AMA QUEENSLAND’S

Resident Hospital Health Check 2017

Is the grass really greener on the other side of the fence? With Intern and RMO Campaigns pending shortly, your preference for hospital allocation is probably at the forefront of your mind. You may be considering staying at your current hospital or looking at another hospital. To assist with your deliberations, as well as to survey the general health of Queensland’s RMO working environments, AMA Queensland has recently completed the second Resident Hospital Health Check Survey.

Prepared by the AMA Queensland Council of Doctors in Training
May 2017
AMA Queensland surveyed 465 Resident Medical Officers (RMOs) to measure the satisfaction of Resident Hospital Health Check 2016. It was adjusted using the Australian Institute of Medical Education guidelines for Quality Improvement Surveys, including validation through experts in Medical Administration and Education. The consultation process found that 90% of expert respondents were extremely confident in our survey ability to measure the satisfaction of RMOs with their role in Queensland Hospitals.

RMOs were asked to rank the domains surveyed to determine what is most important to RMOs in Queensland. This rating was used to weight responses, and grades were allocated accordingly. The results showed that the top five RMO’s concerns in order of 1 - 4, with one being the highest out of a possible 12 domains:

1. Clinical rotation preferences;
2. Teaching and education standards;
3. Un-rostered overtime payment;
4. Annual leave allocation;
5. Personal safety at work;

Concerning, it appeared the number of respondents working overtime and not being appropriately paid for this overtime (31%) has remained unchanged since the 2016 survey. Twenty per cent (20%) of respondents felt their safety was compromised at work due to bullying, harassment and discrimination. A further 14% felt concerned about making a clinical error due to compromised at work.

Ten per cent (10%) of respondents reported feeling their safety was compromised at work due to bullying, harassment and discrimination for future training if they were to report bullying, harassment and discrimination. Twenty per cent (20%) of respondents reported feeling their safety was compromised at work due to bullying, harassment and discrimination.

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Felt concerned that there might be negative consequences for you in the workplace/training if you were to report bullying, harassment and discrimination? Those who felt concerned about making a clinical error due to compromised at work.

Witnessed a colleague being bullied, or harassed 8% 27% 11% 0% 0% 13% 17% 0% 8% 25% 18% 0% 17% 33% 0% 12% 6% 10% 14% 15% 17%

Personally experienced bullying, discrimination or harassment 25% 12% 9% 13% 0% 0% 17% 0% 8% 13% 9% 14% 8% 11% 25% 6% 11% 30% 0% 10% 0%

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Weather Incidents report rate 33% 20% 24 0% NA% 14% 5% 20% 29% 18% 0% 0% 22% 38% 33% 11% 38% 25% 0% 17% 14%

WEIGHTED OVERALL SCORE* 62% 69% 60% 65% 80% 70% 58% 61% 51% 66% 69% 81% 52% 71% 51% 59% 79% 69% 72% 68% 67%

WEIGHTED DOMAIN SCORE: 70% 67% 71% 80% 78% 78% 60% 63% 58% 61% 69% 94% 54% 79% 53% 69% 94% 81% 79% 64% 82%

Comparison to 2016 is included where possible.

AHA Queensland noticed the low PDL approval rate 100% 92% 92% 60% 100% 88% 75% NA 67% 100% NA 100% 75% 100% 100% 38% 80% 100% 75% 83% 100%.

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Top six priorities in Queensland

The following are the six highest ranked domains in order of priority from one being the highest ranked.

1. Clinical rotation preferences
   - 55% were quite to extremely satisfied

2. Teaching and education standards
   - 6% Not at all satisfied
   - 15% Slightly satisfied
   - 36% Moderately satisfied
   - 26% Very satisfied
   - 17% Extremely satisfied
   - 53% felt their hospital provided teaching and training at very or extremely satisfied levels

3. Un-rostered overtime payment
   - 16% claiming un-rostered overtime
   - 42% are concerned claiming would negatively affect their end of term assessment

4. Annual leave allocation

5. Personal safety at work
   - 20% feel they had their personal safety compromised at work

6. Bullying and harassment
   - 61% were concerned of negative consequences if they reported harassment

FURTHER INFORMATION

The results were converted from numerical percentages into overall grades ranging from E to A+. Grades were determined by setting the lower range of C grade at 50%.

The individual grade ranges were then spread evenly from that set point, with an incremental 6.25% for each grade up to 100%.

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If you would like to discuss any aspect of the AMA Queensland CDT Resident Hospital Health Check survey in greater detail, please email cdt@amaq.com.au and a member of the team will get back to you. Before relying on the information contained in the survey results provided, Doctors in Training should carefully evaluate its accuracy, currency, completeness and relevance for their purposes, including consulting with the relevant hospital or place of employment.

The purpose of this document is to assist graduating medical students as well as current interns and residents with their decision-making process when deciding on which hospitals to apply for in the upcoming intern and RMO campaigns.

While every effort has been made to ensure the accuracy of the collation of the information in this survey, AMA Queensland, its employees and the AMA Queensland Council of Doctors in Training do not make any comment or assertion that the information provided by participants is correct, or reflects the experiences of doctors who did not participate in the survey.

Not a member of AMA Queensland? You can join us at ama.com.au/join-ama to receive support and guidance on employment matters in addition to a range of professional development programs, services and benefits to support your journey in medicine.

DISCLAIMER

The AMA Queensland Council of Doctors in Training Resident Hospital Health Check Survey was completed on a voluntary basis by Queensland doctors in training (Interns, Junior House Officers, Senior House Officers and Continued Residents). The purpose of this document is to assist graduating medical students as well as current interns and residents with their decision-making process when deciding on which hospitals to apply for in the upcoming intern and RMO campaigns.

This information is provided in good faith and should only be used as a guide and is intended to be general in nature and is made available on the understanding that the AMA Queensland and the AMA Queensland Council of Doctors in Training do not make any comment or assertion that the information provided by participants is correct, or reflects the experiences of doctors who did not participate in the survey.

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Whilst every effort has been made to ensure the accuracy of the information provided by participants in the survey and cannot be responsible for any loss or damage arising from any person or organization as a result of the publication of the survey information. AMA Queensland and the AMA Queensland Council of Doctors in Training do not take any responsibility for the outcomes published in the survey.

For more information, please visit the AMA Queensland website at www.amaq.com.au.