

MABEL user id:

Please write id shown on  
letter if different to id above

# MABEL

Medicine in Australia: Balancing Employment and Life

## Doctor Enrolled in a Specialty Training Program (Specialist Registrar)

enquiries@mabel.org.au    www.mabel.org.au    Telephone: 03 8344 2600

### **MABEL has been endorsed by:**

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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 job.

	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 job	<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 job?	<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"/>
I have good support and supervision from qualified specialists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There is enough time for me to do personal study	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Research publications are important to progress my training	<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?

- 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:

- Imagine that you have completed your training and are choosing a job as a specialist.
- You have the choice between two jobs, A and B.
- Everything about the two jobs is the same, except for the characteristics shown in the tables below.
- Even if you would not choose either job, we would like you to state which you think is better.

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5. Which job (A or B) would you prefer?

	Job A	Job B
Change in earnings	No change	20% decrease
Change in total hours worked	No change	10% increase
On-call arrangements	1 in 4, infrequently called out	1 in 10, frequently called out
Percentage of time in private practice	50%	90%
Teaching/research opportunities	Some teaching and research	Some teaching
Time spent in administration	5%	15%
Location	Large regional centre	Metro-based with option to visit regional communities

Prefer Job A

Prefer Job B

6. Which job (A or B) would you prefer?

	Job A	Job B
Change in earnings	20% increase	No change
Change in total hours worked	10% increase	10% increase
On-call arrangements	1 in 10, frequently called out	1 in 4, frequently called out
Percentage of time in private practice	90%	50%
Teaching/research opportunities	Some research	Some teaching and research
Time spent in administration	10%	5%
Location	Metro-based	Metro-based with option to visit regional communities

Prefer Job A

Prefer Job B

7. Which job (A or B) would you prefer?

	Job A	Job B
Change in earnings	20% decrease	20% increase
Change in total hours worked	No change	10% decrease
On-call arrangements	1 in 4, infrequently called out	1 in 4, frequently called out
Percentage of time in private practice	10%	50%
Teaching/research opportunities	Some teaching	Some teaching and research
Time spent in administration	10%	5%
Location	Metro-based with option to visit regional communities	Large regional centre

Prefer Job A

Prefer Job B

8. Which job (A or B) would you prefer?

	Job A	Job B
Change in earnings	20% decrease	20% increase
Change in total hours worked	10% increase	No change
On-call arrangements	1 in 4, infrequently called out	1 in 2, frequently called out
Percentage of time in private practice	90%	50%
Teaching/research opportunities	No teaching or research	Some teaching
Time spent in administration	5%	15%
Location	Large regional centre	Metro-based with option to visit regional communities

Prefer Job A

Prefer Job B

9. Which job (A or B) would you prefer?

	Job A	Job B
Change in earnings	20% decrease	20% increase
Change in total hours worked	10% decrease	10% increase
On-call arrangements	1 in 10, frequently called out	1 in 4, infrequently called out
Percentage of time in private practice	90%	10%
Teaching/research opportunities	Some teaching and research	Some research
Time spent in administration	15%	10%
Location	Large regional centre	Metro-based with option to visit regional communities

Prefer Job A

Prefer Job B

10. Which job (A or B) would you prefer?

	Job A	Job B
Change in earnings	20% increase	No change
Change in total hours worked	10% increase	No change
On-call arrangements	1 in 4, frequently called out	1 in 2, frequently called out
Percentage of time in private practice	90%	50%
Teaching/research opportunities	Some teaching and research	No teaching or research
Time spent in administration	5%	10%
Location	Large regional centre	Metro-based

Prefer Job A

Prefer Job B

11. Which job (A or B) would you prefer?

	Job A	Job B
Change in earnings	No change	20% decrease
Change in total hours worked	10% decrease	10% decrease
On-call arrangements	1 in 4, frequently called out	1 in 10, frequently called out
Percentage of time in private practice	90%	10%
Teaching/research opportunities	Some teaching	No teaching or research
Time spent in administration	10%	15%
Location	Large regional centre	Metro-based

Prefer Job A

Prefer Job B

12. Which job (A or B) would you prefer?

	Job A	Job B
Change in earnings	20% decrease	No change
Change in total hours worked	No change	10% increase
On-call arrangements	1 in 10, frequently called out	1 in 4, infrequently called out
Percentage of time in private practice	50%	90%
Teaching/research opportunities	Some research	No teaching or research
Time spent in administration	5%	15%
Location	Metro-based with option to visit regional communities	Large regional centre

Prefer Job A

Prefer Job B

13. Which job (A or B) would you prefer?

	Job A	Job B
Change in earnings	20% increase	No change
Change in total hours worked	10% increase	10% decrease
On-call arrangements	1 in 2, frequently called out	1 in 4, infrequently called out
Percentage of time in private practice	10%	50%
Teaching/research opportunities	Some research	Some teaching
Time spent in administration	15%	10%
Location	Metro-based	Metro-based with option to visit regional communities

Prefer Job A

Prefer Job B

## C About the places where you work

14. 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

Public hospital (including psychiatric hospital) . . . . .	<input type="text"/>
Private hospital. . . . .	<input type="text"/>
Private medical practitioner’s rooms or surgery . . . . .	<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"/>

15. Approximately how many hours per week do you work as a hospital locum? (If zero, write 0) . . . . .
16. What is the main hospital in which you work (i.e. spend most time)?  
 Hospital name . . . . .   
 Postcode . . . . .
17. How long have you worked at this hospital?  
 Months (if less than a year) . . . . .   
 Years . . . . .

## D About your workload

18. 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) . . . . .   
 Indirect patient care (medical notes, reports, phone calls, meeting patients' families) . . . . .   
 Education activities (academic research, continuing medical education) . . . . .   
 Management and administration . . . . .   
 Other . . . . .
19. 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) . . . . .
20. 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 23
21. 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 HOURS were actually spent in direct patient care? . . . . .   
 How many TIMES were you actually called out? . . . . .
22. 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 . . . . .
23. 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? . . . . .
24. 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.

25. 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"/> |

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26. 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
27. What is the approximate annual total value in dollars of these benefits? (If zero, write 0) . . . . .
28. 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. . . . .
29. Do you (or your employer) regularly contribute to a superannuation scheme?
- Yes  
 No—Go to question 31
30. For how many years have you (and/or an employer on your behalf) contributed to a superannuation scheme?
- No. of years . . . . .
31. 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
32. 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) . . . . .
33. 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
34. 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

35. Where is your main place of work?
- Town/Suburb . . . . .   
Postcode . . . . .
36. How long have you been working in or close to this geographic location?
- No. of months (if less than one year) . . . . .   
No. of years . . . . .
37. Where do you live?
- Town/Suburb . . . . .   
Postcode . . . . .

38. 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 work location	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

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

Town .....

State .....

Not Applicable .....

41. 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

42. 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

43. Year of birth .....

44. Gender

Male

Female

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

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

A medical school in Australia

A medical school in the country specified:

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

Yes

No

Not Applicable

48. Which specialty training program are you enrolled in?

- |   |  |
|---|--|
| <input type="checkbox"/> Paediatrics and Child Health       | <input type="checkbox"/> Palliative Medicine     |
| <input type="checkbox"/> Rehabilitation Medicine            | <input type="checkbox"/> Dermatology             |
| <input type="checkbox"/> Medical Administration             | <input type="checkbox"/> Ophthalmology           |
| <input type="checkbox"/> Psychiatry                         | <input type="checkbox"/> Surgery                 |
| <input type="checkbox"/> Internal medicine (adult medicine) | <input type="checkbox"/> Occupational Medicine   |
| <input type="checkbox"/> Public Health Medicine             | <input type="checkbox"/> Anaesthesia             |
| <input type="checkbox"/> Emergency Medicine                 | <input type="checkbox"/> Intensive Care Medicine |
| <input type="checkbox"/> Obstetrics and Gynaecology         | <input type="checkbox"/> Pathology               |
| <input type="checkbox"/> Radiology                          |  |

49. In what year did you start this training program? .....

50. In what year do you expect to complete the program and become a qualified specialist? .....

51. 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 .....

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

- Australian citizen       Permanent resident       Temporary resident

53. Do you have:

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

## H About your family circumstances

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

- Yes       No

55. What is the employment status of your partner/spouse?

- |  |   |
|--|---|
| <input type="checkbox"/> Not in the labour force<br>(e.g. caring for dependents, studying) | <input type="checkbox"/> Currently seeking work |
| <input type="checkbox"/> Full-time employment  | <input type="checkbox"/> Part-time employment   |
| <input type="checkbox"/> Not Applicable  |   |

56. How many dependent children do you have? (If none, write 0) .....

57. What is the age in years of your youngest dependent child?

Age .....

Not Applicable .....

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

- |   |  |
|---|--|
| <input type="checkbox"/> Relatives or friends                             | <input type="checkbox"/> Nannies   |
| <input type="checkbox"/> Childcare at work (i.e. provided by an employer) | <input type="checkbox"/> Other day care (childcare centre, family day care, kindergarten etc.) |
| <input type="checkbox"/> Not Applicable                                   |  |

59. Thank you for completing the survey. Please provide any further comments below.

.....  
 .....  
 .....