

# **Medical Training Survey**

2023 Report Specialist non-GP trainees

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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 specialist non-GP trainees are presented at an overall level. To explore results within specialist non-GP trainees further, please visit medicaltrainingsurvey.gov.au/results.

## INTERPRETING THIS REPORT

This report provides key results based on n = 8,423 specialist non-GP trainees 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.

## **Executive summary**

#### **OVERALL SATISFACTION**

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

	Total agree: 79% T				ree: 7%
Specialist non-GP trainees	(n=7,141)	31%	48%	14%	5%
		Total agree: 80%	-	Total disag ⊣	ree: 7%
National response	(n=18,656)	33%	47%	13%	5%

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

Total agree: 77%				Total disagree: 9%
Specialist non-GP trainees	(n=7,142)	32%	45%	14% 6%
	То	Total agree: 79% Total dis		
National response	(n=18,660)	34%	45%	14% <mark>5%</mark>
Key: Strongly agree	Agree	Neither agree nor	disagree Disagree	Strongly disagree

Base: Total sample

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

#### HIGHLIGHTS

Quality of orientation		Total excellent/good: 71%		Total terrible/poor: 5%	
Specialist non CD trainage (n=7,287)		20% 51%		24% 4%	
Specialist non-GP trainees		Total excellent/good: 75%		Total terrible/poor: 4%	
National response	(n=19,552)	25%	50%	21%	
Quality of clinical supervi	sion	Total excellent/good: 87%		Total terrible/poor: 2%	
Specialist non-GP trainees	(n=7,550)	42%	45%	11%	
		Total excellent/good: 87%		Total terrible/poor: 2%	
National response	(n=19,785)	42%	45%	11%	
Quality of teaching session	ons	Total excellent/good: 82%		Total terrible/poor: 3%	
Specialist non-GP trainees	(n=7,441)	23%	59%	16%	
opeoidilist non-on trainees		Total excellent/good: 83%		Total terrible/poor: 3%	
National response	(n=19,568)	25%	58%	15%	
Quality of training to raise	e patient safet	y concerns Total excellent/good: 81%		Total terrible/poor: 3%	
	(n=7,176)	29%	52%	16%	
Specialist non-GP trainees		Total excellent/good: 83%		Total terrible/poor: 3%	
National response	(n=18,785)	32%	50%	15%	
Key: Strongly agree	Agree	Neither agree nor disagree	e Disagree	Strongly disagree	

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

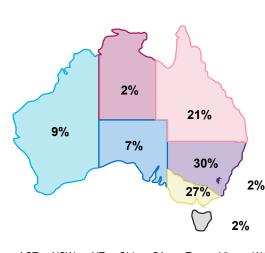
Base: Have a supervisor | Q31. For your setting, how would you rate the quality of your clinical supervision / peer review?

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?

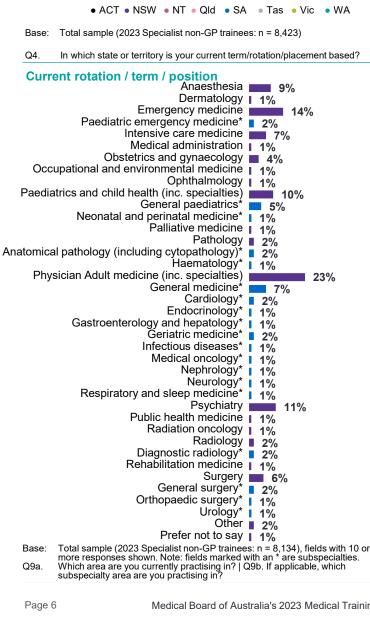
## Profile of Specialist non-GP trainees

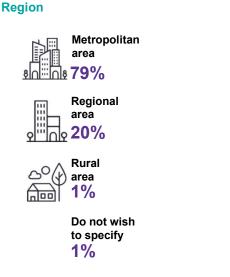
#### SETTING

State



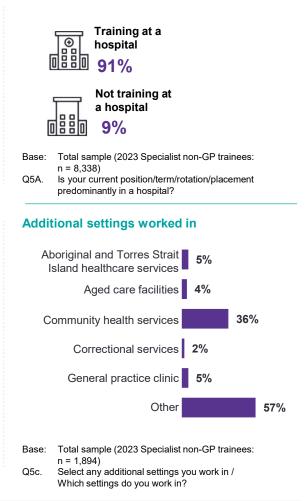
In which state or territory is your current term/rotation/placement based?





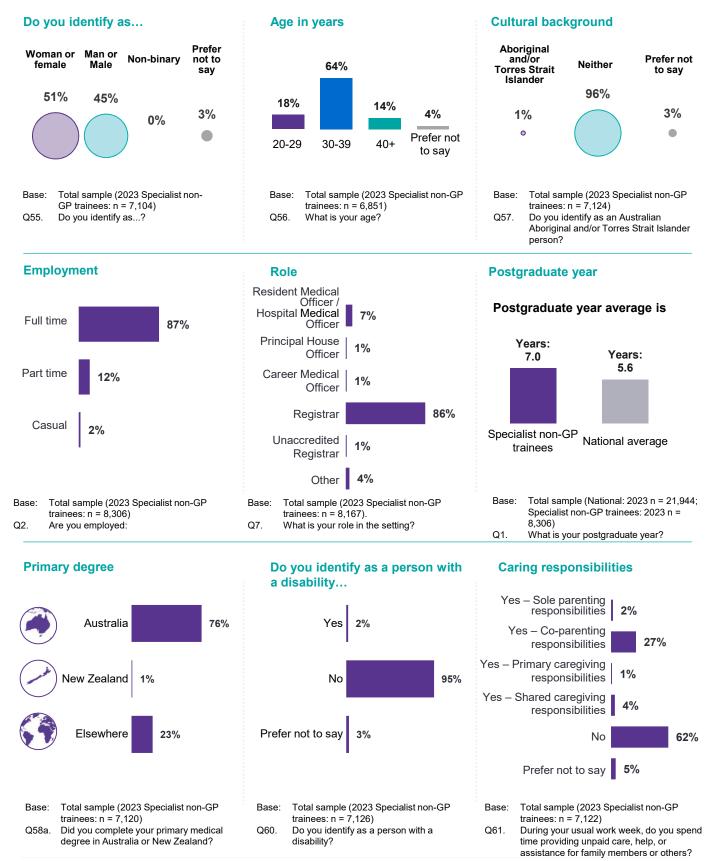
Total sample (2023 Specialist non-GP Base: trainees: n = 8,204) Q6. Is your current setting in a ...?

## Facility



## Profile of Specialist non-GP trainees

#### **DEMOGRAPHICS**



## Profile of Specialist non-GP trainees

## **SPECIALIST TRAINEES**

On average, specialist trainees with Specialist non-GP trainees have been in their training program for



Base: Specialist trainees (National: 2023 n = 11,267; Specialist non-GP trainees: 2023 n = 8,006) National response comprised of specialist GP trainees and specialist non-GP trainees.

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

## **Training curriculum - Specialist trainees**

#### SPECIALIST TRAINING PROGRAM

Physician - The Royal Australasian College of Physicians (RACP)	27%
Emergency medicine - Australasian College for Emergency Medicine (ACEM)	15%
Psychiatry - The Royal Australian and New Zealand College of Psychiatrists (RANZCP)	11%
Paediatrics and child health - The Royal Australasian College of Physicians (RACP)	10%
Anaesthesia - Australian and New Zealand College of Anaesthetists (ANZCA)	8%
Intensive care medicine - College of Intensive Care Medicine of Australia and New Zealand (CICM)	7%
Surgery - Royal Australasian College of Surgeons (RACS)	6%
Obstetrics and gynaecology - The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)	4%
Pathology - The Royal College of Pathologists of Australasia (RCPA)	3%
Radiology - The Royal Australian and New Zealand College of Radiologists (RANZCR)	3%
Rehabilitation medicine - The Royal Australasian College of Physicians (RACP)	1%
Palliative medicine - The Royal Australasian College of Physicians (RACP)	1%
Medical administration - The Royal Australasian College of Medical Administrators (RACMA)	1%
Ophthalmology - The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)	1%
Radiation oncology - The Royal Australian and New Zealand College of Radiologists (RANZCR)	1%

Base: Specialist trainees (Specialist non-GP trainees: 2023 n = 8,084), fields with 10 or more responses shown.

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

## **Training curriculum**

## TRAINING PROGRAM PROVIDED BY COLLEGE

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

This report shows aggregated results for the questions asked in relation to colleges.

## The College training program is relevant to my development

		Total agree: 88%	sagree: 4%	
Specialist non-GP trainees	(n=7,890)	32%	56%	8%
		Total agree: 88%	Total d	isagree: 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: 87% Total d		
Specialist non-GP trainees	(n=7,894)	29%	58%	8% <mark>4%</mark>
		Total agree: 87%	Total d	lisagree: 5%
National response	(n=11,111)	30%	57%	8%

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

		Total agree: 89%	Total dis	agree: 3%
Specialist non-GP trainees	(n=7,897)	28%	61%	7%
		Total agree: 89%	Total dis	agree: 4%
National response	(n=11,119)	29%	60%	7%

#### The College supports flexible training arrangements

		Total agree: 59%			Total	disagree: 17%
Specialist non-GP trainees	(n=7,574)	16%	43%		24%	12% 5%
		Total agree: 65%			Total	disagree: 14%
National response	(n=10,737)	20%	45%		21%	<mark>9%</mark> 4%
Key: Strongly agree	Agree	Neither a	gree nor disagree	Disagree	St	rongly disagree

Base: Specialist trainees. National response comprised of specialist GP trainees and specialist non-GP trainees

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

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

## **Training curriculum**

#### **COMMUNICATION WITH COLLEGE**

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

Total agree: 71%				Total disagree: 13%	
Specialist non-GP trainees	(n=7,889)	18%	54%	16%	9% 4%
		Total agree: 73%	Total dis	agree: 12%	
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: 64%			Total disagree: 15%		
Specialist non-GP trainees	(n=7,825)	15%	49%	21%	11% 4%		
		Total disagree: 14%					
National response	(n=11,039)	18%	49%	19%	10% 4%		

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

		Total agree: 72%			Total disagree: 13%	
Specialist non-GP trainees	(n=7,889)	19%	53%	15%	9%	
		Total agree: 76%		Total disa	agree: 10%	
National response	(n=11,118)	22%	54%	14%	7%	



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

## **Training curriculum**

## **ENGAGEMENT WITH COLLEGE**

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

		Total agree: 4	45%		Total disagree	e: 25%
Specialist non-GP trainees	(n=7,832)	7%	38%	30%	20%	5%
·		Total agree:	50%		Total disagre	e: 22%
National response	(n=11,043)	10%	40%	29%	17%	4%

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

	Total disa	gree: 10%			
Specialist non-GP trainees	(n=7,832)	11%	51%	28%	8%
		Total agree: 63%		Total dis	agree: 9%
National response	(n=11,041)	12%	51%	28%	7%

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

		Total agree: 84%	Total agree: 84% Tot			
Specialist non-GP trainees	(n=7,832)	17% 67%		12%		
		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:	44%	Total disagree: 1		
Specialist non-GP trainees	(n=7,832)	8%	36%	40%	12% 4%
·		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

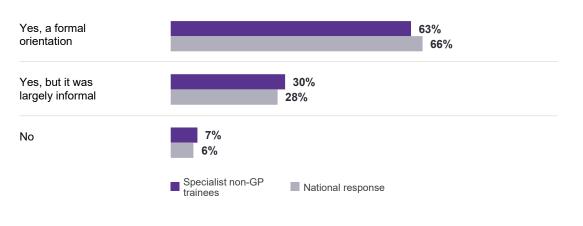
		Total agree	: 46%		Total disagree: 18%
Specialist non-GP trainees	(n=7,831)	8%	38%	36%	13% 5%
		Total agree	: 52%		Total disagree: 14%
National response	(n=11,042)	11%	41%	34%	<b>10%</b> 4%
Key: Strongly agree	Agree		Neither agree nor disagree	Disagree	Strongly disagree
Base: Specialist trainees. Nationa	l response comprise	ed of specialist	GP trainees and specialist non-0	GP 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; Specialist non-GP trainees: 2023 n = 7,814)

Q27a. Did you receive an orientation to your setting?

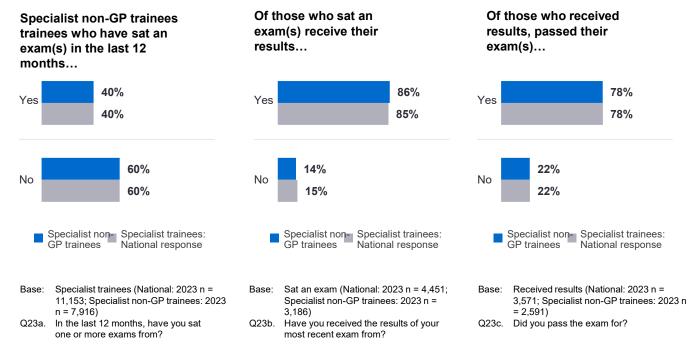
## HOW WOULD YOU RATE THE QUALITY OF YOUR ORIENTATION?

		Total excellent/go	Total terrible/poor: 5%		
Specialist non-GP trainees	(n=7,287)	20%	51%	24% 4%	6
		Total excellent/go	ood: 75%	Total terrible/poor: 4	1%
National response	(n=19,552)	25%	50%	21%	



## Assessment

## **COLLEGE EXAMS**



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

Total agree: 62%				Total disagree: 22%		
Specialist non-GP trainees	(n=3,151)	12%	50%	16%	14%	7%
		Total agree: 65%	То	tal disagre	e: 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: 69%	Total agree: 69%		
Specialist non-GP trainees	(n=3,157)	14%	55%	15%	11% 5%
Creatialist trainages		Total agree: 71%		Total o	lisagree: 14%
Specialist trainees: National response	(n=4,410)	16%	55%	16%	<mark>9%</mark> 4%
The exam(s) ran smoothly	on the day				
		Total agree: 84%		Total	disagree: 9%
Specialist non-GP trainees	(n=3,151)	24%	60%		7% 6%
Specialist trainees:		Total agree: 84%		Total	disagree: 8%
National response	(n=4,406)	24%	60%		8% <mark>5%</mark>
Key: Strongly agree	Agree	Neither agree no	r disagree Disagree	Strop	ongly disagree

#### Base: Specialist trainees

National response comprised of specialist GP trainees and specialist non-GP 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

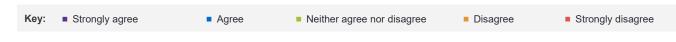
		Total agree: 73%	Total disa	gree: 12%	
Specialist non-GP trainees	(n=3,151)	18%	55%	15%	8% 4%
Specialist trainees:		Total agree: 76%		Total disa	gree: 10%
National response	(n=4,404)	20%	56%	14%	7%

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

		Total agree: 35%			Total disagree: 43%		
Specialist non-GP trainees	(n=2,845)	7%	28%	22%	23%	20%	
Specialist trainages		Total agree	: 38%		Tota	l disagree: 40%	
Specialist trainees: National response	(n=4,015)	9%	29%	22%	22%	18%	
The feedback is timely		Total agree	: 42%		Tota	l disagree: 35%	
Specialist non-GP trainees	(n=2,796)	8%	34%	22%	20%	15%	
		Total agree	: 43%		Tota	l disagree: 35%	
Specialist trainees: National response	(n=3,956)	9%	34%	22%	20%	15%	

## I received support from my College when needed

	Total agree: 40%				Total dis	agree: 23%
Specialist non-GP trainees	(n=2,614)	8%	32%	36%	13%	10%
		Total agree: 4	48%		Total dis	sagree: 19%
Specialist trainees: National response	(n=3,775)	11%	37%	33%	11	% 8%



#### Base: Specialist trainees

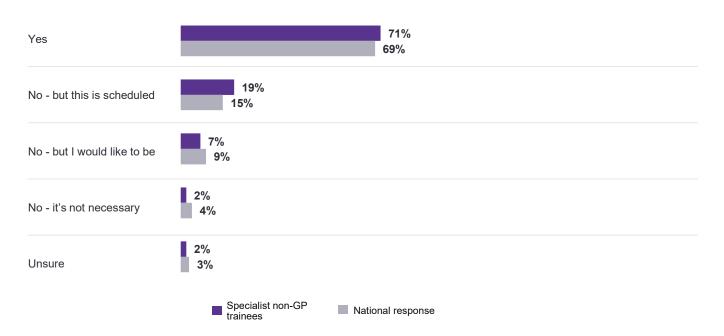
National response comprised of specialist GP trainees and specialist non-GP trainees

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?

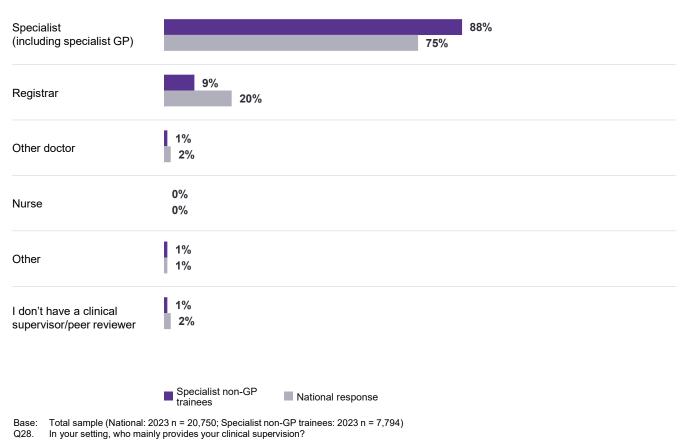


Base: Prevocational and unaccredited trainees, specialist trainees and IMGs (National: 2023 n = 19,053; Specialist non-GP trainees: 2023 n = 7,632) Q32. Has your performance been assessed in your setting?

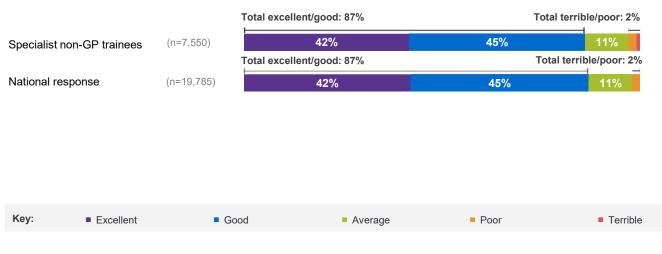
Profile   Training curriculum   Orientation	Assessment	Clinical supervision	Access to teaching   Facilities
Workplace environment and culture	Patient safety	Overall satisfaction	Future career intentions

## **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?

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

## **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%
Specialist non-GP trainees	(n=7,696)	67%	31%
1		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: 95%	Total disagree: 1%		
Specialist non-GP trainees	(n=7,697)	58%	37%	4%	
		Total agree: 92%	Total disagree: 2%		
National response	(n=20,243)	55%	38%	6%	



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:

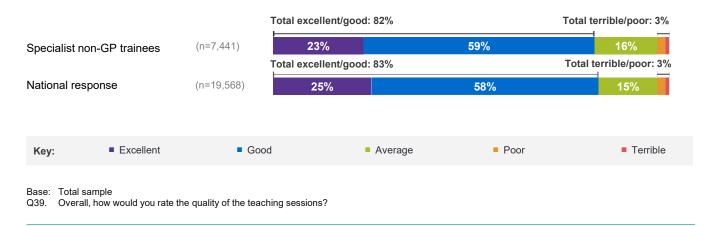
## Average out of 5 (1=very poor - 5=very good)

Accessibility	$\begin{array}{c} & & & & & & \\ \hline & & & & & \\ \hline & & & & &$
Helpfulness	4.3
Ensuring your work is appropriate to your level of training	$ \begin{array}{c} & & & & & & & \\ \hline & & & & & & & \\ \hline & & & &$
Completing workplace based assessments	$\begin{array}{c} & & & & & & & & & \\ \hline & & & & & & & & &$
Including opportunities to develop your skills	$ \begin{array}{c} & & & & & & & \\ \hline & & & & & & \\ \hline & & & &$
Supporting you to meet your training plan/pathway requirements	$ \begin{array}{c} & & & & & & & \\ \hline & & & & & & & \\ \hline & & & &$
Usefulness of feedback	$\begin{array}{c} & & & & & & \\ \hline & & & & & & \\ \hline & & & &$
Regular, INFORMAL feedback	$\begin{array}{c} & & & & \\ & & & & \\ & & & & \\ & & & & $
Discussions about my goals and learning objectives	$\begin{array}{c} & & & & & & \\ & & & & & & \\ & & & & & $
Regular, FORMAL feedback	3.8 3.7 Specialist non-GP trainees National response
	l'amees '

 Base:
 Have a supervisor (National: 2023 max n = 19,613; Specialist non-GP trainees: 2023 max n = 7,493)

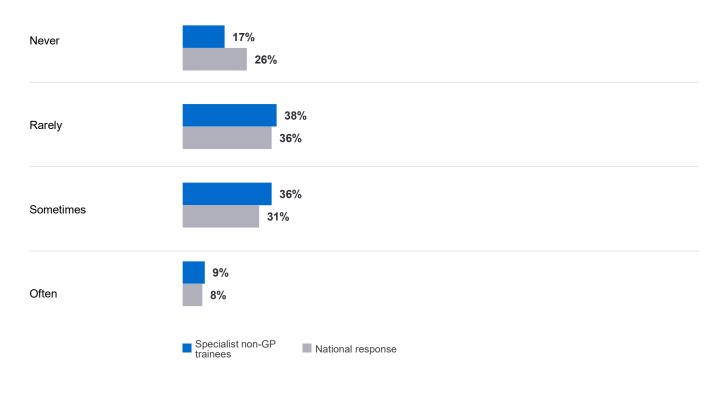
 Q30.
 In your setting, how would you rate the quality of your overall clinical supervision for...?

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



## TRAINING AND OTHER JOB RESPONSIBILITIES

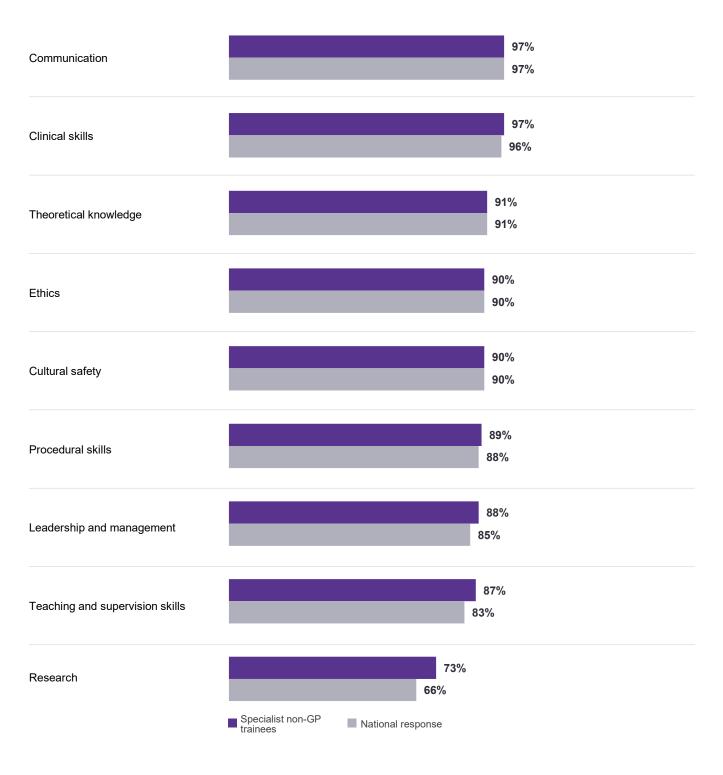
#### How regularly job responsibilities are preventing doctors in training from meeting training requirements



Base: Total sample (National: 2023 n = 19,817; Specialist non-GP trainees: 2023 n = 7,508)

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 Specialist non-GP trainees: 2023 max n = 7,516)

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

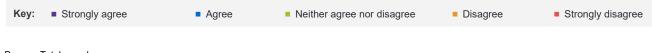
		Total agree: 84%	Total	disagre	e: 5%
Specialist non-GP trainees	(n=7,520)	25%	59%	10%	5%
		Total agree: 84%	Tota	l disagre	e: 5%
National response	(n=19,791)	28%	56%	11%	<mark>4%</mark>

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

Total agree: 47%					Total disage	ree: 30%
Specialist non-GP trainees	(n=7,461)	13%	34%	23%	25%	5%
		Total agree:	45%		Total disag	ree: 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: 29%					Total dis	sagree: 48%
Specialist non-GP trainees	(n=7,377)	8%	21%	23%	38%	10%
		Total agre	ee: 30%	_	Total di	sagree: 46%
National response	(n=19,155)	9%	21%	24%	36%	10%



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 AND RESEARCH

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

		Total agree: 70%		Total	disagree	: 16%
Specialist non-GP trainees	(n=7,532)	24%	46%	13%	11%	5%
		Total agree: 67%		Total	disagree	: 17%
National response	(n=19,887)	22%	45%	16%	12%	5%

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

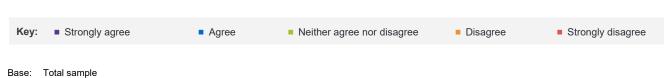
		Total agree: 74%			agree: 9%
Specialist non-GP trainees	(n=7,533)	23%	51%	17%	7%
		Total agree: 72%		Total disag	gree: 10%
National response	(n=19,888)	22%	50%	19%	7%

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

	Total agree: 77%			Total disagree: 8%	
Specialist non-GP trainees	(n=7,533)	27%	51%	14%	6%
		Total agree: 77%	,	Total disag	gree: 7%
National response	(n=19,888)	27%	50%	16%	6%

## I am able participate in research activities

		Total agree: 65%			Total dis	sagree: 10%
Specialist non-GP trainees	(n=7,536)	18%	47%		25%	8%
		Total agree: 56%			Total di	sagree: 12%
National response	(n=19,893)	16%	40%	1	32%	9%



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

Specialist non-GP 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, teaching in the course of patient care (bedside teaching) (89%), formal education program (83%) and team or unit based activities (81%) were rated the most useful.

Formal education progra	am^					
		Total agree: 83%		Tot	al disagree: 7%N	ot available
Specialist non-GP trainees	(n=7,330)	26%	57%		10% 5%	(n=112)
•		Total agree: 85%		Tot	al disagree: 5%	
National response	(n=18,038)	29%	569	%	10% <mark>4%</mark>	(n=428)
Online modules (formal	and/or info	ormal)				
		Total agree: 57%		Tota	l disagree: 20%N	ot available
Specialist non-GP trainees	(n=7,195)	11%	46%	23%	14% 6%	(n=247)
		Total agree: 63%		Tota	l disagree: 17%	
National response	(n=18,909)	17%	47%	20%	12% 5%	(n=653)
The shift of the second second	6		- <b>b</b> ()			
Teaching in the course of	of patient of	care (bedside tead	ching)			
		Total agree: 89%		Tot	al disagree: 3%N	ot available
Specialist non-GP trainees	(n=7,185)	35%		54%	9%	(n=255)
		Total agree: 89%		Tot	al disagree: 3%	
National response	(n=18,849)	36%		52%	9%	(n=711)
Team or unit based activ	/itips					
		Total agree: 81%		Tot	al disagree: 4%N	ot available
Specialist non-GP trainees	(n=7,183)	22%	59%		15%	(n=257)
		Total agree: 82%		Tot	al disagree: 4%	
National response	(n=18,574)	25%	57%		15%	(n=988)
Key: Strongly agree	■ <i>F</i>	Agree Neit	ther agree nor disagree	Disagree	Strongly	disagree
Base: Total sample excluding no ^Note: This question was not sho		own separately)				
		that the following educat	ional activities have been usefu	ul in your developme	nt as a doctor?	

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

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

Specialist non-GP trainees       (n=18,281)       10%       52%       22%       8%       (n         Multidisciplinary meetings       Total agree: 71%       Total disagree: 10%Not :       54%       19%       8%       (n         Specialist non-GP trainees       (n=7,129)       16%       54%       19%       8%       (n         Specialist non-GP trainees       (n=7,129)       16%       54%       19%       8%       (n         Specialist non-GP trainees       (n=7,129)       16%       54%       19%       8%       (n         Specialist non-GP trainees       (n=18,261)       19%       53%       19%       7%       (n         Simulation teaching       Total agree: 78%       Total disagree: 6%Not       19%       5%       (n         Specialist non-GP trainees       (n=6,426)       29%       50%       15%       5%       (n         Specialist non-GP trainees       (n=6,426)       29%       50%       15%       5%       (n         Specialist non-GP trainees       (n=17,262)       33%       49%       14%       (n         Access to mentoring       14%       (n       14%       14%       (n	I agree: 68%       Total disagree: 10%         16%       52%       22%       8%       (n=1281)         I agree: 71%       Total disagree: 10%Not available         16%       54%       19%       8%       (n=312)         I agree: 72%       Total disagree: 9%       19%       7%       (n=1301)         agree: 78%       Total disagree: 6%Not available       29%       50%       15%       5%       (n=1016)         agree: 82%       Total disagree: 5%       33%       49%       14%       (n=2307)         agree: 77%       Total disagree: 5%       52%       18%       4%       (n=381)         agree: 80%       Total disagree: 4%       Total disagree: 4%       (n=381)			Total agree: 62%		Total disagree: 13%	Not availab
Total agree: 68%       Total disagree: 10%         National response       (n=18,281)       16%       52%       22%       8%       (r         Multidisciplinary meetings       Total agree: 71%       Total disagree: 10% Not a         Specialist non-GP trainees       (n=7,129)       16%       54%       19%       8%       (r         National response       (n=18,261)       19%       53%       19%       7%       (r         Simulation teaching       Total agree: 78%       Total disagree: 6%Not a       5%       Total disagree: 6%Not a       15%       5%       (r         Specialist non-GP trainees       (n=6,426)       29%       50%       15%       5%       (r         Specialist non-GP trainees       (n=6,426)       29%       50%       15%       5%       (r         Ational response       (n=17,262)       33%       49%       14%       (r         Access to mentoring       Access to mentoring       33%       49%       14%       (r	16%       52%       22%       8%       (n=1281)         agree: 71%       Total disagree: 10%Not available       16%       54%       19%       8%       (n=312)         1 agree: 72%       Total disagree: 9%       19%       7%       (n=1301)         1 agree: 78%       Total disagree: 6%Not available       29%       50%       15%       5%       (n=1016)         1 agree: 82%       Total disagree: 5%       33%       49%       14%       (n=2307)         agree: 77%       Total disagree: 5%       52%       18%       4%       (n=381)         1 agree: 80%       Total disagree: 4%       Total disagree: 4%       (n=381)	Specialist non-GP trainees	(n=7,136)	12%	50%	25% 10%	(n=306)
Multidisciplinary meetingsSpecialist non-GP trainees $(n=7,129)$ $16\%$ $54\%$ $19\%$ $8\%$ $(r)$ National response $(n=18,261)$ $19\%$ $53\%$ $19\%$ $7\%$ $(r)$ Simulation teachingSpecialist non-GP trainees $(n=6,426)$ $29\%$ $50\%$ $15\%$ $5\%$ $(r)$ Specialist non-GP trainees $(n=6,426)$ $29\%$ $50\%$ $15\%$ $5\%$ $(r)$ Access to mentoring	agree: 71%       Total disagree: 10%Not available         16%       54%       19%       8%       (n=312)         1 agree: 72%       Total disagree: 9%       19%       7%       (n=1301)         1 agree: 78%       Total disagree: 6%Not available       29%       50%       15%       5%       (n=1016)         1 agree: 82%       Total disagree: 5%       33%       49%       14%       (n=2307)         1 agree: 77%       Total disagree: 5%       52%       18%       4%       (n=381)         1 agree: 80%       Total disagree: 4%       Total disagree: 4%       14%       (n=381)			Total agree: 68%		Total disagree: 10%	
Specialist non-GP trainees(n=7,129)Total agree: 71%Total disagree: 10%Not 54%National response(n=18,261)16%54%19%8%(rSimulation teachingTotal agree: 72%Total disagree: 9%(rSpecialist non-GP trainees(n=6,426)29%50%15%5%(rSpecialist non-GP trainees(n=6,426)29%50%15%5%(rNational response(n=17,262)33%49%14%(r	16%       54%       19%       8%       (n=312)         1 agree: 72%       Total disagree: 9%       (n=1301)         1 9%       53%       19%       7%       (n=1301)         agree: 78%       Total disagree: 6%Not available       29%       50%       15%       5%       (n=1016)         agree: 82%       Total disagree: 5%       14%       (n=2307)         agree: 77%       Total disagree: 5%Not available         25%       52%       18%       4%       (n=381)         1 agree: 80%       Total disagree: 4%       Total disagree: 4%	lational response	(n=18,281)	16%	52%	22% 8%	(n=1281)
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Simulation teaching       Total agree: 72%       Total disagree: 9%         Simulation teaching       Total agree: 78%       Total disagree: 6%Not a         Specialist non-GP trainees       (n=6,426)       29%       50%       15%       5%       (n         Specialist non-GP trainees       (n=6,426)       29%       50%       15%       5%       (n         Access to mentoring	I agree: 72%       Total disagree: 9%         19%       53%       19%       7%       (n=1301)         agree: 78%       Total disagree: 6%Not available         29%       50%       15%       5%       (n=1016)         agree: 82%       Total disagree: 5%       33%       49%       14%       (n=2307)         agree: 77%       Total disagree: 5%Not available       25%       52%       18%       4%       (n=381)         agree: 80%       Total disagree: 4%       Total disagree: 4%       52%       18%       4%       (n=381)			Total agree: 71%		Total disagree: 10%	Not availabl
Total agree: 72%       Total disagree: 9%         Itational response       (n=18,261)       19%       53%       19%       7%       (r         Simulation teaching       Total agree: 78%       Total disagree: 6%Not if       Total disagree: 5%       T	19%       53%       19%       7%       (n=1301)         agree: 78%       Total disagree: 6%Not available       29%       50%       15%       5%       (n=1016)         agree: 82%       Total disagree: 5%       33%       49%       14%       (n=2307)         agree: 77%       Total disagree: 5%Not available       25%       52%       18%       4%       (n=381)         agree: 80%       Total disagree: 4%       Total disagree: 4%       Total disagree: 4%       14%       (n=381)	pecialist non-GP trainees	(n=7,129)	16%	54%	19% 8%	(n=312)
Simulation teaching Total agree: 78% Total disagree: 6%Not specialist non-GP trainees (n=6,426) 29% 50% 15% 5% (n Total agree: 82% Total disagree: 5% lational response (n=17,262) 33% 49% 14% (n	agree: 78%       Total disagree: 6%Not availabl         29%       50%       15%       5%       (n=1016)         agree: 82%       Total disagree: 5%       33%       49%       14%       (n=2307)         agree: 77%       Total disagree: 5%Not availabl       25%       52%       18%       4%       (n=381)         agree: 80%       Total disagree: 4%       Total disagree: 4%       Total disagree: 4%			Total agree: 72%		Total disagree: 9%	4
Total agree: 78%       Total disagree: 6%Not a         Specialist non-GP trainees       (n=6,426)       29%       50%       15%       5%       (n         Itational response       (n=17,262)       33%       49%       14%       (n	29%       50%       15%       5%       (n=1016)         l agree: 82%       Total disagree: 5%       14%       (n=2307)         33%       49%       14%       (n=2307)         agree: 77%       Total disagree: 5%Not available       25%       52%       18%       4%       (n=381)         agree: 80%       Total disagree: 4%       Total disagree: 4%       14%       (n=381)	lational response	(n=18,261)	19%	53%	19% 7%	(n=1301)
Specialist non-GP trainees       (n=6,426)       29%       50%       15%       5%       (n         Vational response       (n=17,262)       33%       49%       14%       (n         Access to mentoring       (n=17,262)       33%       49%       14%       (n	29%       50%       15%       5%       (n=1016)         l agree: 82%       Total disagree: 5%       (n=2307)         33%       49%       14%       (n=2307)         agree: 77%       Total disagree: 5%Not available         25%       52%       18%       4%         1 agree: 80%       Total disagree: 4%	Simulation teaching					
Specialist hole-GP trainees     (n = 17,262)     Total agree: 82%     Total disagree: 5%       Access to mentoring     Access to mentoring	agree: 82%     Total disagree: 5%       33%     49%       14%     (n=2307)       agree: 77%     Total disagree: 5%Not available       25%     52%       18%     4%       (n=381)       agree: 80%     Total disagree: 4%			Total agree: 78%		Total disagree: 6%	Not availabl
Total agree: 82%     Total disagree: 5%       Vational response     (n=17,262)       33%     49%       Access to mentoring	33%         49%         14%         (n=2307)           agree: 77%         Total disagree: 5%Not available         25%         52%         18%         4%         (n=381)           agree: 80%         Total disagree: 4%         Total disagree: 4%         14%         (n=381)	Specialist non-GP trainees	(n=6,426)	29%	50%	15% 5%	(n=1016)
Access to mentoring	agree: 77% Total disagree: 5%Not availabl 25% 52% 18% 4% (n=381) agree: 80% Total disagree: 4%			Total agree: 82%		Total disagree: 5%	
-	25%         52%         18%         4%         (n=381)           agree: 80%         Total disagree: 4%         Image: 4%	lational response	(n=17,262)	33%	499	% 14%	(n=2307)
	25%         52%         18%         4%         (n=381)         agree: 80%         Total disagree: 4%	Access to mentoring					
Total agree: 77% Total disagree: 5%Not	agree: 80% Total disagree: 4%			Total agree: 77%		Total disagree: 5%	Not availabl
Specialist non-GP trainees (n=7,063) 25% 52% 18% 4% (r		Specialist non-GP trainees	(n=7,063)	25%	52%	18% 4%	(n=381)
	<b>29% 51% 16%</b> (n=1167)			Total agree: 80%		Total disagree: 4%	
Vational response (n=18,405) 29% 51% 16% (r		lational response	(n=18,405)	29%	51%	16%	(n=1167)

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

	g parpo	Total excellent/good: 72%		Total terrible/poor: 10	%Not provided
Specialist non-GP trainees	(n=7,128)	27%	45%	18% 7%	(n=217)
	. ,	Total excellent/good: 77%		Total terrible/poor: 8	%
National response	(n=18,741)	32%	45%	16% 5%	(n=484)
Educational resources					
		Total excellent/good: 72%		Total terrible/poor: 5	%Not provided
Specialist non-GP trainees	(n=7,267)	20%	52%		<mark>%</mark> (n=88)
		Total excellent/good: 74%		Total terrible/poor: 4	%
National response	(n=18,989)	24%	51%	21% 4	<mark>%</mark> (n=262)
Working space, such as	a desk an	•			
		Total excellent/good: 59%		Total terrible/poor: 17	%Not provided
Specialist non-GP trainees	(n=7,256)	20%	39%		<mark>%</mark> (n=116)
		Total excellent/good: 64%		Total terrible/poor: 13	% 
National response	(n=19,063)	24%	40%	23% 9% 4	<mark>%</mark> (n=253)
Teaching spaces					
		Total excellent/good: 62% ⊢		Total terrible/poor: 11	%Not provided
Specialist non-GP trainees	(n=7,178)	18%	45%	27% 8%	(n=128)
		Total excellent/good: 67%		Total terrible/poor: 9	%
National response	(n=18,651)	21%	46%	25% 7%	(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

Most senior medical star	i ale supportiv	Total agree: 92%		Tot	al disagree: 2%
Specialist non-GP trainees	(n=7,370)	44%		49%	5%
		Total agree: 93%		То	tal disagree: 2%
National response	(n=19,326)	45%		48%	5%
My workplace supports s	staff wellbeing				
	-	Total agree: 75%		Tot	al disagree: 9%
Specialist non-GP trainees	(n=7,371)	28%	47%	1	6% 7%
		Total agree: 79%		To	tal disagree: 7%
National response	(n=19,326)	31%	47%		14% 5%
In practice, my workplac	e supports me	to achieve a good wo	rk/life balance		
		Total agree: 63%		Tota	l disagree: 17%
Specialist non-GP trainees	(n=7,368)	21%	42%	20%	12% 5%
		Total agree: 69%		Tota	Il disagree: 13%
National response	(n=19,324)	26%	43%	18%	10% 4%
There is a positive cultur	e at my workp				
		Total agree: 75%		Tot	al disagree: 9%
Specialist non-GP trainees	(n=7,371)	27%	48%		6% 7%
		Total agree: 80%		To	tal disagree: 7%
National response	(n=19,324)	31%	49%		13% <mark>5%</mark>
I have a good work/life b	alance				
		Total agree: 57%		Tota	l disagree: 22%
Specialist non-GP trainees	(n=7,371)	17%	39%	22%	16% 6%
•		Total agree: 64%		Tota	Il disagree: 16%
National response	(n=19,320)	22%	42%	20%	12% 4%
Bullying, harassment and	d discriminatio	on by anyone is not to	lerated at my workp	lace	
		Total agree: 76%		Tot	al disagree: 8%
Specialist non-GP trainees	(n=7,372)	28%	48%		16% 6%
1 -		Total agree: 80%			tal disagree: 7%
National response	(n=19,326)	33%	46%		13% 5%
Key: Strongly agree	Agree	Neither agree not set the set of the set	or disagree IDisa	igree	Strongly disagree
Roso: Total sample					

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?

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

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

Racism is not tolerated at		Total agree: 84%	Total	disagree: 4%
Specialist non-GP trainees	(n=7,372)	35%	49%	12%
	٢	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 facisit) in my	workplace	Total agree: 82%	Tota	al disagree: 5%
Specialist non-GP trainees	(n=7,371)	26%	56%	13% <mark>4%</mark>
•		Total agree: 84%	Tot	al 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

(including racism) in my	workplace	Total agree: 74%		Total disag	gree: 10%	1
Specialist non-GP trainees	(n=7,372)	26%	48%	16%	7%	
		Total agree: 77%		Total disa	agree: 9%	3
National response	(n=19,327)	30%	47%	15%	7%	

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

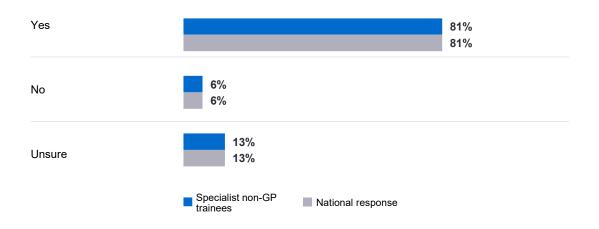
	Total disag	ree: 8%			
Specialist non-GP trainees	(n=7,372)	25%	51%	16%	6%
		Total agree: 79%		Total disag	ree: 6%
National response	(n=19,326)	29%	50%	15%	5%



#### 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?

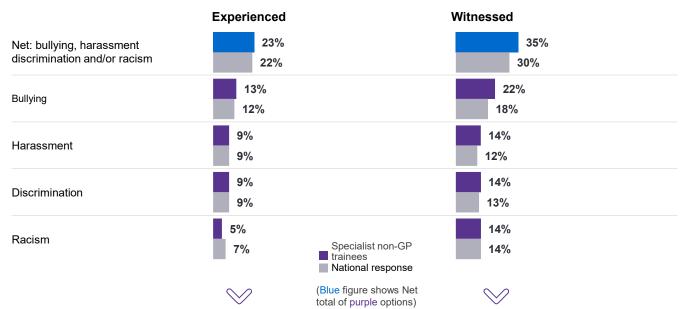
## IF YOU NEEDED SUPPORT, DO YOU KNOW HOW TO ACCESS SUPPORT FOR YOUR HEALTH (INCLUDING FOR STRESS AND OTHER PSYCHOLOGICAL DISTRESS)?



Base: Total sample (National: 2023 n = 19,077; Specialist non-GP trainees: 2023 n = 7,279)

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 ...

	Experienced		Witnesse	b
Senior medical staff (e.g. consultants, specialists)	55% 45%	6		52% 47%
Medical colleague (e.g. registrar or other doctors in training)	26% 30%			9% 4%
Nurse or midwife	32% 33%			38% 38%
Other health practitioner	8% 7%		10% 9%	
Hospital management/ administrative staff	15% 14%		16% 15%	
Patient and/or patient family/carer	40% 40%			42% 44%
Other	2% 2%		2% 2%	
Prefer not to say	5% 8%	Specialist non-GP trainees National response (Where only blue option selected, next question skipped)	6% 8%	

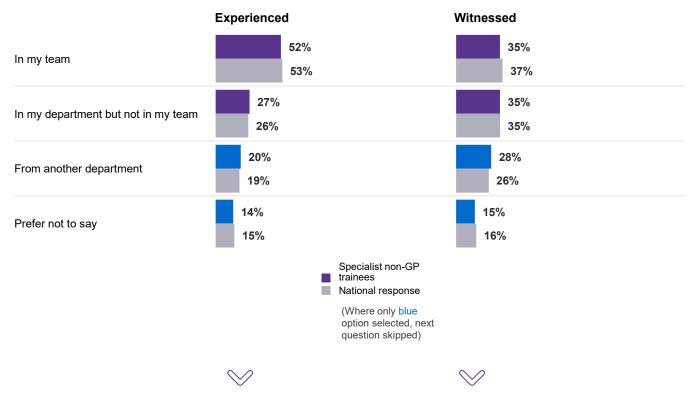
Base: Total sample - Experienced (National: 2023 n = 17,275; Specialist non-GP trainees: 2023 n = 6,534) - Witnessed (National: 2023 n = 17,929; Specialist non-GP trainees: 2023 n = 6,847)

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

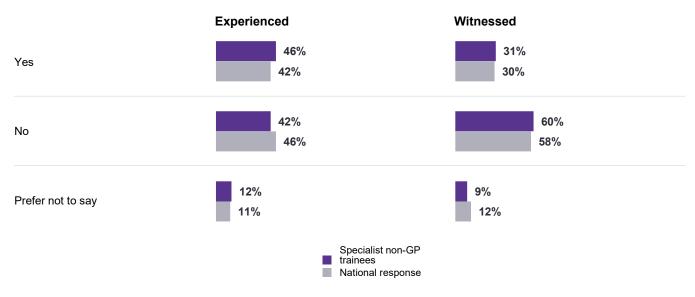
Base: Experienced/witnessed bullying, harassment discrimination and/or racism - Experienced (National: 2023 n = 3,757; Specialist non-GP trainees: 2023 n = 1,451) - Witnessed (National: 2023 n = 5,366; Specialist non-GP trainees: 2023 n = 2,327)

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

## THE STAFF MEMBER OR COLLEAGUE RESPONSIBLE WAS...



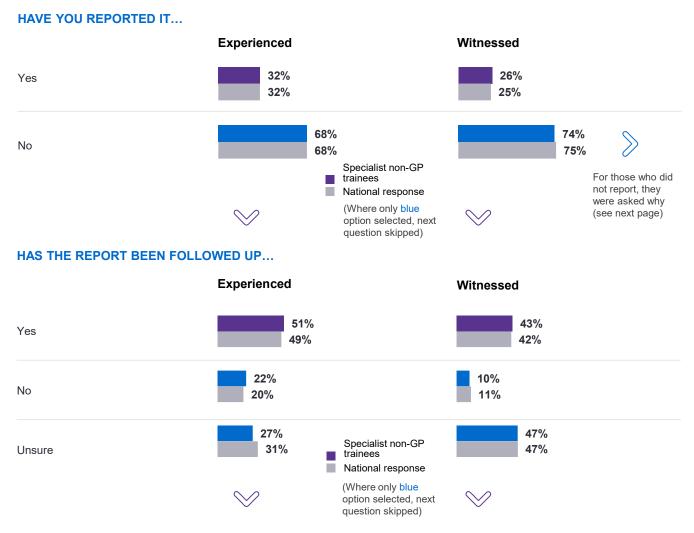
## THE STAFF MEMBER OR COLLEAGUE FROM MY TEAM OR DEPARTMENT WAS MY SUPERVISOR...



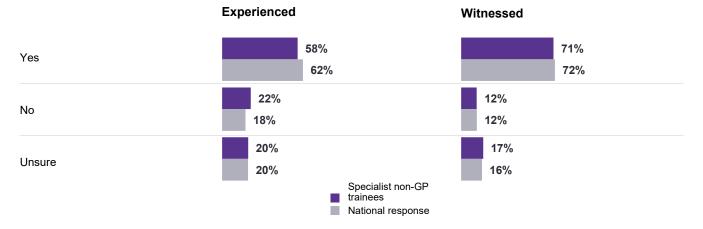
Base: Experienced bullying, harassment, discrimination and/or racism from someone who was not a patient (National: 2023 n = 1,956 Specialist non-GP trainees: 2023 n = 797) - Witnessed (National: 2023 n = 2,571; Specialist non-GP trainees: 2023 n = 1,178)

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; Specialist non-GP trainees: 2023 n = 521) - Witnessed (National: 2023 n = 1,469; Specialist non-GP trainees: 2023 n = 660) Q42d. Was the person(s) one of your supervisors?...

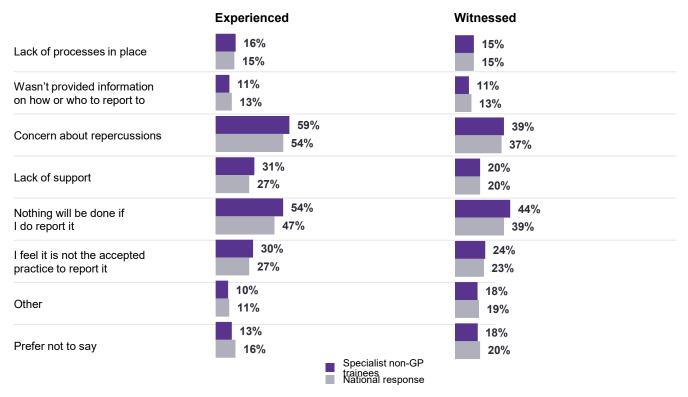


#### ARE YOU SATISFIED WITH HOW THIS REPORT WAS FOLLOWED UP ...

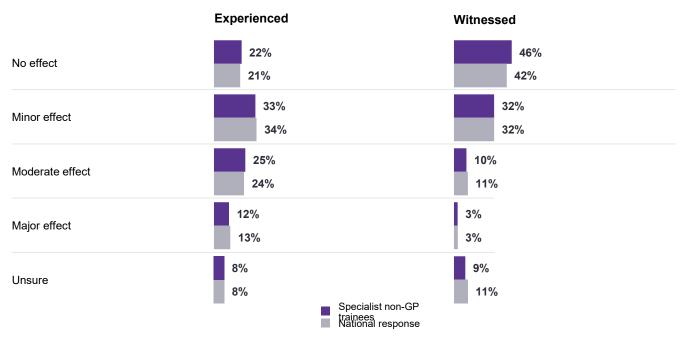


- Base: Experienced bullying, harassment discrimination and/or racism (National: 2023 n = 3,737; Specialist non-GP trainees: 2023 n = 1,444) Witnessed (National: 2023 n = 5,320; Specialist non-GP trainees: 2023 n = 2,313) | Q42e. Have you reported it?
- Base: Reported bullying, harassment, discrimination and/or racism (National: 2023 n = 1,174; Specialist non-GP trainees: 2023 n = 455) Witnessed (National: 2023 n = 1,338; Specialist non-GP trainees: 2023 n = 603) | 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; Specialist non-GP trainees: 2023 n = 226) Witnessed (National: 2023 n = 553; Specialist non-GP trainees: 2023 n = 256) | 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; Specialist non-GP trainees: 2023 n = 983) - Witnessed (National: 2023 n = 3,908; Specialist non-GP trainees: 2023 n = 1,675)

Q42i. What prevented you from reporting?

Base: Experienced bullying, harassment discrimination and/or racism (National: 2023 n = 3,734; Specialist non-GP trainees: 2023 n = 1,447) - Witnessed (National: 2023 n = 5,291; Specialist non-GP trainees: 2023 n = 2,308)

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

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?

## The amount of work I am expected to do

	•	Total always/most of the time	: 28%	Total sometimes/never: 72%
Specialist non-GP trainees	(n=7,244)	10% 18%	55%	16%
		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	: 17%	Total sometimes/never: 83%
Specialist non-GP trainees	(n=7,244)	5% <u>12%</u>	50%	33%
		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 ov	vertime			
		Total always/most of the time	: 21%	Total sometimes/never: 79%
Specialist non-GP trainees	(n=7,241)	9% 12%	38%	41%
		Total always/most of the time	: 19%	Total sometimes/never: 81%
National response	(n=18,977)	8% 10% 33	3%	48%
Dealing with patient expe	ectations			
		Total always/most of the time	: 19%	Total sometimes/never: 81%
Specialist non-GP trainees	(n=7,242)	5% 14%	59%	22%
		Total always/most of the time	: 20%	Total sometimes/never: 80%
National response	(n=18,989)	<b>6% 14%</b>	58%	22%
Dealing with patients' fan	nilies			
		Total always/most of the time	: 18%	Total sometimes/never: 82%
Specialist non-GP trainees	(n=7,243)	<b>5% 13%</b>	60%	22%
		Total always/most of the time	: 18%	Total sometimes/never: 82%
National response	(n=18,993)	5% <mark>12%</mark>	60%	23%
Expectations of supervis	ors			
		Total always/most of the time	: 16%	Total sometimes/never: 84%
Specialist non-GP trainees	(n=7,244)	5% <b>11%</b>	51%	34%
		Total always/most of the time	: 16%	Total sometimes/never: 84%
National response	(n=18,996)	5% <mark>11%</mark>	46%	38%
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 OFTEN DO THE FOLLOWING ADVERSELY AFFECT YOUR WELLBEING IN YOUR SETTING? (continued)

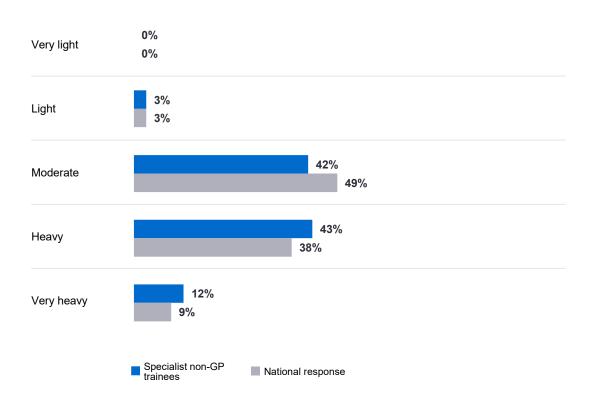
#### Supervisor feedback

		Total always/most of the time: 10%	Total sometimes/never: 90%
Specialist non-GP trainees	(n=7,244)	7% 41%	49%
		Total always/most of the time: 11%	Total sometimes/never: 89%
National response	(n=18,998)	4% <mark>7%</mark> 38%	51%
Having to relocate for wo	rk		
		Total always/most of the time: 27%	Total sometimes/never: 73%
Specialist non-GP trainees	(n=7,229)	13% 14% 38%	35%
		Total always/most of the time: 24%	Total sometimes/never: 76%
National response	(n=18,967)	11% <b>12%</b> 35%	41%
Being expected to do wo	rk that I don'	t feel confident doing	
		Total always/most of the time: 10%	Total sometimes/never: 90%
Specialist non-GP trainees	(n=7,229)	<mark>6%</mark> 45%	45%
		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 senior	clinicians		
		Total always/most of the time: 8%	Total sometimes/never: 92%
Specialist non-GP trainees	(n=7,228)	<mark>5%</mark> 36%	56%
		Total always/most of the time: 8%	Total sometimes/never: 92%
National response	(n=18,964)	6% 37%	54%
Lack of appreciation			
		Total always/most of the time: 20%	Total sometimes/never: 80%
Specialist non-GP trainees	(n=7,228)	7% 13% 45%	35%
		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: 10%	Total sometimes/never: 90%
Specialist non-GP trainees	(n=7,229)	4% <mark>7%</mark> 47%	42%
		Total always/most of the time: 9%	Total sometimes/never: 91%
National response	(n=18,968)	<mark>6%</mark> 41%	50%
Key: Always		<ul><li>Most of the time</li><li>Sometimes</li></ul>	Never

 Base:
 Total sample

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

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



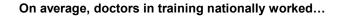
Base: Total sample (National: 2023 n = 18,965; Specialist non-GP trainees: 2023 n = 7,227)

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, specialist non-GP trainees worked 46.5 hours a week, compared to 45.6 hours a week for the national average. For specialist non-GP trainees, 72% were working 40 hours a week or more, compared to the national response of 64%.

## On average, Specialist non-GP trainees doctors in training worked...







Base: Total sample (National: 2023 n = 18,920; Specialist non-GP trainees: 2023 n = 7,222). 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:

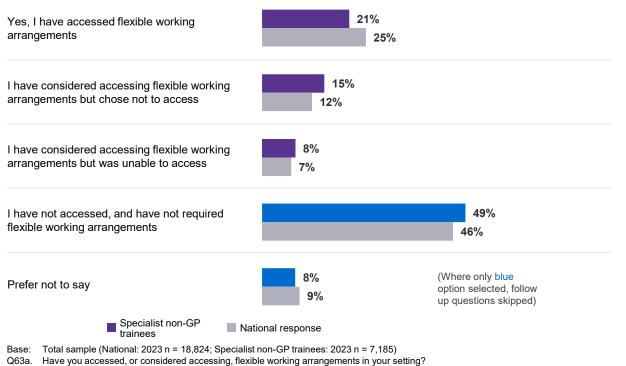
You get paid for the unro	stered overti	ime		
		Total always/most of	f the time: 63%	Total sometimes/never: 37%
Specialist non-GP trainees	(n=6,396)	35%	29%	22% 14%
		Total always/most of	f the time: 68%	Total sometimes/never: 32%
National response	(n=15,553)	41%	27%	19% 13%
Working unrostered over	time have a	negative impact on Total always/most of		Total sometimes/never: 75%
	(			
Specialist non-GP trainees	(n=6,253)	9% 16%	51%	24% Total sometimes/never: 78%
National response	(n=14,707)	Total always/most of the time: 22%		
	(11-14,707)	8% 14%	48%	30%
Working unrostered over	time provide	you with more trai	ining opportunities	
		Total always/most of	f the time: 14%	Total sometimes/never: 86%
Specialist non-GP trainees	(n=6,236)	11%	51%	34%
		Total always/most of	f the time: 16%	Total sometimes/never: 84%
National response	(n=14,746)	4% <mark>12%</mark>	52%	32%
Key: Always		Most of the time	Sometimes	Never

Base: Total sample

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

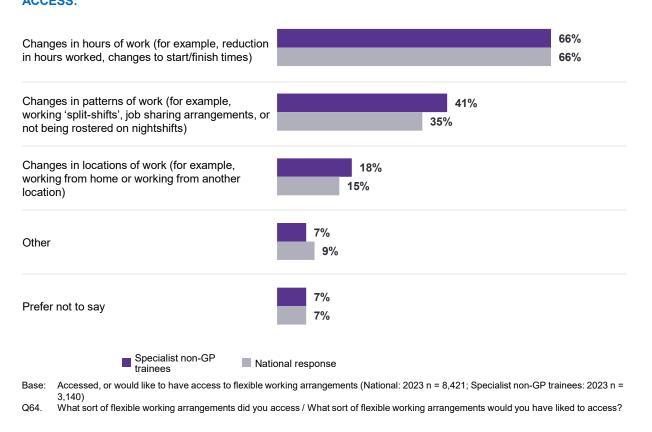
Profile   Training curriculum   Orientation	Assessment	Clinical supervision	Access to teaching   Facilities
Workplace environment and culture	Patient safety	Overall satisfaction	Future career intentions

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

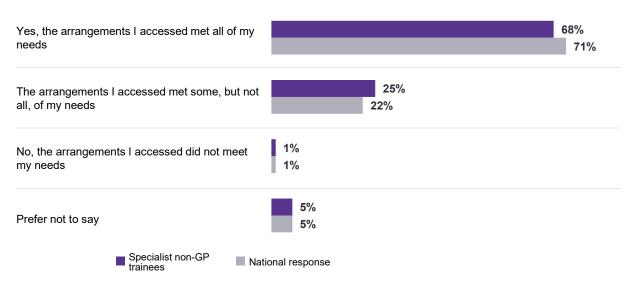


## WHAT SORT OF FLEXIBLE WORKING ARRANGEMENTS DID YOU ACCESS/WOULD YOU HAVE LIKED TO

ACCESS:

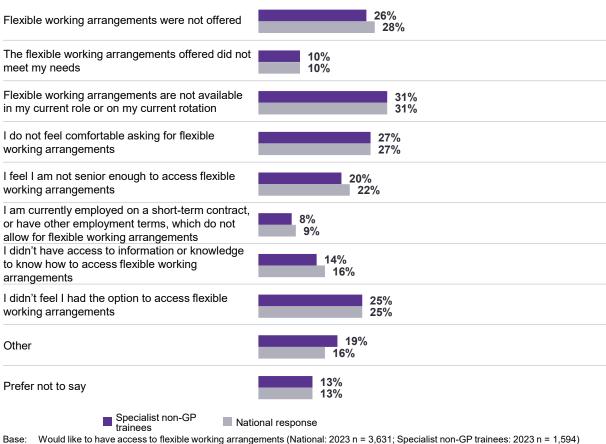


## DID THE FLEXIBLE WORKING ARRANGEMENTS YOU ACCESSED IN YOUR SETTING MEET YOUR NEEDS



Base: Accessed flexible working arrangements (National: 2023 n = 4,759; Specialist non-GP trainees: 2023 n = 1,534) 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?

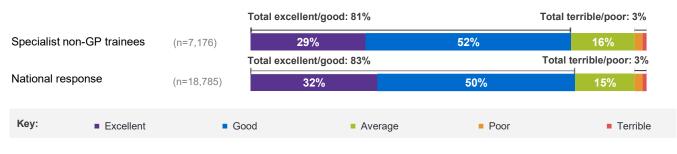


Q63c. Why have you chosen not to access, or been unable to access, flexible working arrangements in your setting?

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

## 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 disag	ree: 1%
Specialist non-GP trainees	(n=7,141)	31%	60%	7%
		Total agree: 91%	Total disag	jree: 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: 83% To		disagree: 5%
Specialist non-GP trainees	(n=7,138)	28%	55%	13% <mark>4%</mark>
		Total agree: 85%	Tota	l disagree: 4%
National response	(n=18,671)	31%	53%	12%



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

## Patient safety

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

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

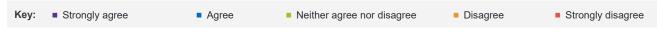
		Total agree: 89%	Total dis	agree: 2%
Specialist non-GP trainees	(n=7,141)	31%	58%	9%
		Total agree: 90%	Total dis	agree: 2%
National response	(n=18,678)	35%	55%	8%

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

		Total agree: 86%		Total disagree: 3%	
Specialist non-GP trainees	(n=7,142)	28%	58%	10%	
		Total agree: 87%	Total	disagree: 3%	
National response	(n=18,680)	32%	55%	10%	

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

	Total agree: 79%			otal disagre	ee: 6%
Specialist non-GP trainees	(n=7,143)	24%	56%	15%	<b>5%</b>
		Total agree: 81%		Total disagr ⊸	ee: 5%
National response	(n=18,683)	27%	53%	14%	4%



Base: Total sample

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

Profile   Training curriculum   O	Drientation   Assessment	1 1	Clinical supervision	Access to teaching   Facilities
Workplace environment and	d culture   Patient safety		Overall satisfaction	Future career intentions

## **Overall satisfaction**

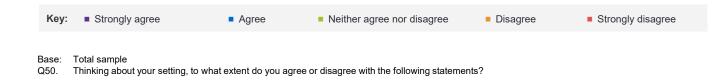
## **RECOMMEND TRAINING**

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

		Total agree: 79%	Т	Total disagree: 7%			
Specialist non-GP trainees	(n=7,141)	31%	48%	14%	5%		
		Total agree: 80%	-	Γotal disag	ree: 7%		
National response	(n=18,656)	33%	47%	13%	5%		

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

Total agree: 77%					gree: 9%
Specialist non-GP trainees	(n=7,142)	32%	45%	14%	6%
		Total agree: 79%		Total disa ⊣	gree: 7%
National response	(n=18,660)	34%	45%	14%	5%



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

## **Future career intentions**

#### **CAREER INTERESTS**

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

i nave an interest in Abor	igniai ana roi	Total agree: 46%			Total disagree: 15%
Specialist non-GP trainees	(n=7,124)	10%	37%	39%	12%
		Total agree: 50%			Total disagree: 13%
National response	(n=18,526)	12%	38%	37%	10%
I am interested in rural p	ractice				
		Total agree: 38%			Total disagree: 29%
Specialist non-GP trainees	(n=7,123)	9% 2	8%	33%	23% 6%
		Total agree: 46%			Total disagree: 23%
National response	(n=18,524)	13%	33%	31%	18% 5%
I am interested in getting	involved in m	edical research			
		Total agree: 49%			Total disagree: 25%
Specialist non-GP trainees	(n=7,123)	13%	36%	26%	19% 6%
		Total agree: 51%			Total disagree: 22%
National response	(n=18,520)	15%	36%	27%	17% 5%
I am interested in getting	involved in m	edical teaching			
		Total agree: 82%			Total disagree: 4%
Specialist non-GP trainees	(n=7,124)	29%		53%	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 me	edicine			
		Total agree: 18%			Total disagree: 60%
Specialist non-GP trainees	(n=7,126)	4% 14%	22%	37%	23%
		Total agree: 19%			Total disagree: 58%
National response	(n=18,535)	<mark>5%</mark> 15%	22%	35%	24%
Key: Strongly agree	Agree	Neither	agree nor disagree	Disagree	<ul> <li>Strongly disagree</li> </ul>

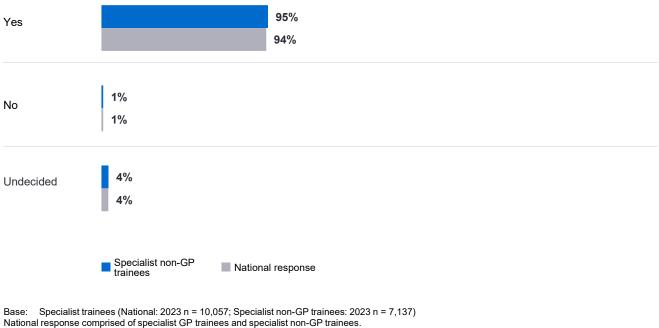
 Base:
 Total sample

 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, 95% of specialist non-GP trainees intended to continue with their specialty.



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

Total agree: 24% Total disagree:						disagree: 55%	
Specialist non-GP trainees	(n=7,123)	6%	17%	21%	%	36%	18%
		Total agre	e: 35%			Total	disagree: 45%
National response	(n=17,846)	15%	2	.0%	20%	31%	15%

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

		Fotal agree: 47	%		Total disagree: 34%	
Specialist non-GP trainees	(n=7,124)	16%	31%	19%	24%	9%
		Fotal agree: 40	%		Total disagree: 39%	
National response	(n=18,525)	14%	26%	20%	27%	12%
Key: Strongly agree	Agree	Neit	ther agree nor disagree	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?

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

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