

Friday November 11, 2016

Ms Jeanette Radcliffe  
Secretary  
Standing Committee on Community Affairs, References Committee  
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Dear Ms Radcliffe,

### **Inquiry into the medical complaints process in Australia**

I refer to your letter dated 7 November 2016 with regard to additional questions taken on notice during the hearing held on 1 November.

Senator Xenophon: *I want to ask the question generally: do you keep records of trainees who commence training but who drop out: they have had enough because of bullying and harassment? In other words, if someone actually drops out of their traineeship to get their fellowship, do any of you actually ask them why? Is there an exit interview? Does someone ask them frankly, 'Why have you done that?' And do you get responses?*

ANZCA currently has approximately 1,550 trainees. The standard training period is five years though for many reasons, trainees frequently take longer than the five years. I have provided below some details of trainee withdrawal from the training program over the period 2014-16.

On average, 66 trainees or 4% of the total have left the program each year. The total number leaving in the three year period was 197. The following points relate to their reasons for withdrawal.

- 83 trainees (42%) contacted the College requesting voluntary withdrawal.
- 92 trainees (47%) omitted to pay fees and were subsequently withdrawn.
- 21 trainees (11%) were withdrawn by ANZCA due to their failure to achieve training requirements such as passing examinations.
- One trainee was withdrawn by ANZCA as he or she had not reached the required standard of performance as judged by a trainee performance review.

Those who leave voluntarily are asked to advise the College in writing of their reasons for leaving the program, and offered an exit interview with a Fellow outside the hospital involved in the training program. Very few take up that offer (only two since current records started in 2014).

None of those interviewed or who gave reasons for leaving the training program cited bullying, discrimination or sexual harassment as something they'd experienced during training.



ANZCA has a well-documented processes in Regulation 37 which covers its training program, including withdrawal from training (Regulation 37.15). This is supported by the training handbook which describes the processes used for exit interviews (section 15.3).

I trust this information satisfies Senator Xenophon's question.

Yours sincerely

**JOHN ILOTT**  
Chief Executive Officer