



AMA

2019 AMA SPECIALIST TRAINEE EXPERIENCE HEALTH CHECK



INTRODUCTION

The results of this health check report come from the Medical Training Survey (2019) conducted by the Medical Board of Australia, a national, profession-wide survey of all doctors in training in Australia, which was completed on a voluntary basis¹.

The purpose of this document is to provide a comparison of the training experience between different specialty training pathways and identify areas of excellent experience as well as areas for improvement. The results highlight important areas where Specialist Medical Colleges and Health services can focus on and collaborate to improve the quality of vocational training and will inform AMA advocacy in this area.

DISCLAIMER

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Comparison of results among specialities must be made with caution, as the survey did not involve a probabilistic sampling frame, but instead was open to all doctors in training in Australia, achieving a response rate of 26.8 per cent². Further, as doctors were not randomly allocated to specialist colleges, differences in attitudes and expectations could not be controlled for. Other important covariables (i.e. age, training level, domestic/international medical training) were also not controlled for. These issues introduce biases into the results which cannot be accounted for. Thus, all differences among trainee experiences should be interpreted as specific only to survey respondents and must not be interpreted as representative of the experiences of all doctors in training in Australia.

METHODS

The up and down arrows in the table indicate that respondents of the relevant speciality were more or less likely, respectively, to respond affirmatively to the given question. This was determined by dividing the observed number of affirmative responses within each specialty by the number of expected affirmative responses given the gender breakdown within each specialty. If the resulting ratio was more or less than 10% the overall sample average, then an up or down arrow was given respectively.

A dash indicates the experience was within 10 per cent of the overall sample average. The experience ratings were based on the average gender-adjusted responses within each domain. The letter ratings correspond to decrements of 5% between 100% and 0%, such that A+ represents a score falling between 95%-100%, A represents 90%-95% and so on. The lowest rating, F-, would represent a score of 15% or less. Note the results for some Colleges have not been reported due to small sample size. All analyses were undertaken by an independent statistician.

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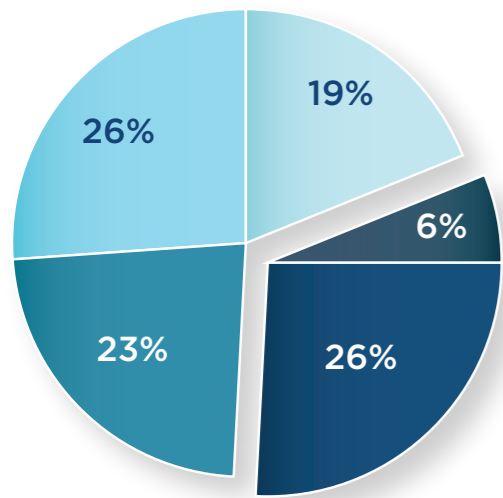
¹. For further information visit <https://medicaltrainingsurvey.gov.au/>

². Source: MTS National Report 2019, p17.

KEY FINDINGS

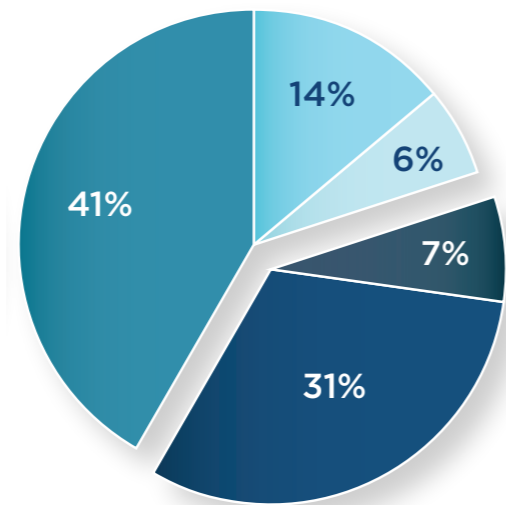
Exam Feedback

32% reported receiving useful exam feedback.



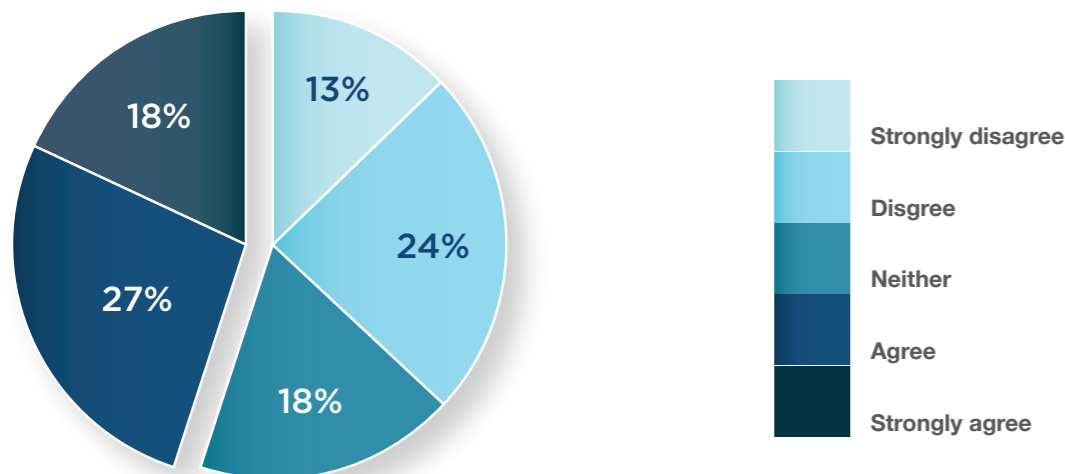
Access to Mental Health Services

38% reported having access to mental health services.



Employment Concerns

Almost half (45%) of respondents agreed that they were concerned about their ability to secure employment at the end of their training.



Bullying, Discrimination & Harassment

1 in 5 experienced bullying, discrimination or harassment. Of these, **36%** reported its occurrence. Once reported, it was followed-up half of the time.

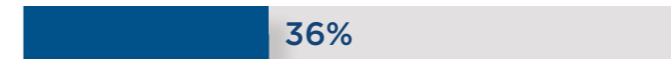


EXPERIENCED

Experienced bullying, discrimination and harassment



Reported bullying, discrimination and harassment

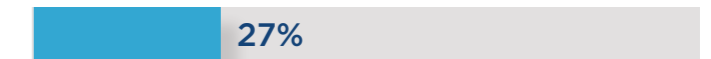


Followed-up bullying, discrimination and harassment



WITNESSED

Witnessed bullying, discrimination and harassment



Reported bullying, discrimination and harassment

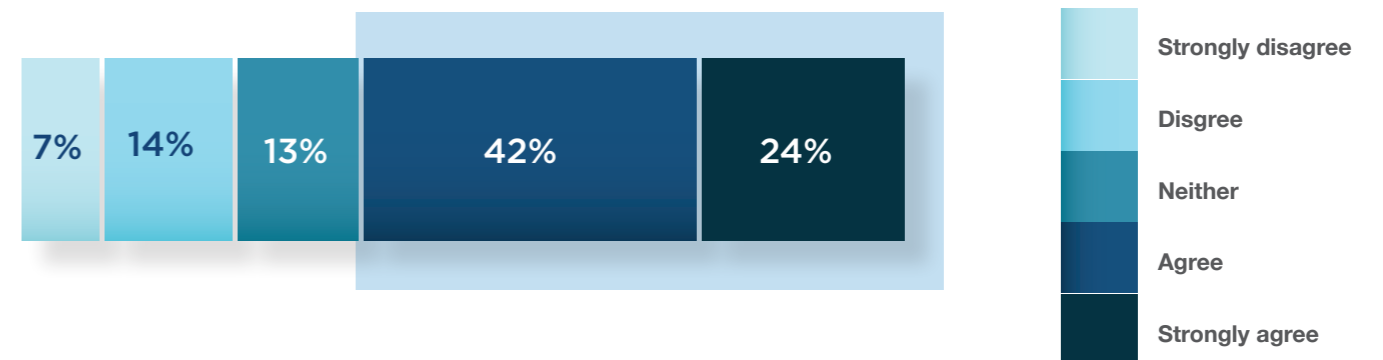


Followed-up bullying, discrimination and harassment



Study Leave

66% reported having access to protected study time or leave.



SPECIALIST TRAINEE EXPERIENCE HEALTH CHECK	OVERALL	ANZCA	ACEM	RACGP	ACRRM	CICM	RANZCOG	RCPA	RACP	RANZCP	RANZCR	RACS
COMMUNICATION & ENGAGEMENT												
My College clearly communicates the requirements of my training program	74%	↑	-	-	-	-	-	-	↓	-	-	↑
My College clearly communicates changes to my training program	66%	↑	-	-	-	↑	-	-	↓	-	-	-
I know who to contact at the College about my training program	71%	↑	-	↓	-	↑	-	-	-	↑	-	↑
The College seeks my views on the training program	43%	-	↑	-	-	-	-	-	-	-	-	↑
I am represented by doctors in training on the College training/education committees	60%	↑	-	↓	-	-	↑	-	-	↑	↑	↑
The College provides me with access to mental health support services	38%	↑	-	-	-	↓	↑	↓	-	↑	↓	↑
Experience rating		B-	C+	D+	C	C	B-	C-	D+	C+	C	B-
EXAMINATION & ASSESSMENT												
The exams always reflected the College training curriculum	55%	↑	-	-	↑	↑	*	-	↓	↓	-	-
The College always provided accurate and appropriate information about exams	63%	↑	↑	-	-	-	*	-	↓	↓	-	-
I received useful feedback about my performance in the exams	32%	↓	-	-	↑	↓	*	↓	-	-	↓	-
The feedback was timely	40%	-	-	-	↑	↓	*	↓	-	-	↓	↑
I received support from my College when needed	41%	-	-	-	↑	-	*	-	↓	-	↓	-
Experience rating		D+	D+	D	C-	D	*	D-	E+	D-	E	D+
SUPERVISION & TEACHING												
The quality of my clinical supervision is good/excellent	85%	-	-	-	-	-	-	-	-	-	↓	-
I have access to protected study time/leave	67%	↑	↑	-	-	-	-	-	↓	↑	↑	-
My job responsibilities do not prevent from meeting training requirements	60%	-	-	↑	-	-	↓	-	-	↓	-	-
The quality of my teaching sessions is good/excellent	81%	-	-	-	-	-	-	-	-	-	-	-
Experience rating		B	B	B	C+	B-	C+	B	C+	B-	B-	C+
WORKPLACE ENVIRONMENT & CULTURE												
I have a good work/life balance	57%	-	-	↑	-	-	↓	-	-	-	-	↓
I am confident that I could raise concerns about bullying/harassment/discrimination	71%	-	-	↑	-	-	-	↓	-	↓	↓	-
Working unpaid overtime impacts my wellbeing sometimes/never	76%	-	-	-	-	↑	↓	-	-	-	-	-
Working unrostered overtime provided training opportunities most of the time/always	13%	-	-	-	-	-	↑	-	-	-	-	↑
Experience rating		C-	D+	C	C-	C-	D	D	D	D	D+	D+

The responses came from 9,917 specialist trainees who completed the Medical Training Survey (2019)

The experience ratings range from A+ (excellent) to F- (unsatisfactory) and were assigned using the method as outlined

- ↑ More likely to answer affirmatively than the sample average
- Neither more or less likely to answer affirmatively than the average
- ↓ Less likely to answer affirmatively than the sample average
- * Insufficient numbers meant no results could be presented for RANZCOG for Examination & Assessment

GLOSSARY OF ACRONYMS

- ANZCA** - Australian and New Zealand College of Anaesthetists
- ACEM** - Australasian College for Emergency Medicine
- RACGP** - Royal Australian College of General Practitioners
- ACRRM** - Australian College of Rural and Remote Medicine
- CICM** - College of Intensive Care Medicine
- RANZCOG** - Royal Australian and New Zealand College of Obstetricians and Gynaecologists
- RCPA** - Royal College of Pathologists of Australasia
- RACP** - Royal Australasian College of Physicians
- RANZCP** - Royal Australian and New Zealand College of Psychiatrists
- RANZCR** - Royal Australian and New Zealand College of Radiologists
- RACS** - Royal Australasian College of Surgeons