



# Medical Training Survey

2023 Report

The Royal Australasian College of  
Surgeons

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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 pandemic-related pressures and what changes are flowing from both specific and systemic improvements.

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

It is totally unacceptable that 54% of Aboriginal and Torres Strait Islander trainees experienced and/or witnessed bullying, harassment, discrimination and racism. It is inexcusable that 35% of all trainees did. The longitudinal

MTS data makes clear that this area is yet to improve and shows a critical and urgent need for action.

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

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

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

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

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

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



**Dr Anne Tonkin AO**  
**Chair, Medical Board of Australia**

### INTRODUCTION

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

The objectives of the survey are to:

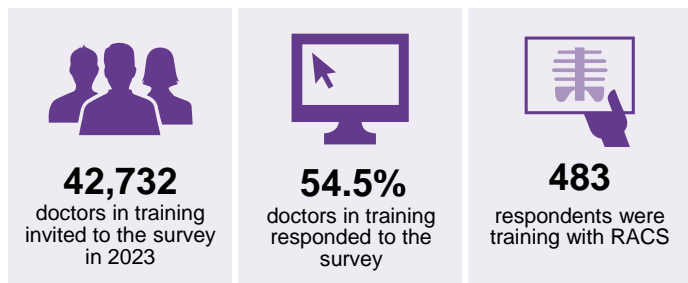
- promote better understanding of the quality of medical training in Australia
- identify how best to improve medical training in Australia, and

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

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

### METHOD

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



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

For this report, results for the Royal Australasian College of Surgeons (RACS) are presented at an overall level. To explore results within RACS further, please visit [medicaltrainingsurvey.gov.au/results](https://medicaltrainingsurvey.gov.au/results).

### INTERPRETING THIS REPORT

This report provides key results based on n = 483 doctors in training, at the RACS compared against national results (n = 22,337 of all eligible doctors in training (i.e. currently training in Australia)).

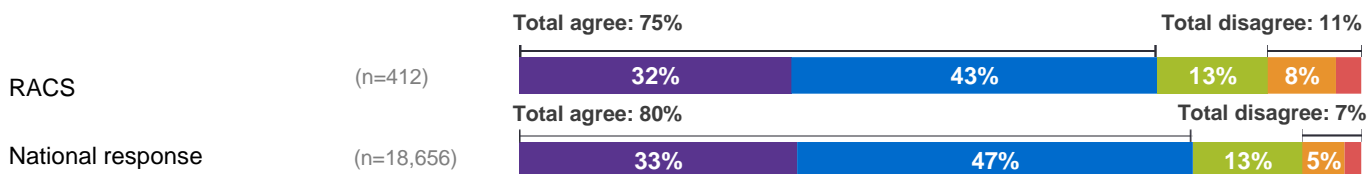
Bases exclude 'not applicable' responses or where the respondent skipped the question. Data in this report are unweighted. Labels on stacked charts are hidden for results 3% or less. Results with base sizes of less than n = 10 are suppressed.

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.

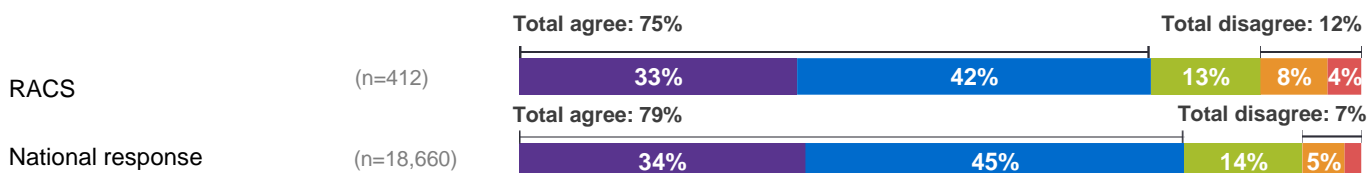
## Executive summary

### OVERALL SATISFACTION

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



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



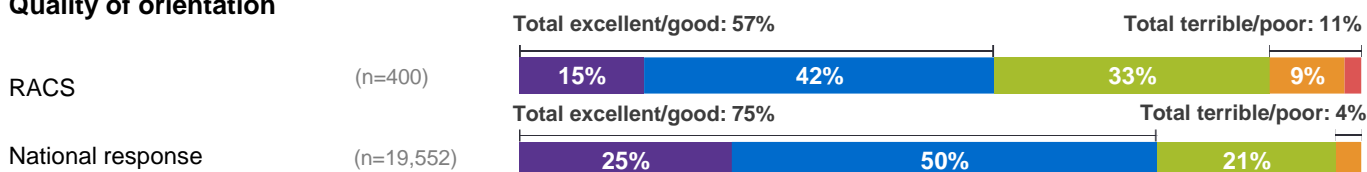
Key: ■ Strongly agree ■ Agree ■ Neither agree nor disagree ■ Disagree ■ Strongly disagree

Base: Total sample

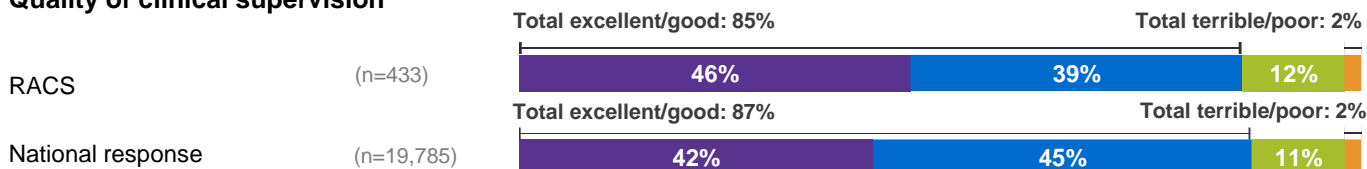
Q50. Thinking about your setting, to what extent do you agree or disagree with the following statements?

### HIGHLIGHTS

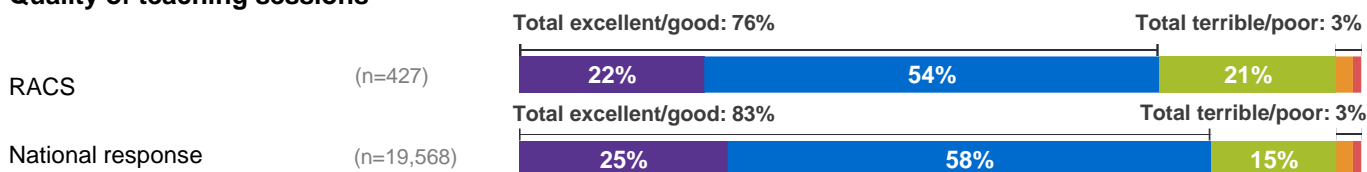
#### Quality of orientation



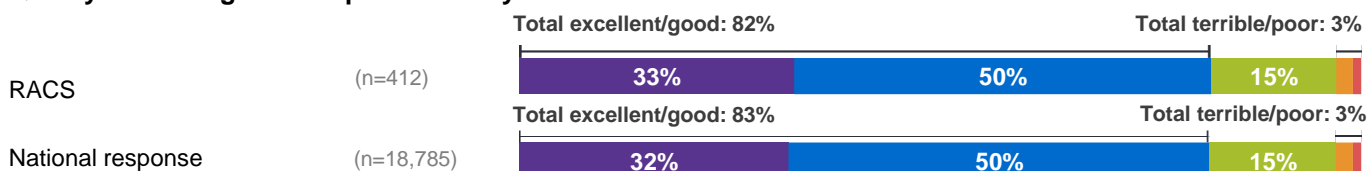
#### Quality of clinical supervision



#### Quality of teaching sessions



#### Quality of training to raise patient safety concerns



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

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

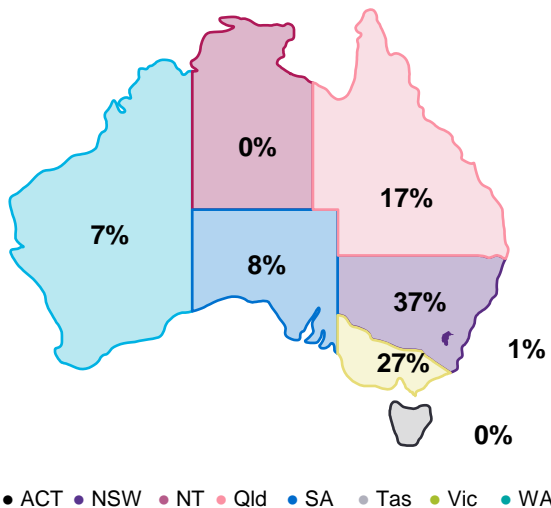
Base: Have a supervisor | Q31. For your setting, how would you rate the quality of your clinical supervision / peer review?

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 RACS trainees

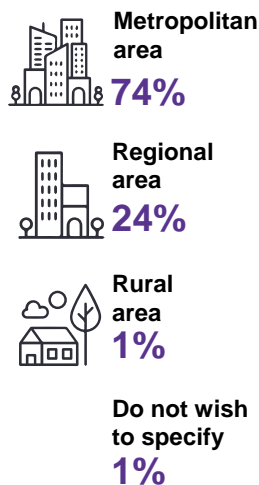
### SETTING

#### State



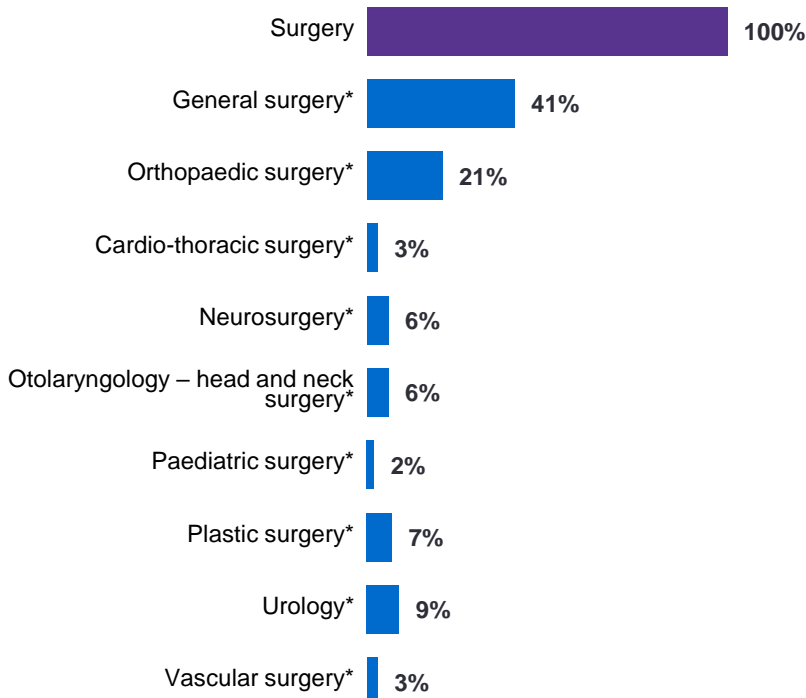
Base: Total sample (2023 RACS: n = 483)  
 Q4. In which state or territory is your current term/rotation/placement based?

#### Region



Base: Total sample (2023 RACS: n = 483)  
 Q6. Is your current setting in a...?

#### Current rotation / term / position



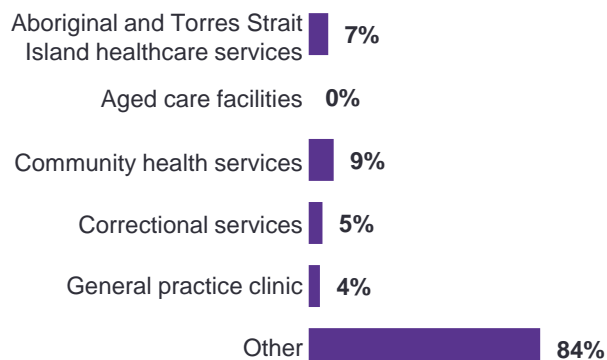
Base: Total sample (2023 RACS: n = 483), fields with 10 or more responses shown. Note: fields marked with an \* are subspecialties.  
 Q9a. Which area are you currently practising in? | Q9b. If applicable, which subspecialty area are you practising in?

#### Facility



Base: Total sample (2023 RACS: n = 483)  
 Q5A. Is your current position/term/rotation/placement predominantly in a hospital?

#### Additional settings worked in

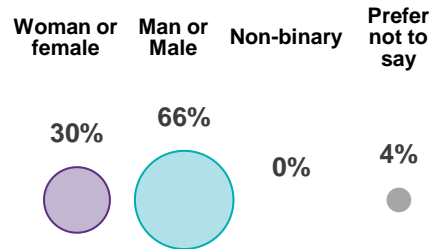


Base: Total sample (2023 RACS: n = 56)  
 Q5c. Select any additional settings you work in / Which settings do you work in?

## Profile of RACS trainees

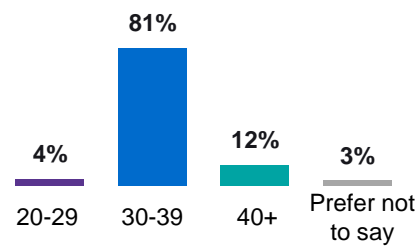
### DEMOGRAPHICS

#### Do you identify as...



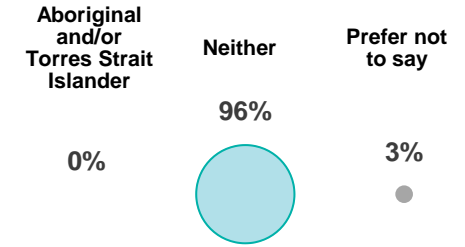
Base: Total sample (2023 RACS: n = 408)  
 Q55. Do you identify as...?

#### Age in years



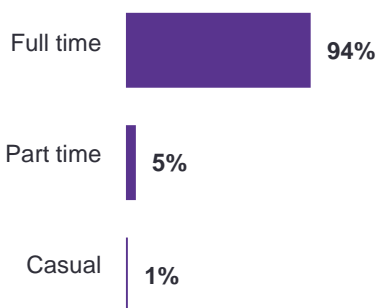
Base: Total sample (2023 RACS: n = 397)  
 Q56. What is your age?

#### Cultural background



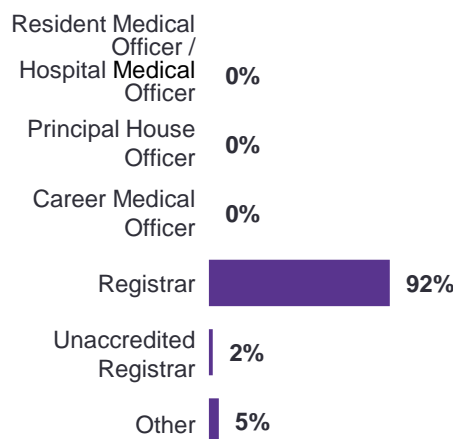
Base: Total sample (2023 RACS: n = 410)  
 Q57. Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?

#### Employment



Base: Total sample (2023 RACS: n = 476)  
 Q2. Are you employed?

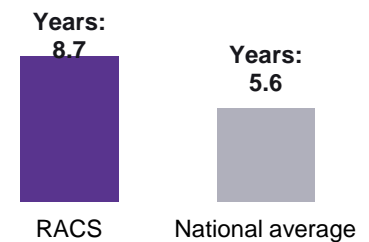
#### Role



Base: Total sample (2023 RACS: n = 483).  
 Q7. What is your role in the setting?

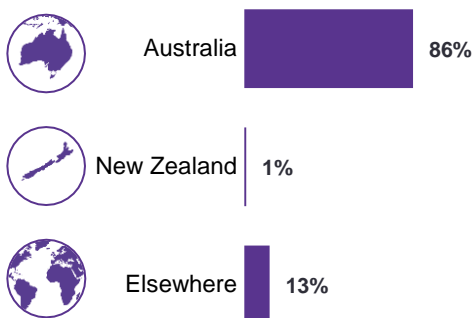
#### Postgraduate year

##### Postgraduate year average is



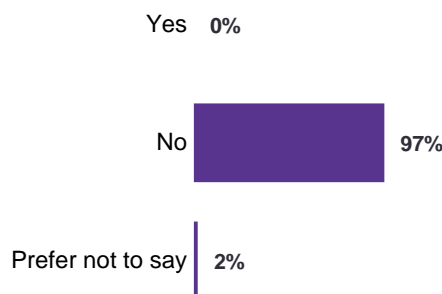
Base: Total sample (National: 2023 n = 21,944; RACS: 2023 n = 476)  
 Q1. What is your postgraduate year?

#### Primary degree



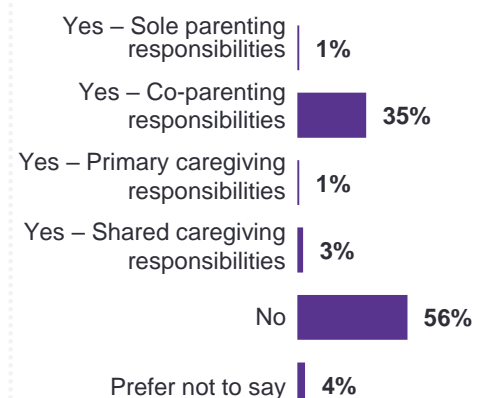
Base: Total sample (2023 RACS: n = 409)  
 Q58a. Did you complete your primary medical degree in Australia or New Zealand?

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



Base: Total sample (2023 RACS: n = 410)  
 Q60. Do you identify as a person with a disability?

#### Caring responsibilities



Base: Total sample (2023 RACS: n = 409)  
 Q61. During your usual work week, do you spend time providing unpaid care, help, or assistance for family members or others?

## Profile of RACS trainees

### SPECIALIST TRAINEES

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



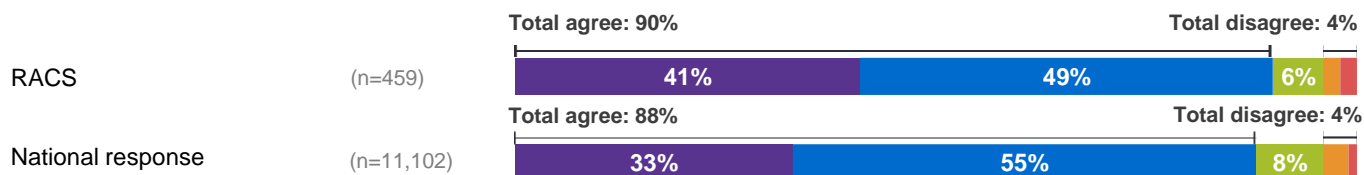
Base: Specialist trainees (National: 2023 n = 11,267; RACS: 2023 n = 478)  
Q15. How many years have you been in the College training program?



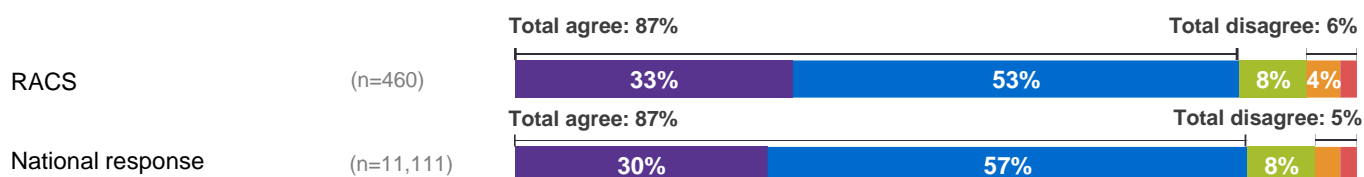
## Training curriculum

### TRAINING PROGRAM PROVIDED BY COLLEGE

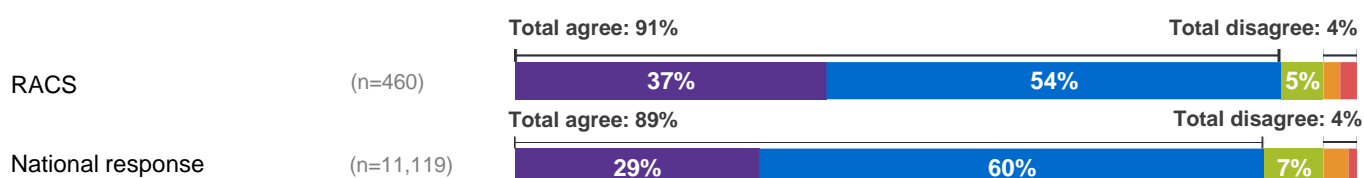
**The College training program is relevant to my development**



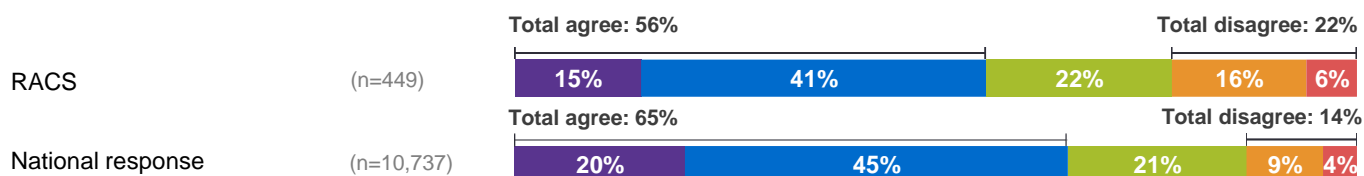
**There are opportunities to meet the requirements of the training program in my current setting**



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



**The College supports flexible training arrangements**



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

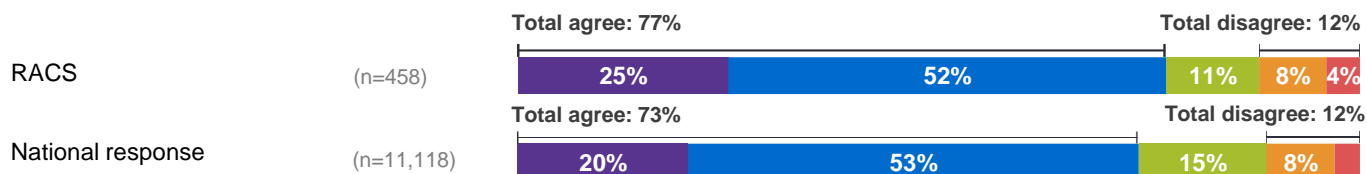
Base: Specialist trainees

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

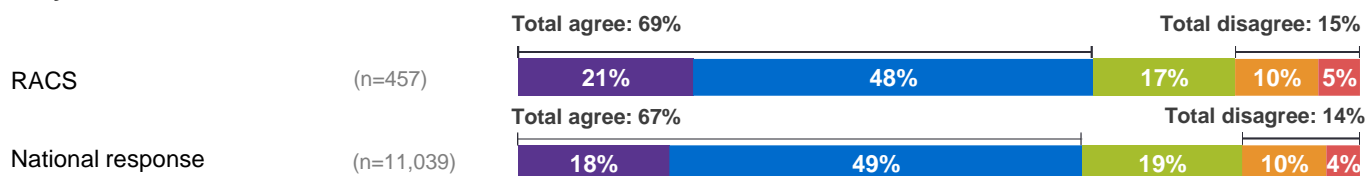
## Training curriculum

### COMMUNICATION WITH COLLEGE

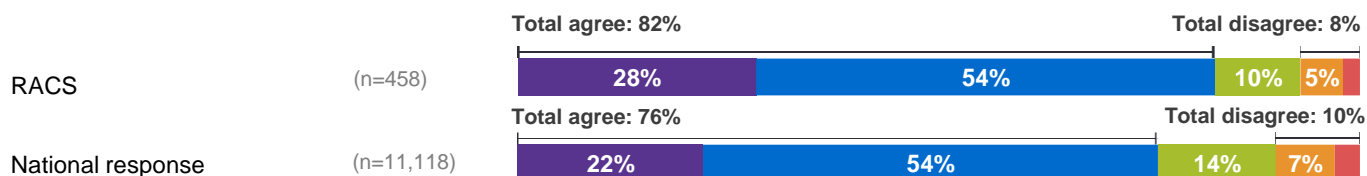
#### My College clearly communicates the requirements of my training program



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



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



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

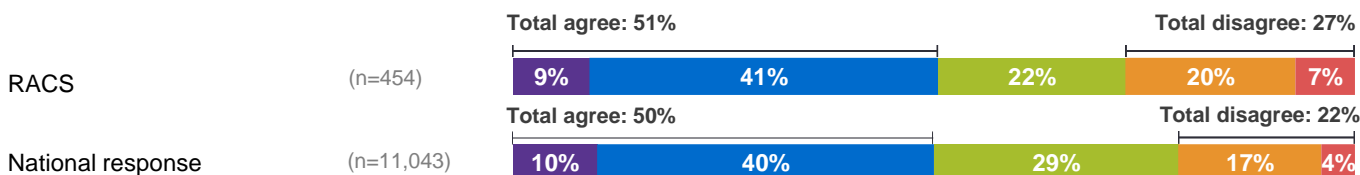
Base: Specialist trainees

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

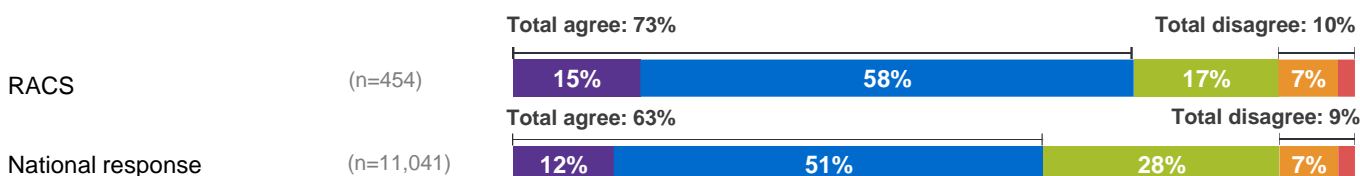
## Training curriculum

### ENGAGEMENT WITH COLLEGE

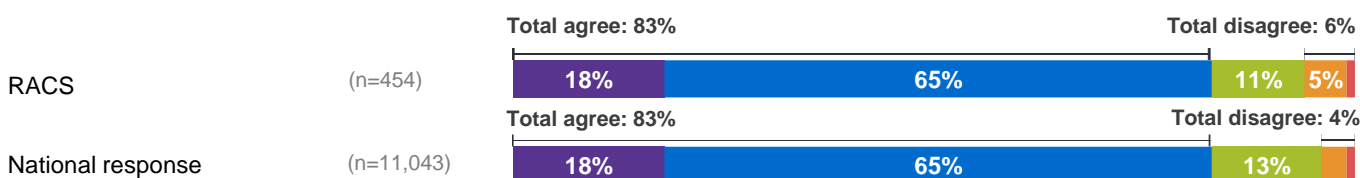
#### The College seeks my views on the training program



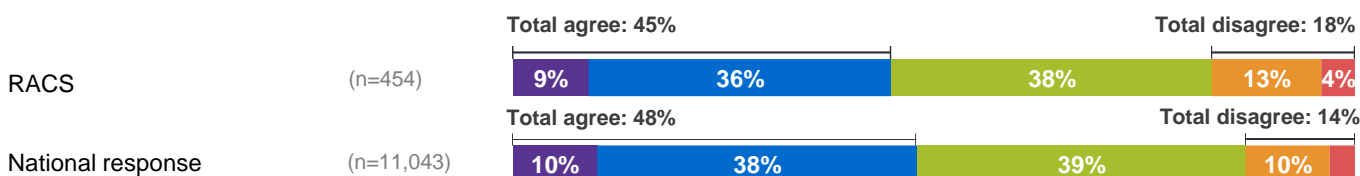
#### I am represented by doctors in training on the College's training and/or education committees



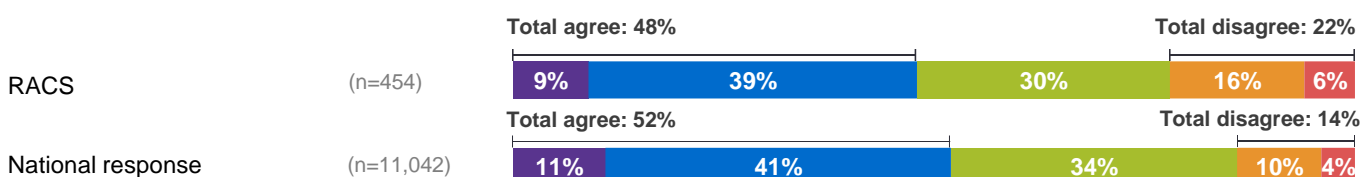
#### I am able to discuss the College training program with other doctors



#### 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



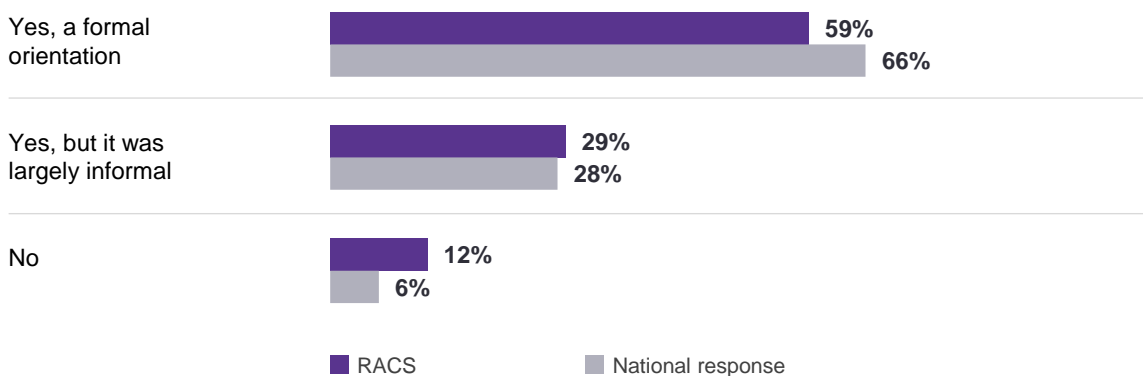
**Key:** ■ Strongly agree ■ Agree ■ Neither agree nor disagree ■ Disagree ■ Strongly disagree

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

## Orientation

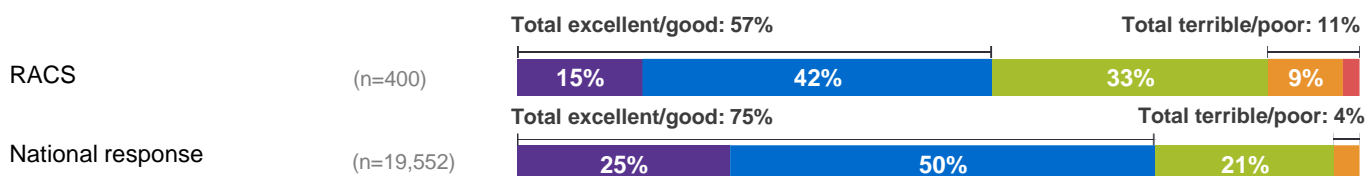
### DID YOU RECEIVE AN ORIENTATION TO YOUR SETTING?

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



Base: Total sample (National: 2023 n = 20,804; RACS: 2023 n = 453)  
 Q27a. Did you receive an orientation to your setting?

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



Key: ■ Excellent ■ Good ■ Average ■ Poor ■ Terrible

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

## Assessment

### COLLEGE EXAMS

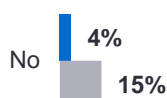
**RACS trainees who have sat an exam(s) in the last 12 months...**



■ RACS ■ Specialist trainees: National response

Base: Specialist trainees (National: 2023 n = 11,153; RACS: 2023 n = 459)  
 Q23a. In the last 12 months, have you sat one or more exams from?

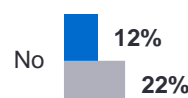
**Of those who sat an exam(s) receive their results...**



■ RACS ■ Specialist trainees: National response

Base: Sat an exam (National: 2023 n = 4,451; RACS: 2023 n = 216)  
 Q23b. Have you received the results of your most recent exam from?

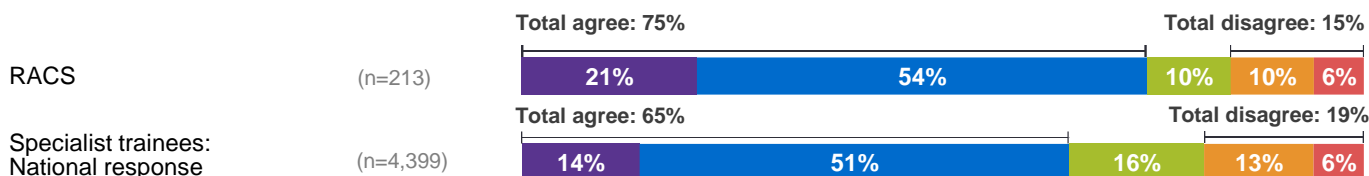
**Of those who received results, passed their exam(s)...**



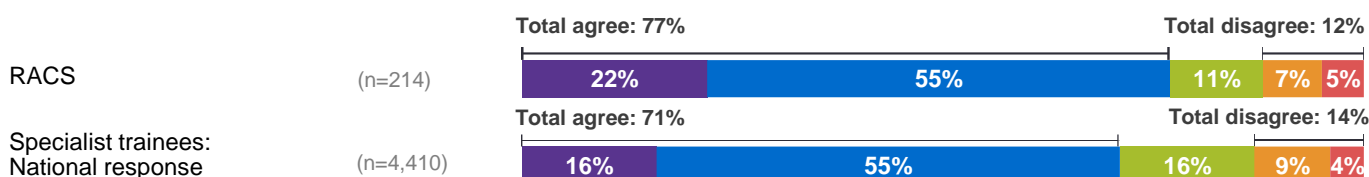
■ RACS ■ Specialist trainees: National response

Base: Received results (National: 2023 n = 3,571; RACS: 2023 n = 200)  
 Q23c. Did you pass the exam for?

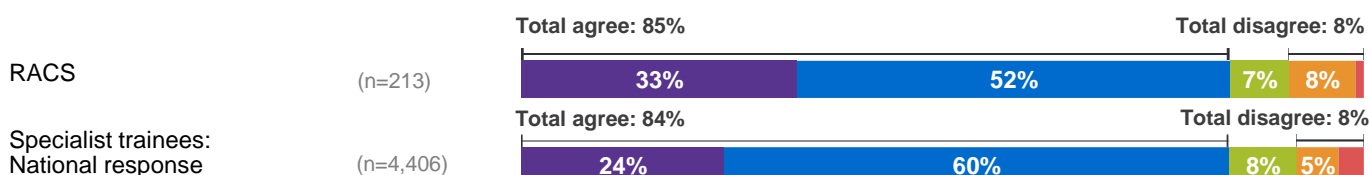
### The exam(s) reflected the college training curriculum



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



### The exam(s) ran smoothly on the day



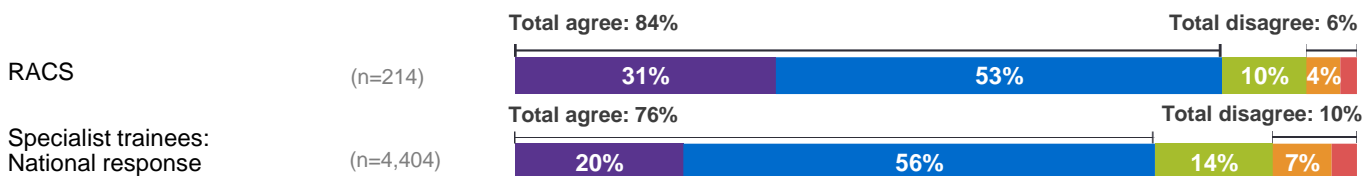
Key: ■ Strongly agree ■ Agree ■ Neither agree nor disagree ■ Disagree ■ Strongly disagree

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

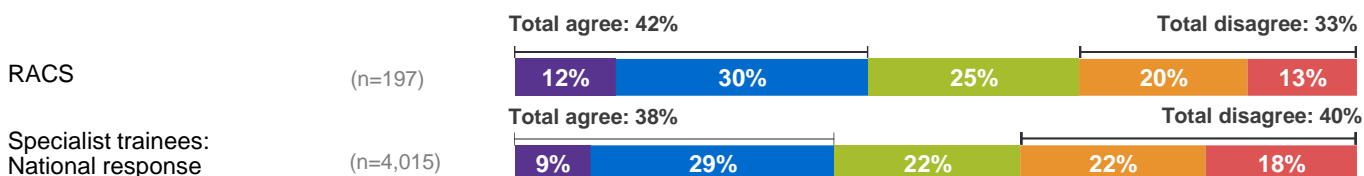
## Assessment

### COLLEGE EXAMS (continued)

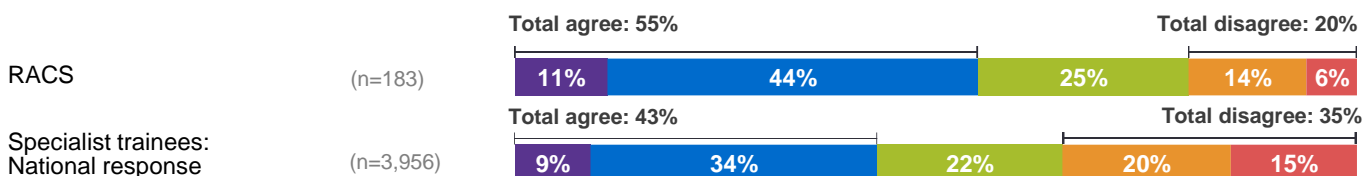
#### The exam(s) were conducted fairly



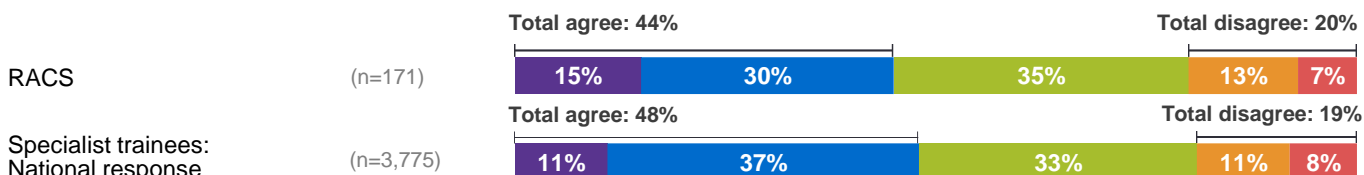
#### I received useful feedback about my performance in the exam(s)



#### The feedback is timely



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

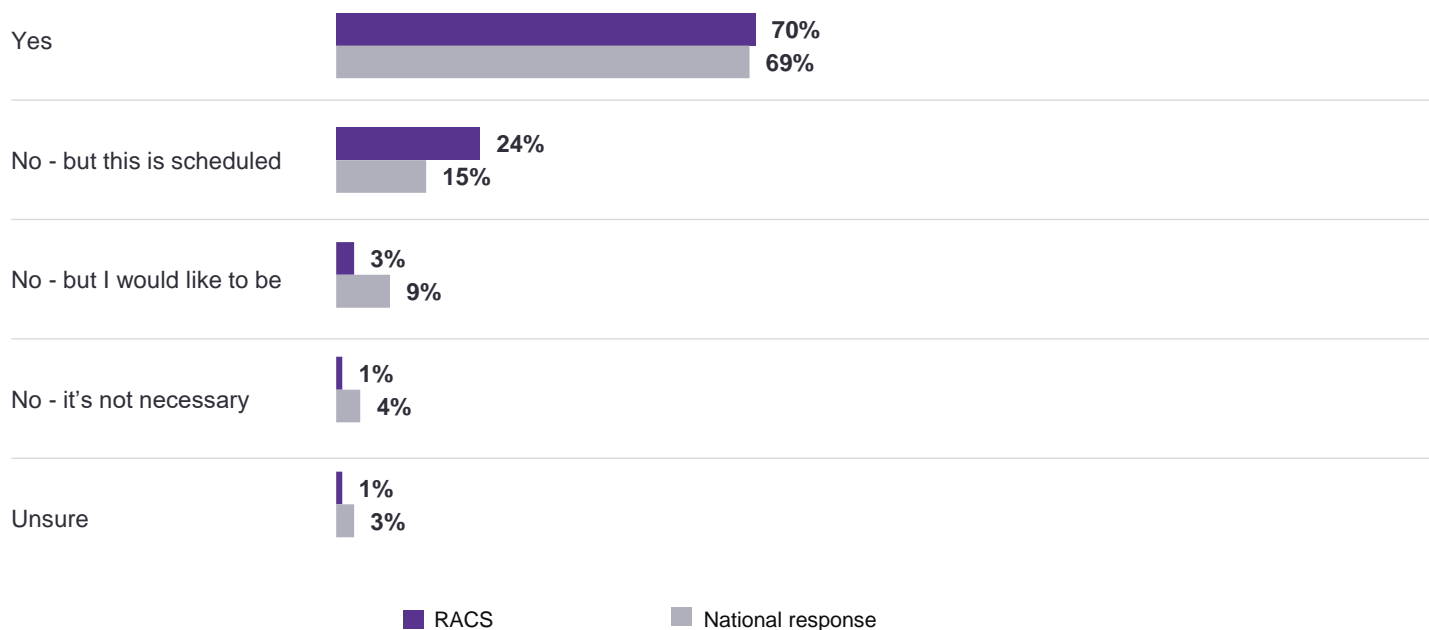


**Key:** ■ Strongly agree ■ Agree ■ Neither agree nor disagree ■ Disagree ■ Strongly disagree

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

## Assessment

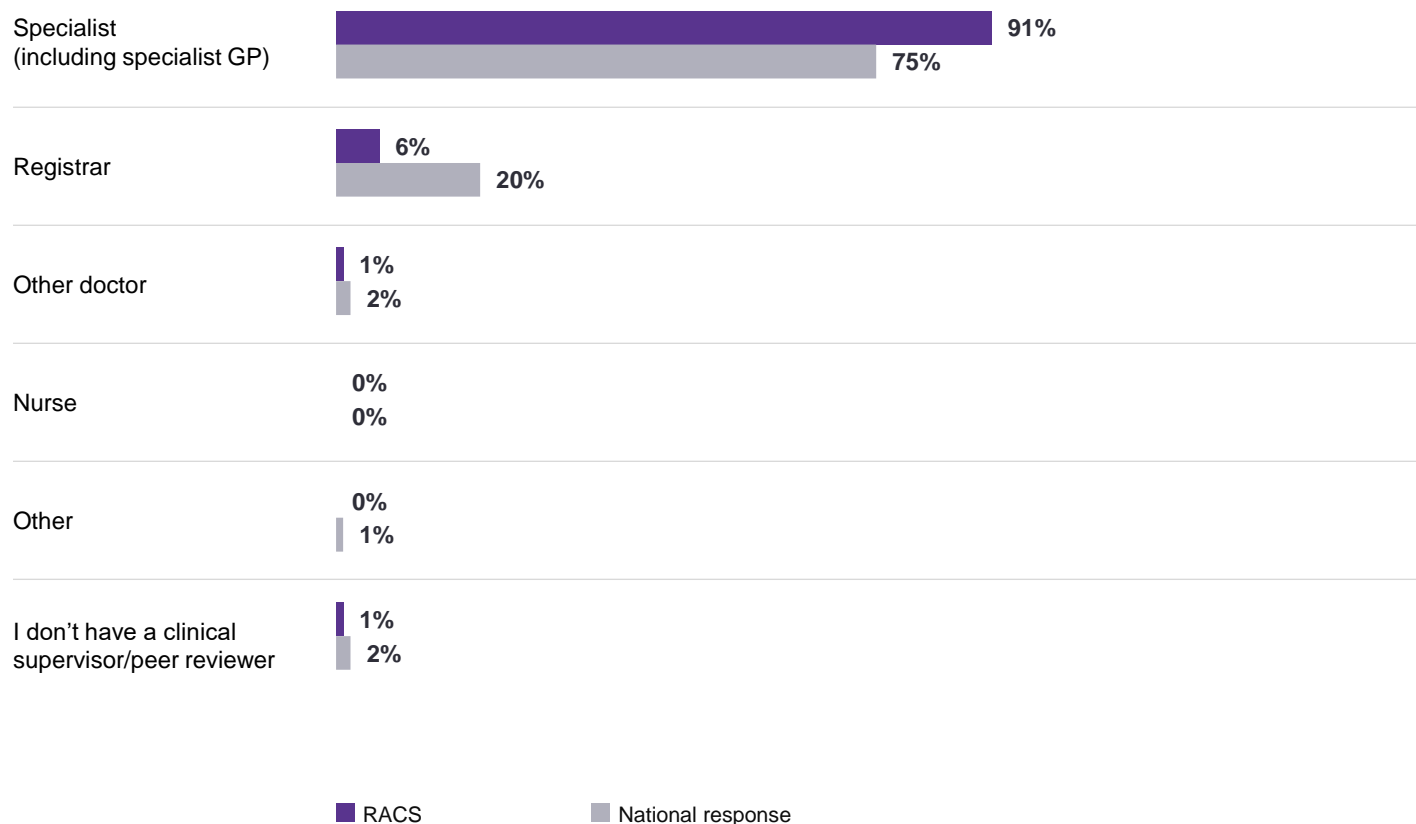
### HAS YOUR PERFORMANCE BEEN ASSESSED IN YOUR SETTING?



Base: Prevocational and unaccredited trainees, specialist trainees and IMGs (National: 2023 n = 19,053; RACS: 2023 n = 438)  
 Q32. Has your performance been assessed in your setting?

## Clinical supervision

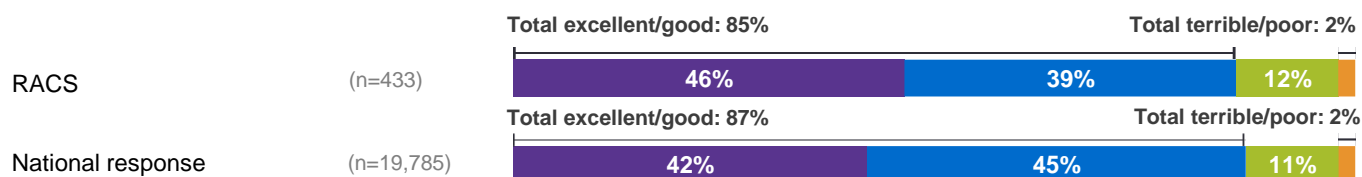
### WHO MAINLY PROVIDES YOUR CLINICAL SUPERVISION?



Base: Total sample (National: 2023 n = 20,750; RACS: 2023 n = 452)

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

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



Key: ■ Excellent ■ Good ■ Average ■ Poor ■ Terrible

Base: Received supervision

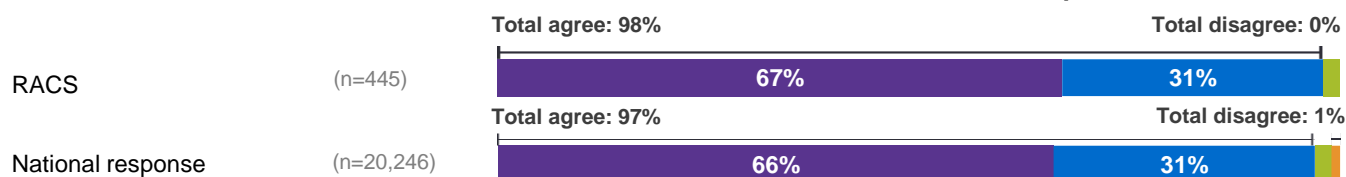
Q31. For your setting, how would you rate the quality of your clinical supervision?



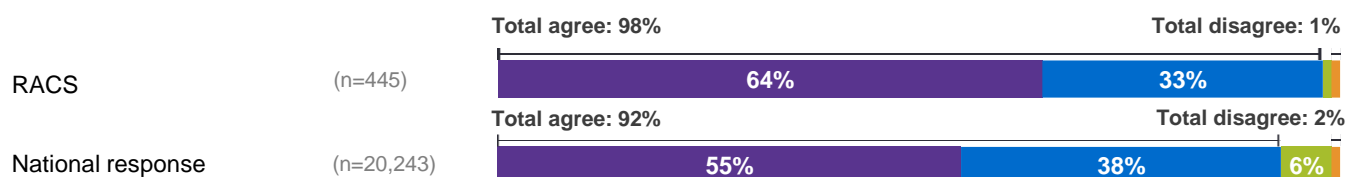
## Clinical supervision

### 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**



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



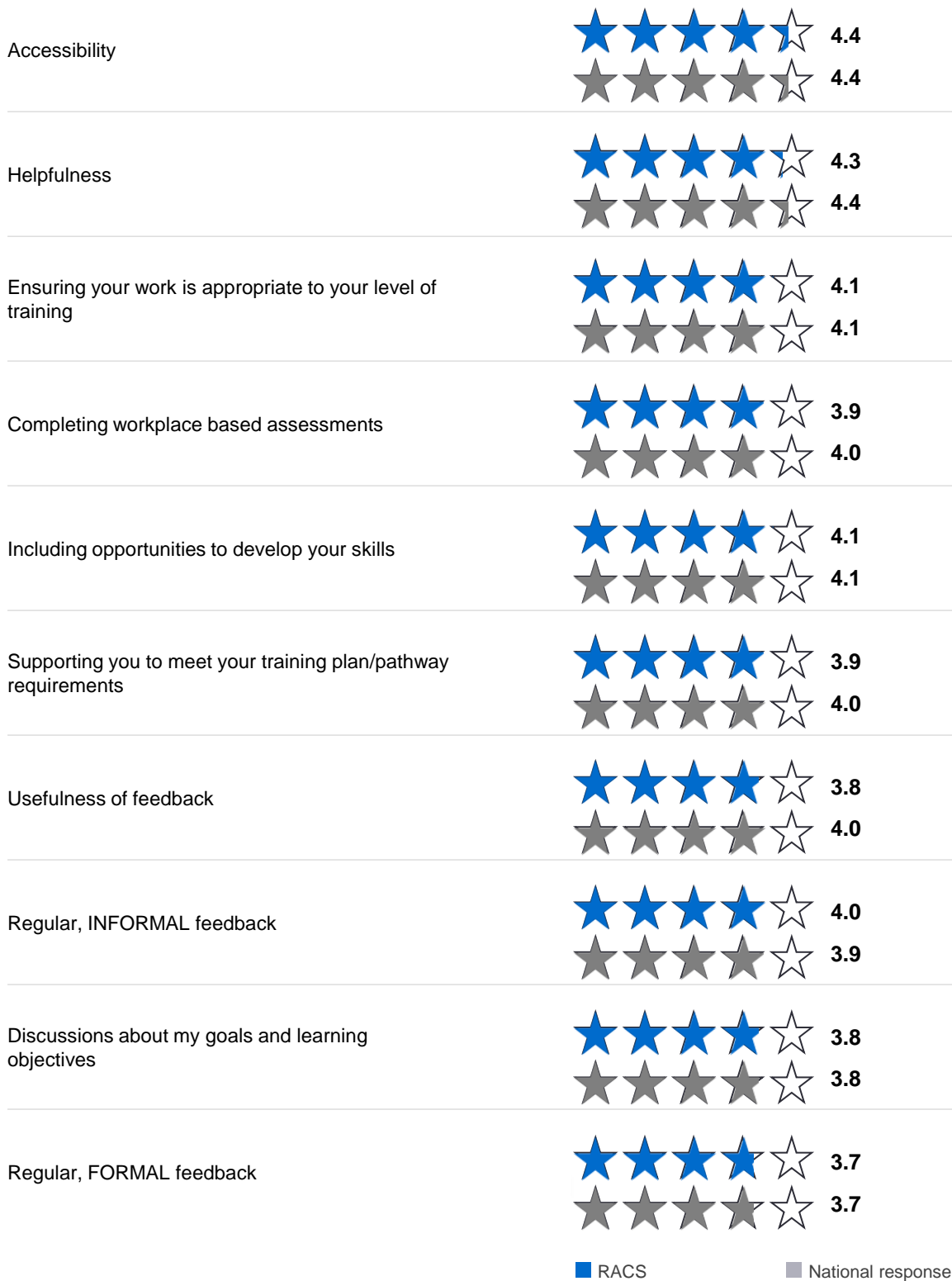
**Key:** ■ Strongly agree ■ Agree ■ Neither agree nor disagree ■ Disagree ■ Strongly disagree

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:

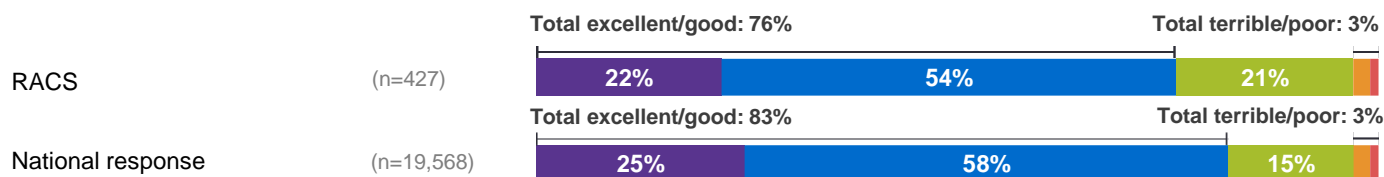
Average out of 5  
 (1=very poor - 5=very good)



Base: Have a supervisor (National: 2023 max n = 19,613; RACS: 2023 max n = 430)  
 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?



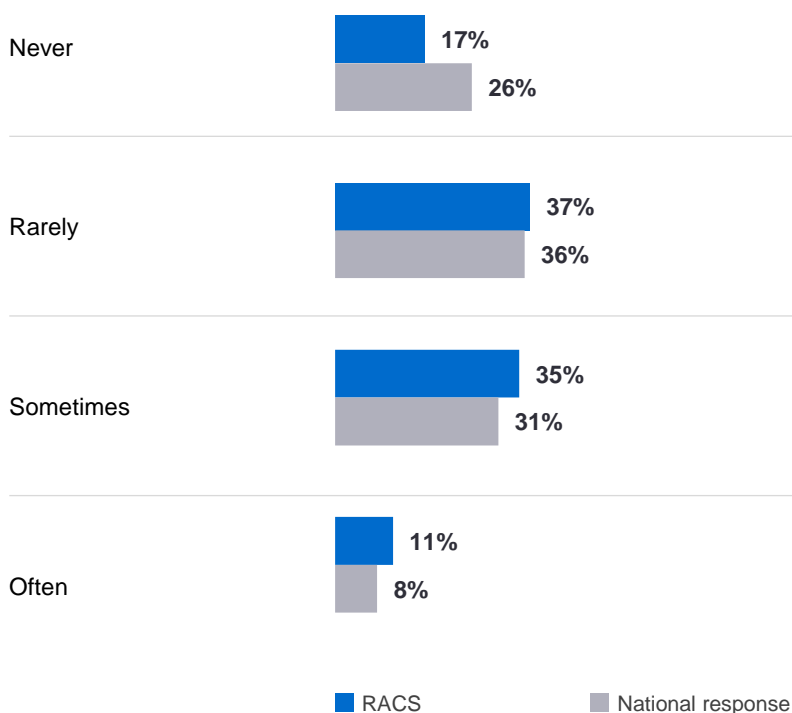
Key: ■ Excellent ■ Good ■ Average ■ Poor ■ Terrible

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

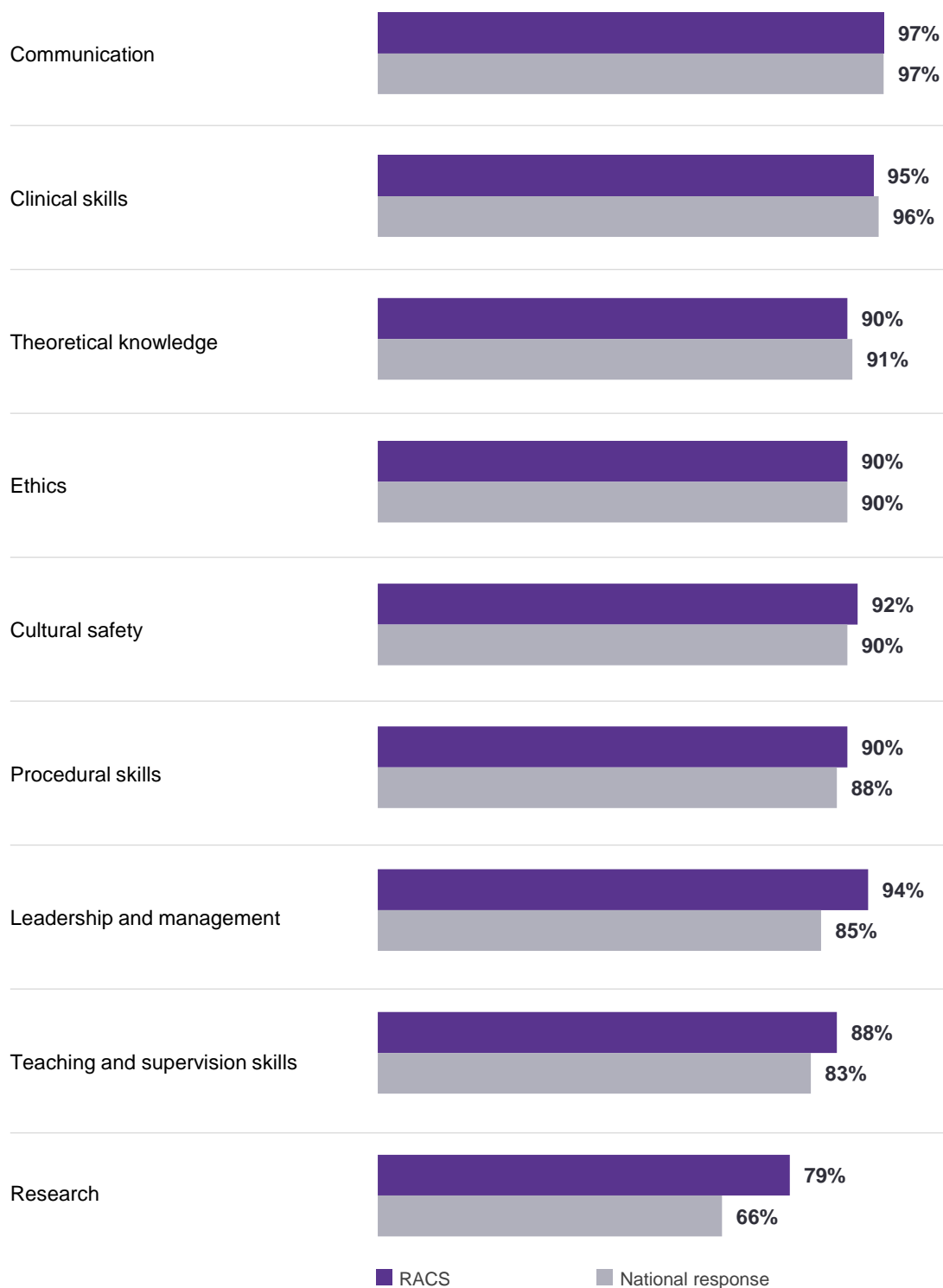


Base: Total sample (National: 2023 n = 19,817; RACS: 2023 n = 431)

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)



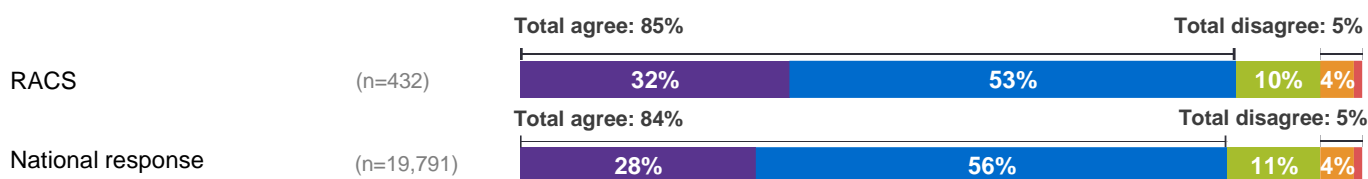
Base: Total sample (National: 2023 max n = 19,825 RACS: 2023 max n = 431)

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

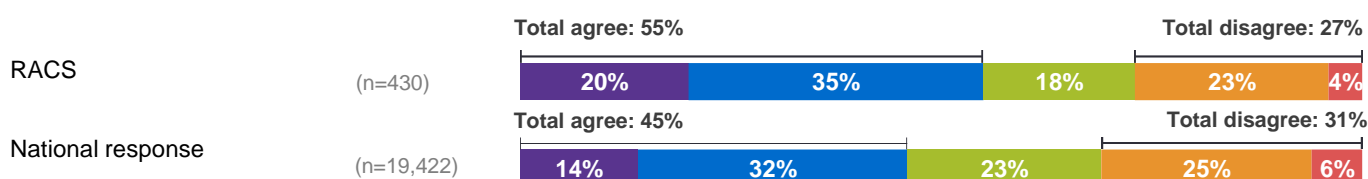
## Access to teaching

### DEVELOPMENT OF CLINICAL AND PRACTICAL SKILLS

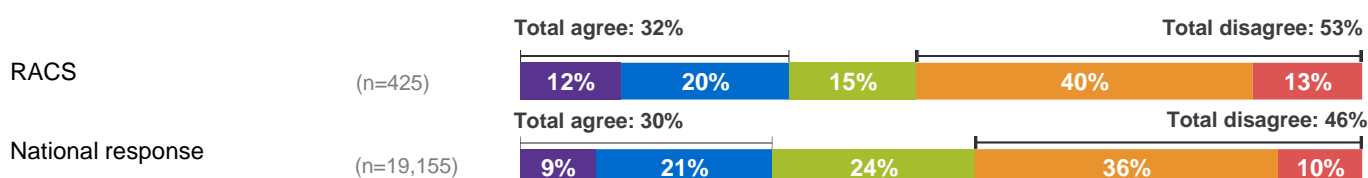
#### I can access the training opportunities available to me



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



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



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

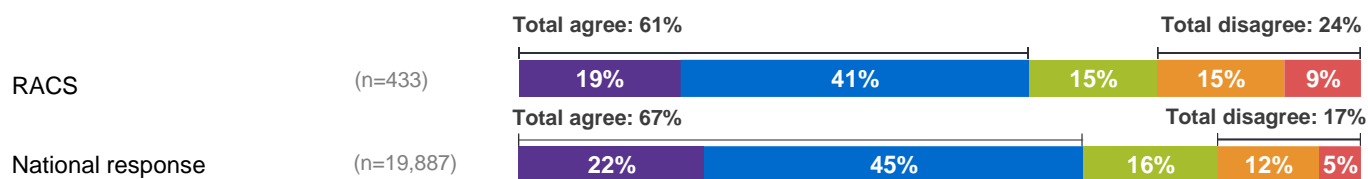
Base: Total sample

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

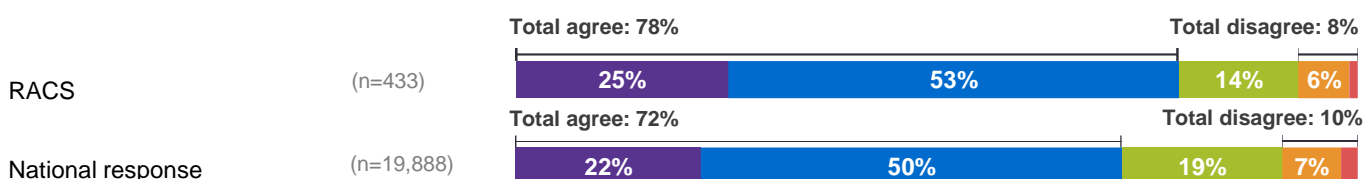
## Access to teaching

### ACCESS TO TEACHING AND RESEARCH

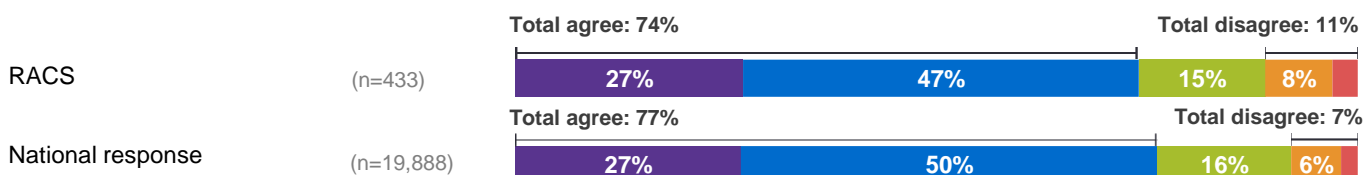
#### I have access to protected study time/leave



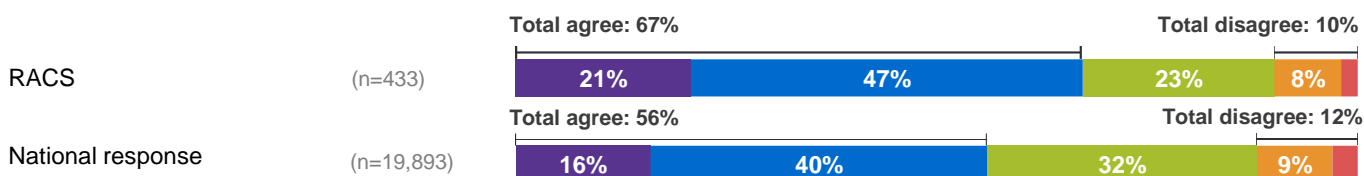
#### I am able to attend conferences, courses and/or external education events



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



#### I am able participate in research activities



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

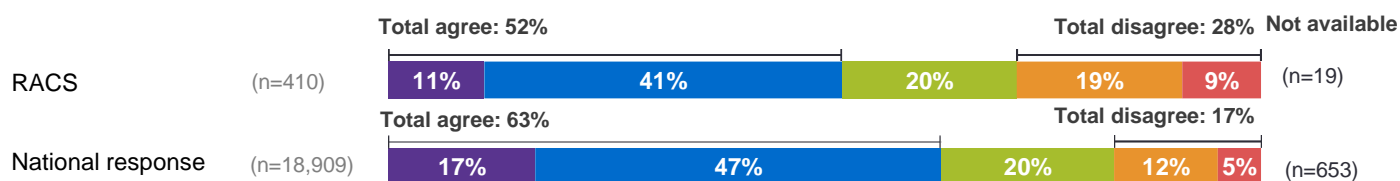
### THE FOLLOWING EDUCATIONAL ACTIVITIES HAVE BEEN USEFUL IN YOUR DEVELOPMENT AS A DOCTOR

RACS 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 (83%), teaching in the course of patient care (bedside teaching) (82%) and team or unit based activities (78%) were rated the most useful.

#### Formal education program<sup>^</sup>



#### Online modules (formal and/or informal)



#### Teaching in the course of patient care (bedside teaching)



#### Team or unit based activities



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

Base: Total sample excluding not available (shown separately)

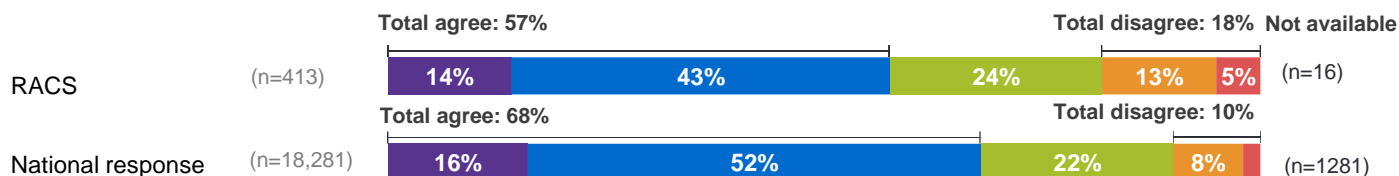
<sup>^</sup>Note: This question was not shown to Interns.

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

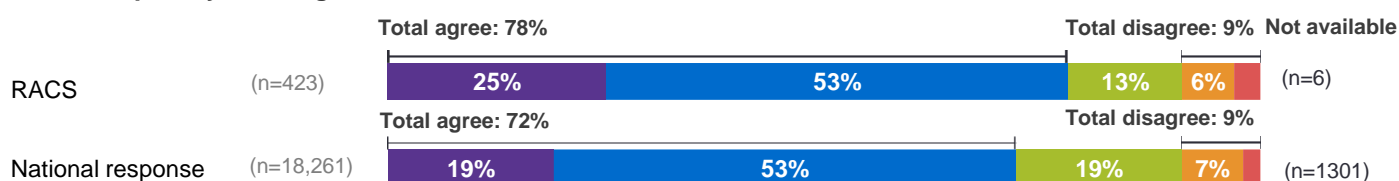
## Access to teaching

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

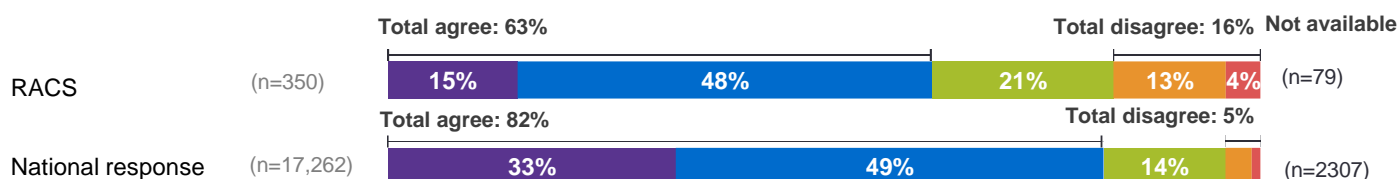
### Medical/surgical and/or hospital-wide meetings



### Multidisciplinary meetings



### Simulation teaching



### Access to mentoring



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

Base: Total sample excluding not available (shown separately)

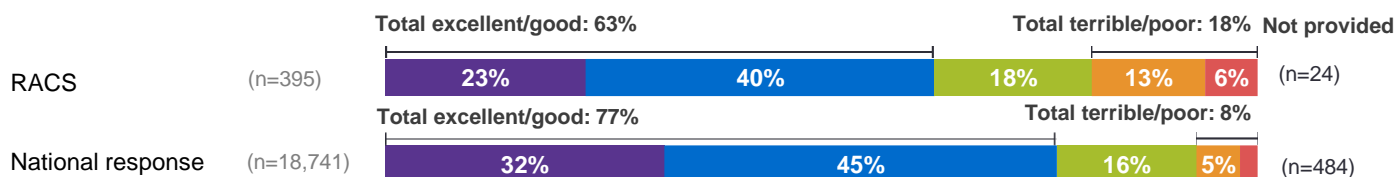
Q38. To what extent do you agree or disagree that the following educational activities have been useful in your development as a doctor?



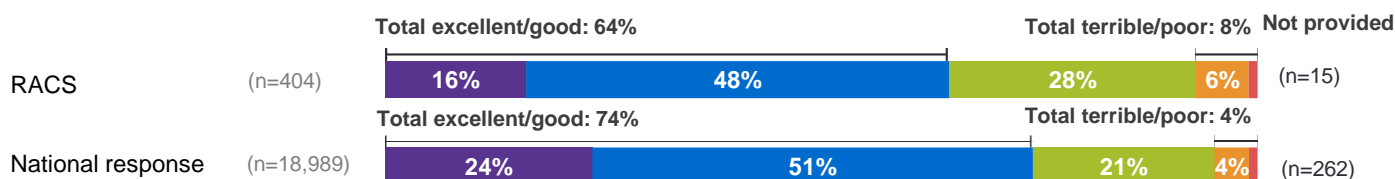
## Facilities

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

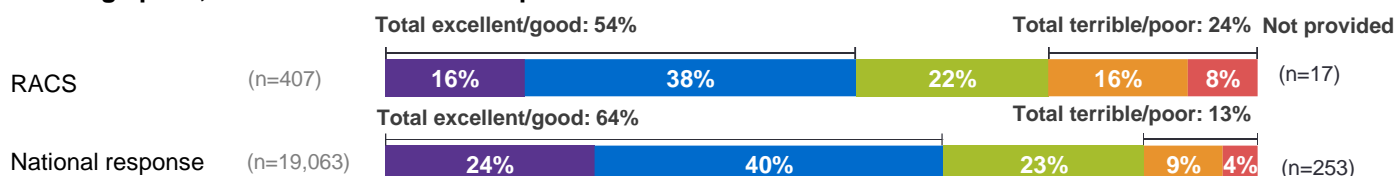
#### Reliable internet for training purposes



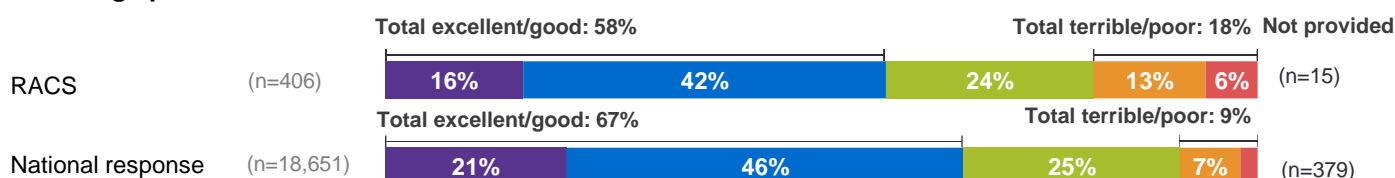
#### Educational resources



#### Working space, such as a desk and computer



#### Teaching spaces



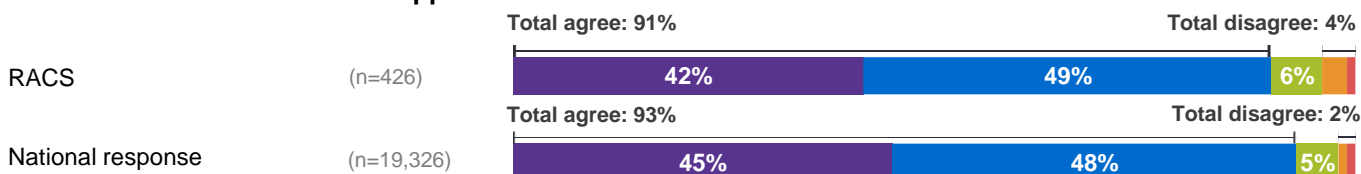
Key: ■ Excellent ■ Good ■ Average ■ Poor ■ Terrible

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

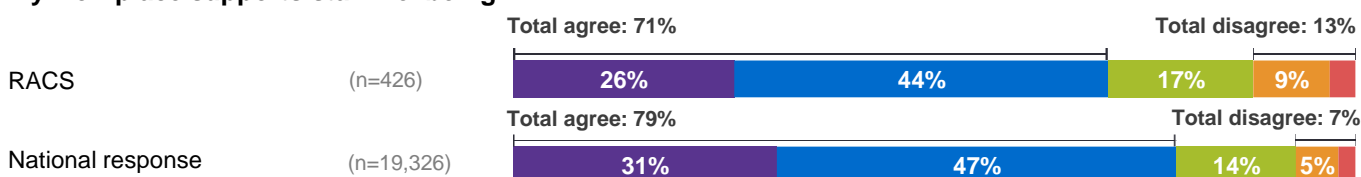
## Workplace environment and culture

### CULTURE WITHIN THE TRAINEE'S SETTING

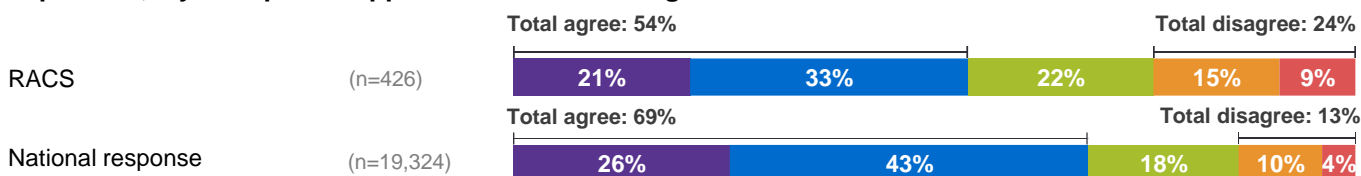
#### Most senior medical staff are supportive



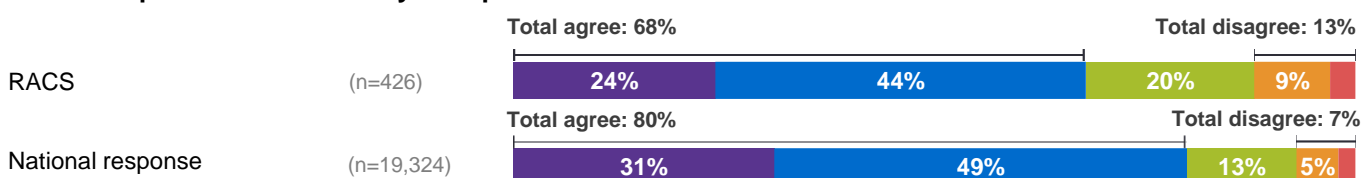
#### My workplace supports staff wellbeing



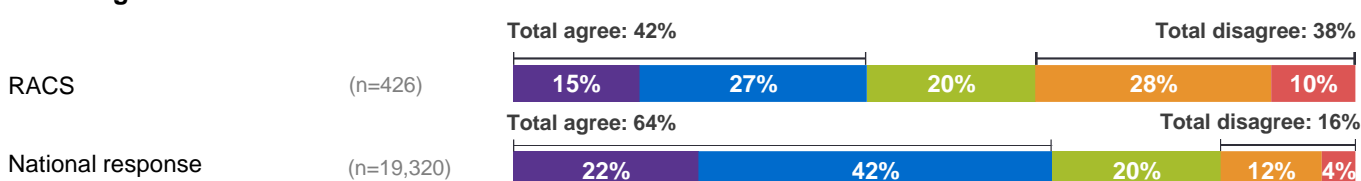
#### In practice, my workplace supports me to achieve a good work/life balance



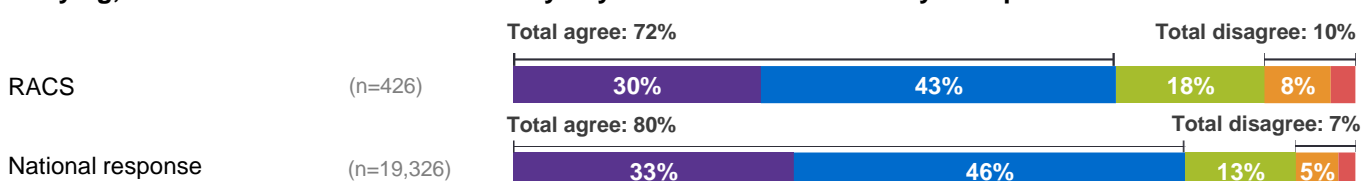
#### There is a positive culture at my workplace



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



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



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

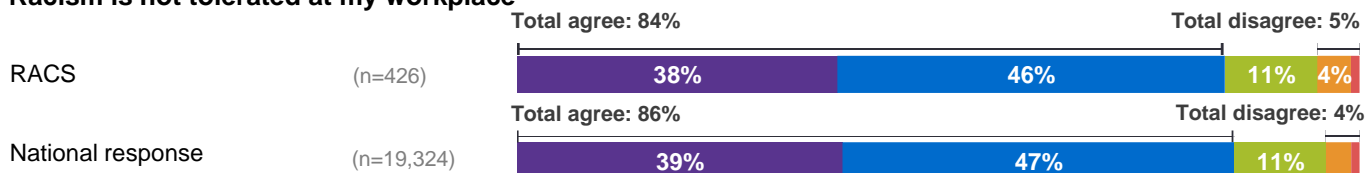
Base: Total sample

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

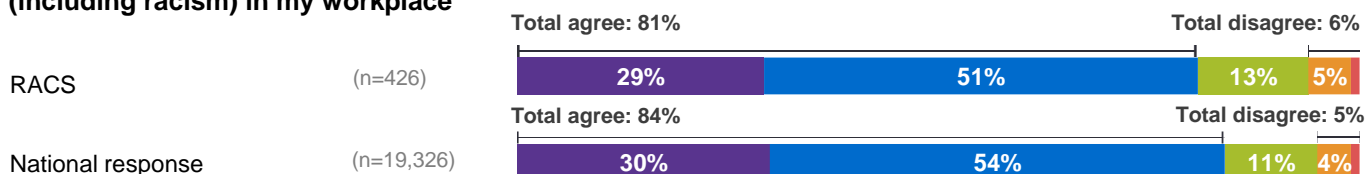
## Workplace environment and culture

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

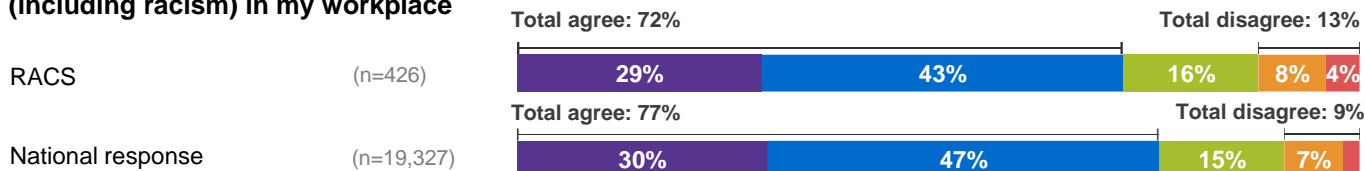
#### Racism is not tolerated at my workplace



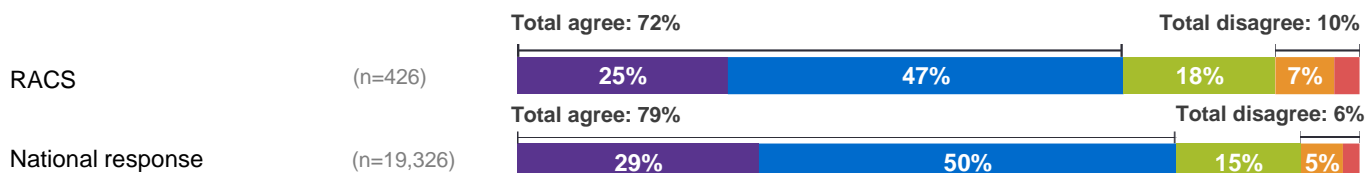
#### I know how to raise concerns/issues about bullying, harassment and discrimination (including racism) in my workplace



#### 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



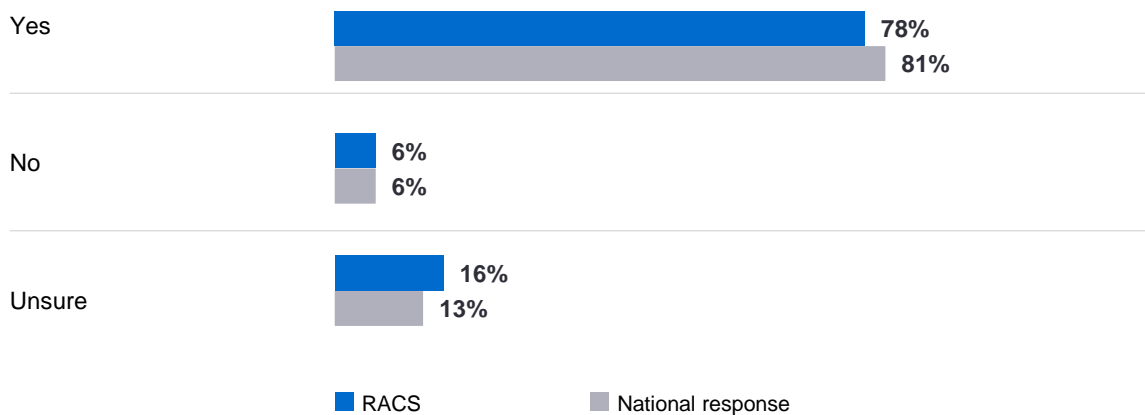
Key: ■ Strongly agree ■ Agree ■ Neither agree nor disagree ■ Disagree ■ Strongly disagree

Base: Total sample

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

## Workplace environment and culture

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

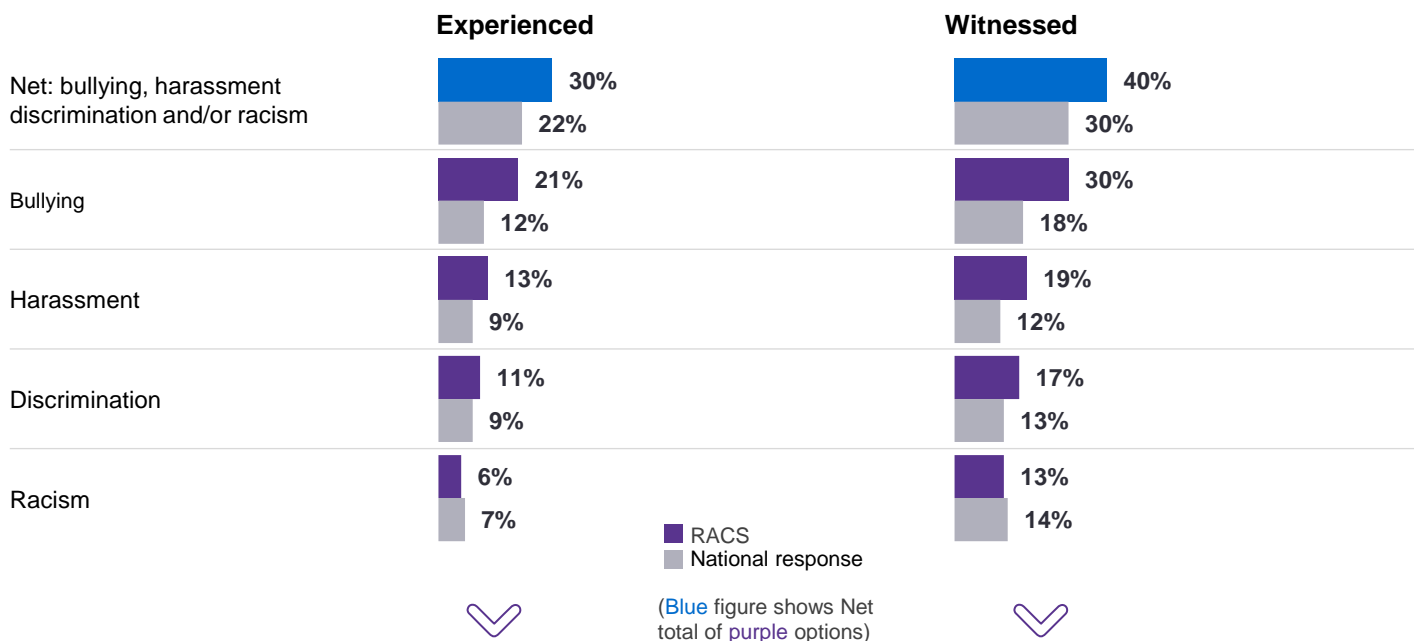


Base: Total sample (National: 2023 n = 19,077; RACS: 2023 n = 420)

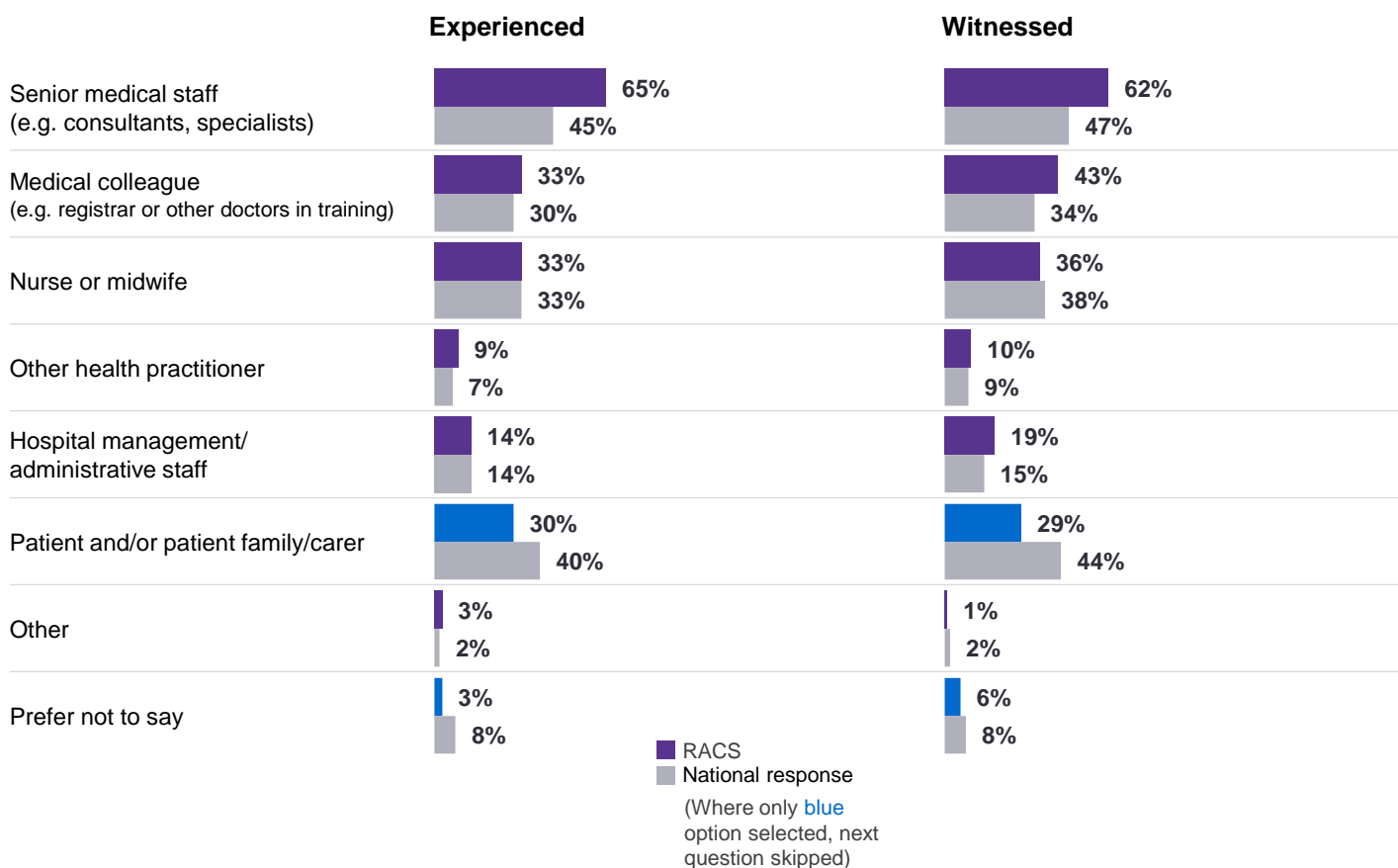
Q43. If you needed support, do you know how to access support for your health (including for stress and other psychological distress)?

## Workplace environment and culture

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



### WHO WAS RESPONSIBLE...



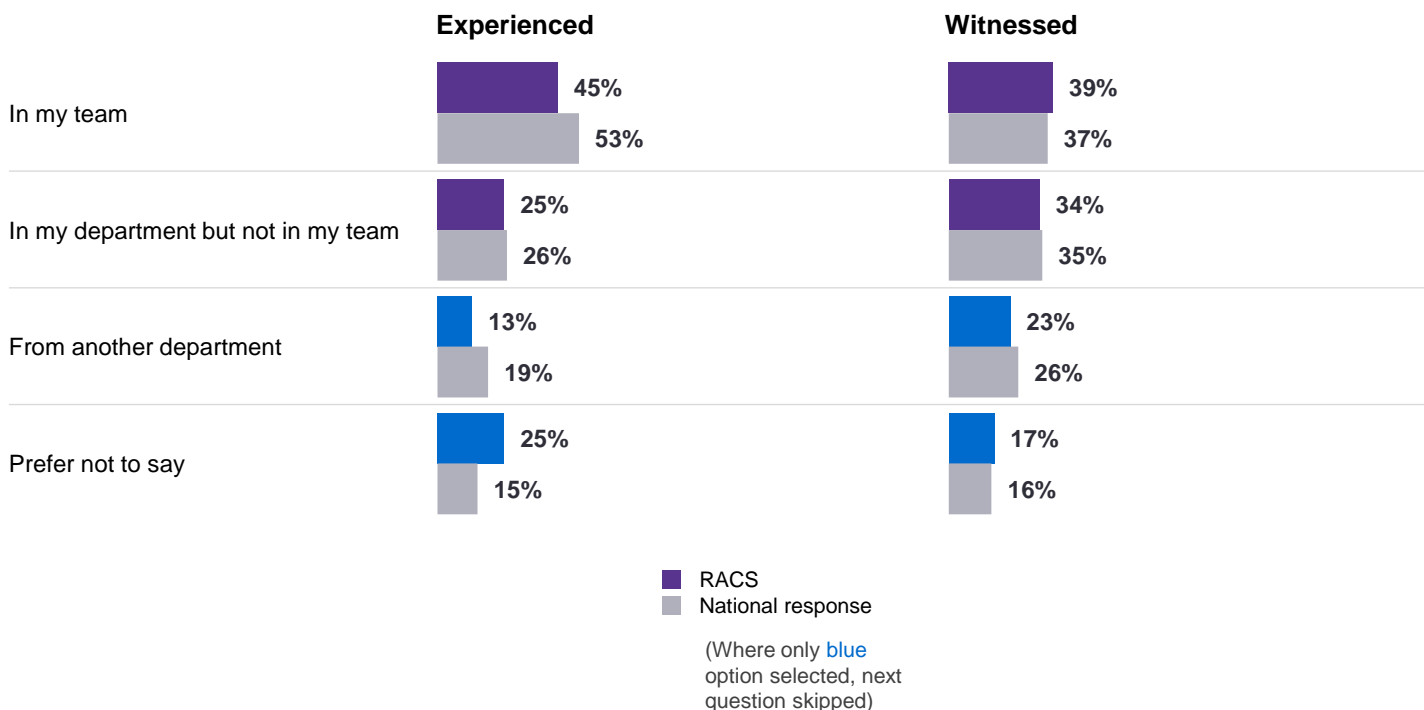
Base: Total sample - Experienced (National: 2023 n = 17,275; RACS: 2023 n = 384) - Witnessed (National: 2023 n = 17,929; RACS: 2023 n = 393)  
 Q42a. Thinking about your workplace, have you experienced and/or witnessed any of the following in the past 12 months?

Base: Experienced/witnessed bullying, harassment discrimination and/or racism - Experienced (National: 2023 n = 3,757; RACS: 2023 n = 115) - Witnessed (National: 2023 n = 5,366; RACS: 2023 n = 154)

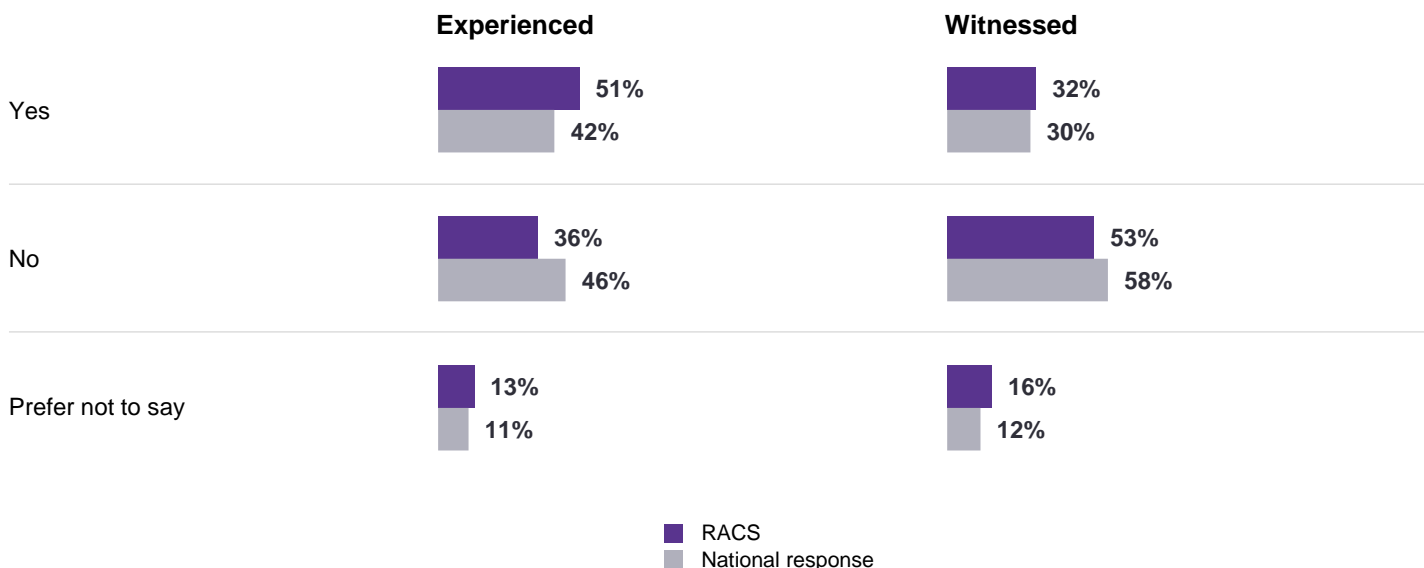
Q42b. Who was responsible for the bullying, harassment, discrimination and/or racism that you experienced/witnessed...

## Workplace environment and culture

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



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



Base: Experienced bullying, harassment, discrimination and/or racism from someone who was not a patient (National: 2023 n = 1,956 RACS: 2023 n = 77) - Witnessed (National: 2023 n = 2,571; RACS: 2023 n = 98)

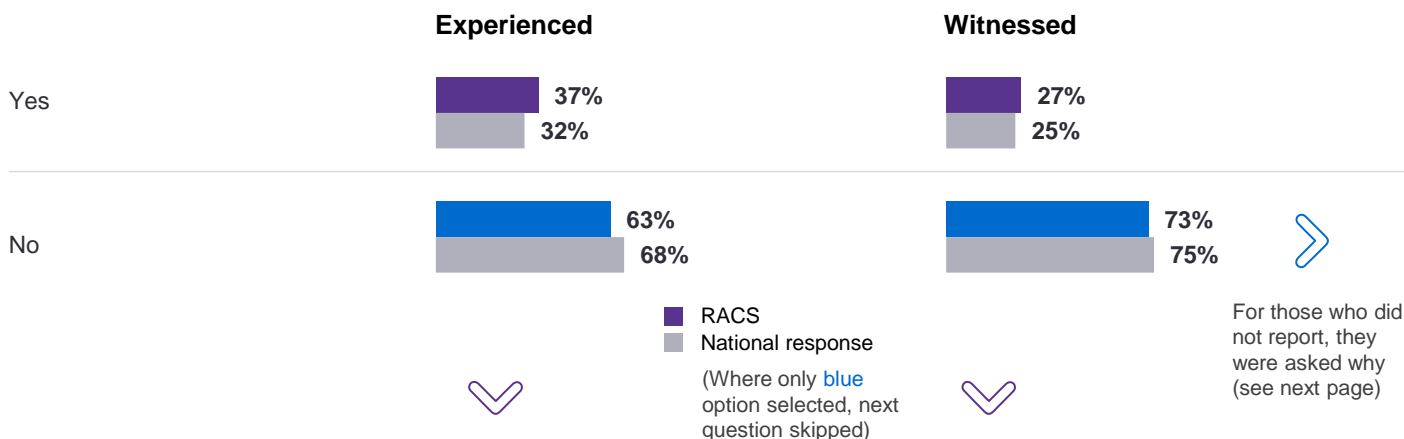
Q42c. The person(s) responsible was...

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; RACS: 2023 n = 47) - Witnessed (National: 2023 n = 1,469; RACS: 2023 n = 57)

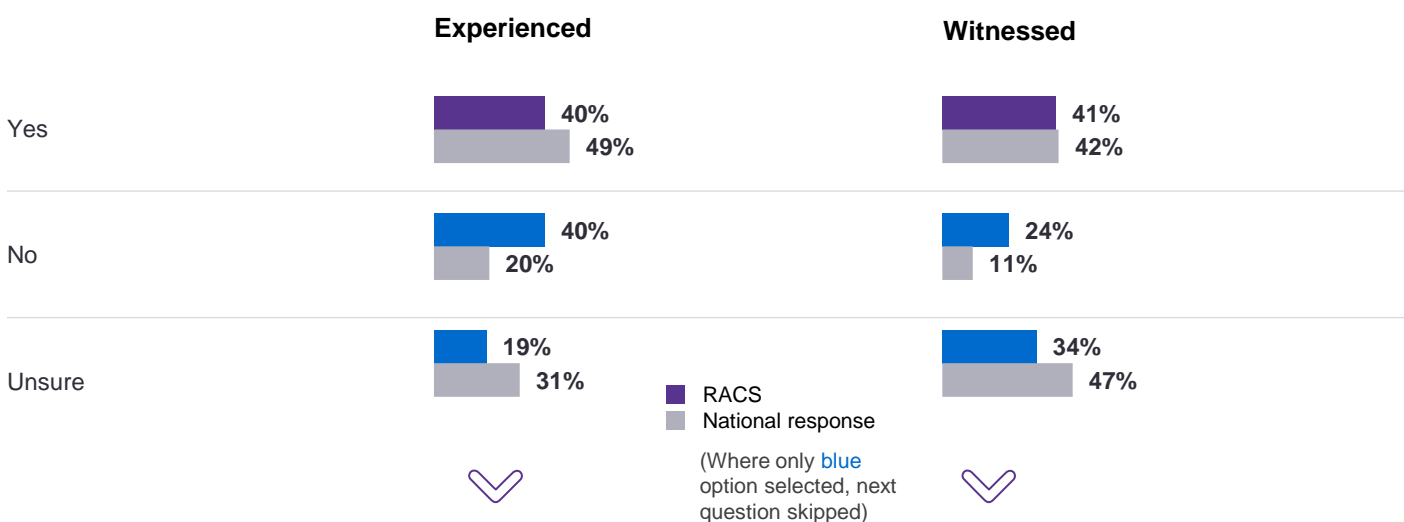
Q42d. Was the person(s) one of your supervisors?...

## Workplace environment and culture

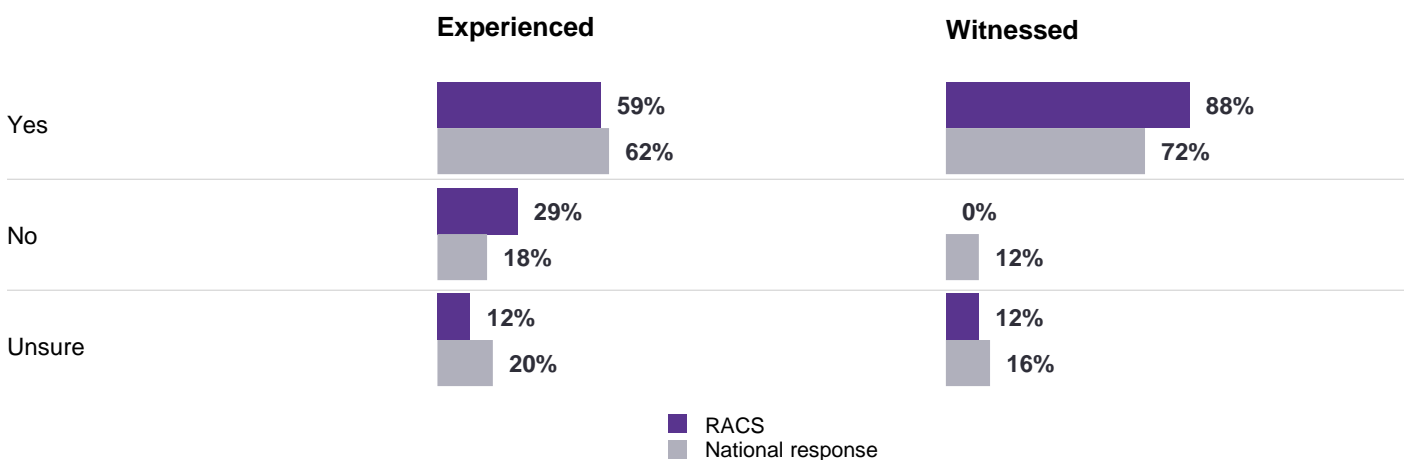
### HAVE YOU REPORTED IT...



### HAS THE REPORT BEEN FOLLOWED UP...



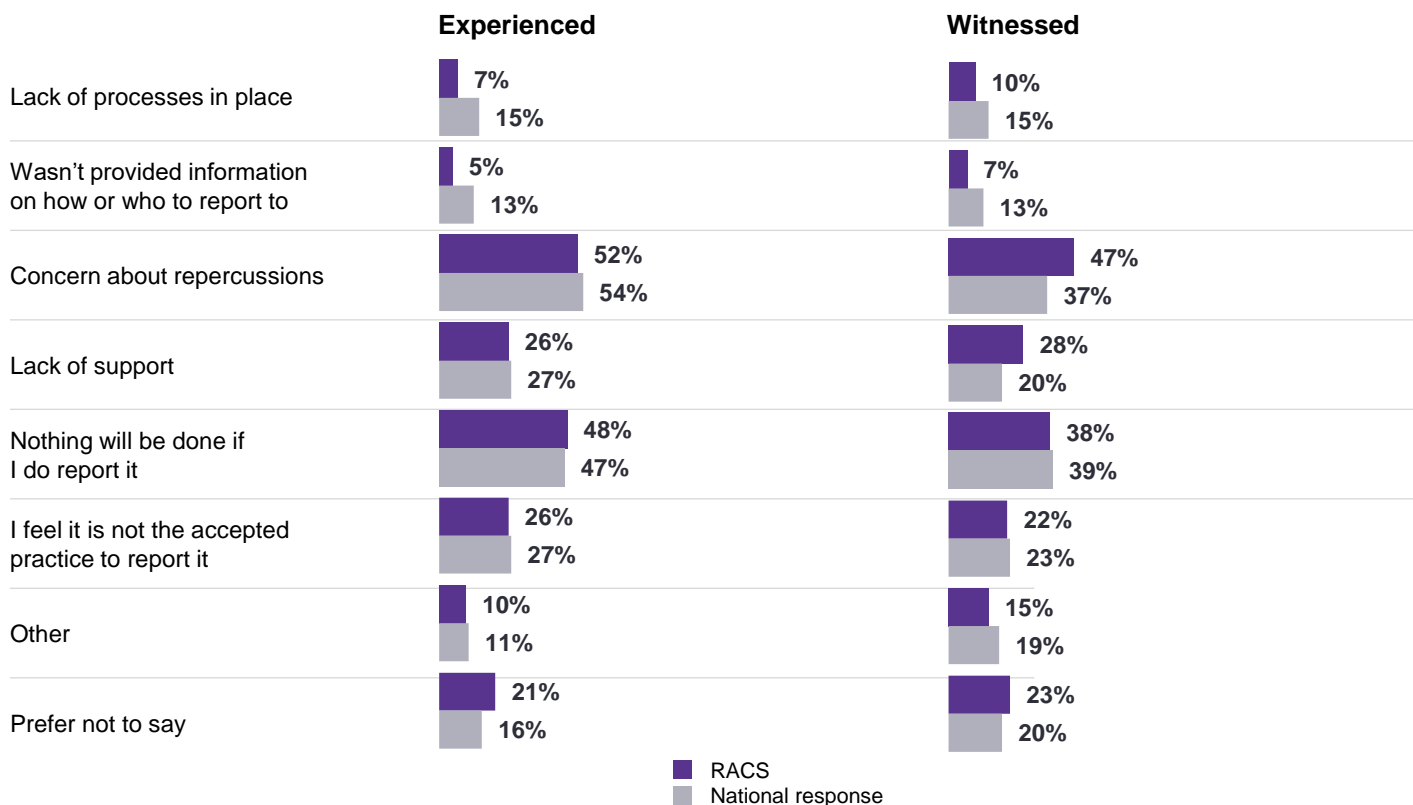
### ARE YOU SATISFIED WITH HOW THIS REPORT WAS FOLLOWED UP...



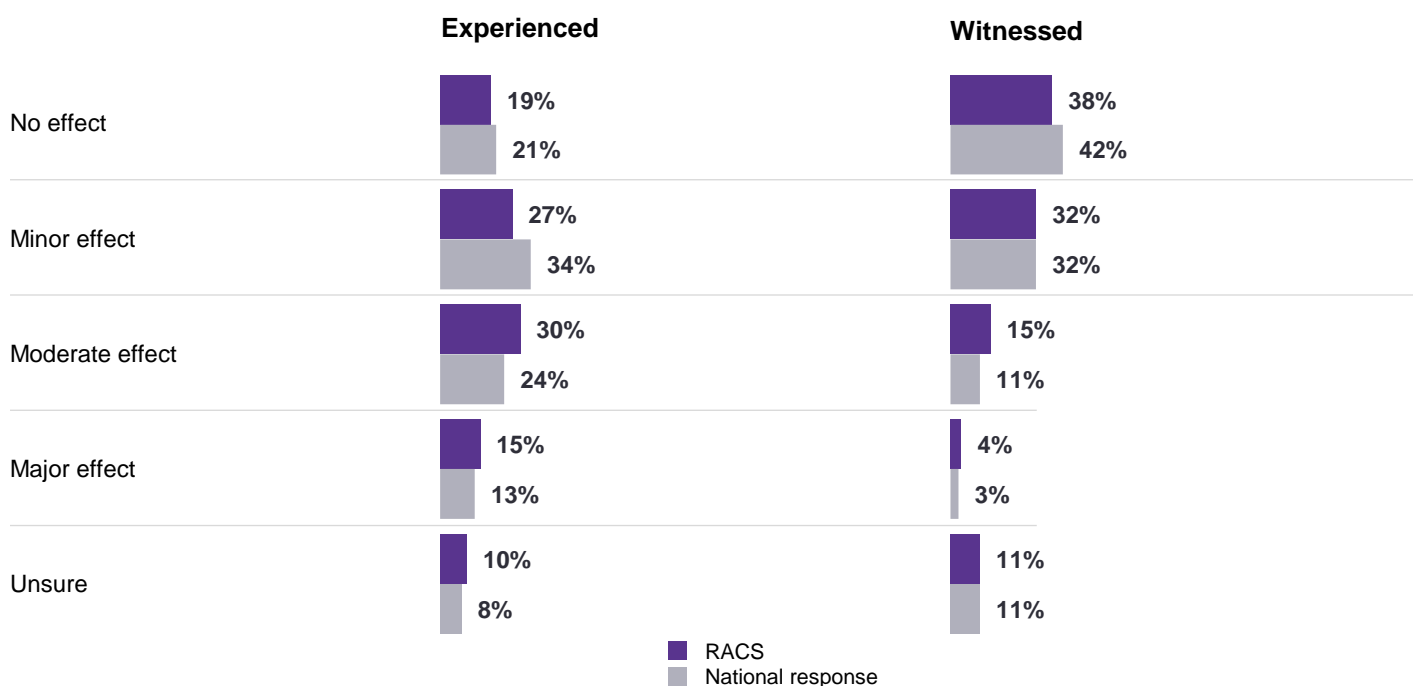
Base: Experienced bullying, harassment discrimination and/or racism (National: 2023 n = 3,737; RACS: 2023 n = 115) - Witnessed (National: 2023 n = 5,320; RACS: 2023 n = 152) | Q42e. Have you reported it?  
 Base: Reported bullying, harassment, discrimination and/or racism (National: 2023 n = 1,174; RACS: 2023 n = 42) - Witnessed (National: 2023 n = 1,338; RACS: 2023 n = 41) | 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; RACS: 2023 n = 17) - Witnessed (National: 2023 n = 553; RACS: 2023 n = 17) | 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...



Base: Experienced bullying, harassment discrimination and/or racism and did not report it. (National: 2023 n = 2,539; RACS: 2023 n = 73) - Witnessed (National: 2023 n = 3,908; RACS: 2023 n = 107)

Q42i. What prevented you from reporting?

Base: Experienced bullying, harassment discrimination and/or racism (National: 2023 n = 3,734; RACS: 2023 n = 115) - Witnessed (National: 2023 n = 5,291; RACS: 2023 n = 152)

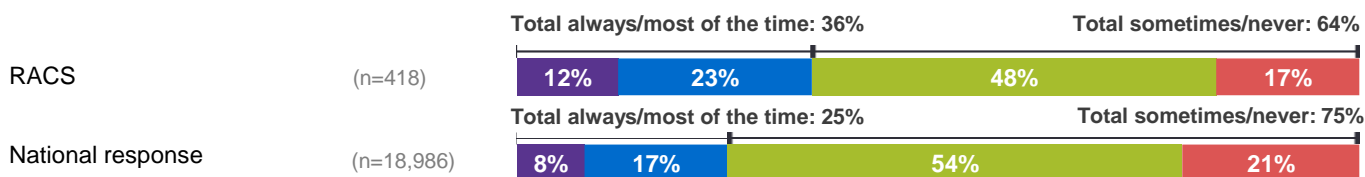
Q42h. How has the incident adversely affected your medical training?



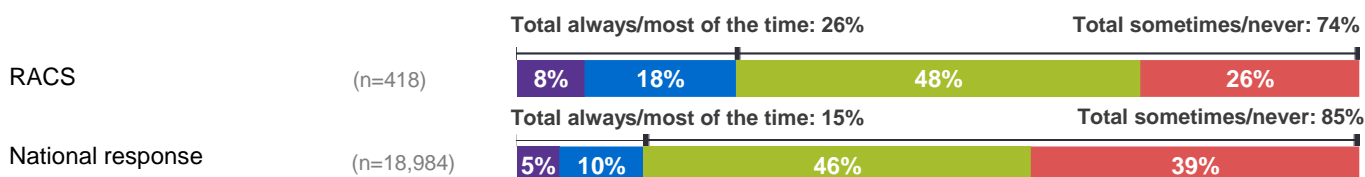
## Workplace environment and culture

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

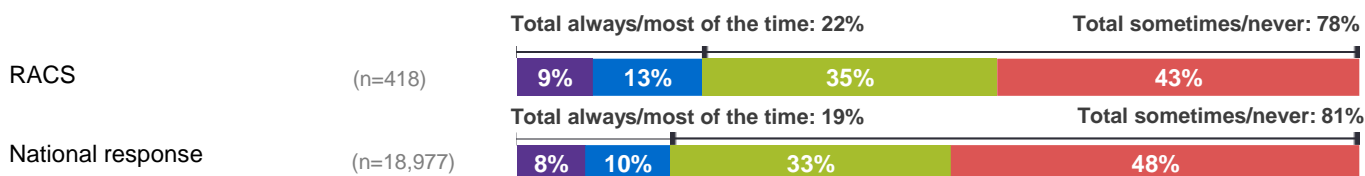
#### The amount of work I am expected to do



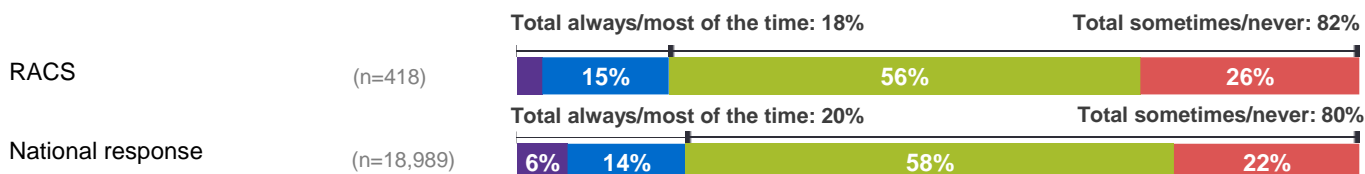
#### Having to work paid overtime



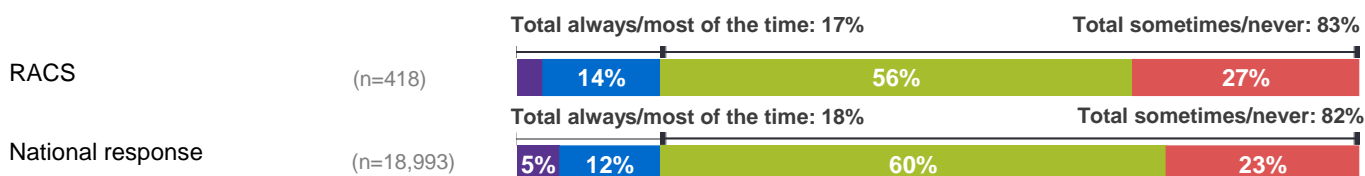
#### Having to work unpaid overtime



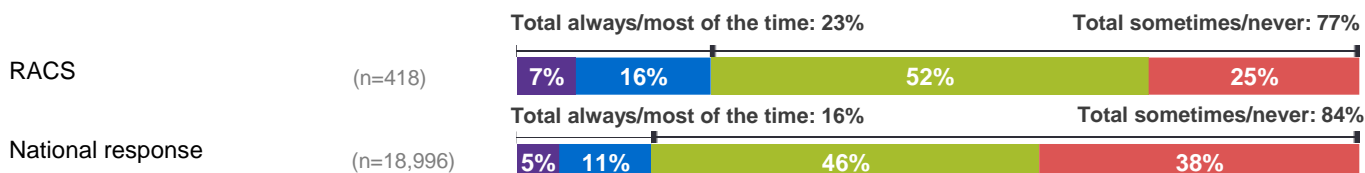
#### Dealing with patient expectations



#### Dealing with patients' families



#### Expectations of supervisors



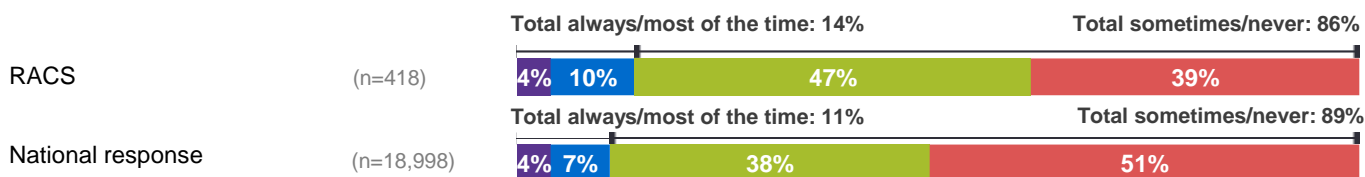
Key: Always (purple), Most of the time (blue), Sometimes (green), Never (red)

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

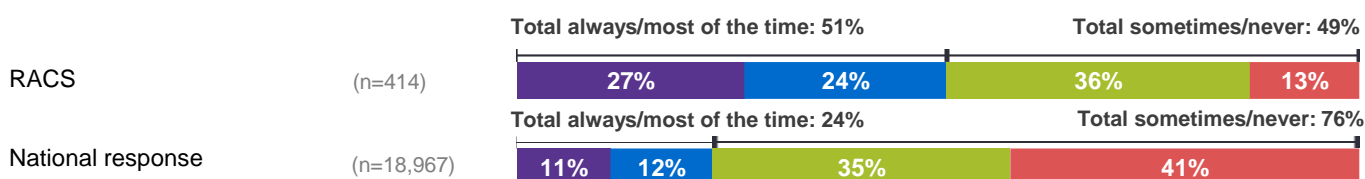
## Workplace environment and culture

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

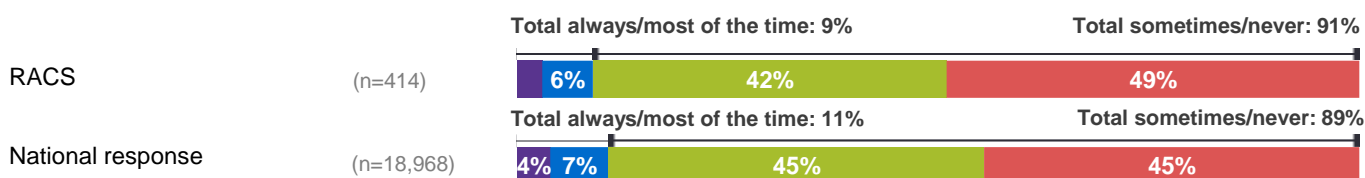
#### Supervisor feedback



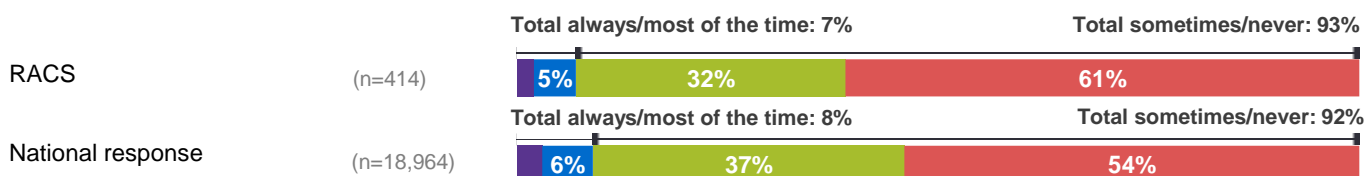
#### Having to relocate for work



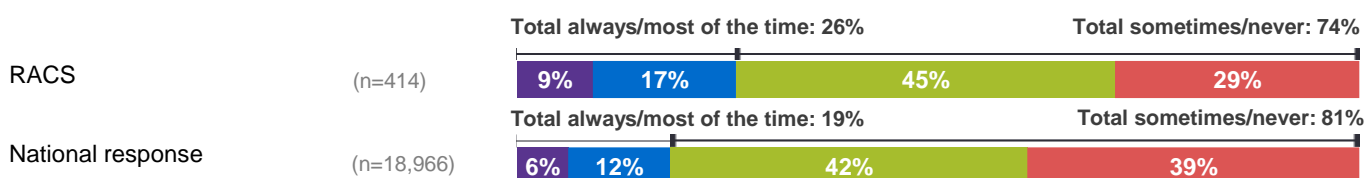
#### Being expected to do work that I don't feel confident doing



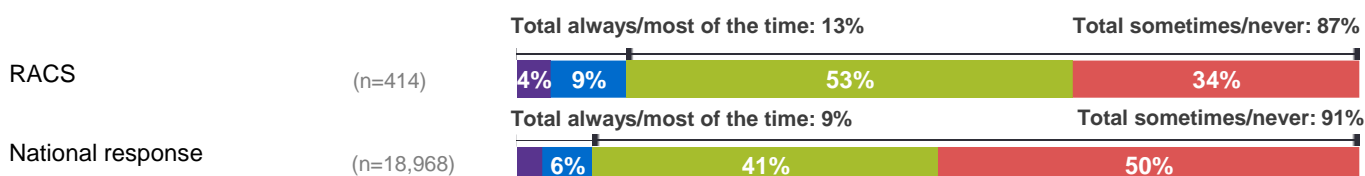
#### Limited access to senior clinicians



#### Lack of appreciation



#### Workplace conflict

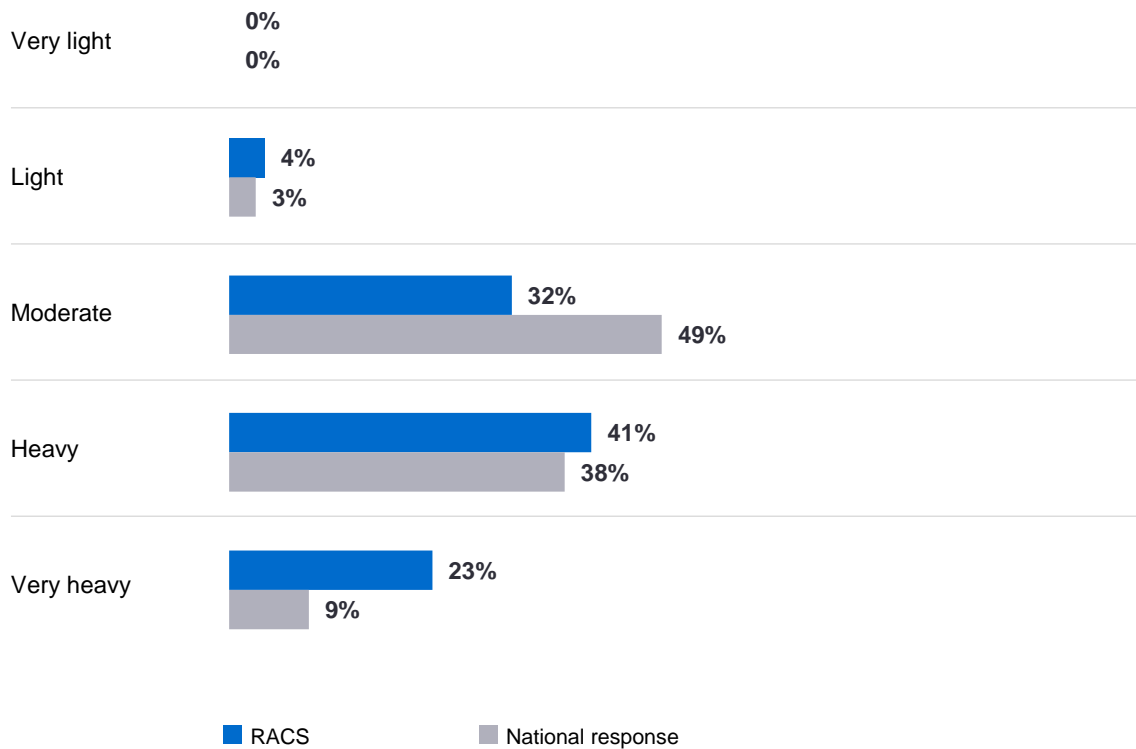


Key: Always (purple), Most of the time (blue), Sometimes (green), Never (red)

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

## Workplace environment and culture

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



Base: Total sample (National: 2023 n = 18,965; RACS: 2023 n = 414)  
 Q45. How would you rate your workload in your setting?

## Workplace environment and culture

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

On average, RACS trainees worked 61 hours a week, compared to 45.6 hours a week for the national average.

For RACS trainees, 94% were working 40 hours a week or more, compared to the national response of 64%.

On average, RACS doctors in training worked...

On average, doctors in training nationally worked...

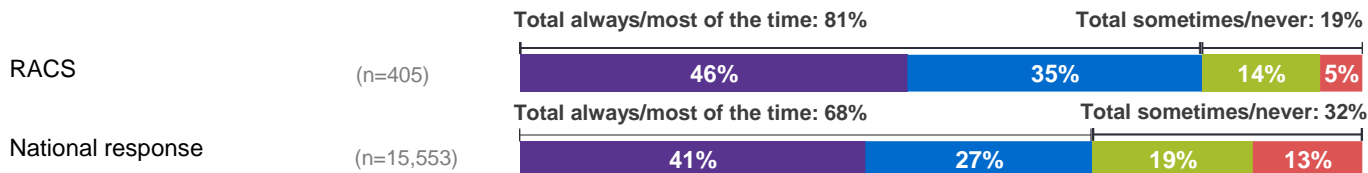


Base: Total sample (National: 2023 n = 18,920; RACS: 2023 n = 414). Sample includes respondents who are employed full-time, part-time and casually.

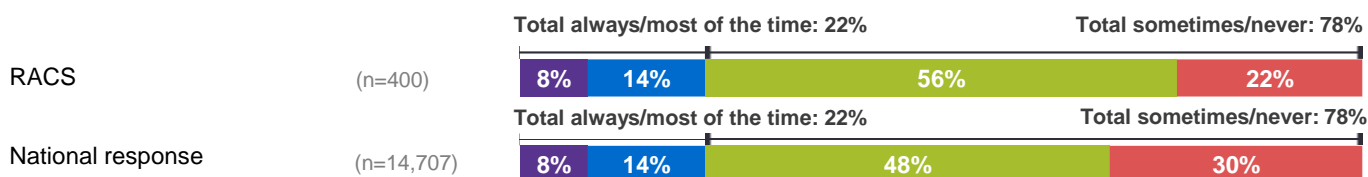
Q46. On average in the past month, how many hours per week have you worked?

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

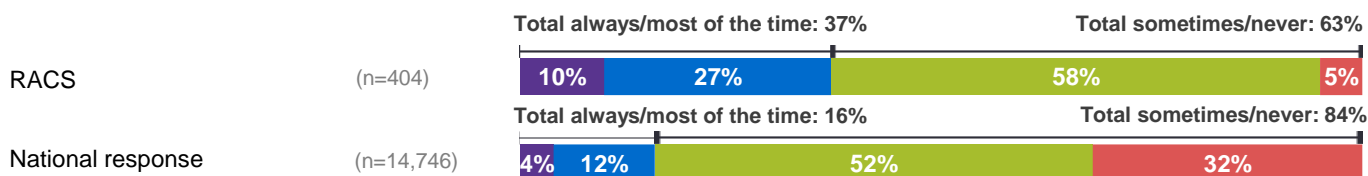
#### You get paid for the unrostered overtime



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



#### Working unrostered overtime provide you with more training opportunities

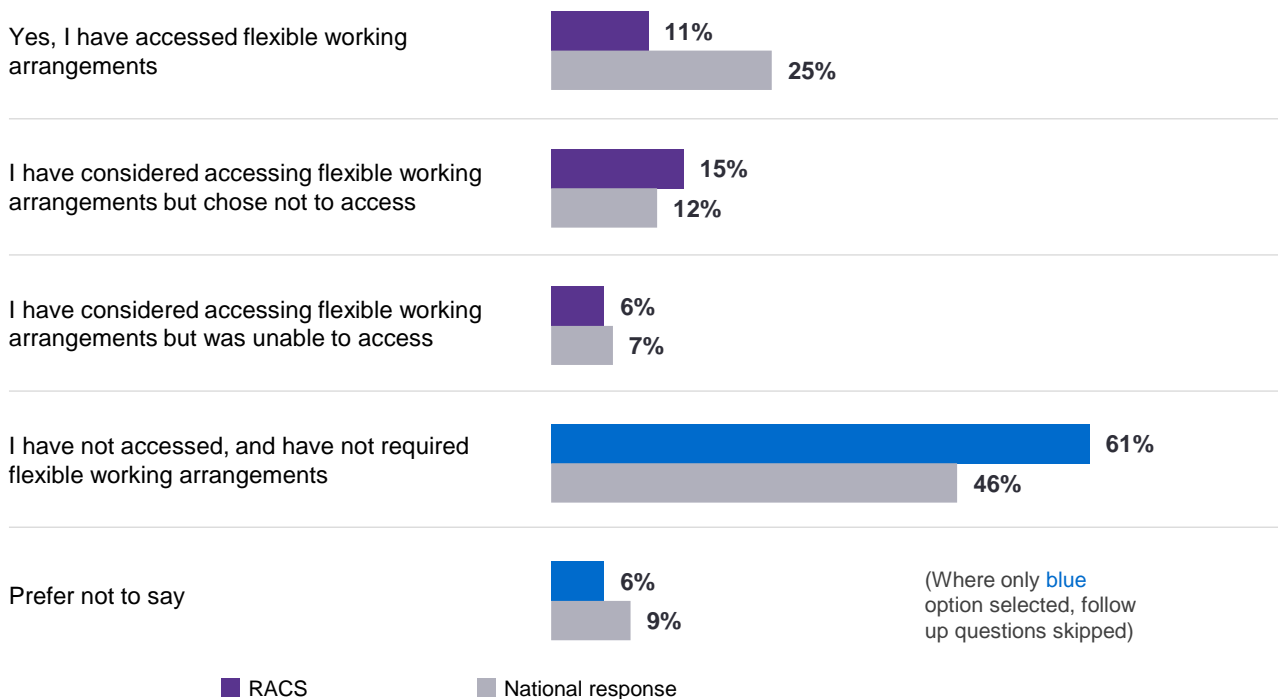


Key: Always (purple), Most of the time (blue), Sometimes (green), Never (red)

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

## Workplace environment and culture

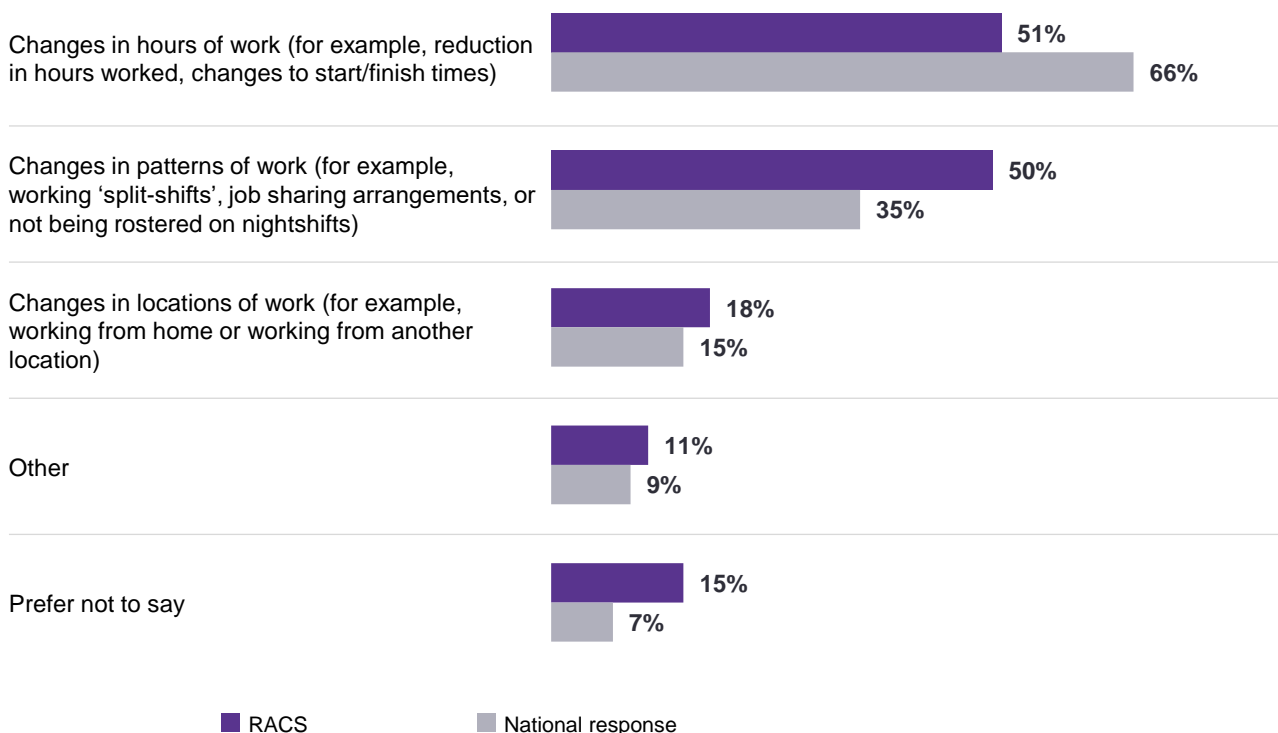
### HAVE YOU ACCESSED, OR CONSIDERED ACCESSING, FLEXIBLE WORKING ARRANGEMENTS IN YOUR SETTING?



Base: Total sample (National: 2023 n = 18,824; RACS: 2023 n = 413)

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

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

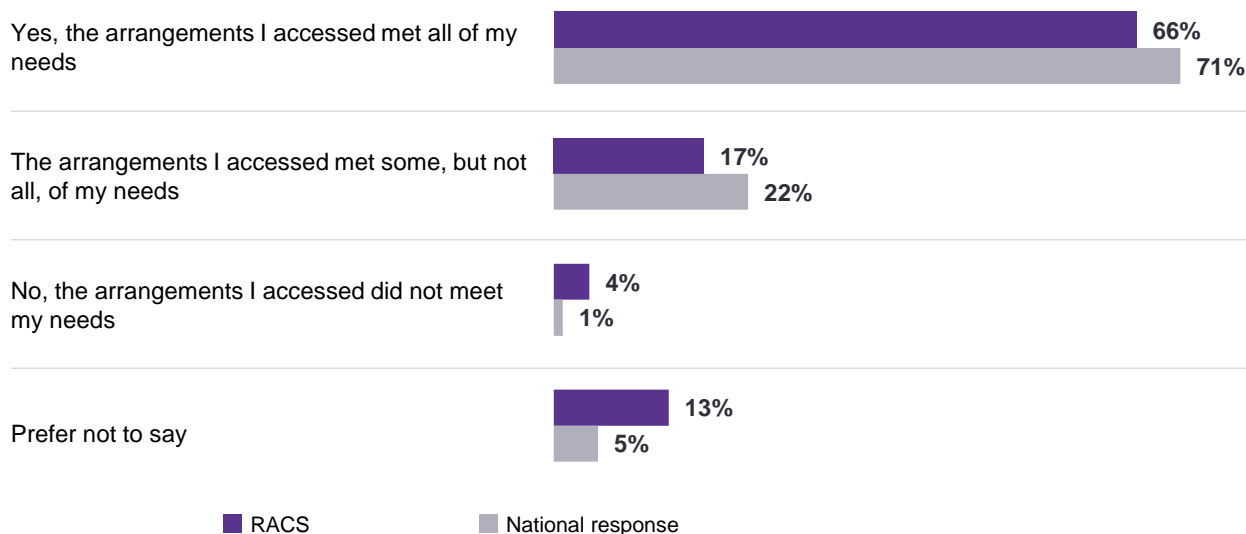


Base: Accessed, or would like to have access to flexible working arrangements (National: 2023 n = 8,421; RACS: 2023 n = 134)

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

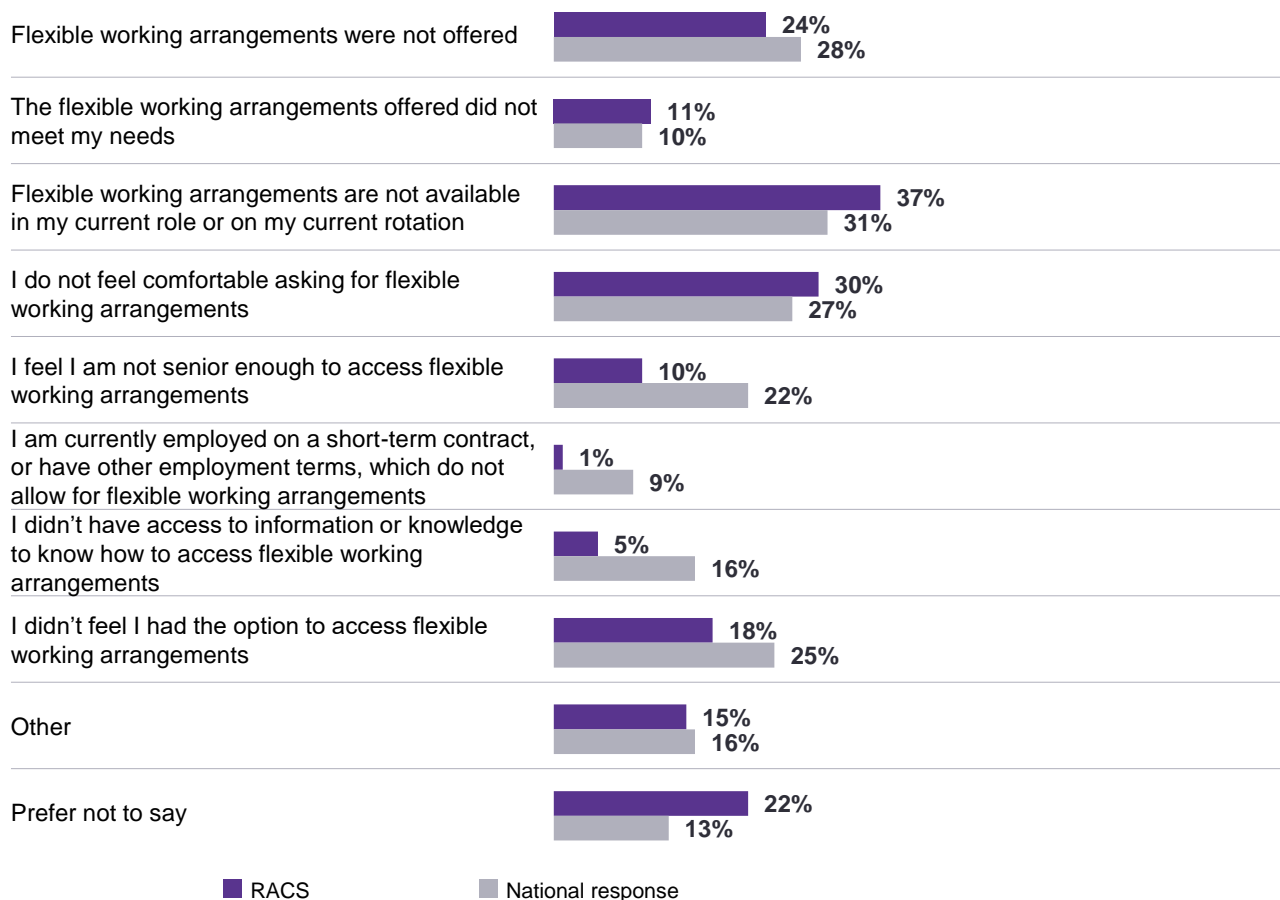
## Workplace environment and culture

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



Base: Accessed flexible working arrangements (National: 2023 n = 4,759; RACS: 2023 n = 47)  
 Q63b. Did the flexible working arrangements you accessed in your setting meet your needs?

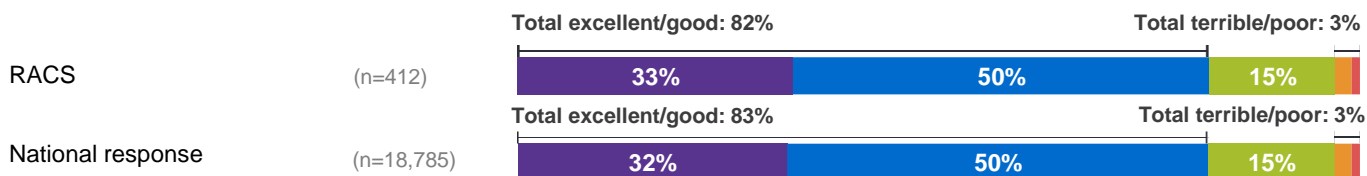
### WHY HAVE YOU CHOSEN NOT TO ACCESS, OR BEEN UNABLE TO ACCESS, FLEXIBLE WORKING ARRANGEMENTS IN YOUR SETTING?



Base: Would like to have access to flexible working arrangements (National: 2023 n = 3,631; RACS: 2023 n = 87)  
 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?



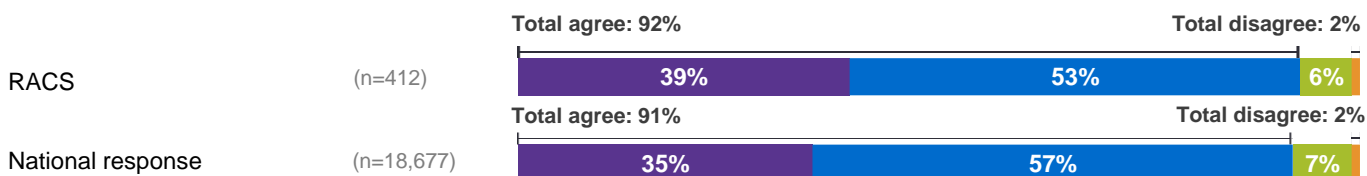
Key: ■ Excellent ■ Good ■ Average ■ Poor ■ Terrible

Base: Total sample

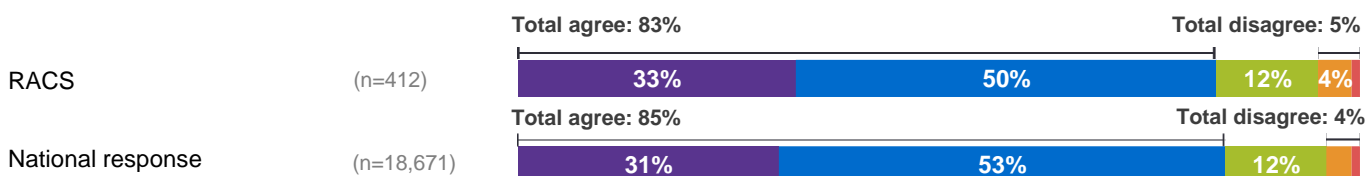
Q48. In your setting, how would you rate the quality of your training on how to raise concerns about patient safety?

### 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



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

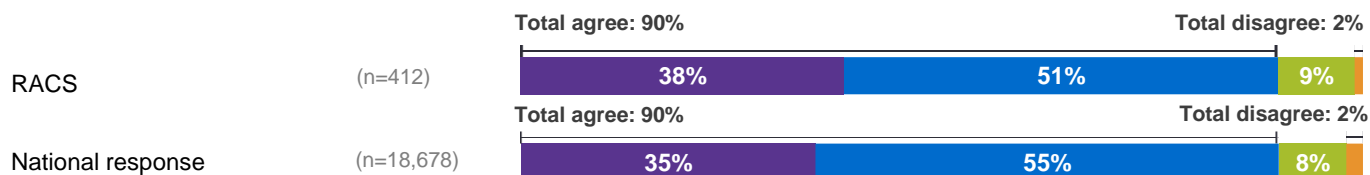
Base: Total sample

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

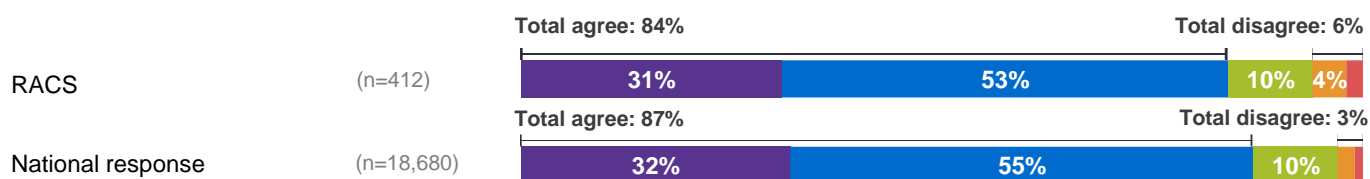
## Patient safety

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

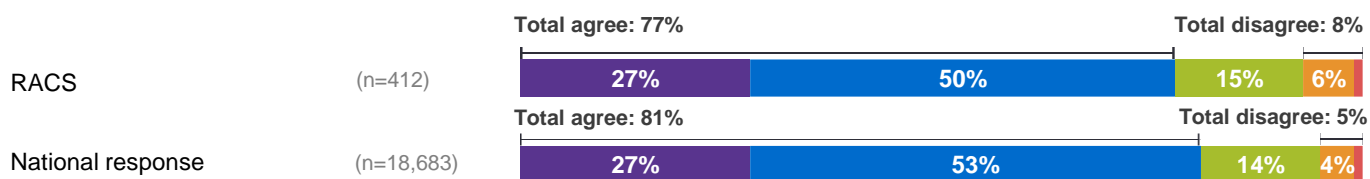
#### I am confident to raise concerns about patient care and safety



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



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



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

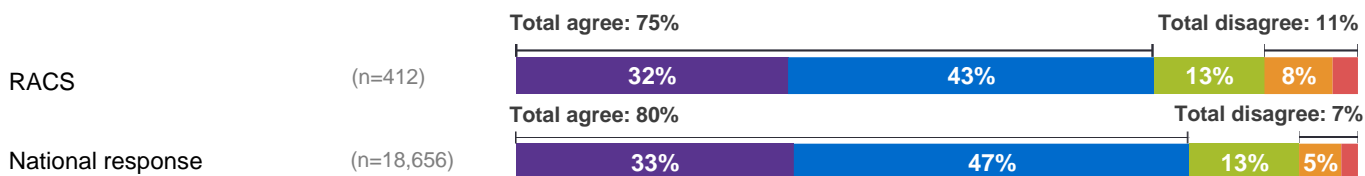
Base: Total sample  
 Q49. Thinking about patient care and safety in your setting, to what extent do you agree or disagree with the following statements?



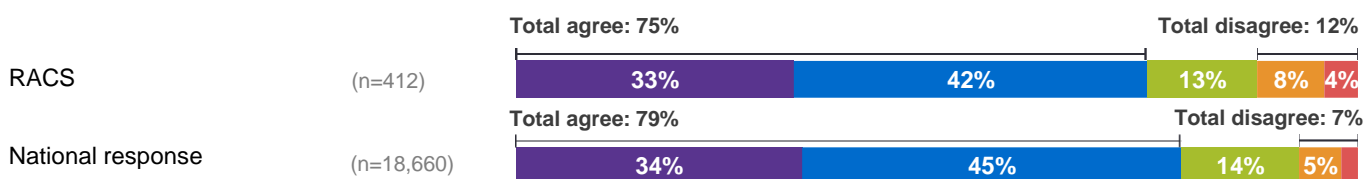
## Overall satisfaction

### RECOMMEND TRAINING

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



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



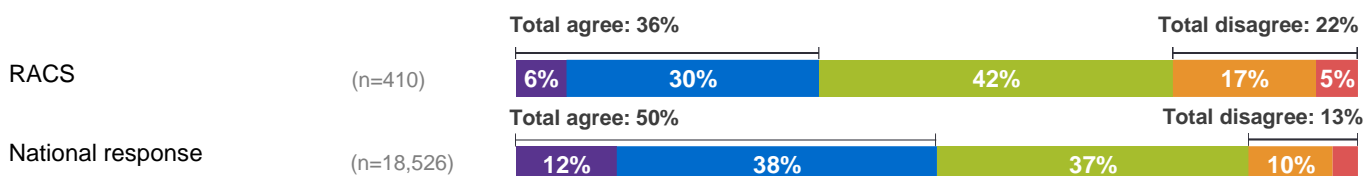
**Key:** ■ Strongly agree ■ Agree ■ Neither agree nor disagree ■ Disagree ■ Strongly disagree

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

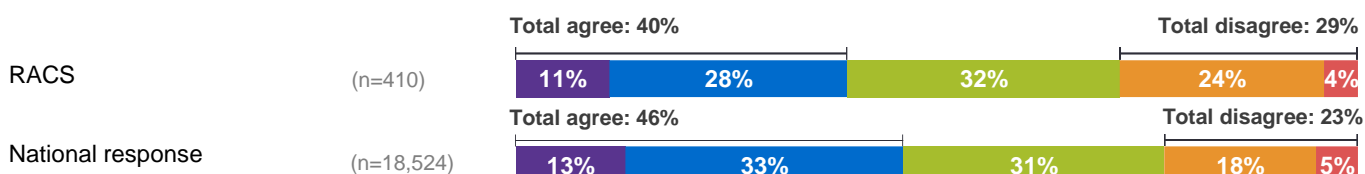
## Future career intentions

### CAREER INTERESTS

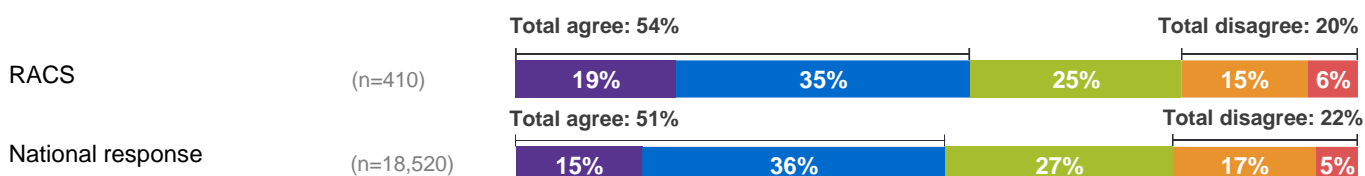
#### I have an interest in Aboriginal and Torres Strait Islander health/healthcare



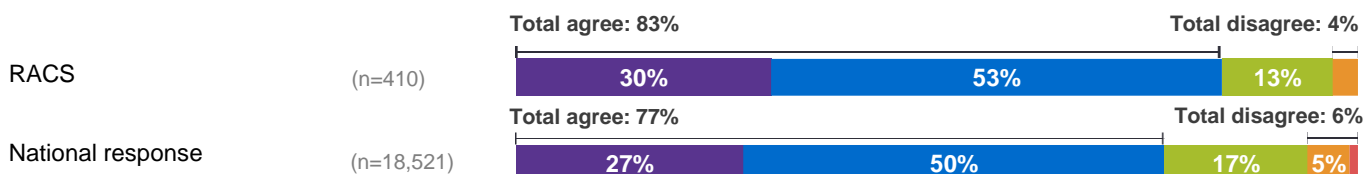
#### I am interested in rural practice



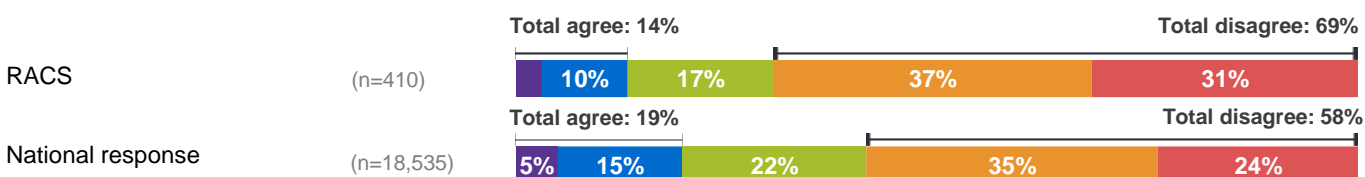
#### I am interested in getting involved in medical research



#### I am interested in getting involved in medical teaching



#### I am considering a future outside of medicine



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

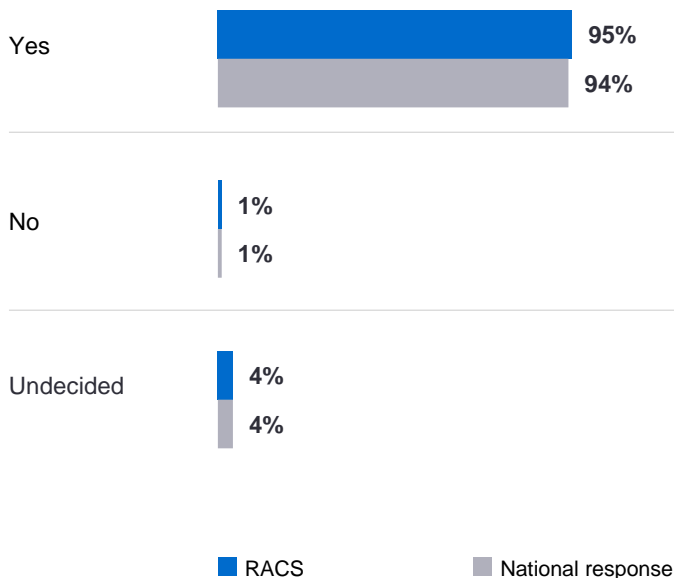
Base: Total sample

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

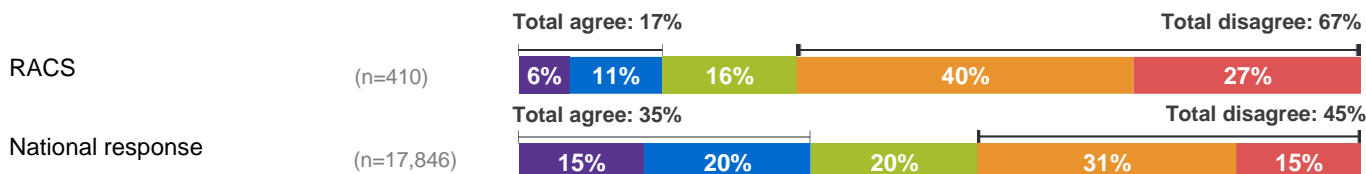
Overall, 95% of RACS trainees intended to continue with their specialty.



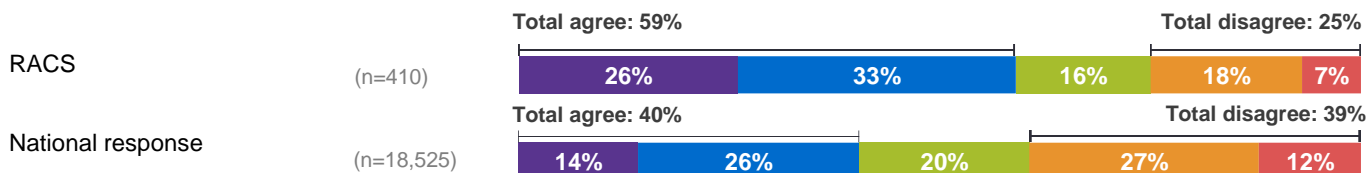
Base: Specialist trainees (National: 2023 n = 10,057; RACS: 2023 n = 412)  
 Q51a. Do you intend to continue in your specialty training program?

### 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**

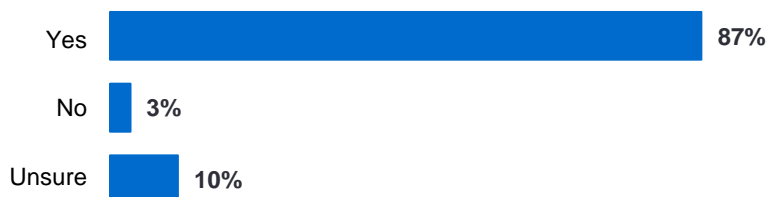


**Key:** ■ Strongly agree ■ Agree ■ Neither agree nor disagree ■ Disagree ■ Strongly disagree

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

## Future career intentions

### INTERNS - INTERESTED IN A SPECIALTY



87% of interns are intending to become a specialist. Of these, 12% are interested in pursuing a surgery specialty from RACS.

### SPECIALIST TRAINING PROGRAM INTERNS ARE INTERESTED IN



Base: Interns (2023 n = 1,026)

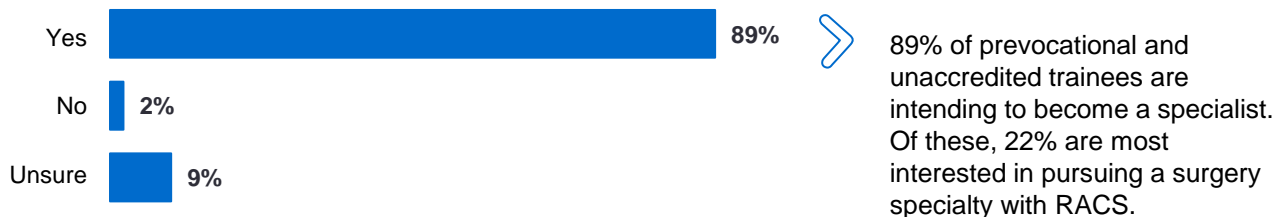
Q52. Do you intend to become a specialist?

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

Q53. Which specialty are you most interested in pursuing?

## Future career intentions

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



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



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

Q52. Do you intend to become a specialist?

Base: Prevocational and unaccredited trainees interested in a specialty (2023 n = 4,208)

Q53. Which specialty are you most interested in pursuing?

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