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MABEL

Medicine in Australia: Balancing Employment and Life
2010

Specialist

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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 in Australia?

¹ Yes – *If yes, please go to Section B below and complete the main survey*

² No – *Continue*

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

¹ 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.*

² 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 state job title:

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

¹ Yes – *Please go to Section G and complete the final two sections of the survey*

² Unsure – *Please go to Section G and complete the final two sections of the survey*

³ 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 in 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	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
Amount of variety in your work	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
Physical working conditions	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
Opportunities to use your abilities	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
Your colleagues and fellow workers	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
Recognition you get for good work	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
Your hours of work	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
Your remuneration	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
Amount of responsibility you are given	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
Taking everything into consideration, how do you feel about your work?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <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"/>
The IT systems I use are very helpful in day-to-day practice	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"/>
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"/>
Running my practice is stressful most of the time	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 my career	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"/>

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

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

8. What is the likelihood that you will:

	Very Unlikely	Unlikely	Neutral	Likely	Very Likely
Leave direct patient care (primary or hospital) within FIVE YEARS?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
Leave medical work entirely within FIVE YEARS?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
Reduce your clinical workload in the next FIVE YEARS?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

9. This and the following question ask about any workplace aggression directed toward you in the last 12 months whilst you were working in medicine (i.e. any circumstance or location in which you performed your role as a medical practitioner), including:

- *Verbal or written abuse, threats, intimidation or harassment* – such as ridicule, abusive email, racism, bullying, contemptuous treatment and non-physical threats or intimidation;
- *Physical threats, intimidation, harassment or violence* – such as a raised hand or object, unwanted touching, damage to property and sexual or other physical assault.

For each potential source of aggression, please tick the box that most closely matches how often you experienced each type of aggression in the past 12 months.

	Frequently (once or more each week)	Often (a few times each month)	Occasionally (a few times each 6 months)	Infrequently (a few times in 12 months)	Not at all
A. Aggression from patients					
<i>Verbal or written</i> abuse, threats, intimidation or harassment	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
<i>Physical</i> threats, intimidation, harassment or violence	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
B. Aggression from relatives or carers of patients					
<i>Verbal or written</i> abuse, threats, intimidation or harassment	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
<i>Physical</i> threats, intimidation, harassment or violence	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
C. Aggression from any workplace co-worker					
<i>Verbal or written</i> abuse, threats, intimidation or harassment	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
<i>Physical</i> threats, intimidation, harassment or violence	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
D. Aggression from any other person external to the workplace					
<i>Verbal or written</i> abuse, threats, intimidation or harassment	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
<i>Physical</i> threats, intimidation, harassment or violence	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

10. Please indicate whether or not the following actions to prevent or minimise aggression have been implemented in your main workplace.

	Yes	No	Unsure	
Policies, protocols and/or procedures for aggression prevention and management	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	
Warning signs in reception and patient / public waiting areas	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	
Alerts to high risk of aggression (e.g. on patient record)	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	
Restricting or withdrawing access to services for aggressive persons	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	
Incident reporting and follow-up	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	
Education and training (for self and other staff)	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	
Duress alarms in consultation and treatment areas	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	
Clinician escape optimised in consultation / treatment rooms (e.g. seated closer to door than patient, two exits in rooms)	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	
Optimised lighting, noise levels, comfort and waiting times in patient / public waiting areas	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	
Patient / public access restrictions (e.g. advisory signs, locked doors to treatment and storage areas)	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	
Building security systems (e.g. burglar alarms, deadlocks, window bars, surveillance cameras, security personnel)	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	
Safety and security measures for after hours or on-call work, or home visits (e.g. security escort to external areas at night, movement register, working in pairs, satellite phones)	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/> Not applicable
Other (please specify)	<input type="text"/>			

C About the places where you work

11. 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 type="text"/> <input type="text"/> <input type="text"/> hrs/wk
Private hospital	<input type="text"/> <input type="text"/> <input type="text"/> hrs/wk
Private medical practitioner’s rooms or surgery	<input type="text"/> <input type="text"/> <input type="text"/> hrs/wk
Residential/aged care health facility (nursing/residential home, hospice etc.)	<input type="text"/> <input type="text"/> <input type="text"/> hrs/wk
Laboratory or radiology facility	<input type="text"/> <input type="text"/> <input type="text"/> hrs/wk
Community health centre	<input type="text"/> <input type="text"/> <input type="text"/> hrs/wk
Government department, agency or defence forces	<input type="text"/> <input type="text"/> <input type="text"/> hrs/wk
Tertiary education institution	<input type="text"/> <input type="text"/> <input type="text"/> hrs/wk
Other	<input type="text"/> <input type="text"/> <input type="text"/> hrs/wk
TOTAL HOURS WORKED	<input type="text"/> <input type="text"/> <input type="text"/> hrs/wk

12. Do you work in private practice?

- 1 Yes, in a public or private hospital and private consulting rooms
- 2 Yes, in a public or private hospital only— Go to question 16
- 3 No— Go to question 18

13. What is the total number of specialists who work in your current, main private practice? (Include yourself if applicable) (If none, write 0)

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

14. How many other health workers or professionals are employed in your current, main private practice? (If none, write 0)

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"/>

15. Is your current, main private practice co-located with other specialist practices?

- ¹ Yes
- ² No

16. What is your business relationship with the practice?

- ¹ Principal or partner
- ² Associate
- ³ Salaried employee (e.g. receive fixed annual salary & benefits with tax deducted)
- ⁴ Contracted employee (e.g. receive fixed payment for specified time or a % of billings before tax)
- ⁵ Locum
- ⁶ Other (please specify)

17. When did you start working at this practice?

Month

Year

18. How many hours a week do you work as a hospital locum? (If zero, write 0)

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

Hospital name

Postcode

20. How long have you worked at this hospital?

No. of months

No. of years

21. How are you paid for this hospital work?

- ¹ Fee-for-service/bill patients directly
- ² Fixed payment per session or hour
- ³ Salary—no rights to private practice
- ⁴ Salary with rights to private practice
- ⁵ Other, please specify

D About your workload

22. 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 11) hrs/wk

Direct patient care (face-to-face, phone consultations, home visits: with or without a medical student present) hrs/wk

Indirect patient care (medical notes, reports, phone calls, meeting patients' families) hrs/wk

Education activities (teaching, research, continuing medical education) hrs/wk

Management and administration hrs/wk

Other hrs/wk

23. In relation to education activities, are you involved in any of the following teaching activities, including formal and informal teaching? (Tick all that apply)

- Teaching medical students
- Teaching interns or other pre-vocational trainees
- Teaching registrars
- No, I am not involved in any teaching

SPECIALIST

24. 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)
- Total number of patients seen in private consulting rooms.
- Total number of patients seen in hospital or other settings
25. Approximately what percentage of these were: (Please write percentage number of referrals from each applicable source) (If none, write 0)
- GP referrals to you %
- Referrals from other specialists %
- Referrals from other sources %
26. How long does a new PRIVATE patient typically have to wait for an appointment?
- No. of days days
- No. of weeks weeks
- Not taking new patients at present (Tick box)
- Not Applicable (Tick box)
27. How long does a standard private consultation last?
- New patient/ Initial consultation minutes
- Subsequent consultations minutes
- Not Applicable (Tick box)
28. Approximately what percentage of patients do you bulk bill/charge no co-payment?
- Per cent %
- Not Applicable (Tick box)
29. What is your current fee for a standard private consultation? (Include Medicare fee and patient co-payment if applicable. Please write dollar amount; write 0 if you bulk bill 100% of your patients)
- New patient/initial consultation. \$
- Subsequent consultations \$
- Not Applicable (Tick box)
30. Do you do any on-call yourself? (Including public holidays, weekends and weekdays outside of 8am to 6pm)
- ¹ Yes
- ² No—Go to question 34
31. What are your on-call ratios for public and private sector work?
(For example, 5 weeknights per fortnight equals 1 in 2)
- | | Public sector work | Private sector work |
|-------------------------------------|---|---|
| 1 weeknight in | <input type="text"/> <input type="text"/> | <input type="text"/> <input type="text"/> |
| 1 weekend in | <input type="text"/> <input type="text"/> | <input type="text"/> <input type="text"/> |
| Not Applicable (Tick box) | <input type="checkbox"/> | |
32. In your last usual week at work, how many TIMES were you actually called out? (If none, write 0)
- | | Public sector work | Private sector work |
|--------------------------------------|---|---|
| Weeknights: times per week | <input type="text"/> <input type="text"/> | <input type="text"/> <input type="text"/> |
| Weekend: times per weekend | <input type="text"/> <input type="text"/> | <input type="text"/> <input type="text"/> |
| Not Applicable (Tick box) | <input type="checkbox"/> | |
33. If your on-call arrangements do not fit the above descriptions, please elaborate below:
-
34. Opportunities for continuing medical education and professional development are: (Tick one box)
- ¹ Very limited
- ² Average
- ³ Very good

35. Arranging a locum is usually: (Tick one box)

- Moderately easy
- Rather difficult
- Very difficult
- Not Applicable

36. 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.

37. 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.) This should be your personal earnings rather than total practice earnings. 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"/>

38. 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

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

40. 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)

41. What is the total level of financial debt that you currently have from owning your practice or premises? (If zero, write 0)

\$

Don't Know (Tick box)

Not Applicable (Tick box)

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

- Sole trader
- Partnership
- Company
- Trust
- Don't Know
- Not Applicable

43. 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

44. 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 source and %) %

TOTAL %

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

¹ Yes

² No—Go to question 47

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

No. of years

47. 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". (Tick one box)

¹ Strongly Disagree

² Disagree

³ Neutral

⁴ Agree

⁵ Strongly Agree

48. 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)

49. 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 37. 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

50. In how many locations do you practise?

51. Where is your main place of work?

Town/Suburb

Postcode

52. How long have you been practising in or close to this geographic location?

No. of months

No. of years

53. Where do you live?

Town/Suburb

Postcode

54. The opportunities for social interaction for you and your family in the geographic location of your main job are: (Tick one box)

- Very limited
- Average
- Very good

55. 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"/>

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

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

Town

State

Not Applicable (Tick box)

58. Are you subject to restrictions on where you 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 60

59. 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
- Other
- Not Applicable

60. Do you travel to provide services/clinics in other geographic areas?

- Yes
- No—Go to question 62

61. Where are you providing these services or clinics?

1. Town/suburb

Postcode

2. Town/suburb

Postcode

3. Town/suburb

Postcode

G About your family circumstances

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

1 Yes 2 No

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

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

64. Is your partner/spouse also a medical doctor?

1 Yes
 2 No
 3 Not Applicable

65. For how many years did your partner/spouse live in a rural area up until the age he/she left secondary school? (If none, write 0)

Don't know (Tick box)

Not Applicable (Tick box)

66. Please indicate the main rural area where your partner/spouse lived up until school leaving age.

Town

State

Don't know (Tick box)

Not Applicable (Tick box)

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

68. 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

69. 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

70. 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

71. Year of birth

72. Gender
 1 Male
 2 Female

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

74. In which country did you complete your basic medical degree?
 1 A medical school in Australia
 2 A medical school in the country specified:

75. If you did your degree at a medical school outside Australia, have you completed the AMC Certificate examination?
 1 Yes
 2 No
 3 Not Applicable

76. Do you have medical qualifications from overseas which are NOT recognised in Australia?
 1 Yes
 2 No
 3 Unsure

77. What specialist and other medical qualifications have you obtained in Australia (e.g. FRACP, FRACS, diploma)?

1

2

3

4

5

None: I have qualifications from overseas which are recognised in Australia

78. What is the main specialty in which you practise? (If you practise in a second specialty, please specify)

INTERNAL MEDICINE:	Main specialty in which you practise (Where you are qualified & recognised under the Health Insurance Act)	Second specialty in which you practise
Cardiology	1 <input type="checkbox"/>	1 <input type="checkbox"/>
Clinical genetics	2 <input type="checkbox"/>	2 <input type="checkbox"/>
Clinical haematology.....	3 <input type="checkbox"/>	3 <input type="checkbox"/>
Clinical immunology (incl. allergy)	4 <input type="checkbox"/>	4 <input type="checkbox"/>
Clinical pharmacology.....	5 <input type="checkbox"/>	5 <input type="checkbox"/>
Endocrinology.....	6 <input type="checkbox"/>	6 <input type="checkbox"/>
Gastroenterology.....	7 <input type="checkbox"/>	7 <input type="checkbox"/>
General medicine	8 <input type="checkbox"/>	8 <input type="checkbox"/>
Geriatrics.....	9 <input type="checkbox"/>	9 <input type="checkbox"/>
Infectious diseases	10 <input type="checkbox"/>	10 <input type="checkbox"/>
Intensive care—internal medicine	11 <input type="checkbox"/>	11 <input type="checkbox"/>
Medical oncology	12 <input type="checkbox"/>	12 <input type="checkbox"/>
Neurology.....	13 <input type="checkbox"/>	13 <input type="checkbox"/>
Nuclear medicine	14 <input type="checkbox"/>	14 <input type="checkbox"/>

SPECIALIST

	Main speciality in which you practise (Where you are qualified & recognised under the Health Insurance Act)	Second speciality in which you practise
Paediatric medicine	15 <input type="checkbox"/>	15 <input type="checkbox"/>
Renal medicine	16 <input type="checkbox"/>	16 <input type="checkbox"/>
Rheumatology	17 <input type="checkbox"/>	17 <input type="checkbox"/>
Thoracic medicine	18 <input type="checkbox"/>	18 <input type="checkbox"/>
PATHOLOGY:		
General pathology	19 <input type="checkbox"/>	19 <input type="checkbox"/>
Anatomical pathology	20 <input type="checkbox"/>	20 <input type="checkbox"/>
Clinical chemistry	21 <input type="checkbox"/>	21 <input type="checkbox"/>
Cytopathology	22 <input type="checkbox"/>	22 <input type="checkbox"/>
Forensic pathology	23 <input type="checkbox"/>	23 <input type="checkbox"/>
Haematology	24 <input type="checkbox"/>	24 <input type="checkbox"/>
Immunology	25 <input type="checkbox"/>	25 <input type="checkbox"/>
Microbiology	26 <input type="checkbox"/>	26 <input type="checkbox"/>
SURGERY:		
General surgery	27 <input type="checkbox"/>	27 <input type="checkbox"/>
Cardiothoracic surgery	28 <input type="checkbox"/>	28 <input type="checkbox"/>
Orthopaedic surgery	29 <input type="checkbox"/>	29 <input type="checkbox"/>
Otolaryngology	30 <input type="checkbox"/>	30 <input type="checkbox"/>
Paediatric surgery	31 <input type="checkbox"/>	31 <input type="checkbox"/>
Plastic/reconstructive surgery	32 <input type="checkbox"/>	32 <input type="checkbox"/>
Urology	33 <input type="checkbox"/>	33 <input type="checkbox"/>
Neurosurgery	34 <input type="checkbox"/>	34 <input type="checkbox"/>
Vascular surgery	35 <input type="checkbox"/>	35 <input type="checkbox"/>
OTHER SPECIALTIES:		
Anaesthesia (excl. intensive care)	36 <input type="checkbox"/>	36 <input type="checkbox"/>
Dermatology	37 <input type="checkbox"/>	37 <input type="checkbox"/>
Diagnostic radiology (incl. ultrasound)	38 <input type="checkbox"/>	38 <input type="checkbox"/>
Emergency medicine	39 <input type="checkbox"/>	39 <input type="checkbox"/>
Intensive care—anaesthesia	40 <input type="checkbox"/>	40 <input type="checkbox"/>
Medical administration	41 <input type="checkbox"/>	41 <input type="checkbox"/>
Obstetrics and gynaecology (incl. gynaecological oncology)	42 <input type="checkbox"/>	42 <input type="checkbox"/>
Occupational medicine	43 <input type="checkbox"/>	43 <input type="checkbox"/>
Ophthalmology	44 <input type="checkbox"/>	44 <input type="checkbox"/>
Psychiatry	45 <input type="checkbox"/>	45 <input type="checkbox"/>
Public health medicine	46 <input type="checkbox"/>	46 <input type="checkbox"/>
Radiation oncology	47 <input type="checkbox"/>	47 <input type="checkbox"/>
Rehabilitation medicine	48 <input type="checkbox"/>	48 <input type="checkbox"/>
Sport and exercise medicine	49 <input type="checkbox"/>	49 <input type="checkbox"/>
OTHER SPECIALTY not specified above	50 <input type="checkbox"/>	50 <input type="checkbox"/>

79. 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

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

- Australian citizen
- Permanent resident
- Temporary resident

81. What type of medical registration do you have?

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

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

- Excellent
- Very good
- Good
- Fair
- Poor

83. 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	Completely Satisfied
	<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"/>

84. The questions below ask about the type of person you are. There is growing evidence that these characteristics are related to doctors' job satisfaction and decisions about work. The information you provide will remain strictly confidential and you will not be identifiable.

Please answer each of the following questions using a 1 to 7 point scale, where 1 means 'Does not apply to me at all' and 7 means 'Applies to me perfectly'.

	Does not apply to me at all	1	2	3	4	5	6	7	Applies to me perfectly					
I see myself as someone who:														
Does a thorough job	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	<input type="checkbox"/>
Is communicative, talkative	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	<input type="checkbox"/>
Is sometimes somewhat rude to others	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	<input type="checkbox"/>
Is original, comes up with new ideas	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	<input type="checkbox"/>
Worries a lot	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	<input type="checkbox"/>
Has a forgiving nature	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	<input type="checkbox"/>
Tends to be lazy	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	<input type="checkbox"/>
Is outgoing, sociable	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	<input type="checkbox"/>
Values artistic experiences	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	<input type="checkbox"/>
Gets nervous easily	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	<input type="checkbox"/>
Does things effectively and efficiently	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	<input type="checkbox"/>
Is reserved	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	<input type="checkbox"/>
Is considerate and kind to others	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	<input type="checkbox"/>
Has an active imagination	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	<input type="checkbox"/>
Is relaxed, handles stress well	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	<input type="checkbox"/>

