

Medical Training Survey

2024 Report International medical graduates

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2024 MEDICAL TRAINING SURVEY

Medical Training Survey data is getting richer each year.

Since 2019, trainees have been using their voice, in their survey. Through the MTS, they are highlighting what is going well in medical training in Australia and safely calling out where action is needed.

There is much to learn from rich MTS data and the 2024 headline results are interesting and important. There are also gems beneath the surface, clearly visible through tailored searches in the online data dashboard. 2024 results will be accessible in searchable form in early 2025 on the MedicalTrainingSurvey.gov.au website.

With strict confidentiality rules in place to protect trainees, the MTS online searchable database can reveal meaningful insights. Use it to compare trainees' feedback by specialty and jurisdiction. Take a deep dive into the culture of training, and make comparisons across sites.

There is a lot of stability and good news in the 2024 MTS results. The national quality of trainee supervision, orientation, teaching, education and training on patient safety is again high.

Worryingly, 29% of Aboriginal and Torres Strait Islander trainees and about 19% of all trainees are considering a career outside of medicine.

Unacceptably, again, one third of trainees (33%) reported having experienced or witnessed bullying, discrimination, harassment, sexual harassment or racism, spiking to 54% of Aboriginal and Torres Strait Islander trainees and 44% of interns. Around 70% of trainees reported that this impacted negatively on their training.

Aboriginal and Torres Strait Islander trainees report experiencing or witnessing racism at more than double the rate of other trainees: 38% compared to 17% of other trainees. There is no place for this in any civil community.

Within these data, there is nuance. The source of reported unprofessional behaviour varies between groups of trainees. For GP trainees (49%) and interns (54%), patients and their families were the most common source of unprofessional behaviour, anchoring deficits in the culture of medicine firmly in the context of wider community attitudes and behaviours. With robust evidence generated by trainees in the MTS, comes knowledge and the ability to develop effective strategies for change.

We are pleased that in 2024, 203 Aboriginal and Torres

Strait Islander trainees took part in the MTS.. This is nearly a third of all registered Aboriginal and Torres Strait Islander medical practitioners and, it seems, a very healthy proportion of all Aboriginal and Torres Strait Islander trainees. We thank the Australian Indigenous Doctors Association (AIDA) for their work with trainees to build trust and confidence in the MTS. With a strong evidence base, action can flow.

Again in 2024, new MTS questions generated new insights:

- 81% of interns reported that their medical school prepared them well for medical training
- More than 1,000 trainees (5%) told us they had experienced/witnessed sexual harassment
- 62% of trainees agreed/strongly agreed that the financial cost of their College training program had led to stress
- 16% of trainees agreed/strongly agreed that the cost of their College training program had been a barrier to their progressing in the training program.

On flexible training, 68% of trainees agreed/strongly agreed that their College supported flexible training arrangements (up 3%), with workplace unavailability the main reason for not accessing it.

It's striking to think that many current trainees weren't yet in medical school when a previous cohort of trainees – most now specialists - campaigned successfully for the Board to establish the MTS. Not all current trainees know the MTS was created for trainees, with trainees.

With six consecutive years' MTS results now at our fingertips, and data generated by more than 50% of trainees each year, we have the opportunity to examine the data closely. In this detail lies the evidence that can inform constructive change.



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 2024 representing the sixth 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 = 24,812 doctors in training, with n = 23,859 responses eligible for analysis (i.e. currently training in Australia) between 4 August and 9 October 2024.



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 International medical graduates (IMGs) are presented at an overall level. To explore results within IMGs further, please visit medicaltrainingsurvey.gov.au/results.

INTERPRETING THIS REPORT

This report provides key results based on n = 4,910 IMGs compared against national results (n = 23,859) 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: 86% Tota		tal disagree:	4%
IMGs	(n=4,335)	41%	45%	10%	
		Total agree: 81%	То	tal disagree:	6%
National response	(n=20,074)	33%	48%	13% <mark>4</mark> %	%

I would recommend my current workplace as a place to train

	Т	otal agree: 85%		Total disagree: 4%
IMGs	(n=4,338)	42%	43%	11%
	Т	otal agree: 80%		Total disagree: 6%
National response	(n=20,077)	36%	45%	14% <mark>4%</mark>
Key: Strongly agree	Agree	Neither agree nor dis	agree 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: 80%	Tota	Il terrible/poor: 3%
IMGs	(n=4,586)	33%	46%	17%
1005		Total excellent/good: 76%	Tota	al terrible/poor: 4%
National response	(n=21,012)	26%	50%	20%
Quality of clinical sup	ervision	Total excellent/good: 89%	Tota	ıl terrible/poor: 2%
IMGs	(n=4,641)	49%	40%	9%
		Total excellent/good: 87%	Tota	al terrible/poor: 2%
National response	(n=21,419)	43%	44%	10%
Quality of teaching se	ssions	Total excellent/good: 89%	Tota	ıl terrible/poor: 2%
IMGs	(n=4,546)	36%	53%	10%
		Total excellent/good: 84%	Tota	al terrible/poor: 2%
National response	(n=21,106)	26%	58%	14%
Quality of training to r	aise patient safe	-		
		Total excellent/good: 89%	Tota	Il terrible/poor: 1%
IMGs	(n=4,329)	41%	48%	10%

IMGs	(n=4,329)	41%	48%	10%
	Tot	al excellent/good: 84%		Total terrible/poor: 2%
National response	(n=19,699)	32%	52%	14%
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?

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

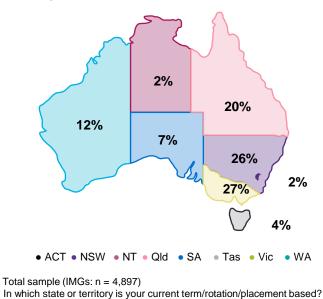
Profile of IMGs trainees

SETTING

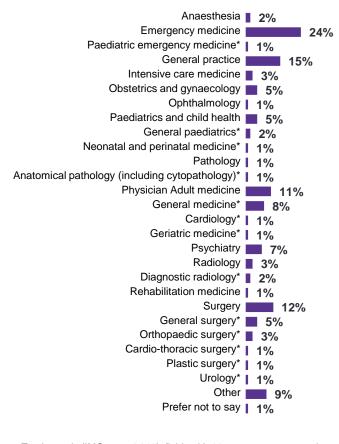
Base[.]

Q4

State/Territory



Current rotation / term / position



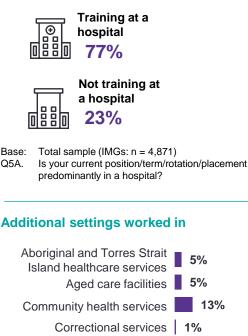
Base: Total sample (IMGs: n = 4,813), fields with 10 or more responses shown. Note: fields marked with an * are subspecialties.
Q9a. Which area are you currently practising in? | Q9b. If applicable, which subspecialty area are you practising in?

Region



Base: Total sample (IMGs: n = 4,839) Q6. Is your current setting in a...?

Facility

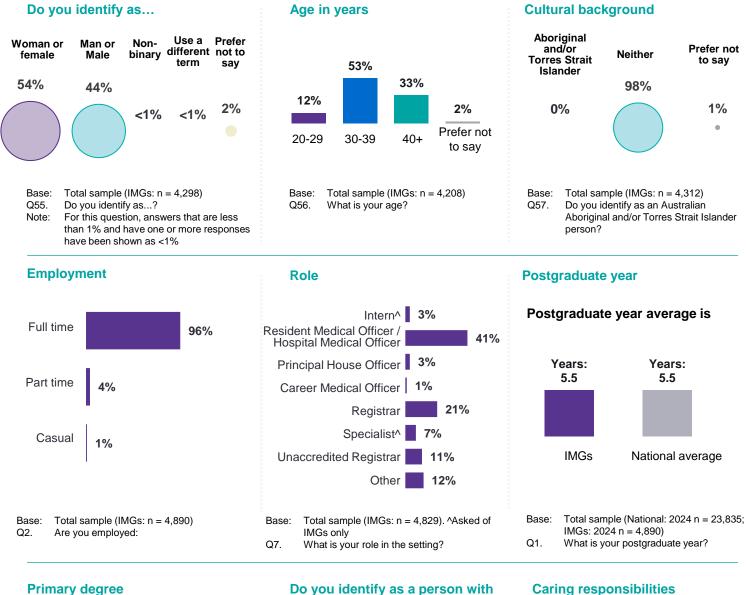


Medical laboratory 3% Private practice (exc. general practice) 10% Research/university 5% General practice clinic 36% Other 37%

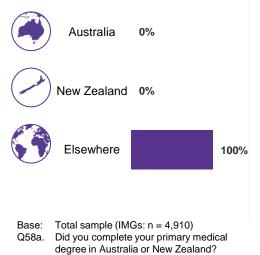
Base: Total sample excluding Not applicable (IMGs: n = 1,977) Q5c. Select any additional settings you work in / Which settings do you work in?

Profile of IMGs doctors in training

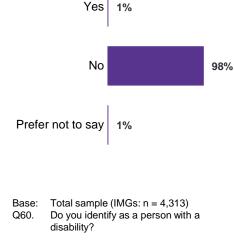
DEMOGRAPHICS



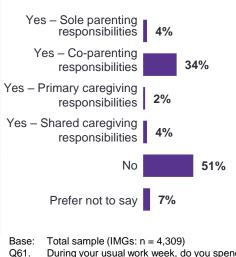




a disability...



Caring responsibilities



During your usual work week, do you spend time providing unpaid care, help, or assistance for family members or others?

Profile of IMGs doctors in training

Years held registration

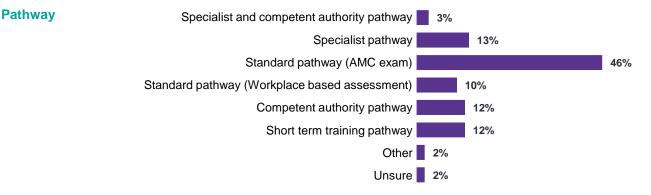
On average, IMGs have held registration in Australia for



Base: IMGs National: 2024 n = 4,773; IMGs: 2024 n = 4,773)

Q10. How many years have you held registration in Australia?

INTERNATIONAL MEDICAL GRADUATES (IMGs)



Base: IMGs (IMGs: n = 4,787) Q11a. Which pathway are you in?

Specialist pathway assessment

The Royal Australasian College of Physicians (RACP)		19%
The Royal Australian and New Zealand College of Psychiatrists (RANZCP)		18%
The Royal Australian College of General Practitioners (RACGP)		16%
The Royal Australian and New Zealand College of Radiologists (RANZCR)		12%
Royal Australasian College of Surgeons (RACS)	7%	
The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)	6%	
The Royal College of Pathologists of Australasia (RCPA)	5%	
Australian and New Zealand College of Anaesthetists (ANZCA)	5%	
College of Intensive Care Medicine of Australia and New Zealand (CICM)	3%	
Australasian College for Emergency Medicine (ACEM)	2%	
Unsure	2%	
Australian College of Rural and Remote Medicine (ACRRM)		
The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)^		
The Royal Australasian College of Medical Administrators (RACMA)^		
Royal Australasian College of Dental Surgeons (RACDS)^		
Australasian College of Sport and Exercise Physicians (ACSEP)^		
The Australasian College of Dermatologists (ACD)^		
Prefer not to say^		
Base: IMGs selecting a specialist pathway or specialist and competent authority pathway (IMGs: n = 746)		protoct apopymity

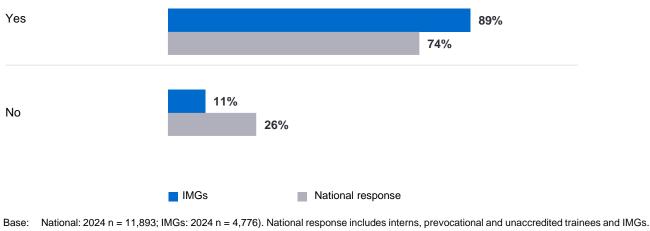
Note: IMGs were shown other colleges. A This category contains less than 10 responses. The values have been suppressed to protect anonymity.

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

Training curriculum

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

89% of IMGs had a professional development or training plan, which was more than the national response for interns, prevocational and unaccredited trainees and IMGs (74%).



Q12. Do you have a professional development or training plan? Note:

Interns were shown the question: "Organisations that employ interns are required to provide them with a formal education program (such as grand

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

PROFESSIONAL DEVELOPMENT OR TRAINING PLAN

There are opportunities for me to meet the requirements of my professional development or training plan in my current setting

	То	tal agree: 91%	Tota	al disagree: 3%
IMGs	(n=4,215)	37%	54%	6%
	То	tal agree: 88%	Tot	al disagree: 4%
National response	(n=8,708)	32%	56%	8%

My plan is preparing me to be a doctor/specialist in the Australian healthcare system

	Тс	otal agree: 90%		Total disagree: 3%
IMGs	(n=4,208)	43%	47%	7%
	To	otal agree: 90%		Total disagree: 3%
National response	(n=4,208)	43%	47%	7%
Key: Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Base: IMGs with a training/profes	sional development plar	n. National response includes interns, prevo	actional and upacerodited	trainage and IMCs
Q13. Thinking about your profess	sional development or tr	raining plan, to what extent do you agree or your intern education program, to what exter	disagree with the following	statements?

statements?"

Training curriculum

PROFESSIONAL DEVELOPMENT OR TRAINING PLAN (continued)

I understand what I need to do to meet my professional development or training plan requirements

		Total agree: 93%	Total disa	agree: 2%
IMGs	(n=4,212)	37%	56%	5%
		Total agree: 91%	Total disa	agree: 3%
National response	(n=8,707)	32%	58%	7%

My professional development or training plan is preparing me for future medical practice

		Total agree: 94%		Total disagree: 2%
IMGs	(n=4,210)	44%	50%	<mark>4%</mark>
		Total agree: 89%		Total disagree: 3%
National response	(n=8,706)	35%	54%	8%

My professional development or training plan is advancing my knowledge

Agree

		Total agree: 94%	Total d	lisagree: 2%
IMGs	(n=4,213)	48%	46%	4%
		Total agree: 90%	Total o	disagree: 3%
National response	(n=8,708)	37%	53%	7%

IMGs with a training/professional development plan. National response includes interns, prevocational and unaccredited trainees and IMGs. This question was only asked of IMGs. Thinking about your professional development or training plan, to what extent do you agree or disagree with the following statements? Interns were shown the question: "Thinking about your intern education program, to what extent do you agree or disagree with the following statements? statements?"

Key:

Strongly agree

Neither agree nor disagree

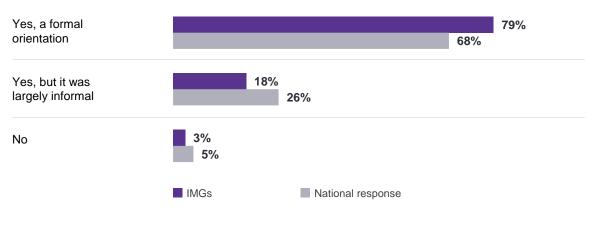
Disagree

Strongly disagree

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: 2024 n = 22,189; IMGs: 2024 n = 4,727)

Q27a. Did you receive an orientation to your setting?

HOW WOULD YOU RATE THE QUALITY OF YOUR ORIENTATION?

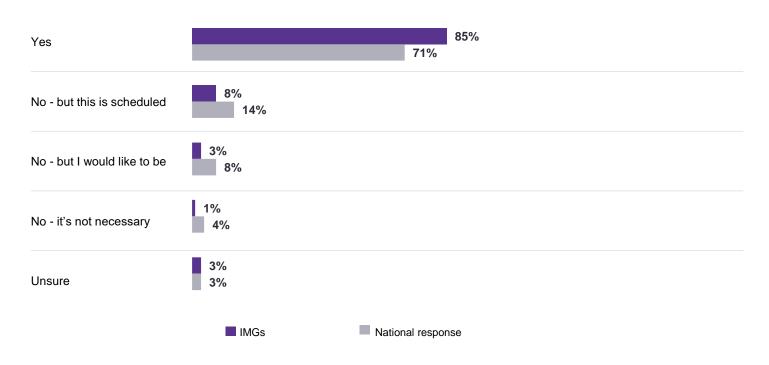
		Total excellent/good: 80%	Tot	al terrible/poor: 3%
IMGs	(n=4,586)	33%	46%	17%
		Total excellent/good: 76%	То	tal terrible/poor: 4%
National response	(n=21,012)	26%	50%	20%



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

Assessment

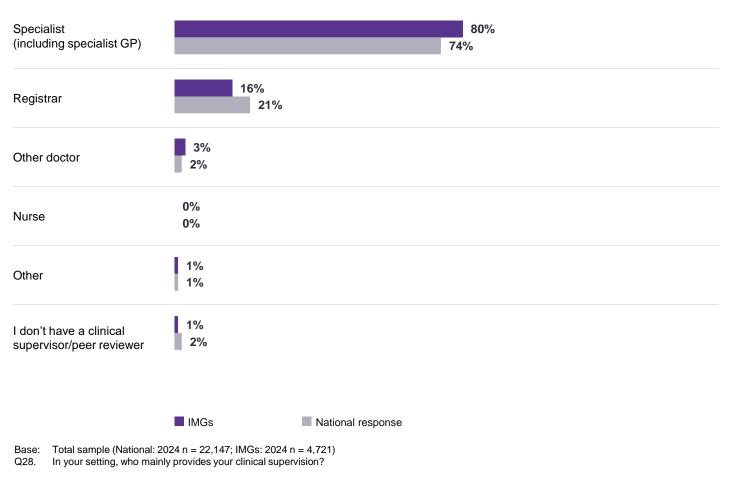
HAS YOUR PERFORMANCE BEEN ASSESSED IN YOUR SETTING?



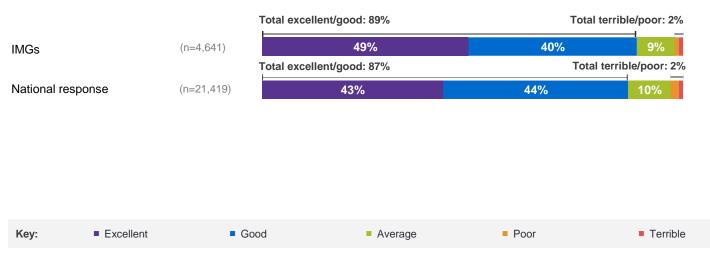
Base:Prevocational and unaccredited trainees, specialist trainees and IMGs (National: 2024 n = 20,413; IMGs: 2024 n = 4,670)Q32.Has your performance been assessed in your setting?

Clinical supervision

WHO MAINLY PROVIDES YOUR CLINICAL SUPERVISION?



HOW WOULD YOU RATE THE QUALITY OF YOUR SUPERVISION?



Base: Received supervision

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

Clinical supervision

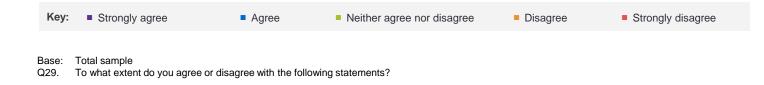
IF CLINICAL SUPERVISOR(S) ARE NOT AVAILABLE ...

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

		Total agree: 97%	Total disagree: 1%
IMGs	(n=4,670)	70%	27%
		Total agree: 97%	Total disagree: 1%
National response	(n=21,633)	66%	32%

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

		Total agree: 91%	Total disagree: 2%		
IMGs	(n=4,668)	59%	33%	7%	
		Total agree: 91%	Total disagree: 29		
National response	(n=21,634)	54%	37%	7%	



Clinical supervision

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

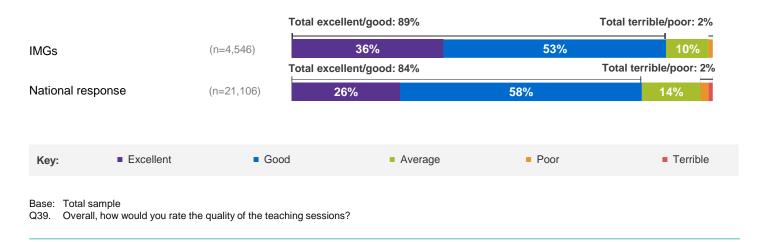
Average out of 5
(1=very poor - 5=very good)

Accessibility of supervisor	$ \begin{array}{c} \star \star \star \star \star \\ \star \star \star \star \star \end{array} $	
Helpfulness of supervisor		
Ensuring your work is appropriate to your level of training		
Completing workplace based assessments		$\begin{array}{c} \checkmark & 4.3 \\ \checkmark & 4.1 \end{array}$
Including opportunities to develop your skills	$ \overset{\star \star \star \star}{\star \star \star \star} $	
Supporting you to meet your training plan/pathway requirements	$ \overset{\star \star \star \star}{\star \star \star \star} $	
Usefulness of feedback	$ \overset{\star \star \star \star}{\star \star \star \star} $	
Regular, INFORMAL feedback		
Discussions about my goals and learning objectives	**** ****	$\begin{array}{c} \swarrow \\ \swarrow \\ \swarrow \\ \Im \end{array} 4.1 \\ \Im .8 \end{array}$
Regular, FORMAL feedback	**** ****	$\begin{array}{c} \swarrow & 4.2 \\ \swarrow & 3.7 \end{array}$
	IMGs	National response

Base: Have a supervisor (National: 2024 max n = 21,062; IMGs: 2024 max n = 4,610)

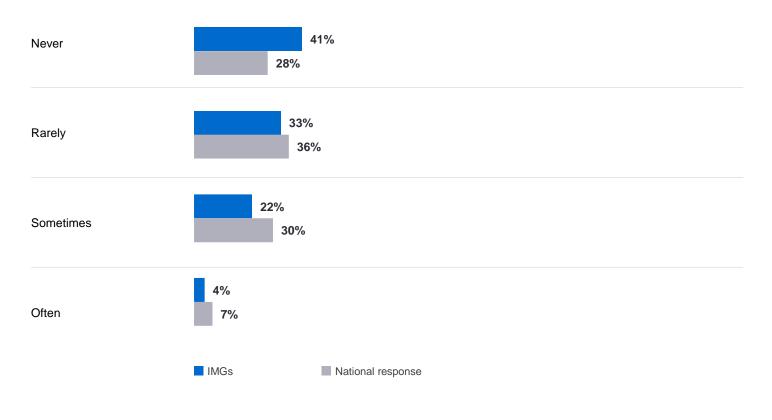
Q30. In your setting, how would you rate the quality of your overall clinical supervision for...?

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



TRAINING AND OTHER JOB RESPONSIBILITIES

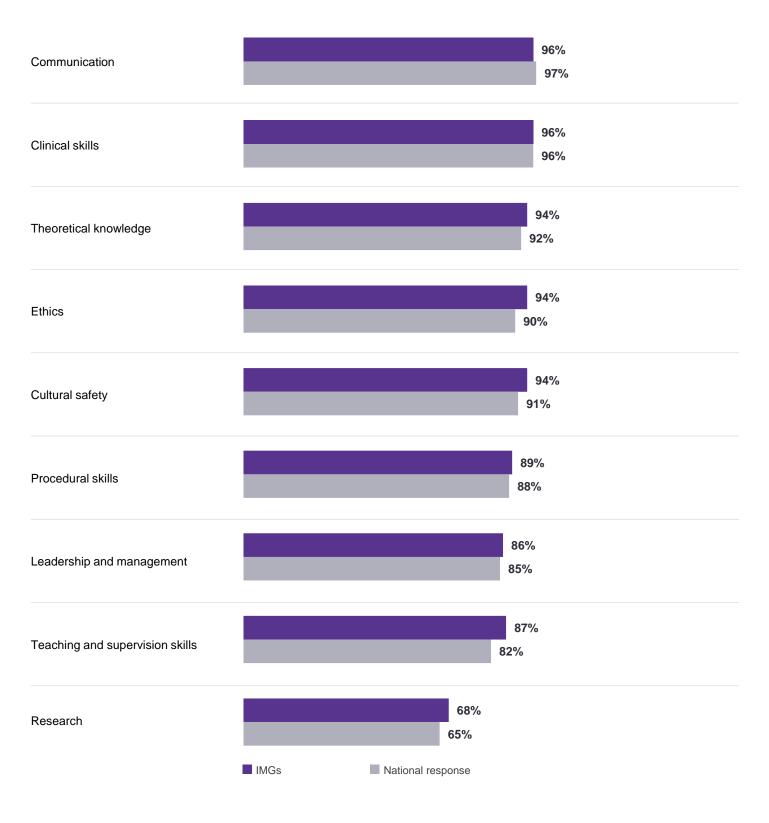
How regularly job responsibilities are preventing doctors in training from meeting training requirements



Base: Total sample (National: 2024 n = 21,394; IMGs: 2024 n = 4,585)

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: 2024 max n = 21,411 IMGs: 2024 max n = 4,604)

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: 87%	disagree: 3%	
IMGs	(n=4,596)	37%	50%	9%
		Total agree: 85%	Total	disagree: 4%
National response	(n=21,345)	28%	57%	11%

I have to compete with other doctors for access to opportunities

		Total agree: 4	0%		Total disagree: 3		
IMGs	(n=4,422)	12%	28%	25%	28%	7%	
		Total agree: 4	4%		Total disa	gree: 33%	
National response	(n=20,957)	13%	31%	23%	27%	6%	

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

		Total agree: 29%			Total disagree: 45%	
IMGs	(n=4,367)	9%	20%	26%	35%	10%
		Total agre	e: 29%		Total disa	gree: 46%
National response	(n=20,720)	9%	21%	24%	37%	9%



ACCESS TO TEACHING AND RESEARCH

I have access to protected study time/leave

		Total agree: 76%	Total	Total disagree: 9%	
IMGs	(n=4,605)	30%	46%	15	% 7%
		Total agree: 69%		Total	disagree: 16%
National response	(n=21,459)	23%	46%	16%	11% 5%

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

Total agree: 78% To				Total disag	ree: 6%
IMGs	(n=4,604)	29%	48%	16%	5%
		Total agree: 73%		Total disag	gree: 9%
National response	(n=21,458)	23%	50%	18%	7%

My employer supports me to attend formal and informal teaching sessions

		Total agree: 87% To			ee: 3%
IMGs	(n=4,604)	37%	49%	10	%
		Total agree: 79%	Т	otal disagr	ee: 6%
National response	(n=21,458)	29%	51%	14%	5%

I am able participate in research activities

Total agree: 52%				Total disagree: 12%		
IMGs	(n=4,607)	18%	34%	36%	10%	
		Total agree: 55%		Total di	sagree: 12%	
National response	(n=21,460)	15%	40%	33%	9%	



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

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

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

IMGs 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 (90%), teaching in the course of patient care (bedside teaching) (89%) and team or unit based activities (88%) were rated the most useful.

Formal education program^

I official couldation	i program				
		Total agree: 90%		Total di	sagree: 2% Not available
IMGs	(n=4,462)	38%	5	52%	8% (n=85)
		Total agree: 86%		Total di	isagree: 4%
National response	(n=19,314)	30%	56%		10% (n=453)
Online modules (formal and	-			
		Total agree: 84%		Total di	sagree: 5% Not available
IMGs	(n=4,468)	32%	53%		11% <mark>4%</mark> (n=78)
		Total agree: 65%		Total dis	agree: 17%
National response	(n=20,494)	17%	48%	18%	12% 5% (n=618)
Teaching in the c	ourse of n	atient care (bedsic	le teaching)		
			, (), (), (), (), (), (), (), (), (), ()		oor Net available
		Total agree: 89%			isagree: 3% Not available
IMGs	(n=4,375)	42%	6	47%	8% (n=170)
	<i>,</i>	Total agree: 89%			isagree: 2%
National response	(n=20,303)	37%	5	2%	8% (n=801)
Team or unit bas	ed activitie	S			
		Total agree: 88%		Total di	sagree: 2% Not available
IMGs	(n=4,387)	35%	53%	%	10% (n=160)
	x	Total agree: 82%			isagree: 4%
National response	(n=20,043)	25%	57%		14% (n=1063)
Key: Strongly a	gree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Base: Total sample ex ^Note: This question wa		ilable (shown separately) Interns.			
038 To what extent of	to you agree or	disagree that the followin	a educational activities have been usefu	ul in your development a	a doctor?

Q38.

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

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

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

Medical/surgical and/or hospital-wide meetings

Total agree: 81%			Tot	otal disagree: 4% Not available		
IMGs	(n=4,283)	29%	52%		15%	(n=259)
		Total agree: 68%	%	Tota	I disagree: 10	%
National response	(n=19,723)	16%	52%	23%	8%	(n=1381)

Multidisciplinary meetings

		Total agree: 84%			Total disagree: 3% Not available		
IMGs	(n=4,285)	32%	52%		13%	(n=262)	
		Total agree: 73%		Total	disagree: 7%		
National response	(n=19,707)	20%	54%	19	% 6%	(n=1405)	

Simulation teaching

		Total agree: 86%	I disagree: 3%	lisagree: 3% Not available	
IMGs	(n=4,228)	38%	48%	11%	(n=321)
		Total agree: 83%	Tota	Total disagree: 4%	
National response	(n=18,653)	34%	49%	14%	(n=2461)

Access to mentoring

		Total agree: 85%	Тс	Total disagree: 3% Not available		
IMGs	(n=4,378)	34%	51%	12%	(n=172)	
		Total agree: 81%	Total disagree: 4%			
National response	(n=19,833)	29%	51%	16%	(n=1281)	

Practice based audits

		Total agree: 73%		т	otal disagree: 5% Not available
IMGs	(n=4,288)	26%	47%		22% 4% (n=257)
		Total agree: 56%		Tot	al disagree: 13%
National response	(n=18,681)	14%	42%	31%	11% (n=2425)
Key: Strongly ag	ree	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

		Total excellent/good: 88%		Total terrible/poor: 3% Not provided
IMGs	(n=4,463)	43%	45%	9% (n=34)
		Total excellent/good: 78%		Total terrible/poor: 7%
National response	(n=20,335)	33%	45%	15% 5% (n=229)
Educational reso	ources			
		Total excellent/good: 87%		Total terrible/poor: 2% Not provided
IMGs	(n=4,480)	38%	50%	11% (n=19)
		Total excellent/good: 77%		Total terrible/poor: 4%
National response	(n=20,489)	25%	52%	19% (n=219)
Warking onese				
		esk and computer Total excellent/good: 77%		Total terrible/poor: 5% Not provided
IMGs	(n=4,481)	Total excellent/good: 77%	42%	17% 5% (n=20)
IMGs	(n=4,481)	Total excellent/good: 77% 35% Total excellent/good: 66%		17% 5% (n=20) Total terrible/poor: 12%
		Total excellent/good: 77%	42% 41%	17% 5% (n=20)
IMGs	(n=4,481) (n=20,590)	Total excellent/good: 77% 35% Total excellent/good: 66%		17% 5% (n=20) Total terrible/poor: 12%
IMGs National response	(n=4,481) (n=20,590)	Total excellent/good: 77% 35% Total excellent/good: 66%		17% 5% (n=20) Total terrible/poor: 12%
IMGs National response	(n=4,481) (n=20,590)	Total excellent/good: 77% 35% Total excellent/good: 66% 25%		17% 5% (n=20) Total terrible/poor: 12% 22% 9% (n=169)
IMGs National response Teaching spaces	(n=4,481) (n=20,590)	Total excellent/good: 77% 35% Total excellent/good: 66% 25% Total excellent/good: 81%	41%	17%5% (n=20)Total terrible/poor: 12%22%9%(n=169)Total terrible/poor: 3%Not provided
IMGs National response Teaching spaces	(n=4,481) (n=20,590)	Total excellent/good: 77% 35% Total excellent/good: 66% 25% Total excellent/good: 81% 32%	41%	17% 5% (n=20) Total terrible/poor: 12% 22% 9% (n=169) Total terrible/poor: 3% Not provided 16% (n=75)



Base: Total sample excluding not provided (shown separately)

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

CULTURE WITHIN THE TRAINEE'S SETTING

Most senior medical staff are supportive

		Total agree: 93%	Total dis	agree: 2%
IMGs	(n=4,504)	50%	43%	4%
		Total agree: 93%	Total dis	sagree: 2%
National response	(n=20,817)	45%	47%	5%

My workplace supports staff wellbeing

		Total agree: 87%		otal disagree: 4%
IMGs	(n=4,502)	41%	46%	9%
		Total agree: 81%	T	otal disagree: 6%
National response	(n=20,818)	33%	48%	13% <mark>5%</mark>

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

		Tota	l disagree: 6%		
IMGs	(n=4,504)	34%	46%		14% <mark>4%</mark>
		Total agree: 71%		Total	disagree: 12%
National response	(n=20,817)	26%	45%	17%	9%

There is a positive culture at my workplace

	-	Total agree: 87%	tal disagree: 4%	
IMGs	(n=4,502)	38%	49%	9%
	-	Total agree: 81%	Тс	otal disagree: 6%
National response	(n=20,817)	31%	50%	13% <mark>4%</mark>

I have a good work/life balance

		Total agree: 74%			Total dis	agree: 8%
IMGs	(n=4,500)	28%	46%		18%	6%
		Total agree: 65%			Total dis	agree: 15%
National response	(n=20,811)	22%	44%	199	6	12% <mark>4%</mark>

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

e: 5%
4%
ee: 7%
5%
isagree

Base: Total sample

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

CULTURE WITHIN THE TRAINEE'S SETTING (continued)

Racism is not tolerated a	at my workpla	Ce Total agree: 86%	Total o	disagree: 4%
IMGs	(n=4,502)	44%	42%	10%
		Total agree: 85%	Total	disagree: 4%
National response	(n=20,816)	39%	47%	11%

I know how to raise concerns/issues about bullying, harassment and discrimination (including racism) in my workplace Total agree: 86%

		Total agree: 86%	l disagree: 4%	
IMGs	(n=4,505)	36%	50%	10%
		Total agree: 85%	Tota	disagree: 5%
National response	(n=20,819)	31%	54%	11% <mark>4%</mark>

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

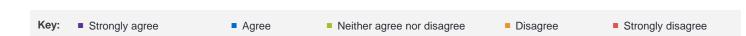
	Norkplace	Total agree: 81%		Total disagr	ee: 6%	
IMGs	(n=4,507)	36%	45%	13%	4%	
		Total agree: 78%		Total disagr	ee: 8%	
National response	(n=20,823)	31%	47%	14%	6%	

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

		Total agree: 85%	То	tal disagro	ee: 4%
IMGs	(n=4,506)	36%	48%	12%	
		Total agree: 80%	To	tal disagr	ee: 6%
National response	(n=20,821)	30%	50%	14%	4%

Most senior allied health and nursing staff are supportive

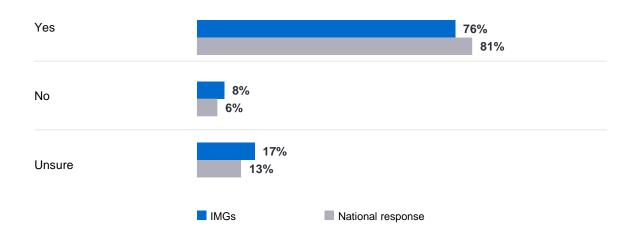
		Total agree: 89%	Total di	isagree: 2%
IMGs	(n=4,501)	38%	51%	9%
		Total agree: 87%	Total d	isagree: 3%
National response	(n=20,814)	34%	54%	10%



Base: Total sample

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

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: 2024 n = 20,527; IMGs: 2024 n = 4,472)

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)

	Experienced	Witnessed	Experienced + Witnessed
Net: bullying, harassment discrimination and/or racism	20% 22%	19% 29%	25% 33%
Bullying	10% 12%	9% 18%	14% 21%
Sexual Harassment	1% 3%	1% 4%	1% 5%
Harassment (excluding sexual harassment)	5% 6%	4% 9%	7% 11%
Racism	10% 8%	9% 14%	13% 17%
Discrimination (excluding racism)	10% 9%	9% 12%	13% 15%
WHO WAS RESPONSIBLE	(Blue	ational response figure shows Net of purple options)	itnessed
Senior medical staff (e.g. consultants, specialists)	42% 43%		40% 46%
Medical colleague (e.g. registrar or other doctors in training)	30% 27%		26% 31%
Nurse or midwife	34% 30%		32% 35%
Other health practitioner	5% 6%	ł	6% 9%
Hospital management	6% 8%		5% 9%
Administrative staff	8% 9%		6% 10%
Patient and/or patient family/carer	24% 41%		30% 44%
Other	1% 2%		2% 2%
Prefer not to say	11%		11%

National response

(Where only blue option selected, next

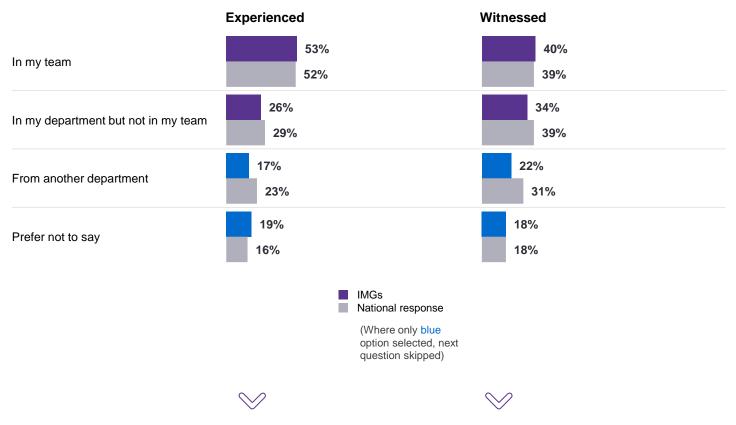
question skipped)

Base: Total sample - Experienced (National: 2024 n = 18,217; IMGs: 2024 n = 3,954) - Witnessed (National: 2024 n = 18,998; IMGs: 2024 n = 4,023) Q42a. Thinking about your workplace, have you experienced and/or witnessed any of the following in the past 12 months?

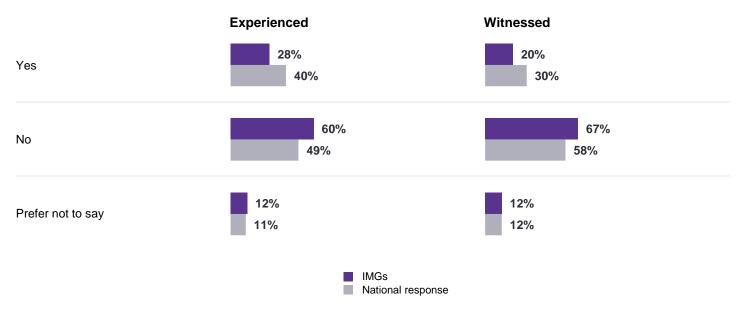
Base: Experienced/witnessed bullying, harassment sexual harassment, discrimination and/or racism - Experienced (National: 2024 n = 3,907; IMGs: 2024 n = 778) - Witnessed (National: 2024 n = 5,385; IMGs: 2024 n = 721)

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

THE STAFF MEMBER OR COLLEAGUE RESPONSIBLE WAS...



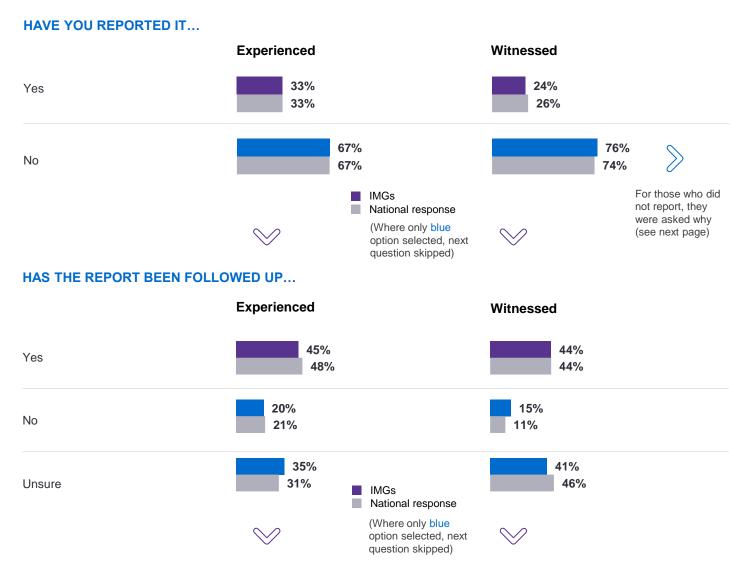
THE STAFF MEMBER OR COLLEAGUE FROM MY TEAM OR DEPARTMENT WAS MY SUPERVISOR...



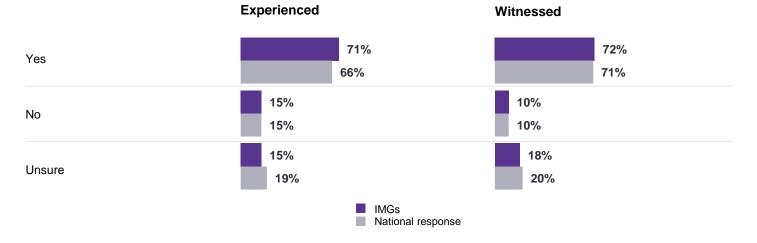
Base: Experienced bullying, harassment, discrimination and/or racism from someone who was not a patient (National: 2024 n = 2,865 IMGs: 2024 n = 613) - Witnessed (National: 2024 n = 4,021; IMGs: 2024 n = 529)

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: 2024 n = 2,040; IMGs: 2024 n = 433) - Witnessed (National: 2024 n = 2,631; IMGs: 2024 n = 349)
 Q42d. Was the person(s) one of your supervisors?...

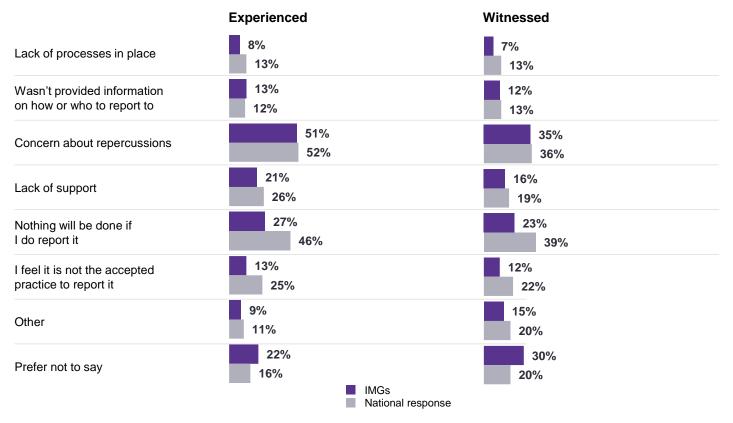


ARE YOU SATISFIED WITH HOW THIS REPORT WAS FOLLOWED UP...

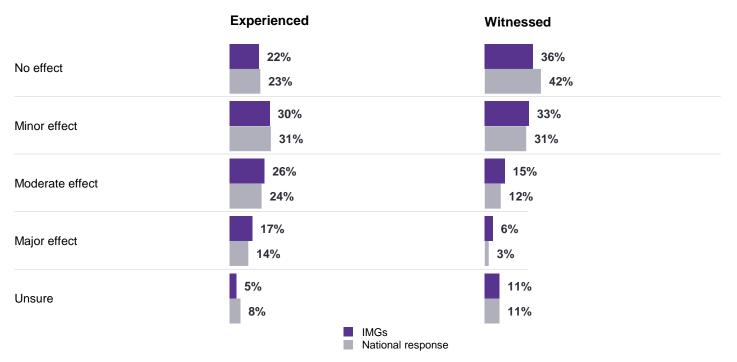


- Base: Experienced bullying, harassment discrimination and/or racism (National: 2024 n = 3,835; IMGs: 2024 n = 764) Witnessed (National: 2024 n = 5,248; IMGs: 2024 n = 690) | Q42e. Have you reported it?
- Base: Reported bullying, harassment, discrimination and/or racism (National: 2024 n = 1,249; IMGs: 2024 n = 249) Witnessed (National: 2024 n = 1,379; IMGs: 2024 n = 162) | Q42f. Has the report been followed up?
- Base: Reported bullying, harassment, discrimination and/or racism who reported the incident and followed it up (National: 2024 n = 591; IMGs: 2024 n = 110) - Witnessed (National: 2024 n = 593; IMGs: 2024 n = 71) | 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: 2024 n = 2,561; IMGs: 2024 n = 510) - Witnessed (National: 2024 n = 3,830; IMGs: 2024 n = 524)

Q42i. What prevented you from reporting?

Base: Experienced bullying, harassment discrimination and/or racism (National: 2024 n = 3,921; IMGs: 2024 n = 773) - Witnessed (National: 2024 n = 5,376; IMGs: 2024 n = 706)

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

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

The amount of work I am expected to do

IMGs $(n=4,448)$ $6\sqrt[6]{6}$ $52\sqrt[6]{6}$ $27\sqrt[6]{6}$ National response $(n=20,443)$ $8\sqrt[6]{6}$ $17\sqrt[6]{6}$ $54\sqrt[6]{6}$ $27\sqrt[6]{6}$ Having to work paid overtimeTotal always/most of the time: $14\sqrt[6]{6}$ Total sometimes/never: $86\sqrt[6]{6}$ IMGs $(n=4,442)$ $6\sqrt[6]{6}$ $40\sqrt[6]{6}$ $46\sqrt[6]{6}$ National response $(n=20,432)$ $5\sqrt[6]{6}$ $10\sqrt[6]{6}$ $40\sqrt[6]{6}$ Having to work unpaid overtimeIMGs $(n=4,441)$ $70\sqrt[6]{6}$ $44\sqrt[6]{6}$ $70\sqrt[6]{6}$ IMGs $(n=4,441)$ $5\sqrt[6]{6}$ $25\sqrt[6]{6}$ $67\sqrt[6]{6}$ IMGs $(n=4,441)$ $5\sqrt[6]{6}$ $25\sqrt[6]{6}$ $67\sqrt[6]{6}$ Dealing with patient expectationsTotal always/most of the time: $18\sqrt[6]{6}$ Total sometimes/never: $80\sqrt[6]{6}$ IMGs $(n=4,443)$ $7\sqrt[6]{6}$ $50\sqrt[6]{6}$ $30\sqrt[6]{6}$ Total always/most of the time: $20\sqrt[6]{6}$ Total sometimes/never: $80\sqrt[6]{6}$ IMGs $(n=4,443)$ $7\sqrt[6]{6}$ $50\sqrt[6]{6}$ $30\sqrt[6]{6}$ Total always/most of the time: $17\sqrt[6]{6}$ Total sometimes/never: $81\sqrt[6]{6}$ $22\sqrt[6]{6}$ Dealing with patients' familiesTotal always/most of the time: $17\sqrt[6]{6}$ $22\sqrt[6]{6}$ $22\sqrt[6]{6}$ Dealing with patients' familiesTotal always/most of the time: $17\sqrt[6]{6}$ $22\sqrt[6]{6}$ $22\sqrt[6]{6}$ Dealing with patients' familiesTotal always/most of the time: $17\sqrt[6]{6}$ $22\sqrt[6]{6}$ $22\sqrt[6]{6}$ Expectations of supervisorsTotal always/most of the time: $19\sqrt[6]{6}$ $23\sqrt[$			Total always/most of the time: 21%	Total sometimes/never: 79%
National response(n=20,443)8%17%54%21%Having to work paid overtimeTotal always/most of the time: 14%Total sometimes/never: 86%MGs(n=4,442) 6% 8% 40% 46% National response(n=20,432) 9% 10% 44% 40% Having to work unpaid overtimeTotal always/most of the time: 18%Total sometimes/never: 84%MGs(n=4,441) 10% 9% 9% MGs(n=4,441) 10% 9% 9% Dealing with patient expectationsTotal always/most of the time: 20%Total sometimes/never: 82%MGs(n=4,443) 7% 13% 50% MGs(n=4,443) 7% 13% 50% Dealing with patient expectationsTotal always/most of the time: 20%Total sometimes/never: 82%MGs(n=4,443) 7% 13% 50% MGs(n=20,438) 7% 13% 50% Dealing with patients' familiesTotal always/most of the time: 17%Total sometimes/never: 83%MGs(n=4,447) 6% 11% 51% MGs(n=4,447) 6% 11% 51% 32% Dealing with patients' familiesTotal always/most of the time: 17%Total sometimes/never: 81%MGs(n=4,447) 6% 11% 51% 32% MGs(n=4,447) 7% 12% 38% 43% MGs(n=20,42) 7% 12% 38% 43% MGs(n=20,42) <td< th=""><th>IMGs</th><th>(n=4,448)</th><th>6% 15% 52%</th><th>27%</th></td<>	IMGs	(n=4,448)	6% 15% 52%	27%
Having to work paid overtimeTotal always/most of the time: 14%Total sometimes/never: 86%IMGs(m=4,42) 6^{10} 40% 46% National response(m=20,432) 6^{10} 10% 10% Having to work unpaid overtimeTotal always/most of the time: 19%Total sometimes/never: 81%IMGs(m=4,441) 6^{10} 6^{10} IMGs(m=4,441) 6^{10} 6^{10} Dealing with patient expectationsTotal always/most of the time: 18%Total sometimes/never: 82%IMGs(m=4,443) 7^{10} 13% 50% Dealing with patient expectationsTotal always/most of the time: 21%Total sometimes/never: 82%IMGs(m=4,443) 7^{10} 13% 50% 7^{10} 13% 50% 30% Total always/most of the time: 21%Total sometimes/never: 82%National response(m=20,432) 7^{10} 15% IMGs(m=4,447) 6^{10} 15% 7^{10} 6^{10} 15% 50% 32% Dealing with patients' familiesTotal always/most of the time: 17%Total sometimes/never: 81%IMGs(m=4,447) 6^{10} 10% 30% 6^{10} 10% 53% 23% 23% Dealing with patients' familiesTotal always/most of the time: 19%Total sometimes/never: 81%IMGs(m=4,447) 6^{10} 10% 10% IMGs(m=20,420) 10% 10% 10% IMGs(m=20,420) 10			Total always/most of the time: 25%	Total sometimes/never: 75%
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	National response	(n=20,443)	8% 17% 54%	% 21%
IMGs $(n=4,42)$ $(n=4,42)$ $(n=4,42)$ $(n=4,42)$ $(n=4,42)$ $(n=2,432)$ $(n=2,132)$	Having to work paid ove	rtime		
National response(n=20,432)Total always/most of the time: 16%Total sometimes/never: 84%Having to work unpaid overtimeTotal always/most of the time: 9%Total sometimes/never: 91%IMGs(n=4,441) $\frac{4\%5\%}{25\%}$ $\frac{25\%}{25\%}$ $\frac{67\%}{67\%}$ National response(n=20,432) $\frac{3\%}{9\%}$ $\frac{31\%}{31\%}$ Total sometimes/never: 82%Dealing with patient expectationsTotal always/most of the time: 20%Total sometimes/never: 80%IMGs(n=4,443) $\frac{7\%}{10\%}$ $\frac{50\%}{50\%}$ $\frac{30\%}{30\%}$ Dealing with patients' familiesTotal always/most of the time: 21%Total sometimes/never: 80%IMGs(n=20,432) $\frac{7\%}{10\%}$ $\frac{51\%}{50\%}$ $\frac{32\%}{30\%}$ Dealing with patients' familiesTotal always/most of the time: 21%Total sometimes/never: 80%IMGs(n=20,442) $\frac{6\%}{10\%}$ $\frac{51\%}{30\%}$ $\frac{32\%}{30\%}$ Dealing with patients' familiesTotal always/most of the time: 17%Total sometimes/never: 81%IMGs(n=20,442) $\frac{6\%}{10\%}$ $\frac{10\%}{30\%}$ $\frac{32\%}{30\%}$ Expectations of supervisorsTotal always/most of the time: 19%Total sometimes/never: 81%IMGs(n=4,447) $\frac{7\%}{10\%}$ $\frac{38\%}{30\%}$ $\frac{43\%}{30\%}$ IMGs(n=4,447) $\frac{5\%}{10\%}$ $\frac{38\%}{30\%}$ $\frac{43\%}{30\%}$ IMGs(n=4,447) $\frac{5\%}{10\%}$ $\frac{38\%}{30\%}$ $\frac{43\%}{30\%}$ IMGs(n=4,447) $\frac{5\%}{10\%}$ $\frac{38\%}{30\%}$ $\frac{38\%}{30\%}$ IMGs(n=20,442) $\frac{5\%}{10\%}$ 38			Total always/most of the time: 14%	Total sometimes/never: 86%
National response $(n=20,432)$ 5% 10% 44% 40% Having to work unpaid overtimeIMGs $(n=4,441)$ $\frac{4\%}{5\%}$ 5% 67% National response $(n=20,432)$ 3% 9% 31% 51% Dealing with patient expectationsIMGs $(n=4,443)$ 7% 13% 50% 30% National response $(n=20,432)$ 7% 13% 50% 30% Dealing with patient expectationsIMGs $(n=4,443)$ 7% 50% 7% 22% Dealing with patients' familiesIMGs $(n=4,447)$ 7% 51% 32% Dealing with patients' familiesIMGs $(n=20,442)$ 6% 11% 51% 32% Dealing with patients' familiesIMGs $(n=20,442)$ 6% 11% 51% 32% Dealing with patients' familiesIMGs $(n=20,442)$ 6% 13% 58% 23% Expectations of supervisorsIMGs $(n=20,442)$ 7% 12% 38% 43% IMGs $(n=20,442)$ 5% 11% 38% 38%	IMGs	(n=4,442)	6% 8% 40%	46%
Having to work unpaid overtimeHaving to work unpaid overtimeIMGs $(n=4,41)$ $\frac{4\sqrt{5}5\sqrt{5}}{25\%}$ 57% IMGs $(n=20,432)$ $\frac{3\sqrt{5}}{3}\sqrt{5}$ $\frac{25\%}{6}\sqrt{57\%}$ Total always/most of the time: 18% Total sometimes/never: 82% Dealing with patient expectationsTotal always/most of the time: 20% Total sometimes/never: 80% Mational response(n=20,438)Total always/most of the time: 20% Total sometimes/never: 80% Total always/most of the time: 20% Total sometimes/never: 80% Mational response(n=20,438)Total always/most of the time: 17% Total sometimes/never: 80% Total always/most of the time: 17% Total sometimes/never: 80% Total always/most of the time: 17% Total sometimes/never: 80% Total always/most of the time: 17% Total sometimes/never: 81% Total always/most of the time: 17% Total sometimes/never: 81% Total always/most of the time: 19% Total sometimes/never: 81% Total always/most of the time: 19% Total sometimes/never: 81% Total always/most of the time: 19% Total sometimes/never: 81% Total always/most of the time: 19% Total sometimes/never: 81% Total always/mos			Total always/most of the time: 16%	Total sometimes/never: 84%
IndexTotal always/most of the time: 9%Total sometimes/never: 91%IMGs(n=4,41) $\sqrt{5}\sqrt{5}\sqrt{5}\sqrt{5}\sqrt{67\%}$ Total always/most of the time: 18%Total sometimes/never: 82%National response(n=20,432) $\sqrt{9}\sqrt{5}\sqrt{3}\sqrt{5}\sqrt{5}\sqrt{5}\sqrt{5}\sqrt{5}\sqrt{5}\sqrt{5}\sqrt{5}\sqrt{5}5$	National response	(n=20,432)	5% <mark>10%</mark> 44%	40%
IMGs $(n=4,441)$ $\sqrt[4]{6}, \sqrt[6]{2}, 25\%$ 67% Total sometimes/never: 82% Total sometimes/never: 82% Total sometimes/never: 82%National response $(n=20,432)$ $\frac{8\%}{9\%}$ $\frac{9\%}{31\%}$ 51% Dealing with patient expectationsIMGs $(n=4,443)$ $\frac{7\%}{13\%}$ 50% 30% IMGs $(n=4,443)$ $\frac{7\%}{15\%}$ 50% 30% National response $(n=20,438)$ $\frac{7\%}{15\%}$ 57% 22% Dealing with patients' familiesTotal always/most of the time: 17% Total sometimes/never: 79% Data always/most of the time: 17% Total sometimes/never: 79% Total always/most of the time: 17% Total sometimes/never: 83% MGs $(n=20,442)$ $\frac{6\%}{2}$ $\frac{11}{2}\%$ $\frac{32\%}{2}\%$ Total always/most of the time: 19% Total sometimes/never: 81% National response $(n=20,442)$ $\frac{6\%}{12}$ $\frac{38\%}{3}$ $\frac{43\%}{3}\%$ Total always/most of the time: 19% Total sometimes/never: 81% IMGs $(n=4,447)$ $\frac{7\%}{7\%}$ $\frac{12\%}{3}$ $\frac{38\%}{3}$ $\frac{43\%}{3}\%$ Total always/most of the time: 19% Total sometimes/never: 81% National response $(n=20,442)$ $\frac{11}{7\%}$ $\frac{12\%}{3}$ $\frac{39\%}{3}$ Total always/most of the time: 19% Total sometimes/never: 81% National response $(n=20,442)$ $\frac{11}{7\%}$ $\frac{12\%}{3}$ $\frac{39\%}{3}$	Having to work unpaid o	vertime		
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IMGs(n=4,447)7%12%38%43%Total always/most of the time: 16%Total sometimes/never: 84%National response(n=20,442)5%11%45%39%	Dealing with patients' fa	milies (n=4,447)	6% 11% 51% Total always/most of the time: 19%	32% Total sometimes/never: 81%
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National response (n=20,442) 5% 11% 45% 39%	Dealing with patients' far IMGs National response	milies (n=4,447) (n=20,442)	6% 11% 51% Total always/most of the time: 19% 6% 13% 58%	32% Total sometimes/never: 81% 23%
	Dealing with patients' fai IMGs National response Expectations of supervis	milies (n=4,447) (n=20,442)	6%11%51%Total always/most of the time: 19%6%13%58%Total always/most of the time: 19%	32% Total sometimes/never: 81% 23% Total sometimes/never: 81%
Key: Always Most of the time Sometimes Never	Dealing with patients' fai IMGs National response Expectations of supervis	milies (n=4,447) (n=20,442)	6% 11% 51% Total always/most of the time: 19% 6% 13% 58% Total always/most of the time: 19% 7% 12% 38%	32% Total sometimes/never: 81% 23% Total sometimes/never: 81%
Key: Always Most of the time Sometimes Never	Dealing with patients' fai IMGs National response Expectations of supervis	milies (n=4,447) (n=20,442) Sors (n=4,447)	6%11%51%Total always/most of the time: 19%6%13%58%Total always/most of the time: 19%7%12%38%Total always/most of the time: 16%	32% Total sometimes/never: 81% Total sometimes/never: 81% 43% Total sometimes/never: 81%
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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)

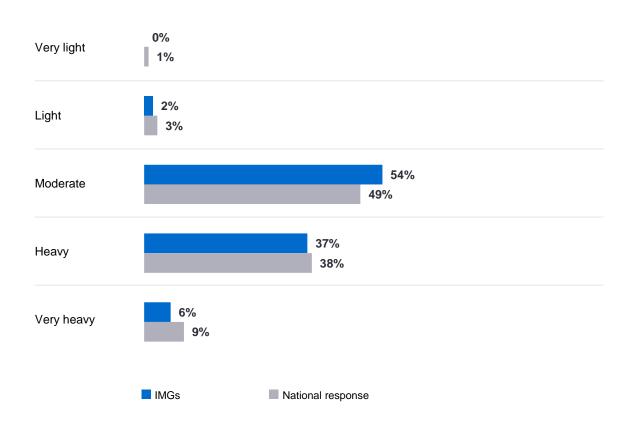
Supervisor feedback

		Total always/most of the time: 17%	Total sometimes/neve	er: 83%
IMGs	(n=4,452)	7% 10% 36%	47%	1
	(11-7,702)	Total always/most of the time: 12%		er: 88%
National response	(n=20,448)	4% <mark>8%</mark> 38%	50%	
Having to relocate for	work			
		Total always/most of the time: 16%	Total sometimes/neve	er: 84%
IMGs	(n=4,439)	6% 10% 31%	53%	
		Total always/most of the time: 24%	Total sometimes/nev	er: 76%
National response	(n=20,393)	12% 12% 33	%	
Being expected to do	work that I don	't feel confident doing		
		Total always/most of the time: 6%	Total sometimes/neve	ər: 94%
IMGs	(n=4,442)	<mark>4%</mark> 36%	58%	
		Total always/most of the time: 11%	Total sometimes/nev	er: 89%
National response	(n=20,395)	4% <mark>7%</mark> 43%	45%	
Lack of appreciation				
		Total always/most of the time: 12%	Total sometimes/neve	ər: 88%
IMGs	(n=4,445)	4% <mark>8%</mark> 40%	48%	
		Total always/most of the time: 19%	Total sometimes/nev	er: 81%
National response	(n=20,401)	7% 12% 43	% 38%	
Workplace conflict				
		Total always/most of the time: 5%	Total sometimes/neve	ər: 95%
IMGs	(n=4,446)	32%	62%	
		Total always/most of the time: 10%	Total sometimes/nev	er: 90%
National response	(n=20,404)	4% <mark>6%</mark> 40%	50%	
Key: Always		 Most of the time 	Sometimes Never	

Base: Total sample

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

HOW WOULD YOU RATE YOUR WORKLOAD IN YOUR SETTING?



Base: Total sample (National: 2024 n = 20,339; IMGs: 2024 n = 4,448)

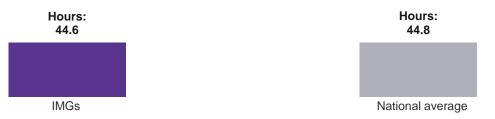
Q45. How would you rate your workload in your setting?

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

On average, IMGs worked 44.6 hours a week, compared to 44.8 hours a week for the national average.

For IMGs, 56% were working 40 hours a week or more, compared to the national response of 62%.

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



Base: Total sample (National: 2024 n = 20,358; IMGs: 2024 n = 4,430). 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?

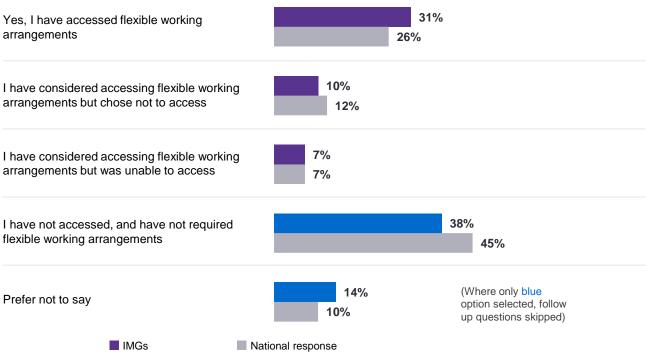
FOR ANY UNROSTERED OVERTIME YOU HAVE COMPLETED IN THE PAST, HOW OFTEN DID:

You get paid for the unro	stered overti	ime					
		Total always/most of t	he time: 78%		Total so	metimes/ne	ever: 22%
IMGs	(n=3,408)		58%		21%	13%	9%
		Total always/most of t	he time: 71%		Total so	metimes/n	ever: 29%
National response	(n=16,692)	44%		27%		17%	11%
Working unrostered over	time have a I	negative impact on y Total always/most of tl	-		Total co	metimes/ne	over 80%
							ever: 89%
IMGs	(n=3,096)	4% <mark>7%</mark>	37%		52%		
		Total always/most of t	he time: 21%		Total so	metimes/n	ever: 79%
National response	(n=15,773)	8% 13%	47%			33%	
Working unrostered over	time provide	you with more train	ing opportunities	6			
		Total always/most of t	he time: 26%		Total so	metimes/ne	ever: 74%
IMGs	(n=3,102)	9% 17%	50	1%		24	%
		Total always/most of t	he time: 17%		Total so	metimes/n	ever: 83%
National response	(n=15,717)	5% <mark>13%</mark>	52%			31%	
Key: Always		Most of the time	Sometin	nes		Never	

Base: Total sample

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

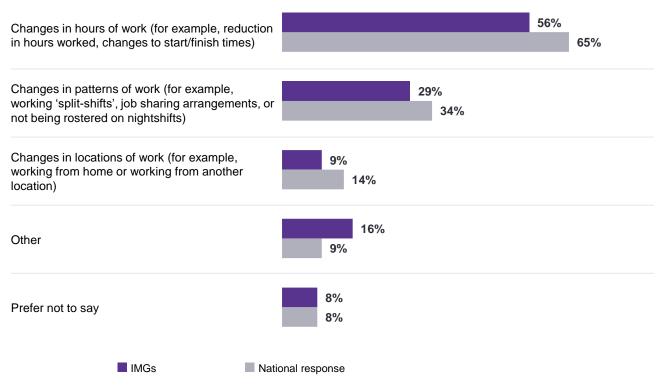
HAVE YOU ACCESSED, OR CONSIDERED ACCESSING, FLEXIBLE WORKING ARRANGEMENTS IN YOUR SETTING?



Base: Total sample (National: 2024 n = 20,266; IMGs: 2024 n = 4,390)

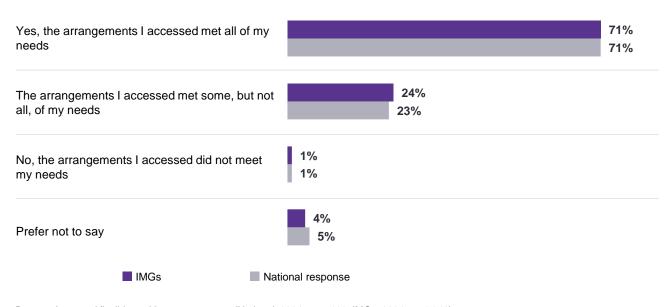
Q63a. Have you accessed, or considered accessing, flexible working arrangements in your setting?

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



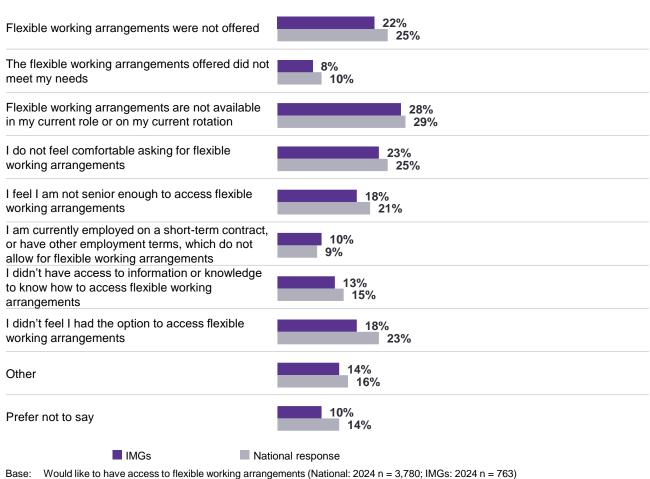
Base: Accessed, or would like to have access to flexible working arrangements (National: 2024 n = 8,989; IMGs: 2024 n = 2,117) Q64. What sort of flexible working arrangements did you access / What sort of flexible working arrangements would you have liked to access?

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



Base: Accessed flexible working arrangements (National: 2024 n = 5,196; IMGs: 2024 n = 1,349)
Q63b. Did the flexible working arrangements you accessed in your setting meet your needs?

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



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

Patient safety

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



Base: Received training on how to raise concerns about patient safety

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

I did not receive training on how to raise concerns about patient safety

IMGs	1%
National response	3%

 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: 94%	Tota	I disagree: 1%
IMGs	(n=4,358)	41%	53%	5%
	-	Total agree: 91%	Tota	al disagree: 2%
National response	(n=20,112)	35%	57%	7%

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

	-	Total agree: 91%		Total disagree: 1%
IMGs	(n=4,356)	39%	52%	8%
	-	Total agree: 86%		Total disagree: 3%
National response	(n=20,107)	32%	54%	11%
Key: Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

Base: Total sample

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

Patient safety

PATIENT CARE AND SAFETY IN THE WORKPLACE (cont.)

I am confident to raise concerns about patient care and safety

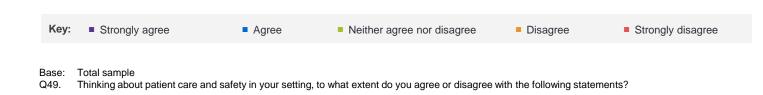
		Total agree: 94%		Total disagree: 1%		
IMGs	(n=4,358)	43%	51%	5%		
		Total agree: 90%		Total disagree: 2%		
National response	(n=20,110)	35%	55%	8%		

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

		Total agree: 93%	Total d	Total disagree: 2%		
IMGs	(n=4,354)	44%	49%	6%		
		Total agree: 87%	Total	disagree: 3%		
National response	(n=20,108)	33%	55%	10%		

I have received training on how to provide culturally safe care

		Total agree: 89%	Т	Total disagree: 3%		
IMGs	(n=4,359)	38%	51%	8%		
		Total agree: 83%	1	Total disagree: 4%		
National response	(n=20,113)	29%	54%	12% <mark>4%</mark>		



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

Overall satisfaction

RECOMMEND TRAINING

I would recommend my current training position to other doctors

		То	Total disagree: 4%		
IMGs	(n=4,335)	41%	45%	10%	
		Total agree: 81%	То	tal disagree: 6%	
National response	(n=20,074)	33%	48%	13% <mark>4%</mark>	

I would recommend my current workplace as a place to train

	Total agree: 85%	Total disagree	e: 4%	
(n=4,338)	42%	43%	11%	
	Total agree: 80%		Total disagre	e: 6%
(n=20,077)	36%	45%	14%	4%
		(n=4,338) 42% Total agree: 80%	(n=4,338) 42% 43% Total agree: 80%	(n=4,338) 42% 43% 11% Total agree: 80% Total disagre



Future career intentions

CAREER INTERESTS

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

Thave an interest in Abor		Total agree: 50%			Total disagree: 11%
IMGs	(n=4,190)	14%	36%	38%	9%
		Total agree: 50%			Total disagree: 13%
National response	(n=19,880)	12%	38%	37%	10%
I am interested in rural pr	actice				
		Total agree: 51%			Total disagree: 18%
IMGs	(n=4,190)	16%	35%	31%	14% 4%
		Total agree: 47%			Total disagree: 22%
National response	(n=19,881)	14%	33%	31%	<mark>17% 5</mark> %
I am interested in getting	involved in n	nedical research			
		Total agree: 62%			Total disagree: 12%
IMGs	(n=4,188)	21%	41%		26% 10%
		Total agree: 52%			Total disagree: 22%
National response	(n=19,874)	15%	37%	27%	16% 5%
I am interested in getting	involved in n	nedical teaching			
		Total agree: 73%			Total disagree: 7%
IMGs	(n=4,191)	28%		45%	20% 6%
		Total agree: 76%			Total disagree: 6%
National response	(n=19,877)	28%		48%	18% 5%
I am considering a future	outside of m	edicine			
		Total agree: 11%			Total disagree: 73%
IMGs	(n=4,196)	8% 16%	39	%	34%
		Total agree: 19%			Total disagree: 59%
National response	(n=19,891)	5% 14%	22%	36%	23%
Key: Strongly agree	Agree	Neither ag	ree nor disagree	Disagree	Strongly disagree

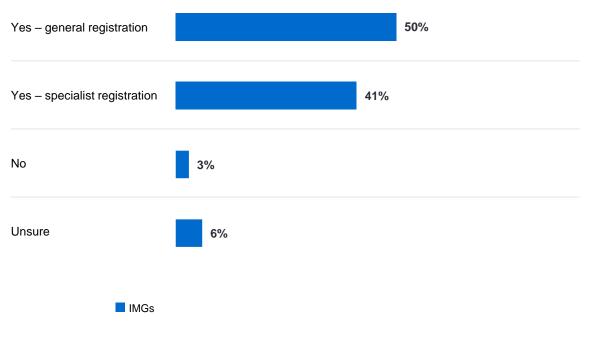
Base: Total sample

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

Future career intentions

CONTINUATION OF PATHWAY

Overall, 91% of IMG specialist trainees intended to continue with their pathway.



Base: International Medical Graduates (2024: n = 4,333) Q51b. Do you intend to continue on a pathway to general or specialist registration?

TRAINING PROGRAM COMPLETION AND FUTURE EMPLOYMENT

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:	19%			Total	disagree: 59%
IMGs	(n=4,188)	6% 139	<mark>⁄₀ 22%</mark>		42	%	17%
		Total agree:	35%	1		Total	disagree: 45%
National response	(n=19,173)	15%	19%	20%		31%	14%
I am concerned about w	hether I will be	able to sec Total agree:		ent on cor	npletion	-	disagree: 46%
IMGs	(n=4,190)	7%	20%	26%		34%	12%
		Total agree:	41%			Total	disagree: 38%
National response	(n=19,879)	15%	26%	2	1%	27%	11%
			_				
Key: Strongly agree	Agree	= N	leither agree nor o	lisagree	Disagr	ee Str	ongly 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