



Torohia - Medical Training Survey for New Zealand

Vocational 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 10: YOUR CURRENT ROLE

Q1.	<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>
Q2.	<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>
Q3.	<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>

		<p>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.		
Survey branches here - If vocational training selected in Q1, questions are as follows:		
Q6. (v) What district do you work in?		<p>Northern Te Tai Tokerau</p> <p>a. Northland b. Waitematā c. Auckland d. Counties Manukau</p> <p>Midland Te Manawa Taki</p> <p>e. Waikato f. Lakes g. Bay of Plenty h. Tairāwhiti i. Taranaki</p> <p>Central Te Ikaroa</p> <p>j. Whanganui k. Hawke's Bay l. Manawatū MidCentral m. Wairarapa n. Wellington, Kapiti Coast & Hutt Valley</p> <p>South Island Te Waipounamu</p> <p>o. Nelson Marlborough p. Canterbury & West Coast q. South Canterbury r. Southern</p>

		s. My work is not region specific (e.g. working at ACC, completing a university paper)
Q8. (v)	Is your current rotation/placement predominantly in a public hospital?	a. Yes b. No IF Q8. (v) = b. No SKIP to Q11b (v).
Q9.	IF Q8 (v) = 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.	Q6 (v) = a. Northland <ul style="list-style-type: none"> Kaitaia Hospital Bay of Islands Hospital Dargaville Hospital Whangarei Hospital Other - 'Please specify' Q6 (v) = b. Waitematā <ul style="list-style-type: none"> North Shore Hospital Waitakere Hospital Other - 'Please specify' Q6 (v) = c. Auckland <ul style="list-style-type: none"> Auckland City Hospital Greenlane Clinical Centre Starship Children's Hospital Manukau SuperClinic Other - 'Please specify' Q6 (v) = d. Counties Manukau <ul style="list-style-type: none"> Middlemore Hospital Pukekohe Hospital Botany SuperClinic Other - 'Please specify' Q6 (v) = e. Waikato

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

Q6 (v) = f. Lakes

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

Q6 (v) = g. Bay of Plenty

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

Q6 (v) = h. Tairāwhiti

- Tairāwhiti Hospital
- Other - 'Please specify'

Q6 (v) = i. Taranaki

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

Q6 (v) = j. Manawatū/MidCentral

- Palmerston North Hospital
- Horowhenua Health Centre
- Dannevirke Community Hospital

- Other - 'Please specify'

Q6 (v) = k. Whanganui

- Whanganui Hospital
- Other - 'Please specify'

Q6 (v) = l. Wellington, Kapiti Coast & Hutt Valley

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

Q6 (v) = m. Wairarapa

- Wairarapa Hospital
- Other - 'Please specify'

Q6 (v) = n. Hawke's Bay

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

Q6 (v) = o. Canterbury & West Coast

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

	<ul style="list-style-type: none"> • Buller Health Centre • Other - 'Please specify' <p>Q6 (v) = p. Nelson Marlborough</p> <ul style="list-style-type: none"> • Nelson Hospital • Wairau Hospital • Other - 'Please specify' <p>Q6 (v) = q. South Canterbury</p> <ul style="list-style-type: none"> • Timaru Hospital • Other - 'Please specify' <p>Q6 (v) = 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'
Q11a. (v)	<p>IF Q8 (v) = a. Yes, in a public hospital</p> <p>Select any additional settings you work in, other than your current rotation/placement in a hospital.</p> <p>(Select one or more responses)</p> <p>a. I am not working in any other settings b. Māori health service c. Pacific Peoples health service d. Aged care facility e. Community health service (including hospice) f. Urgent care clinic g. Mental health service</p>

		<ul style="list-style-type: none"> h. Correctional service i. General practice clinic j. Medical laboratory k. Private practice (excluding GP) l. Private hospital - 'Please specify name of hospital' m. Research n. Formal teaching in medical education o. Government department p. ACC q. Postgraduate study r. Public Health Service s. Other - 'Please specify'
Q11b. (v)	<p>OR IF Q8 (v) = 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. Research m. Formal teaching in medical education n. Government department o. ACC p. Postgraduate study q. Public Health Service r. Other - 'Please specify'
Q12.	IF Q8 (v) = b. No, not in a hospital	Address finder look-up function

	Where is your current setting?	<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?	<p>a. Yes b. No</p>
Q14.	Which area are you currently practising in?	<p>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</p>

- 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
- ll. Other - 'Please specify'

SECTION 2 of 10: ORIENTATION

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

Q19. (v)	Did you receive an orientation to your setting?	<ul style="list-style-type: none"> a. Yes, a formal timetabled orientation b. Yes, but it was largely informal c. No <p>IF Q19 (v) = c. No SKIP to Q26 (v)</p>
Q20. (v)	<p>IF Q19 (v) = 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

SECTION 3 of 10: TRAINING CURRICULUM & ASSESSMENT

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

Q26. (v)	Which vocational training programme(s) are you doing?	<ul style="list-style-type: none"> a. Adult Internal Medicine (RACP) <p>IF a. What stage of training are you in?</p> <ul style="list-style-type: none"> • Basic training
-----------------	--	--

<p>Q27a-jj. (v)</p>	<p>Please select up to a maximum of two.</p> <p>What stage/phase/type of trainee/year are you in? (for those specialties that have a stage/phase)</p> <p>Ask for each of the training programmes if 2 are selected.</p>	<ul style="list-style-type: none"> • Advanced training b. Anaesthesia (ANZCA) IF b. What stage of training are you in? <ul style="list-style-type: none"> • Introductory training (IT) • Basic training (BT) • Advanced training (AT) • Provisional Fellowship training (PFT) c. Cardiothoracic Surgery (RAOS) IF c. What stage of training are you in? <ul style="list-style-type: none"> • Surgical Education and Training 1 (SET1) • Surgical Education and Training 2 (SET2) • Surgical Education and Training 3 (SET2) • Surgical Education and Training 4 (SET4) • Surgical Education and Training 5 (SET5) • Surgical Education and Training 6 (SET6) d. Clinical Genetics (RACP) e. Dermatology (RACP) f. Radiology - Diagnostic and Interventional Radiology (RANZCR) IF f. What phase of training are you in? <ul style="list-style-type: none"> • Phase 1 • Phase 2 • Phase 3 g. Emergency Medicine (ACEM) IF g. What stage of training are you in?
---------------------------------------	--	---

	<ul style="list-style-type: none">• Training stage 1 (TS1)• Training stage 2 (TS2)• Training stage 3 (TS3)• Training stage 4 (TS4) <p>h. General Practice (RNZCGP) IF h. What stage of training are you in?</p> <ul style="list-style-type: none">• GPEP1• GPEP2• GPEP3+• Other <p>i. General Surgery (RACS) IF i. What stage of training are you in?</p> <ul style="list-style-type: none">• Surgical Education and Training 1 (SET1)• Surgical Education and Training 2 (SET2)• Surgical Education and Training 3 (SET2)• Surgical Education and Training 4 (SET4)• Surgical Education and Training 5 (SET5) <p>j. Intensive Care Medicine (CICM) IF j. What phase of training are you in? RECHECK</p> <ul style="list-style-type: none">• Training stage 1 (TS1) Phase 0• Training stage 2 (TS2) Phase 1• Training stage 3 (TS3) Phase 2• Training stage 4 (TS4) Phase 3 <p>k. Medical Administration (RACMA) IF k. What phase of training are you in?</p> <ul style="list-style-type: none">• Foundation
--	---

- Advanced
- Not applicable (pre-2025 candidate)

l. Musculoskeletal Medicine (NZCMM)

m. Neurosurgery (RACS)

IF m. What stage of training are you in?

- Surgical Education and Training 1 (SET1)
- Surgical Education and Training 2 (SET2)
- Surgical Education and Training 3 (SET3)
- Surgical Education and Training 4 (SET4)
- Surgical Education and Training 5 (SET5)

n. Obstetrics and Gynaecology (RANZCOG)

IF n. What type of trainee are you?

- Basic trainee
- Advanced trainee

o. Occupational and Environmental Medicine (AFOEM RAOP)

p. Ophthalmology (RANZCO)

IF p. What stage of training are you in?

- Basic training
- Advanced training
- Final year training

q. Oral and Maxillofacial Surgery (RACDS)

IF q. What year of training are you in?

- 1st year
- 2nd year

	<ul style="list-style-type: none">• 3rd year• 4th year <p>r. Orthopaedic Surgery (RACS)</p> <p>IF c. What stage of training are you in?</p> <ul style="list-style-type: none">• Surgical Education and Training 1 (SET1)• Surgical Education and Training 2 (SET2)• Surgical Education and Training 3 (SET2)• Surgical Education and Training 4 (SET4)• Surgical Education and Training 5 (SET5) <p>s. Otolaryngology, Head, and Neck Surgery (RAOS)</p> <p>IF s. What stage of training are you in?</p> <ul style="list-style-type: none">• Surgical Education and Training 1 (SET1)• Surgical Education and Training 2 (SET2)• Surgical Education and Training 3 (SET2)• Surgical Education and Training 4 (SET4)• Surgical Education and Training 5 (SET5) <p>t. Paediatric Surgery (RACS)</p> <p>IF t. What stage of training are you in?</p> <ul style="list-style-type: none">• Surgical Education 1 (SET1)• Surgical Education and Training 2 (SET2)• Surgical Education and Training 3 (SET2)• Surgical Education and Training 4 (SET4)• Surgical Education and Training 5 (SET5) <p>u. Paediatrics and Child Health (RACP)</p> <p>IF u. What stage of training are you in?</p> <ul style="list-style-type: none">• Basic training
--	---

	<ul style="list-style-type: none">• Advanced training <p>v. Pain Medicine (ANZCA)</p> <p>w. Palliative Medicine (RACP)</p> <p>x. Pathology (RCPA)</p> <p>y. Plastic and Reconstructive Surgery (RACS)</p> <p>z. Psychiatry (RANZCP)</p> <p>IF z. What stage of training are you in?</p> <ul style="list-style-type: none">• Stage 1• Stage 2• Stage 3 <p>aa. Public Health Medicine (NZCPHM)</p> <p>IF aa. What stage of training are you in?</p> <ul style="list-style-type: none">• Basic training• Advanced training <p>bb. Public Health Medicine AFPHM (RACP)</p> <p>cc. Radiology - Radiation Oncology (RANZCR)</p> <p>IF cc. What phase of training are you in?</p> <ul style="list-style-type: none">• Phase 1• Phase 2 <p>dd. Rehabilitation Medicine (AFRM (RACP))</p> <p>ee. Rural Hospital Medicine (DRHMNZ(RNZCGP))</p> <p>ff. Sexual Health Medicine (AChSHM (RACP))</p> <p>IF ff. What stage of training are you in?</p>
--	---

	<ul style="list-style-type: none">• Basic• Advanced <p>gg. Sport and Exercise Medicine (ACSEP)</p> <p>hh. Urgent Care (RNZCUC)</p> <p>IF hh. If you started in or before 2024, are you a?</p> <ul style="list-style-type: none">• Junior registrar• Senior registrar <p>OR if you started in 2025, which phase of training are you in?</p> <ul style="list-style-type: none">• Basic• Advanced• Provisional Fellowship <p>ii. Urology (RACS)</p> <p>IF ii. What stage of training are you in?</p> <ul style="list-style-type: none">• Surgical Education and Training 1 (SET1)• Surgical Education and Training 2 (SET2)• Surgical Education and Training 3 (SET2)• Surgical Education and Training 4 (SET4)• Surgical Education and Training 5 (SET5) <p>jj. Vascular Surgery (RACS)</p> <p>IF jj. What stage of training are you in?</p> <ul style="list-style-type: none">• Surgical Education and Training 1 (SET1)• Surgical Education and Training 2 (SET2)• Surgical Education and Training 3 (SET2)• Surgical Education and Training 4 (SET4)• Surgical Education and Training 5 (SET5)
--	---

		kk. Other - 'Please specify'
ASK QUESTIONS Q28 (v) to Q36 (v) for EACH vocational training programme selected in Q26 (v).		
Q28. (v)	<p>Ask for each vocational training programme selected in Q20:</p> <p>How many years have you been in the [INSERT VOCATIONAL TRAINING PROGRAMME (COLLEGE) SELECTED] vocational training programme?</p>	<ul style="list-style-type: none"> a. 1 or less b. 2 c. 3 d. 4 e. 5 f. 6 g. 7 h. 8 i. 9 j. 10 or more k. I don't know
Q29. (v)	<p>Thinking about your [INSERT VOCATIONAL TRAINING PROGRAMME (COLLEGE) SELECTED], training programme to what extent do you agree or disagree with each of the following statements?</p> <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>Statements</p> <ul style="list-style-type: none"> i. The college training programme is relevant to my development as a doctor ii. There are opportunities to meet the requirements of the training programme in my current setting iii. I understand what I need to do to meet my training requirements iv. The college supports flexible training arrangements v. The college training programme offers opportunities for me to select a rotation/placement in a community that I identify with vi. The college training programme offers opportunities for me to select a rotation/placement in a geographical location of my choice <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. Unsure
Q30. (v)	Thinking about your [INSERT VOCATIONAL TRAINING PROGRAMME (COLLEGE) SELECTED], training programme to what extent do you agree or disagree with the following statements?	<p>Statements</p> <ul style="list-style-type: none"> i. The financial cost of my college training programme has led to stress ii. My college provides clear and accessible information about how my fees are spent iii. The cost of my college training programme has been a barrier to my progression in the training programme <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. Unsure
Q31. (v)	Thinking about how the [INSERT VOCATIONAL TRAINING PROGRAMME (COLLEGE) SELECTED], training programme communicates with you about your training programme, to what extent do you agree or disagree with the following statements?	<p>Statements</p> <ul style="list-style-type: none"> i. My college clearly communicates the requirements of my training programme ii. My college clearly communicates with me about changes to my training programme and how they affect me iii. I know who to contact at the college about my training programme iv. My college is helpful and responsive to my questions about my training programme <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
Q32. (v)	In the last 12 months, have you sat one or more exams from [INSERT VOCATIONAL TRAINING PROGRAMME (COLLEGE) SELECTED]?	<ul style="list-style-type: none"> a. Yes b. No

		IF Q32 (v) = b. No, SKIP to Q35 (v)
Q33. (v)	Have you received the results of your most recent exam from [INSERT VOCATIONAL TRAINING PROGRAMME (COLLEGE) SELECTED]?	<p>a. Yes b. No</p> <p>IF Q33 (v) = b. No, SKIP to Q35 (v)</p>
Q34. (v)	IF Q33 (v) = Yes Did you pass the exam for [INSERT VOCATIONAL TRAINING PROGRAMME (COLLEGE) SELECTED]?	<p>a. Yes b. No c. Prefer not to say</p>
Q35. (v)	Thinking about all your ([INSERT VOCATIONAL TRAINING PROGRAMME (COLLEGE) SELECTED] exam(s) not just the most recent, to what extent do you agree or disagree with the following statements?)	<p>Statements</p> <p>i. The exam(s) reflected the college training curriculum ii. The information the college provided about the exam(s) was accurate and appropriate iii. The exam(s) ran smoothly on the day iv. The exam(s) were conducted fairly v. I received useful feedback about my performance in the exam(s) vi. The feedback was timely vii. I received support from my college when needed</p> <p>For each statement, please select one of</p> <p>a. Strongly agree b. Agree c. Neither agree nor disagree d. Disagree e. Strongly disagree f. Not applicable</p>
Q36. (v)	Thinking about how the [INSERT VOCATIONAL TRAINING PROGRAMME (COLLEGE) SELECTED] training programme engages with you, to what extent do you agree or disagree with the following statements?)	<p>Statements</p> <p>i. The college seeks my views on the training programme ii. There are trainee representatives on the college's training and/or education committees iii. The college provides me with access to psychological and/or mental health support services</p>

	<p>iv. There are safe mechanisms for raising training/wellbeing concerns with the college</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
--	--

SECTION 4 of 10: CLINICAL SUPERVISION

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

Q38. (v)	<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 <p>IF e. Other, display free text box, max 50 characters with 'Please specify'</p> <ol style="list-style-type: none"> I don't have a clinical supervisor I am not in a clinical role <p>IF Q38 (v) = f. or g. SKIP to Q45 (v).</p>
Q39.	<p>To what extent do you agree or disagree with the following statements?</p> <p>In my setting, if my clinical supervisor(s) is not available...</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>For each statement, please select one of</p> <ol style="list-style-type: none"> Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

Q41. (v)	In your setting how would you rate the quality of your overall clinical supervision for...	<p>Statements</p> <ul style="list-style-type: none"> i. Helpfulness of supervisor ii. Accessibility of supervisor iii. Regular, informal feedback iv. Regular, formal feedback v. Usefulness of feedback vi. Discussions about your goals and learning objectives vii. Supporting you to meet your training plan/pathway requirements viii. Providing opportunities to develop your skills ix. Ensuring your work is appropriate to your level of training x. Completing workplace-based assessments <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
Q42.	IF Q31. = a. b. c. d. or e. For your setting, how would you rate the quality of your clinical supervision?	<ul style="list-style-type: none"> a. Excellent b. Good c. Average d. Poor e. Very poor
Q45. (v)	Has your performance been assessed in your setting?	<ul style="list-style-type: none"> a. Yes b. No - but this is scheduled c. No - but I would like it to be d. No - it is not necessary e. Unsure

SECTION 5 of 10: 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.

Q47. (v)	<p>In your setting, do you have sufficient opportunities to develop your skills and knowledge in the following areas?</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>	<p>Areas</p> <ul style="list-style-type: none"> i. Theoretical knowledge ii. Clinical skills iii. Skills in the care and treatment of patients with disabilities iv. Procedural skills v. Teaching and supervision skills vi. Ethics vii. Leadership and management viii. Communication ix. Cultural safety x. Research xi. Hauora Māori (Māori health and wellbeing) xii. Skills in delivering care that supports equitable health outcomes (pro-equity care) xiii. Reflect tikanga Māori in your practice <p>For each area, please select one of</p> <ul style="list-style-type: none"> a. Yes b. No c. Not applicable
Q48.	<p>Thinking about your access to opportunities to develop your skills, 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> <ul style="list-style-type: none"> a. Strongly agree b. Agree c. Neither agree nor disagree d. Disagree e. Strongly disagree f. Not applicable in my setting

Q50. (v)	<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> <ul style="list-style-type: none"> i. I have access to protected study time/leave ii. I am able to attend conferences, courses, and/or external education events iii. My employer supports me to attend formal and informal teaching sessions iv. I am able to participate in research activities <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
Q51.	<p>Which of the following statements best describe the interaction between your training requirements and your job responsibilities?</p>	<p>My job responsibilities...</p> <ul style="list-style-type: none"> a. Never prevent me from meeting my training requirements b. Rarely prevent me from meeting my training requirements c. Sometimes prevent me from meeting my training requirements d. Often prevent me from meeting my training requirements
Q53. (v)	<p>To what extent do you agree or disagree that the following educational activities have been useful in your development as a doctor?</p> <p><u>Hover text for team or unit-based activities</u> Such as mortality and morbidity audits (M&Ms), peer group meetings, case presentations and seminars, journal club, radiology, and pathology meetings</p>	<p>Statements</p> <ul style="list-style-type: none"> i. Formal education programme ii. Online modules (formal and/or informal) iii. Teaching in the course of patient care (bedside teaching) iv. Team or unit-based activities v. Practice based audits vi. Medical/surgical and /or hospital-wide meetings such as grand rounds and/or practice-based meetings, Primary Health Organisation meetings vii. Multidisciplinary meetings viii. Simulation teaching ix. Access to mentoring <p>For each statement, please select one of</p> <ul style="list-style-type: none"> a. Strongly agree

		<ul style="list-style-type: none"> b. Agree c. Neither agree nor disagree d. Disagree e. Strongly disagree f. Not available g. Not applicable in my setting
Q54.	Overall, how would you rate the quality of the formal teaching sessions?	<ul style="list-style-type: none"> a. Excellent b. Good c. Average d. Poor e. Very poor
SECTION 6 of 10: 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.		
Q57.	How would you rate the quality of the following in your setting?	<p>Statements</p> <ul style="list-style-type: none"> i. Reliable internet for training purposes ii. Educational resources (e.g. library, online journal access, simulation resources) 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

		<p>f. Not provided g. Not applicable in my setting</p>
Q58.	Thinking about the workplace environment and culture in your setting, to what extent do you agree or disagree with the following statements?	<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 is 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 discrimination) 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
Q59.	Thinking about your workplace, have you experienced and/or witnessed any of the following in the past 12 months?	<ul style="list-style-type: none"> 1. Bullying <ul style="list-style-type: none"> • Experienced • Witnessed • Neither

<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> <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</p>	<ol style="list-style-type: none"> 2. Sexual harassment <ul style="list-style-type: none"> • Experienced • Witnessed • Neither 3. Harassment (excluding sexual and racial harassment) <ul style="list-style-type: none"> • Experienced • Witnessed • Neither 4. Racial harassment <ul style="list-style-type: none"> • Experienced • Witnessed • Neither 5. Discrimination (excluding racial harassment) <ul style="list-style-type: none"> • Experienced • Witnessed • Neither <p>IF 'Neither' to <u>all</u> Q591, 2, 3, 4 & 5 SKIP to Q67.</p>
---	--

	<p>characteristics, which could include sex, marital status, religious belief, ethical belief, disability, age, political opinion, employment status, family status or sexual orientation</p>	
	<p>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.</p>	
	<p>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>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 9. Prefer not to say
Q61.	<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 4. Prefer not to say
Q62.	<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

Q63.	<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
Q64a.	<p>IF Q63. = 2. No, not reported</p> <p>What prevented you from reporting it?</p> <p>(Please select all that apply)</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 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.	<p>IF Q63. = 1. Yes, reported:</p> <p>Has the report been followed up?</p>	<ol style="list-style-type: none"> 1. Yes 2. No 3. Unsure
Q65.	<p>IF Q64b. = 1. Yes, followed up:</p> <p>Are you satisfied with how the report was followed up?</p>	<ol style="list-style-type: none"> 1. Yes 2. No 3. Unsure
Q66.	<p>IF Q59. response is 'witnessed' or 'experienced' to any of the behaviours</p> <p>Has the incident adversely affected your medical training?</p>	<ol style="list-style-type: none"> 1. No effect 2. Minor effect 3. Moderate effect 4. Major effect 5. Unsure
Q67.	<p>Do you know how to access support for your health if you need it? (including for stress and other psychological distress)?</p>	<ol style="list-style-type: none"> a. Yes b. No c. Unsure
Q68.	<p>How often do the following adversely affect your wellbeing in your setting?</p>	<p>Statements</p> <ol style="list-style-type: none"> i. The amount of work I am expected to do

		<ul style="list-style-type: none"> 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.	On average in the past month, how many hours per week have you worked? <p><u>Hover text for 'per week'</u></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

	This includes rostered, unrostered, claimed and unclaimed overtime and recall. This does not include undisturbed on-call.	<p>f. 61 - 70 hours g. 71 - 80 hours h. 81 - 90 hours i. More than 90 hours</p>
Q72.	For any unrostered overtime you have completed in the past, how often did...?	<p>Statements</p> <p>i. Working unrostered overtime have a negative impact on your training ii. Working unrostered overtime provide you with more training opportunities</p> <p>For each statement, please select one of</p> <p>a. Always b. Often c. Sometimes d. Never e. Not applicable</p>

SECTION 7 of 10: 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?	<p>a. Excellent b. Good c. Average d. Poor e. Very poor f. I did not receive training</p>
Q76. (v)	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> <p>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. There are processes in place at my workplace to support the safe handover of patients between shifts/practitioners v. I have received training on how to provide culturally safe care vi. Patients' views are actively sought and considered in their care and treatment</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 Not applicable
--	--

SECTION 8 of 10: 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.

Q77.	Thinking about your setting, to what extent do you agree or disagree with the following statements?	<p>Statements</p> <ol style="list-style-type: none"> I would recommend my <u>current training position</u> to other doctors I would recommend my <u>current workplace</u> as a place to train Training has helped me become more confident in my clinical practice My training is rewarding <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
-------------	--	--

SECTION 9 of 10: FUTURE CAREER INTENTIONS

Q80. (v)	Do you intend to continue in your specialty training programme(s)?	<ol style="list-style-type: none"> Yes No Undecided
Q81.	Thinking about your future career, are you interested in the following areas?	<p>I am interested in getting involved in:</p> <ol style="list-style-type: none"> Māori health/healthcare Pacific Peoples' health/healthcare Rural practice

		<p>iv. Medical research v. A formal teaching role in medical education</p> <p>For each area, please select one of</p> <ol style="list-style-type: none"> Yes No Unsure
Q83. (v)	Thinking about your future career, to what extent do you agree or disagree with the following statements?	<p>Statements</p> <ol style="list-style-type: none"> I am concerned I will not successfully complete my training programme(s) to attain Fellowship I am concerned about whether I will be able to secure employment on completion of training I am considering a future outside of medicine in the next 12 months <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

SECTION 10 of 10: ABOUT YOU

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

Q84.	Do you identify as...?	<ol style="list-style-type: none"> Man or male Woman or female Non-binary I use a different term Prefer not to say
Q85.	What is your age?	<ol style="list-style-type: none"> <30 years 30 to 34 35 to 39

		<p>d. 40 to 45 e. 45+ f. Prefer not to say</p>
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>	<p>a. Yes b. No c. Prefer not to say</p>
Q87.	<p>Which ethnic group(s) do you belong to?</p> <p>This format reflects the classification standard provided by Stats NZ. (Please select all that apply)</p>	<p>a. New Zealand European b. Māori c. Samoan d. Cook Island Māori e. Tongan f. Niuean g. Chinese h. Indian i. Other – e.g. Dutch, Japanese, Tokelauan. Select from the other ethnic groups using the fields below (begin typing to search)</p> <div style="border: 1px solid #ccc; padding: 2px; margin-bottom: 5px;">Search for ethnicity...</div> <div style="border: 1px solid #ccc; padding: 2px; margin-bottom: 5px;">Search for ethnicity...</div> <p>j. I don't know my ethnicity 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 b. Yes – Co-parenting responsibilities c. Yes – Primary caregiving responsibilities (for adult(s)) d. Yes – Shared caregiving responsibilities (for adult(s)) e. No f. Prefer not to say</p>
Q89.	IF Q70a. = a. b. c. or d	<p>a. Distracts from training b. Enhances training</p>

	How does providing care or assistance for family/whānau members or others impact your training?	<ul style="list-style-type: none"> c. Neither distracts from nor enhances training d. Prefer not to say
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?	<ul style="list-style-type: none"> a. Yes – commitments distract from training b. Yes – commitments do not distract from training c. Yes – commitments enhance training d. No notable commitments e. Prefer not to say
Q91. (v)	Did you complete your primary medical degree in New Zealand or Australia?	<ul style="list-style-type: none"> a. Yes – New Zealand b. Yes – Australia c. No – elsewhere
Q92. (v)	<p>IF Q71a. = c. No – elsewhere</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 vocational trainee doctors completed their primary degree in (if not in New Zealand or Australia).</p>	<ul style="list-style-type: none"> a. Bangladesh b. China c. England d. India e. Iraq f. Ireland g. Pakistan h. Philippines i. Russia j. Scotland k. South Africa l. Sri Lanka m. Wales n. Other - 'Please specify' o. Prefer not to say

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

