

EASTERN HEALTH

**AMA
VICTORIA
HOSPITAL
HEALTH
CHECK 2019
REPORT**

Australian Medical Association
Victoria



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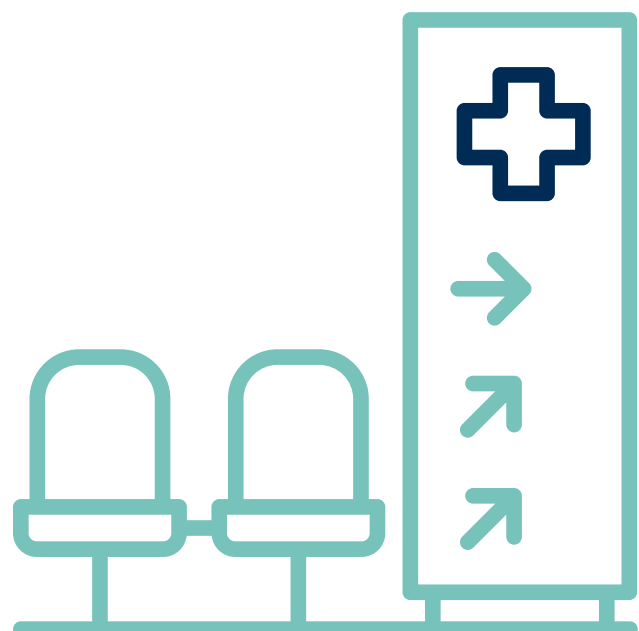


The 2019 Hospital Health Check (HHC) survey provides a snapshot of the work life experience of Victorian doctors in training. AMA Victoria is using the HHC findings to continue to advocate for urgent and longer-term changes to protect trainees and their patients. Findings pertaining to the working conditions of doctors in training are particularly concerning given they represent experiences before the COVID-19 pandemic placed additional pressure on the sector. The survey highlights that trainees feel unable to raise concerns or keep accurate records of their workloads without risking progression in competitive career pathways. Unacceptable behaviours continue to occur in our hospitals, with trainees also quoting barriers to reporting.

Fatigue, excessive workloads and staff shortages are resulting in an alarming number of clinical errors, and are adversely impacting the physical and mental wellbeing of the trainees who provide frontline and 24-hour care to Victorians

The medical profession has faced these self-perpetuating issues for several generations, and we hope that tools such as this survey will help to inspire the required solutions.

We will continue to conduct this survey on a yearly basis and hope to see improvements in all areas.



Congratulations

The Hospital Health Check Survey Results:

Congratulations to the following health services who were best ranked by their trainees in the different domains of the survey:



Best in Rostering, Workload and Overtime

Albury Wodonga Health
Goulburn Valley Health

Best in Access to Leave

Latrobe Regional Hospital
Melbourne Health
Northern Health
Peninsula Health
South West Healthcare

Best in Trainee Well-being

Northern Health

Best in Education and Training

The Royal Victorian
Eye & Ear Hospital

Best in Workforce Management and Culture

Northern Health

Best in Recommendation by Trainees

Northern Health
The Royal Women's Hospital



List of Questions

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5	Frequency of needing to work through their 30 minute meal break on an average week
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8	Trainees who made a clinical error in 2019 due to fatigue
9	Trainees who made a clinical error in 2019 due to excessive workload or under staffing
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17	Intern teaching or registrar training time appears correctly on roster
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19	Trainees who have experienced discrimination, harassment, sexual harassment, bullying or victimisation at work
20	Trainees who have experienced unacceptable behaviours
21	Trainees who have witnessed unacceptable behaviours
22	Trainees who have reported unacceptable behaviours
23	Barriers preventing trainees from reporting unacceptable behaviours
24	Trainees asked inappropriate questions during job interviews or pre-interviews
25	Trainees who sought flexible working arrangements
26	Trainees who have considered resigning due to workload and poor conditions
27	Trainees who would recommend their hospital to other DiTs for the coming year:

1 Workplace Morale		
	Health Service	Victorian Average
Very good	4%	10%
Good	19%	29%
Satisfactory	30%	29%
Poor	32%	22%
Very poor	15%	11%

2 How often trainees feel worn out because of their work		
	Health Service	Victorian Average
Never	0%	1%
Rarely	8%	10%
Sometimes	32%	38%
Often	41%	32%
Very often	19%	19%

3 How often trainees were paid for the unrostered overtime they worked		
	Health Service	Victorian Average
Never	62%	44%
About 25% of the time	18%	22%
About 50% of the time	7%	14%
About 75% of the time	4%	10%
Always	9%	10%

4 Reasons why trainees were not paid all of the unrostered overtime they worked	
Did not know claiming this was possible	1%
Unclear or confusing claiming process	15%
Highly obstructive or difficult claiming process	49%
Did not believe the amount of overtime worked was worth claiming	50%
Advised that unrostered overtime is only paid for stipulated reasons	46%
Advised not to claim by my Registrar	4%
Advised not to claim by my Consultant or Head of Unit	21%
Advised not to claim by peers at the same level of training	43%
Advised not to claim by hospital administration or Medical Workforce Unit	12%
Claim submitted but rejected by Medical Workforce Unit	12%
Claim submitted but rejected by Consultant or Head of Unit	4%
Hospital / workplace cultural expectations	50%
Not applicable: no unrostered overtime was performed	0%
Not applicable: all unrostered overtime worked was paid	9%

5 Frequency of needing to work through their 30 minute meal break on an average week	
Never	1%
Rarely	4%
Sometimes	21%
Often	27%
Very often	47%

6 Trainees whose work hours prevent important things for their physical health	
Never	1%
Rarely	5%
Sometimes	29%
Often	40%
Very often	25%

7	Trainees whose work hours prevent important things for their mental wellbeing	
Never		1%
Rarely		10%
Sometimes		29%
Often		37%
Very often		23%

8	Trainees who made a clinical error in 2019 due to fatigue		
	Health Service	Victorian Average	
Yes	55%	56%	
No	45%	44%	

9	Trainees who made a clinical error in 2019 due to excessive workload or understaffing		
	Health Service	Victorian Average	
Yes	62%	60%	
No	38%	40%	

10	Trainees who raised serious concerns about workload with supervisors or Medical Workforce Unit but were brushed off or ignored	
Yes		41%
No		59%

11	Trainees rating of employer support for their mental health and wellbeing	
Very good		3%
Good		16%
Satisfactory		34%
Poor		25%
Very poor		22%

12	Trainees who attend work despite being unwell enough to warrant staying home	
Never		4%
Rarely		24%
Sometimes		28%
Often		25%
Always		18%

13	Barriers faced by trainees when needing to use sick leave	
Health service does not provide adequate coverage for absence		81%
Lack of support from supervisors or senior medical staff		15%
Lack of adequate after-hours support from the Medical Workforce Unit		21%
There is a culture of not calling in sick		36%
Do not want to burden colleagues with extra work		82%
Work would pile up if take sick leave		40%

14	Intern teaching *	
	Health Service	Victorian Average
Receive entitlement fully	50%	43%
Teaching available but not free from clinical duties	50%	57%
No formal intern teaching offered	0%	0%

15	Registrar training time *	
	Health Service	Victorian Average
Receive entitlement fully	47%	48%
Training time available but not free from clinical duties	40%	33%
No registrar training time offered	14%	19%

16 Barriers to attending intern teaching or registrar training time *	
Lack of advertisement	8%
Not appropriately rostered	40%
Not offered consistently	13%
Lack of coverage by registrars or consultants to allow attendance	42%
Excess workload	53%
No barriers	17%
Other	15%

17 Intern teaching or registrar training time appears correctly on roster *	
Yes	87%
No	13%

18 Reported ongoing breaches to the 2018-21 Doctors in Training Enterprise Agreement	
Working shifts with less than a 10-hour break between them (including telephone calls, being recalled into the hospital, being on-call for sick leave etc.)	41%
Working shifts greater than 16 hours	11%
Less than 48 hours off duty when moving from night shifts to any other shift arrangement	27%
Less than a whole calendar day clear from duty (including on-call and overtime) between your final shift at Hospital 1 and your first shift at Hospital 2	18%
None of these options have occurred	36%

19 Trainees who have experienced discrimination, harassment, sexual harassment, bullying or victimisation at work	
Yes	27%
No	73%

20	Trainees who have experienced unacceptable behaviours	
Discrimination		9%
Harassment		3%
Sexual harassment		5%
Bullying		24%
Victimisation		9%
Not applicable		70%

21	Trainees who have witnessed unacceptable behaviours	
Discrimination		18%
Harassment		9%
Sexual harassment		11%
Bullying		48%
Victimisation		17%
Not applicable		44%

22	Trainees who have reported unacceptable behaviours	
Discrimination		3%
Harassment		2%
Sexual harassment		5%
Bullying		9%
Victimisation		6%
Not applicable		86%

23 Barriers preventing trainees from reporting unacceptable behaviours	
Fear of negative career consequences	64%
Unsure of reporting process	36%
Fear of disrupting team dynamic	47%
Reporting is not in the “ethos” of the unit/hospital	17%
Don't have time to make an appointment	14%
Process is too difficult	26%
Criticism from colleagues	23%
Lack of capacity for anonymous reporting	32%
I would be judged by my colleagues as not being resilient enough	27%
Lack of senior colleague to report to	18%
Intimidation from colleagues/management	24%
No barriers to reporting	20%

24 Trainees asked inappropriate questions during job interviews or pre-interviews	
Sexual orientation	2%
Family Plans and/or Marriage/Partnerships	11%
Religion	0%
Location of residence	14%
Health and Mental Health (not including questions regarding pre-existing injuries/medical conditions/disability that would affect performance of inherent requirements of the job)	3%
No inappropriate questions asked	73%


25 Trainees who sought flexible working arrangements	
Did not seek	82%
Sought and was successful	8%
Sought and applied but was unsuccessful	6%
Sought but was unable to apply	5%

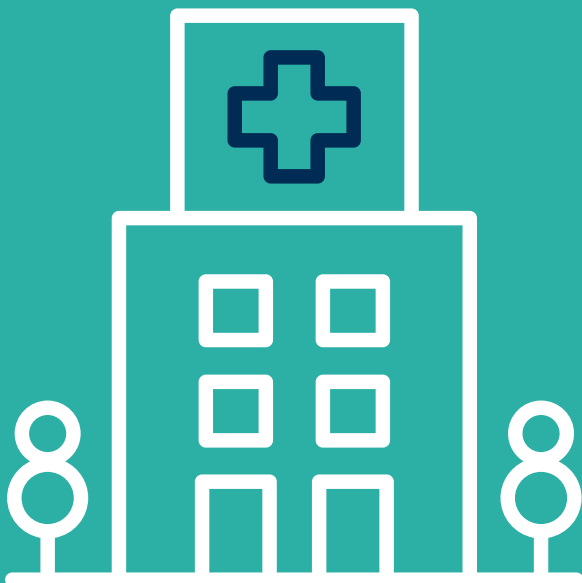
26	Trainees who in the preceding 6 months had considered resigning due to workload and poor working conditions	
Never		23%
Rarely		21%
Sometimes		29%
Often		18%
Very often		10%

27	Trainees who would recommend their hospital to peers	
	Health Service	Victorian Average
Strongly agree	7%	17%
Agree	32%	37%
Neutral	33%	26%
Disagree	19%	11%
Strongly disagree	10%	9%

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Disclaimer

The AMA Victoria Doctors in Training (DiT) Sub-Division Hospital Health Check survey was completed on a voluntary basis by Victorian doctors in training covered by the DiT Enterprise Agreement 2018-2021.

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 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 and the AMA Victoria's DiT Sub-Division 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 Health Service and staff at the relevant Health Service.

Whilst every effort has been made to ensure the accuracy of the collation of the information in this survey, AMA Victoria, its employees and the AMA DiT Sub-Division 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 and the AMA Victoria DiT Sub-Division do 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 DiT population. Further, as DiTs 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	265	23.92%
HMO	324	29.24%
Unaccredited/ Non-Training Registrar	98	8.84%
Accredited Registrar	270	24.37%
Advanced Trainee/Fellow (final year of training)	133	12.00%
Career Medical Officer	1	0.09%
Prefer to not disclose	17	1.53%
Total	1,108	100%