

SURVEY 2021

YOUR TRAINING
AND WELLBEING *Matters*



Report For:

NSW Health - Management and Support Staff
of Doctors in Training

YOUR TRAINING AND WELLBEING Matters



Report Contents

Page Number

INDEX HEADLINES

3

ENGAGEMENT INDEX

4

TRAINING AND DEVELOPMENT INDEX

5

HEADLINE SCORES

6

GUIDE TO THIS REPORT

7

SURVEY QUESTIONS

8


PROFILE OF RESPONDENTS

28

TIME TO TAKE ACTION

33


| | | |
|--|-----|------------------------|
| RESPONSE RATE: | N/A | INDEX HEADLINES |
| DIT MANAGEMENT/ SUPPORT STAFF RESPONSES: | 143 | |



Engagement Index

71%


VARIANCE from 2018 SURVEY: +4



Training and Development Index

66%

VARIANCE from 2018 SURVEY: +2

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

ENGAGEMENT INDEX



ENGAGEMENT

The Employee Engagement score is weighted. It cannot be compared to the other scores which are the average of the % agreement results (strongly agree and agree scores).

ENGAGEMENT INDEX SCORE

71%

RESPONSE SCALE

% AGREEMENT

VARIANCE FROM 2018 SURVEY

+4

Q2. I would recommend my organisation as a great place to work



75% +8 ↑

Q3. I am proud to tell others I work for my organisation



82% +5 ↑

Q4. I feel a strong personal attachment to my organisation



73% +1

Q5. My organisation motivates me to help it achieve its objectives



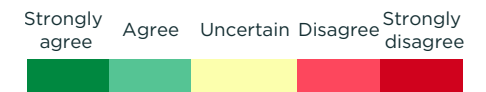
62% +5 ↑

Q6. My organisation inspires me to do the best in my job



64% +7 ↑

KEY



TRAINING AND DEVELOPMENT INDEX

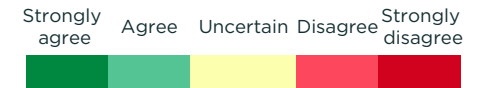


TRAINING AND DEVELOPMENT

These results provide information on Management and Support Staff of Doctors in Training experience of training and development opportunities.

| TRAINING AND DEVELOPMENT INDEX SCORE | 66% | RESPONSE SCALE | % AGREEMENT | VARIANCE FROM 2018 SURVEY |
|--|----------------|----------------|-------------|---------------------------|
| Q30. I have received the appropriate training and development to do my job effectively | 13 47 22 13 | 59% | -6 ↓ | |
| Q33. In the last 12 months I have had a FORMAL performance review by my manager | 33 33 7 18 8 | 66% | +6 ↑ | |
| Q34. I receive regular and timely feedback from my manager | 29 44 8 15 | 73% | +8 ↑ | |
| Q36. I have a clear understanding of my development needs | 23 46 21 7 | 70% | 0 | |
| Q39. I am satisfied with the training opportunities available to me | 18 41 15 15 10 | 59% | +4 | |

KEY



HEADLINE SCORES

| Highest Agreement Scoring Questions | % AGREEMENT |
|--|-------------|
| Q43. My hospital/training site supports doctors in training. | 94% |
| Q32. I feel I have the skills and capabilities to undertake my role | 94% |
| Q46. My hospital/training site values DiT health and wellbeing. | 91% |
| Q22. Doctors in training treat me with respect | 89% |
| Q31. I feel confident in my role | 88% |

| Lowest Agreement Scoring Questions | % AGREEMENT |
|---|-------------|
| Q13. Where I work we have enough staff to complete our work effectively | 29% |
| Q59b. I believe action will be taken on the results from this survey by NSW Health | 39% |
| Q12. I have enough time to do my job effectively | 43% |
| Q14. I have the support I need to deliver a high level of support to DiT | 51% |
| Q25. My hospital/training site values my health and wellbeing. | 56% |



YOUR TRAINING AND WELLBEING MATTERS QUESTIONS RESULTS AT A GLANCE

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

GUIDE TO THIS REPORT

HOW TO READ THIS REPORT

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

ROUTING

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

PRIVACY

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

ROUNDING

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

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

SURVEY TIMEFRAME

This report contains results from the 2021 Your Training and Wellbeing Matters survey which was open from 26 April to 16 May 2021.

Doctors in Training Officer management and education support staff who spend 50 per cent or more of their time in activities involved in the management and/or education of DiTs were invited to complete the online survey.

SURVEY QUESTIONS



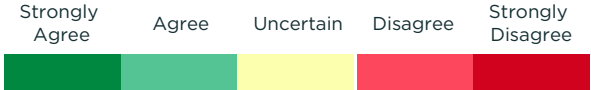
EXPLORE THE RESULTS

Questions are grouped by themes in this report

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

| ENGAGEMENT INDEX | RESPONSE SCALE | | | | % AGREEMENT | VARIANCE FROM 2018 SURVEY |
|--|----------------|----|----|----|-------------|---------------------------|
| Q2. I would recommend my organisation as a great place to work | 27 | 48 | 13 | 10 | 75% | +8 ↑ |
| Q3. I am proud to tell others I work for my organisation | 31 | 51 | 13 | 5 | 82% | +5 ↑ |
| Q4. I feel a strong personal attachment to my organisation | 30 | 43 | 15 | 11 | 73% | +1 |
| Q5. My organisation motivates me to help it achieve its objectives | 22 | 40 | 21 | 15 | 62% | +5 ↑ |
| Q6. My organisation inspires me to do the best in my job | 22 | 42 | 18 | 14 | 64% | +7 ↑ |

KEY



SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

| ABOUT YOURSELF | RESPONSE SCALE | RESPONSES | % | VARIANCE FROM 2018 SURVEY |
|--|----------------|------------|------------|---------------------------|
| Q7. What are your main responsibilities [Multiple Response] | | 143 | | |
| Rostering | | 74 | 52% | +4 |
| Managing staff in my unit/team | | 70 | 49% | +2 |
| Payroll (data entry/answering payroll questions) | | 74 | 52% | +10 |
| Human resource functions | | 77 | 54% | +8 |
| Recruitment | | 83 | 58% | +1 |
| Orientation (at commencement of year, mid-year and change of rotations) | | 82 | 57% | +2 |
| Term allocations | | 60 | 42% | +6 |
| Leave management | | 62 | 43% | -1 |
| Education support | | 73 | 51% | -1 |
| Preparing for hospital accreditation by HETI and Medical colleges | | 64 | 45% | +1 |
| Managing grievances and complaints involving doctors in training | | 59 | 41% | -2 |
| Onboarding IMGs recruited, eg visa applications, medical registration applications | | 66 | 46% | +12 |
| Other | | 53 | 37% | +14 |

KEY

R ROUTED QUESTIONS

SURVEY QUESTIONS



EXPLORE THE RESULTS

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ABOUT YOURSELF

RESPONSE SCALE

% AGREEMENT

VARIANCE FROM 2018 SURVEY

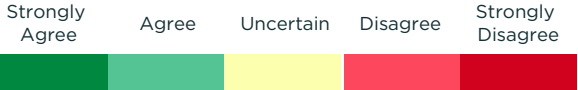
Q8. In my role I provide personal support to DiT who are experiencing difficulties e.g. career advice, personal matters



68%

-17 ↓

KEY



SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

| ABOUT YOURSELF | RESPONSE SCALE | RESPONSES | % | VARIANCE FROM 2018 SURVEY |
|---|----------------|------------|------------|---------------------------|
| Q9. In addition to your responsibilities with DiT, do you have any other responsibilities/duties | | 143 | | |
| Yes | | 109 | 76% | -4 |
| No | | 34 | 24% | +4 |
| R Q10. How much time per week (as a percentage of your week) do you spend in your other responsibilities/duties? | | 109 | | |
| Less than 10% | | 15 | 14% | +6 |
| 10-20% | | 30 | 28% | +11 |
| 21-40 % | | 19 | 17% | -2 |
| 41-50% | | 15 | 14% | -1 |
| More than 50% | | 30 | 28% | -14 |

KEY

R ROUTED QUESTIONS

SURVEY QUESTIONS



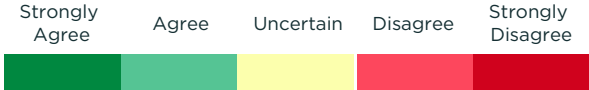
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| ABOUT YOURSELF | RESPONSE SCALE | | | | | % AGREEMENT | VARIANCE FROM 2018 SURVEY |
|---|----------------|----|----|----|----|-------------|---------------------------|
| Q11. The responsibilities of my role are clearly defined | 15 | 64 | 9 | 10 | | 78% | +8 ↑ |
| Q12. I have enough time to do my job effectively | | 36 | 14 | 29 | 15 | 43% | +5 ↑ |
| Q13. Where I work we have enough staff to complete our work effectively | | 23 | 13 | 34 | 24 | 29% | 0 |
| Q14. I have the support I need to deliver a high level of support to DiT | 13 | 38 | 20 | 21 | 8 | 51% | +2 |
| Q15. I think it is safe to speak up and challenge the way things are done in my workplace | 15 | 42 | 18 | 18 | | 57% | +2 |
| Q16. I am confident that on important matters my thoughts are communicated upwards by my manager | 25 | 50 | 8 | 13 | | 75% | +10 ↑ |
| Q17. I have confidence in the decisions my line manager makes | 34 | 41 | 16 | 8 | | 75% | +1 |
| Q18. I have a clear understanding of my unit/teams purpose and objectives | 34 | 52 | 8 | | | 86% | -2 |

KEY



SURVEY QUESTIONS



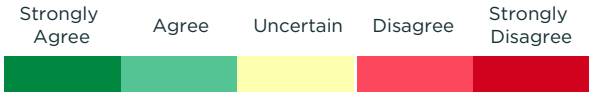
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| ABOUT YOURSELF | RESPONSE SCALE | | | | % AGREEMENT | VARIANCE FROM 2018 SURVEY |
|---|----------------|----|----|----|-------------|---------------------------|
| Q19. There are good processes in place for me to be updated on changes relating to DiT that impact my work e.g. introduction of new policies | 11 | 56 | 20 | 12 | 67% | -1 |
| Q20. I am valued for what I can offer my hospital. | 17 | 40 | 26 | 11 | 57% | 0 |
| Q21. Staff members, including doctors in training, are treated fairly and with respect regardless of their position | 28 | 52 | 11 | 8 | 80% | +14 ↑ |
| Q22. Doctors in training treat me with respect | 32 | 57 | 8 | | 89% | +1 |
| Q23. Senior doctors treat the DiT management unit with respect | 23 | 57 | 16 | | 80% | +17 ↑ |
| Q24. There are resources in the workplace to support me if I experience stress or pressure. | 13 | 49 | 19 | 14 | 61% | +1 |
| Q25. My hospital/training site values my health and wellbeing. | 15 | 41 | 22 | 15 | 56% | 0 |

KEY



SURVEY QUESTIONS



EXPLORE THE RESULTS

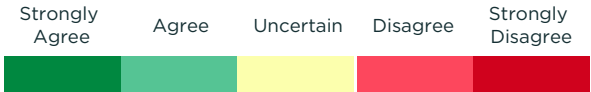
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YOUR TRAINING AND DEVELOPMENT OPPORTUNITIES

| | RESPONSE SCALE | | | | % AGREEMENT | VARIANCE FROM 2018 SURVEY |
|--|----------------|----|----|----|-------------|---------------------------|
| Q26. I have a good understanding of doctors in training awards and policies | 30 | 57 | | | 87% | +8 ↑ |
| Q27. I have a good understanding of best practice rostering of doctors in training | 30 | 53 | 10 | | 83% | +6 ↑ |
| Q28. I have a good understanding of postgraduate medical education in Australia from internship to speciality training. | 24 | 52 | 15 | 9 | 76% | +2 |
| Q29. I have a good understanding of the different registration pathways for doctors | 23 | 47 | 22 | 8 | 70% | -2 |
| Q30. I have received the appropriate training and development to do my job effectively | 13 | 47 | 22 | 13 | 59% | -6 ↓ |
| Q31. I feel confident in my role | 30 | 58 | | | 88% | +2 |
| Q32. I feel I have the skills and capabilities to undertake my role | 38 | 56 | | | 94% | -1 |

KEY



SURVEY QUESTIONS



EXPLORE THE RESULTS

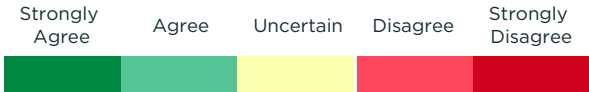
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YOUR TRAINING AND DEVELOPMENT OPPORTUNITIES

| | RESPONSE SCALE | | | | | % AGREEMENT | VARIANCE FROM 2018 SURVEY |
|--|----------------|----|----|----|----|-------------|---------------------------|
| Q33. In the last 12 months I have had a FORMAL performance review by my manager | 33 | 33 | 7 | 18 | 8 | 66% | +6 ↑ |
| Q34. I receive regular and timely feedback from my manager | 29 | 44 | 8 | 15 | | 73% | +8 ↑ |
| Q35. I receive constructive feedback from my manager | 31 | 41 | 10 | 13 | | 72% | +2 |
| Q36. I have a clear understanding of my development needs | 23 | 46 | 21 | 7 | | 70% | 0 |
| Q37. My manager discusses my career plans with me | 20 | 38 | 15 | 18 | 9 | 58% | +10 ↑ |
| Q38. I know what career opportunities are available to me in NSW Health | 23 | 40 | 18 | 15 | | 64% | +7 ↑ |
| Q39. I am satisfied with the training opportunities available to me | 18 | 41 | 15 | 15 | 10 | 59% | +4 |

KEY



SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

YOUR TRAINING AND DEVELOPMENT OPPORTUNITIES

RESPONSE SCALE

RESPONSES

%

VARIANCE FROM 2018 SURVEY

Q40. I would benefit from more training in the following [Multiple Response]

134

| | RESPONSE SCALE | RESPONSES | % | VARIANCE FROM 2018 SURVEY |
|--|----------------|-----------|------------|---------------------------|
| Best practice rostering | | 31 | 23% | -4 |
| How to use Healthroster | | 16 | 12% | 0 |
| Recruitment processes eg ROB | | 53 | 40% | - |
| NSW Health recruitment policy | | 23 | 17% | +1 |
| Interpreting Medical Officers award and DiT policies | | 42 | 31% | -5 |
| How to recognise, support and escalate a DiT in difficulty | | 43 | 32% | -8 |
| Improved computer skills | | 17 | 13% | -3 |
| How to give and receive feedback | | 30 | 22% | -1 |
| Managing unacceptable behaviour | | 49 | 37% | -7 |

KEY

R ROUTED QUESTIONS

SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

YOUR TRAINING AND DEVELOPMENT OPPORTUNITIES

RESPONSE SCALE

RESPONSES

%

VARIANCE FROM 2018 SURVEY

Q40. I would benefit from more training in the following [Multiple Response]

134

| | RESPONSE SCALE | RESPONSES | % | VARIANCE FROM 2018 SURVEY |
|--|----------------|-----------|------------|---------------------------|
| Payroll management, including award interpretation | | 32 | 24% | +1 |
| Understanding prevocational/vocational accreditation processes | | 40 | 30% | +2 |
| Medical college training | | 38 | 28% | +7 |
| Visas | | 49 | 37% | -2 |
| Medical registration pathways and requirements | | 40 | 30% | -4 |
| Time management/prioritising workload | | 14 | 10% | -6 |
| Brief and report writing | | 53 | 40% | +9 |
| Project Management | | 50 | 37% | +2 |
| Other | | 10 | 7% | -3 |

KEY

R ROUTED QUESTIONS

SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

| YOUR TRAINING AND DEVELOPMENT OPPORTUNITIES | RESPONSE SCALE | RESPONSES | % | VARIANCE FROM 2018 SURVEY |
|---|----------------|------------|------------|---------------------------|
| Q41. In the last 12 months I have attended training/professional development to support my role (online, face to face) | | 142 | | |
| Yes | | 101 | 71% | +2 |
| No | | 41 | 29% | -2 |
| R Q42. Who provided the training? [Multiple Response] | | 101 | | |
| Health Education and Training Institute | | 41 | 41% | -22 ↓ |
| Hospital/Department | | 43 | 43% | -4 |
| University | | 5 | 5% | -2 |
| NSW Ministry of Health | | 27 | 27% | +3 |
| Medical College | | 5 | 5% | -6 ↓ |
| AHPRA/Medical Board of Australia | | 1 | 1% | -7 ↓ |
| Other | | 20 | 20% | 0 |

KEY

R ROUTED QUESTIONS

SURVEY QUESTIONS



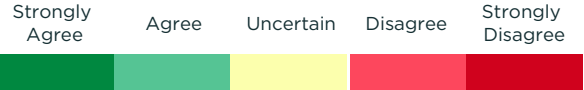
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| DIT SUPPORT | RESPONSE SCALE | | | | % AGREEMENT | VARIANCE FROM 2018 SURVEY |
|---|----------------|----|----|---|-------------|---------------------------|
| Q43. My hospital/training site supports doctors in training. | 46 | 49 | | | 94% | +6 ↑ |
| Q44. My hospital/training site has effective processes for monitoring workload and managing DiT workload surges. | 27 | 46 | 16 | 9 | 74% | +8 ↑ |
| Q45. My hospital/training site has effective processes in place to manage a trainee in difficulty. | 29 | 51 | 15 | | 80% | -1 |
| Q46. My hospital/training site values DiT health and wellbeing. | 46 | 44 | | | 91% | +6 ↑ |

KEY



SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

| DIT SUPPORT | RESPONSE SCALE | RESPONSES | % | VARIANCE FROM 2018 SURVEY |
|---|----------------|------------|------------|---------------------------|
| Q47. I am aware of the NSW Health JMO support line for doctors in training | | 141 | | |
| Yes | | 116 | 82% | +14 |
| No | | 15 | 11% | -10 |
| Don't Know | | 10 | 7% | -4 |
| Q48. I am aware of the NSW Health Map My Health Career Website | | 140 | | |
| Yes | | 64 | 46% | 0 |
| No | | 55 | 39% | -3 |
| Don't Know | | 21 | 15% | +3 |

KEY

R ROUTED QUESTIONS

SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

| DIT SUPPORT | RESPONSE SCALE | RESPONSES | % | VARIANCE FROM 2018 SURVEY |
|---|----------------|------------|------------|---------------------------|
| Q49. I am aware of the NSW Health JMO Wellbeing and Support Plan | | 141 | | |
| Yes | | 100 | 71% | -4 |
| No | | 27 | 19% | +2 |
| Don't Know | | 14 | 10% | +2 |
| Q50. I have seen the results of previous surveys aimed at doctors in training such as the national medical training survey or the previous Your Training and Wellbeing Matters JMO Survey for my hospital/LHD/training network | | 141 | | |
| Yes | | 92 | 65% | +4 |
| No | | 35 | 25% | -4 |
| Don't Know | | 14 | 10% | 0 |

KEY

R ROUTED QUESTIONS

SURVEY QUESTIONS



EXPLORE THE RESULTS

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UNACCEPTABLE CONDUCT

RESPONSE SCALE

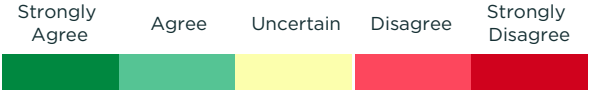
% AGREEMENT

VARIANCE FROM 2018 SURVEY

Q51. There is a culture that deals effectively with discrimination, bullying and sexual harassment at my hospital/training site



KEY



SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

| UNACCEPTABLE CONDUCT | RESPONSE SCALE | RESPONSES | % | VARIANCE FROM 2018 SURVEY |
|--|----------------|------------|------------|---------------------------|
| Q52. In the last 12 months I have witnessed misconduct/wrongdoing at my work. | | 141 | | |
| Yes | | 34 | 24% | 0 |
| No | | 97 | 69% | +7 |
| Prefer not to say | | 10 | 7% | -7 |
| R Q53. Have you reported the misconduct/wrongdoing you witnessed in the previous question 52? | | 34 | | |
| Yes | | 19 | 56% | -10 |
| No | | 6 | 18% | +4 |
| Prefer not to say | | 9 | 26% | +6 |

KEY

R ROUTED QUESTIONS

SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

| UNACCEPTABLE CONDUCT | RESPONSE SCALE | RESPONSES | % | VARIANCE FROM 2018 SURVEY |
|--|----------------|------------|------------|---------------------------|
| Q54. In the last 12 months I have witnessed bullying at my work. | | 141 | | |
| Yes | | 40 | 28% | -6 ↓ |
| No | | 91 | 65% | +15 ↑ |
| Prefer not to say | | 10 | 7% | -9 ↓ |
| Q55. In the last 12 months I have been subjected to bullying at work. | | 141 | | |
| Yes | | 23 | 16% | -3 |
| No | | 112 | 79% | +14 ↑ |
| Prefer not to say | | 6 | 4% | -11 ↓ |

KEY

R ROUTED QUESTIONS

SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

| UNACCEPTABLE CONDUCT | RESPONSE SCALE | RESPONSES | % | VARIANCE FROM 2018 SURVEY |
|--|----------------|-----------|------------|---------------------------|
| R Q56. 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 | | 23 | | |
| A senior manager | | 8 | 35% | +13 |
| Your immediate supervisor | | 2 | 9% | -8 |
| Senior medical staff | | 2 | 9% | -19 |
| Doctor in training | | 1 | 4% | +2 |
| A fellow worker at your level | | 6 | 26% | +18 |
| Nursing staff | | 1 | 4% | - |
| Allied health staff | | 0 | 0% | - |
| Other | | 2 | 9% | -5 |
| Prefer not to say | | 1 | 4% | -4 |

KEY

R ROUTED QUESTIONS

SURVEY QUESTIONS



EXPLORE THE RESULTS

Questions are grouped by themes in this report

| UNACCEPTABLE CONDUCT | RESPONSE SCALE | RESPONSES | % | VARIANCE FROM 2018 SURVEY |
|---|---|-----------|------------|---------------------------|
| R Q58. Have you submitted a formal complaint regarding the incident/s you were subjected to in the last 12 months? | | 21 | | |
| Yes | | 4 | 19% | +8 |
| No | | 17 | 81% | -8 |
| R Q59. Was your complaint satisfactorily resolved? | | | | |
| Yes | The data for this question has been hidden for anonymity reasons. | | | |
| No | The data for this question has been hidden for anonymity reasons. | | | |
| This complaint is still being processed | The data for this question has been hidden for anonymity reasons. | | | |

KEY

R ROUTED QUESTIONS

SURVEY QUESTIONS



EXPLORE THE RESULTS

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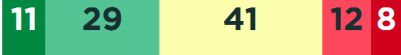
TAKING ACTION

RESPONSE SCALE

% AGREEMENT

VARIANCE FROM 2018 SURVEY

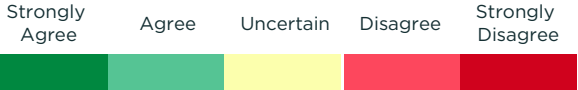
Q59b. I believe action will be taken on the results from this survey by NSW Health



39%

-5 ↓

KEY



PROFILE OF RESPONDENTS



PROFILE OF RESPONDENTS

| ABOUT YOURSELF | RESPONSE SCALE | | % |
|--|----------------|------------|------------|
| Q60. What is your gender? | | | 138 |
| Female | | 110 | 80% |
| Male | | 18 | 13% |
| Prefer not to say | | 10 | 7% |
| Q61. Are you of Australian Aboriginal and/or Torres Strait Islander origin? | | | 137 |
| Yes | | 6 | 4% |
| No | | 120 | 88% |
| Prefer not to say | | 11 | 8% |
| Q62. Have you been employed to work full time or part time? | | | 138 |
| Full time | | 119 | 86% |
| Part time | | 19 | 14% |
| Q63. Do you have a clinical background, e.g. nursing or allied health | | | 138 |
| Yes | | 21 | 15% |
| No | | 117 | 85% |

PROFILE OF RESPONDENTS



PROFILE OF RESPONDENTS

| ABOUT YOURSELF | RESPONSE SCALE | | % |
|---|---|-----------|------------|
| Q64. What is your clinical background | | | 21 |
| Nursing | | 5 | 24% |
| Allied Health | | 4 | 19% |
| Dental | The data for this question has been hidden for anonymity reasons. | | |
| Other | | 12 | 57% |
| Q65. What is your highest education qualification? | | | 136 |
| School certificate | | 4 | 3% |
| Higher School certificate | | 16 | 12% |
| Certificate | | 18 | 13% |
| Diploma | | 28 | 21% |
| Bachelor degree | | 45 | 33% |
| Masters degree | | 16 | 12% |
| Other | | 9 | 7% |

PROFILE OF RESPONDENTS



PROFILE OF RESPONDENTS

| ABOUT YOURSELF | RESPONSE SCALE | | % |
|--|----------------|------------|------------|
| Q66. How many years have you been in your current role? | | 138 | |
| Less than one year | | 24 | 17% |
| 1-5 years | | 57 | 41% |
| 5-10 years | | 24 | 17% |
| 10-15 years | | 20 | 14% |
| More than 15 years | | 13 | 9% |
| Q67. Which of the following statements best reflects your current thoughts about working for your hospital/training site? | | 137 | |
| I want to leave as soon as possible | | 13 | 9% |
| I want to leave within the next 12 months | | 12 | 9% |
| I want to leave within the next 12 months but feel it will be unlikely in the current environment | | 13 | 9% |
| I want to stay working here for the next one to two years | | 26 | 19% |
| I want to stay working here for at least the next three years | | 73 | 53% |

PROFILE OF RESPONDENTS



PROFILE OF RESPONDENTS

| ABOUT YOURSELF | RESPONSE SCALE | | % |
|---|----------------|-----------|------------|
| Q68. What is the primary reason behind your desire to leave? | | 38 | |
| There is a lack of future career opportunities in my hospital/training site | | 12 | 32% |
| I want to try a different type of work or I'm seeking a career change | | 4 | 11% |
| My expectations of work in my hospital/training site have not been met | | 5 | 13% |
| I have achieved all I can in my hospital/training site | | 3 | 8% |
| Other | | 14 | 37% |

PROFILE OF RESPONDENTS



PROFILE OF RESPONDENTS

| ABOUT YOURSELF | RESPONSE SCALE | | % |
|--|----------------|------------|------------|
| Q69. Prior to your current role where were you working? | | 138 | |
| In private sector - non-health role | | 27 | 20% |
| Private hospital sector | | 5 | 4% |
| Same LHD but different role | | 60 | 43% |
| Different LHD in DiT management | | 11 | 8% |
| University | | 2 | 1% |
| Medical college | | 1 | 1% |
| Non-government organisation | | 8 | 6% |
| In public sector (non health eg education, local government) | | 4 | 3% |
| Was a student | | 4 | 3% |
| Not working | | 1 | 1% |
| Other | | 15 | 11% |

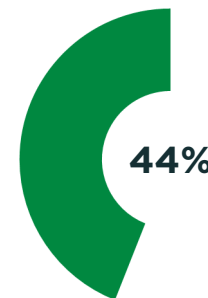
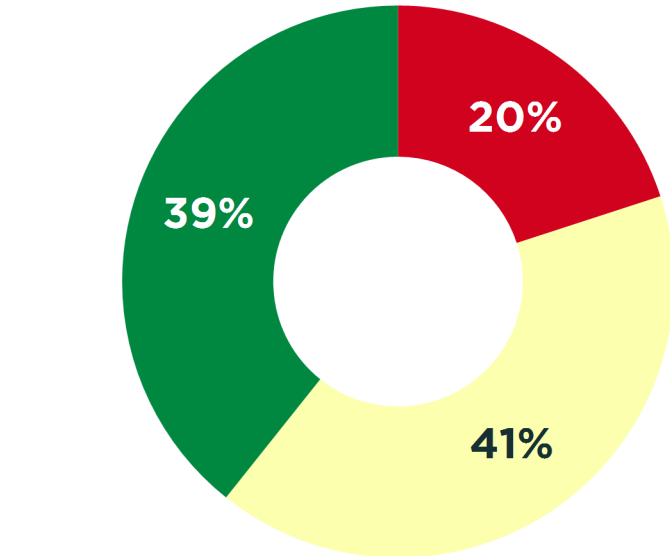
39%

of Management and Support Staff of Doctors in Training replied favourably to:

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

VARIANCE FROM 2018 SURVEY

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2018 SURVEY

■ % agreement ■ % neutral ■ % negative

TIME TO TAKE ACTION



CELEBRATE

The things we do well:

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



INVESTIGATE FURTHER WITH OUR TEAMS

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

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



OPPORTUNITIES

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

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



USE THIS PAGE TO START YOUR LOCAL ACTION PLANS

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

- Prioritise 3 areas to take forward

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