

THE ROYAL VICTORIAN
EYE & EAR HOSPITAL

**AMA
VICTORIA
HOSPITAL
HEALTH
CHECK 2019
REPORT**

Australian Medical Association
Victoria



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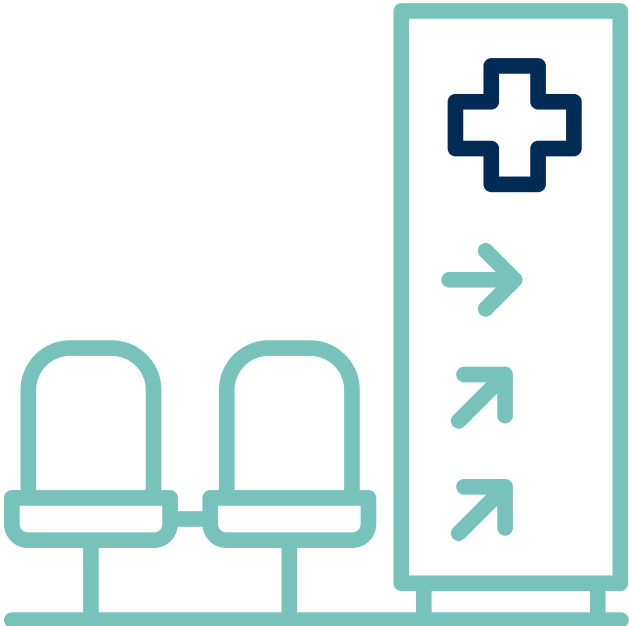


The 2019 Hospital Health Check (HHC) survey provides a snapshot of the work life experience of Victorian doctors in training. AMA Victoria is using the HHC findings to continue to advocate for urgent and longer-term changes to protect trainees and their patients. Findings pertaining to the working conditions 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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20	Trainees who have experienced unacceptable behaviours
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22	Trainees who have reported unacceptable behaviours
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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	38%	10%
Good	0%	29%
Satisfactory	25%	29%
Poor	13%	22%
Very poor	25%	11%

2 How often trainees feel worn out because of their work		
	Health Service	Victorian Average
Never	0%	1%
Rarely	25%	10%
Sometimes	25%	38%
Often	13%	32%
Very often	38%	19%

3 How often trainees were paid for the unrostered overtime they worked		
	Health Service	Victorian Average
Never	50%	44%
About 25% of the time	13%	22%
About 50% of the time	13%	14%
About 75% of the time	13%	10%
Always	13%	10%

4 Reasons why trainees were not paid all of the unrostered overtime they worked	
Did not know claiming this was possible	0%
Unclear or confusing claiming process	50%
Highly obstructive or difficult claiming process	38%
Did not believe the amount of overtime worked was worth claiming	0%
Advised that unrostered overtime is only paid for stipulated reasons	38%
Advised not to claim by my Registrar	0%
Advised not to claim by my Consultant or Head of Unit	0%
Advised not to claim by peers at the same level of training	13%
Advised not to claim by hospital administration or Medical Workforce Unit	0%
Claim submitted but rejected by Medical Workforce Unit	25%
Claim submitted but rejected by Consultant or Head of Unit	0%
Hospital / workplace cultural expectations	25%
Not applicable: no unrostered overtime was performed	13%
Not applicable: all unrostered overtime worked was paid	25%

5 Frequency of needing to work through their 30 minute meal break on an average week	
Never	0%
Rarely	13%
Sometimes	50%
Often	25%
Very often	13%

6 Trainees whose work hours prevent important things for their physical health	
Never	0%
Rarely	13%
Sometimes	38%
Often	25%
Very often	25%

7	Trainees whose work hours prevent important things for their mental wellbeing	
Never		0%
Rarely		25%
Sometimes		13%
Often		38%
Very often		25%

8	Trainees who made a clinical error in 2019 due to fatigue	
	Health Service	Victorian Average
Yes	63%	56%
No	38%	44%

9	Trainees who made a clinical error in 2019 due to excessive workload or understaffing	
	Health Service	Victorian Average
Yes	50%	60%
No	50%	40%

10	Trainees who raised serious concerns about workload with supervisors or Medical Workforce Unit but were brushed off or ignored	
Yes		25%
No		75%

11	Trainees rating of employer support for their mental health and wellbeing	
Very good		25%
Good		13%
Satisfactory		0%
Poor		13%
Very poor		50%

12 Trainees who attend work despite being unwell enough to warrant staying home	
Never	0%
Rarely	25%
Sometimes	50%
Often	25%
Always	0%

13 Barriers faced by trainees when needing to use sick leave	
Health service does not provide adequate coverage for absence	63%
Lack of support from supervisors or senior medical staff	0%
Lack of adequate after-hours support from the Medical Workforce Unit	38%
There is a culture of not calling in sick	13%
Do not want to burden colleagues with extra work	63%
Work would pile up if take sick leave	13%

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

15 Registrar training time *		
	Health Service	Victorian Average
Receive entitlement fully	67%	48%
Training time available but not free from clinical duties	33%	33%
No registrar training time offered	0%	19%

16 Barriers to attending intern teaching or registrar training time *	
Lack of advertisement	0%
Not appropriately rostered	60%
Not offered consistently	0%
Lack of coverage by registrars or consultants to allow attendance	20%
Excess workload	40%
No barriers	40%
Other	20%

17 Intern teaching or registrar training time appears correctly on roster *	
Yes	100%
No	0%

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.)	38%
Working shifts greater than 16 hours	0%
Less than 48 hours off duty when moving from night shifts to any other shift arrangement	0%
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	13%
None of these options have occurred	50%

19 Trainees who have experienced discrimination, harassment, sexual harassment, bullying or victimisation at work	
Yes	63%
No	38%

20	Trainees who have experienced unacceptable behaviours	
Discrimination		25%
Harassment		25%
Sexual harassment		0%
Bullying		38%
Victimisation		0%
Not applicable		38%

21	Trainees who have witnessed unacceptable behaviours	
Discrimination		13%
Harassment		25%
Sexual harassment		0%
Bullying		25%
Victimisation		0%
Not applicable		63%

22	Trainees who have reported unacceptable behaviours	
Discrimination		13%
Harassment		25%
Sexual harassment		0%
Bullying		13%
Victimisation		0%
Not applicable		63%

23 Barriers preventing trainees from reporting unacceptable behaviours	
Fear of negative career consequences	50%
Unsure of reporting process	25%
Fear of disrupting team dynamic	0%
Reporting is not in the “ethos” of the unit/hospital	0%
Don't have time to make an appointment	13%
Process is too difficult	38%
Criticism from colleagues	0%
Lack of capacity for anonymous reporting	38%
I would be judged by my colleagues as not being resilient enough	13%
Lack of senior colleague to report to	25%
Intimidation from colleagues/management	25%
No barriers to reporting	38%

24 Trainees asked inappropriate questions during job interviews or pre-interviews	
Sexual orientation	0%
Family Plans and/or Marriage/Partnerships	0%
Religion	0%
Location of residence	0%
Health and Mental Health (not including questions regarding pre-existing injuries/medical conditions/disability that would affect performance of inherent requirements of the job)	0%
No inappropriate questions asked	100%

25 Trainees who sought flexible working arrangements	
Did not seek	88%
Sought and was successful	13%
Sought and applied but was unsuccessful	0%
Sought but was unable to apply	0%

26	Trainees who in the preceding 6 months had considered resigning due to workload and poor working conditions	
Never		75%
Rarely		0%
Sometimes		0%
Often		25%
Very often		0%

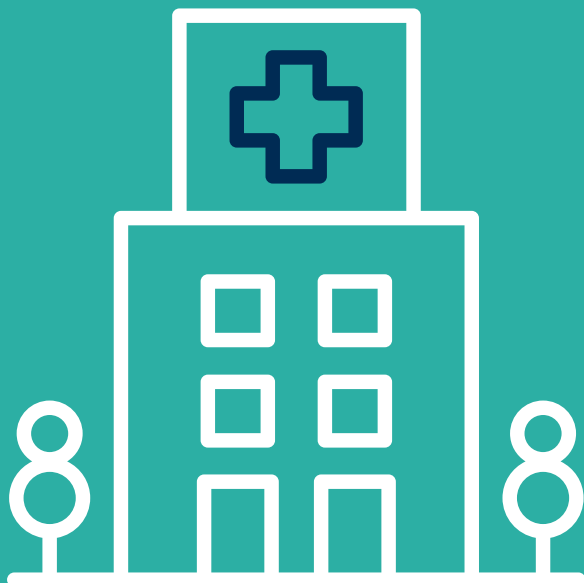
27	Trainees who would recommend their hospital to peers	
	Health Service	Victorian Average
Strongly agree	13%	17%
Agree	25%	37%
Neutral	25%	26%
Disagree	25%	11%
Strongly disagree	13%	9%

**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/AMAVictoria/](https://www.facebook.com/AMAVictoria/)

 twitter.com/amavictoria



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%