WAS RESPONSIBLE...

| Senior medical staff (e.g. consultants, specialists) | Experienced | Witnessed |
| :---: | :---: | :---: |
|  | 64\% | 70\% |
|  | 45\% | 47\% |
| Medical colleague <br> (e.g. registrar or other doctors in training) | 36\% | 35\% |
|  | 30\% | 34\% |
| Nurse or midwife | 23\% | 12\% |
|  | 33\% | 38\% |
| Other health practitioner | 11\% | 12\% |
|  | 7\% | 9\% |
| Hospital management/ administrative staff | 11\% <br> 14\% | 6\% |
|  |  | 15\% |
| Patient and/or patient family/carer | 27\% | 21\% |
|  | 40\% | 44\% |
| Other | 0\% | 0\% |
|  | 2\% | 2\% |
| Prefer not to say | 2\% | 6\% |
|  | 8\% ■ RANZCR |  |
|  | National response |  |
|  | (Where only blue option selected, next question skipped) |  |

Base: Total sample - Experienced (National: $2023 \mathrm{n}=17,275$; RANZCR: $2023 \mathrm{n}=219$ ) - Witnessed (National: $2023 \mathrm{n}=17,929$; RANZCR: 2023 $\mathrm{n}=225$ )
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: $2023 \mathrm{n}=3,757$; RANZCR: 2023 $\mathrm{n}=44$ ) Witnessed (National: $2023 \mathrm{n}=5,366$; RANZCR: $2023 \mathrm{n}=66$ )
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...

(Where only blue option selected, next question skipped)

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

| Yes | Experienced | Witnessed | 58\% |
| :---: | :---: | :---: | :---: |
|  | 60\% |  |  |
|  | 42\% | 30\% |  |
| No | 36\% | 32\% | 58\% |
|  | 46\% |  |  |
| Prefer not to say | 4\% | 11\% |  |
|  | 11\% | 12\% |  |
|  |  |  |  |

[^3]
## Workplace environment and culture

HAVE YOU REPORTED IT...


## HAS THE REPORT BEEN FOLLOWED UP..



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

${ }^{\wedge}$ not shown due to insufficient sample size.
Base: Experienced bullying, harassment discrimination and/or racism (National: $2023 \mathrm{n}=3,737$; RANZCR: $2023 \mathrm{n}=44$ ) - Witnessed (National: $2023 \mathrm{n}=$ 5,320; RANZCR: $2023 n=68$ ) | Q42e. Have you reported it?
Base: Reported bullying, harassment, discrimination and/or racism (National: $2023 \mathrm{n}=1,174$; RANZCR: $2023 \mathrm{n}=11$ ) - Witnessed (National: 2023 $\mathrm{n}=1,338$; RANZCR: $2023 \mathrm{n}=10$ ) | Q42f. Has the report been followed up?
Base: Reported bullying, harassment, discrimination and/or racism who reported the incident and followed it up (National: $2023 \mathrm{n}=565$; RANZCR: 2023 $\mathrm{n}=$ <10) - Witnessed (National: $2023 \mathrm{n}=553$; RANZCR: $2023 \mathrm{n}=<10$ ) | Q42g.Are you satisfied with how the report was followed up?

## Workplace environment and culture

WHAT PREVENTED YOU FROM REPORTING...


HAS THIS INCIDENT ADVERSELY AFFECTED YOUR MEDICAL TRAINING...


[^4]
## Workplace environment and culture

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

The amount of work I am expected to do

| RANZCR | ( $\mathrm{n}=240$ ) | Total always/most of the time: $21 \%$ |  |  | Total sometimes/never: 79\% |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 8\% | 13\% | 55\% | 23\% |
|  |  | Total always/most of the time: $25 \%$ |  |  | Total sometimes/never: 75\% |
| National response | $(\mathrm{n}=18,986)$ | 8\% | 17\% | 54\% | 21\% |

## Having to work paid overtime

| RANZCR | $(\mathrm{n}=240)$ | Total always/most of the time: 10\% |  | Total sometimes/never: 90\% |
| :---: | :---: | :---: | :---: | :---: |
|  |  | 8\% | 46\% | 43\% |
|  |  | Total alway | ime: 15\% | Total sometimes/never: 85\% |
| National response | $(\mathrm{n}=18,984)$ | 5\% 10\% | 46\% | 39\% |

## Having to work unpaid overtime

| RANZCR | $(\mathrm{n}=240)$ | Total always/most of the time: $\mathbf{2 0 \%}$ |  |  | Total sometimes/never: 80\% |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 8\% | 13\% | 41\% | 39\% |
|  |  | Total always/most of the time: 19\% |  |  | Total sometimes/never: 81\% |
| National response | ( $\mathrm{n}=18,977$ ) | 8\% | 10\% | 33\% | 48\% |

## Dealing with patient expectations



## Dealing with patients' families

| RANZCR | $(\mathrm{n}=240)$ | Total always/most of the time: 3\% |  | Total sometimes/never: 97\% |
| :---: | :---: | :---: | :---: | :---: |
|  |  |  |  | 47\% |
|  |  | Total always |  | Total sometimes/never: 82\% |
| National response | $(\mathrm{n}=18,993)$ | 5\% 12\% | 60\% | 23\% |

## Expectations of supervisors

| RANZCR | ( $\mathrm{n}=240$ ) | Total always/most of the time: 15\% |  | Total sometimes/never: 85\% |
| :---: | :---: | :---: | :---: | :---: |
|  |  | 5\% 10\% | 55\% | 30\% |
|  |  | Total always/most of the time: 16\% |  | Total sometimes/never: 84\% |
| National response | $(\mathrm{n}=18,996)$ | 5\% 11\% | 46\% | 38\% |
| Key: $\quad$ Always |  | - Most of the | - Som | - Never |

[^5]
## Workplace environment and culture

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

## Supervisor feedback

|  |  | Total always/most of the time: 11\% |  | Total sometimes/never: 89\% |
| :---: | :---: | :---: | :---: | :---: |
| RANZCR | ( $\mathrm{n}=240$ ) | 8\% | 48\% | 42\% |
|  |  | Total always/most of the time: $11 \%$ |  | Total sometimes/never: 89\% |
| National response | ( $\mathrm{n}=18,998$ ) | 4\% 7\% | 38\% | 51\% |

Having to relocate for work

| RANZCR | $(\mathrm{n}=238)$ | Total always/most of the time: $25 \%$ |  |  | Total sometimes/never: 75\% |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 11\% | 14\% | 43\% | 32\% |
|  |  | Total alw | /most | 4\% | Total sometimes/never: 76\% |
| National response | $(\mathrm{n}=18,967)$ | 11\% | 12\% | 35\% | 41\% |

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

|  |  | Total always/most of the time: 10\% |  | Total sometimes/never: 90\% |
| :---: | :---: | :---: | :---: | :---: |
| RANZCR | $(\mathrm{n}=238)$ | 7\% | 52\% | 38\% |
|  |  | Total always/most of the time: $11 \%$ |  | Total sometimes/never: 89\% |
| National response | $(\mathrm{n}=18,968)$ | 4\% 7\% | 45\% | 45\% |

## Limited access to senior clinicians

|  | $(\mathrm{n}=238)$ | Total always/most of the time: 9\% |  | Total sometimes/never: 91\% |
| :---: | :---: | :---: | :---: | :---: |
| RANZCR |  | 7\% | 45\% | 46\% |
|  |  | Total al | the time: 8\% | Total sometimes/never: 92\% |
| National response | $(\mathrm{n}=18,964)$ | 6\% | 37\% | 54\% |

## Lack of appreciation

|  |  | Total always/most of the time: 18\% |  |  | Total sometimes/never: 82\% |
| :---: | :---: | :---: | :---: | :---: | :---: |
| RANZCR | ( $\mathrm{n}=238$ ) | 7\% | 12\% | 46\% | 36\% |
|  |  | Total always/most of the time: 19\% |  |  | Total sometimes/never: 81\% |
| National response | $(\mathrm{n}=18,966)$ | 6\% | 12\% | 42\% | 39\% |

## Workplace conflict

| RANZCR | $(\mathrm{n}=238)$ | Total always/most of the time: 8\% |  | Total sometimes/never: 92\% |
| :---: | :---: | :---: | :---: | :---: |
|  |  | 7\% | 41\% | 51\% |
|  |  | Total al | he time: 9\% | Total sometimes/never: 91\% |
| National response | $(\mathrm{n}=18,968)$ | 6\% | 41\% | 50\% |
| Key: - Always |  | - Most o | - | - Never |

[^6]
## Workplace environment and culture

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, RANZCR trainees worked 45.2 hours a week, compared to 45.6 hours a week for the national average.
For RANZCR trainees, $77 \%$ were working 40 hours a week or more, compared to the national response of $64 \%$.

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


Base: Total sample (National: $2023 n=18,920$; RANZCR: $2023 n=238$ ). 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: 50\%
Total sometimes/never: 50\%


## Working unrostered overtime have a negative impact on your training

|  |  | Total always/most of the time: $21 \%$ |  |  | Total sometimes/never: 79\% |
| :---: | :---: | :---: | :---: | :---: | :---: |
| RANZCR | ( $\mathrm{n}=202$ ) | 6\% | 15\% | 47\% | 32\% |
|  |  | Total always/most of the time: $22 \%$ |  |  | Total sometimes/never: 78\% |
| National response | $(\mathrm{n}=14,707)$ | 8\% | 14\% | 48\% | 30\% |

Working unrostered overtime provide you with more training opportunities

|  |  | Total always/most of the time: 19\% |  | Total sometimes/never: 81\% |
| :---: | :---: | :---: | :---: | :---: |
| RANZCR | ( $\mathrm{n}=202$ ) | 4\% 15\% | 49\% | 32\% |
|  |  | Total always/most of the time: 16\% |  | Total sometimes/never: 84\% |
| National response | $(\mathrm{n}=14,746)$ | 4\% 12\% | 52\% | 32\% |
| Key: - Always |  | - Most of the tim | - Some | - Never |

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

## Workplace environment and culture

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

| Yes, I have accessed flexible working arrangements | 13\% |  |
| :---: | :---: | :---: |
| I have considered accessing flexible working arrangements but chose not to access | $\begin{aligned} & \text { 12\% } \\ & \text { 12\% } \end{aligned}$ |  |
| I have considered accessing flexible working arrangements but was unable to access | $\begin{gathered} 6 \% \\ 7 \% \end{gathered}$ |  |
| I have not accessed, and have not required flexible working arrangements |  | 46\% 60\% |
| Prefer not to say | $\begin{gathered} 8 \% \\ 9 \% \end{gathered}$ | (Where only blue option selected, follow up questions skipped) |

Base: Total sample (National: $2023 \mathrm{n}=18,824$; RANZCR $2023 \mathrm{n}=237$ )
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: $2023 \mathrm{n}=8,421$; RANZCR $2023 \mathrm{n}=74$ )
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

| Yes, the arrangements I accessed met all of my <br> needs |
| :--- |
| The arrangements I accessed met some, but not <br> all, of my needs |

Base: Accessed flexible working arrangements (National: $2023 \mathrm{n}=4,759$; RANZCR $2023 \mathrm{n}=31$ )
Q63b. Did the flexible working arrangements you accessed in your setting meet your needs?


[^7]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


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

|  |  | Total agree: 83\% |  | Total disagree: 3\% |
| :---: | :---: | :---: | :---: | :---: |
| RANZCR | ( $\mathrm{n}=236$ ) | 29\% | 54\% | 15\% |
|  |  | Total agree: 85\% |  | Total disagree: 4\% |
| National response | $(\mathrm{n}=18,671)$ | 31\% | 53\% | 12\% |

Key: $\quad$ Strongly agree $\quad$ Agree $\quad$ Neither agree nor disagree $\quad$ Disagree $\quad$ Strongly disagree

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

| RANZCR | ( $\mathrm{n}=236$ ) | Total agree: 89\% |  | Total disagree: 2\% |
| :---: | :---: | :---: | :---: | :---: |
|  |  | 32\% | 56\% | 10\% |
|  |  | Total agree: 90\% |  | agree: $2 \%$ |
| National response | $(\mathrm{n}=18,678)$ | 35\% | 55\% | 8\% |

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

| RANZCR | $(\mathrm{n}=236)$ | Total agree: 84\% |  | Total disagree: 2\% |
| :---: | :---: | :---: | :---: | :---: |
|  |  | 27\% | 58\% | 14\% |
|  |  | Total agree: 87\% |  | Total disagree: 3\% |
| National response | $(\mathrm{n}=18,680)$ | 32\% | 55\% | 10\% |

I have received training on how to provide culturally safe care

| RANZCR | ( $\mathrm{n}=236$ ) | Total agree: 82\% |  | Total disagree: 4\% |
| :---: | :---: | :---: | :---: | :---: |
|  |  | 26\% | 56\% | 14\% |
|  |  | Total agree: 81\% |  | Total disagree: 5\% |
| National response | $(\mathrm{n}=18,683)$ | 27\% | 53\% | 14\% 4\% |

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

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

| RANZCR | $(\mathrm{n}=236)$ | Total agree: 86\% |  | Total disagree: 6\% |
| :---: | :---: | :---: | :---: | :---: |
|  |  | 36\% | 50\% | 8\% 6\% |
|  |  | Total agree: 80\% |  | Total disagree: 7\% |
| National response | ( $\mathrm{n}=18,656$ ) | 33\% | 47\% | 13\% 5\% |

I would recommend my current workplace as a place to train

|  |  | Total agree: 79\% |  | Total disagree: 10\% |
| :---: | :---: | :---: | :---: | :---: |
| RANZCR | $(\mathrm{n}=236)$ | 33\% | 46\% | 11\% 6\% |
|  |  | Total agree: 79\% |  | Total disagree: 7\% |
| National response | $(\mathrm{n}=18,660)$ | 34\% | 45\% | 14\% 5\% |

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

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

## Future career intentions

## CAREER INTERESTS

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

| RANZCR | ( $\mathrm{n}=236$ ) | Total agree: 29\% |  |  |  |  | Total disagree: $\mathbf{2 3 \%}$ |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 6\% | 23\% |  | 48\% |  | 15\% | 8\% |
|  |  | Total agree: 50\% |  |  |  |  | Total disagree: 13\% |  |
| National response | $(\mathrm{n}=18,526)$ | 12\% |  | 38\% |  | 37\% |  |  |

I am interested in rural practice

| RANZCR | ( $\mathrm{n}=236$ ) | Total agree: 33\% |  |  | 31\% |  | Total disagree: 36\% |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 5\% | 28\% |  |  |  | 25\% |  | 11\% |
|  |  | Total agree: 46\% |  |  |  |  |  | disag | ee: $23 \%$ |
| National response | $(\mathrm{n}=18,524)$ | 13\% |  | 33\% |  | 31\% |  | 18\% | 5\% |

I am interested in getting involved in medical research

| RANZCR | ( $\mathrm{n}=236$ ) | Total agree: 41\% |  | 26\% | Total disagree: 33\% |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 10\% | 31\% |  | 26\% | 7\% |
|  |  | Total agree: 51\% |  |  | Total disag | : 22\% |
| National response | ( $\mathrm{n}=18,520$ ) | 15\% | 36\% |  | 17\% | 5\% |

I am interested in getting involved in medical teaching

|  |  | Total agree: 79\% |  | Total disagree: 5\% |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
| RANZCR | $(\mathrm{n}=236)$ | 20\% | 59\% | 16\% | 4\% |
|  |  | Total agree: 77\% |  | Total disagree: 6\% |  |
| National response | ( $\mathrm{n}=18,521$ ) | 27\% | 50\% | 17\% | 5\% |

I am considering a future outside of medicine

Key: $\quad$ Strongly agree $\quad$ Agree $\quad$ Neither agree nor disagree $\quad$ Disagree $\quad$ Strongly disagree

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

## Future career intentions

## CONTINUATION OF SPECIALTY TRAINING PROGRAM

Overall, $98 \%$ of RANZCR trainees intended to continue with their specialty.


| No $\quad$$0 \%$ <br> $1 \%$ |
| :--- | :--- |


| Undecided | $1 \%$ <br> $4 \%$ |
| :--- | :--- |
|  |  |
|  | $\square$ RANZCR |

Base: Specialist trainees (National: $2023 \mathrm{n}=10,057$; RANZCR: $2023 \mathrm{n}=235$ )
Q51a. Do you intend to continue in your 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


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


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

## Future career intentions

INTERNS - INTERESTED IN A SPECIALTY

$87 \%$ of interns are intending to become a specialist. Of these, $2 \%$ are interested in pursuing a radiology specialty from RANZCR.


Base: Interns (2023n=1,026)
Q52. Do you intend to become a specialist?
Base: Interns interested in a specialty $(2023 \mathrm{n}=888)$
Q53. Which specialty are you most interested in pursuing?

## Future career intentions

PREVOCATIONAL AND UNACCREDITED TRAINEES - INTERESTED IN A SPECIALTY

$89 \%$ of prevocational and unaccredited trainees are intending to become a specialist. Of these, $3 \%$ are most interested in pursuing a radiology specialty with RANZCR.

SPECIALIST TRAINING PROGRAM PREVOCATIONAL AND UNACCREDITED TRAINEES ARE INTERESTED IN


[^8]
## Visit MedicalTrainingSurvey_gov.au to explore the results further by using the interactive data dashboard


[^0]:    Base: Specialist trainees
    Q22. Thinking about how [COLLEGE] communicates with you about your training program, to what extent do you agree or disagree with the following statements?

[^1]:    Key: $\quad$ Strongly agree $\quad$ Agree $\quad$ Neither agree nor disagree $\quad$ Disagree $\quad$ Strongly disagree

[^2]:    Key: ■ Strongly agree - Agree - Neither agree nor disagree - Disagree - Strongly disagree

[^3]:    Base: Experienced bullying, harassment, discrimination and/or racism from someone who was not a patient (National: $2023 \mathrm{n}=1,956$ RANZCR: 2023 $\mathrm{n}=31$ ) - Witnessed (National: $2023 \mathrm{n}=2,571$; RANZCR: $2023 \mathrm{n}=48$ )

    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: $2023 \mathrm{n}=1,294$; RANZCR: $2023 \mathrm{n}=25$ ) - Witnessed (National: $2023 \mathrm{n}=1,469$; RANZCR: $2023 \mathrm{n}=38$ )
    Q42d. Was the person(s) one of your supervisors?...

[^4]:    Base: Experienced bullying, harassment discrimination and/or racism and did not report it. (National: $2023 \mathrm{n}=2,539$; RANZCR: 2023 $\mathrm{n}=33$ ) - Witnessed (National: $2023 \mathrm{n}=3,908$; RANZCR: $2023 \mathrm{n}=56$ )
    Q42i. What prevented you from reporting?
    Base: Experienced bullying, harassment discrimination and/or racism (National: $2023 \mathrm{n}=3,734$; RANZCR: $2023 \mathrm{n}=44$ ) - Witnessed (National: $2023 \mathrm{n}=$ 5,291; RANZCR: $2023 \mathrm{n}=66$ )
    Q42h. How has the incident adversely affected your medical training?

[^5]:    Base: Total sample
    Q44. How often do the following adversely affect your wellbeing in your setting?

[^6]:    Base: Total sample
    Q44. How often do the following adversely affect your wellbeing in your setting?

[^7]:    Base: Would like to have access to flexible working arrangements (National: $2023 \mathrm{n}=3,631$; RANZCR $2023 \mathrm{n}=44$ )

[^8]:    Base: Prevocational and unaccredited trainees (2023n=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?

