

SURVEY 2018

YOUR TRAINING  
AND WELLBEING *Matters*



Report For:

NSW Health JMO Survey

# YOUR TRAINING AND WELLBEING Matters



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JMO RESPONSE RATE:

24%

JMO RESPONSES:

2097  
of 8912

## INDEX HEADLINES



### Wellbeing Index

54%

VARIANCE from PREVIOUS SURVEY: +3



### Training Index

58%

VARIANCE from PREVIOUS SURVEY: +1



### Supervision Index

88%

VARIANCE from PREVIOUS SURVEY: 0



This page shows the average scores for key wellbeing, training and supervision index. The individual questions used to calculate the index scores are listed in the following pages.

# WELLBEING INDEX

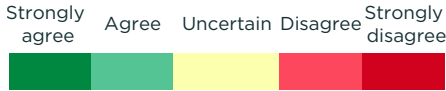


## WELLBEING

These results provide information about the work environment and personal factors that contribute to junior medical officer wellbeing. Comparison of the wellbeing index by Local Health District and Specialty Networks, role/position and medical specialties is found further in the Report.

WELLBEING INDEX SCORE	RESPONSE SCALE					% AGREEMENT	VARIANCE FROM PREVIOUS SURVEY
<b>54%</b>							<b>+3</b>
<b>Q41.</b> I have time most working days to have a meal break	11	41	13	21	14	<b>52%</b>	<b>+2</b>
<b>Q42.</b> I feel physically safe within the hospital environment	30	59				<b>89%</b>	<b>-1</b>
<b>Q44.</b> My hospital/training site values my health and wellbeing	15	40	21	15	9	<b>55%</b>	<b>+4</b>
<b>Q53.</b> I am able to achieve a healthy work/life balance most of the time	8	43	16	24	9	<b>51%</b>	<b>+4</b>
<b>Q54.</b> I am able to achieve a healthy diet most of the time		44	15	26	9	<b>51%</b>	<b>+3</b>
<b>Q55.</b> I am satisfied with the amount of exercise I get per week		24	12	41	18	<b>29%</b>	<b>+3</b>
<b>Q57.</b> I feel fatigue is not substantially affecting my performance at work	8	38	20	24	10	<b>46%</b>	<b>+7</b> ↑

**KEY**



# TRAINING INDEX

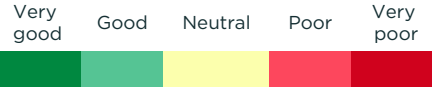


## TRAINING

These results provide information about how junior doctors rate the quality of formal and informal teaching and feedback on performance received during their rotation/term. Comparison of the training index by Local Health District and Specialty Networks, role/position and specialties is found further in the Report.

TRAINING INDEX SCORE	58%					RESPONSE SCALE	% AGREEMENT	VARIANCE FROM PREVIOUS SURVEY
Q27. Please rate the quality of FORMAL teaching in this term/rotation/position	18	39	21	14	8	57%	+3	
Q28. Please rate the quality of INFORMAL teaching in this term/rotation/position	19	42	23	11		61%	+2	
Q29. Please rate the quality of the FORMAL feedback you have received about your performance in this term/rotation/position	13	41	28	12		54%	-1	
Q30. Please rate the quality of the INFORMAL feedback you have received about your performance in this term/rotation/position	15	45	25	10		61%	+2	

**KEY**



# SUPERVISION INDEX

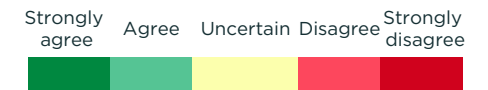


## SUPERVISION

These results provide information about how junior doctors rate the level of supervision that they receive in and after hours. Comparison of the supervision index by Local Health District and Specialty Networks, role/position and specialties is found further in the Report.

SUPERVISION INDEX SCORE	88%	RESPONSE SCALE	% AGREEMENT	VARIANCE FROM PREVIOUS SURVEY		
Q19. I know who is providing supervision when I am working IN HOURS	49	45	95%	0		
Q20. I know who is providing supervision when I'm working AFTER HOURS	42	45	9	87%	0	
Q21. Overall I have good supervision IN HOURS	41	48	89%	-1		
Q22. Overall I have good supervision AFTER HOURS	27	46	15	9	73%	+1
Q23. I am able to contact more senior medical staff (registrar or consultant) IN HOURS if I have a concern about a patient	53	43	97%	0		
Q24. I am able to contact more senior medical staff (registrar or consultant) AFTER HOURS if I have a concern about a patient	41	48	89%	-1		

### KEY



# HEADLINE SCORES

Highest Agreement Scoring Questions	% AGREEMENT
<b>Q23.</b> I am able to contact more senior medical staff (registrar or consultant) IN HOURS if I have a concern about a patient	<b>97%</b>
<b>Q19.</b> I know who is providing supervision when I am working IN HOURS	<b>95%</b>
<b>Q24.</b> I am able to contact more senior medical staff (registrar or consultant) AFTER HOURS if I have a concern about a patient	<b>89%</b>
<b>Q42.</b> I feel physically safe within the hospital environment	<b>89%</b>
<b>Q21.</b> Overall I have good supervision IN HOURS	<b>89%</b>

Lowest Agreement Scoring Questions	% AGREEMENT
<b>Q55.</b> I am satisfied with the amount of exercise I get per week	<b>29%</b>
<b>Q47.</b> The new 14/10 safe working hours standards have improved rostering in my hospital	<b>31%</b>
<b>Q78.</b> I believe action will be taken on the results from this survey by NSW Health	<b>31%</b>
<b>Q73.</b> I have sufficient opportunities to take study leave	<b>35%</b>
<b>Q40.</b> My hospital/training site has effective processes for monitoring workload and managing workload surges	<b>35%</b>



## 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'. ( NB: Q 25- Q30 and Q77 have different rating scales and are excluded from this analysis).

# 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.

It should be noted the attitudinal questions listed below differ in their response scales :

- Q25 and Q26 are rated using the answer scale never to daily. The headline figures provided for these questions are calculated by combining responses for "never" and "less than once a month", and dividing by the number of respondents who answered the question.
- Q27-30 are rated on a very good to very poor scale therefore % agreement should be interpreted as % positive. Where results are shown as agreement percentages (% agreement) these are calculated by adding together "very good" and "good", and dividing by the number of respondents who answered the question.
- Q77 is rated on a very confident to not at all confident scale, and therefore % agreement should be interpreted as % confident. Where results are shown as agreement percentages (% agreement) these are calculated by adding together "very confident" and "confident", and dividing by the number of respondents who answered 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	<b>151</b>	<b>166</b>	<b>176</b>	<b>96</b>	<b>24</b>	<b>613</b>
PERCENTAGE	<b>24.63%</b>	<b>27.08%</b>	<b>28.71%</b>	<b>15.66%</b>	<b>3.92%</b>	<b>100%</b>
ROUNDED PERCENTAGE	<b>25%</b>	<b>27%</b>	<b>29%</b>	<b>16%</b>	<b>4%</b>	<b>101%</b>
NUMBER OF AGREEMENT	<b>151 + 166 = 317</b>					
% AGREEMENT	<b>317 ÷ 613 = 52%</b>					

## 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.

Junior Medical Officers (JMOs) were asked to complete questions about their training and workplace based on their rotation/role/position as at 1 November 2018. JMO's were asked to reflect on their experiences over the last 12 months for unacceptable conduct and career questions.



# SURVEY QUESTIONS



## EXPLORE THE RESULTS

Questions are grouped by themes in this report

YOUR TRAINING	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM PREVIOUS SURVEY
<b>Q11. I have a designated supervisor</b>		<b>2096</b>		
Yes		<b>1765</b>	<b>84%</b>	0
No		<b>180</b>	<b>9%</b>	0
Don't Know		<b>124</b>	<b>6%</b>	0
Not applicable		<b>27</b>	<b>1%</b>	0

**KEY**

**R** ROUTED QUESTIONS

# SURVEY QUESTIONS



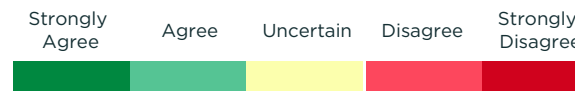
## EXPLORE THE RESULTS

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

YOUR TRAINING		RESPONSE SCALE				% AGREEMENT	VARIANCE FROM PREVIOUS SURVEY
R	<b>Q12.</b> I have agreed goals and objectives for this term/rotation/position with my designated supervisor	19	51	13	13	71%	0
R	<b>Q13.</b> I receive FORMAL feedback from my designated supervisor about my performance at work	25	53	8	12	78%	+1
R	<b>Q14.</b> I receive INFORMAL feedback from my designated supervisor about my performance at work	22	54	10	11	76%	+2
R	<b>Q15.</b> I receive constructive feedback from my supervisor	22	52	13	10	74%	-
R	<b>Q16.</b> I receive timely feedback from my supervisor	20	48	16	13	68%	-
R	<b>Q17.</b> The feedback received from my supervisor has been beneficial to my ongoing training	24	49	16	9	73%	-
R	<b>Q18.</b> My designated supervisor communicates effectively with me	27	51	11	8	78%	+1

**KEY** R ROUTED QUESTIONS



# SURVEY QUESTIONS



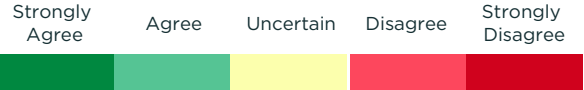
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YOUR TRAINING	RESPONSE SCALE				% AGREEMENT	VARIANCE FROM PREVIOUS SURVEY
<b>Q19.</b> I know who is providing supervision when I am working IN HOURS	49	45			95%	0
<b>Q20.</b> I know who is providing supervision when I'm working AFTER HOURS	42	45	9		87%	0
<b>Q21.</b> Overall I have good supervision IN HOURS	41	48			89%	-1
<b>Q22.</b> Overall I have good supervision AFTER HOURS	27	46	15	9	73%	+1
<b>Q23.</b> I am able to contact more senior medical staff (registrar or consultant) IN HOURS if I have a concern about a patient	53	43			97%	0
<b>Q24.</b> I am able to contact more senior medical staff (registrar or consultant) AFTER HOURS if I have a concern about a patient	41	48			89%	-1

**KEY** R ROUTED QUESTIONS



# SURVEY QUESTIONS



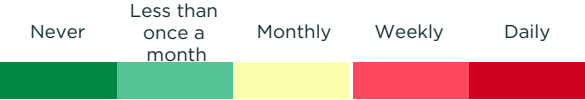
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YOUR TRAINING	RESPONSE SCALE				% NEVER/ LESS THAN ONCE A MONTH	VARIANCE FROM PREVIOUS SURVEY
<b>Q25.</b> How often (if ever) do you feel you need to cope with clinical problems beyond your experience IN HOURS due to a lack of supervision?	35	37	14	11	71%	+1
<b>Q26.</b> How often (if ever) do you feel you need to cope with clinical problems beyond your experience AFTER HOURS due to a lack of supervision?	25	35	20	14	60%	+3

**KEY** R ROUTED QUESTIONS



# SURVEY QUESTIONS



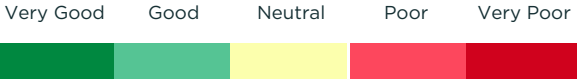
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YOUR TRAINING	RESPONSE SCALE					% AGREEMENT	VARIANCE FROM PREVIOUS SURVEY
<b>Q27.</b> Please rate the quality of FORMAL teaching in this term/rotation/position	18	39	21	14	8	57%	+3
<b>Q28.</b> Please rate the quality of INFORMAL teaching in this term/rotation/position	19	42	23	11		61%	+2
<b>Q29.</b> Please rate the quality of the FORMAL feedback you have received about your performance in this term/rotation/position	13	41	28	12		54%	-1
<b>Q30.</b> Please rate the quality of the INFORMAL feedback you have received about your performance in this term/rotation/position	15	45	25	10		61%	+2
<b>Q31.</b> Most working days I am able to attend scheduled formal education opportunities (such as grand rounds, lectures etc.)	13	36	14	24	13	49%	+2

**KEY** R ROUTED QUESTIONS



# SURVEY QUESTIONS



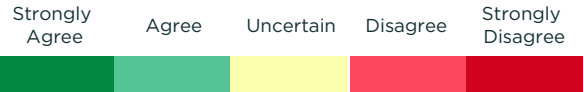
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YOUR WORKPLACE	RESPONSE SCALE					% AGREEMENT	VARIANCE FROM PREVIOUS SURVEY
<b>Q32.</b> I found orientation to my term/rotation/position to be useful	17	45	18	14	7	62%	+3
<b>Q33.</b> The JMO Unit in my hospital is approachable.	30	42	19	7	2	71%	-
<b>Q34.</b> The JMO Unit addresses and resolves issues raised with them	20	36	27	10	7	56%	-
<b>Q35.</b> Morale is good in my team	22	46	13	12	7	68%	+2
<b>Q36.</b> I am valued for what I can offer my hospital/training site	19	47	17	11	7	66%	+1
<b>Q37.</b> Staff members, including junior doctors, are treated fairly and with respect regardless of their position	17	47	15	13	7	64%	-1

**KEY** R ROUTED QUESTIONS



# SURVEY QUESTIONS



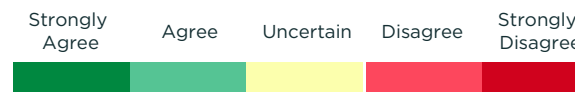
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YOUR WORKPLACE	RESPONSE SCALE					% AGREEMENT	VARIANCE FROM PREVIOUS SURVEY
<b>Q38.</b> My hospital/training site supports junior doctor training	21	53	13	8		74%	+5 ↑
<b>Q39.</b> I am able to speak up and share a different view to my senior colleagues	16	50	17	12		67%	+2
<b>Q40.</b> My hospital/training site has effective processes for monitoring workload and managing workload surges	9	25	23	25	17	35%	+6 ↑
<b>Q41.</b> I have time most working days to have a meal break	11	41	13	21	14	52%	+2
<b>Q42.</b> I feel physically safe within the hospital environment	30	59				89%	-1
<b>Q43.</b> My hospital/training site has a satisfactory process for me to give feedback about my experience in the term/rotation	14	47	20	13		61%	-1
<b>Q44.</b> My hospital/training site values my health and wellbeing	15	40	21	15	9	55%	+4
<b>Q45.</b> I would recommend my hospital/training site as a great place to work and train	24	41	19	9	8	64%	+2

**KEY** R ROUTED QUESTIONS



# SURVEY QUESTIONS



## EXPLORE THE RESULTS

Questions are grouped by themes in this report

YOUR WORKPLACE	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM PREVIOUS SURVEY
<b>Q46.</b> On average, how many hours do you work per week (rostered and unrostered)?		<b>2023</b>		
None		6	0%	0
1-9 hours		39	2%	0
10-19 hours		33	2%	0
20-29 hours		39	2%	-1
30-39 hours	■	102	5%	-1
40-49 hours	■	969	48%	+3
50-59 hours	■	555	27%	-2
60-69 hours	■	199	10%	+1
70 hours		46	2%	0
80+ hours		35	2%	0

**KEY**

**R** ROUTED QUESTIONS



# SURVEY QUESTIONS



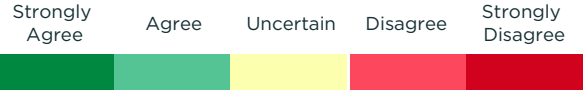
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YOUR WORKPLACE	RESPONSE SCALE				% AGREEMENT	VARIANCE FROM PREVIOUS SURVEY
Q47. The new 14/10 safe working hours standards have improved rostering in my hospital	25	46	15	8	31%	-

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



# SURVEY QUESTIONS



## EXPLORE THE RESULTS

Questions are grouped by themes in this report

YOUR WORKPLACE	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM PREVIOUS SURVEY
<b>Q48. Have you claimed unrostered overtime in this term/rotation/position?</b>		<b>2008</b>		
Always		<b>299</b>	<b>15%</b>	<b>+6</b>
Some of the time		<b>715</b>	<b>36%</b>	<b>+2</b>
Never		<b>994</b>	<b>50%</b>	<b>-7</b>
<b>Q49. In thinking about unrostered overtime, are any of the following barriers in your decision about whether or not to claim for unrostered overtime</b>		<b>1981</b>		
Nil barriers		<b>424</b>	<b>21%</b>	<b>+5</b>
Lack of clarity about what can be claimed		<b>606</b>	<b>31%</b>	<b>-3</b>
Didn't believe the amount was worth claiming		<b>802</b>	<b>40%</b>	<b>+1</b>
Process for claiming too difficult		<b>615</b>	<b>31%</b>	<b>-5</b>
Supervisor not supportive		<b>316</b>	<b>16%</b>	<b>-2</b>
Concern about the perception that I can't manage my role		<b>697</b>	<b>35%</b>	<b>-1</b>
Perceived impact on career opportunities		<b>527</b>	<b>27%</b>	<b>-1</b>
Other		<b>214</b>	<b>11%</b>	<b>-1</b>

**KEY**

**R** ROUTED QUESTIONS

# SURVEY QUESTIONS



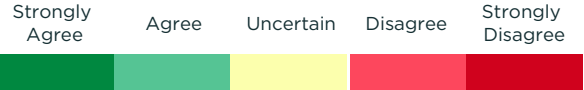
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YOUR WORKPLACE	RESPONSE SCALE				% AGREEMENT	VARIANCE FROM PREVIOUS SURVEY
<b>Q50.</b> There is a culture that deals effectively with discrimination, bullying and sexual harassment at my hospital/training site	9	34	38	12	43%	+1
<b>Q51.</b> There are resources in the workplace to support me if I experience stress or pressure	9	40	32	13	49%	+3
<b>Q52.</b> I am comfortable in approaching someone to talk to in confidence if I have any concerns	14	48	18	14	62%	+3

**KEY** R ROUTED QUESTIONS



# SURVEY QUESTIONS



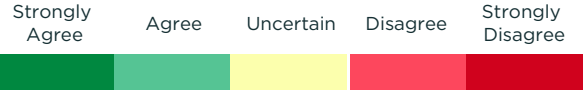
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YOUR HEALTH AND WELLBEING		RESPONSE SCALE					% AGREEMENT	VARIANCE FROM PREVIOUS SURVEY
<b>Q53.</b>	I am able to achieve a healthy work/life balance most of the time	8	43	16	24	9	51%	+4
<b>Q54.</b>	I am able to achieve a healthy diet most of the time		44	15	26	9	51%	+3
<b>Q55.</b>	I am satisfied with the amount of exercise I get per week		24	12	41	18	29%	+3
<b>Q56.</b>	I have sufficient opportunities to take annual leave	11	44	17	18	10	55%	-3
<b>Q57.</b>	I feel fatigue is not substantially affecting my performance at work	8	38	20	24	10	46%	+7 ↑

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



# SURVEY QUESTIONS



## EXPLORE THE RESULTS

Questions are grouped by themes in this report

YOUR HEALTH AND WELLBEING	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM PREVIOUS SURVEY
<b>Q58.</b> In thinking about when you are sick, are any of the following barriers in your decision about whether or not to take sick leave		<b>1961</b>		
Nil barriers		<b>333</b>	<b>17%</b>	-
Nil cover if not there		<b>1065</b>	<b>54%</b>	-4
Nil cover, impact on rest of team /colleagues		<b>1497</b>	<b>76%</b>	<b>-15</b>
Supervisor not supportive		<b>175</b>	<b>9%</b>	-2
Absence may impact on term/rotation assessment		<b>384</b>	<b>20%</b>	-3
Time off work impacts my training		<b>255</b>	<b>13%</b>	-3
<b>Q59.</b> Do you have a regular GP?		<b>1966</b>		
Yes		<b>1126</b>	<b>57%</b>	0
No		<b>840</b>	<b>43%</b>	0

**KEY**

**R** ROUTED QUESTIONS

# SURVEY QUESTIONS



## EXPLORE THE RESULTS

Questions are grouped by themes in this report

UNACCEPTABLE CONDUCT YOUR EXPERIENCE OVER THE LAST 12 MONTHS	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM PREVIOUS SURVEY
<b>Q60.</b> In the last 12 months I have witnessed misconduct/wrongdoing at my work.		<b>1963</b>		
Yes		<b>518</b>	<b>26%</b>	-2
No		<b>1242</b>	<b>63%</b>	0
Prefer not to say		<b>203</b>	<b>10%</b>	+1
<b>R Q61.</b> Have you reported the misconduct/wrongdoing you witnessed in the last 12 months?		<b>518</b>		
Yes		<b>168</b>	<b>32%</b>	-1
No		<b>287</b>	<b>55%</b>	+1
Prefer not to say		<b>63</b>	<b>12%</b>	0
<b>Q62.</b> In the last 12 months I have witnessed bullying at my work.		<b>1957</b>		
Yes		<b>1056</b>	<b>54%</b>	+2
No		<b>809</b>	<b>41%</b>	-2
Prefer not to say		<b>92</b>	<b>5%</b>	0

**KEY**

**R** ROUTED QUESTIONS

# SURVEY QUESTIONS



## EXPLORE THE RESULTS

Questions are grouped by themes in this report

### UNACCEPTABLE CONDUCT YOUR EXPERIENCE OVER THE LAST 12 MONTHS

#### RESPONSE SCALE

#### RESPONSES

#### %

VARIANCE FROM PREVIOUS SURVEY

**Q63.** In the last 12 months I have been subjected to bullying at work.

**1960**

Response	Response Scale	Responses	%	Variance
Yes		597	30%	+1
No		1228	63%	-2
Prefer not to say		135	7%	+2

**R Q64.** 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.

**597**

Role	Response Scale	Responses	%	Variance
A senior manager		58	10%	-16 ↓
Your immediate supervisor		93	16%	-10 ↓
A junior doctor		27	5%	-
A senior doctor		253	42%	-
A fellow worker at your level		30	5%	-4
Patient		11	2%	-1
A member of the public other than a patient		4	1%	-1
Other		93	16%	-8 ↓
Prefer not to say		28	5%	-6 ↓

**KEY**

**R** ROUTED QUESTIONS

# SURVEY QUESTIONS



## EXPLORE THE RESULTS

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UNACCEPTABLE CONDUCT YOUR EXPERIENCE OVER THE LAST 12 MONTHS	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM PREVIOUS SURVEY
<b>R Q66.</b> Have you submitted a formal complaint regarding the incident/s you were subjected to in the last 12 months?		<b>592</b>		
Yes		<b>80</b>	<b>14%</b>	+2
No		<b>512</b>	<b>86%</b>	-2
<b>R Q67.</b> Was your complaint satisfactorily resolved?		<b>79</b>		
Yes		<b>28</b>	<b>35%</b>	+8
No		<b>31</b>	<b>39%</b>	-1
This complaint is still being processed		<b>20</b>	<b>25%</b>	-7
<b>Q68.</b> I am aware of the NSW Health JMO support line administered by Converge International.		<b>1953</b>		
Yes		<b>752</b>	<b>39%</b>	+7
No		<b>817</b>	<b>42%</b>	-10
Don't Know		<b>384</b>	<b>20%</b>	+3

**KEY**

**R** ROUTED QUESTIONS



# SURVEY QUESTIONS



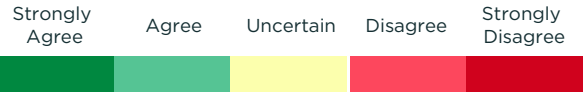
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YOUR CAREER		RESPONSE SCALE					% AGREEMENT	VARIANCE FROM PREVIOUS SURVEY
R	Q69. I would call the NSW Health JMO support line for assistance in dealing with issues at work	21	44	23	7		26%	-1
	Q70. I think it is important to do research and to have journal publications to be selected into speciality training	30	39	12	14		69%	-
	Q71. I believe you need to be based in a metropolitan hospital to be selected into speciality training	13	27	22	31	8	40%	-

**KEY** R ROUTED QUESTIONS



# SURVEY QUESTIONS



## EXPLORE THE RESULTS

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YOUR CAREER	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM PREVIOUS SURVEY
<b>Q72.</b> On average, how many hours per week do you spend on studying/preparing for exams at home /outside of work?		<b>1946</b>		
None		<b>233</b>	<b>12%</b>	-2
1- 4 hours		<b>626</b>	<b>32%</b>	-2
5-9 hours		<b>518</b>	<b>27%</b>	+4
10-14 hours		<b>306</b>	<b>16%</b>	+1
15-19 hours		<b>127</b>	<b>7%</b>	+1
20 +		<b>136</b>	<b>7%</b>	-2

**KEY**

**R** ROUTED QUESTIONS

# SURVEY QUESTIONS



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YOUR CAREER	RESPONSE SCALE				% AGREEMENT	VARIANCE FROM PREVIOUS SURVEY
<b>Q73.</b> I have sufficient opportunities to take study leave	29	27	24	15	35%	-1

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



# SURVEY QUESTIONS



## EXPLORE THE RESULTS

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YOUR CAREER	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM PREVIOUS SURVEY
<b>Q74.</b> Thinking about the 2019 clinical year what statement best describes what you will be doing next year		<b>1937</b>		
I have accepted a position with a hospital/LHD/training network in NSW		<b>1627</b>	<b>84%</b>	-
I have accepted an interstate JMO position		<b>74</b>	<b>4%</b>	-
I have accepted a position/plan to work overseas		<b>12</b>	<b>1%</b>	-
I plan to work as a locum		<b>45</b>	<b>2%</b>	-
I am taking a break working as a doctor		<b>33</b>	<b>2%</b>	-
I will be doing research		<b>18</b>	<b>1%</b>	-
I will be on maternity/paternity leave		<b>20</b>	<b>1%</b>	-
I will be on unpaid parental leave		<b>1</b>	<b>0%</b>	-
I will be volunteering		<b>1</b>	<b>0%</b>	-
I will be taking time out for caring responsibilities		<b>3</b>	<b>0%</b>	-
Other		<b>103</b>	<b>5%</b>	-

**KEY**

**R** ROUTED QUESTIONS

# SURVEY QUESTIONS



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YOUR CAREER	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM PREVIOUS SURVEY
<b>Q75.</b> Are you aware of the NSW Health Map My Health Career Website?		<b>1936</b>		
Yes		<b>492</b>	<b>25%</b>	+4
No		<b>1444</b>	<b>75%</b>	-4
<b>R Q76.</b> Have you used the NSW Health Map My Health Career Website?		<b>491</b>		
Yes		<b>271</b>	<b>55%</b>	+2
No		<b>220</b>	<b>45%</b>	-2

**KEY**

**R** ROUTED QUESTIONS

# SURVEY QUESTIONS



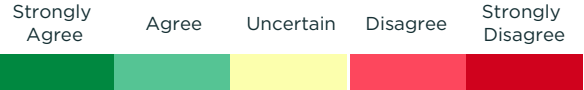
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YOUR CAREER	RESPONSE SCALE				% AGREEMENT	VARIANCE FROM PREVIOUS SURVEY
Q77. How confident are you that you will be able to achieve your long-term career goals?	14	46	30	8	60%	+2
Q78. I believe action will be taken on the results from this survey by NSW Health	26	41	16	11	31%	+7 ↑

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



# SURVEY QUESTIONS



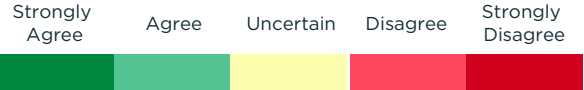
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ABOUT YOU		RESPONSE SCALE				% AGREEMENT	VARIANCE FROM PREVIOUS SURVEY
R	Q87. My carers' responsibilities are accommodated by my hospital/training site	34	30	20	9	41%	-

**KEY** R ROUTED QUESTIONS



# RESULT BY LOCAL HEALTH DISTRICT AND SPECIALTY NETWORK



## COMPARISON OF LOCAL HEALTH DISTRICT AND SPECIALTY NETWORKS

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<b>RESPONDENTS</b>	<b>2097</b>	<b>139</b>	<b>216</b>	<b>95</b>	<b>20</b>	<b>60</b>	<b>50</b>	<b>185</b>
<b>Wellbeing Index</b>	<b>54%</b>	<b>59%</b>	<b>51%</b>	<b>52%</b>	<b>81%</b>	<b>72%</b>	<b>70%</b>	<b>51%</b>
<b>Q41.</b> I have time most working days to have a meal break	<b>52%</b>	<b>59%</b>	<b>50%</b>	<b>42%</b>	<b>95%</b>	<b>63%</b>	<b>65%</b>	<b>50%</b>
<b>Q42.</b> I feel physically safe within the hospital environment	<b>89%</b>	<b>92%</b>	<b>88%</b>	<b>93%</b>	<b>95%</b>	<b>95%</b>	<b>96%</b>	<b>80%</b>
<b>Q44.</b> My hospital/training site values my health and wellbeing	<b>55%</b>	<b>74%</b>	<b>48%</b>	<b>37%</b>	<b>95%</b>	<b>77%</b>	<b>86%</b>	<b>54%</b>
<b>Q53.</b> I am able to achieve a healthy work/life balance most of the time	<b>51%</b>	<b>53%</b>	<b>51%</b>	<b>55%</b>	<b>75%</b>	<b>75%</b>	<b>72%</b>	<b>54%</b>
<b>Q54.</b> I am able to achieve a healthy diet most of the time	<b>51%</b>	<b>53%</b>	<b>52%</b>	<b>58%</b>	<b>75%</b>	<b>75%</b>	<b>72%</b>	<b>44%</b>
<b>Q55.</b> I am satisfied with the amount of exercise I get per week	<b>29%</b>	<b>30%</b>	<b>28%</b>	<b>31%</b>	<b>60%</b>	<b>49%</b>	<b>39%</b>	<b>29%</b>
<b>Q57.</b> I feel fatigue is not substantially affecting my performance at work	<b>46%</b>	<b>47%</b>	<b>40%</b>	<b>46%</b>	<b>70%</b>	<b>67%</b>	<b>59%</b>	<b>44%</b>



# RESULT BY LOCAL HEALTH DISTRICT AND SPECIALTY NETWORK



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<b>RESPONDENTS</b>	<b>2097</b>	<b>42</b>	<b>206</b>	<b>193</b>	<b>43</b>	<b>112</b>	<b>14</b>	<b>98</b>	<b>159</b>
<b>Wellbeing Index</b>	<b>54%</b>	<b>48%</b>	<b>60%</b>	<b>51%</b>	<b>64%</b>	<b>44%</b>	<b>66%</b>	<b>48%</b>	<b>52%</b>
<b>Q41.</b> I have time most working days to have a meal break	<b>52%</b>	<b>48%</b>	<b>58%</b>	<b>49%</b>	<b>84%</b>	<b>36%</b>	<b>64%</b>	<b>51%</b>	<b>54%</b>
<b>Q42.</b> I feel physically safe within the hospital environment	<b>89%</b>	<b>90%</b>	<b>91%</b>	<b>90%</b>	<b>93%</b>	<b>87%</b>	<b>100%</b>	<b>97%</b>	<b>91%</b>
<b>Q44.</b> My hospital/training site values my health and wellbeing	<b>55%</b>	<b>40%</b>	<b>67%</b>	<b>51%</b>	<b>65%</b>	<b>48%</b>	<b>50%</b>	<b>52%</b>	<b>54%</b>
<b>Q53.</b> I am able to achieve a healthy work/life balance most of the time	<b>51%</b>	<b>46%</b>	<b>56%</b>	<b>50%</b>	<b>53%</b>	<b>36%</b>	<b>71%</b>	<b>37%</b>	<b>49%</b>
<b>Q54.</b> I am able to achieve a healthy diet most of the time	<b>51%</b>	<b>43%</b>	<b>54%</b>	<b>46%</b>	<b>68%</b>	<b>38%</b>	<b>71%</b>	<b>42%</b>	<b>48%</b>
<b>Q55.</b> I am satisfied with the amount of exercise I get per week	<b>29%</b>	<b>24%</b>	<b>34%</b>	<b>22%</b>	<b>30%</b>	<b>26%</b>	<b>36%</b>	<b>16%</b>	<b>26%</b>
<b>Q57.</b> I feel fatigue is not substantially affecting my performance at work	<b>46%</b>	<b>41%</b>	<b>55%</b>	<b>48%</b>	<b>53%</b>	<b>38%</b>	<b>71%</b>	<b>41%</b>	<b>41%</b>

# RESULT BY LOCAL HEALTH DISTRICT AND SPECIALTY NETWORK



## COMPARISON OF LOCAL HEALTH DISTRICT AND SPECIALTY NETWORKS

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<b>RESPONDENTS</b>	<b>2097</b>	<b>109</b>	<b>55</b>	<b>275</b>
<b>Wellbeing Index</b>	<b>54%</b>	<b>63%</b>	<b>57%</b>	<b>43%</b>
<b>Q41.</b> I have time most working days to have a meal break	<b>52%</b>	<b>66%</b>	<b>42%</b>	<b>40%</b>
<b>Q42.</b> I feel physically safe within the hospital environment	<b>89%</b>	<b>95%</b>	<b>94%</b>	<b>80%</b>
<b>Q44.</b> My hospital/training site values my health and wellbeing	<b>55%</b>	<b>67%</b>	<b>51%</b>	<b>39%</b>
<b>Q53.</b> I am able to achieve a healthy work/life balance most of the time	<b>51%</b>	<b>61%</b>	<b>62%</b>	<b>39%</b>
<b>Q54.</b> I am able to achieve a healthy diet most of the time	<b>51%</b>	<b>62%</b>	<b>69%</b>	<b>40%</b>
<b>Q55.</b> I am satisfied with the amount of exercise I get per week	<b>29%</b>	<b>36%</b>	<b>25%</b>	<b>24%</b>
<b>Q57.</b> I feel fatigue is not substantially affecting my performance at work	<b>46%</b>	<b>54%</b>	<b>60%</b>	<b>37%</b>

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<b>Training Index</b>	<b>58%</b>	<b>65%</b>	<b>51%</b>	<b>50%</b>	<b>90%</b>	<b>59%</b>	<b>67%</b>	<b>62%</b>
<b>Q27.</b> Please rate the quality of FORMAL teaching in this term/rotation/position	<b>57%</b>	<b>59%</b>	<b>54%</b>	<b>49%</b>	<b>100%</b>	<b>55%</b>	<b>62%</b>	<b>60%</b>
<b>Q28.</b> Please rate the quality of INFORMAL teaching in this term/rotation/position	<b>61%</b>	<b>68%</b>	<b>49%</b>	<b>61%</b>	<b>80%</b>	<b>65%</b>	<b>74%</b>	<b>62%</b>
<b>Q29.</b> Rate the quality of the FORMAL feedback you have received about your performance in this term.	<b>54%</b>	<b>65%</b>	<b>48%</b>	<b>43%</b>	<b>90%</b>	<b>52%</b>	<b>58%</b>	<b>57%</b>
<b>Q30.</b> Rate the quality of the INFORMAL feedback you have received about your performance in this term.	<b>61%</b>	<b>66%</b>	<b>55%</b>	<b>48%</b>	<b>90%</b>	<b>65%</b>	<b>74%</b>	<b>69%</b>

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<b>Q27.</b> Please rate the quality of FORMAL teaching in this term/rotation/position	<b>57%</b>	<b>50%</b>	<b>64%</b>	<b>62%</b>	<b>67%</b>	<b>50%</b>	<b>29%</b>	<b>59%</b>	<b>62%</b>
<b>Q28.</b> Please rate the quality of INFORMAL teaching in this term/rotation/position	<b>61%</b>	<b>57%</b>	<b>67%</b>	<b>56%</b>	<b>84%</b>	<b>51%</b>	<b>64%</b>	<b>61%</b>	<b>62%</b>
<b>Q29.</b> Rate the quality of the FORMAL feedback you have received about your performance in this term.	<b>54%</b>	<b>48%</b>	<b>67%</b>	<b>48%</b>	<b>60%</b>	<b>53%</b>	<b>57%</b>	<b>64%</b>	<b>51%</b>
<b>Q30.</b> Rate the quality of the INFORMAL feedback you have received about your performance in this term.	<b>61%</b>	<b>55%</b>	<b>71%</b>	<b>58%</b>	<b>72%</b>	<b>56%</b>	<b>71%</b>	<b>56%</b>	<b>55%</b>

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<b>Q27.</b> Please rate the quality of FORMAL teaching in this term/rotation/position	<b>57%</b>	<b>52%</b>	<b>71%</b>	<b>46%</b>
<b>Q28.</b> Please rate the quality of INFORMAL teaching in this term/rotation/position	<b>61%</b>	<b>57%</b>	<b>76%</b>	<b>56%</b>
<b>Q29.</b> Rate the quality of the FORMAL feedback you have received about your performance in this term.	<b>54%</b>	<b>53%</b>	<b>60%</b>	<b>45%</b>
<b>Q30.</b> Rate the quality of the INFORMAL feedback you have received about your performance in this term.	<b>61%</b>	<b>62%</b>	<b>65%</b>	<b>53%</b>

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<b>Supervision Index</b>	<b>88%</b>	<b>92%</b>	<b>83%</b>	<b>83%</b>	<b>94%</b>	<b>85%</b>	<b>91%</b>	<b>89%</b>
<b>Q19.</b> I know who is providing supervision when I am working IN HOURS	<b>95%</b>	<b>93%</b>	<b>94%</b>	<b>97%</b>	<b>95%</b>	<b>98%</b>	<b>96%</b>	<b>95%</b>
<b>Q20.</b> I know who is providing supervision when I'm working AFTER HOURS	<b>87%</b>	<b>90%</b>	<b>77%</b>	<b>80%</b>	<b>100%</b>	<b>77%</b>	<b>88%</b>	<b>88%</b>
<b>Q21.</b> Overall I have good supervision IN HOURS	<b>89%</b>	<b>92%</b>	<b>87%</b>	<b>87%</b>	<b>95%</b>	<b>95%</b>	<b>90%</b>	<b>88%</b>
<b>Q22.</b> Overall I have good supervision AFTER HOURS	<b>73%</b>	<b>88%</b>	<b>57%</b>	<b>61%</b>	<b>90%</b>	<b>63%</b>	<b>84%</b>	<b>75%</b>
<b>Q23.</b> I am able to contact more senior medical staff IN HOURS if I have a concern about a patient	<b>97%</b>	<b>97%</b>	<b>98%</b>	<b>96%</b>	<b>90%</b>	<b>93%</b>	<b>96%</b>	<b>98%</b>
<b>Q24.</b> I am able to contact more senior medical staff AFTER HOURS if I have a concern about a patient.	<b>89%</b>	<b>92%</b>	<b>86%</b>	<b>78%</b>	<b>95%</b>	<b>85%</b>	<b>94%</b>	<b>90%</b>

# RESULT BY LOCAL HEALTH DISTRICT AND SPECIALTY NETWORK



## COMPARISON OF LOCAL HEALTH DISTRICT AND SPECIALTY NETWORKS

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	NSW Health JMO Survey	Northern NSW LHD	Northern Sydney LHD	South Eastern Sydney LHD	NSW Health Pathology	South Western Sydney LHD	Southern NSW LHD	SCH network	Sydney LHD
<b>RESPONDENTS</b>	<b>2097</b>	<b>42</b>	<b>206</b>	<b>193</b>	<b>43</b>	<b>112</b>	<b>14</b>	<b>98</b>	<b>159</b>
<b>Supervision Index</b>	<b>88%</b>	<b>83%</b>	<b>91%</b>	<b>90%</b>	<b>85%</b>	<b>86%</b>	<b>86%</b>	<b>92%</b>	<b>90%</b>
<b>Q19.</b> I know who is providing supervision when I am working IN HOURS	<b>95%</b>	<b>88%</b>	<b>96%</b>	<b>96%</b>	<b>95%</b>	<b>91%</b>	<b>93%</b>	<b>99%</b>	<b>97%</b>
<b>Q20.</b> I know who is providing supervision when I'm working AFTER HOURS	<b>87%</b>	<b>76%</b>	<b>92%</b>	<b>93%</b>	<b>77%</b>	<b>85%</b>	<b>79%</b>	<b>84%</b>	<b>89%</b>
<b>Q21.</b> Overall I have good supervision IN HOURS	<b>89%</b>	<b>88%</b>	<b>92%</b>	<b>86%</b>	<b>91%</b>	<b>87%</b>	<b>93%</b>	<b>96%</b>	<b>91%</b>
<b>Q22.</b> Overall I have good supervision AFTER HOURS	<b>73%</b>	<b>69%</b>	<b>80%</b>	<b>77%</b>	<b>67%</b>	<b>71%</b>	<b>64%</b>	<b>81%</b>	<b>75%</b>
<b>Q23.</b> I am able to contact more senior medical staff IN HOURS if I have a concern about a patient	<b>97%</b>	<b>93%</b>	<b>97%</b>	<b>98%</b>	<b>98%</b>	<b>96%</b>	<b>100%</b>	<b>99%</b>	<b>96%</b>
<b>Q24.</b> I am able to contact more senior medical staff AFTER HOURS if I have a concern about a patient.	<b>89%</b>	<b>81%</b>	<b>92%</b>	<b>92%</b>	<b>84%</b>	<b>90%</b>	<b>86%</b>	<b>96%</b>	<b>90%</b>

# RESULT BY LOCAL HEALTH DISTRICT AND SPECIALTY NETWORK



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	NSW Health JMO Survey	St Vincent's Hospital Network	Western NSW LHD	Western Sydney LHD
<b>RESPONDENTS</b>	<b>2097</b>	<b>109</b>	<b>55</b>	<b>275</b>
<b>Supervision Index</b>	<b>88%</b>	<b>91%</b>	<b>91%</b>	<b>85%</b>
<b>Q19.</b> I know who is providing supervision when I am working IN HOURS	<b>95%</b>	<b>96%</b>	<b>100%</b>	<b>91%</b>
<b>Q20.</b> I know who is providing supervision when I'm working AFTER HOURS	<b>87%</b>	<b>93%</b>	<b>96%</b>	<b>86%</b>
<b>Q21.</b> Overall I have good supervision IN HOURS	<b>89%</b>	<b>88%</b>	<b>87%</b>	<b>86%</b>
<b>Q22.</b> Overall I have good supervision AFTER HOURS	<b>73%</b>	<b>81%</b>	<b>78%</b>	<b>68%</b>
<b>Q23.</b> I am able to contact more senior medical staff IN HOURS if I have a concern about a patient	<b>97%</b>	<b>94%</b>	<b>96%</b>	<b>96%</b>
<b>Q24.</b> I am able to contact more senior medical staff AFTER HOURS if I have a concern about a patient.	<b>89%</b>	<b>94%</b>	<b>91%</b>	<b>85%</b>



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<b>RESPONDENTS</b>	<b>2097</b>	<b>139</b>	<b>216</b>	<b>95</b>	<b>20</b>	<b>60</b>	<b>50</b>	<b>185</b>
<b>Q12.</b> I have agreed goals and objectives for this term/rotation/position with my designated supervisor	<b>71%</b>	<b>69%</b>	<b>70%</b>	<b>53%</b>	<b>89%</b>	<b>79%</b>	<b>74%</b>	<b>72%</b>
<b>Q13.</b> I receive FORMAL feedback from my designated supervisor about my performance at work	<b>78%</b>	<b>86%</b>	<b>82%</b>	<b>64%</b>	<b>89%</b>	<b>83%</b>	<b>70%</b>	<b>79%</b>
<b>Q14.</b> I receive INFORMAL feedback from my designated supervisor about my performance at work	<b>76%</b>	<b>85%</b>	<b>72%</b>	<b>67%</b>	<b>89%</b>	<b>87%</b>	<b>86%</b>	<b>75%</b>
<b>Q15.</b> I receive constructive feedback from my supervisor	<b>74%</b>	<b>82%</b>	<b>76%</b>	<b>65%</b>	<b>95%</b>	<b>83%</b>	<b>81%</b>	<b>69%</b>
<b>Q16.</b> I receive timely feedback from my supervisor	<b>68%</b>	<b>71%</b>	<b>67%</b>	<b>56%</b>	<b>89%</b>	<b>83%</b>	<b>76%</b>	<b>63%</b>
<b>Q17.</b> The feedback received from my supervisor has been beneficial to my ongoing training	<b>73%</b>	<b>83%</b>	<b>69%</b>	<b>58%</b>	<b>89%</b>	<b>79%</b>	<b>77%</b>	<b>66%</b>
<b>Q18.</b> My designated supervisor communicates effectively with me	<b>78%</b>	<b>85%</b>	<b>75%</b>	<b>72%</b>	<b>95%</b>	<b>85%</b>	<b>91%</b>	<b>70%</b>
<b>Q25.</b> (% Never/<monthly)Coping with problems beyond experience IN HOURS due to lack of supervision.	<b>71%</b>	<b>76%</b>	<b>67%</b>	<b>64%</b>	<b>85%</b>	<b>78%</b>	<b>72%</b>	<b>72%</b>
<b>Q26.</b> (% Never/<monthly)Coping with problems beyond experience AFTER HOURS due to lack of supervision.	<b>60%</b>	<b>65%</b>	<b>49%</b>	<b>47%</b>	<b>95%</b>	<b>67%</b>	<b>66%</b>	<b>63%</b>
<b>Q31.</b> Most working days I am able to attend scheduled formal education opportunities	<b>49%</b>	<b>48%</b>	<b>49%</b>	<b>45%</b>	<b>89%</b>	<b>63%</b>	<b>54%</b>	<b>48%</b>
<b>Q32.</b> I found orientation to my term/rotation/position to be useful	<b>62%</b>	<b>62%</b>	<b>53%</b>	<b>56%</b>	<b>90%</b>	<b>67%</b>	<b>72%</b>	<b>59%</b>

# RESULT BY LOCAL HEALTH DISTRICT AND SPECIALTY NETWORK



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<b>RESPONDENTS</b>	<b>2097</b>	<b>42</b>	<b>206</b>	<b>193</b>	<b>43</b>	<b>112</b>	<b>14</b>	<b>98</b>	<b>159</b>
<b>Q12.</b> I have agreed goals and objectives for this term/rotation/position with my designated supervisor	<b>71%</b>	<b>73%</b>	<b>82%</b>	<b>62%</b>	<b>91%</b>	<b>65%</b>	<b>67%</b>	<b>83%</b>	<b>63%</b>
<b>Q13.</b> I receive FORMAL feedback from my designated supervisor about my performance at work	<b>78%</b>	<b>78%</b>	<b>85%</b>	<b>74%</b>	<b>77%</b>	<b>76%</b>	<b>75%</b>	<b>88%</b>	<b>76%</b>
<b>Q14.</b> I receive INFORMAL feedback from my designated supervisor about my performance at work	<b>76%</b>	<b>73%</b>	<b>83%</b>	<b>73%</b>	<b>79%</b>	<b>75%</b>	<b>92%</b>	<b>74%</b>	<b>77%</b>
<b>Q15.</b> I receive constructive feedback from my supervisor	<b>74%</b>	<b>78%</b>	<b>87%</b>	<b>68%</b>	<b>79%</b>	<b>69%</b>	<b>83%</b>	<b>82%</b>	<b>73%</b>
<b>Q16.</b> I receive timely feedback from my supervisor	<b>68%</b>	<b>65%</b>	<b>80%</b>	<b>63%</b>	<b>72%</b>	<b>66%</b>	<b>75%</b>	<b>76%</b>	<b>69%</b>
<b>Q17.</b> The feedback received from my supervisor has been beneficial to my ongoing training	<b>73%</b>	<b>70%</b>	<b>85%</b>	<b>66%</b>	<b>79%</b>	<b>72%</b>	<b>83%</b>	<b>78%</b>	<b>72%</b>
<b>Q18.</b> My designated supervisor communicates effectively with me	<b>78%</b>	<b>84%</b>	<b>88%</b>	<b>73%</b>	<b>88%</b>	<b>71%</b>	<b>83%</b>	<b>81%</b>	<b>81%</b>
<b>Q25.</b> (% Never/<monthly)Coping with problems beyond experience IN HOURS due to lack of supervision.	<b>71%</b>	<b>57%</b>	<b>78%</b>	<b>71%</b>	<b>88%</b>	<b>63%</b>	<b>93%</b>	<b>78%</b>	<b>78%</b>
<b>Q26.</b> (% Never/<monthly)Coping with problems beyond experience AFTER HOURS due to lack of supervision.	<b>60%</b>	<b>55%</b>	<b>71%</b>	<b>57%</b>	<b>98%</b>	<b>49%</b>	<b>50%</b>	<b>65%</b>	<b>62%</b>
<b>Q31.</b> Most working days I am able to attend scheduled formal education opportunities	<b>49%</b>	<b>43%</b>	<b>55%</b>	<b>57%</b>	<b>67%</b>	<b>33%</b>	<b>57%</b>	<b>35%</b>	<b>58%</b>
<b>Q32.</b> I found orientation to my term/rotation/position to be useful	<b>62%</b>	<b>48%</b>	<b>73%</b>	<b>58%</b>	<b>60%</b>	<b>59%</b>	<b>50%</b>	<b>79%</b>	<b>65%</b>

# RESULT BY LOCAL HEALTH DISTRICT AND SPECIALTY NETWORK



## COMPARISON OF LOCAL HEALTH DISTRICT AND SPECIALTY NETWORKS

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<b>RESPONDENTS</b>	<b>2097</b>	<b>109</b>	<b>55</b>	<b>275</b>
<b>Q12.</b> I have agreed goals and objectives for this term/rotation/position with my designated supervisor	<b>71%</b>	<b>70%</b>	<b>78%</b>	<b>66%</b>
<b>Q13.</b> I receive FORMAL feedback from my designated supervisor about my performance at work	<b>78%</b>	<b>74%</b>	<b>74%</b>	<b>72%</b>
<b>Q14.</b> I receive INFORMAL feedback from my designated supervisor about my performance at work	<b>76%</b>	<b>75%</b>	<b>78%</b>	<b>71%</b>
<b>Q15.</b> I receive constructive feedback from my supervisor	<b>74%</b>	<b>71%</b>	<b>66%</b>	<b>69%</b>
<b>Q16.</b> I receive timely feedback from my supervisor	<b>68%</b>	<b>67%</b>	<b>72%</b>	<b>62%</b>
<b>Q17.</b> The feedback received from my supervisor has been beneficial to my ongoing training	<b>73%</b>	<b>70%</b>	<b>68%</b>	<b>70%</b>
<b>Q18.</b> My designated supervisor communicates effectively with me	<b>78%</b>	<b>74%</b>	<b>80%</b>	<b>73%</b>
<b>Q25.</b> (% Never/<monthly)Coping with problems beyond experience IN HOURS due to lack of supervision.	<b>71%</b>	<b>76%</b>	<b>73%</b>	<b>61%</b>
<b>Q26.</b> (% Never/<monthly)Coping with problems beyond experience AFTER HOURS due to lack of supervision.	<b>60%</b>	<b>64%</b>	<b>58%</b>	<b>52%</b>
<b>Q31.</b> Most working days I am able to attend scheduled formal education opportunities	<b>49%</b>	<b>50%</b>	<b>60%</b>	<b>36%</b>
<b>Q32.</b> I found orientation to my term/rotation/position to be useful	<b>62%</b>	<b>62%</b>	<b>74%</b>	<b>61%</b>

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<b>RESPONDENTS</b>	<b>2097</b>	<b>139</b>	<b>216</b>	<b>95</b>	<b>20</b>	<b>60</b>	<b>50</b>	<b>185</b>
<b>Q33.</b> The JMO Unit in my hospital is approachable.	<b>71%</b>	<b>88%</b>	<b>62%</b>	<b>61%</b>	<b>85%</b>	<b>75%</b>	<b>96%</b>	<b>68%</b>
<b>Q34.</b> The JMO Unit addresses and resolves issues raised with them	<b>56%</b>	<b>75%</b>	<b>45%</b>	<b>41%</b>	<b>75%</b>	<b>62%</b>	<b>90%</b>	<b>52%</b>
<b>Q35.</b> Morale is good in my team	<b>68%</b>	<b>80%</b>	<b>56%</b>	<b>63%</b>	<b>95%</b>	<b>78%</b>	<b>94%</b>	<b>63%</b>
<b>Q36.</b> I am valued for what I can offer my hospital/training site	<b>66%</b>	<b>80%</b>	<b>53%</b>	<b>60%</b>	<b>100%</b>	<b>78%</b>	<b>80%</b>	<b>64%</b>
<b>Q37.</b> Staff members, including junior doctors, are treated fairly and with respect regardless of their position	<b>64%</b>	<b>73%</b>	<b>54%</b>	<b>57%</b>	<b>90%</b>	<b>87%</b>	<b>88%</b>	<b>65%</b>
<b>Q38.</b> My hospital/training site supports junior doctor training	<b>74%</b>	<b>86%</b>	<b>64%</b>	<b>56%</b>	<b>100%</b>	<b>85%</b>	<b>92%</b>	<b>73%</b>
<b>Q39.</b> I am able to speak up and share a different view to my senior colleagues	<b>67%</b>	<b>76%</b>	<b>65%</b>	<b>64%</b>	<b>95%</b>	<b>80%</b>	<b>84%</b>	<b>64%</b>
<b>Q40.</b> My hospital has effective processes for monitoring workload and managing workload surges.	<b>35%</b>	<b>50%</b>	<b>25%</b>	<b>26%</b>	<b>70%</b>	<b>40%</b>	<b>67%</b>	<b>32%</b>
<b>Q41.</b> I have time most working days to have a meal break	<b>52%</b>	<b>59%</b>	<b>50%</b>	<b>42%</b>	<b>95%</b>	<b>63%</b>	<b>65%</b>	<b>50%</b>
<b>Q42.</b> I feel physically safe within the hospital environment	<b>89%</b>	<b>92%</b>	<b>88%</b>	<b>93%</b>	<b>95%</b>	<b>95%</b>	<b>96%</b>	<b>80%</b>

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<b>Q33.</b> The JMO Unit in my hospital is approachable.	<b>71%</b>	<b>71%</b>	<b>80%</b>	<b>74%</b>	<b>33%</b>	<b>72%</b>	<b>71%</b>	<b>73%</b>	<b>70%</b>
<b>Q34.</b> The JMO Unit addresses and resolves issues raised with them	<b>56%</b>	<b>52%</b>	<b>70%</b>	<b>56%</b>	<b>30%</b>	<b>54%</b>	<b>54%</b>	<b>52%</b>	<b>60%</b>
<b>Q35.</b> Morale is good in my team	<b>68%</b>	<b>69%</b>	<b>75%</b>	<b>66%</b>	<b>65%</b>	<b>61%</b>	<b>86%</b>	<b>61%</b>	<b>73%</b>
<b>Q36.</b> I am valued for what I can offer my hospital/training site	<b>66%</b>	<b>60%</b>	<b>76%</b>	<b>65%</b>	<b>74%</b>	<b>61%</b>	<b>79%</b>	<b>59%</b>	<b>69%</b>
<b>Q37.</b> Staff members, including junior doctors, are treated fairly and with respect regardless of their position	<b>64%</b>	<b>52%</b>	<b>72%</b>	<b>64%</b>	<b>79%</b>	<b>53%</b>	<b>71%</b>	<b>61%</b>	<b>69%</b>
<b>Q38.</b> My hospital/training site supports junior doctor training	<b>74%</b>	<b>63%</b>	<b>86%</b>	<b>77%</b>	<b>81%</b>	<b>69%</b>	<b>71%</b>	<b>78%</b>	<b>82%</b>
<b>Q39.</b> I am able to speak up and share a different view to my senior colleagues	<b>67%</b>	<b>65%</b>	<b>72%</b>	<b>59%</b>	<b>69%</b>	<b>66%</b>	<b>71%</b>	<b>62%</b>	<b>65%</b>
<b>Q40.</b> My hospital has effective processes for monitoring workload and managing workload surges.	<b>35%</b>	<b>30%</b>	<b>53%</b>	<b>30%</b>	<b>30%</b>	<b>25%</b>	<b>36%</b>	<b>33%</b>	<b>32%</b>
<b>Q41.</b> I have time most working days to have a meal break	<b>52%</b>	<b>48%</b>	<b>58%</b>	<b>49%</b>	<b>84%</b>	<b>36%</b>	<b>64%</b>	<b>51%</b>	<b>54%</b>
<b>Q42.</b> I feel physically safe within the hospital environment	<b>89%</b>	<b>90%</b>	<b>91%</b>	<b>90%</b>	<b>93%</b>	<b>87%</b>	<b>100%</b>	<b>97%</b>	<b>91%</b>

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<b>RESPONDENTS</b>	<b>2097</b>	<b>109</b>	<b>55</b>	<b>275</b>
<b>Q33.</b> The JMO Unit in my hospital is approachable.	<b>71%</b>	<b>80%</b>	<b>78%</b>	<b>66%</b>
<b>Q34.</b> The JMO Unit addresses and resolves issues raised with them	<b>56%</b>	<b>68%</b>	<b>65%</b>	<b>43%</b>
<b>Q35.</b> Morale is good in my team	<b>68%</b>	<b>72%</b>	<b>83%</b>	<b>63%</b>
<b>Q36.</b> I am valued for what I can offer my hospital/training site	<b>66%</b>	<b>70%</b>	<b>80%</b>	<b>55%</b>
<b>Q37.</b> Staff members, including junior doctors, are treated fairly and with respect regardless of their position	<b>64%</b>	<b>71%</b>	<b>72%</b>	<b>51%</b>
<b>Q38.</b> My hospital/training site supports junior doctor training	<b>74%</b>	<b>82%</b>	<b>85%</b>	<b>59%</b>
<b>Q39.</b> I am able to speak up and share a different view to my senior colleagues	<b>67%</b>	<b>66%</b>	<b>74%</b>	<b>58%</b>
<b>Q40.</b> My hospital has effective processes for monitoring workload and managing workload surges.	<b>35%</b>	<b>42%</b>	<b>28%</b>	<b>25%</b>
<b>Q41.</b> I have time most working days to have a meal break	<b>52%</b>	<b>66%</b>	<b>42%</b>	<b>40%</b>
<b>Q42.</b> I feel physically safe within the hospital environment	<b>89%</b>	<b>95%</b>	<b>94%</b>	<b>80%</b>

# 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.

For questions 25-30, and 77 please refer to guide to this report for information about the scales used

	NSW Health JMO Survey	Central Coast LHD	Hunter New England LHD	Illawarra Shoalhaven LHD	Justice Health & Forensic Ment...	Mid-North Coast LHD	Murrumbidgee LHD	Nepean Blue Mountains LHD
<b>RESPONDENTS</b>	<b>2097</b>	<b>139</b>	<b>216</b>	<b>95</b>	<b>20</b>	<b>60</b>	<b>50</b>	<b>185</b>
<b>Q43.</b> My hospital has a satisfactory process for me to give feedback about my experience in the term.	<b>61%</b>	<b>68%</b>	<b>54%</b>	<b>56%</b>	<b>70%</b>	<b>70%</b>	<b>76%</b>	<b>62%</b>
<b>Q44.</b> My hospital/training site values my health and wellbeing	<b>55%</b>	<b>74%</b>	<b>48%</b>	<b>37%</b>	<b>95%</b>	<b>77%</b>	<b>86%</b>	<b>54%</b>
<b>Q45.</b> I would recommend my hospital/training site as a great place to work and train	<b>64%</b>	<b>84%</b>	<b>49%</b>	<b>47%</b>	<b>90%</b>	<b>81%</b>	<b>92%</b>	<b>62%</b>
<b>Q47.</b> The new 14/10 safe working hours standards have improved rostering in my hospital	<b>31%</b>	<b>37%</b>	<b>23%</b>	<b>32%</b>	<b>56%</b>	<b>32%</b>	<b>20%</b>	<b>31%</b>
<b>Q50.</b> There is a culture that deals effectively with discrimination, bullying and sexual harassment at my hospital.	<b>43%</b>	<b>53%</b>	<b>32%</b>	<b>33%</b>	<b>60%</b>	<b>57%</b>	<b>62%</b>	<b>44%</b>
<b>Q51.</b> There are resources in the workplace to support me if I experience stress or pressure	<b>49%</b>	<b>55%</b>	<b>50%</b>	<b>38%</b>	<b>65%</b>	<b>55%</b>	<b>62%</b>	<b>52%</b>
<b>Q52.</b> I am comfortable in approaching someone to talk to in confidence if I have any concerns	<b>62%</b>	<b>73%</b>	<b>54%</b>	<b>48%</b>	<b>90%</b>	<b>74%</b>	<b>77%</b>	<b>64%</b>
<b>Q56.</b> I have sufficient opportunities to take annual leave	<b>55%</b>	<b>57%</b>	<b>48%</b>	<b>58%</b>	<b>75%</b>	<b>64%</b>	<b>83%</b>	<b>60%</b>

# 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.

For questions 25-30, and 77 please refer to guide to this report for information about the scales used

	NSW Health JMO Survey	Northern NSW LHD	Northern Sydney LHD	South Eastern Sydney LHD	NSW Health Pathology	South Western Sydney LHD	Southern NSW LHD	SCH network	Sydney LHD
<b>RESPONDENTS</b>	<b>2097</b>	<b>42</b>	<b>206</b>	<b>193</b>	<b>43</b>	<b>112</b>	<b>14</b>	<b>98</b>	<b>159</b>
<b>Q43.</b> My hospital has a satisfactory process for me to give feedback about my experience in the term.	<b>61%</b>	<b>60%</b>	<b>73%</b>	<b>60%</b>	<b>60%</b>	<b>58%</b>	<b>43%</b>	<b>57%</b>	<b>64%</b>
<b>Q44.</b> My hospital/training site values my health and wellbeing	<b>55%</b>	<b>40%</b>	<b>67%</b>	<b>51%</b>	<b>65%</b>	<b>48%</b>	<b>50%</b>	<b>52%</b>	<b>54%</b>
<b>Q45.</b> I would recommend my hospital/training site as a great place to work and train	<b>64%</b>	<b>60%</b>	<b>76%</b>	<b>71%</b>	<b>74%</b>	<b>53%</b>	<b>64%</b>	<b>71%</b>	<b>71%</b>
<b>Q47.</b> The new 14/10 safe working hours standards have improved rostering in my hospital	<b>31%</b>	<b>29%</b>	<b>40%</b>	<b>32%</b>	<b>14%</b>	<b>27%</b>	<b>18%</b>	<b>29%</b>	<b>35%</b>
<b>Q50.</b> There is a culture that deals effectively with discrimination, bullying and sexual harassment at my hospital.	<b>43%</b>	<b>41%</b>	<b>59%</b>	<b>37%</b>	<b>55%</b>	<b>39%</b>	<b>50%</b>	<b>46%</b>	<b>47%</b>
<b>Q51.</b> There are resources in the workplace to support me if I experience stress or pressure	<b>49%</b>	<b>46%</b>	<b>62%</b>	<b>40%</b>	<b>46%</b>	<b>43%</b>	<b>29%</b>	<b>70%</b>	<b>53%</b>
<b>Q52.</b> I am comfortable in approaching someone to talk to in confidence if I have any concerns	<b>62%</b>	<b>59%</b>	<b>75%</b>	<b>59%</b>	<b>58%</b>	<b>59%</b>	<b>50%</b>	<b>59%</b>	<b>61%</b>
<b>Q56.</b> I have sufficient opportunities to take annual leave	<b>55%</b>	<b>62%</b>	<b>63%</b>	<b>51%</b>	<b>70%</b>	<b>54%</b>	<b>50%</b>	<b>36%</b>	<b>61%</b>



# 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.

For questions 25-30, and 77 please refer to guide to this report for information about the scales used

	NSW Health JMO Survey	St Vincent's Hospital Network	Western NSW LHD	Western Sydney LHD
<b>RESPONDENTS</b>	<b>2097</b>	<b>109</b>	<b>55</b>	<b>275</b>
<b>Q43.</b> My hospital has a satisfactory process for me to give feedback about my experience in the term.	<b>61%</b>	<b>58%</b>	<b>70%</b>	<b>52%</b>
<b>Q44.</b> My hospital/training site values my health and wellbeing	<b>55%</b>	<b>67%</b>	<b>51%</b>	<b>39%</b>
<b>Q45.</b> I would recommend my hospital/training site as a great place to work and train	<b>64%</b>	<b>73%</b>	<b>70%</b>	<b>44%</b>
<b>Q47.</b> The new 14/10 safe working hours standards have improved rostering in my hospital	<b>31%</b>	<b>32%</b>	<b>20%</b>	<b>27%</b>
<b>Q50.</b> There is a culture that deals effectively with discrimination, bullying and sexual harassment at my hospital.	<b>43%</b>	<b>46%</b>	<b>48%</b>	<b>28%</b>
<b>Q51.</b> There are resources in the workplace to support me if I experience stress or pressure	<b>49%</b>	<b>53%</b>	<b>48%</b>	<b>30%</b>
<b>Q52.</b> I am comfortable in approaching someone to talk to in confidence if I have any concerns	<b>62%</b>	<b>69%</b>	<b>73%</b>	<b>52%</b>
<b>Q56.</b> I have sufficient opportunities to take annual leave	<b>55%</b>	<b>65%</b>	<b>46%</b>	<b>43%</b>

# RESULTS BY DIFFERENT TYPES OF ROLE/POSITION



## 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.

For questions 25-30, and 77 please refer to guide to this report for information about the scales used.

	NSW Health JMO Survey	Prevocational trainee (PGY1/PGY2)	Accredited trainee (includes basic, advanced, provisional)	Unaccredited trainee	Senior Resident Medical Officer (not in a training program)	Career Medical Officer/Hospitalist/MMO
<b>RESPONDENTS</b>	<b>2097</b>	<b>891</b>	<b>889</b>	<b>113</b>	<b>153</b>	<b>44</b>
<b>Wellbeing Index</b>	<b>54%</b>	<b>56%</b>	<b>51%</b>	<b>49%</b>	<b>55%</b>	<b>60%</b>
<b>Q41.</b> I have time most working days to have a meal break	<b>52%</b>	<b>47%</b>	<b>57%</b>	<b>46%</b>	<b>51%</b>	<b>67%</b>
<b>Q42.</b> I feel physically safe within the hospital environment	<b>89%</b>	<b>92%</b>	<b>87%</b>	<b>82%</b>	<b>90%</b>	<b>76%</b>
<b>Q44.</b> My hospital/training site values my health and wellbeing	<b>55%</b>	<b>61%</b>	<b>49%</b>	<b>51%</b>	<b>56%</b>	<b>55%</b>
<b>Q53.</b> I am able to achieve a healthy work/life balance most of the time	<b>51%</b>	<b>58%</b>	<b>44%</b>	<b>46%</b>	<b>55%</b>	<b>66%</b>
<b>Q54.</b> I am able to achieve a healthy diet most of the time	<b>51%</b>	<b>54%</b>	<b>50%</b>	<b>39%</b>	<b>50%</b>	<b>51%</b>
<b>Q55.</b> I am satisfied with the amount of exercise I get per week	<b>29%</b>	<b>30%</b>	<b>25%</b>	<b>36%</b>	<b>31%</b>	<b>46%</b>
<b>Q57.</b> I feel fatigue is not substantially affecting my performance at work	<b>46%</b>	<b>49%</b>	<b>42%</b>	<b>44%</b>	<b>51%</b>	<b>59%</b>

# RESULTS BY DIFFERENT TYPES OF ROLE/POSITION



## 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.

For questions 25-30, and 77 please refer to guide to this report for information about the scales used.

	NSW Health JMO Survey	Prevocational trainee (PGY1/PGY2)	Accredited trainee (includes basic, advanced, provisional)	Unaccredited trainee	Senior Resident Medical Officer (not in a training program)	Career Medical Officer/Hospitalist/MMO
<b>RESPONDENTS</b>	<b>2097</b>	<b>891</b>	<b>889</b>	<b>113</b>	<b>153</b>	<b>44</b>
<b>Training Index</b>	<b>58%</b>	<b>55%</b>	<b>63%</b>	<b>52%</b>	<b>54%</b>	<b>52%</b>
<b>Q27.</b> Please rate the quality of FORMAL teaching in this term/rotation/position	<b>57%</b>	<b>54%</b>	<b>60%</b>	<b>51%</b>	<b>56%</b>	<b>52%</b>
<b>Q28.</b> Please rate the quality of INFORMAL teaching in this term/rotation/position	<b>61%</b>	<b>60%</b>	<b>63%</b>	<b>55%</b>	<b>61%</b>	<b>48%</b>
<b>Q29.</b> Rate the quality of the FORMAL feedback you have received about your performance in this term.	<b>54%</b>	<b>49%</b>	<b>63%</b>	<b>49%</b>	<b>39%</b>	<b>50%</b>
<b>Q30.</b> Rate the quality of the INFORMAL feedback you have received about your performance in this term.	<b>61%</b>	<b>57%</b>	<b>66%</b>	<b>55%</b>	<b>58%</b>	<b>58%</b>

# RESULTS BY DIFFERENT TYPES OF ROLE/POSITION



## DEMOGRAPHIC GROUP PROFILES

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For questions 25-30, and 77 please refer to guide to this report for information about the scales used.

	NSW Health JMO Survey	Prevocational trainee (PGY1/PGY2)	Accredited trainee (includes basic, advanced, provisional)	Unaccredited trainee	Senior Resident Medical Officer (not in a training program)	Career Medical Officer/Hospitalist/MMO
<b>RESPONDENTS</b>	<b>2097</b>	<b>891</b>	<b>889</b>	<b>113</b>	<b>153</b>	<b>44</b>
<b>Supervision Index</b>	<b>88%</b>	<b>88%</b>	<b>89%</b>	<b>86%</b>	<b>88%</b>	<b>84%</b>
<b>Q19.</b> I know who is providing supervision when I am working IN HOURS	<b>95%</b>	<b>95%</b>	<b>96%</b>	<b>93%</b>	<b>92%</b>	<b>93%</b>
<b>Q20.</b> I know who is providing supervision when I'm working AFTER HOURS	<b>87%</b>	<b>85%</b>	<b>88%</b>	<b>87%</b>	<b>87%</b>	<b>84%</b>
<b>Q21.</b> Overall I have good supervision IN HOURS	<b>89%</b>	<b>90%</b>	<b>89%</b>	<b>86%</b>	<b>90%</b>	<b>84%</b>
<b>Q22.</b> Overall I have good supervision AFTER HOURS	<b>73%</b>	<b>73%</b>	<b>74%</b>	<b>69%</b>	<b>73%</b>	<b>63%</b>
<b>Q23.</b> I am able to contact more senior medical staff IN HOURS if I have a concern about a patient	<b>97%</b>	<b>97%</b>	<b>96%</b>	<b>94%</b>	<b>98%</b>	<b>98%</b>
<b>Q24.</b> I am able to contact more senior medical staff AFTER HOURS if I have a concern about a patient.	<b>89%</b>	<b>89%</b>	<b>91%</b>	<b>85%</b>	<b>88%</b>	<b>84%</b>

# RESULTS BY DIFFERENT TYPES OF ROLE/POSITION



## DEMOGRAPHIC GROUP PROFILES

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For questions 25-30, and 77 please refer to guide to this report for information about the scales used.

	NSW Health JMO Survey	Prevocational trainee (PGY1/PGY2)	Accredited trainee (includes basic, advanced, provisional)	Unaccredited trainee	Senior Resident Medical Officer (not in a training program)	Career Medical Officer/Hospitalist/MMO
<b>RESPONDENTS</b>	<b>2097</b>	<b>891</b>	<b>889</b>	<b>113</b>	<b>153</b>	<b>44</b>
<b>Q12.</b> I have agreed goals and objectives for this term/rotation/position with my designated supervisor	<b>71%</b>	<b>58%</b>	<b>82%</b>	<b>70%</b>	<b>64%</b>	<b>83%</b>
<b>Q13.</b> I receive FORMAL feedback from my designated supervisor about my performance at work	<b>78%</b>	<b>74%</b>	<b>86%</b>	<b>71%</b>	<b>51%</b>	<b>68%</b>
<b>Q14.</b> I receive INFORMAL feedback from my designated supervisor about my performance at work	<b>76%</b>	<b>70%</b>	<b>82%</b>	<b>84%</b>	<b>67%</b>	<b>90%</b>
<b>Q15.</b> I receive constructive feedback from my supervisor	<b>74%</b>	<b>66%</b>	<b>81%</b>	<b>83%</b>	<b>64%</b>	<b>84%</b>
<b>Q16.</b> I receive timely feedback from my supervisor	<b>68%</b>	<b>60%</b>	<b>76%</b>	<b>76%</b>	<b>58%</b>	<b>80%</b>
<b>Q17.</b> The feedback received from my supervisor has been beneficial to my ongoing training	<b>73%</b>	<b>66%</b>	<b>79%</b>	<b>77%</b>	<b>63%</b>	<b>68%</b>
<b>Q18.</b> My designated supervisor communicates effectively with me	<b>78%</b>	<b>74%</b>	<b>82%</b>	<b>81%</b>	<b>71%</b>	<b>87%</b>
<b>Q25.</b> (% Never/<monthly)Coping with problems beyond experience IN HOURS due to lack of supervision.	<b>71%</b>	<b>62%</b>	<b>78%</b>	<b>82%</b>	<b>73%</b>	<b>82%</b>
<b>Q26.</b> (% Never/<monthly)Coping with problems beyond experience AFTER HOURS due to lack of supervision.	<b>60%</b>	<b>48%</b>	<b>68%</b>	<b>76%</b>	<b>62%</b>	<b>77%</b>
<b>Q31.</b> Most working days I am able to attend scheduled formal education opportunities	<b>49%</b>	<b>46%</b>	<b>54%</b>	<b>41%</b>	<b>47%</b>	<b>43%</b>

# RESULTS BY DIFFERENT TYPES OF ROLE/POSITION



## DEMOGRAPHIC GROUP PROFILES

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For questions 25-30, and 77 please refer to guide to this report for information about the scales used.

	NSW Health JMO Survey	Prevocational trainee (PGY1/PGY2)	Accredited trainee (includes basic, advanced, provisional)	Unaccredited trainee	Senior Resident Medical Officer (not in a training program)	Career Medical Officer/Hospitalist/MMO
RESPONDENTS	2097	891	889	113	153	44
Q32. I found orientation to my term/rotation/position to be useful	62%	62%	63%	57%	65%	55%
Q33. The JMO Unit in my hospital is approachable.	71%	85%	57%	68%	77%	70%
Q34. The JMO Unit addresses and resolves issues raised with them	56%	66%	45%	51%	64%	49%
Q35. Morale is good in my team	68%	76%	62%	57%	68%	70%
Q36. I am valued for what I can offer my hospital/training site	66%	69%	64%	58%	64%	73%
Q37. Staff members, including junior doctors, are treated fairly and with respect regardless of their position	64%	67%	61%	57%	67%	72%
Q38. My hospital/training site supports junior doctor training	74%	78%	72%	65%	76%	76%
Q39. I am able to speak up and share a different view to my senior colleagues	67%	65%	69%	57%	66%	79%
Q40. My hospital has effective processes for monitoring workload and managing workload surges.	35%	36%	31%	35%	40%	48%

# RESULTS BY DIFFERENT TYPES OF ROLE/POSITION



## 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.

For questions 25-30, and 77 please refer to guide to this report for information about the scales used.

	NSW Health JMO Survey	Prevocational trainee (PGY1/PGY2)	Accredited trainee (includes basic, advanced, provisional)	Unaccredited trainee	Senior Resident Medical Officer (not in a training program)	Career Medical Officer/Hospitalist/MMO
<b>RESPONDENTS</b>	<b>2097</b>	<b>891</b>	<b>889</b>	<b>113</b>	<b>153</b>	<b>44</b>
<b>Q43.</b> My hospital has a satisfactory process for me to give feedback about my experience in the term.	<b>61%</b>	<b>69%</b>	<b>56%</b>	<b>44%</b>	<b>54%</b>	<b>49%</b>
<b>Q45.</b> I would recommend my hospital/training site as a great place to work and train	<b>64%</b>	<b>69%</b>	<b>60%</b>	<b>59%</b>	<b>66%</b>	<b>57%</b>
<b>Q47.</b> The new 14/10 safe working hours standards have improved rostering in my hospital	<b>31%</b>	<b>38%</b>	<b>23%</b>	<b>23%</b>	<b>28%</b>	<b>35%</b>
<b>Q50.</b> There is a culture that deals effectively with discrimination, bullying and sexual harassment at my hospital.	<b>43%</b>	<b>47%</b>	<b>37%</b>	<b>48%</b>	<b>44%</b>	<b>54%</b>
<b>Q51.</b> There are resources in the workplace to support me if I experience stress or pressure	<b>49%</b>	<b>51%</b>	<b>47%</b>	<b>45%</b>	<b>48%</b>	<b>41%</b>
<b>Q52.</b> I am comfortable in approaching someone to talk to in confidence if I have any concerns	<b>62%</b>	<b>65%</b>	<b>61%</b>	<b>58%</b>	<b>58%</b>	<b>68%</b>
<b>Q56.</b> I have sufficient opportunities to take annual leave	<b>55%</b>	<b>56%</b>	<b>53%</b>	<b>54%</b>	<b>54%</b>	<b>73%</b>
<b>Q77.</b> How confident are you that you will be able to achieve your long-term career goals?	<b>60%</b>	<b>57%</b>	<b>63%</b>	<b>58%</b>	<b>67%</b>	<b>66%</b>

# RESULT BY MEDICAL SPECIALITY - ACCREDITED TRAINEES



## DEMOGRAPHIC GROUP PROFILES

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	NSW Health JMO Survey	Anaesthesia	Emergency Medicine	Intensive Care Medicine	Obstetrics and Gynaecology	Ophthalmology	Paediatrics and Child Health Basic Training	Paediatrics and Child Health Advanced Training
<b>RESPONDENTS</b>	<b>2097</b>	<b>57</b>	<b>88</b>	<b>41</b>	<b>33</b>	<b>13</b>	<b>72</b>	<b>67</b>
<b>Wellbeing Index</b>	<b>54%</b>	<b>51%</b>	<b>45%</b>	<b>52%</b>	<b>41%</b>	<b>41%</b>	<b>50%</b>	<b>54%</b>
<b>Q41.</b> I have time most working days to have a meal break	<b>52%</b>	<b>78%</b>	<b>36%</b>	<b>61%</b>	<b>36%</b>	<b>23%</b>	<b>53%</b>	<b>61%</b>
<b>Q42.</b> I feel physically safe within the hospital environment	<b>89%</b>	<b>95%</b>	<b>70%</b>	<b>93%</b>	<b>97%</b>	<b>92%</b>	<b>96%</b>	<b>95%</b>
<b>Q44.</b> My hospital/training site values my health and wellbeing	<b>55%</b>	<b>53%</b>	<b>48%</b>	<b>61%</b>	<b>42%</b>	<b>38%</b>	<b>50%</b>	<b>59%</b>
<b>Q53.</b> I am able to achieve a healthy work/life balance most of the time	<b>51%</b>	<b>30%</b>	<b>52%</b>	<b>50%</b>	<b>34%</b>	<b>42%</b>	<b>43%</b>	<b>44%</b>
<b>Q54.</b> I am able to achieve a healthy diet most of the time	<b>51%</b>	<b>47%</b>	<b>43%</b>	<b>33%</b>	<b>38%</b>	<b>33%</b>	<b>48%</b>	<b>53%</b>
<b>Q55.</b> I am satisfied with the amount of exercise I get per week	<b>29%</b>	<b>17%</b>	<b>31%</b>	<b>23%</b>	<b>6%</b>	<b>8%</b>	<b>22%</b>	<b>22%</b>
<b>Q57.</b> I feel fatigue is not substantially affecting my performance at work	<b>46%</b>	<b>36%</b>	<b>37%</b>	<b>48%</b>	<b>34%</b>	<b>50%</b>	<b>38%</b>	<b>44%</b>



# RESULT BY MEDICAL SPECIALITY - ACCREDITED TRAINEES



## DEMOGRAPHIC GROUP PROFILES

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For questions 25-30, and 77 please refer to guide to this report for information about the scales used.

	NSW Health JMO Survey	Pathology	Physician-Adult medicine -Basic Training	Physician-Adult medicine - Advanced Training	Psychiatry	Radiology	Rural Generalist/General Practice
<b>RESPONDENTS</b>	<b>2097</b>	<b>43</b>	<b>127</b>	<b>103</b>	<b>135</b>	<b>32</b>	<b>11</b>
<b>Wellbeing Index</b>	<b>54%</b>	<b>64%</b>	<b>47%</b>	<b>59%</b>	<b>49%</b>	<b>56%</b>	<b>71%</b>
<b>Q41.</b> I have time most working days to have a meal break	<b>52%</b>	<b>86%</b>	<b>55%</b>	<b>63%</b>	<b>62%</b>	<b>65%</b>	<b>56%</b>
<b>Q42.</b> I feel physically safe within the hospital environment	<b>89%</b>	<b>93%</b>	<b>89%</b>	<b>96%</b>	<b>72%</b>	<b>94%</b>	<b>89%</b>
<b>Q44.</b> My hospital/training site values my health and wellbeing	<b>55%</b>	<b>63%</b>	<b>41%</b>	<b>57%</b>	<b>39%</b>	<b>45%</b>	<b>89%</b>
<b>Q53.</b> I am able to achieve a healthy work/life balance most of the time	<b>51%</b>	<b>55%</b>	<b>37%</b>	<b>53%</b>	<b>46%</b>	<b>45%</b>	<b>78%</b>
<b>Q54.</b> I am able to achieve a healthy diet most of the time	<b>51%</b>	<b>70%</b>	<b>44%</b>	<b>60%</b>	<b>53%</b>	<b>72%</b>	<b>78%</b>
<b>Q55.</b> I am satisfied with the amount of exercise I get per week	<b>29%</b>	<b>28%</b>	<b>24%</b>	<b>33%</b>	<b>31%</b>	<b>24%</b>	<b>56%</b>
<b>Q57.</b> I feel fatigue is not substantially affecting my performance at work	<b>46%</b>	<b>53%</b>	<b>36%</b>	<b>50%</b>	<b>43%</b>	<b>41%</b>	<b>56%</b>

# RESULT BY MEDICAL SPECIALITY - ACCREDITED TRAINEES



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	NSW Health JMO Survey	General surgery	Other surgical subspecialties	Other
<b>RESPONDENTS</b>	<b>2097</b>	<b>22</b>	<b>12</b>	<b>8</b>
<b>Wellbeing Index</b>	<b>54%</b>	<b>35%</b>	<b>29%</b>	<b>(r)</b>
<b>Q41.</b> I have time most working days to have a meal break	<b>52%</b>	<b>33%</b>	<b>17%</b>	<b>(r)</b>
<b>Q42.</b> I feel physically safe within the hospital environment	<b>89%</b>	<b>81%</b>	<b>92%</b>	<b>(r)</b>
<b>Q44.</b> My hospital/training site values my health and wellbeing	<b>55%</b>	<b>38%</b>	<b>25%</b>	<b>(r)</b>
<b>Q53.</b> I am able to achieve a healthy work/life balance most of the time	<b>51%</b>	<b>11%</b>	<b>0%</b>	<b>(r)</b>
<b>Q54.</b> I am able to achieve a healthy diet most of the time	<b>51%</b>	<b>21%</b>	<b>18%</b>	<b>(r)</b>
<b>Q55.</b> I am satisfied with the amount of exercise I get per week	<b>29%</b>	<b>11%</b>	<b>27%</b>	<b>(r)</b>
<b>Q57.</b> I feel fatigue is not substantially affecting my performance at work	<b>46%</b>	<b>47%</b>	<b>18%</b>	<b>(r)</b>

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	NSW Health JMO Survey	Anaesthesia	Emergency Medicine	Intensive Care Medicine	Obstetrics and Gynaecology	Ophthalmology	Paediatrics and Child Health Basic Training	Paediatrics and Child Health Advanced Training
<b>RESPONDENTS</b>	<b>2097</b>	<b>57</b>	<b>88</b>	<b>41</b>	<b>33</b>	<b>13</b>	<b>72</b>	<b>67</b>
<b>Training Index</b>	<b>58%</b>	<b>73%</b>	<b>62%</b>	<b>62%</b>	<b>60%</b>	<b>75%</b>	<b>58%</b>	<b>56%</b>
<b>Q27.</b> Please rate the quality of FORMAL teaching in this term/rotation/position	<b>57%</b>	<b>54%</b>	<b>70%</b>	<b>61%</b>	<b>64%</b>	<b>77%</b>	<b>61%</b>	<b>55%</b>
<b>Q28.</b> Please rate the quality of INFORMAL teaching in this term/rotation/position	<b>61%</b>	<b>77%</b>	<b>57%</b>	<b>61%</b>	<b>64%</b>	<b>69%</b>	<b>53%</b>	<b>59%</b>
<b>Q29.</b> Rate the quality of the FORMAL feedback you have received about your performance in this term.	<b>54%</b>	<b>74%</b>	<b>58%</b>	<b>54%</b>	<b>61%</b>	<b>85%</b>	<b>60%</b>	<b>56%</b>
<b>Q30.</b> Rate the quality of the INFORMAL feedback you have received about your performance in this term.	<b>61%</b>	<b>86%</b>	<b>62%</b>	<b>71%</b>	<b>52%</b>	<b>69%</b>	<b>57%</b>	<b>55%</b>

# RESULT BY MEDICAL SPECIALITY - ACCREDITED TRAINEES



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For questions 25-30, and 77 please refer to guide to this report for information about the scales used.

	NSW Health JMO Survey	Pathology	Physician-Adult medicine -Basic Training	Physician-Adult medicine - Advanced Training	Psychiatry	Radiology	Rural Generalist/General Practice
<b>RESPONDENTS</b>	<b>2097</b>	<b>43</b>	<b>127</b>	<b>103</b>	<b>135</b>	<b>32</b>	<b>11</b>
<b>Training Index</b>	<b>58%</b>	<b>69%</b>	<b>51%</b>	<b>73%</b>	<b>70%</b>	<b>53%</b>	<b>74%</b>
<b>Q27.</b> Please rate the quality of FORMAL teaching in this term/rotation/position	<b>57%</b>	<b>65%</b>	<b>55%</b>	<b>65%</b>	<b>63%</b>	<b>50%</b>	<b>60%</b>
<b>Q28.</b> Please rate the quality of INFORMAL teaching in this term/rotation/position	<b>61%</b>	<b>81%</b>	<b>51%</b>	<b>73%</b>	<b>65%</b>	<b>55%</b>	<b>82%</b>
<b>Q29.</b> Rate the quality of the FORMAL feedback you have received about your performance in this term.	<b>54%</b>	<b>60%</b>	<b>48%</b>	<b>75%</b>	<b>76%</b>	<b>53%</b>	<b>82%</b>
<b>Q30.</b> Rate the quality of the INFORMAL feedback you have received about your performance in this term.	<b>61%</b>	<b>70%</b>	<b>50%</b>	<b>78%</b>	<b>76%</b>	<b>55%</b>	<b>73%</b>

# RESULT BY MEDICAL SPECIALITY - ACCREDITED TRAINEES



## DEMOGRAPHIC GROUP PROFILES

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For questions 25-30, and 77 please refer to guide to this report for information about the scales used.

	NSW Health JMO Survey	General surgery	Other surgical subspecialties	Other
<b>RESPONDENTS</b>	<b>2097</b>	<b>22</b>	<b>12</b>	<b>8</b>
<b>Training Index</b>	<b>58%</b>	<b>57%</b>	<b>54%</b>	<b>(r)</b>
<b>Q27.</b> Please rate the quality of FORMAL teaching in this term/rotation/position	<b>57%</b>	<b>41%</b>	<b>25%</b>	<b>(r)</b>
<b>Q28.</b> Please rate the quality of INFORMAL teaching in this term/rotation/position	<b>61%</b>	<b>68%</b>	<b>50%</b>	<b>(r)</b>
<b>Q29.</b> Rate the quality of the FORMAL feedback you have received about your performance in this term.	<b>54%</b>	<b>50%</b>	<b>75%</b>	<b>(r)</b>
<b>Q30.</b> Rate the quality of the INFORMAL feedback you have received about your performance in this term.	<b>61%</b>	<b>68%</b>	<b>67%</b>	<b>(r)</b>

# RESULT BY MEDICAL SPECIALITY - ACCREDITED TRAINEES



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	NSW Health JMO Survey	Anaesthesia	Emergency Medicine	Intensive Care Medicine	Obstetrics and Gynaecology	Ophthalmology	Paediatrics and Child Health Basic Training	Paediatrics and Child Health Advanced Training
<b>RESPONDENTS</b>	<b>2097</b>	<b>57</b>	<b>88</b>	<b>41</b>	<b>33</b>	<b>13</b>	<b>72</b>	<b>67</b>
<b>Supervision Index</b>	<b>88%</b>	<b>95%</b>	<b>93%</b>	<b>93%</b>	<b>85%</b>	<b>76%</b>	<b>89%</b>	<b>95%</b>
<b>Q19.</b> I know who is providing supervision when I am working IN HOURS	<b>95%</b>	<b>98%</b>	<b>95%</b>	<b>100%</b>	<b>85%</b>	<b>85%</b>	<b>99%</b>	<b>99%</b>
<b>Q20.</b> I know who is providing supervision when I'm working AFTER HOURS	<b>87%</b>	<b>96%</b>	<b>93%</b>	<b>95%</b>	<b>94%</b>	<b>69%</b>	<b>81%</b>	<b>93%</b>
<b>Q21.</b> Overall I have good supervision IN HOURS	<b>89%</b>	<b>95%</b>	<b>93%</b>	<b>90%</b>	<b>76%</b>	<b>77%</b>	<b>94%</b>	<b>91%</b>
<b>Q22.</b> Overall I have good supervision AFTER HOURS	<b>73%</b>	<b>89%</b>	<b>77%</b>	<b>85%</b>	<b>73%</b>	<b>46%</b>	<b>71%</b>	<b>87%</b>
<b>Q23.</b> I am able to contact more senior medical staff IN HOURS if I have a concern about a patient	<b>97%</b>	<b>96%</b>	<b>100%</b>	<b>98%</b>	<b>94%</b>	<b>92%</b>	<b>99%</b>	<b>100%</b>
<b>Q24.</b> I am able to contact more senior medical staff AFTER HOURS if I have a concern about a patient.	<b>89%</b>	<b>93%</b>	<b>97%</b>	<b>93%</b>	<b>91%</b>	<b>85%</b>	<b>93%</b>	<b>100%</b>

# RESULT BY MEDICAL SPECIALITY - ACCREDITED TRAINEES



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	NSW Health JMO Survey	Pathology	Physician-Adult medicine -Basic Training	Physician-Adult medicine - Advanced Training	Psychiatry	Radiology	Rural Generalist/General Practice
<b>RESPONDENTS</b>	<b>2097</b>	<b>43</b>	<b>127</b>	<b>103</b>	<b>135</b>	<b>32</b>	<b>11</b>
<b>Supervision Index</b>	<b>88%</b>	<b>84%</b>	<b>84%</b>	<b>92%</b>	<b>87%</b>	<b>80%</b>	<b>100%</b>
<b>Q19.</b> I know who is providing supervision when I am working IN HOURS	<b>95%</b>	<b>95%</b>	<b>94%</b>	<b>100%</b>	<b>95%</b>	<b>97%</b>	<b>100%</b>
<b>Q20.</b> I know who is providing supervision when I'm working AFTER HOURS	<b>87%</b>	<b>77%</b>	<b>75%</b>	<b>92%</b>	<b>92%</b>	<b>81%</b>	<b>100%</b>
<b>Q21.</b> Overall I have good supervision IN HOURS	<b>89%</b>	<b>88%</b>	<b>88%</b>	<b>90%</b>	<b>84%</b>	<b>81%</b>	<b>100%</b>
<b>Q22.</b> Overall I have good supervision AFTER HOURS	<b>73%</b>	<b>66%</b>	<b>61%</b>	<b>78%</b>	<b>75%</b>	<b>52%</b>	<b>100%</b>
<b>Q23.</b> I am able to contact more senior medical staff IN HOURS if I have a concern about a patient	<b>97%</b>	<b>95%</b>	<b>95%</b>	<b>97%</b>	<b>91%</b>	<b>97%</b>	<b>100%</b>
<b>Q24.</b> I am able to contact more senior medical staff AFTER HOURS if I have a concern about a patient.	<b>89%</b>	<b>83%</b>	<b>89%</b>	<b>93%</b>	<b>87%</b>	<b>72%</b>	<b>100%</b>

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	NSW Health JMO Survey	General surgery	Other surgical subspecialties	Other
<b>RESPONDENTS</b>	<b>2097</b>	<b>22</b>	<b>12</b>	<b>8</b>
<b>Supervision Index</b>	<b>88%</b>	<b>84%</b>	<b>89%</b>	<b>(r)</b>
<b>Q19.</b> I know who is providing supervision when I am working IN HOURS	<b>95%</b>	<b>82%</b>	<b>100%</b>	<b>(r)</b>
<b>Q20.</b> I know who is providing supervision when I'm working AFTER HOURS	<b>87%</b>	<b>86%</b>	<b>100%</b>	<b>(r)</b>
<b>Q21.</b> Overall I have good supervision IN HOURS	<b>89%</b>	<b>82%</b>	<b>75%</b>	<b>(r)</b>
<b>Q22.</b> Overall I have good supervision AFTER HOURS	<b>73%</b>	<b>73%</b>	<b>67%</b>	<b>(r)</b>
<b>Q23.</b> I am able to contact more senior medical staff IN HOURS if I have a concern about a patient	<b>97%</b>	<b>91%</b>	<b>100%</b>	<b>(r)</b>
<b>Q24.</b> I am able to contact more senior medical staff AFTER HOURS if I have a concern about a patient.	<b>89%</b>	<b>91%</b>	<b>92%</b>	<b>(r)</b>



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<b>RESPONDENTS</b>	<b>2097</b>	<b>57</b>	<b>88</b>	<b>41</b>	<b>33</b>	<b>13</b>	<b>72</b>	<b>67</b>
<b>Q12.</b> I have agreed goals and objectives for this term/rotation/position with my designated supervisor	<b>71%</b>	<b>96%</b>	<b>77%</b>	<b>74%</b>	<b>66%</b>	<b>92%</b>	<b>85%</b>	<b>83%</b>
<b>Q13.</b> I receive FORMAL feedback from my designated supervisor about my performance at work	<b>78%</b>	<b>84%</b>	<b>87%</b>	<b>79%</b>	<b>94%</b>	<b>92%</b>	<b>86%</b>	<b>82%</b>
<b>Q14.</b> I receive INFORMAL feedback from my designated supervisor about my performance at work	<b>76%</b>	<b>84%</b>	<b>80%</b>	<b>69%</b>	<b>69%</b>	<b>83%</b>	<b>74%</b>	<b>71%</b>
<b>Q15.</b> I receive constructive feedback from my supervisor	<b>74%</b>	<b>85%</b>	<b>82%</b>	<b>77%</b>	<b>75%</b>	<b>92%</b>	<b>80%</b>	<b>73%</b>
<b>Q16.</b> I receive timely feedback from my supervisor	<b>68%</b>	<b>80%</b>	<b>74%</b>	<b>67%</b>	<b>72%</b>	<b>75%</b>	<b>68%</b>	<b>71%</b>
<b>Q17.</b> The feedback received from my supervisor has been beneficial to my ongoing training	<b>73%</b>	<b>80%</b>	<b>79%</b>	<b>72%</b>	<b>69%</b>	<b>92%</b>	<b>80%</b>	<b>68%</b>
<b>Q18.</b> My designated supervisor communicates effectively with me	<b>78%</b>	<b>89%</b>	<b>80%</b>	<b>79%</b>	<b>78%</b>	<b>92%</b>	<b>83%</b>	<b>71%</b>
<b>Q25.</b> (% Never/<monthly)Coping with problems beyond experience IN HOURS due to lack of supervision.	<b>71%</b>	<b>88%</b>	<b>72%</b>	<b>83%</b>	<b>67%</b>	<b>85%</b>	<b>76%</b>	<b>81%</b>
<b>Q26.</b> (% Never/<monthly)Coping with problems beyond experience AFTER HOURS due to lack of supervision.	<b>60%</b>	<b>73%</b>	<b>51%</b>	<b>80%</b>	<b>64%</b>	<b>62%</b>	<b>57%</b>	<b>75%</b>
<b>Q31.</b> Most working days I am able to attend scheduled formal education opportunities	<b>49%</b>	<b>56%</b>	<b>53%</b>	<b>54%</b>	<b>33%</b>	<b>46%</b>	<b>31%</b>	<b>48%</b>
<b>Q32.</b> I found orientation to my term/rotation/position to be useful	<b>62%</b>	<b>71%</b>	<b>65%</b>	<b>68%</b>	<b>61%</b>	<b>46%</b>	<b>73%</b>	<b>74%</b>

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<b>RESPONDENTS</b>	<b>2097</b>	<b>43</b>	<b>127</b>	<b>103</b>	<b>135</b>	<b>32</b>	<b>11</b>
<b>Q12.</b> I have agreed goals and objectives for this term/rotation/position with my designated supervisor	<b>71%</b>	<b>91%</b>	<b>60%</b>	<b>83%</b>	<b>93%</b>	<b>75%</b>	<b>90%</b>
<b>Q13.</b> I receive FORMAL feedback from my designated supervisor about my performance at work	<b>78%</b>	<b>79%</b>	<b>77%</b>	<b>92%</b>	<b>96%</b>	<b>78%</b>	<b>80%</b>
<b>Q14.</b> I receive INFORMAL feedback from my designated supervisor about my performance at work	<b>76%</b>	<b>77%</b>	<b>78%</b>	<b>88%</b>	<b>94%</b>	<b>81%</b>	<b>90%</b>
<b>Q15.</b> I receive constructive feedback from my supervisor	<b>74%</b>	<b>77%</b>	<b>73%</b>	<b>86%</b>	<b>94%</b>	<b>75%</b>	<b>90%</b>
<b>Q16.</b> I receive timely feedback from my supervisor	<b>68%</b>	<b>72%</b>	<b>67%</b>	<b>83%</b>	<b>92%</b>	<b>59%</b>	<b>70%</b>
<b>Q17.</b> The feedback received from my supervisor has been beneficial to my ongoing training	<b>73%</b>	<b>77%</b>	<b>76%</b>	<b>82%</b>	<b>93%</b>	<b>56%</b>	<b>90%</b>
<b>Q18.</b> My designated supervisor communicates effectively with me	<b>78%</b>	<b>88%</b>	<b>81%</b>	<b>81%</b>	<b>92%</b>	<b>47%</b>	<b>100%</b>
<b>Q25.</b> (% Never/<monthly)Coping with problems beyond experience IN HOURS due to lack of supervision.	<b>71%</b>	<b>84%</b>	<b>71%</b>	<b>88%</b>	<b>79%</b>	<b>72%</b>	<b>82%</b>
<b>Q26.</b> (% Never/<monthly)Coping with problems beyond experience AFTER HOURS due to lack of supervision.	<b>60%</b>	<b>98%</b>	<b>55%</b>	<b>83%</b>	<b>68%</b>	<b>44%</b>	<b>91%</b>
<b>Q31.</b> Most working days I am able to attend scheduled formal education opportunities	<b>49%</b>	<b>69%</b>	<b>46%</b>	<b>60%</b>	<b>71%</b>	<b>66%</b>	<b>45%</b>
<b>Q32.</b> I found orientation to my term/rotation/position to be useful	<b>62%</b>	<b>58%</b>	<b>48%</b>	<b>75%</b>	<b>59%</b>	<b>63%</b>	<b>73%</b>

# RESULT BY MEDICAL SPECIALITY - ACCREDITED TRAINEES



## 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.

For questions 25-30, and 77 please refer to guide to this report for information about the scales used.

	NSW Health JMO Survey	General surgery	Other surgical subspecialties	Other
<b>RESPONDENTS</b>	<b>2097</b>	<b>22</b>	<b>12</b>	<b>8</b>
<b>Q12.</b> I have agreed goals and objectives for this term/rotation/position with my designated supervisor	<b>71%</b>	<b>73%</b>	<b>83%</b>	<b>(r)</b>
<b>Q13.</b> I receive FORMAL feedback from my designated supervisor about my performance at work	<b>78%</b>	<b>68%</b>	<b>100%</b>	<b>(r)</b>
<b>Q14.</b> I receive INFORMAL feedback from my designated supervisor about my performance at work	<b>76%</b>	<b>77%</b>	<b>92%</b>	<b>(r)</b>
<b>Q15.</b> I receive constructive feedback from my supervisor	<b>74%</b>	<b>64%</b>	<b>75%</b>	<b>(r)</b>
<b>Q16.</b> I receive timely feedback from my supervisor	<b>68%</b>	<b>59%</b>	<b>75%</b>	<b>(r)</b>
<b>Q17.</b> The feedback received from my supervisor has been beneficial to my ongoing training	<b>73%</b>	<b>73%</b>	<b>67%</b>	<b>(r)</b>
<b>Q18.</b> My designated supervisor communicates effectively with me	<b>78%</b>	<b>68%</b>	<b>75%</b>	<b>(r)</b>
<b>Q25.</b> (% Never/<monthly)Coping with problems beyond experience IN HOURS due to lack of supervision.	<b>71%</b>	<b>86%</b>	<b>92%</b>	<b>(r)</b>
<b>Q26.</b> (% Never/<monthly)Coping with problems beyond experience AFTER HOURS due to lack of supervision.	<b>60%</b>	<b>86%</b>	<b>92%</b>	<b>(r)</b>
<b>Q31.</b> Most working days I am able to attend scheduled formal education opportunities	<b>49%</b>	<b>32%</b>	<b>8%</b>	<b>(r)</b>
<b>Q32.</b> I found orientation to my term/rotation/position to be useful	<b>62%</b>	<b>50%</b>	<b>17%</b>	<b>(r)</b>

# RESULT BY MEDICAL SPECIALITY - ACCREDITED TRAINEES



## DEMOGRAPHIC GROUP PROFILES

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	NSW Health JMO Survey	Anaesthesia	Emergency Medicine	Intensive Care Medicine	Obstetrics and Gynaecology	Ophthalmology	Paediatrics and Child Health Basic Training	Paediatrics and Child Health Advanced Training
<b>RESPONDENTS</b>	<b>2097</b>	<b>57</b>	<b>88</b>	<b>41</b>	<b>33</b>	<b>13</b>	<b>72</b>	<b>67</b>
<b>Q33.</b> The JMO Unit in my hospital is approachable.	<b>71%</b>	<b>56%</b>	<b>57%</b>	<b>55%</b>	<b>36%</b>	<b>69%</b>	<b>63%</b>	<b>67%</b>
<b>Q34.</b> The JMO Unit addresses and resolves issues raised with them	<b>56%</b>	<b>45%</b>	<b>40%</b>	<b>50%</b>	<b>30%</b>	<b>54%</b>	<b>44%</b>	<b>52%</b>
<b>Q35.</b> Morale is good in my team	<b>68%</b>	<b>71%</b>	<b>54%</b>	<b>63%</b>	<b>45%</b>	<b>62%</b>	<b>61%</b>	<b>62%</b>
<b>Q36.</b> I am valued for what I can offer my hospital/training site	<b>66%</b>	<b>69%</b>	<b>63%</b>	<b>65%</b>	<b>39%</b>	<b>54%</b>	<b>63%</b>	<b>56%</b>
<b>Q37.</b> Staff members, including junior doctors, are treated fairly and with respect regardless of their position	<b>64%</b>	<b>62%</b>	<b>63%</b>	<b>63%</b>	<b>48%</b>	<b>69%</b>	<b>69%</b>	<b>62%</b>
<b>Q38.</b> My hospital/training site supports junior doctor training	<b>74%</b>	<b>76%</b>	<b>73%</b>	<b>76%</b>	<b>52%</b>	<b>77%</b>	<b>80%</b>	<b>75%</b>

# RESULT BY MEDICAL SPECIALITY - ACCREDITED TRAINEES



## DEMOGRAPHIC GROUP PROFILES

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For questions 25-30, and 77 please refer to guide to this report for information about the scales used.

	NSW Health JMO Survey	Pathology	Physician-Adult medicine -Basic Training	Physician-Adult medicine - Advanced Training	Psychiatry	Radiology	Rural Generalist/General Practice
<b>RESPONDENTS</b>	<b>2097</b>	<b>43</b>	<b>127</b>	<b>103</b>	<b>135</b>	<b>32</b>	<b>11</b>
<b>Q33.</b> The JMO Unit in my hospital is approachable.	<b>71%</b>	<b>33%</b>	<b>72%</b>	<b>66%</b>	<b>41%</b>	<b>41%</b>	<b>91%</b>
<b>Q34.</b> The JMO Unit addresses and resolves issues raised with them	<b>56%</b>	<b>30%</b>	<b>49%</b>	<b>57%</b>	<b>30%</b>	<b>41%</b>	<b>82%</b>
<b>Q35.</b> Morale is good in my team	<b>68%</b>	<b>65%</b>	<b>60%</b>	<b>71%</b>	<b>59%</b>	<b>56%</b>	<b>82%</b>
<b>Q36.</b> I am valued for what I can offer my hospital/training site	<b>66%</b>	<b>74%</b>	<b>57%</b>	<b>71%</b>	<b>69%</b>	<b>50%</b>	<b>91%</b>
<b>Q37.</b> Staff members, including junior doctors, are treated fairly and with respect regardless of their position	<b>64%</b>	<b>77%</b>	<b>56%</b>	<b>68%</b>	<b>55%</b>	<b>44%</b>	<b>82%</b>
<b>Q38.</b> My hospital/training site supports junior doctor training	<b>74%</b>	<b>79%</b>	<b>64%</b>	<b>79%</b>	<b>69%</b>	<b>61%</b>	<b>100%</b>

# RESULT BY MEDICAL SPECIALITY - ACCREDITED TRAINEES



## DEMOGRAPHIC GROUP PROFILES

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For questions 25-30, and 77 please refer to guide to this report for information about the scales used.

	NSW Health JMO Survey	General surgery	Other surgical subspecialties	Other
<b>RESPONDENTS</b>	<b>2097</b>	<b>22</b>	<b>12</b>	<b>8</b>
<b>Q33.</b> The JMO Unit in my hospital is approachable.	<b>71%</b>	<b>82%</b>	<b>17%</b>	<b>(r)</b>
<b>Q34.</b> The JMO Unit addresses and resolves issues raised with them	<b>56%</b>	<b>55%</b>	<b>17%</b>	<b>(r)</b>
<b>Q35.</b> Morale is good in my team	<b>68%</b>	<b>68%</b>	<b>33%</b>	<b>(r)</b>
<b>Q36.</b> I am valued for what I can offer my hospital/training site	<b>66%</b>	<b>59%</b>	<b>42%</b>	<b>(r)</b>
<b>Q37.</b> Staff members, including junior doctors, are treated fairly and with respect regardless of their position	<b>64%</b>	<b>50%</b>	<b>42%</b>	<b>(r)</b>
<b>Q38.</b> My hospital/training site supports junior doctor training	<b>74%</b>	<b>48%</b>	<b>67%</b>	<b>(r)</b>

# RESULT BY MEDICAL SPECIALITY - ACCREDITED TRAINEES



## DEMOGRAPHIC GROUP PROFILES

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For questions 25-30, and 77 please refer to guide to this report for information about the scales used.

	NSW Health JMO Survey	Anaesthesia	Emergency Medicine	Intensive Care Medicine	Obstetrics and Gynaecology	Ophthalmology	Paediatrics and Child Health Basic Training	Paediatrics and Child Health Advanced Training
<b>RESPONDENTS</b>	<b>2097</b>	<b>57</b>	<b>88</b>	<b>41</b>	<b>33</b>	<b>13</b>	<b>72</b>	<b>67</b>
<b>Q39.</b> I am able to speak up and share a different view to my senior colleagues	<b>67%</b>	<b>73%</b>	<b>80%</b>	<b>66%</b>	<b>45%</b>	<b>54%</b>	<b>69%</b>	<b>66%</b>
<b>Q40.</b> My hospital has effective processes for monitoring workload and managing workload surges.	<b>35%</b>	<b>40%</b>	<b>34%</b>	<b>41%</b>	<b>15%</b>	<b>23%</b>	<b>33%</b>	<b>30%</b>
<b>Q43.</b> My hospital has a satisfactory process for me to give feedback about my experience in the term.	<b>61%</b>	<b>55%</b>	<b>55%</b>	<b>39%</b>	<b>48%</b>	<b>54%</b>	<b>59%</b>	<b>55%</b>
<b>Q52.</b> I am comfortable in approaching someone to talk to in confidence if I have any concerns	<b>62%</b>	<b>76%</b>	<b>69%</b>	<b>68%</b>	<b>63%</b>	<b>50%</b>	<b>55%</b>	<b>53%</b>
<b>Q73.</b> I have sufficient opportunities to take study leave	<b>35%</b>	<b>67%</b>	<b>56%</b>	<b>45%</b>	<b>50%</b>	<b>42%</b>	<b>48%</b>	<b>53%</b>
<b>Q77.</b> How confident are you that you will be able to achieve your long-term career goals?	<b>60%</b>	<b>79%</b>	<b>75%</b>	<b>63%</b>	<b>55%</b>	<b>75%</b>	<b>58%</b>	<b>53%</b>

# RESULT BY MEDICAL SPECIALITY - ACCREDITED TRAINEES



## DEMOGRAPHIC GROUP PROFILES

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For questions 25-30, and 77 please refer to guide to this report for information about the scales used.

	NSW Health JMO Survey	Pathology	Physician-Adult medicine -Basic Training	Physician-Adult medicine - Advanced Training	Psychiatry	Radiology	Rural Generalist/General Practice
<b>RESPONDENTS</b>	<b>2097</b>	<b>43</b>	<b>127</b>	<b>103</b>	<b>135</b>	<b>32</b>	<b>11</b>
<b>Q39.</b> I am able to speak up and share a different view to my senior colleagues	<b>67%</b>	<b>71%</b>	<b>63%</b>	<b>74%</b>	<b>73%</b>	<b>52%</b>	<b>100%</b>
<b>Q40.</b> My hospital has effective processes for monitoring workload and managing workload surges.	<b>35%</b>	<b>33%</b>	<b>26%</b>	<b>36%</b>	<b>26%</b>	<b>26%</b>	<b>44%</b>
<b>Q43.</b> My hospital has a satisfactory process for me to give feedback about my experience in the term.	<b>61%</b>	<b>58%</b>	<b>60%</b>	<b>57%</b>	<b>60%</b>	<b>55%</b>	<b>67%</b>
<b>Q52.</b> I am comfortable in approaching someone to talk to in confidence if I have any concerns	<b>62%</b>	<b>60%</b>	<b>57%</b>	<b>54%</b>	<b>62%</b>	<b>50%</b>	<b>78%</b>
<b>Q73.</b> I have sufficient opportunities to take study leave	<b>35%</b>	<b>58%</b>	<b>46%</b>	<b>46%</b>	<b>34%</b>	<b>61%</b>	<b>44%</b>
<b>Q77.</b> How confident are you that you will be able to achieve your long-term career goals?	<b>60%</b>	<b>51%</b>	<b>42%</b>	<b>65%</b>	<b>77%</b>	<b>62%</b>	<b>78%</b>



# RESULT BY MEDICAL SPECIALITY - ACCREDITED TRAINEES



## 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.

For questions 25-30, and 77 please refer to guide to this report for information about the scales used.

	NSW Health JMO Survey	General surgery	Other surgical subspecialties	Other
<b>RESPONDENTS</b>	<b>2097</b>	<b>22</b>	<b>12</b>	<b>8</b>
<b>Q39.</b> I am able to speak up and share a different view to my senior colleagues	<b>67%</b>	<b>62%</b>	<b>50%</b>	<b>(r)</b>
<b>Q40.</b> My hospital has effective processes for monitoring workload and managing workload surges.	<b>35%</b>	<b>29%</b>	<b>17%</b>	<b>(r)</b>
<b>Q43.</b> My hospital has a satisfactory process for me to give feedback about my experience in the term.	<b>61%</b>	<b>38%</b>	<b>25%</b>	<b>(r)</b>
<b>Q52.</b> I am comfortable in approaching someone to talk to in confidence if I have any concerns	<b>62%</b>	<b>63%</b>	<b>36%</b>	<b>(r)</b>
<b>Q73.</b> I have sufficient opportunities to take study leave	<b>35%</b>	<b>37%</b>	<b>80%</b>	<b>(r)</b>
<b>Q77.</b> How confident are you that you will be able to achieve your long-term career goals?	<b>60%</b>	<b>58%</b>	<b>90%</b>	<b>(r)</b>

# RESULT BY MEDICAL SPECIALITY - UNACCREDITED TRAINEE/SRMO/CMO/MMO



## 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.

For questions 25-30, and 77 please refer to guide to this report for information about the scales used.

	NSW Health JMO Survey	Anaesthesia	Emergency Medicine	Intensive Care Medicine	Obstetrics and Gynaecology	Paediatrics and Child Health	Physician-Adult medicine	Psychiatry	General surgery
<b>RESPONDENTS</b>	2097	12	62	27	22	25	18	25	32
<b>Wellbeing Index</b>	54%	61%	56%	41%	51%	54%	67%	68%	40%
<b>Q41.</b> I have time most working days to have a meal break	52%	83%	56%	48%	41%	48%	50%	74%	39%
<b>Q42.</b> I feel physically safe within the hospital environment	89%	100%	82%	67%	91%	88%	89%	70%	94%
<b>Q44.</b> My hospital/training site values my health and wellbeing	55%	33%	48%	48%	59%	72%	61%	58%	45%
<b>Q53.</b> I am able to achieve a healthy work/life balance most of the time	51%	55%	63%	48%	50%	40%	75%	71%	21%
<b>Q54.</b> I am able to achieve a healthy diet most of the time	51%	73%	48%	26%	45%	40%	67%	67%	24%
<b>Q55.</b> I am satisfied with the amount of exercise I get per week	29%	55%	47%	19%	36%	40%	50%	58%	14%
<b>Q57.</b> I feel fatigue is not substantially affecting my performance at work	46%	27%	48%	30%	36%	48%	75%	79%	41%

# RESULT BY MEDICAL SPECIALITY - UNACCREDITED TRAINEE/SRMO/CMO/MMO



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	NSW Health JMO Survey	Orthopaedic surgery	Other surgical subspecialties	Other
<b>RESPONDENTS</b>	<b>2097</b>	<b>14</b>	<b>19</b>	<b>61</b>
<b>Wellbeing Index</b>	<b>54%</b>	<b>42%</b>	<b>32%</b>	<b>65%</b>
<b>Q41.</b> I have time most working days to have a meal break	<b>52%</b>	<b>43%</b>	<b>39%</b>	<b>53%</b>
<b>Q42.</b> I feel physically safe within the hospital environment	<b>89%</b>	<b>86%</b>	<b>78%</b>	<b>93%</b>
<b>Q44.</b> My hospital/training site values my health and wellbeing	<b>55%</b>	<b>36%</b>	<b>22%</b>	<b>71%</b>
<b>Q53.</b> I am able to achieve a healthy work/life balance most of the time	<b>51%</b>	<b>36%</b>	<b>35%</b>	<b>67%</b>
<b>Q54.</b> I am able to achieve a healthy diet most of the time	<b>51%</b>	<b>43%</b>	<b>12%</b>	<b>62%</b>
<b>Q55.</b> I am satisfied with the amount of exercise I get per week	<b>29%</b>	<b>14%</b>	<b>18%</b>	<b>37%</b>
<b>Q57.</b> I feel fatigue is not substantially affecting my performance at work	<b>46%</b>	<b>36%</b>	<b>18%</b>	<b>69%</b>

# RESULT BY MEDICAL SPECIALITY - UNACCREDITED TRAINEE/SRMO/CMO/MMO



## DEMOGRAPHIC GROUP PROFILES

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	NSW Health JMO Survey	Anaesthesia	Emergency Medicine	Intensive Care Medicine	Obstetrics and Gynaecology	Paediatrics and Child Health	Physician-Adult medicine	Psychiatry	General surgery
<b>RESPONDENTS</b>	2097	12	62	27	22	25	18	25	32
<b>Training Index</b>	58%	69%	54%	46%	50%	63%	50%	63%	54%
<b>Q27.</b> Please rate the quality of FORMAL teaching in this term/rotation/position	57%	67%	56%	41%	50%	68%	56%	64%	50%
<b>Q28.</b> Please rate the quality of INFORMAL teaching in this term/rotation/position	61%	92%	58%	59%	45%	56%	44%	56%	72%
<b>Q29.</b> Rate the quality of the FORMAL feedback you have received about your performance in this term.	54%	42%	46%	33%	50%	64%	33%	68%	34%
<b>Q30.</b> Rate the quality of the INFORMAL feedback you have received about your performance in this term.	61%	75%	57%	52%	55%	64%	67%	64%	59%

# RESULT BY MEDICAL SPECIALITY - UNACCREDITED TRAINEE/SRMO/CMO/MMO



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For questions 25-30, and 77 please refer to guide to this report for information about the scales used.

	NSW Health JMO Survey	Orthopaedic surgery	Other surgical subspecialties	Other
<b>RESPONDENTS</b>	<b>2097</b>	<b>14</b>	<b>19</b>	<b>61</b>
<b>Training Index</b>	<b>58%</b>	<b>41%</b>	<b>55%</b>	<b>47%</b>
<b>Q27.</b> Please rate the quality of FORMAL teaching in this term/rotation/position	<b>57%</b>	<b>43%</b>	<b>37%</b>	<b>53%</b>
<b>Q28.</b> Please rate the quality of INFORMAL teaching in this term/rotation/position	<b>61%</b>	<b>64%</b>	<b>74%</b>	<b>43%</b>
<b>Q29.</b> Rate the quality of the FORMAL feedback you have received about your performance in this term.	<b>54%</b>	<b>14%</b>	<b>47%</b>	<b>45%</b>
<b>Q30.</b> Rate the quality of the INFORMAL feedback you have received about your performance in this term.	<b>61%</b>	<b>43%</b>	<b>63%</b>	<b>48%</b>

# RESULT BY MEDICAL SPECIALITY - UNACCREDITED TRAINEE/SRMO/CMO/MMO



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	NSW Health JMO Survey	Anaesthesia	Emergency Medicine	Intensive Care Medicine	Obstetrics and Gynaecology	Paediatrics and Child Health	Physician-Adult medicine	Psychiatry	General surgery
<b>RESPONDENTS</b>	2097	12	62	27	22	25	18	25	32
<b>Supervision Index</b>	88%	93%	84%	91%	86%	87%	81%	79%	95%
<b>Q19.</b> I know who is providing supervision when I am working IN HOURS	95%	100%	90%	96%	95%	92%	83%	84%	100%
<b>Q20.</b> I know who is providing supervision when I'm working AFTER HOURS	87%	92%	84%	93%	82%	92%	83%	75%	97%
<b>Q21.</b> Overall I have good supervision IN HOURS	89%	100%	87%	93%	86%	84%	78%	76%	100%
<b>Q22.</b> Overall I have good supervision AFTER HOURS	73%	83%	68%	78%	64%	72%	78%	63%	81%
<b>Q23.</b> I am able to contact more senior medical staff IN HOURS if I have a concern about a patient	97%	100%	95%	100%	100%	96%	89%	96%	100%
<b>Q24.</b> I am able to contact more senior medical staff AFTER HOURS if I have a concern about a patient.	89%	83%	79%	89%	91%	88%	78%	83%	94%

# RESULT BY MEDICAL SPECIALITY - UNACCREDITED TRAINEE/SRMO/CMO/MMO



## DEMOGRAPHIC GROUP PROFILES

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	NSW Health JMO Survey	Orthopaedic surgery	Other surgical subspecialties	Other
<b>RESPONDENTS</b>	<b>2097</b>	<b>14</b>	<b>19</b>	<b>61</b>
<b>Supervision Index</b>	<b>88%</b>	<b>86%</b>	<b>87%</b>	<b>86%</b>
<b>Q19.</b> I know who is providing supervision when I am working IN HOURS	<b>95%</b>	<b>100%</b>	<b>79%</b>	<b>97%</b>
<b>Q20.</b> I know who is providing supervision when I'm working AFTER HOURS	<b>87%</b>	<b>93%</b>	<b>89%</b>	<b>84%</b>
<b>Q21.</b> Overall I have good supervision IN HOURS	<b>89%</b>	<b>79%</b>	<b>84%</b>	<b>91%</b>
<b>Q22.</b> Overall I have good supervision AFTER HOURS	<b>73%</b>	<b>64%</b>	<b>74%</b>	<b>63%</b>
<b>Q23.</b> I am able to contact more senior medical staff IN HOURS if I have a concern about a patient	<b>97%</b>	<b>93%</b>	<b>100%</b>	<b>95%</b>
<b>Q24.</b> I am able to contact more senior medical staff AFTER HOURS if I have a concern about a patient.	<b>89%</b>	<b>86%</b>	<b>95%</b>	<b>87%</b>

# RESULT BY MEDICAL SPECIALITY - UNACCREDITED TRAINEE/SRMO/CMO/MMO



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<b>RESPONDENTS</b>	<b>2097</b>	<b>12</b>	<b>62</b>	<b>27</b>	<b>22</b>	<b>25</b>	<b>18</b>	<b>25</b>	<b>32</b>
<b>Q10.</b> I have had training and professional development opportunities to support my career goals	<b>68%</b>	<b>92%</b>	<b>71%</b>	<b>59%</b>	<b>64%</b>	<b>64%</b>	<b>44%</b>	<b>68%</b>	<b>81%</b>
<b>Q12.</b> I have agreed goals and objectives for this term/rotation/position with my designated supervisor	<b>71%</b>	<b>(r)</b>	<b>70%</b>	<b>78%</b>	<b>67%</b>	<b>61%</b>	<b>64%</b>	<b>81%</b>	<b>59%</b>
<b>Q13.</b> I receive FORMAL feedback from my designated supervisor about my performance at work	<b>78%</b>	<b>(r)</b>	<b>51%</b>	<b>67%</b>	<b>72%</b>	<b>78%</b>	<b>55%</b>	<b>90%</b>	<b>47%</b>
<b>Q14.</b> I receive INFORMAL feedback from my designated supervisor about my performance at work	<b>76%</b>	<b>(r)</b>	<b>72%</b>	<b>72%</b>	<b>72%</b>	<b>78%</b>	<b>100%</b>	<b>85%</b>	<b>76%</b>
<b>Q15.</b> I receive constructive feedback from my supervisor	<b>74%</b>	<b>(r)</b>	<b>77%</b>	<b>67%</b>	<b>67%</b>	<b>83%</b>	<b>73%</b>	<b>81%</b>	<b>65%</b>
<b>Q16.</b> I receive timely feedback from my supervisor	<b>68%</b>	<b>(r)</b>	<b>70%</b>	<b>56%</b>	<b>72%</b>	<b>78%</b>	<b>55%</b>	<b>71%</b>	<b>65%</b>
<b>Q17.</b> The feedback received from my supervisor has been beneficial to my ongoing training	<b>73%</b>	<b>(r)</b>	<b>66%</b>	<b>72%</b>	<b>61%</b>	<b>70%</b>	<b>82%</b>	<b>81%</b>	<b>63%</b>
<b>Q18.</b> My designated supervisor communicates effectively with me	<b>78%</b>	<b>(r)</b>	<b>68%</b>	<b>78%</b>	<b>67%</b>	<b>78%</b>	<b>91%</b>	<b>95%</b>	<b>82%</b>
<b>Q25.</b> (% Never/<monthly)Coping with problems beyond experience IN HOURS due to lack of supervision.	<b>71%</b>	<b>75%</b>	<b>77%</b>	<b>74%</b>	<b>73%</b>	<b>84%</b>	<b>72%</b>	<b>76%</b>	<b>81%</b>
<b>Q26.</b> (% Never/<monthly)Coping with problems beyond experience AFTER HOURS due to lack of supervision.	<b>60%</b>	<b>67%</b>	<b>71%</b>	<b>56%</b>	<b>68%</b>	<b>68%</b>	<b>78%</b>	<b>80%</b>	<b>72%</b>



# RESULT BY MEDICAL SPECIALITY - UNACCREDITED TRAINEE/SRMO/CMO/MMO



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<b>RESPONDENTS</b>	<b>2097</b>	<b>14</b>	<b>19</b>	<b>61</b>
<b>Q10.</b> I have had training and professional development opportunities to support my career goals	<b>68%</b>	<b>64%</b>	<b>53%</b>	<b>74%</b>
<b>Q12.</b> I have agreed goals and objectives for this term/rotation/position with my designated supervisor	<b>71%</b>	<b>(r)</b>	<b>75%</b>	<b>73%</b>
<b>Q13.</b> I receive FORMAL feedback from my designated supervisor about my performance at work	<b>78%</b>	<b>(r)</b>	<b>50%</b>	<b>61%</b>
<b>Q14.</b> I receive INFORMAL feedback from my designated supervisor about my performance at work	<b>76%</b>	<b>(r)</b>	<b>83%</b>	<b>70%</b>
<b>Q15.</b> I receive constructive feedback from my supervisor	<b>74%</b>	<b>(r)</b>	<b>82%</b>	<b>70%</b>
<b>Q16.</b> I receive timely feedback from my supervisor	<b>68%</b>	<b>(r)</b>	<b>83%</b>	<b>64%</b>
<b>Q17.</b> The feedback received from my supervisor has been beneficial to my ongoing training	<b>73%</b>	<b>(r)</b>	<b>75%</b>	<b>64%</b>
<b>Q18.</b> My designated supervisor communicates effectively with me	<b>78%</b>	<b>(r)</b>	<b>75%</b>	<b>75%</b>
<b>Q25.</b> (% Never/<monthly)Coping with problems beyond experience IN HOURS due to lack of supervision.	<b>71%</b>	<b>79%</b>	<b>68%</b>	<b>85%</b>
<b>Q26.</b> (% Never/<monthly)Coping with problems beyond experience AFTER HOURS due to lack of supervision.	<b>60%</b>	<b>57%</b>	<b>68%</b>	<b>67%</b>

# RESULT BY MEDICAL SPECIALITY - UNACCREDITED TRAINEE/SRMO/CMO/MMO



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	NSW Health JMO Survey	Anaesthesia	Emergency Medicine	Intensive Care Medicine	Obstetrics and Gynaecology	Paediatrics and Child Health	Physician-Adult medicine	Psychiatry	General surgery
<b>RESPONDENTS</b>	<b>2097</b>	<b>12</b>	<b>62</b>	<b>27</b>	<b>22</b>	<b>25</b>	<b>18</b>	<b>25</b>	<b>32</b>
<b>Q31.</b> Most working days I am able to attend scheduled formal education opportunities	<b>49%</b>	<b>58%</b>	<b>39%</b>	<b>37%</b>	<b>55%</b>	<b>40%</b>	<b>50%</b>	<b>54%</b>	<b>41%</b>
<b>Q32.</b> I found orientation to my term/rotation/position to be useful	<b>62%</b>	<b>75%</b>	<b>63%</b>	<b>52%</b>	<b>59%</b>	<b>88%</b>	<b>72%</b>	<b>63%</b>	<b>45%</b>
<b>Q33.</b> The JMO Unit in my hospital is approachable.	<b>71%</b>	<b>92%</b>	<b>75%</b>	<b>74%</b>	<b>73%</b>	<b>88%</b>	<b>89%</b>	<b>54%</b>	<b>77%</b>
<b>Q34.</b> The JMO Unit addresses and resolves issues raised with them	<b>56%</b>	<b>67%</b>	<b>62%</b>	<b>56%</b>	<b>59%</b>	<b>56%</b>	<b>78%</b>	<b>46%</b>	<b>61%</b>
<b>Q35.</b> Morale is good in my team	<b>68%</b>	<b>75%</b>	<b>69%</b>	<b>52%</b>	<b>50%</b>	<b>64%</b>	<b>72%</b>	<b>63%</b>	<b>68%</b>
<b>Q36.</b> I am valued for what I can offer my hospital/training site	<b>66%</b>	<b>58%</b>	<b>68%</b>	<b>48%</b>	<b>45%</b>	<b>80%</b>	<b>67%</b>	<b>63%</b>	<b>68%</b>
<b>Q37.</b> Staff members, including junior doctors, are treated fairly and with respect regardless of their position	<b>64%</b>	<b>67%</b>	<b>68%</b>	<b>70%</b>	<b>64%</b>	<b>64%</b>	<b>78%</b>	<b>67%</b>	<b>61%</b>
<b>Q38.</b> My hospital/training site supports junior doctor training	<b>74%</b>	<b>92%</b>	<b>74%</b>	<b>67%</b>	<b>77%</b>	<b>76%</b>	<b>78%</b>	<b>79%</b>	<b>61%</b>
<b>Q39.</b> I am able to speak up and share a different view to my senior colleagues	<b>67%</b>	<b>58%</b>	<b>72%</b>	<b>59%</b>	<b>64%</b>	<b>76%</b>	<b>72%</b>	<b>67%</b>	<b>55%</b>

# RESULT BY MEDICAL SPECIALITY - UNACCREDITED TRAINEE/SRMO/CMO/MMO



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<b>RESPONDENTS</b>	<b>2097</b>	<b>14</b>	<b>19</b>	<b>61</b>
<b>Q31.</b> Most working days I am able to attend scheduled formal education opportunities	<b>49%</b>	<b>21%</b>	<b>26%</b>	<b>57%</b>
<b>Q32.</b> I found orientation to my term/rotation/position to be useful	<b>62%</b>	<b>50%</b>	<b>47%</b>	<b>62%</b>
<b>Q33.</b> The JMO Unit in my hospital is approachable.	<b>71%</b>	<b>64%</b>	<b>53%</b>	<b>68%</b>
<b>Q34.</b> The JMO Unit addresses and resolves issues raised with them	<b>56%</b>	<b>64%</b>	<b>32%</b>	<b>53%</b>
<b>Q35.</b> Morale is good in my team	<b>68%</b>	<b>64%</b>	<b>63%</b>	<b>66%</b>
<b>Q36.</b> I am valued for what I can offer my hospital/training site	<b>66%</b>	<b>43%</b>	<b>58%</b>	<b>69%</b>
<b>Q37.</b> Staff members, including junior doctors, are treated fairly and with respect regardless of their position	<b>64%</b>	<b>43%</b>	<b>47%</b>	<b>66%</b>
<b>Q38.</b> My hospital/training site supports junior doctor training	<b>74%</b>	<b>36%</b>	<b>56%</b>	<b>79%</b>
<b>Q39.</b> I am able to speak up and share a different view to my senior colleagues	<b>67%</b>	<b>50%</b>	<b>50%</b>	<b>64%</b>

# RESULT BY MEDICAL SPECIALITY - UNACCREDITED TRAINEE/SRMO/CMO/MMO



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<b>RESPONDENTS</b>	<b>2097</b>	<b>12</b>	<b>62</b>	<b>27</b>	<b>22</b>	<b>25</b>	<b>18</b>	<b>25</b>	<b>32</b>
<b>Q43.</b> My hospital has a satisfactory process for me to give feedback about my experience in the term.	<b>61%</b>	<b>50%</b>	<b>43%</b>	<b>50%</b>	<b>64%</b>	<b>60%</b>	<b>72%</b>	<b>46%</b>	<b>55%</b>
<b>Q45.</b> I would recommend my hospital/training site as a great place to work and train	<b>64%</b>	<b>67%</b>	<b>59%</b>	<b>56%</b>	<b>55%</b>	<b>60%</b>	<b>67%</b>	<b>54%</b>	<b>68%</b>
<b>Q47.</b> The new 14/10 safe working hours standards have improved rostering in my hospital	<b>31%</b>	<b>20%</b>	<b>27%</b>	<b>22%</b>	<b>29%</b>	<b>29%</b>	<b>35%</b>	<b>29%</b>	<b>22%</b>
<b>Q52.</b> I am comfortable in approaching someone to talk to in confidence if I have any concerns	<b>62%</b>	<b>55%</b>	<b>65%</b>	<b>56%</b>	<b>59%</b>	<b>64%</b>	<b>69%</b>	<b>71%</b>	<b>50%</b>
<b>Q73.</b> I have sufficient opportunities to take study leave	<b>35%</b>	<b>27%</b>	<b>47%</b>	<b>15%</b>	<b>20%</b>	<b>46%</b>	<b>38%</b>	<b>30%</b>	<b>39%</b>
<b>Q77.</b> How confident are you that you will be able to achieve your long-term career goals?	<b>60%</b>	<b>64%</b>	<b>63%</b>	<b>52%</b>	<b>67%</b>	<b>63%</b>	<b>44%</b>	<b>67%</b>	<b>68%</b>

# RESULT BY MEDICAL SPECIALITY - UNACCREDITED TRAINEE/SRMO/CMO/MMO



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<b>RESPONDENTS</b>	<b>2097</b>	<b>14</b>	<b>19</b>	<b>61</b>
<b>Q43.</b> My hospital has a satisfactory process for me to give feedback about my experience in the term.	<b>61%</b>	<b>29%</b>	<b>33%</b>	<b>53%</b>
<b>Q45.</b> I would recommend my hospital/training site as a great place to work and train	<b>64%</b>	<b>36%</b>	<b>61%</b>	<b>75%</b>
<b>Q47.</b> The new 14/10 safe working hours standards have improved rostering in my hospital	<b>31%</b>	<b>36%</b>	<b>6%</b>	<b>35%</b>
<b>Q52.</b> I am comfortable in approaching someone to talk to in confidence if I have any concerns	<b>62%</b>	<b>36%</b>	<b>56%</b>	<b>59%</b>
<b>Q73.</b> I have sufficient opportunities to take study leave	<b>35%</b>	<b>29%</b>	<b>18%</b>	<b>26%</b>
<b>Q77.</b> How confident are you that you will be able to achieve your long-term career goals?	<b>60%</b>	<b>64%</b>	<b>59%</b>	<b>70%</b>

# PROFILE OF RESPONDENTS



## PROFILE OF RESPONDENTS

ABOUT YOURSELF	RESPONSE SCALE		%
<b>Q81.</b> What is your postgraduate year?		<b>1921</b>	
PGY1		<b>426</b>	<b>22%</b>
PGY2		<b>424</b>	<b>22%</b>
PGY3		<b>191</b>	<b>10%</b>
PGY4		<b>188</b>	<b>10%</b>
PGY5		<b>169</b>	<b>9%</b>
PGY6		<b>136</b>	<b>7%</b>
PGY7		<b>102</b>	<b>5%</b>
PGY 8		<b>75</b>	<b>4%</b>
PGY9 +		<b>210</b>	<b>11%</b>

# PROFILE OF RESPONDENTS



## PROFILE OF RESPONDENTS

ABOUT YOURSELF	RESPONSE SCALE		%
<b>Q2.</b> Please indicate your current role/position		<b>2090</b>	
Prevocational trainee (PGY1/PGY2)		<b>891</b>	<b>43%</b>
Accredited trainee (includes basic, advanced, provisional fellow, rural generalist)		<b>889</b>	<b>43%</b>
Unaccredited trainee		<b>113</b>	<b>5%</b>
Senior Resident Medical Officer (not in a training program)		<b>153</b>	<b>7%</b>
Career Medical Officer/Hospitalist/MMO		<b>44</b>	<b>2%</b>

# PROFILE OF RESPONDENTS



## PROFILE OF RESPONDENTS











### PREVOCATIONAL TRAINEE - RESULT BY TERM/ROTATION

#### RESPONSE SCALE

%

**RQ3.** What is your current term/rotation?

**891**

Emergency		<b>158</b>	<b>18%</b>
Medicine (includes cardiology, gastroenterology, aged care etc.)		<b>286</b>	<b>32%</b>
Surgery (includes general surgery, orthopaedics, neurosurgery, cardiothoracic surgery, urology, vascular surgery, paediatric surgery, plastics & FNT)		<b>169</b>	<b>19%</b>
Anaesthetics		<b>6</b>	<b>1%</b>
Intensive Care		<b>29</b>	<b>3%</b>
Obstetrics & Gynaecology		<b>21</b>	<b>2%</b>
Paediatrics		<b>28</b>	<b>3%</b>
Psychiatry		<b>19</b>	<b>2%</b>
Relief		<b>143</b>	<b>16%</b>
Other, please specify		<b>32</b>	<b>4%</b>



# PROFILE OF RESPONDENTS



## PROFILE OF RESPONDENTS

### ACCREDITED TRAINEES - RESULT BY MEDICAL SPECIALITY

#### RESPONSE SCALE

%

**RQ4.** Accredited trainees - Medical Specialty

**886**

Medical Specialty	Response Scale	Count	Percentage
Anaesthesia		<b>57</b>	<b>6%</b>
Emergency Medicine		<b>88</b>	<b>10%</b>
Intensive Care Medicine		<b>41</b>	<b>5%</b>
Obstetrics and Gynaecology		<b>33</b>	<b>4%</b>
Ophthalmology		<b>13</b>	<b>1%</b>
Paediatrics and Child Health Basic Training		<b>72</b>	<b>8%</b>
Paediatrics and Child Health Advanced Training		<b>67</b>	<b>8%</b>

# PROFILE OF RESPONDENTS



## PROFILE OF RESPONDENTS

### ACCREDITED TRAINEES - RESULT BY MEDICAL SPECIALITY

#### RESPONSE SCALE

%

**RQ4.** Accredited trainees - Medical Specialty

**886**

Medical Specialty	Response Scale	Count	Percentage
Pathology		<b>43</b>	<b>5%</b>
Physician-Adult medicine -Basic Training		<b>127</b>	<b>14%</b>
Physician-Adult medicine -Advanced Training		<b>103</b>	<b>12%</b>
Psychiatry		<b>135</b>	<b>15%</b>
Radiology		<b>32</b>	<b>4%</b>
Rural Generalist/General Practice		<b>11</b>	<b>1%</b>
General surgery		<b>22</b>	<b>2%</b>
Other surgical subspecialties		<b>12</b>	<b>1%</b>
Other		<b>8</b>	<b>1%</b>

# PROFILE OF RESPONDENTS



## PROFILE OF RESPONDENTS

### UNACCREDITED TRAINEE/SRMO/CMO/MMO - RESULT BY MEDICAL SPECIALTY

#### RESPONSE SCALE

%

**RQ5.** Unaccredited trainees / Senior Medical Officer / CMO / MMO - Medical Specialty

**317**

Medical Specialty	Response Scale	Count	Percentage
Anaesthesia		12	4%
Emergency Medicine		62	20%
Intensive Care Medicine		27	9%
Obstetrics and Gynaecology		22	7%
Paediatrics and Child Health		25	8%
Physician-Adult medicine		18	6%
Psychiatry		25	8%
General surgery		32	10%
Orthopaedic surgery		14	4%
Other surgical subspecialties		19	6%
Other		61	19%

# PROFILE OF RESPONDENTS



PROFILE OF  
RESPONDENTS

ABOUT YOURSELF - UNACCREDITED TRAINEE	RESPONSE SCALE		%
<b>RQ6.</b> Are you planning to apply for specialty training in the future?		<b>317</b>	
Yes		<b>269</b>	<b>85%</b>
No		<b>48</b>	<b>15%</b>

# PROFILE OF RESPONDENTS



## PROFILE OF RESPONDENTS

ABOUT YOURSELF - UNACCREDITED TRAINEE	RESPONSE SCALE		%
<b>RQ8.</b> Have you previously applied for speciality training but not been selected into the program		<b>317</b>	
Yes		<b>73</b>	<b>23%</b>
No		<b>223</b>	<b>70%</b>
Prefer not to say		<b>21</b>	<b>7%</b>
<b>RQ9.</b> Have you previously started but not completed specialty training		<b>317</b>	
Yes		<b>35</b>	<b>11%</b>
No		<b>267</b>	<b>84%</b>
Prefer not to say		<b>15</b>	<b>5%</b>

# PROFILE OF RESPONDENTS



## PROFILE OF RESPONDENTS

ABOUT YOURSELF	RESPONSE SCALE		%
<b>Q79.</b> What is your gender?		<b>1935</b>	
Female		<b>1067</b>	<b>55%</b>
Male		<b>796</b>	<b>41%</b>
Prefer not to say		<b>72</b>	<b>4%</b>
<b>Q80.</b> What is your age		<b>1922</b>	
20-24		<b>96</b>	<b>5%</b>
25-29		<b>848</b>	<b>44%</b>
30-34		<b>574</b>	<b>30%</b>
35-39		<b>249</b>	<b>13%</b>
40-44		<b>91</b>	<b>5%</b>
45-49		<b>36</b>	<b>2%</b>
50 -54		<b>15</b>	<b>1%</b>
55 +		<b>13</b>	<b>1%</b>

# PROFILE OF RESPONDENTS



## PROFILE OF RESPONDENTS

ABOUT YOURSELF	RESPONSE SCALE		%
<b>Q82.</b> Are you of Australian Aboriginal and/or Torres Strait Islander origin?		<b>1926</b>	
Yes		<b>24</b>	<b>1%</b>
No		<b>1860</b>	<b>97%</b>
Prefer not to say		<b>42</b>	<b>2%</b>
<b>Q83.</b> Do you have any any carers' responsibilities?		<b>1935</b>	
Yes		<b>458</b>	<b>24%</b>
No		<b>1415</b>	<b>73%</b>
Prefer not to say		<b>62</b>	<b>3%</b>

# PROFILE OF RESPONDENTS



## PROFILE OF RESPONDENTS

ABOUT YOURSELF	RESPONSE SCALE		%
<b>Q88.</b> Have you been employed to work full time or part time?			<b>1927</b>
Full time		<b>1841</b>	<b>96%</b>
Part time		<b>86</b>	<b>4%</b>
<b>Q89.</b> Where did you complete your undergraduate medical study?			<b>1920</b>
Australian/New Zealand university		<b>1572</b>	<b>82%</b>
Overseas medical school		<b>348</b>	<b>18%</b>



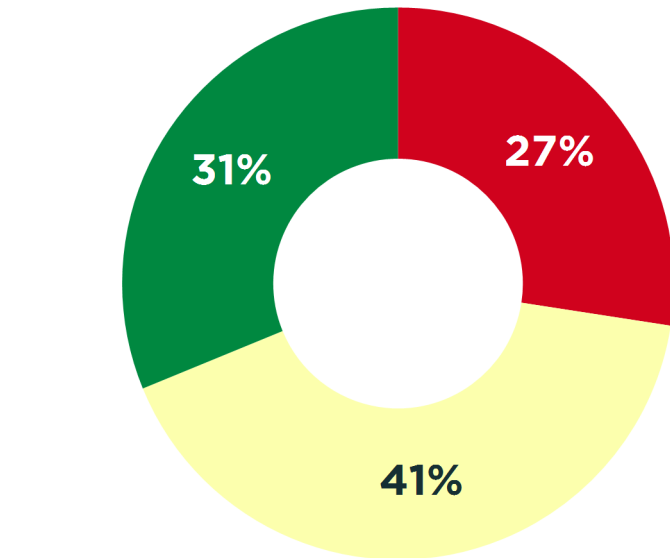
31%

of Junior Medical Officers replied favourably to:

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

VARIANCE FROM PREVIOUS SURVEY

+7↑



PREVIOUS SURVEY

■ % agreement    ■ % neutral    ■ % negative

# TIME TO TAKE ACTION



## CELEBRATE

The things we do well:

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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?

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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:

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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
