

The scores are in

Results from the 2018 Hospital Health Check demonstrate that things have improved from last year's disastrous showing

MORE THAN 700 doctors in training (DiTs) responded to the AMA (WA) Hospital Health Check survey online. This was the fourth annual evaluation of WA hospitals on a range of issues affecting junior doctors.

Questions once again covered the topics of teaching and training, morale and culture, rosters and overtime, wellbeing, leave, flexible work, and burnout.

This year we shifted the focus to what DiTs want from their hospitals so you will see different items under each of the headings.

While hospitals have improved their performance across most areas especially for issues relating to morale and culture, all with the exception of Joondalup Health Campus obtained an 'F' for matters relating to rosters/payslips/overtime.

Performance with regard to leave issues was equally if not more dismal with all hospitals receiving an 'F'.

RMOs lead the way with responding to the survey with almost 300 total respondents identifying as residents. Trainee respondents were from a range of disciplines including Dermatology, Anaesthesia and Pain Medicine, General Practice, RACP/BPT, Surgery, Obstetrics and Gynaecology, Psychiatry, Radiology and Pathology.

What follows are views by four members of the AMA (WA) Doctors in Training Committee, analysing certain aspects of the Hospital Health Check and what these outcomes mean for junior doctors in WA's health system.

The results of the survey can be found on page 18 and 19.

The AMA (WA) would like to extend its thanks to all the doctors who took the time to respond to the survey.



RPH and PMH stand out for embracing change

Dr Rebecca Wood
Co-Chair,
AMA (WA) Doctors in Training Committee

The grade attributed to the 'Morale and Culture' section of the 2018 Hospital Health Check Report Card is indicative of the overall health of the hospital.

There have been significant improvements by two of the hospitals in this year's Report Card. Royal Perth Hospital and Princess Margaret Hospital have both made targeted changes following last year's health check survey, reflected in the individual scores for 'Morale' and 'DiTs feel supported by the Hospital' (see overleaf).

The Wellbeing Program at RPH deserves particular recognition, bringing their 'Morale & Culture' grade from a 'C' in 2017 to an 'A' this year.

It is also encouraging to see the morale score given to PMH this year – 58 per cent, up from a single digit of

8 per cent just 12 months ago.

You will notice a new domain in the 'Morale & Culture' section this year – 'Engagement with hospital leadership'. The critical value of clinician engagement was highlighted in the 2017 CAHS Review as well as the AMA (WA) Clinical Engagement and Morale Survey of senior doctors last year.

Across the State, there has been increasing recognition of the importance of clinician input for hospital systems. Doctors are at the front line of medicine, providing care to our patients, working in clinics, emergency departments and operating theatres. We are the eyes and ears of the health system as well as the workhorses. Engagement with clinicians is crucial. Engagement with DiTs – the *current and future* workforce of our health system – is essential. ■