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MABEL

Medicine in Australia: Balancing Employment and Life

General Practitioner & GP Registrar

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MABEL has been endorsed by:

Australian College of Rural and Remote Medicine
 Rural Doctors Association of Australia
 Rural Health Workforce Australia
 Australian General Practice Training
 Royal Australasian College of Physicians
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THE UNIVERSITY OF
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MONASH University
Medicine, Nursing and Health Sciences

A About your job satisfaction

1. Please indicate how satisfied or dissatisfied you are with each of the various aspects of your work as a doctor.

	Very Dissatisfied	Moderately Dissatisfied	Not Sure	Moderately Satisfied	Very Satisfied	N/A
Freedom to choose your own method of working	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Amount of variety in your work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical working conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Opportunities to use your abilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your colleagues and fellow workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recognition you get for good work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your hours of work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your remuneration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Amount of responsibility you are given	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Taking everything into consideration, how do you feel about your work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. Please indicate the degree to which you agree or disagree with the following statements.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
The balance between my personal and professional commitments is about right	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have a poor support network of other doctors like me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The IT systems I use are very helpful in day-to-day practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It is difficult to take time off when I want to	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My patients have unrealistic expectations about how I can help them	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The majority of my patients have complex health and social problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Running my practice is stressful most of the time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The hours I work are unpredictable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. Would you like to change your hours of work (including day time and after hours)?

- No
- Yes, I'd like to increase my hours
- Yes, I'd like to decrease my hours

4. What is the likelihood that you will:

	Very Likely	Likely	Neutral	Unlikely	Very Unlikely
Leave direct patient care (primary or hospital) within FIVE YEARS?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leave medical work entirely within FIVE YEARS?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

B Your preferences for different types of jobs

Please read the following:

- You are asked to state which of two jobs (A or B) is better.
- You are then asked which job you would choose, including the option of staying in your current job.
- Everything about the jobs you are comparing is the same, except for the characteristics shown below.

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Please use the following table to answer questions 5 and 6:

	Job A	Job B
Change in earnings	No change	15% decrease
Change in total hours worked	No change	10% decrease
On-call arrangements	1 in 4, frequently called out	1 in 10, frequently called out
Location	Town, population 5,000 - 20,000	Coastal town, population < 5,000
Social interactions	Average	Very good
Arranging a locum on short notice is	Very difficult	Rather difficult
The practice team includes	GPs, receptionist and nurse	GPs and receptionist
Average consultation length	> 20 minutes	20 minutes

5. Which job do you think is better? Job A Job B
6. Which job would you choose? Job A Job B Stay at my current job

Please use the following table to answer questions 7 and 8:

	Job A	Job B
Change in earnings	No change	15% increase
Change in total hours worked	No change	10% decrease
On-call arrangements	1 in 10, frequently called out	1 in 4, infrequently called out
Location	City or large regional centre, population > 20,000	Inland town, population < 5,000
Social interactions	Very limited	Very good
Arranging a locum on short notice is	Rather difficult	Moderately easy
The practice team includes	GPs, receptionist, nurse and practice manager	GPs and receptionist
Average consultation length	20 minutes	10 minutes

7. Which job do you think is better? Job A Job B
8. Which job would you choose? Job A Job B Stay at my current job

Please use the following table to answer questions 9 and 10:

	Job A	Job B
Change in earnings	15% increase	No change
Change in total hours worked	10% decrease	10% increase
On-call arrangements	1 in 2, frequently called out	1 in 4, infrequently called out
Location	Coastal town, population < 5,000	Inland town, population < 5,000
Social interactions	Average	Very limited
Arranging a locum on short notice is	Very difficult	Rather difficult
The practice team includes	GPs and receptionist	GPs, receptionist, nurse and practice manager
Average consultation length	> 20 minutes	15 minutes

9. Which job do you think is better? Job A Job B
10. Which job would you choose? Job A Job B Stay at my current job

Please use the following table to answer questions 11 and 12:

	Job A	Job B
Change in earnings	15% increase	15% decrease
Change in total hours worked	10% decrease	10% increase
On-call arrangements	1 in 2, frequently called out	1 in 10, frequently called out
Location	City or large regional centre, population > 20,000	Inland town, population < 5,000
Social interactions	Very good	Average
Arranging a locum on short notice is	Very difficult	Moderately easy
The practice team includes	GPs, receptionist, nurse, practice manager and allied health	GPs, receptionist and nurse
Average consultation length	15 minutes	> 20 minutes

11. Which job do you think is better? Job A Job B
12. Which job would you choose? Job A Job B Stay at my current job

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Please use the following table to answer questions 13 and 14:

	Job A	Job B
Change in earnings	15% decrease	No change
Change in total hours worked	No change	10% decrease
On-call arrangements	1 in 4, frequently called out	1 in 2, frequently called out
Location	City or large regional centre, population > 20,000	Town, population 5,000 - 20,000
Social interactions	Very good	Average
Arranging a locum on short notice is	Moderately easy	Very difficult
The practice team includes	GPs and receptionist	GPs, receptionist and nurse
Average consultation length	20 minutes	15 minutes

13. Which job do you think is better? Job A Job B
14. Which job would you choose? Job A Job B Stay at my current job

Please use the following table to answer questions 15 and 16:

	Job A	Job B
Change in earnings	15% decrease	15% increase
Change in total hours worked	10% increase	10% decrease
On-call arrangements	1 in 4, infrequently called out	1 in 2, frequently called out
Location	Town, population 5,000 - 20,000	Inland town, population < 5,000
Social interactions	Average	Very limited
Arranging a locum on short notice is	Moderately easy	Rather difficult
The practice team includes	GPs, receptionist and nurse	GPs, receptionist, nurse, practice manager and allied health
Average consultation length	10 minutes	15 minutes

15. Which job do you think is better? Job A Job B
16. Which job would you choose? Job A Job B Stay at my current job

Please use the following table to answer questions 17 and 18:

	Job A	Job B
Change in earnings	No change	15% increase
Change in total hours worked	10% decrease	No change
On-call arrangements	1 in 4, frequently called out	1 in 4, infrequently called out
Location	Coastal town, population < 5,000	City or large regional centre, population > 20,000
Social interactions	Very good	Very limited
Arranging a locum on short notice is	Moderately easy	Very difficult
The practice team includes	GPs, receptionist, nurse, practice manager and allied health	GPs, receptionist, nurse and practice manager
Average consultation length	10 minutes	15 minutes

17. Which job do you think is better? Job A Job B
18. Which job would you choose? Job A Job B Stay at my current job

Please use the following table to answer questions 19 and 20:

	Job A	Job B
Change in earnings	15% decrease	15% increase
Change in total hours worked	10% decrease	10% increase
On-call arrangements	1 in 4, frequently called out	1 in 2, frequently called out
Location	Inland town, population < 5,000	City or large regional centre, population > 20,000
Social interactions	Very limited	Average
Arranging a locum on short notice is	Rather difficult	Very difficult
The practice team includes	GPs, receptionist, nurse and practice manager	GPs, receptionist, nurse, practice manager and allied health
Average consultation length	> 20 minutes	20 minutes

19. Which job do you think is better? Job A Job B
20. Which job would you choose? Job A Job B Stay at my current job

Please use the following table to answer questions 21 and 22:

	Job A	Job B
Change in earnings	15% decrease	No change
Change in total hours worked	10% increase	No change
On-call arrangements	1 in 10, frequently called out	1 in 4, frequently called out
Location	City or large regional centre, population > 20,000	Coastal town, population < 5,000
Social interactions	Very limited	Very limited
Arranging a locum on short notice is	Moderately easy	Rather difficult
The practice team includes	GPs, receptionist and nurse	GPs, receptionist, nurse and practice manager
Average consultation length	20 minutes	> 20 minutes

21. Which job do you think is better? Job A Job B
22. Which job would you choose? Job A Job B Stay at my current job

C About the places where you work

23. In your most recent USUAL week at work, for approximately how many HOURS did you undertake work in each of the following settings? (Include ALL of the work you do as a doctor)

	Actual hours per week
Private medical practitioner's rooms or surgery	<input type="text"/>
Community health centre or other state-run primary care organisation	<input type="text"/>
Deputising service or after-hours clinic.	<input type="text"/>
Public hospital (including psychiatric hospital)	<input type="text"/>
Private hospital.	<input type="text"/>
Residential/aged care health facility (nursing/residential home, hospice etc.).	<input type="text"/>
Tertiary education institution.	<input type="text"/>
Other	<input type="text"/>
TOTAL HOURS WORKED.	<input type="text"/>

24. How many GPs work in your current main practice? (Include yourself if applicable)

	Full-time	Part-time
No. of males	<input type="text"/>	<input type="text"/>
No. of females	<input type="text"/>	<input type="text"/>

25. How many other health workers or professionals are employed in your current main practice?

No. of nurses.	<input type="text"/>
No. of allied health professionals	<input type="text"/>
No. of administrative staff.	<input type="text"/>
No. of other staff	<input type="text"/>

26. Is your current main practice co-located with other health or welfare professionals?

- Yes
 No

27. What is your business relationship with the practice?

- Principal or partner
 Associate
 Salaried employee (e.g. receive fixed annual salary & benefits with tax deducted)
 Contracted employee (e.g. receive fixed payment for specified time or a % of billings before tax)
 Locum
 Other (please specify)

28. When did you start working at this practice?
 Month
 Year
29. My opportunities for continuing medical education and professional development are:
 Very limited
 Average
 Very good
30. Do you currently work in a hospital?
 Yes
 No—Go to question 34
31. How are you paid for this hospital work?
 Fee-for-service/bill patients directly
 Fixed payment per session or hour
 Salary with rights to private practice
 Other (please specify)
32. What is the main hospital in which you work (i.e. spend most time)?
 Hospital name
 Postcode
33. How long have you worked at this hospital?
 Months (if less than one year)
 Years

D About your workload

34. Excluding after hours on-call work, how many HOURS in your MOST RECENT USUAL WEEK at work did you spend on the following activities? (Include ALL of the work you do as a doctor in ALL jobs/workplaces)
- TOTAL HOURS WORKED PER WEEK (Should equal the TOTAL in question 14)
- Direct patient care (face-to-face, phone consultations, home visits: with or without a medical student present)
- Indirect patient care (medical notes, reports, phone calls, meeting patients' families)
- Education activities (teaching, research, continuing medical education)
- Management and administration
- Other
35. In your most recent USUAL week at work, for around HOW MANY patients did you provide care? (Include new and existing patients in ALL SETTINGS—eg. hospital and private practice—procedures and telephone consultations for day time and out of hours)
- Total number of patients seen in private consulting rooms
- Total number of patients seen in hospital or other settings
36. Excluding emergencies or urgent needs, for how many days does a patient typically have to wait for an appointment with: (Please write number of days, or range of days, e.g. 1–3)
- You, their preferred doctor in the practice?
- Any doctor in the practice?
37. How long does a NEW patient typically have to wait for an appointment in your practice?
- No. of days (if less than a week)
- No. of weeks
- Not taking new patients at present
38. How long does an average consultation last? (Please write number of minutes)

39. Approximately what percentage of patients do you bulk bill/charge no co-payment?
40. What is your current fee for a standard (level B) consultation? (Include Medicare rebate and patient co-payment. Please write amount in dollars; write 0 if you bulk bill 100% of your patients)
41. Do you do any after hours or on-call yourself? (Including public holidays, weekends and weekdays outside of 8am to 6pm)
- Yes
- No—Go to question 44
42. In your last usual week at work: (If none, write 0)
- How many HOURS were you rostered or listed for after hours and on-call?
- How many of these HOURS were actually spent in direct patient care?
- How many TIMES were you actually called out?
43. In your most recent usual month, what was your on-call ratio? (For example, if it is 1 in 8, write 8 in the box provided.)
- 1 in
- Not Applicable
44. Arranging a locum at short notice is usually:
- Moderately easy
- Rather difficult
- Very difficult
- Not Applicable
45. Turning to time spent away from work: (If none, write 0)
- How many WEEKS holiday did you take in the past year?
- How many WEEKS of parental or maternity leave did you take in the past year?
- Approximately how many DAYS off work due to illness did you have in the past year?
- Approximately how many DAYS off work did you have for other reasons in the past year?
46. In general, would you say your health is:
- Excellent
- Very good
- Good
- Fair
- Poor

E About your finances

The following information will be used to examine the effect of financial issues on your work–life balance, and will remain strictly confidential.

47. What are your (approximate) TOTAL personal earnings from ALL of the work you do as a doctor? (If possible, base this on your last personal income tax return or payslip) Please write in ONE COLUMN where you have the most accurate information and can best remember.

	Annual	OR	Fortnightly
Gross earnings in \$ (before tax)	<input type="text"/>		<input type="text"/>
Net earnings in \$ (after tax)	<input type="text"/>		<input type="text"/>

48. In addition to this, did you receive any ongoing 'in kind' benefits or subsidies as part of your current job/s (e.g. car, house, school fees, salary packaging)?
- Yes
- No
49. What is the approximate annual total value in dollars of these benefits? (If zero, write 0)

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50. What is the total level of financial debt that you currently have as a result of your medical education and training? (Give dollar amount; include HECS debt, other debt associated with training and living expenses)

\$

Don't Know.

51. What is the total level of financial debt that you currently have from owning your practice or premises?

\$

Don't Know.

Not Applicable

52. What is the status of your private practice for tax purposes?

Sole trader

Partnership

Company

Trust

Don't Know

Not Applicable

53. Do you have other sources of personal income apart from your medical work? (Profit from other business interests, dividend income, bank interest, rental income etc.)

Yes

No

54. In the last year, approximately what percentage of your total gross earnings did you receive from each of the following sources? (Please enter percentage figure where applicable)

Payments from patients for services covered by Medicare (include Medicare rebate and patient co-payment)

Payments from patients for services not covered by Medicare (e.g. insurance, certificates, private patients)

Government incentive schemes and grants (e.g. rural incentives)

Hospital work (salary and other payments)

Other sources (including non-medical/business; specify % and source)

55. Do you (or your employer) regularly contribute to a superannuation scheme?

Yes

No—Go to question 57

56. For how many years have you (and/or an employer on your behalf) contributed to a superannuation scheme?

No. of years

57. Please indicate the degree to which you agree with the following statement: "Given my current financial situation and prospects, I believe I will have enough to live on when I retire".

Strongly Agree

Agree

Neutral

Disagree

Strongly Disagree

58. How much (in dollars) did you pay for professional medical liability, or malpractice, insurance premiums in the last year? (If this was provided by someone else on your behalf, write 0)

59. What is your total gross and net HOUSEHOLD income? (Include your and your partner's earnings, income from other business interests, dividends, interest etc.) Please write in ONE COLUMN ONLY, where you have the most accurate information or can best remember.

	Annual	OR	Fortnightly
Gross household income (before tax).....	<input type="text"/>		<input type="text"/>
Net household income (after tax).....	<input type="text"/>		<input type="text"/>

F About your geographic location

60. In how many locations do you practise?

61. Where is your main place of work?
 Town/Suburb
 Postcode

62. How long have you been practising in or close to this geographic location?
 No. of months (if less than one year)
 No. of years

63. Where do you live?
 Town/Suburb
 Postcode

64. The opportunities for social interaction for you and your family in the geographic location of your main job are:

- Very limited
- Average
- Very good

65. Please indicate the degree to which you agree or disagree with the following statements.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
I don't have many friends or family members in my current work location	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It is easy to pursue my hobbies and leisure interests in my current work location	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My partner does not have many friends or family members in this work location	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There are good employment opportunities for my partner in this work location	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The choice of schools for our children is adequate in this location	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

66. For how many years did you live in a rural area up until the age you left secondary school? (If none, write 0)

67. Please indicate the main rural area where you lived up until school leaving age.

Town
 State
 Not Applicable

68. Are you subject to restrictions on your location of practise?

- Yes—I am required to work in an Area of Need
- Yes—I am required to work in a District of Workforce Shortage
- No—Go to question 70

69. Please indicate the reason/s for these restrictions.

- I hold a Permanent Resident Visa
- I hold a Temporary Resident Visa
- I am undertaking a return of service period for a Medical Rural Bonded Scholarship or Bonded Medical Place
- I am undertaking a compulsory rural placement as part of my training
- Other
- Not Applicable

G About you

70. Year of birth.....

71. Gender

- Male
- Female

72. In what year did you complete your basic medical degree?.....

73. In which country did you complete your basic medical degree?

- A medical school in Australia
- A medical school in the country specified:

74. If you did your degree at a medical school outside Australia, have you completed the AMC Certificate examination?

- Yes
- No
- Not Applicable

75. What GP and other specialist postgraduate qualifications have you obtained in Australia?
(e.g. FRACGP, FRACP, FACRRM, diploma)

- 1.....
- 2.....
- 3.....
- 4.....
- 5.....
- None: I am currently a GP registrar
- None: I have qualifications from overseas which are recognised in Australia.....
- Not Applicable

76. If you are a GP Registrar:

- In what year did you start this training program?.....
- In what year do you expect to complete the program and become a Fellow?.....
- Not Applicable

77. Since you graduated, how many years and/or months have you spent NOT practising as a doctor? (Include time to bring up a family, time in non-medical jobs or study; exclude holidays and medically-related study leave) (If none, write 0)

- Years
- Months

78. What is your residency status? (Please tick one)

- Australian citizen
- Permanent resident
- Temporary resident

79. Do you have:

- Full (unconditional) medical registration
- Conditional medical registration
- Other (please specify)

