

AMA QUEENSLAND'S

Resident Hospital Health Check 2017



Is the grass really greener on the other side of the fence? With Intern and RMO Campaigns pending shortly, your preference for hospital allocation is probably at the forefront of your mind. You may be considering staying at your current hospital or looking at another hospital. To assist with your deliberations, as well as to survey the general health of Queensland's RMO working environments, AMA Queensland has recently completed the second *Resident Hospital Health Check Survey*.

**Prepared by the AMA Queensland
Council of Doctors in Training
May 2017**

Introduction

AMA Queensland surveyed 465 Resident Medical Officers (Intern, Junior House Officer, Senior House Officer, Continued Residency) to evaluate the state of Junior Medical Officer employment in Queensland, and subsequently compare hospitals across Queensland. **These results represent approximately 20% of Queensland's approximate 2,267 Resident Medical Officers (RMOs).**

This survey was heavily based on the 2016 survey to allow comparison. It was adjusted using the Australian Institute of Medical Education guidelines for Quality Improvement Surveys, including validation through experts in Medical Administration and Education. **This consultative process found that 90.91% of expert respondents were extremely confident in our surveys ability** to measure the satisfaction of RMOs with their role in Queensland Hospitals¹.

RMOs were asked to rank the domains surveyed to determine what is most important to RMOs in Queensland. This ranking was used to weight responses, and grades were allocated accordingly.

The results showed the top six RMO priorities in order of 1 - 6, with one being the highest out of a possible 12 domains:

1. Clinical rotation preferences;
2. Teaching and education standards;
3. Un-rostered overtime payment;
4. Annual leave allocation;
5. Personal safety at work; and
6. Bullying and harassment.

Concerningly, it appeared the number of respondents working overtime and not being appropriately paid for this overtime (31%) has remained unchanged since the 2016 survey². Forty-six per cent (46%) of respondents felt their supervisor would think better of them for not claiming overtime, and a further 42% were worried it may negatively affect their end of term assessment if they were to claim.

Twenty per cent (20%) of respondents reported feeling their safety was compromised at work, equally distributed between males and females. Although any number is too high, AMA Queensland is encouraged by the Queensland Health campaign to combat this problem within our hospitals, and hope that this number continues to reduce in future years.

Bullying and harassment rates showed no improvement this year amongst our RMOs. Forty-seven percent (47%) of respondents have been exposed to bullying, harassment and discrimination in their workplace, compared to 45% in 2016. Shockingly, 61% of respondents said they feared negative consequences in their workplace and for future training if they were to report bullying, harassment and discrimination.

We invite any interested directors of clinical training, directors of medical services or other interested parties, who wish to learn more about the results pertaining to their location (and discuss possible ways of improving their conditions for prospective junior doctors), to contact us through cdt@amaq.com.au. AMA Queensland looks forward to working with hospitals around the state to improve the working conditions for our current and future doctor in training colleagues.

1. *Expert Validation of AMA Queensland Council of Doctor in Training Resident Hospital Health Check Survey 2017.*
2. *AMA Queensland Council of Doctor in Training Resident Hospital Health Check 2016.*

	Cairns and Hinterland HHS	Townsville Hospital	Mackay Hospital	Bundaberg Hospital	Cabootture Hospital	Sunshine Coast HHS	Gold Coast HHS	Central Queensland HHS	Greenslopes Hospital	Wide Bay HHS	Ipswich Hospital	Lady Cilento Hospital	Logan Hospital	Mater Hospital	Mount Isa Hospital	PAH	Redcliffe Hospital	Redlands Hospital	TPCH	RBWH	Toowoomba Hospital	OVERALL
Access to annual leave																						
Satisfied preferences for leave were taken into consideration	57%	77%	52%	50%	100%	63%	73%	100%	47%	71%	100%	86%	62%	73%	20%	68%	89%	64%	71%	82%	57%	●
WEIGHTED DOMAIN SCORE:	57%	77%	52%	50%	100%	63%	73%	100%	47%	71%	100%	86%	62%	73%	20%	68%	89%	64%	71%	82%	57%	
GRADE:	C+	B+	C	C	A+	B-	B	A+	C-	B	A+	A-	C+	B	E	B-	A	B-	B	A-	C+	B-
Career progression and development																						
Applied for PDL	46%	43%	25%	50%	43%	32%	31%	0%	20%	33%	0%	57%	31%	36%	60%	21%	26%	27%	43%	27%	7%	●
PDL approval rate	100%	92%	92%	60%	100%	88%	75%	NA	67%	100%	NA	100%	75%	100%	100%	38%	80%	100%	75%	83%	100%	●
Clinical rotation preferences taken into consideration	54%	55%	55%	75%	83%	63%	60%	33%	15%	53%	42%	57%	25%	73%	60%	62%	47%	64%	86%	58%	64%	●
Satisfied with research and audit opportunities	23%	28%	55%	38%	17%	46%	28%	50%	0%	47%	8%	86%	17%	36%	0%	30%	42%	36%	0%	37%	7%	●
WEIGHTED DOMAIN SCORE:	59%	59%	65%	62%	71%	66%	56%	42%	26%	65%	33%	76%	37%	71%	56%	47%	55%	67%	62%	60%	60%	
GRADE:	C+	C+	B-	C+	B	B-	C+	D+	D-	B-	D	B+	D+	B	C+	C-	C	B-	C+	C+	C+	C+
Hours of work and overtime																						
Working >90 hours overtime	25%	17%	22%	13%	20%	8%	12%	33%	8%	13%	0%	14%	17%	20%	0%	38%	16%	0%	29%	26%	25%	●
Payment of required un-rostered overtime	75%	74%	33%	67%	60%	62%	20%	17%	64%	62%	75%	86%	60%	60%	80%	53%	84%	50%	86%	59%	75%	●
Advised not to claim overtime	33%	39%	39%	0%	20%	17%	42%	50%	33%	33%	22%	29%	58%	38%	40%	45%	11%	0%	0%	50%	22%	●
Concerned it may negatively effect their assessment	38%	48%	58%	20%	40%	24%	65%	33%	40%	44%	0%	67%	45%	38%	20%	52%	42%	20%	20%	46%	20%	●
WEIGHTED DOMAIN SCORE:	84%	87%	57%	84%	76%	83%	52%	41%	84%	80%	95%	96%	77%	76%	98%	63%	94%	78%	90%	73%	84%	
GRADE:	A-	A-	C+	A-	B+	A-	C	D+	A-	B+	A+	A+	B+	B+	A+	B-	A+	B+	A	B	A-	B+
Wellbeing and workplace culture																						
Hospital facilities are very good or excellent	75%	57%	66%	13%	60%	50%	68%	17%	33%	44%	0%	57%	8%	44%	40%	47%	50%	45%	100%	59%	42%	●
Teaching and training quality is very good or excellent	50%	36%	51%	50%	60%	67%	44%	33%	33%	50%	42%	86%	42%	56%	40%	56%	89%	64%	57%	49%	75%	●
Those who felt concerned about making a clinical error due to fatigue caused by hours worked	50%	41%	39%	38%	25%	36%	54%	50%	25%	31%	33%	57%	90%	56%	25%	47%	33%	67%	17%	34%	42%	●
Those who felt their safety had been compromised at work	17%	14%	11%	0%	20%	13%	40%	17%	25%	38%	8%	0%	33%	0%	80%	25%	6%	18%	14%	29%	8%	●
Adequate break in between shifts	83%	89%	80%	100%	100%	83%	80%	83%	75%	75%	83%	100%	58%	89%	100%	81%	100%	100%	100%	76%	83%	●
WEIGHTED DOMAIN SCORE:	70%	67%	71%	80%	78%	78%	60%	63%	58%	61%	69%	94%	54%	79%	53%	69%	94%	81%	79%	64%	82%	
GRADE:	B	B-	B	B+	B+	B+	C+	B-	C+	C+	B	A+	C	B+	C	B	A+	A-	B+	B-	A-	B
Bullying, discrimination and sexual harrassment																						
Personally experienced bullying, discrimination or harassment	25%	12%	9%	13%	0%	0%	17%	0%	8%	13%	9%	14%	8%	11%	25%	6%	11%	30%	0%	10%	0%	●
Witnessed a colleague being bullied, or harassed	8%	27%	11%	0%	0%	13%	17%	0%	8%	25%	18%	0%	17%	33%	0%	12%	6%	10%	14%	15%	17%	●
Both experienced and witnessed bullying, discrimination or harassment	17%	8%	20%	38%	0%	26%	33%	50%	17%	13%	18%	43%	25%	11%	50%	22%	11%	20%	14%	22%	25%	●
For those who experienced or witnessed bullying, the perpetrators were consultants	33%	64%	71%	100%	NA%	50%	63%	75%	80%	67%	60%	50%	43%	40%	67%	71%	15%	67%	50%	61%	50%	●
For those who experienced or witnessed bullying, the perpetrators were registrars or PHOs	33%	50%	60%	40%	NA%	64%	53%	40%	20%	56%	83%	25%	14%	80%	0%	47%	36%	0%	0%	56%	33%	●
Did you feel there is anything you could do about it	33%	23%	31%	12%	NA%	30%	25%	50%	25%	50%	27%	29%	33%	33%	25%	44%	56%	30%	29%	54%	33%	●
Incident report rate	33%	20%	24	0%	NA%	14%	5%	20%	29%	18%	0%	0%	22%	38%	33%	11%	38%	25%	0%	17%	14%	●
Reported incidents were appropriately addressed	50%	13%	47	0%	NA%	25%	0%	67%	60%	67%	NA	NA	33%	83%	0%	40%	75%	50%	NA	60%	67%	●
Felt concerned that there might be negative consequences for you in the workplace/training if you were to report bullying, discrimination or sexual harassment?	83%	50%	51%	50%	60%	48%	71%	67%	67%	63%	82%	86%	100%	56%	75%	75%	56%	50%	57%	49%	58%	●
WEIGHTED DOMAIN SCORE:	29%	51%	53%	50%	62%	55%	30%	39%	46%	41%	32%	25%	19%	44%	25%	38%	54%	46%	54%	52%	48%	
GRADE:	D	C	C	C	C+	C	D	D+	C-	D+	D	D-	E	C-	D-	D+	C	C-	C	C	C-	C-
WEIGHTED OVERALL SCORE*	62%	69%	60%	65%	80%	70%	58%	61%	51%	66%	69%	81%	52%	71%	51%	59%	79%	69%	72%	68%	67%	
OVERALL GRADE	C+	B	C+	B-	B+	B	C+	C+	C	B-	B	A-	C	B	C	C+	A-	B	B	B-	B-	B-

* Weighted Overall Score represents cumulative total of adjusted domain scores which were generated from raw scores adjusted by individual domain ranking data

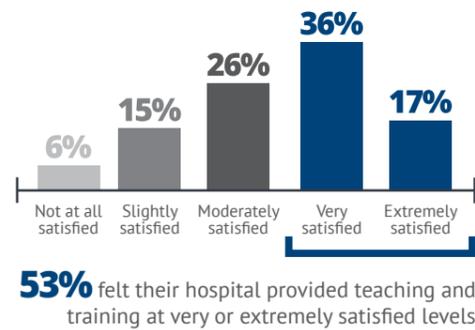
Top six priorities in Queensland

The following are the six highest ranked domains in order of priority from one being the highest ranked.

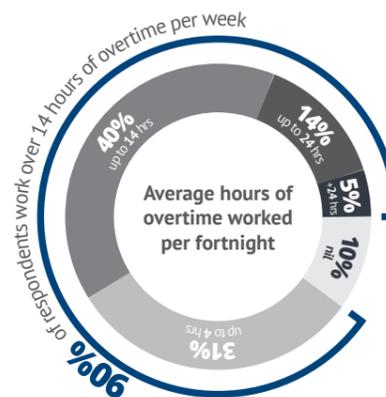
1. Clinical rotation preferences



2. Teaching and education standards



3. Un-rostered overtime payment

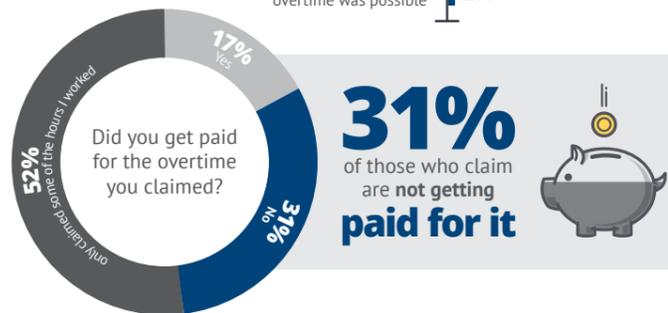


16% claiming un-rostered overtime

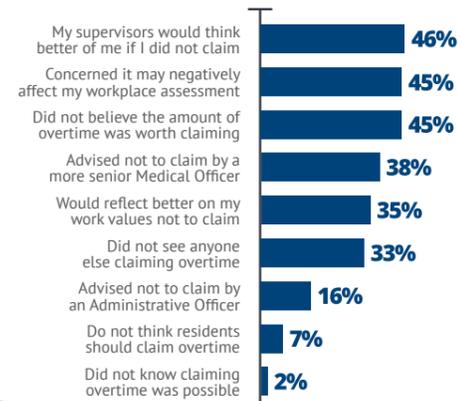
42% are concerned claiming would negatively affect their end of term assessment



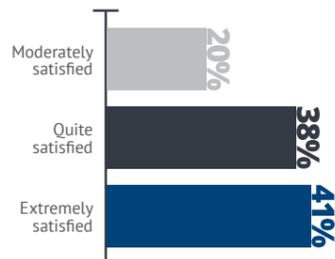
More than 50% are advised not to claim overtime by senior staff



If you did not claim un-rostered overtime, what was the reason?



4. Annual leave allocation

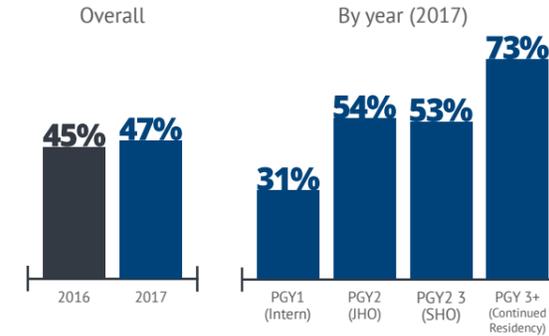


5. Personal safety at work



6. Bullying and harassment

Respondents who had personally experienced or witnessed bullying, discrimination or sexual harassment in their workplace



If witnessing bullying, discrimination or sexual harassment, did you feel there was anything you could do?



61% were concerned of negative consequences if they reported harassment

50% of all bullying, discrimination and harassment came from Consultants

FURTHER INFORMATION

The results were converted from numerical percentages into overall grades ranging from E- to A+. Grades were determined by setting the lower range of a C grade at 50%. The individual grade ranges were then spread evenly from that set point, with an incremental 6.25% for each grade up to 100%.

If you would like to discuss any aspect of the AMA Queensland CDT Resident Hospital Health Check survey in greater detail, please email cdt@amaq.com.au and a member of the team will get back to you. Before relying on the information contained in the survey results provided, Doctors in Training should carefully evaluate its accuracy, currency, completeness and relevance for their purposes, and should obtain independent advice relevant to their particular circumstances where necessary, including consulting with the relevant hospital or place of employment.

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 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.

DISCLAIMER

The AMA Queensland Council of Doctors in Training Resident Hospital Health Check Survey was completed on a voluntary basis by Queensland doctors in training (Interns, Junior House Officers, Senior House Officers and Continued Residency).

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 and 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.



88 L'Estrange Terrace
Kelvin Grove Q 4059
PO Box 123
Red Hill QLD 4059

www.amaq.com.au

P: +61 7 3872 2222
E: amaq@amaq.com.au
P: 1800 626 637 (outside Brisbane)
F: +61 7 3856 4727