

SURVEY 2021

YOUR TRAINING
AND WELLBEING *Matters*



Report For:

NSW Health – Supervisors of Doctors in
Training

YOUR TRAINING AND WELLBEING Matters



Report Contents

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RESPONSE RATE: N/A

SUPERVISOR RESPONSES: 1604

INDEX HEADLINES



Training and Development Index

47%

VARIANCE from 2018 SURVEY: -4



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

47%

RESPONSE SCALE

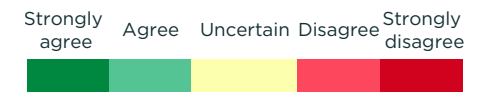
% AGREEMENT

VARIANCE FROM 2018 SURVEY

-4

QUESTION	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	% AGREEMENT	VARIANCE FROM 2018 SURVEY
Q39. I have received training in how to provide feedback to Doctors in Training	11	48	11	25		59%	-8 ↓
Q40. I have received training in how to identify and support a Doctors in Training in distress/at risk	8	38	17	32		45%	-7 ↓
Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run	14	42	12	27		56%	-6 ↓
Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor	18	9		50	20	21%	-3
Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor		40	9	32	13	47%	-2
Q48. Overall I am satisfied with the professional development /training opportunities available to me as a supervisor		47	24	18		54%	+2

KEY



HEADLINE SCORES

Highest Agreement Scoring Questions	% AGREEMENT
Q19. I provide INFORMAL feedback to my Doctors in Training about their performance at work.	96%
Q13. I have the skills and capabilities to undertake my role as a supervisor	91%
Q14. Overall I enjoy my role as a supervisor	89%
Q12. I feel confident in my role as a supervisor.	87%
Q17. I provide FORMAL feedback to my Doctors in Training about their performance at work.	83%

Lowest Agreement Scoring Questions	% AGREEMENT
Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor	21%
Q57b. I believe action will be taken on the results from this survey by NSW Health	26%
Q9. Prior to becoming a supervisor I received FORMAL training for the role	30%
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 2021 Your Training and Wellbeing Matters survey which was open from 26 April to 16 May 2021.

Senior Medical Officers (Staff Specialist/Visiting Medical Officer/Clinical Academic) who have responsibility for meeting with Doctors in Training in their team/unit/training network to discuss their progress in the term/position/rotation, provide feedback on performance and complete DiT 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. Responses from Medical officers who identified as a Honorary Medical Officer are included with responses from Staff Specialists

SURVEY QUESTIONS



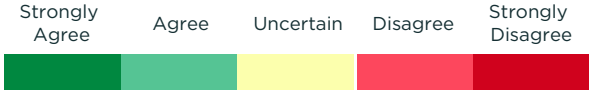
EXPLORE THE RESULTS

Questions are grouped by themes in this report

These pages show questions asked in the survey and the proportion of DIT 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	VARIANCE FROM 2018 SURVEY
Q9. Prior to becoming a supervisor I received FORMAL training for the role	7	23	9	42	19	30%	-2
Q10. Prior to becoming a supervisor I received INFORMAL training for the role	10	50	10	20	10	60%	+2
Q11. The expectations of my role as a supervisor are clear and well defined	10	55	17	15		65%	-2
Q12. I feel confident in my role as a supervisor.	21	65	9			87%	-1
Q13. I have the skills and capabilities to undertake my role as a supervisor	24	66	8			91%	-1
Q14. Overall I enjoy my role as a supervisor	31	58				89%	0

KEY R ROUTED QUESTIONS



SURVEY QUESTIONS



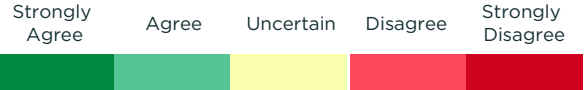
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DIT SUPERVISION AND TRAINING	RESPONSE SCALE				% AGREEMENT	VARIANCE FROM 2018 SURVEY
Q15. At the start of the term/rotation, Doctors in Training generally have the clinical skills and competencies required to undertake the role.	46	21	25		49%	-9 ↓
Q16. I have agreed goals and objectives with the Doctors in Training that I supervise.	10	66	12	10	76%	-4
Q17. I provide FORMAL feedback to my Doctors in Training about their performance at work.	23	60		10	83%	-7 ↓

KEY R ROUTED QUESTIONS



SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

DIT SUPERVISION AND TRAINING	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY
Q18. How frequently on average do you provide FORMAL feedback about a Doctors in Training performance		1597		
Once per term/rotation		393	25%	+5
Twice per term/rotation		766	48%	-12
Monthly		158	10%	+1
Fortnightly		58	4%	+1
Weekly		65	4%	-1
Daily		30	2%	+2
Never		127	8%	+4

KEY

R ROUTED QUESTIONS

SURVEY QUESTIONS



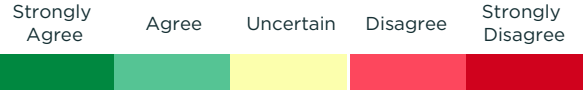
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DIT SUPERVISION AND TRAINING	RESPONSE SCALE				% AGREEMENT	VARIANCE FROM 2018 SURVEY
Q19. I provide INFORMAL feedback to my Doctors in Training about their performance at work.	32	64			96%	-1
Q20. I feel confident in managing an underperforming Doctors in Training who I supervise	10	51	24	13	61%	-6 ↓
Q21. I know where to go in order to obtain support in dealing with the underperformance of a Doctors in Training	17	59	13	8	76%	-4

KEY R ROUTED QUESTIONS



SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

DIT SUPERVISION AND TRAINING	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY
Q22. In the past 12 months I have had to address underperformance in a Doctors in Training who I supervised		1596		
Yes		649	41%	-11 ↓
No		848	53%	+10 ↑
Prefer not to say		99	6%	+1

KEY

R ROUTED QUESTIONS

SURVEY QUESTIONS



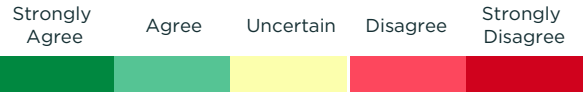
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DIT SUPERVISION AND TRAINING	RESPONSE SCALE					% AGREEMENT	VARIANCE FROM 2018 SURVEY
Q23. Most days, I have time on my ward rounds for teaching	8	46	13	26		54%	-6 ↓
Q24. I feel confident in identifying a Doctors in Training who is in distress/at risk	9	61	22	8		69%	-3
Q25. I feel confident in supporting a Doctors in Training who is in distress/at risk	11	58	22	8		69%	-5 ↓

KEY R ROUTED QUESTIONS



SURVEY QUESTIONS



EXPLORE THE RESULTS

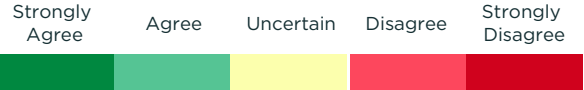
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YOUR TRAINING AND DEVELOPMENT OPPORTUNITIES

	RESPONSE SCALE					% AGREEMENT	VARIANCE FROM 2018 SURVEY
Q26. My hospital values my role as a supervisor	10	37	28	17	9	47%	-1
Q27. I have enough time during the week to fulfil my role as a supervisor.		38	18	29	10	43%	0
Q28. My hospital supports my role as a supervisor	7	40	25	18	9	48%	+1
Q29. My hospital demonstrates that it values the education of Doctors in Training	13	48	21	12		61%	-5 ↓

KEY R ROUTED QUESTIONS



SURVEY QUESTIONS



EXPLORE THE RESULTS

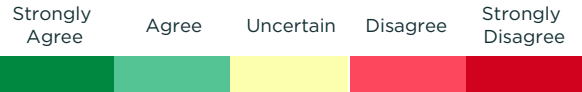
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YOUR TRAINING AND DEVELOPMENT OPPORTUNITIES

	RESPONSE SCALE				% AGREEMENT	VARIANCE FROM 2018 SURVEY
Q30. Morale is good in my team.	18	57	11	10	75%	-1
Q31. My hospital/training site has effective processes for monitoring workload and managing workload surges	31	24	27	14	35%	0
Q32. Staff members, including senior and doctors in training, are treated fairly and with respect regardless of their position	15	53	14	11	68%	-5 ↓
Q33. My hospital/training site supports doctors in training	17	62	12		79%	-4
Q34. There is a culture that deals effectively with discrimination, bullying and sexual harassment at my hospital/training site	10	44	29	9	54%	-3
Q35. I would recommend my hospital site as a great place for Doctors in Training to work and train	24	53	15		77%	-4
Q36. There are resources in my workplace to support Doctors in Training if they experience stress or pressure	11	51	31		62%	-6 ↓

KEY R ROUTED QUESTIONS



SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

YOUR TRAINING AND DEVELOPMENT OPPORTUNITIES	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY
Q37. I am aware of the NSW Health JMO support line for doctors in training		1596		
Yes		757	47%	+8
No		627	39%	-9
Don't Know		212	13%	+1

KEY

R ROUTED QUESTIONS

SURVEY QUESTIONS



EXPLORE THE RESULTS

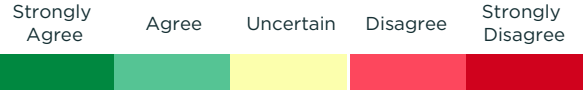
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YOUR TRAINING AND DEVELOPMENT OPPORTUNITIES

		RESPONSE SCALE			% AGREEMENT	VARIANCE FROM 2018 SURVEY
R	Q38. I would refer doctors in training to the NSW Health JMO support line for assistance in dealing with issues at work	13	57	24	70%	-1

KEY R ROUTED QUESTIONS



SURVEY QUESTIONS



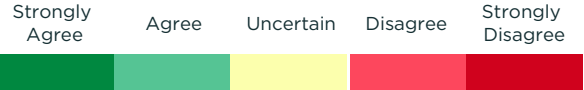
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DIT SUPPORT	RESPONSE SCALE					% AGREEMENT	VARIANCE FROM 2018 SURVEY
Q39. I have received training in how to provide feedback to Doctors in Training	11	48	11	25		59%	-8 ↓
Q40. I have received training in how to identify and support a Doctors in Training in distress/at risk	8	38	17	32		45%	-7 ↓
Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run	14	42	12	27		56%	-6 ↓
Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor	18	9	50	20		21%	-3
Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor	40	9	32	13		47%	-2
Q44. I encourage feedback on my performance as a supervisor from my Doctors in Training	19	58	15			77%	-1

KEY R ROUTED QUESTIONS



SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

DIT SUPPORT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY
Q45. In the last 12 months I have participated in formal teaching of Doctors in Training		1570		
Yes		1286	82%	-6 ↓
No		259	16%	+5 ↑
Prefer not to say		25	2%	+1

KEY

R ROUTED QUESTIONS

SURVEY QUESTIONS



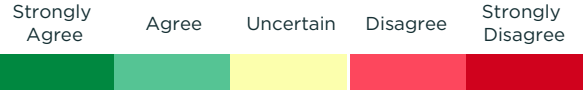
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DIT SUPPORT		RESPONSE SCALE					% AGREEMENT	VARIANCE FROM 2018 SURVEY
R	Q46. In the last 12 months I have received feedback on the quality of my formal teaching	10	40	14	29		50%	-2
R	Q47. In the last 12 months I have received feedback on the quality of my informal teaching	9	43	14	28		52%	-3
R	Q48. Overall I am satisfied with the professional development /training opportunities available to me as a supervisor		47	24	18		54%	+2

KEY R ROUTED QUESTIONS



SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

DIT SUPPORT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY
Q49. In which of the following areas would you like to receive more education to support you in your supervisory role [Multiple Response]		1551		
Giving effective feedback		642	41%	0
Workplace based assessments		285	18%	-2
Identifying and managing a trainee in distress/at risk		747	48%	0
Managing underperformance		1004	65%	0
Effective teaching in the workplace		408	26%	+1
Coaching and mentoring		471	30%	0
Teaching on the run		344	22%	-1
How to respond to concerns and complaints		678	44%	-1
Leadership and management		535	34%	-6
Recruitment		223	14%	-3
None of the above		195	13%	+2

KEY

R ROUTED QUESTIONS

SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

UNACCEPTABLE CONDUCT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY
Q50. In the last 12 months I have witnessed misconduct/wrongdoing at my work		1561		
Yes		437	28%	-1
No		1005	64%	-2
Prefer not to say		119	8%	+3
R Q51. Have you reported the misconduct/wrongdoing you witnessed in the last 12 months?		434		
Yes		288	66%	-4
No		99	23%	+5
Prefer not to say		47	11%	-2

KEY

R ROUTED QUESTIONS

SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

UNACCEPTABLE CONDUCT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY
Q52. In the last 12 months I have witnessed bullying at my work.		1561		
Yes		508	33%	-4
No		960	61%	+3
Prefer not to say		93	6%	+1
Q53. In the last 12 months I have been subjected to bullying at work		1561		
Yes		238	15%	-3
No		1218	78%	+2
Prefer not to say		105	7%	+1

KEY

R ROUTED QUESTIONS

SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

UNACCEPTABLE CONDUCT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY
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		238		
A senior manager		76	32%	-4
Your immediate supervisor		24	10%	+2
Doctor in training		7	3%	+1
A senior doctor		44	18%	-6
A fellow worker at your level		42	18%	-3
Nursing staff		18	8%	-
Allied health staff		1	0%	-
A member of the public other than a patient		3	1%	0
Other		4	2%	-1
Prefer not to say		19	8%	+2

KEY

R ROUTED QUESTIONS

SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

UNACCEPTABLE CONDUCT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY
R Q56. Have you submitted a formal complaint regarding the incident/s you were subjected to in the last 12 months?		236		
Yes		56	24%	+2
No		146	62%	+1
Prefer not to say		34	14%	-4
R Q57. Was your complaint satisfactorily resolved?		56		
Yes		4	7%	-10 ↓
No		36	64%	-1
This complaint is still being processed		16	29%	+11 ↑

KEY

R ROUTED QUESTIONS

SURVEY QUESTIONS



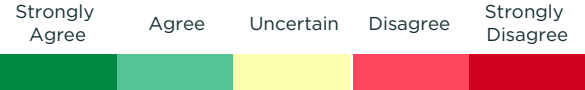
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TAKING ACTION	RESPONSE SCALE				% AGREEMENT	VARIANCE FROM 2018 SURVEY
Q57b. I believe action will be taken on the results from this survey by NSW Health	22	46	16	11	26%	-3

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



SURVEY QUESTIONS



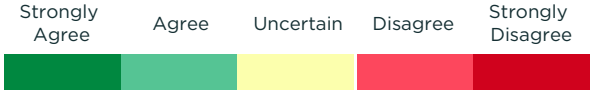
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ABOUT YOURSELF	RESPONSE SCALE			% AGREEMENT	VARIANCE FROM 2018 SURVEY
Q62. There are resources in the workplace to support me if I experience stress or pressure	47	25	14	54%	-

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



SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

FINAL QUESTION	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY
Q63. I have seen the results of previous surveys such as the national medical training survey or the previous Your Training and Wellbeing Matters Supervisor Survey for my hospital/LHD/training network?		1543		
Yes		496	32%	-
No		852	55%	-
Don't Know		195	13%	-

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.

	NSW HEALTH SURVEY	Other	Private Hospitals	Central Coast LHD	Hunter New England LHD	Illawarra Shoalhaven LHD	Justice Health & Forensic Ment...	Mid North Coast LHD	Murrumbidgee LHD
RESPONDENTS	1604	14	10	57	160	93	33	40	29
Training and Development Index	47%	43%	46%	51%	51%	46%	59%	41%	55%
Q39. I have received training in how to provide feedback to Doctors in Training	59%	50%	60%	65%	64%	60%	70%	53%	66%
Q40. I have received training in how to identify and support a Doctors in Training in distress/at risk	45%	50%	40%	44%	49%	43%	58%	26%	41%
Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run	56%	50%	50%	67%	69%	58%	61%	62%	62%
Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor	21%	14%	10%	21%	18%	19%	30%	24%	28%
Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor	47%	38%	50%	56%	49%	44%	67%	42%	62%
Q48. I am satisfied with the professional development/training opportunities available to me as a supervisor	54%	55%	(r)	55%	55%	51%	72%	35%	74%

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 SURVEY	Nepean Blue Mountains LHD	Northern NSW LHD	Northern Sydney LHD	South Eastern Sydney LHD	NSW Ambulance	NSW Health Pathology	South Western Sydney LHD	Southern NSW LHD
RESPONDENTS	1604	58	119	93	149	10	29	148	23
Training and Development Index	47%	52%	44%	40%	45%	59%	41%	47%	38%
Q39. I have received training in how to provide feedback to Doctors in Training	59%	64%	53%	54%	54%	89%	69%	58%	43%
Q40. I have received training in how to identify and support a Doctors in Training in distress/at risk	45%	45%	43%	38%	43%	56%	55%	49%	30%
Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run	56%	55%	61%	35%	52%	56%	34%	52%	30%
Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor	21%	30%	16%	18%	26%	11%	17%	24%	26%
Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor	47%	57%	39%	45%	43%	56%	39%	46%	43%
Q48. I am satisfied with the professional development/training opportunities available to me as a supervisor	54%	61%	52%	53%	54%	(r)	29%	53%	63%

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 SURVEY	Sydney Children's Hospital Net...	Sydney LHD	St Vincent's Hospital Network	Western NSW LHD	Western Sydney LHD
RESPONDENTS	1604	101	146	50	58	175
Training and Development Index	47%	47%	42%	49%	47%	49%
Q39. I have received training in how to provide feedback to Doctors in Training	59%	67%	54%	53%	65%	57%
Q40. I have received training in how to identify and support a Doctors in Training in distress/at risk	45%	51%	37%	49%	49%	49%
Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run	56%	59%	48%	62%	67%	58%
Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor	21%	16%	20%	32%	13%	24%
Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor	47%	42%	42%	40%	41%	53%
Q48. I am satisfied with the professional development/training opportunities available to me as a supervisor	54%	50%	49%	57%	49%	58%

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 SURVEY	Other	Private Hospitals	Central Coast LHD	Hunter New England LHD	Illawarra Shoalhaven LHD	Justice Health & Forensic Ment...	Mid North Coast LHD	Murrumbidgee LHD
RESPONDENTS	1604	14	10	57	160	93	33	40	29
Q9. Prior to becoming a supervisor I received FORMAL training for the role	30%	29%	70%	33%	33%	34%	82%	20%	45%
Q10. Prior to becoming a supervisor I received INFORMAL training for the role	60%	79%	70%	60%	66%	55%	76%	55%	72%
Q11. The expectations of my role as a supervisor are clear and well defined	65%	79%	100%	68%	62%	65%	79%	58%	72%
Q12. I feel confident in my role as a supervisor.	87%	93%	90%	89%	82%	92%	88%	75%	90%
Q13. I have the skills and capabilities to undertake my role as a supervisor	91%	86%	100%	93%	86%	96%	91%	85%	93%
Q14. Overall I enjoy my role as a supervisor	89%	79%	100%	93%	86%	96%	88%	93%	93%
Q15. At the start of the term, DiT have the skills and competencies to undertake the role	49%	50%	50%	63%	48%	56%	64%	48%	59%
Q16. I have agreed goals and objectives with the Doctors in Training that I supervise.	76%	64%	60%	79%	70%	83%	79%	73%	86%
Q17. I provide FORMAL feedback to my Doctors in Training about their performance at work.	83%	71%	80%	91%	82%	84%	88%	85%	93%

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 SURVEY	Nepean Blue Mountains LHD	Northern NSW LHD	Northern Sydney LHD	South Eastern Sydney LHD	NSW Ambulance	NSW Health Pathology	South Western Sydney LHD	Southern NSW LHD
RESPONDENTS	1604	58	119	93	149	10	29	148	23
Q9. Prior to becoming a supervisor I received FORMAL training for the role	30%	26%	31%	31%	22%	40%	41%	28%	22%
Q10. Prior to becoming a supervisor I received INFORMAL training for the role	60%	53%	61%	55%	59%	80%	48%	56%	41%
Q11. The expectations of my role as a supervisor are clear and well defined	65%	67%	60%	65%	64%	60%	69%	70%	61%
Q12. I feel confident in my role as a supervisor.	87%	86%	91%	82%	85%	100%	86%	88%	87%
Q13. I have the skills and capabilities to undertake my role as a supervisor	91%	90%	91%	87%	90%	100%	93%	93%	87%
Q14. Overall I enjoy my role as a supervisor	89%	83%	86%	90%	88%	100%	86%	91%	82%
Q15. At the start of the term, DiT have the skills and competencies to undertake the role	49%	36%	50%	41%	50%	90%	28%	41%	43%
Q16. I have agreed goals and objectives with the Doctors in Training that I supervise.	76%	83%	68%	70%	75%	100%	83%	85%	65%
Q17. I provide FORMAL feedback to my Doctors in Training about their performance at work.	83%	88%	76%	77%	86%	60%	79%	86%	70%

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 SURVEY	Sydney Children's Hospital Net...	Sydney LHD	St Vincent's Hospital Network	Western NSW LHD	Western Sydney LHD
RESPONDENTS	1604	101	146	50	58	175
Q9. Prior to becoming a supervisor I received FORMAL training for the role	30%	22%	27%	16%	43%	29%
Q10. Prior to becoming a supervisor I received INFORMAL training for the role	60%	61%	60%	56%	69%	63%
Q11. The expectations of my role as a supervisor are clear and well defined	65%	60%	64%	66%	67%	61%
Q12. I feel confident in my role as a supervisor.	87%	90%	82%	88%	86%	89%
Q13. I have the skills and capabilities to undertake my role as a supervisor	91%	90%	92%	90%	84%	93%
Q14. Overall I enjoy my role as a supervisor	89%	88%	89%	90%	88%	91%
Q15. At the start of the term, DiT have the skills and competencies to undertake the role	49%	54%	50%	46%	48%	49%
Q16. I have agreed goals and objectives with the Doctors in Training that I supervise.	76%	72%	77%	82%	74%	76%
Q17. I provide FORMAL feedback to my Doctors in Training about their performance at work.	83%	87%	86%	78%	79%	83%

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 SURVEY	Other	Private Hospitals	Central Coast LHD	Hunter New England LHD	Illawarra Shoalhaven LHD	Justice Health & Forensic Ment...	Mid North Coast LHD	Murrumbidgee LHD
RESPONDENTS	1604	14	10	57	160	93	33	40	29
Q19. I provide INFORMAL feedback to my Doctors in Training about their performance at work.	96%	93%	100%	96%	93%	99%	94%	100%	100%
Q20. I feel confident in managing an underperforming Doctors in Training who I supervise	61%	79%	80%	71%	56%	68%	70%	50%	69%
Q21. I know where to go in order to obtain support in dealing with the underperformance of a DiT	76%	79%	80%	91%	75%	79%	79%	60%	72%
Q23. Most days, I have time on my ward rounds for teaching	54%	43%	70%	54%	50%	66%	55%	58%	72%
Q24. I feel confident in identifying a Doctors in Training who is in distress/at risk	69%	71%	90%	72%	69%	77%	85%	58%	82%
Q25. I feel confident in supporting a Doctors in Training who is in distress/at risk	69%	71%	90%	72%	63%	71%	91%	65%	90%
Q26. My hospital values my role as a supervisor	47%	50%	70%	49%	42%	53%	64%	38%	52%
Q27. I have enough time during the week to fulfil my role as a supervisor.	43%	46%	80%	45%	41%	53%	67%	45%	66%

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 SURVEY	Nepean Blue Mountains LHD	Northern NSW LHD	Northern Sydney LHD	South Eastern Sydney LHD	NSW Ambulance	NSW Health Pathology	South Western Sydney LHD	Southern NSW LHD
RESPONDENTS	1604	58	119	93	149	10	29	148	23
Q19. I provide INFORMAL feedback to my Doctors in Training about their performance at work.	96%	95%	96%	97%	95%	100%	97%	95%	96%
Q20. I feel confident in managing an underperforming Doctors in Training who I supervise	61%	53%	58%	62%	58%	80%	45%	61%	70%
Q21. I know where to go in order to obtain support in dealing with the underperformance of a DiT	76%	79%	66%	82%	78%	90%	76%	73%	78%
Q23. Most days, I have time on my ward rounds for teaching	54%	60%	59%	53%	47%	90%	34%	50%	36%
Q24. I feel confident in identifying a Doctors in Training who is in distress/at risk	69%	69%	66%	71%	66%	80%	62%	65%	65%
Q25. I feel confident in supporting a Doctors in Training who is in distress/at risk	69%	62%	71%	72%	61%	90%	66%	67%	74%
Q26. My hospital values my role as a supervisor	47%	36%	49%	45%	40%	100%	41%	55%	39%
Q27. I have enough time during the week to fulfil my role as a supervisor.	43%	40%	50%	41%	34%	100%	24%	41%	30%

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 SURVEY	Sydney Children's Hospital Net...	Sydney LHD	St Vincent's Hospital Network	Western NSW LHD	Western Sydney LHD
RESPONDENTS	1604	101	146	50	58	175
Q19. I provide INFORMAL feedback to my Doctors in Training about their performance at work.	96%	98%	95%	98%	90%	97%
Q20. I feel confident in managing an underperforming Doctors in Training who I supervise	61%	62%	52%	60%	66%	66%
Q21. I know where to go in order to obtain support in dealing with the underperformance of a DiT	76%	84%	76%	76%	69%	76%
Q23. Most days, I have time on my ward rounds for teaching	54%	53%	54%	50%	57%	57%
Q24. I feel confident in identifying a Doctors in Training who is in distress/at risk	69%	63%	61%	80%	71%	77%
Q25. I feel confident in supporting a Doctors in Training who is in distress/at risk	69%	65%	57%	68%	71%	78%
Q26. My hospital values my role as a supervisor	47%	36%	50%	34%	41%	49%
Q27. I have enough time during the week to fulfil my role as a supervisor.	43%	29%	42%	38%	53%	48%

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 SURVEY	Other	Private Hospitals	Central Coast LHD	Hunter New England LHD	Illawarra Shoalhaven LHD	Justice Health & Forensic Ment...	Mid North Coast LHD	Murrumbidgee LHD
RESPONDENTS	1604	14	10	57	160	93	33	40	29
Q28. My hospital supports my role as a supervisor	48%	57%	70%	47%	48%	44%	76%	41%	55%
Q29. My hospital demonstrates that it values the education of Doctors in Training	61%	71%	60%	65%	55%	65%	79%	50%	59%
Q30. Morale is good in my team.	75%	86%	90%	79%	69%	86%	79%	74%	83%
Q31. My hospital has effective processes for monitoring workload and managing workload surges	35%	36%	60%	32%	27%	40%	64%	21%	55%
Q32. Staff members, including senior and doctors in training, are treated fairly and with respect regardless of their position	68%	57%	80%	67%	59%	69%	73%	54%	72%
Q33. My hospital/training site supports doctors in training	79%	79%	100%	86%	71%	83%	88%	72%	86%
Q34. There is a culture that deals effectively with discrimination, bullying and sexual harassment at my hospital	54%	57%	60%	63%	49%	53%	58%	38%	55%
Q35. I would recommend my hospital site as a great place for Doctors in Training to work and train	77%	86%	90%	88%	73%	80%	82%	64%	79%
Q36. There are resources in my workplace to support DiT if they experience stress or pressure	62%	54%	80%	72%	61%	63%	67%	46%	66%

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 SURVEY	Nepean Blue Mountains LHD	Northern NSW LHD	Northern Sydney LHD	South Eastern Sydney LHD	NSW Ambulance	NSW Health Pathology	South Western Sydney LHD	Southern NSW LHD
RESPONDENTS	1604	58	119	93	149	10	29	148	23
Q28. My hospital supports my role as a supervisor	48%	41%	48%	55%	39%	100%	38%	50%	43%
Q29. My hospital demonstrates that it values the education of Doctors in Training	61%	50%	57%	68%	62%	100%	59%	64%	48%
Q30. Morale is good in my team.	75%	52%	76%	78%	75%	100%	62%	76%	74%
Q31. My hospital has effective processes for monitoring workload and managing workload surges	35%	19%	38%	46%	31%	90%	24%	34%	39%
Q32. Staff members, including senior and doctors in training, are treated fairly and with respect regardless of their position	68%	67%	62%	80%	70%	100%	72%	70%	70%
Q33. My hospital/training site supports doctors in training	79%	66%	73%	90%	80%	100%	76%	83%	57%
Q34. There is a culture that deals effectively with discrimination, bullying and sexual harassment at my hospital	54%	45%	50%	62%	49%	80%	66%	58%	65%
Q35. I would recommend my hospital site as a great place for Doctors in Training to work and train	77%	66%	75%	84%	75%	100%	72%	77%	78%
Q36. There are resources in my workplace to support DiT if they experience stress or pressure	62%	47%	53%	62%	62%	90%	62%	59%	52%

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 SURVEY	Sydney Children's Hospital Net...	Sydney LHD	St Vincent's Hospital Network	Western NSW LHD	Western Sydney LHD
RESPONDENTS	1604	101	146	50	58	175
Q28. My hospital supports my role as a supervisor	48%	39%	50%	36%	43%	51%
Q29. My hospital demonstrates that it values the education of Doctors in Training	61%	56%	66%	52%	52%	61%
Q30. Morale is good in my team.	75%	69%	77%	76%	69%	75%
Q31. My hospital has effective processes for monitoring workload and managing workload surges	35%	26%	36%	26%	34%	40%
Q32. Staff members, including senior and doctors in training, are treated fairly and with respect regardless of their position	68%	72%	76%	50%	59%	65%
Q33. My hospital/training site supports doctors in training	79%	82%	87%	82%	60%	78%
Q34. There is a culture that deals effectively with discrimination, bullying and sexual harassment at my hospital	54%	56%	56%	54%	43%	59%
Q35. I would recommend my hospital site as a great place for Doctors in Training to work and train	77%	81%	84%	80%	67%	72%
Q36. There are resources in my workplace to support DiT if they experience stress or pressure	62%	77%	66%	60%	53%	62%

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 SURVEY	Other	Private Hospitals	Central Coast LHD	Hunter New England LHD	Illawarra Shoalhaven LHD	Justice Health & Forensic Ment...	Mid North Coast LHD	Murrumbidgee LHD
RESPONDENTS	1604	14	10	57	160	93	33	40	29
Q39. I have received training in how to provide feedback to Doctors in Training	59%	50%	60%	65%	64%	60%	70%	53%	66%
Q40. I have received training in how to identify and support a Doctors in Training in distress/at risk	45%	50%	40%	44%	49%	43%	58%	26%	41%
Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run	56%	50%	50%	67%	69%	58%	61%	62%	62%
Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor	21%	14%	10%	21%	18%	19%	30%	24%	28%
Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor	47%	38%	50%	56%	49%	44%	67%	42%	62%
Q44. I encourage feedback on my performance as a supervisor from my Doctors in Training	77%	79%	60%	82%	78%	86%	73%	76%	86%
Q46. In the last 12 months I have received feedback on the quality of my formal teaching	50%	82%	(r)	64%	56%	55%	48%	46%	61%
Q47. In the last 12 months I have received feedback on the quality of my informal teaching	52%	91%	(r)	64%	52%	56%	60%	58%	74%
Q48. I am satisfied with the professional development/training opportunities available to me as a supervisor	54%	55%	(r)	55%	55%	51%	72%	35%	74%

RESULT BY LOCAL HEALTH DISTRICT AND SPECIALTY NETWORK



COMPARISON OF LOCAL HEALTH DISTRICT AND SPECIALTY NETWORKS

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	NSW HEALTH SURVEY	Nepean Blue Mountains LHD	Northern NSW LHD	Northern Sydney LHD	South Eastern Sydney LHD	NSW Ambulance	NSW Health Pathology	South Western Sydney LHD	Southern NSW LHD
RESPONDENTS	1604	58	119	93	149	10	29	148	23
Q39. I have received training in how to provide feedback to Doctors in Training	59%	64%	53%	54%	54%	89%	69%	58%	43%
Q40. I have received training in how to identify and support a Doctors in Training in distress/at risk	45%	45%	43%	38%	43%	56%	55%	49%	30%
Q41. I have received training in teaching in the clinical setting, e.g. Teaching on the Run	56%	55%	61%	35%	52%	56%	34%	52%	30%
Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor	21%	30%	16%	18%	26%	11%	17%	24%	26%
Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor	47%	57%	39%	45%	43%	56%	39%	46%	43%
Q44. I encourage feedback on my performance as a supervisor from my Doctors in Training	77%	88%	80%	74%	66%	78%	48%	81%	83%
Q46. In the last 12 months I have received feedback on the quality of my formal teaching	50%	43%	50%	47%	48%	(r)	42%	45%	56%
Q47. In the last 12 months I have received feedback on the quality of my informal teaching	52%	55%	52%	44%	47%	(r)	38%	50%	81%
Q48. I am satisfied with the professional development/training opportunities available to me as a supervisor	54%	61%	52%	53%	54%	(r)	29%	53%	63%

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.

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RESPONDENTS	1604	101	146	50	58	175
Q39. I have received training in how to provide feedback to Doctors in Training	59%	67%	54%	53%	65%	57%
Q40. I have received training in how to identify and support a Doctors in Training in distress/at risk	45%	51%	37%	49%	49%	49%
Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run	56%	59%	48%	62%	67%	58%
Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor	21%	16%	20%	32%	13%	24%
Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor	47%	42%	42%	40%	41%	53%
Q44. I encourage feedback on my performance as a supervisor from my Doctors in Training	77%	77%	73%	70%	74%	80%
Q46. In the last 12 months I have received feedback on the quality of my formal teaching	50%	56%	44%	43%	47%	51%
Q47. In the last 12 months I have received feedback on the quality of my informal teaching	52%	56%	45%	37%	39%	56%
Q48. I am satisfied with the professional development/training opportunities available to me as a supervisor	54%	50%	49%	57%	49%	58%

RESULTS BY TYPE EMPLOYMENT CLASSIFICATION



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 SURVEY	Staff Specialist	Visiting Medical Officer	Clinical Academic
RESPONDENTS	1604	1030	553	16
Training and Development Index	47%	50%	40%	46%
Q39. I have received training in how to provide feedback to Doctors in Training	59%	65%	49%	44%
Q40. I have received training in how to identify and support a Doctors in Training in distress/at risk	45%	51%	34%	31%
Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run	56%	59%	51%	69%
Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor	21%	23%	18%	19%
Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor	47%	49%	41%	56%
Q48. I am satisfied with the professional development/training opportunities available to me as a supervisor	54%	55%	52%	58%

RESULTS BY TYPE EMPLOYMENT CLASSIFICATION



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 SURVEY	Staff Specialist	Visiting Medical Officer	Clinical Academic
RESPONDENTS	1604	1030	553	16
Q9. Prior to becoming a supervisor I received FORMAL training for the role	30%	34%	23%	31%
Q10. Prior to becoming a supervisor I received INFORMAL training for the role	60%	64%	55%	56%
Q11. The expectations of my role as a supervisor are clear and well defined	65%	67%	61%	63%
Q12. I feel confident in my role as a supervisor.	87%	87%	86%	100%
Q13. I have the skills and capabilities to undertake my role as a supervisor	91%	91%	90%	94%
Q14. Overall I enjoy my role as a supervisor	89%	90%	88%	100%
Q15. At the start of the term, DiT have the skills and competencies to undertake the role	49%	52%	43%	50%
Q16. I have agreed goals and objectives with the Doctors in Training that I supervise.	76%	81%	67%	88%
Q17. I provide FORMAL feedback to my Doctors in Training about their performance at work.	83%	89%	73%	87%

RESULTS BY TYPE EMPLOYMENT CLASSIFICATION



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 SURVEY	Staff Specialist	Visiting Medical Officer	Clinical Academic
RESPONDENTS	1604	1030	553	16
Q19. I provide INFORMAL feedback to my Doctors in Training about their performance at work.	96%	97%	94%	94%
Q20. I feel confident in managing an underperforming Doctors in Training who I supervise	61%	64%	56%	69%
Q21. I know where to go in order to obtain support in dealing with the underperformance of a DiT	76%	80%	70%	69%
Q23. Most days, I have time on my ward rounds for teaching	54%	53%	55%	69%
Q24. I feel confident in identifying a Doctors in Training who is in distress/at risk	69%	75%	59%	88%
Q25. I feel confident in supporting a Doctors in Training who is in distress/at risk	69%	70%	65%	88%
Q26. My hospital values my role as a supervisor	47%	47%	45%	63%
Q27. I have enough time during the week to fulfil my role as a supervisor.	43%	41%	48%	38%

RESULTS BY TYPE EMPLOYMENT CLASSIFICATION



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 SURVEY	Staff Specialist	Visiting Medical Officer	Clinical Academic
RESPONDENTS	1604	1030	553	16
Q28. My hospital supports my role as a supervisor	48%	48%	46%	69%
Q29. My hospital demonstrates that it values the education of Doctors in Training	61%	63%	57%	56%
Q30. Morale is good in my team.	75%	72%	79%	81%
Q31. My hospital has effective processes for monitoring workload and managing workload surges	35%	32%	40%	31%
Q32. Staff members, including senior and doctors in training, are treated fairly and with respect regardless of their position	68%	68%	67%	63%
Q33. My hospital/training site supports doctors in training	79%	81%	75%	81%
Q34. There is a culture that deals effectively with discrimination, bullying and sexual harassment at my hospital	54%	55%	53%	63%
Q35. I would recommend my hospital site as a great place for Doctors in Training to work and train	77%	78%	76%	69%
Q36. There are resources in my workplace to support DiT if they experience stress or pressure	62%	67%	52%	63%

RESULTS BY TYPE EMPLOYMENT CLASSIFICATION



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 SURVEY	Staff Specialist	Visiting Medical Officer	Clinical Academic
RESPONDENTS	1604	1030	553	16
Q39. I have received training in how to provide feedback to Doctors in Training	59%	65%	49%	44%
Q40. I have received training in how to identify and support a Doctors in Training in distress/at risk	45%	51%	34%	31%
Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run	56%	59%	51%	69%
Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor	21%	23%	18%	19%
Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor	47%	49%	41%	56%
Q44. I encourage feedback on my performance as a supervisor from my Doctors in Training	77%	78%	75%	81%
Q46. In the last 12 months I have received feedback on the quality of my formal teaching	50%	52%	46%	50%
Q47. In the last 12 months I have received feedback on the quality of my informal teaching	52%	51%	54%	42%
Q48. I am satisfied with the professional development/training opportunities available to me as a supervisor	54%	55%	52%	58%

RESULTS BY TYPE EMPLOYMENT CLASSIFICATION



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 SURVEY	Staff Specialist	Visiting Medical Officer	Clinical Academic
RESPONDENTS	1604	1030	553	16
Q9. Prior to becoming a supervisor I received FORMAL training for the role	30%	34%	23%	31%
Q10. Prior to becoming a supervisor I received INFORMAL training for the role	60%	64%	55%	56%
Q11. The expectations of my role as a supervisor are clear and well defined	65%	67%	61%	63%
Q12. I feel confident in my role as a supervisor.	87%	87%	86%	100%
Q13. I have the skills and capabilities to undertake my role as a supervisor	91%	91%	90%	94%
Q14. Overall I enjoy my role as a supervisor	89%	90%	88%	100%
Q15. At the start of the term, DiT have the skills and competencies to undertake the role	49%	52%	43%	50%
Q16. I have agreed goals and objectives with the Doctors in Training that I supervise.	76%	81%	67%	88%
Q17. I provide FORMAL feedback to my Doctors in Training about their performance at work.	83%	89%	73%	87%

RESULTS BY TYPE EMPLOYMENT CLASSIFICATION



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 SURVEY	Staff Specialist	Visiting Medical Officer	Clinical Academic
RESPONDENTS	1604	1030	553	16
Q19. I provide INFORMAL feedback to my Doctors in Training about their performance at work.	96%	97%	94%	94%
Q20. I feel confident in managing an underperforming Doctors in Training who I supervise	61%	64%	56%	69%
Q21. I know where to go in order to obtain support in dealing with the underperformance of a DiT	76%	80%	70%	69%
Q23. Most days, I have time on my ward rounds for teaching	54%	53%	55%	69%
Q24. I feel confident in identifying a Doctors in Training who is in distress/at risk	69%	75%	59%	88%
Q25. I feel confident in supporting a Doctors in Training who is in distress/at risk	69%	70%	65%	88%
Q26. My hospital values my role as a supervisor	47%	47%	45%	63%
Q27. I have enough time during the week to fulfil my role as a supervisor.	43%	41%	48%	38%
Q28. My hospital supports my role as a supervisor	48%	48%	46%	69%

RESULTS BY TYPE EMPLOYMENT CLASSIFICATION



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 SURVEY	Staff Specialist	Visiting Medical Officer	Clinical Academic
RESPONDENTS	1604	1030	553	16
Q29. My hospital demonstrates that it values the education of Doctors in Training	61%	63%	57%	56%
Q30. Morale is good in my team.	75%	72%	79%	81%
Q31. My hospital has effective processes for monitoring workload and managing workload surges	35%	32%	40%	31%
Q32. Staff members, including senior and doctors in training, are treated fairly and with respect regardless of their position	68%	68%	67%	63%
Q33. My hospital/training site supports doctors in training	79%	81%	75%	81%
Q34. There is a culture that deals effectively with discrimination, bullying and sexual harassment at my hospital	54%	55%	53%	63%
Q35. I would recommend my hospital site as a great place for Doctors in Training to work and train	77%	78%	76%	69%
Q36. There are resources in my workplace to support DiT if they experience stress or pressure	62%	67%	52%	63%
Q39. I have received training in how to provide feedback to Doctors in Training	59%	65%	49%	44%

RESULTS BY TYPE EMPLOYMENT CLASSIFICATION



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 SURVEY	Staff Specialist	Visiting Medical Officer	Clinical Academic
RESPONDENTS	1604	1030	553	16
Q40. I have received training in how to identify and support a Doctors in Training in distress/at risk	45%	51%	34%	31%
Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run	56%	59%	51%	69%
Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor	21%	23%	18%	19%
Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor	47%	49%	41%	56%
Q44. I encourage feedback on my performance as a supervisor from my Doctors in Training	77%	78%	75%	81%
Q46. In the last 12 months I have received feedback on the quality of my formal teaching	50%	52%	46%	50%
Q47. In the last 12 months I have received feedback on the quality of my informal teaching	52%	51%	54%	42%
Q48. I am satisfied with the professional development/training opportunities available to me as a supervisor	54%	55%	52%	58%

RESULTS BY TYPE EMPLOYMENT CLASSIFICATION



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 SURVEY	Staff Specialist	Visiting Medical Officer	Clinical Academic
RESPONDENTS	1604	1030	553	16
Q9. Prior to becoming a supervisor I received FORMAL training for the role	30%	34%	23%	31%
Q10. Prior to becoming a supervisor I received INFORMAL training for the role	60%	64%	55%	56%
Q11. The expectations of my role as a supervisor are clear and well defined	65%	67%	61%	63%
Q12. I feel confident in my role as a supervisor.	87%	87%	86%	100%
Q13. I have the skills and capabilities to undertake my role as a supervisor	91%	91%	90%	94%
Q14. Overall I enjoy my role as a supervisor	89%	90%	88%	100%
Q15. At the start of the term, DiT have the skills and competencies to undertake the role	49%	52%	43%	50%
Q16. I have agreed goals and objectives with the Doctors in Training that I supervise.	76%	81%	67%	88%
Q17. I provide FORMAL feedback to my Doctors in Training about their performance at work.	83%	89%	73%	87%

RESULTS BY TYPE EMPLOYMENT CLASSIFICATION



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 SURVEY	Staff Specialist	Visiting Medical Officer	Clinical Academic
RESPONDENTS	1604	1030	553	16
Q19. I provide INFORMAL feedback to my Doctors in Training about their performance at work.	96%	97%	94%	94%
Q20. I feel confident in managing an underperforming Doctors in Training who I supervise	61%	64%	56%	69%
Q21. I know where to go in order to obtain support in dealing with the underperformance of a DiT	76%	80%	70%	69%
Q23. Most days, I have time on my ward rounds for teaching	54%	53%	55%	69%
Q24. I feel confident in identifying a Doctors in Training who is in distress/at risk	69%	75%	59%	88%
Q25. I feel confident in supporting a Doctors in Training who is in distress/at risk	69%	70%	65%	88%
Q26. My hospital values my role as a supervisor	47%	47%	45%	63%
Q27. I have enough time during the week to fulfil my role as a supervisor.	43%	41%	48%	38%
Q28. My hospital supports my role as a supervisor	48%	48%	46%	69%

RESULTS BY TYPE EMPLOYMENT CLASSIFICATION



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 SURVEY	Staff Specialist	Visiting Medical Officer	Clinical Academic
RESPONDENTS	1604	1030	553	16
Q29. My hospital demonstrates that it values the education of Doctors in Training	61%	63%	57%	56%
Q30. Morale is good in my team.	75%	72%	79%	81%
Q31. My hospital has effective processes for monitoring workload and managing workload surges	35%	32%	40%	31%
Q32. Staff members, including senior and doctors in training, are treated fairly and with respect regardless of their position	68%	68%	67%	63%
Q33. My hospital/training site supports doctors in training	79%	81%	75%	81%
Q34. There is a culture that deals effectively with discrimination, bullying and sexual harassment at my hospital	54%	55%	53%	63%
Q35. I would recommend my hospital site as a great place for Doctors in Training to work and train	77%	78%	76%	69%
Q36. There are resources in my workplace to support DiT if they experience stress or pressure	62%	67%	52%	63%

RESULTS BY TYPE EMPLOYMENT CLASSIFICATION



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 SURVEY	Staff Specialist	Visiting Medical Officer	Clinical Academic
RESPONDENTS	1604	1030	553	16
Q39. I have received training in how to provide feedback to Doctors in Training	59%	65%	49%	44%
Q40. I have received training in how to identify and support a Doctors in Training in distress/at risk	45%	51%	34%	31%
Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run	56%	59%	51%	69%
Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor	21%	23%	18%	19%
Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor	47%	49%	41%	56%
Q44. I encourage feedback on my performance as a supervisor from my Doctors in Training	77%	78%	75%	81%
Q46. In the last 12 months I have received feedback on the quality of my formal teaching	50%	52%	46%	50%
Q47. In the last 12 months I have received feedback on the quality of my informal teaching	52%	51%	54%	42%
Q48. I am satisfied with the professional development/training opportunities available to me as a supervisor	54%	55%	52%	58%

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 SURVEY	Anaesthesia	Emergency Medicine	Intensive Care Medicine	Obstetrics and Gynaecology	Ophthalmology	General paediatrics	Paediatrics other subspecialties	Neonatal and perinatal medicine
RESPONDENTS	1604	196	174	56	103	28	38	88	12
Training and Development Index	47%	38%	50%	34%	38%	26%	59%	56%	51%
Q39. I have received training in how to provide feedback to Doctors in Training	59%	45%	59%	44%	48%	31%	78%	76%	75%
Q40. I have received training in how to identify and support a Doctors in Training in distress/at risk	45%	23%	44%	18%	37%	19%	62%	64%	58%
Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run	56%	51%	60%	44%	41%	35%	81%	69%	67%
Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor	21%	17%	34%	22%	13%	19%	14%	19%	17%
Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor	47%	42%	51%	36%	40%	23%	51%	48%	25%
Q48. I am satisfied with the professional development/training opportunities available to me as a supervisor	54%	50%	52%	42%	50%	31%	69%	63%	70%

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 SURVEY	Pathology	Cardiology	Endocrinology	Geriatric medicine	Medical oncology	Nephrology	Respiratory and sleep medicine	Adult Medicine- other subspecialties
RESPONDENTS	1604	52	32	13	40	19	27	30	142
Training and Development Index	47%	39%	43%	66%	58%	50%	51%	53%	50%
Q39. I have received training in how to provide feedback to Doctors in Training	59%	58%	41%	67%	78%	68%	70%	67%	61%
Q40. I have received training in how to identify and support a Doctors in Training in distress/at risk	45%	44%	41%	67%	68%	47%	59%	57%	51%
Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run	56%	32%	53%	83%	72%	68%	59%	73%	66%
Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor	21%	18%	25%	50%	18%	21%	11%	33%	20%
Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor	47%	45%	44%	58%	50%	37%	44%	43%	46%
Q48. I am satisfied with the professional development/training opportunities available to me as a supervisor	54%	33%	63%	70%	65%	63%	64%	42%	55%

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 SURVEY	Psychiatry	Rehabilitation Medicine	General Surgery	Surgery-other surgical subspecialties	Other
RESPONDENTS	1604	137	27	83	99	207
Training and Development Index	47%	52%	63%	43%	50%	47%
Q39. I have received training in how to provide feedback to Doctors in Training	59%	60%	81%	63%	72%	55%
Q40. I have received training in how to identify and support a Doctors in Training in distress/at risk	45%	53%	74%	39%	53%	46%
Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run	56%	48%	78%	57%	62%	51%
Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor	21%	26%	30%	12%	16%	22%
Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor	47%	63%	59%	39%	44%	50%
Q48. I am satisfied with the professional development/training opportunities available to me as a supervisor	54%	62%	58%	48%	49%	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 SURVEY	Anaesthesia	Emergency Medicine	Intensive Care Medicine	Obstetrics and Gynaecology	Ophthalmology	General paediatrics	Paediatrics other subspecialties	Neonatal and perinatal medicine
RESPONDENTS	1604	196	174	56	103	28	38	88	12
Q9. Prior to becoming a supervisor I received FORMAL training for the role	30%	12%	27%	13%	37%	4%	18%	38%	33%
Q10. Prior to becoming a supervisor I received INFORMAL training for the role	60%	53%	62%	48%	65%	54%	55%	68%	67%
Q11. The expectations of my role as a supervisor are clear and well defined	65%	56%	66%	55%	64%	46%	47%	74%	67%
Q12. I feel confident in my role as a supervisor.	87%	86%	89%	73%	87%	86%	79%	92%	100%
Q13. I have the skills and capabilities to undertake my role as a supervisor	91%	86%	90%	80%	87%	89%	82%	97%	100%
Q14. Overall I enjoy my role as a supervisor	89%	87%	88%	77%	89%	86%	87%	95%	83%
Q15. At the start of the term, DiT have the skills and competencies to undertake the role	49%	30%	48%	43%	45%	50%	53%	59%	33%
Q16. I have agreed goals and objectives with the Doctors in Training that I supervise.	76%	64%	70%	71%	74%	68%	74%	90%	83%
Q17. I provide FORMAL feedback to my Doctors in Training about their performance at work.	83%	74%	89%	84%	78%	64%	84%	88%	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 SURVEY	Pathology	Cardiology	Endocrinology	Geriatric medicine	Medical oncology	Nephrology	Respiratory and sleep medicine	Adult Medicine- other subspecialties
RESPONDENTS	1604	52	32	13	40	19	27	30	142
Q9. Prior to becoming a supervisor I received FORMAL training for the role	30%	33%	22%	15%	33%	26%	19%	23%	27%
Q10. Prior to becoming a supervisor I received INFORMAL training for the role	60%	52%	56%	62%	75%	63%	44%	77%	63%
Q11. The expectations of my role as a supervisor are clear and well defined	65%	75%	59%	54%	70%	47%	59%	63%	67%
Q12. I feel confident in my role as a supervisor.	87%	90%	81%	92%	88%	79%	89%	83%	87%
Q13. I have the skills and capabilities to undertake my role as a supervisor	91%	92%	84%	92%	95%	89%	93%	97%	94%
Q14. Overall I enjoy my role as a supervisor	89%	92%	88%	92%	88%	89%	100%	93%	93%
Q15. At the start of the term, DiT have the skills and competencies to undertake the role	49%	37%	59%	62%	55%	58%	70%	60%	61%
Q16. I have agreed goals and objectives with the Doctors in Training that I supervise.	76%	73%	78%	92%	90%	68%	81%	87%	82%
Q17. I provide FORMAL feedback to my Doctors in Training about their performance at work.	83%	79%	81%	100%	100%	79%	93%	90%	87%

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 SURVEY	Psychiatry	Rehabilitation Medicine	General Surgery	Surgery-other surgical subspecialties	Other
RESPONDENTS	1604	137	27	83	99	207
Q9. Prior to becoming a supervisor I received FORMAL training for the role	30%	80%	63%	24%	25%	29%
Q10. Prior to becoming a supervisor I received INFORMAL training for the role	60%	73%	73%	53%	57%	59%
Q11. The expectations of my role as a supervisor are clear and well defined	65%	79%	85%	58%	64%	67%
Q12. I feel confident in my role as a supervisor.	87%	92%	89%	82%	91%	84%
Q13. I have the skills and capabilities to undertake my role as a supervisor	91%	96%	85%	88%	95%	91%
Q14. Overall I enjoy my role as a supervisor	89%	88%	93%	79%	94%	92%
Q15. At the start of the term, DiT have the skills and competencies to undertake the role	49%	50%	74%	35%	56%	52%
Q16. I have agreed goals and objectives with the Doctors in Training that I supervise.	76%	86%	93%	73%	76%	74%
Q17. I provide FORMAL feedback to my Doctors in Training about their performance at work.	83%	90%	96%	75%	83%	79%

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 SURVEY	Anaesthesia	Emergency Medicine	Intensive Care Medicine	Obstetrics and Gynaecology	Ophthalmology	General paediatrics	Paediatrics other subspecialties	Neonatal and perinatal medicine
RESPONDENTS	1604	196	174	56	103	28	38	88	12
Q19. I provide INFORMAL feedback to my Doctors in Training about their performance at work.	96%	96%	96%	88%	98%	96%	95%	99%	92%
Q20. I feel confident in managing an underperforming Doctors in Training who I supervise	61%	47%	74%	55%	63%	46%	53%	69%	58%
Q21. I know where to go in order to obtain support in dealing with the underperformance of a DiT	76%	77%	82%	61%	68%	54%	71%	86%	67%
Q23. Most days, I have time on my ward rounds for teaching	54%	65%	32%	70%	50%	46%	68%	61%	42%
Q24. I feel confident in identifying a Doctors in Training who is in distress/at risk	69%	48%	78%	63%	74%	43%	68%	80%	83%
Q25. I feel confident in supporting a Doctors in Training who is in distress/at risk	69%	52%	78%	64%	74%	46%	68%	80%	75%
Q26. My hospital values my role as a supervisor	47%	53%	48%	38%	42%	25%	58%	48%	50%
Q27. I have enough time during the week to fulfil my role as a supervisor.	43%	49%	37%	39%	44%	43%	29%	44%	50%
Q28. My hospital supports my role as a supervisor	48%	53%	51%	38%	46%	29%	45%	47%	50%

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 SURVEY	Pathology	Cardiology	Endocrinology	Geriatric medicine	Medical oncology	Nephrology	Respiratory and sleep medicine	Adult Medicine- other subspecialties
RESPONDENTS	1604	52	32	13	40	19	27	30	142
Q19. I provide INFORMAL feedback to my Doctors in Training about their performance at work.	96%	96%	97%	100%	100%	95%	96%	100%	96%
Q20. I feel confident in managing an underperforming Doctors in Training who I supervise	61%	54%	56%	54%	60%	58%	70%	73%	57%
Q21. I know where to go in order to obtain support in dealing with the underperformance of a DiT	76%	83%	69%	85%	93%	68%	81%	73%	74%
Q23. Most days, I have time on my ward rounds for teaching	54%	29%	66%	46%	67%	53%	74%	63%	59%
Q24. I feel confident in identifying a Doctors in Training who is in distress/at risk	69%	65%	69%	77%	85%	74%	74%	83%	75%
Q25. I feel confident in supporting a Doctors in Training who is in distress/at risk	69%	71%	66%	85%	69%	63%	74%	70%	68%
Q26. My hospital values my role as a supervisor	47%	42%	47%	38%	60%	37%	37%	33%	44%
Q27. I have enough time during the week to fulfil my role as a supervisor.	43%	23%	47%	62%	50%	26%	44%	23%	43%
Q28. My hospital supports my role as a supervisor	48%	37%	50%	31%	65%	37%	41%	27%	42%

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 SURVEY	Psychiatry	Rehabilitation Medicine	General Surgery	Surgery-other surgical subspecialties	Other
RESPONDENTS	1604	137	27	83	99	207
Q19. I provide INFORMAL feedback to my Doctors in Training about their performance at work.	96%	95%	100%	90%	97%	95%
Q20. I feel confident in managing an underperforming Doctors in Training who I supervise	61%	66%	85%	54%	69%	59%
Q21. I know where to go in order to obtain support in dealing with the underperformance of a DiT	76%	82%	100%	69%	79%	73%
Q23. Most days, I have time on my ward rounds for teaching	54%	55%	78%	43%	46%	55%
Q24. I feel confident in identifying a Doctors in Training who is in distress/at risk	69%	80%	89%	63%	55%	72%
Q25. I feel confident in supporting a Doctors in Training who is in distress/at risk	69%	83%	63%	63%	71%	65%
Q26. My hospital values my role as a supervisor	47%	61%	67%	36%	39%	44%
Q27. I have enough time during the week to fulfil my role as a supervisor.	43%	55%	56%	39%	48%	43%
Q28. My hospital supports my role as a supervisor	48%	68%	65%	35%	43%	46%

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 SURVEY	Anaesthesia	Emergency Medicine	Intensive Care Medicine	Obstetrics and Gynaecology	Ophthalmology	General paediatrics	Paediatrics other subspecialties	Neonatal and perinatal medicine
RESPONDENTS	1604	196	174	56	103	28	38	88	12
Q29. My hospital demonstrates that it values the education of Doctors in Training	61%	61%	59%	45%	55%	43%	66%	67%	42%
Q30. Morale is good in my team.	75%	73%	61%	70%	65%	75%	63%	80%	58%
Q31. My hospital has effective processes for monitoring workload and managing workload surges	35%	41%	24%	23%	37%	29%	37%	35%	33%
Q32. Staff members, including senior and doctors in training, are treated fairly and with respect regardless of their position	68%	66%	62%	68%	65%	68%	68%	75%	67%
Q33. My hospital/training site supports doctors in training	79%	78%	79%	71%	79%	75%	84%	84%	75%
Q34. There is a culture that deals effectively with discrimination, bullying and sexual harassment at my hospital	54%	54%	48%	52%	50%	43%	42%	61%	42%
Q35. I would recommend my hospital site as a great place for Doctors in Training to work and train	77%	80%	73%	73%	76%	71%	84%	90%	67%
Q36. There are resources in my workplace to support DiT if they experience stress or pressure	62%	57%	68%	57%	64%	32%	74%	66%	67%

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 SURVEY	Pathology	Cardiology	Endocrinology	Geriatric medicine	Medical oncology	Nephrology	Respiratory and sleep medicine	Adult Medicine- other subspecialties
RESPONDENTS	1604	52	32	13	40	19	27	30	142
Q29. My hospital demonstrates that it values the education of Doctors in Training	61%	50%	59%	77%	85%	53%	52%	50%	68%
Q30. Morale is good in my team.	75%	71%	84%	77%	77%	63%	89%	83%	84%
Q31. My hospital has effective processes for monitoring workload and managing workload surges	35%	21%	41%	23%	40%	21%	33%	30%	30%
Q32. Staff members, including senior and doctors in training, are treated fairly and with respect regardless of their position	68%	65%	66%	85%	78%	68%	44%	50%	70%
Q33. My hospital/training site supports doctors in training	79%	75%	84%	92%	90%	79%	81%	87%	82%
Q34. There is a culture that deals effectively with discrimination, bullying and sexual harassment at my hospital	54%	60%	66%	62%	68%	47%	56%	50%	46%
Q35. I would recommend my hospital site as a great place for Doctors in Training to work and train	77%	77%	78%	85%	80%	74%	85%	67%	75%
Q36. There are resources in my workplace to support DiT if they experience stress or pressure	62%	69%	58%	62%	70%	47%	74%	63%	60%

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 SURVEY	Psychiatry	Rehabilitation Medicine	General Surgery	Surgery-other surgical subspecialties	Other
RESPONDENTS	1604	137	27	83	99	207
Q29. My hospital demonstrates that it values the education of Doctors in Training	61%	72%	89%	55%	52%	59%
Q30. Morale is good in my team.	75%	77%	89%	83%	89%	71%
Q31. My hospital has effective processes for monitoring workload and managing workload surges	35%	42%	63%	39%	46%	35%
Q32. Staff members, including senior and doctors in training, are treated fairly and with respect regardless of their position	68%	68%	81%	60%	74%	71%
Q33. My hospital/training site supports doctors in training	79%	80%	93%	76%	76%	75%
Q34. There is a culture that deals effectively with discrimination, bullying and sexual harassment at my hospital	54%	55%	85%	58%	63%	55%
Q35. I would recommend my hospital site as a great place for Doctors in Training to work and train	77%	70%	81%	76%	82%	76%
Q36. There are resources in my workplace to support DiT if they experience stress or pressure	62%	63%	78%	62%	58%	57%

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 SURVEY	Anaesthesia	Emergency Medicine	Intensive Care Medicine	Obstetrics and Gynaecology	Ophthalmology	General paediatrics	Paediatrics other subspecialties	Neonatal and perinatal medicine
RESPONDENTS	1604	196	174	56	103	28	38	88	12
Q39. I have received training in how to provide feedback to Doctors in Training	59%	45%	59%	44%	48%	31%	78%	76%	75%
Q40. I have received training in how to identify and support a Doctors in Training in distress/at risk	45%	23%	44%	18%	37%	19%	62%	64%	58%
Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run	56%	51%	60%	44%	41%	35%	81%	69%	67%
Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor	21%	17%	34%	22%	13%	19%	14%	19%	17%
Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor	47%	42%	51%	36%	40%	23%	51%	48%	25%
Q44. I encourage feedback on my performance as a supervisor from my Doctors in Training	77%	76%	77%	76%	75%	58%	81%	80%	67%
Q46. In the last 12 months I have received feedback on the quality of my formal teaching	50%	51%	60%	43%	44%	54%	40%	57%	70%
Q47. In the last 12 months I have received feedback on the quality of my informal teaching	52%	53%	50%	43%	53%	54%	43%	56%	70%
Q48. I am satisfied with the professional development/training opportunities available to me as a supervisor	54%	50%	52%	42%	50%	31%	69%	63%	70%

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 SURVEY	Pathology	Cardiology	Endocrinology	Geriatric medicine	Medical oncology	Nephrology	Respiratory and sleep medicine	Adult Medicine- other subspecialties
RESPONDENTS	1604	52	32	13	40	19	27	30	142
Q39. I have received training in how to provide feedback to Doctors in Training	59%	58%	41%	67%	78%	68%	70%	67%	61%
Q40. I have received training in how to identify and support a Doctors in Training in distress/at risk	45%	44%	41%	67%	68%	47%	59%	57%	51%
Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run	56%	32%	53%	83%	72%	68%	59%	73%	66%
Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor	21%	18%	25%	50%	18%	21%	11%	33%	20%
Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor	47%	45%	44%	58%	50%	37%	44%	43%	46%
Q44. I encourage feedback on my performance as a supervisor from my Doctors in Training	77%	60%	69%	83%	75%	84%	78%	80%	77%
Q46. In the last 12 months I have received feedback on the quality of my formal teaching	50%	40%	58%	80%	47%	25%	44%	33%	44%
Q47. In the last 12 months I have received feedback on the quality of my informal teaching	52%	40%	63%	50%	56%	25%	52%	37%	50%
Q48. I am satisfied with the professional development/training opportunities available to me as a supervisor	54%	33%	63%	70%	65%	63%	64%	42%	55%

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 SURVEY	Psychiatry	Rehabilitation Medicine	General Surgery	Surgery-other surgical subspecialties	Other
RESPONDENTS	1604	137	27	83	99	207
Q39. I have received training in how to provide feedback to Doctors in Training	59%	60%	81%	63%	72%	55%
Q40. I have received training in how to identify and support a Doctors in Training in distress/at risk	45%	53%	74%	39%	53%	46%
Q41. I have received training in teaching in the clinical setting , e.g. Teaching on the Run	56%	48%	78%	57%	62%	51%
Q42. In the last 12 months I have received FORMAL feedback about my performance as a supervisor	21%	26%	30%	12%	16%	22%
Q43. In the last 12 months I have received INFORMAL feedback about my performance as a supervisor	47%	63%	59%	39%	44%	50%
Q44. I encourage feedback on my performance as a supervisor from my Doctors in Training	77%	81%	89%	78%	73%	81%
Q46. In the last 12 months I have received feedback on the quality of my formal teaching	50%	53%	44%	48%	47%	55%
Q47. In the last 12 months I have received feedback on the quality of my informal teaching	52%	60%	52%	53%	55%	53%
Q48. I am satisfied with the professional development/training opportunities available to me as a supervisor	54%	62%	58%	48%	49%	59%

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		1599	
Staff Specialist		1030	64%
Visiting Medical Officer		553	35%
Clinical Academic		16	1%
Q3. At this hospital are you employed as a Full time or Fractional staff specialist		1023	
Full Time		429	42%
Fractional		594	58%
Q4. At this hospital how many hours per week are you there		556	
1-9 hours		175	31%
10-19 hours		226	41%
20-29 hours		90	16%
30 + hours		65	12%

PROFILE OF RESPONDENTS



PROFILE OF RESPONDENTS

ABOUT YOURSELF	RESPONSE SCALE		%
Q5. Supervisor Specialties		1603	
Anaesthesia		196	12%
Emergency Medicine		174	11%
Intensive Care Medicine		56	3%
Obstetrics and Gynaecology		103	6%
Ophthalmology		28	2%
General paediatrics		38	2%
Paediatrics other subspecialties		88	5%
Neonatal and perinatal medicine		12	1%
Pathology		52	3%
Cardiology		32	2%
Endocrinology		13	1%

PROFILE OF RESPONDENTS



PROFILE OF RESPONDENTS

ABOUT YOURSELF	RESPONSE SCALE		%
Q5. Supervisor Specialties		1603	
Geriatric medicine		40	2%
Medical oncology		19	1%
Nephrology		27	2%
Respiratory and sleep medicine		30	2%
Adult Medicine-other subspecialties	█	142	9%
Psychiatry	█	137	9%
Rehabilitation Medicine		27	2%
General Surgery	█	83	5%
Surgery-other surgical subspecialties	█	99	6%
Other	█	207	13%

PROFILE OF RESPONDENTS



PROFILE OF RESPONDENTS

ABOUT YOURSELF	RESPONSE SCALE		%
Q6. How long have you been a supervisor?			1602
Less than one year		67	4%
1-3 years		301	19%
4-6 years		275	17%
7-10 years		239	15%
More than 10 years		720	45%
Q7. Who do you supervise? [Multiple Response]			1582
Prevocational (PGY1/PGY2)		931	59%
Accredited trainees (includes basic, advanced, provisional fellow, rural generalist)		1468	93%
Trainees in unaccredited positions		765	48%
International Medical Graduates		477	30%
Q8. Do you also provide supervision to medical students			1562
Yes		1288	82%
No		274	18%

PROFILE OF RESPONDENTS



PROFILE OF RESPONDENTS

ABOUT YOURSELF	RESPONSE SCALE		%
Q58. What is your gender?		1548	
Female		636	41%
Male		807	52%
Prefer not to say		105	7%
Q59. What is your age		1521	
20-24		0	%
25-29		1	0%
30-34		26	2%
35-39		177	12%
40-44		310	20%
45-49		305	20%
50-54		271	18%
55-59		172	11%
60-64		137	9%
65 +		122	8%

PROFILE OF RESPONDENTS



PROFILE OF RESPONDENTS

ABOUT YOURSELF	RESPONSE SCALE		%
Q60. Are you of Australian Aboriginal and/or Torres Strait Islander origin?		1542	
Yes		25	2%
No		1474	96%
Prefer not to say		43	3%
Q61. Where did you complete your undergraduate medical study?		1538	
Australian/New Zealand university		1065	69%
Overseas medical school		473	31%

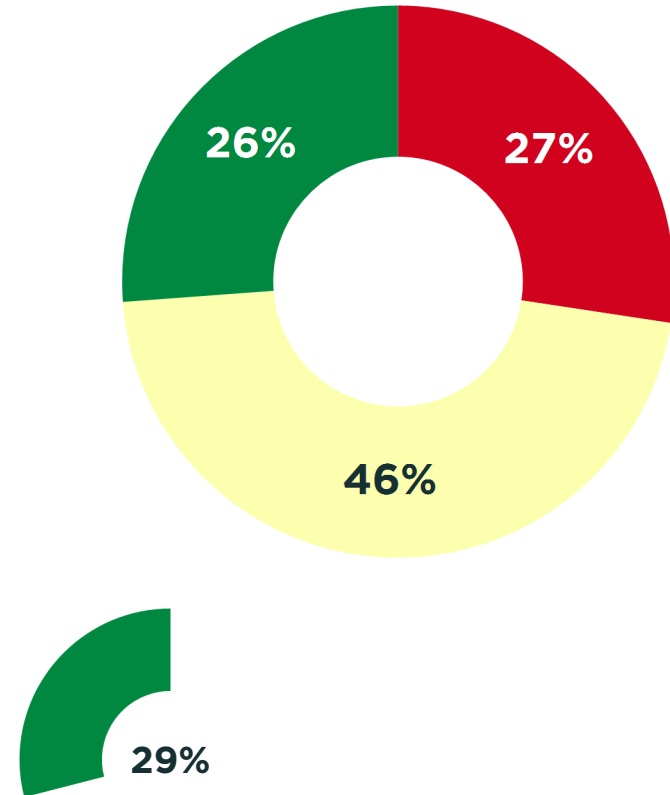
26%

of DiT Supervisors replied favourably to:

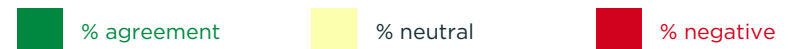
‘I believe action will be taken on the results from this survey by NSW Health.’

VARIANCE FROM 2018 SURVEY

-3



2018 SURVEY



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
