**Australian General Practice Training Program**

National report on the 2018 National Registrar Survey

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Australian Council *for* Educational Research

December 2018

### Acknowledgements

The authors would like to acknowledge the support of the Department of Health in undertaking this project. We also thank the Regional Training Organisations for their invaluable work in promoting the survey and fieldwork throughout the 2018 National Registrar Survey. Most importantly, we acknowledge and thank all the registrars who participated in the survey for giving their time and sharing their experiences.

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### Acronyms and abbreviations

| **Acronym** | **Meaning** |
| --- | --- |
| ACER | Australian Council for Educational Research |
| ACRRM | The Australian College of Rural and Remote Medicine |
| ADF | Australian Defence Force |
| AGPT | Australian General Practice Training |
| AGPT RSS | Australian General Practice Training Registrar Satisfaction Survey |
| AGPT NRS | Australian General Practice Training National Registrar Survey |
| AMA | Australian Medical Association |
| AMC | Australian Medical Council |
| AMG | Australian Medical Graduate |
| ARST | Advanced Rural Skills Training |
| AST | Advanced Specialised Training |
| the Department | The Commonwealth Department of Health |
| FRACGP | Fellowship of the Royal Australian College of General Practitioners |
| FACRRM | Fellowship of the Australian College of Rural and Remote Medicine |
| FARGP | Fellowship in Advanced Rural General Practice |
| FTE | Full -time equivalent |
| GP | General Practice or General Practitioner (depending on context) |
| GPET | General Practice Education and Training Limited |
| GPRA | General Practice Registrar Australia |
| GPSA | General Practice Supervisors Australia |
| GPT | General Practice Term |
| HECS | Higher Education Contribution Scheme |
| IMG | International Medical Graduate |
| KPI | Key Performance Indicator |
| PGPPP | Prevocational General Practice Placements Program |
| PRRT | Primary Rural and Remote Training |
| RACGP | The Royal Australian College of General Practitioners |
| RIDE | Registrar Information Data Exchange |
| RTO | Regional Training Organisation |
| RTP | Regional Training Provider |

# Executive summary

The Australian General Practice Training National Registrar Survey (AGPT NRS) is an annual, national survey of GP registrars currently training in the AGPT program. It collects information via an online questionnaire about registrar satisfaction, experience and future career plans. It also collects information about registrars’ demographics and training contexts and other aspects of their training experience. This survey is part of the Department of Health’s (the Department) monitoring and quality improvement activities. The information collected in the AGPT NRS can be used to assure the quality of training provision in the program, enables continuous improvement and allows responses to be benchmarked nationally. This survey was previously known as the AGPT Registrar Satisfaction Survey (AGPT RSS).

From July 31 to September 7 2018, the Australian Council for Educational Research (ACER) administered the AGPT NRS to registrars enrolled in active training on the AGPT program across 11 training regions and nine regional training organisations in Australia. Around 4000 registrars were invited to reflect on their recent training experience in Semester One, 2018. 1695 registrars responded to the survey, representing an overall response rate of 42 per cent. The response rate for registrars within each training region ranged from 35 to 50 per cent. The national response rate was sufficient to yield reliable results at a national level, with most of the Key Performance Indicators described in the report offering accuracy (at the 95 per cent confidence level) within two per cent of the reported average scores.

Registrars were asked to reflect on their overall experience, and their experience with their RTO and training facility. Overall, registrars reported high levels of satisfaction.

Overall levels of satisfaction continue to increase from the large dip witnessed in 2016, but are still down on the levels seen from 2013 to 2015. In 2018:

* 90 per cent of registrars were satisfied with the overall education and training
* 85 per cent were satisfied with the overall support
* 87 per cent were satisfied with the overall administration.

In terms of registrars’ satisfaction with their **RTO**:

* 90 per cent of registrars were satisfied with their overall training and education
* 89 per cent were satisfied with the training advice they received
* 91 per cent were satisfied with the induction and orientation they received
* 90 per cent were satisfied with the support they received to meet the training requirements of RACGP while significantly fewer (68%) were satisfied with the support they received to meet ACRRM training requirements (although satisfactionhas increased from only 55 in 2017).

When asked to reflect on their experience with their **training facility**:

* 93 per cent of registrars were satisfied with the overall training and education they received
* 91 per cent were satisfied with the supervisor support
* 97 per cent were satisfied with the clinical work
* 96 per cent were satisfied with the level of workplace responsibility as well as the number of patients or presentations.

When asked about the best aspects of their training, registrars most commonly mentioned themes including workshops or education days, their practice workplace and colleagues, supervisors or supervision and gaining exposure to a broad range of cases or patients. When asked to describe the aspects of their training that needed improvement, the most commonly mentioned areas were the same as those mentioned in 2017 and included exam preparation, support and supervision.

We saw very similar results in 2018 to those found in 2017 when we looked at registrars’ health and wellbeing:

* 91 per cent were satisfied with the support they received from their GP supervisor
* 86 per cent were satisfied with the support from their RTO
* 71 per cent of registrars reported having their own GP
* 43 per cent were living away from their immediate family.

Registrars were also asked about their career plans for the next five years. The majority of registrars – 86 per cent – plan to be working as a private GP in five years. Most registrars – 86 per cent – would also like to be involved in training other doctors within the next five years.

We saw interesting results when looking at the intent of registrars to be working in a rural or remote location in five years’ time. When we looked at the responses given by registrars in the rural or general pathway streams, 36 per cent of those in the rural pathway intend to work in a rural or remote location in five years’ time while only 11 per cent of those in the general pathway have this same intention.

# Infographic summary of results

Infographic summary of National Registrar Survey 2018.
There are the respones from the 1,695 registrars who participated in the 2018 survey. 
Training Experience.
90% were satitified with the education and training from their RTO.
93% were satitisfied witht he education and training from their training facility.
91% were satified with the supervisor support.
96% were satisfied with their level of workplace responsibility.
97% were satisfied with the clinical work.
90% were satisfied witht the overall education and training.
Registrar Characteristics.
63% of respondents were female.
30% were international graduates.
54% in the rural pathway.
0.9% identified as Aboriginal or Torres Strait Islander.
54% were between 30 and 39 years of age.
Choosing to become a GP.
78% of respondents applied to AGPT before and other speciality program.
82% would like to be involved in doctor training.
64% of respondents saw GP specialistion as their first choice of speciality.
Rural Training Pathway. Best Aspects - Top four responses.
32% exposure to a range of paitents of cases.
15% clinical or prodcedural experince.
12% being part of a rural community.
7% being in a rural and regional area.
Why Become a GP. Top three reasons.
77% hours/working conditions.
65% diversity of paitents and medical presentations.
60% to build long term relationships with paitents. 
Location of Training Facility.
45% in Major cities
35% in Inner regional
17% in Outer regional
3% in Remote



[Long text alternative for infographic summary.](#_Infographic_text_alternative)

# Setting the Scene

## Background and context

General practitioners (GPs) are a vital part of Australia’s health care system. GPs care for a broad range of patients, with broad health needs, and are usually the first point of call Australians make for their health needs. The GP’s role is described by the Royal Australian College of General Practitioners (RACGP) as providing ‘person centred, continuing, comprehensive and coordinated whole person health care to individuals and families in their communities’[[1]](#footnote-1). The term general practice is described by the Australian College of Rural and Remote Medicine (ACRRM) as ‘the doctor with core responsibility for providing comprehensive and continuing medical care to individuals, families and the broader community.’[[2]](#footnote-2)

These definitions underpin the training that each registrar undertakes as part of the Australian General Practice Training (AGPT) program. There are a number of different organisations involved in administering the AGPT program in Australia, including the two Colleges and nine regional training organisations (RTOs) who operate across 11 training regions.

RTOs are required to deliver training which meets the standards and requirements of the vocational training programs of either the RACGP and/or the ACRRM. The completion of either college vocational training program leads to a relevant college fellowship, either the Fellowship of the Royal Australian College of General Practitioners (FRACGP) or the Fellowship of the Australian College of Rural and Remote Medicine (FACRRM). Both fellowships are recognised professional qualifications to enable registrars to gain vocational recognition as GPs under the Medicare legislation. Registrars can additionally obtain the RACGP’s Fellowship in Advanced Rural General Practice (FARGP). GP registrars are required to undertake the initial part of their training in a hospital environment, after which they go on to complete their core training and required skills training. Training is usually completed over a three or four year full time equivalent (FTE) period, but training time can be extended to accommodate those doctors who wish to train on a part-time basis.

It is important that the training Australia’s future GPs receive is educationally relevant, purposeful for all stakeholders and meets the specialist medical training standards of both Colleges as determined by the Australian Medical Council (AMC). Achieving this requires RTOs to deliver training programs that help registrars prepare for FACRRM, FRACGP, or FARGP. The FACRRM and FRACGP are the endpoint of specialist GP training (under the AGPT program) and once completed, these fellowships provide entrance to the specialist GP profession in Australia. In order to ensure that RTOs are delivering training to the standards expected by the Colleges, RTOs undergo an accreditation process every three years. Each College separately undertakes training accreditation of the RTOs, commencing with a joint review process that involves an assessment of training and education systems, training information, education delivery, and training posts and supervisors.

The AGPT National Registrar Survey (AGPT NRS), previously known as the AGPT Registrar Satisfaction Survey (AGPT RSS) is part of the Department of Health’s (the Department) monitoring and quality improvement activities. The survey results are used by the Department to monitor registrar satisfaction levels with the vocational training delivered by the RTOs and understand registrars’ experience in training. The survey was first introduced by General Practice Education and Training Limited (GPET) in 2004 and has since been conducted annually.

## Project overview

The AGPT NRS is conducted by the Department to enable the continuous improvement of doctor training in the AGPT program. Findings from the survey help ensure that the AGPT program delivered by the nine RTOs across 11 training regions meets the necessary standards and requirements of the Department.

The AGPT NRS is an annual, national survey of GP registrars currently training in the AGPT program. It collects information about registrar satisfaction, experience and future career plans as well as information about registrars’ demographics and training contexts and other aspects of their training experience. This information can be used to assure the quality of training provision, enables continuous improvement and – because the same survey is conducted across all RTOs and training regions - allows results to be benchmarked nationally.

In April 2018, the Department engaged the Australian Council for Educational Research (ACER), an independent and not-for-profit research organisation, to review and update the AGPT NRS instrument to ensure it continues to collect information that is relevant to and useful for the Department and other stakeholders while maintaining data that tracks changes in registrars’ satisfaction and experience over time. ACER had previously administered the AGPT RSS from 2013 to 2016 and also the rebranded 2017 AGPT NRS.

In 2017, the AGPT NRS went through a major review and revision with detailed consultation from stakeholders including RTOs, RACGP, ACRRM, General Practice Registrars Australia (GPRA), General Practice Supervisors Australia (GPSA), Australian Medical Association (AMA) and representatives from the Department. This workshop involved a discussion of the overall purpose of the survey including its name, a review of the survey instrument, the administration process and the reporting that forms the AGPT NRS. The changes made in 2017 continue to be reflected in the 2018 AGPT NRS.

The 2018 AGPT NRS instrument included a broad range of questions that asked registrars about their experience and satisfaction in the AGPT program. Respondents were asked to reflect particularly on their experience in Semester One, 2018. The 2018 AGPT NRS instrument included questions relating to registrars’:

* demographic and training characteristics
* satisfaction with their RTO, training facilities and College[[3]](#footnote-3)
* health and wellbeing
* involvement in training related to Aboriginal and Torres Strait Islander health
* experience training on the rural pathway
* training choices
* career aspirations and plans.

This report details the background to the project, provides a brief overview of the methodologies employed in the survey collection and explores the outcomes of the 2018 survey. In addition to this National Report, regional reports have been produced for each training region. These regional reports offer RTOs more detail on their registrars’ survey responses.

## Methodology

The target population for the 2018 AGPT NRS included all registrars who were enrolled in the AGPT program who were in active training during Semester One, 2018. Registrars who were on extended leave during this time period, or who were training as a hospital intern (PGY1) or resident (PGY2+) were excluded from the target population.

The Department provided ACER with a population list of all registrars in the target population. This information was extracted from the Department’s Registrar Information Data Exchange (RIDE) system. ACER asked RTOs to check the contact details of their registrars, and identify if any registrars had been included or excluded from the population list. This process identified that the full target population for the 2018 AGPT NRS included 4420 registrars (200 more registrars than 2017). During fieldwork, 384 registrars opted out from email and SMS correspondence and were removed from the survey population. The survey was conducted as a census of all registrars in the target population.

As in previous administrations of the survey, the 2018 AGPT NRS was administered wholly online. Fieldwork was conducted between July 31 and September 7, 2018. ACER managed the fieldwork operations in-house, including sending out email and SMS invitations and reminders to registrars. RTOs provided invaluable assistance before and during the fieldwork period to promote the survey to their registrars using marketing materials designed by ACER. Survey responses were returned directly to ACER and stored securely and separately from respondents’ personal information to ensure the confidentiality of their responses.

# 2018 AGPT NRS findings

This section provides an overview of the findings from the 2018 AGPT NRS and provides a snapshot of registrars’ experience and satisfaction with their training in Semester One, 2018. Where appropriate, comparisons have been made with results from previous administrations of the survey.

This section reports on the level of response received and the representativeness of the registrars who responded to the 2018 AGPT NRS as well as providing insights into the training contexts of registrars. It then provides an overview of registrars’ overall satisfaction, a summary of the Key Performance Indicators (KPI), and a summary of registrars’ satisfaction with their RTO and training facility. The findings also include insights into registrars’ satisfaction with the health and wellbeing support they receive, their experience of training in Aboriginal and Torres Strait Islander health, the choices they have made in their training, their reasons for choosing their current RTO and fellowship and their future career aspirations.

Response frequencies are given for each item in [Appendix C: 2018 AGPT NRS item frequencies](#_Appendix_A:_2016), a copy of the questionnaire that was used in the 2018 AGPT NRS is included in [Appendix D: 2018 AGPT NRS Instrument](#_Appendix_B:_2016) and tabular alternatives for the figures included in the report are included in Appendix E.

## Survey representativeness, respondent characteristics and training contexts

A total of 1803 registrars commenced the survey. 108 registrars who commenced the survey dropped out before answering any questions relating to their experience or satisfaction with their training. The responses from the remaining 1695 registrars are the focus of this report.

Table 1 shows that the respondents to the survey are representative of the overall population of registrars in the AGPT program. The only difference to note is that there is a higher proportion of registrars with a training status of ‘Enrolled’ and subsequently a lower proportion of those with a training status of ‘Fellowed’ among the respondents. This trend was also seen last year.

Overall, a 42 per cent response rate was achieved in the 2018 APGT NRS. This was lower than the response rates achieved in 2016 (51%), 2014 (44%) and 2013 (77%) but higher than the response received in 2015 (37%) and 2017 (40%). The level of response varied by training region from 35 per cent to 50 per cent.

Table 1 shows that 63 per cent of all respondents were female, reflecting the greater proportion of females in the program. Over 90 per cent of registrars were working towards the FRACGP. Eight per cent of registrars were working towards the FACRRM while five per cent towards the FARGP, a Fellowship undertaken in combination with the FRACGP. A small proportion (7%) of registrars were working towards more than one fellowship. This break down is very similar to the respondents from 2017.

Please note, throughout this report to ensure confidentiality, all cells with a count between 1 and 3 are recorded as <4. Also note, not all questions were answered by all registrars who responded to the survey..

Table 1: 2018 AGPT NRS representativeness of respondents with population for different registrar characteristics

| **Registrar characteristics** | | **Response (n)** | **Response (%)** | **Population (n)** | **Population (%)** |
| --- | --- | --- | --- | --- | --- |
| All registrars | | 1695 |  | 4036 |  |
| Gender | Female | 1075 | 63.4 | 2489 | 61.7 |
| Male | 620 | 36.6 | 1547 | 38.3 |
| Indigenous status | Aboriginal or Torres Strait Islander | 15 | 0.9 | 35 | 0.9 |
| ADF status | Australian Defence Force | 24 | 1.4 | 96 | 2.4 |
| Rural Generalist | Rural Generalist | 98 | 5.8 | 232 | 5.7 |
| Age | 20 to 29 | 400 | 23.6 | 1060 | 26.3 |
| 30 to 39 | 915 | 54.0 | 2268 | 56.2 |
| 40 to 49 | 310 | 18.3 | 586 | 14.5 |
| 50 plus | 70 | 4.1 | 122 | 3.0 |
| Citizenship | Australian Citizen | 1265 | 74.6 | 3105 | 76.9 |
| Australian Permanent Resident | 341 | 20.1 | 690 | 17.1 |
| Australian Temporary Resident | 8 | 0.5 | 27 | 0.7 |
| New Zealand Citizen or Permanent Resident | 33 | 1.9 | 75 | 1.9 |
| Not Specified | 48 | 2.8 | 139 | 3.4 |
| Fellowship | FACRRM | 93 | 5.5 | 206 | 5.1 |
| FRACGP | 1484 | 87.6 | 3580 | 88.7 |
| FRACGP & FACRRM | 26 | 1.5 | 56 | 1.4 |
| FRACGP & FACRRM & FARGP | 14 | 0.8 | 29 | 0.7 |
| FRACGP & FARGP | 77 | 4.5 | 160 | 4.0 |
| FRACGP & Grad. Diploma | <4 |  | <4 |  |
| Not specified | <4 |  | <4 |  |
| Training Status | Completed Time | 5 | 0.3 | 28 | 0.7 |
| Enrolled | 1634 | 96.4 | 3685 | 91.3 |
| Enrolled (Partially Fellowed) | <4 | 0.1 | 8 | 0.2 |
| Fellowed | 51 | 3.0 | 308 | 7.6 |
| Uncertain | <4 | 0.1 | <4 | 0.0 |
| Withdrawn | <4 | 0.1 | 5 | 0.1 |
| Training region | Eastern Victoria | 146 | 8.6 | 351 | 8.7 |
| Lower Eastern NSW | 163 | 9.6 | 419 | 10.4 |
| North Eastern NSW | 251 | 14.8 | 628 | 15.6 |
| North Western Queensland | 199 | 11.7 | 458 | 11.3 |
| Northern Territory | 56 | 3.3 | 118 | 2.9 |
| South Australia | 151 | 8.9 | 350 | 8.7 |
| South Eastern Queensland | 182 | 10.7 | 521 | 12.9 |
| Tasmania | 48 | 2.8 | 104 | 2.6 |
| Western Australia | 153 | 9.0 | 373 | 9.2 |
| Western NSW | 120 | 7.1 | 256 | 6.3 |
| Western Victoria | 226 | 13.3 | 458 | 11.3 |

The registrars who responded to the 2018 AGPT NRS were from diverse backgrounds. Less than half of all respondents were born in Australia, with 76 other countries making up the country of birth for the other 53 per cent of registrars who responded. After Australia, the most common countries of birth for registrars included India (8%), Sri Lanka (4%), Malaysia (4%) and the United Kingdom (4%). Just under 70 per cent received their medical degrees in Australia. For the registrars who did not graduate in either Australia or New Zealand, international medical graduates (IMG), 52 per cent were working in inner regional areas, 24 per cent in outer regional areas and only 21 per cent in major cities (Figure 1). This compares with registrars who graduated with medical degrees from Australia (AMG) where 55 per cent were working in major cities, 28 per cent in inner regional areas and 14 per cent in outer regional areas. Both AMG and IMG had three to four per cent of graduates working in remote or very remote areas. The difference in the proportions of AMG and IMG working in each area is likely due to the Section 19AB restrictions of the *Health Insurance Act 1973.[[4]](#footnote-4)* This generally requires doctors who received their training at an international medical school to work in a district of workforce shortage, which tend to be concentrated in regional and remote parts of Australia. The proportion of IMG at each RTO ranges from 14 to 53 per cent.

Graph demonstrating proportion of Australian and New Zealand medical graduates in different remoteness areas compared with internaitonal medical graduates.

*(n=1695)*

Figure 1: Proportion of Australian (AMG) and New Zealand (NZMG) medical graduates in different remoteness areas compared with internaitonal medical graduates (IMG)

Over 55 per cent of respondents reported having one or more dependents (54% of female and 58% of male respondents). As reported in 2017, in 2018, a much higher proportion of male registrars (86%) indicated that they were working full time compared with female registrars (67%). Of those working full time, 61 per cent reported having no dependents while at least 80 per cent of registrars working three days or fewer per week reported having at least one dependent. Likewise, 88 per cent of registrars who were under 30 years of age were working full time compared with less than 71 per cent in the older age groups.

About one in five registrars had some formal experience of working as a GP through the Prevocational General Practice Placements Program (PGPPP) or a First Wave Scholarship. Many registrars had undertaken training towards another fellowship before starting the AGPT program (18%) while just under 15 per cent of registrars participated in the HECS Reimbursement Scheme.

Registrars were asked about the training they did during Semester One, 2018. Most registrars (84%) were training in just one training facility with less than two per cent of registrars training in three training facilities. The majority, just under 74 per cent of registrars were currently training in General Practice Training (GPT) terms one to three compared with five per cent in Primary Rural and Remote Training (PRRT) terms one to four.

Twenty per cent of registrars indicated that they were training in the areas of Extended Skills, Advanced Rural Skills Training (ARST) or Advanced Specialised Training (AST). These registrars were asked to indicate the area in which this training occurred. The most common areas specified by registrars include Emergency Medicine, Anaesthetics, Obstetrics and Gynaecology, Aboriginal and Torres Strait Islander Health and Dermatology.

Table 2: Registrar training contexts

| **Training contexts** | | **Response**  **(n)** | **Response (%)** |
| --- | --- | --- | --- |
| Full time equivalent load | Less than 0.4 | 65 | 3.8 |
| 0.5 to 0.6 | 238 | 14.1 |
| 0.7 to 0.8 | 143 | 8.5 |
| 0.9 to 1.0 | 1244 | 73.6 |
| Number of training facilities | One | 1414 | 84.1 |
| Two | 240 | 14.3 |
| Three | 28 | 1.7 |
| Completed prior to training | Prevocational General Practice Placements Program (PGPPP) | 256 | 18.2 |
| Training towards any other fellowship | 236 | 17.5 |
| HECS Reimbursement Scheme | 196 | 14.7 |
| Bonded Medical Placements (BMP) Scheme | 194 | 14.4 |
| Commonwealth Medical Internships | 181 | 13.7 |
| John Flynn Placement program | 124 | 9.3 |
| Medical Rural Bonded Scholarship (MRBS) Scheme | 81 | 6.2 |
| Rural Australia Medical Undergraduate Scholarship (RAMUS) | 80 | 6.1 |
| State rural generalist programs | 63 | 4.8 |
| First Wave Scholarship (GP placement in the undergraduate years) | 58 | 4.4 |
| Community Residency Placement (WA) | 25 | 1.9 |
| Rural Health Multidisciplinary Training program | 11 | 0.8 |
| Remote Vocational Training Scheme | 8 | 0.6 |
| Current training | GPT1 Term | 597 | 35.2 |
| GPT2 Term | 174 | 10.3 |
| GPT3 Term | 475 | 28.0 |
| PRRT1 | 34 | 2.0 |
| PRRT2 | 9 | 0.5 |
| PRRT3 | 25 | 1.5 |
| PRRT4 | 13 | 0.8 |
| Extended Skills | 270 | 15.9 |
| Advanced Rural Skills Training (ARST) | 30 | 1.8 |
| Advanced Specialised Training (AST) | 41 | 2.4 |
| Academic post | 12 | 0.7 |
| GPT4 / Extension Awaiting Fellowship | 119 | 7.0 |

*(n=1695)*

The majority of registrars were training in New South Wales, Queensland and Victoria and this is similar to the results seen in 2017 (Figure 2). Just over half of the registrars who responded to the 2018 AGPT NRS were training in regional or remote areas of Australia, relatively consistent with registrars who responded to the survey in previous years (Figure 3).

| **Figure 2: Heat maps comparing the training location of registrars in 2018 (left) and 2017 (right)** | |
| --- | --- |
| Table.  Heat Map of Australia comparing the training location of registrars in 2018 left colum and 2017 right colum.  *(n=1695)* | Table right colum Heat Map of Australia comparing the training location of registrars in 2018 (left) and 2017 (right).  *(n=1700)* |

*(2013: n=1942; 2014: n=1256; 2015: n=1226; 2016: n=1659; 2017: n=1700; 2018: n=1695)*

Figure 3: Location of registrars’ current training facility in 2013, 2014, 2015, 2016, 2017 and 2018

Forty-six per cent of all registrars reported moving to their current region to undertake training. Among female respondents, 42 per cent reported moving while among male respondents 52 per cent reported moving to their current region to undertake training. For those working full time, 49 per cent had relocated for training, while for those working 0.5-0.8 FTE, only 35 per cent had moved to complete training. The proportion of registrars within each training region who had moved to undertake training ranged from between 31 and 71 per cent of respondents. For those registrars working in major cities, only 20 per cent had moved to complete training compared with between 64 and 73 per cent of respondents training in either inner regional, outer regional, remote locations reporting that they had moved to complete training.

*(n=1640)*

Figure 4: Proportion of registrars who relocated for training by training location

## Overall satisfaction

Registrars were asked to reflect on their training to date and to rate their overall satisfaction with the administration of the program, their education and training, and the support. Registrars are relatively satisfied with their overall training experience, particularly with their education and training. Most registrars were satisfied with the program’s education and training (90%), administration (87%) and support (85%), numbers that have all increased from the 2017 AGPT NRS.

Figure 5 shows that the overall mean satisfaction score[[5]](#footnote-5) for administration, education and training, and support significantly decreased in 2016. This coincides with the major reorganisation that took place with training provision at this time. Prior to 2016, training was provided via 17 Regional Training Providers (RTP). These were replaced at this time bythe nine RTOs operating across 11 training regions. This drop in satisfaction levels remained constant for both education and training as well as support in 2018, however, there continues to be a small increase with the overall satisfaction of registrars with administration from its low in 2016.

Chart. Mean overall satisfaction of registrars with the AGPT program from 2013 to 2017.

*(2013: n=1942; 2014: n=1261; 2015: n=1234; 2016: n=1696; 2017: n=1700; 2018: n=1695)*

Figure 5: Mean overall satisfaction of registrars with the AGPT program from 2013 to 2017

When exploring the average rates of overall satisfaction, there are no significant differences found between female and male registrars, Australian Defence Force (ADF) and non-ADF registrars, nor for registrars training in locations (major cities, inner and outer regional and remote and very remote). There are some small significant differences in all three overall categories of satisfaction with respondents in different training contexts and different demographic groups. Rural generalist registrars had lower levels of satisfaction than other registrars. Respondents who were enrolled in and studying towards only the FACRRM reported lower levels of satisfaction than respondents enrolled in and studying towards only the FRACGP. Looking at satisfaction with overall education and training, respondents in the 30 to 39 age group were less satisfied than those in the 20 to 29 age group, and those who identified as Aboriginal and Torres Strait Islander were less satisfied than non–Indigenous registrars. Finally, looking at the overall satisfaction of support provided, those enrolled and studying towards FACRRM, FARGP, FRACGP & FACRRM, FRACGP & FARGP were all less satisfied than those studying enrolled and studying towards only the FRACGP. Registrars with a part time loading of 0.5 to 0.6 were less satisfied than those with a full time loading of 0.9 to 1.0.

## Satisfaction by Key Performance Indicators

The information collected from registrars through the AGPT NRS is used to generate a number of Key Performance Indicators (KPIs) for the Department. These KPIs provide an overview of registrars’ level of satisfaction with various aspects of the AGPT program.

A number of the KPIs are composite variables, meaning that they are a combination of registrars’ responses to two or more questions in the survey. For these composite variables the percentage of registrars who are satisfied for each question included in the KPI are averaged to create an overall ‘per cent satisfied’ score.

* KPI 1 is a combination of the overall satisfaction items shown in Table 3 relating to administration, education and training, and support.
* KPI 2 is a combination of seven items relating to support and training provided by RTOs, and is calculated only for registrars who *did not* report that they had an adverse incident during their training.
* KPI 3 is the same as KPI 2, but instead is recorded only for registrars who *did* experience an adverse incident during their training.
* The other composite variable is KPI 6 which includes two variables relating to resources at registrars’ RTO and at registrars’ training facility.

Although these KPIs have similar names or terminology to some of the other analyses in this report, the KPIs are composite variables and the results will be different from the results for individual items, such as those reported in the [infographic](#_Infographic_summary_of).

In this year’s report we have calculated the KPIs as we have done in the past, as a summary of satisfaction scores with a ‘3’, ‘4’ or ‘5 – very satisfied’ response in Table 3 and Figure 6.

A summary of the KPIs calculated with a ‘3’, ‘4’ or ‘5 – very satisfied’ response are shown in Table 3 along with their error margins reported at a 95 per cent confidence interval. The KPIs for 2018 are statistically reliable to within less than 2 percentage points, apart from KPI 3 which is statistically reliable to within 5.2 percentage points.

Table 4: Key Performance Indicators 2018

| **Key Performance Indicators** | **Satisfied**  **(%)** | **Error margin**  **(%)** |
| --- | --- | --- |
| KPI 1: Overall satisfaction\* | 85 | ± 1.7 |
| KPI 2: Satisfaction with RTO support (no incident)\* | 89 | ± 1.7 |
| KPI 3: Satisfaction with RTO support (with incident)\* | 66 | ± 5.2 |
| KPI 4: Satisfaction with supervision | 91 | ± 1.4 |
| KPI 5: Satisfaction with practice location | 94 | ± 1.1 |
| KPI 6: Satisfaction with infrastructure / resources\* | 91 | ± 1.4 |

Figure 6 shows the KPI results from the 2013, 2014, 2015, 2016 AGPT RSS and the 2017 and 2018 AGPT NRS calculated from responses of ‘3’, ‘4’ or ‘5 – very satisfied’. KPIs slightly increased by one to three percentage points from last year with the exception for KPI 5 Satisfaction with practice location which had a minor drop of less than one percentage point. Results for KPI 3, satisfaction with RTO support (with incident) continue to remain significantly lower in 2018 than from the years 2013-2016.

KPI 6 is still significantly lower in 2018 than earlier administrations of the AGPT RSS (2013-2015) while KPI 1, with a small increase from 2017, is now only significantly smaller than 2013 and 2014. This suggests that in 2018 registrars are somewhat less satisfied with RTO support (when there has been an incident) and the infrastructure and resources than in previous years (from 2013 to 2015).

Chart. Key Performance Indicators from the years 2013 to 2018.

*(2013: n=1942; 2014: n=1261; 2015: n=1234; 2016: n=1696; 2017: n=1700; 2018: n=1695)*

Figure 6: Key Performance Indicators from the years 2013 to 2018

## Satisfaction with training facilities

Training facilities have an important role in registrars’ training experience. The 2018 AGPT NRS included several questions that asked registrars about their satisfaction with various aspects of their training facility.

The results suggest that registrars are very satisfied with their experience in their training facilities, with registrars reporting average satisfaction scores of between 3.9 and 4.2 on a five point scale. As shown in Figure 7, in 2018, registrars are most satisfied with the number of patients or presentations, the clinical work as well as the induction and orientation from their training facility.

Chart. Satisfaction with different aspects of training facilities. *(n=1695)*

Figure 7: Satisfaction with different aspects of training facilities

## Rural training pathway

54 per cent of respondents indicated that they were training on the rural pathway. These registrars were asked what they considered the best aspects of training on the rural pathway (Table 4) and what aspects they considered needed improvement (Table 5). As in 2017, in 2018 the most common response given as the best aspect of the rural pathway was registrars’ exposure to a range of cases or patients (reported by 32% of respondents, it was 44% in 2017). Registrars’ practice location dropped from being the second most commonly given best aspect of the rural pathway in 2017 (reported by 19% of respondents) to eighth with only four per cent mentioning it as a best aspect of the rural training pathway in 2018. While looking at the areas of the rural training pathway that need the most improvement, this was more varied with the most commonly cited reason being lack of support (8.

Table 5: Best aspects of the rural training pathway

| **Best aspects** | **Per cent**  **(%)** |
| --- | --- |
| Exposure to range of cases or patients | 32 |
| Clinical or procedural experience | 15 |
| Being part of a community / Community feeling | 12 |
| Rural / Region | 7 |
| Other | 6 |
| Autonomy / Level of responsibility | 6 |
| Patients | 6 |
| Practice location | 4 |
| Working in a hospital | 4 |
| Developing skills / increasing confidence | 4 |
| Practice workplace and colleagues | 4 |

*(n=940)*

Table 6: Aspects of the rural training pathway that need improvement

| **Needs improvement** | **Per cent**  **(%)** |
| --- | --- |
| Lack of support | 8 |
| Nothing | 7 |
| Other | 7 |
| Workshops or education days | 5 |
| Extended Skills or Advanced Specialised Training | 5 |
| Amount of training or training availability | 5 |
| Workload or working hours | 5 |
| Supervision or supervisor | 4 |
| Location or travel | 4 |
| Expensive or Cost | 3 |
| Terms and conditions or pay | 3 |

*(n=1030)*

## Health and wellbeing

In 2018, registrars were asked a series of questions regarding their health and wellbeing. As in 2017, over 90 per cent of registrars were satisfied with the health and wellbeing support they received from their GP Supervisor and training facility (Figure 8).

Just over 70 per cent of all registrars have their own GP[[6]](#footnote-6) while 43 per cent of registrars reported living away from their immediate family. Registrars who have dependents are considerably less likely to be training away from home (30 per cent with dependants compared with 57 per cent with no dependents). Only 40 per cent of registrars who wereenrolled in and studying towards only the FRACGP were living away from home compared with 55 per cent of those enrolled and studying only towards only the FACRRM.

The proportion of registrars training away from their home is significantly greater among registrars training outside major cities (Figure 9). However, as in 2017, in 2018 training away from home appears to have no significant impact on a registrar’s satisfaction with their RTO or training facility other than with their satisfaction with the location of their training facility.

Chart. Satisfaction with health and wellbeing support by source of support. 

*n=1641*

Figure 8: Satisfaction with health and wellbeing support by source of support

Chart. Proportion of registrars training away from home by location.

*n=1637*

Figure 9: Proportion of registrars training away from home by location

## Aboriginal and Torres Strait Islander Health

Registrars were asked a number of questions relating to their experience, future plans and their support in working in Aboriginal and Torres Strait Islander Health. Just over one per cent of registrars were currently undertaking Extended Skills or AST in Aboriginal or Torres Strait Islander Health, while nine per cent of registrars were currently training in an Aboriginal health training post (for example an Aboriginal Medical Service or Aboriginal Community Controlled Health Service). These figures are relatively unchanged from 2017.

As shown in Figure 10, of all registrars training in remote or very remote regions of Australia, 46 per cent are training in an Aboriginal health training post. In contrast, the proportion of registrars training in an Aboriginal health training post in all other regions ranges from a much lower four to 17 per cent. Twelve per cent of registrars reported that they have already completed training in an Aboriginal health training post while 29 per cent of registrars are considering this training.

Chart. Proportion of registrars training in an Aboriginal training post by location.
Over 90 per cent of registrars have had an orientation to Aboriginal and Torres Strait Islander health and training in Aboriginal and Torres Strait Islander cultural safety. For those registrars training in an Aboriginal health training post, 71 per cent have access to a formal cultural mentor (an increase from 58% in 2017) and of these, over 97 per cent are satisfied with this support. 


*n=1631*

Figure 10: Proportion of registrars training in an Aboriginal training post by location

Over 90 per cent of registrars have had an orientation to Aboriginal and Torres Strait Islander health and training in Aboriginal and Torres Strait Islander cultural safety. For those registrars training in an Aboriginal health training post, 71 per cent have access to a formal cultural mentor (an increase from 58% in 2017) and of these, over 97 per cent are satisfied with this support.

## Registrars’ training choices

In the 2018 AGPT NRS, registrars were asked a series of questions about when and why they decided to become GP Specialists, whether GP Specialisation was their first choice and which other speciality programs they applied to before joining the program.

Most registrars indicated that they decided to become GP specialists after they had completed their medical degree (69%) and GP specialisation was reported as the first choice of medical specialisation for 64 per cent of registrars. Twenty-two per cent of registrars indicated that they had applied to other speciality programs prior to starting the AGPT program, these included Basic Physician Training, Emergency Medicine, Paediatrics, Surgical Training, Obstetrics and Gynaecology, and Anaesthesia.

The top three responses for why registrars decided to become GP specialists given in 2017 remained the same in 2018 (Figure 11). These reasons included the hours and working conditions for this speciality (77%), the diversity of patients and medical presentations (65%), as well as the ability to build long-term relationships with patients (60%). Only options with more than 20 per cent response are shown in Figure 11.

Chart. Why registrar’s decided to become GP specialists (for responses over 20%).

*n=1695*

Figure 11: Why registrar’s decided to become GP specialists (for responses over 20%)

## Registrars’ future plans

Registrars were asked about their career plans five years into the future and were asked to select all options that relate to their future plans (Table 6). The responses indicate that most registrars plan to be working as a GP. A total of 86 per cent of registrars plan to work as a private GP with 42 per cent of registrars indicating they plan to be working full time and 48 per cent working part-time. Consistent with the results we found in 2017, in 2018, female registrars planning to work as a private GP are much more likely to be planning to work part-time (60%) than male registrars (31%). Also interesting, in the next five years, 25 per cent of male registrars expect to purchase or buy into an existing practice compared with only 13 per cent of female registrars.

When we looked at the responses given by registrars in the rural or general pathway streams, 36 per cent of those in the rural pathway intend to work in a rural or remote location in five years’ time while only 11 per cent of those in the general pathway have this same intention; 16 per cent of those in the rural pathway intend to be working in Aboriginal Health in five years time compared with only 10 per cent of those in the general pathway; and 46 per cent of those in the rural pathway intend to be working full time as a GP compared with only 37 per cent of those in the general pathway. Conversely, 55 per cent of those registrars in the general pathway intend to be working part-time as a private GP in five years time compared with 42 per cent of those in the rural pathway.

The majority of registrars (82%) indicated that within five years they would like to be involved in medical education, either supervising medical students, registrars or becoming a medical educator.

Encouragingly, only two per cent of registrars indicated that they do not plan to be working as a GP in five years. Many registrars who plan to be doing something else are instead planning to be working in hospital-based specialty training, public health or academic research.

Table 7: Career plans in five years’ time

| **Career plans** | **Per cent**  **(%)** |
| --- | --- |
| Working full time as a private GP | 41.9 |
| Working part-time as a private GP | 48.1 |
| To own their own practice | 17.2 |
| To purchase or buy into an existing practice | 21.2 |
| Working in Aboriginal Health | 12.7 |
| Working as a GP in another setting (e.g. aged, palliative, home care) | 19.5 |
| Working in a rural or remote location | 24.2 |
| Not working as a GP | 2.4 |

*(n=1695)*

The 46 per cent of registrars who moved to their current location to undertake training were asked about their plans to remain in or relocate from their current location after completing the AGPT program. When asked about their current plans, one third of these registrars said they plan to stay in their current location, 23 per cent plan to relocate after completing their training and 44 per cent are unsure. As shown in Figure 12, among the registrars that moved to their current location to undertake training, similar proportions training in major cities, regional or remote areas plan to remain in their current region after completing their training.

Chart. Registrars who have moved for training intentions to remain or leave current region by location

*n=747*

Figure 12: Registrars who have moved for training intentions to remain or leave current region by location

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# Appendix C: 2018 AGPT NRS item frequencies

Table 7 to Table 18 include the item frequencies for the closed items included in the 2018 AGPT NRS.

Table 8: 2018 AGPT NRS item frequencies – demographic and contextual items

| **Item** | **Response options** | **N** | **%** |
| --- | --- | --- | --- |
| In which training region was your GP training delivered in Semester One, 2018? | Eastern Victoria | 146 | 8.6 |
| Lower Eastern NSW | 163 | 9.6 |
| North Eastern NSW | 251 | 14.8 |
| North Western Queensland | 199 | 11.7 |
| Northern Territory | 56 | 3.3 |
| South Australia | 151 | 8.9 |
| South Eastern Queensland | 182 | 10.7 |
| Tasmania | 48 | 2.8 |
| Western Australia | 153 | 9.0 |
| Western NSW | 120 | 7.1 |
| Which fellowship are you currently working towards? | FRACGP | 1553 | 91.6 |
| FACRRM | 126 | 7.4 |
| FARGP | 93 | 5.5 |
| At what full time equivalent (FTE) load were you employed during Semester One, 2018? | 0.0 to 0.2 | 24 | 1.4 |
| 0.3 to 0.4 | 41 | 2.4 |
| 0.5 to 0.6 | 238 | 14.1 |
| 0.7 to 0.8 | 143 | 8.5 |
| 0.9 to 1.0 | 1244 | 73.6 |
| In how many training facilities were you employed during Semester One, 2018? | One | 1414 | 84.1 |
| Two | 240 | 14.3 |
| Three | 28 | 1.7 |
| What training were you undertaking during Semester One, 2018? | GPT1 Term | 597 | 35.2 |
| GPT2 Term | 174 | 10.3 |
| GPT3 Term | 475 | 28.0 |
| PRRT1 | 34 | 2.0 |
| PRRT2 | 9 | 0.5 |
| PRRT3 | 25 | 1.5 |
| PRRT4 | 13 | 0.8 |
| Extended Skills | 270 | 15.9 |
| Advanced Rural Skills Training (ARST) | 30 | 1.8 |
| Advanced Specialised Training (AST) | 41 | 2.4 |
| Academic post | 12 | 0.7 |
| GPT4 / Extension Awaiting Fellowship | 119 | 7.0 |
| Did you complete any of the following terms prior to commencing the Australian General Practice Training (AGPT) program? | Prevocational General Practice Placements Program (PGPPP) | 256 | 18.2 |
| Training towards any other fellowship | 236 | 17.5 |
| HECS Reimbursement Scheme | 196 | 14.7 |
| Bonded Medical Placements (BMP) Scheme | 194 | 14.4 |
| Commonwealth Medical Internships | 181 | 13.7 |
| John Flynn Placement program | 124 | 9.3 |
| Medical Rural Bonded Scholarship (MRBS) Scheme | 81 | 6.2 |
| Rural Australia Medical Undergraduate Scholarship (RAMUS) | 80 | 6.1 |
| State rural generalist programs | 63 | 4.8 |
| First Wave Scholarship (GP placement in the undergraduate years) | 58 | 4.4 |
| Community Residency Placement (WA) | 25 | 1.9 |
| Rural Health Multidisciplinary Training program | 11 | 0.8 |
| Remote Vocational Training Scheme | 8 | 0.6 |
| <IF YES TO AST, EXTENDED SKILLS, OR ARST> Were you training in any of the following areas of Extended Skills (FRACGP), Advanced Specialised Training (FACRRM) or Advanced Rural Skills Training (FARGP) during Semester One, 2018? | Aboriginal and Torres Strait Islander Health | 20 | 1.2 |
| Academic practice | 8 | 0.5 |
| Adult Internal Medicine | 5 | 0.3 |
| Anaesthetics | 24 | 1.4 |
| Dermatology | 19 | 1.1 |
| Emergency Medicine | 34 | 2.0 |
| Medical Education | 11 | 0.6 |
| Men’s Health | 4 | 0.2 |
| Mental Health | 8 | 0.5 |
| Obstetrics and Gynaecology | 22 | 1.3 |
| Paediatrics | 12 | 0.7 |
| Palliative Care | 9 | 0.5 |
| Population Health | 5 | 0.3 |
| Remote Medicine | <4 | 0.1 |
| Skin Cancer Medicine | 6 | 0.4 |
| Small Town Rural General Practice (STRGP) | 8 | 0.5 |
| Surgery | <4 | 0.2 |
| Women’s Health | 19 | 1.1 |
| Other: includes addiction medicine, aged care, military and sexual health | 27 | 1.6 |
| Are you currently training on the rural or general pathway? | Rural pathway | 778 | 45.9 |
| General pathway | 917 | 54.1 |

Table 9: 2018 AGPT NRS item frequencies – satisfaction with RTO

| **Item** | **Response options** | **N** | **%** |
| --- | --- | --- | --- |
| How would you rate your satisfaction with the following aspects of your RTO in Semester One, 2018? | | | |
| Overall training & education quality | Very dissatisfied | 52 | 3.1 |
| 2 | 121 | 7.2 |
| 3 | 328 | 19.6 |
| 4 | 777 | 46.4 |
| Very satisfied | 398 | 23.7 |
| Training advice | Very dissatisfied | 75 | 4.5 |
| 2 | 117 | 7.0 |
| 3 | 387 | 23.1 |
| 4 | 726 | 43.4 |
| Very satisfied | 369 | 22.0 |
| Induction and orientation | Very dissatisfied | 52 | 3.2 |
| 2 | 100 | 6.1 |
| 3 | 377 | 22.9 |
| 4 | 705 | 42.8 |
| Very satisfied | 415 | 25.2 |
| Feedback on training progress | Very dissatisfied | 72 | 4.3 |
| 2 | 116 | 7.0 |
| 3 | 434 | 26.0 |
| 4 | 722 | 43.3 |
| Very satisfied | 323 | 19.4 |
| Workshops provided | Very dissatisfied | 53 | 3.2 |
| 2 | 117 | 7.1 |
| 3 | 343 | 20.8 |
| 4 | 666 | 40.4 |
| Very satisfied | 471 | 28.5 |
| Training and education resources | Very dissatisfied | 49 | 2.9 |
| 2 | 104 | 6.3 |
| 3 | 360 | 21.6 |
| 4 | 737 | 44.3 |
| Very satisfied | 413 | 24.8 |
| Support to meet ACRRM training requirements | Very dissatisfied | 19 | 15.3 |
| 2 | 21 | 16.9 |
| 3 | 47 | 37.9 |
| 4 | 30 | 24.2 |
| Very satisfied | 7 | 5.6 |
| Support to meet RACGP training requirements | Very dissatisfied | 62 | 4.0 |
| 2 | 95 | 6.1 |
| 3 | 339 | 21.7 |
| 4 | 681 | 43.5 |
| Very satisfied | 388 | 24.8 |
| Support for examination and assessments | Very dissatisfied | 84 | 5.1 |
| 2 | 140 | 8.5 |
| 3 | 466 | 28.1 |
| 4 | 620 | 37.4 |
| Very satisfied | 346 | 20.9 |

Table 10: 2018 AGPT NRS item frequencies – satisfaction with training facility

| **Item** | **Response options** | **N** | **%** |
| --- | --- | --- | --- |
| How would you rate your satisfaction with the following aspects of your training facility (e.g. your practice, your hospital) in Semester One, 2018? | | | |
| Quality of overall training and education | Very dissatisfied | 49 | 2.9 |
| 2 | 75 | 4.5 |
| 3 | 287 | 17.2 |
| 4 | 710 | 42.5 |
| Very satisfied | 550 | 32.9 |
| Supervisor support | Very dissatisfied | 57 | 3.4 |
| 2 | 101 | 6.0 |
| 3 | 267 | 15.9 |
| 4 | 631 | 37.6 |
| Very satisfied | 621 | 37.0 |
| Clinical work | Very dissatisfied | 21 | 1.3 |
| 2 | 37 | 2.2 |
| 3 | 203 | 12.1 |
| 4 | 763 | 45.7 |
| Very satisfied | 647 | 38.7 |
| Number of patients or presentations | Very dissatisfied | 23 | 1.4 |
| 2 | 54 | 3.2 |
| 3 | 216 | 12.9 |
| 4 | 686 | 40.9 |
| Very satisfied | 697 | 41.6 |
| Diversity of patients or presentations | Very dissatisfied | 21 | 1.3 |
| 2 | 50 | 3.0 |
| 3 | 239 | 14.3 |
| 4 | 711 | 42.5 |
| Very satisfied | 651 | 38.9 |
| Level of workplace responsibility | Very dissatisfied | 20 | 1.2 |
| 2 | 42 | 2.5 |
| 3 | 164 | 9.8 |
| 4 | 735 | 44.0 |
| Very satisfied | 710 | 42.5 |
| Induction and orientation | Very dissatisfied | 44 | 2.7 |
| 2 | 83 | 5.0 |
| 3 | 273 | 16.5 |
| 4 | 668 | 40.3 |
| Very satisfied | 589 | 35.5 |
| Feedback on training progress | Very dissatisfied | 45 | 2.7 |
| 2 | 111 | 6.6 |
| 3 | 352 | 21.0 |
| 4 | 670 | 40.0 |
| Very satisfied | 495 | 29.6 |
| Training and education resources | Very dissatisfied | 51 | 3.1 |
| 2 | 101 | 6.0 |
| 3 | 352 | 21.1 |
| 4 | 676 | 40.5 |
| Very satisfied | 491 | 29.4 |
| Location | Very dissatisfied | 33 | 2.0 |
| 2 | 67 | 4.0 |
| 3 | 247 | 14.7 |
| 4 | 651 | 38.8 |
| Very satisfied | 678 | 40.5 |
| Terms and conditions | Very dissatisfied | 60 | 3.6 |
| 2 | 111 | 6.6 |
| 3 | 273 | 16.3 |
| 4 | 656 | 39.2 |
| Very satisfied | 573 | 34.2 |

Table 11: 2018 AGPT NRS item frequencies – satisfaction with College

| **Item** | **Response options** | **N** | **%** |
| --- | --- | --- | --- |
| Thinking about your experience with ACRRM, how would you rate your satisfaction with: | | | |
| assessment | Very dissatisfied | 7 | 5.7 |
| 2 | 6 | 4.9 |
| 3 | 29 | 23.6 |
| 4 | 46 | 37.4 |
| Very satisfied | 13 | 10.6 |
| Not applicable | 22 | 17.9 |
| curriculum | Very dissatisfied | 3 | 2.4 |
| 2 | 7 | 5.7 |
| 3 | 21 | 17.1 |
| 4 | 59 | 48.0 |
| Very satisfied | 24 | 19.5 |
| Not applicable | 9 | 7.3 |
| communication | Very dissatisfied | 11 | 8.9 |
| 2 | 20 | 16.3 |
| 3 | 35 | 28.5 |
| 4 | 40 | 32.5 |
| Very satisfied | 11 | 8.9 |
| Not applicable | 6 | 4.9 |
| the support they provide you | Very dissatisfied | 14 | 11.4 |
| 2 | 19 | 15.4 |
| 3 | 38 | 30.9 |
| 4 | 37 | 30.1 |
| Very satisfied | 8 | 6.5 |
| Not applicable | 7 | 5.7 |
| Thinking about your experience with RACGP, how would you rate your satisfaction with: | | |  |
| assessment | Very dissatisfied | 79 | 5.0 |
| 2 | 137 | 8.7 |
| 3 | 370 | 23.6 |
| 4 | 529 | 33.7 |
| Very satisfied | 198 | 12.6 |
| Not applicable | 255 | 16.3 |
| curriculum | Very dissatisfied | 61 | 3.9 |
| 2 | 134 | 8.5 |
| 3 | 417 | 26.6 |
| 4 | 608 | 38.8 |
| Very satisfied | 246 | 15.7 |
| Not applicable | 103 | 6.6 |
| communication | Very dissatisfied | 55 | 3.5 |
| 2 | 159 | 10.1 |
| 3 | 408 | 26.0 |
| 4 | 597 | 38.0 |
| Very satisfied | 255 | 16.3 |
| Not applicable | 95 | 6.1 |
| the support they provide you | Very dissatisfied | 102 | 6.5 |
| 2 | 203 | 12.9 |
| 3 | 436 | 27.8 |
| 4 | 474 | 30.2 |
| Very satisfied | 222 | 14.2 |
| Not applicable | 131 | 8.4 |

Table 12: 2018 AGPT NRS item frequencies – overall satisfaction

| **Item** | **Response options** | **N** | **%** |
| --- | --- | --- | --- |
| Thinking about all of your AGPT training to date, overall how satisfied are you with each of the following? | | | |
| Administration | Very dissatisfied | 67 | 4.0 |
| 2 | 145 | 8.7 |
| 3 | 518 | 30.9 |
| 4 | 681 | 40.7 |
| Very satisfied | 264 | 15.8 |
| Education and training | Very dissatisfied | 59 | 3.5 |
| 2 | 112 | 6.7 |
| 3 | 479 | 28.6 |
| 4 | 749 | 44.8 |
| Very satisfied | 273 | 16.3 |
| Support provided | Very dissatisfied | 83 | 5.0 |
| 2 | 160 | 9.6 |
| 3 | 500 | 29.9 |
| 4 | 657 | 39.3 |
| Very satisfied | 270 | 16.2 |

Table 13: 2018 AGPT NRS item frequencies – complaints and/or grievance process

| **Item** | **Response options** | **N** | **%** |
| --- | --- | --- | --- |
| Are you familiar with your RTO’s formal complaints and/or grievance process? | No | 671 | 40.1 |
| Yes | 656 | 39.2 |
| Unaware process existed | 348 | 20.8 |
| Could you readily access your RTO’s formal complaints and/or grievance process if needed? | No | 552 | 33.9 |
| Yes | 1077 | 66.1 |
| Have you ever made a formal written complaint relating to your training on the AGPT program? | No | 1595 | 95.7 |
| Yes | 71 | 4.3 |

Table 14: 2018 AGPT NRS item frequencies – adverse event or incidence

| **Item** | **Response options** | **N** | **%** |
| --- | --- | --- | --- |
| Thinking about all of your AGPT training to date, have you experienced an adverse event or incident? | No | 1356 | 81.1 |
| Yes | 316 | 18.9 |
| <IF YES> From which of the following sources did you seek assistance or support to cope with the adverse event or incident? | RTO | 173 | 10.2 |
| Your training facility | 109 | 6.4 |
| General Practice Registrars Australia (GPRA) | 48 | 2.8 |
| Did not seek assistance or support | 52 | 3.1 |
| AMA | 11 | 0.6 |
| MDO/Insurance Provider | 31 | 1.8 |
| Other | 31 | 1.8 |
| <IF RTO> How would you rate your satisfaction with the assistance or support your RTO provided during or after an adverse event or incident? | Very dissatisfied | 47 | 28.0 |
| 2 | 26 | 15.5 |
| 3 | 30 | 17.9 |
| 4 | 32 | 19.0 |
| Very satisfied | 33 | 19.6 |

Table 15: 2018 AGPT NRS item frequencies – registrars’ health and wellbeing

| **Item** | **Response options** | **N** | **%** |
| --- | --- | --- | --- |
| How would you rate your satisfaction with the health and wellbeing support provided to you by | | | |
| RTO | Very dissatisfied | 100 | 6.1 |
| 2 | 126 | 7.7 |
| 3 | 349 | 21.3 |
| 4 | 594 | 36.2 |
| Very satisfied | 398 | 24.3 |
| Not applicable | 74 | 4.5 |
| training facility | Very dissatisfied | 56 | 3.4 |
| 2 | 80 | 4.9 |
| 3 | 262 | 16.0 |
| 4 | 597 | 36.5 |
| Very satisfied | 604 | 36.9 |
| Not applicable | 36 | 2.2 |
| ACRRM | Very dissatisfied | 12 | 10.0 |
| 2 | 21 | 17.5 |
| 3 | 35 | 29.2 |
| 4 | 32 | 26.7 |
| Very satisfied | 7 | 5.8 |
| Not applicable | 13 | 10.8 |
| RACGP | Very dissatisfied | 76 | 5.0 |
| 2 | 162 | 10.6 |
| 3 | 469 | 30.6 |
| 4 | 388 | 25.3 |
| Very satisfied | 176 | 11.5 |
| Not applicable | 264 | 17.2 |
| GP supervisor | Very dissatisfied | 47 | 2.9 |
| 2 | 88 | 5.4 |
| 3 | 209 | 12.7 |
| 4 | 522 | 31.8 |
| Very satisfied | 709 | 43.2 |
| Not applicable | 66 | 4.0 |
| General Practice Registrar Association (GPRA) | Very dissatisfied | 37 | 2.3 |
| 2 | 97 | 5.9 |
| 3 | 426 | 26.1 |
| 4 | 418 | 25.6 |
| Very satisfied | 205 | 12.6 |
| Not applicable | 450 | 27.6 |
| Do you have your own independent GP? | No | 482 | 29.3 |
| Yes | 1164 | 70.7 |
| Are you living away from your immediate family? | No | 940 | 57.4 |
| Yes | 697 | 42.6 |
| How many dependents do you have? (e.g. children, parents)? | 0 | 696 | 41.1 |
| 1 or 2 | 647 | 38.2 |
| 3 or 4 | 198 | 11.7 |
| 5 or more | 23 | 1.4 |

Table 16: 2018 AGPT NRS item frequencies – Aboriginal and Torres Strait Islander health and culture

| **Item** | **Response options** | **N** | **%** |
| --- | --- | --- | --- |
| In Semester One, 2018, were you training in an Aboriginal health training post (e.g. an Aboriginal Medical Service or Aboriginal Community Controlled Health Service)? | No | 1480 | 90.7 |
| Yes | 151 | 9.3 |
| <IF NO> Have you completed or are you considering undertaking training in an Aboriginal health training post (e.g. an Aboriginal Medical Service or Aboriginal Community Controlled Health Service)? | I have already completed training | 176 | 11.9 |
| I am considering undertaking training | 432 | 29.3 |
| None of the above | 868 | 58.8 |
| Since commencing the AGPT program, have you had an orientation to Aboriginal and Torres Strait Islander health? | No | 124 | 7.6 |
| Yes | 1516 | 92.4 |
| Since commencing the AGPT program, have you had training in Aboriginal and Torres Strait Islander cultural safety? | No | 152 | 9.3 |
| Yes | 1486 | 90.7 |
| <IF CURRENTLY WORKING IN AN ABORIGINAL TRAINING POST> Do you have access to a formal cultural mentor for support with issues relevant to Aboriginal and Torres Strait Islander people? | No | 44 | 29.3 |
| Yes | 106 | 70.7 |
| <IF YES> How satisfied are you with the guidance from this cultural mentor on Aboriginal and Torres Strait Islander cultural safety questions? | Very dissatisfied | 3 | 2.9 |
| 2 | 24 | 23.1 |
| 3 | 42 | 40.4 |
| 4 | 35 | 33.7 |
| Very satisfied | 3 | 2.9 |

Table 17: 2018 AGPT NRS item frequencies – registrars' training choices

| **Item** | **Response options** | **N** | **%** |
| --- | --- | --- | --- |
| When did you decide to become a specialist GP? | While I was at school | 97 | 5.7 |
| Early in my medical degree | 277 | 16.3 |
| Late in my medical degree | 260 | 15.3 |
| In my first year out of medical school | 181 | 10.7 |
| More than one year out of medical school | 616 | 36.3 |
| After trying another specialty | 370 | 21.8 |
| Why did you decide to become a specialist GP? | Hours/working conditions | 1312 | 77.4 |
| Diversity of patients and medical presentations | 1102 | 65.0 |
| To build long-term relationships with patients | 1024 | 60.4 |
| Intellectually stimulating | 566 | 33.4 |
| Domestic circumstances | 542 | 32.0 |
| Social responsibility or to support the community | 542 | 32.0 |
| Experience of jobs so far | 486 | 28.7 |
| Self-appraisal of own skills/aptitudes | 469 | 27.7 |
| To also study sub-specialites | 449 | 26.5 |
| To work in rural and remote locations | 416 | 24.5 |
| Enthusiasm/commitment | 402 | 23.7 |
| Student experience of subject | 287 | 16.9 |
| Advice from others | 244 | 14.4 |
| Inclinations before medical school | 224 | 13.2 |
| Particular teacher, department or role model | 200 | 11.8 |
| Promotion/career prospects | 184 | 10.9 |
| Eventual financial prospects | 146 | 8.6 |
| The training program is fully funded by the Commonwealth Government | 93 | 5.5 |
| Other | 19 | 1.1 |
| Was GP specialisation your first choice of specialty? | No | 581 | 35.7 |
| Yes | 1048 | 64.3 |
| Did you apply to any other specialty programs at the same time or before you applied to become a GP specialist? | No | 1266 | 77.8 |
| Yes | 361 | 22.2 |

Table 18: 2018 AGPT NRS item frequencies – choice of RTO

| **Item** | **Response options** | **N** | **%** |
| --- | --- | --- | --- |
| What were the main reasons you chose your RTO as your training provider? | Family/partner support | 404 | 23.8 |
| Location | 1225 | 72.3 |
| Lifestyle | 313 | 18.5 |
| Training opportunities | 444 | 26.2 |
| Career links with region | 172 | 10.1 |
| Reputation of the RTO | 242 | 14.3 |
| Recommended by peers | 147 | 8.7 |
| Did not choose current RTO (transferred from RTP) | 6 | 0.4 |
| Did not have a choice over RTO | 39 | 2.3 |
| Only RTO operating in State or region | 67 | 4.0 |
| Through selection process | 10 | 0.6 |
| Other reasons | 14 | 0.8 |

Table 19: 2018 AGPT NRS item frequencies – registrars' future plans

| **Item** | **Response options** | **N** | **%** |
| --- | --- | --- | --- |
| Within the next five years, you would like to be… | Would like to be supervising medical students. | 1053 | 62.1 |
| Would like to be supervising registrars. | 927 | 54.7 |
| Would like to be a medical educator. | 539 | 31.8 |
| Would not like to be involved in doctor training. | 244 | 14.4 |
| In five years, you would like | to be working full time as a private GP. | 710 | 41.9 |
| to be working part-time as a private GP. | 816 | 48.1 |
| to own your own practice | 291 | 17.2 |
| to purchase or buy into an existing practice | 360 | 21.2 |
| to be working in Aboriginal Health | 216 | 12.7 |
| to be working as a GP in another setting | 330 | 19.5 |
| to be working in a rural or remote location | 411 | 24.2 |
| to be not working as a GP | 41 | 2.4 |
| Did you move to the current region to undertake the AGPT program? | No | 893 | 54.5 |
| Yes | 747 | 45.5 |
| Do you intend to stay in this region after completing the AGPT program? | No | 261 | 15.9 |
| Yes | 881 | 53.6 |
| Unsure | 503 | 30.6 |

# Appendix D: 2018 AGPT NRS Instrument

Introductory text

The Department of Health has engaged the Australian Council for Educational Research (ACER), an independent and not-for-profit research organisation, to conduct the 2018 Australian General Practice Training National Registrar Survey. The survey results enable the Department of Health to monitor the performance of the program and to help bring emerging issues to the attention of the Department of Health and other GP training stakeholders.

Please take 15 minutes to tell us about your experience as a general practice registrar in Semester One, 2018 by clicking on the ‘Next’ button below. Your responses help the Department of Health to improve your and other registrars’ experience in the Australian General Practice Training (AGPT) program.

The Department of Health’s ethics approval ensures the confidentiality of your response. Your involvement is voluntary and you are free to withdraw consent at any time. Your response is private, confidential and will be treated according to any applicable law. This survey is run according to the Department of Health Code of Ethics.

We encourage you to participate in the Australian General Practice Training National Registrar Survey.

Please note that unless otherwise stated: 'your RTO' is the regional training organisation (RTO) that delivered your training in Semester One, 2018; and your training facility' is the main practice, hospital or academic post where you were assigned in Semester One, 2018.

| **Question** | **Item** | **Response options** |
| --- | --- | --- |
| Which regional training organisation (RTO) delivered your GP training in **Semester One, 2018**? | - | Eastern Victoria GP Training General Practice Training Queensland General Practice Training Tasmania Generalist Medical Training GP Synergy GPEx Murray City Country Coast GP Training  Northern Territory General Practice Education Western Australian General Practice Education Training |
| <IF RTO=GP Synergy>In which training region was your GP training delivered in **Semester One, 2018**? | - | North Eastern NSW Lower Eastern NSW Western NSW |
| Which fellowship are you currently working towards?   *If you are undertaking a dual or triple fellowship, please select all that apply.* | FRACGP | Not selected  Selected |
| FACRRM |
| FARGP |
| Other (please specify) | OPEN RESPONSE |
| At what full time equivalent (FTE) load were you employed during **Semester One, 2018**?  *1.0 FTE is equivalent to 38 hours per week, i.e. 0.2 = 1 day.* | - | 0.0 to 0.2  0.3 to 0.4  0.5 to 0.6  0.7 to 0.8  0.9 to 1.0  I was on extended leave from the training program (e.g. parental, sabbatical, long service) for the whole semester |
| <IF ON EXTENDED LEAVE FOR WHOLE SEMESTER>Thank you for taking the time to participate in the Australian General Practice Training National Registrar Survey (AGPT NRS). You are not required to respond this year.  Please press *Next* to finalise your input. | - | *Note that the survey will be terminated here.* |
| If you were training in a hospital during **Semester One, 2018**, which of the following terms were you undertaking? | - | Hospital intern (PGY1)  Hospital resident (PGY2+)  Hospital based extended skills training  I was not undertaking training in a hospital |
| <IF PGY1>Thank you for taking the time to participate in the Australian General Practice Training National Registrar Survey (AGPT NRS). You are not required to respond this year.  Please press *Next* to finalise your input. | - | *Note that the survey will be terminated here.* |
| In how many training facilities were you employed during **Semester One, 2018**? | - | One  Two  Three or more |
| <IF ONE>What is the postcode of the GP training facility where you were employed during **Semester One, 2018**? | - | NUMERICAL RESPONSE |
| <IF MORE THAN ONE> What is the postcode of the GP training facility where you were employed for the most time during **Semester One, 2018**? | - | NUMERICAL RESPONSE |
| What training were you undertaking during **Semester One, 2018**?  *Please select all that apply.* | GPT1 Term | Not selected  Selected |
| GPT2 Term |
| GPT3 Term |
| PRRT1 |
| PRRT2 |
| PRRT3 |
| PRRT4 |
| Extended Skills |
| Advanced Rural Skills Training (ARST) |
| Advanced Specialised Training (AST) |
| Academic post |
| Other (please specify) | OPEN RESPONSE |
| Did you complete any of the following terms prior to commencing the Australian General Practice Training (AGPT) program? | Prevocational General Practice Placements Program (PGPPP) | No  Yes |
| First Wave Scholarship (GP placement in the undergraduate years) |
| Rural Health Multidisciplinary Training program |
| Commonwealth Medical Internships |
| Bonded Medical Placements (BMP) Scheme |
| Medical Rural Bonded Scholarship (MRBS) Scheme |
| Rural Australia Medical Undergraduate Scholarship (RAMUS) |
| John Flynn Placement program |
| State rural generalist programs |
| Remote Vocational Training Scheme |
| HECS Reimbursement Scheme |
| Community Residency Placement (WA) |
| Training towards any other fellowship |
| <IF YES TO AST (6h), EXTENDED SKILLS (6e), OR ARST (6f)>  Were you training in any of the following areas of Extended Skills (FRACGP), Advanced Specialised Training (FACRRM) or Advanced Rural Skills Training (FARGP) during **Semester One, 2018**?   *Please select all that apply.* | Aboriginal and Torres Strait Islander Health | Not selected  Selected |
| Academic practice |
| Adult Internal Medicine |
| Anaesthetics |
| Dermatology |
| Emergency Medicine |
| Medical Education |
| Men’s Health |
| Mental Health |
| Obstetrics and Gynaecology |
| Paediatrics |
| Palliative Care |
| Population Health |
| Remote Medicine |
| Skin Cancer Medicine |
| Small Town Rural General Practice (STRGP) |
| Surgery |
| Women’s Health |
| Other (please specify) | OPEN RESPONSE |
| Are you currently training on the rural or general pathway? | - | Rural pathway  General pathway |
| <IF RURAL> What have been the best aspects of training on the rural pathway? | - | OPEN RESPONSE |
| <IF RURAL> What aspects of your experience training on the rural pathway are most in need of improvement? | - | OPEN RESPONSE |
| Please note that unless otherwise stated, all questions referring to 'your RTO' relate to <INSERT RTO NAME>.All questions referring to 'your training facility' relate to the main practice, hospital or academic post where you were assigned in **Semester One, 2018**.   The following questions ask about your satisfaction with your RTO, training facility and College, and your overall satisfaction. | - | - |
| How would you rate your satisfaction with the following aspects of **your RTO** in **Semester One, 2018**?  *If any of the following statements do not apply, please leave blank.* | Quality of overall training and education experience | 1 Very dissatisfied  2  3  4  5 Very satisfied |
| Quality of training advice |
| Induction/orientation provided |
| Feedback on your training progress |
| Workshops provided |
| Training and education resources available |
| <IF COLLEGE=ACRRM> Support to meet ACRRM training requirements |
| <IF COLLEGE=RACGP> Support to meet RACGP training requirements |
| Support for examination and assessments |
| How would you rate your satisfaction with the following aspects of **your training facility** (e.g. your practice, your hospital) in **Semester One, 2018**?  *If any of the following statements do not apply, please leave blank.* | Quality of overall training and education experience | 1 Very dissatisfied  2  3  4  5 Very satisfied |
| Quality of supervision |
| Clinical work |
| Number of patients or presentations |
| Diversity of patients or presentations |
| Level of workplace responsibility |
| Induction/orientation provided |
| Feedback on your training progress |
| Training and education resources available |
| Location |
| Terms and conditions of employment at your training facility |
| <IF COLLEGE=ACRRM> Thinking about your experience with **ACRRM**, how would you rate your satisfaction with: | assessment? | 1 Very dissatisfied  2  3  4  5 Very satisfied |
| curriculum? |
| communication? |
| the support they provide to you? |
| <IF COLLEGE= RACGP> Thinking about your experience with **RACGP**, how would you rate your satisfaction with: | assessment? | 1 Very dissatisfied  2  3  4  5 Very satisfied |
| curriculum? |
| communication? |
| the support they provide to you? |
| Thinking about all of your AGPT training to date, overall how satisfied are you with each of the following? | Administration | 1 Very dissatisfied  2  3  4  5 Very satisfied |
| Education and training |
| Support |
| Given your overall experience with your training, what have been the best aspects of your experience? | - | OPEN RESPONSE |
| Given your overall experience with your training, what aspects of your experience are most in need of improvement? | - | OPEN RESPONSE |
| The following questions ask about your RTO's complaints and grievance process. | - | - |
| Are you familiar with your RTO's formal complaints and/or grievance process? | - | No  Yes  Unaware process exists |
| Could you readily access your RTO's formal complaints and/or grievance process if needed? | - | No  Yes |
| Have you ever made a formal written complaint relating to your training on the AGPT Program? | - | No  Yes |
| Thinking about all of your AGPT training to date, have you experienced an adverse event or incident? | - | No  Yes |
| <IF YES> From which of the following sources did you seek assistance or support to cope with the adverse event or incident?  *Please select all that apply.* | RTO | Not selected  Selected |
| Your training facility |
| General Practice Registrars Australia (GPRA) |
| Did not seek assistance or support |
| Other (please specify) | OPEN RESPONSE |
| <IF RTO> How would you rate your satisfaction with the assistance or support your RTO provided during or after an adverse event or incident? | - | 1 Very dissatisfied  2  3  4  5 Very satisfied |
| <IF DISSATISFIED (20=1, 2 OR 3)> How could your RTO have supported you better during or after an adverse event or incident? | - | OPEN RESPONSE |
| Please note that unless otherwise stated, all questions referring to 'your RTO' relate to <YOUR RTO>.All questions referring to 'your training facility' relate to the main practice, hospital or academic post where you were assigned in **Semester One, 2018**. | - | - |
| How would you rate your satisfaction with the health and wellbeing support provided to you by | your RTO? | 1 Very dissatisfied  2  3  4  5 Very satisfied |
| your training facility? |
| <IF COLLEGE=ACRRM> ACRRM? |
| <IF COLLEGE=RACGP> RACGP? |
| your GP Supervisor? |
| the General Practice Registrar Association (GPRA)? |
| Do you have your own independent GP? |  | No  Yes |
| Are you living away from your immediate family? |  | No Yes |
| How many dependents do you have (e.g. children, parents)? |  | NUMERICAL RESPONSE |
| Did you move to the current region to undertake the AGPT program? | - | No  Yes |
| Do you intend to stay in this region after completing the AGPT program? |  | No  Yes  Unsure |
| The following questions ask about the training related to Aboriginal and Torres Strait Islander culture that you have received. | - | - |
| In **Semester One, 2018**, were you training in an Aboriginal health training post (e.g. an Aboriginal Medical Service or Aboriginal Community Controlled Health Service)? | - | No  Yes |
| <IF NO> Have you completed or are you considering undertaking training in an Aboriginal health training post (e.g. an Aboriginal Medical Service or Aboriginal Community Controlled Health Service)? | - | I have already completed training I am considering undertaking training None of the above |
| Since commencing the AGPT program, have you had an orientation to Aboriginal and Torres Strait Islander health? | - | No  Yes |
| Since commencing the AGPT program, have you had training in Aboriginal and Torres Strait Islander cultural safety? | - | No  Yes |
| <IF CURRENTLY WORKING IN AN ABORIGINAL TRAINING POST> Do you have access to a formal cultural mentor for support with issues relevant to Aboriginal and Torres Strait Islander people? | - | No  Yes |
| <IF YES> How satisfied are you with the guidance from this cultural mentor on Aboriginal and Torres Strait Islander cultural safety questions? | - | 1 Very dissatisfied  2  3  4  5 Very satisfied |
| Please note that unless otherwise stated, all questions referring to 'your RTO' relate to <YOUR RTO>.   All questions referring to 'your training facility' relate to the main practice, hospital or academic post where you were assigned in **Semester One, 2018**.   The following questions ask about your choice of specialisation, fellowship and RTO, and your future plans. | - | - |
| When did you decide to become a specialist GP?  *Please select all that apply.* | While I was at school | Not selected  Selected |
| Early in my medical degree |
| Late in my medical degree |
| In my first year out of medical school |
| More than one year out of medical school |
| After trying another specialty |
| Other (please specify) | OPEN RESPONSE |
| Why did you decide to become a specialist GP?  *Please select all that apply.* | To build long-term relationships with patients | Not selected  Selected |
| To also study sub-specialities such as anaesthesia, emergency medicine, paediatrics, obstetrics and gynaecology |
| The training program is fully funded by the Commonwealth Government |
| To work in rural and remote locations |
| Intellectually stimulating |
| Diversity of patients and medical presentations |
| Domestic circumstances |
| Hours/working conditions |
| Eventual financial prospects |
| Promotion/career prospects |
| Self-appraisal of own skills/aptitudes |
| Advice from others |
| Student experience of subject |
| Particular teacher, department or role model |
| Inclinations before medical school |
| Experience of jobs so far |
| Enthusiasm/commitment |
| Social responsibility or to support the community |
| Other (please specify) | OPEN RESPONSE |
| Was GP specialisation your first choice of specialty? | - | No  Yes |
| Did you apply to any other specialty programs at the same time or before you applied to become a GP specialist? | - | No  Yes |
| <If Yes> What other specialty programs did you apply to? |  | OPEN RESPONSE |
| <IF SINGLE FELLOWSHIP> What was your main reason for choosing your GP fellowship? | - | OPEN RESPONSE |
| <IF DUAL FELLOWSHIP> What was your main reason for choosing to undertake a dual GP fellowship? | - | OPEN RESPONSE |
| <IF TRIPLE FELLOWSHIP> What was your main reason for choosing to undertake a triple GP fellowship? | - | OPEN RESPONSE |
| What were the main reasons you chose your RTO as your training provider?  *Please select all that apply.* | Family/partner support | Not selected  Selected |
| Location |
| Lifestyle |
| Training opportunities |
| Career links with region (e.g. earlier placement, Prevocational General Practice Placements Program (PGPPP)) |
| Reputation of the RTO |
| Recommended by peers |
| Other (please specify) | OPEN RESPONSE |
| Within the next five years, you would like to be…  *Please select all that apply.* | teaching or supervising medical students. | Not selected  Selected |
| supervising registrars. |
| a medical educator. |
| not involved in doctor training. |
| In five years, you would like...  *Please select all that apply.* | to be working full time as a private GP. | Not selected  Selected |
| to be working part-time as a private GP. |
| to own your own practice. |
| to purchase or buy into an existing practice. |
| to be working in Aboriginal Health. |
| to be working as a GP in another setting (e.g. aged, palliative, home care). |
| to be working in a rural or remote location. |
| to be not working as a GP. |
| to be doing something else (please specify). |
|  | | |

Closing text

Thank you for participating in the Australian General Practice Training National Registrar Survey. Once you have completed the survey, please press 'Submit'.

Your responses help the Department of Health improve registrars’ experience and learning in Australia.

If this survey has raised any concerns about your experience in the AGPT program, please get in touch with your Registrar Liaison Officer (RLO). A directory of RLOs is provided by General Practice Registrars Australia (GPRA): https://gpra.org.au/rlo-directory/.

If you need further assistance, please contact GPRA at registrarenquiries@gpra.org.au or phone 03 9629 8878.

**PRIVACY STATEMENT**

Any Personal Information you provide to ACER is private, confidential and will be treated according to any applicable law. Such Personal Information will only be used for the purposes of this research specified above.

ACER is bound to comply with the Privacy Act 1988 (Cth) and its ACER Privacy Policy locatable at http://www.acer.org/privacy and your personal information will be handled in accordance with that policy which may be updated from time to time.

The policy sets out your rights and processes to: complain about a breach of privacy, and access and have amended your personal information held by ACER. Your involvement is voluntary and you are free to withdraw consent at any time. Should you have any queries please contact Project Manager, Rebecca Taylor, ACER, 19 Prospect Hill Road, Camberwell, Victoria 3124, agptnrs@acer.org.

# Appendix E: Accessible text alternatives for figures

## Infographic text alternative

NATIONAL REGISTRAR SURVEY 2018

The AGPT NRS is an annual, national survey of GP registrars currently training in the AGPT program that collects information about registrar satisfaction, experience and future career plans. This information can be used to assure the quality of training provision, enable continuous improvement and allow results to be benchmarked nationally.

These are the responses from the 1,695 registrars who participated in the 2018 survey.

TRAINING EXPERIENCE

* 90% were satisfied with the education and training from their RTO
* 93% were satisfied with the education and training from their training facility
* 91% were satisfied with the supervisor support
* 96% were satisfied with their level of workplace responsibility
* 97% were satisfied with the clinical work
* 90% were satisfied with the overall education and training

REGISTRAR CHARACTERISTICS

* 63% of respondents were female
* 54% were between 30 and 39 years of age
* 0.9% identified as Aboriginal or Torres Strait Islander
* 54% in the rural pathway
* 30% were international medical graduates

CHOOSING TO BECOME A GP

* 78% of respondents applied to AGPT before any other speciality program
* 64% of respondents saw GP specialisation as their first choice of speciality
* 82% would like to be involved in doctor training

RURAL TRAINING PATHWAY: BEST ASPECTS – TOP FOUR RESPONSES

* 32% Exposure to a range of cases or patients
* 15% Clinical or procedural experience
* 12% Being part of a community
* 7% Being in a rural or regional area

WHY BECOME A GP?: TOP THREE REASONS

* 77% Hours/working conditions
* 65% Diversity of patients and medical presentations
* 60% To build long-term relationahips with patients

LOCATION OF TRAINING FACILITY

* 45% in Major cities
* 35% in Inner regional
* 17% in Outer regional
* 3% in Remote

## Text alternative for Figures

Table 20: Registrars’ current training region (alternative for Figure 2)

| **Training region** | **Per cent**  **(%)** |
| --- | --- |
| Eastern Victoria | 8.6 |
| Lower Eastern NSW | 9.6 |
| North Eastern NSW | 14.8 |
| North Western Queensland | 11.7 |
| Northern Territory | 3.3 |
| South Australia | 8.9 |
| South Eastern Queensland | 10.7 |
| Tasmania | 2.8 |
| Western Australia | 9.0 |
| Western NSW | 7.1 |
| Western Victoria | 13.3 |

Table 21: Location of registrars’ current training facility in 2013, 2014, 2015, 2016, 2017 and 2018 (alternative for Figure 3)

| **Training facility location** | **2013**  **(%)** | **2014**  **(%)** | **2015**  **(%)** | **2016**  **(%)** | **2017**  **(%)** | **2018**  **(%)** |
| --- | --- | --- | --- | --- | --- | --- |
| Major cities | 47.6 | 39.4 | 43.7 | 43.5 | 48.6 | 45.1 |
| Inner regional | 34.9 | 38.8 | 35.2 | 34.8 | 32.0 | 35.0 |
| Outer regional | 14.4 | 17.4 | 17.7 | 18.1 | 15.6 | 16.6 |
| Remote | 3.1 | 4.4 | 3.3 | 3.6 | 3.8 | 3.3 |

Table 22: Proportion of registrars who relocated for training by training location (alternative for Figure 4)

| **Training facility location** | **Did not relocate for training**  **(%)** | **Relocated for training**  **(%)** |
| --- | --- | --- |
| Major cities | 80.5 | 19.5 |
| Inner regional | 35.7 | 64.3 |
| Outer regional | 27.9 | 72.1 |
| Remote | 30.4 | 69.6 |

Table 23: Mean overall satisfaction of registrars with the AGPT program from 2013 to 2018 (alternative for Figure 5)

| **Area** | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** |
| --- | --- | --- | --- | --- | --- | --- |
| Administration | 3.9 | 3.7 | 3.8 | 3.2 | 3.4 | 3.6 |
| Education and training | 3.9 | 3.9 | 4.0 | 3.6 | 3.6 | 3.6 |
| Support | 3.9 | 3.8 | 3.9 | 3.4 | 3.4 | 3.5 |

Table 24: Key Performance Indicators 2013, 2014, 2015, 2016, 2017 and 2018 (alternative for Figure 6)

| **Key Performance Indicators** | **2013**  **(%)** | **2014**  **(%)** | **2015**  **(%)** | **2016**  **(%)** | **2017**  **(%)** | **2018**  **(%)** |
| --- | --- | --- | --- | --- | --- | --- |
| KPI 1: Overall satisfaction | 90.7 | 89.1 | 87.9 | 75.6 | 82.5 | 84.9 |
| KPI 2: Satisfaction with RTO support  (no incident) | 89.5 | 89.3 | 88.2 | 72.4 | 86.2 | 89.0 |
| KPI 3: Satisfaction with RTO support  (with incident) | 88.1 | 95.7 | 88.0 | 81.3 | 65.5 | 65.5 |
| KPI 4: Satisfaction with supervision | 93.9 | 92.9 | 91.6 | 92.0 | 89.5 | 90.6 |
| KPI 5: Satisfaction with practice location | 94.5 | 94.7 | 95.0 | 95.6 | 94.8 | 94.0 |
| KPI 6: Satisfaction with infrastructure / resources | 93.8 | 93.8 | 93.9 | 87.8 | 89.4 | 90.9 |

Table 25: Satisfaction with different aspects of training facilities (alternative for Figure 7)

| **Area of training facility satisfaction** | **Average satisfaction score** |
| --- | --- |
| Overall training & education | 4.0 |
| Supervisor support | 4.0 |
| Number of patients or presentations | 4.2 |
| Clinical work | 4.2 |
| Diversity of patients or presentations | 4.1 |
| Induction & orientation | 4.2 |
| Level of workplace responsibility | 4.0 |
| Feedback on training progress | 3.9 |
| Training & education resources | 3.9 |
| Location | 4.1 |
| Terms and conditions | 3.9 |

Table 26: Satisfaction with health and wellbeing support by source of support (alternative for Figure 8)

| **Source of support** | **Satisfaction with health and wellbeing support** |
| --- | --- |
| GP Supervisor | 85.6 |
| Training facility | 91.5 |
| GPRA | 91.4 |
| RTO | 88.7 |

Table 27: Proportion of registrars training away from home by location (alternative for Figure 9)

| **Training location** | **Training away from home**  **(%)** |
| --- | --- |
| Major cities | 29.9 |
| Inner regional areas | 50.2 |
| Outer regional areas | 57.3 |
| Remote areas | 60.7 |

Table 28: Proportion of registrars training in an Aboriginal health training post by location (alternative for Figure 10)

| **Training location** | **Training in an Aboriginal health training post**  **(%)** |
| --- | --- |
| Major cities | 4.5 |
| Inner regional areas | 8.2 |
| Outer regional areas | 16.9 |
| Remote areas | 46.4 |

Table 29: Why registrar’s decided to become GP specialists (for responses over 20%) (alternative for Figure 11)

| **Reasons** | **Per cent (%)** |
| --- | --- |
| Hours/working conditions | 77.4 |
| Diversity of patients and medical presentations | 65.0 |
| To build long-term relationships with patients | 60.4 |
| Intellectually stimulating | 33.4 |
| Domestic circumstances | 32.0 |
| Social responsibility or to support the community | 32.0 |
| Experience of jobs so far | 28.7 |
| Self-appraisal of own skills/aptitudes | 27.7 |
| To also study sub-specialites | 26.5 |
| To work in rural and remote locations | 24.5 |
| Enthusiasm/commitment | 23.7 |

Table 30: Registrars who have moved for training intentions to remain or leave current region by location (alternative for Figure 12)

| **Training location** | **Plan to stay in location after training** | **Unsure of relocation plans** | **Plan to move from location after training** |
| --- | --- | --- | --- |
| Major cities | 65.1 | 23.4 | 11.4 |
| Inner regional areas | 45.4 | 34.8 | 19.8 |
| Outer regional areas | 40.1 | 39.8 | 20.1 |
| Remote areas | 48.2 | 37.5 | 14.3 |

1. RACGP. “Becoming a GP in Australia”. RACGP. <http://www.racgp.org.au/becomingagp/what-is-a-gp/what-is-general-practice/> (accessed 10 November 2017). [↑](#footnote-ref-1)
2. ACRRM. “Becoming a rural general practitioner” .ACRRMhttp://www.acrrm.org.au/about-the-college/about-rural-and-remote-medicine/college-definition-of-general-practice (accessed 10 November 2017). [↑](#footnote-ref-2)
3. Reporting on registrars’ satisfaction with their College has been provided to each College and is not included in this report. [↑](#footnote-ref-3)
4. Department of Human Services. “Medicare provider number for overseas trained doctors and foreign graduates”. https://www.humanservices.gov.au/health-professionals/services/medicare/medicare-provider-number-overseas-trained-doctors-and-foreign-graduates (accessed 15 February 2017). [↑](#footnote-ref-4)
5. Response scores were averaged across the five-point scale with one being very dissatisfied and five being very satisfied. [↑](#footnote-ref-5)
6. For example: <http://dhas.org.au/wellbeing/having-our-own-gp.html>, accessed 9 November, 2018 [↑](#footnote-ref-6)