

Mabel username id: 

# MABEL

Medicine in Australia: Balancing Employment and Life  
2017

## Hospital Doctor Not Enrolled in a Specialty Training Program (Interns & Medical Officers)

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### MABEL has been endorsed by:

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**Space is provided at the end of this survey to make additional written comments.**  
 Please write responses in boxes provided using a dark pen. Check boxes can be ticked or crossed.

## A About your current situation

1. Are you currently doing any clinical medical work in Australia?

<sup>1</sup>  Yes – If yes, please go to Section B below and complete the main survey

<sup>2</sup>  No – Continue

2. Are you permanently retired from all types of paid work?

<sup>1</sup>  Yes – As you are permanently retired from all types of paid work you do not need to complete the rest of the survey. Please return this survey in the reply-paid envelope provided. Thank you for your participation.

<sup>2</sup>  No – Continue

3. Which of the following statements describe your current situation? (Tick all that apply)

Doing medical work in Australia that is non-clinical (e.g. medico-legal, teaching, research, committee work)

Maternity leave

Home duties/childcare

Enrolled as a student

Extended leave (e.g. sick leave, long service leave)

Working outside Australia in a clinical role

Working outside Australia in a non-clinical, but medical role

Working outside Australia in a non-medical role

Doing non-medical work in Australia. Please specify occupation:

4. Do you intend to return to clinical medical work in Australia?

<sup>1</sup>  Yes – Please go to Section G and complete the final two sections of the survey

<sup>2</sup>  Unsure – Please go to Section G and complete the final two sections of the survey

<sup>3</sup>  No – As you do not intend returning to clinical work in Australia you do not need to complete the rest of the survey. Please return this survey in the reply-paid envelope provided. Thank you for your participation.

## B About your job satisfaction

5. 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	<sup>1</sup> <input type="checkbox"/>	<sup>2</sup> <input type="checkbox"/>	<sup>3</sup> <input type="checkbox"/>	<sup>4</sup> <input type="checkbox"/>	<sup>5</sup> <input type="checkbox"/>	<sup>6</sup> <input type="checkbox"/>
Amount of variety in your work	<sup>1</sup> <input type="checkbox"/>	<sup>2</sup> <input type="checkbox"/>	<sup>3</sup> <input type="checkbox"/>	<sup>4</sup> <input type="checkbox"/>	<sup>5</sup> <input type="checkbox"/>	<sup>6</sup> <input type="checkbox"/>
Physical working conditions	<sup>1</sup> <input type="checkbox"/>	<sup>2</sup> <input type="checkbox"/>	<sup>3</sup> <input type="checkbox"/>	<sup>4</sup> <input type="checkbox"/>	<sup>5</sup> <input type="checkbox"/>	<sup>6</sup> <input type="checkbox"/>
Opportunities to use your abilities	<sup>1</sup> <input type="checkbox"/>	<sup>2</sup> <input type="checkbox"/>	<sup>3</sup> <input type="checkbox"/>	<sup>4</sup> <input type="checkbox"/>	<sup>5</sup> <input type="checkbox"/>	<sup>6</sup> <input type="checkbox"/>
Your colleagues and fellow workers	<sup>1</sup> <input type="checkbox"/>	<sup>2</sup> <input type="checkbox"/>	<sup>3</sup> <input type="checkbox"/>	<sup>4</sup> <input type="checkbox"/>	<sup>5</sup> <input type="checkbox"/>	<sup>6</sup> <input type="checkbox"/>
Recognition you get for good work	<sup>1</sup> <input type="checkbox"/>	<sup>2</sup> <input type="checkbox"/>	<sup>3</sup> <input type="checkbox"/>	<sup>4</sup> <input type="checkbox"/>	<sup>5</sup> <input type="checkbox"/>	<sup>6</sup> <input type="checkbox"/>
Your hours of work	<sup>1</sup> <input type="checkbox"/>	<sup>2</sup> <input type="checkbox"/>	<sup>3</sup> <input type="checkbox"/>	<sup>4</sup> <input type="checkbox"/>	<sup>5</sup> <input type="checkbox"/>	<sup>6</sup> <input type="checkbox"/>
Your remuneration	<sup>1</sup> <input type="checkbox"/>	<sup>2</sup> <input type="checkbox"/>	<sup>3</sup> <input type="checkbox"/>	<sup>4</sup> <input type="checkbox"/>	<sup>5</sup> <input type="checkbox"/>	<sup>6</sup> <input type="checkbox"/>
Amount of responsibility you are given	<sup>1</sup> <input type="checkbox"/>	<sup>2</sup> <input type="checkbox"/>	<sup>3</sup> <input type="checkbox"/>	<sup>4</sup> <input type="checkbox"/>	<sup>5</sup> <input type="checkbox"/>	<sup>6</sup> <input type="checkbox"/>
Taking everything into consideration, how do you feel about your job?	<sup>1</sup> <input type="checkbox"/>	<sup>2</sup> <input type="checkbox"/>	<sup>3</sup> <input type="checkbox"/>	<sup>4</sup> <input type="checkbox"/>	<sup>5</sup> <input type="checkbox"/>	<sup>6</sup> <input type="checkbox"/>

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

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
The balance between my personal and professional commitments is about right	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
I have a poor support network of other doctors like me	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
It is difficult to take time off when I want to	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
I can take time off at short notice, for example if one of my children is ill or for a home maintenance emergency	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
My patients have unrealistic expectations about how I can help them	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
The majority of my patients have complex health and social problems	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
I have good support and supervision from qualified specialists	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
There is enough time for me to do personal study	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
Research publications are important to progress my training	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
The hours I work are unpredictable	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
I often undertake tasks that somebody less qualified could do	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
My colleagues understand the need for work–life balance	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
I cannot work my preferred hours due to a lack of jobs offering those hours	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>

7. Would you like to change your hours of work?

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

8. Imagine you would like to **reduce** your hours of work. How achievable is this? (Tick one box)

- 1  This could be achieved easily within my current job
- 2  This could be achieved with some difficulty in my current job
- 3  I would have to change jobs, but there are suitable opportunities in my local area
- 4  I would have to change jobs, and such jobs are scarce
- 5  This would be impossible
- 6  Don't know

9. Do you plan to apply for a place on a GP or other specialist training program in the future?

- 1  Yes
- 2  Unsure
- 3  No, I already have a place
- 4  No, I already have a GP/specialist qualification— *Go to question 13*
- 5  No— *Go to question 13*

10. What year do you expect to begin GP/specialist training?

Year . . . . .

Don't know (Tick box) . . . . .

11. Which specialist training course have you been accepted into/are you waiting to commence?

- |   |   |
|---|---|
| 1 <input type="checkbox"/> Not Applicable—I do not currently have a place | 2 <input type="checkbox"/> Addiction medicine                       |
| 3 <input type="checkbox"/> Anaesthesia                                    | 4 <input type="checkbox"/> Dermatology                              |
| 5 <input type="checkbox"/> Emergency medicine                             | 6 <input type="checkbox"/> General practice                         |
| 7 <input type="checkbox"/> Intensive care medicine                        | 8 <input type="checkbox"/> Medical administration                   |
| 9 <input type="checkbox"/> Obstetrics and gynaecology                     | 10 <input type="checkbox"/> Occupational and environmental medicine |
| 11 <input type="checkbox"/> Ophthalmology                                 | 12 <input type="checkbox"/> Paediatrics and child health            |
| 13 <input type="checkbox"/> Pain medicine                                 | 14 <input type="checkbox"/> Palliative medicine                     |
| 15 <input type="checkbox"/> Pathology                                     | 16 <input type="checkbox"/> Physician                               |
| 17 <input type="checkbox"/> Psychiatry                                    | 18 <input type="checkbox"/> Public health medicine                  |
| 19 <input type="checkbox"/> Radiation oncology                            | 20 <input type="checkbox"/> Radiology                               |
| 21 <input type="checkbox"/> Rehabilitation medicine                       | 22 <input type="checkbox"/> Sexual health medicine                  |
| 23 <input type="checkbox"/> Sport and exercise medicine                   | 24 <input type="checkbox"/> Surgery                                 |

12. Which specialty program listed in question 11 above would you most like to enrol in?

Please specify:

Not Applicable (Tick box) .....

**C** About the places where you work

13. Excluding on-call, for how many HOURS in your MOST RECENT USUAL WEEK at work did you undertake work in each of the following settings? (Include ALL of the work you do as a doctor) (If none, write 0)

	Actual hours per week
Public hospital (including psychiatric hospital) .....	<input style="width: 40px; height: 15px;" type="text"/> hrs/wk
Private hospital .....	<input style="width: 40px; height: 15px;" type="text"/> hrs/wk
Private medical practitioner’s rooms or surgery .....	<input style="width: 40px; height: 15px;" type="text"/> hrs/wk
Residential/aged care health facility (nursing/residential home, hospice etc.) .....	<input style="width: 40px; height: 15px;" type="text"/> hrs/wk
Tertiary education institution .....	<input style="width: 40px; height: 15px;" type="text"/> hrs/wk
Other .....	<input style="width: 40px; height: 15px;" type="text"/> hrs/wk
TOTAL HOURS WORKED .....	<input style="width: 40px; height: 15px;" type="text"/> hrs/wk

14. What is the main hospital in which you work (i.e. spend most time)?

Hospital name .....

Postcode .....

15. How long have you worked at this hospital?

No. of years .....

No. of months .....

16. What is your salaried position?

- 1  Intern
- 2  CMO
- 3  HMO Yr 1
- 4  HMO Yr 2
- 5  HMO Yr 3
- 6  Other hospital medical officer

## D About your workload

17. Excluding on-call, 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) (If none, write 0)

TOTAL HOURS WORKED PER WEEK (Should equal the TOTAL in question 13) . . . . .	<input type="text"/>	hrs/wk
Direct patient care (face-to-face, phone consultations, home visits) . . . . .	<input type="text"/>	hrs/wk
Indirect patient care (medical notes, reports, phone calls, meeting patients' families). . . . .	<input type="text"/>	hrs/wk
Education activities (academic research, continuing medical education) . . . . .	<input type="text"/>	hrs/wk
Management and administration . . . . .	<input type="text"/>	hrs/wk
Other . . . . .	<input type="text"/>	hrs/wk

18. In your most recent USUAL week at work, for around HOW MANY patients did you provide care? (Include face-to-face, out of hours and telephone consultations in ALL SETTINGS) (If none, write 0) . . . . .

19. Do you do any on-call yourself? (Including public holidays, weekends and weekdays outside of 8am to 6pm)

<sup>1</sup>  Yes

<sup>2</sup>  No—Go to question 22

20. In your last usual week at work: (If none, write 0)

How many HOURS were you rostered or listed for on-call? . . . . .  hrs/wk

How many of these HOURS were actually spent in direct patient care? . . . . .  hrs/wk

How many TIMES were you actually called out? . . . . .  times/wk

21. 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 (Tick box) . . . . .

22. Turning to time spent away from work: (If none, write 0)

How many WEEKS holiday did you take in the past year? . . . . .  weeks

How many WEEKS of parental or maternity leave did you take in the past year? . . . . .  weeks

Approximately how many DAYS off work due to illness did you have in the past year? . . . . .  days

Approximately how many DAYS off work did you have for other reasons in the past year? . . . . .  days

## 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.

23. 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
Before tax (gross earnings) \$ . . . . .	<input type="text"/>		<input type="text"/>
After tax (net earnings) \$ . . . . .	<input type="text"/>		<input type="text"/>

24. 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)?

<sup>1</sup>  Yes

<sup>2</sup>  No

25. What is the approximate annual total value in dollars of these benefits? (If zero, write 0) . . . . .

26. 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) (If zero, write 0)

\$ .....

Don't Know (Tick box) .....

27. How much personal gross income, in addition to income from your medical work, do you receive from other sources each year? (E.g. bank interest, dividend income, rental income and profit from business interests) (If none, write 0)

\$ .....

28. What is your total gross and net HOUSEHOLD income? (Include your and your partner's earnings, income from other business interests, dividends, interest etc.) The figures below should be equal to or greater than your personal earnings provided in question 23. Please write in ONE COLUMN ONLY, where you have the most accurate information or can best remember.

	Annual	OR	Fortnightly
Before tax (gross household income) \$ .....	<input type="text"/>		<input type="text"/>
After tax (net household income) \$ .....	<input type="text"/>		<input type="text"/>

## F About your geographic location

29. Where is your main place of work?

Town/Suburb .....

Postcode .....

30. Where do you live?

Town/Suburb .....

Postcode .....

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

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
I don't have many friends or family members in my current work location	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
It is easy to pursue my hobbies and leisure interests in my current work location	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
My partner does not have many friends or family members in this work location	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
There are good employment opportunities for my partner in this work location	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
The choice of schools for our children is adequate in this work location	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>

32. Are you subject to restrictions on where you practise?

<sup>1</sup>  Yes—I am required to work in an Area of Need

<sup>2</sup>  Yes—I am required to work in a District of Workforce Shortage

<sup>3</sup>  No—Go to question 34

33. 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

## G About your family circumstances

34. Are you currently living with a partner or spouse?

- 1  Yes  
 2  No

35. What is the employment status of your partner/spouse? (Tick one box)

- 1  Not in the labour force (e.g. caring for dependents, studying)  
 2  Currently seeking work  
 3  Full-time employment  
 4  Part-time employment  
 5  Not Applicable

36. How many dependent children do you have? (If none, write 0 and skip the next two questions) . . . . .

37. What is the age in years of each dependent child?

- Not Applicable (Tick box) . . . . .
- Child 1. . . . .
- Child 2. . . . .
- Child 3. . . . .
- Child 4. . . . .
- Child 5. . . . .
- Child 6. . . . .

38. Which of the following forms of childcare are you using for your children of pre-school age? (Please tick all that apply)

- Relatives or friends  
 Nannies  
 Childcare at work (i.e. provided by an employer)  
 Other day care (childcare centre, family day care, kindergarten etc.)  
 Not Applicable

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

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
I am restricted in my employment and/or the time and hours I work due to a lack of available childcare	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
My partner is restricted in his/her employment and/or the time and hours worked due to a lack of available childcare	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
My partner is overqualified for his/her current job due to the limited availability of suitable jobs	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>

# H About you

40. Did you participate in rural placements as part of your basic medical degree?

- <sup>1</sup>  Yes
- <sup>2</sup>  No— Go to question 42

41. Where did you undertake these placements? If applicable please list up to three locations and the TOTAL time spent in each.

	Town	State/Territory (and country if not Australia)	Total time spent in location
Location 1 ...	<input type="text"/>	<input type="text"/>	<sup>1</sup> <input type="checkbox"/> < 12 weeks <sup>2</sup> <input type="checkbox"/> From 3 to 12 months <sup>3</sup> <input type="checkbox"/> More than 1 university year
Location 2 ...	<input type="text"/>	<input type="text"/>	<sup>1</sup> <input type="checkbox"/> < 12 weeks <sup>2</sup> <input type="checkbox"/> From 3 to 12 months <sup>3</sup> <input type="checkbox"/> More than 1 university year
Location 3 ...	<input type="text"/>	<input type="text"/>	<sup>1</sup> <input type="checkbox"/> < 12 weeks <sup>2</sup> <input type="checkbox"/> From 3 to 12 months <sup>3</sup> <input type="checkbox"/> More than 1 university year

42. If you completed your medical degree in Australia, were you an international student (i.e. were you a citizen of a country outside of Australia and New Zealand)?

- <sup>1</sup>  Yes
- <sup>2</sup>  No
- <sup>3</sup>  Not Applicable

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

- <sup>1</sup>  Yes
- <sup>2</sup>  No
- <sup>3</sup>  Not Applicable

44. If you completed your medical degree outside Australia:

What year did you first arrive in Australia? .....

In what year were you first registered to work as a doctor in Australia? .....

Not Applicable (Tick box) .....

45. Do you have medical qualifications from overseas which are NOT recognised in Australia?

- <sup>1</sup>  Yes
- <sup>2</sup>  No
- <sup>3</sup>  Unsure

46. Please indicate all NEW medical qualifications that you have completed in the last 12 months.

	Number of qualifications	Names of qualifications
Masters degree	<input type="text"/>	<input type="text"/>
PhD	<input type="text"/>	<input type="text"/>
Postgraduate diploma/certificate	<input type="text"/>	<input type="text"/>
Fellowship of college	<input type="text"/>	<input type="text"/>

47. Do you have a research-based degree from medical school in addition to your primary medical qualification? For example: BSc(Med)(Hons), BSc(Hons), MBBS(Hons).

- <sup>1</sup>  Yes
- <sup>2</sup>  No



48. Please indicate how many other health and non-health related qualifications you have received in Australia in the last 12 months.

No. of qualifications .....

49. 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)

No. of years .....

No. of months .....

50. What is your residency status? (Tick one box)

- Australian citizen
- Permanent resident
- Temporary resident

51. What type of medical registration do you have? (Please tick all that apply)

- General registration
- Specialist registration
- Provisional registration
- Limited registration
- Non-practising registration

52. In general, would you say your health is: (Tick one box)

- Excellent
- Very good
- Good
- Fair
- Poor

53. All things considered, how satisfied are you with your life in general? (Tick one box)

Completely Dissatisfied	1	2	3	4	5	6	7	8	9	10	Completely Satisfied
	1	2	3	4	5	6	7	8	9	10	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

54. This question asks about everyday risk-taking in relation to different types of activities.

How likely are you to engage in each of the following activities (with a score of 1 being 'very unlikely' and 5 being 'very likely')?

	Very unlikely	1	2	3	4	5	Very likely
Financial risks (e.g. investments with an uncertain outcome)		1	2	3	4	5	
Career and professional risks (e.g. publicly challenging your professional colleagues)		1	2	3	4	5	
Clinical risks (e.g. recommending a treatment which is new to your usual practice or is controversial)		1	2	3	4	5	





