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QUEENSLAND**

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AUSTRALIAN SALARIED MEDICAL
OFFICERS' FEDERATION QUEENSLAND,
INDUSTRIAL ORGANISATION OF EMPLOYEES

AMA QUEENSLAND AND ASMOFQ

Resident Hospital Health Check 2022

Introduction

In 2022, AMA Queensland and its Committee of Doctors in Training, in collaboration with ASMOFQ (Australian Salaried Medical Officers' Federation Queensland), surveyed Resident Medical Officers (RMOs) throughout Queensland, including Interns, Junior House Officers, Senior House Officers and those on Continued Residency. The survey evaluated their experiences of employment in Queensland and subsequently compared hospitals across the state. A total of 719 junior doctors across 33 hospital responded to the survey. This was the seventh consecutive year for the survey, which was designed to be similar to previous years to allow comparison across time.

Major breakdown among full sample

Leave

Of the total sample, 58% were satisfied their leave preferences were taken into consideration, which was slightly lower than 2021 (59%) and 2020 (62%).

Professional/career development

In total, 56% had applied for professional development leave (PDL), which represents a large increase in trainees applying for PDL compared with previous years. Among those who applied, leave was granted to 82% of applicants, which appears to have steadily grown from 79% and 77% in 2021 and 2020 respectively. Further, 43% and 30% were satisfied that their clinical rotation preferences had been accommodated, and with opportunities to be involved in research and auditing (this is compared with 52% and 32% respectively in 2021).

Pay and overtime

Among the full sample, a total of 15% of respondents reported not being fully paid for claimed overtime, which was lower when compared with 2020 (24%). Further, 17% reported that they had been advised not to claim overtime payment by an administrative officer or Salaried Medical Officer and 26% also believed doing so would lead to a negative assessment (this is compared with 25% and 25% respectively in 2021).

Wellbeing and workplace culture

Importantly, 28% of respondents reported that they had felt unsafe at work (30% in 2021), and 58% reported that they had been concerned about making a clinical error due to fatigue related to long work hours (up from 51% in 2021 and 48% in 2020). Less than half of respondents were satisfied with the hospital facilities (42%) and the quality of the formal teaching and training (38%).

Bullying, discrimination and harassment

Overall, 31% experienced bullying/discrimination/harassment, with a further 17% witnessing one or more of these behaviours. The percentage who experienced bullying/discrimination/harassment in 2022 was slightly down compared with 2021 and 2020 (34% and 34% respectively). Only 38% of respondents who reported these behaviours felt they had been addressed appropriately, which was higher than 2021 (34%), and 75% were concerned that reporting the matter might lead to negative consequences (up from 71% in 2021).

	Caboolture Hospital	Cairns Hospital	Gold Coast Hospital	Ipswich Hospital	Logan Hospital	Princess Alexandra Hospital	Redcliffe Hospital	RBWH	Sunshine Coast Hospital	The Prince Charles Hospital	Toowoomba Hospital	Townsville Hospital	2022 OVERALL	2021 OVERALL	2020 OVERALL	2022/2021 COMPARISON
Access to annual leave																
Satisfied preferences for leave were taken into consideration	48%	51%	56%	58%	58%	45%	81%	60%	65%	54%	60%	41%	58%	59%	62%	●
GRADE	C	C	C	C+	C+	C	B+	C+	B-	C	C+	C-				
Career progression and development																
Applied for PDL	58%	63%	48%	53%	76%	62%	42%	76%	59%	47%	42%	68%	56%	36%	28%	●
PDL approval rate	91%	90%	72%	90%	77%	85%	90%	85%	92%	71%	67%	74%	82%	79%	77%	●
Clinical rotation preferences taken into consideration	29%	52%	36%	38%	38%	41%	77%	32%	42%	33%	48%	44%	43%	52%	51%	●
Satisfied with research and audit opportunities	24%	29%	26%	8%	4%	21%	50%	28%	30%	35%	31%	27%	30%	32%	33%	●
GRADE	C	C+	C	C	C	C	B-	C	C	C	C	C				
Hours of work and overtime																
Working up to or more than 24 hours of overtime per fortnight	5%	20%	10%	0%	25%	46%	12%	19%	13%	34%	2%	38%	16%	NA	NA	NA
Payment of un-rostered overtime	85%	80%	81%	81%	83%	77%	96%	90%	85%	83%	94%	89%	85%	76%	75%	●
Advised not to claim overtime	20%	21%	22%	23%	9%	21%	4%	23%	13%	26%	15%	17%	17%	25%	27%	●
Concerned it may negatively affect their assessment	40%	38%	26%	12%	26%	32%	17%	23%	33%	26%	25%	17%	26%	25%	27%	●
GRADE	B+	B+	B+	A-	B+	B	A	B+	A-	B	A	B+				
Wellbeing and workplace culture																
Satisfied with hospital facilities	5%	50%	62%	8%	25%	21%	50%	50%	46%	49%	34%	50%	42%	43%	47%	●
Satisfied with formal teaching and training	20%	44%	46%	12%	17%	25%	62%	50%	26%	36%	56%	25%	38%	NA	NA	NA
Satisfied with clinical/bedside teaching and training	25%	23%	20%	15%	8%	18%	45%	30%	27%	26%	40%	12%	25%	NA	NA	NA
Concerned about making a clinical error due to fatigue caused by hours worked	55%	65%	55%	50%	71%	68%	64%	50%	61%	72%	38%	72%	58%	51%	48%	●
Those who felt their safety had been compromised at work	37%	48%	27%	36%	38%	18%	23%	26%	25%	26%	24%	16%	28%	30%	27%	●
Adequate break in between shifts (10 hours or more)	75%	68%	75%	96%	75%	68%	88%	88%	84%	87%	92%	72%	81%	81%	87%	●
Hospital does enough for wellbeing and mental health	15%	41%	43%	42%	29%	21%	68%	38%	28%	29%	57%	22%	39%	NA	NA	NA
GRADE	C-	C	C	C-	D+	C-	C+	C	C	C	C+	C-				
Bullying, discrimination and sexual harassment																
Experienced	5%	12%	9%	0%	4%	11%	13%	16%	9%	10%	8%	13%	10%	10%	13%	●
Witnessed	42%	15%	14%	24%	12%	14%	9%	13%	19%	13%	18%	23%	17%	17%	23%	●
Both experienced and witnessed	5%	24%	19%	44%	21%	18%	7%	18%	18%	31%	20%	26%	21%	24%	21%	●
For any of above, the perpetrators were SMO/consultants	40%	53%	62%	35%	56%	58%	25%	61%	66%	29%	56%	63%	55%	50%	47%	●
For any of above, the perpetrators were registrars or PHOs	20%	35%	42%	35%	11%	67%	44%	28%	39%	43%	22%	53%	36%	37%	41%	●
Did you feel there was anything you could do about it	22%	29%	46%	23%	44%	46%	19%	29%	29%	14%	46%	26%	33%	35%	47%	●
Did you report it	30%	47%	23%	12%	11%	25%	19%	6%	29%	24%	30%	26%	26%	32%	30%	●
Reported incidents were appropriately addressed	25%	50%	54%	20%	33%	75%	50%	33%	29%	50%	31%	31%	38%	34%	65%	●
Concerned that there might be negative consequences for reporting	80%	82%	73%	88%	78%	92%	50%	78%	76%	81%	70%	84%	75%	71%	77%	●
GRADE	C	C+	C	C	C	C	C+	C	C	C	C	C				
OVERALL GRADE	C	C+	C+	C+	C	C	B	C+	C+	C	C+	C				

NOTE: for the traffic lights green means at least a 5% improvement while red means at least 5% worse, all else is yellow.

Comparison with 2022/2021 responses

● Improvement

● Worsening

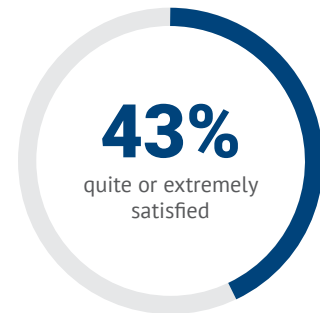
● Same as last year

Top 6 priorities in Queensland

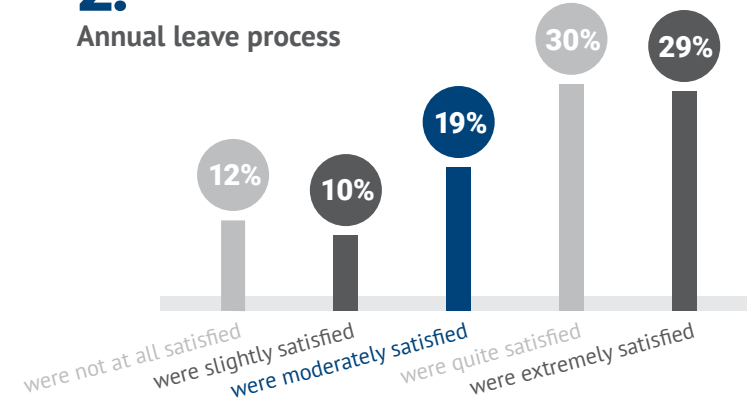
The following are the six highest ranked issues in order of priority.

1. Clinical rotation preferences

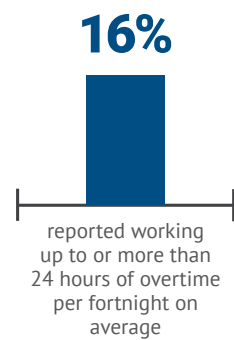
Clinical rotation preferences was rated the most important (40% ranked it as most important). Overall, 43% were quite or extremely satisfied with clinical rotation, which was lower when compared with 2021 (52%) and 2020 (51%)



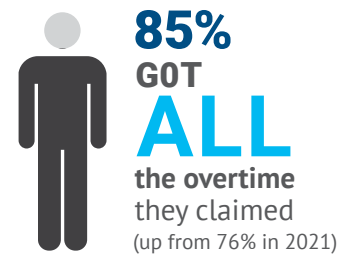
2. Annual leave process



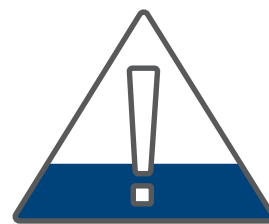
3. Working a standard fortnight



4. Being appropriately paid for unrostered overtime

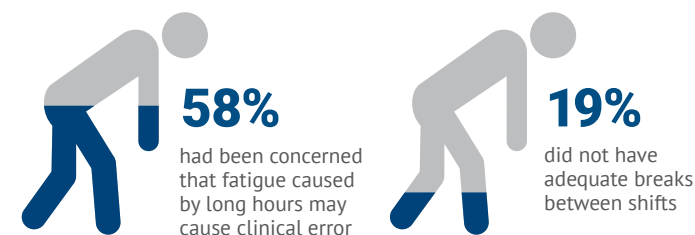


5. Personal safety



28% felt their safety had been compromised at work (similar to 2021 which was 30%)

6. Not working fatigued



Statistical disclaimer:

The data from all responses was used to calculate QLD averages, however in the report card, only responses from hospitals with >=20 respondents were presented. This resulted in 12 hospital's being compared and included most of QLD's largest hospitals.

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. Adjusted rates were then averaged across each domain (with rates of negative outcome subtracted from 1 so that all rates reflected positive outcomes) and assigned a grade ranging from E- to A+. Grades 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 2022 were compared with the same question in 2021, with improvement (>=5% improvement), no change or worsening (<=5% worse) indicated by green, yellow and red traffic lights respectively.

Comparison of results among hospitals/HSSs 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. 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 should be interpreted as specific only to the survey respondents and must not be interpreted as representative of the experiences of all junior doctors in Queensland.**

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. All analyses and reporting of results were undertaken by an independent statistician with a background in medical research.

Further information

If you would like to discuss any aspect of the 2022 Resident Hospital Health Check survey in detail, please email membership@amaq.com.au. ASMOFQ also provides confidential, assured industrial relations advice to members on employment terms and conditions, or any industrial matter that may be causing you concern. Contact the team on (07) 3872 2222 or email asmofld@asmof.org.au.

Not a member of AMA Queensland and ASMOFQ? 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 career in medicine.

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