

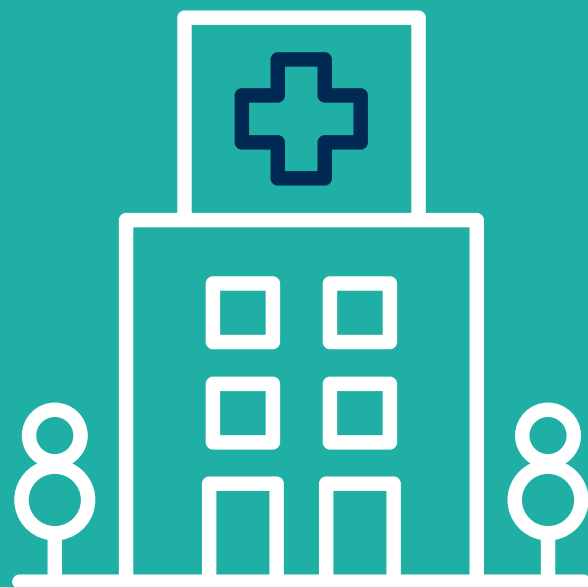
**AMA  
VICTORIA  
HOSPITAL  
HEALTH  
CHECK  
SURVEY  
2019**

Australian Medical Association  
Victoria



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#### Disclaimer

The AMA Victoria Doctors in Training (DiT) Sub-Division Hospital Health Check survey was completed on a voluntary basis by Victorian doctors in training covered by the DiT Enterprise Agreement 2018-2021.

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 Health Services to apply for in the future.

This information is provided in good faith and should only be used as a guide, it is intended to be general in nature and is made available on the understanding that the AMA Victoria and the AMA Victoria's DiT Sub-Division 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.

Before relying on the information contained in the survey results provided, users should carefully evaluate its accuracy, currency, completeness and relevance for their purposes, personal objectives and career goals, and should make their own enquiries, including consulting with the relevant Health Service and staff at the relevant Health Service.

Whilst every effort has been made to ensure the accuracy of the collation of the information in this survey, AMA Victoria, its employees and the AMA DiT Sub-Division cannot be held responsible for the information provided by participants in the survey and cannot be responsible for any loss or damage arising from any person or organisation as a result of the publication of this survey of information. AMA Victoria and the AMA Victoria DiT Sub-Division do not take any responsibility for the outcomes published in the survey.

Comparison of results among Health Services must be made with caution, as the survey did not involve a probabilistic sampling frame, but instead was open to the entire Victorian DiT population. Further, as DiTs were not randomly allocated to Health Services, differences in attitudes and expectations of respondents cannot be adequately controlled. This introduces biases into the results which cannot be accounted for.

Thus, all differences among health services 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 Victoria.

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**The Hospital Health Check Survey quantifies issues experienced by Victorian trainees and identifies specific areas within the health system that need to be addressed.**



## Introduction

### HOSPITAL HEALTH CHECK PURPOSE

The Hospital Health Check Survey quantifies issues experienced by Victorian trainees and identifies specific areas within the health system that need to be addressed.

Health services throughout the state remain in breach of the current Enterprise Agreement for Doctors in Training, which exists to ensure the safety of Victorian patients and trainees. AMA Victoria will continue to work with these health services and advocate for safety.

### ENGAGEMENT

The 2019 Hospital Health Check Survey had significantly higher response rates than in previous years, and we hope that this trend will continue with engagement of all Victorian health services in the lead up to our 2020 survey.

### 2019 RESULTS SUMMARY

2019 survey responses have told us that trainees across Victoria are subjected to dangerous workloads and bullying, both of which are leading to clinical errors. Ingrained culture prevents most trainees from raising their concerns, and any that do are largely ignored. Over one third of trainees have lost a colleague to suicide.

While the majority of respondents enjoy their work and care about their patients and colleagues, they fear losing their jobs if they speak up about dangerous working conditions. Most trainees are offered a 12-month contract with no guarantee of re-employment the following year.

### Solutions are required urgently:

Health services must be adequately staffed to ensure patient and trainee safety. This will require continual monitoring of trainee workload by removing barriers they currently experience to correctly claiming hours worked.

# Survey Engagement

**As of 2017, the estimated number of doctors in training in Victoria was 10,500\*\***

\* To protect anonymity, the results of health services with less than 10 responses have not been published.  
 \*\* VHIA, 2017  
 \* The Royal Victorian Eye & Ear Hospital has been included as 8 responses was deemed appropriate representation given that trainee numbers are less than at other major health services.



HEALTH SERVICE	2019	2018
<b>TOTAL RESPONSES</b>	<b>1102</b>	<b>674</b>
Albury Wodonga Health	21	10
Alfred Health	68	50
Austin Health	68	43
Bairnsdale Regional Health Service	1	1
Ballarat Health Services	46	29
Barwon Health	46	51
Bass Coast Regional Health	1	1
Beechworth Health Service	0	0
Bendigo Health Care Group	53	29
Calvary Health Care Bethlehem Ltd	1	0
Central Gippsland Health Service	2	0
Dental Health Services Victoria	1	0
Djerriwarrh Health Services	1	0
East Wimmera Health Service	0	0
Eastern Health	75	41
East Grampians health Service	2	1
Echuca Regional Health Service	3	1
Gippsland Southern Health Service	0	0
Goulburn Valley Health	12	3
La Trobe Regional Hospital	18	12
Melbourne Health	150	56
Mercy Public Hospitals Inc	6	8
Mildura Base Hospital	2	4
Monash Health	172	128
Northeast Health Wangaratta	14	2
Northern Health	45	19
Peninsula Health	42	23
Peter MacCallum Cancer Institute	10	5
Portland District Health	0	0
South West Healthcare (Warrnambool)	13	2
St Vincent's Health	63	29
Swan Hill District Health	1	0
The Royal Children's Hospital	28	10
The Royal Victorian Eye & Ear Hospital	8	1
The Royal Women's Hospital	16	15
The Victorian Institute of Forensic Mental Health	0	4
West Gippsland Healthcare Group	2	2
Western District Health Service	0	0
Western Health	103	94
Wimmera Health Care Group	2	0
Not classified	6	0

# Summary of Findings

## The Hospital Health Check Survey is divided into 6 domains:

- 01 ROSTERING, WORKLOAD AND OVERTIME**
- 02 ACCESS TO LEAVE**
- 03 DIT WELLBEING**
- 04 EDUCATION AND TRAINING**
- 05 WORKFORCE MANAGEMENT AND CULTURE**
- 06 RECOMMENDATION BY TRAINEE**



\* As in previous years, Domain 6 (Recommendation by trainee) was assigned double weighting in calculating the overall rating.

	01 Rostering, workload and overtime	02 Access to leave	03 DiT wellbeing	04 Education and training	05 Workforce management and culture	06 Recommendation by trainee*	OVERALL RATING
<b>Victorian average</b>	<b>C -</b>	<b>B -</b>	<b>B -</b>	<b>C</b>	<b>C</b>	<b>C</b>	<b>C</b>
Albury Wodonga Health	C	B -	B -	B -	C	C -	C
Alfred Health	D	B -	B -	B -	C	B	B -
Austin Health	C -	B -	B	C	C	B	B -
Ballarat Health Services	C -	B -	B	B -	C -	C	C
Barwon Health	C -	C	B -	C	C -	C -	C
Bendigo Health Care Group	C -	B -	B -	B -	C	C	C
Eastern Health	C -	B -	C	C	C	D	C -
Goulburn Valley Health	C	C -	C -	D	C -	E	D
La Trobe Regional Hospital	D	B	D	D	C -	D	C -
Melbourne Health	C -	B	B	B -	C	B	B -
Monash Health	C -	B -	C	C	C	D	C -
Northeast Health Wangaratta	C -	B -	A	C	B	A -	B
Northern Health	C -	B	B	B -	C	B -	B -
Peninsula Health	C -	B	B -	C	C	D -	C -
Peter MacCallum Cancer Institute	D -	C -	C	C	C -	D -	D
South West Healthcare (Warrnambool)	C -	B	C	C -	C -	E	C -
St Vincent's Health	C -	B -	B	B -	C	B -	B -
The Royal Children's Hospital	D	C -	B -	C	C	C	C
The Royal Victorian Eye & Ear Hospital	D	B -	C	A -	C	D	C
The Royal Women's Hospital	C -	C	A -	B	C	A -	B -
Western Health	D	C	C	C -	C	D	C -

# 01

## ROSTERING, WORKLOAD AND OVERTIME

\* Rostered overtime are hours rostered in excess of contracted hours. Full time equivalent (FTE) = 38 hours per week for non-registrars, and for registrars it is 43 hours per week including 5 hours of (rostered and service-free) Training Time.  
 \*\* Unrostered overtime are hours worked beyond rostered hours.



	Average rostered overtime per week*	Average unrostered overtime per week**
<b>Victorian average</b>	<b>B -</b>	<b>C -</b>
Albury Wodonga Health	B	A -
Alfred Health	D	D
Austin Health	C	B -
Ballarat Health Services	D	B -
Barwon Health	A -	E
Bendigo Health Care Group	A -	C
Eastern Health	A -	C
Goulburn Valley Health	A -	C
La Trobe Regional Hospital	C	C
Melbourne Health	C -	C
Monash Health	B	D
Northeast Health Wangaratta	C -	C
Northern Health	B	B -
Peninsula Health	C -	C
Peter MacCallum Cancer Institute	D	E
South West Healthcare (Warrnambool)	A -	C
St Vincent's Health	B	D
The Royal Children's Hospital	C -	C -
The Royal Victorian Eye & Ear Hospital	D -	C -
The Royal Women's Hospital	B	C -
Western Health	C -	C -

A = 0hrs A - = 1-5hrs B = 6hrs B - = 7hrs C = 8hrs, C - = 9hrs D = 10hrs D - = 11hrs E = 12+hrs

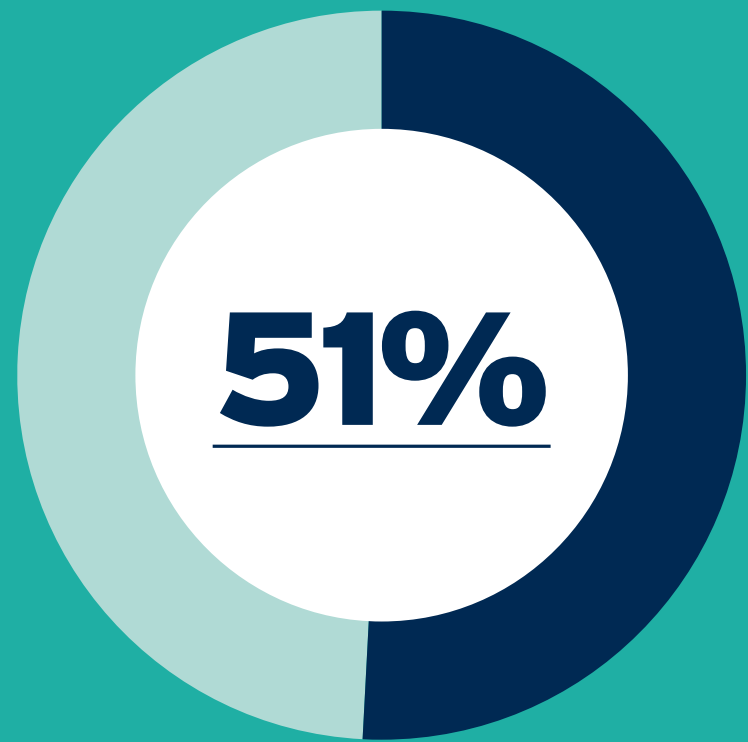
Working hours often or always prevent activities important for physical health	Working hours often or always prevent activities important for mental wellbeing	Often or very often need to work through lunch break	Often or very often feel overwhelmed by workload	Often or very often feel unsafe or concerned about clinical error due to fatigue
C -	C -	D	B -	B
B -	B -	C -	B	A
D	C -	D -	C	B
C -	C -	C -	B	A -
D	C -	D	B	B
C -	C -	D -	B -	B
D	D	D -	B -	B
D	D	D -	B -	B
B -	B	D -	B -	B
D -	D -	D -	D	B -
C	C	D	B	A -
D	C -	D -	C	B
B -	C	D	B -	A -
D	C	D	C	A -
C -	C -	C -	B -	A -
E	E	E	E	C
D	C	E	B -	A -
D	C -	D	A -	A -
D -	D -	D -	C	B -
C -	D	B -	C -	B -
C	C	D	B -	A -
D -	D	D -	C -	B

A = less than 10% A - = 10-19% B = 20-29% B - = 30-39% C = 40-49% C - = 50-59% D = 60-69% D - = 70-79% E = 80% or more

Trainees who made a clinical error in 2019 due to fatigue	Trainees who made a clinical error in 2019 due to workload or under staffing	OVERALL
E (56%)	E (60%)	C -
E (50%)	E (44%)	C
E (56%)	E (64%)	D
E (43%)	E (53%)	C -
E (74%)	E (62%)	C -
E (68%)	E (63%)	C -
E (64%)	E (72%)	C -
E (55%)	E (63%)	C -
E (89%)	E (67%)	C
E (71%)	E (82%)	D
E (50%)	E (48%)	C -
E (53%)	E (66%)	C -
E (36%)	E (45%)	C -
E (68%)	E (80%)	C -
E (50%)	E (62%)	C -
E (67%)	E (83%)	D -
E (45%)	E (73%)	C -
E (46%)	E (46%)	C -
E (64%)	E (48%)	D
E (63%)	E (50%)	D
E (46%)	E (31%)	C -
E (59%)	E (70%)	D

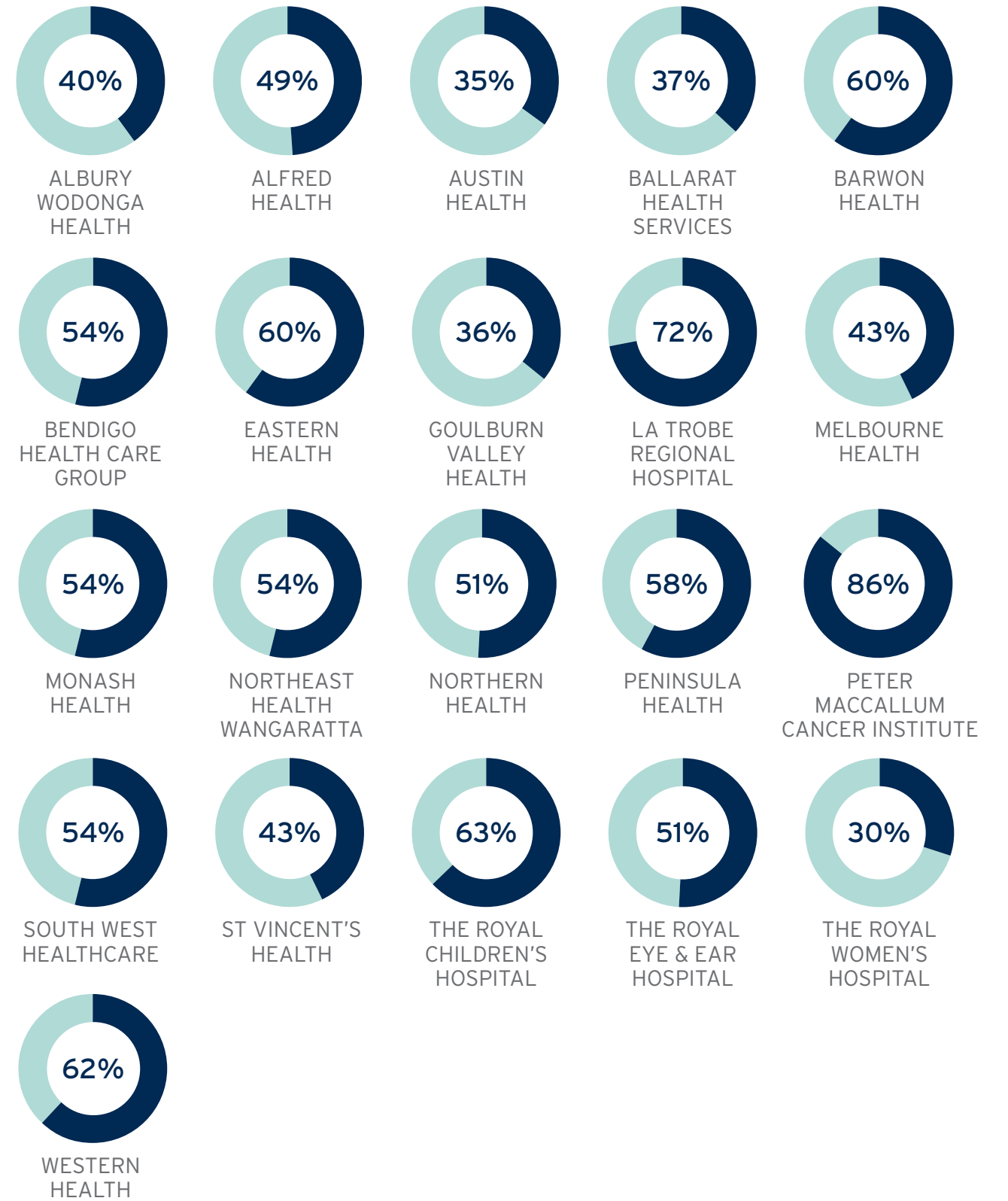
A = zero-5% B = 6-10% C = 11-20%, D = 21-30% E = More than 30%

CLINICAL ERRORS AND FATIGUE



VICTORIAN AVERAGE

**Trainees who often or very often feel worn out because of their work as a doctor.**

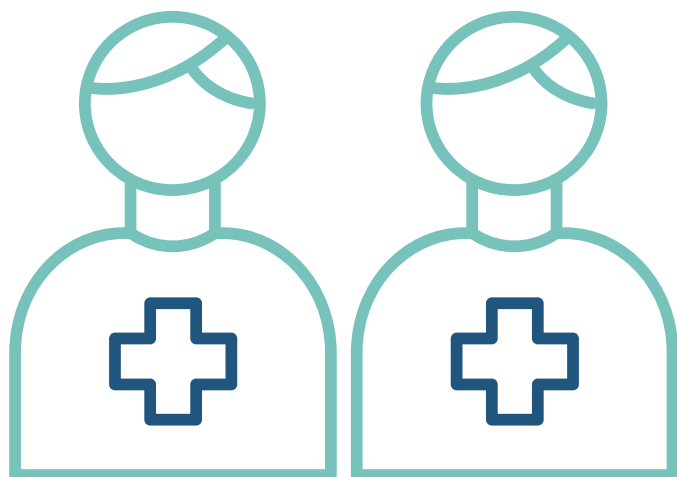


# 02

## ACCESS TO LEAVE

Health services must be adequately staffed to ensure patient and trainee safety.

\* Specific barriers to taking sick leave are reported on following pages  
 \*\* Study/exam and conference leave are entitlements under the 2018-21 Victorian DiT Enterprise Agreement. Specific barriers to accessing these are reported on following pages.



	Often or Always attend work despite being unwell enough to warrant sick leave*	DiTs who rate access to personal/sick leave at their hospital as Good or Very Good	Trainees allowed to use their study or exam leave at least 80% of the time**	Trainees allowed to use their conference leave entitlement at least 80% of the time**	OVERALL
<b>Victorian average</b>	<b>C</b>	<b>B -</b>	<b>B</b>	<b>B -</b>	<b>B -</b>
Albury Wodonga Health	C -	D	A	B	B -
Alfred Health	B -	B -	B	C	B -
Austin Health	C	B	B -	C	B -
Ballarat Health Services	C	B	B	C	B -
Barwon Health	D	C	B -	C -	C
Bendigo Health Care Group	C -	B -	A -	C	B -
Eastern Health	C	B	B	C	B -
Goulburn Valley Health	D	A -	C -	E	C -
La Trobe Regional Hospital	D -	B	A -	A	B
Melbourne Health	C	B	B	B	B
Monash Health	C	B	B -	B -	B -
Northeast Health Wangaratta	B -	A	A	E	B -
Northern Health	C	C	A -	A -	B
Peninsula Health	C	A -	A -	B -	B -
Peter MacCallum Cancer Institute	D	C -	B -	C	C
South West Healthcare (Warrnambool)	C	C	A	A	B -
St Vincent's Health	C -	B -	B -	B	B -
The Royal Children's Hospital	D	B -	C -	C	C -
The Royal Victorian Eye & Ear Hospital	B	B -	B	C	B -
The Royal Women's Hospital	D	A -	C	C	C
Western Health	C -	B -	B -	C	C

A = less than 10% A - = 10-19% B = 20-29% B - = 30-39%  
 C = 40-49% C - = 50-59% D = 60-69% D - = 70-79%  
 E = 80% or more

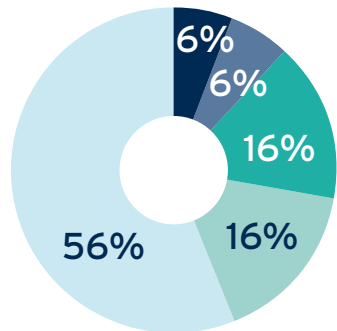
A = 91% or more A - = 81-90% B = 71-80%  
 B - = 61-70% C = 51-60% C - = 41-50%  
 D = 31-40% D - = 21-30% E = 0-20%



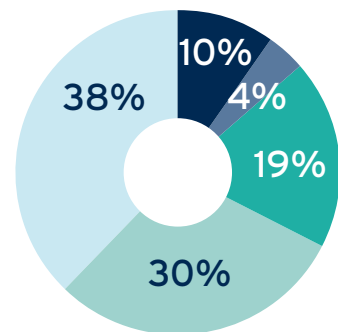
### TYPES OF LEAVE

Access to different types of leave by trainees who required it (state-wide)

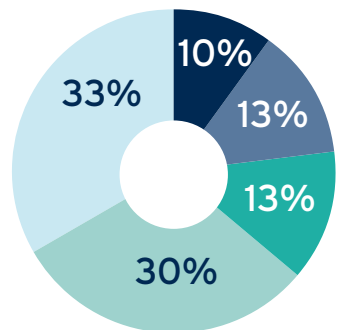
#### LONG PARENTAL LEAVE



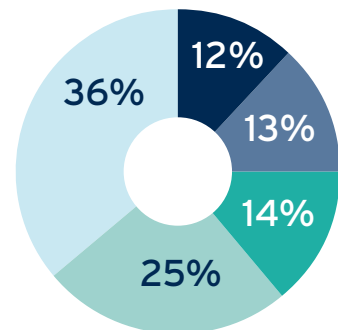
#### FAMILY/CARER'S LEAVE



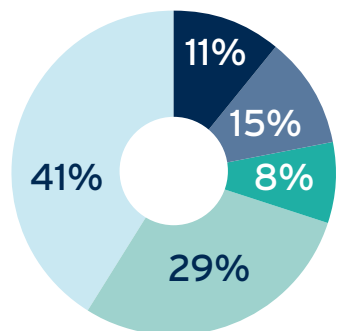
#### SHORT PARENTAL LEAVE



#### BEREAVEMENT LEAVE



#### EXTENDED SICK LEAVE



### SICK LEAVE

Barriers to taking sick leave

**89%**

I DON'T WANT TO BURDEN MY COLLEAGUES WITH EXTRA WORK

**67%**

HEALTH SERVICE DOES NOT PROVIDE ADEQUATE COVERAGE FOR ABSENCE

**41%**

MY WORK WOULD PILE UP IF I TAKE SICK LEAVE

**40%**

THERE IS A CULTURE OF NOT CALLING IN SICK

**19%**

LACK OF ADEQUATE AFTER HOURS SUPPORT FROM MEDICAL WORKFORCE UNIT

**12%**

LACK OF SUPPORT FROM SUPERVISORS OR SENIOR MEDICAL STAFF

### LEAVE REJECTION

Reasons given to trainees for exam or conference leave rejection

**29%**

UNABLE TO PROVIDE ADEQUATE COVERAGE FOR MY ABSENCE

**13%**

TOO MANY PEOPLE REQUESTING EXAM LEAVE FOR THE SAME PERIOD

**8%**

PARTICULAR EXAM/COURSE/CONFERENCE DEEMED INELIGIBLE FOR USE OF MY LEAVE ENTITLEMENT

**5%**

TOO EARLY IN CAREER TO USE THIS TYPE OF LEAVE

**1%**

NOT AT THIS PARTICULAR HEALTH SERVICE FOR LONG ENOUGH TO USE THIS TYPE OF LEAVE

# 03

## TRAINEE WELLBEING

Doctors in Training serve as frontline staff around the clock in all Victorian public hospitals. Protecting their wellbeing is critical to ensure they can provide best possible care for all Victorians.

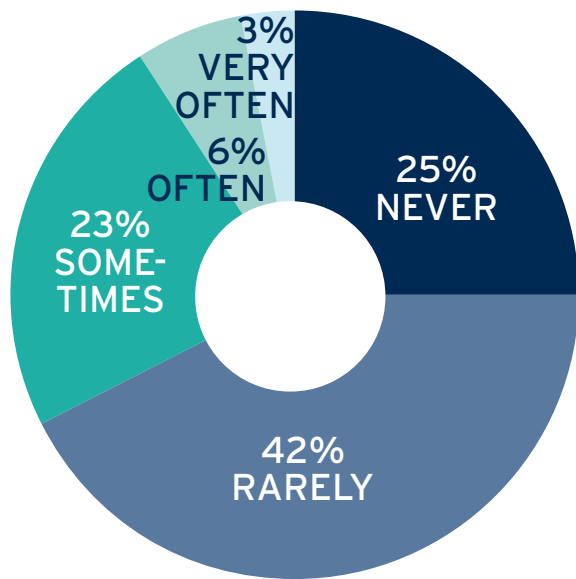
	Trainees who report poor or very poor morale in their workplace
<b>Victorian average</b>	<b>B -</b>
Albury Wodonga Health	A -
Alfred Health	B
Austin Health	A -
Ballarat Health Services	A -
Barwon Health	B
Bendigo Health Care Group	B -
Eastern Health	C
Goulburn Valley Health	C -
La Trobe Regional Hospital	D
Melbourne Health	B
Monash Health	C
Northeast Health Wangaratta	A
Northern Health	B
Peninsula Health	B
Peter MacCallum Cancer Institute	C
South West Healthcare (Warrnambool)	C
St Vincent's Health	B
The Royal Children's Hospital	B
The Royal Victorian Eye & Ear Hospital	B -
The Royal Women's Hospital	A
Western Health	C

Trainees who report poor or very poor support for trainee mental health and wellbeing	Have sometimes, often or very often considered resigning from their hospital due to workload and poor conditions	Have sometimes, often or very often considered leaving the medical profession due to workload and poor conditions at their hospital	Trainees affected by a serious incident such as violence or death of a colleague in 2019 whose employer failed to provide an adequate or appropriate response	Raised serious concerns about workload in 2019 that were brushed off or ignored by their health service	OVERALL
B -	B -	B -	C -	B -	B -
C	B -	B -	D	B -	B -
C	B	B	C -	B -	B -
B	B	B	C	B	B
C	B	B	B -	B -	B
C	B -	B -	C -	B -	B -
B -	B -	B -	C	C	B -
C	C -	B -	C	C	C
C	C	B -	E	C -	C -
D	D	C -	D	D	D
B -	B	B	C	A -	B
C	C	B -	C -	C	C
A	A -	A -	A	A	A
B	A -	B	C	B -	B
B -	B -	B -	B -	B	B -
C	C -	C -	C -	B -	C
D	B -	B	E	B -	C
A -	B	B	C	A -	B
B -	B	A -	D	B	B -
D	B	A -	E	B	C
A -	B	A -	B -	A	A -
C -	C	B -	B	C	C

A = less than 10% A minus = 10–19%, B = 20–29% B minus = 30–39% C = 40–49% C minus = 50–59% D = 60–69% D minus = 70–79% E = 80% or more

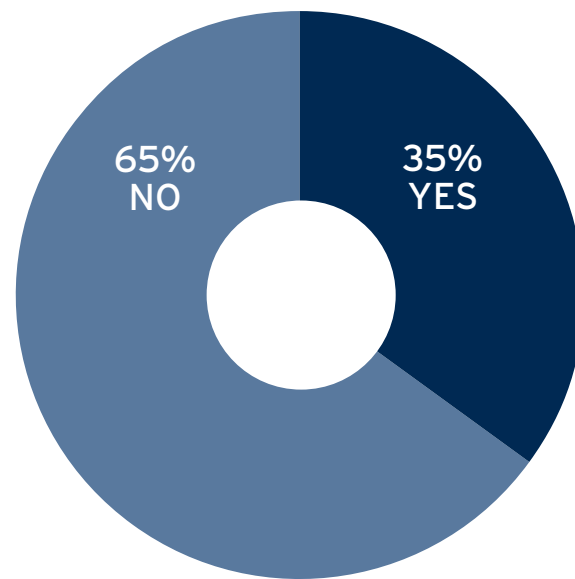
### WORKPLACE SAFETY

Safety compromised at work (eg due to verbal or physical intimidation or threats from patients or staff)



### SUICIDE

Trainees who knew a medical colleague personally or through their workplace who died by suicide



### WORKPLACE BARRIERS

Barriers to accessing wellbeing supports, resilience or wellbeing programs in the workplace

**51%**

WOULD NOT WANT TO DISCUSS MY WELLBEING WITH EMPLOYER

**28%**

FEAR OF BEING JUDGED BY COLLEAGUES AS LACKING RESILIENCE

**45%**

ROSTERING PRECLUDES ACCESS

**26%**

CULTURAL STIGMA PRECLUDING ACCESS

**41%**

FEAR OF NEGATIVE IMPACT ON CAREER

**22%**

CONCERNS ABOUT MANDATORY REPORTING

**33%**

LACK OF OUT OF HOURS AVAILABILITY

**15%**

NO BARRIERS

**7%**

SERVICES NOT OFFERED BY HEALTH SERVICE

**2019 survey responses have revealed that trainees across Victoria are subjected to dangerous workloads and bullying, both of which are leading to clinical errors.**



# 04

## EDUCATION AND TRAINING

Trainees caring for Victorians in public hospitals report inadequate access to the education and training they are entitled to.

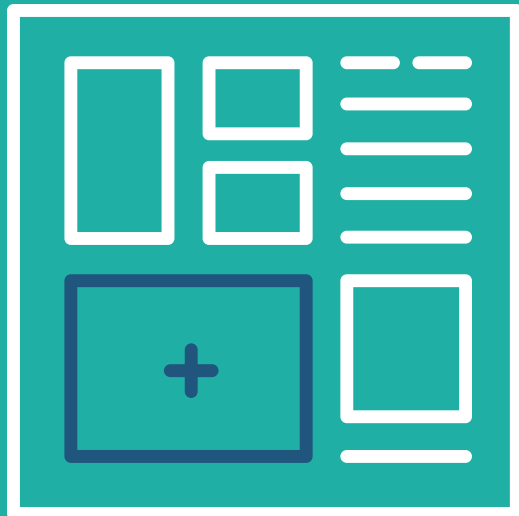


	Trainees who rate mentor programs, career events and career progression at their health service as being of poor or very poor quality
<b>Victorian average</b>	<b>B -</b>
Albury Wodonga Health	B
Alfred Health	B
Austin Health	B
Ballarat Health Services	B -
Barwon Health	B
Bendigo Health Care Group	C
Eastern Health	C -
Goulburn Valley Health	D
La Trobe Regional Hospital	D
Melbourne Health	A -
Monash Health	B -
Northeast Health Wangaratta	B
Northern Health	A -
Peninsula Health	C -
Peter MacCallum Cancer Institute	C
South West Healthcare (Warrnambool)	D
St Vincent's Health	B
The Royal Children's Hospital	B
The Royal Victorian Eye & Ear Hospital	A
The Royal Women's Hospital	A -
Western Health	B -

Trainees who rate professional development support and opportunities at their health service as being of poor or very poor quality	Trainees who rate formal teaching activities at their hospital as being of poor or very poor quality	Trainees who rate informal teaching at their health service as being of poor or very poor quality	Interns who do not receive their entitlement of 1 hour of weekly teaching free of service provision	Registrars who do not receive their entitlement of 10 paid hours of fortnightly training time free of service provision	Trainees whose average workload prevents them from attending more than 25% of sessions	Trainees entitled to teaching or training time whose rosters do not contain allocation of these activities	OVERALL
B -	B	B	C -	C -	D	C -	C
B -	C	B	C	B	D	A -	B -
B	B	A -	B	D	C -	D -	B -
A -	A -	A -	D -	D	C -	D -	C
C	B -	A -	D	C	C	B -	B -
B	B	B	D	C -	D	D	C
B -	B	A -	E	A -	C -	C	B -
C	C	B	C -	C -	C -	A -	C
C	C	D	E	D	D -	E	D
D -	D	B	D -	E	D -	D -	D
A -	A -	A -	B -	C -	D	D -	B -
C	B	B	E	B -	D	C	C
A -	C	A -	B	E	D	D	C
B	A -	A -	A	D	D	E	B -
B -	B -	B	D -	C -	D	B -	C
C	A -	A -	E	C -	D	D -	C
C -	C -	B -	E	B	C -	D	C -
B	A -	B	A	C -	D	C	B -
B -	A -	B	N/A	D -	E	C -	C
B	A	A	N/A	B -	C -	A	A -
A	A	A	N/A	B -	E	B	B
C	C	B	E	D	D	D	C -

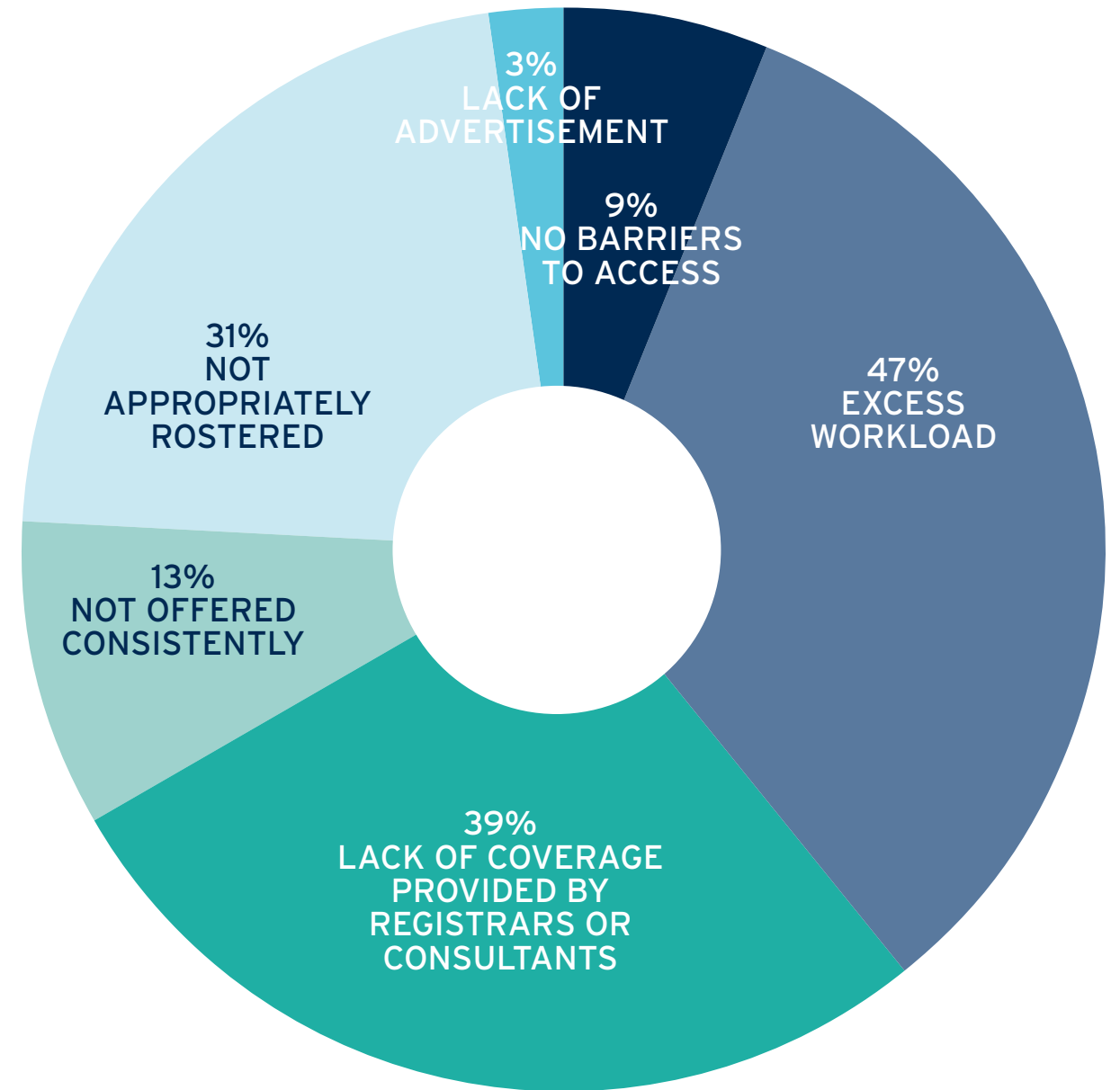
A = less than 10% A - = 10-19% B = 20-29% B - = 30-39% C = 40-49% C - = 50-59% D = 60-69% D - = 70-79% E = 80% or more

**A majority of Victorian trainees are offered 12-month contracts with no guarantee of re-employment for the following year.**



**ACCESS TO EDUCATION**

Factors preventing trainees who are entitled to teaching or training time from attending



# 05

## WORKFORCE MANAGEMENT AND CULTURE

\* Enterprise Agreement breaches including less than 10 hours between shifts, shifts longer than 16 hours, less than 48 hours post night shift, less than one day off between different hospitals.

\*\* Subtypes of unacceptable behaviours experienced, witnessed and reported, and barriers to reporting are reported below.

\*\*\* Such as marriage, family plans, religion, sexual orientation, or location of residence.



	Trainees paid for 50% or less of unrostered overtime they work
<b>Victorian average</b>	<b>E</b>
Albury Wodonga Health	C -
Alfred Health	E
Austin Health	C -
Ballarat Health Services	E
Barwon Health	E
Bendigo Health Care Group	D -
Eastern Health	E
Goulburn Valley Health	E
La Trobe Regional Hospital	E
Melbourne Health	D -
Monash Health	E
Northeast Health Wangaratta	C -
Northern Health	D -
Peninsula Health	C -
Peter MacCallum Cancer Institute	E
South West Healthcare (Warrnambool)	C -
St Vincent's Health	E
The Royal Children's Hospital	E
The Royal Victorian Eye & Ear Hospital	D -
The Royal Women's Hospital	E
Western Health	E

Trainees who report ongoing breaches at their health service to the requirements and recommendations of the current Doctors in Training Enterprise Agreement*	Trainees who have experienced discrimination, harassment, sexual harassment, bullying or victimisation at work**	Trainees who have been asked inappropriate questions during an interview or pre interview at their hospital***	OVERALL
C -	B -	B	C
C	C	B -	C
D	B -	A -	C
C -	B -	A -	C
D	D	B	C -
C -	C -	B -	C -
C -	C -	A -	C
D	B	B	C
D -	C -	B	C -
D	C	A -	C -
C -	B -	B	C
C -	B -	B	C
B -	A -	A -	B
D -	B -	A -	C
C	C	B	C
E	B -	B -	C -
E	C	B	C -
C	B -	B	C
E	B	A	C
C -	D	A	C
C	C	A -	C
C -	C	A -	C

A = less than 10% A - = 10-19% B = 20-29% B - = 30-39% C = 40-49%  
C - = 50-59% D = 60-69% D - = 70-79% E = 80% or more

**The majority of respondents enjoy their work and care about their patients and colleagues, but fear losing their jobs if they speak up about dangerous working conditions.**



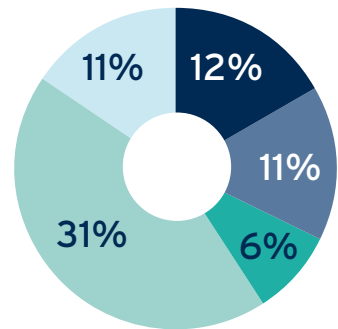
The vast majority of trainees are aware of how to claim for their unrostered overtime, but continue to encounter obstructions at levels that prevent them from completing the process. These findings were consistent across all health services and highlight that conscious and sustained efforts are necessary to ensure that accurate records of workload and staffing needs are collected to ensure correct payment of hours worked and adequate workforce planning.

REASONS FOR NOT BEING PAID ALL UNROSTERED OVERTIME	%
Workplace cultural expectations	46%
Highly obstructive or difficult overtime claiming process	44%
I did not believe amount of overtime worked was worth claiming	44%
Unrostered overtime only paid for certain stipulated reasons (e.g. medical emergencies, extended theatre, etc.)	41%
Advised not to claim by hospital admin or Medical Workforce Unit	31%
Unclear or confusing overtime claiming process	17%
Advised not to claim by my Consultant or Head of Unit	16%
Claim submitted but rejected by Consultant or Head of Unit	10%
N/A - I successfully claimed all unrostered overtime worked this year	8%
Claim submitted but rejected by Medical Workforce Unit	7%
Advised (implicitly or explicitly) not to claim by my peers at the same level of training as me	6%
Claim submitted but rejected by Medical Workforce Unit	6%
Claim submitted but rejected by Consultant or Head of Unit	4%
Did not know claiming overtime was possible	4%
N/A - I did not perform any unrostered overtime this year	2%

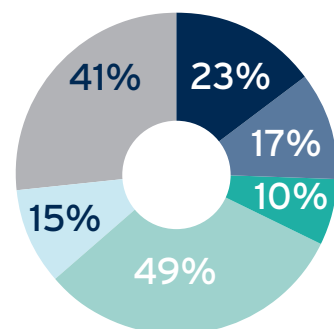
## UNACCEPTABLE BEHAVIOURS

The following are statistics about trainees who have experienced, witnessed or reported unacceptable behaviours

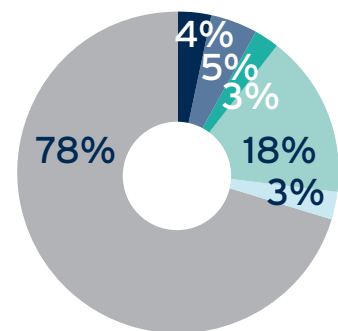
### EXPERIENCED



### WITNESSED

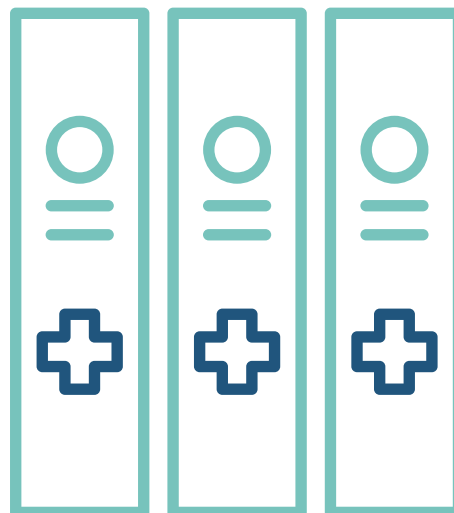


### REPORTED



# 49%

OF TRAINEES HAD WITNESSED BULLYING



IMPAIRED PRODUCTIVITY AT WORK BECAUSE OF TEAM/UNIT/HOSPITAL CULTURE	%
Never	59%
Rarely	33%
Sometimes	40%
Often	17%
Very Often	16%

## FLEXIBLE WORKING ARRANGEMENTS

Trainees who sought flexible working arrangements for 2019 or 2020

# 64%

APPLIED SUCCESSFULLY

# 26%

PREVENTED FROM APPLYING

# 10%

APPLIED BUT UNSUCCESSFUL

Reasons trainees were unable to secure flexible working arrangements included:

- Health service stating that flexible working arrangements are not offered without further explanation
- Health service discouraged unless it was for parental duties
- Health service advised it would not be possible due to staff shortage
- Application ignored by health service
- Application denied without trainee arranging their own job sharing partner
- Warned by senior colleague to not apply for flexible working arrangement due to risk to career progression
- Advised by health service that if working the required full-time hours was not desirable they should seek another career path
- Initial agreement to part-time arrangement was retracted by health service
- Citizenship status

## BREAST FEEDING

Trainees who required breast feeding facilities

# 44%

FACILITIES PROVIDED BUT TRAINEE UNABLE TO USE DUE TO WORLOAD OR OTHER WORK-RELATED BARRIERS

# 37%

NOT PROVIDED OR INCOMPLETELY PROVIDED BY HEALTH SERVICE

# 19%

APPROPRIATELY PROVIDED BY HEALTH SERVICE

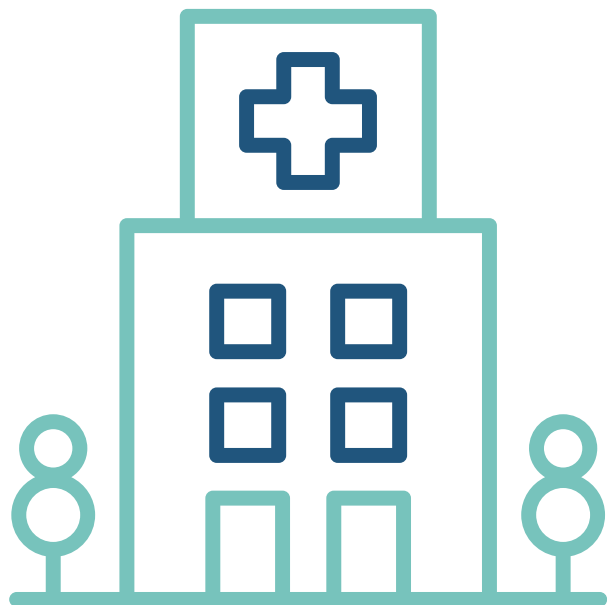
BARRIERS TO REPORTING UNACCEPTABLE BEHAVIOURS	%
Fear of negative career consequences	59%
Fear of disrupting team dynamic	40%
Lack of capacity for anonymous reporting	34%
Unsure of reporting process	33%
Process too difficult	23%
Fear of being judged by colleagues as lacking resilience	23%
No barriers to reporting	21%
Reporting is not in the "ethos" of unit/hospital	17%
No time to make an appointment	16%
Criticism from colleagues	16%
Intimidation from colleagues or management	16%
Lack of senior colleague to report to	14%



# 06

## RECOMMENDATION BY TRAINEES

The 2019 Hospital Health Check Survey had significantly higher response rates than in previous years, and we hope that this trend continues with the help of all Victorian health services.



TRAINEES WHO WOULD RECOMMEND OR STRONGLY RECOMMEND THEIR HOSPITAL TO PEERS	
Victorian average	C
Albury Wodonga Health	C -
Alfred Health	B
Austin Health	B
Ballarat Health Services	C
Barwon Health	C -
Bendigo Health Care Group	C
Eastern Health	D
Goulburn Valley Health	E
La Trobe Regional Hospital	D
Melbourne Health	B
Monash Health	D
Northeast Health Wangaratta	A -
Northern Health	B -
Peninsula Health	D -
Peter MacCallum Cancer Institute	D -
South West Healthcare (Warrnambool)	E
St Vincent's Health	B -
The Royal Children's Hospital	C
The Royal Victorian Eye & Ear Hospital	D
The Royal Women's Hospital	A -
Western Health	D

A = 91% or more A minus = 81-90% B = 71-80% B minus = 61-70% C = 51-60% C minus = 41-50% D = 31-40% D minus = 21-30% E = 0-20%

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