

MEDIA RELEASE

Tuesday, 3 December 2024

Systemic change needed to address racism and harassment of trainees

The results of the latest Medical Training Survey reveal systemic and cultural issues persist, as an unacceptably high number of doctors in training continue to experience racism and sexual harassment in their workplaces.

The [2024 Medical Training Survey](#), completed by nearly 25,000 medical trainees, showed one third of trainees (33 per cent) had experienced and/or witnessed bullying, discrimination, harassment, sexual harassment and/or racism.

This figure spiked to 54 per cent of Aboriginal and Torres Strait Islander trainees.

AMA President Dr Danielle McMullen said these results were disappointing and unacceptable.

“This survey should be a major wake-up call to tackle the systemic issues that impact the training experience and wellbeing of doctors in training,” Dr McMullen said.

“We are disappointed doctors in training are still experiencing racism and sexual harassment, and we are particularly alarmed that 19 per cent of all doctors in training are considering a career outside of medicine.

“Doctors in training are the future of our profession and we must ensure their training experiences are valuable and enjoyable so we do not lose their talent to other professions.”

AMA Council of Doctors in Training Chair Dr Sanjay Hettige said the culture of medicine must improve to create safe training and work settings for doctors.

“It is appalling to see in this survey that 38 per cent of Aboriginal and Torres Strait Islander trainees experienced or witnessed racism — more than double the rate of non-Indigenous colleagues,” Dr Hettige said.

“While our medical training system continues to perform well in terms of education and a variety of other areas, there is still a long way to go to address some of these systemic and cultural issues.”

The AMA is calling for institutions and employers to commit to the Every Doctor Every Setting Framework and ensure hospitals and healthcare settings are culturally and psychologically safe work environments for all employees.

The Medical Training Survey also showed trainees were dissatisfied with the quality of examination feedback.

The AMA calls on medical colleges to work with doctors in training to ensure exam feedback is timely, relevant and helpful.

The AMA urges all trainees to participate in the 2025 Medical Training Survey next August.

[2024 Medical Training Survey](#)

[Mental health and wellbeing support is available through Doctors Health Services \(Drs4Drs\)](#)

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