

Medical Training Survey

2024 Report Western Australia

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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:

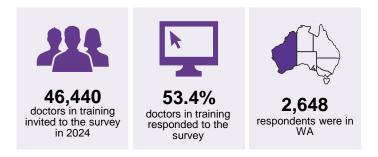
- promote better understanding of the quality of medical training in Australia
- identify how best to improve medical training in Australia, and

 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 Western Australia (WA) are presented at an overall level. To explore results within WA further, please visit <u>medicaltrainingsurvey.gov.au/results</u>.

INTERPRETING THIS REPORT

This report provides key results based on n = 2,648 doctors in training working in locations across WA 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: 81%	То	tal disagre	e: 5%
WA	(n=2,241)	32%	49%	14%	4%
		Total agree: 81%	Тс	tal disagro	ee: 6%
National response	(n=20,074)	33%	48%	13%	4%

I would recommend my current workplace as a place to train

	Тс	otal agree: 81%		Total disagree: 5%
WA	(n=2,243)	36%	45%	14% 4%
	Тс	otal agree: 80%		Total disagree: 6%
National response	(n=20,077)	36%	45%	14% 4%
Key: Strongly agree	Agree	Neither agree nor c	lisagree 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: 77%		Total terrible/poor: 3%
WA	(n=2,350)	26%	51%	19%
		Total excellent/good: 76%		Total terrible/poor: 4%
National response	(n=21,012)	26%	50%	20%
Quality of clinical supervis	sion	Total excellent/good: 87%		Total terrible/poor: 2%
WA	(n=2,401)	43%	43%	11%
		Total excellent/good: 87%		Total terrible/poor: 2%
National response	(n=21,419)	43%	44%	10%
Quality of teaching sessio	ns	Total excellent/good: 85%		Total terrible/poor: 2%
WA	(n=2,352)	25%	60%	13%
		Total excellent/good: 84%		Total terrible/poor: 2%
National response	(n=21,106)	26%	58%	14%

Quality of training to raise patient safety concerns

	Tot	al excellent/good: 82%		Total terrible/poor: 2%
WA	(n=2,188)	30%	52%	16%
	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?

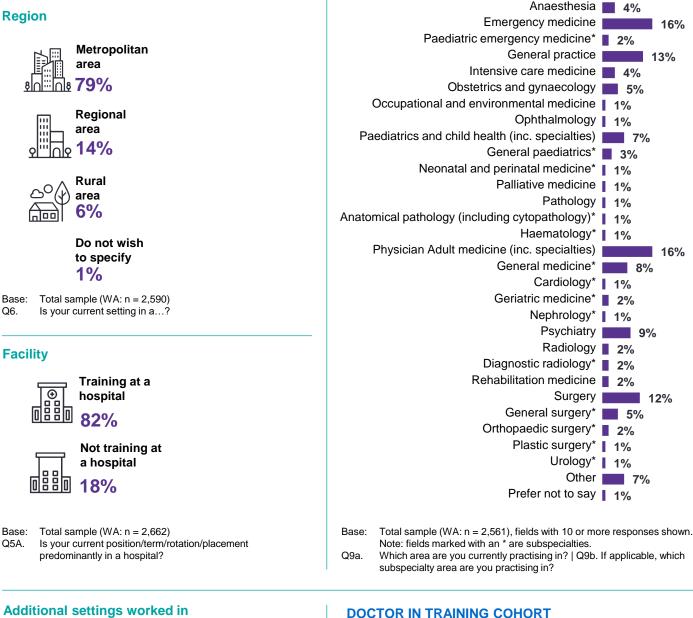
Base: Received training on how to raise concerns about patient safety | Q48. In your setting, how would you rate the quality of your training on how to raise concerns about patient safety?

CURRENT ROTATION / TERM / POSITION

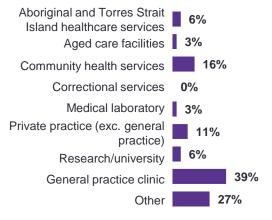
Profile of WA doctors in training

SETTING









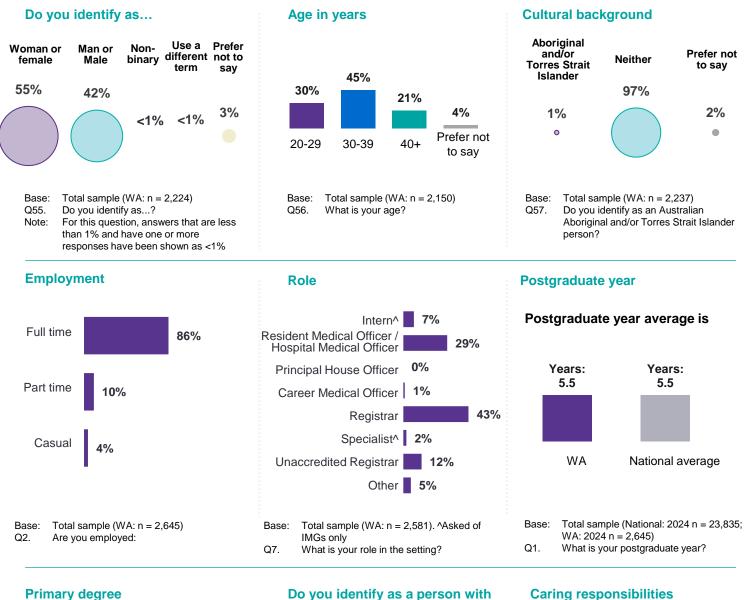
Total sample excluding Not applicable (WA: n = 848) Base: Q5c. Select any additional settings you work in / Which settings do you work in?



Base: Total sample (WA: n = 2,648)

Profile of WA doctors in training

DEMOGRAPHICS

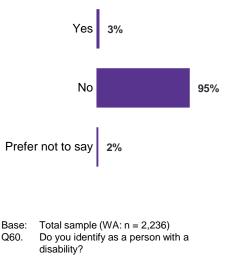


Primary degree

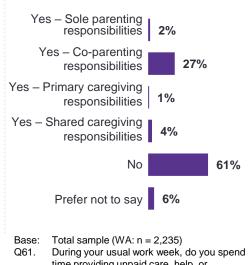


Total sample (WA: n = 2,321) Base: Q58a. Did you complete your primary medical degree in Australia or New Zealand?

a disability...



Caring responsibilities

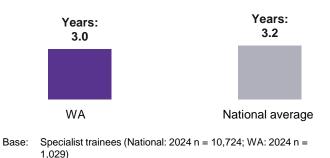


time providing unpaid care, help, or assistance for family members or others?

Profile of WA doctors in training

SPECIALIST TRAINEES

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



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

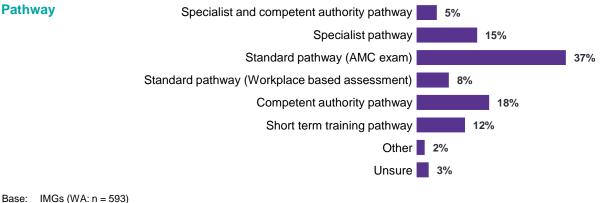
INTERNATIONAL MEDICAL GRADUATES (IMGs)

On average, IMGs in WA have held registration in Australia for



Base:IMGs National: 2024 n = 4,773; WA: 2024 n = 591)Q10.How many years have you held registration in Australia?

INTERNATIONAL MEDICAL GRADUATES (IMGs)



Q11a. Which pathway are you in?

Specialist pathway assessment



Base: IMGs selecting a specialist pathway or specialist and competent authority pathway (WA: n = 112)

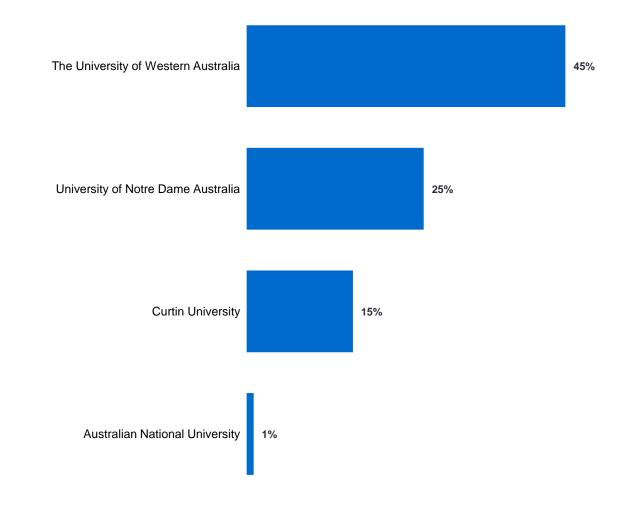
Note: IMGs were shown other colleges. A This category contains less than 10 responses. The values have been suppressed to protect anonymity.

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

Profile of WA doctors in training

INTERNS

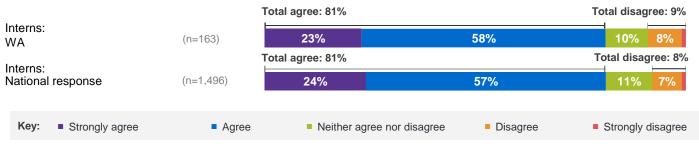
Medical school graduated from



Base: Interns (WA: n = <Q11c>)

Note: Interns were shown other medical schools. A This category contains less than 10 responses. The values have been suppressed to protect anonymity. Q11c. Which medical school did you graduate from?

Overall I felt my medical school education was sufficient to prepare me to commence the role and responsibilities of an intern



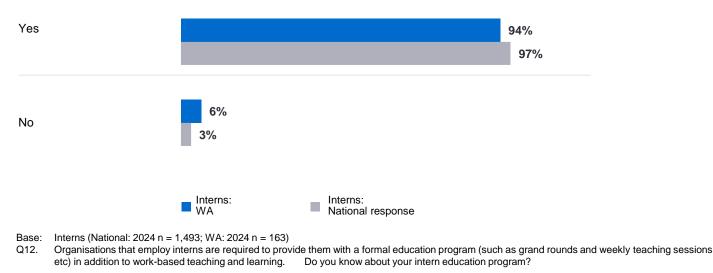
Base: Interns 2024

Q11d. Thinking about your internship experience so far, to what extent do you agree or disagree with the following statement?

Training curriculum - Interns

INTERNS IN WA WITH KNOWLEDGE OF THEIR INTERN EDUCATION PROGRAM...

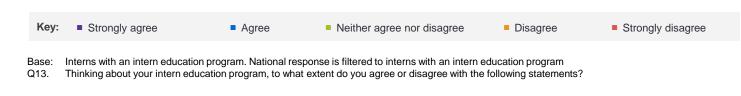
94% of interns in WA had an intern education program, which was a similar proportion to the national response for interns (97%).



INTERN EDUCATION PROGRAM

There are opportunities for me to meet the requirements of my intern education program in my current setting

		Total agree: 90%	Total dis	agree:	3%
Interns: WA	(n=150)	31%	59%	7%	
Interns:		Total agree: 86%	Total dis	sagree:	6%
National response	(n=1,422)	32%	54%	8%	5%



Training curriculum - Interns

INTERN EDUCATION PROGRAM (continued)

I understand what I need to do to meet my intern education program requirements

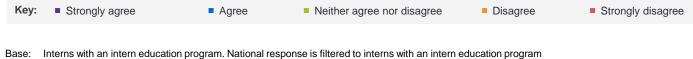
		Total agree: 87%	Tota	l disagre	e: 6%
Interns: WA	(n=150)	27%	59%	7%	6%
Intorna		Total agree: 84%	Tota	al disagre	e: 6%
Interns: National response	(n=1,423)	29%	56%	10%	5%

My intern education program is preparing me for future medical practice

		Total agree: 82%		Total disagree: 3%
Interns: WA	(n=150)	18%	64%	15%
		Total agree: 78%		Total disagree: 6%
Interns: National response	(n=1,424)	20%	58%	16% 5%

My intern education program is advancing my knowledge

		Total agree: 86%	Total	disagree: 2%
Interns: WA	(n=150)	19%	67%	12%
latera e		Total agree: 83%	Tota	disagree: 5%
Interns: National response	(n=1,424)	22%	61%	12% <mark>4%</mark>

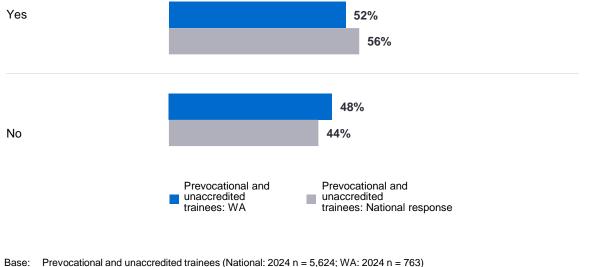


Q13. Thinking about your intern education program, to what extent do you agree or disagree with the following statements?

Training curriculum - Prevocational and unaccredited trainees

PREVOCATIONAL AND UNACCREDITED TRAINEES IN WA WITH A CURRENT PROFESSIONAL DEVELOPMENT OR TRAINING PLAN...

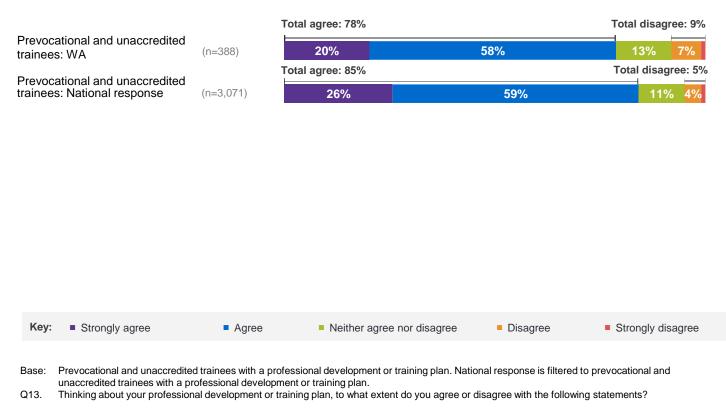
Prevocational and unaccredited trainees in WA (52%) were as likely to have a training/professional development plan compared to the national response for prevocational and unaccredited trainees (56%).



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

PROFESSIONAL DEVELOPMENT OR TRAINING PLAN

There are opportunities for me to meet the requirements of my plan in my current setting



Training curriculum - Prevocational and unaccredited trainees

PROFESSIONAL DEVELOPMENT OR TRAINING PLAN (continued)

I understand what I need to do to meet my plan requirements

		Total agree: 88%	Total di	sagree: 3%
Prevocational and unaccredited trainees: WA	(n=388)	22%	66%	10%
Prevocational and unaccredited		Total agree: 90%	Total di	isagree: 2%
trainees: National response	(n=3,072)	27%	63%	8%

My plan is preparing me for future medical practice

		Total agree: 82%	Tot	al disagree: 5%
Prevocational and unaccredited trainees: WA	(n=388)	24%	58%	13%
Drevesstienel and unseeredited		Total agree: 86%	То	tal disagree: 4%
Prevocational and unaccredited trainees: National response	(n=3,072)	28%	58%	10%

My plan is advancing my knowledge

Prevocational and unaccredited trainees: WA	(n=388)
Prevocational and unaccredited trainees: National response	(n=3,071)

Total agree: 85%	Total disagree: 5%	
27%	58%	10% <mark>4%</mark>
Total agree: 87%	Total d	isagree: 4%
30%	57%	9%

Disagree

Strongly disagree



Neither agree nor disagree

trainees with a professional development or training plan.

Agree

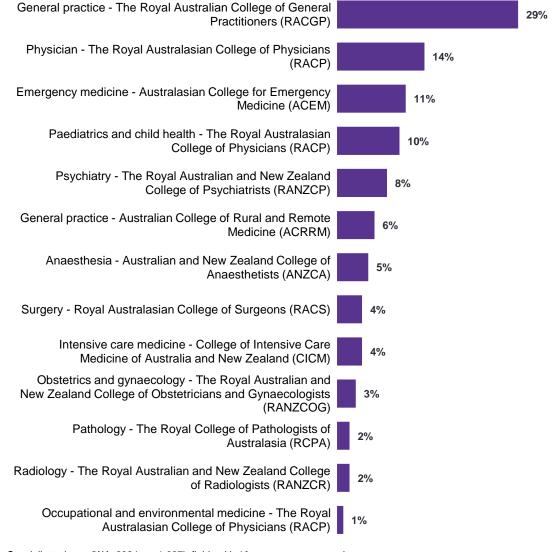
Q13. Thinking about your professional development or training plan, to what extent do you agree or disagree with the following statements?

Key:

Strongly agree

Training curriculum - Specialist trainees

SPECIALIST TRAINING PROGRAM



Base: Specialist trainees (WA: 2024 n = 1,037), fields with 10 or more responses shown. Q14. Which specialist training program(s) are you doing?

Training curriculum - Specialist non-GP trainees

TRAINING PROGRAM PROVIDED BY COLLEGE

The College training program is relevant to my development

		Total agree: 89%	Total dis	sagree: 4%
Specialist non-GP trainees: WA	(n=660)	34%	55%	7%
Specialist non-GP trainees:		Total agree: 88%	Total di	isagree: 4%
National response	(n=7,372)	34%	55%	8%

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

		Total agree: 87%	al disagree: 5%	
Specialist non-GP trainees: WA	(n=659)	32%	56%	8%
		Total agree: 86%	То	tal disagree: 5%
Specialist non-GP trainees: National response	(n=7,368)	30%	56%	<mark>8% 4%</mark>

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

		Total agree: 88%	agree: 3%	
Specialist non-GP trainees: WA	(n=660)	31%	57%	9%
		Total agree: 89%	Total dis	sagree: 3%
Specialist non-GP trainees: National response	(n=7,374)	30%	59%	8%

The College supports flexible training arrangements

		Total agree: 63%	Total disagree: 15%			
Specialist non-GP trainees: WA	(n=642)	17%	47%	21%	11% 5%	6
		Total agree: 62%	6	Total o	disagree: 15	%
Specialist non-GP trainees: National response	(n=7,075)	18%	45%	23%	10% 5%	6



Base: Specialist non-GP trainees

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

Training curriculum - Specialist non-GP trainees

Financial impact of training program

The financial cost of my College training program has led to stress

		Total agree: 69%			
Specialist non-GP trainees: WA	(n=658)	30%	38%	19%	11%
Specialist non-GP trainees:		Total agree: 67%		Total dis	agree: 12%
National response	(n=7,360)	28%	39%	21%	10%

My College provides clear and accessible information about how my fees are spent

		Total agree: 15	5%		Total disagree: 57%
Specialist non-GP trainees: WA	(n=633)	13%	27%	31%	26%
Total agree: 15%					Total disagree: 60%
Specialist non-GP trainees: National response	(n=7,097)	12%	25%	32%	27%

The cost of my College training program has been a barrier to my progression in the training program

	Total agree: 12%			Total disagree: 54		
Specialist non-GP trainees: WA	(n=652)	4% <mark>8%</mark>	33%	47%	8%	
		Total agree: 13%		Total disagree: 54		
Specialist non-GP trainees: National response	(n=7,336)	4% <mark>9%</mark>	32%	47%	8%	



Q21a. Thinking about your [COLLEGE] training program, to what extent do you agree or disagree with each of the following statements?

Training curriculum - Specialist non-GP trainees

COMMUNICATION WITH COLLEGE

My College clearly communicates the requirements of my training program

	Total disa	gree: 10%			
Specialist non-GP trainees: WA	(n=658)	14%	61%	15%	9%
Specialist non-GP trainees:		Total agree	: 74%	Total disa	gree: 11%
National response	(n=7,348)	15%	59%	14%	8%

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

-		Total agree	e: 67%	Total disagree: 14%		
Specialist non-GP trainees: WA	(n=649)	12%	56%	19%	10% 4%	
		Total agree	e: 64%	Total d	lisagree: 15%	
Specialist non-GP trainees: National response	(n=7,290)	12%	52%	21%	11% 4%	

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

		Total agree: 75%			agree: 13%	
Specialist non-GP trainees: WA	(n=658)	17%	58%	12%	9%	
		Total agree: 72%			Total disagree: 14%	
Specialist non-GP trainees: National response	(n=7,346)	15%	57%	14%	10%	



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 - Specialist non-GP trainees

ENGAGEMENT WITH COLLEGE

The College seeks my views on the training program

Total agree: 47%					Total disagree	e: 23%
Specialist non-GP trainees: WA	(n=658)	<mark>5%</mark>	41%	30%	20%	4%
Specialist pop CD trainage:		Total agree	: 44%	1	Total disagre	e: 25%
Specialist non-GP trainees: National response	(n=7,307)	5%	39%	32%	20%	4%

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

Total agree: 65%					Total disagree: 7%	
Specialist non-GP trainees: WA	(n=658)	9%	55%		28%	<mark>5%</mark>
Specialist non-GP trainees:		Total agree: 60%		Total dis	agree: 11%	
National response	(n=7,306)	8%	51%		29%	9%

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

		Total agre	e: 41%	Total disagree: 16%		
Specialist non-GP trainees: WA	(n=658)	<mark>5%</mark>	37%	42%	12% 4%	
Specialist non-GP trainees:		Total agre	e: 40%	Total	disagree: 18%	
National response	(n=7,306)	5%	35%	42%	14% 4%	

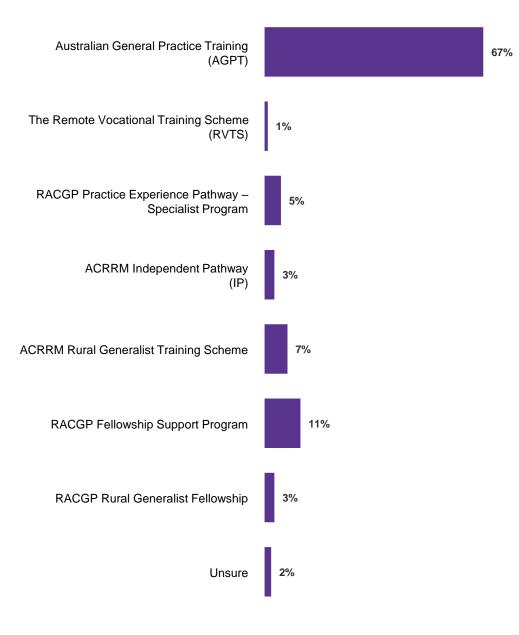
There are safe mechanisms for raising training/wellbeing concerns with the College

	Total agree: 42%			Total disagree: 20%		
Specialist non-GP trainees: WA	(n=658)	4%	38%	38%	15%	5%
Specialist non-GP trainees:		Total agre	ee: 43%	Tota	al disagree	e: 18%
National response	(n=7,307)	5%	38%	39%	13%	5%



Training curriculum - Specialist GP trainees

PATHWAY



Base: Specialist GP trainees (WA: 2024 n = 349)

Q16b. Which training program are you in?:

Training curriculum - Specialist GP trainees

TRAINING PROGRAM PROVIDED BY COLLEGE

The College training program is relevant to my development

		Total agree: 93%	Total disag	Total disagree: 2%	
Specialist GP trainees: WA	(n=351)	38%	55%	5%	
Specialist CD trainages		Total agree: 91%	Total disag	Jree: 3%	
Specialist GP trainees: National response	(n=3,211)	39%	51%	6%	

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

		Total agree: 91%	Total dis	agree: 3%
Specialist GP trainees: WA	(n=350)	35%	55%	7%
		Total agree: 90%	Total dis	agree: 4%
Specialist GP trainees: National response	(n=3,207)	36%	54%	7%

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

		Total agree: 89% Total dis			
Specialist GP trainees: WA	(n=349)	31%	58%	7%	
WA		Total agree: 90%	Total dis	sagree: 3%	
Specialist GP trainees: National response	(n=3,213)	35%	55%	7%	

The College supports flexible training arrangements

	al disagree: 6%			
Specialist GP trainees: WA	(n=339)	33%	50%	11% <mark>4%</mark>
WA		Total agree: 82%	Tot	al disagree: 6%
Specialist GP trainees: National response	(n=3,170)	33%	49%	12%



Base: Specialist GP trainees

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

Training curriculum - Specialist GP trainees

Financial impact of training program

The financial cost of my College training program has led to stress

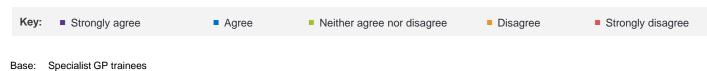
		Total agree: 46%			Total disagree	e: 25%
Specialist GP trainees: WA	(n=347)	16%	31%	29%	19%	5%
Specialist GP trainees:		Total agree: 51%			Total disagre	e: 24%
National response	(n=3,192)	21%	30%	25%	19%	4%

My College provides clear and accessible information about how my fees are spent

Total agree: 36%					Total disagree: 30%		
Specialist GP trainees: WA	(n=332)	7%	30%	33%	20%	10%	
• · · · • • ·		Total agree	e: 37%		Total disagree: 28%		
Specialist GP trainees: National response	(n=3,057)	7%	30%	34%	19%	9%	

The cost of my College training program has been a barrier to my progression in the training program

		Total ag	gree: 16%		. Total d	isagree: 51%	
Specialist GP trainees:	(n=345)	<mark>4%</mark> 1	2%	32%	41%	10%	
WA		Total agree: 20%			Total disagree: 49%		
Specialist GP trainees: National response	(n=3,173)	7%	14%	29%	40%	10%	



Q21a. Thinking about your [COLLEGE] training program, to what extent do you agree or disagree with each of the following statements?

Training curriculum - Specialist GP trainees

COMMUNICATION WITH COLLEGE

My College clearly communicates the requirements of my training program

		Total agree: 79%	otal disagree: 7%		
Specialist GP trainees: WA	(n=347)	20%	59%	14%	6%
Specialist GP trainees:		Total agree: 81%	Т	otal disag	ree: 7%
National response	(n=3,201)	22%	59%	12%	<mark>4%</mark>

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

Total agree: 79%					jree: 7%
Specialist GP trainees: WA	(n=345)	20%	59%	14%	<mark>5%</mark>
		Total agree: 76%	Total disag	gree: 8%	
Specialist GP trainees: National response	(n=3,186)	19%	57%	16%	5%

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

		Total agree: 92%		Total disagree: 2%
Specialist GP trainees: WA	(n=348)	30%	63%	6%
		Total agree: 87%		Total disagree: 5%
Specialist GP trainees: National response	(n=3,201)	28%	59%	9%



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 - Specialist GP trainees

ENGAGEMENT WITH COLLEGE

The College seeks my views on the training program

		Total agree	2: 55%	Total dis	agree: 12%
Specialist GP trainees: WA	(n=344)	9%	46%	33%	10%
Specialist GP trainees:		Total agree	e: 59%	Total di	sagree: 13%
National response	(n=3,186)	11%	48%	28%	10%

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

		Total agree: 58%	1	Total disag	ree: 8%
Specialist GP trainees: WA	(n=344)	9%	49%	34%	7%
Specialist CD trainage:		Total agree: 61%		Total disa	gree: 8%
Specialist GP trainees: National response	(n=3,184)	11%	50%	31%	7%

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

		Total agree	: 48%	Total di	isagree: 9%
Specialist GP trainees: WA	(n=344)	6%	41%	43%	7%
Specialist GP trainees:		Total agree	:: 53%	Total dis	sagree: 10%
National response	(n=3,186)	10%	43%	37%	8%

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

		Total agree:	60%	Total disa	gree: 7%
Specialist GP trainees: WA	(n=345)	9%	51%	33%	<mark>5%</mark>
Specialist GP trainees:		Total agree:	63%	Total disa	agree: 9%
National response	(n=3,186)	12%	52%	28%	6%



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

Training curriculum - Specialist GP trainees

TRAINING PROGRAM PROVIDED BY RVTS

Specialist GP trainees can be both enrolled in the RVTS as well as their specialist college (such as Australian College of Rural and Remote Medicine (ACRRM) and/or Royal Australian College of General Practitioners (RACGP)).

Among the specialist GP trainees, 1% were enrolled with RVTS and were shown the questions over the next three pages.

The RVTS education program meets the College/s requirements

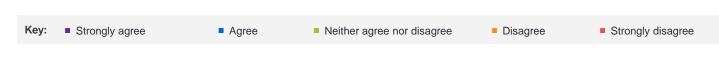
Specialist GP trainees: WA	(n<10)	Anot shown due to small base size.	
		Total agree: 95%	Total disagree: 2%
Specialist GP trainees: National response	(n=88)	81%	15%

The RVTS education program is preparing me as a specialist

Specialist GP trainees: WA	(n<10)	Anot shown due to small base size.	
		Total agree: 95%	Total disagree: 3%
Specialist GP trainees: National response	(n=88)	80%	16%

The RVTS education program is advancing my knowledge

Specialist GP trainees:	(n<10)	Anot shown due to small base size.	
WA		Total agree: 95%	Total disagree: 2%
Specialist GP trainees: National response	(n=88)	78%	17%



Base: Specialist GP trainees taking part in the Remote Vocational Training Scheme (RVTS)

Q18b. Thinking about the RVTS training program, to what extent do you agree or disagree with each of the following statements?

Training curriculum - Specialist GP trainees

COMMUNICATION WITH RVTS

The RVTS clearly communicates the requirements of my training program

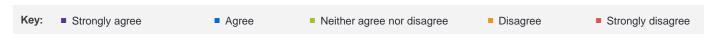
Specialist GP trainees: WA	(n<10)	^not shown due to small base size.	
		Total agree: 98%	Total disagree: 1%
Specialist GP trainees: National response	(n=88)	76%	22%

The RVTS clearly communicates with me about changes to my training program and how they affect me

Specialist GP trainees: WA	(n<10)	Anot shown due to small base size.	
		Total agree: 98%	Total disagree: 1%
Specialist GP trainees: National response	(n=88)	78%	19%

I know who to contact at RVTS about my education program

Specialist GP trainees:	(n<10)	Anot shown due to small base size.	
WA		Total agree: 98%	Total disagree: 1%
Specialist GP trainees: National response	(n=88)	83%	15%



Base: Specialist GP trainees taking part in the Remote Vocational Training Scheme (RVTS)

Q19b. Thinking about how the RVTS communicates with you about your training program, to what extent do you agree or disagree with the following statements?

Training curriculum - Specialist GP trainees

ENGAGEMENT WITH REMOTE VOCATIONAL TRAINING SCHEME (RVTS)

The RVTS seeks my views on the structure and content of the education program

Specialist GP trainees: WA	(n<10)	Anot shown due to small base size.		
		Total agree: 93%	Total disagr	ee: 1%
Specialist GP trainees: National response	(n=87)	63%	30%	6%

I am represented (by doctors in training e.g. registrar liaison officer) on RVTS training and/or education committees

Specialist GP trainees: WA	(n<10)	Anot shown due to small base size.		
		Total agree: 92%	Total disagree: 1%	%
Specialist GP trainees: National response	(n=87)	70%	22% 7%	

I am able to discuss the RVTS education program with other doctors

Specialist GP trainees: WA	(n<10)	Anot shown due to small base size.	
WA		Total agree: 95%	Total disagree: 2%
Specialist GP trainees: National response	(n=87)	75%	21%

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

Specialist GP trainees: WA	(n<10)	10) *not shown due to small base size.			
		Total agree: 84%	Tota	l disagree: 2%	5
Specialist GP trainees: National response	(n=87)	62%	22%	14%	

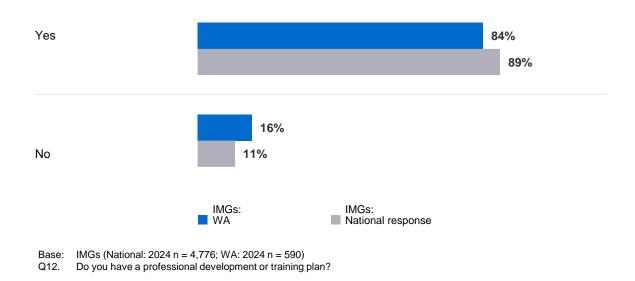


Base: Specialist GP trainees taking part in the Remote Vocational Training Scheme (RVTS) Q20b. Thinking about how RVTS engages with you, to what extent do you agree or disagree with the following statements?

Training curriculum - International medical graduates (IMGs)

IMGs IN WA WITH A CURRENT PROFESSIONAL DEVELOPMENT OR TRAINING PLAN...

IMGs in WA (84%) were as likely to have a training/professional development plan compared to the national response for IMGs (89%).



PROFESSIONAL DEVELOPMENT OR TRAINING PLAN

There are opportunities for me to meet the requirements of my plan in my current setting

		Total agree: 89%	Tota	I disagree: 4%
IMGs: WA	(n=491)	34%	55%	7%
IMGs:		Total agree: 91%	Tota	al disagree: 3%
National response	(n=4,215)	37%	54%	6%

I understand what I need to do to meet my plan requirements

	т	otal agree: 92%		Total disagree: 3%
IMGs: WA	(n=489)	37%	54%	5%
IMGs:	T	otal agree: 93%		Total disagree: 2%
National response	(n=4,212)	37%	56%	5%
Key: Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

Base: IMGs with a training/professional development plan. National response is filtered to IMGs with professional development or training plan. Q13. Thinking about your professional development or training plan, to what extent do you agree or disagree with the following statements?

Training curriculum - International medical graduates (IMGs)

PROFESSIONAL DEVELOPMENT OR TRAINING PLAN (continued)

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

		Total agree: 89%	Total dis	agree: 4%
IMGs: WA	(n=489)	39%	50%	7%
IMGs:		Total agree: 90%	Total dis	agree: 3%
National response	(n=4,208)	43%	47%	7%

My plan is preparing me for future medical practice

		Total agree: 94%		Total disagree: 2%
IMGs: WA	(n=489)	42%	52%	<mark>4%</mark>
		Total agree: 94%		Total disagree: 2%
IMGs: National response	(n=4,210)	44%	50%	4%

My plan is advancing my knowledge

IMGs: WA	(n=489)
IMGs: National response	(n=4,213)

Total agree: 95%	Total disagree:	
46%	49%	
Total agree: 94%	Total disagree	: 2%
48%	46% 4	%

Disagree

Strongly disagree

Base: IMGs with a professional development or training plan. National response is filtered to IMGs with a professional development or training plan. This question was only asked of IMGs. *Note:

Q13. Thinking about your professional development or training plan, to what extent do you agree or disagree with the following statements?

Agree

Key:

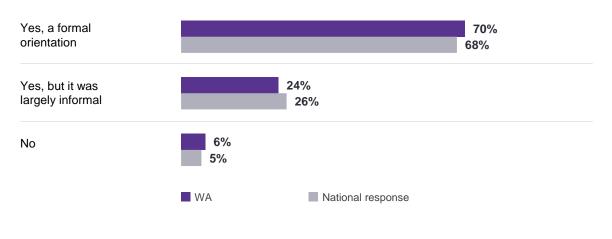
Strongly agree

Neither agree nor 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; WA: 2024 n = 2,491)

Q27a. Did you receive an orientation to your setting?

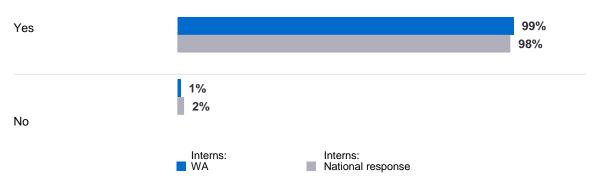
HOW WOULD YOU RATE THE QUALITY OF YOUR ORIENTATION?

		Total excellent/good: 7	77%	fotal terrible/poor: 3%
WA	(n=2,350)	26%	51%	19%
		Total excellent/good: 7	76%	Total terrible/poor: 4%
National response	(n=21,012)	26%	50%	20%



Assessment - Interns

IN THE LAST TERM THAT YOU COMPLETED, DID YOU RECEIVE AN END OF TERM ASSESSMENT?



Base: Interns (National: 2024 n = 1,473; WA: 2024 n = 159)

Did you receive an assessment for your previous rotation? Q26a.

ASSESSMENT ADMINISTRATION FROM PREVIOUS ROTATION...

Was relevant to my	training	Total agree: 84%		Total disagree: 4%
Internet	(n=157)	19%	65%	11%
Interns: WA		Total agree: 81%		Total disagree: 6%
Interns: National response	(n=1,437)	21%	60%	13% 5%

Included an opportunity to discuss feedback with my supervisor

	Total agree: 89%		То	tal disagree: 6%
Intorno:	(n=158)	34%	56%	<mark>5% 4%</mark>
Interns: WA	Te	otal agree: 88%	Тс	otal disagree: 6%
Interns:	(n=1,437)	36%	53%	<mark>5%</mark> 4%
National response				

Provided me with useful feedback about my progress as an intern

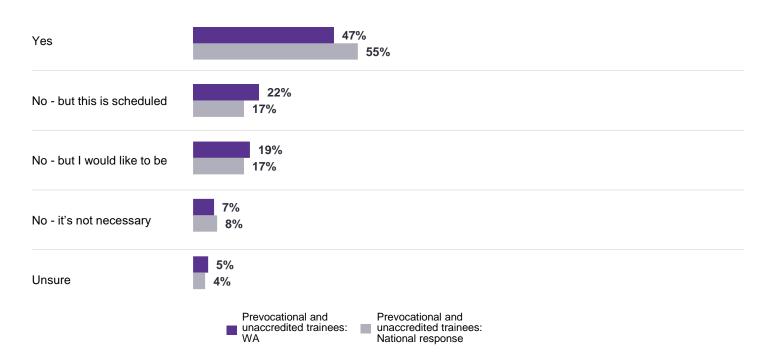
		Total agree: 80%		Total disagree: 9%
Interns:	(n=158)	27%	53%	11% 8%
WA		Total agree: 78%		Total disagree: 10%
Interns: National response	(n=1,438)	25%	53%	13% 8%
Was conducted fairly		Total agree: 87%		Total disagree: 4%
Interns:	(n=158)	32%	54%	9%
WA		Total agree: 91%		Total disagree: 3%
Interns: National response	(n=1,438)	36%	54%	7%
Key: Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

Base: Had an assessment

To what extent do you agree or disagree with the following statements? The assessment from my previous rotation... Q26b.

Assessment - Prevocational and unaccredited trainees

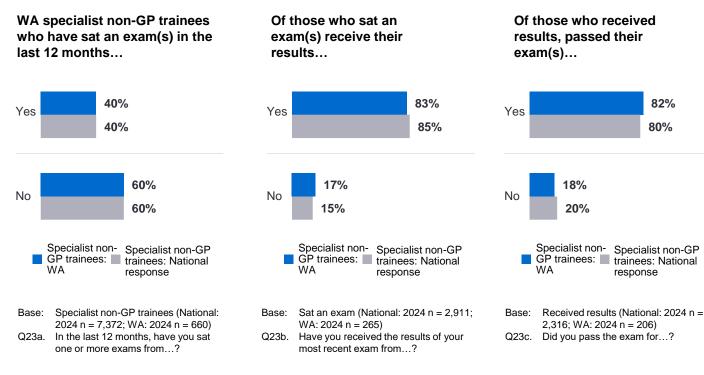
HAS YOUR PERFORMANCE BEEN ASSESSED IN YOUR SETTING?



Base: Prevocational and unaccredited trainees (National: 2024 n = 5,404 WA: 2024 n = 730)

Assessment - Specialist non-GP trainees

COLLEGE EXAMS



The exam(s) reflected the college training curriculum

Total agree: 63%				Total disagree: 16%		
Specialist non-GP trainees: WA	(n=262)	8%	55%	20%	11%	5%
		Total agree: 63	%	Tota	al disagree	»: 20 %
Specialist non-GP trainees: National response	(n=2,880)	10%	52%	17%	14%	7%

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

		Total agree: 70%	Total d	Total disagree: 13%		
Specialist non-GP trainees: WA	(n=263)	10%	60%	17%	9%	
Spacialist non CD trainage		Total agree: 70%		Total d	lisagree: 15%	
Specialist non-GP trainees: National response	(n=2,883)	12%	57%	16%	10% 5%	
The exam(s) ran smooth	ly on the day	,				
		Total agree: 86%		Total	disagree: 8%	

		iotal agroot oo /t		rotar alougroor o/a
Specialist non-GP trainees: WA	(n=260)	17%	68%	6% 6%
Specialist non-GP trainees:	I	Total agree: 83%		Total disagree: 8%
National response	(n=2,873)	20%	63%	9% 6%
Key: Strongly agree	Agree	Neither agree nor disag	gree Disagree	Strongly disagree

Base: Specialist non-GP trainees who sat an exam

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

Assessment - Specialist non-GP trainees

COLLEGE EXAMS (continued)

The exam(s) were conducted fairly

	Total agree: 79% T					
Specialist non-GP trainees: WA	(n=262)	14%	65%	16%	<mark>4%</mark>	
	٦	Total agree: 7	5%	Total disage	ree: 10%	
Specialist non-GP trainees: National response	(n=2,873)	16%	59%	15%	6%	

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

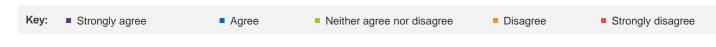
		Total agre	Total agree: 38%			Total disagree: 40%		
Specialist non-GP trainees: WA	(n=230)	5%	33%	22%	21%	19%		
		Total agre	e: 33%		Тс	otal disagree: 45%		
Specialist non-GP trainees: National response	(n=2,594)	6%	27%	22%	24%	21%		
The feedback is timely								

The feedback is timely

Total agree: 42%					Total disagree: 36%		
Specialist non-GP trainees: WA	(n=221)	5%	36%	23%	20%	15%	
		Total agree	e: 40%		Total	disagree: 38%	
Specialist non-GP trainees: National response	(n=2,560)	7%	33%	22%	21%	17%	

I received support from my College when needed

		Total agree: 46%			Total disagree: 219		
Specialist non-GP trainees: WA	(n=208)	10%	36%		33%	11%	10%
		Total agree	: 38%			Total dis	agree: 23%
Specialist non-GP trainees: National response	(n=2,353)	7%	31%		39%	13%	10%

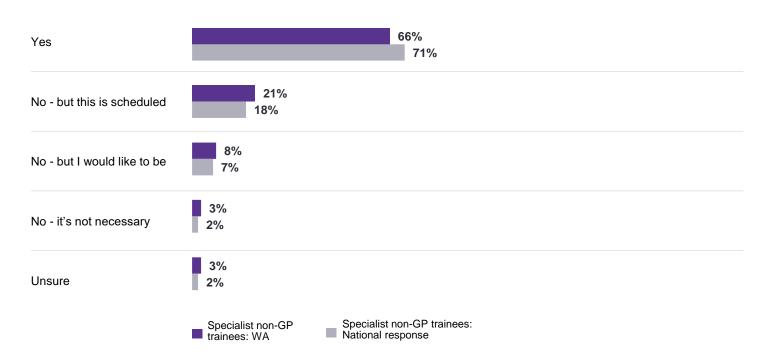


Base: Specialist non-GP trainees who sat an exam

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 - Specialist non-GP trainees

HAS YOUR PERFORMANCE BEEN ASSESSED IN YOUR SETTING?

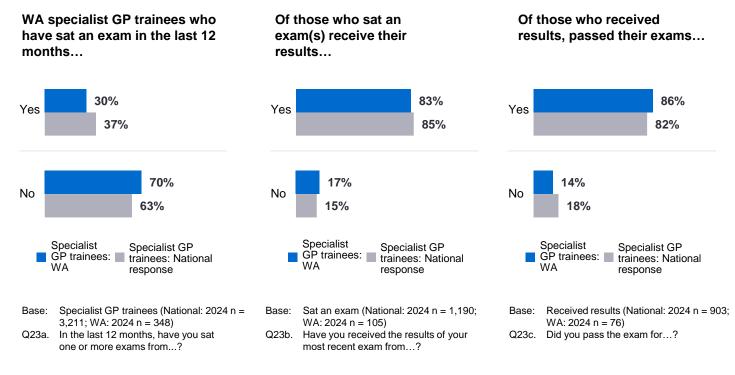


Base: Specialist non-GP trainees (National: 2024 n = 7,189; WA: 2024 n = 648)

Q32. Has your performance been assessed in your setting?

Assessment - Specialist GP trainees

COLLEGE EXAMS



The exam(s) reflected the college training curriculum

(n=1,172)

	Total agree: 74%				
Specialist GP trainees: WA	(n=105)	13%	61%	15%	<mark>7%</mark> 4%
	Total agree: 74%				
Specialist GP trainees: National response	(n=1,169)	16%	59%	16%	7%

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

		Total agree: 79%		Total disagree: 7%
Specialist GP trainees: WA	(n=104)	18%	61%	14% <mark>4%</mark>
		Total agree: 76%		Total disagree: 8%
Specialist GP trainees: National response	(n=1,173)	17%	60%	16% 5%
The exam(s) ran smoot	hly on the day	,		
		Total agree: 82%		Total disagree: 5%
Specialist GP trainees: WA	(n=105)	24%	58%	13%
		Total agree: 83%		Total disagree: 6%
Specialist GP trainees:				

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

61%

11% 4%

Base: Specialist GP trainees who sat an exam

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?

22%

National response

Assessment - Specialist GP trainees

COLLEGE EXAMS (continued)

The exam(s) were conducted fairly

Total agree: 78%					ee: 4%
Specialist GP trainees: WA	(n=105)	20%	58%	18%	
Specialist CD trainage:		Total agree: 79%		Total disag	ee: 6%
Specialist GP trainees: National response	(n=1,170)	20%	59%	15%	4%

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

Total agree: 38%					Total disagree: 35%		
Specialist GP trainees: WA	(n=95)	7%	31%	27%	20%	15%	
		Total agree:	42%		Total d	lisagree: 32%	
Specialist GP trainees: National response	(n=1,096)	10%	32%	26%	20%	12%	

The feedback is timely

		-3%		Total di	sagree: 28%	
Specialist GP trainees: WA	(n=95)	12%	32%	28%	19%	9%
		Total agree: 4	4%		Total d	sagree: 32%
Specialist GP trainees: National response	(n=1,096)	11%	33%	24%	17%	15%

I received support from my College when needed

	Total agree: 67%				Total disagree: 8%	
Specialist GP trainees: WA	(n=96)	14%	53%	25%	<mark>5%</mark>	
		Total agree: 64%		Total disagree: 11%		
Specialist GP trainees: National response	(n=1,093)	16%	48%	25%	<mark>6%</mark> 5%	

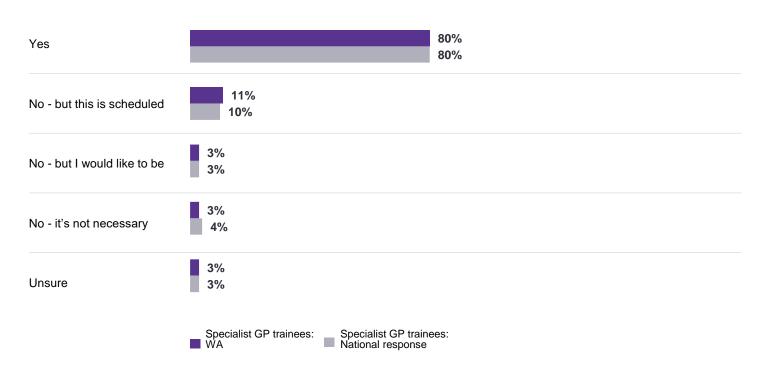


Base: Specialist GP trainees who sat an exam

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 - Specialist GP trainees

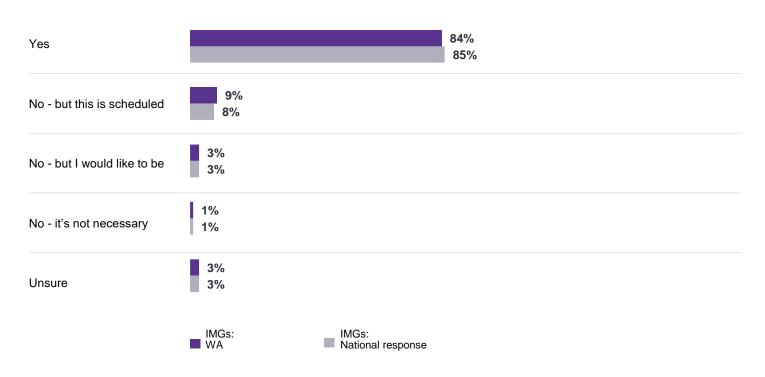
HAS YOUR PERFORMANCE BEEN ASSESSED IN YOUR SETTING?



Base: Specialist GP trainees (National: 2024 n = 3,150; WA: 2024 n = 340)

Assessment - International medical graduates (IMGs)

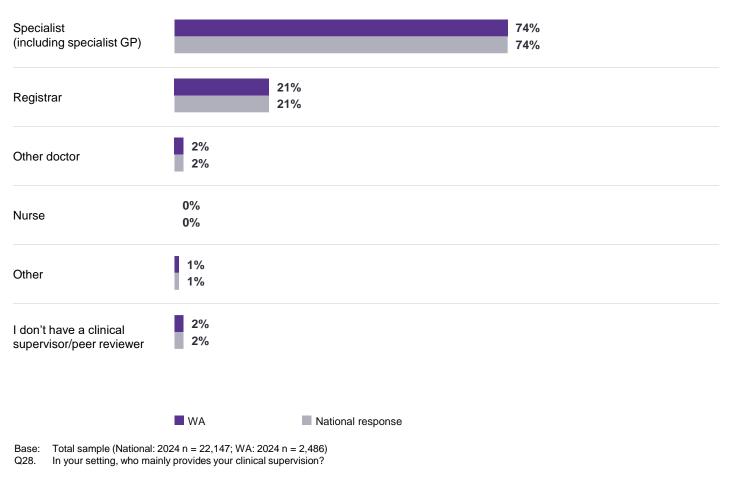
HAS YOUR PERFORMANCE BEEN ASSESSED IN YOUR SETTING?



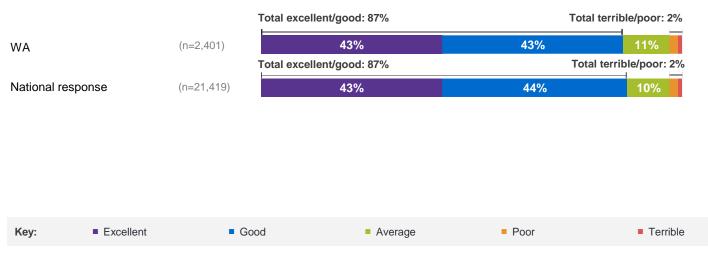
Base: IMGs (National: 2024 n = 4,670; WA: 2024 n = 575)

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%	
WA	(n=2,427)	64%	33%	
		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 disagr	ee: 2%
WA	(n=2,427)	52%	38%	8%
		Total agree: 91%	Total disag	ree: 2%
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)

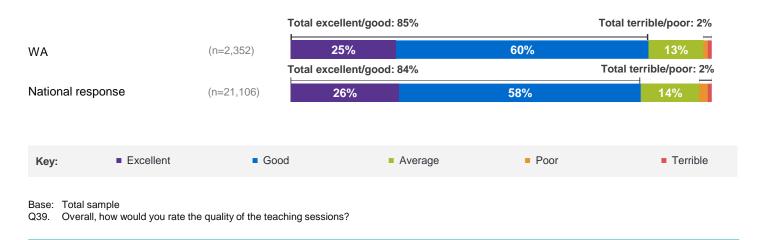
Accessibility of supervisor	4.4
Helpfulness of supervisor	4.4
Ensuring your work is appropriate to your level of training	4.2
Completing workplace based assessments	4.1
Including opportunities to develop your skills	4.0
Supporting you to meet your training plan/pathway requirements	$\begin{array}{c}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

Base: Have a supervisor (National: 2024 max n = 21,062; WA: 2024 max n = 2,351)

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

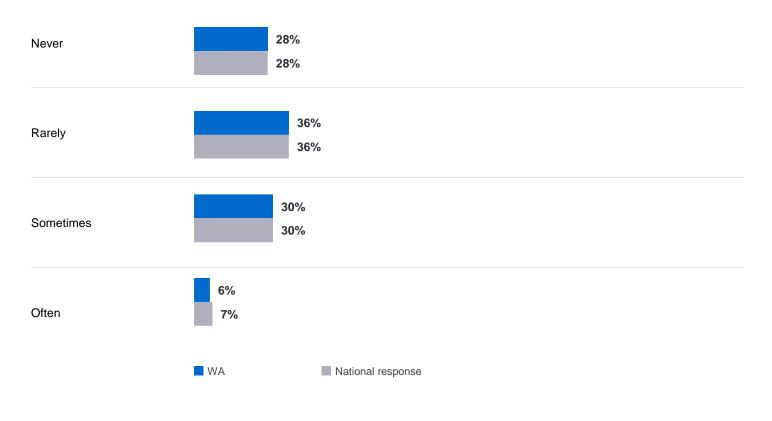
Access to teaching

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



TRAINING AND OTHER JOB RESPONSIBILITIES

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

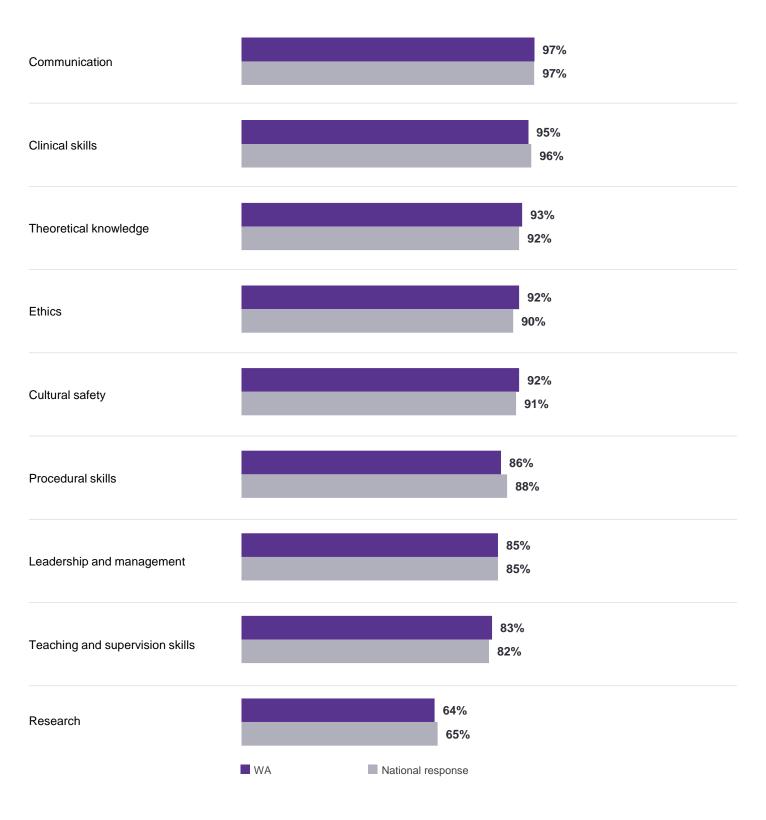


Base: Total sample (National: 2024 n = 21,394; WA: 2024 n = 2,382)

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: 2024 max n = 21,411 WA: 2024 max n = 2,395)

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

Access to teaching

DEVELOPMENT OF CLINICAL AND PRACTICAL SKILLS

I can access the training opportunities available to me

		Total agree: 83%	Tota	Total disagree: 4%	
WA	(n=2,383)	25%	58%	12%	
		Total agree: 85%	Tota	I disagree: 4%	
National response	(n=21,345)	28%	57%	11%	

I have to compete with other doctors for access to opportunities

Total agree: 47%					Total disagree: 30		
WA	(n=2,350)	14%	33%	23%	25%	5%	
		Total agree: 4	4%		Total disag	ree: 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: 32%				Total disagree: 43%		
WA	(n=2,323)	9%	24%	25%	35%	8%
	Total agree: 29%			Total disagree: 46%		
National response	(n=20,720)	9%	21%	24%	37%	9%



Access to teaching

ACCESS TO TEACHING AND RESEARCH

I have access to protected study time/leave

Total agree: 73%					Total disagree: 12%	
WA	(n=2,397)	23%	50%	14%	9%	
		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: 77%					gree: 7%
WA	(n=2,397)	24%	53%	16%	5%
		Total agree: 73%		Total disa	gree: 9%
National response	(n=21,458)	23%	50%	18%	7%

My GP supervisor supports me to attend formal and informal teaching sessions^

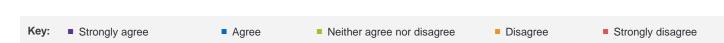
		Total disagree: 4%	6		
WA	(n=334)	26%	48%	23%	
		Total agree: 78%		Total disagree: 39	%
National response	(n=3,101)	28%	50%	19%	

My employer supports me to attend formal and informal teaching sessions

		Total agree: 80%			ee: 5%
WA	(n=2,396)	29%	52%	14%	<mark>4%</mark>
		Total agree: 79%		Total disag	ree: 6%
National response	(n=21,458)	29%	51%	14%	5%

I am able participate in research activities

		Total agree: 55%		Total disagree: 12%	
WA	(n=2,397)	14%	41%	34%	9%
		Total agree: 55%		Total	disagree: 12%
National response	(n=21,460)	15%	40%	33%	9%



Base: Total sample

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

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

WA trainees were asked their level of agreement on whether an educational activity had been useful in their development as a doctor. Of the educational activities available, teaching in the course of patient care (bedside teaching) (89%), formal education program (86%) and simulation teaching (85%) were rated the most useful.

Formal education program^

i offiai educatioi	i piogram				
		Total agree: 86%		Total disagree	4% Not available
WA	(n=2,155)	29%	57%	10%	(n=56)
		Total agree: 86%		Total disagree	4%
National response	(n=19,314)	30%	56%	10%	(n=453)
Online modules (formal and	/or informal)			
		Total agree: 68%		Total disagree:	14% Not available
WA	(n=2,274)	17%	51%	19% 11%	(n=79)
		Total agree: 65%		Total disagree:	17%
National response	(n=20,494)	17%	48%	18% 12%	5% (n=618)
Teaching in the c	ourse of n	atient care (bedsid	le teaching)		
roadining in the e			io touoning,		
		Total agree: 89%			2% Not available
WA	(n=2,268)	36%	53%		
		Total agree: 89%		Total disagree	
National response	(n=20,303)	37%	52%	% <mark>8%</mark>	(n=801)
Team or unit base	ed activitie	S			
		Total agree: 82%		Total disagree	4% Not available
14/4	<i>(</i>)	_			(n=129)
WA	(n=2,224)	23% Total agree: 82%	58%	14% Total disagree	
National response	(n=20,043)		57 0/		
	(11=20,043)	25%	57%	14%	(n=1063)
Key: Strongly a	gree	Agree	Neither agree nor disagree	Disagree S	trongly disagree
Base: Total sample ex Note: This question wa		ilable (shown separately)			
			an a desar di ana di a di dila a la anca la a ana da di di		0

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

Total agree: 70%			Total disagree: 8% Not available			
WA	(n=2,198)	16%	54%	22%	6%	(n=155)
		Total agree: 68%		Total disag	ree: 10%	
National response	(n=19,723)	16%	52%	23%	8%	(n=1381)

Multidisciplinary meetings

Total agree: 74%				Total disag	ree: 7%	Not available
WA	(n=2,189)	20%	55%	19%	5%	(n=164)
		Total agree: 73%		Total disag	ree: 7%	
National response	(n=19,707)	20%	54%	19%	6%	(n=1405)

Simulation teaching

Total agree: 85%			Total	tal disagree: 3% Not available		
WA	(n=2,097)	35%	50%	12%	(n=256)	
Total agree: 83%			Total disagree: 4%			
National response	(n=18,653)	34%	49%	14%	(n=2461)	

Access to mentoring

Total agree: 81% To			otal disagree: 3% Not availabl			
WA	(n=2,215)	28%	53%	16%	(n=138)	
Total agree: 81%			Total disagree: 4%			
National response	(n=19,833)	29%	51%	16%	(n=1281)	

Practice based audits

		Total agree: 55%	, 0	Total di	sagree: 14% Not available
WA	(n=2,062)	13%	42%	32%	11% (n=291)
		Total agree: 56%	0	Total di	sagree: 13%
National response	(n=18,681)	14%	42%	31%	11% (n=2425)
Key: Strongly ag	Iree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

Base: Total sample excluding not available (shown separately)

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

Facilities

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

Reliable internet for training purposes

		Total excellent/good: 79%		Total terrible/poor: 5% Not provided
WA	(n=2,212)	30%	49%	15% 4% (n=34)
		Total excellent/good: 78%		Total terrible/poor: 7%
National response	(n=20,335)	33%	45%	15% (n=229)
Educational reso	ources			
		Total excellent/good: 78%		Total terrible/poor: 3% Not provided
WA	(n=2,272)	23%	55%	19% (n=28)
		Total excellent/good: 77%		Total terrible/poor: 4%
National response	(n=20,489)	25%	52%	19% (n=219)
Working space, s	such as a de	esk and computer Total excellent/good: 66%		Total terrible/poor: 12% Not provided
Working space, s	such as a de (n=2,293)	•	43%	Total terrible/poor: 12% Not provided 22% 9% (n=19)
		Total excellent/good: 66%	43%	· · ·
		Total excellent/good: 66%	43% 41%	22% 9% (n=19)
WA	(n=2,293) (n=20,590)	Total excellent/good: 66% 23% Total excellent/good: 66% 25%		22% 9% (n=19) Total terrible/poor: 12% 22% 9% (n=169)
WA National response	(n=2,293) (n=20,590)	Total excellent/good: 66% 23% Total excellent/good: 66%		22% 9% (n=19) Total terrible/poor: 12% (n=169) Total terrible/poor: 6% Not provided
WA National response	(n=2,293) (n=20,590)	Total excellent/good: 66% 23% Total excellent/good: 66% 25% Total excellent/good: 70% 20%		22% 9% (n=19) Total terrible/poor: 12% 9% (n=169) Total terrible/poor: 6% Not provided 24% 5% (n=56)
WA National response Teaching spaces WA	(n=2,293) (n=20,590)	Total excellent/good: 66% 23% Total excellent/good: 66% 25% Total excellent/good: 70%	41%	22% 9% (n=19) Total terrible/poor: 12% (n=169) Total terrible/poor: 6% Not provided
WA National response Teaching spaces	(n=2,293) (n=20,590)	Total excellent/good: 66% 23% Total excellent/good: 66% 25% Total excellent/good: 70% 20%	41%	22% 9% (n=19) Total terrible/poor: 12% 9% (n=169) Total terrible/poor: 6% Not provided 24% 5% (n=56)



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

	I	Total agree: 92%	Total	disagree: 2%		
WA	(n=2,318)	44%	48%	5%		
	I	Fotal agree: 93%	Tota	Total disagree: 2%		
National response	(n=20,817)	45%	47%	5%		
My workplace suppor	•	Fotal agree: 82%	Total	disagree: 6%		

'Ph

		Total agree: 82% To			ee: 6%
WA	(n=2,319)	32%	50%	12%	4%
		Total agree: 81%	То	tal disagr	ee: 6%
National response	(n=20,818)	33%	48%	13%	5%

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

Total agree: 74%					Total disagree: 11%	
WA	(n=2,320)	26%	48%	15%	8%	
		Total agree: 71%		Total dis	agree: 12%	
National response	(n=20,817)	26%	45%	17%	9%	

There is a positive culture at my workplace

		Total agree: 82%	otal disagree: 6%	
WA	(n=2,320)	31%	51%	12% 5%
		Total agree: 81%	т	otal disagree: 6%
National response	(n=20,817)	31%	50%	13% <mark>4%</mark>

I have a good work/life balance

		Total agree: 68%	Total disagree: 14%		
WA	(n=2,320)	22%	46%	17%	12%
		Total agree: 65%		Total	disagree: 15%
National response	(n=20,811)	22%	44%	19%	12% 4%

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

	Tota	Total agree: 80%		
WA	(n=2,319)	33%	47%	13% 5%
	Tota	al agree: 81%		Total disagree: 7%
National response	(n=20,815)	34%	46%	13% <mark>5%</mark>
Key: Strongly agree	Agree	Neither agree nor	disagree Disagree	Strongly disagree

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.

Workplace environment and culture

CULTURE WITHIN THE TRAINEE'S SETTING (continued)

Racism is not tolerated a		Total agree: 85%	Total	disagree: 3%
WA	(n=2,320)	38%	47%	12%
		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: 84%	Tot	al disagree:	5%
WA	(n=2,320)	28%	56%	11%	4%
		Total agree: 85%	То	tal disagree:	: 5%
National response	(n=20,819)	31%	54%	11%	4%

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

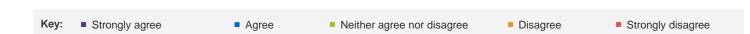
	Workplace	Total agree: 77%		Total disag	gree: 8%	
WA	(n=2,320)	28%	49%	15%	6%	
		Total agree: 78%		Total disa	gree: 8%	,
National response	(n=20,823)	31%	47%	14%	6%	

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

	Total agree: 81% To			ee: 5%
(n=2,319)	28%	53%	13%	<mark>4%</mark>
	Total agree: 80%	Ta	otal disagr	ee: 6%
(n=20,821)	30%	50%	14%	4%

Most senior allied health and nursing staff are supportive

		Total agree: 88%		Total disagree: 3%
WA	(n=2,319)	33%	55%	9%
		Total agree: 87%		Total disagree: 3%
National response	(n=20,814)	34%	54%	10%



Base: Total sample

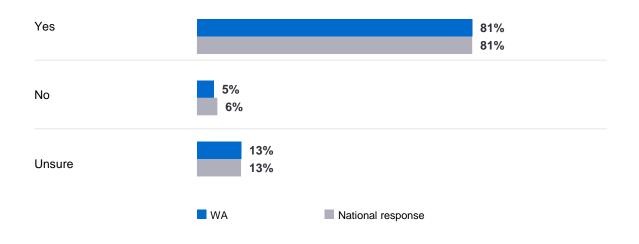
Q41. Thinking about the workplace environment and culture in your setting, to what extent do you agree or disagree with the following statements?

WA

National response

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: 2024 n = 20,527; WA: 2024 n = 2,286)

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)

	Experienced	Witnessed	Experienced + Witnessed
Net: bullying, harassment discrimination and/or racism	22%	29%	33%
	22%	29%	33%
Bullying	13%	17%	21%
	12%	18%	21%
Sexual Harassment	2%	4%	5%
	3%	4%	5%
Harassment (excluding sexual	6%	8%	10%
harassment)	6%	9%	11%
Racism	6%	14%	16%
	8%	14%	17%
Discrimination (excluding racism)	9%	12%	15%
	9%	12%	15%
	W Na	A ational response	

WHO WAS RESPONSIBLE...

(Blue figure shows Net total of purple options)

Witnessed

Experienced

Senior medical staff (e.g. consultants, specialists)	46% 43%	49% 46%
Medical colleague (e.g. registrar or other doctors in training)	26% 27%	29% 31%
Nurse or midwife	33% 30%	37% 35%
Other health practitioner	7% 6%	10% 9%
Hospital management	5% 8%	5% 9%
Administrative staff	8% 9%	6% 10%
Patient and/or patient family/carer	37% 41%	42% 44%
Other	1% 2%	1% 2%
Prefer not to say	8% 9%	7% 8%
	WA National response	

(Where only blue option selected, next question skipped)

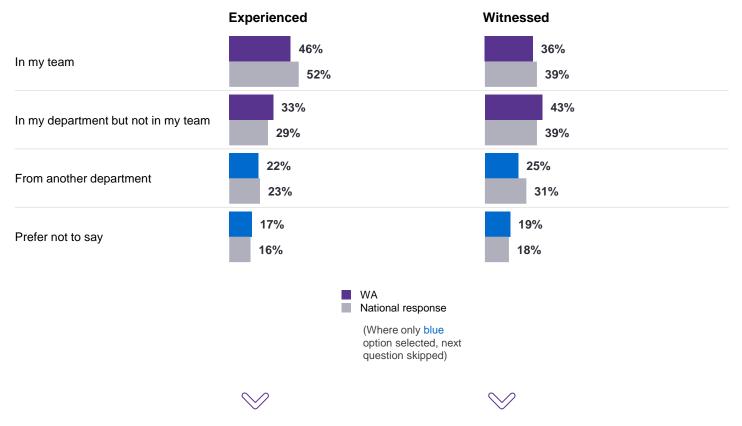
Base: Total sample - Experienced (National: 2024 n = 18,217; WA: 2024 n = 2,051) - Witnessed (National: 2024 n = 18,998; WA: 2024 n = 2,121) Q42a. Thinking about your workplace, have you experienced and/or witnessed any of the following in the past 12 months?

Base: Experienced/witnessed bullying, harassment sexual harassment, discrimination and/or racism - Experienced (National: 2024 n = 3,907; WA: 2024 n = 438) - Witnessed (National: 2024 n = 5,385; WA: 2024 n = 589)

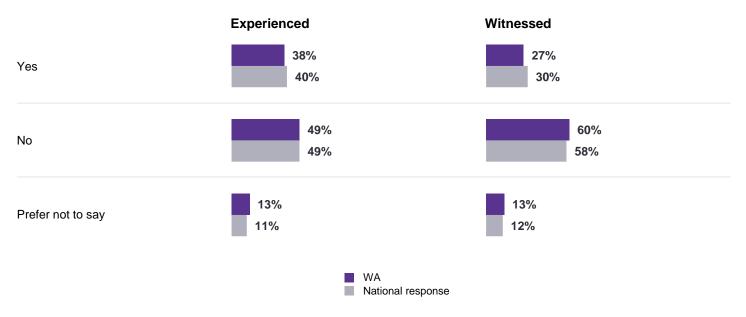
Q42b. Who was responsible for the bullying, harassment, discrimination and/or racism that you experienced/witnessed...

Workplace environment and culture

THE STAFF MEMBER OR COLLEAGUE RESPONSIBLE WAS...



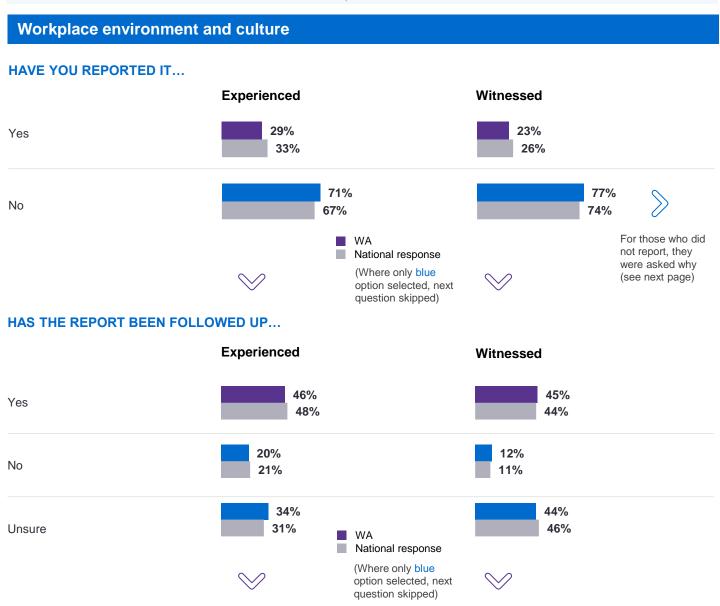
THE STAFF MEMBER OR COLLEAGUE FROM MY TEAM OR DEPARTMENT WAS MY SUPERVISOR...



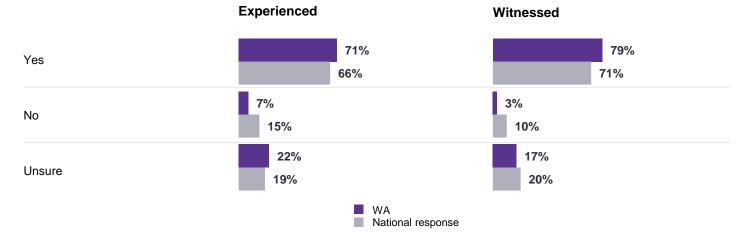
Base: Experienced bullying, harassment, discrimination and/or racism from someone who was not a patient (National: 2024 n = 2,865 WA: 2024 n = 329) - Witnessed (National: 2024 n = 4,021; WA: 2024 n = 453)

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; WA: 2024 n = 229) - Witnessed (National: 2024 n = 2,631; WA: 2024 n = 304)
 Q42d. Was the person(s) one of your supervisors?...



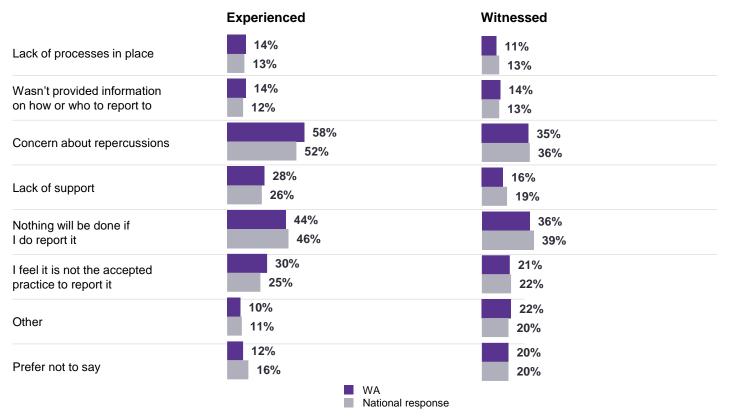
ARE YOU SATISFIED WITH HOW THIS REPORT WAS FOLLOWED UP...



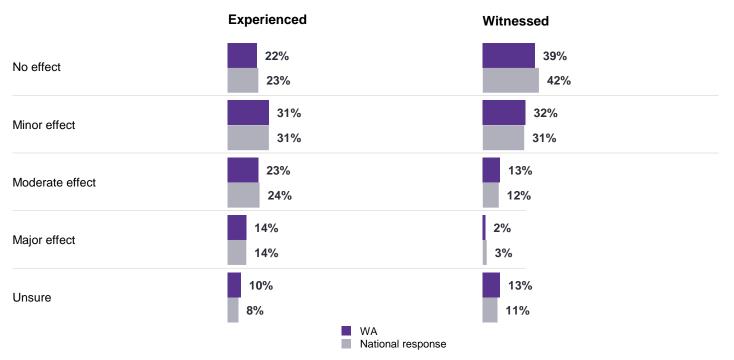
- Base: Experienced bullying, harassment discrimination and/or racism (National: 2024 n = 3,835; WA: 2024 n = 433) Witnessed (National: 2024 n = 5,248; WA: 2024 n = 577) | Q42e. Have you reported it?
- Base: Reported bullying, harassment, discrimination and/or racism (National: 2024 n = 1,249; WA: 2024 n = 126) Witnessed (National: 2024 n = 1,379; WA: 2024 n = 130) | 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; WA: 2024 n = 58) Witnessed (National: 2024 n = 593; WA: 2024 n = 58) | 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: 2024 n = 2,561; WA: 2024 n = 306) - Witnessed (National: 2024 n = 3,830; WA: 2024 n = 444)

Q42i. What prevented you from reporting?

Base: Experienced bullying, harassment discrimination and/or racism (National: 2024 n = 3,921; WA: 2024 n = 444) - Witnessed (National: 2024 n = 5,376; WA: 2024 n = 591)

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

	•	Total always/most of the time: 21%	Total sometimes/never: 79%
WA	(n=2,281)	6% 15%	57% 21%
		Total always/most of the time: 25%	Total sometimes/never: 75%
National response	(n=20,443)	8% 17%	54% 21%
Having to work paid over	rtime		
		Total always/most of the time: 13%	Total sometimes/never: 87%
WA	(n=2,280)	4% <mark>8%</mark> 46%	42%
		Total always/most of the time: 16%	Total sometimes/never: 84%
National response	(n=20,432)	5% <mark>10%</mark> 44%	40%
Having to work unpaid o	vertime		
		Total always/most of the time: 18%	Total sometimes/never: 82%
WA	(n=2,279)	8% 10% 32%	50%
		Total always/most of the time: 18%	Total sometimes/never: 82%
National response	(n=20,432)	8% <mark>9%</mark> 31%	51%
Dealing with patient expe	ectations		
		Total always/most of the time: 20%	Total sometimes/never: 80%
WA	(n=2,280)	6% 14% 5	58% 23%
		Total always/most of the time: 21%	Total sometimes/never: 79%
National response	(n=20,438)	7% 15%	57% 22%
Dealing with patients' fai	nilies		
		Total always/most of the time: 17%	Total sometimes/never: 83%
WA	(n=2,281)	5% <mark>12%</mark> 59	9% 23%
	(,,)	Total always/most of the time: 19%	Total sometimes/never: 81%
National response	(n=20,442)	6% 13% 5	8% 23%
Expectations of supervis	ors		
		Total always/most of the time: 16%	Total sometimes/never: 84%
WA	(n=2,281)	5% 11% 46%	38%
WA	(n=2,281)	5%11%46%Total always/most of the time: 16%	38% Total sometimes/never: 84%
WA National response	(n=2,281) (n=20,442)		
		Total always/most of the time: 16%	Total sometimes/never: 84%
		Total always/most of the time: 16%	Total sometimes/never: 84%

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

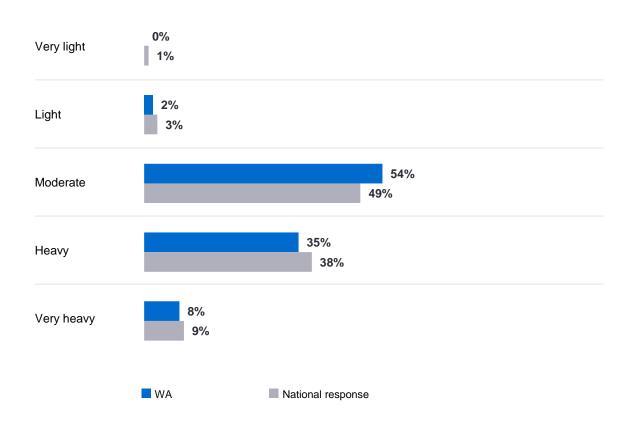
Supervisor reeuback		Total always/most of the til	me: 12%	Total sometimes/never: 88%
WA	(n=2,281)	4% <mark>8%</mark> 39	%	49%
	(Total always/most of the til		Total sometimes/never: 88%
National response	(n=20,448)	4% <mark>8%</mark> 38	%	50%
Having to relocate for	r work			
		Total always/most of the til	me: 17%	Total sometimes/never: 83%
WA	(n=2,273)	7% 10%	34%	49%
		Total always/most of the til	me: 24%	Total sometimes/never: 76%
National response	(n=20,393)	12% 12%	33%	43%
Being expected to do	work that I don	't feel confident doing		
		Total always/most of the ti	me: 11%	Total sometimes/never: 89%
WA	(n=2,274)	4% <mark>7%</mark> 4	3%	46%
		Total always/most of the ti	me: 11%	Total sometimes/never: 89%
National response	(n=20,395)	4% <mark>7%</mark> 4	3%	45%
Lack of appreciation				
		Total always/most of the ti	me: 18%	Total sometimes/never: 82%
WA	(n=2,275)	7% 12%	43%	39%
		Total always/most of the til	me: 19%	Total sometimes/never: 81%
National response	(n=20,401)	7% 12%	43%	38%
Workplace conflict				
		Total always/most of the ti	me: 9%	Total sometimes/never: 91%
WA	(n=2,275)	<mark>6%</mark> 39%		51%
		Total always/most of the ti	me: 10%	Total sometimes/never: 90%
National response	(n=20,404)	4% <mark>6%</mark> 40%	6	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?

Workplace environment and culture

HOW WOULD YOU RATE YOUR WORKLOAD IN YOUR SETTING?



Base: Total sample (National: 2024 n = 20,339; WA: 2024 n = 2,275)

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, WA trainees worked 44.3 hours a week, compared to 44.8 hours a week for the national average.

For WA trainees, 67% were working 40 hours a week or more, compared to the national response of 62%.

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



Base: Total sample (National: 2024 n = 20,358; WA: 2024 n = 2,272). 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?

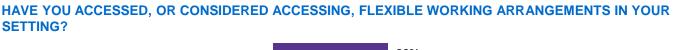
FOR ANY UNROSTERED OVERTIME YOU HAVE COMPLETED IN THE PAST, HOW OFTEN DID:

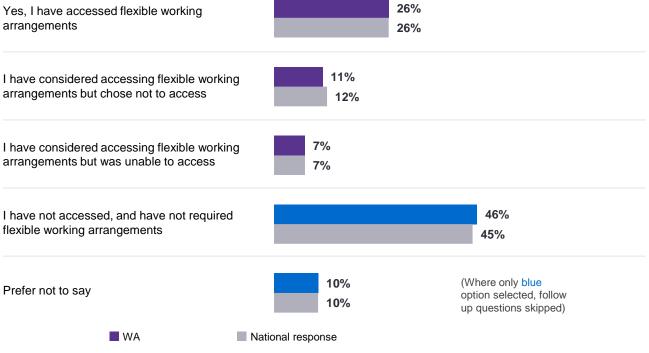
You get paid for the unr	ostered overt	ime		
		Total always/most of the	time: 67%	Total sometimes/never: 33%
WA	(n=1,832)	40%	27%	19% 14%
		Total always/most of the	time: 71%	Total sometimes/never: 29%
National response	(n=16,692)	44%	27%	17% 11%
Working unrostered over	ertime have a	negative impact on you	ur training	
		Total always/most of the	time: 19%	Total sometimes/never: 81%
WA	(n=1,691)	7% 12%	44%	37%
		Total always/most of the	time: 21%	Total sometimes/never: 79%
National response	(n=15,773)	8% 13%	47%	33%
Working unrostered over	ertime provide	-		
		Total always/most of the	time: 14%	Total sometimes/never: 86%
WA	(n=1,694)	4% <mark>11%</mark>	49%	36%
		Total always/most of the	time: 17%	Total sometimes/never: 83%
National response	(n=15,717)	5% <mark>13%</mark>	52%	31%
Key: Always		Most of the time	Sometimes	Never

Base: Total sample

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

Workplace environment and culture

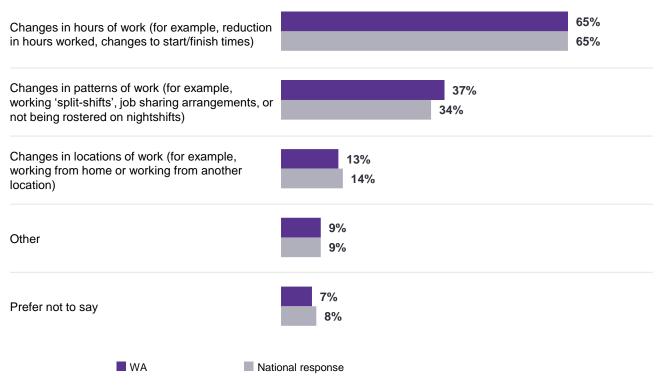




Base: Total sample (National: 2024 n = 20,266; WA: 2024 n = 2,260)

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

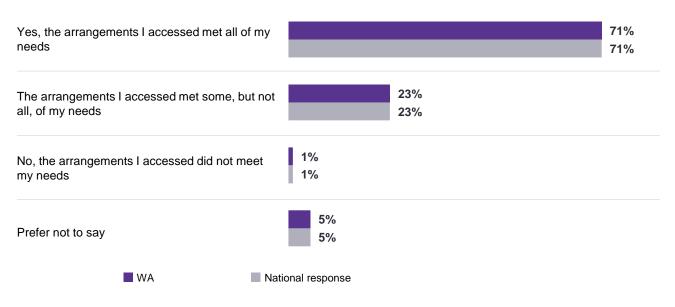
WHAT SORT OF FLEXIBLE WORKING ARRANGEMENTS DID YOU ACCESS/WOULD YOU HAVE LIKED TO ACCESS:



Base: Accessed, or would like to have access to flexible working arrangements (National: 2024 n = 8,989; WA: 2024 n = 987)
 Q64. What sort of flexible working arrangements did you access / What sort of flexible working arrangements would you have liked to access?

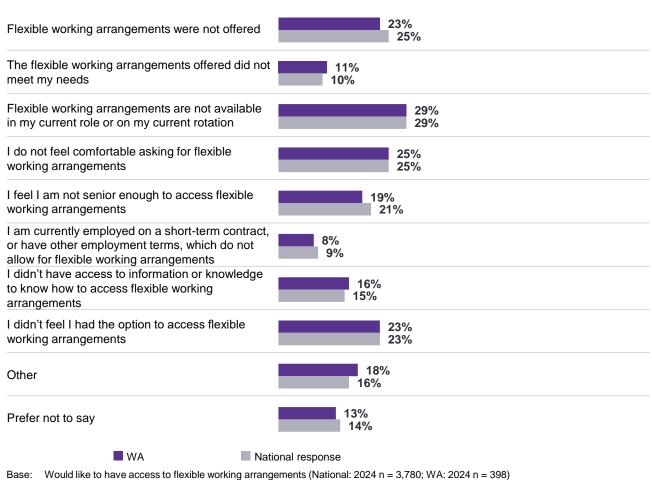
Workplace environment and culture

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



Base: Accessed flexible working arrangements (National: 2024 n = 5,196; WA: 2024 n = 589) 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

WA	3%
National response	3%

Base: Total SampleQ48. 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: 90%		
WA	(n=2,252)	34%	57%	8%
		Total agree: 91%	Total dis	agree: 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: 85%		Total disagree: 4%
WA	(n=2,252)	32%	54%	11%
		Total agree: 86%		Total disagree: 3%
National response	(n=20,107)	32%	54%	11%
Key: Strongly agree	Agree	Neither agree nor disagre	e Disagree	Strongly disagree
Desco Total sources				

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

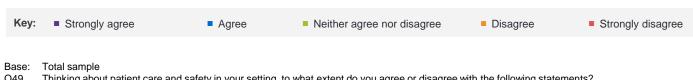
		Total agree: 90% Total dis			
WA	(n=2,252)	34%	56%	8%	
		Total agree: 90%	Total disa	gree: 2%	
National response	(n=20,110)	35%	55%	8%	

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

	Т	Total agree: 86%	Total di	sagree: 3%	
WA	(n=2,252)	32%	54%	10%	
	Т	Total agree: 87% Total disag			
National response	(n=20,108)	33%	55%	10%	

I have received training on how to provide culturally safe care

	Total agree: 84% To			l disagree: 4%	
WA	(n=2,252)	27%	57%	12%	
		Total agree: 83% Total disa			
National response	(n=20,113)	29%	54%	12% <mark>4%</mark>	



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

Overall satisfaction

RECOMMEND TRAINING

I would recommend my current training position to other doctors

		Total agree: 81% Tot			e: 5%
WA	(n=2,241)	32%	49%	14%	<mark>4%</mark>
		Total agree: 81%	Тс	otal disagre	e: 6%
National response	(n=20,074)	33%	48%	13%	4%

I would recommend my current workplace as a place to train

	-	Total agree: 81% T			ee: 5%
WA	(n=2,243)	36%	45%	14%	<mark>4%</mark>
	-	Total agree: 80%	Т	otal disag	ree: 6%
National response	(n=20,077)	36%	45%	14%	<mark>4%</mark>



Future career intentions

CAREER INTERESTS

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

		Total agree: 52%			Total disagree: 11%
WA	(n=2,225)	13%	40%	36%	9%
		Total agree: 50%			Total disagree: 13%
National response	(n=19,880)	12%	38%	37%	10%
I am interested in rura	I practice				
		Total agree: 47%			Total disagree: 22%
WA	(n=2,225)	15%	32%	31%	<mark>18% 4</mark> %
		Total agree: 47%			Total disagree: 22%
National response	(n=19,881)	14%	33%	31%	17% 5%
I am interested in gett	ing involved in r	nedical research			
0	0	Total agree: 50%			Total disagree: 23%
WA	(n=2,223)	14%	36%	27%	17% 6%
		Total agree: 52%			Total disagree: 22%
National response	(n=19,874)	15%	37%	27%	16% 5%
I am interested in gett	ina involved in r	nedical teaching			
J.	0	Total agree: 74%			Total disagree: 7%
WA	(n=2,225)	25%		48%	19% 6%
		Total agree: 76%			Total disagree: 6%
National response	(n=19,877)	28%		48%	18% 5%
I am considering a fut					
I am considering a fut	ure outside of m	edicine			
Tam considering a rut	ure outside of m	Total agree: 17%			Total disagree: 60%
WA	(n=2,225)		23%	35%	Total disagree: 60%
-		Total agree: 17%	23%	35%	

Base: Total sample

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

Future career intentions

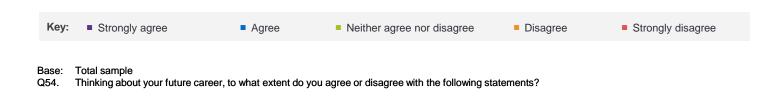
TRAINING PROGRAM COMPLETION AND FUTURE EMPLOYMENT

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: 37%		Total disagree: 42%			
WA	(n=2,123)	17%	20%	22%	28%	14%	
	Total agree: 35%				Total disagree: 45%		
National response	(n=19,173)	15%	19%	20%	31%	14%	

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

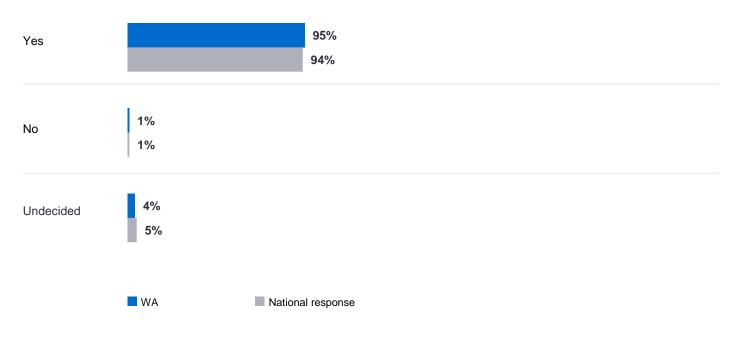
	Total agree: 37%				Total disagree: 40%		
WA	(n=2,224)	13%	24%	23%	29%	11%	
		Total agree: 4	41%		Total di	sagree: 38%	
National response	(n=19,879)	15%	26%	21%	27%	11%	



Future career intentions

CONTINUATION OF SPECIALTY TRAINING PROGRAM

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



Base:Specialist trainees (National: 2024 n = 9,635; WA: 2024 n = 920)Q51a.Do you intend to continue in your specialty training program?

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