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Doctor-in-Training

2022 AMA (NSW)
HHC Survey
Key Findings





INTRODUCTION

The 2022 Hospital Health Check survey is our sixth year reporting on working conditions for doctors-in-training across NSW.

We were exceptionally pleased by the number of doctors-in-training who participated in this year's survey. There were 1766 respondents to AMA (NSW)'s 2022 Hospital Health Check, which surpassed our total last year.

Considering the high demand on DITs, pressure in hospitals and pandemic stress, as well as the competing surveys from other health stakeholders, we feel particularly privileged that DITs took the time to respond to our questions about their working lives.

Each year, we tweak the survey format in an effort to improve our reporting. In addition to our usual questions around rostering, overtime, access to leave, bullying & discrimination and fatigue, we included questions that were introduced for the first time in 2021. These included: Do you feel valued? What do you like about your hospital? What would you improve? We also included questions around the types of facilities available such as common areas, sleeping accommodation, lactation rooms, childcare facilities, etc.

We're hoping that by incorporating these questions (and answers), we will gain a more complete picture about the experiences of DITs at their hospitals and provide a better guide for hospitals on what they can do to improve.

In 2022, we experienced a rapid rise in Omicron infections and record numbers of healthcare workers furloughed as a result. Consequently, it comes as no surprise that doctors-in-training revealed a spike in the number of unrostered overtime hours worked and higher levels of fatigue in this year's 2022 Hospital Health Check results.

Despite that, there were some other interesting results in 2022 - notably a decrease in the number of doctors-in-training who reported bullying. We can also report a narrowing of the gap between the number of women claiming overtime compared to men overall, as well as among certain specialties such as surgery and emergency medicine.

Thank you to all survey participants - your input helps us advocate for improvements to working conditions. We appreciate your support and look forward to creating a better system for you.

Dr Sanjay Hettige and Dr Jacqueline Ho
AMA (NSW) Co-Chairs, Doctors-in-Training Committee



ABOUT THE RESULTS



This year **1,766 respondents** answered the survey, which included individuals from **35 hospitals** which obtained a sufficient number of responses to be included in the analysis.

ABOUT THE RESPONDENTS

35 hospitals had enough respondents to assess individually. Responses from other hospitals are included in grades for local health districts and the overall results.

The breakdown of respondents by gender was:

- **58%** women
- **41%** men
- Just under **1%** were non-binary

The breakdown of respondents by stage of training was:

- Intern (**23%**)
- Resident (**25%**)
- Senior Resident Medical Officer (**9%**)
- Unaccredited specialty training registrar (**8%**)
- Accredited specialty training registrar (**30%**)
- Fellow (**3%**)
- Other (**2%**)

Do you feel valued?



46%

On average, **46% of respondents** indicated they feel valued by their hospital.

Would you recommend your hospital?



54%

More than **half of respondents (54%)** said they would recommend their hospital to another doctor-in-training.



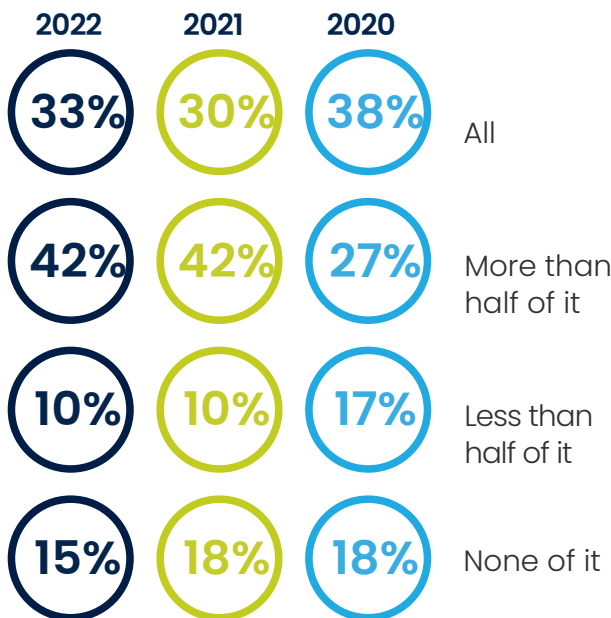
Unrostered Overtime Worked



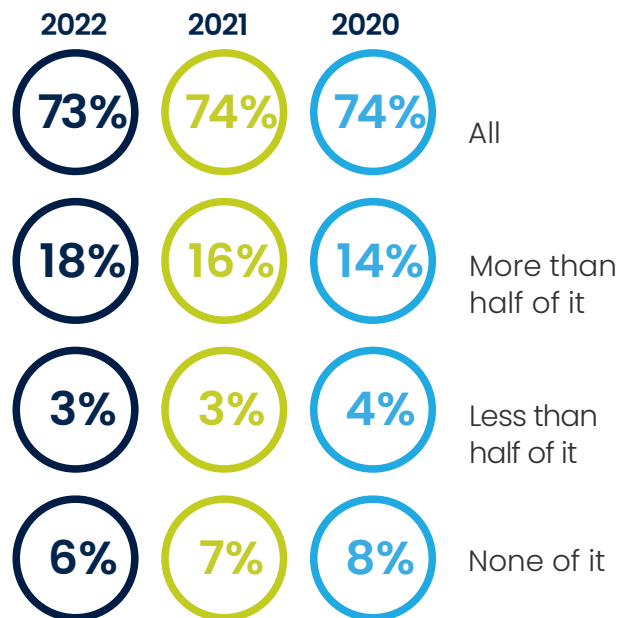
72%

of respondents reported **working more than 5 hours** of unrostered overtime in an average fortnight.

UROT Overtime claimed

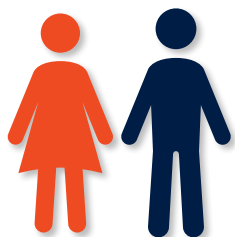


UROT Overtime paid



Women don't claim as much overtime as men.

Overall



30%

of women claim all of their overtime.

39%

of men claim all of their overtime.

Surgery



In 2022, **38% of women** claimed all of their overtime, just slightly behind their **male colleagues, 57%** of whom claimed all of their overtime.

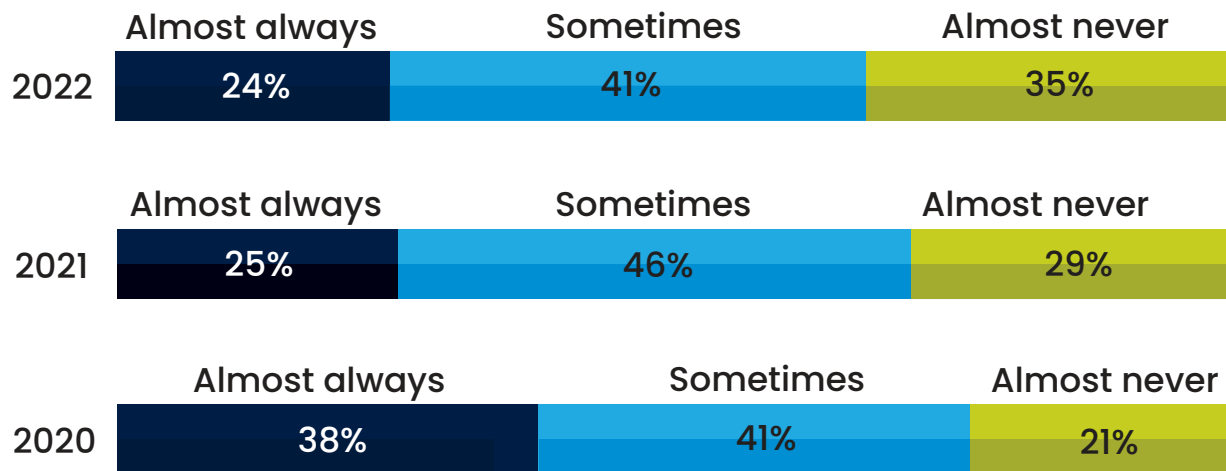
Emergency




The number of **male emergency med trainees who claimed** all of their overtime was on par with **female emergency med trainees (23%)**.



Rosters matching expectations




Bullying
37%
 Of all respondents reported experiencing bullying at work with senior medical colleges the most likely source.



Fatigue
56%
 More than half (**56%**) of all respondents had felt concern for their personal safety due to fatigue associated with long hours.

Intimidation at work

27% of respondents **felt intimidated** at work, with the main culprits being (in order):

1. Patient’s families (the dominant source)
2. Senior medical colleagues
3. Nurses

Discrimination

25% of **doctors-in-training** experienced discrimination

31% of **women** experienced discrimination

16% of **men** experienced discrimination

Results by hospital

HOSPITAL(S)	Rostering	Overtime	Leave	Behaviours	Sick Leave	Facilities
Bankstown – Lidcombe	D	B	B	B	C	D
Blacktown and Mt Druitt	D	B	C	B	C	D
Calvary Mater Newcastle	D	B	B	C	C	C
Campbelltown	C	B	B	C	C	D
Canterbury	D	B	B	C	B	D
Coffs Harbour Heath Campus	D	A	B	B	C	D
Concord	D	B	C	C	D	D
Dubbo Base	C	B	B	B	B	C
Gosford	D	B	B	B	C	D
Hornsby – Ku-ring-gai	C	B	C	B	C	C
John Hunter	D	B	B	B	C	D
Lismore Base	C	B	B	B	D	D
Liverpool	D	B	B	B	C	D
Maitland	C	B	B	B	C	D
Manning Base	C	A	B	B	B	D
Nepean	C	B	B	C	C	D
Northern Beaches	D	B	C	B	C	D
Orange Health Service	D	B	B	B	C	D
Port Macquarie Base	D	B	B	B	C	D
Prince of Wales	D	B	B	C	C	D
Royal North Shore	D	B	B	B	C	D
Royal Prince Alfred	C	B	B	B	C	D
Ryde	D	B	B	C	D	D
Shoalhaven District Memorial	D	B	C	C	D	D
St George	C	B	B	B	C	D
St Vincent's	C	B	B	B	C	D
Sutherland	C	B	B	B	C	D
Sydney Children's Randwick	D	C	C	D	D	E
Tamworth Rural Referral	D	B	B	C	B	C
The Children's at Westmead	C	C	C	C	C	D
The Tweed	C	A	A	B	C	D
Wagga Wagga Base	C	A	A	B	B	C
Westmead	D	B	B	B	C	D
Wollongong	D	B	B	B	C	D
Wyang	C	B	B	C	C	D