

AMA QUEENSLAND'S  
**RESIDENT  
HOSPITAL  
HEALTH  
CHECK 2018**

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# INTRODUCTION

In 2018, AMA Queensland surveyed Resident Medical Officers (including those at Intern, Junior House Officer and Senior House Officer levels) to evaluate the state of Resident Medical Officer employment in Queensland, and subsequently compare hospitals across the state.

Overall, 615 junior doctors, representing approximately 27% of the total number of Resident Medical Officers working in Queensland, completed the survey. This is the third consecutive year the survey has been conducted. The questions were similar to the 2016 and 2017 surveys, so that results could be compared across the three years. Where insufficient data was obtained from a single hospital to make a fair assessment of that hospital, the data was merged based on geography and which Hospital and Health Service (HHS) that hospital belonged to.

This year's survey achieved a 30% increase in participants compared with the 2017 survey.

## KEY FINDINGS

### Access to Leave

Almost one-fifth of respondents (18.8%) were either not satisfied or slightly satisfied that their preferences for annual leave had been taken into consideration.

### Professional Development Leave (PDL)

In 2018, only 35.7% of respondents had applied for professional development leave, which was denied to 26.4% of these applicants. A lack of backfill staff was cited as the major difficulty encountered when applying for PDL (cited by 19.8% of respondents). Lastly, 55.9% were satisfied that their clinical rotation preferences had been accommodated and 34.7% were satisfied with opportunities to be involved in research and auditing.

### Pay and overtime

In 2018, AMA Queensland, in partnership with the AMA Queensland Council of Doctors in Training, ran a campaign to encourage Junior Doctors to claim overtime. We are pleased to announce that fewer Doctors in Training respondents reported not being paid for claimed overtime (23.7% in 2018 down from 31.0% in 2017). Only 26.7% of respondents claimed all of their overtime pay, with 28.2% reporting that they had been advised not to claim overtime payment by an Administrative Officer or a Senior Medical Officer (SMO), and 31.0% believing that claiming overtime would lead to a negative assessment.

### Wellbeing and workplace culture

Importantly, 27.4% of respondents reported they had felt unsafe at work, and almost half of survey respondents (45.9%) reported they had been concerned about making a clinical error due to fatigue related to long work hours. Just over half of respondents were satisfied with the hospital facilities (54.6%) and the quality of the teaching and training (52.3%) on offer.

### Bullying, harassment and discrimination

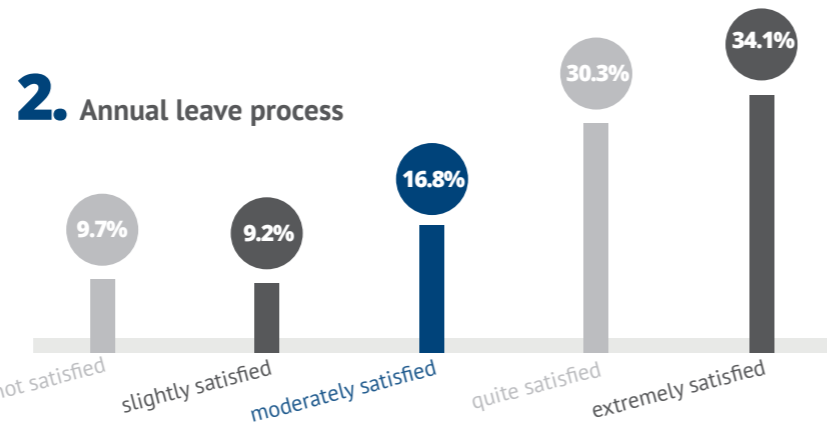
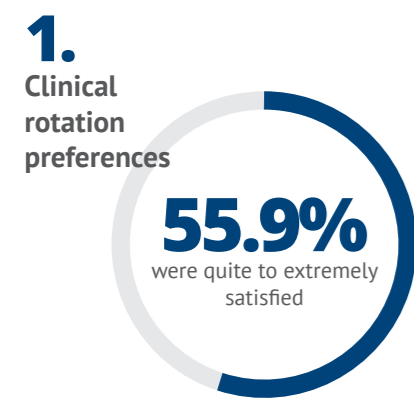
Among all the respondents, 37.9% had personally experienced bullying, harassment or discrimination, while 42.9% had witnessed a colleague experience bullying, harassment or discrimination. Among those reporting to have experienced or witnessed bullying, harassment or discrimination, only 18.9% reported the incident, while 60.9% felt there was nothing they could do about it.

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

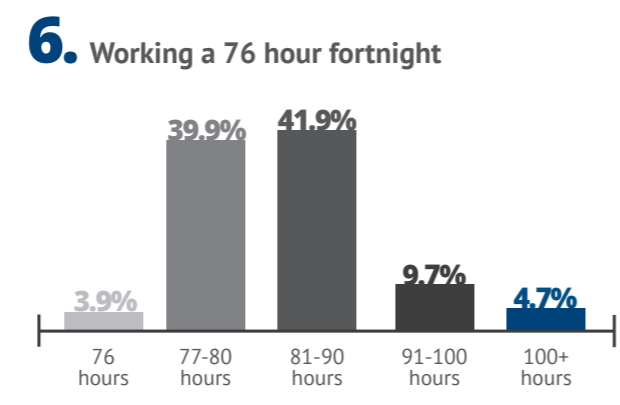
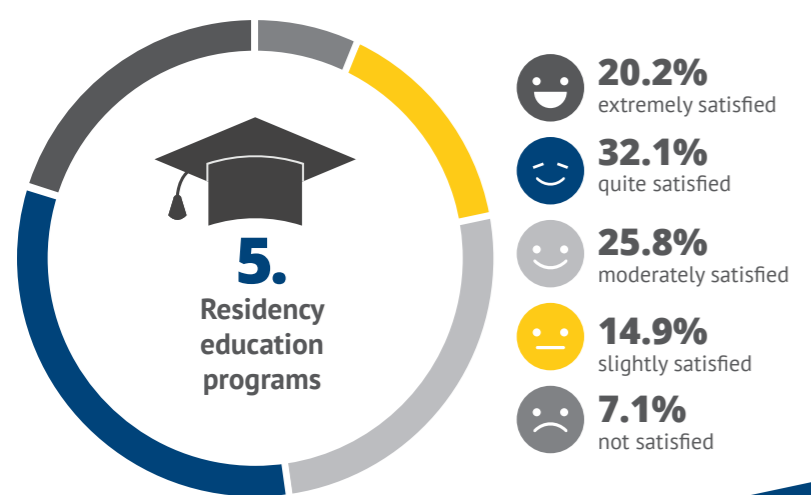
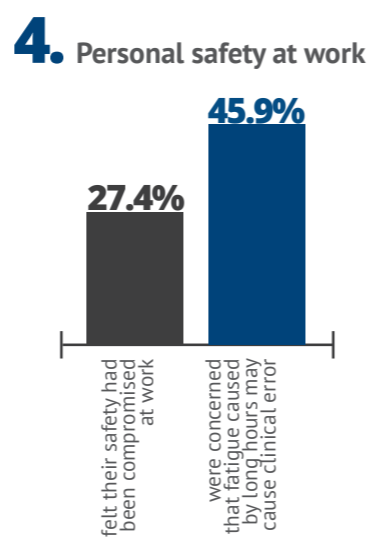
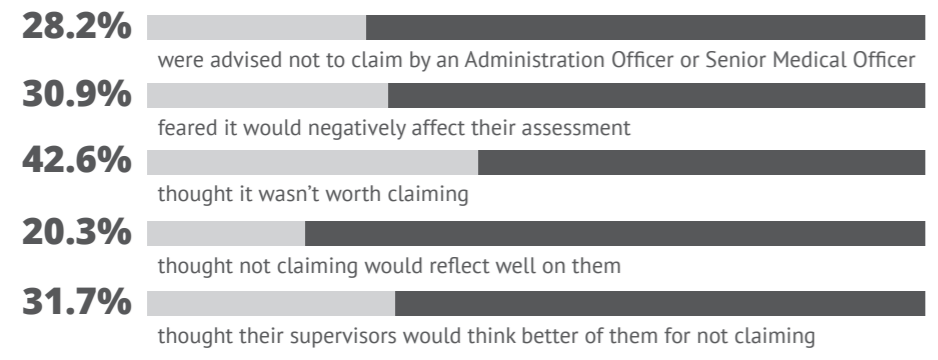
	Cairns Hospital	Townsville Hospital	Mackay Hospital	Wide Bay HHS	Caboolture Hospital	Sunshine Coast Uni. Hospital	Gold Coast HHS	Darling Downs HHS	Ipswich Hospital	Lady Cilento Hospital	Logan Hospital	Princess Alexandra Hospital	Redlands Hospital	Mater Hospital	North West HHS	Redcliffe Hospital	The Prince Charles Hospital	Royal Brisbane & Women's Hospital	Central QLD HHS	Metro South HHS	OVERALL
<b>Access to annual leave</b>																					
Satisfied preferences for leave were taken into consideration	65%	74%	56%	80%	83%	73%	50%	74%	65%	41%	78%	58%	67%	71%	75%	60%	54%	61%	62%	65%	●
<b>GRADE:</b>	<b>C</b>	<b>C+</b>	<b>E+</b>	<b>A+</b>	<b>A+</b>	<b>B-</b>	<b>E</b>	<b>B-</b>	<b>C-</b>	<b>E-</b>	<b>B</b>	<b>D-</b>	<b>C</b>	<b>B-</b>	<b>B+</b>	<b>D</b>	<b>E+</b>	<b>D+</b>	<b>C-</b>	<b>C-</b>	
<b>Career progression and development</b>																					
Applied for PDL	42%	21%	28%	40%	17%	45%	41%	33%	39%	65%	31%	23%	39%	46%	88%	27%	38%	35%	46%	27%	●
PDL approval rate	81%	100%	60%	83%	67%	48%	76%	89%	83%	82%	91%	76%	57%	33%	86%	88%	56%	86%	67%	78%	●
Clinical rotation preferences taken into consideration	51%	70%	72%	60%	61%	55%	36%	48%	35%	31%	57%	65%	67%	62%	86%	46%	71%	54%	54%	64%	●
Satisfied with research and audit opportunities	29%	39%	44%	40%	11%	27%	26%	44%	32%	25%	14%	32%	61%	23%	71%	68%	33%	43%	38%	30%	●
<b>GRADE:</b>	<b>C-</b>	<b>C</b>	<b>C</b>	<b>C</b>	<b>D-</b>	<b>D+</b>	<b>D</b>	<b>C</b>	<b>D+</b>	<b>D+</b>	<b>D+</b>	<b>C-</b>	<b>C</b>	<b>D</b>	<b>A+</b>	<b>C</b>	<b>C-</b>	<b>C</b>	<b>C-</b>	<b>C-</b>	
<b>Hours of work and overtime</b>																					
Working >90 hours overtime	0%	0%	6%	7%	12%	6%	26%	8%	0%	31%	17%	31%	0%	15%	14%	8%	26%	16%	8%	23%	●
Payment of required un-rostered overtime	80%	87%	71%	69%	63%	82%	52%	77%	93%	38%	86%	84%	76%	67%	100%	96%	67%	77%	69%	83%	●
Advised not to claim overtime	10%	10%	41%	7%	50%	24%	43%	38%	3%	56%	23%	31%	35%	15%	14%	15%	52%	35%	23%	30%	●
Concerned it may negatively effect their assessment	23%	19%	29%	14%	13%	35%	57%	27%	20%	44%	31%	34%	12%	15%	14%	19%	26%	40%	38%	30%	●
<b>GRADE:</b>	<b>A-</b>	<b>A-</b>	<b>C</b>	<b>A-</b>	<b>C</b>	<b>B-</b>	<b>E+</b>	<b>C</b>	<b>A</b>	<b>E+</b>	<b>C+</b>	<b>C-</b>	<b>B+</b>	<b>B-</b>	<b>C-</b>	<b>B+</b>	<b>D</b>	<b>C</b>	<b>C+</b>	<b>C</b>	
<b>Wellbeing and workplace culture</b>																					
Hospital facilities are very good or excellent	73%	84%	65%	29%	56%	48%	71%	52%	23%	25%	20%	54%	29%	69%	86%	54%	82%	67%	31%	42%	●
Teaching and training quality is very good or excellent	67%	53%	47%	79%	50%	52%	44%	60%	33%	38%	34%	64%	35%	54%	71%	81%	55%	56%	8%	50%	●
Those who felt concerned about making a clinical error due to fatigue caused by hours worked	23%	31%	47%	36%	50%	34%	62%	64%	33%	50%	49%	49%	41%	23%	29%	50%	68%	51%	62%	48%	●
Those who felt their safety had been compromised at work	17%	13%	35%	36%	25%	16%	49%	32%	23%	25%	34%	23%	35%	8%	14%	15%	27%	36%	38%	29%	●
Adequate break in between shifts (10 hours or more)	90%	100%	88%	79%	88%	98%	80%	96%	97%	75%	83%	86%	88%	92%	86%	92%	77%	79%	69%	86%	●
<b>GRADE:</b>	<b>A-</b>	<b>B</b>	<b>C</b>	<b>C</b>	<b>C</b>	<b>B</b>	<b>D+</b>	<b>C</b>	<b>C</b>	<b>C</b>	<b>D</b>	<b>C</b>	<b>C</b>	<b>A-</b>	<b>A-</b>	<b>B-</b>	<b>C-</b>	<b>C-</b>	<b>E+</b>	<b>C-</b>	
<b>Bullying, discrimination and sexual harassment</b>																					
Personally experienced bullying, discrimination or harassment	47%	30%	35%	38%	38%	28%	55%	32%	33%	25%	37%	35%	59%	15%	43%	36%	38%	44%	38%	39%	●
Witnessed a colleague being bullied, or harassed	57%	20%	47%	31%	38%	46%	52%	60%	43%	44%	40%	47%	47%	38%	43%	28%	48%	34%	38%	45%	●
Both experienced and witnessed bullying, discrimination or harassment	37%	10%	24%	23%	31%	16%	38%	24%	20%	19%	20%	31%	41%	8%	29%	20%	29%	24%	15%	30%	●
For those who experienced or witnessed bullying, the perpetrators were SMO/consultants	23%	13%	35%	23%	38%	30%	40%	32%	27%	13%	29%	29%	35%	8%	14%	24%	38%	14%	46%	29%	●
For those who experienced or witnessed bullying, the perpetrators were registrars or PHOs	40%	27%	18%	15%	19%	28%	36%	20%	33%	19%	23%	29%	6%	23%	14%	20%	38%	24%	23%	24%	●
Did you feel there is anything you could do about it	50%	47%	41%	62%	31%	32%	29%	40%	40%	38%	34%	44%	41%	54%	43%	44%	24%	37%	15%	43%	●
Incident report rate	27%	16%	8%	10%	22%	6%	31%	41%	5%	0%	21%	20%	43%	0%	20%	31%	6%	16%	0%	25%	●
Reported incidents were appropriately addressed	54%	50%	60%	20%	50%	8%	43%	67%	25%	17%	36%	31%	63%	0%	33%	57%	14%	38%	13%	37%	●
Felt concerned that there might be negative consequences for reporting	53%	50%	53%	54%	56%	62%	74%	56%	67%	44%	54%	65%	53%	46%	44%	44%	67%	75%	62%	62%	●
<b>GRADE:</b>	<b>C-</b>	<b>C+</b>	<b>C-</b>	<b>C</b>	<b>C</b>	<b>D+</b>	<b>D-</b>	<b>C</b>	<b>D+</b>	<b>C+</b>	<b>C</b>	<b>D</b>	<b>C</b>	<b>B-</b>	<b>C+</b>	<b>B-</b>	<b>D-</b>	<b>C</b>	<b>D</b>	<b>C-</b>	
<b>OVERALL GRADE</b>	<b>C+</b>	<b>B-</b>	<b>C-</b>	<b>B-</b>	<b>C</b>	<b>C</b>	<b>D-</b>	<b>C</b>	<b>C</b>	<b>D+</b>	<b>C</b>	<b>D+</b>	<b>C+</b>	<b>B-</b>	<b>B+</b>	<b>C+</b>	<b>D</b>	<b>C-</b>	<b>D+</b>	<b>C-</b>	

# TOP 6 PRIORITIES IN QUEENSLAND

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



Further, only 26.3% of respondents claimed all the overtime they worked. Among those who did not claim:



## 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 and Senior House Officer)

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 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, its employees 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 and the AMA Queensland Council of Doctors in Training do not take any responsibility for the outcomes published in the survey.

Comparison of results among hospitals/HSS 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 27%. 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/HSS 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 QLD.

Lastly, the overall raw percentage of responses for each question in 2018 were compared with the same question in 2017, with improvement, no change or worsening indicated by green, yellow and red traffic lights respectively.

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 AMA Queensland CDT *Resident Hospital Health Check* survey in greater detail, please email [workplacelrelations@amaq.com.au](mailto:workplacelrelations@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](http://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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