

SURVEY 2018

YOUR TRAINING
AND WELLBEING *Matters*



Report For:

NSW Health JMO Supervisor Survey

YOUR TRAINING AND WELLBEING Matters



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| RESPONSE RATE: | N/A |
| SUPERVISOR RESPONSES: | 601 |

INDEX HEADLINES



i This page shows the average scores for training and development index. The individual questions used to calculate the index scores are listed in the following pages.

TRAINING AND DEVELOPMENT INDEX

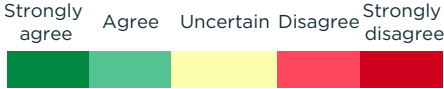


TRAINING AND DEVELOPMENT

These results provide information on Supervisor training and development experiences to support their role.

| TRAINING AND DEVELOPMENT INDEX SCORE | RESPONSE SCALE | | | | % AGREEMENT |
|--|----------------|----|----|----|-------------|
| 51% | | | | | |
| Q39. I have received training in how to provide feedback to Junior Medical Officers | 16 | 51 | 23 | | 66% |
| Q40. I have received training in how to identify and support a Junior Medical Officer in distress/at risk. | 11 | 41 | 14 | 28 | 52% |
| Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run | 16 | 46 | 9 | 25 | 62% |
| Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor. | 20 | 9 | 48 | 19 | 24% |
| Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor | | 42 | 10 | 29 | 49% |
| Q48. Overall I am satisfied with the professional development /training opportunities available to me as a supervisor | 8 | 44 | 24 | 21 | 52% |

KEY



HEADLINE SCORES

| Highest Agreement Scoring Questions | % AGREEMENT |
|--|-------------|
| Q19. I provide INFORMAL feedback to my Junior Medical Officers about their performance at work. | 97% |
| Q13. I have the skills and capabilities to undertake my role as a supervisor | 92% |
| Q17. I provide FORMAL feedback to my Junior Medical Officers about their performance at work. | 90% |
| Q14. Overall I enjoy my role as a supervisor | 90% |
| Q12. I feel confident in my role as a supervisor. | 88% |

| Lowest Agreement Scoring Questions | % AGREEMENT |
|---|-------------|
| Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor. | 24% |
| Q57b. I believe action will be taken on the results from this survey by NSW Health | 29% |
| Q9. Prior to becoming a supervisor I received FORMAL training for the role | 32% |
| Q31. My hospital/training site has effective processes for monitoring workload and managing workload surges. | 35% |
| Q27. I have enough time during the week to fulfil my role as a supervisor. | 43% |



YOUR TRAINING AND WELLBEING MATTERS QUESTIONS RESULTS AT A GLANCE

These results provide information about the highest, and lowest scoring questions from the survey based on respondents who have selected 'Strongly Agree' and 'Agree'.

GUIDE TO THIS REPORT

HOW TO READ THIS REPORT

The core questionnaire contains a number of attitudinal questions which are rated on a strongly agree to strongly disagree scale. Where results are shown as agreement percentages (% agreement) these are calculated by adding together 'strongly agree' and 'agree' responses and dividing by the number of respondents answering the question.

ROUTING

Dependent on respondent's answers to certain attitudinal questions they can be routed to supplementary questions. Attitudinal questions marked with an R have only been answered by a subset of respondents.

PRIVACY

Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process. There is no way of tracing individuals in reports or through the de-identified survey data. There are limits on the size of workgroups that can be reported (10 or more employees) and responses from demographic groups (10 or more employees). Where people work in small teams, the results are merged with larger business units and results are not available. Where this happens an 'r' is shown in reports.

ROUNDING

Results are presented as whole numbers for ease of reading, with rounding performed at the last stage of calculation for maximum accuracy. Values from x.00 to x.49 are rounded down and values from x.50 to x.99 are rounded up. Therefore in some instances, results may not total 100%.

| | STRONGLY AGREE | AGREE | UNCERTAIN | DISAGREE | STRONGLY DISAGREE | TOTAL |
|---------------------|------------------------|---------------|---------------|---------------|-------------------|-------------|
| NUMBER OF RESPONSES | 151 | 166 | 176 | 96 | 24 | 613 |
| PERCENTAGE | 24.63% | 27.08% | 28.71% | 15.66% | 3.92% | 100% |
| ROUNDED PERCENTAGE | 25% | 27% | 29% | 16% | 4% | 101% |
| NUMBER OF AGREEMENT | 151 + 166 = 317 | | | | | |
| % AGREEMENT | 317 ÷ 613 = 52% | | | | | |

SURVEY TIMEFRAME

This report contains results from the 2018 Your Training and Wellbeing Matters survey which was open from 22 October to 12 November 2018.

Senior Medical Officers (Staff Specialist/Visiting Medical Officer/Clinical Academic/Honorary Medical officer) who have responsibility for meeting with Junior Medical Officers in their team/unit/training network to discuss their progress in the term/position/rotation, provide feedback on performance and complete JMO assessments were invited to complete the survey. Supervisors include Term Supervisors, Clinical supervisors, Site Directors of Training, Network Directors of Training and Directors of Prevocational Education and Training.

SURVEY QUESTIONS



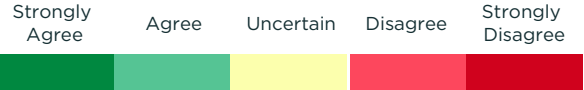
EXPLORE THE RESULTS

Questions are grouped by themes in this report

These pages show questions asked in the survey and the proportion of JMO Supervisors who agreed (strongly agree + agree), were neutral (neither agree nor disagree) or disagreed (disagree + strongly disagree) with the statement.

| ABOUT BEING A SUPERVISOR | RESPONSE SCALE | | | | % AGREEMENT |
|--|----------------|----|----|----|-------------|
| Q9. Prior to becoming a supervisor I received FORMAL training for the role | 8 | 24 | 44 | 19 | 32% |
| Q10. Prior to becoming a supervisor I received INFORMAL training for the role | 10 | 49 | 10 | 25 | 58% |
| Q11. The expectations of my role as a supervisor are clear and well defined | 12 | 55 | 14 | 18 | 67% |
| Q12. I feel confident in my role as a supervisor. | 21 | 67 | 10 | | 88% |
| Q13. I have the skills and capabilities to undertake my role as a supervisor | 24 | 68 | 7 | | 92% |
| Q14. Overall I enjoy my role as a supervisor | 29 | 61 | 8 | | 90% |

KEY R ROUTED QUESTIONS



SURVEY QUESTIONS



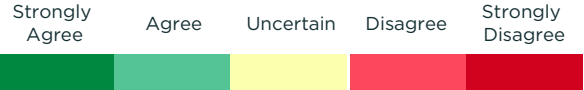
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| JMO SUPERVISION AND TRAINING | RESPONSE SCALE | | | | % AGREEMENT |
|--|----------------|----|----|---|-------------|
| Q15. At the start of the term/rotation, Junior Medical Officers generally have the clinical skills and competencies required to undertake the role. | 55 | 18 | 21 | | 58% |
| Q16. I have agreed goals and objectives with the Junior Medical Officers that I supervise. | 11 | 69 | 12 | 8 | 80% |
| Q17. I provide FORMAL feedback to my Junior Medical Officers about their performance at work. | 31 | 59 | | | 90% |

KEY R ROUTED QUESTIONS



SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

| JMO SUPERVISION AND TRAINING | RESPONSE SCALE | RESPONSES | % |
|--|----------------|------------|------------|
| Q18. How frequently on average do you provide FORMAL feedback about a Junior Medical Officers performance | | 600 | |
| Once per term/rotation | | 116 | 19% |
| Twice per term/rotation | | 359 | 60% |
| Monthly | | 52 | 9% |
| Fortnightly | | 18 | 3% |
| Weekly | | 28 | 5% |
| Daily | | 1 | 0% |
| Never | | 26 | 4% |

KEY

R ROUTED QUESTIONS

SURVEY QUESTIONS



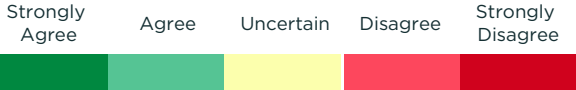
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| JMO SUPERVISION AND TRAINING | RESPONSE SCALE | | | | % AGREEMENT |
|--|----------------|----|----|---|-------------|
| Q19. I provide INFORMAL feedback to my Junior Medical Officers about their performance at work. | 36 | 61 | | | 97% |
| Q20. I feel confident in managing an underperforming Junior Medical Officer who I supervise | 13 | 55 | 22 | 9 | 67% |
| Q21. I know where to go in order to obtain support in dealing with the underperformance of a Junior Medical Officer | 21 | 60 | 12 | | 80% |

KEY R ROUTED QUESTIONS



SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

| JMO SUPERVISION AND TRAINING | RESPONSE SCALE | RESPONSES | % |
|---|----------------|------------|------------|
| Q22. In the past 12 months I have had to address underperformance in a Junior Medical Officer who I supervised | | 601 | |
| Yes | | 311 | 52% |
| No | | 259 | 43% |
| Prefer not to say | | 31 | 5% |

KEY

R ROUTED QUESTIONS

SURVEY QUESTIONS



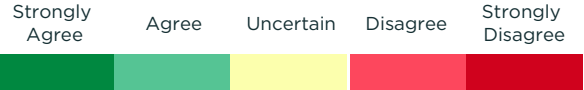
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| JMO SUPERVISION AND TRAINING | RESPONSE SCALE | | | | % AGREEMENT |
|---|----------------|----|----|----|-------------|
| Q23. Most days, I have time on my ward rounds for teaching | 8 | 52 | 12 | 22 | 60% |
| Q24. I feel confident in identifying a Junior Medical Officer who is in distress/at risk | 8 | 64 | 21 | | 72% |
| Q25. I feel confident in supporting a Junior Medical Officer who is in distress/at risk | 11 | 63 | 20 | | 74% |

KEY R ROUTED QUESTIONS



SURVEY QUESTIONS



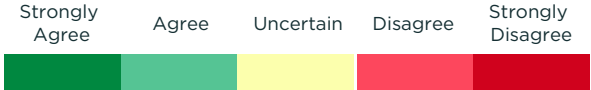
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| YOUR WORKPLACE | RESPONSE SCALE | | | | | % AGREEMENT |
|--|----------------|----|----|----|---|-------------|
| Q26. My hospital values my role as a supervisor | 9 | 39 | 25 | 19 | 7 | 48% |
| Q27. I have enough time during the week to fulfil my role as a supervisor. | | 39 | 20 | 28 | 9 | 43% |
| Q28. My hospital supports my role as a supervisor | | 40 | 26 | 21 | | 47% |
| Q29. My hospital demonstrates that it values the education of Junior Medical Officers | 15 | 51 | 18 | 11 | | 66% |

KEY **R** **ROUTED QUESTIONS**



SURVEY QUESTIONS



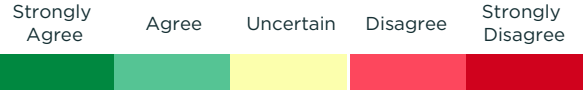
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| YOUR WORKPLACE | RESPONSE SCALE | | | | % AGREEMENT |
|--|----------------|----|----|----|-------------|
| Q30. Morale is good in my team. | 21 | 55 | 11 | 10 | 76% |
| Q31. My hospital/training site has effective processes for monitoring workload and managing workload surges. | 30 | 24 | 28 | 13 | 35% |
| Q32. Staff members, including and junior doctors, are treated fairly and with respect regardless of their position | 14 | 58 | 15 | 8 | 73% |
| Q33. My hospital/training site supports junior doctor training. | 19 | 64 | 11 | | 83% |
| Q34. There is a culture that deals effectively with discrimination, bullying and sexual harassment at my hospital/training site | 10 | 48 | 28 | 9 | 58% |
| Q35. I would recommend my hospital site as a great place for Junior Medical Officers to work and train | 25 | 56 | 15 | | 81% |
| Q36. There are resources in my workplace to support Junior Medical Officers if they experience stress or pressure. | 13 | 55 | 26 | | 68% |

KEY R Routed Questions



SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

| YOUR WORKPLACE | RESPONSE SCALE | RESPONSES | % |
|---|----------------|------------|------------|
| Q37. I am aware of the NSW Health JMO support line administered by Converge International for junior doctors | | 592 | |
| Yes | | 232 | 39% |
| No | | 285 | 48% |
| Don't Know | | 75 | 13% |

KEY

R ROUTED QUESTIONS

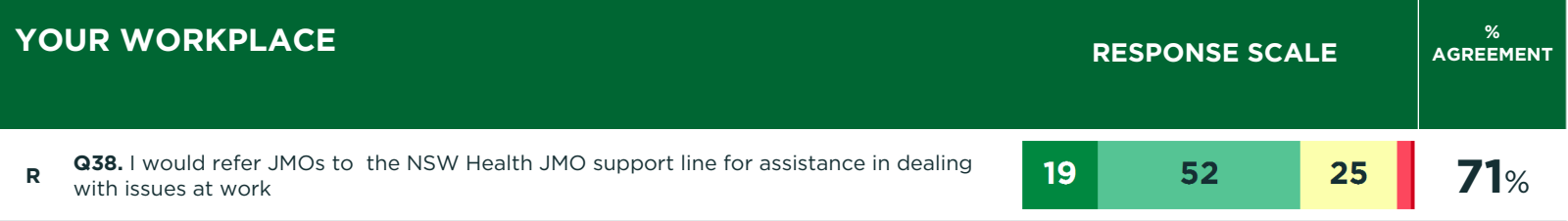
SURVEY QUESTIONS



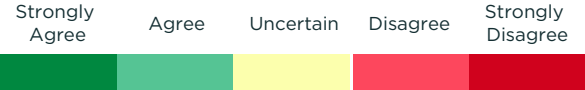
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KEY R ROUTED QUESTIONS



SURVEY QUESTIONS



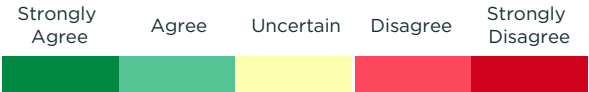
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These pages show questions asked in the survey and the proportion of JMO Supervisors who agreed (strongly agree + agree), were neutral (neither agree nor disagree) or disagreed (disagree + strongly disagree) with the statement.

| SUPERVISOR TRAINING AND FEEDBACK | RESPONSE SCALE | | | | % AGREEMENT |
|---|----------------|----|----|----|-------------|
| Q39. I have received training in how to provide feedback to Junior Medical Officers | 16 | 51 | 23 | | 66% |
| Q40. I have received training in how to identify and support a Junior Medical Officer in distress/at risk. | 11 | 41 | 14 | 28 | 52% |
| Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run | 16 | 46 | 9 | 25 | 62% |
| Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor. | 20 | 9 | 48 | 19 | 24% |
| Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor | 42 | 10 | 29 | 12 | 49% |
| Q44. I encourage feedback on my performance as a supervisor from my Junior Medical Officers | 21 | 57 | 15 | | 78% |

KEY R ROUTED QUESTIONS



SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

| SUPERVISOR TRAINING AND FEEDBACK | RESPONSE SCALE | RESPONSES | % |
|--|----------------|------------|------------|
| Q45. In the last 12 months I have participated in formal teaching of Junior Medical Officers. | | 588 | |
| Yes | | 518 | 88% |
| No | | 65 | 11% |
| Prefer not to say | | 5 | 1% |

KEY

R ROUTED QUESTIONS

SURVEY QUESTIONS



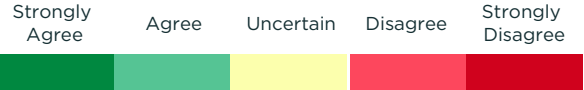
EXPLORE THE RESULTS

Questions are grouped by themes in this report

These pages show questions asked in the survey and the proportion of JMO Supervisors who agreed (strongly agree + agree), were neutral (neither agree nor disagree) or disagreed (disagree + strongly disagree) with the statement.

| SUPERVISOR TRAINING AND FEEDBACK | RESPONSE SCALE | | | | | % AGREEMENT |
|--|----------------|----|----|----|--|-------------|
| Q46. In the last 12 months I have received feedback on the quality of my formal teaching | 14 | 38 | 10 | 33 | | 52% |
| Q47. In the last 12 months I have received feedback on the quality of my informal teaching | 9 | 46 | 12 | 28 | | 55% |
| Q48. Overall I am satisfied with the professional development /training opportunities available to me as a supervisor | 8 | 44 | 24 | 21 | | 52% |

KEY **R** **ROUTED QUESTIONS**



SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

| SUPERVISOR TRAINING AND FEEDBACK | RESPONSE SCALE | RESPONSES | % |
|--|----------------|------------|------------|
| Q49. In which of the following areas would you like to receive more education to support you in your supervisory role | | 582 | |
| Giving effective feedback | | 241 | 41% |
| Workplace based assessments | | 119 | 20% |
| Identifying and managing a trainee in distress/at risk | | 278 | 48% |
| Managing underperformance | | 379 | 65% |
| Effective teaching in the workplace | | 147 | 25% |
| Coaching and mentoring | | 175 | 30% |
| Teaching on the run | | 137 | 24% |
| How to respond to concerns and complaints | | 259 | 45% |
| Leadership and management | | 234 | 40% |
| JMO recruitment | | 103 | 18% |
| None of the above | | 59 | 10% |

KEY

R ROUTED QUESTIONS

SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

| UNACCEPTABLE CONDUCT | RESPONSE SCALE | RESPONSES | % |
|--|----------------|------------|------------|
| Q50. In the last 12 months I have witnessed misconduct/wrongdoing at my work. | | 583 | |
| Yes | | 170 | 29% |
| No | | 387 | 66% |
| Prefer not to say | | 26 | 4% |
| R Q51. Have you reported the misconduct/wrongdoing you witnessed in the last 12 months? | | 170 | |
| Yes | | 119 | 70% |
| No | | 30 | 18% |
| Prefer not to say | | 21 | 12% |

KEY

R ROUTED QUESTIONS

SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

| UNACCEPTABLE CONDUCT | RESPONSE SCALE | RESPONSES | % |
|--|----------------|------------|------------|
| Q52. In the last 12 months I have witnessed bullying at my work. | | 583 | |
| Yes | | 214 | 37% |
| No | | 342 | 59% |
| Prefer not to say | | 27 | 5% |
| Q53. In the last 12 months I have been subjected to bullying at work. | | 582 | |
| Yes | | 108 | 19% |
| No | | 442 | 76% |
| Prefer not to say | | 32 | 5% |

KEY

R ROUTED QUESTIONS

SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

| UNACCEPTABLE CONDUCT | RESPONSE SCALE | RESPONSES | % |
|---|----------------|------------|------------|
| R Q54. Please indicate the role of the person who has been the source of the most serious bullying you have been subjected to in the last 12 months. | | 108 | |
| A senior manager | | 39 | 36% |
| Your immediate supervisor | | 9 | 8% |
| A junior doctor | | 2 | 2% |
| A senior doctor | | 26 | 24% |
| A fellow worker at your level | | 22 | 20% |
| Patient | | 0 | 0% |
| A member of the public other than a patient | | 1 | 1% |
| Other | | 3 | 3% |
| Prefer not to say | | 6 | 6% |

KEY

R ROUTED QUESTIONS

SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

| UNACCEPTABLE CONDUCT | RESPONSE SCALE | RESPONSES | % |
|---|----------------|------------|------------|
| R Q56. Have you submitted a formal complaint regarding the incident/s you were subjected to in the last 12 months? | | 106 | |
| Yes | | 23 | 22% |
| No | | 64 | 60% |
| Prefer not to say | | 19 | 18% |
| R Q57. Was your complaint satisfactorily resolved? | | 23 | |
| Yes | | 4 | 17% |
| No | | 15 | 65% |
| This complaint is still being processed | | 4 | 17% |

KEY

R ROUTED QUESTIONS

SURVEY QUESTIONS



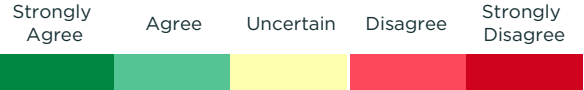
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| TAKING ACTION | RESPONSE SCALE | | | | % AGREEMENT |
|---|----------------|----|----|----|-------------|
| Q57b. I believe action will be taken on the results from this survey by NSW Health | 25 | 45 | 15 | 10 | 29% |

KEY **R** **ROUTED QUESTIONS**





RESULT BY LOCAL HEALTH DISTRICT AND SPECIALTY NETWORK



COMPARISON OF LOCAL HEALTH DISTRICT AND SPECIALTY NETWORKS

These pages provide a comparison of key questions by Local Health District and Specialty Networks and NSW Health. Differences have been highlighted to indicate areas that are greater or lower than 5 percentage points than NSW Health.

|  AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE  AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE | NSW Health JMO Supervisor Survey | Central Coast LHD | Hunter New England LHD | Illawarra Shoalhaven LHD | Mid-North Coast LHD | Nepean Blue Mountains LHD | Northern NSW LHD | Northern Sydney LHD | South Eastern Sydney LHD | South Western Sydney LHD |
|---|----------------------------------|-------------------|------------------------|--------------------------|---------------------|---------------------------|------------------|---------------------|--------------------------|--------------------------|
| RESPONDENTS | 601 | 25 | 110 | 17 | 17 | 18 | 11 | 69 | 93 | 28 |
| Training and Development Index | 51% | 57% | 56% | 53% | 45% | 46% | 46% | 50% | 48% | 55% |
| Q39. I have received training in how to provide feedback to Junior Medical Officers | 66% | 70% | 75% | 69% | 53% | 61% | 50% | 64% | 60% | 57% |
| Q40. I have received training in how to identify and support a Junior Medical Officer in distress/at risk. | 52% | 57% | 55% | 63% | 47% | 44% | 40% | 46% | 54% | 48% |
| Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run | 62% | 70% | 80% | 69% | 71% | 56% | 60% | 54% | 53% | 61% |
| Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor. | 24% | 35% | 23% | 31% | 18% | 11% | 40% | 25% | 23% | 32% |
| Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor | 49% | 61% | 46% | 38% | 35% | 50% | 40% | 55% | 43% | 61% |
| Q48. I am satisfied with the professional development/training opportunities available to me as a supervisor | 52% | 52% | 55% | 50% | 50% | 53% | (r) | 56% | 54% | 76% |

RESULT BY LOCAL HEALTH DISTRICT AND SPECIALTY NETWORK



COMPARISON OF LOCAL HEALTH DISTRICT AND SPECIALTY NETWORKS

These pages provide a comparison of key questions by Local Health District and Specialty Networks and NSW Health. Differences have been highlighted to indicate areas that are greater or lower than 5 percentage points than NSW Health.

| | NSW Health JMO Supervisor Survey | Sydney Children's Hospital Net... | Sydney LHD | St Vincent's Hospital Network | Western NSW LHD | Western Sydney LHD |
|---|----------------------------------|-----------------------------------|------------|-------------------------------|-----------------|--------------------|
| RESPONDENTS | 601 | 23 | 72 | 12 | 15 | 57 |
| Training and Development Index | 51% | 60% | 49% | 63% | 55% | 44% |
| Q39. I have received training in how to provide feedback to Junior Medical Officers | 66% | 91% | 66% | 83% | 80% | 61% |
| Q40. I have received training in how to identify and support a Junior Medical Officer in distress/at risk. | 52% | 78% | 42% | 67% | 67% | 46% |
| Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run | 62% | 68% | 51% | 83% | 47% | 61% |
| Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor. | 24% | 17% | 25% | 58% | 20% | 25% |
| Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor | 49% | 57% | 55% | 33% | 60% | 43% |
| Q48. I am satisfied with the professional development/training opportunities available to me as a supervisor | 52% | 45% | 55% | 50% | 57% | 26% |

RESULT BY LOCAL HEALTH DISTRICT AND SPECIALTY NETWORK



COMPARISON OF LOCAL HEALTH DISTRICT AND SPECIALTY NETWORKS

These pages provide a comparison of key questions by Local Health District and Specialty Networks and NSW Health. Differences have been highlighted to indicate areas that are greater or lower than 5 percentage points than NSW Health.

| | NSW Health JMO Supervisor Survey | Central Coast LHD | Hunter New England LHD | Illawarra Shoalhaven LHD | Mid-North Coast LHD | Nepean Blue Mountains LHD | Northern NSW LHD | Northern Sydney LHD | South Eastern Sydney LHD | South Western Sydney LHD |
|--|----------------------------------|-------------------|------------------------|--------------------------|---------------------|---------------------------|------------------|---------------------|--------------------------|--------------------------|
| RESPONDENTS | 601 | 25 | 110 | 17 | 17 | 18 | 11 | 69 | 93 | 28 |
| Q9. Prior to becoming a supervisor I received FORMAL training for the role | 32% | 36% | 28% | 31% | 29% | 39% | 45% | 30% | 26% | 39% |
| Q10. Prior to becoming a supervisor I received INFORMAL training for the role | 58% | 56% | 65% | 53% | 65% | 61% | 55% | 54% | 58% | 64% |
| Q11. The expectations of my role as a supervisor are clear and well defined | 67% | 60% | 61% | 76% | 59% | 78% | 64% | 59% | 69% | 82% |
| Q12. I feel confident in my role as a supervisor. | 88% | 84% | 80% | 94% | 88% | 94% | 100% | 87% | 91% | 93% |
| Q13. I have the skills and capabilities to undertake my role as a supervisor | 92% | 84% | 87% | 100% | 100% | 89% | 100% | 94% | 90% | 93% |
| Q14. Overall I enjoy my role as a supervisor | 90% | 83% | 87% | 76% | 88% | 100% | 91% | 86% | 92% | 96% |
| Q15. At the start of the term, JMOs have the skills and competencies to undertake the role | 58% | 52% | 55% | 65% | 41% | 61% | 55% | 51% | 63% | 50% |
| Q16. I have agreed goals and objectives with the Junior Medical Officers that I supervise. | 80% | 76% | 78% | 76% | 76% | 89% | 82% | 80% | 84% | 86% |
| Q17. I provide FORMAL feedback to my Junior Medical Officers about their performance at work. | 90% | 84% | 91% | 94% | 82% | 100% | 91% | 88% | 85% | 100% |

RESULT BY LOCAL HEALTH DISTRICT AND SPECIALTY NETWORK



COMPARISON OF LOCAL HEALTH DISTRICT AND SPECIALTY NETWORKS

These pages provide a comparison of key questions by Local Health District and Specialty Networks and NSW Health. Differences have been highlighted to indicate areas that are greater or lower than 5 percentage points than NSW Health.

| | NSW Health JMO Supervisor Survey | Sydney Children's Hospital Net... | Sydney LHD | St Vincent's Hospital Network | Western NSW LHD | Western Sydney LHD |
|--|----------------------------------|-----------------------------------|------------|-------------------------------|-----------------|--------------------|
| RESPONDENTS | 601 | 23 | 72 | 12 | 15 | 57 |
| Q9. Prior to becoming a supervisor I received FORMAL training for the role | 32% | 35% | 33% | 17% | 53% | 33% |
| Q10. Prior to becoming a supervisor I received INFORMAL training for the role | 58% | 61% | 61% | 42% | 67% | 46% |
| Q11. The expectations of my role as a supervisor are clear and well defined | 67% | 70% | 69% | 67% | 80% | 67% |
| Q12. I feel confident in my role as a supervisor. | 88% | 100% | 90% | 83% | 93% | 88% |
| Q13. I have the skills and capabilities to undertake my role as a supervisor | 92% | 96% | 91% | 100% | 100% | 95% |
| Q14. Overall I enjoy my role as a supervisor | 90% | 91% | 94% | 92% | 93% | 89% |
| Q15. At the start of the term, JMOs have the skills and competencies to undertake the role | 58% | 57% | 63% | 83% | 40% | 61% |
| Q16. I have agreed goals and objectives with the Junior Medical Officers that I supervise. | 80% | 83% | 77% | 75% | 87% | 77% |
| Q17. I provide FORMAL feedback to my Junior Medical Officers about their performance at work. | 90% | 83% | 93% | 100% | 100% | 96% |

RESULT BY LOCAL HEALTH DISTRICT AND SPECIALTY NETWORK



COMPARISON OF LOCAL HEALTH DISTRICT AND SPECIALTY NETWORKS

These pages provide a comparison of key questions by Local Health District and Specialty Networks and NSW Health. Differences have been highlighted to indicate areas that are greater or lower than 5 percentage points than NSW Health.

| | NSW Health JMO Supervisor Survey | Central Coast LHD | Hunter New England LHD | Illawarra Shoalhaven LHD | Mid-North Coast LHD | Nepean Blue Mountains LHD | Northern NSW LHD | Northern Sydney LHD | South Eastern Sydney LHD | South Western Sydney LHD |
|---|----------------------------------|-------------------|------------------------|--------------------------|---------------------|---------------------------|------------------|---------------------|--------------------------|--------------------------|
| RESPONDENTS | 601 | 25 | 110 | 17 | 17 | 18 | 11 | 69 | 93 | 28 |
| Q19. I provide INFORMAL feedback to my Junior Medical Officers about their performance at work. | 97% | 100% | 96% | 94% | 100% | 89% | 91% | 99% | 97% | 100% |
| Q20. I feel confident in managing an underperforming Junior Medical Officer who I supervise | 67% | 56% | 58% | 82% | 71% | 67% | 73% | 75% | 63% | 75% |
| Q21. I know where to go in order to obtain support in dealing with the underperformance of a JMO | 80% | 80% | 75% | 76% | 82% | 94% | 73% | 86% | 82% | 100% |
| Q23. Most days, I have time on my ward rounds for teaching | 60% | 56% | 60% | 76% | 59% | 50% | 73% | 67% | 52% | 39% |
| Q24. I feel confident in identifying a Junior Medical Officer who is in distress/at risk | 72% | 80% | 61% | 88% | 76% | 89% | 64% | 78% | 66% | 93% |
| Q25. I feel confident in supporting a Junior Medical Officer who is in distress/at risk | 74% | 64% | 69% | 82% | 71% | 72% | 82% | 78% | 67% | 75% |
| Q26. My hospital values my role as a supervisor | 48% | 52% | 48% | 41% | 29% | 61% | 73% | 52% | 42% | 57% |
| Q27. I have enough time during the week to fulfil my role as a supervisor. | 43% | 32% | 41% | 41% | 18% | 50% | 45% | 52% | 39% | 46% |

RESULT BY LOCAL HEALTH DISTRICT AND SPECIALTY NETWORK



COMPARISON OF LOCAL HEALTH DISTRICT AND SPECIALTY NETWORKS

These pages provide a comparison of key questions by Local Health District and Specialty Networks and NSW Health. Differences have been highlighted to indicate areas that are greater or lower than 5 percentage points than NSW Health.

| | NSW Health JMO Supervisor Survey | Sydney Children's Hospital Net... | Sydney LHD | St Vincent's Hospital Network | Western NSW LHD | Western Sydney LHD |
|---|----------------------------------|-----------------------------------|------------|-------------------------------|-----------------|--------------------|
| RESPONDENTS | 601 | 23 | 72 | 12 | 15 | 57 |
| Q19. I provide INFORMAL feedback to my Junior Medical Officers about their performance at work. | 97% | 100% | 94% | 100% | 93% | 96% |
| Q20. I feel confident in managing an underperforming Junior Medical Officer who I supervise | 67% | 87% | 61% | 92% | 80% | 67% |
| Q21. I know where to go in order to obtain support in dealing with the underperformance of a JMO | 80% | 100% | 70% | 92% | 73% | 72% |
| Q23. Most days, I have time on my ward rounds for teaching | 60% | 73% | 68% | 75% | 80% | 52% |
| Q24. I feel confident in identifying a Junior Medical Officer who is in distress/at risk | 72% | 87% | 71% | 58% | 80% | 70% |
| Q25. I feel confident in supporting a Junior Medical Officer who is in distress/at risk | 74% | 87% | 69% | 83% | 80% | 79% |
| Q26. My hospital values my role as a supervisor | 48% | 48% | 54% | 33% | 53% | 39% |
| Q27. I have enough time during the week to fulfil my role as a supervisor. | 43% | 39% | 50% | 33% | 60% | 40% |

RESULT BY LOCAL HEALTH DISTRICT AND SPECIALTY NETWORK



COMPARISON OF LOCAL HEALTH DISTRICT AND SPECIALTY NETWORKS

These pages provide a comparison of key questions by Local Health District and Specialty Networks and NSW Health. Differences have been highlighted to indicate areas that are greater or lower than 5 percentage points than NSW Health.

| | NSW Health JMO Supervisor Survey | Central Coast LHD | Hunter New England LHD | Illawarra Shoalhaven LHD | Mid-North Coast LHD | Nepean Blue Mountains LHD | Northern NSW LHD | Northern Sydney LHD | South Eastern Sydney LHD | South Western Sydney LHD |
|---|----------------------------------|-------------------|------------------------|--------------------------|---------------------|---------------------------|------------------|---------------------|--------------------------|--------------------------|
| RESPONDENTS | 601 | 25 | 110 | 17 | 17 | 18 | 11 | 69 | 93 | 28 |
| Q28. My hospital supports my role as a supervisor | 47% | 48% | 43% | 53% | 35% | 56% | 64% | 51% | 45% | 68% |
| Q29. My hospital demonstrates that it values the education of Junior Medical Officers | 66% | 76% | 61% | 65% | 65% | 72% | 82% | 72% | 68% | 64% |
| Q30. Morale is good in my team. | 76% | 83% | 68% | 81% | 76% | 56% | 82% | 86% | 78% | 79% |
| Q31. My hospital has effective processes for monitoring workload and managing workload surges | 35% | 33% | 27% | 38% | 41% | 28% | 45% | 41% | 37% | 25% |
| Q32. Staff members, including and junior doctors, are treated fairly and with respect regardless of their position | 73% | 79% | 69% | 75% | 76% | 72% | 64% | 86% | 65% | 57% |
| Q33. My hospital/training site supports junior doctor training. | 83% | 88% | 82% | 81% | 94% | 83% | 82% | 93% | 82% | 79% |
| Q34. There is a culture that deals effectively with discrimination, bullying and sexual harassment at my hospital | 58% | 58% | 58% | 63% | 59% | 61% | 64% | 72% | 50% | 54% |
| Q35. I would recommend my hospital site as a great place for Junior Medical Officers to work and train | 81% | 96% | 81% | 87% | 82% | 89% | 73% | 93% | 77% | 68% |
| Q36. There are resources in my workplace to support JMOs if they experience stress or pressure | 68% | 75% | 71% | 63% | 53% | 83% | 73% | 71% | 59% | 79% |

RESULT BY LOCAL HEALTH DISTRICT AND SPECIALTY NETWORK



COMPARISON OF LOCAL HEALTH DISTRICT AND SPECIALTY NETWORKS

These pages provide a comparison of key questions by Local Health District and Specialty Networks and NSW Health. Differences have been highlighted to indicate areas that are greater or lower than 5 percentage points than NSW Health.

| | NSW Health JMO Supervisor Survey | Sydney Children's Hospital Net... | Sydney LHD | St Vincent's Hospital Network | Western NSW LHD | Western Sydney LHD |
|---|----------------------------------|-----------------------------------|------------|-------------------------------|-----------------|--------------------|
| RESPONDENTS | 601 | 23 | 72 | 12 | 15 | 57 |
| Q28. My hospital supports my role as a supervisor | 47% | 26% | 58% | 33% | 60% | 35% |
| Q29. My hospital demonstrates that it values the education of Junior Medical Officers | 66% | 65% | 79% | 75% | 60% | 47% |
| Q30. Morale is good in my team. | 76% | 70% | 83% | 92% | 67% | 66% |
| Q31. My hospital has effective processes for monitoring workload and managing workload surges | 35% | 22% | 42% | 67% | 47% | 21% |
| Q32. Staff members, including and junior doctors, are treated fairly and with respect regardless of their position | 73% | 91% | 83% | 92% | 67% | 58% |
| Q33. My hospital/training site supports junior doctor training. | 83% | 78% | 90% | 100% | 93% | 68% |
| Q34. There is a culture that deals effectively with discrimination, bullying and sexual harassment at my hospital | 58% | 82% | 61% | 67% | 33% | 36% |
| Q35. I would recommend my hospital site as a great place for Junior Medical Officers to work and train | 81% | 78% | 87% | 92% | 71% | 64% |
| Q36. There are resources in my workplace to support JMOs if they experience stress or pressure | 68% | 87% | 76% | 100% | 67% | 50% |

RESULT BY LOCAL HEALTH DISTRICT AND SPECIALTY NETWORK



COMPARISON OF LOCAL HEALTH DISTRICT AND SPECIALTY NETWORKS

These pages provide a comparison of key questions by Local Health District and Specialty Networks and NSW Health. Differences have been highlighted to indicate areas that are greater or lower than 5 percentage points than NSW Health.

| | NSW Health JMO Supervisor Survey | Central Coast LHD | Hunter New England LHD | Illawarra Shoalhaven LHD | Mid-North Coast LHD | Nepean Blue Mountains LHD | Northern NSW LHD | Northern Sydney LHD | South Eastern Sydney LHD | South Western Sydney LHD |
|---|----------------------------------|-------------------|------------------------|--------------------------|---------------------|---------------------------|------------------|---------------------|--------------------------|--------------------------|
| RESPONDENTS | 601 | 25 | 110 | 17 | 17 | 18 | 11 | 69 | 93 | 28 |
| Q39. I have received training in how to provide feedback to Junior Medical Officers | 66% | 70% | 75% | 69% | 53% | 61% | 50% | 64% | 60% | 57% |
| Q40. I have received training in how to identify and support a Junior Medical Officer in distress/at risk. | 52% | 57% | 55% | 63% | 47% | 44% | 40% | 46% | 54% | 48% |
| Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run | 62% | 70% | 80% | 69% | 71% | 56% | 60% | 54% | 53% | 61% |
| Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor. | 24% | 35% | 23% | 31% | 18% | 11% | 40% | 25% | 23% | 32% |
| Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor | 49% | 61% | 46% | 38% | 35% | 50% | 40% | 55% | 43% | 61% |
| Q44. I encourage feedback on my performance as a supervisor from my Junior Medical Officers | 78% | 70% | 80% | 81% | 82% | 72% | 80% | 78% | 74% | 82% |
| Q46. In the last 12 months I have received feedback on the quality of my formal teaching | 52% | 67% | 58% | 58% | 43% | 47% | (r) | 52% | 41% | 52% |
| Q47. In the last 12 months I have received feedback on the quality of my informal teaching | 55% | 81% | 62% | 42% | 29% | 53% | (r) | 52% | 51% | 52% |
| Q48. I am satisfied with the professional development/training opportunities available to me as a supervisor | 52% | 52% | 55% | 50% | 50% | 53% | (r) | 56% | 54% | 76% |

RESULT BY LOCAL HEALTH DISTRICT AND SPECIALTY NETWORK



COMPARISON OF LOCAL HEALTH DISTRICT AND SPECIALTY NETWORKS

These pages provide a comparison of key questions by Local Health District and Specialty Networks and NSW Health. Differences have been highlighted to indicate areas that are greater or lower than 5 percentage points than NSW Health.

| | NSW Health JMO Supervisor Survey | Sydney Children's Hospital Net... | Sydney LHD | St Vincent's Hospital Network | Western NSW LHD | Western Sydney LHD |
|---|----------------------------------|-----------------------------------|------------|-------------------------------|-----------------|--------------------|
| RESPONDENTS | 601 | 23 | 72 | 12 | 15 | 57 |
| Q39. I have received training in how to provide feedback to Junior Medical Officers | 66% | 91% | 66% | 83% | 80% | 61% |
| Q40. I have received training in how to identify and support a Junior Medical Officer in distress/at risk. | 52% | 78% | 42% | 67% | 67% | 46% |
| Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run | 62% | 68% | 51% | 83% | 47% | 61% |
| Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor. | 24% | 17% | 25% | 58% | 20% | 25% |
| Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor | 49% | 57% | 55% | 33% | 60% | 43% |
| Q44. I encourage feedback on my performance as a supervisor from my Junior Medical Officers | 78% | 78% | 76% | 83% | 100% | 75% |
| Q46. In the last 12 months I have received feedback on the quality of my formal teaching | 52% | 50% | 66% | 25% | 50% | 51% |
| Q47. In the last 12 months I have received feedback on the quality of my informal teaching | 55% | 41% | 60% | 67% | 50% | 49% |
| Q48. I am satisfied with the professional development/training opportunities available to me as a supervisor | 52% | 45% | 55% | 50% | 57% | 26% |

RESULTS BY TYPE(SS, VMO, CA, HMO)



DEMOGRAPHIC GROUP PROFILES

These pages provide a comparison of key questions by demographic groups such as role/position and medical specialties. Differences have been highlighted where they are 5 or more percentage points above or below the NSW Health scores.

| | NSW Health JMO Supervisor Survey | Staff Specialist | Visiting Medical Officer | Clinical Academic | Honorary Medical Officer |
|---|----------------------------------|------------------|--------------------------|-------------------|--------------------------|
| RESPONDENTS | 601 | 490 | 92 | 13 | 2 |
| Training and Development Index | 51% | 52% | 46% | 56% | (r) |
| Q39. I have received training in how to provide feedback to Junior Medical Officers | 66% | 69% | 58% | 46% | (r) |
| Q40. I have received training in how to identify and support a Junior Medical Officer in distress/at risk. | 52% | 53% | 48% | 54% | (r) |
| Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run | 62% | 63% | 54% | 69% | (r) |
| Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor. | 24% | 24% | 25% | 46% | (r) |
| Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor | 49% | 50% | 42% | 54% | (r) |
| Q48. I am satisfied with the professional development/training opportunities available to me as a supervisor | 52% | 52% | 49% | 69% | (r) |

RESULTS BY TYPE(SS, VMO, CA, HMO)



DEMOGRAPHIC GROUP PROFILES

These pages provide a comparison of key questions by demographic groups such as role/position and medical specialties. Differences have been highlighted where they are 5 or more percentage points above or below the NSW Health scores.

| | NSW Health JMO Supervisor Survey | Staff Specialist | Visiting Medical Officer | Clinical Academic | Honorary Medical Officer |
|--|----------------------------------|------------------|--------------------------|-------------------|--------------------------|
| RESPONDENTS | 601 | 490 | 92 | 13 | 2 |
| Q9. Prior to becoming a supervisor I received FORMAL training for the role | 32% | 34% | 27% | 23% | (r) |
| Q10. Prior to becoming a supervisor I received INFORMAL training for the role | 58% | 60% | 48% | 54% | (r) |
| Q11. The expectations of my role as a supervisor are clear and well defined | 67% | 69% | 57% | 69% | (r) |
| Q12. I feel confident in my role as a supervisor. | 88% | 88% | 89% | 100% | (r) |
| Q13. I have the skills and capabilities to undertake my role as a supervisor | 92% | 92% | 91% | 100% | (r) |
| Q14. Overall I enjoy my role as a supervisor | 90% | 90% | 90% | 100% | (r) |
| Q15. At the start of the term, JMOs have the skills and competencies to undertake the role | 58% | 56% | 64% | 54% | (r) |
| Q16. I have agreed goals and objectives with the Junior Medical Officers that I supervise. | 80% | 81% | 76% | 100% | (r) |
| Q17. I provide FORMAL feedback to my Junior Medical Officers about their performance at work. | 90% | 93% | 79% | 92% | (r) |

RESULTS BY TYPE(SS, VMO, CA, HMO)



DEMOGRAPHIC GROUP PROFILES

These pages provide a comparison of key questions by demographic groups such as role/position and medical specialties. Differences have been highlighted where they are 5 or more percentage points above or below the NSW Health scores.

| | NSW Health JMO Supervisor Survey | Staff Specialist | Visiting Medical Officer | Clinical Academic | Honorary Medical Officer |
|---|----------------------------------|------------------|--------------------------|-------------------|--------------------------|
| RESPONDENTS | 601 | 490 | 92 | 13 | 2 |
| Q19. I provide INFORMAL feedback to my Junior Medical Officers about their performance at work. | 97% | 97% | 96% | 92% | (r) |
| Q20. I feel confident in managing an underperforming Junior Medical Officer who I supervise | 67% | 67% | 70% | 85% | (r) |
| Q21. I know where to go in order to obtain support in dealing with the underperformance of a JMO | 80% | 79% | 86% | 92% | (r) |
| Q23. Most days, I have time on my ward rounds for teaching | 60% | 62% | 54% | 62% | (r) |
| Q24. I feel confident in identifying a Junior Medical Officer who is in distress/at risk | 72% | 74% | 61% | 92% | (r) |
| Q25. I feel confident in supporting a Junior Medical Officer who is in distress/at risk | 74% | 74% | 68% | 92% | (r) |
| Q26. My hospital values my role as a supervisor | 48% | 50% | 38% | 31% | (r) |
| Q27. I have enough time during the week to fulfil my role as a supervisor. | 43% | 45% | 35% | 54% | (r) |
| Q28. My hospital supports my role as a supervisor | 47% | 49% | 38% | 38% | (r) |

RESULTS BY TYPE(SS, VMO, CA, HMO)



DEMOGRAPHIC GROUP PROFILES

These pages provide a comparison of key questions by demographic groups such as role/position and medical specialties. Differences have been highlighted where they are 5 or more percentage points above or below the NSW Health scores.

| | NSW Health JMO Supervisor Survey | Staff Specialist | Visiting Medical Officer | Clinical Academic | Honorary Medical Officer |
|---|----------------------------------|------------------|--------------------------|-------------------|--------------------------|
| RESPONDENTS | 601 | 490 | 92 | 13 | 2 |
| Q29. My hospital demonstrates that it values the education of Junior Medical Officers | 66% | 68% | 62% | 31% | (r) |
| Q30. Morale is good in my team. | 76% | 75% | 82% | 77% | (r) |
| Q31. My hospital has effective processes for monitoring workload and managing workload surges | 35% | 32% | 46% | 31% | (r) |
| Q32. Staff members, including and junior doctors, are treated fairly and with respect regardless of their position | 73% | 72% | 76% | 62% | (r) |
| Q33. My hospital/training site supports junior doctor training. | 83% | 84% | 84% | 62% | (r) |
| Q34. There is a culture that deals effectively with discrimination, bullying and sexual harassment at my hospital | 58% | 57% | 65% | 54% | (r) |
| Q35. I would recommend my hospital site as a great place for Junior Medical Officers to work and train | 81% | 81% | 84% | 62% | (r) |
| Q36. There are resources in my workplace to support JMOs if they experience stress or pressure | 68% | 69% | 60% | 69% | (r) |
| Q39. I have received training in how to provide feedback to Junior Medical Officers | 66% | 69% | 58% | 46% | (r) |

RESULTS BY TYPE(SS, VMO, CA, HMO)



DEMOGRAPHIC GROUP PROFILES

These pages provide a comparison of key questions by demographic groups such as role/position and medical specialties. Differences have been highlighted where they are 5 or more percentage points above or below the NSW Health scores.

| | NSW Health JMO Supervisor Survey | Staff Specialist | Visiting Medical Officer | Clinical Academic | Honorary Medical Officer |
|---|----------------------------------|------------------|--------------------------|-------------------|--------------------------|
| RESPONDENTS | 601 | 490 | 92 | 13 | 2 |
| Q40. I have received training in how to identify and support a Junior Medical Officer in distress/at risk. | 52% | 53% | 48% | 54% | (r) |
| Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run | 62% | 63% | 54% | 69% | (r) |
| Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor. | 24% | 24% | 25% | 46% | (r) |
| Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor | 49% | 50% | 42% | 54% | (r) |
| Q44. I encourage feedback on my performance as a supervisor from my Junior Medical Officers | 78% | 78% | 79% | 77% | (r) |
| Q46. In the last 12 months I have received feedback on the quality of my formal teaching | 52% | 54% | 42% | 69% | (r) |
| Q47. In the last 12 months I have received feedback on the quality of my informal teaching | 55% | 56% | 45% | 92% | (r) |
| Q48. I am satisfied with the professional development/training opportunities available to me as a supervisor | 52% | 52% | 49% | 69% | (r) |

RESULT BY MEDICAL SPECIALITY



DEMOGRAPHIC GROUP PROFILES

These pages provide a comparison of key questions by demographic groups such as role/position and medical specialties. Differences have been highlighted where they are 5 or more percentage points above or below the NSW Health scores.

| | NSW Health JMO Supervisor Survey | Anaesthesia | Emergency Medicine | Intensive Care Medicine | Obstetrics and Gynaecology | Ophthalmology | General paediatrics | Paediatrics other subspecialties | Neonatal and perinatal medicine |
|---|----------------------------------|-------------|--------------------|-------------------------|----------------------------|---------------|---------------------|----------------------------------|---------------------------------|
| RESPONDENTS | 601 | 26 | 74 | 21 | 31 | 21 | 22 | 25 | 10 |
| Training and Development Index | 51% | 51% | 49% | 43% | 49% | 37% | 57% | 44% | 53% |
| Q39. I have received training in how to provide feedback to Junior Medical Officers | 66% | 68% | 65% | 70% | 68% | 48% | 73% | 67% | 67% |
| Q40. I have received training in how to identify and support a Junior Medical Officer in distress/at risk. | 52% | 44% | 49% | 30% | 48% | 38% | 64% | 50% | 44% |
| Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run | 62% | 68% | 70% | 60% | 58% | 43% | 95% | 46% | 89% |
| Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor. | 24% | 32% | 25% | 10% | 23% | 14% | 14% | 13% | 11% |
| Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor | 49% | 48% | 44% | 55% | 39% | 33% | 45% | 42% | 33% |
| Q48. I am satisfied with the professional development/training opportunities available to me as a supervisor | 52% | 43% | 42% | 35% | 57% | 44% | 50% | 50% | (r) |

RESULT BY MEDICAL SPECIALITY



DEMOGRAPHIC GROUP PROFILES

These pages provide a comparison of key questions by demographic groups such as role/position and medical specialties. Differences have been highlighted where they are 5 or more percentage points above or below the NSW Health scores.

| | NSW Health JMO Supervisor Survey | Pathology | Cardiology | Endocrinology | Geriatric medicine | Medical oncology | Nephrology | Respiratory and sleep medicine | Adult Medicine- other subspecialties |
|---|----------------------------------|------------|------------|---------------|--------------------|------------------|------------|--------------------------------|--------------------------------------|
| RESPONDENTS | 601 | 14 | 10 | 12 | 37 | 10 | 16 | 13 | 53 |
| Training and Development Index | 51% | 44% | 40% | 45% | 56% | 47% | 53% | 44% | 54% |
| Q39. I have received training in how to provide feedback to Junior Medical Officers | 66% | 54% | 33% | 58% | 75% | 50% | 69% | 54% | 65% |
| Q40. I have received training in how to identify and support a Junior Medical Officer in distress/at risk. | 52% | 54% | 33% | 50% | 61% | 40% | 56% | 42% | 57% |
| Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run | 62% | 23% | 44% | 58% | 61% | 60% | 56% | 77% | 67% |
| Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor. | 24% | 15% | 33% | 33% | 33% | 10% | 19% | 23% | 31% |
| Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor | 49% | 46% | 56% | 33% | 50% | 60% | 56% | 31% | 47% |
| Q48. I am satisfied with the professional development/training opportunities available to me as a supervisor | 52% | 80% | (r) | (r) | 56% | (r) | 67% | 36% | 59% |

RESULT BY MEDICAL SPECIALITY



DEMOGRAPHIC GROUP PROFILES

These pages provide a comparison of key questions by demographic groups such as role/position and medical specialties. Differences have been highlighted where they are 5 or more percentage points above or below the NSW Health scores.

| | NSW Health JMO Supervisor Survey | Psychiatry | Rehabilitation Medicine | General Surgery | Surgery-other surgical subspecialties | Other |
|---|----------------------------------|------------|-------------------------|-----------------|---------------------------------------|------------|
| RESPONDENTS | 601 | 68 | 19 | 31 | 25 | 62 |
| Training and Development Index | 51% | 60% | 60% | 44% | 54% | 53% |
| Q39. I have received training in how to provide feedback to Junior Medical Officers | 66% | 78% | 84% | 52% | 76% | 68% |
| Q40. I have received training in how to identify and support a Junior Medical Officer in distress/at risk. | 52% | 55% | 79% | 39% | 64% | 56% |
| Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run | 62% | 58% | 83% | 74% | 60% | 52% |
| Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor. | 24% | 28% | 21% | 19% | 28% | 31% |
| Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor | 49% | 67% | 42% | 39% | 44% | 65% |
| Q48. I am satisfied with the professional development/training opportunities available to me as a supervisor | 52% | 74% | 47% | 42% | 53% | 47% |

RESULT BY MEDICAL SPECIALITY



DEMOGRAPHIC GROUP PROFILES

These pages provide a comparison of key questions by demographic groups such as role/position and medical specialties. Differences have been highlighted where they are 5 or more percentage points above or below the NSW Health scores.

| | NSW Health JMO Supervisor Survey | Anaesthesia | Emergency Medicine | Intensive Care Medicine | Obstetrics and Gynaecology | Ophthalmology | General paediatrics | Paediatrics other subspecialties | Neonatal and perinatal medicine |
|--|----------------------------------|-------------|--------------------|-------------------------|----------------------------|---------------|---------------------|----------------------------------|---------------------------------|
| RESPONDENTS | 601 | 26 | 74 | 21 | 31 | 21 | 22 | 25 | 10 |
| Q9. Prior to becoming a supervisor I received FORMAL training for the role | 32% | 4% | 22% | 5% | 35% | 14% | 27% | 42% | 22% |
| Q10. Prior to becoming a supervisor I received INFORMAL training for the role | 58% | 42% | 46% | 62% | 61% | 29% | 50% | 64% | 70% |
| Q11. The expectations of my role as a supervisor are clear and well defined | 67% | 46% | 59% | 57% | 71% | 48% | 73% | 56% | 90% |
| Q12. I feel confident in my role as a supervisor. | 88% | 62% | 88% | 95% | 97% | 95% | 86% | 72% | 100% |
| Q13. I have the skills and capabilities to undertake my role as a supervisor | 92% | 65% | 90% | 90% | 97% | 100% | 86% | 92% | 100% |
| Q14. Overall I enjoy my role as a supervisor | 90% | 88% | 84% | 90% | 90% | 100% | 86% | 92% | 100% |
| Q15. At the start of the term, JMOs have the skills and competencies to undertake the role | 58% | 38% | 50% | 43% | 52% | 57% | 68% | 36% | 20% |
| Q16. I have agreed goals and objectives with the Junior Medical Officers that I supervise. | 80% | 73% | 62% | 57% | 81% | 75% | 86% | 92% | 100% |
| Q17. I provide FORMAL feedback to my Junior Medical Officers about their performance at work. | 90% | 85% | 88% | 95% | 90% | 71% | 100% | 92% | 100% |

RESULT BY MEDICAL SPECIALITY



DEMOGRAPHIC GROUP PROFILES

These pages provide a comparison of key questions by demographic groups such as role/position and medical specialties. Differences have been highlighted where they are 5 or more percentage points above or below the NSW Health scores.

| | NSW Health JMO Supervisor Survey | Pathology | Cardiology | Endocrinology | Geriatric medicine | Medical oncology | Nephrology | Respiratory and sleep medicine | Adult Medicine- other subspecialties |
|--|----------------------------------|-------------|-------------|---------------|--------------------|------------------|------------|--------------------------------|--------------------------------------|
| RESPONDENTS | 601 | 14 | 10 | 12 | 37 | 10 | 16 | 13 | 53 |
| Q9. Prior to becoming a supervisor I received FORMAL training for the role | 32% | 21% | 0% | 33% | 38% | 10% | 13% | 23% | 27% |
| Q10. Prior to becoming a supervisor I received INFORMAL training for the role | 58% | 71% | 40% | 50% | 65% | 50% | 44% | 69% | 62% |
| Q11. The expectations of my role as a supervisor are clear and well defined | 67% | 86% | 70% | 67% | 78% | 70% | 69% | 77% | 66% |
| Q12. I feel confident in my role as a supervisor. | 88% | 86% | 100% | 100% | 92% | 100% | 81% | 85% | 87% |
| Q13. I have the skills and capabilities to undertake my role as a supervisor | 92% | 93% | 100% | 100% | 89% | 100% | 88% | 100% | 94% |
| Q14. Overall I enjoy my role as a supervisor | 90% | 93% | 90% | 92% | 89% | 100% | 94% | 92% | 91% |
| Q15. At the start of the term, JMOs have the skills and competencies to undertake the role | 58% | 50% | 80% | 67% | 65% | 70% | 81% | 46% | 75% |
| Q16. I have agreed goals and objectives with the Junior Medical Officers that I supervise. | 80% | 77% | 90% | 100% | 89% | 90% | 75% | 58% | 89% |
| Q17. I provide FORMAL feedback to my Junior Medical Officers about their performance at work. | 90% | 100% | 90% | 91% | 100% | 100% | 94% | 77% | 96% |

RESULT BY MEDICAL SPECIALITY



DEMOGRAPHIC GROUP PROFILES

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| | NSW Health JMO Supervisor Survey | Psychiatry | Rehabilitation Medicine | General Surgery | Surgery-other surgical subspecialties | Other |
|--|----------------------------------|------------|-------------------------|-----------------|---------------------------------------|------------|
| RESPONDENTS | 601 | 68 | 19 | 31 | 25 | 62 |
| Q9. Prior to becoming a supervisor I received FORMAL training for the role | 32% | 88% | 37% | 19% | 28% | 37% |
| Q10. Prior to becoming a supervisor I received INFORMAL training for the role | 58% | 82% | 63% | 52% | 48% | 65% |
| Q11. The expectations of my role as a supervisor are clear and well defined | 67% | 90% | 74% | 48% | 52% | 68% |
| Q12. I feel confident in my role as a supervisor. | 88% | 93% | 84% | 84% | 96% | 85% |
| Q13. I have the skills and capabilities to undertake my role as a supervisor | 92% | 96% | 100% | 87% | 92% | 90% |
| Q14. Overall I enjoy my role as a supervisor | 90% | 94% | 84% | 81% | 92% | 87% |
| Q15. At the start of the term, JMOs have the skills and competencies to undertake the role | 58% | 54% | 58% | 65% | 68% | 61% |
| Q16. I have agreed goals and objectives with the Junior Medical Officers that I supervise. | 80% | 87% | 83% | 77% | 80% | 85% |
| Q17. I provide FORMAL feedback to my Junior Medical Officers about their performance at work. | 90% | 92% | 89% | 94% | 84% | 82% |

RESULT BY MEDICAL SPECIALITY



DEMOGRAPHIC GROUP PROFILES

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|---|----------------------------------|-------------|--------------------|-------------------------|----------------------------|---------------|---------------------|----------------------------------|---------------------------------|
| RESPONDENTS | 601 | 26 | 74 | 21 | 31 | 21 | 22 | 25 | 10 |
| Q19. I provide INFORMAL feedback to my Junior Medical Officers about their performance at work. | 97% | 100% | 97% | 100% | 100% | 95% | 95% | 100% | 100% |
| Q20. I feel confident in managing an underperforming Junior Medical Officer who I supervise | 67% | 42% | 68% | 67% | 77% | 67% | 59% | 56% | 80% |
| Q21. I know where to go in order to obtain support in dealing with the underperformance of a JMO | 80% | 69% | 77% | 71% | 90% | 67% | 77% | 76% | 100% |
| Q23. Most days, I have time on my ward rounds for teaching | 60% | 52% | 39% | 71% | 67% | 38% | 62% | 75% | 80% |
| Q24. I feel confident in identifying a Junior Medical Officer who is in distress/at risk | 72% | 56% | 72% | 52% | 84% | 57% | 73% | 80% | 90% |
| Q25. I feel confident in supporting a Junior Medical Officer who is in distress/at risk | 74% | 50% | 70% | 52% | 84% | 57% | 86% | 72% | 80% |
| Q26. My hospital values my role as a supervisor | 48% | 31% | 46% | 52% | 42% | 48% | 41% | 40% | 40% |
| Q27. I have enough time during the week to fulfil my role as a supervisor. | 43% | 19% | 35% | 38% | 48% | 38% | 32% | 44% | 70% |
| Q28. My hospital supports my role as a supervisor | 47% | 31% | 50% | 43% | 39% | 43% | 41% | 48% | 40% |

RESULT BY MEDICAL SPECIALITY



DEMOGRAPHIC GROUP PROFILES

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| | NSW Health JMO Supervisor Survey | Pathology | Cardiology | Endocrinology | Geriatric medicine | Medical oncology | Nephrology | Respiratory and sleep medicine | Adult Medicine- other subspecialties |
|---|----------------------------------|-------------|------------|---------------|--------------------|------------------|------------|--------------------------------|--------------------------------------|
| RESPONDENTS | 601 | 14 | 10 | 12 | 37 | 10 | 16 | 13 | 53 |
| Q19. I provide INFORMAL feedback to my Junior Medical Officers about their performance at work. | 97% | 100% | 90% | 100% | 100% | 90% | 94% | 85% | 91% |
| Q20. I feel confident in managing an underperforming Junior Medical Officer who I supervise | 67% | 64% | 40% | 83% | 70% | 80% | 75% | 38% | 68% |
| Q21. I know where to go in order to obtain support in dealing with the underperformance of a JMO | 80% | 86% | 80% | 100% | 89% | 100% | 75% | 77% | 81% |
| Q23. Most days, I have time on my ward rounds for teaching | 60% | 62% | 70% | 67% | 62% | 80% | 63% | 54% | 75% |
| Q24. I feel confident in identifying a Junior Medical Officer who is in distress/at risk | 72% | 64% | 50% | 58% | 78% | 80% | 75% | 62% | 77% |
| Q25. I feel confident in supporting a Junior Medical Officer who is in distress/at risk | 74% | 71% | 60% | 75% | 70% | 80% | 75% | 46% | 77% |
| Q26. My hospital values my role as a supervisor | 48% | 50% | 80% | 42% | 54% | 60% | 31% | 31% | 51% |
| Q27. I have enough time during the week to fulfil my role as a supervisor. | 43% | 36% | 40% | 50% | 51% | 40% | 31% | 23% | 43% |
| Q28. My hospital supports my role as a supervisor | 47% | 36% | 50% | 33% | 51% | 50% | 31% | 46% | 54% |

RESULT BY MEDICAL SPECIALITY



DEMOGRAPHIC GROUP PROFILES

These pages provide a comparison of key questions by demographic groups such as role/position and medical specialties. Differences have been highlighted where they are 5 or more percentage points above or below the NSW Health scores.

| | NSW Health JMO Supervisor Survey | Psychiatry | Rehabilitation Medicine | General Surgery | Surgery-other surgical subspecialties | Other |
|---|----------------------------------|------------|-------------------------|-----------------|---------------------------------------|------------|
| RESPONDENTS | 601 | 68 | 19 | 31 | 25 | 62 |
| Q19. I provide INFORMAL feedback to my Junior Medical Officers about their performance at work. | 97% | 99% | 100% | 100% | 92% | 95% |
| Q20. I feel confident in managing an underperforming Junior Medical Officer who I supervise | 67% | 63% | 74% | 81% | 84% | 69% |
| Q21. I know where to go in order to obtain support in dealing with the underperformance of a JMO | 80% | 88% | 63% | 81% | 96% | 68% |
| Q23. Most days, I have time on my ward rounds for teaching | 60% | 64% | 74% | 42% | 56% | 64% |
| Q24. I feel confident in identifying a Junior Medical Officer who is in distress/at risk | 72% | 87% | 74% | 52% | 56% | 81% |
| Q25. I feel confident in supporting a Junior Medical Officer who is in distress/at risk | 74% | 87% | 79% | 65% | 84% | 79% |
| Q26. My hospital values my role as a supervisor | 48% | 72% | 47% | 39% | 36% | 45% |
| Q27. I have enough time during the week to fulfil my role as a supervisor. | 43% | 65% | 47% | 32% | 52% | 44% |
| Q28. My hospital supports my role as a supervisor | 47% | 69% | 47% | 32% | 44% | 44% |

RESULT BY MEDICAL SPECIALITY



DEMOGRAPHIC GROUP PROFILES

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|---|----------------------------------|-------------|--------------------|-------------------------|----------------------------|---------------|---------------------|----------------------------------|---------------------------------|
| RESPONDENTS | 601 | 26 | 74 | 21 | 31 | 21 | 22 | 25 | 10 |
| Q29. My hospital demonstrates that it values the education of Junior Medical Officers | 66% | 54% | 64% | 67% | 61% | 57% | 55% | 76% | 50% |
| Q30. Morale is good in my team. | 76% | 42% | 67% | 70% | 74% | 81% | 77% | 79% | 89% |
| Q31. My hospital has effective processes for monitoring workload and managing workload surges | 35% | 8% | 18% | 25% | 48% | 29% | 23% | 25% | 44% |
| Q32. Staff members, including and junior doctors, are treated fairly and with respect regardless of their position | 73% | 54% | 58% | 70% | 81% | 62% | 73% | 75% | 67% |
| Q33. My hospital/training site supports junior doctor training. | 83% | 77% | 74% | 80% | 87% | 67% | 100% | 83% | 78% |
| Q34. There is a culture that deals effectively with discrimination, bullying and sexual harassment at my hospital | 58% | 31% | 49% | 60% | 58% | 43% | 68% | 57% | 56% |
| Q35. I would recommend my hospital site as a great place for Junior Medical Officers to work and train | 81% | 65% | 78% | 80% | 97% | 71% | 86% | 71% | 78% |
| Q36. There are resources in my workplace to support JMOs if they experience stress or pressure | 68% | 42% | 75% | 60% | 77% | 43% | 91% | 75% | 78% |

RESULT BY MEDICAL SPECIALITY



DEMOGRAPHIC GROUP PROFILES

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|---|----------------------------------|------------|-------------|---------------|--------------------|------------------|------------|--------------------------------|--------------------------------------|
| RESPONDENTS | 601 | 14 | 10 | 12 | 37 | 10 | 16 | 13 | 53 |
| Q29. My hospital demonstrates that it values the education of Junior Medical Officers | 66% | 43% | 80% | 67% | 86% | 70% | 63% | 62% | 68% |
| Q30. Morale is good in my team. | 76% | 85% | 90% | 75% | 83% | 70% | 81% | 46% | 90% |
| Q31. My hospital has effective processes for monitoring workload and managing workload surges | 35% | 42% | 30% | 42% | 28% | 50% | 38% | 23% | 46% |
| Q32. Staff members, including and junior doctors, are treated fairly and with respect regardless of their position | 73% | 85% | 90% | 92% | 81% | 80% | 63% | 54% | 83% |
| Q33. My hospital/training site supports junior doctor training. | 83% | 85% | 100% | 92% | 86% | 90% | 81% | 77% | 88% |
| Q34. There is a culture that deals effectively with discrimination, bullying and sexual harassment at my hospital | 58% | 62% | 60% | 75% | 56% | 70% | 44% | 38% | 65% |
| Q35. I would recommend my hospital site as a great place for Junior Medical Officers to work and train | 81% | 83% | 100% | 83% | 92% | 90% | 73% | 38% | 87% |
| Q36. There are resources in my workplace to support JMOs if they experience stress or pressure | 68% | 46% | 80% | 67% | 61% | 90% | 69% | 62% | 73% |

RESULT BY MEDICAL SPECIALITY



DEMOGRAPHIC GROUP PROFILES

These pages provide a comparison of key questions by demographic groups such as role/position and medical specialties. Differences have been highlighted where they are 5 or more percentage points above or below the NSW Health scores.

| | NSW Health JMO Supervisor Survey | Psychiatry | Rehabilitation Medicine | General Surgery | Surgery-other surgical subspecialties | Other |
|---|----------------------------------|------------|-------------------------|-----------------|---------------------------------------|------------|
| RESPONDENTS | 601 | 68 | 19 | 31 | 25 | 62 |
| Q29. My hospital demonstrates that it values the education of Junior Medical Officers | 66% | 75% | 68% | 58% | 72% | 61% |
| Q30. Morale is good in my team. | 76% | 78% | 79% | 87% | 88% | 73% |
| Q31. My hospital has effective processes for monitoring workload and managing workload surges | 35% | 51% | 32% | 35% | 44% | 40% |
| Q32. Staff members, including and junior doctors, are treated fairly and with respect regardless of their position | 73% | 73% | 79% | 74% | 80% | 74% |
| Q33. My hospital/training site supports junior doctor training. | 83% | 84% | 95% | 87% | 92% | 79% |
| Q34. There is a culture that deals effectively with discrimination, bullying and sexual harassment at my hospital | 58% | 61% | 63% | 84% | 68% | 53% |
| Q35. I would recommend my hospital site as a great place for Junior Medical Officers to work and train | 81% | 85% | 79% | 84% | 88% | 76% |
| Q36. There are resources in my workplace to support JMOs if they experience stress or pressure | 68% | 73% | 68% | 65% | 68% | 63% |

RESULT BY MEDICAL SPECIALITY



DEMOGRAPHIC GROUP PROFILES

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|---|----------------------------------|-------------|--------------------|-------------------------|----------------------------|---------------|---------------------|----------------------------------|---------------------------------|
| RESPONDENTS | 601 | 26 | 74 | 21 | 31 | 21 | 22 | 25 | 10 |
| Q39. I have received training in how to provide feedback to Junior Medical Officers | 66% | 68% | 65% | 70% | 68% | 48% | 73% | 67% | 67% |
| Q40. I have received training in how to identify and support a Junior Medical Officer in distress/at risk. | 52% | 44% | 49% | 30% | 48% | 38% | 64% | 50% | 44% |
| Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run | 62% | 68% | 70% | 60% | 58% | 43% | 95% | 46% | 89% |
| Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor. | 24% | 32% | 25% | 10% | 23% | 14% | 14% | 13% | 11% |
| Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor | 49% | 48% | 44% | 55% | 39% | 33% | 45% | 42% | 33% |
| Q44. I encourage feedback on my performance as a supervisor from my Junior Medical Officers | 78% | 80% | 73% | 70% | 74% | 81% | 73% | 88% | 100% |
| Q46. In the last 12 months I have received feedback on the quality of my formal teaching | 52% | 57% | 60% | 55% | 46% | 33% | 50% | 50% | (r) |
| Q47. In the last 12 months I have received feedback on the quality of my informal teaching | 55% | 61% | 52% | 60% | 61% | 50% | 61% | 50% | (r) |
| Q48. I am satisfied with the professional development/training opportunities available to me as a supervisor | 52% | 43% | 42% | 35% | 57% | 44% | 50% | 50% | (r) |

RESULT BY MEDICAL SPECIALITY



DEMOGRAPHIC GROUP PROFILES

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|---|----------------------------------|------------|------------|---------------|--------------------|------------------|------------|--------------------------------|--------------------------------------|
| RESPONDENTS | 601 | 14 | 10 | 12 | 37 | 10 | 16 | 13 | 53 |
| Q39. I have received training in how to provide feedback to Junior Medical Officers | 66% | 54% | 33% | 58% | 75% | 50% | 69% | 54% | 65% |
| Q40. I have received training in how to identify and support a Junior Medical Officer in distress/at risk. | 52% | 54% | 33% | 50% | 61% | 40% | 56% | 42% | 57% |
| Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run | 62% | 23% | 44% | 58% | 61% | 60% | 56% | 77% | 67% |
| Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor. | 24% | 15% | 33% | 33% | 33% | 10% | 19% | 23% | 31% |
| Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor | 49% | 46% | 56% | 33% | 50% | 60% | 56% | 31% | 47% |
| Q44. I encourage feedback on my performance as a supervisor from my Junior Medical Officers | 78% | 69% | 78% | 92% | 81% | 80% | 75% | 54% | 71% |
| Q46. In the last 12 months I have received feedback on the quality of my formal teaching | 52% | 30% | (r) | (r) | 47% | (r) | 67% | 36% | 61% |
| Q47. In the last 12 months I have received feedback on the quality of my informal teaching | 55% | 50% | (r) | (r) | 53% | (r) | 25% | 36% | 59% |
| Q48. I am satisfied with the professional development/training opportunities available to me as a supervisor | 52% | 80% | (r) | (r) | 56% | (r) | 67% | 36% | 59% |

RESULT BY MEDICAL SPECIALITY



DEMOGRAPHIC GROUP PROFILES

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|---|----------------------------------|------------|-------------------------|-----------------|---------------------------------------|------------|
| RESPONDENTS | 601 | 68 | 19 | 31 | 25 | 62 |
| Q39. I have received training in how to provide feedback to Junior Medical Officers | 66% | 78% | 84% | 52% | 76% | 68% |
| Q40. I have received training in how to identify and support a Junior Medical Officer in distress/at risk. | 52% | 55% | 79% | 39% | 64% | 56% |
| Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run | 62% | 58% | 83% | 74% | 60% | 52% |
| Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor. | 24% | 28% | 21% | 19% | 28% | 31% |
| Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor | 49% | 67% | 42% | 39% | 44% | 65% |
| Q44. I encourage feedback on my performance as a supervisor from my Junior Medical Officers | 78% | 84% | 89% | 71% | 76% | 84% |
| Q46. In the last 12 months I have received feedback on the quality of my formal teaching | 52% | 55% | 73% | 50% | 38% | 50% |
| Q47. In the last 12 months I have received feedback on the quality of my informal teaching | 55% | 65% | 60% | 46% | 43% | 62% |
| Q48. I am satisfied with the professional development/training opportunities available to me as a supervisor | 52% | 74% | 47% | 42% | 53% | 47% |

PROFILE OF RESPONDENTS



PROFILE OF RESPONDENTS

| ABOUT YOURSELF | RESPONSE SCALE | | % |
|--|----------------|------------|------------|
| Q2. At this hospital are you engaged as a Staff Specialist, Visiting Medical Officer, Clinical Academic or Honorary Medical Officer | | 597 | |
| Staff Specialist | | 490 | 82% |
| Visiting Medical Officer | | 92 | 15% |
| Clinical Academic | | 13 | 2% |
| Honorary Medical Officer | | 2 | 0% |
| RQ3. At this hospital are you employed as a Full time or Fractional staff specialist | | 488 | |
| Full Time | | 225 | 46% |
| Fractional | | 263 | 54% |
| RQ4. At this hospital how many hours per week are you there | | 94 | |
| 1-9 hours | | 26 | 28% |
| 10-19 hours | | 37 | 39% |
| 20-29 hours | | 20 | 21% |
| 30 + hours | | 11 | 12% |

PROFILE OF RESPONDENTS



PROFILE OF RESPONDENTS

| ABOUT YOURSELF | RESPONSE SCALE | | % |
|-----------------------------------|----------------|------------|------------|
| Q5. Supervisor Specialties | | 600 | |
| Anaesthesia | | 26 | 4% |
| Emergency Medicine | | 74 | 12% |
| Intensive Care Medicine | | 21 | 4% |
| Obstetrics and Gynaecology | | 31 | 5% |
| Ophthalmology | | 21 | 4% |
| General paediatrics | | 22 | 4% |
| Paediatrics other subspecialties | | 25 | 4% |
| Neonatal and perinatal medicine | | 10 | 2% |
| Pathology | | 14 | 2% |
| Cardiology | | 10 | 2% |
| Endocrinology | | 12 | 2% |

PROFILE OF RESPONDENTS














PROFILE OF RESPONDENTS

| ABOUT YOURSELF | RESPONSE SCALE | | % |
|---------------------------------------|----------------|------------|------------|
| Q5. Supervisor Specialties | | 600 | |
| Geriatric medicine | | 37 | 6% |
| Medical oncology | | 10 | 2% |
| Nephrology | | 16 | 3% |
| Respiratory and sleep medicine | | 13 | 2% |
| Adult Medicine-other subspecialties | | 53 | 9% |
| Psychiatry | | 68 | 11% |
| Rehabilitation Medicine | | 19 | 3% |
| General Surgery | | 31 | 5% |
| Surgery-other surgical subspecialties | | 25 | 4% |
| Other | | 62 | 10% |

PROFILE OF RESPONDENTS



PROFILE OF RESPONDENTS

| ABOUT YOURSELF | RESPONSE SCALE | | % |
|--|---|------------|------------|
| Q6. How long have you been a supervisor? | | 601 | |
| Less than one year |  | 31 | 5% |
| 1-3 years |  | 101 | 17% |
| 4-6 years |  | 107 | 18% |
| 7-10 years |  | 113 | 19% |
| More than 10 years |  | 249 | 41% |
| Q7. Who do you supervise? | | 591 | |
| Prevocational (PGY1/PGY2) |  | 398 | 67% |
| Accredited trainees (includes basic, advanced, provisional fellow, rural generalist) |  | 537 | 91% |
| Unaccredited trainees |  | 275 | 47% |
| International Medical Graduates |  | 224 | 38% |
| Q8. Do you also provide supervision to medical students | | 588 | |
| Yes |  | 498 | 85% |
| No |  | 90 | 15% |

PROFILE OF RESPONDENTS



PROFILE OF RESPONDENTS

| ABOUT YOURSELF | RESPONSE SCALE | | % |
|----------------------------------|----------------|------------|------------|
| Q58. What is your gender? | | | 576 |
| Female | | 233 | 40% |
| Male | | 297 | 52% |
| Prefer not to say | | 46 | 8% |
| Q59. What is your age | | | 560 |
| 20-24 | | 0 | % |
| 25-29 | | 1 | 0% |
| 30-34 | | 13 | 2% |
| 35-39 | | 63 | 11% |
| 40-44 | | 111 | 20% |
| 45-49 | | 121 | 22% |
| 50-54 | | 92 | 16% |
| 55-59 | | 76 | 14% |
| 60-64 | | 51 | 9% |
| 65 + | | 32 | 6% |

PROFILE OF RESPONDENTS



PROFILE OF RESPONDENTS

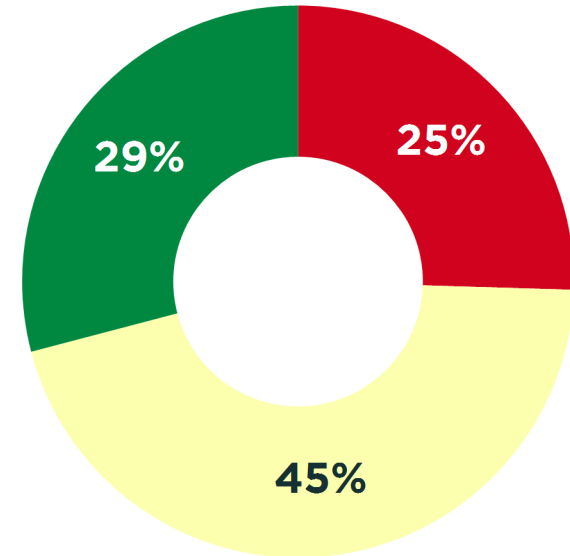
| ABOUT YOURSELF | RESPONSE SCALE | | % |
|--|----------------|------------|------------|
| Q60. Are you of Australian Aboriginal and/or Torres Strait Islander origin? | | 578 | |
| Yes | | 4 | 1% |
| No | | 561 | 97% |
| Prefer not to say | | 13 | 2% |
| Q61. Where did you complete your undergraduate medical study? | | 576 | |
| Australian/New Zealand university | | 403 | 70% |
| Overseas medical school | | 173 | 30% |

TIME TO TAKE ACTION

29%

of JMO Supervisors replied favourably to:

‘I believe action will be taken on the results from this survey by NSW Health.’



 % agreement

 % neutral

 % negative

TIME TO TAKE ACTION



CELEBRATE

The things we do well:

THINK ABOUT HOW WE CAN BUILD ON OUR STRENGTHS AND LEARN FROM WHAT WE ARE GOOD AT.



INVESTIGATE FURTHER WITH OUR TEAMS

Are there any other opportunities coming out of the results that we want to explore further?

HOW COULD WE INVESTIGATE? THROUGH LOOKING AT THE DATA IN MORE DETAIL OR THROUGH DISCUSSIONS WITH STAFF?



OPPORTUNITIES

Areas we need to focus on and turn into action plans:

WHAT ARE THE KEY THINGS WE NEED TO IMPROVE TO MAKE WORKING HERE BETTER?



USE THIS PAGE TO START YOUR LOCAL ACTION PLANS

- Identify areas to celebrate, opportunities for improvement and areas which you need to investigate further.

- Prioritise 3 areas to take forward

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