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AUSTRALIAN SALARIED MEDICAL  
OFFICERS' FEDERATION QUEENSLAND,  
INDUSTRIAL ORGANISATION OF EMPLOYEES

**AMA QUEENSLAND AND ASMOFQ**

# **RESIDENT HOSPITAL HEALTH CHECK 2021**



# INTRODUCTION

In 2021, AMA Queensland and its Council of Doctors in Training, in collaboration with ASMOFQ (Australian Salaried Medical Officers' Federation Queensland), surveyed Resident Medical Officers (RMOs) throughout Queensland, including Interns, Junior House Officers, Senior House Officers and those on Continued Residency. The survey evaluated their experiences of employment in Queensland and subsequently compared hospitals across the state. Results were reported for a total of 808 junior doctors across 21 hospitals and Hospital and Health Services (HHSs). This was the sixth consecutive year for the survey and was designed to be similar to previous years so that results could be compared to previous years.

## MAJOR BREAKDOWN AMONG FULL SAMPLE

### Leave

Of the total sample, 59% were satisfied their leave preferences were taken into consideration, which was slightly lower than 2020 (62%) and 2019 (64%).

### Professional/career development

In total, 36% had applied for professional development leave (PDL), which represents an 8% increase in trainees applying for PDL compared with 2020 and is similar with the 2019 figure (38%). Among those who applied, leave was granted to 79% of applicants, which appears to have been steadily growing from 77% and 73% in 2020 and 2019 respectively. Further, 52% and 32% were satisfied that their clinical rotation preferences had been accommodated, and with opportunities to be involved in research and auditing (this is compared with 51% and 33% respectively in 2020).

### Pay and overtime

Among the full sample, a total of 24% of respondents reported not being fully paid for claimed overtime, which was steady when compared with 2020. Further, 25% reported that they had been advised not to claim overtime payment by an administrative officer or a more senior medical officer and 25% also believed doing so would lead to a negative assessment (holding steady with 27% on both questions in 2020).

### Wellbeing and workplace culture

Importantly, 30% of respondents reported that they had felt unsafe at work, which appears to be trending up from 27% in 2020 and 22% in 2019, and 51% reported that they had been concerned about making a clinical error due to fatigue related to long work hours. Less than half of respondents were satisfied with the hospital facilities (43%) and the quality of the teaching and training (46%) on offer, with the former appearing to trend down from 47% in 2020 and 57% in 2019.

### Bullying, discrimination and harassment

Overall, 34% experienced bullying/discrimination/harassment, with a further 17% witnessing one or more of these behaviours. The percentage who experienced bullying/discrimination/harassment in 2021 was steady with 2020 and 2019 (34% and 33% respectively). Only 34% of respondents who reported these behaviours felt they had been addressed appropriately, which was much lower than 2020 (65%) and 2019 (46%), and 71% were concerned that reporting the matter might lead to negative consequences (down from 77% in 2020).

	Bundaberg Hospital	Caboollure Hospital	Cairns Hospital	Gold Coast Hospital	Hervey Bay Hospital	Ipswich Hospital	Logan Hospital	Mackay Base Hospital	Mater Public South Brisbane	Metro South HHS (other)	Princess Alexandra Hospital	QLD Children's Hospital	Redcliffe Hospital	Robina Hospital	Rockhampton Hospital	SCHHS (other)	Sunshine Coast Uni Hospital	The Prince Charles Hospital	RBWH	Toowoomba Hospital	Townsville Uni Hospital	2021 OVERALL	2020 OVERALL	2019 OVERALL	2021/2020 COMPARISON
<b>Access to annual leave</b>																									
Satisfied preferences for leave were taken into consideration	57%	54%	60%	58%	62%	61%	62%	62%	75%	47%	58%	33%	73%	44%	62%	56%	58%	59%	45%	73%	47%	59%	62%	64%	●
<b>GRADE</b>	<b>C</b>	<b>C</b>	<b>B-</b>	<b>C+</b>	<b>B-</b>	<b>C+</b>	<b>C+</b>	<b>B-</b>	<b>B</b>	<b>C</b>	<b>C+</b>	<b>C-</b>	<b>B</b>	<b>C-</b>	<b>C+</b>	<b>C+</b>	<b>C</b>	<b>C+</b>	<b>C</b>	<b>B-</b>	<b>C</b>				
<b>Career progression and development</b>																									
Applied for PDL	41%	33%	48%	26%	33%	26%	46%	48%	29%	73%	33%	60%	41%	11%	15%	60%	42%	31%	43%	10%	45%	36%	28%	38%	●
PDL approval rate	80%	88%	78%	79%	88%	60%	75%	81%	88%	82%	65%	89%	100%	50%	100%	67%	82%	80%	72%	80%	65%	79%	77%	73%	●
Clinical rotation preferences taken into consideration	43%	50%	50%	53%	50%	22%	58%	68%	89%	53%	50%	20%	62%	56%	40%	28%	54%	56%	45%	60%	42%	52%	51%	55%	●
Satisfied with research and audit opportunities	14%	38%	35%	34%	42%	22%	27%	34%	43%	40%	38%	27%	41%	28%	20%	20%	27%	47%	34%	27%	29%	32%	33%	32%	●
<b>GRADE</b>	<b>C</b>	<b>C</b>	<b>C</b>	<b>C</b>	<b>C</b>	<b>D+</b>	<b>C</b>	<b>C</b>	<b>C+</b>	<b>C+</b>	<b>C</b>	<b>C-</b>	<b>C+</b>	<b>C-</b>	<b>C</b>	<b>C-</b>	<b>C</b>	<b>C</b>	<b>C</b>	<b>C</b>	<b>C</b>				
<b>Hours of work and overtime</b>																									
Working >90 hours per fortnight	11%	13%	11%	12%	4%	13%	12%	4%	0%	7%	29%	14%	3%	0%	8%	8%	12%	16%	23%	14%	15%	12%	11%	15%	●
Payment of un-rostered overtime	68%	78%	75%	77%	92%	83%	81%	76%	81%	100%	79%	64%	97%	62%	62%	68%	52%	64%	74%	92%	71%	76%	75%	80%	●
Advised not to claim overtime	11%	44%	36%	36%	12%	9%	31%	21%	12%	0%	36%	29%	9%	47%	28%	38%	29%	26%	21%	14%	23%	25%	27%	23%	●
Concerned it may negatively effect their assessment	30%	22%	38%	28%	17%	17%	19%	25%	4%	7%	17%	29%	14%	41%	28%	21%	42%	29%	30%	20%	41%	25%	27%	27%	●
<b>GRADE</b>	<b>B+</b>	<b>B</b>	<b>B</b>	<b>B+</b>	<b>A</b>	<b>A-</b>	<b>B+</b>	<b>B+</b>	<b>A</b>	<b>A+</b>	<b>B+</b>	<b>B</b>	<b>A</b>	<b>B</b>	<b>B</b>	<b>B+</b>	<b>B-</b>	<b>B</b>	<b>B+</b>	<b>A-</b>	<b>B</b>				
<b>Wellbeing and workplace culture</b>																									
Hospital facilities are very good or excellent	14%	0%	53%	67%	35%	4%	8%	47%	44%	43%	31%	21%	26%	44%	45%	54%	84%	40%	52%	40%	62%	43%	47%	57%	●
Teaching and training quality is very good or excellent	36%	35%	56%	57%	48%	26%	27%	45%	89%	50%	38%	14%	65%	56%	29%	38%	40%	27%	41%	67%	47%	46%	47%	51%	●
Concerned about making a clinical error due to fatigue caused by hours worked	56%	74%	56%	43%	48%	61%	54%	23%	22%	29%	62%	57%	41%	50%	45%	75%	52%	63%	67%	46%	59%	51%	48%	46%	●
Those who felt their safety had been compromised at work	36%	52%	27%	26%	26%	52%	27%	23%	7%	29%	35%	21%	32%	17%	16%	33%	32%	37%	39%	19%	47%	30%	27%	22%	●
Adequate break in between shifts (10 hours or more)	78%	87%	91%	83%	74%	78%	81%	81%	89%	64%	67%	50%	97%	72%	66%	79%	80%	80%	80%	96%	85%	81%	87%	87%	●
<b>GRADE</b>	<b>C</b>	<b>D+</b>	<b>B-</b>	<b>B-</b>	<b>C</b>	<b>C-</b>	<b>C</b>	<b>B-</b>	<b>B+</b>	<b>C+</b>	<b>C</b>	<b>C</b>	<b>B-</b>	<b>C+</b>	<b>C</b>	<b>C+</b>	<b>B-</b>	<b>C</b>	<b>C+</b>	<b>B-</b>	<b>C+</b>				
<b>Bullying, discrimination and sexual harassment</b>																									
Experienced	14%	14%	12%	10%	25%	9%	4%	12%	7%	15%	14%	8%	9%	6%	3%	9%	16%	3%	6%	9%	10%	10%	13%	12%	●
Witnessed	14%	27%	26%	14%	20%	22%	8%	9%	7%	23%	14%	15%	9%	22%	15%	13%	24%	31%	23%	6%	29%	17%	23%	16%	●
Both experienced and witnessed	17%	41%	19%	24%	10%	30%	19%	19%	7%	8%	30%	54%	18%	11%	26%	35%	16%	24%	42%	11%	42%	24%	21%	21%	●
For any of above,the perpetrators were SMO/consultants	31%	72%	50%	44%	46%	43%	25%	82%	33%	67%	48%	40%	33%	43%	33%	62%	50%	59%	54%	67%	44%	50%	47%	27%	●
For any of above,the perpetrators were registrars or PHOs	38%	17%	29%	33%	54%	50%	25%	35%	33%	0%	41%	10%	58%	14%	67%	23%	29%	35%	49%	58%	40%	37%	41%	21%	●
Did you feel there was anything you could do about it	56%	22%	46%	38%	46%	14%	38%	41%	33%	33%	34%	30%	75%	57%	33%	15%	36%	18%	19%	33%	36%	35%	47%	45%	●
Did you report it	44%	41%	29%	24%	36%	21%	25%	29%	17%	33%	31%	10%	42%	50%	20%	38%	29%	29%	38%	42%	44%	32%	30%	23%	●
Reported incidents were appropriately addressed	50%	10%	38%	39%	50%	50%	40%	23%	100%	20%	33%	20%	40%	50%	30%	0%	12%	38%	36%	43%	29%	34%	65%	46%	●
Concerned that there might be negative consequences for reporting	50%	78%	58%	69%	64%	71%	62%	65%	67%	83%	66%	90%	50%	71%	80%	85%	79%	71%	86%	75%	68%	71%	77%	55%	●
<b>GRADE</b>	<b>B-</b>	<b>C</b>	<b>C+</b>	<b>C+</b>	<b>C</b>	<b>C</b>	<b>C+</b>	<b>C</b>	<b>B-</b>	<b>C</b>	<b>C</b>	<b>C</b>	<b>B-</b>	<b>B-</b>	<b>C</b>	<b>C</b>	<b>C</b>	<b>C</b>	<b>C</b>	<b>C</b>	<b>C</b>				
<b>OVERALL GRADE</b>																									
<b>OVERALL GRADE</b>	<b>C+</b>	<b>C</b>	<b>C+</b>	<b>C+</b>	<b>B-</b>	<b>C</b>	<b>C+</b>	<b>B-</b>	<b>B</b>	<b>B-</b>	<b>C+</b>	<b>C</b>	<b>B</b>	<b>C</b>	<b>C+</b>	<b>C+</b>	<b>C+</b>	<b>C+</b>	<b>C</b>	<b>B-</b>	<b>C</b>				

NOTE: The Metro South (other) includes four hospitals with a small number of respondents, including: Inala Community Health Service, Queen Elizabeth II, Redland Hospital and Wynnum-Manly Community Centre. The SCHHS (other) refers to respondents who indicated they rotated between various hospitals within SCHHS.

NOTE: for the traffic lights green means at least a 5% improvement while red means at least 5% worse, all else is yellow.

Comparison with 2021/2020 responses

● Improvement | ● Worsening | ● Same as last year

# TOP 6 PRIORITIES IN QUEENSLAND

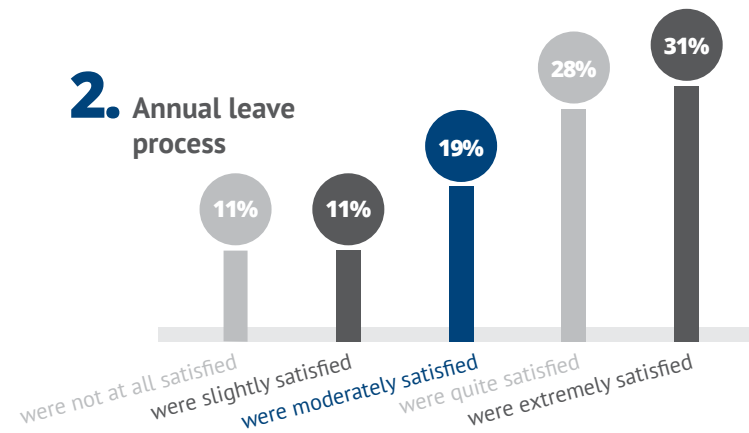
The following are the six highest ranked issues in order of priority.

## 1. Clinical rotation preferences

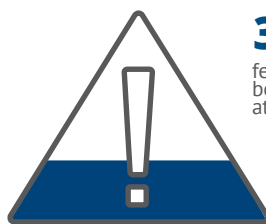
Clinical rotation preferences was rated the most important (54% ranked it as most important). Overall, 52% were quite or extremely satisfied with clinical rotation, which was steady with 51% in 2020, but down from 56% in 2019.



## 2. Annual leave process



## 3. Personal safety

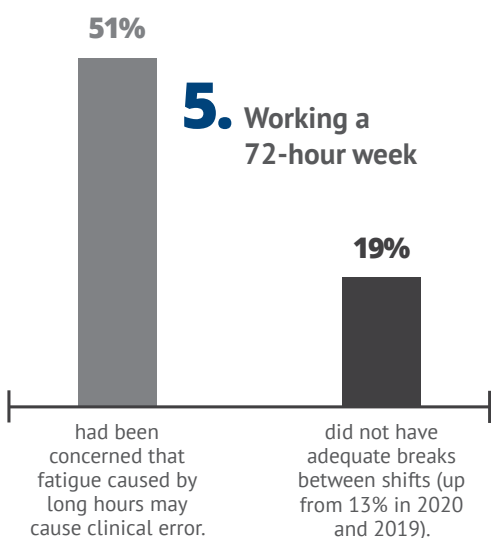


30% felt their safety had been compromised at work.

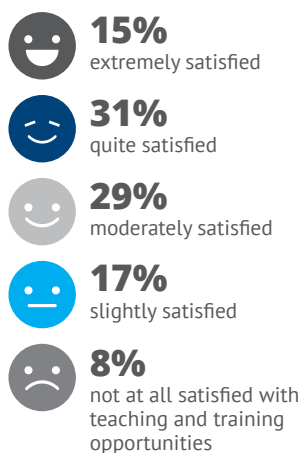
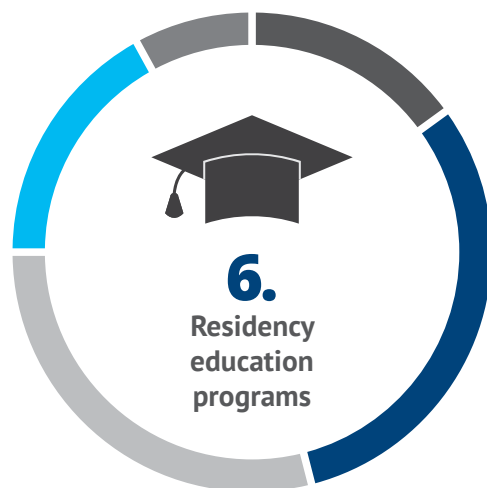
## 4. Being appropriately paid for unrostered overtime



## 5. Working a 72-hour week



## 6. Residency education programs



## STATISTICAL DISCLAIMER:

The AMA Queensland Resident Hospital Health Check survey was completed on a voluntary basis by Queensland doctors in training (including those at Intern, Junior House Officer, Senior House Officer, and continued Residency levels).

The purpose of this document is to evaluate the state of Junior Medical Officer employment in Queensland, and subsequently compare hospitals across the state. The findings of the survey 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, it 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.

Whilst every effort has been made to ensure the accuracy of the collation of the information in this survey, AMA Queensland, its employees, agents, contractors, elected officers 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.

Grades were derived by firstly estimating the adjusted rate of the observed number of affirmative responses using a risk adjusted model for gender, training level and country of graduation (logistic regression run in the full sample), separately for each question and hospital/HHS. Adjusted rates were then averaged across each domain (with rates of negative outcome subtracted from 1 so that all rates reflected positive outcomes) and assigned a grade ranging from E- to A+. Grades were assigned by giving the middle score (i.e., C) to average scores falling between 0.4375-0.5625, with grades increasing or decreasing with each 0.0625 increase or decrease in the score. The overall grade was the average of each domain specific grade. Lastly, the overall raw percentage of responses for each question in 2021 were compared with the same question in 2020, with improvement (>=5% improvement), no change or worsening (<=5% worse) indicated by green, yellow and red traffic lights respectively.

Comparison of results among hospitals/HSSs must be made with caution, as the survey did not involve a probabilistic sampling frame, but instead was open to the entire Queensland RMO population, achieving a response rate of 33%. Further, as RMOs were not randomly allocated to hospitals 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 hospital/HSSs 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 Queensland.**

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/HHS and staff. All analyses and reporting of results were undertaken by an independent statistician with a background in medical research.

## FURTHER INFORMATION

If you would like to discuss any aspect of the 2021 Resident Hospital Health Check survey in detail, please email [membership@amaq.com.au](mailto:membership@amaq.com.au). ASMOFQ also provides confidential, assured industrial relations advice to members on employment terms and conditions, or any industrial matter that may be causing you concern. Contact the team on (07) 3872 2222 or email [asmofq@amaq.com.au](mailto:asmofq@amaq.com.au).

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