



2021 AMA (NSW)
HHC Survey
Key Findings





INTRODUCTION

The annual AMA (NSW) Hospital Health Check (HHC) provides a barometer of improvements made by individual hospitals and the stressors that continue to plague the system.

This is the fifth year AMA (NSW) has conducted the HHC and year on year we've seen some positive changes at hospitals and more broadly within Local Health Districts and across the health system.

The 2021 HHC survey was conducted from 23 July to 3 September. The timing is significant in that it coincided with the COVID-19 Delta outbreak in NSW. The State recorded 159 new cases on the day the HHC launched and hit 1,516 new cases when the survey closed six weeks later.

The second wave of the pandemic has been difficult for all medical professionals, but particularly for doctors-in-training – many of whom have had leave plans cancelled and training programs disrupted. These stresses are in addition to the isolation that resulted from the necessary but grinding COVID measures, which prevented colleagues from socialising and de-briefing after work.

Whilst we acknowledge the unique pressures associated with the pandemic, we believe the findings from the 2021 survey provide an accurate and compelling portrayal of working conditions for doctors-in-training.

This year, in addition to looking at previously-reported measurements such as rostering, overtime, leave, and unacceptable workplace behaviours, ie. bullying and discrimination, we focused on a new wellbeing measurement.

In response to the question, 'Do you feel valued by your hospital?', 63% of respondents responded 'yes'.

The 2021 HHC survey also asked "Would you recommend your hospital to other doctors-in-training?" The results were very positive – three-quarters of respondents (75%) indicated they would recommend their hospital to another doctor-in-training.

We are constantly looking at ways to make the data from the HHC both meaningful and useful for decision-makers to help guide policy decisions that will improve working conditions for doctors-in-training across NSW. To this end, we asked doctors-in-training about the hospital facilities that currently exist, as well as what improvements they would suggest. These answers provide practical and feasible suggestions that we hope can be adopted by hospitals and Local Health Districts to improve facilities and the working lives of doctors-in-training.

Dr Sanjay Hettige and Dr Jacqueline Ho
AMA (NSW) Co-Chairs, Doctors-in-Training Committee

ABOUT THE RESULTS



This year **1,747 respondents** answered the survey, which included individuals from **35 hospitals** which obtained a sufficient number of responses to be included in the analysis.

ABOUT THE RESPONDENTS

35 hospitals had enough respondents to assess individually. Responses from other hospitals are included in grades for local health districts and the overall results.

The breakdown of respondents by gender was:

- **60%** women
- **39%** men
- Just under **1%** were non-binary

The breakdown of respondents by stage of training was:

- Intern (**25%**)
- Resident (**25%**)
- Senior Resident Medical Officer (**13%**)
- Unaccredited specialty training registrar (**6%**)
- Accredited specialty training registrar (**27%**)
- Fellow (**2%**)
- Other (**2%**)

Do you feel valued?



63%

On average, **63% of respondents** indicated they feel valued by their hospital.

Would you recommend your hospital?



75%

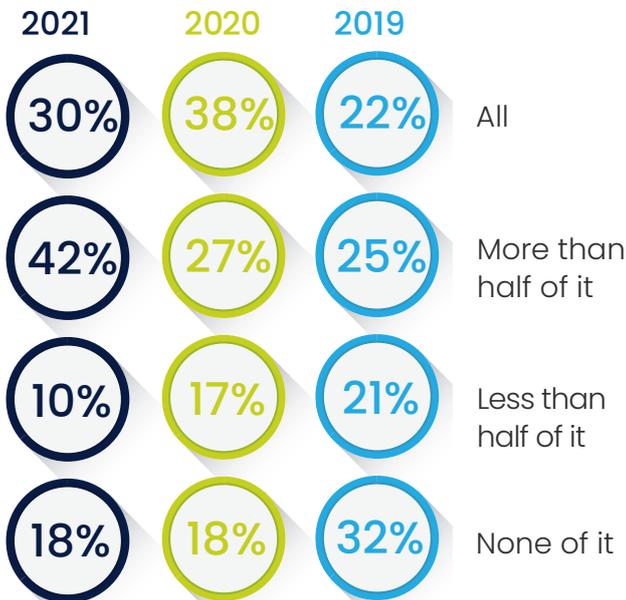
Almost **three-quarters of respondents (75%)** said they would recommend their hospital to another doctor-in-training.

Unrostered Overtime Worked

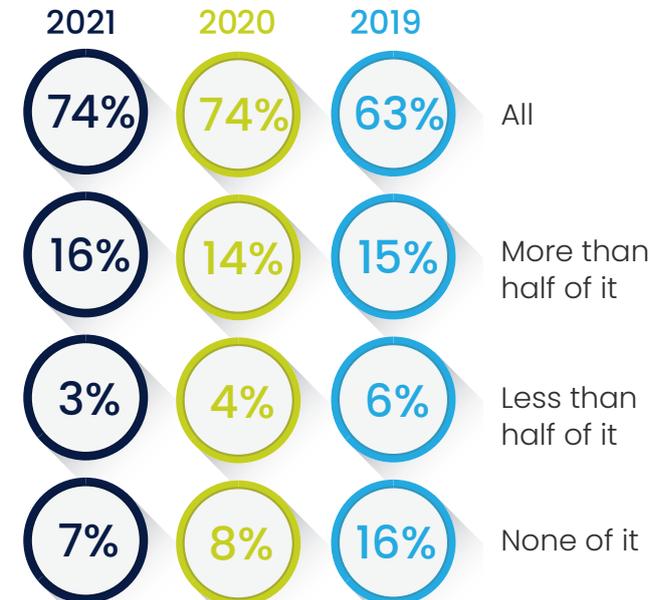


60% of respondents reported **working more than 5 hours** of unrostered overtime in an average fortnight.

UROT Overtime claimed



UROT Overtime paid



Women don't claim as much overtime as men.

Overall



25% of women claim all of their overtime

36% of men claim all of their overtime

Surgery



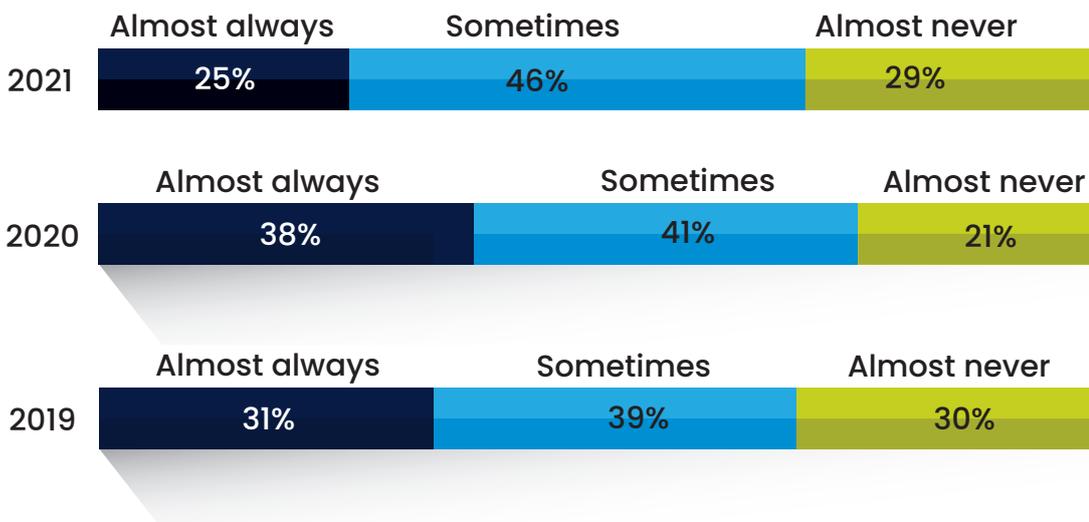
In 2021, **35% of women** claim all of their overtime, just slightly behind their **male colleagues, 39%** of whom claim all of their overtime.

Emergency



Male emergency med trainees are twice as likely (19%) to claim all of their overtime, compared to **female emergency med trainees (9%)**.

Rosters matching expectations



Bullying

50%

Half of all respondents reported experiencing bullying at work.



Fatigue

47%

Almost half (47%) of all respondents had felt concern for their personal safety due to fatigue associated with long hours.

Intimidation at work

37%

of respondents **felt intimidated** at work, with the main culprits being (in order):

1. Patient's families (the dominant source)
2. Senior medical colleagues
3. Nurses

Discrimination

32%

of **doctors-in-training** experienced discrimination

35%

of **women** experienced discrimination

26%

of **men** experienced discrimination

Results by hospital

HOSPITAL(S)	Rostering	Overtime	Leave	Behaviours	Sick Leave	Facilities	Overall
Bankstown - Lidcombe	C	C	C	D	D	D	C
Belmont	B	B	A	B	B	B	B
Blacktown - Mt Drutt	C	B	B	C	C	C	C
Calvary Mater Newcastle	B	B	A	B	C	A	B
Campbelltown	C	C	B	C	B	D	C
Canterbury	B	C	A	C	C	C	B
Coffs Harbour	C	A	C	B	C	C	B
Concord	D	D	C	D	D	D	D
Dubbo	C	B	D	B	B	B	B
Gosford	B	B	B	B	B	B	B
Hornsby	A	A	A	B	B	B	A
John Hunter	C	B	C	D	C	B	C
John Hunter Children's	B	C	B	D	C	C	C
Lismore	B	C	C	B	C	C	C
Liverpool	C	C	B	B	C	B	B
Maitland	C	B	B	C	C	D	C
Manning	B	A	B	D	B	D	B
Nepean	C	C	B	C	C	D	C
Northern Beaches	B	C	B	B	B	B	B
Orange	D	D	C	C	C	C	C
Port Macquarie	C	A	B	B	B	D	B
Prince of Wales	C	C	A	C	C	D	C
Royal North Shore	C	B	B	B	D	C	C
Royal Prince Alfred	C	D	B	B	C	C	C
St George	C	B	A	C	C	B	B
St Vincent's	B	C	A	B	B	D	B
Sutherland	B	C	B	C	B	C	B
Sydney Children's Randwick	C	D	C	C	C	D	C
Tamworth	C	A	B	D	C	B	B
The Children's at Westmead	B	D	D	C	B	B	C
Tweed	D	C	A	C	B	D	C
Wagga Wagga	B	B	A	B	B	B	B
Westmead	D	B	B	C	D	B	C
Wollongong	D	C	A	C	C	C	C
Wyong	B	A	A	D	B	D	B