Supplementary Material

Overtime claiming among Australian doctors-in-training

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Supplementary Text S1: Survey Questions

1. I am answering this survey based on my experiences at the following hospital…

_____

2. At this hospital, my level of training is/was:

- ☐ Intern
- ☐ Resident
- ☐ Senior Resident Medical Officer
- ☐ Unaccredited specialty training registrar
- ☐ Accredited specialty training registrar
- ☐ Fellow
- ☐ Other (please specify)

3. How do you describe yourself?

- ☐ Male
- ☐ Female
- ☐ Non binary

5. What postgraduate year are you now? (i.e. years since graduated from medical school)

_____

6. What is/was your specialty area at the above hospital?

- ☐ I am PGY1-2
- ☐ Anaesthetics
- ☐ Emergency Medicine
- ☐ Intensive Care
- ☐ General Practice
- ☐ Intensive Care
- ☐ Obstetrics and Gynaecology
- ☐ Physician Training (Adult)
- ☐ Physician Training (Paediatric)
- ☐ Surgical Training (General)
- ☐ Surgical Training (Subspecialty)
- ☐ Psychiatry
- ☐ Other (please specify)

ROSTERING AND OVERTIME

7. Did you apply for part-time or other flexible working arrangements this year?
- ☐ Yes, and I was successful
- ☐ Yes, but I was NOT successful
- ☐ No, but I would be interested in flexible working arrangements
- ☐ No, and I have no interest in doing so

8. In general, are you expected to arrive earlier or leave later than your roster indicates?
- ☐ Roster ALMOST NEVER matches expectations
- ☐ Roster ALMOST ALWAYS matches expectations
- ☐ Roster SOMETIMES matches expectations

9. In general how would you rate the workload for your role at your hospital?

- ☐ Far too light
- ☐ Somewhat too light

- ☐ Just right
- ☐ Somewhat too heavy
- ☐ Far too heavy

10. On average, how many hours of ROSTERED OVERTIME did/do you work during an average FORTNIGHT (i.e. rostered hours in excess of 80 hours per fortnight)?

- ☐ 0-5
- ☐ 5-10
- ☐ 10-15
- ☐ 15-25
- ☐ >25

11. On average, how many hours of UNROSTERED OVERTIME did/do you work during an average FORTNIGHT? (i.e. hours that you were at work that weren't rostered)

- ☐ 0-5
- ☐ 5-10
- ☐ 10-15
- ☐ 15-25
- ☐ >25

12. If you work unrostered overtime, how much of it did/do you usually claim?

- ☐ All of it
- ☐ More than half of it
- ☐ Less than half of it
- ☐ None of it
- ☐ Not applicable (I don't work any)

13. How much of the unrostered overtime that you claim is usually paid?

- ☐ All of it
- ☐ More than half of it
- ☐ Less than half of it
- ☐ None of it
- ☐ Not applicable (I don't work any)

14. Why didn't you claim all the unrostered overtime you worked? Select all reasons that apply.

- ☐ Did not know claiming overtime was possible
- ☐ Did not believe the amount of overtime was worth claiming
- ☐ Advised not to claim by an administrator
- ☐ Advised not to claim by my registrar or consultant
- ☐ Workplace cultural expectations
- ☐ Unrostered overtime generally doesn't fall under 'approved' perceived reasons (e.g. new admission, discharge, extended shift in theatre, medical emergency)
- ☐ Believe it may reflect negatively on my competence
- ☐ Believe it may negatively impact my future job prospects
- ☐ Other reason (please specify)

Figure S1: Specialty Pathway and Hours of Rostered Overtime Correspondence Analysis
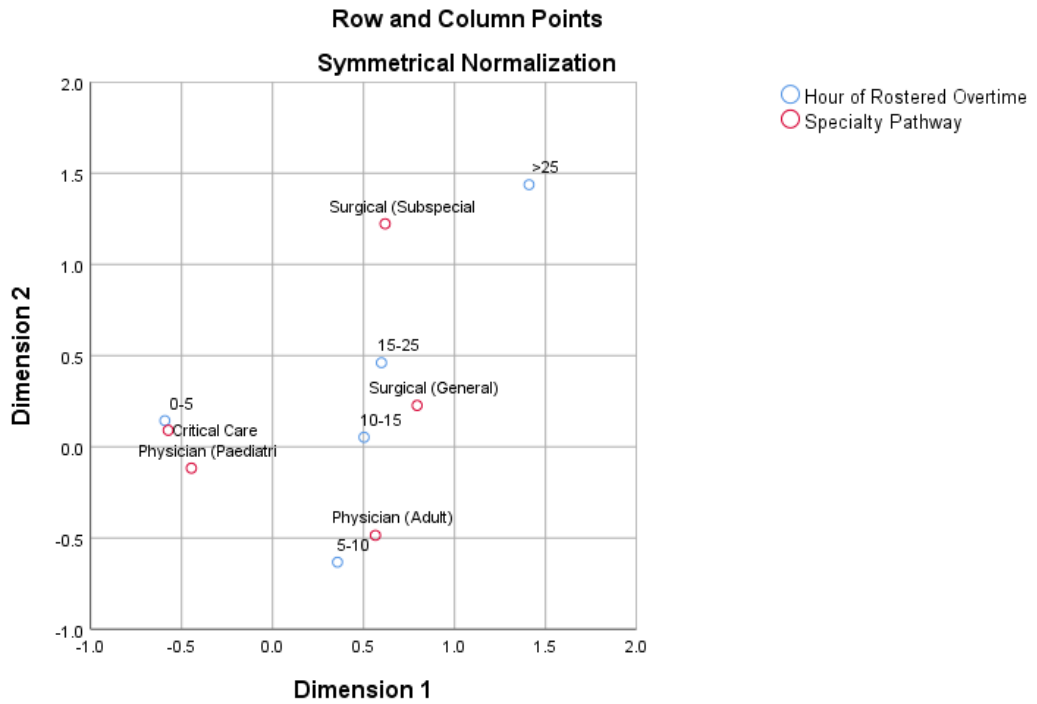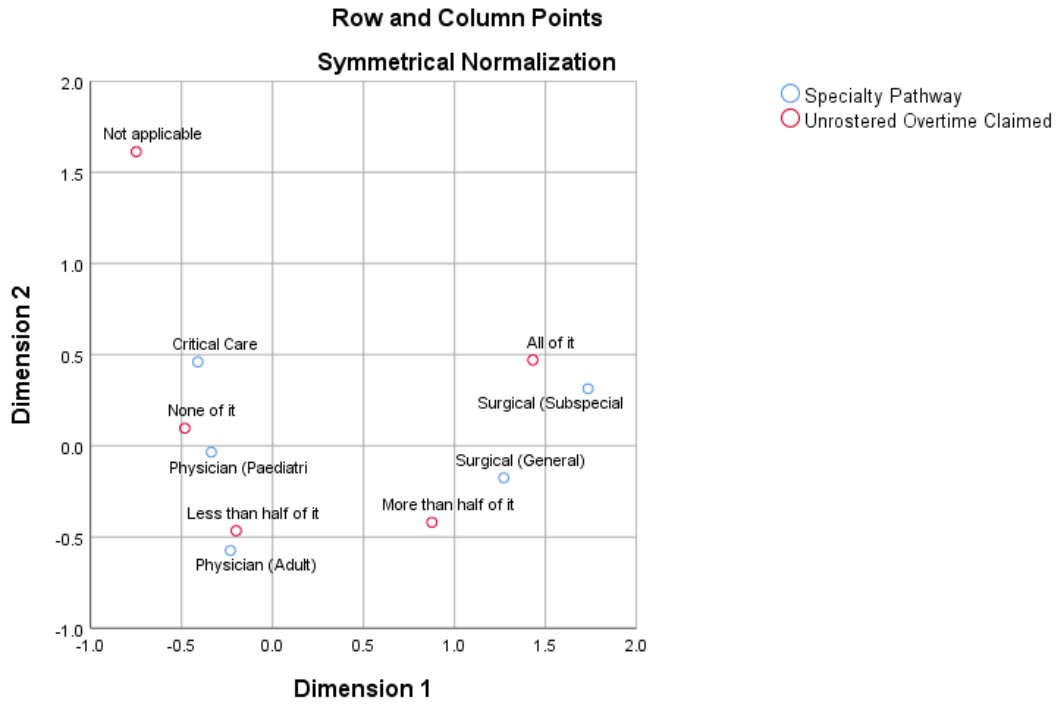

Dimension 1 accounts for 71.1% of variance, and Dimension 26.4%, cumulatively 97.5%

Figure S2: Specialty Pathway and Hours of Unrostered Overtime Correspondence Analysis
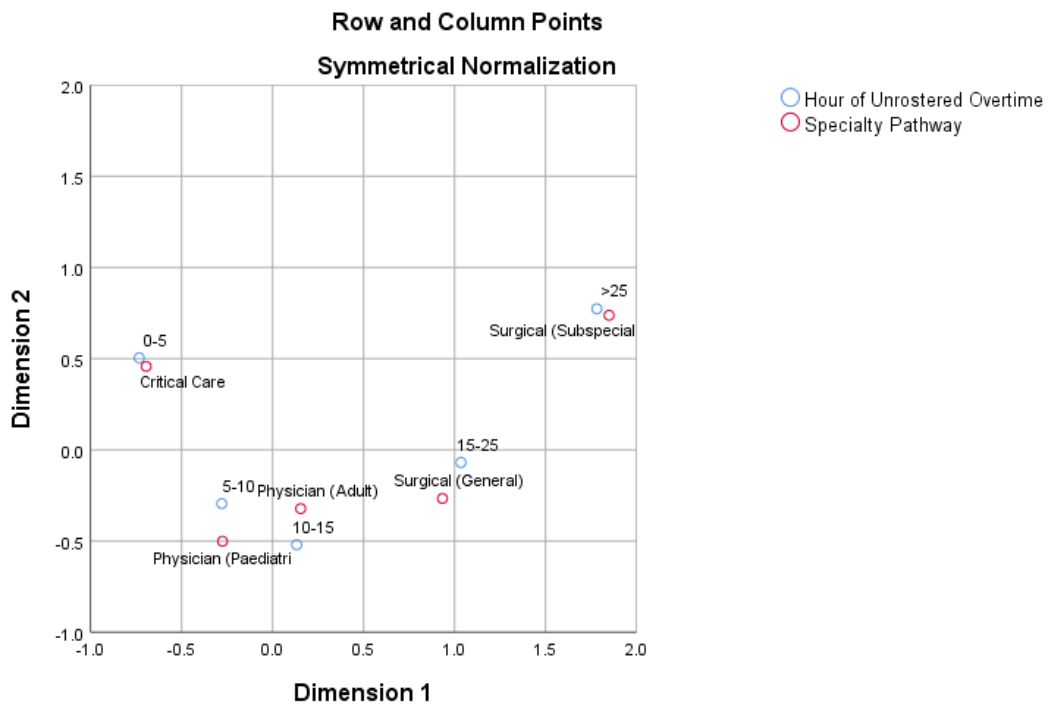
Dimension 1 accounts for 86.3% of variance, and Dimension 11.4%, cumulatively 97.7%

Figure S3: Specialty Pathway and Hours of Unrostered Overtime Claimed Correspondence Analysis
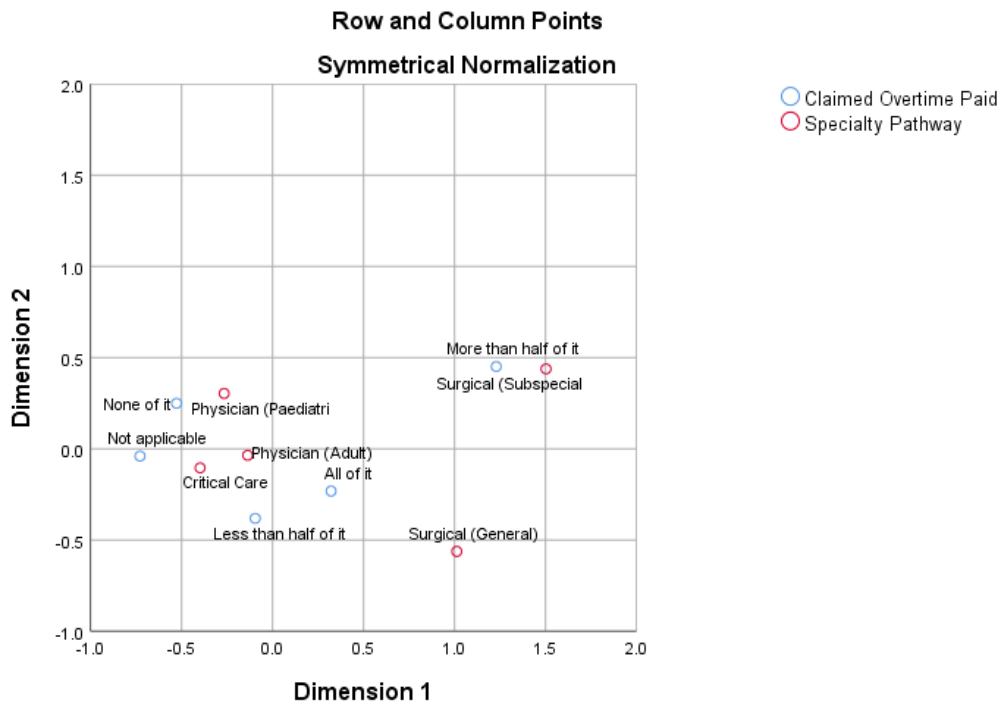

Dimension 1 accounts for 87.8% of variance, and Dimension 10.2%, cumulatively 98.0%

Figure S4: Specialty Pathway and Proportion of Claimed Overtime Paid Correspondence Analysis

Dimension 1 accounts for 94.4% of variance, and Dimension 3.5%, cumulatively 97.9%

Table S1: Specialty Pathway and Amount of Overtime

	Rostered overtime worked/fortnight (h)					Unrostered overtime worked/fortnight (h)				
	0-5	5-10	10-15	15-25	>25	0-5	5-10	10-15	15-25	>25
Critical Care	130	40	23	14	2	106	64	31	6	2
	62.2%	19.1%	11.0%	6.7%	1.0%	50.7%	30.6%	14.8%	2.9%	1.0%
Physician Training (Adult)	47	68	31	17	7	35	57	37	29	12
	27.6%	40.0%	18.2%	10.0%	4.1%	20.6%	33.5%	21.8%	17.1%	7.1%
Physician Training (Paediatric)	73	30	16	7	1	35	45	35	10	2
	57.5%	23.6%	12.6%	5.5%	0.8%	27.6%	35.4%	27.6%	7.9%	1.6%
Surgical Training (General)	15	16	16	9	4	4	11	20	13	12
	25.0%	26.7%	26.7%	15.0%	6.7%	6.7%	18.3%	33.3%	21.7%	20.0%
Surgical Training (Subspecialty)	20	7	10	9	7	0	5	9	19	20
	37.7%	13.2%	18.9%	17.0%	13.2%	0.0%	9.4%	17.0%	35.8%	37.7%

Table S2: Specialty Pathway and Overtime Claiming Patterns

	Proportion of unrostered overtime claimed					Claimed overtime paid				
	100%	**>50%**	**<50%**	**0%**	**N/A**	**100%**	**>50%**	**<50%**	**0%**	**N/A**
Critical Care	16	14	39	127	13	73	12	13	67	44
	7.7%	6.7%	18.7%	60.8%	6.2%	34.9%	5.7%	6.2%	32.1%	21.1%
Physician Training (Adult)	8	25	47	88	2	68	14	9	54	25
	4.7%	14.7%	27.6%	51.8%	1.2%	40.0%	8.2%	5.3%	31.8%	14.7%
Physician Training (Paediatric)	10	10	26	79	2	43	11	7	45	21
	7.9%	7.9%	20.5%	62.2%	1.6%	33.9%	8.7%	5.5%	35.4%	16.5%
Surgical Training (General)	21	18	11	10	0	35	13	4	6	2
	35.0%	30.0%	18.3%	16.7%	0.0%	58.3%	21.7%	6.7%	10.0%	3.3%
Surgical Training (Subspecialty)	25	17	5	6	0	29	18	2	4	0
	47.2%	32.1%	9.4%	11.3%	0.0%	54.7%	34.0%	3.8%	7.5%	0.0%

Table S3: Specialty Pathway and Reasons For Not Claiming Overtime

	Reasons for not claiming overtime								
	Did not know claiming overtime was possible	Did not believe the amount of overtime was worth claiming	Unrostered overtime generally doesn't fall under 'approved' reasons	Advised not to claim by my registrar or consultant	Advised not to claim by an administrator	Workplace cultural expectations	Believe it may reflect negatively on my perceived competence	Believe it may negatively impact my future job prospects	Other
Critical Care	2	59	92	43	19	97	71	45	24
	0.6%	17.5%	27.2%	12.7%	5.6%	28.7%	21.0%	13.3%	7.1%
Physician Training (Adult)	5	54	87	31	25	83	57	55	16
	2.0%	21.5%	34.7%	12.4%	10.0%	33.1%	22.7%	21.9%	6.4%
Physician Training (Paediatric)	8	25	55	19	14	54	28	40	16
	6.6%	20.5%	45.1%	15.6%	11.5%	44.3%	23.0%	32.8%	13.1%
Surgical training (General)	2	15	27	5	12	24	19	15	6
	2.4%	17.6%	31.8%	5.9%	14.1%	28.2%	22.4%	17.6%	7%
Surgical Training (Subspecialty)	10	102	166	53	47	229	150	126	46
	1.9%	19.7%	32.1%	10.3%	9.1%	44.3%	29.0%	24.4%	8.9%