

Falling grades for major Brisbane hospitals in annual report card

Brisbane's five major public hospitals have a long way to go as employers for junior doctors, with the results of a recent report revealing an increase across the board of bullying, harassment and sexual discrimination in the workplace.

Australian Medical Association (AMA) Queensland's annual junior doctor public hospital report card, based on a survey of 615 junior doctors around the state, found the rate of bullying at some hospitals in Brisbane had increased six times since the 2017 survey.

AMA Queensland Council of Doctors in Training Executive Committee member Dr Bav Manoharan said the 2018 RHHC revealed concerning trends at Lady Cilento Hospital, Mater Hospital, Princess Alexandra Hospital, Royal Brisbane and Women's Hospital and The Prince Charles Hospital.

"The RBWH is particularly worrying with 44 per cent of junior doctors reporting they had experienced bullying or harassment, a significant increase from 10 per cent last year," Dr Manoharan said.

"Princess Alexandra Hospital was even worse with six per cent of junior doctors reporting they had been personally bullied in 2017 compared with 35 per cent this year."

The 2018 RHHC revealed Lady Cilento Hospital had dropped the most marks over the past 12 months with only 41 per cent of junior doctors feeling their leave preferences were taken into consideration, compared with 86 per cent last year.

"Claims of bullying and harassment rose from 14 per cent in 2017 to 25 per cent and 56 per cent of junior doctors at Lady Cilento reported they were advised not to claim overtime, compared with less than one-third in last year's survey," Dr Manoharan said.

He said the Mater Hospital had fared best, dropping only half a mark and largely in the area of professional development opportunities and clinical rotations.

Dr Manoharan said the annual RHHC survey was designed to help junior doctors decide where to work and promote positive change in the hospital system.

He called on the Hospital and Health Service Boards to examine the results of the survey at their upcoming Board meeting.

"We understand the strain that the current junior doctor shortages across public hospitals in Queensland is having on staff morale and on workloads for our doctors. We also recognise the challenges that hospitals have in maintaining appropriate provision of clinical services, whilst ensuring that vital junior doctor entitlements and training opportunities are protected," he said.

"AMA Queensland will work closely with Hospitals and Health Services to address the areas of concern and improve workplace culture and wellbeing of junior doctors," he said.

"Best practice policies for workplace wellbeing, such as the 13 recommendations within the [Tristan Jepson Memorial Foundation Guidelines](#), should also be urgently implemented and embraced across all Queensland hospitals.

“These workplace guidelines aim to create work environments based on trust, honesty and fairness and help to manage workload, balance work and private lives, protect physical and psychological safety,” said Dr Manoharan.

AMA Queensland called on the Director General of Queensland Health to establish a dedicated and resourced program to allow these guidelines to be implemented statewide.

Find a snapshot of the 2018 Resident Hospital Health Check here:

<https://ama.com.au/qld/advocacy/resident-hospital-health-check>

MEDIA CONTACT: Fran Metcalf, Sequel PR - 07 2351 8111 or 0417 627 867.

BRISBANE METROPOLITAN PUBLIC HOSPITALS	2018 RHC GRADE	2017 RHC GRADE
Lady Cilento Hospital	D+	A-
Mater Hospital	B-	B
Princess Alexandra Hospital	D+	C+
Royal Brisbane and Women’s Hospital	C-	B-
The Prince Charles Hospital	D	B

AMA Queensland 2018 Resident Hospital Health Check						
HOSPITAL	Access to annual leave	Career progression + development	Hours of work + overtime	Wellbeing + workplace culture	Bullying, discrimination + sexual harassment	OVERALL GRADE
Caboolture Hospital	A+	D-	C	C	C	C
Cairns Hospital	C	C-	A-	A-	C-	C+
Central QLD HHS	C-	C-	C+	E+	D	D+
Darling Downs HHS	B-	C	C	C	C	C
Gold Coast HHS	E	D	E+	D+	D-	D-
Ipswich Hospital	C-	D+	A	C	D+	C
Lady Cilento Hospital	E-	D+	E+	C	C+	D+
Logan Hospital	B	D+	C+	D	C	C
Mackay Hospital	E+	C	C	C	C-	C-
Mater Hospital	B-	D	B-	A-	B-	B-
Metro South HHS	C-	C-	C	C-	C-	C-
North West HHS	B+	A+	C-	A-	C+	B+
Princess Alexandra Hospital	D-	C-	C-	C	D	D+
Redcliffe Hospital	D	C	B+	B-	B-	C+
Redlands Hospital	C	C	B+	C	C	C+
Royal Brisbane & Women’s Hospital	D+	C	C	C-	C	C-
Sunshine Coast Uni. Hospital	B-	D+	B-	B	D+	C
The Prince Charles Hospital	E+	C-	D	C-	D-	D
Townsville Hospital	C+	C	A-	A-	C-	C+
Wide Bay HHS	A+	C	A-	C	C	B-

Caboolture Hospital scores a C in annual doctor check up

The number of Caboolture Hospital junior doctors who are worried about making a clinical error because of fatigue has doubled over the past year, according to the Australian Medical Association (AMA) Queensland's annual junior doctor public hospital report card.

The 2018 Resident Hospital Health Check (RHHC) survey has revealed 50 per cent of junior doctors employed at Caboolture Hospital feel concerned about making a clinical error due to fatigue caused by the hours they work. This was up from 25 per cent in the 2017 RHHC.

The survey also found 50 per cent of junior doctors employed at Caboolture Hospital have been advised not to claim overtime this year, a rise from 20 per cent last year.

The RHHC is based on a survey of 615 junior doctors around the state and is measured on five key criteria including bullying and harassment, workplace culture, hours of work and overtime, career progression and access to annual leave.

AMA Queensland Council of Doctors in Training Executive Committee member Dr Bav Manoharan said the 2018 RHHC revealed concerning statewide trends.

"More than one third (38 per cent) of junior doctors at Caboolture Hospital said they have experienced bullying, discrimination or harassment at work," Dr Manoharan said.

"Another 38 per cent said they had witnessed a colleague being bullied or harassed.

"Only 50 per cent felt reported incidents of bullying or harassment were properly dealt with."

Dr Manoharan said the annual RHHC was designed to help junior doctors decide where to work and promote positive change in the hospital system.

"While Caboolture Hospital received an overall grade of C in the RHHC survey, there were some significant improvements this year," he said.

"For instance, the number of junior doctors at Caboolture Hospital who had worked more than 90 hours overtime has dropped from 20 per cent in 2017 to 12 per cent this year," he said.

"Also, the number of junior doctors concerned that claiming over time would negatively affect their assessment has dropped from 40 per cent to 13 per cent."

Dr Manoharan called on the Hospital and Health Service Boards to examine the results of the survey at their upcoming Board meeting.

"We understand the strain that the current junior doctor shortages across public hospitals in Queensland is having on staff morale and on workloads for our doctors. We also recognise the challenges that hospitals have in maintaining appropriate provision of clinical services, whilst ensuring that vital junior doctor entitlements and training opportunities are protected," he said.

"AMA Queensland will work closely with hospitals to address the areas of concern and improve workplace culture and wellbeing of junior doctors," he said.

“Best practice policies for workplace wellbeing, such as the 13 recommendations within the [Tristan Jepson Memorial Foundation Guidelines](#), should also be urgently implemented and embraced across all Queensland hospitals.

“These workplace guidelines aim to create work environments based on trust, honesty and fairness and help to manage workload, balance work and private lives, protect physical and psychological safety,” said Dr Manoharan.

AMA Queensland called on the Director General of Queensland Health to establish a dedicated and resourced program to allow these guidelines to be implemented statewide.

Find a snapshot of the 2018 Resident Hospital Health Check here:

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MEDIA CONTACT: Fran Metcalf, Sequel PR - 07 2351 8111 or 0417 627 867.

CABOOLTURE HOSPITAL	2018 RHHC GRADE	2017 RHHC GRADE
Access to annual leave	A+	A+
Career progression and development	D-	B
Hours of work and overtime	C	B+
Wellbeing and workplace culture	C	B+
Bullying, discrimination and sexual harassment	C	C+
OVERALL GRADE	C	B+

AMA Queensland 2018 Resident Hospital Health Check						
HOSPITAL	Access to annual leave	Career progression + development	Hours of work + overtime	Wellbeing + workplace culture	Bullying, discrimination + sexual harassment	OVERALL GRADE
Caboolture Hospital	A+	D-	C	C	C	C
Cairns Hospital	C	C-	A-	A-	C-	C+
Central QLD HHS	C-	C-	C+	E+	D	D+
Darling Downs HHS	B-	C	C	C	C	C
Gold Coast HHS	E	D	E+	D+	D-	D-
Ipswich Hospital	C-	D+	A	C	D+	C
Lady Cilento Hospital	E-	D+	E+	C	C+	D+
Logan Hospital	B	D+	C+	D	C	C
Mackay Hospital	E+	C	C	C	C-	C-
Mater Hospital	B-	D	B-	A-	B-	B-
Metro South HHS	C-	C-	C	C-	C-	C-
North West HHS	B+	A+	C-	A-	C+	B+
Princess Alexandra Hospital	D-	C-	C-	C	D	D+
Redcliffe Hospital	D	C	B+	B-	B-	C+
Redlands Hospital	C	C	B+	C	C	C+
Royal Brisbane & Women’s Hospital	D+	C	C	C-	C	C-
Sunshine Coast Uni. Hospital	B-	D+	B-	B	D+	C
The Prince Charles Hospital	E+	C-	D	C-	D-	D
Townsville Hospital	C+	C	A-	A-	C-	C+
Wide Bay HHS	A+	C	A-	C	C	B-

Cairns Hospital scores a C+ in annual doctor check up

Nearly half of all junior doctors at Cairns Hospital have experienced bullying or harassment in 2018, according to the Australian Medical Association (AMA) Queensland's annual junior doctor public hospital report card.

The 2018 Resident Hospital Health Check (RHHC), based on a survey of 615 junior doctors statewide, found 57 per cent in Cairns had witnessed a colleague being bullied or harassed.

AMA Queensland Council of Doctors in Training Executive Committee member Dr Bav Manoharan said the survey revealed concerning statewide trends.

"The Cairns Hospital is particularly disturbing with 53 per cent of junior doctors concerned there might be negative consequences if they reported bullying," he said.

"Only 54 per cent felt reported incidents of bullying or harassment were appropriately dealt with."

The 2018 RHHC revealed nearly one quarter (23 per cent) of Cairns Hospital junior doctors felt concerned they could make a clinical error due to fatigue caused by hours worked.

Nearly one quarter (23 per cent) were concerned that claiming overtime may negatively affect their assessment.

Dr Manoharan said the annual RHHC was designed to help junior doctors decide where to work and promote positive change in the hospital system.

"While Cairns Hospital was given a C+ in the RHHC survey, there was some good news including zero percentage of junior doctors having worked more than 90 hours of overtime and 80 per cent were paid for unrostered overtime up from 75 per cent in 2017," he said.

Dr Manoharan called on the Hospital and Health Service Boards to examine the results of the survey at their upcoming Board meeting.

"We understand the strain that the current junior doctor shortages across public hospitals in Queensland is having on staff morale and on workloads for our doctors. We also recognise the challenges that hospitals have in maintaining appropriate provision of clinical services, whilst ensuring that vital junior doctor entitlements and training opportunities are protected," he said.

"AMA Queensland will work closely with hospitals to address the areas of concern and improve workplace culture and wellbeing of junior doctors," he said.

"Best practice policies for workplace wellbeing, such as the 13 recommendations within the [Tristan Jepson Memorial Foundation Guidelines](#), should also be urgently implemented and embraced across all Queensland hospitals.

"These workplace guidelines aim to create work environments based on trust, honesty and fairness and help to manage workload, balance work and private lives, protect physical and psychological safety," said Dr Manoharan.

AMA Queensland called on the Director General of Queensland Health to establish a dedicated and resourced program to allow these guidelines to be implemented statewide.

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AMA Queensland 2018 Resident Hospital Health Check						
HOSPITAL	Access to annual leave	Career progression + development	Hours of work + overtime	Wellbeing + workplace culture	Bullying, discrimination + sexual harassment	OVERALL GRADE
Caboolture Hospital	A+	D-	C	C	C	C
Cairns Hospital	C	C-	A-	A-	C-	C+
Central QLD HHS	C-	C-	C+	E+	D	D+
Darling Downs HHS	B-	C	C	C	C	C
Gold Coast HHS	E	D	E+	D+	D-	D-
Ipswich Hospital	C-	D+	A	C	D+	C
Lady Cilento Hospital	E-	D+	E+	C	C+	D+
Logan Hospital	B	D+	C+	D	C	C
Mackay Hospital	E+	C	C	C	C-	C-
Mater Hospital	B-	D	B-	A-	B-	B-
Metro South HHS	C-	C-	C	C-	C-	C-
North West HHS	B+	A+	C-	A-	C+	B+
Princess Alexandra Hospital	D-	C-	C-	C	D	D+
Redcliffe Hospital	D	C	B+	B-	B-	C+
Redlands Hospital	C	C	B+	C	C	C+
Royal Brisbane & Women's Hospital	D+	C	C	C-	C	C-
Sunshine Coast Uni. Hospital	B-	D+	B-	B	D+	C
The Prince Charles Hospital	E+	C-	D	C-	D-	D
Townsville Hospital	C+	C	A-	A-	C-	C+
Wide Bay HHS	A+	C	A-	C	C	B-

Central Queensland Health needs to improve says annual doctor check up

Central Queensland Health (CQH) has a long way to go as an employer for junior doctors, with the results of a recent report revealing more than one-third of the doctors surveyed were afraid to claim overtime and 38 per cent personally experienced bullying, harassment or sexual discrimination in the workplace.

Australian Medical Association (AMA) Queensland's annual junior doctor public hospital report card, based on a survey of 615 junior doctors around the state, delivered a D+ to CQH (down from a C+ in 2017) with 62 per cent of those surveyed concerned they could make a clinical error because of work-related fatigue.

AMA Queensland Council of Doctors in Training Executive Committee member Dr Bav Manoharan said the 2018 Resident Hospital Health Check (RHHC) revealed concerning statewide trends.

"Central Queensland Health, which includes five hospitals and numerous health centres and clinics, is particularly disturbing with 38 per cent of junior doctors witnessing a colleague being bullied or harassed," Dr Manoharan said.

"Alarming, 46 per cent of these incidents involved senior medical officers or consultants."

The 2018 RHHC also revealed 62 per cent of Central Queensland Health junior doctors were concerned about negative consequences if they reported bullying, discrimination or sexual harassment.

The survey found 23 per cent had been advised not to claim overtime and 38 per cent were concerned that claiming overtime would affect their assessment.

Only 62 per cent of junior doctors working for CQH felt their preferences for annual leave were taken into consideration, a large drop from 100 per cent last year.

Dr Manoharan said the annual RHHC was designed to help junior doctors decide where to work and promote positive change in the hospital system.

"While CQH ranked poorly in the RHHC survey, there were some significant improvements this year, including an increase in the payment of unrostered overtime from 17 per cent in 2017 to 69 per cent this year," he said.

Dr Manoharan called on the Hospital and Health Service Boards to examine the results of the survey at their upcoming Board meeting.

"We understand the strain that the current junior doctor shortages across public hospitals in Queensland is having on staff morale and on workloads for our doctors. We also recognise the challenges that hospitals have in maintaining appropriate provision of clinical services, whilst ensuring that vital junior doctor entitlements and training opportunities are protected," he said.

"AMA Queensland will work closely with hospitals to address the areas of concern and improve workplace culture and wellbeing of junior doctors," he said.

“Best practice policies for workplace wellbeing, such as the 13 recommendations within the [Tristan Jepson Memorial Foundation Guidelines](#), should also be urgently implemented and embraced across all Queensland hospitals.

“These workplace guidelines aim to create work environments based on trust, honesty and fairness and help to manage workload, balance work and private lives, protect physical and psychological safety,” said Dr Manoharan.

AMA Queensland called on the Director General of Queensland Health to establish a dedicated and resourced program to allow these guidelines to be implemented statewide.

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MEDIA CONTACT: Fran Metcalf, Sequel PR - 07 2351 8111 or 0417 627 867.

CENTRAL QUEENSLAND HEALTH	2018 RHHC GRADE	2017 RHHC GRADE
Access to annual leave	C-	A+
Career progression and development	C-	D+
Hours of work and overtime	C+	D+
Wellbeing and workplace culture	E+	B-
Bullying, discrimination and sexual harassment	D	D+
OVERALL GRADE	D+	C+

AMA Queensland 2018 Resident Hospital Health Check						
HOSPITAL	Access to annual leave	Career progression + development	Hours of work + overtime	Wellbeing + workplace culture	Bullying, discrimination + sexual harassment	OVERALL GRADE
Caboolture Hospital	A+	D-	C	C	C	C
Cairns Hospital	C	C-	A-	A-	C-	C+
Central QLD HHS	C-	C-	C+	E+	D	D+
Darling Downs HHS	B-	C	C	C	C	C
Gold Coast HHS	E	D	E+	D+	D-	D-
Ipswich Hospital	C-	D+	A	C	D+	C
Lady Cilento Hospital	E-	D+	E+	C	C+	D+
Logan Hospital	B	D+	C+	D	C	C
Mackay Hospital	E+	C	C	C	C-	C-
Mater Hospital	B-	D	B-	A-	B-	B-
Metro South HHS	C-	C-	C	C-	C-	C-
North West HHS	B+	A+	C-	A-	C+	B+
Princess Alexandra Hospital	D-	C-	C-	C	D	D+
Redcliffe Hospital	D	C	B+	B-	B-	C+
Redlands Hospital	C	C	B+	C	C	C+
Royal Brisbane & Women's Hospital	D+	C	C	C-	C	C-
Sunshine Coast Uni. Hospital	B-	D+	B-	B	D+	C
The Prince Charles Hospital	E+	C-	D	C-	D-	D
Townsville Hospital	C+	C	A-	A-	C-	C+
Wide Bay HHS	A+	C	A-	C	C	B-

Darling Downs Health scores a C in annual doctor check up

Nearly one third (32 per cent) of junior doctors employed by Darling Downs Hospital and Health Service has been bullied, harassed or discriminated against, according to the Australian Medical Association (AMA) Queensland's annual junior doctor public hospital report card.

The 2018 Resident Hospital Health Check (RHHC), based on a survey of 615 junior doctors statewide, also found 60 per cent of Darling Downs HHS junior doctors had witnessed a colleague being bullied or harassed.

The survey also found more than half (56 per cent) were worried there may be negative consequences if they reported bullying.

AMA Queensland Council of Doctors in Training Chair Dr Chris Maguire said the 2018 report card revealed some concerning statewide trends.

"Darling Downs HHS, which includes 17 hospitals and numerous health centres and clinics, is particularly disturbing with nearly two-thirds (64 per cent) of junior doctors concerned about making a clinical error due to fatigue caused by the hours they work," he said.

Dr Maguire said the annual RHHC was designed to help junior doctors decide where to work and promote positive change in the hospital system.

"Darling Downs HHS was scored C this year and did well in some categories compared with other regions," he said.

"For instance, 96 per cent of junior doctors said they got adequate breaks between shifts compared with 69 per cent at Central Queensland Health."

Dr Maguire called on the Hospital and Health Service Boards to examine the results of the survey at their upcoming Board meeting.

"We understand the strain that the current junior doctor shortages across public hospitals in Queensland is having on staff morale and on workloads for our doctors. We also recognise the challenges that hospitals have in maintaining appropriate provision of clinical services, whilst ensuring that vital junior doctor entitlements and training opportunities are protected," he said.

"AMA Queensland will work closely with Darling Downs Health to address the areas of concern and improve workplace culture and wellbeing of junior doctors," he said.

"Best practice policies for workplace wellbeing, such as the 13 recommendations within the [Tristan Jepson Memorial Foundation Guidelines](#), should also be urgently implemented and embraced across all Queensland hospitals.

"These workplace guidelines aim to create work environments based on trust, honesty and fairness and help to manage workload, balance work and private lives, protect physical and psychological safety," said Dr Maguire.

AMA Queensland called on the Director General of Queensland Health to establish a dedicated and resourced program to allow these guidelines to be implemented statewide.

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<https://ama.com.au/qld/advocacy/resident-hospital-health-check>

MEDIA CONTACT: Fran Metcalf, Sequel PR - 07 2351 8111 or 0417 627 867.

AMA Queensland 2018 Resident Hospital Health Check						
HOSPITAL	Access to annual leave	Career progression + development	Hours of work + overtime	Wellbeing + workplace culture	Bullying, discrimination + sexual harassment	OVERALL GRADE
Caboolture Hospital	A+	D-	C	C	C	C
Cairns Hospital	C	C-	A-	A-	C-	C+
Central QLD HHS	C-	C-	C+	E+	D	D+
Darling Downs HHS	B-	C	C	C	C	C
Gold Coast HHS	E	D	E+	D+	D-	D-
Ipswich Hospital	C-	D+	A	C	D+	C
Lady Cilento Hospital	E-	D+	E+	C	C+	D+
Logan Hospital	B	D+	C+	D	C	C
Mackay Hospital	E+	C	C	C	C-	C-
Mater Hospital	B-	D	B-	A-	B-	B-
Metro South HHS	C-	C-	C	C-	C-	C-
North West HHS	B+	A+	C-	A-	C+	B+
Princess Alexandra Hospital	D-	C-	C-	C	D	D+
Redcliffe Hospital	D	C	B+	B-	B-	C+
Redlands Hospital	C	C	B+	C	C	C+
Royal Brisbane & Women's Hospital	D+	C	C	C-	C	C-
Sunshine Coast Uni. Hospital	B-	D+	B-	B	D+	C
The Prince Charles Hospital	E+	C-	D	C-	D-	D
Townsville Hospital	C+	C	A-	A-	C-	C+
Wide Bay HHS	A+	C	A-	C	C	B-

Gold Coast Health needs to improve says annual doctor check up

Gold Coast Health (GCH) has a long way to go as an employer for junior doctors, with the results of a recent report revealing more than half of the doctors surveyed were afraid to claim overtime and 55 per cent experienced bullying, harassment or sexual discrimination in the workplace.

Australian Medical Association (AMA) Queensland's annual junior doctor public hospital report card, based on a survey of 615 junior doctors around the state, delivered a D- to GCH (down from a C+ in 2017) with 62 per cent of those surveyed concerned they could make a clinical error because of work-related fatigue.

AMA Queensland Council of Doctors in Training Executive Committee member Dr Bav Manoharan said the 2018 Resident Hospital Health Check (RHHC) revealed concerning statewide trends.

"Gold Coast Health, which includes two main hospitals, is particularly disturbing with more than half of junior doctors experiencing or witnessing bullying or harassment, a significant increase from 17 per cent in 2017," Dr Manoharan said.

"Junior doctors employed by GCH reported 40 per cent of these incidents involved senior medical officers and only 43 per cent of reported incidents were properly dealt with."

The survey also revealed 74 per cent of GCH junior doctors were concerned about negative consequences if they reported bullying, discrimination or harassment at work.

In addition, 43 per cent said they had been advised not to claim overtime and 57 per cent were concerned that claiming overtime would affect their assessment. This was despite one quarter (26 per cent) of young doctors claiming to have worked more than 90 hours overtime.

Only half (50 per cent) of junior doctors working for GCH felt that their preferences for annual leave were taken into consideration, a dramatic decrease from 73 per cent last year.

Dr Manoharan said the annual RHHC was designed to help junior doctors understand their work environment and promote positive change in the hospital system.

"While GCH ranked poorly in the RHHC survey, there were some significant improvements this year, including an increase in the payment of unrostered overtime from 20 per cent in 2017 to 52 per cent this year," he said.

Dr Manoharan called on the Hospital and Health Service Boards to examine the results of the survey at their upcoming Board meeting.

"We understand the strain that the current junior doctor shortages across public hospitals in Queensland is having on staff morale and on workloads for our doctors. We also recognise the challenges that hospitals have in maintaining appropriate provision of clinical services, whilst ensuring that vital junior doctor entitlements and training opportunities are protected," he said.

"AMA Queensland will work closely with hospitals to address the areas of concern and improve workplace culture and wellbeing of junior doctors," he said.

“Best practice policies for workplace wellbeing, such as the 13 recommendations within the [Tristan Jepson Memorial Foundation Guidelines](#), should also be urgently implemented and embraced across all Queensland hospitals.

“These workplace guidelines aim to create work environments based on trust, honesty and fairness and help to manage workload, balance work and private lives, protect physical and psychological safety,” said Dr Manoharan.

AMA Queensland called on the Director General of Queensland Health to establish a dedicated and resourced program to allow these guidelines to be implemented statewide.

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MEDIA CONTACT: Fran Metcalf, Sequel PR - 07 2351 8111 or 0417 627 867.

GOLD COAST HHS	2018 RHHC GRADE	2017 RHHC GRADE
Access to annual leave	E	B
Career progression and development	D	C+
Hours of work and overtime	E+	C
Wellbeing and workplace culture	D+	C+
Bullying, discrimination and sexual harassment	D-	D
OVERALL GRADE	D-	C+

AMA Queensland 2018 Resident Hospital Health Check						
HOSPITAL	Access to annual leave	Career progression + development	Hours of work + overtime	Wellbeing + workplace culture	Bullying, discrimination + sexual harassment	OVERALL GRADE
Caboolture Hospital	A+	D-	C	C	C	C
Cairns Hospital	C	C-	A-	A-	C-	C+
Central QLD HHS	C-	C-	C+	E+	D	D+
Darling Downs HHS	B-	C	C	C	C	C
Gold Coast HHS	E	D	E+	D+	D-	D-
Ipswich Hospital	C-	D+	A	C	D+	C
Lady Cilento Hospital	E-	D+	E+	C	C+	D+
Logan Hospital	B	D+	C+	D	C	C
Mackay Hospital	E+	C	C	C	C-	C-
Mater Hospital	B-	D	B-	A-	B-	B-
Metro South HHS	C-	C-	C	C-	C-	C-
North West HHS	B+	A+	C-	A-	C+	B+
Princess Alexandra Hospital	D-	C-	C-	C	D	D+
Redcliffe Hospital	D	C	B+	B-	B-	C+
Redlands Hospital	C	C	B+	C	C	C+
Royal Brisbane & Women’s Hospital	D+	C	C	C-	C	C-
Sunshine Coast Uni. Hospital	B-	D+	B-	B	D+	C
The Prince Charles Hospital	E+	C-	D	C-	D-	D
Townsville Hospital	C+	C	A-	A-	C-	C+
Wide Bay HHS	A+	C	A-	C	C	B-

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Ipswich Hospital scores a C in annual doctor check up

More than one-third of junior doctors at Ipswich Hospital have been bullied or harassed, nearly a four-fold increase over last year, according to the Australian Medical Association (AMA) Queensland's annual junior doctor public hospital report card.

The 2018 Resident Hospital Health Check (RHHC), based on a survey of 615 junior doctors around the state, revealed 33 per cent of junior doctors had personally experienced bullying, discrimination or harassment at work compared with nine per cent in 2017.

The survey also found 43 per cent of junior doctors had witnessed a colleague being bullied or harassed in 2018, compared with 18 per cent last year.

AMA Queensland Council of Doctors in Training Executive Committee member Dr Bav Manoharan said the 2018 RHHC revealed several concerning statewide trends.

"For instance, 33 per cent of junior doctors at Ipswich Hospital reported feeling concerned about making a clinical error due to fatigue caused by hours worked," Dr Manoharan said.

"Even more concerningly, nearly one-quarter (23 per cent) felt their safety had been compromised at work."

The 2018 RHHC also revealed 20 per cent of Ipswich Hospital junior doctors were concerned that claiming overtime could negatively affect their assessment.

Only 65 per cent of junior doctors working for Ipswich Hospital were satisfied their preferences for annual leave were taken into consideration.

Dr Manoharan said the annual RHHC was designed to help junior doctors decide where to work and promote positive change in the hospital system.

"While Ipswich Hospital was give a C in the RHHC survey, there were some significant improvements this year, including a decrease in bullying and harassment by senior medical officers from 60 per cent in 2017 to 27 per cent this year," he said.

Dr Manoharan called on the Hospital and Health Service Boards to examine the results of the survey at their upcoming Board meeting.

"We understand the strain that the current junior doctor shortages across public hospitals in Queensland is having on staff morale and on workloads for our doctors. We also recognise the challenges that hospitals have in maintaining appropriate provision of clinical services, whilst ensuring that vital junior doctor entitlements and training opportunities are protected," he said.

"AMA Queensland will work closely with hospitals to address the areas of concern and improve workplace culture and wellbeing of junior doctors," he said.

"Best practice policies for workplace wellbeing, such as the 13 recommendations within the [Tristan Jepson Memorial Foundation Guidelines](#), should also be urgently implemented and embraced across

all Queensland hospitals.

“These workplace guidelines aim to create work environments based on trust, honesty and fairness and help to manage workload, balance work and private lives, protect physical and psychological safety,” said Dr Manoharan.

AMA Queensland called on the Director General of Queensland Health to establish a dedicated and resourced program to allow these guidelines to be implemented statewide.

Find a snapshot of the 2018 Resident Hospital Health Check here:

<https://ama.com.au/qld/advocacy/resident-hospital-health-check>

MEDIA CONTACT: Fran Metcalf, Sequel PR - 07 3251 8111 or 0417 627 867.

IPSWICH HOSPITAL	2018 RHHC GRADE	2017 RHHC GRADE
Access to annual leave	C-	A+
Career progression and development	D+	D
Hours of work and overtime	A	A+
Wellbeing and workplace culture	C	B
Bullying, discrimination and sexual harassment	D+	D
OVERALL GRADE	C	B

AMA Queensland 2018 Resident Hospital Health Check						
HOSPITAL	Access to annual leave	Career progression + development	Hours of work + overtime	Wellbeing + workplace culture	Bullying, discrimination + sexual harassment	OVERALL GRADE
Caboolture Hospital	A+	D-	C	C	C	C
Cairns Hospital	C	C-	A-	A-	C-	C+
Central QLD HHS	C-	C-	C+	E+	D	D+
Darling Downs HHS	B-	C	C	C	C	C
Gold Coast HHS	E	D	E+	D+	D-	D-
Ipswich Hospital	C-	D+	A	C	D+	C
Lady Cilento Hospital	E-	D+	E+	C	C+	D+
Logan Hospital	B	D+	C+	D	C	C
Mackay Hospital	E+	C	C	C	C-	C-
Mater Hospital	B-	D	B-	A-	B-	B-
Metro South HHS	C-	C-	C	C-	C-	C-
North West HHS	B+	A+	C-	A-	C+	B+
Princess Alexandra Hospital	D-	C-	C-	C	D	D+
Redcliffe Hospital	D	C	B+	B-	B-	C+
Redlands Hospital	C	C	B+	C	C	C+
Royal Brisbane & Women’s Hospital	D+	C	C	C-	C	C-
Sunshine Coast Uni. Hospital	B-	D+	B-	B	D+	C
The Prince Charles Hospital	E+	C-	D	C-	D-	D
Townsville Hospital	C+	C	A-	A-	C-	C+
Wide Bay HHS	A+	C	A-	C	C	B-

Lady Cilento Hospital needs to improve says annual doctor check up

Lady Cilento Hospital has a long way to go as an employer for junior doctors, with the results of a recent report revealing 56 per cent of the doctors surveyed had been advised not to claim overtime and 44 per cent had witnessed bullying and harassment in the workplace.

Australian Medical Association (AMA) Queensland's annual junior doctor public hospital report card, based on a survey of 615 junior doctors statewide, found 50 per cent at Lady Cilento Hospital were concerned about making a clinical error because of work-related fatigue.

AMA Queensland Council of Doctors in Training Executive Committee member Dr Bav Manoharan said the 2018 RHC revealed concerning statewide trends.

"The Lady Cilento Hospital is particularly disturbing with 25 per cent of junior doctors experiencing bullying or harassment and 44 per cent seeing it happen to a colleague," Dr Manoharan said.

"In addition, 44 per cent believed there could be negative consequences for reporting the behaviour and only 17 per cent thought reported incidents of bullying or harassment were dealt with appropriately."

The 2018 RHC also revealed nearly one-third (31 per cent) of Lady Cilento Hospital junior doctors had worked more than 90 hours overtime.

Despite this, 56 per cent of junior doctors were advised not to claim overtime and 44 per cent felt concerned that claiming overtime would affect their assessment.

Only 41 per cent of junior doctors working at Lady Cilento Hospital felt their preferences for annual leave were taken into consideration, a dramatic decrease from 86 per cent last year.

Dr Manoharan said the annual RHC was designed to help junior doctors decide where to work and promote positive change in the hospital system.

"While Lady Cilento Hospital ranked poorly in the RHC survey, there were some significant improvements this year, including 75 per cent of junior doctors reporting they were given adequate breaks in between shifts," he said.

Dr Manoharan called on the Hospital and Health Service Boards to examine the results of the survey at their upcoming Board meeting.

"We understand the strain that the current junior doctor shortages across public hospitals in Queensland is having on staff morale and on workloads for our doctors. We also recognise the challenges that hospitals have in maintaining appropriate provision of clinical services, whilst ensuring that vital junior doctor entitlements and training opportunities are protected," he said.

"AMA Queensland will work closely with hospitals to address the areas of concern and improve workplace culture and wellbeing of junior doctors," he said.

"Best practice policies for workplace wellbeing, such as the 13 recommendations within the [Tristan Jepson Memorial Foundation Guidelines](#), should also be urgently implemented and embraced across

all Queensland hospitals.

“These workplace guidelines aim to create work environments based on trust, honesty and fairness and help to manage workload, balance work and private lives, protect physical and psychological safety,” said Dr Manoharan.

AMA Queensland called on the Director General of Queensland Health to establish a dedicated and resourced program to allow these guidelines to be implemented statewide.

Find a snapshot of the 2018 Resident Hospital Health Check here:

<https://ama.com.au/qld/advocacy/resident-hospital-health-check>

MEDIA CONTACT: Fran Metcalf, Sequel PR - 07 2351 8111 or 0417 627 867.

LADY CILENTO HOSPITAL	2018 RHHC GRADE	2017 RHHC GRADE
Access to annual leave	E-	A-
Career progression and development	D+	B+
Hours of work and overtime	E+	A+
Wellbeing and workplace culture	C	A+
Bullying, discrimination and sexual harassment	C+	D-
OVERALL GRADE	D+	A-

AMA Queensland 2018 Resident Hospital Health Check						
HOSPITAL	Access to annual leave	Career progression + development	Hours of work + overtime	Wellbeing + workplace culture	Bullying, discrimination + sexual harassment	OVERALL GRADE
Caboolture Hospital	A+	D-	C	C	C	C
Cairns Hospital	C	C-	A-	A-	C-	C+
Central QLD HHS	C-	C-	C+	E+	D	D+
Darling Downs HHS	B-	C	C	C	C	C
Gold Coast HHS	E	D	E+	D+	D-	D-
Ipswich Hospital	C-	D+	A	C	D+	C
Lady Cilento Hospital	E-	D+	E+	C	C+	D+
Logan Hospital	B	D+	C+	D	C	C
Mackay Hospital	E+	C	C	C	C-	C-
Mater Hospital	B-	D	B-	A-	B-	B-
Metro South HHS	C-	C-	C	C-	C-	C-
North West HHS	B+	A+	C-	A-	C+	B+
Princess Alexandra Hospital	D-	C-	C-	C	D	D+
Redcliffe Hospital	D	C	B+	B-	B-	C+
Redlands Hospital	C	C	B+	C	C	C+
Royal Brisbane & Women's Hospital	D+	C	C	C-	C	C-
Sunshine Coast Uni. Hospital	B-	D+	B-	B	D+	C
The Prince Charles Hospital	E+	C-	D	C-	D-	D
Townsville Hospital	C+	C	A-	A-	C-	C+
Wide Bay HHS	A+	C	A-	C	C	B-

Logan Hospital scores a C in annual doctor check up

A survey of junior doctors working at Logan Hospital revealed more than one third had been bullied or harassed in the past year – four times the number reported in 2017, according to the Australian Medical Association (AMA) Queensland’s annual junior doctor public hospital report card.

The 2018 Resident Hospital Health Check (RHHC) survey found 37 per cent of junior doctors at Logan Hospital had experienced bullying, discrimination or harassment and 40 per cent had witnessed a colleague being bullied or harassed.

AMA Queensland Council of Doctors in Training Executive Committee member Dr Bav Manoharan said the 2018 RHHC revealed concerning statewide trends.

“Alarming, the survey found 54 per cent of junior doctors at Logan Hospital felt concerned that reporting bullying or harassment would have negative consequences,” he said.

In addition, the survey also found nearly half of Logan Hospital junior doctors felt concerned about making a clinical error due to fatigue from hours worked.

“Nearly one quarter (23 per cent) of Logan Hospital junior doctors were advised not to claim overtime and 31 per cent were concerned that claiming overtime could negatively affect their assessment,” Dr Manoharan said.

“But it’s not all bad news. The survey found 83 per cent of junior doctors believed they had adequate breaks in between shifts and 78 per cent were satisfied their preferences for annual leave were taken into consideration.”

Dr Manoharan said the annual RHHC survey was designed to help junior doctors decide where to work and promote positive change in the hospital system.

“Logan Hospital was given a grade of C, on par with Ipswich Hospital and Caboolture Hospital,” he said.

“These grades are reached by assessing five key workplace areas or issues, including career progression and development, hours of work and overtime, bullying, harassment and sexual discrimination, workplace culture and access to annual leave.”

Dr Manoharan called on the Hospital and Health Service Boards to examine the results of the survey at their upcoming Board meeting.

“We understand the strain that the current junior doctor shortages across public hospitals in Queensland is having on staff morale and on workloads for our doctors. We also recognise the challenges that hospitals have in maintaining appropriate provision of clinical services, whilst ensuring that vital junior doctor entitlements and training opportunities are protected,” he said.

“AMA Queensland will work closely with hospitals to address the areas of concern and improve workplace culture and wellbeing of junior doctors,” he said. “Best practice policies for workplace

wellbeing, such as the 13 recommendations within the [Tristan Jepson Memorial Foundation Guidelines](#), should also be urgently implemented and embraced across all Queensland hospitals.

“These workplace guidelines aim to create work environments based on trust, honesty and fairness and help to manage workload, balance work and private lives, protect physical and psychological safety,” said Dr Manoharan.

AMA Queensland called on the Director General of Queensland Health to establish a dedicated and resourced program to allow these guidelines to be implemented statewide.

Find a snapshot of the 2018 Resident Hospital Health Check here:
<https://ama.com.au/qld/advocacy/resident-hospital-health-check>

MEDIA CONTACT: Fran Metcalf, Sequel PR - 07 2351 8111 or 0417 627 867.

LOGAN HOSPITAL	2018 RHHC GRADE	2017 RHHC GRADE
Access to annual leave	B	C+
Career progression and development	D+	D+
Hours of work and overtime	C+	B+
Wellbeing and workplace culture	D	C
Bullying, discrimination and sexual harassment	C	E
OVERALL GRADE	C	C

AMA Queensland 2018 Resident Hospital Health Check						
HOSPITAL	Access to annual leave	Career progression + development	Hours of work + overtime	Wellbeing + workplace culture	Bullying, discrimination + sexual harassment	OVERALL GRADE
Caboolture Hospital	A+	D-	C	C	C	C
Cairns Hospital	C	C-	A-	A-	C-	C+
Central QLD HHS	C-	C-	C+	E+	D	D+
Darling Downs HHS	B-	C	C	C	C	C
Gold Coast HHS	E	D	E+	D+	D-	D-
Ipswich Hospital	C-	D+	A	C	D+	C
Lady Cilento Hospital	E-	D+	E+	C	C+	D+
Logan Hospital	B	D+	C+	D	C	C
Mackay Hospital	E+	C	C	C	C-	C-
Mater Hospital	B-	D	B-	A-	B-	B-
Metro South HHS	C-	C-	C	C-	C-	C-
North West HHS	B+	A+	C-	A-	C+	B+
Princess Alexandra Hospital	D-	C-	C-	C	D	D+
Redcliffe Hospital	D	C	B+	B-	B-	C+
Redlands Hospital	C	C	B+	C	C	C+
Royal Brisbane & Women's Hospital	D+	C	C	C-	C	C-
Sunshine Coast Uni. Hospital	B-	D+	B-	B	D+	C
The Prince Charles Hospital	E+	C-	D	C-	D-	D
Townsville Hospital	C+	C	A-	A-	C-	C+
Wide Bay HHS	A+	C	A-	C	C	B-

Mackay Hospital scores a C- in annual doctor check up

More than one-third of junior doctors at Mackay Hospital have been bullied or harassed, according to the Australian Medical Association (AMA) Queensland's annual junior doctor public hospital report card.

The 2018 Resident Hospital Health Check (RHHC), based on a survey of 615 junior doctors around the state, revealed 35 per cent of junior doctors at Mackay Hospital had personally experienced bullying, discrimination or harassment compared with nine per cent in 2017.

The survey also found 47 per cent of junior doctors had witnessed a colleague being bullied or harassed in 2018, compared with 11 per cent last year.

AMA Queensland Council of Doctors in Training Executive Committee member Dr Bav Manoharan said the 2018 RHHC revealed several concerning statewide trends.

"For instance, 47 per cent of junior doctors at Mackay Hospital reported feeling concerned about making a clinical error due to fatigue caused by hours worked," Dr Manoharan said.

"Even more concerningly, more than one third (35 per cent) felt their safety had been compromised at work."

The 2018 RHHC also revealed 29 per cent of Mackay Hospital junior doctors were concerned that claiming overtime could negatively affect their assessment.

Only 56 per cent were satisfied their preferences for annual leave were considered.

Dr Manoharan said the annual RHHC survey was designed to help junior doctors decide where to work and promote positive change in the hospital system.

"While Mackay Hospital was given a C- in the RHHC survey, there were some significant improvements this year, such as a big drop in those who had worked more than 90 hours overtime," he said.

Dr Manoharan called on the Hospital and Health Service Boards to examine the results of the survey at their upcoming Board meeting.

"We understand the strain that the current junior doctor shortages across public hospitals in Queensland is having on staff morale and on workloads for our doctors. We also recognise the challenges that hospitals have in maintaining appropriate provision of clinical services, whilst ensuring that vital junior doctor entitlements and training opportunities are protected," he said.

"AMA Queensland will work closely with hospitals to address the areas of concern and improve workplace culture and wellbeing of junior doctors," he said.

"Best practice policies for workplace wellbeing, such as the 13 recommendations within the [Tristan Jepson Memorial Foundation Guidelines](#), should also be urgently implemented and embraced across all Queensland hospitals.

“These workplace guidelines aim to create work environments based on trust, honesty and fairness and help to manage workload, balance work and private lives, protect physical and psychological safety,” said Dr Manoharan.

AMA Queensland called on the Director General of Queensland Health to establish a dedicated and resourced program to allow these guidelines to be implemented statewide.

Find a snapshot of the 2018 Resident Hospital Health Check here:

<https://ama.com.au/qld/advocacy/resident-hospital-health-check>

MEDIA CONTACT: Fran Metcalf, Sequel PR - 07 2351 8111 or 0417 627 867.

MACKAY HOSPITAL	2018 RHHC GRADE	2017 RHHC GRADE
Access to annual leave	E+	C
Career progression and development	C	B-
Hours of work and overtime	C	C+
Wellbeing and workplace culture	C	B
Bullying, discrimination and sexual harassment	C-	C
OVERALL GRADE	C-	C+

AMA Queensland 2018 Resident Hospital Health Check						
HOSPITAL	Access to annual leave	Career progression + development	Hours of work + overtime	Wellbeing + workplace culture	Bullying, discrimination + sexual harassment	OVERALL GRADE
Caboolture Hospital	A+	D-	C	C	C	C
Cairns Hospital	C	C-	A-	A-	C-	C+
Central QLD HHS	C-	C-	C+	E+	D	D+
Darling Downs HHS	B-	C	C	C	C	C
Gold Coast HHS	E	D	E+	D+	D-	D-
Ipswich Hospital	C-	D+	A	C	D+	C
Lady Cilento Hospital	E-	D+	E+	C	C+	D+
Logan Hospital	B	D+	C+	D	C	C
Mackay Hospital	E+	C	C	C	C-	C-
Mater Hospital	B-	D	B-	A-	B-	B-
Metro South HHS	C-	C-	C	C-	C-	C-
North West HHS	B+	A+	C-	A-	C+	B+
Princess Alexandra Hospital	D-	C-	C-	C	D	D+
Redcliffe Hospital	D	C	B+	B-	B-	C+
Redlands Hospital	C	C	B+	C	C	C+
Royal Brisbane & Women’s Hospital	D+	C	C	C-	C	C-
Sunshine Coast Uni. Hospital	B-	D+	B-	B	D+	C
The Prince Charles Hospital	E+	C-	D	C-	D-	D
Townsville Hospital	C+	C	A-	A-	C-	C+
Wide Bay HHS	A+	C	A-	C	C	B-

Mater Hospital ranked top of the state by junior doctors

Junior doctors have ranked Mater Hospital as one of the best employers in the state.

Mater Hospital scored an overall B- in the Australian Medical Association (AMA) Queensland's 2018 junior doctor public hospital report card, the Resident Hospital Health Check (RHHC), based on a survey of 615 junior doctors around the state.

AMA Queensland Council of Doctors in Training Executive Committee member Dr Bav Manoharan said Mater Hospital junior doctors recorded several improvements in their workplace conditions.

"This year, 67 per cent of junior doctors were paid for unrostered overtime at Mater, up from 60 per cent in 2017," he said.

"Only 15 per cent felt concerned that claiming overtime may affect their assessment, an improvement on 38 per cent the year before."

Dr Manoharan said 15 per cent of the Mater's junior doctors reported being bullied or harassed – the lowest rate of any hospital in the survey.

"Also, 23 per cent felt concerned about making a clinical error due to fatigue caused by work hour, down from 56 per cent the year before."

Dr Manoharan said the RHHC survey card, however, revealed some concerning trends.

"In 2018, only 46 per cent of junior doctors employed at Mater Hospital applied for professional development leave and only 23 per cent felt satisfied with research opportunities," he said.

Dr Manoharan said the annual RHHC survey was designed to help junior doctors decide where to work and promote positive change in the hospital system.

Dr Manoharan called on the Hospital and Health Service Boards to examine the results of the survey at their upcoming Board meeting.

"We understand the strain that the current junior doctor shortages across public hospitals in Queensland is having on staff morale and on workloads for our doctors. We also recognise the challenges that hospitals have in maintaining appropriate provision of clinical services, whilst ensuring that vital junior doctor entitlements and training opportunities are protected," he said.

"AMA Queensland will work closely with hospitals to address the areas of concern and improve workplace culture and wellbeing of junior doctors," he said.

"Best practice policies for workplace wellbeing, such as the 13 recommendations within the [Tristan Jepson Memorial Foundation Guidelines](#), should also be urgently implemented and embraced across all Queensland hospitals.

"These workplace guidelines aim to create work environments based on trust, honesty and fairness

and help to manage workload, balance work and private lives, protect physical and psychological safety,” said Dr Manoharan.

AMA Queensland called on the Director General of Queensland Health to establish a dedicated and resourced program to allow these guidelines to be implemented statewide.

Find a snapshot of the 2018 Resident Hospital Health Check here:

<https://ama.com.au/qld/advocacy/resident-hospital-health-check>

MEDIA CONTACT: Fran Metcalf, Sequel PR - 07 2351 8111 or 0417 627 867.

MATER HOSPITAL	2018 RHC GRADE	2017 RHC GRADE
Access to annual leave	B-	B
Career progression and development	D	B
Hours of work and overtime	B-	B+
Wellbeing and workplace culture	A-	B+
Bullying, discrimination and sexual harassment	B-	C-
OVERALL GRADE	B-	B

AMA Queensland 2018 Resident Hospital Health Check						
HOSPITAL	Access to annual leave	Career progression + development	Hours of work + overtime	Wellbeing + workplace culture	Bullying, discrimination + sexual harassment	OVERALL GRADE
Caboolture Hospital	A+	D-	C	C	C	C
Cairns Hospital	C	C-	A-	A-	C-	C+
Central QLD HHS	C-	C-	C+	E+	D	D+
Darling Downs HHS	B-	C	C	C	C	C
Gold Coast HHS	E	D	E+	D+	D-	D-
Ipswich Hospital	C-	D+	A	C	D+	C
Lady Cilento Hospital	E-	D+	E+	C	C+	D+
Logan Hospital	B	D+	C+	D	C	C
Mackay Hospital	E+	C	C	C	C-	C-
Mater Hospital	B-	D	B-	A-	B-	B-
Metro South HHS	C-	C-	C	C-	C-	C-
North West HHS	B+	A+	C-	A-	C+	B+
Princess Alexandra Hospital	D-	C-	C-	C	D	D+
Redcliffe Hospital	D	C	B+	B-	B-	C+
Redlands Hospital	C	C	B+	C	C	C+
Royal Brisbane & Women’s Hospital	D+	C	C	C-	C	C-
Sunshine Coast Uni. Hospital	B-	D+	B-	B	D+	C
The Prince Charles Hospital	E+	C-	D	C-	D-	D
Townsville Hospital	C+	C	A-	A-	C-	C+
Wide Bay HHS	A+	C	A-	C	C	B-

Prince Charles Hospital needs to improve says annual doctor check up

The Prince Charles Hospital has a long way to go as an employer for junior doctors, with the results of a recent report revealing 52 per cent the doctors surveyed were afraid to claim overtime and 38 per cent personally experienced bullying, harassment or sexual discrimination in the workplace.

The Australian Medical Association (AMA) Queensland's annual junior doctor public hospital report card, based on a survey of 615 junior doctors around the state, found 68 per cent were concerned about making a clinical error because of work-related fatigue.

AMA Queensland Council of Doctors in Training Executive Committee member Dr Bav Manoharan said the 2018 Resident Hospital Health Check (RHHC) survey revealed concerning statewide trends.

"The Prince Charles Hospital is particularly disturbing with 48 per cent of junior doctors witnessing a colleague being bullied or harassed," Dr Manoharan said.

"Even more concerning, 67 per cent of Prince Charles Hospital junior doctors believed there could be negative consequences for reporting the behaviour."

The 2018 RHHC also revealed more than one quarter (26 per cent) of The Prince Charles Hospital junior doctors had worked more than 90 hours overtime.

Despite this, the survey found 52 per cent were advised not to claim overtime and 26 per cent felt concerned that claiming overtime would affect their assessment.

Only 54 per cent of junior doctors working for The Prince Charles Hospital felt their preferences for annual leave were taken into consideration, a dramatic decrease from 71 per cent last year.

Dr Manoharan said the annual RHHC was designed to help junior doctors decide where to work and promote positive change in the hospital system.

"While The Prince Charles Hospital ranked poorly in the RHHC survey, it's not all bad news with 82 per cent of junior doctors saying the hospital facilities were very good or excellent and 77 per cent getting adequate breaks in between shifts," he said.

Dr Manoharan called on the Hospital and Health Service Boards to examine the results of the survey at their upcoming Board meeting.

"We understand the strain that the current junior doctor shortages across public hospitals in Queensland is having on staff morale and on workloads for our doctors. We also recognise the challenges that hospitals have in maintaining appropriate provision of clinical services, whilst ensuring that vital junior doctor entitlements and training opportunities are protected," he said.

"AMA Queensland will work closely with hospitals to address the areas of concern and improve workplace culture and wellbeing of junior doctors," he said.

“Best practice policies for workplace wellbeing, such as the 13 recommendations within the [Tristan Jepson Memorial Foundation Guidelines](#), should also be urgently implemented and embraced across all Queensland hospitals.

“These workplace guidelines aim to create work environments based on trust, honesty and fairness and help to manage workload, balance work and private lives, protect physical and psychological safety,” said Dr Manoharan.

AMA Queensland called on the Director General of Queensland Health to establish a dedicated and resourced program to allow these guidelines to be implemented statewide.

Find a snapshot of the 2018 Resident Hospital Health Check here:

<https://ama.com.au/qld/advocacy/resident-hospital-health-check>

MEDIA CONTACT: Fran Metcalf, Sequel PR - 07 2351 8111 or 0417 627 867.

THE PRINCE CHARLES HOSPITAL	2018 RHHC GRADE	2017 RHHC GRADE
Access to annual leave	E+	B
Career progression and development	C-	C+
Hours of work and overtime	D	A
Wellbeing and workplace culture	C-	B+
Bullying, discrimination and sexual harassment	D-	C
OVERALL GRADE	D	B

AMA Queensland 2018 Resident Hospital Health Check						
HOSPITAL	Access to annual leave	Career progression + development	Hours of work + overtime	Wellbeing + workplace culture	Bullying, discrimination + sexual harassment	OVERALL GRADE
Caboolture Hospital	A+	D-	C	C	C	C
Cairns Hospital	C	C-	A-	A-	C-	C+
Central QLD HHS	C-	C-	C+	E+	D	D+
Darling Downs HHS	B-	C	C	C	C	C
Gold Coast HHS	E	D	E+	D+	D-	D-
Ipswich Hospital	C-	D+	A	C	D+	C
Lady Cilento Hospital	E-	D+	E+	C	C+	D+
Logan Hospital	B	D+	C+	D	C	C
Mackay Hospital	E+	C	C	C	C-	C-
Mater Hospital	B-	D	B-	A-	B-	B-
Metro South HHS	C-	C-	C	C-	C-	C-
North West HHS	B+	A+	C-	A-	C+	B+
Princess Alexandra Hospital	D-	C-	C-	C	D	D+
Redcliffe Hospital	D	C	B+	B-	B-	C+
Redlands Hospital	C	C	B+	C	C	C+
Royal Brisbane & Women’s Hospital	D+	C	C	C-	C	C-
Sunshine Coast Uni. Hospital	B-	D+	B-	B	D+	C
The Prince Charles Hospital	E+	C-	D	C-	D-	D
Townsville Hospital	C+	C	A-	A-	C-	C+
Wide Bay HHS	A+	C	A-	C	C	B-

Princess Alexandra Hospital needs to improve says annual doctor check up

Princess Alexandra Hospital has a long way to go as an employer for junior doctors, with the results of a recent report revealing more than one third experiencing bullying and 34 per cent afraid to claim overtime.

Australian Medical Association (AMA) Queensland's annual junior doctor public hospital report card, based on a survey of 615 junior doctors around the state, delivered a D+ to Princess Alexandra Hospital with half (49 per cent) of those surveyed concerned they could make a clinical error because of work-related fatigue.

AMA Queensland Council of Doctors in Training Executive Committee member Dr Bav Manoharan said the 2018 Resident Hospital Health Check (RHHC) revealed concerning statewide trends.

"The Princess Alexandra Hospital is particularly disturbing with 35 per cent of junior doctors experiencing bullying or harassment and 47 per cent seeing it happen to a colleague," Dr Manoharan said.

"The survey found nearly one third (29 per cent) of these incidents involved senior medical officers or consultants."

The 2018 RHHC also revealed 65 per cent were concerned about negative consequences if they reported incidents of bullying, discrimination or sexual harassment.

The survey found 31 per cent of junior doctors employed by Princess Alexandra Hospital had been advised not to claim overtime. This was despite 31 per cent of junior doctors reporting they had worked more than 90 hours overtime.

Dr Manoharan said the annual RHHC was designed to help junior doctors decide where to work and promote positive change in the hospital system.

"While Princess Alexandra Hospital ranked poorly in the RHHC survey, it's not all bad news with 84 per cent of junior doctors paid for unrostered overtime in 2018," he said.

Dr Manoharan called on the Hospital and Health Service Boards to examine the results of the survey at their upcoming Board meeting.

"We understand the strain that the current junior doctor shortages across public hospitals in Queensland is having on staff morale and on workloads for our doctors. We also recognise the challenges that hospitals have in maintaining appropriate provision of clinical services, whilst ensuring that vital junior doctor entitlements and training opportunities are protected," he said.

"AMA Queensland will work closely with hospitals to address the areas of concern and improve workplace culture and wellbeing of junior doctors," he said.

"Best practice policies for workplace wellbeing, such as the 13 recommendations within the [Tristan Jepson Memorial Foundation Guidelines](#), should also be urgently implemented and embraced across

all Queensland hospitals.

“These workplace guidelines aim to create work environments based on trust, honesty and fairness and help to manage workload, balance work and private lives, protect physical and psychological safety,” said Dr Manoharan.

AMA Queensland called on the Director General of Queensland Health to establish a dedicated and resourced program to allow these guidelines to be implemented statewide.

Find a snapshot of the 2018 Resident Hospital Health Check here:

<https://ama.com.au/qld/advocacy/resident-hospital-health-check>

MEDIA CONTACT: Fran Metcalf, Sequel PR - 07 2351 8111 or 0417 627 867.

PRINCESS ALEXANDRA HOSPITAL	2018 RHHC GRADE	2017 RHHC GRADE
Access to annual leave	D-	B-
Career progression and development	C-	C-
Hours of work and overtime	C-	B-
Wellbeing and workplace culture	C	B
Bullying, discrimination and sexual harassment	D	D+
OVERALL GRADE	D+	C+

AMA Queensland 2018 Resident Hospital Health Check						
HOSPITAL	Access to annual leave	Career progression + development	Hours of work + overtime	Wellbeing + workplace culture	Bullying, discrimination + sexual harassment	OVERALL GRADE
Caboolture Hospital	A+	D-	C	C	C	C
Cairns Hospital	C	C-	A-	A-	C-	C+
Central QLD HHS	C-	C-	C+	E+	D	D+
Darling Downs HHS	B-	C	C	C	C	C
Gold Coast HHS	E	D	E+	D+	D-	D-
Ipswich Hospital	C-	D+	A	C	D+	C
Lady Cilento Hospital	E-	D+	E+	C	C+	D+
Logan Hospital	B	D+	C+	D	C	C
Mackay Hospital	E+	C	C	C	C-	C-
Mater Hospital	B-	D	B-	A-	B-	B-
Metro South HHS	C-	C-	C	C-	C-	C-
North West HHS	B+	A+	C-	A-	C+	B+
Princess Alexandra Hospital	D-	C-	C-	C	D	D+
Redcliffe Hospital	D	C	B+	B-	B-	C+
Redlands Hospital	C	C	B+	C	C	C+
Royal Brisbane & Women’s Hospital	D+	C	C	C-	C	C-
Sunshine Coast Uni. Hospital	B-	D+	B-	B	D+	C
The Prince Charles Hospital	E+	C-	D	C-	D-	D
Townsville Hospital	C+	C	A-	A-	C-	C+
Wide Bay HHS	A+	C	A-	C	C	B-

Royal Brisbane and Women's Hospital scores C- in annual check up

The Royal Brisbane and Women's Hospital (RBWH) has a long way to go as an employer for junior doctors, with the results of a recent report revealing 44 per cent of the doctors surveyed had experienced bullying, harassment or sexual discrimination in the workplace.

Australian Medical Association (AMA) Queensland's annual junior doctor public hospital report card, based on a survey of 615 junior doctors around the state, found 51 per cent of those surveyed were concerned about making a clinical error because of work-related fatigue.

AMA Queensland Council of Doctors in Training Executive Committee member Dr Bav Manoharan said the 2018 RHHC revealed concerning statewide trends.

"The RBWH is particularly worrying with 44 per cent of junior doctors reporting they had experienced bullying or harassment, a significant increase from 10 per cent last year," Dr Manoharan said.

"In addition, 75 per cent believed there could be negative consequences for reporting the behaviour."

The 2018 RHHC also revealed more than one third (35 per cent) of RBWH junior doctors were advised not to claim overtime and 40 per cent were concerned that claiming overtime may negatively affect their assessment.

Only 61 per cent of junior doctors working for RBWH believed their preferences for annual leave were taken into consideration, down from 82 per cent last year.

Dr Manoharan said the annual RHHC survey was designed to help junior doctors decide where to work and promote positive change in the hospital system.

"While the RBWH revealed concerning workplace trends, there were some significant improvements this year, including a decrease in the reporting of bullying or harassment by senior consultants from 61 per cent in 2017 to 14 per cent this year," he said.

Dr Manoharan called on the Hospital and Health Service Boards to examine the results of the survey at their upcoming Board meeting.

"We understand the strain that the current junior doctor shortages across public hospitals in Queensland is having on staff morale and on workloads for our doctors. We also recognise the challenges that hospitals have in maintaining appropriate provision of clinical services, whilst ensuring that vital junior doctor entitlements and training opportunities are protected," he said.

"AMA Queensland will work closely with hospitals to address the areas of concern and improve workplace culture and wellbeing of junior doctors," he said.

"Best practice policies for workplace wellbeing, such as the 13 recommendations within the [Tristan Jepson Memorial Foundation Guidelines](#), should also be urgently implemented and embraced across all Queensland hospitals.

“These workplace guidelines aim to create work environments based on trust, honesty and fairness and help to manage workload, balance work and private lives, protect physical and psychological safety,” said Dr Manoharan.

AMA Queensland called on the Director General of Queensland Health to establish a dedicated and resourced program to allow these guidelines to be implemented statewide.

Find a snapshot of the 2018 Resident Hospital Health Check here:

<https://ama.com.au/qld/advocacy/resident-hospital-health-check>

MEDIA CONTACT: Fran Metcalf, Sequel PR - 07 2351 8111 or 0417 627 867.

ROYAL BRISBANE & WOMEN'S HOSPITAL	2018 RHHC GRADE	2017 RHHC GRADE
Access to annual leave	D+	A-
Career progression and development	C	C+
Hours of work and overtime	C	B
Wellbeing and workplace culture	C-	B-
Bullying, discrimination and sexual harassment	C	C
OVERALL GRADE	C-	B-

AMA Queensland 2018 Resident Hospital Health Check						
HOSPITAL	Access to annual leave	Career progression + development	Hours of work + overtime	Wellbeing + workplace culture	Bullying, discrimination + sexual harassment	OVERALL GRADE
Caboolture Hospital	A+	D-	C	C	C	C
Cairns Hospital	C	C-	A-	A-	C-	C+
Central QLD HHS	C-	C-	C+	E+	D	D+
Darling Downs HHS	B-	C	C	C	C	C
Gold Coast HHS	E	D	E+	D+	D-	D-
Ipswich Hospital	C-	D+	A	C	D+	C
Lady Cilento Hospital	E-	D+	E+	C	C+	D+
Logan Hospital	B	D+	C+	D	C	C
Mackay Hospital	E+	C	C	C	C-	C-
Mater Hospital	B-	D	B-	A-	B-	B-
Metro South HHS	C-	C-	C	C-	C-	C-
North West HHS	B+	A+	C-	A-	C+	B+
Princess Alexandra Hospital	D-	C-	C-	C	D	D+
Redcliffe Hospital	D	C	B+	B-	B-	C+
Redlands Hospital	C	C	B+	C	C	C+
Royal Brisbane & Women's Hospital	D+	C	C	C-	C	C-
Sunshine Coast Uni. Hospital	B-	D+	B-	B	D+	C
The Prince Charles Hospital	E+	C-	D	C-	D-	D
Townsville Hospital	C+	C	A-	A-	C-	C+
Wide Bay HHS	A+	C	A-	C	C	B-

Redcliffe Hospital needs to improve says annual doctor check up

A survey of junior doctors working at Redcliffe Hospital revealed more than one third had been bullied or harassed in the past year – three-times more than 2017, according to the Australian Medical Association (AMA) Queensland’s annual junior doctor public hospital report card.

The 2018 Resident Hospital Health Check (RHHC) found 36 per cent of junior doctors at Redcliffe Hospital had experienced bullying, discrimination or harassment, up from 11 per cent last year.

AMA Queensland Council of Doctors in Training Executive Committee member Dr Bav Manoharan said the 2018 RHHC revealed concerning statewide trends.

“Alarming, nearly one third (28 per cent) of Redcliffe Hospital junior doctors had seen a colleague being bullied or harassed,” he said.

“However, 44 per cent worried about reporting bullying or harassment for fear they might face negative consequences.”

The RHHC also found half of Redcliffe Hospital junior doctors felt concerned they could make a clinical error due to fatigue from the hours they work.

Dr Manoharan said the annual RHHC survey was designed to help junior doctors decide where to work and promote positive change in the hospital system.

“Redcliffe Hospital was given a grade of C+ this year,” he said.

“These grades are reached by assessing five key workplace areas or issues, including career progression and development, hours of work and overtime, bullying, harassment and sexual discrimination, workplace culture and access to annual leave.”

Dr Manoharan called on the Hospital and Health Service Boards to examine the results of the survey at their upcoming Board meeting.

“We understand the strain that the current junior doctor shortages across public hospitals in Queensland is having on staff morale and on workloads for our doctors. We also recognise the challenges that hospitals have in maintaining appropriate provision of clinical services, whilst ensuring that vital junior doctor entitlements and training opportunities are protected,” he said.

“AMA Queensland will work closely with hospitals to address the areas of concern and improve workplace culture and wellbeing of junior doctors,” he said.

“Best practice policies for workplace wellbeing, such as the 13 recommendations within the [Tristan Jepson Memorial Foundation Guidelines](#), should also be urgently implemented and embraced across all Queensland hospitals.

“These workplace guidelines aim to create work environments based on trust, honesty and fairness and help to manage workload, balance work and private lives, protect physical and psychological safety,” said Dr Manoharan.

AMA Queensland called on the Director General of Queensland Health to establish a dedicated and resourced program to allow these guidelines to be implemented statewide.

Find a snapshot of the 2018 Resident Hospital Health Check here:

<https://ama.com.au/qld/advocacy/resident-hospital-health-check>

MEDIA CONTACT: Fran Metcalf, Sequel PR - 07 2351 8111 or 0417 627 867.

REDCLIFFE HOSPITAL	2018 RHC GRADE	2017 RHC GRADE
Access to annual leave	D	A
Career progression and development	C	C
Hours of work and overtime	B+	A+
Wellbeing and workplace culture	B-	A+
Bullying, discrimination and sexual harassment	B-	C
OVERALL GRADE	C+	A-

AMA Queensland 2018 Resident Hospital Health Check						
HOSPITAL	Access to annual leave	Career progression + development	Hours of work + overtime	Wellbeing + workplace culture	Bullying, discrimination + sexual harassment	OVERALL GRADE
Caboolture Hospital	A+	D-	C	C	C	C
Cairns Hospital	C	C-	A-	A-	C-	C+
Central QLD HHS	C-	C-	C+	E+	D	D+
Darling Downs HHS	B-	C	C	C	C	C
Gold Coast HHS	E	D	E+	D+	D-	D-
Ipswich Hospital	C-	D+	A	C	D+	C
Lady Cilento Hospital	E-	D+	E+	C	C+	D+
Logan Hospital	B	D+	C+	D	C	C
Mackay Hospital	E+	C	C	C	C-	C-
Mater Hospital	B-	D	B-	A-	B-	B-
Metro South HHS	C-	C-	C	C-	C-	C-
North West HHS	B+	A+	C-	A-	C+	B+
Princess Alexandra Hospital	D-	C-	C-	C	D	D+
Redcliffe Hospital	D	C	B+	B-	B-	C+
Redlands Hospital	C	C	B+	C	C	C+
Royal Brisbane & Women's Hospital	D+	C	C	C-	C	C-
Sunshine Coast Uni. Hospital	B-	D+	B-	B	D+	C
The Prince Charles Hospital	E+	C-	D	C-	D-	D
Townsville Hospital	C+	C	A-	A-	C-	C+
Wide Bay HHS	A+	C	A-	C	C	B-

Redlands Hospital needs to improve says annual doctor check up

More than half of junior doctors at Redlands Hospital have experienced bullying or harassment, double the number reported in 2017, according to the Australian Medical Association (AMA) Queensland's annual junior doctor public hospital report card.

The 2018 Resident Hospital Health Check (RHHC), based on a survey of 615 junior doctors statewide, revealed 59 per cent of junior doctors at Redlands Hospital had experienced bullying, discrimination or harassment at work compared with 30 per cent in 2017.

The survey also found 47 per cent of Redlands Hospital junior doctors had witnessed a colleague being bullied or harassed in 2018, compared with 10 per cent last year.

AMA Queensland Council of Doctors in Training Executive Committee member Dr Bav Manoharan said the 2018 RHHC revealed several concerning statewide trends.

"For instance, 41 per cent of junior doctors at Redlands Hospital reported feeling concerned about making a clinical error due to fatigue caused by hours worked," Dr Manoharan said.

"Concerningly, 35 per cent of Redlands Hospital junior doctors reported they had been advised not to claim overtime."

In addition, the 2018 RHHC also revealed only 67 per cent of junior doctors at Redlands Hospital were satisfied their preferences for annual leave had been taken into consideration.

Dr Manoharan said the annual RHHC survey was designed to help junior doctors decide where to work and promote positive change in the hospital system.

"While Redlands Hospital was given a C+, there were some significant improvements this year, including a decrease in bullying and harassment by senior medical officers and consultants from 67 per cent in 2017 to 35 per cent this year," he said.

Dr Manoharan called on the Hospital and Health Service Boards to examine the results of the survey at their upcoming Board meeting.

"We understand the strain that the current junior doctor shortages across public hospitals in Queensland is having on staff morale and on workloads for our doctors. We also recognise the challenges that hospitals have in maintaining appropriate provision of clinical services, whilst ensuring that vital junior doctor entitlements and training opportunities are protected," he said.

"AMA Queensland will work closely with hospitals to address the areas of concern and improve workplace culture and wellbeing of junior doctors," he said.

"Best practice policies for workplace wellbeing, such as the 13 recommendations within the [Tristan Jepson Memorial Foundation Guidelines](#), should also be urgently implemented and embraced across all Queensland hospitals.

“These workplace guidelines aim to create work environments based on trust, honesty and fairness and help to manage workload, balance work and private lives, protect physical and psychological safety,” said Dr Manoharan.

AMA Queensland called on the Director General of Queensland Health to establish a dedicated and resourced program to allow these guidelines to be implemented statewide.

Find a snapshot of the 2018 Resident Hospital Health Check here:

<https://ama.com.au/qld/advocacy/resident-hospital-health-check>

MEDIA CONTACT: Fran Metcalf, Sequel PR - 07 2351 8111 or 0417 627 867.

REDLANDS HOSPITAL	2018 RHHC GRADE	2017 RHHC GRADE
Access to annual leave	C	B-
Career progression and development	C	B-
Hours of work and overtime	B+	B+
Wellbeing and workplace culture	C	A-
Bullying, discrimination and sexual harassment	C	C-
OVERALL GRADE	C+	B

AMA Queensland 2018 Resident Hospital Health Check						
HOSPITAL	Access to annual leave	Career progression + development	Hours of work + overtime	Wellbeing + workplace culture	Bullying, discrimination + sexual harassment	OVERALL GRADE
Caboolture Hospital	A+	D-	C	C	C	C
Cairns Hospital	C	C-	A-	A-	C-	C+
Central QLD HHS	C-	C-	C+	E+	D	D+
Darling Downs HHS	B-	C	C	C	C	C
Gold Coast HHS	E	D	E+	D+	D-	D-
Ipswich Hospital	C-	D+	A	C	D+	C
Lady Cilento Hospital	E-	D+	E+	C	C+	D+
Logan Hospital	B	D+	C+	D	C	C
Mackay Hospital	E+	C	C	C	C-	C-
Mater Hospital	B-	D	B-	A-	B-	B-
Metro South HHS	C-	C-	C	C-	C-	C-
North West HHS	B+	A+	C-	A-	C+	B+
Princess Alexandra Hospital	D-	C-	C-	C	D	D+
Redcliffe Hospital	D	C	B+	B-	B-	C+
Redlands Hospital	C	C	B+	C	C	C+
Royal Brisbane & Women’s Hospital	D+	C	C	C-	C	C-
Sunshine Coast Uni. Hospital	B-	D+	B-	B	D+	C
The Prince Charles Hospital	E+	C-	D	C-	D-	D
Townsville Hospital	C+	C	A-	A-	C-	C+
Wide Bay HHS	A+	C	A-	C	C	B-

Sunshine Coast University Hospital needs to improve says annual doctor check up

Nearly half of all junior doctors at Sunshine Coast University Hospital (SCUH) have witnessed a colleague being bullied or harassed, according to the Australian Medical Association (AMA) Queensland's annual junior doctor public hospital report card.

The 2018 Resident Hospital Health Check (RHHC), based on a survey of 615 junior doctors statewide, also found 28 per cent of junior doctors employed by SCUH had personally experienced bullying, discrimination or harassment.

AMA Queensland Council of Doctors in Training Executive Committee member Dr Bav Manoharan said the survey revealed concerning statewide trends.

"The SCUH is particularly disturbing with 62 per cent of junior doctors worried about negative consequences if they reported bullying," he said.

"Only eight per cent felt reported incidents were appropriately addressed."

The 2018 RHHC revealed one third (34 per cent) of SCUH junior doctors felt concerned they could make a clinical error due to fatigue caused by the hours they work.

More than one third (35 per cent) were concerned that claiming overtime may negatively affect their assessment.

Dr Manoharan said the annual RHHC survey was designed to help junior doctors decide where to work and promote positive change in the hospital system.

"Overall, SCUH was scored a C and there was some good news in the report. For instance, only six per cent of junior doctors had worked more than 90 hours and 82 per cent had been paid for unrostered overtime," he said.

Dr Manoharan called on the Hospital and Health Service Boards to examine the results of the survey at their upcoming Board meeting.

"We understand the strain that the current junior doctor shortages across public hospitals in Queensland is having on staff morale and on workloads for our doctors. We also recognise the challenges that hospitals have in maintaining appropriate provision of clinical services, whilst ensuring that vital junior doctor entitlements and training opportunities are protected," he said.

"AMA Queensland will work closely with hospitals to address the areas of concern and improve workplace culture and wellbeing of junior doctors," he said.

"Best practice policies for workplace wellbeing, such as the 13 recommendations within the [Tristan Jepson Memorial Foundation Guidelines](#), should also be urgently implemented and embraced across all Queensland hospitals.

These workplace guidelines aim to create work environments based on trust, honesty and fairness and help to manage workload, balance work and private lives, protect physical and psychological safety," said Dr Manoharan.

AMA Queensland called on the Director General of Queensland Health to establish a dedicated and resourced program to allow these guidelines to be implemented statewide.

Find a snapshot of the 2018 Resident Hospital Health Check here:

<https://ama.com.au/qld/advocacy/resident-hospital-health-check>

MEDIA CONTACT: Fran Metcalf, Sequel PR - 07 2351 8111 or 0417 627 867

AMA Queensland 2018 Resident Hospital Health Check						
HOSPITAL	Access to annual leave	Career progression + development	Hours of work + overtime	Wellbeing + workplace culture	Bullying, discrimination + sexual harassment	OVERALL GRADE
Caboolture Hospital	A+	D-	C	C	C	C
Cairns Hospital	C	C-	A-	A-	C-	C+
Central QLD HHS	C-	C-	C+	E+	D	D+
Darling Downs HHS	B-	C	C	C	C	C
Gold Coast HHS	E	D	E+	D+	D-	D-
Ipswich Hospital	C-	D+	A	C	D+	C
Lady Cilento Hospital	E-	D+	E+	C	C+	D+
Logan Hospital	B	D+	C+	D	C	C
Mackay Hospital	E+	C	C	C	C-	C-
Mater Hospital	B-	D	B-	A-	B-	B-
Metro South HHS	C-	C-	C	C-	C-	C-
North West HHS	B+	A+	C-	A-	C+	B+
Princess Alexandra Hospital	D-	C-	C-	C	D	D+
Redcliffe Hospital	D	C	B+	B-	B-	C+
Redlands Hospital	C	C	B+	C	C	C+
Royal Brisbane & Women's Hospital	D+	C	C	C-	C	C-
Sunshine Coast Uni. Hospital	B-	D+	B-	B	D+	C
The Prince Charles Hospital	E+	C-	D	C-	D-	D
Townsville Hospital	C+	C	A-	A-	C-	C+
Wide Bay HHS	A+	C	A-	C	C	B-

Townsville Hospital gets top marks from junior doctors

Townsville Hospital has been ranked by junior doctors as one of the best employers in the state.

Australian Medical Association (AMA) Queensland's annual junior doctor public hospital report card, the 2018 Resident Hospital Health Check (RHHC), was based on a survey of 615 junior doctors around the state.

Junior doctors delivered an overall mark of B- for Townsville Hospital, measured against five criteria including workplace culture, bullying and harassment and career progression.

AMA Queensland Council of Doctors in Training Executive Committee member Dr Bav Manoharan said Townsville Hospital junior doctors recorded several improvements across the board.

"This year, 87 per cent of junior doctors were paid for unrostered overtime at Townsville Hospital, up from 74 per cent in 2017," he said.

"Only 23 per cent reported feeling concerned that claiming overtime may affect their assessment, a significant decline from 48 per cent the year before."

Dr Manoharan said there was, however, an increase in bullying and harassment claims this year.

"Nearly one-third of junior doctors employed at Townsville Hospital reported they had experienced bullying, discrimination or harassment at work this year, a big increase from 12 per cent in 2017," he said.

"In addition, more than half (53 per cent) of junior doctors felt concerned there could be negative consequences if they reported incidents of bullying or harassment and 54 per cent did not believe reported incidents were appropriately addressed.

"Of all bullying and harassment incidents that were reported over the past year, 13 per cent were allegedly perpetrated by a senior consultant which is a sharp decline from 64 per cent in 2017."

The annual RHHC survey was designed to help junior doctors decide where to work and promote positive change in the hospital system.

Dr Manoharan called on the Hospital and Health Service Boards to examine the results of the survey at their upcoming Board meeting.

"We understand the strain that the current junior doctor shortages across public hospitals in Queensland is having on staff morale and on workloads for our doctors. We also recognise the challenges that hospitals have in maintaining appropriate provision of clinical services, whilst ensuring that vital junior doctor entitlements and training opportunities are protected," he said.

"AMA Queensland will work closely with hospitals to address the areas of concern and improve workplace culture and wellbeing of junior doctors," he said.

“Best practice policies for workplace wellbeing, such as the 13 recommendations within the [Tristan Jepson Memorial Foundation Guidelines](#), should also be urgently implemented and embraced across all Queensland hospitals.

“These workplace guidelines aim to create work environments based on trust, honesty and fairness and help to manage workload, balance work and private lives, protect physical and psychological safety,” said Dr Manoharan.

AMA Queensland called on the Director General of Queensland Health to establish a dedicated and resourced program to allow these guidelines to be implemented statewide.

Find a snapshot of the 2018 Resident Hospital Health Check here:

<https://ama.com.au/qld/advocacy/resident-hospital-health-check>

MEDIA CONTACT: Fran Metcalf, Sequel PR - 07 2351 8111 or 0417 627 867.

TOWNSVILLE HOSPITAL	2018 RHHC GRADE	2017 RHHC GRADE
Access to annual leave	C+	B+
Career progression and development	C	C+
Hours of work and overtime	A-	A-
Wellbeing and workplace culture	B	B-
Bullying, discrimination and sexual harassment	C+	C
OVERALL GRADE	B-	B

AMA Queensland 2018 Resident Hospital Health Check						
HOSPITAL	Access to annual leave	Career progression + development	Hours of work + overtime	Wellbeing + workplace culture	Bullying, discrimination + sexual harassment	OVERALL GRADE
Caboolture Hospital	A+	D-	C	C	C	C
Cairns Hospital	C	C-	A-	A-	C-	C+
Central QLD HHS	C-	C-	C+	E+	D	D+
Darling Downs HHS	B-	C	C	C	C	C
Gold Coast HHS	E	D	E+	D+	D-	D-
Ipswich Hospital	C-	D+	A	C	D+	C
Lady Cilento Hospital	E-	D+	E+	C	C+	D+
Logan Hospital	B	D+	C+	D	C	C
Mackay Hospital	E+	C	C	C	C-	C-
Mater Hospital	B-	D	B-	A-	B-	B-
Metro South HHS	C-	C-	C	C-	C-	C-
North West HHS	B+	A+	C-	A-	C+	B+
Princess Alexandra Hospital	D-	C-	C-	C	D	D+
Redcliffe Hospital	D	C	B+	B-	B-	C+
Redlands Hospital	C	C	B+	C	C	C+
Royal Brisbane & Women's Hospital	D+	C	C	C-	C	C-
Sunshine Coast Uni. Hospital	B-	D+	B-	B	D+	C
The Prince Charles Hospital	E+	C-	D	C-	D-	D
Townsville Hospital	C+	C	A-	B	C+	B-
Wide Bay HHS	A+	C	A-	C	C	B-

Wide Bay Health gets top marks from junior doctors

Wide Bay Health has been ranked by junior doctors as one of the best employers in the state.

Australian Medical Association (AMA) Queensland's annual junior doctor public hospital report card, the 2018 Resident Hospital Health Check (RHHC), was based on a survey of 615 junior doctors around the state.

Junior doctors delivered an overall mark of B- for Wide Bay Hospital and Health Services, measured against five criteria including workplace culture, bullying and harassment and career progression.

AMA Queensland Council of Doctors in Training Executive Committee member Dr Bav Manoharan said Wide Bay Health junior doctors recorded several improvements over last year.

"For Instance, the 2018 RHHC revealed 79 per cent of junior doctors reported that they received adequate breaks between shifts compared with 75 per cent in 2017 and 80 per cent were satisfied their leave compared with 71 per cent last year," he said.

Dr Manoharan said the 2018 report card, however, revealed some concerning trends.

"More than one third of junior doctors employed by Wide Bay Hospital and Health Service said they had been bullied, harassed or discriminated against at work and 31 percent had witnessed a colleague being bullied or harassed," he said.

The survey also found more than half (54 per cent) felt concerned there may be negative consequences if they reported bullying and only 20 per cent believed reported incidents were appropriately dealt with.

"Wide Bay HHS, which includes five hospitals and numerous health centres and clinics, is particularly disturbing with 36 per cent of junior doctors feeling their safety had been compromised at work," Dr Manoharan said.

"Alarmingly, 36 per cent were worried about making a clinical error due to fatigue caused by the hours they work."

Dr Manoharan said the annual RHHC survey was designed to help junior doctors decide where to work and promote positive change in the hospital system.

Dr Manoharan called on the Hospital and Health Service Boards to examine the results of the survey at their upcoming Board meeting.

"We understand the strain that the current junior doctor shortages across public hospitals in Queensland is having on staff morale and on workloads for our doctors. We also recognise the challenges that hospitals have in maintaining appropriate provision of clinical services, whilst ensuring that vital junior doctor entitlements and training opportunities are protected," he said.

"AMA Queensland will work closely with hospitals to address the areas of concern and improve workplace culture and wellbeing of junior doctors," he said.

“Best practice policies for workplace wellbeing, such as the 13 recommendations within the [Tristan Jepson Memorial Foundation Guidelines](#), should also be urgently implemented and embraced across all Queensland hospitals.

“These workplace guidelines aim to create work environments based on trust, honesty and fairness and help to manage workload, balance work and private lives, protect physical and psychological safety,” said Dr Manoharan.

AMA Queensland called on the Director General of Queensland Health to establish a dedicated and resourced program to allow these guidelines to be implemented statewide.

Find a snapshot of the 2018 Resident Hospital Health Check here:

<https://ama.com.au/qld/advocacy/resident-hospital-health-check>

MEDIA CONTACT: Fran Metcalf, Sequel PR - 07 2351 8111 or 0417 627 867.

WIDE BAY HEALTH	2018 RHHC GRADE	2017 RHHC GRADE
Access to annual leave	A+	B
Career progression and development	C	B-
Hours of work and overtime	A-	B+
Wellbeing and workplace culture	C	C+
Bullying, discrimination and sexual harassment	C	D+
OVERALL GRADE	B-	B-

AMA Queensland 2018 Resident Hospital Health Check						
HOSPITAL	Access to annual leave	Career progression + development	Hours of work + overtime	Wellbeing + workplace culture	Bullying, discrimination + sexual harassment	OVERALL GRADE
Caboolture Hospital	A+	D-	C	C	C	C
Cairns Hospital	C	C-	A-	A-	C-	C+
Central QLD HHS	C-	C-	C+	E+	D	D+
Darling Downs HHS	B-	C	C	C	C	C
Gold Coast HHS	E	D	E+	D+	D-	D-
Ipswich Hospital	C-	D+	A	C	D+	C
Lady Cilento Hospital	E-	D+	E+	C	C+	D+
Logan Hospital	B	D+	C+	D	C	C
Mackay Hospital	E+	C	C	C	C-	C-
Mater Hospital	B-	D	B-	A-	B-	B-
Metro South HHS	C-	C-	C	C-	C-	C-
North West HHS	B+	A+	C-	A-	C+	B+
Princess Alexandra Hospital	D-	C-	C-	C	D	D+
Redcliffe Hospital	D	C	B+	B-	B-	C+
Redlands Hospital	C	C	B+	C	C	C+
Royal Brisbane & Women’s Hospital	D+	C	C	C-	C	C-
Sunshine Coast Uni. Hospital	B-	D+	B-	B	D+	C
The Prince Charles Hospital	E+	C-	D	C-	D-	D
Townsville Hospital	C+	C	A-	A-	C-	C+
Wide Bay HHS	A+	C	A-	C	C	B-