



AMA QUEENSLAND'S

**RESIDENT
HOSPITAL
HEALTH
CHECK 2019**

INTRODUCTION

In 2019, AMA Queensland surveyed Resident Medical Officers (including those at Intern, Junior House Officer, Senior House Officer and Continued Residency levels) to evaluate the state of Junior Medical Officer employment in Queensland, and subsequently compare hospitals across the state. A total of 882 Doctors in Training across 19 hospital and health services responded to the survey, representing approximately 38% of Queensland Health's 2, 313 eligible Resident Medical Officers (RMOs). This is the fourth consecutive year the survey has been conducted. The questions were similar to the 2018, 2017 and 2016 surveys, so that results could be compared across the four years.

This year's survey achieved a 43% participation increase from 2018.

KEY FINDINGS

Access to Leave

In 2019, only 64% of the total sample were satisfied that their leave preferences had been taken into consideration, which is unchanged since 2018, down from 79% in 2017.

Professional/career development leave

In 2019, only 38% of respondents had applied for professional development leave, which leave was denied to 27% of these applicants (these figures are similar to those obtained in 2018: 36% and 26% respectively). Further, 55% of respondents were satisfied that their clinical rotation preferences had been accommodated and 32% were satisfied with opportunities to be involved in research and auditing (in 2018, 56% and 35% respectively).

Pay and overtime

Among the full sample, a total of 20% of respondents reported not being fully paid for claimed overtime, down from 24% in 2018 and 31% in 2017. Further 23% of Doctor in Training respondents reported that they had been advised not to claim overtime payment by an Administrative Officer or Senior Medical Officer and 27% believed doing so would lead to a negative assessment (down from 28% and 31% respectively in 2018).

Wellbeing and workplace culture

Importantly, 22% of respondents reported that they had felt unsafe at work (27% in 2018), and 46% reported that they had been concerned about making a clinical error due to fatigue related to long work hours (unchanged from 2018). Just over half of respondents were satisfied with the hospital facilities (57%) and the quality of the teaching and training (51%) on offer.

Bullying, harassment and discrimination

Among all the respondents, 12% had personally experienced bullying, harassment or discrimination, while 16% had witnessed a colleague experience bullying, harassment or discrimination. These figures are greatly reduced from the 2018 findings (38% and 43% respectively). Among those reporting to have experienced or witnessed bullying, harassment or discrimination, only 23% reported the incident, and only 55% felt that when reported the incident was adequately dealt with.

If you are experiencing any of the issues outlined above, contact the AMA Queensland Workplace Relations Team on (07) 3872 2222 or email workplacelocations@amaq.com.au. We can help you with confidential workplace relations advice and support.

	Cairns Hospital	Gold Coast Hospital	Wide Bay HHS	Ipswich Hospital	Queensland Children's Hospital	Logan Hospital	Mackay Base Hospital	Mater Hospital	Other Metro North	Other Metro South	Princess Alexandra Hospital	Robina Hospital	Rockhampton Hospital	Sunshine Coast HHS (various)	Sunshine Coast Uni. Hospital	The Prince Charles Hospital	The Royal Brisbane and Women's Hospital	The Townsville Hospital	Toowoomba Hospital	OVERALL
Access to annual leave																				
Satisfied preferences for leave were taken into consideration	65%	60%	76%	54%	50%	68%	54%	64%	77%	55%	57%	68%	64%	74%	77%	43%	54%	67%	81%	●
GRADE:	B-	C+	B	C	C+	B-	C	B-	B+	C+	C	B	C+	B+	B+	C	C	B-	B+	
Career progression and development																				
Applied for PDL	44%	28%	24%	58%	56%	36%	15%	48%	48%	50%	25%	46%	32%	66%	41%	54%	38%	33%	32%	●
PDL approval rate	97%	72%	100%	71%	60%	91%	0%	58%	96%	55%	71%	90%	88%	48%	62%	69%	64%	94%	72%	●
Clinical rotation preferences taken into consideration	62%	55%	62%	38%	50%	64%	38%	68%	46%	46%	57%	64%	44%	34%	63%	46%	48%	65%	77%	●
Satisfied with research and audit opportunities	35%	31%	48%	21%	19%	19%	8%	28%	44%	36%	29%	46%	20%	21%	40%	32%	40%	35%	40%	●
GRADE:	C+	C	C+	C	C-	C	E+	C	C+	C	C	C+	C	C-	C	C	C	C+	C	
Hours of work and overtime																				
Working >90 hours per fortnight	8%	16%	0%	17%	12%	10%	17%	9%	17%	4%	33%	24%	0%	0%	9%	41%	21%	15%	14%	●
Payment of required un-rostered overtime	80%	75%	76%	91%	67%	88%	46%	70%	85%	96%	84%	81%	68%	86%	76%	77%	74%	89%	90%	●
Advised not to claim overtime	27%	28%	24%	17%	27%	25%	36%	26%	11%	14%	37%	24%	30%	19%	17%	15%	28%	15%	7%	●
Concerned it may negatively effect their assessment	24%	34%	14%	13%	56%	15%	55%	17%	15%	27%	27%	33%	36%	36%	32%	23%	34%	11%	16%	●
GRADE:	B+	B	A-	A-	B	A-	C+	B+	A-	A	B	B+	B	A-	B+	B+	B	A-	A	
Wellbeing and workplace culture																				
Hospital facilities are very good or excellent	74%	65%	29%	35%	24%	38%	33%	44%	46%	24%	42%	76%	48%	65%	61%	67%	73%	82%	42%	●
Teaching and training quality is very good or excellent	72%	48%	57%	17%	29%	59%	8%	65%	54%	19%	56%	62%	16%	46%	58%	37%	65%	40%	63%	●
Those who felt concerned about making a clinical error due to fatigue caused by hours worked	41%	54%	52%	44%	35%	52%	33%	17%	40%	43%	44%	43%	36%	54%	36%	70%	61%	42%	35%	●
Those who felt their safety had been compromised at work	13%	33%	24%	26%	29%	24%	42%	9%	19%	33%	24%	24%	16%	11%	21%	22%	22%	9%	14%	●
Adequate break in between shifts (10 hours or more)	88%	78%	90%	70%	100%	86%	67%	91%	94%	86%	86%	86%	88%	97%	92%	89%	87%	96%	95%	●
GRADE:	B+	C+	C+	C	B-	C+	C	B+	B-	C	C+	B	C+	B	B	C+	B-	B	B-	
Bullying, discrimination and sexual harassment																				
Personally experienced bullying, discrimination or harassment	12%	14%	10%	10%	0%	7%	9%	14%	15%	10%	16%	24%	16%	5%	12%	16%	9%	4%	11%	●
Witnessed a colleague being bullied, or harassed	17%	14%	10%	5%	12%	17%	0%	27%	17%	5%	16%	5%	20%	16%	14%	24%	23%	14%	25%	●
Both experienced and witnessed bullying, discrimination or harassment	22%	26%	29%	43%	38%	24%	46%	4%	17%	24%	14%	19%	28%	11%	18%	12%	20%	11%	14%	●
For those who experienced or witnessed bullying,the perpetrators were SMO/consultants	35%	32%	24%	43%	31%	28%	46%	14%	15%	14%	32%	14%	28%	19%	31%	24%	24%	16%	27%	●
For those who experienced or witnessed bullying, the perpetrators were registrars or PHOs	25%	27%	14%	29%	25%	14%	46%	27%	30%	14%	27%	24%	12%	11%	18%	4%	20%	18%	11%	●
Did you feel there was anything you could do about it	48%	41%	52%	38%	38%	59%	46%	46%	55%	67%	39%	52%	32%	51%	38%	32%	45%	39%	57%	●
Incident report rate	31%	25%	15%	31%	27%	24%	43%	27%	32%	33%	24%	13%	26%	5%	18%	0%	16%	8%	31%	●
Incidents were appropriately addressed	56%	49%	43%	38%	75%	62%	25%	38%	41%	57%	55%	11%	71%	56%	29%	50%	28%	42%	57%	●
Felt concerned that there might be negative consequences for reporting	58%	58%	62%	67%	56%	62%	59%	67%	51%	52%	63%	67%	36%	38%	51%	64%	60%	52%	38%	●
GRADE:	B-	C+	C+	C+	B	B-	C	B-	B-	B	C+	C+	B-	B	C+	C+	C+	C+	B-	B
OVERALL GRADE	B	C+	B-	C+	C+	B-	C	B-	B	B-	C+	B-	C+	B-	B	C+	C+	B	B	

Other Metro North and Other Metro South combined the responses from a number of hospitals which had too few participants to be presented on their own.

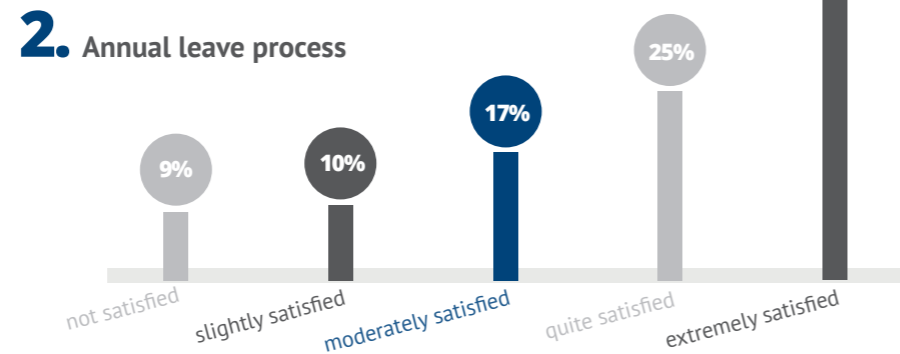
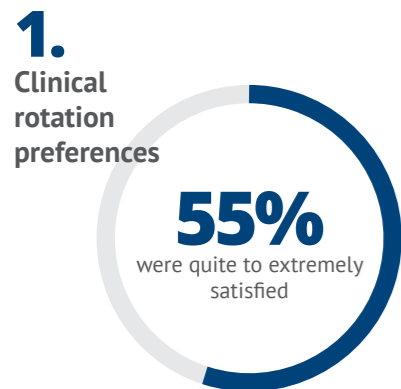
Other Metro North including - Caboolture Community Health Centre, Caboolture Hospital, Redcliffe Community Health Centre and Redcliffe Hospital.

Other Metro South including - Beaudesert Hospital, Queen Elizabeth II Jubilee Hospital, Redland Health Service Centre and Redland Hospital.

Comparison with 2018 responses ● Improvement | ● Worsening | ● Same as last year

TOP 6 PRIORITIES IN QUEENSLAND

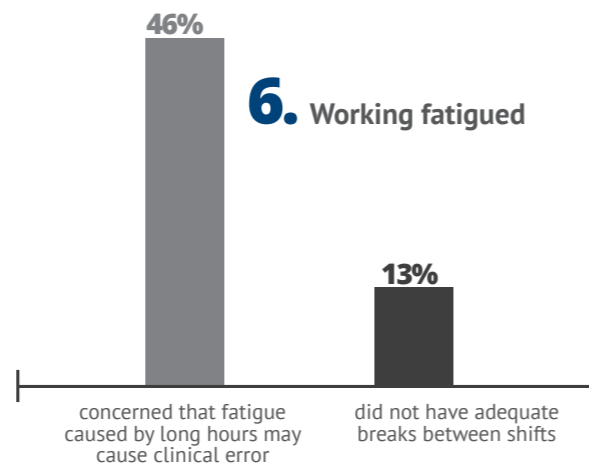
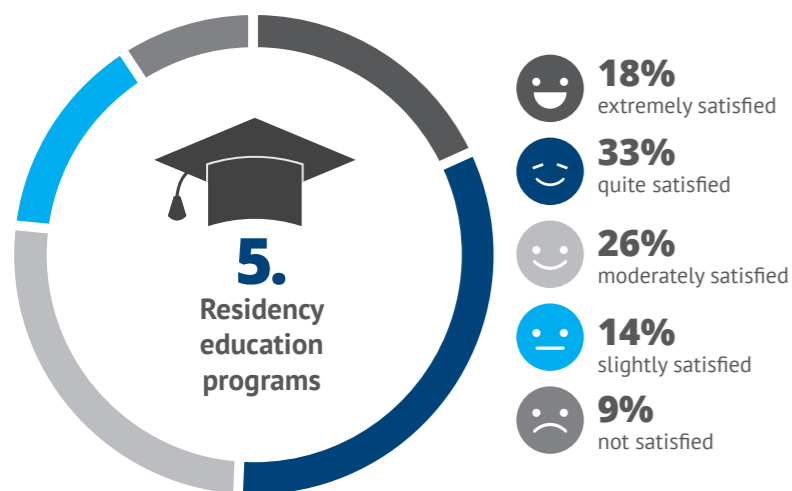
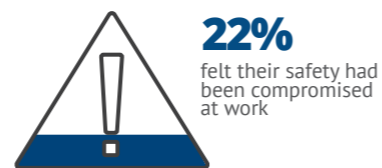
The following are the 6 highest ranked domains in order of priority from 1 being the highest ranked.



3. Being appropriately paid for unrostered overtime



4. Personal safety at work



DISCLAIMER

The AMA Queensland Resident Hospital Health Check survey was completed on a voluntary basis by Queensland doctors in training (including those at Intern, Junior House Officer, Senior House Officer, and continued Residency levels).

The purpose of this document is to assist graduating medical students as well as current interns and residents with their decision making process when deciding on which hospitals to apply for in the upcoming intern and RMO campaigns.

This information is provided in good faith and should only be used as a guide, it is intended to be general in nature and is made available on the understanding that the AMA Queensland, ASMOFQ and the AMA Queensland Council of Doctors in Training do not make any comment or assertion that the information provided by participants is correct, or reflects the experiences of doctors who did not participate in the survey.

Before relying on the information contained in the survey results provided, users should carefully evaluate its accuracy, currency, completeness and relevance for their purposes, personal objectives and career goals, and should make their own enquiries, including consulting with the relevant Hospital and staff at the relevant Hospital.

Whilst every effort has been made to ensure the accuracy of the collation of the information in this survey, AMA Queensland, ASMOFQ, its employees, agents, contractors, elected officers and the AMA Queensland Council of Doctors in Training cannot be held responsible for the information provided by participants in the survey and cannot be responsible for any loss or damage arising from any person or organisation as a result of the publication of this survey of information. AMA Queensland, ASMOFQ and the AMA Queensland Council of Doctors in Training do not take any responsibility for the outcomes published in the survey.

Grades were derived by firstly estimating the adjusted rate of the observed number of affirmative responses using a risk adjusted model for gender, training level and country of graduation (logistic regression run in the full sample), separately for each question and hospital/HHS. Adjusted rates were averaged across each domain (with rates of negative outcome subtracted from 1 so that all rates reflected positive outcomes). Grades ranged from E- to A+, and were assigned by giving the middle score (i.e., C) to average scores falling between 0.4375-0.5625, with grades increasing or decreasing with each 0.0625 increase or decrease in the score. The overall grade was the average of each domain specific grade. Lastly, the overall raw percentage of responses for each question in 2019 were compared with the same question in 2018, with improvement (~5%), no change or worsening (~5%) indicated by green, yellow and red traffic lights respectively.

Comparison of results among hospitals/HHS must be made with caution, as the survey did not involve a probabilistic sampling frame, but instead was open to the entire QLD RMO population, achieving a response rate of 38%. Further, as RMOs were not randomly allocated to hospitals differences in attitudes and expectations of respondents cannot be adequately controlled. This introduces biases into the results which cannot be accounted for. **Thus, all differences among hospital/HHS should be interpreted as specific only to the survey respondents and must not be interpreted as representative of the experiences of all Doctors in Training in Queensland.**

The grading scheme has been updated since the 2018 survey: in 2018 the grades were assigned 'relative' to best and worst performing hospitals (the average score was firstly range normalised such that the best hospital was given an A+ and the worst an E-); while in 2019 the average grades were not rescaled such that grades were attributed to the absolute scores.

All analyses and reporting of results, including the derivation of the grade, were undertaken by an Epidemiologist (PhD) with considerable experience in research design and statistical analysis and a strong track-record in health/medical research.

FURTHER INFORMATION

If you would like to discuss any aspect of the 2018 AMA Queensland CDT Resident Hospital Health Check survey in greater detail, please email workplacerelements@amaq.com.au and a member of the Team will get back to you.

The AMA Queensland Industrial Relations Team also provides confidential, assured advice to Doctor in Training members on employment terms and conditions, and any aspect of your employment that is causing you concern. You can contact the Team on (07) 3872 2222 to discuss.

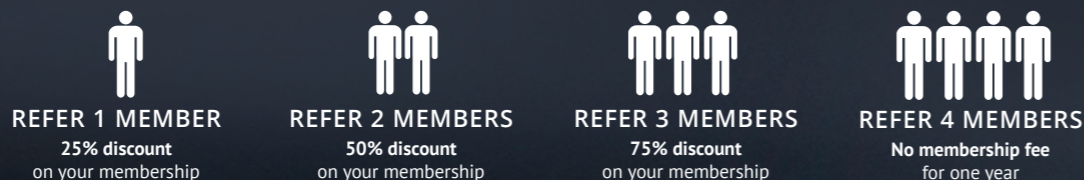
Not a member of AMA Queensland? You can join at ama.com.au/join-ama to receive support and guidance on employment matters in addition to a range of professional development programs, services and benefits to support your journey in medicine.

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