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



Resident Hospital Health Check 2024

*Supporting Queensland doctors,
creating better health*

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Introduction

In 2024, 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 831 junior doctors completed the survey. This was the ninth consecutive year for the survey, which was designed to be similar to previous years to allow comparison across time.

Annual comparison: state-wide

Leave and professional development

In 2024, 42% of respondents had applied for professional development leave (PDL), a continued decrease from 47% and 56% in 2023 and 2022 respectively.

Among those who applied, 89% had their PDL approved, representing a steady increase from 86% and 82% in 2023 and 2022 respectively.

Further, 43% and 22% respectively were satisfied their clinical rotation preferences had been accommodated, and with opportunities to be involved in research and auditing (down from the 61% and 36% in 2023, but similar to 43% and 30% respectively in 2022).

Hours of work and overtime

84% of respondents reported being fully paid for claimed overtime, which was lower than in 2023 (89%) but similar to 2022 (85%).

Further, 19% reported that they had been advised not to claim overtime payment (similar to previous years) and 17% believed doing so may negatively affect their assessment (down from 39% in 2023).

Wellbeing and workplace culture

Importantly, 29% of respondents reported feeling their safety had been compromised at work (similar to the 33% and 28% in 2023 and 2022 respectively) and 46% reported that they had been concerned about making a clinical error due to fatigue caused by their hours worked (a continued decrease from 53% and 58% in 2023 and 2022).

Less than a third of respondents (31%) were satisfied with the hospital facilities (down from 47% and 42% in 2023 and 2022) and the quality of the formal teaching and training (37%, down from 48% in 2023 but similar to 2022).

Bullying, discrimination and harassment

Significantly, over one-third (35%) experienced and/or witnessed bullying/discrimination/ harassment (similar to the 39% in 2023 but down from the almost half (48%) in 2022).

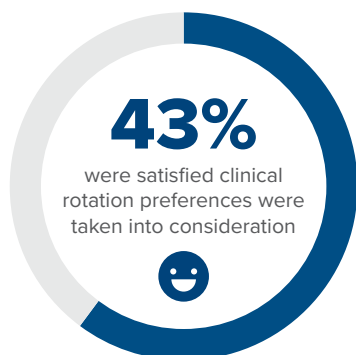
A quarter (26%, compared with 25% and 26% in 2023 and 2022) said they reported the incident and 81% were concerned there may be negative consequences personally for reporting an incident (up from 74% and 75% in 2023 and 2022).

	Bundaberg Hospital	Caboolture Hospital	Cairns Hospital	Gold Coast University Hospital	Hervey Bay Hospital	Logan Hospital	Mackay Base Hospital	Mater Brisbane Hospital	Princess Alexandra Hospital	Queen Elizabeth II Jubilee Hospital
Access to leave										
Satisfied preferences for leave were taken into consideration*	75%	38%	50%	31%	39%	34%	36%	28%	37%	44%
GRADE	B+	C-	C	D+	C-	D+	D+	D	D+	C
Career progression and development										
Applied for PDL	45%	36%	52%	45%	41%	45%	29%	58%	35%	42%
PDL approval rate	100%	100%	88%	82%	86%	79%	100%	77%	94%	93%
Clinical rotation preferences taken into consideration	82%	52%	44%	37%	32%	45%	21%	32%	33%	58%
Satisfied with research and audit opportunities	45%	8%	20%	24%	21%	9%	25%	34%	24%	27%
GRADE	B-	C	C	C	C	C	C-	C	C	C
Hours of work and overtime										
Working 91 hours or more per fortnight	14%	8%	8%	10%	6%	11%	8%	5%	17%	9%
Payment of all claimed un-rostered overtime	95%	92%	86%	75%	88%	79%	88%	66%	87%	97%
Advised not to claim overtime	14%	12%	34%	20%	15%	34%	25%	24%	24%	24%
Concerned it may negatively effect their assessment	9%	24%	14%	25%	21%	30%	17%	18%	26%	9%
GRADE	A	A-	A-	B+	A-	B+	A-	B+	B+	A
Wellbeing and workplace culture										
Satisfied with hospital facilities	36%	24%	40%	36%	18%	19%	21%	21%	43%	30%
Satisfied with formal teaching and training	64%	32%	48%	38%	24%	26%	21%	29%	35%	33%
Concerned about making a clinical error due to fatigue caused by hours worked	32%	72%	36%	56%	65%	53%	33%	34%	46%	39%
Those who felt their safety had been compromised at work	18%	44%	40%	27%	32%	42%	38%	24%	37%	24%
Adequate break in between shifts (10 hours or more)	100%	88%	92%	83%	91%	81%	83%	92%	89%	97%
Hospital does enough for wellbeing and mental health	82%	56%	60%	40%	53%	51%	63%	42%	46%	61%
GRADE	B	C	C+	C	C	C	C	C	C	C+
Bullying, discrimination and sexual harrassment										
experienced	5%	12%	12%	19%	21%	13%	17%	13%	11%	24%
witnessed	9%	8%	14%	11%	21%	17%	0%	5%	9%	9%
both experienced and witnessed	14%	4%	10%	13%	24%	11%	21%	16%	13%	15%
For any of above, the perpetrators were SMO/consultants	14%	16%	24%	27%	53%	21%	8%	11%	20%	24%
For any of above, the perpetrators were registrars or PHOs	5%	4%	12%	13%	21%	21%	17%	3%	15%	3%
Did you feel there was anything you could do about it	50%	50%	22%	31%	27%	36%	33%	15%	27%	63%
Did you report it	17%	33%	39%	19%	27%	14%	22%	15%	53%	56%
Reported incidents were appropriately addressed	0%	50%	71%	71%	33%	100%	50%	50%	63%	56%
Concerned that there might be negative consequences for reporting	83%	100%	78%	75%	91%	91%	100%	92%	80%	81%
GRADE	C+	C+	B-	B-	C	B-	C+	C+	B-	B-
OVERALL GRADE	B	C+	C+	C+	C	C	C	C	C+	B-

	Redcliffe Hospital	Redland - Combined Hospital and Health Facility	Rockhampton Hospital	Royal Brisbane and Women's Hospital	Sunshine Coast University Hospital	The Prince Charles Hospital	Toowoomba Hospital	2024 Overall	2023 Overall	2022 Overall	2024/2023
Access to annual leave											
Satisfied preferences for leave were taken into consideration*	43%	58%	33%	37%	46%	22%	40%	41%	63%	58%	<div></div> -22%
GRADE	C-	C+	D+	D+	C	D-	C-	C-	B-	C+	
Career progression and development											
Applied for PDL	34%	57%	35%	39%	50%	30%	25%	42%	47%	56%	<div></div> -5%
PDL approval rate	81%	92%	75%	100%	92%	100%	93%	89%	86%	82%	<div></div> 3%
Clinical rotation preferences taken into consideration	40%	57%	21%	32%	50%	36%	51%	43%	61%	43%	<div></div> -18%
Satisfied with research and audit opportunities	17%	26%	18%	26%	18%	30%	12%	22%	36%	30%	<div></div> -14%
GRADE	C-	C+	D+	C	C	C	C	C	C+	C	
Hours of work and overtime											
Working 91 hours or more per fortnight	9%	13%	21%	19%	16%	12%	22%	12%	12%	-	<div></div> 0%
Payment of all claimed un-rostered overtime	87%	87%	53%	86%	86%	82%	98%	84%	89%	85%	<div></div> -5%
Advised not to claim overtime	9%	4%	53%	12%	16%	18%	3%	19%	22%	17%	<div></div> -3%
Concerned it may negatively effect their assessment	9%	17%	18%	19%	20%	12%	10%	17%	39%	26%	<div></div> -22%
GRADE	A	A	B-	A-	A-	A-	A	A-	B+	B+	
Wellbeing and workplace culture											
Satisfied with hospital facilities	30%	9%	18%	42%	46%	30%	29%	31%	47%	42%	<div></div> -16%
Satisfied with formal teaching and training	36%	22%	35%	33%	42%	45%	47%	37%	48%	38%	<div></div> -11%
Concerned about making a clinical error due to fatigue caused by hours worked	43%	52%	38%	60%	48%	42%	42%	46%	53%	58%	<div></div> -7%
Those who felt their safety had been compromised at work	23%	22%	35%	37%	32%	21%	25%	29%	33%	28%	<div></div> -4%
Adequate break in between shifts (10 hours or more)	94%	91%	85%	79%	88%	97%	90%	88%	88%	81%	<div></div> 0%
Hospital does enough for wellbeing and mental health	57%	57%	32%	60%	58%	73%	75%	56%	53%	39%	<div></div> 3%
GRADE	C+	C	C	C	C+	B-	C+	C	C+	C	
Bullying, discrimination and sexual harrassment											
experienced	2%	4%	12%	14%	12%	15%	3%	12%	13%	10%	<div></div> -1%
witnessed	6%	13%	12%	7%	8%	9%	12%	10%	8%	17%	<div></div> 2%
both experienced and witnessed	9%	13%	21%	19%	12%	12%	7%	13%	18%	21%	<div></div> -5%
For any of above, the perpetrators were SMO/consultants	17%	17%	32%	18%	8%	12%	6%	19%	54%	55%	<div></div> -35%
For any of above, the perpetrators were registrars or PHOs	2%	9%	9%	14%	10%	12%	7%	10%	31%	36%	<div></div> -21%
Did you feel there was anything you could do about it	0%	43%	20%	13%	25%	33%	46%	29%	30%	33%	<div></div> -1%
Did you report it	25%	14%	40%	17%	31%	0%	31%	26%	25%	26%	<div></div> 1%
Reported incidents were appropriately addressed	50%	100%	50%	50%	80%	-	100%	63%	60%	38%	<div></div> 3%
Concerned that there might be negative consequences for reporting	100%	71%	87%	87%	75%	92%	54%	81%	74%	75%	<div></div> 7%
GRADE	C+	B	C+	C+	B-	C+	B+	B-	C+	C	
OVERALL GRADE											
OVERALL GRADE	C+	B-	C	C	C+	C	B-	C+	B-	C+	

Top 6 priorities in Queensland

The following are the top six aspects which the most respondents identified in their top three for importance when applying for a job.



1.

Clinical rotation preferences

This was rated important by 72% of respondents. In contrast, 43% were satisfied clinical rotation preferences were taken into consideration (down from 61% in 2023 and similar to the 43% satisfied in 2022).



84%
got
FULLY
paid for
claimed
overtime

2.

Being appropriately paid for unrostered overtime worked

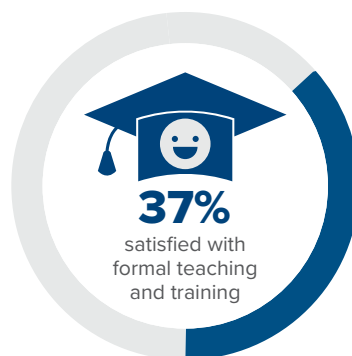
This was rated important by 53% of respondents. 84% of respondents reported being fully paid for claimed overtime (which was lower than in 2023 (89%) but similar to 2022 (85%); however, only 54% claimed all their overtime and 37% claimed some of the hours worked).



3.

Annual leave process and allocations

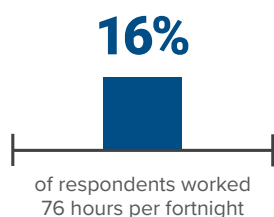
This was rated important by 51% of respondents.



4.

Residency education programs

This was rated important by 27% of respondents. 37% were satisfied with the formal teaching and training (down from 48% in 2023 but similar to 2022).



5.

Working a 76 hour fortnight

This was rated important by 22% of respondents. Only 16% of respondents worked 76 hours per fortnight on average over the month preceding survey completion.



12%

did not have
adequate
breaks
between
shifts.

6.

Not working fatigued

This was rated important by 21% of respondents.



46%

reported that they had been concerned about making a clinical error due to fatigue caused by their hours worked (a decrease from 53% and 58% in 2023 and 2022).



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Statistical disclaimer:

This report card provides the percentages (answering affirmatively) and domain grades:

- i. for each of the 17 hospitals (including one combined hospital and health facility) having at least 20 respondents; and
- ii. annually state-wide, based on all respondents in the given year – in 2024, there were 831 respondents from 40 Queensland hospitals and health facilities.*

*In 2024:

- ▶ the percentage satisfied represents those who responded with a 6 or 7 on the 7-point scale (where 1 was identified as 'not at all satisfied' and 7 as 'extremely satisfied'); and
- ▶ the 'Satisfied preferences for leave were taken into consideration' question was specifically for PDL.

In previous years:

- ▶ the percentage satisfied represented those who responded with a 4 or 5 on the 5-point scale (where 1 was identified as 'not at all satisfied' and 5 as 'extremely satisfied'); and
- ▶ the 'Satisfied preferences for leave were taken into consideration' question wasn't specifically for PDL.

Domain Grades were:

- ▶ based on the mean of the percentages (for the given domain) – after percentages for negative outcomes were subtracted from 1 so all percentages reflected positive outcomes; and
- ▶ assigned (E- to A+) by giving the middle score (i.e., C) to mean percentages falling between 43.75% - 56.25%, and grades increasing or decreasing with each 6.25%

(so E- was assigned to values within 0% - 6.25%, and A+ to those within 93.75% - 100%).

For each aspect listed, the annual state-wide percentages were compared with the previous year – a green, amber or red traffic light was assigned for a '5% or greater improvement', 'increase or decrease of less than 5%', or '5% or greater decline' respectively.

These results may assist management, and any viewer of these results, to better understand the experiences and perspectives of at least some staff within the listed hospitals and health facilities, and across the state; however, interpretation and comparisons must be made with caution as RMOs were not randomly allocated to hospitals so potential variation in the attitudes and/or expectations of respondents may introduce biases – further, those choosing to respond may or may not reflect the general climate. **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.**

Nevertheless, these results do reflect the perspectives of a not-insignificant number of Queensland RMOs (831 in 2024) and thus warrant reflection and consideration of how the healthcare system may require, or benefit from, improvement efforts. Users of these results should evaluate relevance for their purposes, personal objectives and career goals, and make their own enquiries, including consulting with the relevant hospital and staff.

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

Further information

If you would like to discuss any aspect of the 2024 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 ama.com.au/join-the-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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