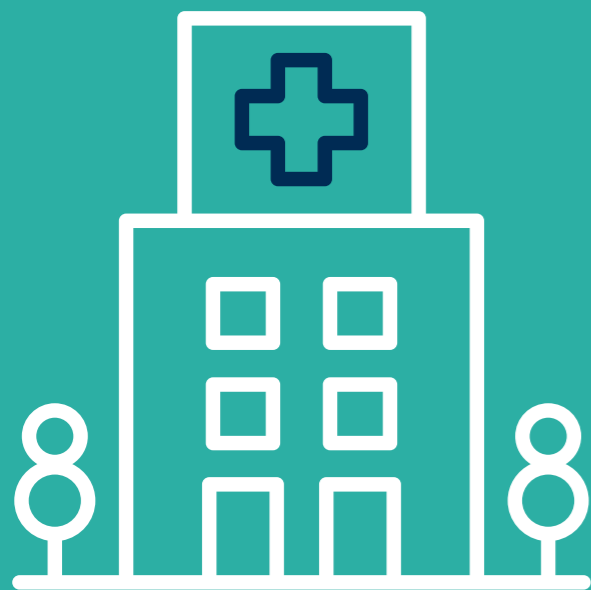


**HOSPITAL
HEALTH
CHECK
2021**





Contents

Introduction	1
Survey Engagement	2
Summary of findings	4

01	ROSTERING, WORKLOAD AND OVERTIME	6
-----------	---	----------

02	ACCESS TO LEAVE	8
-----------	------------------------	----------

03	TRAINEE WELLBEING	10
-----------	--------------------------	-----------

04	EDUCATION AND TRAINING	12
-----------	-------------------------------	-----------

05	WORKFORCE MANAGEMENT AND CULTURE	14
-----------	---	-----------

06	RECOMMENDATION BY TRAINEES	16
-----------	-----------------------------------	-----------

The 2021 Hospital Health Check quantifies issues experienced by Victorian trainees working in the public hospital system.

The survey helps AMA Victoria identify workplace and cultural issues within public hospitals across the state.

It also provides a way for AMA Victoria to monitor and report progress and improvements made by health services.

The results of this survey can inform trainees, individual choices, assist grass roots advocacy and start conversations about the changes that are urgently needed within the workplace.

AMA Victoria sends the survey to health services and directly requests tangible actions to improve problem areas.

These responses from health services are shared with members.



Introduction

THE SURVEY'S PURPOSE

The Hospital Health Check 2021 quantifies issues experienced by Victorian trainees within the public hospital system and identifies specific areas that need to be addressed.

Health services throughout the state remain in breach of the current Enterprise Agreement for Doctors in Training, which exists to ensure the safety of Victorian patients and trainees. AMA Victoria will continue to work with these health services and advocate for safety.

ENGAGEMENT

Overall response numbers in our Hospital Health Check 2021 were less than the year before, with reduced engagement also reflected in equivalent junior doctor surveys run by other state branches of the AMA during the COVID-19 pandemic. However, we are pleased to announce that this year we are able to report on more health services than in previous years, thanks to more health services reaching the minimum response rate required for publication. We are particularly grateful to the contributions of AMA representatives and JMO Societies, as well as those health services who encouraged their doctors in training to take part.

RESULTS SUMMARY

Despite the unprecedented circumstances triggered by the COVID-19 pandemic, the results from this year's survey show a continuation of the chronic underlying issues reported in previous years. Unpaid work and fatigue due to working conditions continue to be major issues for Victorian doctors in training. AMA Victoria is seeking urgent action from health services and the Victorian Government to rectify these issues.

Urgent solutions needed:

AMA Victoria is calling on Victorian health services to ensure adequate staffing and rostering, and to build in regular consultation with their frontline doctors in training, to ensure the safety of their patients and staff. Essential to the required measures will be acknowledging and removing practices which obstruct the accurate documentation and claiming of unrostered overtime, as well as taking into account leave and training requirements.

Survey Engagement

As of 2018, the estimated number of doctors in training in Victoria was 10,500 **

* To protect anonymity, the results of health services with less than 10 responses have not been published.
 ** VHIA, 2017
 * The Royal Victorian Eye & Ear Hospital has been included as 8 responses was deemed appropriate representation given that trainee numbers are less than at other major health services.



HEALTH SERVICE	2020	2019
TOTAL RESPONSES	1021	1102
Albury Wodonga Health	16	21
Alfred Health	61	68
Austin Health	57	68
Bairnsdale Regional Health Service	3	1
Ballarat Health Services	29	46
Barwon Health	82	46
Bass Coast Regional Health	1	1
Beechworth Health Service	-	-
Bendigo Health Care Group	41	53
Calvary Health Care Bethlehem Ltd	-	1
Central Gippsland Health Service	6	2
Dental Health Services Victoria	-	1
Djerriwarrh Health Services	-	1
East Wimmera Health Service	-	-
Eastern Health	80	75
East Grampians health Service	5	2
Echuca Regional Health Service	13	3
Gippsland Southern Health Service	-	-
Goulburn Valley Health	13	12
Latrobe Regional Hospital	34	18
Melbourne Health	78	150
Mercy Public Hospitals Inc	11	6
Mildura Base Hospital	21	2
Monash Health	114	172
Northeast Health Wangaratta	12	14
Northern Health	71	45
Peninsula Health	35	42
Peter MacCallum Cancer Institute	13	10
Portland District Health	-	-
South West Healthcare (Warrnambool)	11	13
St Vincent's Health	61	63
Swan Hill District Health	-	1
The Royal Children's Hospital	30	28
The Royal Victorian Eye & Ear Hospital	11	8
The Royal Women's Hospital	28	16
The Victorian Institute of Forensic Mental Health	3	-
West Gippsland Healthcare Group	3	2
Western District Health Service	2	-
Western Health	66	103
Wimmera Health Care Group	3	2
Not classified	7	6

Summary of Findings

The Hospital Health Check Survey is divided into 6 domains:

- 01 ROSTERING, WORKLOAD AND OVERTIME**
- 02 ACCESS TO LEAVE**
- 03 DIT WELLBEING**
- 04 EDUCATION AND TRAINING**
- 05 WORKFORCE MANAGEMENT AND CULTURE**
- 06 RECOMMENDATION BY TRAINEE**



* As in previous years, Domain 6 (Recommendation by trainee) was assigned double weighting in calculating the overall rating.

	01 Rostering, workload and overtime	02 Access to leave	03 DIT wellbeing	04 Education and training	05 Workforce management and culture	06 Recommendation by trainee*	OVERALL RATING
Albury Wodonga Health	C	A-	B-	B-	B	C-	B-
Alfred Health	C	B-	B	B-	C	B-	B-
Austin Health	C-	B-	B	C	C	B	B-
Ballarat Health Services	C-	B-	B	B	C	B	B-
Barwon Health	C	C-	C	C-	C	C	C
Bendigo Health Care Group	C	B-	B	B-	C	B	B-
Eastern Health	C	B	B	B-	C	C	B-
Echuca Regional Health Service	C-	C	C-	B-	B	D-	C
Goulburn Valley Health	C	B	B-	C	B	C	B-
La Trobe Regional Hospital	D-	C	D	D	C	E	D
Melbourne Health	C-	B-	B	B-	C	B-	B-
Mercy Public Hospitals Inc	C-	C-	B-	B-	C	D	C
Mildura Base Hospital	C	A-	B-	D	B	E	C
Monash Health	C-	B	B-	B-	C	C	B-
Northeast Health Wangaratta	B-	A-	B	B-	B-	B	B
Northern Health	C	B-	B	B-	B-	B-	B-
Peninsula Health	C	B	B-	C	B-	B-	B-
Peter MacCallum Cancer Institute	C-	B	A-	B	B	C	B-
South West Healthcare (Warrnambool)	B-	A-	B-	C-	C	E	C
St Vincent's Health	C-	B	B-	C	C	C	C
The Royal Children's Hospital	B-	B-	A-	B-	C	A-	B
The Royal Victorian Eye & Ear Hospital	C	A-	B	B	B-	C-	B-
The Royal Women's Hospital	B-	C	B	B-	B-	C-	B-
Western Health	C-	C	B-	B-	C	C-	C

01

ROSTERING, WORKLOAD AND OVERTIME

* Rostered overtime are hours rostered in excess of contracted hours. Full time equivalent (FTE) = 38 hours per week for non-registrars, and for registrars it is 43 hours per week including 5 hours of (rostered and service-free) Training Time.

** Unrostered overtime are hours worked beyond rostered hours.



	Average rostered OT per week* (hours) Grade	Average UROT per week* (hours) Grade
Albury Wodonga Health	A-	D
Alfred Health	D	C
Austin Health	B-	B
Ballarat Health Services	D	B-
Barwon Health	A-	C
Bendigo Health Care Group	A-	C
Eastern Health	B-	B-
Echuca Regional Health Service	B	A-
Goulburn Valley Health	A-	B
Latrobe Regional Hospital	E	E
Melbourne Health	C-	C
Mercy Public Hospitals Inc	A-	B-
Mildura Base Hospital	C	B
Monash Health	A-	C
Northeast Health Wangaratta	A-	A-
Northern Health	B-	A-
Peninsula Health	B	C
Peter MacCallum Cancer Institute	C-	C-
South West Healthcare	A-	A-
St Vincent's Health	C-	C
The Royal Children's Hospital	B	B-
The Royal Victorian Eye & Ear Hospital	E	A-
The Royal Women's Hospital	A-	A-
Western Health	C	B-

*A = 0hrs A - = 1-5hrs B = 6hrs B - 7hrs C = 8hrs, C - = 9hrs D = 10hrs D - = 11hrs E = 12+hrs

Working hours often or very often prevent activities important for physical health** (%)	Working hours often or very often prevent activities important for mental health** (%)	Often or very often need to work through lunch breaks** (%)	Often or very often feel overwhelmed by workload** (%)	Often or very often feel unsafe or concerned about clinical error due to fatigue (%)
C	B-	C-	B-	A-
C-	C-	D-	B-	B
C	C	D	B-	A-
C-	C	D	B-	A
C	B-	D-	B-	A-
B-	B	D	B-	A-
C	B-	D	B-	A-
B-	B-	D	C-	C-
B-	B-	C-	C	B-
D	D	C-	D	C-
C	C	D	B-	A-
D	D	C	C-	B
A-	A-	C-	B	B
C-	C-	D	C	B
B-	B-	B-	B	A
C	B-	D	B-	A-
C	B-	C-	B	A-
C-	C	D-	C-	A
B	A	C-	B	A
C	C	D	B	A-
C	C	D	A-	A
B-	B	C	B	B
B	B	D	A-	A
C-	C	D	C	A-

**A = less than 10% A - = 10-19% B = 20-29% B - = 30-39% C = 40-49% C - = 50-59% D = 60-69% D - = 70-79% E = 80% or more

DiTs who made a clinical error in 2020 due to fatigue (%)	DiTs who made a clinical error in 2020 due to workload or under staffing* (%)	Overall grade
E	E	C
E	E	C-
E	E	C
E	E	C-
E	E	C
E	E	C
E	E	C
E	E	C-
E	E	C
E	E	C-
E	E	C
E	E	D-
E	E	C-
E	E	C-
E	E	C
E	E	C-
E	E	C
E	E	C
E	E	C-
E	E	C
E	E	B-
E	E	C-
D	C	B-
D	D	C
E	E	B-
E	E	C-

A = zero-5% B = 6-10% C = 11-20%, D = 21-30% E = More than 30%

02

ACCESS TO LEAVE

Health services must be adequately staffed to ensure patient and trainee safety.

* Specific barriers to taking sick leave are reported on following pages
 ** Study/exam and conference leave are entitlements under the 2018-21 Victorian DiT Enterprise Agreement. Specific barriers to accessing these are reported on following pages.



	DiTs who often or always attend work despite being unwell enough to warrant sick leave* (%)	DiTs who rate access to personal/sick leave as Good or Very Good** (%)	DiTs granted all study or exam leave requested** (%)	DiTs granted all conference leave requested** (%)	OVERALL
Albury Wodonga Health	A	D	A	A	A-
Alfred Health	B	C	B	B-	B-
Austin Health	A-	C-	B-	C	B-
Ballarat Health Services	B	B-	C	B-	B-
Barwon Health	B	D	C	D-	C-
Bendigo Health Care Group	A-	C-	B	B-	B-
Eastern Health	A-	C-	A-	B-	B
Echuca Regional Health Service	B	D-	B-	N/A	C
Goulburn Valley Health	A	B-	B-	B-	B
Latrobe Regional Hospital	B-	D	B	D-	C
Melbourne Health	B	C-	B	B-	B-
Mercy Public Hospitals Inc	A-	E	D	C	C-
Mildura Base Hospital	A-	C-	A	A	A-
Monash Health	A-	C	B	B	B
Northeast Health Wangaratta	A	C-	A	A	A-
Northern Health	A-	C	C	C	B-
Peninsula Health	A-	D	A-	A-	B
Peter MacCallum Cancer Institute	B-	D-	A	A	B
South West Healthcare	A	D	A	A	A-
St Vincent's Health	A-	C-	B	B	B
The Royal Children's Hospital	A-	C	B-	C	B-
The Royal Victorian Eye & Ear Hospital	A	C	A	A-	A-
The Royal Women's Hospital	A-	C-	C	D	C
Western Health	A-	C-	C	D-	C

*A = less than 10% A- = 10-19% B = 20-29% B- = 30-39%
 C = 40-49% C- = 50-59% D = 60-69% D- = 70-79%
 E = 80% or more

**A = 91% or more A- = 81-90% B = 71-80%
 B- = 61-70% C = 51-60% C- = 41-50%
 D = 31-40% D- = 21-30% E = 0-20%

03

TRAINEE WELLBEING

It is critical to protect the wellbeing of doctors in training to ensure they can provide the best possible care for all Victorians.

	DITs who report poor or very poor morale in their workplace (%)
Albury Wodonga Health	A-
Alfred Health	C
Austin Health	B
Ballarat Health Services	A-
Barwon Health	B-
Bendigo Health Care Group	A-
Eastern Health	B-
Echuca Regional Health Service	D
Goulburn Valley Health	C
Latrobe Regional Hospital	D
Melbourne Health	B
Mercy Public Hospitals Inc	B
Mildura Base Hospital	B
Monash Health	B-
Northeast Health Wangaratta	A
Northern Health	B
Peninsula Health	B-
Peter MacCallum Cancer Institute	B
South West Healthcare	B-
St Vincent's Health	B-
The Royal Children's Hospital	A
The Royal Victorian Eye & Ear Hospital	B
The Royal Women's Hospital	B
Western Health	B-

DITs who report poor or very poor support for trainee mental health and wellbeing (%)	Have sometimes, often or very often considered resigning from their hospital due to workload and poor conditions (%)	Have sometimes, often or very often considered leaving the medical profession due to workload and poor conditions at their hospital (%)	DITs affected by a serious incident such as violence or death of a colleague in 2020, whose employer failed to provide an adequate or appropriate response (%)	Raised serious concerns about workload in 2020 that were brushed off or ignored by their health service (%)	OVERALL
B	A-	B	E	B-	B-
C	B-	B-	C	C	C
A-	B-	B	C	B	B
B	B-	A-	C-	A-	B
C	B-	B	D	C	C
B	B	B-	C-	C	B
B-	B	B	B-	C	B
D	B-	B-	D	C	C-
B-	B	B-	C	C-	B-
D	C	C	E	D	D
B-	B-	B	B	B	B
C	C	A-	D-	B	B-
C	B	B	C	B	B-
B-	B-	B	C-	B	B-
A	B	B-	D	A-	B
B	B-	B	B	B-	B
B	B	B	D	C	B-
B	B-	A-	A	A	A-
C	B	A	D-	B	B-
B-	B-	B	B-	B-	B-
A-	A-	A-	B	B	A-
B-	B	B	N/A	B-	B
C	B	A-	B-	B	B
B-	B-	B-	C	B	B-

A = less than 10% A- = 10-19%, B = 20-29% B- = 30-39% C = 40-49% C- = 50-59% D = 60-69% D- = 70-79% E = 80% or more

04

EDUCATION AND TRAINING

Trainees caring for Victorians in public hospitals report inadequate access to the education and training they are entitled to.



	DiTs who rate mentor programs, career events and career progression at their health service as being of poor or very poor quality (%)
Albury Wodonga Health	C
Alfred Health	B
Austin Health	B
Ballarat Health Services	B-
Barwon Health	C
Bendigo Health Care Group	B-
Eastern Health	B
Echuca Regional Health Service	D
Goulburn Valley Health	C-
Latrobe Regional Hospital	D
Melbourne Health	B
Mercy Public Hospitals Inc	C
Mildura Base Hospital	D-
Monash Health	B-
Northeast Health Wangaratta	B-
Northern Health	B-
Peninsula Health	D
Peter MacCallum Cancer Institute	B
South West Healthcare	D
St Vincent's Health	B-
The Royal Children's Hospital	A-
The Royal Victorian Eye & Ear Hospital	B
The Royal Women's Hospital	B
Western Health	B-

DiTs who rate professional development support and opportunities at their health service as being of poor or very poor quality (%)	DiTs who rate formal teaching activities at their hospital as being of poor or very poor quality (%)	DiTs who rate informal teaching activities at their hospital as being of poor or very poor quality (%)	Interns who do not receive their entitlement of 1 hour of weekly teaching free of service provision (%)	Interns who do not receive their entitlement of 10 hours of fortnightly training time free of service provision (%)	Trainees whose average workload prevents them from attending more than 50% of sessions (%)	Trainees entitled to teaching or training time whose rosters do not contain allocation of these activities (%)	OVERALL
C-	A-	A	E	D	B-	A-	B-
B	A-	B-	D	D	C-	E	C
B	A-	A	C-	C-	C	C-	B-
C	B	A	B-	A	A	B	B
C	C	B	E	D-	C	D-	C-
C	B	A-	C	A-	C	D	B-
B-	B	A-	D	C	B	A-	B-
D-	B-	C-	D	A	A	A-	B-
B-	C-	C	D	A	C-	E	C
D	D	C	D	D-	C-	C-	D
B-	A-	A-	C-	C-	B-	D	B-
C	B-	C-	A	B	B	C-	B-
D-	D	B	D-	D	E	E	D
B-	A-	B	D-	C	B	C	B-
C	B-	A-	A-	C-	B	D-	B-
C	A-	B	A-	C-	B-	D	B-
C-	B	B	E	D	B	C	C
A	A	B	N/A	D	B	B-	B
C-	C	B	E	C-	C-	E	C-
B-	A-	A-	D	C-	C	D	C
B	A-	A	N/A	D-	C	D	B-
B	A-	A-	N/A	A	A-	A	B
A-	A-	B	N/A	A	C-	B	B-
C	B	B	B-	D	C	C	B-

A = less than 10% A- = 10-19% B = 20-29% B- = 30-39% C = 40-49% C- = 50-59% D = 60-69% D- = 70-79% E = 80% or more

05

WORKFORCE MANAGEMENT AND CULTURE

* Enterprise Agreement breaches including less than 10 hours between shifts, shifts longer than 16 hours, less than 48 hours post night shift, less than one day off between different hospitals.

** Subtypes of unacceptable behaviours experienced, witnessed and reported, and barriers to reporting are reported below.

*** Such as marriage, family plans, religion, sexual orientation, or location of residence.



	DiTs paid for 50% or less of unrostered overtime they work (%)
Albury Wodonga Health	A
Alfred Health	E
Austin Health	E
Ballarat Health Services	E
Barwon Health	E
Bendigo Health Care Group	D-
Eastern Health	E
Echuca Regional Health Service	D-
Goulburn Valley Health	C-
Latrobe Regional Hospital	D-
Melbourne Health	E
Mercy Public Hospitals Inc	E
Mildura Base Hospital	B-
Monash Health	D-
Northeast Health Wangaratta	B
Northern Health	D
Peninsula Health	B-
Peter MacCallum Cancer Institute	D-
South West Healthcare	D-
St Vincent's Health	D
The Royal Children's Hospital	E
The Royal Victorian Eye and Ear Hospital	C-
The Royal Women's Hospital	A
Western Health	E

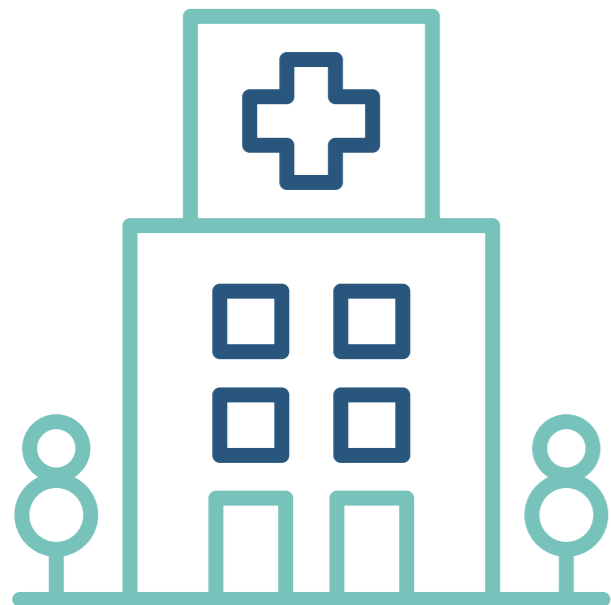
DiTs who report ongoing breaches at their health service to the requirements and recommendations of the current Doctors in Training Enterprise Agreement* (%)	DiTs who have experienced discrimination, harassment, sexual harassment, bullying or victimisation at work** (%)	DiTs who have been asked inappropriate questions during an interview or pre interview at their hospital*** (%)	OVERALL
C-	B	A-	B
C-	B-	B	C
B-	B-	A-	C
C	B-	B	C
C	B	B	C
C	B	B	C
D	B	A-	C
B	A-	A	B
B	B-	A	B
C-	C	B	C
D	B	A-	C
C	A-	B-	C
B-	B-	A-	B
C	B	B	C
C-	B-	B	B-
C	B	B	B-
C-	B-	B	B-
B	A	A-	B
D-	B	A-	C
C	B-	B	C
C-	A	B-	C
D-	A-	A-	B-
E	A-	B-	B-
C-	B	B	C

A = less than 10% A- = 10-19% B = 20-29% B- = 30-39% C = 40-49%
C- = 50-59% D = 60-69% D- = 70-79% E = 80% or more

06

RECOMMENDATION BY TRAINEES

The following table is useful for doctors in training when considering their preferences for health services.




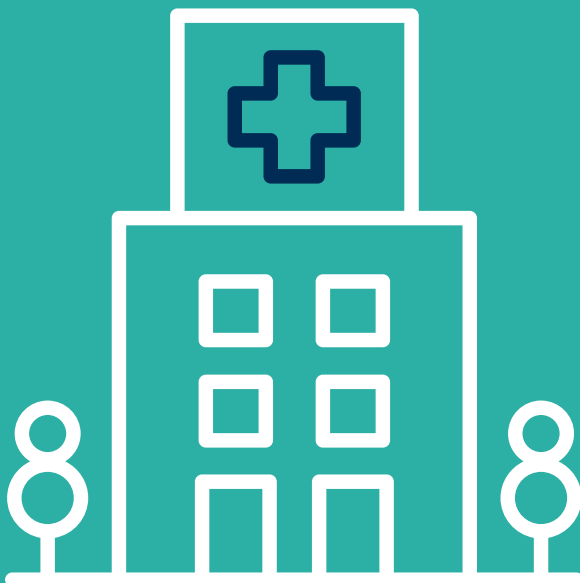
DITs who agree or strongly agree that they would recommend their health service (%)	
Albury Wodonga Health	C-
Alfred Health	B-
Austin Health	B-
Ballarat Health Services	B
Barwon Health	C
Bendigo Health Care Group	B
Eastern Health	C
Echuca Regional Health Service	D-
Goulburn Valley Health	C
Latrobe Regional Hospital	E
Melbourne Health	B-
Mercy Public Hospitals Inc	D
Mildura Base Hospital	E
Monash Health	C
Northeast Health Wangaratta	B
Northern Health	B-
Peninsula Health	B-
Peter MacCallum Cancer Institute	C
South West Healthcare	E
St Vincent's Health	C
The Royal Children's Hospital	A-
The Royal Victorian Eye and Ear Hospital	C-
The Royal Women's Hospital	C-
Western Health	C-

A = 91% or more A- = 81-90% B = 71-80% B- = 61- 70% C = 51-60%
C- = 41-50% D = 31-40% D- = 21-30% E = 0-20%

**Australian Medical
Association Victoria**

293 Royal Parade
Parkville Victoria 3052
Telephone: 03 9280 8722
Country Freecall: 1800 810 451
Facsimile: 03 9280 8786
Email: amavic@amavic.com.au

 facebook.com/AMAVinVictoria/
 twitter.com/amavictoria



Disclaimer

The AMA Victoria Hospital Health Check was completed on a voluntary basis by Victorian doctors in training covered by the Doctor in Training Enterprise Agreement 2018-2021.

The purpose of this document is to assist graduating medical students as well as current interns and residents when deciding on which health services to apply for in the future.

This information is provided in good faith and should only be used as a guide. It is intended to be general in nature and is made available on the understanding that the AMA Victoria does 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 health service and staff.

Whilst every effort has been made to ensure the accuracy of the collation of the information in this survey, AMA Victoria 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 Victoria does not take any responsibility for the outcomes published in the survey.

Comparison of results among health services must be made with caution, as the survey did not involve a probabilistic sampling frame, but instead was open to the entire Victorian doctor in training population. Further, as doctors in training were not randomly allocated to health services, differences in attitudes and expectations of respondents cannot be adequately controlled. This introduces biases into the results which cannot be accounted for.

Thus, all differences among health services should be interpreted as specific only to the survey respondents and must not be interpreted as representative of the experiences of all junior doctors in Victoria.

*** Stage of Training**

Survey Respondents	Number	Percentage
Intern	332	32.52
HMO	299	29.29
Unaccredited/ Non-Training Registrar	80	7.84
Accredited Registrar	225	22.04
Advanced Trainee/Fellow (final year of training)	74	7.25
Career Medical Officer	1	0.10
Prefer to not disclose	10	0.98
Total	1,021	100