Torohia

Medical Training Survey for New Zealand

Torohia – Medical Training Survey for New Zealand

Vocational training

Royal Australasian College of Surgeons (RACS) report

December 2025

Te Kaunihera Rata o Aotearoa
Medical Council of New Zealand

Contents

Foreword

Tēnā koutou katoa

Te Kaunihera Rata o Aotearoa | Medical Council of New Zealand is pleased to share the findings from our first year of implementing **Torohia – Medical Training Survey for New Zealand.** The term *Torohia* means 'exploring, scouting out, reaching out' in te reo Māori.

Developed and implemented by the Council, Torohia is the first national survey of doctors in training in Aotearoa New Zealand. The feedback provided by medical trainees will support us to identify what is going well and areas to focus on for improvement, to ensure that all trainees have access to high quality medical training.

The survey ran between 18 August and 15 September 2025. Doctors in accredited prevocational and vocational training programmes across the motu responded to the survey. The 23.5% response rate gives us a solid foundation to build on in future years.

The data collected will help us understand what's working well. For example, this year trainees had positive feedback about the quality of clinical supervision, with 80% of respondents rating it excellent or good, and 91% of trainees agreeing that senior medical staff at their workplace were supportive.

The results also highlight what needs improving. It is concerning that 38% of respondents reported they have witnessed or experienced bullying, sexual, racial or other harassment or discrimination. However, this provides the basis for discussion with training providers about what needs to change.

The Torohia data provides a rich, evidence-based foundation to support equity, quality, and accountability in medical training. Findings over time will show where progress is made.

I would like to thank all the medical trainees who participated in Torohia in our first year. Your voice will help to shape improvements that strengthen the quality of medical education and training over coming years.

Finally, I want to highlight that next year we will be broadening Torohia to include feedback from general registrants who are not enrolled in vocational training.

Ngā mihi

Dr Rachelle Love
Tumuaki | Chair
Te Kaunihera Rata o Aotearoa | Medical Council of New Zealand

How to read the report

Survey participation

All doctors registered in accredited prevocational and vocational medical training programmes in Aotearoa New Zealand were invited to participate in Torohia. The survey was open between 18 August and 15 September 2025.

- The survey was sent to 5,156 doctors in training.
- 1,210 doctors in training from across the motu responded to the survey, representing an overall response rate of 23.5%.
- Respondents included 250 prevocational trainees, 955 vocational trainees and 5 doctors who did not meet the criteria to continue with the survey as they were not enrolled in an accredited training programme.
- The response rate is based on all doctors recorded by the Medical Council as being enrolled in an accredited medical training programme at the time of the survey. The response rate is indicative, as the denominator (that is, the number of invited participants) may include other doctors who were not enrolled in an accredited training programme at the time of the survey.
- 13 respondents had been on leave for most of their current clinical attachment /rotation and therefore did not meet the criteria to continue the survey.
- All respondents are included in the analysis. This means that if a respondent answered only a portion of the survey, their responses are included for those specific questions. As a result, base numbers (n's) vary between questions throughout the report.
- Not all sub-groups, including some training locations and medical colleges, had enough responses to allow reliable analysis or meaningful comparisons. When response numbers are too low, the data may not accurately reflect the experiences of that group.

Reporting and interpretation

- To protect anonymity of participants and avoid misinterpretation, questions with fewer than 10 responses are reported in an amalgamated format.
- Question numbering for Torohia overall reflects the two survey pathways, prevocational and vocational. Identical questions in both surveys share the same question number; questions unique to either the prevocational version or vocational version are numbered separately. Therefore, not all questions are presented in every report.
- Where there is an asterisk (*) next to a question or statement, it indicates that further information or clarification on its meaning can be found in the Definitions section of this report.
- The response to Torohia is broadly representative of all doctors in prevocational and vocational training. Overseas medical graduates are very slightly over-represented compared to New Zealand and Australian medical graduates, and females are slightly over-represented compared to other genders. Māori trainee participation rates are representative of all Māori doctors in prevocational and vocational training.

Anonymity and confidentiality

- The survey was conducted under strict conditions of anonymity and confidentiality, ensuring that no individual can be identified.
- All responses were de-identified. Individual unique links to the survey were deleted when the survey closed, ensuring that contact details and survey responses were detached.
- All responses have been anonymised through aggregation in the reports.

Interpretation of bullying and harassment results

Unlike most of the survey, which focuses on respondents' current training setting (or previous setting if they had been in their current placement for less than 4 weeks), the questions on experiencing or witnessing bullying and harassment refer to the past 12 months. Therefore, these responses may reflect experiences that occurred in a previous placement, rotation, or region if the respondent has moved during those 12 months.

Adherence to Te Tiriti o Waitangi principles

The development of Torohia adheres to Te Tiriti o Waitangi principles and the Māori Data Governance Model, ensuring the perspectives of Māori doctors in training are represented and that equity considerations inform survey design, data collection and reporting.

RACS reporting scope

This college report is based on responses from vocational trainees enrolled in the Royal Australasian College of Surgeons (RACS) training programme who are completing their training in New Zealand.

Specific results are presented for general surgery and orthopaedic surgery programmes. Results for otolaryngology, head, and neck surgery, urology, neurosurgery, paediatric surgery, plastic and reconstructive surgery and vascular surgery programmes did not meet the minimum reporting threshold and are therefore not shown separately, however they are included in the overall 'RACS - all programmes' results.

The national average shown in charts represents the overall national results for vocational trainees to enable New Zealand wide comparison.

KEY INSIGHTS: VOCATIONAL TRAINEES

Royal Australasian College of Surgeons (RACS)

RESPONSE RATE

Responses
60

Response rate
23%

SATISFACTION AND FUTURE CAREER

56%
Would recommend their current training position to other doctors

75%
Are concerned about being able to secure employment on completion of training

17%
Are considering a future outside of medicine in the next 12 months

TRAINING EXPERIENCE

32%
Found the quality of workplace orientation excellent or good

Those who received a workplace and clinical attachment orientation, weighted score

81%
Rated the overall quality of their clinical supervision as excellent or good

60%
Rated regular, informal feedback from clinical supervisor as excellent or good

71%
Rated the quality of teaching as excellent or good

73%
Rated the quality of training on how to raise concerns about patient safety in clinical care as excellent or good

75%
Say they had sufficient opportunity to develop skills and knowledge in cultural safety

WORKPLACE ENVIRONMENT AND CULTURE

60%
Agree that their workplace supports staff wellbeing

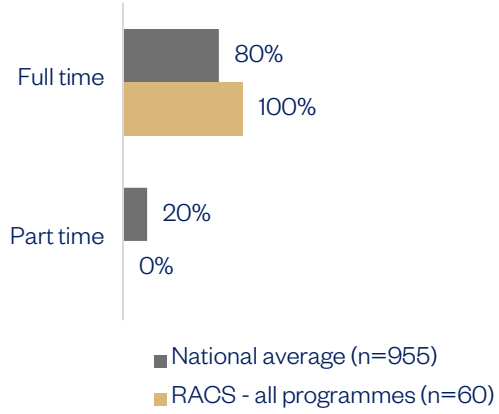
37% Witnessed
18% Experienced
Workplace bullying, discrimination or harassment (sexual, racial, other) in the past 12 months

54%
Agree that bullying, discrimination and harassment are not tolerated at their workplace

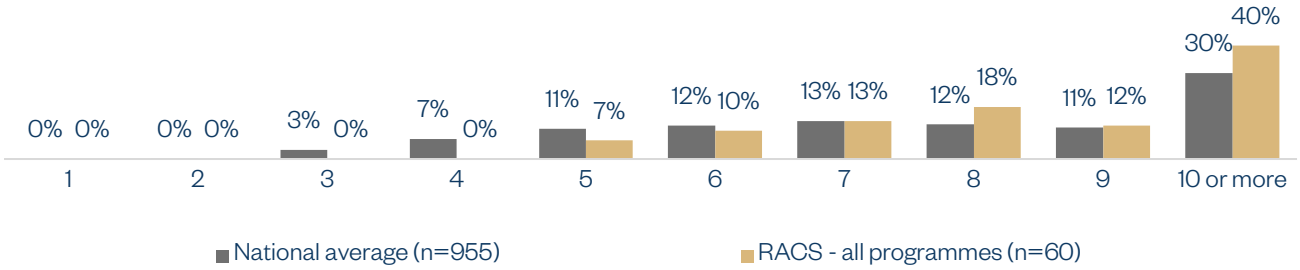
Detailed findings

1. Trainee profile - respondents

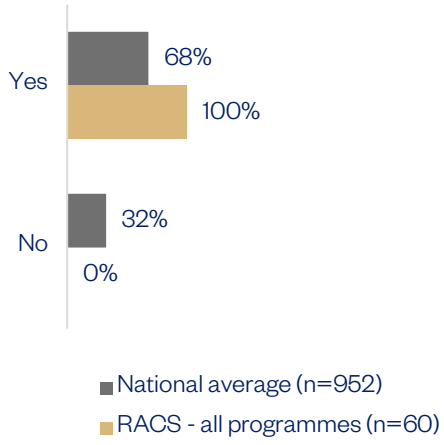
Q2. Do you work...?



Q3. How many years ago did you graduate from medical school?

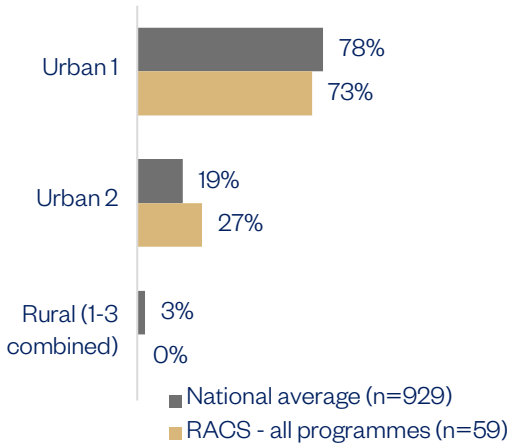


Q8. Is your current rotation/placement predominantly in a public hospital?

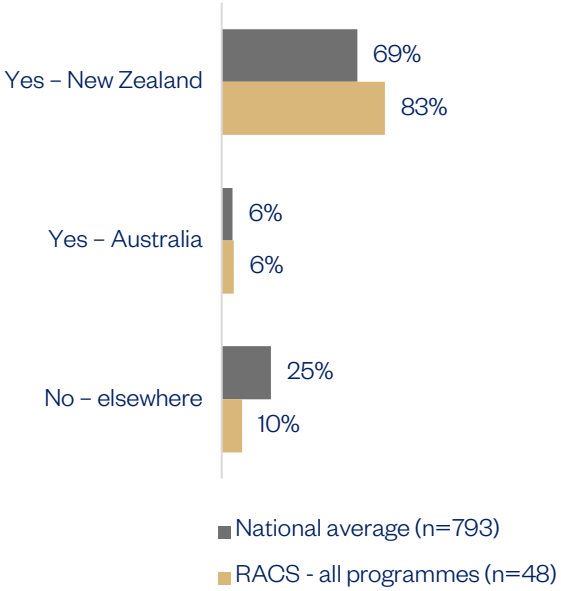


Q9 & Q12. Rural-urban divide based on the Geographical Classification for Health*

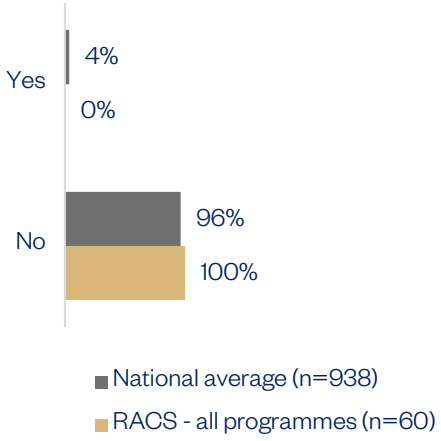
* See definitions, page 64



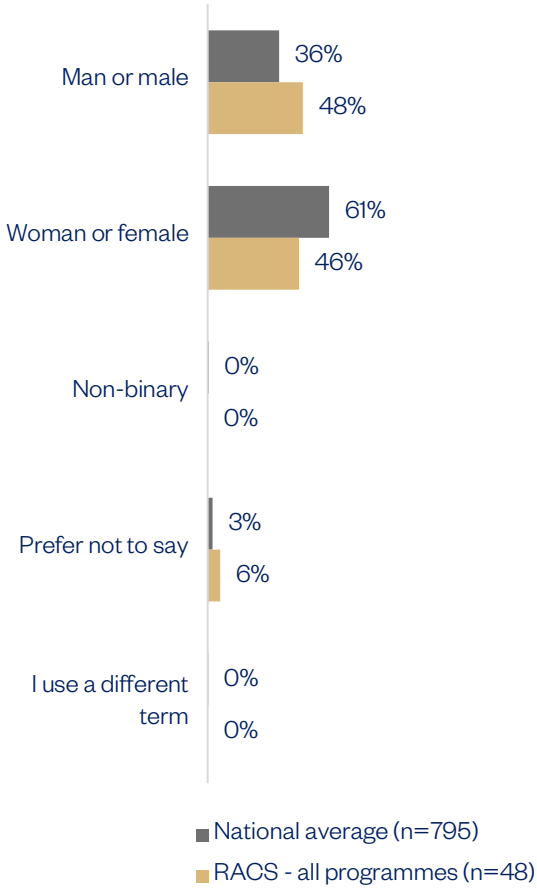
Q91. Did you complete your primary medical degree in New Zealand or Australia?



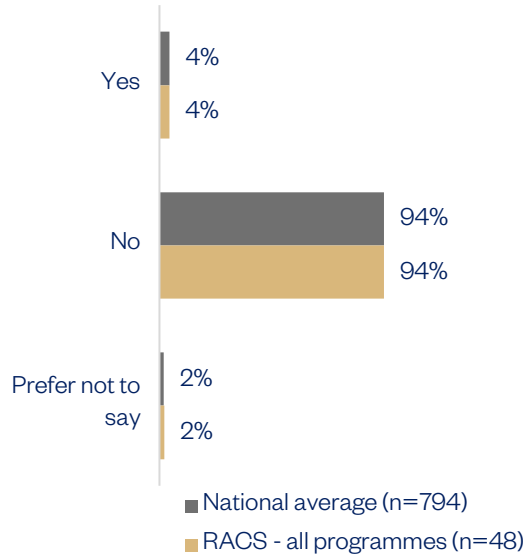
Q13. Are you on a relief run?



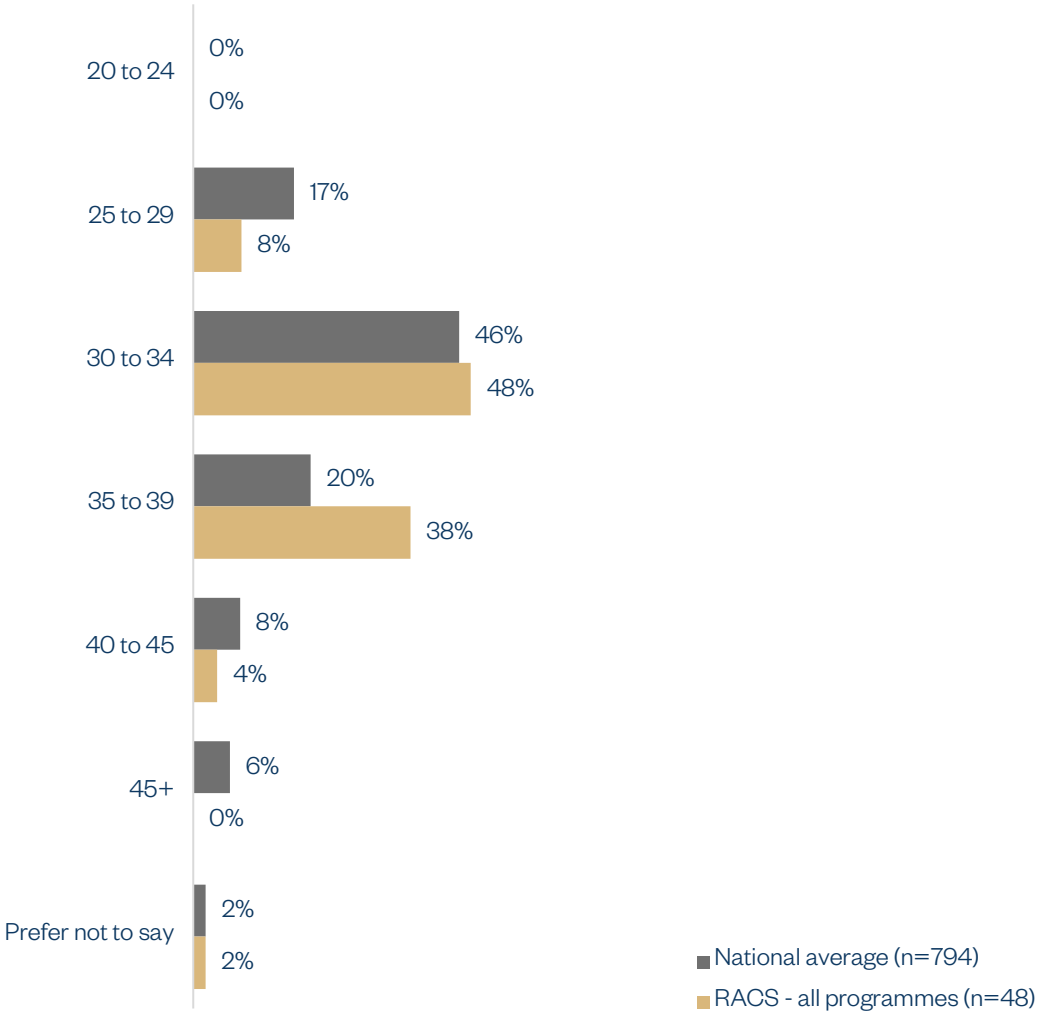
Q84. Do you identify as...?



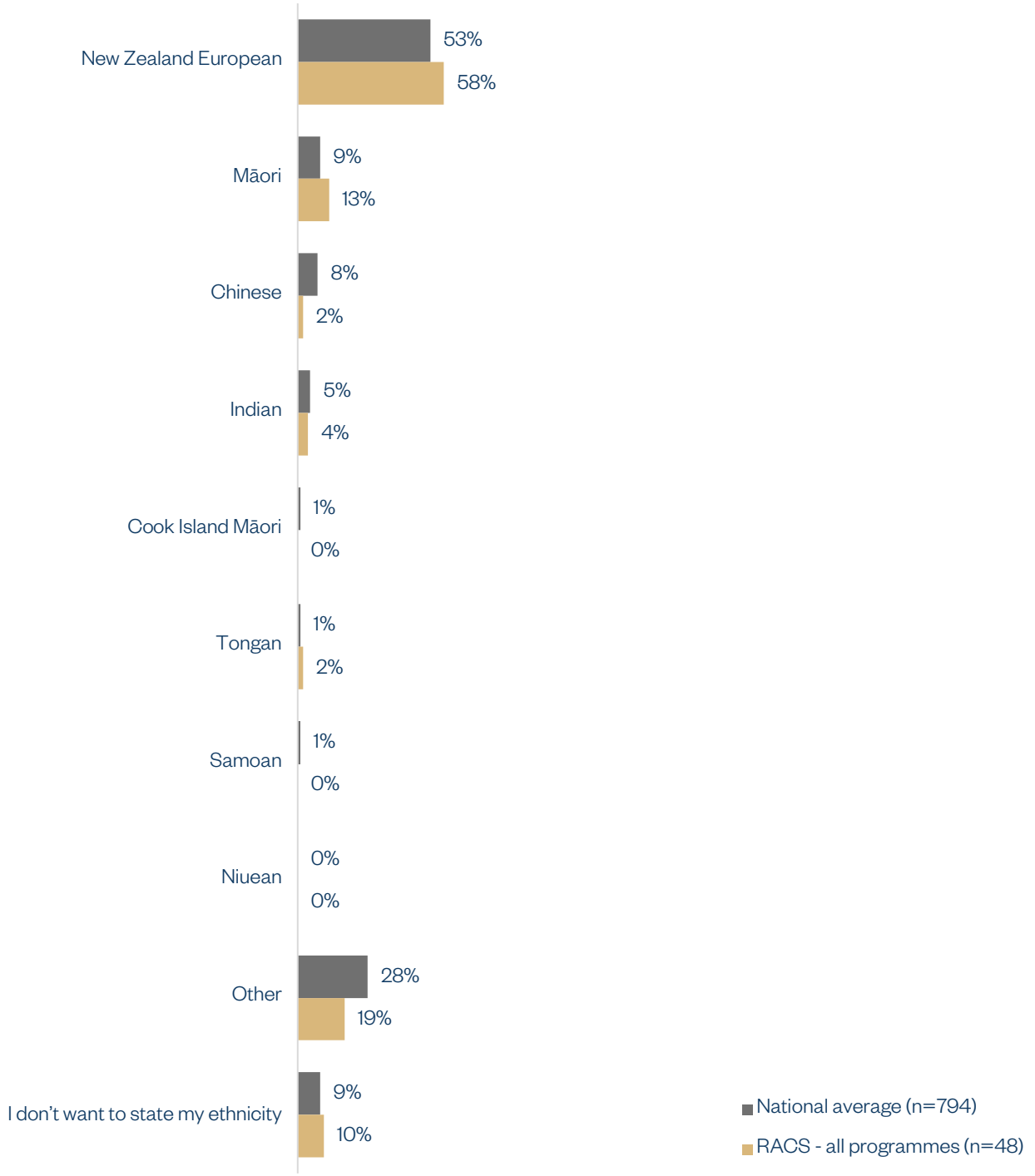
Q86. Do you identify as a person with a disability?



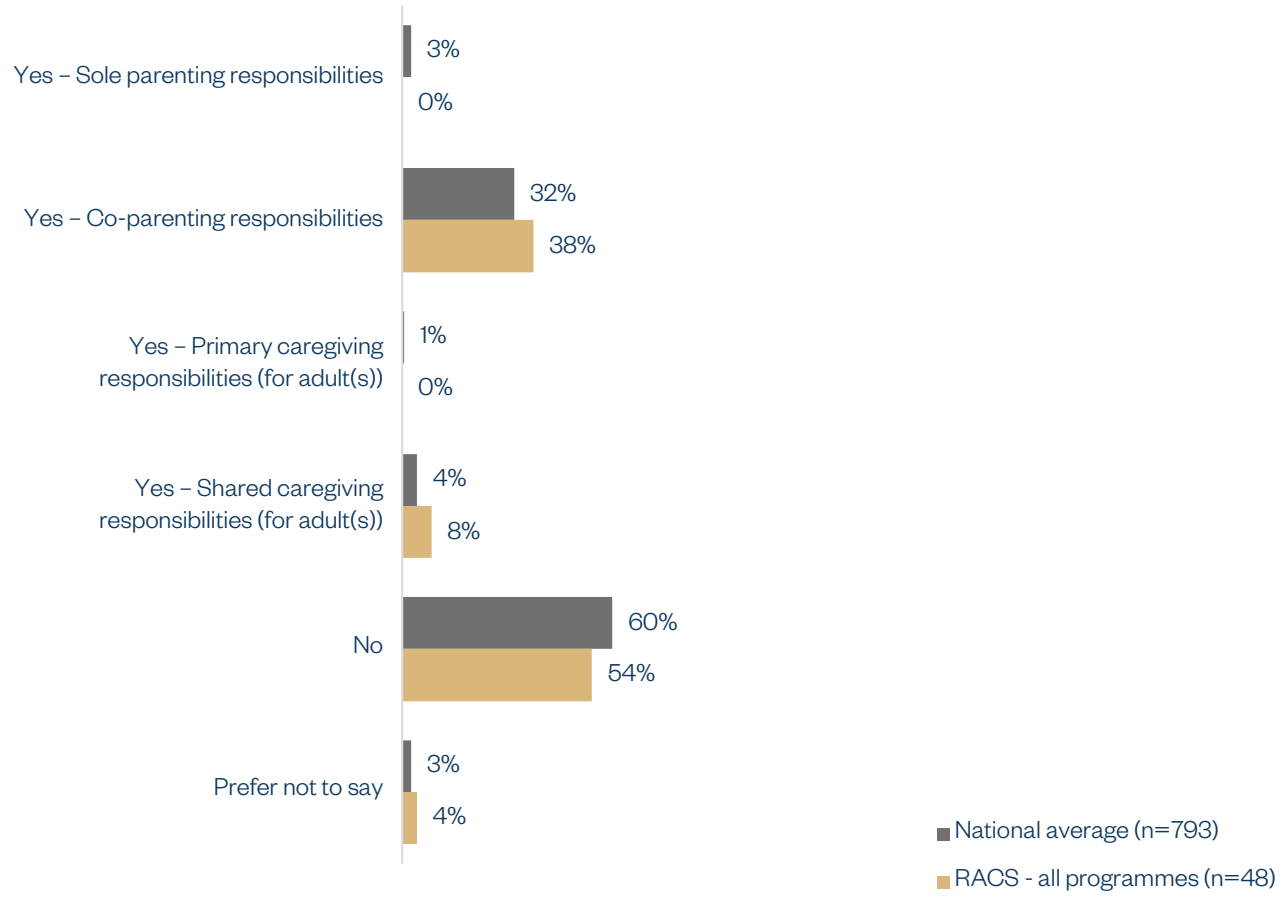
Q85. What is your age? (years)



Q87. Which ethnic group(s) do you belong to?

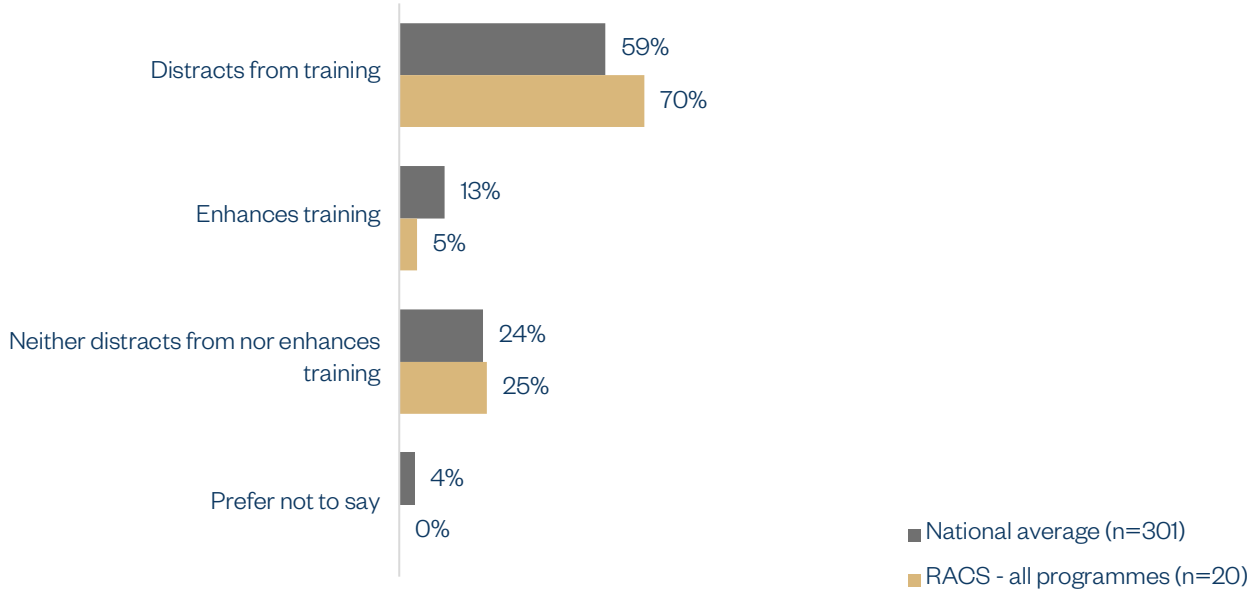


Q88. During your usual work week, do you spend time providing unpaid care, help, or assistance for family/whānau members or others?

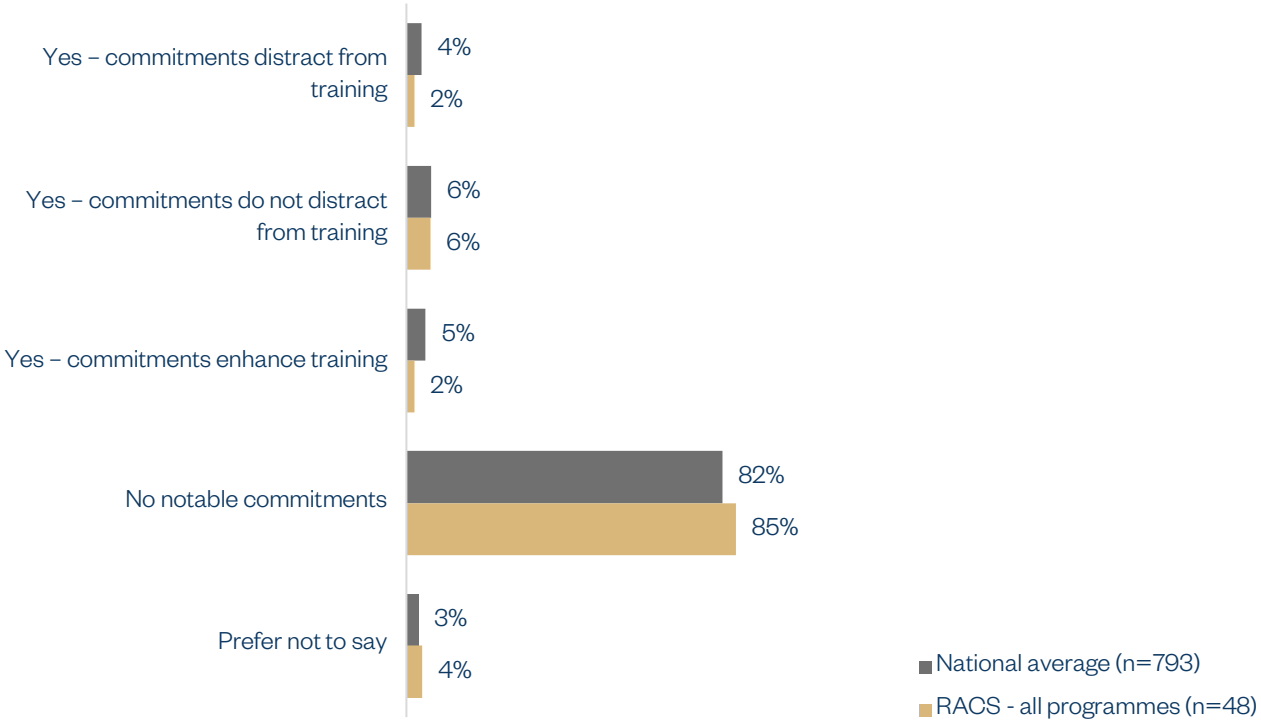


Q89. How does providing care or assistance for family/whānau members or others impact your training?

Base: Those who spend time providing unpaid care, help, or assistance for family/whānau members or others

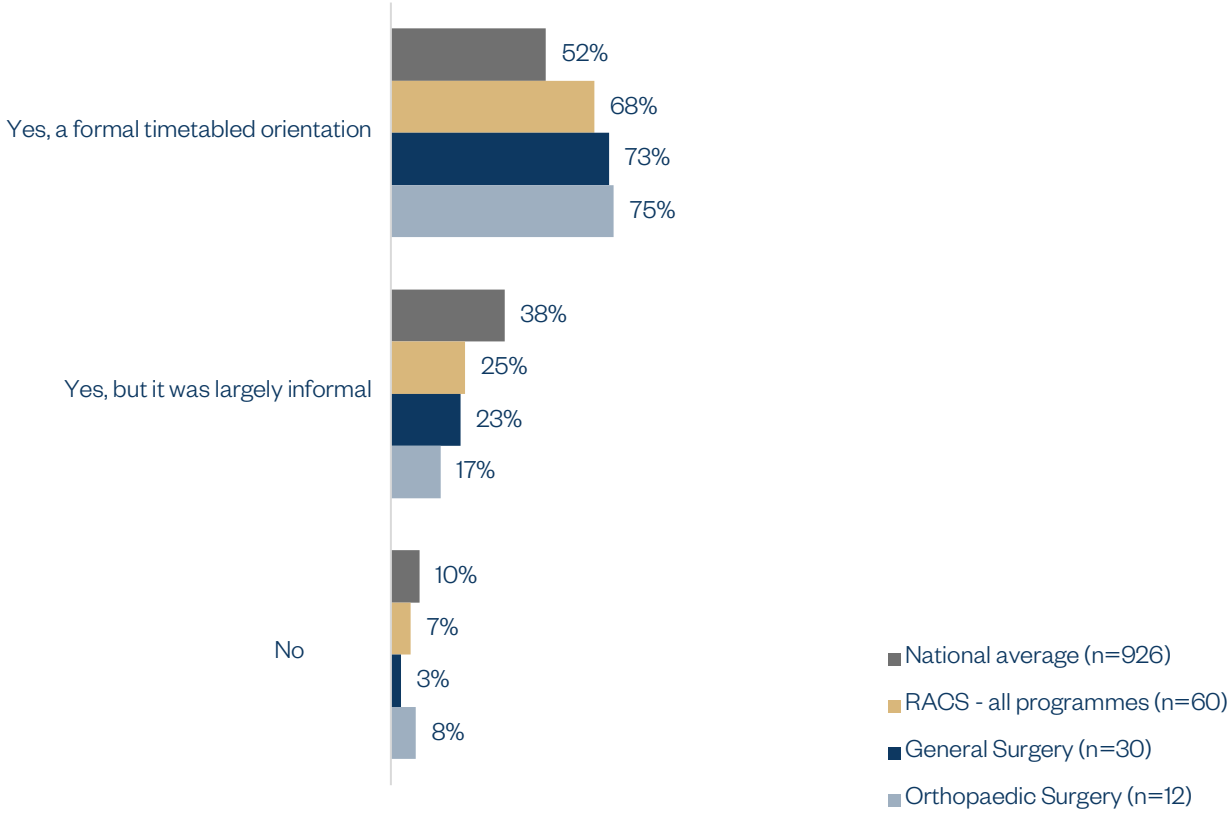


Q90. During your usual work week, do you spend time meeting cultural commitments and /or supporting cultural activities in the workplace and how does this impact training?



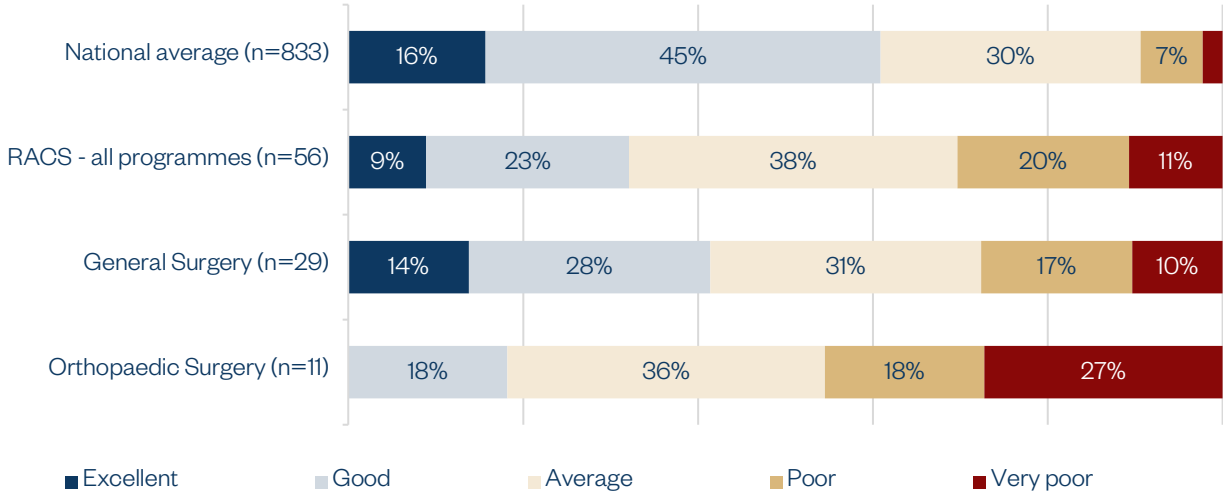
2. Orientation

Q19. Did you receive an orientation to your workplace setting? (e.g. hospital, clinic)



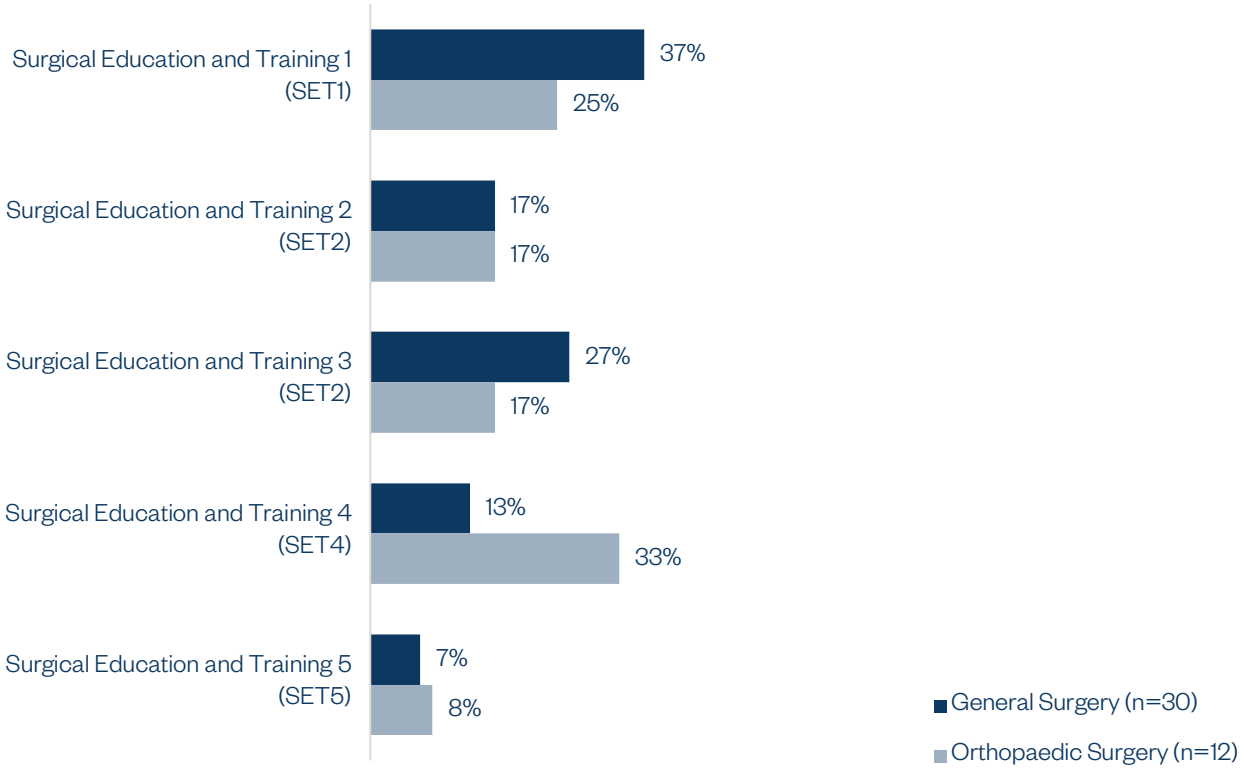
Q20. How would you rate the quality of your workplace orientation?

Base: those who received an orientation to their workplace setting. Labels 3% and below are removed from the chart

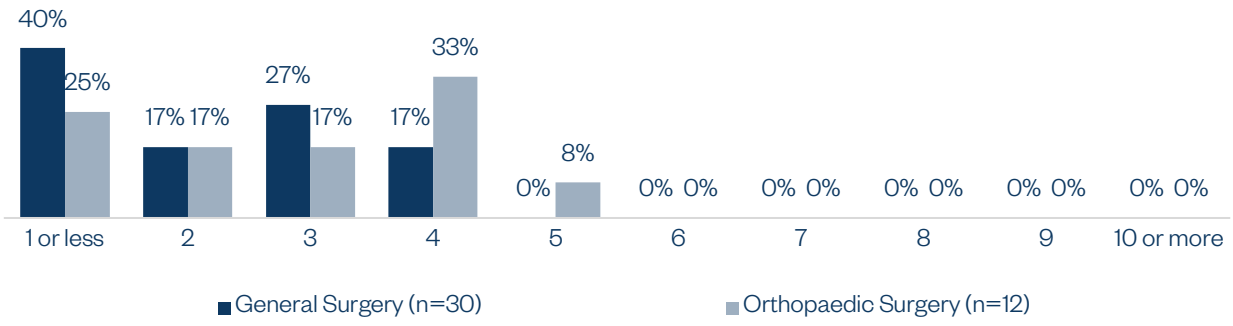


3. Training curriculum and assessment

Q27a. What stage of training are you in for General Surgery/Orthopaedic Surgery?



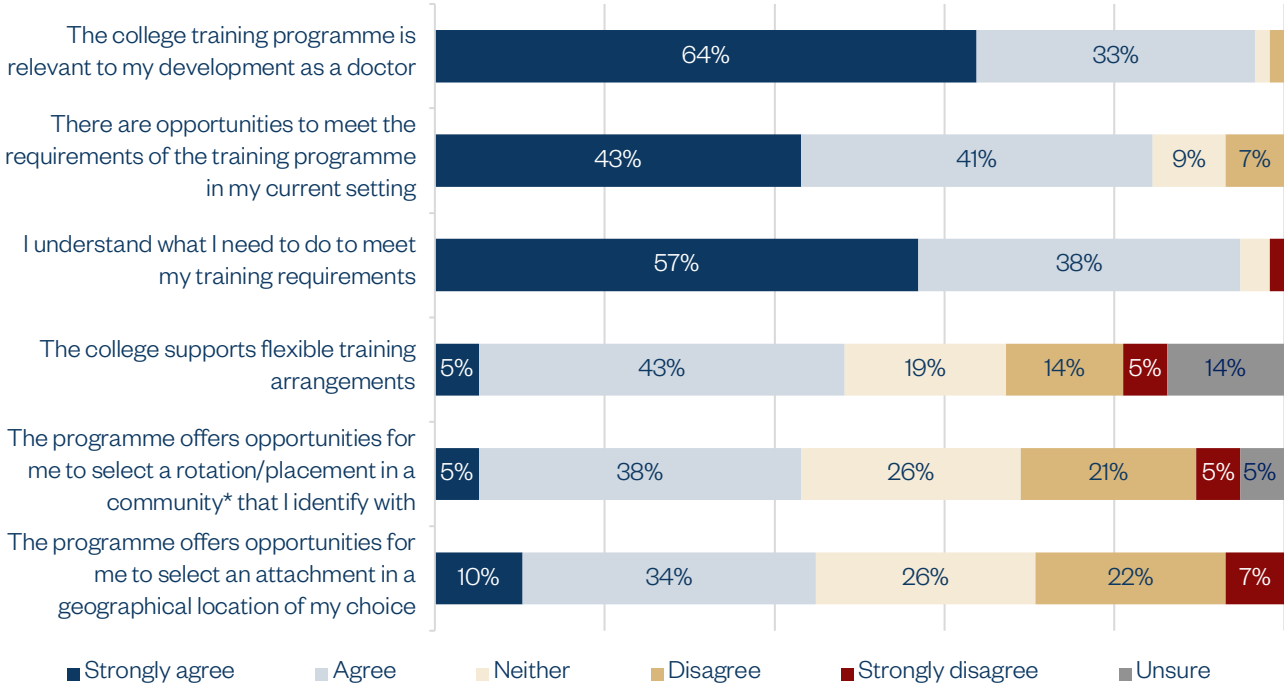
Q28. How many years have you been in the General Surgery/Orthopaedic Surgery vocational training programme?



Q29. Thinking about your RACS training programme, to what extent do you agree or disagree with each of the following statements?

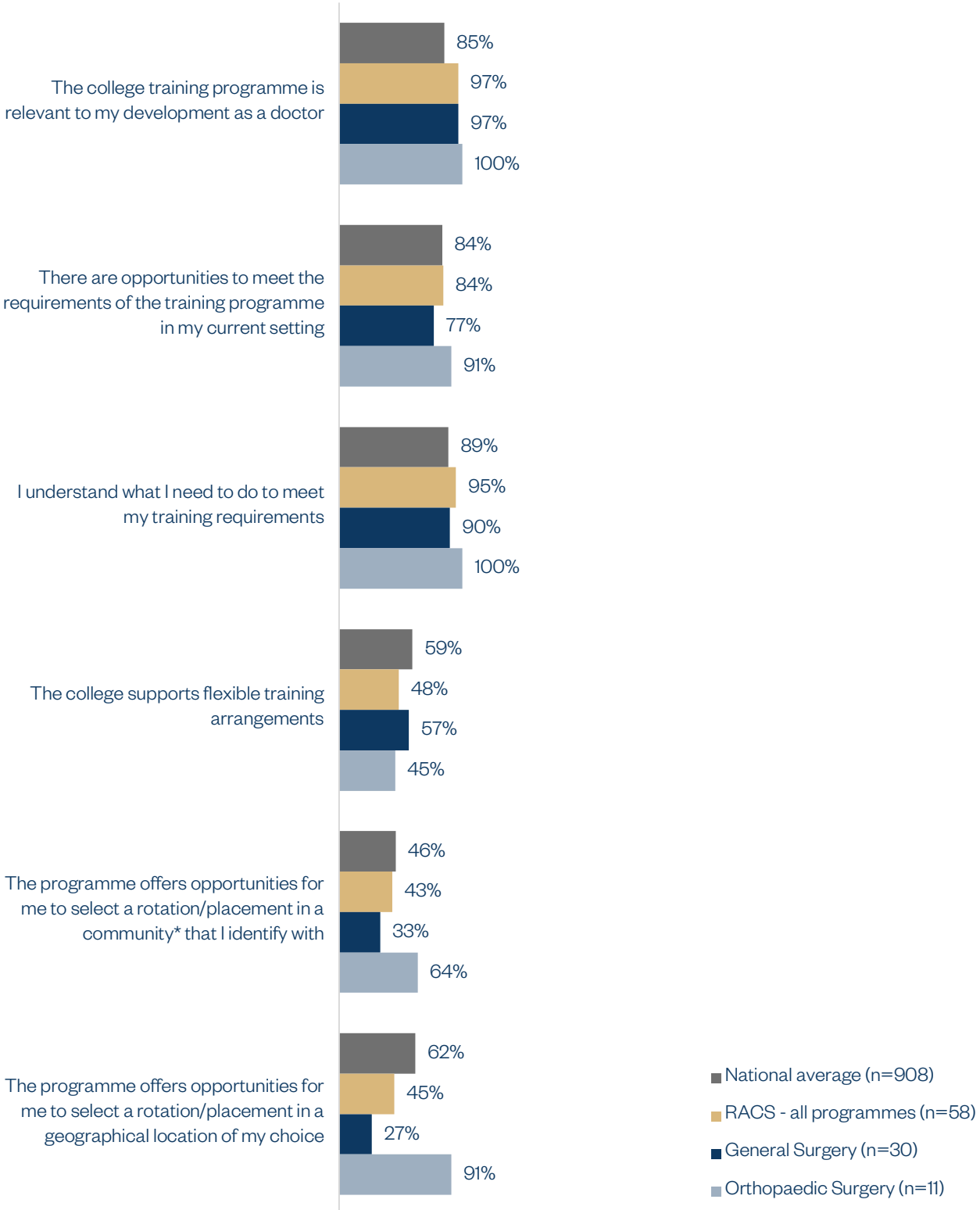
Royal Australasian College of Surgeons (RACS)

Base: n=58. Labels 3% and below are removed from the chart. * See definitions, page 64



Programme comparison

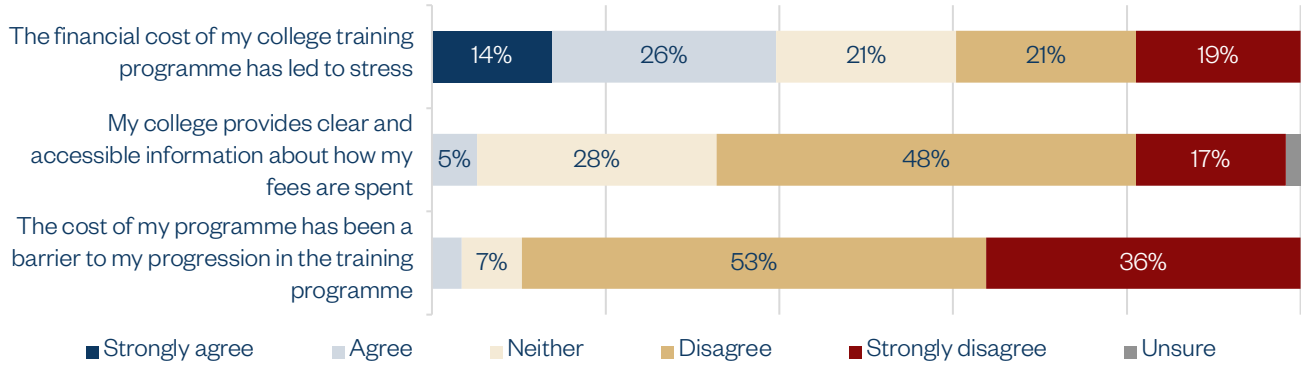
(% strongly agree + agree). * See definitions, page 64



Q30. Thinking about your RACS training programme, to what extent do you agree or disagree with each of the following statements?

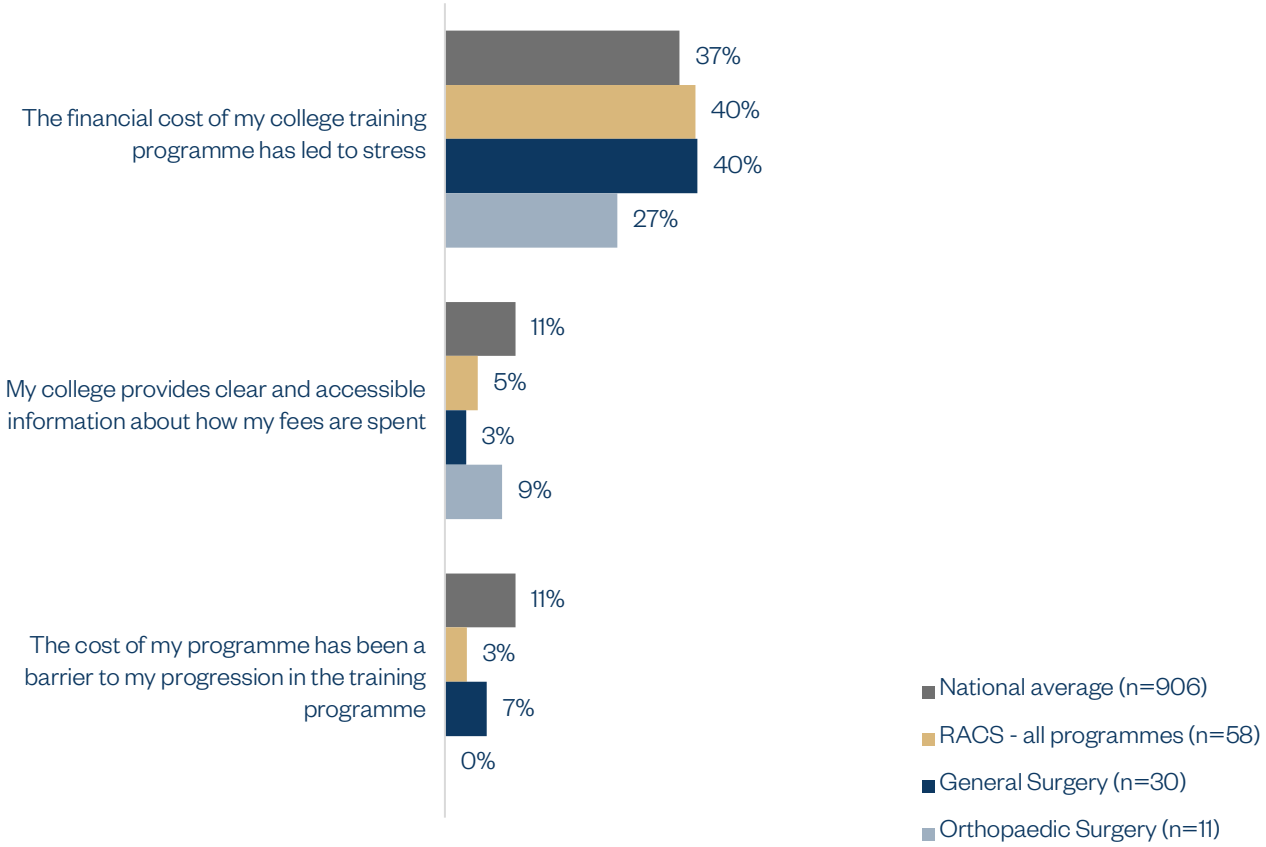
Royal Australasian College of Surgeons (RACS)

Base: n=58. Labels 3% and below are removed from the chart.



Programme comparison

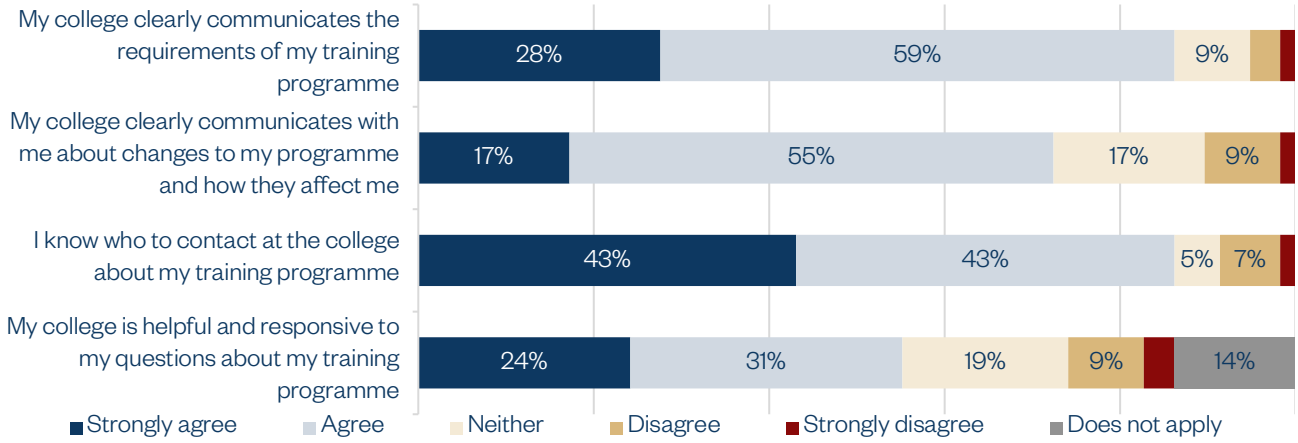
(% strongly agree + agree)



Q31. Thinking about how your RACS training programme communicates with you about your training programme, to what extent do you agree or disagree with the following statements?

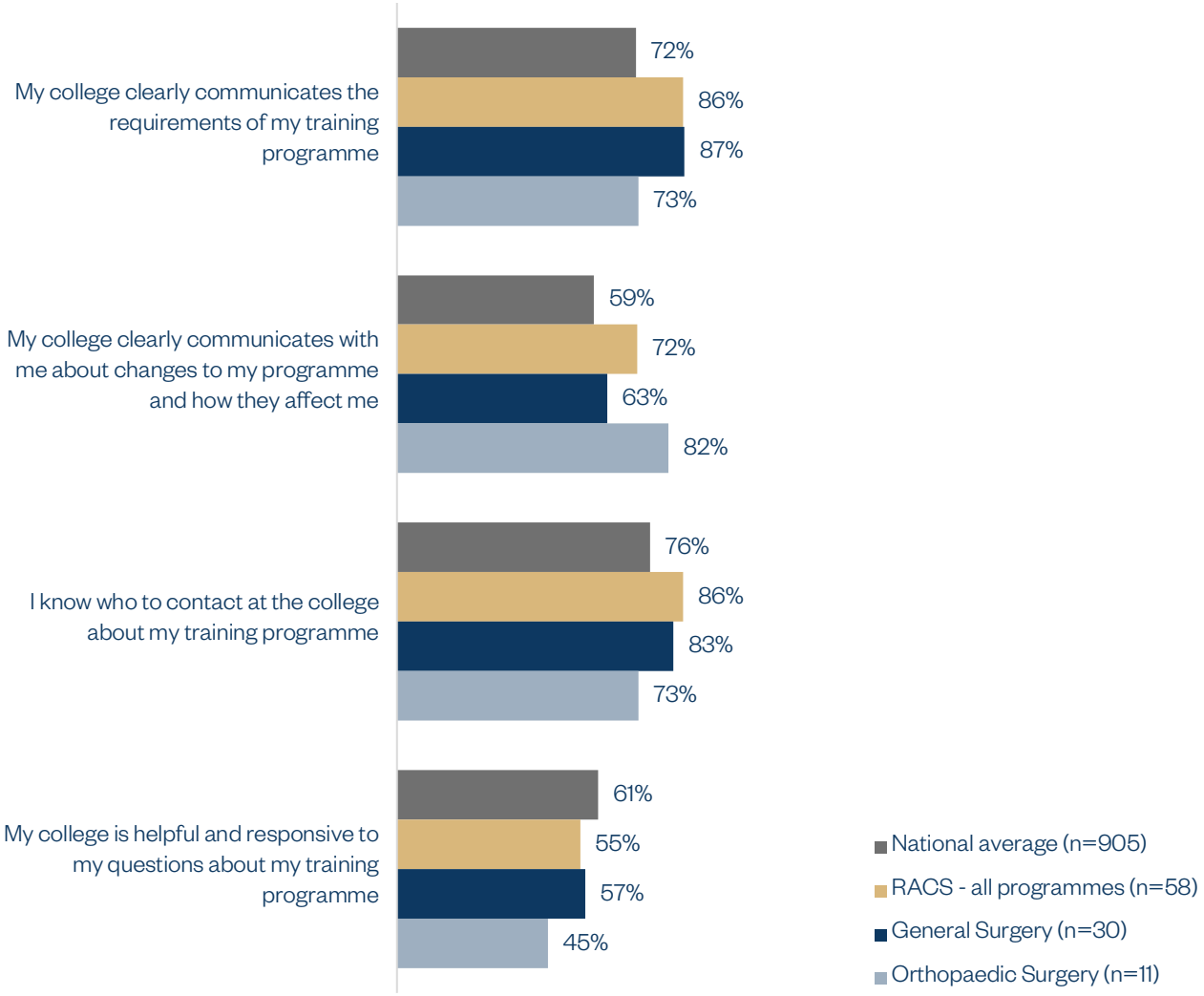
Royal Australasian College of Surgeons (RACS)

Base: n=58. Labels 3% and below are removed from the chart.

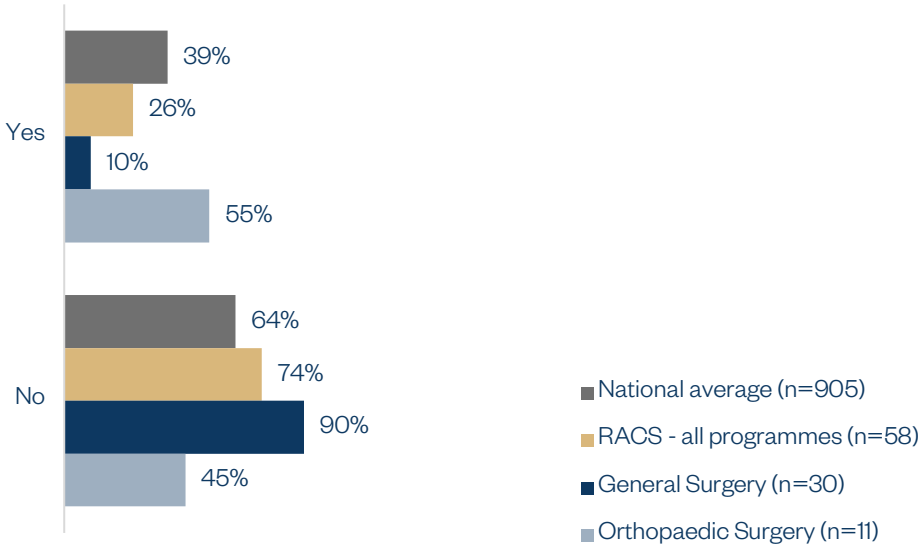


Programme comparison

(% strongly agree + agree)

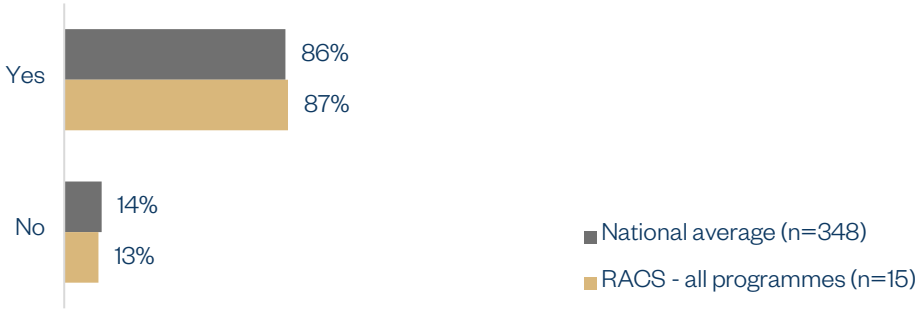


Q32. In the last 12 months, have you sat one or more exams in your vocational training programme in RACS?



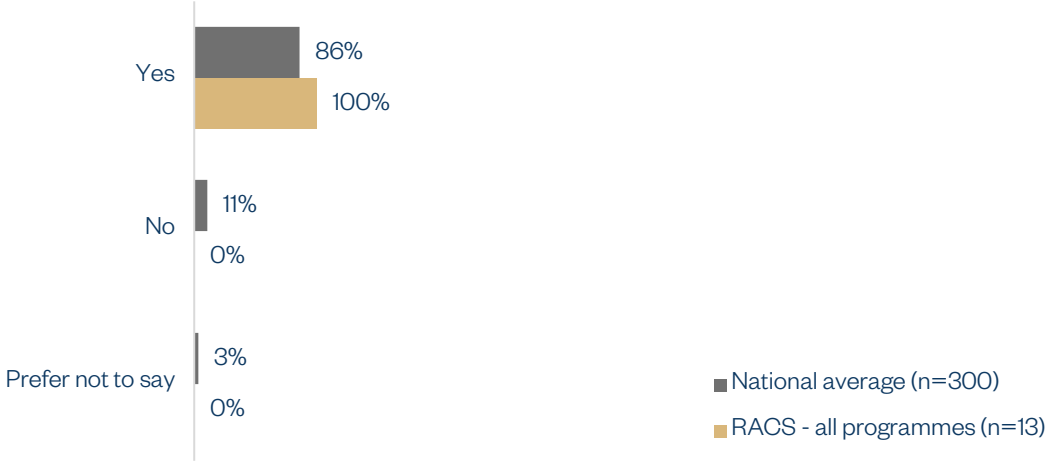
Q33. Have you received the results of your most recent exam from RACS?

Base: those who have sat one or more exams



Q34. Did you pass the exam for RACS?

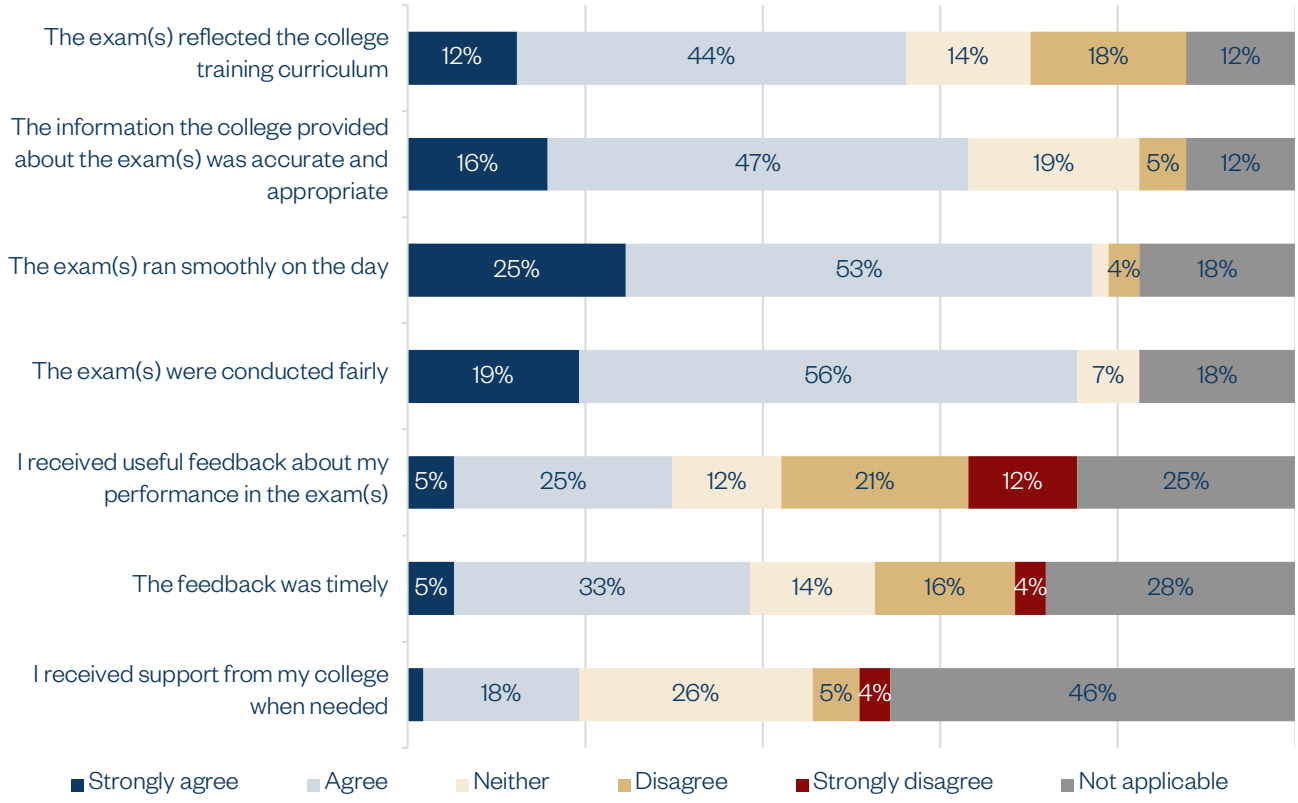
Base: those who have sat one or more exams and received the results



Q35. Thinking about all your RACS exam(s) not just the most recent, to what extent do you agree or disagree with the following statements?

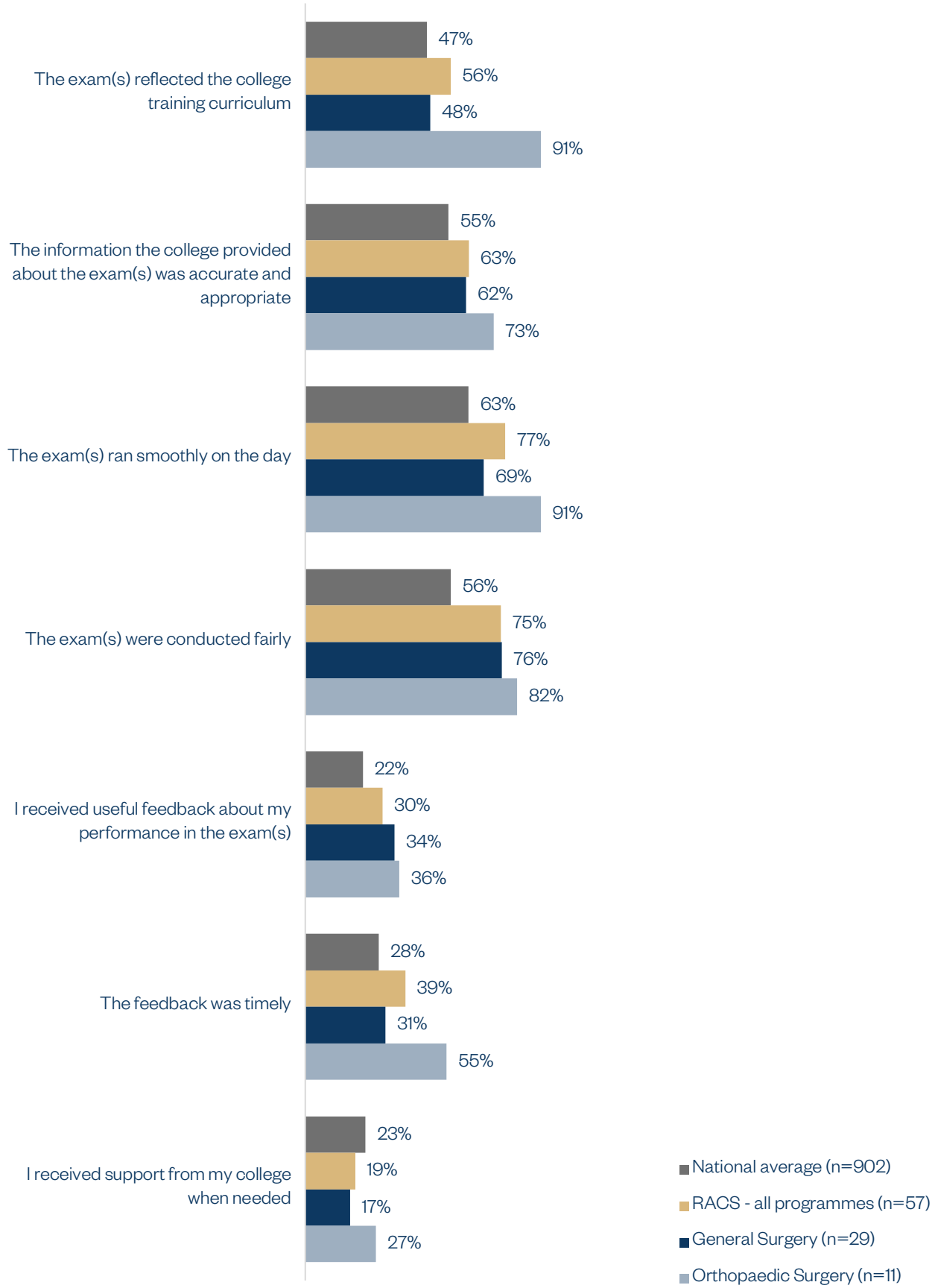
Royal Australasian College of Surgeons (RACS)

Base: n=57. Labels 3% and below are removed from the chart



Programme comparison

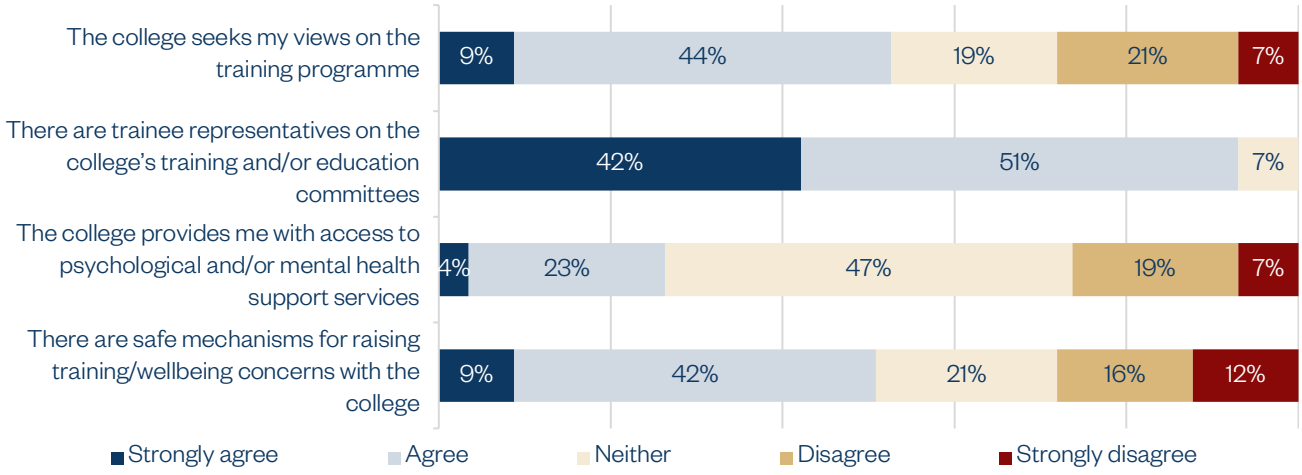
(% strongly agree + agree)



Q36. Thinking about how the RACS training programme engages with you, to what extent do you agree or disagree with the following statements?

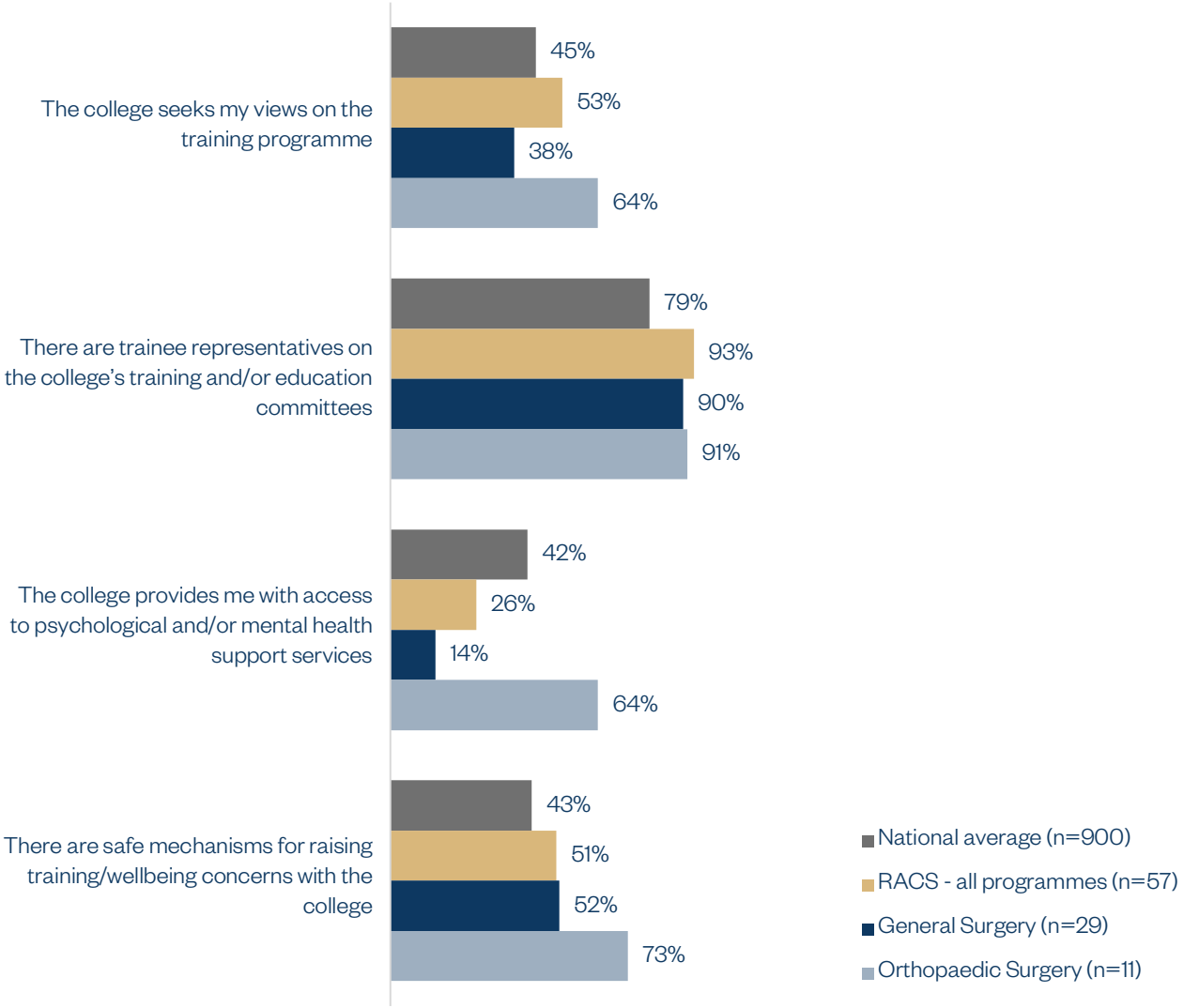
Royal Australasian College of Surgeons (RACS)

Base: n=57. Labels 3% and below are removed from the chart



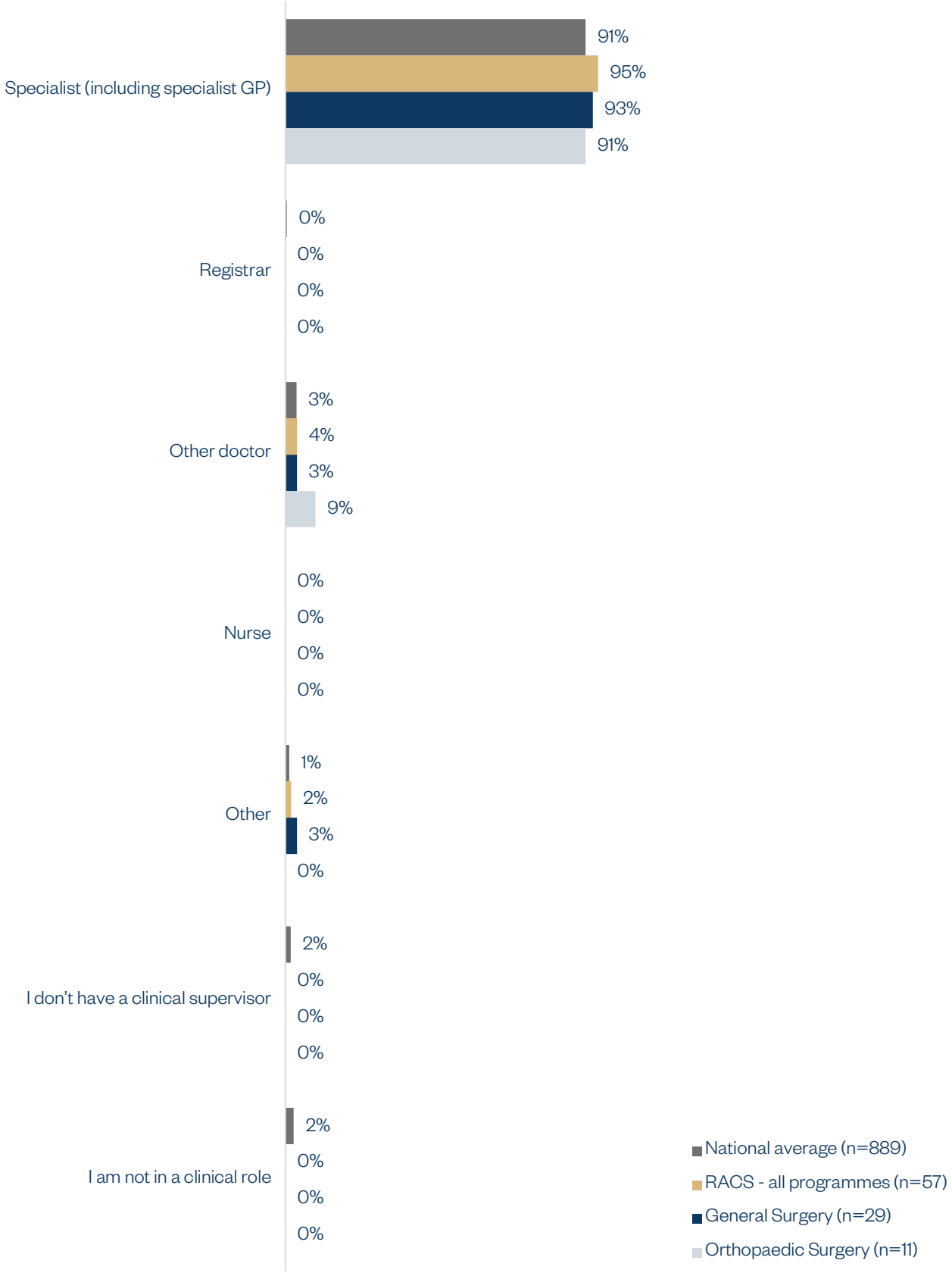
Programme comparison

(% strongly agree + agree)



4. Clinical supervision

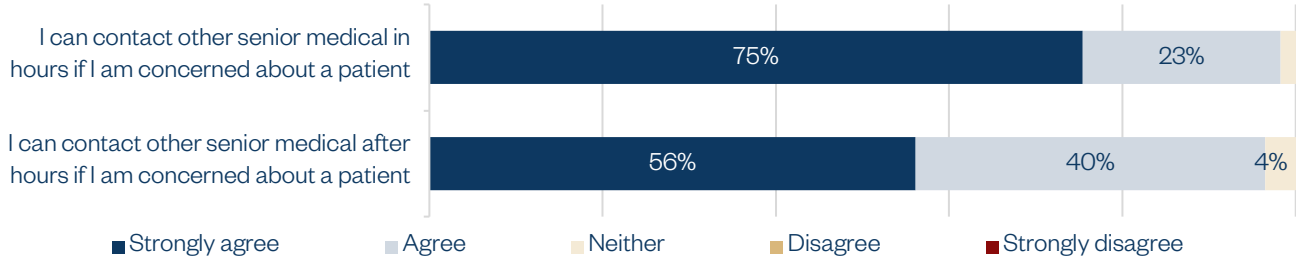
Q38. In your setting, who mainly provides your day-to-day clinical supervision?



Q39. To what extent do you agree or disagree with the following statements? In my setting, if my clinical supervisor(s) is not available...

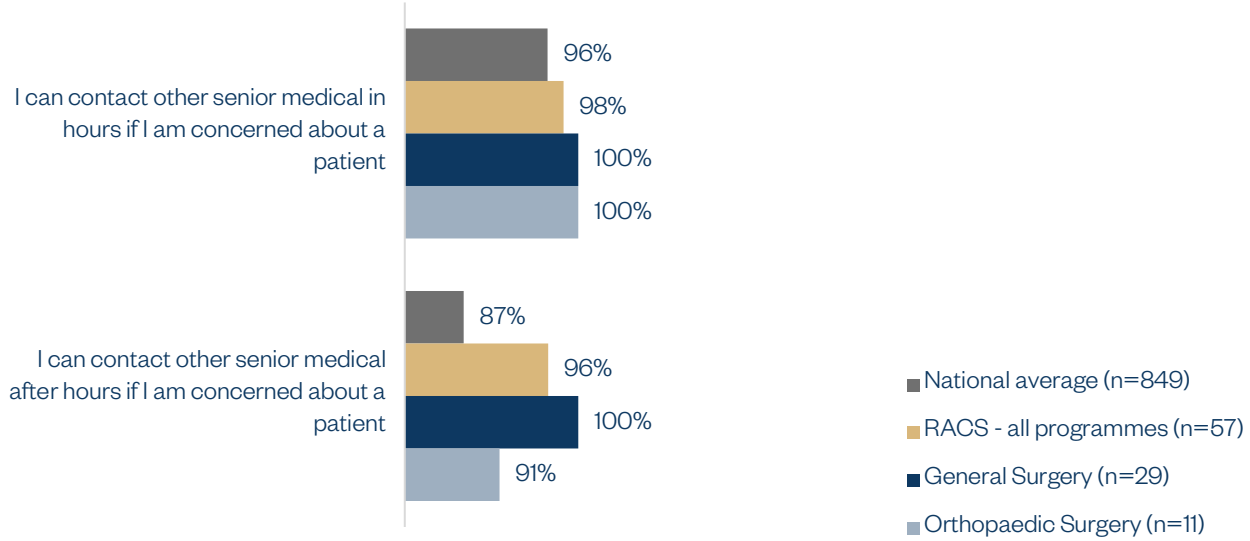
Royal Australasian College of Surgeons (RACS)

Base: n=57, those who have a clinical supervisor. Labels 3% and below are removed from the chart



Programme comparison

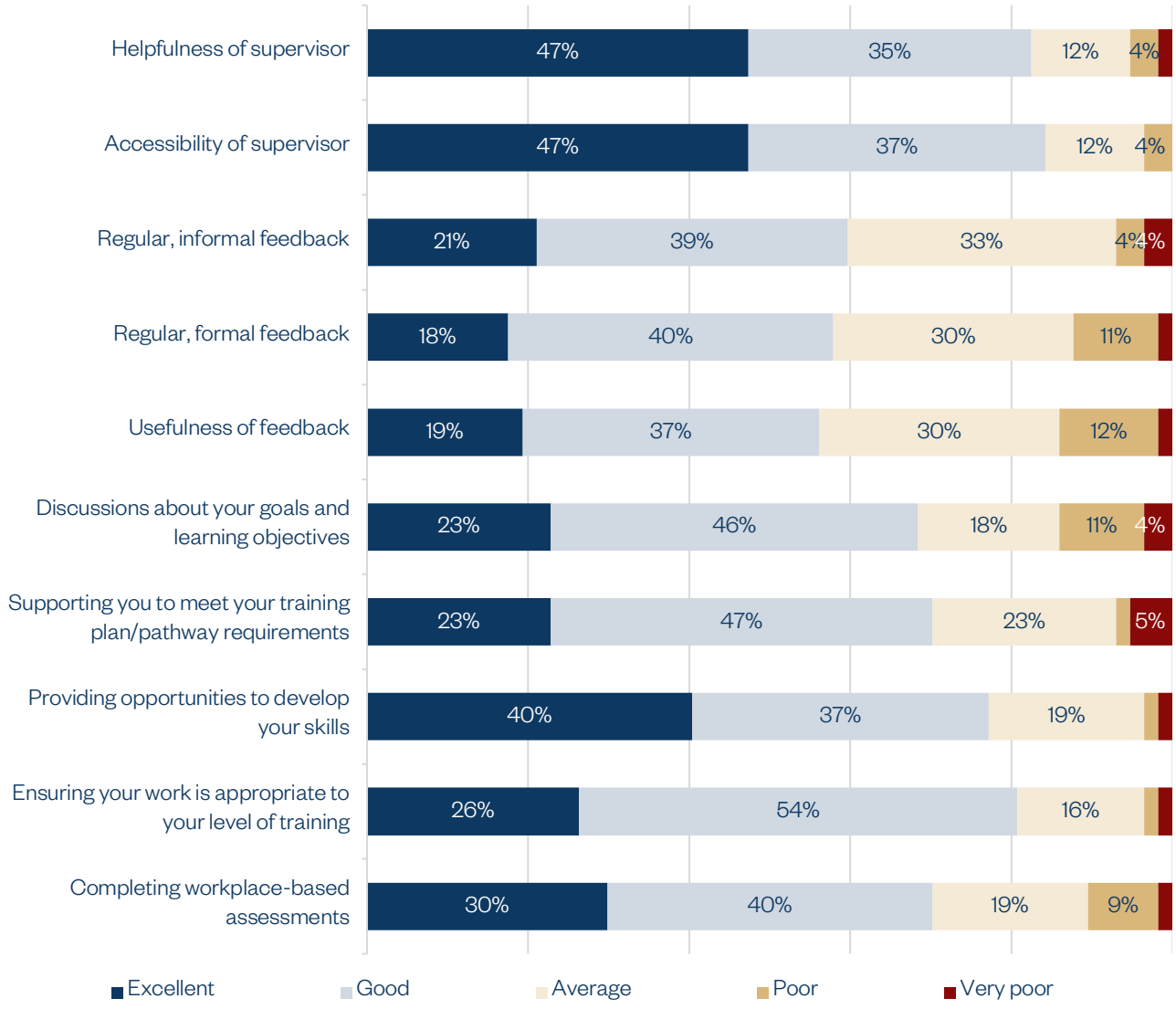
(% strongly agree + agree). Base: those who have a clinical supervisor



Q41. In your setting how would you rate the quality of your overall clinical supervision for...

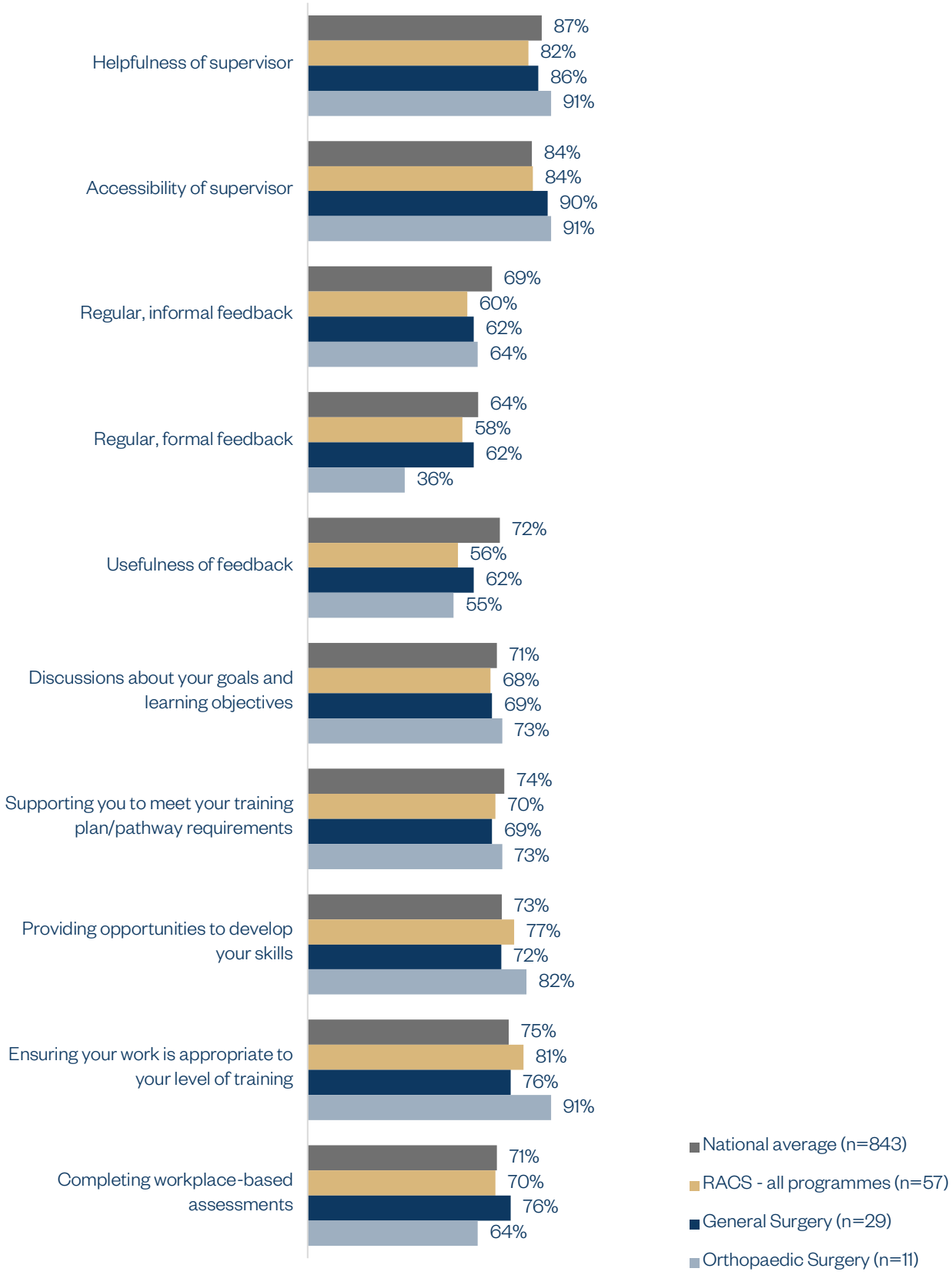
Royal Australasian College of Surgeons (RACS)

Base: n=57, those who have a clinical supervisor. Labels 3% and below are removed from the chart



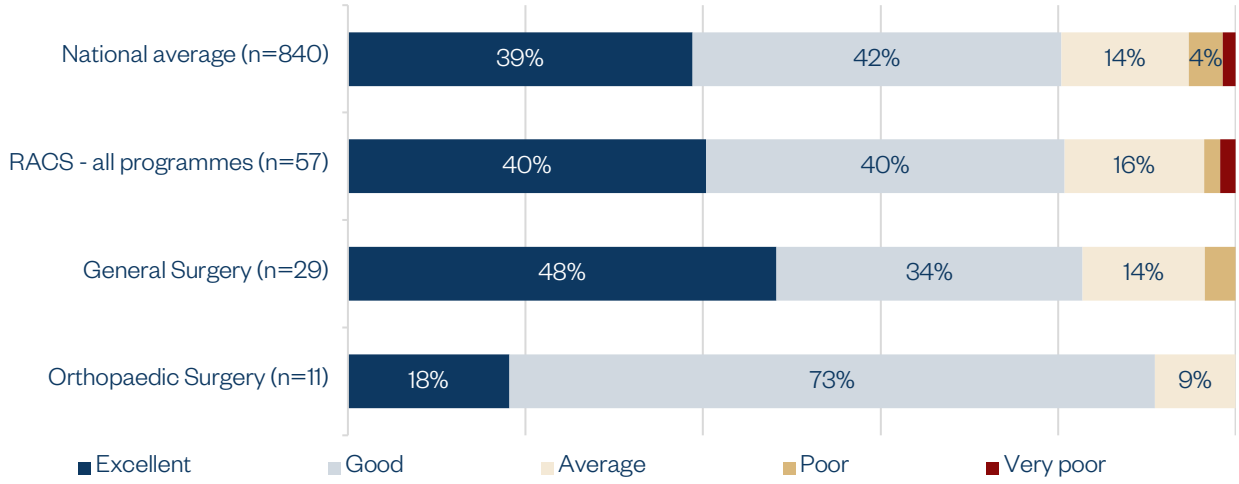
Programme comparison

(% excellent + good). Base: those who have a clinical supervisor

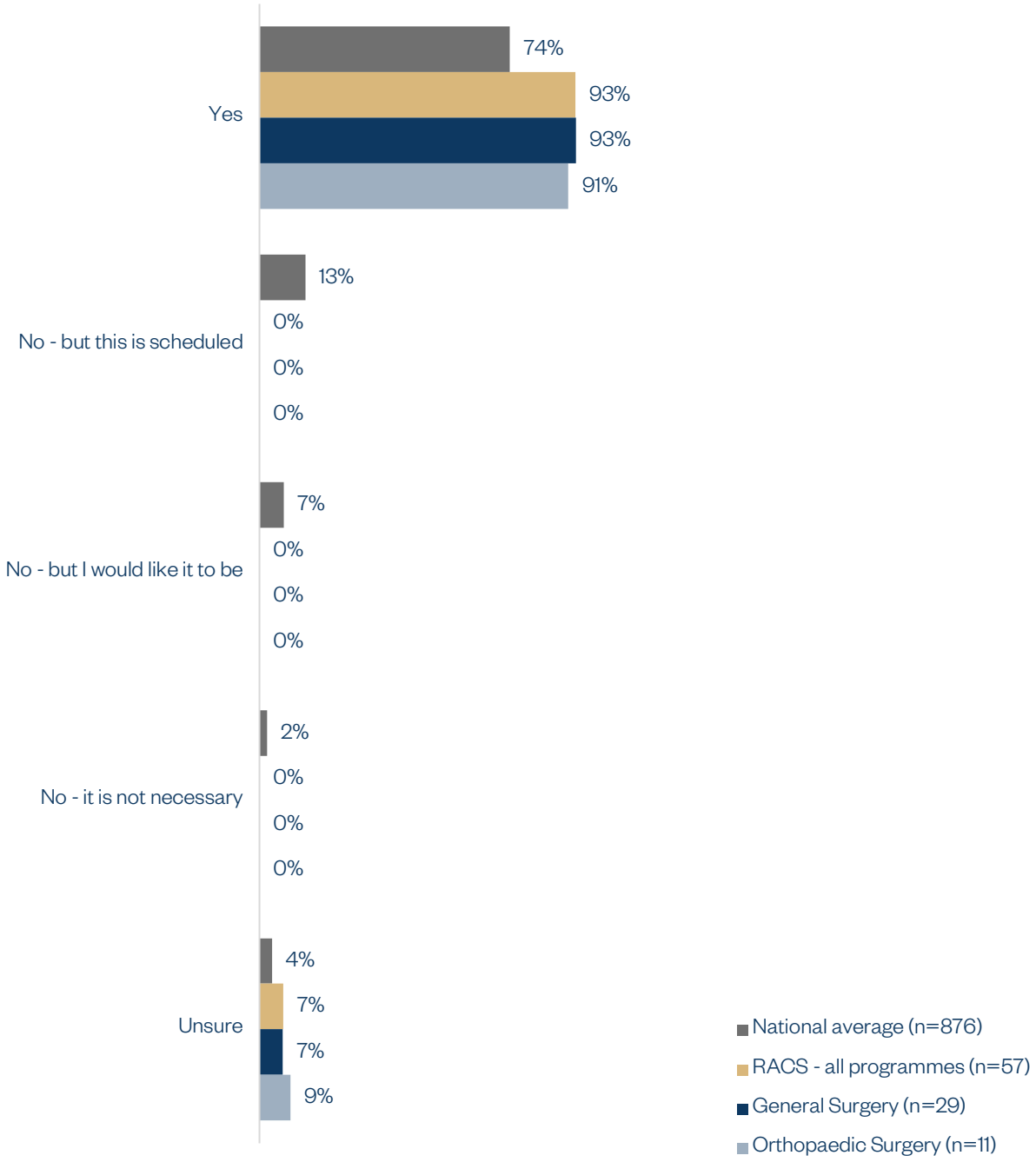


Q42. For your setting, how would you rate the quality of your clinical supervision?

Base: those who have a clinical supervisor. Labels 3% and below are removed from the chart



Q45. Has your performance been assessed in your setting?

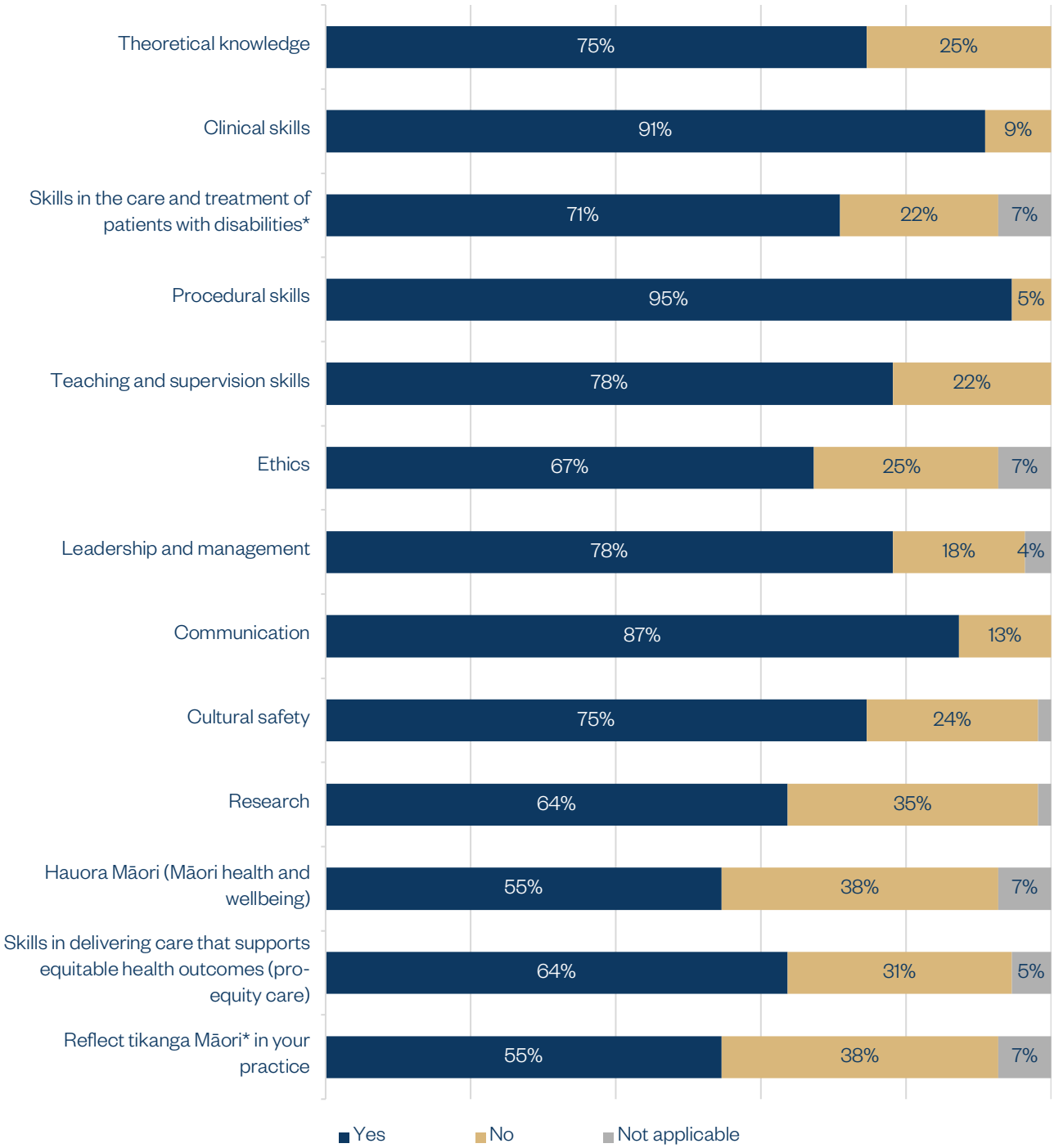


5. Access to teaching

Q47. In your setting, do you have sufficient opportunities to develop your skills and knowledge in the following areas?

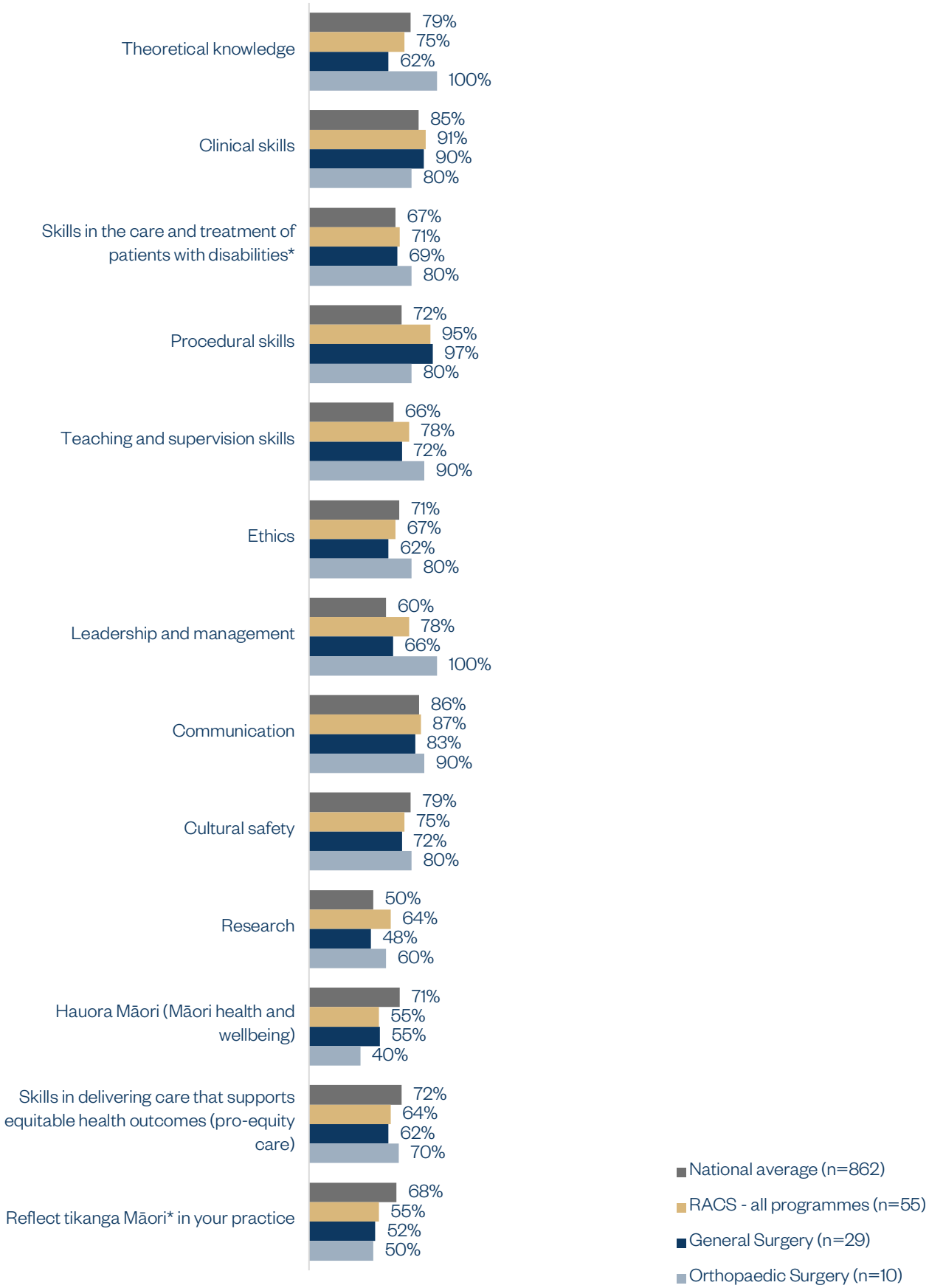
Royal Australasian College of Surgeons (RACS)

Base: n=55. Labels 3% and below are removed from the chart. * See definitions, page 64



Programme comparison

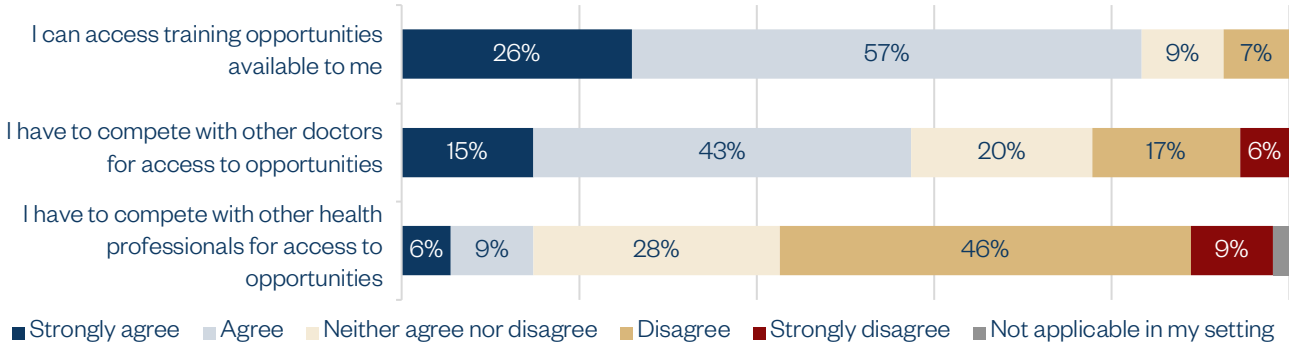
(% yes). Base: those who have a clinical supervisor. * See definitions, page 64



Q48. Thinking about your access to opportunities to develop your skills in your setting, to what extent do you agree or disagree with the following statements?

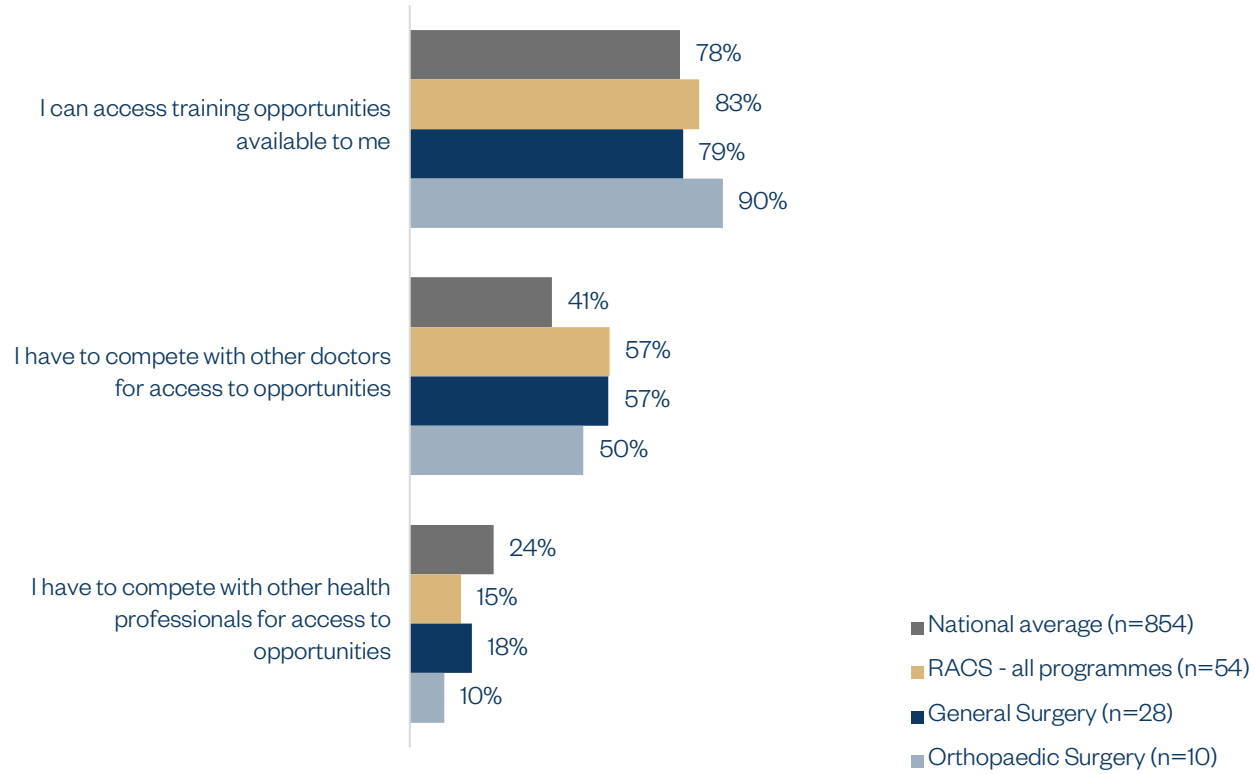
Royal Australasian College of Surgeons (RACS)

Base: n=54. Labels 3% and below are removed from the chart



Programme comparison

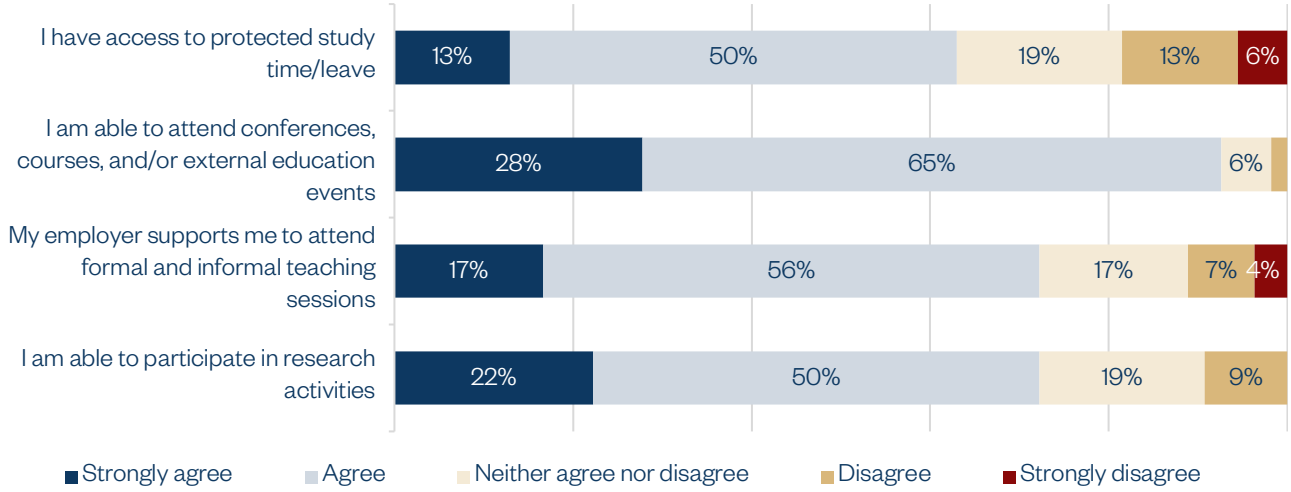
(% strongly agree + agree)



Q50. Thinking about access to teaching and research in your setting, to what extent do you agree or disagree with the following statements?

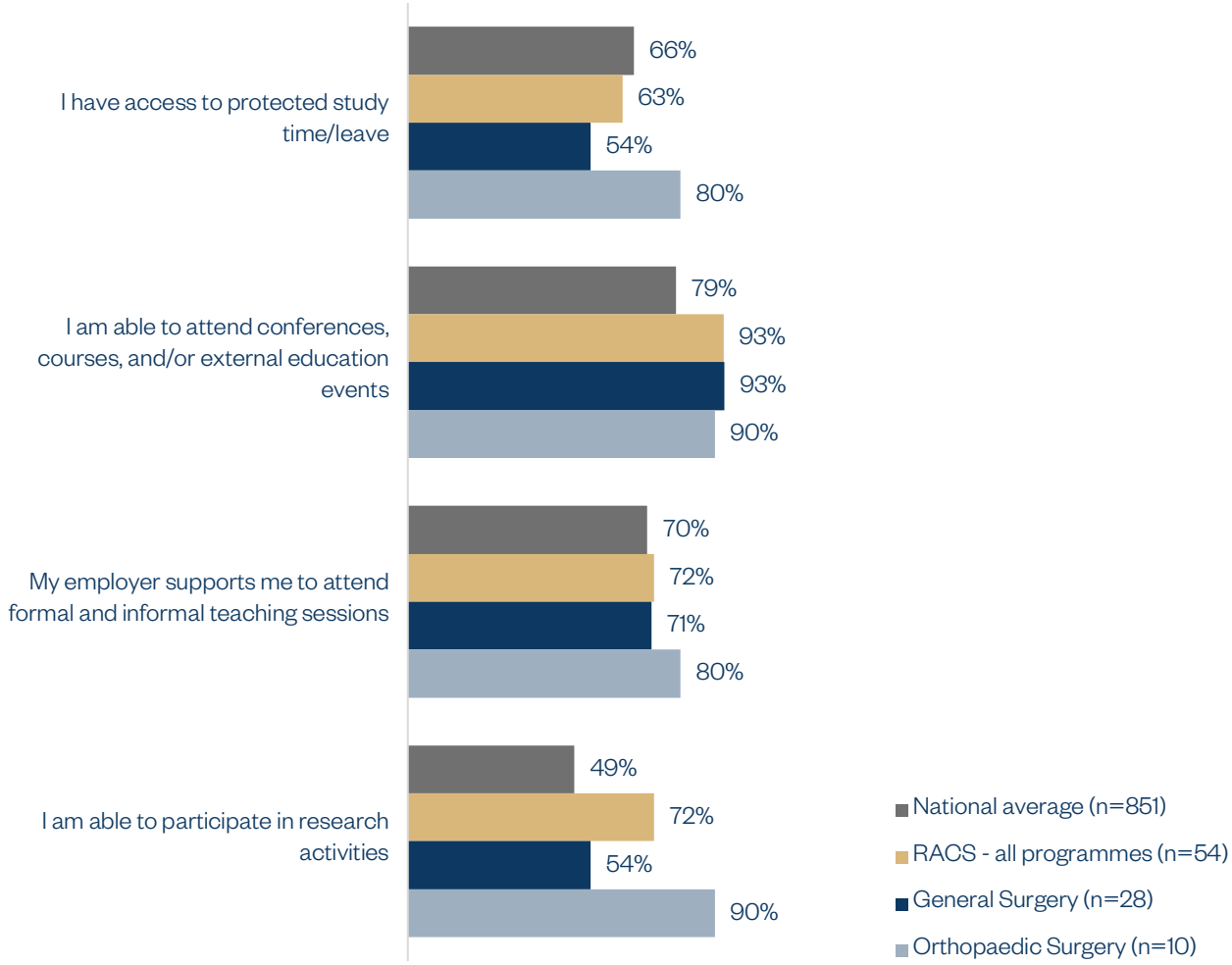
Royal Australasian College of Surgeons (RACS)

Base: n=54. Labels 3% and below are removed from the chart

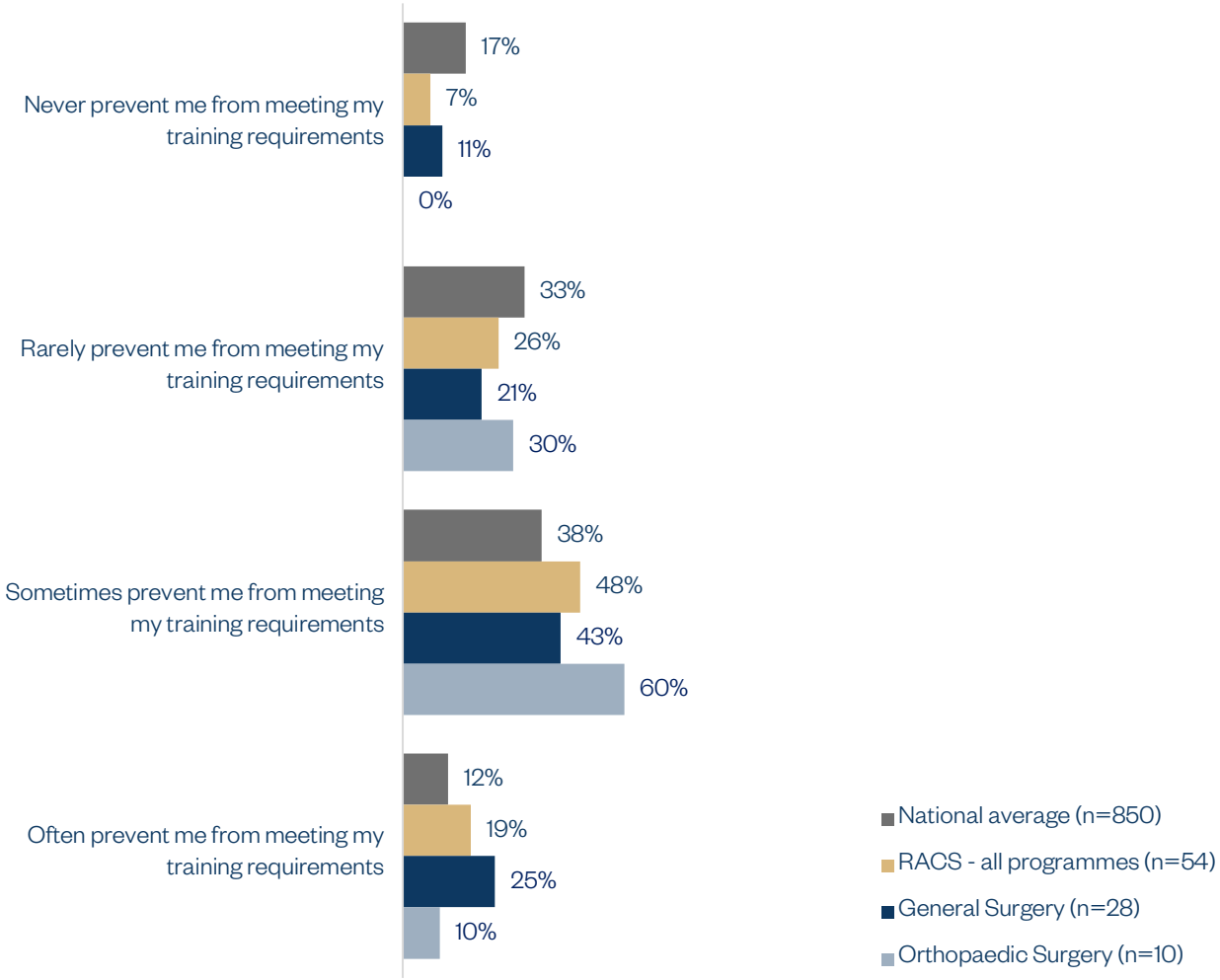


Programme comparison

(% strongly agree + agree)



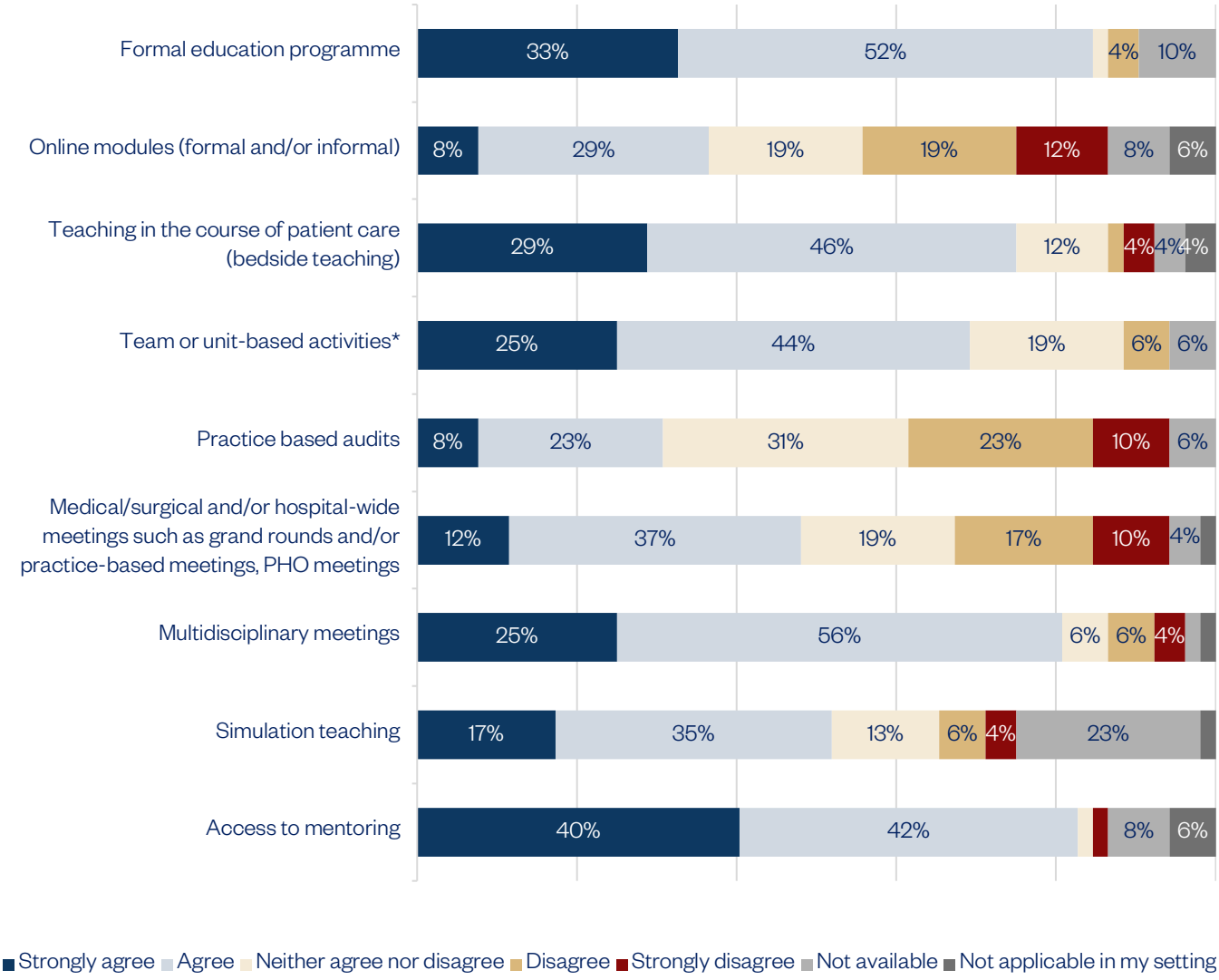
Q51. Which of the following statements best describes the interaction between your training requirements and your job responsibilities? My job responsibilities...



Q53. To what extent have the following educational activities been useful in your development as a doctor?

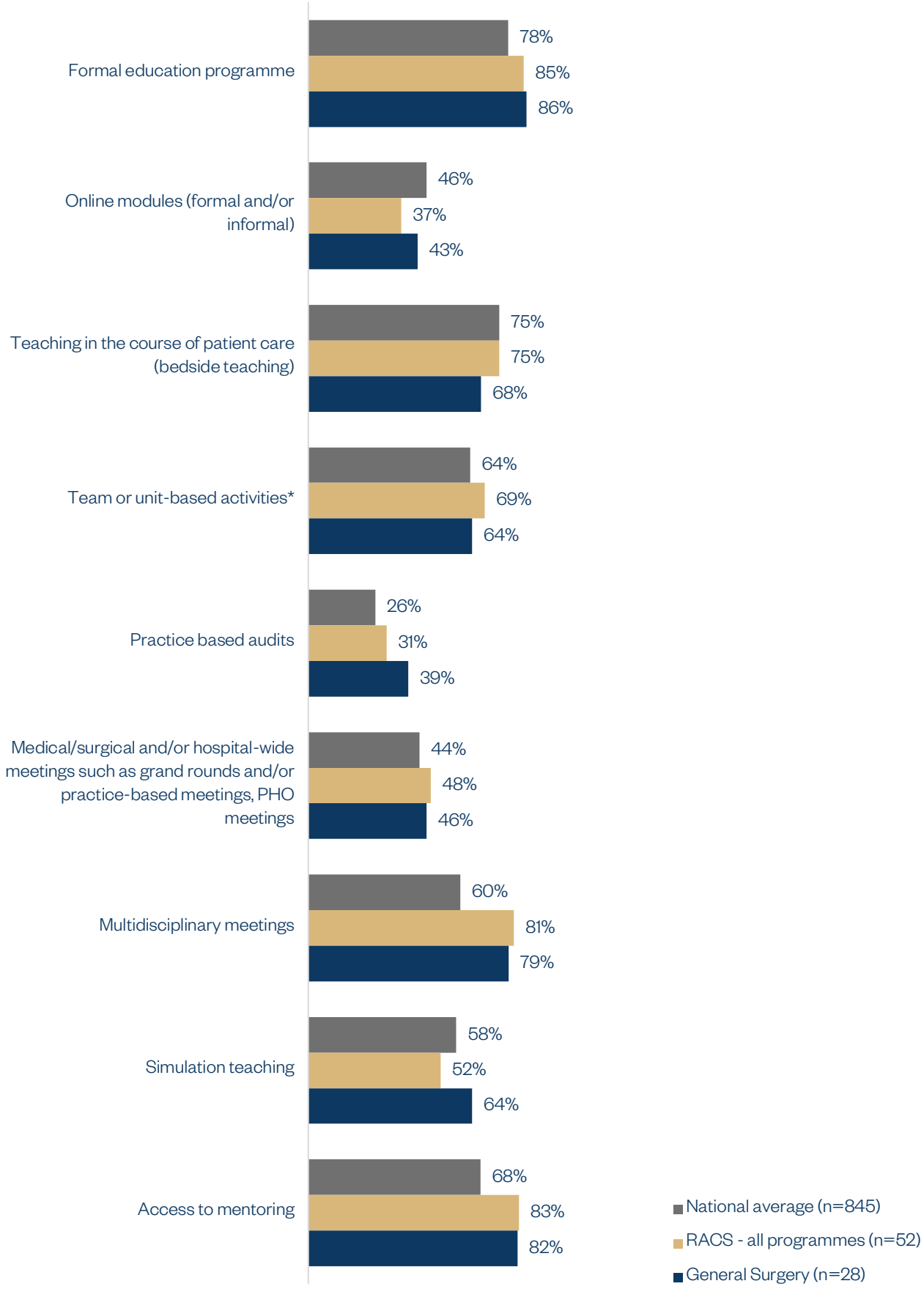
Royal Australasian College of Surgeons (RACS)

Base: n=52. Labels 3% and below are removed from the chart. * See definitions, page 64



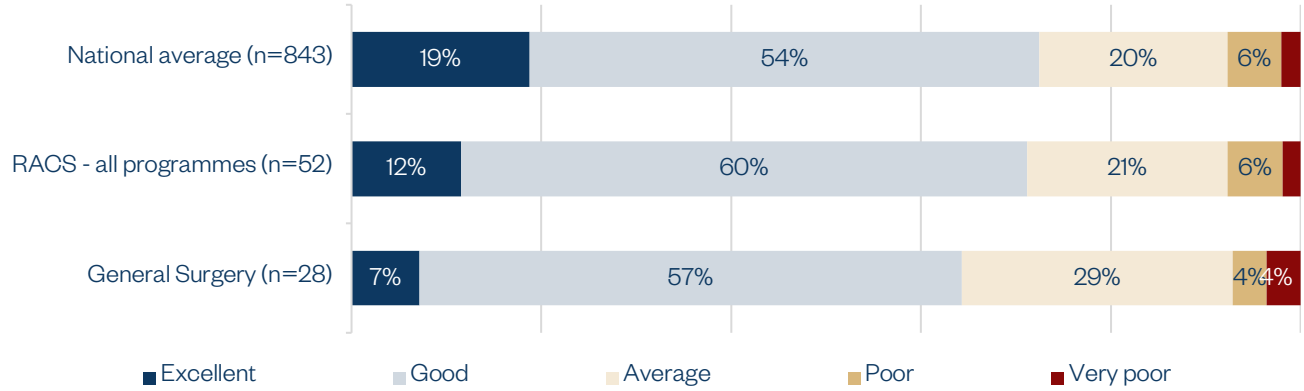
Programme comparison

(% strongly agree + agree). * See definitions, page 64



Q54. Overall, how would you rate the quality of teaching?

Labels 3% and below are removed from the chart

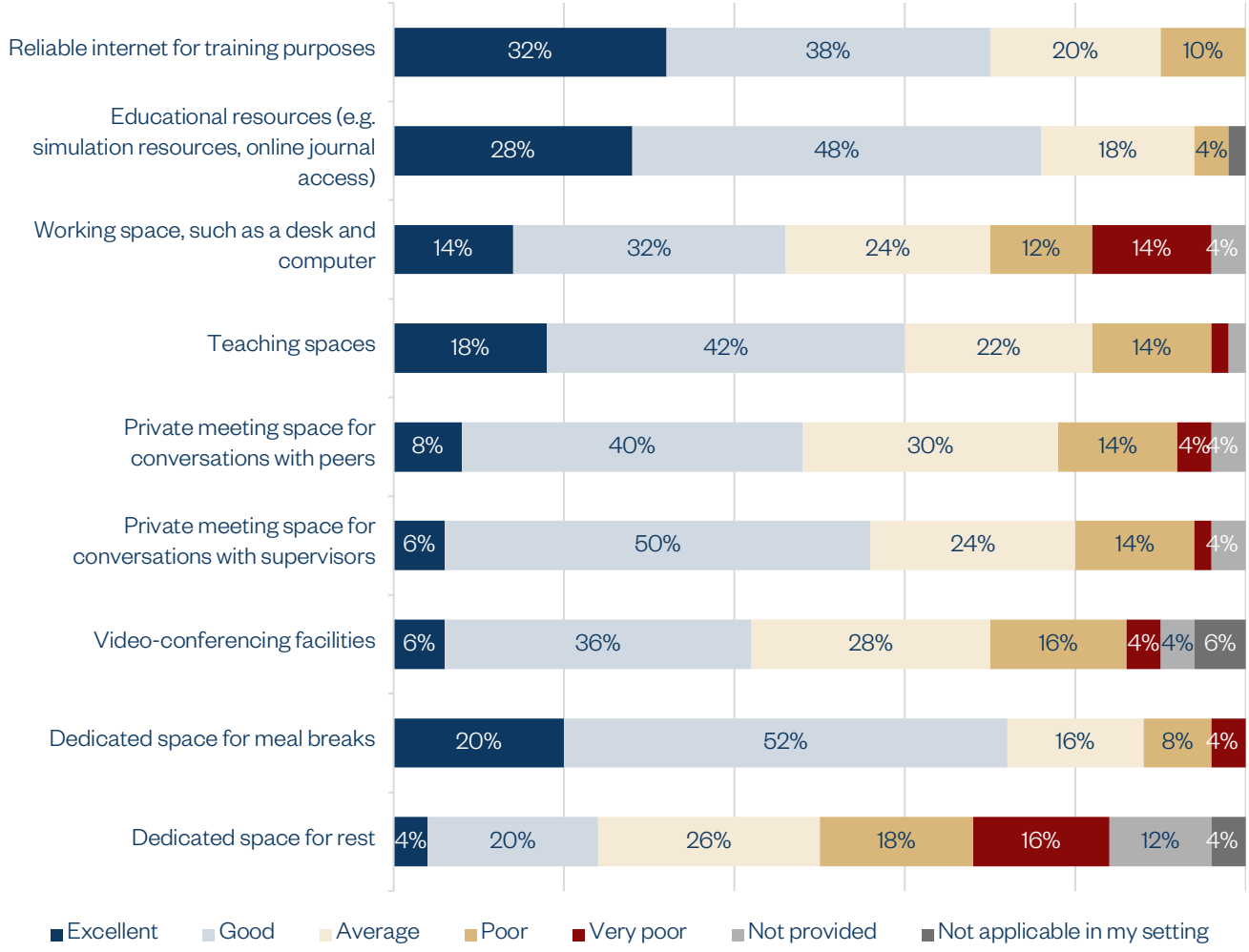


6. Workplace environment and culture

Q57. How would you rate the quality of the following in your setting?

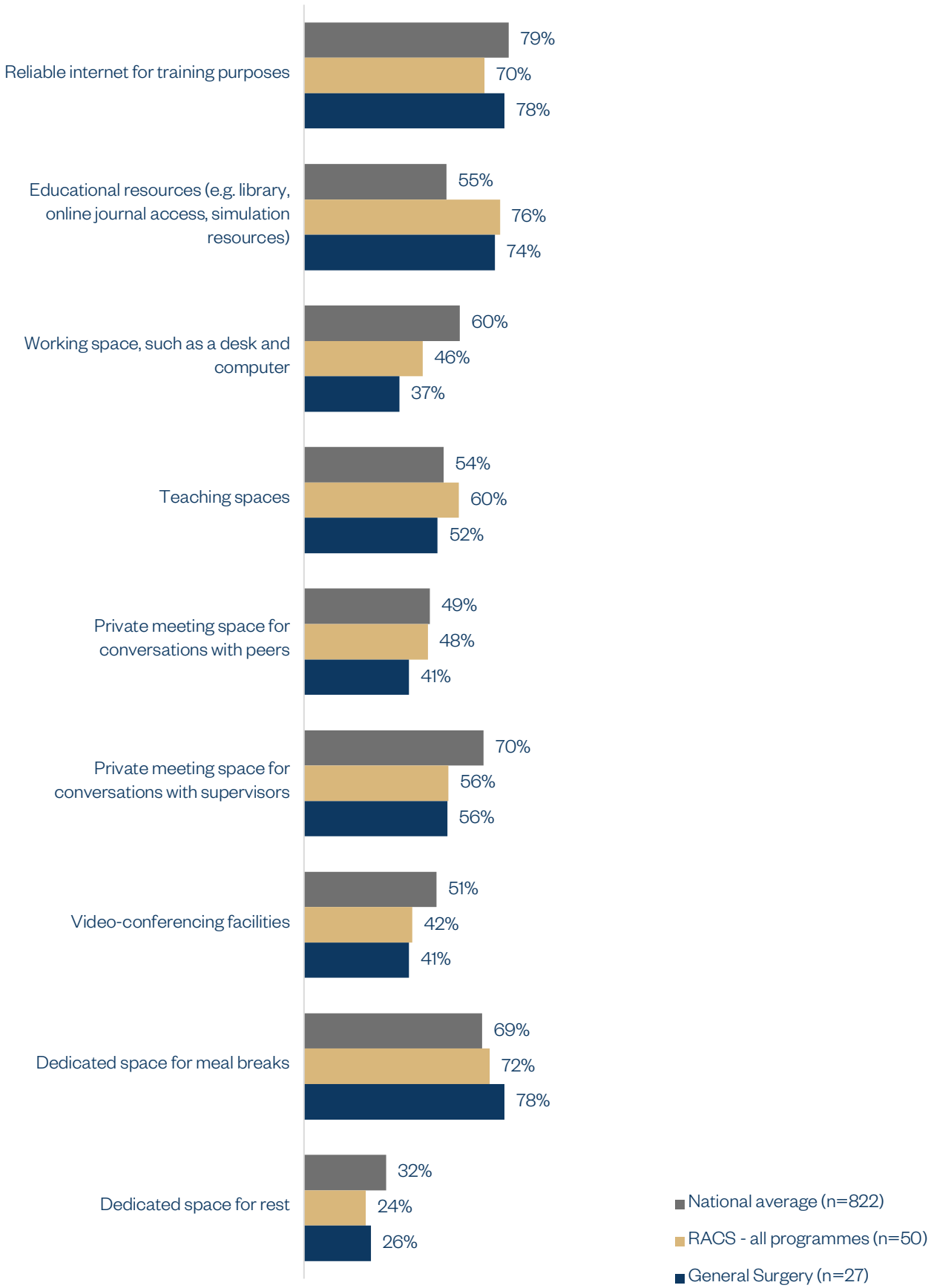
Royal Australasian College of Surgeons (RACS)

Base: n=50. Labels 3% and below are removed from the chart



Programme comparison

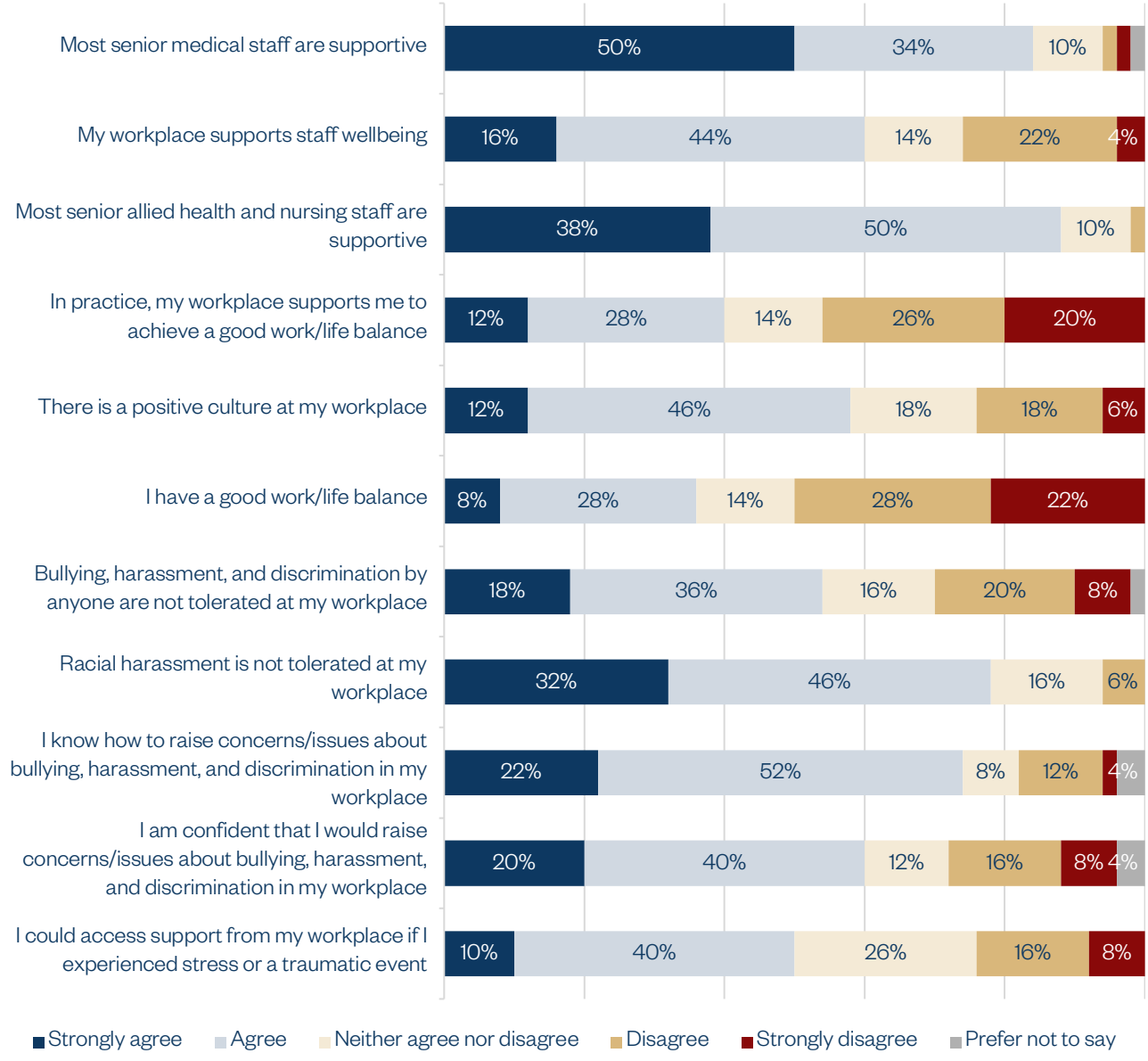
(% excellent + good)



Q58. Thinking about the workplace environment and culture in your setting, to what extent do you agree or disagree with the following statements?

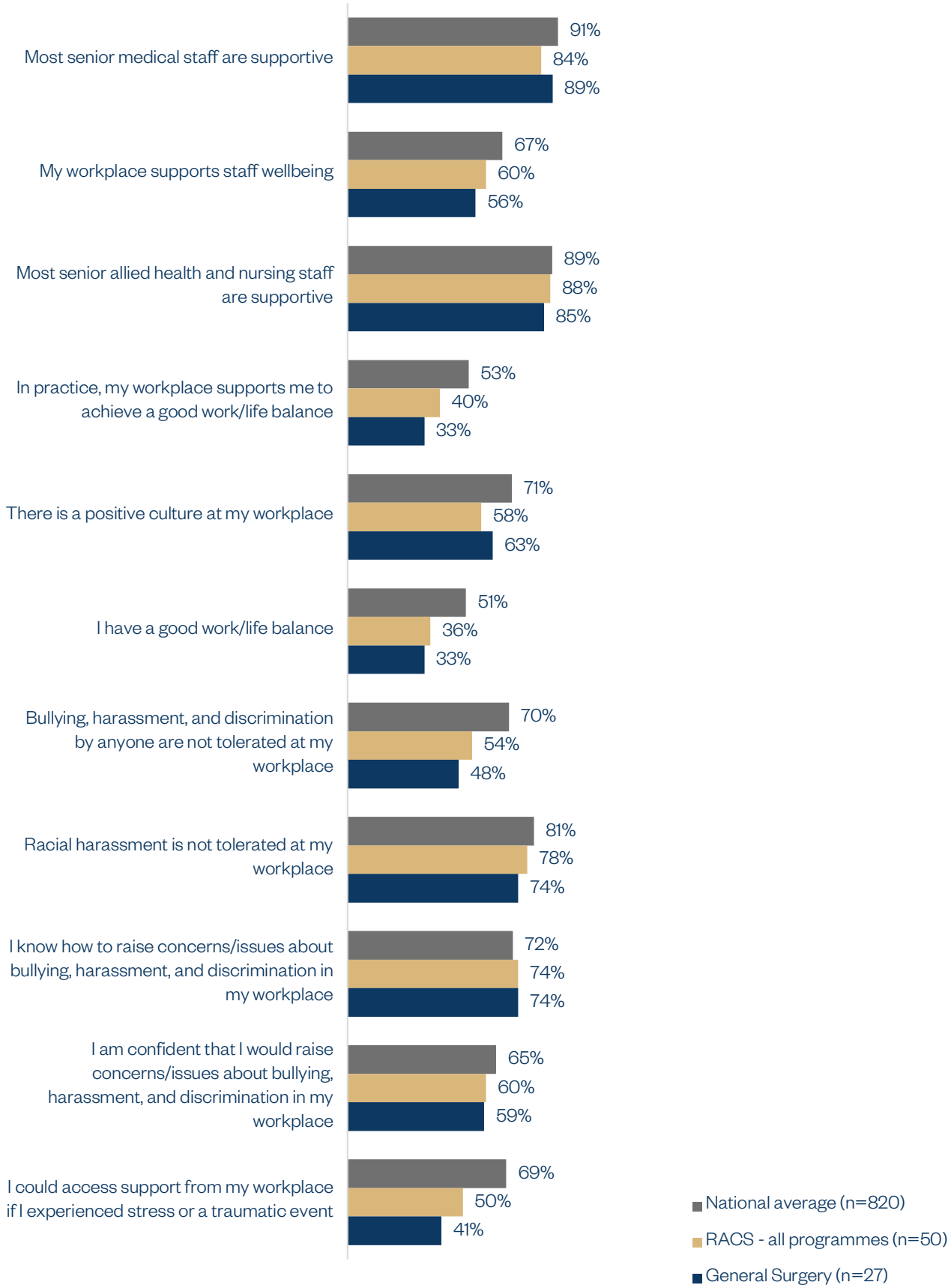
Royal Australasian College of Surgeons (RACS)

Base: n=50. Labels 3% and below are removed from the chart



Programme comparison

(% strongly agree + agree)

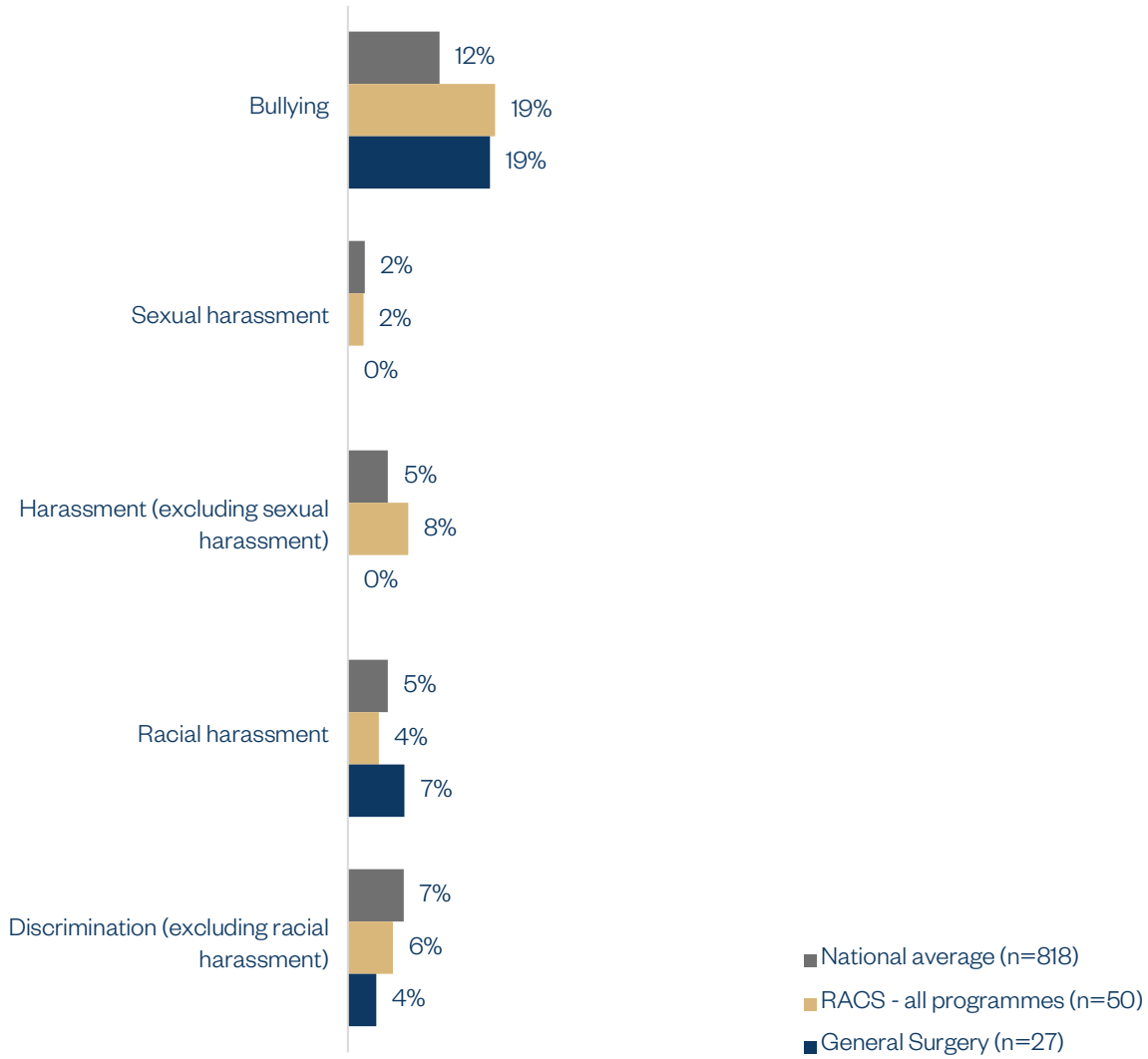


Interpretation of bullying and harassment results

Unlike most of the survey, which focuses on respondents' current training setting (or previous setting if they had been in their current placement for less than 4 weeks), the questions on experiencing or witnessing bullying and harassment refer to the past 12 months. As such, responses may reflect experiences that occurred in a previous placement, rotation, or region if the respondent has moved during those 12 months.

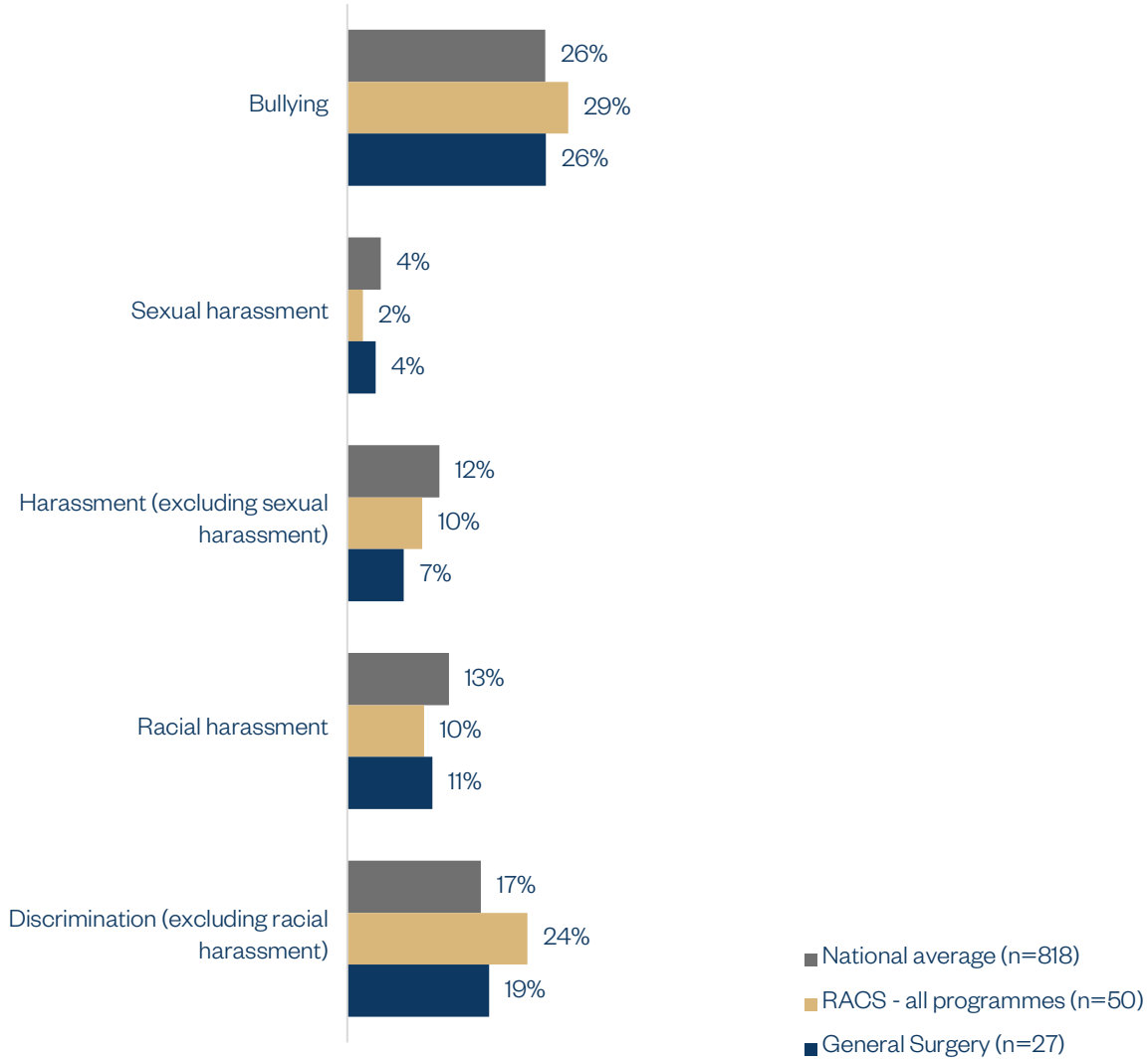
Q59. Thinking about your workplace, have you experienced any of the following in the past 12 months?*

* See definitions, page 64



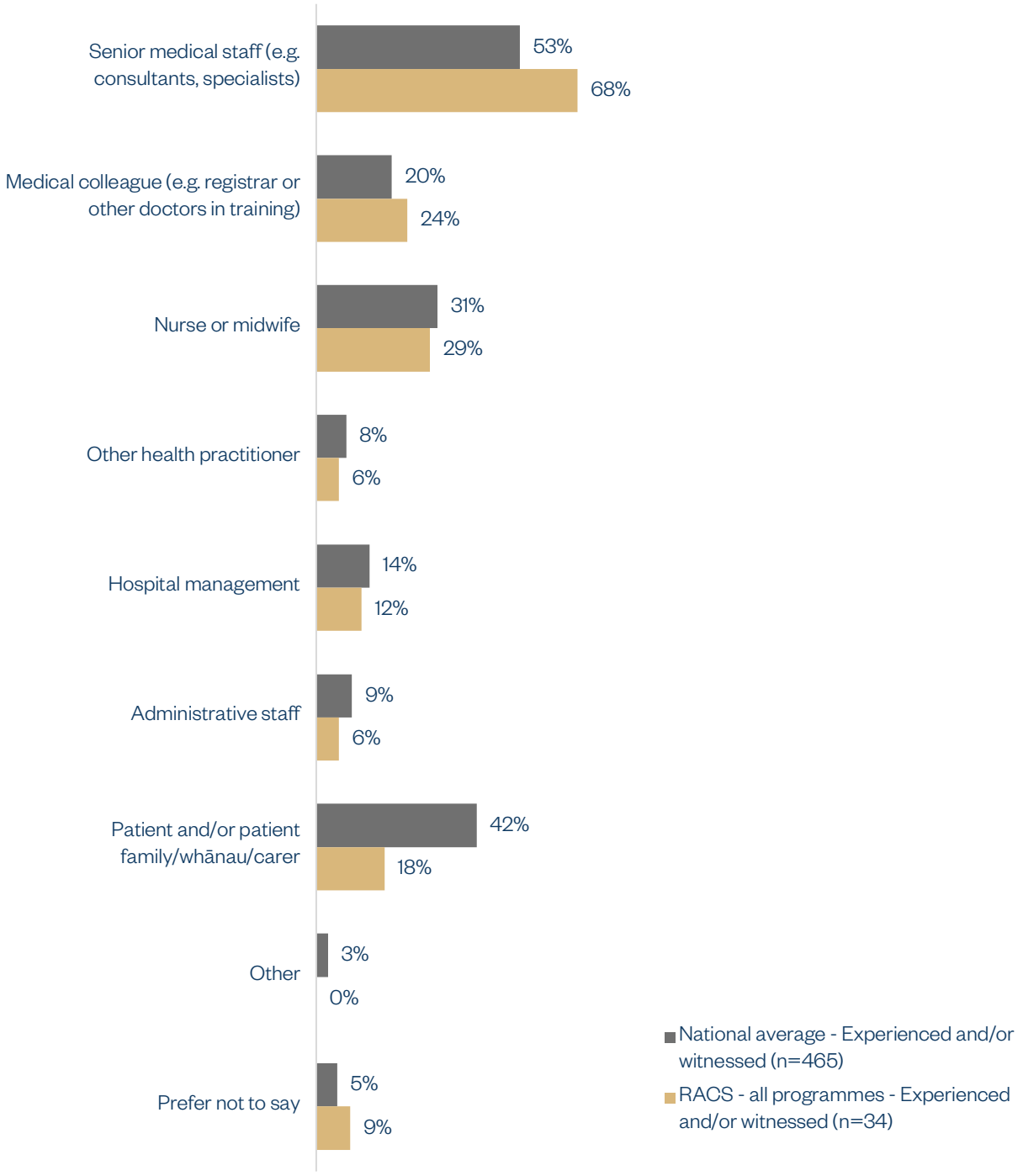
Q59. Thinking about your workplace, have you witnessed any of the following in the past 12 months?*

* See definitions, page 64



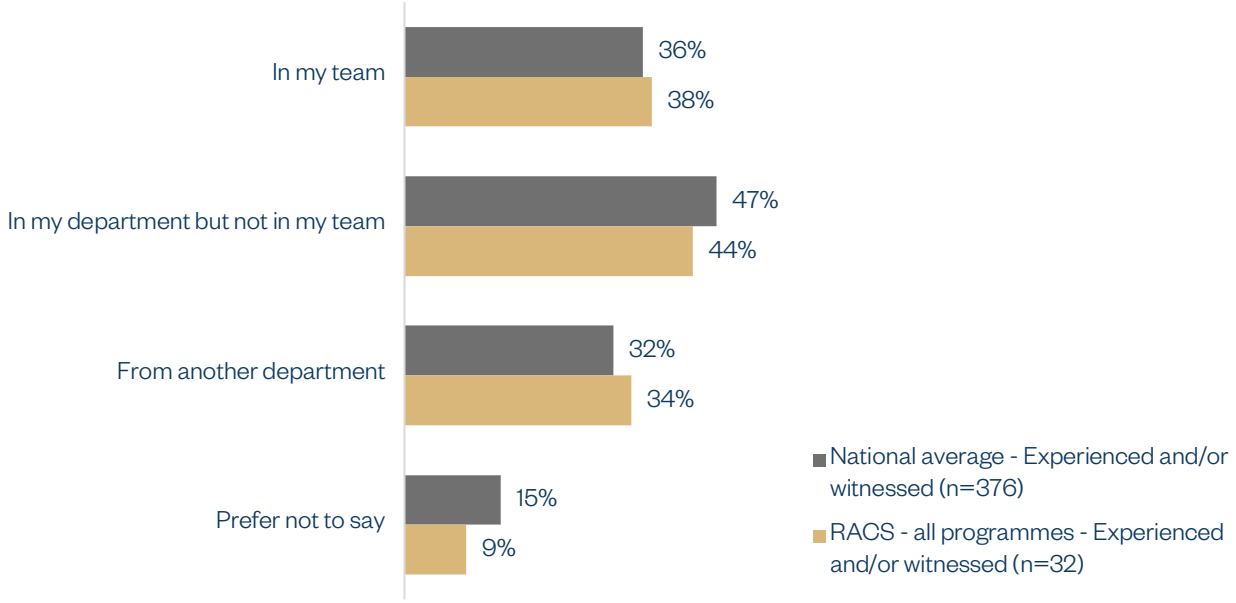
Q60. Who was responsible for the bullying, harassment (including racial harassment), and/or discrimination that you experienced?

Base: those who have experienced or witnessed bullying, sexual harassment, harassment, racial harassment or discrimination in the past 12 months



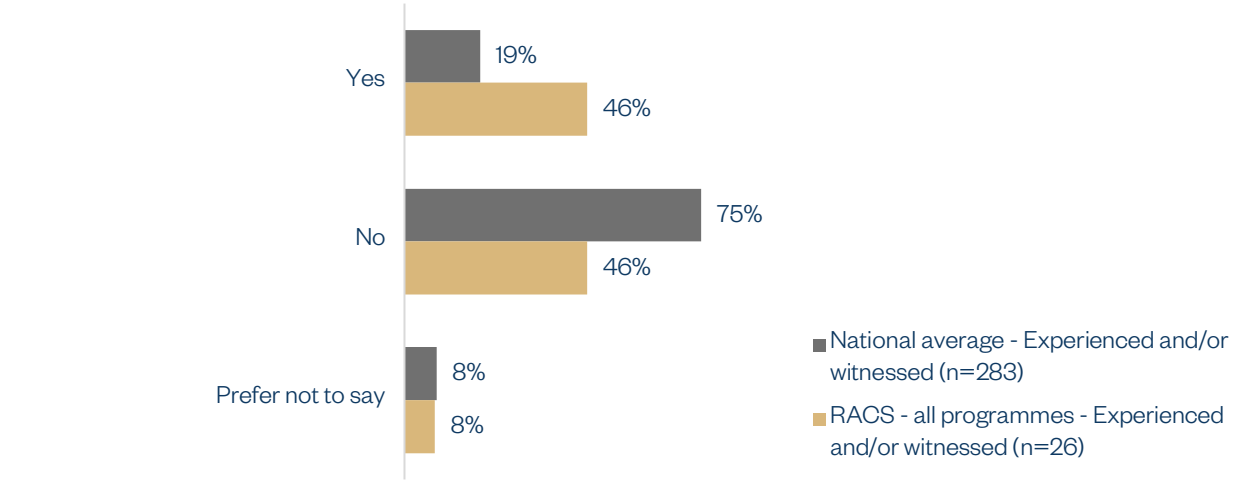
Q61. Was the person(s) responsible in your team or department?

Base: those who have experienced or witnessed bullying, sexual harassment, harassment, racial harassment or discrimination in the past 12 months and if the person responsible was a staff member



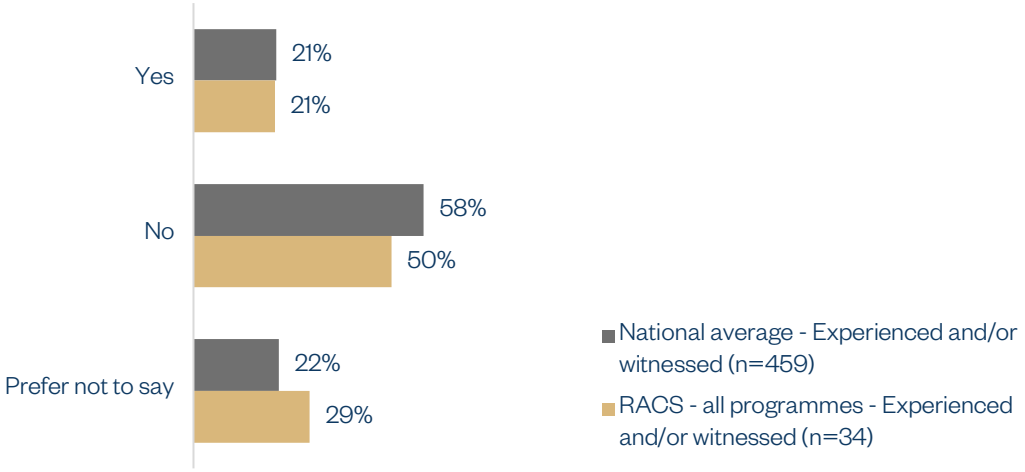
Q62. Was the person one of your supervisors?

Base: those who have experienced or witnessed bullying, sexual harassment, harassment, racial harassment or discrimination in the past 12 months and if the person responsible was in their team or department



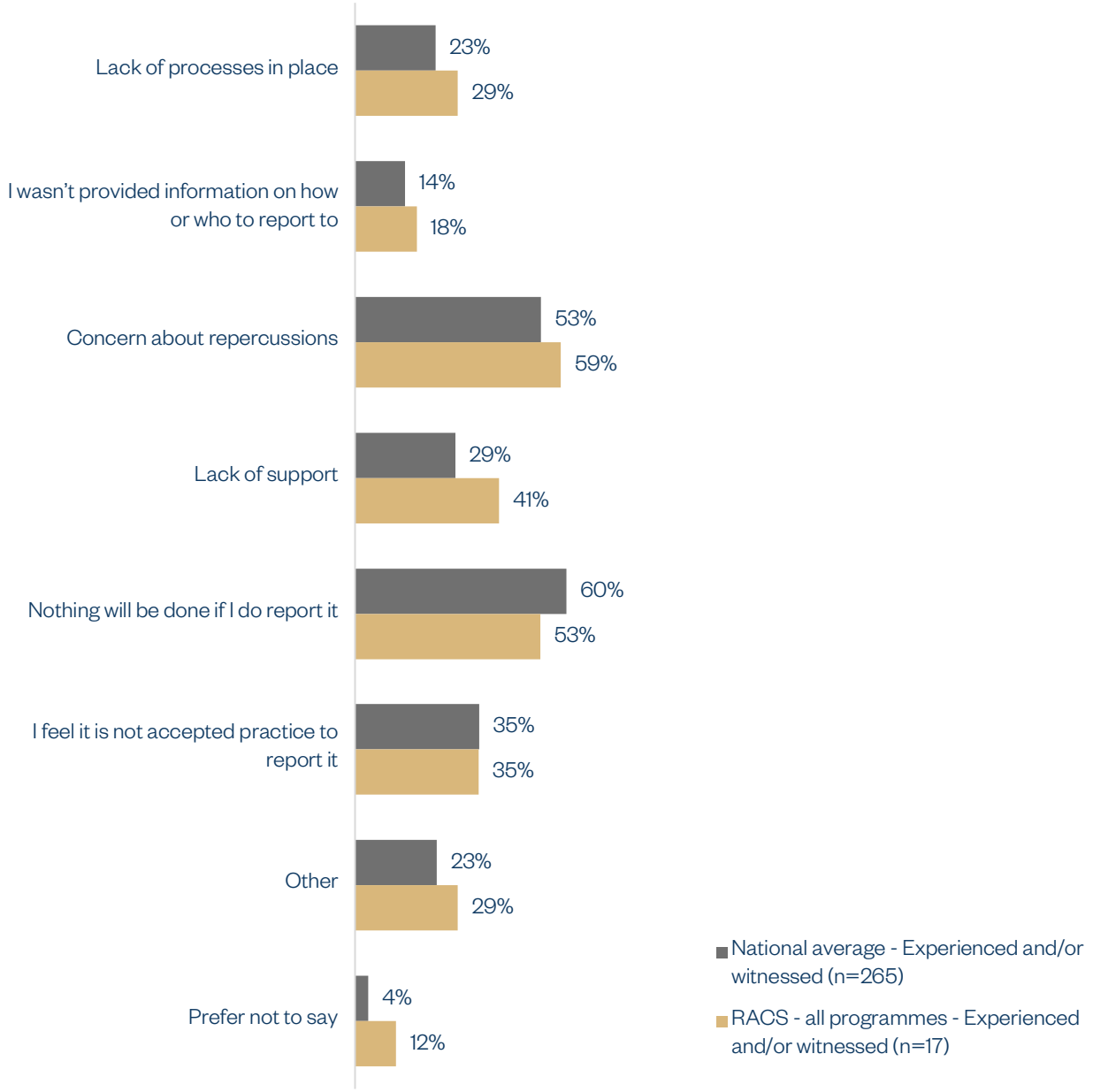
Q63. Have you reported it?

Base: those who have experienced or witnessed bullying, sexual harassment, harassment, racial harassment or discrimination in the past 12 months



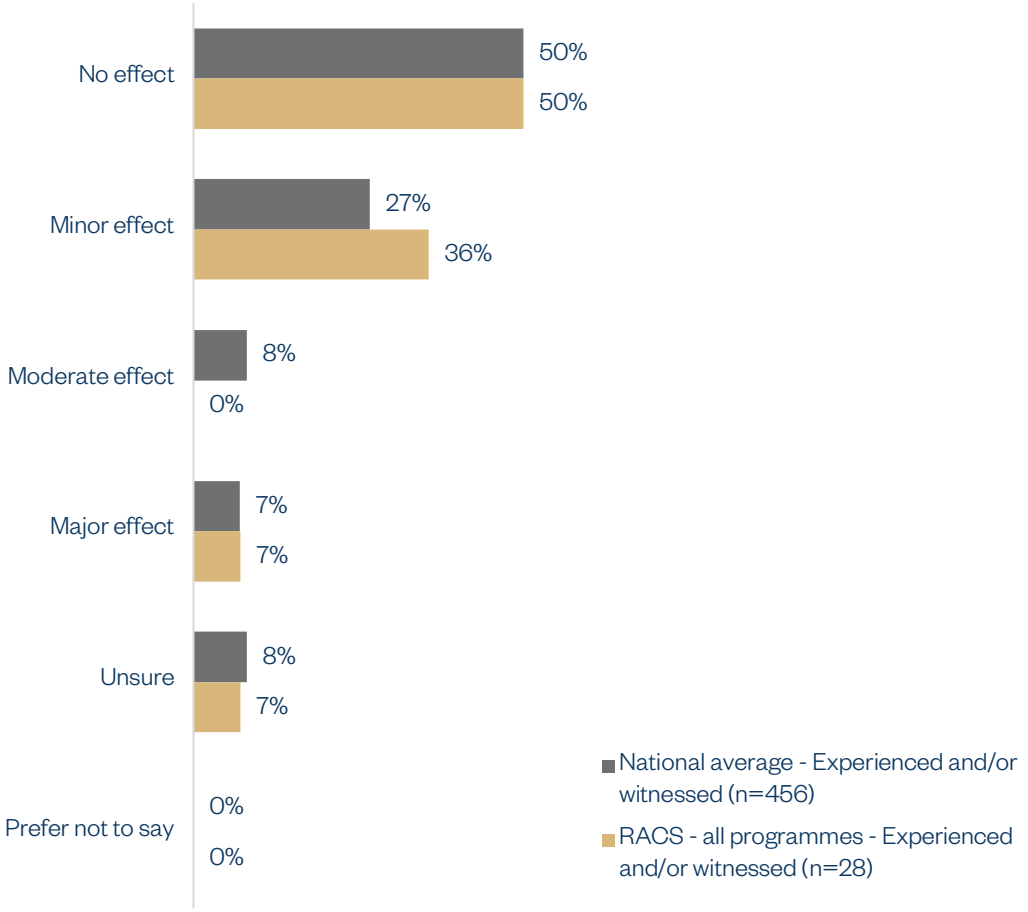
Q64a. What prevented you from reporting it?

Base: those who have experienced or witnessed bullying, sexual harassment, harassment, racial harassment or discrimination in the past 12 months, and they did not report it

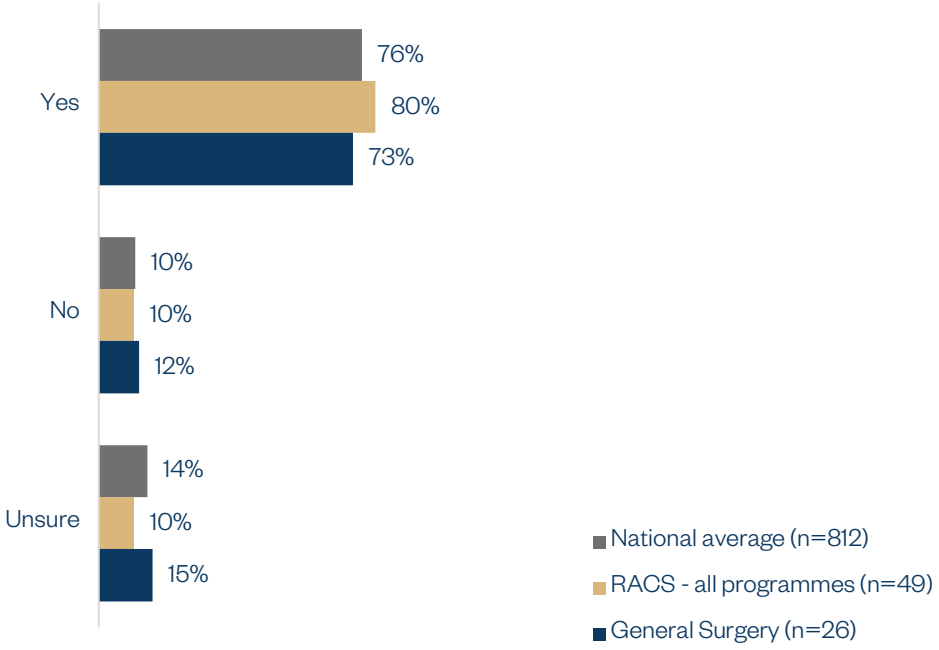


Q66. Has the incident adversely affected your medical training?

Base: those who have experienced or witnessed bullying, sexual harassment, harassment, racial harassment or discrimination in the past 12 months and they did report it and the report was followed up



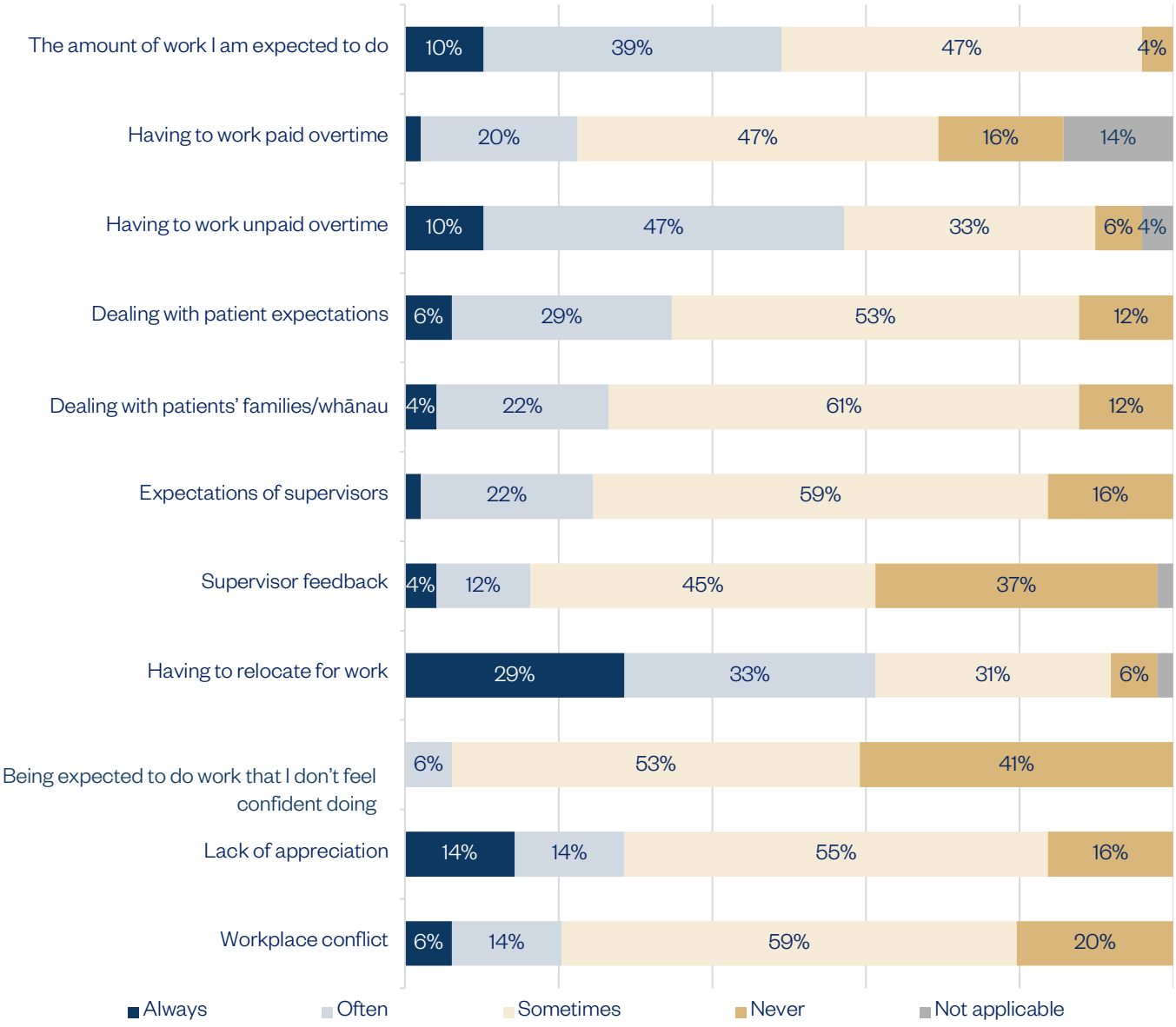
Q67. If you needed support, do you know how to access support for your health (including for stress and other psychological distress)?



Q68. How often do the following adversely affect your wellbeing in your setting?

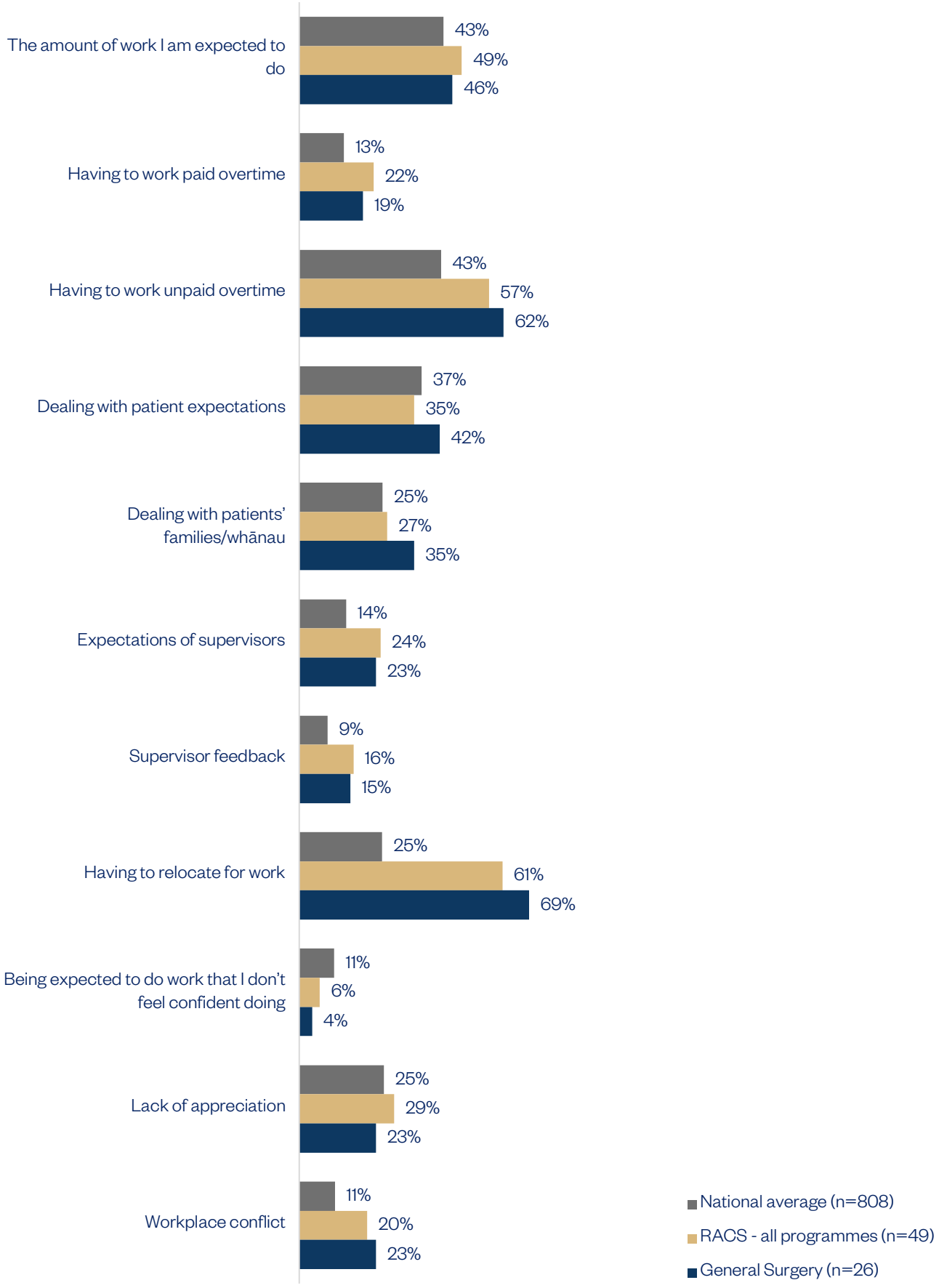
Royal Australasian College of Surgeons (RACS)

Base: n=49. Labels 3% and below are removed from the chart



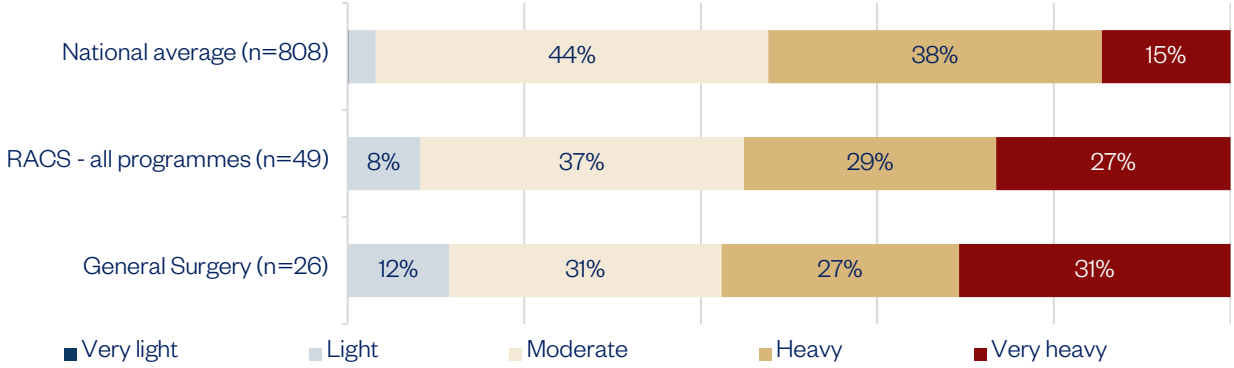
Programme comparison

(% always + often)



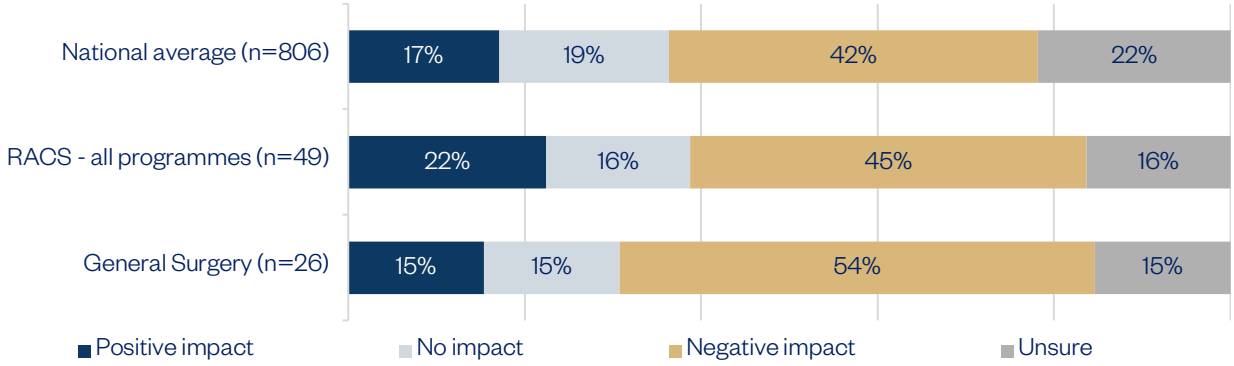
Q69. How would you rate your workload in your setting?

Labels 3% and below are removed from the chart



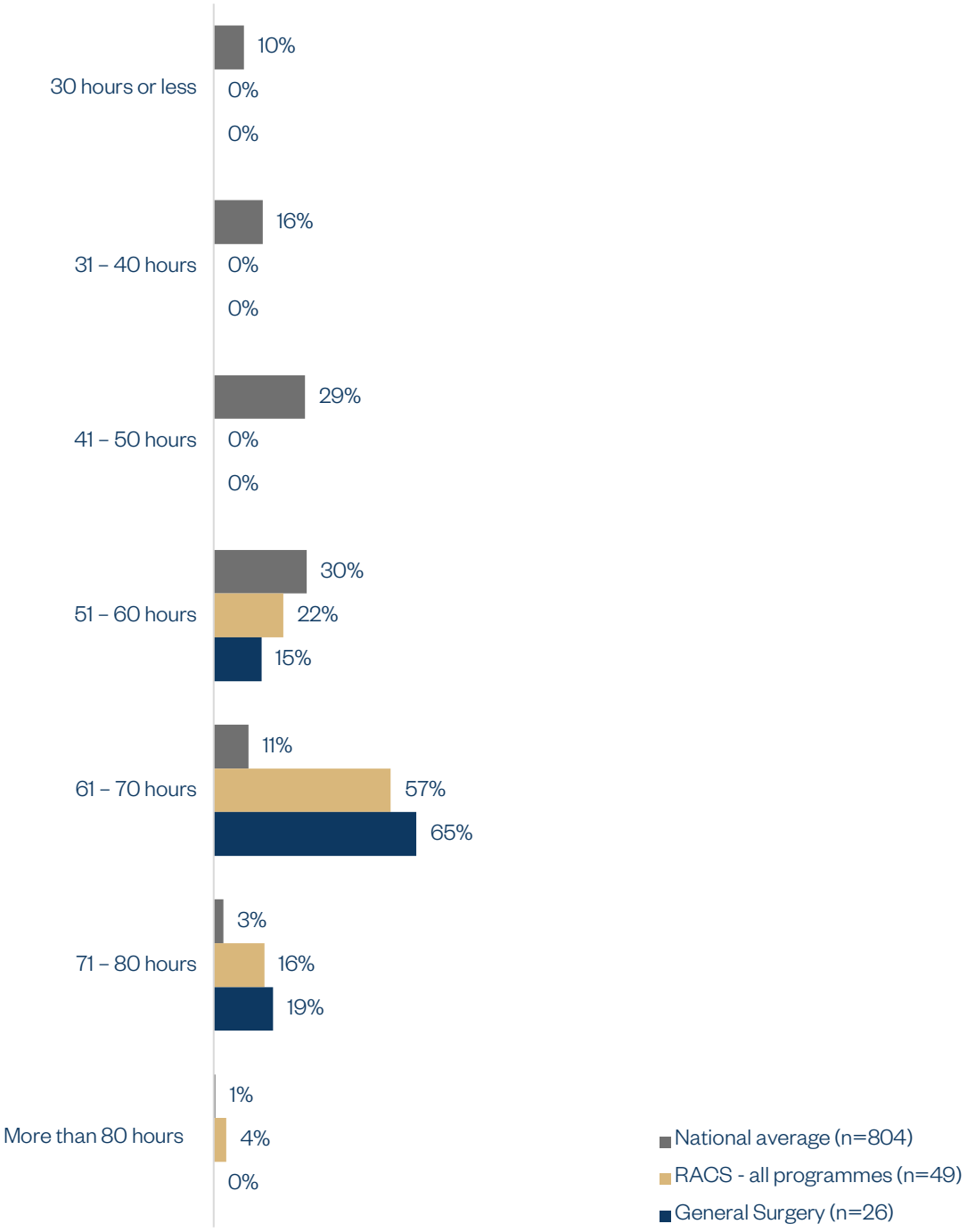
Q70. How has your workload affected your training?

Labels 3% and below are removed from the chart



Q71. On average in the past month, how many hours per week* have you worked?

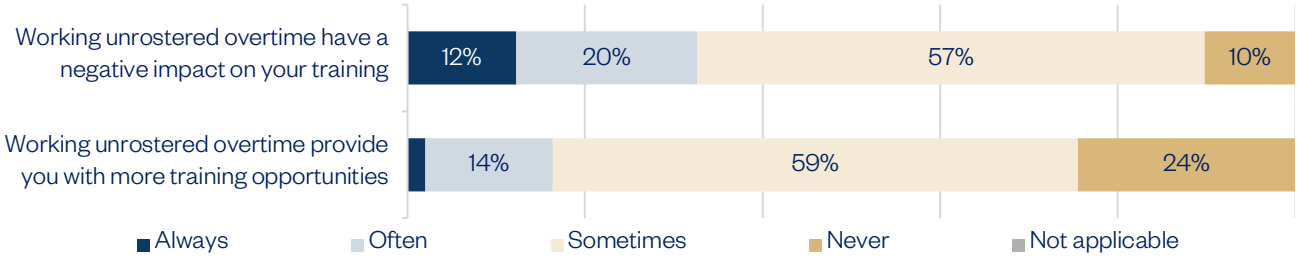
* See definitions, page 64



Q72. For any unrostered overtime you have completed in the past, how often did ...?

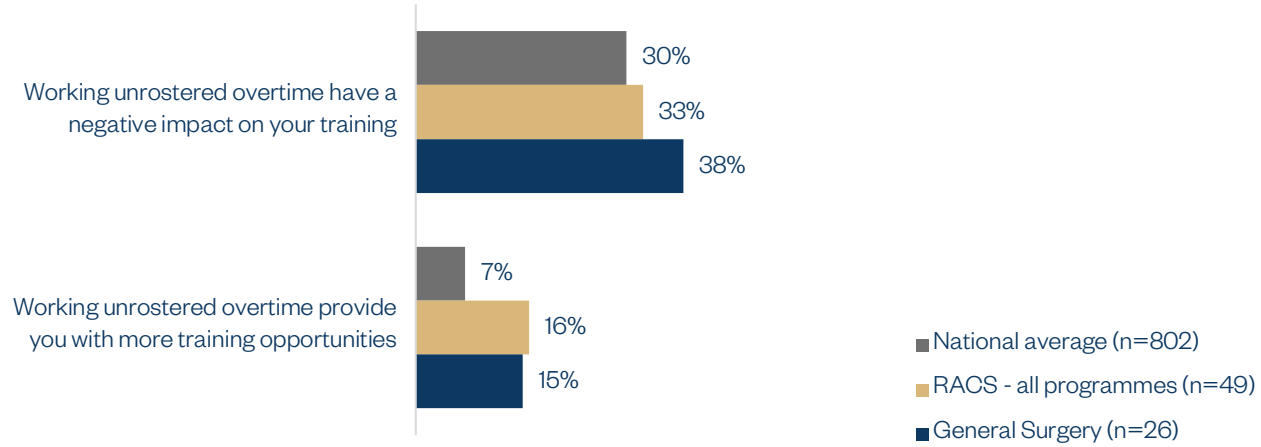
Royal Australasian College of Surgeons (RACS)

Base: n=49. Labels 3% and below are removed from the chart



Programme comparison

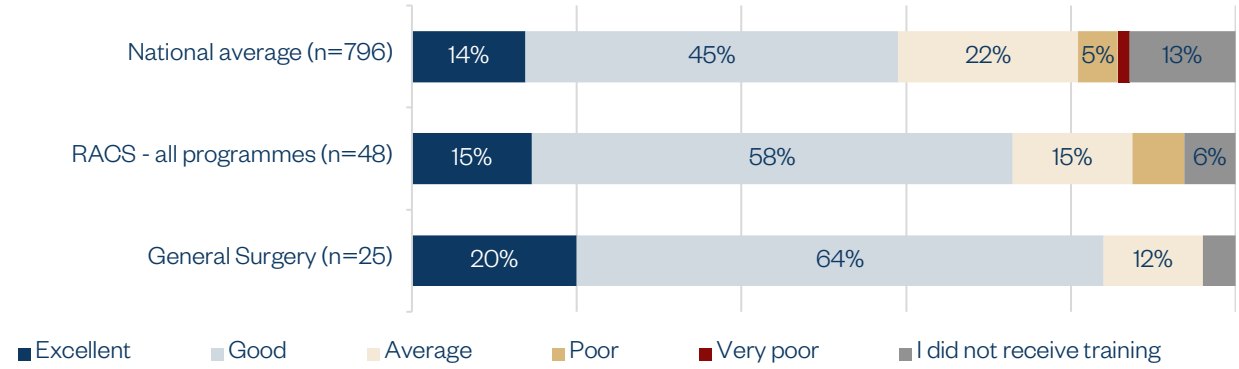
(% always + often)



7. Patient safety

Q73. In your setting, how would you rate the quality of your training on how to raise concerns about patient safety in clinical care?

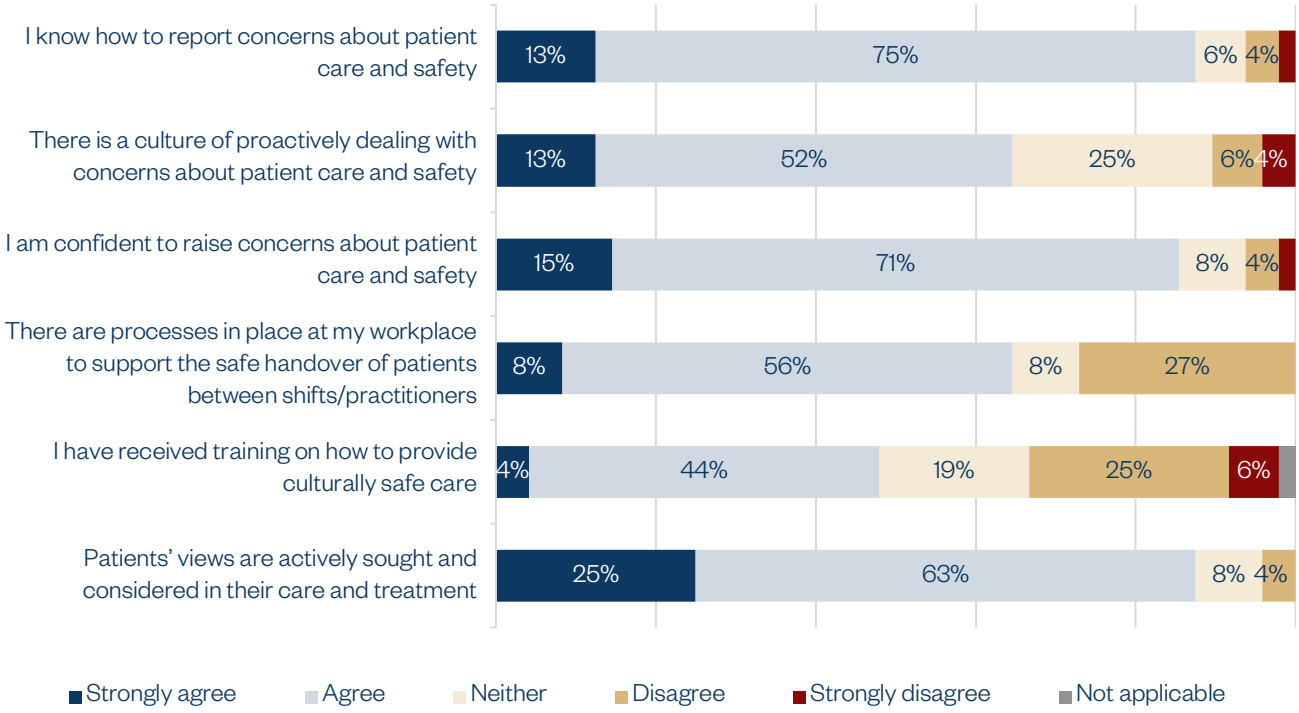
Labels 3% and below are removed from the chart



Q76. Thinking about patient care and safety in your current setting, to what extent do you agree or disagree with the following statements?

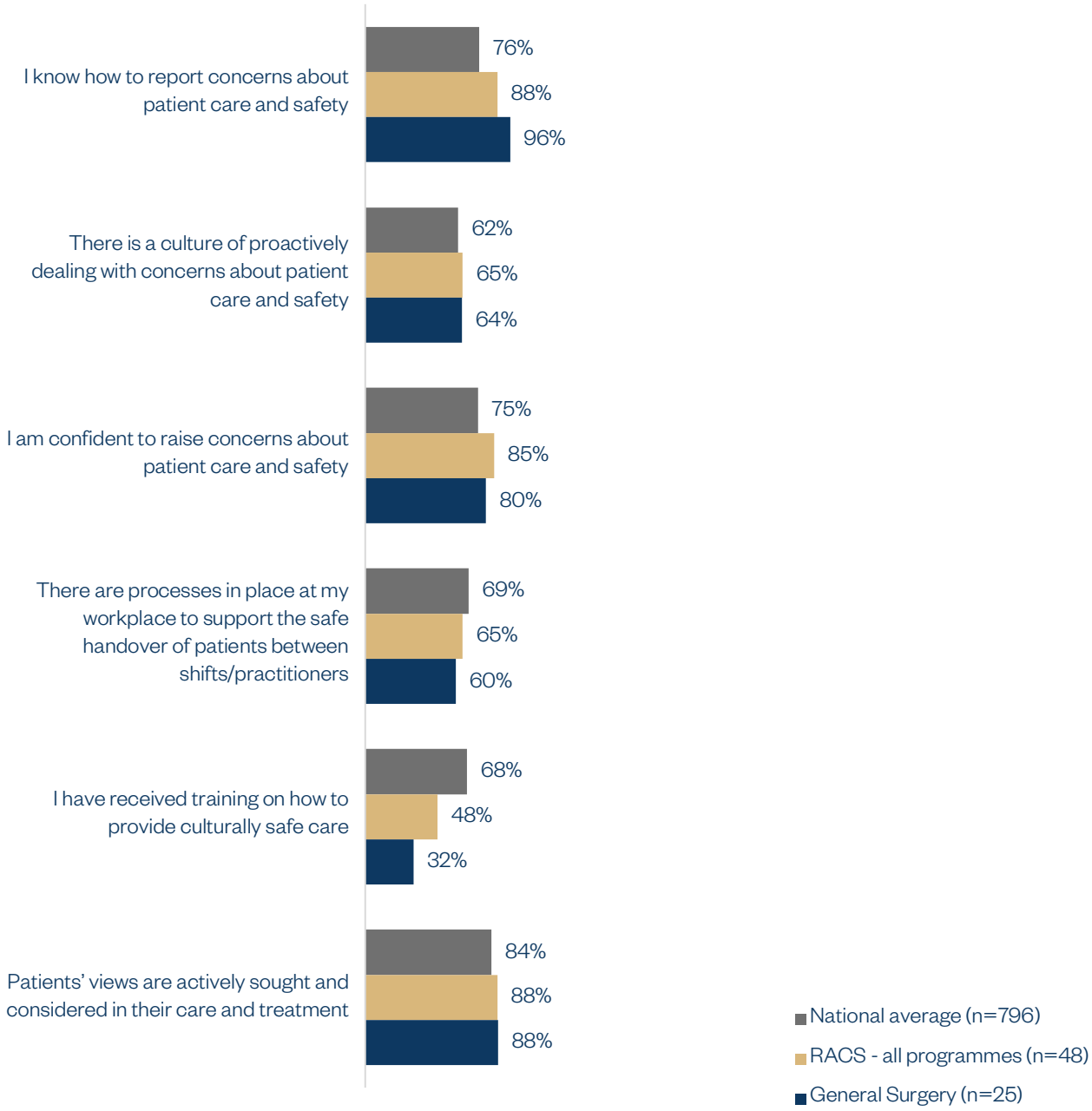
Royal Australasian College of Surgeons (RACS)

Base: n=48. Labels 3% and below are removed from the chart



Programme comparison

(% strongly agree + agree)

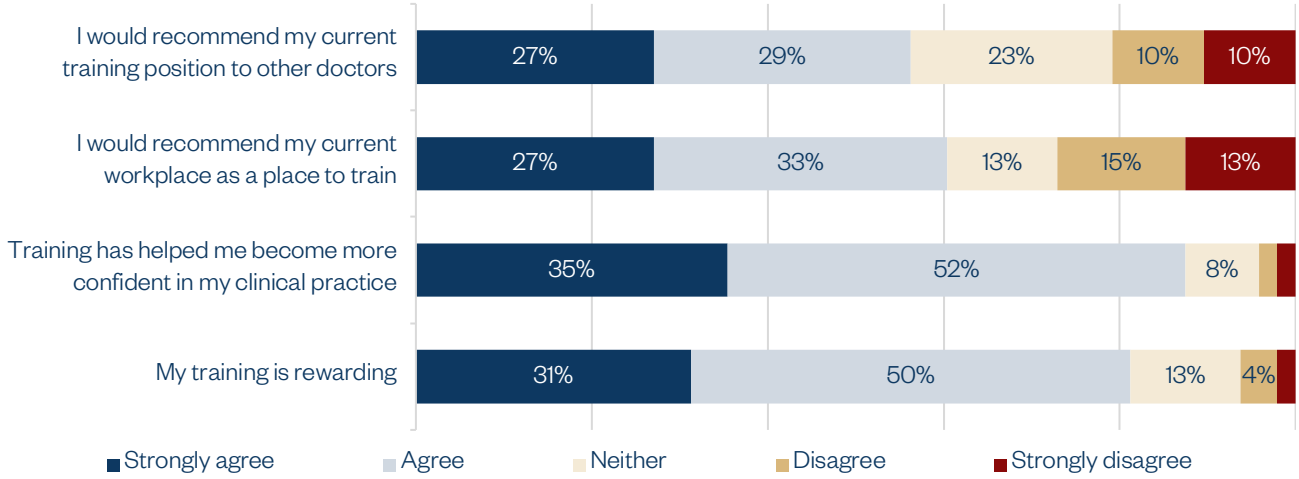


8. Overall satisfaction

Q77. Thinking about your setting, to what extent do you agree or disagree with the following statements?

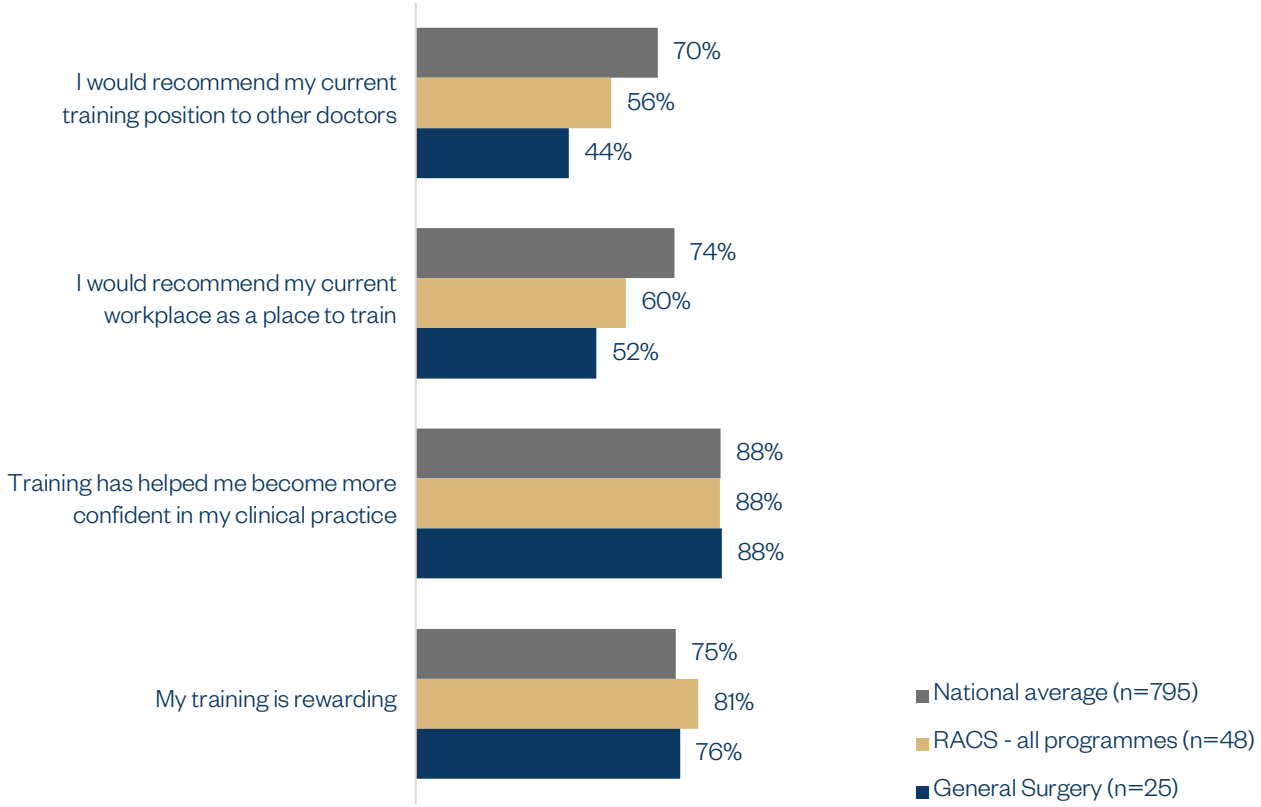
Royal Australasian College of Surgeons (RACS)

Base: n=48. Labels 3% and below are removed from the chart



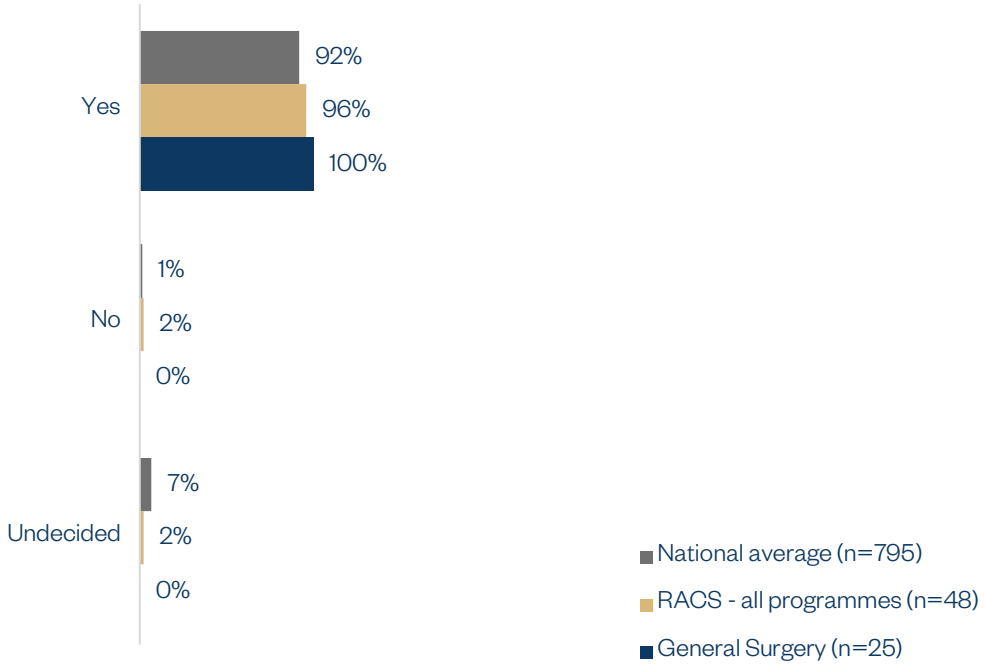
Programme comparison

(% strongly agree + agree)



9. Future career intentions

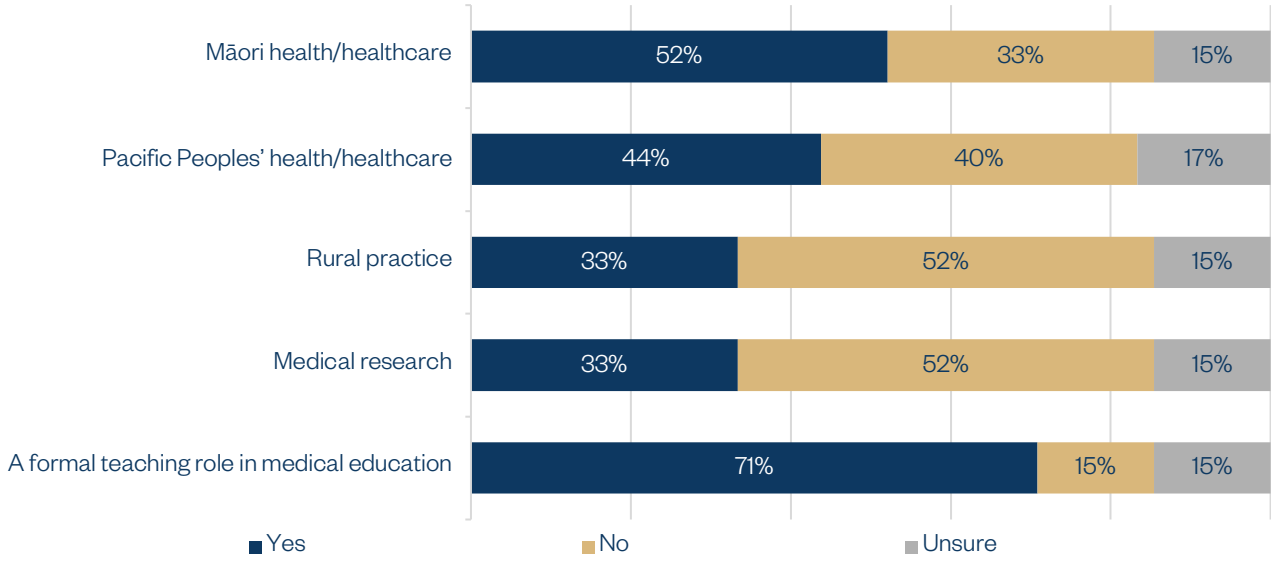
Q80. Do you intend to continue in your specialty training programme(s)?



Q81. Thinking about your future career, are you interested in the following areas?

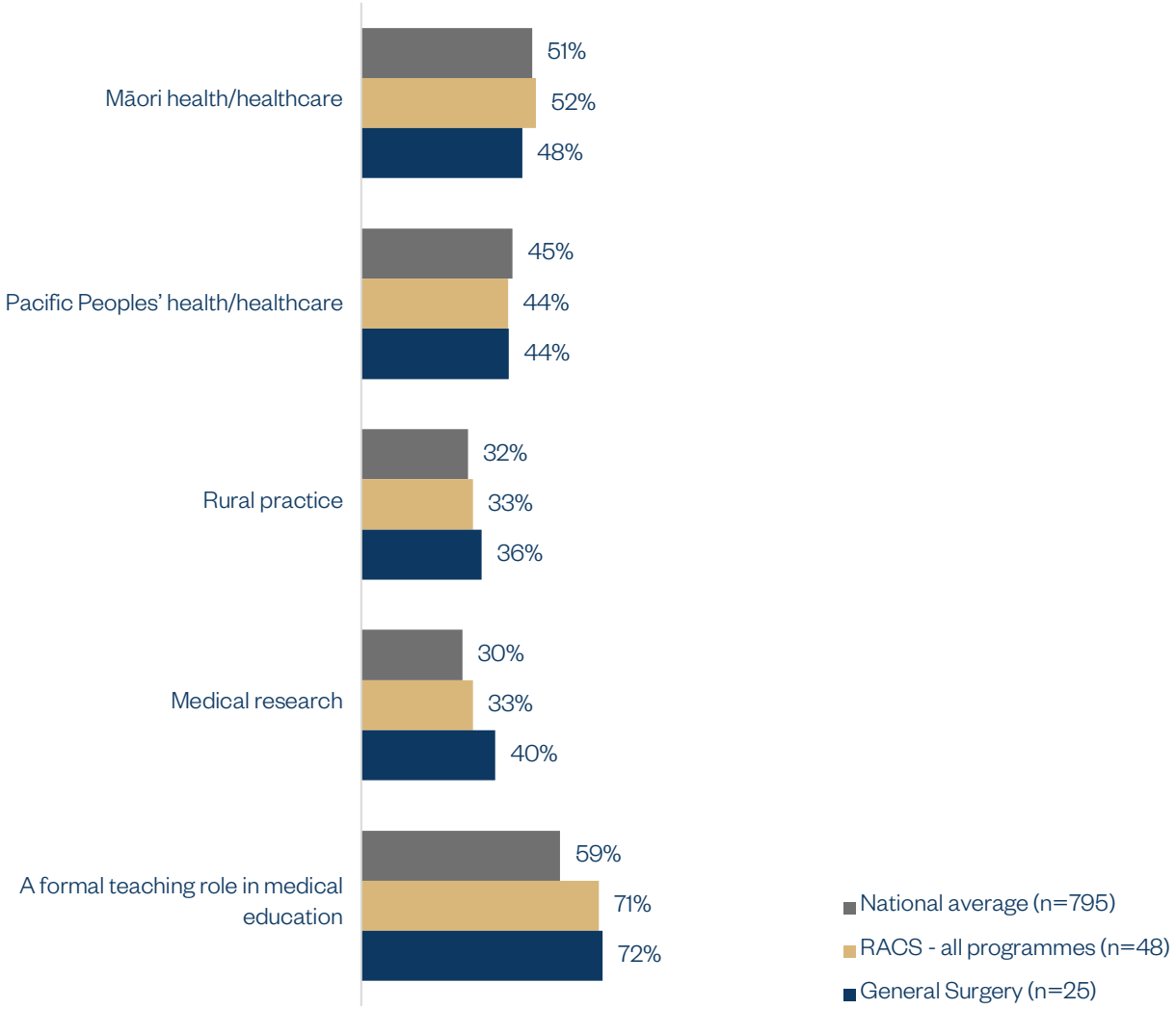
Royal Australasian College of Surgeons (RACS)

Base: n=48. Labels 3% and below are removed from the chart



Programme comparison

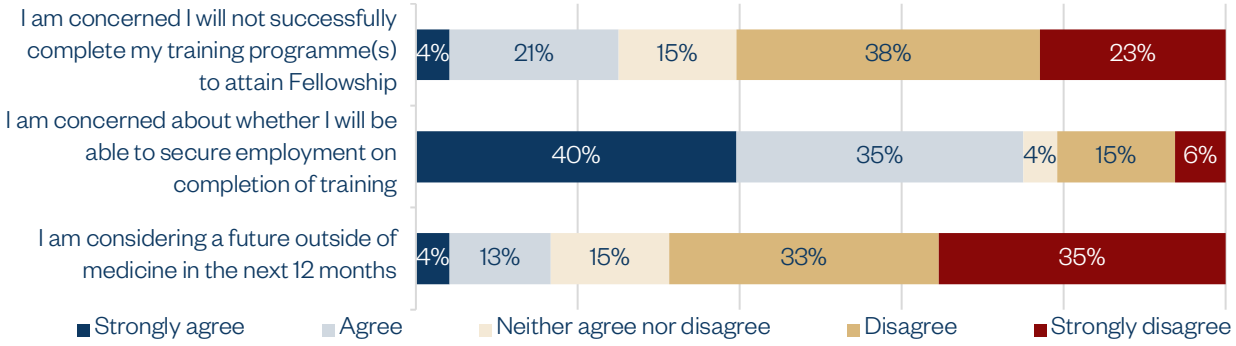
(% yes)



Q83. Thinking about your future career, to what extent do you agree or disagree with the following statements?

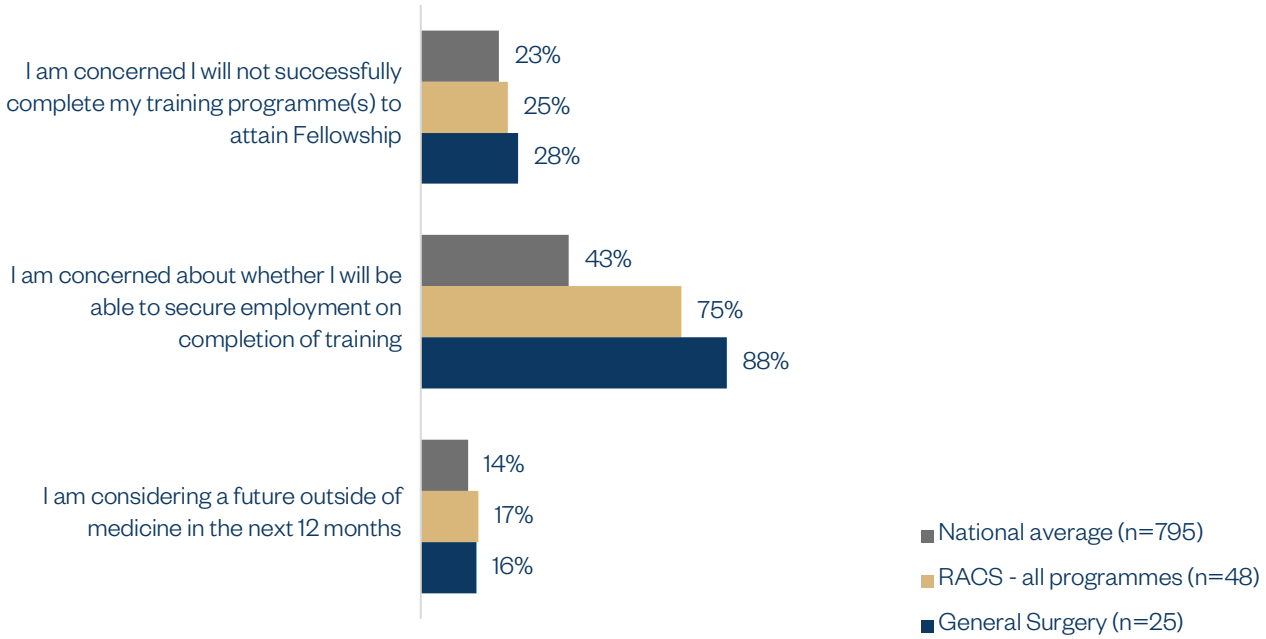
Royal Australasian College of Surgeons (RACS)

Base: n=48. Labels 3% and below are removed from the chart



Programme comparison

(% strongly agree + agree)



Methodology

Data collection process

Survey design and administration

Torohia is annual online survey led by Te Kaunihera Rata o Aotearoa | Medical Council of New Zealand. In 2025 all doctors enrolled in accredited prevocational or vocational training programmes across Aotearoa New Zealand were invited to participate. An independent research agency, Perceptive, managed the delivery of the survey online, and the storage, analysis and reporting of collected data.

Torohia has been modelled on the successful Australian Medical Training Survey (MTS) and was adapted to the Aotearoa New Zealand context based on feedback from a wide range of stakeholders including representatives of doctors in training, prevocational medical training providers and specialist medical colleges.

The survey automatically guided respondents into the appropriate pathway (prevocational or vocational) depending on their initial screening responses.

Invitations and open period

Invitations were distributed by email from torohia@perceptive.co.nz, with each doctor in training receiving a personalised link. Eligible invitees were doctors listed as enrolled in accredited prevocational or vocational training programme on the Medical Council of New Zealand register at the time of the survey.

The open period ran for approximately four weeks between 15 August and 18 September 2025.

Respondents were able to return to the survey within the open period if they had not completed it in one sitting. The survey took approximately 20 minutes to complete and responses could not be changed once submitted.

Torohia is a voluntary survey. To encourage participation, several reminder emails were sent throughout the open period to those who had not yet responded. Additionally, training providers and other stakeholders supported awareness raising about the survey.

Eligibility

Respondents were included in the analysis if they:

- were enrolled in an accredited prevocational or vocational training programme in New Zealand during the survey open period, and
- were currently working.

Respondents who did not meet these criteria were not included in the survey.

Data processing and analysis

Data inclusion and completeness

All valid responses submitted were included in the analysis. If a respondent answered only part of the survey, their responses were still counted for the questions they completed. For example, a respondent who answered only the first section contributed data to that section only.

No data cleaning or editing was applied. Each submitted response was treated as an authentic record of the respondent's experience, ensuring that all input - whether full or partial - was represented in the results.

Data preparation and analysis

Each question's results are shown as percentages of those who answered it. The number of people who answered (shown as "n") may vary between questions. As this is the first year of Torohia, all results are presented as standalone findings without any trend analysis, comparisons to previous years, or statistical weighting applied.

Quality assurance

Throughout data handling and analysis, established quality-control procedures were followed to ensure accuracy and consistency. Quality checks confirmed that all eligible responses were included, question flow operated as intended, and summary calculations (percentages and base numbers) were accurate prior to reporting.

Confidentiality, anonymity and data use

Torohia was conducted under strict conditions of anonymity and confidentiality, ensuring that no individual can be identified.

All responses were de-identified. Individual unique links to the survey were deleted when the survey closed, ensuring that contact details and survey responses were detached.

Data is stored securely in the Qualtrics platform with ISO 27001 certification in Australia and New Zealand.

Reports with anonymised results are published in December each year, with more detailed data tables made available the following February. All findings are published in a way that protects participant anonymity.

Individual-level or raw data are not publicly released.

Definitions

Survey wording definitions

The survey provided the following definitions to help respondents understand the terms used and answer the questions consistently.

Question	Term	Definition
25	Community	A community is a group of people with a shared characteristic, such as culture, religion, values, customs, identity, place, or interest.
25	Prevocational training requirements	Prevocational training, year 1 • Satisfactorily complete four accredited clinical attachments • Substantively attain the learning outcomes outlined in the 14 learning activities of the curriculum. • Achieve certification for advanced cardiac life support (ACLS) at the standard of New Zealand Resuscitation Council CORE Advanced. • Be granted a recommendation for registration in a general scope of practice by a Council approved Advisory Panel. Prevocational training, year 2 • satisfactorily complete 8 Council accredited clinical attachments (4 in PGY1 and 4 in PGY2) • substantively attain the learning outcomes outlined in the 14 learning activities of the curriculum • have completed Multi Source Feedback • have demonstrated progress with completing the goals in your PDP.
46, 47 & 86	Disability	The definition of disability includes sensory, intellectual, neurodiverse, physical, and mental illness – where the disability is permanent or is likely to be permanent.
46 & 47	Tikanga Māori	Tikanga Māori refers to the values, customs and practices that are rooted in te ao Māori (the Māori world). In the workplace, tikanga Māori underpins culturally appropriate behaviours and practices that promote respectful relationships, collective wellbeing, and equitable engagement with Māori.
52	Team or unit-based activities	Such as mortality and morbidity audits (M&Ms), peer review, case presentations and seminars, journal club, radiology, and pathology meetings

Question	Term	Definition
59	Bullying, sexual harassment, harassment, racial harassment and discrimination	1. Bullying Bullying is defined by Worksafe New Zealand as "repeated and unreasonable behaviour directed towards a worker or group of workers that can lead to physical or psychological harm." 2. Sexual harassment Sexual harassment is: • a request for sexual intercourse, sexual contact or other form of sexual activity which contains an implied or overt promise of preferential treatment or an implied or overt threat of detrimental treatment; or • conduct of a sexual nature (including use of written or spoken language of a sexual nature, use of visual material of a sexual nature or physical behaviour of a sexual nature) directed at a person, which is unwelcome or offensive to that person and is either repeated, or of such a significant nature, that it has a detrimental effect on that person". 3. Harassment (excluding sexual harassment) Harassment is "any unwanted and unjustified behaviour which another person finds offensive or humiliating and, because it's serious or repeated, it has a negative effect on the person's employment, job performance or job satisfaction." 4. Racial harassment Racial harassment is the use of language (whether written or spoken), or visual material, or physical behaviour that: • expresses hostility against, or brings contempt or ridicule in respect of, any other person on the grounds of the colour, race, or ethnic or national origins of that person; and • is hurtful or offensive to that other person (whether or not that is conveyed to the first-mentioned person); and • is either repeated, or of such a significant nature, that it has a detrimental effect on that other person." 5. Discrimination (excluding racial harassment) Discrimination is "where a person is subjected to adverse actions or treated less favourably because of the person's characteristics, which could include sex, marital status, religious belief, ethical belief, disability, age, political opinion, employment status, family status or sexual orientation"
71	Hours per week	This includes rostered, unrostered, claimed and unclaimed overtime and recall. This does not include undisturbed on-call.

Additional context and explanations

The next section provides additional context and clarification on specific parts of the survey. These notes are included to help readers interpret the results accurately and understand any important background details or limitations.

Question	Term	Definition
9 & 12	Rural-urban divide based on the Geographical Classification for Health	The Geographical Classification for Health (GCH) is a rural–urban classification developed to support health research and policy in Aotearoa New Zealand. It categorises all areas of the country into five groups – two urban and three rural - based on population size and drive time to the nearest major, large, medium, or small urban area. These categories reflect decreasing urban influence and increasing rurality and are designed to monitor rural-urban variations in health outcomes. The classification is based on Stats NZ geographic standards and was developed in partnership with the Ministry of Health's National Rural Health Advisory Group and rural health stakeholders. For this report, GCH classifications were determined using the address of the hospital where respondents were working. For those not working in a public hospital, the address of their current training or work setting was used. Each address was then matched to its corresponding GCH category to identify the rural-urban classification of respondents' settings.
13	Relief run	A Council-accredited 13-week rotation in which a prevocational trainee provides cover for doctors who are on leave. The trainee may work across several departments or specialties, depending on where cover is needed.
44	Prevocational educational supervisor (PES)	Council appointed vocationally registered doctor who has oversight of the overall educational experience of a group of PGY1 and/or PGY2 doctors as part of the intern training programme.

Te Whatu Ora regions and districts	
Northern	Northland Waitematā Auckland Counties Manukau
Midland /Te Manawa Taki	Waikato Lakes Bay of Plenty Tairāwhiti Taranaki
Central District/Te Ikaroa	Whanganui Hawke's Bay Manawatū / MidCentral Wairarapa Wellington, Kapiti Coast & Hutt Valley
South Island | Te Waipounamu	Nelson Marlborough Canterbury & West Coast South Canterbury Southern

Adjusting of survey question length in reports

Some survey questions have been abbreviated in the charts for readability. The table below shows the original and shortened wording used in reporting

Question	Survey wording	Report wording
29	The college training programme offers opportunities for me to select a rotation/placement in a community that I identify with	The programme offers opportunities for me to select a rotation/placement in a community that I identify with
29	The college training programme offers opportunities for me to select an attachment in a geographical location of my choice	The programme offers opportunities for me to select an attachment in a geographical location of my choice
30	The cost of my college training programme has been a barrier to my progression in the training programme	The cost of my programme has been a barrier to my progression in the training programme
31	My college clearly communicates with me about changes to my training programme and how they affect me	My college clearly communicates with me about changes to my programme and how they affect me
52	Medical/surgical and/or hospital-wide meetings such as grand rounds and/or practice-based meetings, Primary Health Organisation meetings	Medical/surgical and/or hospital-wide meetings such as grand rounds and/or practice-based meetings, PHO meetings
58	I know how to raise concerns/issues about bullying, harassment, and discrimination (including racial harassment) in my workplace	I know how to raise concerns/issues about bullying, harassment, and discrimination in my workplace
58	I am confident that I would raise concerns/issues about bullying, harassment, and discrimination (including racial harassment) in my workplace	I am confident that I would raise concerns/issues about bullying, harassment, and discrimination in my workplace

List of unreported survey questions

Some questions have not been reported to protect participant anonymity.

Q6. What district do you work in?

Q9. Which hospital do you work at?

Q11a. Select any additional settings you work in, other than your current rotation/placement in a hospital.

Q11b. Which setting do you work in?

Q64b. Has the report been followed up?

Questions from the workplace environment and culture section regarding bullying, harassment and discrimination

Q65. Are you satisfied with how the report was followed up?

How to reference findings from this report

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PERCEPTIVE

The research in this report has been conducted by Perceptive, an award-winning market research and customer insights agency passionate about insights. Their deep expertise combined with full insight capabilities across experience, data science, and qualitative and quantitative research, allows them to design, build and deliver better experiences, meaningful understanding, and impactful outcomes for clients. Perceptive is a member of Omnicom Oceania, the largest and most successful marketing communications organisation in the Oceania region. They also know how important data security is in today's digital ecosystem. This has led them to become ISO-certified to ensure they meet the highest global standards for information security management.

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