



Torohia - Medical Training Survey for New Zealand

Prevocational training survey questions



**Te Kaunihera
Rata o Aotearoa**

Medical Council
of New Zealand

Torohia

Medical Training Survey for New Zealand



Speak, Share, Shape...

SECTION 1 of 11: YOUR CURRENT ROLE

<p>Q1.</p>	<p>What training are you currently undertaking?</p> <p>If you are completing the 2nd year of prevocational training and are also enrolled in vocational training, please select Prevocational training.</p>	<p>a. Prevocational training, years 1 and 2 (house officer) b. Vocational training c. Non-training registrar d. None of the above</p> <p>IF Q1. = c. or d. THEN a message pops up and asks if you are sure, you have selected the correct option. If “Yes I’m sure” is selected, the survey ends, with this message: Thank you for your engagement with Torohia. You do not currently meet the criteria for completing the survey; however, we look forward to your participation in the future.</p> <p>IF “No, I selected the wrong option” is selected, the participant is returned to Q1.</p>
<p>Q2.</p>	<p>Do you work...?</p>	<p>a. Full time b. Part time c. On leave for most of current clinical attachment/rotation</p> <p>IF Q2. = c. THEN a message pops up and asks if you are sure, you have selected the correct option. If “Yes I’m sure” is selected, the survey ends, with this message: Thank you for your interest in completing Torohia. At this stage, we are only collecting responses from doctors in training who are not on leave for extended periods. We look forward to receiving your feedback in future years.</p> <p>IF “No, I selected the wrong option” is selected, the participant is returned to Q2.</p>
<p>Q3.</p>	<p>How many years ago did you graduate from medical school?</p>	<p>a. 1 b. 2 c. 3 d. 4 e. 5 f. 6 g. 7 h. 8</p>

		<ul style="list-style-type: none"> i. 9 j. 10 or more
<p>Throughout the survey we use the term “setting” to describe your workplace, placement or rotation. If you have only been training in your current setting for less than 4 weeks, please answer based on your previous setting.</p>		
<p>Survey branches here - If prevocational training selected in Q1, questions are as follows:</p>		
Q4. (p)	What year of the prevocational training programme are you currently in?	<ul style="list-style-type: none"> a. Year 1 PGY1 b. Year 2 PGY2
Q5. (p)	What district do you work in?	<p>Northern Te Tai Tokerau</p> <ul style="list-style-type: none"> a. Northland b. Waitematā c. Auckland d. Counties Manukau <p>Midland Te Manawa Taki</p> <ul style="list-style-type: none"> e. Waikato f. Lakes g. Bay of Plenty h. Tairāwhiti i. Taranaki <p>Central Te Ikaroa</p> <ul style="list-style-type: none"> j. Whanganui k. Hawke’s Bay l. Manawatū MidCentral m. Wairarapa n. Wellington, Kapiti Coast & Hutt Valley <p>South Island Te Waipounamu</p> <ul style="list-style-type: none"> o. Nelson Marlborough p. Canterbury & West Coast q. South Canterbury

		r. Southern
Q7. (p)	Is your current clinical attachment predominantly in a public hospital?	a. Yes b. No IF Q7. (p) = b. No SKIP to Q10b.
Q9.	IF Q7 (p) = a. Yes, in a public hospital Which hospital do you work at? If you work at more than one hospital, select where you spend the most time.	Q5 (p) = a. Northland <ul style="list-style-type: none"> • Kaitaia Hospital • Bay of Islands Hospital • Dargaville Hospital • Whangarei Hospital • Other - 'Please specify' Q5 (p) = b. Waitematā <ul style="list-style-type: none"> • North Shore Hospital • Waitakere Hospital • Other - 'Please specify' Q5 (p) = c. Auckland <ul style="list-style-type: none"> • Auckland City Hospital • Greenlane Clinical Centre • Starship Children's Hospital • Manukau SuperClinic • Other - 'Please specify' Q5 (p) = d. Counties Manukau <ul style="list-style-type: none"> • Middlemore Hospital • Pukekohe Hospital • Botany SuperClinic • Other - 'Please specify'

Q5 (p) = e. Waikato

- Waikato Hospital
- Thames Hospital
- Taumarunui Hospital
- Te Kuiti Hospital
- Tokoroa Hospital
- Other - 'Please specify'

Q5 (p) = f. Lakes

- Rotorua Hospital
- Taupō Hospital
- Other - 'Please specify'

Q5 (p) = g. Bay of Plenty

- Tauranga Hospital
- Whakātane Hospital
- Other - 'Please specify'

Q5 (p) = h. Tairāwhiti

- Tairāwhiti Hospital
- Other - 'Please specify'

Q5 (p) = i. Taranaki

- Taranaki Base Hospital
- Hawera Hospital
- Other - 'Please specify'

Q5 (p) = j. Manawatū/MidCentral

- Palmerston North Hospital
- Horowhenua Health Centre

- Dannevirke Community Hospital
- Other - 'Please specify'

Q5 (p) = k. Whanganui

- Whanganui Hospital
- Other - 'Please specify'

Q5 (p) = l. Wellington, Kapiti Coast & Hutt Valley

- Wellington Regional Hospital
- Hutt Hospital
- Kenepuru Hospital
- Te Wao Nui Child Health Service and Hospital
- Other - 'Please specify'

Q5 (p) = m. Wairarapa

- Wairarapa Hospital
- Other - 'Please specify'

Q5 (p) = n. Hawke's Bay

- Hawkes Bay Fallen Soldiers' Memorial Hospital
- Wairoa Health
- Central Hawke's Bay Health Centre - Waipukurau
- Other - 'Please specify'

Q5 (p) = o. Canterbury & West Coast

- Christchurch Hospital
- Burwood Hospital
- Ashburton Hospital
- Ellesmere Hospital
- Te Nikau Grey Hospital

		<ul style="list-style-type: none"> • Kaikōura Health • Buller Health Centre • Other - 'Please specify' <p>Q5 (p) = p. Nelson Marlborough</p> <ul style="list-style-type: none"> • Nelson Hospital • Wairau Hospital • Other - 'Please specify' <p>Q5 (p) = q. South Canterbury</p> <ul style="list-style-type: none"> • Timaru Hospital • Other - 'Please specify' <p>Q5 (p) = r. Otago and Southland / Southern</p> <ul style="list-style-type: none"> • Dunedin Hospital • Southland Hospital • Wakari Hospital • Clutha Health First - Balclutha • Oamaru Hospital • Maniototo Hospital • Lakes District Hospital • Dunstan Hospital • Gore Hospital • Other - 'Please specify'
<p>Q10a. (p)</p>	<p>IF Q7 (p) = a. Yes, in a public hospital</p> <p>Select any additional settings you work in, other than your current clinical attachment in a hospital.</p> <p>(Select one or more responses)</p>	<ul style="list-style-type: none"> a. I am not working in any additional settings b. Māori health service c. Pacific Peoples health service d. Aged care facility e. Community health service (including hospice) f. Urgent care clinic

		<ul style="list-style-type: none"> g. Mental health service h. Correctional service i. General practice clinic j. Medical laboratory k. Private practice (excluding GP) l. Private hospital – ‘Please specify name of hospital’ m. Other - ‘Please specify’
Q10b. (p)	<p>OR IF Q7 (p) = b. No, not in a public hospital</p> <p>Which setting do you work in?</p> <p>If you work in more than one setting, select where you spend the most time.</p>	<ul style="list-style-type: none"> a. Māori health service b. Pacific Peoples health service c. Aged care facility d. Community health service (including hospice) e. Urgent care clinic f. Mental health service g. Correctional service h. General practice clinic i. Medical laboratory j. Private practice (excluding GP) k. Private hospital – ‘Please specify name of hospital’ l. Other - ‘Please specify’
Q12.	<p>IF Q7 (p) = b. No, not in a public hospital</p> <p>Where is your current setting?</p>	<p>Address finder look-up function.</p> <p>Please enter your work address. This will be used to classify your workplace by the rural/urban scale for health.</p>
Q13.	Are you on a relief run?	<ul style="list-style-type: none"> a. Yes b. No
Q14.	Which area are you currently practising in?	<ul style="list-style-type: none"> a. Anaesthesia b. Cardiothoracic surgery c. Clinical genetics d. Dermatology e. Diagnostic and interventional radiology f. Emergency medicine

- g. Family planning and reproductive health
- h. General practice
- i. General surgery
- j. Intensive care medicine
- k. Internal medicine
- l. Medical administration
- m. Musculoskeletal medicine
- n. Neurosurgery
- o. Obstetrics and gynaecology
- p. Occupational and environmental medicine
- q. Ophthalmology
- r. Oral and maxillofacial surgery
- s. Orthopaedic surgery
- t. Otolaryngology, head, and neck surgery
- u. Paediatric surgery
- v. Paediatrics
- w. Pain medicine
- x. Palliative medicine
- y. Pathology
- z. Plastic and reconstructive surgery
- aa. Psychiatry
- bb. Public health medicine
- cc. Radiation oncology
- dd. Rehabilitation medicine
- ee. Rural hospital medicine
- ff. Sexual health medicine
- gg. Sport and exercise medicine
- hh. Urgent care
- ii. Urology
- jj. Vascular surgery
- kk. Mixture of areas

II. Other - 'Please specify'

SECTION 2 of 11: ORIENTATION

If you have only been training in your current setting for less than 4 weeks, please answer based on your previous setting.

Q15. (p)	Did you receive an orientation to your workplace setting? (e.g. hospital, clinic)	<ul style="list-style-type: none"> a. Yes, a formal timetabled orientation b. Yes, but it was largely informal c. No <p>IF Q15 (p) = c. No SKIP to Q17 (p).</p>
Q16. (p)	<p>IF Q15 (p) = a. or b.</p> <p>How would you rate the quality of your workplace orientation?</p>	<ul style="list-style-type: none"> a. Excellent b. Good c. Average d. Poor e. Very poor
Q17. (p)	Did you receive an orientation to your clinical attachment? (e.g. at the start of your 3-month general surgery attachment)	<ul style="list-style-type: none"> a. Yes, a formal timetabled orientation b. Yes, but it was largely informal c. No <p>IF Q17 (p) = c. No SKIP to Q21 (p).</p>
Q18. (p)	<p>IF Q17 (p) = a. or b.</p> <p>How would you rate the quality of your clinical attachment orientation?</p>	<ul style="list-style-type: none"> a. Excellent b. Good c. Average d. Poor e. Very poor

SECTION 3 of 11: TRAINING CURRICULUM

If you have only been training in your current setting for less than 4 weeks, please answer based on your previous setting.

Q21. (p)	Where did you complete your primary medical degree?	<ul style="list-style-type: none"> a. University of Auckland b. University of Otago c. An Australian university d. Other
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		e. Prefer not to say
Q22. (p)	<p>IF Q21 (p) = d. Other</p> <p>In which country did you complete your primary medical degree?</p> <p>Note: This is a list of the most common countries our prevocational trainee doctors completed their primary degree in (if not in New Zealand or Australia).</p>	<p>a. India</p> <p>b. China</p> <p>c. Pakistan</p> <p>d. Philippines</p> <p>e. Fiji</p> <p>f. Russia</p> <p>g. Sri Lanka</p> <p>h. Other - 'Please specify'</p> <p>i. Prefer not to say</p>
Q23. (p)	Overall, I felt that my medical school education was sufficient to prepare me to commence the role and responsibilities of a house officer.	<p>a. Strongly agree</p> <p>b. Agree</p> <p>c. Neither agree nor disagree</p> <p>d. Disagree</p> <p>e. Strongly disagree</p>
Organisations that employ house officers are required to provide them with a formal education programme in addition to work-based teaching and learning.		
Q24. (p)	Do you have a professional development or training plan?	<p>a. Yes</p> <p>b. No</p>
Q25. (p)	<p>Thinking about your prevocational training programme, to what extent do you agree or disagree with the following statements?</p> <p><u>Hover text for prevocational requirements</u> Prevocational training, year 1</p> <ul style="list-style-type: none"> • 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. 	<p>Statements</p> <p>i. I understand what I need to do to meet my prevocational training requirements</p> <p>ii. There are opportunities for me to meet my prevocational training requirements</p> <p>iii. My prevocational training is preparing me for future medical practice in the New Zealand healthcare system</p> <p>iv. My prevocational training is preparing me to enter vocational training</p> <p>v. My prevocational training is advancing my knowledge</p> <p>vi. My prevocational training offers opportunities for me to select an attachment in a community that I identify with</p> <p>vii. Recruitment to prevocational training offers opportunities to work in a geographical location of my choice</p>

	<ul style="list-style-type: none"> • Be granted a recommendation for registration in a general scope of practice by a Council approved Advisory Panel. <p>Prevocational training, year 2</p> <ul style="list-style-type: none"> • 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. <p><u>Hover text for Community</u> A community is a group of people with a shared characteristic, such as culture, religion, values, customs, identity, place, or interest.</p>	<p>For each statement, please select one of</p> <ol style="list-style-type: none"> Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree
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SECTION 4 of 11: CLINICAL SUPERVISION

If you have only been training in your current setting for less than 4 weeks, please answer based on your previous setting.

<p>Q37. (p)</p>	<p>In your setting, who mainly provides your day-to-day clinical supervision?</p>	<ol style="list-style-type: none"> Specialist (including specialist GP) Registrar Other doctor Nurse Other IF e. Other, display free text box, max 50 characters with 'Please specify' I don't have a clinical supervisor <p>IF Q37 (p) = f. SKIP to Q43 (p)</p>
<p>Q39.</p>	<p>To what extent do you agree or disagree with the following statements?</p>	<p>Statements</p> <ol style="list-style-type: none"> I can contact other senior medical staff <u>in hours</u> if I am concerned about a patient I can contact other senior medical staff <u>after hours</u> if I am concerned about a patient

	<p>In my setting, if my clinical supervisor(s) is not available...</p>	<p>For each statement, please select one of</p> <ol style="list-style-type: none"> Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree
<p>Q40. (p)</p>	<p>In your setting how would you rate the quality of your overall clinical supervision for...</p>	<p>Statements</p> <ol style="list-style-type: none"> Helpfulness of clinical supervisor Accessibility of clinical supervisor Regular, informal feedback Regular, formal feedback (ePort requirement) Usefulness of feedback Discussions about your goals and learning objectives Supporting you to meet your prevocational education programme requirements Providing opportunities to develop your skills Ensuring your work is appropriate to your level of training Completing workplace-based assessments <p>For each statement, please select one of</p> <ol style="list-style-type: none"> Excellent Good Average Poor Very poor
<p>Q42.</p>	<p>IF Q 30. = a. b. c. d. or e.</p> <p>For your setting, how would you rate the quality of your clinical supervision?</p>	<ol style="list-style-type: none"> Excellent Good Average Poor Very poor

Q43. (p)	How would you rate the quality of supervision from your prevocational education supervisor (PES)?	<ul style="list-style-type: none"> a. Excellent b. Good c. Average d. Poor e. Very poor
Q44. (p)	How would you rate your prevocational educational supervisor (PES) for...?	<p>Statements</p> <ul style="list-style-type: none"> i. Regularity of meetings ii. Goal setting for your professional development plan iii. Accessibility iv. Advocacy for your interests v. Pastoral care, taking an active interest in ensuring health and wellbeing vi. Addressing your concerns vii. Facilitating counselling if necessary viii. Feedback regarding progress ix. Discussing career planning <p>For each statement, please select one of</p> <ul style="list-style-type: none"> a. Excellent b. Good c. Average d. Poor e. Very poor

SECTION 5 of 11: ACCESS TO TEACHING

If you have only been training in your current setting for less than 4 weeks, please answer based on your previous setting.

Q46. (p)	In your setting, do you have sufficient opportunities to develop your skills and knowledge to...? <u>Hover text for Culture</u> A common pattern of human behaviour, which can include thoughts, communication, actions, customs, beliefs, values, and institutions of an ethnic, religious, or social group. Culture is more	14 Learning Activities <ul style="list-style-type: none"> i. Obtain a history from a patient ii. Perform a physical examination iii. Formulate a differential diagnosis following a clinical encounter iv. Request and interpret common investigations v. Prescribe medication
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	<p>than just ethnicity, and patients and colleagues may identify with multiple cultural groupings at any one time.</p> <p><u>Hover text for disability</u> The definition of disability includes sensory, intellectual, neurodiverse, physical, and mental illness – where the disability is permanent or is likely to be permanent.</p> <p><u>Hover text for tikanga</u> 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.</p>	<ul style="list-style-type: none"> vi. Document a clinical encounter in a patient record vii. Present a patient viii. Give or receive a patient handover to transition care ix. Recognise and manage a patient requiring urgent or emergent care x. Obtain informed consent for tests, treatment, and/or procedures xi. Perform basic procedural skills xii. Develop evidence-based, patient centred management plans xiii. Contribute to a culture of safety and improvement xiv. Participate as a member of a multi-disciplinary team <p>Other areas</p> <ul style="list-style-type: none"> xv. Develop skills in self-care and peer support, including time management, and identifying and managing stress and burn-out xvi. Develop skills in the care and treatment of patients with disabilities xvii. Develop skills in Hauora Māori (Māori health and wellbeing) xviii. Develop skills in delivering care that supports equitable health outcomes (pro-equity care) xix. Develop skills in cultural safety xx. Reflect tikanga Māori in your practice <p>For each area, please select one of</p> <ul style="list-style-type: none"> a. Always b. Often c. Sometimes d. Rarely e. Never
<p>Q48.</p>	<p>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?</p>	<p>Statements</p> <ul style="list-style-type: none"> i. I can access training opportunities available to me ii. I have to compete with other doctors for access to opportunities iii. I have to compete with other health professionals for access to opportunities

		<p>For each statement, please select one of</p> <ol style="list-style-type: none"> Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree
Q49. (p)	<p>Thinking about access to teaching and research in your setting, to what extent do you agree or disagree with the following statements?</p>	<p>Statements</p> <ol style="list-style-type: none"> I have access to protected study time/leave My clinical load is reduced to accommodate my protected study time/leave Staff from my workplace/current attachment/ my employer supports me to attend formal and informal teaching sessions I am able to participate in research activities I am able to attend conferences, courses, and/or external education events <p>For each statement, please select one of</p> <ol style="list-style-type: none"> Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree
Q51.	<p>Which of the following statements best describes the interaction between your training requirements and your job responsibilities?</p>	<p>My job responsibilities...</p> <ol style="list-style-type: none"> Never prevent me from meeting my training requirements Rarely prevent me from meeting my training requirements Sometimes prevent me from meeting my training requirements Often prevent me from meeting my training requirements
Q52. (p)	<p>To what extent have the following educational activities been useful in your development as a doctor?</p> <p><u>Hover text for Team or unit-based activities</u></p>	<p>Statements</p> <ol style="list-style-type: none"> Online modules (formal and/or informal) Teaching in the course of patient care (bedside teaching) Team or unit-based activities Medical/surgical and /or hospital-wide meetings such as grand rounds and/or practice-based meetings, Primary Health Organisation meetings

	Such as mortality and morbidity audits (M&Ms), peer review, case presentations and seminars, journal club, radiology, and pathology meetings	<ul style="list-style-type: none"> v. Multidisciplinary meetings vi. Simulation teaching vii. Mentoring viii. Practising in a community-based attachment <p>For each statement, please select one of</p> <ul style="list-style-type: none"> a. Strongly agree b. Agree c. Neither agree nor disagree d. Disagree e. Strongly disagree f. Not available
Q54.	Overall, how would you rate the quality of teaching?	<ul style="list-style-type: none"> a. Excellent b. Good c. Average d. Poor e. Very poor
SECTION 6 of 11: ASSESSMENT		
Q55. (p)	Did you receive an assessment for your previous clinical attachment (e.g. end of run rating, feedback, multi-source feedback)?	<ul style="list-style-type: none"> a. Yes b. No <p>IF Q55 (p) = b. No, SKIP to Q57.</p>
Q56. (p)	<p>IF Q55 (p) = a. Yes</p> <p>To what extent do you agree or disagree with the following statements?</p>	<p>Statements</p> <p>The assessment from my previous clinical attachment</p> <ul style="list-style-type: none"> i. Was relevant to my training ii. Included an opportunity to discuss feedback about my progress as a house officer iii. Provided me with useful feedback about my progress as a house officer iv. Was conducted fairly v. Provided me with feedback that helped me identify future goals or areas to improve on

For each statement, please select one of

- a. Strongly agree
- b. Agree
- c. Neither agree nor disagree
- d. Disagree
- e. Strongly disagree

SECTION 7 of 11: WORKPLACE ENVIRONMENT AND CULTURE

If you have only been training in your current setting for less than 4 weeks, please answer based on your previous setting, unless the question specifies otherwise.

<p>Q57.</p>	<p>How would you rate the quality of the following in your setting?</p>	<p>Statements</p> <ul style="list-style-type: none"> i. Reliable internet for training purposes ii. Educational resources (e.g. simulation resources, online journal access) iii. Working space, such as a desk and computer iv. Teaching spaces v. Private meeting space for conversations with peers vi. Private meeting space for conversations with supervisors vii. Video-conferencing facilities viii. Dedicated space for meal breaks ix. Dedicated space for rest <p>For each statement, please select one of</p> <ul style="list-style-type: none"> a. Excellent b. Good c. Average d. Poor e. Very poor f. Not provided g. Not applicable in my setting
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<p>Q58.</p>	<p>Thinking about the workplace environment and culture in your setting, to what extent do you agree or disagree with the following statements?</p>	<p>Statements</p> <ul style="list-style-type: none"> i. Most senior medical staff are supportive ii. My workplace supports staff wellbeing iii. Most senior allied health and nursing staff are supportive iv. In practice, my workplace supports me to achieve a good work/life balance v. I have a good work/life balance vi. There is a positive culture at my workplace vii. Bullying, harassment, and discrimination by anyone are not tolerated at my workplace viii. Racial harassment not tolerated at my workplace ix. I know how to raise concerns/issues about bullying, harassment, and discrimination (including racial harassment) in my workplace x. I am confident that I would raise concerns/issues about bullying, harassment, and discrimination (including racial harassment) in my workplace xi. I could access support from my workplace if I experienced stress or a traumatic event <p>For each statement, please select one of</p> <ul style="list-style-type: none"> a. Strongly agree b. Agree c. Neither agree nor disagree d. Disagree e. Strongly disagree f. Prefer not to say
<p>Q59.</p>	<p>Thinking about your workplace, have you experienced and/or witnessed any of the following in the past 12 months?</p> <p>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.</p>	<ul style="list-style-type: none"> 1. Bullying <ul style="list-style-type: none"> • Experienced • Witnessed • Neither 2. Sexual harassment <ul style="list-style-type: none"> • Experienced

<p>Sexual harassment is:</p> <ul style="list-style-type: none"> • 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. <p>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.</p> <p>Racial harassment is the use of language (whether written or spoken), or visual material, or physical behaviour that:</p> <ul style="list-style-type: none"> • 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. <p>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</p>	<ul style="list-style-type: none"> • Witnessed • Neither <p>3. Harassment (excluding sexual and racial harassment)</p> <ul style="list-style-type: none"> • Experienced • Witnessed • Neither <p>4. Racial harassment</p> <ul style="list-style-type: none"> • Experienced • Witnessed • Neither <p>5. Discrimination (excluding racial harassment)</p> <ul style="list-style-type: none"> • Experienced • Witnessed • Neither <p>IF 'Neither' to <u>all</u> Q59 1, 2, 3, 4 & 5 SKIP to Q67.</p>
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Bullying or harassment at work is never acceptable. If you're feeling uncomfortable or would like support in relation to anything you may be experiencing at work, support is available. You can talk to someone through the Employee Assistance Programme (EAP) offered by your training provider or employer. Your workplace may also have an occupational health service.

If you witness or experience a doctor, or another registered health professional, acting in a manner which may be a breach of professional standards, you can also raise that with their employer, with the Medical Council (for doctors) or with the relevant health regulator (for other health professions, for example, the Nursing Council). You are welcome to discuss your concerns with the Medical Council team. You can find more information about how to do so at [Conduct and competence concerns | Medical Council](#)

<p>Q60.</p>	<p>Who was responsible for the bullying, harassment (including racial harassment), and/or discrimination, that you experienced/witnessed?</p> <p>(Please select all that apply per column)</p>	<ol style="list-style-type: none"> 1. Senior medical staff (e.g. consultants, specialists) 2. Medical colleague (e.g. registrar or other doctors in training) 3. Nurse or midwife 4. Other health practitioner 5. Hospital management 6. Administrative staff 7. Patient and/or patient family/whānau/carer 8. Other <p>Prefer not to say</p>
<p>Q61.</p>	<p>IF Q60. = 1,2, 3, 4, 5, 6 experienced and/or witnessed</p> <p>The person responsible was:</p> <p>(Please select all that apply)</p>	<ol style="list-style-type: none"> 1. In my team 2. In my department but not in my team 3. From another department <p>Prefer not to say</p>
<p>Q62.</p>	<p>IF Q61. = 1. In my team or = 2. In my department but not my team</p> <p>Was the person one of your supervisors?</p>	<ol style="list-style-type: none"> 1. Yes 2. No 3. Prefer not to say
<p>Q63.</p>	<p>IF Q59. = either experienced, witnessed or both:</p> <p>Have you reported it?</p>	<ol style="list-style-type: none"> 1. Yes 2. No
<p>Q64a.</p>	<p>IF Q63. = 2. No, not reported</p> <p>What prevented you from reporting it?</p>	<ol style="list-style-type: none"> 1. Lack of processes in place 2. I wasn't provided information on how or who to report to 3. Concern about repercussions 4. Lack of support

	(Please select all that apply)	5. Nothing will be done if I do report it 6. I feel it is not accepted practice to report it 7. Other 8. Prefer not to say
Q64b.	IF Q63. = 1. Yes, reported: Has the report been followed up?	1. Yes 2. No 3. Unsure
Q65.	IF Q64b. = 1. Yes, followed up: Are you satisfied with how the report was followed up?	1. Yes 2. No 3. Unsure
Q66.	IF Q59. response is 'witnessed' or 'experienced' to any of the behaviours Has the incident adversely affected your medical training?	1. No effect 2. Minor effect 3. Moderate effect 4. Major effect 5. Unsure
Q67.	Do you know how to access support for your health if you need it? (including for stress and other psychological distress)?	a. Yes b. No c. Unsure
Q68.	How often do the following adversely affect your wellbeing in your setting?	Statements <ul style="list-style-type: none"> i. The amount of work I am expected to do ii. Having to work paid overtime iii. Having to work unpaid overtime iv. Dealing with patient expectations v. Dealing with patients' families/whānau vi. Expectations of supervisors vii. Supervisor feedback viii. Having to relocate for work ix. Being expected to do work that I don't feel confident doing x. Lack of appreciation xi. Workplace conflict

		<p>For each statement, please select one of</p> <ul style="list-style-type: none"> a. Always b. Often c. Sometimes d. Never e. Not applicable
Q69.	How would you rate your workload in your setting?	<ul style="list-style-type: none"> a. Very light b. Light c. Moderate d. Heavy e. Very heavy
Q70.	How has your workload affected your training?	<ul style="list-style-type: none"> a. Positive impact b. Negative impact c. No impact d. Unsure
Q71.	<p>On average in the past month, how many hours per week have you worked?</p> <p><u>Hover text for “per week”</u> This includes rostered, unrostered, claimed and unclaimed overtime and recall. This does not include undisturbed on-call.</p>	<ul style="list-style-type: none"> a. 20 hours or less b. 21 – 30 hours c. 31 – 40 hours d. 41 – 50 hours e. 51 – 60 hours f. 61 – 70 hours g. 71 – 80 hours h. 81 -90 hours i. More than 90 hours
Q72.	For any unrostered overtime you have completed in the past, how often did...?	<p>Statements</p> <ul style="list-style-type: none"> i. Working unrostered overtime have a negative impact on your training ii. Working unrostered overtime provide you with more training opportunities <p>For each statement, please select one of</p> <ul style="list-style-type: none"> a. Always

- b. Often
- c. Sometimes
- d. Never
- e. Not applicable

SECTION 8 of 11: PATIENT SAFETY

If you have only been training in your current setting for less than 4 weeks, please answer based on your previous setting.

Q73.	In your setting, how would you rate the quality of your training on how to raise concerns about patient safety in clinical care?	<ul style="list-style-type: none"> a. Excellent b. Good c. Average d. Poor e. Very poor f. I did not receive training
Q74. (p)	Thinking about patient care and safety in your current setting, to what extent do you agree or disagree with the following statements?	<p>Statements</p> <ul style="list-style-type: none"> i. I know how to report concerns about patient care and safety ii. There is a culture of proactively dealing with concerns about patient care and safety iii. I am confident to raise concerns about patient care and safety iv. I have received training on how to provide culturally safe care v. Patients' views are actively sought and considered in their care and treatment vi. I am not expected to gain informed consent beyond my capabilities <p>For each statement, please select one of</p> <ul style="list-style-type: none"> a. Strongly agree b. Agree c. Neither agree nor disagree d. Disagree e. Strongly disagree
Q75. (p)	Thinking about patient care and safety and the handover procedures in your setting, to what extent	Statements

	<p>do you agree or disagree with the following statements?</p>	<ul style="list-style-type: none"> i. The handover procedure from day to evening shift ensures patient care and safety are maintained ii. The handover procedure from evening to night shift ensures patient care and safety are maintained iii. The handover procedure from night to morning shift ensures patient care and safety are maintained iv. I understand my role in the handover procedure <p>For each statement, please select one of</p> <ul style="list-style-type: none"> a. Strongly agree b. Agree c. Neither agree nor disagree d. Disagree e. Strongly Disagree f. Not applicable
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SECTION 9 of 11: OVERALL SATISFACTION AND FULFILMENT

If you have only been training in your current setting for less than 4 weeks, please answer based on your previous setting.

<p>Q77.</p>	<p>Thinking about your setting, to what extent do you agree or disagree with the following statements?</p>	<p>Statements</p> <ul style="list-style-type: none"> i. I would recommend my <u>current training position</u> to other house officers ii. I would recommend my <u>current workplace</u> as a place to train iii. Training has helped me become more confident in my clinical practice iv. My training is rewarding <p>For each statement, please select one of</p> <ul style="list-style-type: none"> a. Strongly agree b. Agree c. Neither agree nor disagree d. Disagree e. Strongly disagree
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SECTION 10 of 11: FUTURE CAREER INTENTIONS

Q78. (p)	Do you intend to become vocationally registered (a specialist)?	a. Yes b. No c. Unsure IF Q78 (p) = b. No or c. Unsure SKIP to Q81.
Q79. (p)	Which specialty are you most interested in pursuing?	a. Anaesthesia b. Cardiothoracic surgery c. Clinical genetics d. Dermatology e. Diagnostic and interventional radiology f. Emergency medicine g. Family planning and reproductive health h. General practice i. General surgery j. Intensive care medicine k. Internal medicine l. Medical administration m. Musculoskeletal medicine n. Neurosurgery o. Obstetrics and gynaecology p. Occupational and environmental medicine q. Ophthalmology r. Oral and maxillofacial surgery s. Orthopaedic surgery t. Otolaryngology, head, and neck surgery u. Paediatric surgery v. Paediatrics w. Pain medicine x. Palliative medicine y. Pathology z. Plastic and reconstructive surgery

		aa. Psychiatry bb. Public health medicine cc. Radiation oncology dd. Rehabilitation medicine ee. Rural hospital medicine ff. Sexual health medicine gg. Sport and exercise medicine hh. Urgent care ii. Urology jj. Vascular surgery kk. Unsure
Q81.	Thinking about your future career, are you interested in the following areas?	I am interested in getting involved in: <ol style="list-style-type: none"> i. Māori health/healthcare ii. Pacific Peoples' health/healthcare iii. Rural practice iv. Medical research v. A formal teaching role in medical education <p>For each area, please select one of</p> <ol style="list-style-type: none"> a. Yes b. No c. Unsure
Q82. (p)	Thinking about your future career, to what extent do you agree or disagree with the following statements?	SHOW i. only IF Q78 (p) = a. Yes, intend to become vocationally registered (specialist) <p>Statements</p> <ol style="list-style-type: none"> i. I am concerned about being able to secure a place in my preferred college training programme ii. I am concerned about whether I will be able to secure employment on completion of training iii. I am considering a future outside of medicine in the next 12 months

For each statement, please select one of

- a. Strongly agree
- b. Agree
- c. Neither agree nor disagree
- d. Disagree
- e. Strongly disagree

SECTION 11 of 11: ABOUT YOU

Finally, we would like to ask some questions about you.

Q84.	Do you identify as...?	<ul style="list-style-type: none"> a. Man or male b. Woman or female c. Non-binary d. I use a different term e. Prefer not to say
Q85.	What is your age?	<ul style="list-style-type: none"> a. 20 to 24 b. 25 to 29 c. 30 to 34 d. 35 to 39 e. 40 to 45 f. 45+ g. Prefer not to say
Q86.	<p>Do you identify as a person with a disability?</p> <p><u>Hover text for disability</u> The definition of disability includes sensory, intellectual, neurodiverse, physical, and mental illness – where the disability is permanent or is likely to be permanent.</p>	<ul style="list-style-type: none"> a. Yes b. No c. Prefer not to say
Q87.	<p>Which ethnic group(s) do you belong to?</p> <p>This format reflects the classification standard provided by Stats NZ.</p>	<ul style="list-style-type: none"> a. New Zealand European b. Māori c. Samoan d. Cook Island Māori e. Tongan

	(Please select all that apply to you)	<p>f. Niuean</p> <p>g. Chinese</p> <p>h. Indian</p> <p>i. Other – e.g. Dutch, Japanese, Tokelauan. Select from the other ethnic groups using the fields below (being typing to search)</p> <div style="border: 1px solid #ccc; padding: 2px; width: 150px; margin-bottom: 5px;">Search for ethnicity...</div> <div style="border: 1px solid #ccc; padding: 2px; width: 150px;">Search for ethnicity...</div> <p>j. I don't know my ethnicity</p> <p>k. I don't want to state my ethnicity</p>
Q88.	<p>During your usual work week, do you spend time providing unpaid care, help, or assistance for family/whānau members or others?</p> <p>(Please select all that apply)</p>	<p>a. Yes – Sole parenting responsibilities</p> <p>b. Yes – Co-parenting responsibilities</p> <p>c. Yes – Primary caregiving responsibilities (for adult(s))</p> <p>d. Yes – Shared caregiving responsibilities (for adult(s))</p> <p>e. No</p> <p>f. Prefer not to say</p>
Q89.	<p>IF Q70a. = a. b. c. or d</p> <p>How does providing care or assistance for family/whānau members or others impact training?</p>	<p>a. Distracts from training</p> <p>b. Enhances training</p> <p>c. Neither distracts from nor enhances training</p> <p>d. Prefer not to say</p>
Q90.	<p>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?</p>	<p>a. Yes – commitments distract from training</p> <p>b. Yes – commitments do not distract from training</p> <p>c. Yes – commitments enhance training</p> <p>d. No notable commitments</p> <p>e. Prefer not to say</p>

Is there anything you'd like to share about your experience with this survey?

You've reached the final question. Before submitting, you may go back to review or change your responses using the back button. Please note that once you submit, your answers cannot be edited.

When you're ready, click Submit to finish the survey.

Thank you for completing Torohia.

Your response is important and will help shape the future of medical training in Aotearoa New Zealand.

The results of the survey will be available in December 2025. You will be able to view the results on the Torohia website www.torohia.org.nz

