

JUNIOR DOCTOR INTERVIEWS

Themes:

- JMO welfare and wellbeing/ supportive learning environment
 - Reporting and support if experience inappropriate behaviours
 - Clinical escalation processes in and out of hours
 - Relationships with other staff
 - Career and training guidance
 - Support when in difficulty/ confronting events, mentoring, counselling
 - Do you know who to go to if you have a problem or need help?
 - Access to leave and Flexible training
 - Resolution of training problems and disputes
 - Review and appeals processes
- Patient safety
 - That JMOs are involved in governance and program improvement and feel comfortable to report concerns re: patient safety
 - Supervision, workload, workflow, patient load, rostering, alignment of rostered hours with unit expectations, continuity of patient care

Training environment topics:

- Organisational support systems and culture
- Orientation provided to junior doctors both at the beginning of the year and for each term
 - Face-to-face, structured, useful, term descriptions, ROVERs (or equivalent)
- Educational opportunities (overall and in each unit)
 - quality, relevance, access, protected
- Clinical rotation experience – supervision and learning
 - know Term Supervisor, interaction with SMS, approachability, Handover between terms/shifts supervised
 - clinical exposure and learning opportunities, work-based teaching and learning
 - **CORE TERMS: broad experience, admissions, theatre, continuity** (adequacy to meet training requirements)
- Performance assessment and feedback
 - Formal (face-to-face) and informal (regular, useful, timely)
- Evaluation of the education training program
 - confidential, anonymous, proactive
- Facilities