

# Resident Hospital Health Check Summary report 2025

*Supporting Queensland doctors,  
creating better health*

## Introduction

In 2025, ASMOFQ (Australian Salaried Medical Officers' Federation Queensland), in collaboration with AMA Queensland and its Committee of Doctors in Training, surveyed resident medical officers throughout Queensland, including interns, junior house officers, senior house officers and those on continued residency. The survey, the Resident Hospital Health Check (RHHC) evaluated their experiences of employment in Queensland and subsequently compared hospitals across the state. A total of 798 junior doctors responded. This was the tenth consecutive year for the RHHC, which was designed to be similar to previous years to allow comparison across time. New in 2025 was the inclusion of 5-year visual displays of the results (2021-2025) for each of the 24 reported aspects, helping consideration of changes, trends, or shifts over time.

### Annual comparison: statewide

#### Leave and professional development

In 2025, 47% of respondents had applied for professional development leave (PDL), an increase from 42% in 2024 and the same as 2023.

Among those who applied, 79% had their PDL approved, representing a decrease from 89% and 86% in 2024 and 2023 respectively.

Further, 55% and 35% respectively were satisfied that their clinical rotation preferences had been accommodated, and with opportunities to be involved in research and auditing (an increase from 43% and 22% in 2024, and similar to 61% and 36% in 2023).

#### Hours of work and overtime

92% of respondents, excluding those who indicated 'Not applicable', reported they, in general, get paid for the hours of overtime they claim, which is higher than 84% and 89% in 2024 and 2023 respectively.

Further, about one-sixth (15%) were advised not to claim for overtime (down from 19% in 2024) and 11% believed doing so may negatively affect their assessment (down from 17% and 39% in 2024 and 2023 respectively).

This domain has shown an annual improvement from 2023 through to 2025 (from B+ to A- and now A).

#### Wellbeing – support and safety

New to this section in 2025 is the reporting upon respondents' perspectives about the medical education and wellbeing registrar initiative. These findings are presented in the statewide written report.

Importantly, 42% of respondents reported feeling their safety had been compromised at work (an increase from 29% and 33% in 2024 and 2023 respectively) and 46% reported that they had been concerned about making a clinical error due to fatigue caused by their hours worked (same as 2024, but a decrease from 53% in 2023).

Less than half (43%) were satisfied with their hospital's facilities (an increase from 31% in 2024, but similar to 47% in 2023) and about half (53%) were satisfied with formal teaching and training (an increase from 37% and 48% in 2024 and 2023 respectively).

#### Cultural Safety Resources

This is a new section in 2025 and probes respondents' perspectives on both the presence and value of cultural safety resources for doctors in training (DiTs) and international medical graduates (IMGs).

Just over half (56%) were satisfied with the cultural safety resources provided for DiTs at their hospital. About a quarter (26%) were satisfied with such resources for IMGs and 64% did not know if their facility had these resources for IMGs. These findings are presented in the statewide written report.

#### Bullying, discrimination and sexual harassment

Significantly, almost half (46%) experienced and/or witnessed some form of bullying, discrimination or sexual harassment (an increase from 35% and 39% in 2024 and 2023 respectively).

Of these, 34% said they reported the incident (an increase from 26% and 25% in 2024 and 2023 respectively) and 52% were concerned there may be negative consequences personally for reporting an incident (a significant decrease from 81% and 74% in 2024 and 2023 respectively).

	Bundaberg Hospital	Cairns Hospital	Combined Redlands Hospital & Health Service Centre	Gold Coast University Hospital	Hervey Bay Hospital	Ipswich Hospital	Logan Hospital	Mackay Base Hospital	Princess Alexandra Hospital
<b>Access to Leave (PDL specific)</b>									
Satisfied preferences for leave were taken into consideration	88%	80%	71%	70%	43%	24%	60%	31%	67%
<b>GRADE</b>	<b>A</b>	<b>B+</b>	<b>B</b>	<b>B</b>	<b>C-</b>	<b>D-</b>	<b>C+</b>	<b>D+</b>	<b>B-</b>
<b>Career progression and development</b>									
Applied for PDL	65%	38%	54%	43%	29%	59%	50%	26%	43%
PDL approval rate	100%	90%	73%	80%	50%	29%	80%	71%	86%
Clinical rotation preferences taken into consideration	83%	73%	74%	55%	51%	25%	64%	63%	49%
Satisfied with research and audit opportunities	69%	48%	39%	43%	36%	17%	20%	28%	37%
<b>GRADE</b>	<b>B+</b>	<b>C+</b>	<b>C+</b>	<b>C</b>	<b>C-</b>	<b>D+</b>	<b>C</b>	<b>C</b>	<b>C</b>
<b>Hours of work and overtime</b>									
Working 91 hours or more per fortnight	4%	4%	2%	12%	12%	38%	0%	0%	18%
In general, received payment for claimed overtime	100%	92%	93%	84%	98%	79%	93%	100%	96%
Advised not to claim overtime	0%	4%	10%	19%	12%	41%	20%	15%	22%
Concerned it may negatively affect their assessment	0%	0%	7%	7%	14%	21%	7%	7%	14%
<b>GRADE</b>	<b>A+</b>	<b>A+</b>	<b>A</b>	<b>A-</b>	<b>A</b>	<b>B</b>	<b>A</b>	<b>A+</b>	<b>A-</b>
<b>Wellbeing and culture</b>									
Satisfied with hospital facilities	62%	52%	34%	58%	33%	0%	62%	48%	45%
Satisfied with formal teaching and training	96%	75%	73%	51%	59%	24%	73%	62%	46%
Concerned about making a clinical error due to fatigue caused by hours worked	8%	31%	24%	35%	57%	62%	57%	26%	41%
Those who felt their safety had been compromised at work	19%	27%	27%	42%	47%	69%	40%	22%	47%
Adequate break in between shifts (10 hours or more)	100%	96%	85%	87%	90%	59%	97%	96%	94%
Hospital does enough for wellbeing and mental health	92%	81%	63%	49%	63%	28%	63%	74%	43%
<b>GRADE</b>	<b>A-</b>	<b>B</b>	<b>B-</b>	<b>C+</b>	<b>C+</b>	<b>D</b>	<b>B-</b>	<b>B</b>	<b>C+</b>
<b>Bullying, discrimination and sexual harassment</b>									
Experienced only	4%	0%	2%	7%	12%	14%	10%	11%	6%
Witnessed only	0%	15%	12%	13%	20%	17%	37%	15%	8%
Both experienced and witnessed	8%	8%	12%	32%	20%	45%	7%	19%	24%
For any of above, the perpetrators were SMO/consultants	12%	8%	22%	28%	39%	59%	30%	19%	14%
For any of above, the perpetrators were registrars or PHOs	4%	0%	7%	20%	14%	21%	13%	7%	10%
Did you feel there was anything you could do about it	100%	33%	36%	22%	42%	32%	56%	33%	32%
Did you report it	100%	50%	45%	44%	31%	18%	31%	33%	26%
Reported incidents were appropriately addressed	100%	100%	60%	63%	88%	0%	80%	25%	40%
Concerned that there might be negative consequences for reporting	15%	38%	41%	58%	55%	83%	50%	52%	49%
<b>GRADE</b>	<b>A+</b>	<b>B+</b>	<b>B</b>	<b>B-</b>	<b>B-</b>	<b>C</b>	<b>B</b>	<b>B-</b>	<b>B-</b>
<b>OVERALL GRADE</b>	<b>A</b>	<b>B+</b>	<b>B</b>	<b>B-</b>	<b>C+</b>	<b>C-</b>	<b>B-</b>	<b>C+</b>	<b>B-</b>

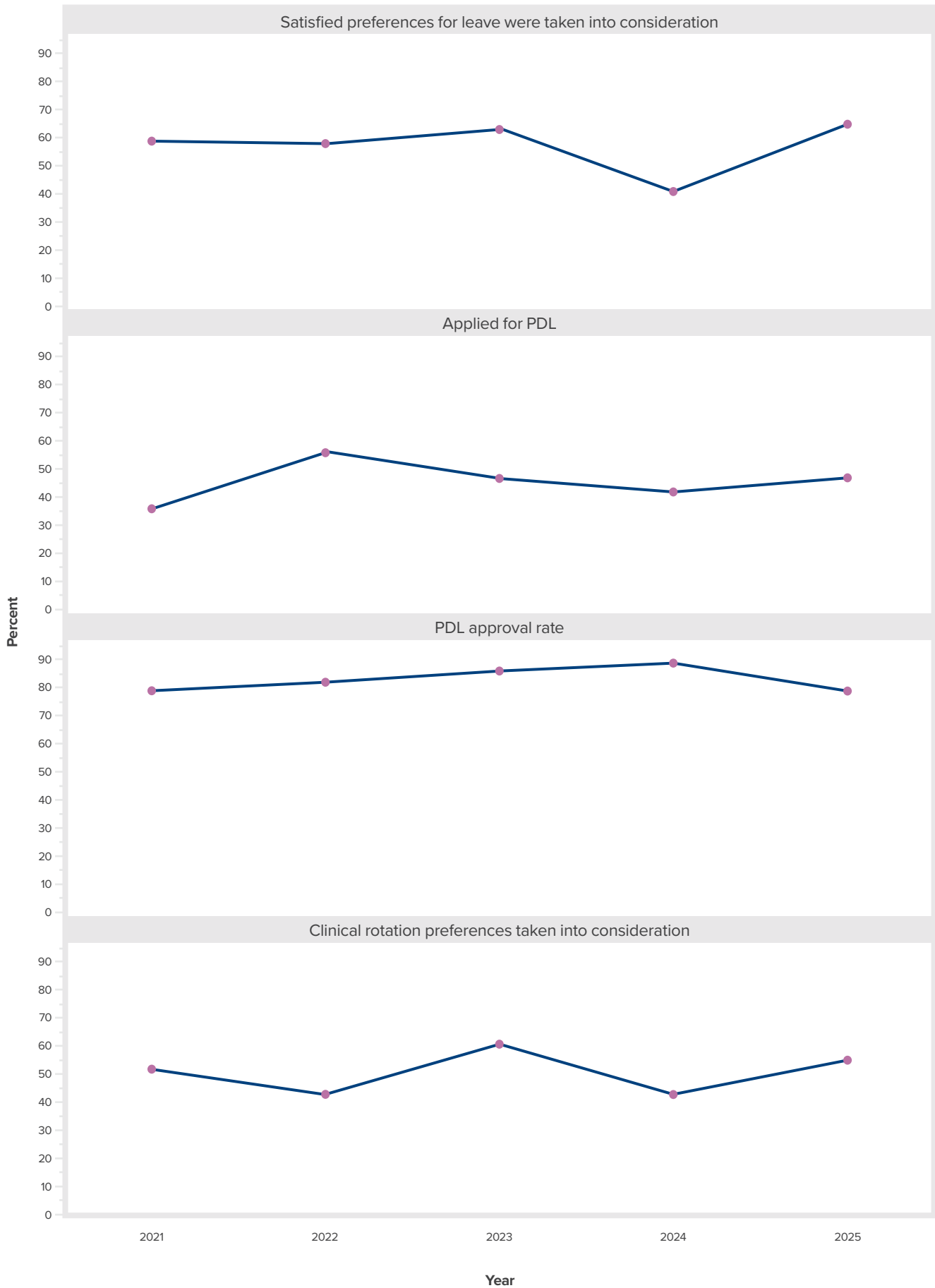
	Queen Elizabeth II Hospital	Queensland Children's Hospital	Redcliffe Hospital	Rockhampton Hospital	Sunshine Coast University Hospital	The Prince Charles Hospital	The Royal Brisbane and Women's Hospital	Toowoomba Hospital	Townsville University Hospital
<b>Access to Leave (PDL specific)</b>									
Satisfied preferences for leave were taken into consideration	55%	66%	76%	56%	68%	61%	69%	77%	63%
<b>GRADE</b>	<b>C</b>	<b>B-</b>	<b>B+</b>	<b>C+</b>	<b>B-</b>	<b>C+</b>	<b>B</b>	<b>B+</b>	<b>B-</b>
<b>Career progression and development</b>									
Applied for PDL	57%	84%	43%	36%	52%	45%	39%	33%	46%
PDL approval rate	83%	72%	81%	94%	82%	79%	81%	92%	88%
Clinical rotation preferences taken into consideration	71%	43%	47%	41%	49%	54%	41%	71%	69%
Satisfied with research and audit opportunities	63%	49%	28%	12%	33%	48%	31%	32%	25%
<b>GRADE</b>	<b>B</b>	<b>C+</b>	<b>C</b>	<b>C</b>	<b>C</b>	<b>C+</b>	<b>C</b>	<b>C+</b>	<b>C+</b>
<b>Hours of work and overtime</b>									
Working 91 hours or more per fortnight	19%	5%	20%	20%	6%	12%	29%	10%	11%
In general, received payment for claimed overtime	76%	95%	94%	93%	94%	90%	93%	95%	100%
Advised not to claim overtime	19%	13%	10%	23%	20%	10%	15%	8%	17%
Concerned it may negatively affect their assessment	5%	5%	4%	18%	13%	14%	12%	13%	9%
<b>GRADE</b>	<b>A-</b>	<b>A</b>	<b>A</b>	<b>A-</b>	<b>A</b>	<b>A</b>	<b>A-</b>	<b>A</b>	<b>A</b>
<b>Wellbeing and culture</b>									
Satisfied with hospital facilities	19%	63%	25%	16%	74%	43%	56%	41%	46%
Satisfied with formal teaching and training	75%	42%	49%	27%	63%	50%	39%	54%	53%
Concerned about making a clinical error due to fatigue caused by hours worked	24%	45%	49%	55%	52%	60%	61%	51%	60%
Those who felt their safety had been compromised at work	33%	34%	35%	55%	41%	43%	44%	38%	57%
Adequate break in between shifts (10 hours or more)	86%	87%	84%	80%	91%	86%	71%	85%	71%
Hospital does enough for wellbeing and mental health	57%	55%	41%	16%	54%	55%	39%	54%	49%
<b>GRADE</b>	<b>B-</b>	<b>C+</b>	<b>C</b>	<b>C-</b>	<b>B-</b>	<b>C</b>	<b>C</b>	<b>C+</b>	<b>C</b>
<b>Bullying, discrimination and sexual harassment</b>									
Experienced only	10%	16%	10%	20%	15%	5%	5%	5%	9%
Witnessed only	14%	13%	27%	18%	7%	19%	20%	8%	17%
Both experienced and witnessed	10%	24%	8%	34%	17%	19%	24%	15%	37%
For any of above, the perpetrators were SMO/consultants	14%	32%	10%	57%	20%	21%	22%	23%	26%
For any of above, the perpetrators were registrars or PHOs	5%	8%	8%	16%	13%	17%	17%	10%	37%
Did you feel there was anything you could do about it	29%	25%	23%	25%	33%	17%	35%	45%	32%
Did you report it	14%	40%	9%	34%	33%	22%	30%	36%	41%
Reported incidents were appropriately addressed	100%	56%	50%	36%	71%	75%	67%	25%	56%
Concerned that there might be negative consequences for reporting	38%	42%	35%	75%	44%	50%	56%	51%	69%
<b>GRADE</b>	<b>B</b>	<b>B-</b>	<b>B-</b>	<b>C</b>	<b>B</b>	<b>B-</b>	<b>B-</b>	<b>B-</b>	<b>C+</b>
<b>OVERALL GRADE</b>	<b>B-</b>	<b>B</b>	<b>B-</b>	<b>C</b>	<b>B-</b>	<b>B</b>	<b>B-</b>	<b>B</b>	<b>B-</b>

2023 Overall	2024 Overall	2025 Overall	2025-2024 Comparison
63%	41%	65%	25%
B-	C-	B-	
47%	42%	47%	5%
86%	89%	79%	-9%
61%	43%	55%	13%
36%	22%	35%	13%
C+	C	C	
12%	12%	13%	1%
89%	84%	92%	9%
22%	19%	15%	-4%
39%	17%	11%	-7%
B+	A-	A	
47%	31%	43%	12%
48%	37%	53%	15%
53%	46%	46%	0%
33%	29%	42%	13%
88%	88%	85%	-4%
53%	56%	52%	-4%
C+	C	C+	
13%	12%	9%	-3%
8%	10%	16%	6%
18%	13%	21%	8%
54%	19%	26%	7%
31%	10%	13%	3%
30%	29%	32%	2%
25%	26%	34%	8%
60%	63%	56%	-7%
74%	81%	52%	-30%
C+	B-	B-	

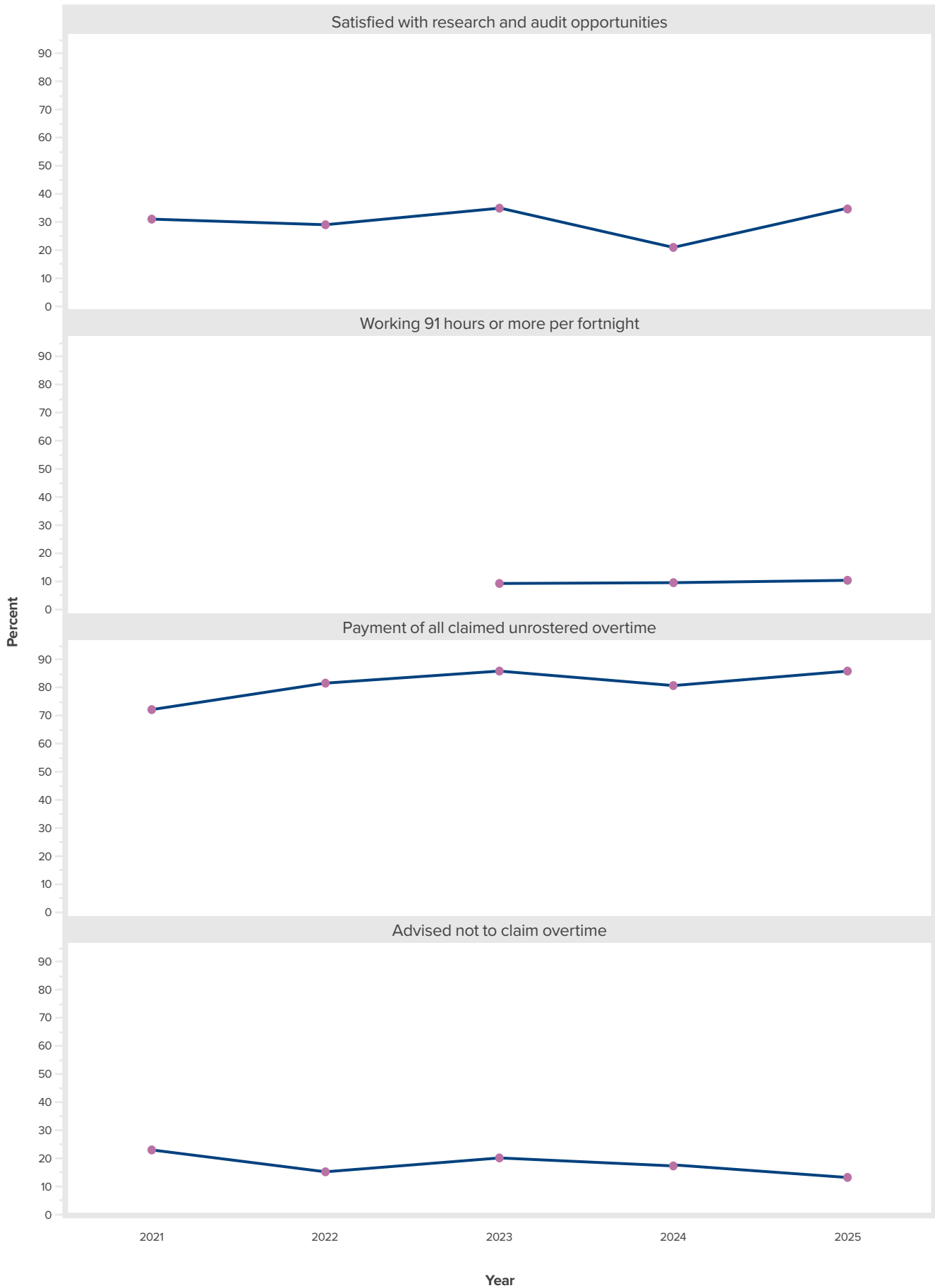
NOTE: for the traffic lights green means at least a 5% improvement while red means at least 5% worse, all else is yellow.

Comparison with 2025/2024 responses ● Improvement ● Worsening ● Same as last year

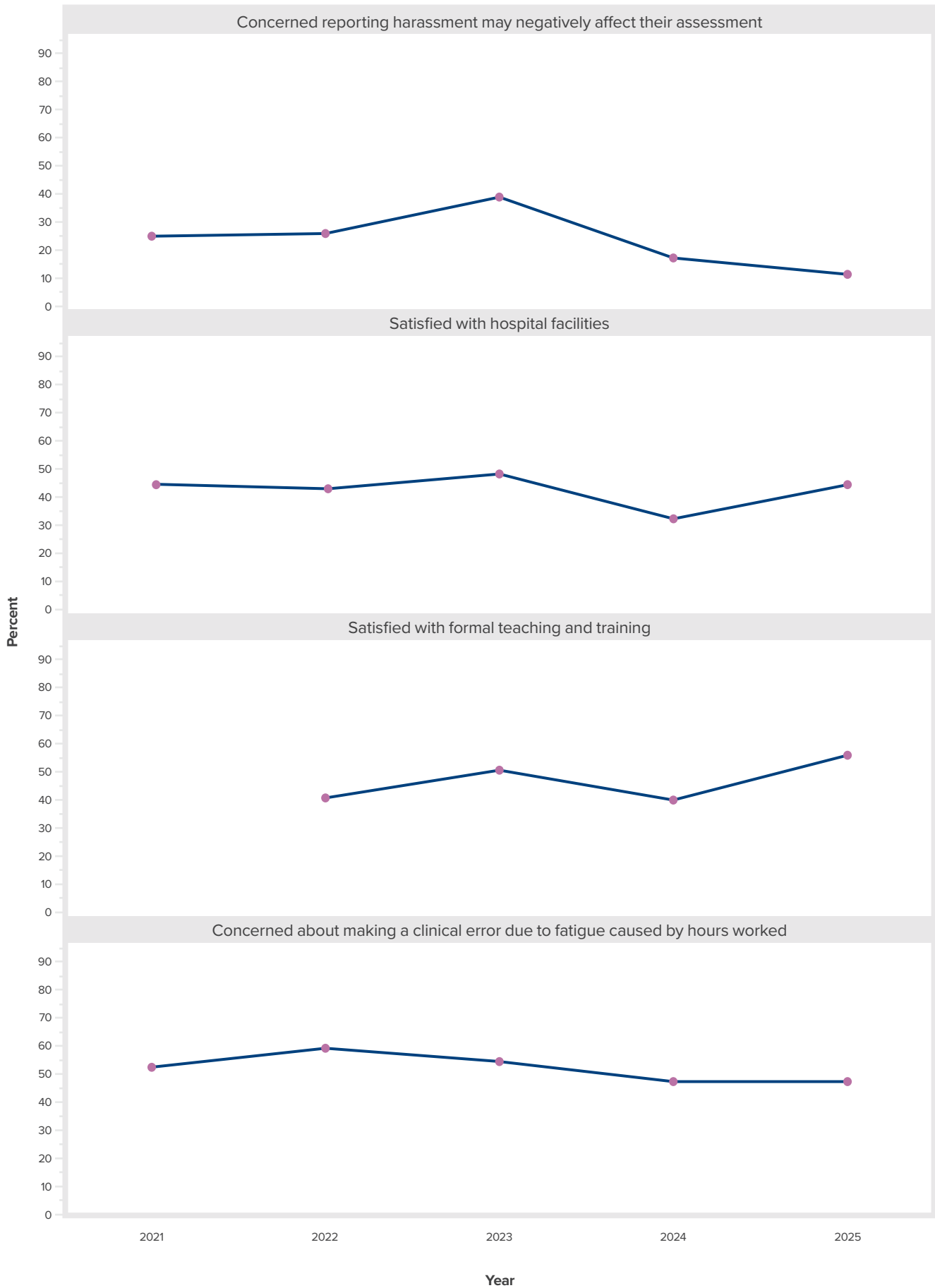
Visual displays of the annual statewide mean percentages (2021-2025)  
for each of the 24 annually reported aspects from the RHHC survey



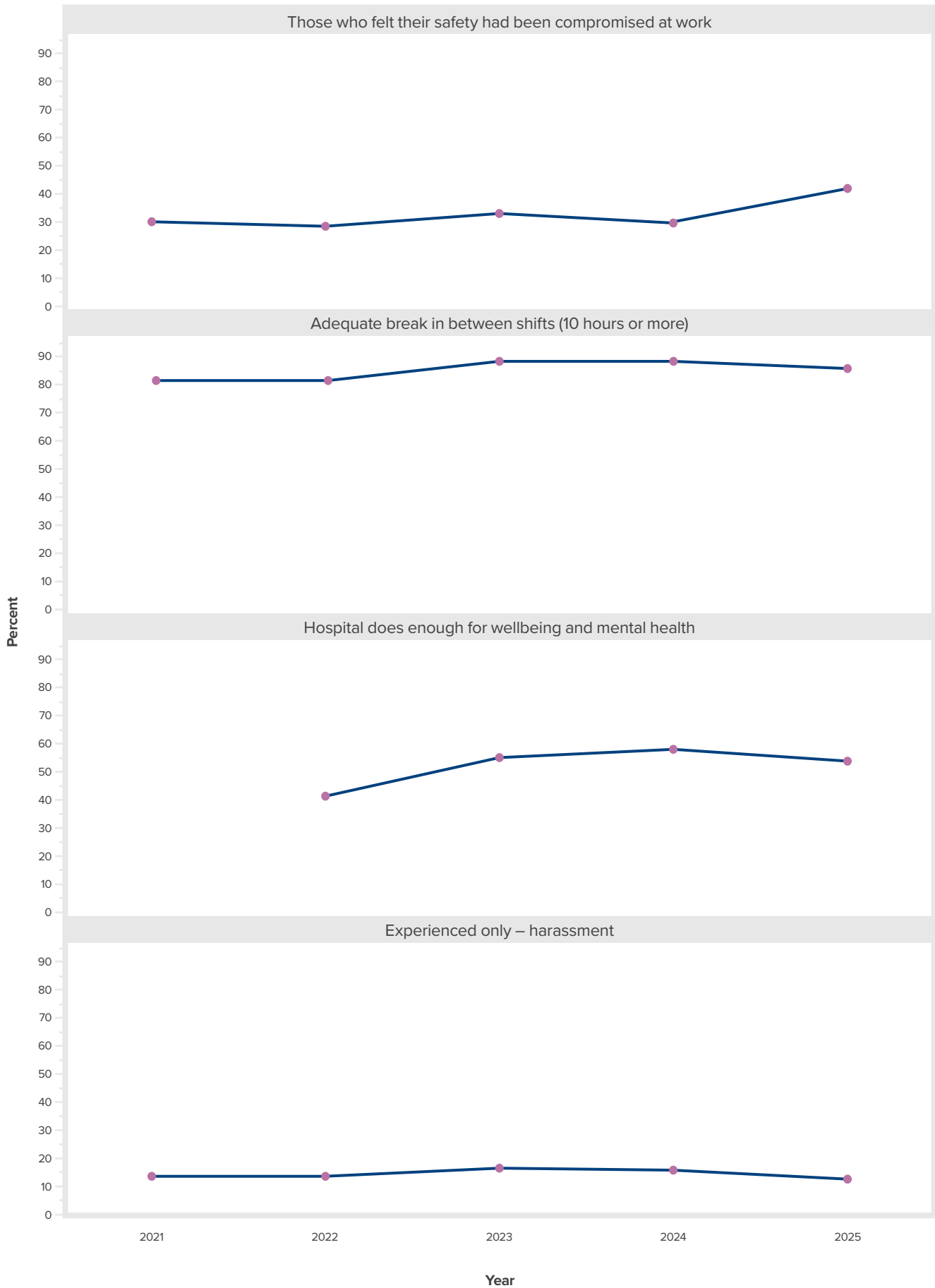
Visual displays of the annual statewide mean percentages (2021-2025)  
for each of the 24 annually reported aspects from the RHHC survey



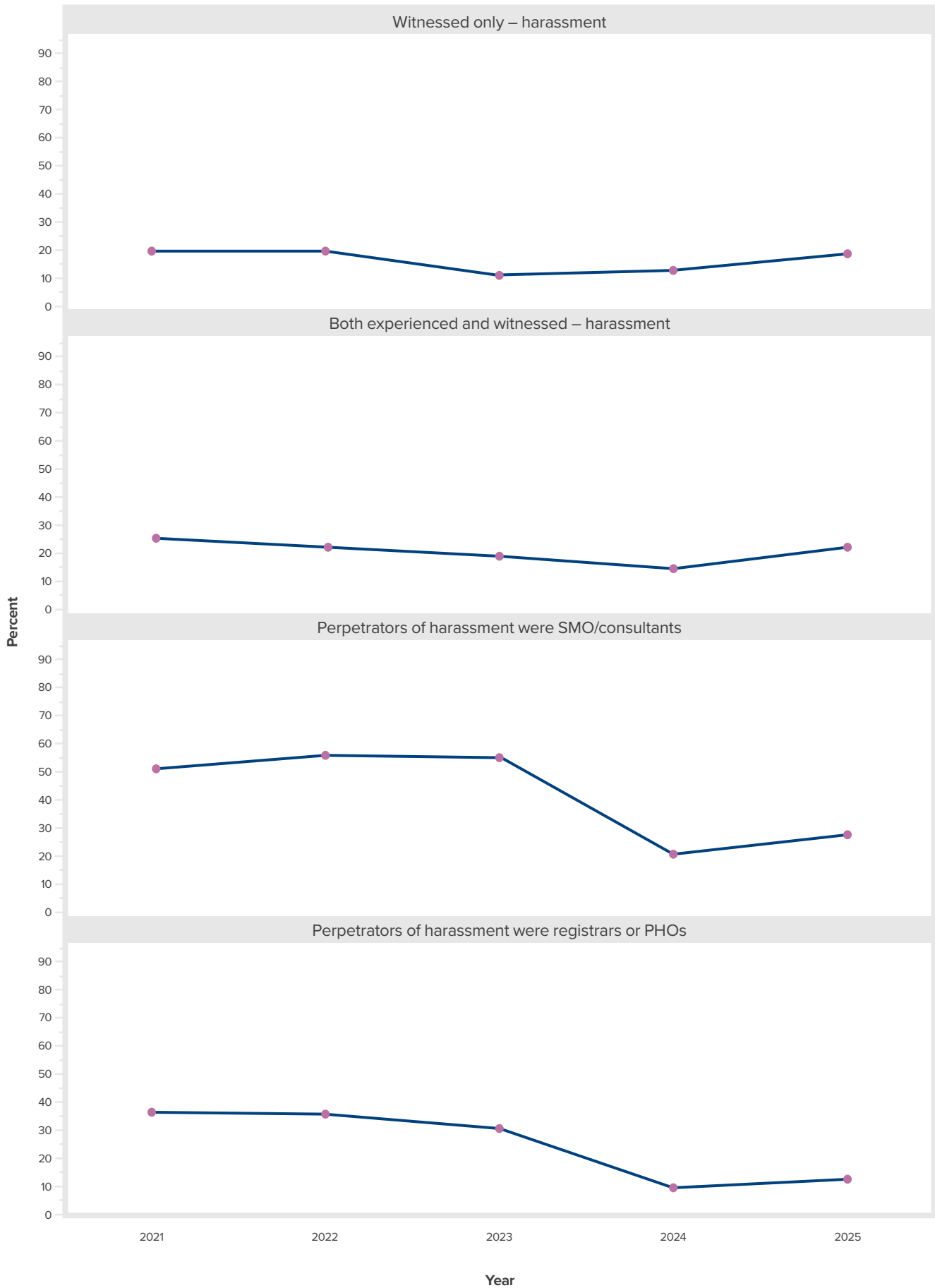
Visual displays of the annual statewide mean percentages (2021-2025)  
for each of the 24 annually reported aspects from the RHHC survey



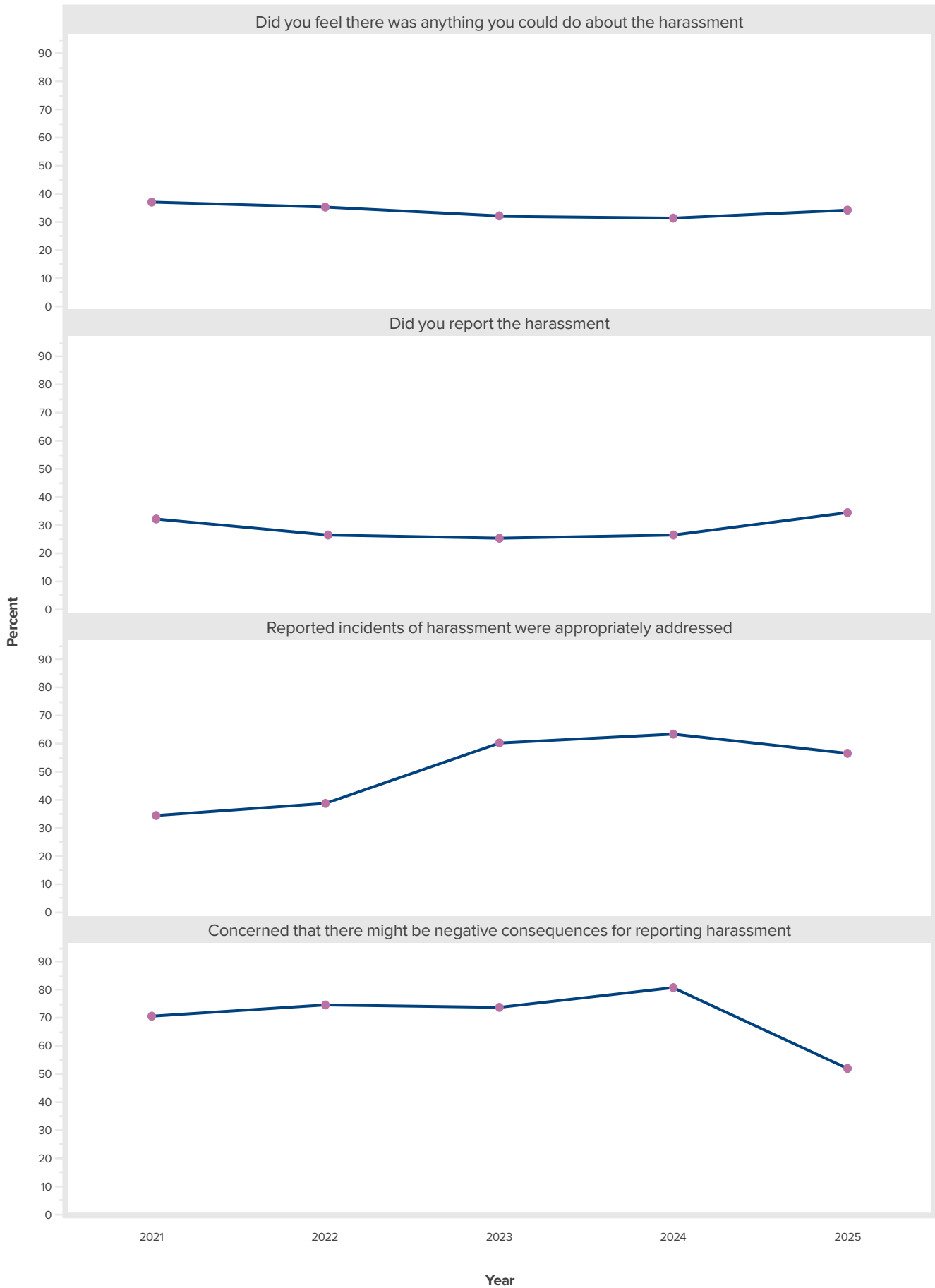
Visual displays of the annual statewide mean percentages (2021-2025)  
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for each of the 24 annually reported aspects from the RHHC survey



Visual displays of the annual statewide mean percentages (2021-2025)  
for each of the 24 annually reported aspects from the RHHC survey



# Top 6 priorities in Queensland

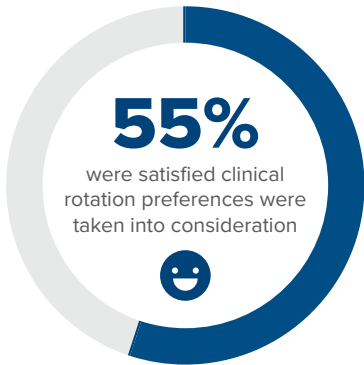
The following are the top six aspects which the most respondents identified in their top three for importance when applying for a job.

1.

## Clinical rotation preferencing and allocation

This was rated important by over two-thirds (69%) of all respondents, similar to the 72% in 2024

55% were satisfied clinical rotation preferences were taken into consideration (up from 43% in 2024 and down from 61% in 2023).

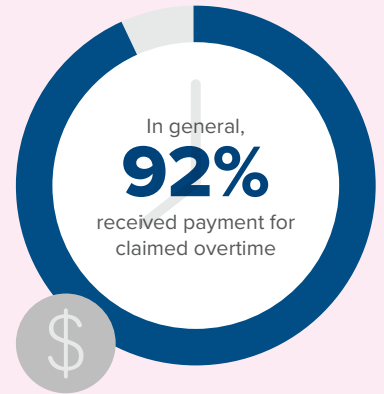


This was also rated as the most important in 2024.

2.

## Being appropriately paid for unrostered overtime worked

About half (54%) selected this as an important aspect, similar to the 53% in 2024. 92% of respondents reported they received payment for claimed overtime in general, however, 15% were advised not to claim overtime and 11% were concerned claiming may negatively affect their assessment.



This was also rated second most important in 2024.

## 3. Educational opportunities



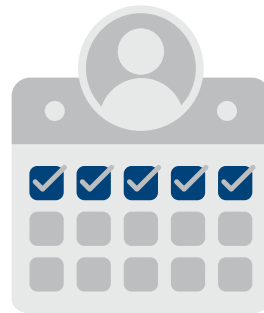
53% were satisfied with formal teaching and training

This was rated important by 43% of respondents, showing an increase from 27% in 2024.

4.

## Access to leave process and allocations

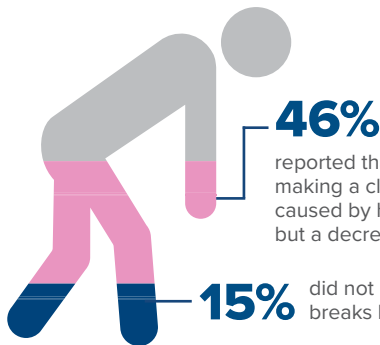
This was rated important by 36% of respondents, with 65% being satisfied their preferences for leave were taken into consideration.



This was rated third most important in 2024.

## 5. Not working fatigued

This was rated important by 29% of respondents, up from 21% in 2024



46%

reported that they were concerned about making a clinical error due to fatigue caused by hours worked (same as 2024, but a decrease from 53% in 2023).

15%

did not have adequate breaks between shifts.

6.

## Research opportunities

This was rated important by 23% of respondents, up from 18% in 2024. This increase may potentially connect with the raised interest in educational programs.

35% were satisfied with research and audit opportunities, showing an increase from 22% in 2024.



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## Statistical disclaimer:

This report card provides the percentages (answering affirmatively) and domain grades:

- i. for each of the 18 hospitals (including one combined hospital and health facility) having 20 or more respondents; and
- ii. annually statewide, based on all respondents in the given year – in 2025, there were 798 respondents from 35 Queensland hospitals and health facilities.\*

\*Since 2024:

- ▶ the 'percentage satisfied' represents those who responded with a 6 or 7 on the 7-point scale, after excluding those who responded 'Not applicable' (where, in 2024, 1 was identified as 'not at all satisfied' and 7 as 'extremely satisfied' while in 2025 this was further refined to 1 being 'Very dissatisfied' and 7 'Very satisfied' with 4 'Neither satisfied or dissatisfied'); and
- ▶ the 'Satisfied preferences for leave were taken into consideration' question was specifically for PDL.

In 2025:

- ▶ the wording of the surveyed question relating to the aspect of payment of claimed overtime altered from "Did you get paid for overtime claimed?" to "In general, do you get paid for the overtime that you claim".

In previous years:

- ▶ the percentage satisfied represented those who responded with a 4 or 5 on the 5-point scale (where 1 was identified as 'not at all satisfied' and 5 as 'extremely satisfied'); and
- ▶ the 'Satisfied preferences for leave were taken into consideration' question wasn't specifically for PDL.

Domain Grades were:

- ▶ based on the mean of the percentages (for the given domain) – after percentages for negative outcomes were subtracted from 1 so all percentages reflected positive outcomes; and
- ▶ assigned (E- to A+) by giving the middle score (i.e. C) to mean percentages falling between 43.75% - 56.25%, and grades increasing or decreasing with each 6.25% (so E- was assigned to values within 0% - 6.25%, and A+ to those within 93.75% - 100%).

For each aspect listed, the annual statewide percentages were compared with the previous year – a green, yellow or red traffic light was assigned for a '5% or greater improvement', 'increase or decrease of less than 5%', or '5% or greater decline' respectively.

These results may assist management, and any viewer of these results, to better understand the experiences and perspectives of at least some staff within the listed hospitals and health facilities, and across the state, however, interpretation and comparisons must be made with caution as resident medical officers were not randomly allocated to hospitals so potential variation in the attitudes and/or expectations of respondents may introduce biases – further, those choosing to respond may or may not reflect the general climate.

**Thus, all differences among hospitals should be interpreted as specific only to the survey respondents and must not be interpreted as representative of the experiences of all junior doctors in Queensland.**

Nevertheless, these results do reflect the perspectives of a not-insignificant number of Queensland resident medical officers (798 in 2025) and thus warrant reflection and consideration of how the healthcare system may require, or benefit from, improvement efforts. Users of these results should evaluate relevance for their purposes, personal objectives and career goals, and make their own enquiries, including consulting with the relevant hospital and staff.

All analyses and reporting of results were undertaken by an independent statistician experienced in medical research.

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## Further information

If you would like to discuss any aspect of the 2025 Resident Hospital Health Check survey in detail, please email [membership@amaq.com.au](mailto:membership@amaq.com.au). ASMOFQ also provides confidential, assured industrial relations advice to members on employment terms and conditions, or any industrial matter that may be causing you concern. Contact the team on **07 3872 2222** or email [asmofqld@asmof.org.au](mailto:asmofqld@asmof.org.au). Not a member of ASMOFQ and AMA Queensland? You can join at [amaq.com.au/join](http://amaq.com.au/join) to receive support and guidance on employment matters in addition to a range of professional development programs, services and benefits to support your career in medicine.



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