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



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ASMOFQ and AMA Queensland

Resident Hospital Health Check 2023

Introduction

In 2023, ASMOFQ (Australian Salaried Medical Officers' Federation Queensland), in collaboration with AMA Queensland and its Committee of Doctors in Training, 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 723 junior doctors completed the survey. This was the eighth 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, 63% were satisfied their leave preferences were taken into consideration, which was higher than 2022 (58%) and 2021 (59%).

Professional/career development

In total, 47% had applied for professional development leave (PDL), which represents a decrease in trainees applying for PDL compared with 2022 (56%). Among those who applied, leave was granted to 86% of applicants, which appears to have steadily grown from 82% and 79% in 2022 and 2021 respectively. Further, 61% and 36% were satisfied that their clinical rotation preferences had been accommodated, and with opportunities to be involved in research and auditing (this is compared with 43% and 30% respectively in 2022).

Pay and overtime

Among the full sample, a total of 89% of respondents reported being fully paid for claimed overtime, which was higher when compared with 2022 (85%) and 2021 (76%). Further, 22% reported that they had been advised not to claim overtime payment by an administrative officer or Salaried Medical Officer and 39% also believed doing so would lead to a negative assessment (this is compared with 17% and 26% respectively in 2022).

Wellbeing and workplace culture

Importantly, 33% of respondents reported that they had felt unsafe at work (28% in 2022), and 53% reported that they had been concerned about making a clinical error due to fatigue related to long work hours (down from 58% in 2022). Less than half of respondents were satisfied with the hospital facilities (47%) and the quality of the formal teaching and training (48%).

Bullying, discrimination and harassment

Overall, 31% experienced bullying/discrimination/harassment, which was the same as 2022. A further 8% reported witnessing one or more of these behaviours, which was down from 17% in 2022. A total of 25% said they reported the incident and 74% were concerned that reporting the matter might lead to negative consequences (with both figures similar to 2022).

	Bundaberg Hospital	Caboolture Hospital	Cairns Hospital	Gold Coast University Hospital	Hervey Bay Hospital	Ipswich Hospital	Logan Hospital	Mackay Base Hospital	Mater Brisbane Hospital	Mount Isa Hospital	Princess Alexandra Hospital	Queen Elizabeth II Jubilee Hospital	Queensland Children's Hospital	Redcliffe Hospital	Rockhampton Hospital	Sunshine Coast University Hospital	The Prince Charles Hospital	RBWH	Toowoomba Hospital	Townsville University Hospital	2023 Overall	2022 Overall	2021 Overall	2023/2022 COMPARISON
Access to annual leave																								
Satisfied preferences for leave were taken into consideration	53%	67%	66%	50%	53%	53%	83%	50%	74%	90%	63%	75%	57%	91%	60%	62%	67%	49%	62%	51%	63%	58%	59%	●
GRADE	C	B-	B-	C	C	C	A-	C	B	A	B-	B+	C+	A	C+	C+	B-	C	C+	C				
Career progression and development																								
Applied for PDL	27%	25%	57%	37%	29%	53%	39%	32%	53%	67%	38%	44%	77%	44%	60%	41%	60%	60%	24%	46%	47%	56%	36%	●
PDL approval rate	100%	83%	93%	97%	60%	100%	86%	100%	72%	93%	87%	100%	70%	93%	56%	82%	89%	71%	71%	95%	86%	82%	79%	●
Clinical rotation preferences taken into consideration	60%	54%	63%	59%	59%	33%	67%	45%	88%	86%	65%	75%	71%	82%	7%	57%	67%	36%	69%	63%	61%	43%	52%	●
Satisfied with research and audit opportunities	40%	21%	39%	41%	29%	7%	0%	23%	35%	29%	40%	38%	46%	76%	13%	36%	27%	40%	24%	22%	36%	30%	32%	●
GRADE	C+	C	B-	C+	C	C	C	C	C+	B-	C+	B-	B-	B	D+	C	C+	C	C	C+				
Hours of work and overtime																								
Working up to or more than 90 hours total per fortnight	20%	13%	7%	13%	18%	0%	22%	9%	9%	10%	20%	6%	11%	6%	13%	9%	27%	26%	10%	20%	12%	NA	NA	NA
Payment of all claimed un-rostered overtime	87%	92%	91%	87%	88%	83%	93%	64%	82%	100%	89%	100%	93%	100%	58%	87%	92%	88%	96%	94%	89%	85%	76%	●
Advised not to claim overtime	14%	0%	9%	26%	33%	50%	30%	31%	22%	18%	29%	0%	17%	13%	45%	19%	33%	22%	18%	14%	22%	17%	25%	●
Concerned it may negatively effect their assessment	43%	54%	47%	40%	33%	67%	20%	46%	28%	27%	29%	0%	38%	25%	82%	45%	44%	44%	18%	23%	39%	26%	25%	●
GRADE	B+	A-	A-	B+	B+	B-	B+	B	B+	A-	B+	A+	A-	A	C	B+	B	B	A-	A-				
Wellbeing and workplace culture																								
Satisfied with hospital facilities	33%	29%	59%	54%	18%	20%	17%	32%	32%	48%	48%	50%	29%	59%	27%	72%	60%	45%	34%	51%	47%	42%	43%	●
Satisfied with formal teaching and training	60%	29%	57%	55%	41%	20%	44%	14%	76%	48%	38%	63%	34%	76%	7%	61%	60%	47%	38%	29%	48%	38%	NA	●
Concerned about making a clinical error due to fatigue caused by hours worked	67%	67%	50%	41%	59%	67%	50%	64%	38%	48%	65%	13%	51%	38%	60%	55%	80%	72%	66%	54%	53%	58%	51%	●
Those who felt their safety had been compromised at work	13%	46%	29%	29%	53%	67%	33%	50%	12%	43%	28%	13%	26%	21%	80%	25%	53%	53%	21%	44%	33%	28%	30%	●
Adequate break in between shifts (10 hours or more)	93%	96%	91%	82%	94%	80%	94%	77%	100%	86%	85%	88%	89%	97%	67%	96%	93%	79%	97%	76%	88%	81%	81%	●
Hospital does enough for wellbeing and mental health	53%	42%	58%	56%	47%	27%	67%	59%	62%	67%	40%	81%	34%	76%	27%	54%	47%	38%	52%	46%	53%	39%	NA	●
GRADE	C+	C	B-	B-	C	D+	C+	C	B	C+	C	B+	C	B+	D	B-	C	C	C	C				
Bullying, discrimination and sexual harrassment																								
experienced	0%	17%	20%	15%	18%	13%	6%	5%	9%	0%	8%	6%	6%	12%	33%	6%	33%	21%	10%	17%	13%	10%	10%	●
witnessed	7%	4%	12%	3%	6%	13%	6%	14%	6%	5%	8%	19%	9%	0%	13%	12%	7%	2%	17%	7%	8%	17%	17%	●
both experienced and witnessed	13%	21%	12%	14%	24%	40%	17%	23%	12%	14%	30%	0%	20%	12%	40%	20%	13%	23%	17%	27%	18%	21%	24%	●
For any of above,the perpetrators were SMO/consultants	67%	50%	52%	52%	75%	60%	60%	56%	44%	100%	39%	50%	67%	13%	69%	58%	50%	50%	46%	48%	54%	55%	50%	●
For any of above,the perpetrators were registrars or PHOs	67%	50%	42%	24%	38%	20%	20%	11%	22%	0%	33%	50%	25%	25%	54%	58%	25%	32%	15%	14%	31%	36%	37%	●
Did you feel there was anything you could do about it	33%	20%	33%	28%	13%	40%	20%	33%	44%	50%	44%	50%	33%	50%	8%	19%	13%	27%	38%	19%	30%	33%	35%	●
Did you report it	33%	10%	30%	40%	25%	20%	40%	22%	33%	50%	6%	50%	33%	13%	23%	12%	13%	23%	23%	24%	25%	26%	32%	●
Reported incidents were appropriately addressed	0%	100%	80%	60%	0%	50%	50%	100%	33%	100%	100%	100%	50%	100%	0%	100%	0%	80%	100%	20%	60%	38%	34%	●
Concerned that there might be negative consequences for reporting	100%	90%	58%	80%	88%	70%	60%	89%	56%	75%	67%	50%	83%	38%	92%	81%	75%	86%	54%	76%	74%	75%	71%	●
GRADE	C	C	C+	C+	C-	C	C+	C+	C+	B-	B-	B	C+	B	D+	C	C	C+	B-	C				
OVERALL GRADE																								
OVERALL GRADE	C+	C+	B-	C+	C	C	B-	C	B	B	B-	B+	B-	B+	C-	B-	C+	C	B-	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

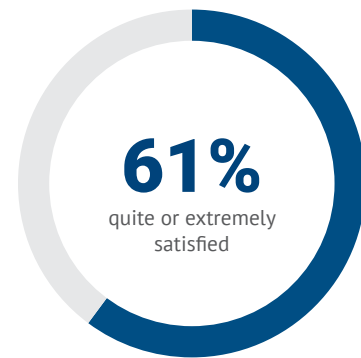
● Improvement | ● Worsening | ● Same as last year

Top 6 priorities in Queensland

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

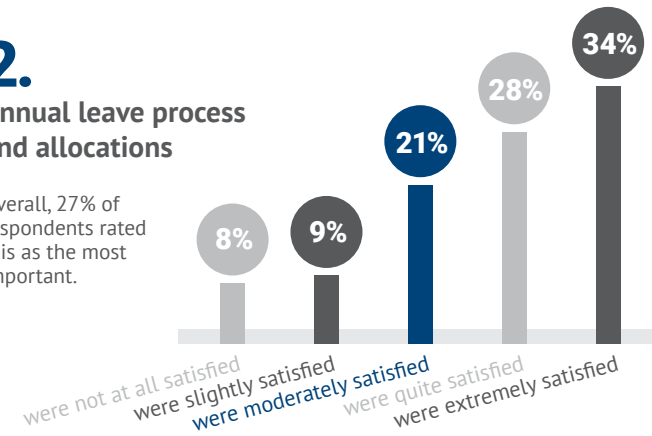
1. Clinical rotation preferences

Clinical rotation preferences was rated the most important (35% ranked it as most important). Overall, 61% were quite or extremely satisfied with clinical rotation which was higher when compared with 2022 (43%).



2. Annual leave process and allocations

Overall, 27% of respondents rated this as the most important.



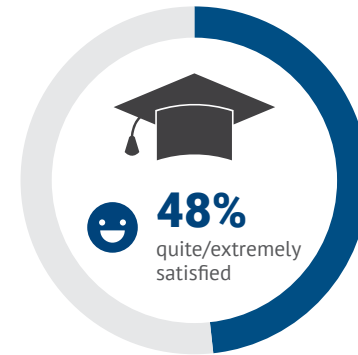
3. Being appropriately paid for unrostered overtime worked

10% of respondents reported this as the most important factor. This year, 89% of respondents reported being fully paid for claimed overtime, which was higher when compared with 2022 (85%).



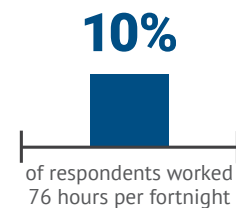
4. Residency education programs

A total of 10% of respondents reported this as their most important factor. This year, 48% were quite/extremely satisfied with the formal teaching and training offered at their hospital, up from 38% in 2022.



5. Working a 76 hour fortnight

A total of 5% of respondents reported this as their most important factor. Only 10% of respondents worked 76 hours per fortnight, with the rest working more.



6. Not working fatigued

A total of 4% of respondents reported this as their most important factor.



Statistical disclaimer:

The data from all responses was used to calculate QLD averages, however in the report card, only responses from hospitals with >=15 respondents were presented. This resulted in 20 hospital's being compared and included most of QLD's largest hospitals.

Grades were derived by creating a score within domains which was the proportion answering affirmatively to each outcome (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 score. Lastly, the overall raw percentage of responses for each question in 2023 were compared with the same question in 2022, 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 2023 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 asmofqld@asmof.org.au. Not a member of ASMOFQ and AMA Queensland? You can join at joinama.ama.com.au 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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